



Defense Acquisition Workforce Key Information

Contracting

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
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison is currently vacant**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci)(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 Contracting	FY 2008				FY2016Q4			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	25,913	4,756	30,669	161,469
Change in size from 2008	-	-	-	-	19%	22%	19%	28%
Civilian/Military Composition	85%	15%	-	88% / 12%	84%	16%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	93%	68%	90%	84%
Graduate Degree	27%	28%	27%	29%	46%	32%	43%	39%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	88%	83%	87%	85%
Level II or Higher Achieved	75%	44%	70%	61%	82%	61%	79%	73%
Level III Achieved	37%	19%	34%	36%	45%	24%	41%	43%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	79%	74%	78%	75%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	19%	20%	19%	22%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	6%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	32%	1%	27%	33%
Average Age	46.8	34.7	45.0	45.7	44.8	33.7	43.1	44.9
Workforce Life-Cycle Model (YRE)*	21/22/58(%)	-	-	20/23/57 (%)(Civ)	30/26/44(%)	-	-	26/25/50(%)
Average Years of Service	17.9	12.3	17.1	17.3	14.6	11.7	14.2	15.0
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,301(16%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,675(14%)	-	-	25,920(18%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,998/2,299	-	-	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 Contracting Defense Acquisition Workforce count is 30,669, up from 25,680 in FY08, a total increase of 4,989
- The Contracting Defense Acquisition Workforce count was at its highest point (30,669) in FY16Q4, and its lowest point (25,680) in FY08
- The Agencies with the largest increases, since FY08, are DHA, MDA, and DCMA with increases of 60 (133%), 103 (88%), and 823 (37%), respectively
- The Agencies with the largest decreases, since FY08, are OSD, PFPA, and IG, with decreases of 12(-24%), 2 (-100%), and 1 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

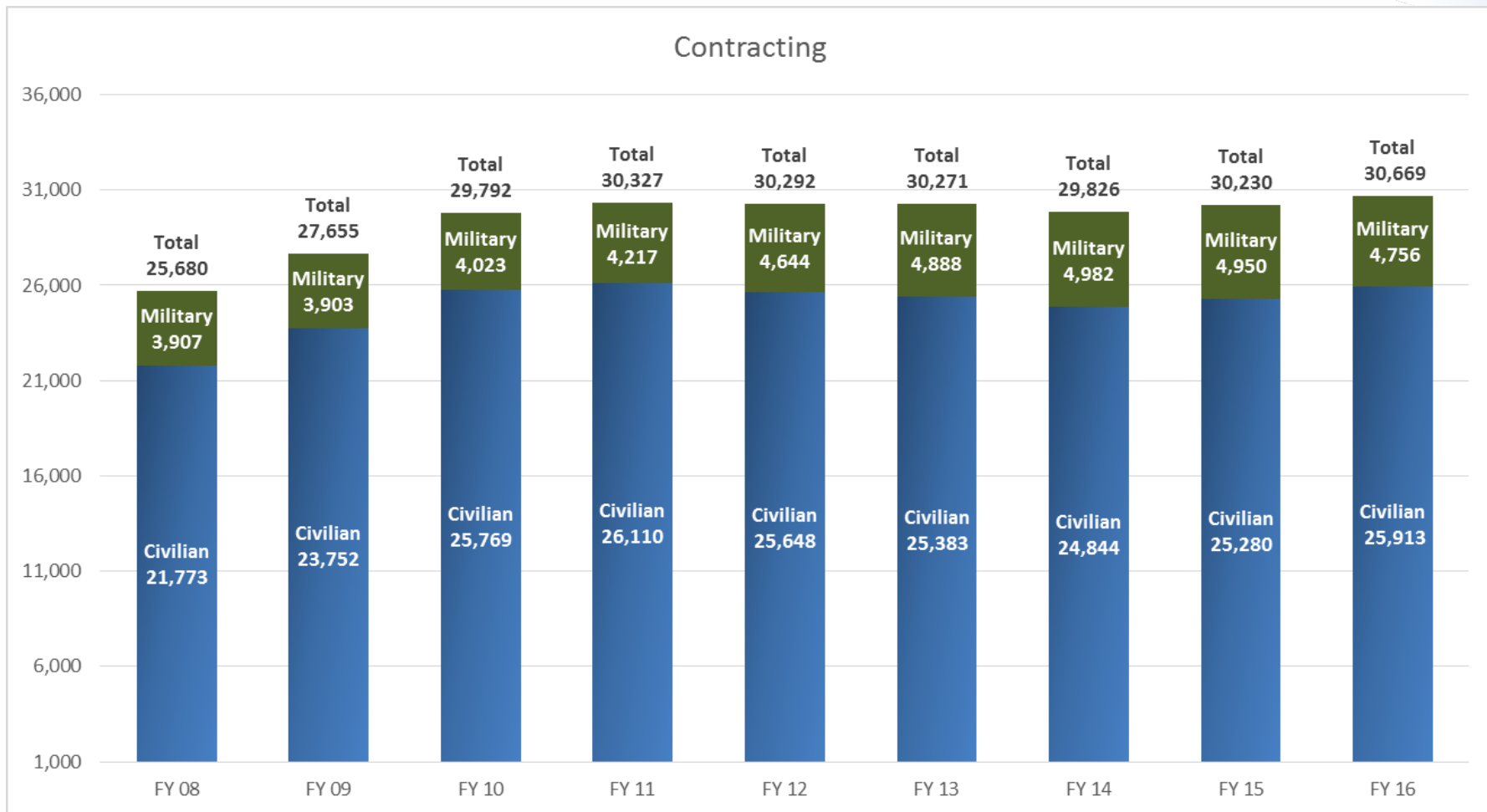
- The current Contracting Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 78.5%; up from 69.5% in FY08
- The current Contracting Meets/Exceeds certification rate is up 9% from FY08
- The current Contracting Defense Acquisition Workforce DAWIA 24 month grace period rate is 19.3%; down from 23.9% in FY08
- The current Contracting Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.2%; down from 6.6% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 44.1% (11,395) (10 years or less to retirement eligibility or retirement eligible)
- 16.6% (4,301) are currently eligible to retire, down from 17.7% in FY08
- Mid Career Group 26.2% (6,784) (11 to 20 years to retirement), up from 21.8% in FY08
- Early Career Group 29.7% (7,672) (21 to 25+ years to retirement), up from 20.6% in FY08

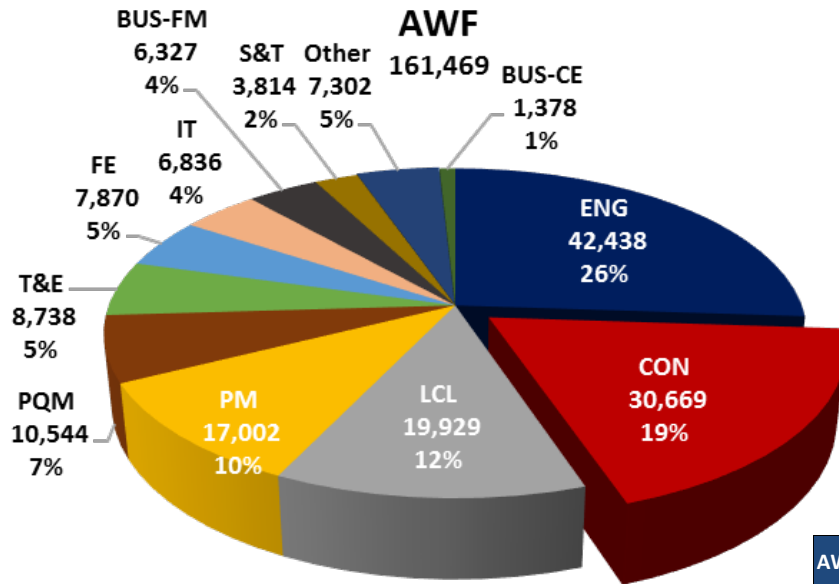


Total Historic Workforce





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%
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%		



Contracting Workforce Historical Size by Agency FY05 – FY16

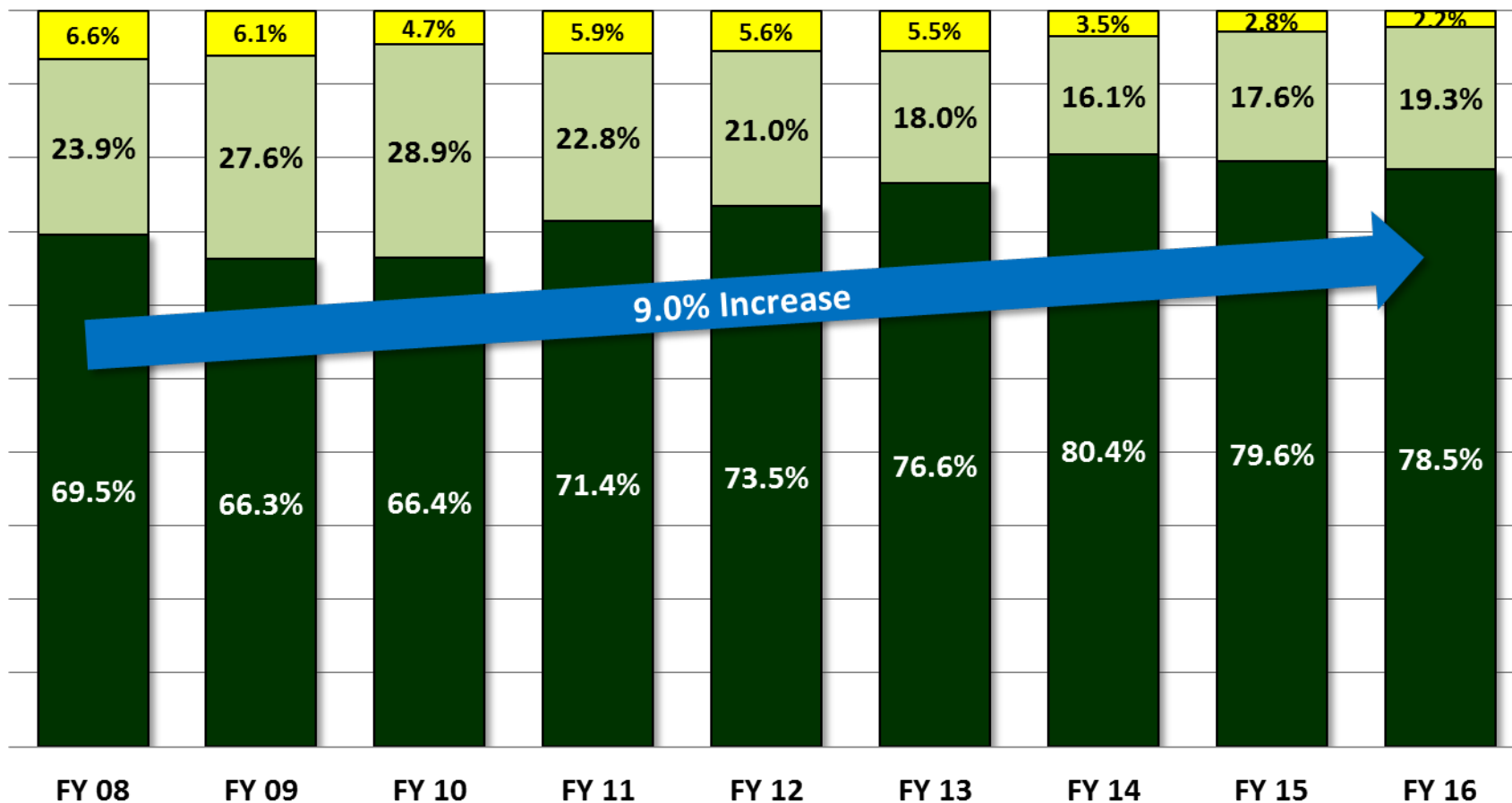


Contracting	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	8,015	10,048	9,632	7,714	8,391	8,839	9,125	8,834	8,606	8,211	8,010	7,959	3%	-1%
DoN	5,068	5,017	5,076	5,245	5,516	6,001	6,041	5,771	5,716	5,725	6,114	6,347	21%	4%
AIR FORCE	7,424	7,371	6,762	6,834	7,443	7,865	7,996	8,339	8,381	8,413	8,534	8,452	24%	-1%
DCMA	2,490	2,312	1,990	2,220	2,262	2,622	2,480	2,573	2,891	2,917	2,964	3,043	37%	3%
DLA	2,243	2,236	1,957	2,736	3,050	3,227	3,432	3,409	3,328	3,220	3,257	3,375	23%	4%
DCAA	1	1	4	-	1	2	2	1	2	2	1	1		0%
MDA	55	71	61	117	135	191	189	206	219	200	199	220	88%	11%
DISA	199	191	254	265	268	305	328	374	360	365	367	367	38%	0%
DHA	36	38	19	45	46	71	72	69	65	89	103	105	133%	2%
DTRA	60	58	70	72	78	88	76	80	87	77	71	78	8%	10%
DAU	83	80	-	87	107	141	135	149	131	123	118	135	55%	14%
NRO	-	-	-	-	-	-	-	-	-	-	-	91		
OSD	47	47	26	50	44	49	51	42	40	39	38	38	-24%	0%
JCS	-	-	-	-	1	2	2	8	6	4	4	6		50%
DeCA	101	84	73	87	92	107	113	113	108	108	106	114	31%	8%
WHS	37	40	19	41	34	37	72	103	111	123	121	117	185%	-3%
DFAS	59	56	24	57	52	69	63	65	61	60	63	63	11%	0%
DoDEA	62	46	45	41	42	58	61	64	60	51	56	41	0%	-27%
DMEA	-	-	-	-	15	17	15	17	16	24	25	24		-4%
DoD HRA	-	1	1	4	6	21	18	19	21	21	20	21	425%	5%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	2	7	5	12	11	14	14	15	16	14	13	15	25%	15%
DMA	-	-	-	-	20	19	14	16	17	12	15	11		-27%
DSS	-	1	-	5	9	11	12	9	13	14	15	13	160%	-13%
DARPA	11	11	6	12	13	12	12	13	13	12	13	14	17%	8%
USUHS	-	-	-	-	-	-	-	-	-	-	-	13		
NDU	6	5	-	3	1	2	2	2	2	2	3	3	0%	0%
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	3		
IG	-	-	1	1	-	-	-	-	-	-	-	-	-100%	
PFPA	5	4	1	2	1	1	1	1	1	-	-	-	-100%	
4th Estate Other	21	23	12	30	17	21	1	-	-	-	-	-		
TOTAL	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	30,669	↑ 19%	↑ 1%



Contracting Historical DAWIA Certification FY08 – FY16

Contracting



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

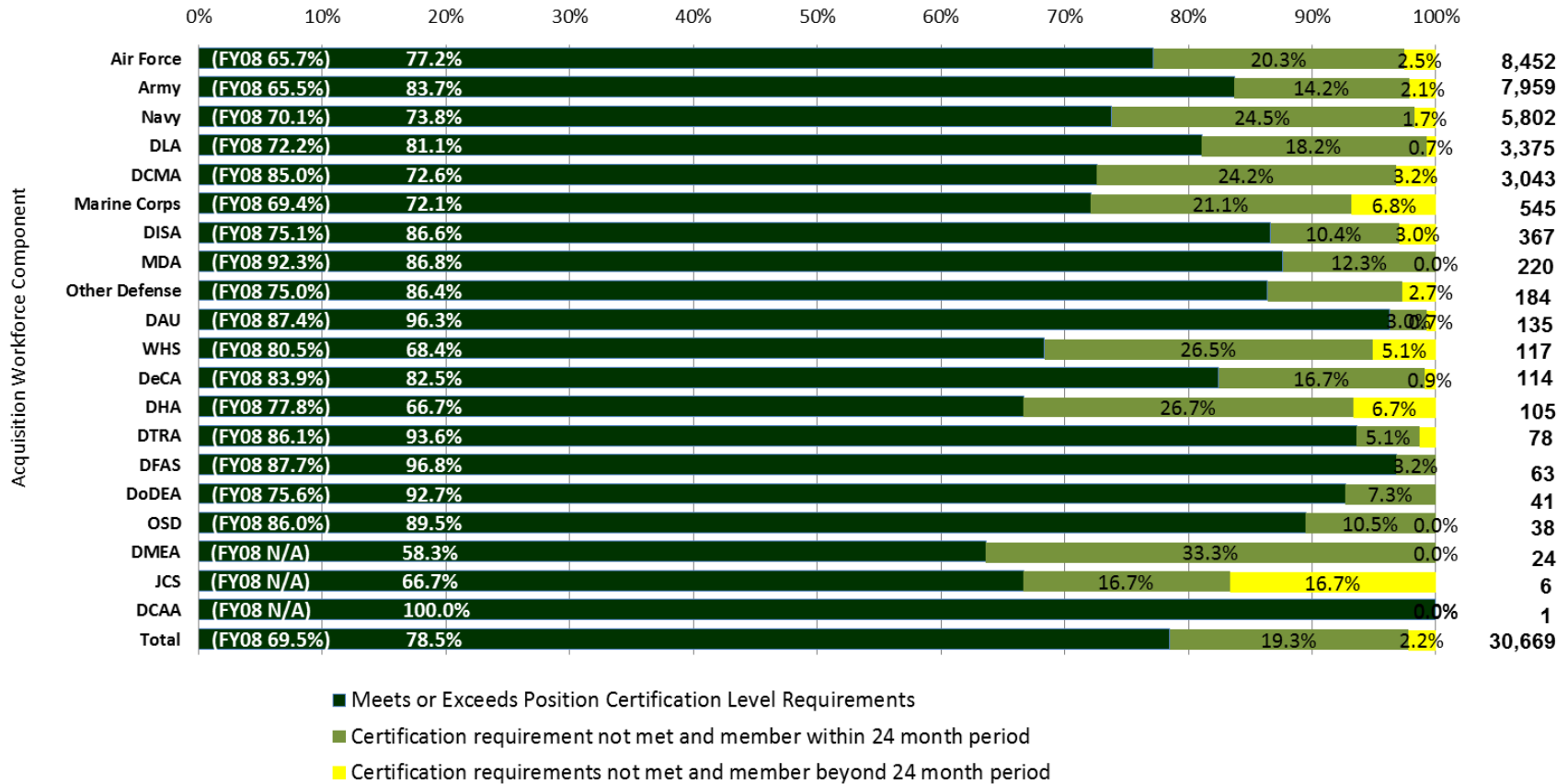
* Rounded to nearest 0.1%



Contracting DAWIA Certification by Component



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





Contracting DAWIA Certification Matrix + Bench Strength

Contracting		Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,580	904	522	106	3,112	49.2%	
Level II	2,084	1,649	9,958	3,994	17,685	78.9%	
Level III	204	42	975	8,575	9,796	87.5%	
<i>Unspecified</i>	20	9	32	15	76		
FY16Q4 TOTAL	3,888	2,604	11,487	12,690	30,669	78.5%	
	12.7%	8.5%	37.5%	41.4%			

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%	
Contracting	4,622	15.1%	3 of 14

** Based on population total without unspecified positions

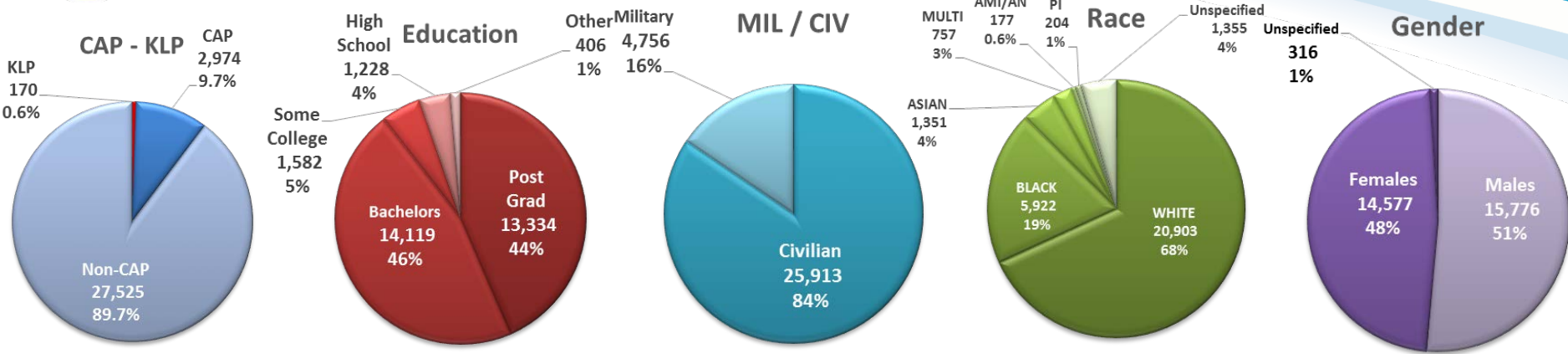
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,532	1,424	156	3,112	10.1%
Level II	13,952	3,357	376	17,685	57.7%
Level III	8,575	1,078	143	9,796	31.9%
<i>Unspecified</i>	15	57	4	76	0.2%
Contracting TOTAL	24,074	5,916	679	30,669	
	78.5%	19.3%	2.2%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	Contracting		Entire DAW	
Key Leadership Positions (KLPs)	170	0.6%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	2,974	9.7%	15,791	9.8%
Non-CAP Positions	27,525	89.7%	144,481	89.5%
TOTAL	30,669		161,469	

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

Highest Level of Education	Contracting		Entire DAW	
Post Grad	13,334	43.5%	63,772	39.5%
Bachelors	14,119	46.0%	71,199	44.1%
Some College	1,582	5.2%	12,023	7.4%
High School	1,228	4.0%	12,767	7.9%
Other	406	1.3%	1,708	1.1%
TOTAL	30,669		161,469	

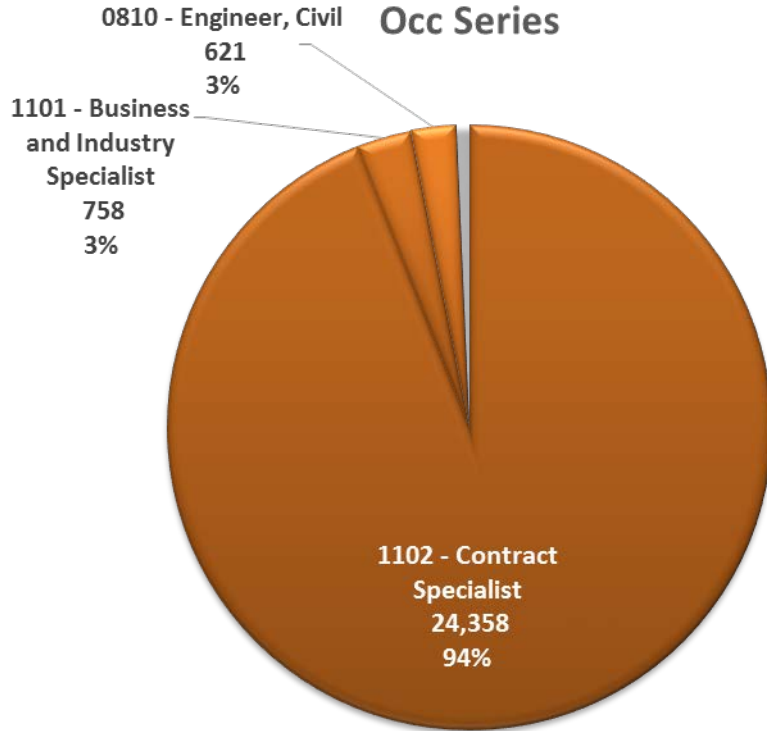
Military / Civilian	Contracting		Entire DAW	
Civilian	25,913	84.5%	145,988	90.4%
Military	4,756	15.5%	15,481	9.6%
TOTAL	30,669		161,469	

Race	Contracting		Entire DAW	
WHITE	20,903	68.2%	119,897	74.3%
BLACK	5,922	19.3%	19,270	11.9%
ASIAN	1,351	4.4%	10,551	6.5%
MULTI	757	2.5%	3,591	2.2%
AMI/AN	177	0.6%	898	0.6%
PI	204	0.7%	787	0.5%
Unspecified	1,355	4.4%	6,475	4.0%
TOTAL	30,669		161,469	

Gender	Contracting		Entire DAW	
Males	15,776	51.4%	113,498	70.3%
Females	14,577	47.5%	46,704	28.9%
Unspecified	316	1.0%	1,267	0.8%
TOTAL	30,669		161,469	



Contracting Size by Occupational Series



Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	24,358	94.0%
1101 - Business and Industry Specialist	758	2.9%
0810 - Engineer, Civil	621	2.4%
0830 - Engineer, Mechanical	32	0.12%
0301 - Administration & Program Staff	24	0.09%
0801 - Engineer, General	17	0.07%
0850 - Engineer, Electrical	17	0.07%
1160 - Financial Analyst	12	0.05%
0343 - Management and Program Analyst	8	0.03%
1910 - Quality Assurance Specialist	3	0.01%
Other	63	0.24%
TOTAL CIVILIAN	25,913	Civilians



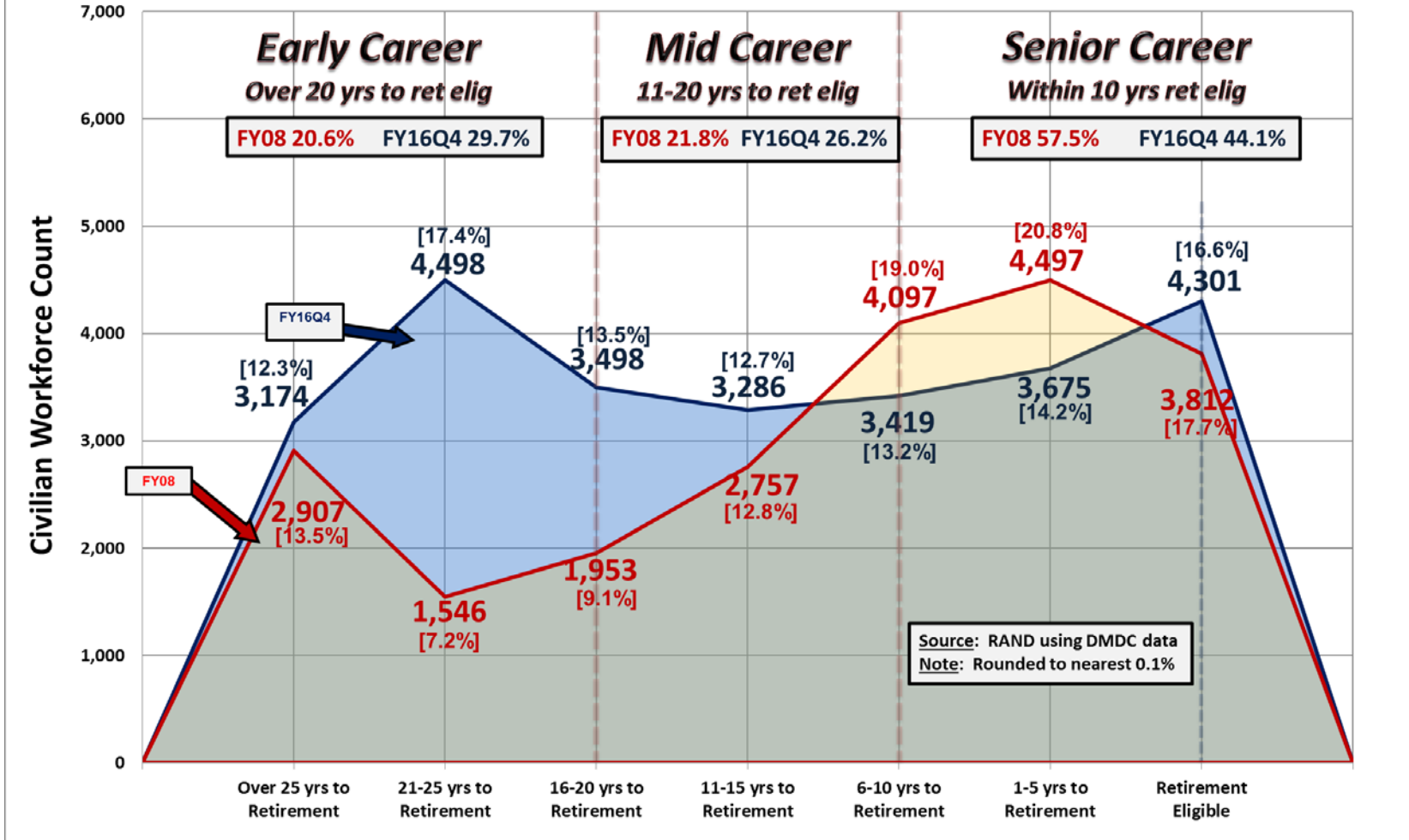
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Contracting Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



Contracting DAW - Civilian Retirement Eligibility Distrib. - End-FY08 vs End-FY16Q4

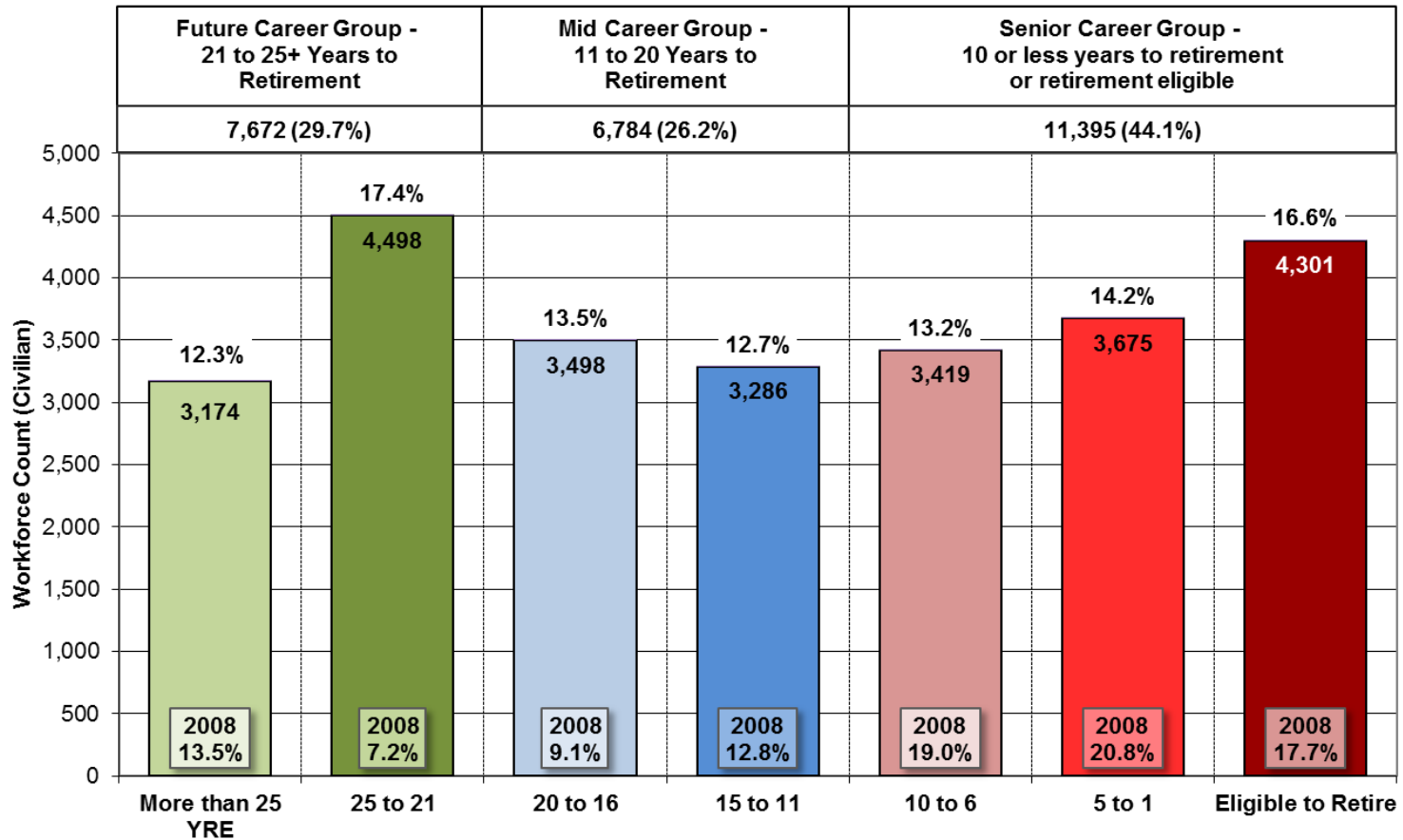


As of 30 Sept 2016



Workforce Lifecycle Model

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



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

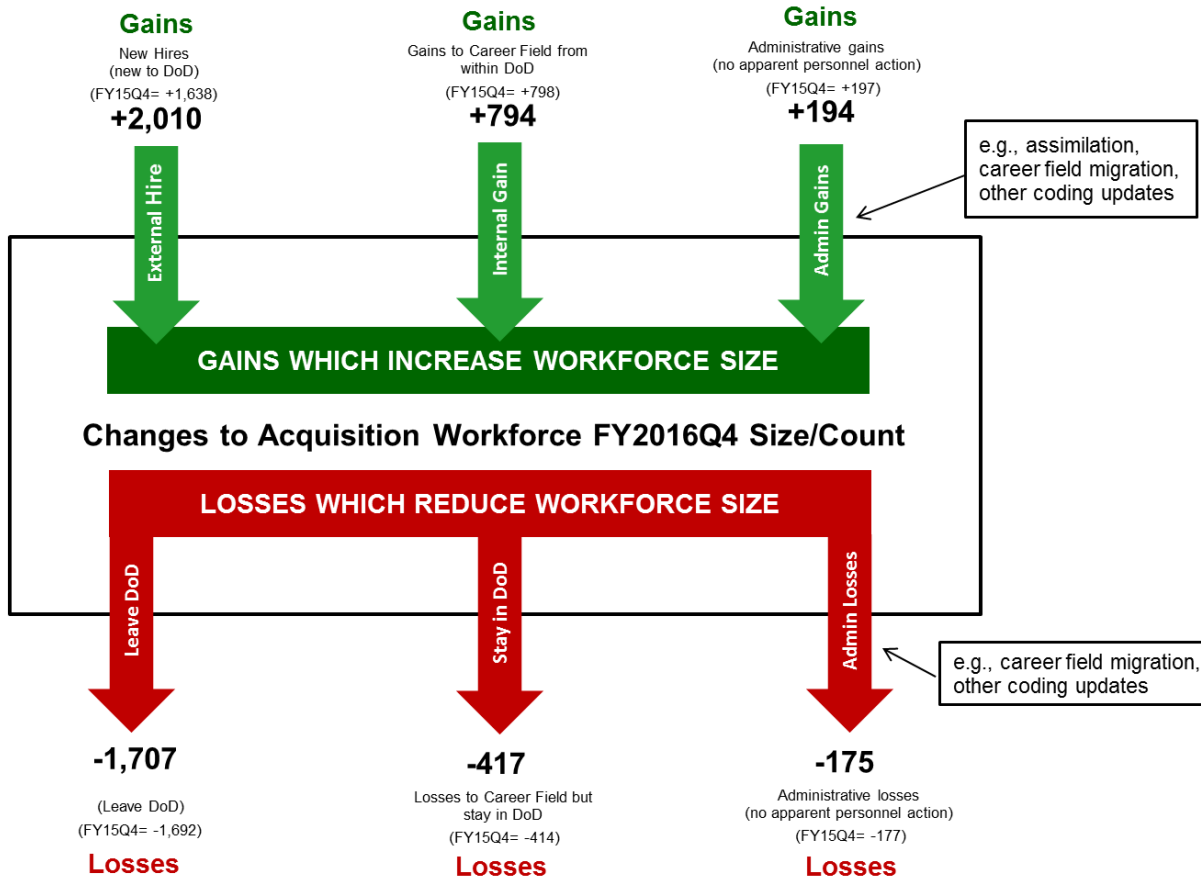


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q4) - Contracting

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

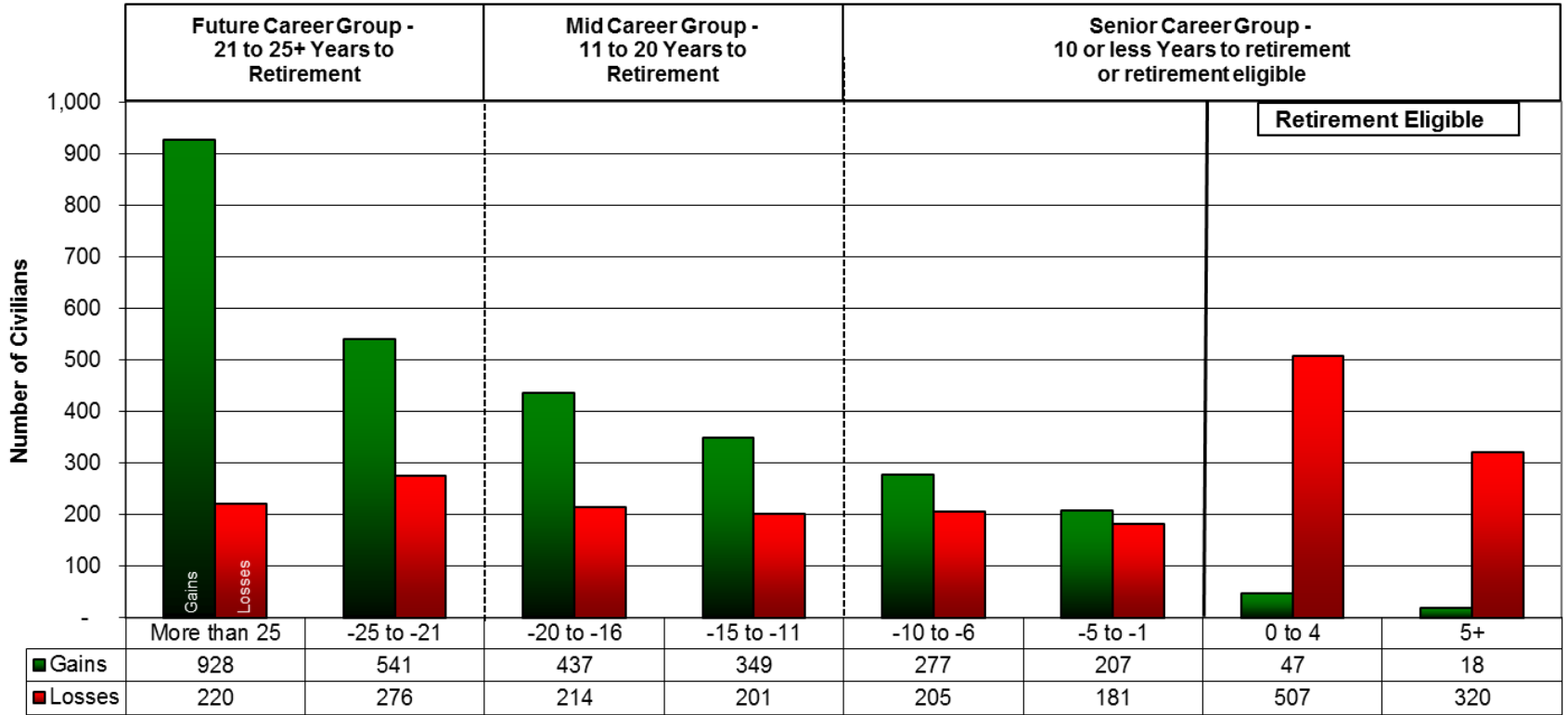




Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q4 Gains & Losses*



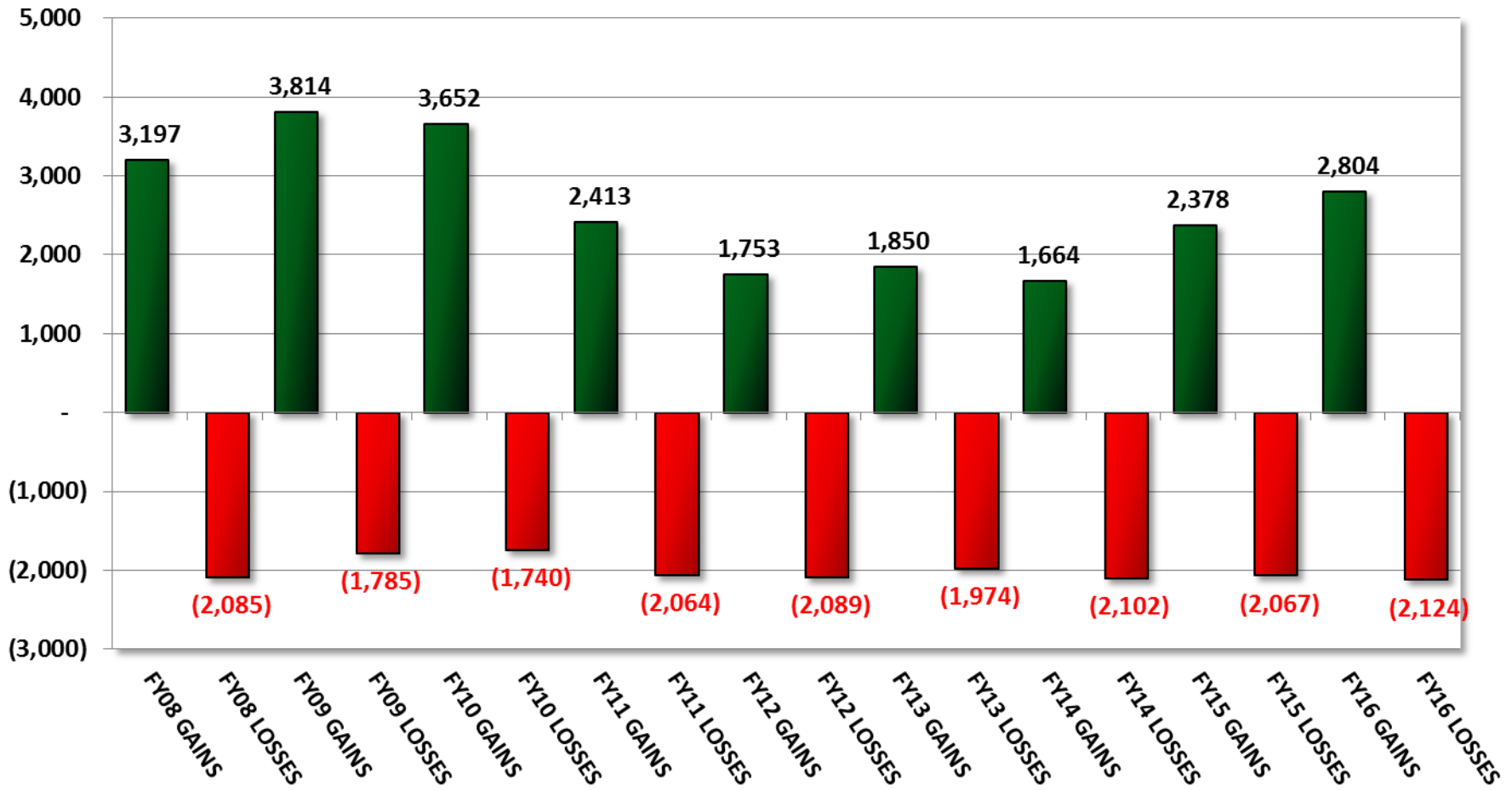
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY16



As of 30 Sept 2016

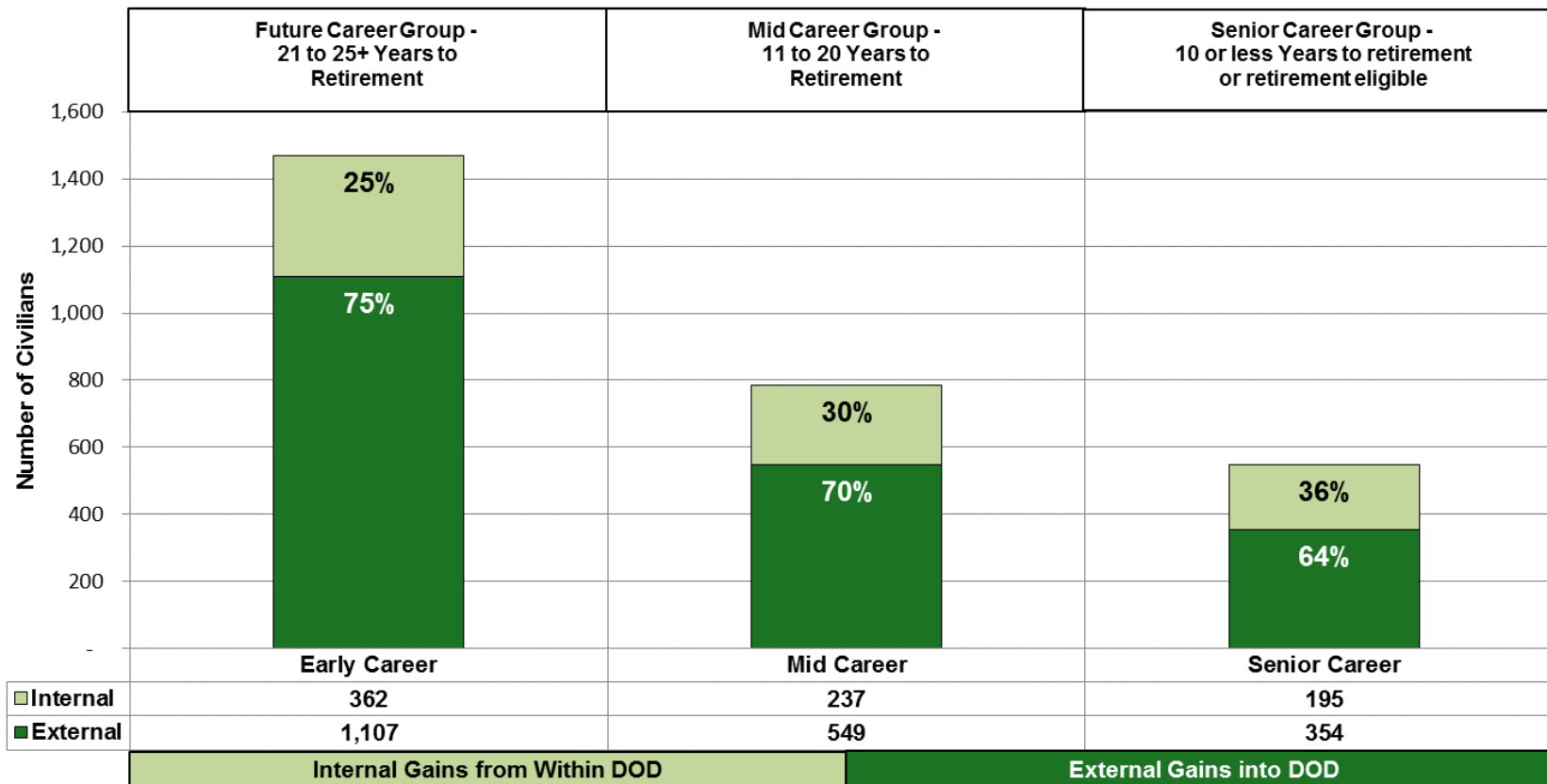


Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q4 Gains*



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

*Does not include administrative gains

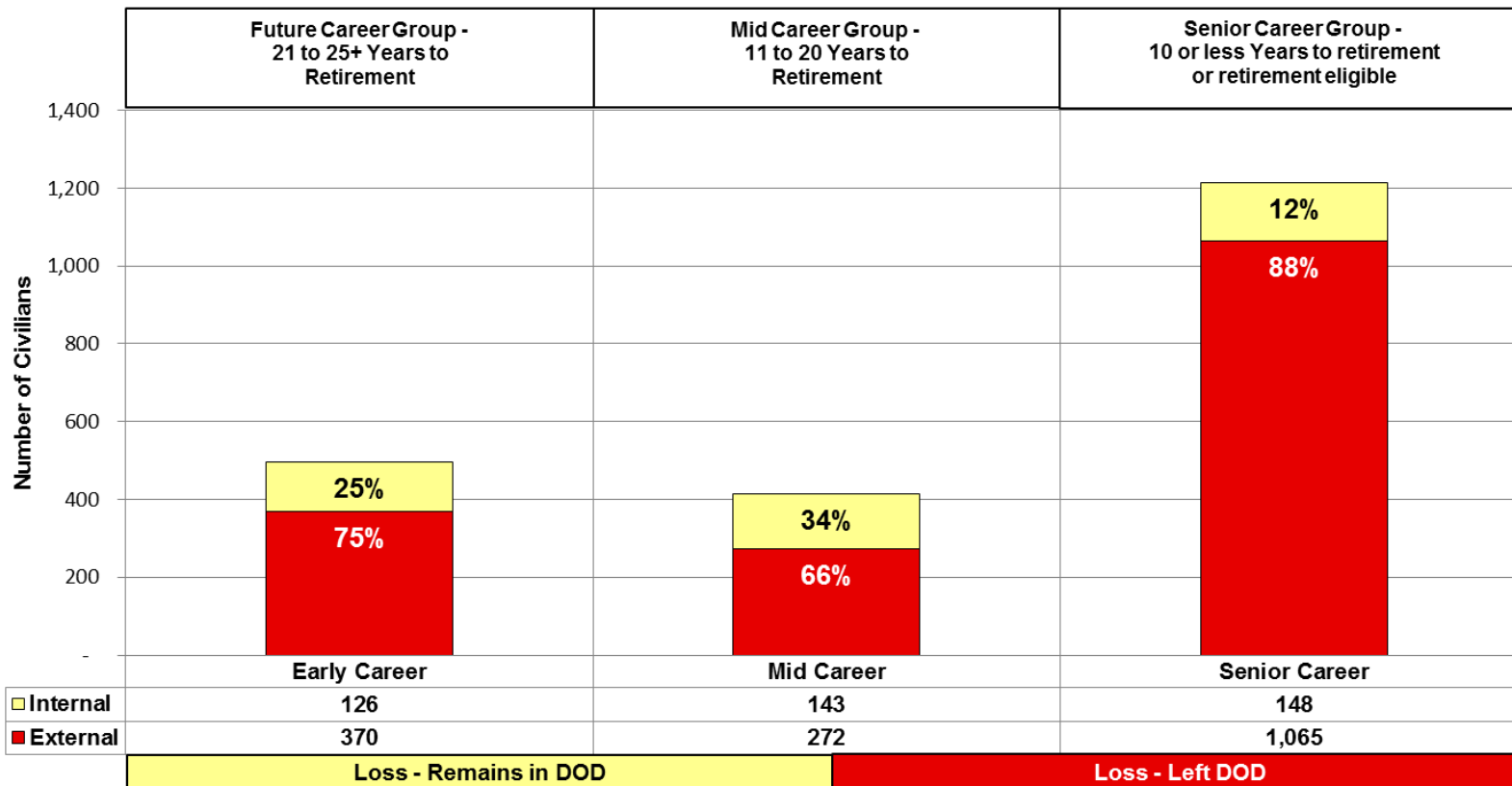


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q4 Losses*



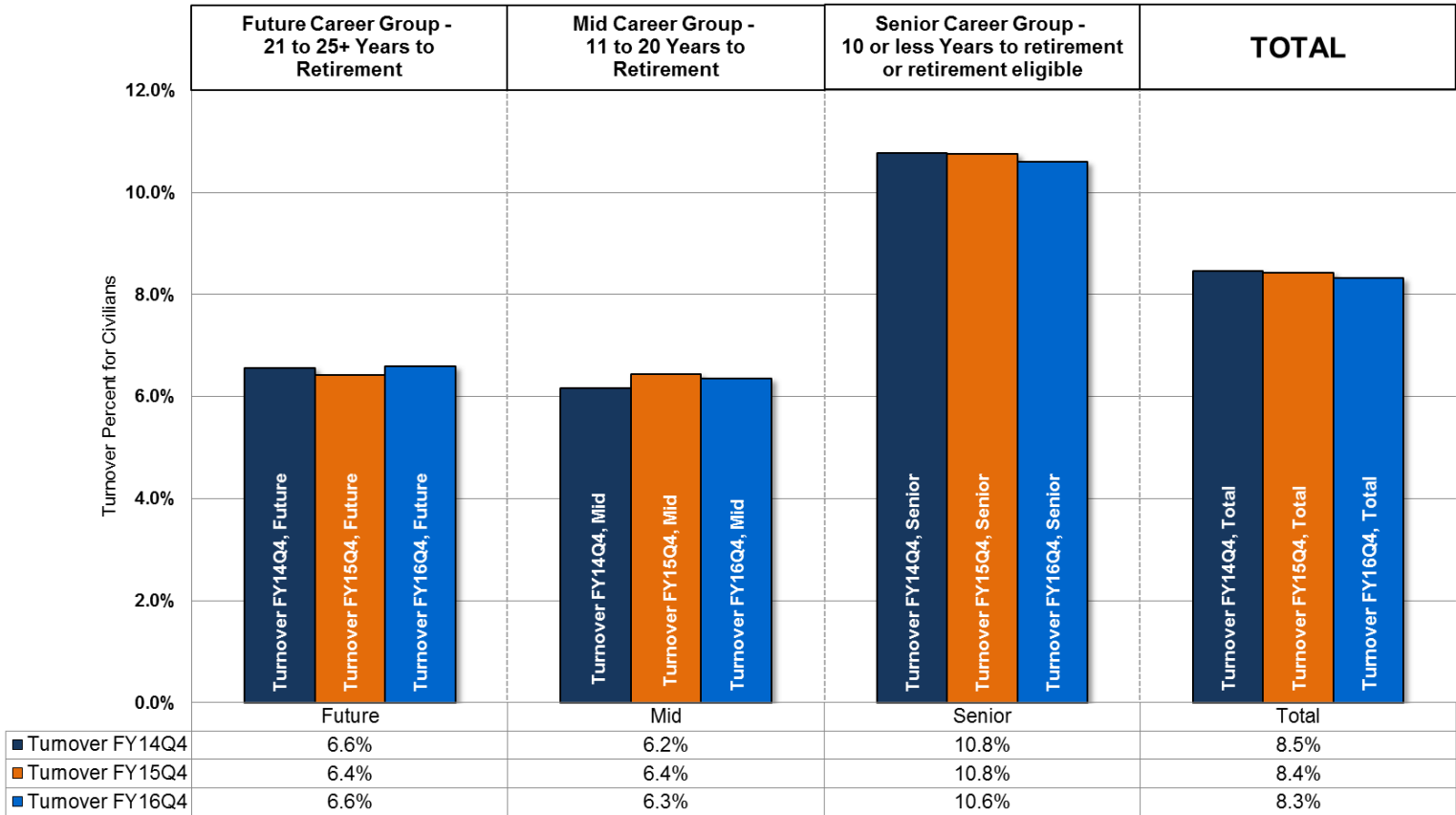
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative losses



Contracting Turnover Rates by Career Group

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



Turnover Percent by Career Lifecycle Groups

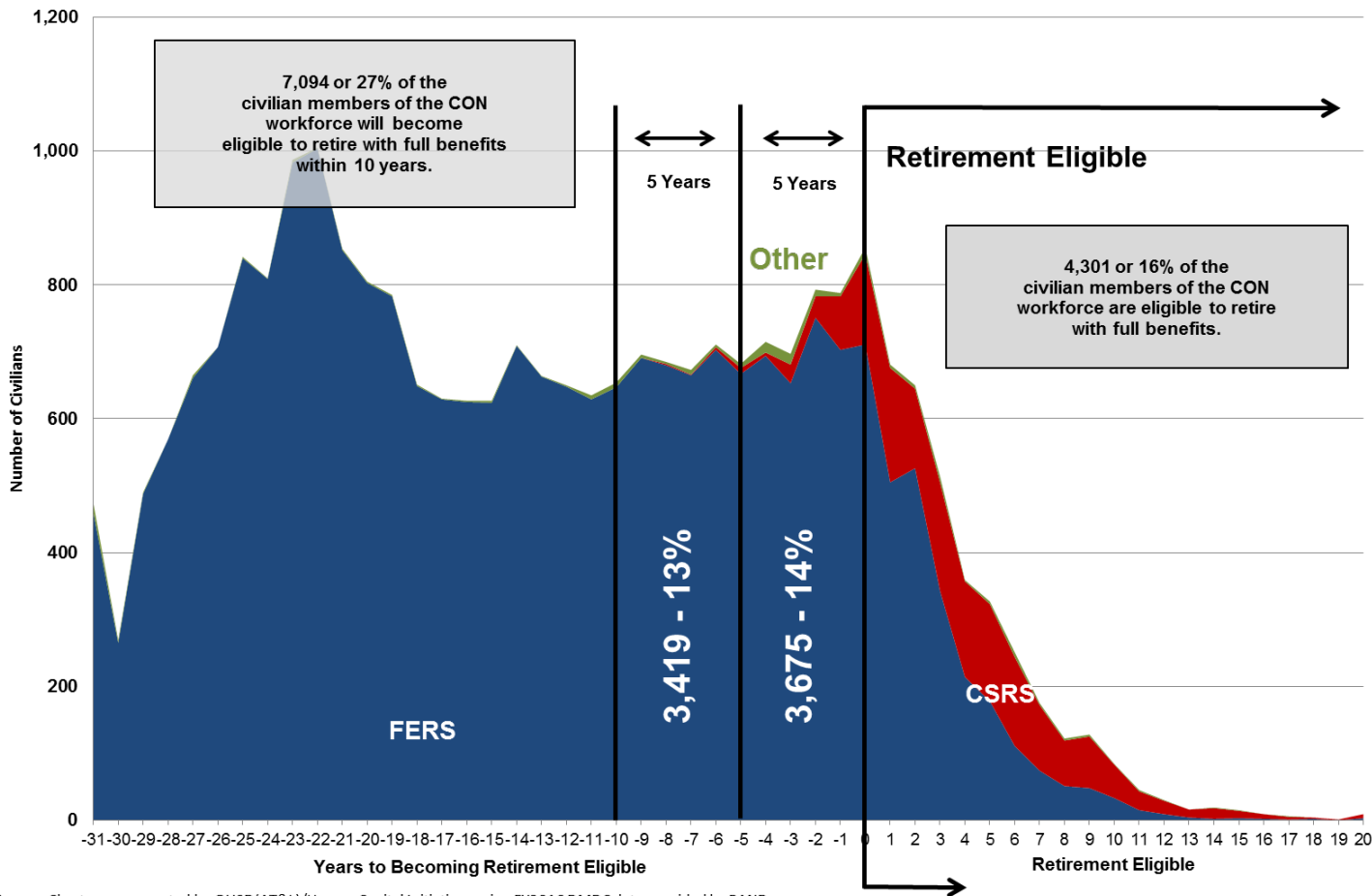


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - CON

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