



Defense Acquisition Workforce Key Information

Business

As of FY16Q3 (30 June 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://hci.dau.mil/inf_sum.html
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Bell Costa**
 - **HCI Data/Analysis**
 - **Mrs. Adrienne Evertson (adrienne.evertson@hic.mil)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Business	FY 2008				FY2016Q3			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	7,357	228	7,585	158,508
Change in size from 2008	-	-	-	-	8%	-7%	7%	26%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	79%	95%	79%	83%
Graduate Degree	21%	44%	22%	29%	37%	53%	38%	39%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	82%	35%	81%	85%
Level II or Higher Achieved	43%	28%	43%	61%	71%	16%	70%	74%
Level III Achieved	30%	14%	30%	36%	42%	6%	41%	43%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	71%	19%	70%	76%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	24%	76%	25%	21%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	5%	5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	35%	1%	34%	36%
Average Age	47.4	37.3	47.0	45.7	44.9	32.0	44.5	44.6
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%) (Civ)	27/26/47(%)	-	-	25/24/51(%)
Average Years of Service	19.2	13.2	19.0	17.3	15.1	10.2	14.9	15.2
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,161(16%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,232(17%)	-	-	26,095(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	1,030/875	-	-	17,638/10,727

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 Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count is 7,585 up from 7,085 in FY08, a total increase of 500
- The Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count was at its highest point (8,261) in FY11, and its lowest point (7,085) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and MDA, with increases of 813 (53%), 676(35%), and 193 (214%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, and DLA, with decreases of 1,397 (-42%), and 5 (-71%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

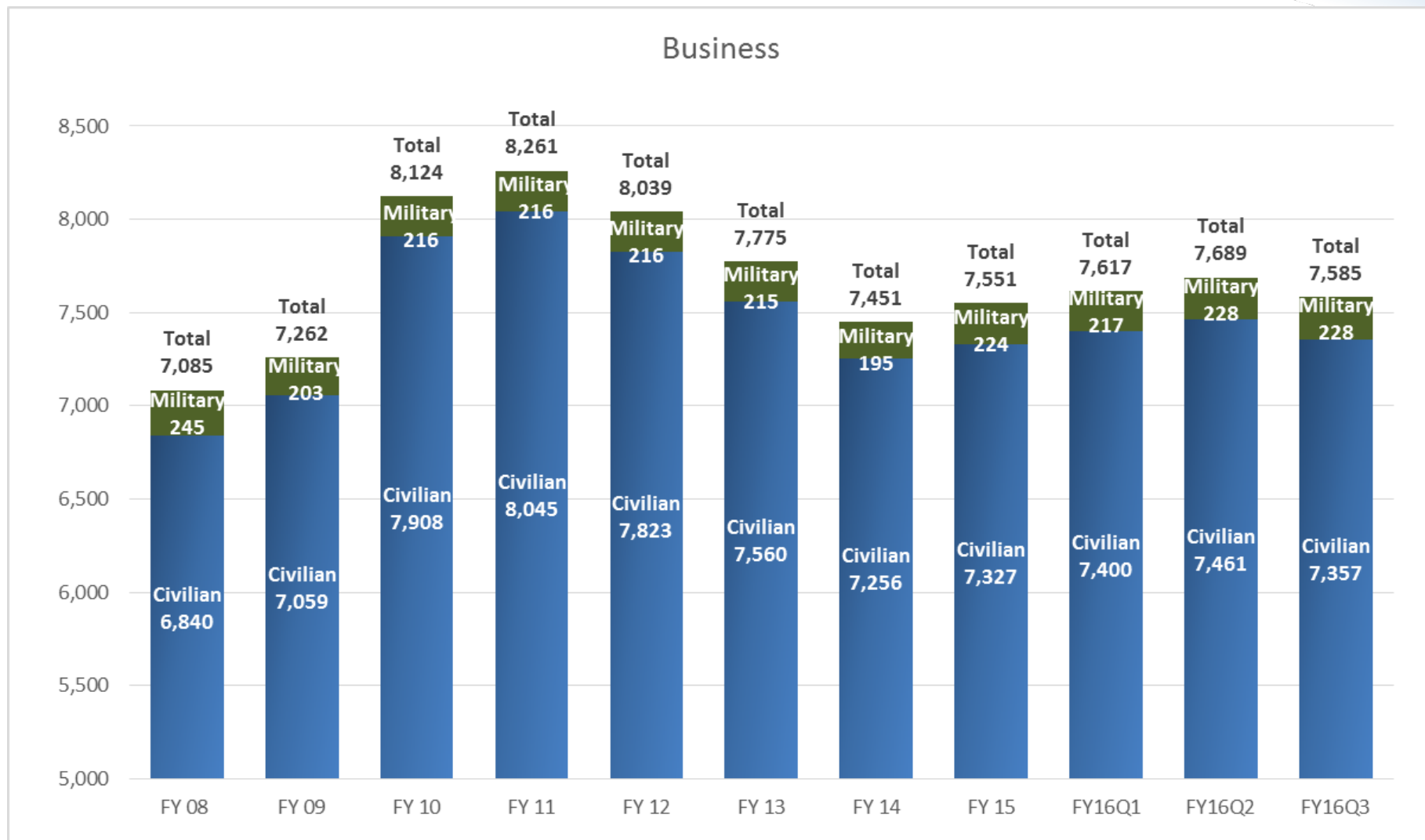
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 69.8%; up from 41.2% in FY08
- The current Business - CE + FM Meets/Exceeds certification rate is up 28.6% from FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA 24 month grace period rate is 25.1%; down from 30.8% in FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.1%; down from 28.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 47% (3,453) (10 years or less to retirement eligibility or retirement eligible)
- 15.8% (1,161) are currently eligible to retire
- Mid Career Group 26% (1,910) (11 to 20 years to retirement), 22.3% in FY08
- Early Career Group 27% (1,980) (21 to 25+ years to retirement), ↑ from 17.7% in FY08



Total Historic Workforce

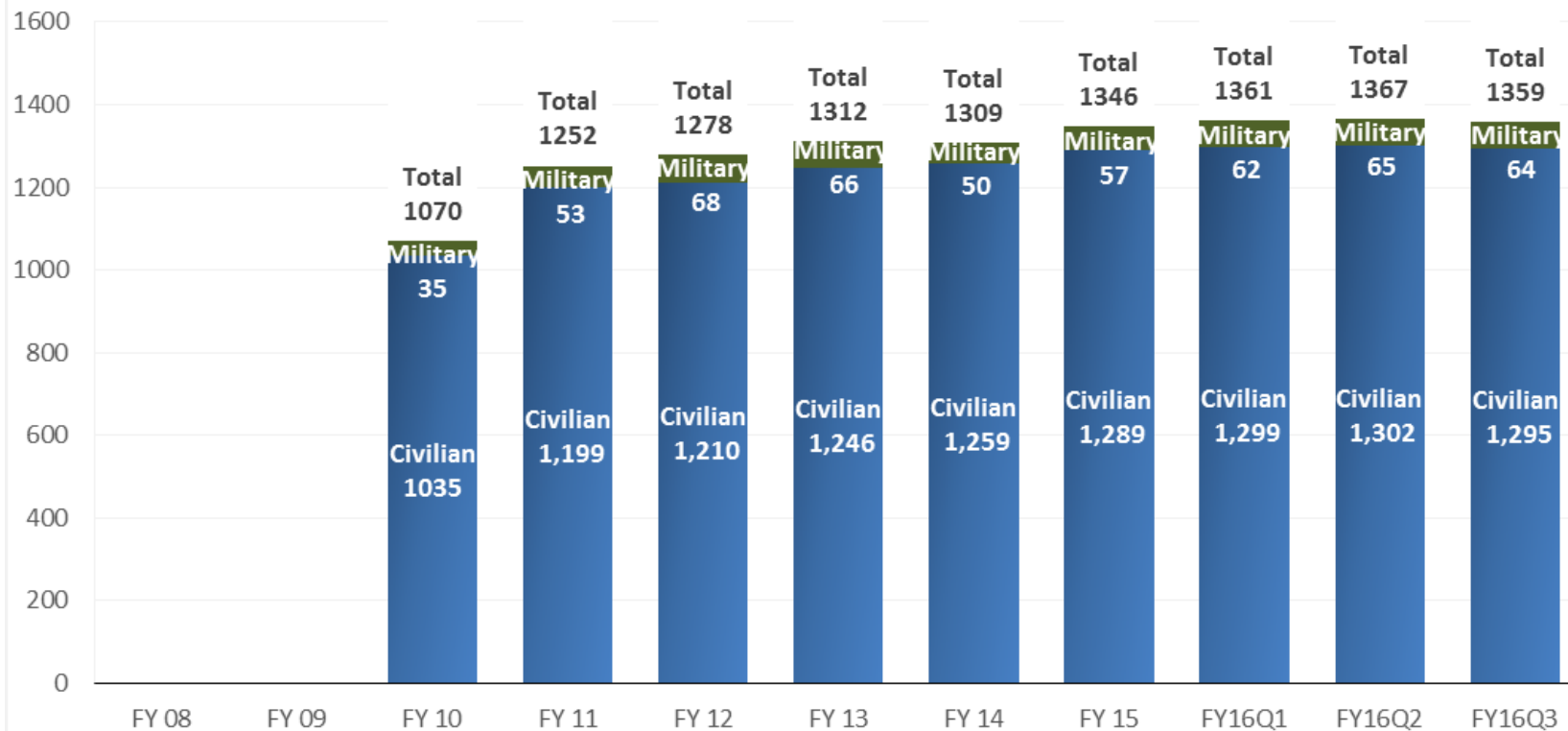




Total Historic Workforce

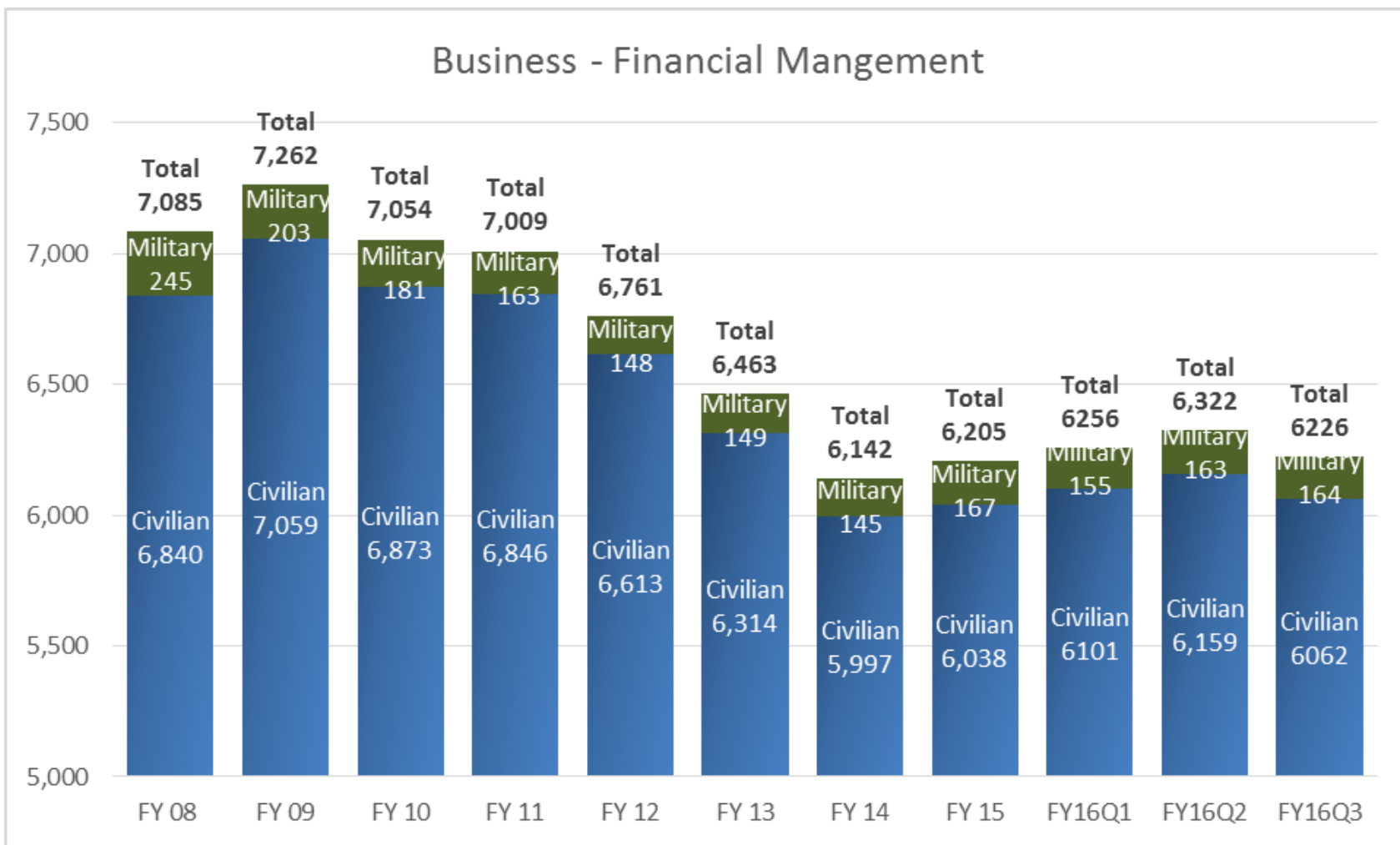


Business - Cost Estimating



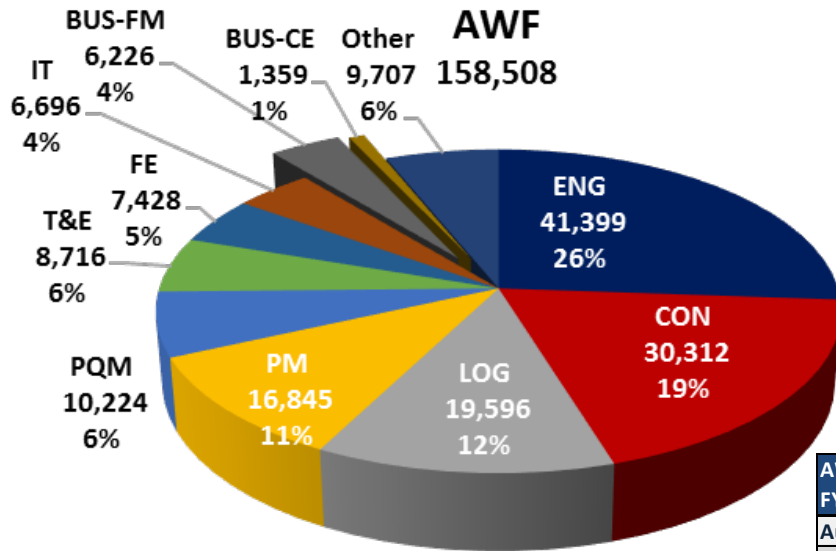


Total Historic Workforce





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



Business Workforce Historical Size by Agency FY05 – FY16Q3



Business (Cost Est & Fin Mgt)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,016	1,906	1,951	1,950	1,953	-42%	2%
DoN	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,427	2,570	2,611	2,625	2,611	35%	2%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,288	2,398	2,386	2,432	2,343	53%	-2%
DCMA	18	30	48	46	112	153	166	192	227	219	219	209	197	191	315%	-13%
DLA	-	-	21	7	6	2	2	7	5	4	1	2	2	2	-71%	100%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	244	263	265	298	293	277	278	278	283	214%	2%
DISA	6	11	19	17	9	12	15	14	12	20	18	16	18	17	0%	-6%
DHA	-	-	1	6	5	19	29	26	25	33	21	21	23	23	283%	10%
DTRA	1	68	62	48	53	64	62	65	70	79	71	71	74	73	52%	3%
DAU	24	27	-	25	33	37	48	53	44	39	37	37	38	36	44%	-3%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	17	17		
OSD	3	3	2	14	7	11	17	14	14	12	14	14	14	14	0%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	8	9	9		13%
DeCA	-	-	-	-	-	-	-	-	1	3	2	1	2	3		50%
WHS	-	1	1	-	-	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	1	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	4	5	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	1	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	1	-	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-	-	-		
TOTAL	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,451	7,551	7,617	7,689	7,585	↑	↑
															7%	0%



Business CE Workforce Historical Size by Agency FY05 – FY16Q3



Business - CE	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY10	% Change Since FY15
Defense Acq Workforce																
ARMY	-	-	-	-	-	270	280	267	262	250	244	250	245	244	-10%	0%
DoN	-	-	-	-	-	450	499	512	534	548	570	569	572	576	28%	1%
AIR FORCE	-	-	-	-	-	300	417	429	432	438	454	462	467	455	52%	0%
DCMA	-	-	-	-	-	2	2	2	4	2	5	4	5	4	100%	-20%
DLA	-	-	-	-	-	-	-	1	2	1	-	-	-	1		
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	-	-	-	41	34	48	60	54	53	54	55	58	41%	9%
DISA	-	-	-	-	-	1	4	4	4	4	8	8	8	7	600%	-13%
DHA	-	-	-	-	-	1	4	4	5	3	2	4	4	4	300%	100%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	-	-	5	12	11	8	8	7	7	8	7	40%	0%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OSD	-	-	-	-	-	-	-	-	1	1	3	3	3	3		0%
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	-	-	-	-	-	1,070	1,252	1,278	1,312	1,309	1,346	1,361	1,367	1,359	↑ 26%	↑ 1%



Business FM Workforce Historical Size by Agency FY05 – FY16Q3



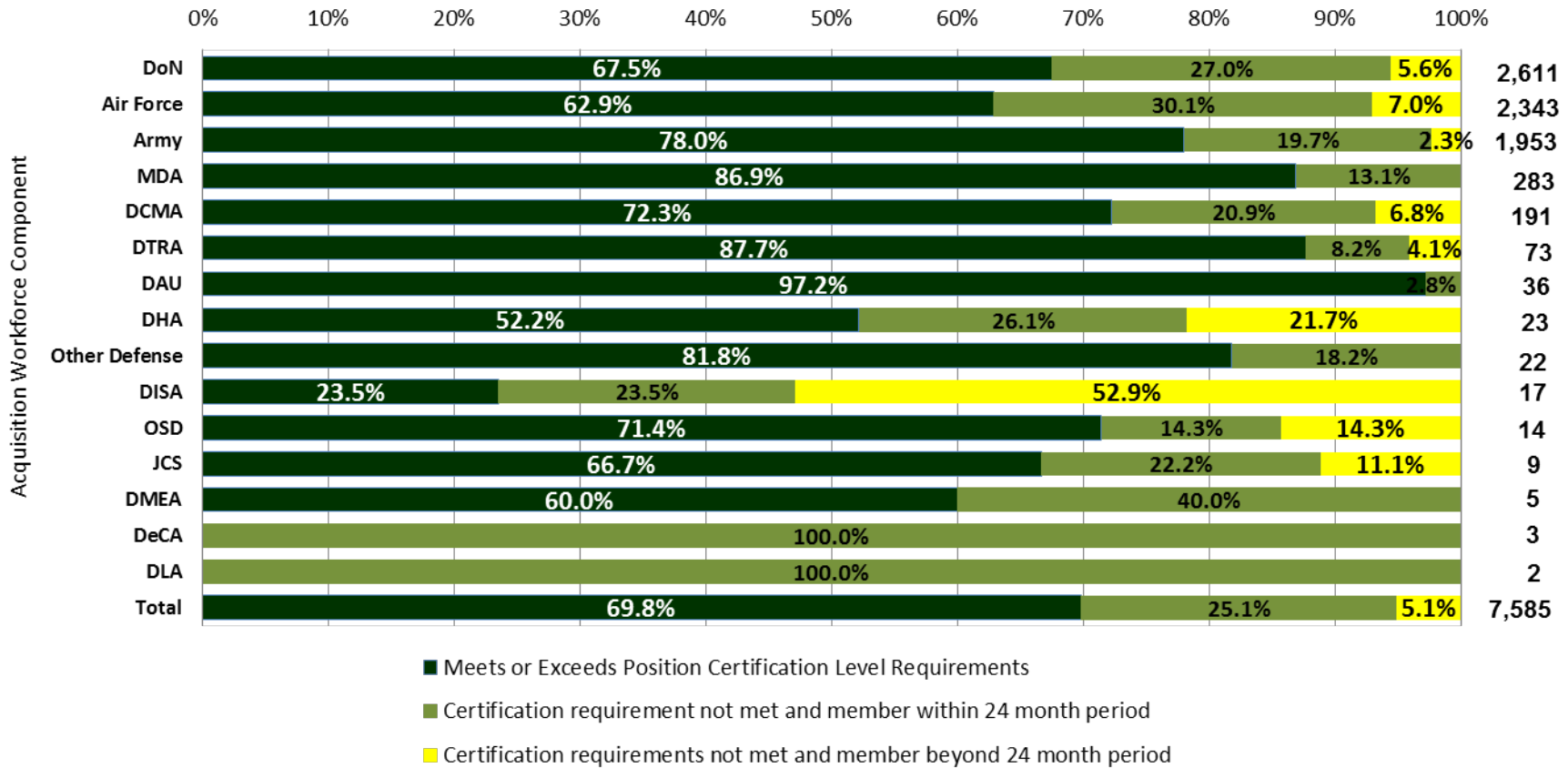
Business - FM	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	4,352	4,310	3,877	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	1,701	1,705	1,709	-49%	3%
DoN	1,840	1,715	1,817	1,935	2,286	2,134	2,116	2,070	1,923	1,879	2,000	2,042	2,053	2,035	5%	2%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	1,924	1,965	1,888	23%	-3%
DCMA	18	30	48	46	112	151	164	190	223	217	214	205	192	187	307%	-13%
DLA	-	-	21	7	6	2	2	6	3	3	1	2	2	1	-86%	0%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	203	229	217	238	239	224	224	223	225	150%	0%
DISA	6	11	19	17	9	11	11	10	8	16	10	8	10	10	-41%	0%
DHA	-	-	1	6	5	18	25	22	20	30	19	17	19	19	217%	0%
DTRA	1	68	62	48	53	64	62	65	70	79	71	71	74	73	52%	3%
DAU	24	27	-	25	33	32	36	42	36	31	30	30	30	29	16%	-3%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	17	17		
OSD	3	3	2	14	7	11	17	14	13	11	11	11	11	11	-21%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	8	9	9		13%
DeCA	-	-	-	-	-	-	-	-	1	3	2	1	2	3		50%
WHS	-	1	1	-	-	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	1	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5	5	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	1	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	1	-	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-	-	-		
TOTAL	8,119	7,747	7,387	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	6,256	6,322	6,226	↓ -12%	↑ 0%



Business -CE DAWIA Certification by Component



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

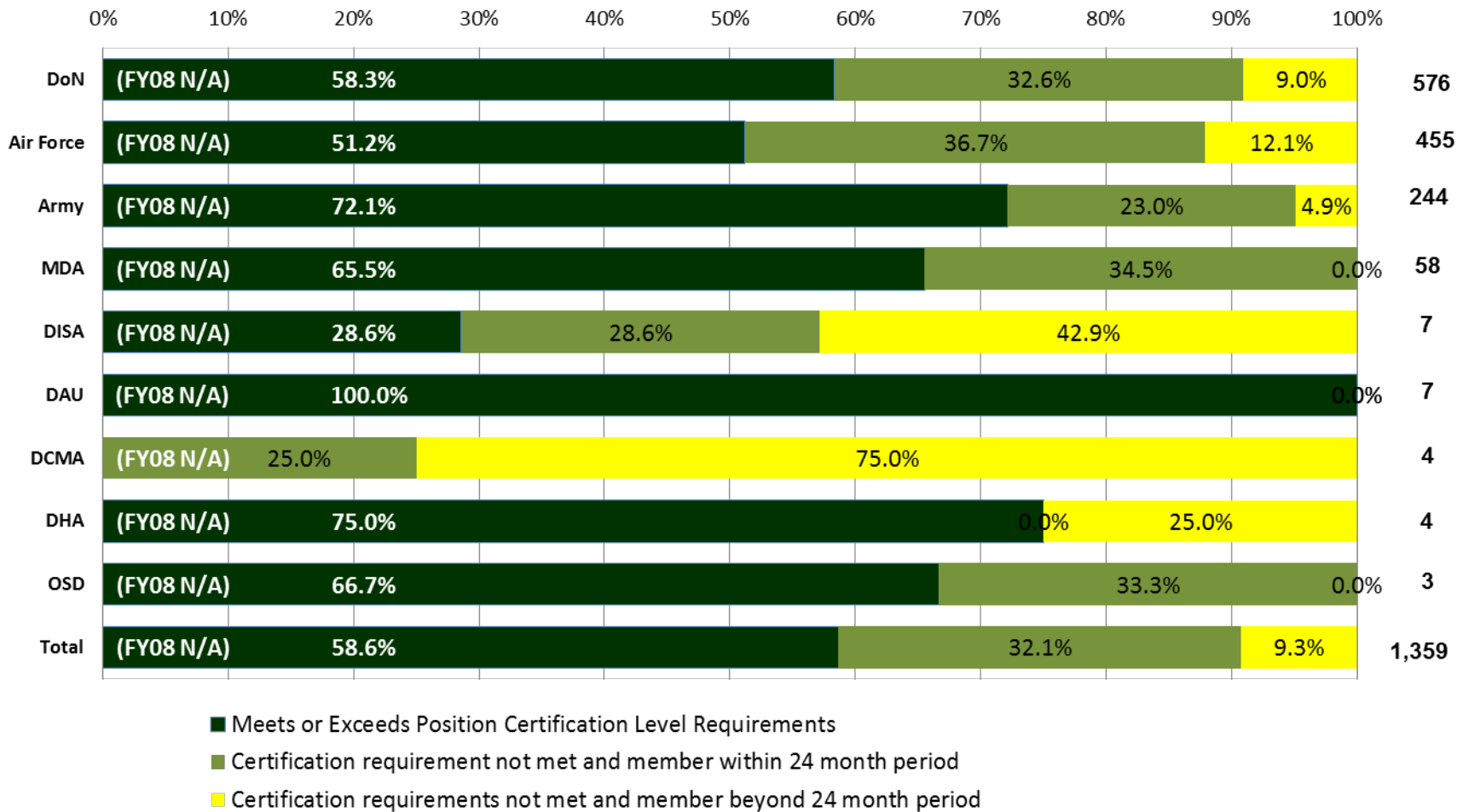




Business DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY16Q3)

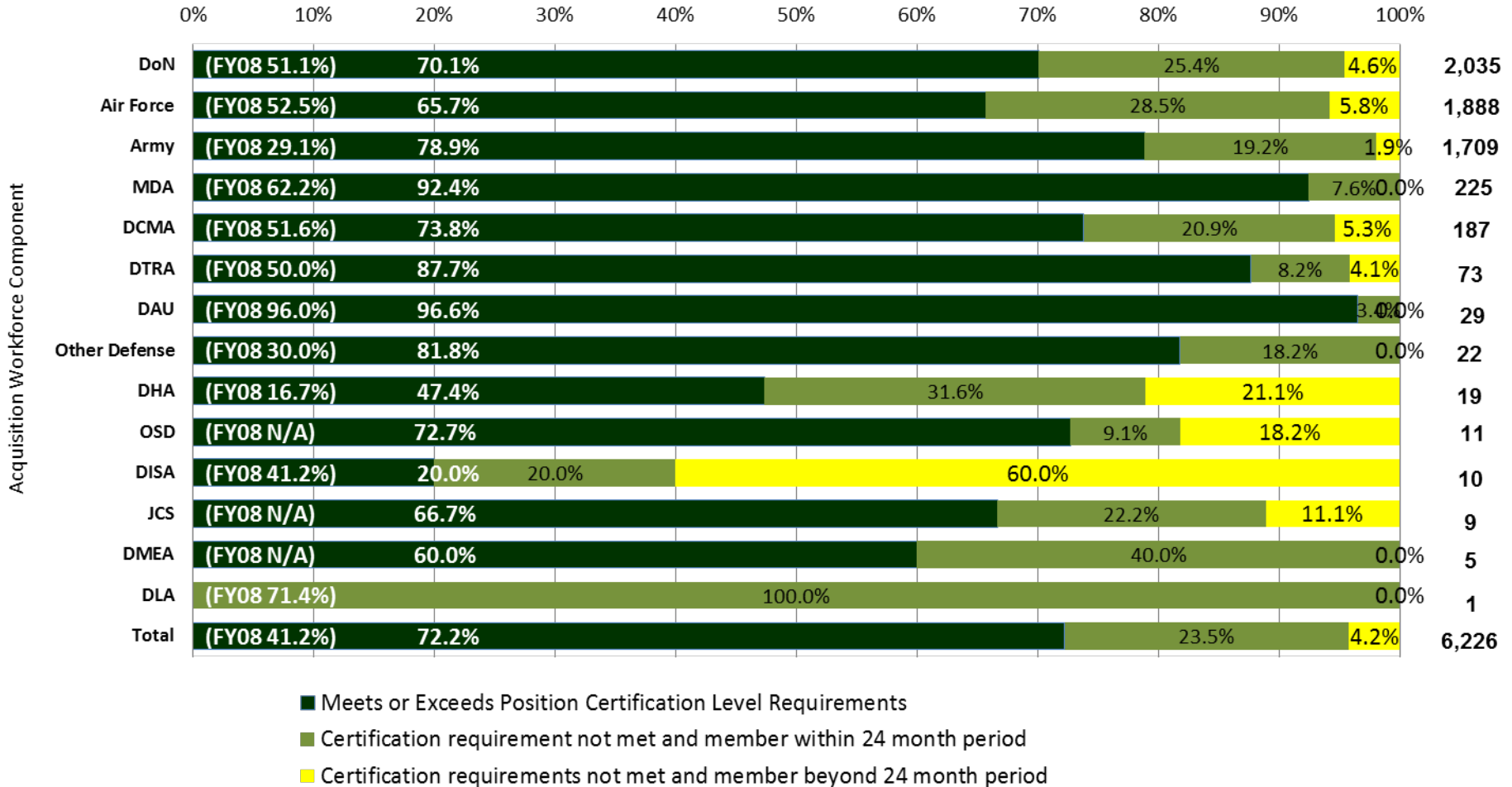
Acquisition Workforce Component





Business - FM DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component BUS-FM (FY16Q3)

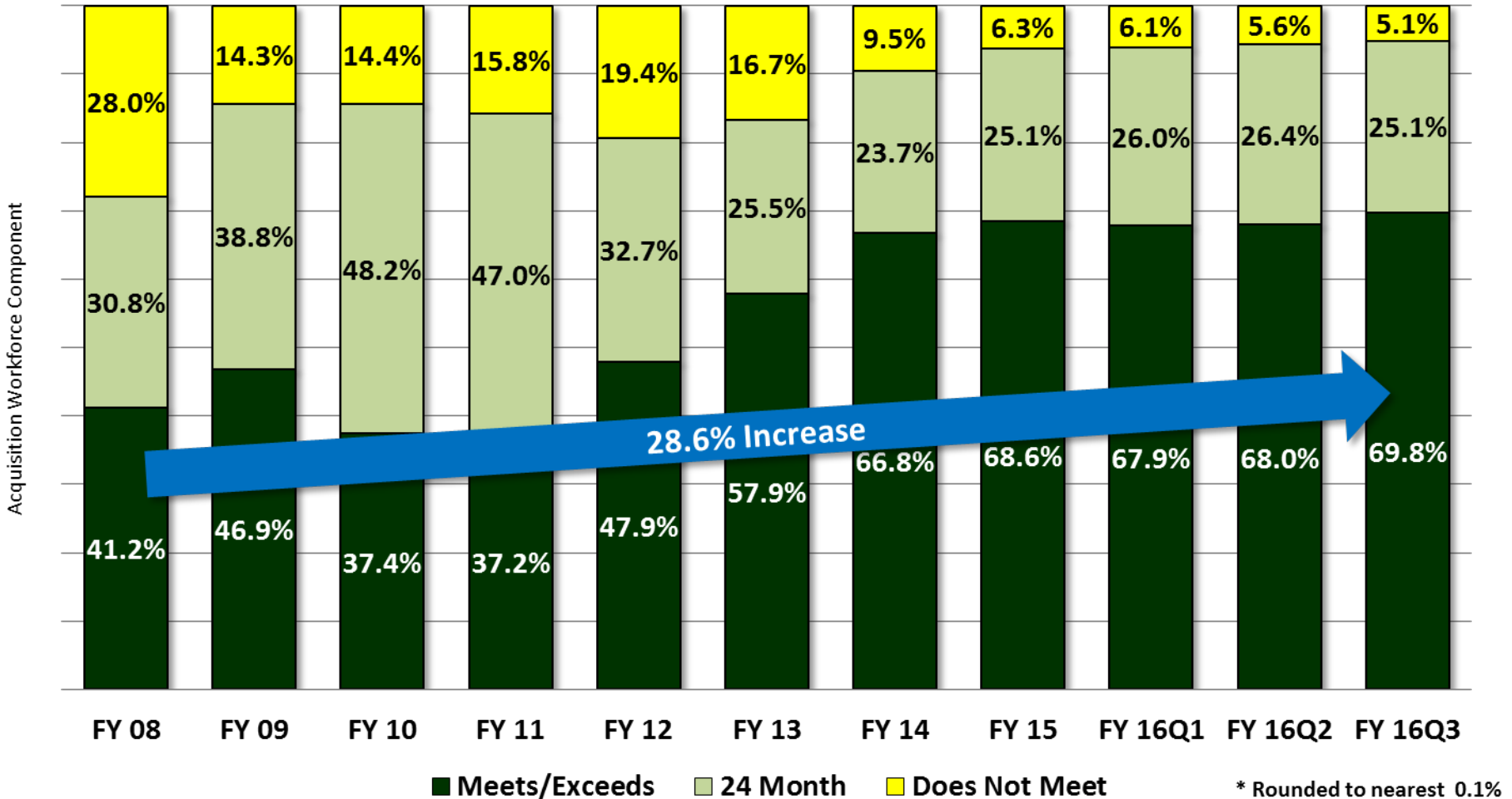




Business Historical DAWIA Certification FY08 – FY16Q3



Business - CE + FM

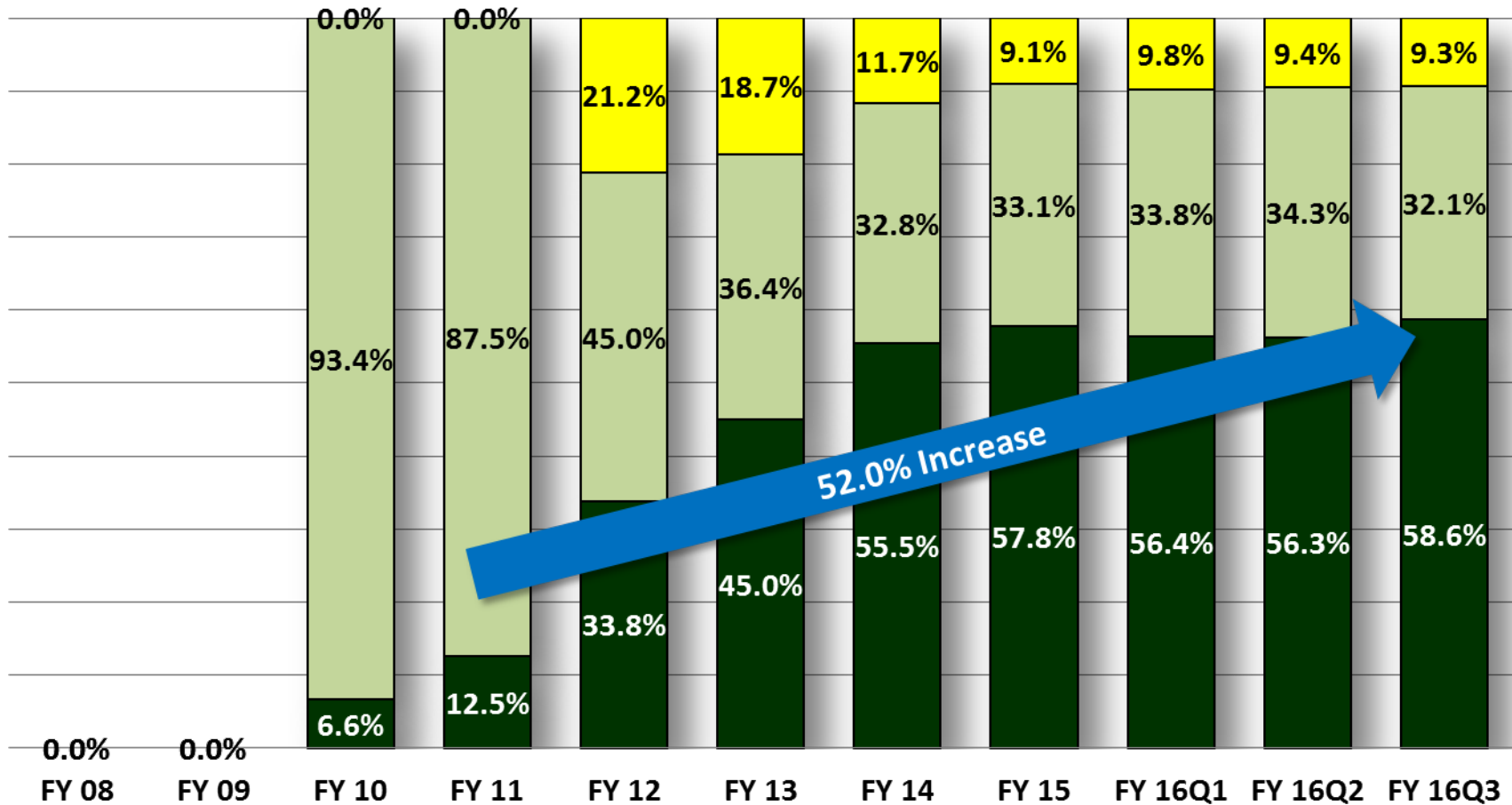




Business Historical DAWIA Certification FY08 – FY16Q3



Business - CE



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

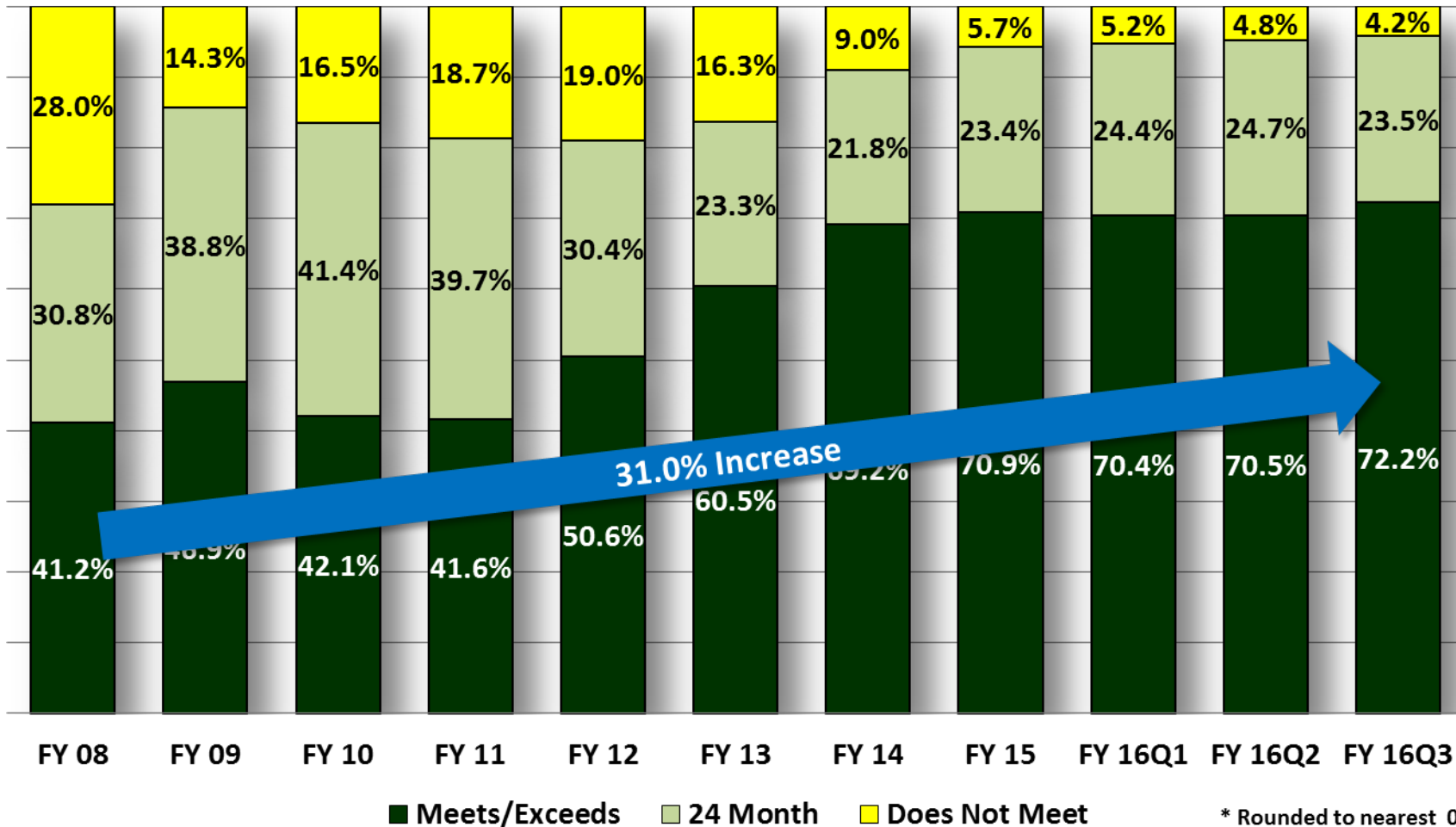
* Rounded to nearest 0.1%



Business Historical DAWIA Certification FY08 – FY16Q3



Business - FM





Business DAWIA Certification Matrix + Bench Strength



Business	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY16Q3 TOTAL	% Meets Certification Requirement
Level I	422	265	39	17	743	43.2%
Level II	796	490	1,873	773	3,932	67.3%
Level III	223	113	243	2,328	2,907	80.1%
Unspecified	3	-	-	-	3	
FY16Q3 TOTAL	1,444	868	2,155	3,118	7,585	69.8%
	19.0%	11.4%	28.4%	41.1%		

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%	
Business	829	10.9%	5 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	321	413	9	743	9.8%
Level II	2,646	1,054	232	3,932	51.8%
Level III	2,328	432	147	2,907	38.3%
Unspecified	-	3	-	3	0.0%
Business TOTAL	5,295	1,902	388	7,585	
	69.8%	25.1%	5.1%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business - CE DAWIA Certification Matrix + Bench Strength

Business - Cost Estimating		Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	85	16	1	1	103	17.5%	
Level II	171	108	223	59	561	50.3%	
Level III	50	50	96	497	693	71.7%	
<i>Unspecified</i>	2	-	-	-	2		
FY16Q3 TOTAL	308	174	320	557	1,359	58.6%	
	22.7%	12.8%	23.5%	41.0%			

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%	
Business - C	61	4.5%	14 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	18	84	1	103	7.6%
Level II	282	226	53	561	41.3%
Level III	497	124	72	693	51.0%
<i>Unspecified</i>	-	2	-	2	0.1%
Business - Cost Estimating TOTAL	797	436	126	1,359	
	58.6%	32.1%	9.3%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM		Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	337	249	38	16	640	47.3%	
Level II	625	382	1,650	714	3,371	70.1%	
Level III	173	63	147	1,831	2,214	82.7%	
<i>Unspecified</i>	1	-	-	-	1		
FY16Q3 TOTAL	1,136	694	1,835	2,561	6,226	72.2%	
	18.2%	11.1%	29.5%	41.1%			

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%	
Business - I	768	12.3%	12 of 14

** Based on population total without unspecified positions

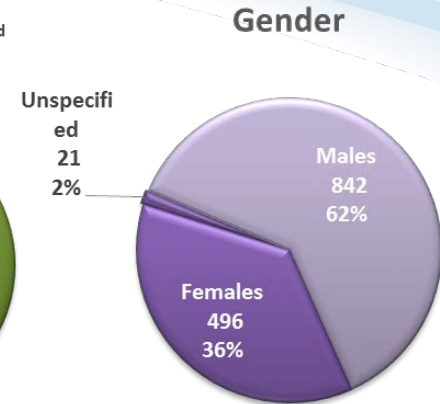
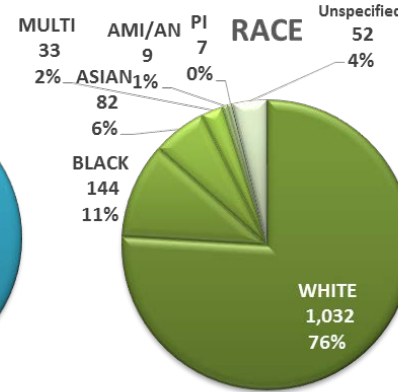
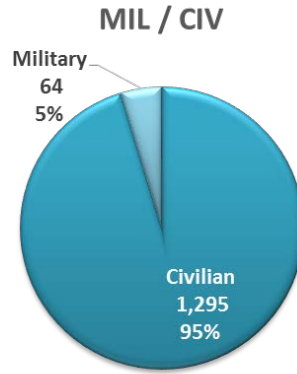
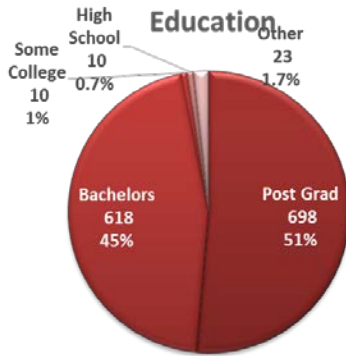
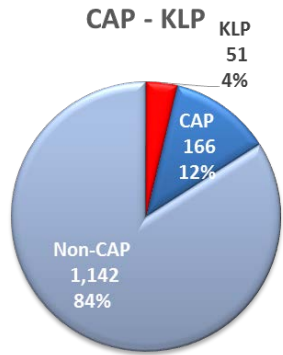
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	303	329	8	640	10.3%
Level II	2,364	828	179	3,371	54.1%
Level III	1,831	308	75	2,214	35.6%
<i>Unspecified</i>	-	1	-	1	0.0%
Business - FM TOTAL	4,498	1,466	262	6,226	
	72.2%	23.5%	4.2%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CE Demographics



Occupied Position Type	BUS-CE TOTAL	Entire DAW
Key Leadership Positions (KLPs)	51	3.8%
Critical Acquisition Positions (CAPs) *	166	12.2%
Non-CAP Positions	1,142	84.0%
TOTAL	1,359	158,508

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

Highest Level of Education	BUS-CE TOTAL	Entire DAW
Post Grad	698	51.4%
Bachelors	618	45.5%
Some College	10	0.7%
High School	10	0.7%
Other	23	1.7%
TOTAL	1,359	158,508

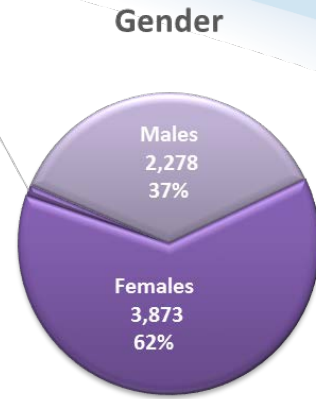
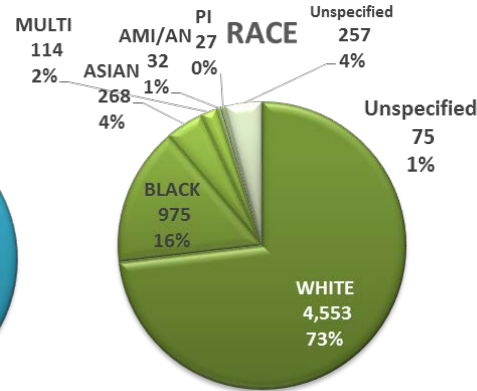
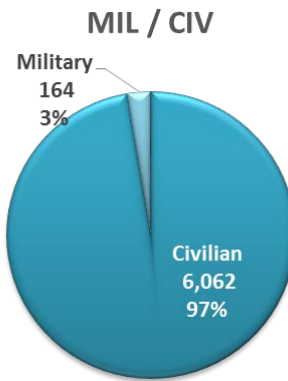
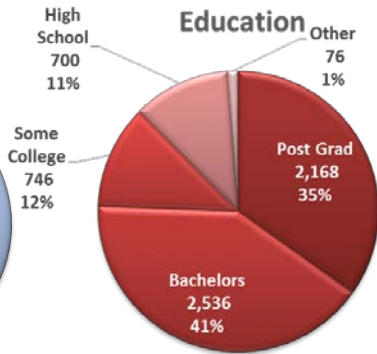
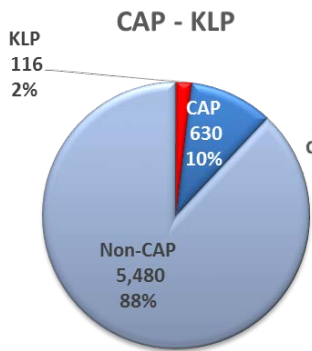
Military / Civilian	BUS-CE TOTAL	Entire DAW
Civilian	1,295	95.3%
Military	64	4.7%
TOTAL	1,359	158,508

Race	BUS-CE TOTAL	Entire DAW
WHITE	1,032	75.9%
BLACK	144	10.6%
ASIAN	82	6.0%
MULTI	33	2.4%
AMI/AN	9	0.7%
PI	7	0.5%
Unspecified	52	3.8%
TOTAL	1,359	158,508

Gender	BUS-CE TOTAL	Entire DAW
Males	842	62.0%
Females	496	36.5%
Unspecified	21	1.5%
TOTAL	1,359	158,508



Business FM Demographics



Occupied Position Type	BUS-FM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	116	1.9%	1,138	0.7%
Critical Acquisition Positions (CAPs) *	630	10.1%	15,694	9.9%
Non-CAP Positions	5,480	88.0%	141,676	89.4%
TOTAL	6,226		158,508	

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

Highest Level of Education	BUS-FM TOTAL		Entire DAW	
Post Grad	2,168	34.8%	62,129	39.2%
Bachelors	2,536	40.7%	69,413	43.8%
Some College	746	12.0%	11,837	7.5%
High School	700	11.2%	12,478	7.9%
Other	76	1.2%	2,651	1.7%
TOTAL	6,226		158,508	

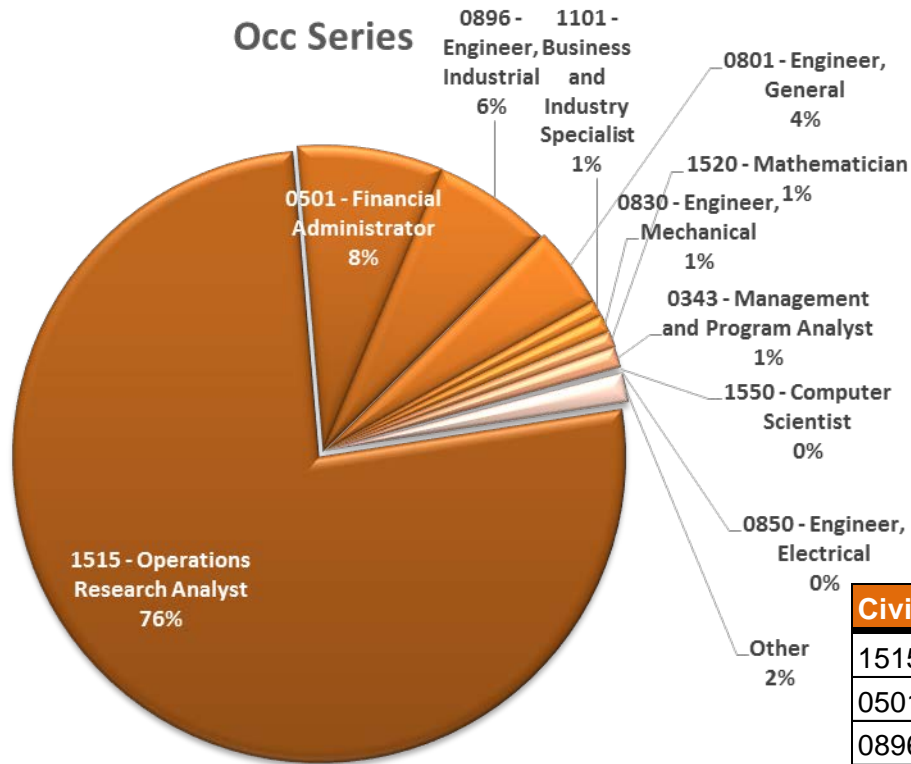
Military / Civilian	BUS-FM TOTAL		Entire DAW	
Civilian	6,062	97.4%	142,987	90.2%
Military	164	2.6%	15,521	9.8%
TOTAL	6,226		158,508	

Race	BUS-FM TOTAL		Entire DAW	
WHITE	4,553	73.1%	117,004	73.8%
BLACK	975	15.7%	18,850	11.9%
ASIAN	268	4.3%	10,260	6.5%
MULTI	114	1.8%	3,415	2.2%
AMI/AN	32	0.5%	860	0.5%
PI	27	0.4%	759	0.5%
Unspecified	257	4.1%	7,360	4.6%
TOTAL	6,226		158,508	

Gender	BUS-FM TOTAL		Entire DAW	
Males	2,278	36.6%	110,710	69.8%
Females	3,873	62.2%	45,575	28.8%
Unspecified	75	1.2%	2,223	1.4%
TOTAL	6,226		158,508	



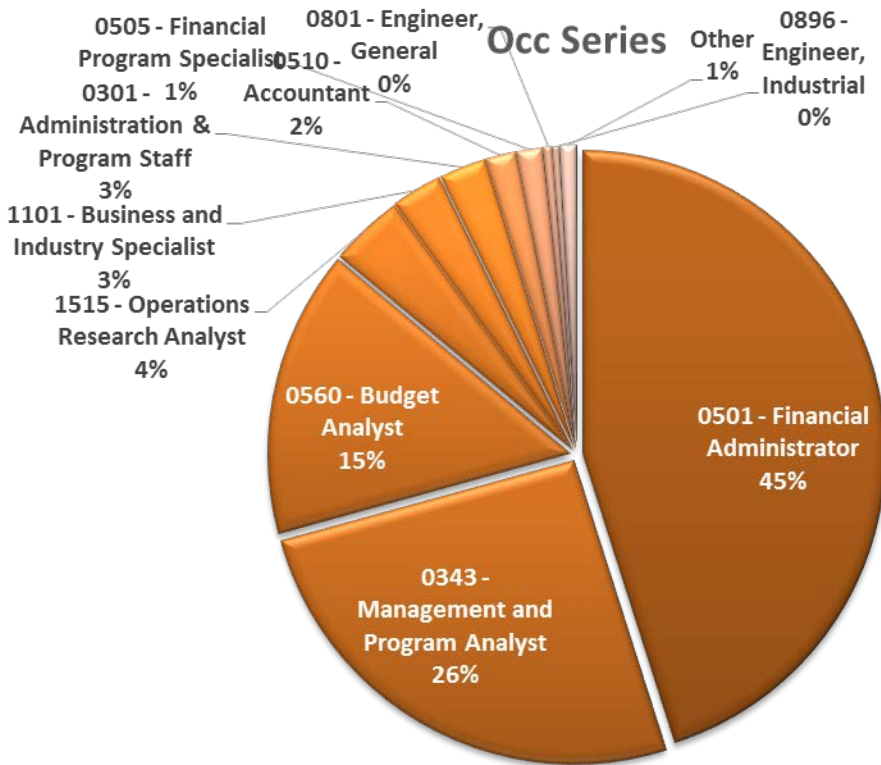
Business CE Occupational Series



Civilian Occupational Series	BUS-CE TOTAL	
1515 - Operations Research Analyst	986	76.1%
0501 - Financial Administrator	100	7.7%
0896 - Engineer, Industrial	81	6.3%
0801 - Engineer, General	56	4.32%
1101 - Business and Industry Specialist	11	0.85%
0830 - Engineer, Mechanical	12	0.93%
1520 - Mathematician	11	0.85%
0343 - Management and Program Analyst	14	1.08%
1550 - Computer Scientist	3	0.23%
0850 - Engineer, Electrical	1	0.08%
Other	20	1.54%
TOTAL CIVILIAN	1,295	Civilians



Business FM Occupational Series



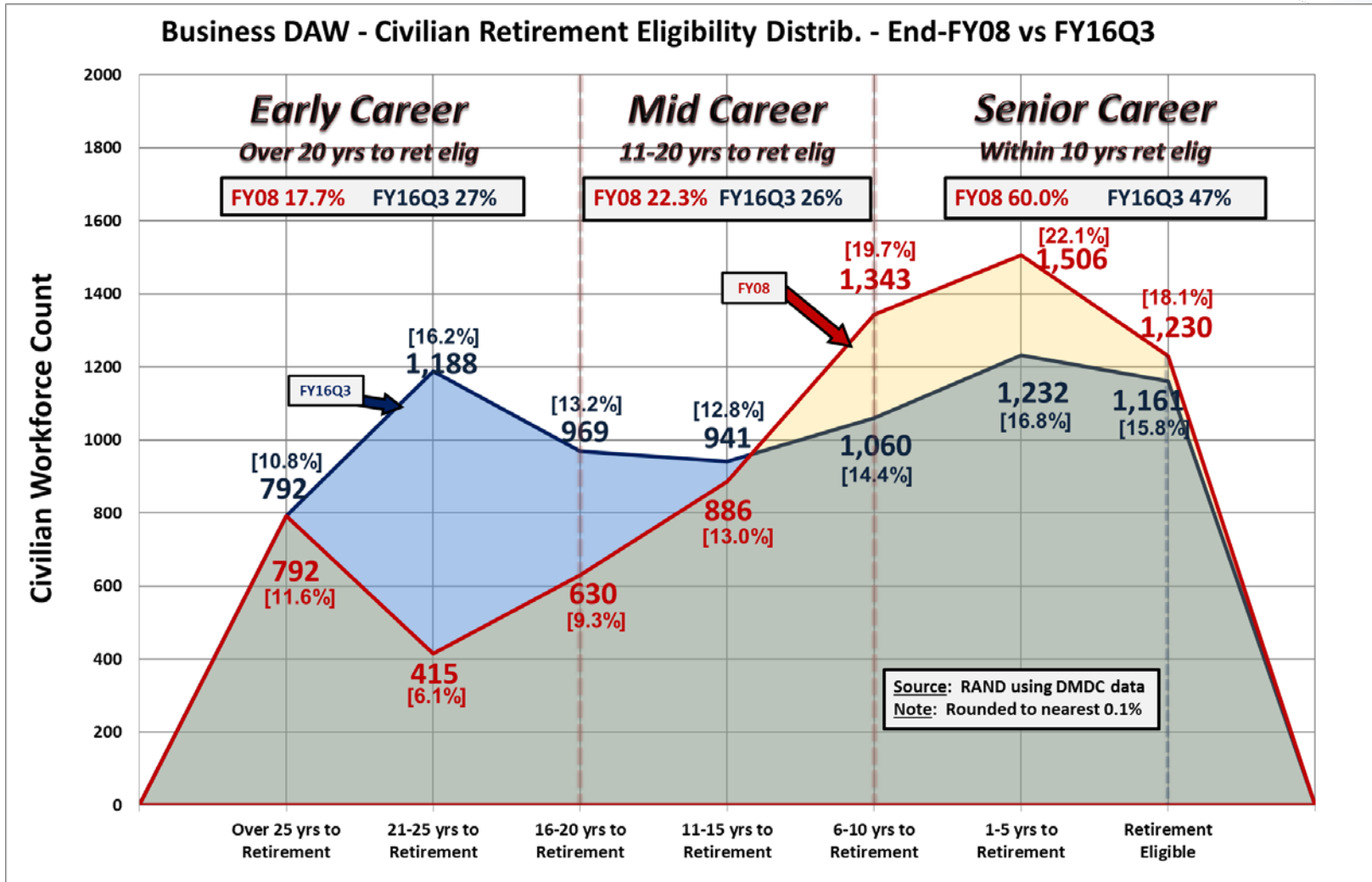
Civilian Occupational Series	BUS-FM TOTAL	
0501 - Financial Administrator	2,733	45.1%
0343 - Management and Program Analyst	1,555	25.7%
0560 - Budget Analyst	928	15.3%
1515 - Operations Research Analyst	240	3.96%
1101 - Business and Industry Specialist	165	2.72%
0301 - Administration & Program Staff	153	2.52%
0510 - Accountant	99	1.63%
0505 - Financial Program Specialist	85	1.40%
0801 - Engineer, General	30	0.49%
0896 - Engineer, Industrial	23	0.38%
Other	51	0.84%
TOTAL CIVILIAN	6,062	Civilians



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



Business Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



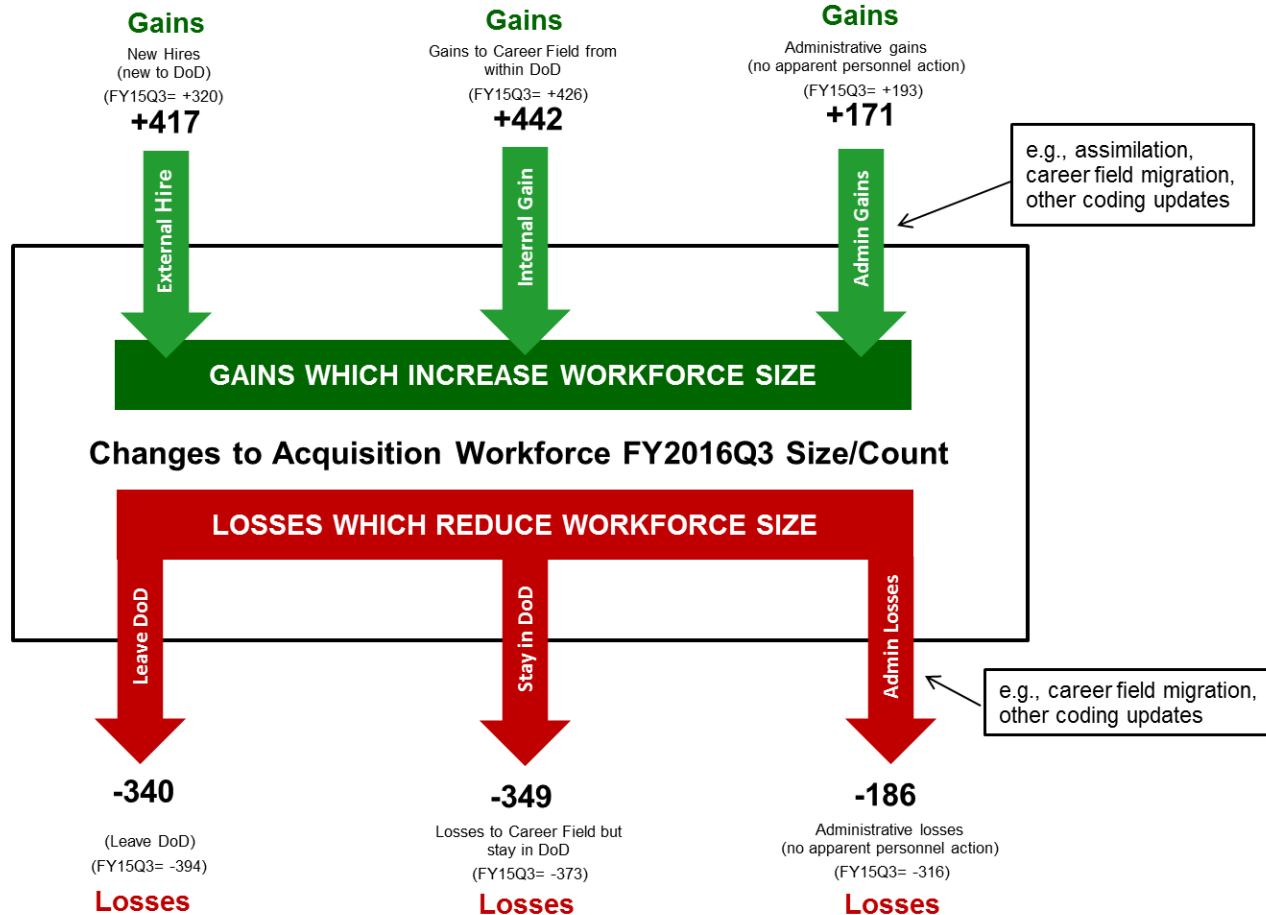
* As of FY16Q3 (30 Jun 2016)



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

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Business

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



* As of FY16Q3 (30 Jun 2016)

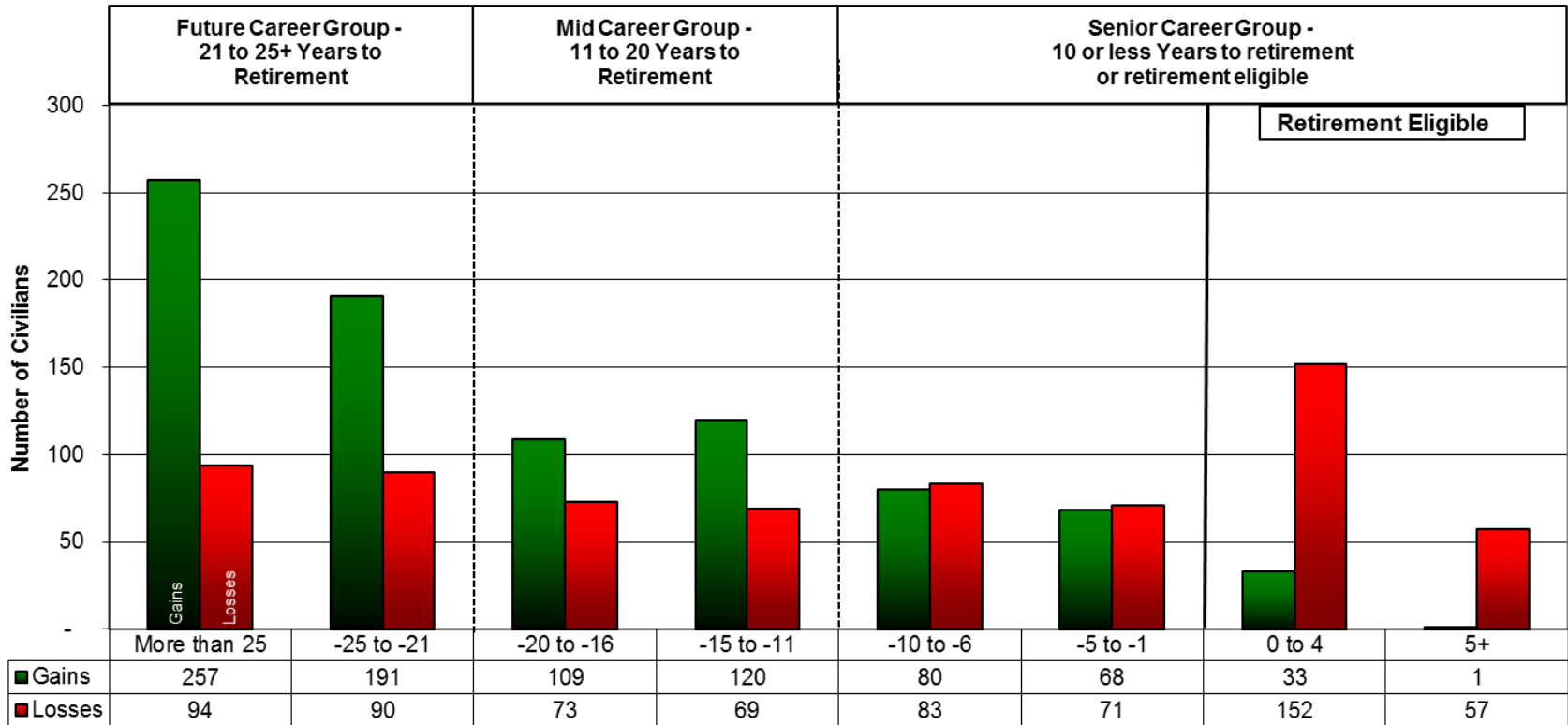


Business Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY2016Q3 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

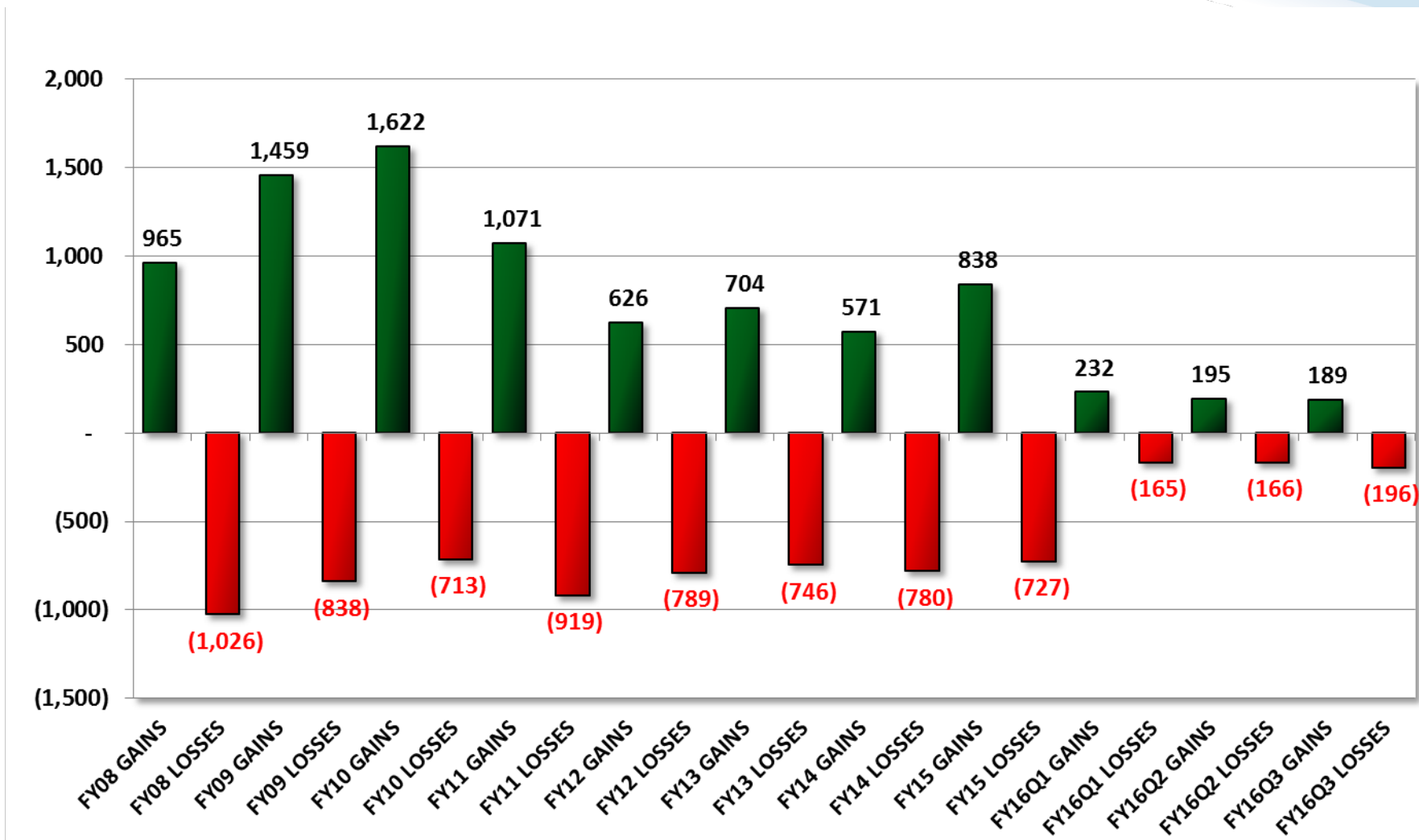
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses

* As of FY16Q3 (30 Jun 2016)



Business Historical Gains and Losses FY08 – FY16Q3



* As of FY16Q3 (30 Jun 2016)

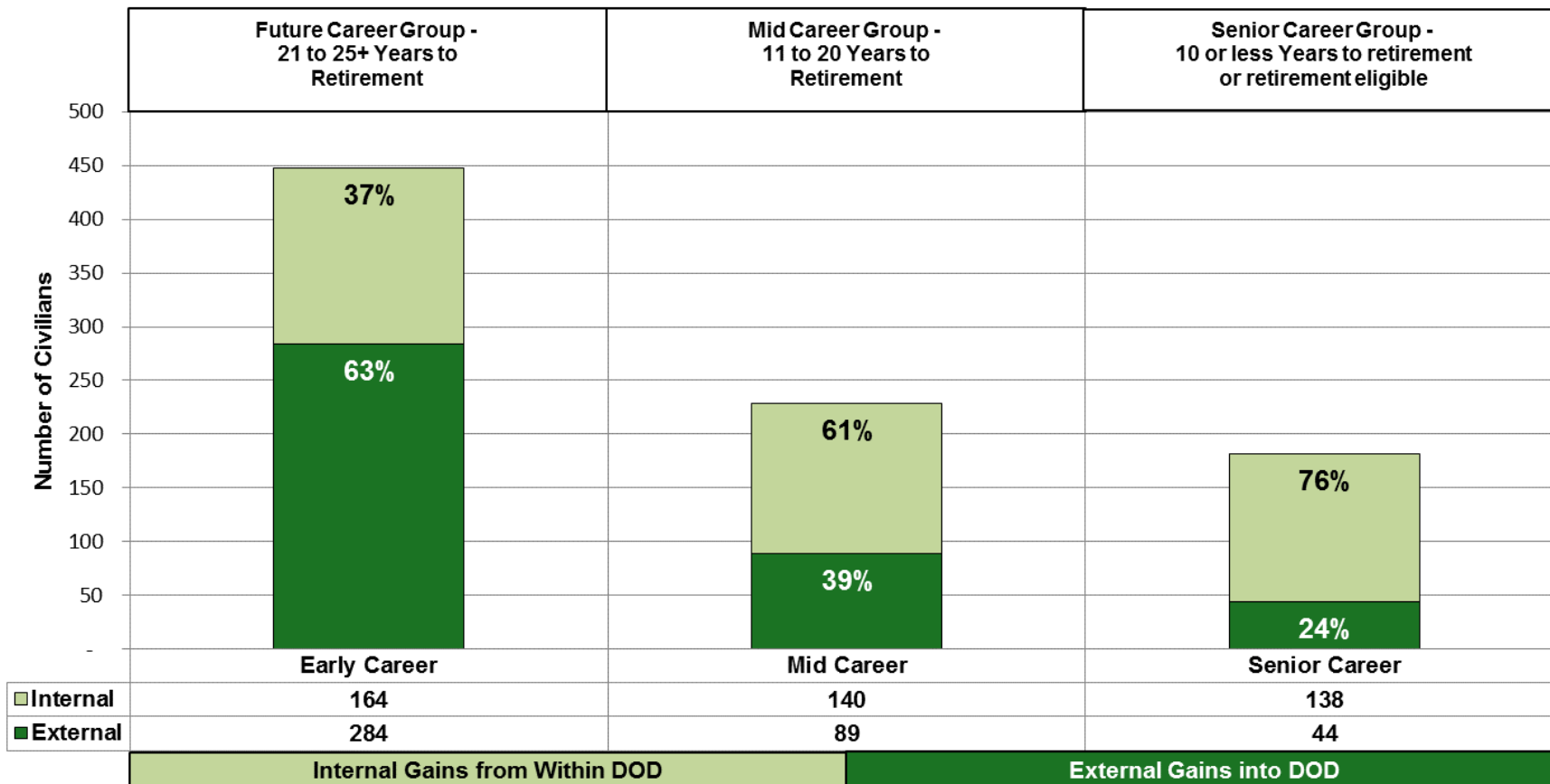


Business Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - BUS

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

* As of FY16Q3 (30 Jun 2016)

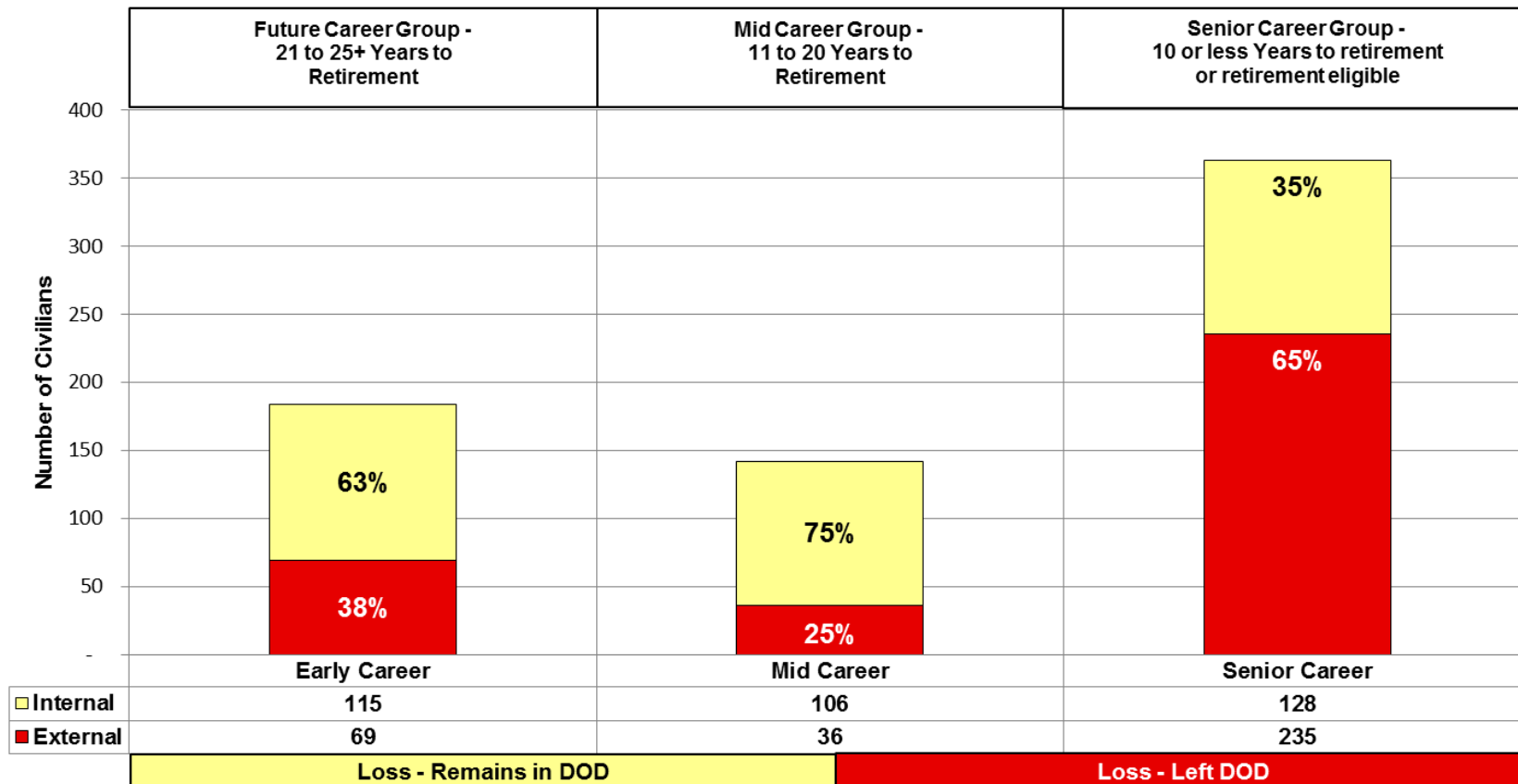


Business Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - BUS

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

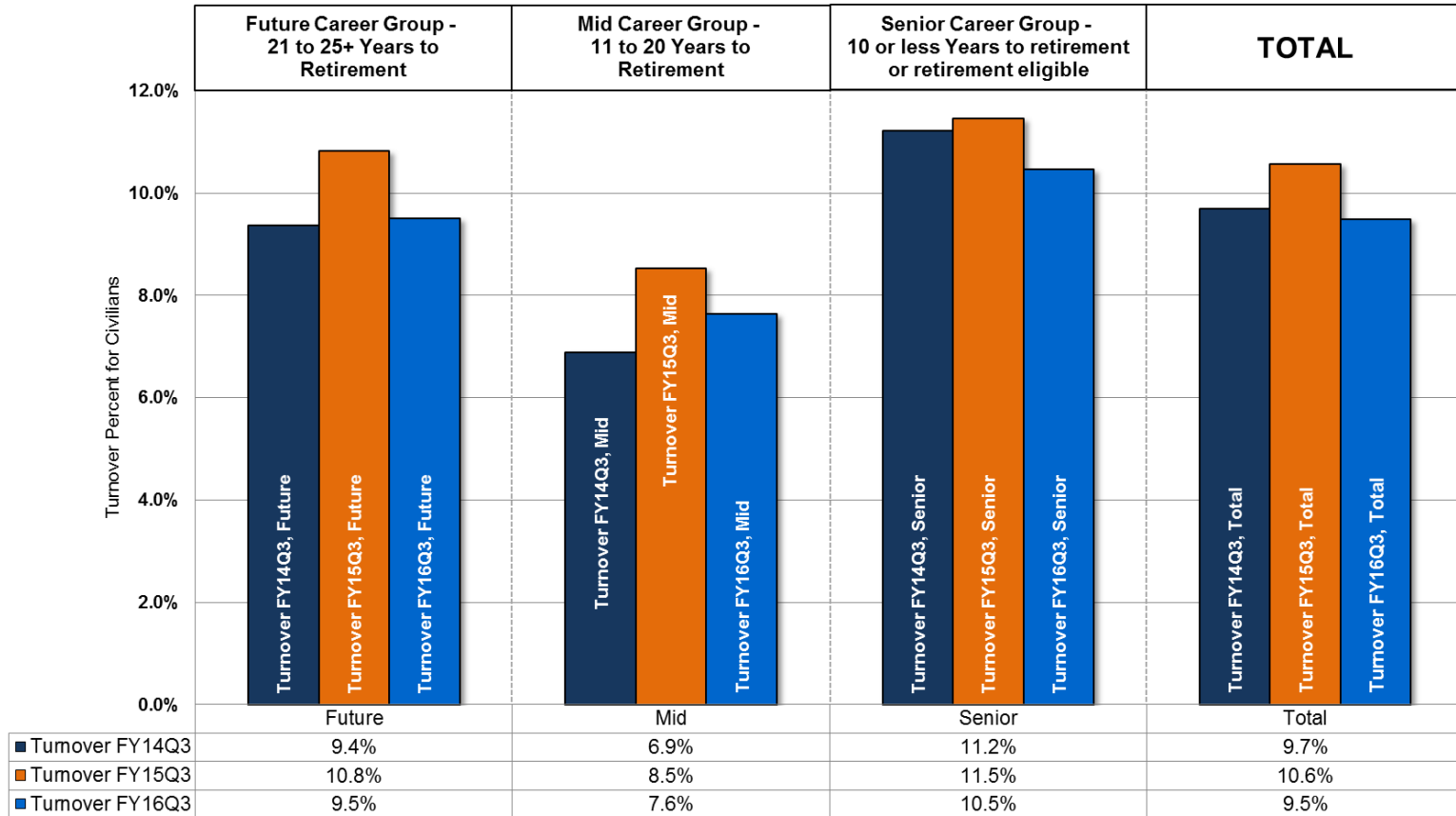
* As of FY16Q3 (30 Jun 2016)



Business Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

* As of FY16Q3 (30 Jun 2016)

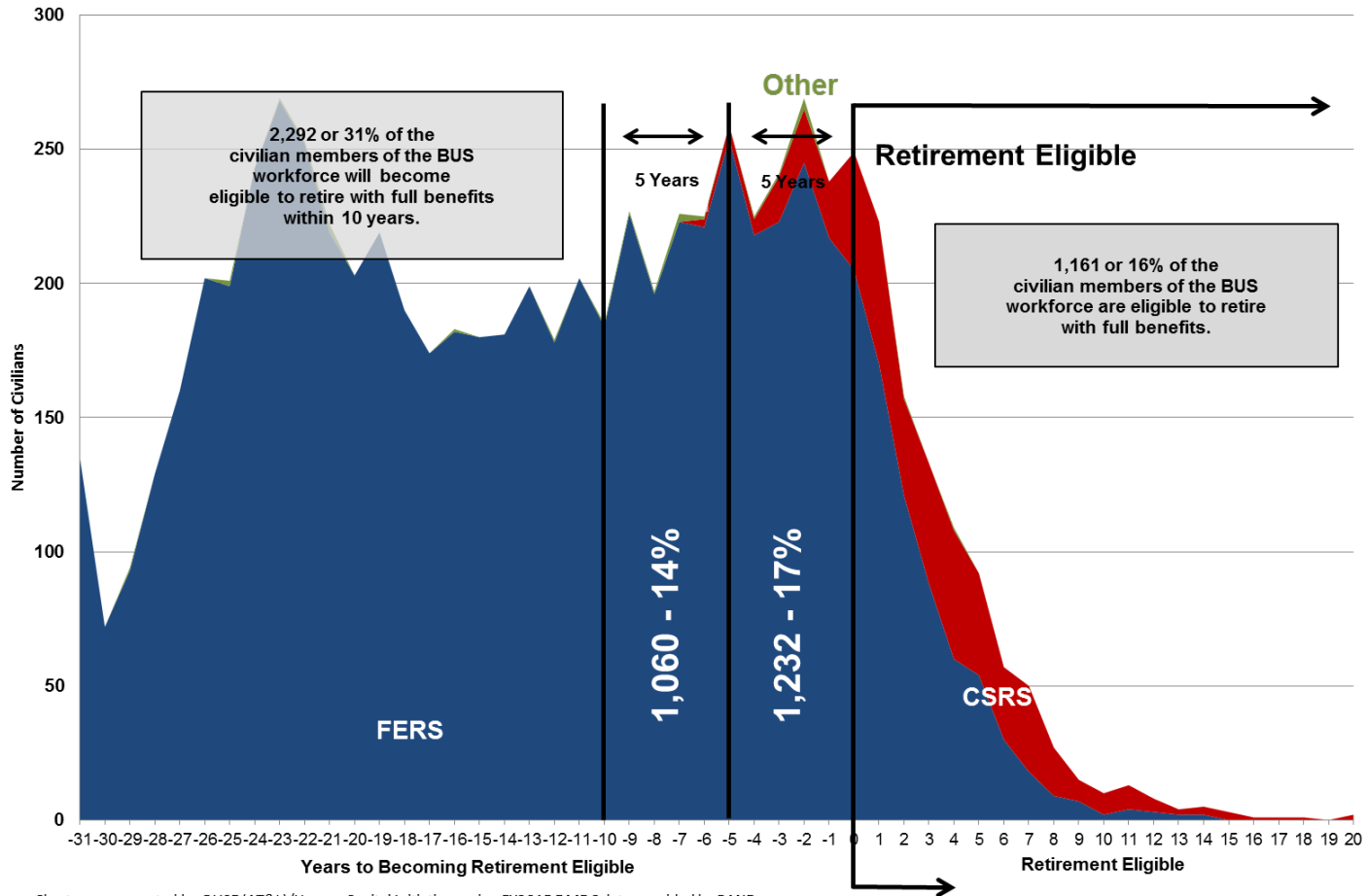


Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - BUS

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