



OUSD(AT&L)/HCI Defense Acquisition Workforce Summary Data FY 2011

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

Version 2



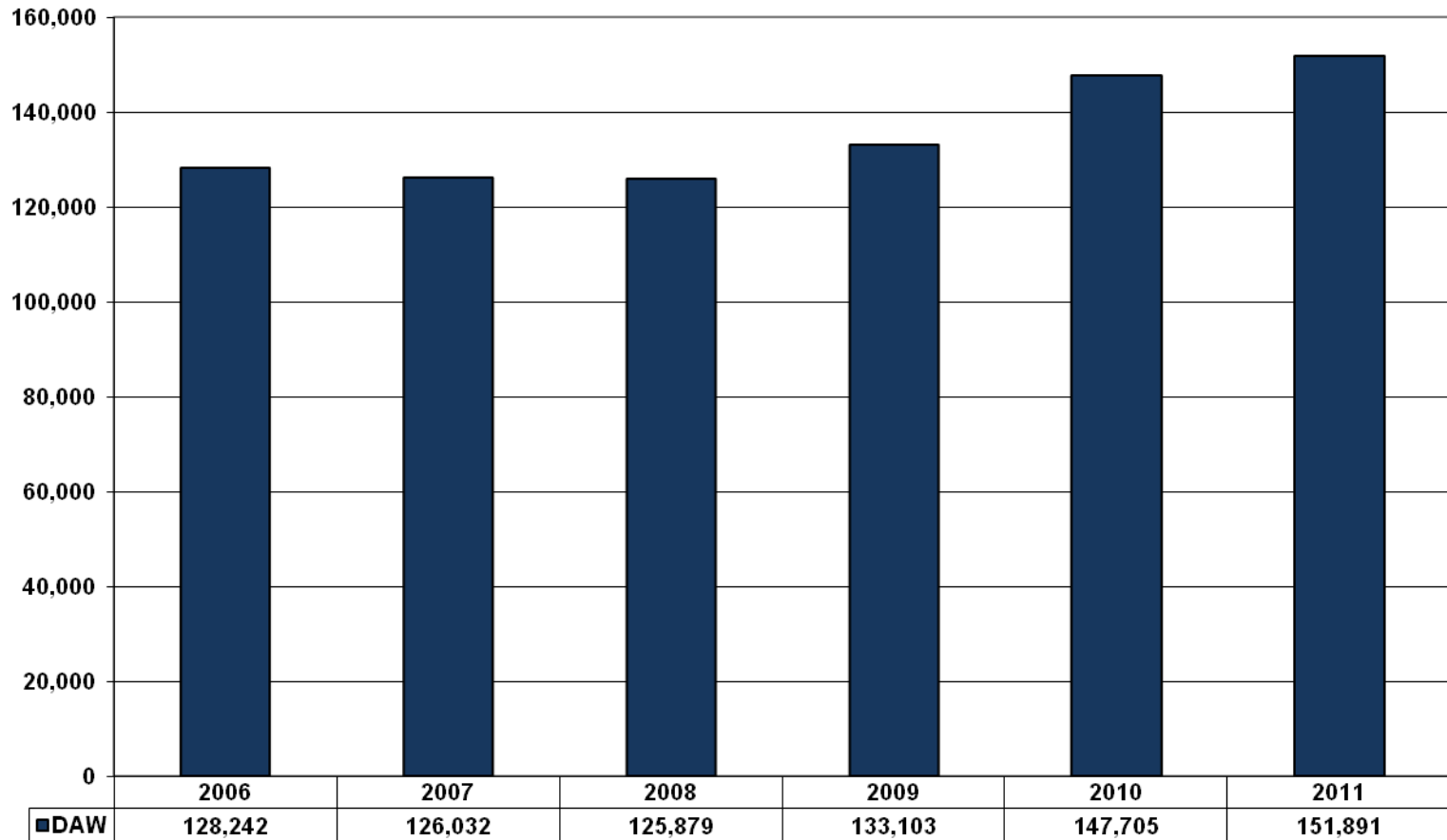
AT&L Fact Sheet (FY11)

Human Capital Fact Sheet (FY11)						
Defense Acquisition Workforce AT&L	FY 2010			FY 2011		
	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)
Size & Composition						
Workforce Size	132,821	14,884	147,705	136,452	15,439	151,891
Change in size from 2008	20%	0%	17%	23%	3%	21%
Civilian/Military Composition	90%	10%	-	90%	10%	-
DAW Growth Target 2015	-	-	-	-	-	-
Educational Attainment						
Bachelor's Degree or Higher	79%	82%	79%	80%	81%	81%
Graduate Degree	29%	52%	31%	31%	52%	33%
Certification (Cert)						
Level I or Higher Achieved	74%	65%	73%	78%	61%	76%
Level II or Higher Achieved	60%	43%	58%	64%	41%	61%
Level III Achieved	36%	20%	35%	38%	20%	36%
Position Cert Rqmt Met or Exceeded	58%	44%	57%	62%	45%	60%
- Change from prior FY	-2%	-1%	-2%	3%	1%	3%
Within 24 Months of Cert Rqmt	32%	47%	34%	29%	45%	30%
- Change from prior FY	3%	3%	3%	-4%	-2%	-4%
Does Not Meet Cert Rqmt	9%	9%	9%	9%	10%	9%
- Change from prior FY	-2%	-2%	-2%	0%	1%	0%
Planning Considerations						
% Baby Boomer / Traditional Gen.	59%	11%	54%	55%	8%	51%
Average Age	46.0	36.2	45.0	46.0	36.0	45.0
Workforce Life-Cycle Model (YRE)	25/23/52	-	-	26/23/51	-	-
% Future/Mid-Career/Senior	(%)(Civ)	-	-	(%)(Civ)	-	-
Average Years of Service	15.6	13.3	15.4	15.3	13.1	15.1
Retirement Eligible	20,780(16%)	-	-	20,719(15%)	-	-
Retirement Eligible w/i 5 Years	23,292(18%)	-	-	24,301(18%)	-	-
Total Gains/Losses	23,707/9,695	-	-	15,994/12,118	-	-



AT&L Workforce Count & Composition

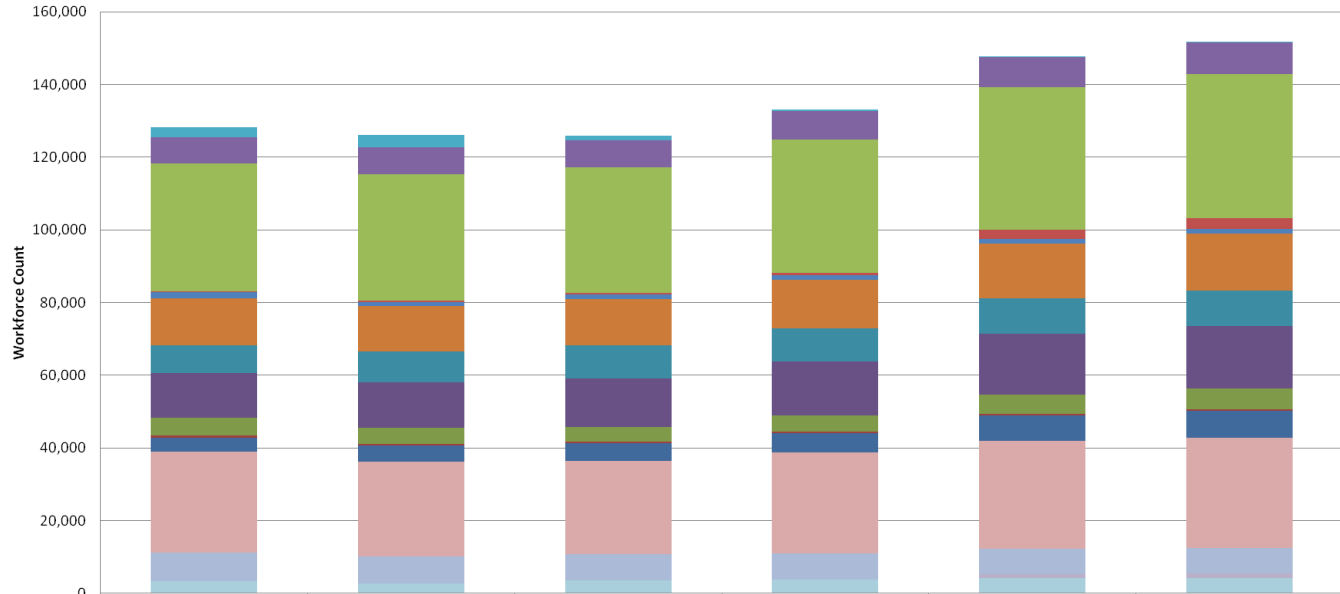
AT&L Defense Acquisition Workforce Count and Composition (End of FY11)





AT&L Workforce Count & Composition by Career Field

AT&L Defense Acquisition Workforce
Count and Composition by Career Field (End of FY11)



	2006	2007	2008	2009	2010	2011
Unknown	2,737	3,280	1,258	402	71	344
Test and Evaluation	7,280	7,419	7,420	7,892	8,446	8,573
SPRDE (SE/PSE)	35,142	34,710	34,537	36,704	39,201	39,690
SPRDE (S&T)	291	483	480	623	2,561	3,062
Purchasing	1,680	1,170	1,196	1,238	1,287	1,276
Program Management	12,775	12,427	12,781	13,422	14,915	15,683
Production, Quality and Manufacturing	7,724	8,364	9,138	9,023	9,727	9,601
Life Cycle Logistics	12,332	12,604	13,361	14,852	16,861	17,369
Information Technology	4,843	4,423	3,934	4,358	5,165	5,563
Industrial/Contract Property Mgmt	530	481	451	475	501	483
Facilities Engineering	3,927	4,394	4,920	5,420	6,911	7,428
Contracting	27,748	26,038	25,680	27,655	29,792	30,327
Business - Financial Mgmt	7,747	7,387	7,085	7,262	7,054	7,009
Business - Cost Estimating	0	0	0	0	1,070	1,252
Auditing	3,486	2,852	3,638	3,777	4,143	4,231

Total **128,242** **126,032** **125,879** **133,103** **147,705** **151,891**



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Workforce Count & Composition

AT&L Defense Acquisition Workforce Count and Composition by Major Component (End of FY11)						
Component	FY11	FY11 (%)	Civ	Mil	Civ (%)	Mil (%)
Army	43,476	29%	41,696	1,780	96%	4%
Navy	52,791	35%	48,317	4,474	92%	8%
Air Force	34,147	22%	24,962	9,185	73%	27%
DCMA	8,421	6%	8,421	-	100%	0%
DCAA	4,235	3%	4,235	-	100%	0%
DLA	4,565	3%	4,565	-	100%	0%
Other Defense	4,256	3%	4,256	-	100%	0%
Total	151,891	100%	136,452	15,439	90%	10%

AT&L Defense Acquisition Workforce Count and Composition by Career Field (End of FY11)						
Career Field	FY11	FY11 (%)	Civ	Mil	Civ (%)	Mil (%)
Auditing	4,231	3%	4,231	-	100%	0%
Business - Cost Estimating	1,252	1%	1,199	53	96%	4%
Business - Financial Mgmt	7,009	5%	6,846	163	98%	2%
Contracting	30,327	20%	26,110	4,217	86%	14%
Facilities Engineering	7,428	5%	7,427	1	100%	0%
Industrial/Contract Property Mgmt	483	0%	482	1	100%	0%
Information Technology	5,563	4%	5,296	267	95%	5%
Life Cycle Logistics	17,369	11%	16,259	1,110	94%	6%
Production, Quality and Manufacturing	9,601	6%	8,910	691	93%	7%
Program Management	15,683	10%	11,163	4,520	71%	29%
Purchasing	1,276	1%	1,276	-	100%	0%
SPRDE (S&T)	3,062	2%	2,540	522	83%	17%
SPRDE (SE/PSE)	39,690	26%	37,853	1,837	95%	5%
Test and Evaluation	8,573	6%	6,811	1,762	79%	21%
Unknown	344	0%	49	295	14%	86%
Total	151,891	100%	136,452	15,439	90%	10%



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Workforce Top 5 Occupation Series

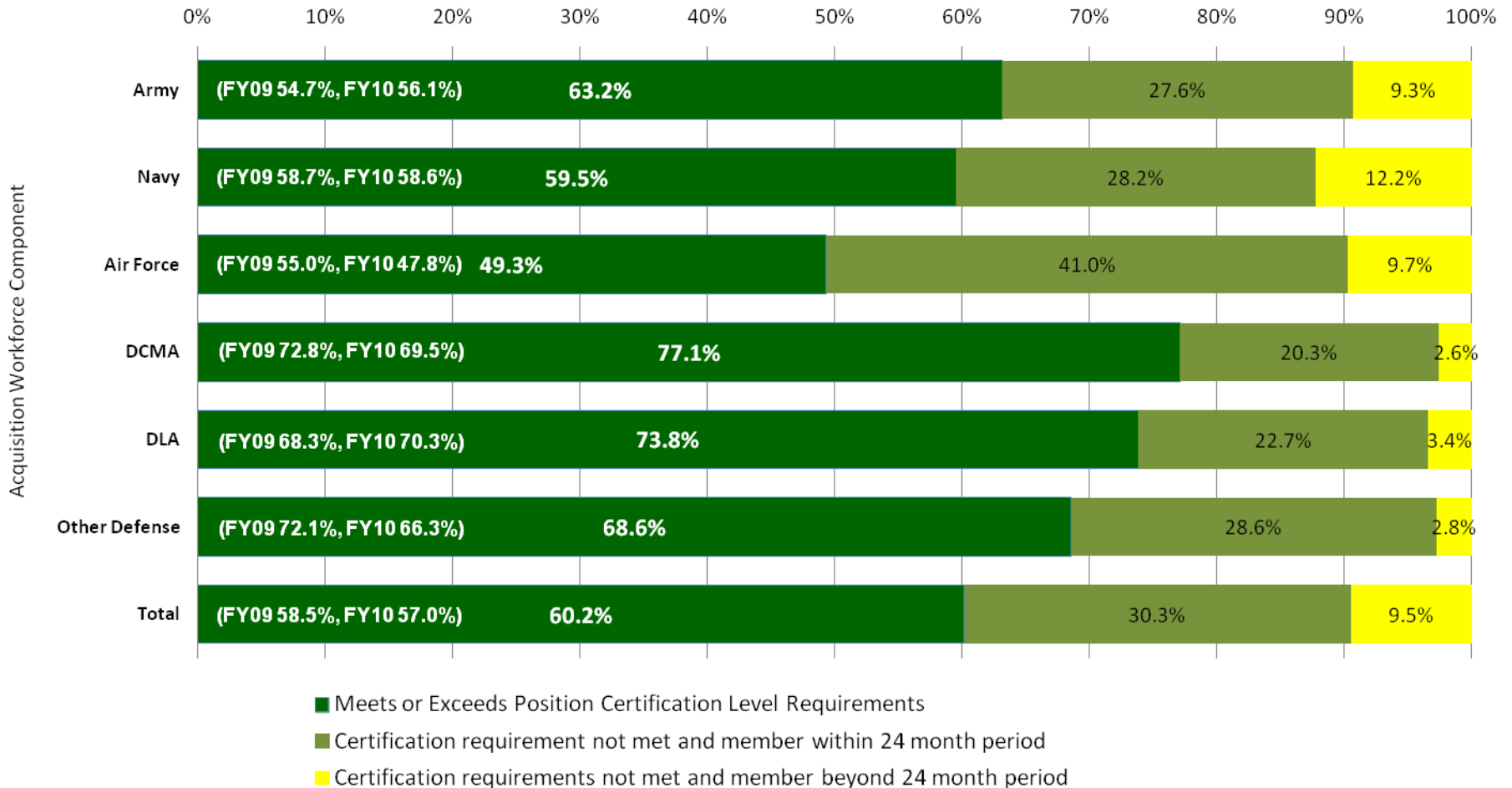
Top 5 Occupation Series (end of FY2011)								
Occ Series - Description	Total	AT&L			Army	Navy/MC	AF	Other
		Total (%)	Cum. (%)					
1102 - Contract Specialist	24,084	15.9%	15.9%	7,085	4,682	5,693	6,624	
0855 - Engineer, Electronics	13,478	8.9%	24.7%	2,229	6,755	4,192	302	
0346 - Logistics Management Specialist	11,555	7.6%	32.3%	5,241	4,054	2,130	130	
0801 - Engineer, General	11,069	7.3%	39.6%	3,940	3,548	2,147	1,434	
0830 - Engineer, Mechanical	7,445	4.9%	44.5%	2,263	4,365	755	62	
#Occ Series = 179								



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Certification Rates by Major Component

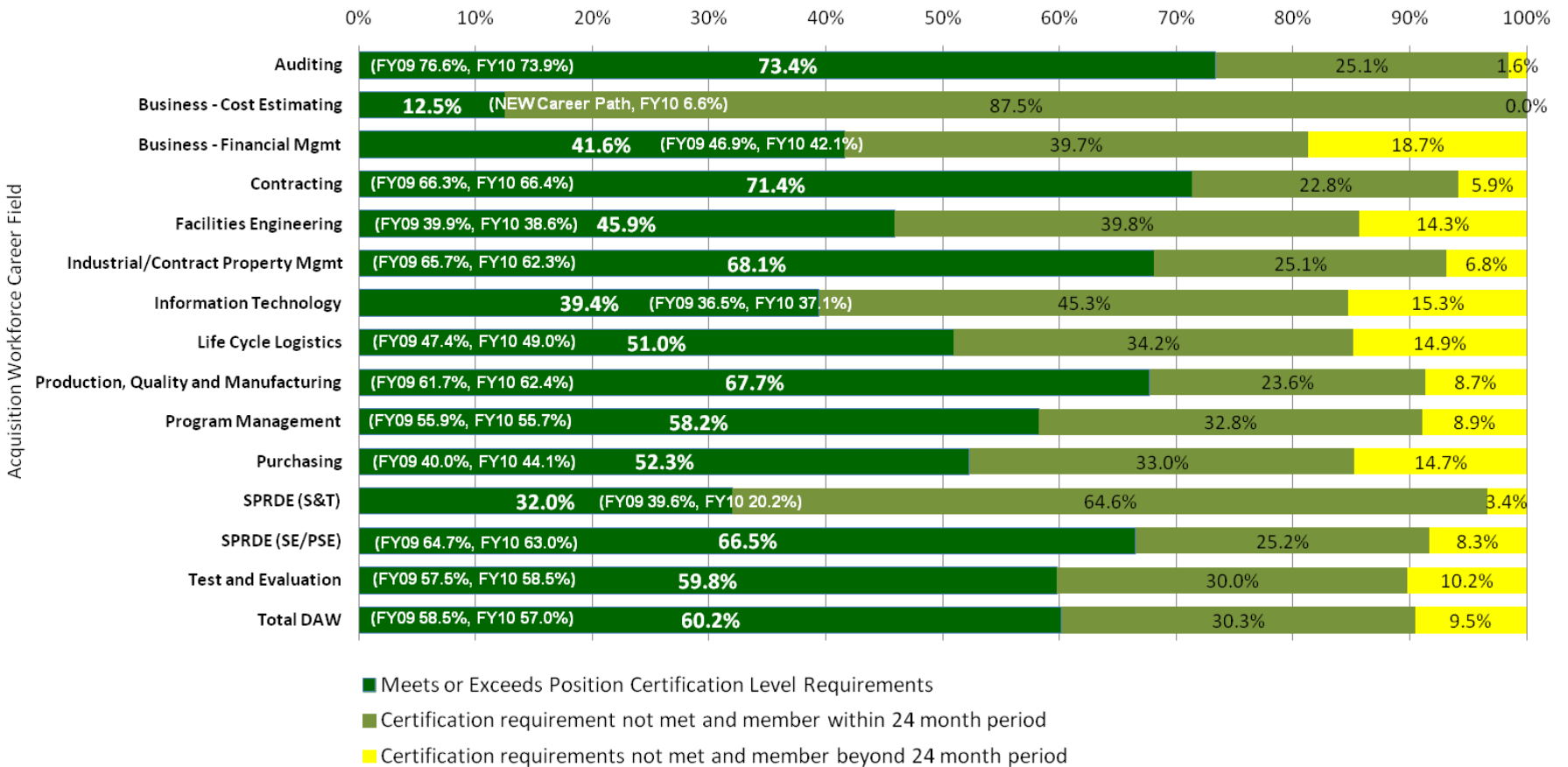
**Certification Level "Meet/Exceed" Rates by Major Component
AT&L (FY11)**





AT&L Certification Rates by Career Field

Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY11)

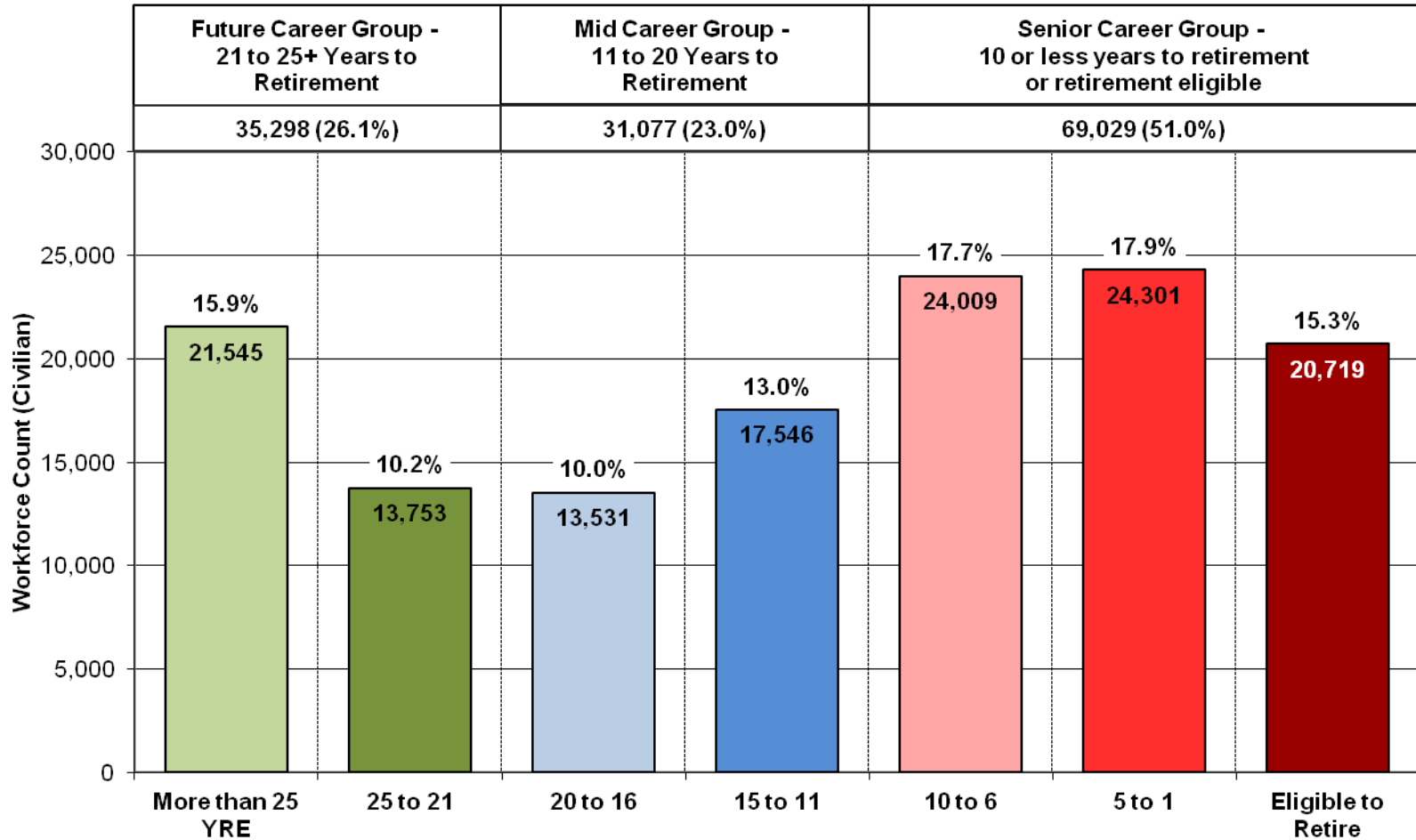




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Workforce Lifecycle Model (FY11)

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY11) - AT&L



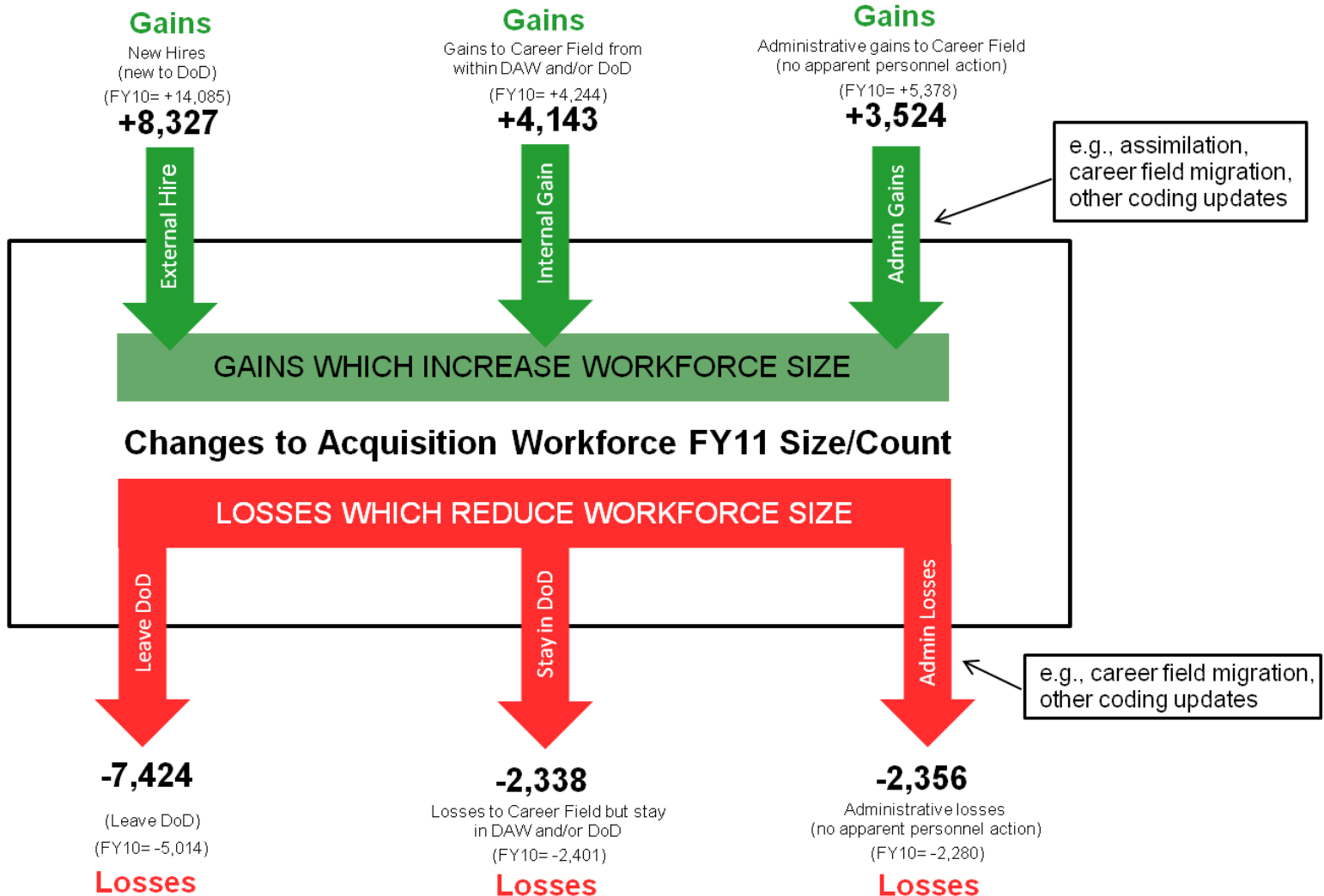


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Change to Workforce Size (FY11)

Defense Acquisition Workforce (Civilian) (FY11) - AT&L

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

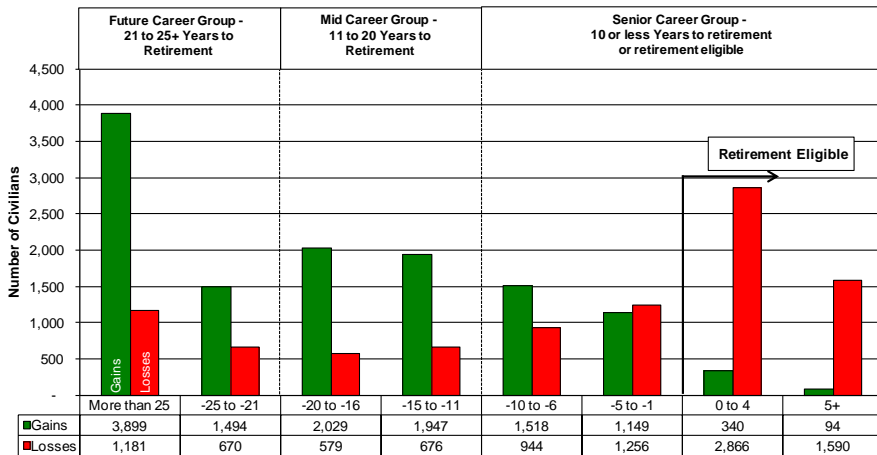




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Workforce Lifecycle Gains & Losses (FY11)

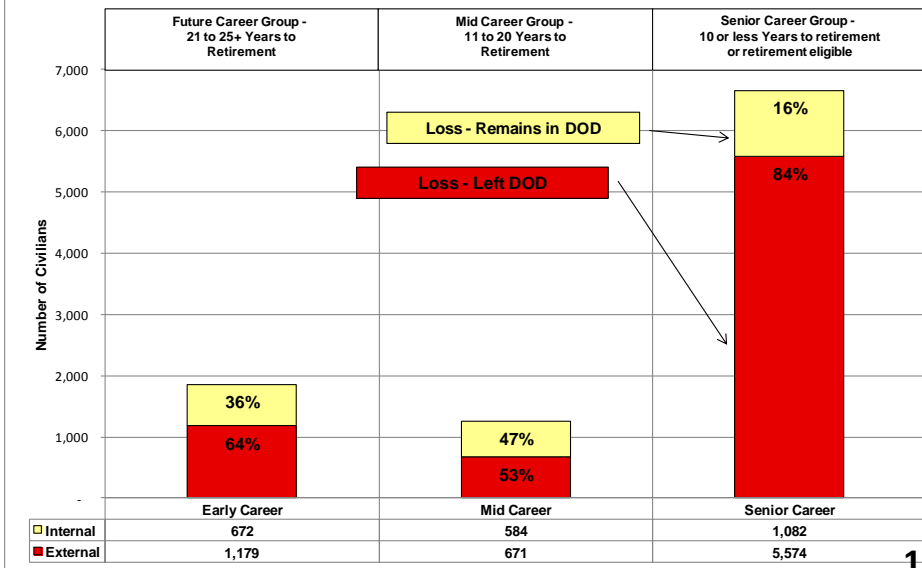
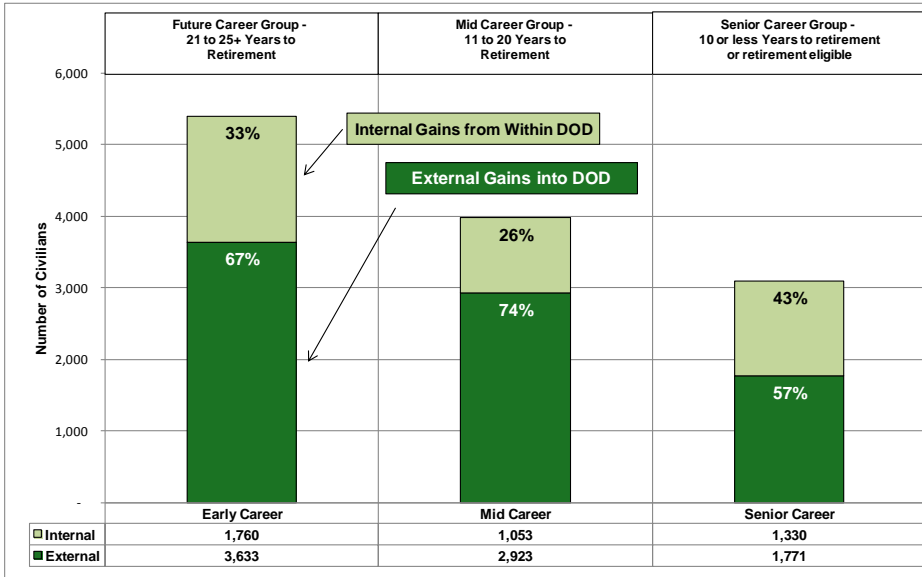
Defense Acquisition Workforce
Workforce Lifecycle FY11 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND analysis using DMDC data (end of FY10 and end of FY11 data)

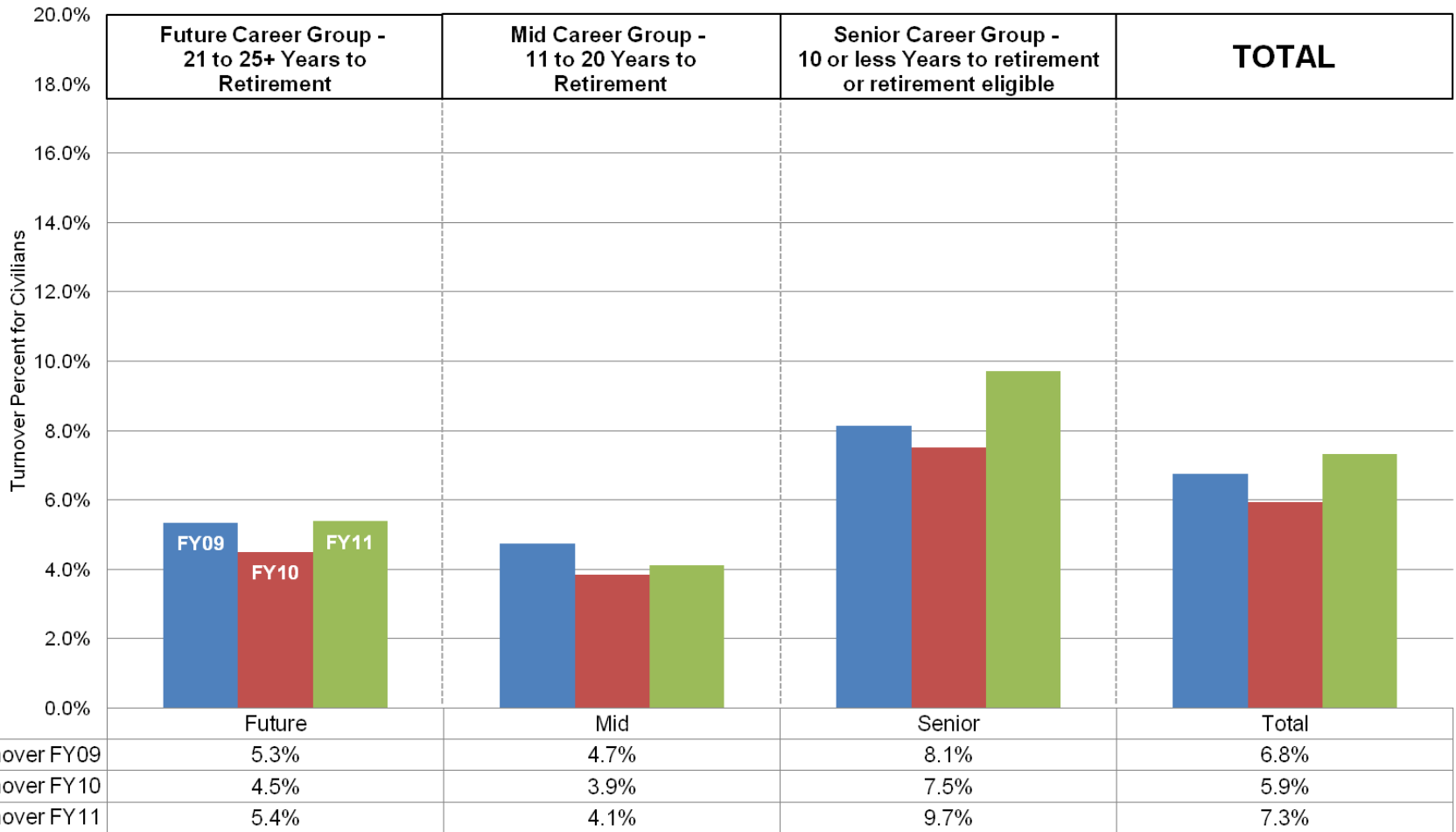
*Does not include administrative gains and losses





AT&L DAW Workforce Turnover (FY11)

Defense Acquisition Workforce Turnover - AT&L (FY09, FY10, FY11)(by Career Lifecycle Group) (Civilian)



Turnover Percent by Career Lifecycle Groups



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Workforce Year to Retirement Eligibility (FY11)

Defense Acquisition Workforce - AT&L

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

