



Defense Acquisition Workforce Key Information

Facilities Engineering
As of FY17 (30 Sept 2017)



Slide Index

<i>Slide Title</i>	<i>#</i>
Slide Index	2
Fact Sheet	3
Highlights	4
Total Workforce	5
AWF Size by Component and Career Field	6
Historical Size by Component	7-8
Historical DAWIA Certification	9-10
DAWIA Certification by Career Field	11
DAWIA Certification by Component	12
DAWIA Certification Matrix + Bench Strength	13
Demographics	14-15
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	16-27
End	28



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2017Q4			
	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	9,828	3	9,831	165,275
Change in size from 2008	-	-	-	-	100%	200%	100%	31%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	82%	100%	82%	84%
Graduate Degree	20%	0%	20%	29%	31%	100%	31%	40%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	72%	0%	72%	86%
Level II or Higher Achieved	41%	0%	41%	61%	68%	0%	68%	73%
Level III Achieved	0%	0%	0%	36%	24%	0%	24%	42%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	59%	0%	59%	76%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	39%	100%	39%	21%
Does Not Meet Certification Requirement	16%	0%	16%	14%	2%	0%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	43%	0%	43%	33%
Average Age	49	23	49	46	49	34	49	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	17/27/56(%)	-	-	26/26/48(%)
Average Years of Service	19	1	19	17	17	12	17	15
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	2,164(22%)	-	-	25,405(17%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,879(19%)	-	-	25,576(17%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	2,795/849	-	-	14,944/11,347

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2017Q4 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 FY2017Q4 DMDC data.



Highlights FY17



Defense Acquisition Workforce Size Highlights

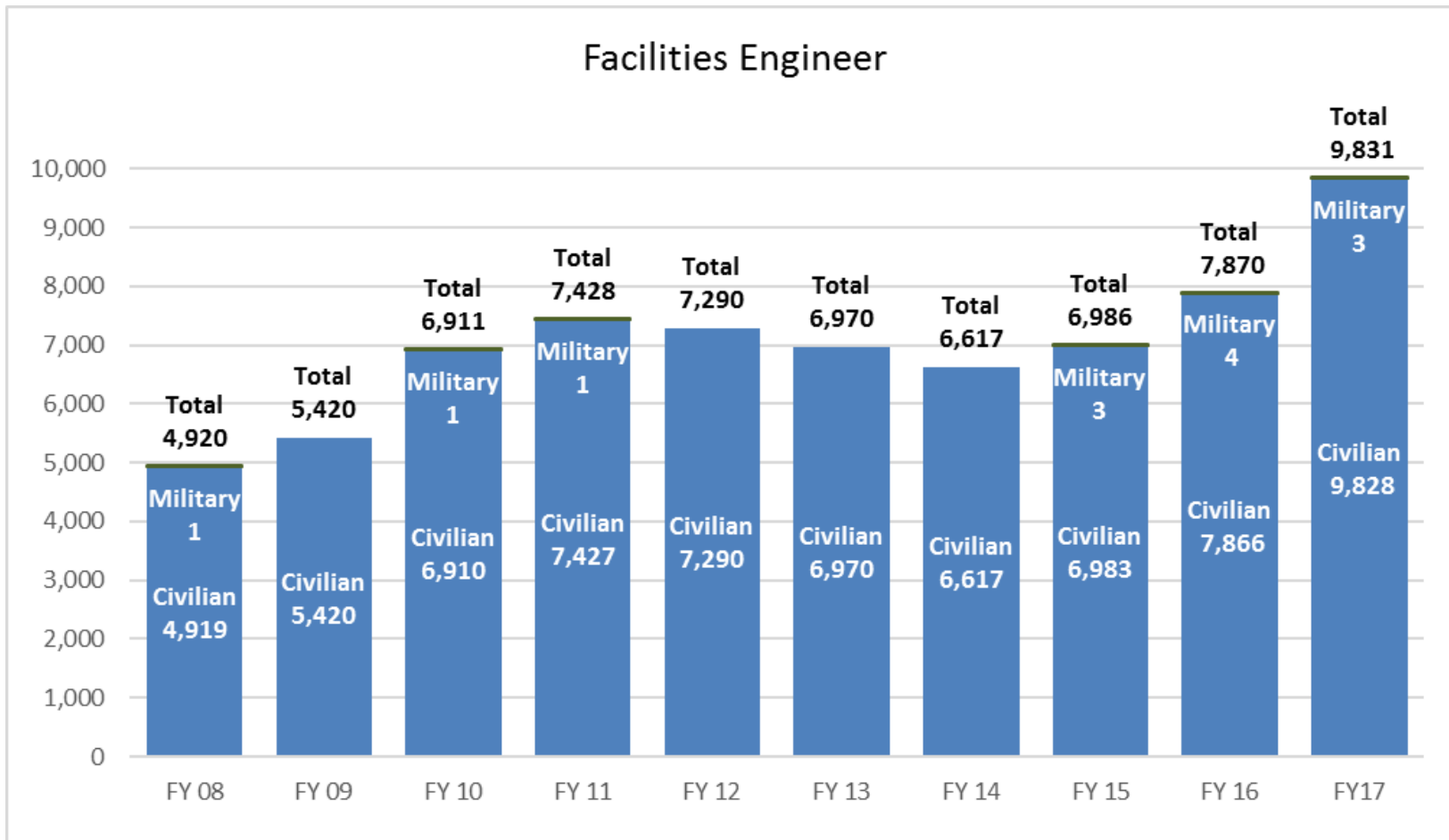
- The Facilities Engineering Career Field has experienced substantial growth since FY14, growing from 6,617 in FY14 to 9,831 at the end of FY17. A large portion of that increase was due to recoding efforts. Since the end of FY14, 48% of all total gains have been recode gains (administrative gains). Even more significant, recode gains were 60% (1,689) of the total gains during FY17.
- In the last year Army has doubled the size of its FE population.
- Although FE has increased their workforce numbers substantially the distribution of the workforce has not changed. 56% of the FE population is still in the Senior Career Group.
- Overall attrition in the FE career field has decreased from a high of 11.7% at the end of FY15 to 8% at the end of FY17.

Defense Acquisition Workforce DAWIA Certification Highlights

- Although certification compliance has increased since 2008, there has been a continued decrease since 2014 in the meets or exceed classification. Some of the recent decrease may be due to the increase of recode gains the last two years

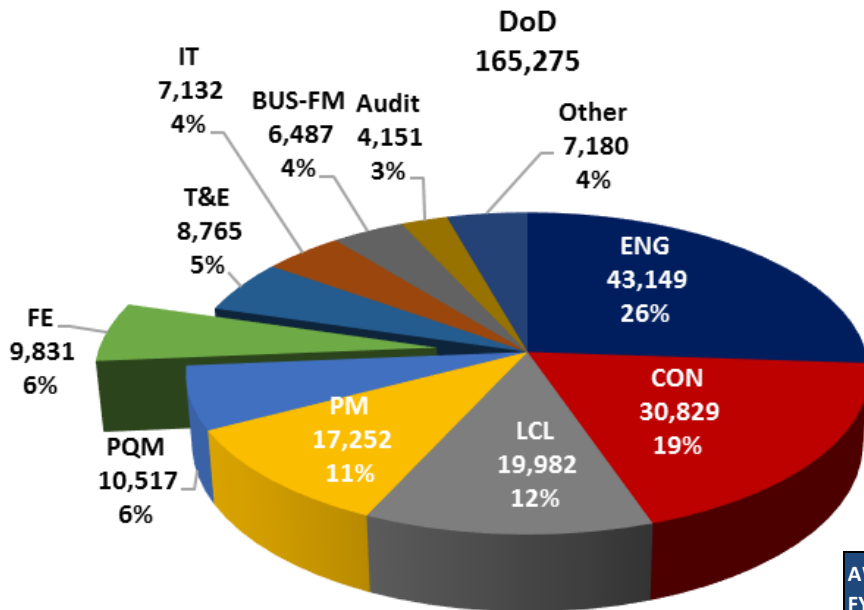


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category FY17	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,151	4,151	2.5%
Business - CE	258	533	37	496	82	1,406	0.9%
Business - FM	1,714	1,978	171	2,094	530	6,487	3.9%
Contracting	7,978	5,906	537	8,445	7,963	30,829	18.7%
Engineering	9,096	22,297	341	9,276	2,139	43,149	26.1%
Facilities Engineering	3,581	5,541	30	591	88	9,831	5.9%
Information Technology	1,720	2,918	217	1,262	1,015	7,132	4.3%
Life Cycle Logistics	7,047	5,919	612	3,297	3,107	19,982	12.1%
Production, Quality and Man	1,387	3,330	40	421	5,339	10,517	6.4%
Program Management	3,313	5,450	763	5,885	1,841	17,252	10.4%
Property	49	70	-	16	266	401	0.2%
Purchasing	409	407	50	62	542	1,470	0.9%
S&T Manager	463	495	4	2,806	119	3,887	2.4%
Test and Evaluation	1,877	3,227	129	3,153	379	8,765	5.3%
Unknown/Other	8	1	-	1	6	16	0.01%
FY17 Totals (as of 9-30-2017)	38,900	58,072	2,931	37,805	27,567	165,275	
Component %	23.5%	35.1%	1.8%	22.9%	16.7%		



Facilities Engineering Workforce Historical Size by Agency FY08 – FY17



Facilities Engineering Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	3,902	4,678	5,301	5,592	5,508	5,261	4,998	5,229	5,456	5,541	42%	2%
MARINE CORPS	-	5	18	23	23	38	41	32	34	30		-12%
ARMY	988	719	1,564	1,767	1,708	1,634	1,530	1,497	1,797	3,581	262%	99%
AIR FORCE	6	6	20	36	29	5	4	166	498	591	9750%	19%
DCMA	6	2	1	-	1	2	-	2	1	1	-83%	0%
DLA	13	8	2	1	1	1	1	1	1	-	-100%	-100%
MDA	1	-	4	8	19	29	42	42	42	46	4500%	10%
DISA	-	-	-	-	-	-	-	-	8	13		63%
DTRA	2	2	1	1	1	-	1	1	1	1	-50%	0%
DAU	1	-	-	-	-	-	-	-	2	1	0%	-50%
DeCA	-	-	-	-	-	-	-	16	30	26		-13%
DSS	1	-	-	-	-	-	-	-	-	-	-100%	
TOTAL	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,870	9,831	↑ 100%	↑ 25%



Facilities Engineering Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY17Q4



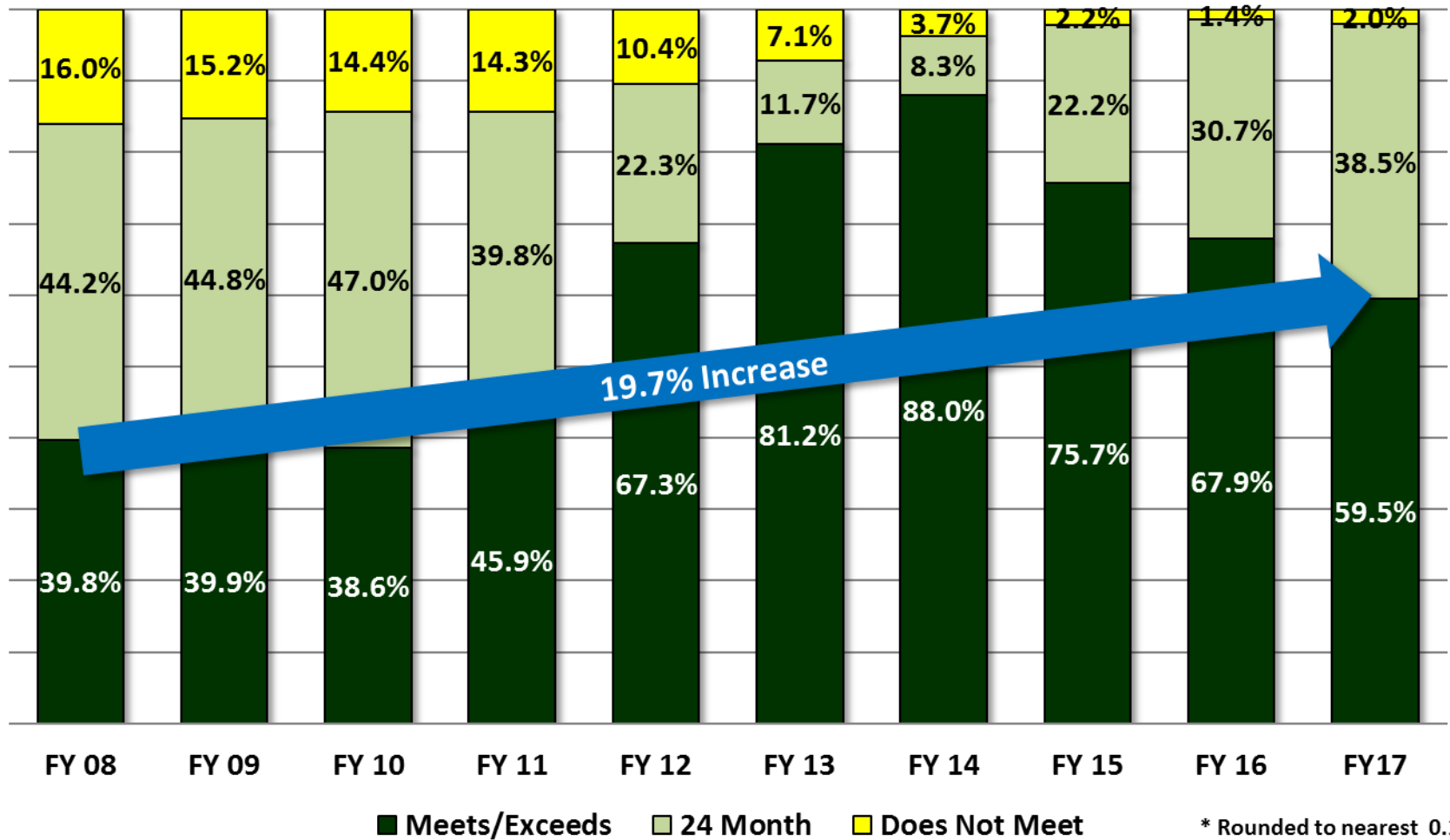
Facilities Engineering Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	5,321	5,406	5,476	5,456	5,481	5,458	5,507	5,541	2%
ARMY	1,514	1,498	1,557	1,797	1,842	2,981	3,233	3,581	99%
AIR FORCE	186	270	283	498	498	512	520	591	19%
MARINE CORPS	32	34	34	34	33	33	34	30	-12%
DCMA	3	1	1	1	1	1	1	1	0%
DLA	1	1	1	1	1	1	1	-	-100%
MDA	41	43	41	42	41	43	44	46	10%
DISA	-	6	7	8	8	9	13	13	63%
DTRA	1	1	1	1	1	-	-	1	0%
DAU	1	1	1	2	1	1	1	1	-50%
DeCA	19	24	26	30	29	28	28	26	-13%
TOTAL	7,119	7,285	7,428	7,870	7,936	9,067	9,382	9,831	↑ 25%



Facilities Engineering Historical DAWIA Certification FY08 – FY17



Facilities Engineering

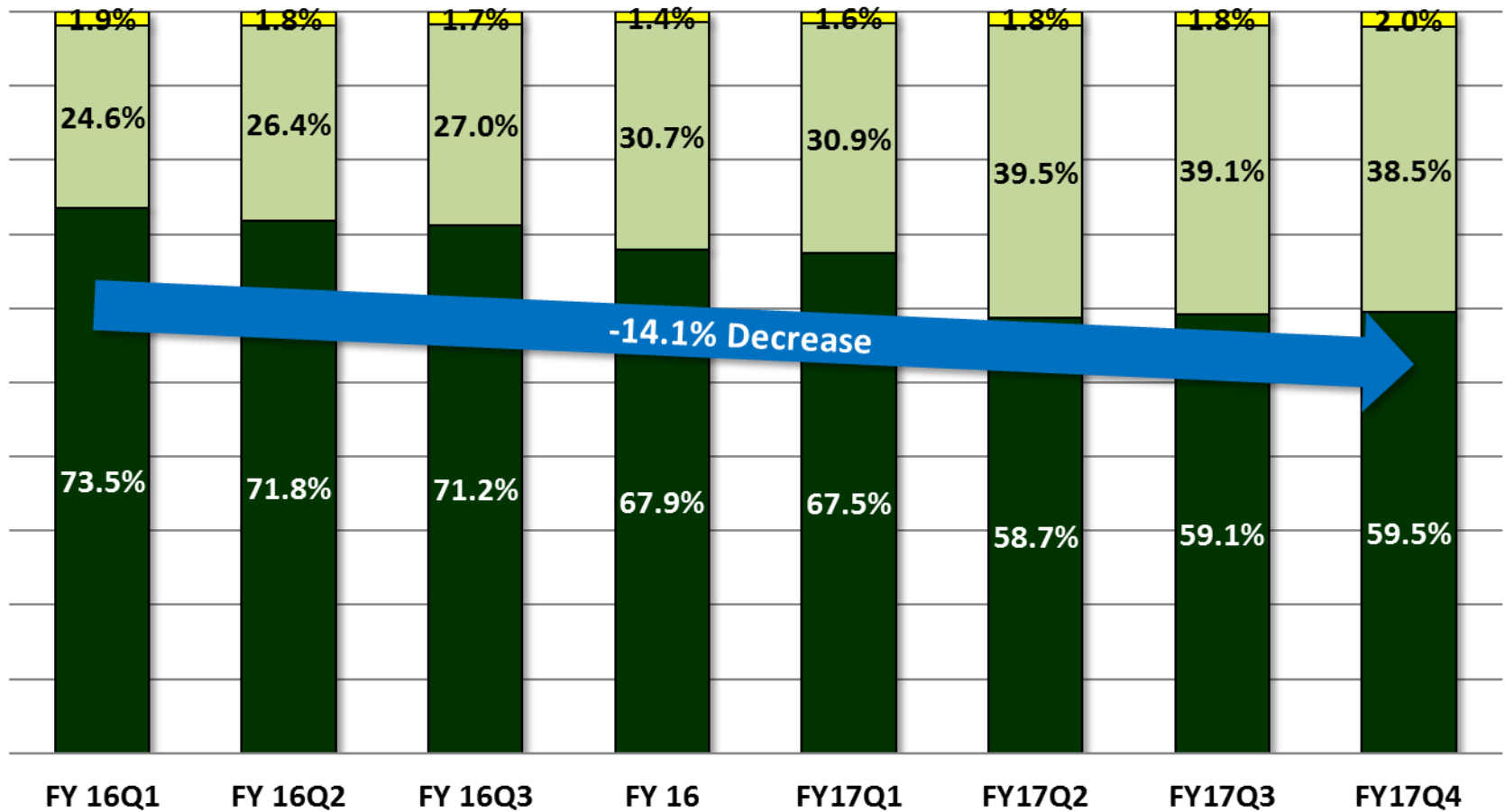




Facilities Engineering Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



Facilities Engineering



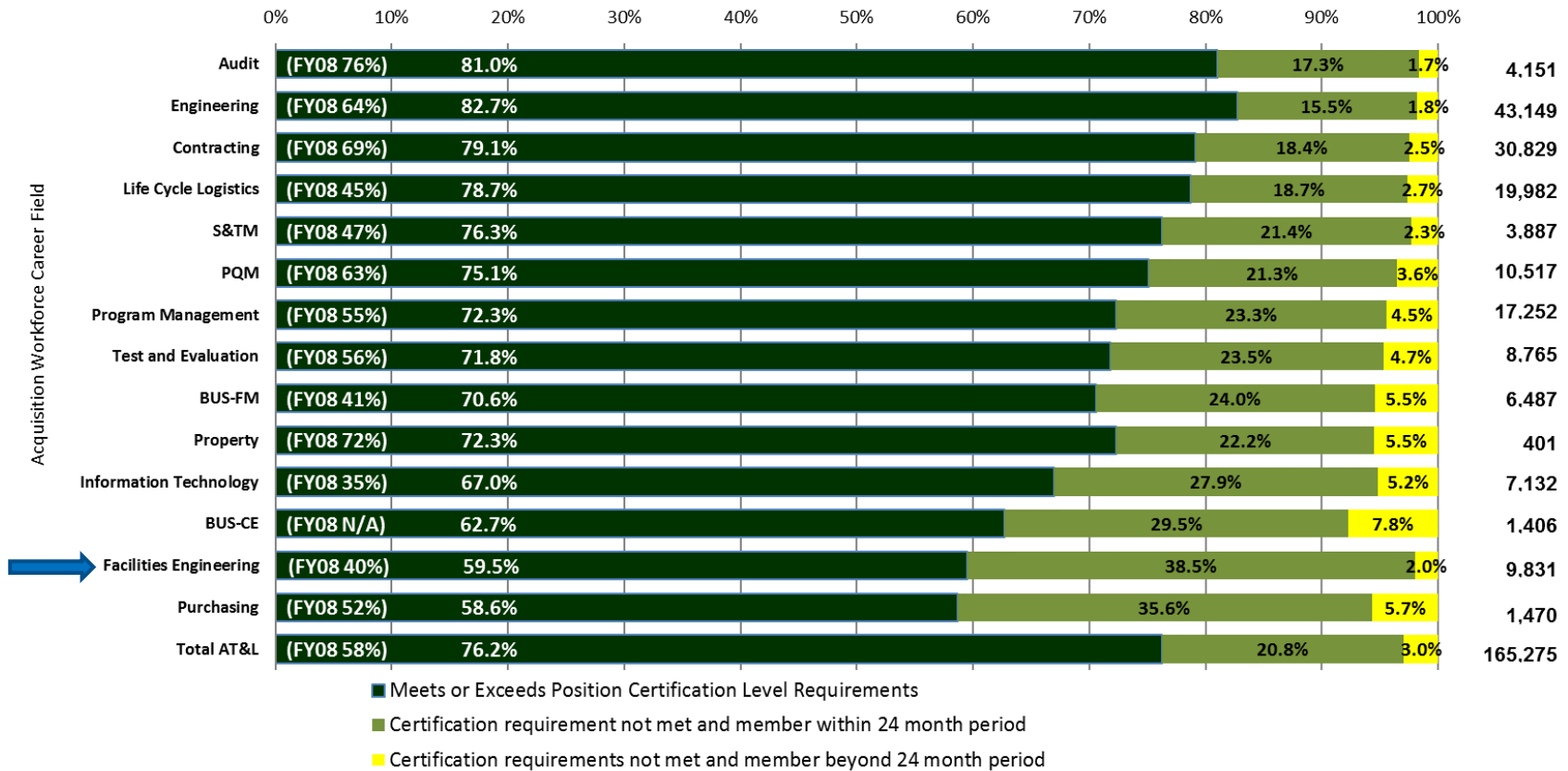
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



DAWIA Certification by Career Field

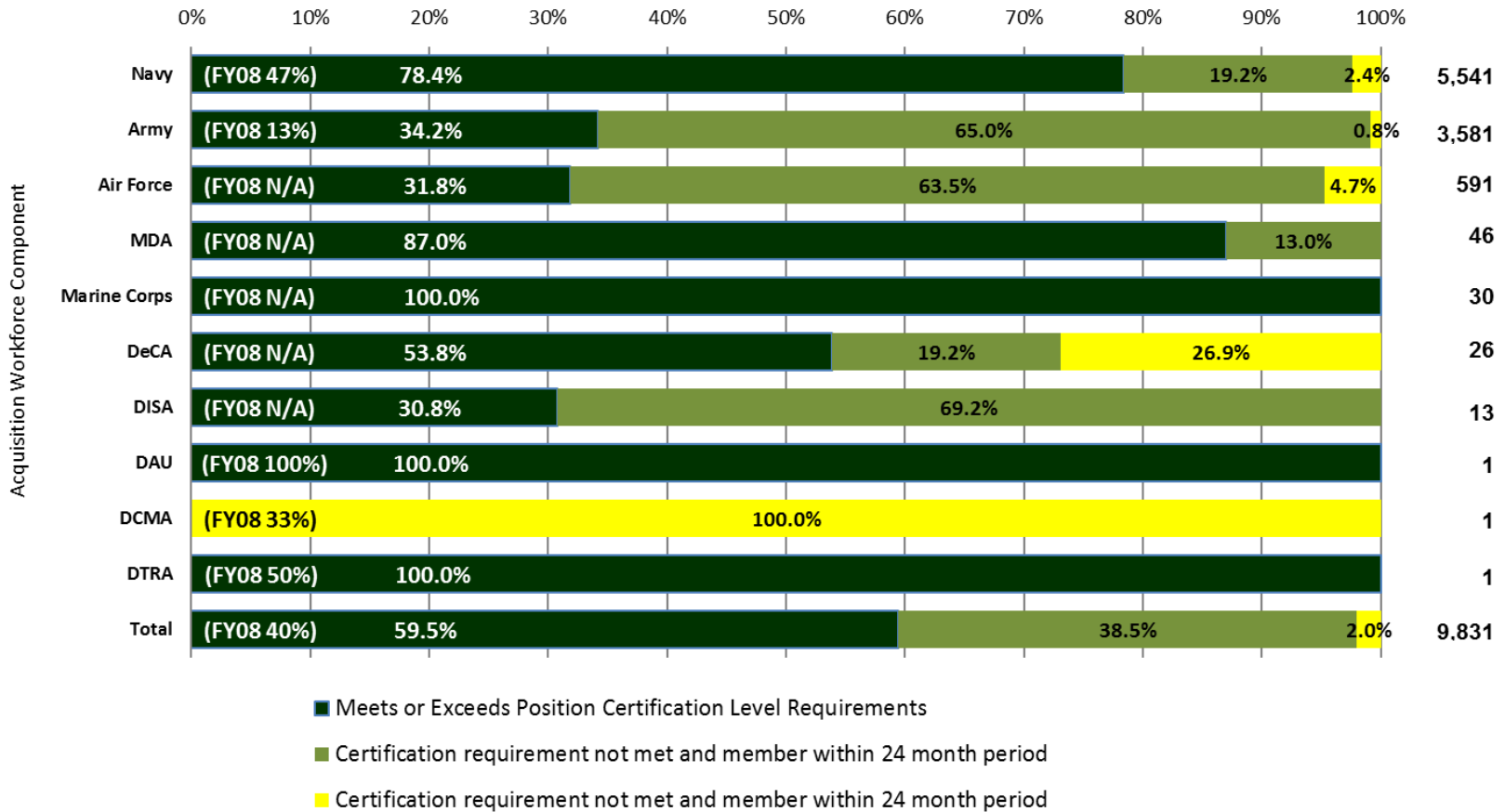
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Facilities Engineering DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Facilities Engineering (FY17Q4)





Facilities Engineering DAWIA Certification Matrix + Bench Strength

Facilities Engineering		Achieved Certification Level				FY17 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	140	77	68	19	304	53.9%	
Level II	1,739	289	3,314	295	5,637	64.0%	
Level III	885	58	875	2,072	3,890	53.3%	
<i>Unspecified</i>	-	-	-	-	-		
FY17 TOTAL	2,764	424	4,257	2,386	9,831	59.5%	
	28.1%	4.3%	43.3%	24.3%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	125,981	76.2%	
Army	31,265	80.4%	
Navy	44,158	76.1%	
Marine Cor	2,058	70.2%	
Air Force	27,102	71.7%	
4th Estate	21,398	77.6%	
Facilities E	5,845	59.5%	13 of 14

** Based on population total without unspecified positions

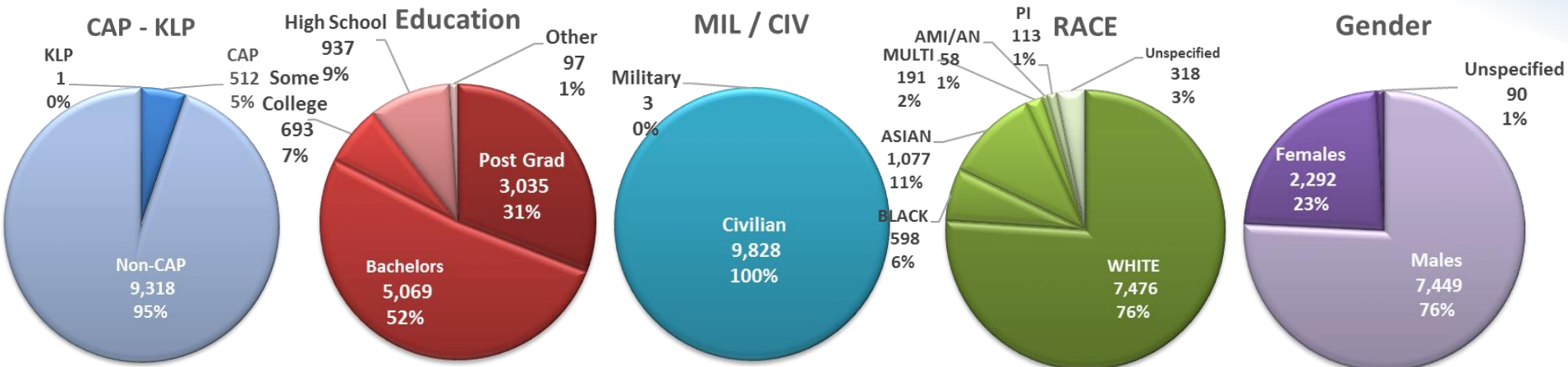
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	164	137	3	304	3.1%
Level II	3,609	1,927	101	5,637	57.3%
Level III	2,072	1,724	94	3,890	39.6%
<i>Unspecified</i>	-	-	-	-	0.0%
Facilities Engineering TOTAL	5,845	3,788	198	9,831	
	59.5%	38.5%	2.0%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE	Entire DAW
Key Leadership Positions (KLPs)	1	1,030
Critical Acquisition Positions (CAPs) *	477	16,271
Non-CAP Positions	8,904	145,762
Unknown	-	216
TOTAL	9,382	163,279

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

Highest Level of Education	FE	Entire DAW
Post Grad	2,857	65,414
Bachelors	4,866	71,611
Some College	662	11,745
High School	902	12,391
Other	95	2,118
TOTAL	9,382	163,279

Military / Civilian	FE	Entire DAW
Civilian	9,380	147,868
Military	2	15,411
TOTAL	9,382	163,279

Race	FE	Entire DAW
WHITE	7,123	120,546
ASIAN	1,028	19,559
BLACK	577	10,801
MULTI	173	3,832
PI	112	924
AMI/AN	57	801
Unspecified	312	6,816
TOTAL	9,382	163,279

Gender	FE	Entire DAW
Males	7,170	114,655
Females	2,124	46,926
Unspecified	88	1,698
TOTAL	9,382	163,279



Facilities Engineering Size by Occupational Series

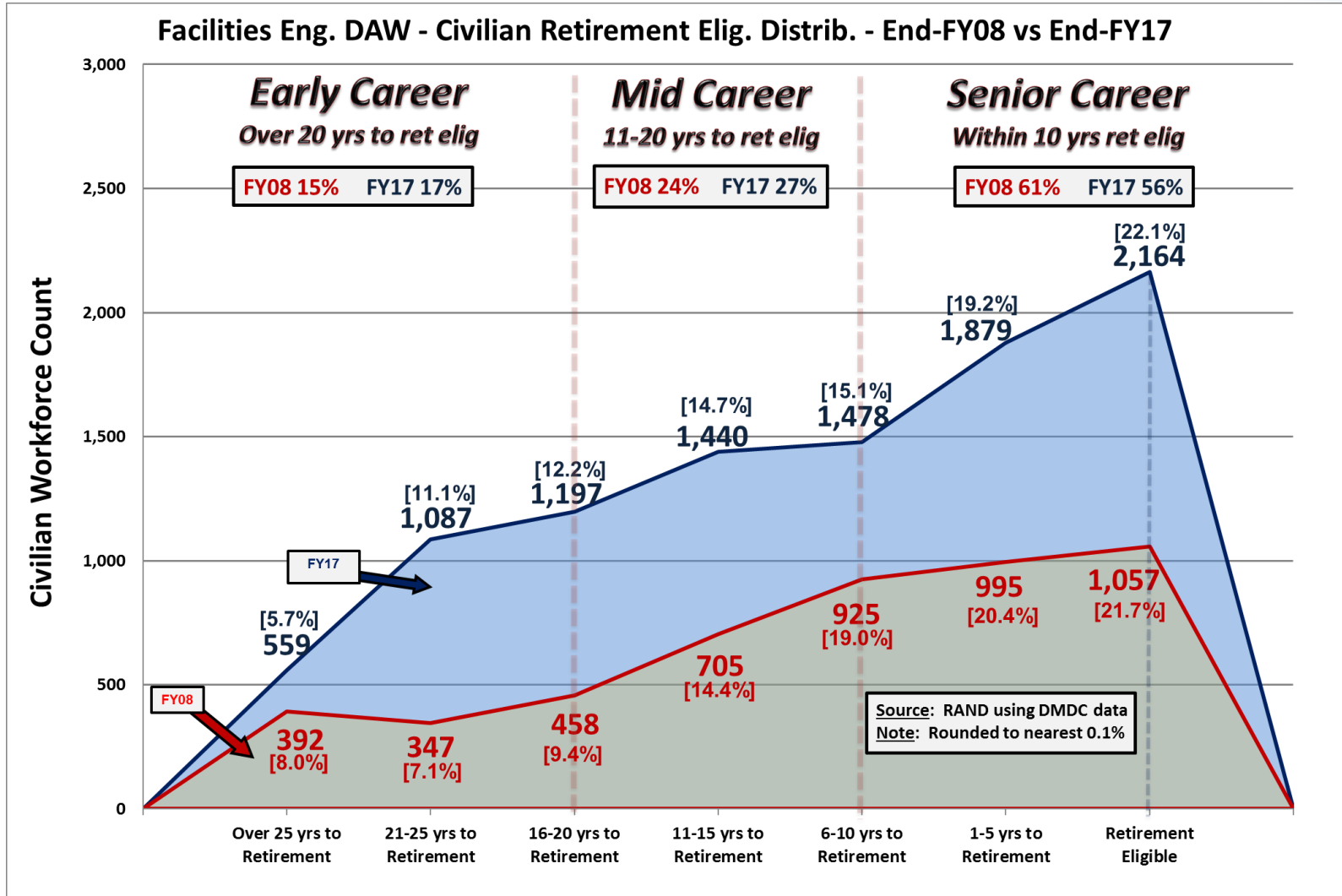
Civilian Occupational Series	FE	
0810 - Engineer, Civil	2,082	21.2%
0802 - Engineering Technician	1,024	10.4%
0801 - Engineer, General	1,049	10.7%
0819 - Engineer, Environmental	674	6.86%
0830 - Engineer, Mechanical	630	6.41%
1101 - Business and Industry Specialist	540	5.49%
0808 - Architect	514	5.23%
0850 - Engineer, Electrical	514	5.23%
0340 - Program Manager	352	3.58%
0020 - Community Planner	292	2.97%
<i>Other</i>	2,157	21.95%
TOTAL CIVILIAN	9,828	Civilians



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



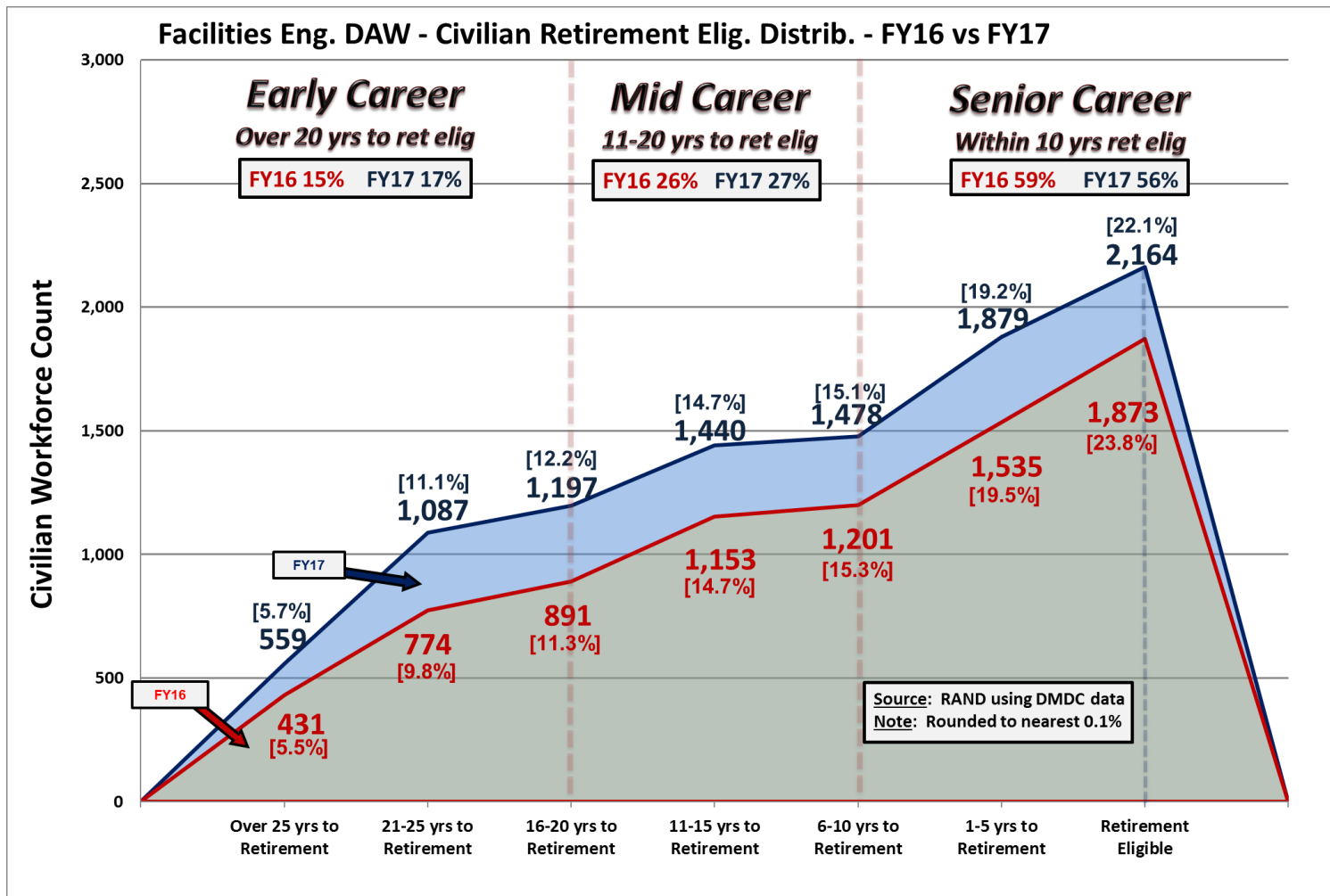
Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY17



As of 30 Sep 2017



Facilities Engineering Civilian Retirement Eligibility Distribution, 1 year – FY16 / FY17



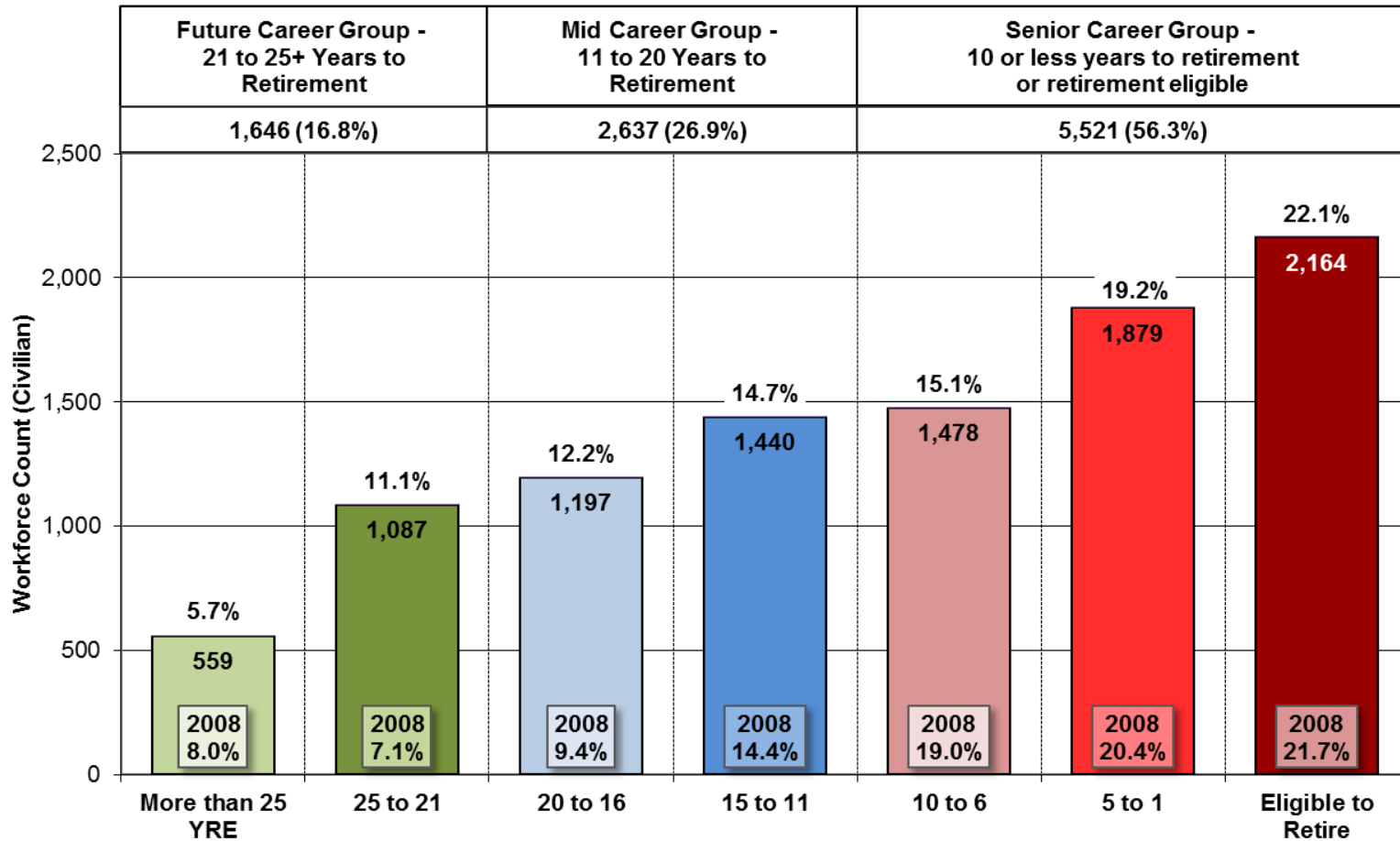
As of 30 Sep 2017



Facilities Engineering Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2017Q4) - Facilities Engineering



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.

As of 30 Sep 2017

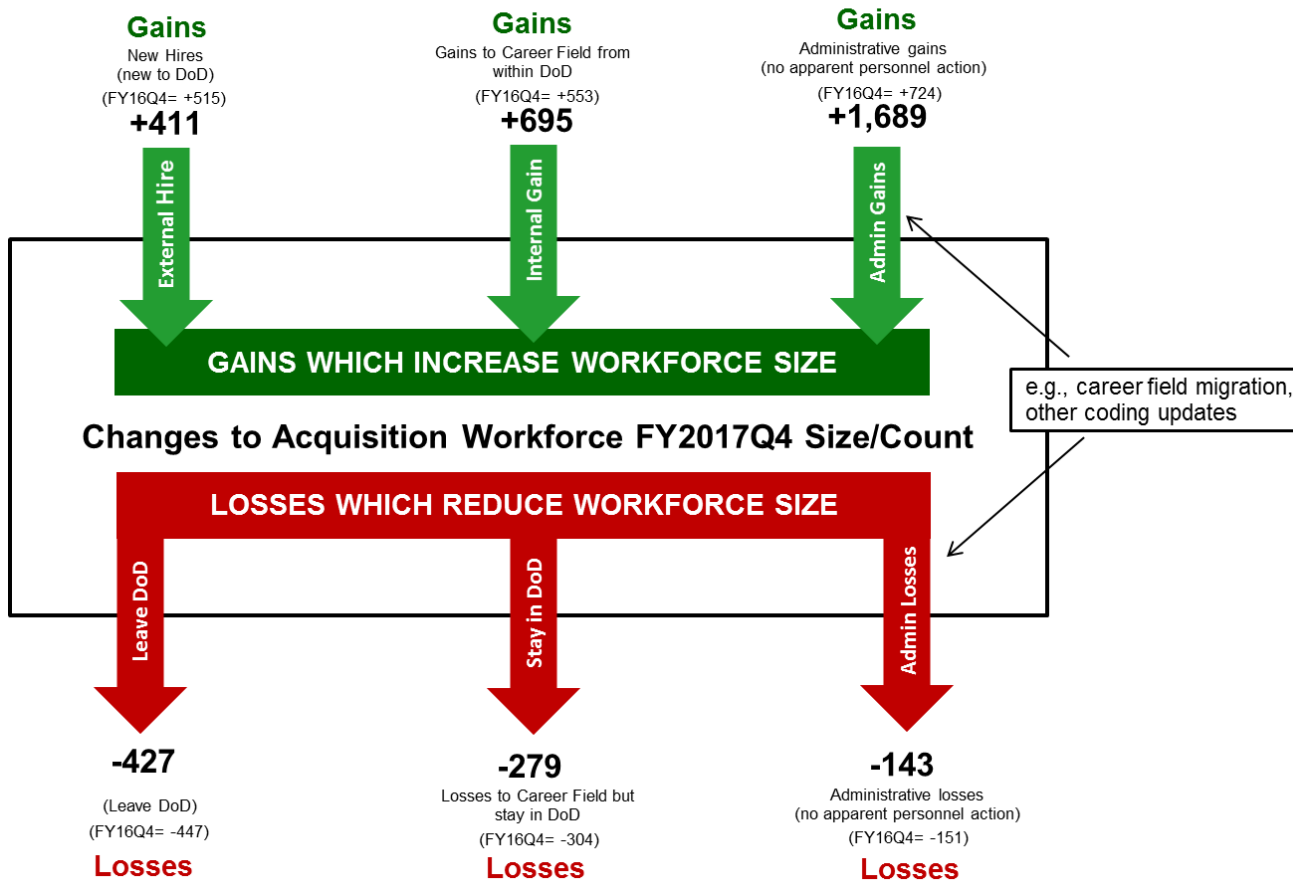


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2017Q4) - Facilities Engineering

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



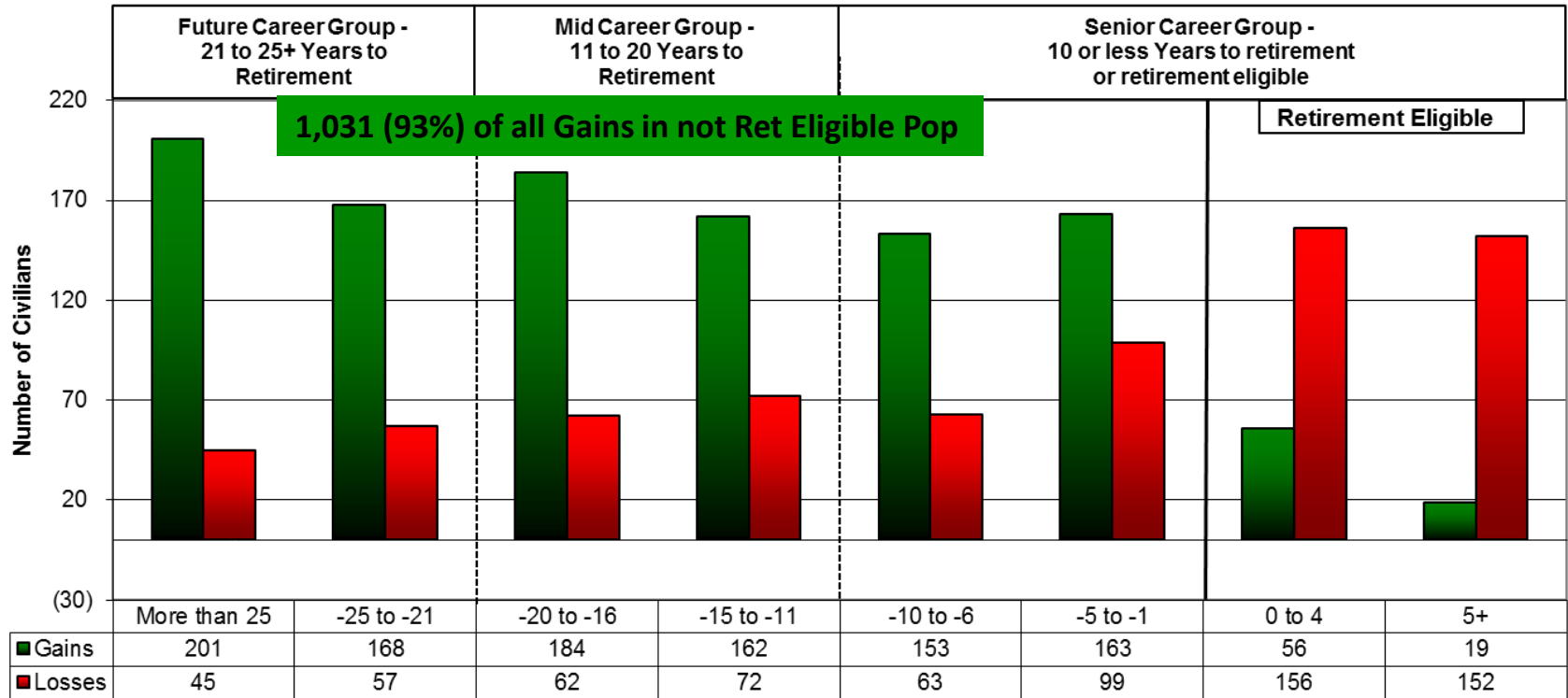


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2017Q4 Gains & Losses*



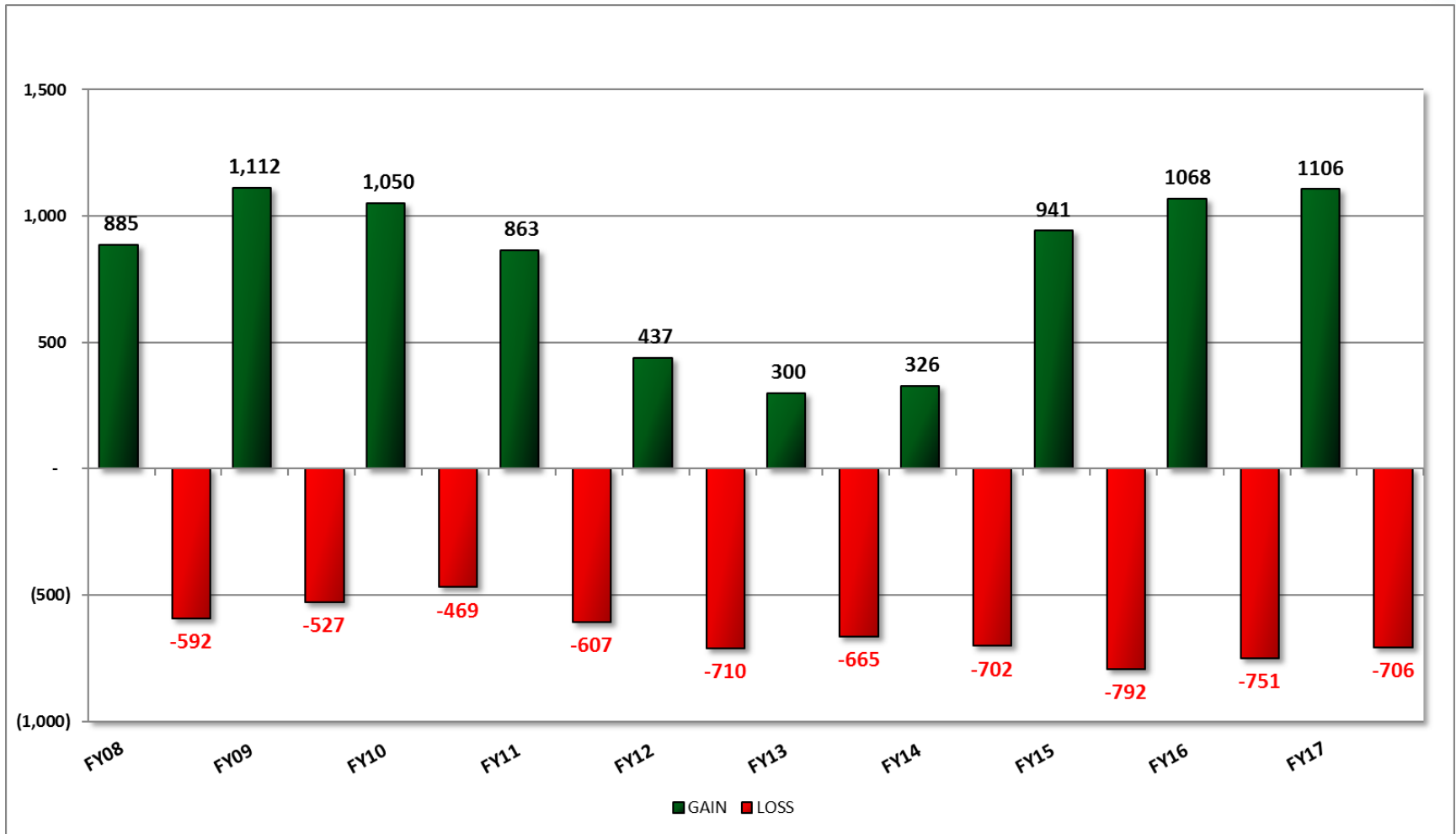
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative gains and losses



Facilities Engineering Historical Gains and Losses FY08 – FY17



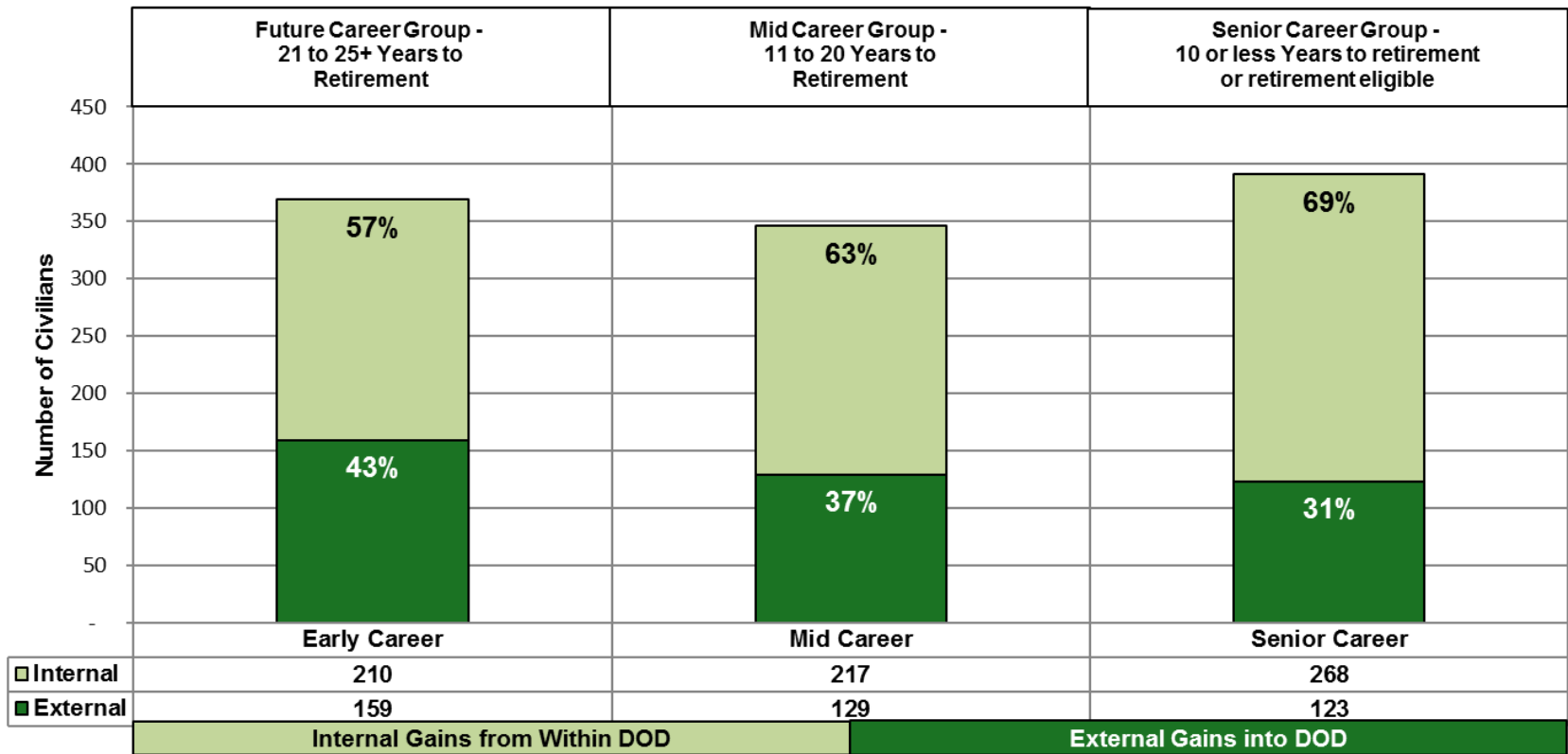
As of 30 Sep 2017



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering Workforce Lifecycle FY2017Q4 Gains*



*Does not include administrative gains

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

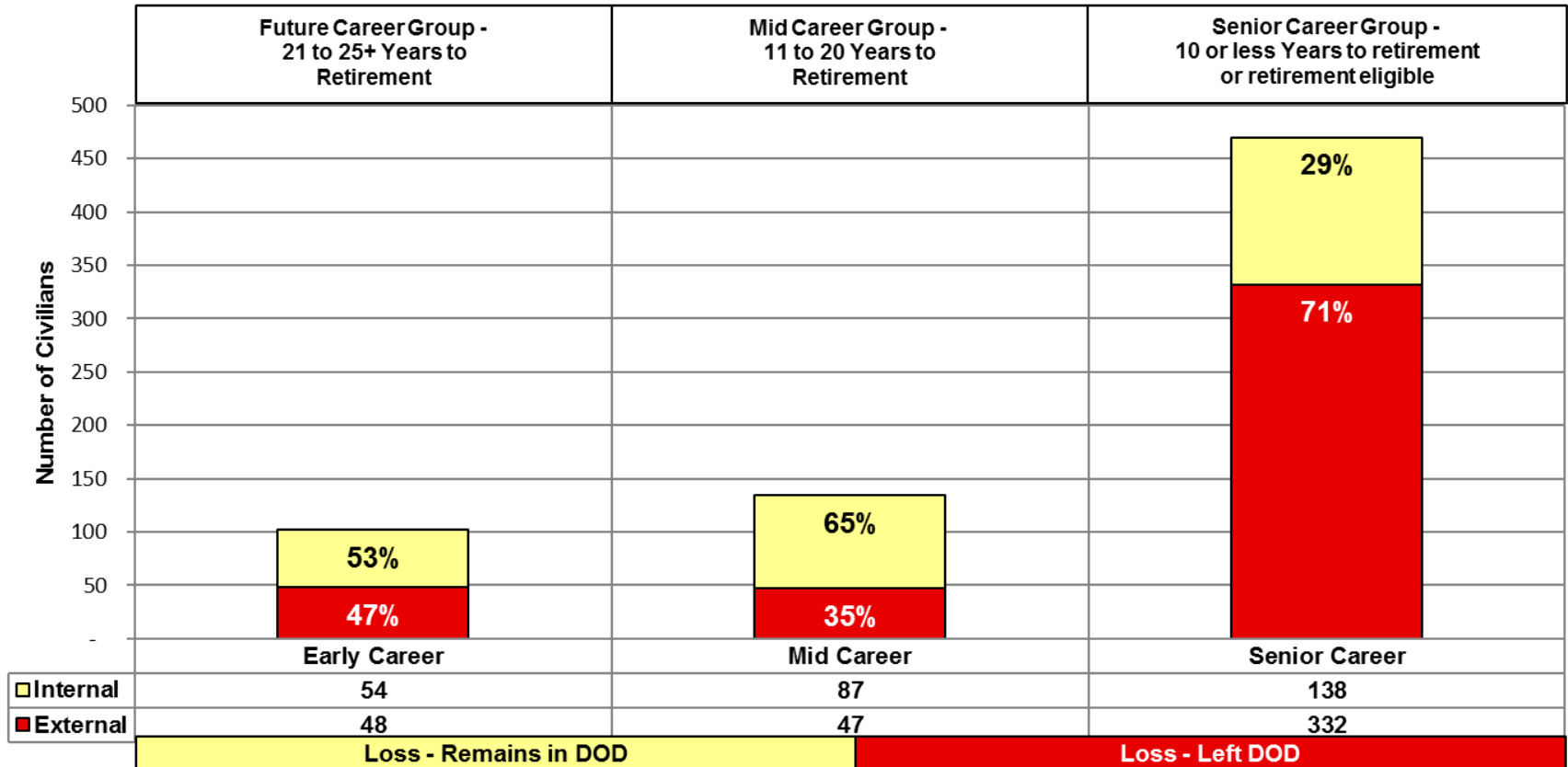


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2017Q4 Losses*

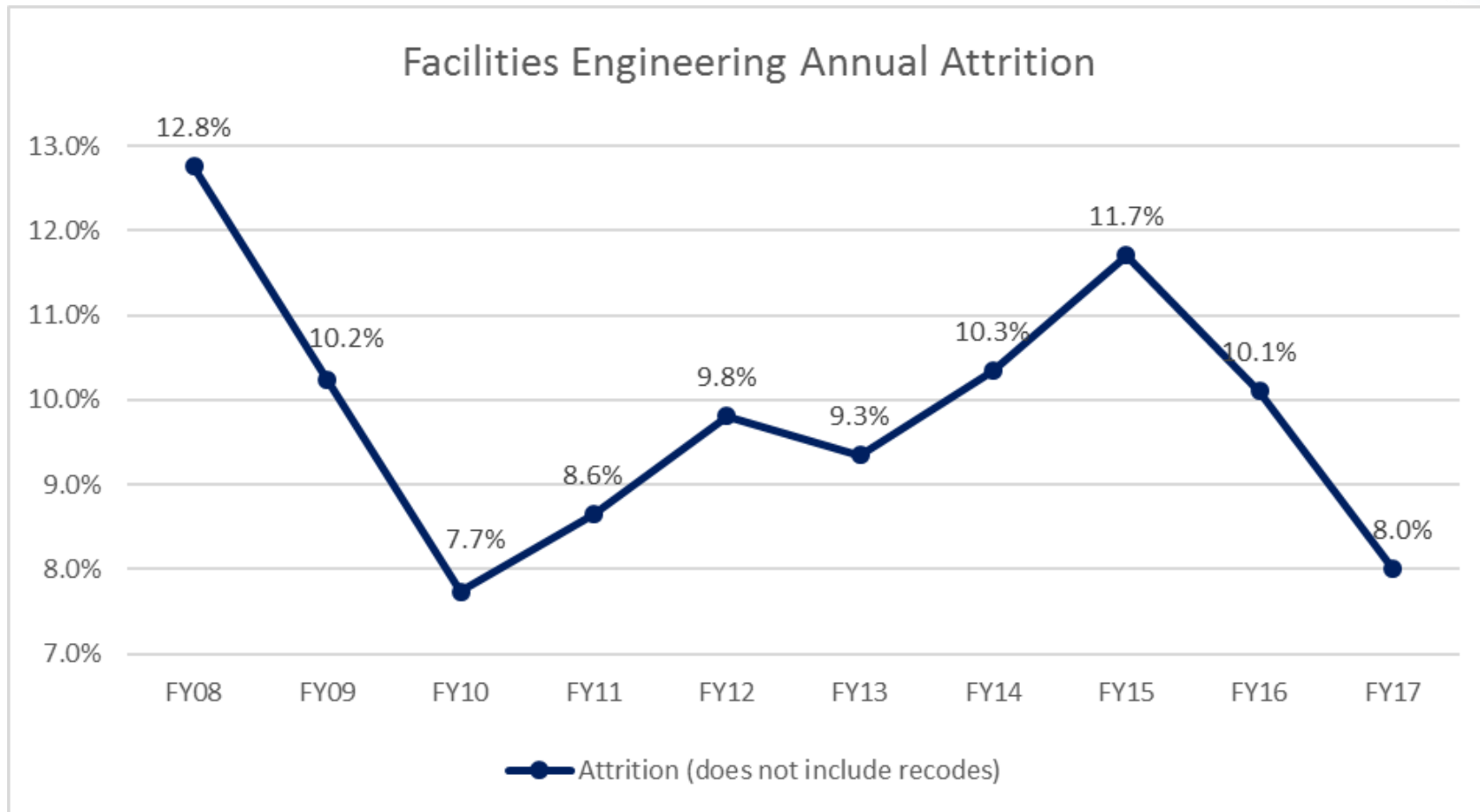


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

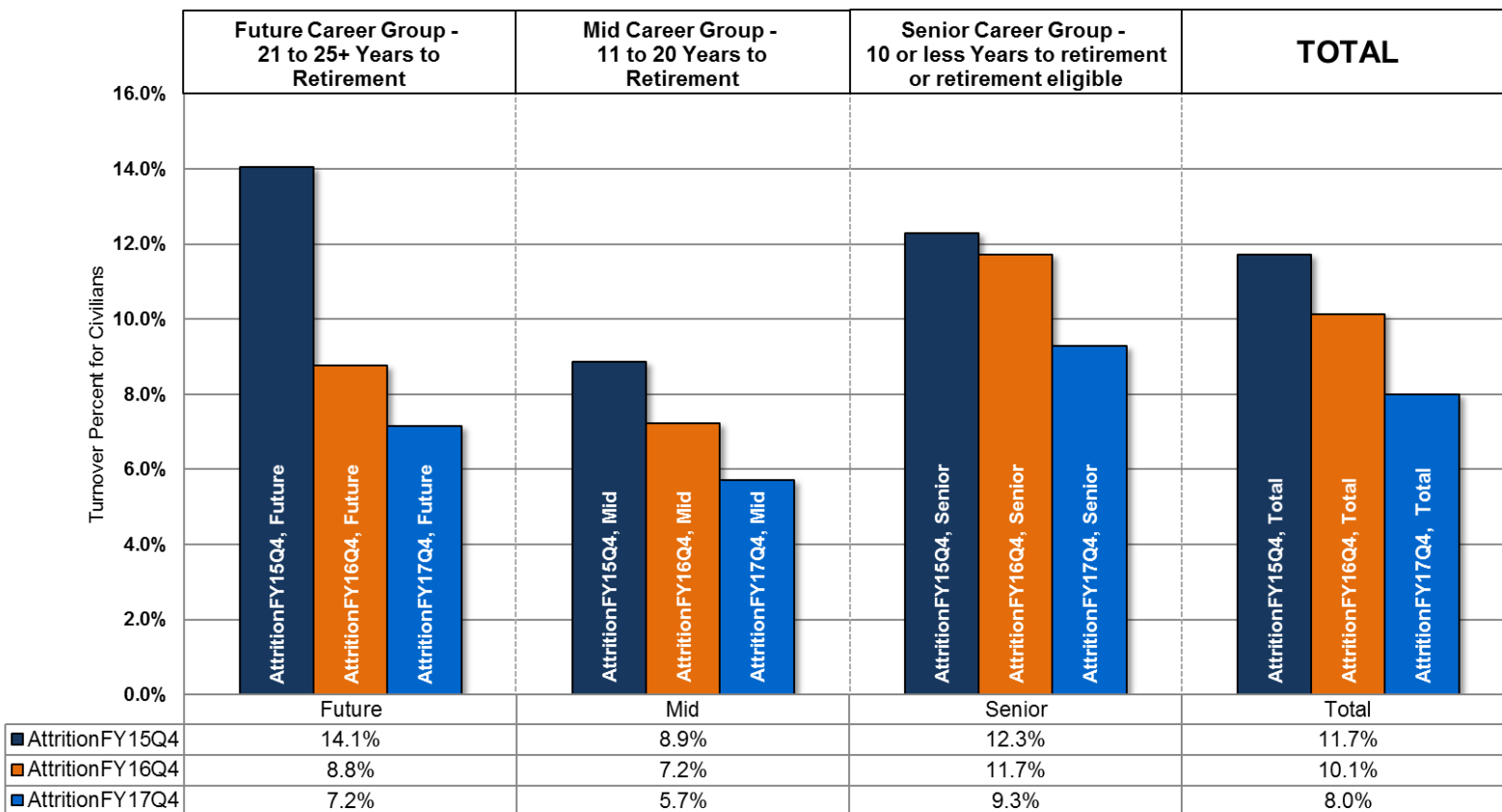




Facilities Engineering Attrition Rates by Career Group



Defense Acquisition Workforce Attrition - Facilities Engineering (Civilian) (FY15Q4, FY16Q4, FY17Q4)(by Career Lifecycle Group)



As of 30 Sep 2017

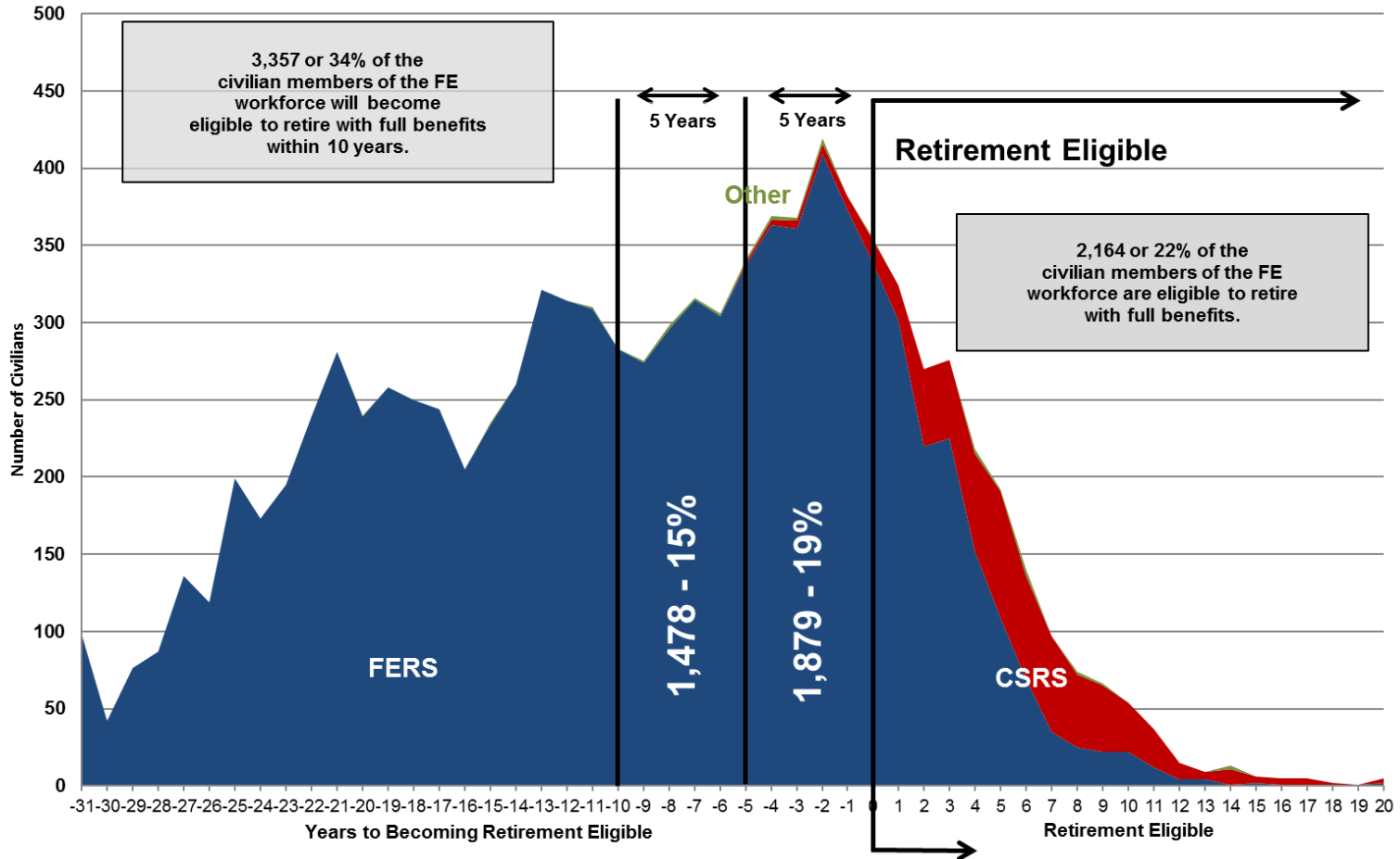


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Facilities Engineering

Distribution by Years to Retirement Eligibility (Civilians)(FY2017Q4)



As of 30 Sep 2017



END