



Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY17 (30 Sept 2017)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2017Q4			
	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	1,784	8,765	165,275
Change in size from 2008	-	-	-	-	24%	-2%	18%	31%
Civilian/Military Composition	76%	24%	-	88% / 12%	80%	20%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	89%	95%	84%
Graduate Degree	30%	43%	33%	29%	41%	55%	44%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	88%	59%	82%	86%
Level II or Higher Achieved	68%	24%	57%	61%	77%	30%	67%	73%
Level III Achieved	52%	8%	41%	36%	57%	15%	48%	42%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	80%	39%	72%	76%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	16%	51%	24%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	10%	5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	58%	10%	46%	62%	34%	0%	27%	33%
Average Age	44	35	42	46	44	34	42	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	33/22/45(%)	-	-	26/26/48(%)
Average Years of Service	15	11	14	17	15	12	14	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,088(16%)	-	-	25,405(17%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,234(18%)	-	-	25,576(17%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	747/757	-	-	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.



Defense Acquisition Workforce Size Highlights

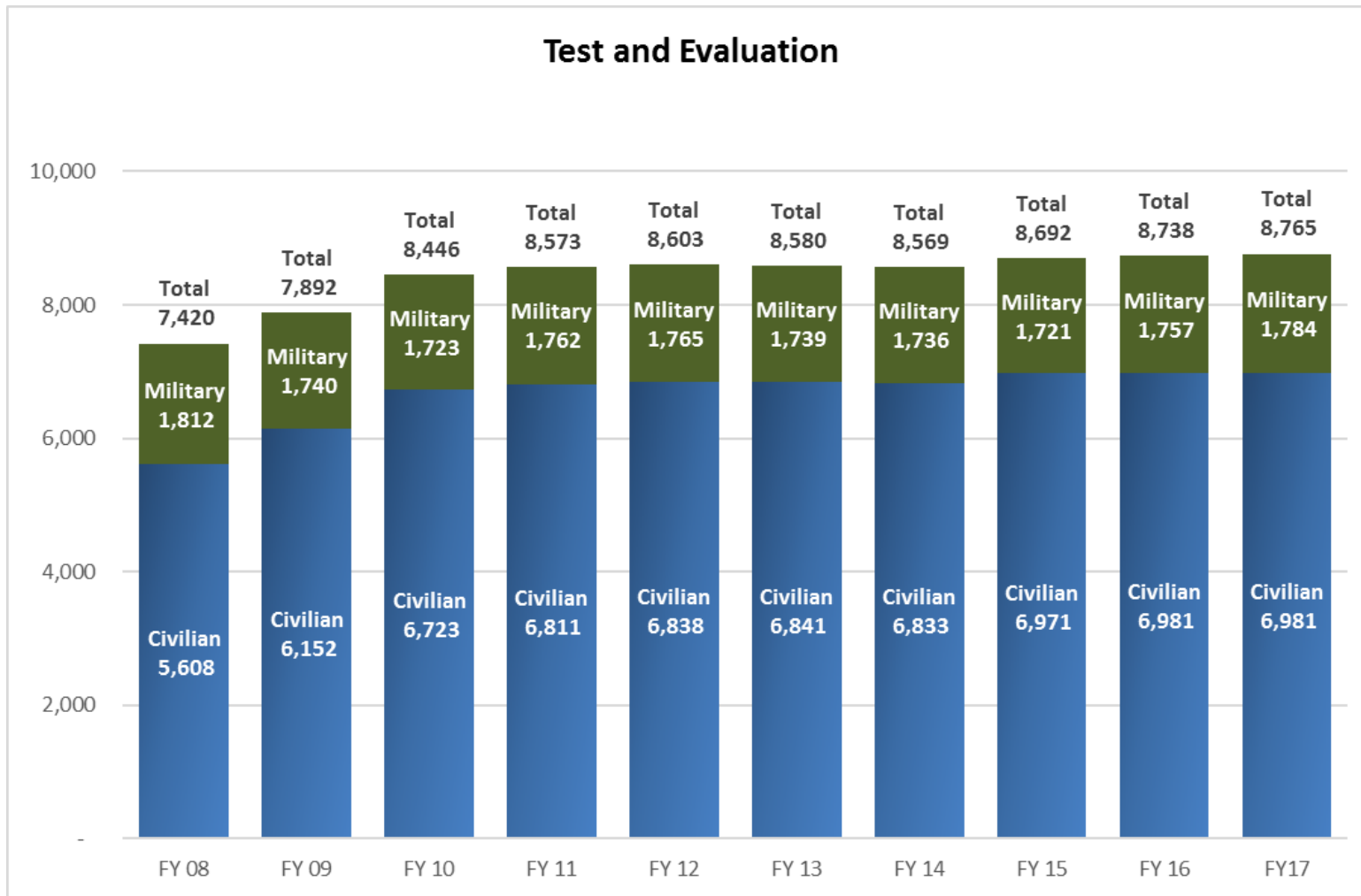
- The Test and Evaluation Career Field population has remained steady since FY10, increasing by almost 4% during this time. Throughout FY17 over 68% of all gains occurred in the Early Career Group.
- Navy and Air Force have increased their T&E workforce by 12% (350) and 11% (315). Army though has decreased by over 18% (-427) during the same time period. Army has decreased its T&E force every year since FY11.
- Since FY12 there has been a steady increase in the T&E overall attrition rate, growing from 5.8% to 7.6% in FY16. There was a decrease in attrition since last year though, dropping 7.3%.

Defense Acquisition Workforce DAWIA Certification Highlights

- The DAWIA Certification Meets or Exceeds criteria has increased every quarter during FY17 increasing from 70.6% at the end of FY17Q1 to 71.8% at the end of FY17Q4.

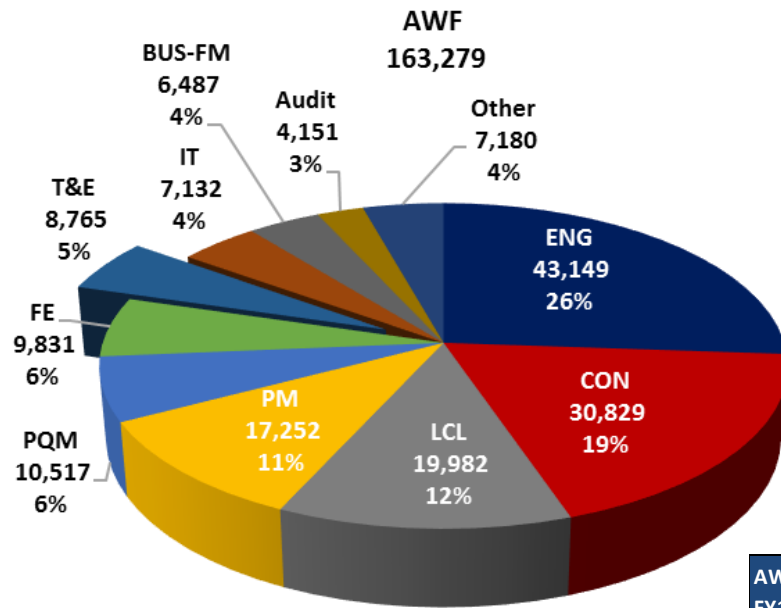


Total Historic Workforce





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%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY17



Test and Evaluation Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	2,360	2,713	2,877	2,884	2,952	3,019	3,053	3,207	3,239	3,227	37%	0%
MARINE CORPS	116	120	123	138	134	95	126	121	133	129	11%	-3%
ARMY	2,135	2,235	2,304	2,298	2,116	2,080	2,037	1,956	1,903	1,877	-12%	-1%
AIR FORCE	2,622	2,630	2,838	2,936	3,033	3,001	2,975	3,027	3,082	3,153	20%	2%
DCMA	31	23	20	7	5	5	3	9	8	5	-84%	-38%
DLA	1	2	4	4	3	1	1	1	-	-	-100%	
MDA	86	103	201	221	245	265	262	260	257	257	199%	0%
DISA	37	34	47	55	53	56	53	51	53	51	38%	-4%
DTRA	11	10	9	8	8	7	6	7	7	13	18%	86%
DHA	-	1	1	2	5	4	4	4	4	4		0%
DAU	6	6	6	6	8	8	7	6	8	7	17%	-13%
NRO	-	-	-	-	-	-	-	-	-	-		
OSD	3	2	5	5	7	5	6	7	7	6	100%	-14%
DeCA	-	-	-	-	-	1	1	1	2	1		-50%
JCS	-	-	-	-	22	19	18	18	18	17		-6%
TRMC	6	7	8	9	12	14	17	17	17	18	200%	6%
NDU	1	-	-	-	-	-	-	-	-	-	-100%	
POW/MIA	-	-	-	-	-	-	-	-	-	-		
IG	1	-	-	-	-	-	-	-	-	-	-100%	
4th Estate Other	4	6	3	-	-	-	-	-	-	-		
TOTAL	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	8,738	8,765	↑ 18%	↑ 0%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY17Q4



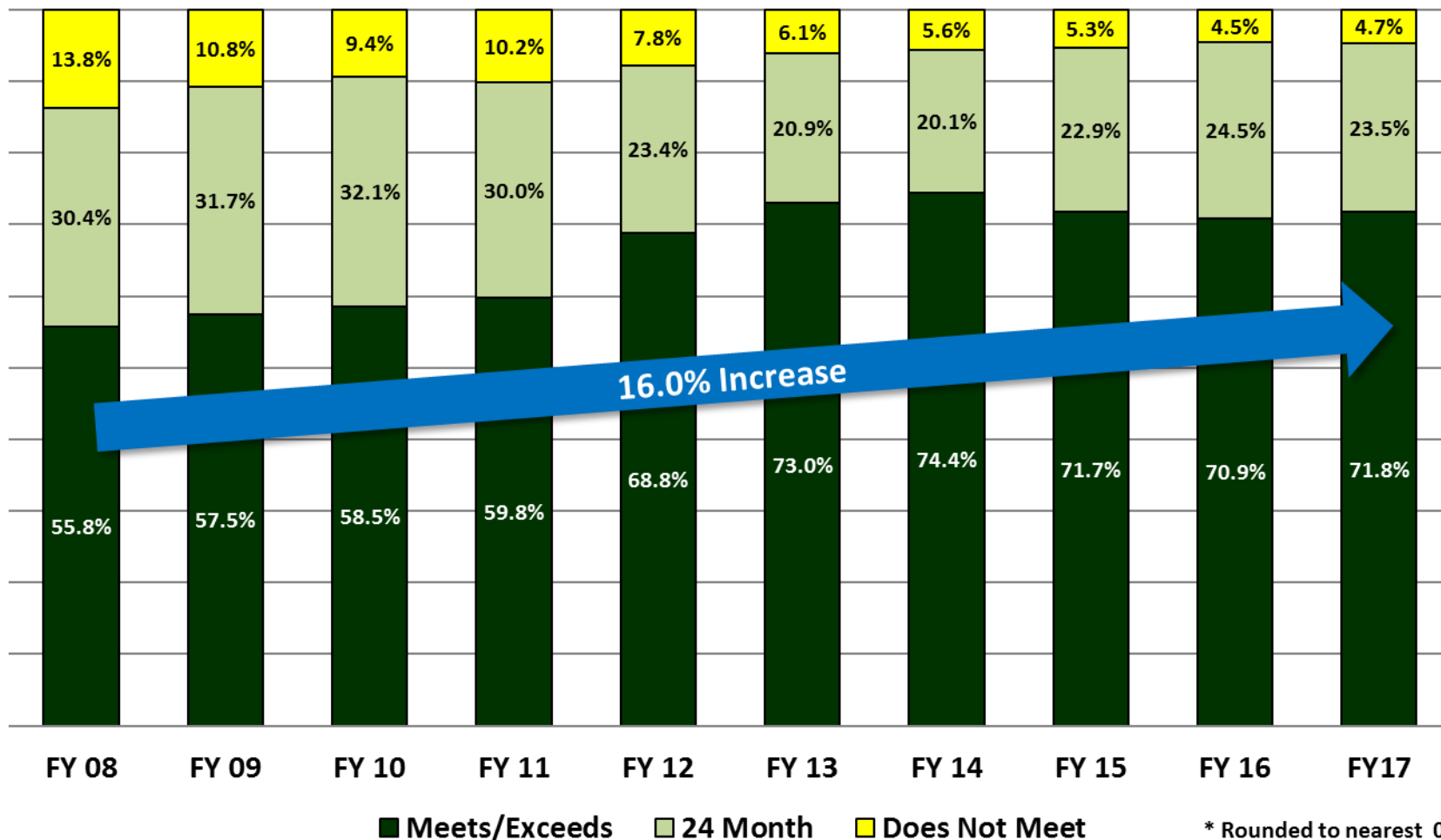
Test and Evaluation Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	3,241	3,274	3,292	3,239	3,227	3,195	3,200	3,227	0%
ARMY	1,934	1,905	1,910	1,903	1,885	1,886	1,870	1,877	-1%
AIR FORCE	3,052	3,071	3,004	3,082	3,135	3,147	3,111	3,153	2%
MARINE CORPS	129	135	127	133	132	139	134	129	-3%
DCMA	10	8	7	8	6	5	4	5	-38%
MDA	254	256	259	257	260	257	259	257	0%
DISA	49	55	56	53	42	43	53	51	-4%
DTRA	7	7	7	7	11	11	11	13	86%
DHA	4	4	4	4	3	3	3	4	0%
DAU	6	6	7	8	8	8	7	7	-13%
OSD	7	7	7	7	7	6	6	6	-14%
DeCA	1	1	1	2	1	1	1	1	-50%
JCS	18	18	18	18	18	18	18	17	-6%
TRMC	18	17	17	17	19	18	18	18	6%
TOTAL	8,730	8,764	8,716	8,738	8,754	8,737	8,695	8,765	↑ 0.3%



Test and Evaluation Historical DAWIA Certification FY08 – FY17



Test and Evaluation



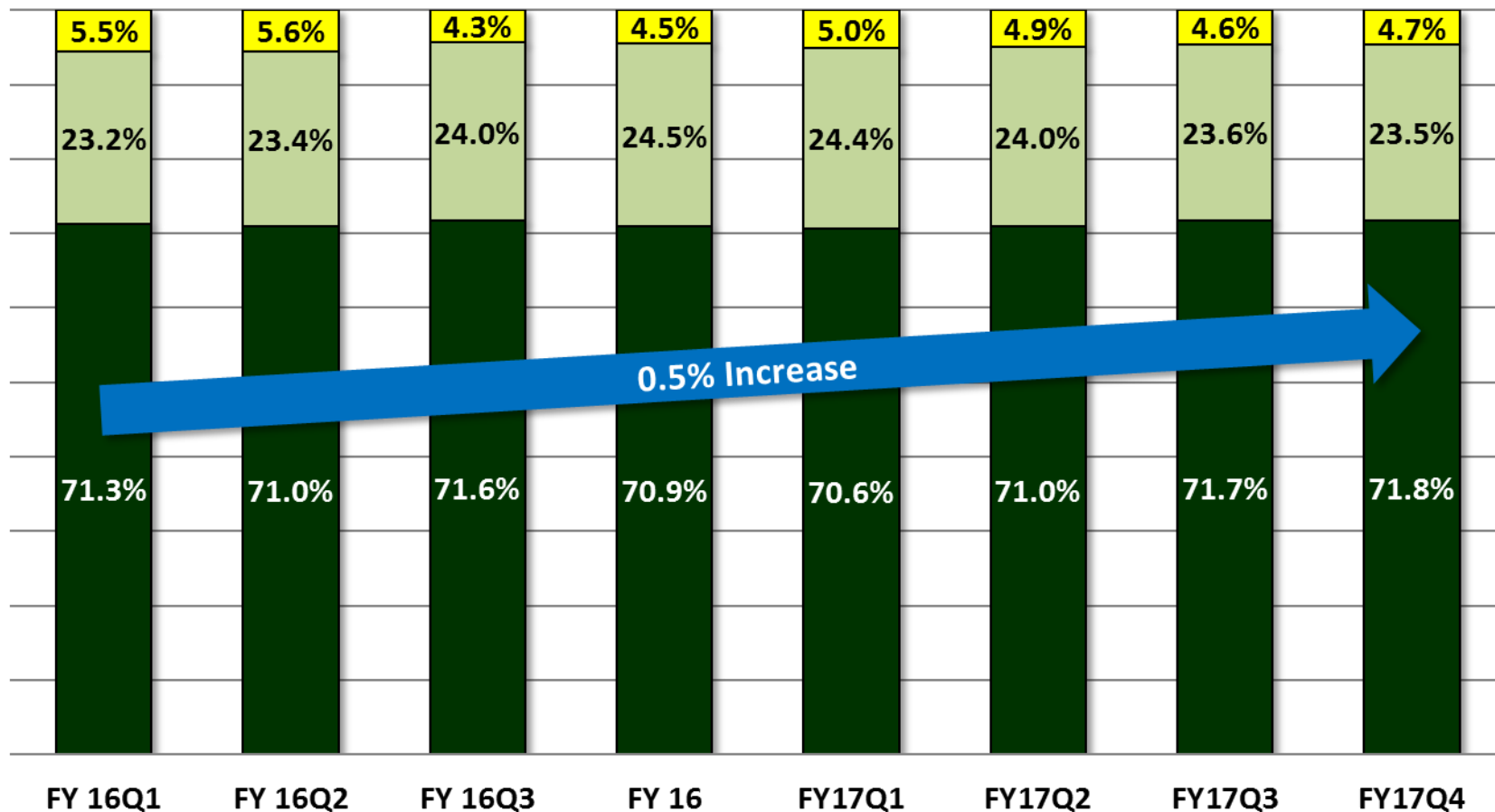
16.0% Increase



Test and Evaluation Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



Test and Evaluation



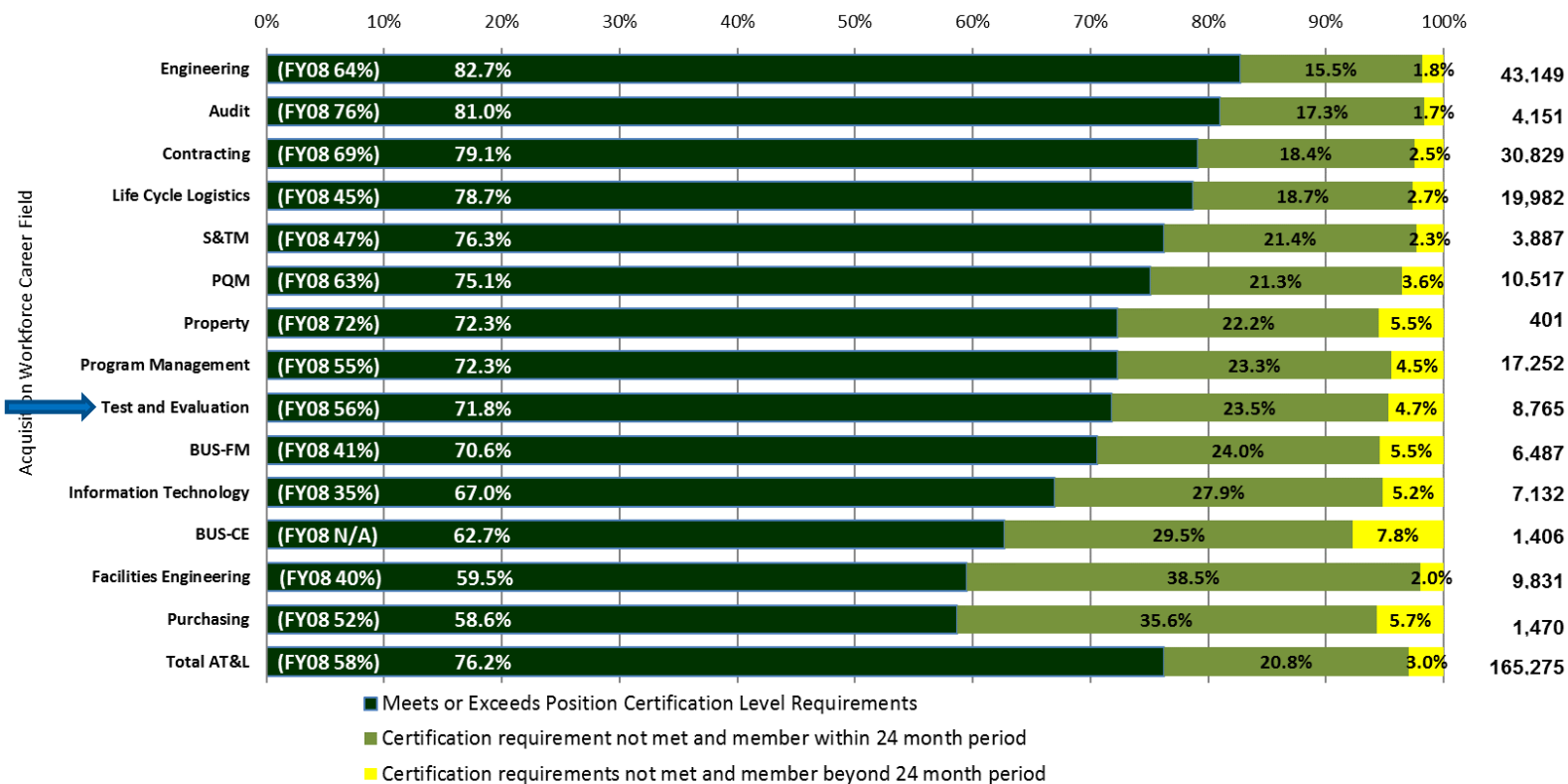
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



Test and Evaluation DAWIA Certification by Career Field

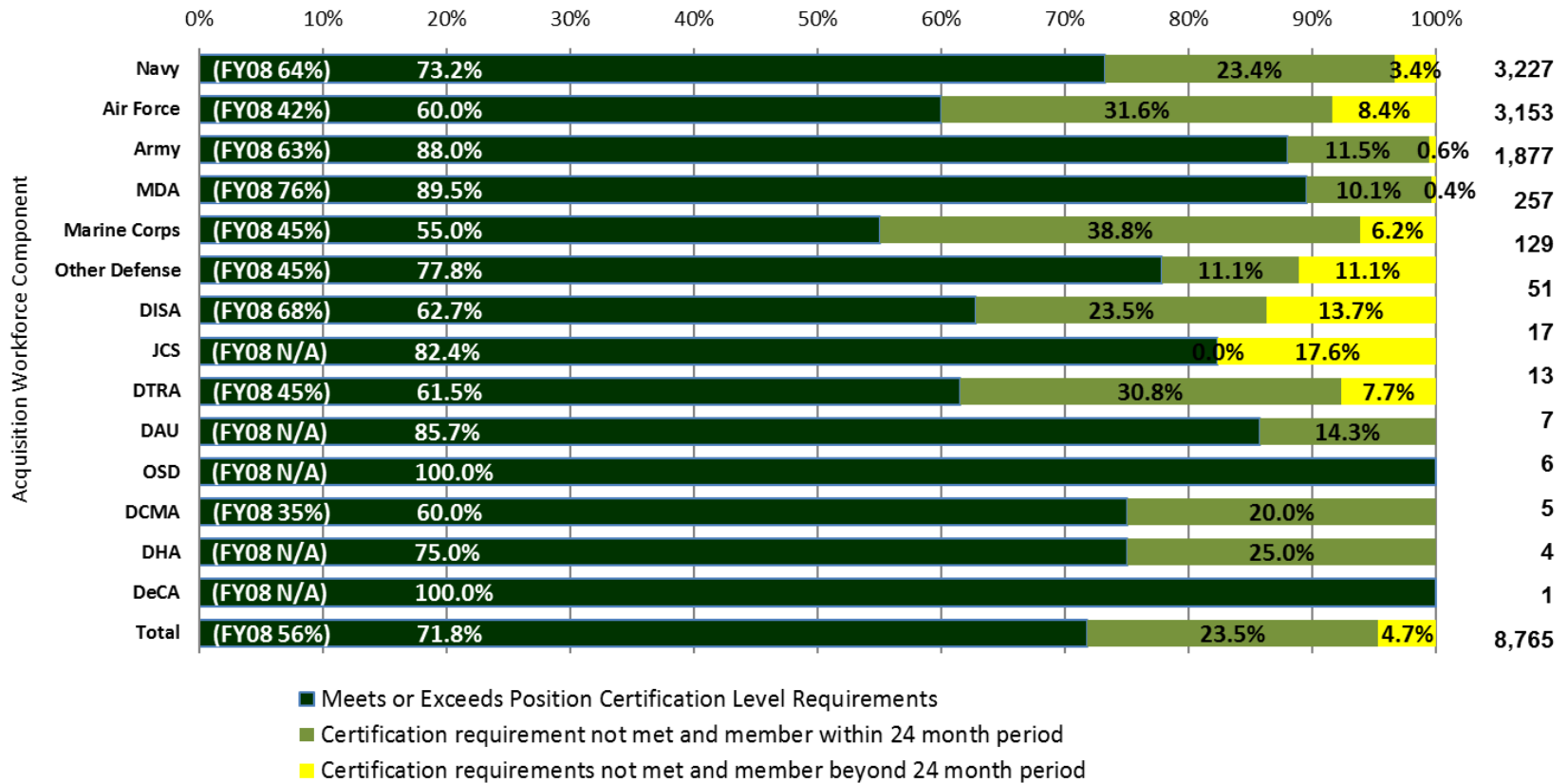
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY17Q4)





Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation Required Certification Level	Achieved Certification Level				FY17 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	680	527	127	159	1,493	54.5%
Level II	728	690	1,388	1,561	4,367	67.5%
Level III	134	90	151	2,530	2,905	87.1%
<i>Unspecified</i>	-	-	-	-	-	
FY17 TOTAL	1,542	1,307	1,666	4,250	8,765	71.8%
	17.6%	14.9%	19.0%	48.5%		

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%	
Test and Ev	6,292	71.8%	9 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	813	658	22	1,493	17.0%
Level II	2,949	1,122	296	4,367	49.8%
Level III	2,530	283	92	2,905	33.1%
<i>Unspecified</i>	-	-	-	-	0.0%
Test and Evaluation TOTAL	6,292	2,063	410	8,765	
	71.8%	23.5%	4.7%		

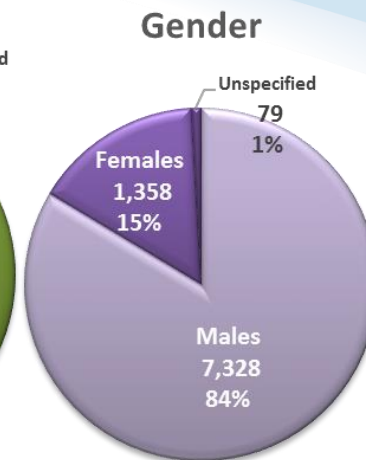
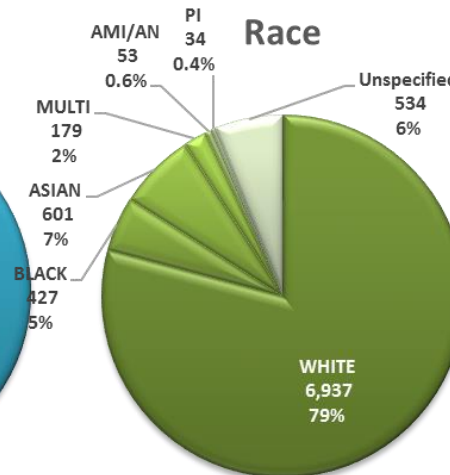
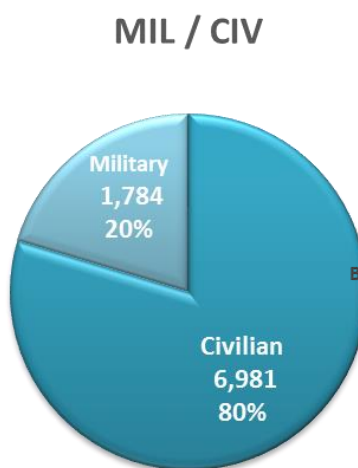
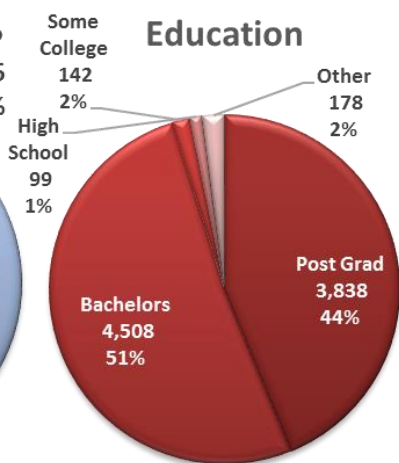
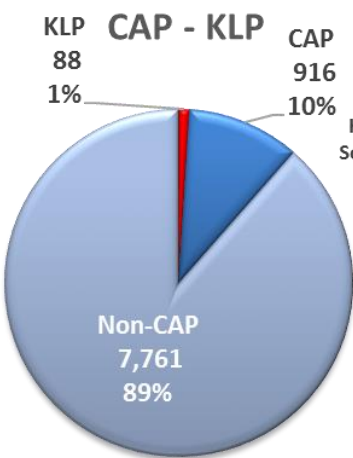
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



Occupied Position Type	T&E	Entire DAW
Key Leadership Positions (KLPs)	88	1,099
Critical Acquisition Positions (CAPs) *	916	16,317
Non-CAP Positions	7,761	147,679
Unknown	-	180
TOTAL	8,765	165,275

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

Highest Level of Education	T&E	Entire DAW
Post Grad	3,838	66,150
Bachelors	4,508	72,902
Some College	142	11,798
High School	99	12,412
Other	178	2,013
TOTAL	8,765	165,275

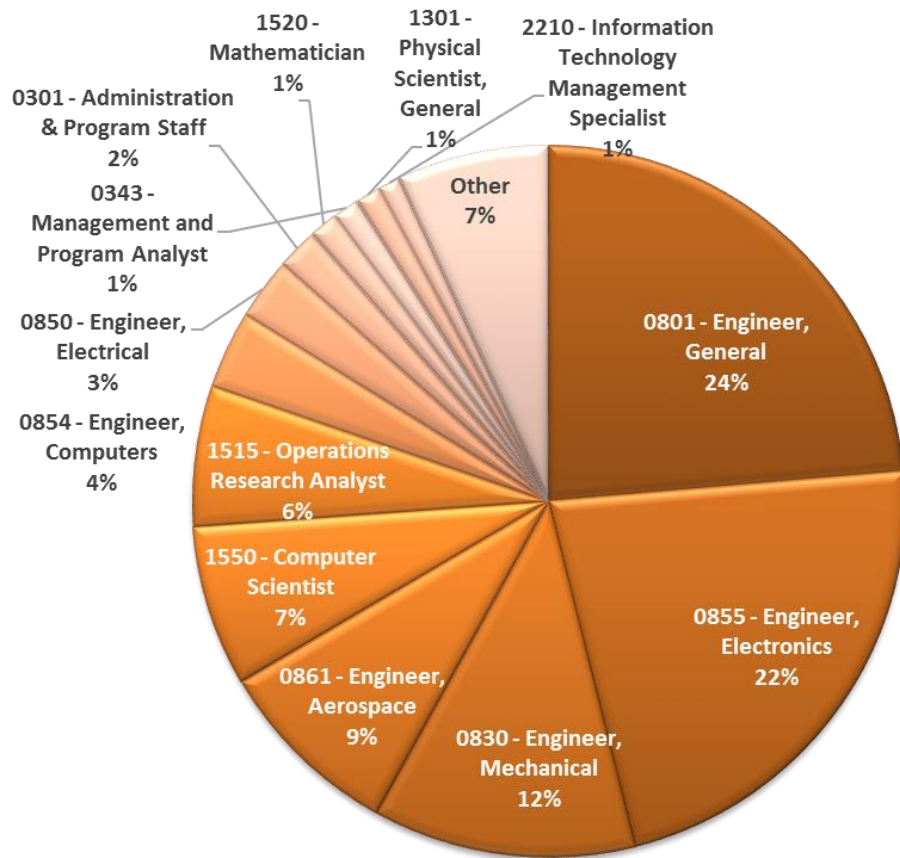
Military / Civilian	T&E	Entire DAW
Civilian	6,981	149,782
Military	1,784	15,493
TOTAL	8,765	165,275

Race	T&E	Entire DAW
WHITE	6,937	121,814
BLACK	427	19,900
ASIAN	601	10,981
MULTI	179	4,110
AMI/AN	53	947
PI	34	823
Unspecified	534	6,700
TOTAL	8,765	165,275

Gender	T&E	Entire DAW
Males	7,328	116,087
Females	1,358	47,702
Unspecified	79	1,486
TOTAL	8,765	165,275



T & E Size by Occupational Series



Civilian Occupational Series	T&E	
0801 - Engineer, General	1,651	24%
0855 - Engineer, Electronics	1,567	22.4%
0830 - Engineer, Mechanical	833	11.9%
0861 - Engineer, Aerospace	594	8.51%
1550 - Computer Scientist	512	7.33%
1515 - Operations Research Analyst	444	6.36%
0854 - Engineer, Computers	248	3.55%
0850 - Engineer, Electrical	197	2.82%
0301 - Administration & Program Staff	131	1.88%
1520 - Mathematician	91	1.30%
0343 - Management and Program Analyst	83	1.19%
1301 - Physical Scientist, General	80	1.15%
2210 - Information Technology Management Specialist	70	1.00%
Other	480	6.88%
TOTAL CIVILIAN	6,981	Civilians



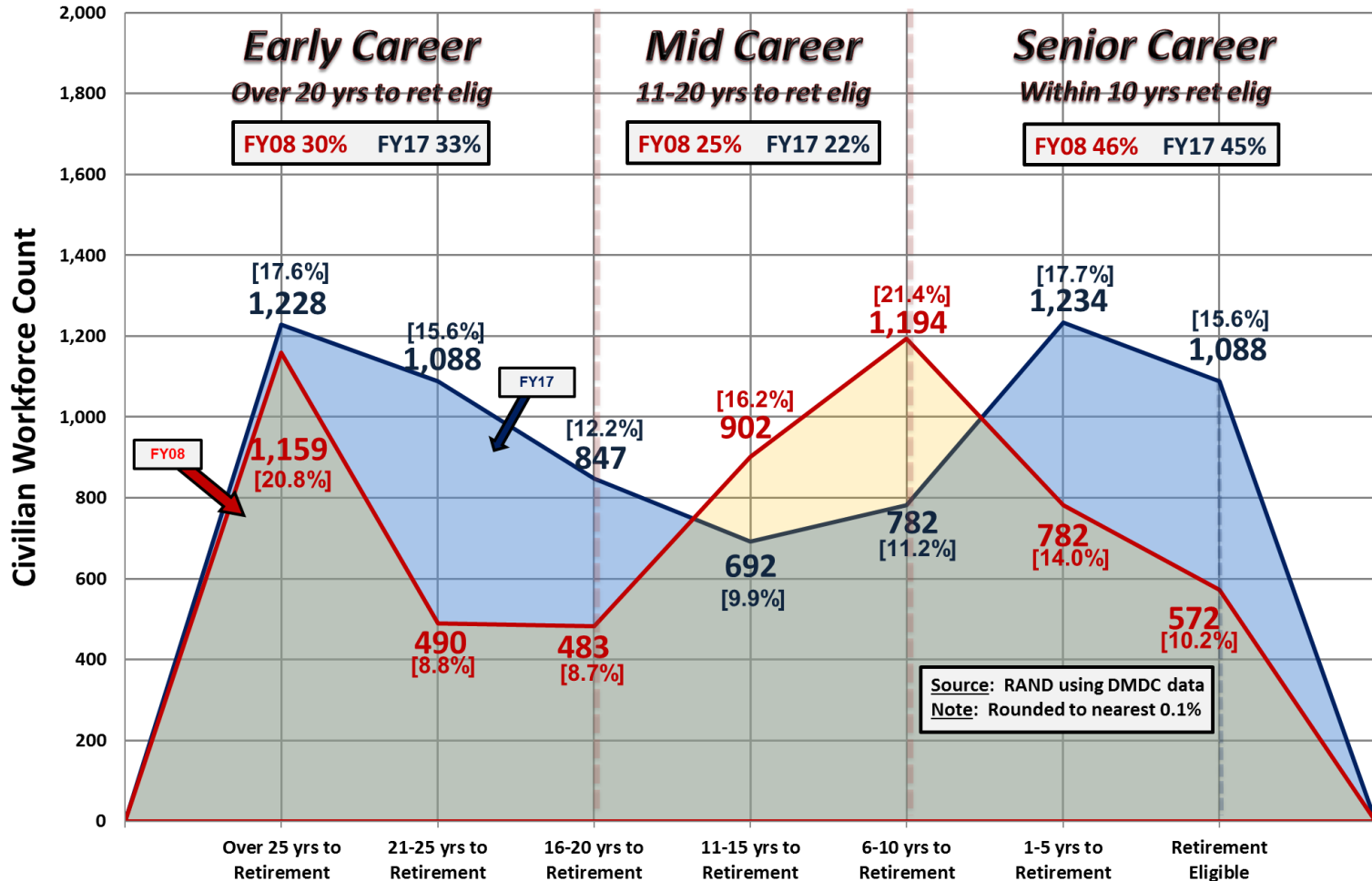
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY17



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY17



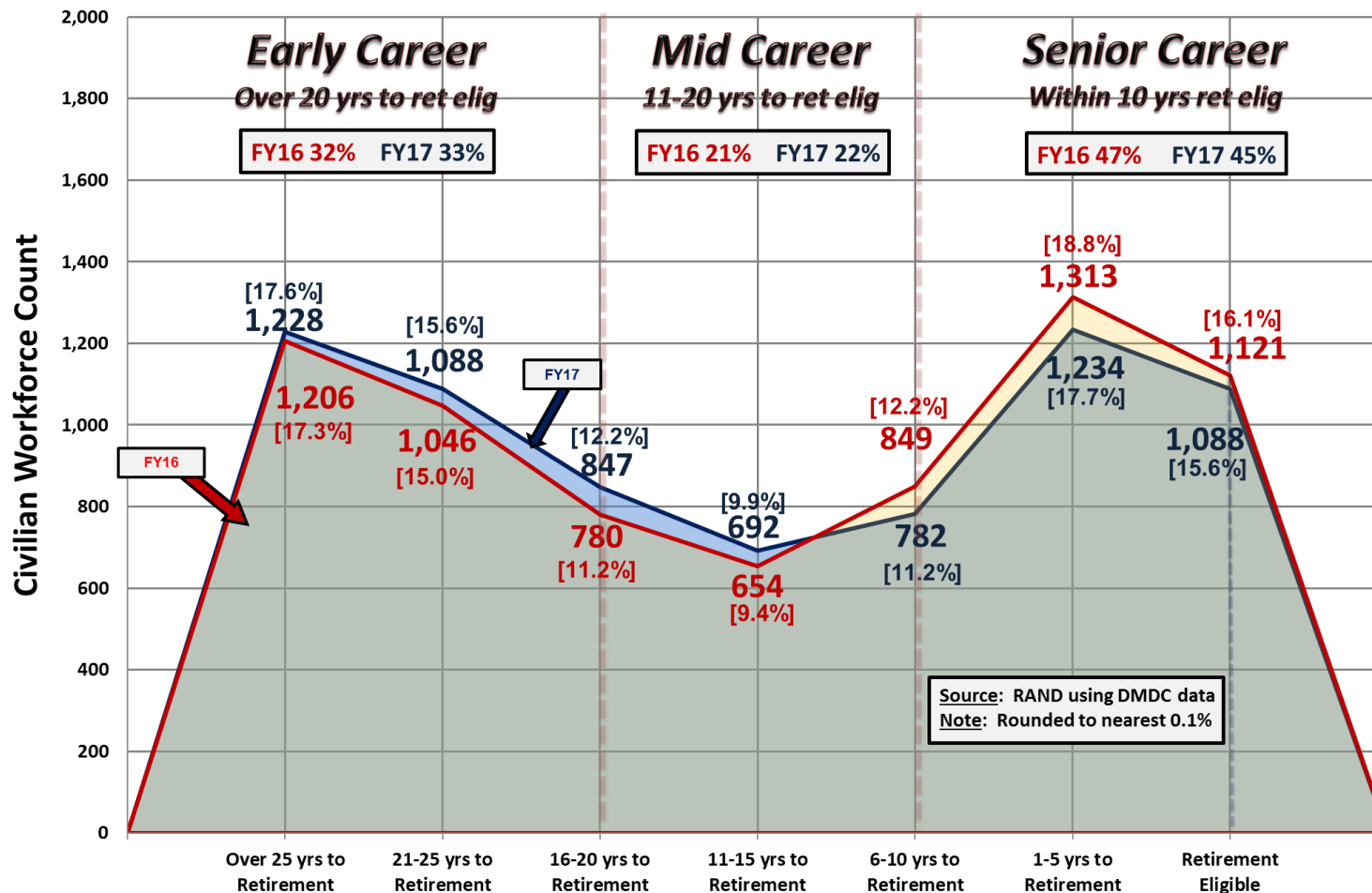
As of 30 Sep 2017



Test and Evaluation Civilian Retirement Eligibility Distribution – FY16 / FY17



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY16 vs FY17



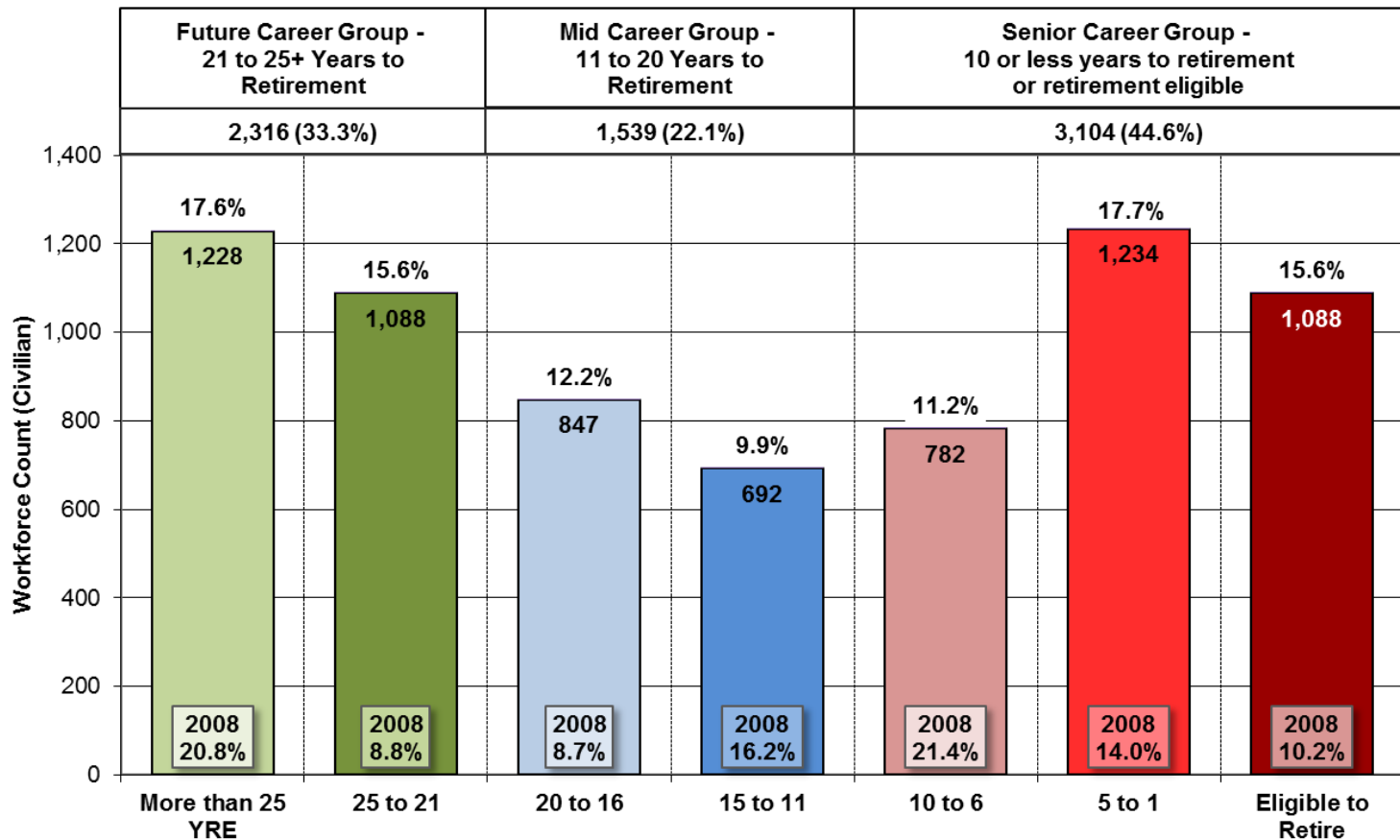
As of 30 Sep 2017



Test and Evaluation Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2017Q4) - Test and Evaluation



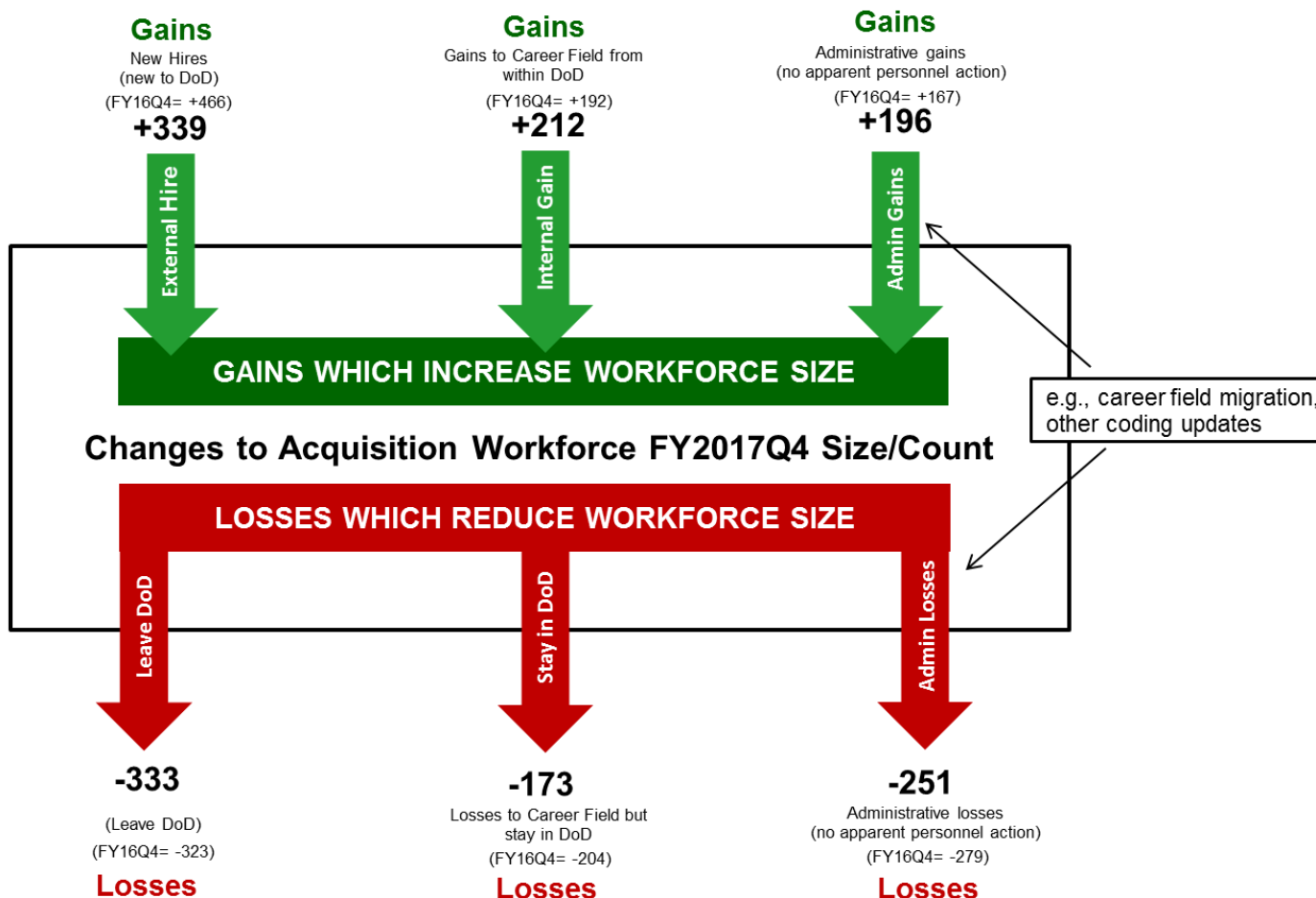
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2017Q4) - Test and Evaluation

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



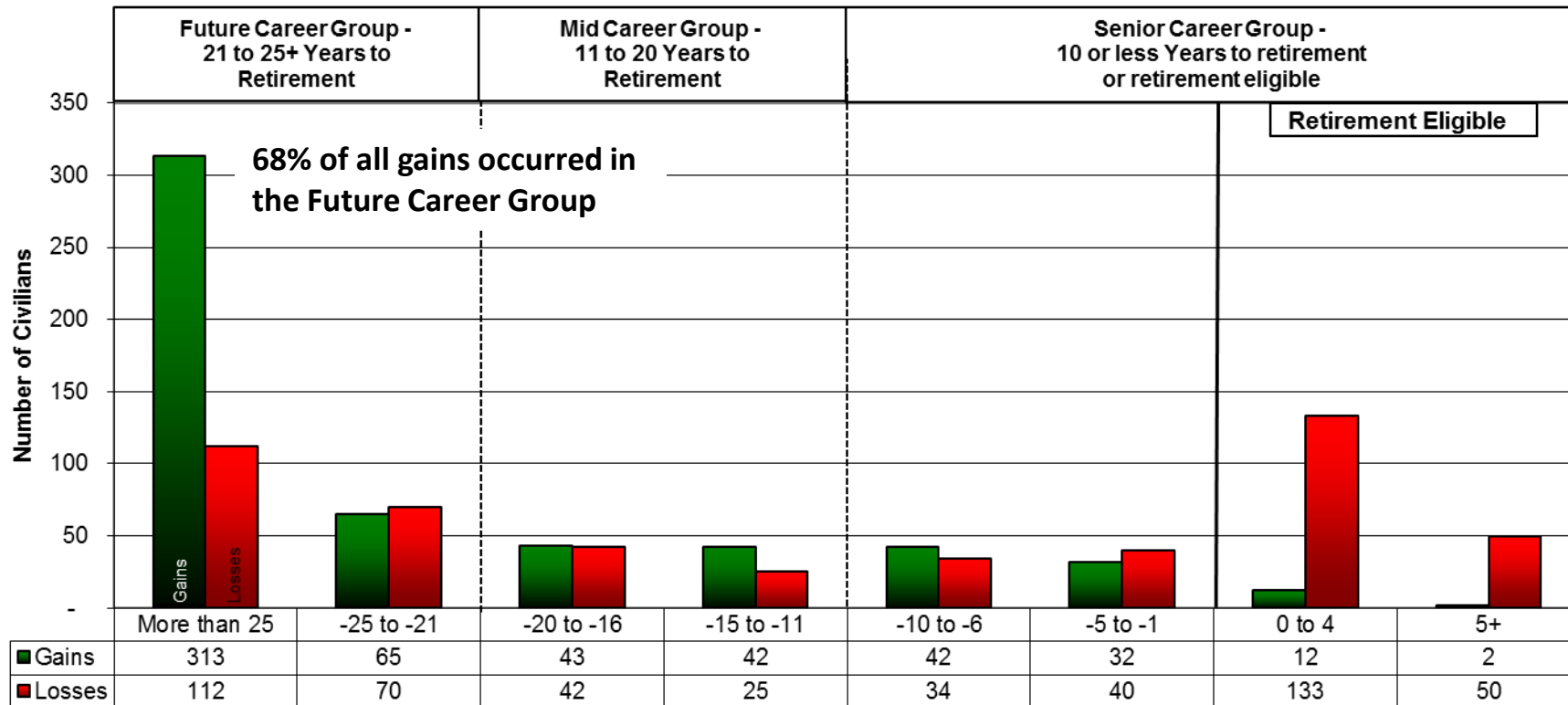


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2017Q4 Gains & Losses*



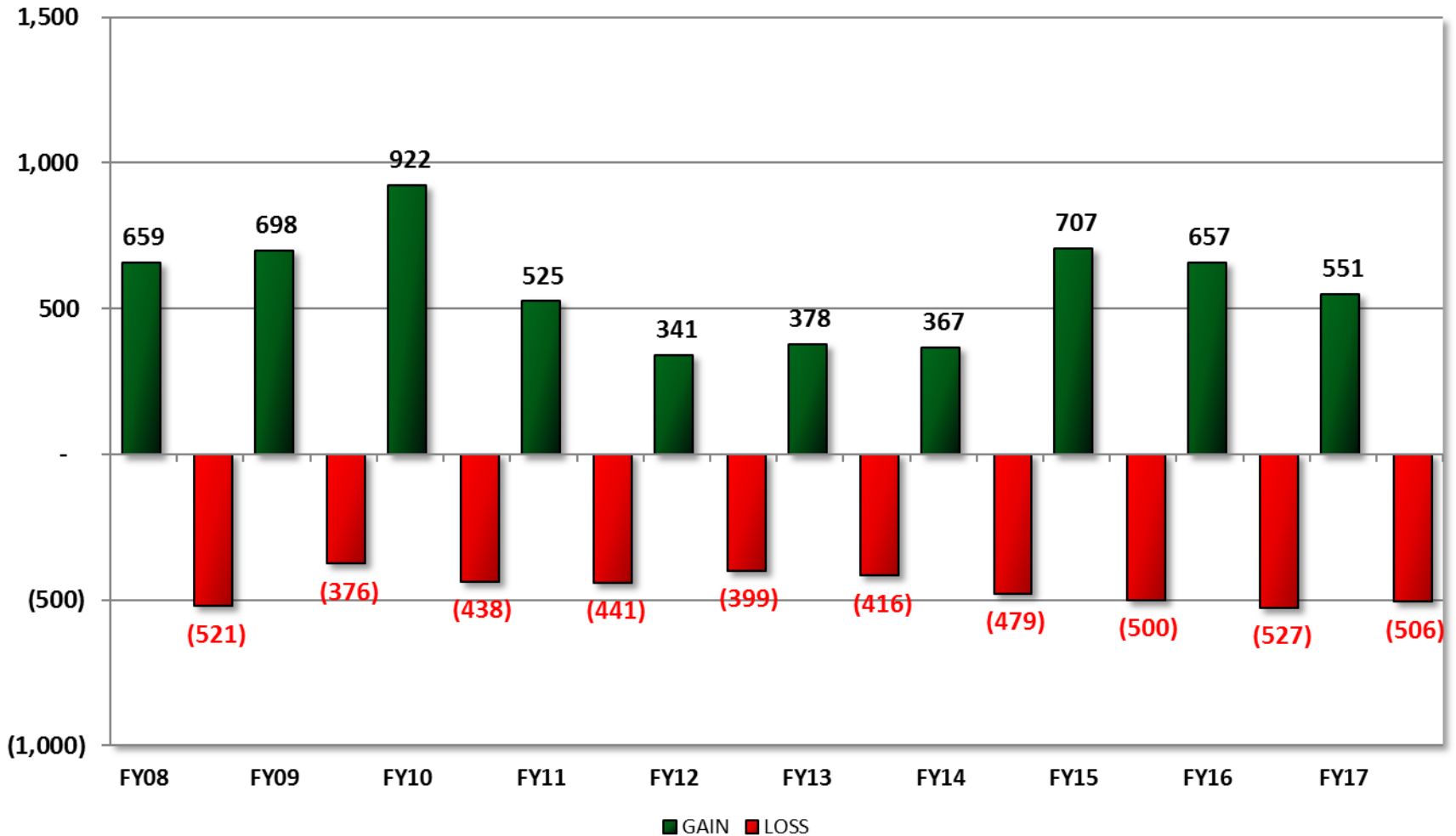
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY17



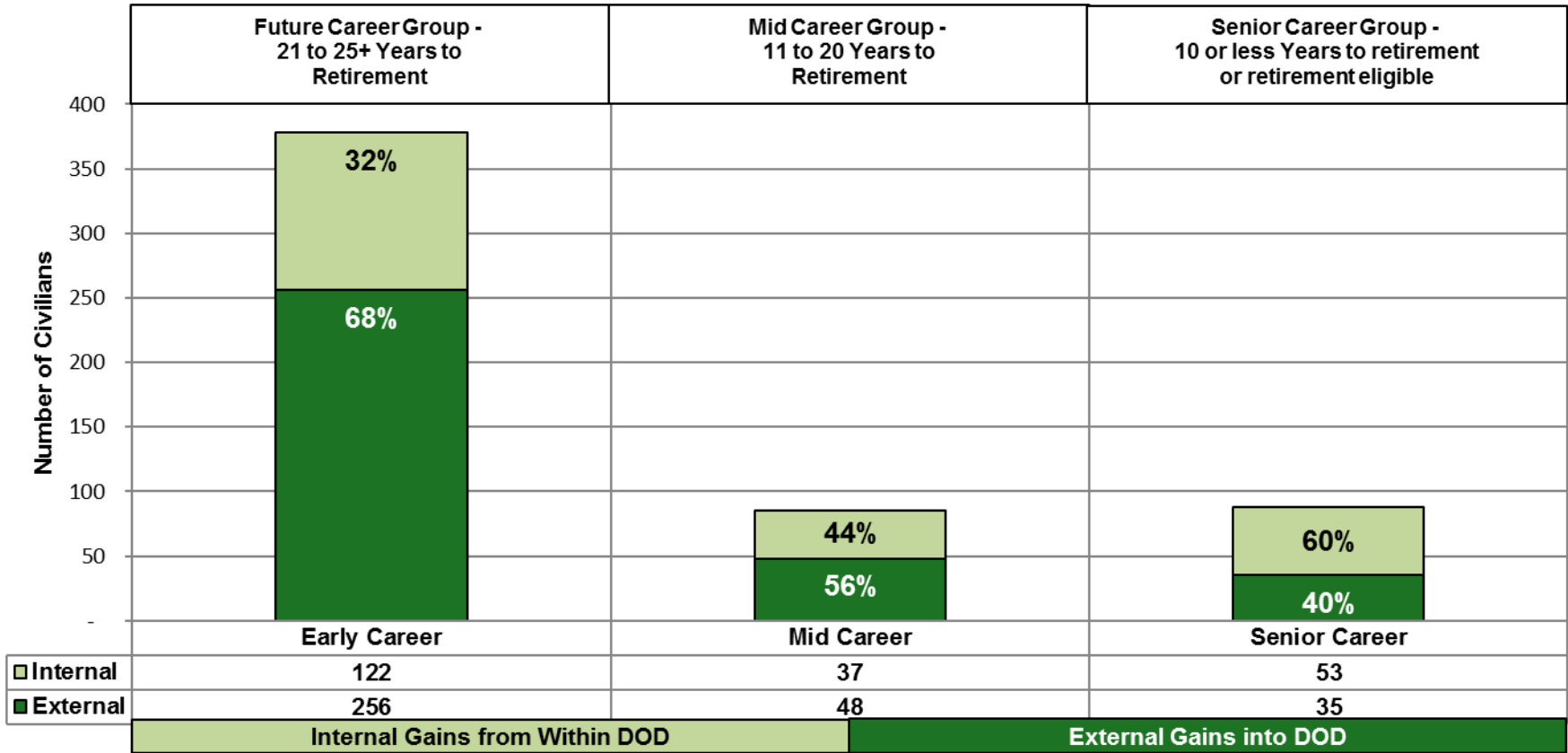
As of 30 Sep 2017



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation 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)

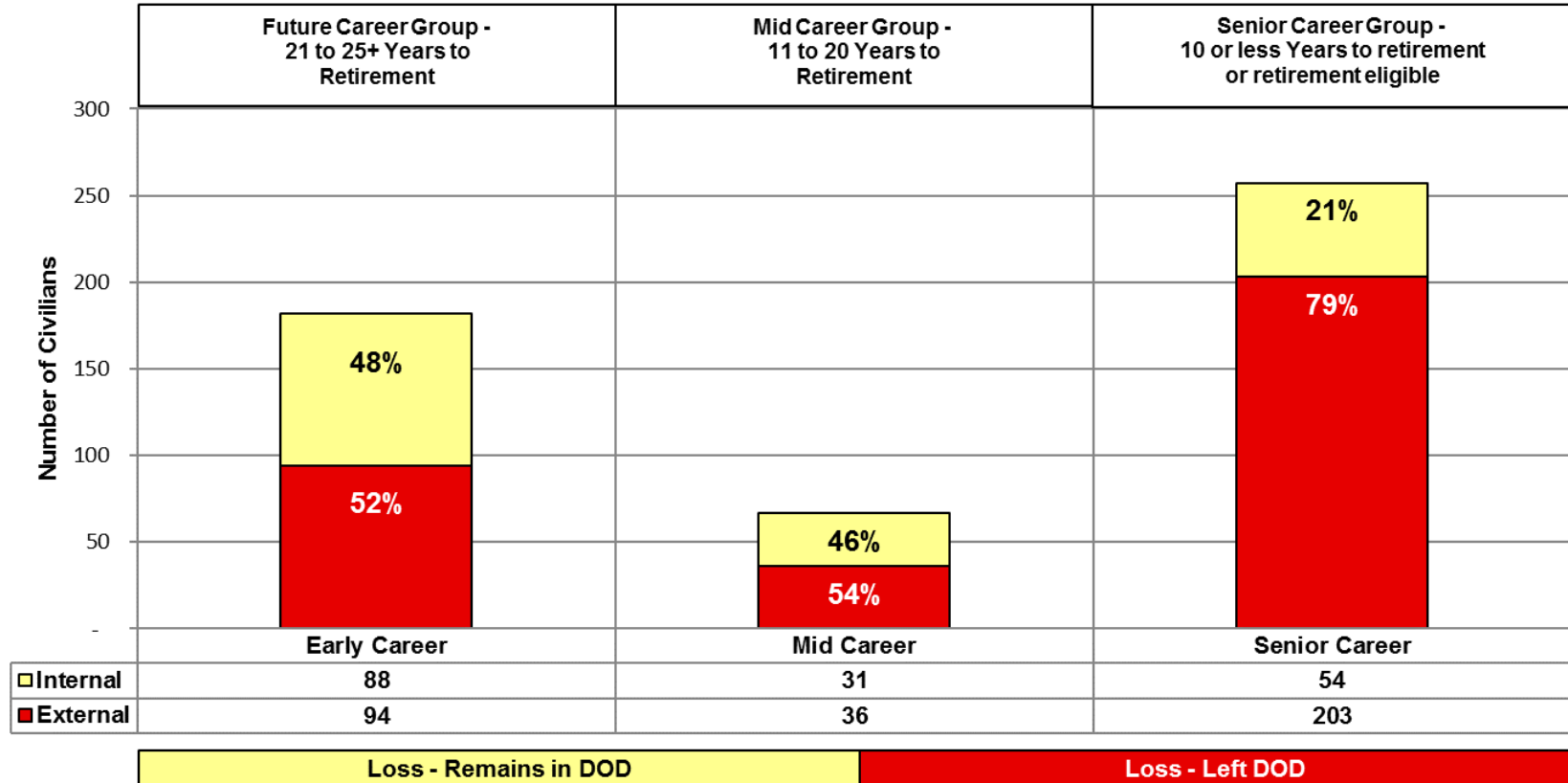


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2017Q4 Losses*

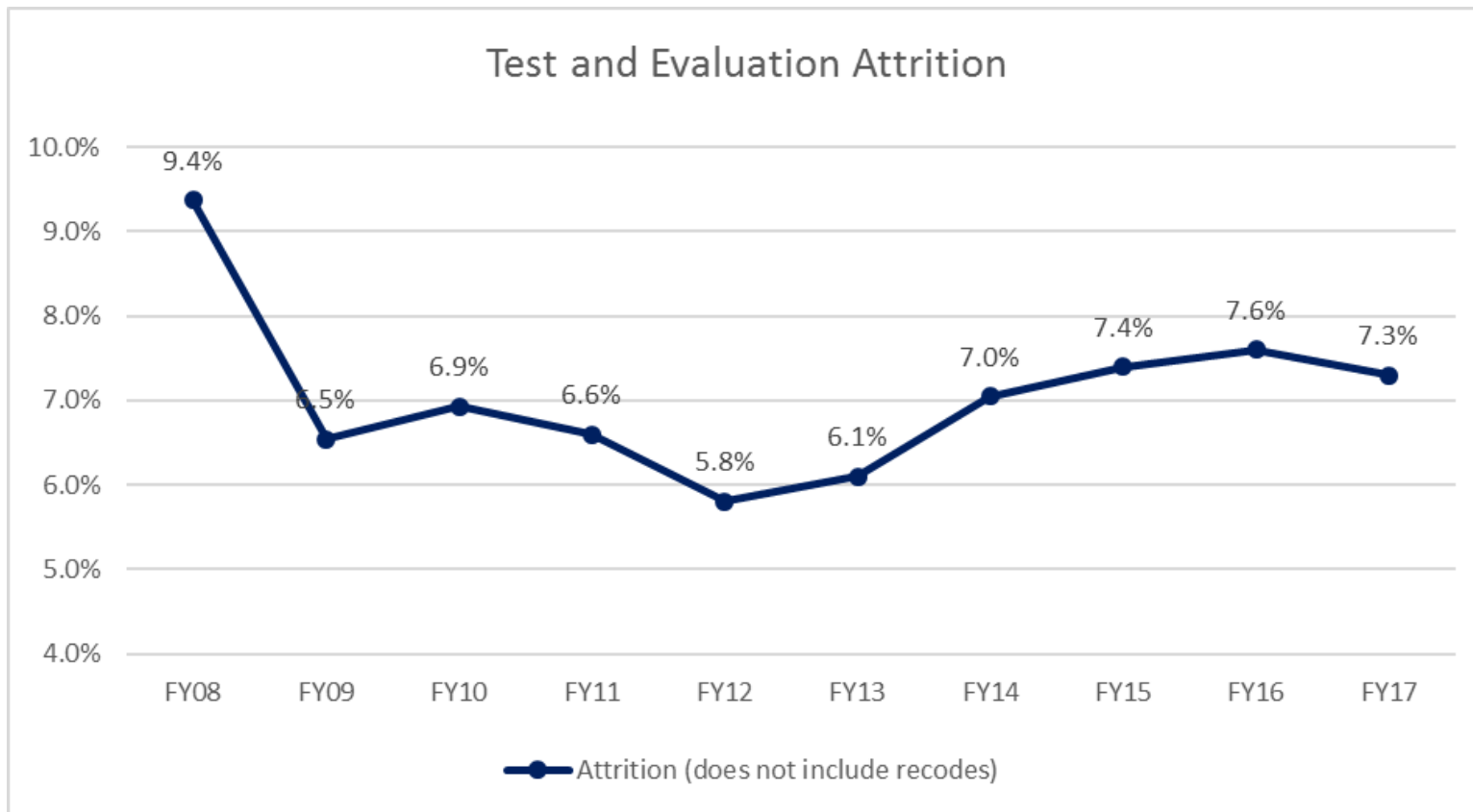


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

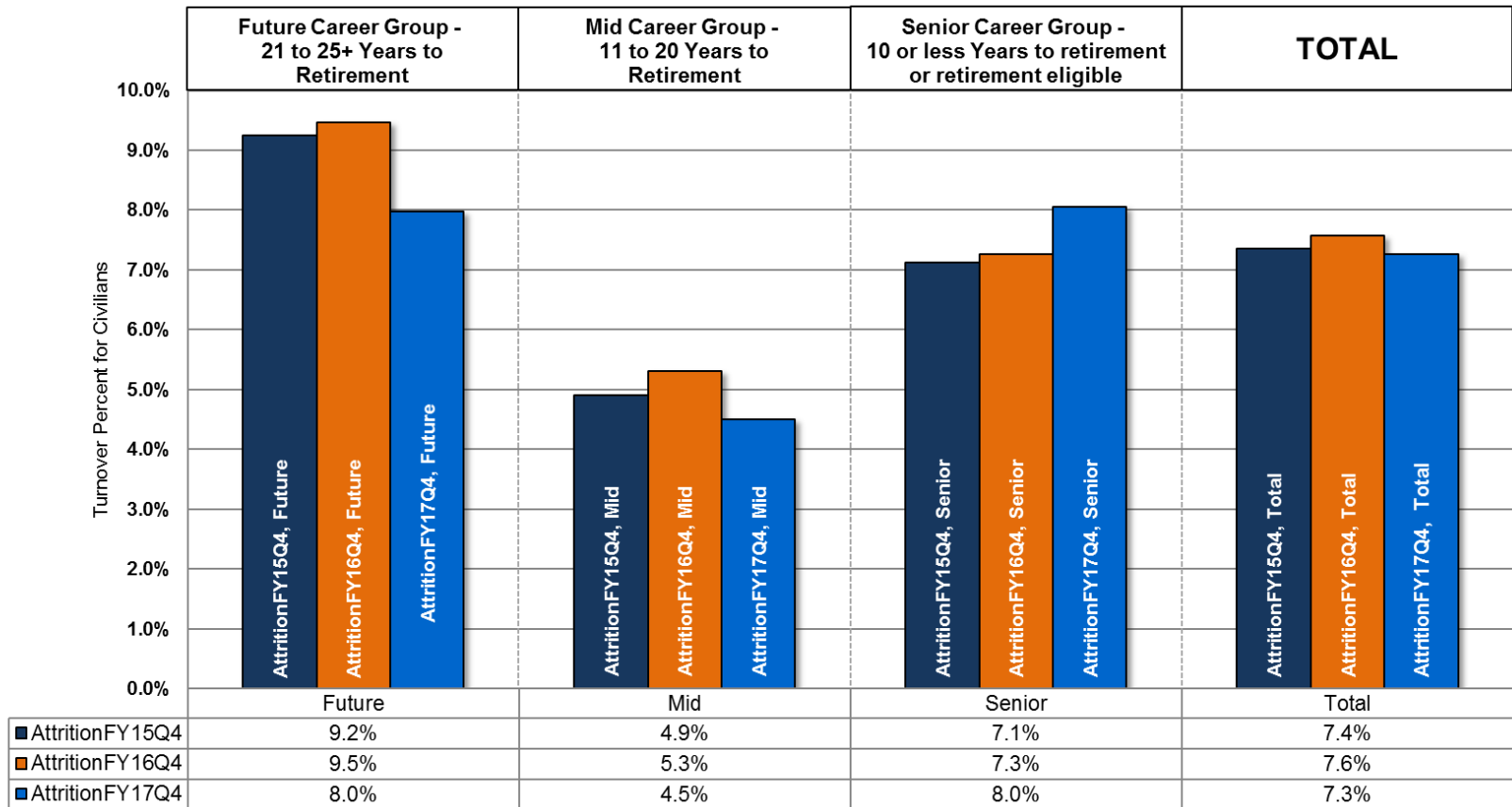




Test and Evaluation Attrition Rates by Career Group



Defense Acquisition Workforce Attrition - Test and Evaluation (Civilian) (FY15Q4, FY16Q4, FY17Q4)(by Career Lifecycle Group)



As of 30 Sep 2017

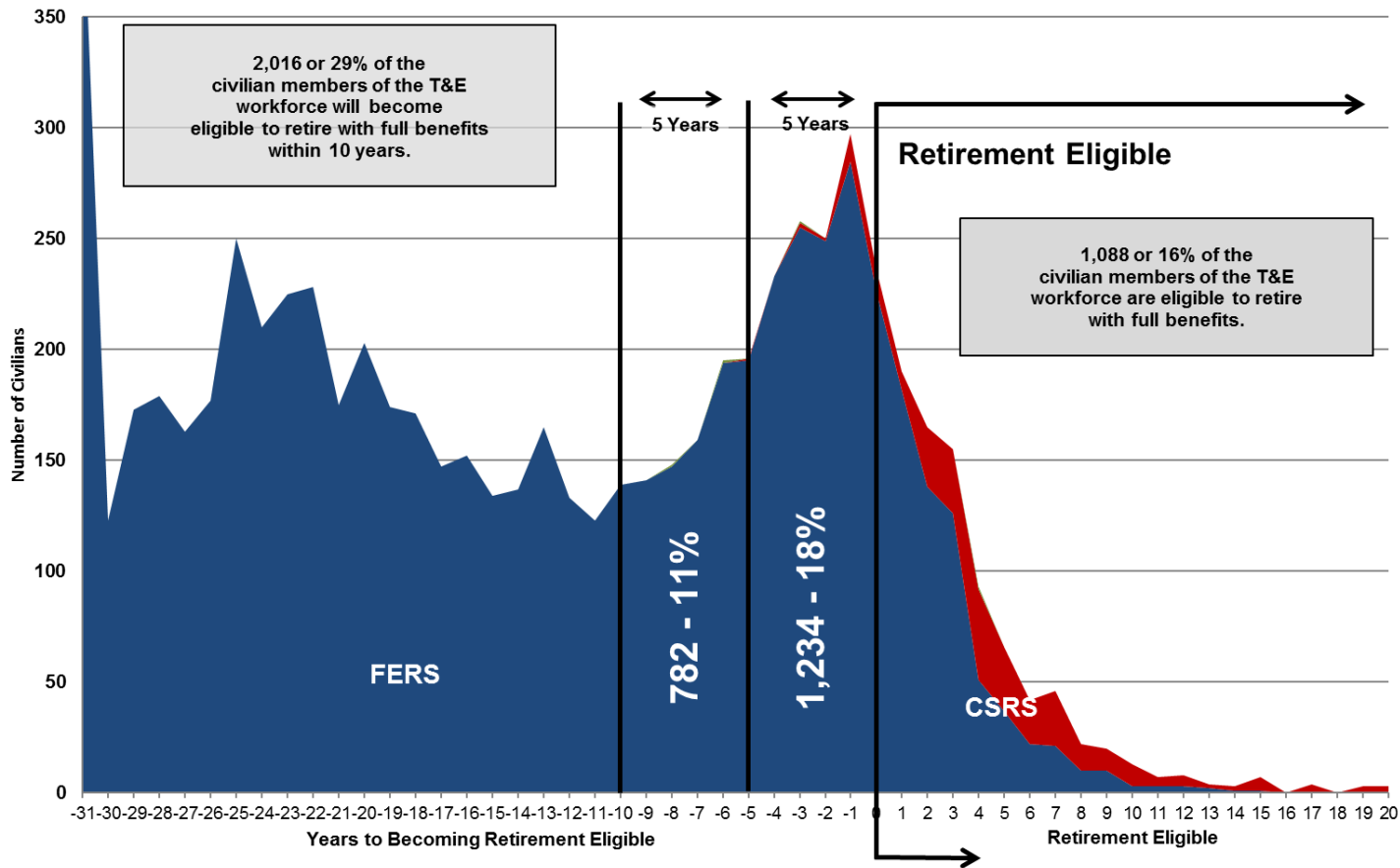


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Test and Evaluation

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



As of 30 Sep 2017



END