



# Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

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



<b>Slide Title</b>	<b>#</b>
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



# Highlights



## Defense Acquisition Workforce Size Highlights

- The current Production, Quality and Man Defense Acquisition Workforce count is 10,544, up from 9,138 in FY08, a total increase of 1,406
- The Production, Quality and Man Defense Acquisition Workforce count was at its highest point (10,544) in FY16Q4, and its lowest point (8,364) in FY07
- The Agencies with the largest increases, since FY08, are MDA, NAVY, and DCMA, with increases of 30 (81%), 1244 (62%), and 613 (16%), respectively
- The Agencies with the largest decreases, since FY08, are DCAA, OSD, and Army with decreases of 3 (-100), 11 (-85%), and 545 (-28%), respectively

## Defense Acquisition Workforce DAWIA Certification Highlights

- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 73.2%; up from 63.1% in FY08
- The current Production, Quality and Manufacturing Meets/Exceeds certification rate is up 10% from FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.8%; down from 26.5% in FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3%; down from 10.4% in FY08

## Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 59.6% (5,835) (10 years or less to retirement eligibility or retirement eligible)
- 21.6% (2,120) are currently eligible to retire, ↓ from 28.8% in FY08
- Mid Career Group 26.3% (2,574) (11 to 20 years to retirement), up from 19.2% in FY08
- Future Career Group 14.2% (1,388) (21 to 25+ years to retirement), up from 9.5% in FY08



# Fact Sheet



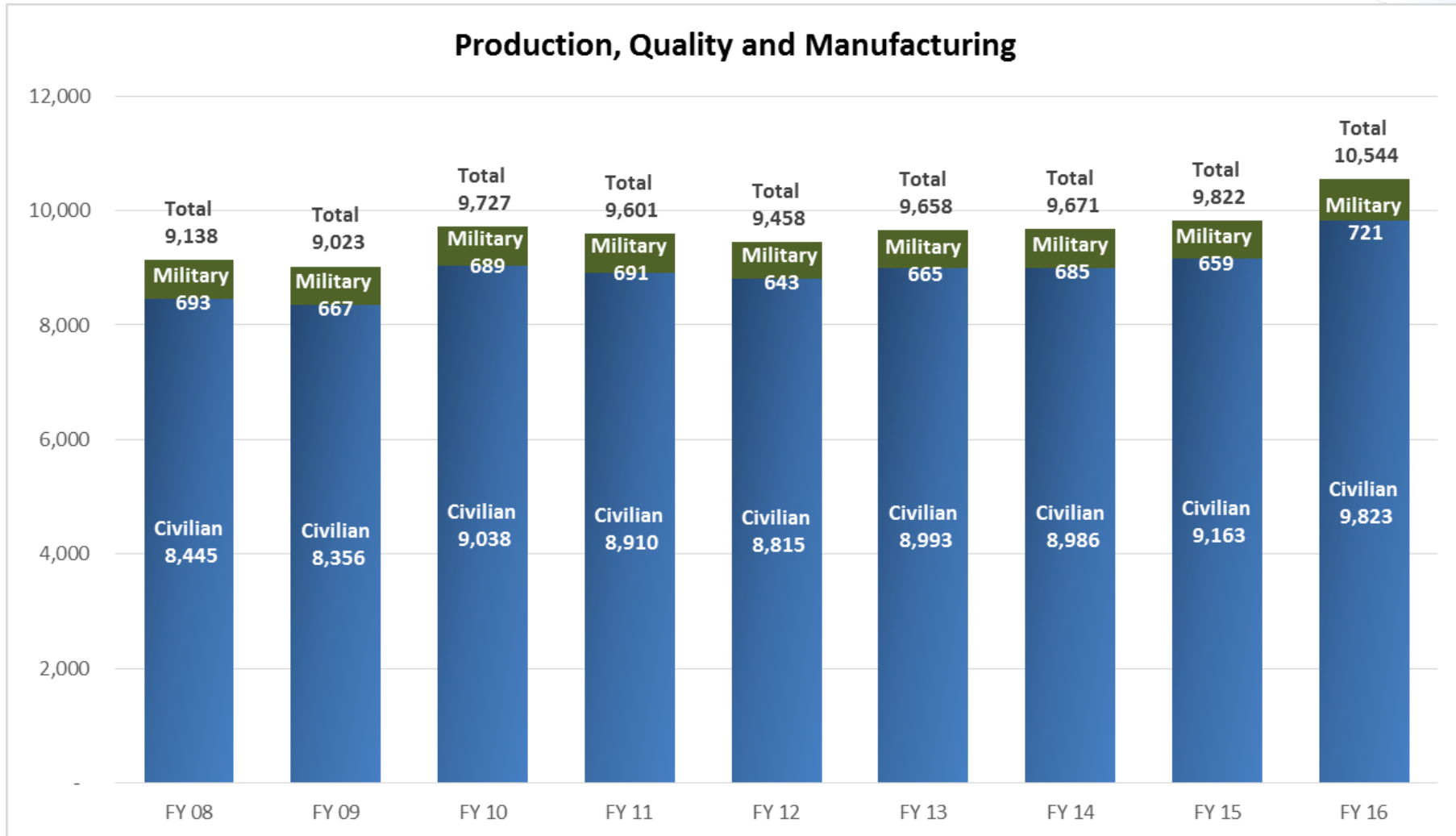
Human Capital Fact Sheet								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2016Q4			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,445	693	9,138	125,879	9,823	721	10,544	161,469
Change in size from 2008	-	-	-	-	16%	4%	15%	28%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	40%	83%	43%	77%	42%	81%	45%	84%
Graduate Degree	9%	38%	12%	29%	14%	64%	17%	39%
<b>Certification</b>								
Level I or Higher Achieved	76%	56%	74%	72%	82%	68%	81%	85%
Level II or Higher Achieved	68%	42%	66%	61%	73%	46%	71%	73%
Level III Achieved	13%	23%	14%	36%	21%	28%	21%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	75%	54%	73%	75%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	23%	42%	24%	22%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	4%	3%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	44%	3%	41%	33%
Average Age	51.0	39.9	50.2	45.7	49.1	38.4	48.4	44.9
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/26/60(%)	-	-	26/25/50(%)
Average Years of Service	21.0	16.2	20.7	17.3	16.5	17.1	16.5	15.0
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,120(22%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,897(19%)	-	-	25,920(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,647/983	-	-	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.

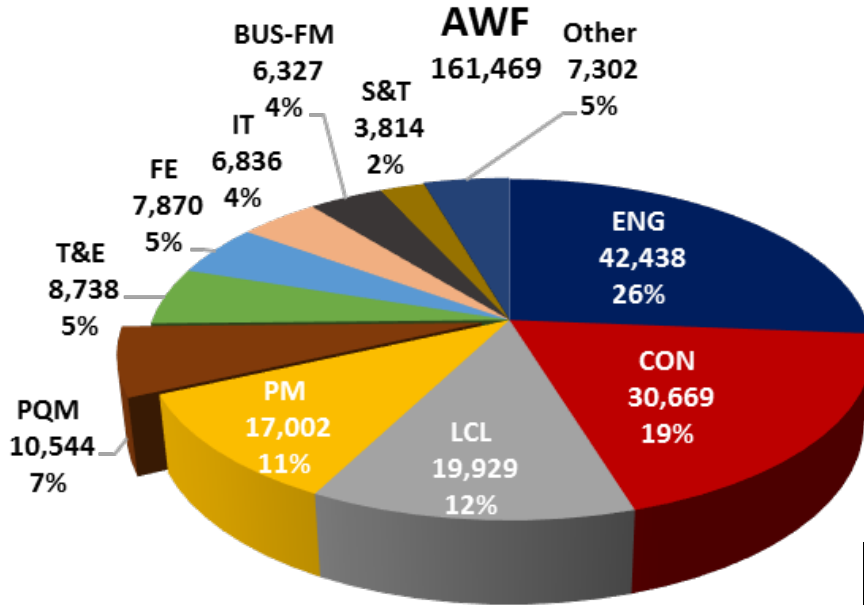


# PQM Total Workforce





# 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>		



# PQM Workforce Historical Size by Agency FY05 – FY16



Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,393	1,407	-28%	1%
DoN	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	2,810	3,249	62%	16%
AIR FORCE	407	334	326	383	389	404	406	405	326	330	331	393	3%	19%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,353	4,471	16%	3%
DLA	534	590	438	865	652	769	852	823	827	815	868	943	9%	9%
DCAA	-	-	-	3	-	-	-	-	-	-	-	-	-100%	
MDA	6	5	8	37	6	23	31	41	47	54	54	67	81%	24%
DISA	-	1	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	2	1	2	1	1	2	3	2	1	-50%	-50%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	4	5	-	5	5	5	5	5	7	9	9	10	100%	11%
NRO	-	-	-	-	-	-	-	-	-	-	-	1		
OSD	1	-	-	13	1	3	1	1	2	1	2	2	-85%	0%
DeCA	1	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	1	-	-	-	-	-	-	-	-	-		
DFAS	-	16	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
TRMC	-	-	-	2	-	-	-	-	-	-	-	-	-100%	
DARPA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
NDU	-	-	-	2	-	-	-	-	-	-	-	-		
IG	-	-	-	4	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	5	-	-	-	-	-	-	-	-		
<b>TOTAL</b>	<b>9,397</b>	<b>8,966</b>	<b>8,364</b>	<b>9,138</b>	<b>9,023</b>	<b>9,727</b>	<b>9,601</b>	<b>9,458</b>	<b>9,658</b>	<b>9,671</b>	<b>9,822</b>	<b>10,544</b>	<b>↑</b>	<b>↑</b>
													15%	7%

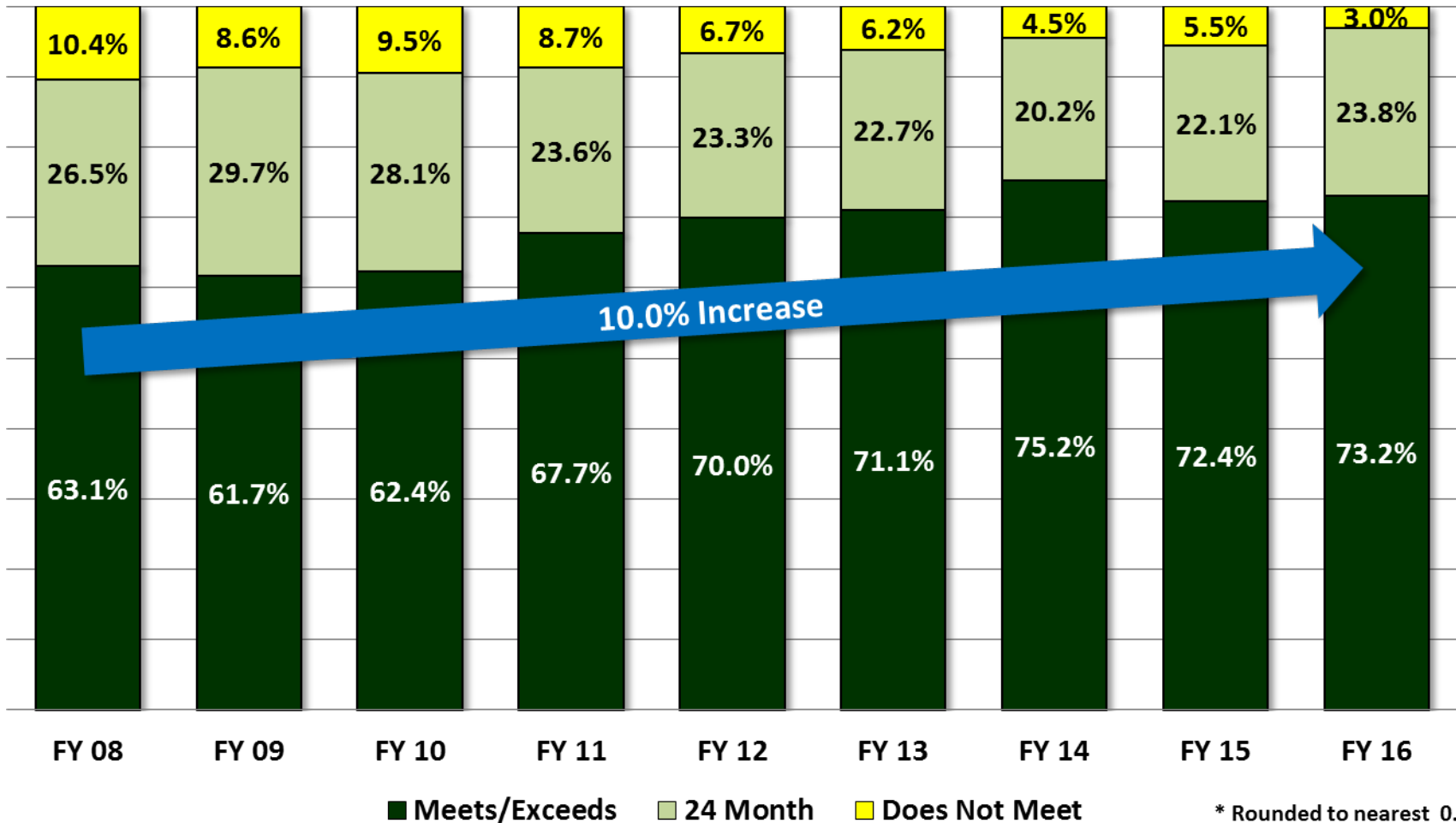




# PQM Manager Historical DAWIA Certification FY08 – FY16



## Production, Quality and Manufacturing

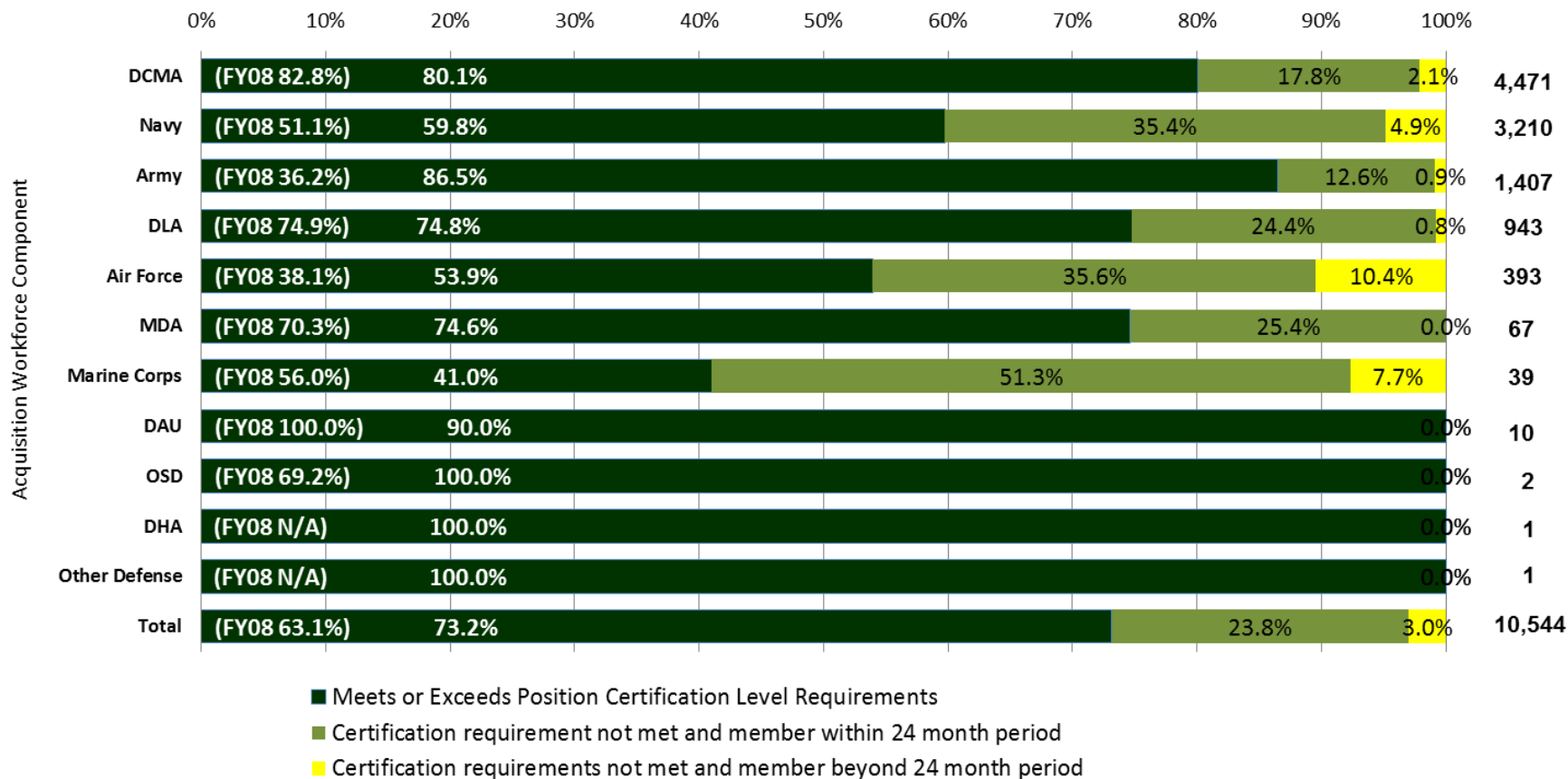




# PQM DAWIA Certification by Component



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





# PQM DAWIA Certification Matrix + Bench Strength



PQM	Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	500	438	153	11	1,102	54.6%
Level II	1,321	596	4,903	515	7,335	73.9%
Level III	176	49	187	1,692	2,104	80.4%
Unspecified	-	-	2	1	3	
<b>FY16Q4 TOTAL</b>	<b>1,997</b>	<b>1,083</b>	<b>5,245</b>	<b>2,219</b>	<b>10,544</b>	<b>73.2%</b>
	18.9%	10.3%	49.7%	21.0%		

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>PQM</b>	<b>679</b>	<b>6.4%</b>	<b>12 of 14</b>

\*\* Based on population total without unspecified positions

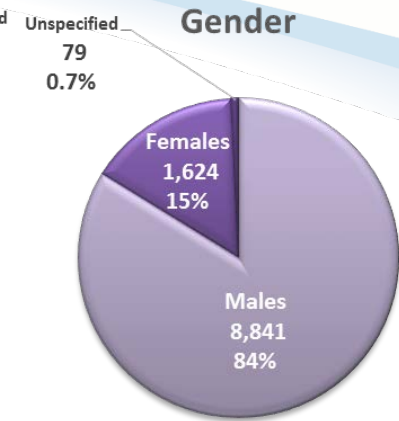
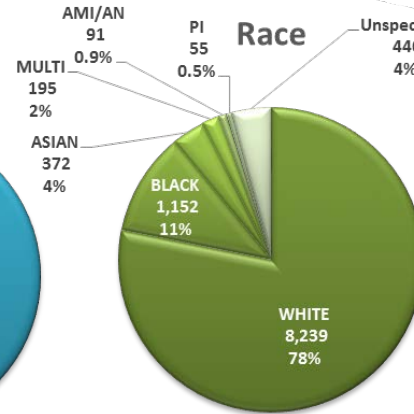
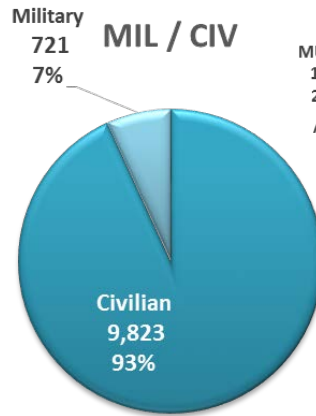
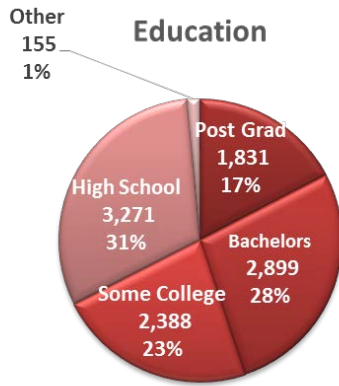
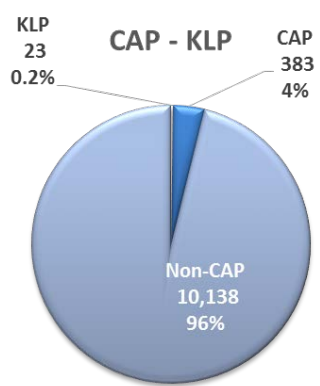
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	602	471	29	1,102	10.5%
Level II	5,418	1,703	214	7,335	69.6%
Level III	1,692	338	74	2,104	20.0%
Unspecified	1	2	-	3	0.0%
<b>PQM TOTAL</b>	<b>7,713</b>	<b>2,514</b>	<b>317</b>	<b>10,544</b>	
	73.2%	23.8%	3.0%		

= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# PQM Demographics



Occupied Position Type	PQM	Entire DAW
Key Leadership Positions (KLPs)	23	0.2%
Critical Acquisition Positions (CAPs) *	383	3.6%
Non-CAP Positions	10,138	96.1%
<b>TOTAL</b>	<b>10,544</b>	<b>161,469</b>

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

Highest Level of Education	PQM	Entire DAW
Post Grad	1,831	17.4%
Bachelors	2,899	27.5%
Some College	2,388	22.6%
High School	3,271	31.0%
Other	155	1.5%
<b>TOTAL</b>	<b>10,544</b>	<b>161,469</b>

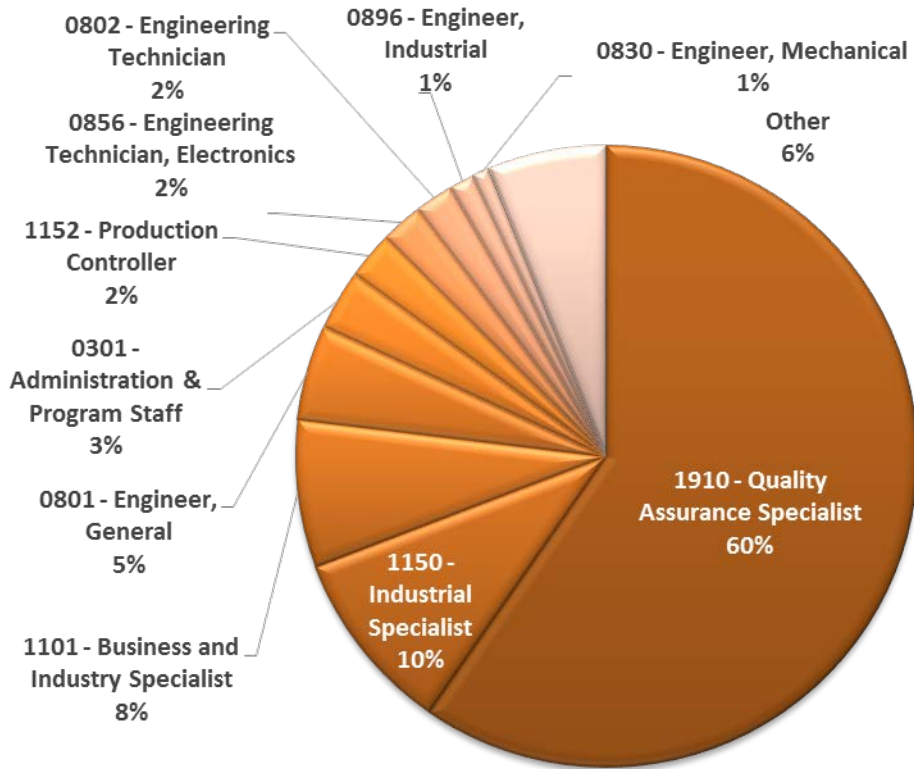
Military / Civilian	PQM	Entire DAW
Civilian	9,823	93.2%
Military	721	6.8%
<b>TOTAL</b>	<b>10,544</b>	<b>161,469</b>

Race	PQM	Entire DAW
WHITE	8,239	78.1%
BLACK	1,152	10.9%
ASIAN	372	3.5%
MULTI	195	1.8%
AMI/AN	91	0.9%
PI	55	0.5%
Unspecified	440	4.2%
<b>TOTAL</b>	<b>10,544</b>	<b>161,469</b>

Gender	PQM	Entire DAW
Males	8,841	83.8%
Females	1,624	15.4%
Unspecified	79	0.7%
<b>TOTAL</b>	<b>10,544</b>	<b>161,469</b>



# PQM Size by Occupational Series



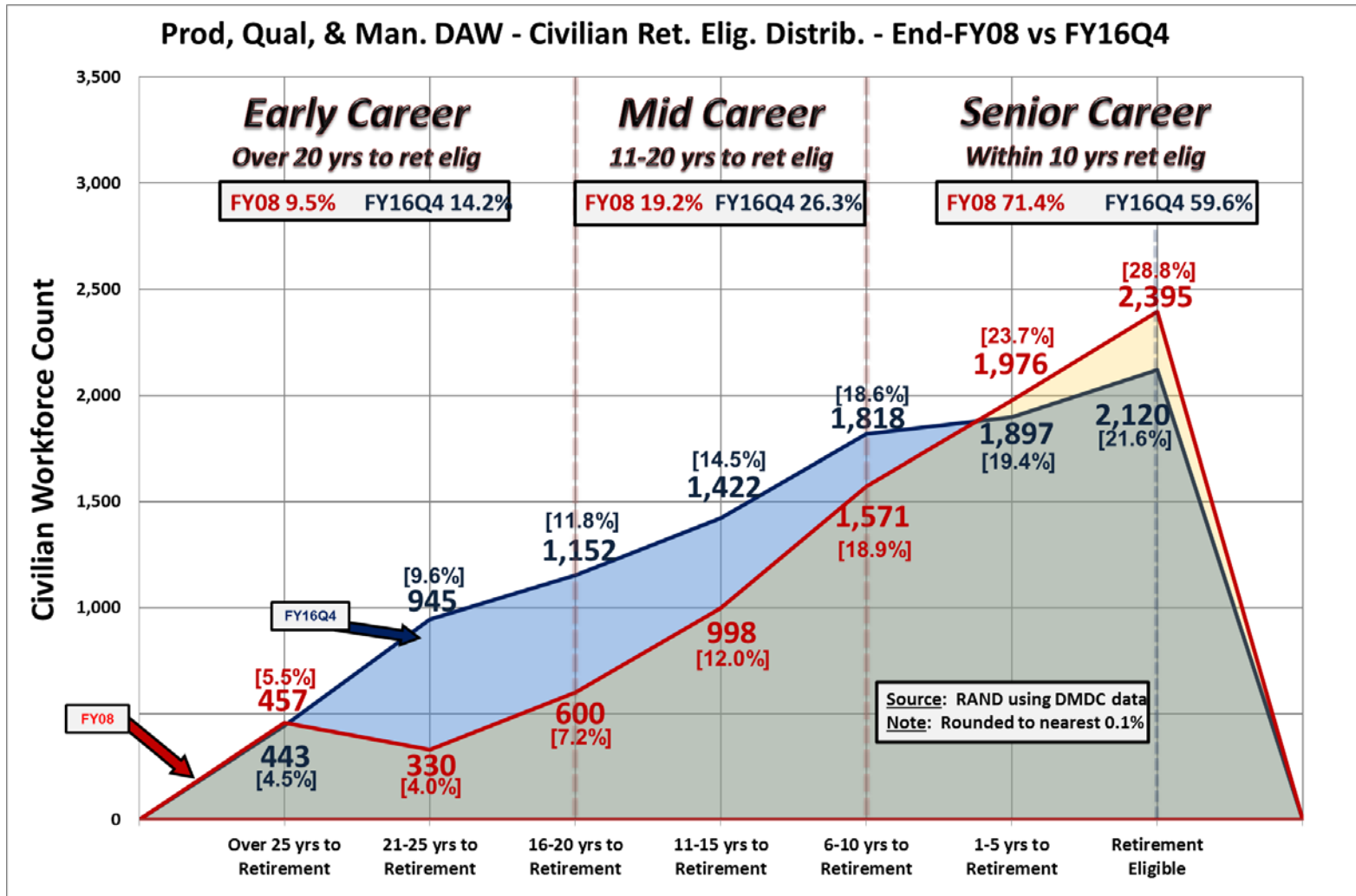
Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,857	59.6%
1150 - Industrial Specialist	944	9.6%
1101 - Business and Industry Specialist	753	7.7%
0801 - Engineer, General	487	4.96%
0301 - Administration & Program Staff	306	3.12%
1152 - Production Controller	243	2.47%
0856 - Engineering Technician, Electronics	217	2.21%
0802 - Engineering Technician	199	2.03%
0896 - Engineer, Industrial	126	1.28%
0830 - Engineer, Mechanical	87	0.89%
Other	604	6.15%
<b>TOTAL CIVILIAN</b>	<b>9,823</b>	<b>Civilians</b>



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



# PQM Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



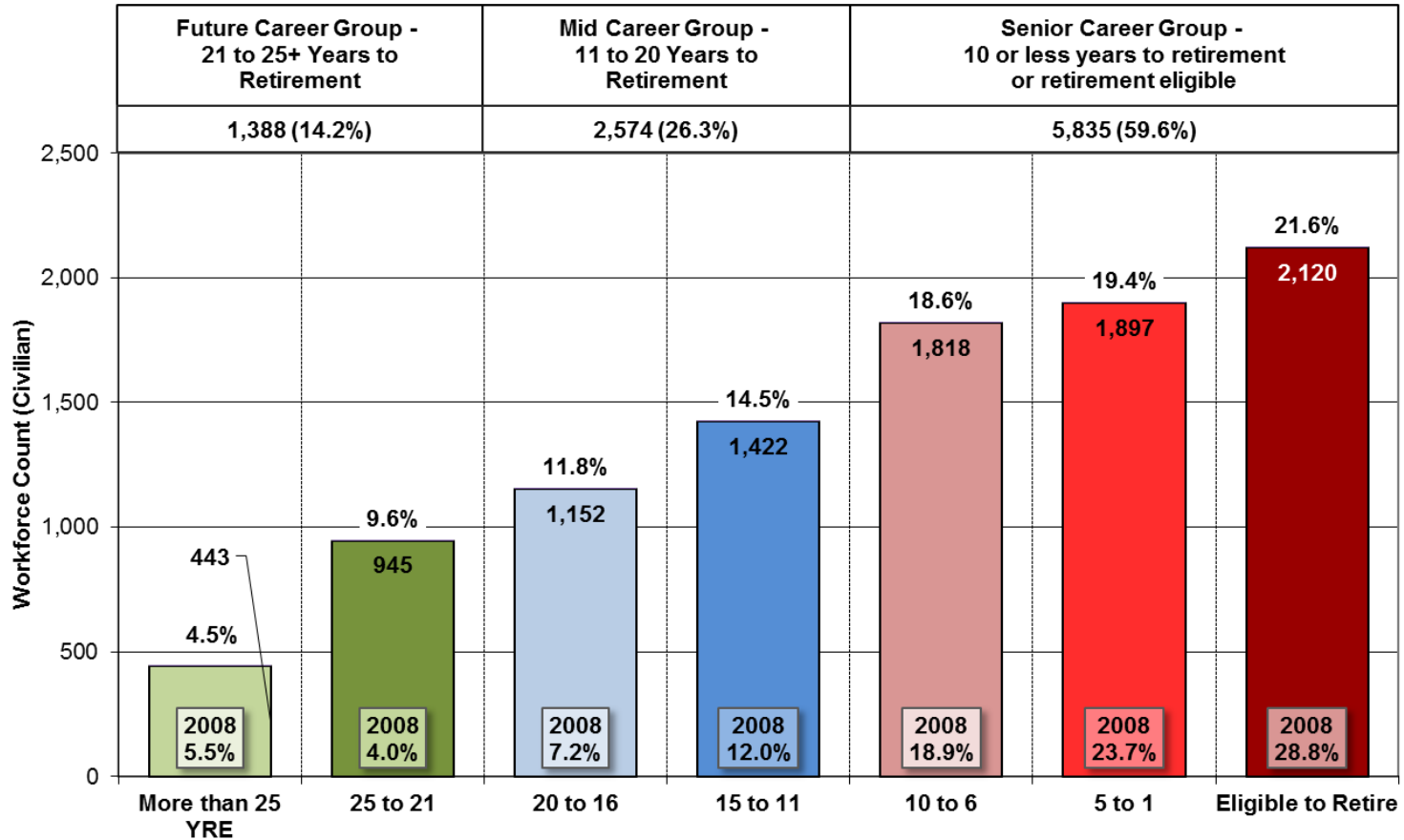
As of 30 Sept 2016



# PQM Workforce Lifecycle Model by YRE

## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q4) - Production, Quality and Manufacturing



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

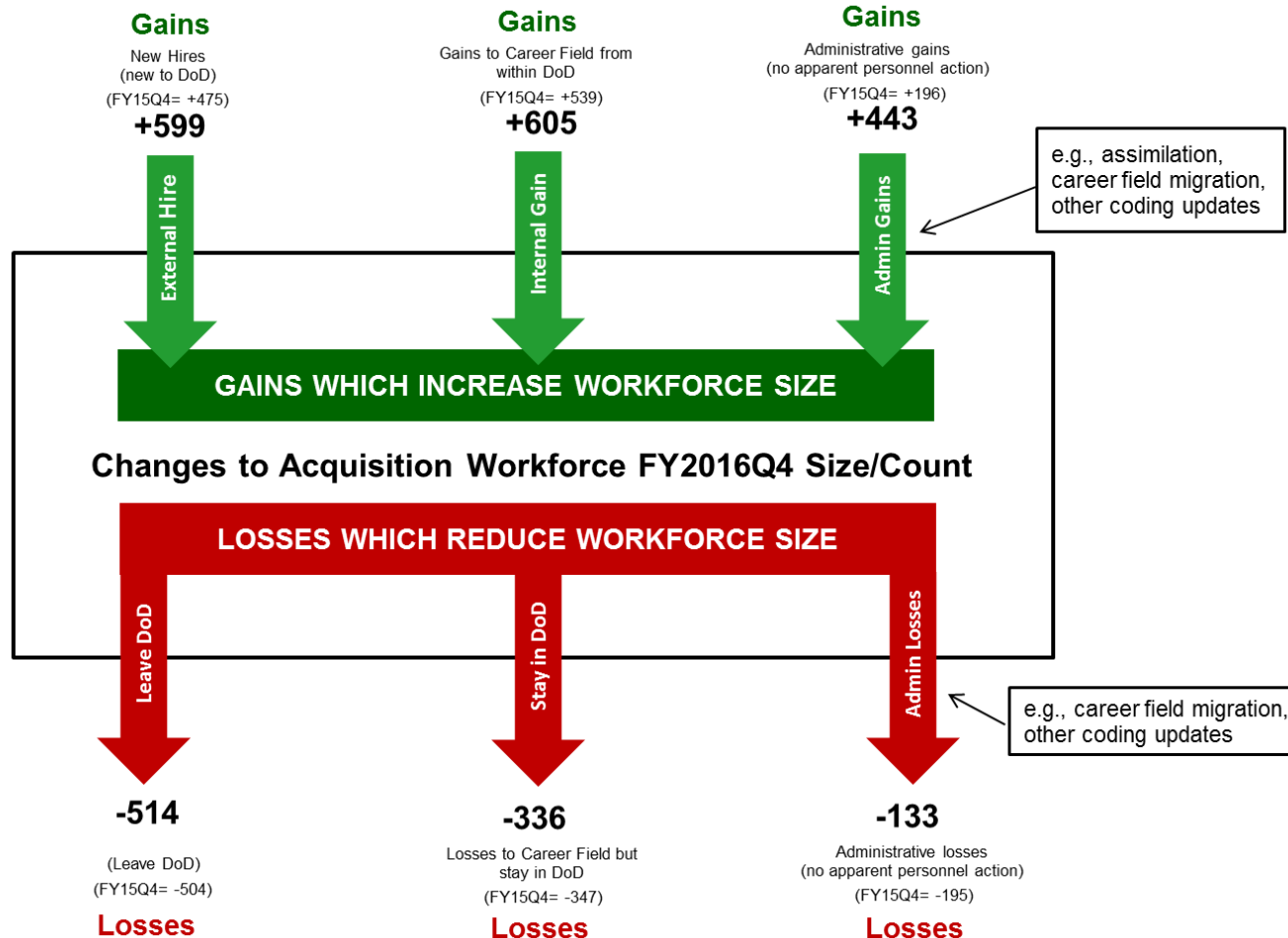




# PQM Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2016Q4) - Production, Quality and

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

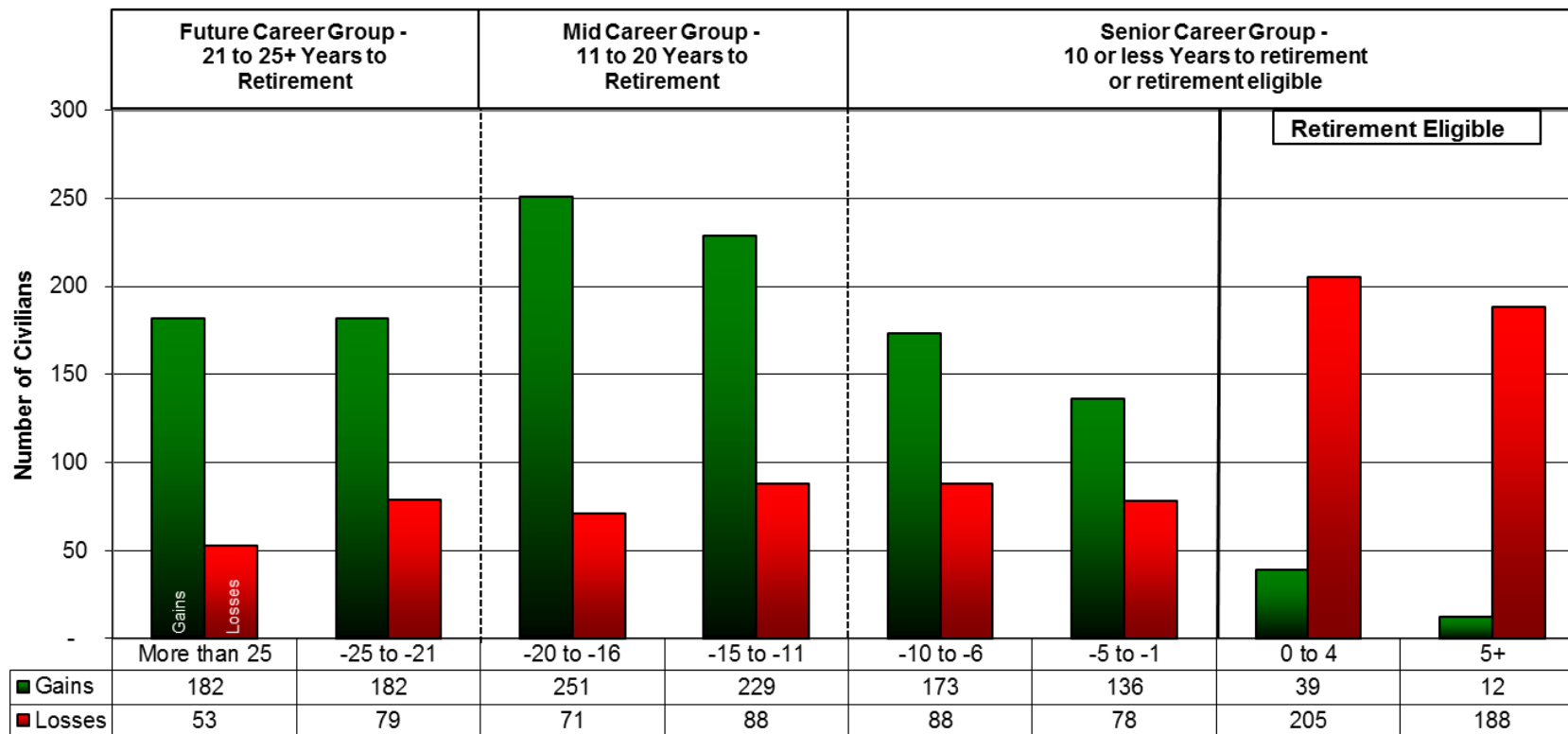




# PQM Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - PQM Workforce Lifecycle FY2016Q4 Gains & Losses\*



**Career Lifecycle by Years to Retirement Eligibility**

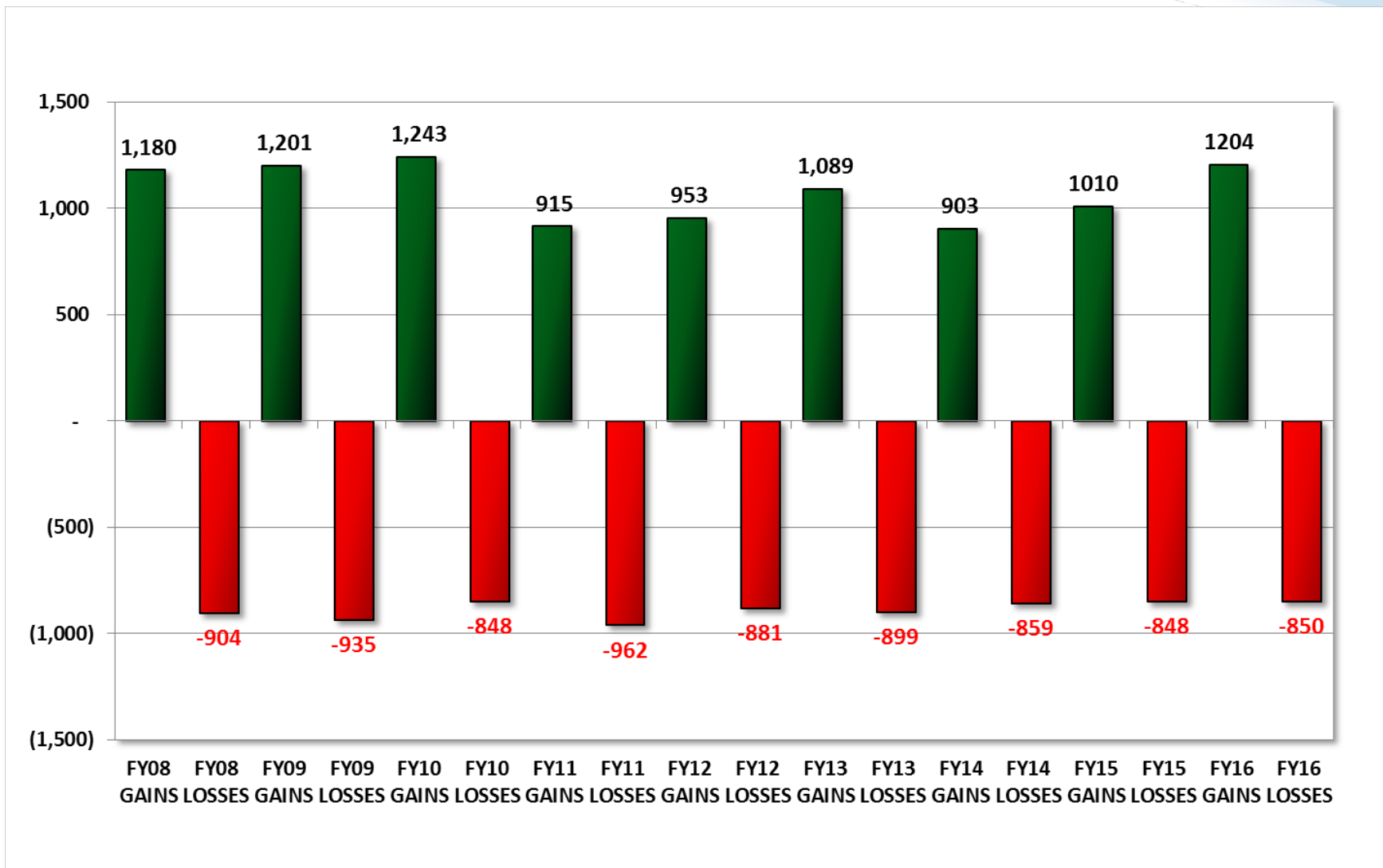
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

\*Does not include administrative gains and losses



# PQM

## Historical Gains and Losses FY08 – FY16



As of 30 Sept 2016

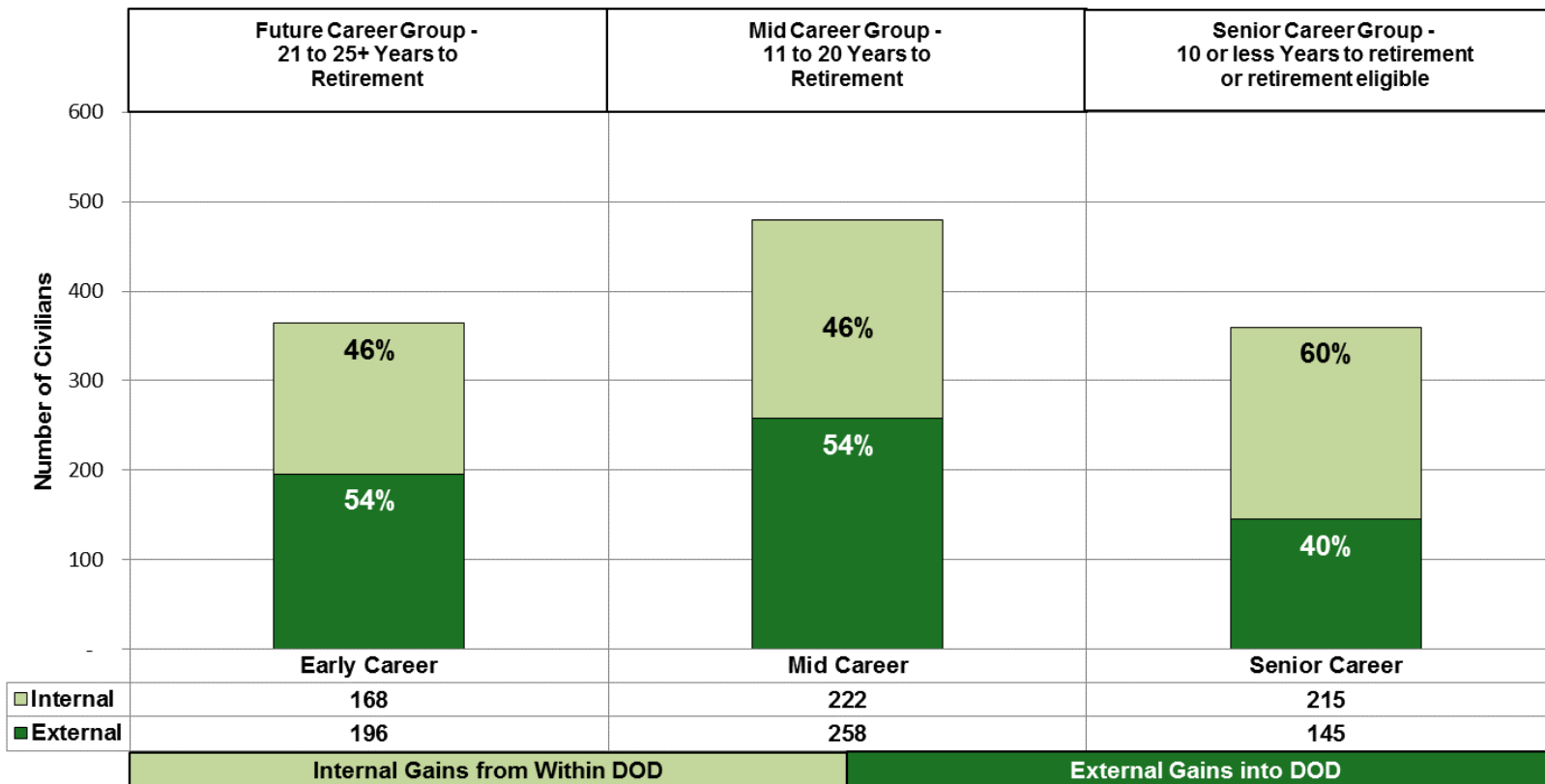


# PQM Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2016Q4 Gains\*



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

\*Does not include administrative gains

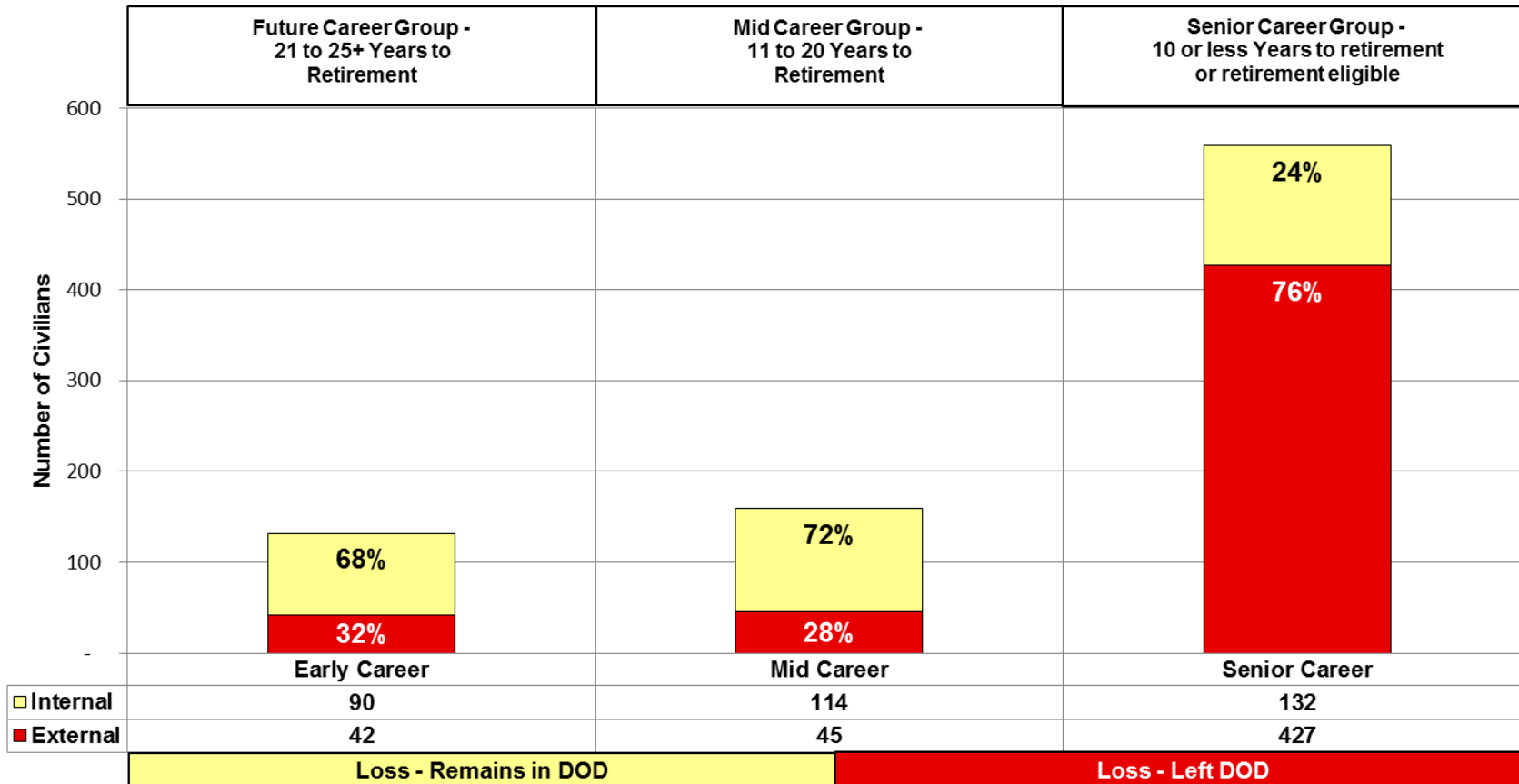


# PQM Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2016Q4 Losses\*



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

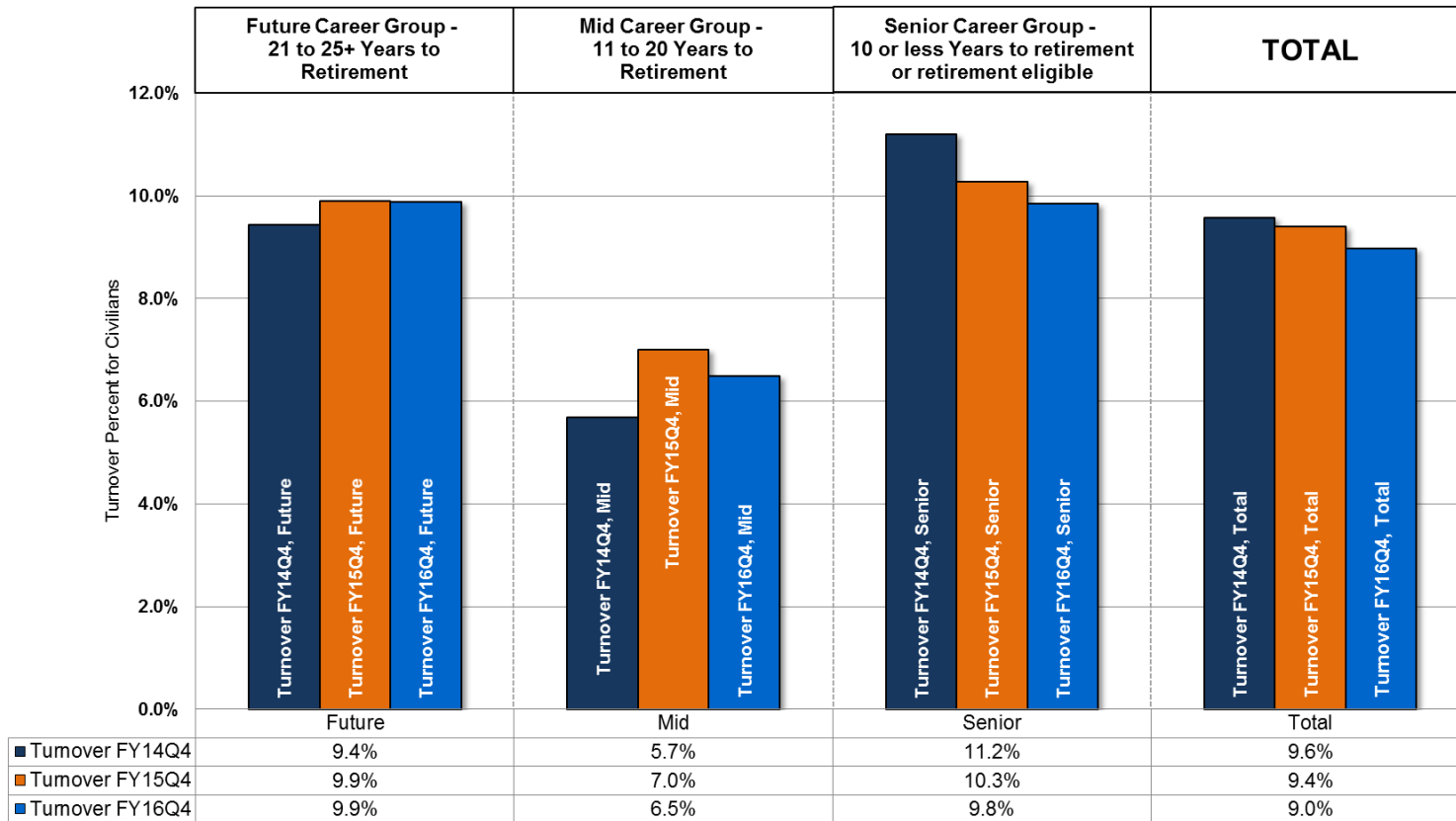
\*Does not include administrative losses



# PQM Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

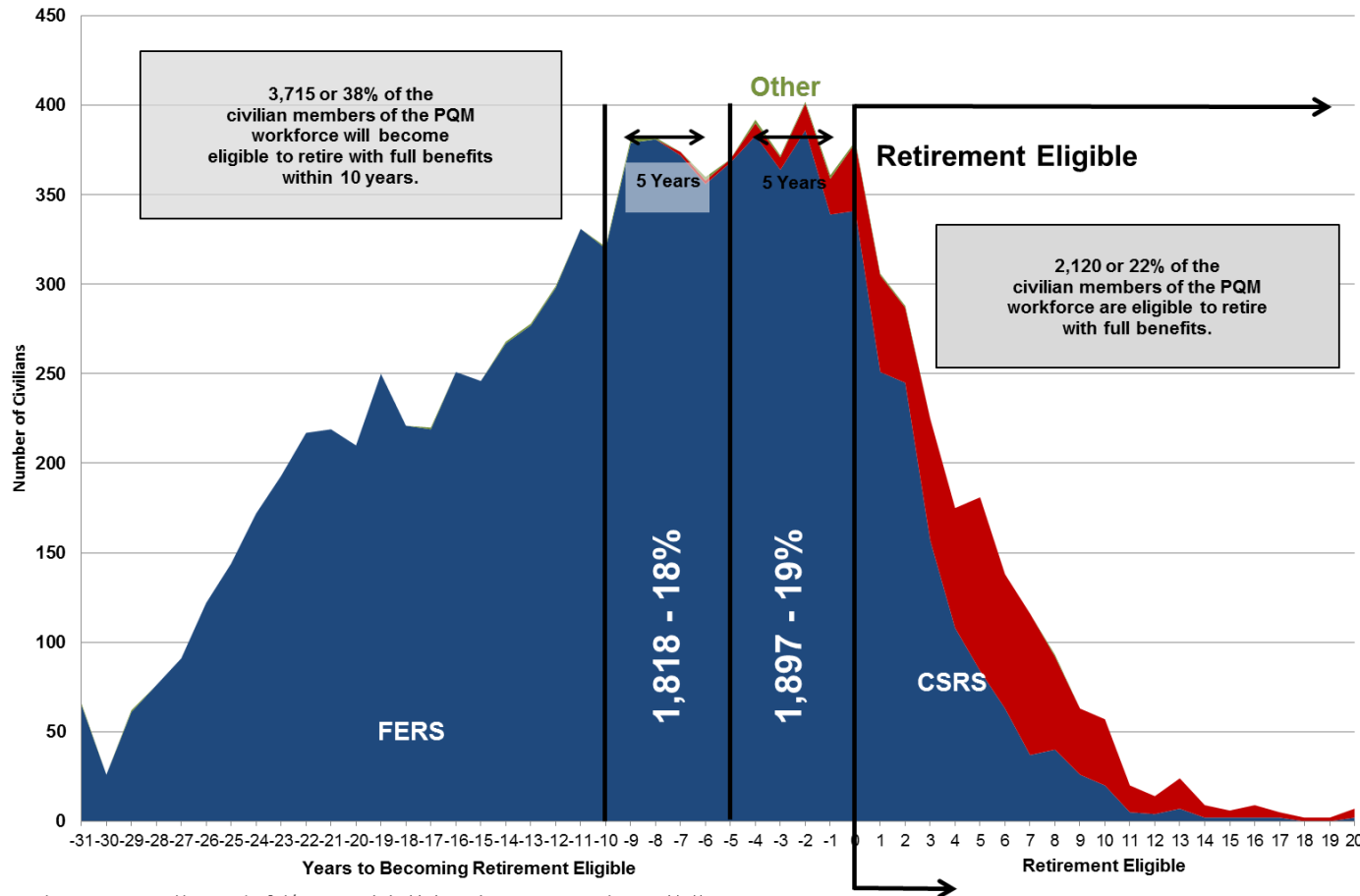


# PQM Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - PQM

### 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***