



# Defense Acquisition Workforce Key Information

Test and Evaluation

As of FY15Q4 (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**
    - **Mrs. Adrienne Evertson (Adrienne.evertson@hci.mil)(703-805-2338)**



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# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY 2015Q4			
	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
<b>Size &amp; Composition</b>								
Workforce Size	5,608	1,812	7,420	125,879	6,971	1,721	8,692	156,313
Change in size from 2008	-	-	-	-	24%	-5%	17%	24%
Civilian/Military Composition	76%	24%	-	88%/ 12%	80%	20%	-	90%/ 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	92%	96%	84%
Graduate Degree	30%	43%	33%	29%	40%	58%	43%	39%
<b>Certification</b>								
Level I or Higher Achieved	76%	49%	69%	72%	86%	62%	82%	85%
Level II or Higher Achieved	68%	24%	57%	61%	80%	32%	71%	74%
Level III Achieved	52%	8%	41%	36%	60%	14%	51%	44%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	79%	41%	72%	76%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	16%	51%	23%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	5%	8%	5%	4%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	58%	10%	46%	62%	40%	1%	32%	40%
Average Age	43.8	34.6	41.5	45.7	44.4	34.2	42.4	45.1
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	32/20/48(%)	-	-	25/23/52(%)
Average Years of Service	15.4	11.5	14.5	17.3	15.4	11.7	14.7	15.2
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,042(15%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,353(19%)	-	-	25,749(19%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	876/698	-	-	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 Test and Evaluation Defense Acquisition Workforce count is 8,692, up from 7,420 in FY08, a total increase of 1,272
- The Test and Evaluation Defense Acquisition Workforce count was at its highest point (8,692) in FY15Q4, 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 852 (34%), 405 (15%), and 174 (202%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DCMA, and DTRA, with decreases of 179 (-8%), 22 (-71%), and 4 (-36%), respectively

### Defense Acquisition Workforce DAWIA Certification Highlights

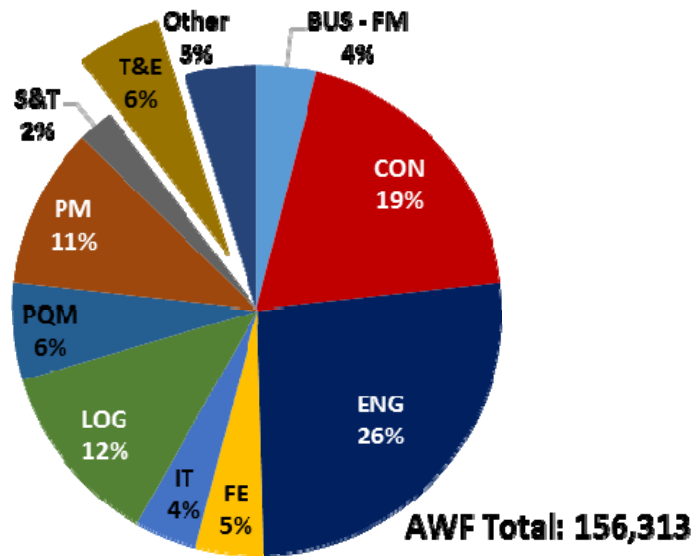
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.7%; up from 55.8% in FY08
- The current Test and Evaluation Meets/Exceeds certification rate is up 15.9% from FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.9%; down from 30.4% in FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.3%; down from 13.8% in FY08

### Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 49.5% (3,394) (10 years or less to retirement eligibility or retirement eligible)
- 16.1% (1,101) are currently eligible to retire, ↑ from 10.2% in FY08
- Mid Career Group 20.3% (1,392) (11 to 20 years to retirement), 24.8% in FY08
- Future Career Group 20.2% (2,068) (21 to 25+ years to retirement), ↑ from 29.6% in FY08



# AWF by Component and Career Field



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%
<b>FY15Q4 Totals (as of 09-30-2015)</b>	<b>36,633</b>	<b>57,565</b>	<b>35,665</b>	<b>26,450</b>	<b>156,313</b>	
<b>Component %</b>	<b>23.4%</b>	<b>36.8%</b>	<b>22.8%</b>	<b>16.9%</b>		



# Test and Evaluation Workforce Historical Size by Agency FY05 – FY15



Test and Evaluation	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
<b>Defense Acq Workforce</b>													
ARMY	2,461	2,141	2,135	2,135	2,235	2,304	2,298	2,116	2,080	2,037	1,956	-8%	-4%
DoN	2,453	2,447	2,549	2,476	2,833	3,000	3,022	3,086	3,114	3,179	3,328	34%	5%
<b>AIR FORCE</b>	<b>2,416</b>	<b>2,598</b>	<b>2,592</b>	<b>2,622</b>	<b>2,630</b>	<b>2,838</b>	<b>2,936</b>	<b>3,033</b>	<b>3,001</b>	<b>2,975</b>	<b>3,027</b>	<b>15%</b>	<b>2%</b>
DCMA	3	6	36	31	23	20	7	5	5	3	9	-71%	200%
DLA	2	2	10	1	2	4	4	3	1	1	1	0%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	38	57	51	86	103	201	221	245	265	262	260	202%	-1%
DISA	-	7	27	37	34	47	55	53	56	53	51	38%	-4%
DHA	-	-	-	-	1	1	2	5	4	4	4		0%
DTRA	-	9	11	11	10	9	8	8	7	6	7	-36%	17%
DAU	9	8	-	6	6	6	6	8	8	7	6	0%	-14%
OSD	1	1	7	3	2	5	5	7	5	6	7	133%	17%
JCS	-	-	-	-	-	-	-	22	19	18	18		0%
DeCA	-	-	-	-	-	-	-	-	1	1	1		0%
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	2	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
TRMC	1	2	-	6	7	8	9	12	14	17	17	183%	0%
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	1	-	-	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-	-	-	-	-	-100%	
ASD	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	6	3	-	-	-	-	-	-100%	
												↑	↑
<b>TOTAL</b>	<b>7,384</b>	<b>7,280</b>	<b>7,419</b>	<b>7,420</b>	<b>7,892</b>	<b>8,446</b>	<b>8,573</b>	<b>8,603</b>	<b>8,580</b>	<b>8,569</b>	<b>8,692</b>	<b>17.1%</b>	<b>1.4%</b>



# 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%
Property	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%
Engineering	41321	41654	41477	41103	41026	41031	41031	(290)	-0.7%
Test and Evaluation	8698	8809	8771	8710	8713	8719	8719	21	0.2%
<b>Grand Total</b>	<b>153414</b>	<b>155557</b>	<b>154834</b>	<b>153427</b>	<b>153125</b>	<b>153021</b>	<b>153030</b>	<b>(384)</b>	<b>-0.3%</b>

Data Source: OSD CAPE SNAP Database;





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



## September 2015 Submission

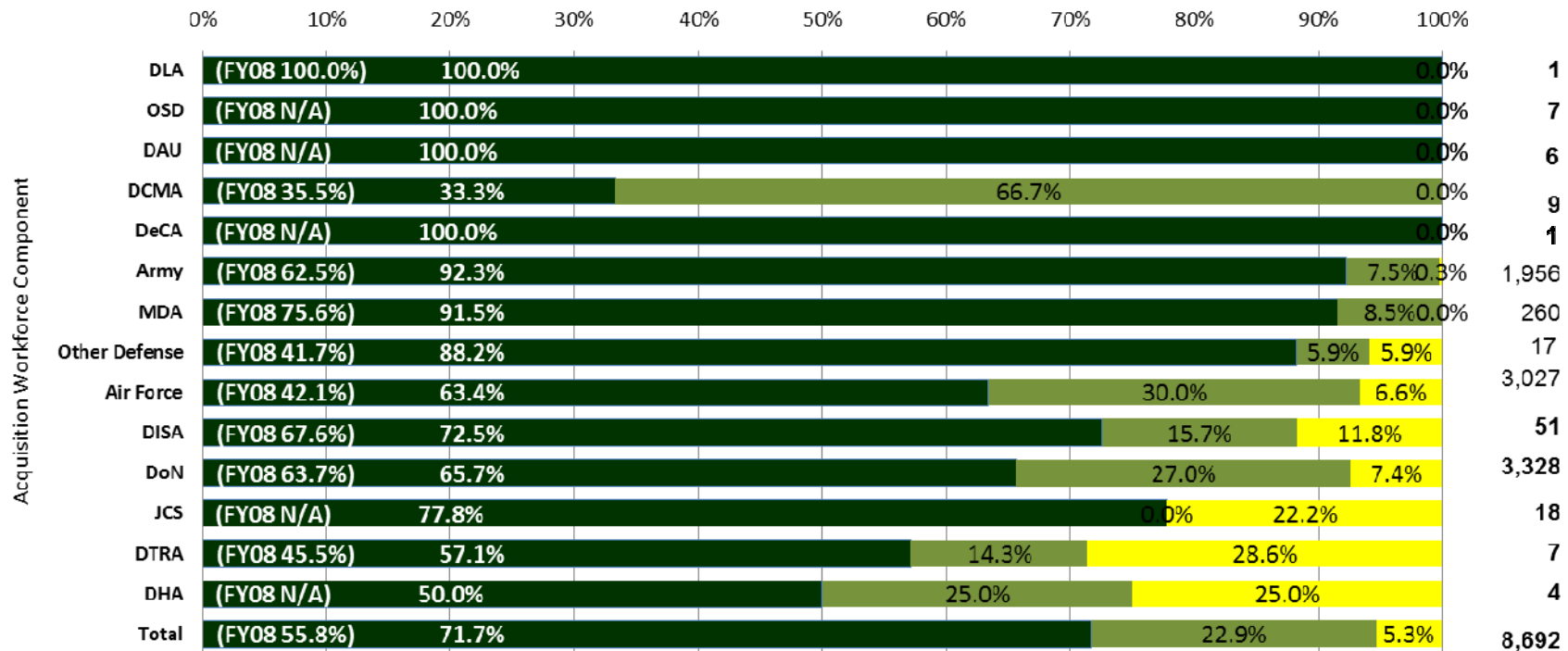
Test & Eval Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
ARMY	Civilian FTE	1,943	1,925	1,914	1,883	1,883	1,883	1,883	(60)	-3.1%
DAU	Civilian FTE	6	6	6	6	6	6	6	-	0.0%
DECA	Civilian FTE	1	1	1	1	1	1	1	-	0.0%
DHA	Civilian FTE	29	29	29	29	29	29	29	-	0.0%
DISA	Civilian FTE	69	70	72	74	77	80	80	11	15.9%
DLA	Civilian FTE	12	14	14	14	14	14	14	2	16.7%
DTRA	Civilian FTE	8	8	8	8	8	8	8	-	0.0%
JCS	Civilian FTE	20	20	18	18	18	18	18	(2)	-10.0%
MDA	Civilian FTE	309	285	264	252	256	259	259	(50)	-16.2%
NAVY	Civilian FTE	2,817	2,828	2,826	2,821	2,817	2,817	2,817	-	0.0%
USAF	Civilian FTE	1,756	1,716	1,714	1,700	1,700	1,700	1,700	(56)	-3.2%
USMC	Civilian FTE	66	66	66	66	66	66	66	-	0.0%
ARMY	Military ES	24	27	26	25	25	25	25	1	4.2%
DISA	Military ES	2	2	2	2	2	2	2	-	0.0%
DTRA	Military ES	14	14	14	14	14	14	14	-	0.0%
MDA	Military ES	11	11	11	11	11	11	11	-	0.0%
NAVY	Military ES	237	237	237	237	237	237	237	-	0.0%
USAF	Military ES	1,318	1,494	1,493	1,493	1,493	1,493	1,493	175	13.3%
USMC	Military ES	56	56	56	56	56	56	56	-	0.0%
ALL CATEGORIES	Civilian FTE Total	7,036	6,968	6,932	6,872	6,875	6,881	6,881	(155)	-2.2%
ALL CATEGORIES	Military ES Total	1,662	1,841	1,839	1,838	1,838	1,838	1,838	176	0.105897
	<b>T&amp;E TOTAL</b>	<b>8,698</b>	<b>8,809</b>	<b>8,771</b>	<b>8,710</b>	<b>8,713</b>	<b>8,719</b>	<b>8,719</b>	<b>21</b>	<b>0.2%</b>
	Civ Change		(68)	(36)	(60)	3	6	0		
	Mil Change		179	(2)	(1)	0	0	0		
	<b>T&amp;E TOT Change</b>		<b>111</b>	<b>(38)</b>	<b>(61)</b>	<b>3</b>	<b>6</b>	<b>0</b>		

Data Source: OSD CAPE SNAP Database;



# Test and Evaluation DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY15)



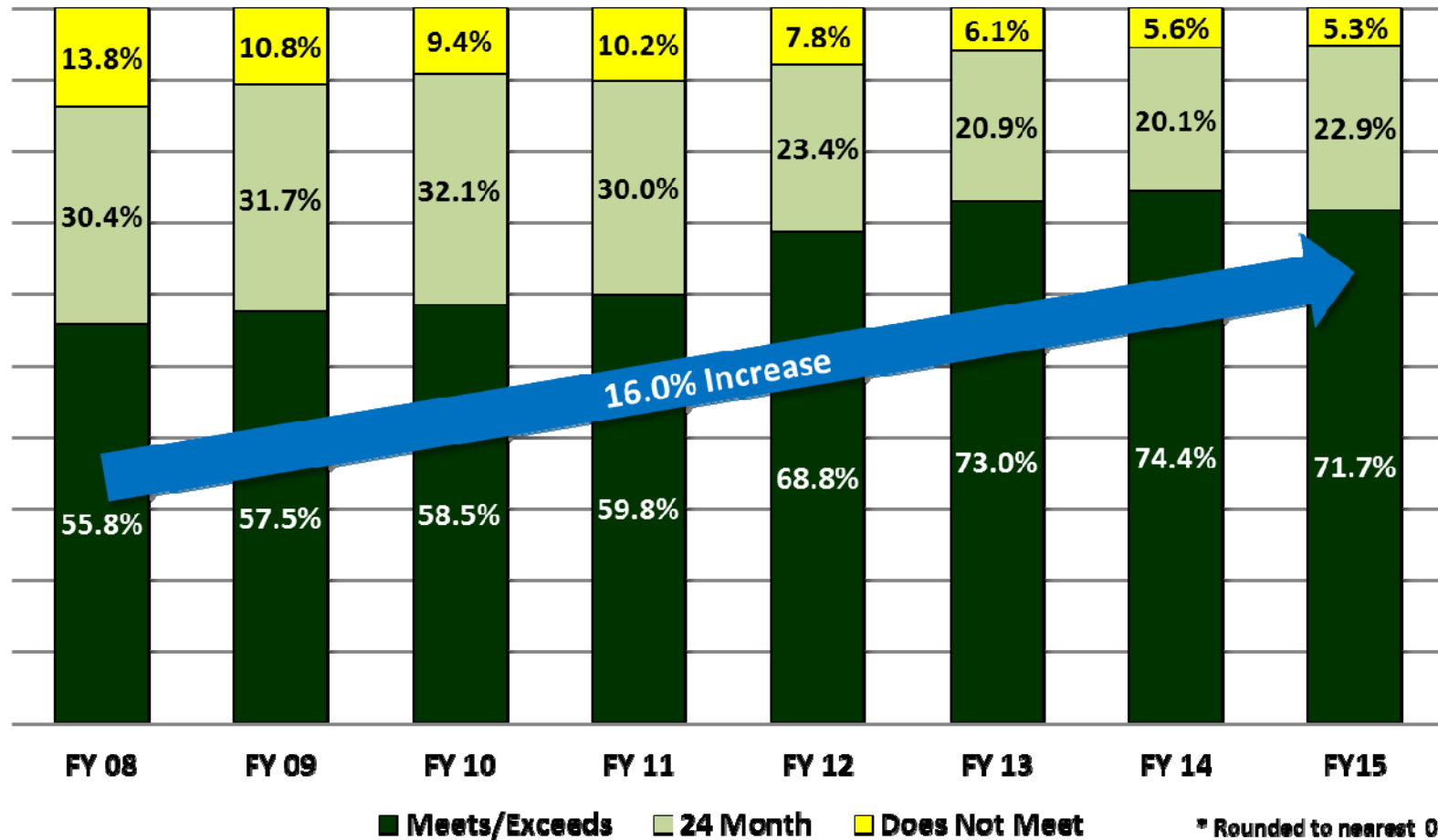
- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



# Test and Evaluation Historical DAWIA Certification FY08 – FY15



## Test and Evaluation





# Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation Required Certification Level	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	448	303	87	22	860	47.9%
Level II	820	542	1,414	1,389	4,165	67.3%
Level III	338	107	200	3,021	3,666	82.4%
<i>Unspecified</i>	1	-	-	-	1	
<b>FY15Q4 TOTAL</b>	<b>1,607</b>	<b>952</b>	<b>1,701</b>	<b>4,432</b>	<b>8,692</b>	<b>71.7%</b>
	18.5%	11.0%	19.6%	51.0%		

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%	
Test and Ev	1,498	17.2%	1 of 13

\*\* Based on population total without unspecified positions

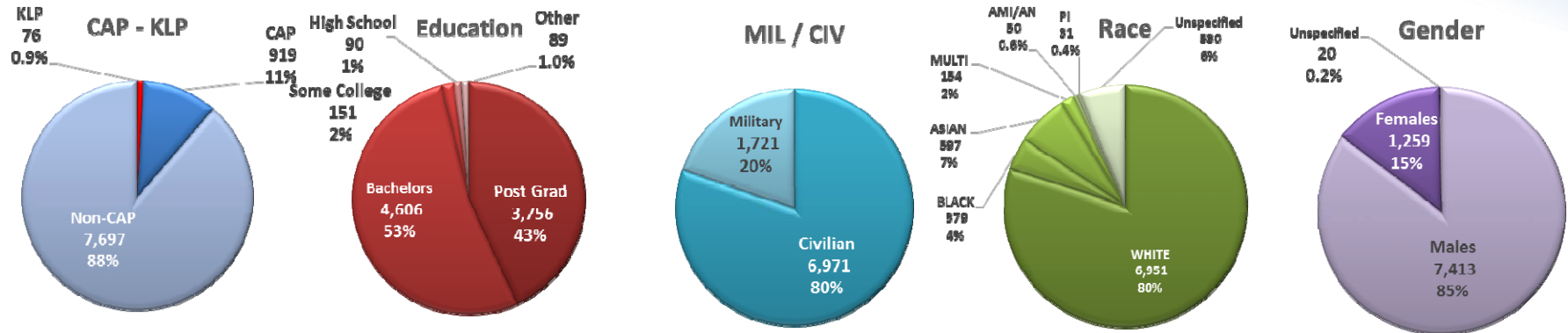
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	412	440	8	860	9.9%
Level II	2,803	1,128	234	4,165	47.9%
Level III	3,021	422	223	3,666	42.2%
<i>Unspecified</i>	-	1	-	1	0.0%
<b>Test and Evaluation TOTAL</b>	<b>6,236</b>	<b>1,991</b>	<b>465</b>	<b>8,692</b>	
	71.7%	22.9%	5.3%		

= 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 0.9%	1,089 0.7%
Critical Acquisition Positions (CAPs) *	919 10.6%	15,728 10.1%
Non-CAP Positions	7,697 88.6%	139,496 89.2%
<b>TOTAL</b>	<b>8,692</b>	<b>156,313</b>

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

Highest Level of Education	T&E TOTAL	Entire DAW
Post Grad	3,756 43.2%	61,177 39.1%
Bachelors	4,606 53.0%	69,485 44.5%
Some College	151 1.7%	11,992 7.7%
High School	90 1.0%	12,667 8.1%
Other	89 1.0%	992 0.6%
<b>TOTAL</b>	<b>8,692</b>	<b>156,313</b>

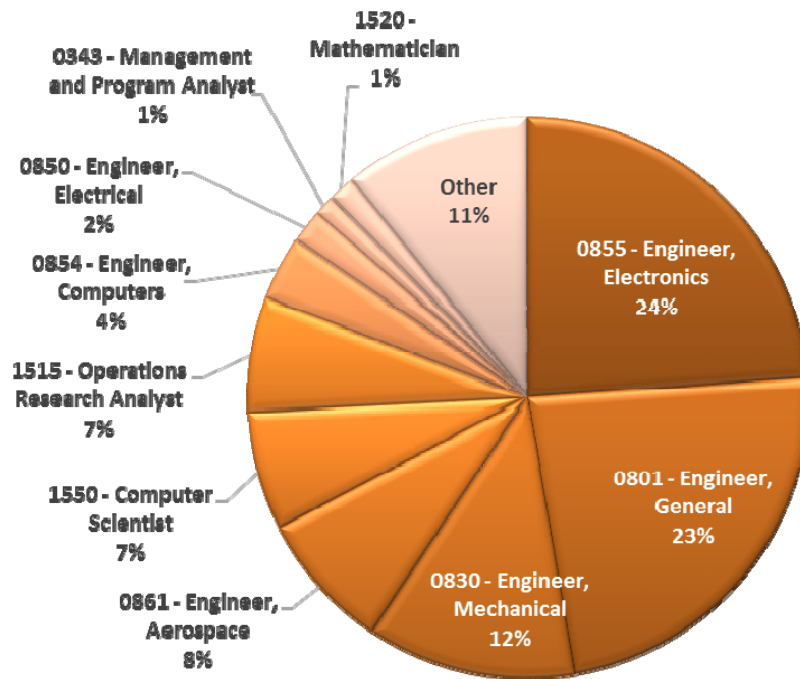
Military / Civilian	T&E TOTAL	Entire DAW
Civilian	6,971 80.2%	140,962 90.2%
Military	1,721 19.8%	15,351 9.8%
<b>TOTAL</b>	<b>8,692</b>	<b>156,313</b>

Race	T&E TOTAL	Entire DAW
WHITE	6,951 80.0%	117,023 74.9%
BLACK	379 4.4%	18,589 11.9%
ASIAN	597 6.9%	10,128 6.5%
MULTI	154 1.8%	3,274 2.1%
AMI/AN	50 0.6%	850 0.5%
PI	31 0.4%	722 0.5%
Unspecified	530 6.1%	5,727 3.7%
<b>TOTAL</b>	<b>8,692</b>	<b>156,313</b>

Gender	T&E TOTAL	Entire DAW
Males	7,413 85.3%	110,309 70.6%
Females	1,259 14.5%	45,555 29.1%
Unspecified	20 0.2%	448 0.3%
<b>TOTAL</b>	<b>8,692</b>	<b>156,312</b>



# Test and Evaluation Size by Occupational Series



Civilian Occupational Series	T&E TOTAL	
0855 - Engineer, Electronics	1,664	23.9%
0801 - Engineer, General	1,634	23.4%
0830 - Engineer, Mechanical	838	12.0%
0861 - Engineer, Aerospace	557	7.99%
1550 - Computer Scientist	480	6.89%
1515 - Operations Research Analyst	460	6.60%
0854 - Engineer, Computers	257	3.69%
0850 - Engineer, Electrical	136	1.95%
0343 - Management and Program Analyst	83	1.19%
1520 - Mathematician	105	1.51%
Other	757	10.86%
<b>TOTAL CIVILIAN</b>	<b>6,971</b>	<b>Civilians</b>



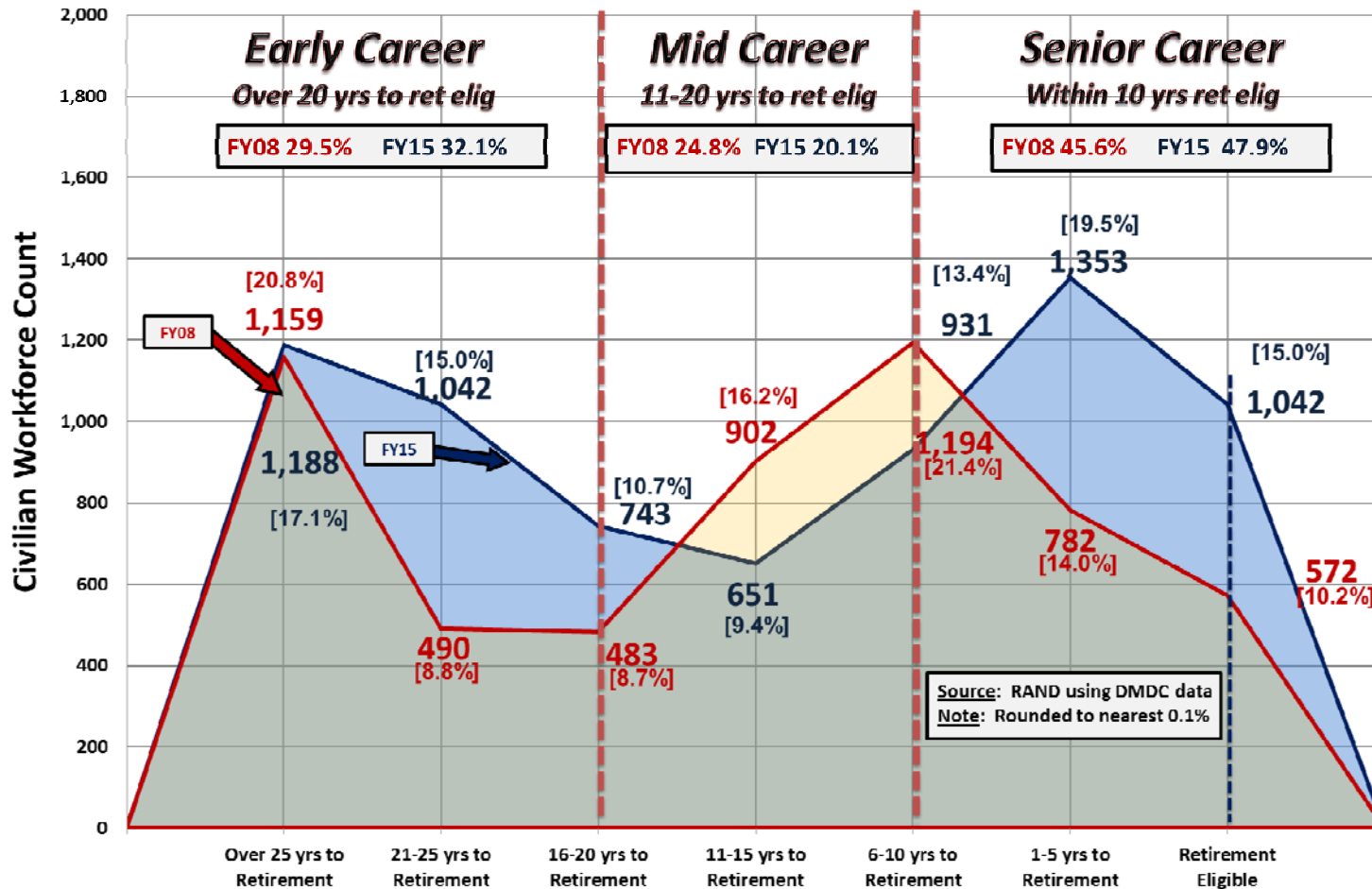
# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**



# Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY15



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY15Q4



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

As of the end of FY15 (30 Sept 2015)

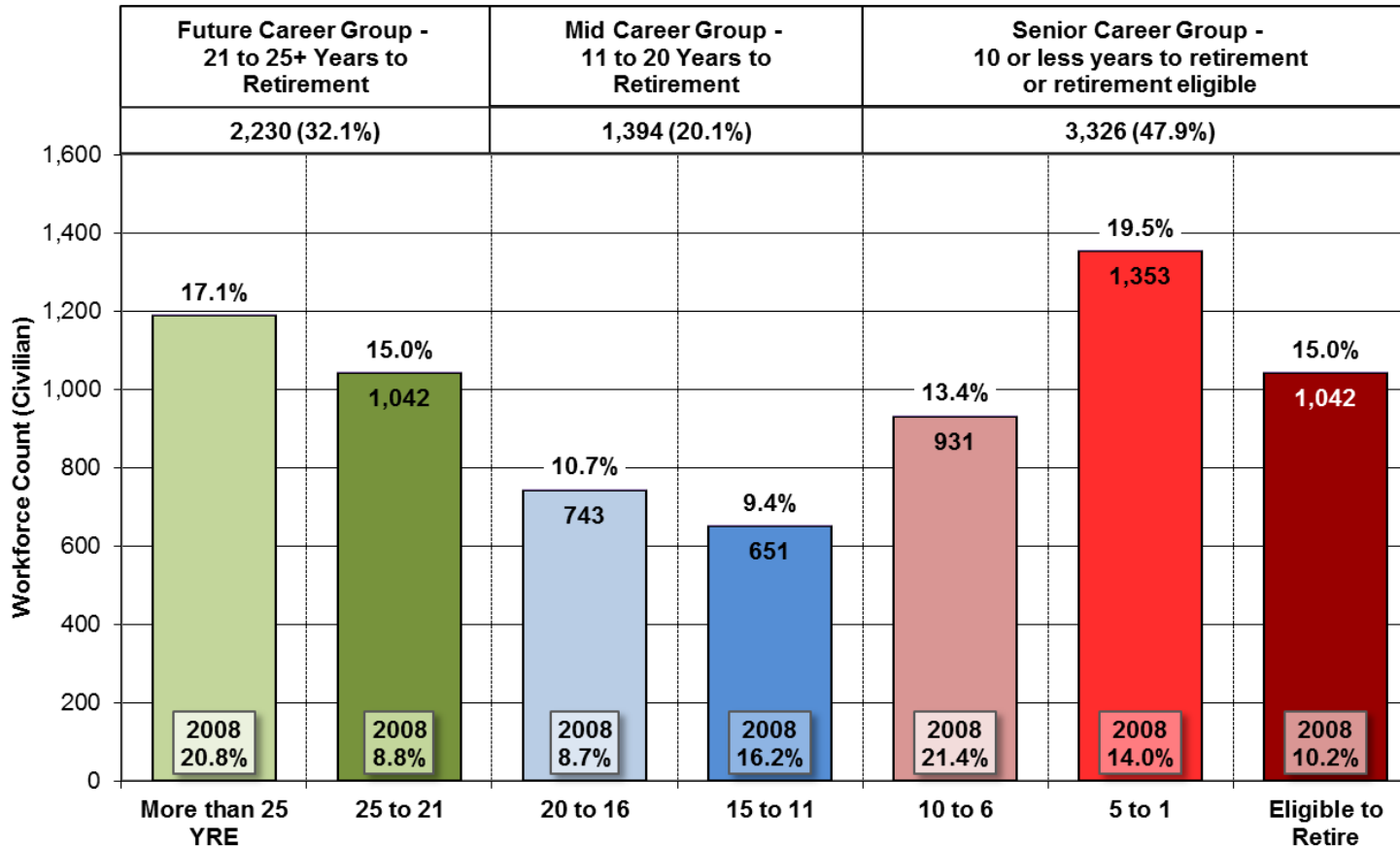




# Test and Evaluation Workforce Lifecycle Model by YRE



**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY 2015Q4) - Test and Evaluation



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

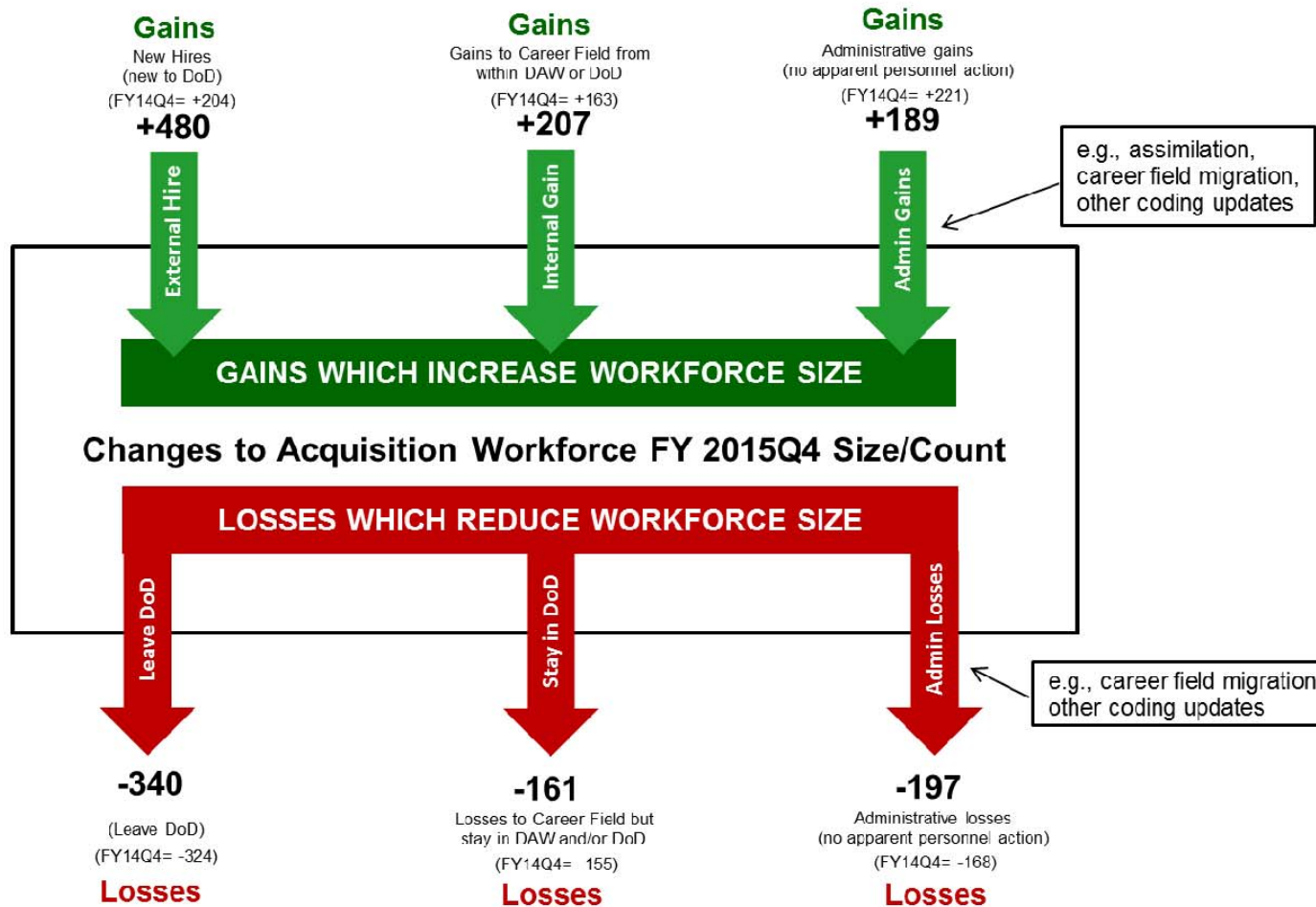
As of the end of FY15 (30 Sept 2015)



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

## Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Test and Evaluation

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



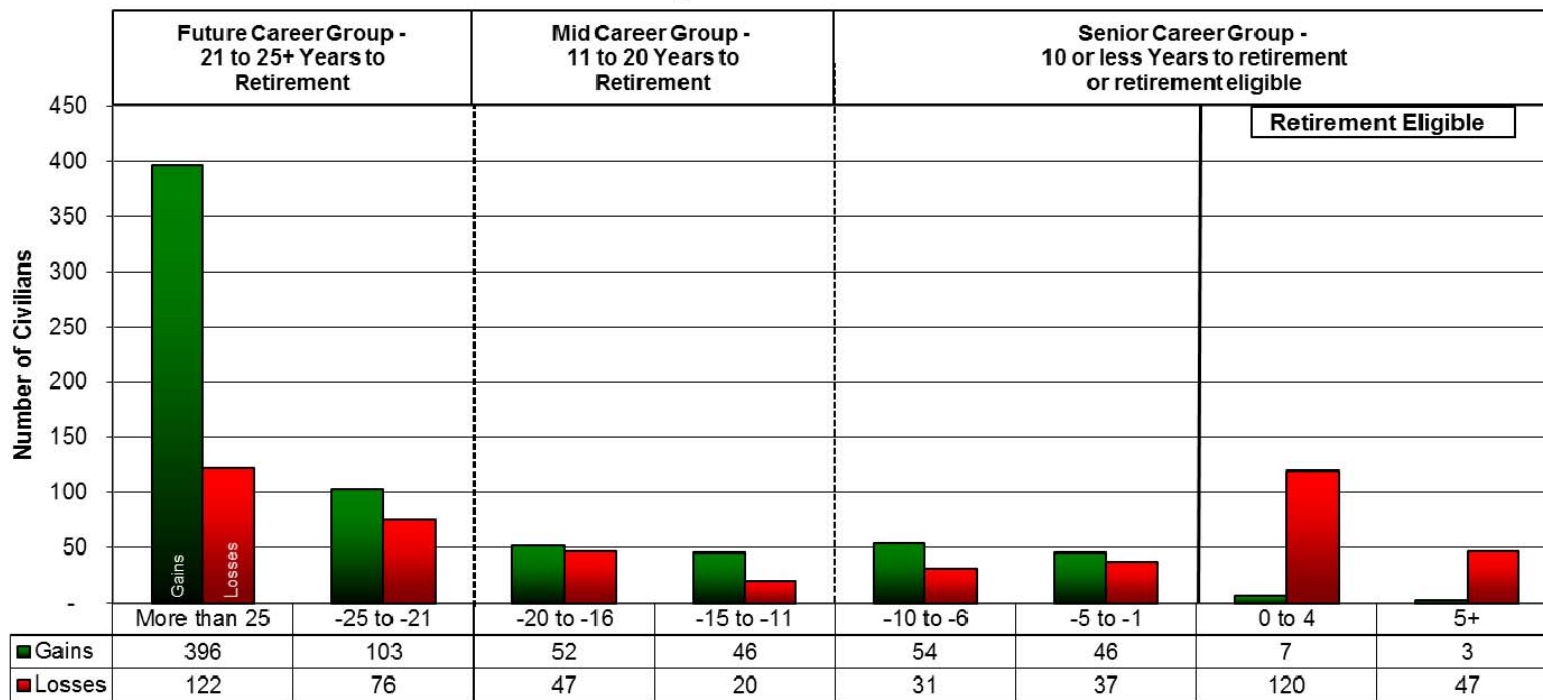
As of the end of FY15 (30 Sept 2015)



# Test and Evaluation Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - T&E Workforce Lifecycle FY 2015Q4 Gains & Losses\*



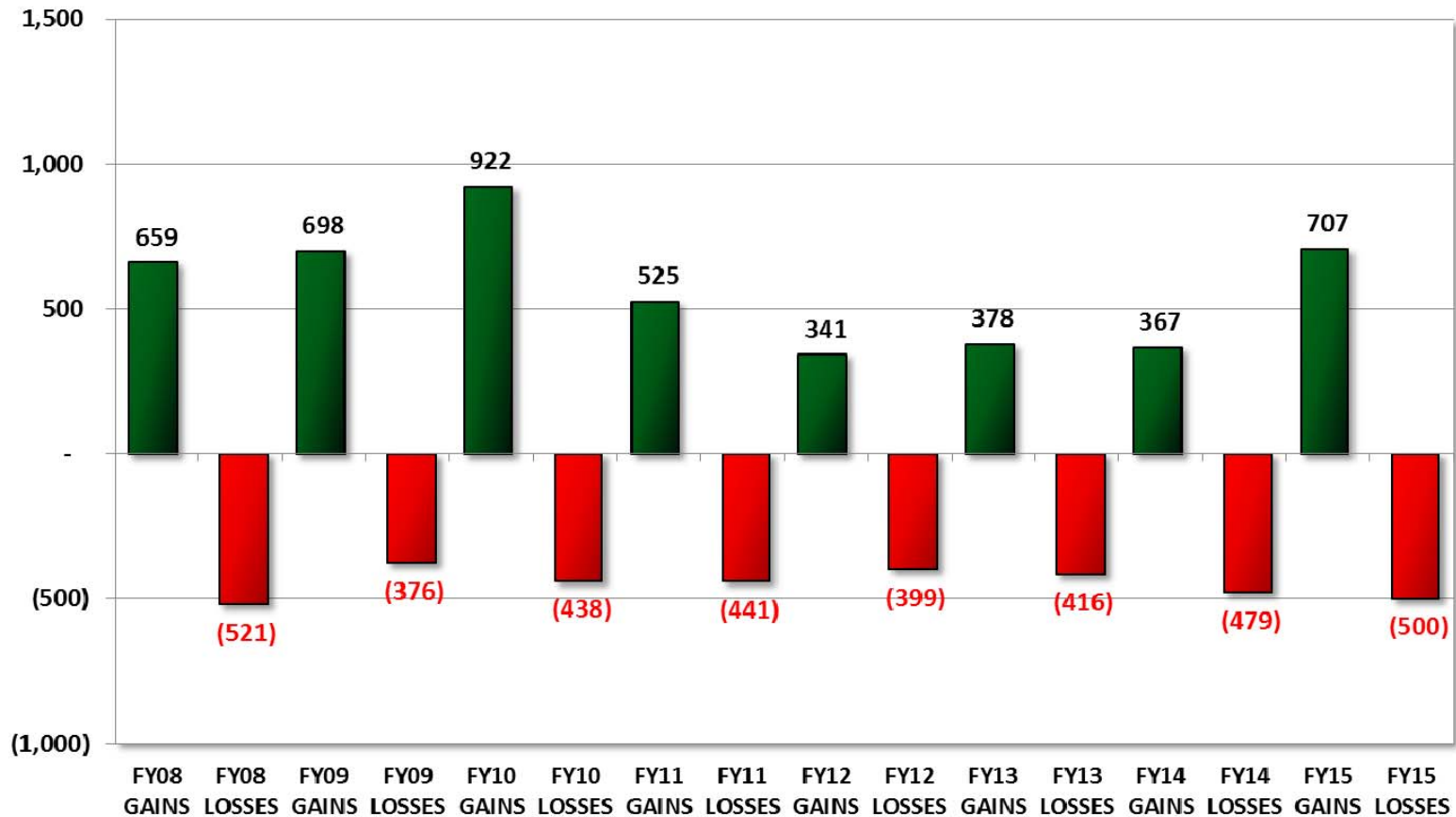
Career Lifecycle by Years to Retirement Eligibility

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)



# Test and Evaluation Historical Gains and Losses FY08 – FY15



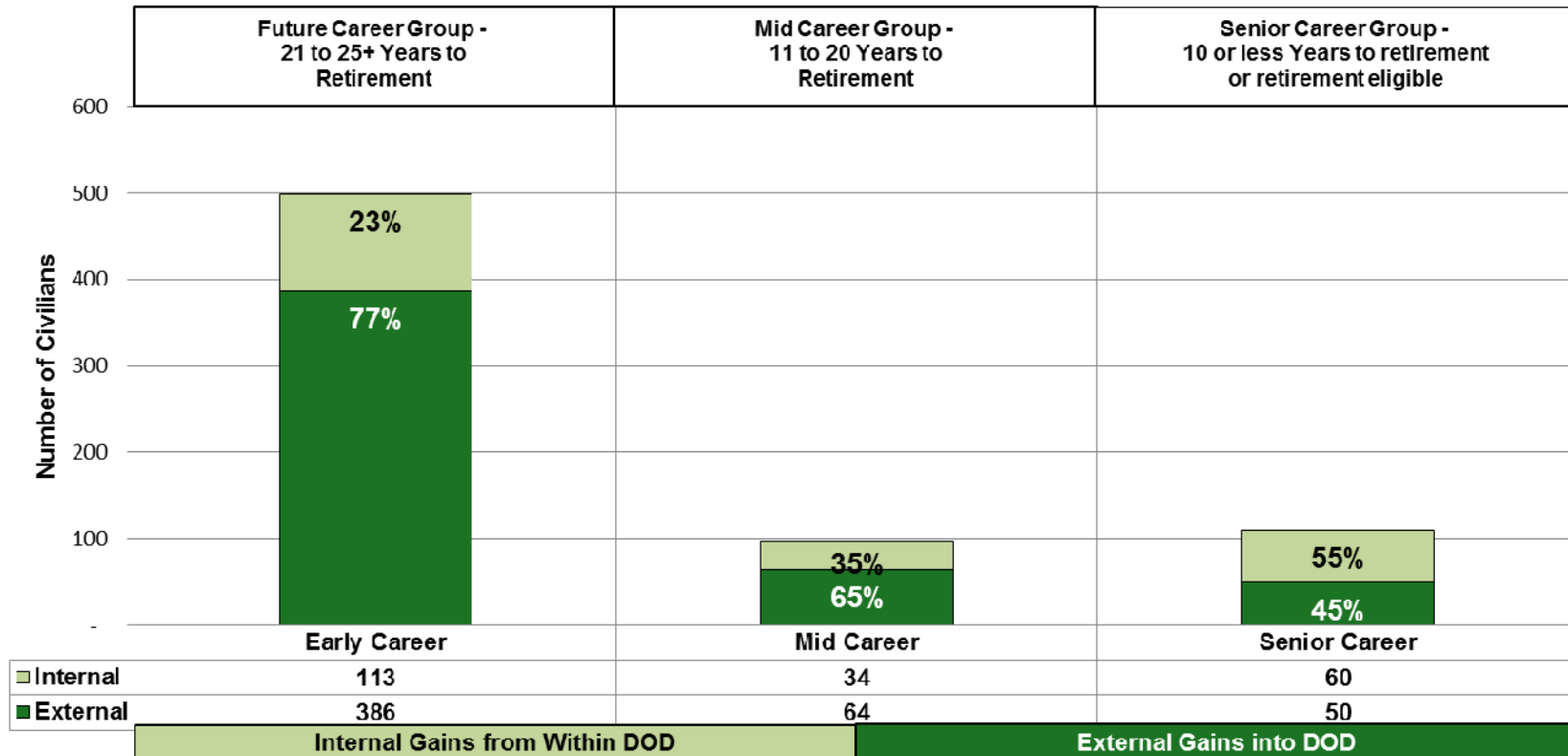
As of the end of FY15 (30 Sept 2015)



# Test and Evaluation Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - T&E 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)

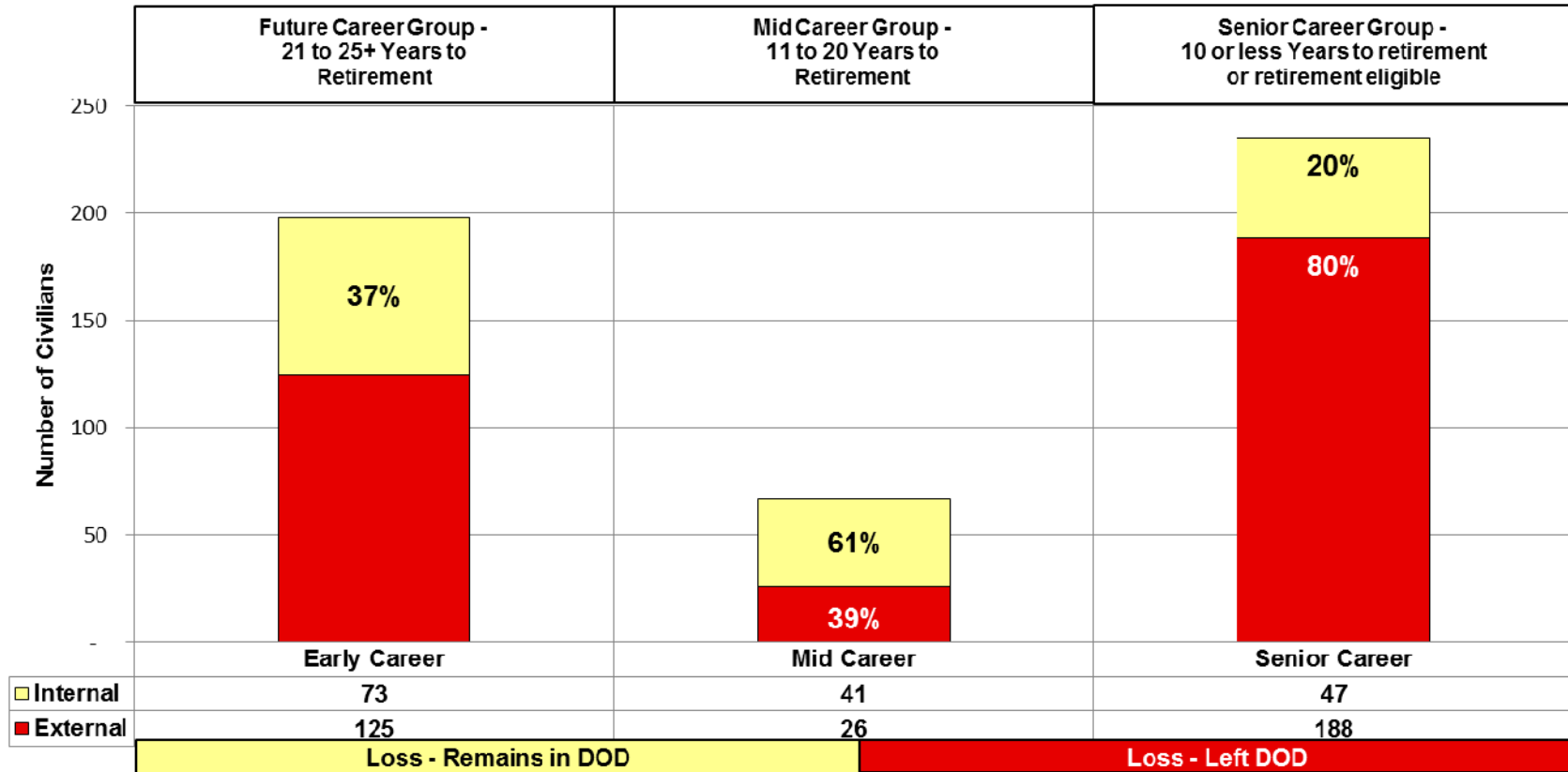


# Test and Evaluation Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - T&E

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

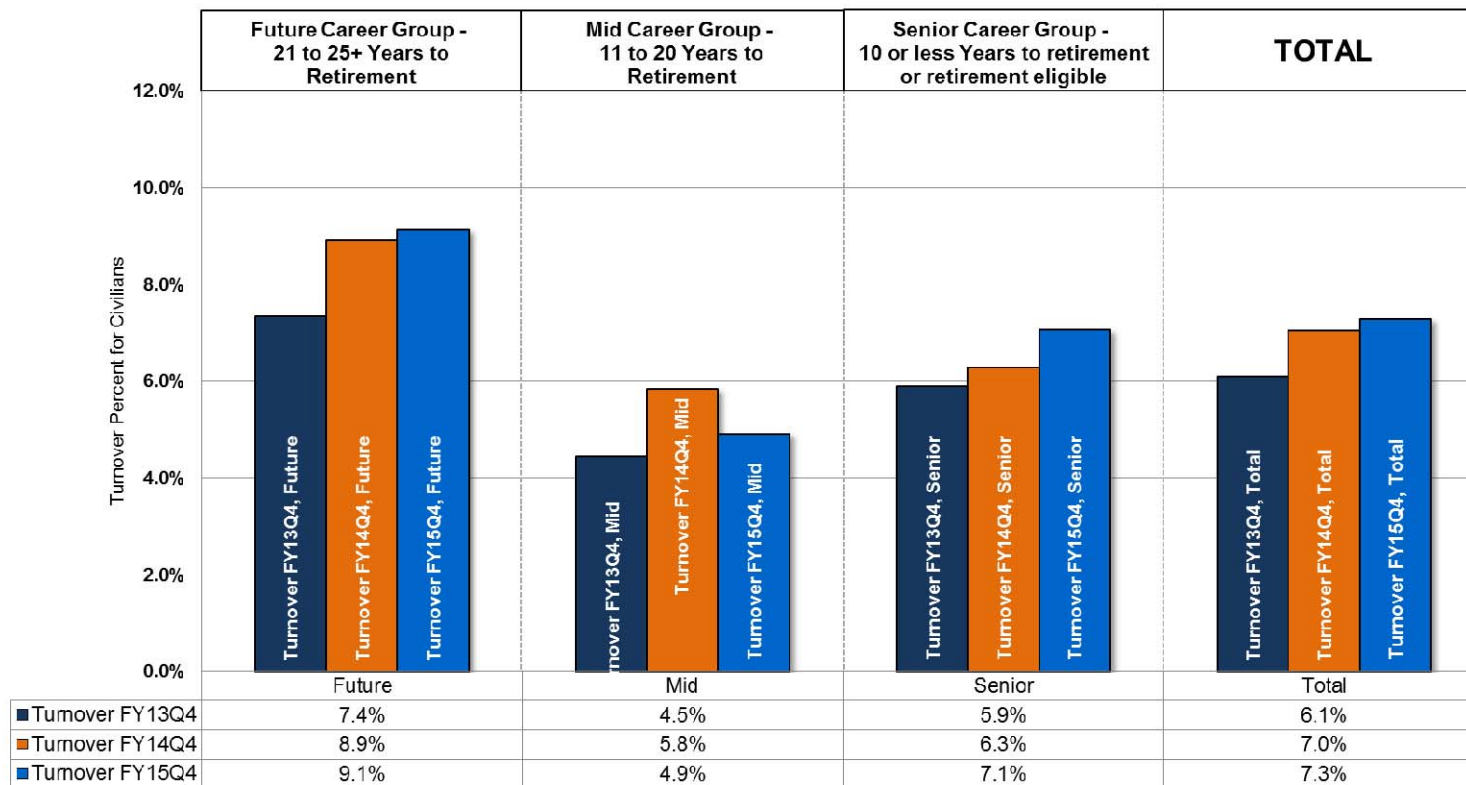
As of the end of FY15 (30 Sept 2015)



# Test and Evaluation Turnover Rates by Career Group



## Defense Acquisition Workforce Turnover - T&E (Civilian) (FY13Q4, FY14Q4, FY15Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 Sept 2015)

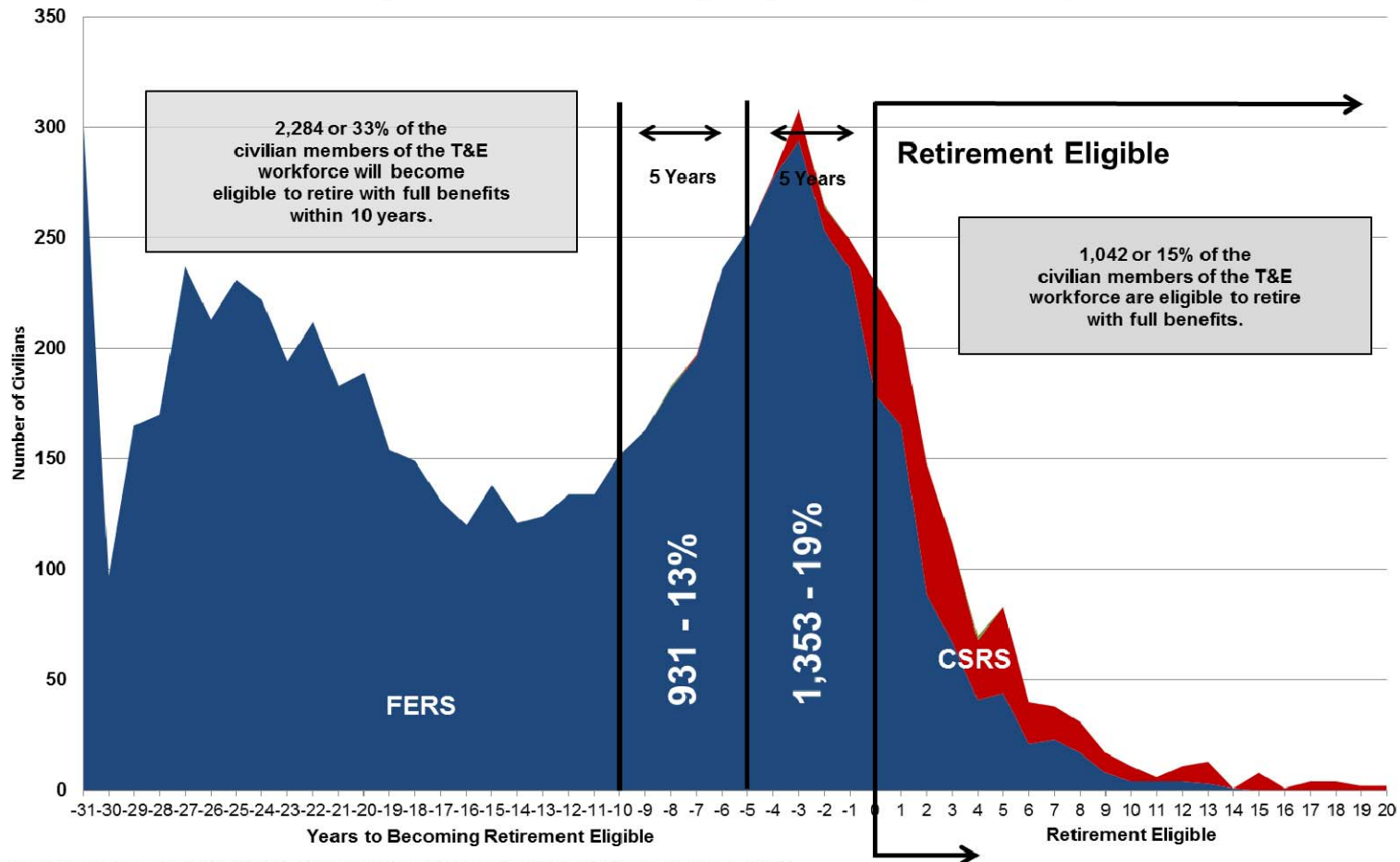


# Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - T&E

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***