



Defense Acquisition Workforce Key Information

Contracting

As of FY15 (30 September 2015)



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://hci.dau.mil/inf_sum.html
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Contracting	FY 2008				FY 2015Q4			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	25,280	4,950	30,230	156,313
Change in size from 2008	-	-	-	-	16%	27%	18%	24%
Civilian/Military Composition	85%	15%	-	88% / 12%	84%	16%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	93%	65%	88%	84%
Graduate Degree	27%	28%	27%	29%	44%	31%	42%	39%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	89%	80%	88%	85%
Level II or Higher Achieved	75%	44%	70%	61%	84%	57%	79%	74%
Level III Achieved	37%	19%	34%	36%	44%	22%	40%	44%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	81%	70%	80%	76%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	16%	24%	18%	21%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	6%	3%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	39%	2%	33%	40%
Average Age	46.8	34.7	45.0	45.7	45.2	33.8	43.4	45.1
Workforce Life-Cycle Model (YRE)*	21/22/58(%)	-	-	20/23/57 (%)(Civ)	29/25/46(%)	-	-	25/23/52(%)
Average Years of Service	17.9	12.3	17.1	17.3	15.1	11.7	14.5	15.2
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,250(17%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,844(15%)	-	-	25,749(19%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,633/2,296	-	-	17,044/10,596

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2015 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 FY2015 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Contracting Defense Acquisition Workforce count is 29,769, up from 25,680 in FY08, a total increase of 4,089
- The Contracting Defense Acquisition Workforce count was at its highest point (30,327) in FY11, and its lowest point (25,680) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, DCMA, and NAVY, with increases of 1,549 (23%), 716 (32%), and 641 (12%), respectively
- The Agencies with the largest decreases, since FY08, are OSD & Staff, PFFA, and DARPA, with decreases of 13 (-26%), 2 (-100%), and 1 (-8%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

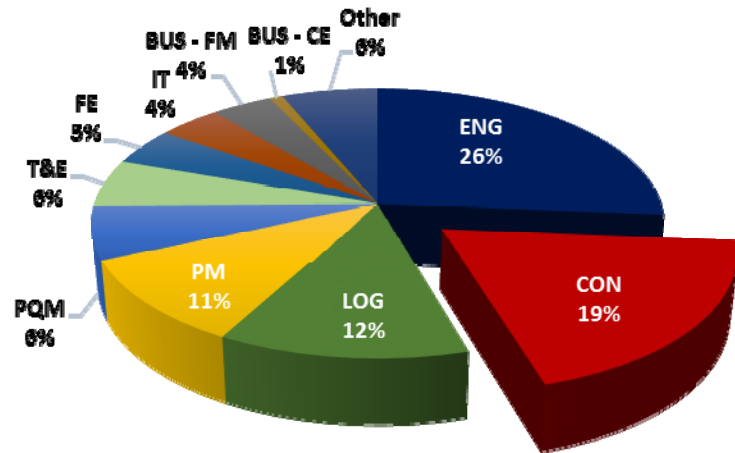
- The current Contracting Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 79.8 %; up from 69.5% in FY08
- The current Contracting Meets/Exceeds certification rate is up 10.3% from FY08
- The current Contracting Defense Acquisition Workforce DAWIA 24 month grace period rate is 16.9%; down from 23.9% in FY08
- The current Contracting Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.4%; down from 6.6% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 45.7% (11,499) (10 years or less to retirement eligibility or retirement eligible)
- 16.9% (4,250) are currently eligible to retire, ↓ from 19.6% in FY08
- Mid Career Group 25.0% (6,287) (11 to 20 years to retirement), 21.8% in FY08
- Future Career Group 27.8% (7,366) (21 to 25+ years to retirement), ↑ from 20.6% in FY08



AWF by Component and Career Field



AWF Total: 156,313

AWF Count by Career Category						%
FY15Q4	Army	DoN	Air Force	4th Estate	Totals	Total
Auditing				4,316	4,316	2.8%
Business - CE	244	570	454	78	1,346	0.9%
Business - FM	1,662	2,000	1,944	599	6,205	4.0%
Contracting	8,010	6,114	8,534	7,572	30,230	19.3%
Engineering	8,986	21,181	8,903	1,980	41,050	26.3%
Facilities Engineering	1,497	5,261	166	62	6,986	4.5%
Property	45	61	20	274	400	0.3%
Information Technology	1,682	2,765	1,133	822	6,402	4.1%
Life Cycle Logistics	7,201	6,160	3,028	2,833	19,222	12.3%
Production, Quality and Man	1,393	2,810	331	5,288	9,822	6.3%
Program Management	3,281	6,335	5,366	1,603	16,585	10.6%
Purchasing	272	495	79	484	1,330	0.9%
S&T Manager	393	484	2,674	130	3,681	2.4%
Test and Evaluation	1,956	3,328	3,027	381	8,692	5.6%
Unknow/Other	11	1	6	28	46	0.03%
FY15Q4 Totals (as of 09-30-2015)	36,633	57,565	35,665	26,450	156,313	
Component %	23.4%	36.8%	22.8%	16.9%		



Contracting Workforce Historical Size by Agency FY05 – FY15



Contracting	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
Defense Acq Workforce													
ARMY	8,015	10,048	9,632	7,714	8,391	8,839	9,125	8,834	8,606	8,211	8,010	4%	-2%
DoN	5,068	5,017	5,076	5,245	5,516	6,001	6,041	5,771	5,716	5,725	6,114	17%	7%
AIR FORCE	7,424	7,371	6,762	6,834	7,443	7,865	7,996	8,339	8,381	8,413	8,534	25%	1%
DCMA	2,490	2,312	1,990	2,220	2,262	2,622	2,480	2,573	2,891	2,917	2,964	34%	2%
DLA	2,243	2,236	1,957	2,736	3,050	3,227	3,432	3,409	3,328	3,220	3,257	19%	1%
DCAA	1	1	4	-	1	2	2	1	2	2	1		-50%
MDA	55	71	61	117	135	191	189	206	219	200	199	70%	-1%
DISA	199	191	254	265	268	305	328	374	360	365	367	38%	1%
DHA	36	38	19	45	46	71	72	69	65	89	103	129%	16%
DTRA	60	58	70	72	78	88	76	80	87	77	71	-1%	-8%
DAU	83	80	-	87	107	141	135	149	131	123	118	36%	-4%
OSD	47	47	26	50	44	49	51	42	40	39	38	-24%	-3%
JCS	-	-	-	-	1	2	2	8	6	4	4		0%
DeCA	101	84	73	87	92	107	113	113	108	108	106	22%	-2%
WHS	37	40	19	41	34	37	72	103	111	123	121	195%	-2%
DFAS	59	56	24	57	52	69	63	65	61	60	63	11%	5%
DoDEA	62	46	45	41	42	58	61	64	60	51	56	37%	10%
DMEA	-	-	-	-	15	17	15	17	16	24	25		4%
DoD HRA	-	1	1	4	6	21	18	19	21	21	20	400%	-5%
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	2	7	5	12	11	14	14	15	16	14	13	8%	-7%
DMA	-	-	-	-	20	19	14	16	17	12	15		25%
DSS	-	1	-	5	9	11	12	9	13	14	15	200%	7%
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	11	11	6	12	13	12	12	13	13	12	13	8%	8%
NDU	6	5	-	3	1	2	2	2	2	2	3	0%	50%
IG	-	-	1	1	-	-	-	-	-	-	-	-100%	
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	5	4	1	2	1	1	1	1	1	-	-	-100%	
4th Estate Other	21	23	12	30	17	21	1	-	-	-	-	-100%	
TOTAL	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	17.7%	1.4%



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

<i>Civ + Mil</i>	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
Auditing	4203	4132	4048	3986	4056	4009	4022	(181)	-4.3%
Business, Cost Estimating, Financial Management	7642	7714	7617	7465	7431	7436	7440	(202)	-2.6%
Contracting	29759	30231	30308	30197	30152	30138	30144	385	1.3%
Facilities Engineering	6683	6855	6878	6860	6861	6861	6861	178	2.7%
Industrial and Contract Property Management	367	411	405	403	403	403	403	36	9.8%
Information Technology	6012	6086	6012	5919	5915	5918	5918	(94)	-1.6%
Life Cycle Logistics	18288	18346	18156	17925	17882	17870	17869	(419)	-2.3%
Other	102	98	92	89	87	85	83	(19)	-18.6%
Production, Quality & Manufacturing	9101	9420	9450	9379	9364	9357	9349	248	2.7%
Program Management	16561	16950	16789	16575	16424	16386	16386	(175)	-1.1%
Purchasing	1510	1553	1543	1530	1526	1523	1520	10	0.7%
SPRDE - S&T Manager	3167	3298	3288	3286	3285	3285	3285	118	3.7%
SPRDE - Systems Engineering	41321	41654	41477	41103	41026	41031	41031	(290)	-0.7%
Test and Evaluation	8698	8809	8771	8710	8713	8719	8719	21	0.2%
Grand Total	153414	155557	154834	153427	153125	153021	153030	(384)	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

Contracting Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
ARMY	Civilian FTE	6922	6,879	6,897	6,823	6,823	6,823	6,823	(99)	-1.4%
DARPA	Civilian FTE	12	13	13	13	13	13	13	1	8.3%
DAU	Civilian FTE	114	130	131	131	131	131	131	17	14.9%
DCMA	Civilian FTE	2635	2,849	2,949	2,977	2,979	2,989	2,989	354	13.4%
DECA	Civilian FTE	120	121	124	124	124	124	124	4	3.3%
DFAS	Civilian FTE	71	75	74	73	72	71	71	0	0.0%
DHA	Civilian FTE	421	421	421	421	421	421	420	(1)	-0.2%
DISA	Civilian FTE	386	392	398	402	406	410	410	24	6.2%
DLA	Civilian FTE	3081	3,190	3,199	3,206	3,212	3,220	3,228	147	4.8%
DMACT	Civilian FTE	17	17	16	16	16	16	16	(1)	-5.9%
DODEA	Civilian FTE	77	77	77	77	77	77	77	0	0.0%
DTRA	Civilian FTE	74	74	73	73	73	73	73	(1)	-1.4%
JCS	Civilian FTE	6	6	5	5	5	5	5	(1)	-16.7%
MDA	Military ES	225	207	192	183	186	188	188	(37)	-16.4%
NAVY	Military ES	4112	4,273	4,311	4,290	4,260	4,260	4,260	148	3.6%
NDU	Military ES	4	4	4	4	4	4	4	0	0.0%
USAF	Military ES	5780	6,031	6,003	5,992	5,977	5,935	5,935	155	2.7%
USMC	Military ES	345	344	344	344	344	344	344	(1)	-0.3%
WHS	Military ES	154	127	129	125	122	122	121	(33)	-21.4%
ARMY	Military ES	1096	1,208	1,158	1,133	1,133	1,133	1,133	37	-7.7%
DCMA	Military ES	297	292	283	277	269	274	274	(23)	0.0%
DISA	Military ES	6	6	6	6	6	6	6	0	0.0%
DLA	Military ES	48	48	48	48	48	48	48	0	0.0%
DMACT	Military ES	1	1	1	1	1	1	1	0	#DIV/0!
MDA	Military ES	0	0	0	0	0	0	0	0	0.4%
NAVY	Military ES	973	971	978	978	977	977	977	4	-11.7%
USAF	Military ES	2642	2,335	2,334	2,335	2,333	2,333	2,333	(309)	0.0%
USMC	Military ES	140	140	140	140	140	140	140	0	2.8%
ALL CATEGORIES	Civilian FTE Total	24,556	25,230	25,360	25,279	25,245	25,226	25,232	676	2.8%
ALL CATEGORIES	Military ES Total	5,203	5,001	4,948	4,918	4,907	4,912	4,912	(291)	(0)
	CONTRACTING TOTAL	29,759	30,231	30,308	30,197	30,152	30,138	30,144	385	1.3%
	Civ Change		674	130	(81)	(34)	(19)	6		
	Mil Change		(202)	(53)	(30)	(11)	5	0		
	CONTRACTING TOT Change		472	77	(111)	(45)	(14)	6		

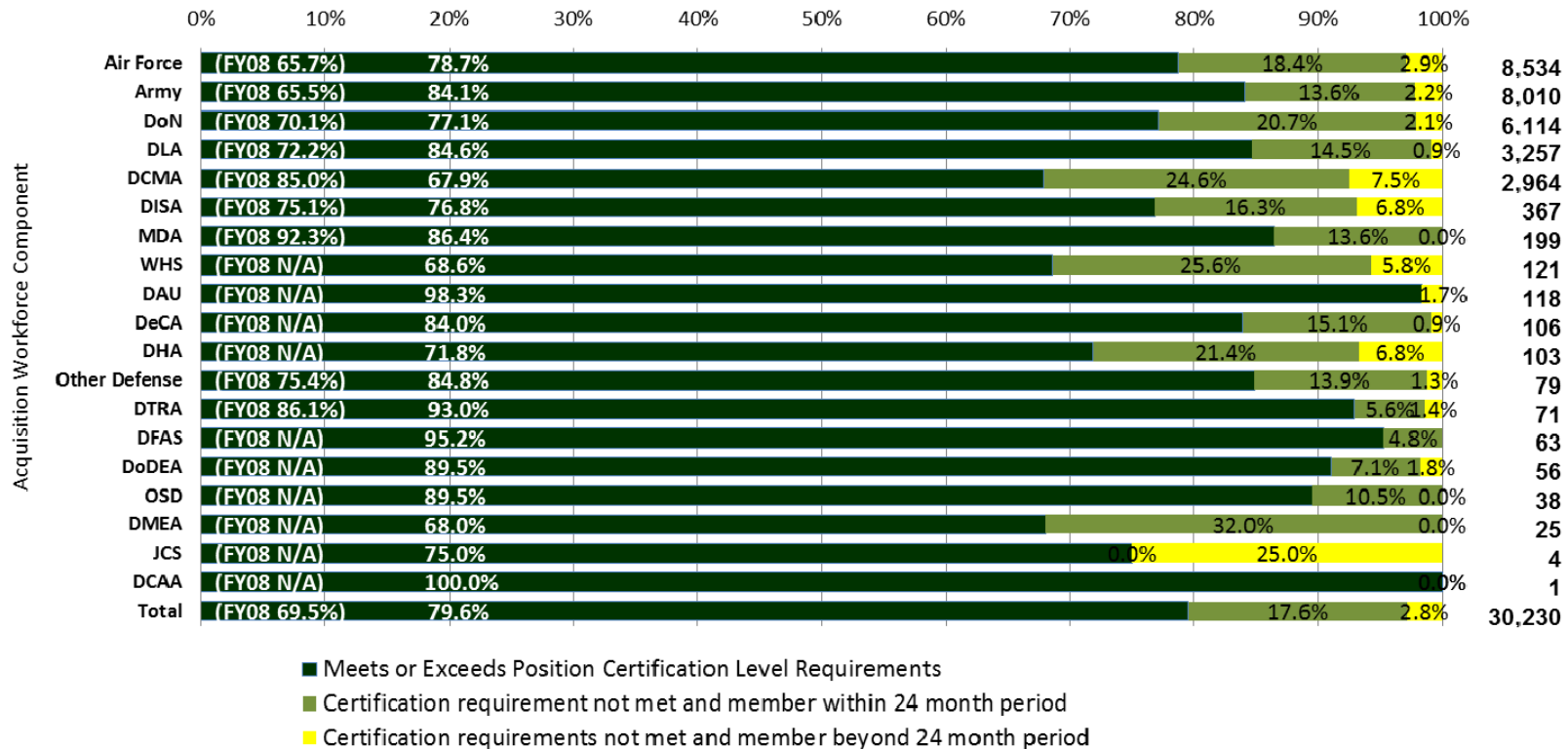
Data Source: OSD CAPE SNAP Database;



Contracting DAWIA Certification by Component



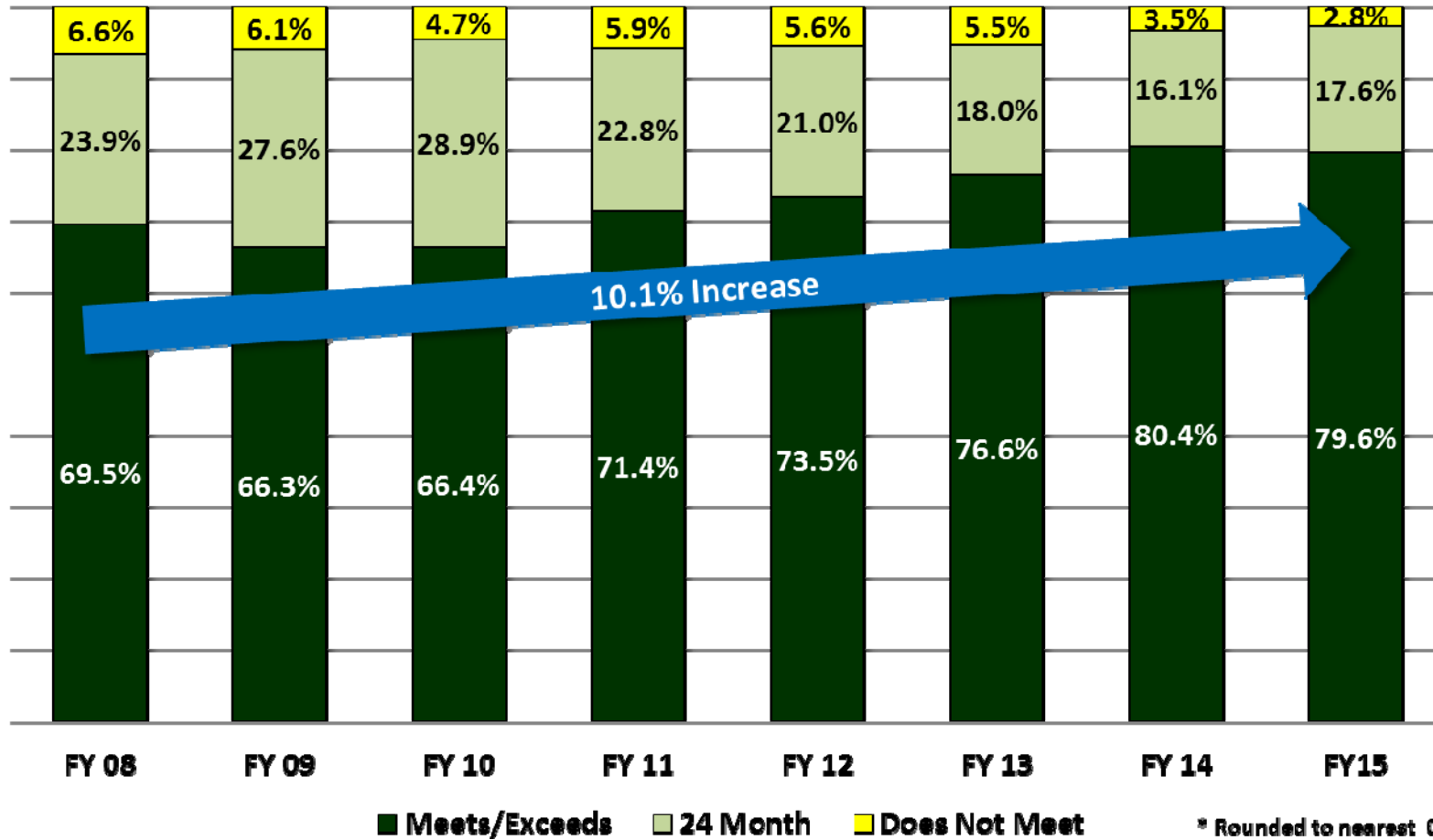
Certification Level "Meet/Exceed" Rates by Component Contracting (FY15)





Contracting Historical DAWIA Certification FY08 – FY15

Contracting





Contracting DAWIA Certification Matrix + Bench Strength

Contracting	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,542	1,013	494	101	3,150	51.0%
Level II	1,981	1,380	10,352	3,942	17,655	81.0%
Level III	192	59	931	8,144	9,326	87.3%
Unspecified	39	17	32	11	99	
FY15Q4 TOTAL	3,754	2,469	11,809	12,198	30,230	79.6%
	12.4%	8.2%	39.1%	40.4%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,177	12.9%	
Army	5,172	14.1%	
DoN	6,900	12.0%	
Air Force	6,543	18.4%	
4th Estate	1,562	5.9%	
Contracting	4,537	15.1%	3 of 13

** Based on population total without unspecified positions

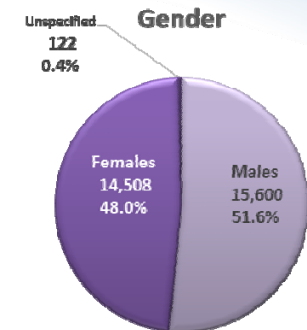
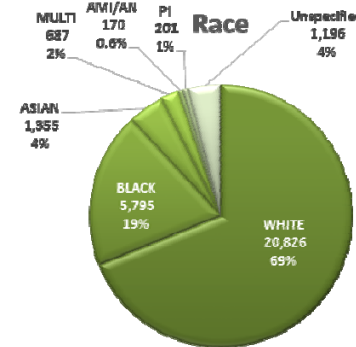
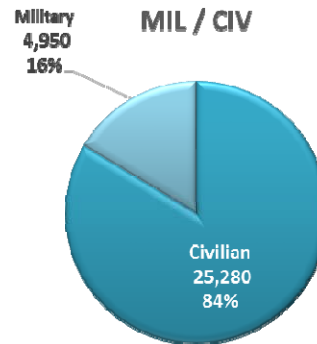
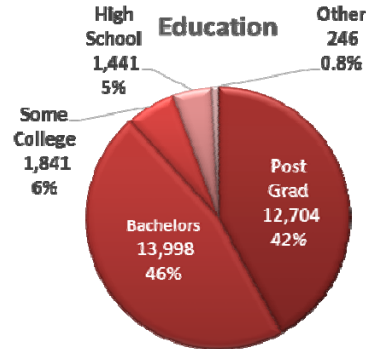
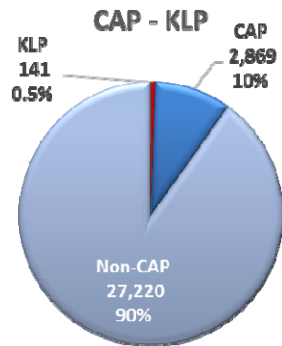
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,608	1,421	121	3,150	10.4%
Level II	14,294	2,825	536	17,655	58.4%
Level III	8,144	988	194	9,326	30.9%
Unspecified	11	84	4	99	0.3%
Contracting TOTAL	24,057	5,318	855	30,230	
	79.6%	17.6%	2.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	141	0.5%	1,089	0.7%
Critical Acquisition Positions (CAPs) *	2,869	9.5%	15,728	10.1%
Non-CAP Positions	27,220	90.0%	139,496	89.2%
TOTAL	30,230		156,313	

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

Highest Level of Education	CON TOTAL		Entire DAW	
Post Grad	12,704	42.0%	61,177	39.1%
Bachelors	13,998	46.3%	69,485	44.5%
Some College	1,841	6.1%	11,992	7.7%
High School	1,441	4.8%	12,667	8.1%
Other	246	0.8%	992	0.6%
TOTAL	30,230		156,313	

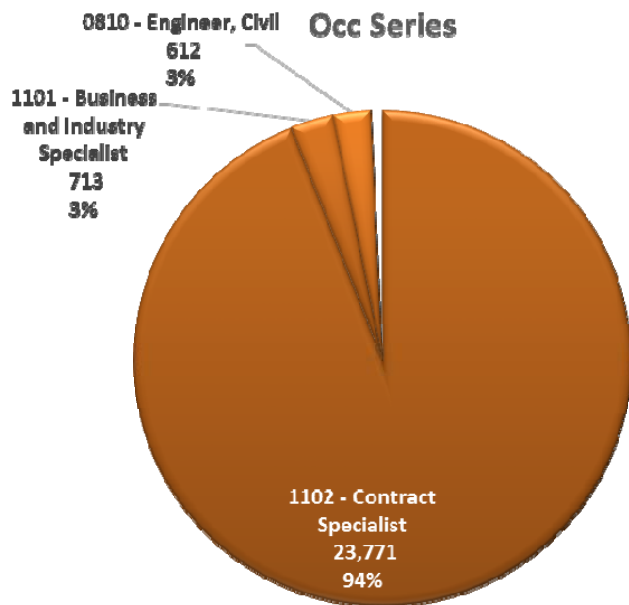
Military / Civilian	CON TOTAL		Entire DAW	
Civilian	25,280	83.6%	140,962	90.2%
Military	4,950	16.4%	15,351	9.8%
TOTAL	30,230		156,313	

Race	CON TOTAL		Entire DAW	
WHITE	20,826	68.9%	117,023	74.9%
BLACK	5,795	19.2%	18,589	11.9%
ASIAN	1,355	4.5%	10,128	6.5%
MULTI	687	2.3%	3,274	2.1%
AMI/AN	170	0.6%	850	0.5%
PI	201	0.7%	722	0.5%
Unspecified	1,196	4.0%	5,727	3.7%
TOTAL	30,230		156,313	

Gender	CON TOTAL		Entire DAW	
Males	15,600	51.6%	110,309	70.6%
Females	14,508	48.0%	45,555	29.1%
Unspecified	122	0.4%	448	0.3%
TOTAL	30,230		156,312	



Contracting Size by Occupational Series



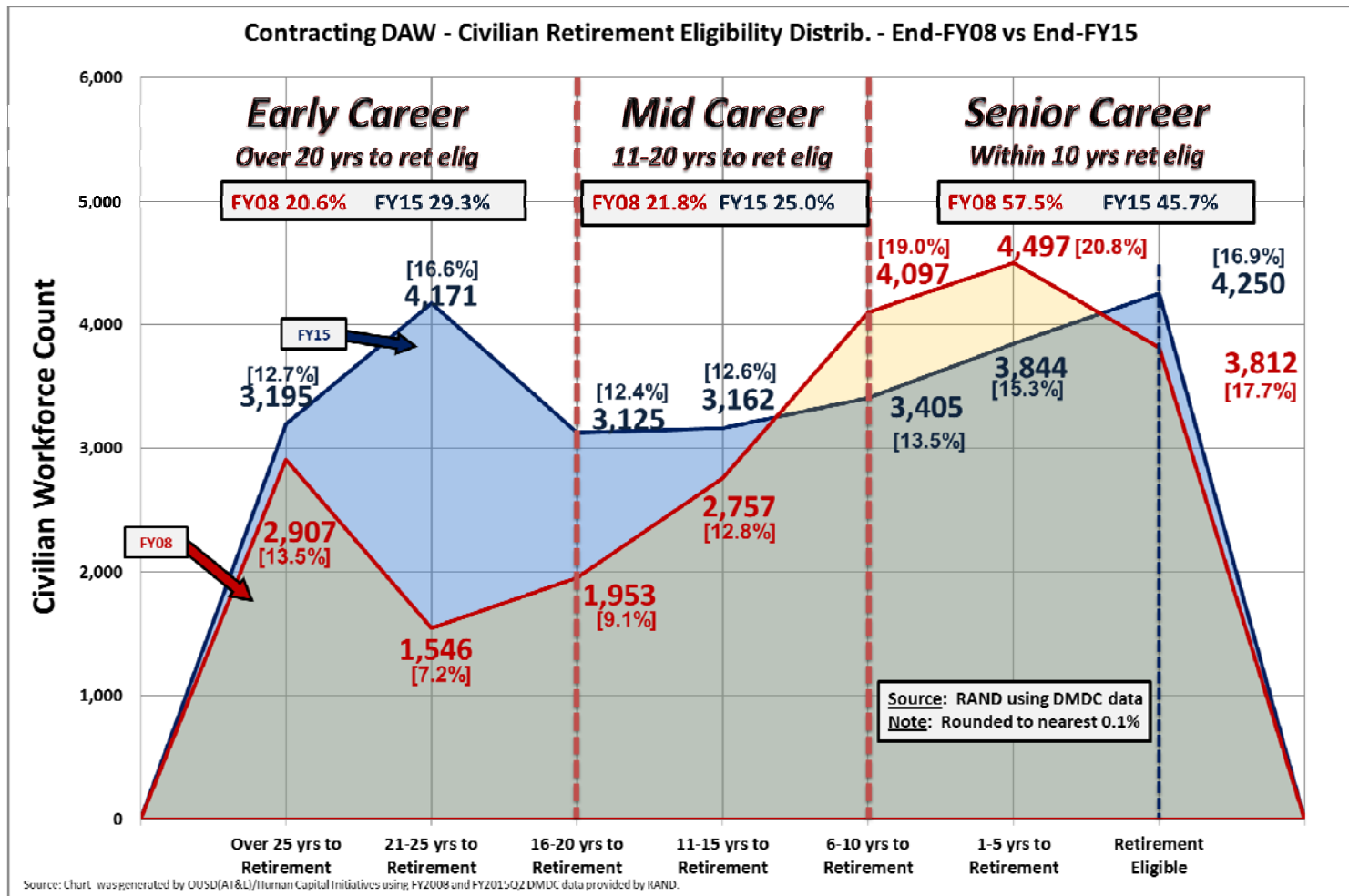
Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	23,771	94.0%
1101 - Business and Industry Specialist	713	2.8%
0810 - Engineer, Civil	612	2.4%
0830 - Engineer, Mechanical	32	0.13%
0301 - Administration & Program Staff	26	0.10%
0801 - Engineer, General	16	0.06%
0850 - Engineer, Electrical	17	0.07%
1160 - Financial Analyst	10	0.04%
0343 - Management and Program Analyst	10	0.04%
1910 - Quality Assurance Specialist	3	0.01%
Other	70	0.28%
TOTAL CIVILIAN	25,280	Civilians



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



Contracting Civilian Retirement Eligibility Distribution – FY08 / FY15



As of FY15Q2 (31 March 2015)

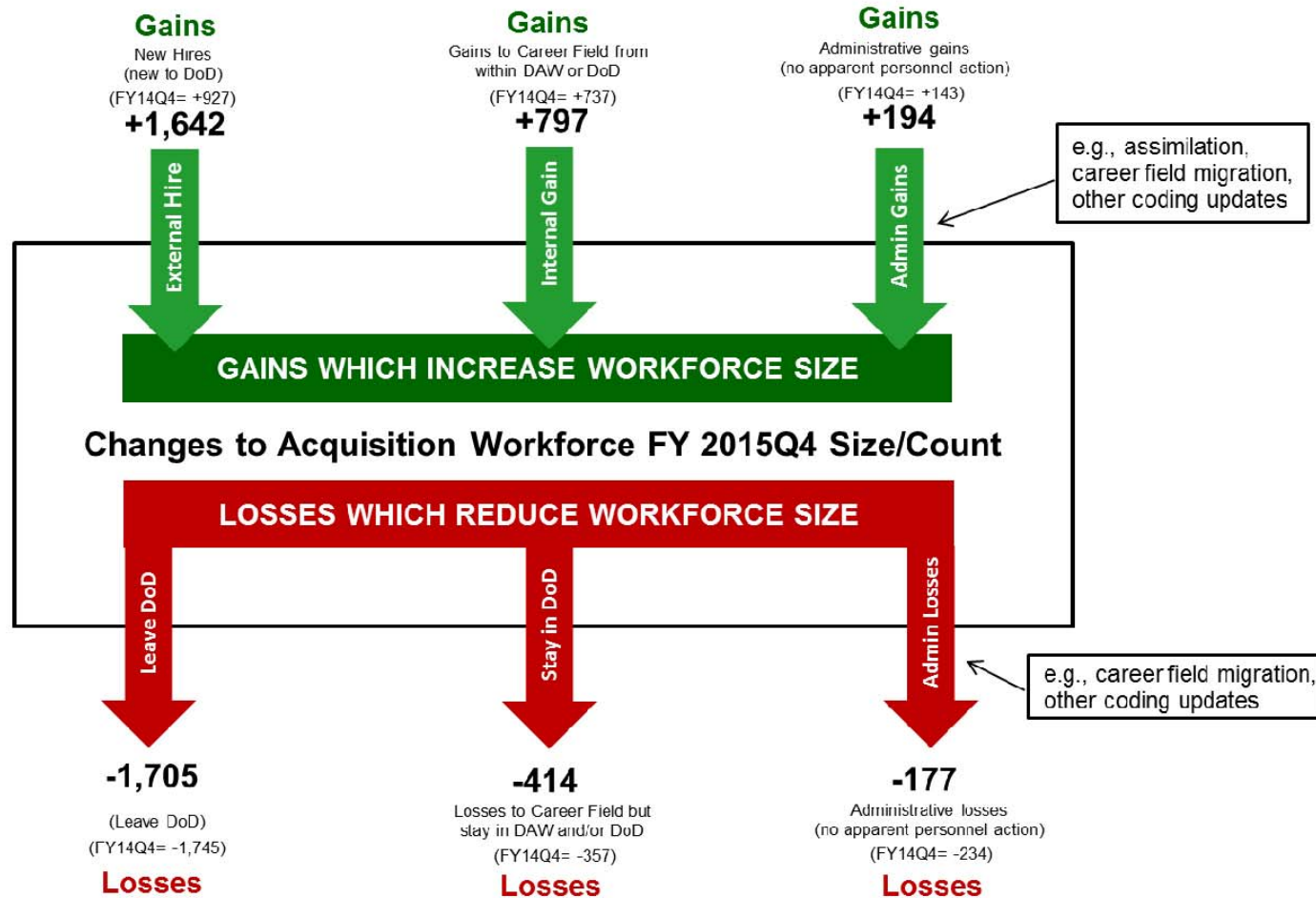


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Contracting

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



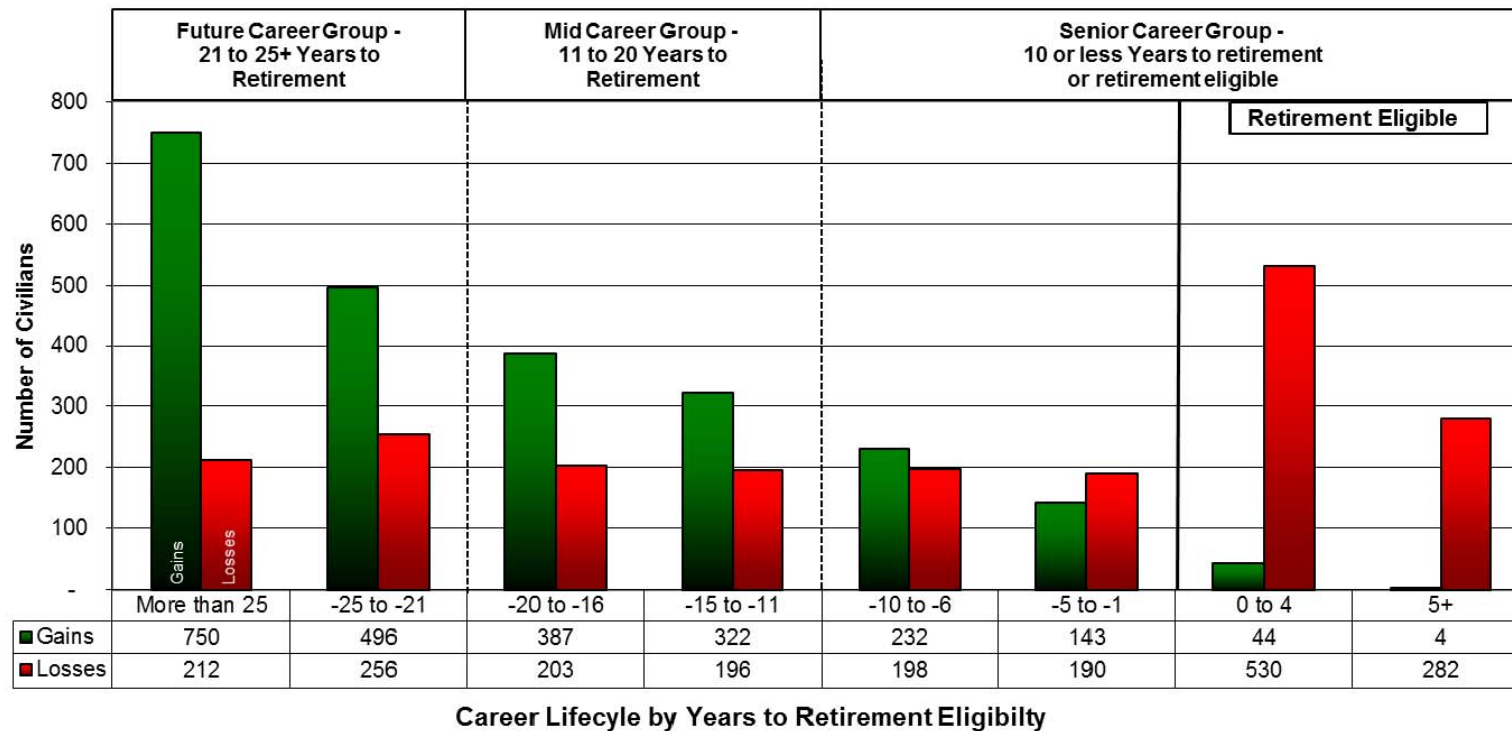
As of FY15 (30 Sept 2015)



Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY 2015Q4 Gains & Losses*



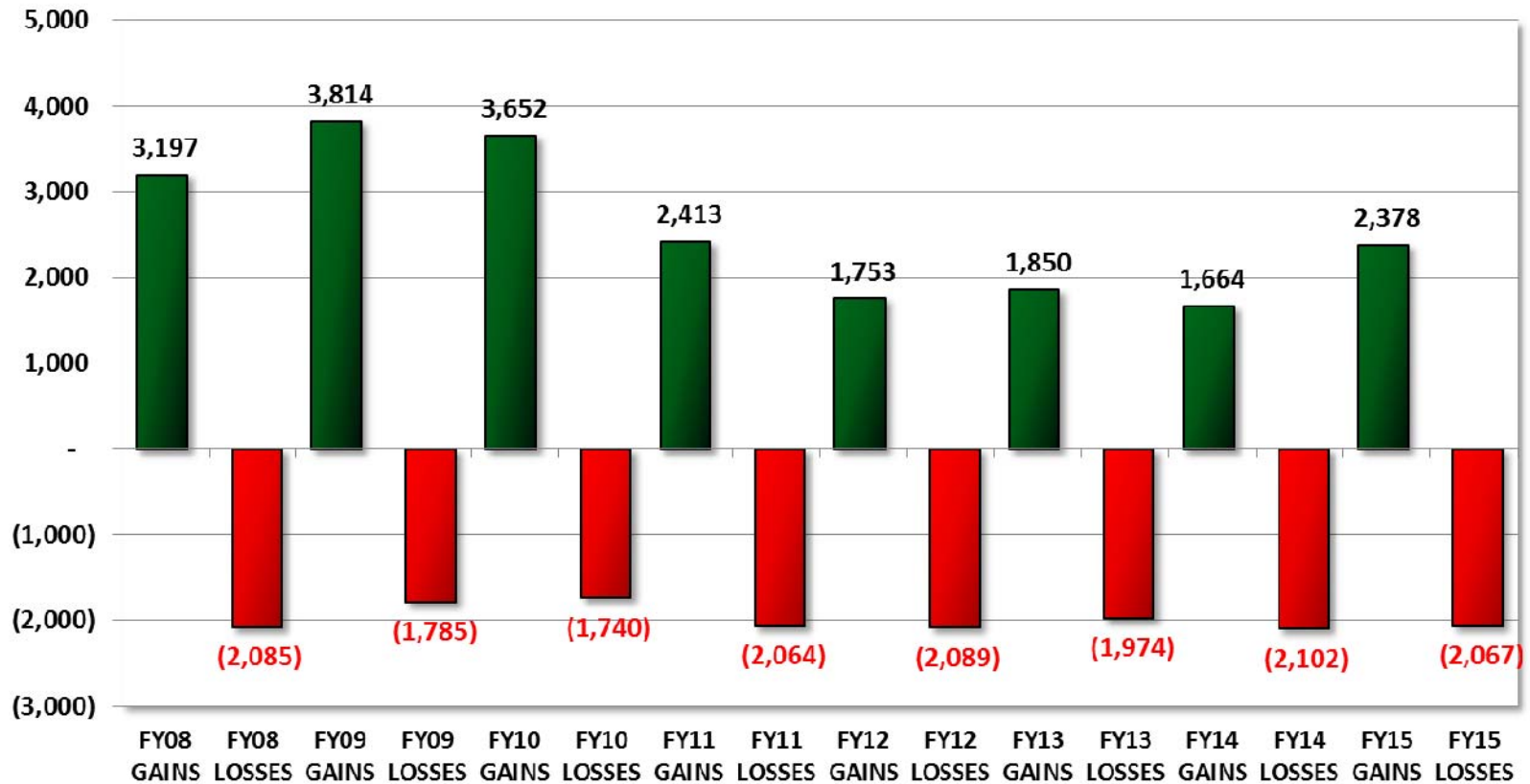
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative gains and losses

As of FY15 (30 Sept 2015)



Contracting Historical Gains and Losses FY08 – FY15



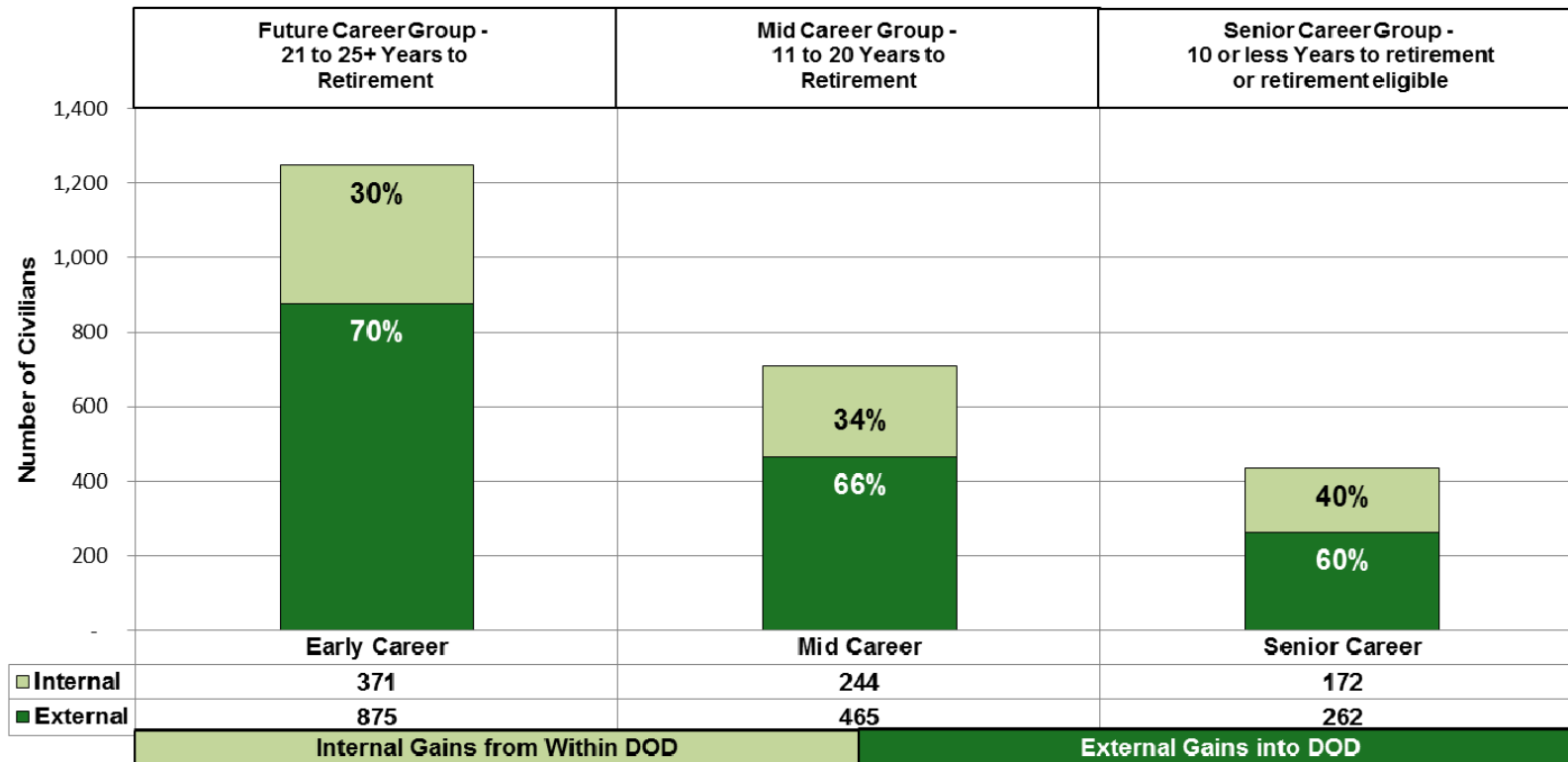
As of FY15 (30 Sept 2015)



Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - CON Workforce Lifecycle FY 2015Q4 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)
*Does not include administrative gains

As of FY15 (30 Sept 2015)

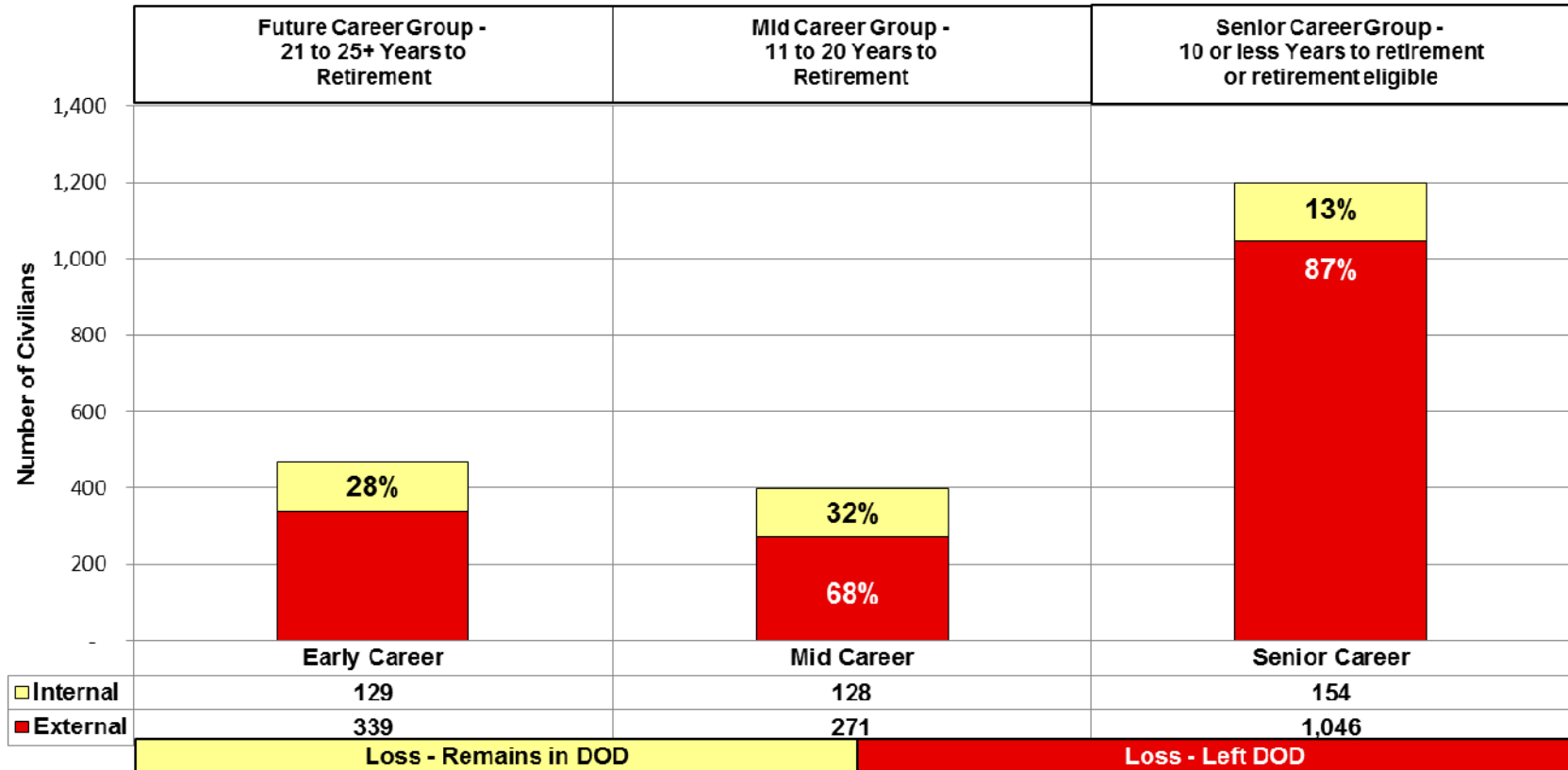


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY 2015Q4 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

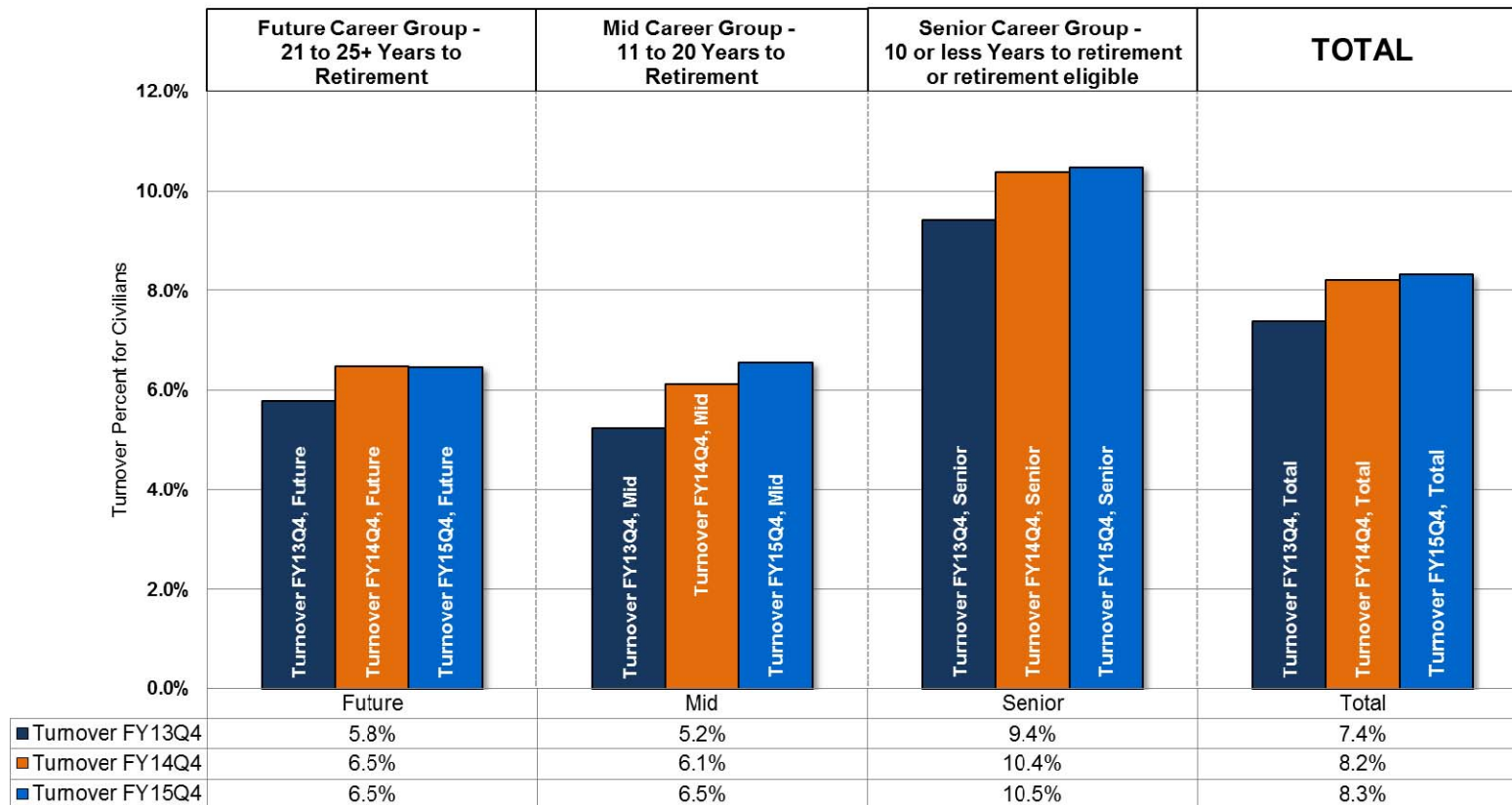
*Does not include administrative losses

As of FY15 (30 Sept 2015)



Contracting Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - CON (Civilian) (FY13Q4, FY14Q4, FY15Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY15 (30 Sept 2015)

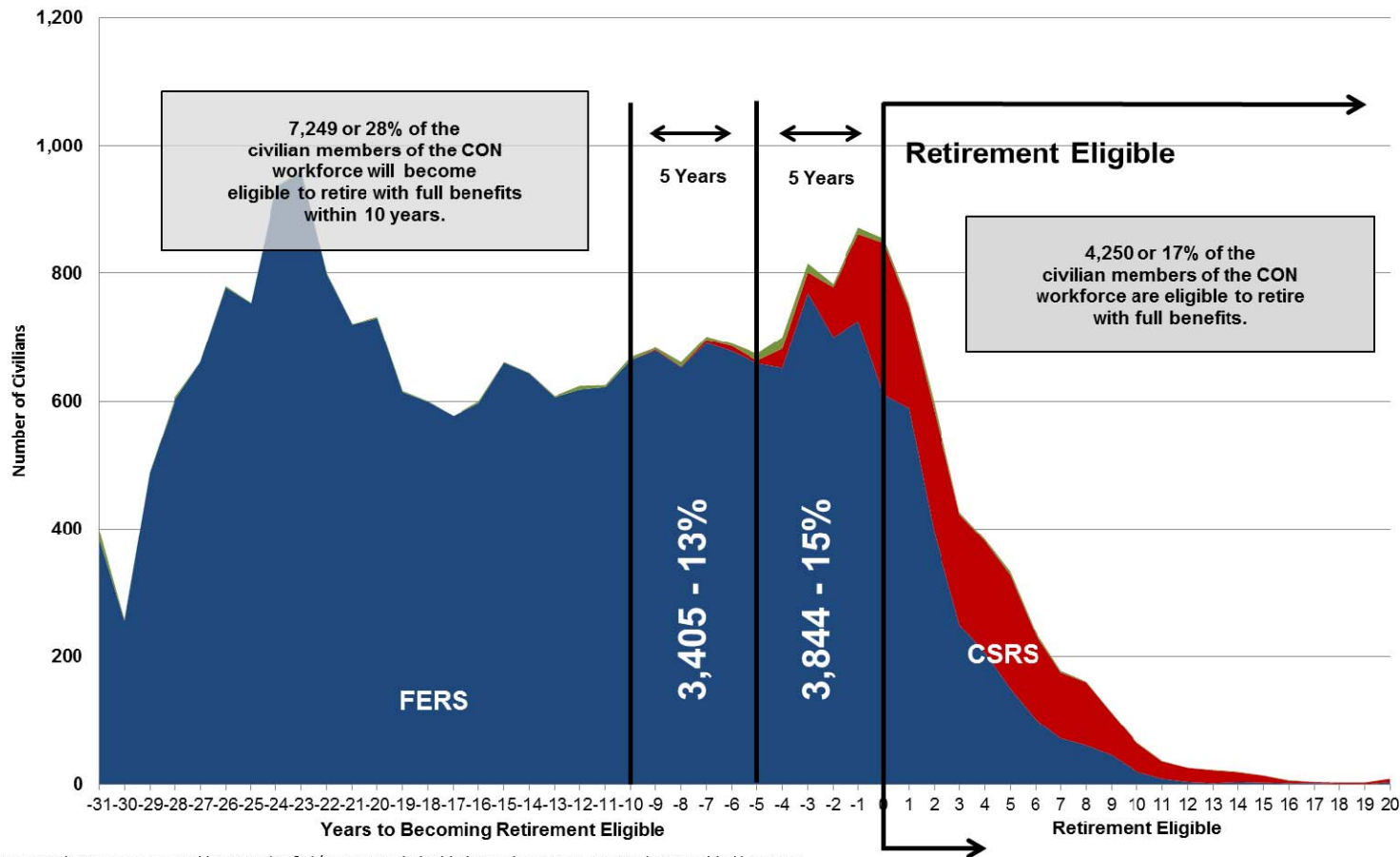


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - CON

Distribution by Years to Retirement Eligibility (Civilians)(FY 2015Q4)



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

As of FY15 (30 Sept 2015)



END