Defense Acquisition Workforce Key Information

Property

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)**

Slide Index

Human Capital Fact Sheet

Defense Acquisition Workforce Property	FY 2008				FY2016Q3			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451		451	125,879	394		394	158,508
Change in size from 2008	-		-	-	-13%		-13%	26%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	49%		49%	83%
Graduate Degree	6%		6%	29%	15%		15%	39%
Certification								
Level I or Higher Achieved	77%		77%	72%	78%		78%	85%
Level II or Higher Achieved	74%		74%	61%	74%		74%	74%
Level III Achieved	14%		14%	36%	16%		16%	43%
Position Certification Requirement Met or Exceeded	72%		72%	58%	72%		72%	76%
Within 24 Months of Certification Requirement	17%		17%	27%	24%		24%	21%
Does Not Meet Certification Requirement	12%		12%	14%	4%		4%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	90%		90%	62%	54%		54%	36%
Average Age	53.6		53.6	45.7	49.2		49.2	44.6
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	17/19/64(%)		-	25/24/51(%)
Average Years of Service	23.3		23.3	17.3	17.4		17.4	15.2
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	120(30%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	74(18%)	-	-	26,095(18%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	67/62	-	-	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 Property Defense Acquisition Workforce count is 394, down from 451 in FY08, a total decrease of 57
- The Property Defense Acquisition Workforce count was at its highest point (571) in FY05, and its lowest point (380) in FY16Q1
- The Agency with the largest increase, since FY08, is DoN, and DCMA with increase of 3(5%), and 2(1%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and DLA, with decreases of 51(-52%), 12 (-46%), and 7 (-8%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Property Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.6%; down from 71.8% in FY08
- The current Property Meets/Exceeds certification rate is down 0.3% from FY08
- The current Property Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.4%; up from 7.2% in FY08
- The current Property Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.1%; down from 11.5% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 63.6% (250) (10 years or less to retirement eligibility or retirement eligible)
- 30.5% (120) are currently eligible to retire, ↓ from 33.8% in FY08
- Mid Career Group 19.3% (76) (11 to 20 years to retirement), 12.4% in FY08
- Early Career Group 17% (67) (21 to 25+ years to retirement), ↑ from 4.1% in FY08

Total Historic Workforce

Property

	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16Q1	FY 16Q2	FY 16Q3
Total	451	475	501	483	449	402	389	400	380	393	394
Civilian	451	475	501	482	449	402	389	400	380	393	394
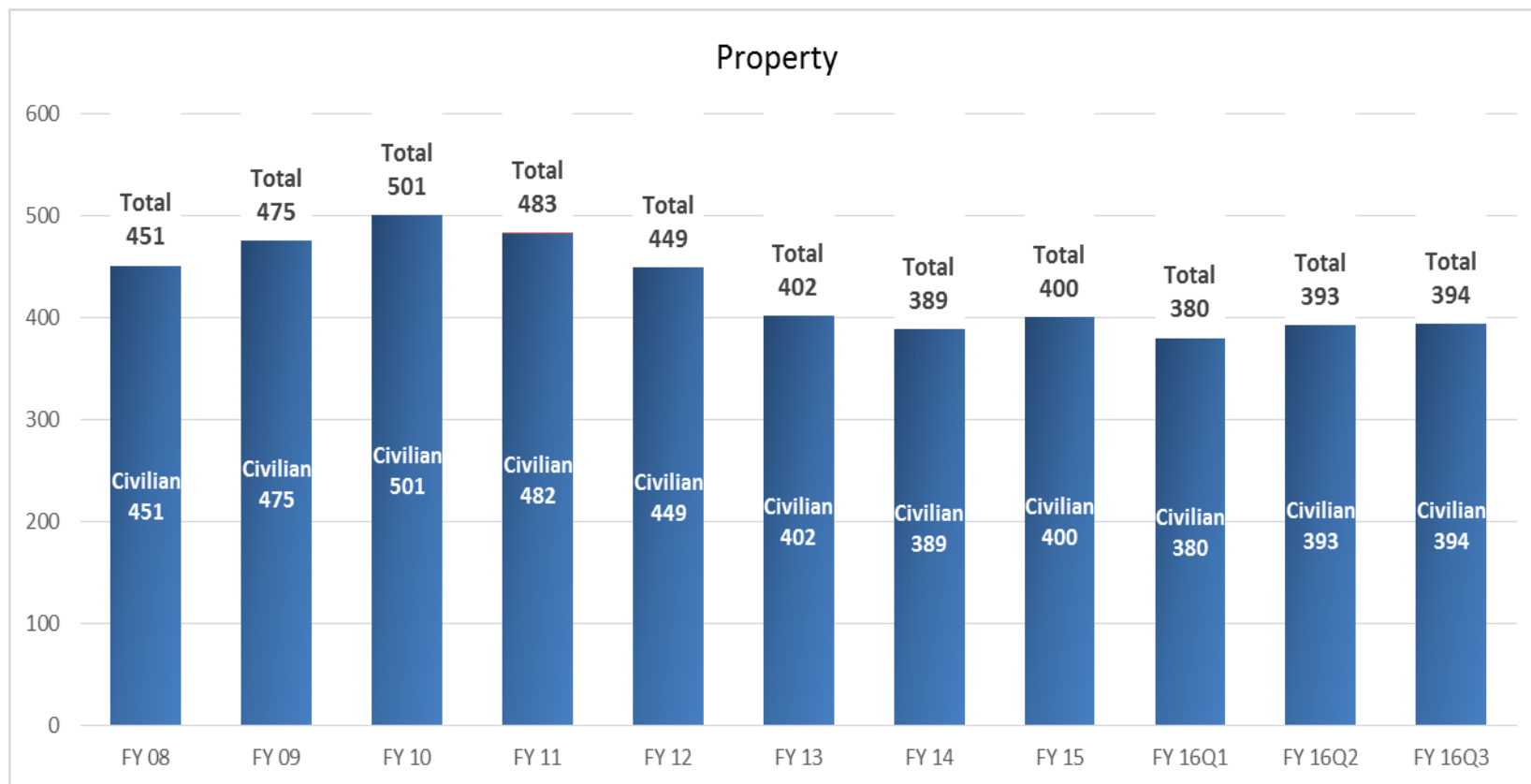
AWF by Component and Career Field

AWF
158,508

| PROP 394 0% |
| BUS-FM 6,226 3.93% |
| S&T 3,773 2% |
| IT 6,696 4% |
| FE 7,428 5% |
| T&E 8,716 6% |
| PQM 10,224 7% |
| PM 16,845 11% |
| LOG 19,596 12% |
| CON 30,312 19% |
| ENG 41,399 26% |
| Other 6,899 4% |
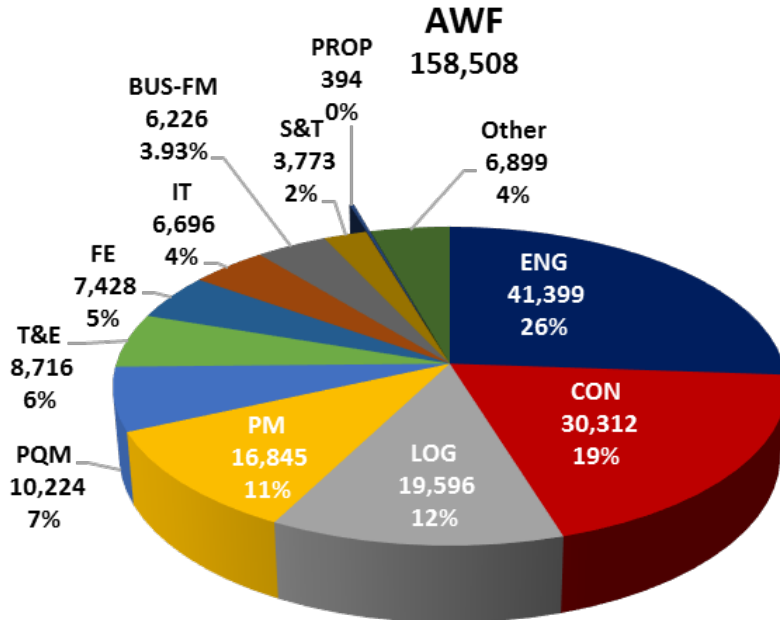
AWF Count by Career Category FY16Q3	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,042	4,042	2.6%
Business - CE	244	576	455	84	1,359	0.9%
Business - FM	1,709	2,035	1,888	594	6,226	3.9%
Contracting	7,904	6,308	8,236	7,864	30,312	19.1%
Engineering	9,061	21,549	8,686	2,103	41,399	26.1%
Facilities 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%		

Property Workforce
Historical Size by Agency FY05 – FY16Q2

Property Defense Acq Workforce	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
ARMY	154	125	114	99	92	84	75	65	56	49	45	47	48	48	-52%	7%
DoN	61	56	58	62	73	78	65	62	60	57	61	63	65	65	5%	7%
AIR FORCE	36	27	22	26	29	28	26	24	20	22	20	13	14	14	-46%	-30%
DCMA	313	312	285	253	269	295	300	282	260	256	268	250	255	255	1%	-5%
DLA	5	8	2	8	9	12	13	14	3	3	3	3	1	1	-88%	-67%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	1	1	-	-	-	-	-	-	-	-	1	2	2	2		100%
DISA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	3	3	4	4	2	3	2	2	2	2	2	-33%	0%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	6	7		
OSD	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	571	530	481	451	475	501	483	449	402	389	400	380	393	394	↓ -13%	↓ -2%

Property

	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16Q1	FY 16Q2	FY 16Q3
Does Not Meet	11.5%	11.2%	8.8%	6.8%	8.9%	8.0%	6.7%	7.3%	5.8%	4.6%	4.1%
24 Month	16.6%	23.2%	28.9%	25.1%	19.2%	14.2%	14.1%	23.8%	22.6%	24.7%	24.4%
Meets/Exceeds	71.8%	65.7%	62.3%	68.1%	71.9%	77.9%	79.2%	69.0%	71.6%	70.7%	71.6%

0.3% Decrease
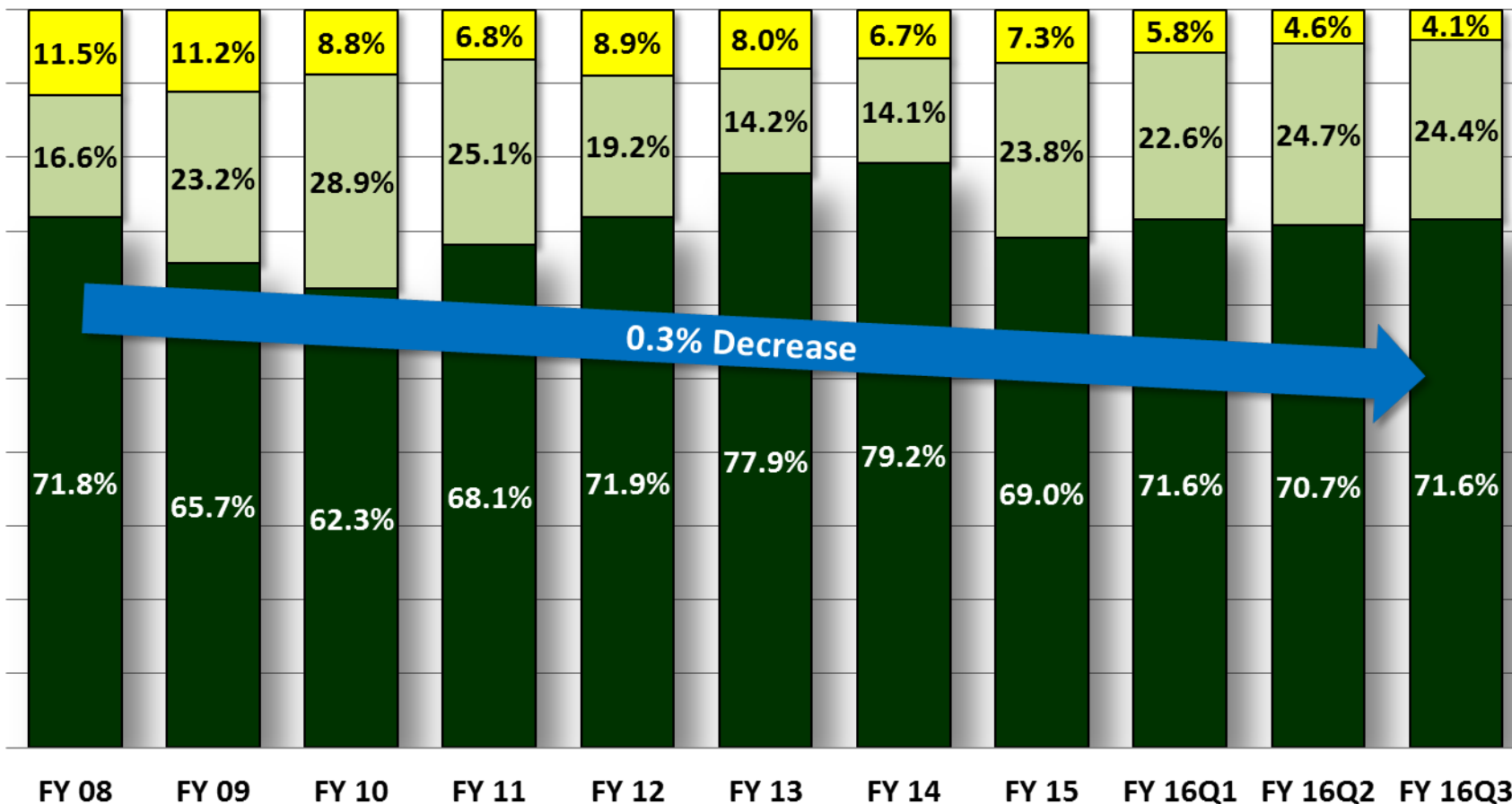
■ Meets/Exceeds ☐ 24 Month ☐ Does Not Meet * Rounded to nearest 0.1%

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

Component	Meets or Exceeds	Not met within 24mo	Not met beyond 24mo	Total
DCMA	(FY08 87.5%) 72.9%	23.5%	3.5%	255
DoN	(FY08 37.4%) 61.5%	30.8%	7.7%	65
Army	(FY08 65.4%) 68.8%	27.1%	4.2%	48
Air Force	(FY08 88.1%) 85.7%	14.3%	0.0%	14
Other Defense	(FY08 N/A) 85.7%	14.3%	0.0%	7
MDA	(FY08 N/A) 100.0%		0.0%	2
DAU	(FY08 100.0%) 100.0%		0.0%	2
DLA	(FY08 59.7%) 100.0%		0.0%	1
Total	(FY08 71.8%) 71.6%	24.4%	4.1%	394

Acquisition Workforce Component

■ Meets or Exceeds Position Certification Level Requirements
■ Certification requirement not met and member within 24 month period
■ Certification requirements not met and member beyond 24 month period

Property DAWIA Certification Matrix + Bench Strength

Property	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	**No Level Achieved**	**Level I**	**Level II**	**Level III**		
Level I	23	1	7	1	32	*28.1%*
Level II	53	12	211	23	299	*78.3%*
Level III	6	2	11	39	58	*67.2%*
Unspecified	3	2	-	-	5	
FY16Q3 TOTAL	85	17	229	63	394	*71.6%*
	21.6%	*4.3%*	*58.1%*	*16.0%*		

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%*	
Property	31	*8.0%*	*8 of 14*

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	9	22	1	32	*8.1%*
Level II	234	56	9	299	*75.9%*
Level III	39	15	4	58	*14.7%*
Unspecified	-	3	2	5	*1.3%*
Property TOTAL	282	96	16	394	
	71.6%	*24.4%*	*4.1%*		

■ = Compliance
■ = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

Property Demographics

CAP - KLP: CAP 7 (2%), Non-CAP 387 (98%)

Education: Other 9 (2%), Post Grad 59 (15%), High School 99 (25%), Bachelors 136 (35%), Some College 91 (23%)

MIL / CIV: Civilian 394 (100%)

RACE: MULTI 8 (2%), PI 2 (0.5%), ASIAN 7 (2%), Unspecified 28 (7%), BLACK 73 (19%), WHITE 276 (70%)

Gender: Unspecified 8 (2%), Females 157 (40%), Males 229 (58%)
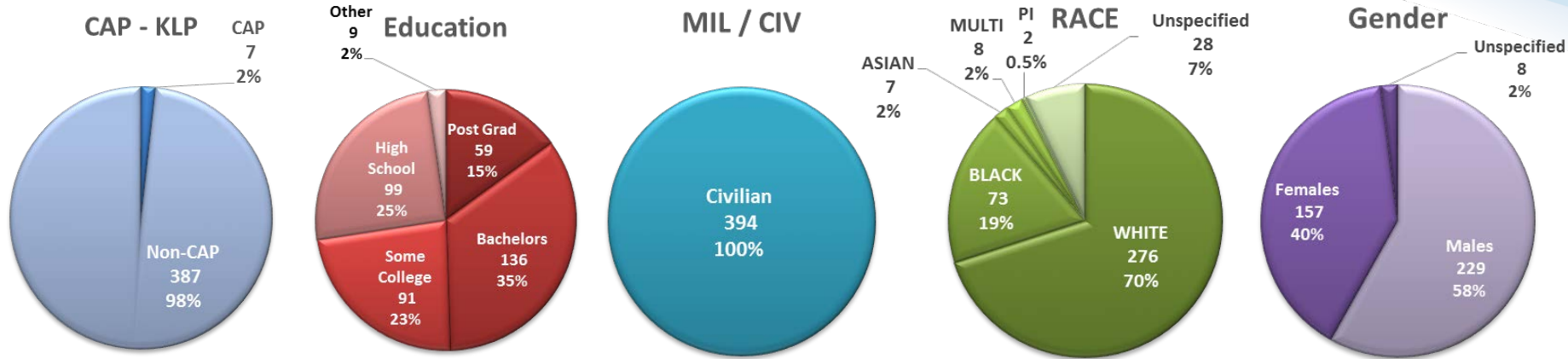
Occupied Position Type	Property TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,138	0.7%
Critical Acquisition Positions (CAPs) *	7	1.8%	15,694	9.9%
Non-CAP Positions	387	98.2%	141,676	89.4%
TOTAL	394		158,508	

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

Highest Level of Education	Property TOTAL		Entire DAW	
Post Grad	59	15.0%	62,129	39.2%
Bachelors	136	34.5%	69,413	43.8%
Some College	91	23.1%	11,837	7.5%
High School	99	25.1%	12,478	7.9%
Other	9	2.3%	2,651	1.7%
TOTAL	394		158,508	

Military / Civilian	Property TOTAL		Entire DAW	
Civilian	394	100.0%	142,987	90.2%
Military	-	0.0%	15,521	9.8%
TOTAL	394		158,508	

Race	Property TOTAL		Entire DAW	
WHITE	276	70.1%	117,004	73.8%
BLACK	73	18.5%	18,850	11.9%
ASIAN	7	1.8%	10,260	6.5%
MULTI	8	2.0%	3,415	2.2%
PI	2	0.5%	759	0.5%
Unspecified	28	7.1%	7,360	4.6%
TOTAL	394		158,508	

Gender	Property TOTAL		Entire DAW	
Males	229	58.1%	110,710	69.8%
Females	157	39.8%	45,575	28.8%
Unspecified	8	2.0%	2,223	1.4%
TOTAL	394		158,508	

Property Size by Occupational Series

Pie chart:
- 1101 - Business and Industry Specialist 1%
- 1150 - Industrial Specialist 2%
- 1103 - Industrial Property Mgmt Specialist 97%
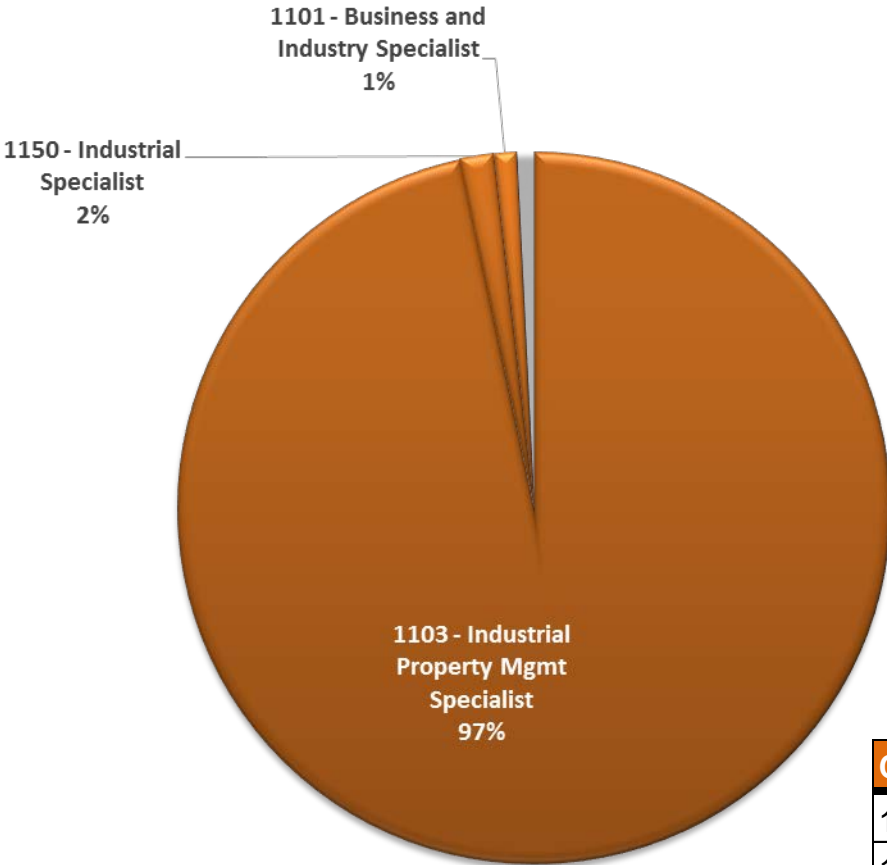
Civilian Occupational Series	Property TOTAL	
1103 - Industrial Property Mgmt Specialist	380	*96.4%*
1150 - Industrial Specialist	6	*1.5%*
1101 - Business and Industry Specialist	4	*1.0%*
1170 - Realty Specialist	1	*0.25%*
0802 - Engineering Technician	1	*0.25%*
1640 - Facility Operations Specialist	1	*0.25%*
TOTAL CIVILIAN	**394**	*Civilians*

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

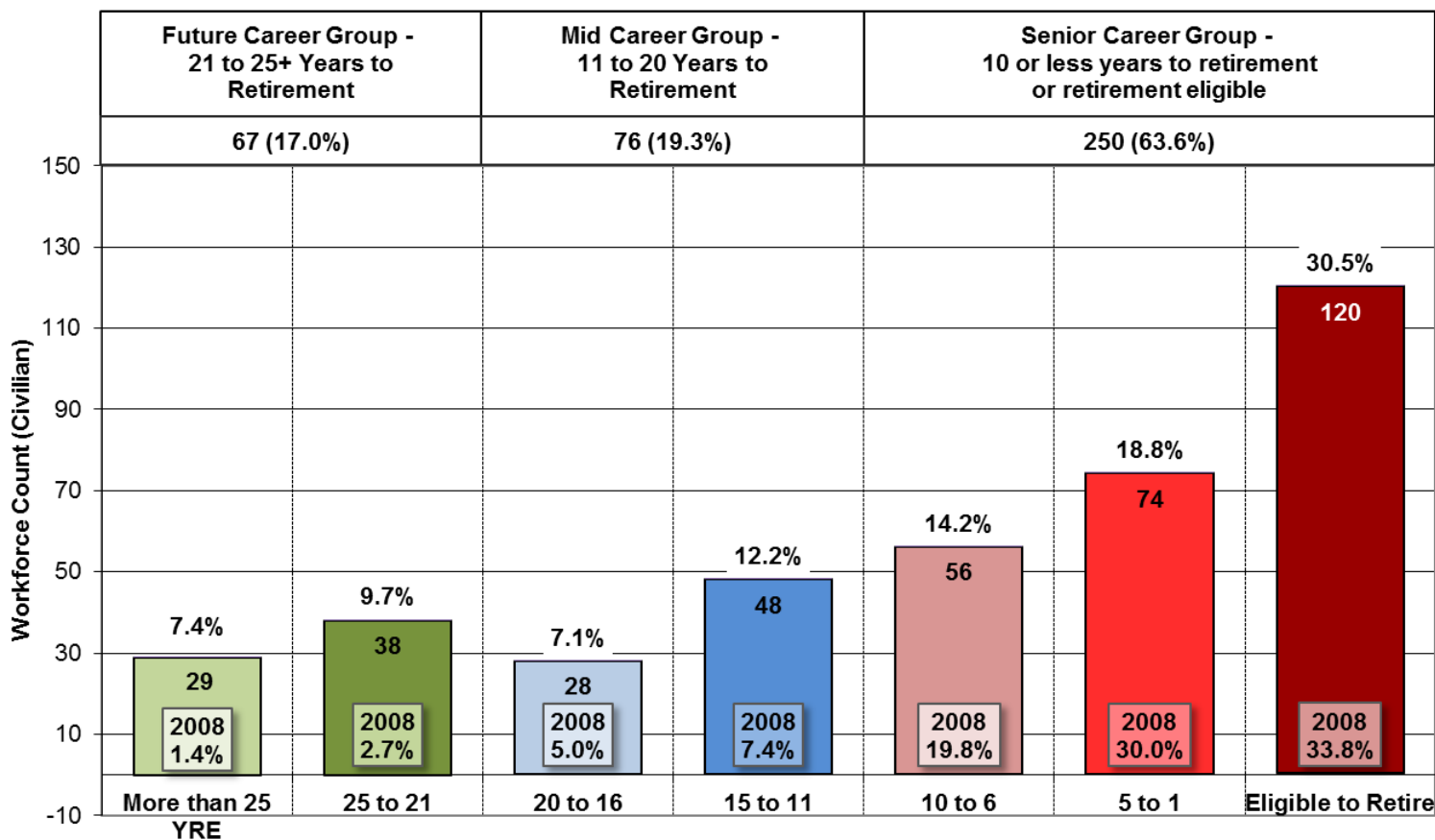# Property Civilian Retirement Eligibility Distribution – FY08 / FY16Q3

Property Mgmt DAW - Civilian Retirement Elig. Distrib. - End-FY08 vs FY16Q3

Early Career — Over 20 yrs to ret elig — FY08 4.1% FY16Q3 17%
Mid Career — 11-20 yrs to ret elig — FY08 12.4% FY16Q3 19.3%
Senior Career — Within 10 yrs ret elig — FY08 83.6% FY16Q3 63.6%

Y-axis: Civilian Workforce Count (0–200)

X-axis categories: Over 25 yrs to Retirement | 21-25 yrs to Retirement | 16-20 yrs to Retirement | 11-15 yrs to Retirement | 6-10 yrs to Retirement | 1-5 yrs to Retirement | Retirement Eligible

FY16Q3 values: 29 [7.4%], 38 [9.7%], 28 [7.1%], 48 [12.2%], 56 [14.2%], 74 [18.8%], 120 [30.5%]

FY08 values: 6 [1.4%], 12 [2.7%], 22 [5.0%], 33 [7.4%], 88 [19.8%], 133 [30.0%], 150 [33.8%]

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

As of FY16Q3 (30 Jun 2016)

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

Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less years to retirement or retirement eligible		
67 (17.0%)		76 (19.3%)		250 (63.6%)		

Workforce Count (Civilian)

More than 25	25 to 21	20 to 16	15 to 11	10 to 6	5 to 1	Eligible to Retire
7.4%	9.7%	7.1%	12.2%	14.2%	18.8%	30.5%
29	38	28	48	56	74	120
2008 1.4%	2008 2.7%	2008 5.0%	2008 7.4%	2008 19.8%	2008 30.0%	2008 33.8%

YRE

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)
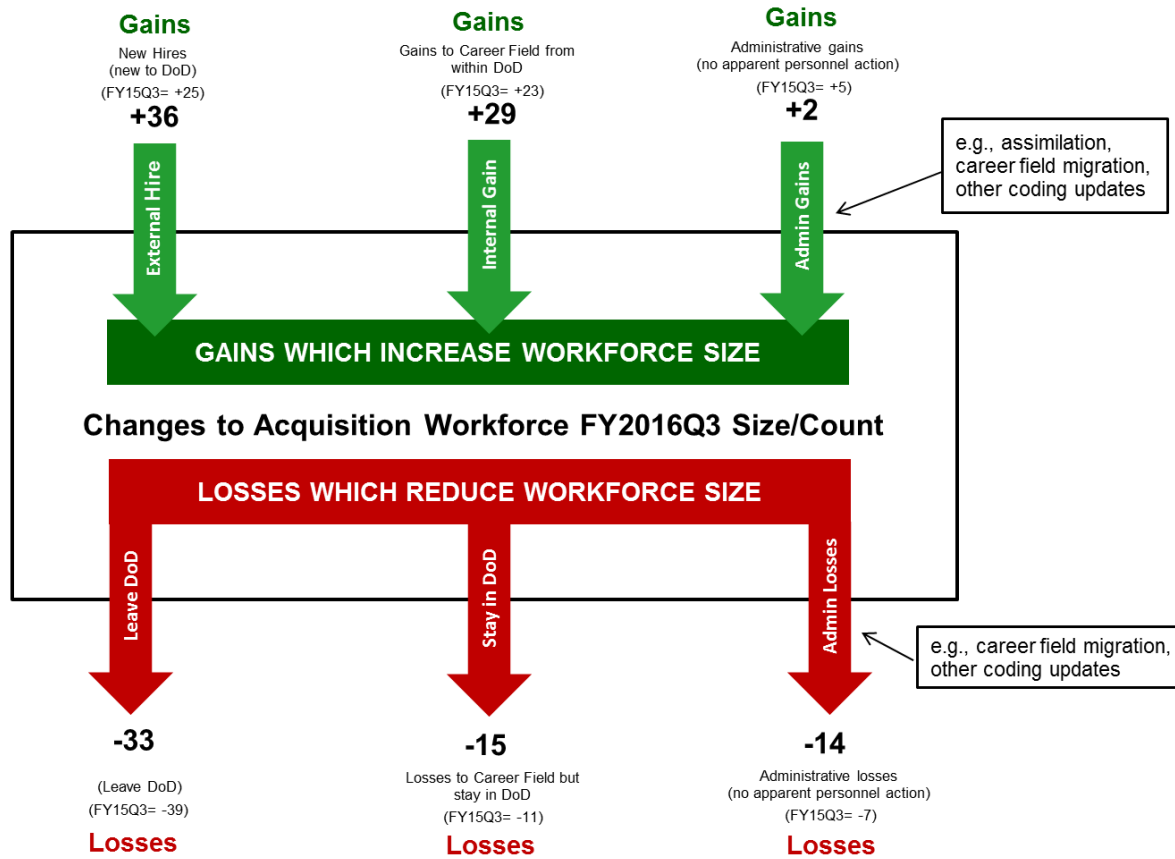
Defense Acquisition Workforce (Civilian) (FY2016Q3) - Property

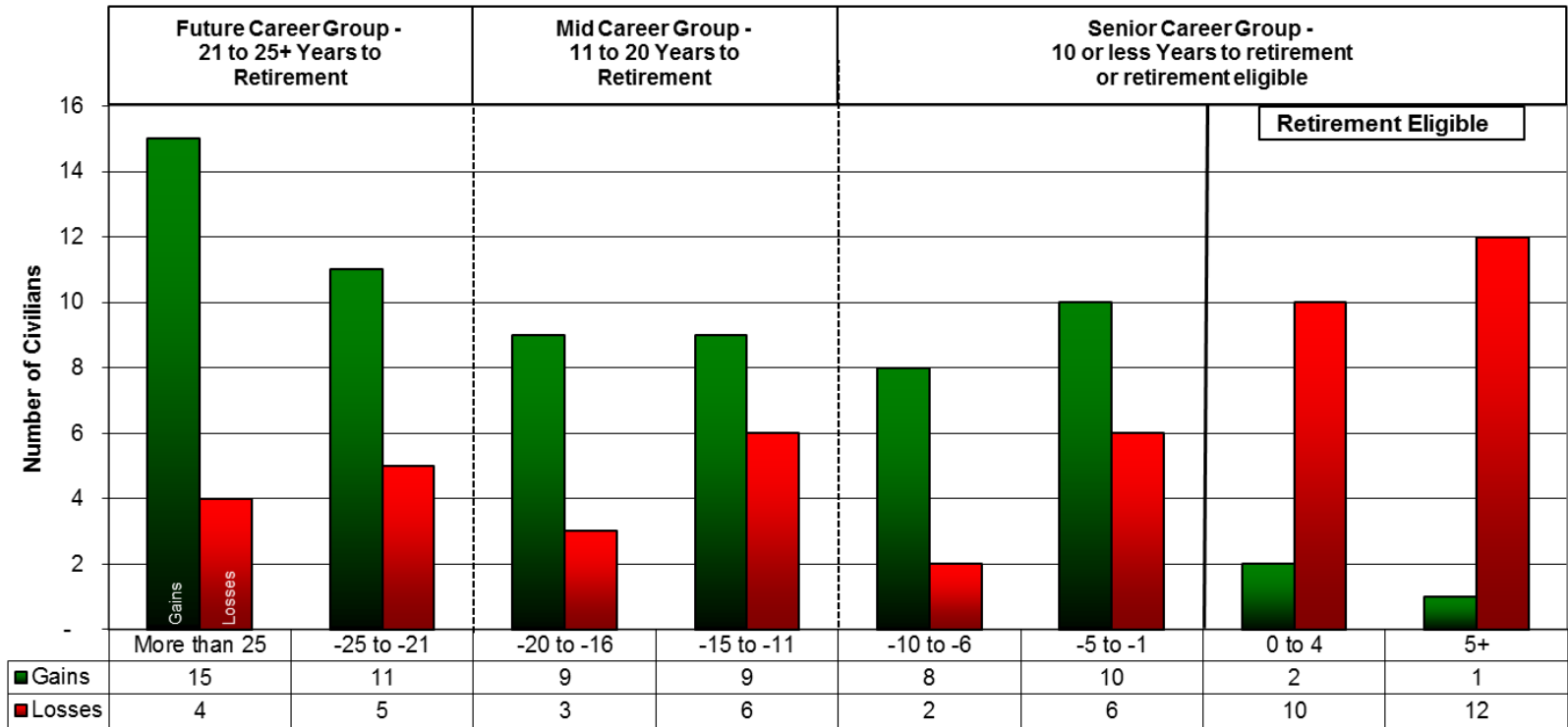### Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories

Gains	Gains	Gains
New Hires (new to DoD) (FY15Q3= +25)	Gains to Career Field from within DoD (FY15Q3= +23)	Administrative gains (no apparent personnel action) (FY15Q3= +5)
+36	**+29**	**+2**
External Hire	Internal Gain	Admin Gains

e.g., assimilation, career field migration, other coding updates

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY2016Q3 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD	Stay in DoD	Admin Losses
-33	**-15**	**-14**
(Leave DoD) (FY15Q3= -39)	Losses to Career Field but stay in DoD (FY15Q3= -11)	Administrative losses (no apparent personnel action) (FY15Q3= -7)
Losses	**Losses**	**Losses**

e.g., career field migration, other coding updates

As of FY16Q3 (30 Jun 2016)

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

	Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less Years to retirement or retirement eligible		Retirement Eligible	
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	15	11	9	9	8	10	2	1
Losses	4	5	3	6	2	6	10	12

Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)
*Does not include administrative gains and losses
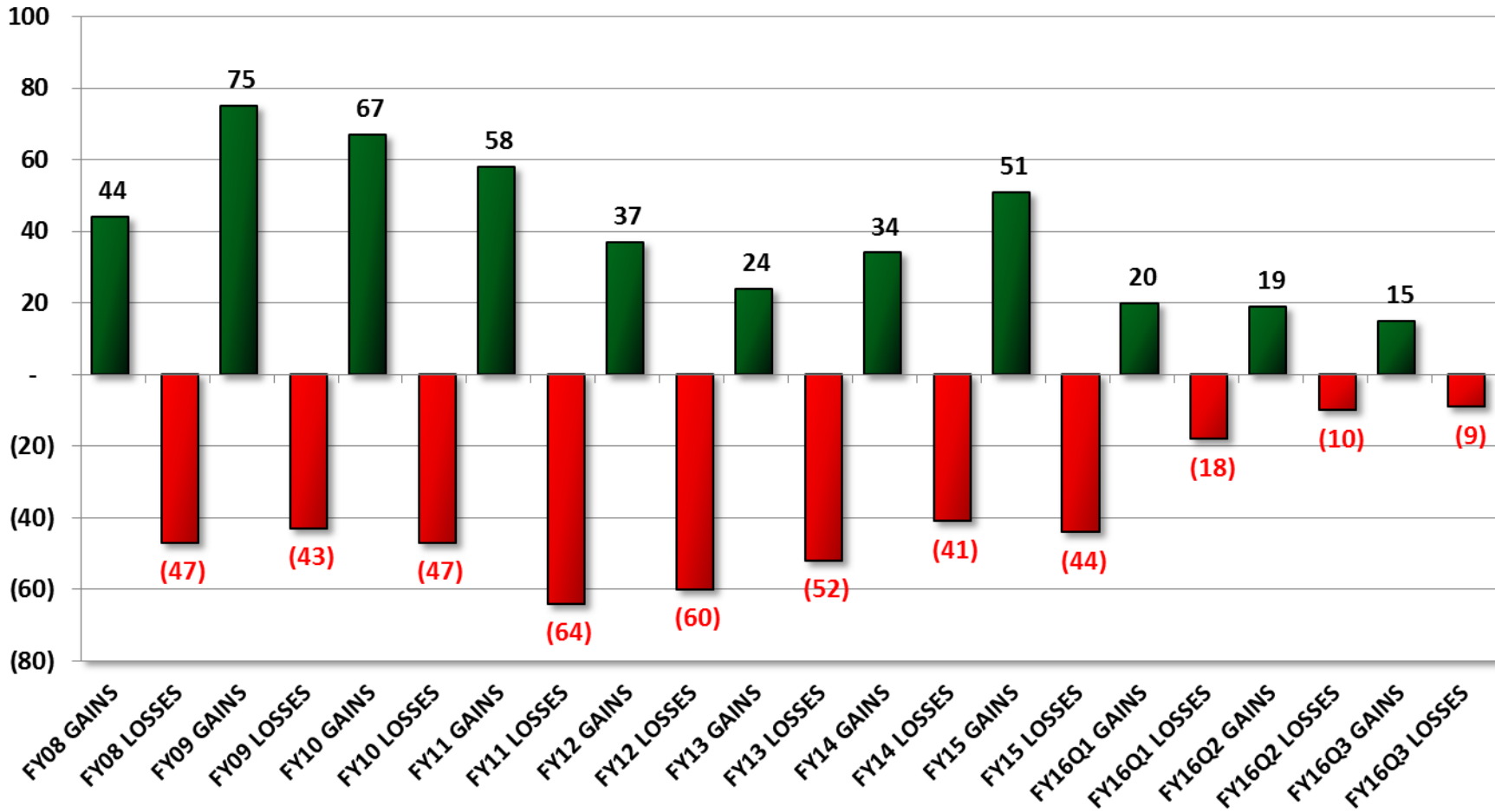
As of FY16Q3 (30 Jun 2016)

As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce (Civilian) - Prop
Workforce Lifecycle FY2016Q3 Gains*

Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible
38% / 62%	39% / 61%	57% / 43%

	Early Career	Mid Career	Senior Career
Internal	10	7	12
External	16	11	9

Internal Gains from Within DOD | External Gains into DOD
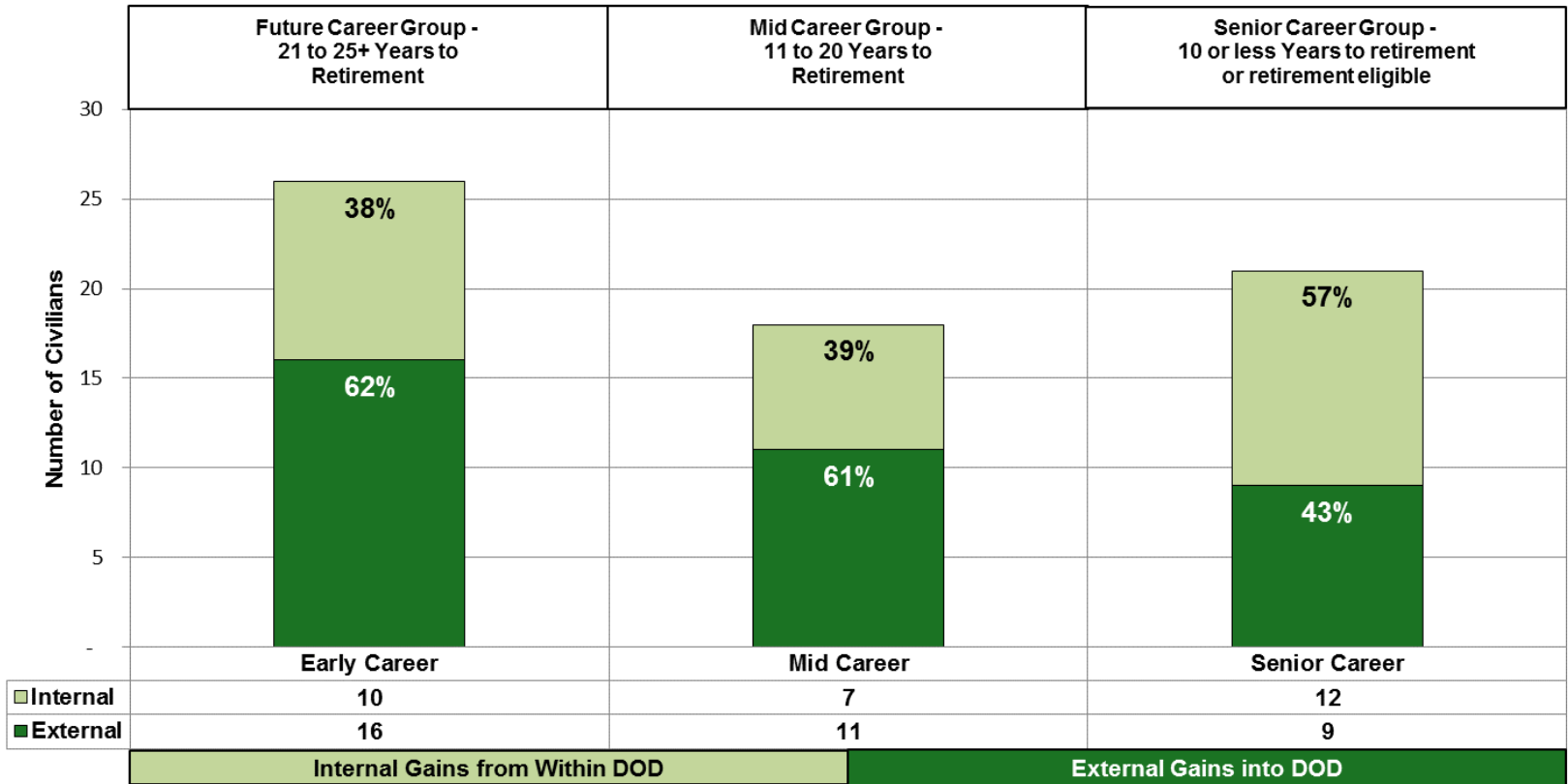
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)
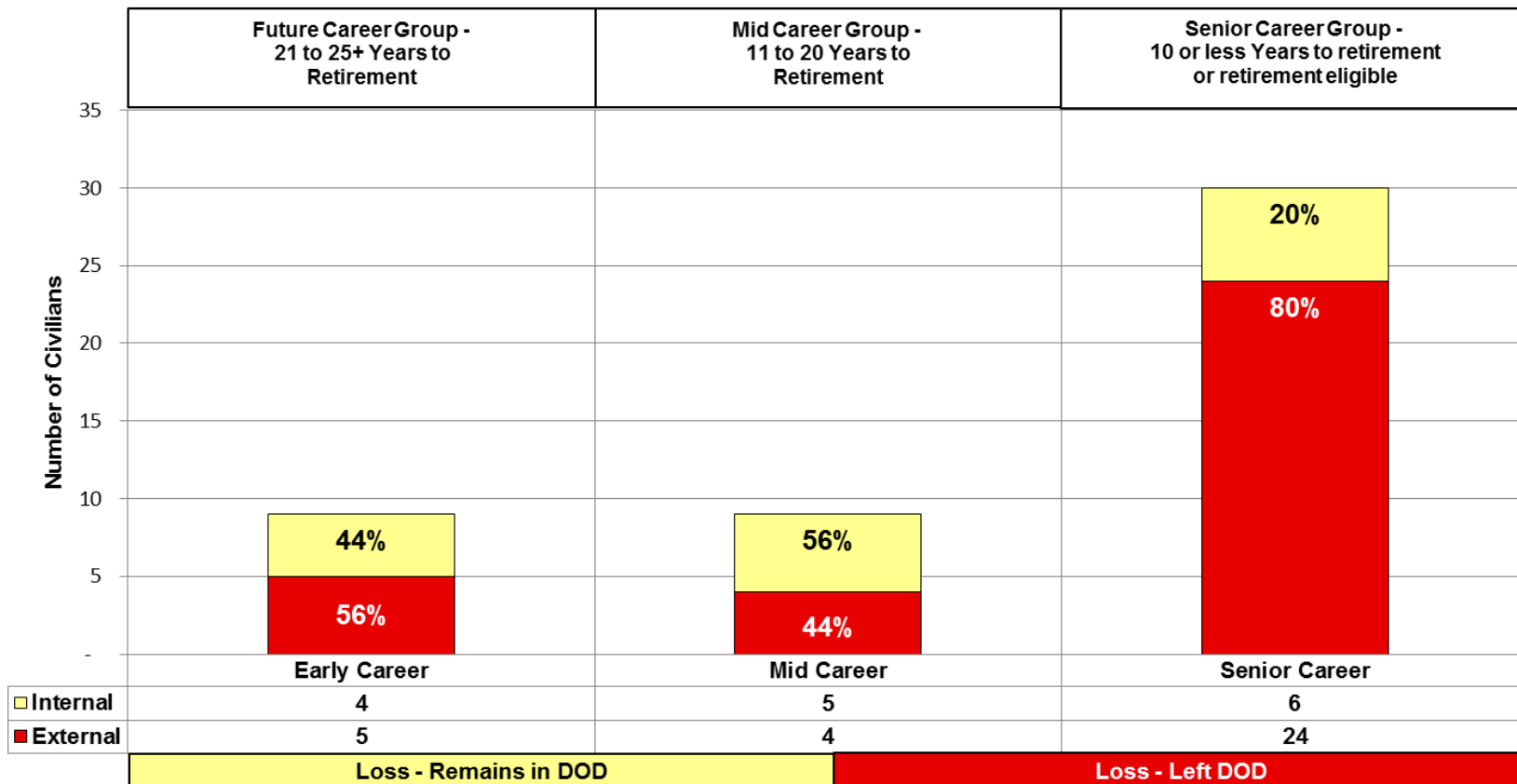*Does not include administrative gains

As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY2016Q3 Losses*

Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible
Early Career	Mid Career	Senior Career

	Early Career	Mid Career	Senior Career
Internal	4	5	6
External	5	4	24

Early Career: 44% Internal, 56% External
Mid Career: 56% Internal, 44% External
Senior Career: 20% Internal, 80% External

Loss - Remains in DOD   Loss - Left DOD

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)
*Does not include administrative losses
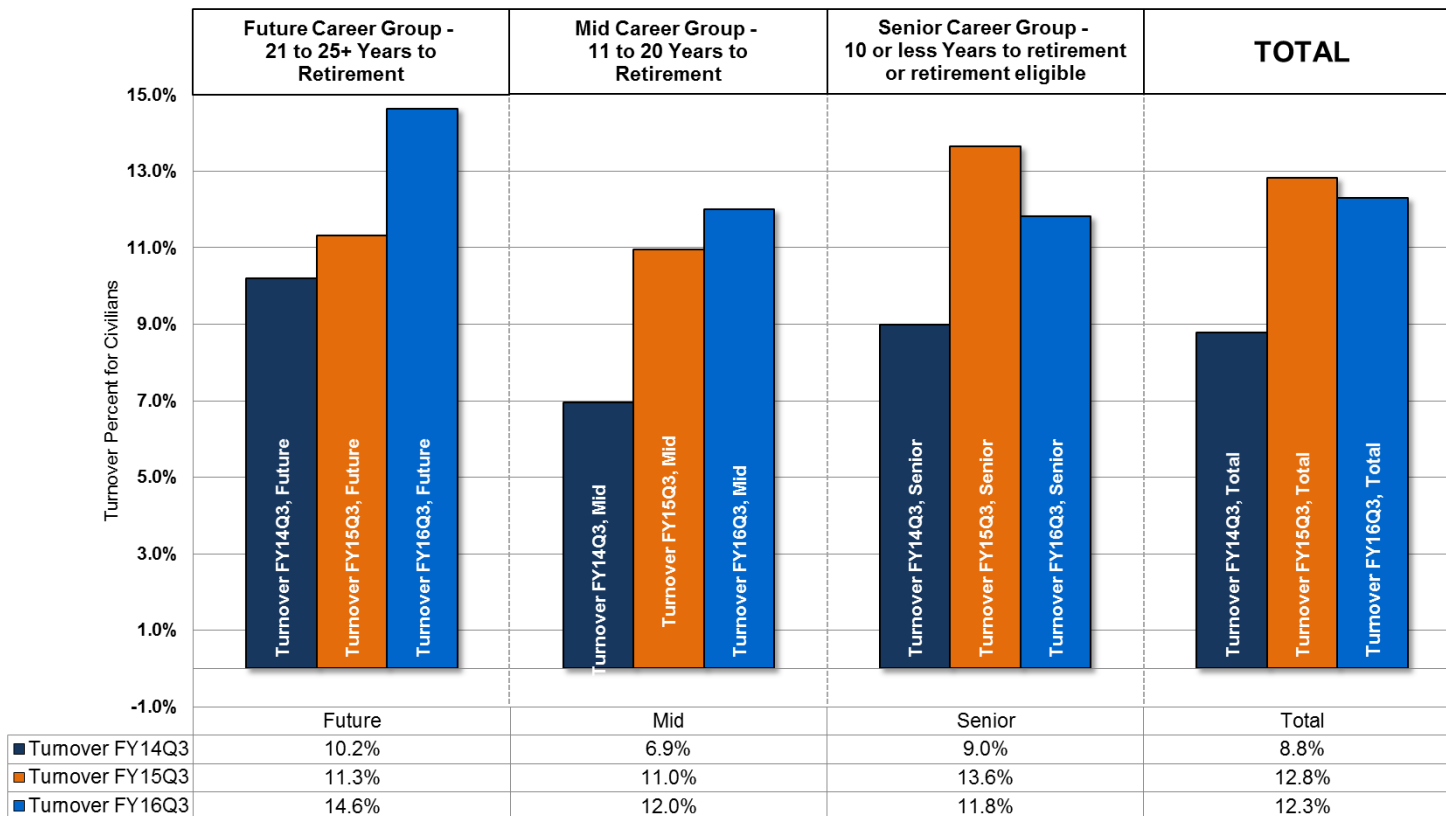
As of FY16Q3 (30 Jun 2016)

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

	Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible	TOTAL
	Future	Mid	Senior	Total
■ Turnover FY14Q3	10.2%	6.9%	9.0%	8.8%
■ Turnover FY15Q3	11.3%	11.0%	13.6%	12.8%
■ Turnover FY16Q3	14.6%	12.0%	11.8%	12.3%

Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce - Prop

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

As of FY16Q3 (30 Jun 2016)

END