



Defense Acquisition Workforce Key Information

Purchasing

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 Purchasing and Procurement	FY 2008				FY2016Q3			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,458	0	1,458	158,508
Change in size from 2008	-	-	-	-	23%	-100%	22%	26%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	29%		29%	83%
Graduate Degree	2%	0%	2%	29%	5%		5%	39%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	60%		60%	85%
Level II or Higher Achieved	42%	0%	41%	61%	44%		44%	74%
Level III Achieved	21%	0%	20%	36%	5%		5%	43%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	51%		51%	76%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	42%		42%	21%
Does Not Meet Certification Requirement	15%	0%	15%	14%	7%		7%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	42%		42%	36%
Average Age	50.5	30.1	50.3	45.7	46.7		46.7	44.6
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	19/26/55(%)		-	25/24/51(%)
Average Years of Service	20.3	9.5	20.2	17.3	13.1		13.1	15.2
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	283(20%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	258(17%)	-	-	26,095(18%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	495/297	-	-	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 Purchasing Defense Acquisition Workforce count is 1,458 up from 1,196 in FY08, a total increase of 262
- The Purchasing Defense Acquisition Workforce count was at its highest point (2,438) in FY05, and its lowest point (1,170) in FY07
- The Agencies with the largest increases, since FY08, are DLA, DCMA and DHA, with increases of 341 (207%), 44 (1467%) and 17 (850%), respectively
- The Agencies with the largest decreases, since FY08, are AIR FORCE, Navy, and Army with decreases of 70 (-49%), 59 (-11%), and 10 (-3%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

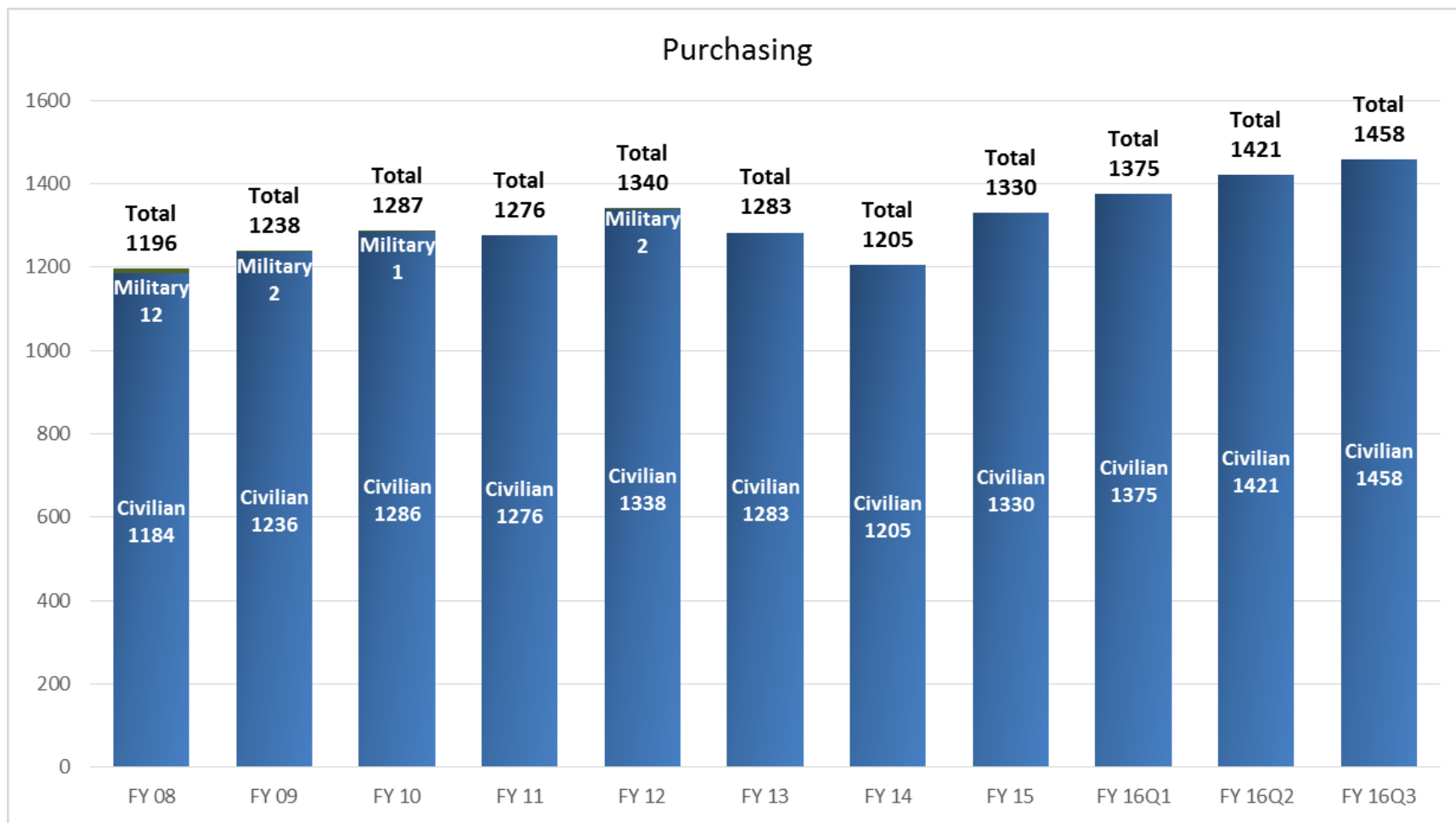
- The current Purchasing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 51.1%; down from 52.1% in FY08
- The current Purchasing Meets/Exceeds certification rate is down 1.0% from FY08
- The current Purchasing Defense Acquisition Workforce DAWIA 24 month grace period rate is 42.1%; up from 33.2% in FY08
- The current Purchasing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 6.8%; down from 14.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 54.7% (787) (10 years or less to retirement eligibility or retirement eligible)
- 19.7% (283) are currently eligible to retire, ↓ from 22.6% in FY08
- Mid Career Group 26% (374) (11 to 20 years to retirement), 23.4% in FY08
- Early Career Group 19.3% (278) (21 to 25+ years to retirement), ↑ from 7.4% in FY08

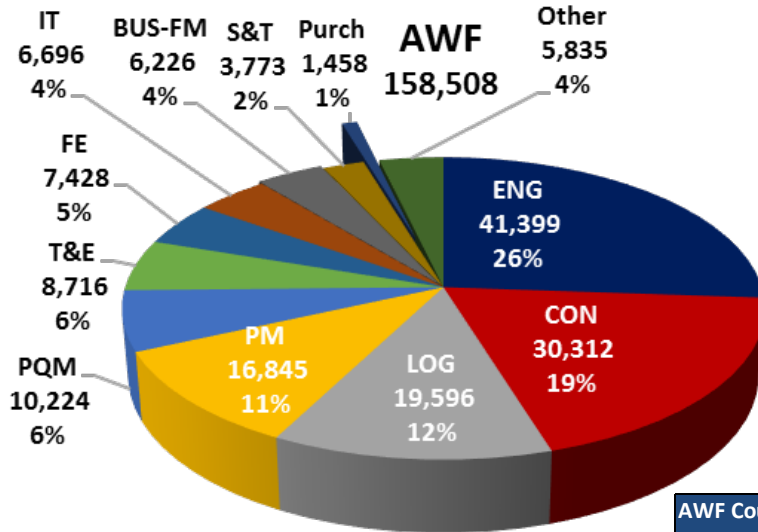


Total Historic Workforce





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



Purchasing Workforce Historical Size by Agency FY05 – FY16Q3



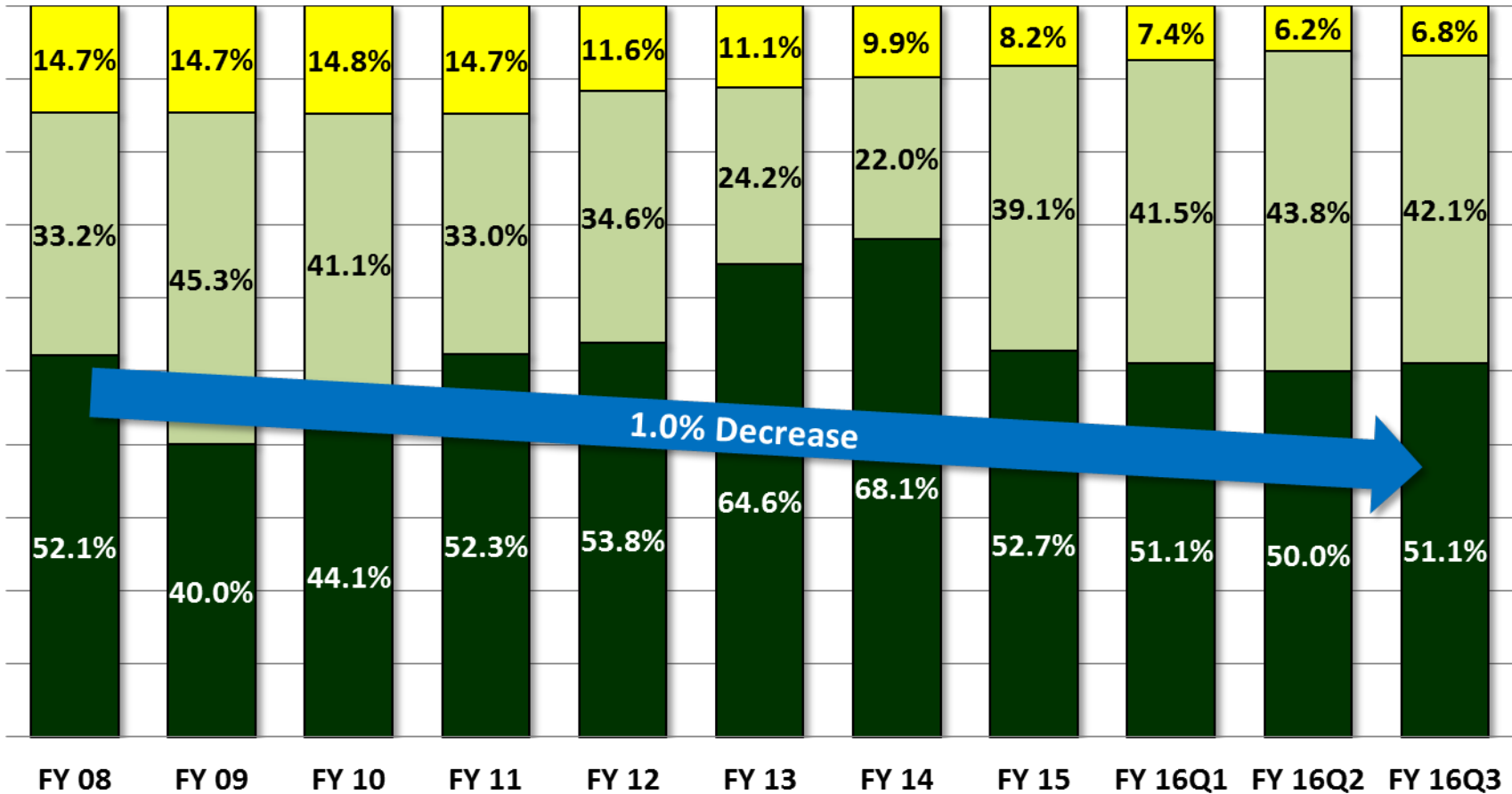
Purchasing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	345	335	319	319	330	351	358	382	357	265	272	286	293	309	-3%	14%
DoN	583	555	580	545	567	562	536	522	501	501	495	489	484	486	-11%	-2%
AIR FORCE	627	123	131	142	146	145	131	113	97	80	79	74	73	72	-49%	-9%
DCMA	536	445	40	3	2	3	8	3	5	7	31	39	50	47	1467%	52%
DLA	299	186	72	153	162	188	199	270	279	289	398	433	470	494	223%	24%
DCAA	2	-	-	-	-	3	2	8	5	8	6	6	6	5		-17%
MDA	3	2	2	3	2	1	1	1	1	1	1	1	1	1	-67%	0%
DISA	7	4	10	13	19	17	13	15	19	15	16	16	15	15	15%	-6%
DHA	2	-	3	2	-	-	10	11	9	24	20	19	19	19	850%	-5%
DTRA	4	2	1	1	1	2	1	2	2	2	2	1	1	1	0%	-50%
DAU	-	-	-	-	-	2	-	-	-	-	-	1	-	-		
NRO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OSD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	6	-	-	-	-	1	1	1	-	-	-	-	-	-		
WHS	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
DFAS	2	1	2	1	-	-	-	-	-	-	-	-	-	-	-100%	
DoDEA	17	21	8	9	6	5	7	4	2	7	4	4	4	4	-56%	0%
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	2	2	3	1	1	1	1	1	1	0%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	1	1	1	1	1	1	1	1	1	1	1	1	1	0%	0%
DMA	-	-	-	-	1	1	3	2	2	2	2	2	-	-		-100%
DSS	-	-	-	-	-	1	1	1	1	1	1	1	1	1		0%
DTIC	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-100%	
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	1	1	-	1	1	2	1	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
IG	2	2	-	-	-	-	1	1	1	1	1	1	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,375	1,421	1,458	↑	↑
															22%	10%



Purchasing Historical DAWIA Certification FY08 – FY16Q3



Purchasing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%

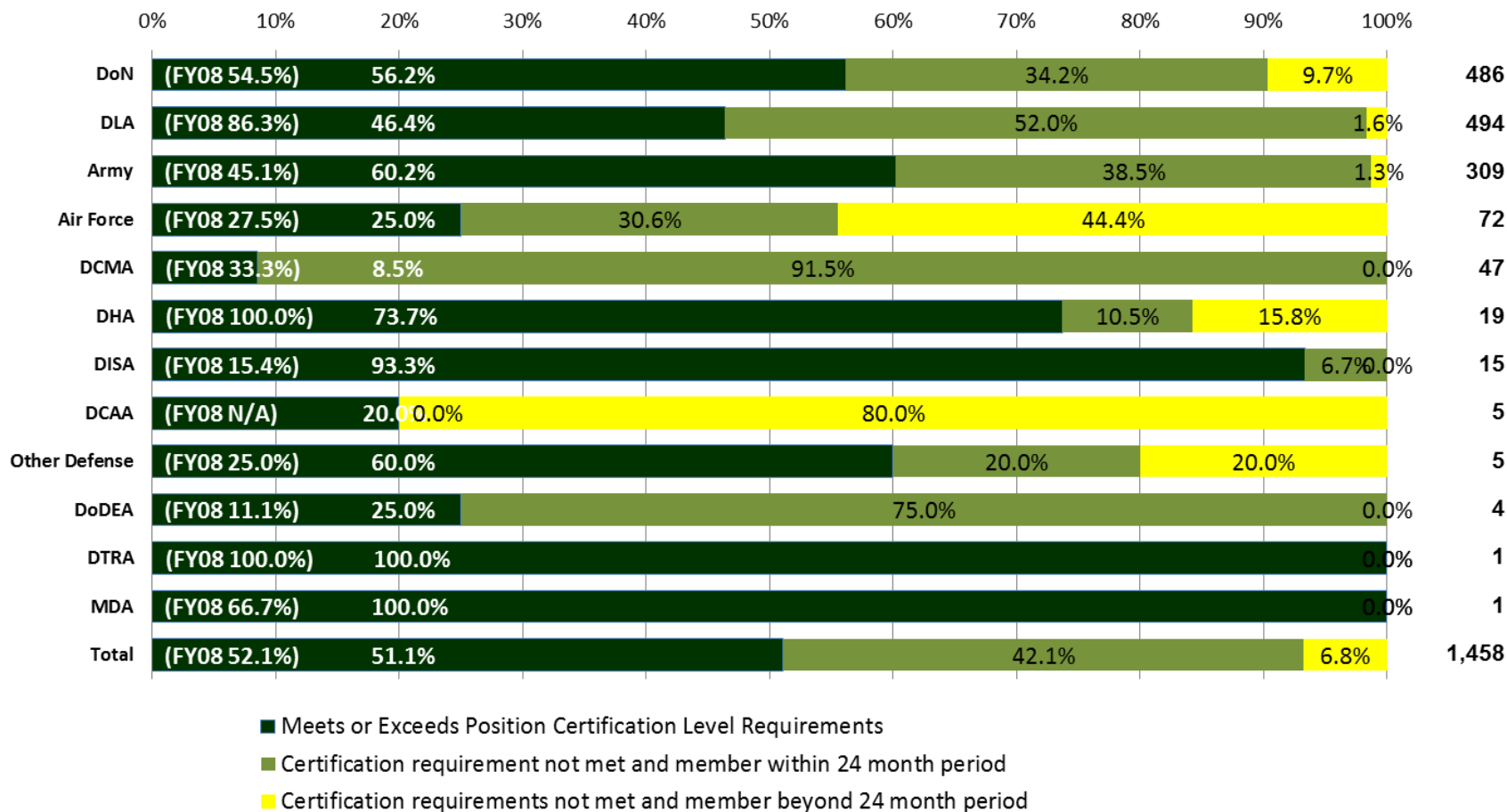
1.0% Decrease



Purchasing DAWIA Certification by Component

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

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



Purchasing DAWIA Certification Matrix + Bench Strength



Purchasing	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	212	106	69	10	397	46.6%
Level II	334	123	500	57	1,014	54.9%
Level III	4	-	2	2	8	25.0%
<i>Unspecified</i>	28	4	6	1	39	
FY16Q3 TOTAL	578	233	577	70	1,458	51.1%
	39.6%	16.0%	39.6%	4.8%		

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%	
Purchasing	136	9.6%	6 of 14

** Based on population total without unspecified positions

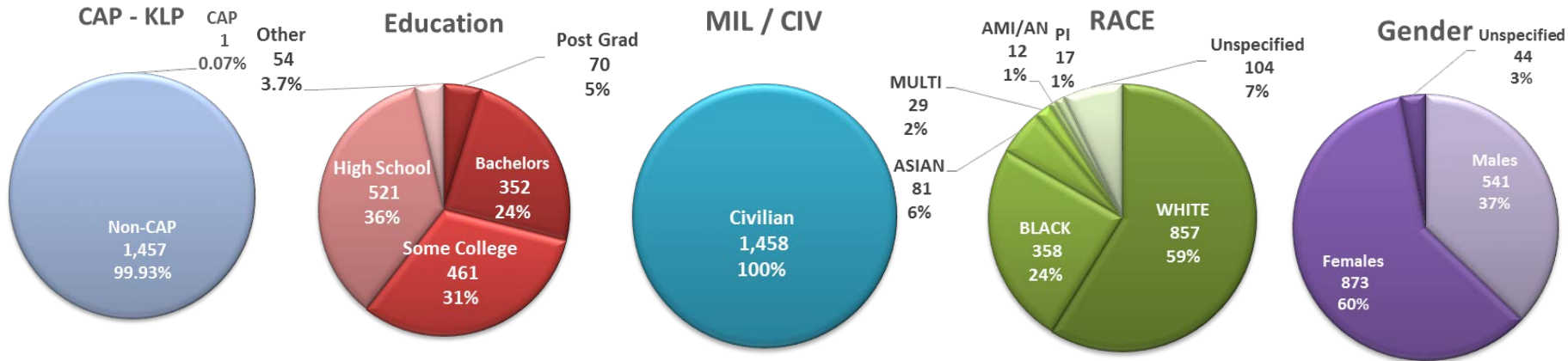
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	185	167	45	397	27.2%
Level II	557	424	33	1,014	69.5%
Level III	2	4	2	8	0.5%
<i>Unspecified</i>	1	19	19	39	2.7%
Purchasing TOTAL	745	614	99	1,458	
	51.1%	42.1%	6.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Purchasing Demographics



Occupied Position Type	Purchasing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,138
Critical Acquisition Positions (CAPs) *	1	15,694
Non-CAP Positions	1,457	141,676
TOTAL	1,458	158,508

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

Highest Level of Education	Purchasing TOTAL	Entire DAW
Post Grad	70	62,129
Bachelors	352	69,413
Some College	461	11,837
High School	521	12,478
Other	54	2,651
TOTAL	1,458	158,508

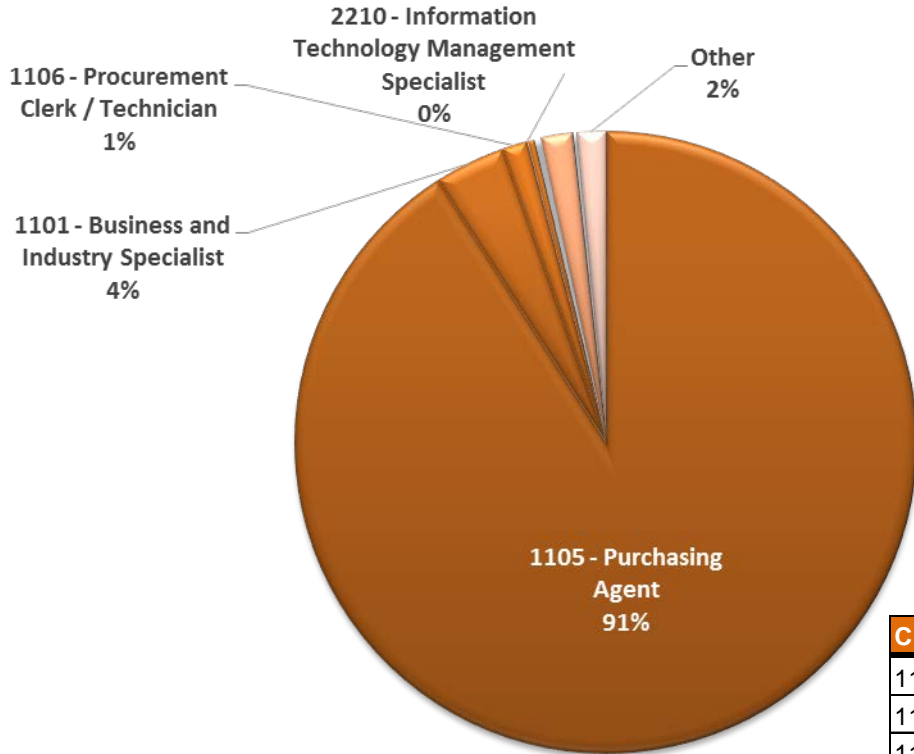
Military / Civilian	Purchasing TOTAL	Entire DAW
Civilian	1,458	142,987
Military	-	15,521
TOTAL	1,458	158,508

Race	Purchasing TOTAL	Entire DAW
WHITE	857	117,004
BLACK	358	18,850
ASIAN	81	10,260
MULTI	29	3,415
AMI/AN	12	860
PI	17	759
Unspecified	104	7,360
TOTAL	1,458	158,508

Gender	Purchasing TOTAL	Entire DAW
Males	541	110,710
Females	873	45,575
Unspecified	44	2,223
TOTAL	1,458	158,508



Purchasing Size by Occupational Series



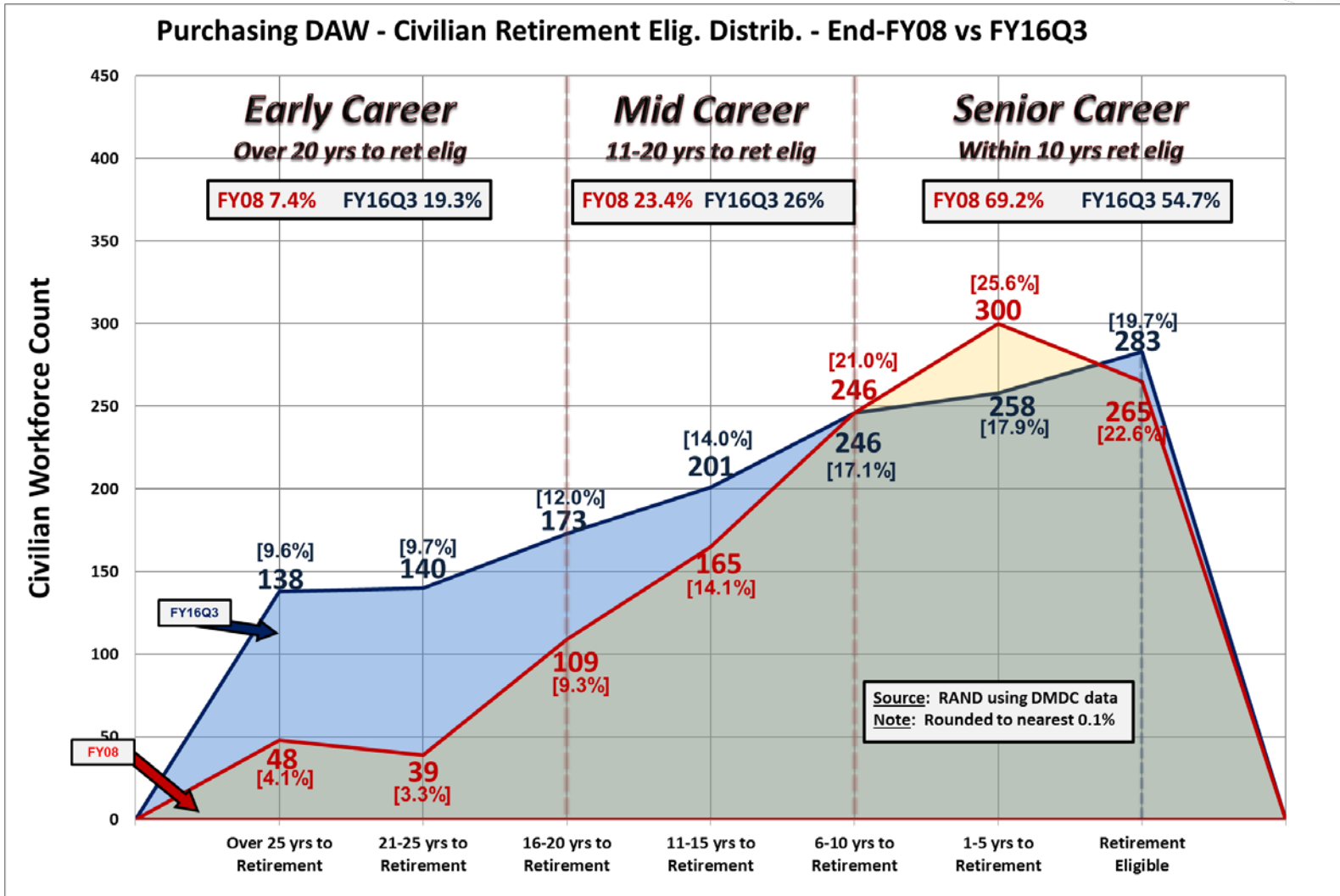
Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,326	90.9%
1101 - Business and Industry Specialist	53	3.6%
1106 - Procurement Clerk / Technician	19	1.3%
2210 - Information Technology Management Specialist	1	0.07%
0301 - Administration & Program Staff	5	0.34%
1102 - Contract Specialist	1	0.07%
0343 - Management and Program Analyst	4	0.27%
1910 - Quality Assurance Specialist	24	1.65%
2003 - Supply Management Specialist	2	0.14%
2001 - Supply Specialist	1	0.07%
Other	22	1.51%
TOTAL CIVILIAN	1,458	Civilians



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



Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



As of FY16Q3 (30 Jun 2016)

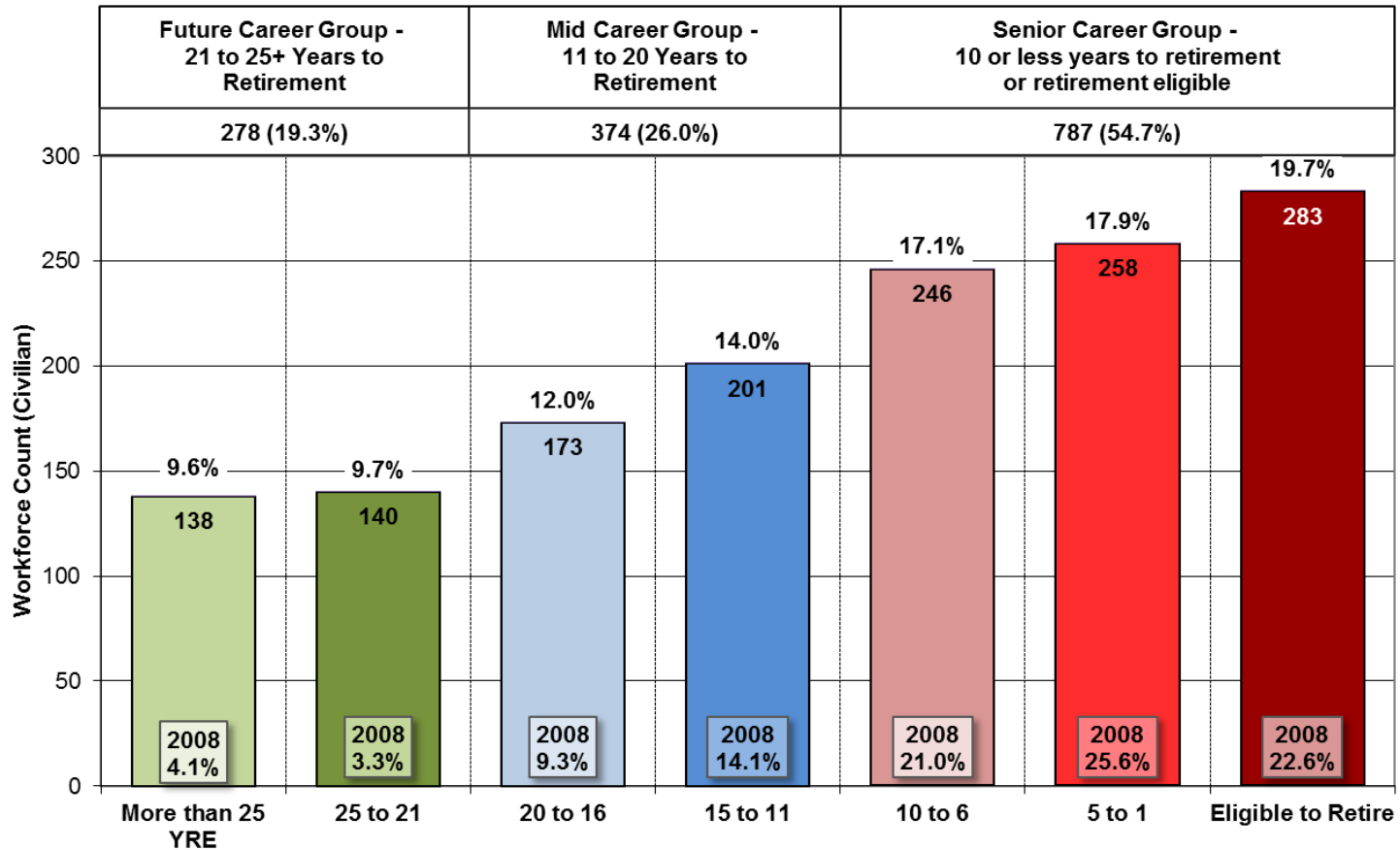


Purchasing Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q3) - Purchasing and Procurement



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

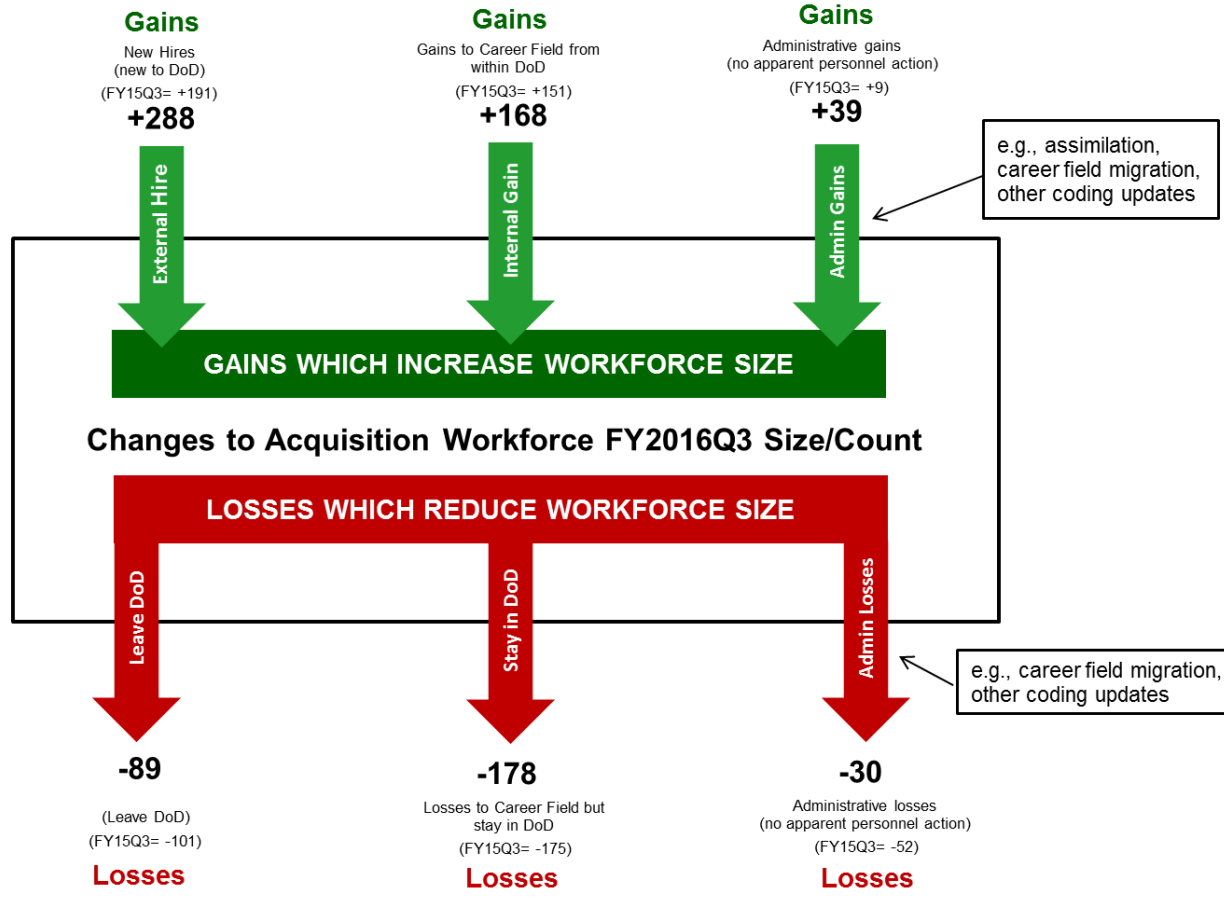
As of FY16Q3 (30 Jun 2016)



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

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Purchasing and Procurement

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



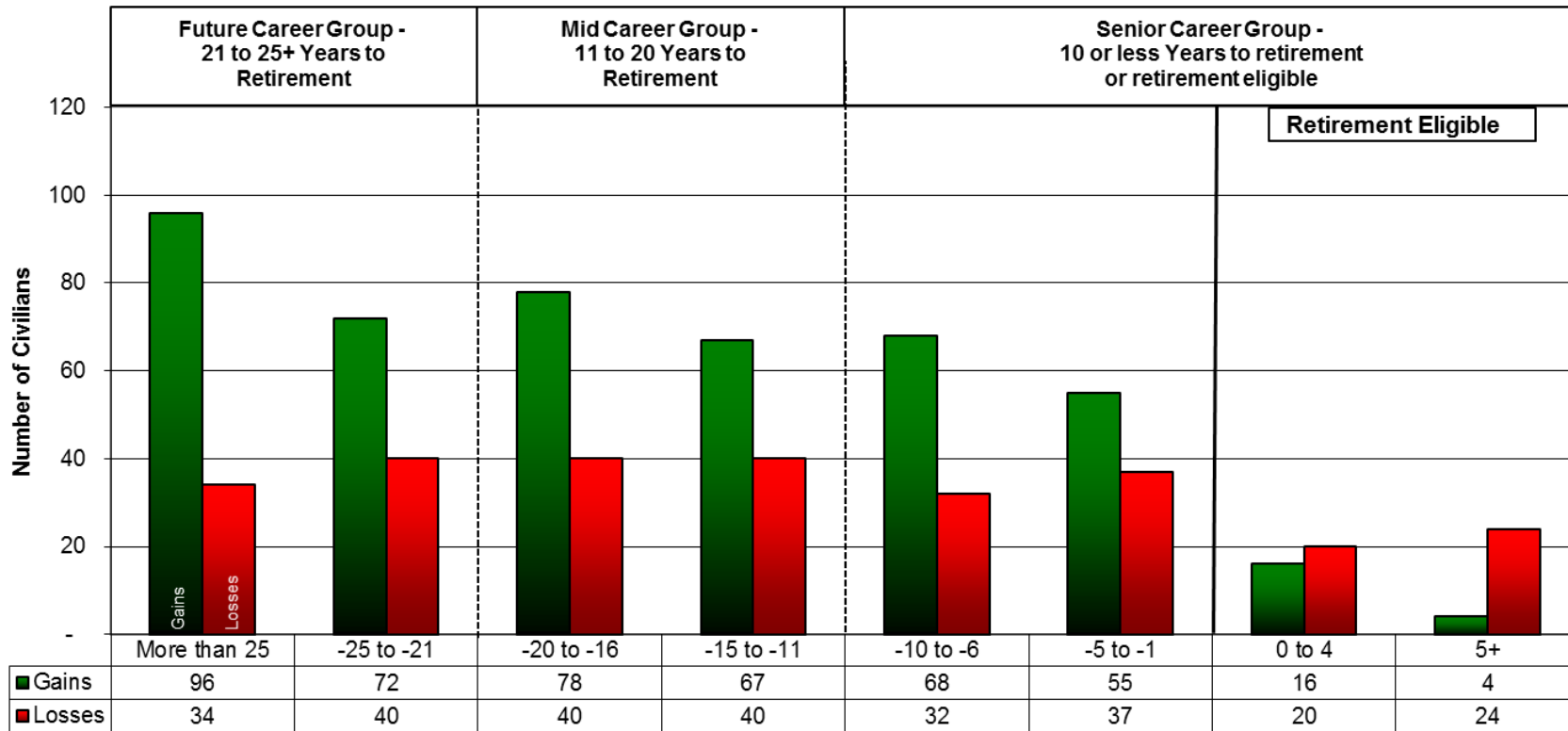
As of FY16Q3 (30 Jun 2016)



Purchasing Gains and Losses by YRE Groups



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



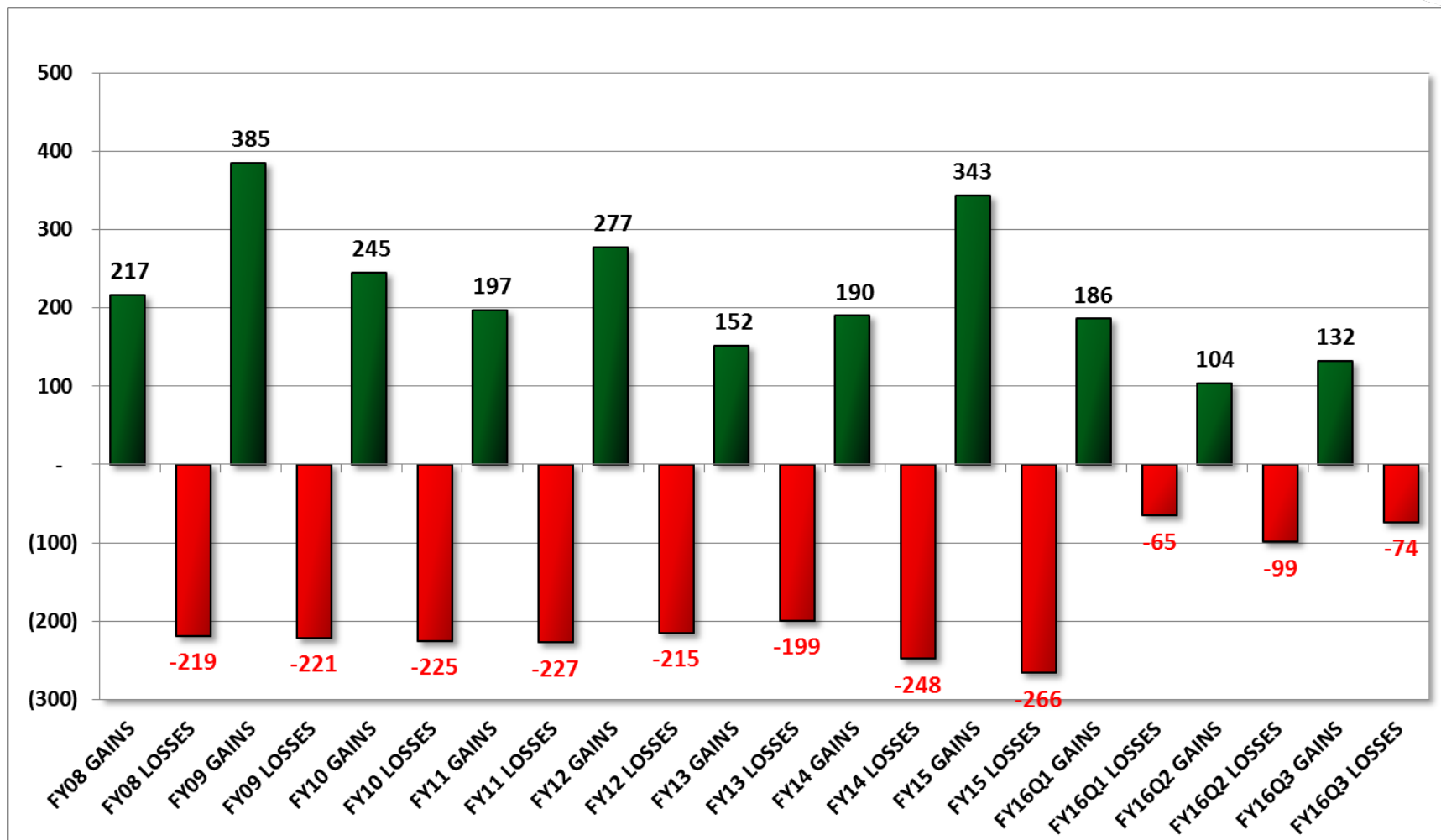
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Purchasing Historical Gains and Losses FY08 – FY16Q3



As of FY16Q3 (30 Jun 2016)

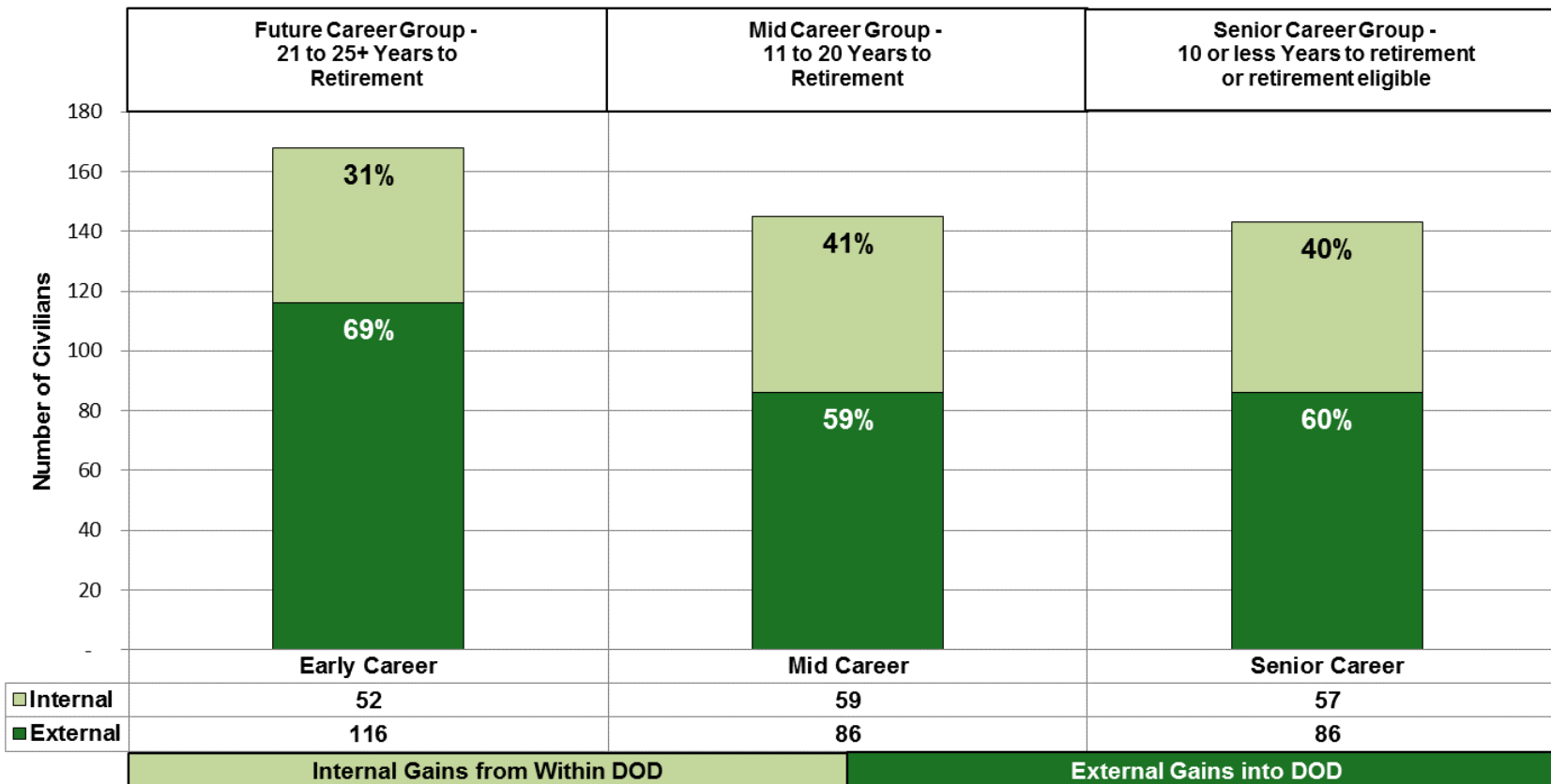


Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purch

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)

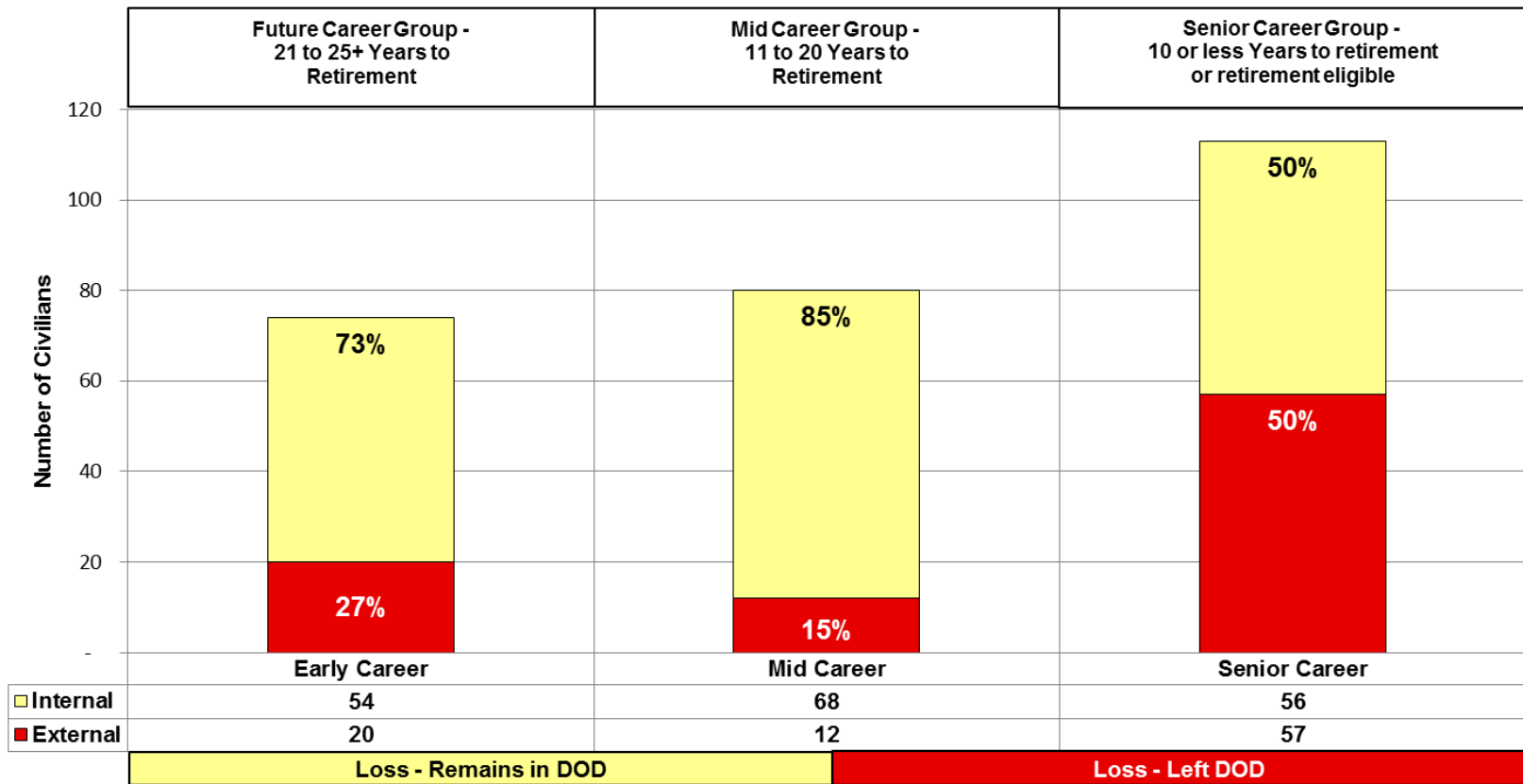


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purch

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

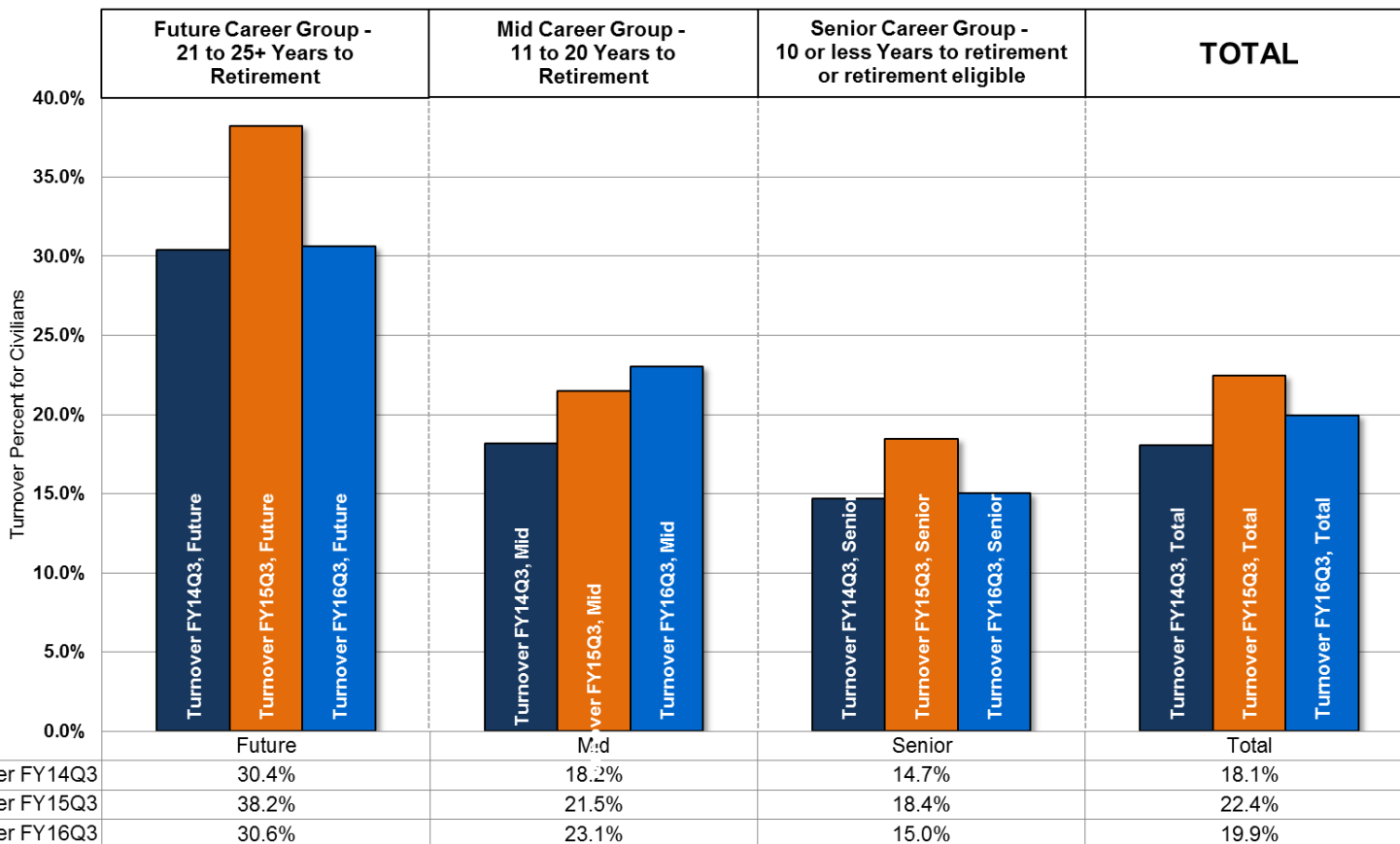
As of FY16Q3 (30 Jun 2016)



Purchasing Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

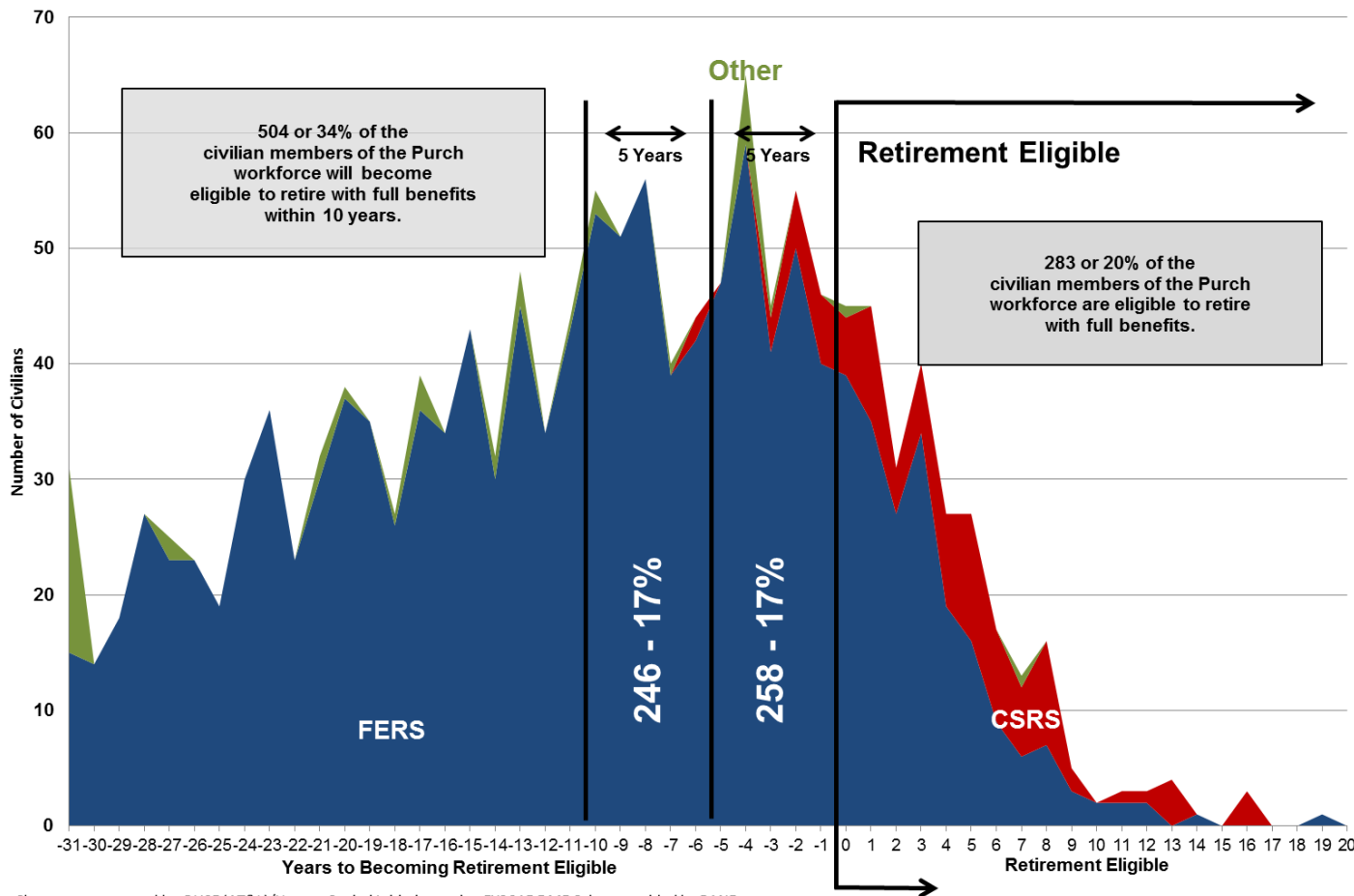


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purch

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