Defense Acquisition Workforce Key Information

Purchasing

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**
    - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**

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Fact Sheet

Human Capital Fact Sheet

Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2016Q2			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,421	0	1,421	158,212
Change in size from 2008	-	-	-	-	20%	-100%	19%	26%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	27%	-	27%	82%
Graduate Degree	2%	0%	2%	29%	4%	-	4%	39%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	59%	-	59%	85%
Level II or Higher Achieved	42%	0%	41%	61%	44%	-	44%	74%
Level III Achieved	21%	0%	20%	36%	5%	-	5%	43%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	50%	-	50%	75%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	44%	-	44%	21%
Does Not Meet Certification Requirement	15%	0%	15%	14%	6%	-	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	46%	-	46%	39%
Average Age	50.5	30.1	50.3	45.7	46.0	-	46.0	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	18/26/56(%)	-	-	28/29/43(%)
Average Years of Service	20.3	9.5	20.2	17.3	13.1	-	13.1	15.0
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	275(20%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	259(18%)	-	-	25,977(18%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	498/283	-	-	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 Purchasing Defense Acquisition Workforce count is 1,421 up from 1,196 in FY08, a total increase of 225
- The Purchasing Defense Acquisition Workforce count was at its highest point (2,438) in FY05, and its lowest point (1,170) in FY07
- The Agencies with the largest increases, since FY08, are DLA, DCMA and DHA, with increases of 317 (207%), 47 (1567%) and 17 (850%), respectively
- The Agencies with the largest decreases, since FY08, are AIR FORCE, Navy, and Army with decreases of 69 (-44%), 61 (-11%), and 26 (-8%), respectively

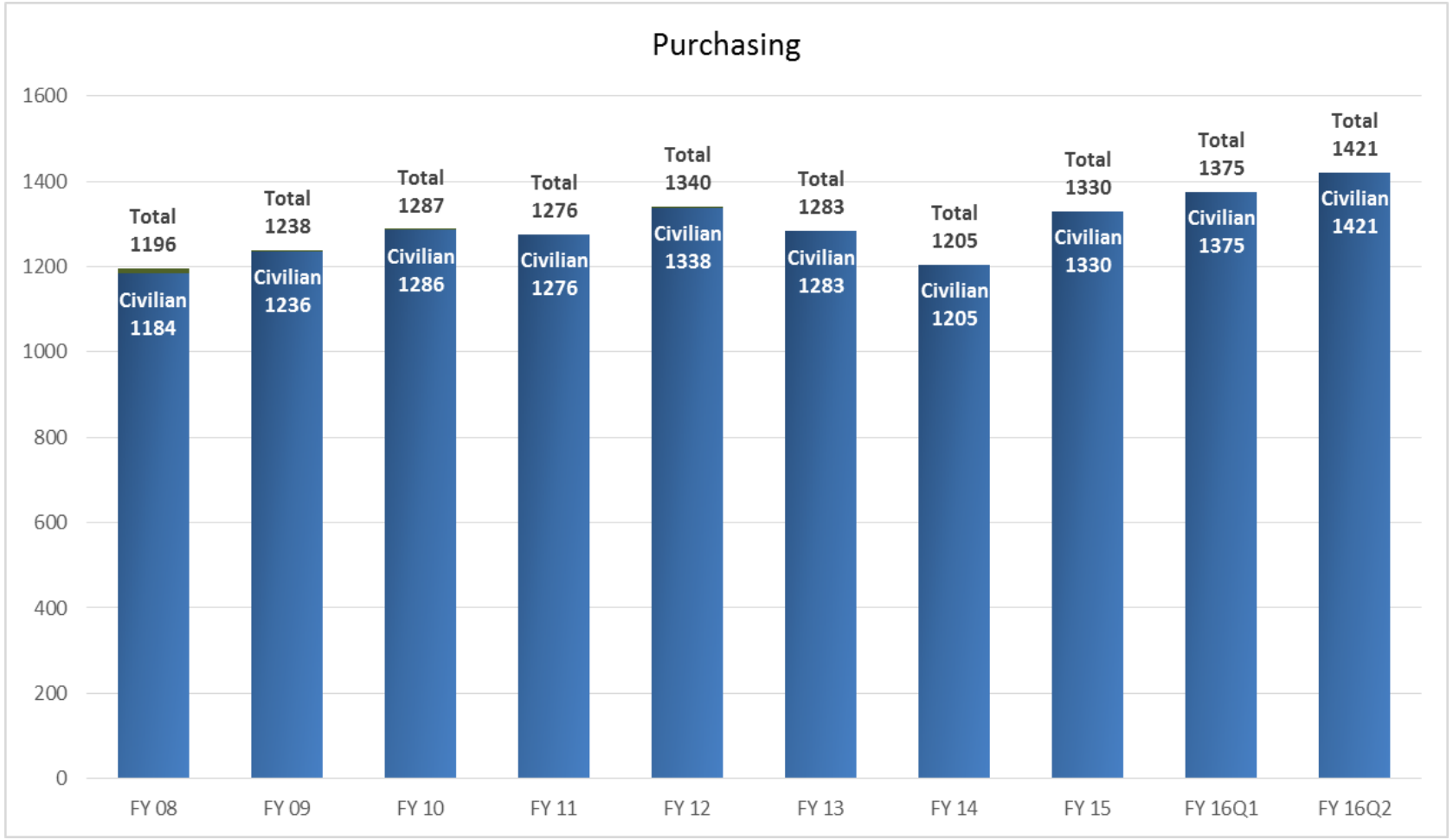
Defense Acquisition Workforce DAWIA Certification Highlights

- The current Purchasing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 50%; down from 52.1% in FY08
- The current Purchasing Meets/Exceeds certification rate is down 2.1% from FY08
- The current Purchasing Defense Acquisition Workforce DAWIA 24 month grace period rate is 43.8%; up from 33.2% in FY08
- The current Purchasing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 6.2%; down from 14.7% in FY08

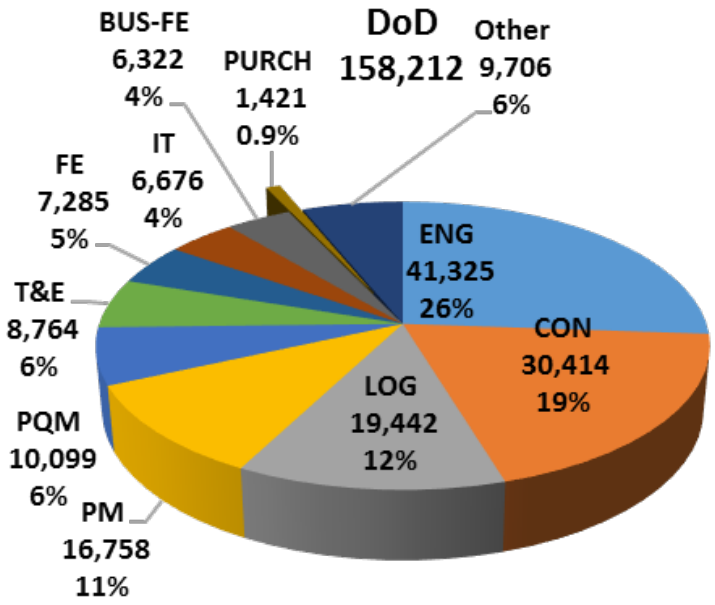
Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 55.8% (771) (10 years or less to retirement eligibility or retirement eligible)
- 19.9% (275) are currently eligible to retire, ↓ from 22.6% in FY08
- Mid Career Group 26.3% (363) (11 to 20 years to retirement), 23.4% in FY08
- Early Career Group 17.9% (248) (21 to 25+ years to retirement), ↑ from 7.4% in FY08

Total Historic Workforce



AWF by Component and Career Field

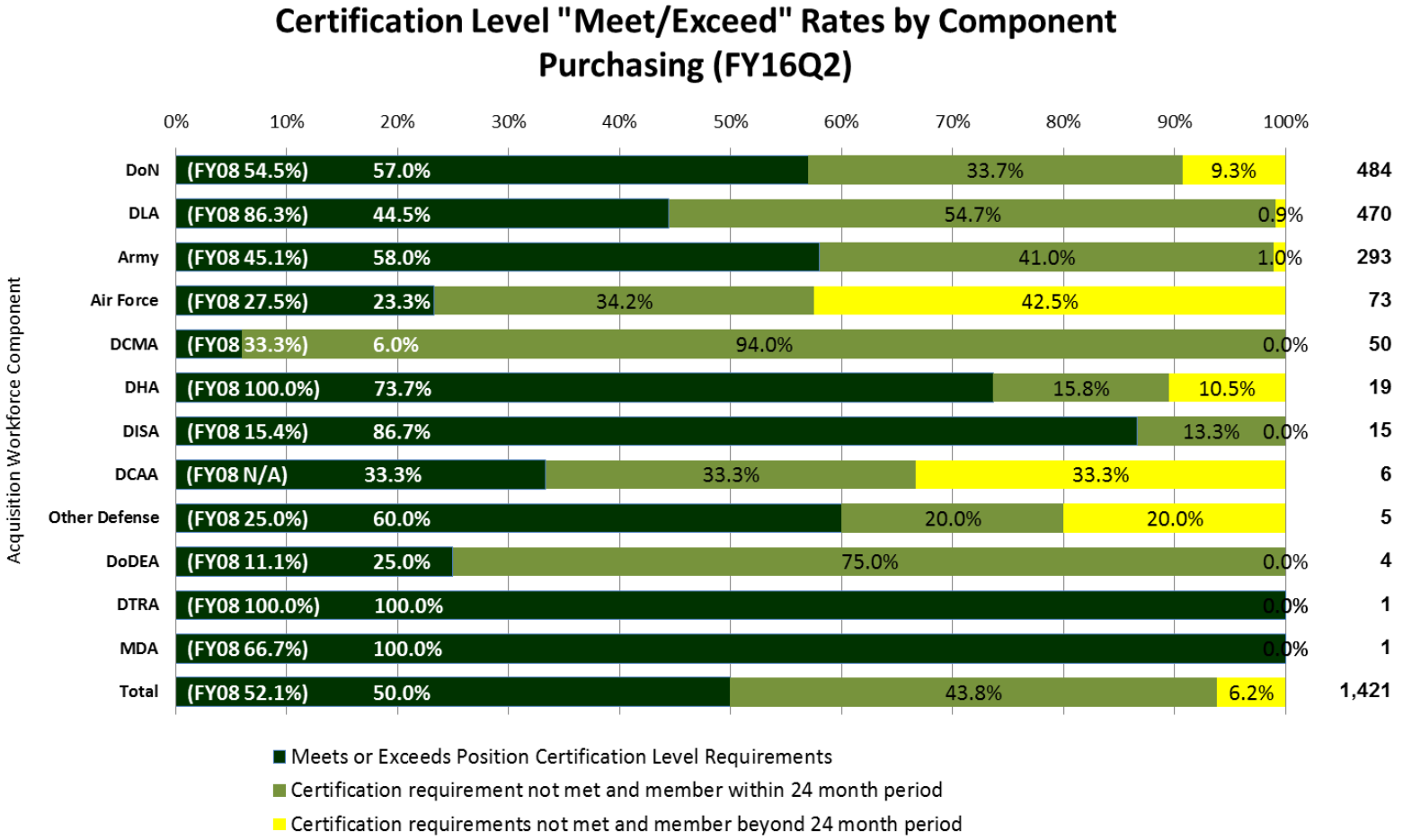


AWF Count by Career Category FY16Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,151	4,151	2.6%
Business - CE	245	572	467	83	1,367	0.9%
Business - FM	1,705	2,053	1,965	599	6,322	4.0%
Contracting	7,955	6,250	8,407	7,802	30,414	19.2%
Engineering	9,063	21,243	8,949	2,070	41,325	26.1%
Facilities 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%		

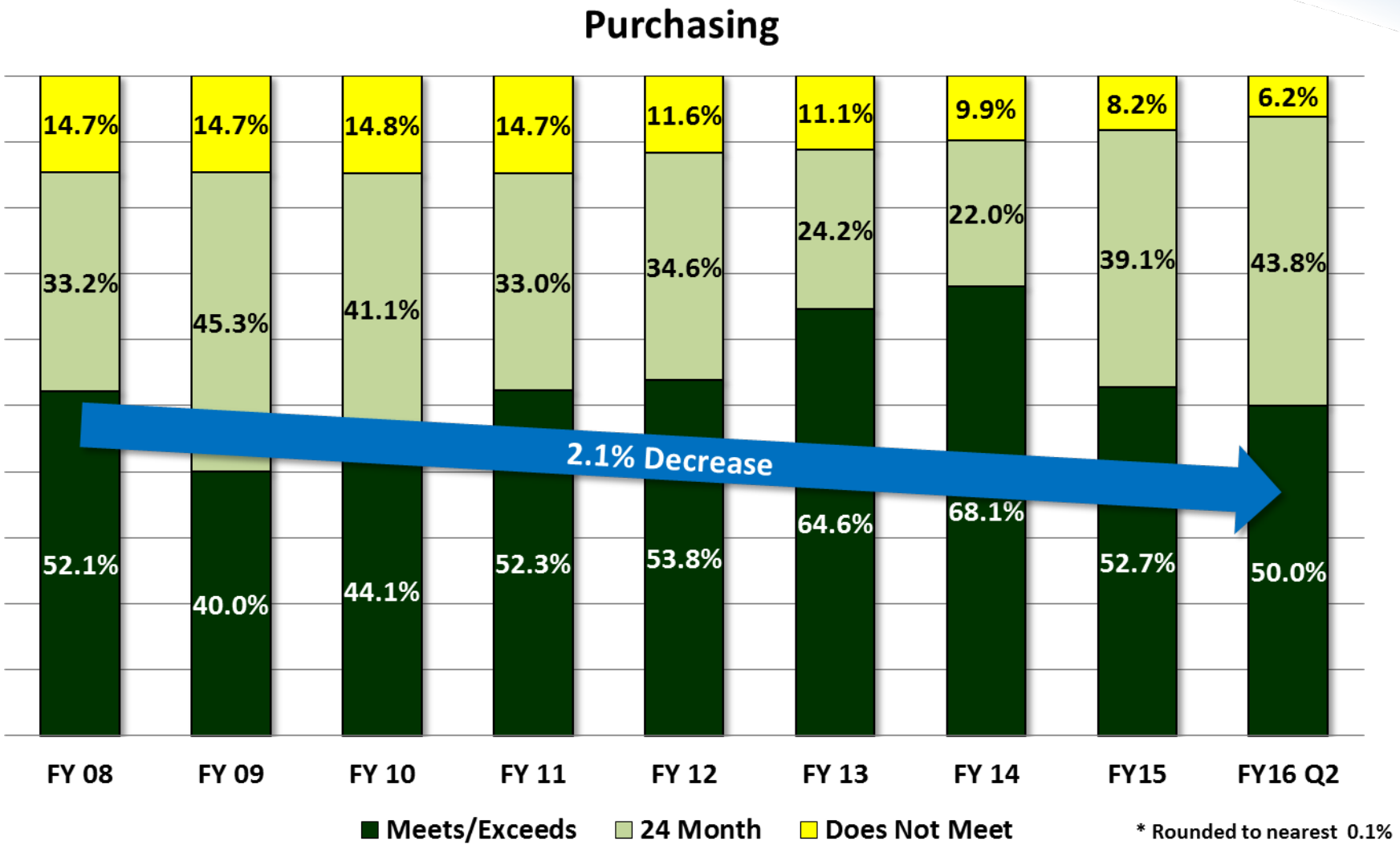
Purchasing Workforce
Historical Size by Agency FY05 – FY16Q2

Purchasing Defense Acq Workforce	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
ARMY	345	335	319	319	330	351	358	382	357	265	272	293	-8%	8%
DoN	583	555	580	545	567	562	536	522	501	501	495	484	-11%	-2%
AIR FORCE	627	123	131	142	146	145	131	113	97	80	79	73	-49%	-8%
DCMA	536	445	40	3	2	3	8	3	5	7	31	50	1567%	61%
DLA	299	186	72	153	162	188	199	270	279	289	398	470	207%	18%
DCAA	2	-	-	-	-	3	2	8	5	8	6	6		0%
MDA	3	2	2	3	2	1	1	1	1	1	1	1	-67%	0%
DISA	7	4	10	13	19	17	13	15	19	15	16	15	15%	-6%
DHA	2	-	3	2	-	-	10	11	9	24	20	19	850%	-5%
DTRA	4	2	1	1	1	2	1	2	2	2	2	1	0%	-50%
DAU	-	-	-	-	-	2	-	-	-	-	-	-		
National Reconnaissance Offi	-	-	-	-	-	-	-	-	-	-	-	-		
0SD	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	6	-	-	-	-	1	1	1	-	-	-	-		
WHS	2	1	-	1	-	-	-	-	-	-	-	-	-100%	
DFAS	2	1	2	1	-	-	-	-	-	-	-	-	-100%	
DoDEA	17	21	8	9	6	5	7	4	2	7	4	4	-56%	0%
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	2	2	3	1	1	1	1	0%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	1	1	1	1	1	1	1	1	1	1	1	0%	0%
DMA	-	-	-	-	1	1	3	2	2	2	2	-		-100%
DSS	-	-	-	-	-	1	1	1	1	1	1	1		0%
DTIC	-	-	1	1	-	-	-	-	-	-	-	-	-100%	
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	1	1	-	1	1	2	1	-	-	-	-	-		
Uniformed Services University of The Health Sciences	-	-	-	-	-	-	-	-	-	-	-	2		
IG	2	2	-	-	-	-	1	1	1	1	1	-		
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	*1*	-	-	-	-	-	-	-	-	-	-		
TOTAL	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,421	↑ 18.8%	↑ 6.8%

Purchasing DAWIA Certification by Component



Purchasing Historical DAWIA Certification FY08 – FY16Q2



Purchasing DAWIA Certification Matrix + Bench Strength

Purchasing	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY16Q2 TOTAL	% Meets Certification Requirement
Level I	215	91	68	9	383	*43.9%*
Level II	326	121	480	58	985	*54.6%*
Level III	7	1	3	2	13	*15.4%*
Unspecified	28	4	6	2	*40*	
FY16Q2 TOTAL	576	217	557	71	1,421	*50.0%*
	40.5%	*15.3%*	*39.2%*	*5.0%*		

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%*	
Purchasing	135	*9.8%*	*7 of 13*

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

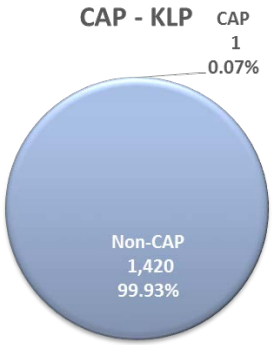
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	168	174	41	383	*27.0%*
Level II	538	419	28	985	*69.3%*
Level III	2	9	2	13	*0.9%*
Unspecified	2	21	17	40	*2.8%*
Purchasing TOTAL	710	623	88	1,421	
	50.0%	*43.8%*	*6.2%*		

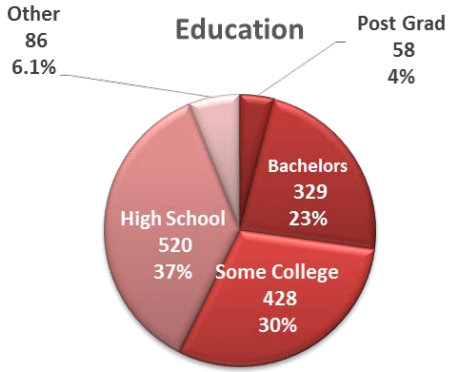
= Compliance

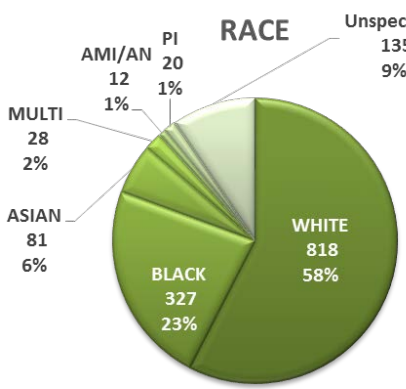
= Exceeds Requirements

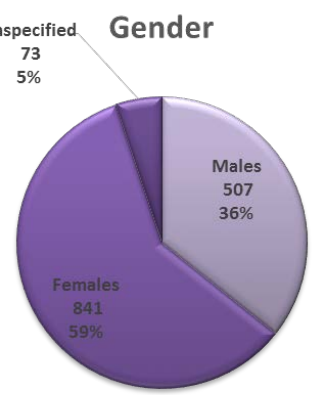
**** NOTE: Rounded to nearest 0.1%***

Purchasing Demographics









Occupied Position Type	Purchasing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,128	0.7%
Critical Acquisition Positions (CAPs) *	1	0.1%	15,701	9.9%
Non-CAP Positions	1,420	99.9%	141,383	89.4%
TOTAL	**1,421**		158,212	

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

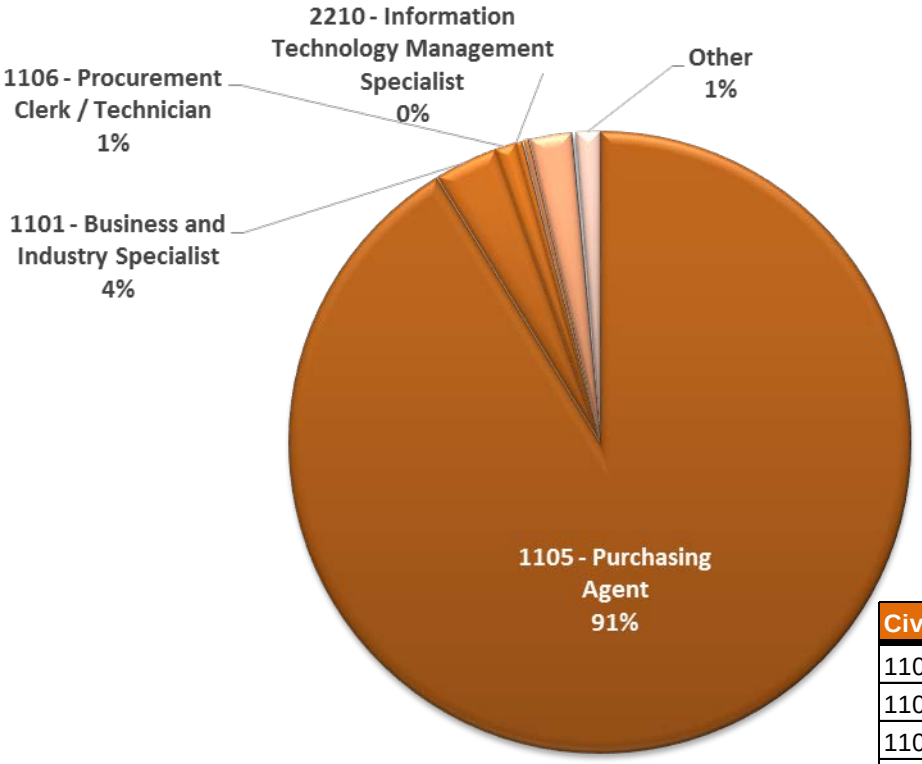
Highest Level of Education	Purchasing TOTAL		Entire DAW	
Post Grad	58	4.1%	61,428	38.8%
Bachelors	329	23.2%	69,007	43.6%
Some College	428	30.1%	11,791	7.5%
High School	520	36.6%	12,464	7.9%
Other	86	6.1%	3,522	2.2%
TOTAL	**1,421**		158,212	

Military / Civilian	Purchasing TOTAL		Entire DAW	
Civilian	1,421	100.0%	142,728	90.2%
Military	-	0.0%	15,484	9.8%
TOTAL	**1,421**		158,212	

Race	Purchasing TOTAL		Entire DAW	
WHITE	818	57.6%	116,320	73.5%
BLACK	327	23.0%	18,633	11.8%
ASIAN	81	5.7%	10,154	6.4%
MULTI	28	2.0%	3,381	2.1%
AMI/AN	12	0.8%	844	0.5%
PI	20	1.4%	748	0.5%
Unspecified	135	9.5%	8,132	5.1%
TOTAL	**1,421**		158,212	

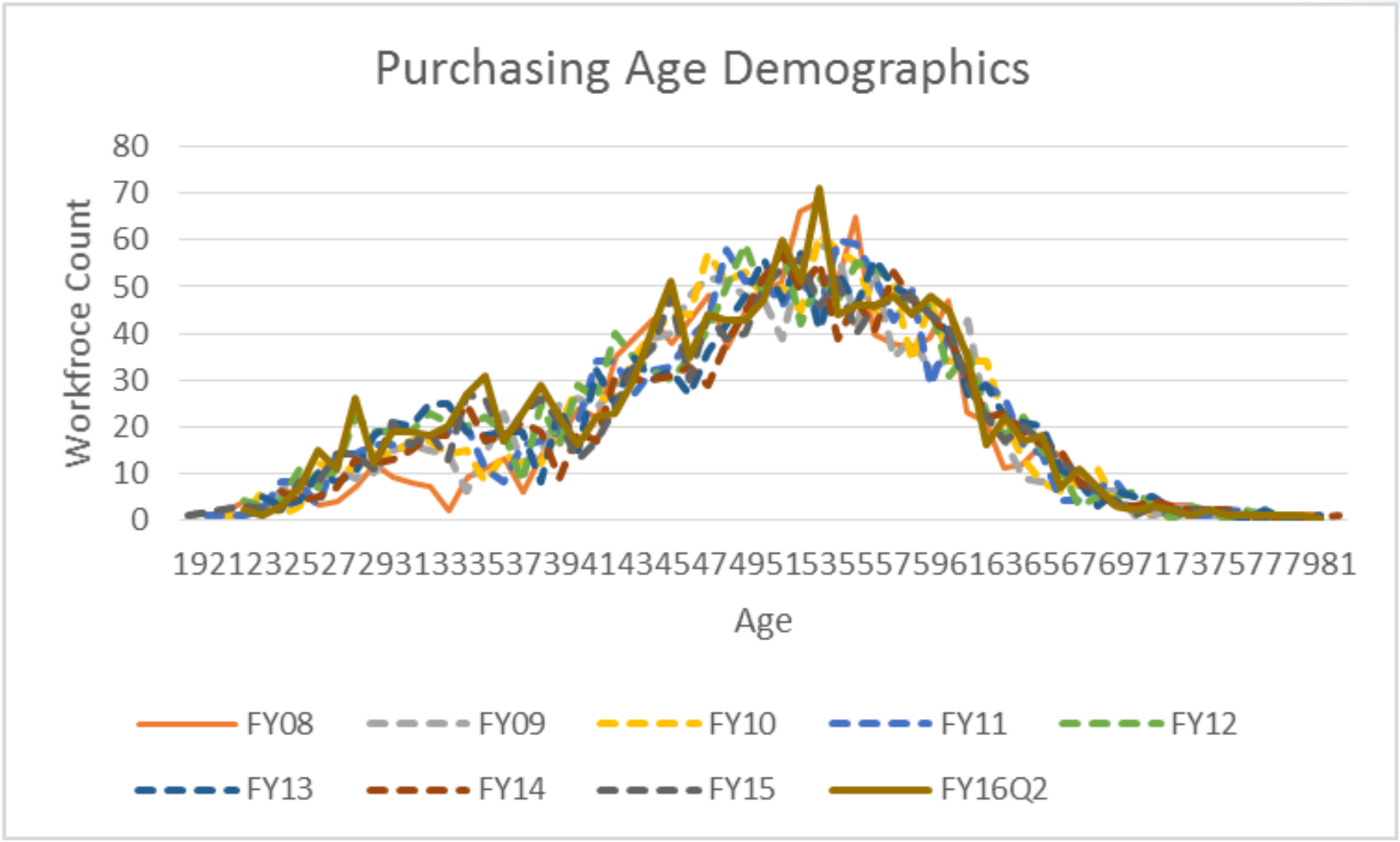
Gender	Purchasing TOTAL		Entire DAW	
Males	507	35.7%	110,062	69.6%
Females	841	59.2%	45,274	28.6%
Unspecified	73	5.1%	2,876	1.8%
TOTAL	**1,421**		158,212	

Purchasing Size by Occupational Series



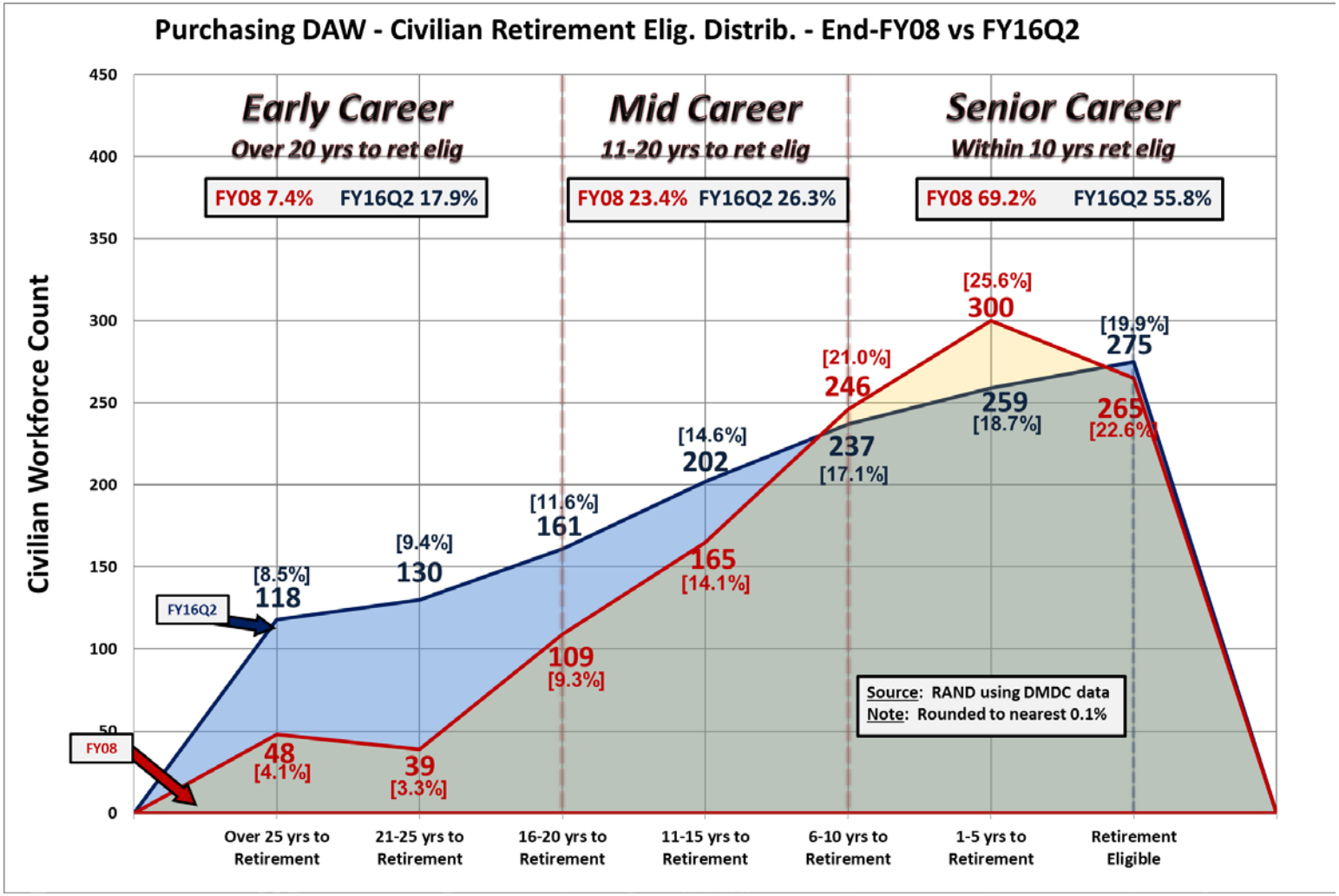
Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,296	*91.2%*
1101 - Business and Industry Specialist	47	*3.3%*
1106 - Procurement Clerk / Technician	16	*1.1%*
2210 - Information Technology Management Specialist	-	*0.00%*
0301 - Administration & Program Staff	5	*0.35%*
1102 - Contract Specialist	1	*0.07%*
0343 - Management and Program Analyst	4	*0.28%*
1910 - Quality Assurance Specialist	31	*2.18%*
2003 - Supply Management Specialist	1	*0.07%*
2001 - Supply Specialist	2	*0.14%*
Other	*18*	*1.27%*
TOTAL CIVILIAN	**1,421**	***Civilians***

Age Demographics



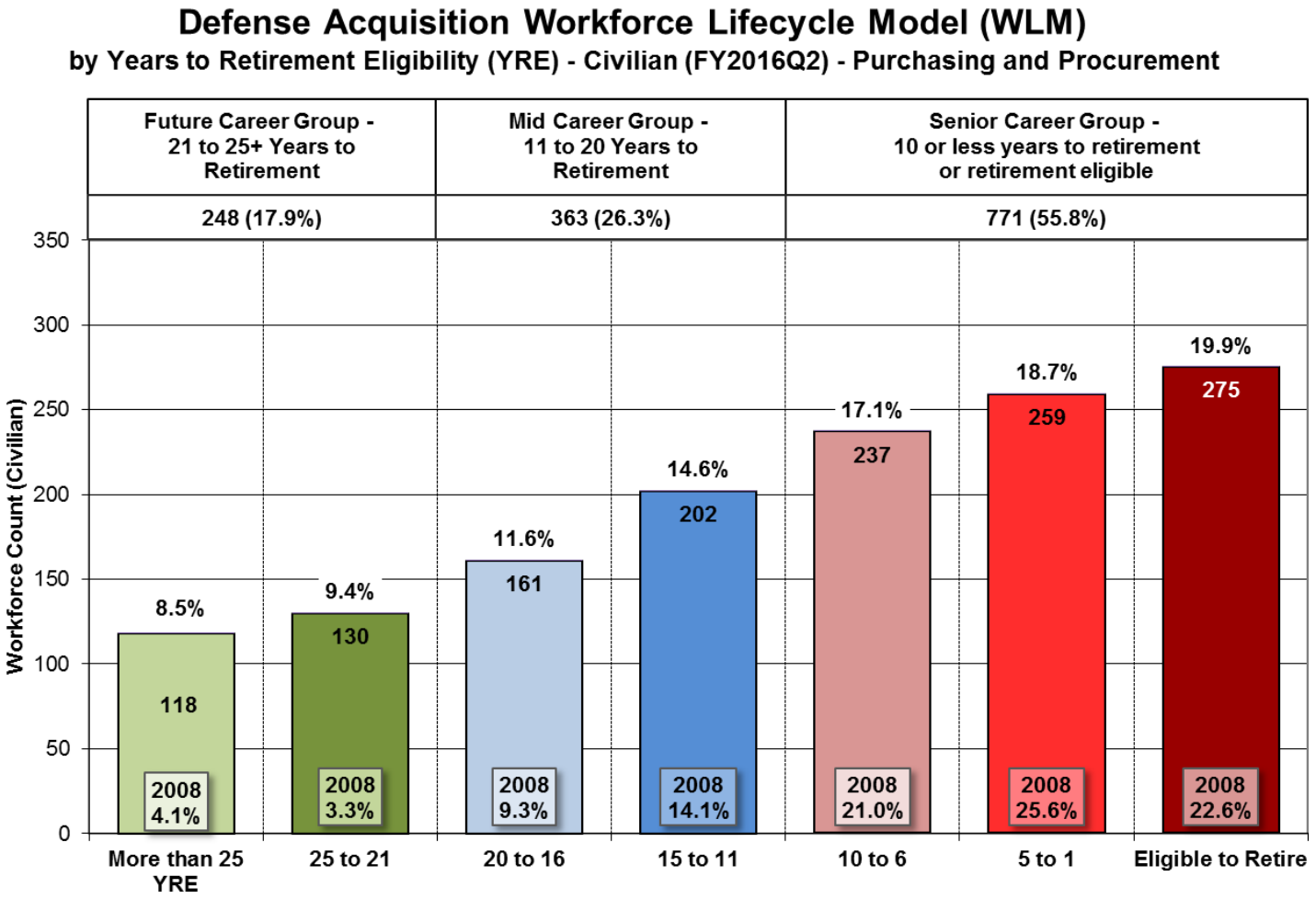
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides

Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



As of FY16Q2 (31 Mar 2016)

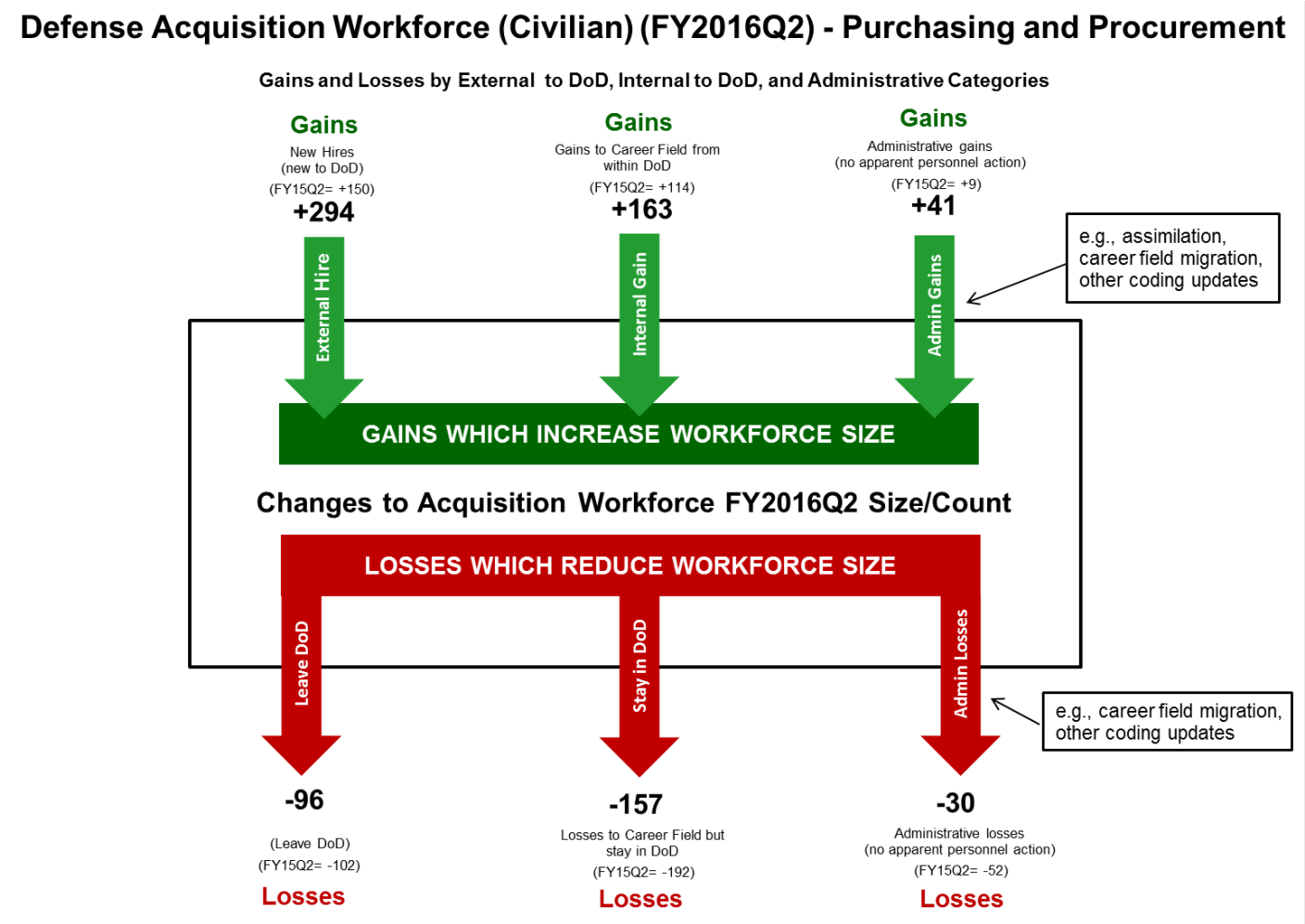
Purchasing Workforce Lifecycle Model by YRE



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

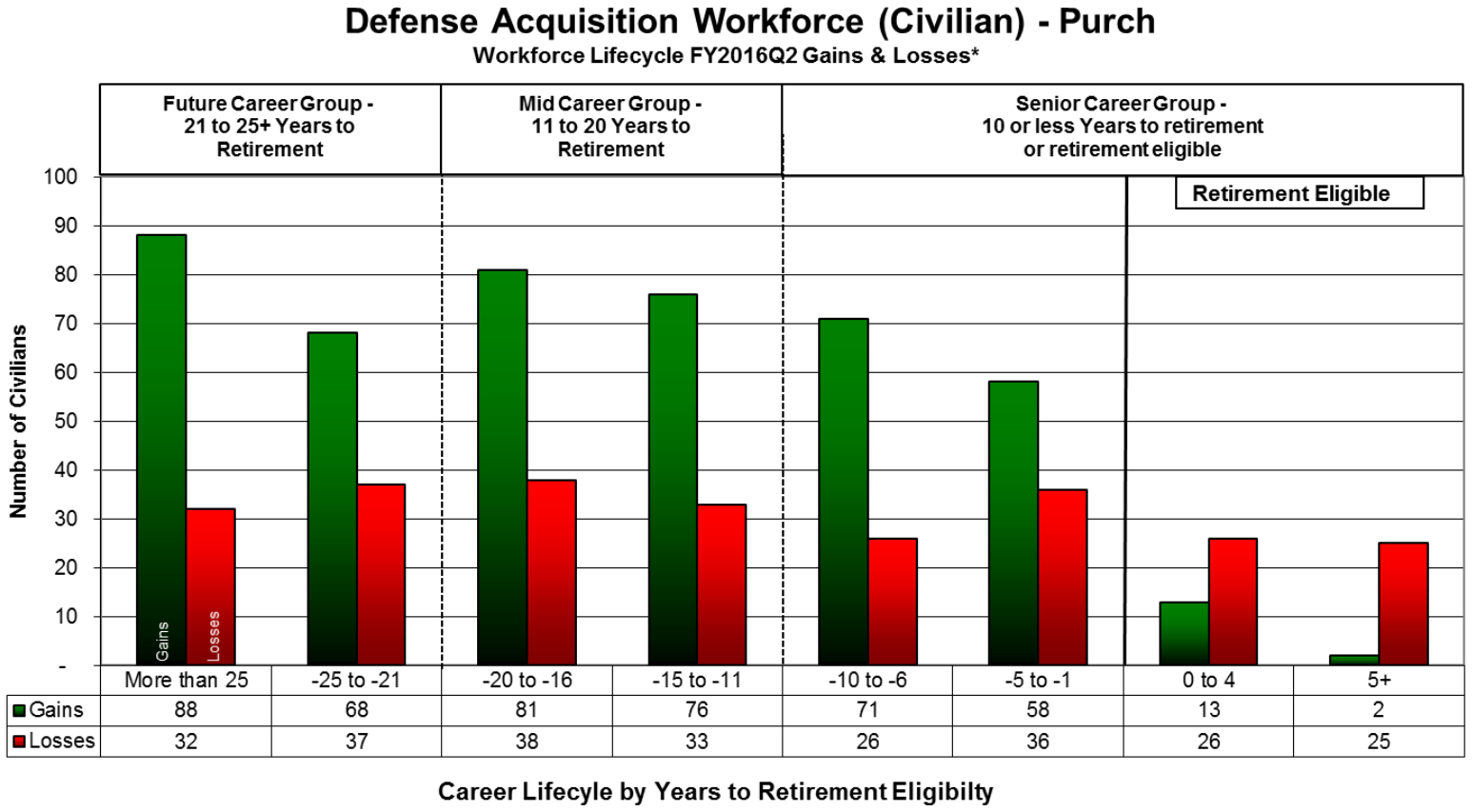
As of FY16Q2 (31 Mar 2016)

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



As of FY16Q2 (31 Mar 2016)

Purchasing Gains and Losses by YRE Groups

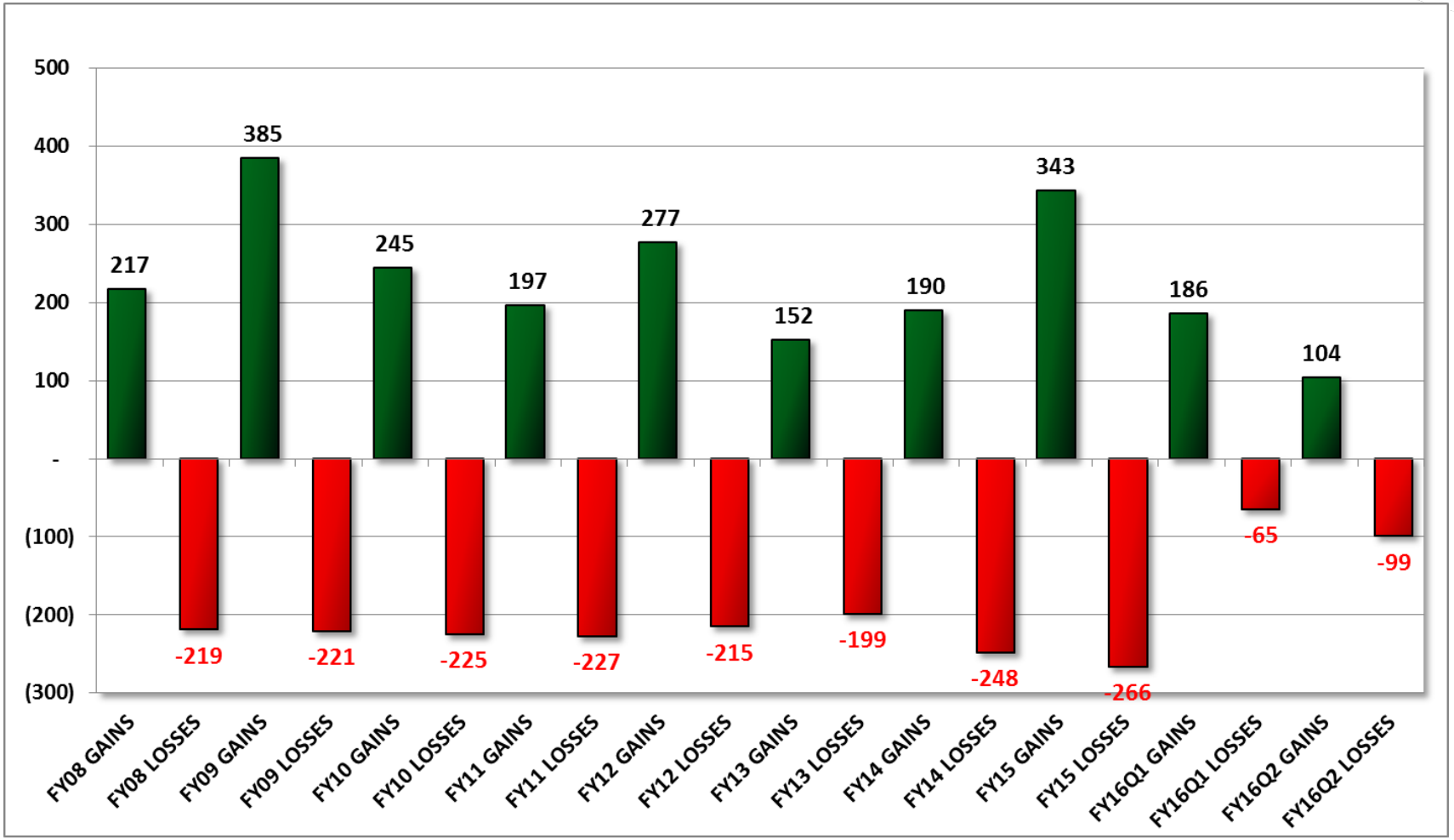


	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	88	68	81	76	71	58	13	2
Losses	32	37	38	33	26	36	26	25

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)
*Does not include administrative gains and losses

As of FY16Q2 (31 Mar 2016)

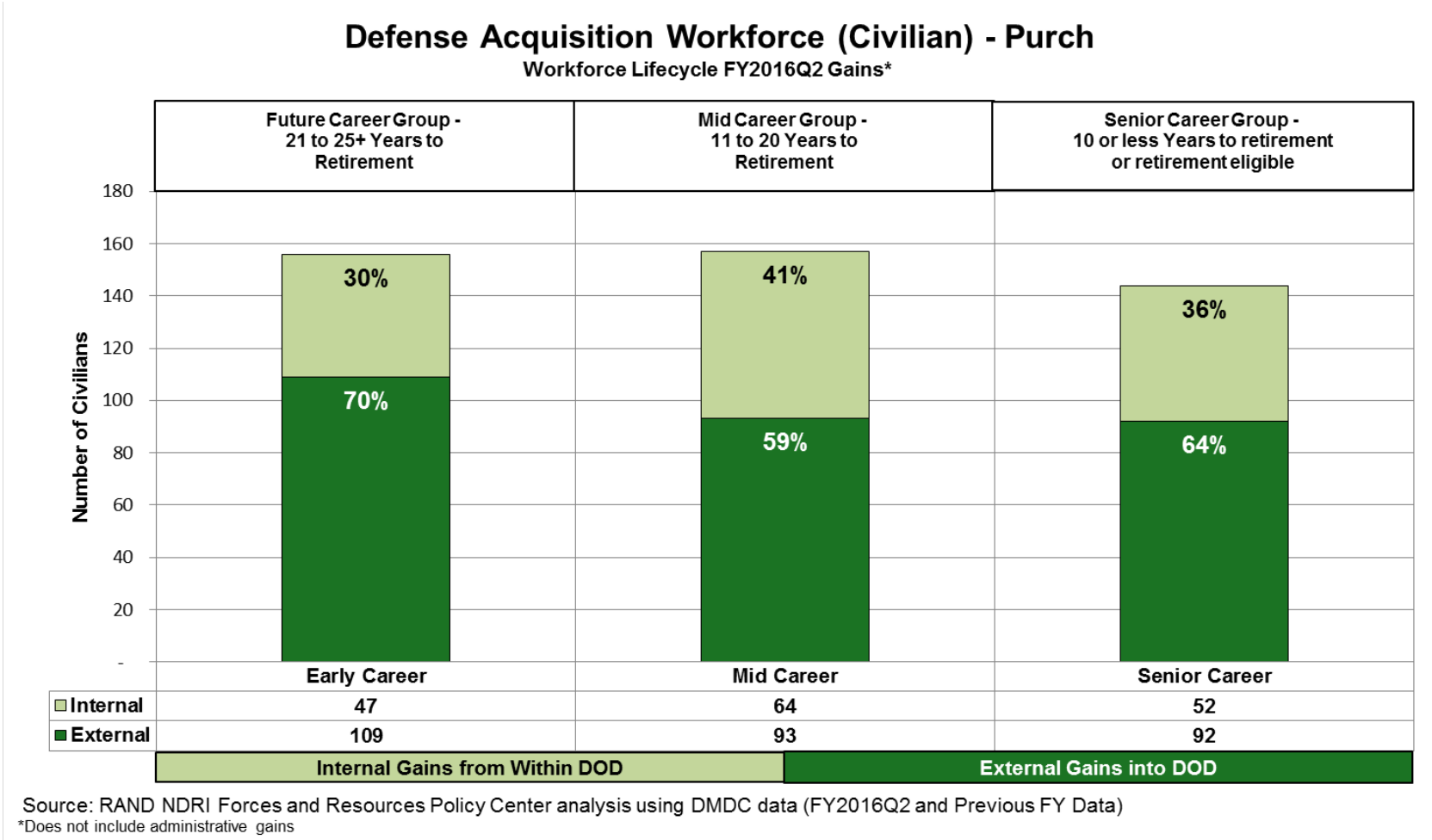
Purchasing
Historical Gains and Losses FY08 – FY16Q2



**Does not include Administrative gains and losses*

As of FY16Q2 (31 Mar 2016)

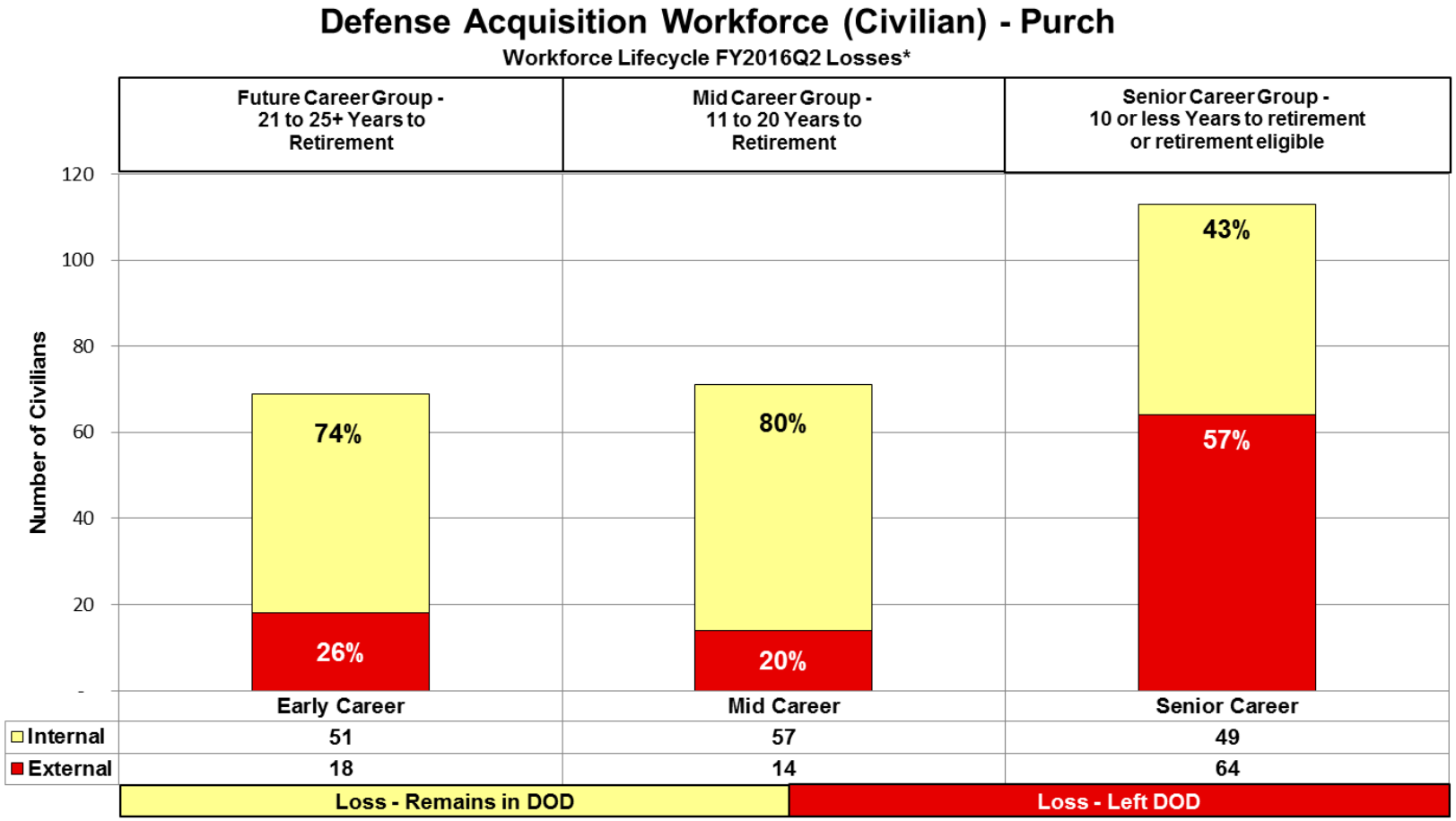
Purchasing Internal/External Gains % by Career Group



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)
*Does not include administrative gains

As of FY16Q2 (31 Mar 2016)

Purchasing Internal/External Loss % by Career Group



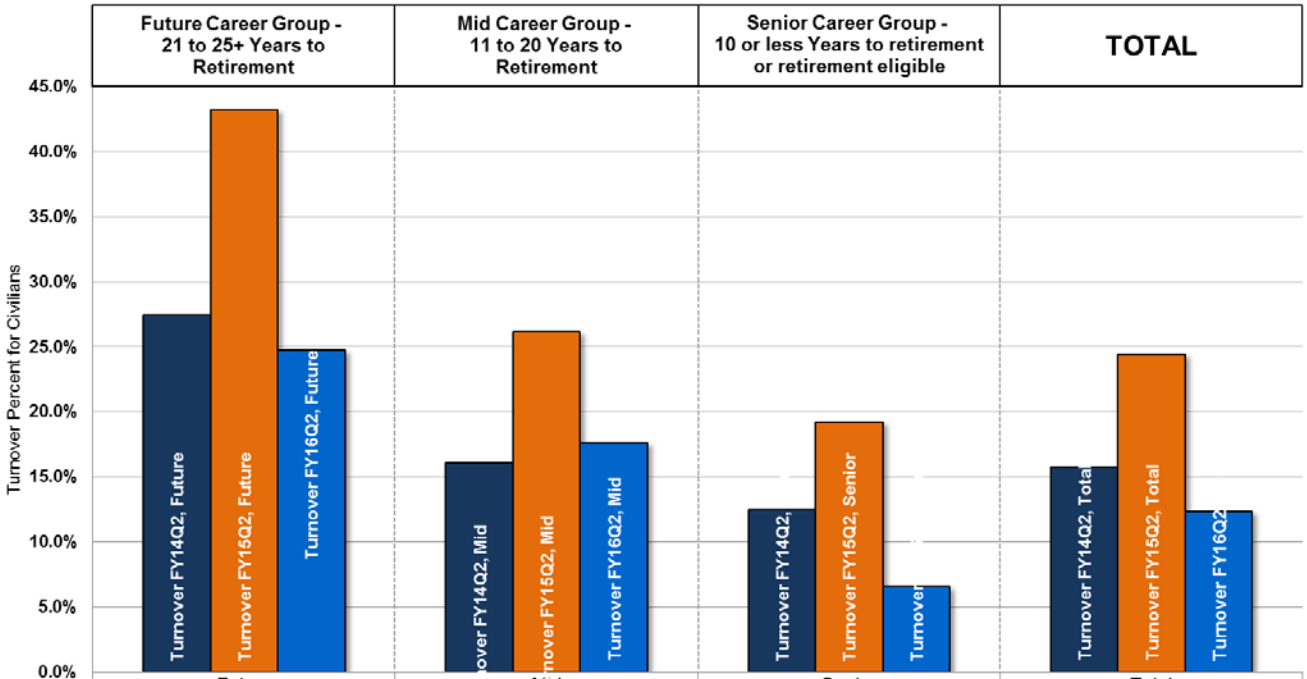
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative losses

As of FY16Q2 (31 Mar 2016)

Purchasing Turnover Rates by Career Group

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

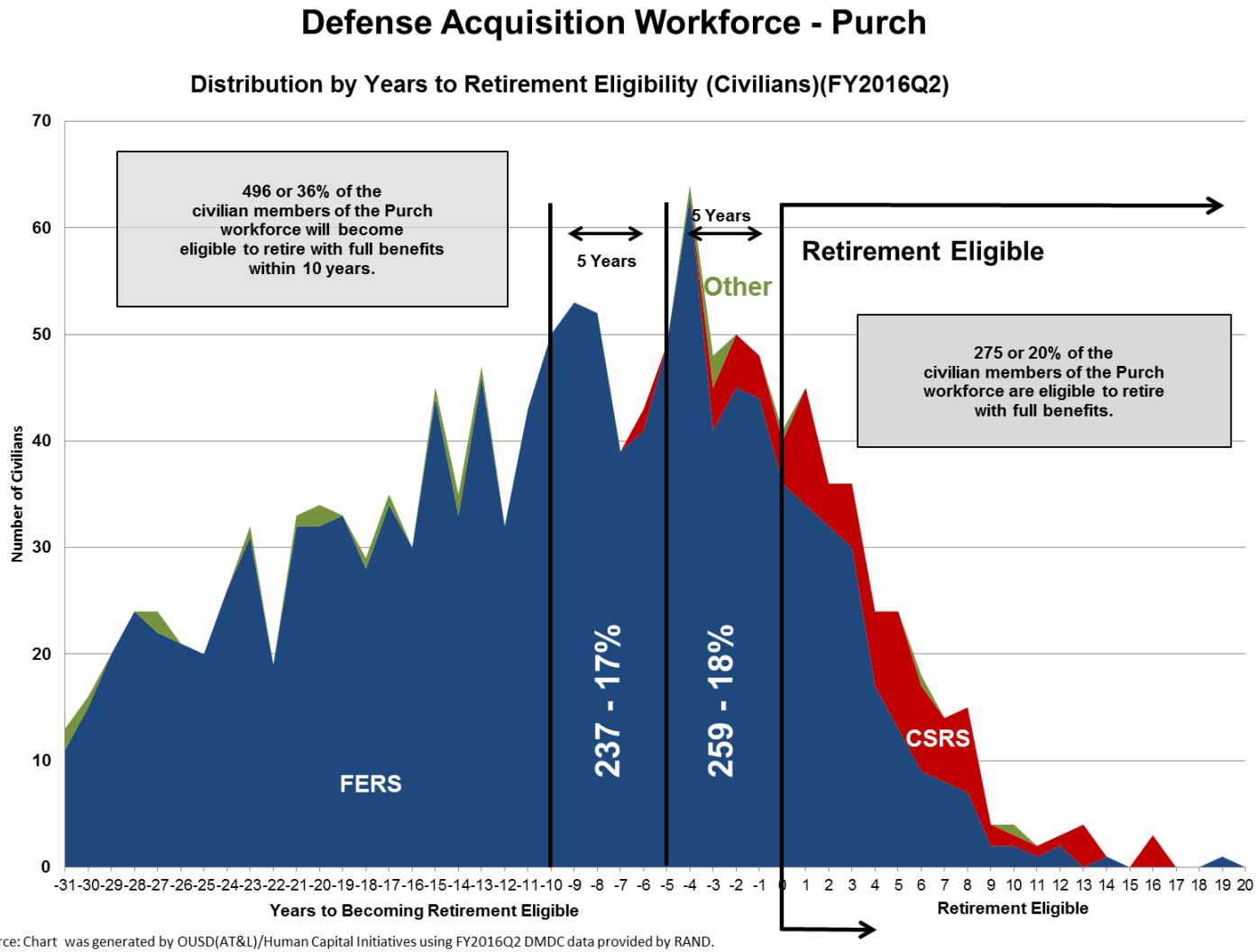


	Future	Mid	Senior	Total
Turnover FY14Q2	27.5%	16.1%	12.5%	15.7%
Turnover FY15Q2	43.3%	26.2%	19.2%	24.4%
Turnover FY16Q2	24.8%	17.6%	6.6%	12.3%

Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

Purchasing Civilian Distribution by Years to Retirement Eligibility



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

As of FY16Q2 (31 Mar 2016)

END