Business (CE & FM) Functional Career Field

Critical Acquisition Workforce Data

End of FY 2012-Q3
(as of June 30, 2012)

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	FY12 Q3 TOTAL
Army	Army		278	2,346	9,012	1,716	71	2,381	8,744	1,805	3,425	348	244	9,864	56	2,101	14	42,405
Navy	Navy		491	1,888	5,195	5,527	56	1,616	4,984	2,338	4,887	461	375	18,856	58	2,901	24	49,657
	Marine Corps		25	180	557	22	4	211	430	32	837	69	3	370	6	137	1	2,884
	Dept of Navy Totals		516	2,068	5,752	5,549	60	1,827	5,414	2,370	5,724	530	378	19,226	64	3,038	25	52,541
Air Force	Air Force		423	1,778	8,097	30	25	1,107	2,709	408	5,388	120	2,443	8,250	304	3,009	7	34,098
4th Estate	Defense Contract Management Agency (DD63)		4	166	2,521	1	286	148	137	3,941	338	3	9	841	96	4	4	8,499
	Defense Logistics Agency (DD07)			5	3,371	1	14	5	57	837	32	213	4	12	1	4	5	4,561
	Defense Contract Audit Agency (DD10)	4,458			2						1	8						4,469
	Missle Defense Agency (DD27)		49	217	206	12		42	54	42	297	1	5	621		242		1,788
	Defense Information Systems Agency (DD04)		4	11	359			78	15		149	16		70		53		755
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll		12	54	155		2	53	42	5	192		3	60	2	28	4	612
	Defense Threat Reduction Agency (DD61)			63	80	1		54			133	1	112	33		8		485
	Under-Secretary of Defense/AT&L (OUSD/AT&L)			22	101			2	12	1	66	4		51		7	12	278
	TRICARE Management Activity (DD60)		3	21	70			12	1	1	101	11		9	1	4		234
	Defense Commissary Agency (DD34)				113						1	1						115
	Washington Headquarters Services				96						1							97
	Department of Defense Education Activity (DD16)				62			1				5						68
	Defense Finance and Accounting Service (DD35)				64													64
	Defense Security Cooperation Agency (DD06)				14						1							15
	DoD Test Resource Mgmt Center (DD68)			4												12		16
	Defense Advanced Research Proj Agency (DD13)				13													13
	Defense Security Service			1	9								1				1	12
	National Defense University (DD69)				2						4	1						7
	Office of Inspector General (DD26)											1						1
	Pentagon Force Protection Agency (DD65)				1													1
	4th Estate Totals	4,458	72	564	7,239	15	302	395	318	4,827	1,315	267	133	1,697	100	362	26	22,090
TOTAL		4,458	1,289	6,756	30,100	7,310	458	5,710	17,185	9,410	15,852	1,265	3,198	39,037	524	8,510	72	151,134

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	FY12 Q3 TOTAL
Army	Army				786			24			900			95		15		1,820
Navy	Navy			72	997			13	334	509	815		28	206	5	387	23	3,389
	Marine Corps			9	200			18	136	32	387		3	16		82		883
	Dept of Navy Totals			81	1,197	-	-	31	470	541	1,202		31	222	5	469	23	4,272
Air Force	Air Force	62	68		2,610			211	550	122	2,558	1	501	1,610	14	1,315		9,622
4th Estate	Defense Contract Management Agency (DD63)																	-
	Defense Logistics Agency (DD07)																	-
	Defense Contract Audit Agency (DD10)																	-
	Missle Defense Agency (DD27)																	-
	Defense Information Systems Agency (DD04)																	-
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll																	-
	Defense Threat Reduction Agency (DD61)																	-
	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)																	-
	DoD Test Resource Mgmt Center (DD68)																	-
	Defense Advanced Research Proj Agency (DD13)																	-
	Defense Security Service																	-
	National Defense University (DD69)																	-
	Office of Inspector General (DD26)																	-
	Pentagon Force Protection Agency (DD65)																	-
	4th Estate Totals	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL		-	62	149	4,593	-	-	266	1,020	663	4,660	1	532	1,927	19	1,799	23	15,714

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	FY12 Q3 TOTAL
Army	Army		278	2,346	8,226	1,716	71	2,357	8,744	1,805	2,525	348	244	9,769	56	2,086	14	40,585
Navy	Navy		491	1,816	4,198	5,527	56	1,603	4,650	1,829	4,072	461	347	18,650	53	2,514	1	46,268
	Marine Corps		25	171	357	22	4	193	294		450	69		354	6	55	1	2,001
	Dept of Navy Totals		516	1,987	4,555	5,549	60	1,796	4,944	1,829	4,522	530	347	19,004	59	2,569	2	48,269
Air Force	Air Force		361	1,710	5,487	30	25	896	2,159	286	2,830	119	1,942	6,640	290	1,694	7	24,476
4th Estate	Defense Contract Management Agency (DD63)		4	166	2,521	1	286	148	137	3,941	338	3	9	841	96	4	4	8,499
	Defense Logistics Agency (DD07)			5	3,371	1	14	5	57	837	32	213	4	12	1	4	5	4,561
	Defense Contract Audit Agency (DD10)	4,458			2						1	8						4,469
	Missle Defense Agency (DD27)		49	217	206	12		42	54	42	297	1	5	621		242		1,788
	Defense Information Systems Agency (DD04)		4	11	359			78	15		149	16		70		53		755
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll		12	54	155		2	53	42	5	192		3	60	2	28	4	612
	Defense Threat Reduction Agency (DD61)			63	80	1		54			133	1	112	33		8		485
	Under-Secretary of Defense/AT&L (OUSD/AT&L)			22	101		2	12	1		66	4		51		7	12	278
	TRICARE Management Activity (DD60)		3	21	70			12	1	1	101	11		9	1	4		234
	Defense Commissary Agency (DD34)				113						1	1						115
	Washington Headquarters Services				96						1							97
	Department of Defense Education Activity (DD16)				62		1					5						68
	Defense Finance and Accounting Service (DD35)				64													64
	Defense Security Cooperation Agency (DD06)				14							1						15
	DoD Test Resource Mgmt Center (DD68)			4												12		16
	Defense Advanced Research Proj Agency (DD13)				13													13
	Defense Security Service			1	9							1					1	12
	National Defense University (DD69)				2						4	1						7
	Office of Inspector General (DD26)											1						1
	Pentagon Force Protection Agency (DD65)				1													1
	4th Estate Totals	4,458	72	564	7,239	15	302	395	318	4,827	1,315	267	133	1,697	100	362	26	22,090
TOTAL		4,458	1,227	6,607	25,507	7,310	458	5,444	16,165	8,747	11,192	1,264	2,666	37,110	505	6,711	49	135,420

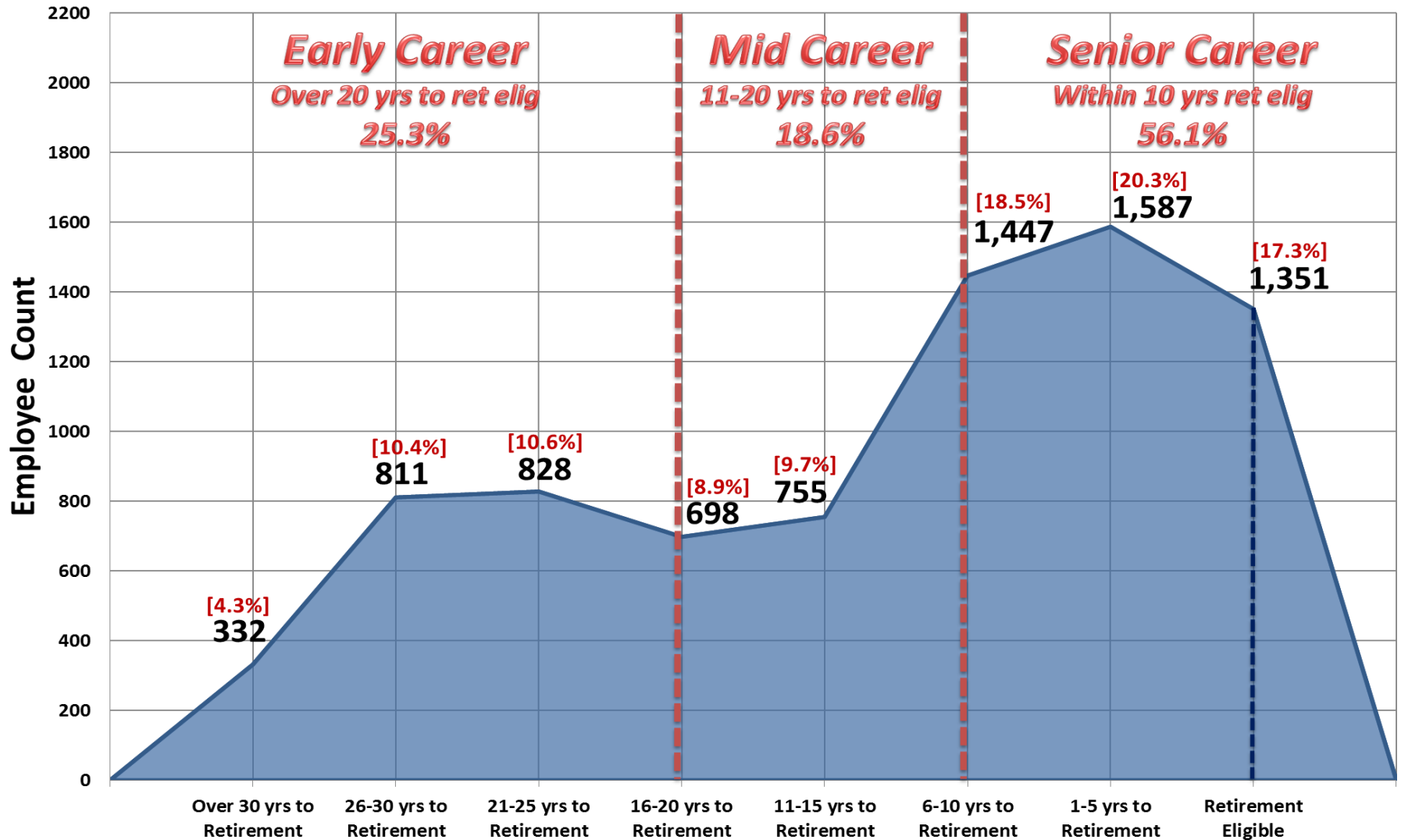# Defense Acquisition Workforce Count by Career Field
2001 – 2012(Q3)

Red = decrease since prior period
Green = increase since prior period

Line chart values: 129,249 · 132,593 · 134,431 · 134,539 · 134,370 · 128,242 · 126,032 · 125,879 · 133,103 · 147,705 · 151,891 · 151,134
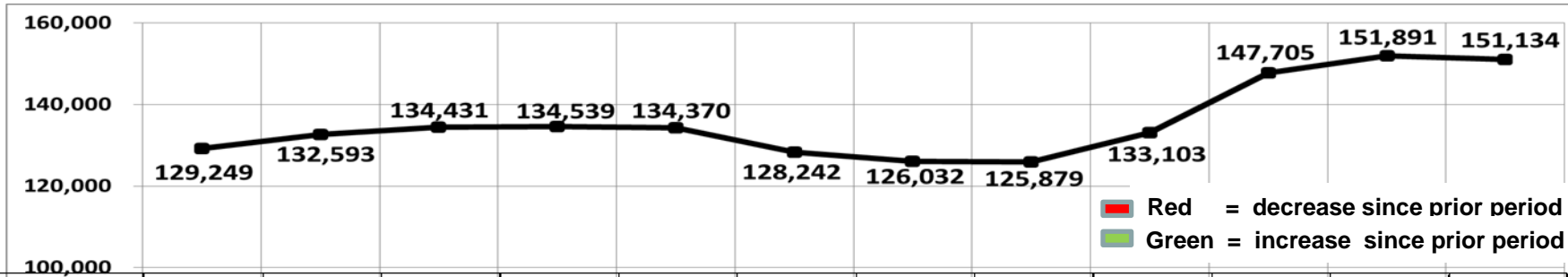
DAW Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12 Q3
SPRDE - Systems Eng	34,899	34,620	33,711	35,080	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,561
Contracting	25,413	27,884	26,987	26,248	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,100
Life Cycle Logistics	11,060	11,145	11,711	11,121	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,185
Program Management	14,031	14,302	12,026	13,306	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,852
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	9,410
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	8,510
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	8,045
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,310
Information Technology	5,612	6,139	5,330	5,522	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,710
Auditing	3,457	3,531	3,481	3,508	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,458
Purchasing	4,121	3,043	3,058	2,820	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,265
SPRDE - S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062	3,198
Property	620	653	656	674	571	530	481	451	475	501	483	458
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	72
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	151,134

Business - Civilian Retirement Eligibility Distribution - FY12Q3 (6-30-12)

Least Risk ← | Early Career | Mid Career | Senior Career | → Greatest Risk

Career Field	Early Career	Mid Career	Senior Career
Auditing	39.1%	16.3%	44.6%
SPRDE (SysEng/PSE)	31.9%	16.2%	51.9%
Test & Evaluation	32.6%	15.2%	52.2%
Contracting	27.3%	17.5%	55.3%
Business (CE/FM)	25.2%	18.6%	56.2%
Information Tech	18.0%	22.4%	59.6%
SPRDE (S&T)	21.6%	18.0%	60.4%
Facilities Eng.	15.9%	18.9%	65.2%
Life Cycle Logistics	18.4%	15.5%	66.1%
Purchasing	14.4%	18.2%	67.4%
Program Mgmt	12.9%	17.1%	70.0%
Prod, Quality, Man	12.7%	14.8%	72.5%
Property	10.5%	13.8%	75.8%
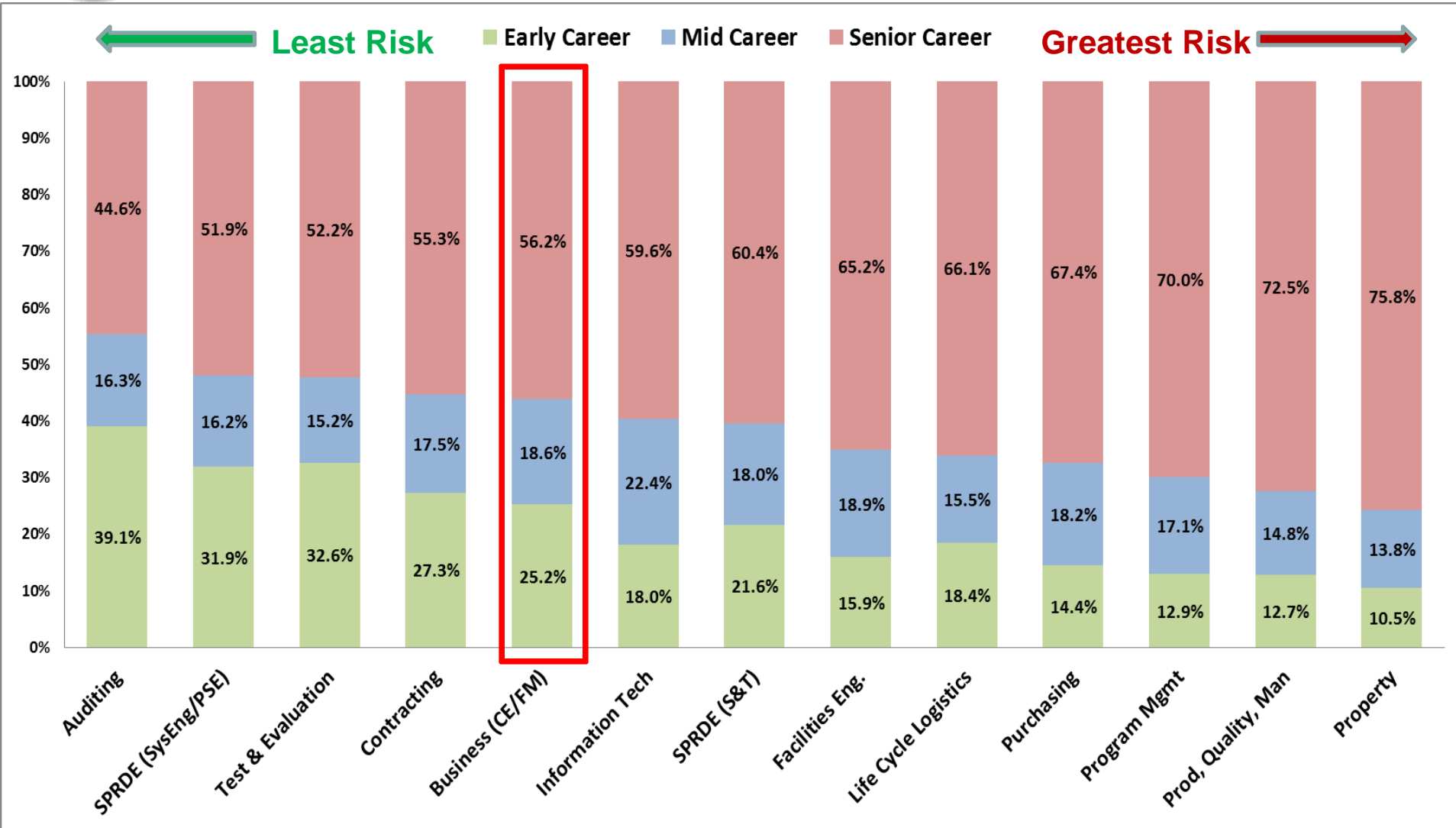
Early Career: Over 20 yrs to Ret Elig   **Mid Career:** 11-20 yrs to Ret Elig   **Senior Career:** Within 10 yrs to Ret Elig

Business (CE & FM)
Critical Acquisition Positions (CAPs)

Position Type	BUS (CE/FM) TOTAL		*Entire DAW*	
Key Leadership Positions (KLPs)	128	*1.6%*	*1,302*	*0.9%*
Critical Acquisition Positions (CAPs)	874	*10.9%*	*15,803*	*10.5%*
Non-CAP Positions	7,043	*87.5%*	*134,029*	*88.7%*
TOTAL	**8,045**		*151,134*	

NOTE: Business (CE & FM) Career Field has 7,834 civilians and 211 military

Business (CE & FM) Acquisition Workforce Occupational Series

Civilian Occupational Series (*top 5*)	BUS (CE/FM)	TOTAL
0501 - Financial Administrator	3,004	*38.3%*
0343 - Management and Program Analyst	1,752	*22.4%*
0560 - Budget Analyst	1,019	*13.0%*
1515 - Operations Research Analyst	968	*12.4%*
1101 - Business and Industry Specialist	244	*3.1%*
Other	*847*	*10.8%*
TOTAL CIVILIAN	**7,834**	*Civilians*

NOTE: Business (CE & FM) Career Field has 7,834 civilians and 211 military

Business (CE & FM) Acquisition Workforce Educational Levels

Highest Level of Education	BUS (CE/FM) TOTAL		*Entire DAW*	
Post Grad	2,540	*31.6%*	*52,033*	*34.4%*
Bachelors	3,376	*42.0%*	*70,913*	*46.9%*
Some College	1,039	*12.9%*	*13,134*	*8.7%*
High School	1,039	*12.9%*	*13,851*	*9.2%*
Other	*51*	*0.6%*	*1,203*	*0.8%*
TOTAL	**8,045**		*151,134*	

NOTE: Business (CE & FM) Career Field has 7,834 civilians and 211 military

Business (CE & FM) Acquisition Workforce DAWIA Certification Status

BUS (CE/FM) Career Field Position Certification Reqt	Meets	Within 24 Months Of Hire	Does NOT Meet	FY12 Q3 TOTAL	
Level I	401	385	39	**825**	*10.3%*
Level II	1,424	1,616	1,011	**4,051**	*50.4%*
Level III	1,752	850	566	**3,168**	*39.4%*
Unknown		1		**1**	*0.01%*
TOTAL	**3,577**	**2,852**	**1,616**	**8,045**	
	44.5%	*35.5%*	*20.1%*		
Entire DAW	*99,804*	*36,869*	*14,461*	*151,134*	
	66.0%	*24.4%*	*9.6%*		

BUS (CE/FM) Career Field Certification Requirement "Does NOT Meet"	YEARS OF SERVICE								Unknown YOS	FY12 Q3 TOTAL	
	Under 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	Over 35			
Level I	15	6	3	2	5	2	3	2	1	39	*2%*
Level II	304	190	109	105	94	114	67	27	1	1,011	*63%*
Level III	101	114	71	33	72	79	64	29	3	566	*35%*
TOTAL	**420**	**310**	**183**	**140**	**171**	**195**	**134**	**58**	**5**	**1,616**	
	26%	*19%*	*11%*	*9%*	*11%*	*12%*	*8%*	*4%*	*0.3%*		

Business - Cost Estimating (BUS-CE)

Legend:
- Does Not Meet (yellow)
- < 24 months (light green)
- Meets/Exceeds (green)

	FY08	FY09	FY10	FY11	FY12-Q3
Does Not Meet			0.0%	0.0%	19.4%
< 24 months			93.4%	87.5%	51.7%
Meets/Exceeds	0.0%	0.0%	6.6%	12.5%	28.9%

Business - Financial Mgmt

Project Source: OUSD (AT&L) HCI   **Data Source: AT&L Data Mart (as of 06-30-2012)**
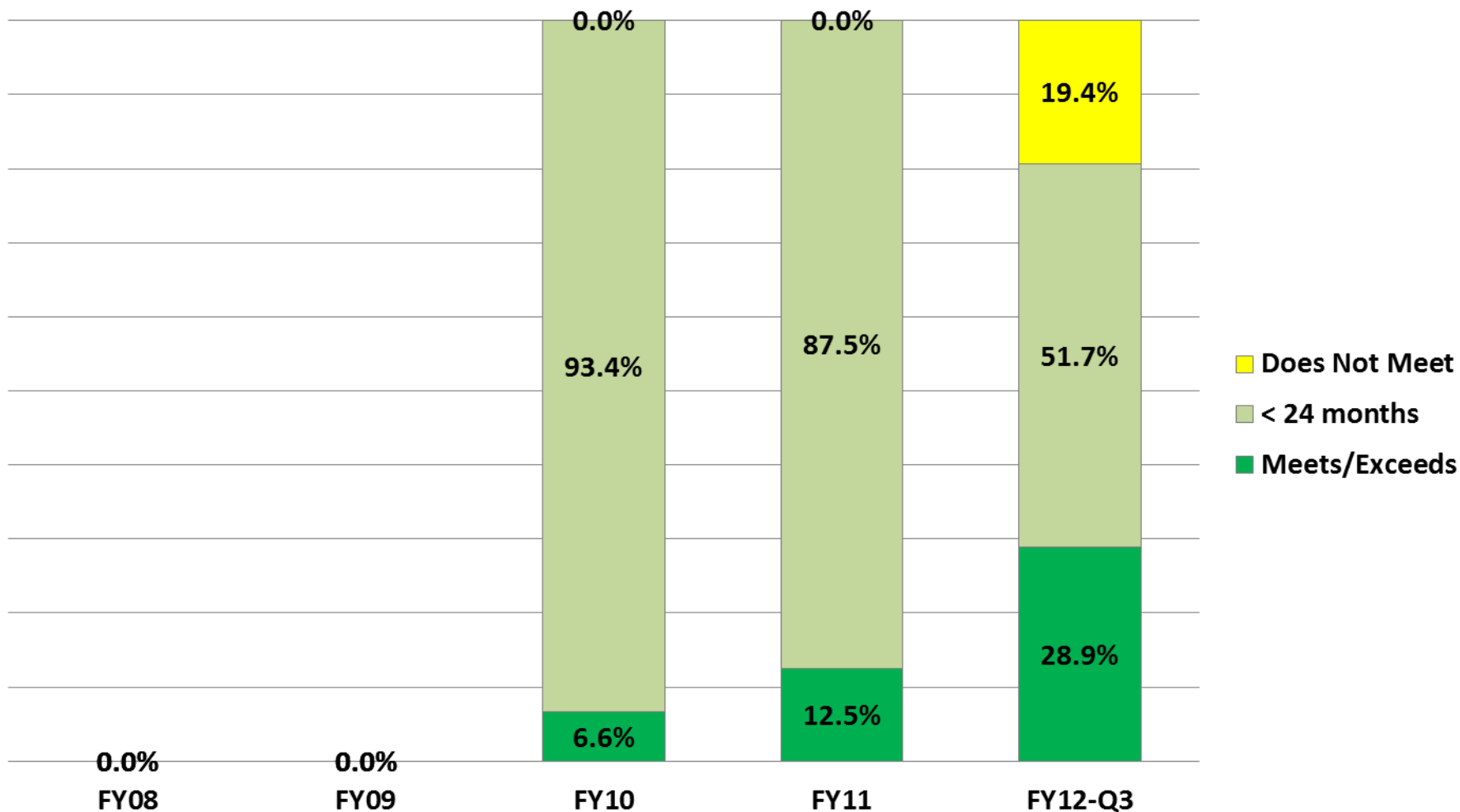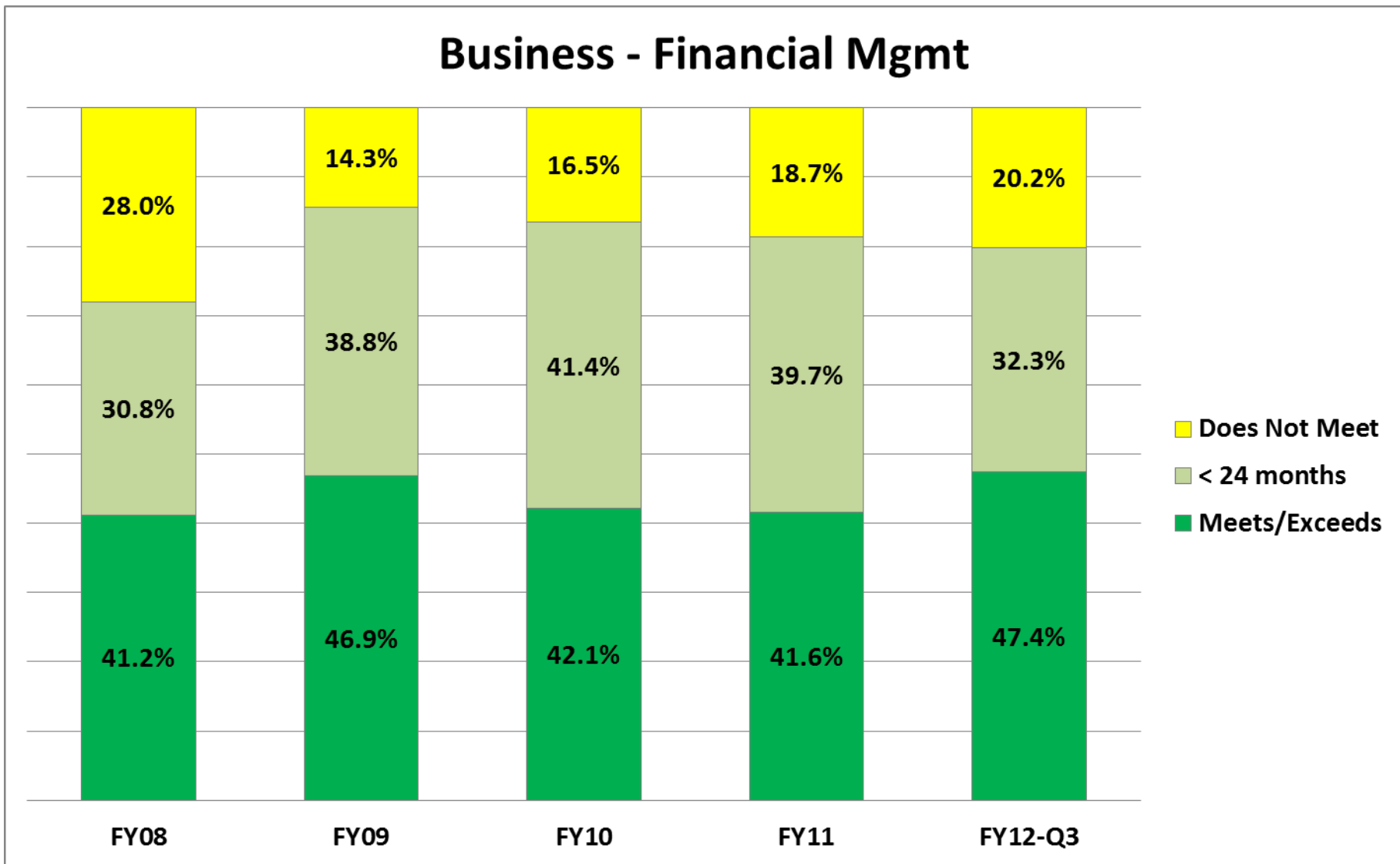
Certification Level "Meet/Exceed" Rates by Career Field
AT&L (FY12 Q3)

Acquisition Workforce Career Field

Career Field	Meets or Exceeds	Not met, within 24 mo	Not met, beyond 24 mo
Auditing	(FY10 73.9%, FY11 73.4%) 75.7%	22.5%	1.8%
Business - Cost Estimating	28.9% (FY10 6.6%, FY11 12.5%)	51.7%	19.4%
Business - Financial Mgmt	47.4% (FY10 42.1%, FY11 41.6%)	32.3%	20.2%
Contracting	(FY10 66.4%, FY11 71.4%) 72.1%	22.2%	5.7%
Facilities Engineering	(FY10 38.6%, FY11 45.9%) 59.3%	27.3%	13.4%
Industrial/Contract Property Mgmt	(FY10 62.3%, FY11 68.1%) 67.0%	24.0%	9.0%
Information Technology	45.5% (FY10 37.1%, FY11 39.4%)	38.6%	15.9%
Life Cycle Logistics	(FY10 49.0%, FY11 51.0%) 59.9%	25.8%	14.2%
Production, Quality and Manufacturing	(FY10 62.4%, FY11 67.7%) 69.4%	23.5%	7.1%
Program Management	(FY10 55.7%, FY11 58.2%) 63.0%	28.0%	9.0%
Purchasing	(FY10 44.1%, FY11 52.3%) 56.6%	29.7%	13.7%
SPRDE (S&T)	(FY10 20.2%, FY11 32.0%) 59.7%	26.9%	13.4%
SPRDE (SE/PSE)	(FY10 63.0%, FY11 66.5%) 73.0%	18.9%	8.2%
Test and Evaluation	(FY10 58.5%, FY11 59.8%) 65.9%	25.4%	8.7%
Total DAW	(FY10 57.0%, FY11 60.2%) 66.0%	24.4%	9.6%

■ Meets or Exceeds Position Certification Level Requirements
■ Certification requirement not met and member within 24 month period
■ Certification requirements not met and member beyond 24 month period

Business (CE & FM) Acquisition Workforce by Race and Gender

Race	BUS (CE/FM) TOTAL		*Entire DAW*	
WHITE	6,094	*75.7%*	114,705	*75.9%*
BLACK	1,136	*14.1%*	17,242	*11.4%*
ASIAN	358	*4.4%*	9,683	*6.4%*
MULTI	107	*1.3%*	2,090	*1.4%*
AMI/AN	48	*0.6%*	902	*0.6%*
PI	25	*0.3%*	600	*0.4%*
Unspecified	*277*	*3.4%*	*5,912*	*3.9%*
TOTAL	**8,045**		*151,134*	

Gender	BUS (CE/FM) TOTAL		*Entire DAW*	
Males	3,240	*40.3%*	106,376	*70.4%*
Females	4,780	*59.4%*	44,298	*29.3%*
Unspecified	*25*	*0.3%*	*460*	*0.3%*
TOTAL	**8,045**		*151,134*	

NOTE: Business (CE & FM) Career Field has 7,834 civilians and 211 military

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