Contracting

Functional Career Field

Critical Acquisition Workforce Data

End of FY 2012

(as of September 30, 2012)

End-FY12 (as of Sep 30, 2012) – 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	FY12 Q4 TOTAL
Army	Army		267	2,281	8,841	1,708	65	2,364	8,678	1,777	3,336	382	247	9,754	56	2,116	13	41,885
Navy	Navy		484	1,889	5,208	5,508	59	1,723	5,047	2,356	4,955	456	385	19,064	59	2,952	22	50,167
	Marine Corps		28	181	568	23	3	207	451	23	839	67	3	371	6	134		2,904
	Dept of Navy Totals		512	2,070	5,776	5,531	62	1,930	5,498	2,379	5,794	523	388	19,435	65	3,086	22	53,071
Air Force	Air Force		422	1,776	8,069	29	25	1,107	2,703	405	5,378	120	2,441	8,243	304	3,009	7	34,038
4th Estate	Defense Contract Management Agency (DD63)		2	190	2,574	1	282	156	132	4,026	341	3	11	915	59	5	3	8,700
	Defense Logistics Agency (DD07)		1	6	3,409	1	14	13	317	823	40	270	4	11		3	3	4,915
	Defense Contract Audit Agency (DD10)	4,505			1						1	8						4,515
	Missle Defense Agency (DD27)		48	217	206	19		42	57	41	304	1	4	644		245		1,828
	Defense Information Systems Agency (DD04)		4	10	374			83	15		146	15		69		53		769
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll		11	56	157		2	52	42	5	204		3	58	3	30		623
	Defense Threat Reduction Agency (DD61)			65	80	1		54			131	2	111	35		8		487
	Under-Secretary of Defense/AT&L (OUSD/AT&L)			19	94			2	12	1	72	5	1	45		7	12	270
	TRICARE Management Activity (DD60)		4	22	69			12	1	1	93	11		9	1	5		228
	Defense Commissary Agency (DD34)				113						1	1						115
	Washington Headquarters Services				103						1							104
	Department of Defense Education Activity (DD16)				64			1				4						69
	Defense Finance and Accounting Service (DD35)				65													65
	Defense Security Cooperation Agency (DD06)			1	15							1						17
	DoD Test Resource Mgmt Center (DD68)			4										1		12		17
	Defense Advanced Research Proj Agency (DD13)				13													13
	Defense Security Service			1	9							1					1	12
	National Defense University (DD69)				2						4							6
	Office of Inspector General (DD26)											1						1
	Pentagon Force Protection Agency (DD65)				1													1
	4th Estate Totals	4,505	70	591	7,349	22	298	415	576	4,897	1,338	323	134	1,787	63	368	19	22,755
TOTAL		4,505	1,271	6,718	30,035	7,290	450	5,816	17,455	9,458	15,846	1,348	3,210	39,219	488	8,579	61	151,749

Project Source: OUSD (AT&L) HCI Data Source: AT&L Data Mart (as of 09-30-2012)

End-FY12 (as of Sep 30, 2012) – 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	FY12 Q4 TOTAL
Army	Army				793			23			889			80		14		1,799
Navy	Navy		4	71	974			11	327	494	814		27	199	4	371	21	3,317
	Marine Corps			6	191			12	157	23	391		3	16		81		880
	Dept of Navy Totals		4	77	1,165	-	-	23	484	517	1,205		30	215	4	452	21	4,197
Air Force	Air Force		62	68	2,607			211	548	122	2,557	1	501	1,610	14	1,315		9,616
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		-	66	145	4,565	-	-	257	1,032	639	4,651	1	531	1,905	18	1,781	21	15,612

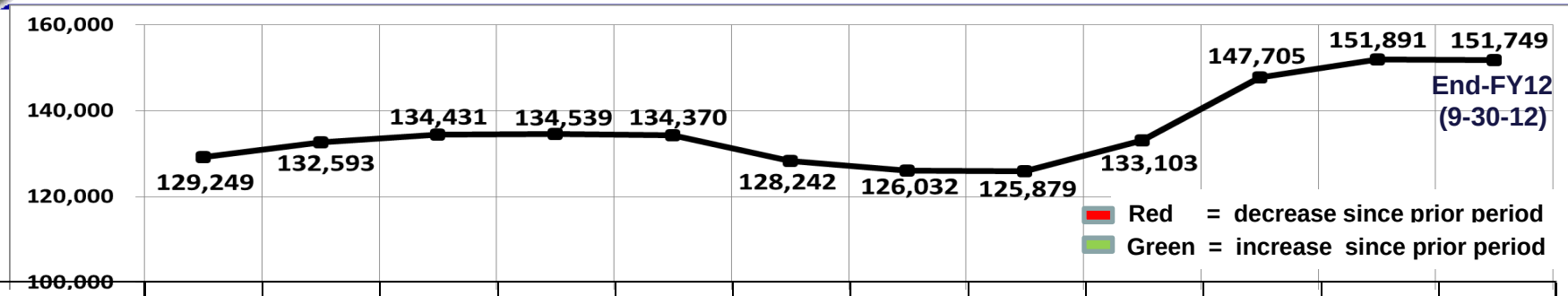
Project Source: OUSD (AT&L) HCI Data Source: AT&L Data Mart (as of 09-30-2012)

End-FY12 (as of Sep 30, 2012) – 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	FY12 Q4 TOTAL
Army	Army		267	2,281	8,048	1,708	65	2,341	8,678	1,777	2,447	382	247	9,674	56	2,102	13	40,086
Navy	Navy		480	1,818	4,234	5,508	59	1,712	4,720	1,862	4,141	456	358	18,865	55	2,581	1	46,850
	Marine Corps		28	175	377	23	3	195	294		448	67		355	6	53		2,024
	Dept of Navy Totals		508	1,993	4,611	5,531	62	1,907	5,014	1,862	4,589	523	358	19,220	61	2,634	1	48,874
Air Force	Air Force		360	1,708	5,462	29	25	896	2,155	283	2,821	119	1,940	6,633	290	1,694	7	24,422
4th Estate	Defense Contract Management Agency (DD63)		2	190	2,574	1	282	156	132	4,026	341	3	11	915	59	5	3	8,700
	Defense Logistics Agency (DD07)		1	6	3,409	1	14	13	317	823	40	270	4	11		3	3	4,915
	Defense Contract Audit Agency (DD10)	4,505			1						1	8						4,515
	Missle Defense Agency (DD27)		48	217	206	19		42	57	41	304	1	4	644		245		1,828
	Defense Information Systems Agency (DD04)		4	10	374			83	15		146	15		69		53		769
	Joint Chiefs of Staff (DD02)/Def Sys Mgt Coll		11	56	157		2	52	42	5	204		3	58	3	30		623
	Defense Threat Reduction Agency (DD61)			65	80	1		54			131	2	111	35		8		487
	Under-Secretary of Defense/AT&L (OUSD/AT&L)			19	94			2	12	1	72	5	1	45		7	12	270
	TRICARE Management Activity (DD60)		4	22	69			12	1	1	93	11		9	1	5		228
	Defense Commissary Agency (DD34)				113						1	1						115
	Washington Headquarters Services				103						1							104
	Department of Defense Education Activity (DD16)				64			1				4						69
	Defense Finance and Accounting Service (DD35)				65													65
	Defense Security Cooperation Agency (DD06)			1	15							1						17
	DoD Test Resource Mgmt Center (DD68)			4										1		12		17
	Defense Advanced Research Proj Agency (DD13)				13													13
	Defense Security Service			1	9							1					1	12
	National Defense University (DD69)				2						4							6
	Office of Inspector General (DD26)											1						1
	Pentagon Force Protection Agency (DD65)				1													1
	4th Estate Totals	4,505	70	591	7,349	22	298	415	576	4,897	1,338	323	134	1,787	63	368	19	22,755
TOTAL		4,505	1,205	6,573	25,470	7,290	450	5,559	16,423	8,819	11,195	1,347	2,679	37,314	470	6,798	40	136,137

Project Source: OUSD (AT&L) HCI Data Source: AT&L Data Mart (as of 09-30-2012)

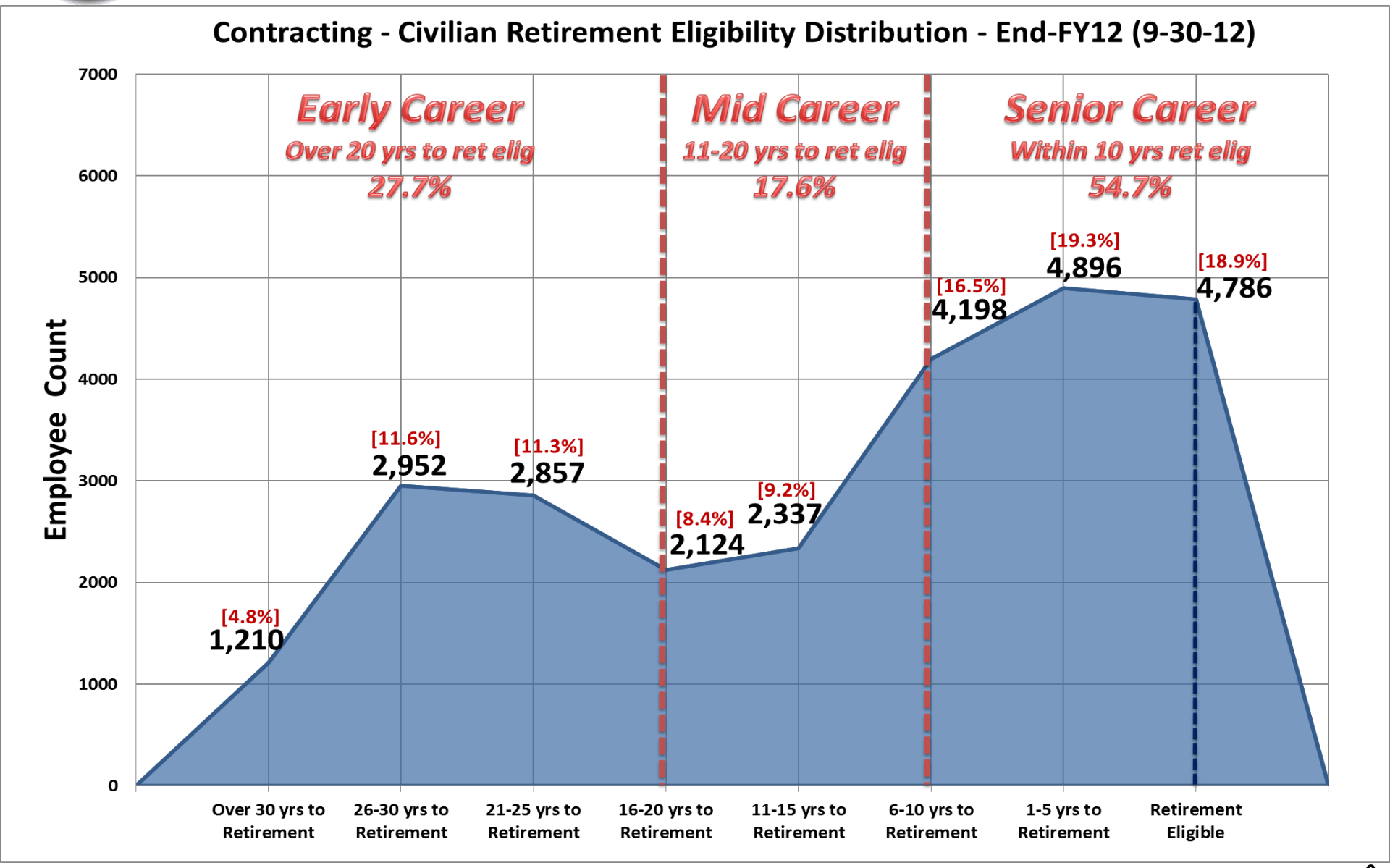
Defense Acquisition Workforce Count by Career Field
FY2001 – FY2012



DAW Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
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	39,707
Contracting	25,413	27,884	26,987	26,248	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,035
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	17,455
Program Management	14,031	14,302	12,026	13,306	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,846
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	9,458
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	8,579
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	7,989
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290
Information Technology	5,612	6,139	5,330	5,522	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,816
Auditing	3,457	3,531	3,481	3,508	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505
Purchasing	4,121	3,043	3,058	2,820	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,348
SPRDE - S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062	3,210
Property	620	653	656	674	571	530	481	451	475	501	483	450
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	61
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	151,749

 Data Sources: AT&L Data Mart; prior to FY05 supported by DMDC provided historical data

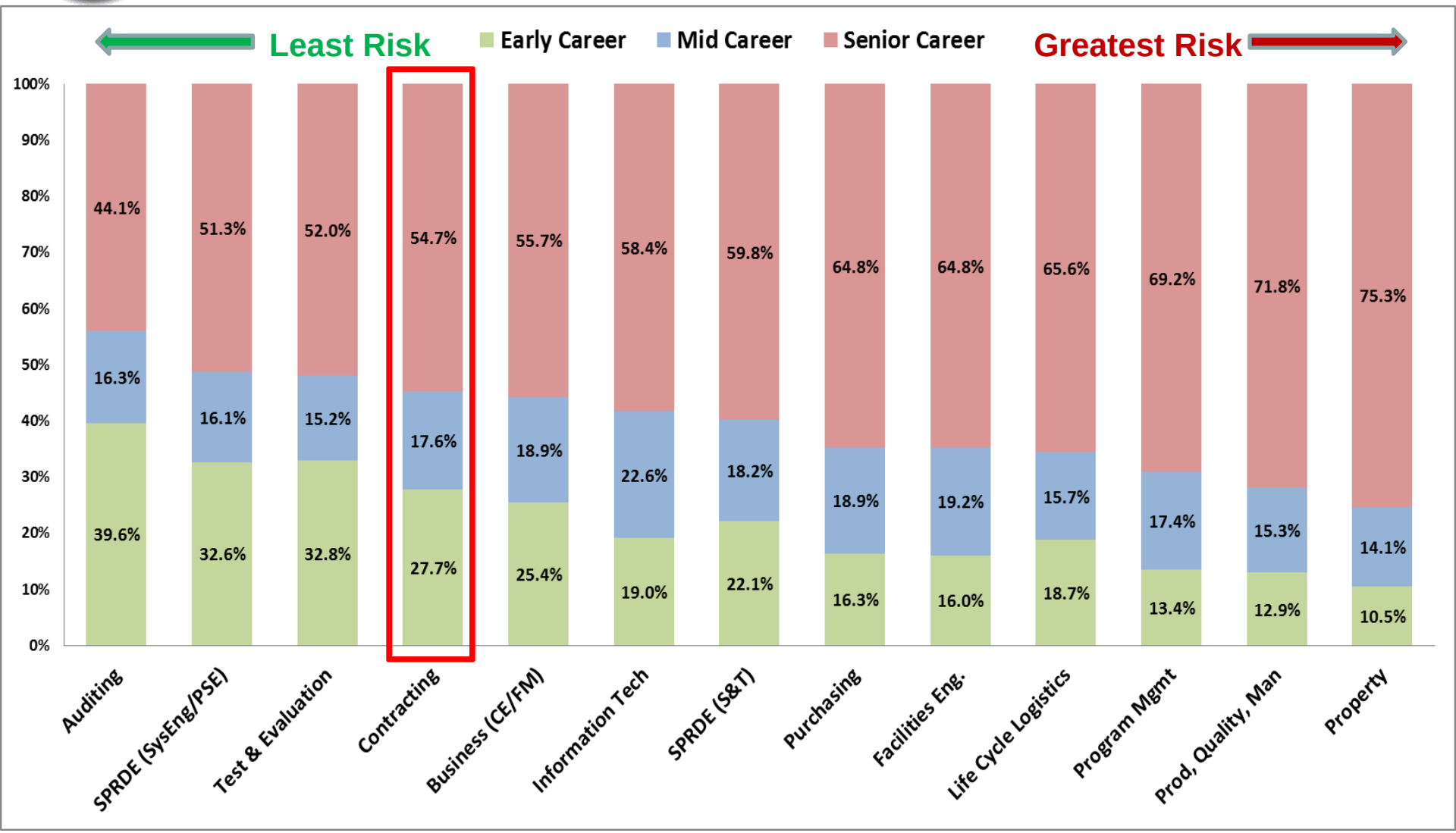
Contracting Career Field
Civilian Acquisition Workforce – YRE Distribution



Project Source: OUSD (AT&L) HCI Data Source: AT&L Data Mart (as of 09-30-2012)

Acquisition Career Fields – Civilian YRE Comparison 'Experience Loss' Risk

End-FY12 (9-30-12)



Early Career: Over 20 yrs to Ret Elig

Mid Career: 11-20 yrs to Ret Elig

Senior Career: Within 10 yrs to Ret Elig

Project Source: OUSD (AT&L) HCI

Data Source: AT&L Data Mart (as of 09-30-2012)

Contracting
Critical Acquisition Positions (CAPs)

Occupied Position Type	CON TOTAL		*Entire DAW*	
Key Leadership Positions (KLPs)	181	*0.6%*	*1,333*	*0.9%*
Critical Acquisition Positions (CAPs) *	2,965	*9.9%*	*15,815*	*10.4%*
Non-CAP Positions	26,889	*89.5%*	*134,601*	*88.7%*
TOTAL	**30,035**		*151,749*	
** = Number of CAPs, excluding KLPs (no double counts)*				

NOTE: Contracting Career Field has 25,470 civilians and 4,565 military

Contracting Acquisition Workforce Occupational Series

Civilian Occupational Series (*top 5*)	CON TOTAL	
1102 - Contract Specialist	23,876	*93.7%*
0810 - Engineer, Civil	707	*2.8%*
1101 - Business and Industry Specialist	586	*2.3%*
0301 - Administration & Program Staff	75	*0.3%*
0830 - Engineer, Mechanical	43	*0.2%*
Other	*183*	*0.7%*
TOTAL CIVILIAN	**25,470**	***Civilians***

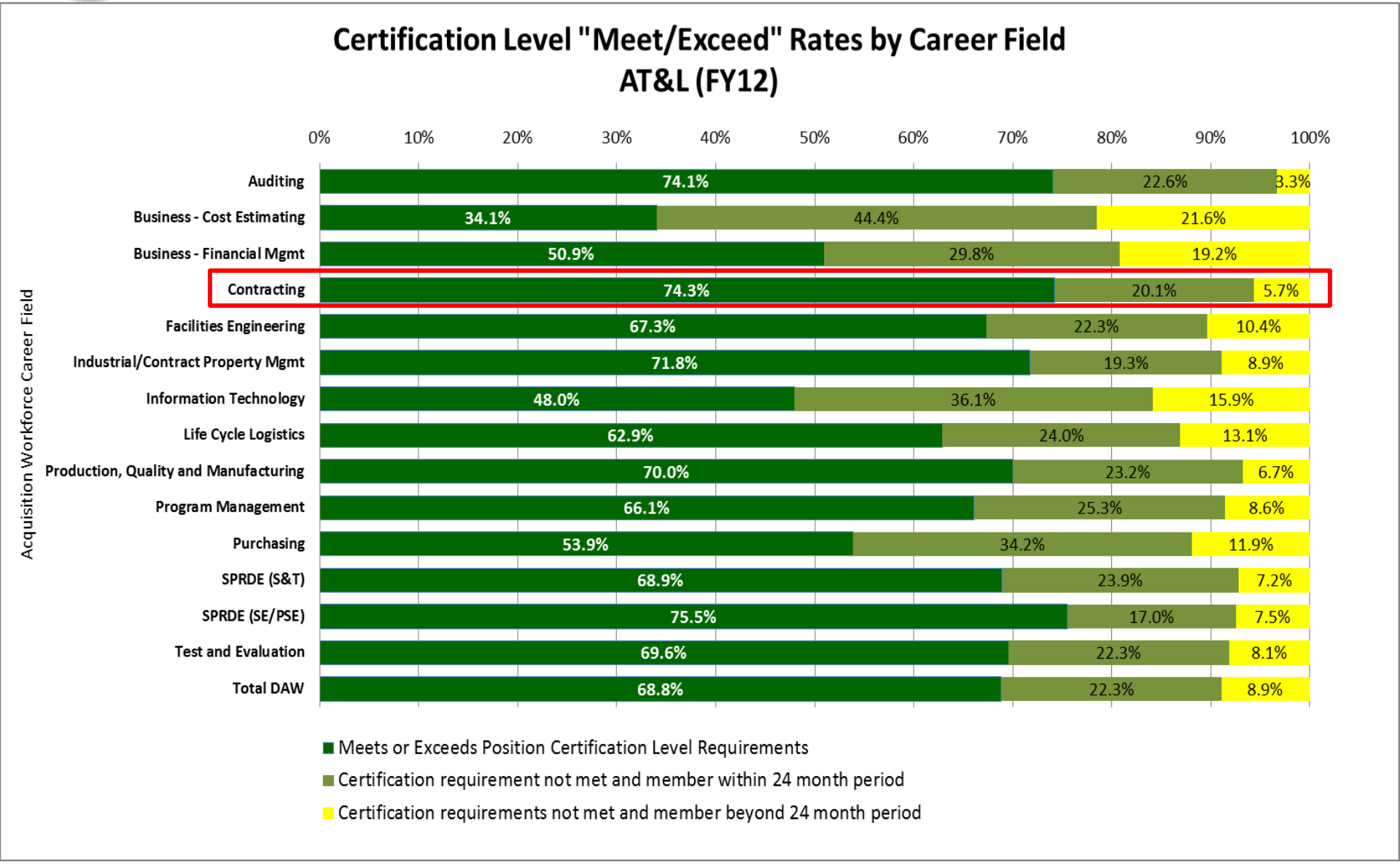
NOTE: Contracting Career Field has 25,470 civilians and 4,565 military

Contracting Acquisition Workforce Educational Levels

Highest Level of Education	CON TOTAL		*Entire DAW*	
Post Grad	10,763	*35.8%*	*52,832*	*34.8%*
Bachelors	14,501	*48.3%*	*70,902*	*46.7%*
Some College	2,409	*8.0%*	*13,019*	*8.6%*
High School	2,020	*6.7%*	*13,702*	*9.0%*
Other	*342*	*1.2%*	*1,294*	*0.9%*
TOTAL	**30,035**		*151,749*	

NOTE: Contracting Career Field has 25,470 civilians and 4,565 military

Contracting Acquisition Workforce Data – End-FY12



Project Source: OUSD (AT&L) HCI **Data Source: AT&L Data Mart (as of 09-30-2012)**

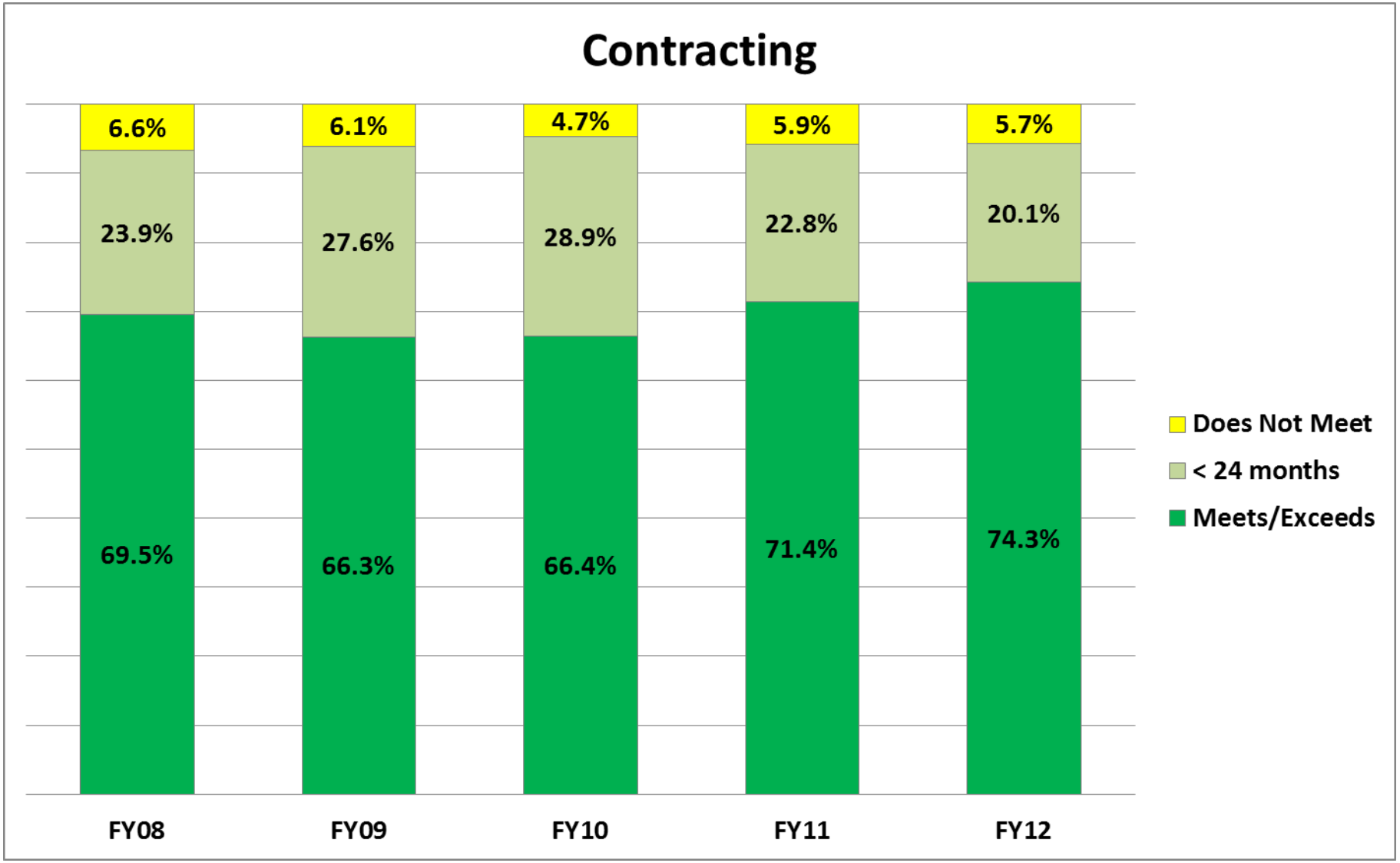
Contracting Acquisition Workforce DAWIA Certification Status

CON Career Field Position Certification Reqt	Meets	Within 24 Months Of Hire	Does NOT Meet	End-FY12 TOTAL	
Level I	1,241	1,448	155	**2,844**	*9.5%*
Level II	13,849	3,478	1,254	**18,581**	*61.9%*
Level III	7,194	967	289	**8,450**	*28.1%*
Unknown	17	135	8	**160**	*0.5%*
TOTAL	**22,301**	**6,028**	**1,706**	**30,035**	
	74.3%	*20.1%*	*5.7%*		
Entire DAW	***104,477***	***33,766***	***13,506***	***151,749***	
	68.8%	*22.3%*	*8.9%*		

CON Career Field	YEARS OF SERVICE										
Certification Requirement "Does NOT Meet"	Under 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	Over 35	Unknown YOS	End-FY12 TOTAL	
Level I	87	24	13	6	6	10	6	1	*2*	**155**	*9%*
Level II	505	315	183	90	61	51	26	12	*11*	**1,254**	*74%*
Level III	50	29	32	32	41	42	22	40	*1*	**289**	*17%*
Level Unknown	*1*	*1*	*2*	*2*	*1*	*1*				***8***	*0.5%*
TOTAL	**643**	**369**	**230**	**130**	**109**	**104**	**54**	**53**	*14*	**1,706**	
	38%	*22%*	*13%*	*8%*	*6%*	*6%*	*3%*	*3%*	*1%*		

Project Source: OUSD (AT&L) HCI **Data Source: AT&L Data Mart (as of 09-30-2012)**

DAWIA Certification Trends - FY08 through FY12
Contracting Career Field



Project Source: OUSD (AT&L) HCI Data Source: AT&L Data Mart (as of 09-30-2012)

Contracting Acquisition Workforce by Race and Gender

Race	CON TOTAL		*Entire DAW*	
WHITE	20,994	*69.9%*	*114,915*	*75.7%*
BLACK	5,593	*18.6%*	*17,311*	*11.4%*
ASIAN	1,306	*4.3%*	*9,684*	*6.4%*
MULTI	497	*1.7%*	*2,211*	*1.5%*
AMI/AN	190	*0.6%*	*904*	*0.6%*
PI	195	*0.6%*	*617*	*0.4%*
Unspecified	*1,260*	*4.3%*	*6,107*	*4.0%*
TOTAL	**30,035**		*151,749*	

Gender	CON TOTAL		*Entire DAW*	
Males	15,158	*50.5%*	*106,759*	*70.4%*
Females	14,745	*49.1%*	*44,478*	*29.3%*
Unspecified	*132*	*0.4%*	*512*	*0.3%*
TOTAL	**30,035**		*151,749*	

NOTE: Contracting Career Field has 25,470 civilians and 4,565 military

END