



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing
As of FY16Q2 (31 March 2016)



Overview



- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at <http://www.hci.mil>
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**



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Highlights



Defense Acquisition Workforce Size Highlights

- The current Production, Quality and Man Defense Acquisition Workforce count is 10,099, up from 9,138 in FY08, a total increase of 961
- The Production, Quality and Man Defense Acquisition Workforce count was at its highest point (10,099) in FY16Q2, and its lowest point (8,364) in FY07
- The Agencies with the largest increases, since FY08, are NAVY, DCMA, and MDA, with increases of 926 (46%), 564 (15%), and 20 (54%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, OSD, and DCAA with decreases of 576 (-30%), 11 (-84%), and 3 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 74.4%; up from 63.1% in FY08
- The current Production, Quality and Manufacturing Meets/Exceeds certification rate is up 11.3% from FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.7%; down from 26.5% in FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.9%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 61.1% (5,705) (10 years or less to retirement eligibility or retirement eligible)
- 22.8% (2,129) are currently eligible to retire, ↓ from 28.8% in FY08
- Mid Career Group 25.6% (2,388) (11 to 20 years to retirement), 19.2% in FY08
- Future Career Group 13.3% (1,245) (21 to 25+ years to retirement), ↑ from 9.5% in FY08



Fact Sheet



Human Capital Fact Sheet

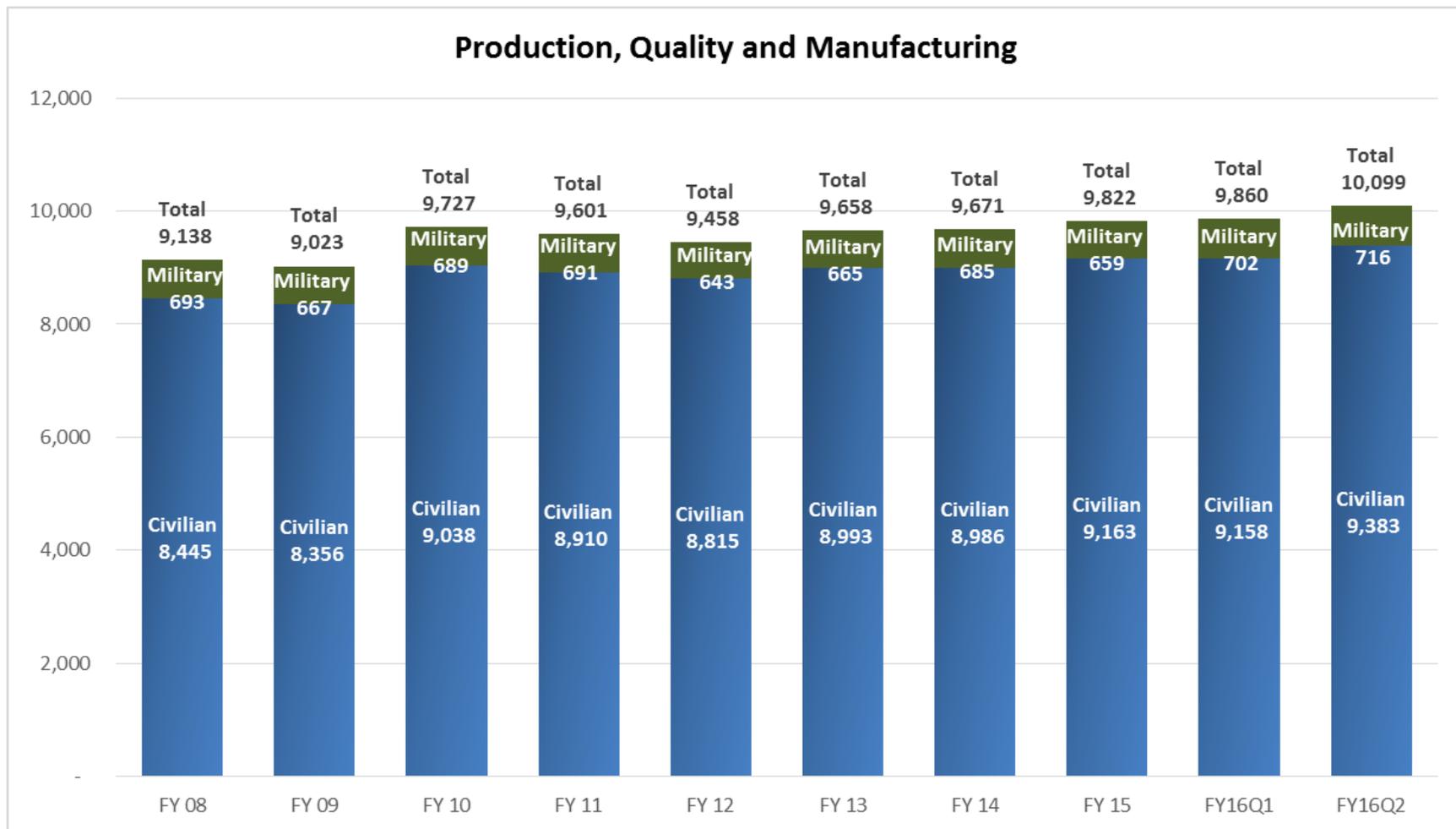
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2016Q2			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	9,383	716	10,099	158,212
Change in size from 2008	-	-	-	-	11%	3%	11%	26%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	80%	44%	82%
Graduate Degree	9%	38%	12%	29%	14%	64%	17%	39%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	83%	65%	82%	85%
Level II or Higher Achieved	68%	42%	66%	61%	75%	45%	73%	74%
Level III Achieved	13%	23%	14%	36%	21%	27%	21%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	76%	52%	74%	75%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	21%	45%	23%	21%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	4%	3%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	52%	6%	48%	39%
Average Age	51.0	39.9	50.2	45.7	48.4	38.0	47.7	44.4
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	13/26/61(%)	-	-	28/29/43(%)
Average Years of Service	21.0	16.2	20.7	17.3	16.3	17.0	16.4	15.0
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,129(23%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,853(20%)	-	-	25,977(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,440/1,006	-	-	15,983/10,440

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q2 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q2 DMDC data.



PQM Total Workforce

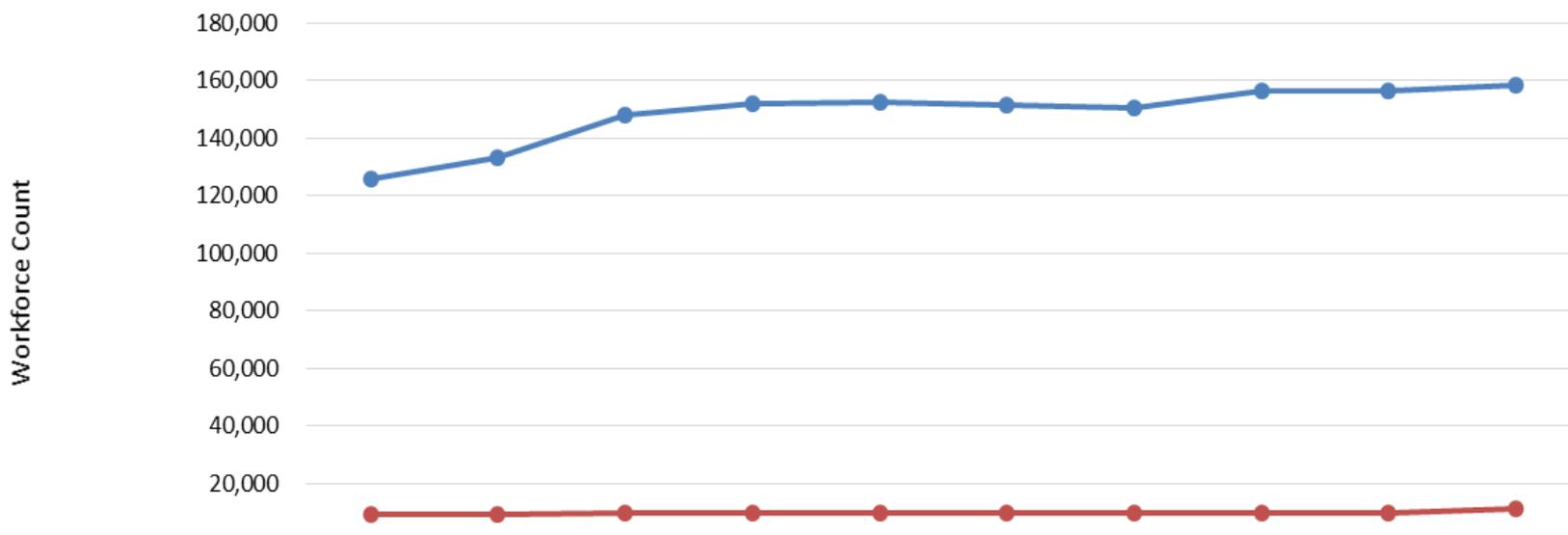




PQM Total Workforce



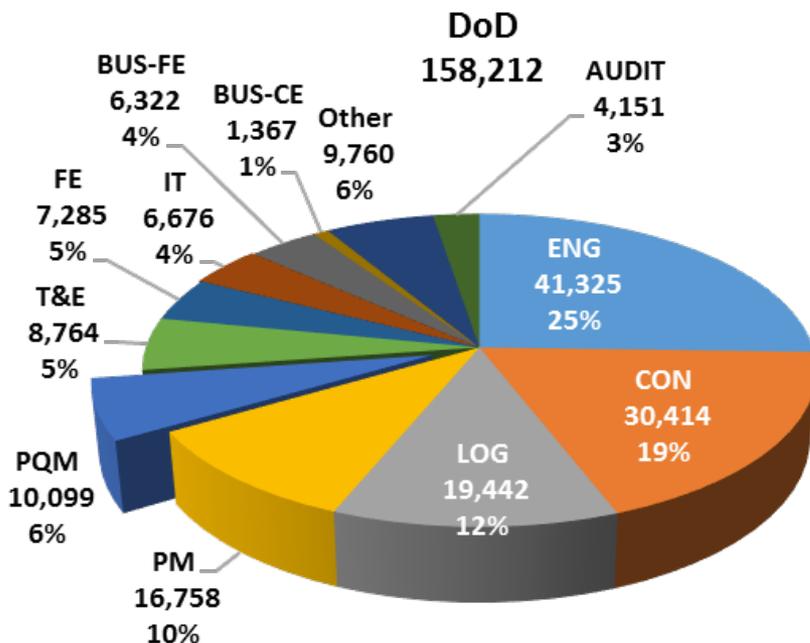
AWF - Historical Workforce Size
FY08 - FY16Q2



	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2
● Total AWF	125,879	133,103	147,705	151,891	152,326	151,355	150,465	156,313	156,457	158,212
● PQM Workforce	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	9,860	10,999
PQM % of Total AWF	6%	6%	6%	6%	6%	6%	6%	7%	7%	7%



AWF by Component and Career Field



AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,151	4,151	2.6%
Business - CE	245	572	467	83	1,367	0.9%
Business - FM	1,705	2,053	1,965	599	6,322	4.0%
Contracting	7,955	6,250	8,407	7,802	30,414	19.2%
Engineering	9,063	21,243	8,949	2,070	41,325	26.1%
Facilities Engineering	1,498	5,440	270	77	7,285	4.6%
Information Technology	1,666	2,940	1,204	866	6,676	4.2%
Life Cycle Logistics	7,149	6,296	3,087	2,910	19,442	12.3%
Production, Quality and Man	1,376	2,931	391	5,401	10,099	6.4%
Program Management	3,215	6,381	5,492	1,670	16,758	10.6%
Property	48	65	14	266	393	0.2%
Purchasing	293	484	73	571	1,421	0.9%
S&T Manager	435	510	2,681	128	3,754	2.4%
Test and Evaluation	1,905	3,409	3,071	379	8,764	5.5%
Unknown/Other	9	1	5	26	41	0.03%
FY16Q2 Totals (as of 3-31-2016)	36,562	58,575	36,076	26,999	158,212	
Component %	23.1%	37.0%	22.8%	17.1%		



PQM Workforce Historical Size by Agency FY05 – FY16Q2



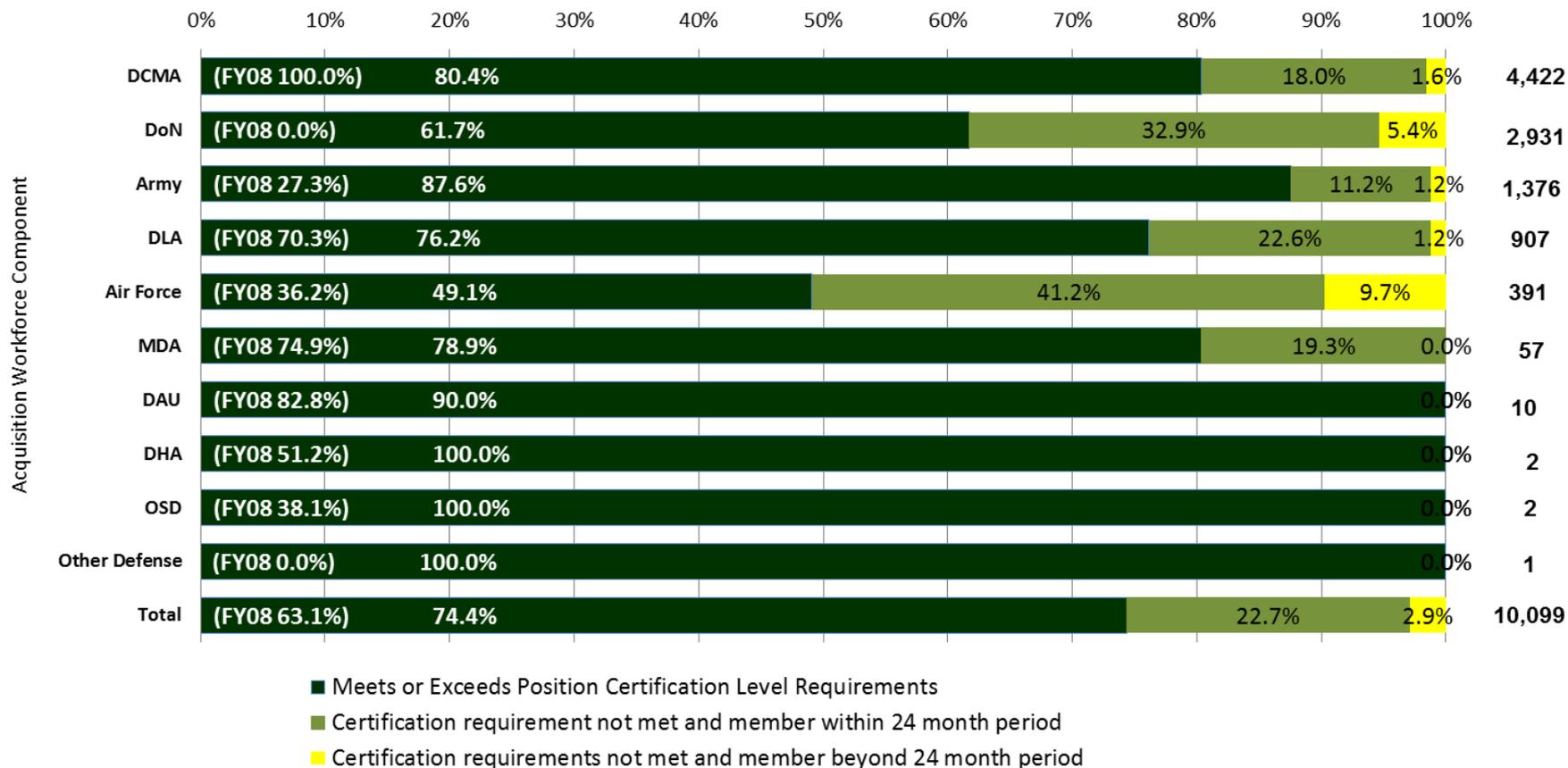
Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,393	1,376	-30%	-1%
DoN	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	2,810	2,931	46%	4%
AIR FORCE	407	334	326	383	389	404	406	405	326	330	331	391	2%	18%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,353	4,422	15%	2%
DLA	534	590	438	865	652	769	852	823	827	815	868	907	5%	4%
DCAA	-	-	-	3	-	-	-	-	-	-	-	-	-100%	
MDA	6	5	8	37	6	23	31	41	47	54	54	57	54%	6%
DISA	-	1	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	2	1	2	1	1	2	3	2	2	0%	0%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	4	5	-	5	5	5	5	5	7	9	9	10	100%	11%
National Reconnaissance Offi	-	-	-	-	-	-	-	-	-	-	-	1		
OSD	1	-	-	13	1	3	1	1	2	1	2	2	-85%	0%
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	1	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	1	-	-	-	-	-	-	-	-	-		
DFAS	-	16	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
TRMC	-	-	-	2	-	-	-	-	-	-	-	-	-100%	
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
NDU	-	-	-	2	-	-	-	-	-	-	-	-		
Uniformed Services														
University of The Health Sciences														
IG	-	-	-	4	-	-	-	-	-	-	-	-		
Defense POW/MIA														
Accounting Agency														
ASD														
4th Estate Other				5										
TOTAL	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	10,099	↑	↑
													10.5%	2.8%



PQM DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component PQM (FY16Q2)

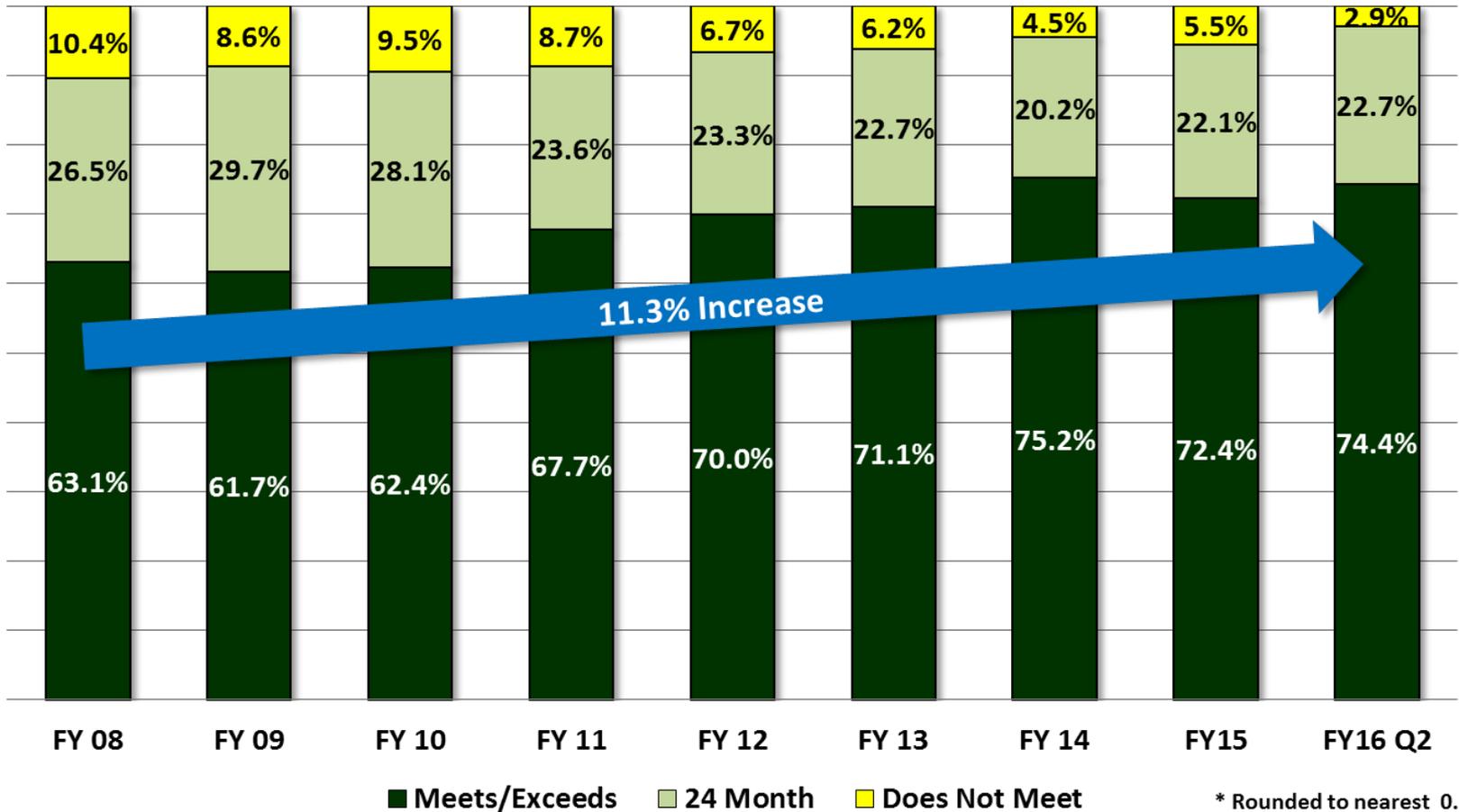




PQM Historical DAWIA Certification FY08 – FY16Q2



Production, Quality and Manufacturing





PQM DAWIA Certification Matrix + Bench Strength



PQM Required Certification Level	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	419	390	164	9	982	57.3%
Level II	1,215	526	4,788	509	7,038	75.3%
Level III	173	46	209	1,649	2,077	79.4%
<i>Unspecified</i>	-	-	1	1	2	
FY16Q2 TOTAL	1,807	962	5,162	2,168	10,099	74.4%
	17.9%	9.5%	51.1%	21.5%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,288	12.8%	
Army	5,130	14.0%	
DoN	6,881	11.8%	
Air Force	6,577	18.3%	
4th Estate	1,700	6.3%	
PQM	682	6.8%	12 of 13

** Based on population total without unspecified positions

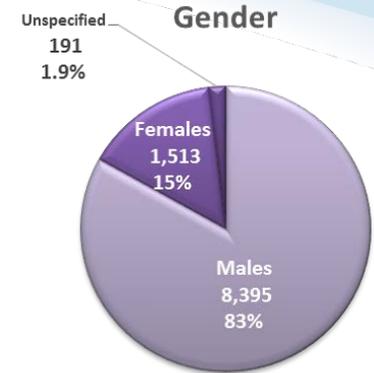
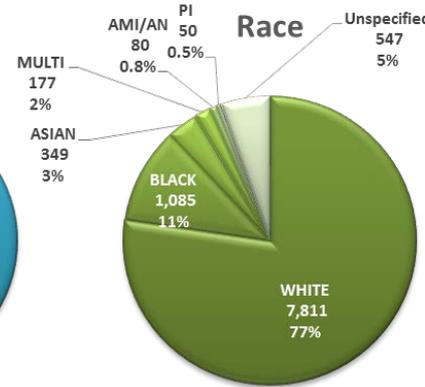
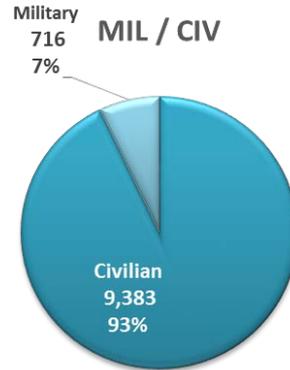
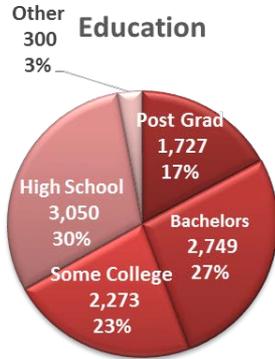
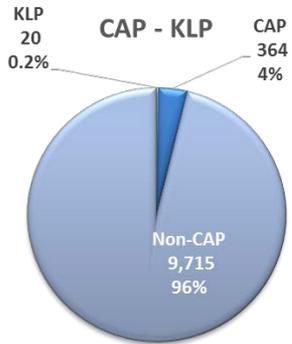
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	563	410	9	982	9.7%
Level II	5,297	1,542	199	7,038	69.7%
Level III	1,649	342	86	2,077	20.6%
<i>Unspecified</i>	1	-	1	2	0.0%
PQM TOTAL	7,510	2,294	295	10,099	
	74.4%	22.7%	2.9%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



PQM Demographics



Occupied Position Type	PQM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	20	0.2%	1,128	0.7%
Critical Acquisition Positions (CAPs) *	364	3.6%	15,701	9.9%
Non-CAP Positions	9,715	96.2%	141,383	89.4%
TOTAL	10,099		158,212	

* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	PQM TOTAL		Entire DAW	
Post Grad	1,727	17.1%	61,428	38.8%
Bachelors	2,749	27.2%	69,007	43.6%
Some College	2,273	22.5%	11,791	7.5%
High School	3,050	30.2%	12,464	7.9%
Other	300	3.0%	3,522	2.2%
TOTAL	10,099		158,212	

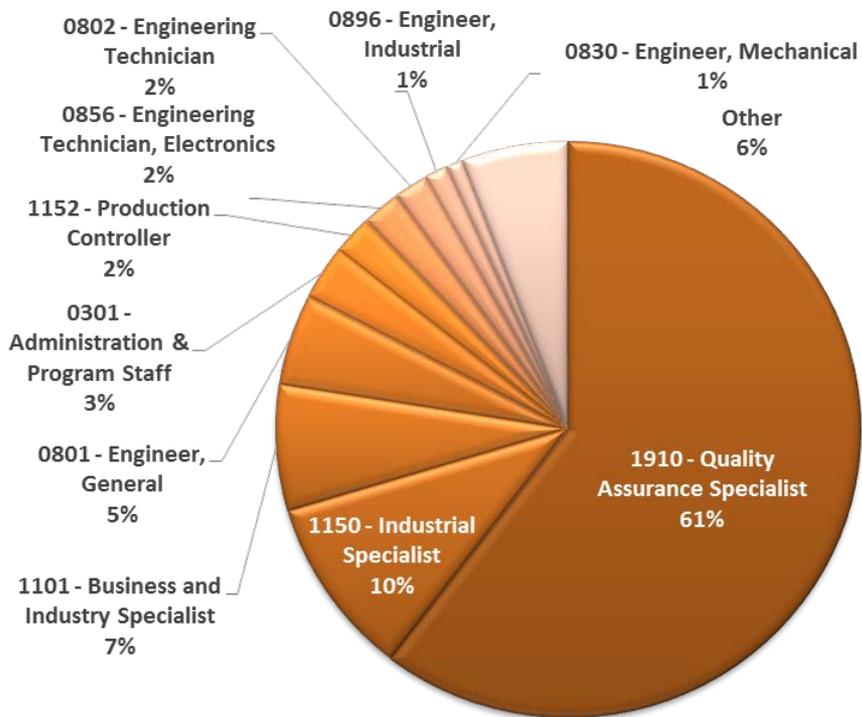
Military / Civilian	PQM TOTAL		Entire DAW	
Civilian	9,383	92.9%	142,728	90.2%
Military	716	7.1%	15,484	9.8%
TOTAL	10,099		158,212	

Race	PQM TOTAL		Entire DAW	
WHITE	7,811	77.3%	116,320	73.5%
BLACK	1,085	10.7%	18,633	11.8%
ASIAN	349	3.5%	10,154	6.4%
MULTI	177	1.8%	3,381	2.1%
AMI/AN	80	0.8%	844	0.5%
PI	50	0.5%	748	0.5%
Unspecified	547	5.4%	8,132	5.1%
TOTAL	10,099		158,212	

Gender	PQM TOTAL		Entire DAW	
Males	8,395	83.1%	110,062	69.6%
Females	1,513	15.0%	45,274	28.6%
Unspecified	191	1.9%	2,876	1.8%
TOTAL	10,099		158,212	



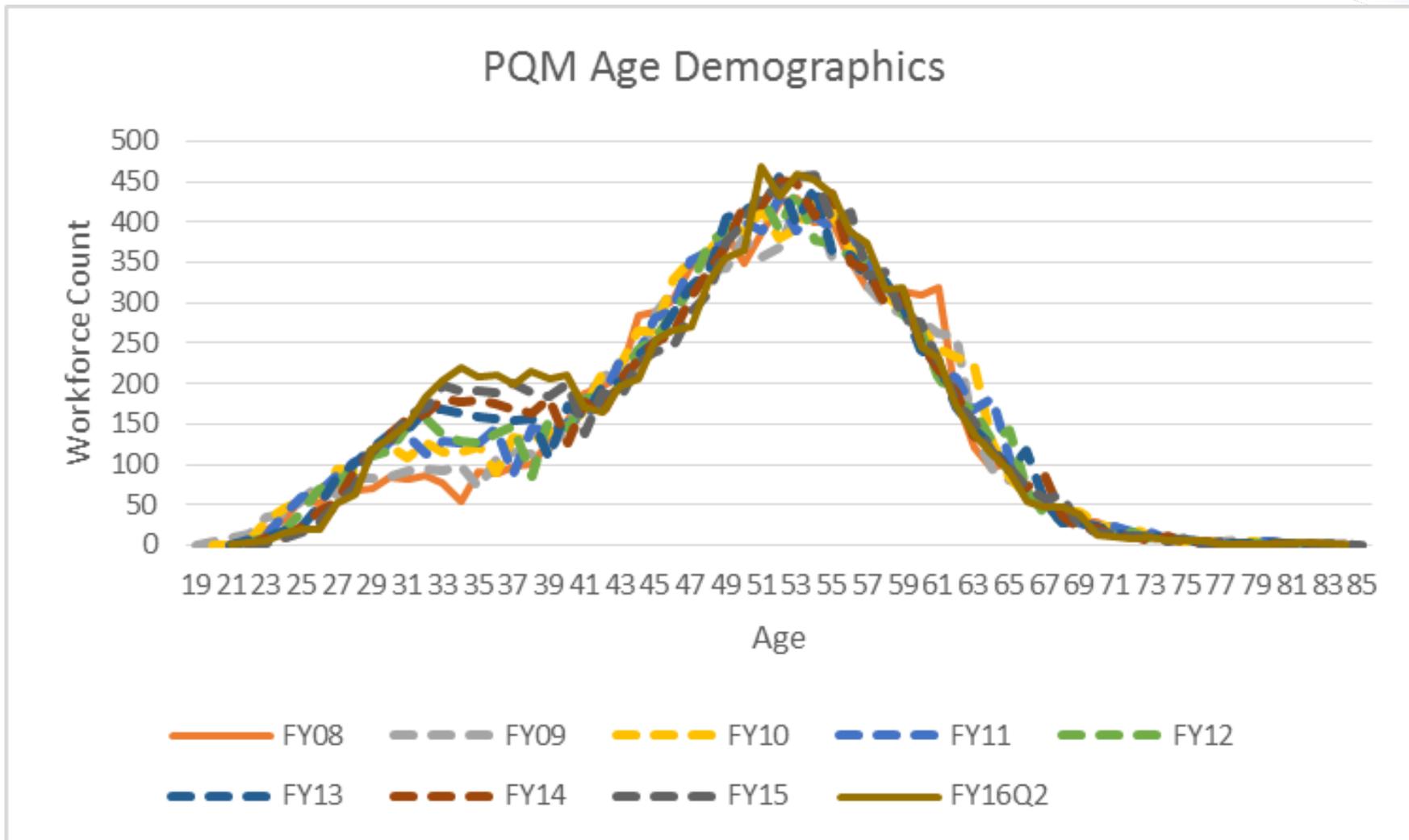
PQM Size by Occupational Series



Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,665	60.4%
1150 - Industrial Specialist	943	10.1%
1101 - Business and Industry Specialist	663	7.1%
0801 - Engineer, General	480	5.12%
0301 - Administration & Program Staff	289	3.08%
1152 - Production Controller	206	2.20%
0856 - Engineering Technician, Electronics	201	2.14%
0802 - Engineering Technician	179	1.91%
0896 - Engineer, Industrial	123	1.31%
0830 - Engineer, Mechanical	86	0.92%
Other	548	5.84%
TOTAL CIVILIAN	9,383	Civilians



Age Demographics





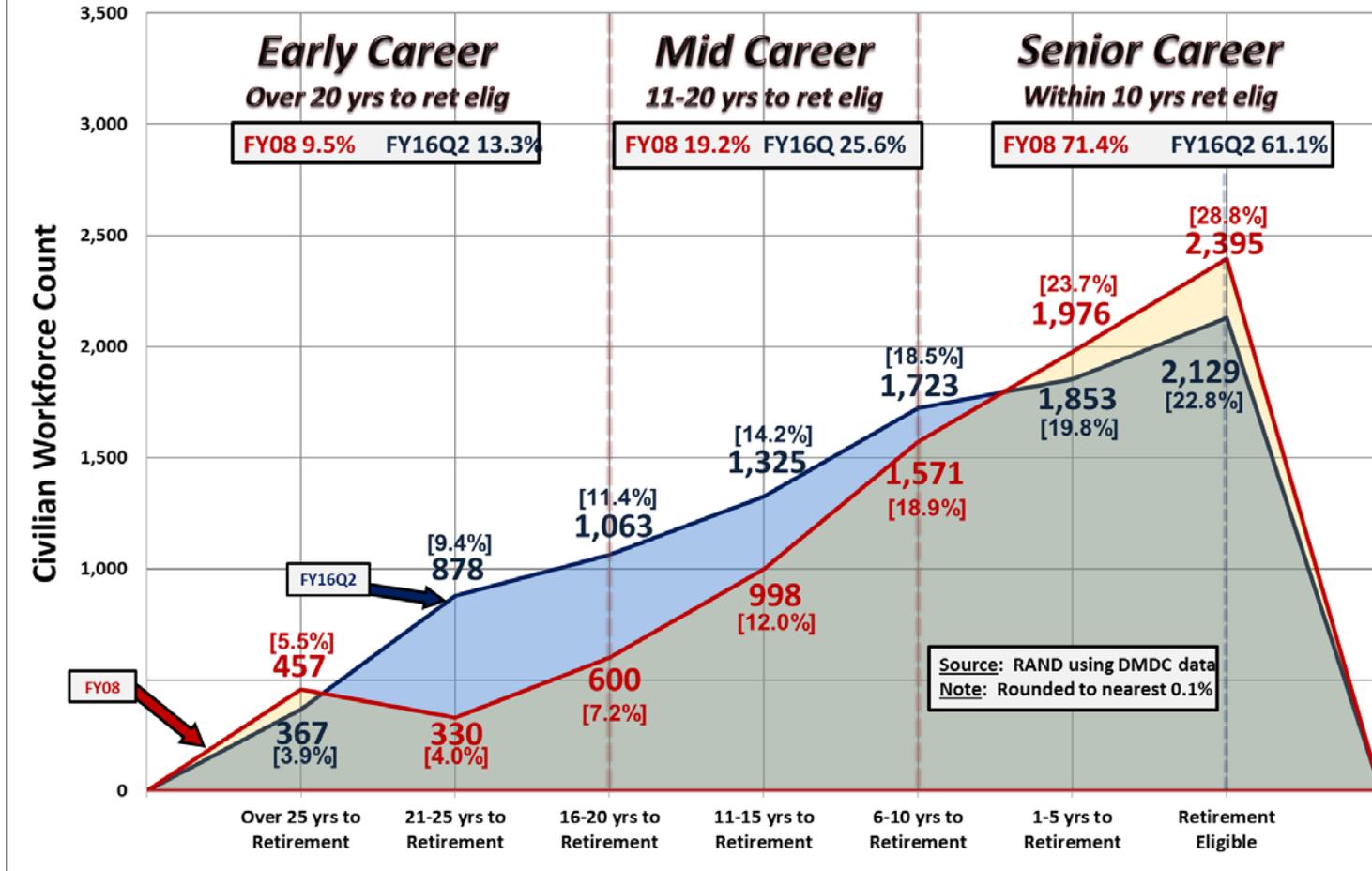
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



PQM Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



Prod, Qual, & Man. DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY16Q2



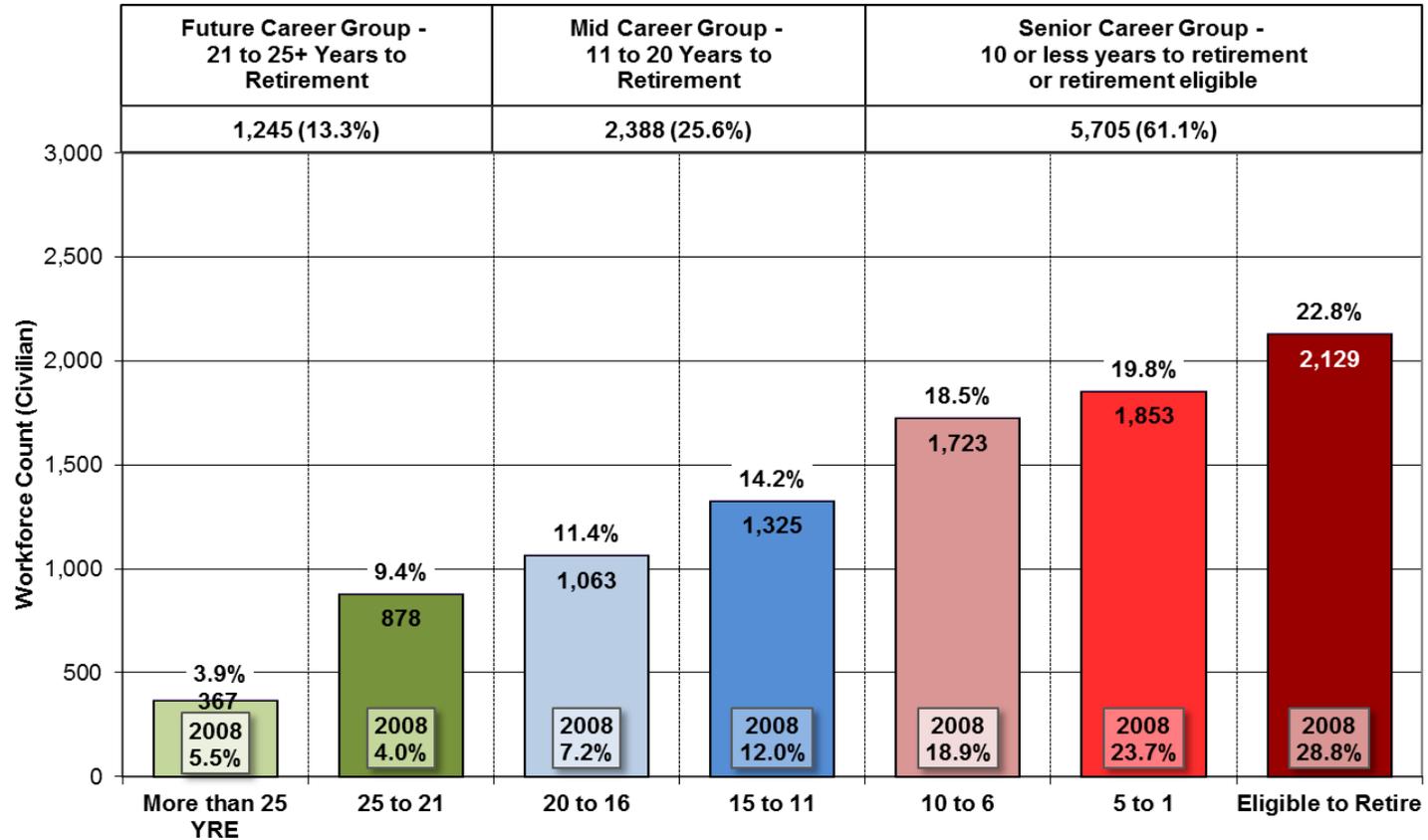
As of FY16Q2 (31 Mar 2016)



PQM Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q2) - Production, Quality and Manufacturing



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

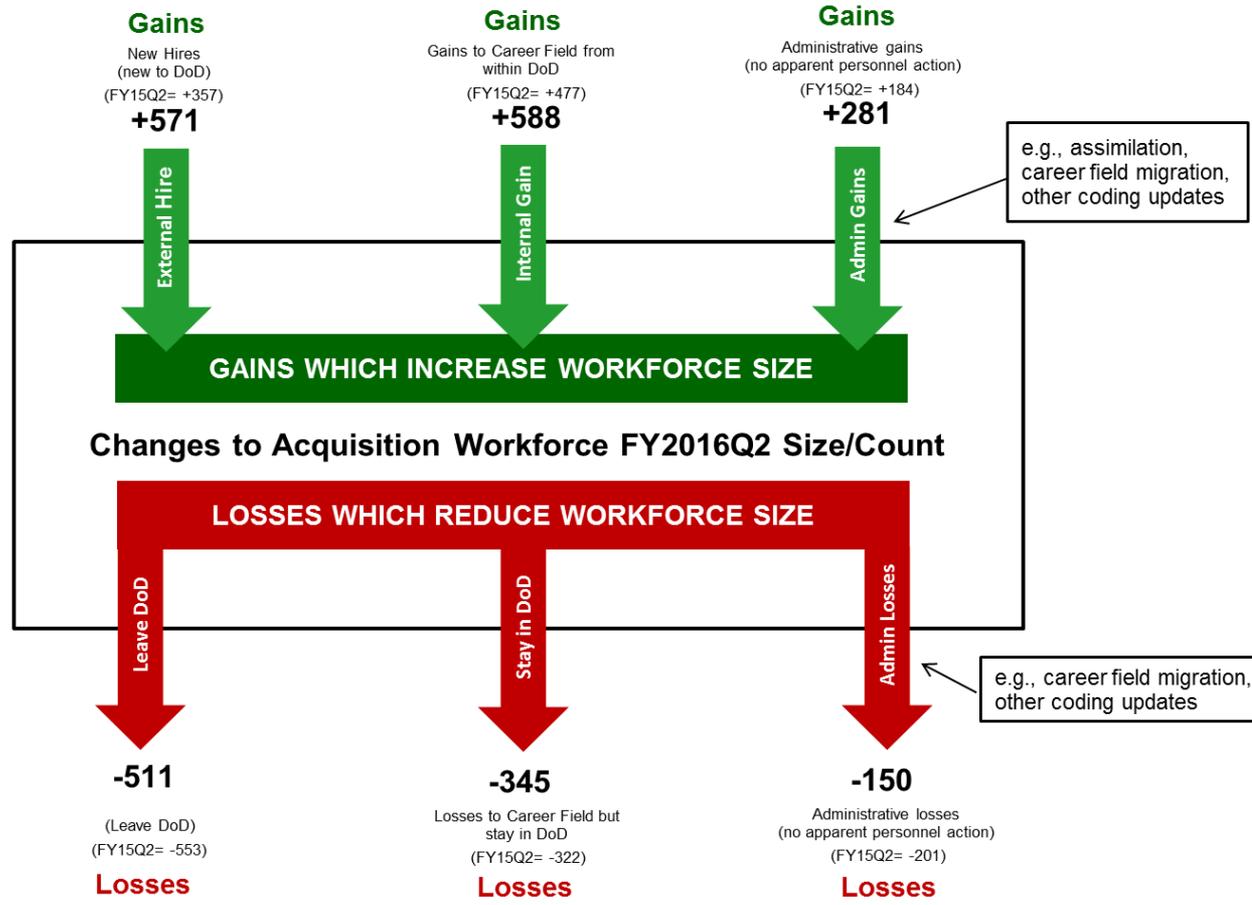
As of FY16Q2 (31 Mar 2016)



PQM Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q2) - Production, Quality and

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



As of FY16Q2 (31 Mar 2016)

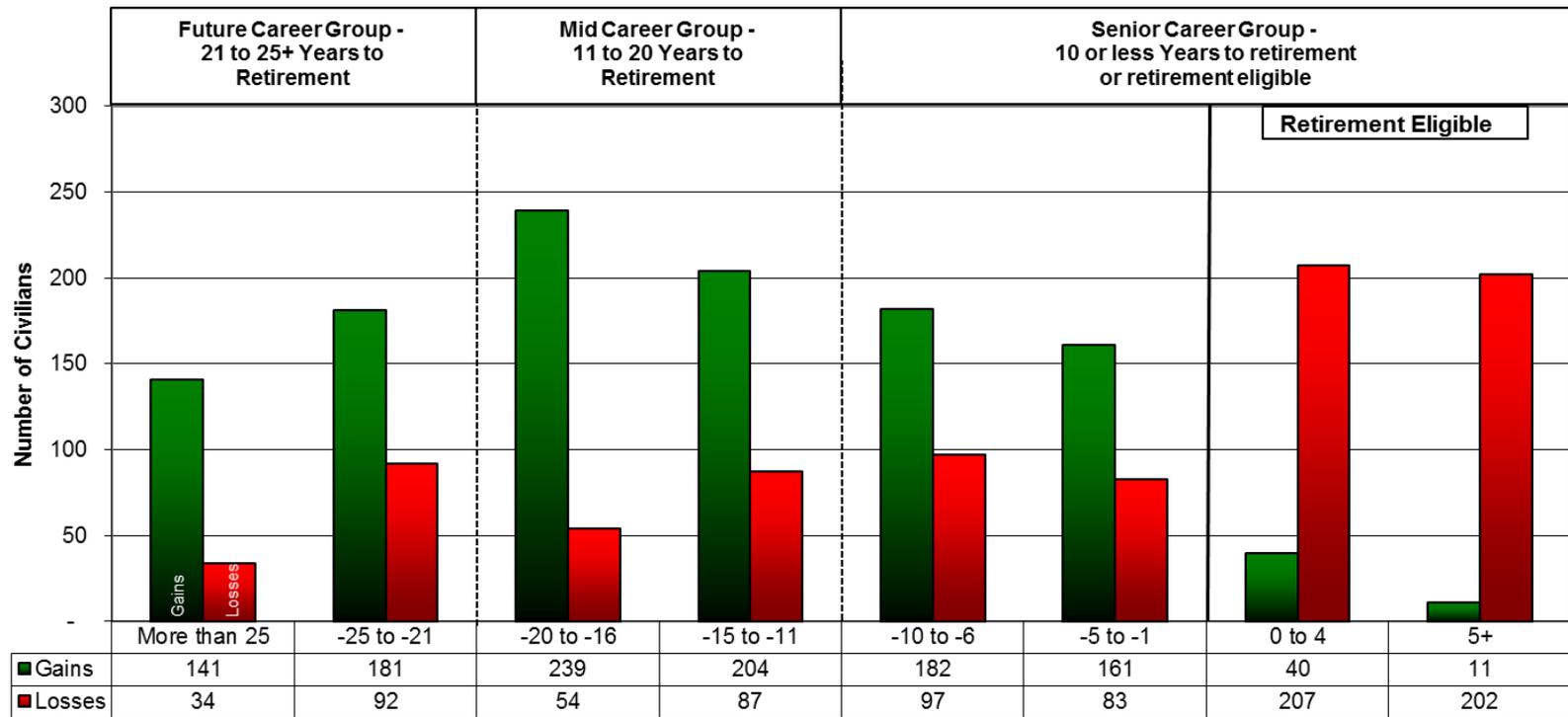


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2016Q2 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

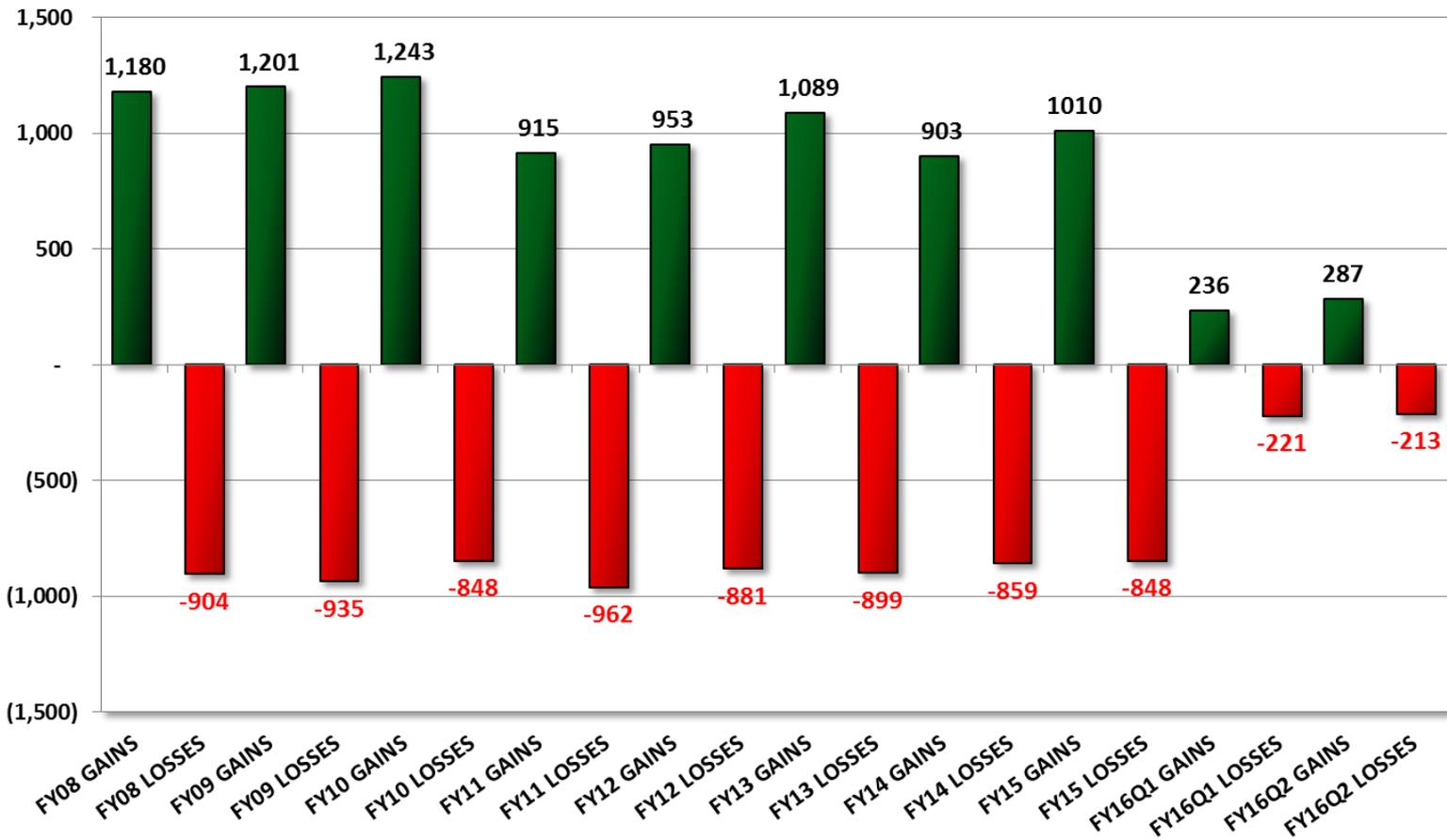
*Does not include administrative gains and losses

As of FY16Q2 (31 Mar 2016)



PQM

Historical Gains and Losses FY08 – FY16Q2



*Does not include Administrative gains and losses

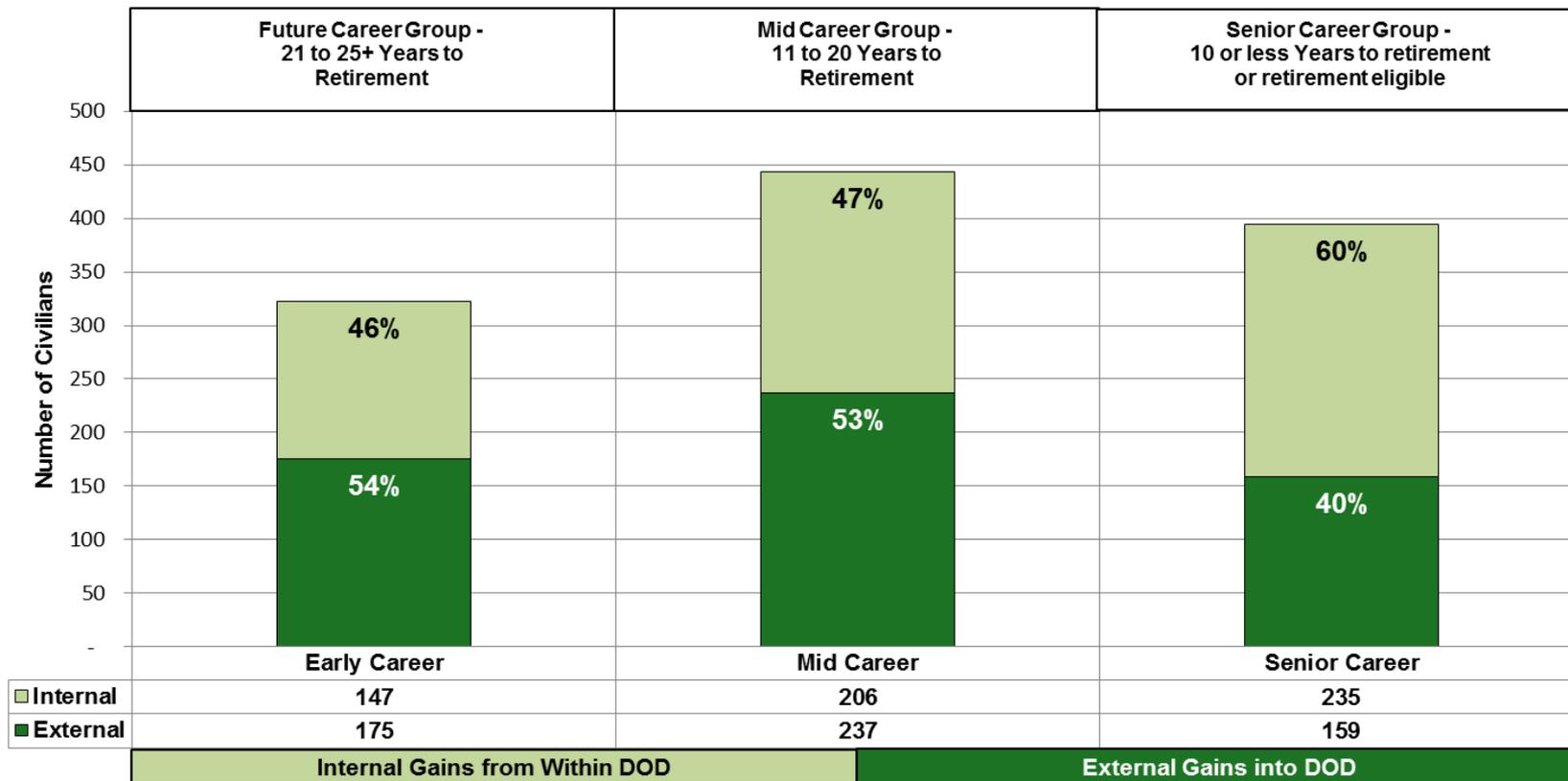
As of FY16Q2 (31 Mar 2016)



PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - PQM
Workforce Lifecycle FY2016Q2 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative gains

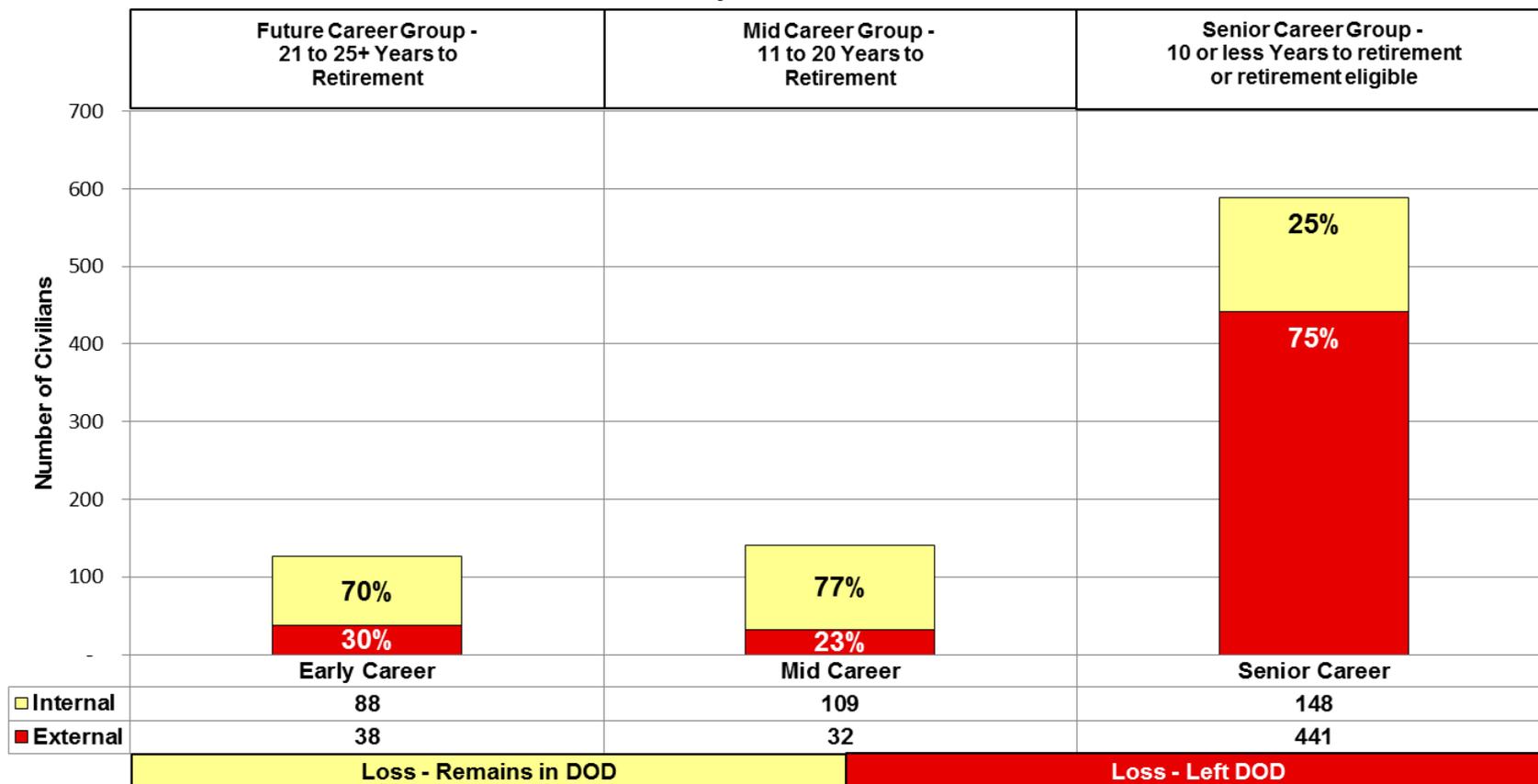


PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2016Q2 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative losses

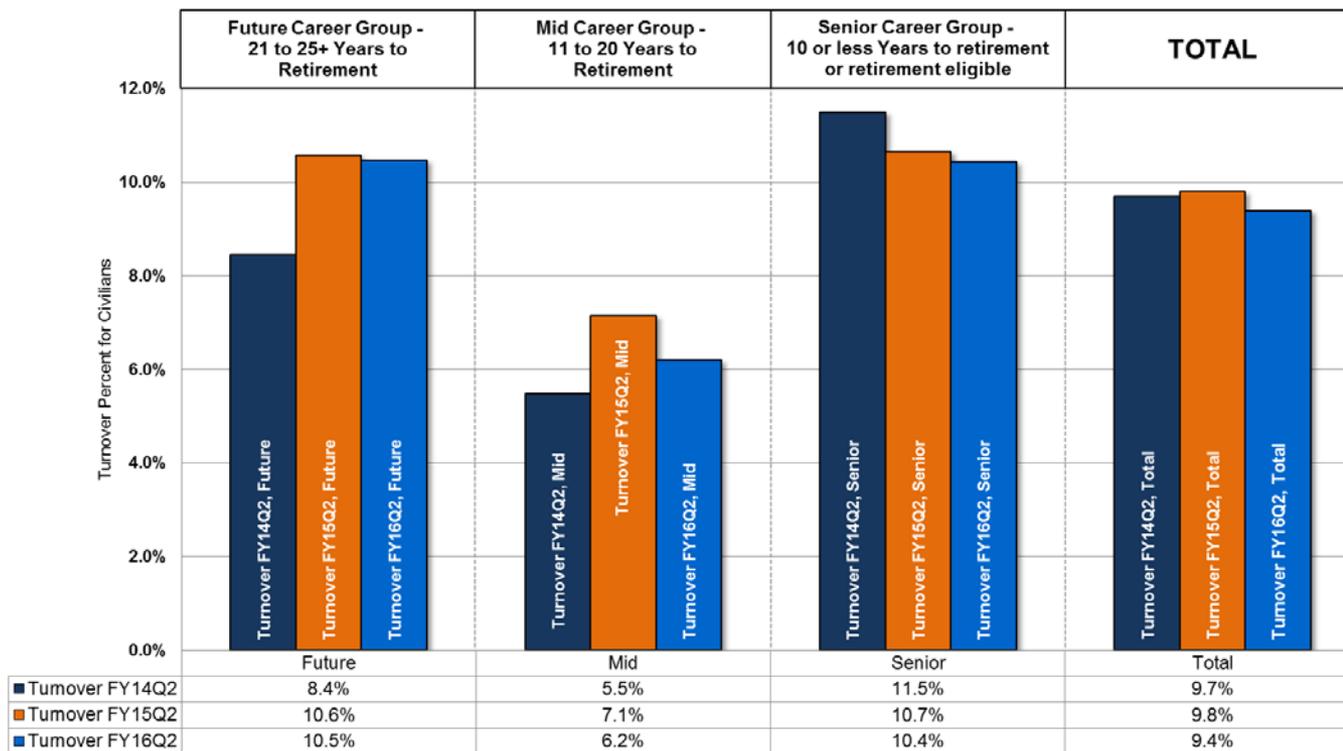
As of FY16Q2 (31 Mar 2016)



PQM Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - PQM (Civilian) (FY14Q2, FY15Q2, FY16Q2)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

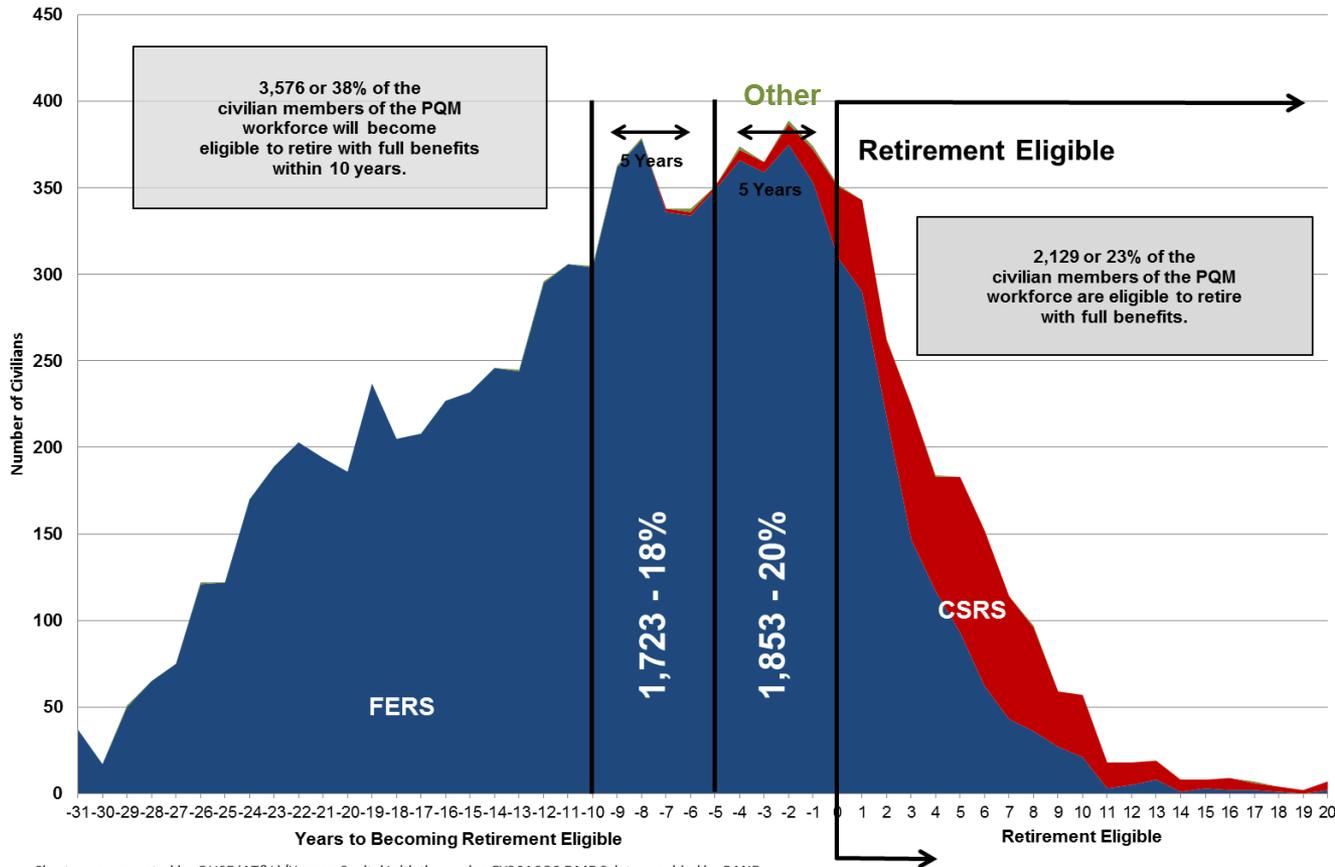


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - PQM

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q2)



As of FY16Q2 (31 Mar 2016)



END