



Defense Acquisition Workforce Key Information

Facilities Engineering
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://www.hci.mil/>
- 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 Facilities Engineering	FY 2008				FY2016Q3			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	7,426	2	7,428	158,508
Change in size from 2008	-	-	-	-	51%	100%	51%	26%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	80%	100%	80%	83%
Graduate Degree	20%	0%	20%	29%	29%	100%	29%	39%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	78%	0%	78%	85%
Level II or Higher Achieved	41%	0%	41%	61%	75%	0%	75%	74%
Level III Achieved	0%	0%	0%	36%	28%	0%	28%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	71%	0%	71%	76%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	27%	100%	27%	21%
Does Not Meet Certification Requirement	16%	0%	16%	14%	2%	0%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	47%	0%	47%	36%
Average Age	48.8	23.0	48.7	45.7	48.6	37.5	48.6	44.6
Workforce Life-Cycle Model (YRE)*	#REF!	-	-	20/23/57 (%)(Civ)	15/26/59(%)	-	-	25/24/51(%)
% Future/Mid-Career/Senior	#REF!	-	-					
Average Years of Service	18.6	1.0	18.6	17.3	16.8	15.0	16.8	15.2
Retirement Eligible*	#REF!	-	-	19,051(17%) (Civ)	1,821(24%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	#REF!	-	-	21,315(19%) (Civ)	1,446(19%)	-	-	26,095(18%)
Total Gains/Losses*	#REF!	-	-	14,245/15,030 (Civ)	#N/A	-	-	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.



Defense Acquisition Workforce Size Highlights

- The current Facilities Engineering Defense Acquisition Workforce count is 7,428, up from 4,920 in FY08, a total increase of 2,508
- The Facilities Engineering Defense Acquisition Workforce count was at its highest point (8,356) in FY05, and its lowest point (3,927) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, ARMY, and Air Force, with increases of 1,608 (41%), 569 (58%), and 277 (4617%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, DCMA, and DTRA, with decreases of 12 (-92%), 5 (-83%), and 1 (-50%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Facilities Engineering Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.2%; up from 39.8% in FY08
- The current Facilities Engineering Meets/Exceeds certification rate is up 31.5% from FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA 24 month grace period rate is 27%; down from 44.2% in FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 1.7%; down from 16.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

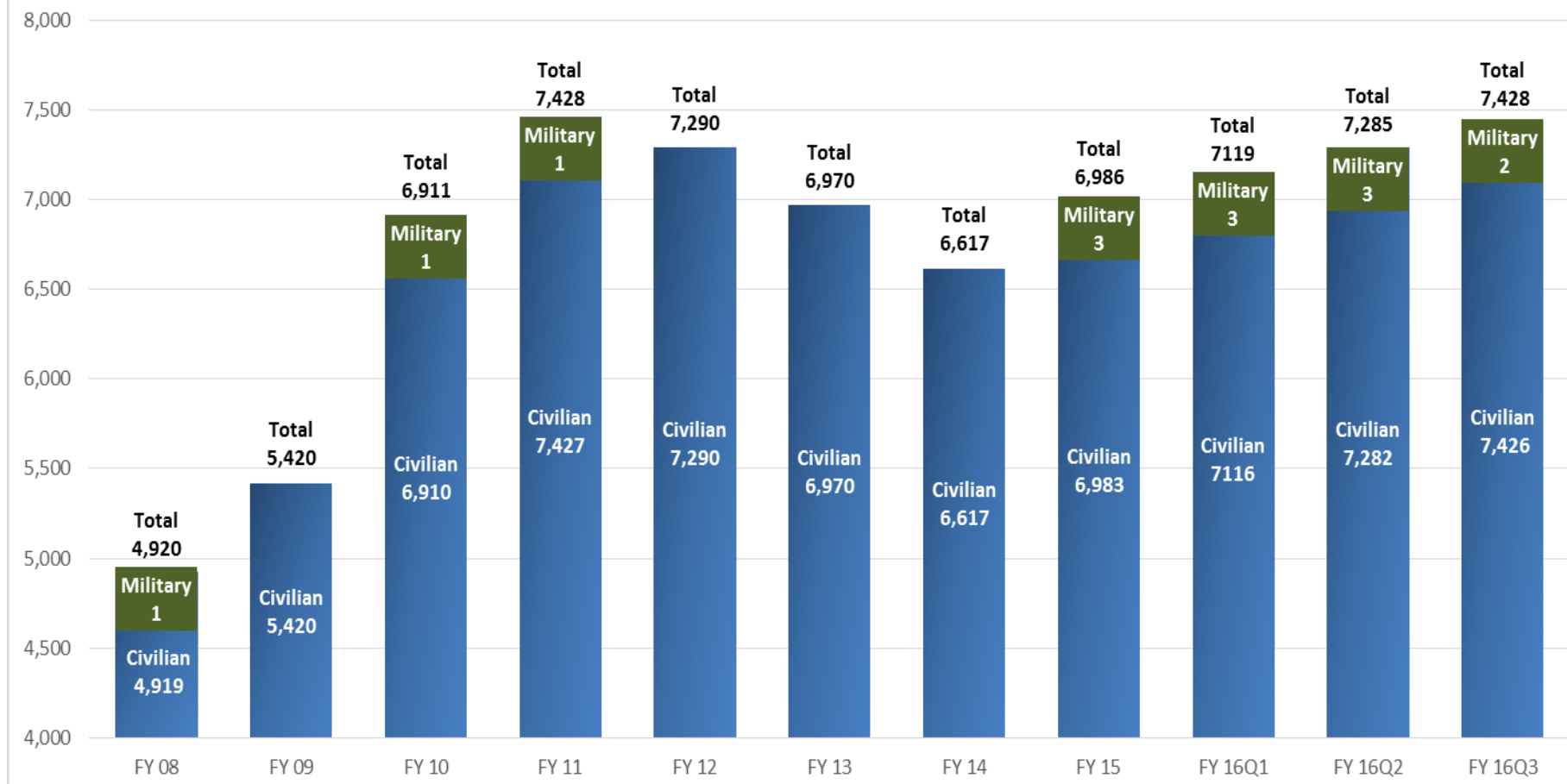
- Senior Career Group 59.4% (4,407) (10 years or less to retirement eligibility or retirement eligible)
- 24.5% (1,821) are currently eligible to retire, ↑ from 21.7% in FY08
- Mid Career Group 25.6% (1,900) (11 to 20 years to retirement), ↑ from 23.8% in FY08
- Early Career Group 15% (1,114) (21 to 25+ years to retirement), ↓ from 15.1% in FY08



Total Historic Workforce

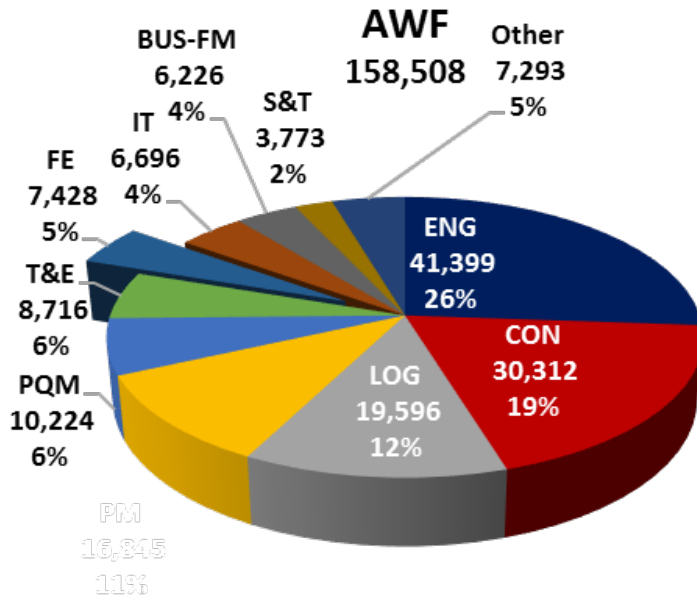


Facilities Engineering





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	158,508	
Component %	23.1%	37.4%	22.4%	17.1%		



Facilities Engineering Workforce Historical Size by Agency FY05 – FY16Q3



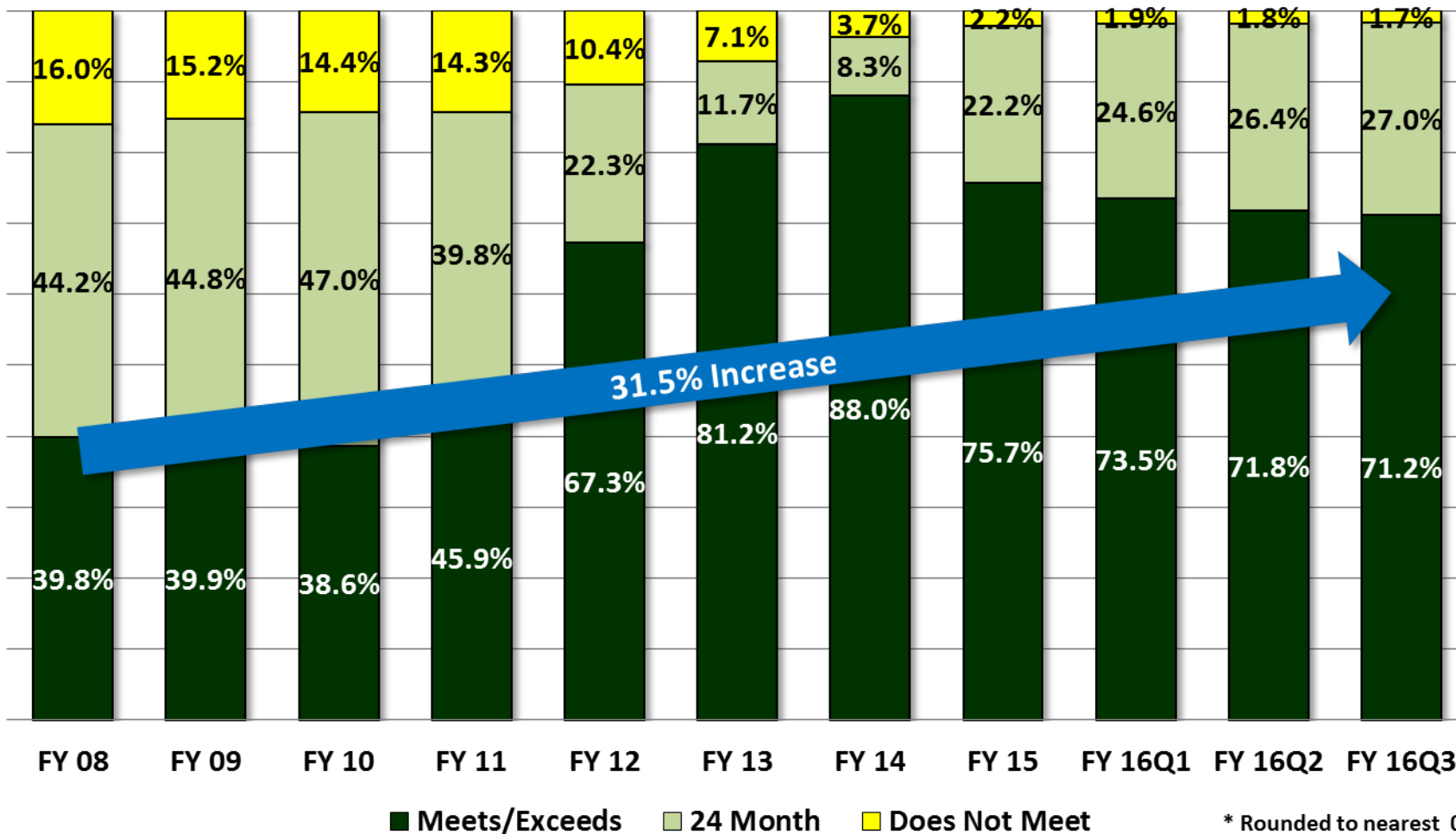
Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,497	1,514	1,498	1,557	58%	4%
DoN	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,261	5,353	5,440	5,510	41%	5%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	166	186	270	283	4617%	70%
DCMA	-	1	3	6	2	1	-	1	2	-	2	3	1	1	-83%	-50%
DLA	-	3	7	13	8	2	1	1	1	1	1	1	1	1	-92%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	42	41	43	41	4000%	-2%
DISA	-	-	-	-	-	-	-	-	-	-	-	-	6	7		
DHA	-	1	1	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1	1	1	1	-50%	0%
DAU	-	-	-	1	-	-	-	-	-	-	-	1	1	1	0%	
NRO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OSD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	16	19	24	26		63%
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,119	7,285	7,428	↑	↑
															51%	6%



Facilities Engineering Historical DAWIA Certification FY08 – FY16Q3



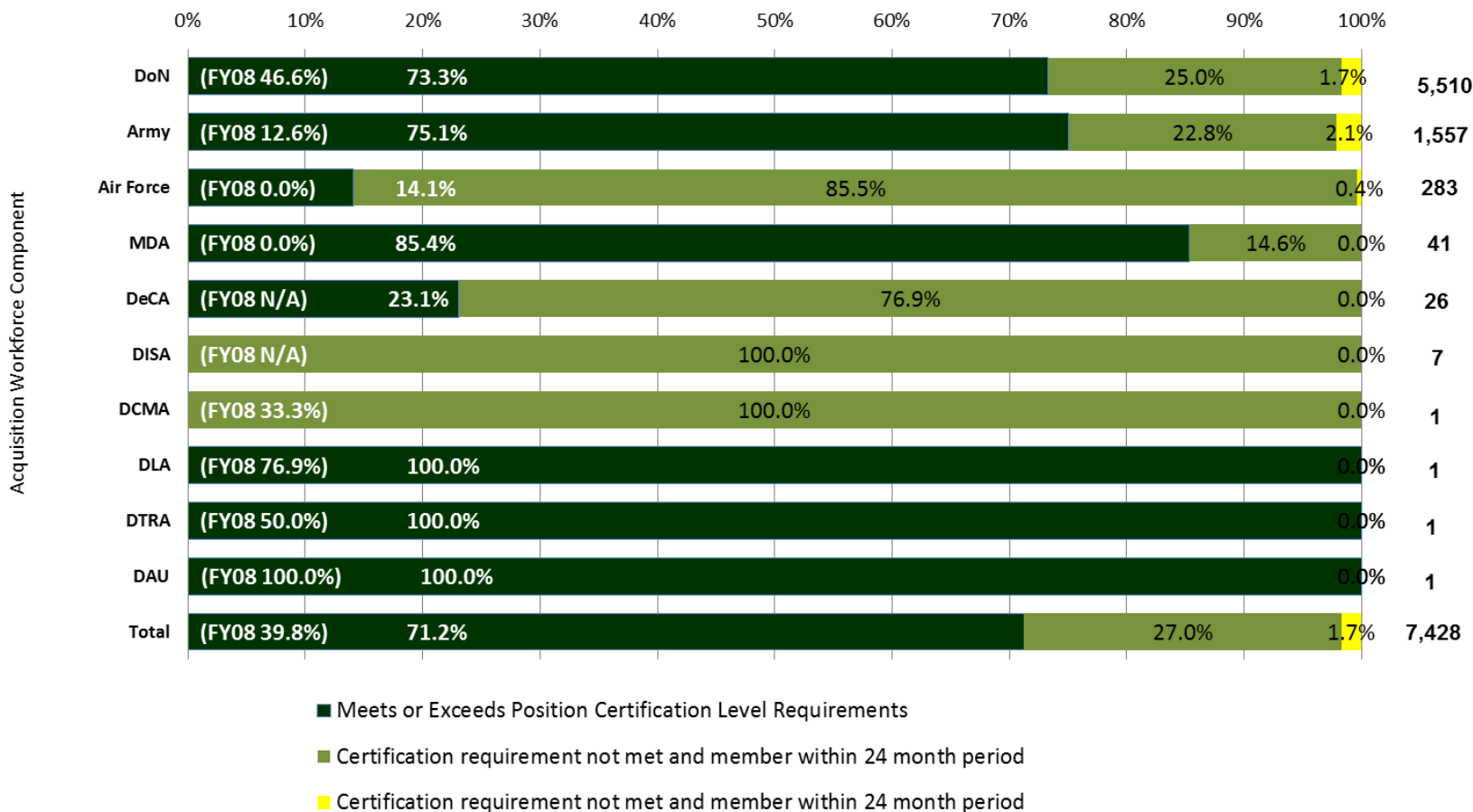
Facilities Engineering





Facilities Engineering DAWIA Certification by Component

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





Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering		Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	120	50	71	20	261	54.0%	
Level II	1,298	142	3,098	314	4,852	70.3%	
Level III	228	27	319	1,737	2,311	75.2%	
<i>Unspecified</i>	1	1	1	1	4		
FY16Q3 TOTAL	1,647	220	3,489	2,072	7,428	71.2%	
	22.2%	3.0%	47.0%	27.9%			

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%	
Facilities En	405	5.5%	13 of 14

** Based on population total without unspecified positions

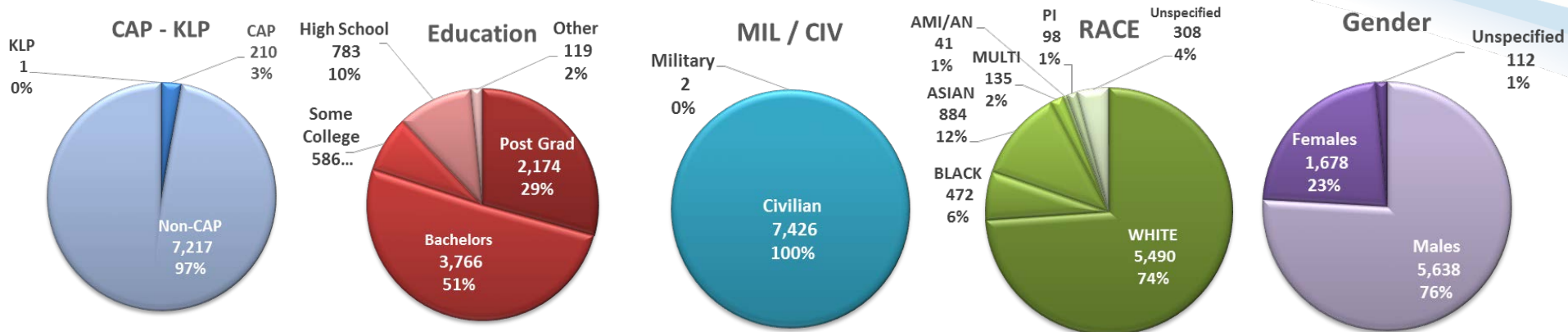
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	141	115	5	261	3.5%
Level II	3,412	1,373	67	4,852	65.3%
Level III	1,737	517	57	2,311	31.1%
<i>Unspecified</i>	1	3	-	4	0.1%
Facilities Engineering TOTAL	5,291	2,008	129	7,428	
	71.2%	27.0%	1.7%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE TOTAL	Entire DAW
Key Leadership Positions (KLPs)	1 <i>0.0%</i>	1,138 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	210 <i>2.8%</i>	15,694 <i>9.9%</i>
Non-CAP Positions	7,217 <i>97.2%</i>	141,676 <i>89.4%</i>
TOTAL	7,428	158,508

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

Highest Level of Education	FE TOTAL	Entire DAW
Post Grad	2,174 <i>29.3%</i>	62,129 <i>39.2%</i>
Bachelors	3,766 <i>50.7%</i>	69,413 <i>43.8%</i>
Some College	586 <i>7.9%</i>	11,837 <i>7.5%</i>
High School	783 <i>10.5%</i>	12,478 <i>7.9%</i>
Other	119 <i>1.6%</i>	2,651 <i>1.7%</i>
TOTAL	7,428	158,508

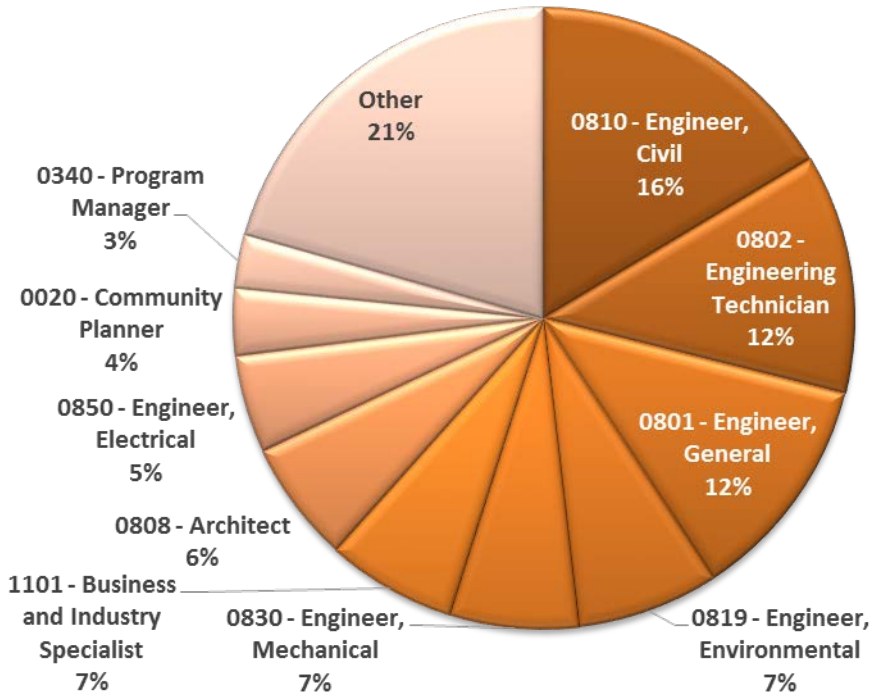
Military / Civilian	FE TOTAL	Entire DAW
Civilian	7,426 <i>99.97%</i>	142,987 <i>90.2%</i>
Military	2 <i>0.03%</i>	15,521 <i>9.8%</i>
TOTAL	7,428	158,508

Race	FE TOTAL	Entire DAW
WHITE	5,490 <i>73.9%</i>	117,004 <i>73.8%</i>
BLACK	472 <i>6.4%</i>	18,850 <i>11.9%</i>
ASIAN	884 <i>11.9%</i>	10,260 <i>6.5%</i>
MULTI	135 <i>1.8%</i>	3,415 <i>2.2%</i>
AMI/AN	41 <i>0.6%</i>	860 <i>0.5%</i>
PI	98 <i>1.3%</i>	759 <i>0.5%</i>
Unspecified	308 <i>4.1%</i>	7,360 <i>4.6%</i>
TOTAL	7,428	158,508

Gender	FE TOTAL	Entire DAW
Males	5,638 <i>75.9%</i>	110,710 <i>69.8%</i>
Females	1,678 <i>22.6%</i>	45,575 <i>28.8%</i>
Unspecified	112 <i>1.5%</i>	2,223 <i>1.4%</i>
TOTAL	7,428	158,508



Facilities Engineering Size by Occupational Series



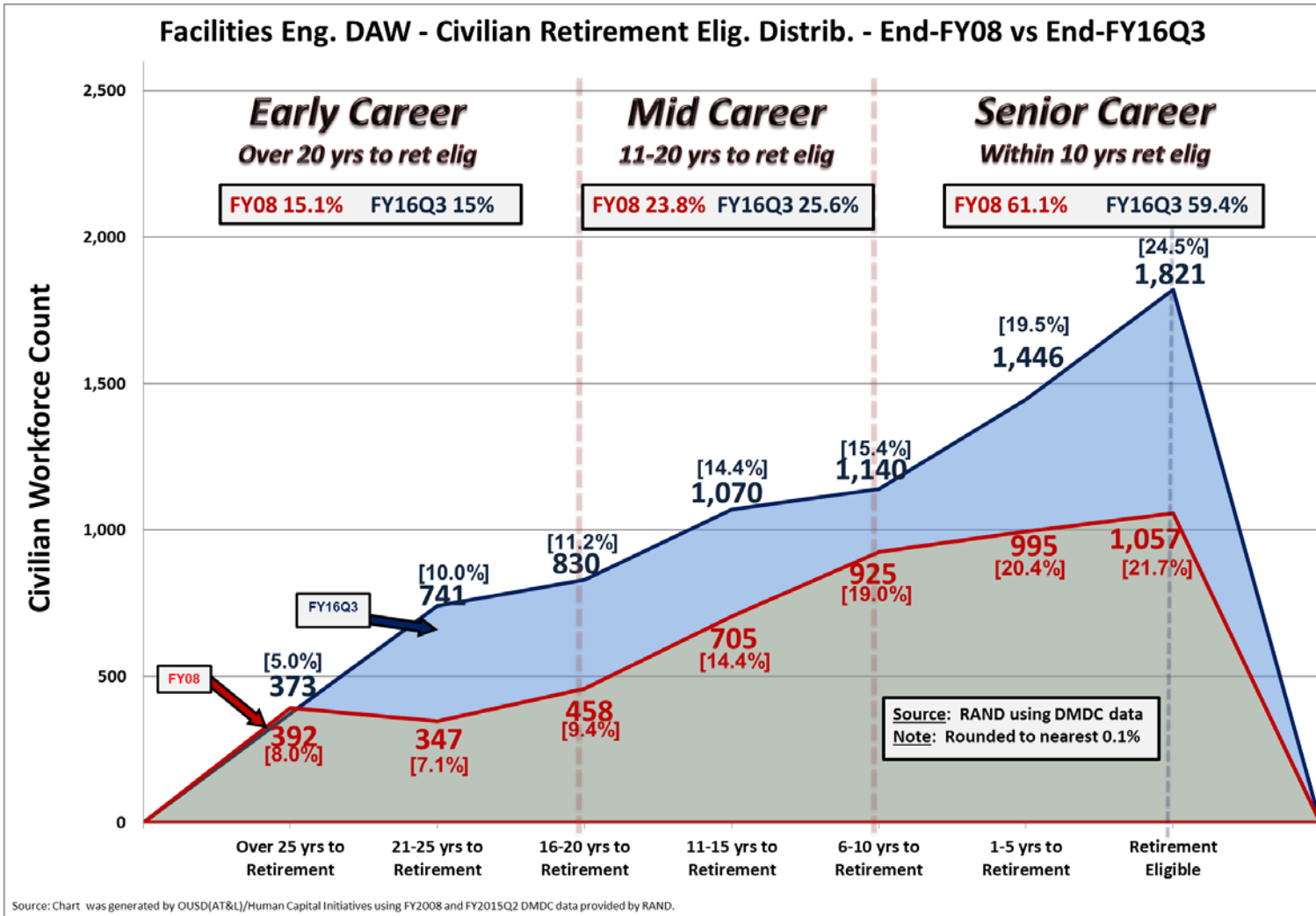
Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,219	16.4%
0802 - Engineering Technician	927	12.5%
0801 - Engineer, General	881	11.9%
0819 - Engineer, Environmental	551	7.42%
0830 - Engineer, Mechanical	496	6.68%
1101 - Business and Industry Specialist	502	6.76%
0808 - Architect	471	6.34%
0850 - Engineer, Electrical	378	5.09%
0020 - Community Planner	260	3.50%
0340 - Program Manager	208	2.80%
Other	1,533	20.64%
TOTAL CIVILIAN	7,426	Civilians



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



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



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

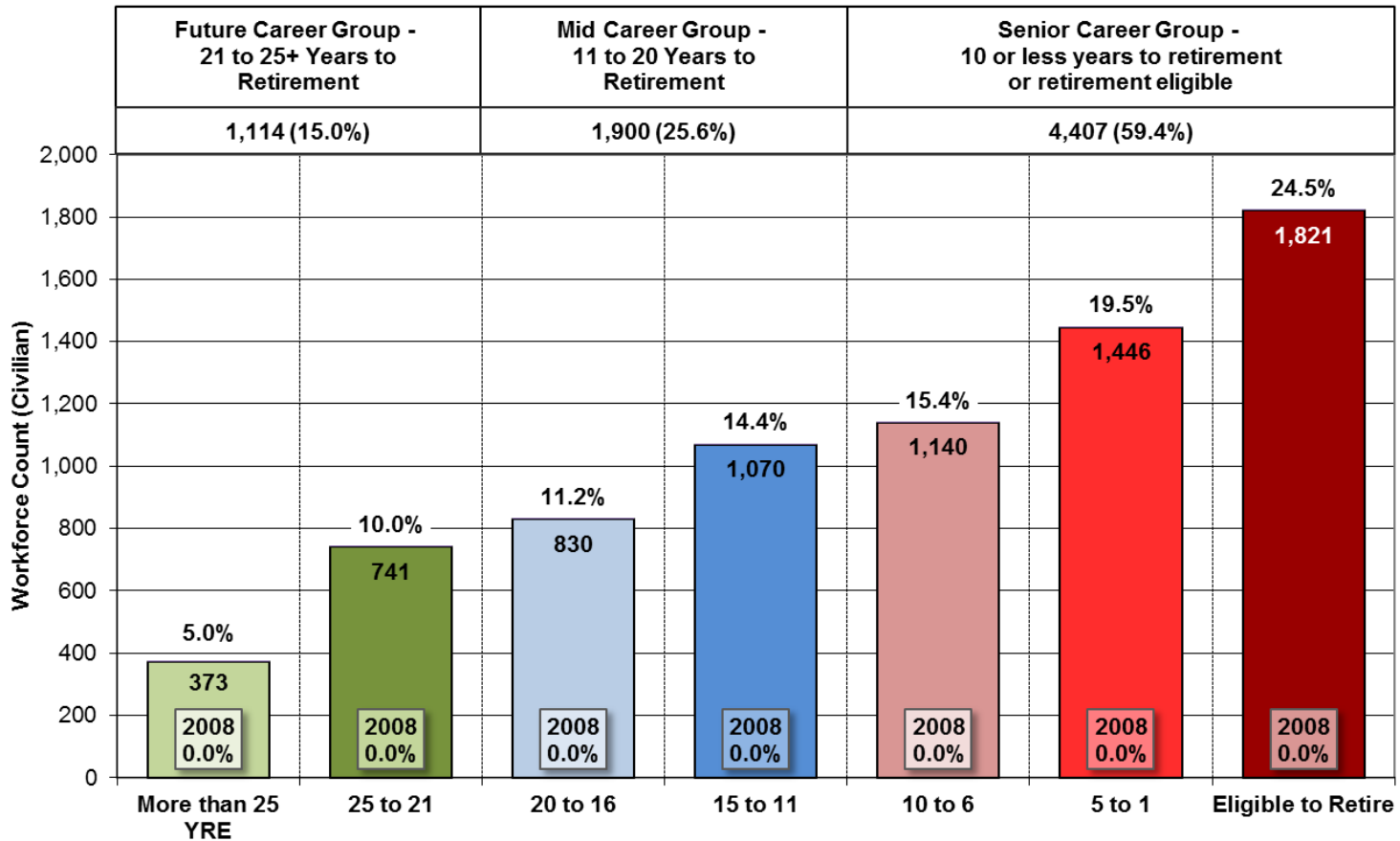
As of FY16Q3 (30 Jun 2016)



Facilities Engineering Workforce Lifecycle Model by YRE



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



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

As of FY16Q3 (30 Jun 2016)

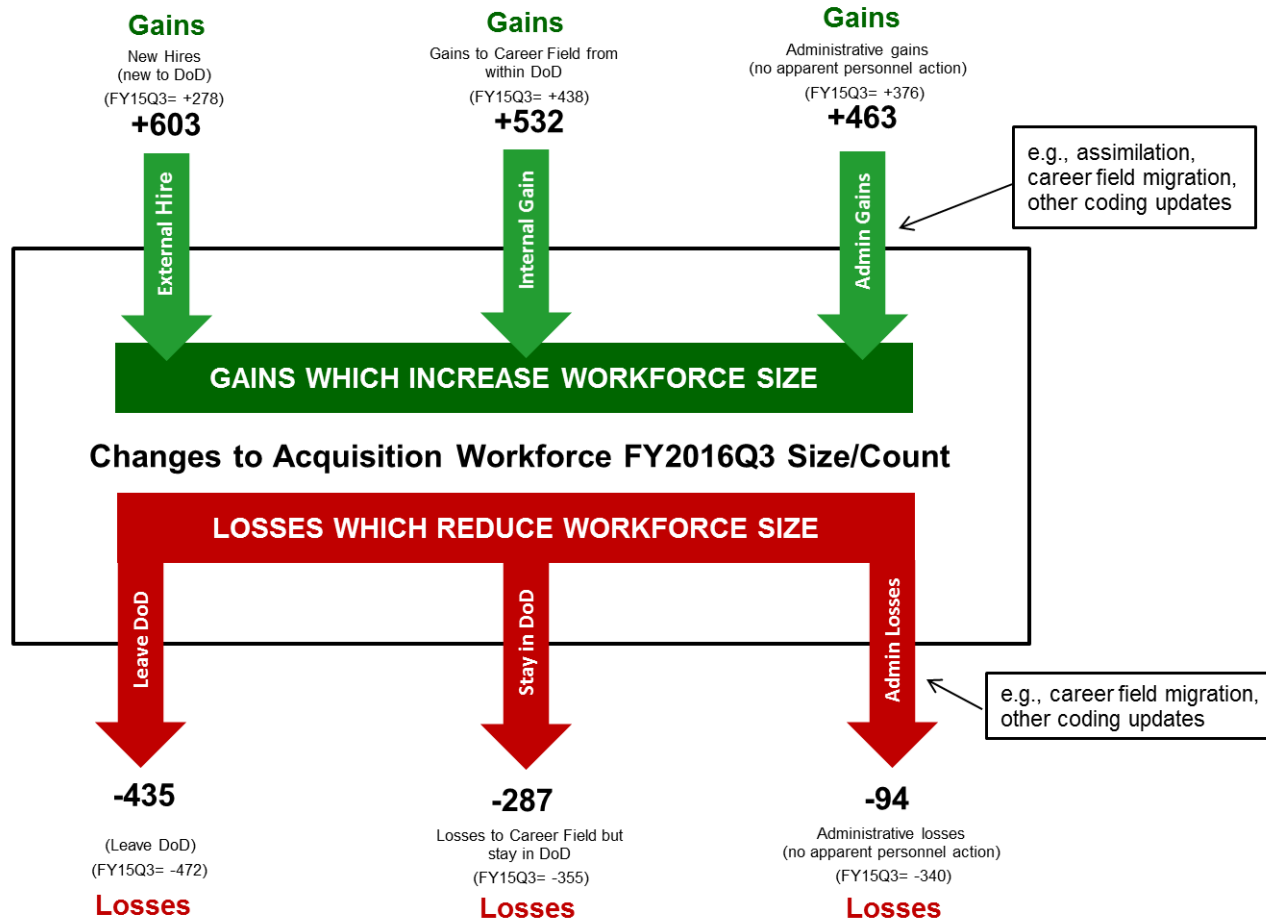


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q3) - Facilities Engineering

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



As of FY16Q3 (30 Jun 2016)

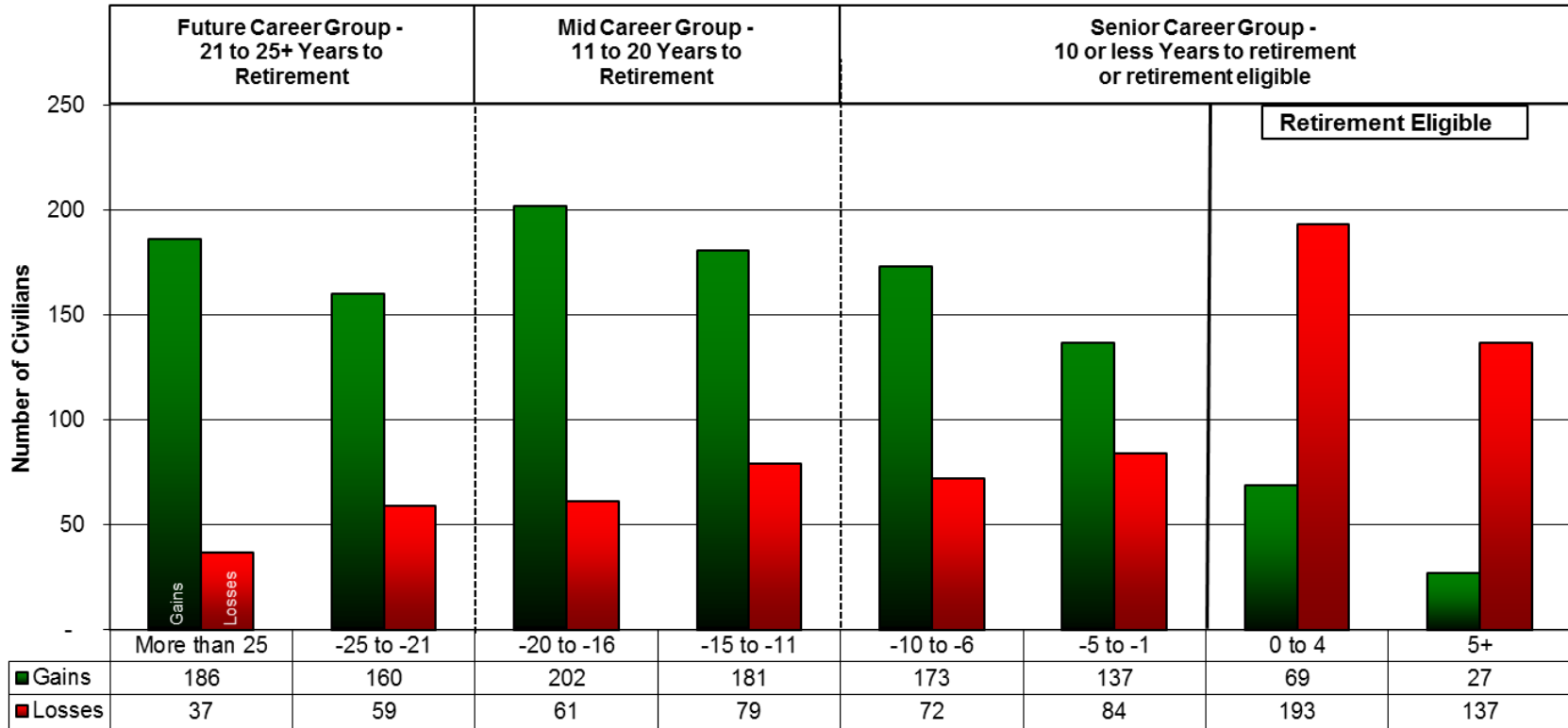


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q3 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

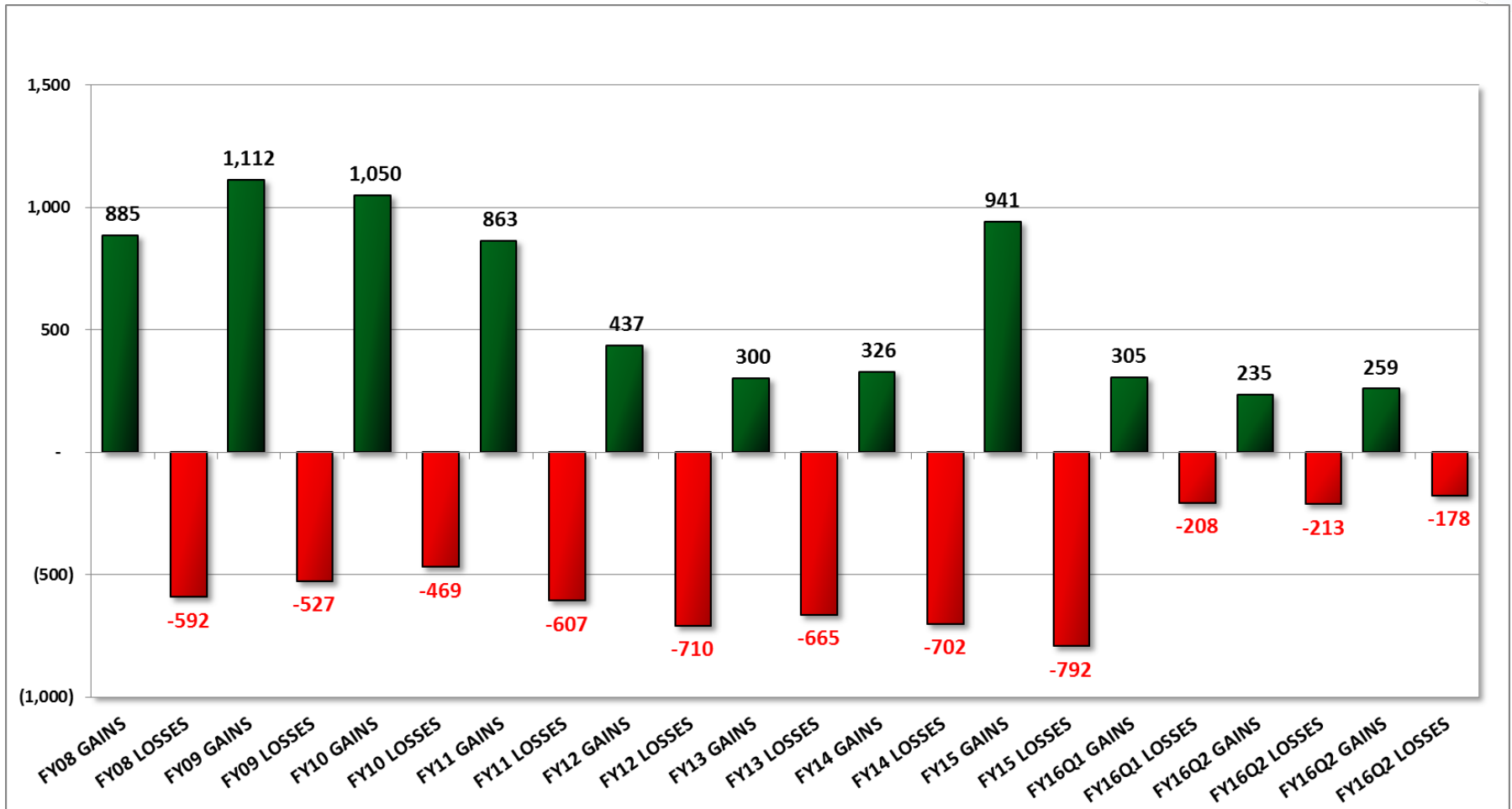
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q3 (30 Jun 2016)



Facilities Engineering Historical Gains and Losses FY08 – FY16Q3



As of FY16Q3 (30 Jun 2016)

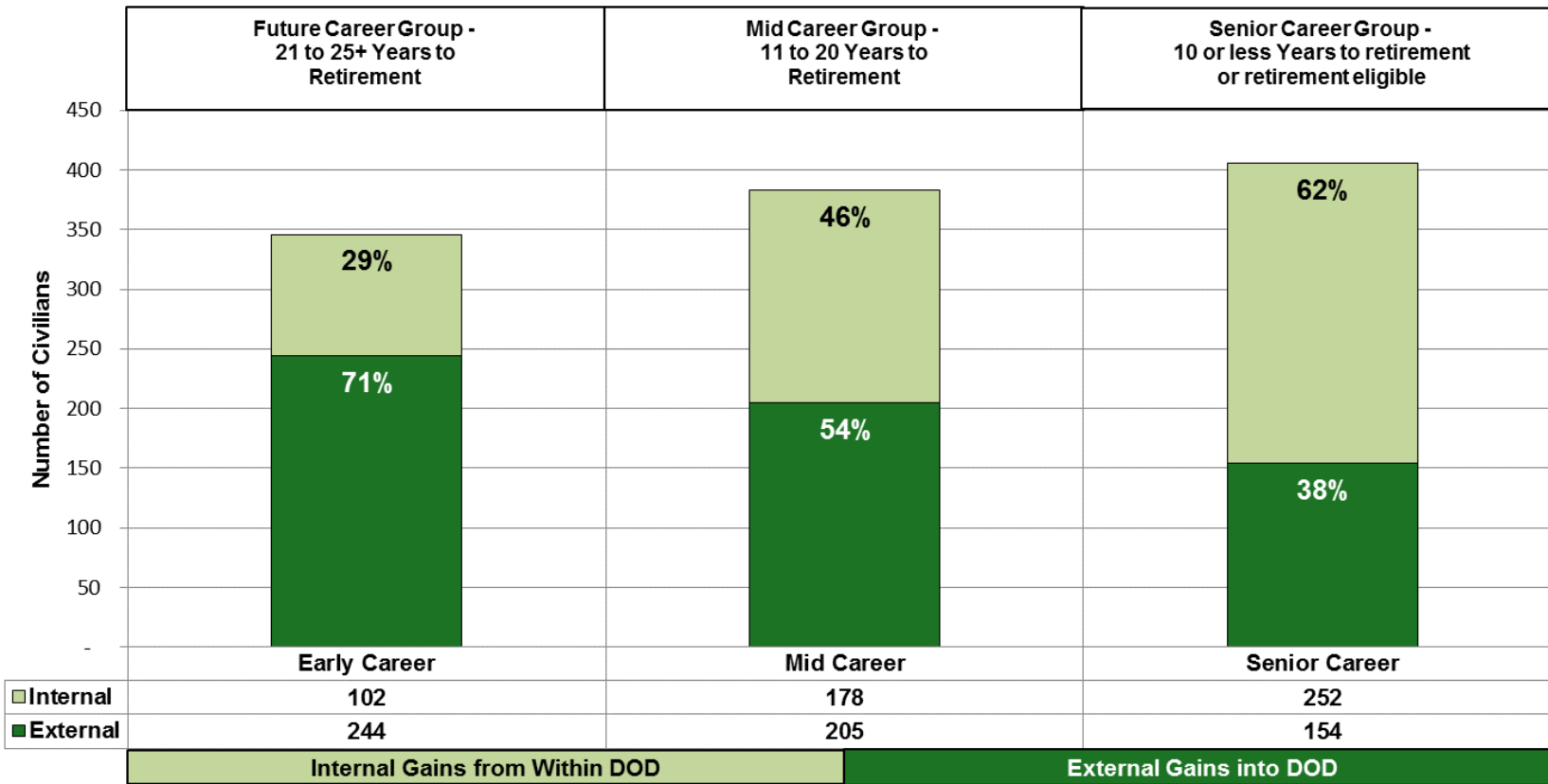


Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - FE

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)

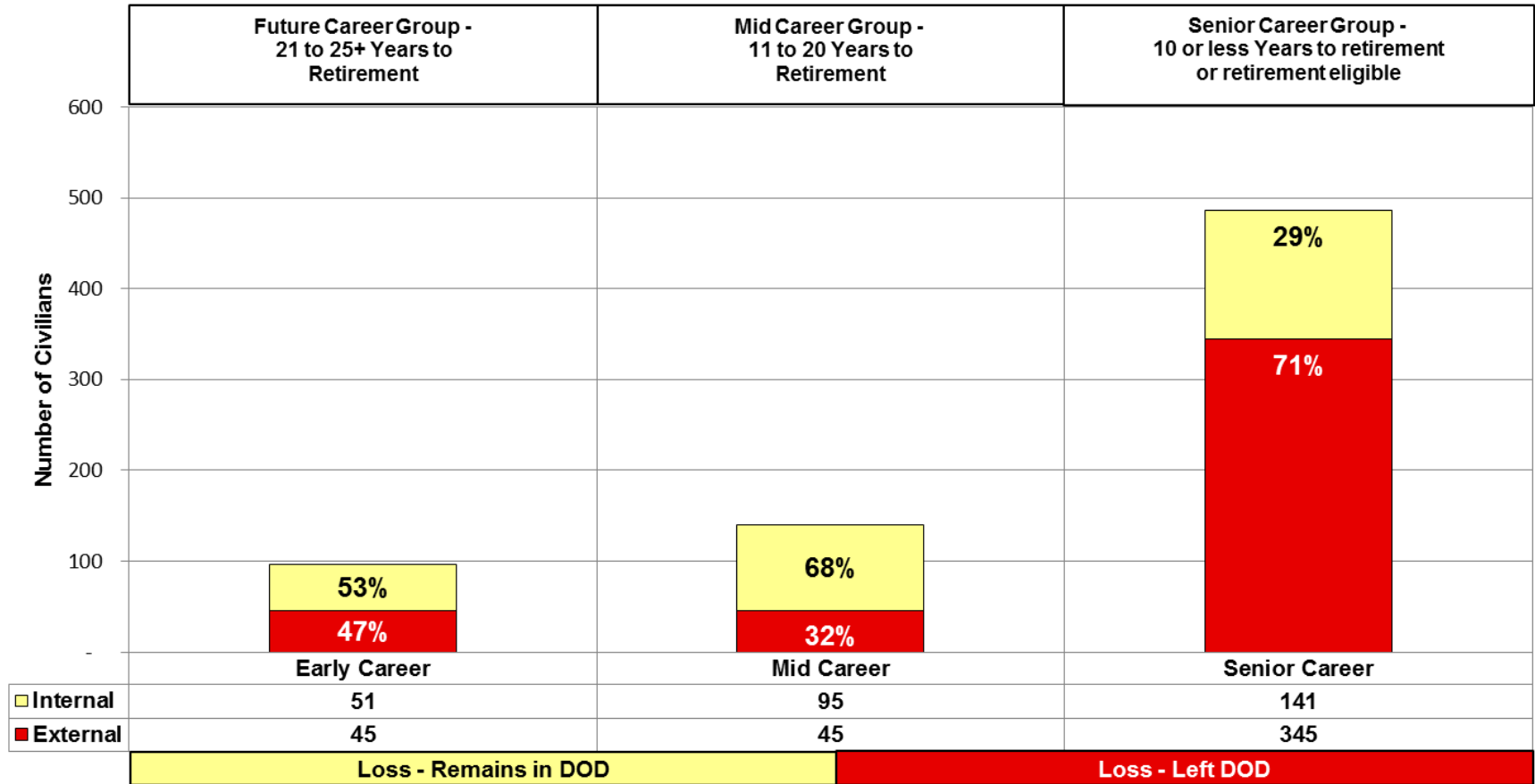


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - FE

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

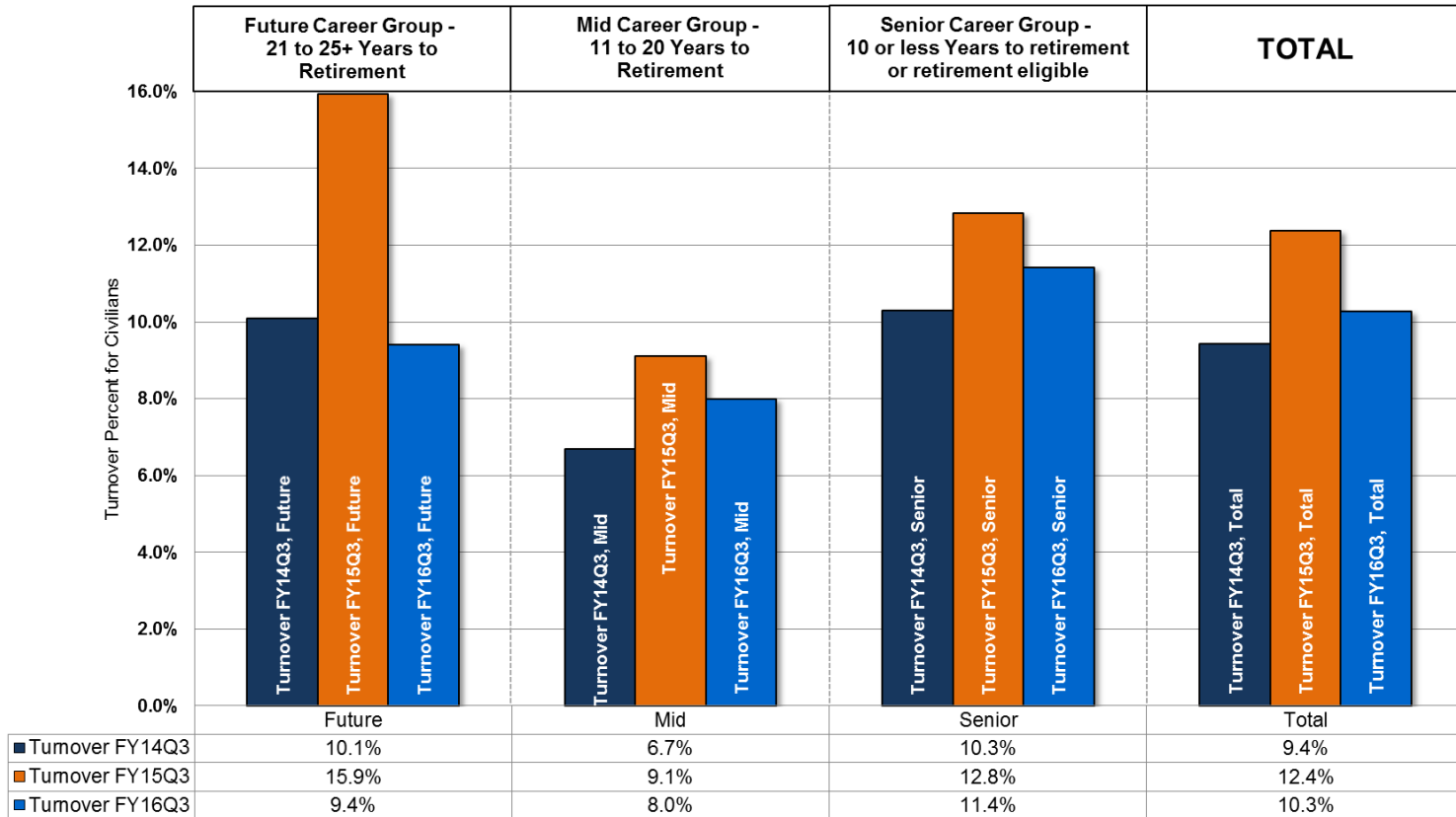
As of FY16Q3 (30 Jun 2016)



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

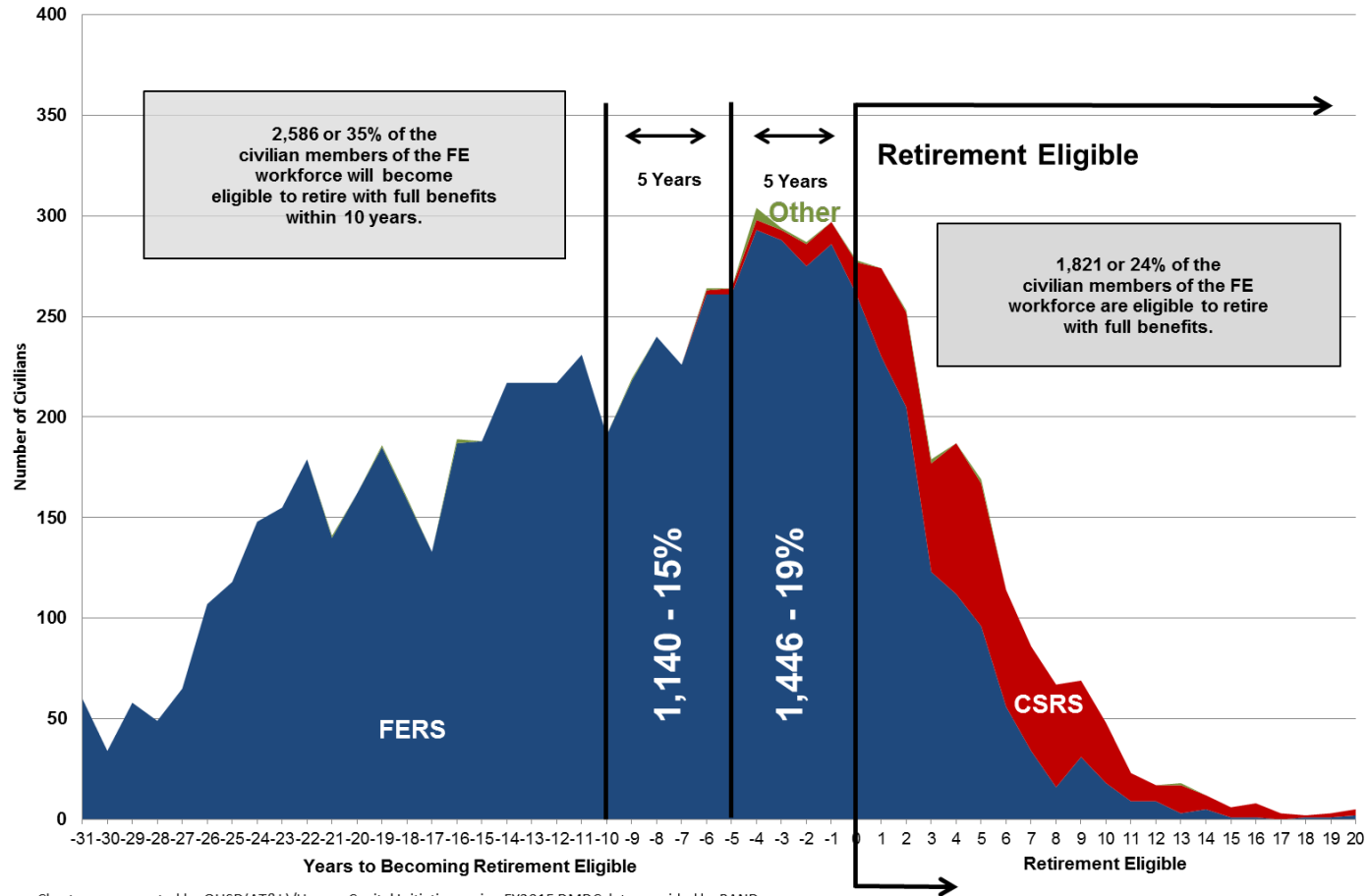


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - FE

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