



# OUSD(AT&L)/HCI Defense Acquisition Workforce Business – Cost Est. & Fin. Mgmt. (BCEFM) Summary Data FY 2011

Please contact OUSD(AT&L)/HCI at 703.805.4595 for questions or comments regarding this workforce data.

Version 2



# BCEFM Fact Sheet (FY11)

## Human Capital Fact Sheet (FY11)

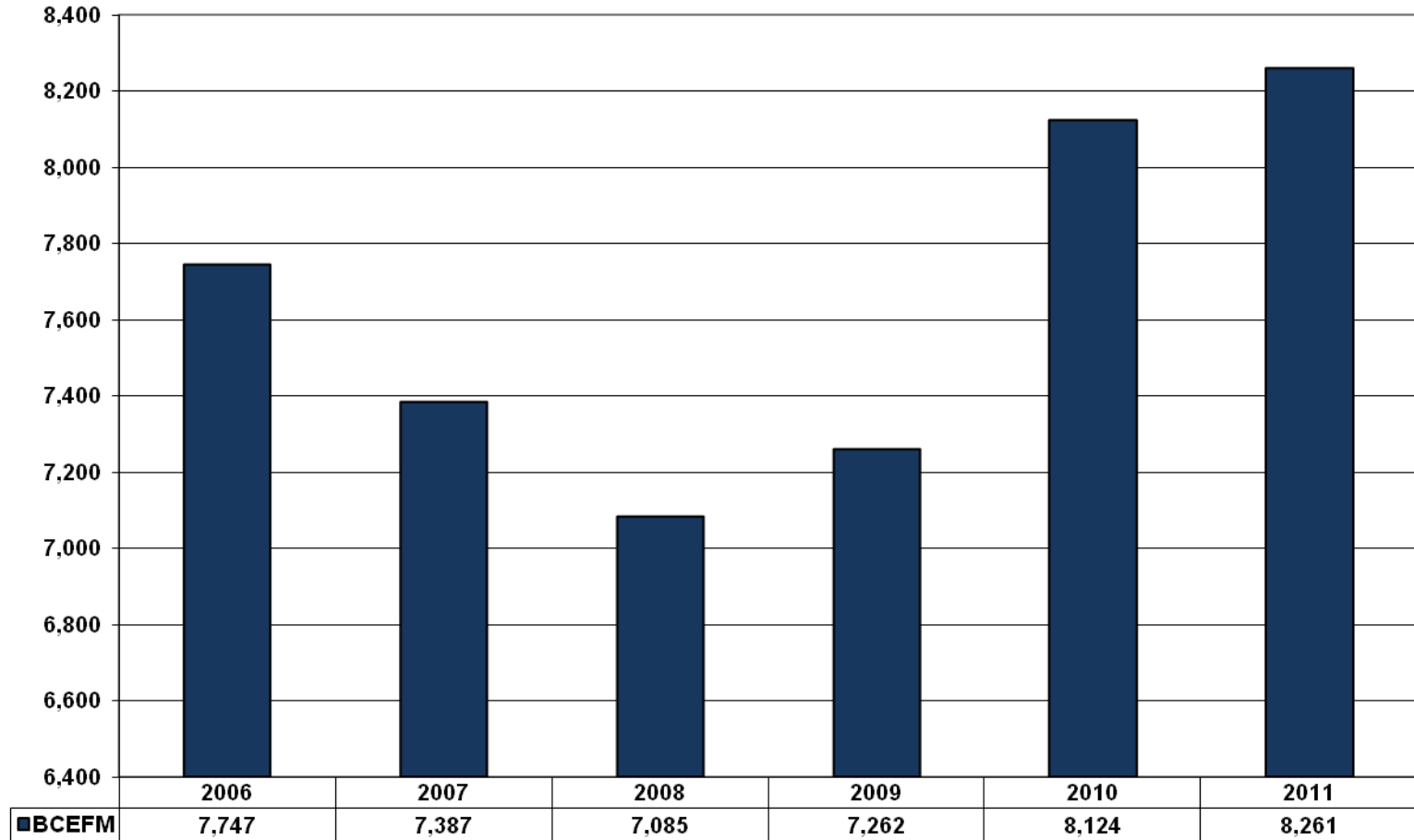
Defense Acquisition Workforce BCEFM	FY 2010				FY 2011			
	BCEFM Civilian (Civ)	BCEFM Military (Mil)	Total BCEFM (Civ+Mil)	Defense Acquisition Workforce	BCEFM Civilian (Civ)	BCEFM Military (Mil)	Total BCEFM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	7,908	216	8,124	147,705	8,045	216	8,261	151,891
Change in size from 2008	16%	-12%	15%	17%	18%	-12%	17%	21%
Civilian/Military Composition	97%	3%	-	90% / 10%	97%	3%	-	90% / 10%
DAW Growth Target 2015	-	-	-	-	-	-	-	-
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	69%	92%	69%	79%	71%	91%	72%	81%
Graduate Degree	26%	61%	27%	31%	28%	63%	29%	33%
<b>Certification (Cert)</b>								
Level I or Higher Achieved	57%	37%	57%	73%	61%	30%	61%	76%
Level II or Higher Achieved	38%	17%	37%	58%	38%	13%	38%	61%
Level III Achieved	25%	7%	25%	35%	26%	6%	25%	36%
Position Cert Rqmt Met or Exceeded	38%	20%	37%	57%	38%	14%	37%	60%
- Change from prior FY	-9%	-15%	-9%	-2%	0%	-6%	0%	3%
Within 24 Months of Cert Rqmt	48%	66%	48%	34%	46%	78%	47%	30%
- Change from prior FY	9%	13%	9%	3%	-2%	12%	-1%	-4%
Does Not Meet Cert Rqmt	14%	14%	14%	9%	16%	8%	16%	9%
- Change from prior FY	0%	1%	0%	-2%	2%	-6%	1%	0%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	57%	8%	56%	54%	53%	6%	52%	51%
Average Age	45.7	36.4	45.4	45.0	45.5	35.9	45.2	45.0
Workforce Life-Cycle Model (YRE)	26/24/50	-	-	25/23/52	27/24/49	-	-	26/23/51
% Future/Mid-Career/Senior	(%)(Civ)			(%)(Civ)	(%)(Civ)			(%)(Civ)
Average Years of Service	15.8	13.2	15.8	15.4	15.3	12.5	15.2	15.1
Retirement Eligible	1,163(15%)	-	-	20,780(16%)	1,143(14%)	-	-	20,719(15%)
Retirement Eligible w/i 5 Years	1,417(18%)	-	-	23,292(18%)	1,420(18%)	-	-	24,301(18%)
Total Career Field Gains/Losses	1,900/1,064	-	-	23,707/9,695	1,341/1,204	-	-	15,994/12,118



# BCEFM

## Workforce Count & Composition

**BCEFM Defense Acquisition Workforce  
Count and Composition (End of FY11)**





# BCEFM

## Workforce Count & Composition

BCEFM Defense Acquisition Workforce Count and Composition by Major Component (End of FY11)						
Component	FY11	FY11 (%)	Civ	Mil	Civ (%)	Mil (%)
Army	2,723	33%	2,723	-	100%	0%
Navy	2,615	32%	2,529	86	97%	3%
Air Force	2,309	28%	2,179	130	94%	6%
DCMA	166	2%	166	-	100%	0%
DLA	2	0%	2	-	100%	0%
Other Defense	446	5%	446	-	100%	0%
<b>Total</b>	<b>8,261</b>	<b>100%</b>	<b>8,045</b>	<b>216</b>	<b>97%</b>	<b>3%</b>

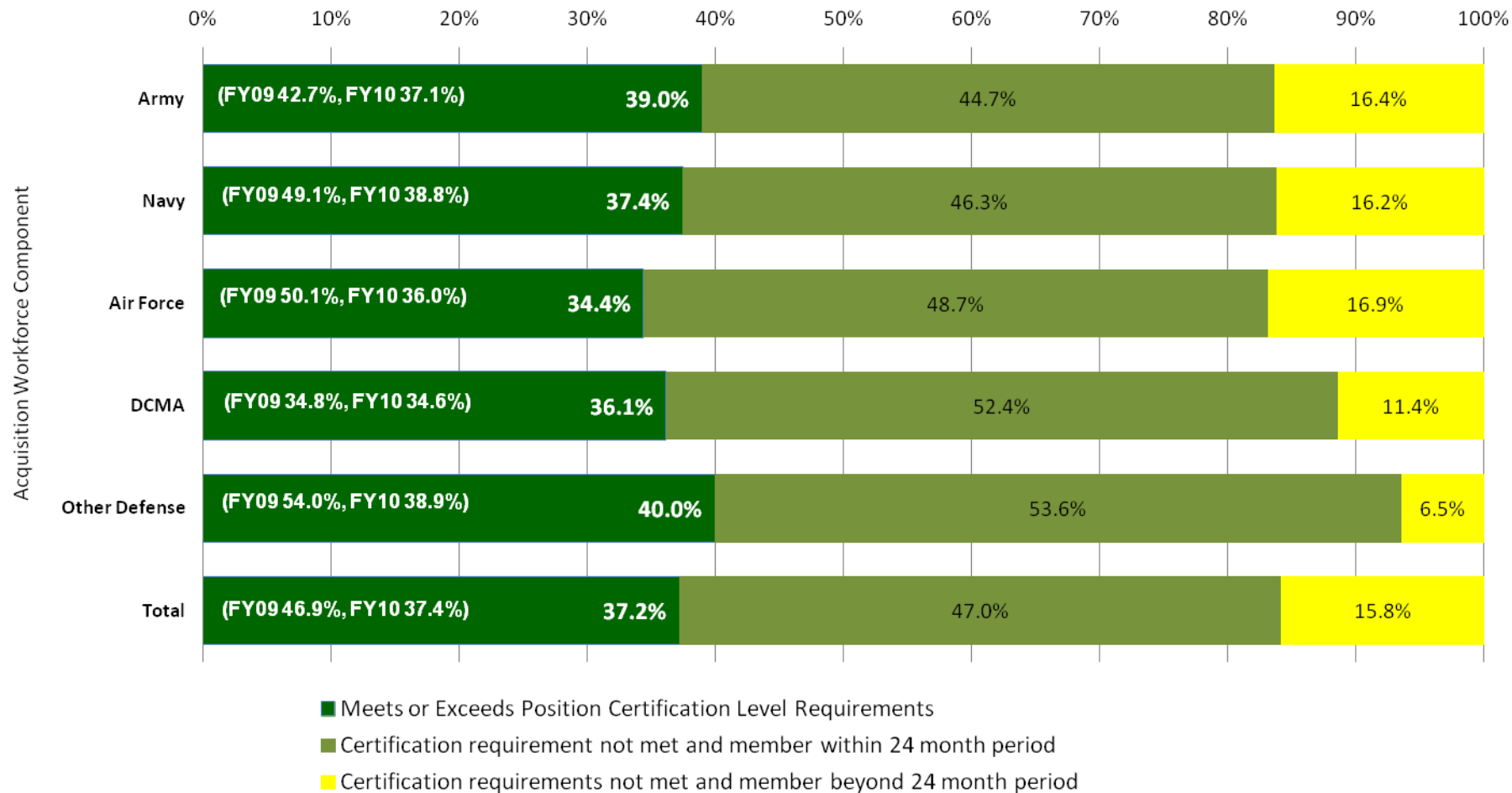
Top 5 Occupation Series (end of FY2011) AT&L - BCEFM							
Occ Series - Description	Total	Total (%)	Cum. (%)	Army	Navy/MC	AF	Other
0501 - Financial Administrator	3,090	37.4%	37.4%	305	1,203	1,524	58
0343 - Management and Program Analyst	1,802	21.8%	59.2%	1,096	499	55	152
0560 - Budget Analyst	1,054	12.8%	72.0%	540	22	366	126
1515 - Operations Research Analyst	954	11.5%	83.5%	351	355	136	112
1101 - Business and Industry Specialist	245	3.0%	86.5%	20	143	3	79
#Occ Series in Career Field = 48							



# BCEFM

## Certification Rates by Major Component

**Certification Level "Meet/Exceed" Rates by Major Component  
BCEFM (FY11)**

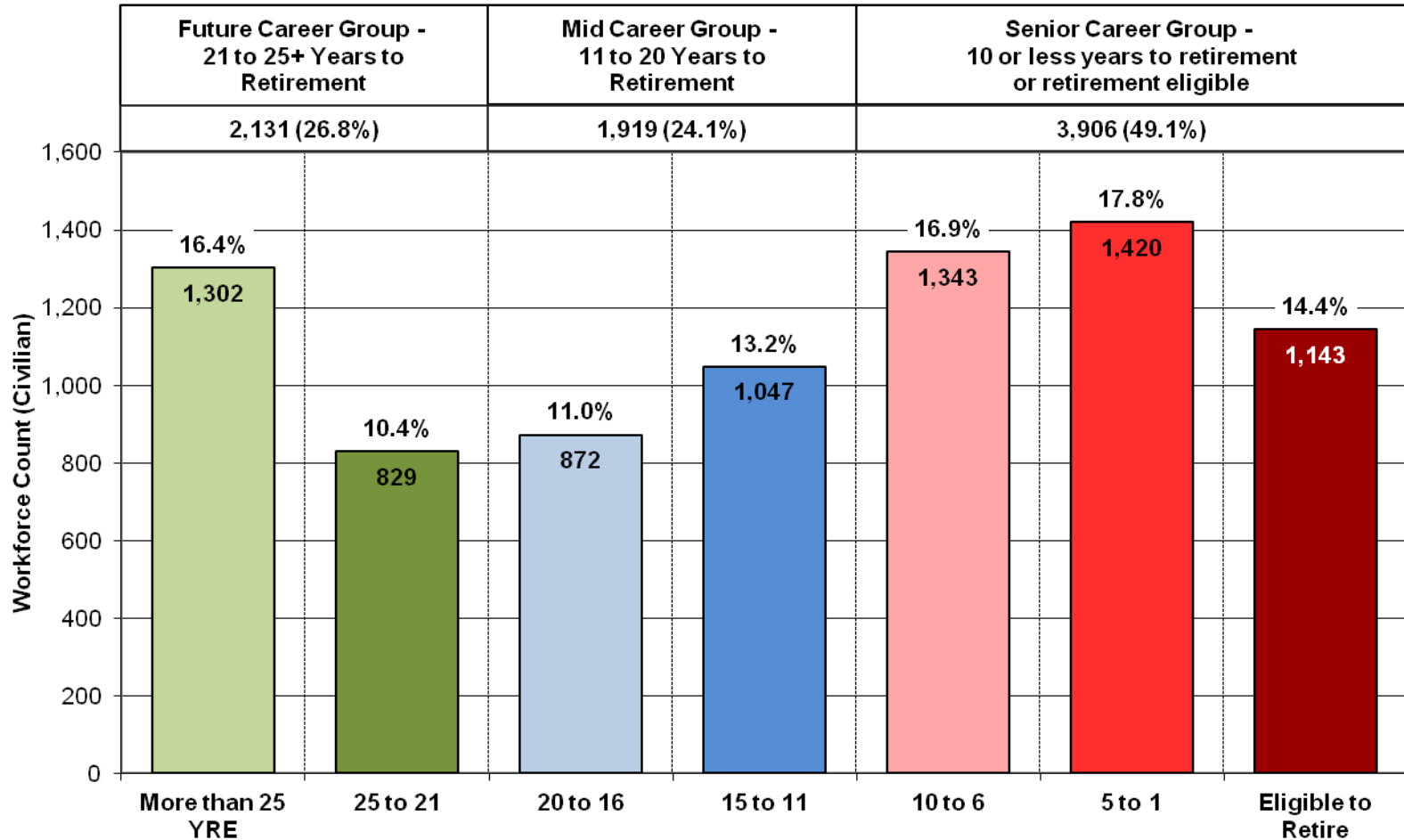




# BCEFM

## Workforce Lifecycle Model (FY11)

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY11) - BCEFM



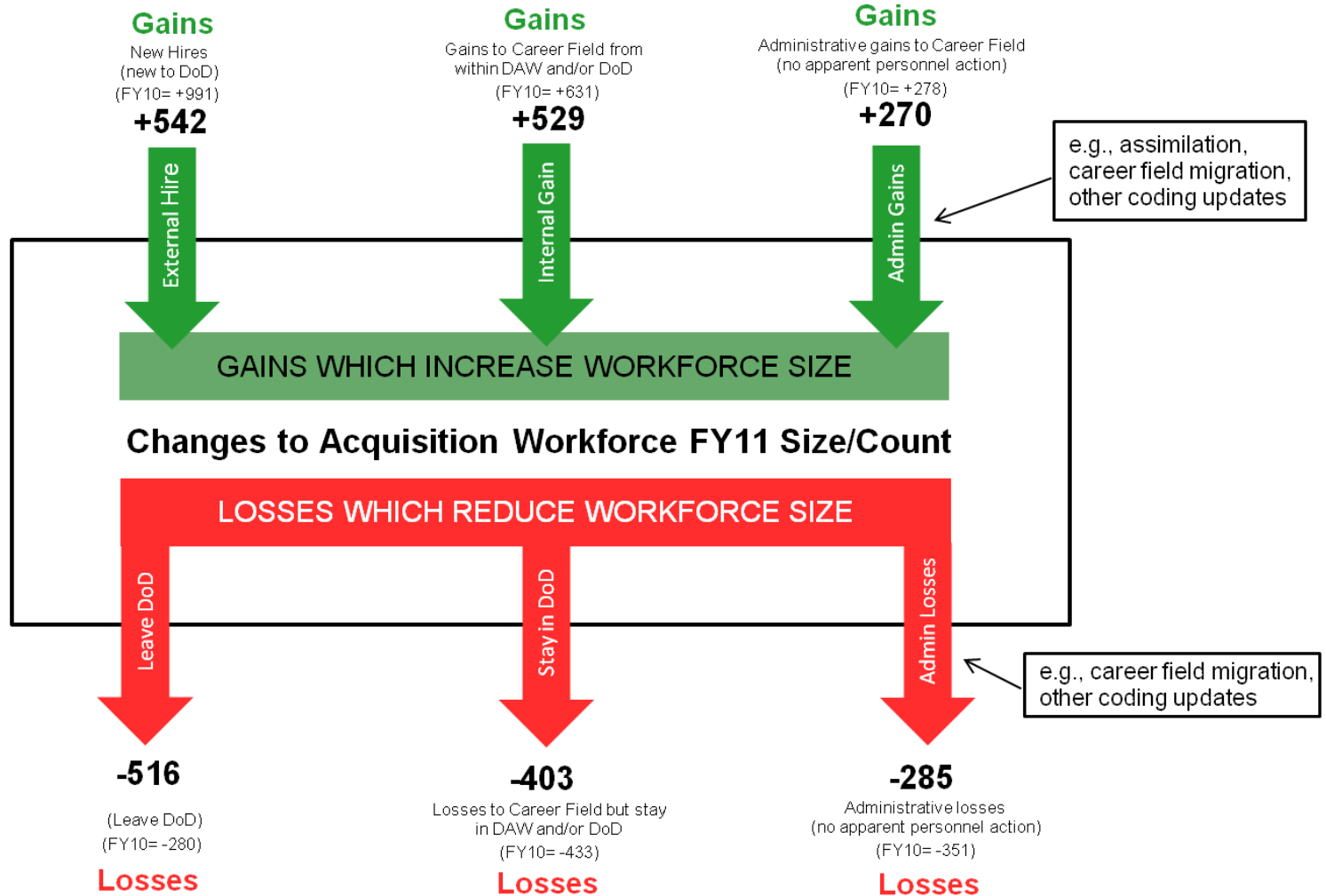


# BCEFM

## Change to Workforce Size (FY11)

### Defense Acquisition Workforce (Civilian) (FY11) - BCEFM

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

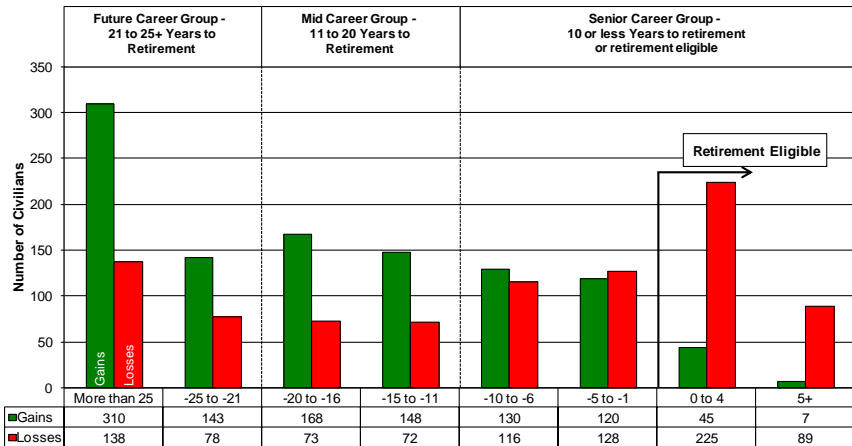




# BCEFM

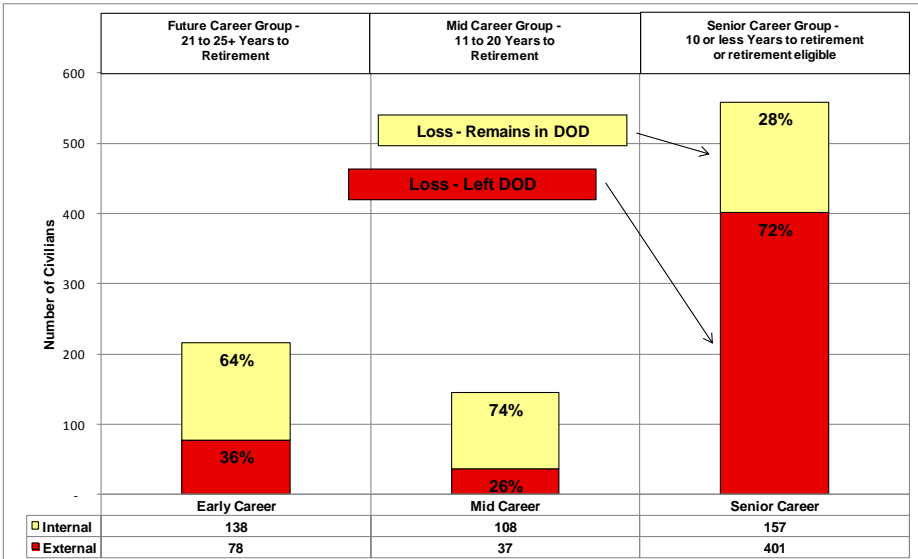
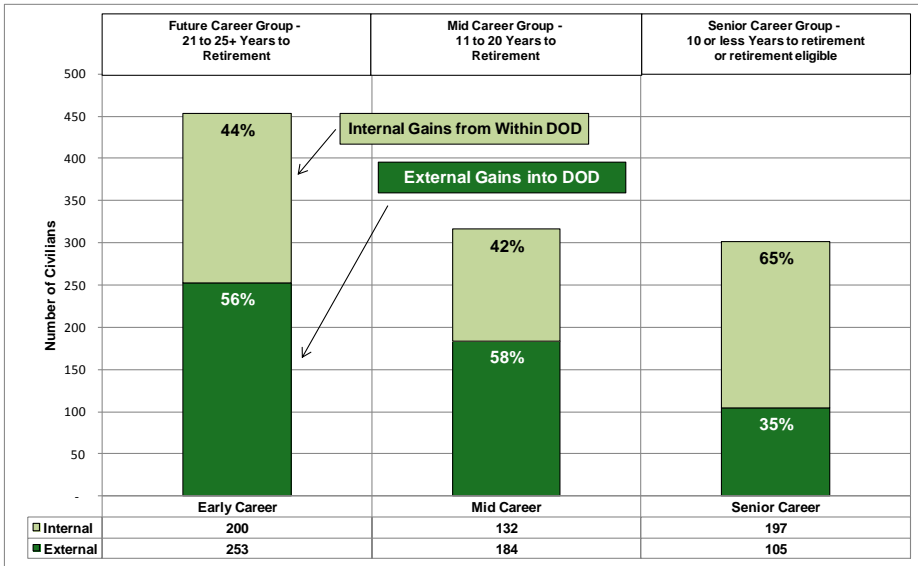
## Workforce Lifecycle Gains & Losses (FY11)

**Defense Acquisition Workforce - BCEFM**  
Workforce Lifecycle FY11 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND analysis using DMDC data (end of FY10 and end of FY11 data)  
\*Does not include administrative gains and losses

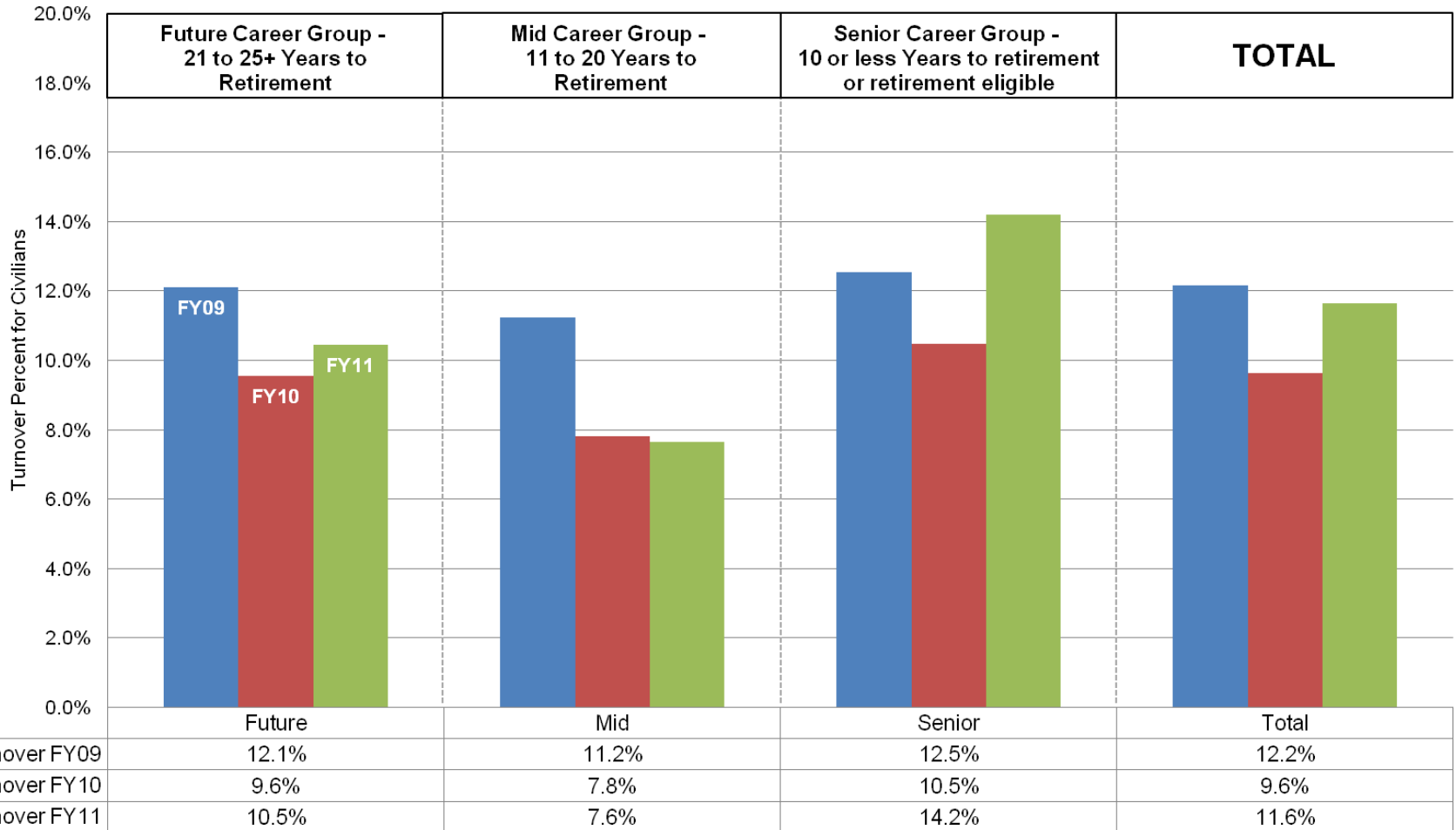






# BCEFM DAW Workforce Turnover (FY11)

## Defense Acquisition Workforce Turnover - BCEFM (FY09, FY10, FY11)(by Career Lifecycle Group) (Civilian)



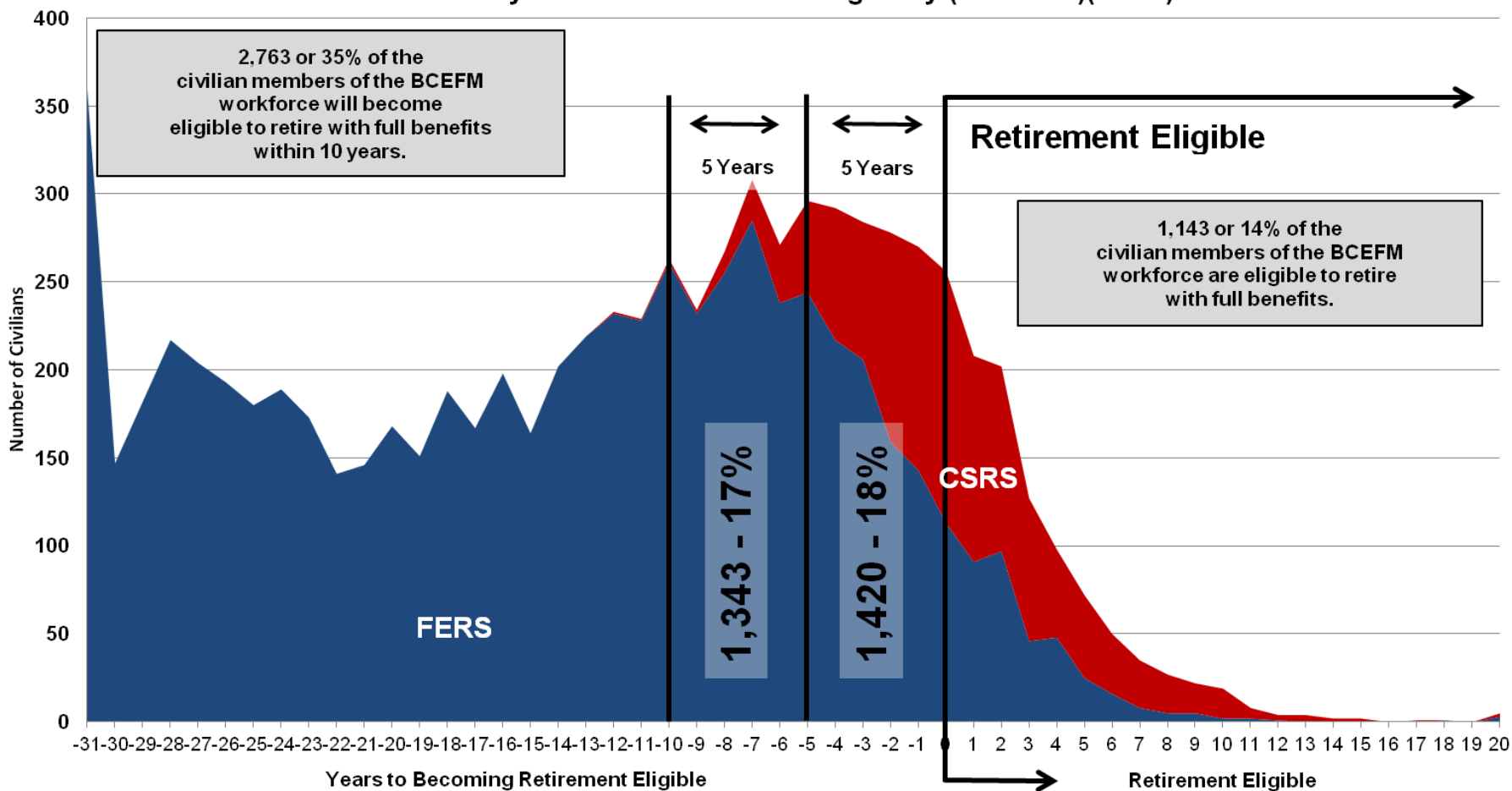


# BCEFM

## Workforce Year to Retirement Eligibility (FY11)

### Defense Acquisition Workforce - BCEFM

#### Distribution by Years to Retirement Eligibility (Civilians)(FY11)





# FY 11 (as of September 30, 2011) – OVERALL Defense Acquisition Workforce Count

Component	Service/Agency	Auditing	Business - Cost Estimating (BUS-CE)	Business - Financial Mgmt	Contracting	Facilities Engineering	Industrial/Contract Property Mgmt	Information Technology	Life Cycle Logistics	Production, Quality and Manufacturing	Program Management	Purchasing	SPRDE - S&T Manager	SPRDE - Systems Engineering	SPRDE-Program System Engineer (PSE)	Test and Evaluation	Unknown	End-FY11 TOTAL
Army	Army	-	280	2,443	9,125	1,767	75	2,301	8,962	2,004	3,491	358	250	10,052	56	2,298	14	43,476
Navy	Navy	-	477	1,927	5,477	5,592	61	1,605	4,966	2,321	4,723	462	343	18,856	68	2,884	24	49,786
	Marine Corps	-	22	189	564	23	4	225	449	32	878	74	6	391	10	138		3,005
	Dept of Navy Totals	-	499	2,116	6,041	5,615	65	1,830	5,415	2,353	5,601	536	349	19,247	78	3,022	24	52,791
Air Force	Air Force	-	417	1,892	7,996	36	26	1,086	2,762	406	5,361	131	2,314	8,253	261	2,936	270	34,147
4th Estate	Defense Contract Management Agency (DD63)	-	2	164	2,480	-	300	147	91	3,948	337	8	9	836	81	7	11	8,421
	Defense Logistics Agency (DD07)	-	-	2	3,432	1	13	2	21	852	10	199	6	14	1	4	8	4,565
	Defense Contract Audit Agency (DD10)	4,230	-	-	2	-	-	-	-	-	1	2	-	-	-	-	-	4,235
	Missile Defense Agency (DD27)	-	34	229	189	8	-	39	48	31	287	1	4	614	1	221	3	1,709
	Defense Information Systems Agency (DD04)	-	4	11	328	-	-	78	18	-	151	13	-	69	-	55	-	727
	Defense Threat Reduction Agency (DD61)	-	-	62	76	1	-	48	1	-	108	1	129	17	-	8	-	451
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll	-	12	36	137	-	4	15	36	5	150	-	1	47	1	6	1	451
	Under-Secretary of Defense/AT&L (OUSD/AT&L)	-	-	23	99	-	-	1	13	1	60	5	-	53	-	5	13	273
	TRICARE Management Activity (DD60)	-	4	25	72	-	-	14	2	1	119	10	-	8	1	2	-	258
	Defense Commissary Agency (DD34)	-	-	-	113	-	-	-	-	-	1	1	-	-	-	-	-	115
	Washington Headquarters Services	-	-	-	72	-	-	-	-	-	1	-	-	-	-	-	-	73
	Department of Defense Education Activity (DD16)	-	-	-	61	-	-	-	-	-	-	7	-	-	-	-	-	68
	Defense Finance and Accounting Service (DD35)	-	-	-	63	-	-	-	-	-	-	-	-	-	-	-	-	63
	Defense Security Cooperation Agency (DD06)	-	-	1	14	-	-	-	-	-	1	1	-	-	-	-	-	17
	Defense Security Service	-	-	1	12	-	-	-	-	-	-	1	-	-	-	-	-	14
	DoD Test Resource Mgmt Center (DD68)	-	-	4	-	-	-	-	-	-	-	-	-	-	-	9	-	13
	Defense Advanced Research Proj Agency (DD13)	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	12
	National Defense University (DD69)	-	-	-	2	-	-	2	-	-	4	1	-	-	-	-	-	9
	Office of Inspector General (DD26)	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2
	Pentagon Force Protection Agency (DD65)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	4th Estate Totals	4,231	56	558	7,165	10	317	346	230	4,838	1,230	251	149	1,658	85	317	36	21,477
<b>TOTAL</b>		<b>4,231</b>	<b>1,252</b>	<b>7,009</b>	<b>30,327</b>	<b>7,428</b>	<b>483</b>	<b>5,563</b>	<b>17,369</b>	<b>9,601</b>	<b>15,683</b>	<b>1,276</b>	<b>3,062</b>	<b>39,210</b>	<b>480</b>	<b>8,573</b>	<b>344</b>	<b>151,891</b>

OVERALL WORKFORCE



# FY 11 (as of September 30, 2011) – MILITARY Defense Acquisition Workforce Count

Component	Service/Agency	Auditing	Business - Cost Estimating (BUS-CE)	Business - Financial Mgmt	Contracting	Facilities Engineering	Industrial/Contract Property Mgmt	Information Technology	Life Cycle Logistics	Production, Quality and Manufacturing	Program Management	Purchasing	SPRDE - S&T Manager	SPRDE - Systems Engineering	SPRDE-Program System Engineer (PSE)	Test and Evaluation	Unknown	End-FY11 TOTAL
Army	Army	-	-	-	718	-	-	40	-	-	871	-	-	104	-	45	2	1,780
Navy	Navy	-	-	80	1,056	1	1	22	370	547	824	-	25	216	4	383	23	3,552
	Marine Corps	-	-	6	195	-	-	22	142	32	408	-	4	24	-	89	-	922
	Dept of Navy Totals	-	-	86	1,251	1	1	44	512	579	1,232	-	29	240	4	472	23	4,474
Air Force	Air Force	-	53	77	2,248	-	-	183	598	112	2,417	-	493	1,478	11	1,245	270	9,185
4th Estate	Defense Contract Management Agency (DD63)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Logistics Agency (DD07)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Contract Audit Agency (DD10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Missile Defense Agency (DD27)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Information Systems Agency (DD04)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Threat Reduction Agency (DD61)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Under-Secretary of Defense/AT&L (OUSD/AT&L)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	TRICARE Management Activity (DD60)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Commissary Agency (DD34)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Washington Headquarters Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Department of Defense Education Activity (DD16)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Finance and Accounting Service (DD35)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Security Cooperation Agency (DD06)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Security Service	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	DoD Test Resource Mgmt Center (DD68)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Defense Advanced Research Proj Agency (DD13)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	National Defense University (DD69)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Office of Inspector General (DD26)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pentagon Force Protection Agency (DD65)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4th Estate Totals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>		-	53	163	4,217	1	1	267	1,110	691	4,520	-	522	1,822	15	1,762	295	15,439

MILITARY WORKFORCE



# FY 11 (as of September 30, 2011) – CIVILIAN Defense Acquisition Workforce Count

Component	Service/Agency	Auditing	Business - Cost Estimating (BUS-CE)	Business - Financial Mgmt	Contracting	Facilities Engineering	Industrial/Contract Property Mgmt	Information Technology	Life Cycle Logistics	Production, Quality and Manufacturing	Program Management	Purchasing	SPRDE - S&T Manager	SPRDE - Systems Engineering	SPRDE-Program System Engineer (PSE)	Test and Evaluation	Unknown	End-FY11 TOTAL
Army	Army	-	280	2,443	8,407	1,767	75	2,261	8,962	2,004	2,620	358	250	9,948	56	2,253	12	41,696
Navy	Navy	-	477	1,847	4,421	5,591	60	1,583	4,596	1,774	3,899	462	318	18,640	64	2,501	1	46,234
	Marine Corps	-	22	183	369	23	4	203	307		470	74	2	367	10	49	-	2,083
	Dept of Navy Totals	-	499	2,030	4,790	5,614	64	1,786	4,903	1,774	4,369	536	320	19,007	74	2,550	1	48,317
Air Force	Air Force	-	364	1,815	5,748	36	26	903	2,164	294	2,944	131	1,821	6,775	250	1,691	-	24,962
4th Estate	Defense Contract Management Agency (DD63)	-	2	164	2,480	-	300	147	91	3,948	337	8	9	836	81	7	11	8,421
	Defense Logistics Agency (DD07)	-	-	2	3,432	1	13	2	21	852	10	199	6	14	1	4	8	4,565
	Defense Contract Audit Agency (DD10)	4,230	-	-	2	-	-	-	-	-	1	2	-	-	-	-	-	4,235
	Missile Defense Agency (DD27)	-	34	229	189	8	-	39	48	31	287	1	4	614	1	221	3	1,709
	Defense Information Systems Agency (DD04)	-	4	11	328	-	-	78	18	-	151	13	-	69	-	55	-	727
	Defense Threat Reduction Agency (DD61)	-	-	62	76	1	-	48	1	-	108	1	129	17	-	8	-	451
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll	-	12	36	137	-	4	15	36	5	150	-	1	47	1	6	1	451
	Under-Secretary of Defense/AT&L (OUSD/AT&L)	-	-	23	99	-	-	1	13	1	60	5	-	53	-	5	13	273
	TRICARE Management Activity (DD60)	-	4	25	72	-	-	14	2	1	119	10	-	8	1	2	-	258
	Defense Commissary Agency (DD34)	-	-	-	113	-	-	-	-	-	1	1	-	-	-	-	-	115
	Washington Headquarters Services	-	-	-	72	-	-	-	-	-	1	-	-	-	-	-	-	73
	Department of Defense Education Activity (DD16)	-	-	-	61	-	-	-	-	-	-	7	-	-	-	-	-	68
	Defense Finance and Accounting Service (DD35)	-	-	-	63	-	-	-	-	-	-	-	-	-	-	-	-	63
	Defense Security Cooperation Agency (DD06)	-	-	1	14	-	-	-	-	-	1	1	-	-	-	-	-	17
	Defense Security Service	-	-	1	12	-	-	-	-	-	-	1	-	-	-	-	-	14
	DoD Test Resource Mgmt Center (DD68)	-	-	4	-	-	-	-	-	-	-	-	-	-	-	9	-	13
	Defense Advanced Research Proj Agency (DD13)	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	12
	National Defense University (DD69)	-	-	-	2	-	-	2	-	-	4	1	-	-	-	-	-	9
	Office of Inspector General (DD26)	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2
	Pentagon Force Protection Agency (DD65)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	4th Estate Totals	4,231	56	558	7,165	10	317	346	230	4,838	1,230	251	149	1,658	85	317	36	21,477
<b>TOTAL</b>		<b>4,231</b>	<b>1,199</b>	<b>6,846</b>	<b>26,110</b>	<b>7,427</b>	<b>482</b>	<b>5,296</b>	<b>16,259</b>	<b>8,910</b>	<b>11,163</b>	<b>1,276</b>	<b>2,540</b>	<b>37,388</b>	<b>465</b>	<b>6,811</b>	<b>49</b>	<b>136,452</b>

CIVILIAN WORKFORCE



# Defense Acquisition Workforce Count 2001 – 2011

Low Point  
↓

Defense Acq Workforce Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	% Change Since FY01	% Change Since FY05	% Change Since FY08
<b>ENTIRE WORKFORCE</b>														
SPRDE - Systems Eng	34,899	34,620	33,711	35,080	34,752	35,142	34,710	34,537	36,704	39,201	39,690	14%	14%	15%
Contracting	25,413	27,884	26,987	26,248	26,025	27,748	26,038	25,680	27,655	29,792	30,327	19%	17%	18%
Life Cycle Logistics	11,060	11,145	11,711	11,121	12,493	12,332	12,604	13,361	14,852	16,861	17,369	57%	39%	30%
Program Management	14,031	14,302	12,026	13,306	12,284	12,775	12,427	12,781	13,422	14,915	15,683	12%	28%	23%
Production, Quality and Man	10,547	9,888	9,296	9,280	9,397	8,966	8,364	9,138	9,023	9,727	9,601	-9%	2%	5%
Test and Evaluation	5,113	6,197	6,602	7,192	7,384	7,280	7,419	7,420	7,892	8,446	8,573	68%	16%	16%
Business (Cost Est & Fin Mgt)	10,279	10,252	8,404	8,189	8,119	7,747	7,387	7,085	7,262	8,124	8,261	-20%	2%	17%
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428		-11%	51%
Information Technology	5,612	6,139	5,330	5,522	5,472	4,843	4,423	3,934	4,358	5,165	5,563	-1%	2%	41%
Auditing	3,457	3,531	3,481	3,508	3,536	3,486	2,852	3,638	3,777	4,143	4,231	22%	20%	16%
Purchasing	4,121	3,043	3,058	2,820	2,438	1,680	1,170	1,196	1,238	1,287	1,276	-69%	-48%	7%
SPRDE - S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062		875%	538%
Property	620	653	656	674	571	530	481	451	475	501	483	-22%	-15%	7%
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	-92%	-89%	-73%
<b>TOTAL</b>	<b>129,249</b>	<b>132,593</b>	<b>134,431</b>	<b>134,539</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>	<b>151,891</b>	<b>18%</b>	<b>13%</b>	<b>21%</b>
<b>TOTAL w/o Facilities Eng and SPRDE S&amp;T</b>	<b>129,249</b>	<b>130,317</b>	<b>125,264</b>	<b>125,139</b>	<b>125,700</b>	<b>124,024</b>	<b>121,155</b>	<b>120,479</b>	<b>127,060</b>	<b>138,233</b>	<b>141,401</b>	<b>9%</b>	<b>12%</b>	<b>17%</b>

↑  
Red means FY11 < FY01

Red means decline

Green means increase