



Defense Acquisition Workforce Key Information

Test and Evaluation
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**
 - **Mrs. Adrienne Evertson (Adrienne.evertson@hci.mil)(703-805-2338)**



Slide Index

<i>Slide Title</i>	<i>#</i>
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q2	8
DAWIA Certification by Component	9
Historical DAWIA Certification	10
DAWIA Certification Matrix + Bench Strength	11
Demographics	12-13
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	14-23
End	24



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2016Q3			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	6,968	1,748	8,716	158,508
Change in size from 2008	-	-	-	-	24%	-4%	17%	26%
Civilian/Military Composition	76%	24%	-	88% / 12%	80%	20%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	96%	89%	95%	83%
Graduate Degree	30%	43%	33%	29%	39%	57%	43%	39%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	87%	61%	82%	85%
Level II or Higher Achieved	68%	24%	57%	61%	78%	34%	70%	74%
Level III Achieved	52%	8%	41%	36%	60%	14%	50%	43%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	79%	43%	72%	76%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	18%	50%	24%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	8%	4%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	58%	10%	46%	62%	37%	1%	29%	36%
Average Age	43.8	34.6	41.5	45.7	43.9	33.6	41.9	44.6
Workforce Life-Cycle Model (YRE)*	30/25/46(%)	-	-	20/23/57 (%)(Civ)	31/21/48(%)	-	-	25/24/51(%)
Average Years of Service	15.4	11.5	14.5	17.3	15.2	11.6	14.5	15.2
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,140(16%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,330(19%)	-	-	26,095(18%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	#N/A	-	-	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 Test and Evaluation Defense Acquisition Workforce count is 8,716, up from 7,458 in FY08, a total increase of 1,258
- The Test and Evaluation Defense Acquisition Workforce count was at its highest point (8,764) in FY16Q2, and its lowest point (7,280) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 943 (38%), 382 (15%), and 173 (201%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DCMA, and DTRA, with decreases of 225(-11%), 24 (-77%), and 4 (-36%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

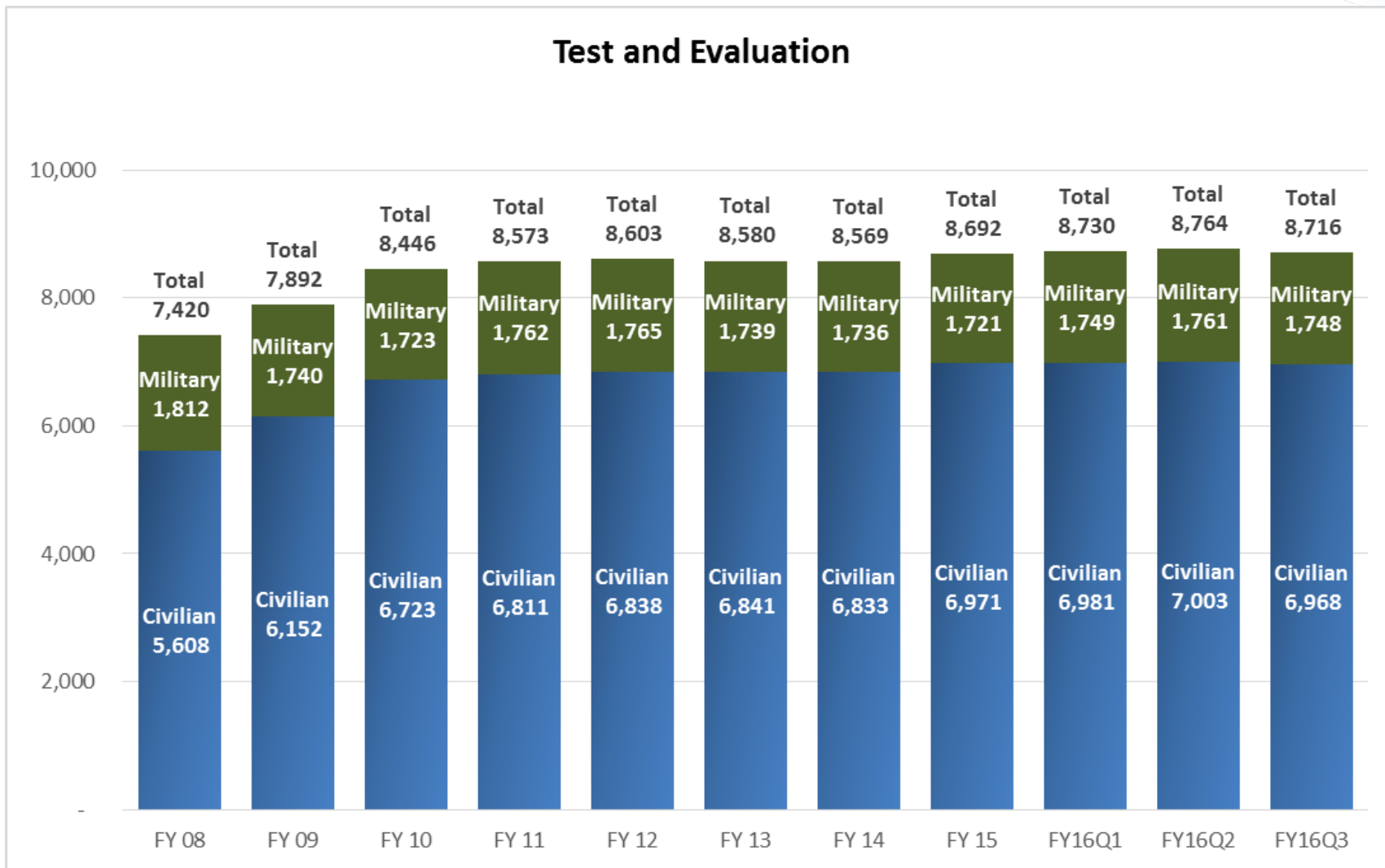
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.6%; up from 55.8% in FY08
- The current Test and Evaluation Meets/Exceeds certification rate is up 15.9% from FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA 24 month grace period rate is 24%; down from 30.4% in FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.3%; down from 13.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 47.9% (3,332) (10 years or less to retirement eligibility or retirement eligible)
- 16.4% (1,140) are currently eligible to retire, ↑ from 10.2% in FY08
- Mid Career Group 20.7% (1,443) (11 to 20 years to retirement), 24.8% in FY08
- Early Career Group 31.4% (2,182) (21 to 25+ years to retirement), ↑ from 29.6% in FY08

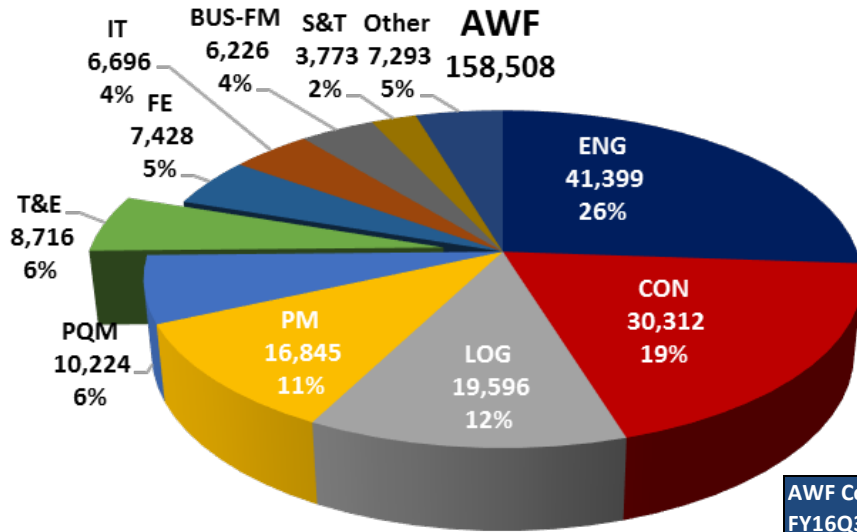


Total Historic Workforce





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	



Test and Evaluation Workforce Historical Size by Agency FY05 – FY16Q3



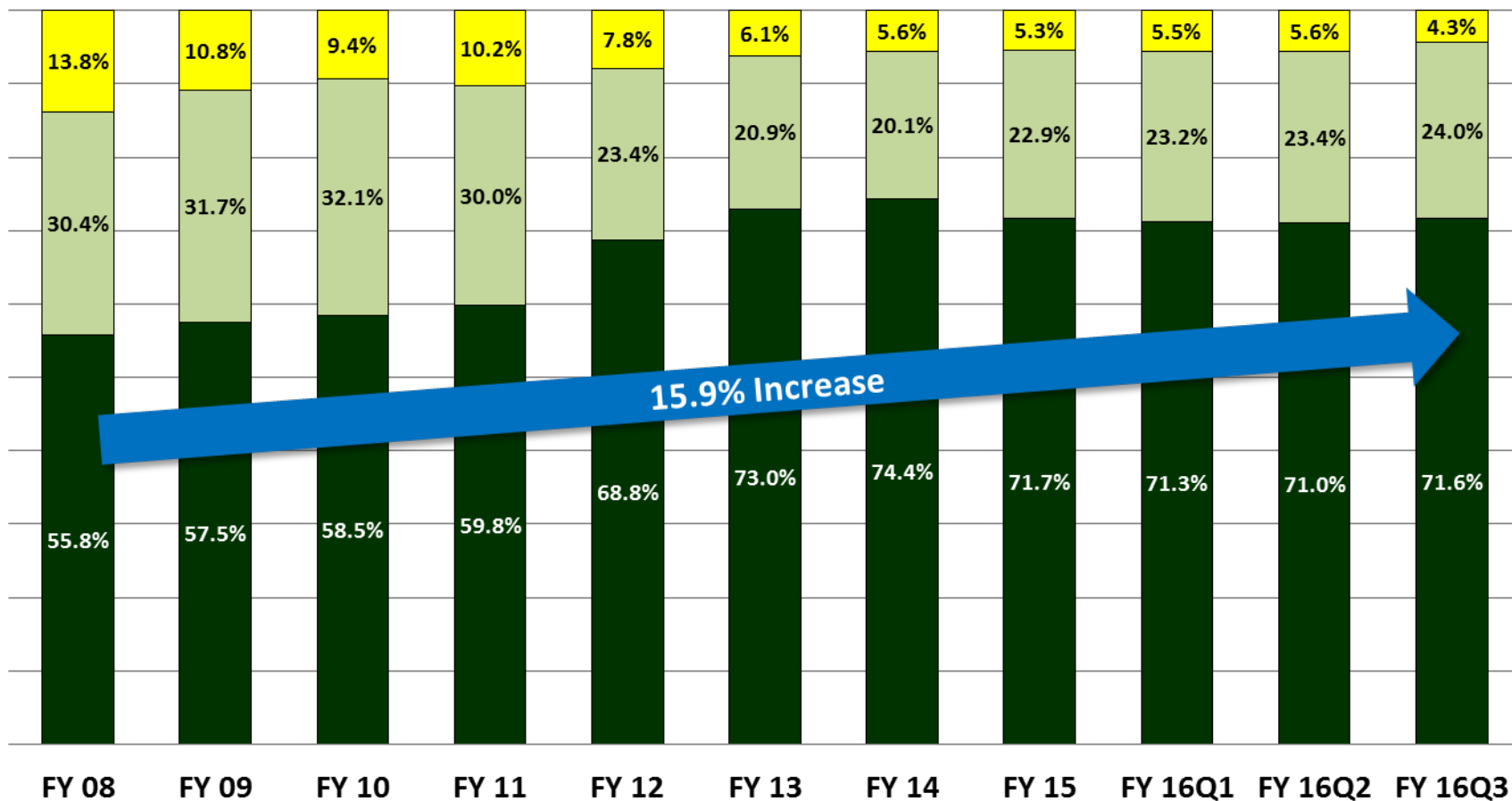
Test and Evaluation	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	2,461	2,141	2,135	2,135	2,235	2,304	2,298	2,116	2,080	2,037	1,956	1,934	1,905	1,910	-11%	-2%
DoN	2,453	2,447	2,549	2,476	2,833	3,000	3,022	3,086	3,114	3,179	3,328	3,370	3,409	3,419	38%	3%
AIR FORCE	2,416	2,598	2,592	2,622	2,630	2,838	2,936	3,033	3,001	2,975	3,027	3,052	3,071	3,004	15%	-1%
DCMA	3	6	36	31	23	20	7	5	5	3	9	10	8	7	-77%	-22%
DLA	2	2	10	1	2	4	4	3	1	1	1	-	-	-	-100%	-100%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	38	57	51	86	103	201	221	245	265	262	260	254	256	259	201%	0%
DISA	-	7	27	37	34	47	55	53	56	53	51	49	55	56	51%	10%
DHA	-	-	-	-	1	1	2	5	4	4	4	4	4	4		0%
DTRA	-	9	11	11	10	9	8	8	7	6	7	7	7	7	-36%	0%
DAU	9	8	-	6	6	6	6	8	8	7	6	6	6	7	17%	17%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OSD	1	1	7	3	2	5	5	7	5	6	7	7	7	7	133%	0%
JCS	-	-	-	-	-	-	-	22	19	18	18	18	18	18		0%
DeCA	-	-	-	-	-	-	-	-	1	1	1	1	1	1		0%
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	1	2	-	6	7	8	9	12	14	17	17	18	17	17	183%	0%
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	1	1	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PFFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	6	3	-	-	-	-	-	-	-	-		
TOTAL	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	8,730	8,764	8,716	↑	↑
															17%	0%



Test and Evaluation Historical DAWIA Certification FY08 – FY16Q3



Test and Evaluation



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

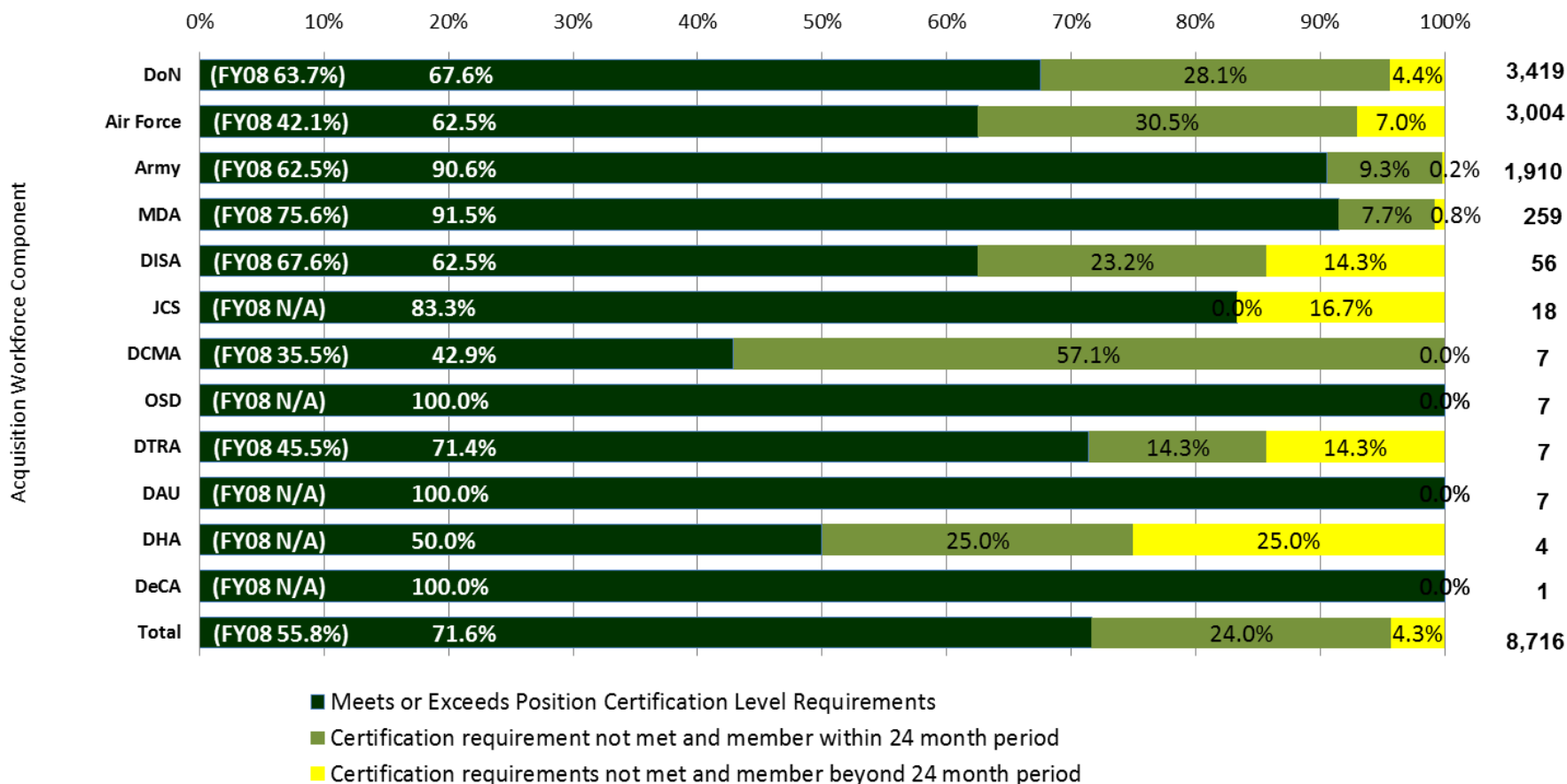
* Rounded to nearest 0.1%

15.9% Increase



Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY16Q3)





Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	603	333	108	49	1,093	44.8%
Level II	771	614	1,409	1,651	4,445	68.8%
Level III	222	109	149	2,695	3,175	84.9%
Unspecified	2	-	1	-	3	
FY16Q3 TOTAL	1,598	1,056	1,667	4,395	8,716	71.6%
	18.3%	12.1%	19.1%	50.4%		

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%	
Test and Eval	1,808	20.8%	1 of 14

** Based on population total without unspecified positions

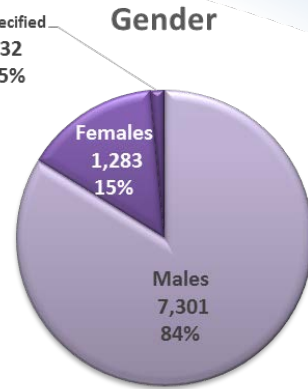
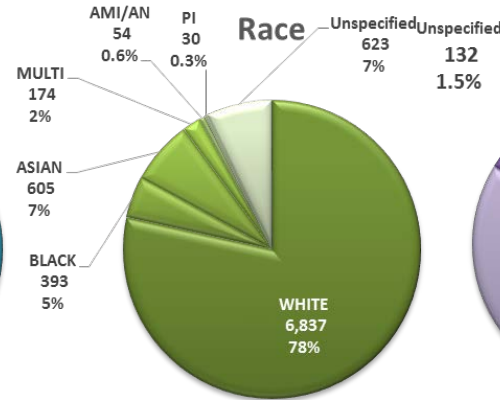
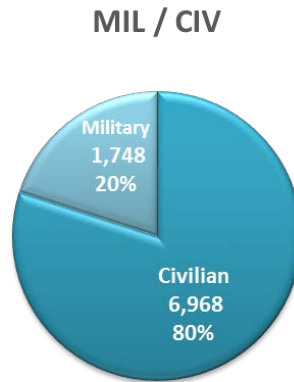
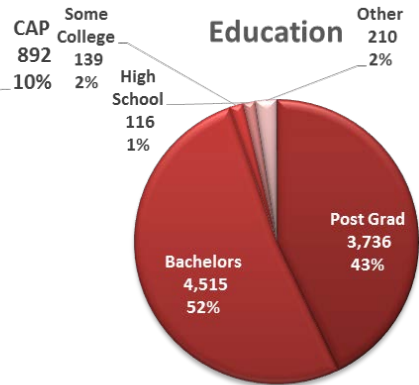
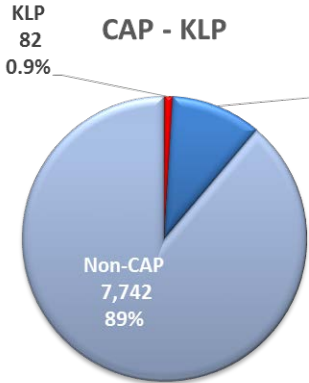
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	490	593	10	1,093	12.5%
Level II	3,060	1,144	241	4,445	51.0%
Level III	2,695	353	127	3,175	36.4%
Unspecified	-	2	1	3	0.0%
Test and Evaluation TOTAL	6,245	2,092	379	8,716	
	71.6%	24.0%	4.3%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Test and Evaluation Demographics



Occupied Position Type	T&E TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	82	0.9%	1,138	0.7%
Critical Acquisition Positions (CAPs) *	892	10.2%	15,694	9.9%
Non-CAP Positions	7,742	88.8%	141,676	89.4%
TOTAL	8,716		158,508	

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

Highest Level of Education	T&E TOTAL		Entire DAW	
Post Grad	3,736	42.9%	62,129	39.2%
Bachelors	4,515	51.8%	69,413	43.8%
Some College	139	1.6%	11,837	7.5%
High School	116	1.3%	12,478	7.9%
Other	210	2.4%	2,651	1.7%
TOTAL	8,716		158,508	

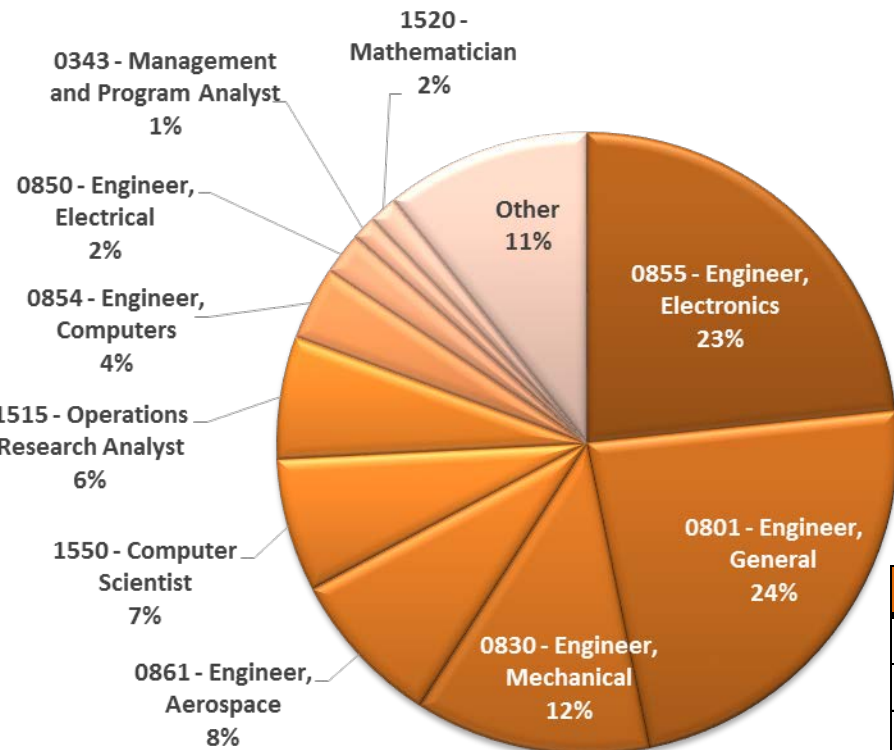
Military / Civilian	T&E TOTAL		Entire DAW	
Civilian	6,968	79.9%	142,987	90.2%
Military	1,748	20.1%	15,521	9.8%
TOTAL	8,716		158,508	

Race	T&E TOTAL		Entire DAW	
WHITE	6,837	78.4%	117,004	73.8%
BLACK	393	4.5%	18,850	11.9%
ASIAN	605	6.9%	10,260	6.5%
MULTI	174	2.0%	3,415	2.2%
AMI/AN	54	0.6%	860	0.5%
PI	30	0.3%	759	0.5%
Unspecified	623	7.1%	7,360	4.6%
TOTAL	8,716		158,508	

Gender	T&E TOTAL		Entire DAW	
Males	7,301	83.8%	110,710	69.8%
Females	1,283	14.7%	45,575	28.8%
Unspecified	132	1.5%	2,223	1.4%
TOTAL	8,716		158,508	



Test and Evaluation Size by Occupational Series



Civilian Occupational Series	T&E TOTAL	
0855 - Engineer, Electronics	1,626	23.3%
0801 - Engineer, General	1,633	23.4%
0830 - Engineer, Mechanical	855	12.3%
0861 - Engineer, Aerospace	570	8.18%
1550 - Computer Scientist	486	6.97%
1515 - Operations Research Analyst	444	6.37%
0854 - Engineer, Computers	265	3.80%
0850 - Engineer, Electrical	152	2.18%
0343 - Management and Program Analyst	87	1.25%
1520 - Mathematician	104	1.49%
Other	746	10.71%
TOTAL CIVILIAN	6,968	Civilians



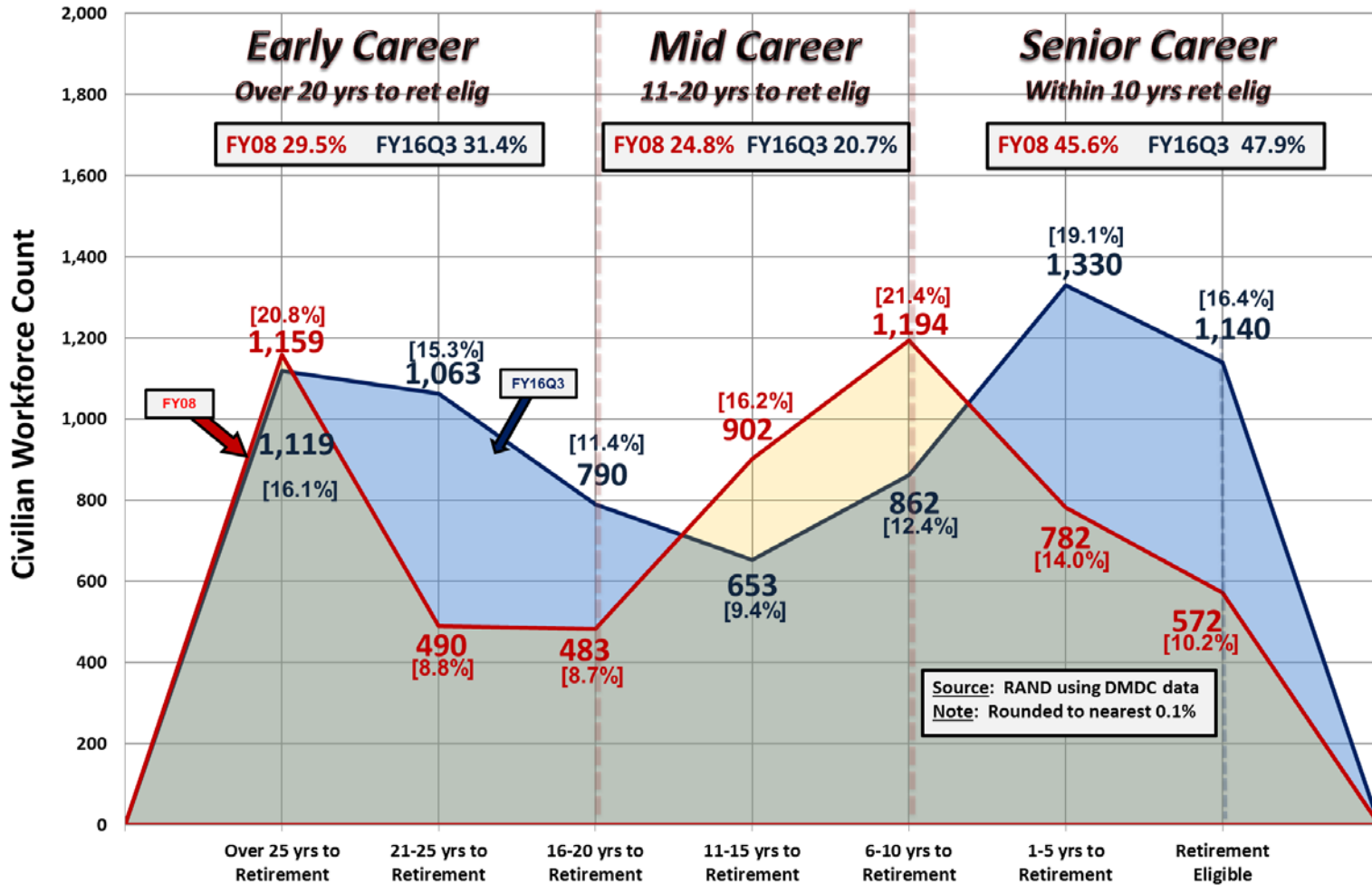
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY16Q3



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

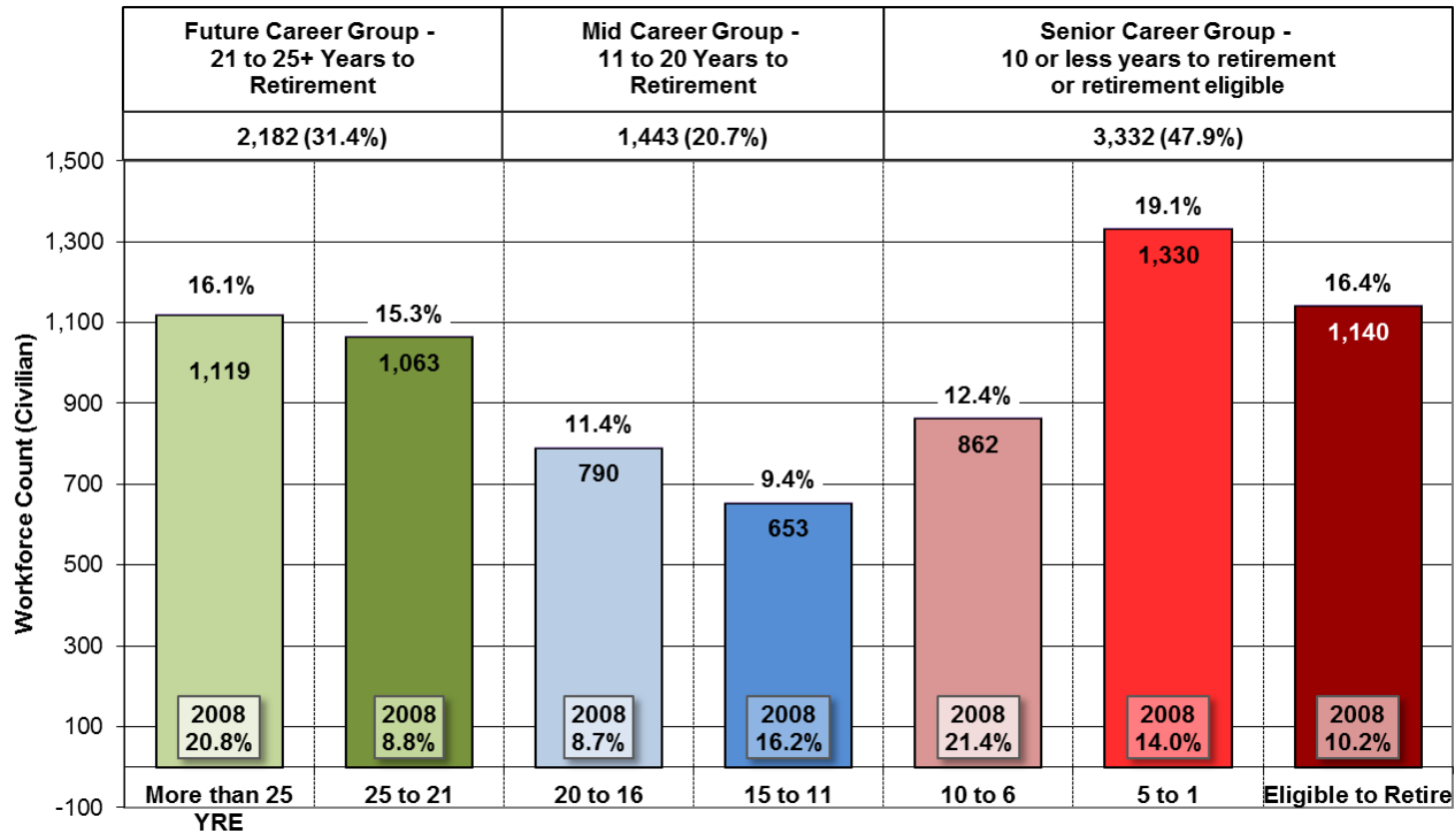
As of FY16Q3 (30 Jun 2016)



Test and Evaluation Workforce Lifecycle Model by YRE



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



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

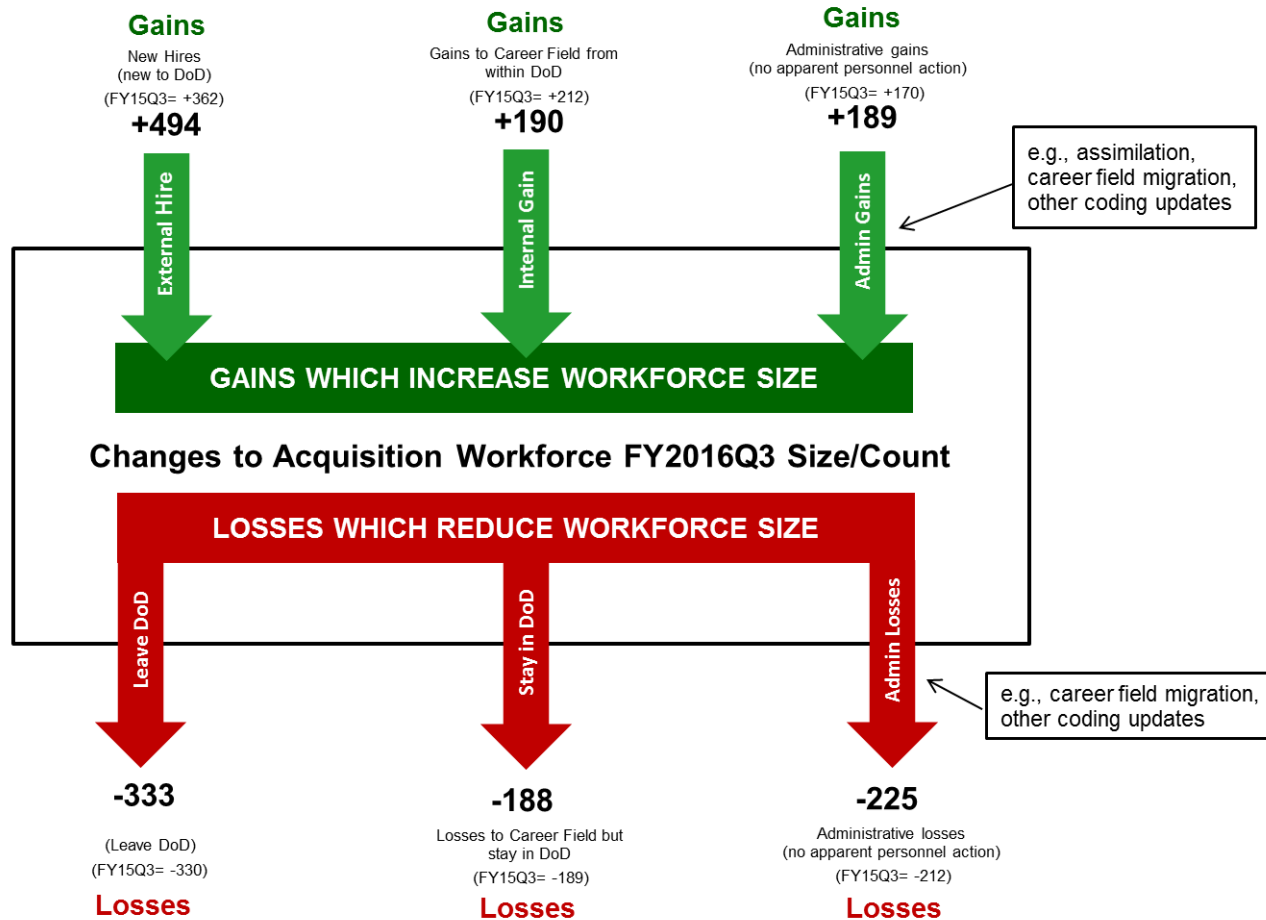
As of FY16Q3 (30 Jun 2016)



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Test and Evaluation

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



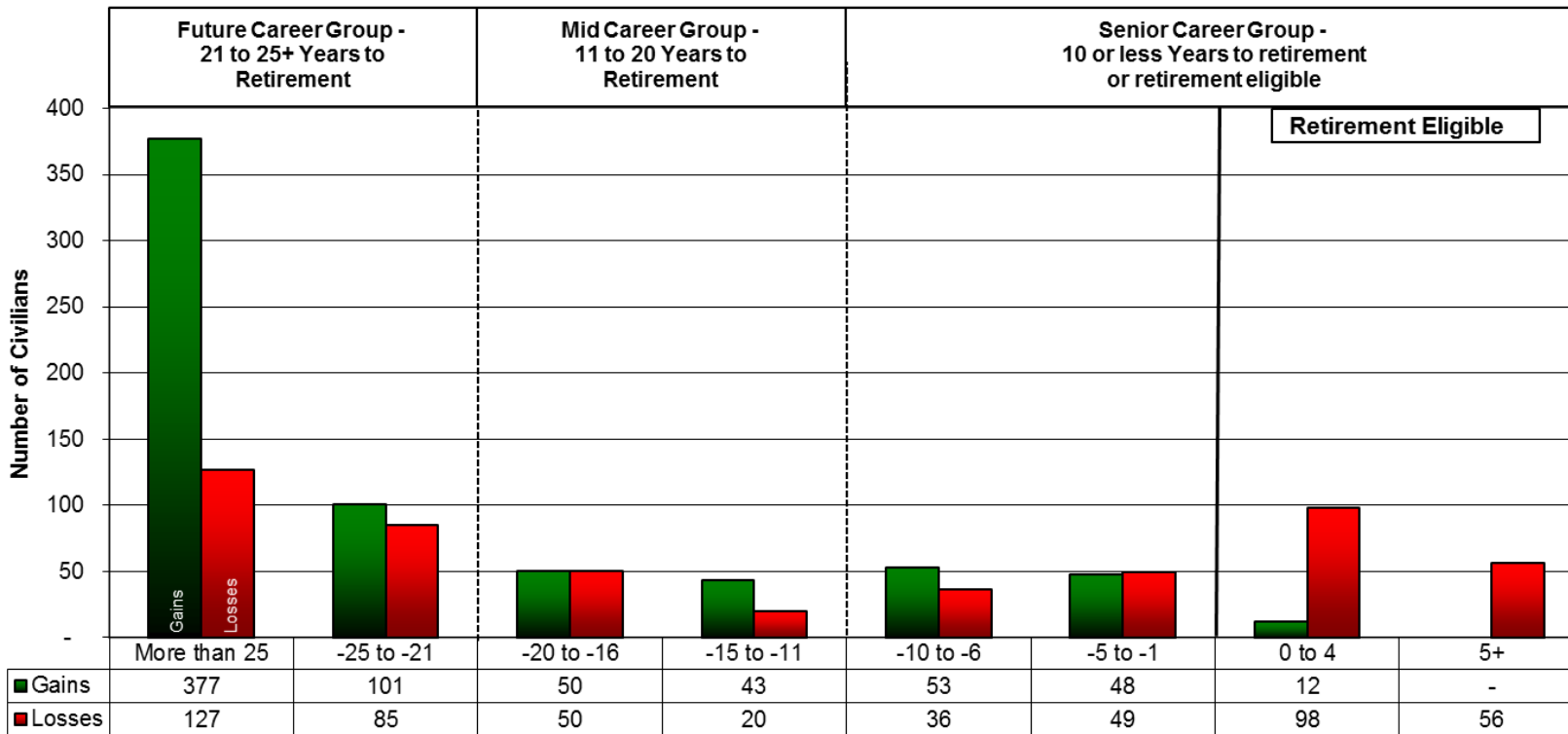
As of FY16Q3 (30 Jun 2016)



Test and Evaluation Gains and Losses by YRE Groups



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



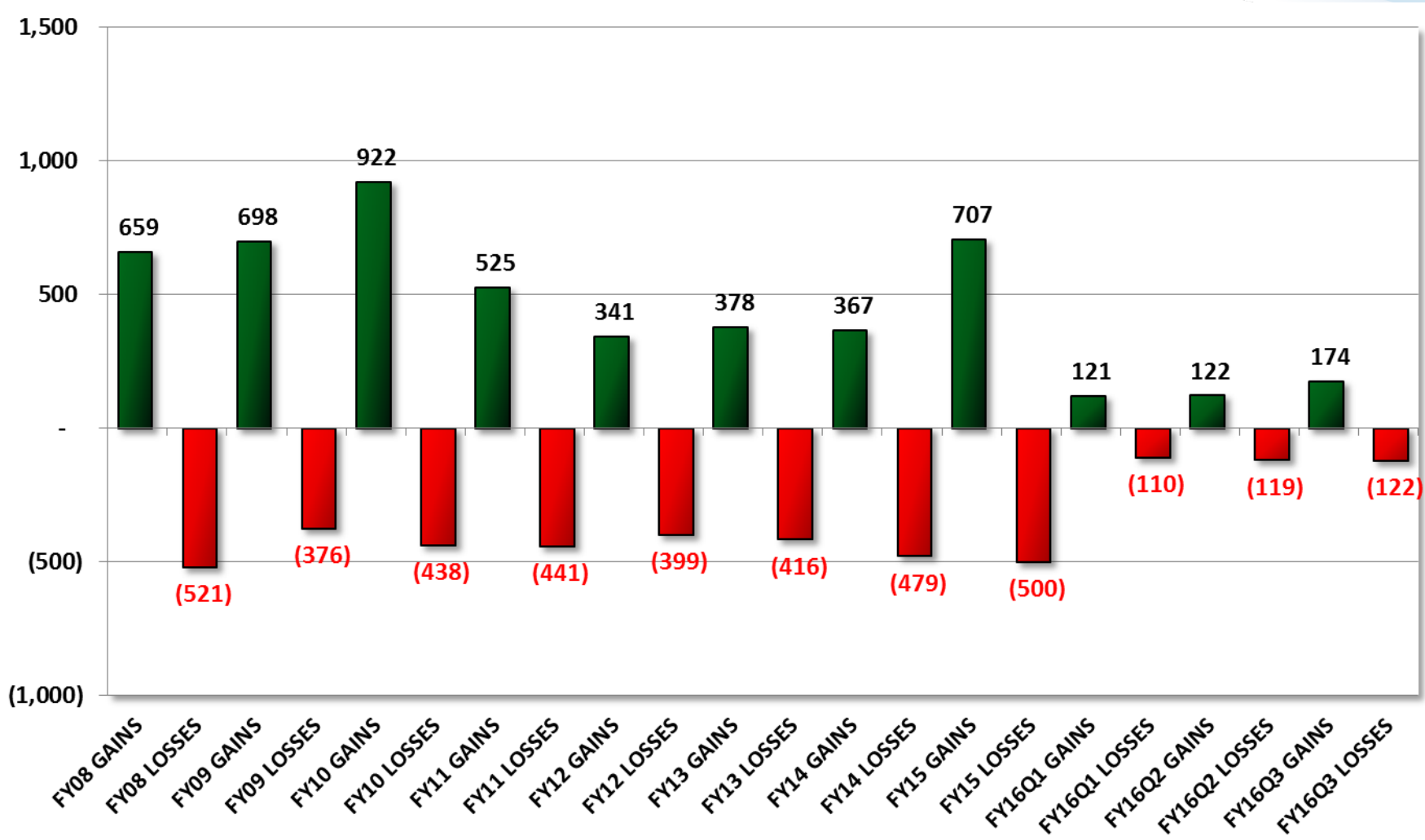
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY16Q3



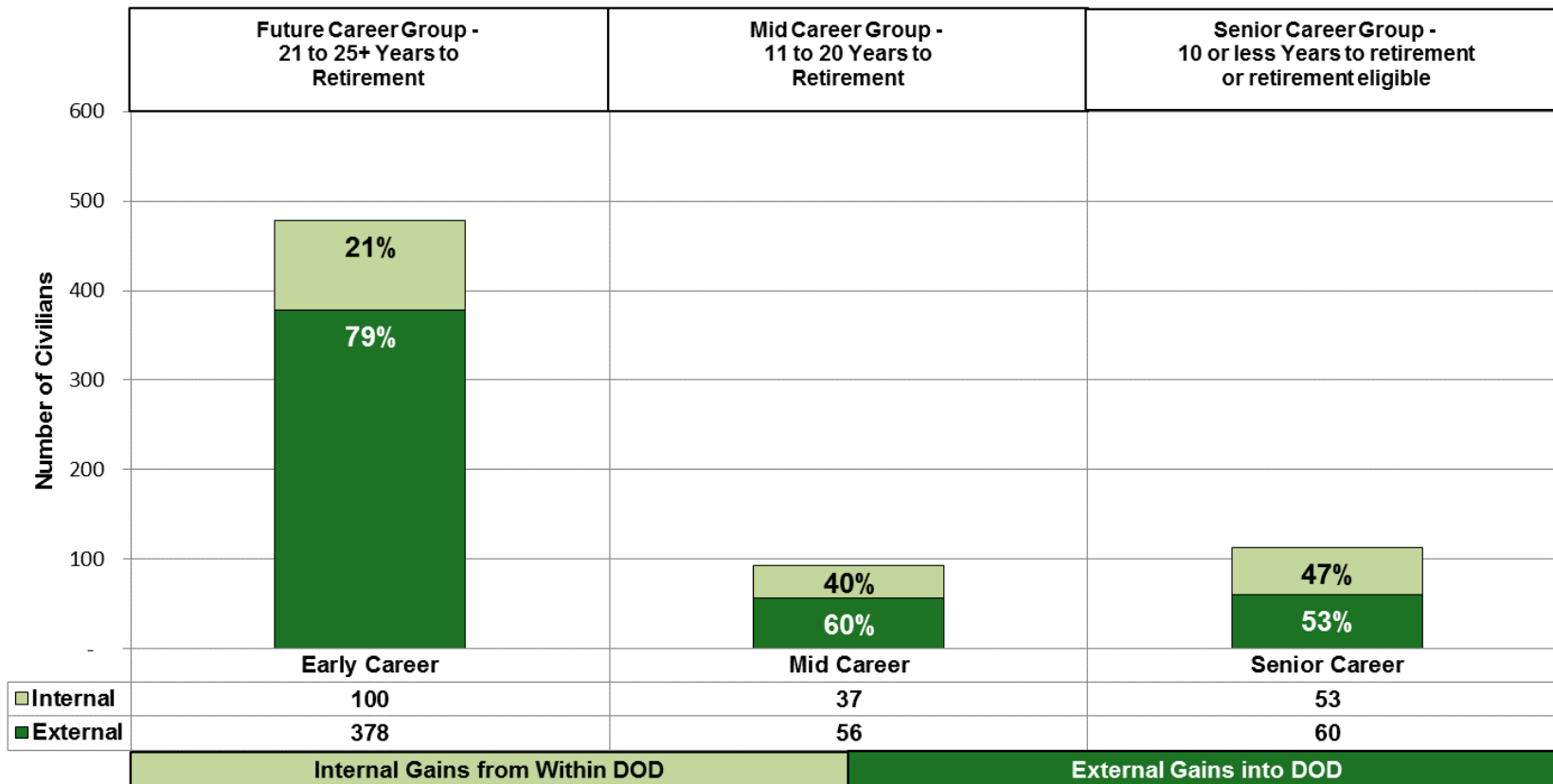
As of FY16Q3 (30 Jun 2016)



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - T&E 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

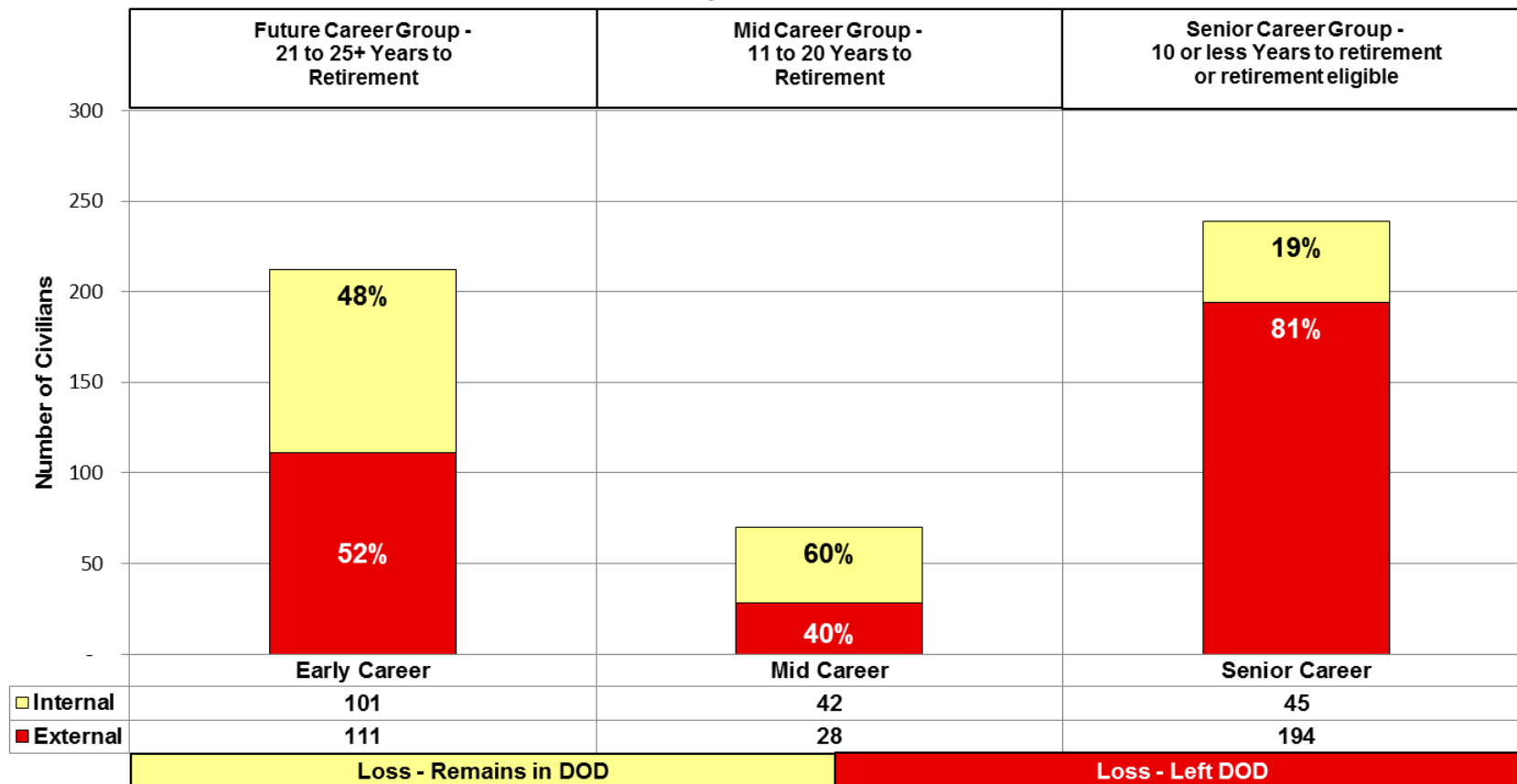


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2016Q3 Losses*



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

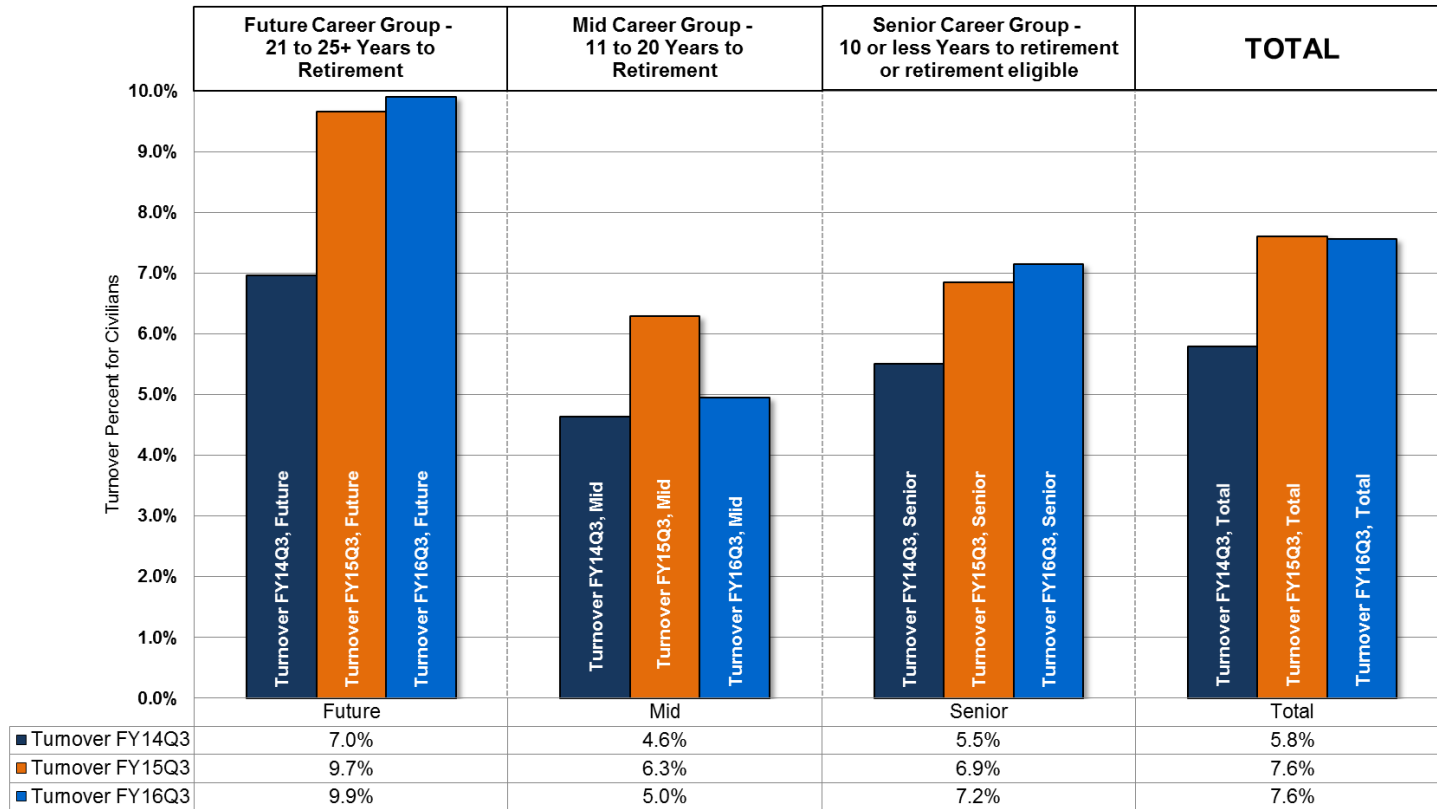
*Does not include administrative losses



Test and Evaluation Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

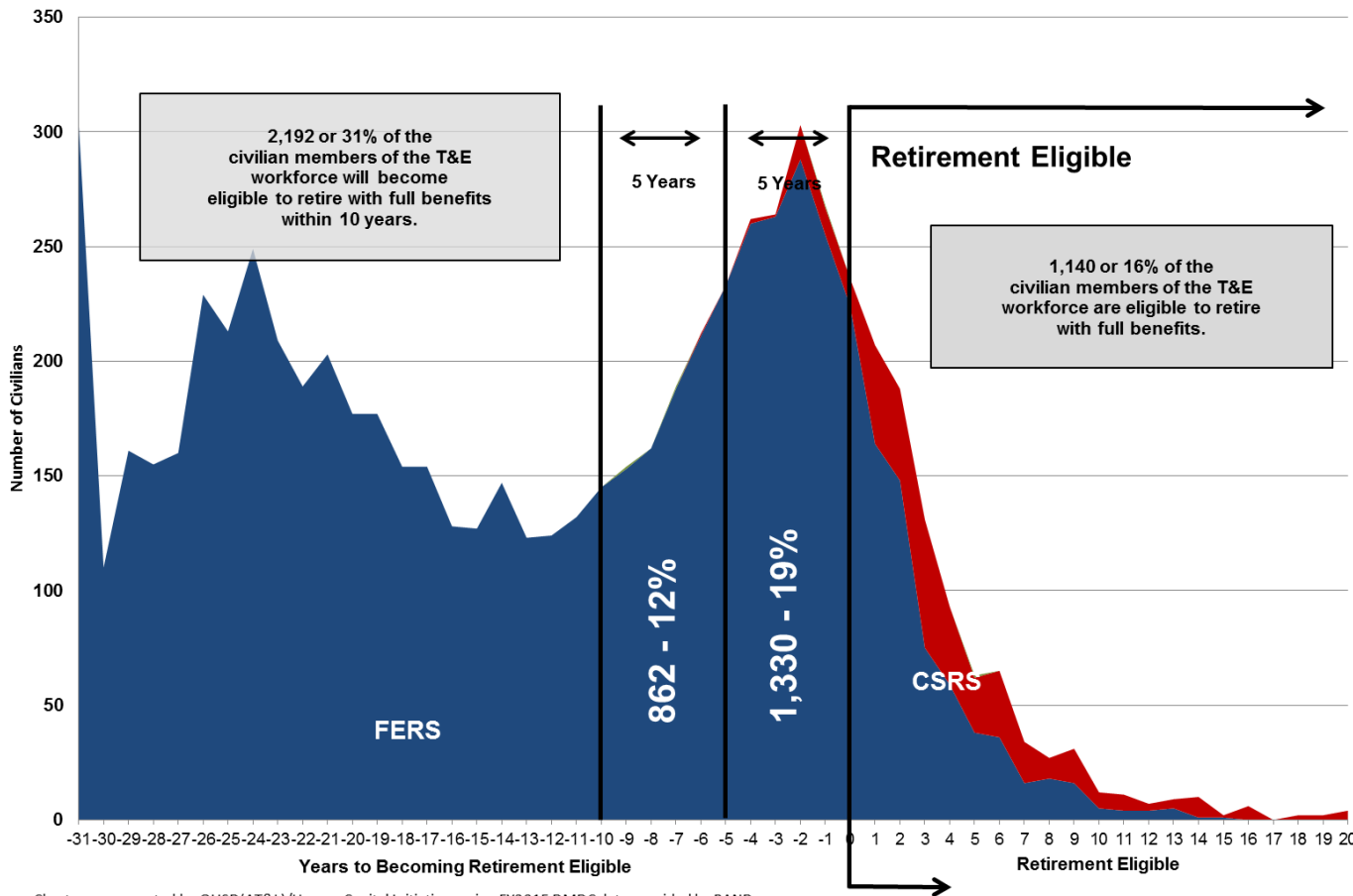


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - T&E

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