



Defense Acquisition Workforce Key Information

Life Cycle Logistics

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)**



Slide Index

<i>Slide Title</i>	<i>#</i>
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6-7
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q2	9
DAWIA Certification by Component	10
Historical DAWIA Certification	11
DAWIA Certification Matrix + Bench Strength	12
Demographics	13-14
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	15-23
End	24



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2016Q4			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	18,693	1,236	19,929	161,469
Change in size from 2008	-	-	-	-	51%	31%	49%	28%
Civilian/Military Composition	93%	7%	-	88% / 12%	93.8%	6.2%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	63%	60%	63%	84%
Graduate Degree	15%	23%	16%	29%	27%	33%	27%	39%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	86%	49%	84%	85%
Level II or Higher Achieved	49%	16%	47%	61%	74%	25%	71%	73%
Level III Achieved	28%	7%	27%	36%	41%	6%	39%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	78%	30%	75%	75%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	20%	64%	22%	22%
Does Not Meet Certification Requirement	22%	20%	22%	14%	3%	6%	3%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	43%	2%	40%	33%
Average Age	48.8	39.6	48.1	45.7	48.3	38.2	47.7	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	17/25/58(%)	-	-	26/25/50(%)
Average Years of Service	17.8	17.2	17.8	17.3	15.3	17.8	15.4	15.0
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,550(19%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,669(20%)	-	-	25,920(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,215/1,726	-	-	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 Life Cycle Logistics Defense Acquisition Workforce count is 19,929, up from 13,361 in FY08, a total increase of 6,568
- The Life Cycle Logistics Defense Acquisition Workforce count was at its highest point (19,596) in FY16Q3, and its lowest point (12,332) in FY06
- The Agencies with the largest increases, since FY08, are DLA, MDA, and DCMA, with increases of 2,654 (6,608%), 80 (1600%), and 99 (341%), respectively
- The Agency with the largest decreases, since FY08, is DCMA, and DISA with a decrease of 2 (-100%), and 20 (-53%) respectfully

Defense Acquisition Workforce DAWIA Certification Highlights

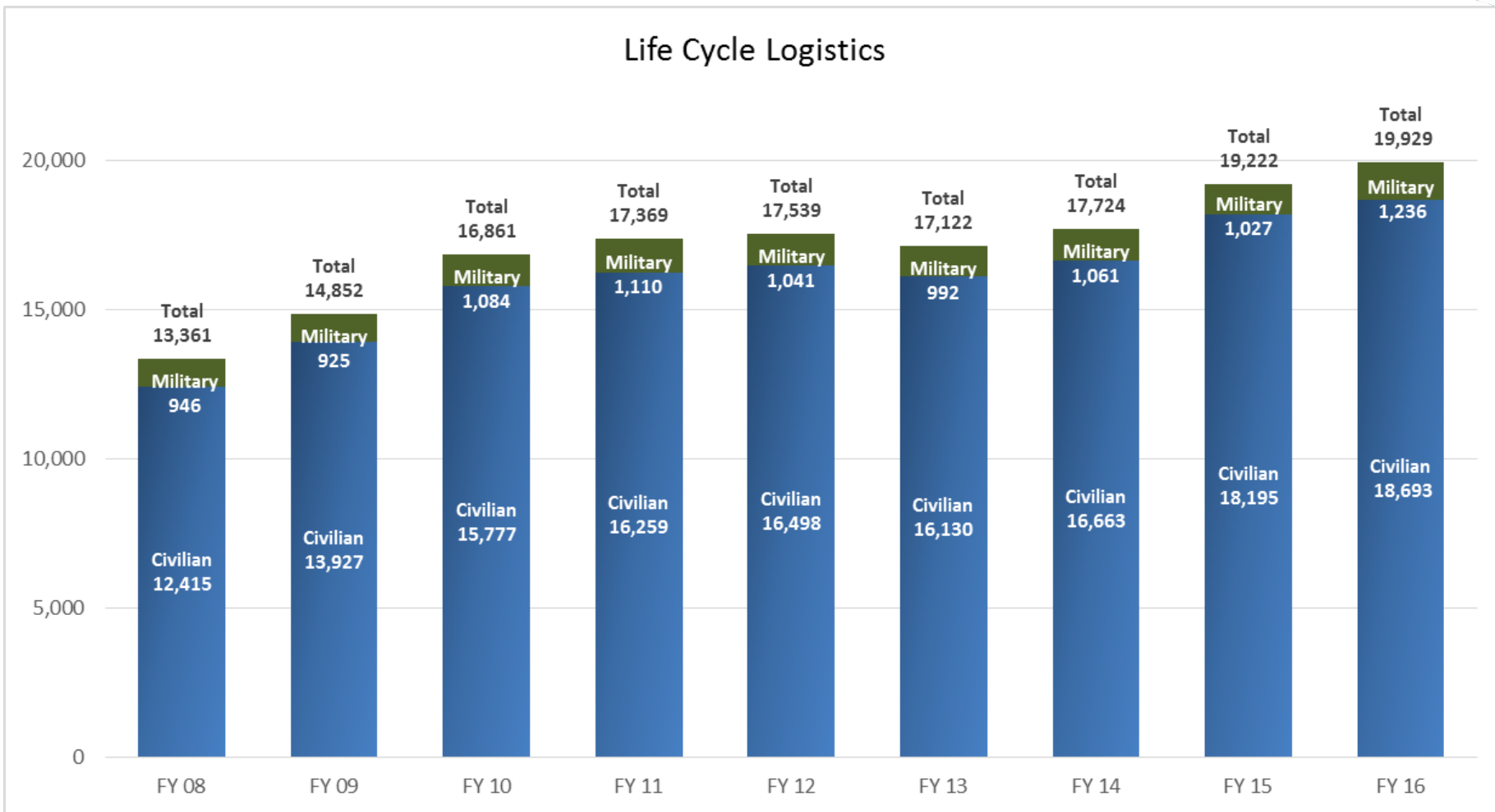
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 74.6%; up from 44.9% in FY08
- The current Life Cycle Logistics Meets/Exceeds certification rate is up 29.7% from FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.4%; down from 32.9% in FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.1%; down from 22.2% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 58% (10,821) (10 years or less to retirement eligibility or retirement eligible)
- 19% (3,550) are currently eligible to retire, down from 20.1% in FY08
- Mid Career Group 24.9% (4,653) (11 to 20 years to retirement), 23.9% in FY08
- Early Career Group 17% (3,178) (21 to 25+ years to retirement), up from 14.3% in FY08

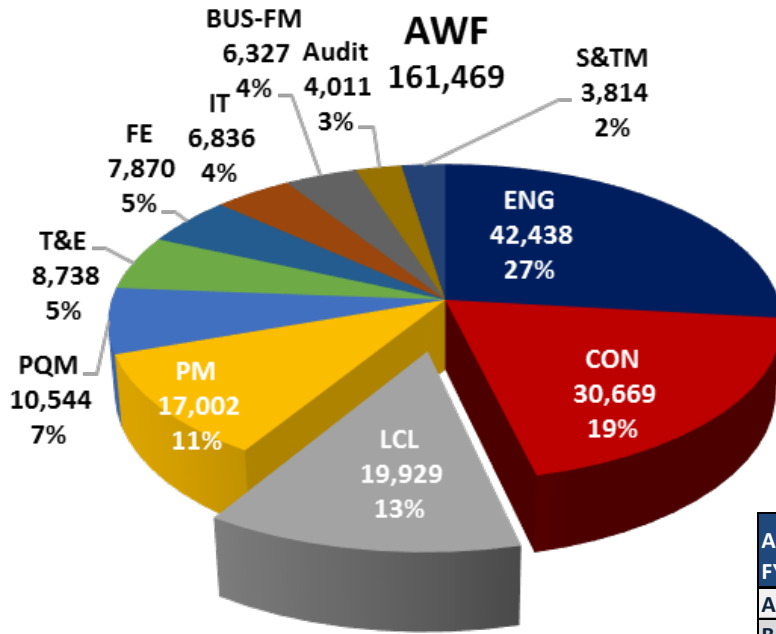


Total Historic Workforce





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%		



Logistics Workforce Historical Size by Agency FY08 – FY16



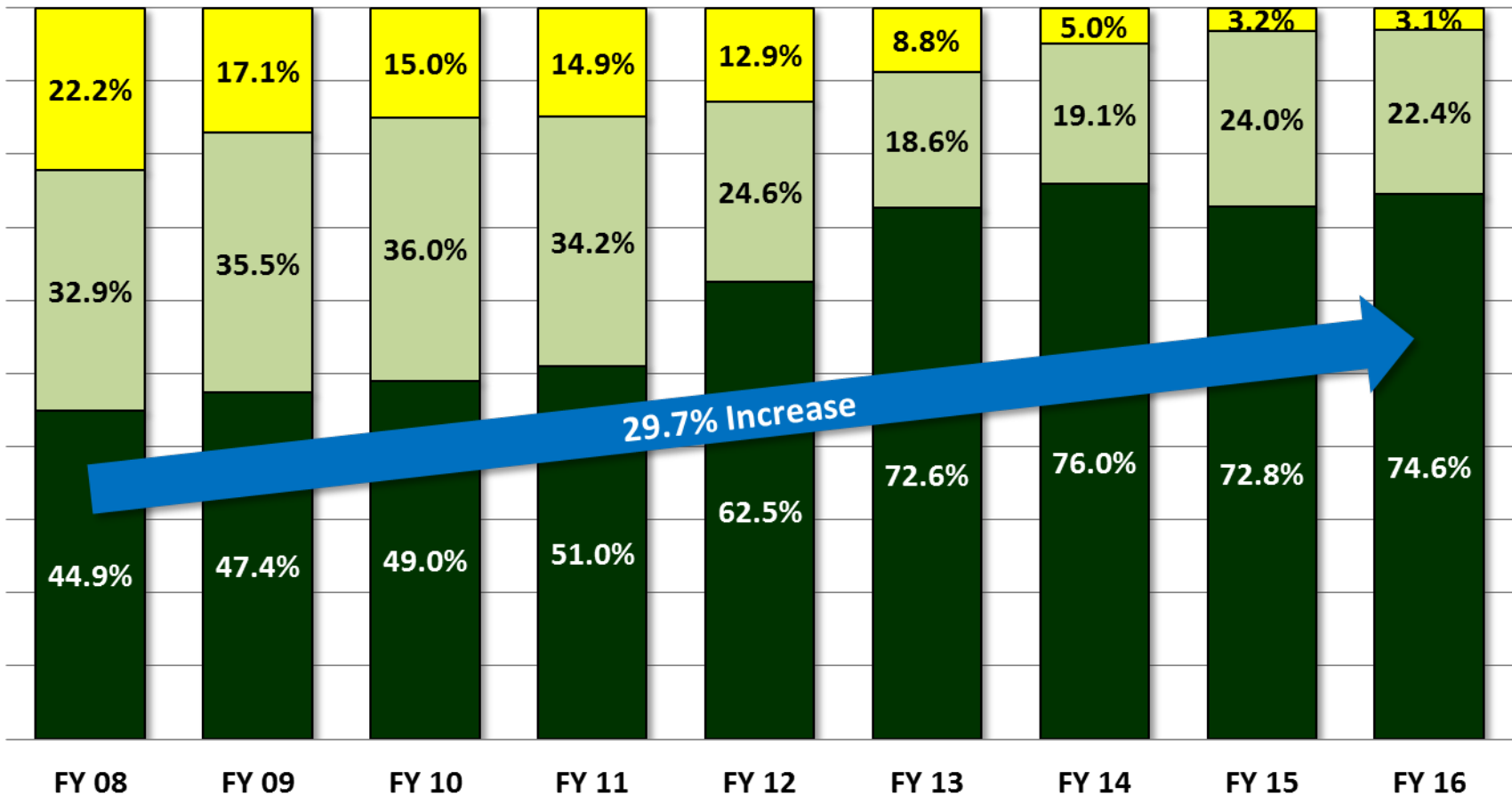
Life Cycle Logistics	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce											
ARMY	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,201	7,160	0.4%	-0.6%
DoN	4,355	4,784	5,219	5,415	5,497	5,538	5,715	6,160	6,556	51%	6%
AIR FORCE	1,727	1,989	2,427	2,762	2,789	2,859	2,907	3,028	3,237	87%	7%
DCMA	29	35	37	91	132	128	127	127	128	341%	1%
DLA	40	22	21	21	317	359	1,272	2,554	2,683	6608%	5%
MDA	5	12	44	48	57	71	64	71	85	1600%	20%
DISA	38	22	17	18	15	13	32	27	18	-53%	-33%
DHA	-	-	2	2	1	-	3	3	3		0%
DTRA	1	1	1	1	-	-	-	4	5	400%	25%
DAU	24	30	37	36	41	37	36	33	36	50%	9%
NRO	-	-	-	-	-	-	-	-	4		
OSD	2	2	10	13	12	11	12	12	11	450%	-8%
JCS	-	-	-	-	1	1	1	1	1		0%
DoDEA	-	-	-	-	-	-	-	-	1		
DSCA	2	-	-	-	-	-	-	-	-	-100%	
DSS	-	-	-	-	-	1	1	1	1		0%
4th Estate Other	4	3	1	-	-	-	-	-	-		
TOTAL	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	19,929	↑ 49%	↑ 4%



Logistics Historical DAWIA Certification FY08 – FY16



Life Cycle Logistics



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

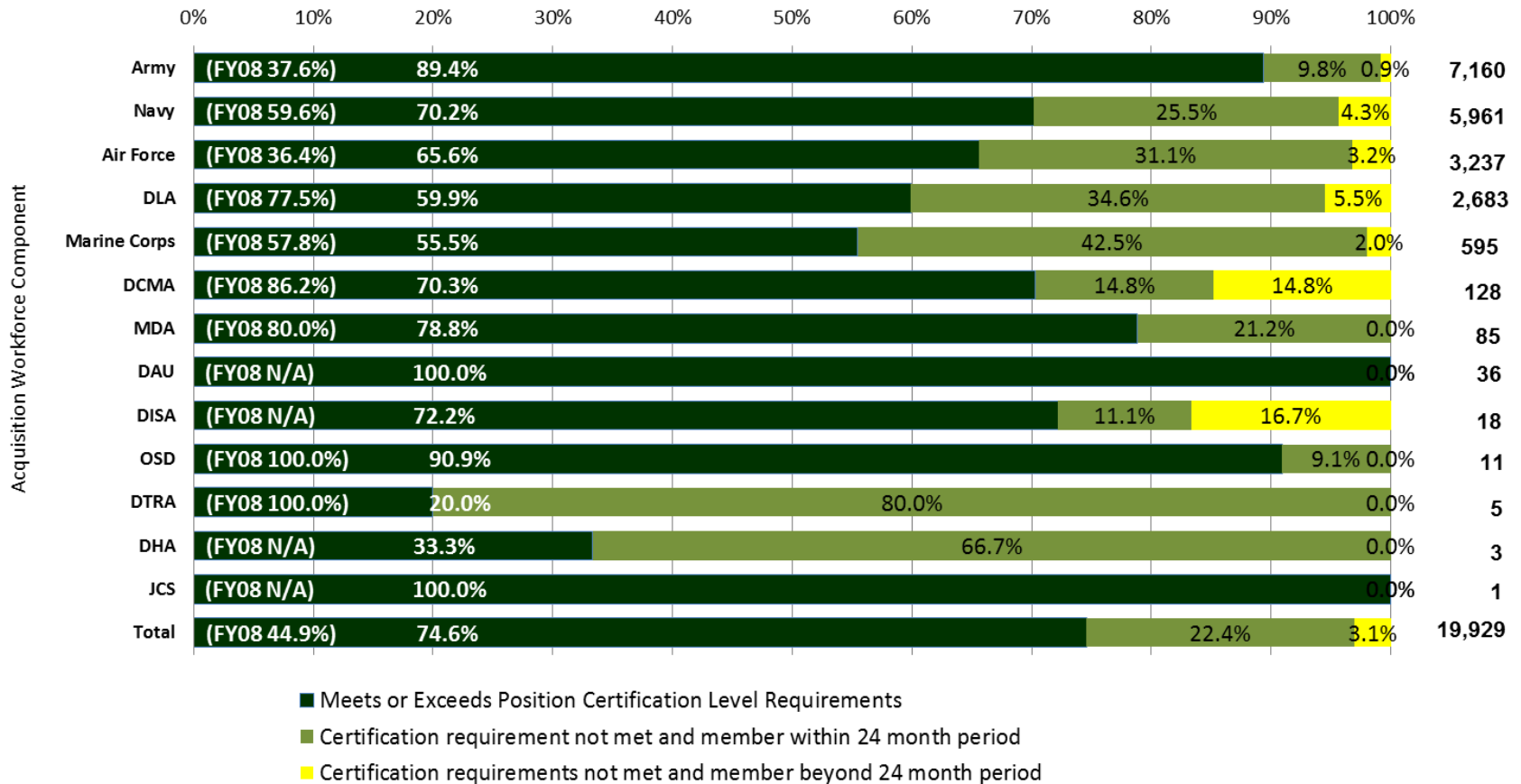
* Rounded to nearest 0.1%

29.7% Increase



Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY16Q4)





Logistics DAWIA Certification Matrix + Bench Strength

Life Cycle Logistics		Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,235	1,174	303	44	2,756	55.2%	
Level II	1,441	1,216	5,665	2,457	10,779	75.4%	
Level III	475	229	465	5,220	6,389	81.7%	
<i>Unspecified</i>	3	-	1	1	5		
FY16Q4 TOTAL	3,154	2,619	6,434	7,722	19,929	74.6%	
	15.8%	13.1%	32.3%	38.7%			

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%	
Life Cycle L	2,804	14.1%	4 of 14

** Based on population total without unspecified positions

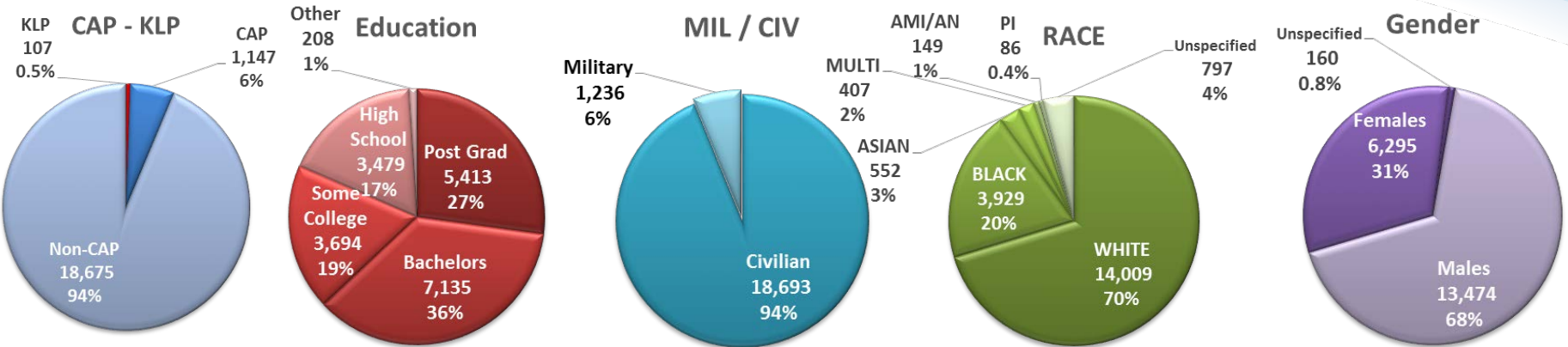
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I					
Level II	1,521	1,210	25	2,756	13.8%
Level III	8,122	2,295	362	10,779	54.1%
<i>Unspecified</i>	5,220	947	222	6,389	32.1%
Life Cycle Logistics TOTAL	1	4	-	5	0.0%
	14,864	4,456	609	19,929	
	74.6%	22.4%	3.1%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL		Entire DAW	
Key Leadership Positions (KLPs)	107	0.5%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	1,147	5.8%	15,791	9.8%
Non-CAP Positions	18,675	93.7%	144,481	89.5%
TOTAL	19,929		161,469	

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

Highest Level of Education	LCL		Entire DAW	
Post Grad	5,413	27.2%	63,772	39.5%
Bachelors	7,135	35.8%	71,199	44.1%
Some College	3,694	18.5%	12,023	7.4%
High School	3,479	17.5%	12,767	7.9%
Other	208	1.0%	1,708	1.1%
TOTAL	19,929		161,469	

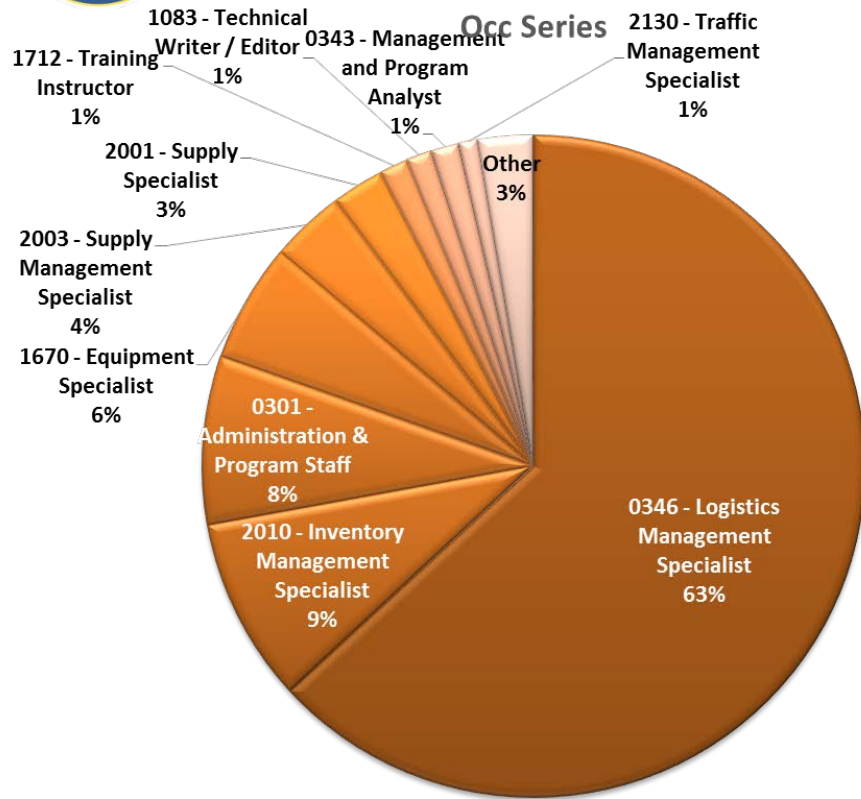
Military / Civilian	LCL		Entire DAW	
Civilian	18,693	93.8%	145,988	90.4%
Military	1,236	6.2%	15,481	9.6%
TOTAL	19,929		161,469	

Race	LCL		Entire DAW	
WHITE	14,009	70.3%	119,897	74.3%
BLACK	3,929	19.7%	19,270	11.9%
ASIAN	552	2.8%	10,551	6.5%
MULTI	407	2.0%	3,591	2.2%
AMI/AN	149	0.7%	898	0.6%
PI	86	0.4%	787	0.5%
Unspecified	797	4.0%	6,475	4.0%
TOTAL	19,929		161,469	

Gender	LCL		Entire DAW	
Males	13,474	67.6%	113,498	70.3%
Females	6,295	31.6%	46,704	28.9%
Unspecified	160	0.8%	1,267	0.8%
TOTAL	19,929		161,469	



Logistics Size by Occupational Series



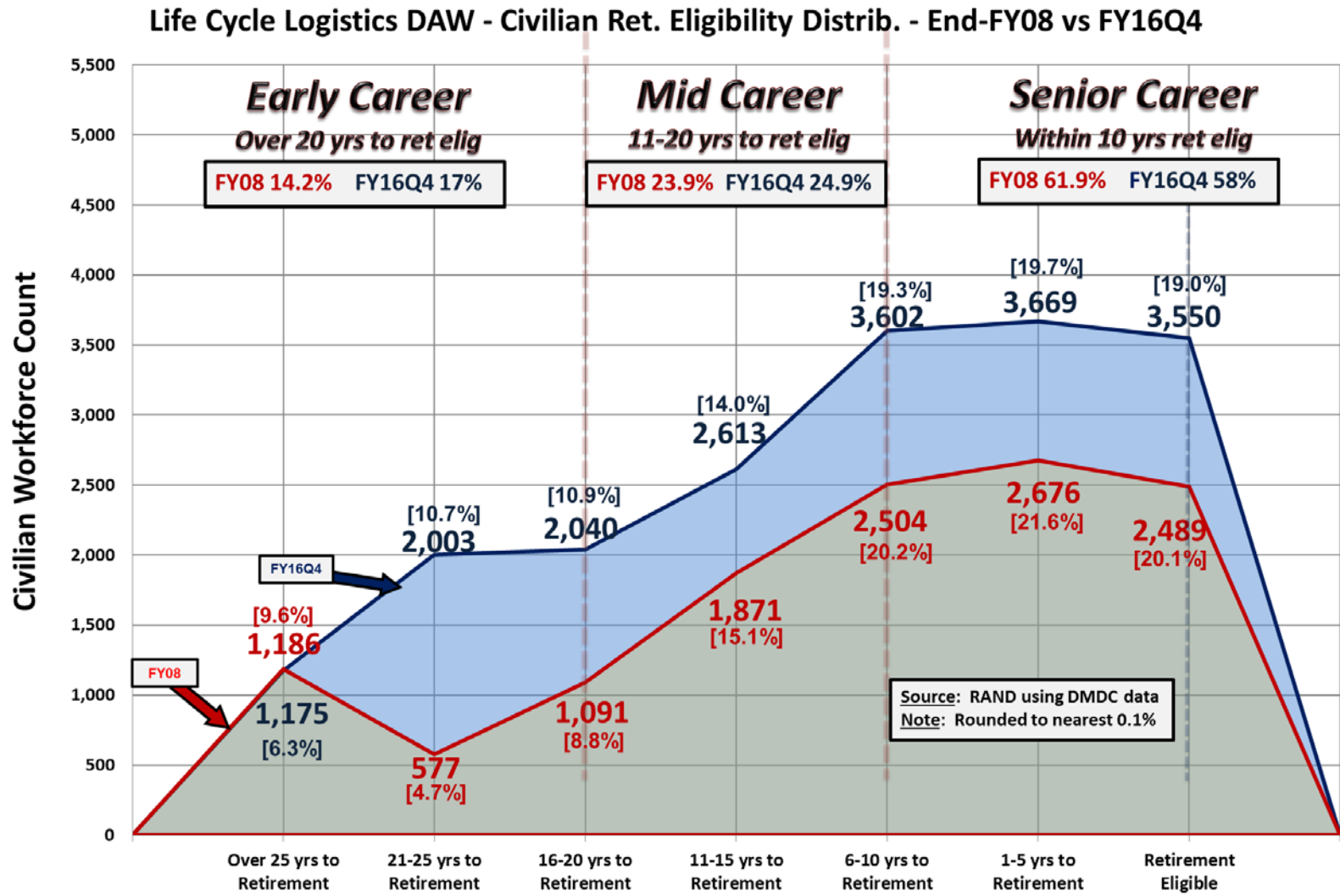
Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,802	63.1%
2010 - Inventory Management Specialist	1,685	9.0%
0301 - Administration & Program Staff	1,536	8.2%
1670 - Equipment Specialist	1,088	5.82%
2003 - Supply Management Specialist	680	3.64%
2001 - Supply Specialist	476	2.55%
1712 - Training Instructor	261	1.40%
1083 - Technical Writer / Editor	235	1.26%
0343 - Management and Program Analyst	252	1.35%
2130 - Traffic Management Specialist	174	0.93%
Other	504	2.70%
TOTAL CIVILIAN	18,693	Civilians



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



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY16Q4

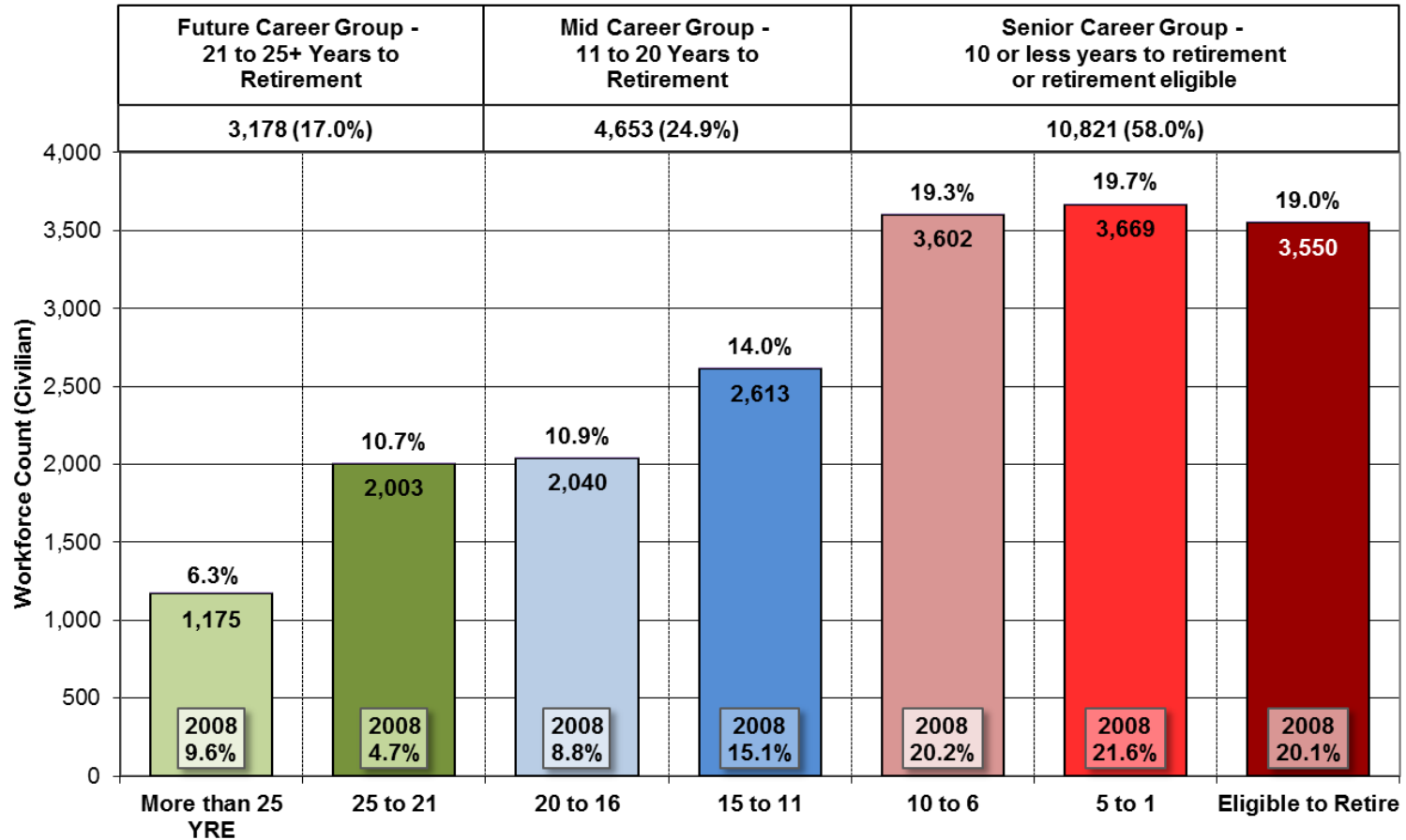


As of 30 Sept 2016



Logistics Workforce Lifecycle Model by YRE

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



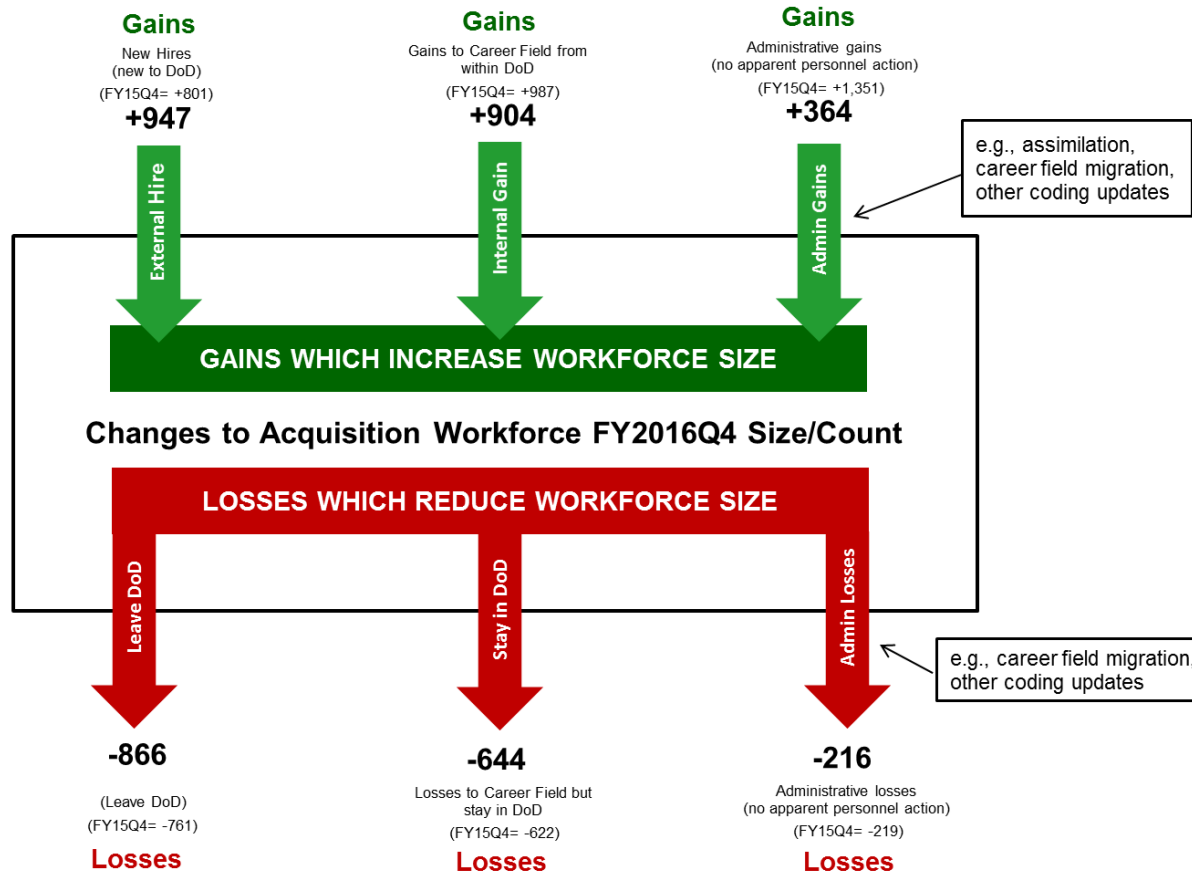
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q4) - Life Cycle Logistics

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

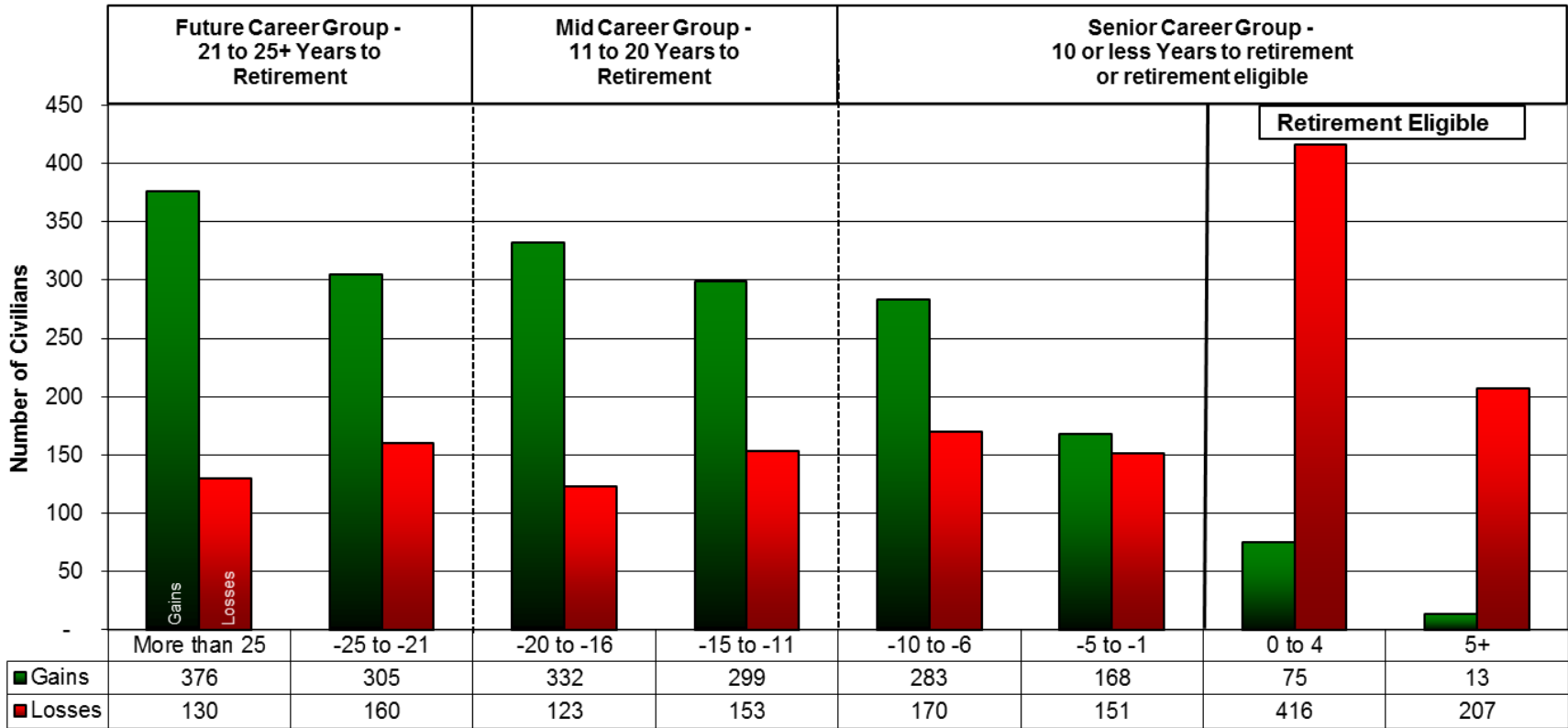




Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - LCL Workforce Lifecycle FY2016Q4 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

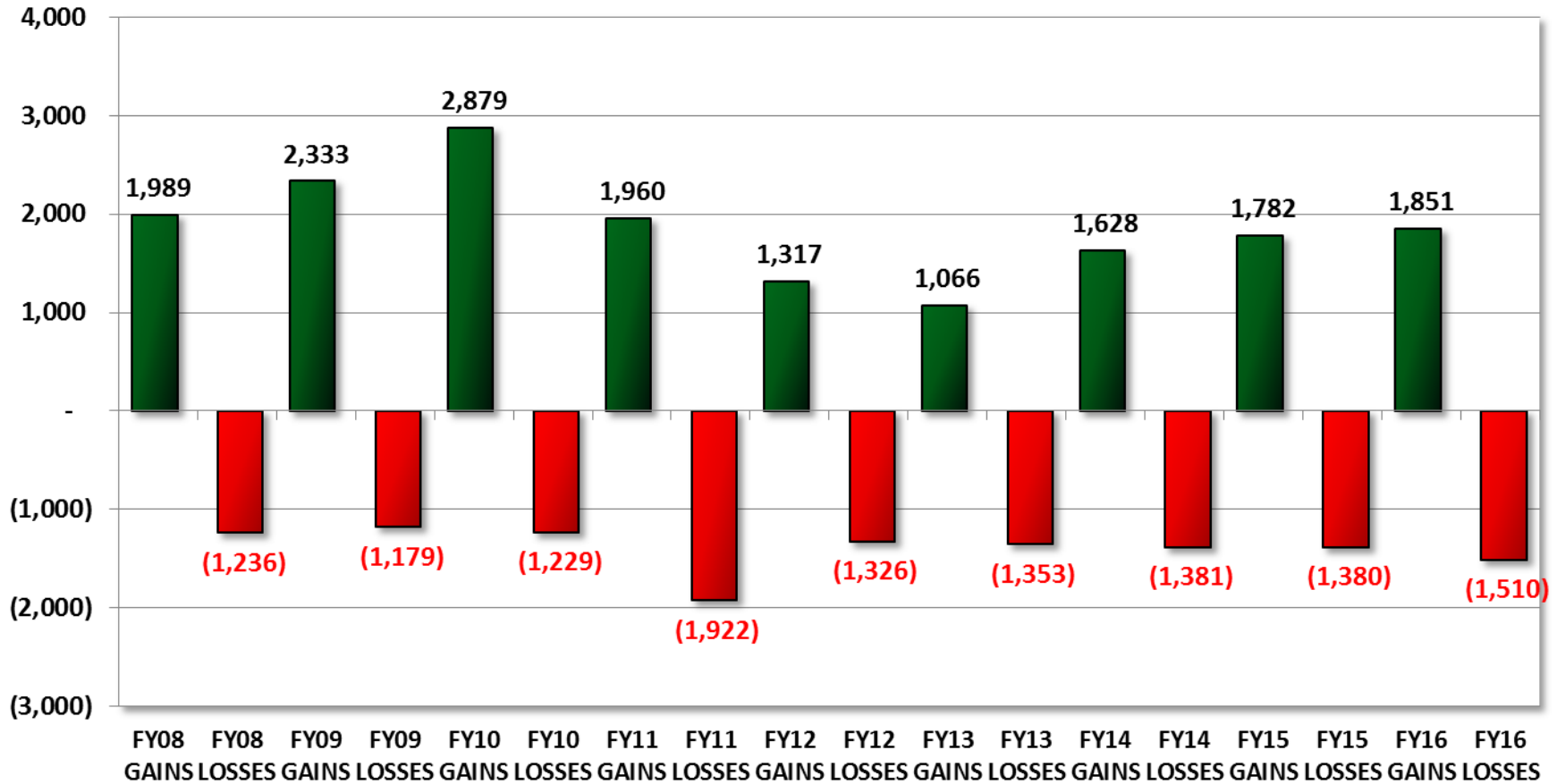
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative gains and losses

As of 30 Sept 2016



Logistics Historical Gains and Losses FY08 – FY16



As of 30 Sept 2016

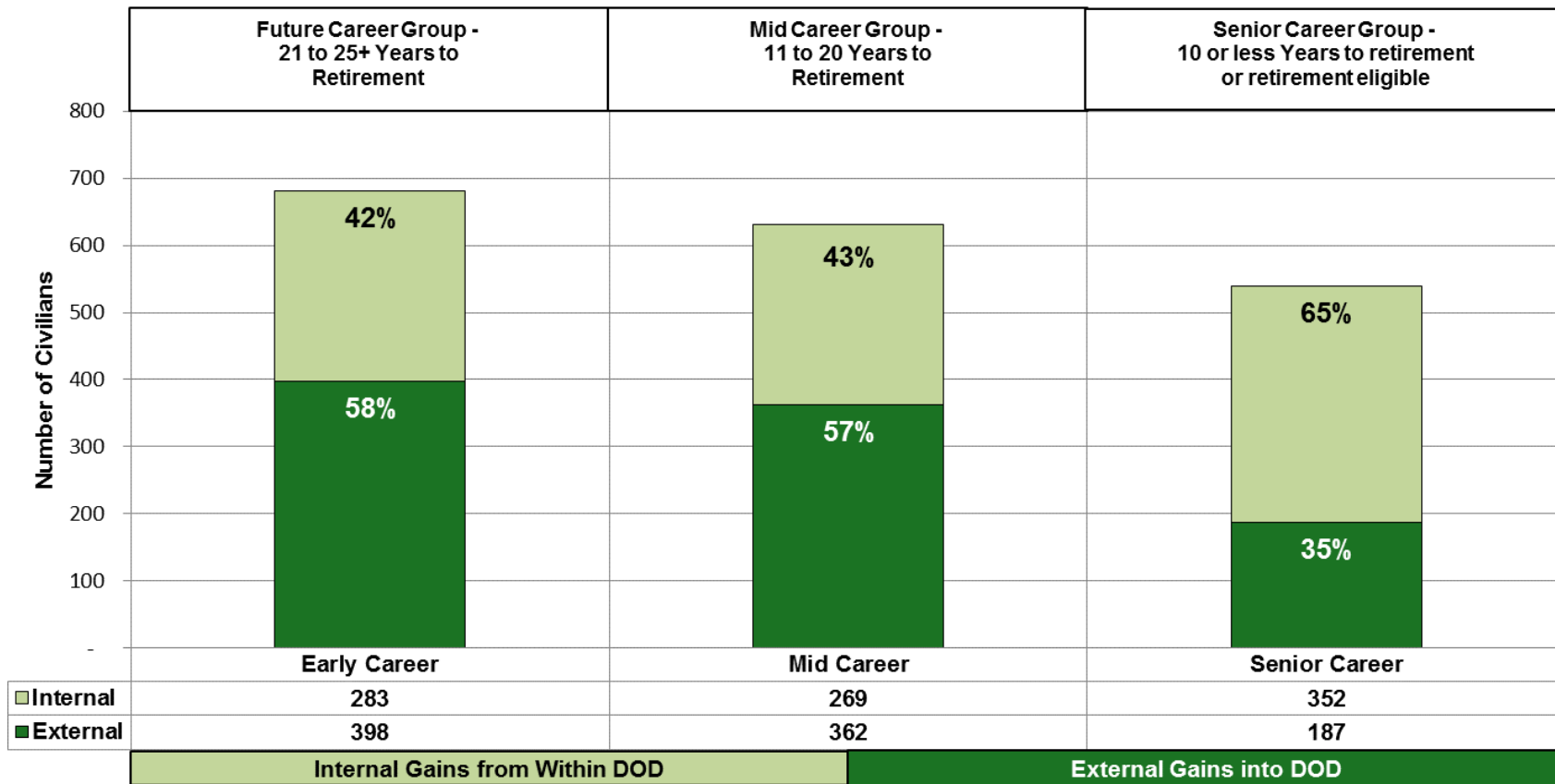


Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

Workforce Lifecycle FY2016Q4 Gains*



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

*Does not include administrative gains

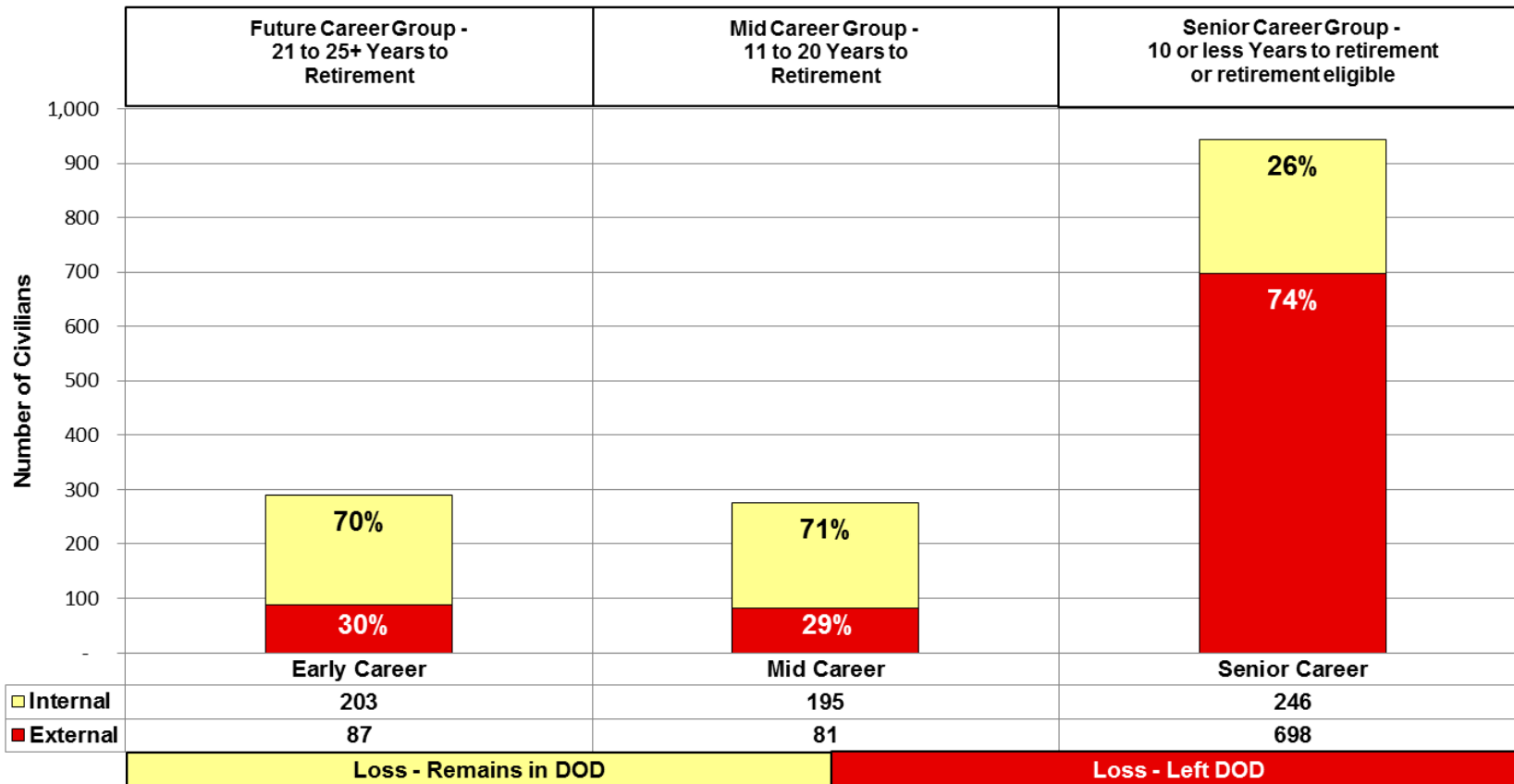


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

Workforce Lifecycle FY2016Q4 Losses*



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

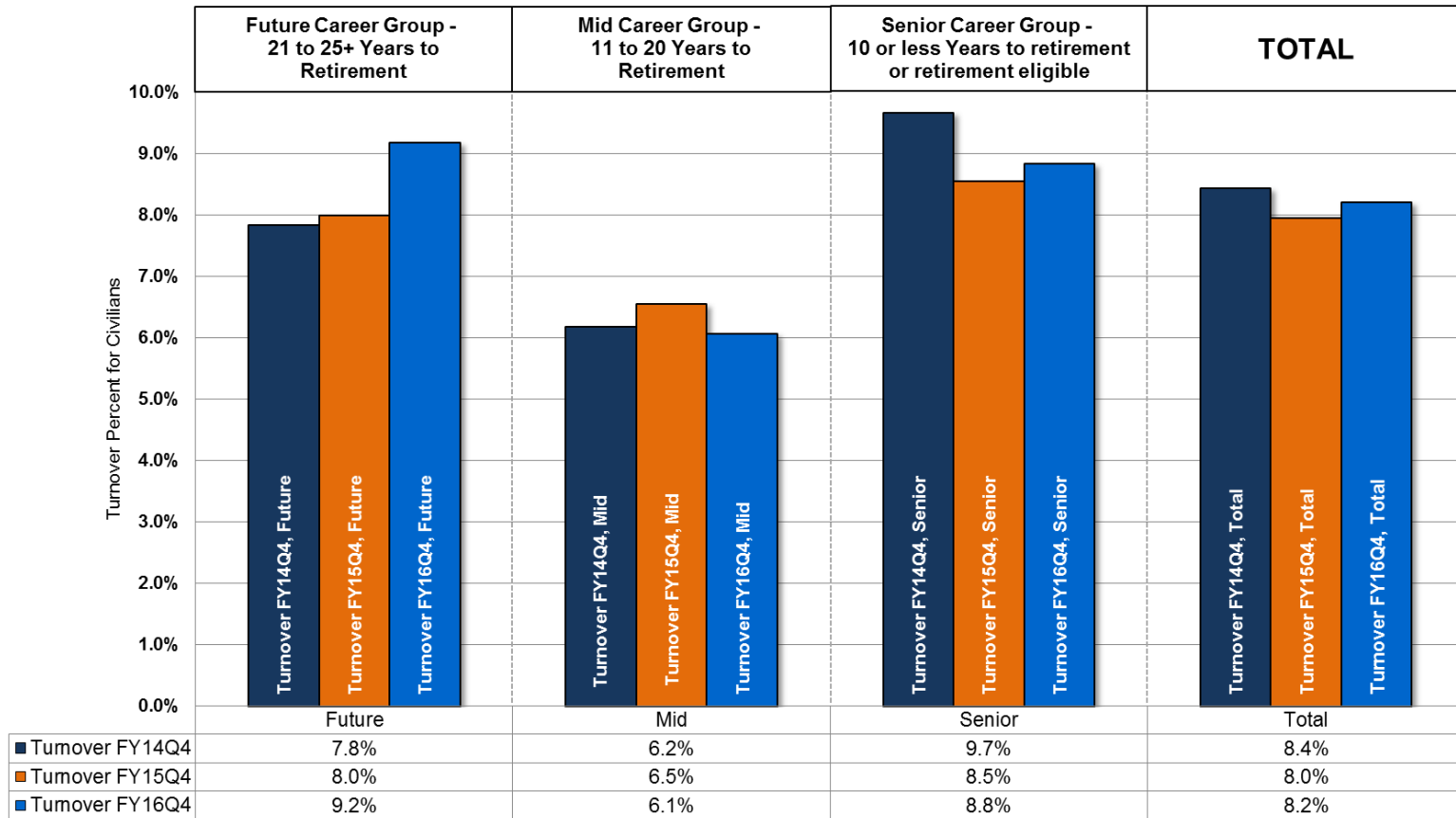
*Does not include administrative losses



Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

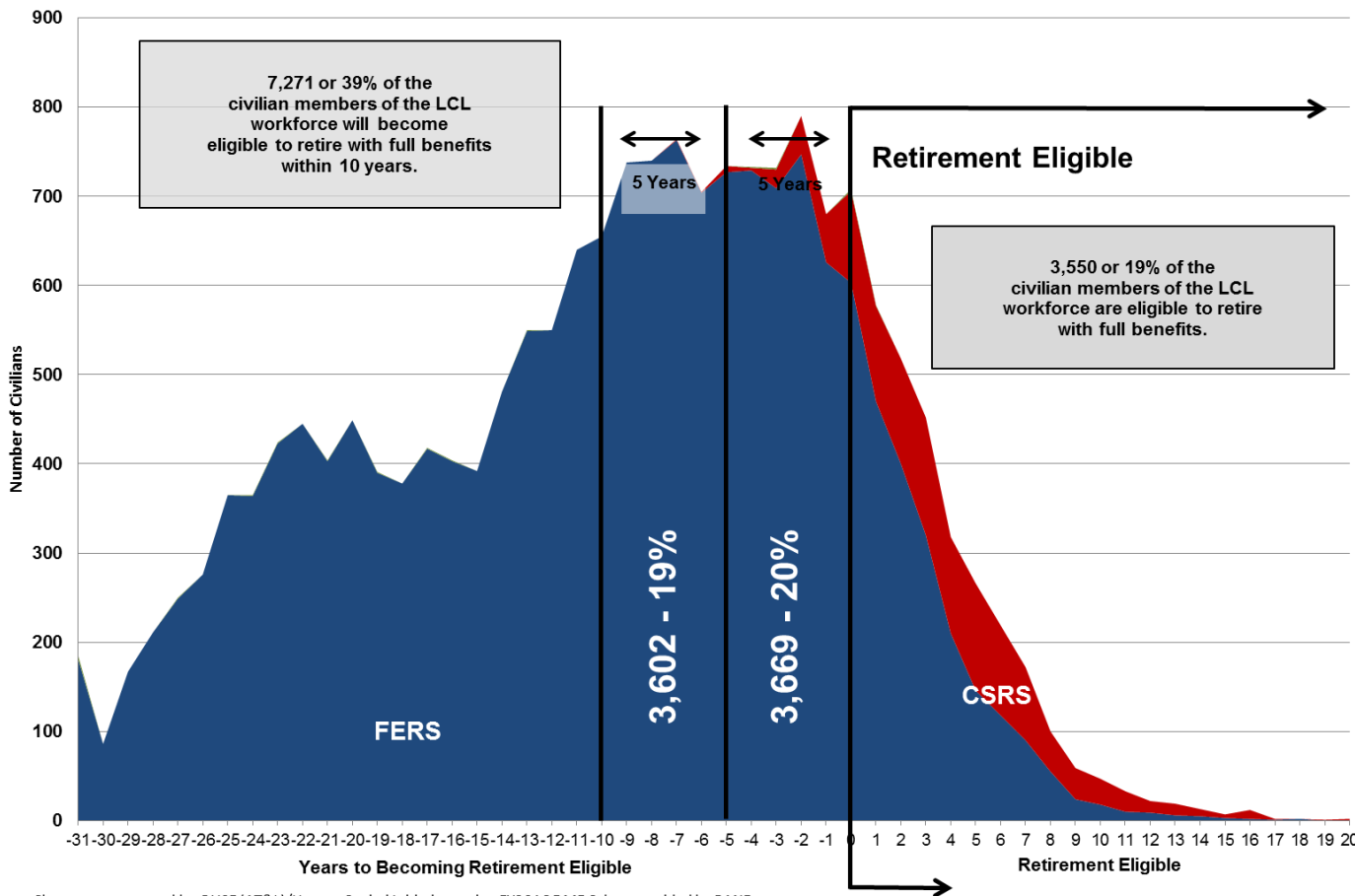


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - LCL

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