



Defense Acquisition Workforce Key Information

Program Management
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 Program Management	FY 2008				FY2016Q3			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	12,220	4,625	16,845	158,508
Change in size from 2008	-	-	-	-	51%	-2%	32%	26%
Civilian/Military Composition	63%	37%	-	88% / 12%	73%	27%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	83%	93%	86%	83%
Graduate Degree	37%	62%	46%	29%	50%	72%	56%	39%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	88%	84%	87%	85%
Level II or Higher Achieved	62%	61%	61%	61%	76%	65%	73%	74%
Level III Achieved	46%	31%	40%	36%	50%	37%	46%	43%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	74%	64%	71%	76%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	21%	33%	24%	21%
Does Not Meet Certification Requirement	19%	8%	15%	14%	5%	4%	5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	24%	61%	62%	48%	2%	35%	36%
Average Age	49.8	39.0	45.8	45.7	48.7	37.0	45.5	44.6
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	13/26/61(%)	-	-	25/24/51(%)
Average Years of Service	19.0	15.5	17.7	17.3	15.4	15.2	15.4	15.2
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	2,287(19%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,749(22%)	-	-	26,095(18%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,798/1,421	-	-	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 (FY16Q3)

- The current Program Management Defense Acquisition Workforce count is 16,845, up from 12,781 in FY08, a total increase of 4,064
- The Program Management Defense Acquisition Workforce count was at its highest point (16,845) in FY16Q3, and its lowest point (12,282) in FY05
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 2,310 (57%), 1,431 (35%), and 209 (154%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and WHS, with decreases of 463 (-13%), 7 (-70%), and 4 (-80%), respectively.

Defense Acquisition Workforce DAWIA Certification Highlights (FY16Q3)

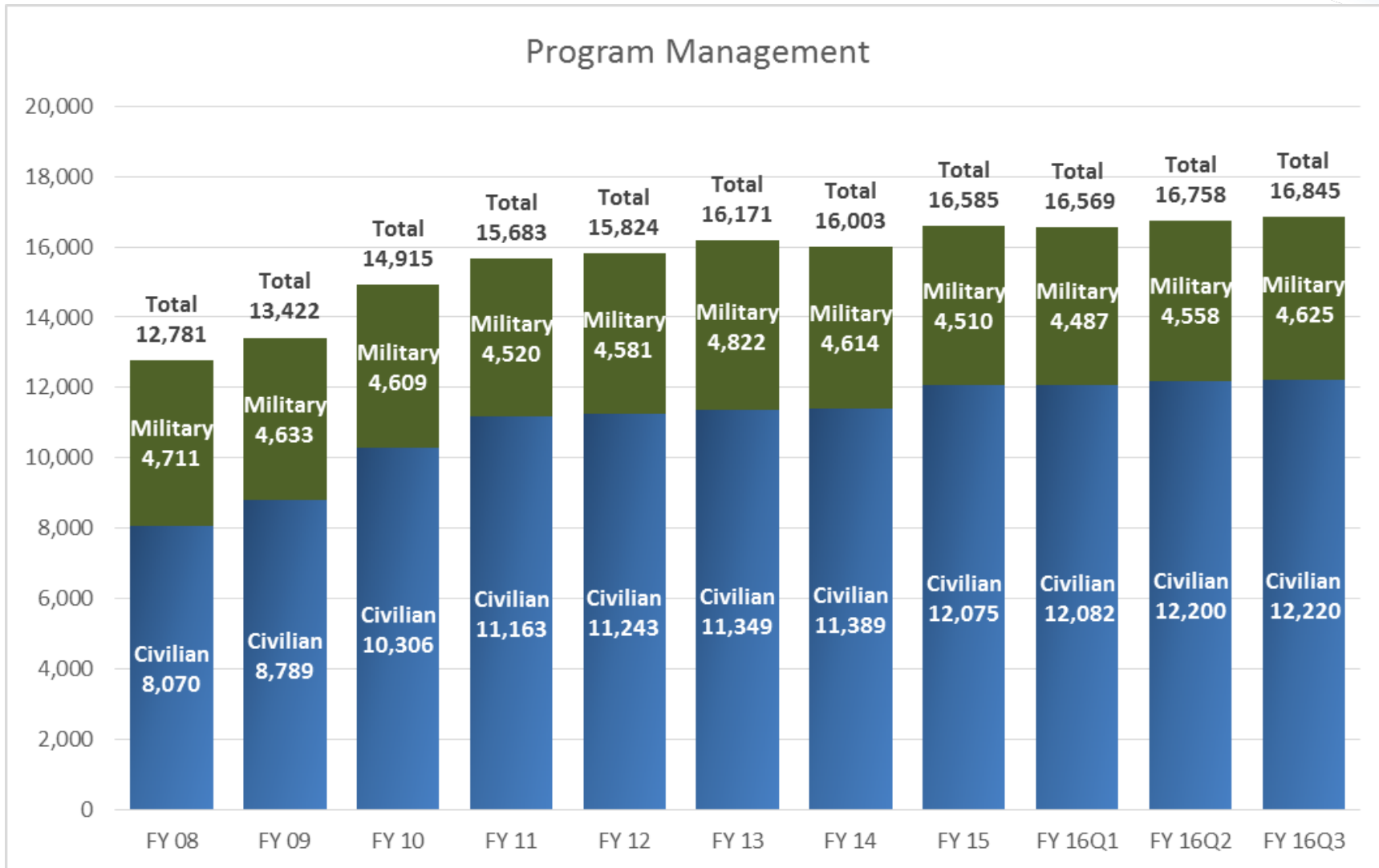
- The current Program Management Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.4%; up from 55.2% in FY08
- The current Program Management Meets/Exceeds certification rate is up 16.2% from FY08
- The current Program Management Defense Acquisition Workforce DAWIA 24 month grace period rate is 24%; down from 30.3% in FY08
- The current Program Management Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.5%; down from 14.5% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights (FY16Q3)

- Senior Career Group 61% (7,440) (10 years or less to retirement eligibility or retirement eligible)
- 18.7% (2,287) are currently eligible to retire, up from 18.2% in FY08
- Mid Career Group 25.9% (3,158) (11 to 20 years to retirement), ↑ from 25.8% in FY08
- Early Career Group 13.1% (1,603) (21 to 25+ years to retirement), ↑ from 7.9% in FY08

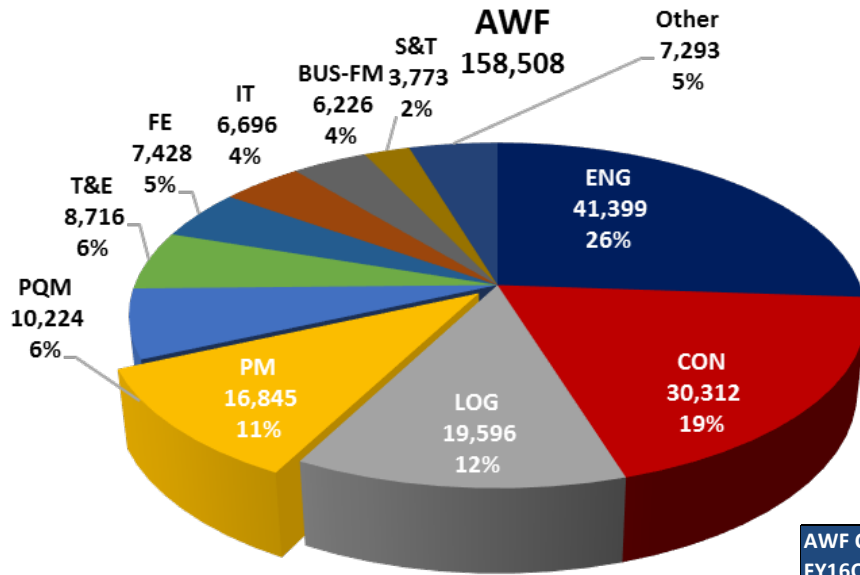


Total Historic Workforce





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%		



Program Management Workforce Historical Size by Agency FY05 – FY16Q3



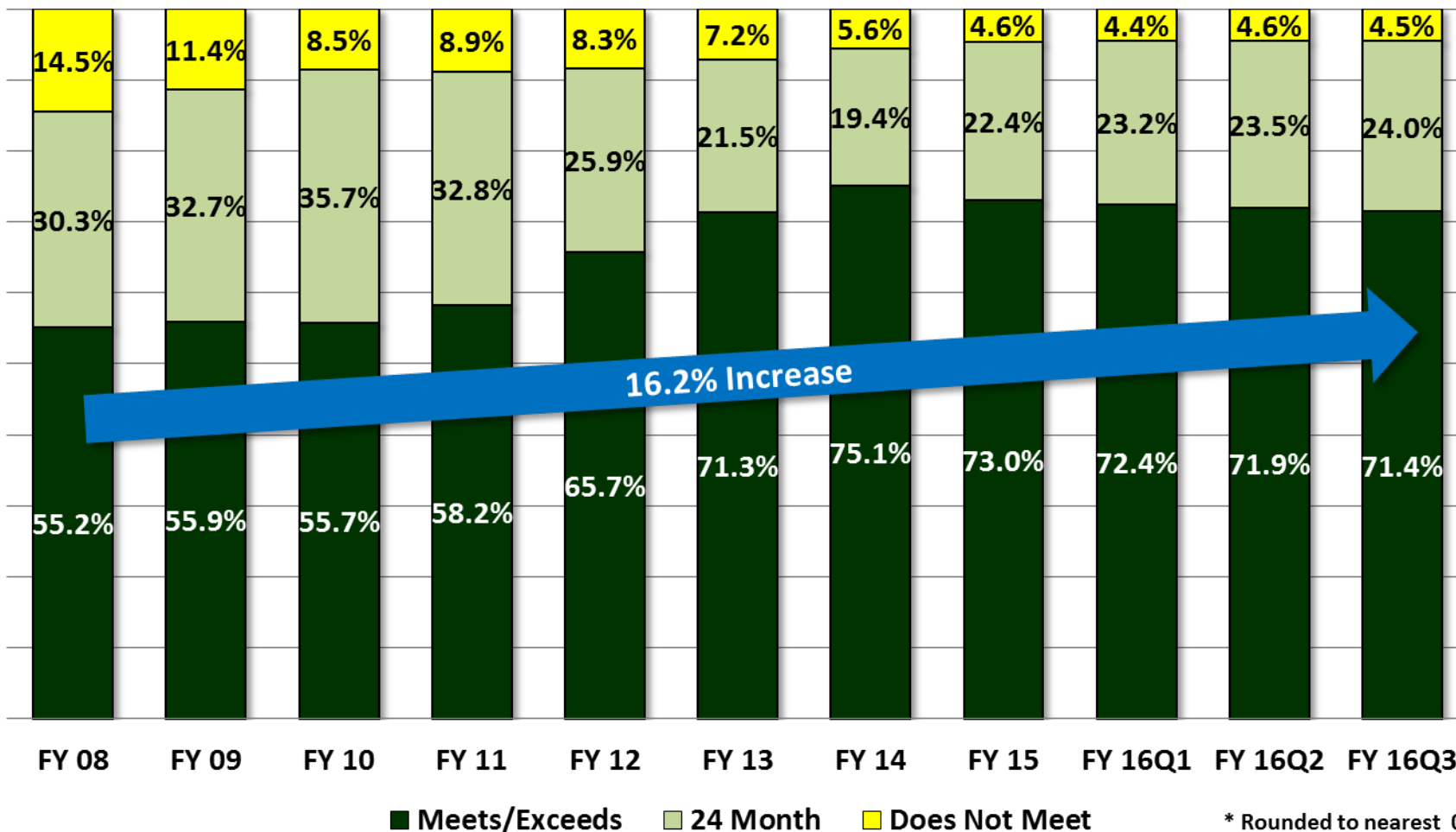
Program Management	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	3,783	4,473	4,117	3,690	3,452	3,438	3,491	3,336	3,378	3,263	3,281	3,263	3,215	3,227	-13%	-2%
DoN	3,550	3,627	3,699	4,085	4,598	5,258	5,601	5,793	5,939	5,949	6,335	6,367	6,381	6,395	57%	1%
AIR FORCE	4,439	3,958	3,936	4,105	4,461	5,026	5,361	5,357	5,438	5,242	5,366	5,351	5,492	5,536	35%	3%
DCMA	254	267	293	309	334	342	337	341	386	388	393	381	377	377	22%	-4%
DLA	15	6	76	16	7	10	10	40	55	88	113	121	142	171	969%	51%
DCAA	-	-	-	-	1	1	1	1	1	-	-	-	-	-		
MDA	85	98	103	136	150	253	287	304	341	339	349	347	343	345	154%	-1%
DISA	26	70	96	122	81	134	151	146	154	242	231	228	259	261	114%	13%
DHA	2	11	3	26	31	78	119	93	90	91	74	70	75	74	185%	0%
DTRA	10	77	67	79	75	89	108	131	132	133	138	136	134	131	66%	-5%
DAU	75	92	-	91	125	148	149	168	138	139	165	165	157	145	59%	-12%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	42	40		
OSD	31	28	16	42	30	42	53	68	66	70	79	78	77	78	86%	-1%
JCS	-	1	-	1	1	-	1	36	38	32	29	28	28	28	2700%	-3%
DeCA	1	1	1	1	1	1	1	1	2	5	4	4	4	5	400%	25%
WHS	7	6	2	5	1	1	1	1	-	-	1	1	1	1	-80%	0%
DFAS	2	59	-	1	-	-	-	-	-	1	1	5	5	5	400%	400%
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	1	1	-	-	-	-	-	-	-	-		
DoD HRA	-	-	4	10	-	-	1	1	1	1	1	3	4	3	-70%	200%
TRMC	-	-	-	-	-	-	-	-	-	1	1	1	1	1		0%
DSCA	-	-	5	5	1	2	1	-	2	3	3	-	-	-	-100%	-100%
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	3	7	12	16	16	17	18		13%
DARPA	-	-	2	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	6	-	2	4	4	3	4	5	4	4	4		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	5	4	-	-	-	-	-	-	-		
4th Estate Other	2	1	6	50	69	84	2	-	-	-	-	-	-	-		
TOTAL	12,282	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,003	16,585	16,569	16,758	16,845	↑	↑
															32%	2%



Program Management Historical DAWIA Certification FY08 – FY16Q3



Program Management

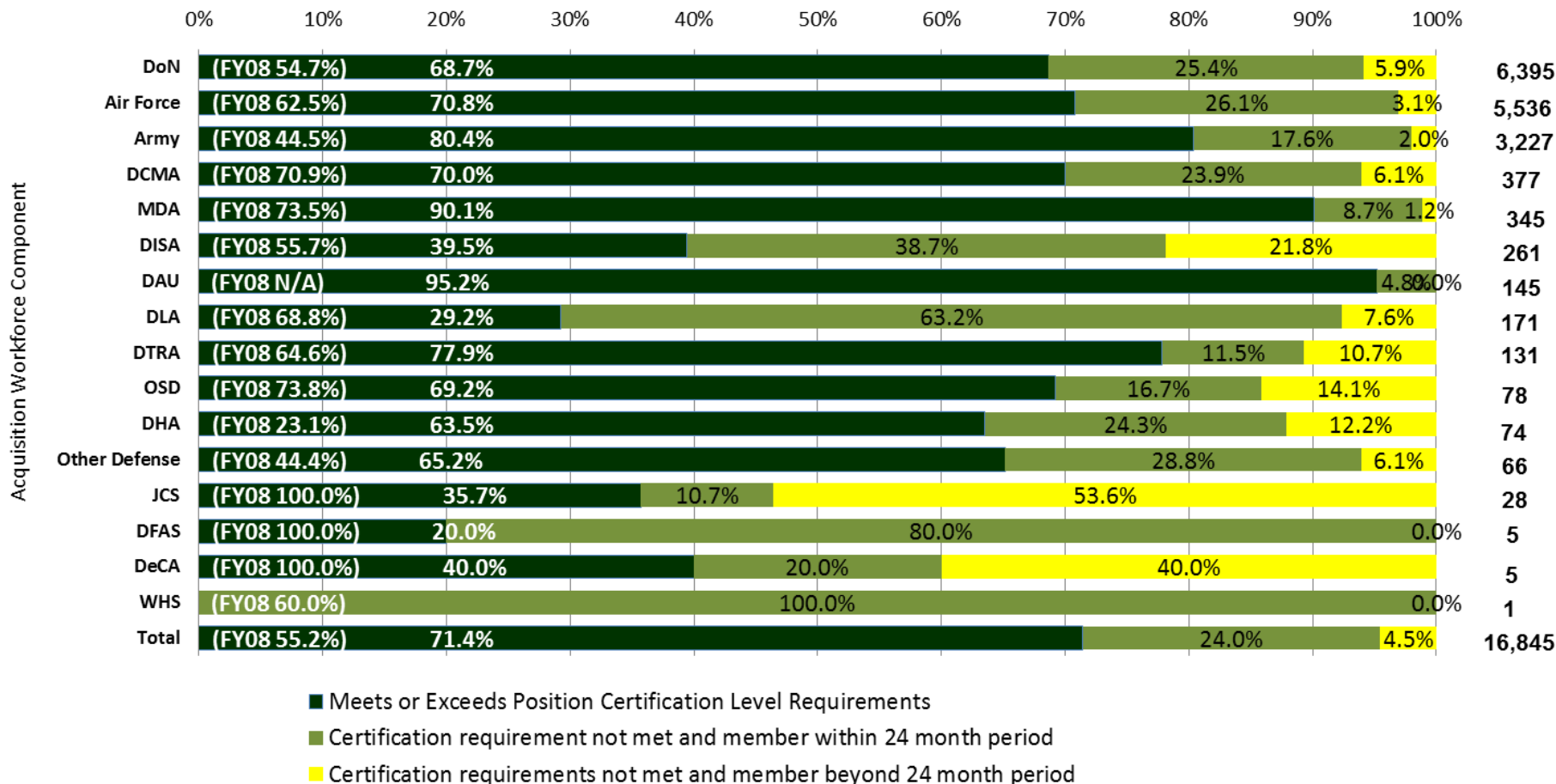




Program Management DAWIA Certification by Component



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





Program Management DAWIA Certification Matrix + Bench Strength

Program Management	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	552	508	270	48	1,378	59.9%
Level II	1,032	1,195	3,440	1,105	6,772	67.1%
Level III	660	547	780	6,647	8,634	77.0%
Unspecified	15	11	22	13	61	
FY16Q3 TOTAL	2,259	2,261	4,512	7,813	16,845	71.4%
	13.4%	13.4%	26.8%	46.4%		

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%	
Program IV	1,423	8.5%	7 of 14

** Based on population total without unspecified positions

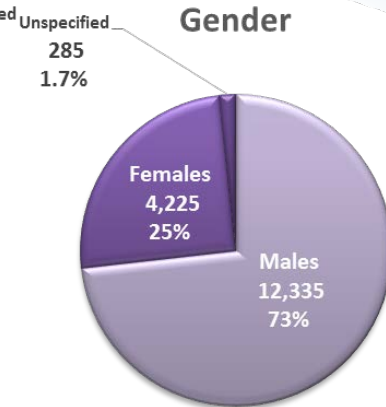
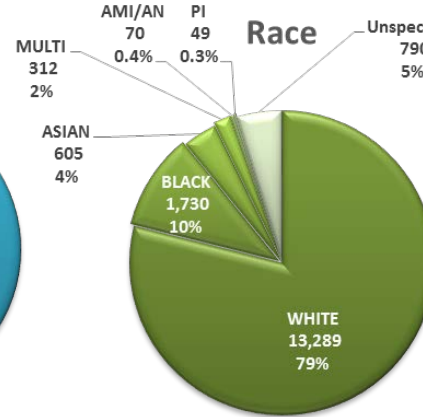
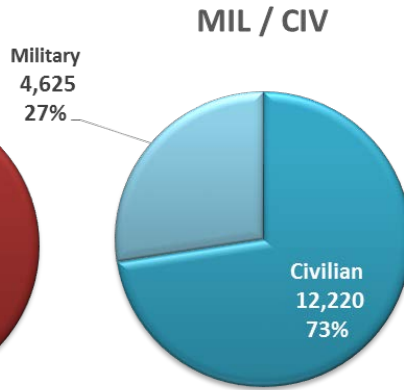
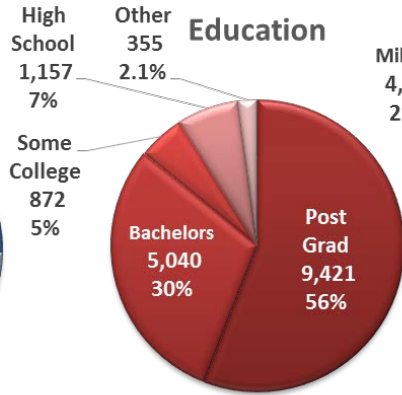
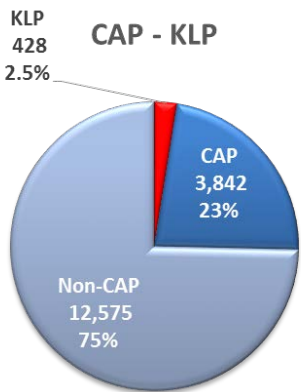
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	826	532	20	1,378	8.2%
Level II	4,545	1,993	234	6,772	40.2%
Level III	6,647	1,479	508	8,634	51.3%
Unspecified	13	45	3	61	0.4%
Program Management TOTAL	12,031	4,049	765	16,845	
	71.4%	24.0%	4.5%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



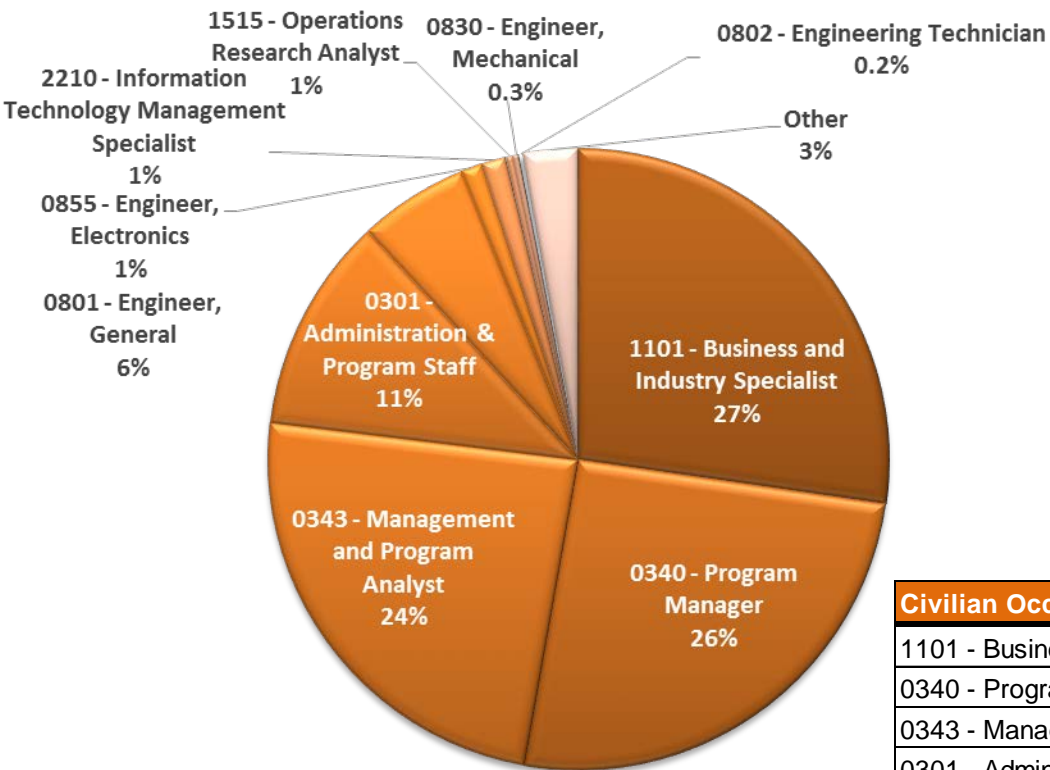
Program Management Demographics



Occupied Position Type	PM TOTAL		Entire DAW		Race	PM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	428	2.5%	1,138	0.7%	WHITE	13,289	78.9%	117,004	73.8%
Critical Acquisition Positions (CAPs) *	3,842	22.8%	15,694	9.9%	BLACK	1,730	10.3%	18,850	11.9%
Non-CAP Positions	12,575	74.7%	141,676	89.4%	ASIAN	605	3.6%	10,260	6.5%
TOTAL	16,845		158,508		MULTI	312	1.9%	3,415	2.2%
* = Number of CAPs, excluding KLPs (no double counts)					AMI/AN	70	0.4%	860	0.5%
					PI	49	0.3%	759	0.5%
					Unspecified	790	4.7%	7,360	4.6%
					TOTAL	16,845		158,508	
Highest Level of Education	PM TOTAL		Entire DAW		Gender	PM TOTAL		Entire DAW	
Post Grad	9,421	55.9%	62,129	39.2%	Males	12,335	73.2%	110,710	69.8%
Bachelors	5,040	29.9%	69,413	43.8%	Females	4,225	25.1%	45,575	28.8%
Some College	872	5.2%	11,837	7.5%	Unspecified	285	1.7%	2,223	1.4%
High School	1,157	6.9%	12,478	7.9%	TOTAL	16,845		158,508	
Other	355	2.1%	2,651	1.7%					
TOTAL	16,845		158,508						
Military / Civilian	PM TOTAL		Entire DAW						
Civilian	12,220	72.5%	142,987	90.2%					
Military	4,625	27.5%	15,521	9.8%					
TOTAL	16,845		158,508						



Program Management Size by Occupational Series



Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,334	27.3%
0340 - Program Manager	3,118	25.5%
0343 - Management and Program Analyst	2,947	24.1%
0301 - Administration & Program Staff	1,369	11.20%
0801 - Engineer, General	702	5.74%
0855 - Engineer, Electronics	138	1.13%
2210 - Information Technology Management Specialist	154	1.26%
1515 - Operations Research Analyst	48	0.39%
0830 - Engineer, Mechanical	40	0.33%
0802 - Engineering Technician	25	0.20%
Other	345	2.82%
TOTAL CIVILIAN	12,220	Civilians



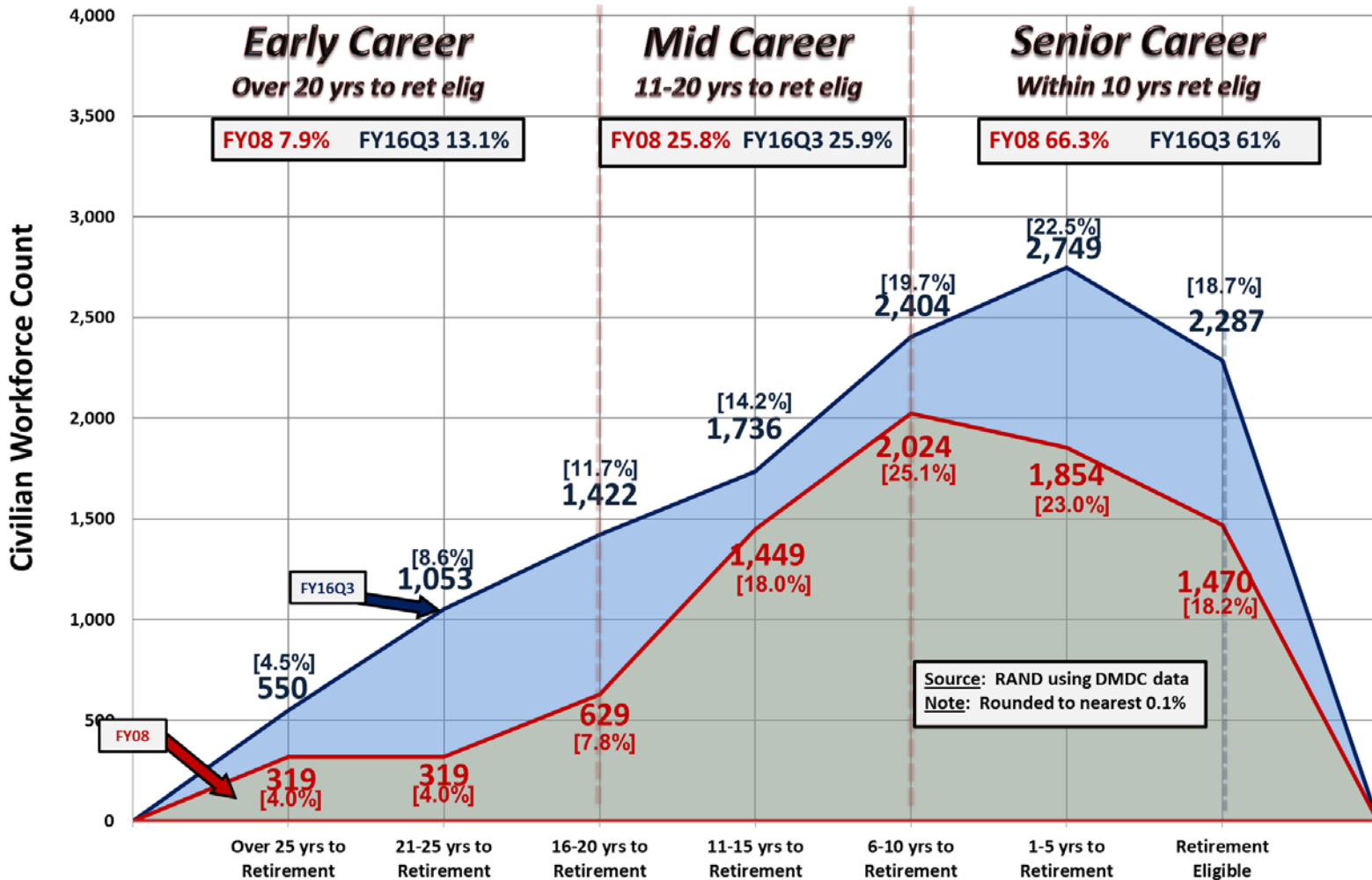
**RAND NDRI Forces and Resources
Policy Center Data
Retirement & Gain/Loss Slides
FY16Q3**



Program Management Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



Program Mgmt. DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs End-FY16Q3



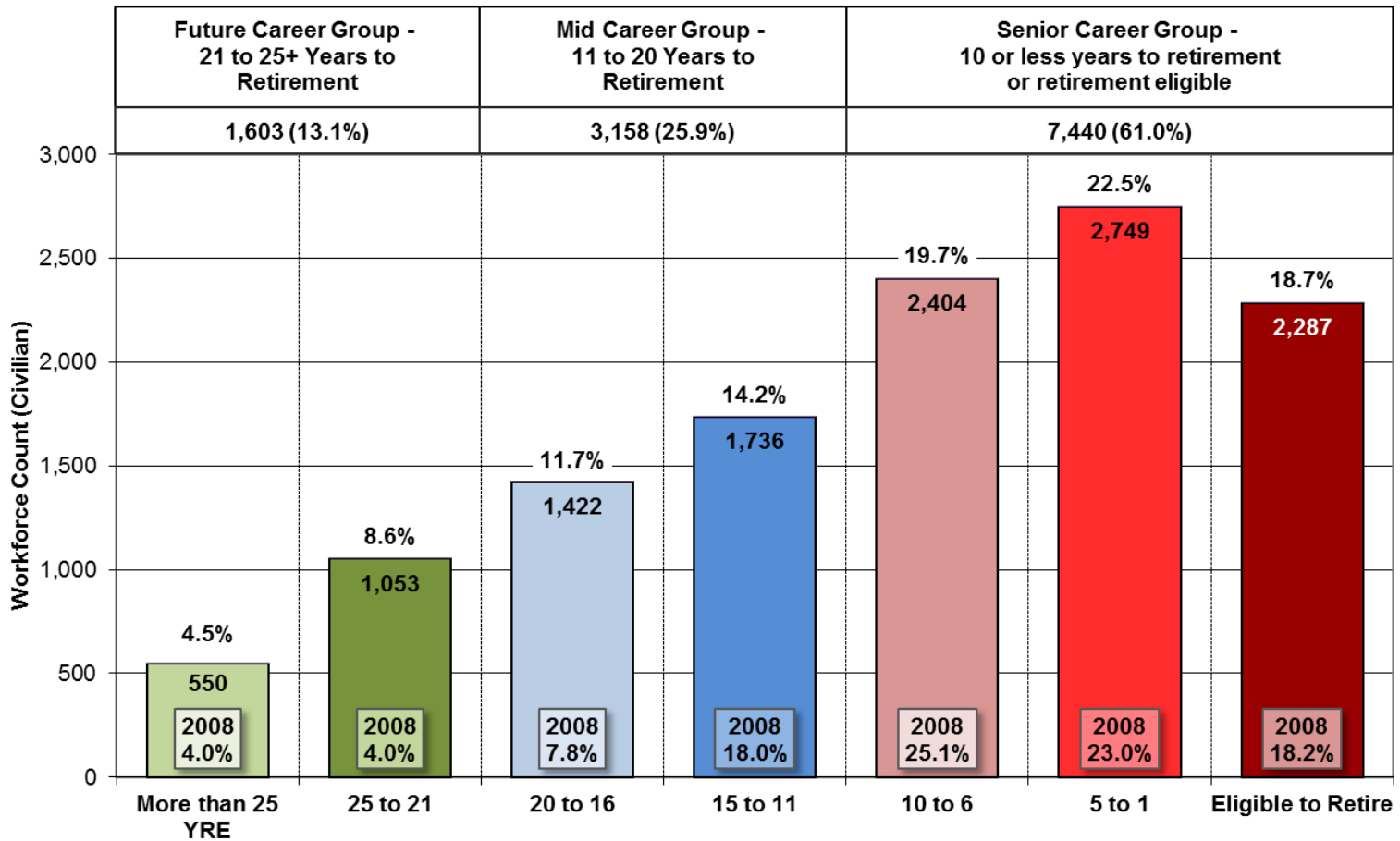
As of FY16Q3 (30 Jun 2016)



Program Management Workforce Lifecycle Model by YRE



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



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

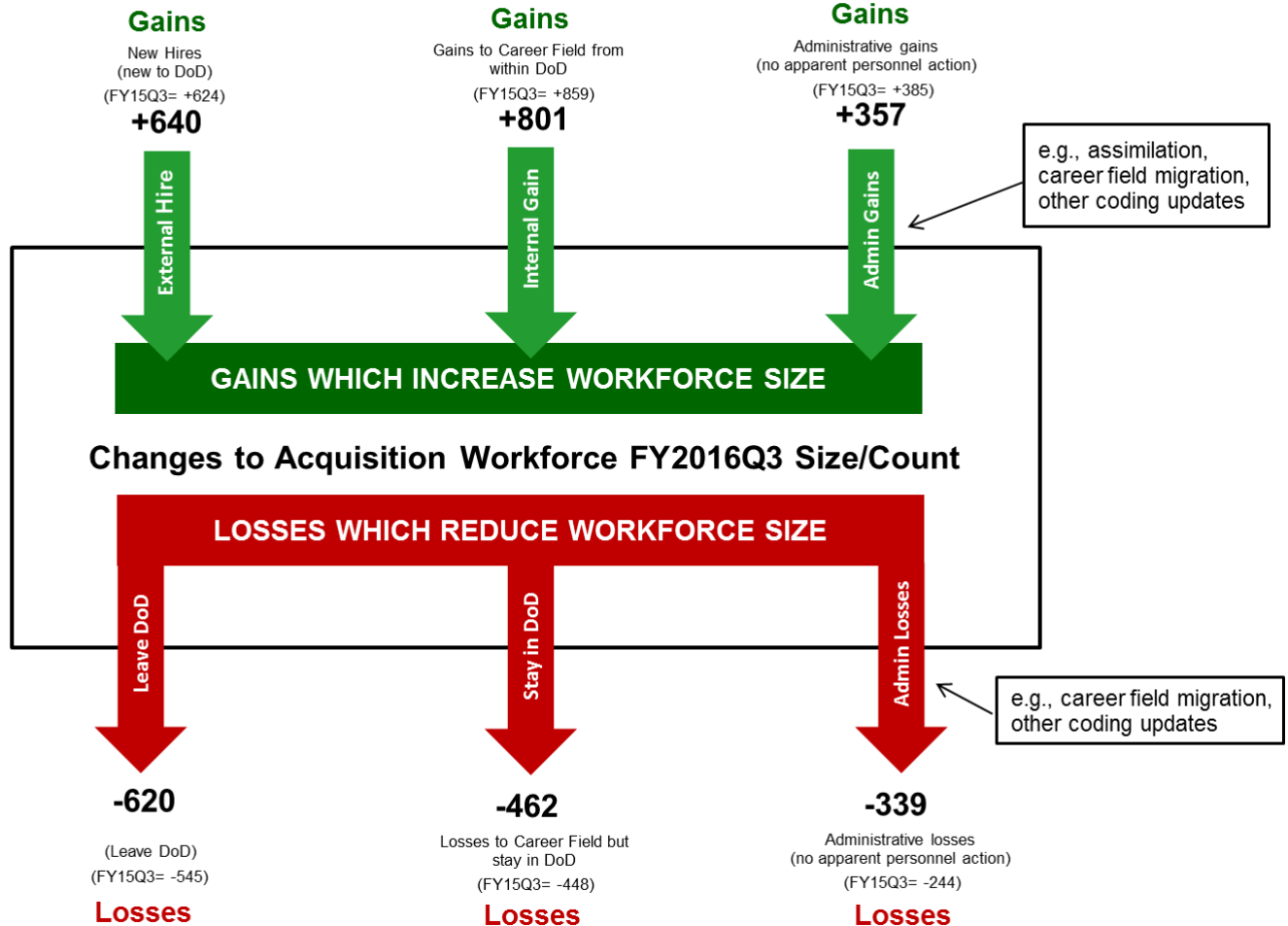
As of FY16Q3 (30 Jun 2016)



Program Management Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Program Management

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



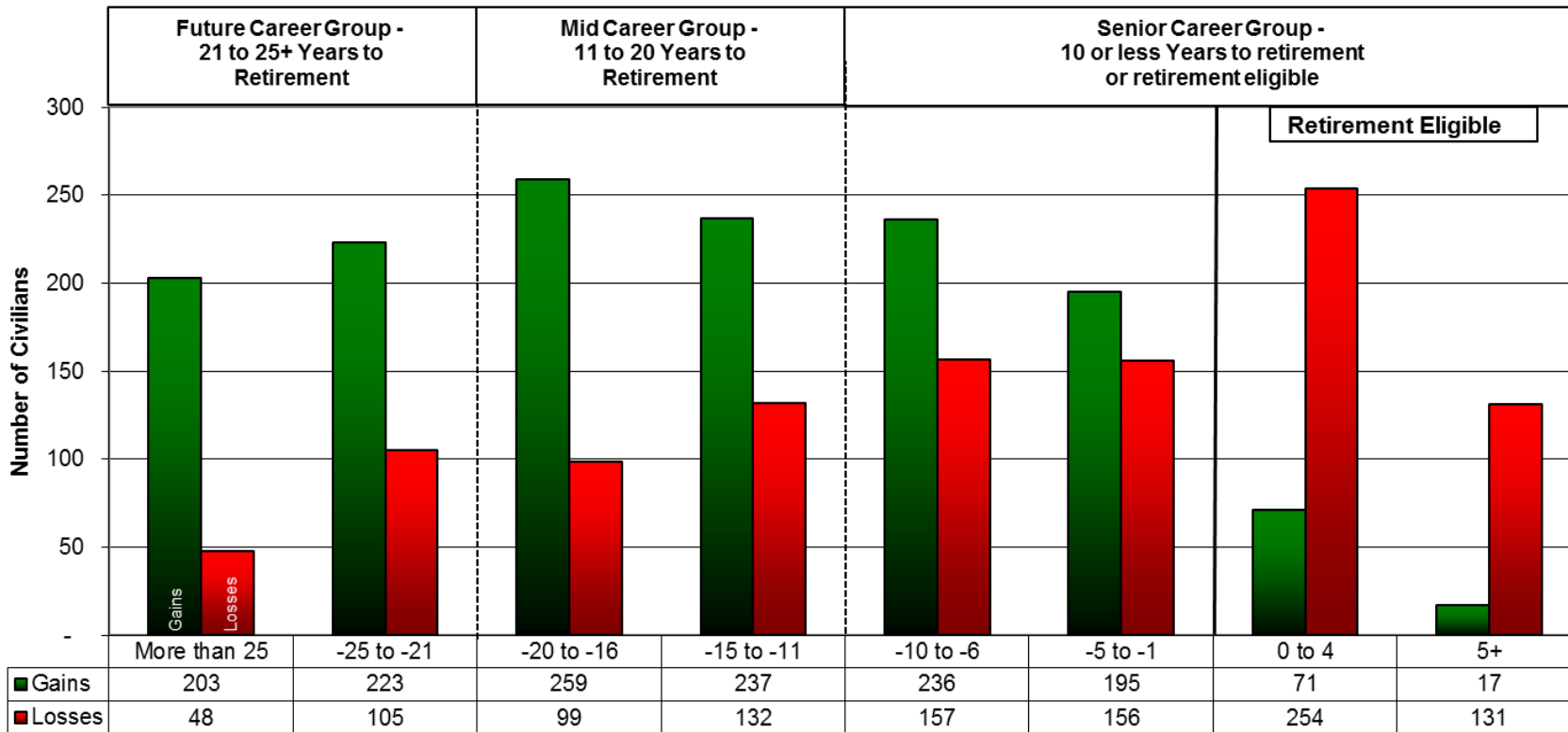
As of FY16Q3 (30 Jun 2016)



Program Management Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - PM Workforce Lifecycle FY2016Q3 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

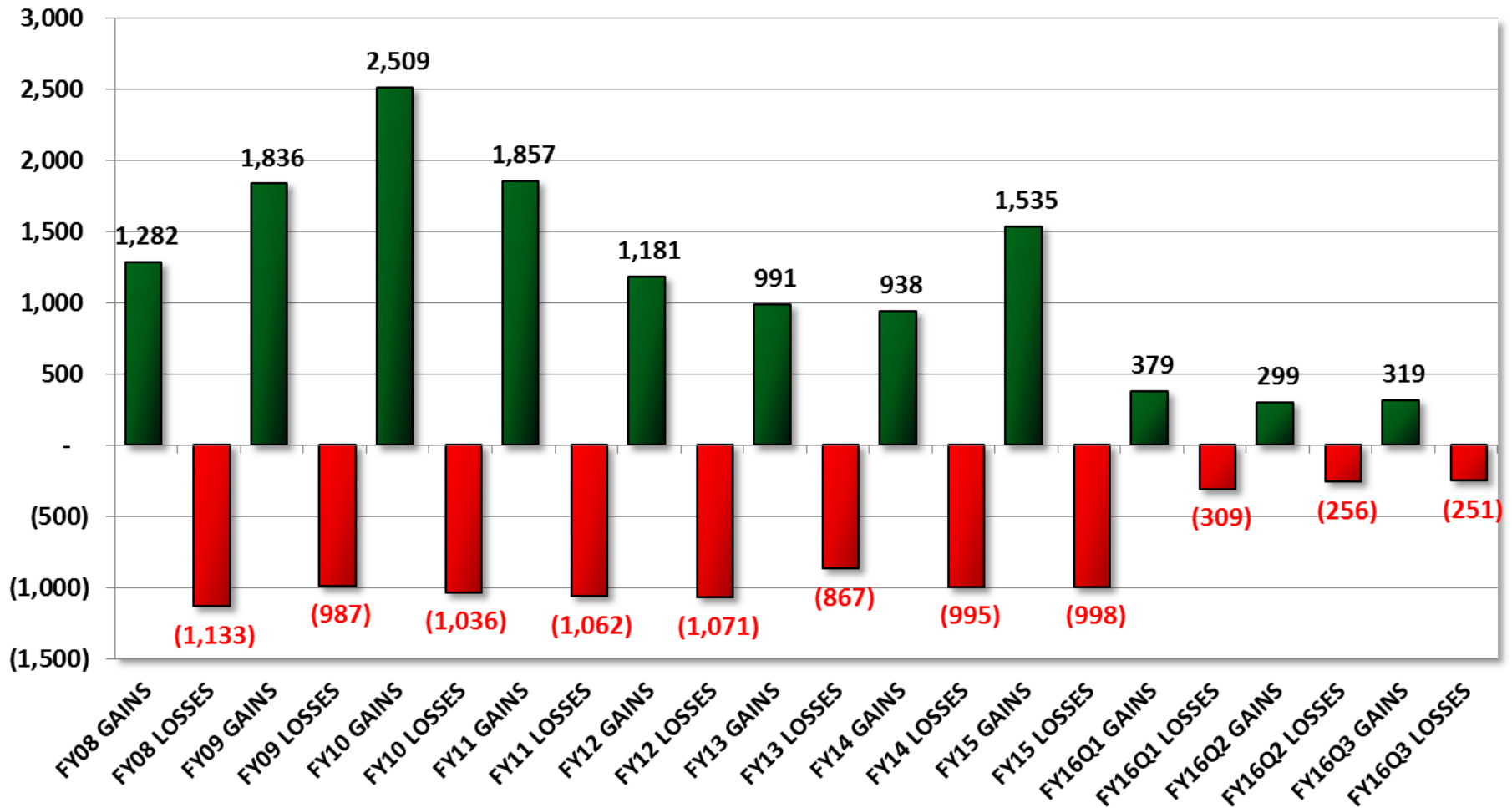
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q3 (30 Jun 2016)



Program Management Historical Gains and Losses FY08 – FY16Q3



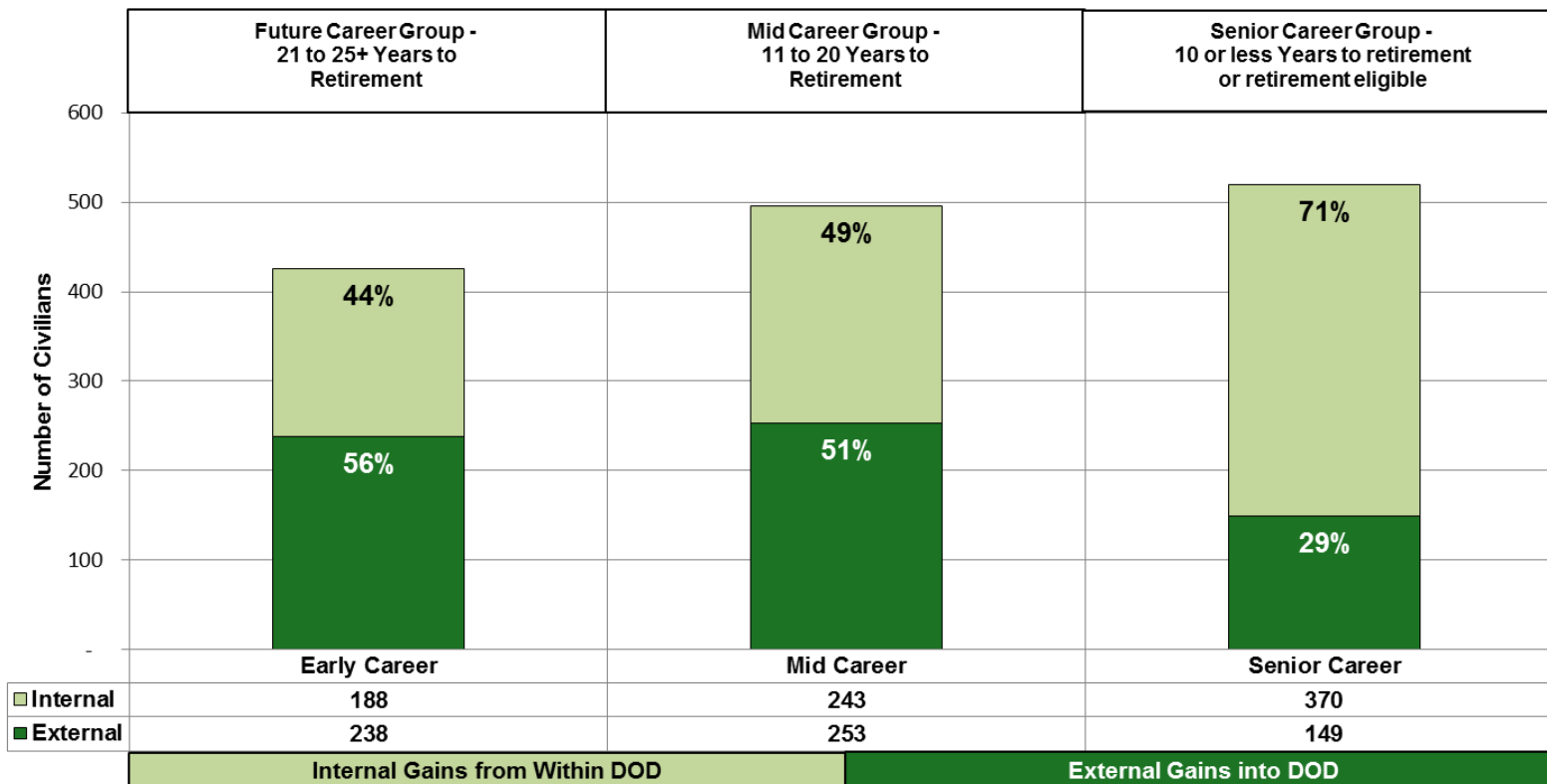
As of FY16Q3 (30 Jun 2016)



Program Management Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - PM 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

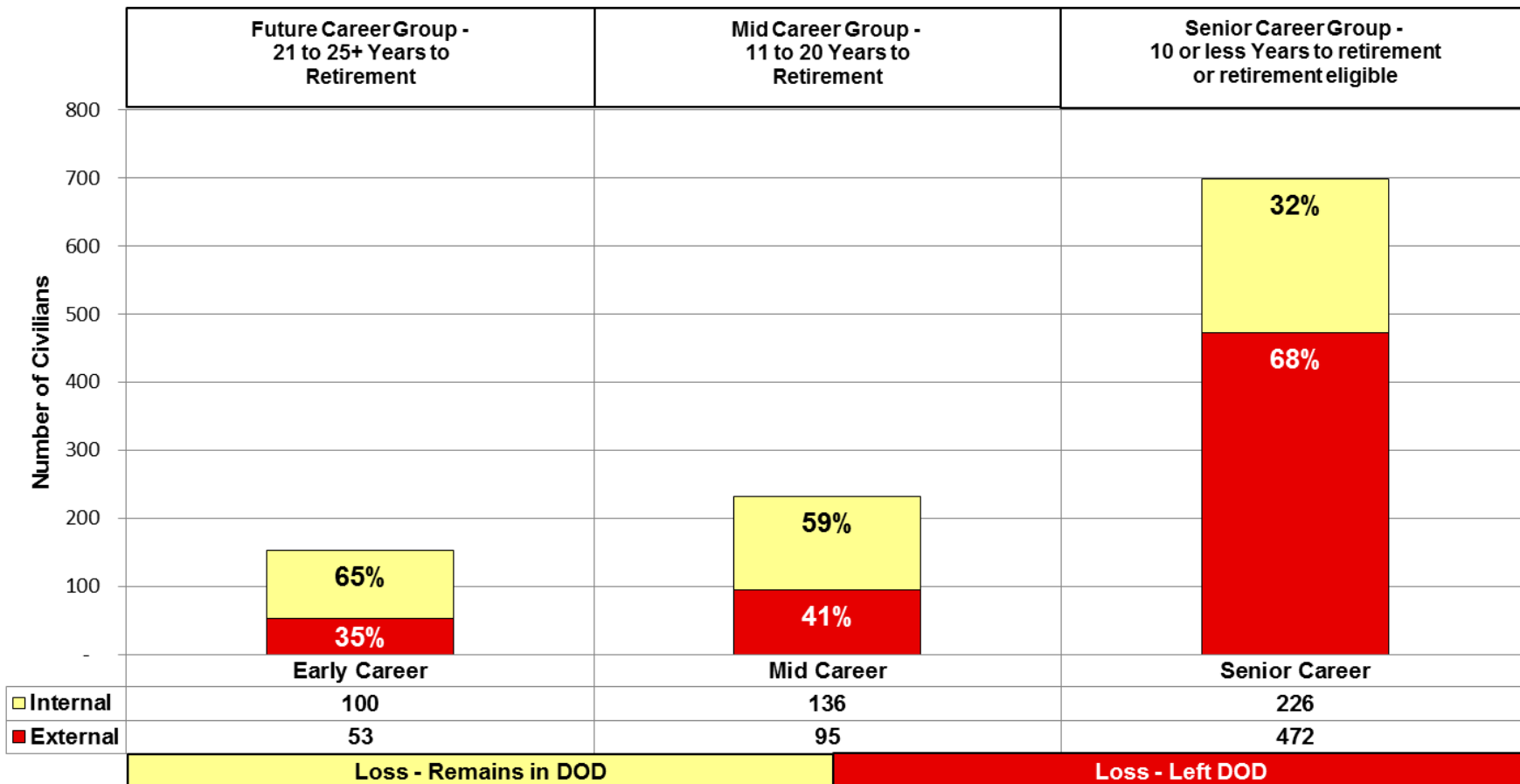


Program Management Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - PM

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

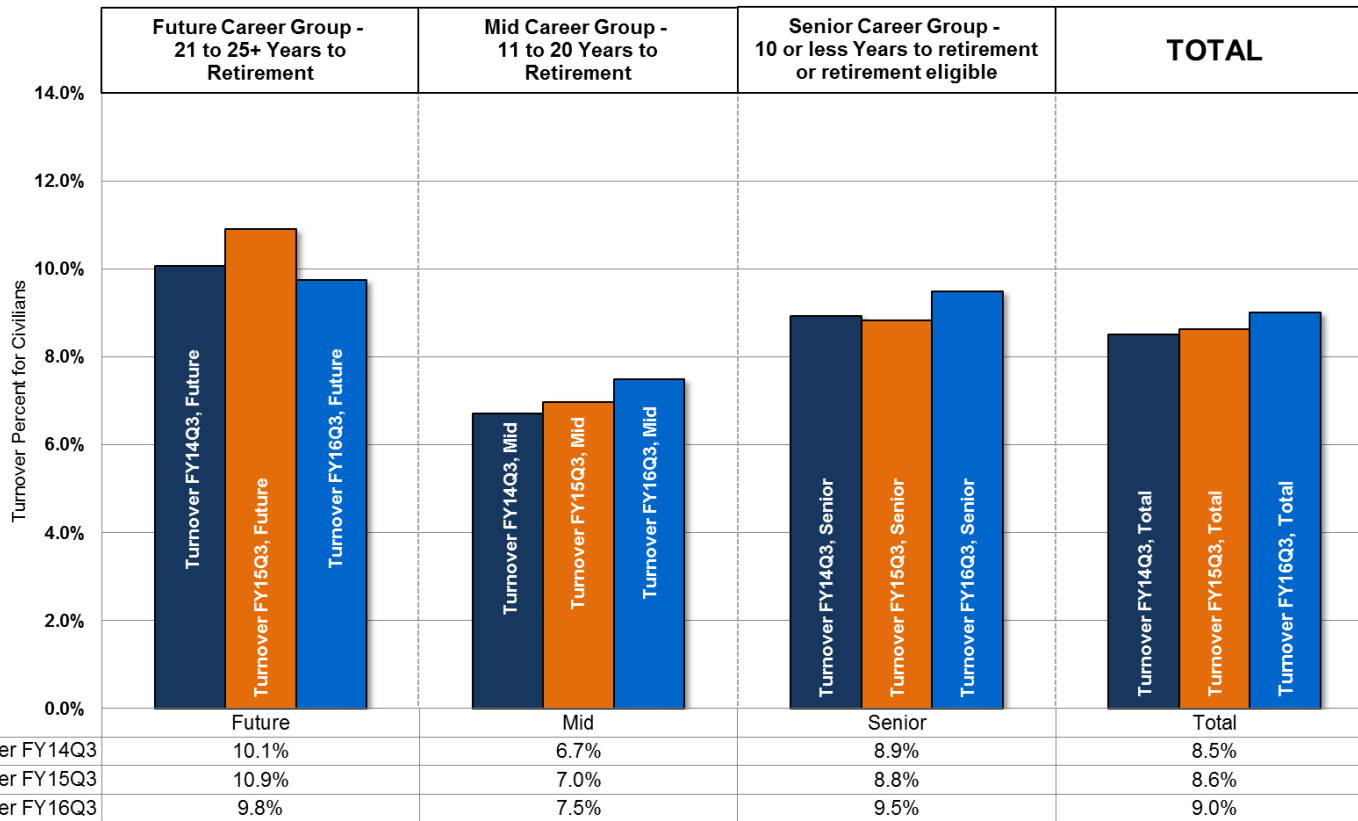
As of FY16Q3 (30 Jun 2016)



Program Management Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

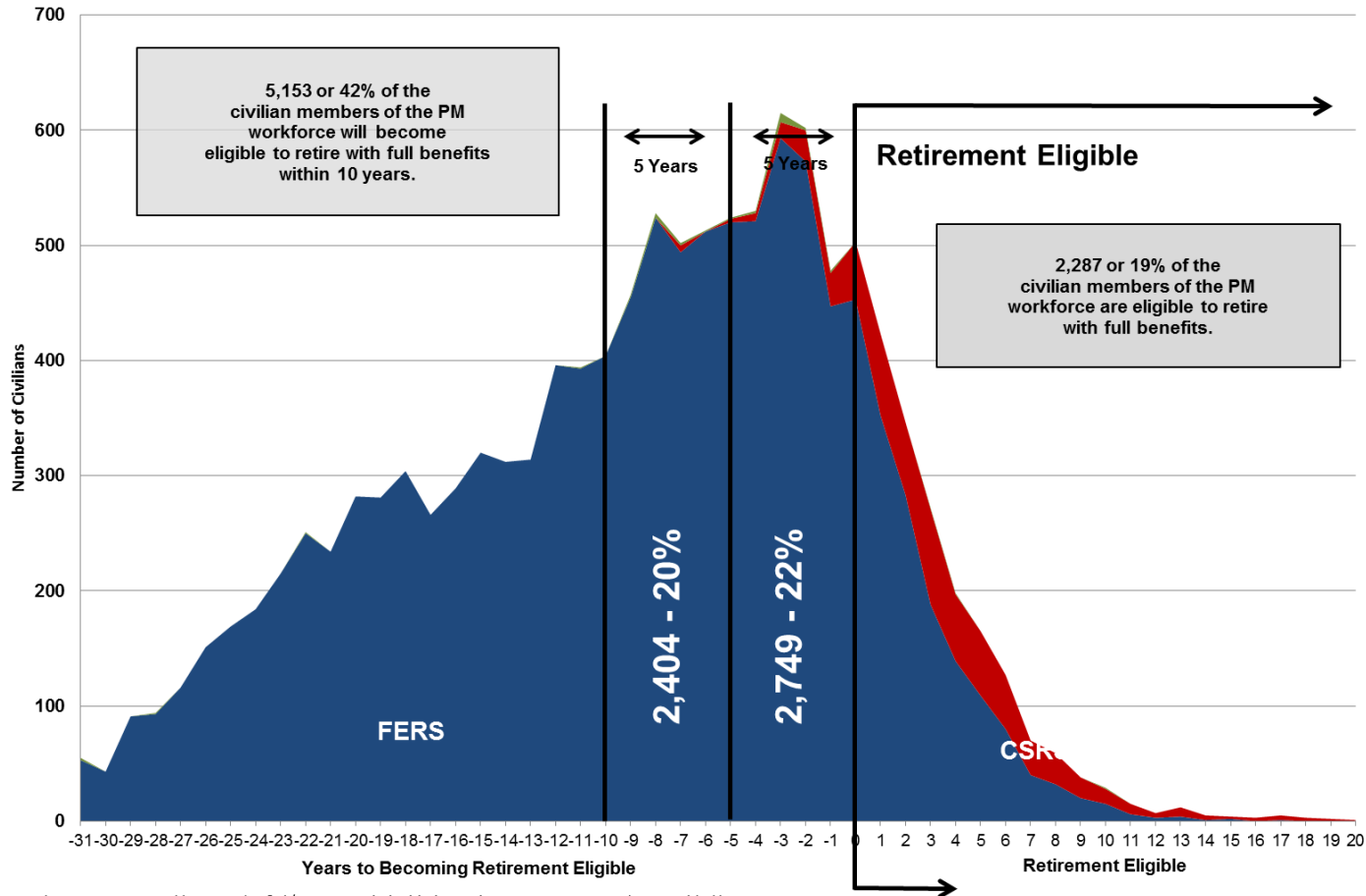


Program Management Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - PM

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



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

As of FY16Q3 (30 Jun 2016)



END