



# Defense Acquisition Workforce Key Information

Business

As of FY16 (30 September 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://hci.dau.mil/inf\\_sum.html](http://hci.dau.mil/inf_sum.html)
- Key HCI support contacts
  - **HCI Functional Leader/FIPT Liaison is currently vacant**
  - **HCI Data/Analysis**
    - **Mrs. Adrienne Evertson (adrienne.evertson@hic.mil)(703-805-2338)**



# Slide Index



<b>Slide Title</b>	<b>#</b>
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6-8
AWF Size by Component and Career Field	9
Historical Size by Component FY05 – FY16Q2	10-12
DAWIA Certification by Component	13-15
Historical DAWIA Certification	16-18
DAWIA Certification Matrix + Bench Strength	19-21
Demographics	22-25
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	16-34
End	35



# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Business	FY 2008				FY2016Q4			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	6,840	245	7,085	125,879	7,488	217	7,705	161,469
Change in size from 2008	-	-	-	-	9%	-11%	9%	28%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	63%	84%	63%	77%	79%	98%	80%	84%
Graduate Degree	21%	44%	22%	29%	38%	53%	38%	39%
<b>Certification</b>								
Level I or Higher Achieved	59%	57%	59%	72%	82%	34%	81%	85%
Level II or Higher Achieved	43%	28%	43%	61%	71%	14%	69%	73%
Level III Achieved	30%	14%	30%	36%	42%	6%	41%	43%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	71%	15%	69%	75%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	24%	76%	25%	22%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	9%	5%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	32%	0%	31%	33%
Average Age	47.4	37.3	47.0	45.7	45.0	32.9	44.6	44.9
Workforce Life-Cycle Model (YRE)*	18/22/60(%)	-	-	20/23/57 (%)(Civ)	28/26/46(%)	-	-	26/25/50(%)
% Future/Mid-Career/Senior								
Average Years of Service	19.2	13.2	19.0	17.3	15.1	10.3	14.9	15.0
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,142(15%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,224(16%)	-	-	25,920(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	1,009/840	-	-	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 Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count is 7,705 up from 7,085 in FY08, a total increase of 620
- The Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count was at its highest point (8,261) in FY11, and its lowest point (7,085) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and MDA, with increases of 936 (61%), 674(37%), and 195 (216%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, and DLA, with decreases of 1,383 (-41%), and 5 (-71%), respectively

## Defense Acquisition Workforce DAWIA Certification Highlights

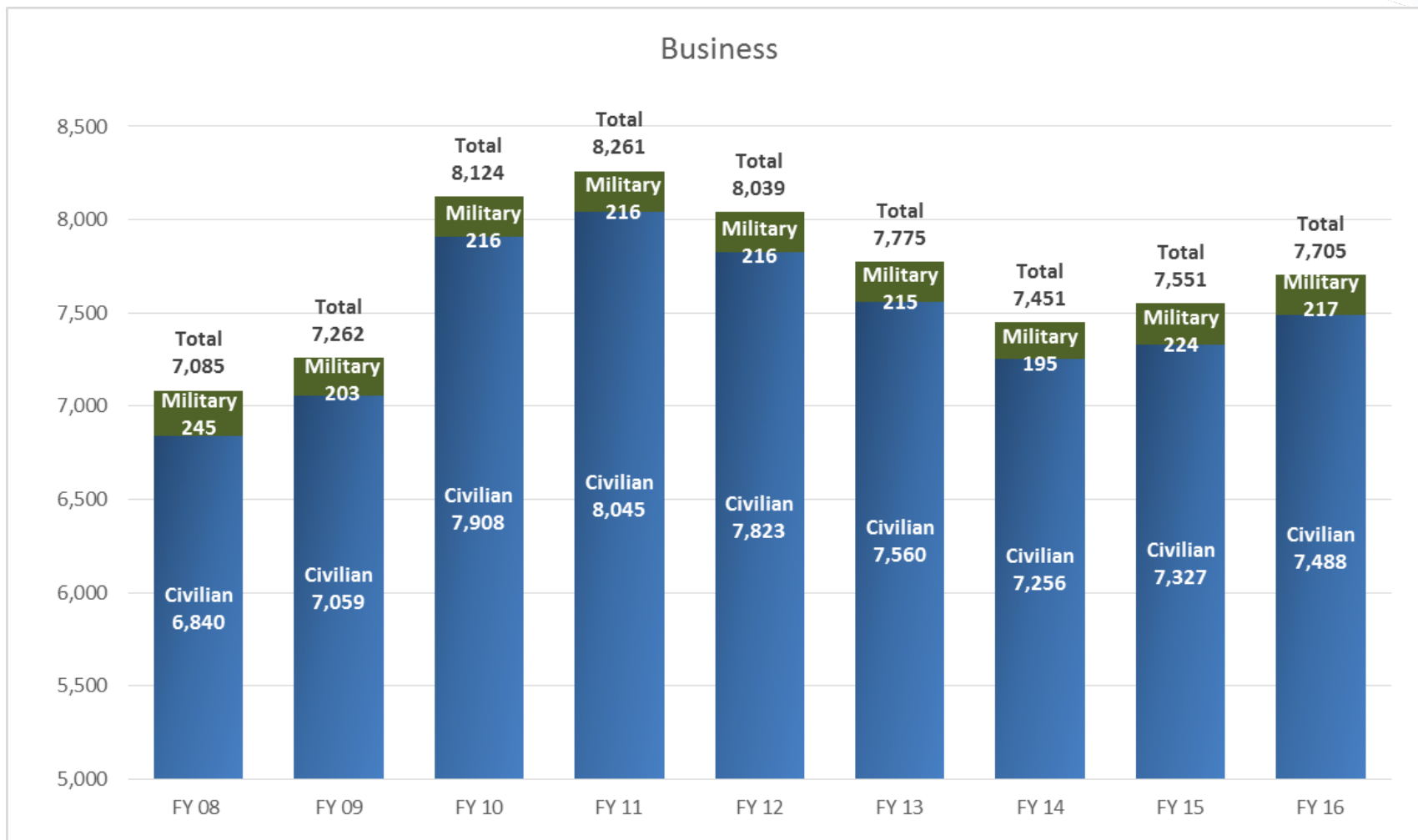
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 69.4%; up from 41.2% in FY08
- The current Business - CE + FM Meets/Exceeds certification rate is up 28.2% from FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA 24 month grace period rate is 25.2%; down from 30.8% in FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.4%; down from 28.0% in FY08

## Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 46% (3,434) (10 years or less to retirement eligibility or retirement eligible)
- 15.3% (1,142) are currently eligible to retire
- Mid Career Group 26.1% (1,947) (11 to 20 years to retirement), up from 22.3% in FY08
- Early Career Group 28% (2,091) (21 to 25+ years to retirement), up from 17.7% in FY08

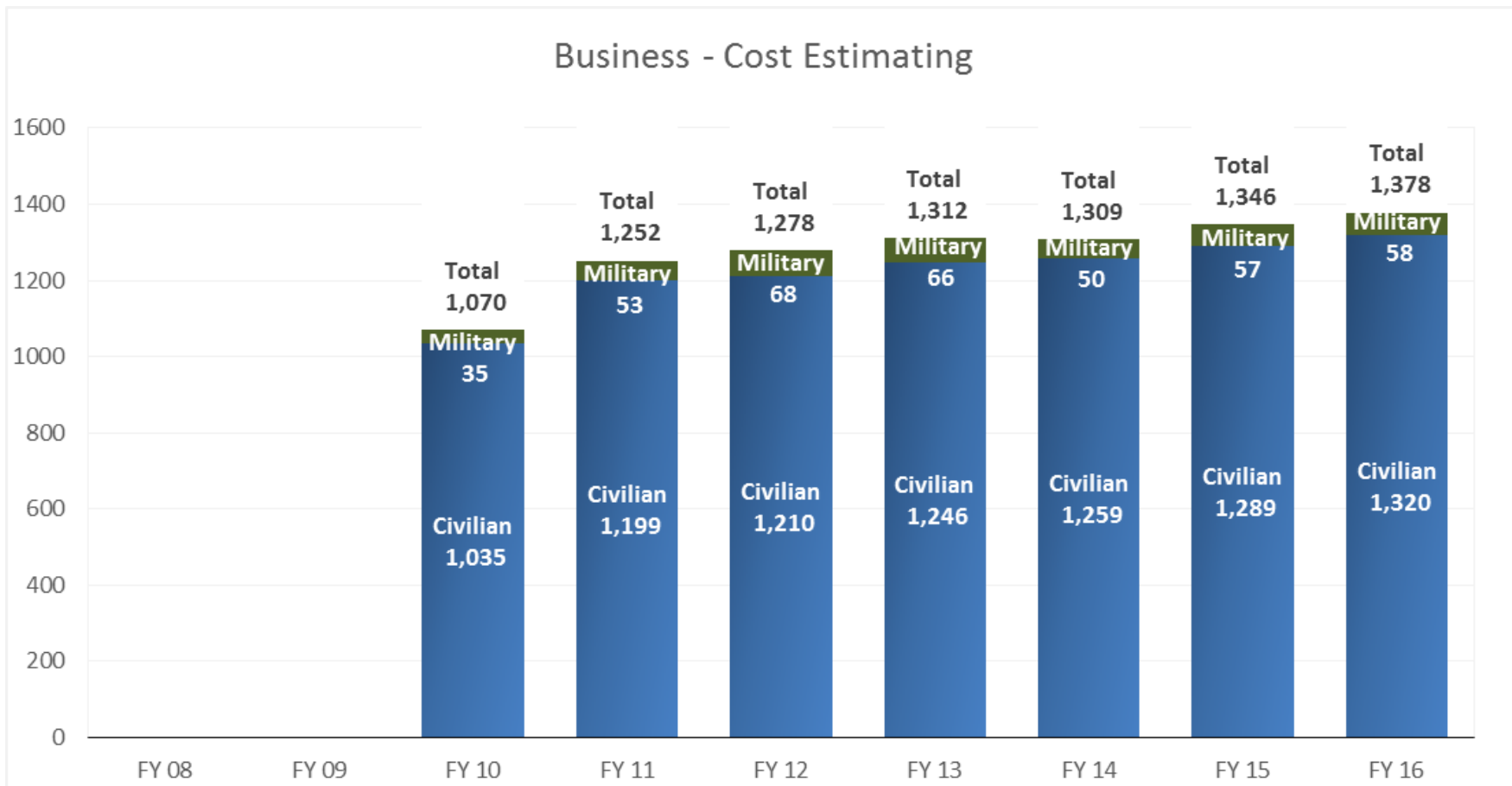


# Total Historic Workforce



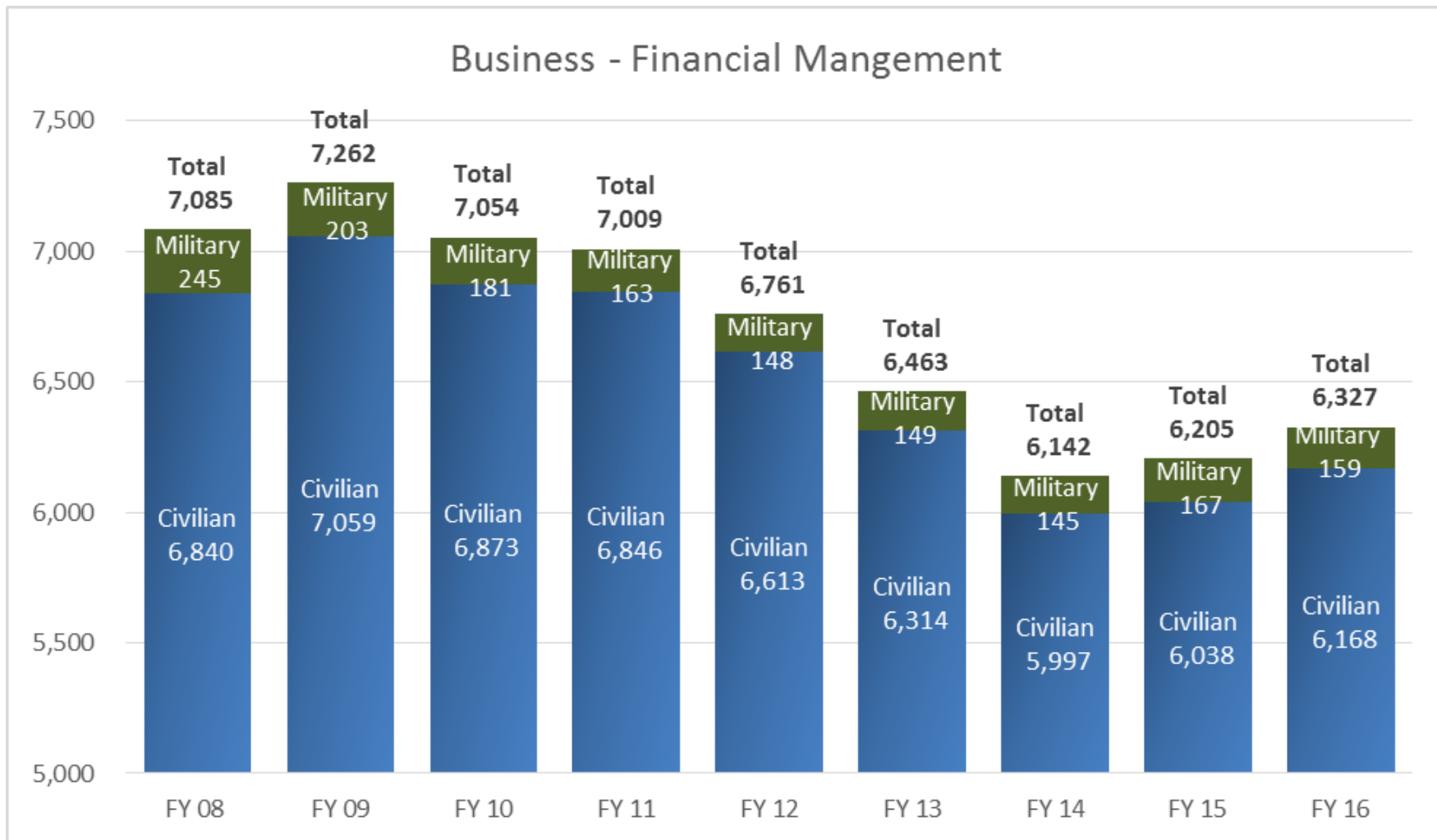


# Total Historic Workforce





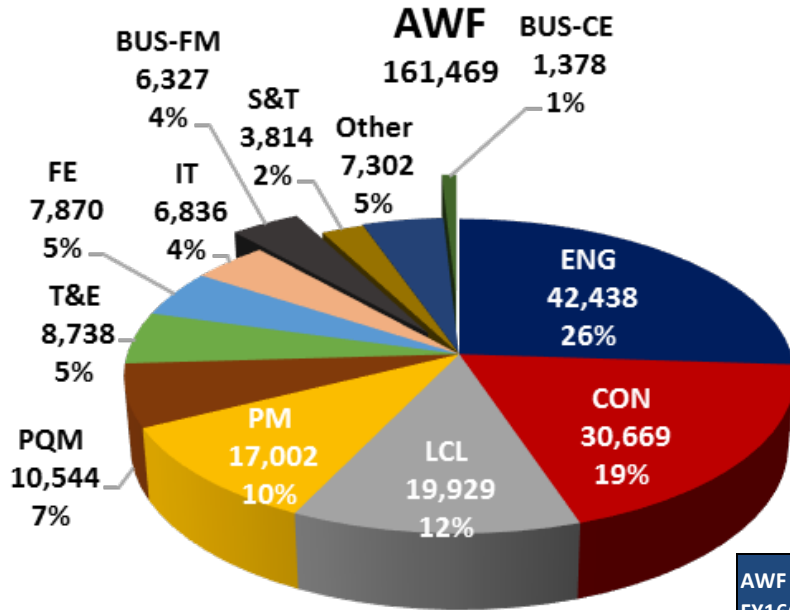
# Total Historic Workforce







# 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%
<b>FY16Q4 Totals (as of 9-30-2016)</b>	<b>37,146</b>	<b>57,086</b>	<b>3,002</b>	<b>36,975</b>	<b>27,260</b>	<b>161,469</b>	
<b>Component %</b>	<b>23.0%</b>	<b>35.4%</b>	<b>1.9%</b>	<b>22.9%</b>	<b>16.9%</b>		



# Business Workforce Historical Size by Agency FY05 – FY16



Business (Cost Est & Fin Mgt)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,016	1,906	1,967	-41%	3%
DoN	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,427	2,570	2,609	35%	2%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,288	2,398	2,466	61%	3%
DCMA	18	30	48	46	112	153	166	192	227	219	219	176	283%	-20%
DLA	-	-	21	7	6	2	2	7	5	4	1	2	-71%	100%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	244	263	265	298	293	277	285	217%	3%
DISA	6	11	19	17	9	12	15	14	12	20	18	19	12%	6%
DHA	-	-	1	6	5	19	29	26	25	33	21	19	217%	-10%
DTRA	1	68	62	48	53	64	62	65	70	79	71	72	50%	1%
DAU	24	27	-	25	33	37	48	53	44	39	37	35	40%	-5%
NRO	-	-	-	-	-	-	-	-	-	-	-	17		
OSD	3	3	2	14	7	11	17	14	14	12	14	13	-7%	-7%
JCS	-	-	-	-	-	-	-	14	11	8	8	9		13%
DeCA	-	-	-	-	-	-	-	-	1	3	2	4		100%
WHS	-	1	1	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	-		-100%
DARPA	-	-	1	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-		
													↑	↑
<b>TOTAL</b>	<b>8,119</b>	<b>7,747</b>	<b>7,387</b>	<b>7,085</b>	<b>7,262</b>	<b>8,124</b>	<b>8,261</b>	<b>8,039</b>	<b>7,775</b>	<b>7,451</b>	<b>7,551</b>	<b>7,705</b>	<b>9%</b>	<b>2%</b>



# Business CE Workforce Historical Size by Agency FY05 – FY16



Business - CE	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY10	% Change Since FY15
Defense Acq Workforce														
ARMY	-	-	-	-	-	270	280	267	262	250	244	249	-8%	2%
DoN	-	-	-	-	-	450	499	512	534	548	570	588	31%	3%
AIR FORCE	-	-	-	-	-	300	417	429	432	438	454	458	53%	1%
DCMA	-	-	-	-	-	2	2	2	4	2	5	4	100%	-20%
DLA	-	-	-	-	-	-	-	1	2	1	-	1		
MDA	-	-	-	-	-	41	34	48	60	54	53	55	34%	4%
DISA	-	-	-	-	-	1	4	4	4	4	8	10	900%	25%
DHA	-	-	-	-	-	1	4	4	5	3	2	4	300%	100%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	-	-	5	12	11	8	8	7	7	40%	0%
OSD	-	-	-	-	-	-	-	-	1	1	3	2		-33%
<b>TOTAL</b>	-	-	-	-	-	<b>1,070</b>	<b>1,252</b>	<b>1,278</b>	<b>1,312</b>	<b>1,309</b>	<b>1,346</b>	<b>1,378</b>	<b>↑</b> 26%	<b>↑</b> 2%



# Business FM Workforce Historical Size by Agency FY05 – FY16

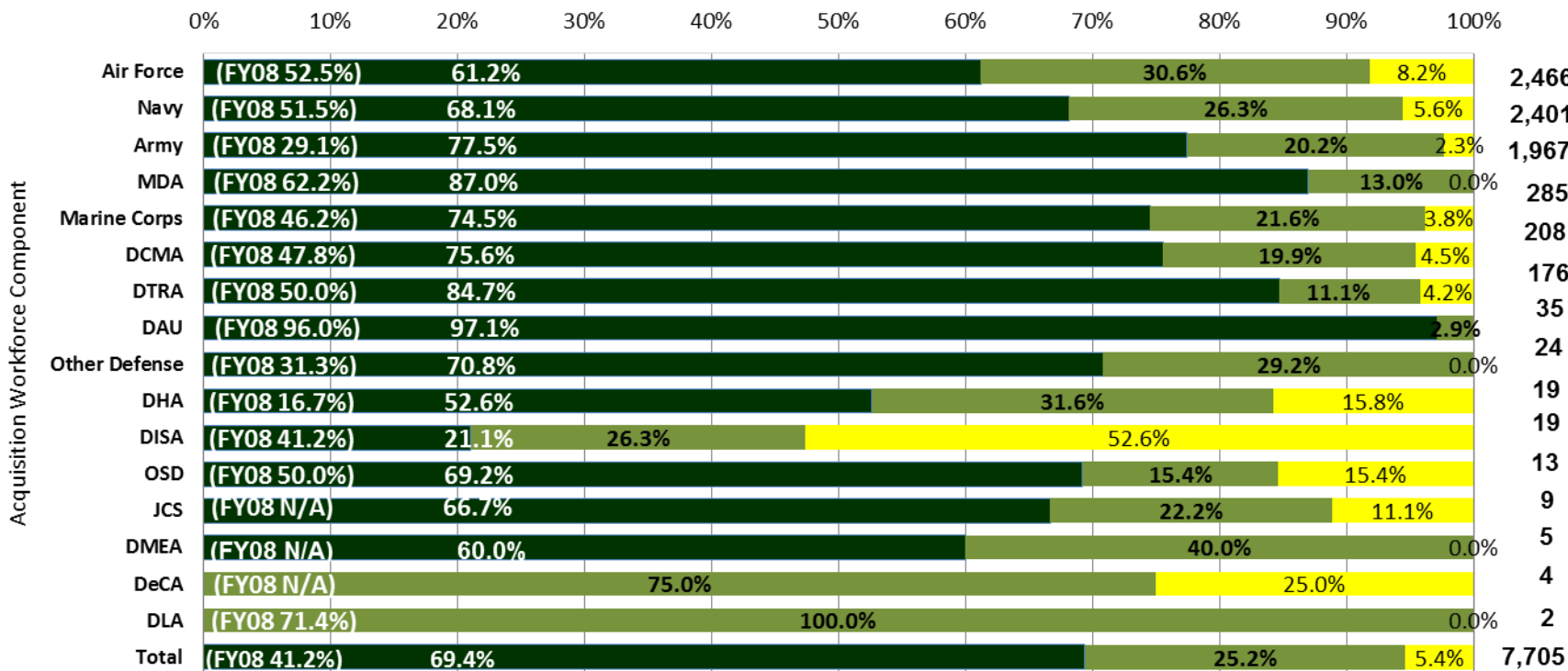


Business - FM	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,352	4,310	3,877	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	1,718	-49%	3%
DoN	1,840	1,715	1,817	1,935	2,286	2,134	2,116	2,070	1,923	1,879	2,000	2,021	4%	1%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	2,008	31%	3%
DCMA	18	30	48	46	112	151	164	190	223	217	214	172	274%	-20%
DLA	-	-	21	7	6	2	2	6	3	3	1	1	-86%	0%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	203	229	217	238	239	224	230	156%	3%
DISA	6	11	19	17	9	11	11	10	8	16	10	9	-47%	-10%
DHA	-	-	1	6	5	18	25	22	20	30	19	15	150%	-21%
DTRA	1	68	62	48	53	64	62	65	70	79	71	72	50%	1%
DAU	24	27	-	25	33	32	36	42	36	31	30	28	12%	-7%
NRO	-	-	-	-	-	-	-	-	-	-	-	17		
OSD	3	3	2	14	7	11	17	14	13	11	11	11	-21%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	9		13%
DeCA	-	-	-	-	-	-	-	-	1	3	2	4		100%
WHS	-	1	1	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	-		-100%
DARPA	-	-	1	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-		
<b>TOTAL</b>	<b>8,119</b>	<b>7,747</b>	<b>7,387</b>	<b>7,085</b>	<b>7,262</b>	<b>7,054</b>	<b>7,009</b>	<b>6,761</b>	<b>6,463</b>	<b>6,142</b>	<b>6,205</b>	<b>6,327</b>	<b>↓</b> -11%	<b>↑</b> 2%



# Business -CE DAWIA Certification by Component

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



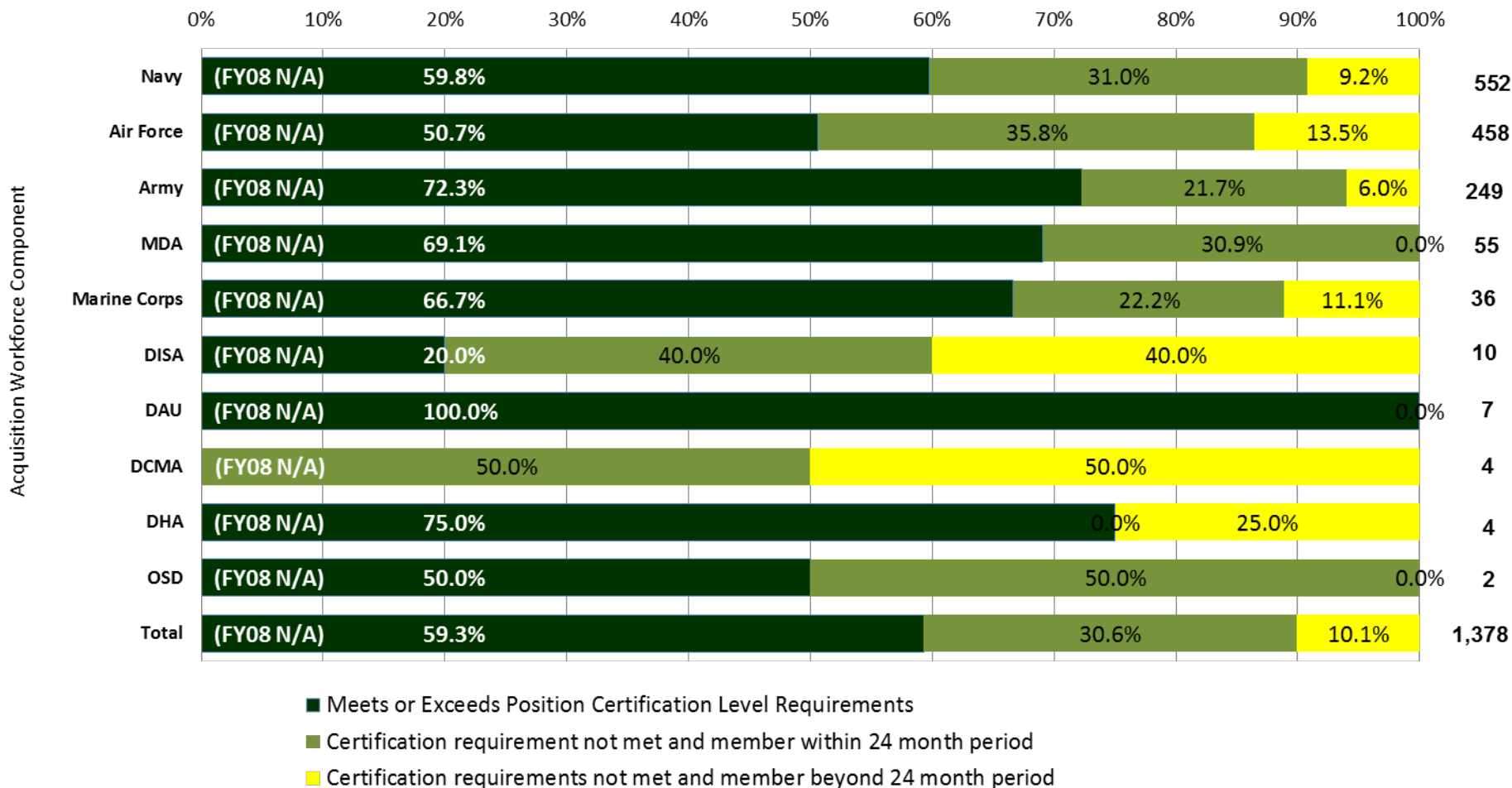
- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



# Business DAWIA Certification by Component



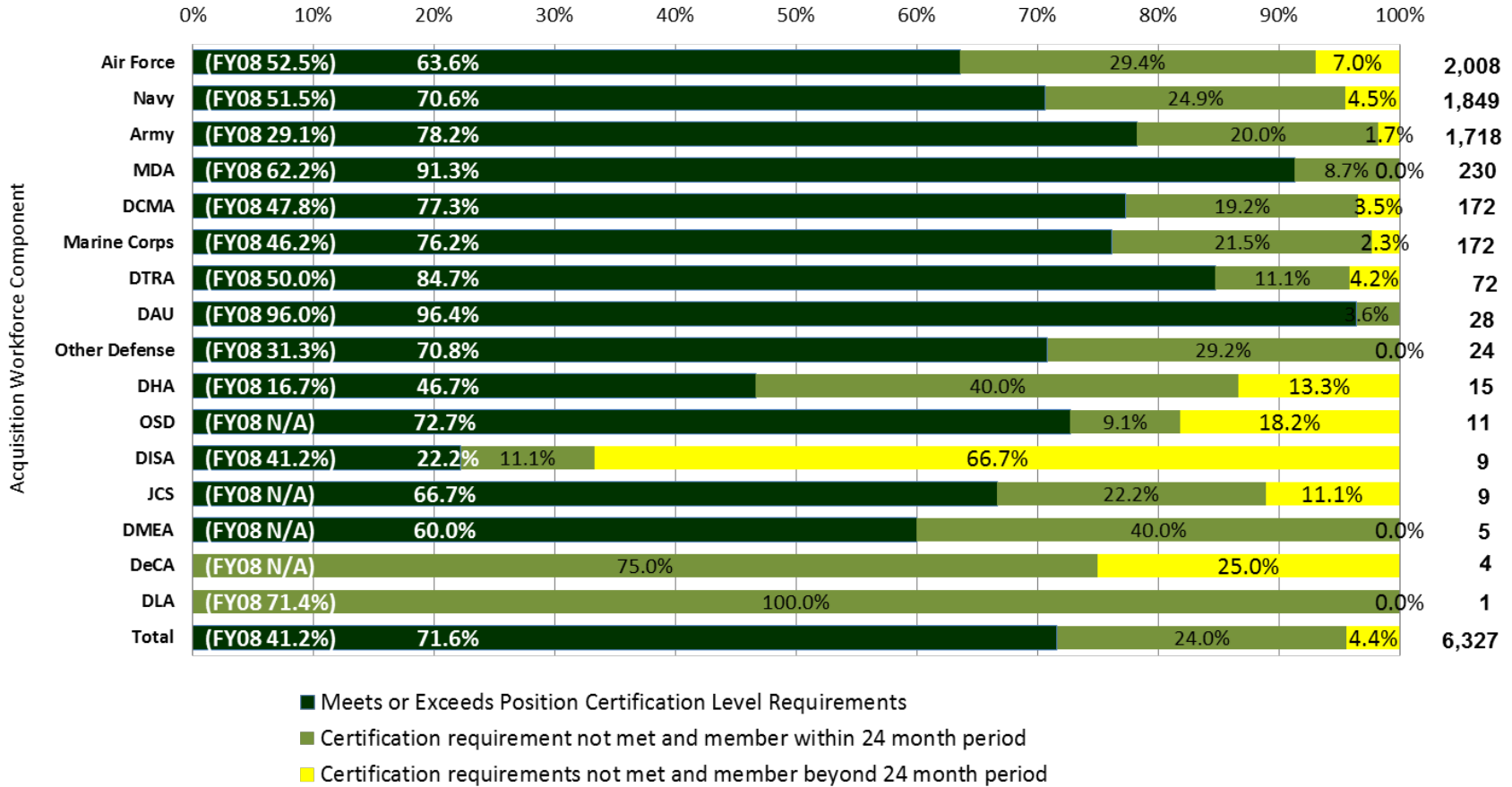
## Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY16Q4)





# Business - FM DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component BUS-FM (FY16Q4)

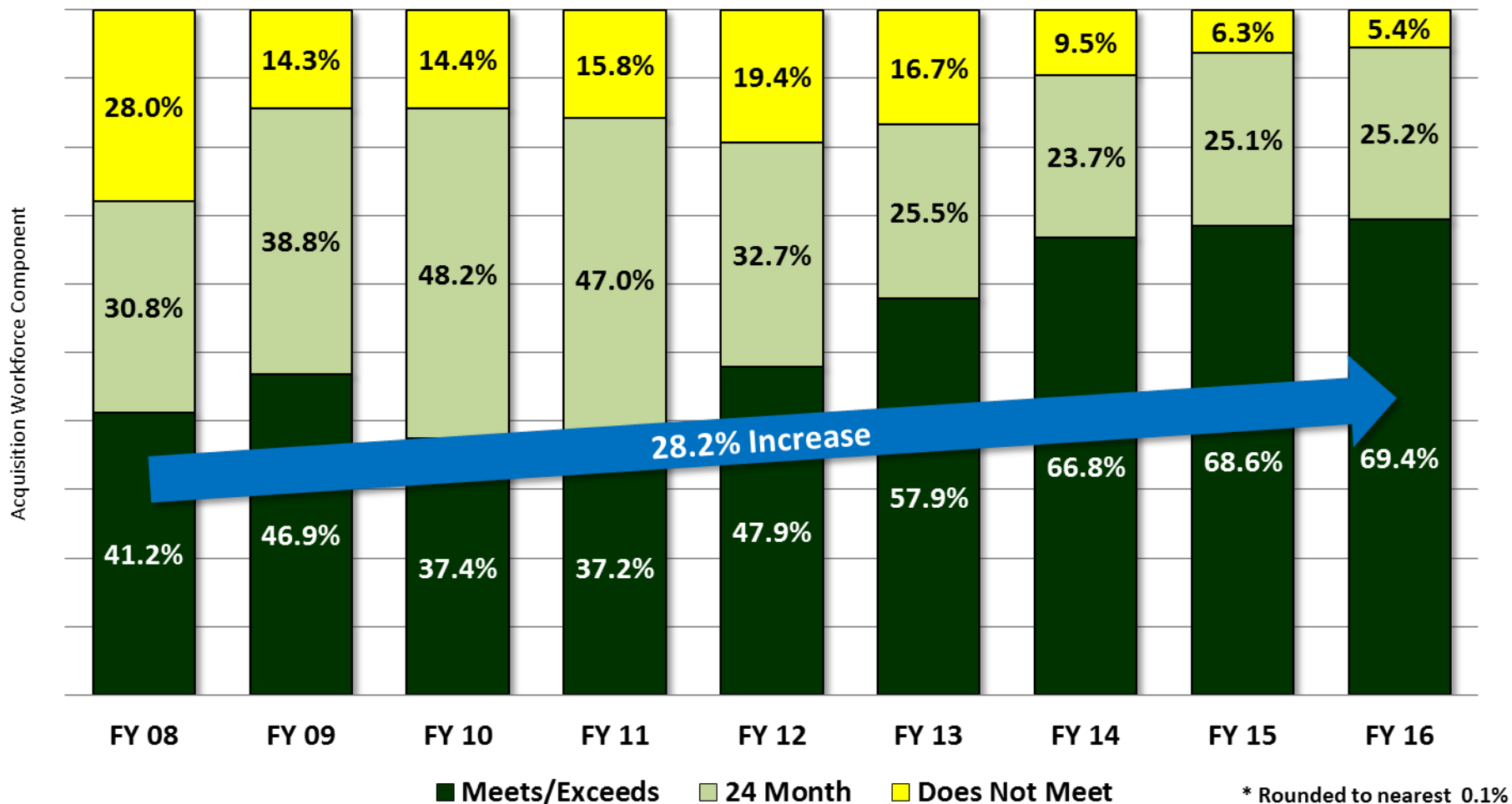




# Business Historical DAWIA Certification FY08 – FY16



## Business - CE + FM



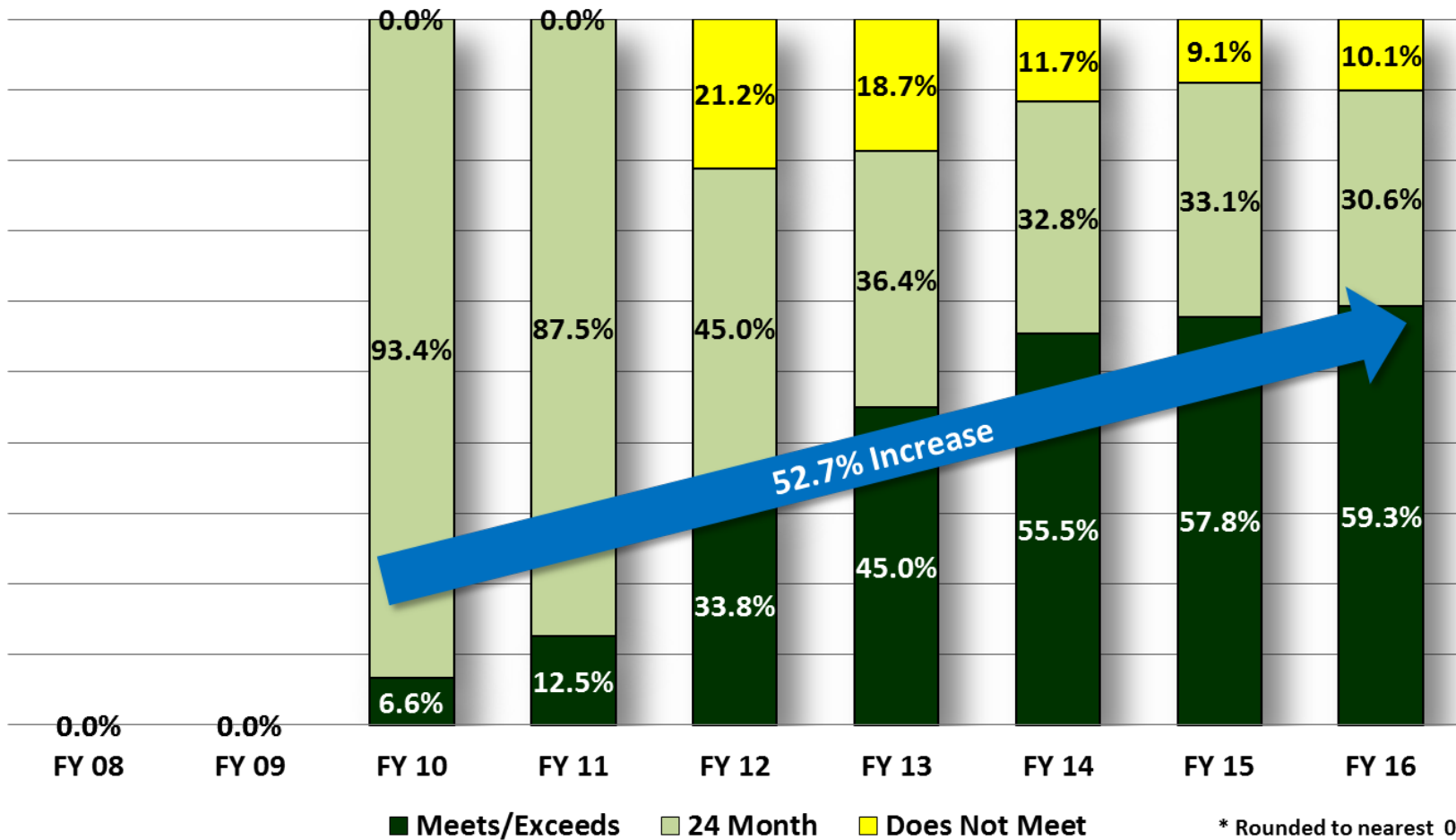




# Business Historical DAWIA Certification FY08 – FY16



## Business - CE

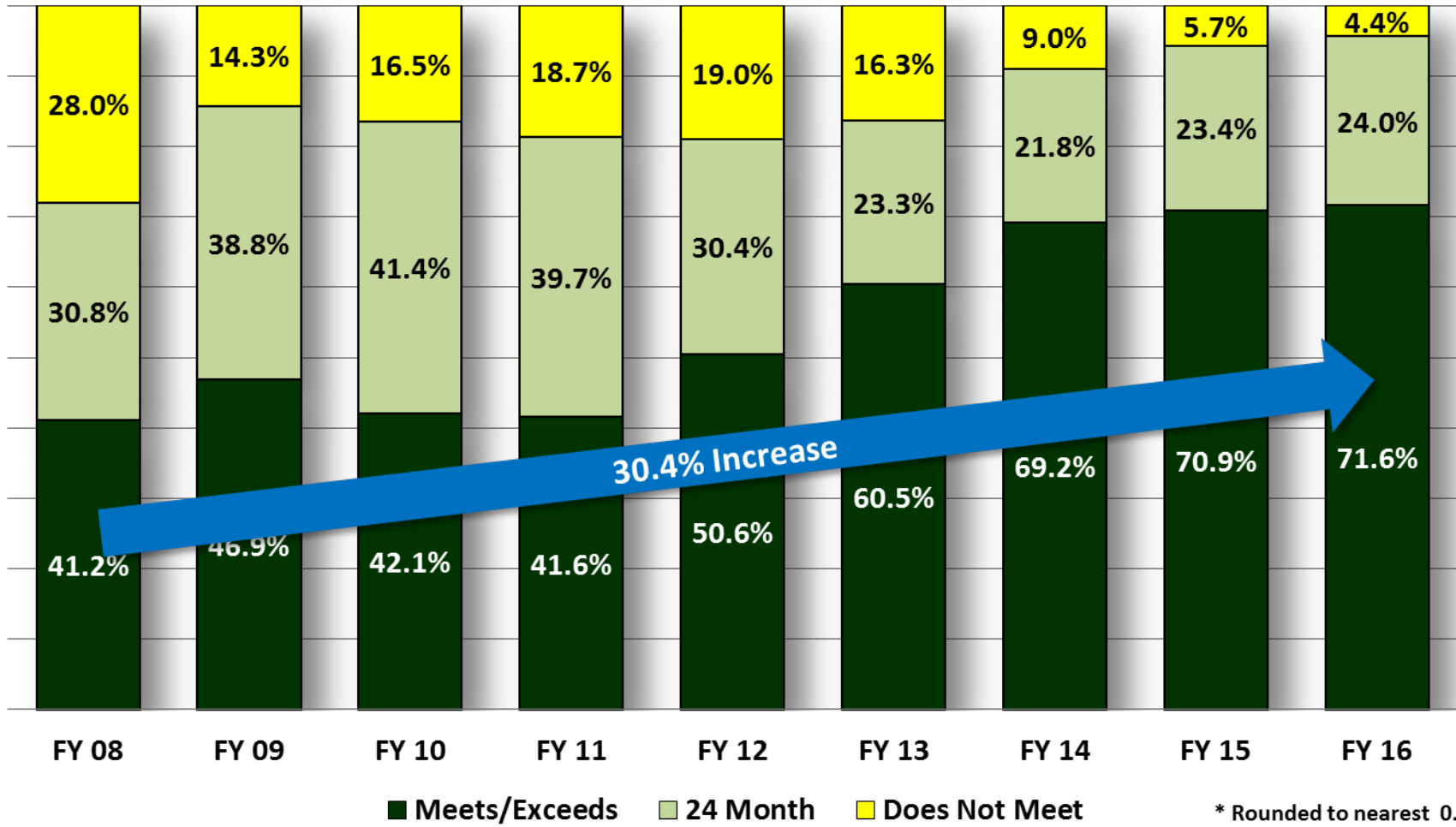




# Business Historical DAWIA Certification FY08 – FY16



## Business - FM





# Business DAWIA Certification Matrix + Bench Strength



Business	Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	460	263	43	16	782	41.2%
Level II	818	507	1,889	780	3,994	66.8%
Level III	208	117	243	2,358	2,926	80.6%
Unspecified	3	-	-	-	3	
<b>FY16Q4 TOTAL</b>	<b>1,489</b>	<b>887</b>	<b>2,175</b>	<b>3,154</b>	<b>7,705</b>	<b>69.4%</b>
	19.3%	11.5%	28.2%	40.9%		

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Service	# Exceeds	% Exceeds**
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%
Business	839	10.9%

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	322	449	11	782	10.1%
Level II	2,669	1,061	264	3,994	51.8%
Level III	2,358	426	142	2,926	38.0%
Unspecified	-	3	-	3	0.0%
<b>Business TOTAL</b>	<b>5,349</b>	<b>1,939</b>	<b>417</b>	<b>7,705</b>	
	69.4%	25.2%	5.4%		

= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business - CE DAWIA Certification Matrix + Bench Strength



Business - Cost Estimating		Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	89	16	2	1	108	17.6%	
Level II	166	116	223	65	570	50.5%	
Level III	52	46	91	510	699	73.0%	
<i>Unspecified</i>	1	-	-	-	1		
<b>FY16Q4 TOTAL</b>	<b>308</b>	<b>178</b>	<b>316</b>	<b>576</b>	<b>1,378</b>	<b>59.3%</b>	
	22.4%	12.9%	22.9%	41.8%			

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%	
Business - (	68	4.9%	13 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	19	85	4	108	7.8%
Level II	288	219	63	570	41.4%
Level III	510	117	72	699	50.7%
<i>Unspecified</i>	-	1	-	1	0.1%
<b>Business - Cost Estimating TOTAL</b>	<b>817</b>	<b>422</b>	<b>139</b>	<b>1,378</b>	
	59.3%	30.6%	10.1%		

= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM		Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	371	247	41	15	674	45.0%	
Level II	652	391	1,666	715	3,424	69.5%	
Level III	156	71	152	1,848	2,227	83.0%	
<i>Unspecified</i>	2	-	-	-	2		
<b>FY16Q4 TOTAL</b>	<b>1,181</b>	<b>709</b>	<b>1,859</b>	<b>2,578</b>	<b>6,327</b>	<b>71.6%</b>	
	18.7%	11.2%	29.4%	40.7%			

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%	
<b>Business - I</b>	<b>771</b>	<b>12.2%</b>	<b>11 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	303	364	7	674	10.7%
Level II	2,381	842	201	3,424	54.1%
Level III	1,848	309	70	2,227	35.2%
<i>Unspecified</i>	-	2	-	2	0.0%
<b>Business - FM TOTAL</b>	<b>4,532</b>	<b>1,517</b>	<b>278</b>	<b>6,327</b>	
	71.6%	24.0%	4.4%		

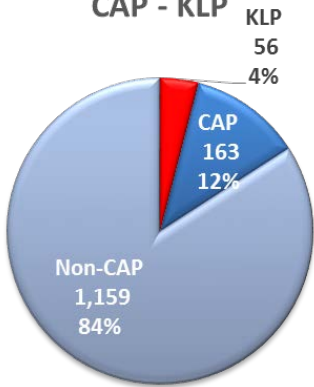
= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

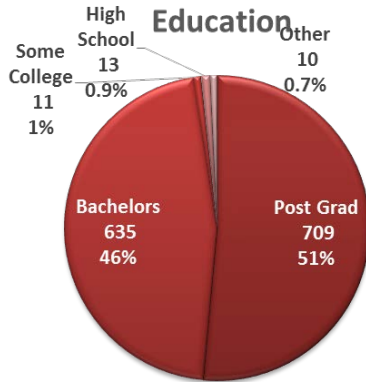


# Business CE Demographics

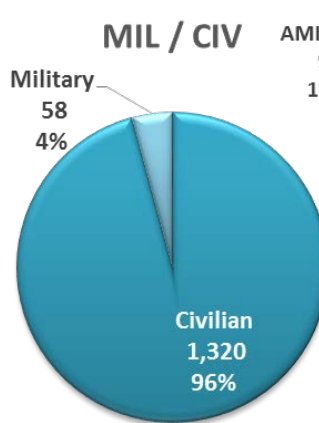
**CAP - KLP**



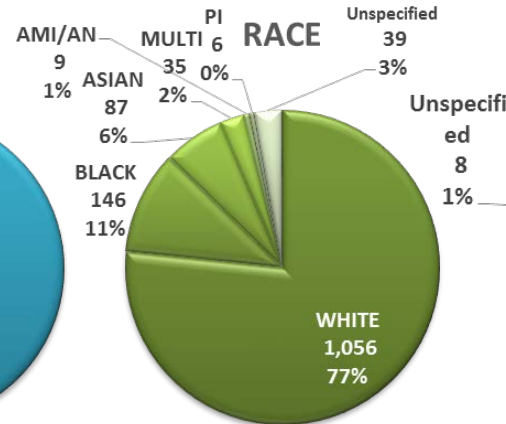
**Education**



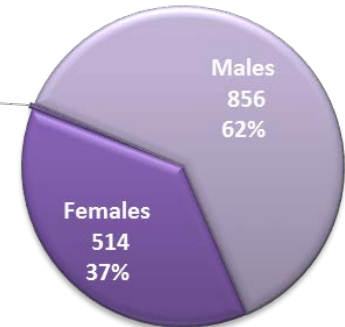
**MIL / CIV**



**RACE**



**Gender**

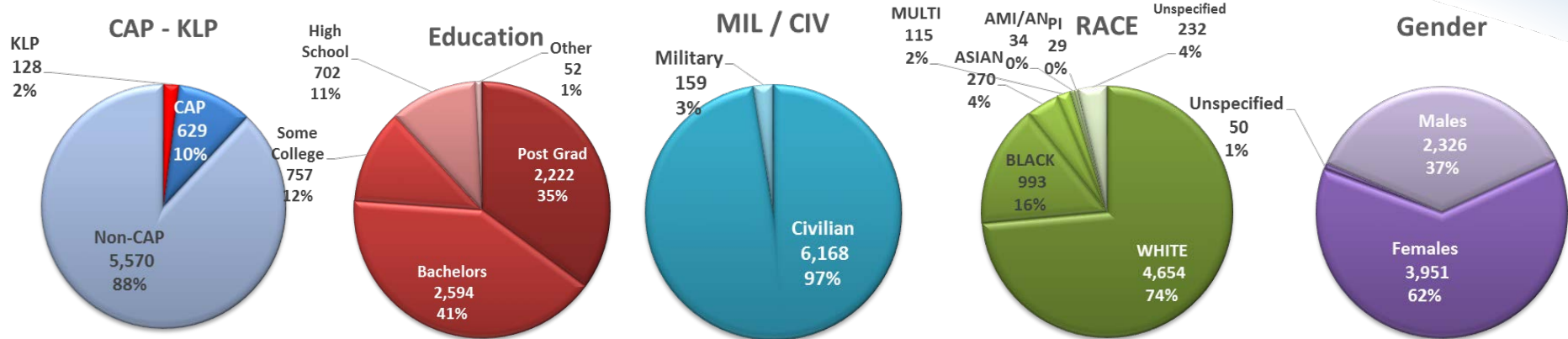


Occupied Position Type	BUS-CE		Entire DAW	
Key Leadership Positions (KLPs)	56	4.1%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	163	11.8%	15,791	9.8%
Non-CAP Positions	1,159	84.1%	144,481	89.5%
<b>TOTAL</b>	<b>1,378</b>		<b>161,469</b>	
* = Number of CAPs, excluding KLPs (no double counts)				
Highest Level of Education	BUS-CE		Entire DAW	
Post Grad	709	51.5%	63,772	39.5%
Bachelors	635	46.1%	71,199	44.1%
Some College	11	0.8%	12,023	7.4%
High School	13	0.9%	12,767	7.9%
Other	10	0.7%	1,708	1.1%
<b>TOTAL</b>	<b>1,378</b>		<b>161,469</b>	
Military / Civilian	BUS-CE		Entire DAW	
Civilian	1,320	95.8%	145,988	90.4%
Military	58	4.2%	15,481	9.6%
<b>TOTAL</b>	<b>1,378</b>		<b>161,469</b>	

Race	BUS-CE		Entire DAW	
WHITE	1,056	76.6%	119,897	74.3%
BLACK	146	10.6%	19,270	11.9%
ASIAN	87	6.3%	10,551	6.5%
MULTI	35	2.5%	3,591	2.2%
AMI/AN	9	0.7%	898	0.6%
PI	6	0.4%	787	0.5%
Unspecified	39	2.8%	6,475	4.0%
<b>TOTAL</b>	<b>1,378</b>		<b>161,469</b>	
Gender	BUS-CE		Entire DAW	
Males	856	62.1%	113,498	70.3%
Females	514	37.3%	46,704	28.9%
Unspecified	8	0.6%	1,267	0.8%
<b>TOTAL</b>	<b>1,378</b>		<b>161,469</b>	



# Business FM Demographics



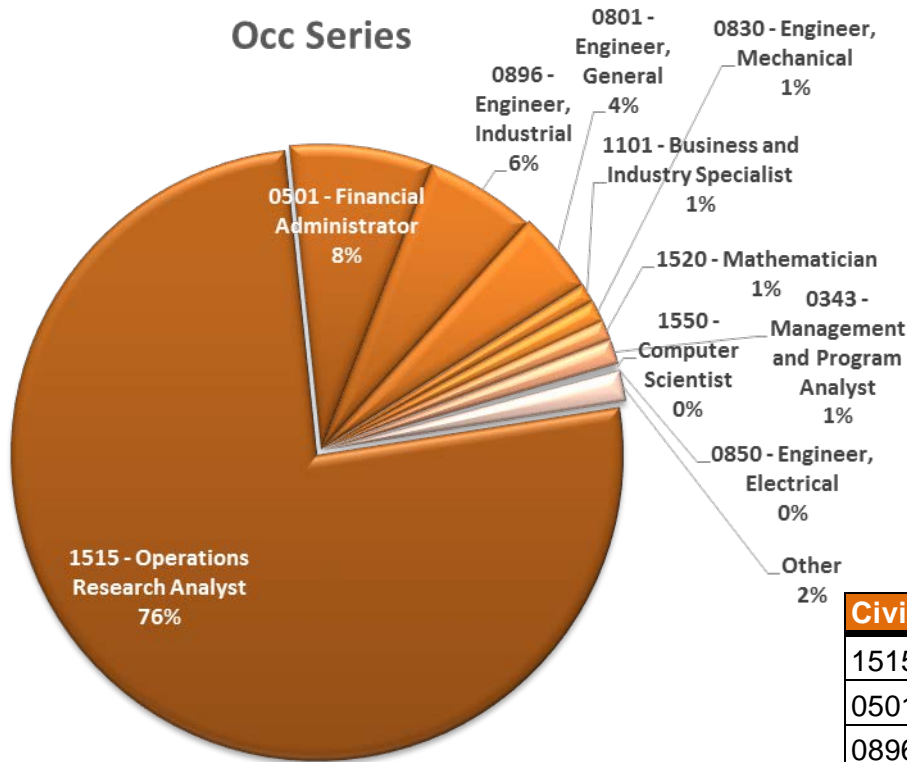
Occupied Position Type	BUS-FM		Entire DAW	
Key Leadership Positions (KLPs)	128	2.0%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	629	9.9%	15,791	9.8%
Non-CAP Positions	5,570	88.0%	144,481	89.5%
<b>TOTAL</b>	<b>6,327</b>		<b>161,469</b>	
* = Number of CAPs, excluding KLPs (no double counts)				
Highest Level of Education	BUS-FM		Entire DAW	
Post Grad	2,222	35.1%	63,772	39.5%
Bachelors	2,594	41.0%	71,199	44.1%
Some College	757	12.0%	12,023	7.4%
High School	702	11.1%	12,767	7.9%
Other	52	0.8%	1,708	1.1%
<b>TOTAL</b>	<b>6,327</b>		<b>161,469</b>	
Military / Civilian	BUS-FM		Entire DAW	
Civilian	6,168	97.5%	145,988	90.4%
Military	159	2.5%	15,481	9.6%
<b>TOTAL</b>	<b>6,327</b>		<b>161,469</b>	

Race	BUS-FM		Entire DAW	
WHITE	4,654	73.6%	119,897	74.3%
BLACK	993	15.7%	19,270	11.9%
ASIAN	270	4.3%	10,551	6.5%
MULTI	115	1.8%	3,591	2.2%
AMI/AN	34	0.5%	898	0.6%
PI	29	0.5%	787	0.5%
Unspecified	232	3.7%	6,475	4.0%
<b>TOTAL</b>	<b>6,327</b>		<b>161,469</b>	
Gender	BUS-FM		Entire DAW	
Males	2,326	36.8%	113,498	70.3%
Females	3,951	62.4%	46,704	28.9%
Unspecified	50	0.8%	1,267	0.8%
<b>TOTAL</b>	<b>6,327</b>		<b>161,469</b>	



# Business CE Occupational Series

Occ Series

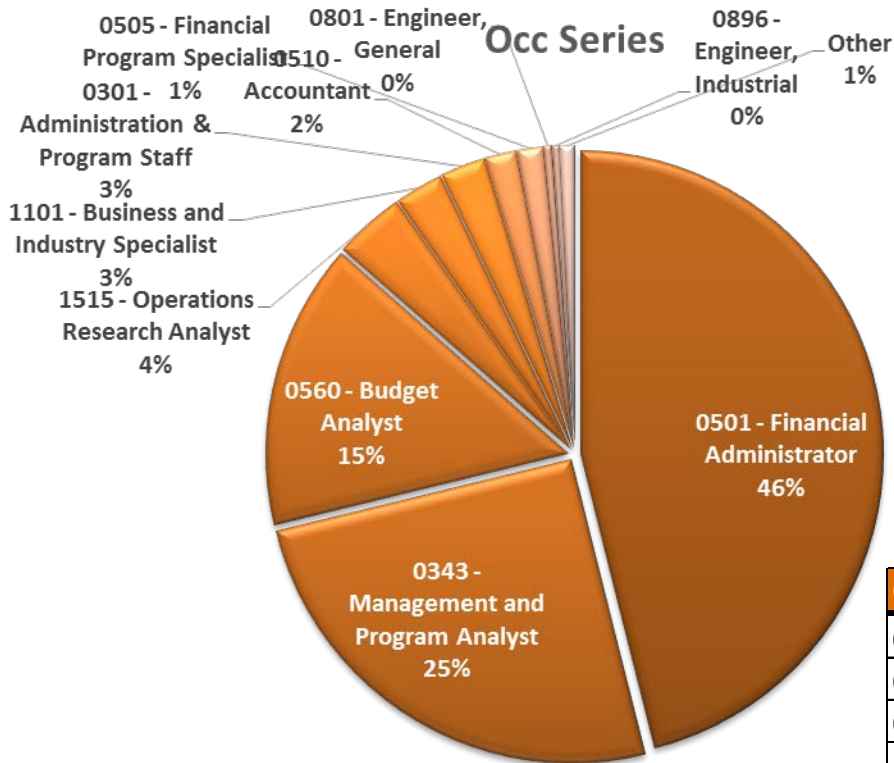


Civilian Occupational Series	BUS-CE Total	
1515 - Operations Research Analyst	1,001	75.8%
0501 - Financial Administrator	100	7.6%
0896 - Engineer, Industrial	77	5.8%
0801 - Engineer, General	57	4.32%
1101 - Business and Industry Specialist	13	0.98%
0830 - Engineer, Mechanical	15	1.14%
1520 - Mathematician	14	1.06%
0343 - Management and Program Analyst	17	1.29%
1550 - Computer Scientist	3	0.23%
0850 - Engineer, Electrical	2	0.15%
Other	21	1.59%
<b>TOTAL CIVILIAN</b>	<b>1,320</b>	<b>Civilians</b>





# Business FM Occupational Series



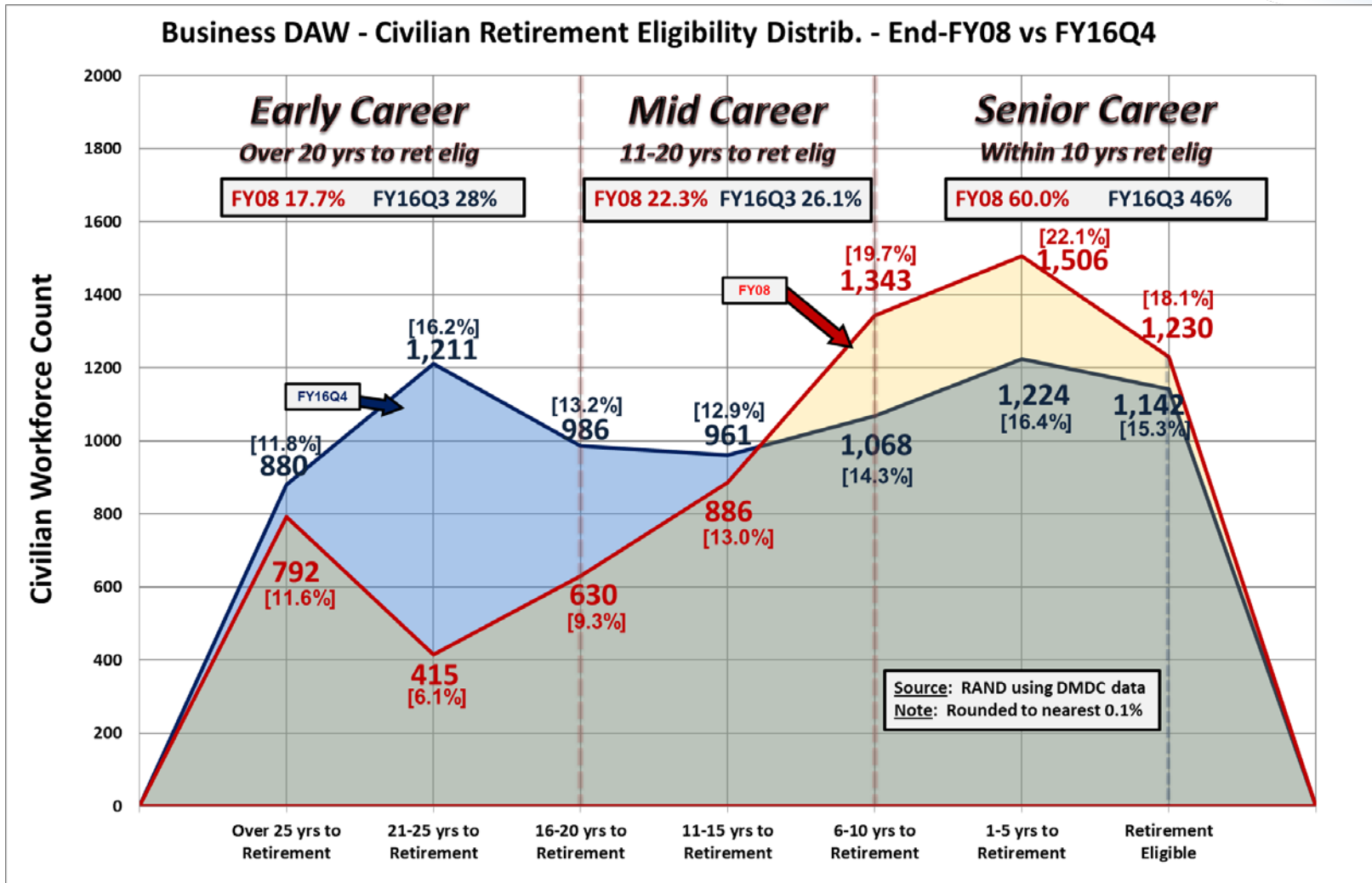
Civilian Occupational Series	BUS-FM TOTAL	
0501 - Financial Administrator	2,842	46.1%
0343 - Management and Program Analyst	1,550	25.1%
0560 - Budget Analyst	942	15.3%
1515 - Operations Research Analyst	234	3.79%
1101 - Business and Industry Specialist	161	2.61%
0301 - Administration & Program Staff	151	2.45%
0510 - Accountant	104	1.69%
0505 - Financial Program Specialist	87	1.41%
0801 - Engineer, General	27	0.44%
0896 - Engineer, Industrial	23	0.37%
Other	47	0.76%
<b>TOTAL CIVILIAN</b>	<b>6,168</b>	<b>Civilians</b>



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



# Business Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



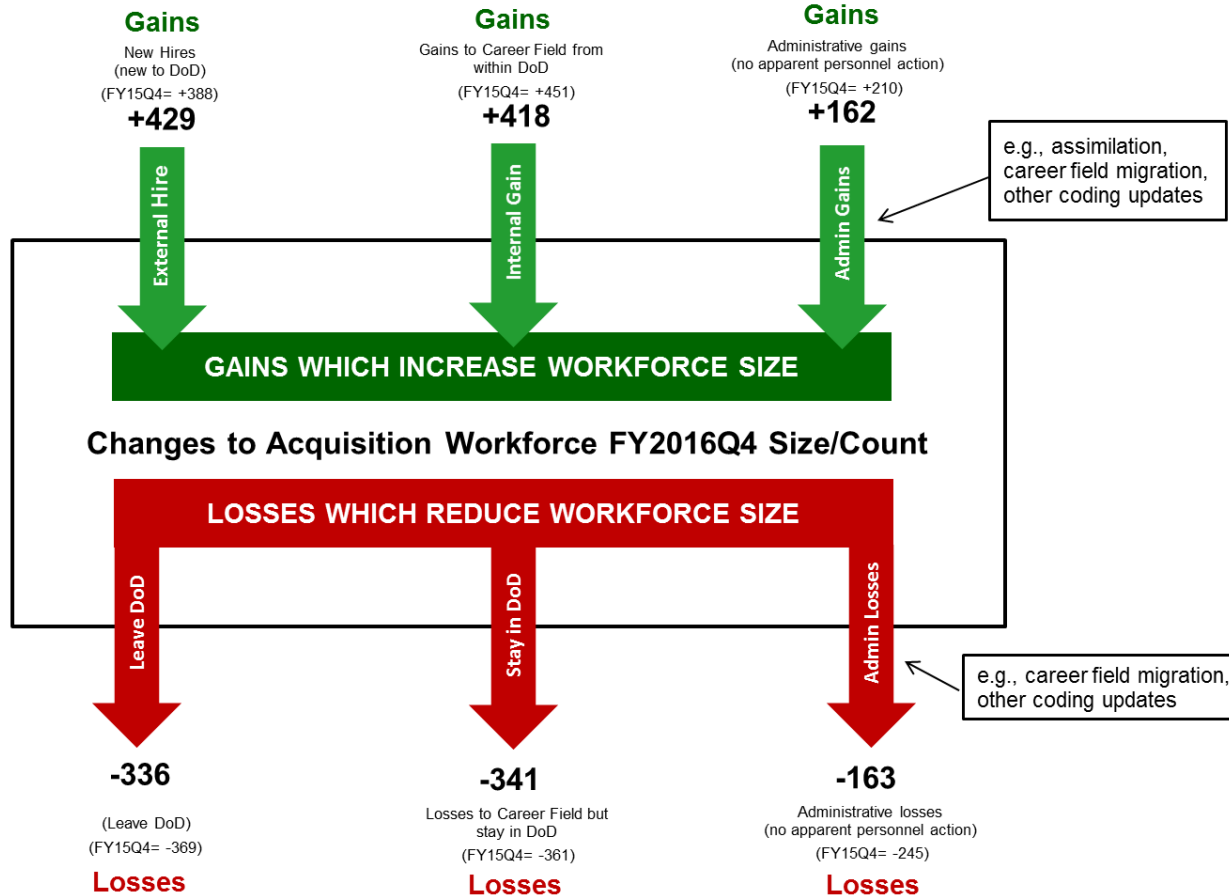
\* As of 30 Sept 2016



# Business Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2016Q4) - Business

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



\* As of 30 Sept 2016

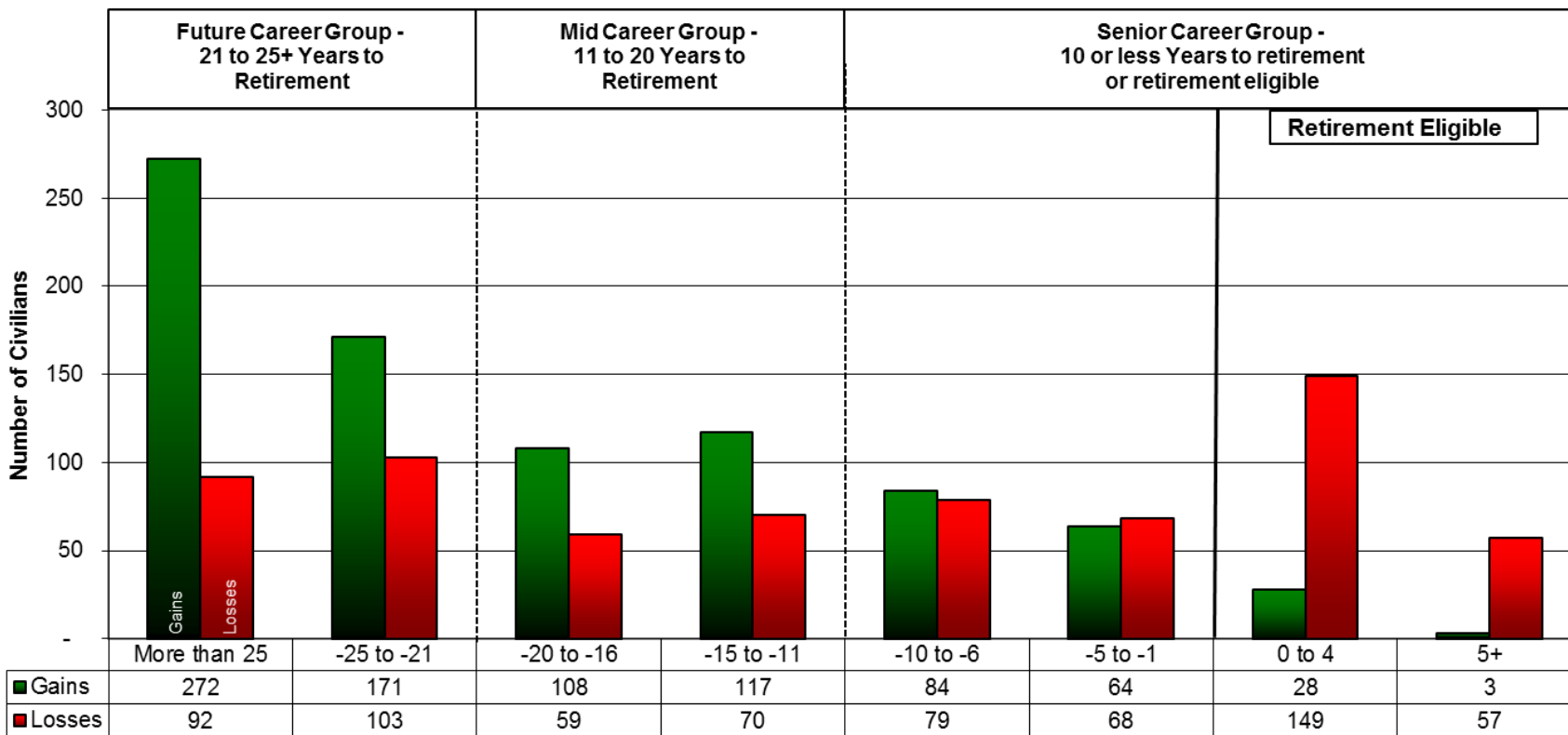


# Business Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY2016Q4 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

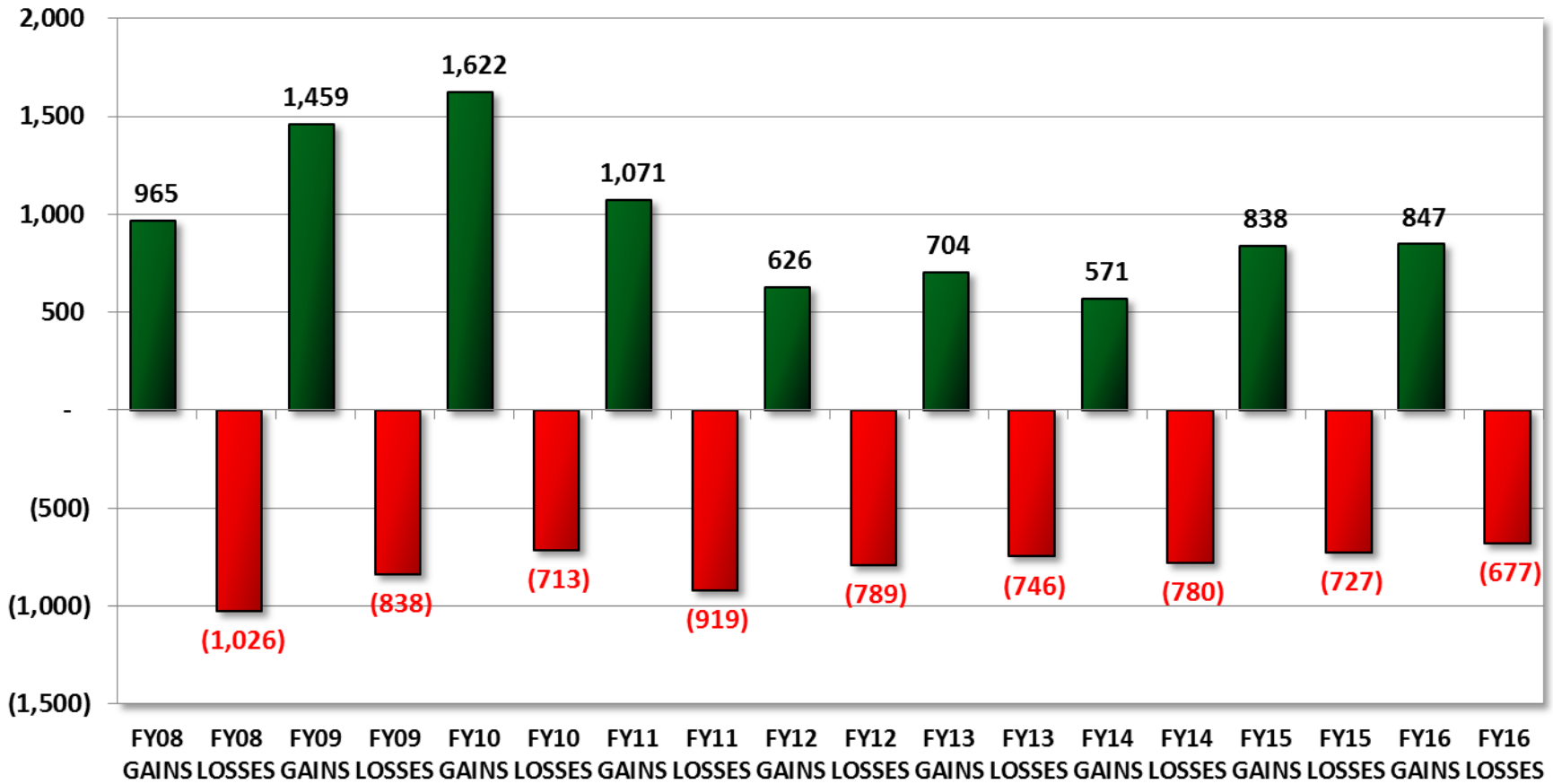
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

\*Does not include administrative gains and losses

\* As of 30 Sept 2016



# Business Historical Gains and Losses FY08 – FY16



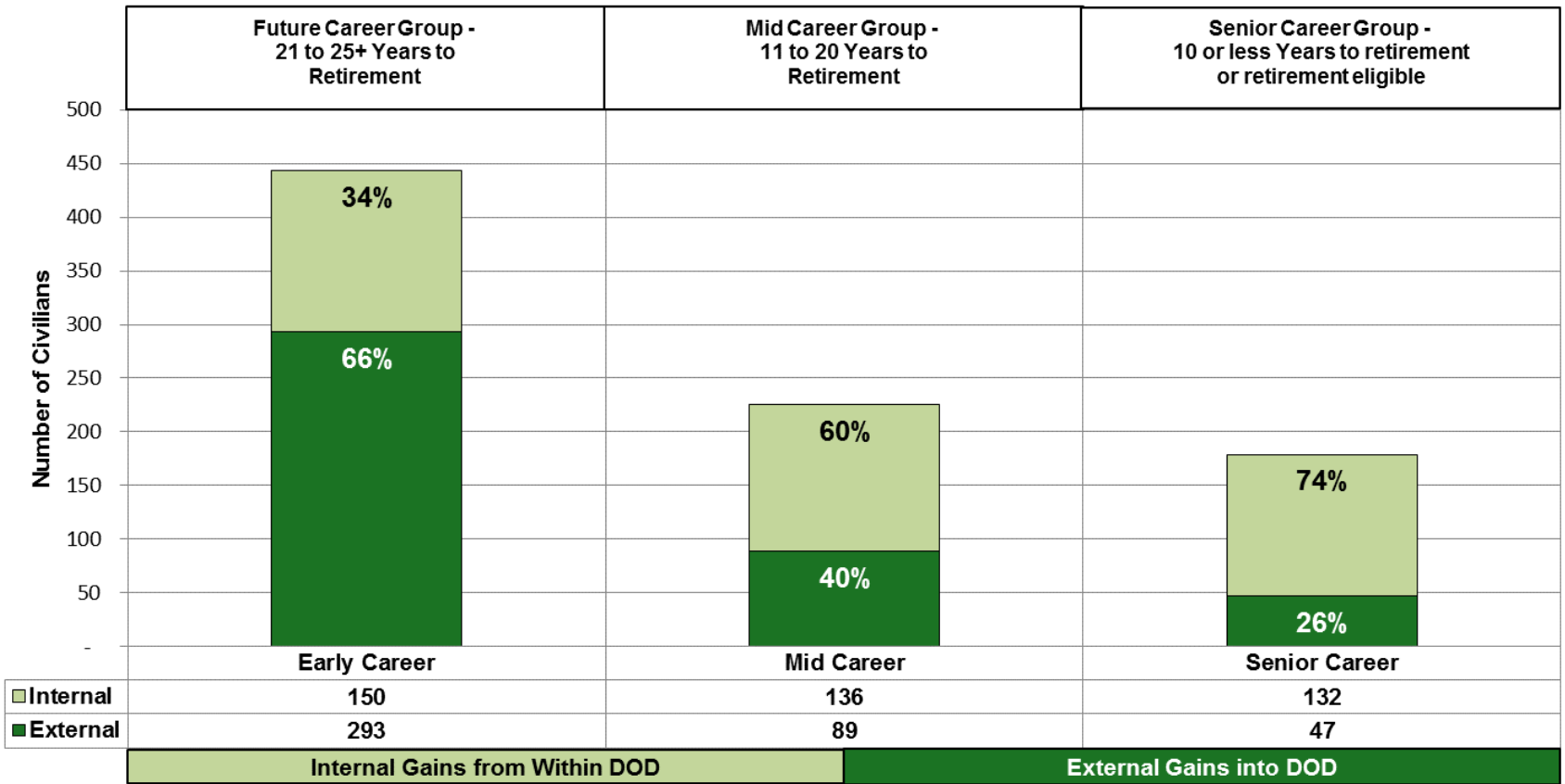
\* As of 30 Sept 2016



# Business Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - BUS Workforce Lifecycle FY2016Q4 Gains\*



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

\*Does not include administrative gains

\* As of 30 Sept 2016

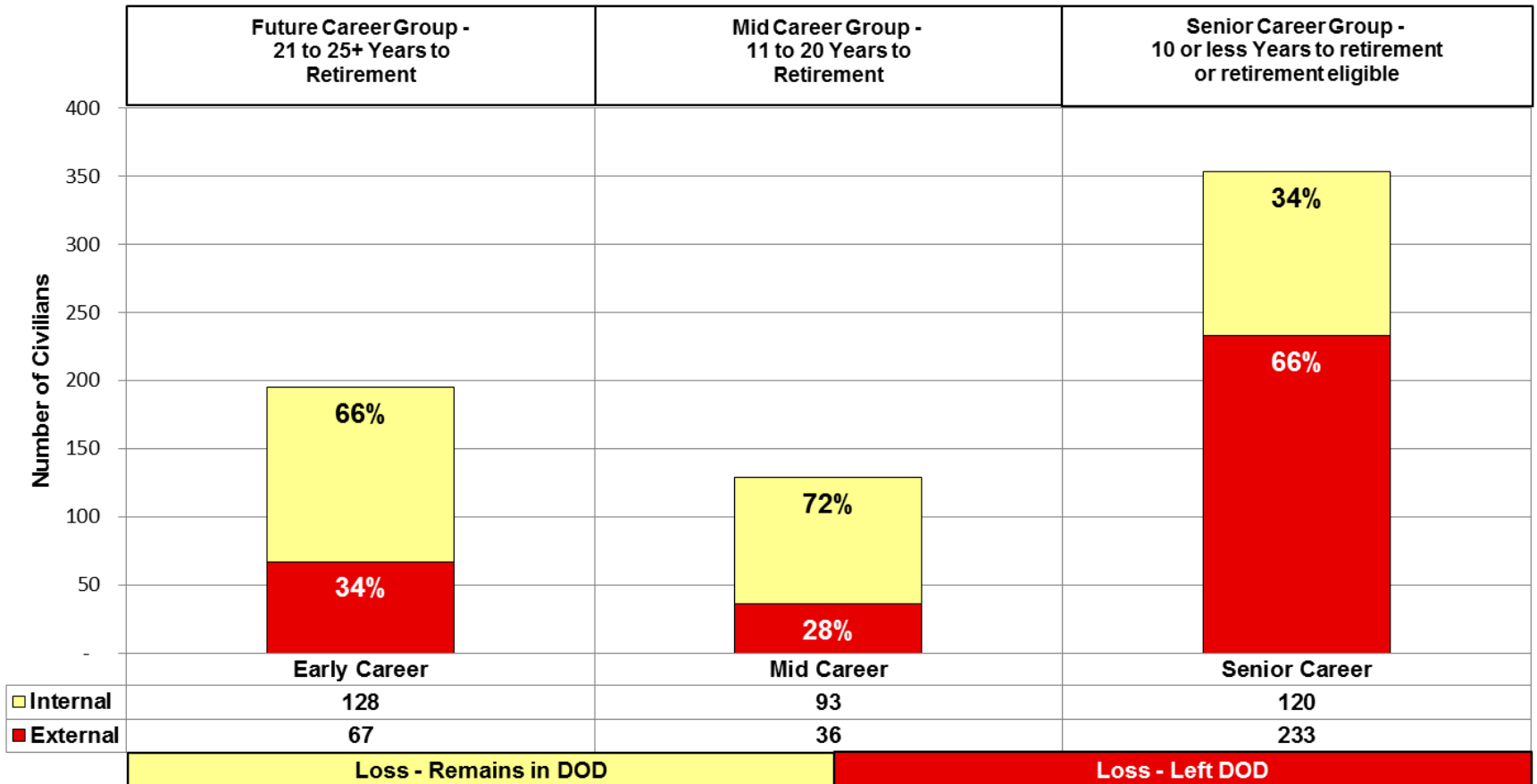


# Business Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY2016Q4 Losses\*



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

\*Does not include administrative losses

\* As of 30 Sept 2016

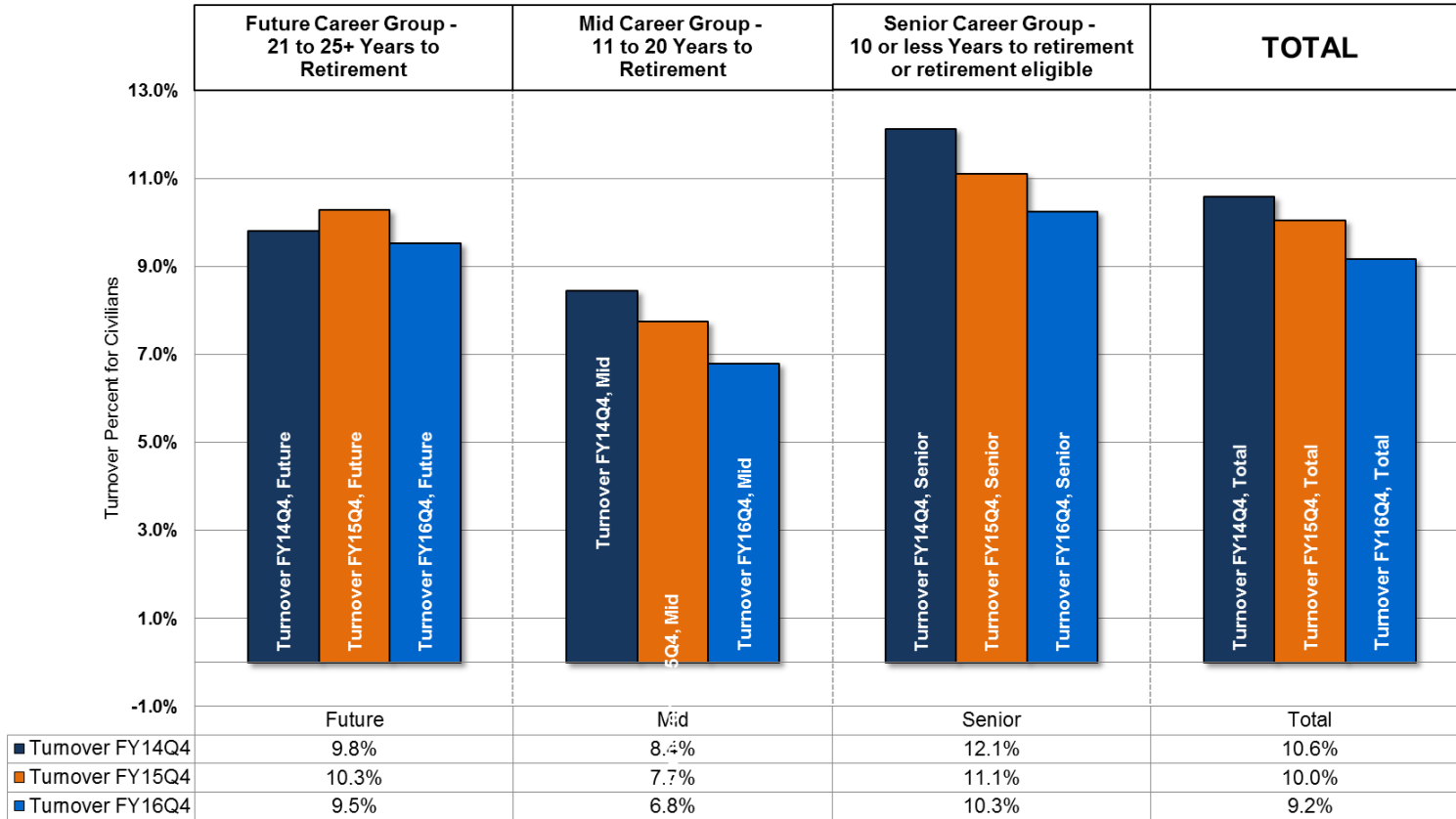




# Business Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

\* As of 30 Sept 2016

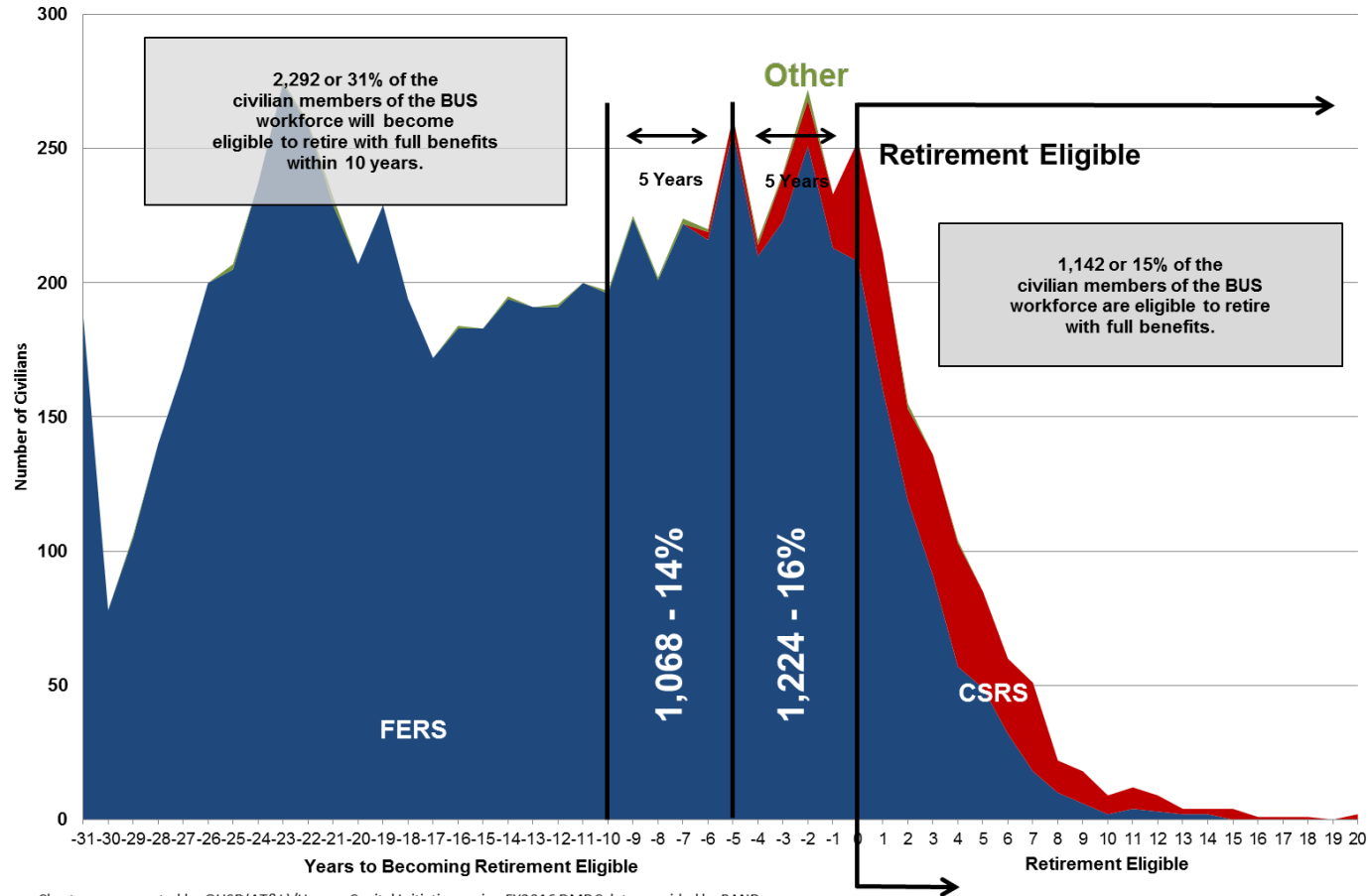


# Business Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - BUS

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 30 Sept 2016



***END***