



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

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

Version 2



Program Management Fact Sheet (FY11)

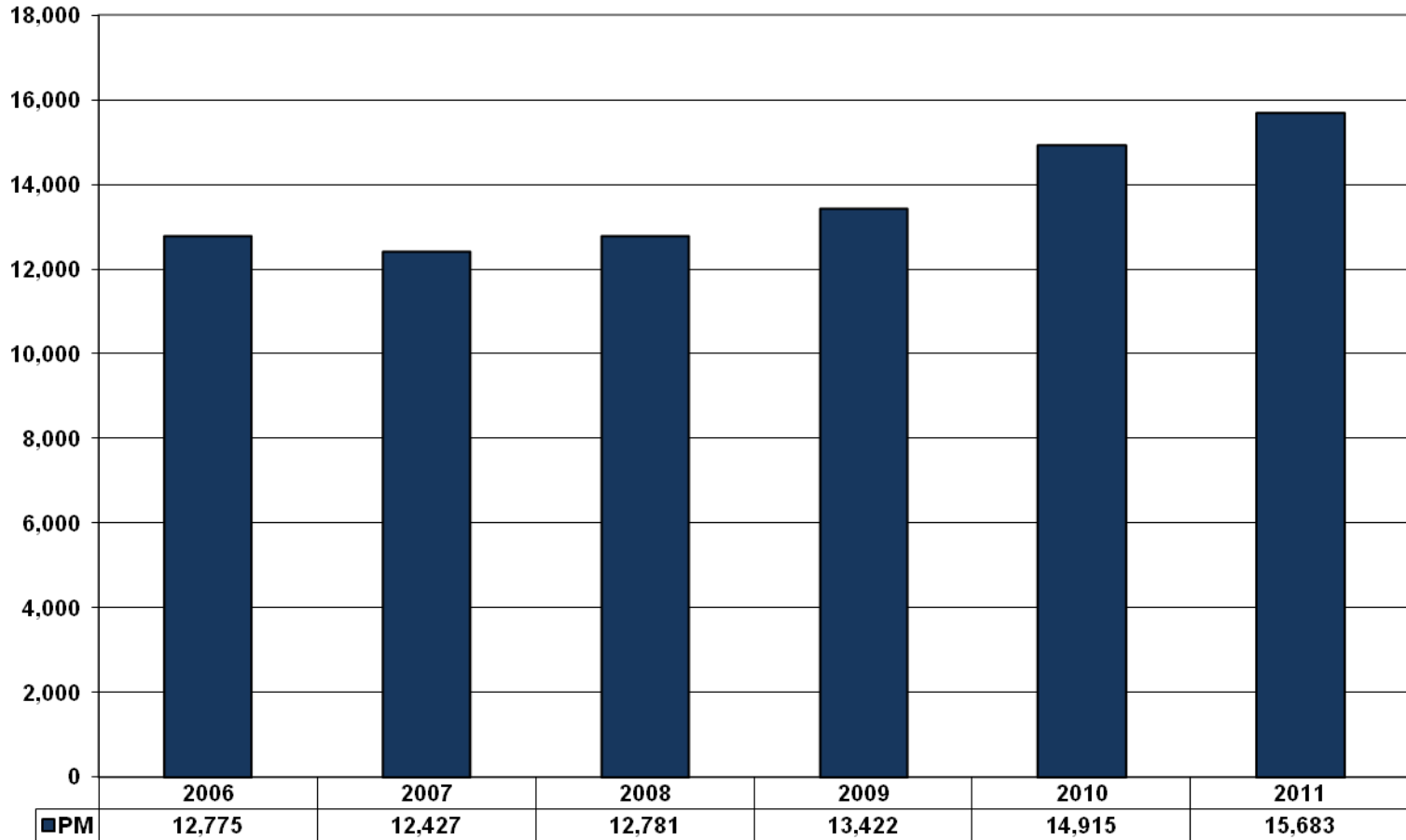
Human Capital Fact Sheet (FY11)

Defense Acquisition Workforce Program Management	FY 2010				FY 2011			
	Program Management Civilian (Civ)	Program Management Military (Mil)	Total Program Management (Civ+Mil)	Defense Acquisition Workforce	Program Management Civilian (Civ)	Program Management Military (Mil)	Total Program Management (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	10,306	4,609	14,915	147,705	11,163	4,520	15,683	151,891
Change in size from 2008	28%	-2%	17%	17%	38%	-4%	23%	21%
Civilian/Military Composition	69%	31%	-	90% / 10%	71%	29%	-	90% / 10%
DAW Growth Target 2015	-	-	-	-	-	-	-	-
Educational Attainment								
Bachelor's Degree or Higher	77%	95%	82%	79%	79%	95%	84%	81%
Graduate Degree	41%	70%	50%	31%	43%	71%	51%	33%
Certification (Cert)								
Level I or Higher Achieved	74%	78%	75%	73%	77%	77%	77%	76%
Level II or Higher Achieved	61%	63%	62%	58%	63%	61%	62%	61%
Level III Achieved	44%	33%	40%	35%	44%	34%	41%	36%
Position Cert Rqmt Met or Exceeded	56%	55%	56%	57%	58%	59%	58%	60%
- Change from prior FY	2%	-4%	0%	-2%	2%	5%	2%	3%
Within 24 Months of Cert Rqmt	34%	39%	36%	34%	32%	34%	33%	30%
- Change from prior FY	3%	4%	3%	3%	-2%	-5%	-3%	-4%
Does Not Meet Cert Rqmt	10%	6%	9%	9%	10%	7%	9%	9%
- Change from prior FY	-5%	0%	-3%	-2%	0%	1%	0%	0%
Planning Considerations								
% Baby Boomer / Traditional Gen.	71%	16%	54%	54%	67%	12%	51%	51%
Average Age	48.9	38.9	45.8	45.0	48.9	38.8	46.0	45.0
Workforce Life-Cycle Model (YRE)	13/27/60	-	-	25/23/52	13/28/59	-	-	26/23/51
% Future/Mid-Career/Senior	(%)(Civ)	-	-	(%)(Civ)	(%)(Civ)	-	-	(%)(Civ)
Average Years of Service	15.8	15.7	15.8	15.4	15.2	15.6	15.3	15.1
Retirement Eligible	1,564(15%)	-	-	20,780(16%)	1,641(15%)	-	-	20,719(15%)
Retirement Eligible w/i 5 Years	2,127(21%)	-	-	23,292(18%)	2,355(21%)	-	-	24,301(18%)
Total Career Field Gains/Losses	3,017/1,520	-	-	23,707/9,695	2,344/1,467	-	-	15,994/12,118



Program Management Workforce Count & Composition

Program Management Defense Acquisition Workforce Count and Composition (End of FY11)





Program Management Workforce Count & Composition

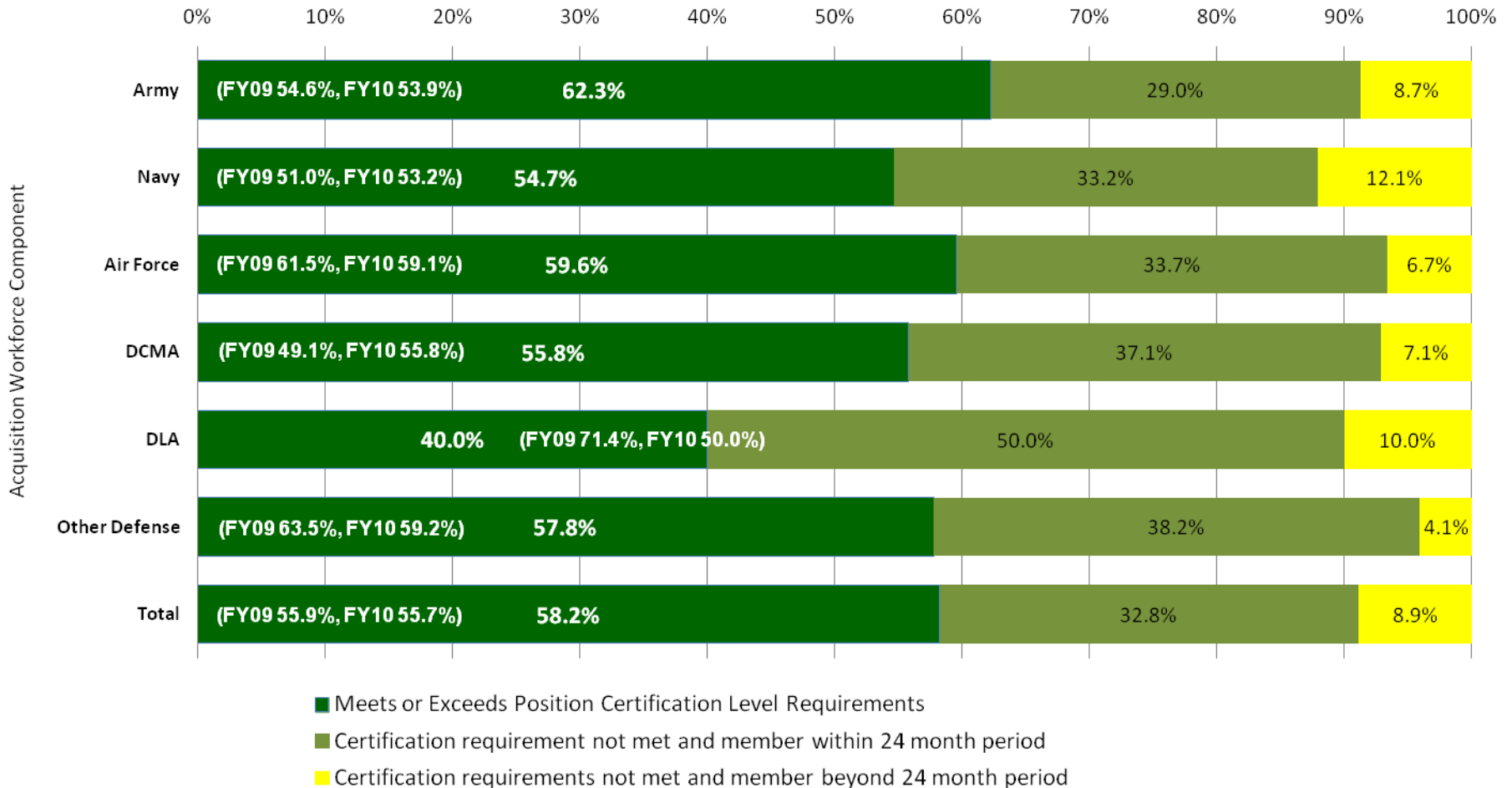
Program Management Defense Acquisition Workforce Count and Composition by Major Component (End of FY11)						
Component	FY11	FY11 (%)	Civ	Mil	Civ (%)	Mil (%)
Army	3,491	22%	2,620	871	75%	25%
Navy	5,601	36%	4,369	1,232	78%	22%
Air Force	5,361	34%	2,944	2,417	55%	45%
DCMA	337	2%	337	-	100%	0%
DLA	10	0%	10	-	100%	0%
Other Defense	883	6%	883	-	100%	0%
Total	15,683	100%	11,163	4,520	71%	29%

Top 5 Occupation Series (end of FY2011)							
AT&L - Program Management							
Occ Series - Description	Total	Total (%)	Cum. (%)	Army	Navy/MC	AF	Other
1101 - Business and Industry Specialist	3,199	20.4%	20.4%	39	22	2,826	312
0340 - Program Manager	2,488	15.9%	36.3%	522	1,740	1	225
0343 - Management and Program Analyst	2,412	15.4%	51.6%	289	1,705	37	381
0301 - Administration & Program Staff	1,533	9.8%	61.4%	1,344	44	24	121
0801 - Engineer, General	743	4.7%	66.2%	145	541	11	46
#Occ Series in Career Field = 85							



Program Management Certification Rates by Major Component

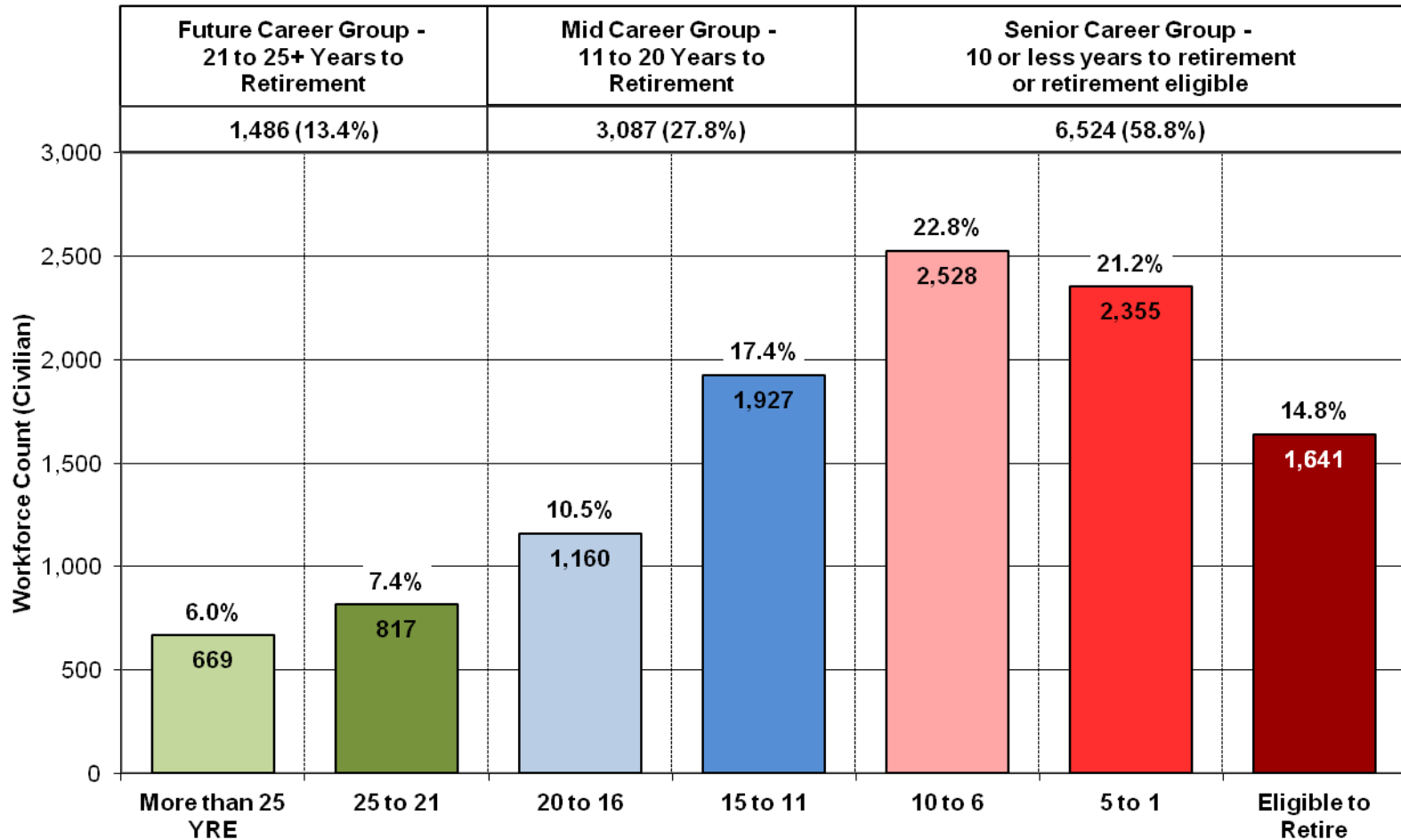
Certification Level "Meet/Exceed" Rates by Major Component Program Management (FY11)





Program Management Workforce Lifecycle Model (FY11)

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

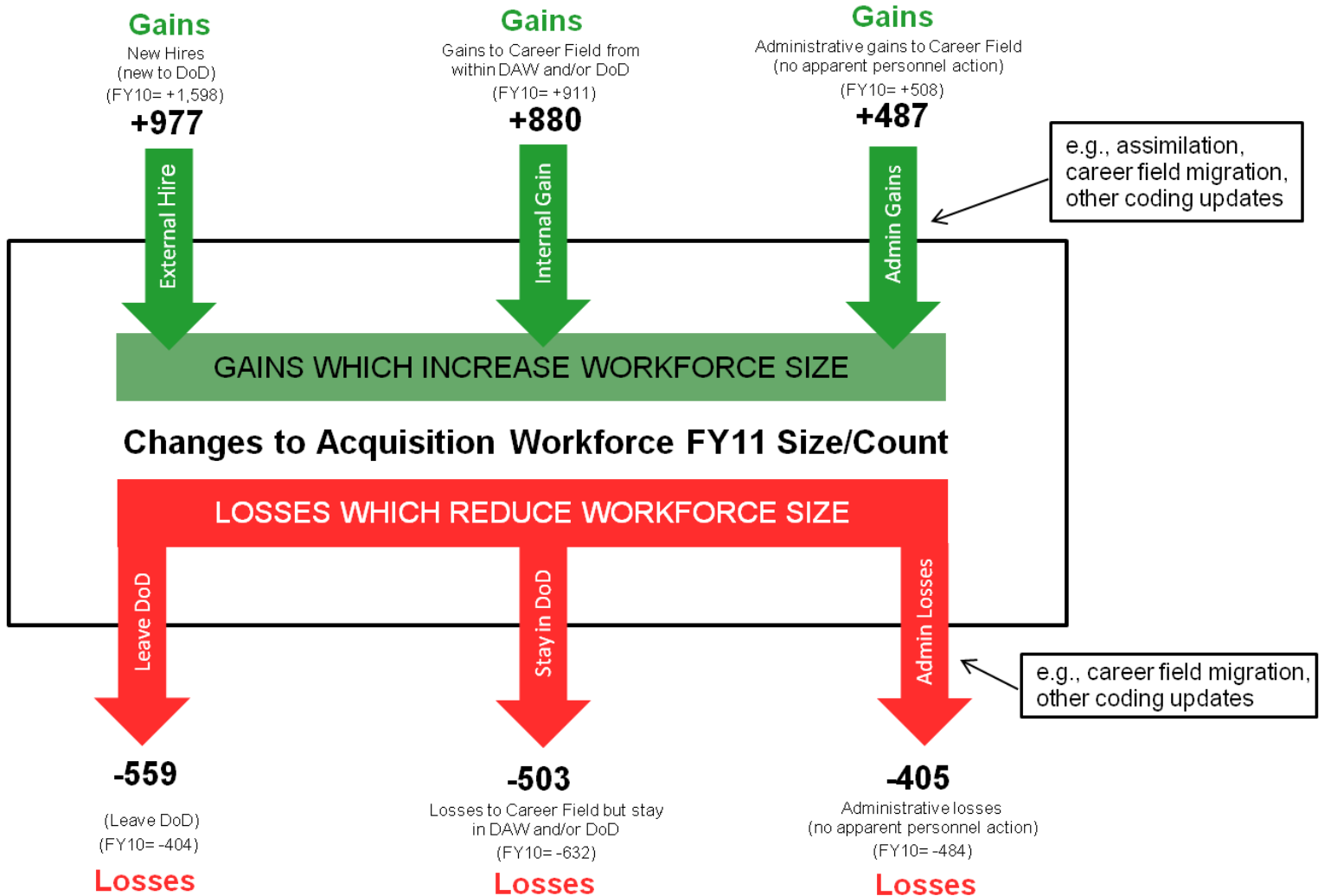




Program Management Change to Workforce Size (FY11)

Defense Acquisition Workforce (Civilian) (FY11) - Program Management

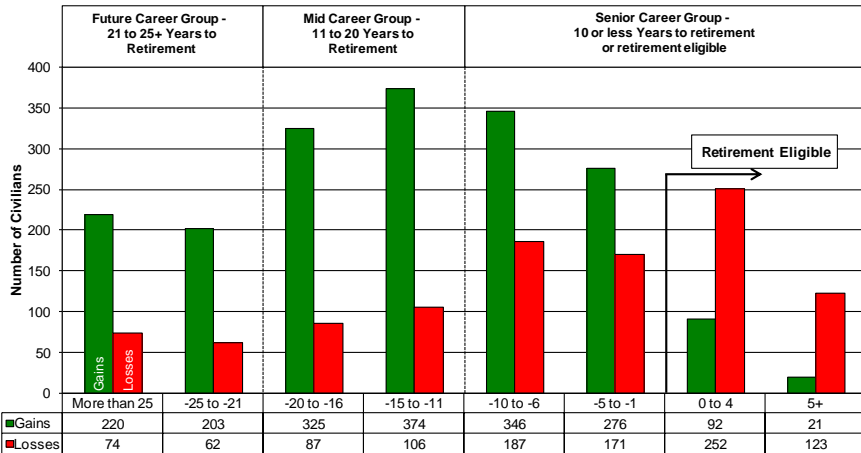
Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories





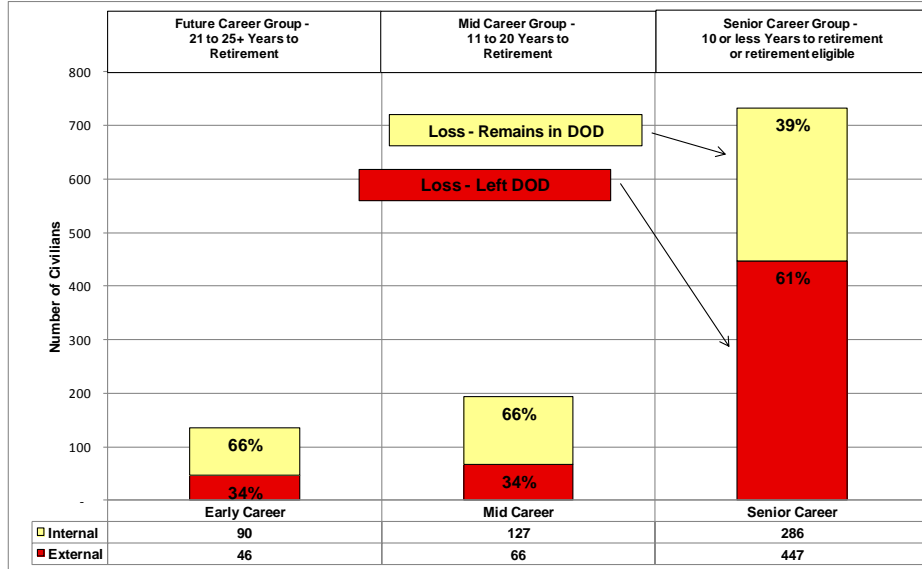
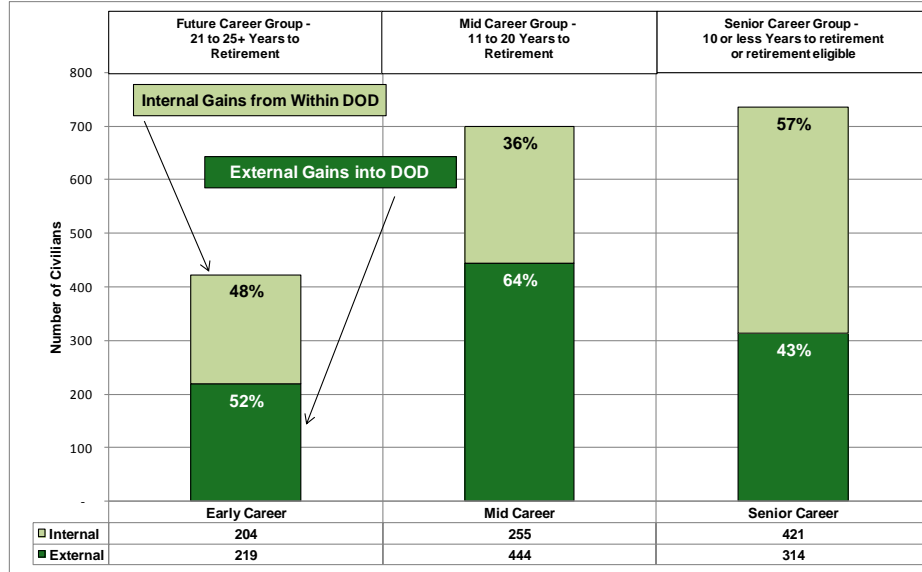
Program Management Workforce Lifecycle Gains & Losses (FY11)

Defense Acquisition Workforce - Program Management
Workforce Lifecycle FY11 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

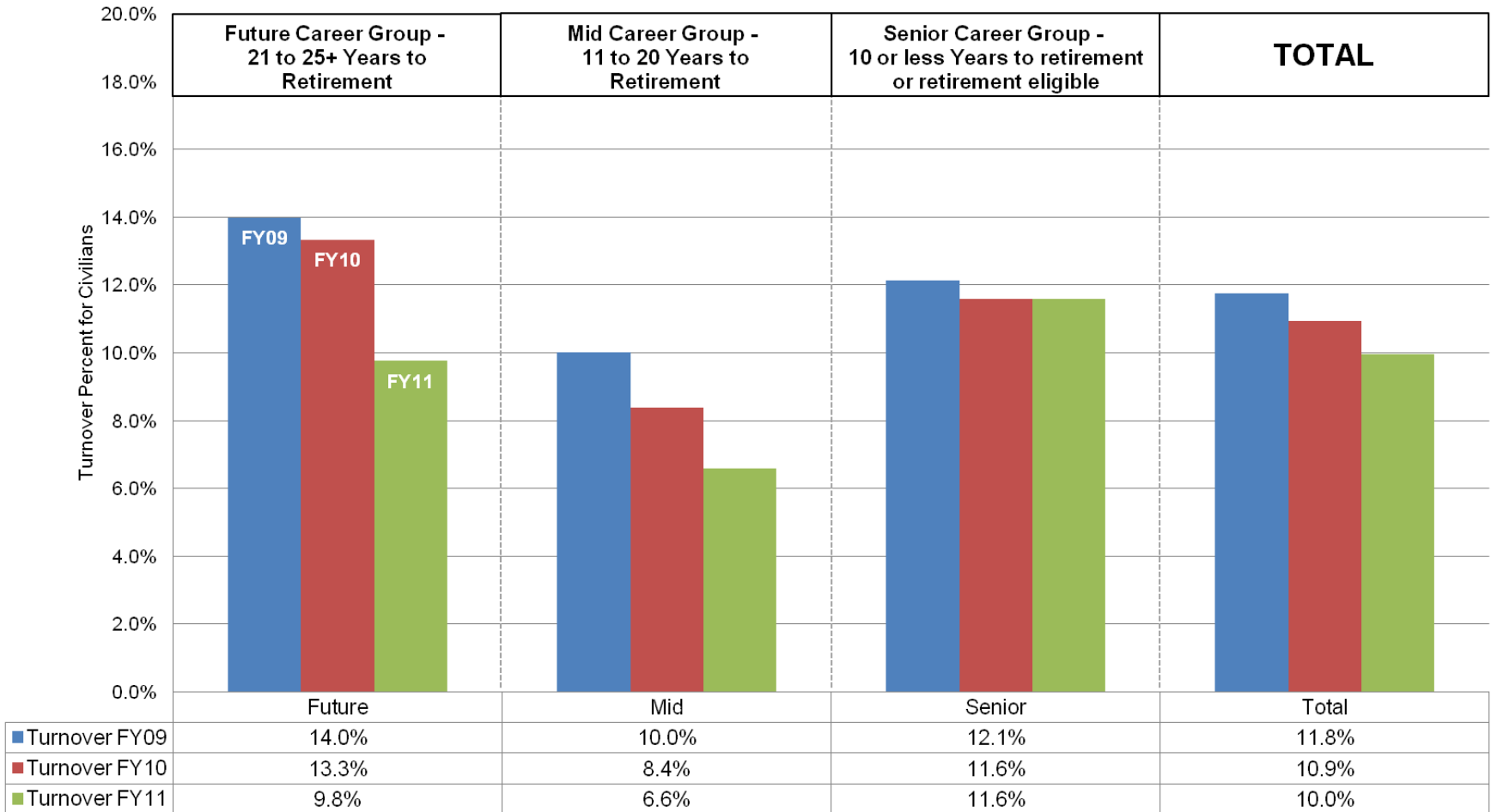
Source: RAND analysis using DMDC data (end of FY10 and end of FY11 data)
*Does not include administrative gains and losses





Program Management DAW Workforce Turnover (FY11)

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



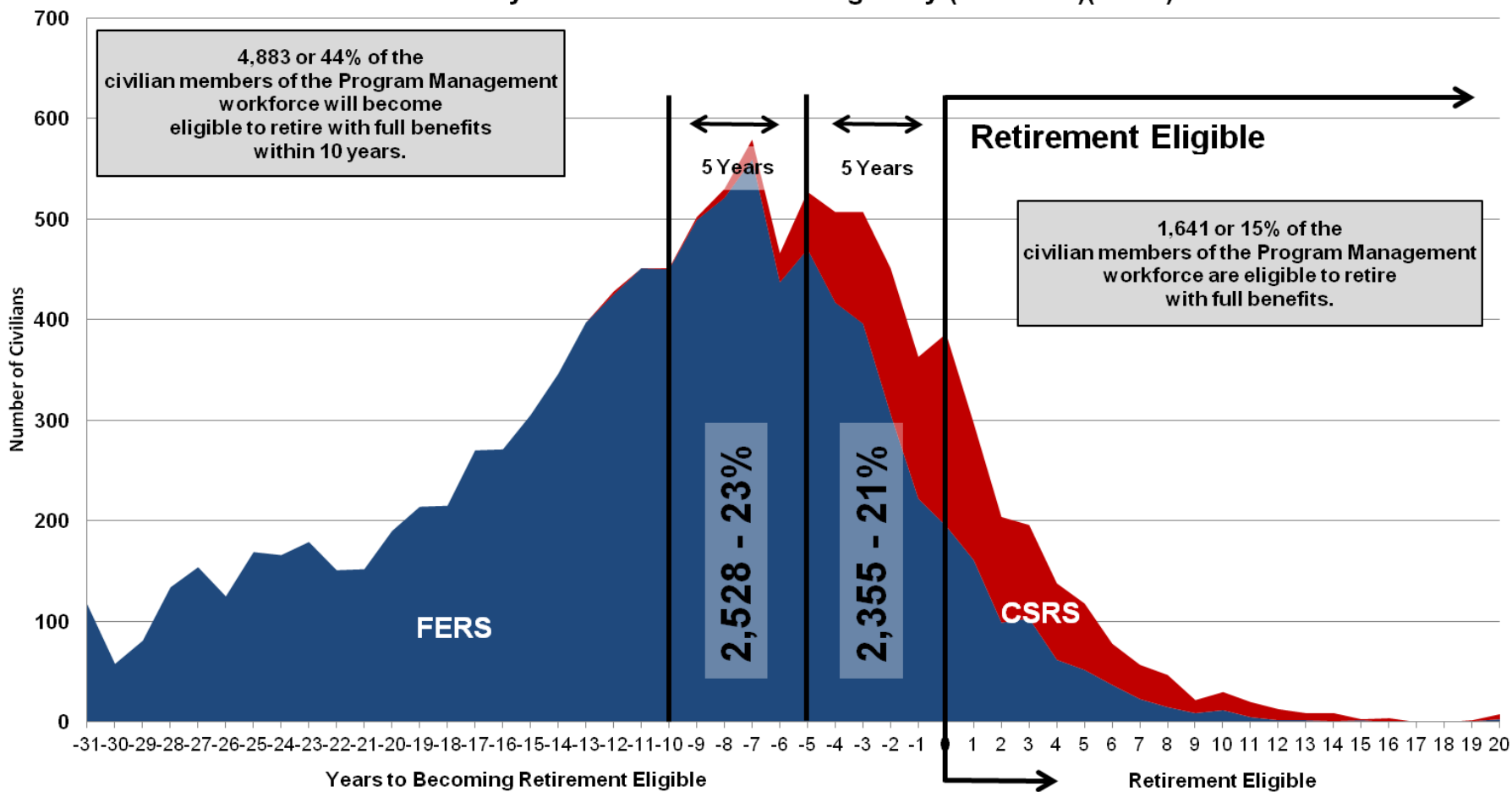
Turnover Percent by Career Lifecycle Groups



Program Management Workforce Year to Retirement Eligibility (FY11)

Defense Acquisition Workforce - Program Management

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
TOTAL		4,231	1,252	7,009	30,327	7,428	483	5,563	17,369	9,601	15,683	1,276	3,062	39,210	480	8,573	344	151,891

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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL		-	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
TOTAL		4,231	1,199	6,846	26,110	7,427	482	5,296	16,259	8,910	11,163	1,276	2,540	37,388	465	6,811	49	136,452

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
ENTIRE WORKFORCE														
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%
TOTAL	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	18%	13%	21%
TOTAL w/o Facilities Eng and SPRDE S&T	129,249	130,317	125,264	125,139	125,700	124,024	121,155	120,479	127,060	138,233	141,401	9%	12%	17%

↑
Red means FY11 < FY01

Red means decline
Green means increase