



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing
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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Highlights



Defense Acquisition Workforce Size Highlights

- The current Production, Quality and Man Defense Acquisition Workforce count is 10,224, up from 9,138 in FY08, a total increase of 1,086
- The Production, Quality and Man Defense Acquisition Workforce count was at its highest point (10,224) in FY16Q3, and its lowest point (8,364) in FY07
- The Agencies with the largest increases, since FY08, are NAVY, DCMA, and MDA, with increases of 1,011 (50%), 585 (15%), and 74 (76%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, OSD, and DCAA with decreases of 584 (-30%), 11 (-85%), and 3 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 74%; up from 63.1% in FY08
- The current Production, Quality and Manufacturing Meets/Exceeds certification rate is up 10.9% from FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.9%; down from 26.5% in FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.1%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 60.1% (5,705) (10 years or less to retirement eligibility or retirement eligible)
- 21.9% (2,076) are currently eligible to retire, ↓ from 28.8% in FY08
- Mid Career Group 26% (2,470) (11 to 20 years to retirement), 19.2% in FY08
- Future Career Group 13.9% (1,317) (21 to 25+ years to retirement), ↑ from 9.5% in FY08



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2016Q3			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	9,511	713	10,224	158,508
Change in size from 2008	-	-	-	-	13%	3%	12%	26%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	80%	45%	83%
Graduate Degree	9%	38%	12%	29%	14%	65%	17%	39%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	83%	66%	82%	85%
Level II or Higher Achieved	68%	42%	66%	61%	74%	47%	72%	74%
Level III Achieved	13%	23%	14%	36%	21%	27%	21%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	76%	51%	74%	76%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	21%	43%	23%	21%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	5%	3%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	47%	4%	44%	36%
Average Age	51.0	39.9	50.2	45.7	48.7	38.2	48.0	44.6
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/26/60(%)	-	-	25/24/51(%)
Average Years of Service	21.0	16.2	20.7	17.3	16.3	17.2	16.3	15.2
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,076(22%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,869(20%)	-	-	26,095(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,523/1,003	-	-	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.

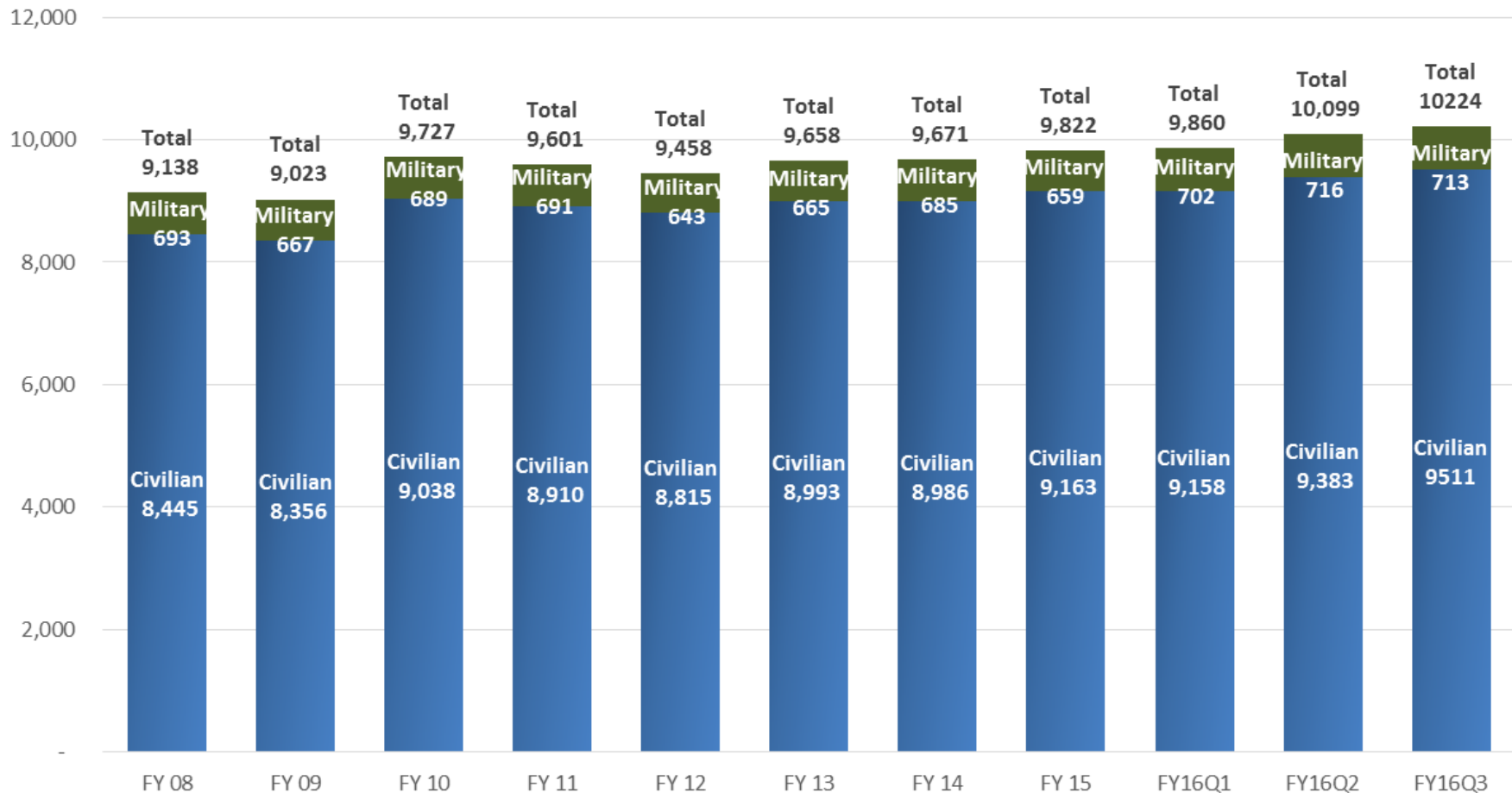
*Analysis support from RAND using FY2008 and FY2016Q3 DMDC data.



PQM Total Workforce



Production, Quality and Manufacturing

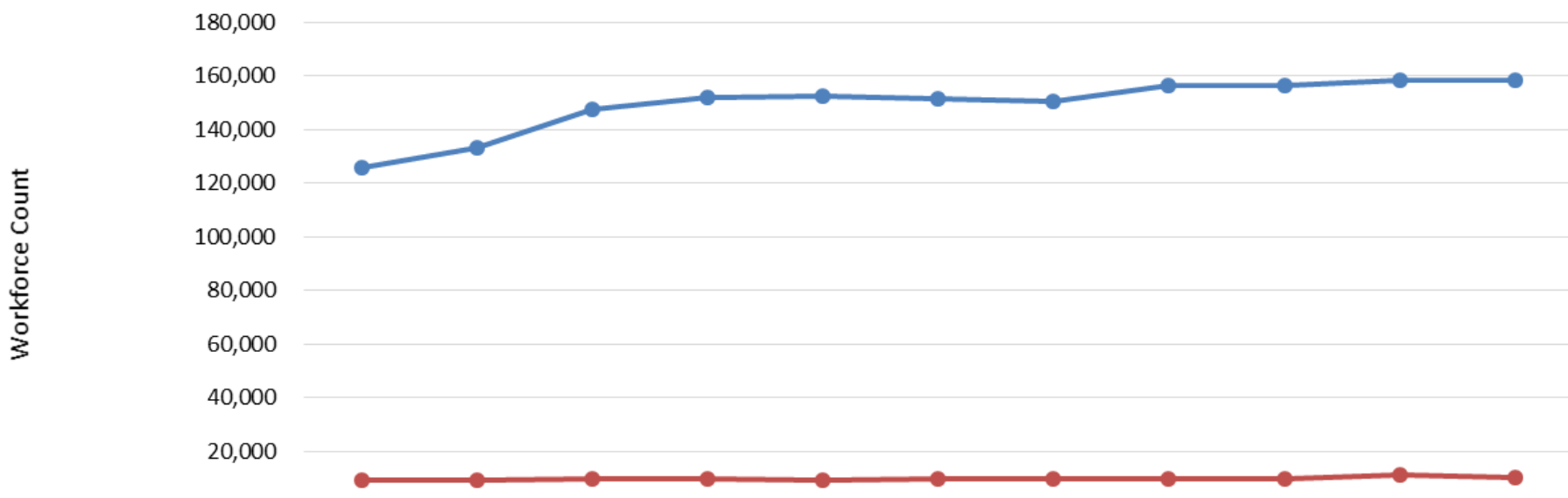




PQM Total Workforce



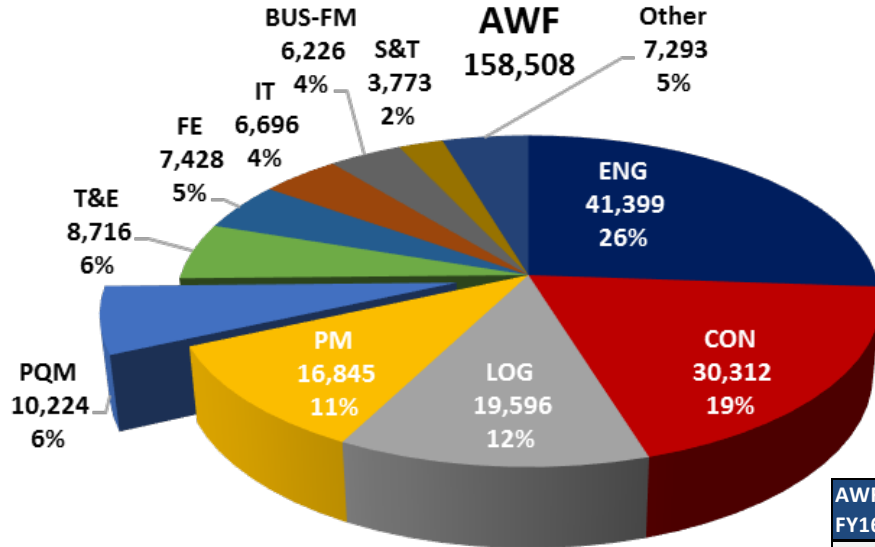
AWF - Historical Workforce Size FY08 - FY16Q3



	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3
● Total AWF	125,879	133,103	147,705	151,891	152,326	151,355	150,465	156,313	156,457	158,212	158,508
● PQM Workforce	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	9,860	10,999	10,224
PQM % of Total AWF	6%	6%	6%	6%	6%	6%	6%	7%	7%	7%	7%



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	



PQM Workforce Historical Size by Agency FY05 – FY16Q3



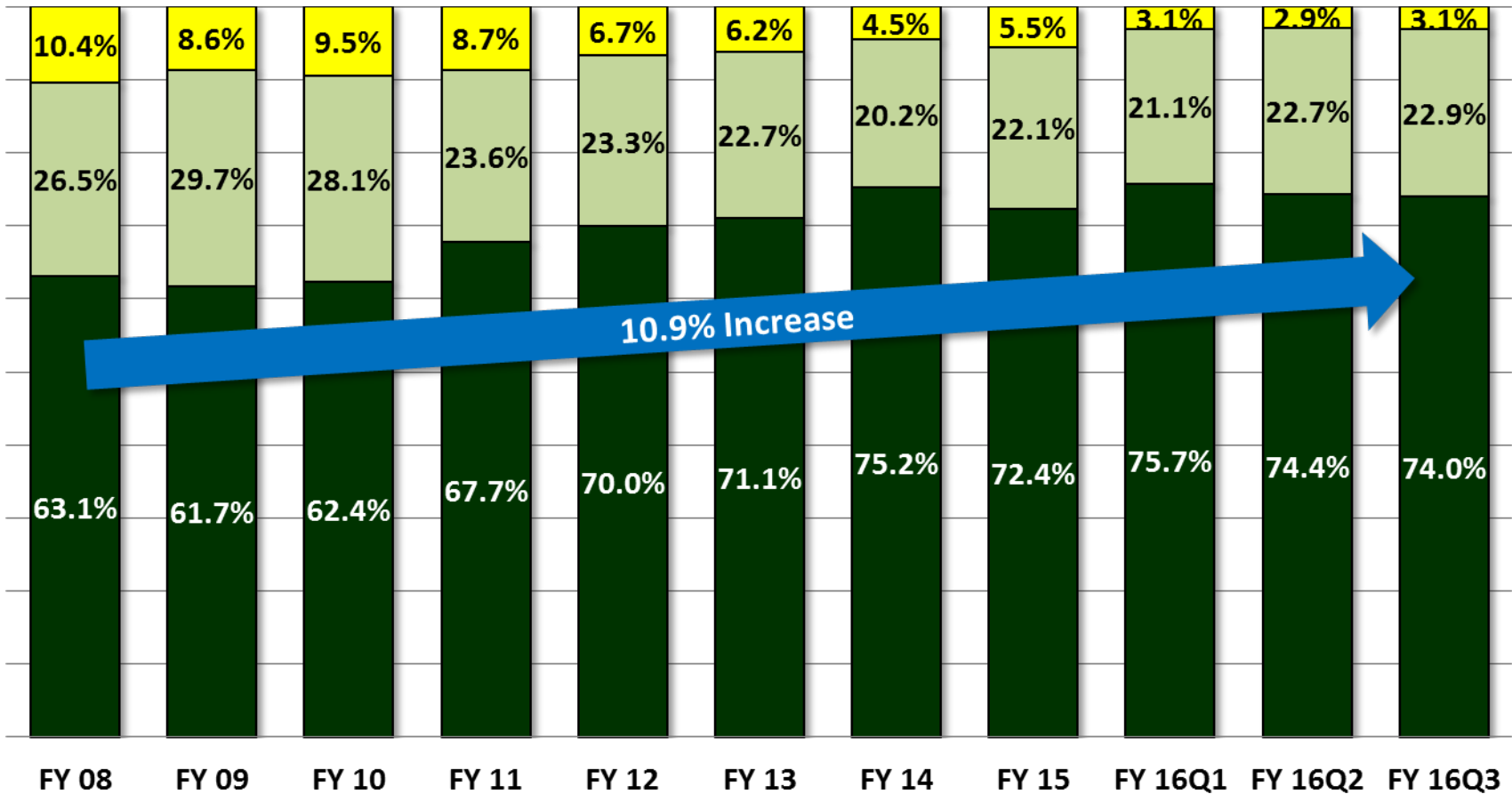
Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
<i>Defense Acq Workforce</i>																
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,393	1,399	1,376	1,368	-30%	-2%
DoN	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	2,810	2,850	2,931	3,016	50%	7%
AIR FORCE	407	334	326	383	389	404	406	405	326	330	331	378	391	379	-1%	15%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,353	4,295	4,422	4,443	15%	2%
DLA	534	590	438	865	652	769	852	823	827	815	868	868	907	939	9%	8%
DCAA	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-100%	
MDA	6	5	8	37	6	23	31	41	47	54	54	57	57	65	76%	20%
DISA	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	2	1	2	1	1	2	3	2	2	2	1	-50%	-50%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	4	5	-	5	5	5	5	5	7	9	9	9	10	10	100%	11%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
OSD	1	-	-	13	1	3	1	1	2	1	2	2	2	2	-85%	0%
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	1	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	16	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
TRMC	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-100%	
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
NDU	-	-	-	2	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	4	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	5	-	-	-	-	-	-	-	-	-	-		
TOTAL	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	9,860	10,099	10,224	↑	↑
															12%	4%



PQM Historical DAWIA Certification FY08 – FY16Q3



Production, Quality and Manufacturing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%

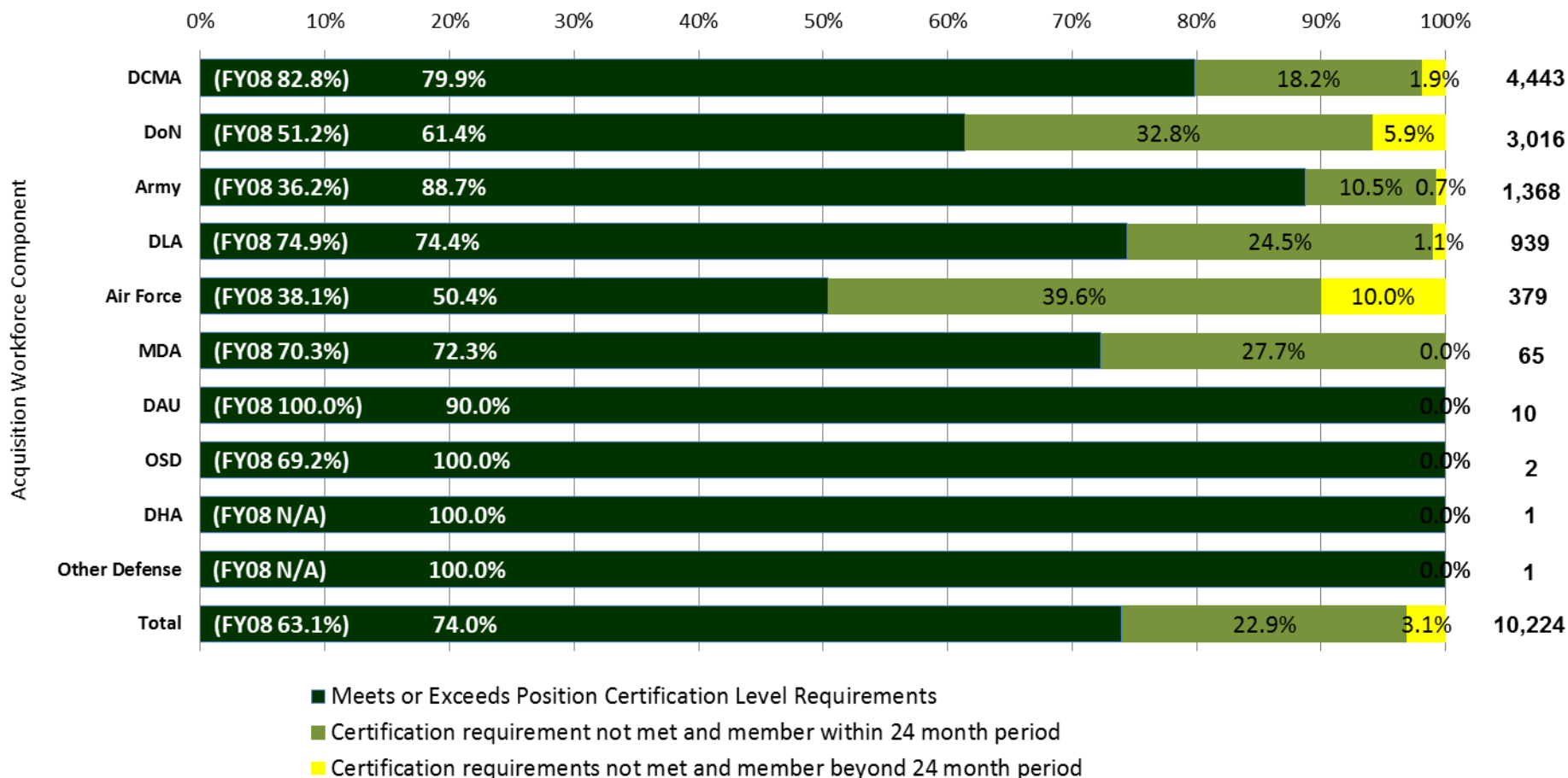
10.9% Increase



PQM DAWIA Certification by Component



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





PQM DAWIA Certification Matrix + Bench Strength



PQM	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	407	398	163	7	975	58.3%
Level II	1,244	579	4,826	511	7,160	74.5%
Level III	179	53	198	1,658	2,088	79.4%
Unspecified	-	-	-	1	1	
FY16Q3 TOTAL	1,830	1,030	5,187	2,177	10,224	74.0%
	17.9%	10.1%	50.7%	21.3%		

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%	
PQM	681	6.7%	11 of 14

** Based on population total without unspecified positions

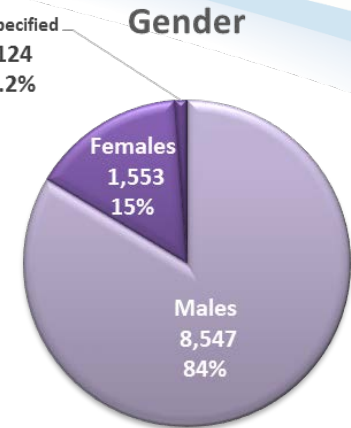
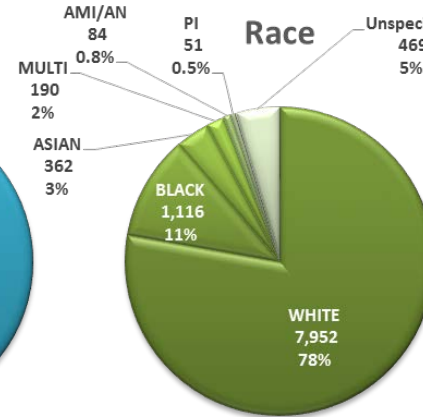
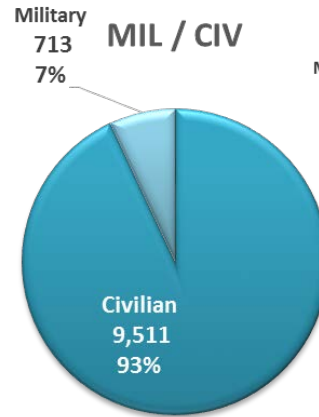
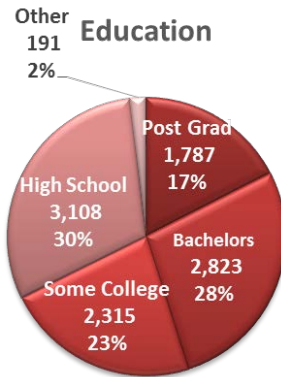
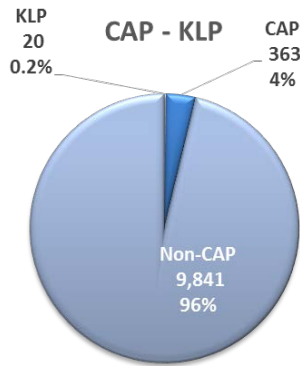
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	568	385	22	975	9.5%
Level II	5,337	1,618	205	7,160	70.0%
Level III	1,658	338	92	2,088	20.4%
Unspecified	1	-	-	1	0.0%
PQM TOTAL	7,564	2,341	319	10,224	
	74.0%	22.9%	3.1%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



PQM Demographics



Occupied Position Type	PQM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	20 <i>0.2%</i>	1,138 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	363 <i>3.6%</i>	15,694 <i>9.9%</i>
Non-CAP Positions	9,841 <i>96.3%</i>	141,676 <i>89.4%</i>
TOTAL	10,224	158,508

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

Highest Level of Education	PQM TOTAL	Entire DAW
Post Grad	1,787 <i>17.5%</i>	62,129 <i>39.2%</i>
Bachelors	2,823 <i>27.6%</i>	69,413 <i>43.8%</i>
Some College	2,315 <i>22.6%</i>	11,837 <i>7.5%</i>
High School	3,108 <i>30.4%</i>	12,478 <i>7.9%</i>
Other	191 <i>1.9%</i>	2,651 <i>1.7%</i>
TOTAL	10,224	158,508

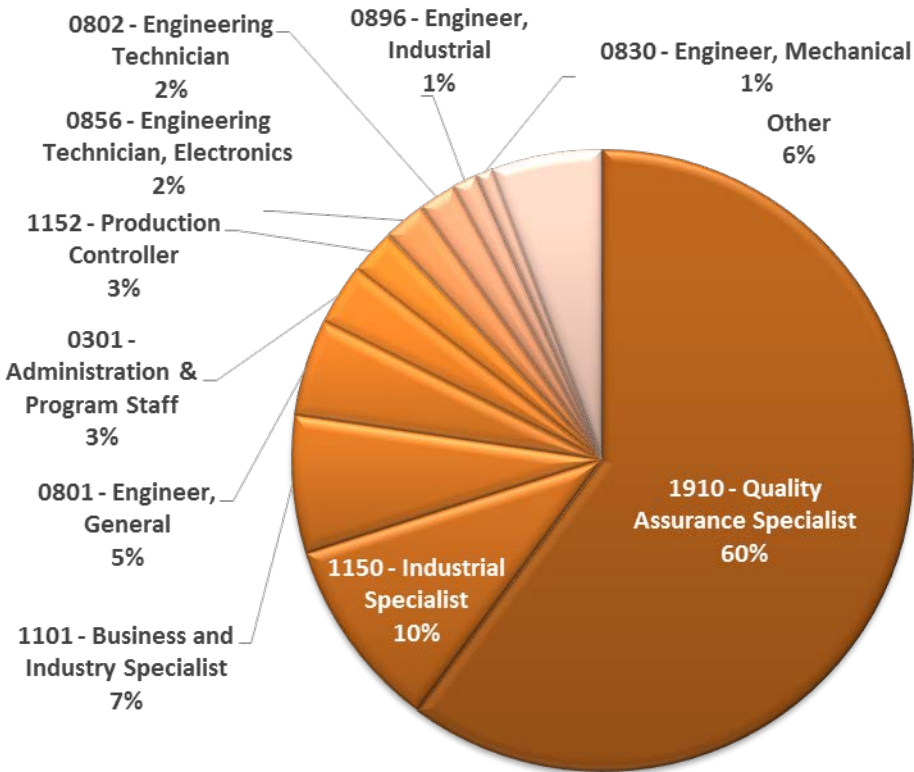
Military / Civilian	PQM TOTAL	Entire DAW
Civilian	9,511 <i>93.0%</i>	142,987 <i>90.2%</i>
Military	713 <i>7.0%</i>	15,521 <i>9.8%</i>
TOTAL	10,224	158,508

Race	PQM TOTAL	Entire DAW
WHITE	7,952 <i>77.8%</i>	117,004 <i>73.8%</i>
BLACK	1,116 <i>10.9%</i>	18,850 <i>11.9%</i>
ASIAN	362 <i>3.5%</i>	10,260 <i>6.5%</i>
MULTI	190 <i>1.9%</i>	3,415 <i>2.2%</i>
AMI/AN	84 <i>0.8%</i>	860 <i>0.5%</i>
PI	51 <i>0.5%</i>	759 <i>0.5%</i>
Unspecified	469 <i>4.6%</i>	7,360 <i>4.6%</i>
TOTAL	10,224	158,508

Gender	PQM TOTAL	Entire DAW
Males	8,547 <i>83.6%</i>	110,710 <i>69.8%</i>
Females	1,553 <i>15.2%</i>	45,575 <i>28.8%</i>
Unspecified	124 <i>1.2%</i>	2,223 <i>1.4%</i>
TOTAL	10,224	158,508



PQM Size by Occupational Series



Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,719	60.1%
1150 - Industrial Specialist	951	10.0%
1101 - Business and Industry Specialist	682	7.2%
0801 - Engineer, General	480	5.05%
0301 - Administration & Program Staff	303	3.19%
1152 - Production Controller	223	2.34%
0856 - Engineering Technician, Electronics	210	2.21%
0802 - Engineering Technician	187	1.97%
0896 - Engineer, Industrial	124	1.30%
0830 - Engineer, Mechanical	85	0.89%
Other	547	5.75%
TOTAL CIVILIAN	9,511	Civilians



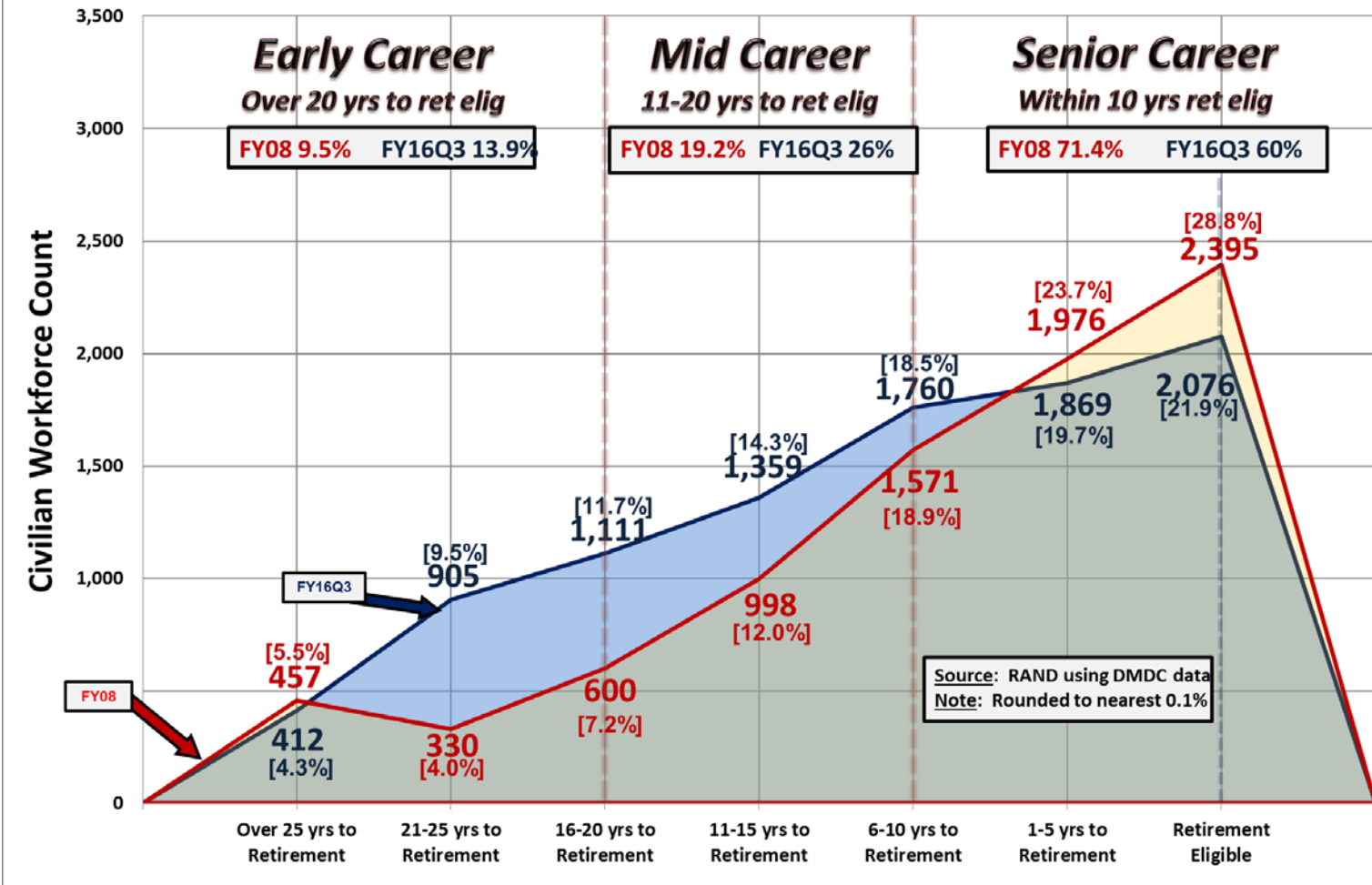
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



PQM Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



Prod, Qual, & Man. DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY16Q3



Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

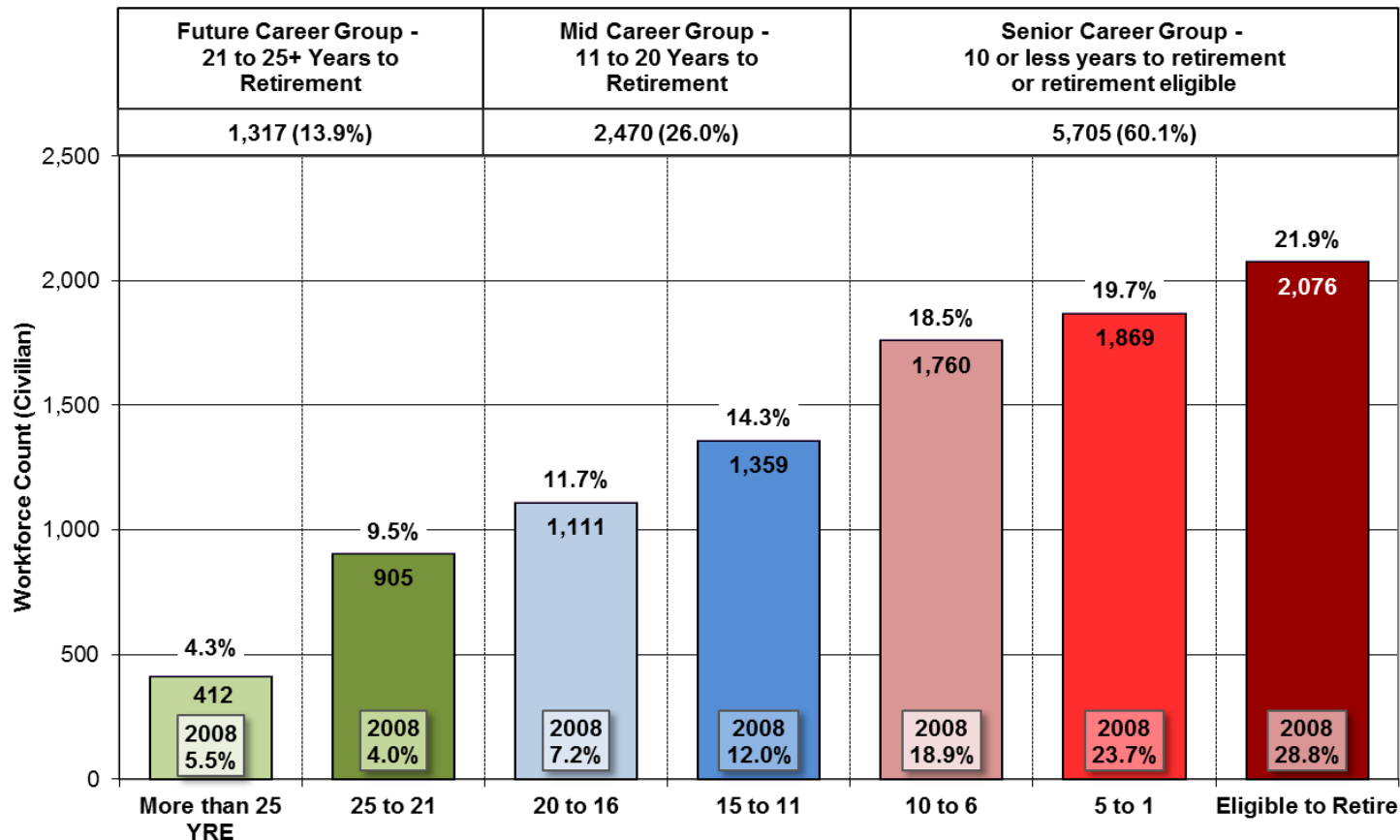
As of FY16Q3 (30 Jun 2016)



PQM Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q3) - Production, Quality and Manufacturing



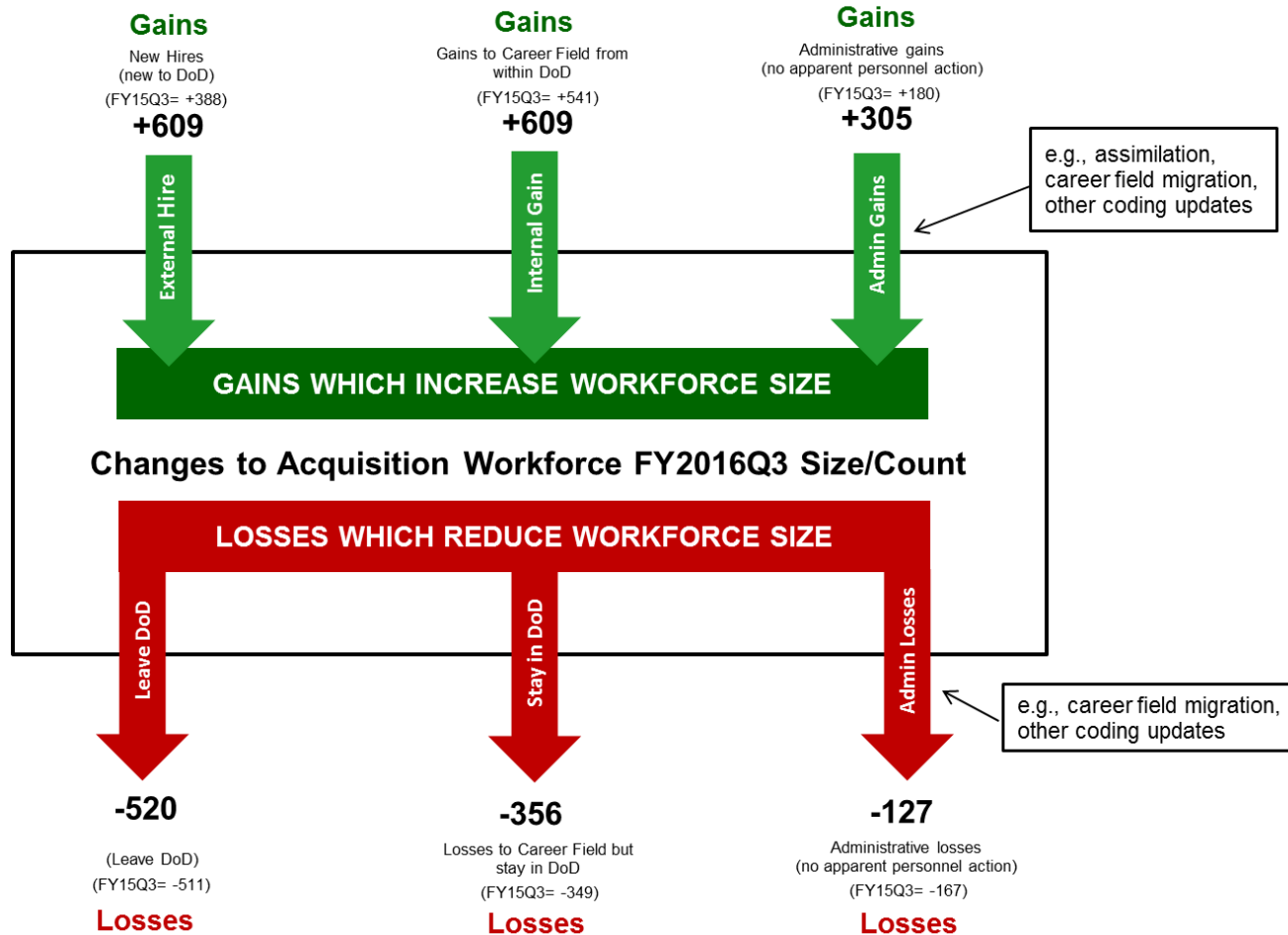
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Production, Quality and

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



As of FY16Q3 (30 Jun 2016)

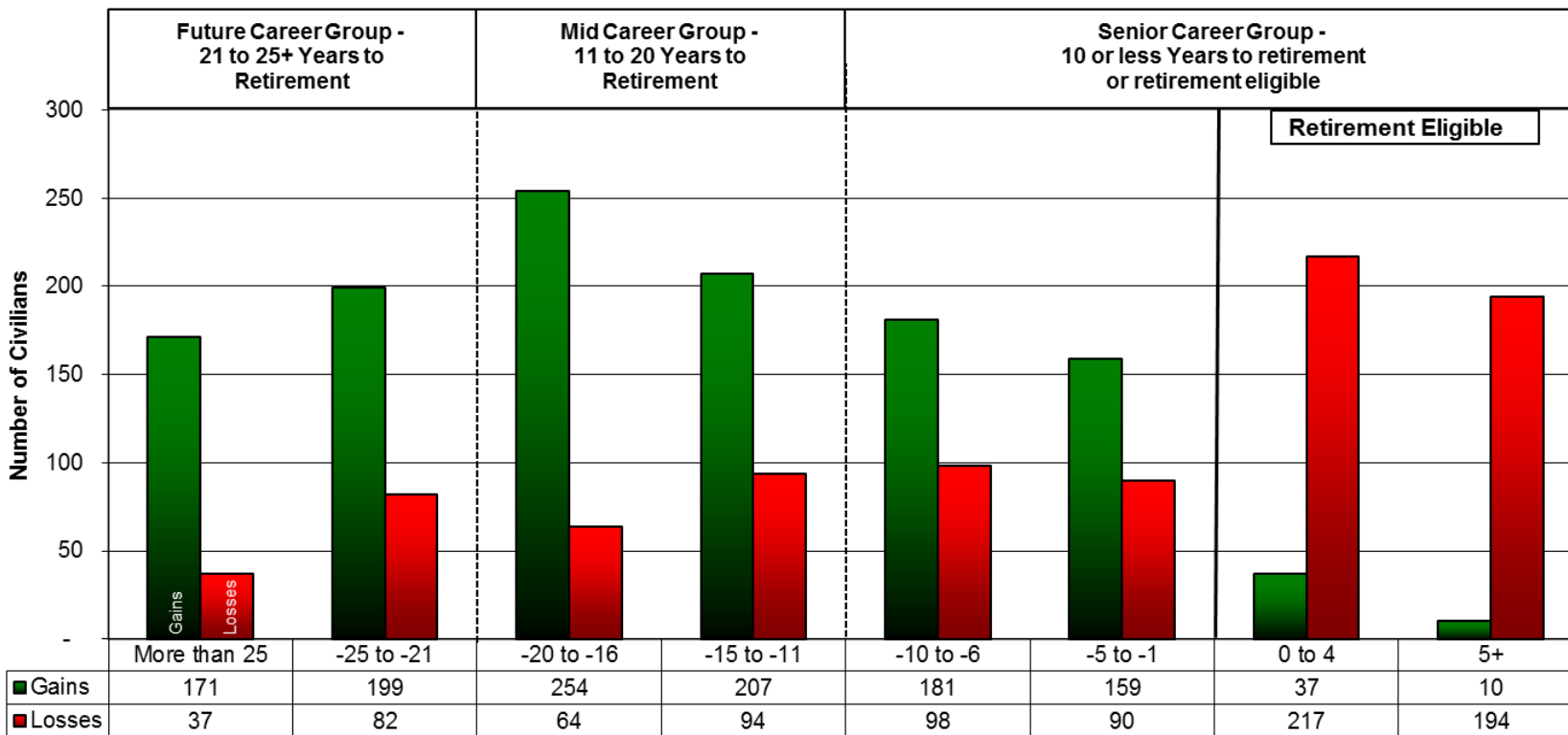


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2016Q3 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

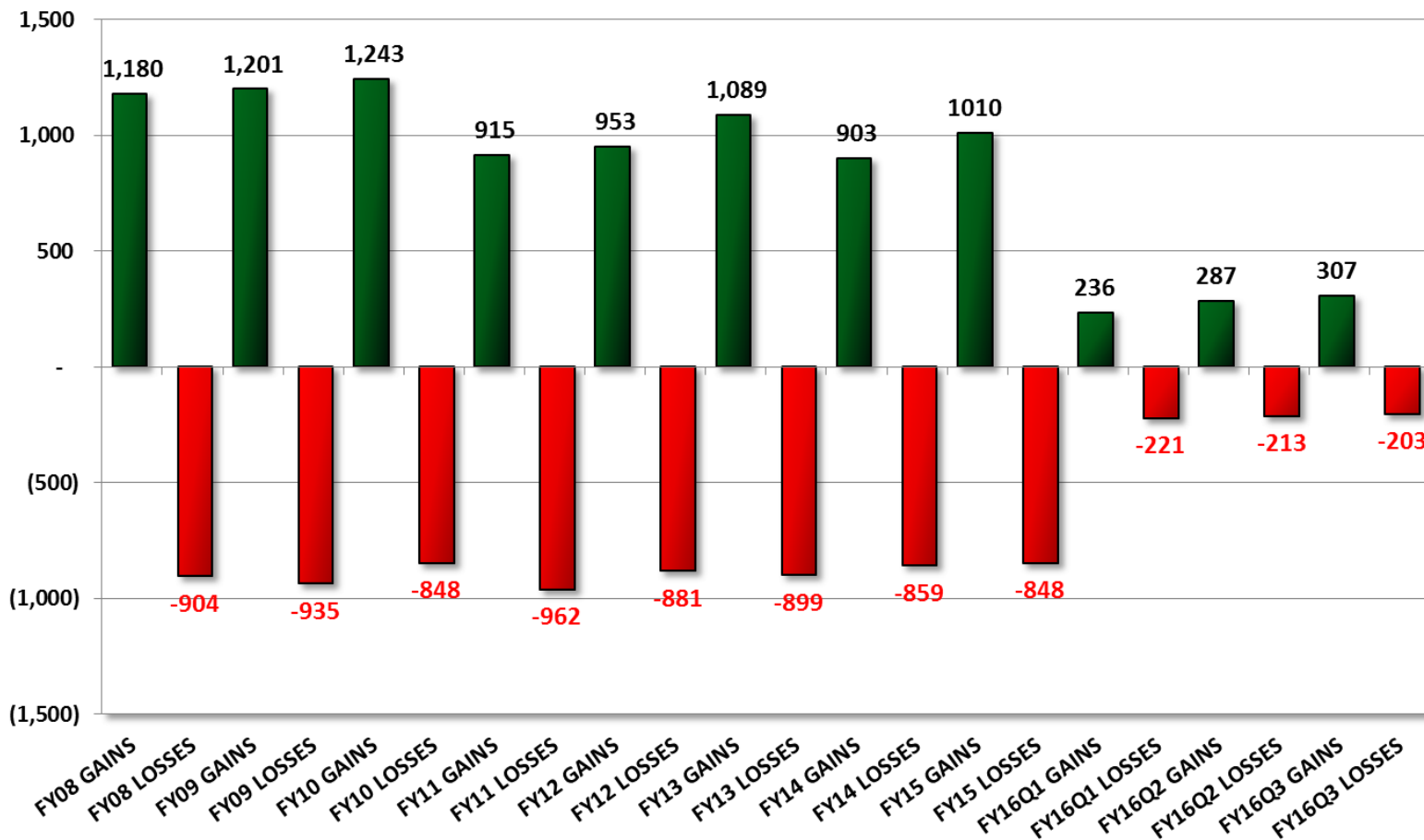
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses



PQM

Historical Gains and Losses FY08 – FY16Q3



As of FY16Q3 (30 Mar 2016)

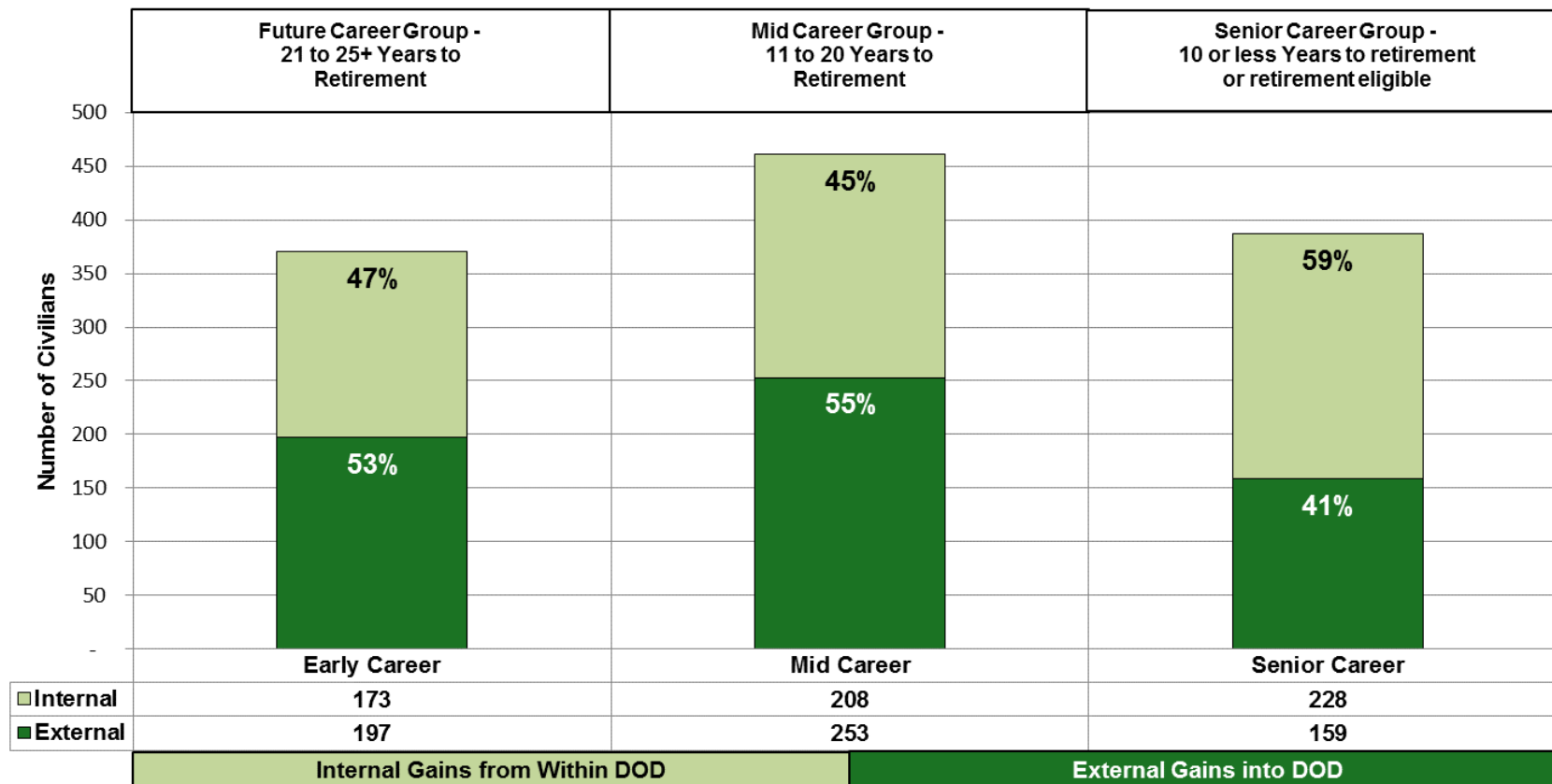


PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - PQM

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

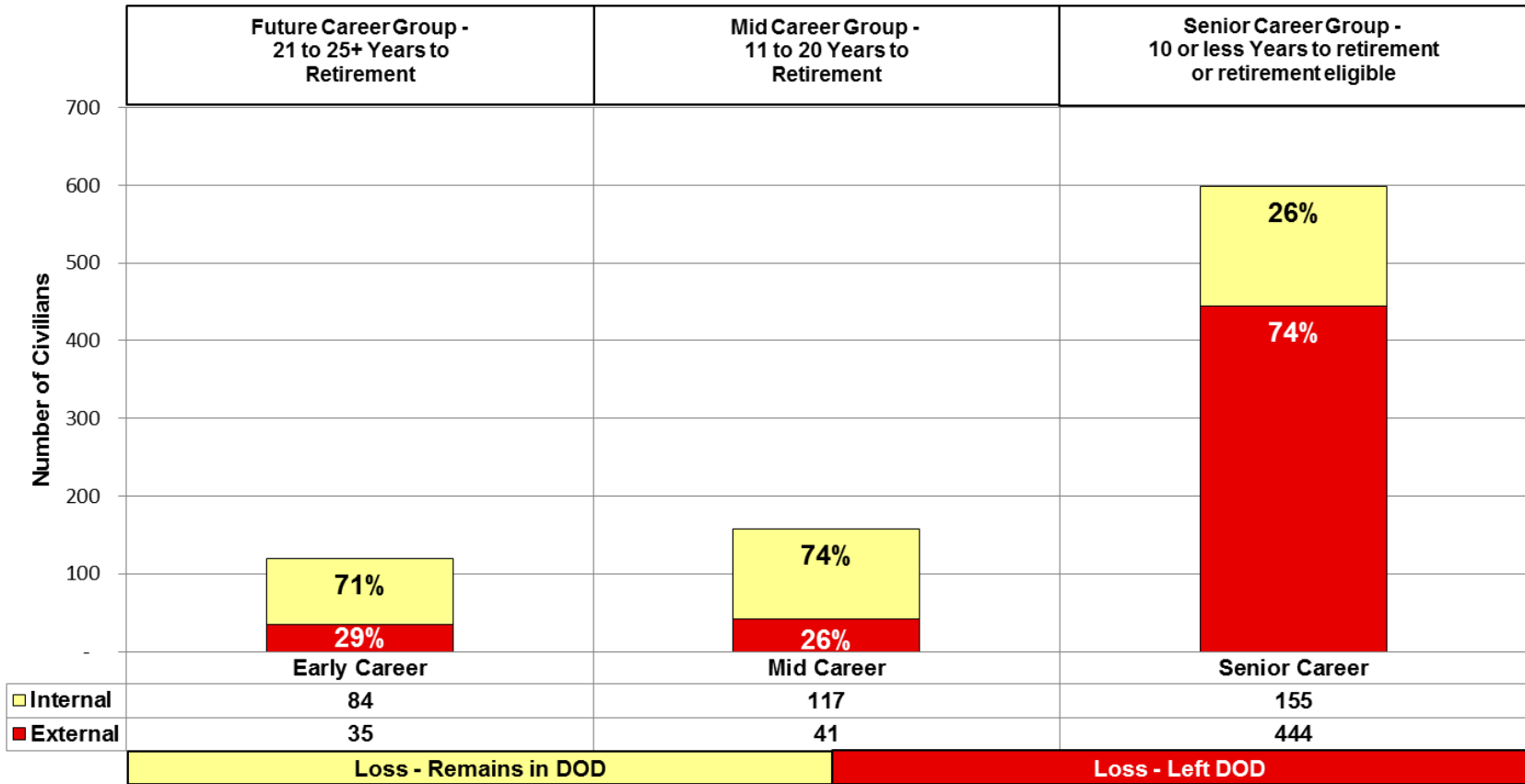
As of FY16Q3 (30 Jun 2016)



PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - PQM 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

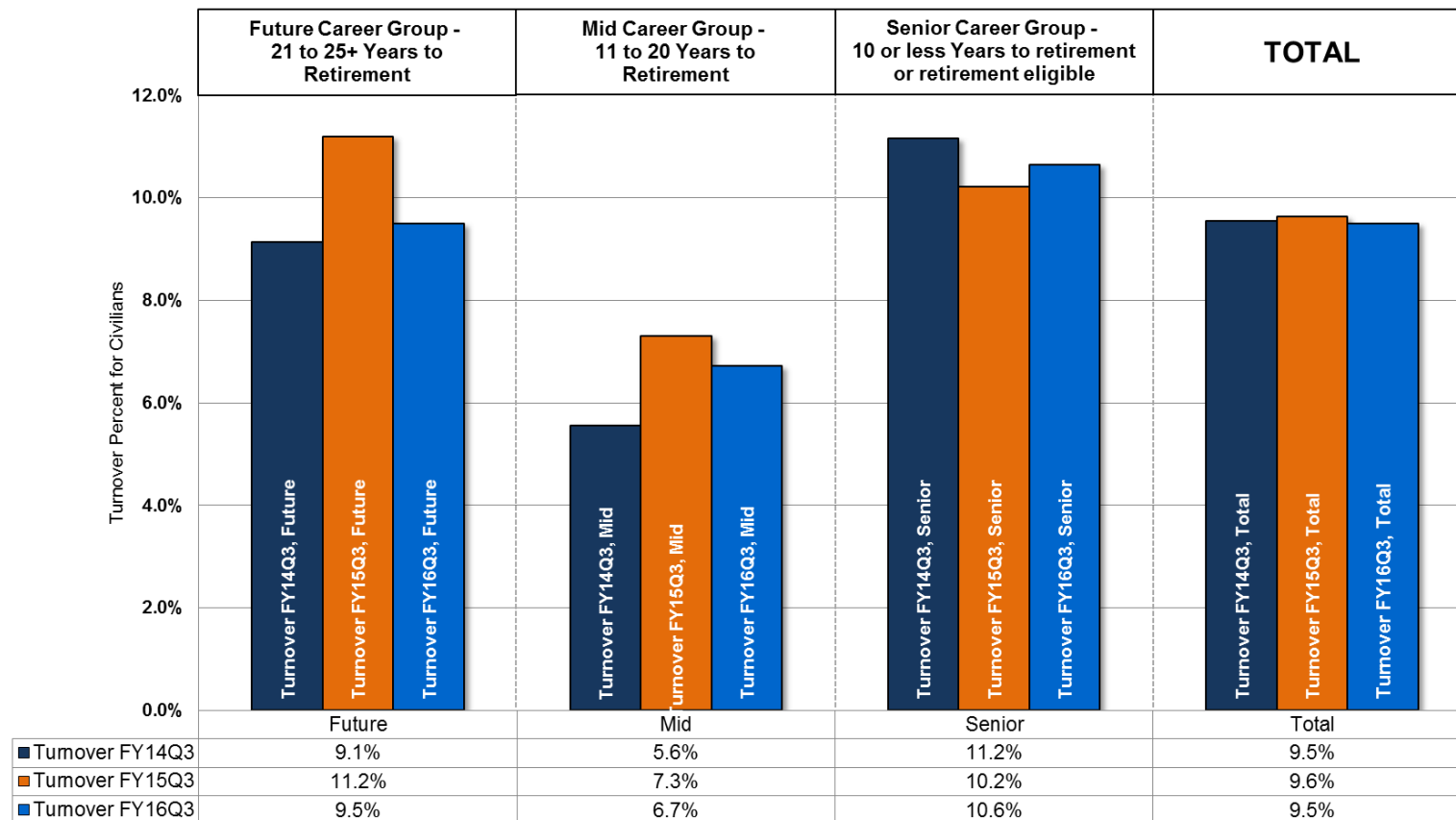
As of FY16Q3 (30 Jun 2016)



PQM Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

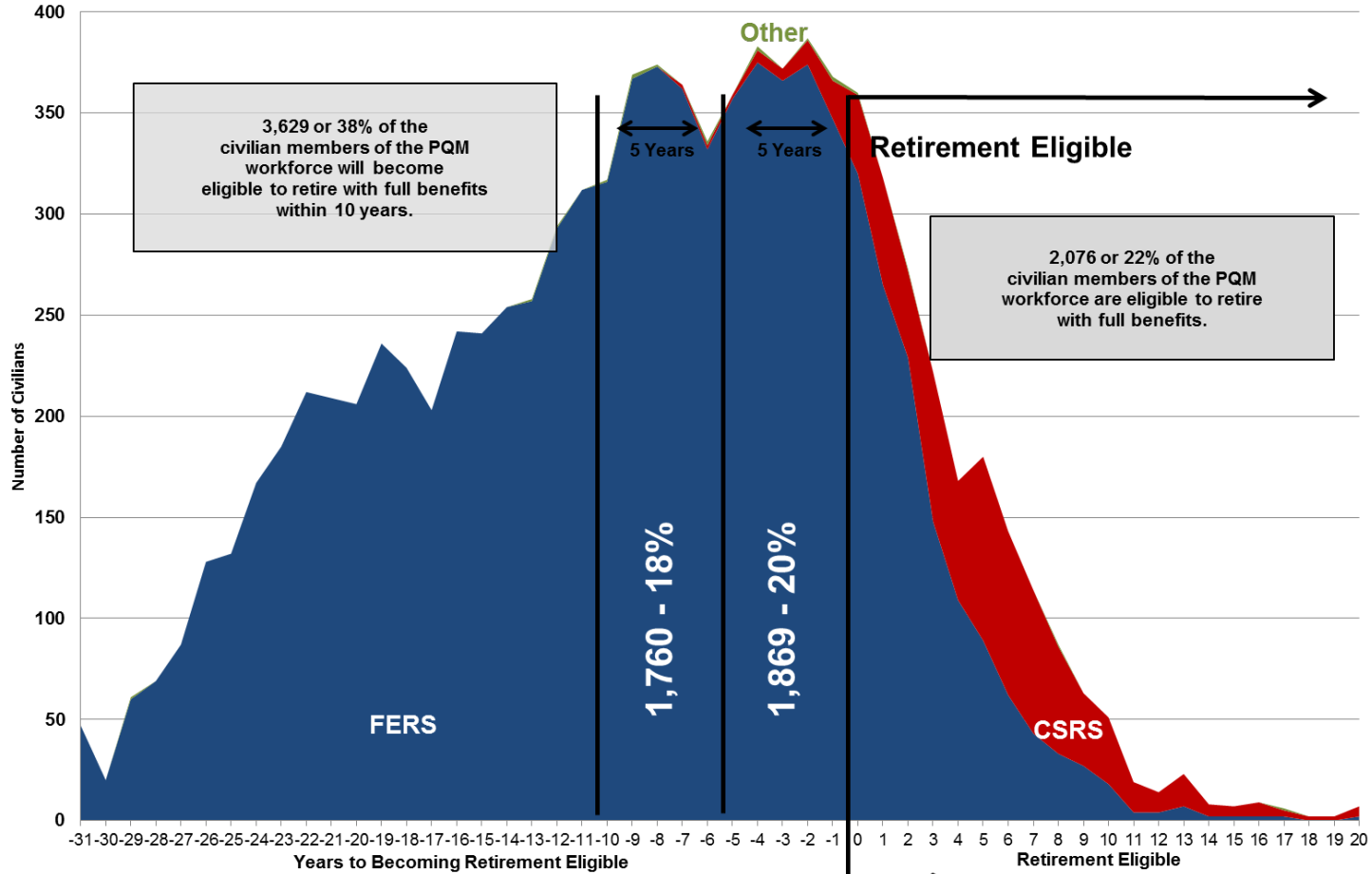


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - PQM

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