



Defense Acquisition Workforce Key Information

Test and Evaluation

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 Test and Evaluation | FY 2008 | | | | FY2016Q4 | | | |
|--|--------------------|--------------------|---------------------|-------------------------------|--------------------|--------------------|---------------------|-------------------------------|
| | T&E Civilian (Civ) | T&E Military (Mil) | Total T&E (Civ+Mil) | Defense Acquisition Workforce | T&E Civilian (Civ) | T&E Military (Mil) | Total T&E (Civ+Mil) | Defense Acquisition Workforce |
| Size & Composition | | | | | | | | |
| Workforce Size | 5,608 | 1,812 | 7,420 | 125,879 | 6,981 | 1,757 | 8,738 | 161,469 |
| Change in size from 2008 | - | - | - | - | 24% | -3% | 18% | 28% |
| Civilian/Military Composition | 76% | 24% | - | 88% / 12% | 80% | 20% | - | 90% / 10% |
| Educational Attainment | | | | | | | | |
| Bachelor's Degree or Higher | 95% | 91% | 94% | 77% | 97% | 89% | 95% | 84% |
| Graduate Degree | 30% | 43% | 33% | 29% | 40% | 58% | 44% | 39% |
| Certification | | | | | | | | |
| Level I or Higher Achieved | 76% | 49% | 69% | 72% | 86% | 59% | 81% | 85% |
| Level II or Higher Achieved | 68% | 24% | 57% | 61% | 77% | 33% | 68% | 73% |
| Level III Achieved | 52% | 8% | 41% | 36% | 59% | 14% | 50% | 43% |
| Position Certification Requirement Met or Exceeded | 65% | 28% | 56% | 58% | 79% | 41% | 71% | 75% |
| Within 24 Months of Certification Requirement | 23% | 55% | 30% | 27% | 18% | 51% | 25% | 22% |
| Does Not Meet Certification Requirement | 13% | 17% | 14% | 14% | 4% | 9% | 5% | 3% |
| Planning Considerations | | | | | | | | |
| % Baby Boomer / Traditional Gen. | 58% | 10% | 46% | 62% | 33% | 0% | 27% | 33% |
| Average Age | 43.8 | 34.6 | 41.5 | 45.7 | 44.3 | 34.2 | 42.3 | 44.9 |
| Workforce Life-Cycle Model (YRE)* | 30/25/46(%) | - | - | 20/23/57 (%) (Civ) | 32/21/47(%) | - | - | 26/25/50(%) |
| % Future/Mid-Career/Senior | | | | | | | | |
| Average Years of Service | 15.4 | 11.5 | 14.5 | 17.3 | 15.3 | 11.8 | 14.6 | 15.0 |
| Retirement Eligible* | 572(10%) | - | - | 19,051(17%) (Civ) | 1,121(16%) | - | - | 25,712(18%) |
| Retirement Eligible w/in 5 Years* | 782(14%) | - | - | 21,315(19%) (Civ) | 1,313(19%) | - | - | 25,920(18%) |
| Total Gains/Losses* | 926/934 | - | - | 14,245/15,030 (Civ) | 825/806 | - | - | 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 Test and Evaluation Defense Acquisition Workforce count is 8,738, up from 7,458 in FY08, a total increase of 1,280
- The Test and Evaluation Defense Acquisition Workforce count was at its highest point (8,764) in FY16Q2, and its lowest point (7,280) in FY06
- The Agencies with the largest increases, since FY08, are MDA, TRMC, and OSD with increases of 171 (199%), 11 (183%), and 4 (133%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, DCMA, and DTRA, with decreases of 10(-100%), 23 (-74%), and 4 (-36%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

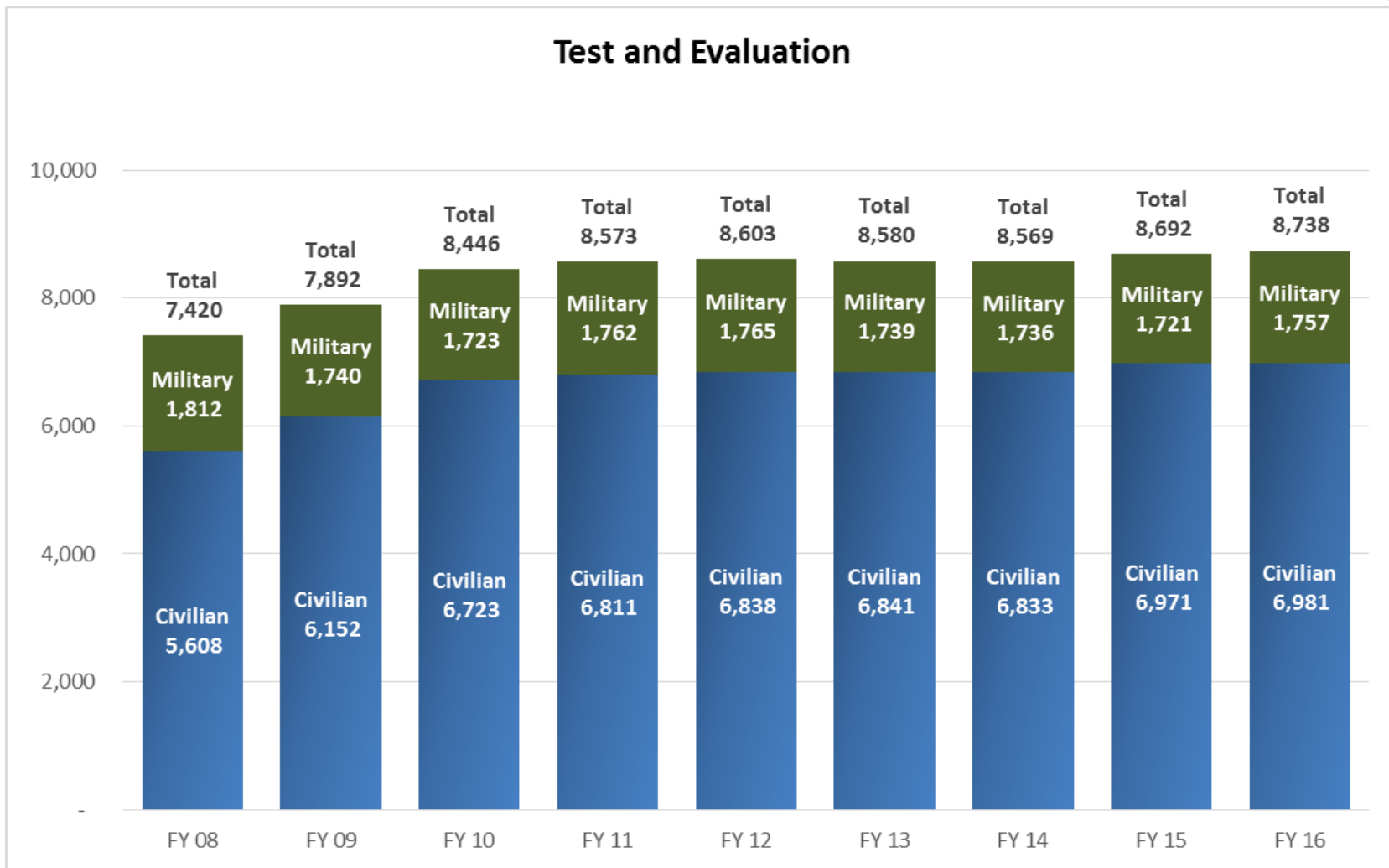
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 70.9%; up from 55.8% in FY08
- The current Test and Evaluation Meets/Exceeds certification rate is up 15.2% from FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.5%; down from 30.4% in FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.5%; down from 13.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 47.1% (3,283) (10 years or less to retirement eligibility or retirement eligible)
- 16.1% (1,121) are currently eligible to retire, up from 10.2% in FY08
- Mid Career Group 20.6% (1,434) (11 to 20 years to retirement), down from 24.8% in FY08
- Early Career Group 32.3% (2,252) (21 to 25+ years to retirement), up from 29.6% in FY08

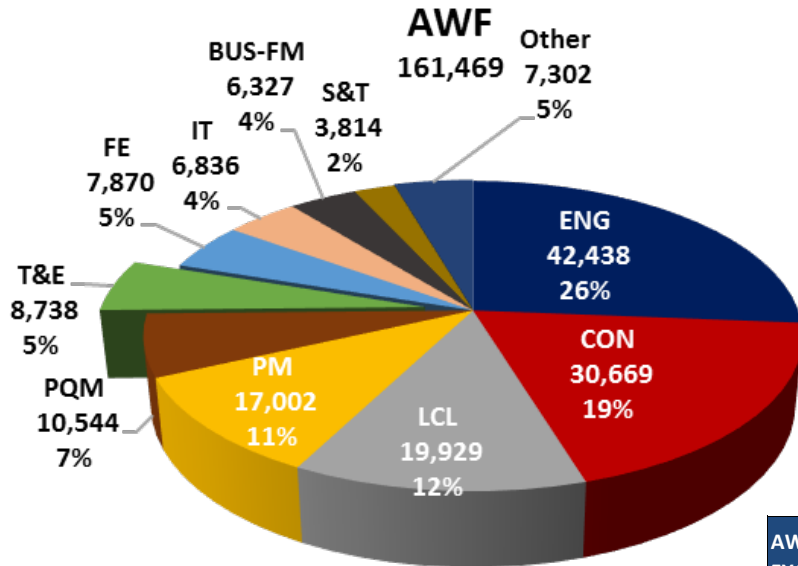


Total Historic Workforce





AWF by Component and Career Field



| AWF Count by Career Category | Army | Navy | Marine Corps | Air Force | 4th Estate | Totals | % Total |
|--|---------------|---------------|--------------|---------------|---------------|----------------|---------|
| FY16Q4 | | | | | | | |
| 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% | | |



Test and Evaluation Workforce Historical Size by Agency FY05 – FY16



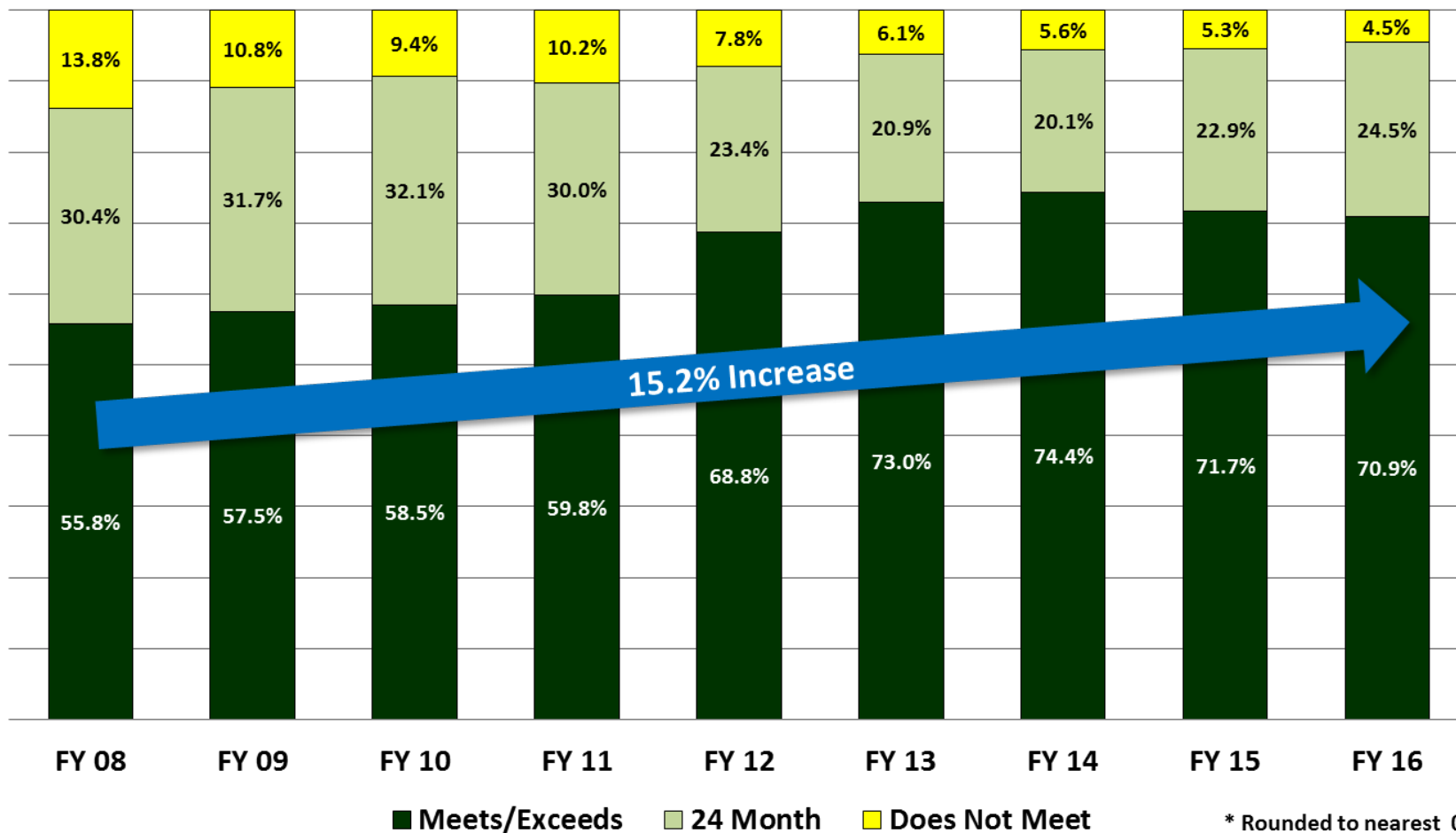
| Test and Evaluation | FY05 | FY06 | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 | FY13 | FY14 | FY15 | FY16 | % Change Since FY08 | % Change Since FY15 |
|-----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|---------------------|
| Defense Acq Workforce | | | | | | | | | | | | | | |
| ARMY | 2,461 | 2,141 | 2,135 | 2,135 | 2,235 | 2,304 | 2,298 | 2,116 | 2,080 | 2,037 | 1,956 | 1,903 | -11% | -3% |
| DoN | 2,453 | 2,447 | 2,549 | 2,476 | 2,833 | 3,000 | 3,022 | 3,086 | 3,114 | 3,179 | 3,328 | 3,372 | 36% | 1% |
| AIR FORCE | 2,416 | 2,598 | 2,592 | 2,622 | 2,630 | 2,838 | 2,936 | 3,033 | 3,001 | 2,975 | 3,027 | 3,082 | 18% | 2% |
| DCMA | 3 | 6 | 36 | 31 | 23 | 20 | 7 | 5 | 5 | 3 | 9 | 8 | -74% | -11% |
| DLA | 2 | 2 | 10 | 1 | 2 | 4 | 4 | 3 | 1 | 1 | 1 | - | -100% | -100% |
| DCAA | - | - | - | - | - | - | - | - | - | - | - | - | | |
| MDA | 38 | 57 | 51 | 86 | 103 | 201 | 221 | 245 | 265 | 262 | 260 | 257 | 199% | -1% |
| DISA | - | 7 | 27 | 37 | 34 | 47 | 55 | 53 | 56 | 53 | 51 | 53 | 43% | 4% |
| DHA | - | - | - | - | 1 | 1 | 2 | 5 | 4 | 4 | 4 | 4 | | 0% |
| DTRA | - | 9 | 11 | 11 | 10 | 9 | 8 | 8 | 7 | 6 | 7 | 7 | -36% | 0% |
| DAU | 9 | 8 | - | 6 | 6 | 6 | 6 | 8 | 8 | 7 | 6 | 8 | 33% | 33% |
| NRO | - | - | - | - | - | - | - | - | - | - | - | - | | |
| OSD | 1 | 1 | 7 | 3 | 2 | 5 | 5 | 7 | 5 | 6 | 7 | 7 | 133% | 0% |
| JCS | - | - | - | - | - | - | - | 22 | 19 | 18 | 18 | 18 | | 0% |
| DeCA | - | - | - | - | - | - | - | - | 1 | 1 | 1 | 2 | | 100% |
| DFAS | - | 2 | - | - | - | - | - | - | - | - | - | - | | |
| TRMC | 1 | 2 | - | 6 | 7 | 8 | 9 | 12 | 14 | 17 | 17 | 17 | 183% | 0% |
| NDU | - | - | - | 1 | - | - | - | - | - | - | - | - | | |
| IG | - | - | 1 | 1 | - | - | - | - | - | - | - | - | | |
| 4th Estate Other | - | - | - | 4 | 6 | 3 | - | - | - | - | - | - | | |
| TOTAL | 7,384 | 7,280 | 7,419 | 7,420 | 7,892 | 8,446 | 8,573 | 8,603 | 8,580 | 8,569 | 8,692 | 8,738 | ↑ 18% | ↑ 1% |



Test and Evaluation Historical DAWIA Certification FY08 – FY16



Test and Evaluation

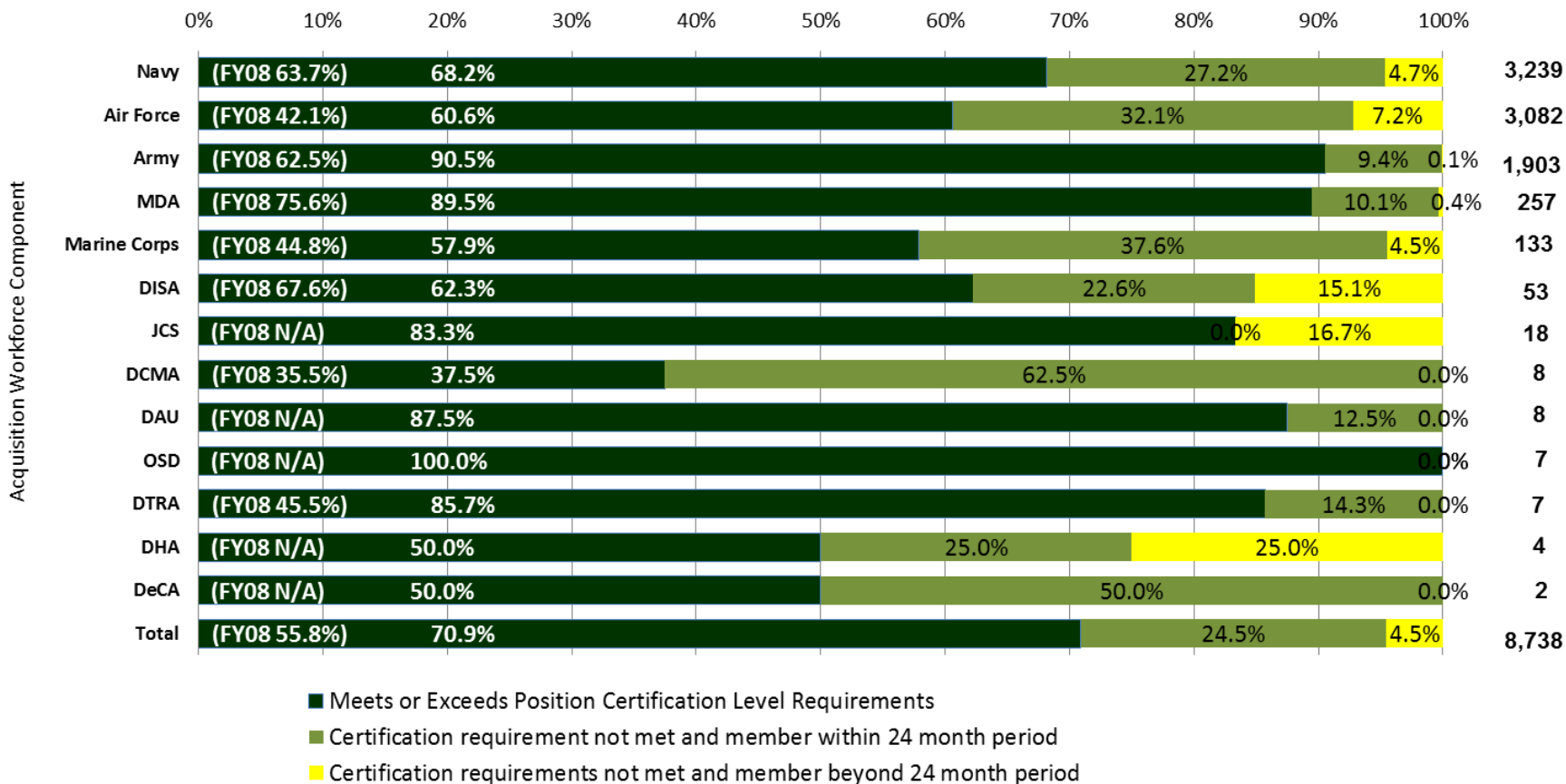


15.2% Increase



Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY16Q4)





Test and Evaluation DAWIA Certification Matrix + Bench Strength



| Test and Evaluation | | Achieved Certification Level | | | | FY16Q4 TOTAL | % Meets Certification Requirement |
|------------------------------|-------------------|------------------------------|--------------|--------------|--------------|--------------|-----------------------------------|
| Required Certification Level | No Level Achieved | Level I | Level II | Level III | | | |
| Level I | 662 | 361 | 93 | 51 | 1,167 | 43.3% | |
| Level II | 783 | 625 | 1,390 | 1,633 | 4,431 | 68.2% | |
| Level III | 217 | 112 | 141 | 2,668 | 3,138 | 85.0% | |
| Unspecified | - | 1 | 1 | - | 2 | | |
| FY16Q4 TOTAL | 1,662 | 1,099 | 1,625 | 4,352 | 8,738 | 70.9% | |
| | 19.0% | 12.6% | 18.6% | 49.8% | | | |

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% | |
| Test and Eval | 1,777 | 20.3% | 1 of 14 |

** Based on population total without unspecified positions

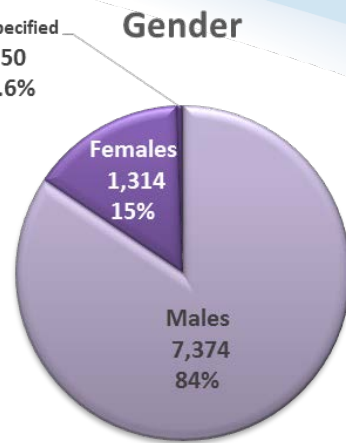
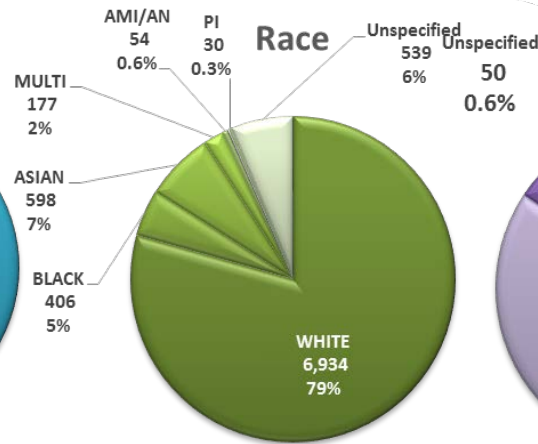
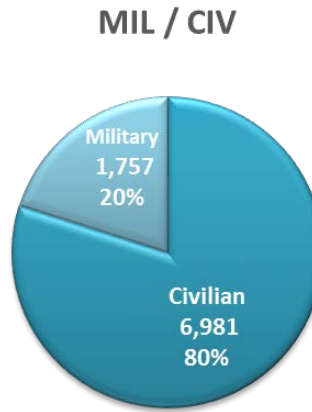
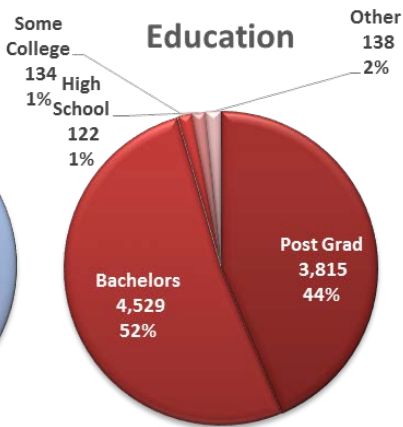
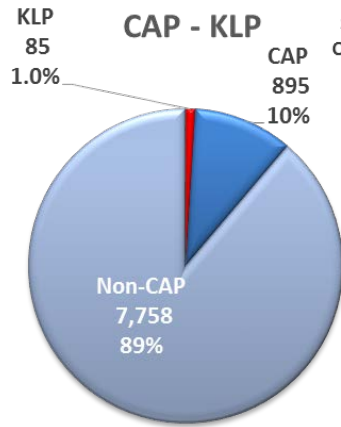
| Certification Requirement | Meets | Within 24 Months | Does Not Meet | DAW TOTAL | |
|----------------------------------|--------------|------------------|---------------|--------------|-------|
| Level I | 505 | 650 | 12 | 1,167 | 13.4% |
| Level II | 3,023 | 1,150 | 258 | 4,431 | 50.7% |
| Level III | 2,668 | 344 | 126 | 3,138 | 35.9% |
| Unspecified | - | 1 | 1 | 2 | 0.0% |
| Test and Evaluation TOTAL | 6,196 | 2,145 | 397 | 8,738 | |
| | 70.9% | 24.5% | 4.5% | | |

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



| Occupied Position Type | T&E | Entire DAW |
|---|--------------|----------------|
| Key Leadership Positions (KLPs) | 85 | 1,197 |
| Critical Acquisition Positions (CAPs) * | 895 | 15,791 |
| Non-CAP Positions | 7,758 | 144,481 |
| TOTAL | 8,738 | 161,469 |

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

| Highest Level of Education | T&E | Entire DAW |
|----------------------------|--------------|----------------|
| Post Grad | 3,815 | 63,772 |
| Bachelors | 4,529 | 71,199 |
| Some College | 134 | 12,023 |
| High School | 122 | 12,767 |
| Other | 138 | 1,708 |
| TOTAL | 8,738 | 161,469 |

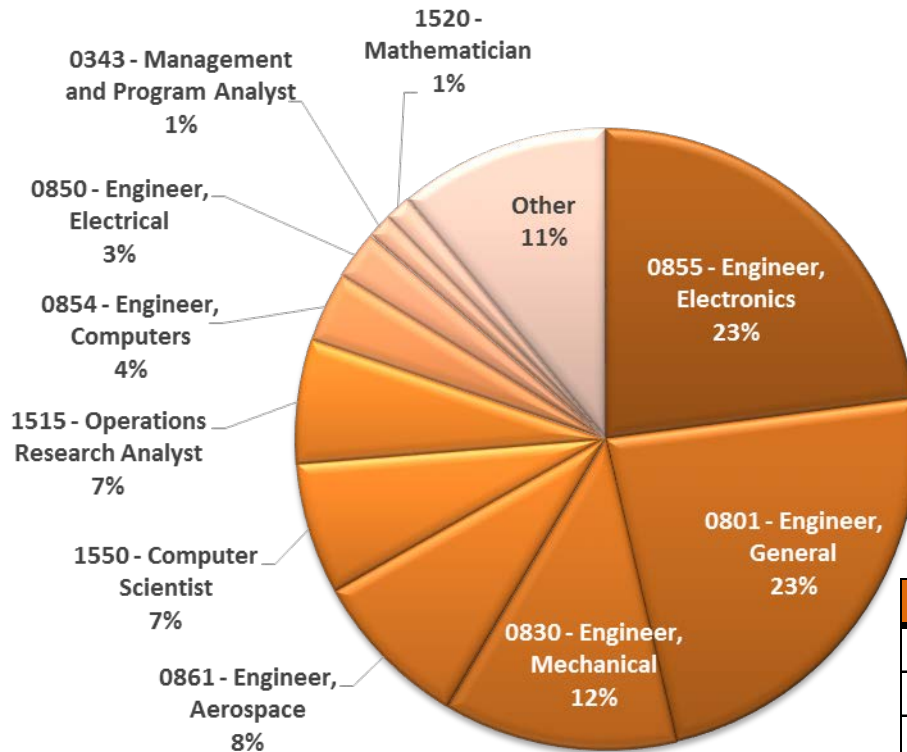
| Military / Civilian | T&E | Entire DAW |
|---------------------|--------------|----------------|
| Civilian | 6,981 | 145,988 |
| Military | 1,757 | 15,481 |
| TOTAL | 8,738 | 161,469 |

| Race | T&E | Entire DAW |
|--------------|--------------|----------------|
| WHITE | 6,934 | 119,897 |
| BLACK | 406 | 19,270 |
| ASIAN | 598 | 10,551 |
| MULTI | 177 | 3,591 |
| AMI/AN | 54 | 898 |
| PI | 30 | 787 |
| Unspecified | 539 | 6,475 |
| TOTAL | 8,738 | 161,469 |

| Gender | T&E | Entire DAW |
|--------------|--------------|----------------|
| Males | 7,374 | 113,498 |
| Females | 1,314 | 46,704 |
| Unspecified | 50 | 1,267 |
| TOTAL | 8,738 | 161,469 |



T & E Manager Size by Occupational Series



| Civilian Occupational Series | T&E TOTAL | |
|---------------------------------------|--------------|------------------|
| 0855 - Engineer, Electronics | 1,601 | 22.9% |
| 0801 - Engineer, General | 1,633 | 23.4% |
| 0830 - Engineer, Mechanical | 851 | 12.2% |
| 0861 - Engineer, Aerospace | 582 | 8.34% |
| 1550 - Computer Scientist | 480 | 6.88% |
| 1515 - Operations Research Analyst | 450 | 6.45% |
| 0854 - Engineer, Computers | 256 | 3.67% |
| 0850 - Engineer, Electrical | 175 | 2.51% |
| 0343 - Management and Program Analyst | 90 | 1.29% |
| 1520 - Mathematician | 97 | 1.39% |
| Other | 766 | 10.97% |
| TOTAL CIVILIAN | 6,981 | Civilians |



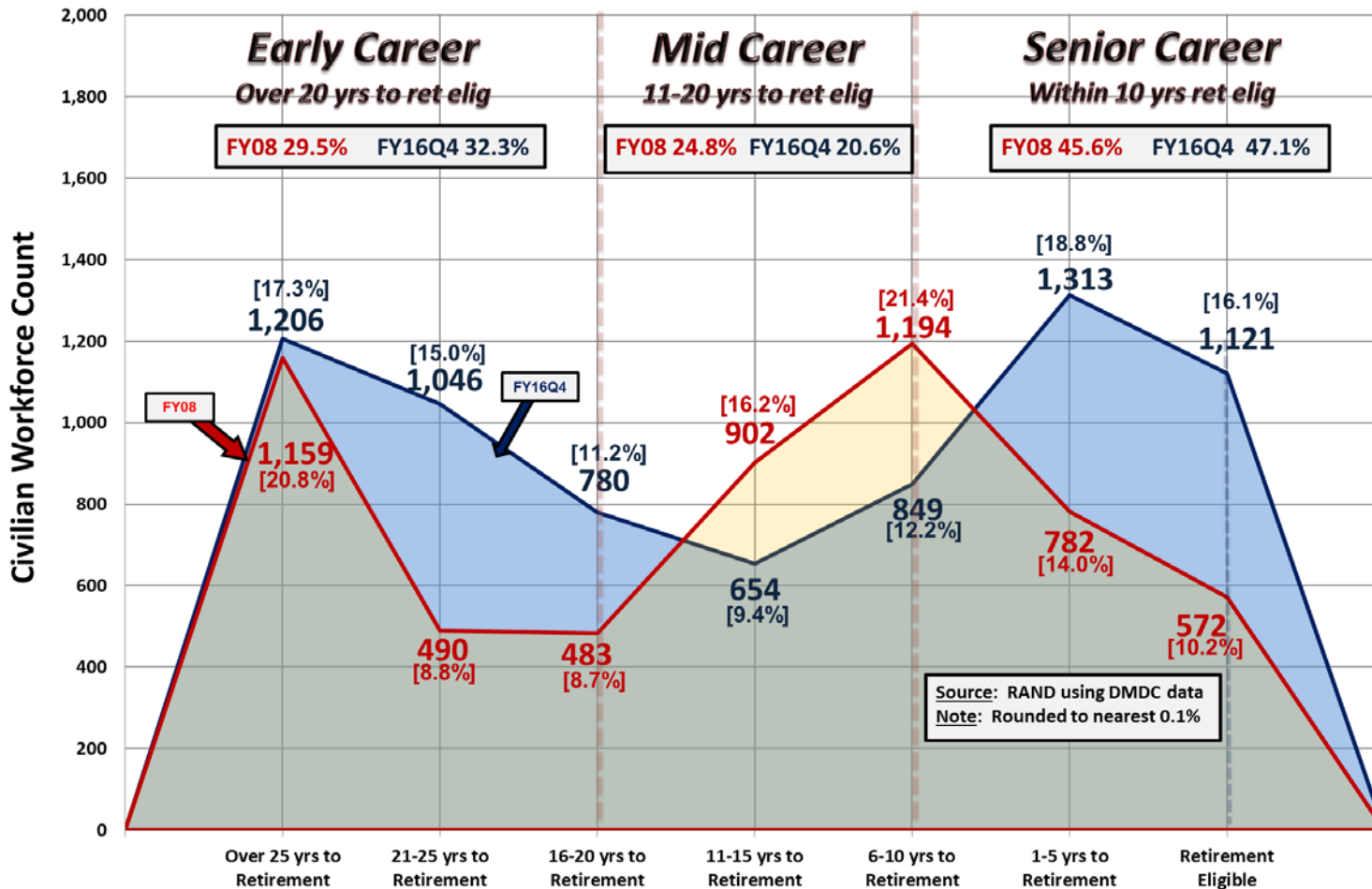
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY16Q4



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

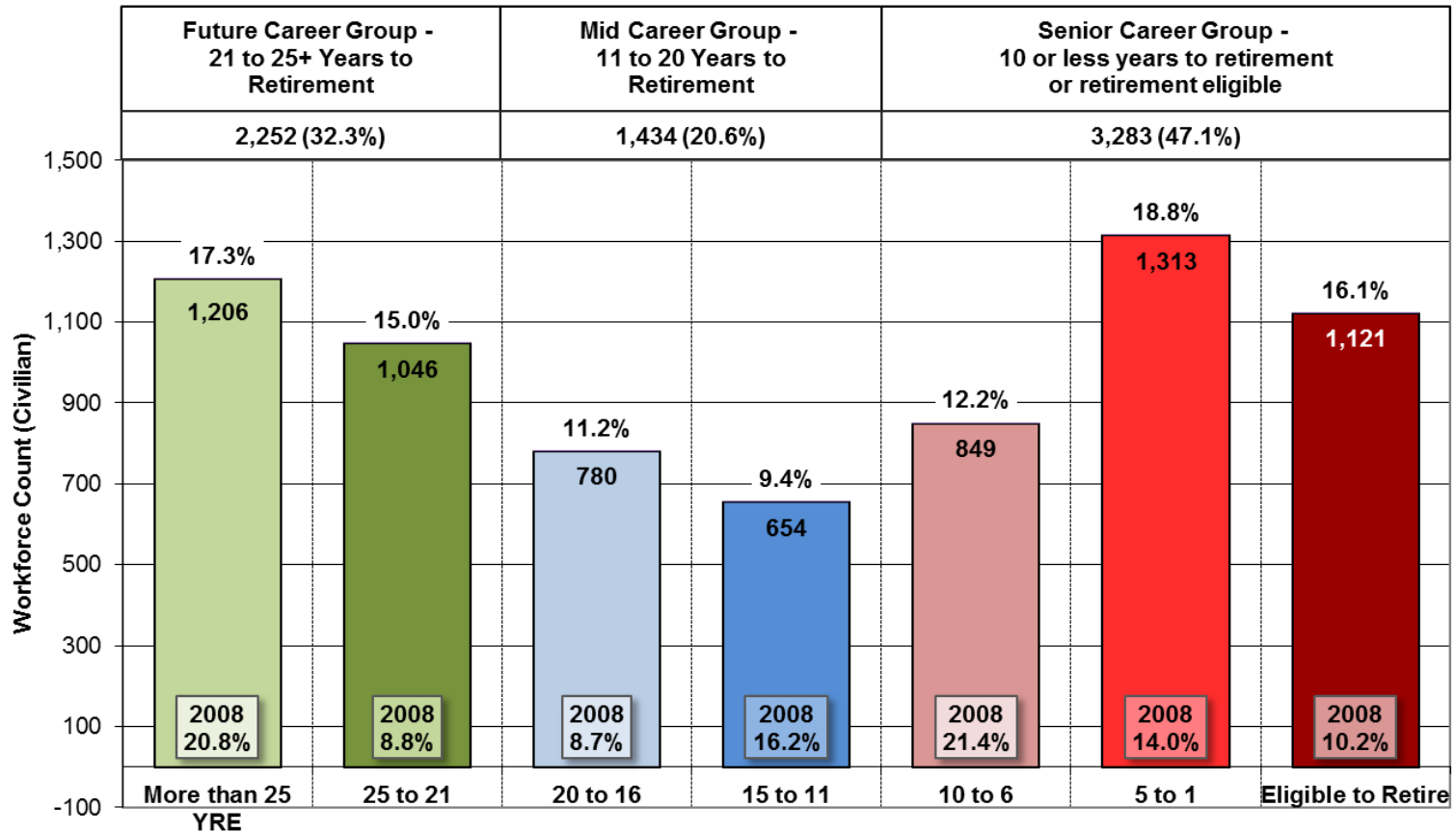
As of 30 Sept 2016



Test and Evaluation Workforce Lifecycle Model by YRE



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



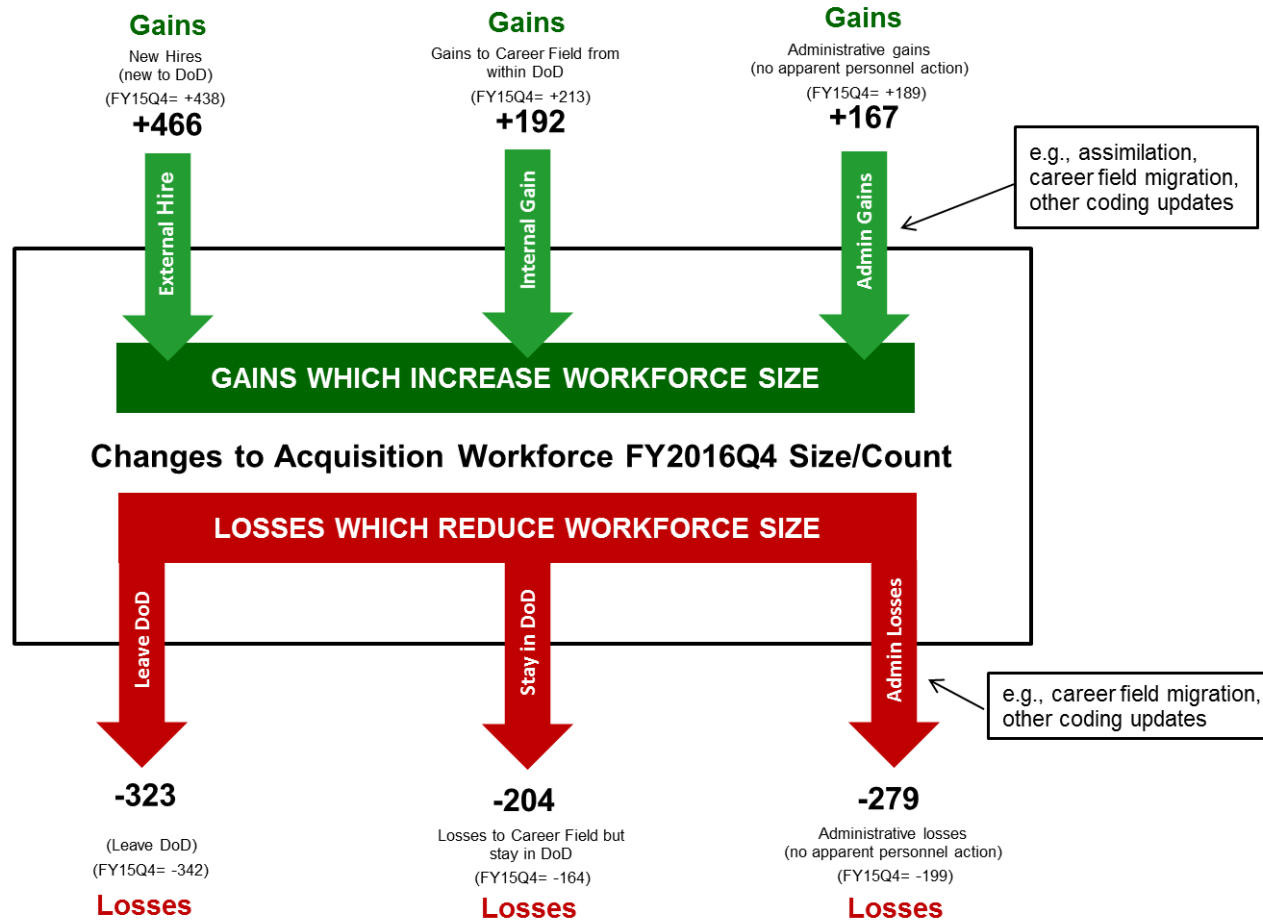
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q4) - Test and Evaluation

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

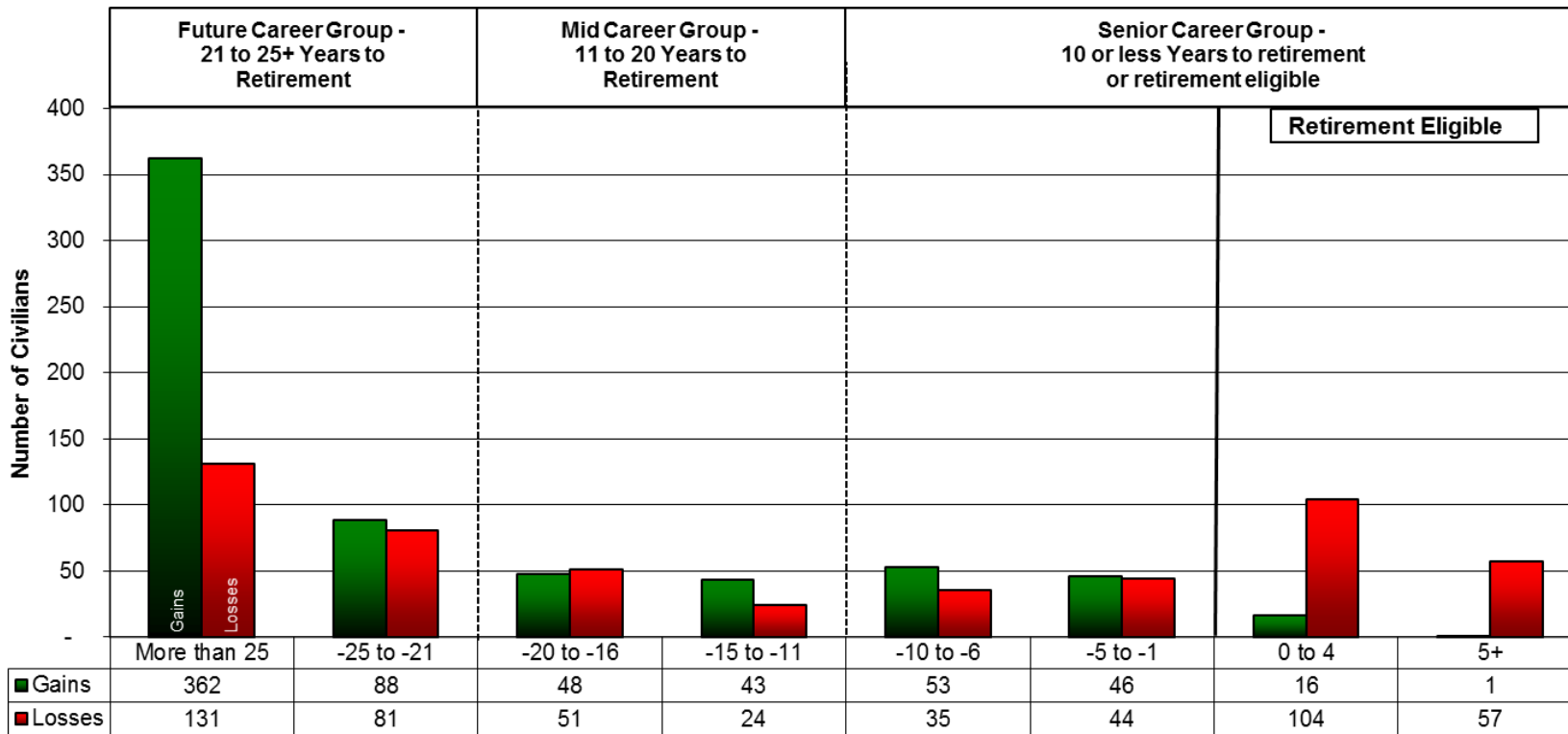




Test and Evaluation Gains and Losses by YRE Groups



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



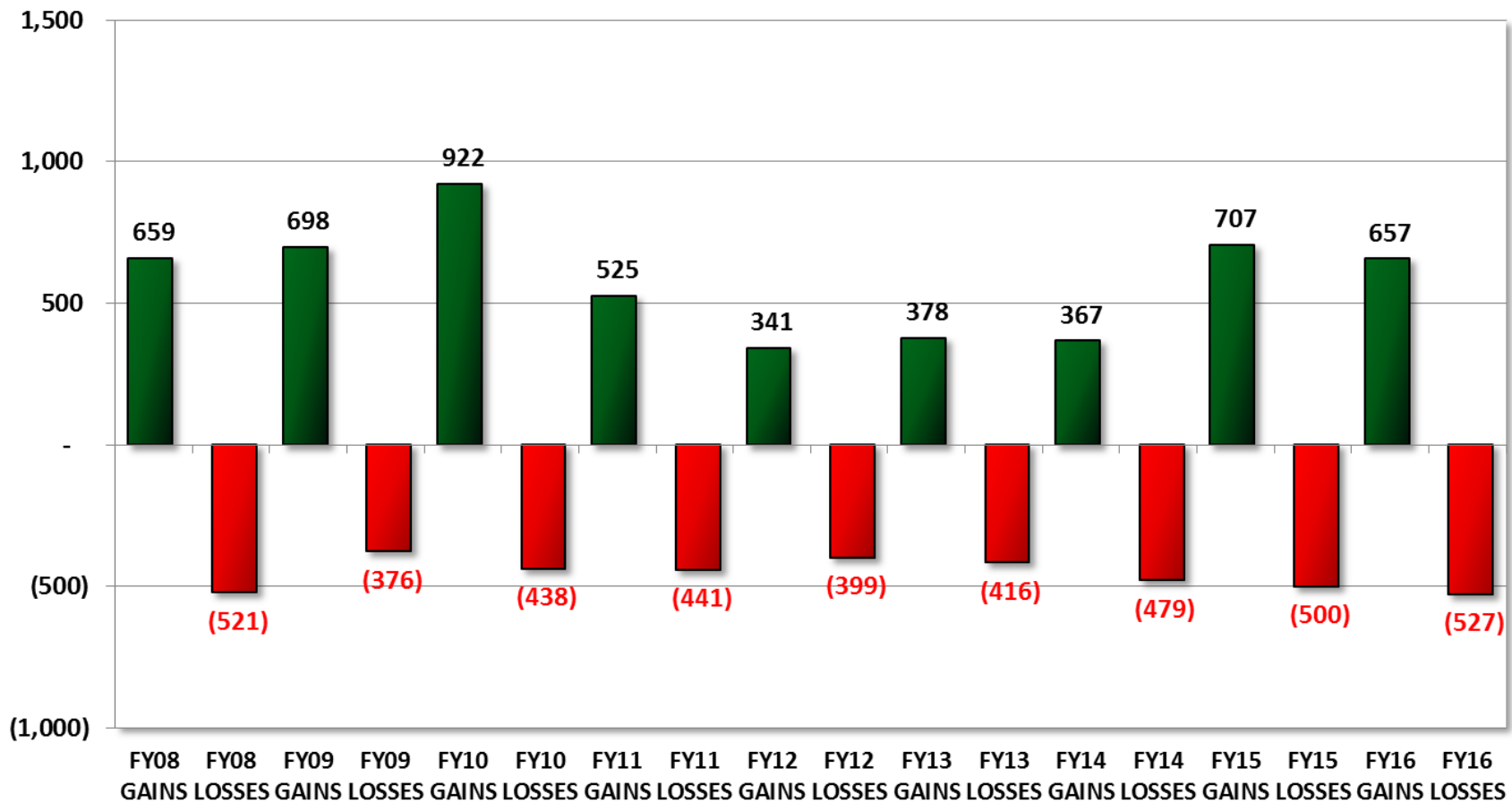
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY16



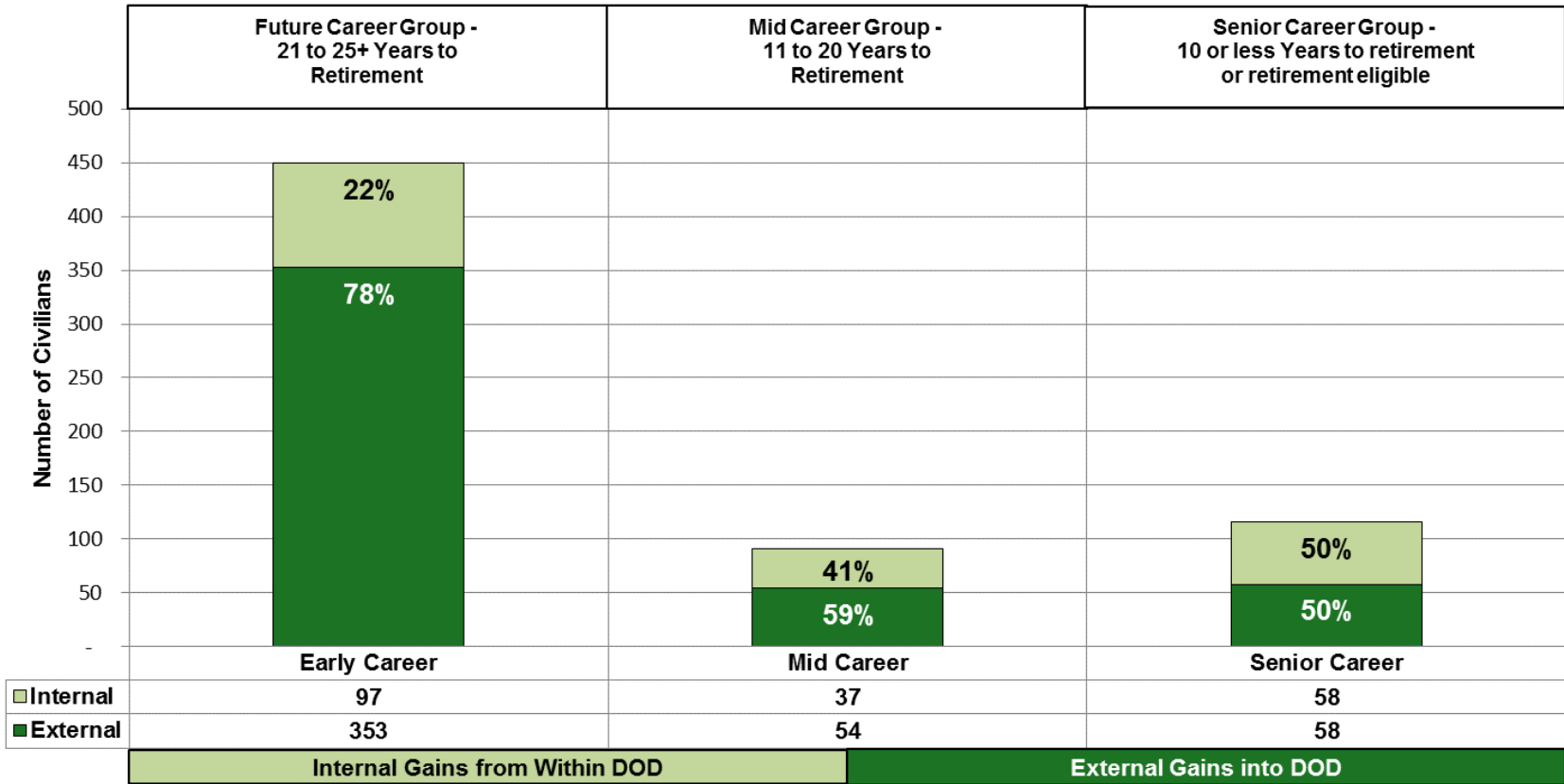
As of 30 Sept 2016



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - T&E Workforce Lifecycle FY2016Q4 Gains*



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

*Does not include administrative gains

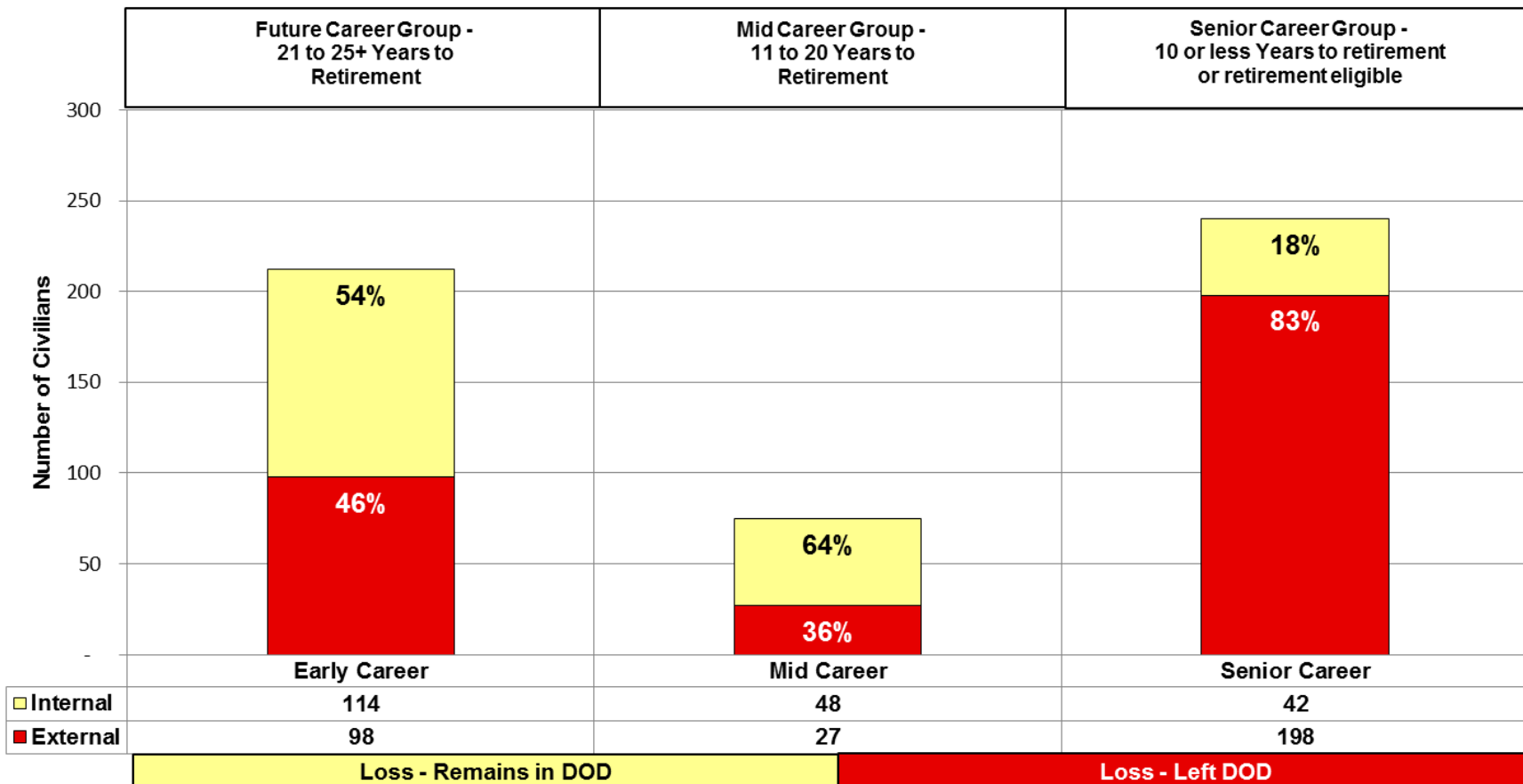


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2016Q4 Losses*



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

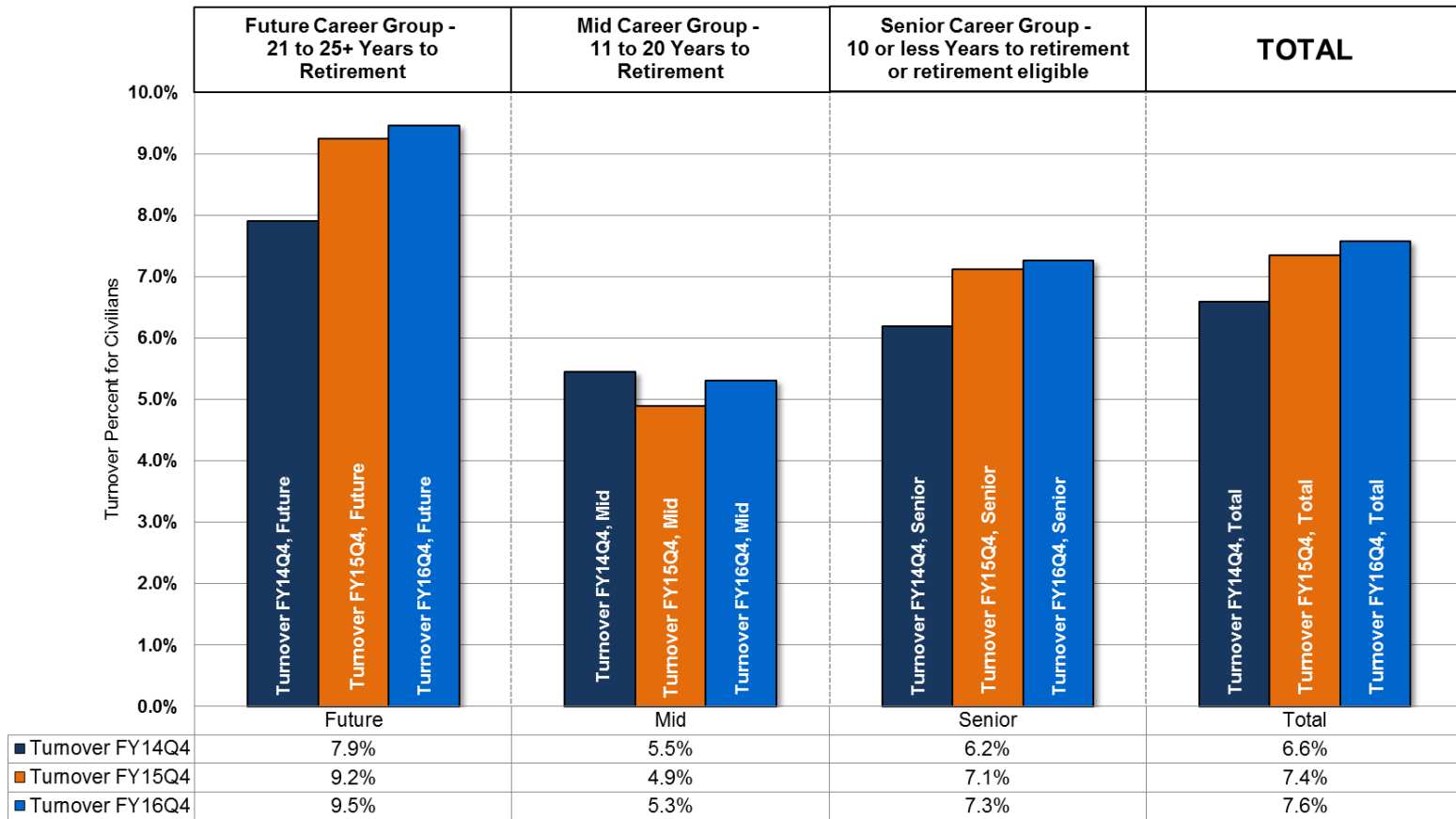
*Does not include administrative losses



Test and Evaluation Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

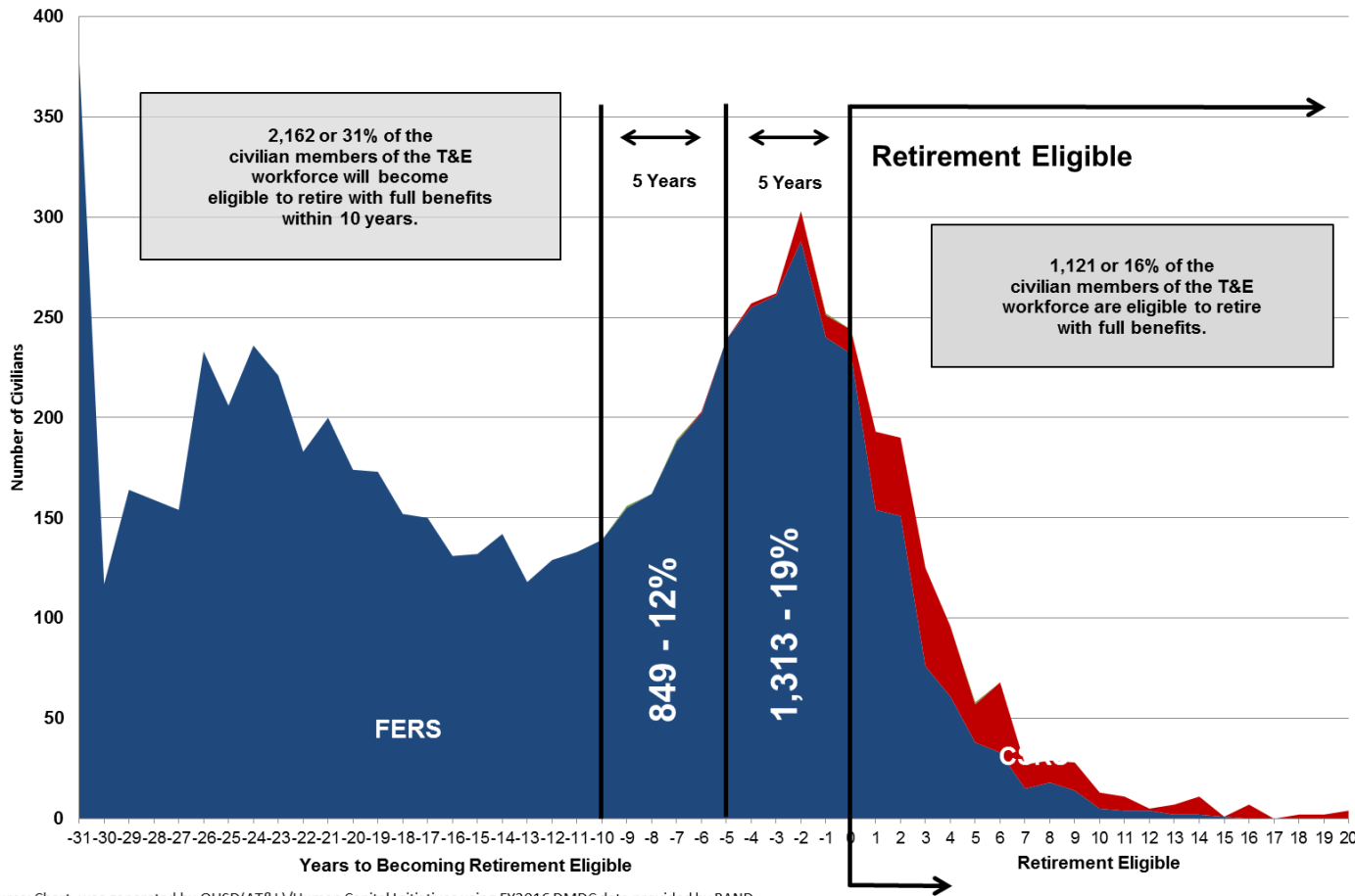


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - T&E

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