



Defense Acquisition Workforce Key Information

Facilities Engineering

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://www.hci.mil/>
- 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



Human Capital Fact Sheet

Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2016Q4			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	7,866	4	7,870	161,469
Change in size from 2008	-	-	-	-	60%	300%	60%	28%
Civilian/Military Composition	100%	0%	-	88% / 12%	99.9%	0.1%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	81%	100%	81%	84%
Graduate Degree	20%	0%	20%	29%	30%	100%	30%	39%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	76%	0%	76%	85%
Level II or Higher Achieved	41%	0%	41%	61%	72%	0%	72%	73%
Level III Achieved	0%	0%	0%	36%	27%	0%	27%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	68%	0%	68%	75%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	31%	100%	31%	22%
Does Not Meet Certification Requirement	16%	0%	16%	14%	1%	0%	1%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	44%	0%	44%	33%
Average Age	48.8	23.0	48.7	45.7	49.1	35.8	49.1	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	15/26/59(%)	-	-	26/25/50(%)
Average Years of Service	18.6	1.0	18.6	17.3	17.0	12.3	17.0	15.0
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,873(24%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,535(19%)	-	-	25,920(18%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	1,792/902	-	-	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 Facilities Engineering Defense Acquisition Workforce count is 7,870, up from 4,920 in FY08, a total increase of 2,950
- The Facilities Engineering Defense Acquisition Workforce count was at its highest point (8,356) in FY05, and its lowest point (3,927) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, ARMY, and Air Force, with increases of 1,588 (41%), 809 (82%), and 492 (8200%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, DCMA, and DTRA, with decreases of 12 (-92%), 5 (-83%), and 1 (-50%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

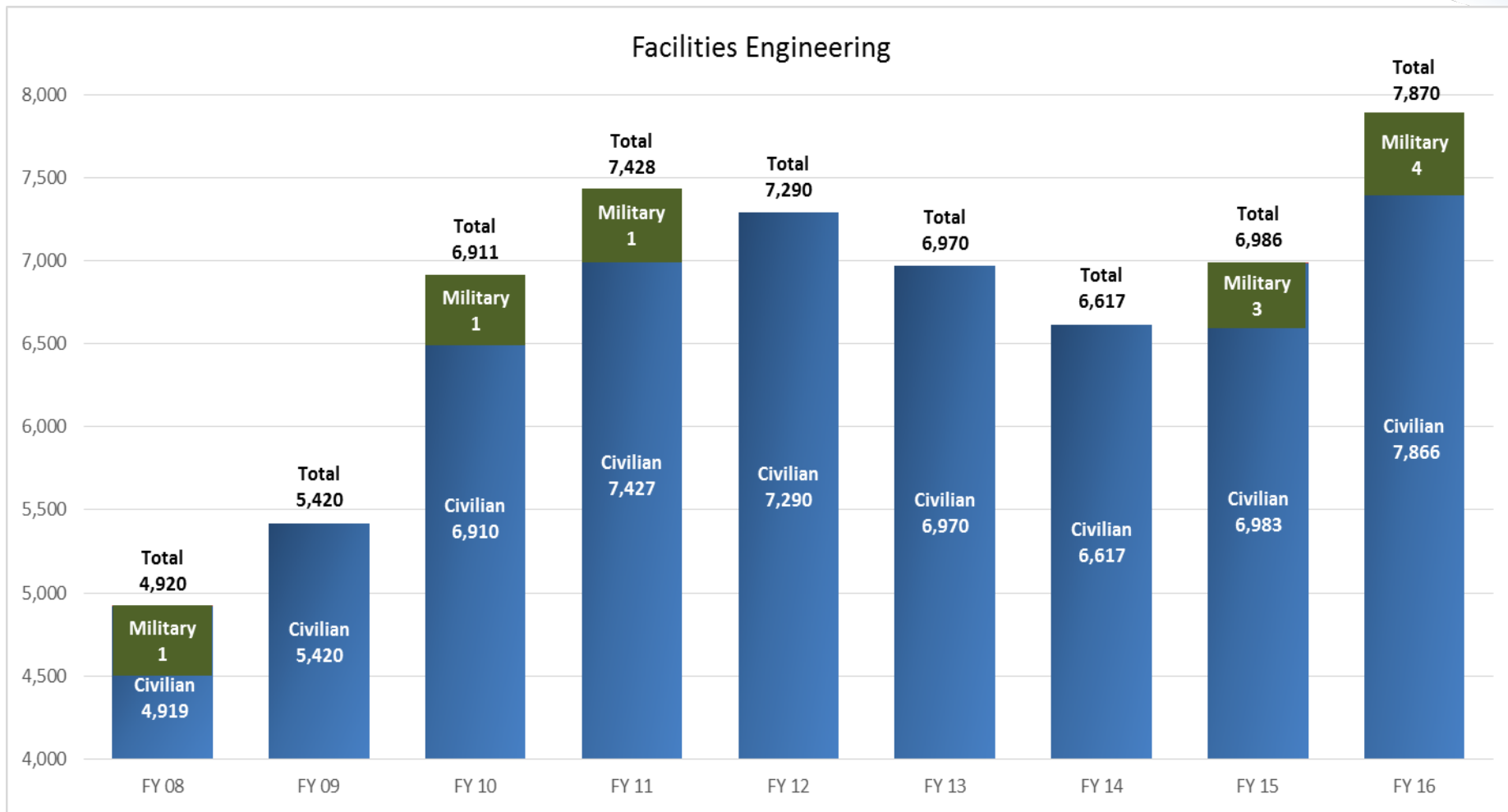
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 67.9%; up from 39.8% in FY08
- The current Facilities Engineering Meets/Exceeds certification rate is up 28.9% from FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA 24 month grace period rate is 30.7%; down from 44.2% in FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 1.4%; down from 16.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 58.7% (4,609) (10 years or less to retirement eligibility or retirement eligible)
- 23.8% (1,873) are currently eligible to retire, ↑ from 21.7% in FY08
- Mid Career Group 26% (2,044) (11 to 20 years to retirement), up from 23.8% in FY08
- Early Career Group 15.3% (1,205) (21 to 25+ years to retirement), up from 15.1% in FY08

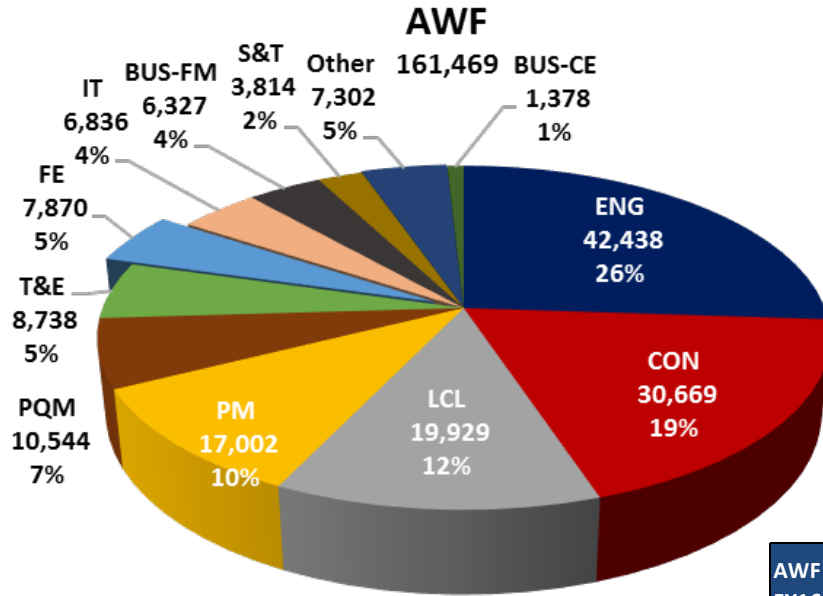


Total Historic Workforce





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%		



Facilities Engineering Workforce Historical Size by Agency FY05 – FY16



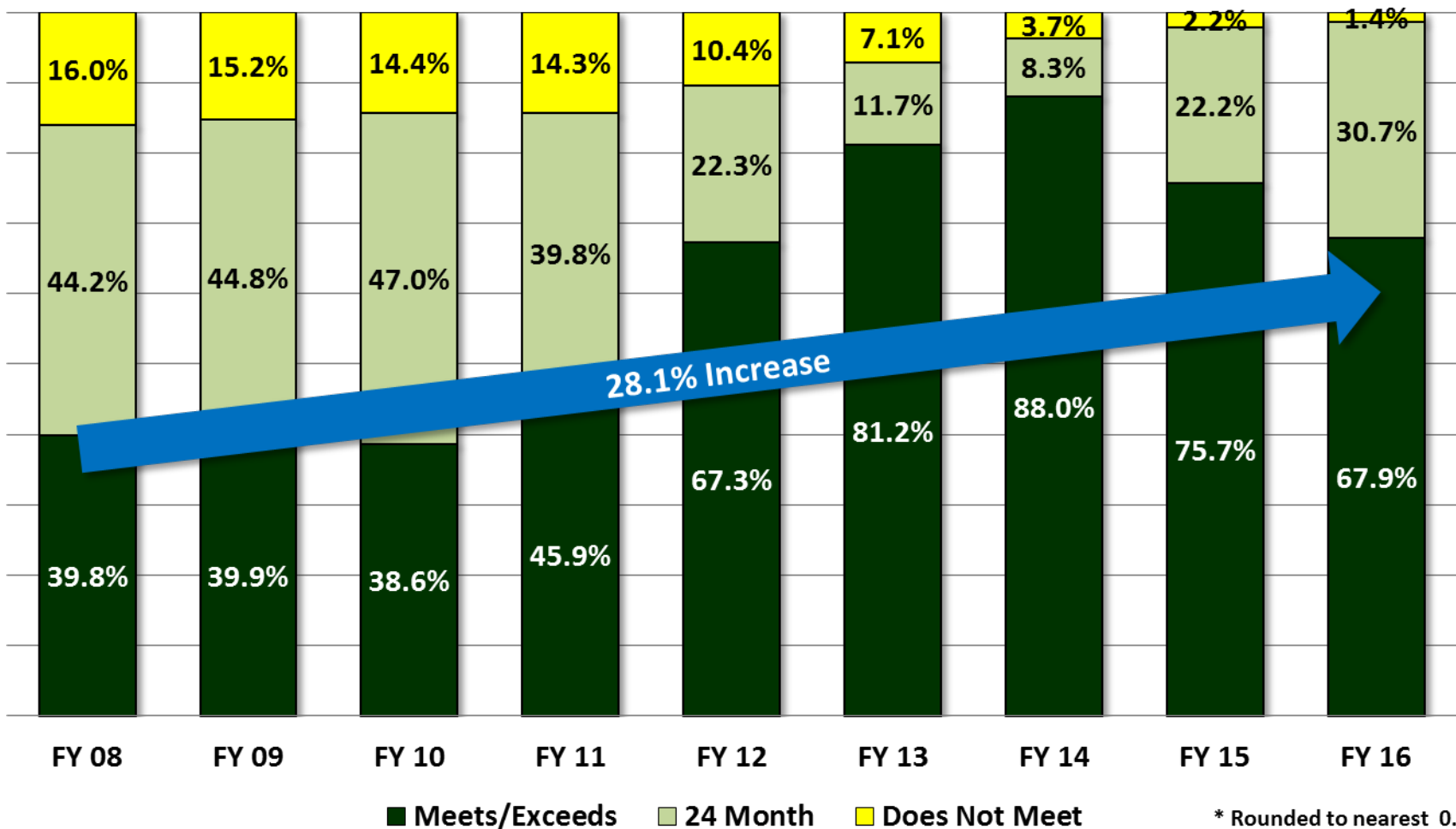
Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,497	1,797	82%	20%
DoN	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,261	5,490	41%	4%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	166	498	8200%	200%
DCMA	-	1	3	6	2	1	-	1	2	-	2	1	-83%	-50%
DLA	-	3	7	13	8	2	1	1	1	1	1	1	-92%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	42	42	4100%	0%
DISA	-	-	-	-	-	-	-	-	-	-	-	8		
DHA	-	1	1	-	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1	1	-50%	0%
DAU	-	-	-	1	-	-	-	-	-	-	-	2	100%	
DeCA	-	-	-	-	-	-	-	-	-	-	16	30		88%
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,870	↑ 60%	↑ 13%



Facilities Engineering Historical DAWIA Certification FY08 – FY16



Facilities Engineering

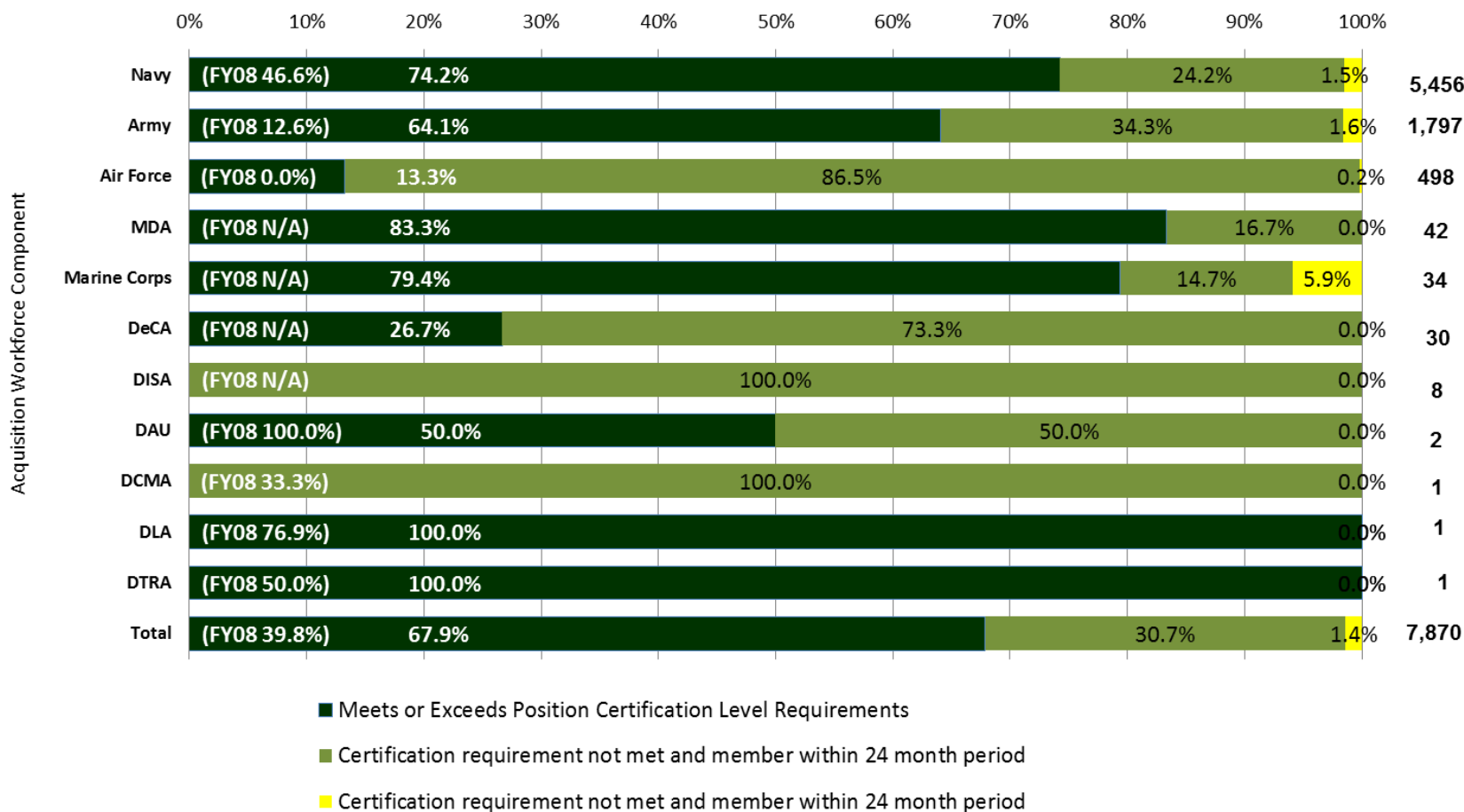


28.1% Increase



Facilities Engineering DAWIA Certification by Component

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





Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering		Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	125	52	60	16	253	50.6%	
Level II	1,496	200	3,114	302	5,112	66.8%	
Level III	300	33	371	1,797	2,501	71.9%	
Unspecified	2	1	-	1	4		
FY16Q4 TOTAL	1,923	286	3,545	2,116	7,870	67.9%	
	24.4%	3.6%	45.0%	26.9%			

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%	
Facilities Er	378	4.8%	14 of 14

** Based on population total without unspecified positions

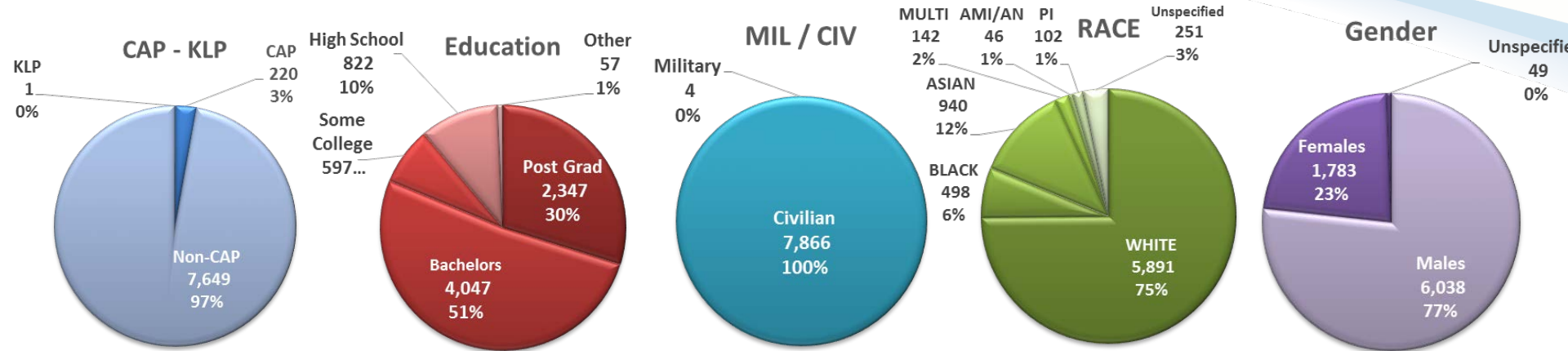
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	128	122	3	253	3.2%
Level II	3,416	1,635	61	5,112	65.0%
Level III	1,797	654	50	2,501	31.8%
Unspecified	1	3	-	4	0.1%
Facilities Engineering TOTAL	5,342	2,414	114	7,870	
	67.9%	30.7%	1.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE	Entire DAW
Key Leadership Positions (KLPs)	1	1,197
Critical Acquisition Positions (CAPs) *	220	15,791
Non-CAP Positions	7,649	144,481
TOTAL	7,870	161,469

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

Highest Level of Education	FE	Entire DAW
Post Grad	2,347	63,772
Bachelors	4,047	71,199
Some College	597	12,023
High School	822	12,767
Other	57	1,708
TOTAL	7,870	161,469

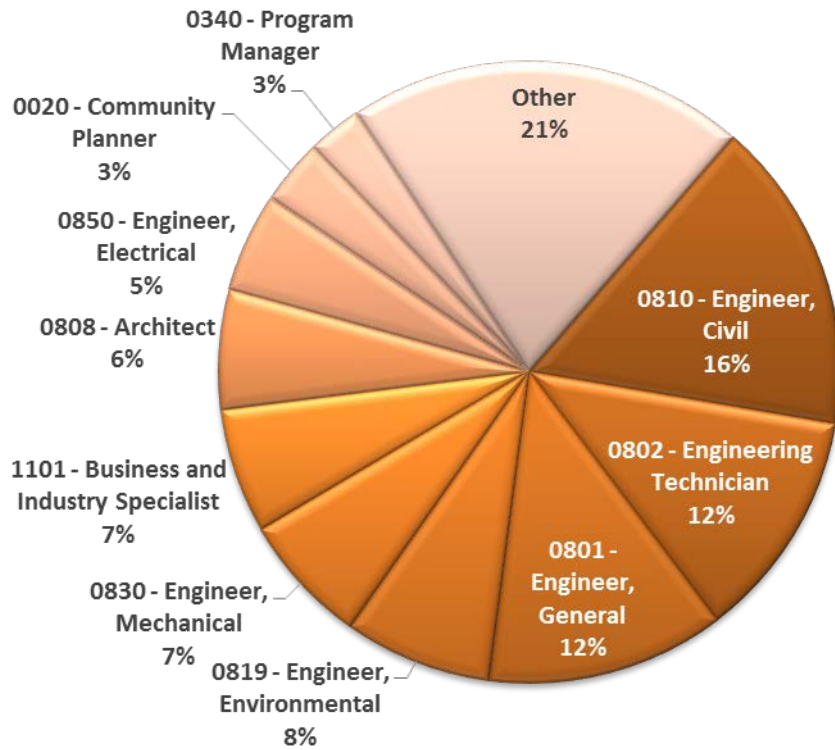
Military / Civilian	FE	Entire DAW
Civilian	7,866	145,988
Military	4	15,481
TOTAL	7,870	161,469

Race	FE	Entire DAW
WHITE	5,891	119,897
BLACK	498	19,270
ASIAN	940	10,551
MULTI	142	3,591
AMI/AN	46	898
PI	102	787
Unspecified	251	6,475
TOTAL	7,870	161,469

Gender	FE	Entire DAW
Males	6,038	113,498
Females	1,783	46,704
Unspecified	49	1,267
TOTAL	7,870	161,469



Facilities Engineering Size by Occupational Series



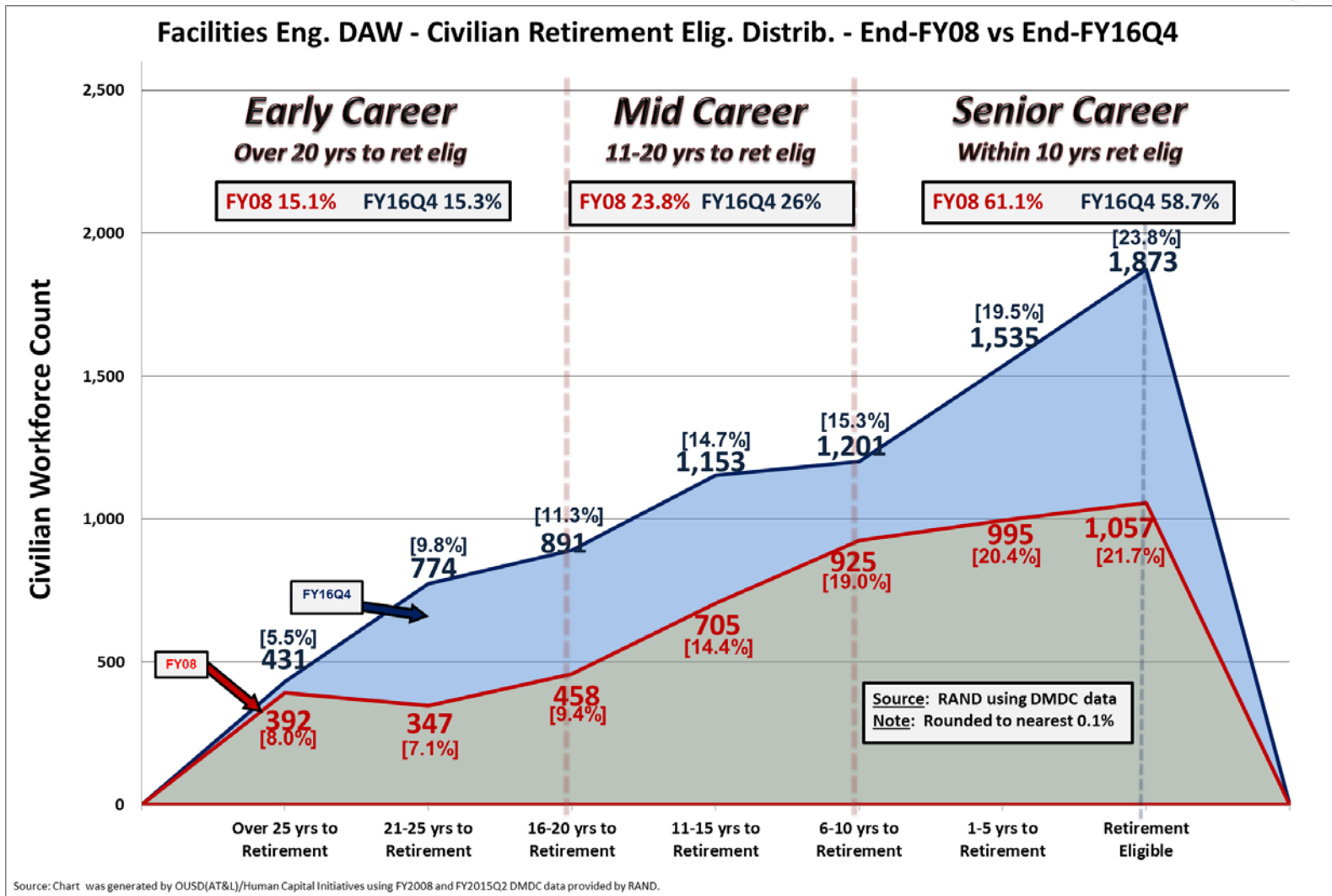
Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,282	16.3%
0802 - Engineering Technician	944	12.0%
0801 - Engineer, General	975	12.4%
0819 - Engineer, Environmental	602	7.65%
0830 - Engineer, Mechanical	535	6.80%
1101 - Business and Industry Specialist	511	6.50%
0808 - Architect	491	6.24%
0850 - Engineer, Electrical	405	5.15%
0020 - Community Planner	267	3.39%
0340 - Program Manager	223	2.83%
Other	1,631	20.73%
TOTAL CIVILIAN	7,866	Civilians



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



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



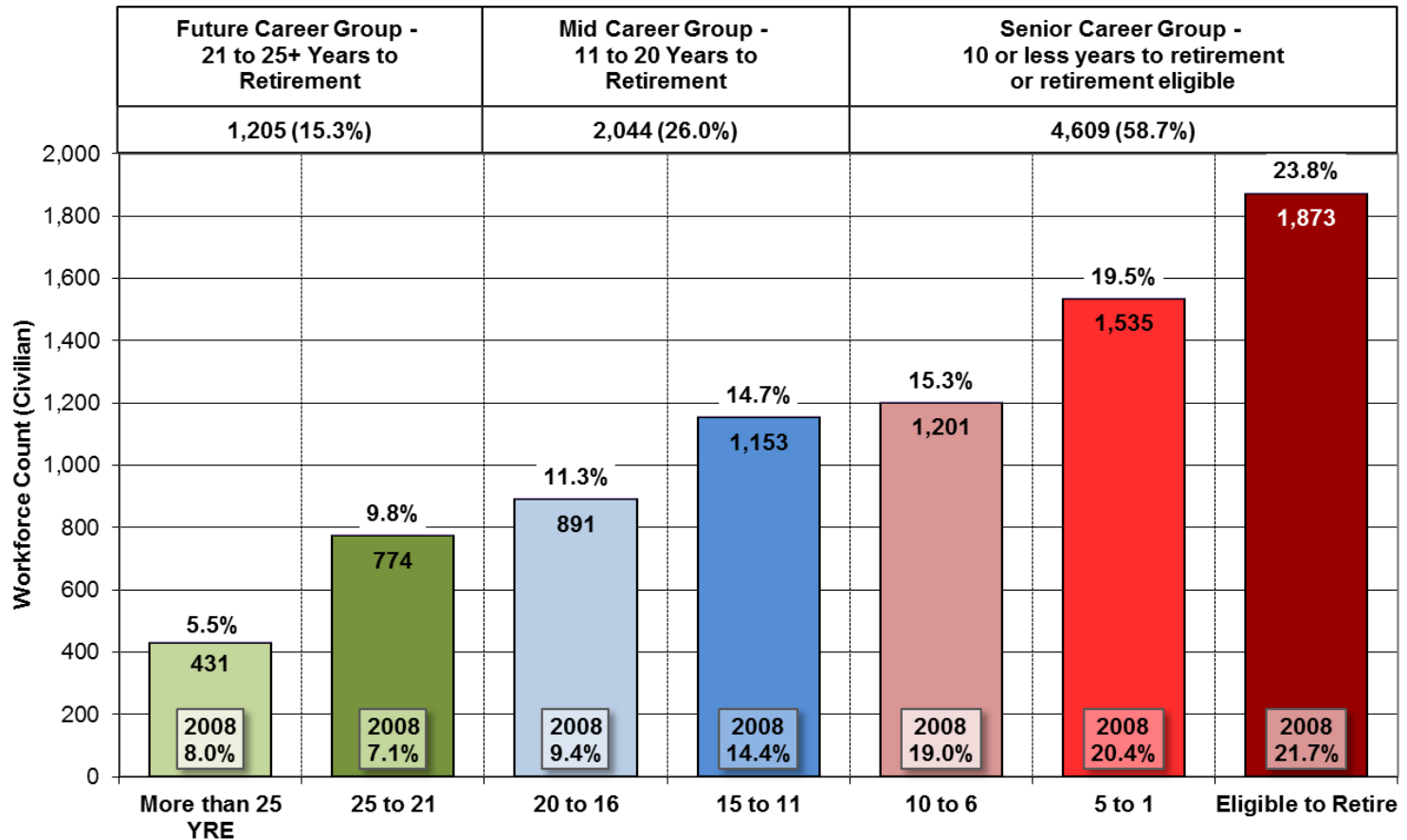
As of 30 Sept 2016



Facilities Engineering Workforce Lifecycle Model by YRE



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



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

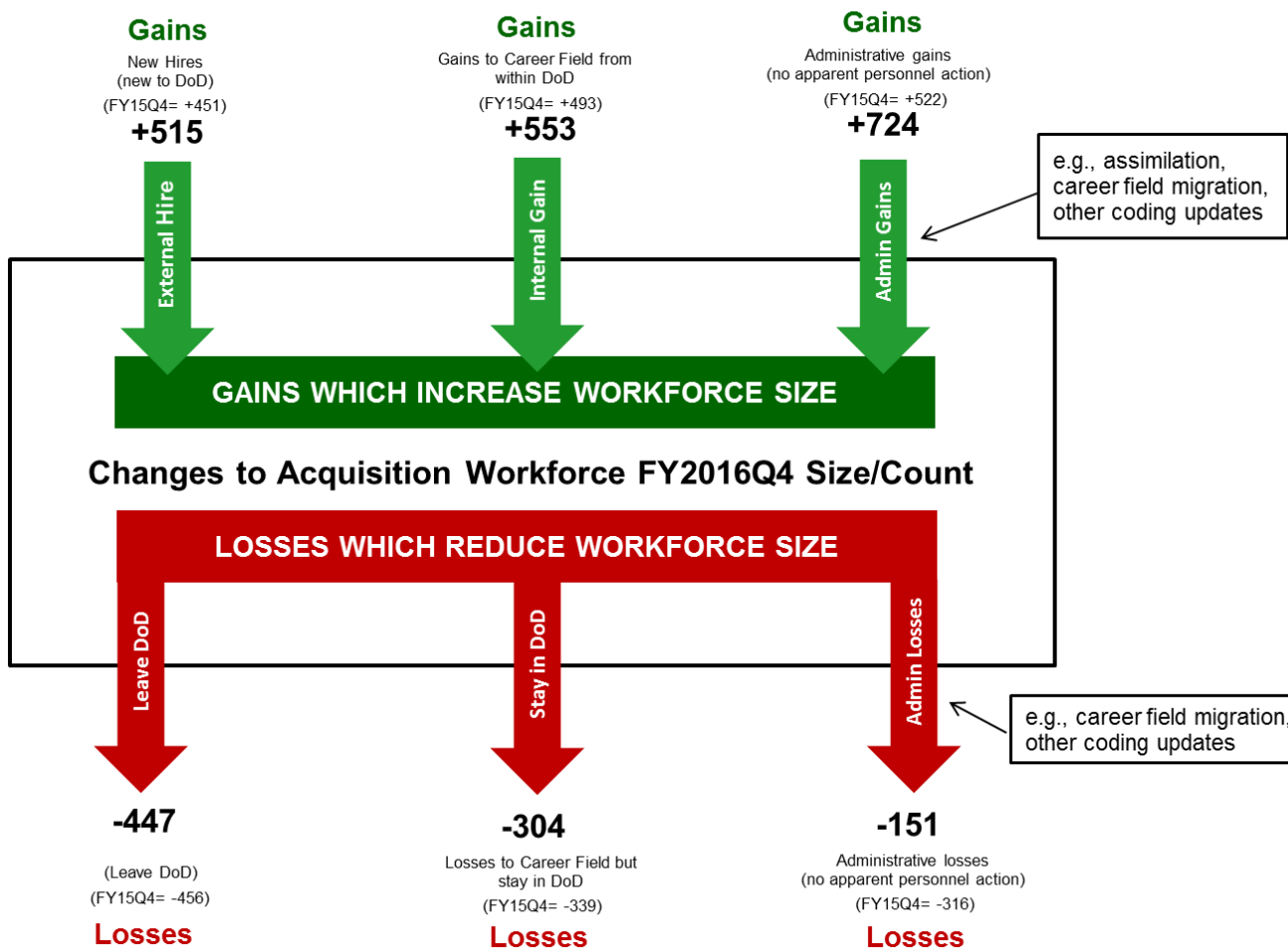


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q4) - Facilities Engineering

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



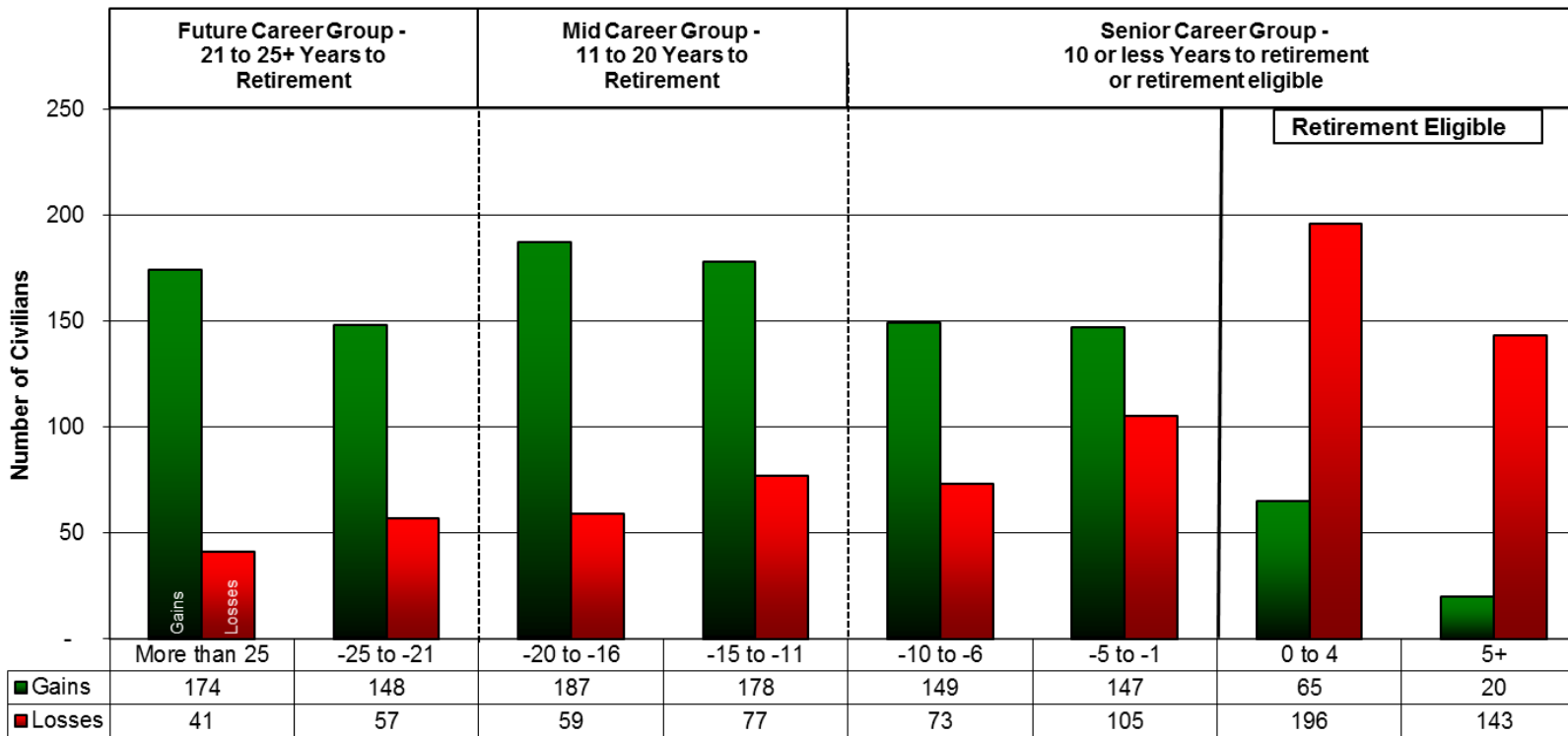


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q4 Gains & Losses*



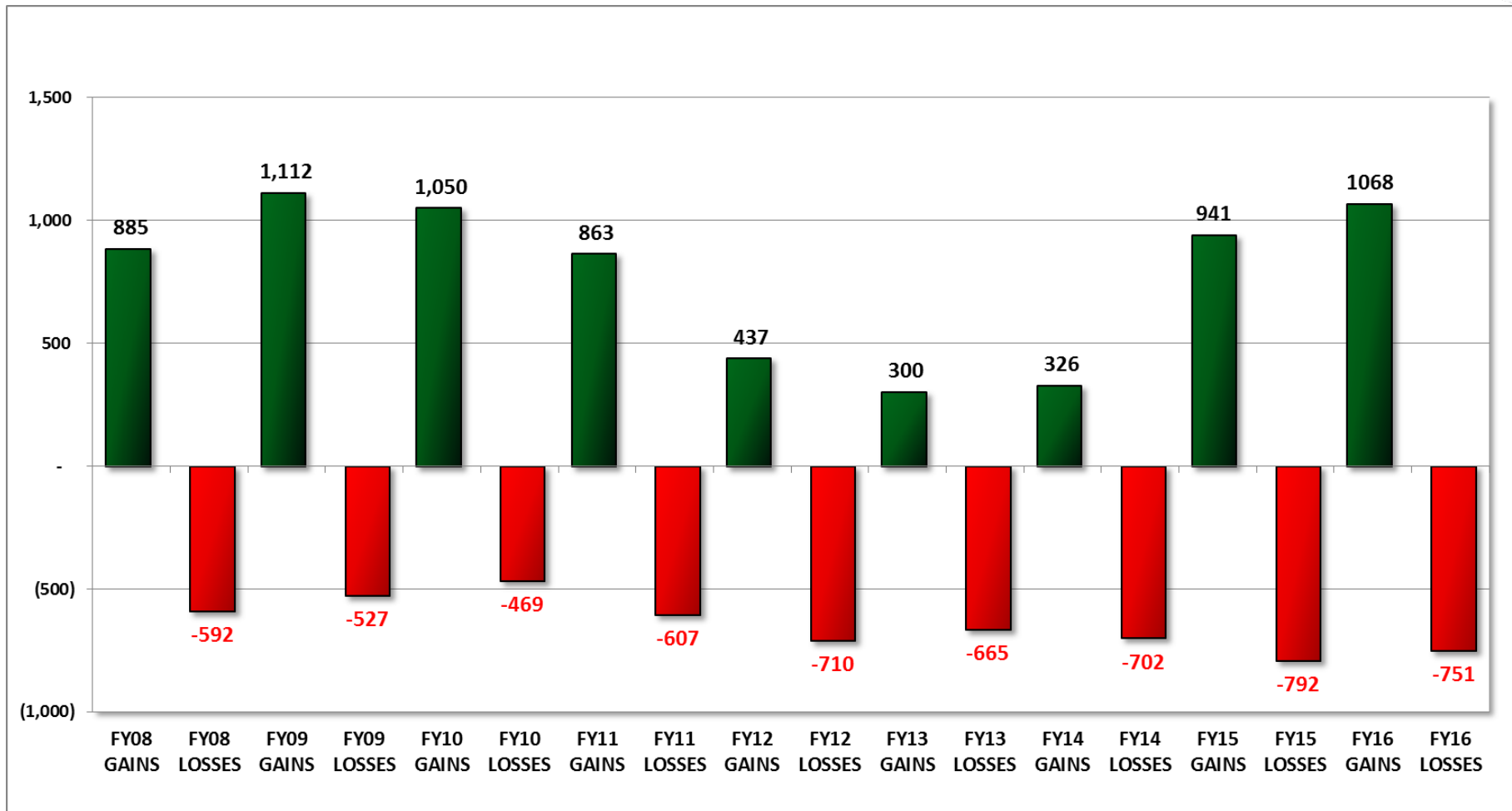
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Facilities Engineering Historical Gains and Losses FY08 – FY16



As of 30 Sept 2016

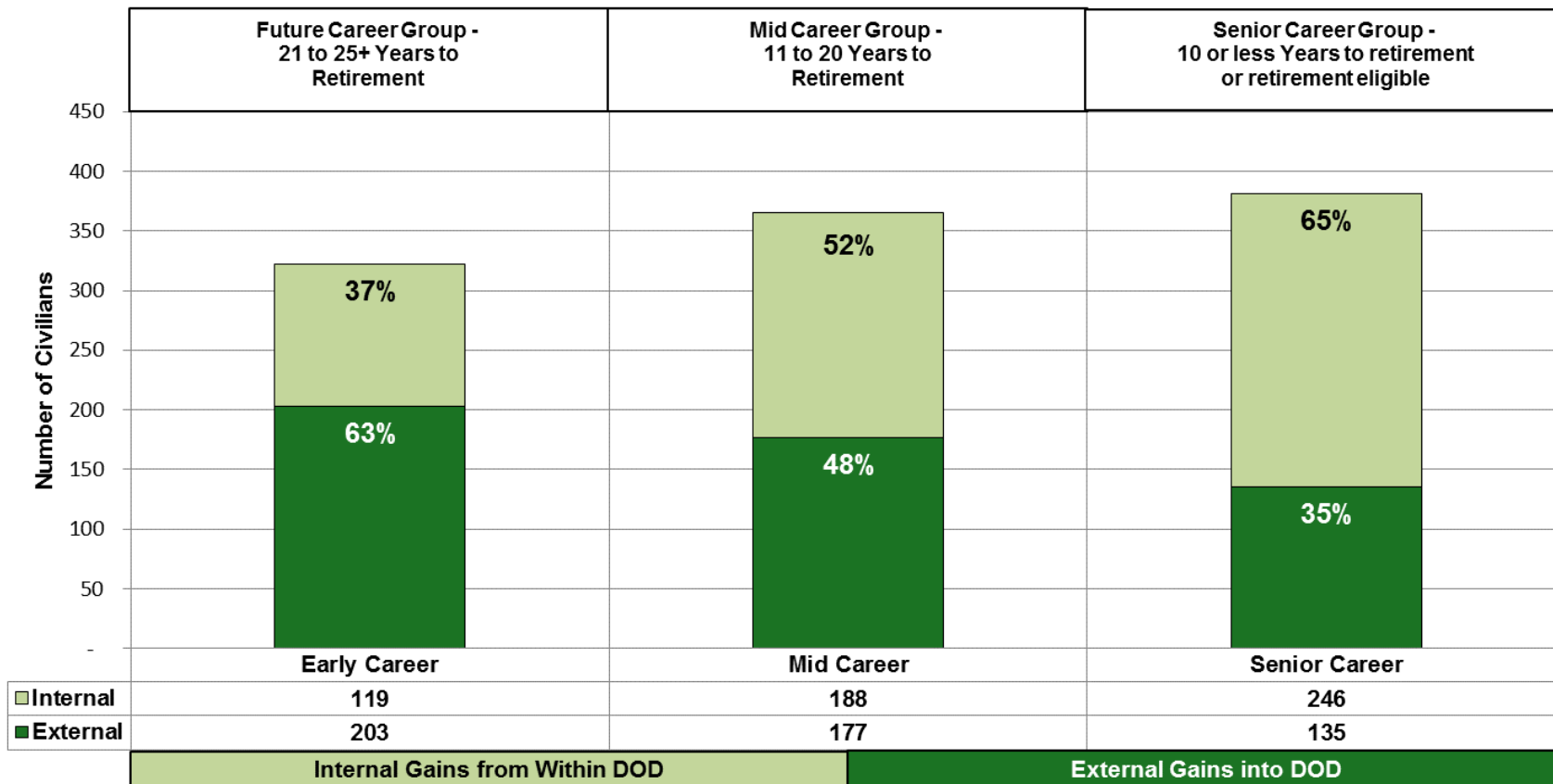


Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q4 Gains*



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

*Does not include administrative gains

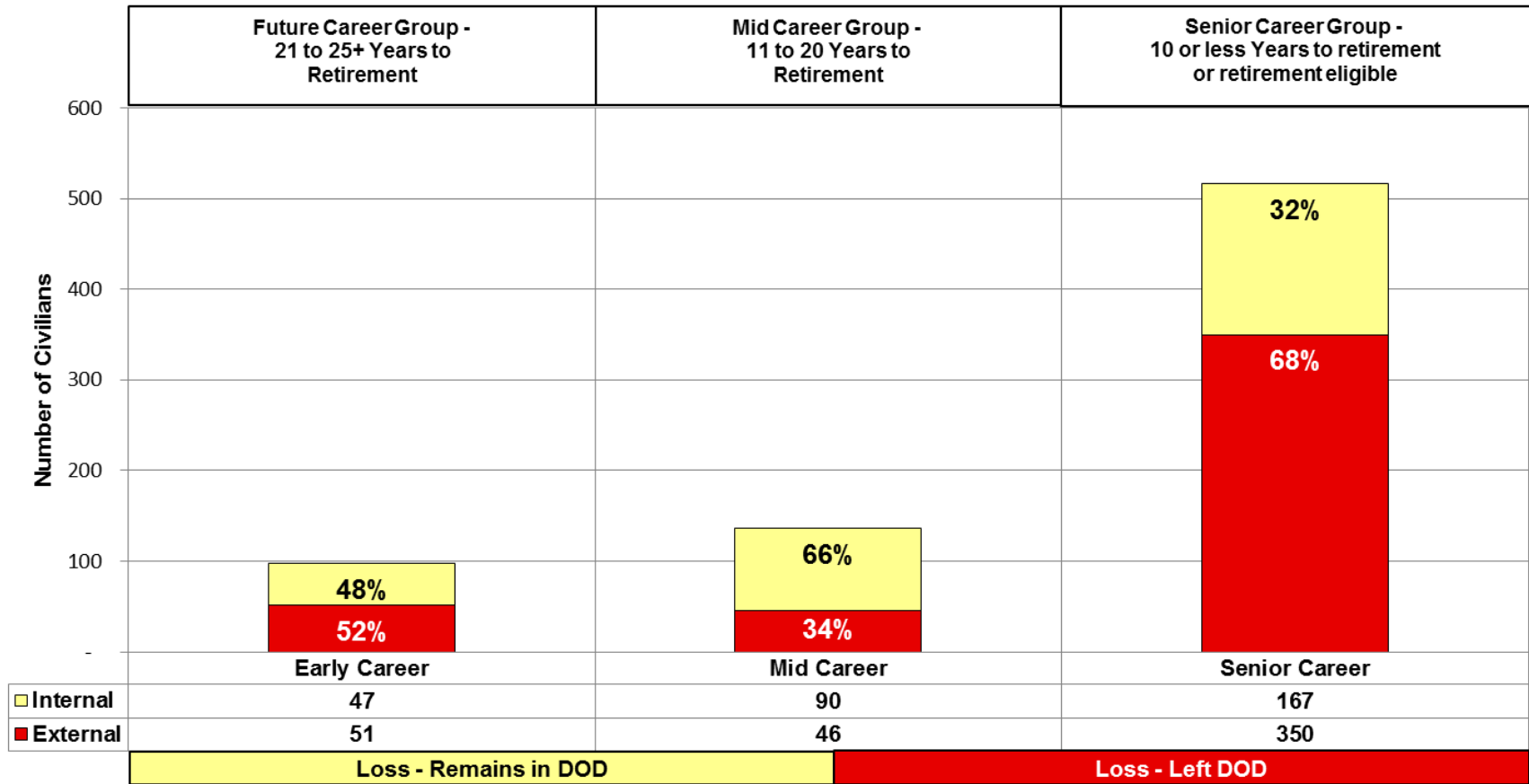


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q4 Losses*



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

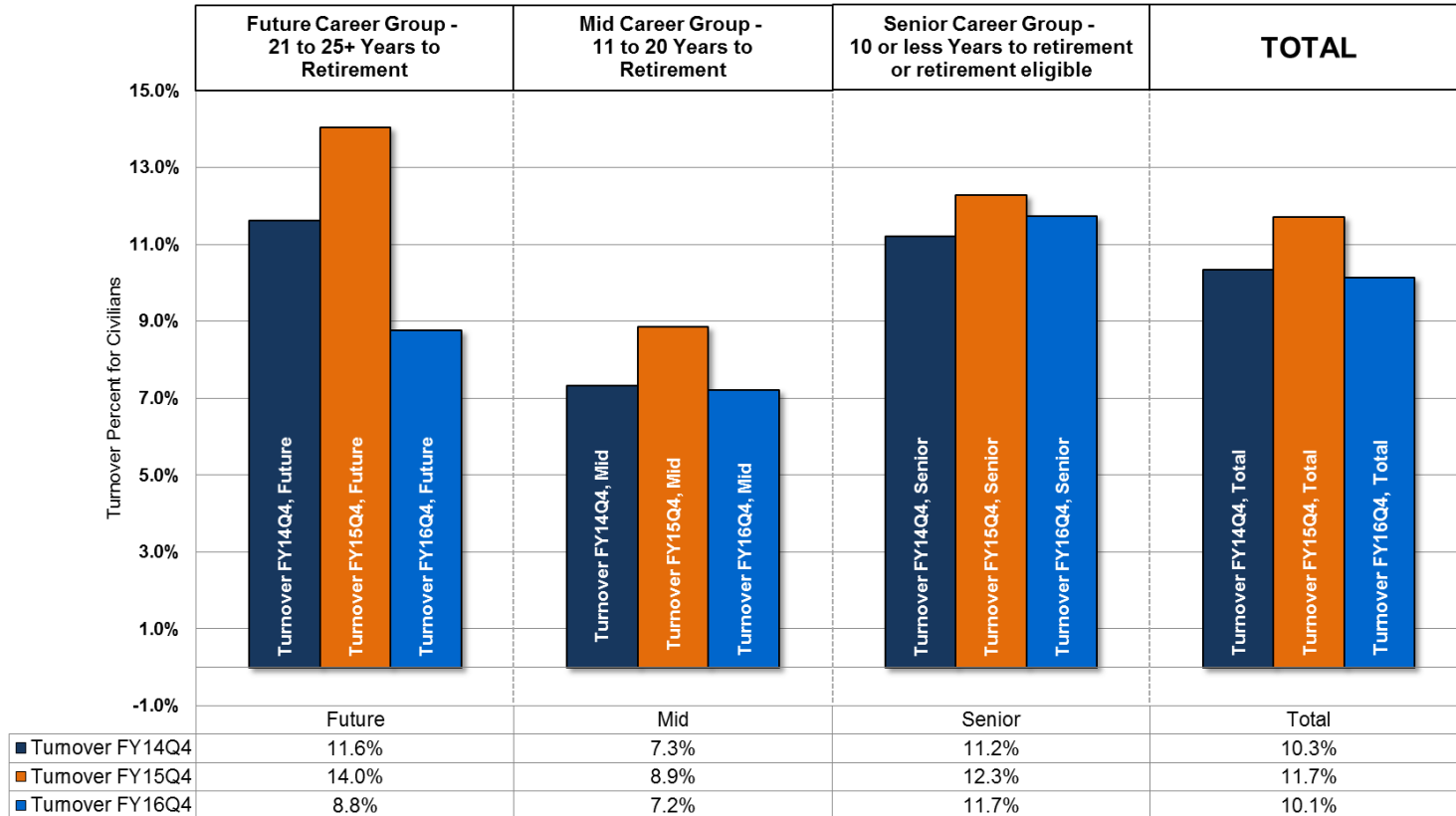
*Does not include administrative losses



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

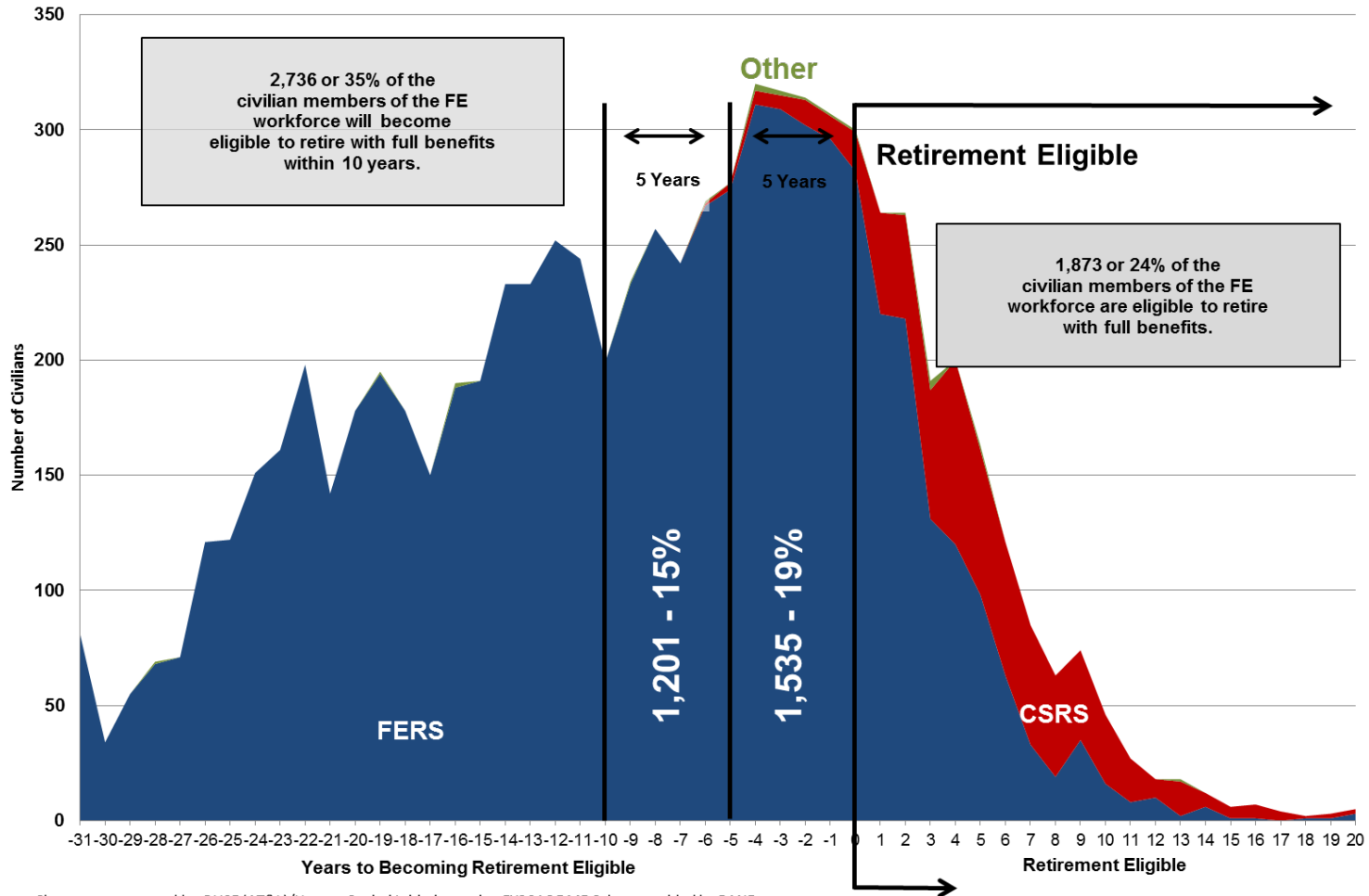


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - FE

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