



# Defense Acquisition Workforce Key Information

Property

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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# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Property	FY 2008				FY2016Q2			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	451	0	451	125,879	393	0	393	158,212
Change in size from 2008	-	-	-	-	-13%	-	-13%	26%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	36%	-	36%	77%	48%	-	48%	82%
Graduate Degree	6%	-	6%	29%	15%	-	15%	39%
<b>Certification</b>								
Level I or Higher Achieved	77%	-	77%	72%	78%	-	78%	85%
Level II or Higher Achieved	74%	-	74%	61%	74%	-	74%	74%
Level III Achieved	14%	-	14%	36%	16%	-	16%	43%
Position Certification Requirement Met or Exceeded	72%	-	72%	58%	71%	-	71%	75%
Within 24 Months of Certification Requirement	17%	-	17%	27%	25%	-	25%	21%
Does Not Meet Certification Requirement	12%	-	12%	14%	5%	-	5%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	90%	-	90%	62%	56%	-	56%	39%
Average Age	53.6	-	53.6	45.7	49.4	-	49.4	44.4
Workforce Life-Cycle Model (YRE)*	4/12/84(%)	-	-	20/23/57 (%)(Civ)	16/20/64(%)	-	-	28/29/43(%)
Average Years of Service	23.3	-	23.3	17.3	17.6	-	17.6	15.0
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	124(31%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	77(19%)	-	-	25,977(18%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	68/60	-	-	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.



# Highlights



## Defense Acquisition Workforce Size Highlights

- The current Property Defense Acquisition Workforce count is 393, down from 451 in FY08, a total decrease of 58
- The Property Defense Acquisition Workforce count was at its highest point (571) in FY05, and its lowest point (380) in FY16Q1
- The Agency with the largest increase, since FY08, is DoN, and DCMA with increase of 3(5%), and 2(1%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and DLA, with decreases of 51(-52%), 12 (-46%), and 7 (-8%), respectively

## Defense Acquisition Workforce DAWIA Certification Highlights

- The current Property Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 70.7%; down from 71.8% in FY08
- The current Property Meets/Exceeds certification rate is down 1.1% from FY08
- The current Property Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.7%; up from 7.2% in FY08
- The current Property Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.6%; down from 11.5% in FY08

## Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 64.3% (252) (10 years or less to retirement eligibility or retirement eligible)
- 31.6% (124) are currently eligible to retire, ↓ from 33.8% in FY08
- Mid Career Group 20.2% (79) (11 to 20 years to retirement), 12.4% in FY08
- Early Career Group 15.6% (61) (21 to 25+ years to retirement), ↑ from 4.1% in FY08

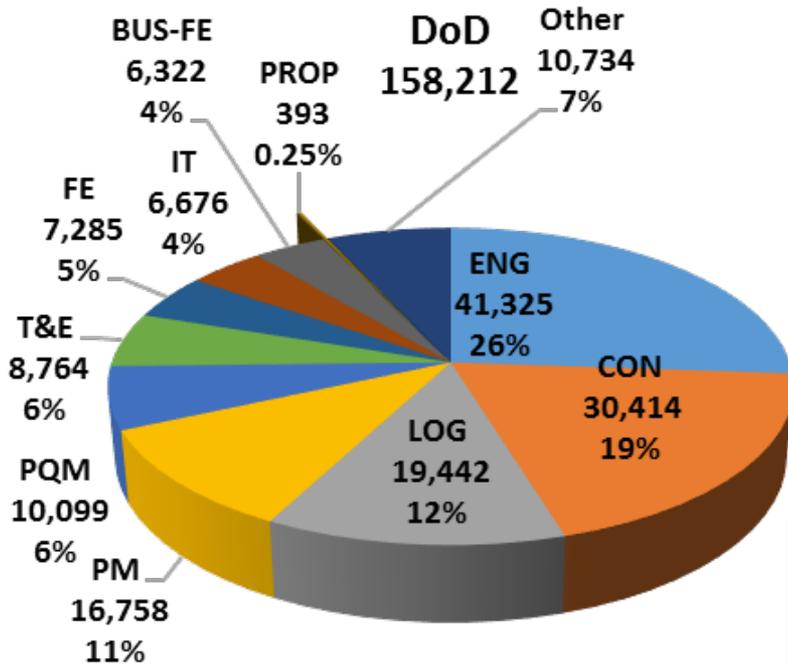


# Total Historic Workforce





# AWF by Component and Career Field



AWF Count by Career Category FY16Q2	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%
<b>FY16Q2 Totals (as of 3-31-2016)</b>	<b>36,562</b>	<b>58,575</b>	<b>36,076</b>	<b>26,999</b>	<b>158,212</b>	
<b>Component %</b>	<b>23.1%</b>	<b>37.0%</b>	<b>22.8%</b>	<b>17.1%</b>		



# Property Workforce Historical Size by Agency FY05 – FY16Q2



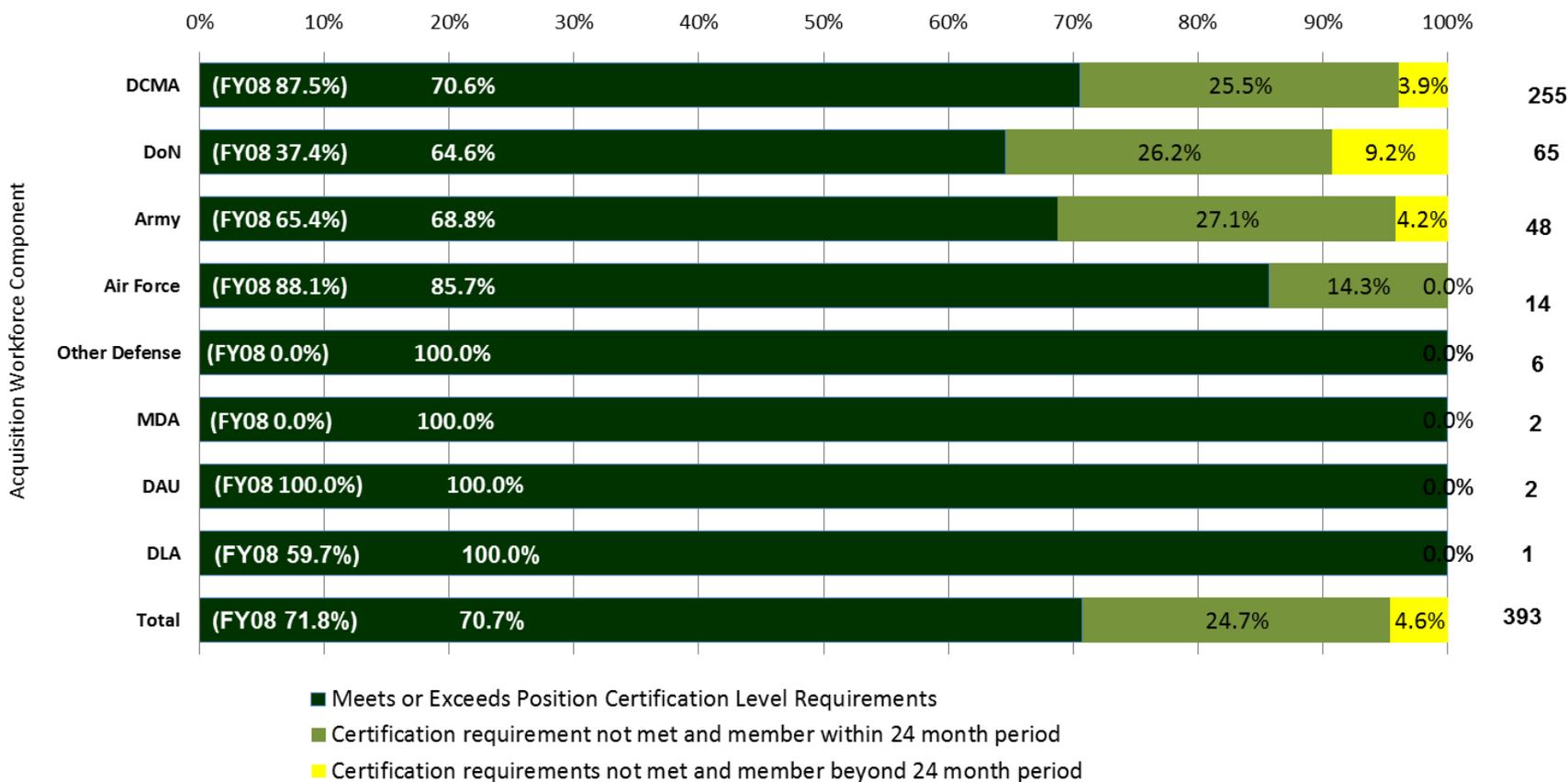
Property	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	154	125	114	99	92	84	75	65	56	49	45	48	-52%	7%
DoN	61	56	58	62	73	78	65	62	60	57	61	65	5%	7%
AIR FORCE	36	27	22	26	29	28	26	24	20	22	20	14	-46%	-30%
DCMA	313	312	285	253	269	295	300	282	260	256	268	255	1%	-5%
DLA	5	8	2	8	9	12	13	14	3	3	3	1	-88%	-67%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	1	1	-	-	-	-	-	-	-	-	1	2		100%
DISA	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	3	3	4	4	2	3	2	2	2	-33%	0%
National Reconnaissance Office	-	-	-	-	-	-	-	-	-	-	-	6		
OSD	1	1	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Uniformed Services University of The Health Sciences	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-		
<b>TOTAL</b>	<b>571</b>	<b>530</b>	<b>481</b>	<b>451</b>	<b>475</b>	<b>501</b>	<b>483</b>	<b>449</b>	<b>402</b>	<b>389</b>	<b>400</b>	<b>393</b>	<b>↓</b>	<b>↓</b>
													<b>-12.9%</b>	<b>-1.8%</b>



# Property DAWIA Certification by Component



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

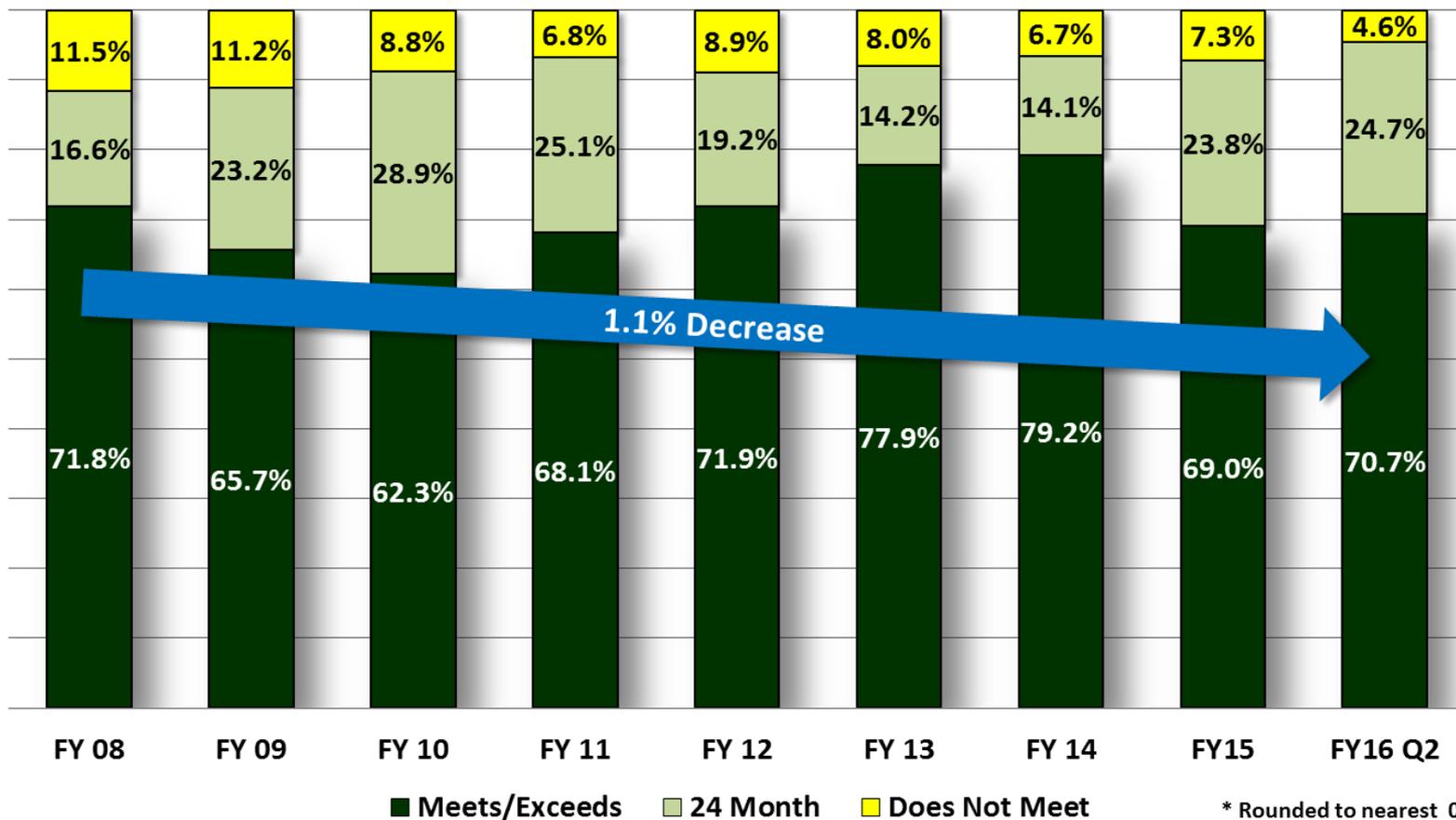




# Property Historical DAWIA Certification FY08 – FY16Q2



## Property



1.1% Decrease



# Property DAWIA Certification Matrix + Bench Strength

Property	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	20	1	7	1	29	31.0%
Level II	56	13	207	23	299	76.9%
Level III	6	2	12	39	59	66.1%
Unspecified	4	2	-	-	6	
<b>FY16Q2 TOTAL</b>	<b>86</b>	<b>18</b>	<b>226</b>	<b>63</b>	<b>393</b>	<b>70.7%</b>
	21.9%	4.6%	57.5%	16.0%		

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%	
<b>Property</b>	<b>31</b>	<b>8.0%</b>	<b>9 of 13</b>

\*\* Based on population total without unspecified positions

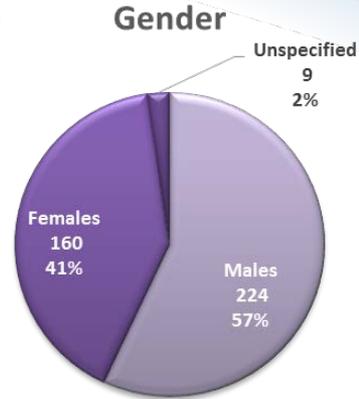
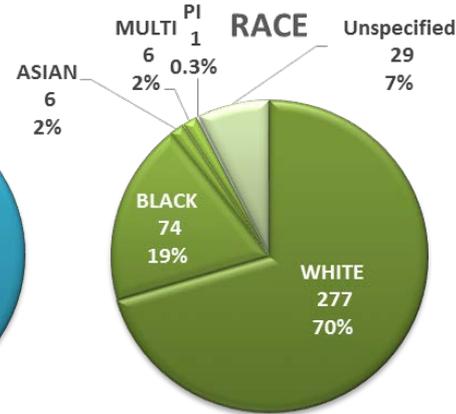
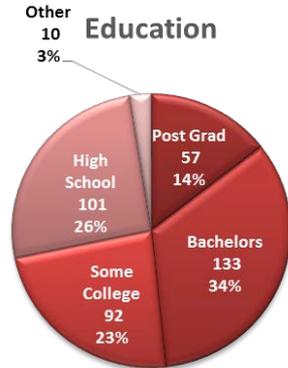
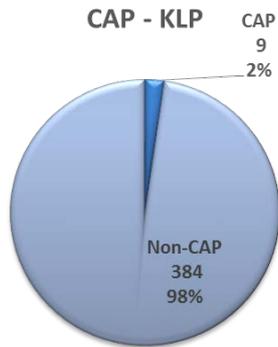
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	9	19	1	29	7.4%
Level II	230	59	10	299	76.1%
Level III	39	15	5	59	15.0%
Unspecified	-	4	2	6	1.5%
<b>Property TOTAL</b>	<b>278</b>	<b>97</b>	<b>18</b>	<b>393</b>	
	70.7%	24.7%	4.6%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Property Demographics



Occupied Position Type	Property TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,128
Critical Acquisition Positions (CAPs) *	9	15,701
Non-CAP Positions	384	141,383
<b>TOTAL</b>	<b>393</b>	<b>158,212</b>

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

Highest Level of Education	Property TOTAL	Entire DAW
Post Grad	57	61,428
Bachelors	133	69,007
Some College	92	11,791
High School	101	12,464
Other	10	3,522
<b>TOTAL</b>	<b>393</b>	<b>158,212</b>

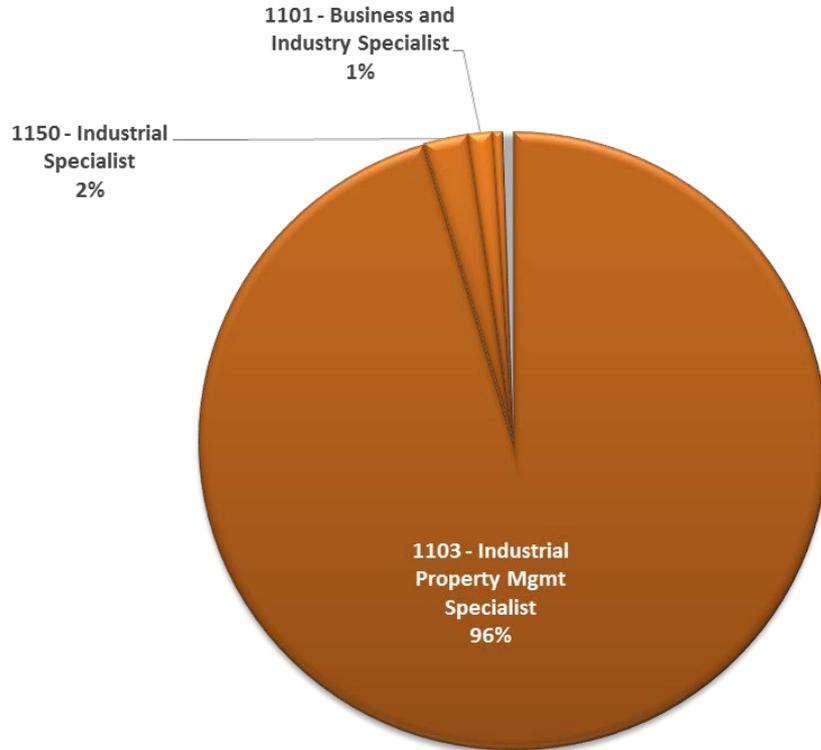
Military / Civilian	Property TOTAL	Entire DAW
Civilian	393	142,728
Military	-	15,484
<b>TOTAL</b>	<b>393</b>	<b>158,212</b>

Race	Property TOTAL	Entire DAW
WHITE	277	116,320
BLACK	74	18,633
ASIAN	6	10,154
MULTI	6	3,381
PI	1	748
Unspecified	29	8,132
<b>TOTAL</b>	<b>393</b>	<b>158,212</b>

Gender	Property TOTAL	Entire DAW
Males	224	110,062
Females	160	45,274
Unspecified	9	2,876
<b>TOTAL</b>	<b>393</b>	<b>158,212</b>



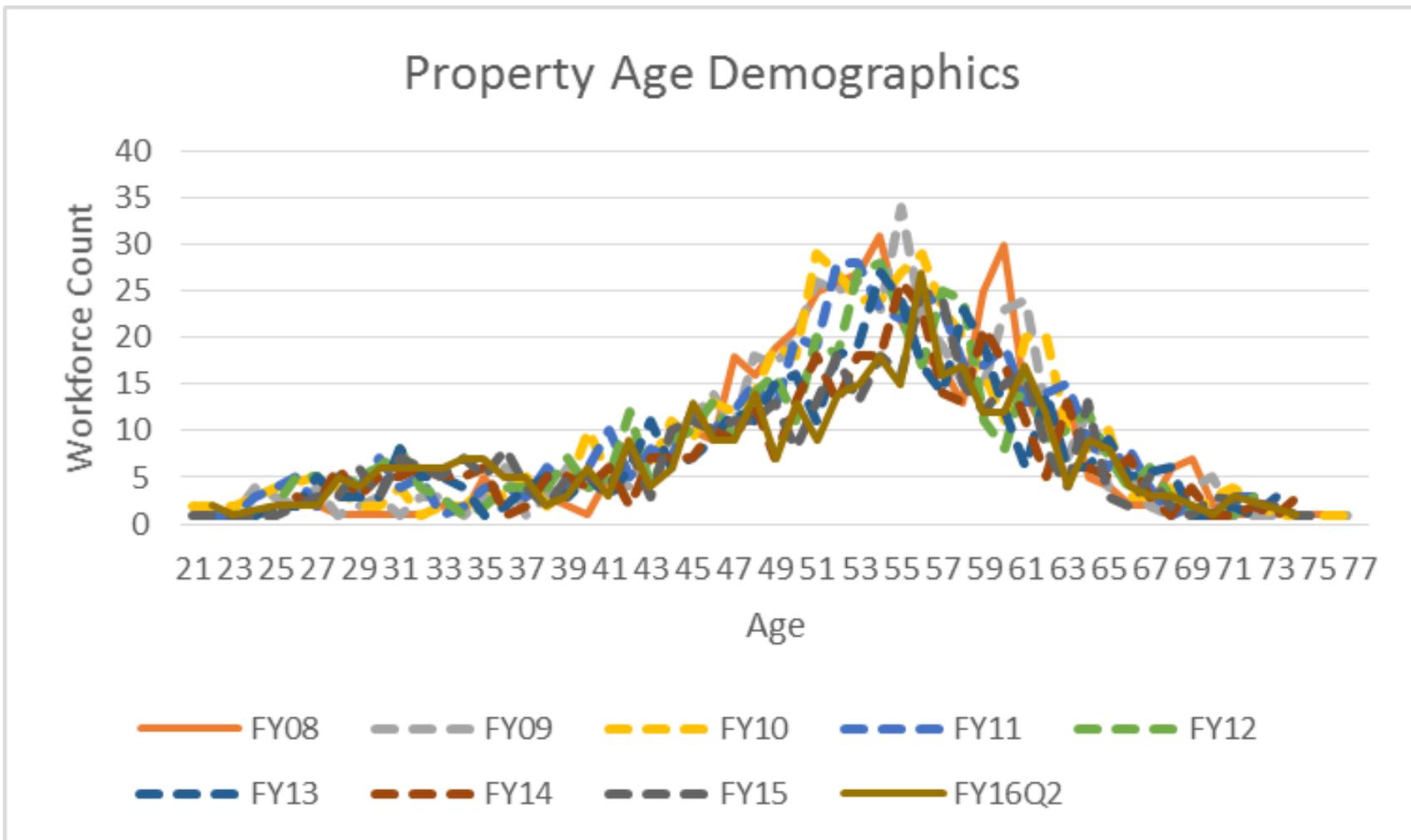
# Property Size by Occupational Series



Civilian Occupational Series	Property TOTAL	
1103 - Industrial Property Mgmt Specialist	374	95.2%
1150 - Industrial Specialist	9	2.3%
1101 - Business and Industry Specialist	5	1.3%
1170 - Realty Specialist	2	0.51%
0802 - Engineering Technician	-	0.00%
1640 - Facility Operations Specialist	1	0.25%
2001 - Supply Specialist	1	0.25%
0343 - Management and Program Analyst	-	0.00%
0301 - Administration & Program Staff	-	0.00%
<b>TOTAL CIVILIAN</b>	<b>393</b>	<b>Civilians</b>



# Age Demographics

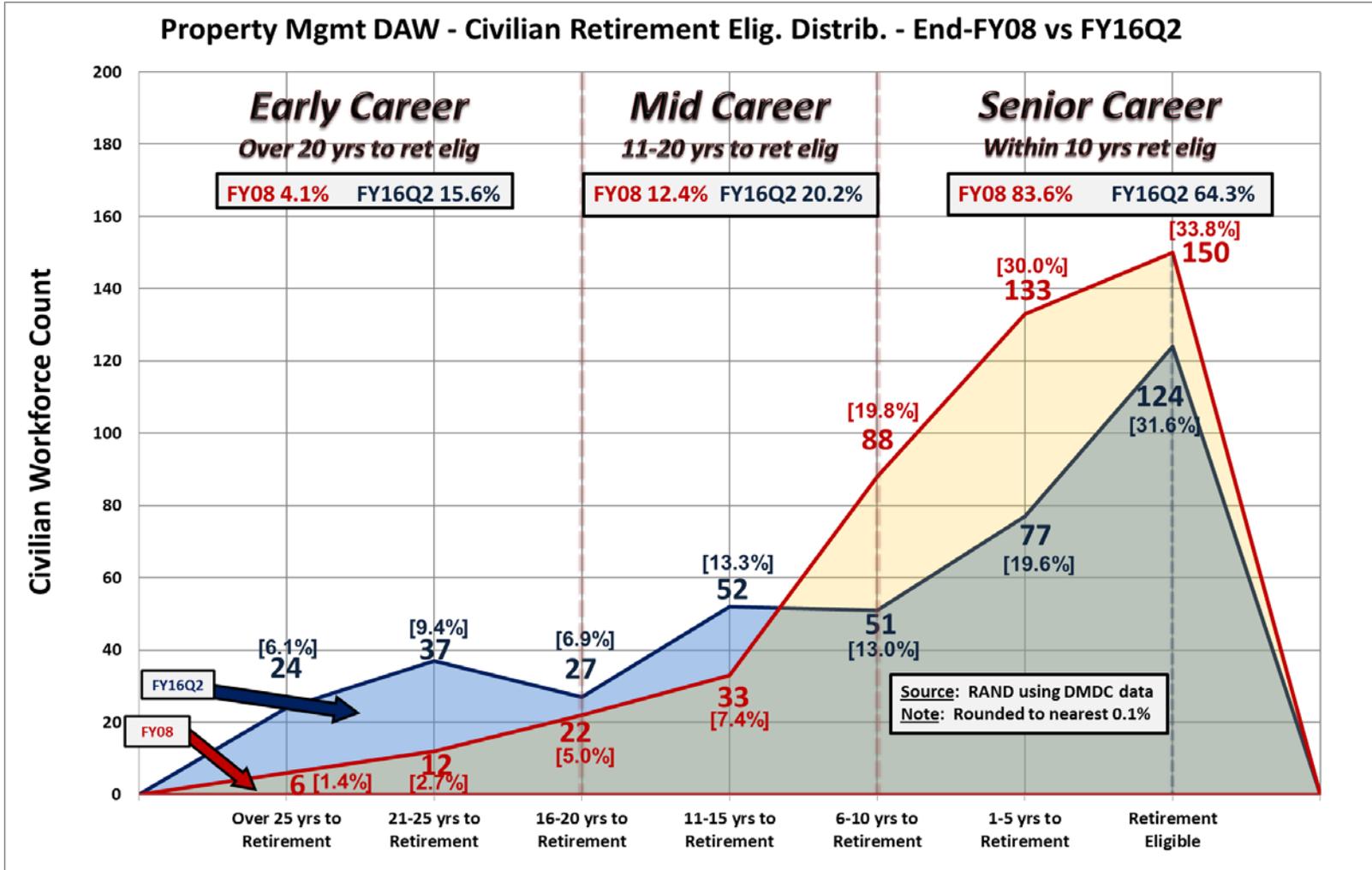




# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**



# Property Civilian Retirement Eligibility Distribution – FY08 / FY16Q2

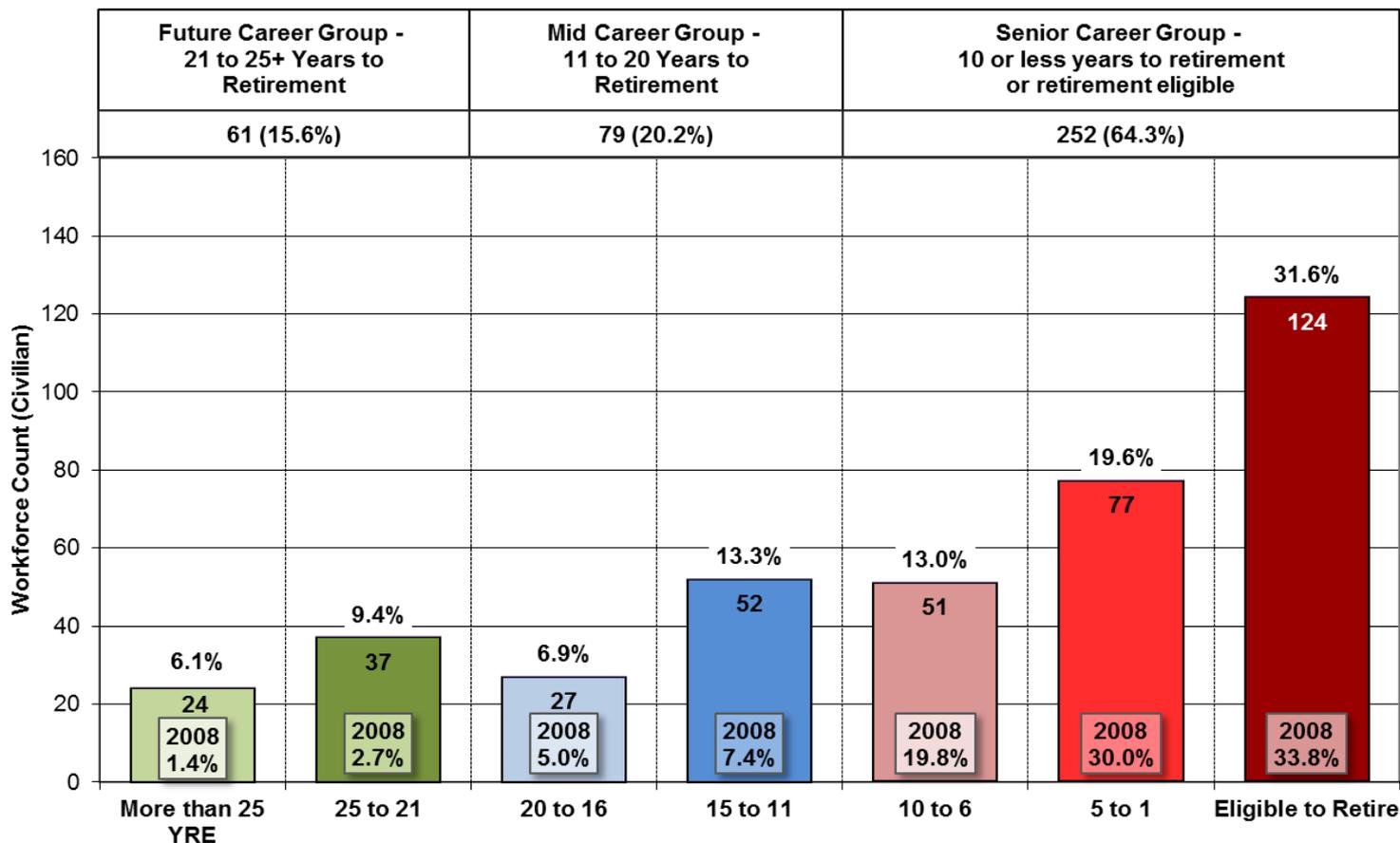


As of FY16Q2 (31 Mar 2016)



# Property Workforce Lifecycle Model by YRE

## Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q2) - Property



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

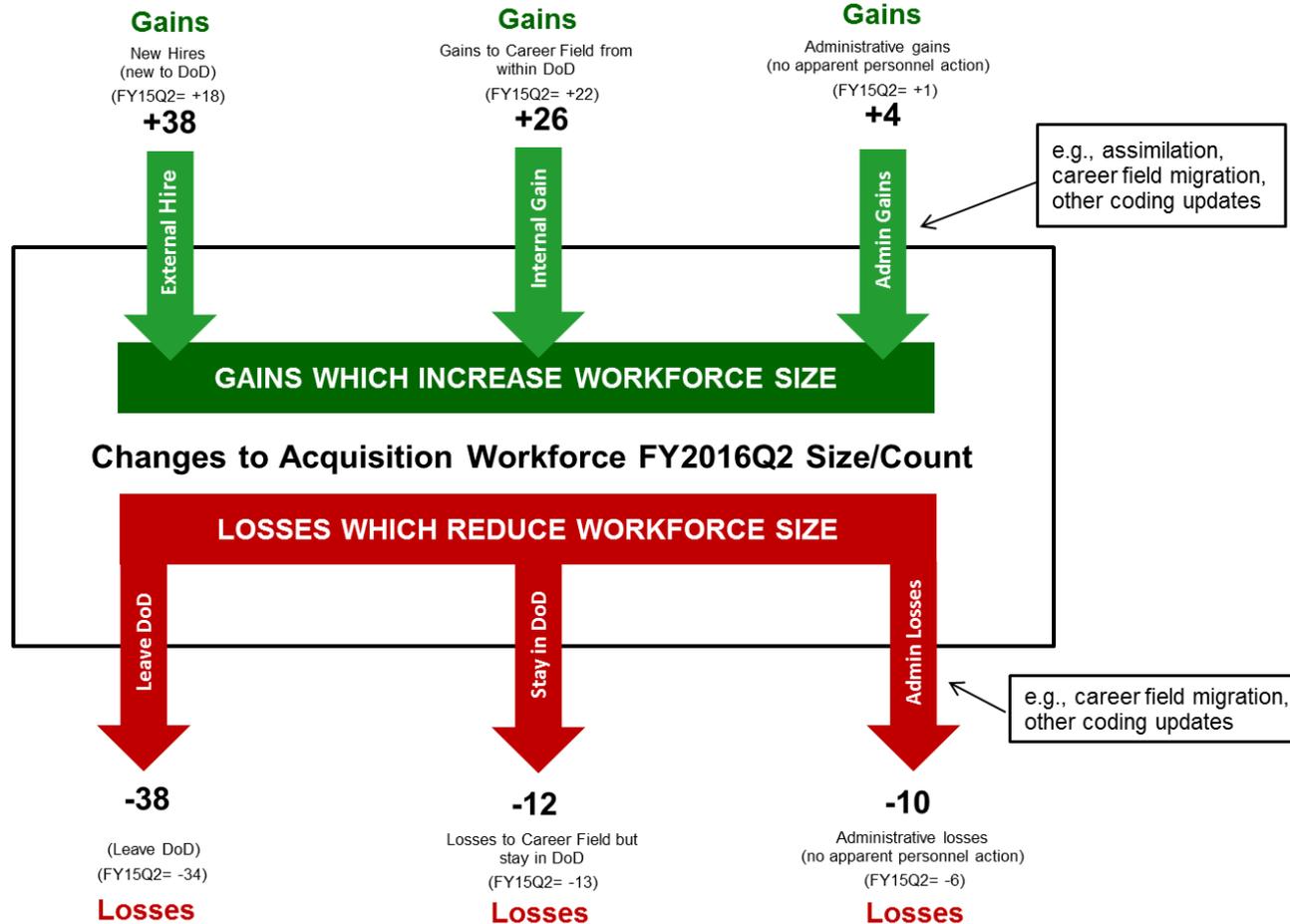
As of FY16Q2 (31 Mar 2016)



# Property Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2016Q2) - Property

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



As of FY16Q2 (31 Mar 2016)

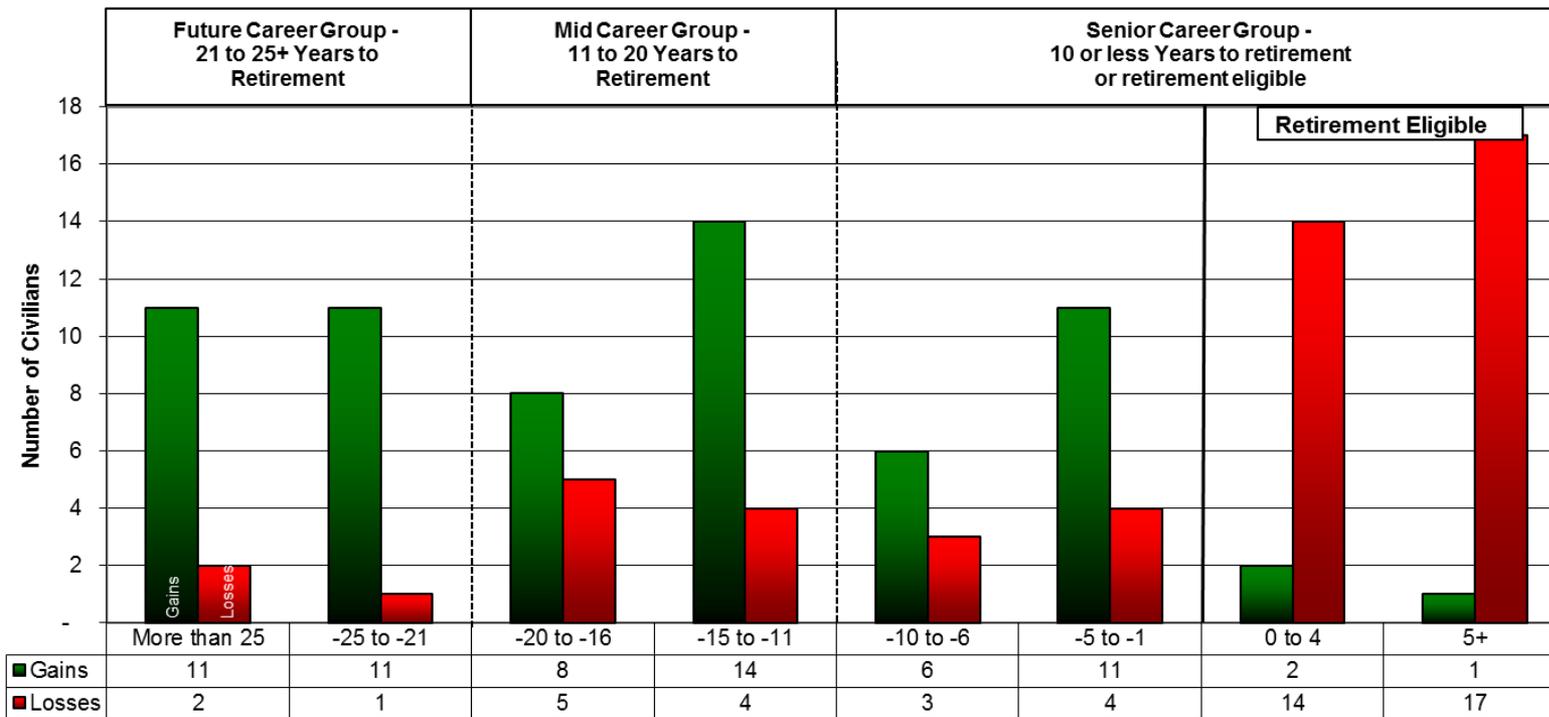


# Property Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY2016Q2 Gains & Losses\*



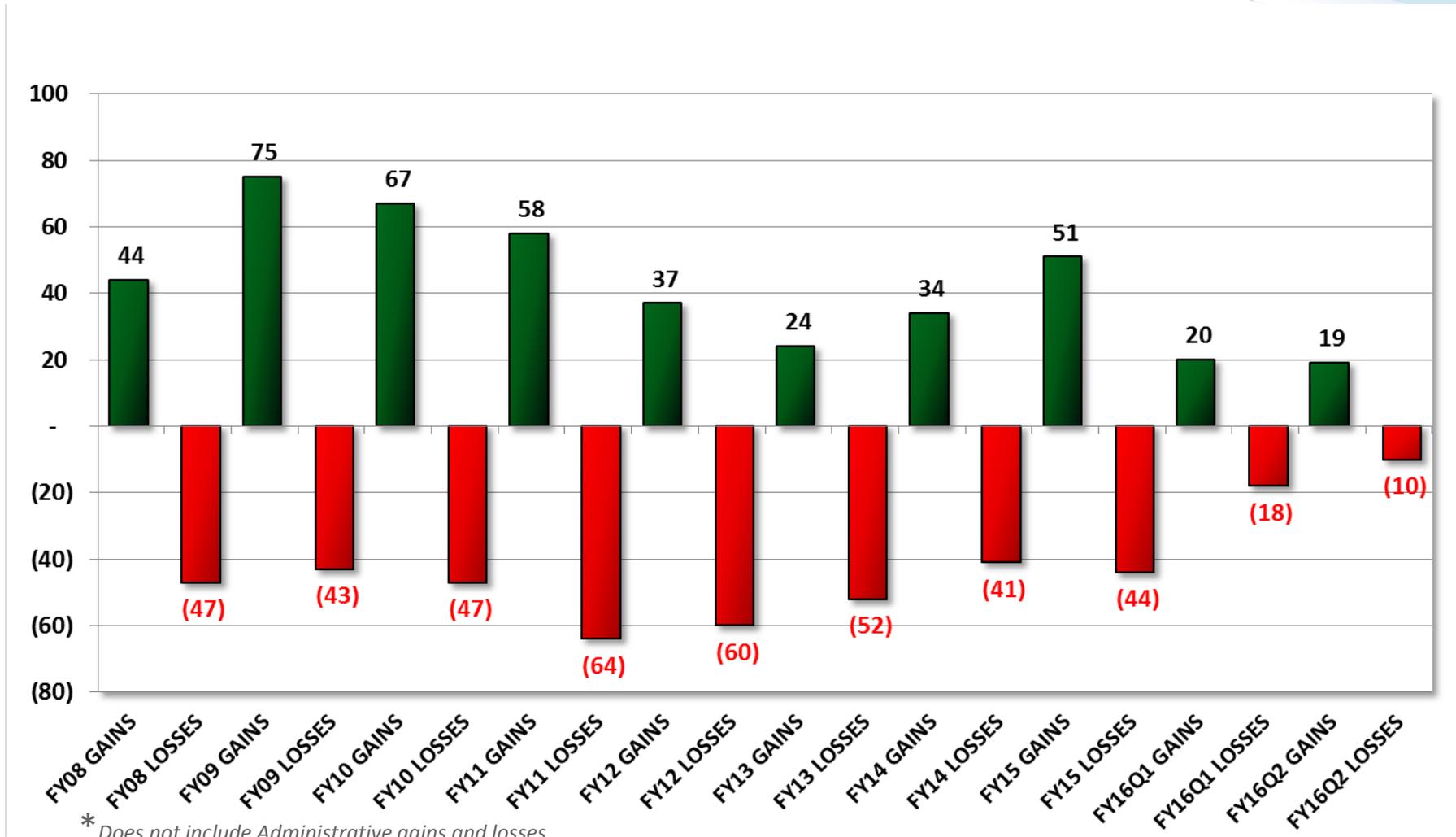
Career Lifecycle by Years to Retirement Eligibility

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

\*Does not include administrative gains and losses



# Property Historical Gains and Losses FY08 – FY16Q2



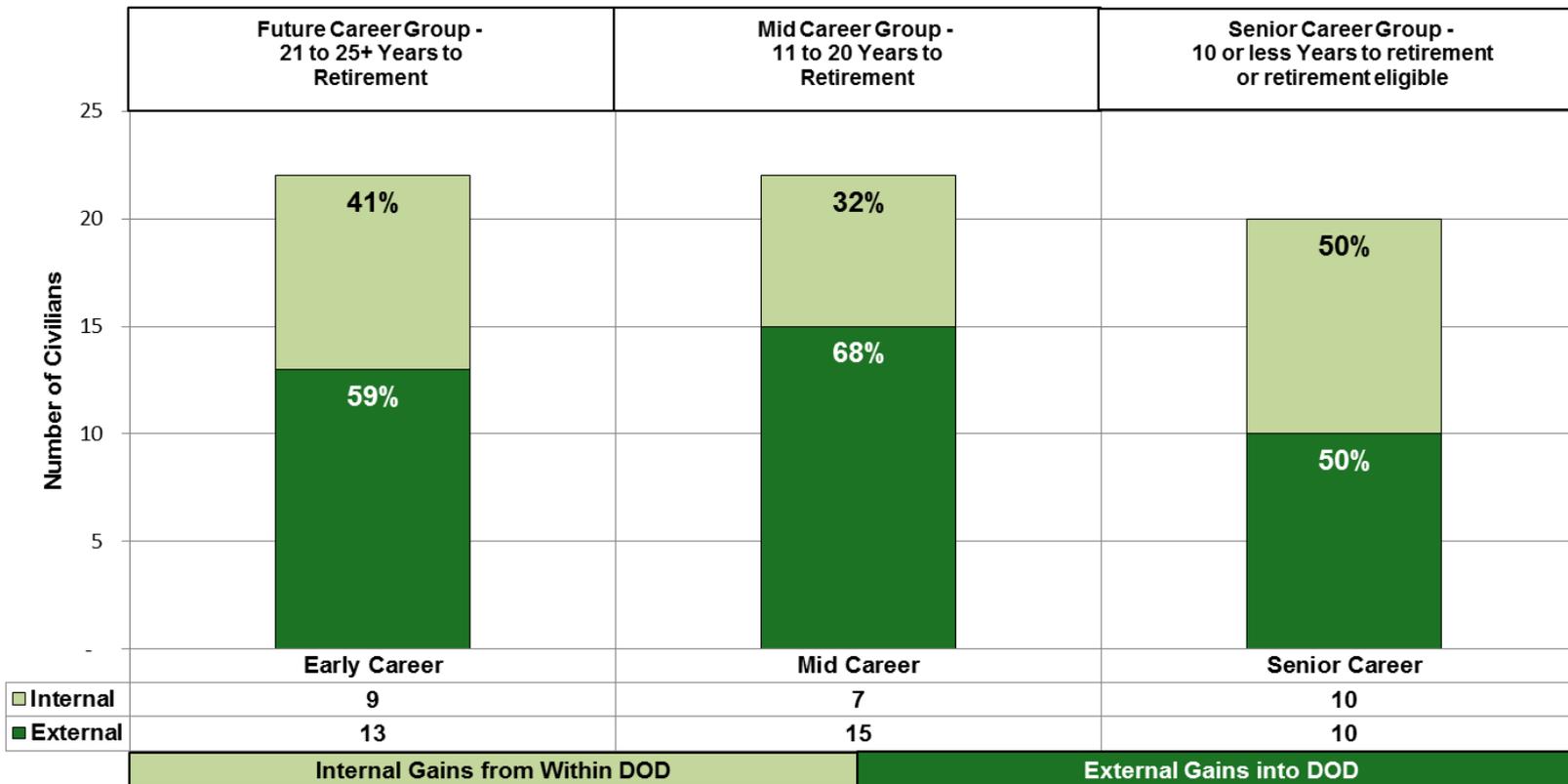
As of FY16Q2 (31 Mar 2016)



# Property Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian) - Prop**  
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

As of FY16Q2 (31 Mar 2016)

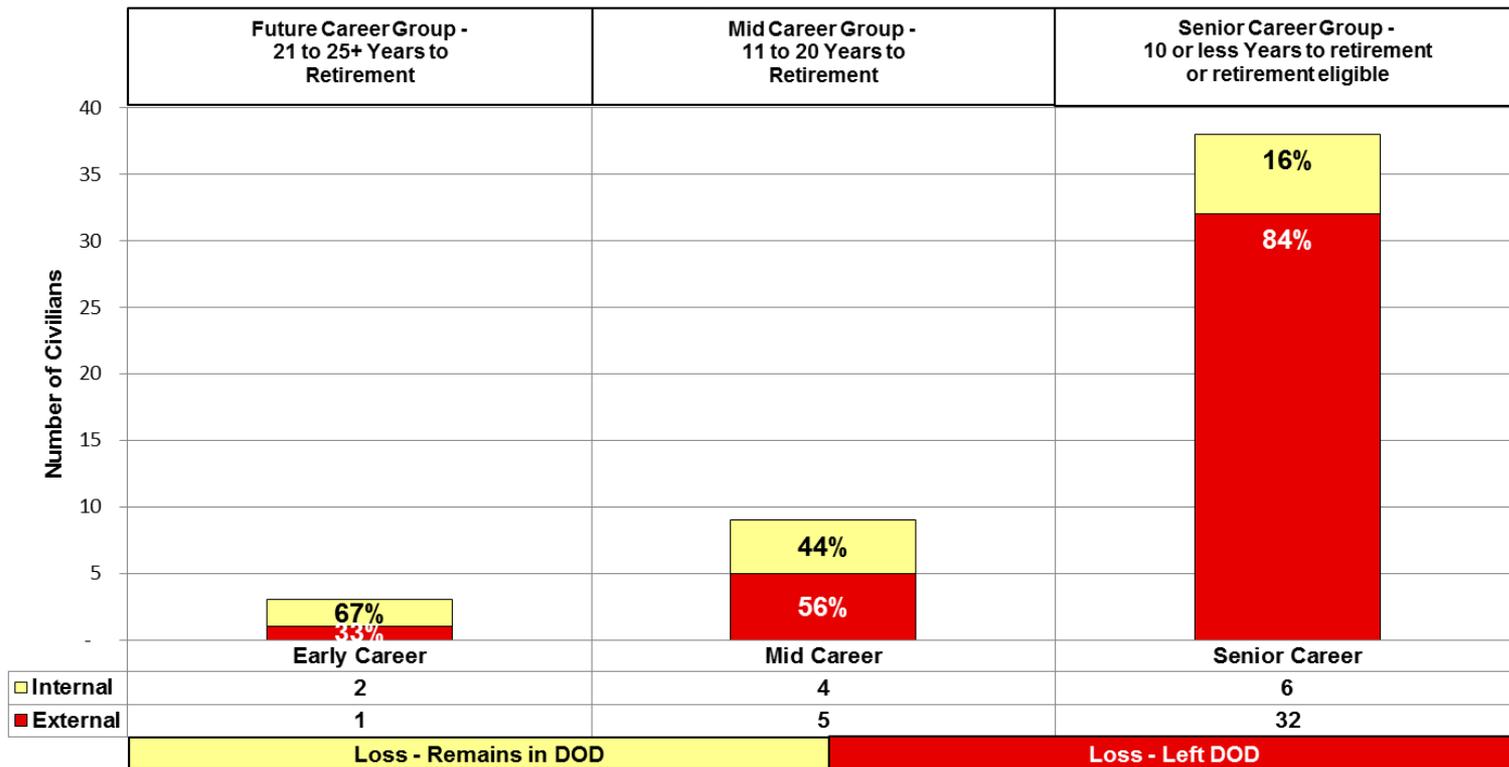


# Property Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY2016Q2 Losses\*



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

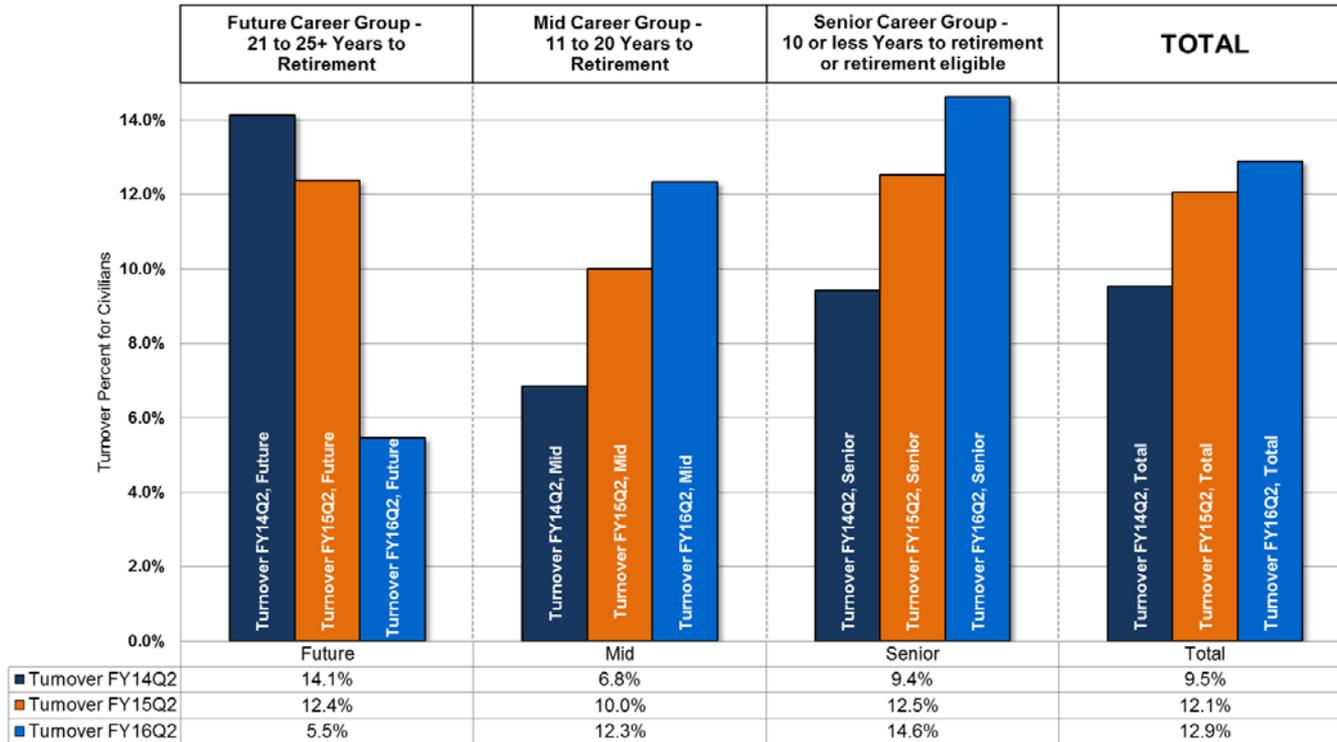
\*Does not include administrative losses



# Property Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

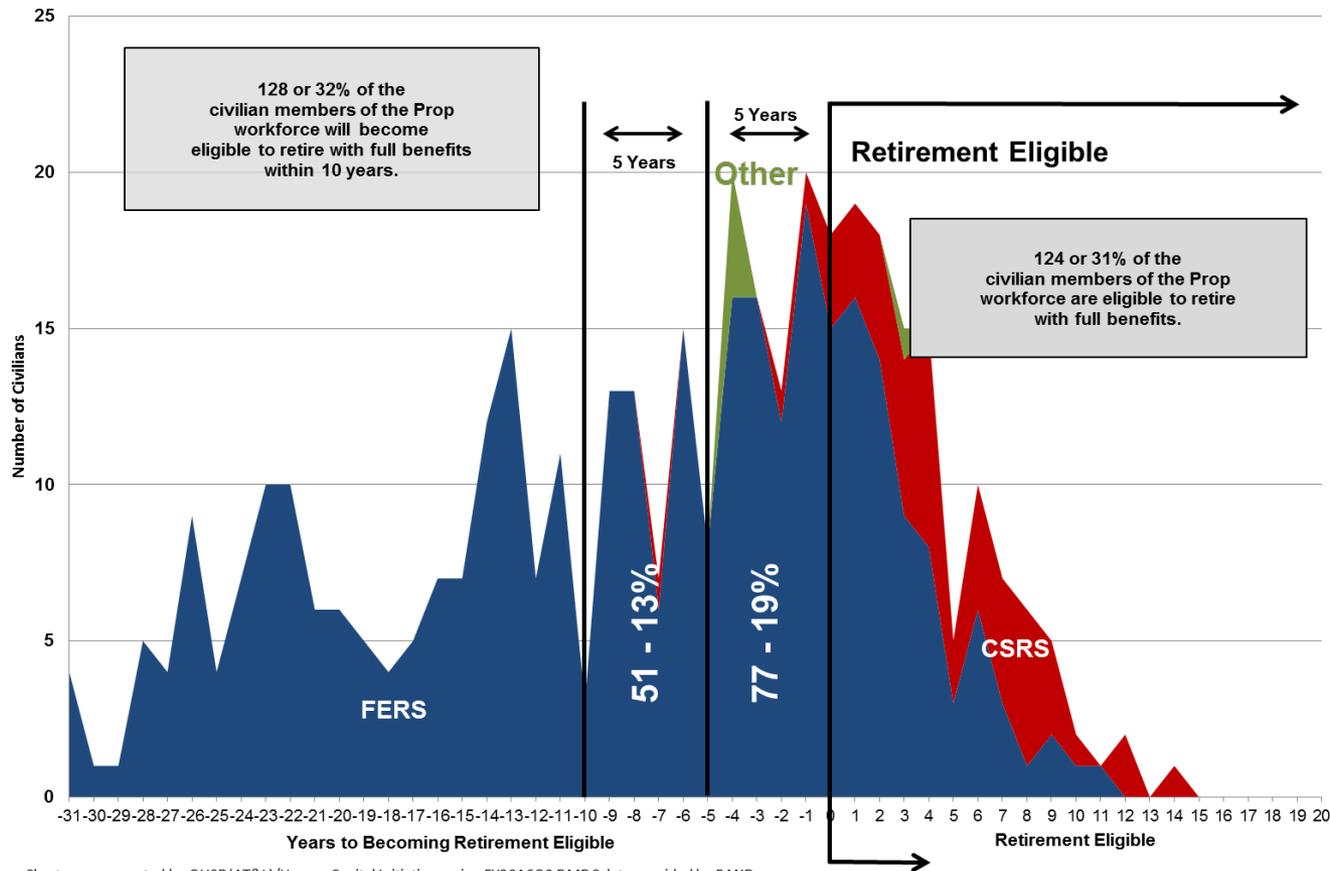


# Property Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Prop

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



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016Q2 DMDC data provided by RAND.

As of FY16Q2 (31 Mar 2016)



***END***