



Defense Acquisition Workforce Key Information

Test and Evaluation
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**
 - **Mrs. Adrienne Evertson (Adrienne.evertson@hci.mil)(703-805-2338)**



Slide Index



<i>Slide Title</i>	<i>#</i>
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q2	8
DAWIA Certification by Component	9
Historical DAWIA Certification	10
DAWIA Certification Matrix + Bench Strength	11
Demographics	12-14
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	15-24
End	25



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2016Q2			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	7,003	1,761	8,764	158,212
Change in size from 2008	-	-	-	-	25%	-3%	18%	26%
Civilian/Military Composition	76%	24%	-	88% / 12%	80%	20%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	96%	90%	95%	82%
Graduate Degree	30%	43%	33%	29%	39%	57%	43%	39%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	86%	63%	81%	85%
Level II or Higher Achieved	68%	24%	57%	61%	79%	35%	70%	74%
Level III Achieved	52%	8%	41%	36%	59%	14%	50%	43%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	78%	43%	71%	75%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	17%	48%	23%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	5%	9%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	58%	10%	46%	62%	40%	1%	32%	39%
Average Age	43.8	34.6	41.5	45.7	44.0	33.9	42.0	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	30/21/49(%)	-	-	28/29/43(%)
Average Years of Service	15.4	11.5	14.5	17.3	15.4	11.8	14.7	15.0
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,181(17%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,366(20%)	-	-	25,977(18%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	828/691	-	-	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 Test and Evaluation Defense Acquisition Workforce count is 8,764, up from 7,458 in FY08, a total increase of 1,306
- The Test and Evaluation Defense Acquisition Workforce count was at its highest point (8,764) in FY16Q2, and its lowest point (7,280) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 933 (38%), 449 (17%), and 170 (198%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DCMA, and DTRA, with decreases of 230 (-11%), 23 (-74%), and 4 (-36%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

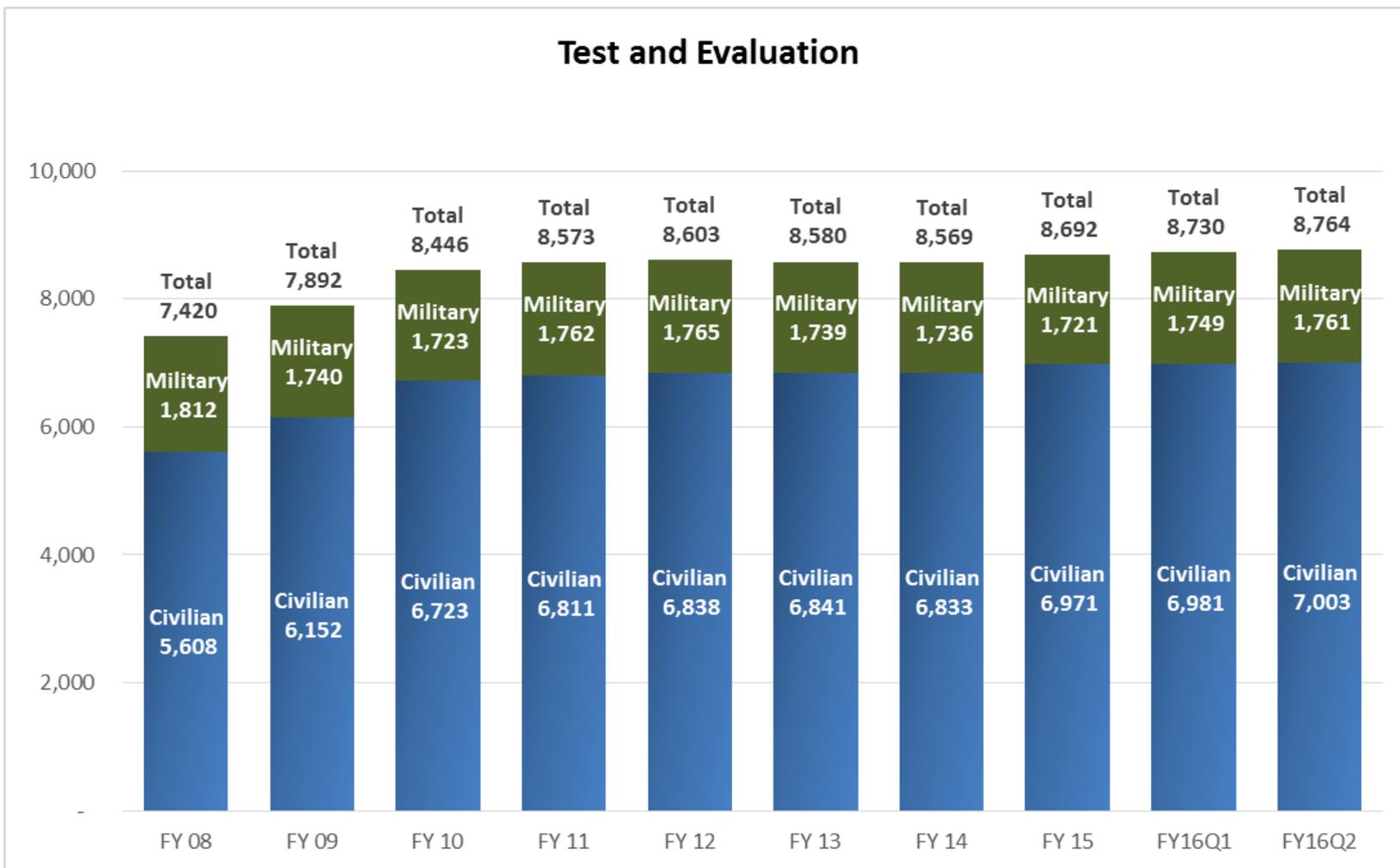
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71%; up from 55.8% in FY08
- The current Test and Evaluation Meets/Exceeds certification rate is up 15.2% from FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.4%; down from 30.4% in FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.6%; down from 13.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 48.8% (3,413) (10 years or less to retirement eligibility or retirement eligible)
- 16.9% (1,181) are currently eligible to retire, ↑ from 10.2% in FY08
- Mid Career Group 20.9% (1,460) (11 to 20 years to retirement), 24.8% in FY08
- Early Career Group 30.3% (2,118) (21 to 25+ years to retirement), ↑ from 29.6% in FY08

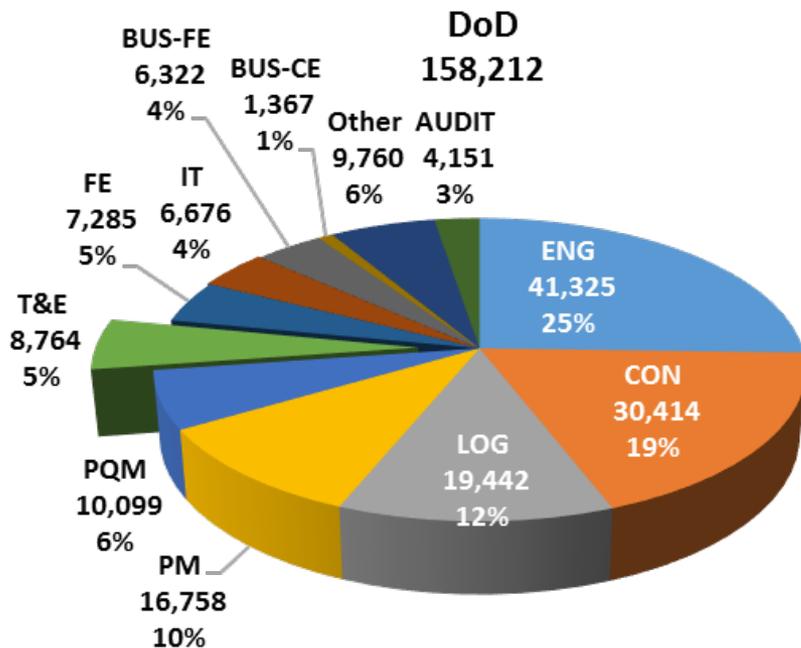


Total Historic Workforce





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%
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%		



Test and Evaluation Workforce Historical Size by Agency FY05 – FY16Q2

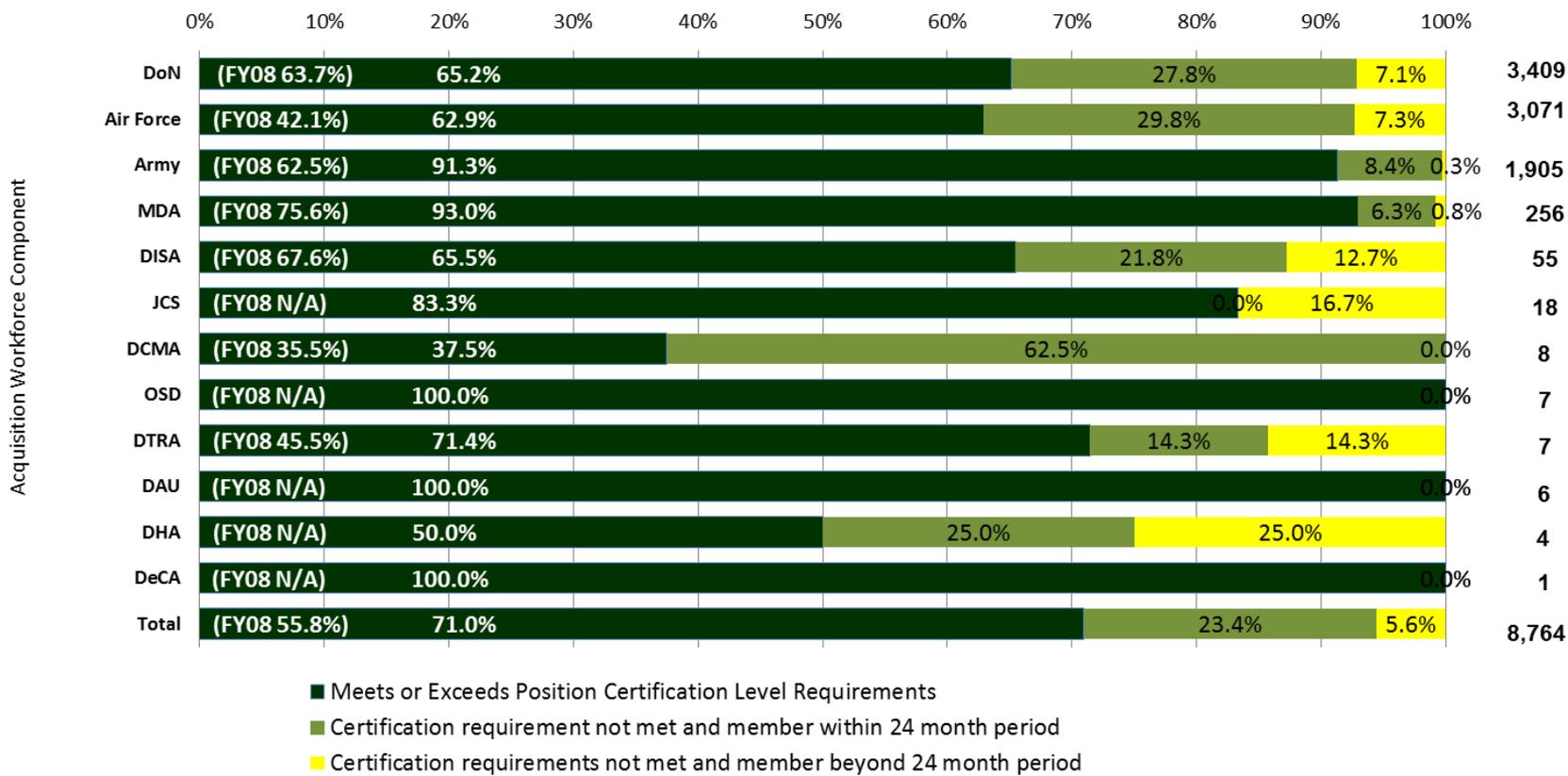


Test and Evaluation	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	2,461	2,141	2,135	2,135	2,235	2,304	2,298	2,116	2,080	2,037	1,956	1,905	-11%	-3%
DoN	2,453	2,447	2,549	2,476	2,833	3,000	3,022	3,086	3,114	3,179	3,328	3,409	38%	2%
AIR FORCE														
DCMA	3	6	36	31	23	20	7	5	5	3	9	8	-74%	-11%
DLA	2	2	10	1	2	4	4	3	1	1	1	-	-100%	-100%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MDA	38	57	51	86	103	201	221	245	265	262	260	256	198%	-2%
DISA	-	7	27	37	34	47	55	53	56	53	51	55	49%	8%
DHA	-	-	-	-	1	1	2	5	4	4	4	4	-	0%
DTRA	-	9	11	11	10	9	8	8	7	6	7	7	-36%	0%
DAU	9	8	-	6	6	6	6	8	8	7	6	6	0%	0%
National Reconnaissance Office														
OSD	1	1	7	3	2	5	5	7	5	6	7	7	133%	0%
JCS	-	-	-	-	-	-	-	22	19	18	18	18	-	0%
DeCA	-	-	-	-	-	-	-	-	1	1	1	1	-	0%
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DFAS	-	2	-	-	-	-	-	-	-	-	-	-	-	-
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRMC	1	2	-	6	7	8	9	12	14	17	17	17	183%	0%
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NDU	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Uniformed Services University of The Health Sciences														
IG	-	-	1	1	-	-	-	-	-	-	-	-	-	-
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4th Estate Other	-	-	-	4	6	3	-	-	-	-	-	-	-	-
TOTAL	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	8,764	↑ 18.1%	↑ 0.8%



Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY16Q2)

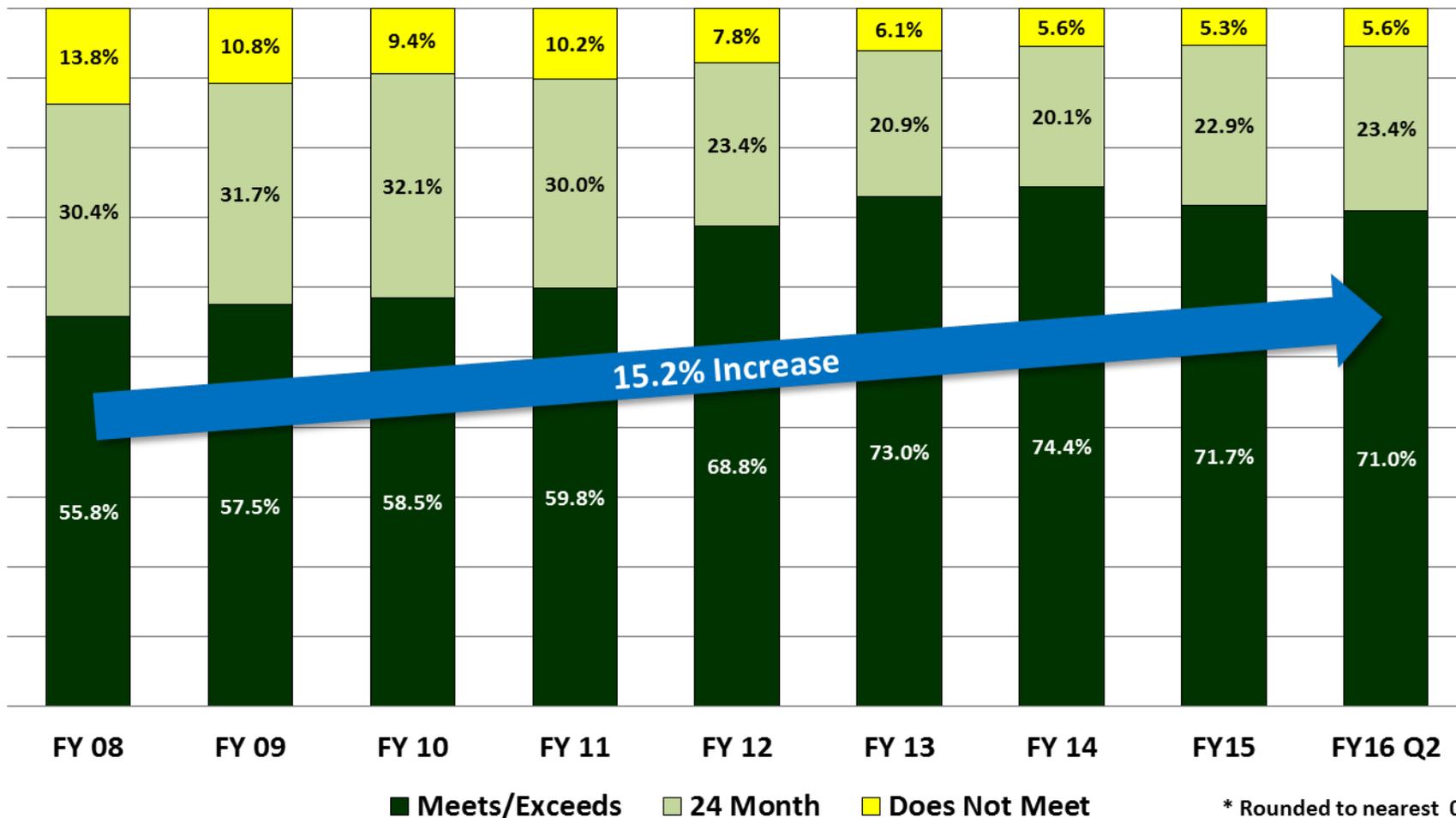




Test and Evaluation Historical DAWIA Certification FY08 – FY16Q2



Test and Evaluation



15.2% Increase



Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	514	314	107	19	954	46.1%
Level II	805	580	1,395	1,370	4,150	66.6%
Level III	302	123	216	3,016	3,657	82.5%
Unspecified	3	-	-	-	3	
FY16Q2 TOTAL	1,624	1,017	1,718	4,405	8,764	71.0%
	18.5%	11.6%	19.6%	50.3%		

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%	
Test and Eval	1,496	17.1%	1 of 13

** Based on population total without unspecified positions

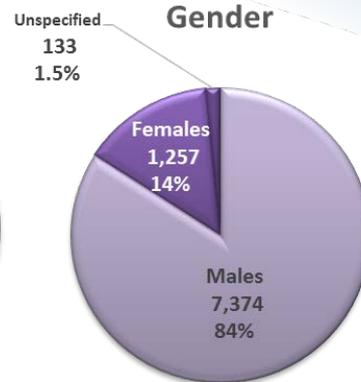
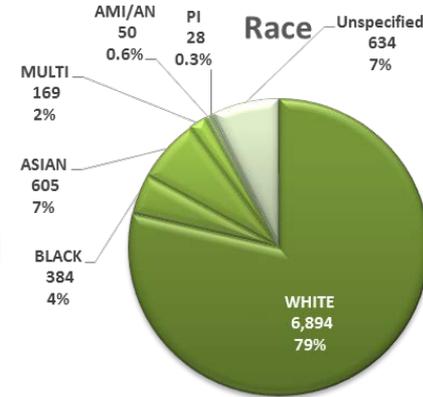
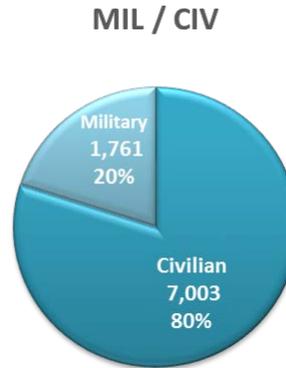
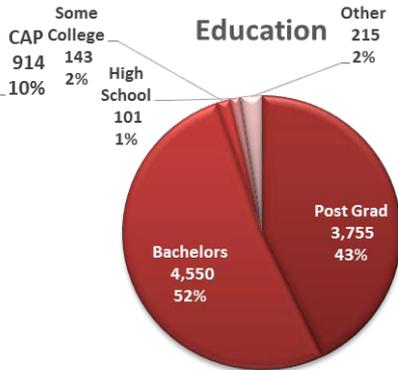
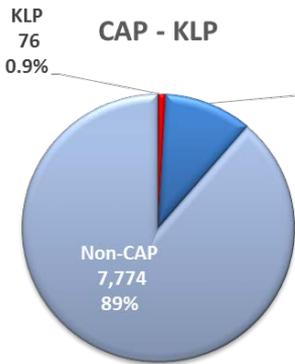
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	440	503	11	954	10.9%
Level II	2,765	1,132	253	4,150	47.4%
Level III	3,016	417	224	3,657	41.7%
Unspecified	-	3	-	3	0.0%
Test and Evaluation TOTAL	6,221	2,055	488	8,764	
	71.0%	23.4%	5.6%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Test and Evaluation Demographics



Occupied Position Type	T&E TOTAL	Entire DAW
Key Leadership Positions (KLPs)	76 <i>0.9%</i>	1,128 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	914 <i>10.4%</i>	15,701 <i>9.9%</i>
Non-CAP Positions	7,774 <i>88.7%</i>	141,383 <i>89.4%</i>
TOTAL	8,764	158,212

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

Highest Level of Education	T&E TOTAL	Entire DAW
Post Grad	3,755 <i>42.8%</i>	61,428 <i>38.8%</i>
Bachelors	4,550 <i>51.9%</i>	69,007 <i>43.6%</i>
Some College	143 <i>1.6%</i>	11,791 <i>7.5%</i>
High School	101 <i>1.2%</i>	12,464 <i>7.9%</i>
Other	215 <i>2.5%</i>	3,522 <i>2.2%</i>
TOTAL	8,764	158,212

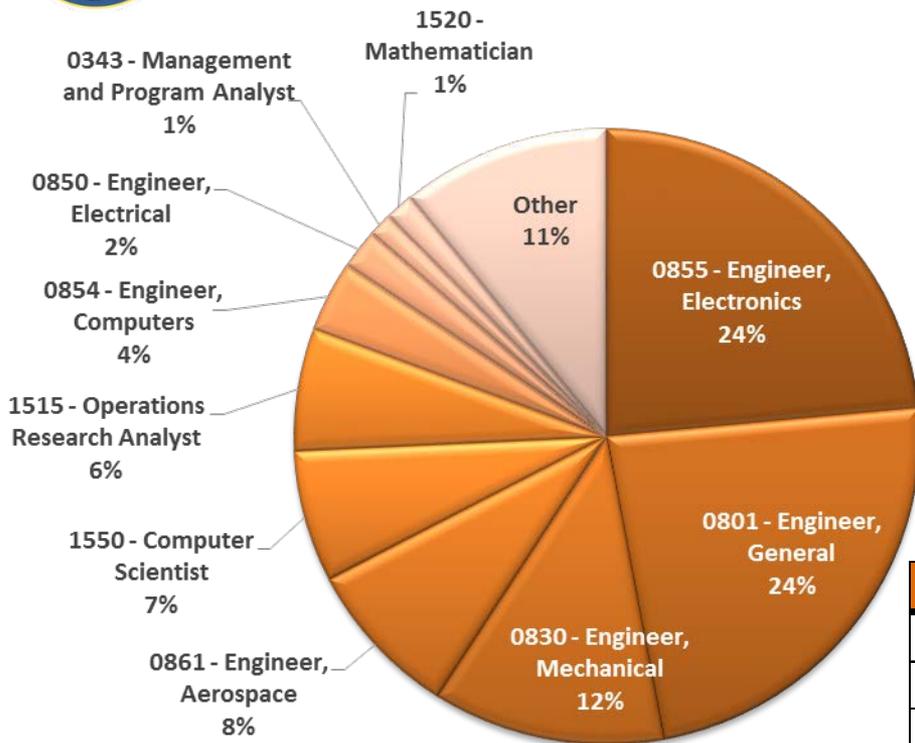
Military / Civilian	T&E TOTAL	Entire DAW
Civilian	7,003 <i>79.9%</i>	142,728 <i>90.2%</i>
Military	1,761 <i>20.1%</i>	15,484 <i>9.8%</i>
TOTAL	8,764	158,212

Race	T&E TOTAL	Entire DAW
WHITE	6,894 <i>78.7%</i>	116,320 <i>73.5%</i>
BLACK	384 <i>4.4%</i>	18,633 <i>11.8%</i>
ASIAN	605 <i>6.9%</i>	10,154 <i>6.4%</i>
MULTI	169 <i>1.9%</i>	3,381 <i>2.1%</i>
AMI/AN	50 <i>0.6%</i>	844 <i>0.5%</i>
PI	28 <i>0.3%</i>	748 <i>0.5%</i>
Unspecified	634 <i>7.2%</i>	8,132 <i>5.1%</i>
TOTAL	8,764	158,212

Gender	T&E TOTAL	Entire DAW
Males	7,374 <i>84.1%</i>	110,062 <i>69.6%</i>
Females	1,257 <i>14.3%</i>	45,274 <i>28.6%</i>
Unspecified	133 <i>1.5%</i>	2,876 <i>1.8%</i>
TOTAL	8,764	158,212



Test and Evaluation Size by Occupational Series



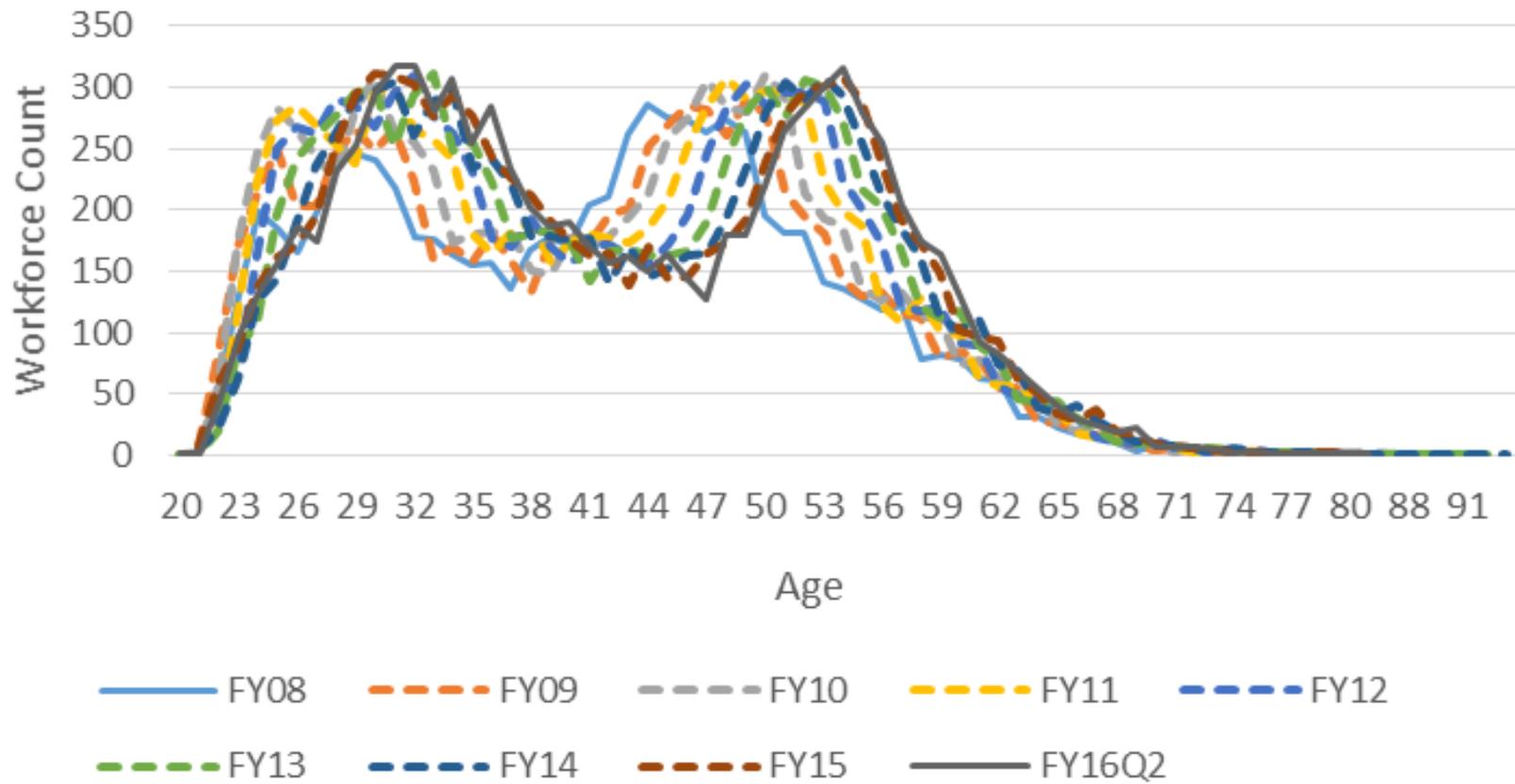
Civilian Occupational Series	T&E TOTAL	
0855 - Engineer, Electronics	1,647	23.5%
0801 - Engineer, General	1,650	23.6%
0830 - Engineer, Mechanical	840	12.0%
0861 - Engineer, Aerospace	579	8.27%
1550 - Computer Scientist	485	6.93%
1515 - Operations Research Analyst	450	6.43%
0854 - Engineer, Computers	258	3.68%
0850 - Engineer, Electrical	143	2.04%
0343 - Management and Program Analyst	87	1.24%
1520 - Mathematician	104	1.49%
Other	760	10.85%
TOTAL CIVILIAN	7,003	Civilians



Age Demographics



Test & Evaluation Age Demographics





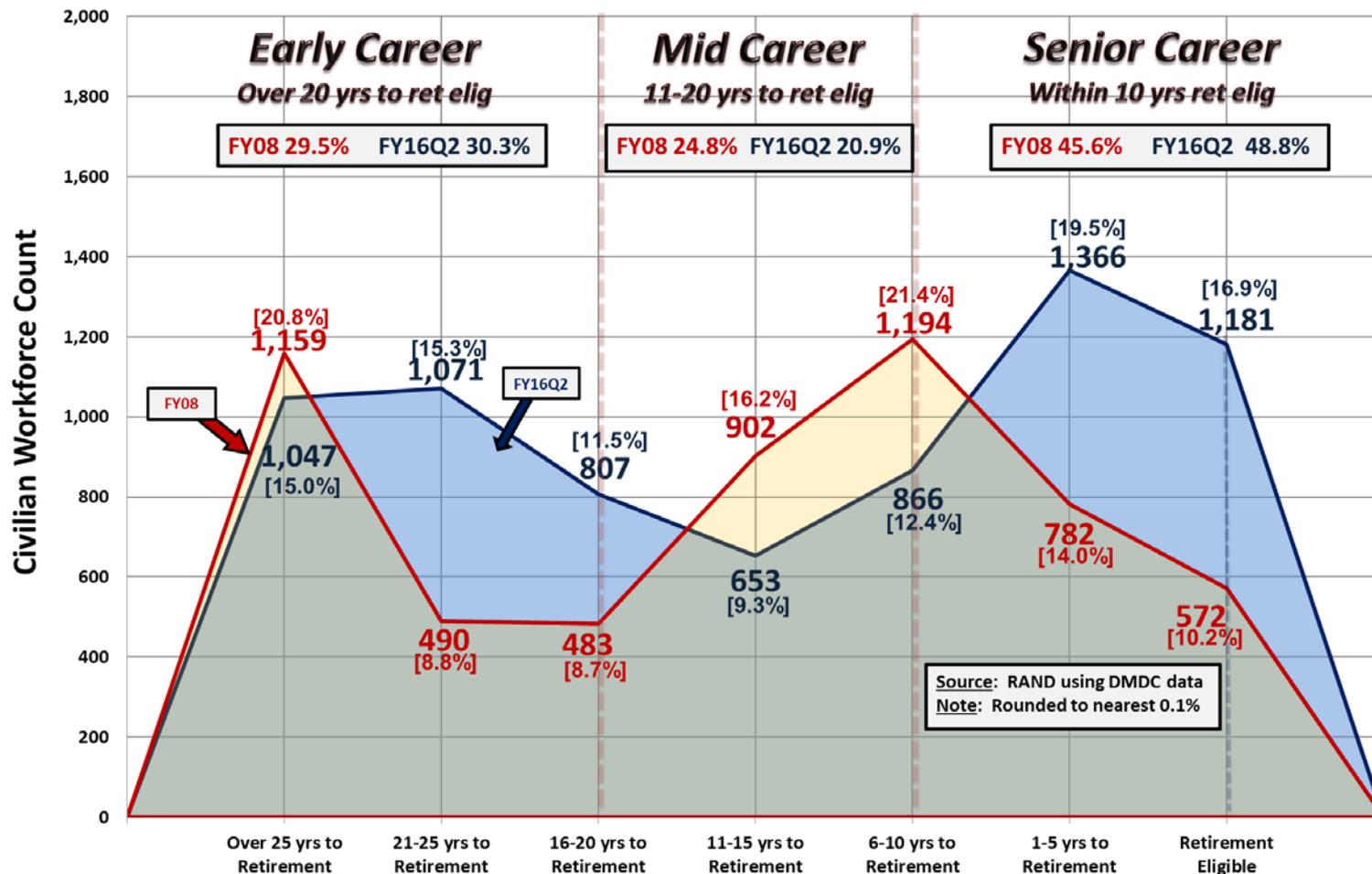
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY16Q2



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

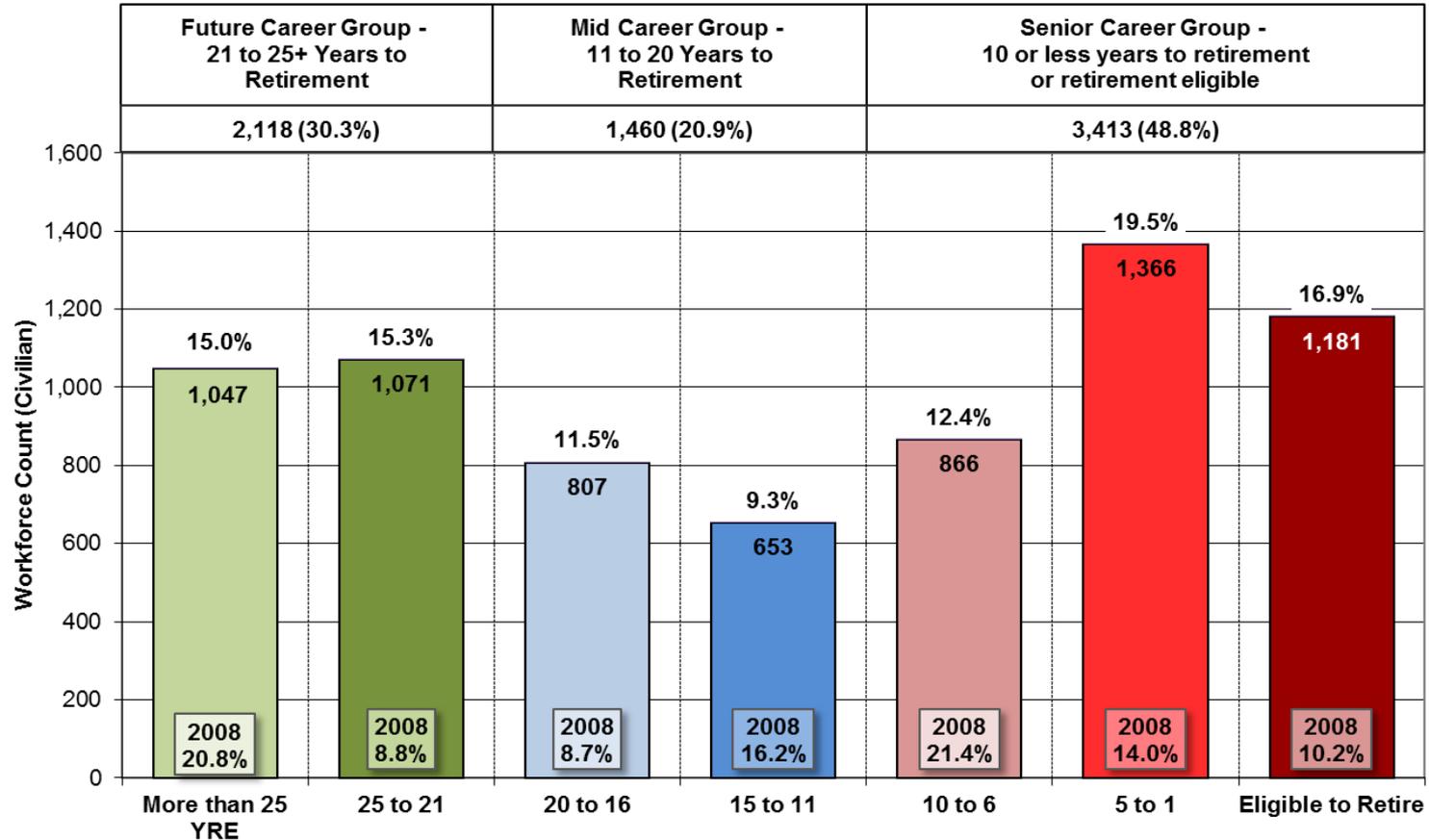
As of FY16Q2 (31 Mar 2016)



Test and Evaluation Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q2) - Test and Evaluation



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

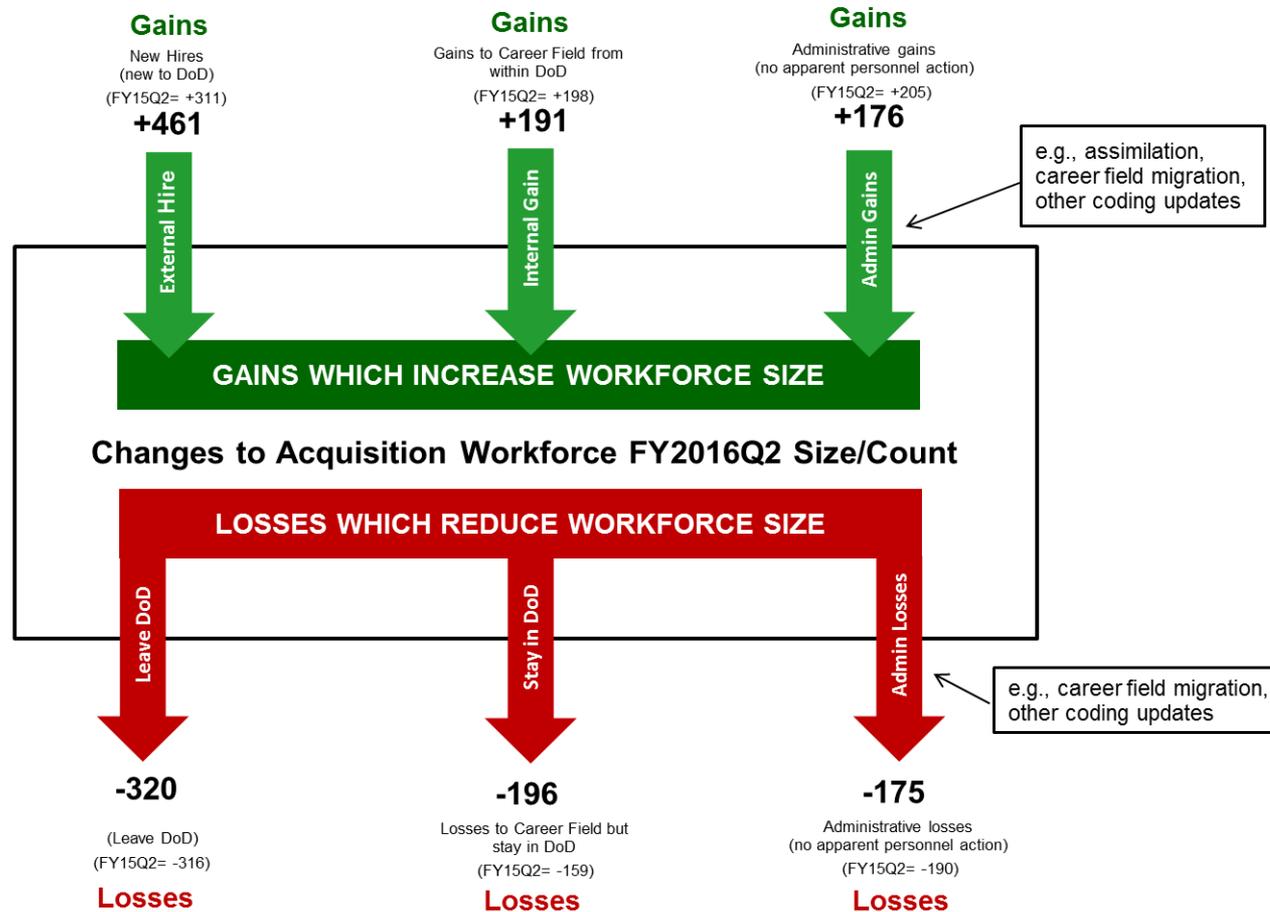
As of FY16Q2 (31 Mar 2016)



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q2) - Test and Evaluation

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



As of FY16Q2 (31 Mar 2016)

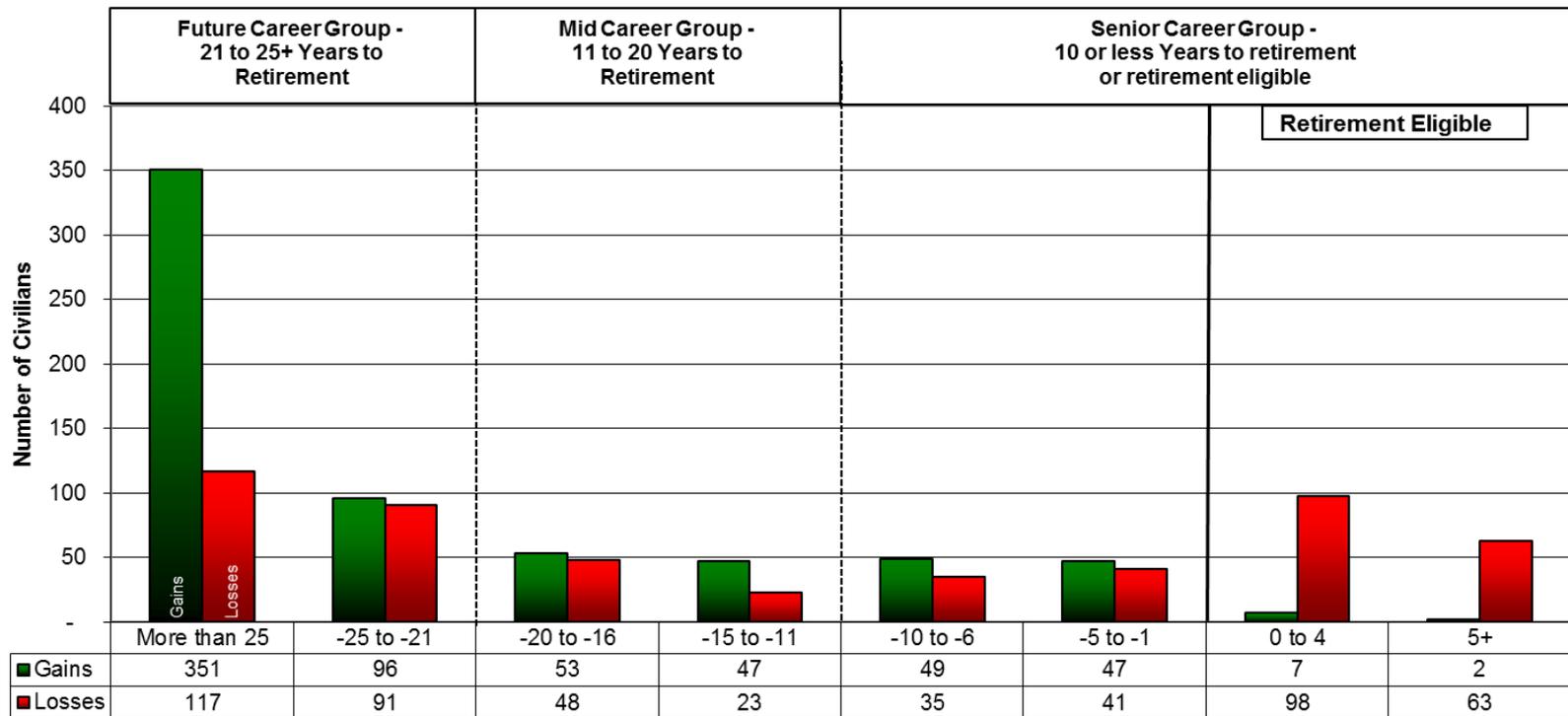


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2016Q2 Gains & Losses*



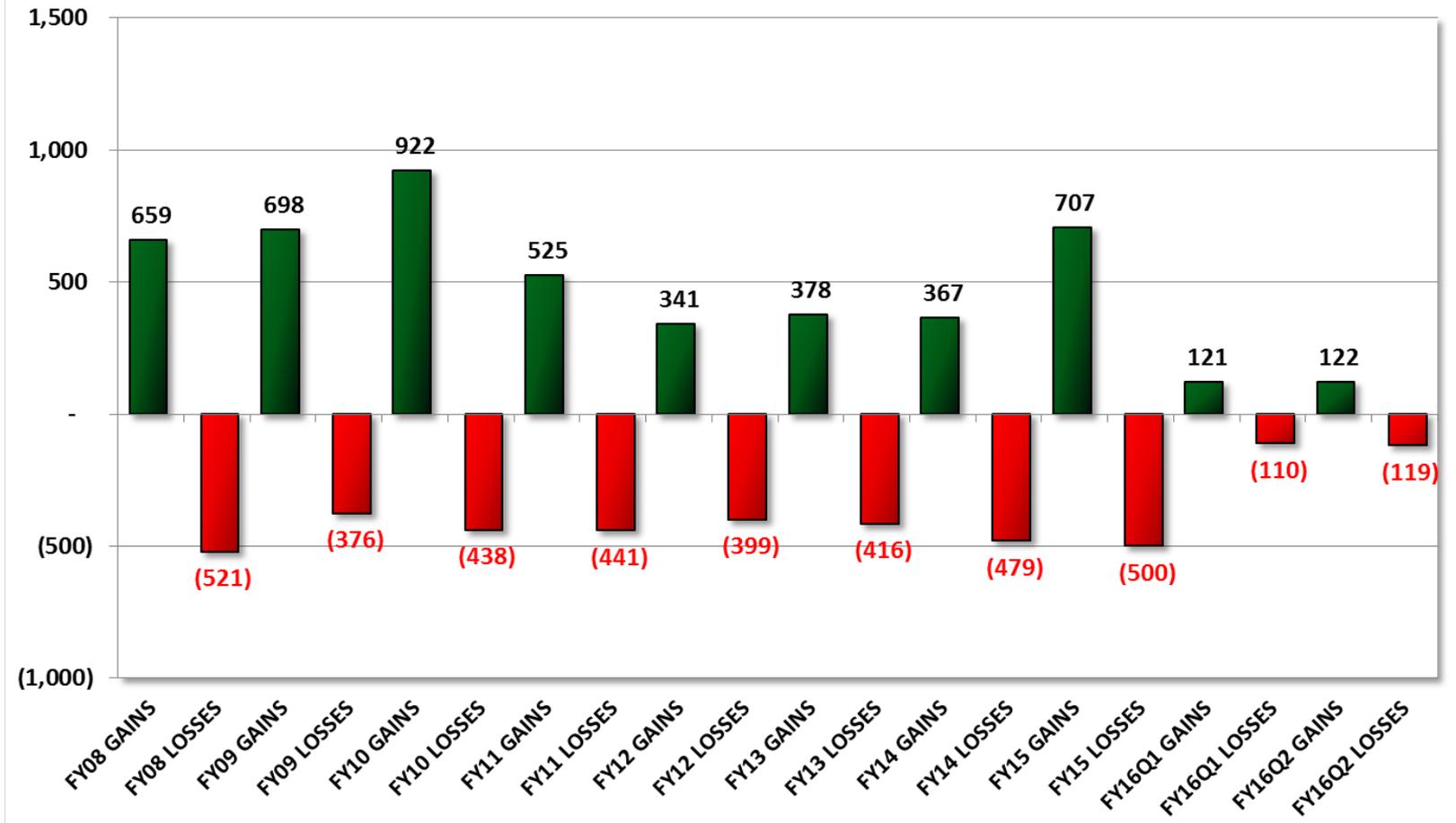
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY16Q2



*Does not include Administrative gains and losses

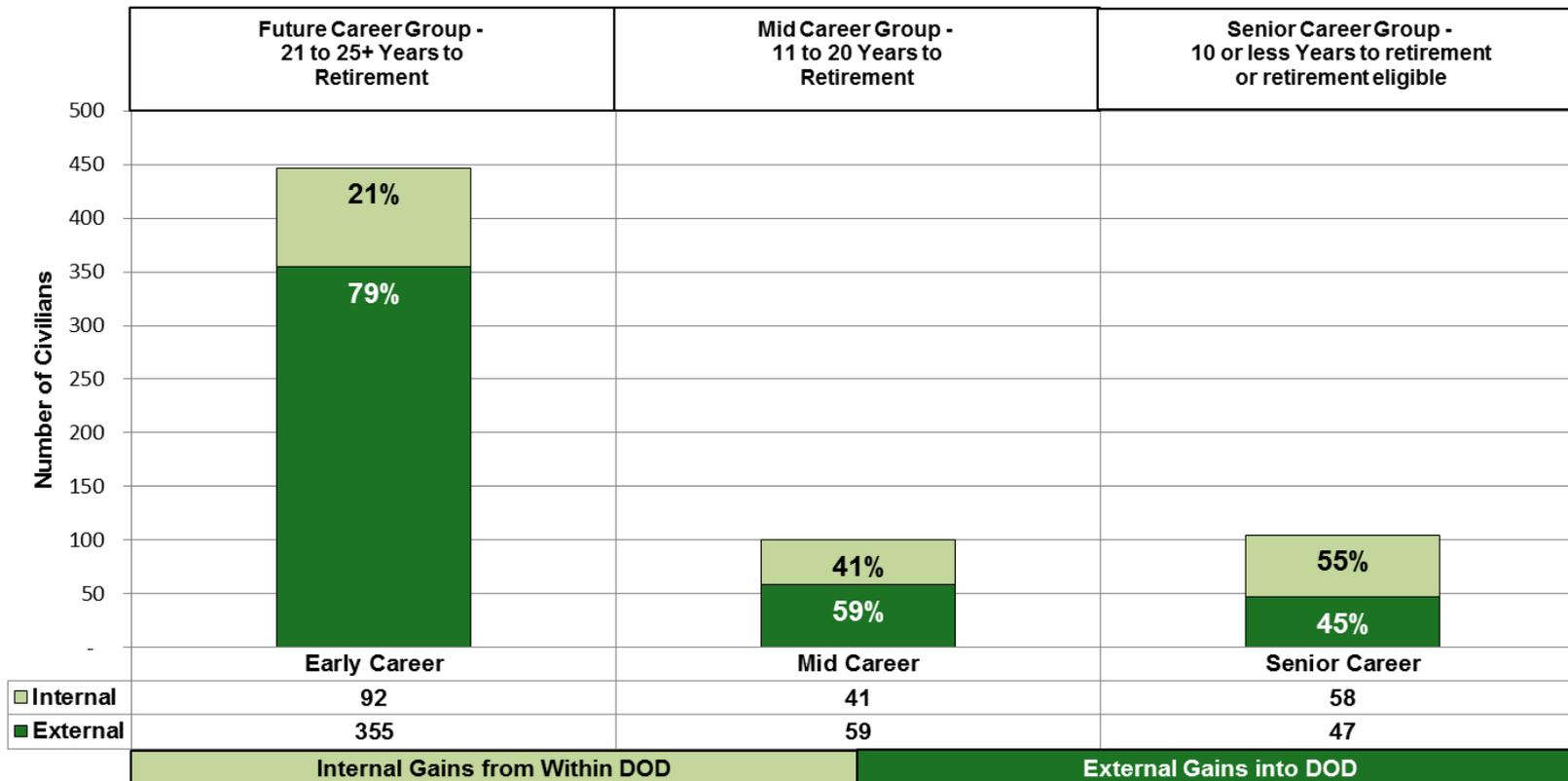
As of FY16Q2 (31 Mar 2016)



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - T&E 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

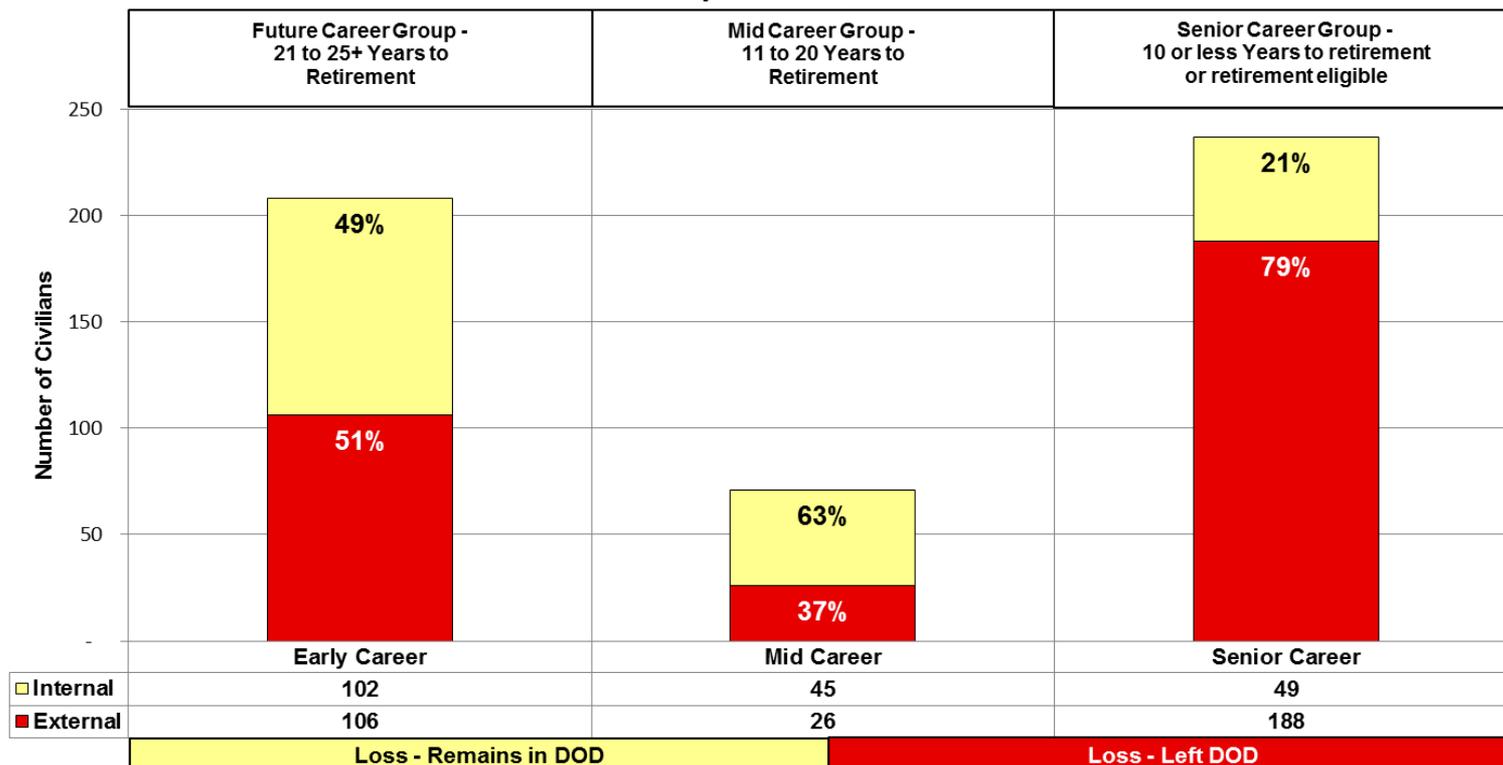


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2016Q2 Losses*



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

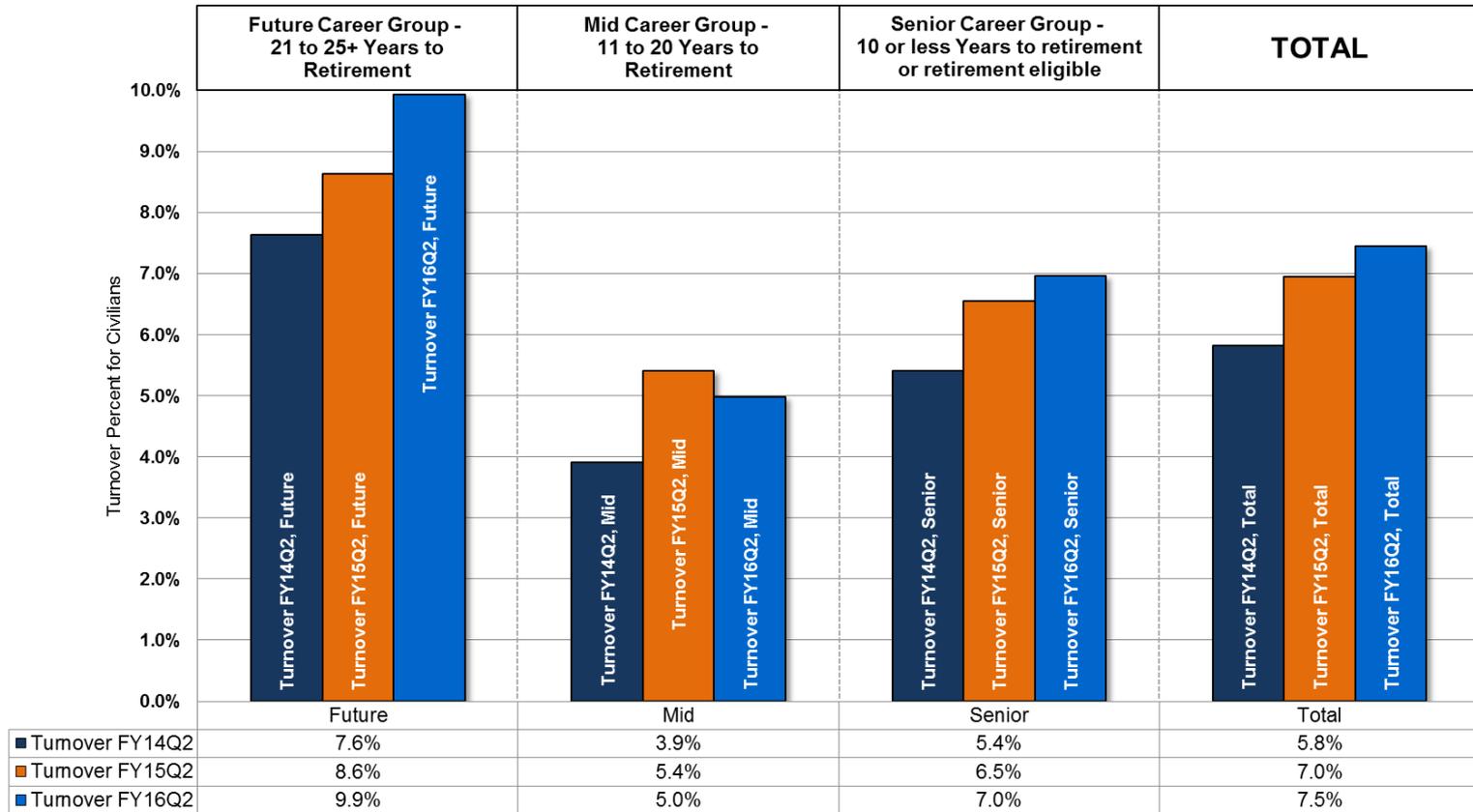
*Does not include administrative losses



Test and Evaluation Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

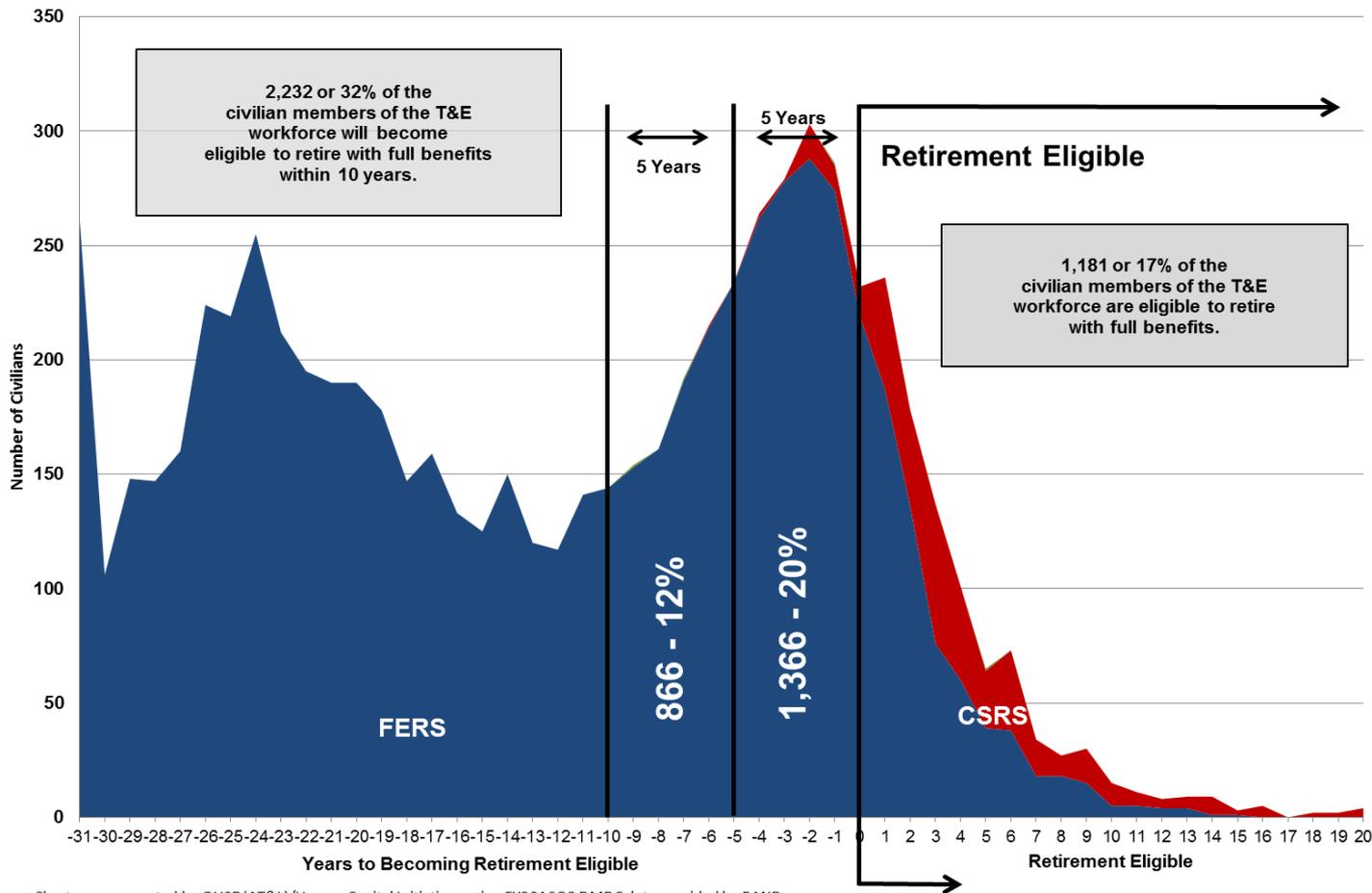


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - T&E

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



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

As of FY16Q2 (31 Mar 2016)



END