



Defense Acquisition Workforce Key Information

Audit

As of FY16Q3 (30 June 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. Bell Costa**
 - **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 Audit	FY 2008				FY2016Q3			
	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		3,638	125,879	4,042		4,042	158,508
Change in size from 2008	-		-	-	11%		11%	26%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	99%		99%	77%	97%		97%	83%
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%	90%		90%	74%
Level III Achieved	26%		26%	36%	35%		35%	43%
Position Certification Requirement Met or Exceeded	76%		76%	58%	90%		90%	76%
Within 24 Months of Certification Requirement	23%		23%	27%	10%		10%	21%
Does Not Meet Certification Requirement	1%		1%	14%	0%		0%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	53%		53%	62%	30%		30%	36%
Average Age	43.1		43.1	45.7	43.1		43.1	44.6
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)		-	20/23/57 (%)(Civ)	35/25/40(%)		-	25/24/51(%)
Average Years of Service	13.9		13.9	17.3	12.7		12.7	15.2
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	545(13%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	631(16%)	-	-	25,865(18%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	195/455	-	-	16,045/11,038

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q3 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 FY2016Q3 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Auditing Defense Acquisition Workforce count is 4,042, up from 3,638 in FY08, a total increase of 404
- 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 448(12%)
- The Agencies with the largest decreases, since FY08, are DoD IG, DLA, and DCMA, with decreases of 28(-97%), 8 (-100%), and 5 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Auditing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 89.8%; up from 76.1% in FY08
- The current Auditing Meets/Exceeds certification rate is up 13.7% from FY08
- The current Auditing Defense Acquisition Workforce DAWIA 24 month grace period rate is 9.9%; down from 23.3% in FY08
- The current Auditing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 0.3%; down from 0.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

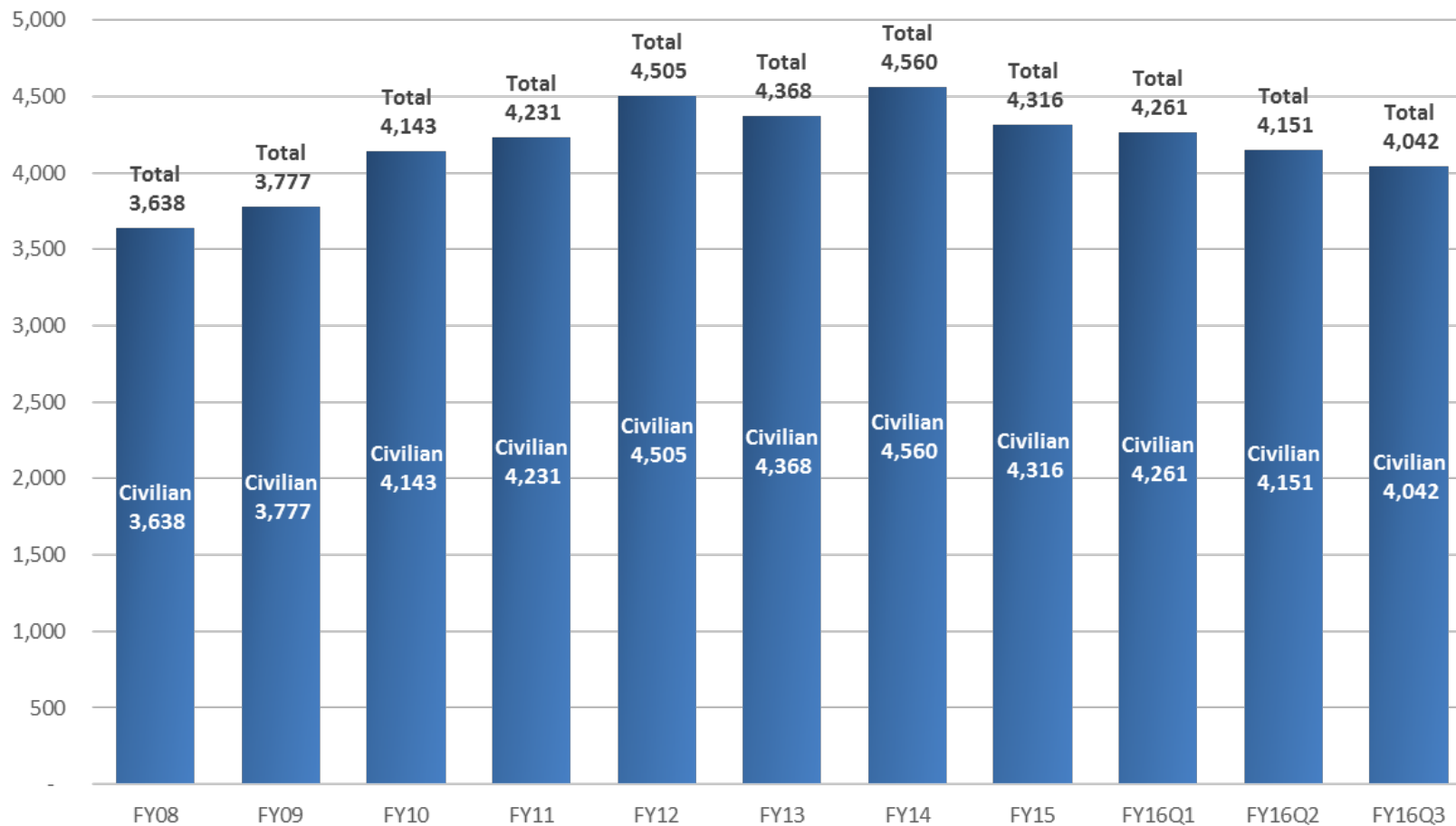
- Senior Career Group 39.8% (1,608) (10 years or less to retirement eligibility or retirement eligible)
- 13.5% (545) are currently eligible to retire, up From 13.2% in FY08
- Mid Career Group 24.9% (1,008) (11 to 20 years to retirement), 20.7% in FY08
- Early Career Group 35.3% (1,425) (21 to 25+ years to retirement), down from 36.1% in FY08



Total Workforce

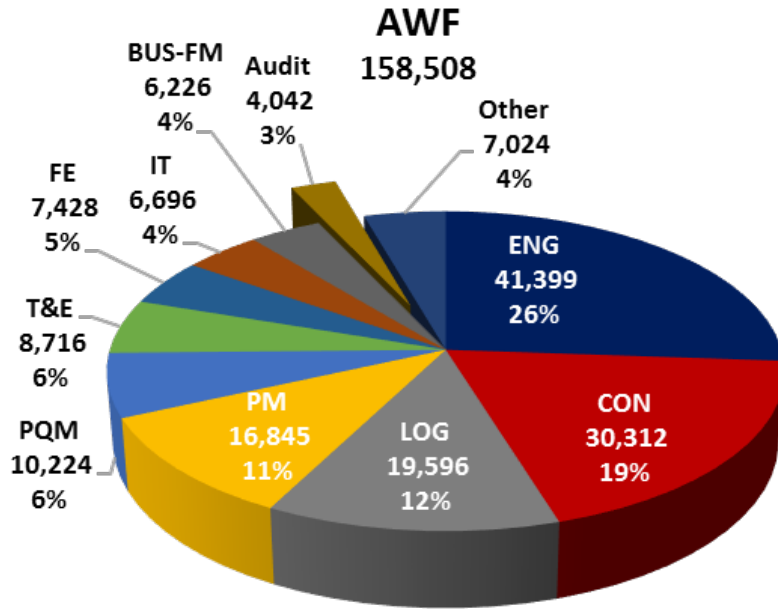


Audit





AWF by Component and Career Field



AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
FY16Q3						
Auditing	-	-	-	4,042	4,042	2.6%
Business - CE	244	576	455	84	1,359	0.9%
Business - FM	1,709	2,035	1,888	594	6,226	3.9%
Contracting	7,904	6,308	8,236	7,864	30,312	19.1%
Engineering	9,061	21,549	8,686	2,103	41,399	26.1%
Facilities Engineering	1,557	5,510	283	78	7,428	4.7%
Information Technology	1,669	2,975	1,192	860	6,696	4.2%
Life Cycle Logistics	7,105	6,451	3,126	2,914	19,596	12.4%
Production, Quality and Man	1,368	3,016	379	5,461	10,224	6.5%
Program Management	3,227	6,395	5,536	1,687	16,845	10.6%
Property	48	65	14	267	394	0.2%
Purchasing	309	486	72	591	1,458	0.9%
S&T Manager	442	528	2,680	123	3,773	2.4%
Test and Evaluation	1,910	3,419	3,004	383	8,716	5.5%
Unknown/Other	7	2	-	31	40	0.03%
FY16Q3 Totals (as of 6-30-2016)	36,560	59,315	35,551	27,082		
Component %	23.1%	37.4%	22.4%	17.1%	158,508	



Audit Workforce Historical Size by Component FY05 – FY16Q3

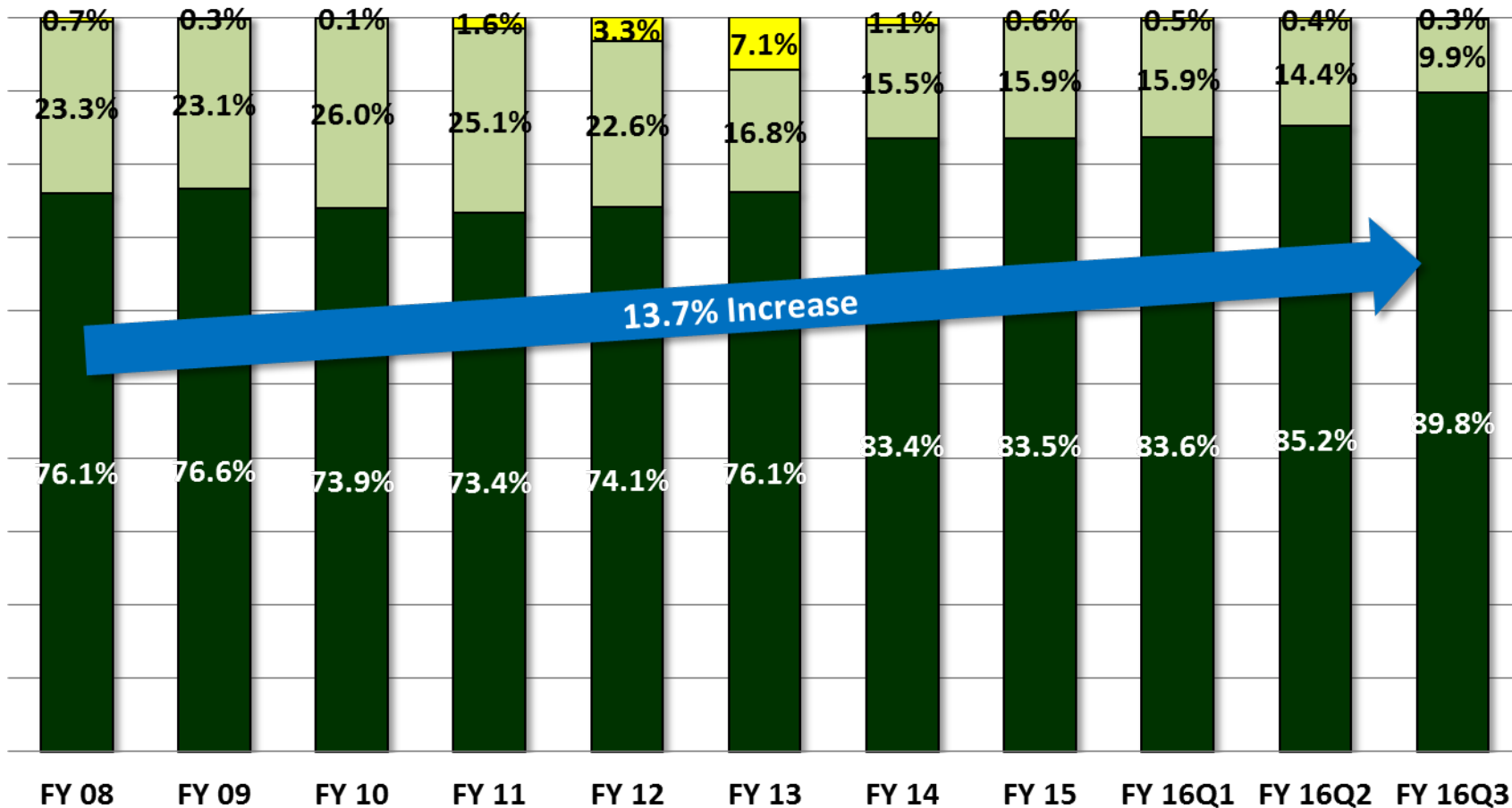


Auditing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	4	2	-	-	-	-	-	-	-	-	-	-	-	-		
DoN	-	-	-	-	-	1	-	-	-	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
DCMA	1	-	13	5	-	-	-	-	-	1	-	-	-	-	-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	4,150	4,041	12%	-6%
MDA	-	-	-	-	-	-	-	-	1	1	-	-	-	-		
DISA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-100%	
NRO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OSD	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-100%	
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	1	2	-	-	1	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	24	1	29	2	1	1	-	-	1	1	2	1	1	-97%	0%
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
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	4,151	4,042	↑	↓
															11.1%	-6.3%



Audit Historical DAWIA Certification FY08 – FY16Q3

Auditing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

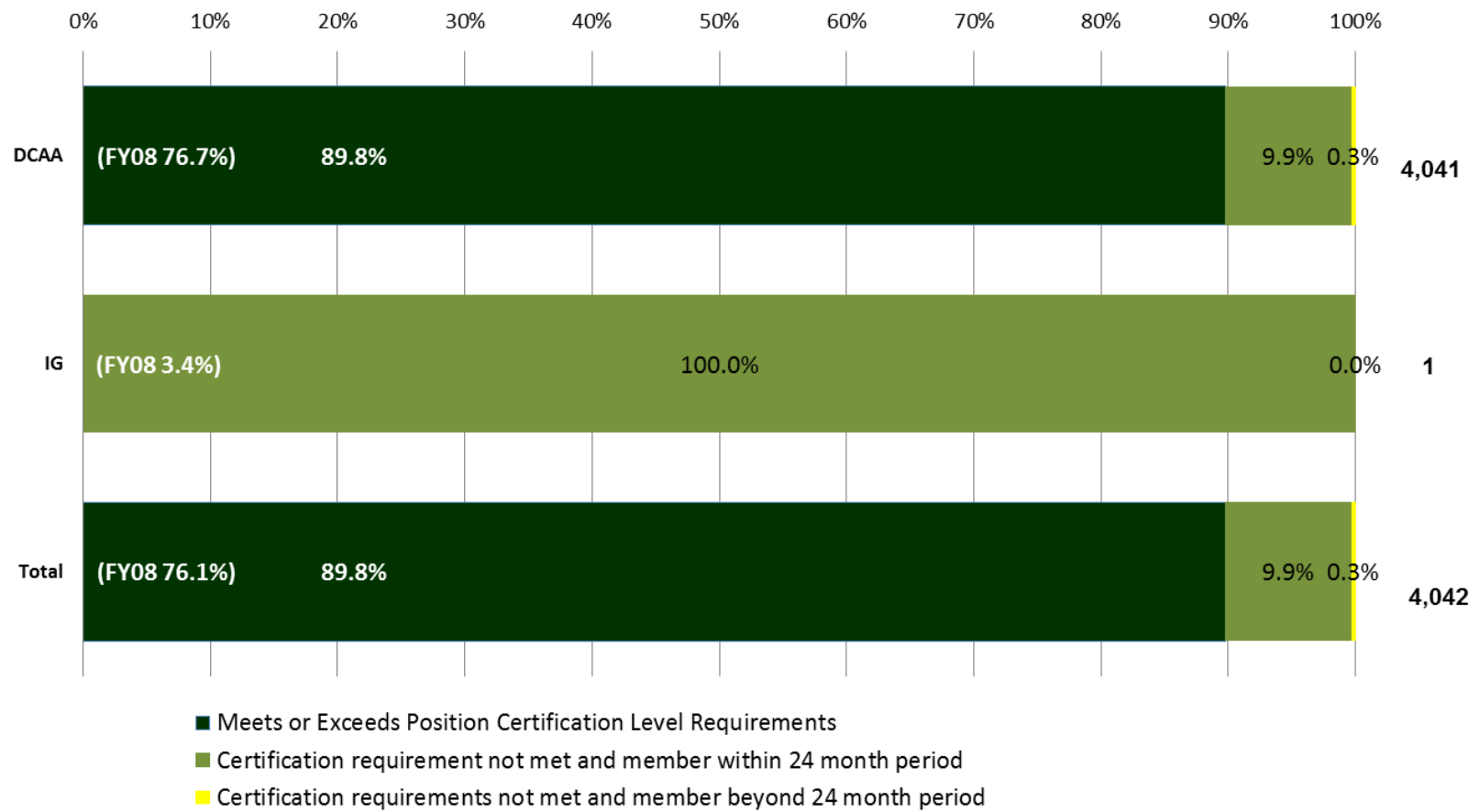
* Rounded to nearest 0.1%



Audit DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Audit (FY16Q3)

Acquisition Workforce Component





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
	Required Certification Level	No Level Achieved	Level I	Level II		
Level I		70	2	-	72	2.8%
Level II		113	190	2,192	2,768	89.1%
Level III		12	4	25	1,202	96.6%
<i>Unspecified</i>		-	-	-	-	
FY16Q3 TOTAL		195	196	2,217	4,042	89.8%
		4.8%	4.8%	54.8%	35.5%	

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,609	13.0%	
Army	5,195	14.2%	
DoN	7,274	12.3%	
Air Force	6,428	18.2%	
4th Estate	1,712	6.3%	
Audit	273	6.8%	10 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2	70	-	72	1.8%
Level II	2,465	302	1	2,768	68.5%
Level III	1,161	28	13	1,202	29.7%
<i>Unspecified</i>	-	-	-	-	0.0%
Audit TOTAL	3,628	400	14	4,042	
	89.8%	9.9%	0.3%		

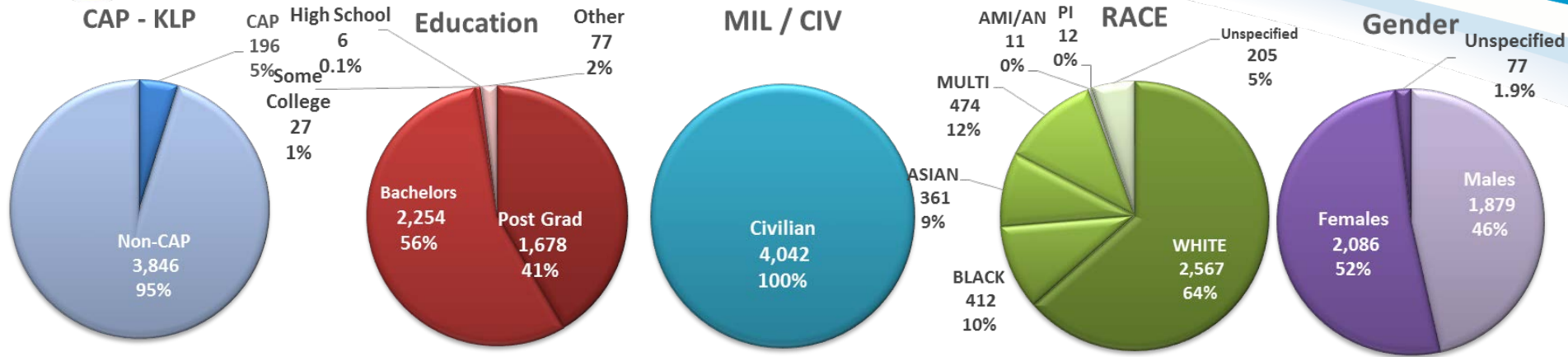
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Auditing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,138
Critical Acquisition Positions (CAPs)	196	15,694
Non-CAP Positions	3,846	141,676
TOTAL	4,042	158,508

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

Highest Level of Education	Auditing TOTAL	Entire DAW
Post Grad	1,678	62,129
Bachelors	2,254	69,413
Some College	27	11,837
High School	6	12,478
Other	77	2,651
TOTAL	4,042	158,508

Military / Civilian	Auditing TOTAL	Entire DAW
Civilian	4,042	142,987
Military	-	15,521
TOTAL	4,042	158,508

Race	Auditing TOTAL	Entire DAW
WHITE	2,567	117,004
BLACK	412	18,850
ASIAN	361	10,260
MULTI	474	3,415
AMI/AN	11	860
PI	12	759
Unspecified	205	7,360
TOTAL	4,042	158,508

Gender	Auditing TOTAL	Entire DAW
Males	1,879	110,710
Females	2,086	45,575
Unspecified	77	2,223
TOTAL	4,042	158,508



Audit Size by Occupational Series



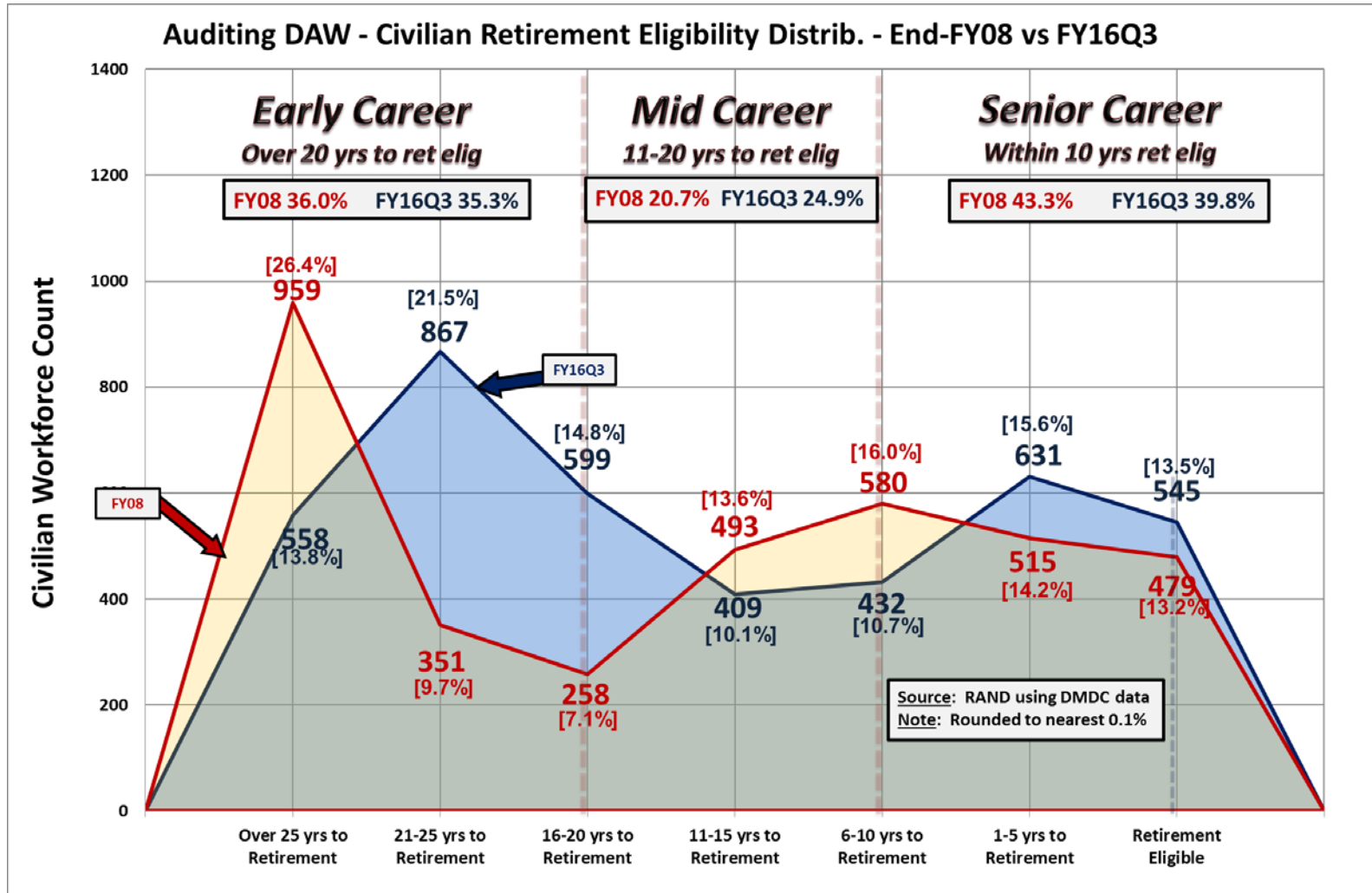
Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,042	100.00%
TOTAL CIVILIAN	4,042	Civilians



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



Audit Civilian Retirement Eligibility Distribution – FY08 / FY16Q3

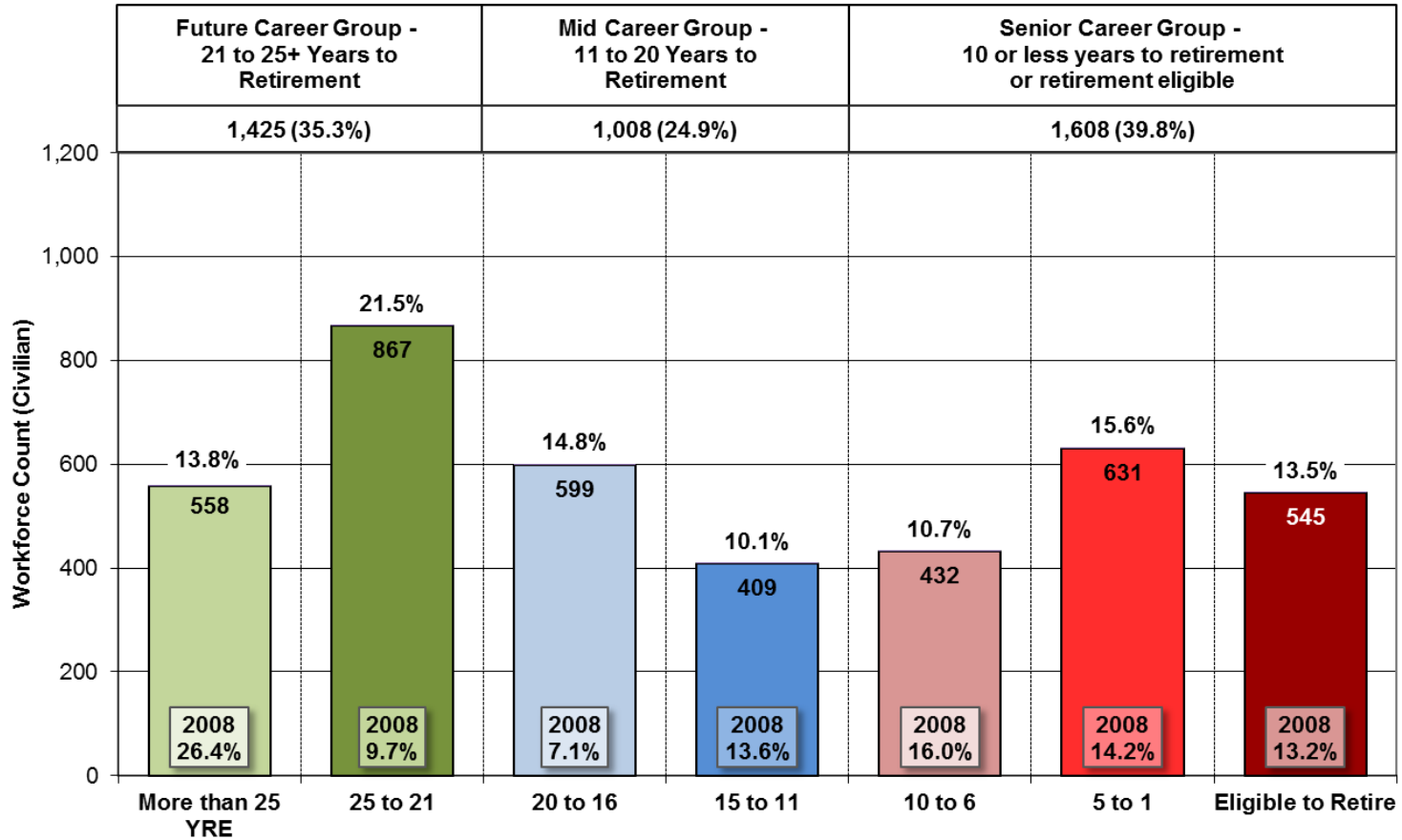


As of FY16Q3 (30 Jun 2016)



Audit Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q3) - Audit



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q3) DMDC data provided by RAND.

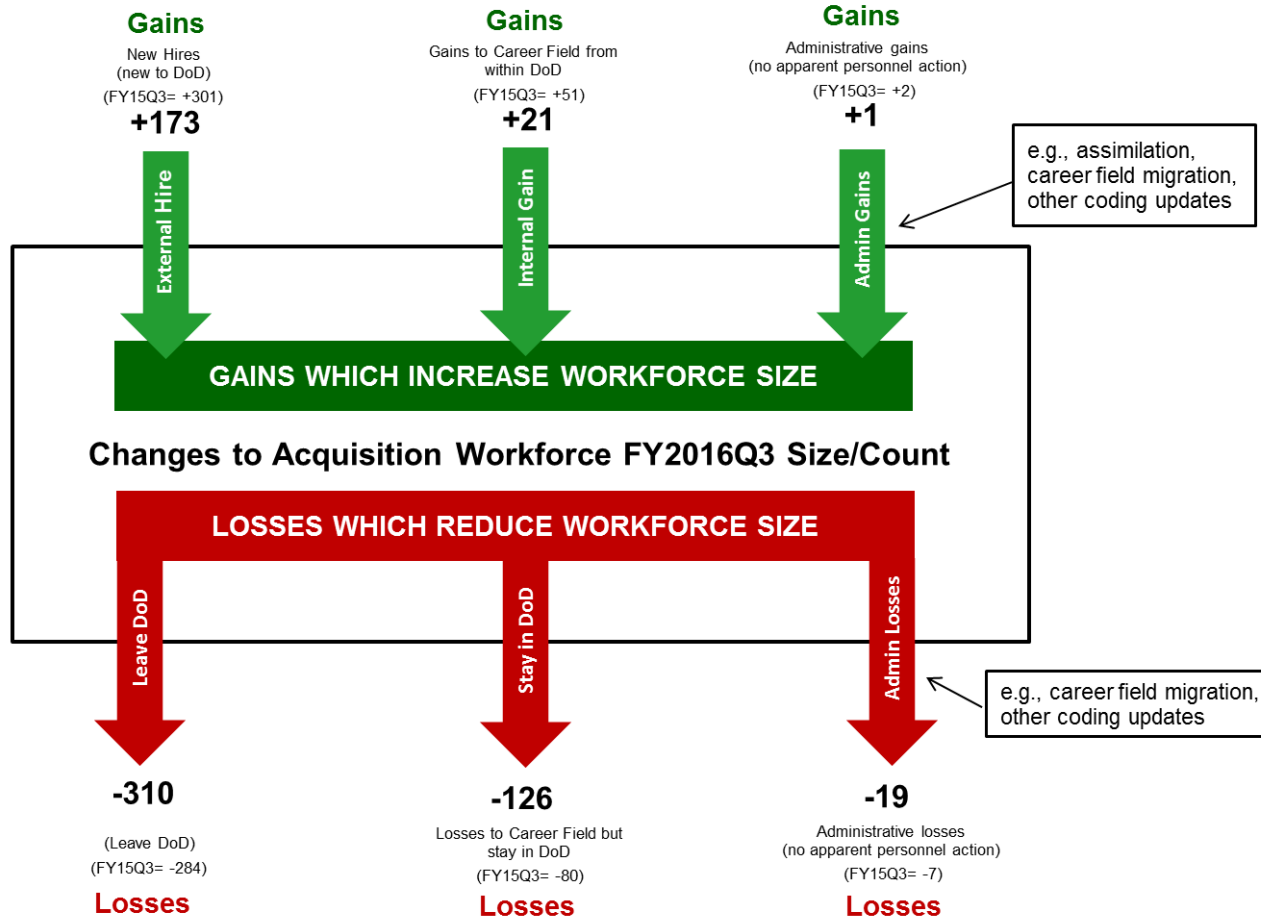


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q3) - Audit

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



Data Source: RAND NDRI Forces and Resources Policy Center

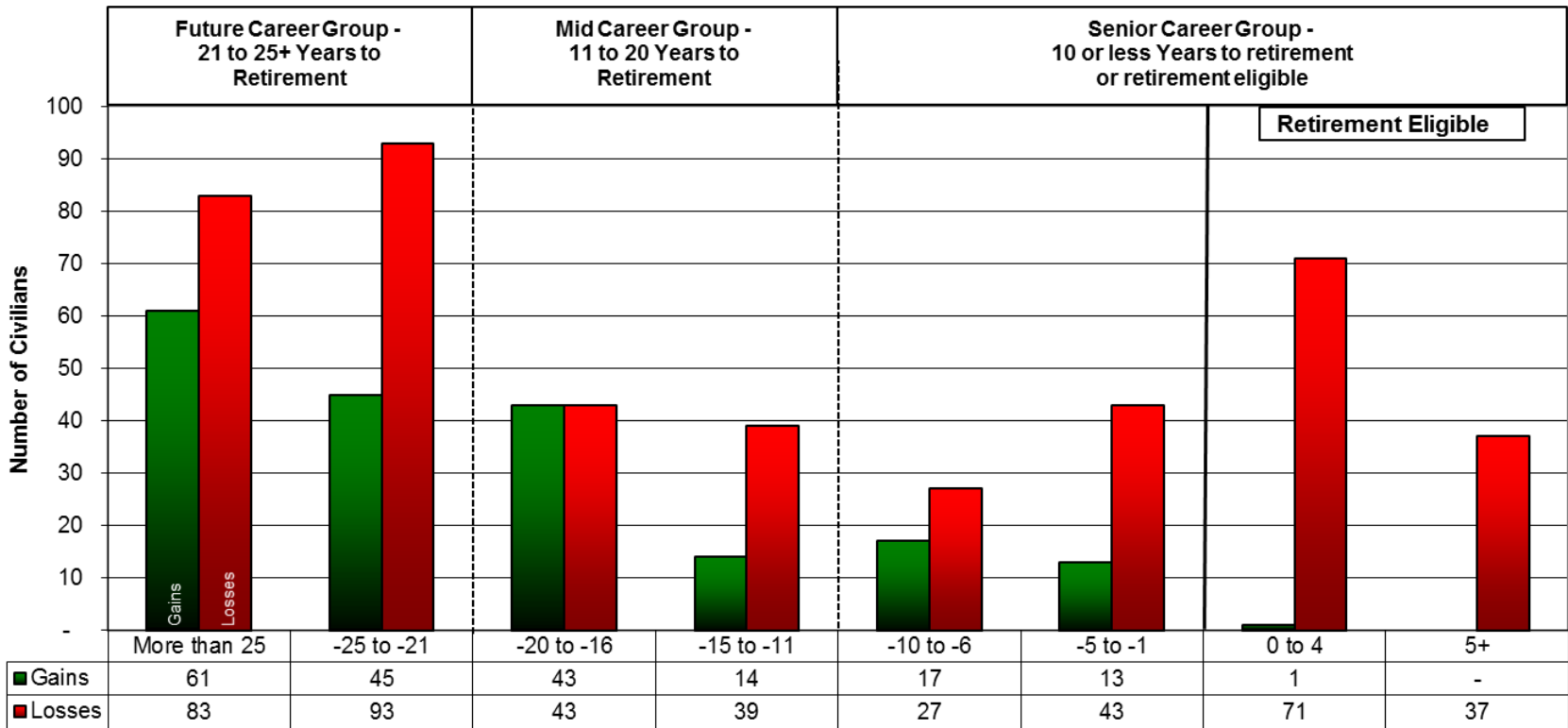


Audit Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q3 Gains & Losses*



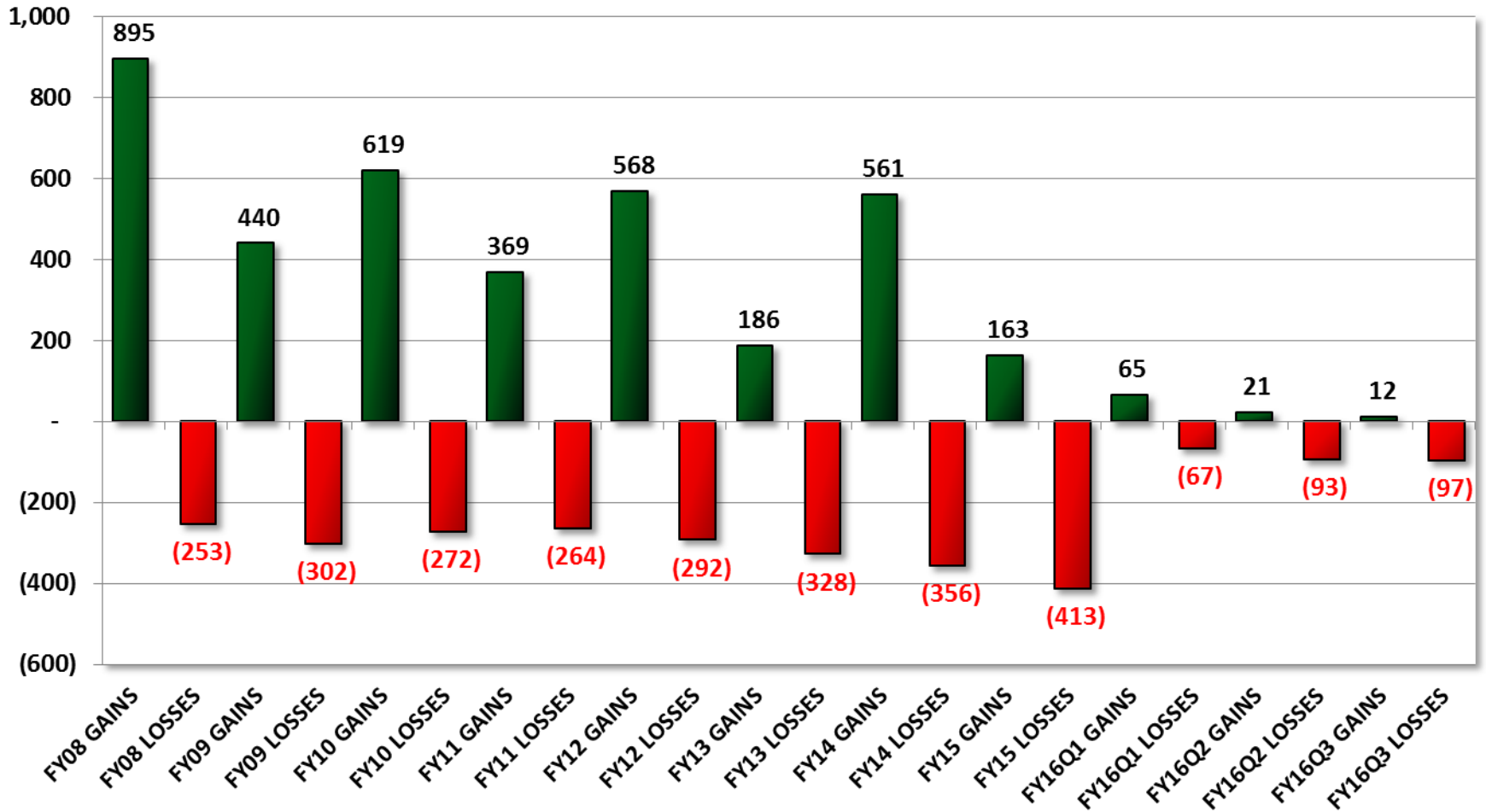
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses



Audit Historical Gains and Losses



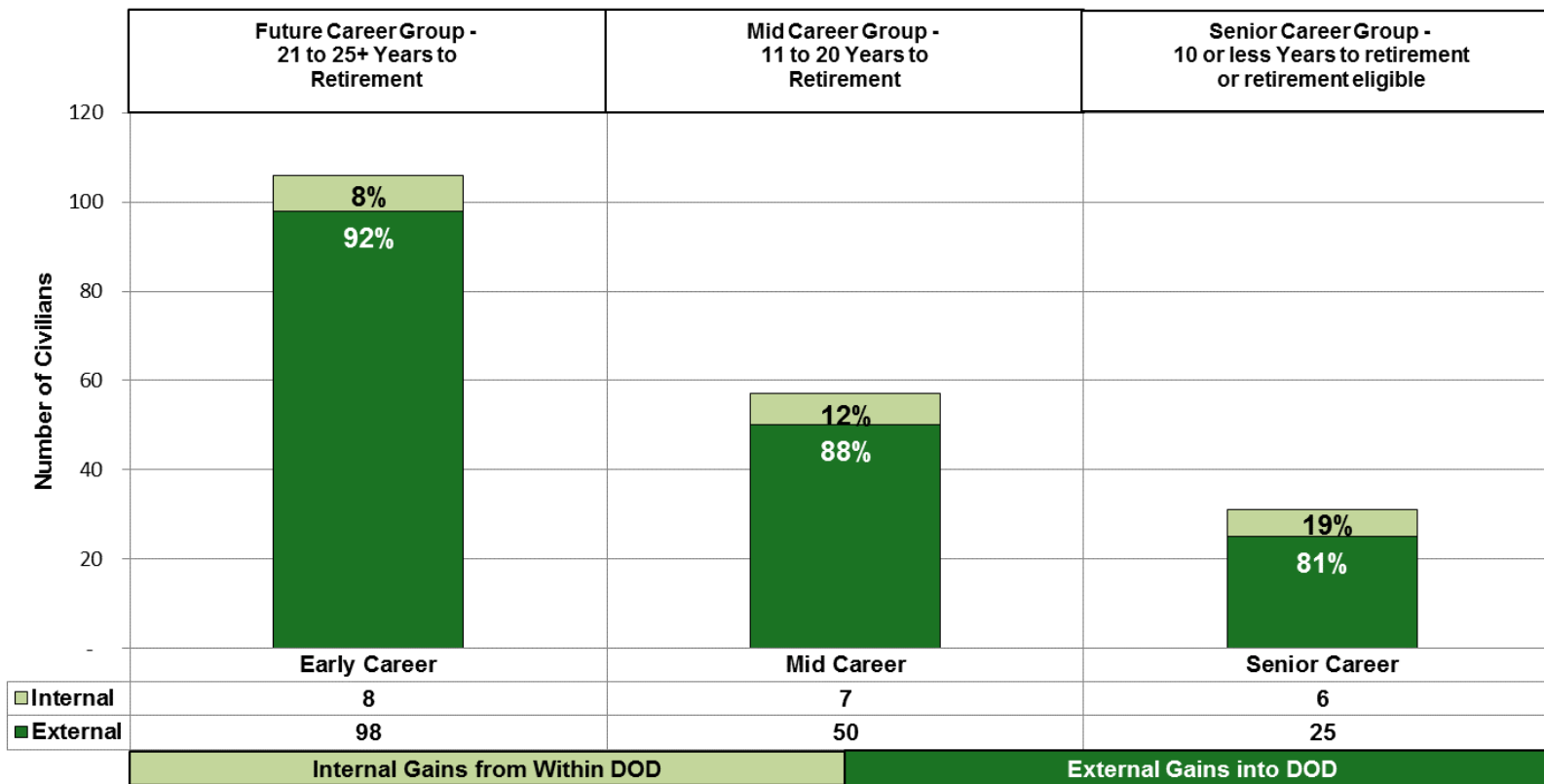
As of FY16Q3 (30 Mar 2016)



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q3 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

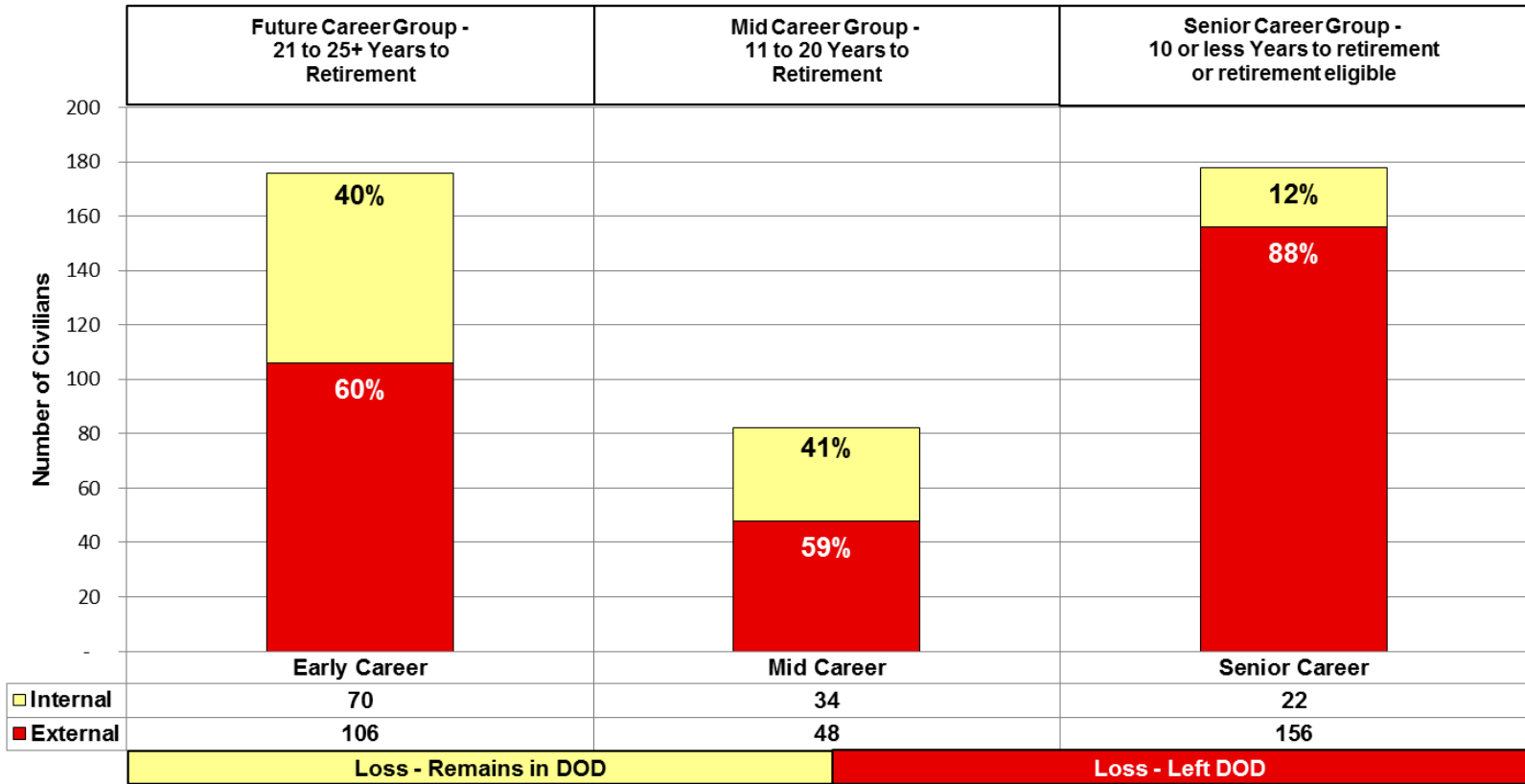
*Does not include administrative gains



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q3 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

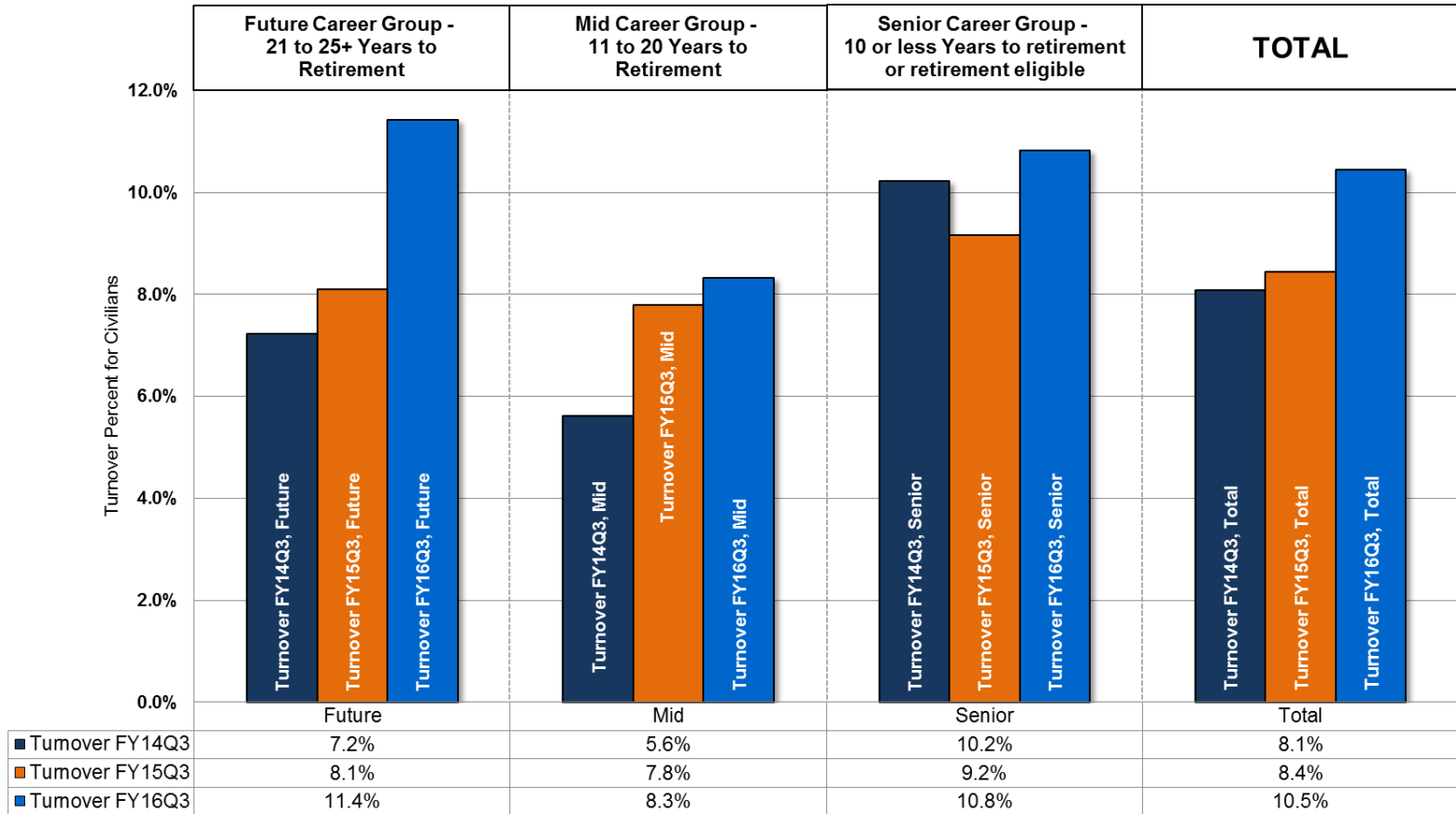
*Does not include administrative losses



Audit Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - Audit (Civilian) (FY14Q3, FY15Q3, FY16Q3)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

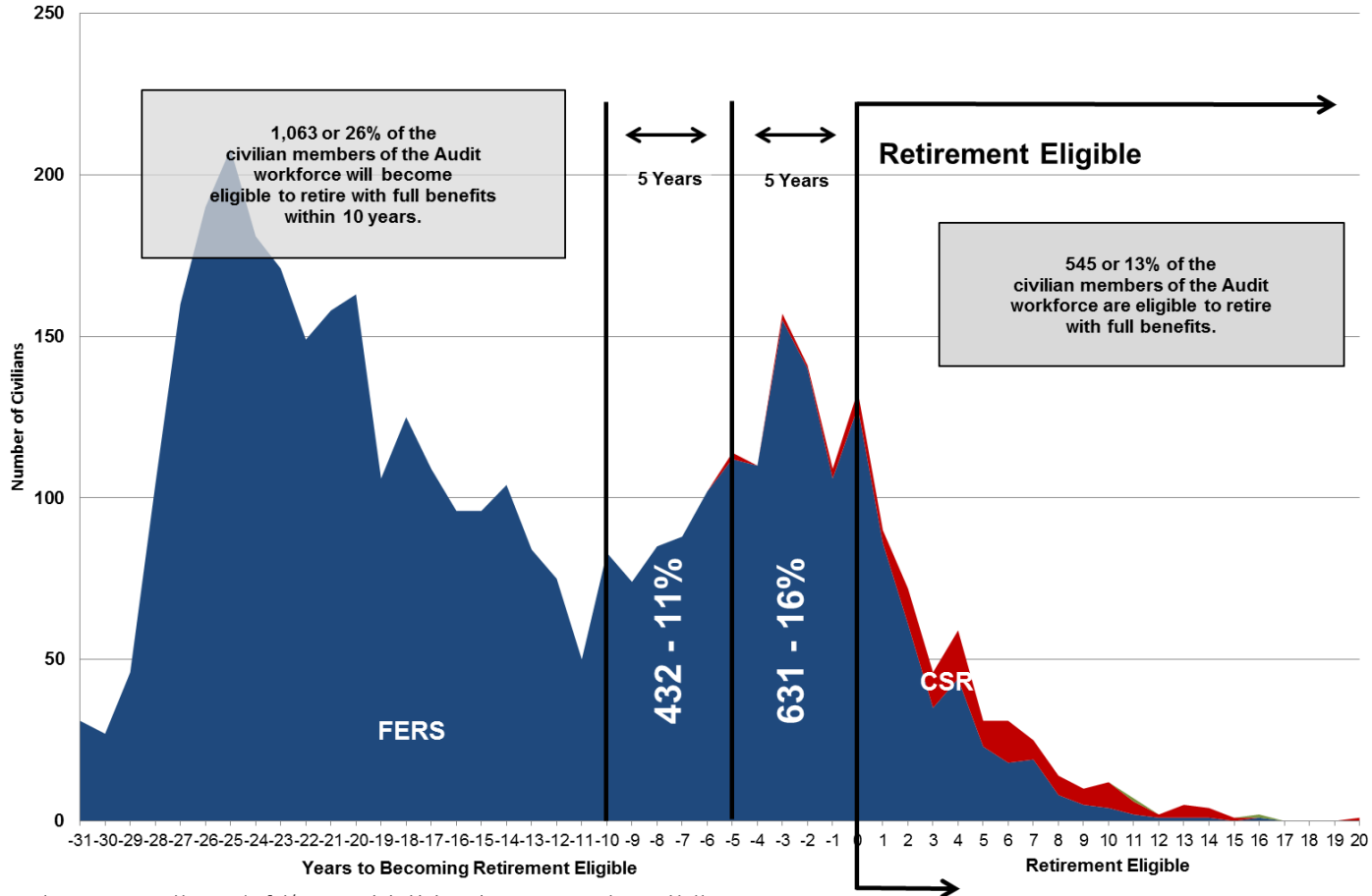


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q3)



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

As of FY16Q3 (30 Jun 2016)



END