



Defense Acquisition Workforce Key Information

Audit

As of FY16 (30 September 2015)



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://hci.dau.mil/inf_sum.html
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison is currently vacant**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**



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Fact Sheet



Defense Acquisition Workforce Audit	FY 2008				FY2016Q4			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,011	0	4,011	161,469
Change in size from 2008	-	-	-	-	10%		10%	28%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	99%		99%	77%	98%		98%	84%
Graduate Degree	26%		26%	29%	42%		42%	39%
Certification								
Level I or Higher Achieved	87%		87%	72%	96%		96%	85%
Level II or Higher Achieved	78%		78%	61%	92%		92%	73%
Level III Achieved	26%		26%	36%	35%		35%	43%
Position Certification Requirement Met or Exceeded	76%		76%	58%	91%		91%	75%
Within 24 Months of Certification Requirement	23%		23%	27%	8%		8%	22%
Does Not Meet Certification Requirement	1%		1%	14%	0%		0%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	53%		53%	62%	27%		27%	33%
Average Age	43.1		43.1	45.7	43.6		43.6	44.9
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	36/21/43(%)		-	20/23/57 (%)(Civ)	35/25/40(%)		-	26/25/50(%)
Average Years of Service	13.9		13.9	17.3	12.9		12.9	15.0
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	537(13%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	612(15%)	-	-	25,920(18%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	172/465	-	-	15,815/10,997

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q4 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 FY2016Q4 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Auditing Defense Acquisition Workforce count is 4,011, up from 3,638 in FY08, a total increase of 373
- The Auditing Defense Acquisition Workforce count was at its highest point (4,560) in FY14, and its lowest point (2,852) in FY07
- The Agency with the largest increase, since FY08 is DCAA, with an increase of 370(12%)
- The Agency with the largest decreases, since FY08, is DoD IG decreases of 28(-97%).

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Auditing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 91.3%; up from 76.1% in FY08
- The current Auditing Meets/Exceeds certification rate is up 15.3% from FY08
- The current Auditing Defense Acquisition Workforce DAWIA 24 month grace period rate is 8.2%; down from 23.3% in FY08
- The current Auditing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 0.4%; down from 0.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

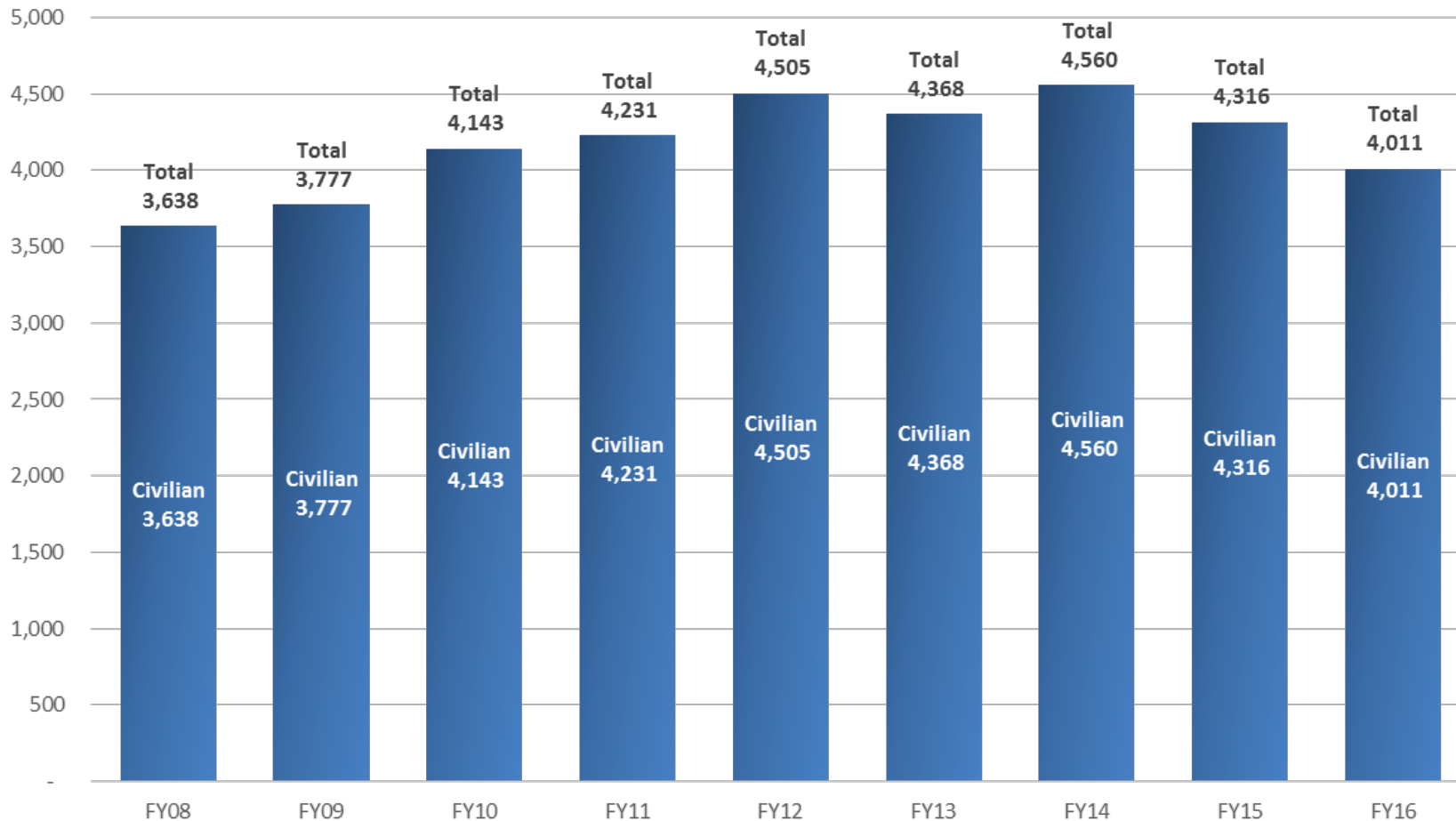
- Senior Career Group 39.6% (10 years or less to retirement eligibility or retirement eligible)
- 13.5% are currently eligible to retire, up From 13.2% in FY08
- Mid Career Group 25.2% (11 to 20 years to retirement), up from 20.7% in FY08
- Early Career Group 35.3% (21 to 25+ years to retirement), down from 36.1% in FY08



Total Workforce

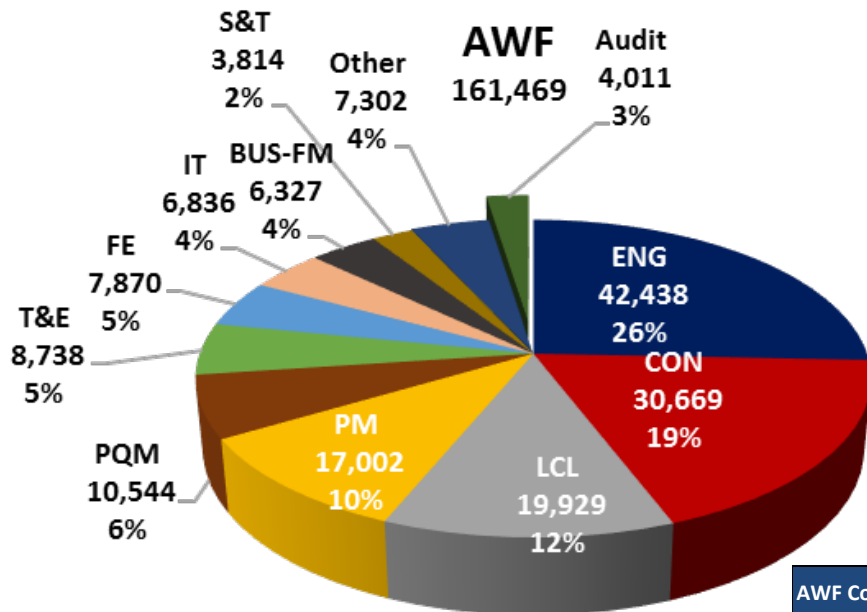


Audit





AWF by Component and Career Field



AWF Count by Career Category FY16Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,011	4,011	2.5%
Business - CE	249	552	36	458	83	1,378	0.9%
Business - FM	1,718	1,849	172	2,008	580	6,327	3.9%
Contracting	7,959	5,802	545	8,452	7,911	30,669	19.0%
Engineering	9,140	21,623	354	9,139	2,182	42,438	26.3%
Facilities Engineering	1,797	5,456	34	498	85	7,870	4.9%
Information Technology	1,701	2,806	238	1,235	856	6,836	4.2%
Life Cycle Logistics	7,160	5,961	595	3,237	2,976	19,929	12.3%
Production, Quality and Man	1,407	3,210	39	393	5,495	10,544	6.5%
Program Management	3,240	5,560	802	5,681	1,719	17,002	10.5%
Property	53	65	-	14	273	405	0.3%
Purchasing	365	424	52	67	567	1,475	0.9%
S&T Manager	447	537	2	2,708	120	3,814	2.4%
Test and Evaluation	1,903	3,239	133	3,082	381	8,738	5.4%
Unknown/Other	7	2	-	3	21	33	0.02%
FY16Q4 Totals (as of 9-30-2016)	37,146	57,086	3,002	36,975	27,260	161,469	
Component %	23.0%	35.4%	1.9%	22.9%	16.9%		



Audit Workforce Historical Size by Component FY05 – FY16

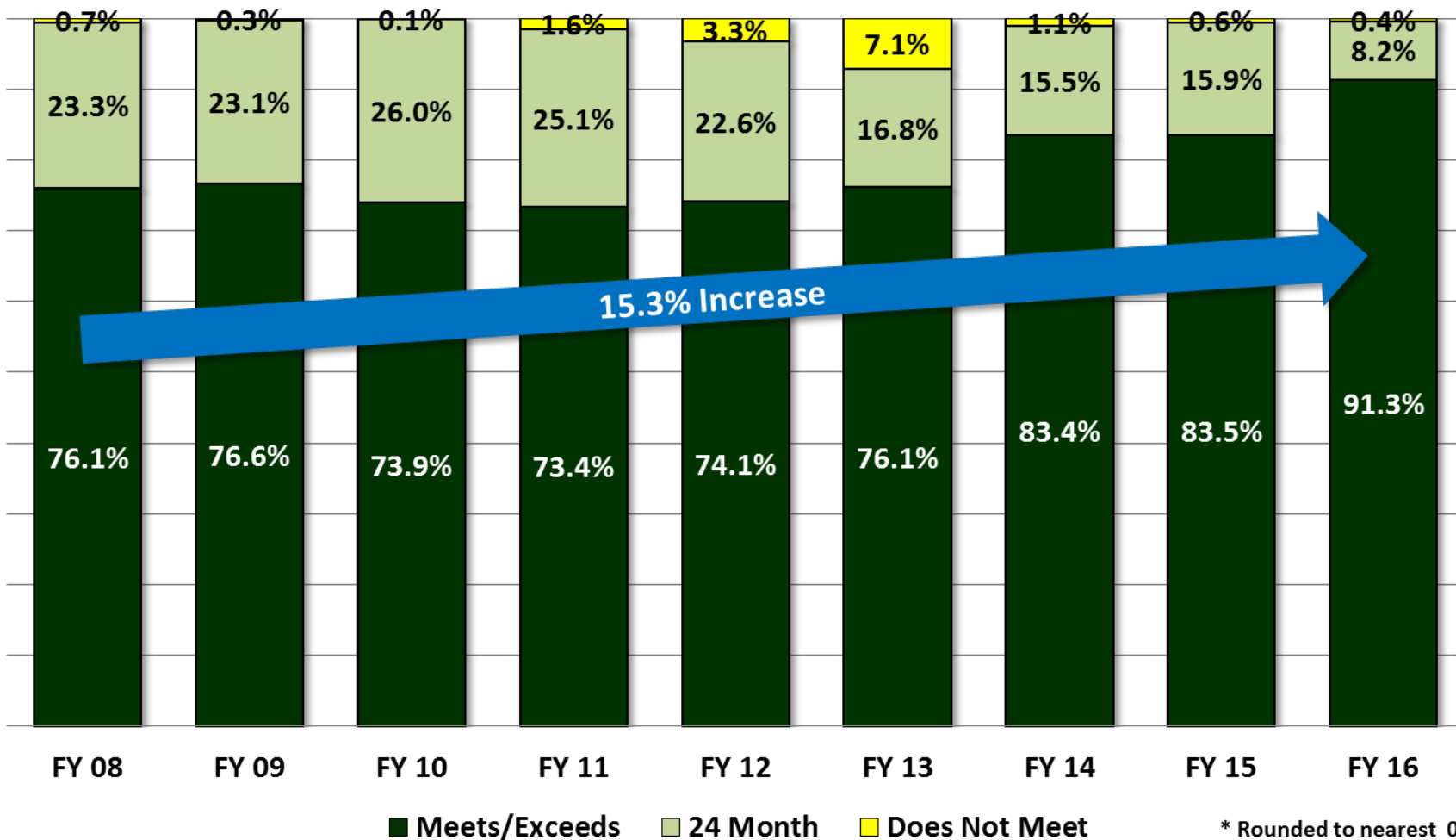


Auditing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4	2	-	-	-	-	-	-	-	-	-	-		
DoN	-	-	-	-	-	1	-	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-	-		
DCMA	1	-	13	5	-	-	-	-	-	1	-	2	-60%	
DLA	-	-	2	8	1	-	-	-	-	-	-	-	-100%	
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	4,008	12%	-7%
DAU	-	-	-	1	-	1	-	-	-	-	-	-	-100%	
NRO	-	-	-	-	-	-	-	-	-	-	-	-		
OSD	-	-	2	2	-	-	-	-	-	-	-	-	-100%	
DFAS	1	2	-	-	1	-	-	-	-	-	-	-		
IG	-	24	1	29	2	1	1	-	-	1	1	1	-97%	0%
TOTAL	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	4,011	↑ 10%	↓ -7%



Audit Historical DAWIA Certification FY08 – FY16

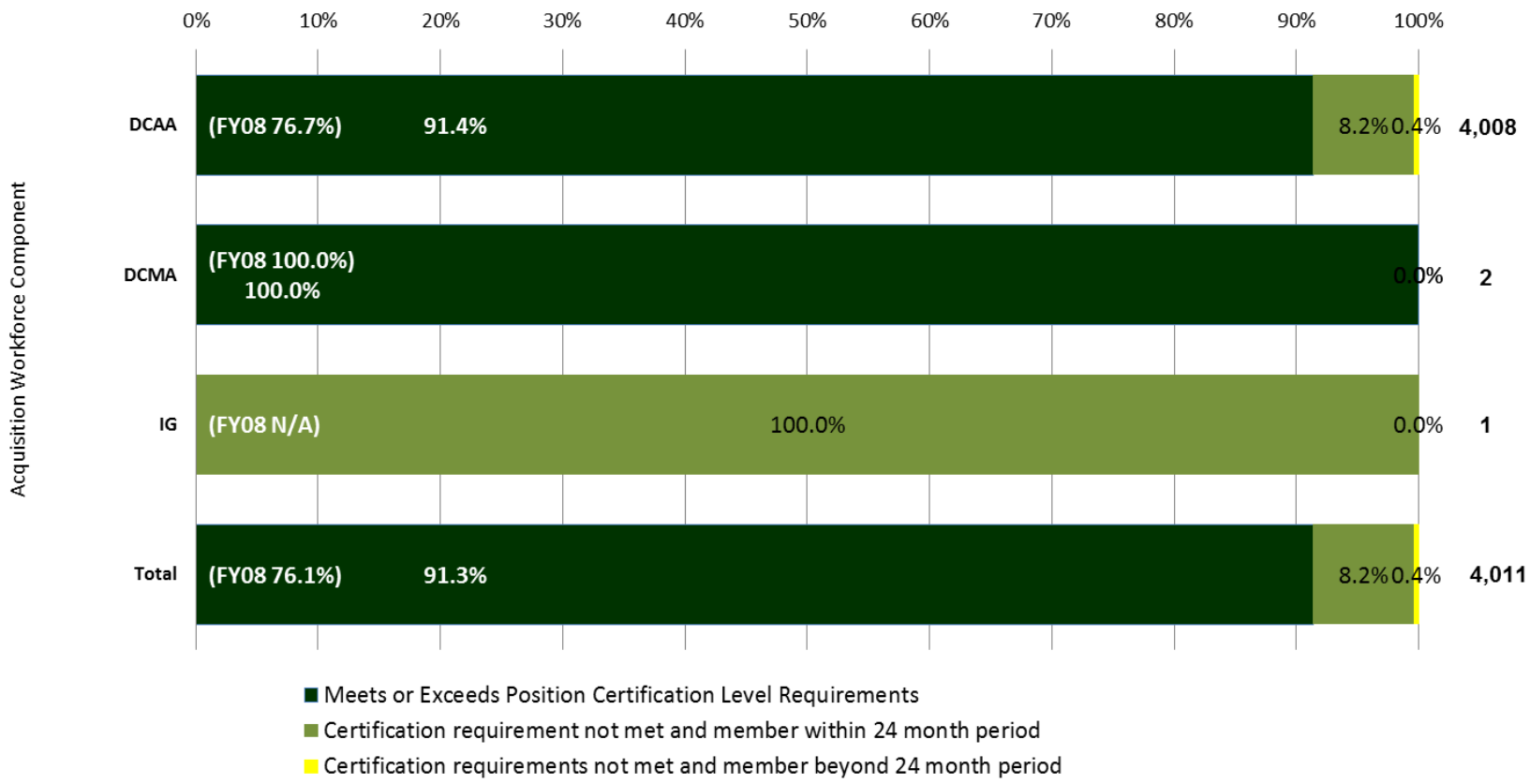
Auditing





Audit DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Audit (FY16Q4)





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Required Certification Level						
Level I	59	15	6	-	80	26.3%
Level II	95	139	2,250	261	2,745	91.5%
Level III	12	5	37	1,130	1,184	95.4%
Unspecified	-	-	-	2	2	
FY16Q4 TOTAL	166	159	2,293	1,393	4,011	91.3%
	4.1%	4.0%	57.2%	34.7%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,638	12.8%	
Army	5,124	13.8%	
Navy	6,995	12.3%	
Marine Cor	212	7.1%	
Air Force	6,545	17.7%	
4th Estate	1,762	6.5%	
Audit	267	6.7%	10 of 14

** Based on population total without unspecified positions

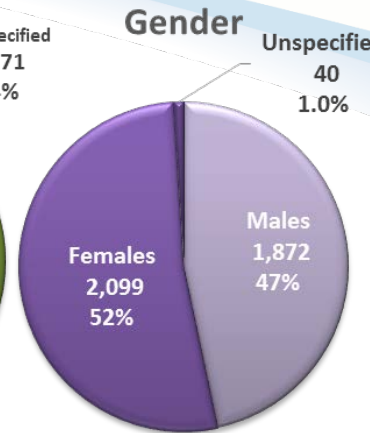
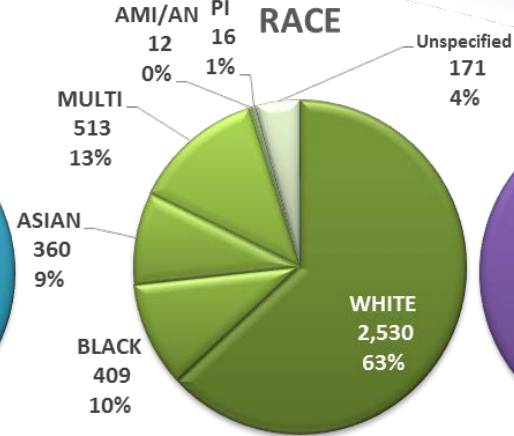
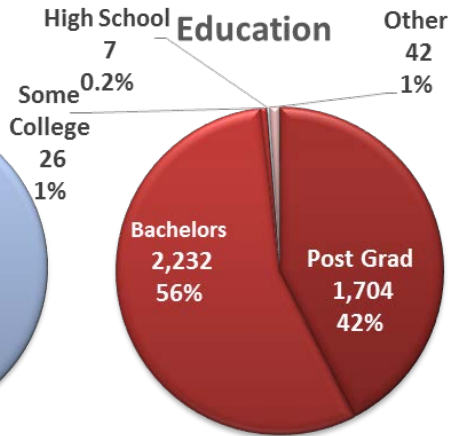
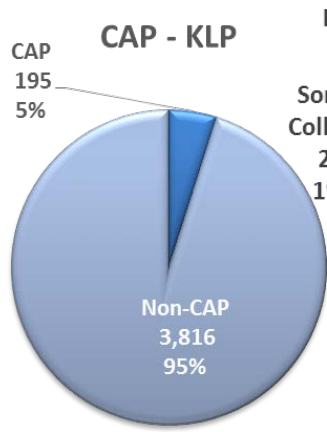
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I					
Level II	21	59	-	80	2.0%
Level III	2,511	233	1	2,745	68.4%
Unspecified	1,130	38	16	1,184	29.5%
Audit TOTAL	2	-	-	2	0.0%
	3,664	330	17	4,011	
	91.3%	8.2%	0.4%		

█ = Compliance
█ = Exceeds Requirements
█

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Auditing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,197
Critical Acquisition Positions (CAPs)	195	15,791
Non-CAP Positions	3,816	144,481
TOTAL	4,011	161,469

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

Highest Level of Education	Auditing TOTAL	Entire DAW
Post Grad	1,704	63,772
Bachelors	2,232	71,199
Some College	26	12,023
High School	7	12,767
Other	42	1,708
TOTAL	4,011	161,469

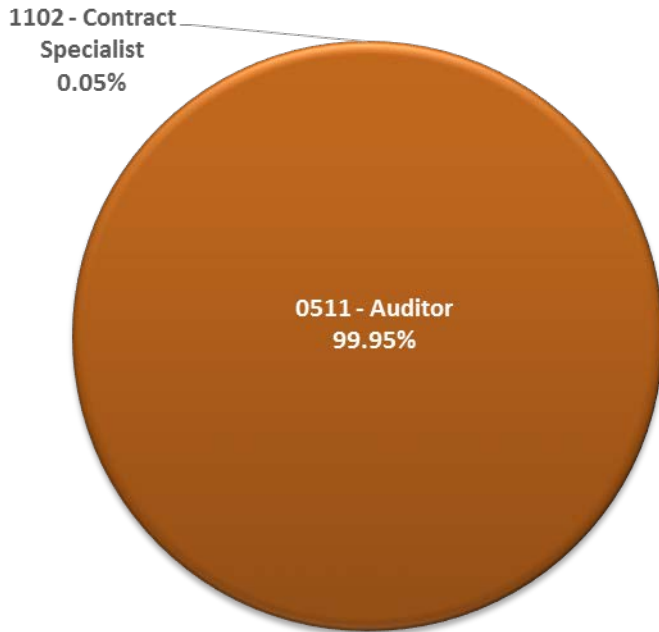
Military / Civilian	Auditing TOTAL	Entire DAW
Civilian	4,011	145,988
Military	-	15,481
TOTAL	4,011	161,469

Race	Auditing TOTAL	Entire DAW
WHITE	2,530	119,897
BLACK	409	19,270
ASIAN	360	10,551
MULTI	513	3,591
AMI/AN	12	898
PI	16	787
Unspecified	171	6,475
TOTAL	4,011	161,469

Gender	Auditing TOTAL	Entire DAW
Males	1,872	113,498
Females	2,099	46,704
Unspecified	40	1,267
TOTAL	4,011	161,469



Audit Size by Occupational Series



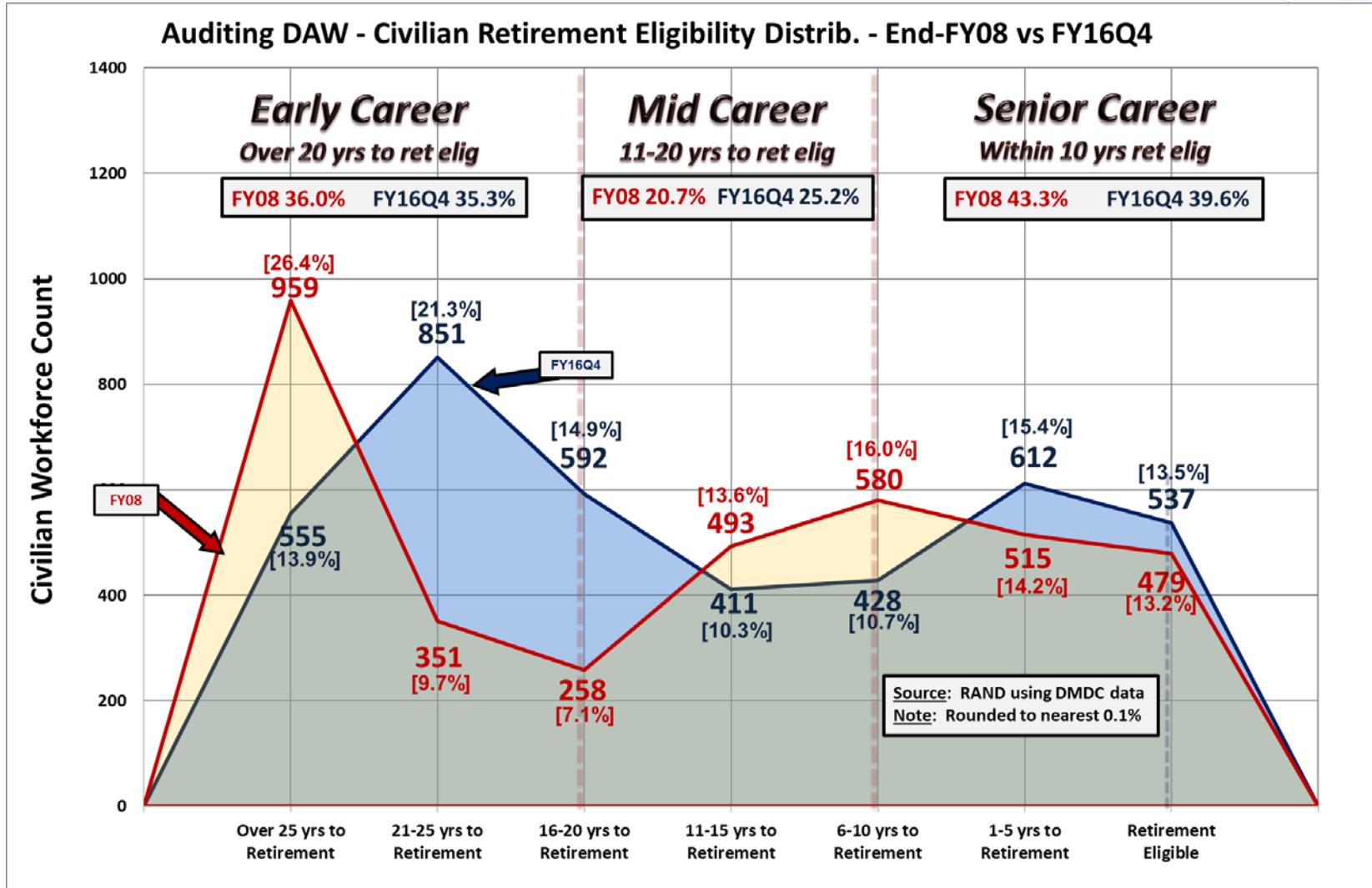
Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,009	99.95%
1102 - Contract Specialist	2	0.05%
TOTAL CIVILIAN	4,011	Civilians



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



Audit Civilian Retirement Eligibility Distribution – FY08 / FY16Q4

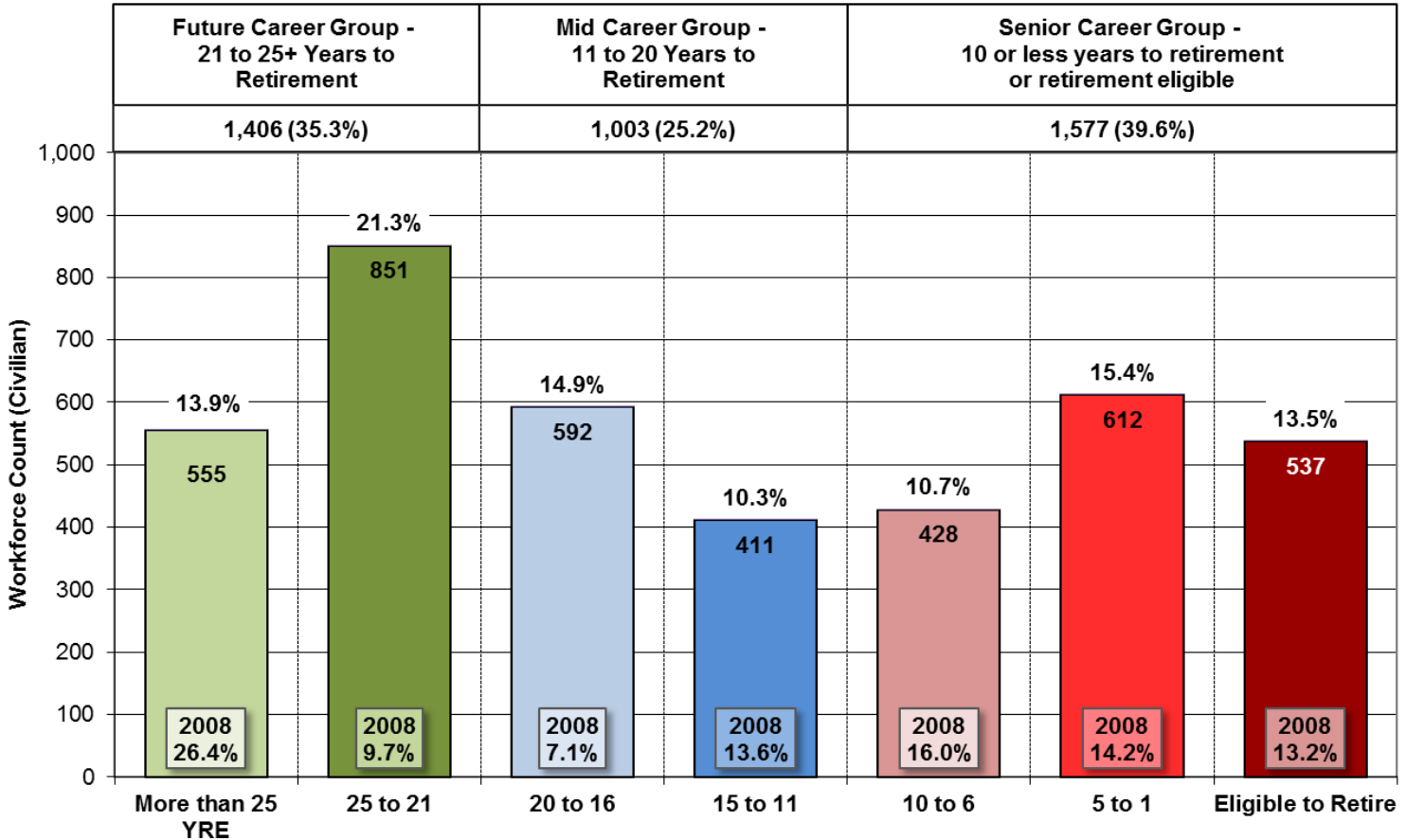


As of 30 Sept 2016



Audit Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q4) - Audit



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.

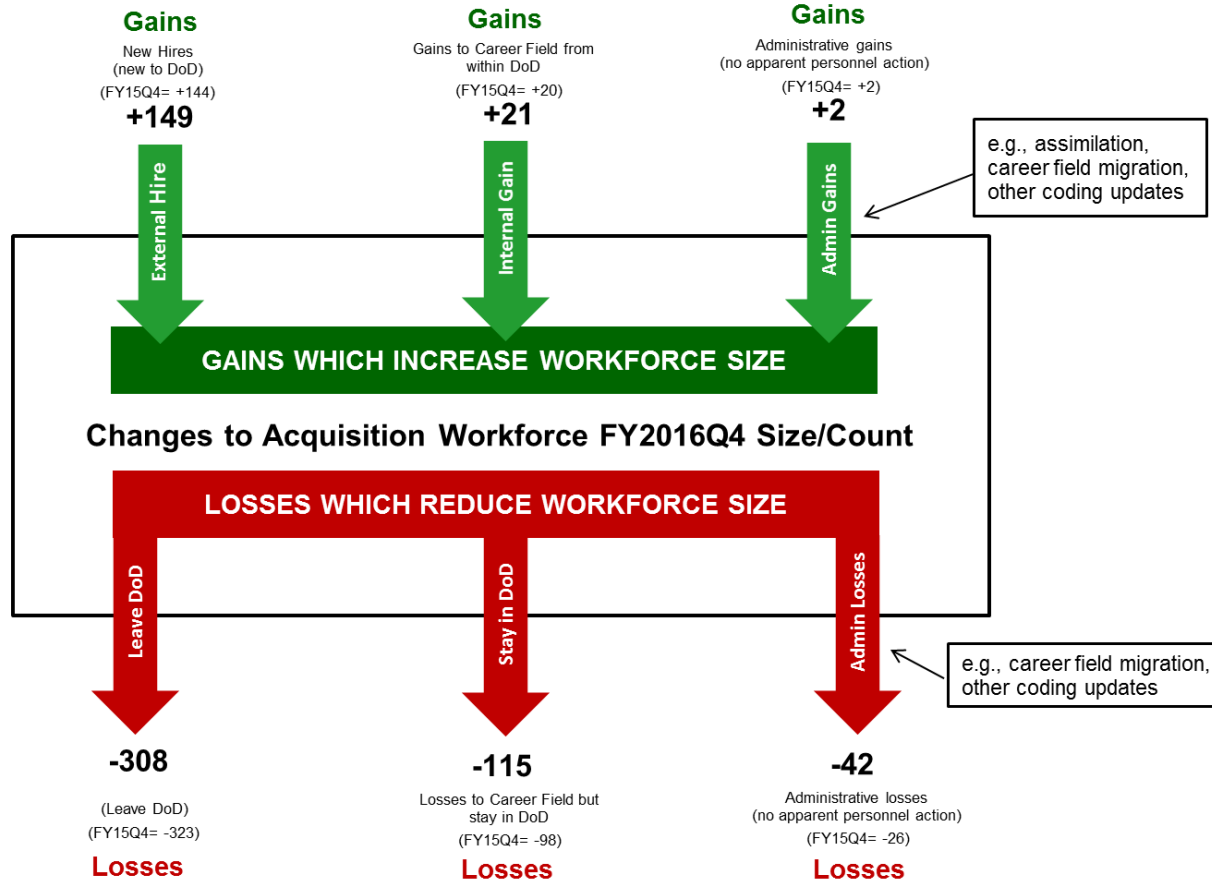


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q4) - Audit

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

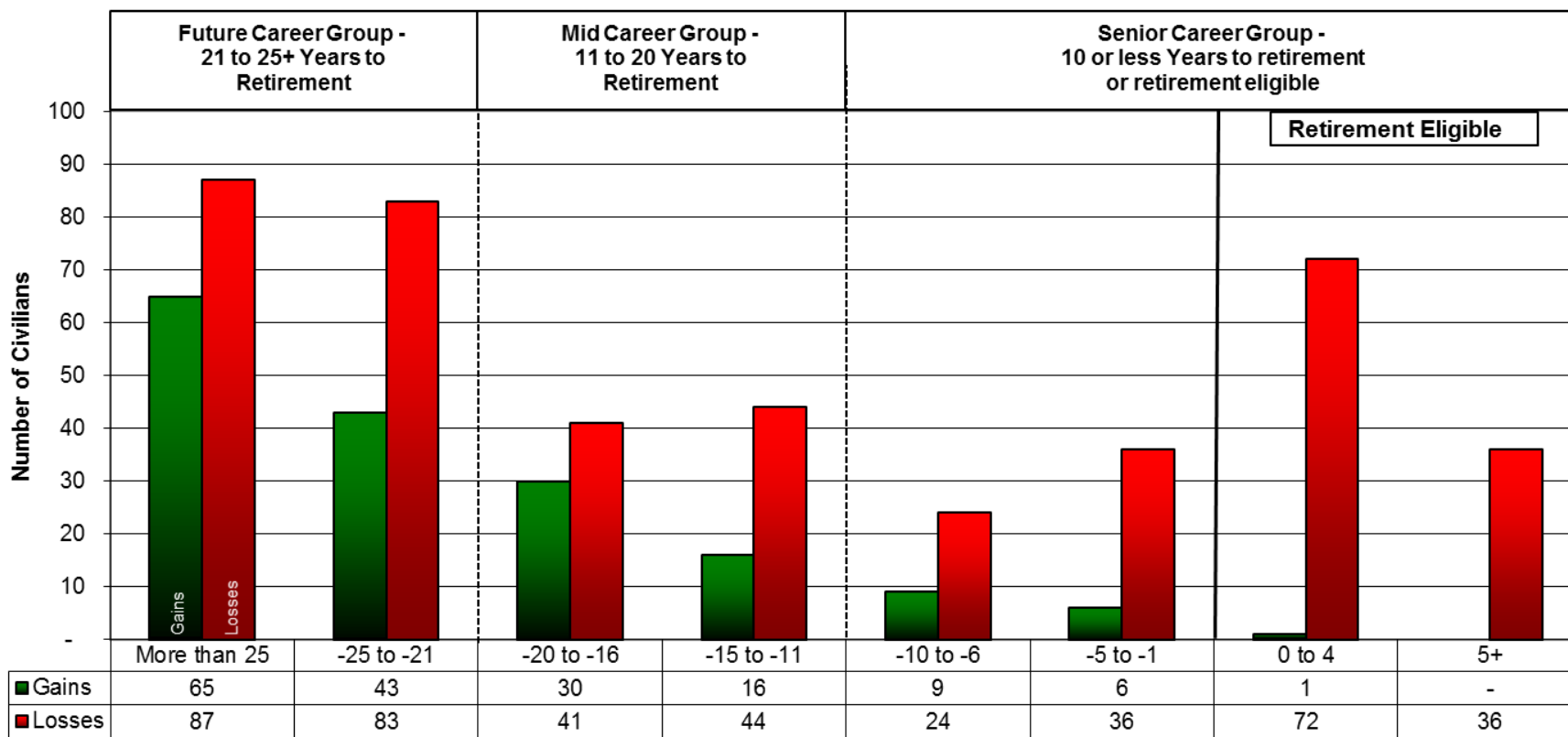




Audit Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q4 Gains & Losses*



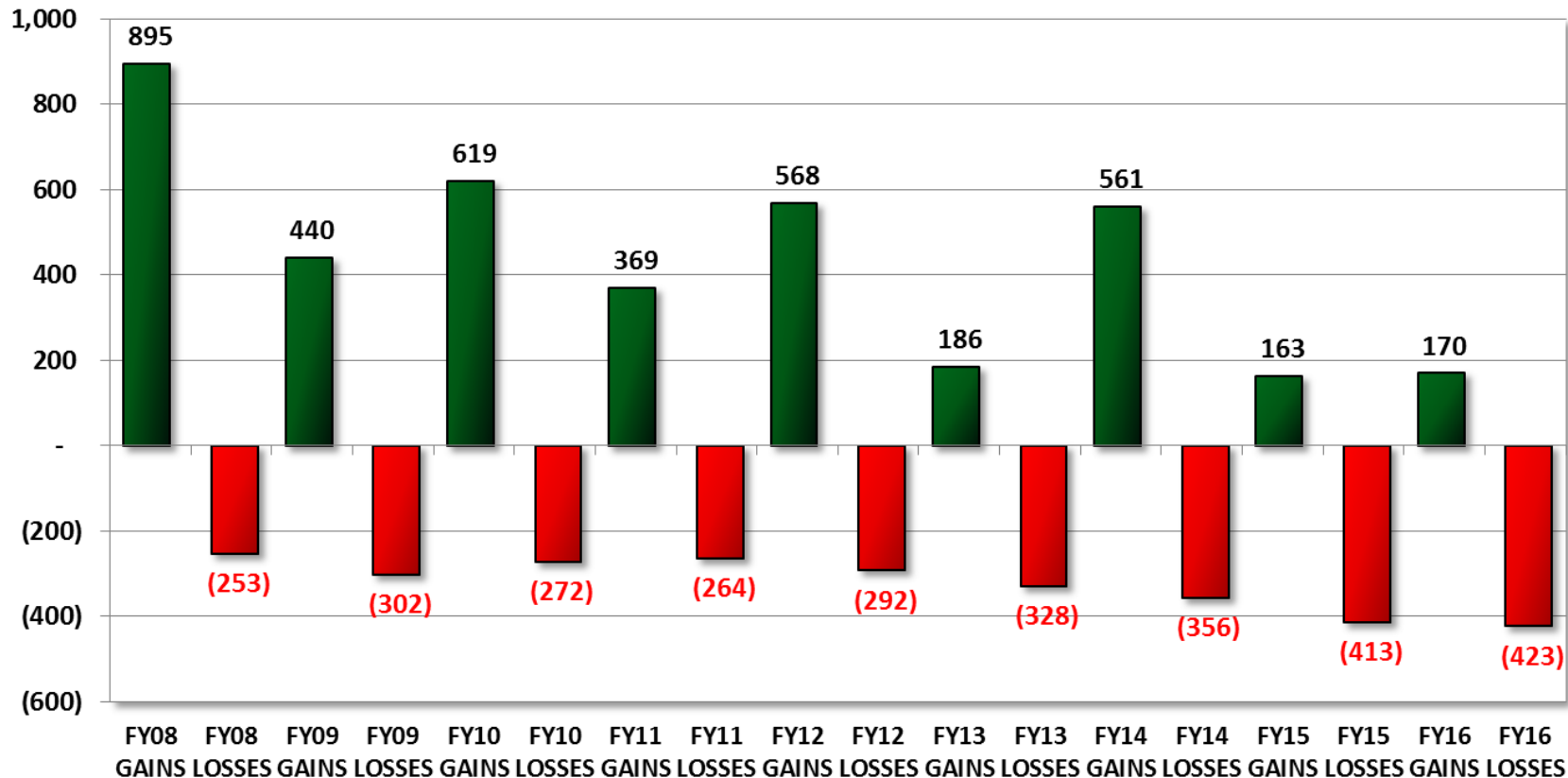
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative gains and losses



Audit Historical Gains and Losses



*Does not include Administrative Gains and Losses

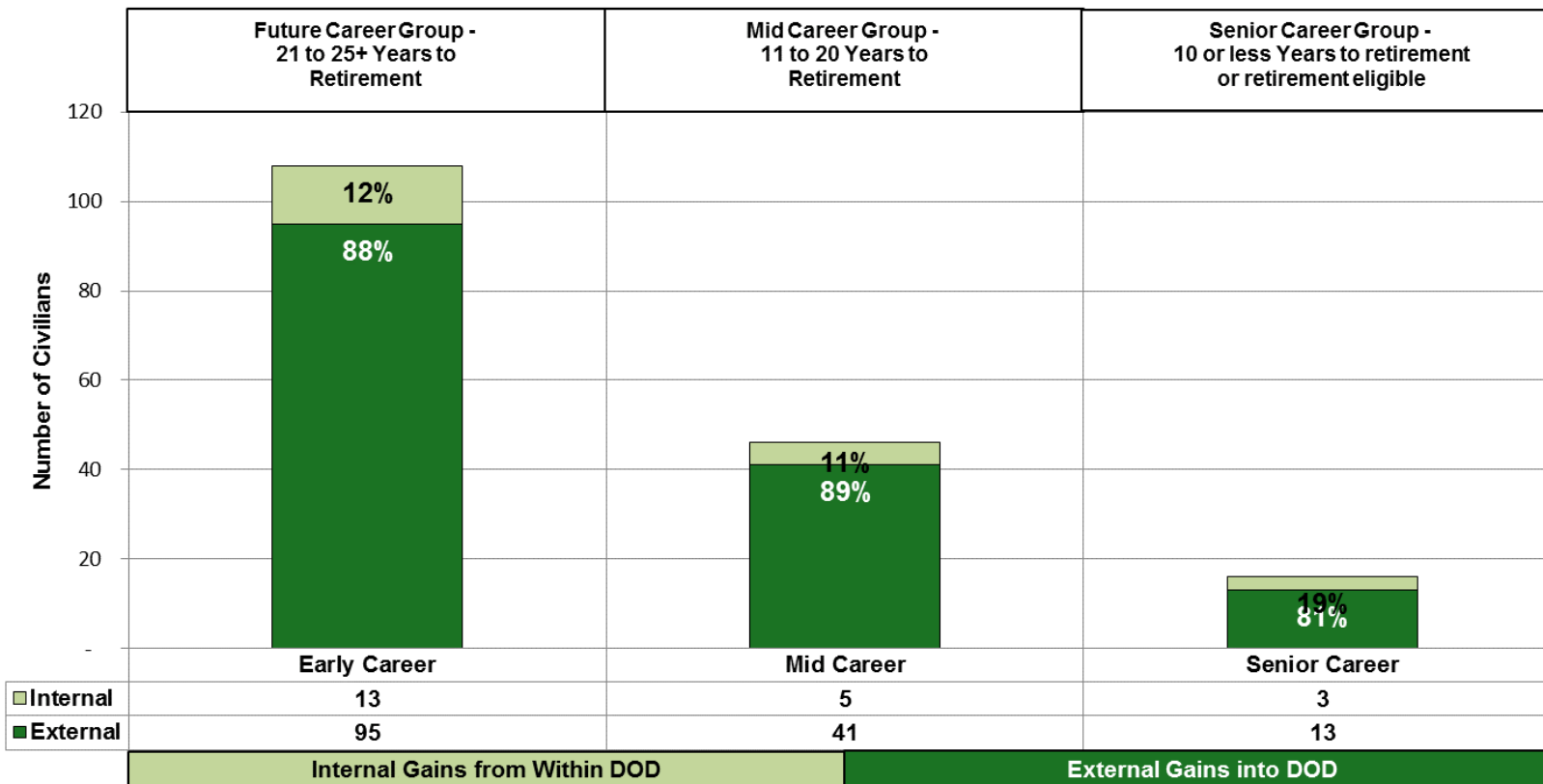
As of 30 Sept 2016



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q4 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

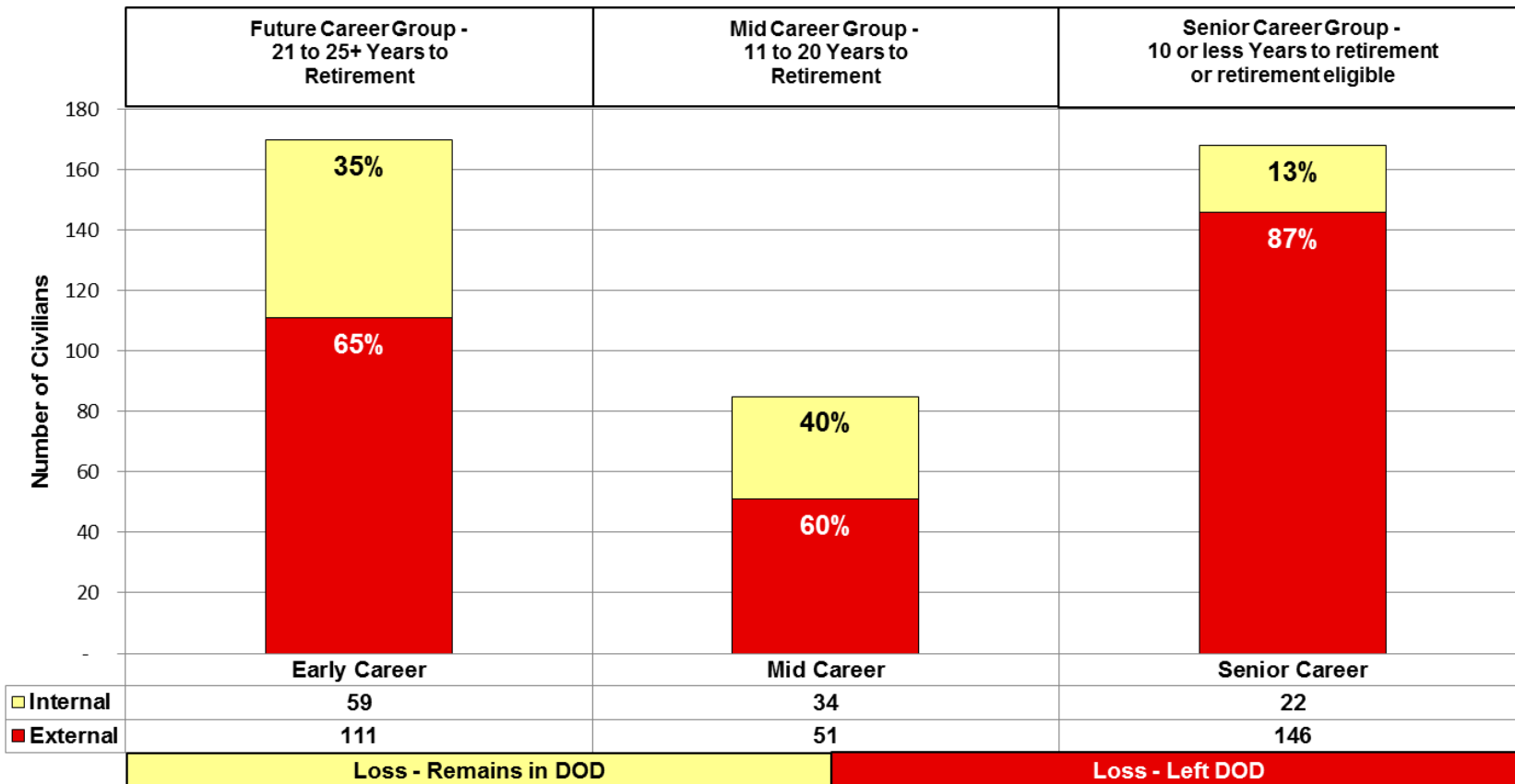
*Does not include administrative gains



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q4 Losses*



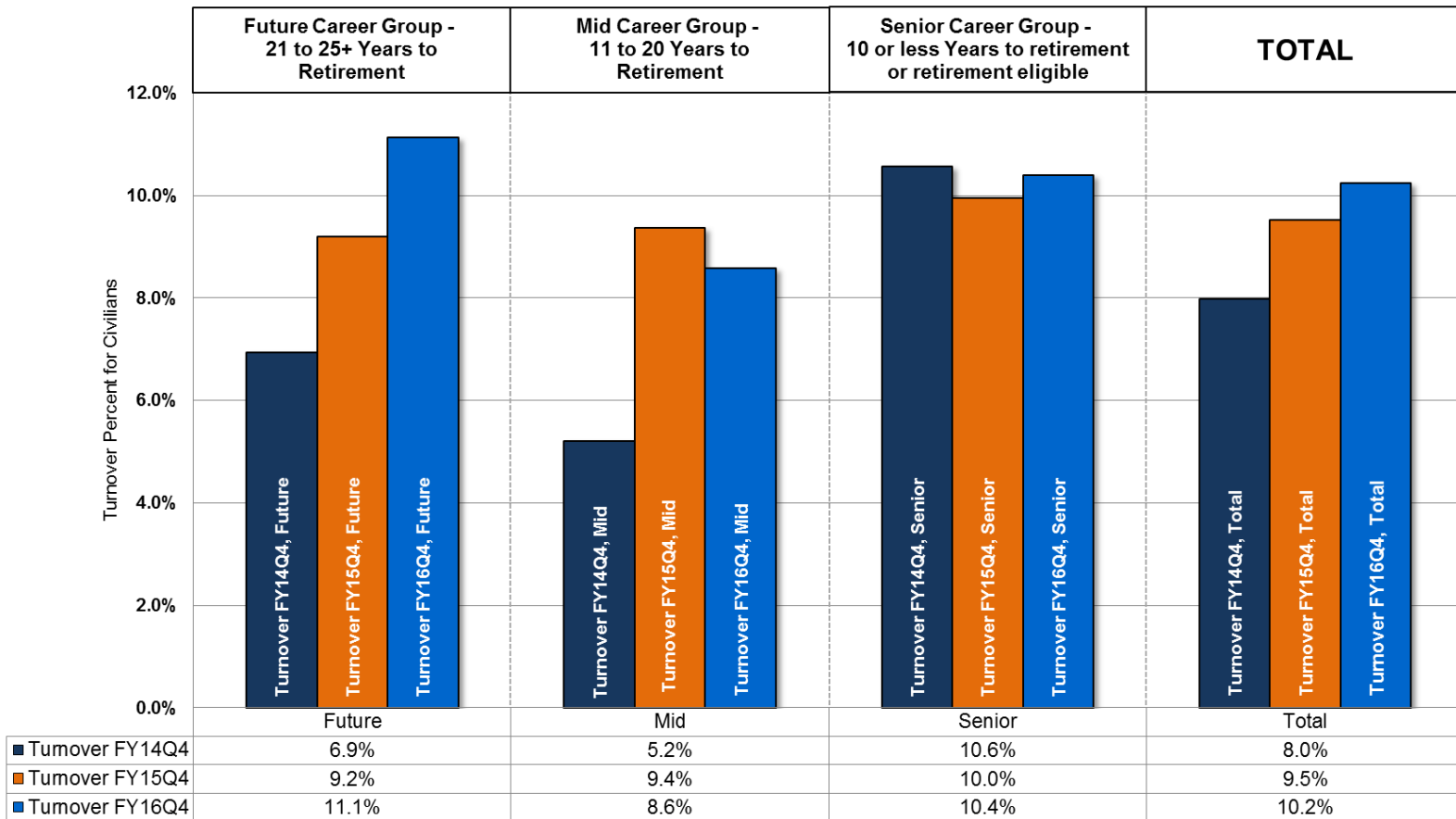
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative losses



Audit Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - Audit (Civilian) (FY14Q4, FY15Q4, FY16Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

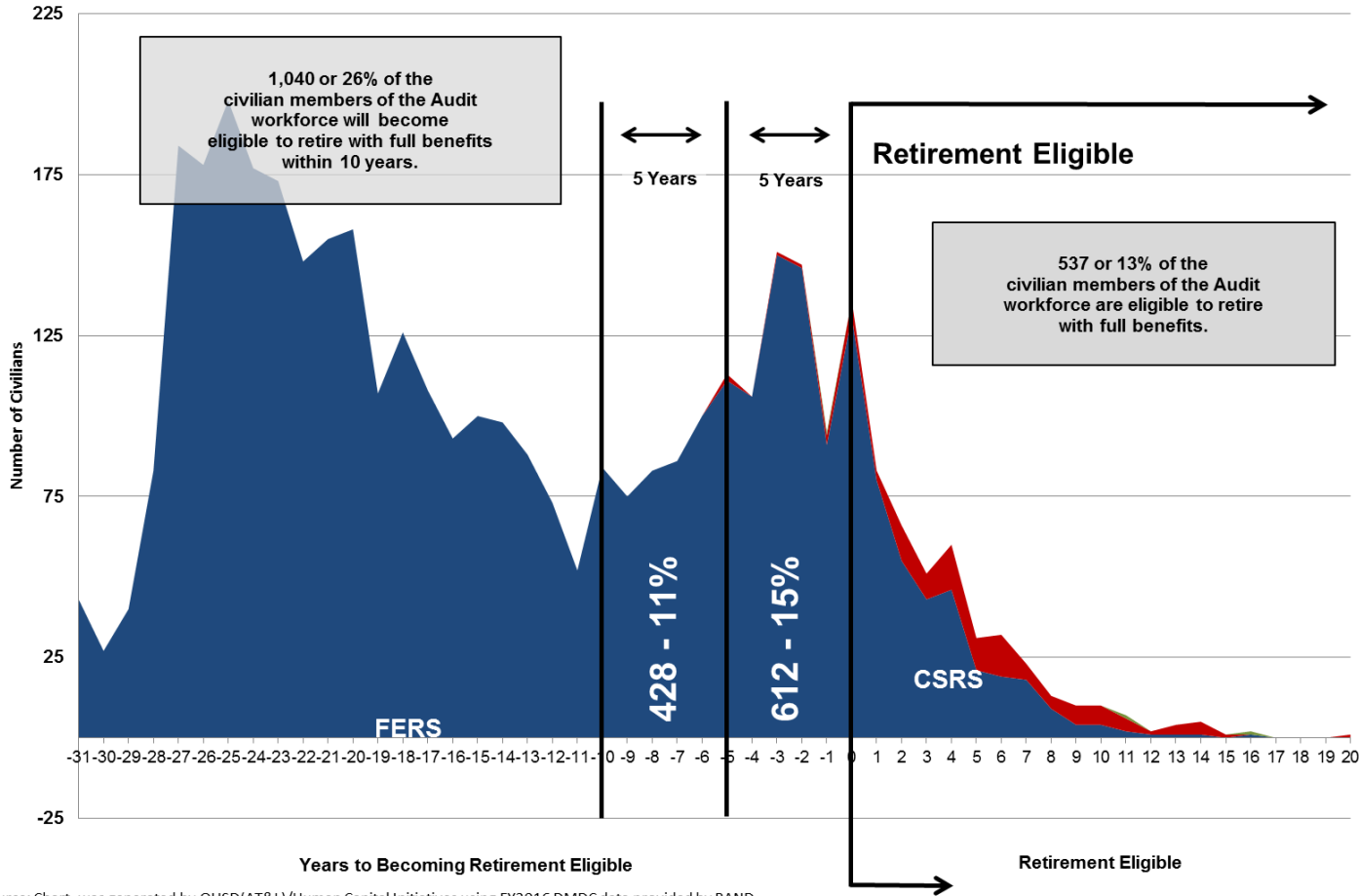


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q4)



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

As of FY16 30 Sept 2016



END