Defense Acquisition Workforce Key Information

Audit

As of FY16Q1 (31 December 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.mil)(703-805-2338)**

Slide Index

Fact Sheet

Defense Acquisition Workforce Audit	FY 2008				FY 2016Q1			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,261	0	4,261	156,457
Change in size from 2008	-	-	-	-	17%	-	17%	24%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	99%	-	99%	77%	99%	-	99%	84%
Graduate Degree	26%	-	26%	29%	42%	-	42%	39%
Certification								
Level I or Higher Achieved	87%	-	87%	72%	95%		95%	85%
Level II or Higher Achieved	78%	-	78%	61%	84%	-	84%	74%
Level III Achieved	26%	-	26%	36%	35%	-	35%	43%
Position Certification Requirement Met or Exceeded	76%	-	76%	58%	84%	-	84%	76%
Within 24 Months of Certification Requirement	23%	-	23%	27%	16%	-	16%	21%
Does Not Meet Certification Requirement	1%	-	1%	14%	1%	-	1%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	53%	-	53%	62%	33%	-	33%	40%
Average Age	43.1	-	43.1	45.7	43.5	-	43.5	45.3
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)	-	-	20/23/57 (%)(Civ)	39/23/38(%)	-	-	26/24/50(%)
Average Years of Service	13.9	-	13.9	17.3	12.5	-	12.5	15.2
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	487(11%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	656(15%)	-	-	26,095(18%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	205/424	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 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 FY2016Q1 DMDC data.

Highlights

Defense Acquisition Workforce Size Highlights

- The current Auditing Defense Acquisition Workforce count is 4,261, up from 3,638 in FY08, a total increase of 623
- The Auditing Defense Acquisition Workforce count was at its highest point (4,560) in FY14, and its lowest point (2,852) in FY07
- The Agency with the largest increase, since FY08 is DCAA, with an increase of 623
- The Agencies with the largest decreases, since FY08, are DoD IG, DLA, and DCMA, with decreases of 27(-93%), 8 (-100%), and 5 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Auditing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 83.6%; up from 76.1% in FY08
- The current Auditing Meets/Exceeds certification rate is up 7.6% from FY08
- The current Auditing Defense Acquisition Workforce DAWIA 24 month grace period rate is 15.9%; down from 23.3% in FY08
- The current Auditing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 0.5%; down from 0.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 38% (10 years or less to retirement eligibility or retirement eligible)
- 11.4% are currently eligible to retire, ↓ From 13.2% in FY08
- Mid Career Group 23.2% (11 to 20 years to retirement), 20.7% in FY08
- Early Career Group 38.9% (21 to 25+ years to retirement),↑ from 36.1% in FY08

Total Workforce

Audit

Year	Total	Civilian
FY08	3638	3638
FY09	3777	3777
FY10	4143	4143
FY11	4231	4231
FY12	4505	4505
FY13	4368	4368
FY14	4560	4560
FY15	4316	4316
FY16Q1	4261	4261

AWF by Component and Career Field

Pie chart: AWF by Component and Career Field
- ENG 41,019 26%
- CON 30,102 19%
- LOG 19,231 12%
- PM 16,569 11%
- PQM 9,860 6%
- T&E 8,730 6%
- FE 7,119 5%
- IT 6,539 4%
- BUS-FM 6,256 4%
- AUDIT 4,261 3%
- Other 6,771 4%
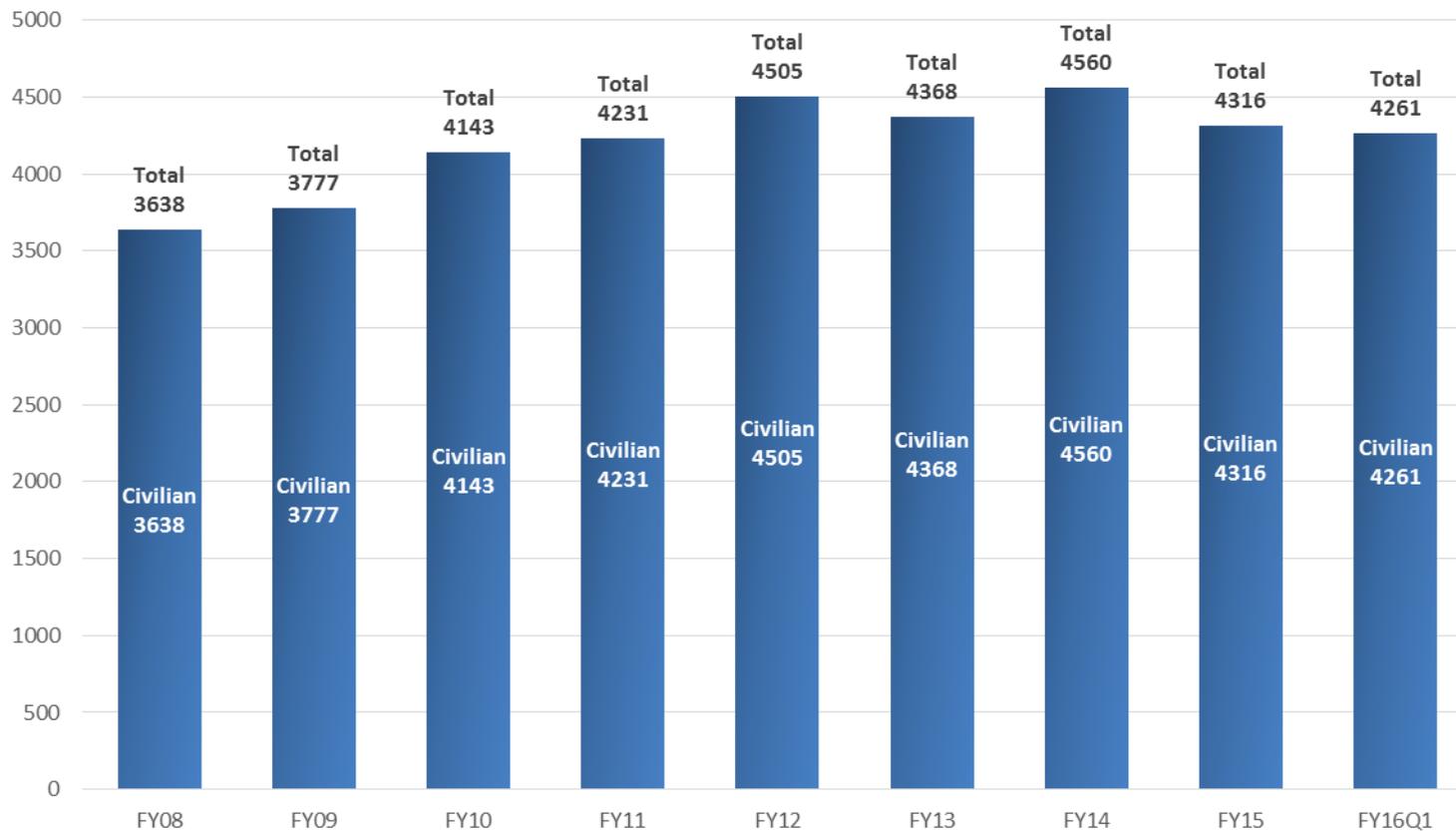
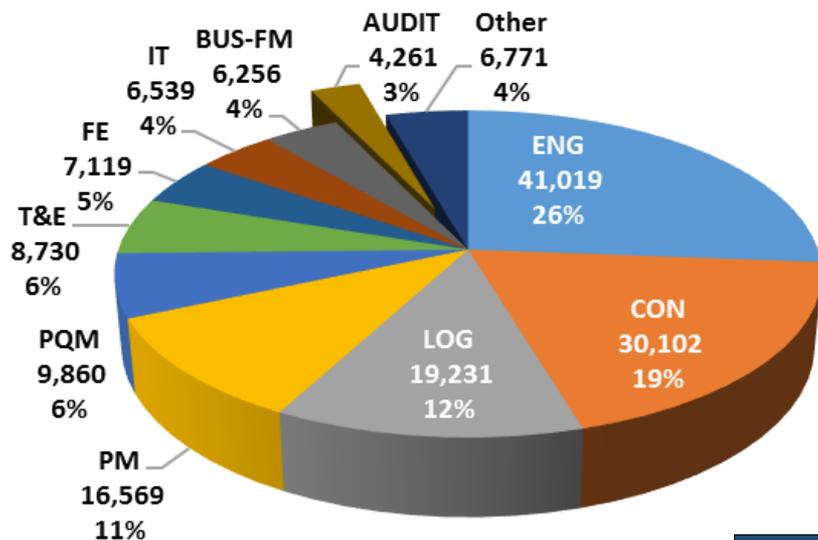| AWF Count by Career Category FY16Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities Engineering	1,514	5,353	186	66	7,119	4.6%
Information Technology	1,690	2,863	1,158	828	6,539	4.2%
Life Cycle Logistics	7,191	6,214	3,017	2,809	19,231	12.3%
Production, Quality and Man	1,399	2,850	378	5,233	9,860	6.3%
Program Management	3,263	6,367	5,351	1,588	16,569	10.6%
Property	47	63	13	257	380	0.2%
Purchasing	286	489	74	526	1,375	0.9%
S&T Manager	423	492	2,537	131	3,583	2.3%
Test and Evaluation	1,934	3,370	3,052	374	8,730	5.6%
Unknown/Other	10	1	31	30	72	*0.05%*
FY16Q1 Totals (*as of 12-31-2015*)	36,798	58,041	35,335	26,283	**156,457**	
Component %	23.5%	37.1%	22.6%	16.8%		

Audit Workforce Historical Size by Agency FY05 – FY16Q1

Auditing / Defense Acq Workforce	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
ARMY	4	2	-	-	-	-	-	-	-	-	-	-		
DoN	-	-	-	-	-	1	-	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-	-		
DCMA	1	-	13	5	-	-	-	-	-	1	-	-	-100%	
DLA	-	-	2	8	1	-	-	-	-	-	-	-	-100%	
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	4,259	19%	-1%
MDA	-	-	-	-	-	-	-	-	1	1	-	-		
DISA	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	1	-	1	-	-	-	-	-	-	-100%	
0SD	-	-	2	2	-	-	-	-	-	-	-	-	-100%	
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	1	2	-	-	1	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	24	1	29	2	1	1	-	-	1	1	2	-93%	100%
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	4,261	17.1%	-1.3%

President's FY17 Budget PB23 Projection
FYDP Size (Civ + Mil) Projections

PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
Career Field	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
Engineering	40,829	41,655	41,446	41,126	41,046	41,078	41,053	224	0.5%
Contracting	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%
Life Cycle Logistics	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%
Program Management	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%
Production, Quality & Manufacturing	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%
Test and Evaluation	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%
Business, Cost Estimating, Financial Management	7,545	7,667	7,552	7,399	7,360	7,356	7,349	(196)	-2.6%
Facilities Engineering	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%
Information Technology	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%
Auditing	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
SPRDE - S&T Manager	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%
Purchasing	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
Industrial and Contract Property Management	368	407	400	397	397	397	397	29	7.9%
Grand Total	153,417	155,971	154,871	153,534	153,211	153,122	153,032	-385	-0.3%

Data Source: OSD CAPE SNAP Database;

PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)								
Auditing Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
DCAA	Civilian FTE	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
Auditing Total		4,203	4,132	4,048	3,986	4,056	4,009	4,022	-181	-4.3%

Data Source: OSD CAPE SNAP Database;

Certification Level "Meet/Exceed" Rates by Component
Audit (FY16Q1)

Total: (FY08 76.1%) 83.6% | 15.9% | 0.5% | 4,261

Legend:
- ■ 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

Auteur
Auditing

	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY15	FY16 Q1
Does Not Meet	0.7%	0.3%	0.1%	1.6%	3.3%	7.1%	1.1%	0.6%	0.5%
24 Month	23.3%	23.1%	26.0%	25.1%	22.6%	16.8%	15.5%	15.9%	15.9%
Meets/Exceeds	76.1%	76.6%	73.9%	73.4%	74.1%	76.1%	83.4%	83.5%	83.6%

7.6% Increase

■ Meets/Exceeds　□ 24 Month　□ Does Not Meet

* Rounded to nearest 0.1%

Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	**No Level Achieved**	**Level I**	**Level II**	**Level III**		
Level I	74	6	1	-	81	*8.6%*
Level II	129	464	2,060	282	2,935	*79.8%*
Level III	15	8	7	1,214	1,244	*97.6%*
Unspecified	1	-	-	-	1	
FY16Q1 TOTAL	219	478	2,068	1,496	4,261	*83.6%*
	5.1%	*11.2%*	*48.5%*	*35.1%*		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	**# Exceeds**	**% Exceeds****	**Career Field Rank**
DAW	20,103	*12.9%*	
Army	5,117	*13.9%*	
DoN	6,852	*11.8%*	
Air Force	6,411	*18.2%*	
4th Estate	1,723	*6.6%*	
Audit	283	*6.6%*	*11 of 13*

*** Based on population total without unspecified positions**

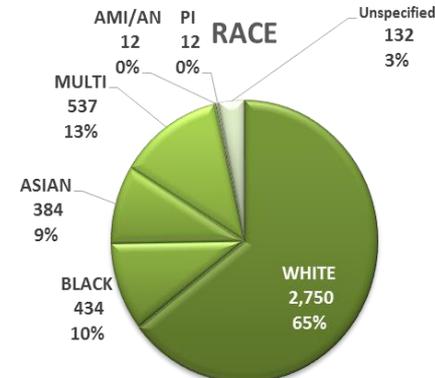| Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	7	74	-	81	*1.9%*
Level II	2,342	587	6	2,935	*68.9%*
Level III	1,214	14	16	1,244	*29.2%*
Unspecified	-	1	-	1	*0.0%*
Audit TOTAL	3,563	676	22	4,261	
	83.6%	*15.9%*	*0.5%*		

■ = Compliance
■ = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

Audit Demographics

CAP - KLP: CAP 186 4%, Non-CAP 4,075 96%

Education: High School 6 0.1%, Other 1 0.02%, Some College 23…, Bachelors 2,444 57%, Post Grad 1,787 42%

MIL / CIV: Civilian 4,261 100%

RACE: AMI/AN 12 0%, PI 12 0%, Unspecified 132 3%, MULTI 537 13%, ASIAN 384 9%, BLACK 434 10%, WHITE 2,750 65%

Gender: Females 2,204 52%, Males 2,056 48%, Unspecified 1 0.0%
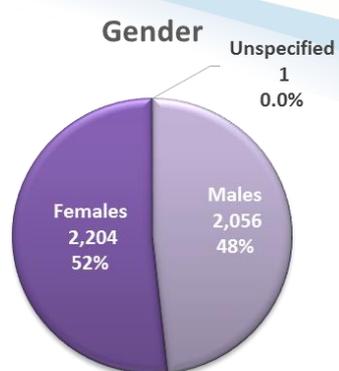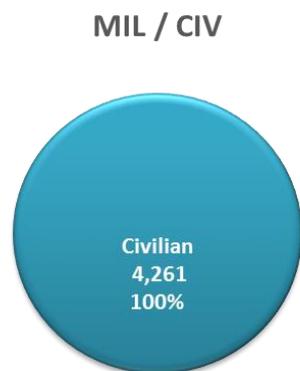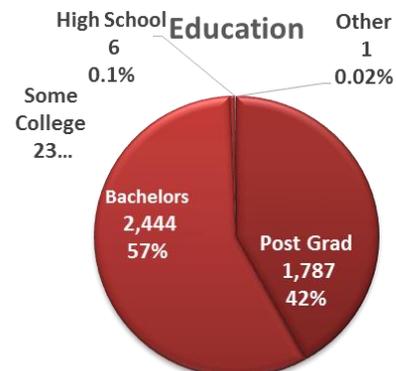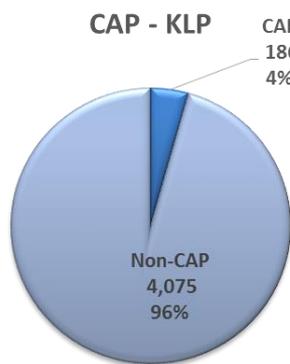
Occupied Position Type	Auditing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,045	0.7%
Critical Acquisition Positions (CAPs)	186	4.4%	15,648	10.0%
Non-CAP Positions	4,075	95.6%	139,764	89.3%
TOTAL	**4,261**		156,457	

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

Highest Level of Education	Auditing TOTAL		Entire DAW	
Post Grad	1,787	41.9%	61,677	39.4%
Bachelors	2,444	57.4%	69,639	44.5%
Some College	23	0.5%	11,962	7.6%
High School	6	0.1%	12,560	8.0%
Other	1	0.0%	619	0.4%
TOTAL	**4,261**		156,457	

Military / Civilian	Auditing TOTAL		Entire DAW	
Civilian	4,261	100.0%	141,089	90.2%
Military	-	0.0%	15,368	9.8%
TOTAL	**4,261**		156,457	

Race	Auditing TOTAL		Entire DAW	
WHITE	2,750	64.5%	117,200	74.9%
BLACK	434	10.2%	18,728	12.0%
ASIAN	384	9.0%	10,191	6.5%
MULTI	537	12.6%	3,378	2.2%
AMI/AN	12	0.3%	858	0.5%
PI	12	0.3%	744	0.5%
Unspecified	132	3.1%	5,358	3.4%
TOTAL	**4,261**		156,457	

Gender	Auditing TOTAL		Entire DAW	
Males	2,056	48.3%	110,589	70.7%
Females	2,204	51.7%	45,715	29.2%
Unspecified	1	0.0%	153	0.1%
TOTAL	**4,261**		156,457	

Audit Size by Occupational Series

0511 - Auditor
100%

Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,261	*100.00%*
TOTAL CIVILIAN	**4,261**	*Civilians*

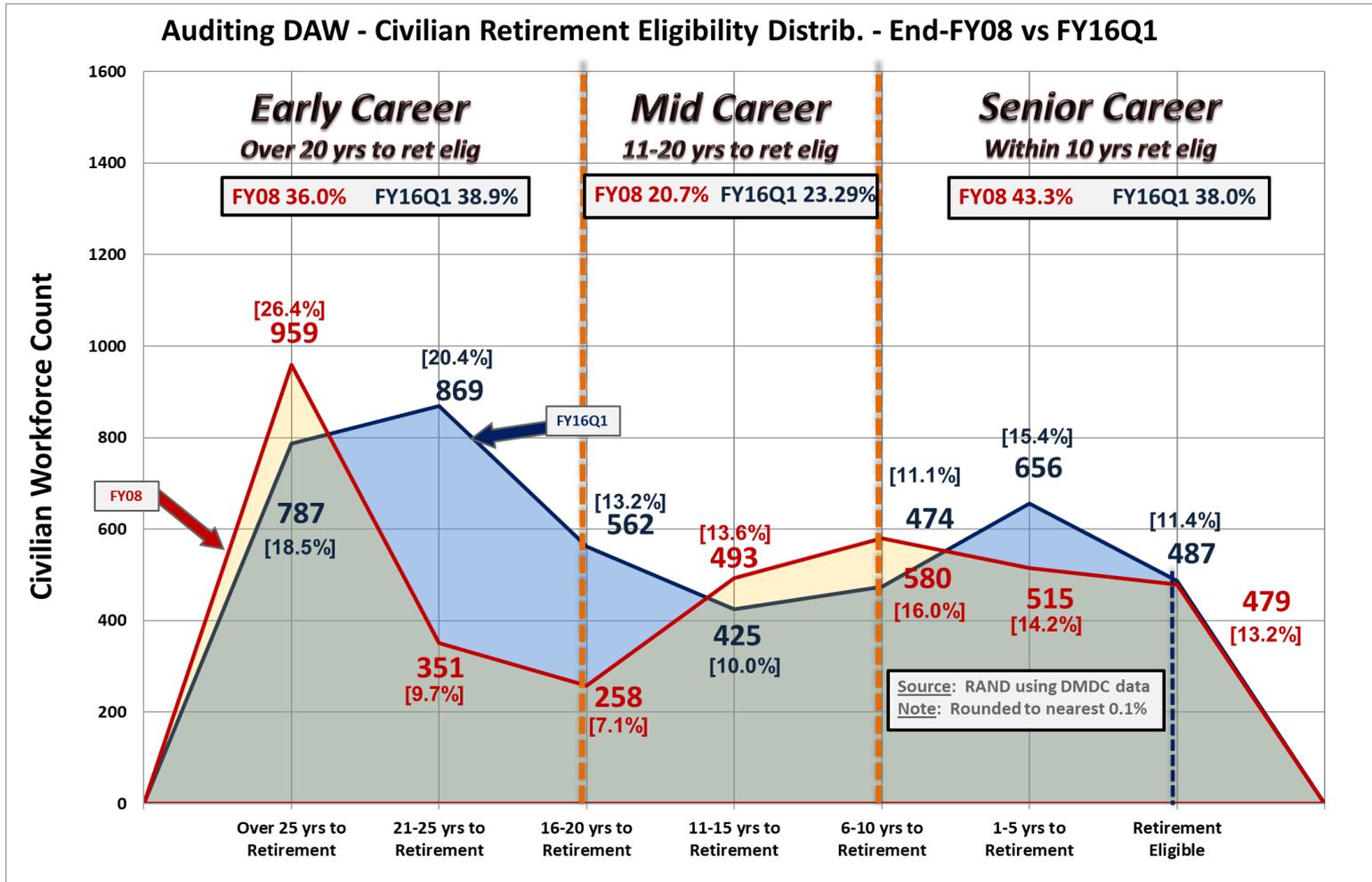# *Age Demographics*

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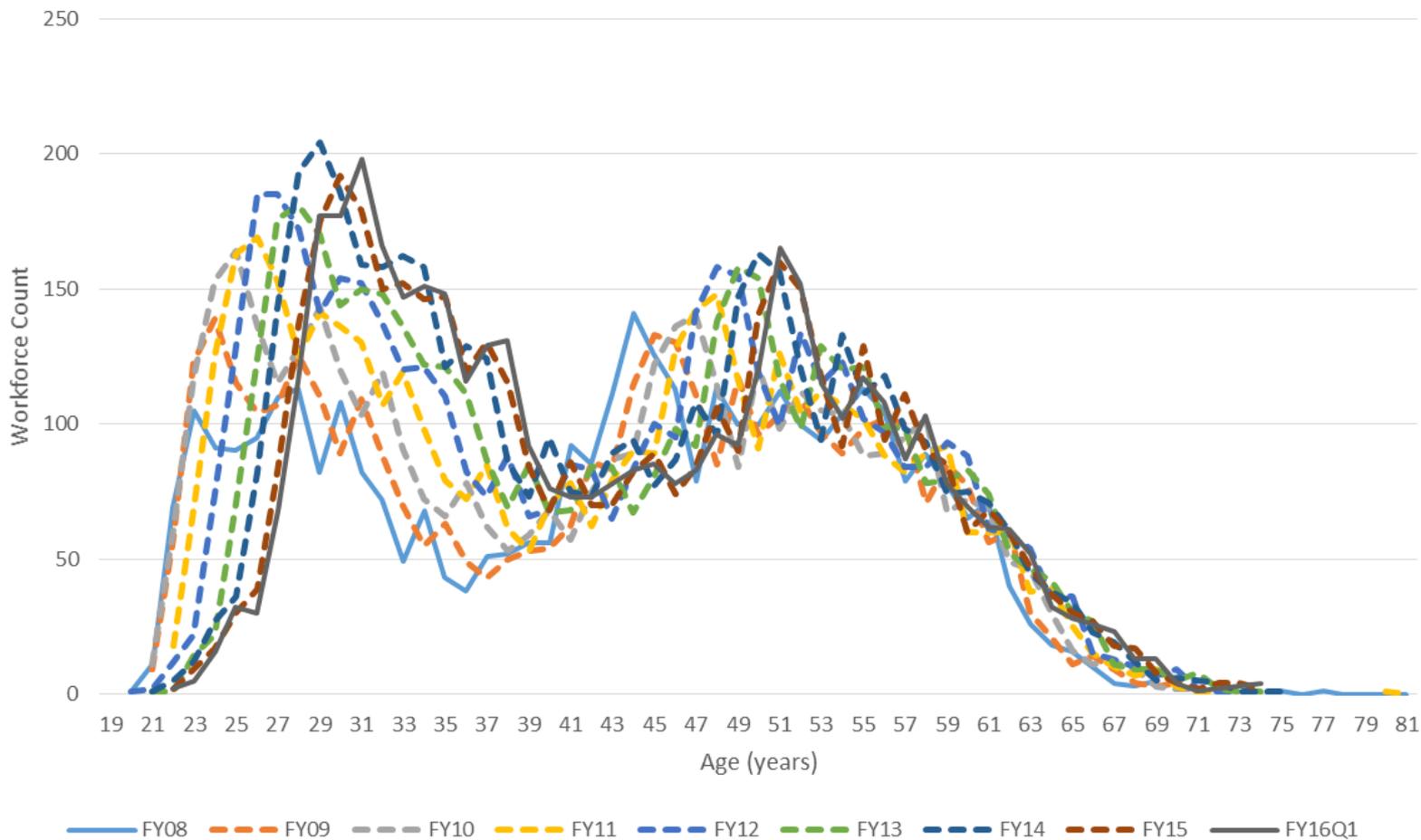
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides

Audit Civilian Retirement Eligibility Distribution – FY08 / FY16Q1

As of FY16Q1 (31 Dec 2015)

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY 2016Q1) - Audit

Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less years to retirement or retirement eligible
1,656 (38.9%)	987 (23.2%)	1,617 (38.0%)

Workforce Count (Civilian)

- More than 25 YRE: 18.5% / 787 / 2008 26.4%
- 25 to 21: 20.4% / 869 / 2008 9.7%
- 20 to 16: 13.2% / 562 / 2008 7.1%
- 15 to 11: 10.0% / 425 / 2008 13.6%
- 10 to 6: 11.1% / 474 / 2008 16.0%
- 5 to 1: 15.4% / 656 / 2008 14.2%
- Eligible to Retire: 11.4% / 487 / 2008 13.2%
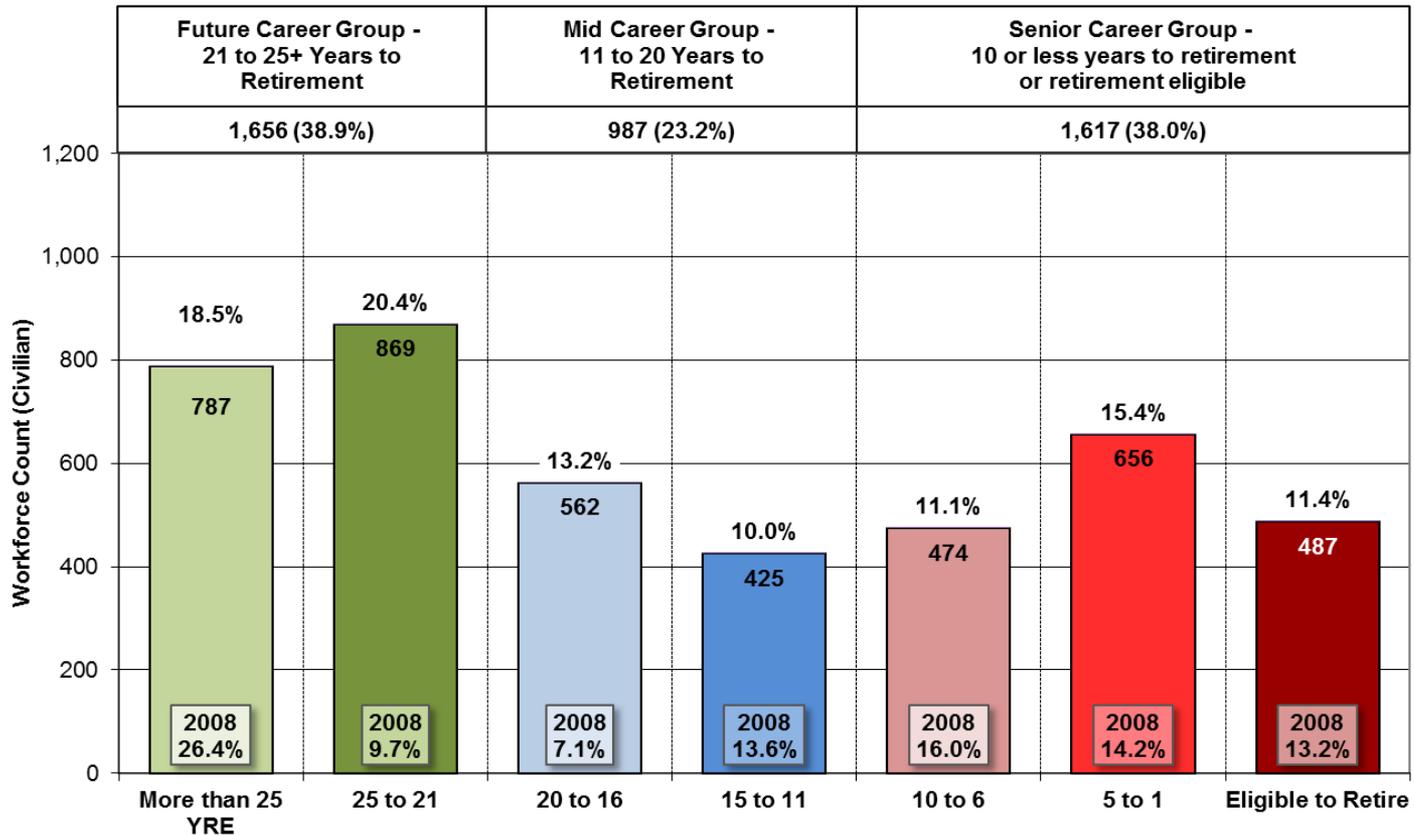
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

As of FY16Q1 (31 Dec 2015)

Defense Acquisition Workforce (Civilian) (FY 2016Q1) - Audit

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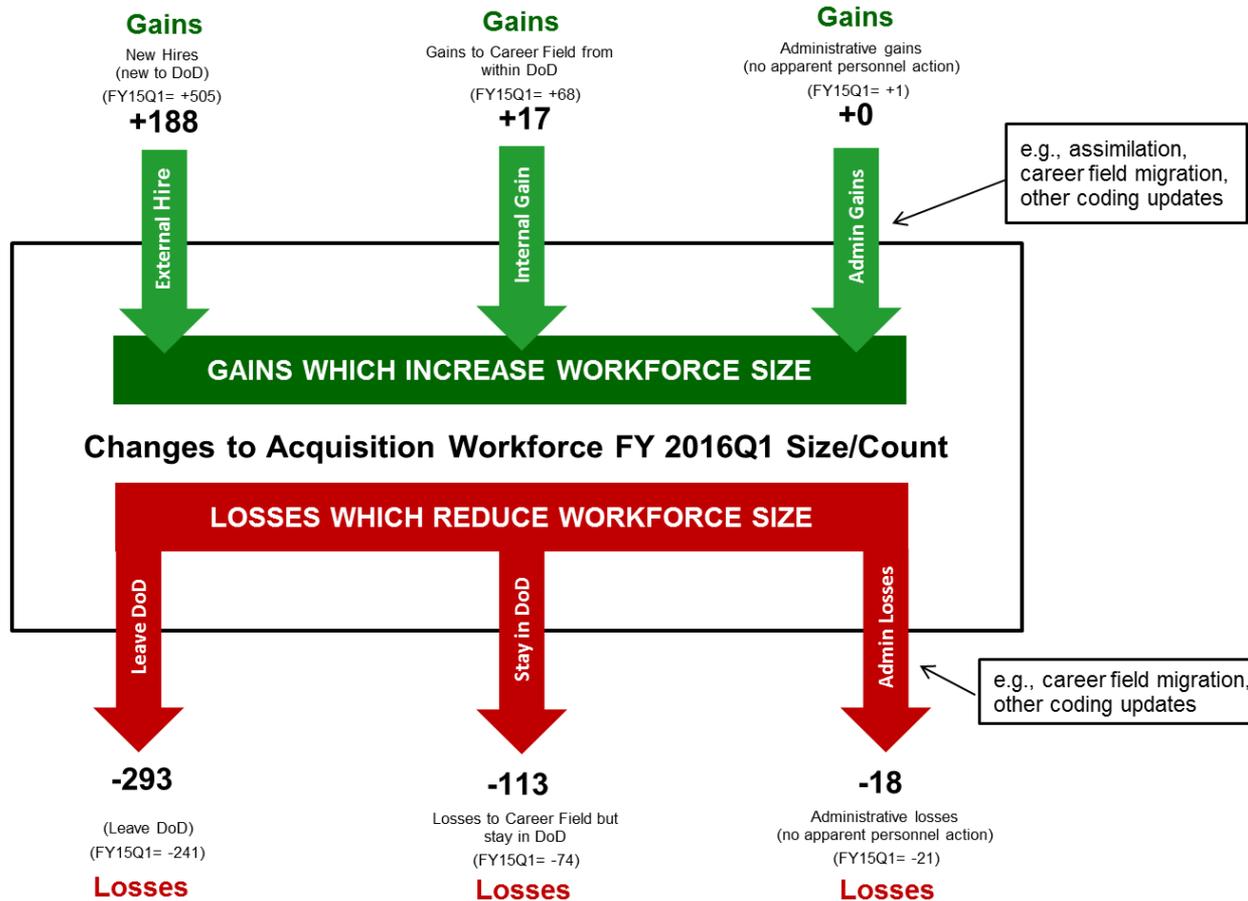

Gains
New Hires
(new to DoD)
(FY15Q1= +505)
+188

Gains
Gains to Career Field from within DoD
(FY15Q1= +68)
+17

Gains
Administrative gains
(no apparent personnel action)
(FY15Q1= +1)
+0

External Hire

Internal Gain

Admin Gains

e.g., assimilation, career field migration, other coding updates

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY 2016Q1 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD

Stay in DoD

Admin Losses

e.g., career field migration, other coding updates

-293
(Leave DoD)
(FY15Q1= -241)
Losses

-113
Losses to Career Field but stay in DoD
(FY15Q1= -74)
Losses

-18
Administrative losses
(no apparent personnel action)
(FY15Q1= -21)
Losses

As of FY16Q1 (31 Dec 2015)

Defense Acquisition Workforce (Civilian) - Audit
Workforce Lifecycle FY 2016Q1 Gains & Losses*

|	Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less Years to retirement or retirement eligible		Retirement Eligible	
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	73	41	38	17	20	13	2	1
Losses	93	75	56	34	30	41	48	29
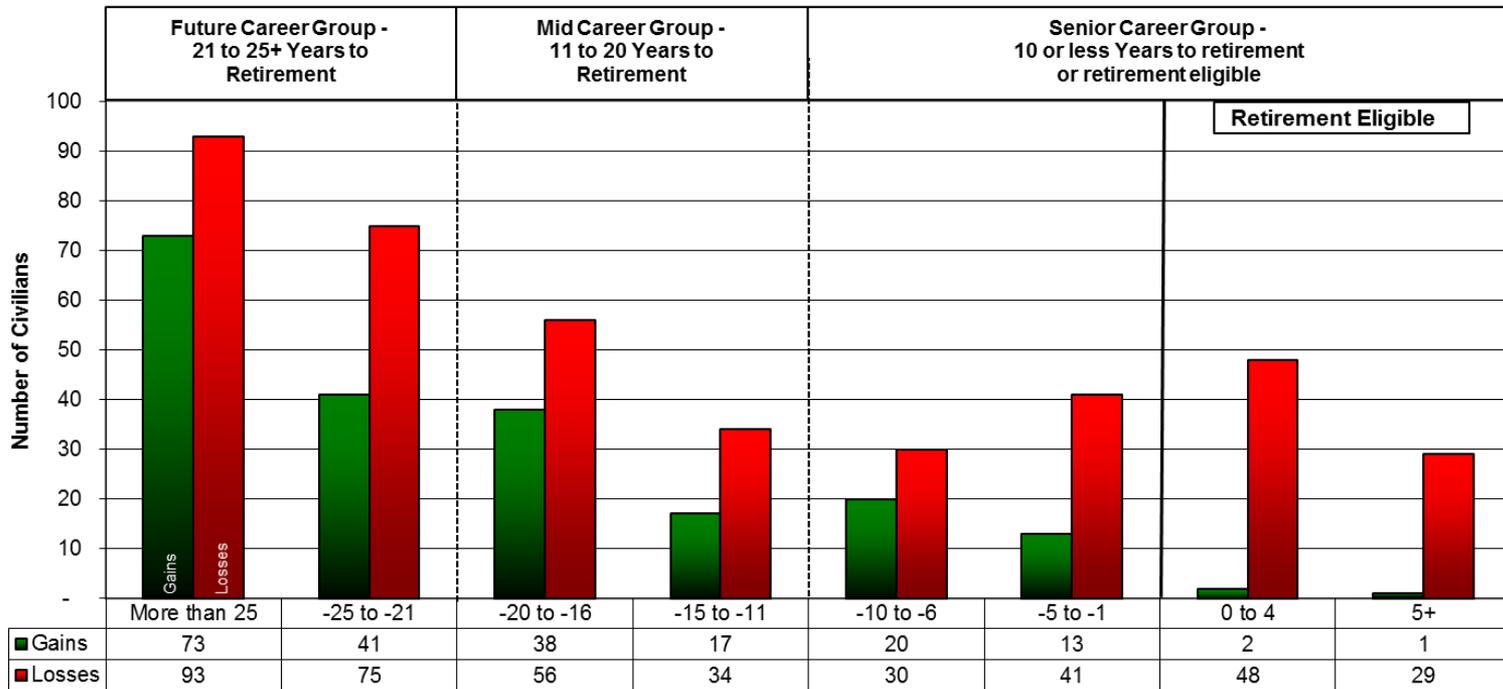
Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2016Q1 and Previous FY Data)
*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)

Audit Historical Gains and Losses
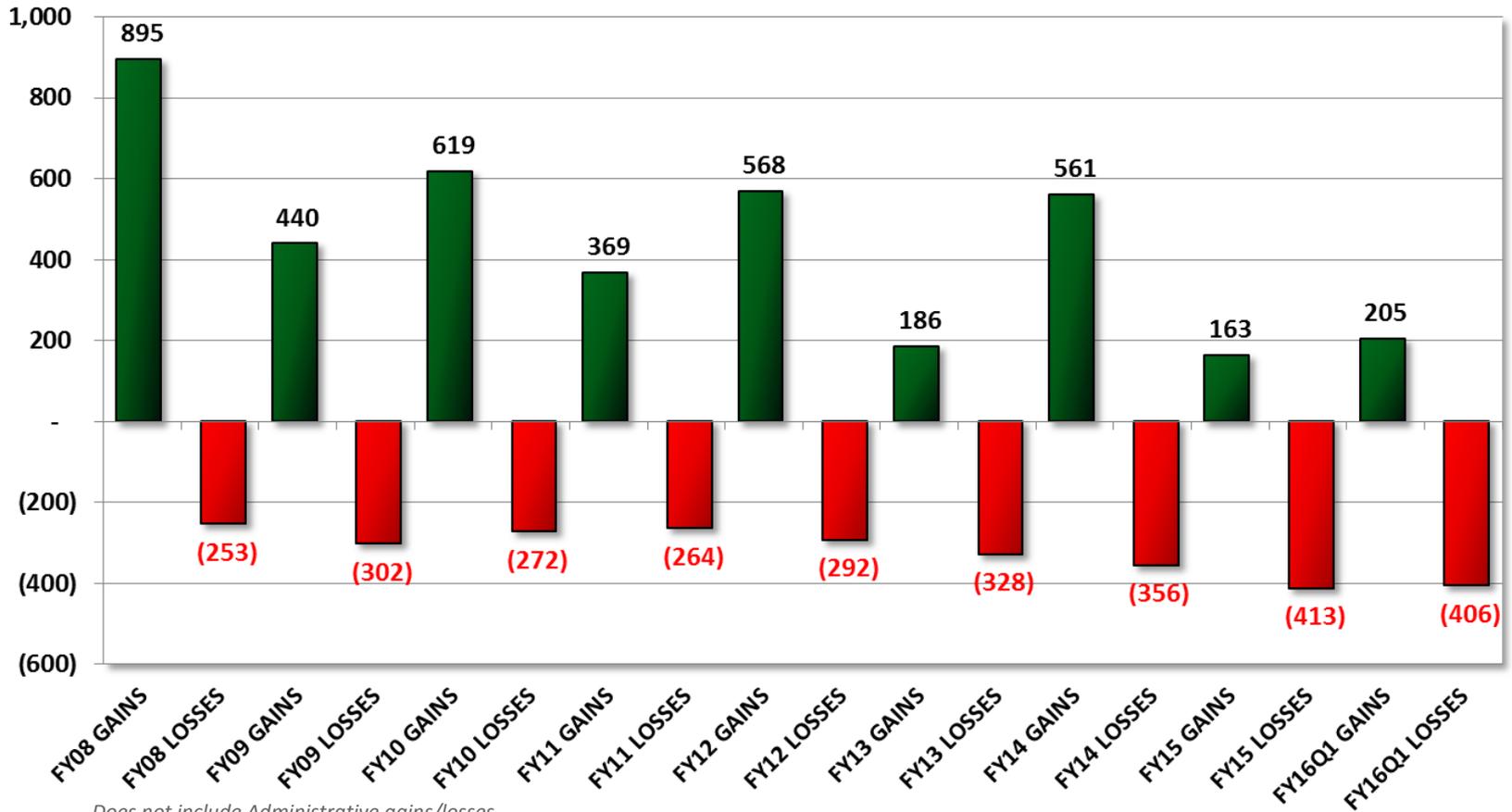
Does not include Administrative gains/losses

As of FY16Q1 (31 Dec 2015)

Defense Acquisition Workforce (Civilian) - Audit
Workforce Lifecycle FY 2016Q1 Gains*

	Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible
	Early Career	Mid Career	Senior Career
Internal	8	3	6
External	106	52	30
	Internal Gains from Within DOD		External Gains into DOD

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2016Q1 and Previous FY Data)
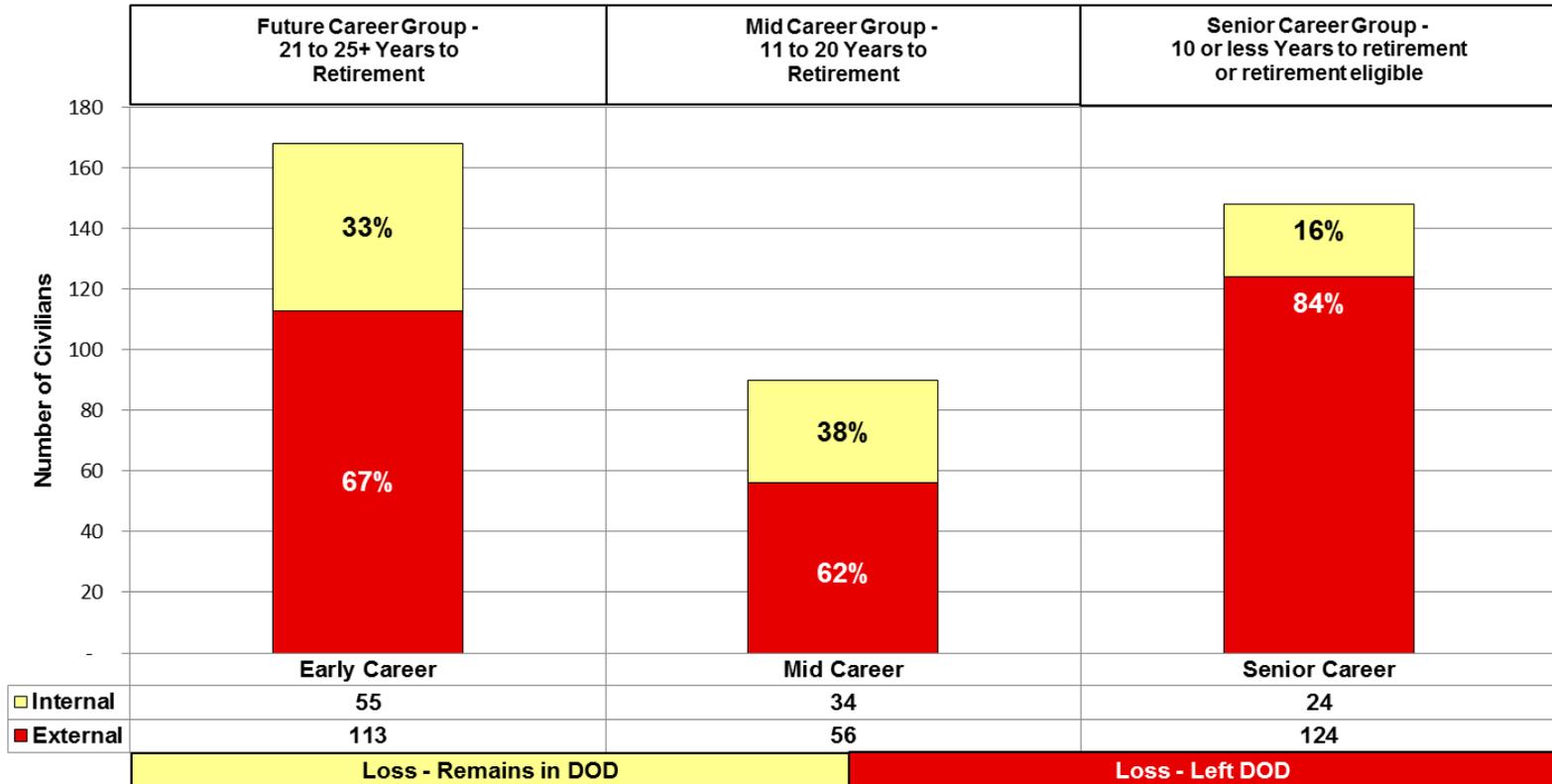*Does not include administrative gains

As of FY16Q1 (31 Dec 2015)
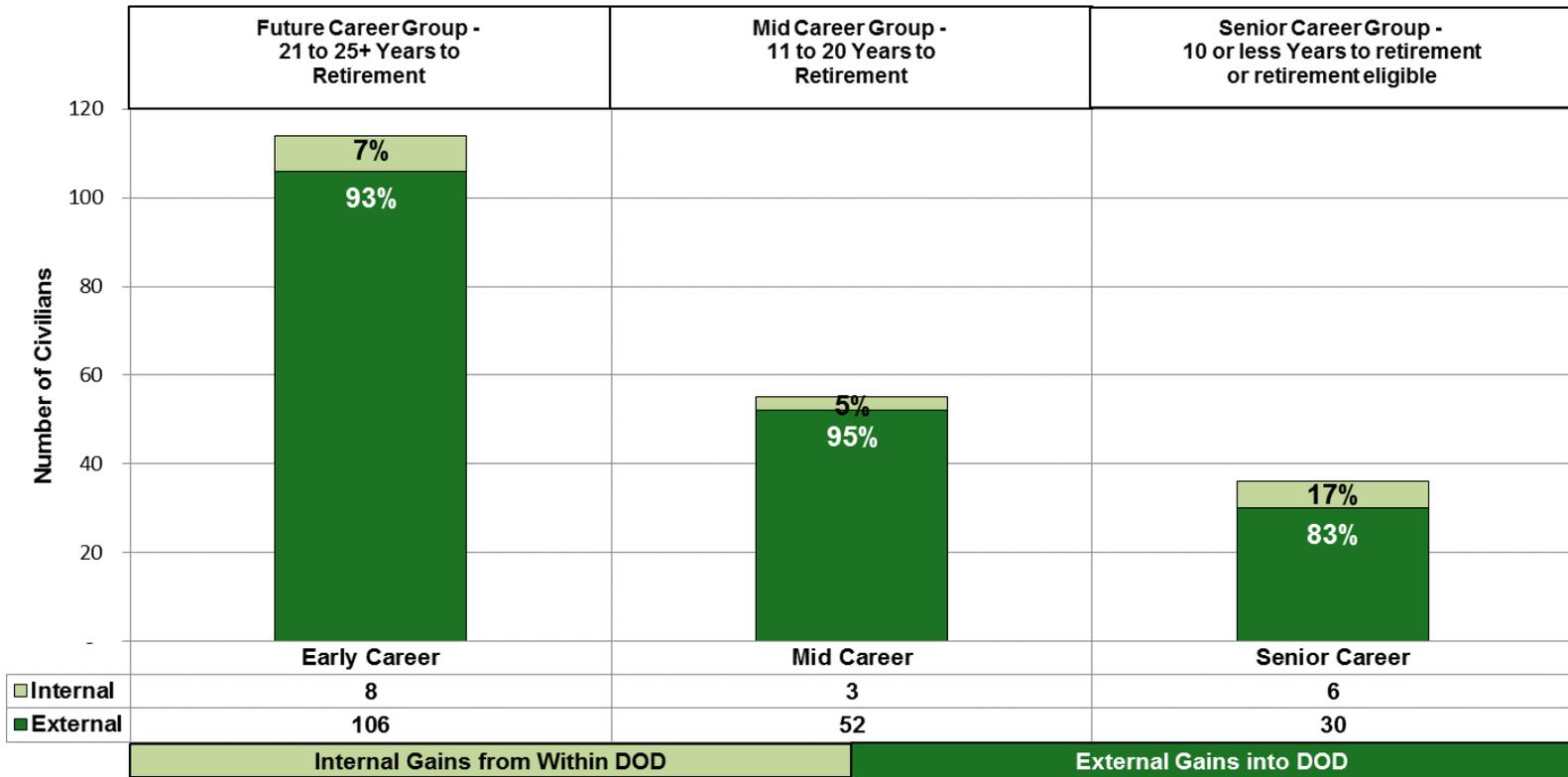
Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY 2016Q1 Losses*

Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible

Number of Civilians

	Early Career	Mid Career	Senior Career
Internal	55	34	24
External	113	56	124

Future Career Group: Internal 33%, External 67%
Mid Career Group: Internal 38%, External 62%
Senior Career Group: Internal 16%, External 84%

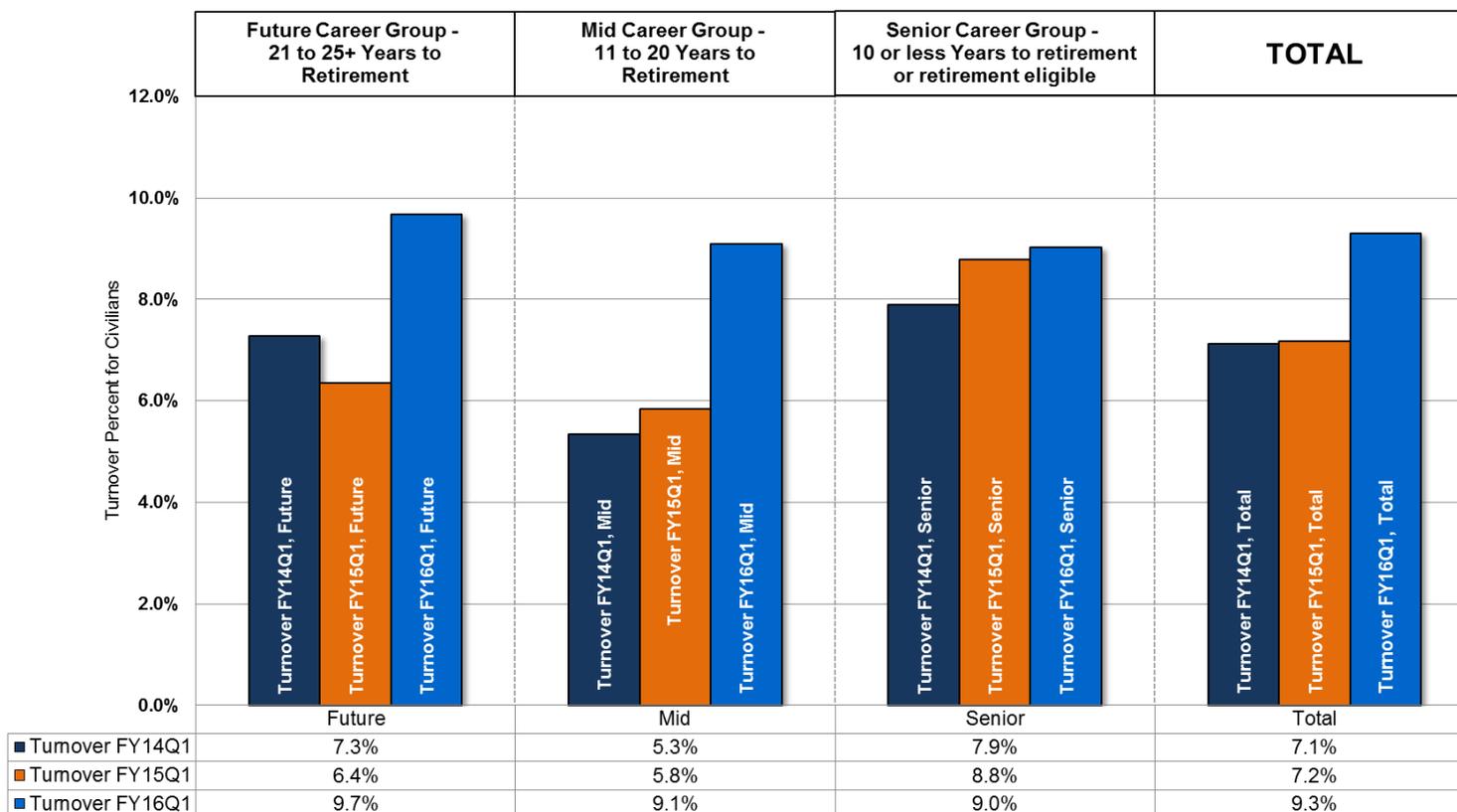**Loss - Remains in DOD** | **Loss - Left DOD**

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2016Q1 and Previous FY Data)

*Does not include administrative losses

As of FY16Q1 (31 Dec 2015)

Defense Acquisition Workforce Turnover - Audit (Civilian) (FY14Q1, FY15Q1, FY16Q1)(by Career Lifecycle Group)

	Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible	TOTAL
	Future	Mid	Senior	Total
Turnover FY14Q1	7.3%	5.3%	7.9%	7.1%
Turnover FY15Q1	6.4%	5.8%	8.8%	7.2%
Turnover FY16Q1	9.7%	9.1%	9.0%	9.3%

Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY 2016Q1)

1,130 or 27% of the civilian members of the Audit workforce will become eligible to retire with full benefits within 10 years.

487 or 11% of the civilian members of the Audit workforce are eligible to retire with full benefits.

Retirement Eligible

5 Years 5 Years

474 - 11% 656 - 15%

FERS CS

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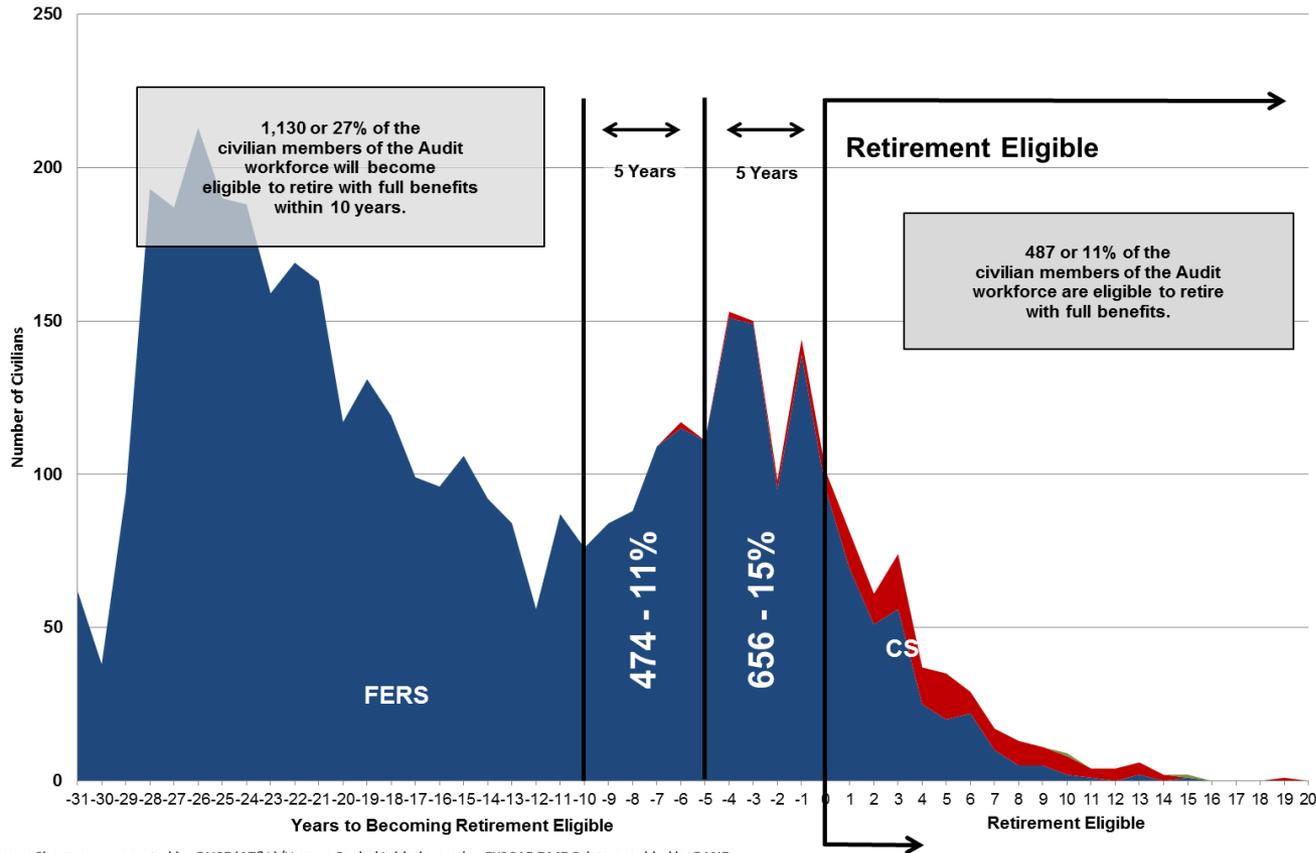
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

As of FY16Q1 (31 Dec 2015)

END