



Defense Acquisition Workforce Key Information

Facilities Engineering
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://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 Facilities Engineering	FY 2008				FY 2015Q4			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	6,983	3	6,986	156,313
Change in size from 2008	-	-	-	-	42%	200%	42%	24%
Civilian/Military Composition	100%	0%	-	88% / 12%	99.96%	0.04%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	80%	100%	80%	84%
Graduate Degree	20%	0%	20%	29%	29%	100%	29%	39%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	81%	0%	81%	85%
Level II or Higher Achieved	41%	0%	41%	61%	79%	0%	79%	74%
Level III Achieved	0%	0%	0%	36%	29%	0%	29%	44%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	76%	0%	76%	76%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	22%	100%	22%	21%
Does Not Meet Certification Requirement	16%	0%	16%	14%	2%	0%	2%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	52%	0%	52%	40%
Average Age	48.8	23.0	48.7	45.7	49.5	38.3	49.5	45.1
Workforce Life-Cycle Model (YRE)*	15/24/61(%)	-	-	20/23/57 (%)(Civ)	15/25/60(%)	-	-	25/23/52(%)
Average Years of Service	18.6	1.0	18.6	17.3	17.4	13.0	17.4	15.2
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,726(25%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,375(20%)	-	-	25,749(19%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	1,466/1,111	-	-	17,044/10,596



Highlights



Defense Acquisition Workforce Size Highlights

- The current Facilities Engineering Defense Acquisition Workforce count is 6,651, up from 4,920 in FY08, a total increase of 1,731
- The Facilities Engineering Defense Acquisition Workforce count was at its highest point (8,356) in FY05, and its lowest point (3,927) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, ARMY, and MDA, with increases of 1,159 (30%), 521 (53%), and 38 (3800%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, DCMA, and DTRA, with decreases of 12 (-92%), 5 (-83%), and 1 (-50%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

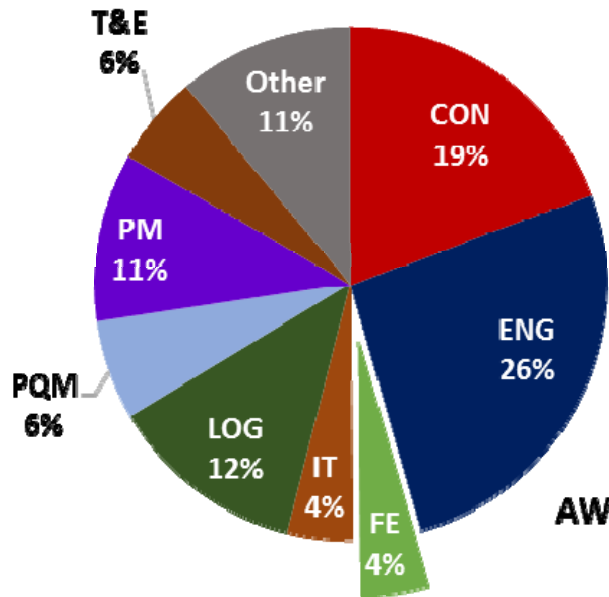
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 79.7%; up from 39.8% in FY08
- The current Facilities Engineering Meets/Exceeds certification rate is up 40.3% from FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA 24 month grace period rate is 17.7%; down from 44.2% in FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.6%; down from 16.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 60.4% (4,211) (10 years or less to retirement eligibility or retirement eligible)
- 24.8% (1,726) are currently eligible to retire, ↑ from 21.7% in FY08
- Mid Career Group 24.7% (1,723) (11 to 20 years to retirement), 23.8% in FY08
- Future Career Group 14.8% (1,034) (21 to 25+ years to retirement), ↓ from 15.1% in FY08



AWF by Component and Career Field



AWF Total: 153,542

AWF Count by Career Category FY15Q3	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,302	4,302	2.8%
Business - CE	238	551	451	80	1,320	0.9%
Business - FM	1,645	1,965	1,871	603	6,084	4.0%
Contracting	8,053	5,886	8,383	7,447	29,769	19.4%
Engineering	8,912	20,545	8,760	1,959	40,176	26.2%
Facilities Engineering	1,509	5,061	20	61	6,651	4.3%
Information Technology	1,692	2,667	1,104	799	6,262	4.1%
Life Cycle Logistics	7,244	6,029	2,971	2,753	18,997	12.4%
Production, Quality and Man	1,403	2,677	328	5,233	9,641	6.3%
Program Management	3,290	6,253	5,307	1,570	16,420	10.7%
Property	47	58	19	265	389	0.3%
Purchasing	260	476	79	430	1,245	0.8%
S&T Manager	396	476	2,628	130	3,630	2.4%
Test and Evaluation	1,989	3,224	3,024	380	8,617	5.6%
Unknown/Other	11	3	1	24	39	0.03%
FY15Q3 Totals (as of 06-30-2015)	36,689	55,871	34,946	26,036	153,542	
Component %	23.9%	36.4%	22.8%	17.0%		



Facilities Engineering Workforce Historical Size by Agency FY05 – FY15Q3



Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q3	% Change Since FY05	% Change Since FY08
<i>Defense Acq Workforce</i>													
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,509	-69%	53%
DoN	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,061	44%	30%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	20		233%
DCMA	-	1	3	6	2	1	-	1	2	-	1		-83%
DLA	-	3	7	13	8	2	1	1	1	1	1		-92%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	39		3800%
DISA	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	1	1	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1		-50%
DAU	-	-	-	1	-	-	-	-	-	-	-		-100%
OSD & Staff	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	19		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	1	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,651	-20.4%	35.2%



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

Facilities Engineer Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
ARMY	Civilian FTE	1479	1,470	1,475	1,460	1,460	1,460	1,460	(19)	-1.3%
DAU	Civilian FTE	0	0	1	1	1	1	1	1	100.0%
DECA	Civilian FTE	0	11	29	29	29	29	29	29	2900.0%
DHA	Civilian FTE	12	12	12	12	12	12	12	-	0.0%
DLA	Civilian FTE	1	1	1	1	1	1	1	-	0.0%
DTRA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
MDA	Civilian FTE	48	44	41	39	40	40	40	(8)	-16.7%
NAVY	Civilian FTE	5062	5,244	5,246	5,245	5,245	5,245	5,245	-	3.6%
NDU	Civilian FTE	27	27	27	27	27	27	27	0	0.0%
USAF	Civilian FTE	17	9	9	9	9	9	9	(8)	-47.1%
USMC	Civilian FTE	33	33	33	33	33	33	33	0	0.0%
USAF	Military ES	2	2	2	2	2	2	2	0	0.0%
<i>ALL CATEGORIES</i>	Civilian FTE Total	6,681	6,853	6,876	6,858	6,859	6,859	6,859	178	2.7%
<i>ALL CATEGORIES</i>	Military ES Total	2	2	2	2	2	2	2	0	0.0%
	FE ENGINEERING TO	6,683	6,855	6,878	6,860	6,861	6,861	6,861	178	2.7%
	Civ Change		172	23	(18)	1	0	-		
	Mil Change		0	0	0	0	0	-		
	FE ENGINEERING TOT Change		172	23	(18)	1	0	-		

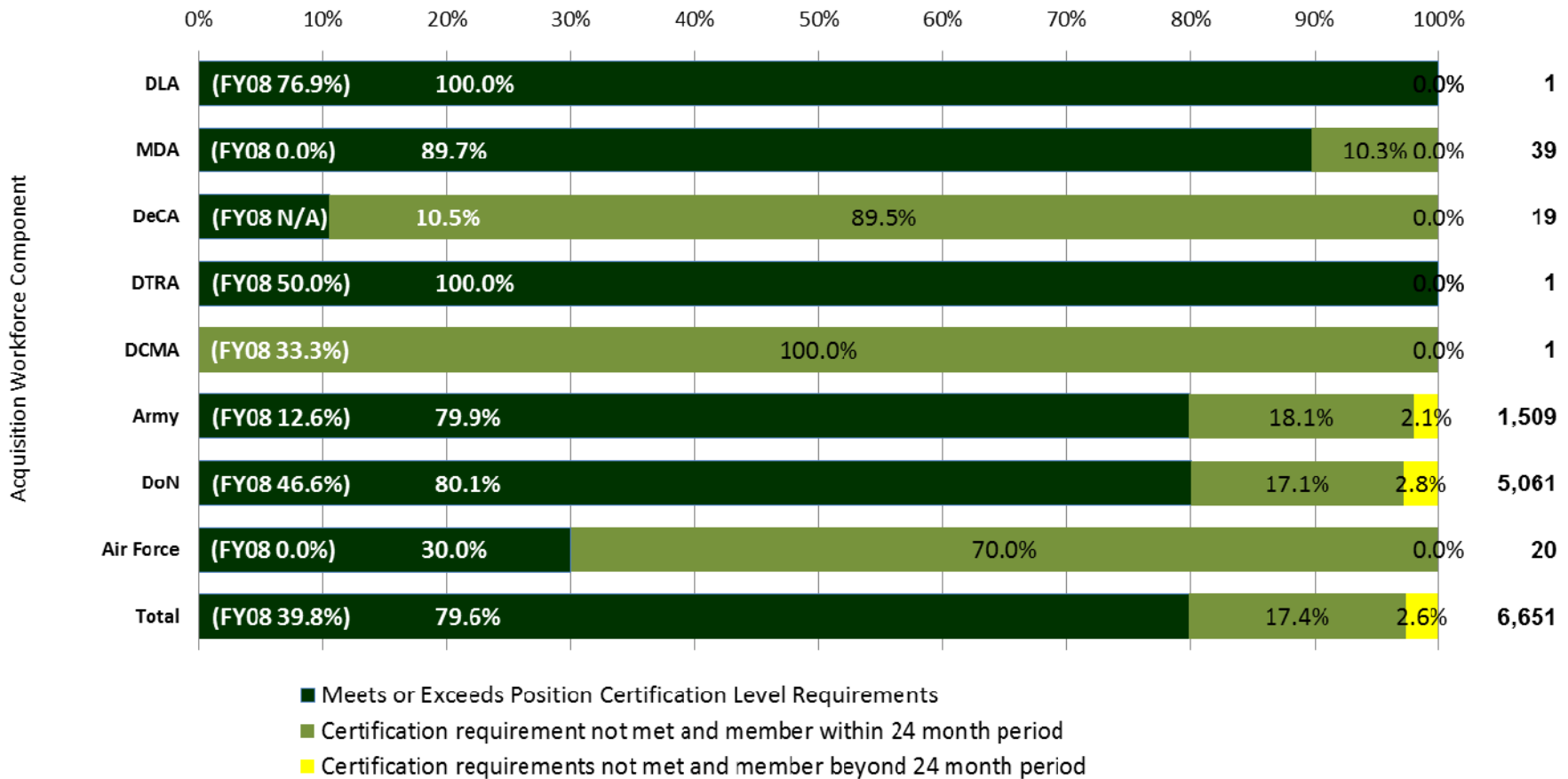
Data Source: OSD CAPE SNAP Database;



Facilities Engineering DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component Facilities Engineering (FY15Q3)

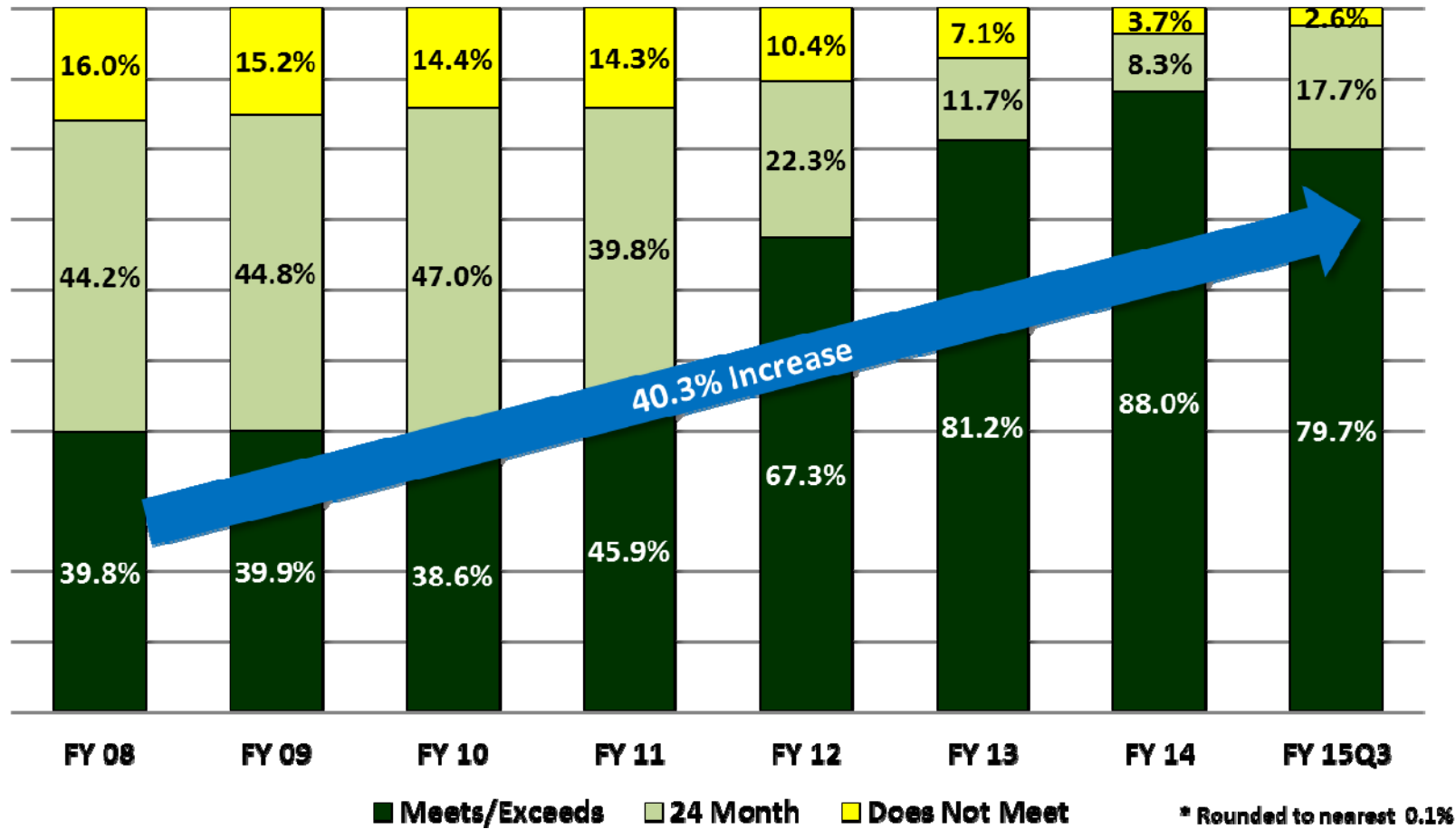




Facilities Engineering Historical DAWIA Certification FY08 – FY15Q2



Facilities Engineering





Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	73	65	65	7	210	65.2%
Level II	763	76	3,230	276	4,345	80.7%
Level III	190	9	210	1,688	2,097	80.5%
Unspecified	1	-	-	1	2	
FY15Q2 TOTAL	1,027	150	3,505	1,972	6,654	80.1%
	15.4%	2.3%	52.7%	29.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,493	12.8%	
Army	5,029	13.6%	
DoN	6,539	11.9%	
Air Force	6,313	18.1%	
4th Estate	1,612	6.2%	
Facilities E	348	5.2%	13 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	137	70	3	210	3.2%
Level II	3,506	707	132	4,345	65.3%
Level III	1,688	329	80	2,097	31.5%
Unspecified	1	1	-	2	0.0%
Facilities Engineering TOTAL	5,332	1,107	215	6,654	
	80.1%	16.6%	3.2%		

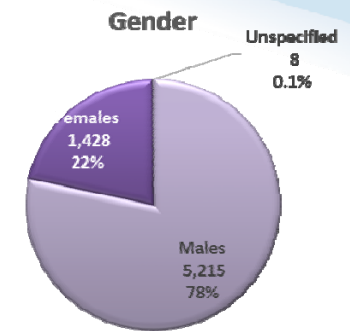
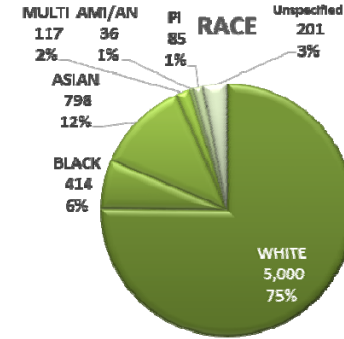
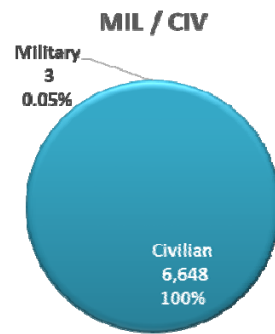
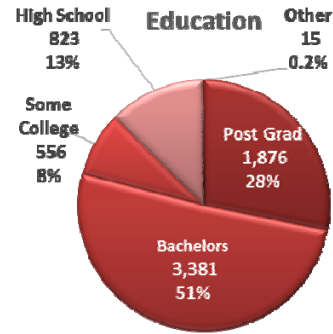
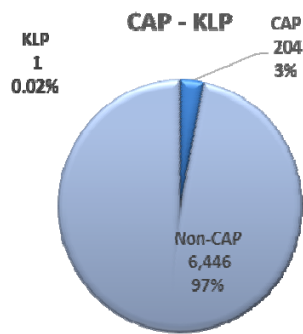
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE TOTAL	Entire DAW
Key Leadership Positions (KLPs)	1 <i>0.0%</i>	1,087 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	204 <i>3.1%</i>	15,609 <i>10.2%</i>
Non-CAP Positions	6,446 <i>96.9%</i>	136,846 <i>89.1%</i>
TOTAL	6,651	153,542

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

Highest Level of Education	FE TOTAL	Entire DAW
Post Grad	1,876 <i>28.2%</i>	59,684 <i>38.9%</i>
Bachelors	3,381 <i>50.8%</i>	68,562 <i>44.7%</i>
Some College	556 <i>8.4%</i>	11,898 <i>7.7%</i>
High School	823 <i>12.4%</i>	12,753 <i>8.3%</i>
Other	15 <i>0.2%</i>	645 <i>0.4%</i>
TOTAL	6,651	153,542

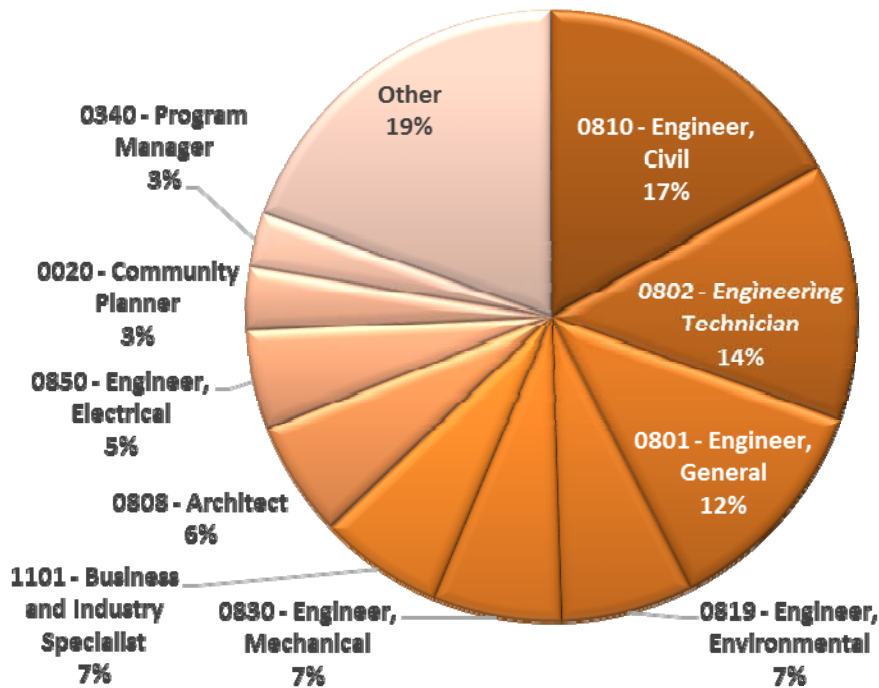
Military / Civilian	FE TOTAL	Entire DAW
Civilian	6,648 <i>100.0%</i>	137,964 <i>89.9%</i>
Military	3 <i>0.0%</i>	15,578 <i>10.1%</i>
TOTAL	6,651	153,542

Race	FE TOTAL	Entire DAW
WHITE	5,000 <i>75.2%</i>	115,229 <i>75.0%</i>
BLACK	414 <i>6.2%</i>	18,359 <i>12.0%</i>
ASIAN	798 <i>12.0%</i>	9,948 <i>6.5%</i>
MULTI	117 <i>1.8%</i>	3,096 <i>2.0%</i>
AMI/AN	36 <i>0.5%</i>	842 <i>0.5%</i>
PI	85 <i>1.3%</i>	691 <i>0.5%</i>
Unspecified	201 <i>3.0%</i>	5,377 <i>3.5%</i>
TOTAL	6,651	153,542

Gender	FE TOTAL	Entire DAW
Males	5,215 <i>78.4%</i>	108,638 <i>70.8%</i>
Females	1,428 <i>21.5%</i>	44,741 <i>29.1%</i>
Unspecified	8 <i>0.1%</i>	163 <i>0.1%</i>
TOTAL	6,651	153,542



Facilities Engineering Size by Occupational Series



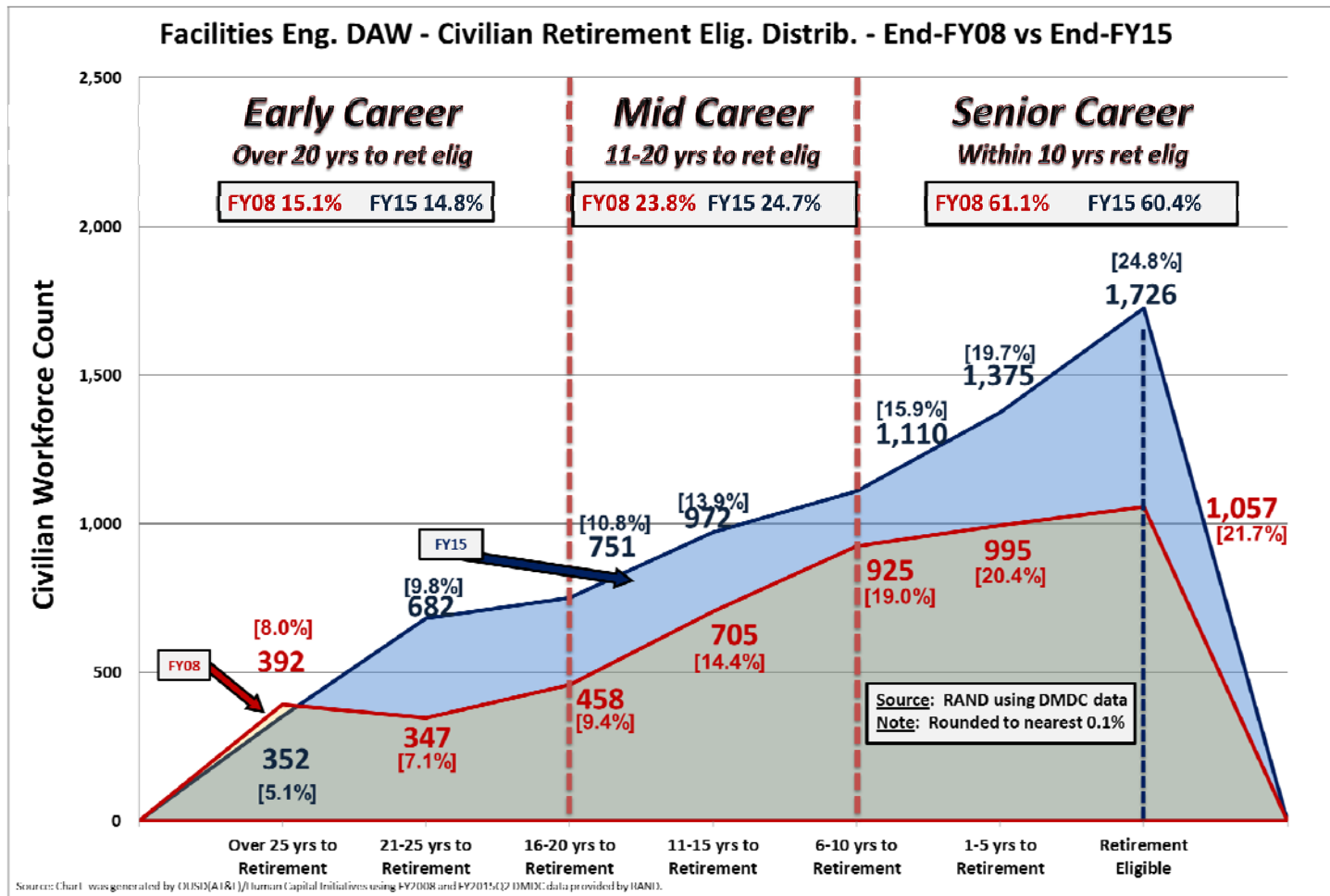
Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,124	16.9%
0802 - Engineering Technician	904	13.6%
0801 - Engineer, General	795	12.0%
0819 - Engineer, Environmental	468	7.04%
0830 - Engineer, Mechanical	451	6.78%
1101 - Business and Industry Specialist	436	6.56%
0808 - Architect	411	6.18%
0850 - Engineer, Electrical	350	5.26%
0020 - Community Planner	219	3.29%
0340 - Program Manager	192	2.89%
Other	1,298	19.52%
TOTAL CIVILIAN	6,648	Civilians



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



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY15



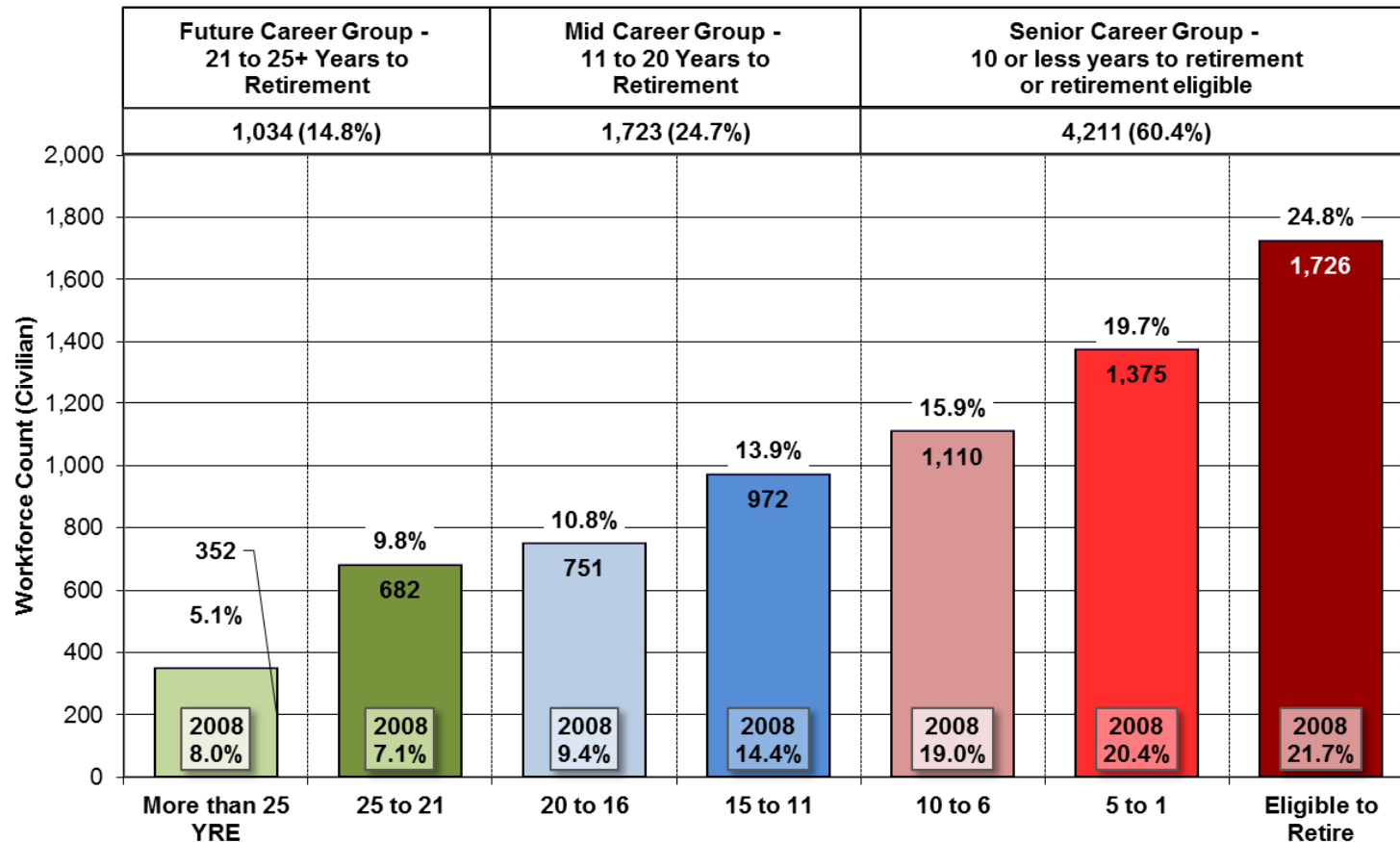
As of the end of FY15 (30 Sept 2015)



Facilities Engineering Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY 2015Q4) - Facilities Engineering



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 (Q2) and FY2015 (Q4) DMDC data provided by RAND.

As of the end of FY15 (30 Sept 2015)

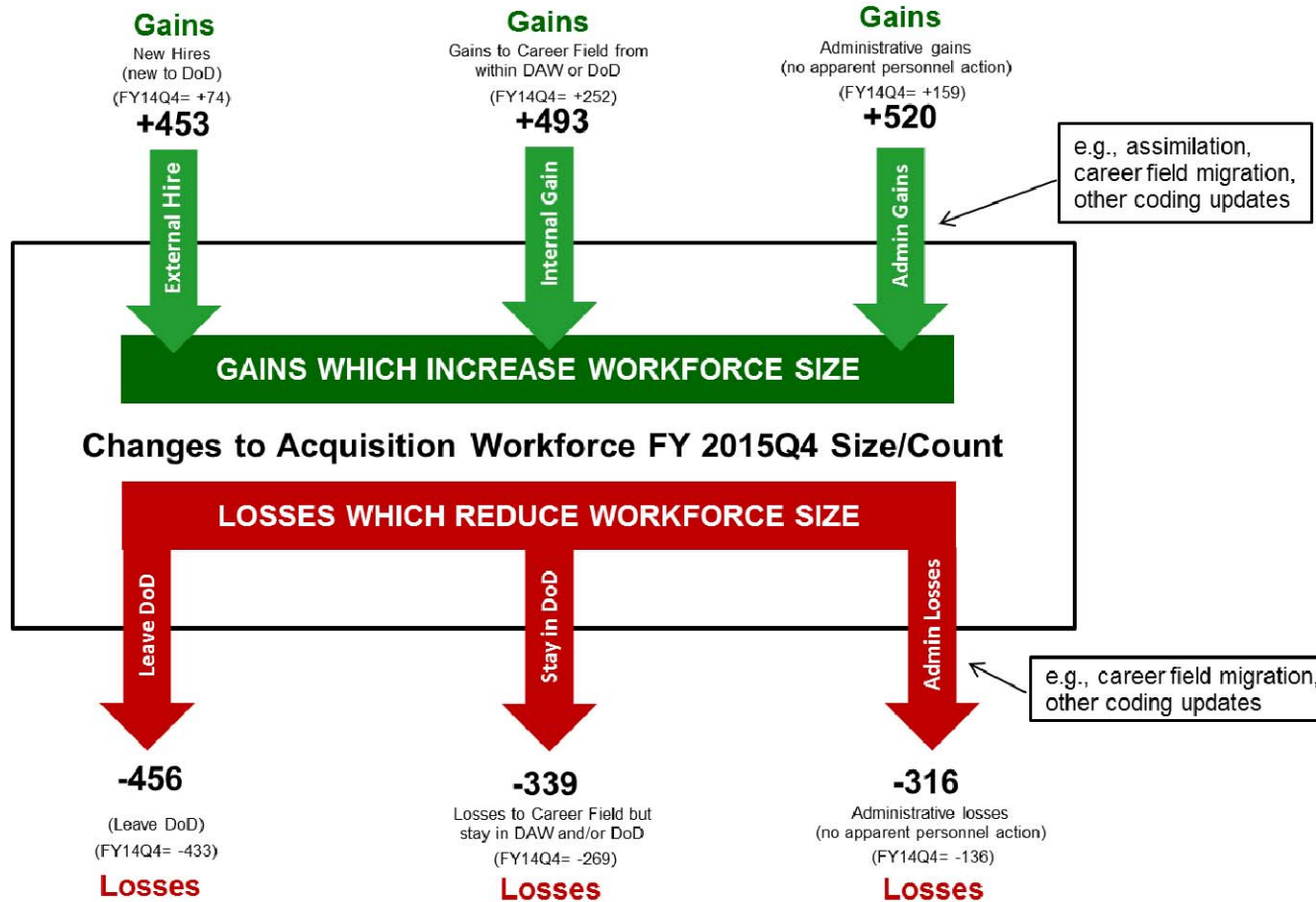


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Facilities Engineering

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



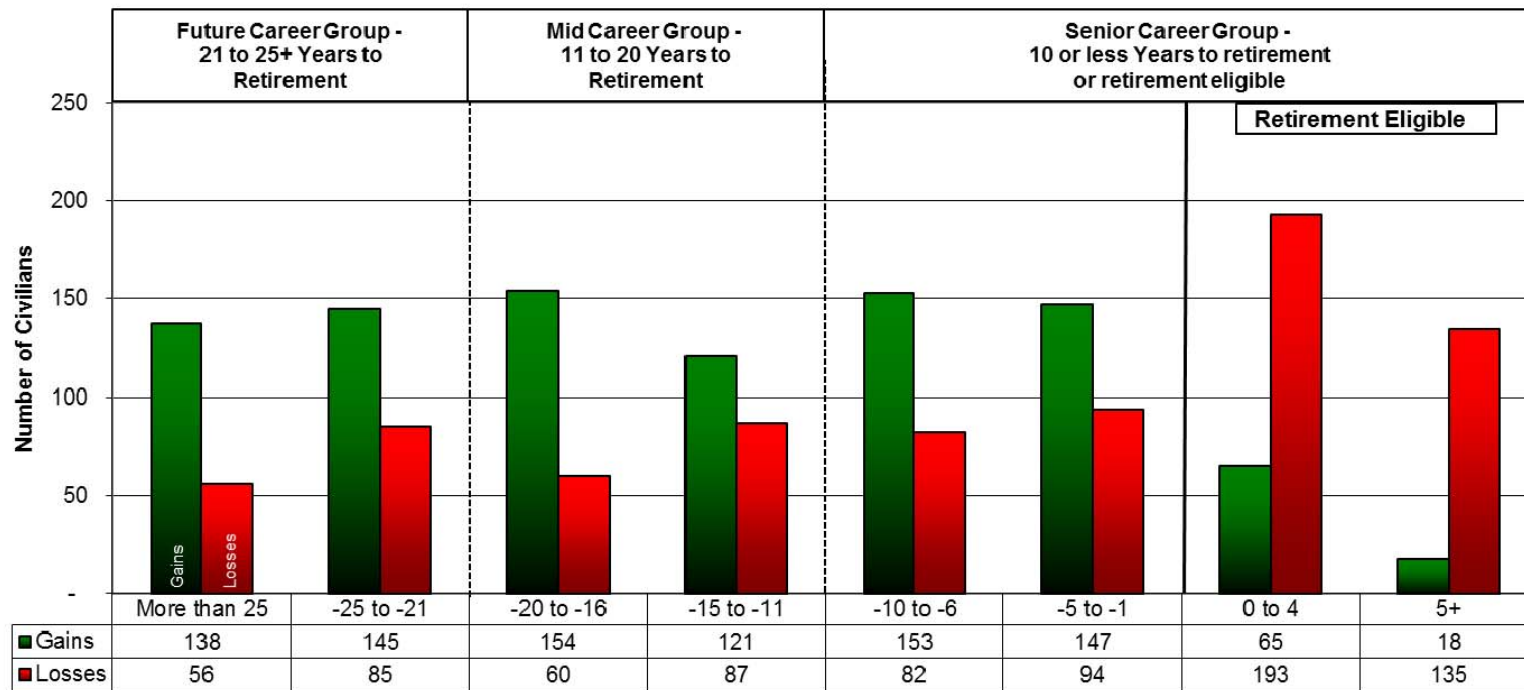
As of the end of FY15 (30 Sept 2015)



Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - FE Workforce Lifecycle FY 2015Q4 Gains & Losses*



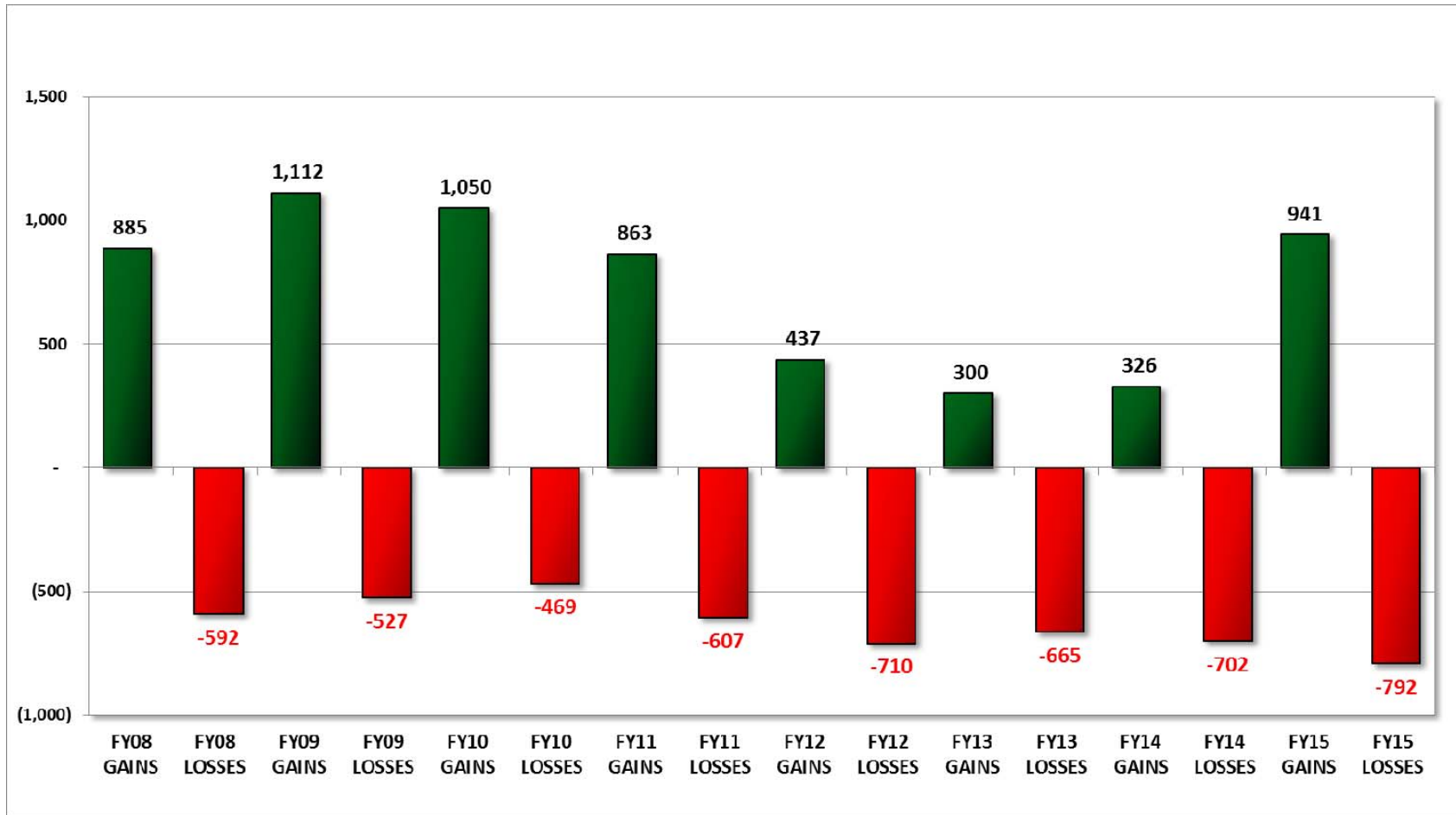
Career Lifecycle by Years to Retirement Eligibility

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 the end of FY15 (30 Sept 2015)



Facilities Engineering Historical Gains and Losses FY08 – FY15



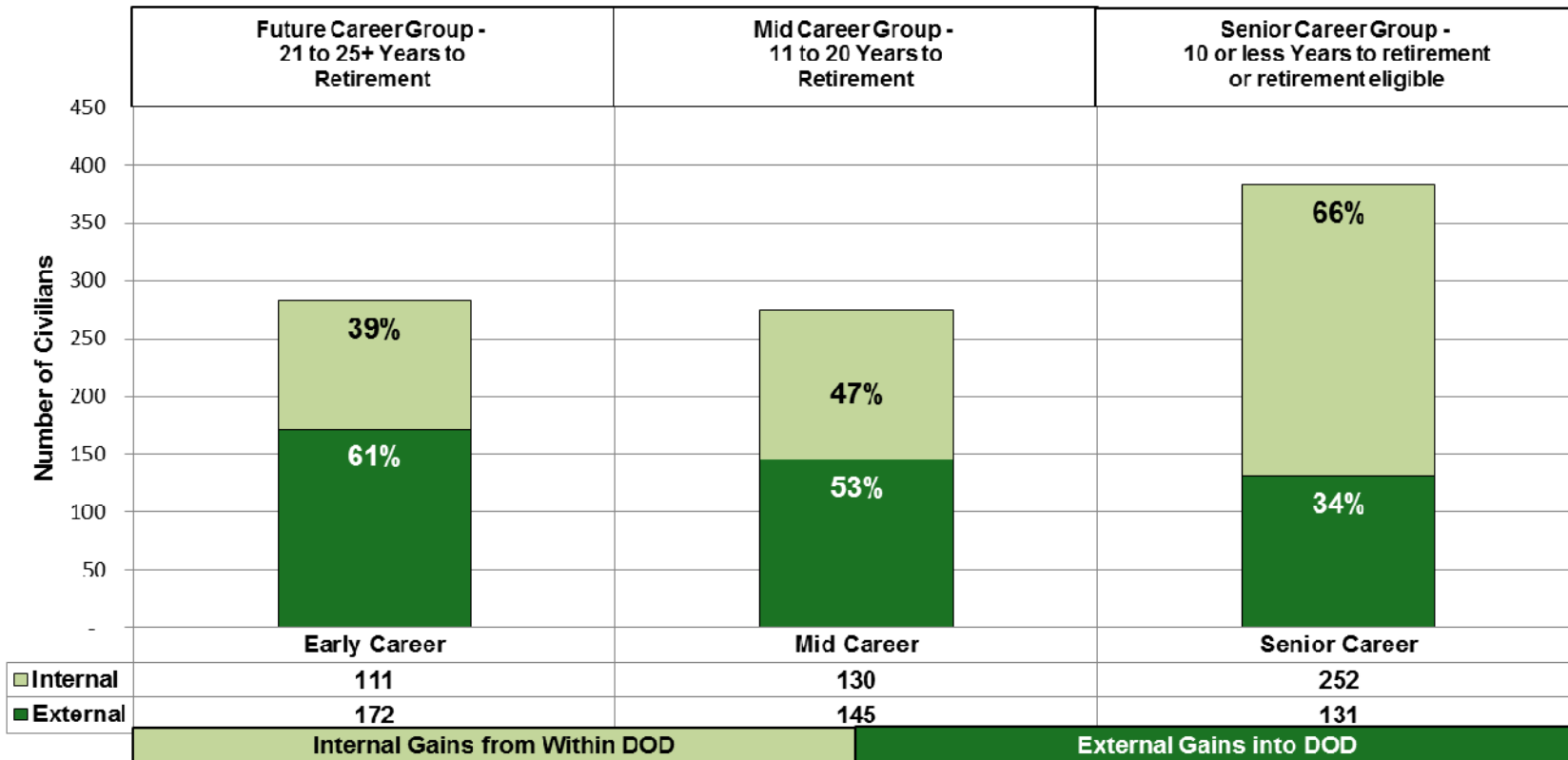
As of the end of FY145(30 Sept 2015)



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - FE 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

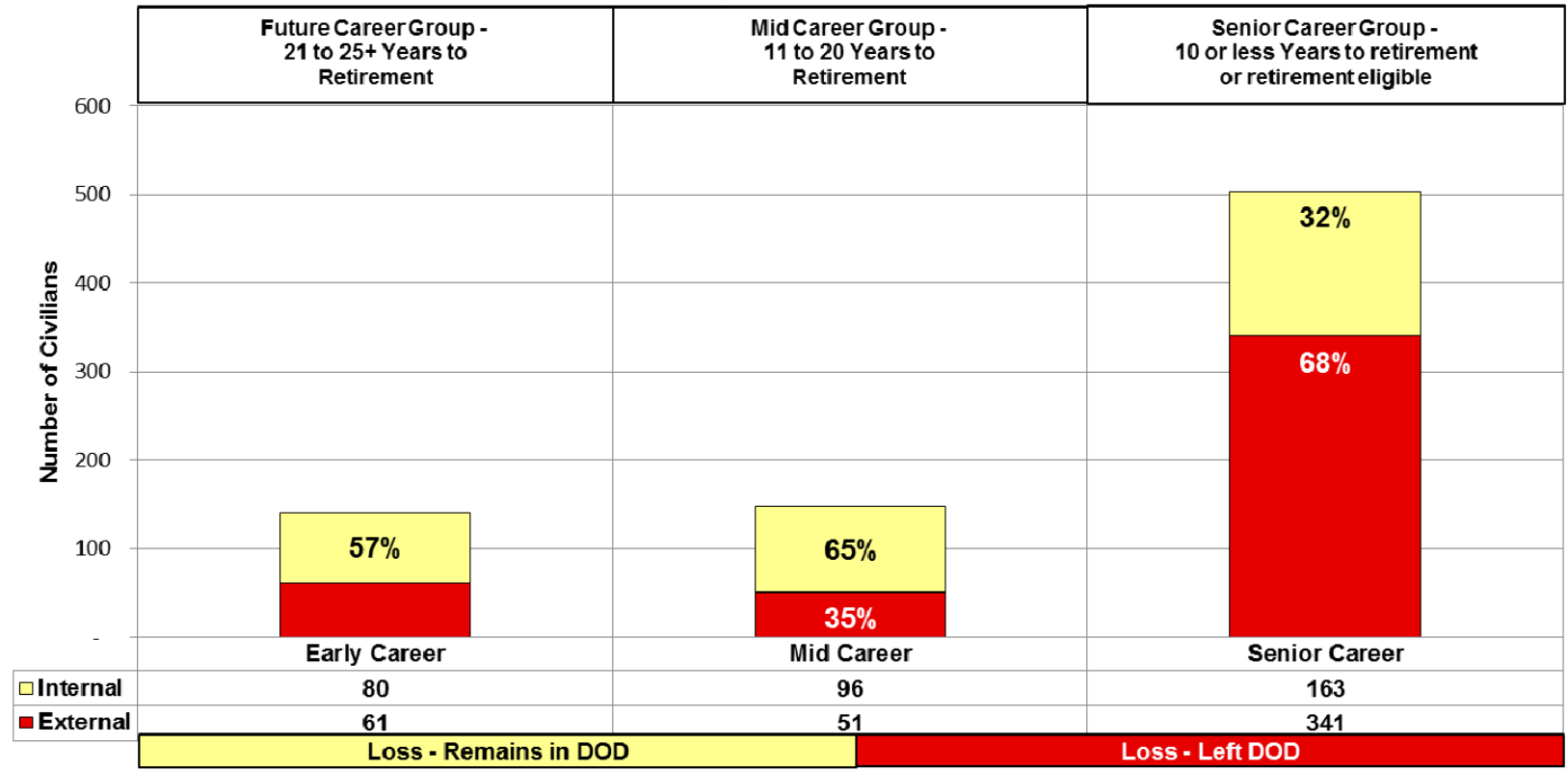
As of the end of FY15 (30 Sept 2015)



Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - FE 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

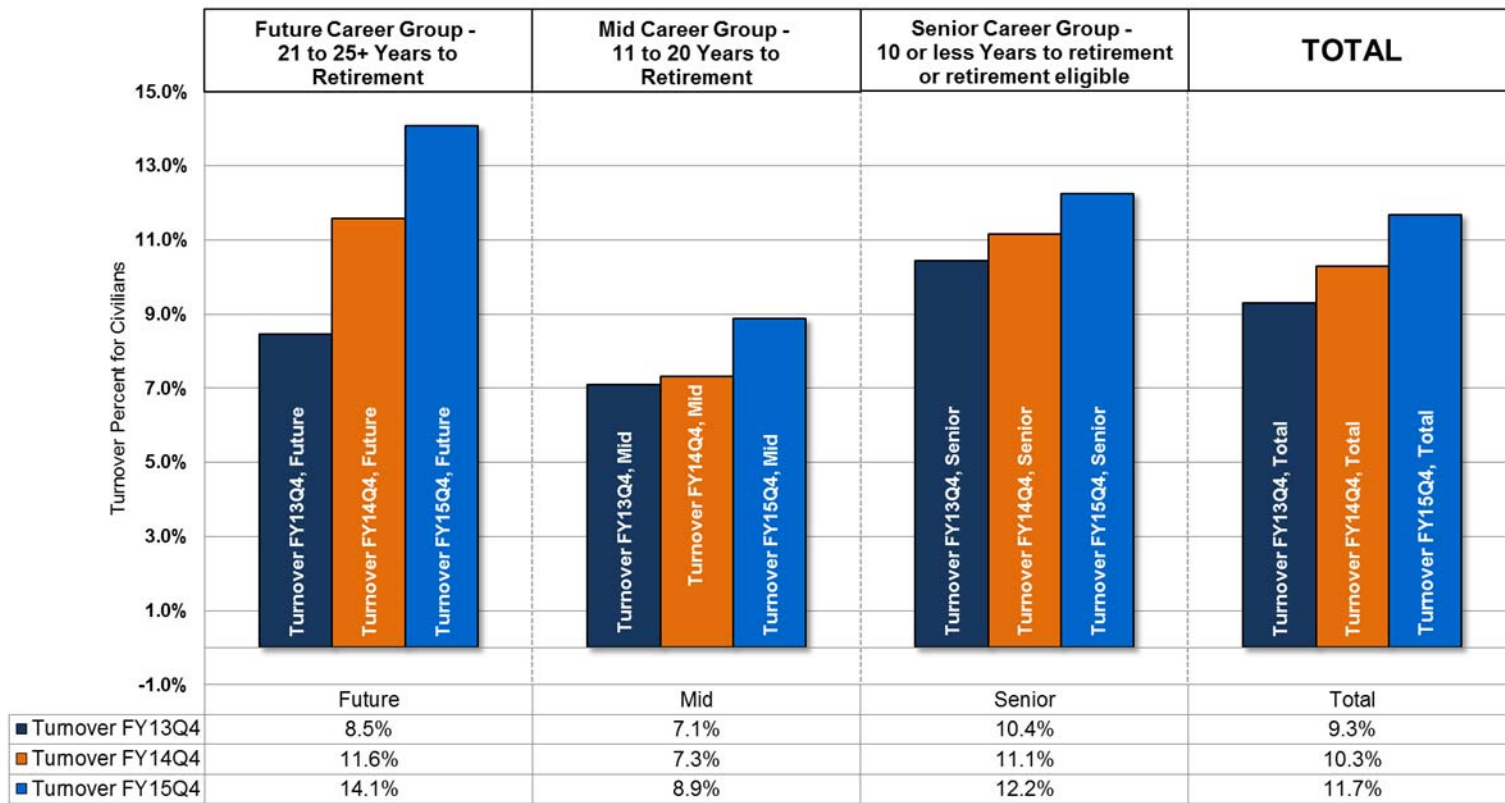
As of the end of FY15 (30 Sept 2015)



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

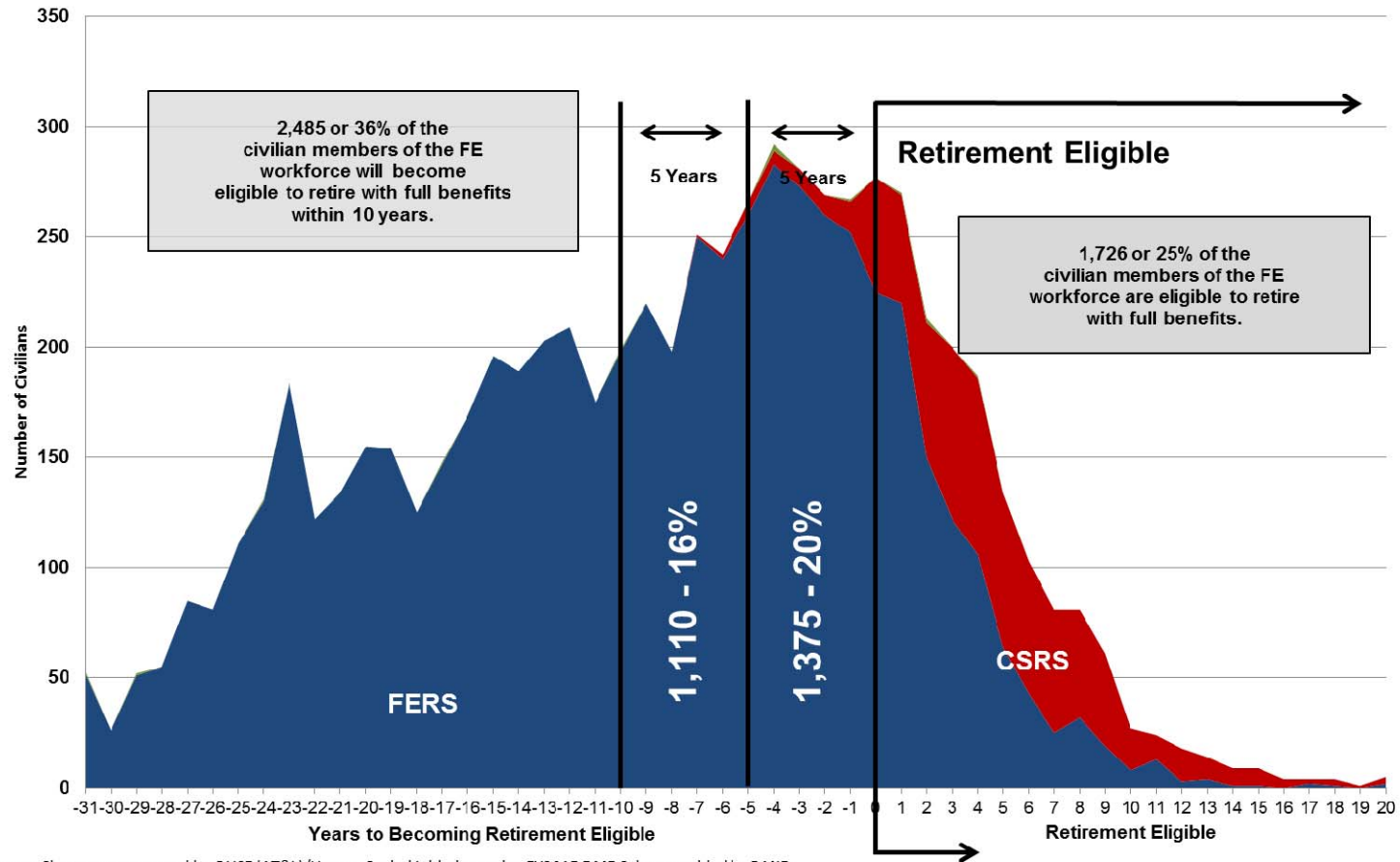


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - FE

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 the end of FY15 (30 Sept 2015)



END