



Defense Acquisition Workforce Key Information

Life Cycle Logistics
As of FY16Q3 (30 Jun 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 Life Cycle Logistics	FY 2008				FY2016Q3			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	18,429	1,167	19,596	158,508
Change in size from 2008	-	-	-	-	48%	23%	47%	26%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	63%	60%	62%	83%
Graduate Degree	15%	23%	16%	29%	26%	34%	27%	39%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	86%	52%	84%	85%
Level II or Higher Achieved	49%	16%	47%	61%	74%	27%	71%	74%
Level III Achieved	28%	7%	27%	36%	41%	7%	39%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	77%	33%	74%	76%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	20%	61%	23%	21%
Does Not Meet Certification Requirement	22%	20%	22%	14%	3%	6%	3%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	47%	3%	44%	36%
Average Age	48.8	39.6	48.1	45.7	48.1	38.1	47.5	44.6
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	16/25/59(%)	-	-	25/24/51(%)
Average Years of Service	17.8	17.2	17.8	17.3	15.3	17.8	15.4	15.2
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,630(20%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,669(20%)	-	-	26,095(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,263/1,769	-	-	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 Life Cycle Logistics Defense Acquisition Workforce count is 19,596, up from 13,361 in FY08, a total increase of 6,235
- The Life Cycle Logistics Defense Acquisition Workforce count was at its highest point (19,596) in FY16Q3, and its lowest point (12,332) in FY06
- The Agencies with the largest increases, since FY08, are DLA, NAVY, and AIR FORCE, with increases of 2,592 (6,480%), 2,096 (48%), and 1,399 (81%), respectively
- The Agency with the largest decreases, since FY08, is Army, DISA and DSCA, with a decrease of 29 (-0.4%), 21 (55%) and 2 (100%), respectfully

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 74.2%; up from 44.9% in FY08
- The current Life Cycle Logistics Meets/Exceeds certification rate is up 29.3% from FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.6%; down from 32.9% in FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.3%; down from 22.2% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

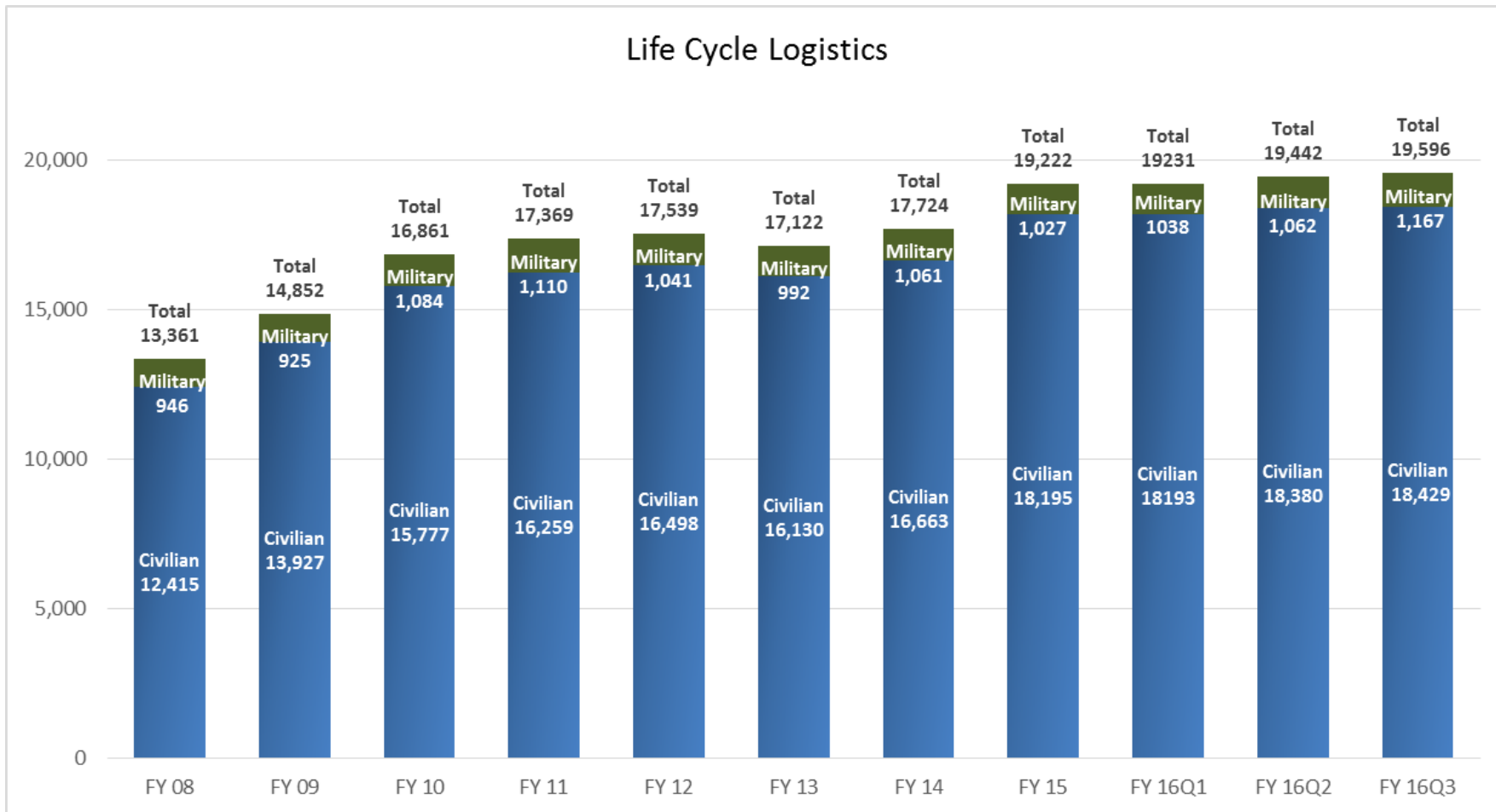
- Senior Career Group 58.9% (10,847) (10 years or less to retirement eligibility or retirement eligible)
- 19.7% (3,630) are currently eligible to retire, down from 20.1% in FY08
- Mid Career Group 24.7% (4,553) (11 to 20 years to retirement), 23.9% in FY08
- Early Career Group 16.3% (3,008) (21 to 25+ years to retirement), up from 14.3% in FY08



Total Historic Workforce

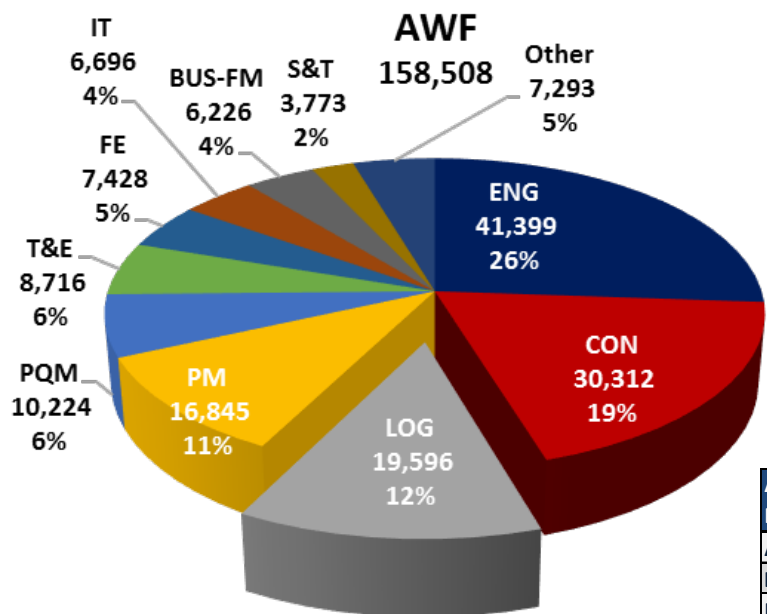


Life Cycle Logistics





AWF by Component and Career Field



AWF Count by Career Category FY16Q3	Army	DoN	Air Force	4th Estate	Totals	% Total
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%		



Logistics Workforce Historical Size by Agency FY05 – FY16Q3



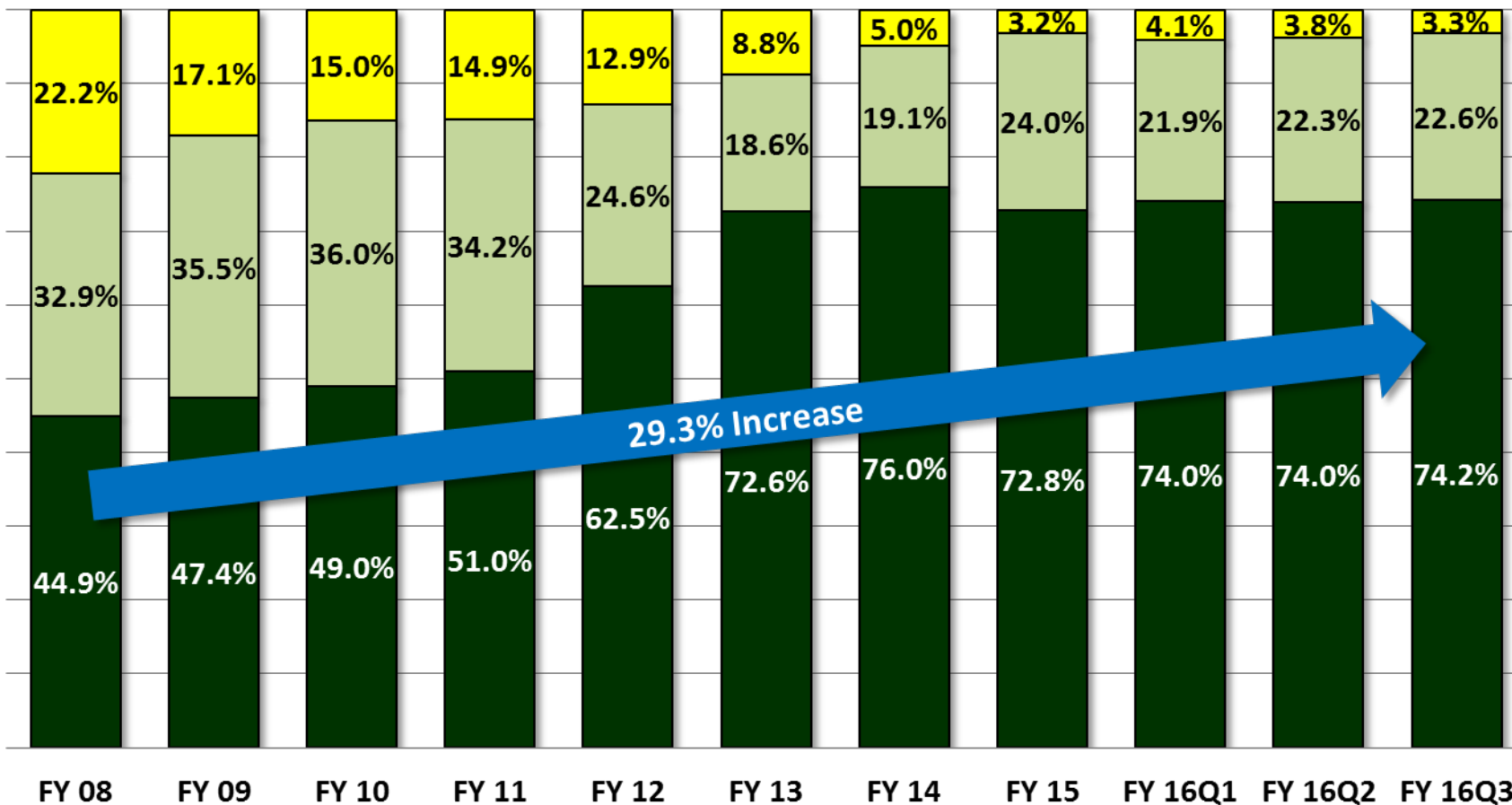
Life Cycle Logistics	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,201	7,191	7,149	7,105	0%	-1%
DoN	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,715	6,160	6,214	6,296	6,451	48%	5%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,907	3,028	3,017	3,087	3,126	81%	3%
DCMA	29	28	40	29	35	37	91	132	128	127	127	127	130	126	334%	-1%
DLA	9	7	63	40	22	21	21	317	359	1,272	2,554	2,528	2,626	2,632	6480%	3%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	2	3	4	5	12	44	48	57	71	64	71	74	77	77	1440%	8%
DISA	13	13	28	38	22	17	18	15	13	32	27	27	19	17	-55%	-37%
DHA	-	-	-	-	-	2	2	1	-	3	3	3	2	1		-67%
DTRA	-	1	1	1	1	1	1	-	-	-	4	4	4	5	400%	25%
DAU	26	23	-	24	30	37	36	41	37	36	33	32	34	37	54%	12%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	5	5		
OSD	1	1	2	2	2	10	13	12	11	12	12	12	11	11	450%	-8%
JCS	-	-	-	-	-	-	-	1	1	1	1	1	1	1		0%
DeCA	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	1		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-100%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	1	-	-	-	-	-	1	1	1	1	1	1		0%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	3	1	-	-	-	-	-	-	-	-		
TOTAL	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	19,231	19,442	19,596	↑	↑
															47%	2%



Logistics Historical DAWIA Certification FY08 – FY16Q3



Life Cycle Logistics



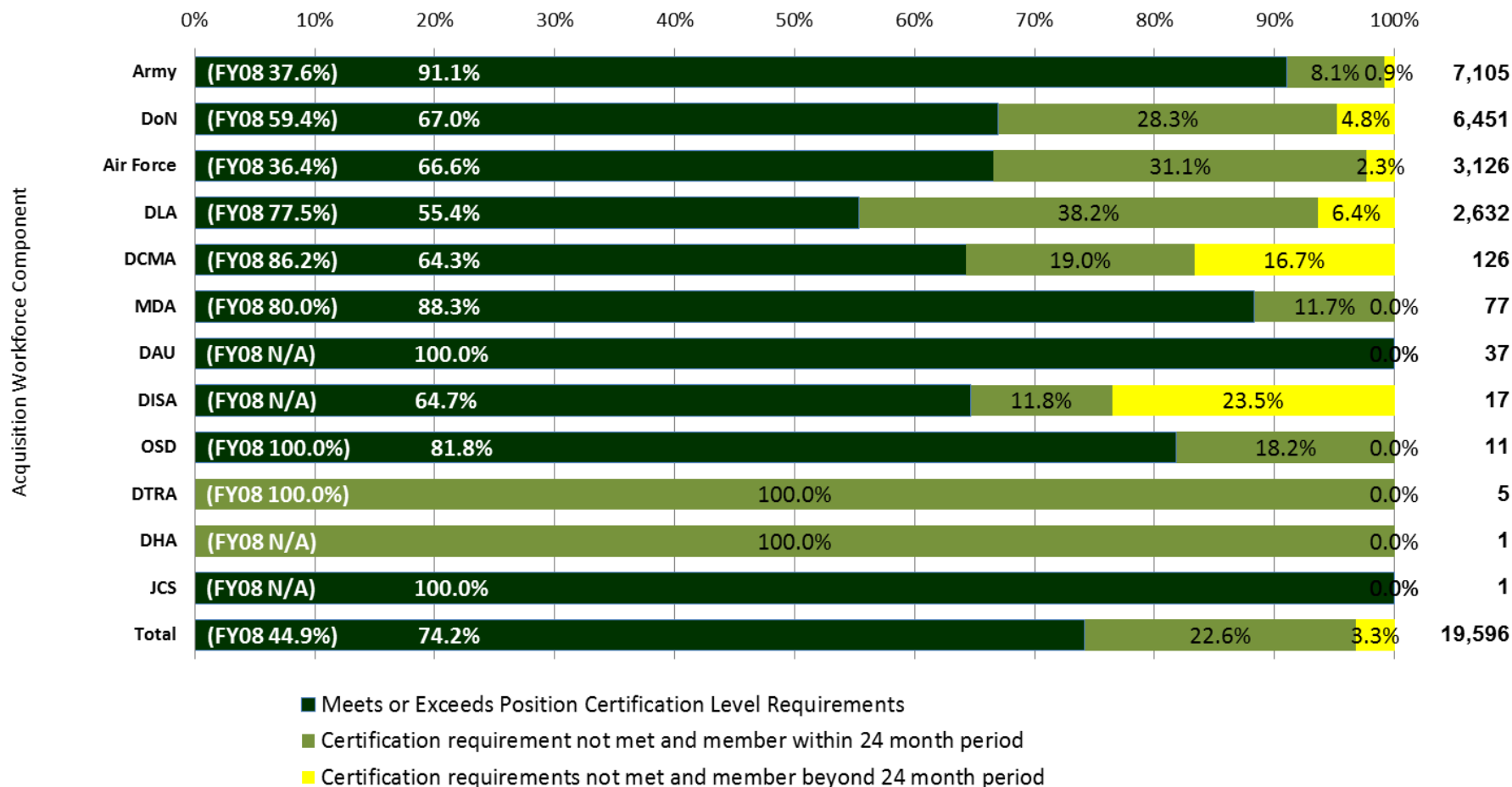
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY16Q3)





Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics		Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,255	1,014	285	40	2,594	51.6%	
Level II	1,430	1,174	5,683	2,394	10,681	75.6%	
Level III	477	230	486	5,121	6,314	81.1%	
Unspecified	6	-	-	1	7		
FY16Q3 TOTAL	3,168	2,418	6,454	7,556	19,596	74.2%	
	16.2%	12.3%	32.9%	38.6%			

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%	
Life Cycle Logistics	2,719	13.9%	4 of 14

** Based on population total without unspecified positions

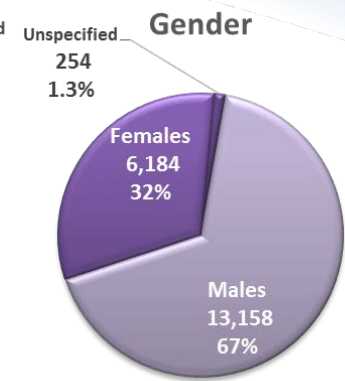
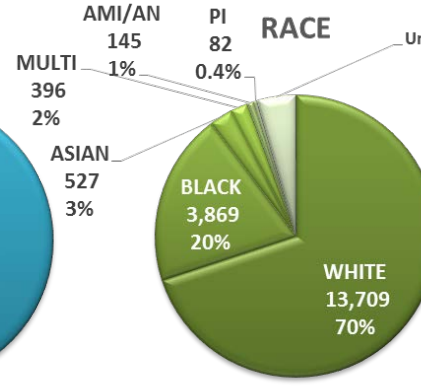
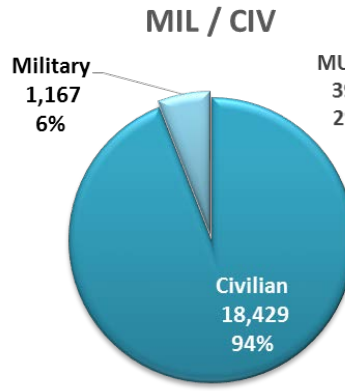
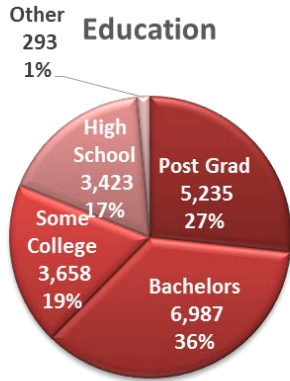
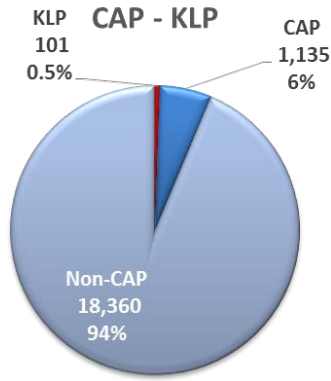
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,339	1,226	29	2,594	13.2%
Level II	8,077	2,234	370	10,681	54.5%
Level III	5,121	954	239	6,314	32.2%
Unspecified	1	6	-	7	0.0%
Life Cycle Logistics TOTAL	14,538	4,420	638	19,596	
	74.2%	22.6%	3.3%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL TOTAL	Entire DAW
Key Leadership Positions (KLPs)	101 0.5%	1,138 0.7%
Critical Acquisition Positions (CAPs) *	1,135 5.8%	15,694 9.9%
Non-CAP Positions	18,360 93.7%	141,676 89.4%
TOTAL	19,596	158,508

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

Highest Level of Education	LCL TOTAL	Entire DAW
Post Grad	5,235 26.7%	62,129 39.2%
Bachelors	6,987 35.7%	69,413 43.8%
Some College	3,658 18.7%	11,837 7.5%
High School	3,423 17.5%	12,478 7.9%
Other	293 1.5%	2,651 1.7%
TOTAL	19,596	158,508

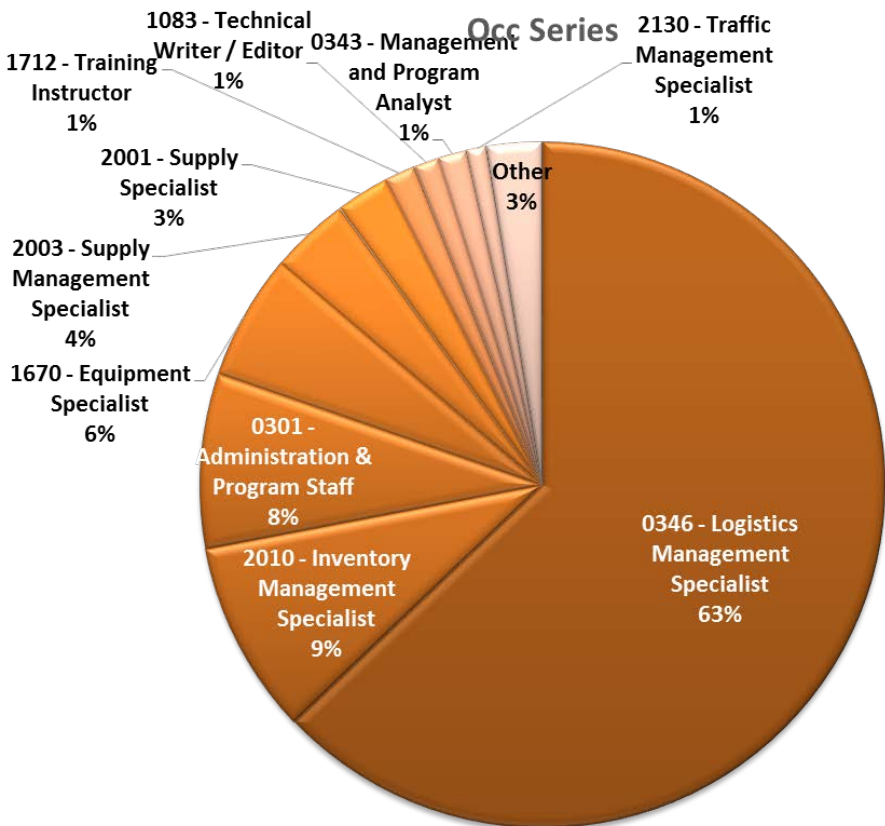
Military / Civilian	LCL TOTAL	Entire DAW
Civilian	18,429 94.0%	142,987 90.2%
Military	1,167 6.0%	15,521 9.8%
TOTAL	19,596	158,508

Race	LCL TOTAL	Entire DAW
WHITE	13,709 70.0%	117,004 73.8%
BLACK	3,869 19.7%	18,850 11.9%
ASIAN	527 2.7%	10,260 6.5%
MULTI	396 2.0%	3,415 2.2%
AMI/AN	145 0.7%	860 0.5%
PI	82 0.4%	759 0.5%
Unspecified	868 4.4%	7,360 4.6%
TOTAL	19,596	158,508

Gender	LCL TOTAL	Entire DAW
Males	13,158 67.1%	110,710 69.8%
Females	6,184 31.6%	45,575 28.8%
Unspecified	254 1.3%	2,223 1.4%
TOTAL	19,596	158,508



Logistics Size by Occupational Series



Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,588	62.9%
2010 - Inventory Management Specialist	1,683	9.1%
0301 - Administration & Program Staff	1,521	8.3%
1670 - Equipment Specialist	1,094	5.94%
2003 - Supply Management Specialist	688	3.73%
2001 - Supply Specialist	462	2.51%
1712 - Training Instructor	270	1.47%
1083 - Technical Writer / Editor	221	1.20%
0343 - Management and Program Analyst	250	1.36%
2130 - Traffic Management Specialist	174	0.94%
Other	478	2.59%
TOTAL CIVILIAN	18,429	Civilians



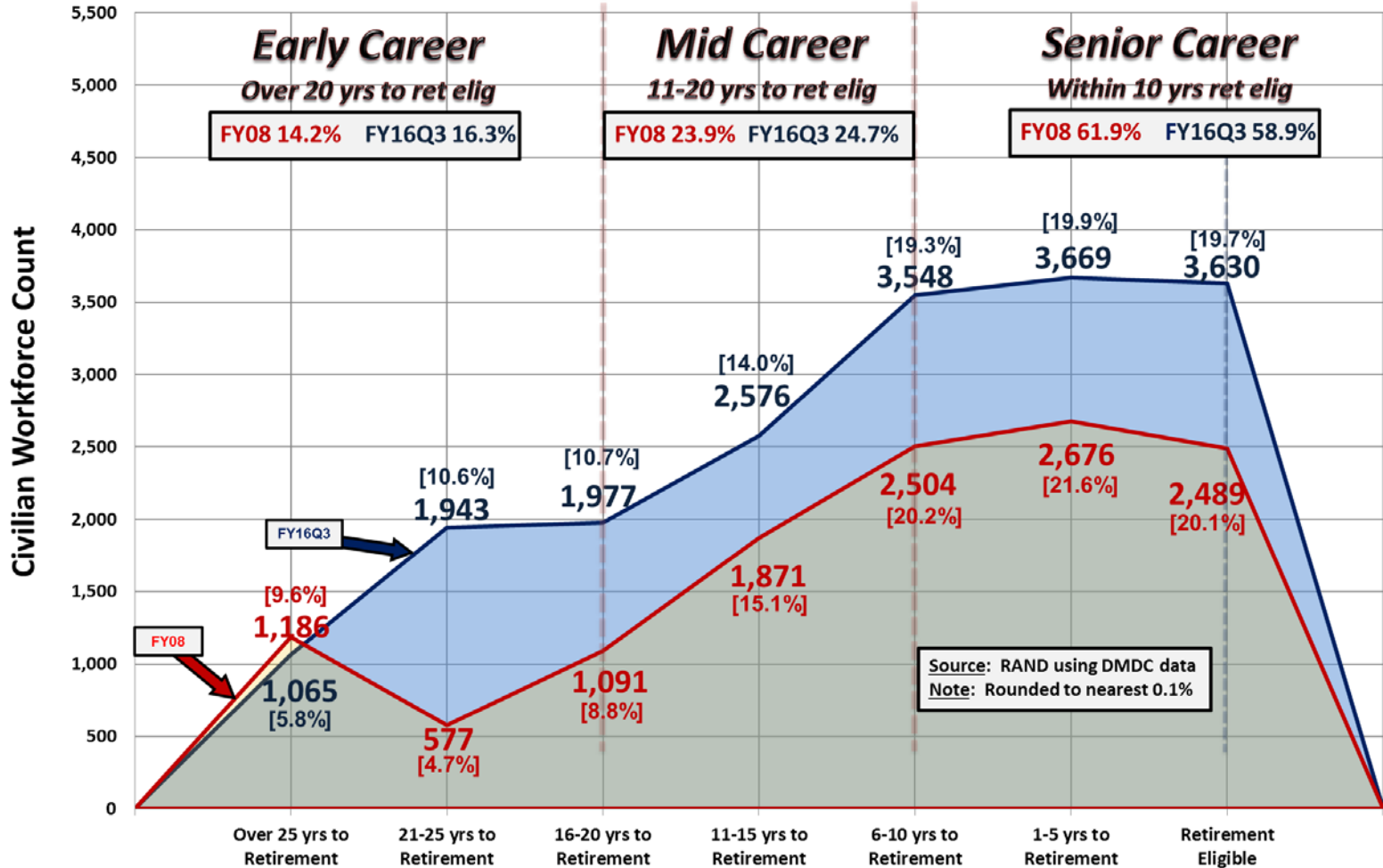
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY16Q3

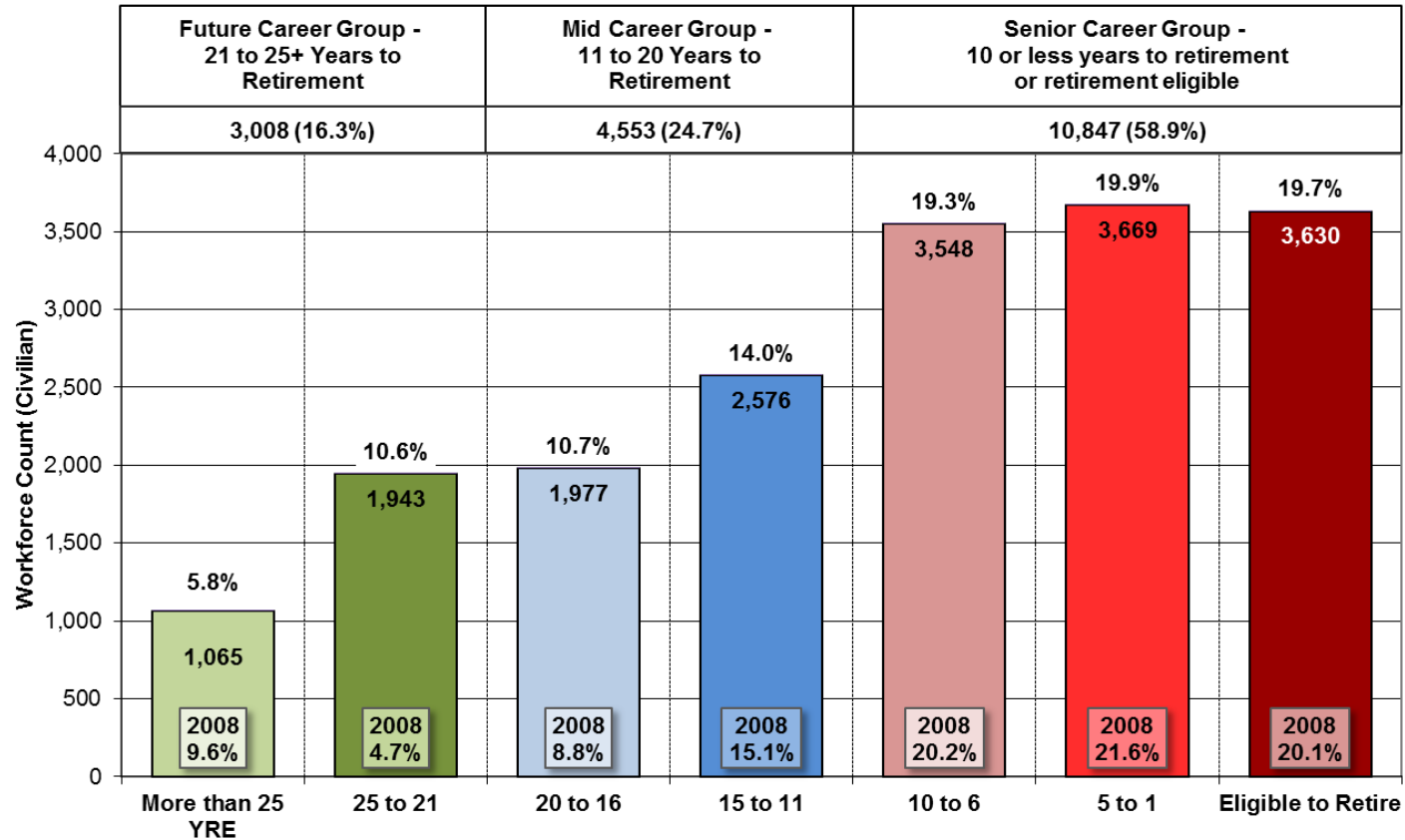


As of FY16Q3 (30 Jun 2016)



Logistics Workforce Lifecycle Model by YRE

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



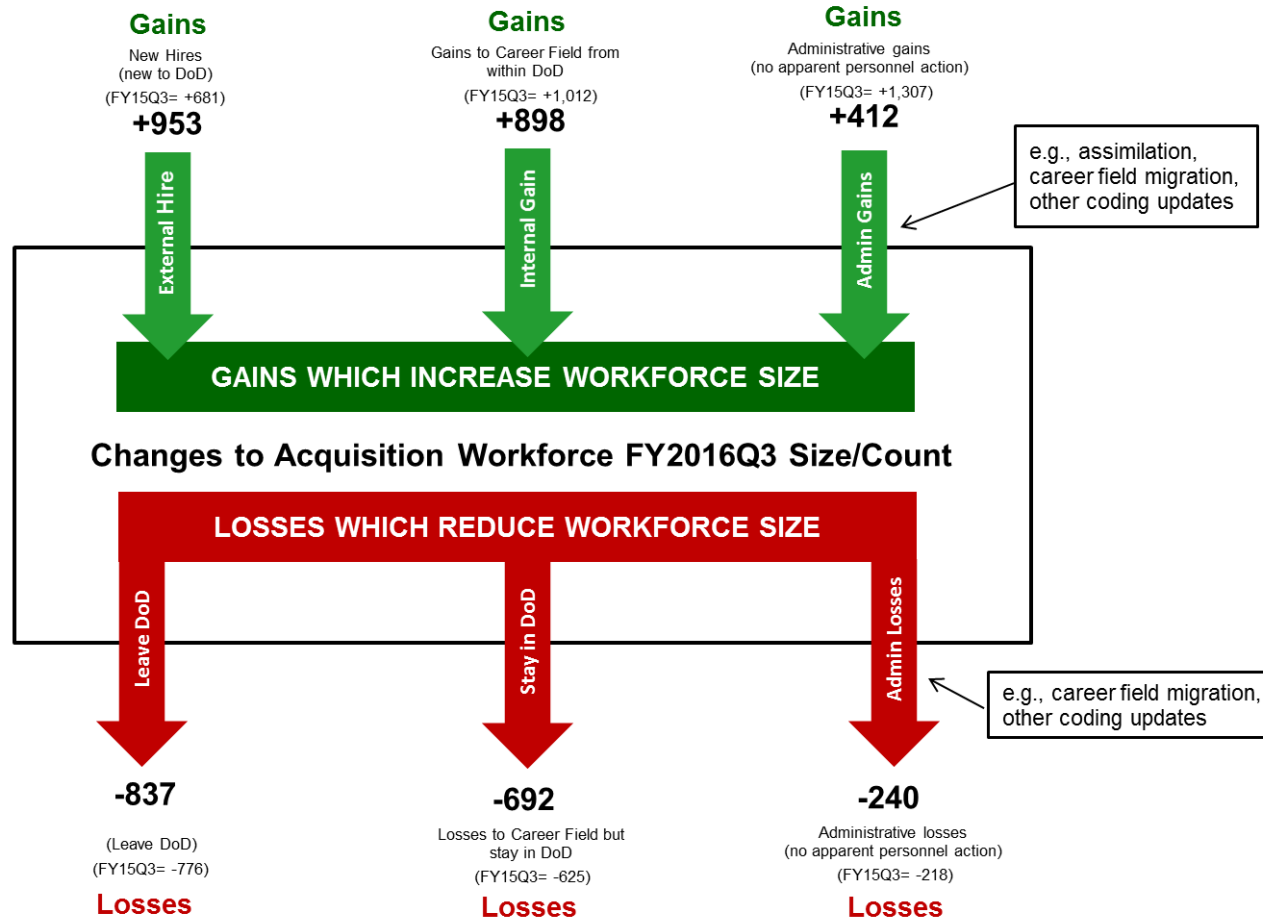
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Life Cycle Logistics

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



As of FY16Q3 (30 Jun 2016)

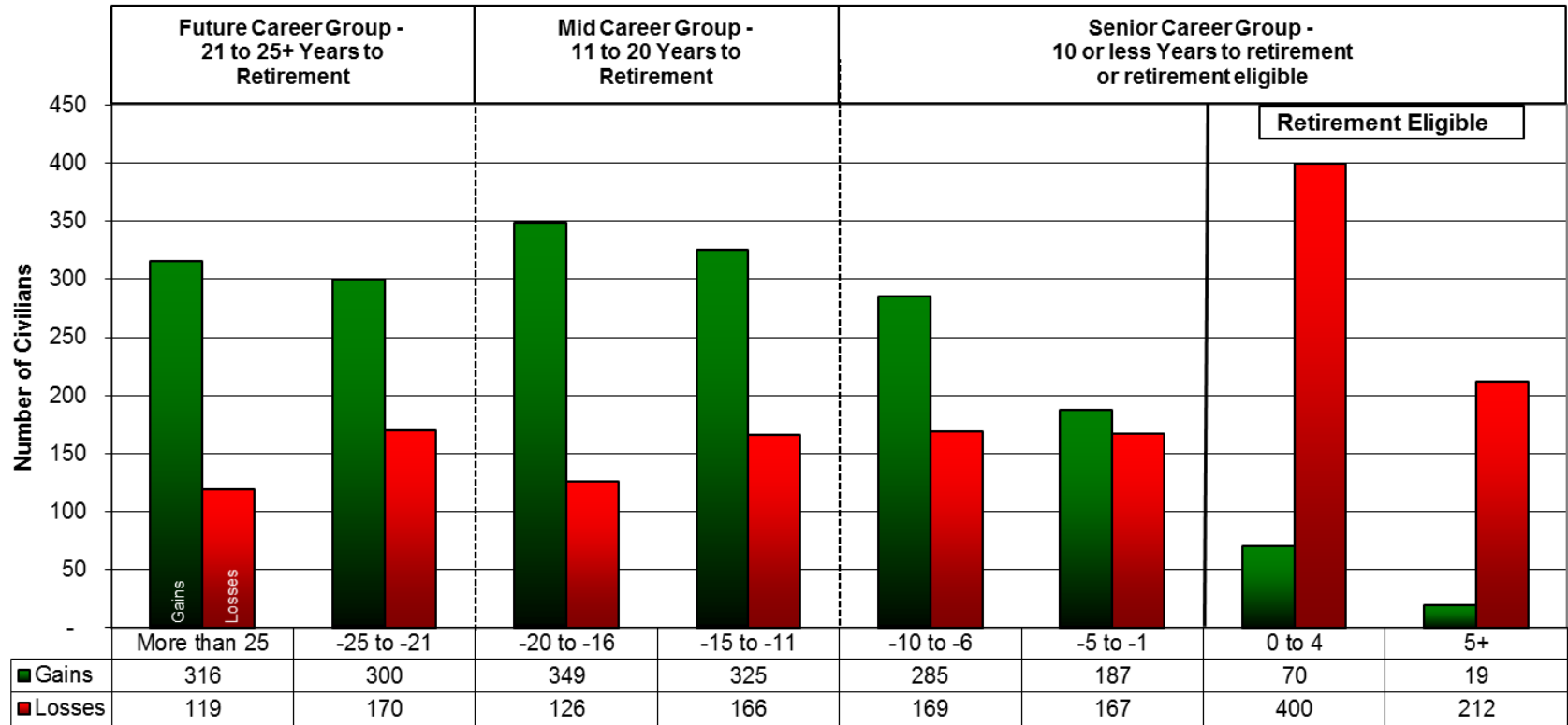


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - LCL

Workforce Lifecycle FY2016Q3 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

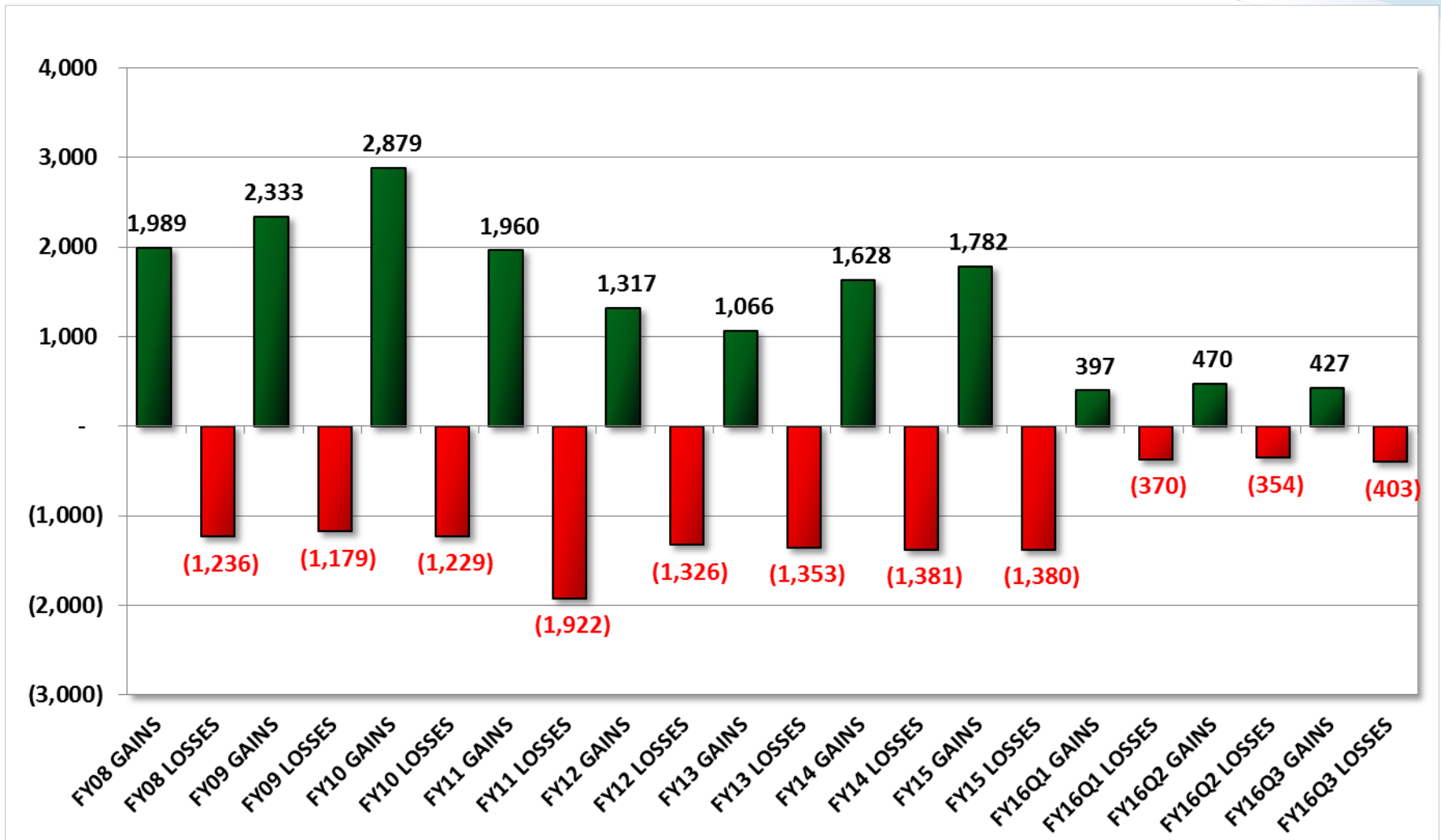
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q3 (30 Jun 2016)



Logistics Historical Gains and Losses FY08 – FY16Q3



As of FY16Q3 (30 Jun 2016)

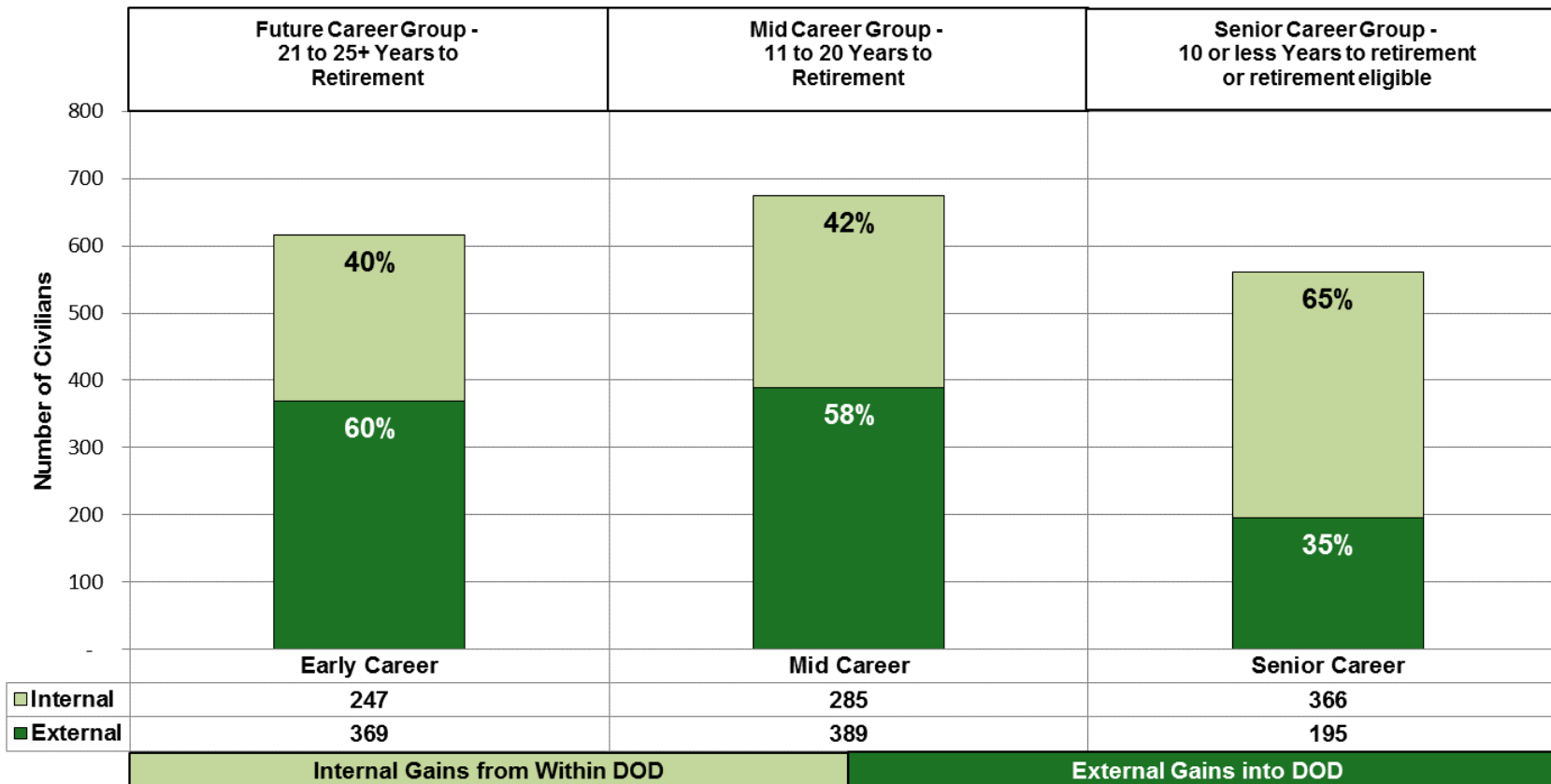


Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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)

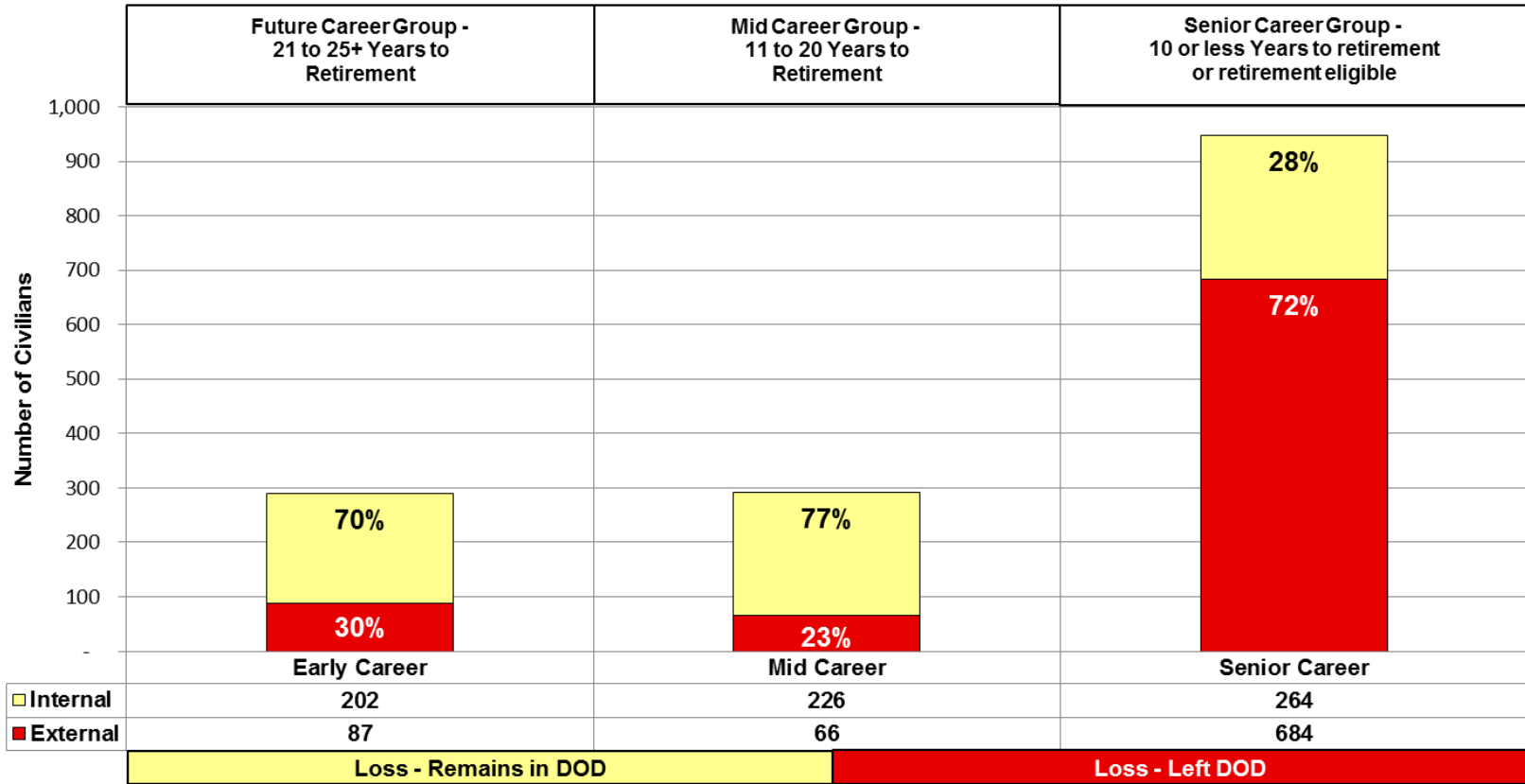


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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

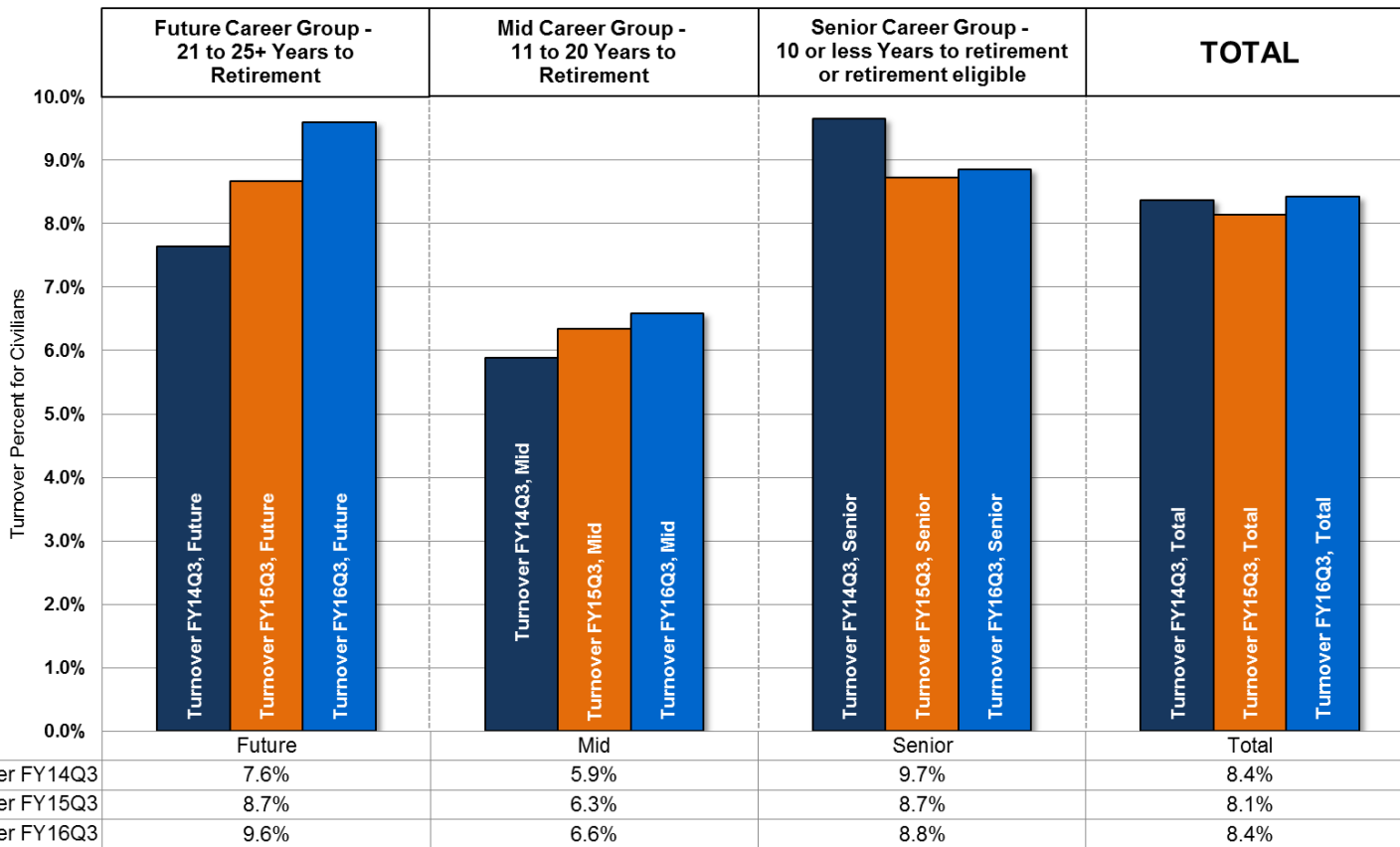
As of FY16Q3 (30 Jun 2016)



Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

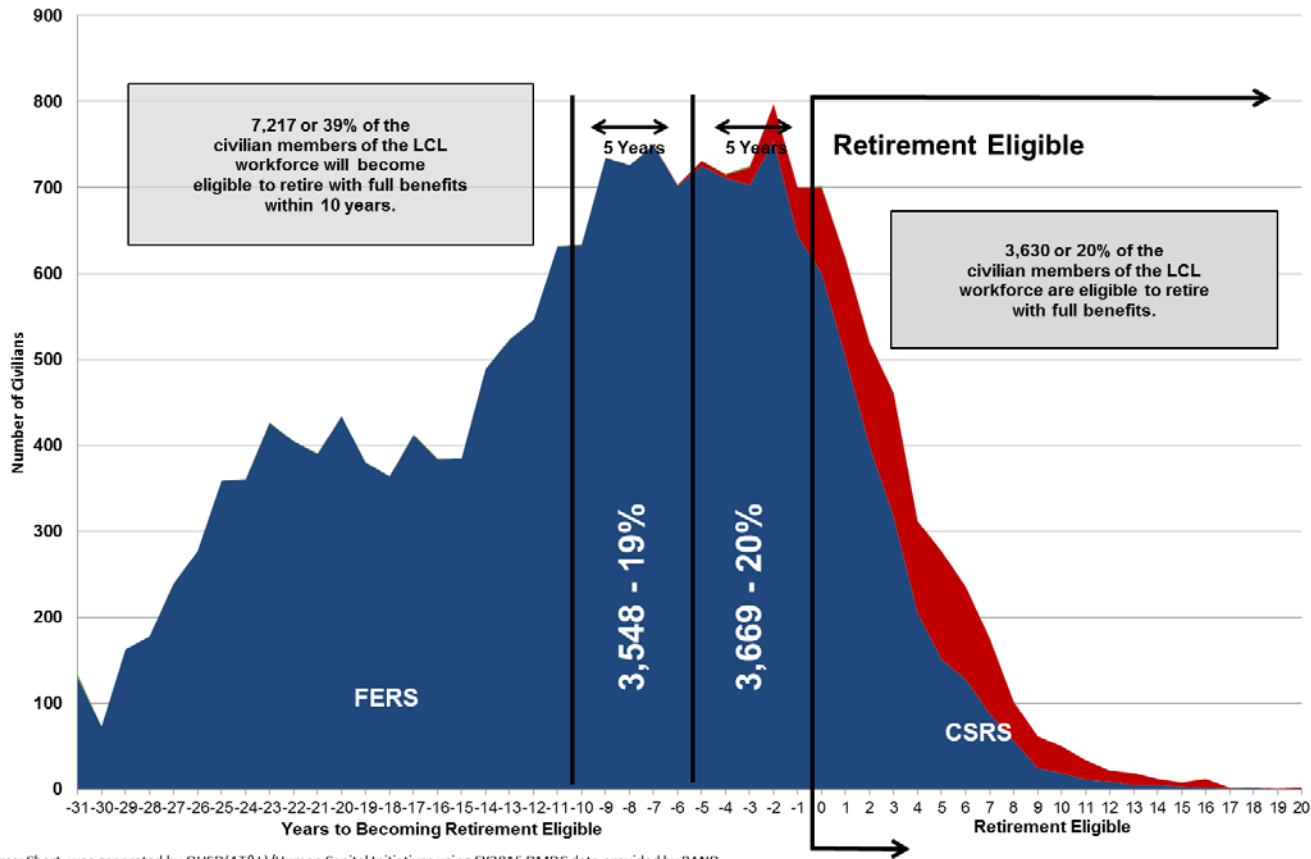


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - LCL

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



As of FY16Q3 (30 Jun 2016)



END