



# OUSD(AT&L) Defense Acquisition Workforce Analysis

## FY 2010



# AT&L Fact Sheet (FY10)

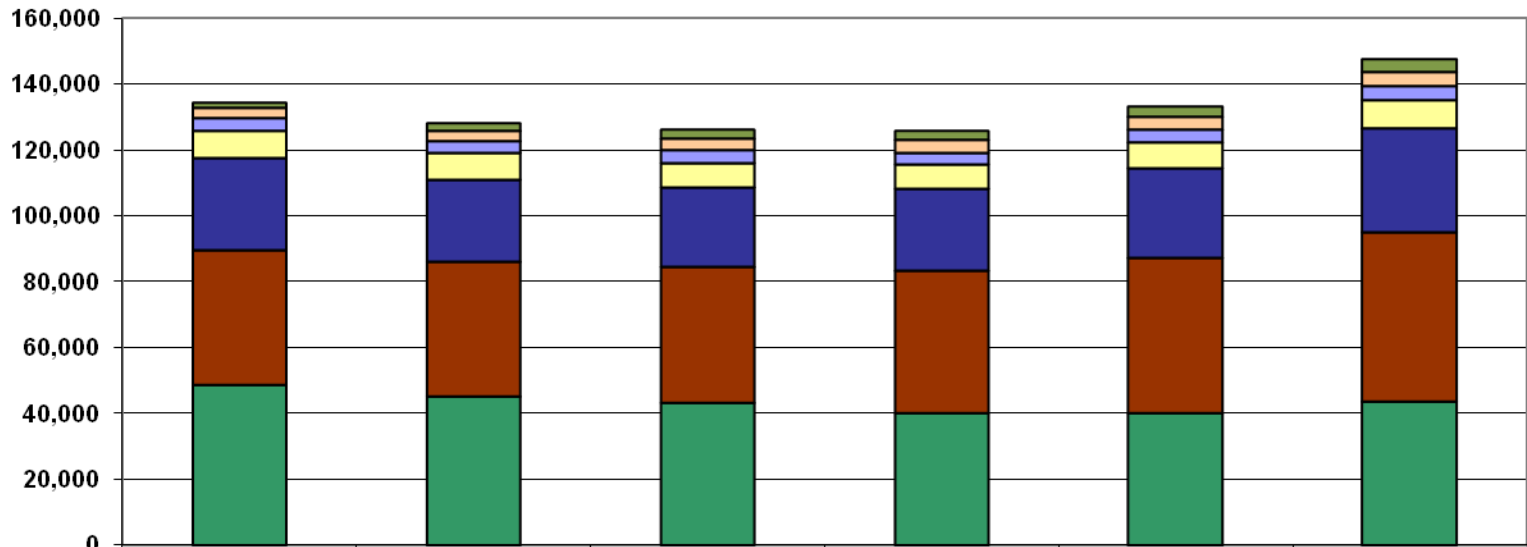
Human Capital Fact Sheet (FY10)						
Defense Acquisition Workforce AT&L	FY 2009			FY 2010		
	AT&L Civilian (Civ)	AT&L Military (Mil)	Total AT&L (Civ+Mil)	AT&L Civilian (Civ)	AT&L Military (Mil)	Total AT&L (Civ+Mil)
<b>Size &amp; Composition</b>						
Workforce Size	118,445	14,658	133,103	132,821	14,884	147,705
Change in size from 2008	7%	-2%	6%	20%	0%	17%
Civilian/Military Composition	89%	11%	-	90%	10%	-
DAW Growth Target 2015	-	-	-	-	-	-
<b>Educational Attainment</b>						
Bachelor's Degree or Higher	78%	83%	79%	79%	82%	79%
Graduate Degree	28%	45%	30%	29%	52%	31%
<b>Certification (Cert)</b>						
Level I or Higher Achieved	73%	63%	72%	74%	65%	73%
Level II or Higher Achieved	62%	43%	60%	60%	43%	58%
Level III Achieved	38%	20%	36%	36%	20%	35%
Position Cert Rqmt Met or Exceeded	60%	45%	59%	58%	44%	57%
- Change from prior FY	0%	3%	0%	-2%	-1%	-2%
Within 24 Months of Cert Rqmt	29%	45%	31%	32%	47%	34%
- Change from prior FY	4%	-2%	3%	3%	3%	3%
Does Not Meet Cert Rqmt	11%	11%	11%	9%	9%	9%
- Change from prior FY	-4%	-2%	-4%	-2%	-2%	-2%
<b>Planning Considerations</b>						
% Baby Boomer / Traditional Gen.	63%	13%	58%	59%	11%	54%
Average Age	46.4	36.2	45.2	46.0	36.2	45.0
Workforce Life-Cycle Model (YRE)	23/23/54	-	-	25/23/52	-	-
% Future/Mid-Career/Senior	(%)(Civ)	-	-	(%)(Civ)	-	-
Average Years of Service	16.6	13.2	16.3	15.6	13.3	15.4
Retirement Eligible	19,395(16%)	-	-	20,780(16%)	-	-
Retirement Eligible w/i 5 Years	21,567(18%)	-	-	23,292(18%)	-	-
Total Career Field Gains/Losses	19,508/12,859	-	-	23,707/9,695	-	-
<b>Training Statistics</b>			<b>AT&amp;L 2009</b>			<b>AT&amp;L 2010</b>
DAU Course Graduates (Classroom)	-	-	-	-	-	-
DAU Course Graduates (Web)	-	-	-	-	-	-
DAU Continuous Learning Completions	-	-	-	-	-	-



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## Workforce Count & Composition by Component

**AT&L Defense Acquisition Workforce  
Count and Composition by Major Component (End of FY10)**



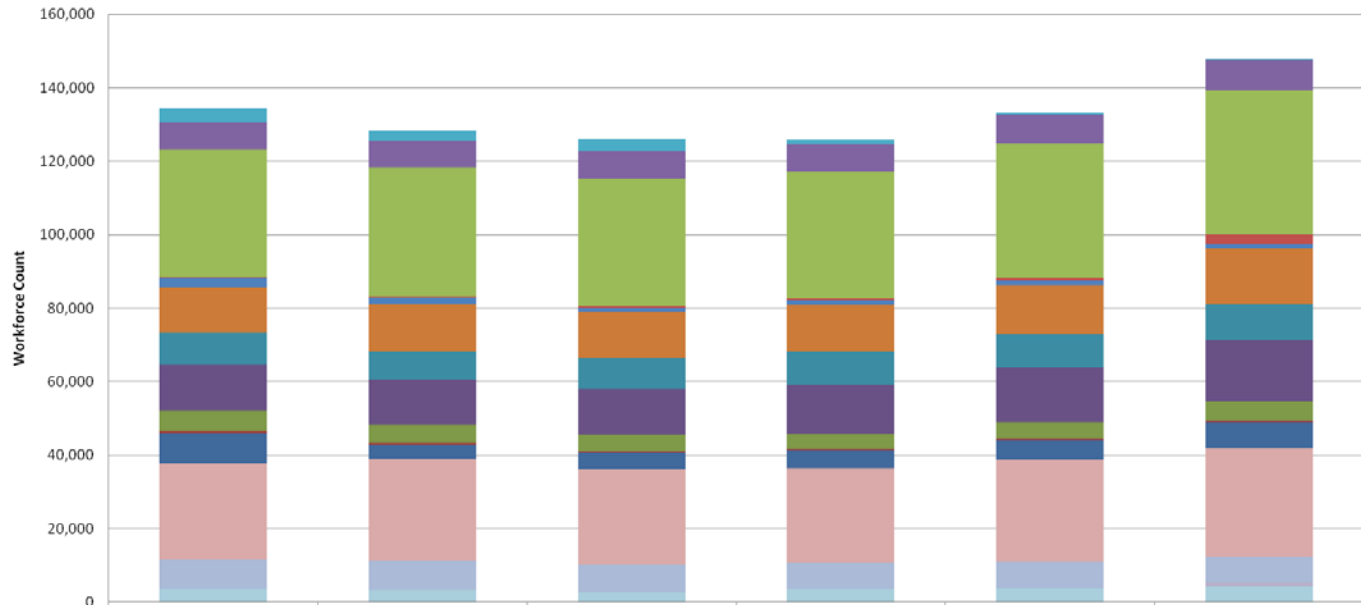
	2005	2006	2007	2008	2009	2010
Other Defense	1,563	2,267	2,457	2,862	2,947	4,131
DLA	3,297	3,383	3,796	3,913	3,970	4,272
DCAA	3,543	3,461	3,542	3,598	3,775	4,146
DCMA	8,266	7,962	7,415	7,344	7,909	8,722
Air Force	27,932	25,075	24,172	24,827	27,174	31,382
Navy	41,070	40,651	41,177	43,066	46,972	51,418
Army	48,699	45,443	43,473	40,269	40,356	43,634
<b>Total</b>	<b>134,370</b>	<b>128,242</b>	<b>126,032</b>	<b>125,879</b>	<b>133,103</b>	<b>147,705</b>



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## Workforce Count & Composition by Career Field

AT&L Defense Acquisition Workforce  
Count and Composition by Career Field (End of FY10)



	2005	2006	2007	2008	2009	2010
Unknown	3,839	2,737	3,280	1,258	402	71
Test and Evaluation	7,384	7,280	7,419	7,420	7,892	8,446
SPRDE (SE/PSE)	34,752	35,142	34,710	34,537	36,704	39,201
SPRDE (S&T)	314	291	483	480	623	2,561
Purchasing	2,438	1,680	1,170	1,196	1,238	1,287
Program Management	12,284	12,775	12,427	12,781	13,422	14,915
Production, Quality and Manufacturing	8,787	7,724	8,364	9,138	9,023	9,727
Life Cycle Logistics	12,493	12,332	12,604	13,361	14,852	16,861
Information Technology	5,472	4,843	4,423	3,934	4,358	5,165
Industrial/Contract Property Mgmt	571	530	481	451	475	501
Facilities Engineering	8,356	3,927	4,394	4,920	5,420	6,911
Contracting	26,025	27,748	26,038	25,680	27,655	29,792
Business - Financial Mgmt	8,119	7,747	7,387	7,085	7,262	7,054
Business - Cost Estimating	0	0	0	0	0	1,070
Auditing	3,536	3,486	2,852	3,638	3,777	4,143

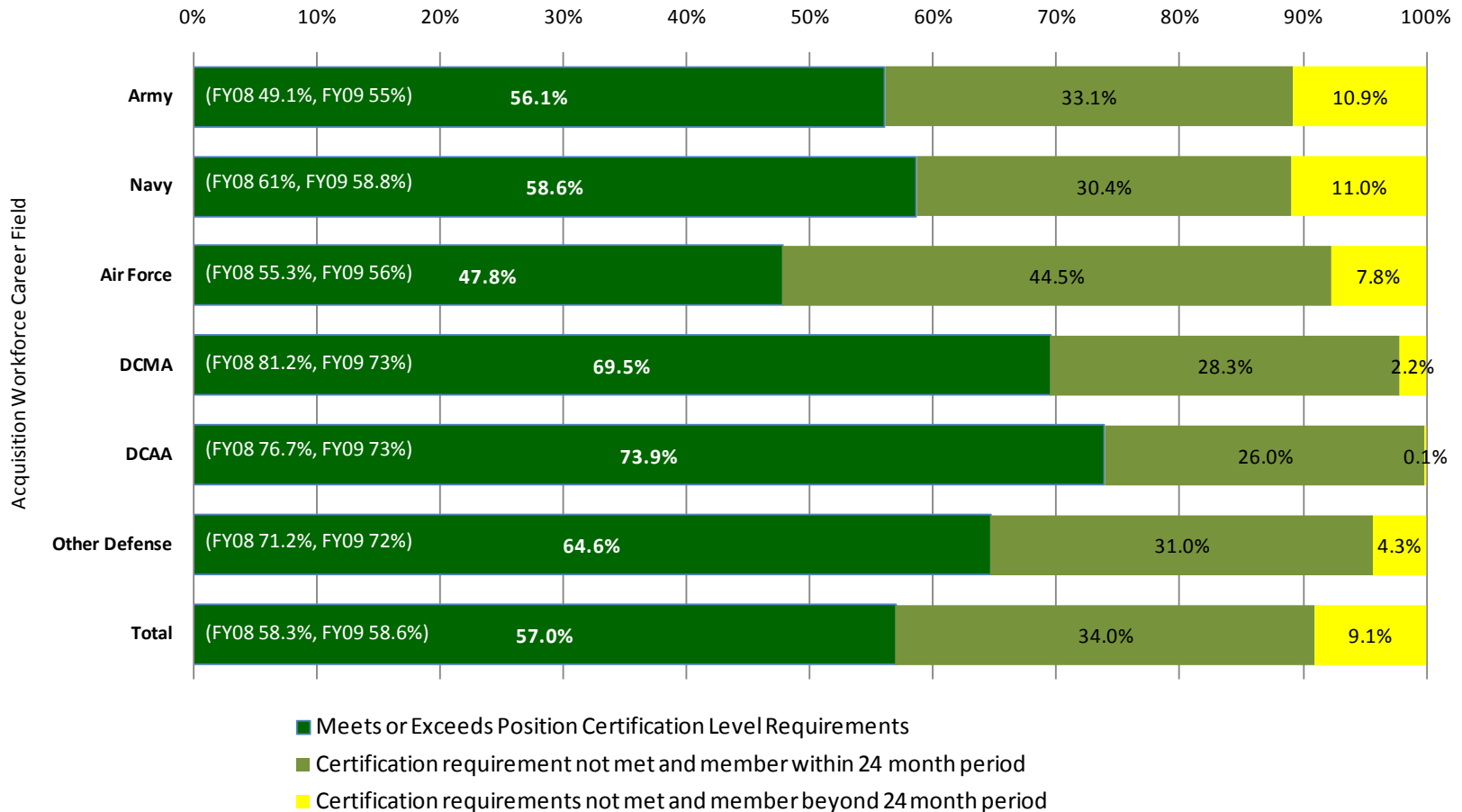
**Total**                      **134,370**                      **128,242**                      **126,032**                      **125,879**                      **133,103**                      **147,705**



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## Certification Rates by Major Component

### Certification Level "Meet/Exceed" Rates by Career Field (FY2010)

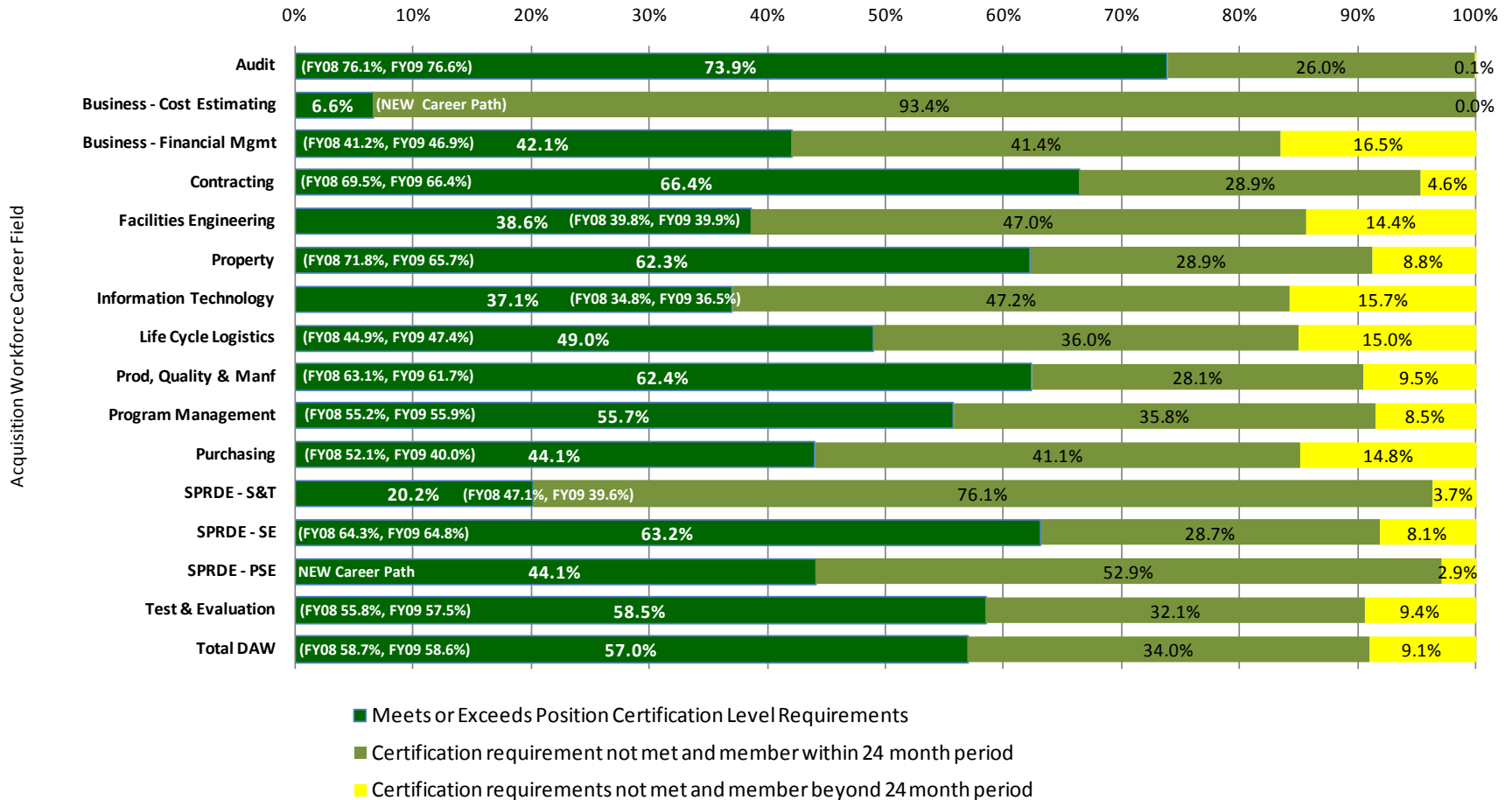




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## Certification Rates by Career Field

### Certification Level "Meet/Exceed" Rates by Career Field (FY2010)



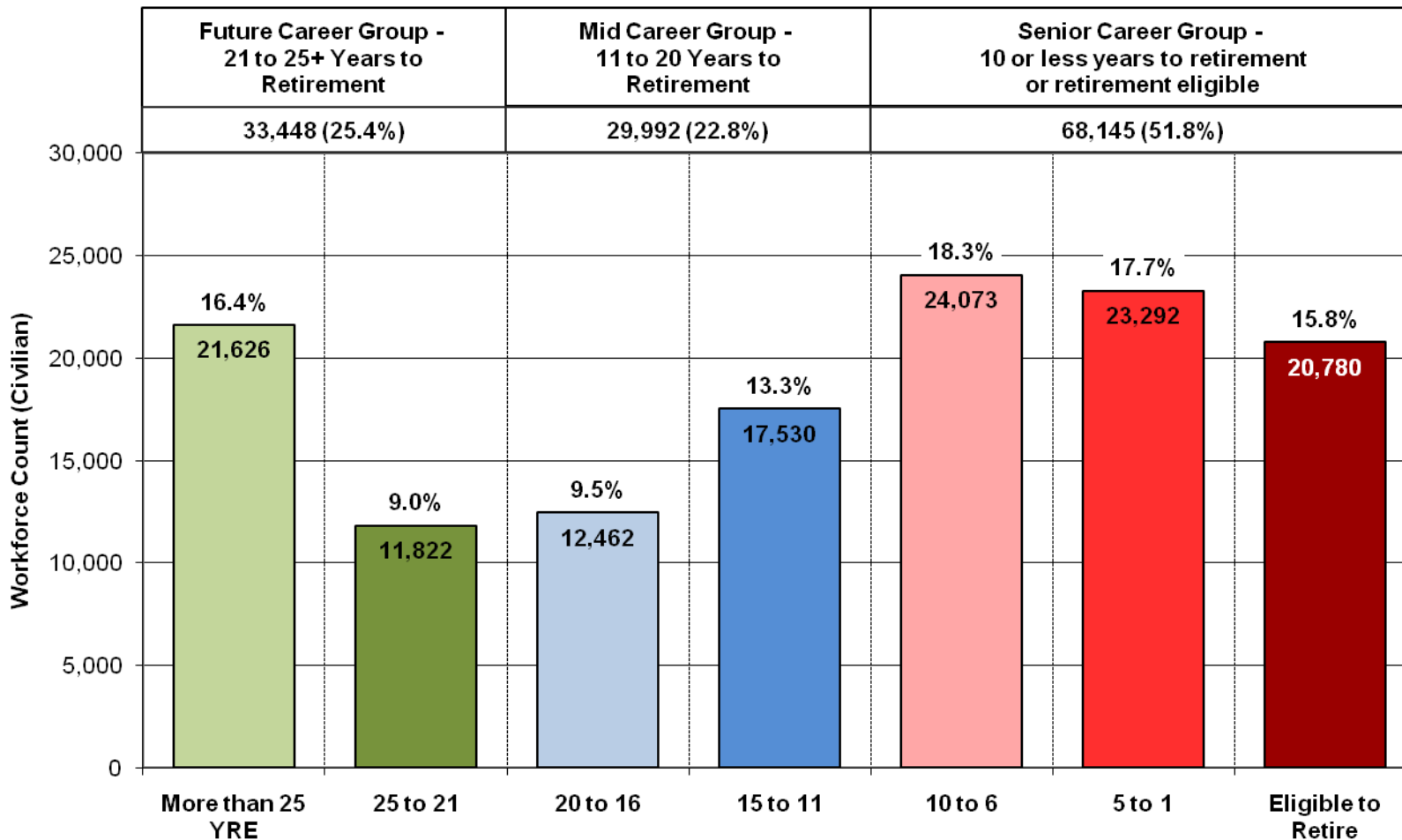


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## Workforce Lifecycle Model (FY10)

### Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY10) - AT&L



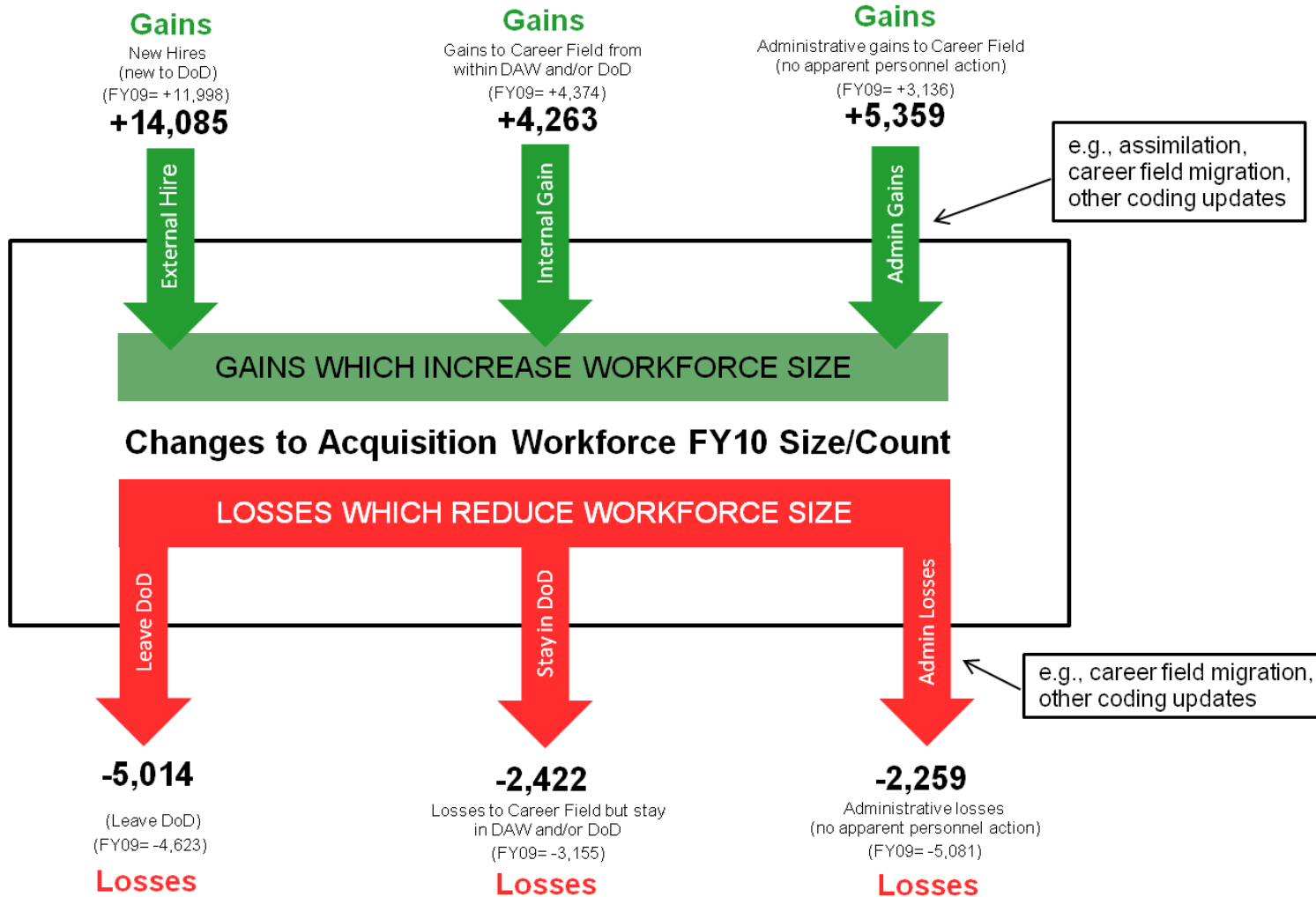


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## Change to Workforce Size (FY10)

### Defense Acquisition Workforce (Civilian) (FY10) - AT&L

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



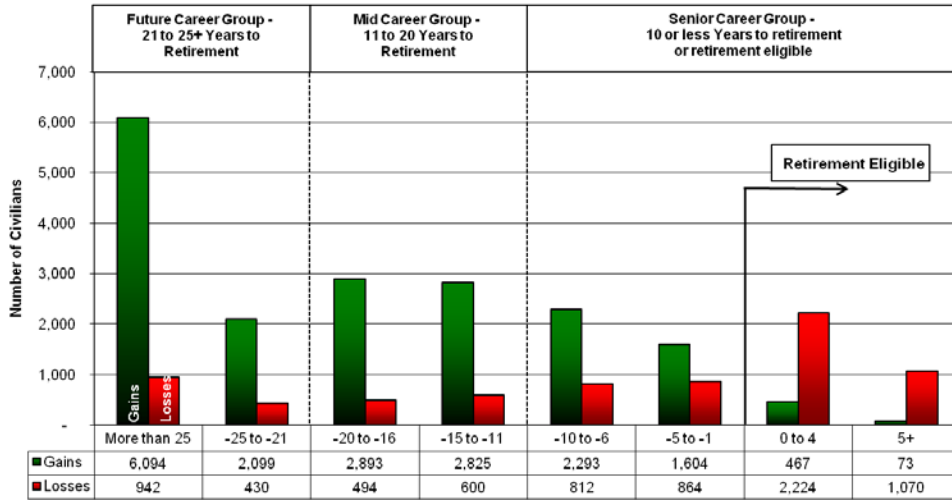




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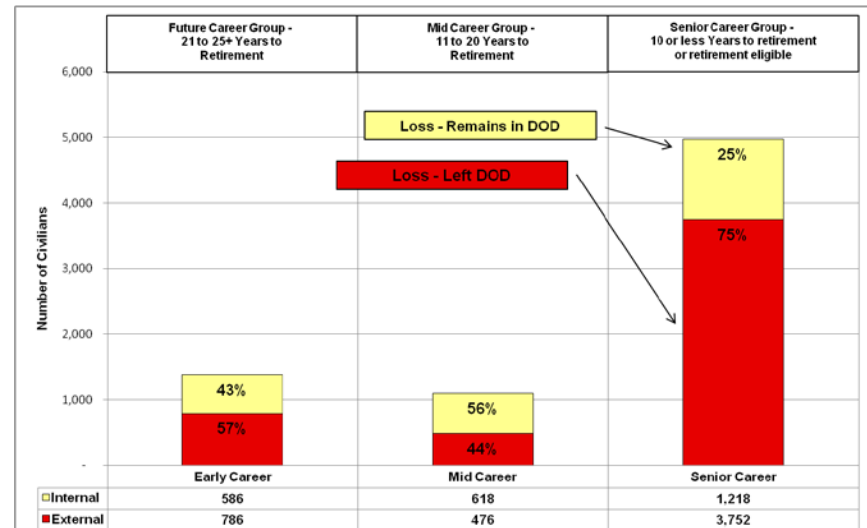
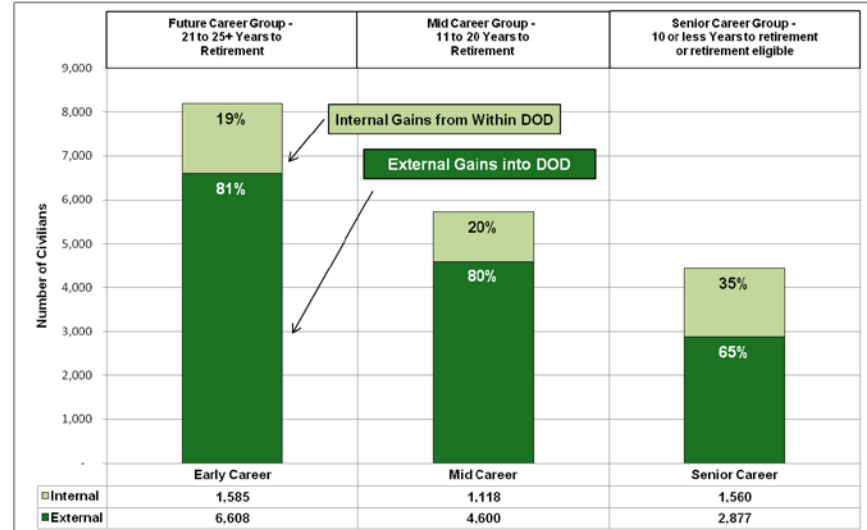
## Workforce Lifecycle Gains & Losses (FY10)

**Defense Acquisition Workforce  
Workforce Lifecycle FY10 Gains & Losses\***



**Career Lifecycle by Years to Retirement Eligibility**

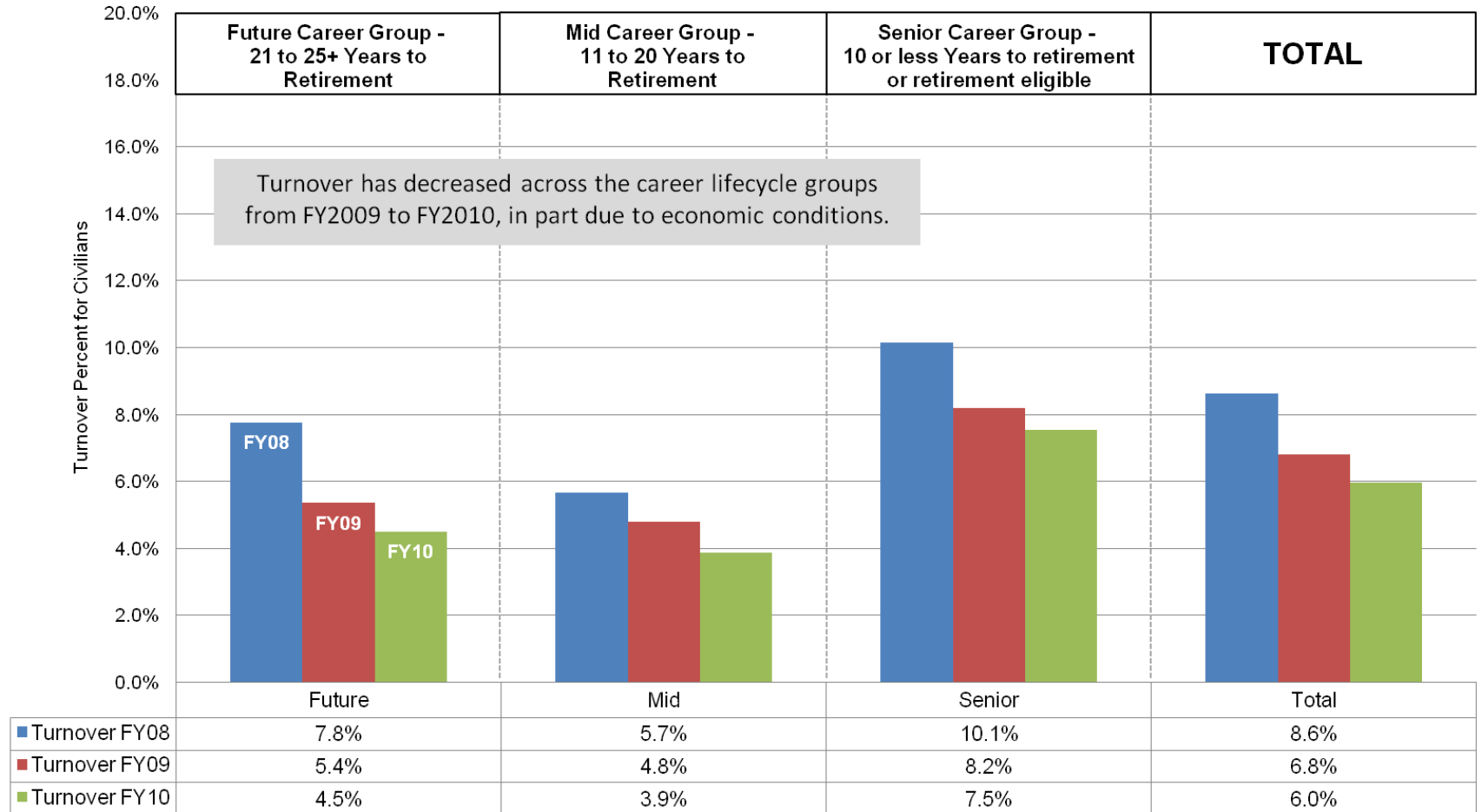
Source: RAND analysis using DMDC data (end of FY09 and end of FY10 data)  
\*Does not include administrative gains and losses





# AT&L DAW Workforce Turnover (FY10)

## Defense Acquisition Workforce Turnover - AT&L (FY08, FY09, FY10)(by Career Lifecycle Group) (Civilian)



Turnover Percent by Career Lifecycle Groups



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## Workforce Year to Retirement Eligibility (FY10)

### Defense Acquisition Workforce - AT&L

#### Distribution by Years to Retirement Eligibility (Civilians)(FY10)

