



Defense Acquisition Workforce Key Information

Property

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 Property	FY 2008				FY2016Q4			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	405	0	405	161,469
Change in size from 2008	-	-	-	-	-10%	-	-10%	28%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	48%		48%	84%
Graduate Degree	6%		6%	29%	14%		14%	39%
Certification								
Level I or Higher Achieved	77%		77%	72%	77%		77%	85%
Level II or Higher Achieved	74%		74%	61%	73%		73%	73%
Level III Achieved	14%		14%	36%	16%		16%	43%
Position Certification Requirement Met or Exceeded	72%		72%	58%	70%		70%	75%
Within 24 Months of Certification Requirement	17%		17%	27%	25%		25%	22%
Does Not Meet Certification Requirement	12%		12%	14%	4%		4%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	90%		90%	62%	51%		51%	33%
Average Age	53.6		53.6	45.7	49.7		49.7	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	16/20/63(%)		-	26/25/50(%)
Average Years of Service	23.3		23.3	17.3	17.4		17.4	15.0
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	120(30%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	76(18%)	-	-	25,920(18%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	72/61	-	-	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 Property Defense Acquisition Workforce count is 405, down from 451 in FY08, a total decrease of 46
- The Property Defense Acquisition Workforce count was at its highest point (501) in FY10, and its lowest point (380) in FY16Q1
- The Agency with the largest increase, since FY08, is DoN, and DCMA with increase of 3(5%), and 8(3%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, ARMY, and AIR FORCE, with decreases of 7(-88%), 46 (-46%), and 12 (-46%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

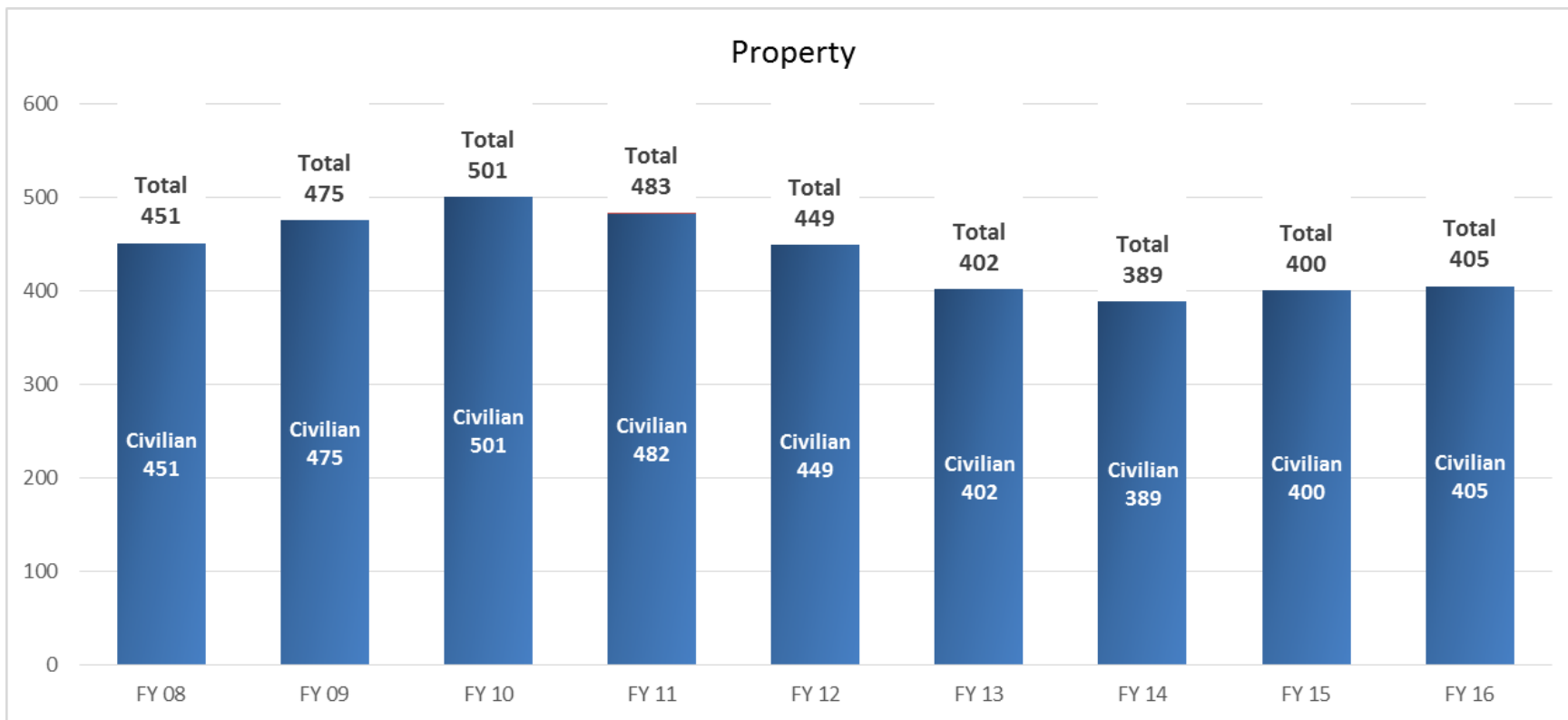
- The current Property Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 70.4%; down from 71.8% in FY08
- The current Property Meets/Exceeds certification rate is down 1.5% from FY08
- The current Property Defense Acquisition Workforce DAWIA 24 month grace period rate is 25.2%; up from 16.6% in FY08
- The current Property Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.4%; down from 11.5% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 63.6% (254) (10 years or less to retirement eligibility or retirement eligible)
- 29.9% (120) are currently eligible to retire, down from 33.8% in FY08
- Mid Career Group 20.2% (81) (11 to 20 years to retirement), up from 12.4% in FY08
- Early Career Group 16.5% (66) (21 to 25+ years to retirement), up from 4.1% in FY08

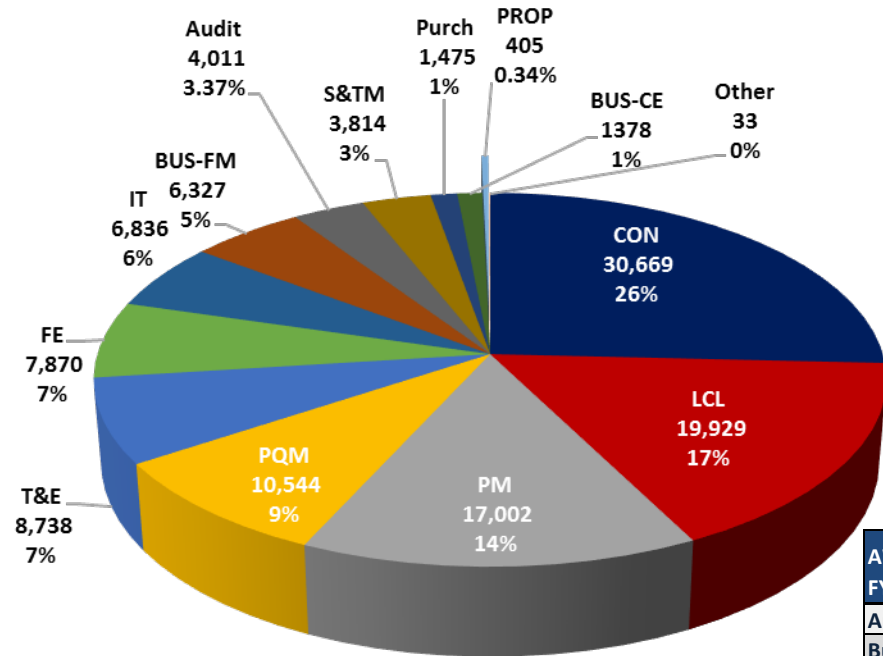


Total Historic Workforce





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%		



Property Workforce Historical Size by Agency FY05 – FY16



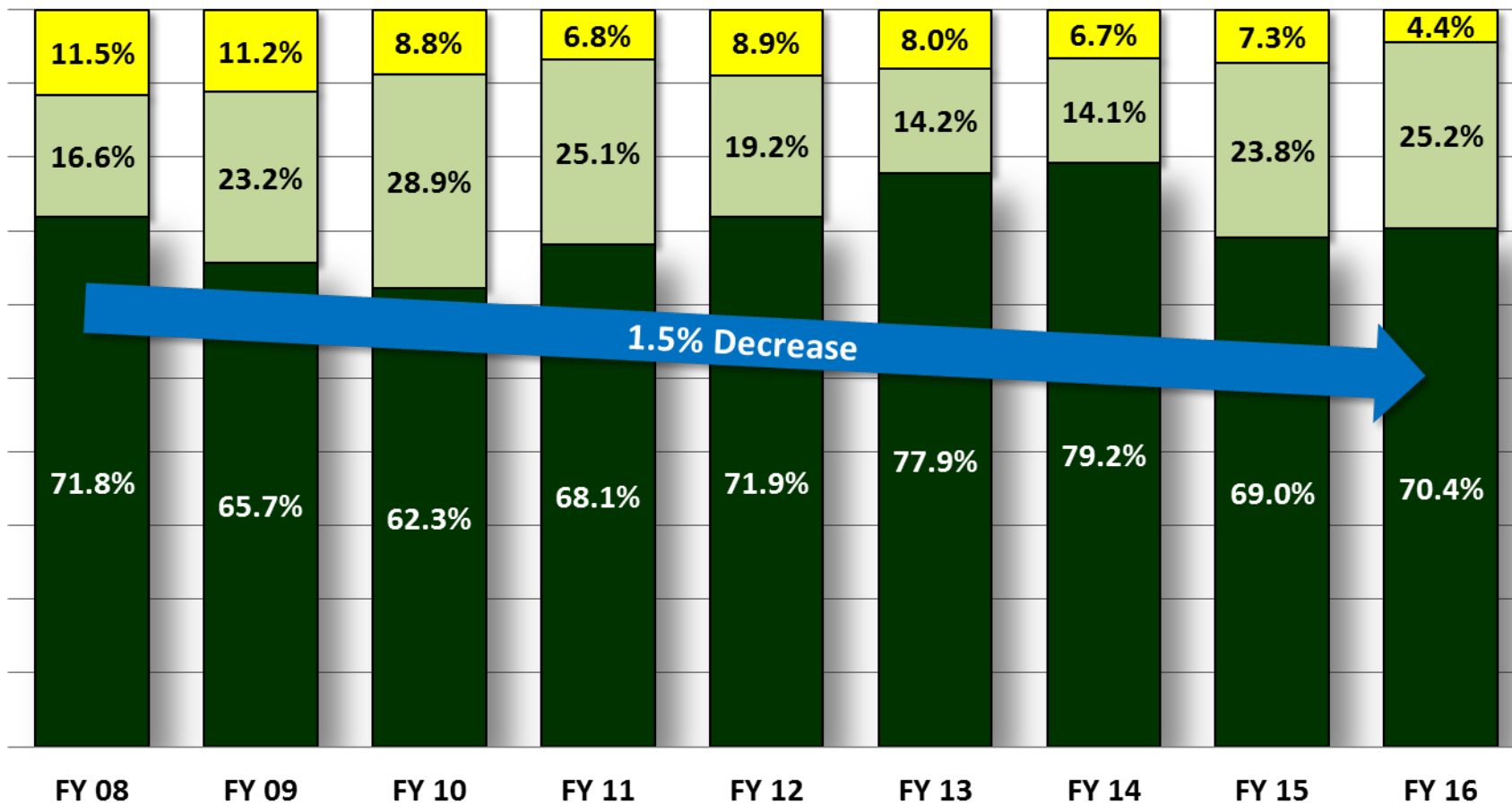
Property	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
Defense Acq Workforce											
ARMY	99	92	84	75	65	56	49	45	53	-46%	18%
DoN	62	73	78	65	62	60	57	61	65	5%	7%
AIR FORCE	26	29	28	26	24	20	22	20	14	-46%	-30%
DCMA	253	269	295	300	282	260	256	268	261	3%	-3%
DLA	8	9	12	13	14	3	3	3	1	-88%	-67%
MDA	-	-	-	-	-	-	-	1	2		100%
DAU	3	3	4	4	2	3	2	2	2	-33%	0%
NRO	-	-	-	-	-	-	-	-	7		
OSD	-	-	-	-	-	-	-	-	-		
TOTAL	451	475	501	483	449	402	389	400	405	↓ -10%	↑ 1%



Property Historical DAWIA Certification FY08 – FY16



Property



1.5% Decrease

■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

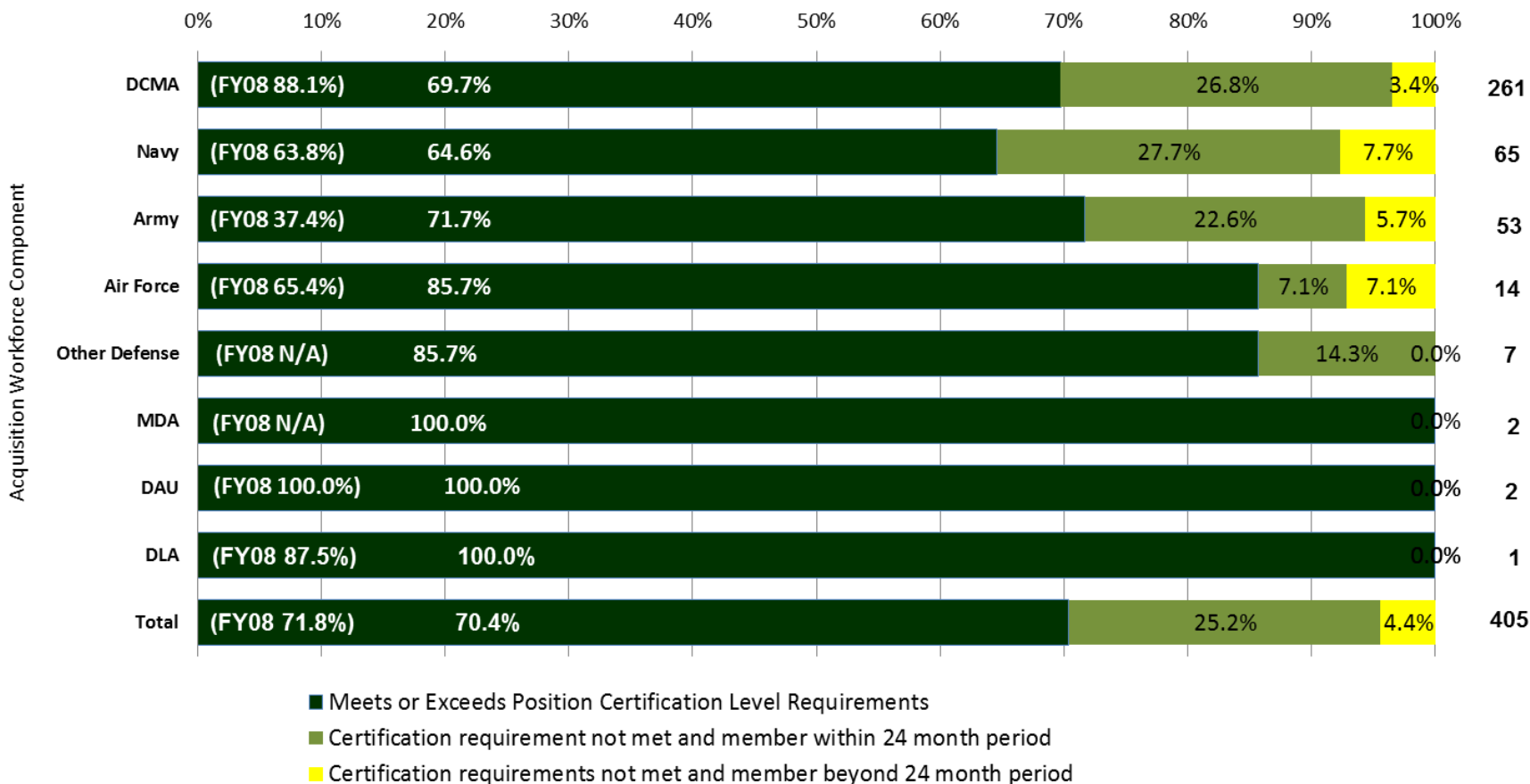
* Rounded to nearest 0.1%



Property DAWIA Certification by Component



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





Property DAWIA Certification Matrix + Bench Strength



Property	Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	23	4	8	1	36	36.1%
Level II	61	9	210	21	301	76.7%
Level III	6	1	15	41	63	65.1%
Unspecified	3	2	-	-	5	
FY16Q4 TOTAL	93	16	233	63	405	70.4%
	23.0%	4.0%	57.5%	15.6%		

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%	
Property	30	7.5%	8 of 14

** Based on population total without unspecified positions

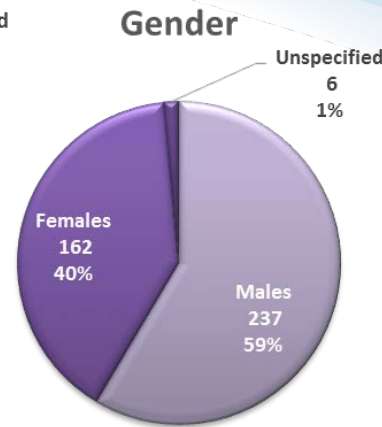
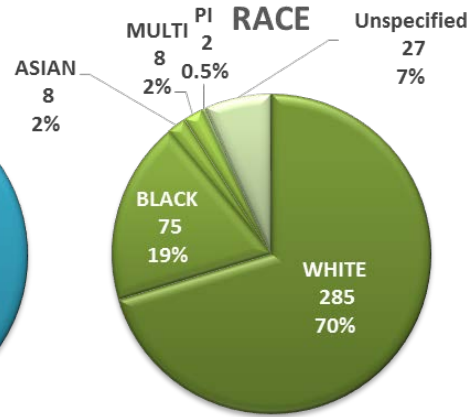
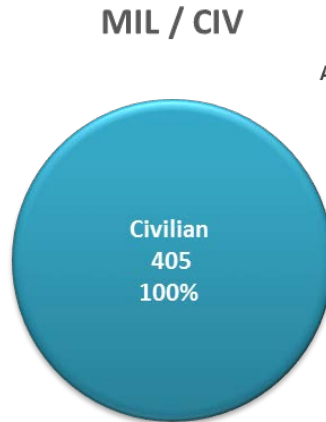
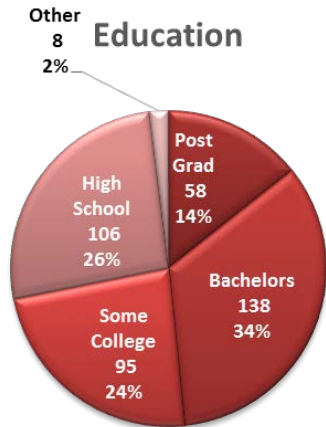
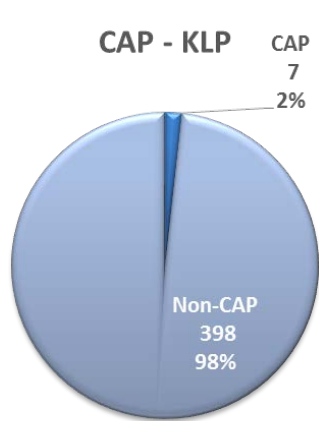
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	13	22	1	36	8.9%
Level II	231	61	9	301	74.3%
Level III	41	16	6	63	15.6%
Unspecified	-	3	2	5	1.2%
Property TOTAL	285	102	18	405	
	70.4%	25.2%	4.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	-	1,197
Critical Acquisition Positions (CAPs) *	7	15,791
Non-CAP Positions	398	144,481
TOTAL	405	161,469

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

Highest Level of Education	Property	Entire DAW
Post Grad	58	63,772
Bachelors	138	71,199
Some College	95	12,023
High School	106	12,767
Other	8	1,708
TOTAL	405	161,469

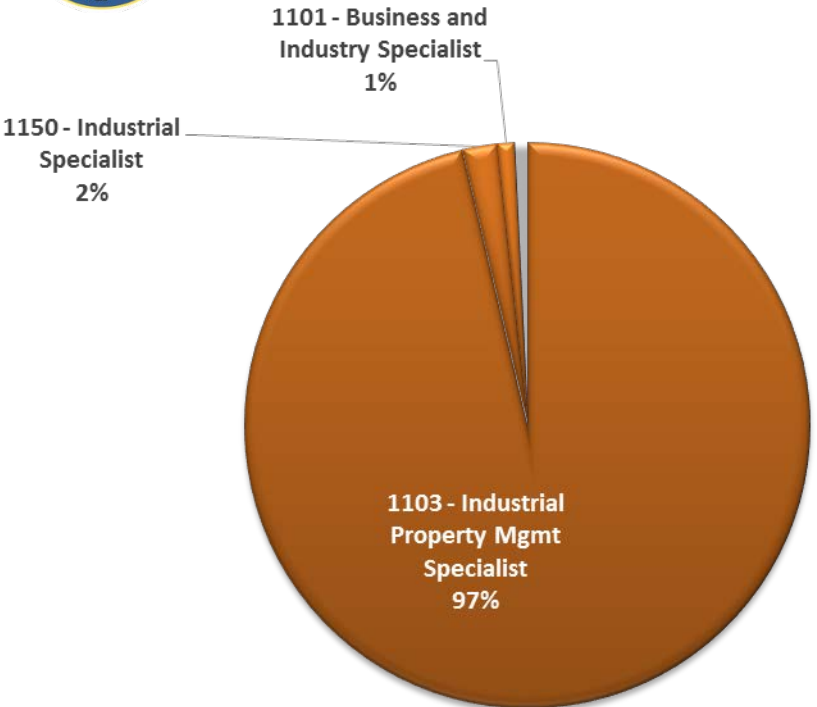
Military / Civilian	Property	Entire DAW
Civilian	405	145,988
Military	-	15,481
TOTAL	405	161,469

Race	Property	Entire DAW
WHITE	285	119,897
BLACK	75	19,270
ASIAN	8	10,551
MULTI	8	3,591
PI	2	787
Unspecified	27	6,475
TOTAL	405	161,469

Gender	Property	Entire DAW
Males	237	113,498
Females	162	46,704
Unspecified	6	1,267
TOTAL	405	161,469



Property Size by Occupational Series



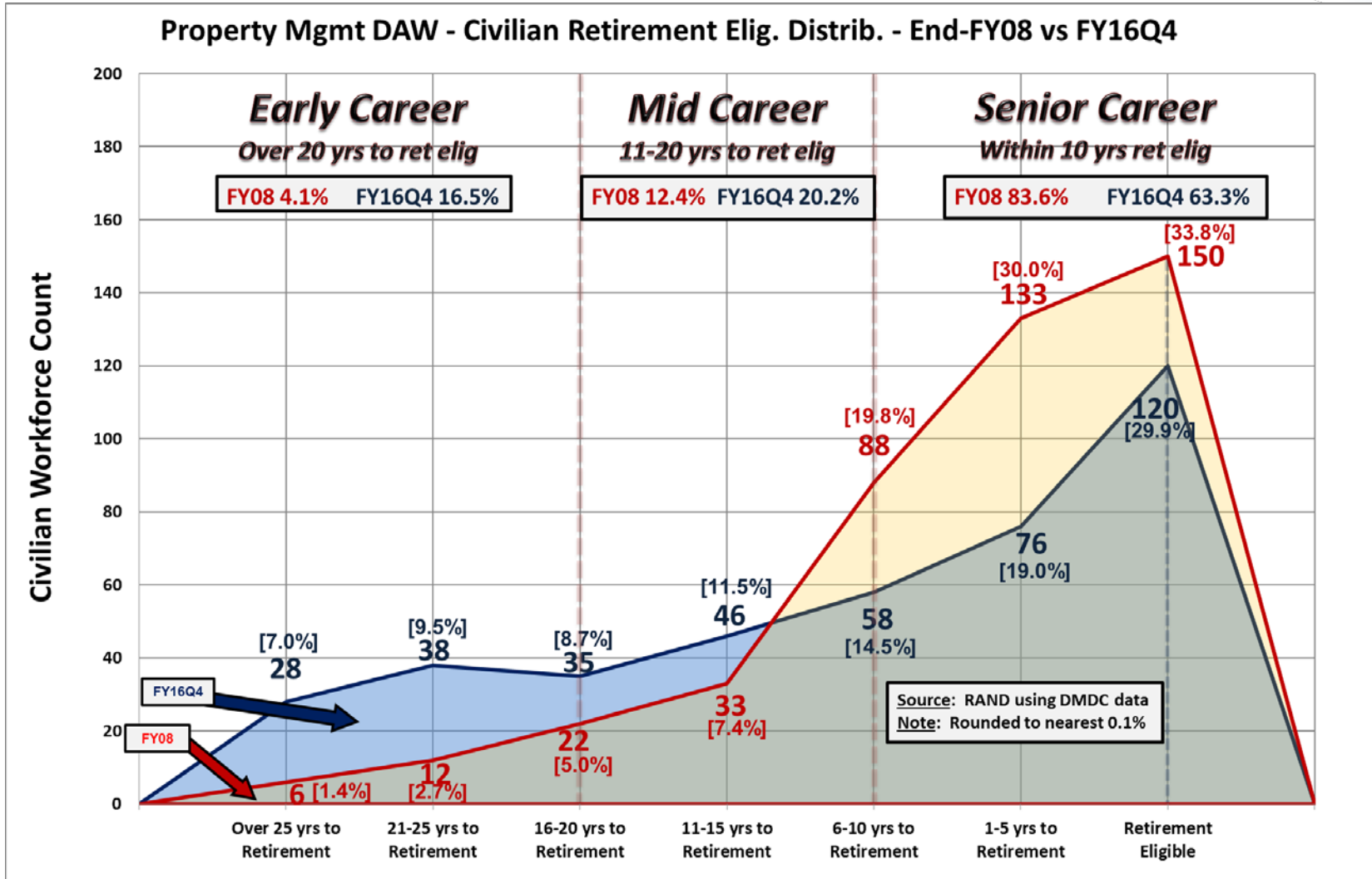
Civilian Occupational Series	Property TOTAL	
1103 - Industrial Property Mgmt Specialist	390	96.3%
1150 - Industrial Specialist	8	2.0%
1101 - Business and Industry Specialist	4	1.0%
1170 - Realty Specialist	1	0.25%
0802 - Engineering Technician	1	0.25%
1640 - Facility Operations Specialist	1	0.25%
TOTAL CIVILIAN	405	Civilians



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



Property Civilian Retirement Eligibility Distribution – FY08 / FY16Q4

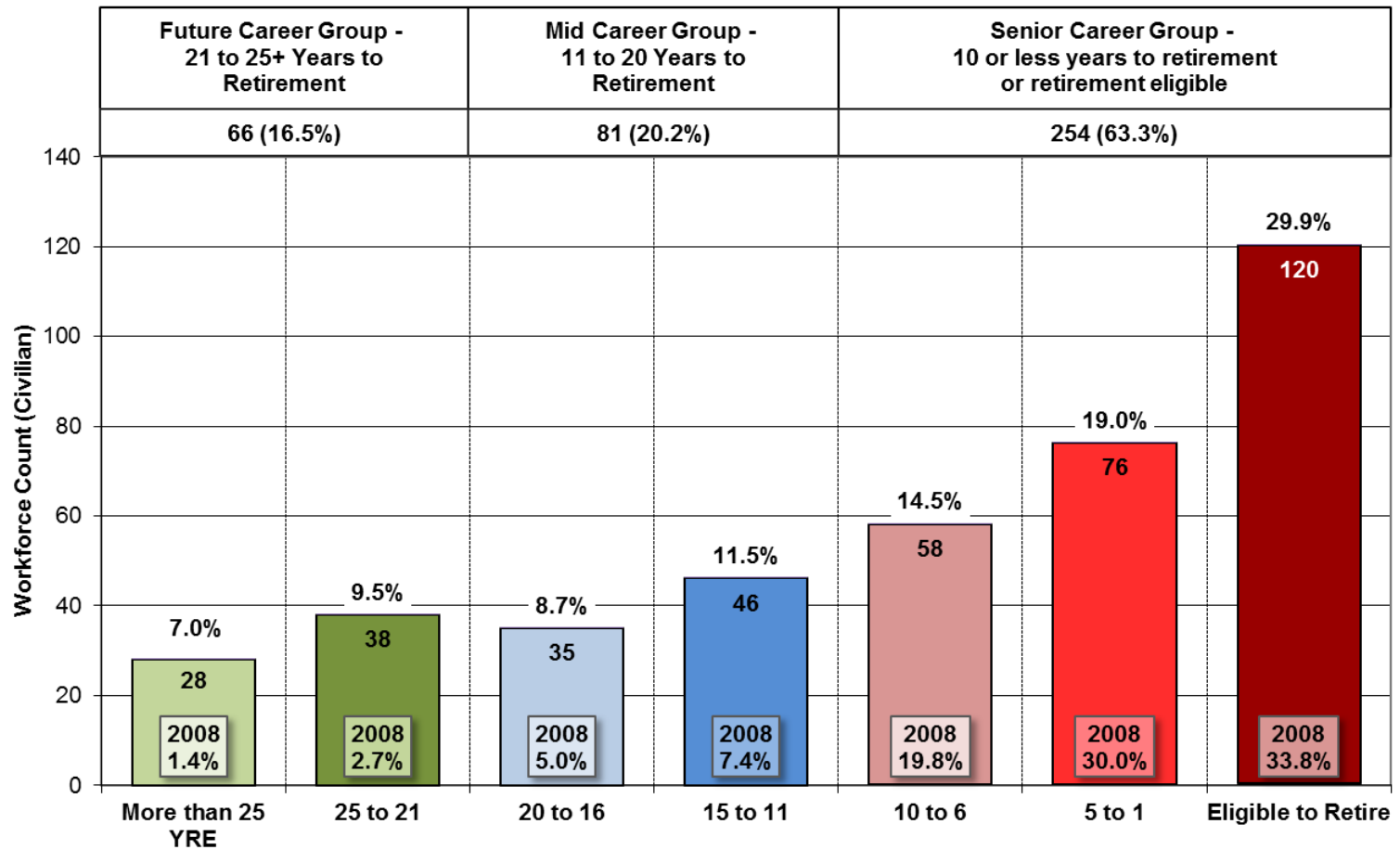


As of 30 Sept 2016



Property Workforce Lifecycle Model by YRE

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



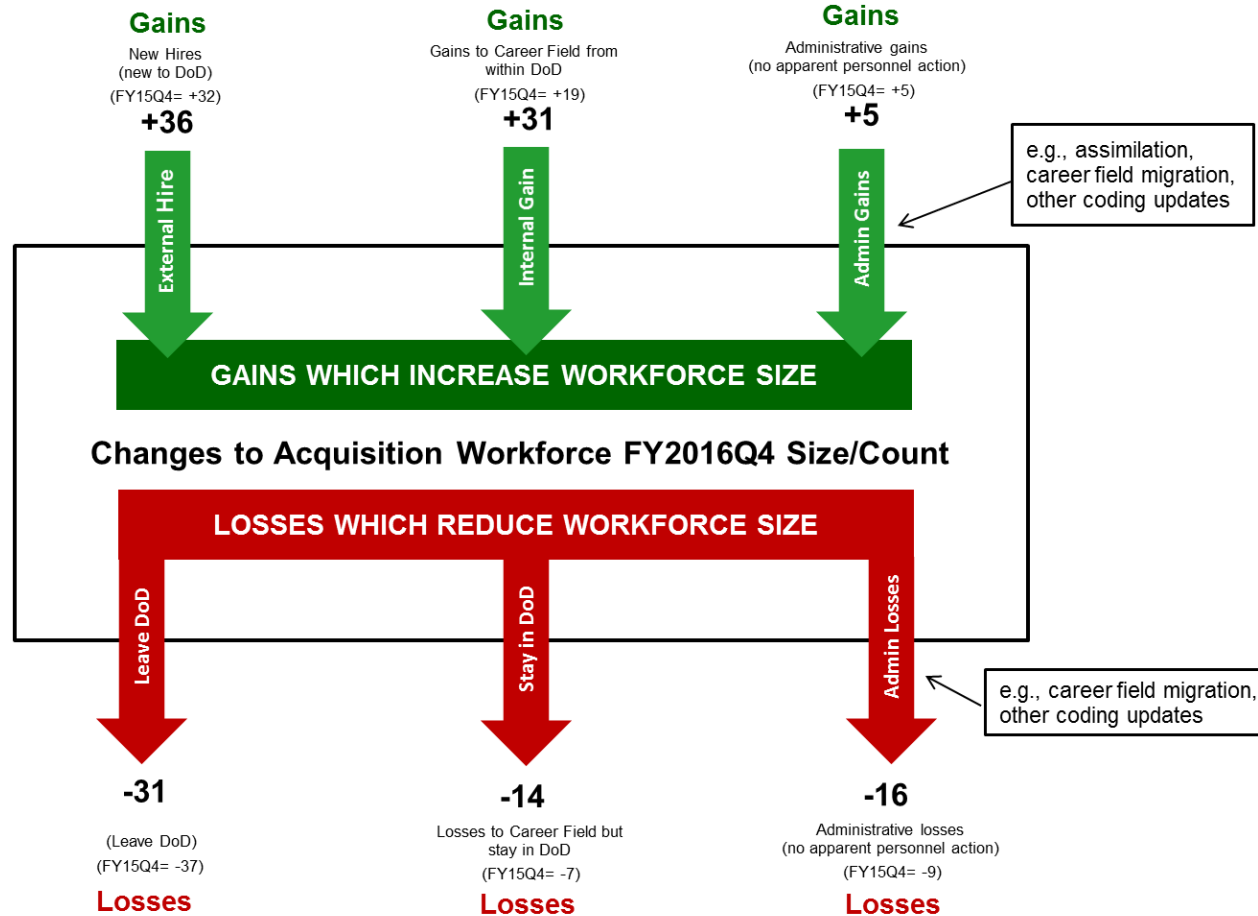
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q4) - Property

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



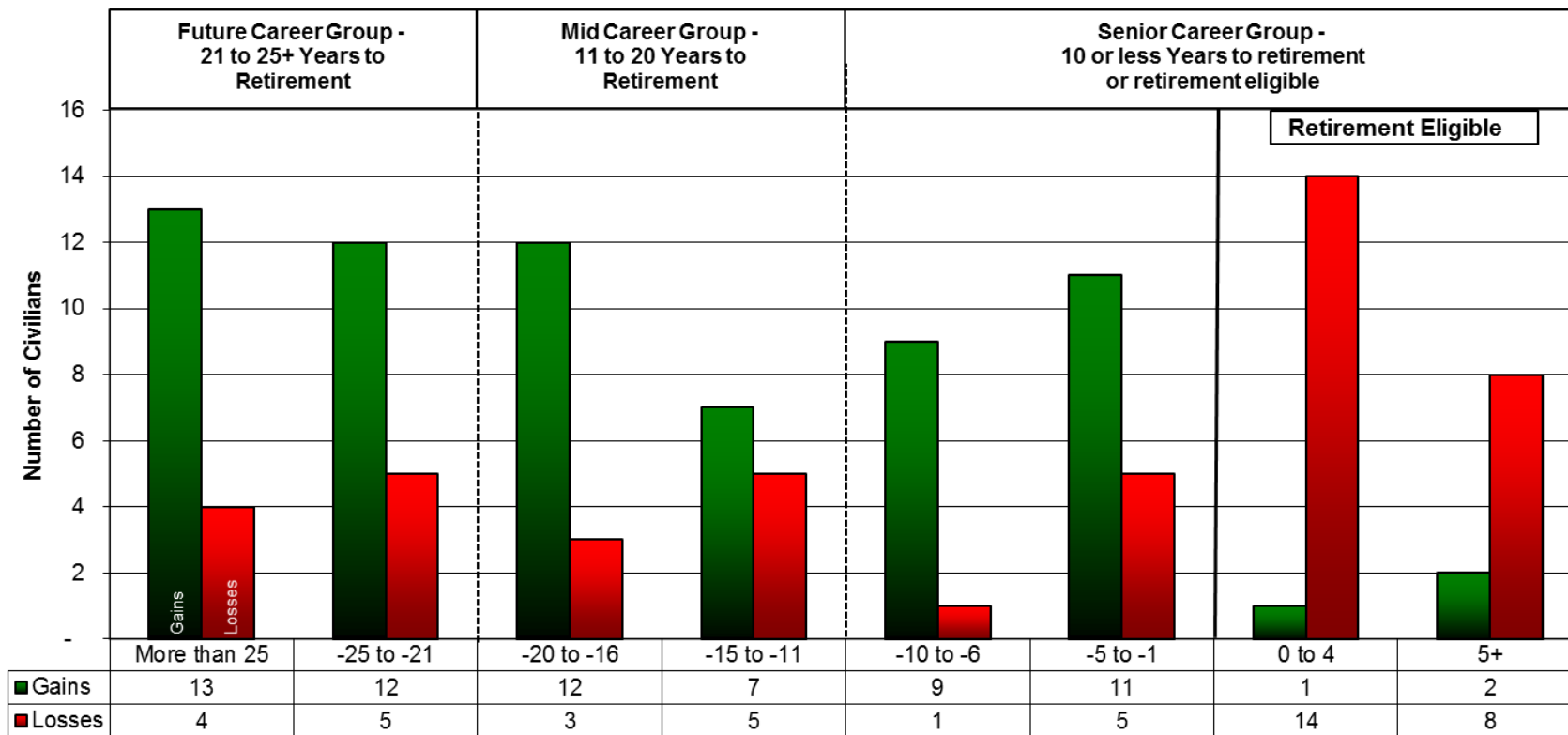


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY2016Q4 Gains & Losses*



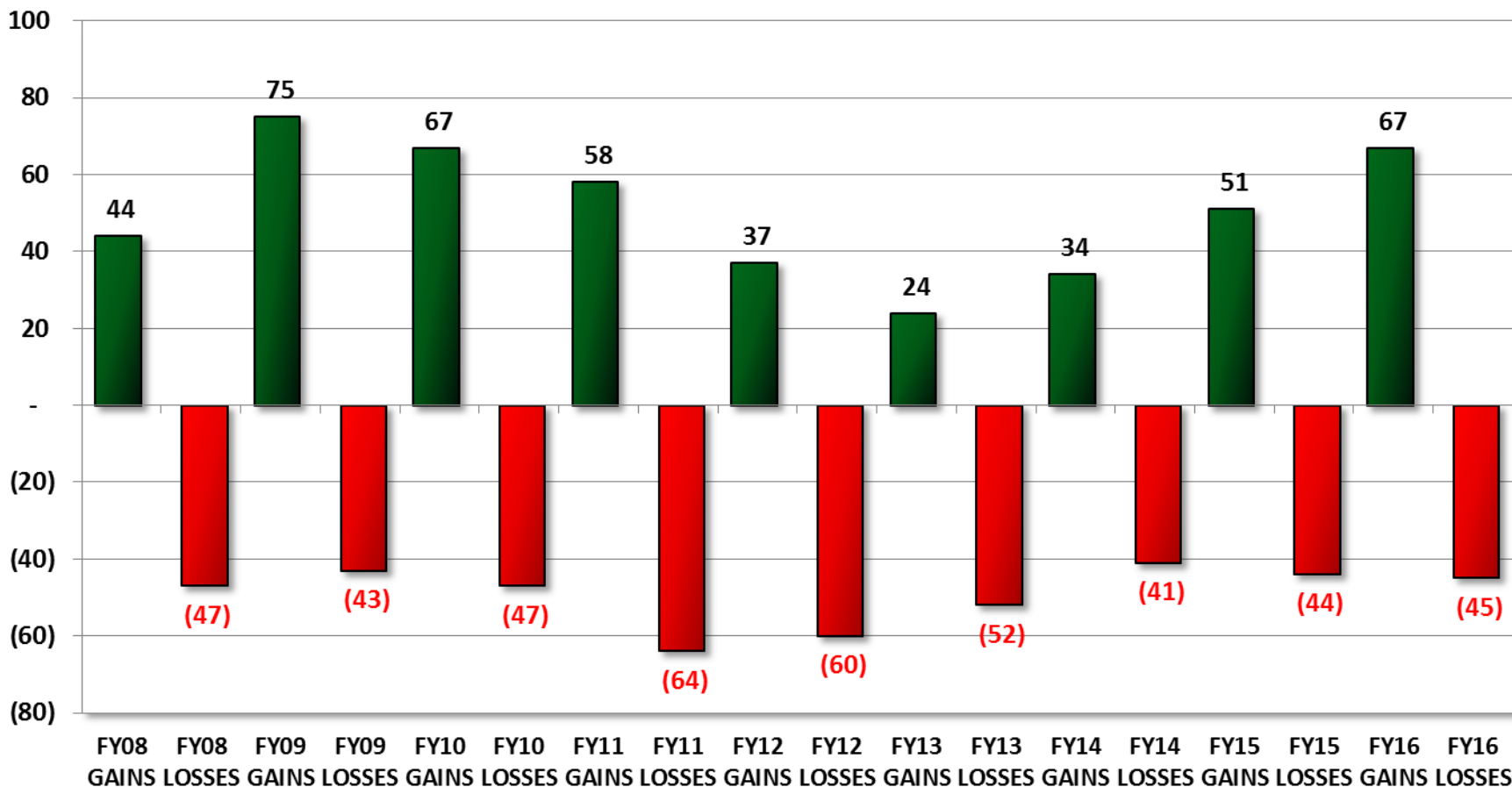
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Property Historical Gains and Losses FY08 – FY16



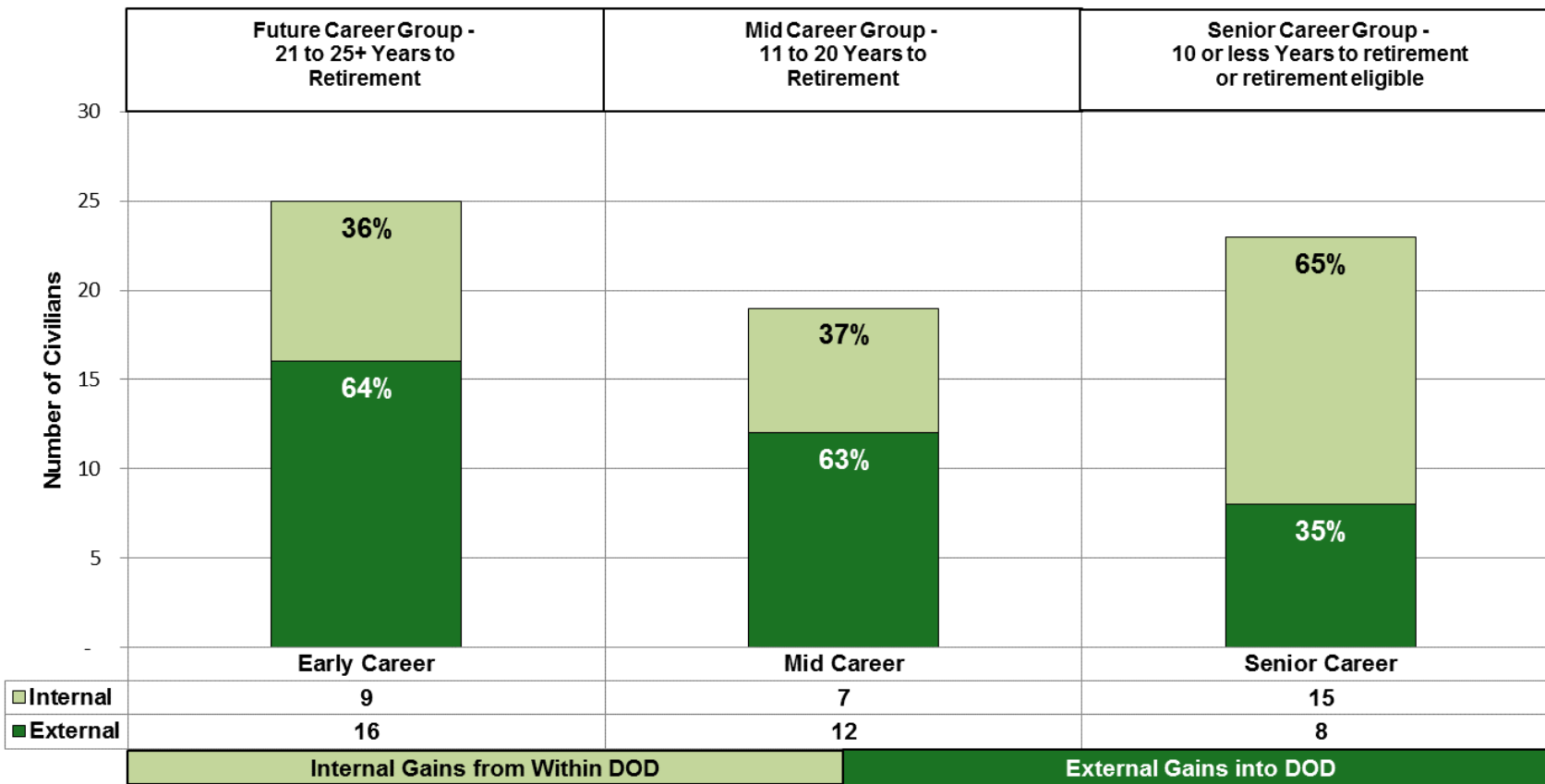
As of 30 Sept 2016



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Prop Workforce Lifecycle FY2016Q4 Gains*



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

*Does not include administrative gains

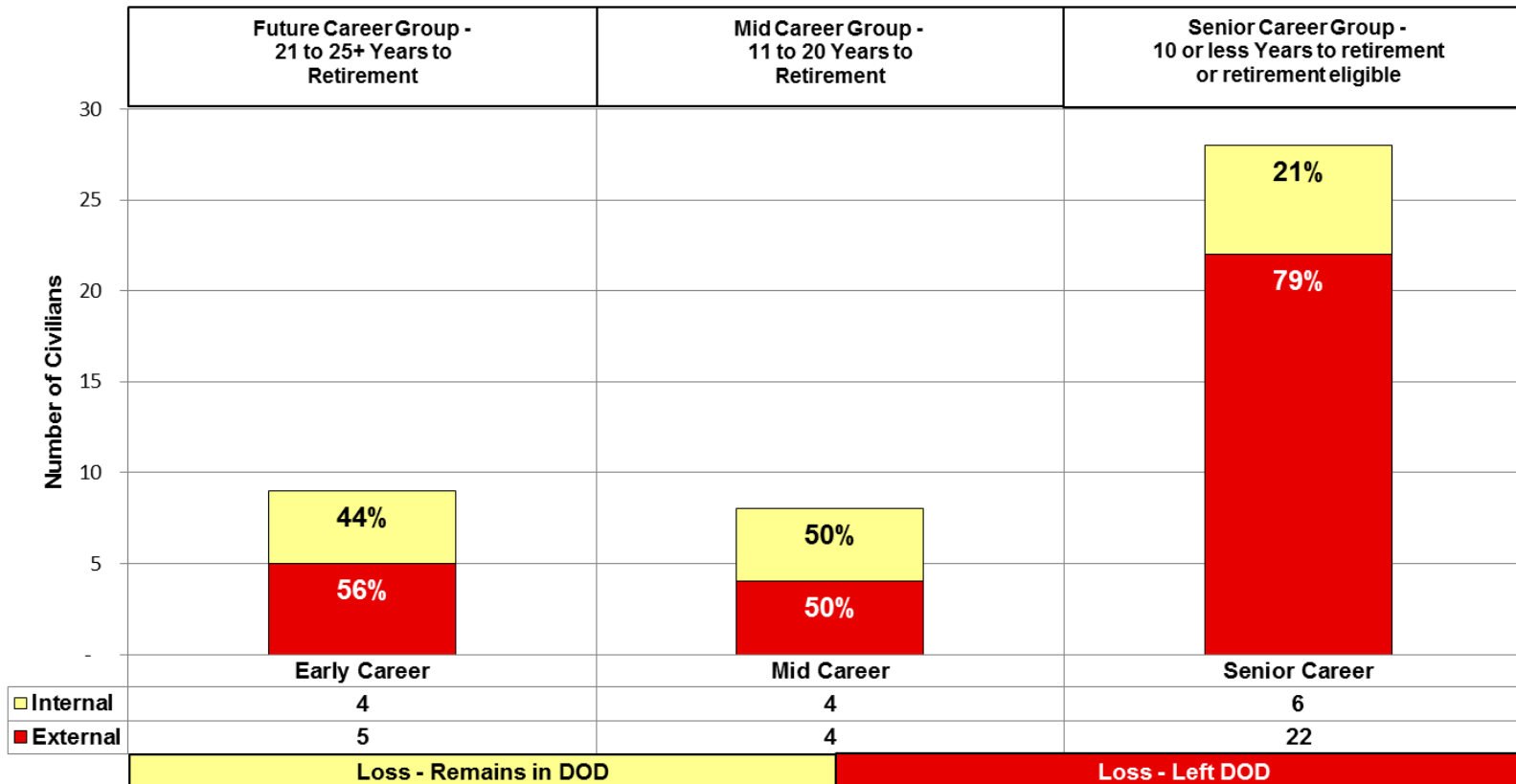


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY2016Q4 Losses*



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

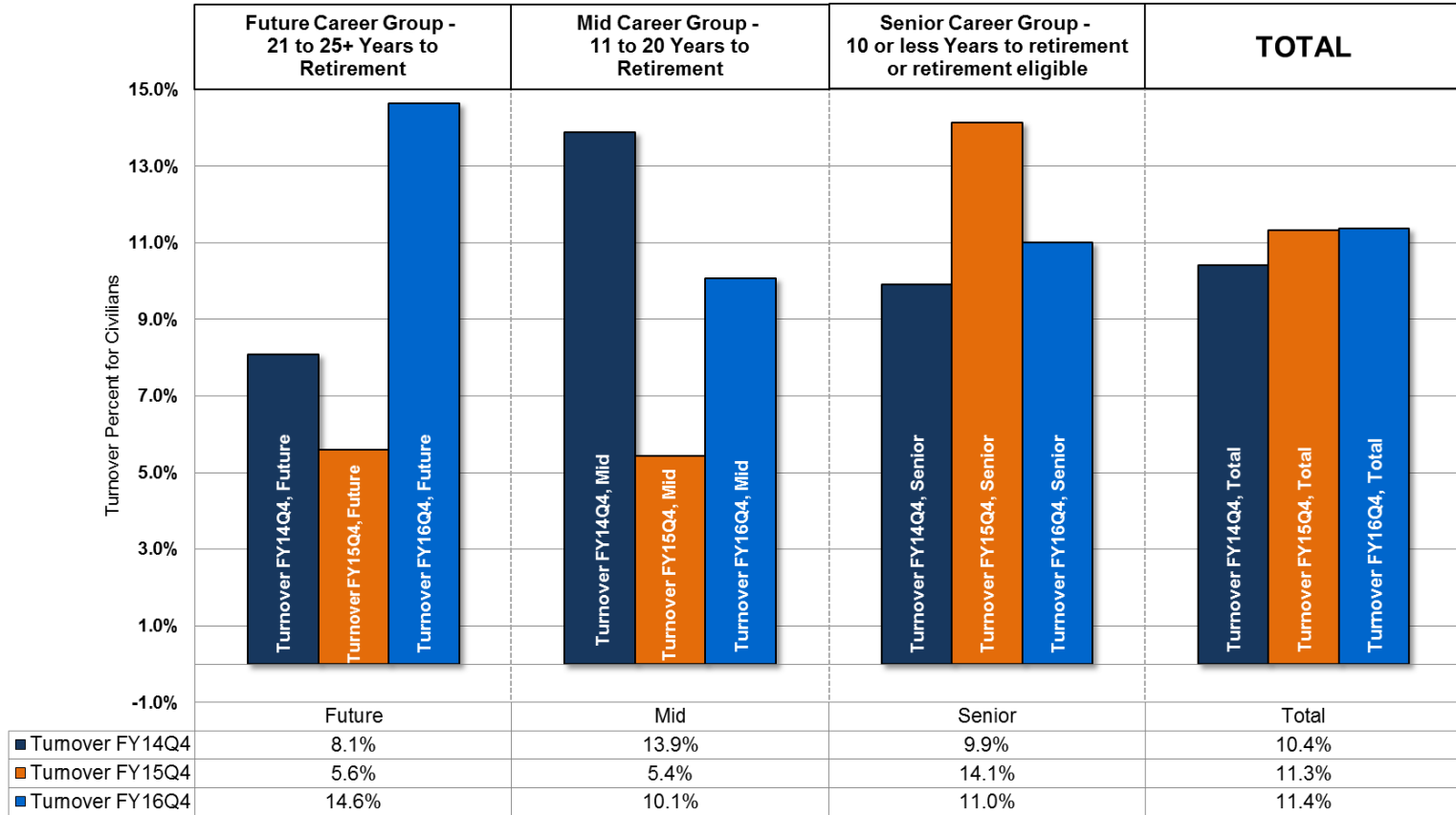
*Does not include administrative losses



Property Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

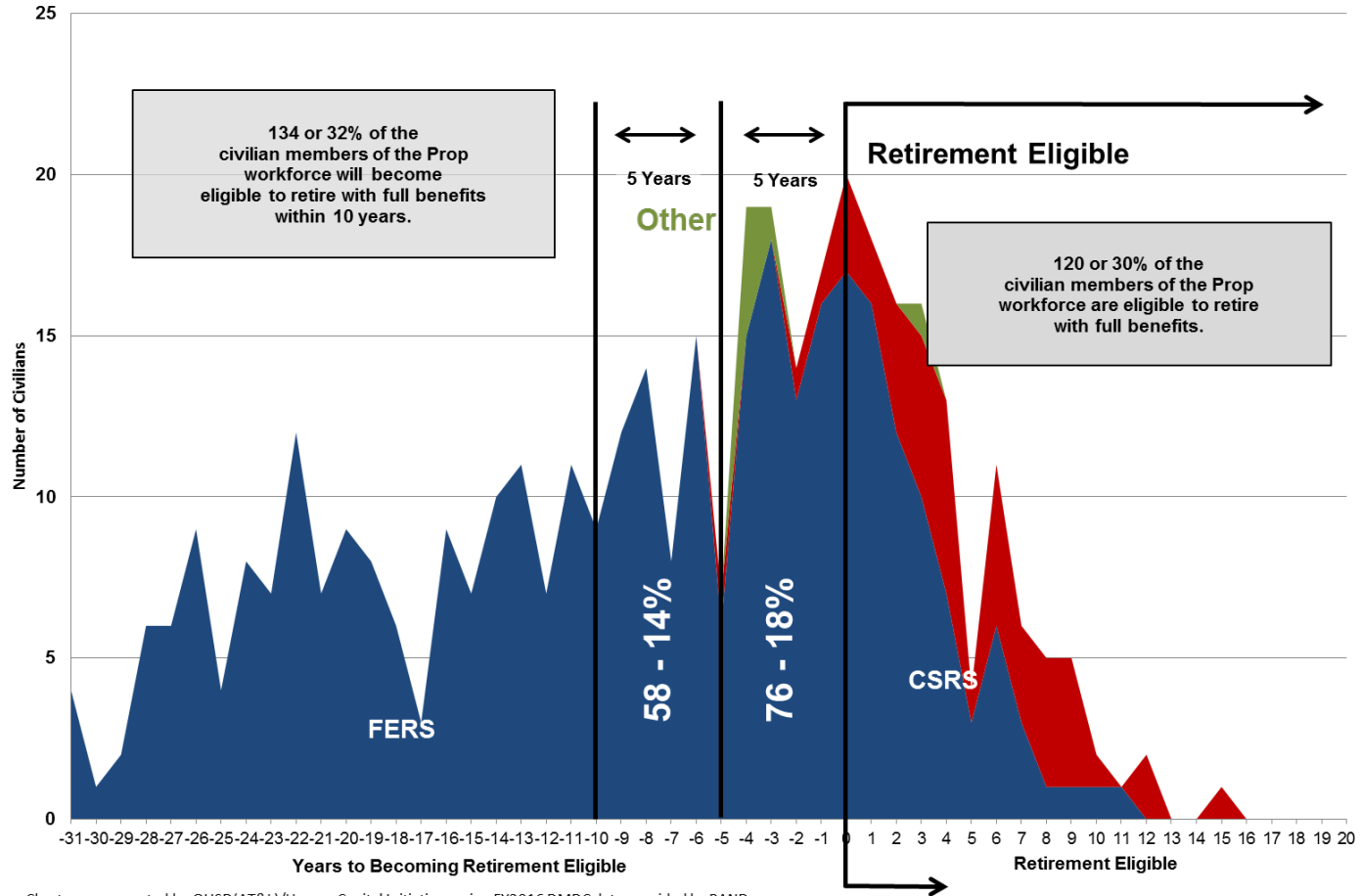


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Prop

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