Trends in Acquisition Workforce

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Executive Director
Army Contracting Command
**Report Documentation Page**

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Standard Form 298 (Rev. 8-98)
Prescribed by ANSI Std Z39-18
Agenda

- The Acquisition Environment
- Acquisition Workforce Trends
- Acquisition Workforce Distribution
- National Workforce vs. AT&L Workforce
- Acquisition Workforce Model
- Snapshot of Contracting Demographics
- Acquisition Workforce Initiatives
The Acquisition Environment

Adapted from: WHS (SIAD)/FPDS data

RDT&E  Services  Goods

DAW = 134,368

DAW = 146,071

TF = XXXX

9/11

OBAMA YEARS (TBD)

Organic = XXXX
Acquisition Workforce Trends

Core Acquisition Workforce PLUS all support personnel in acquisition organizations

55% decrease from 1987

292,661

278,282

12% decrease from 1998

134,431

135,014

115,668

424,165

622,132

Acq Org

Refined Packard

GS-1102 only

DAWIA
# Acquisition Workforce Distribution

<table>
<thead>
<tr>
<th>Functional Communities</th>
<th>ARMY</th>
<th>NAVY/USMC</th>
<th>AIR FORCE</th>
<th>4th Estate</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>Auditing</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3,638</td>
<td>3,638</td>
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<tr>
<td>Business, Cost Estimating, &amp; Financial Management</td>
<td>3,350</td>
<td>1,935</td>
<td>1,530</td>
<td>270</td>
<td>7,085</td>
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<tr>
<td>Contracting</td>
<td>7,714</td>
<td>5,245</td>
<td>6,834</td>
<td>5,887</td>
<td>25,680</td>
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<tr>
<td>Information Technology</td>
<td>1,764</td>
<td>903</td>
<td>950</td>
<td>317</td>
<td>3,934</td>
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<tr>
<td>Life Cycle Logistics</td>
<td>7,134</td>
<td>4,355</td>
<td>1,727</td>
<td>145</td>
<td>13,361</td>
</tr>
<tr>
<td>Production, Quality &amp; Manufacturing</td>
<td>1,952</td>
<td>2,005</td>
<td>383</td>
<td>4,798</td>
<td>9,138</td>
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<tr>
<td>Program Management</td>
<td>3,690</td>
<td>4,085</td>
<td>4,105</td>
<td>901</td>
<td>12,781</td>
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<tr>
<td>SPRDE</td>
<td>10,912</td>
<td>16,767</td>
<td>6,472</td>
<td>866</td>
<td>35,017</td>
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<tr>
<td>Test and Evaluation</td>
<td>2,135</td>
<td>2,476</td>
<td>2,622</td>
<td>187</td>
<td>7,420</td>
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<tr>
<td>Other/Not Listed</td>
<td>1,618</td>
<td>5,295</td>
<td>204</td>
<td>496</td>
<td>7,825</td>
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<tr>
<td><strong>Total</strong></td>
<td>40,269</td>
<td>43,066</td>
<td>24,827</td>
<td>17,717</td>
<td>125,879</td>
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As of 30 Sep 08
### National Workforce vs. AT&L Workforce

<table>
<thead>
<tr>
<th>Generation</th>
<th>National* Workforce (millions)</th>
<th>% Workforce</th>
<th>Civilian AT&amp;L Workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional Generation (born before 1946)</td>
<td>7.4</td>
<td>4.8%</td>
<td>4,978</td>
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<tr>
<td>Baby Boomers (1946–1964)</td>
<td>56.7</td>
<td>36.5%</td>
<td>70,945</td>
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<td>Generation X (1964–1976)</td>
<td>41.8</td>
<td>26.9%</td>
<td>20,135</td>
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<tr>
<td>Generation Y (1977–1989)</td>
<td>42.8</td>
<td>27.5%</td>
<td>14,631</td>
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<tr>
<td>Millennium (1990 – present)</td>
<td>6.6</td>
<td>4.3%</td>
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Source:

**AT&L DataMart FY08 AT&L Workforce Count/AT&L workforce data**
AT&L Workforce Life-Cycle Model (Desired)

-25 to -16: 17,147
<=-25: 14,464
-15 to -6: 38,985
-5 to -1: 21,272
Retirement Eligible: 19,126

Recruit and Hire
Develop and Retain
Acquisition Corps / CAPS
Retain
KLP’s
Retire
AT&L Workforce Life-Cycle Model (Actual)

Civilian Years of Service

Future
43,964 (39.6%)

Mid-Career
30,412 (27.4%)

Senior
36,279 (32.7%)

- 5-14 YOS: 25,538
- 0-4 YOS: 18,426
- Average Age: 35.8
- 15-24 YOS: 30,412
- 25-29 YOS: 19,073
- 30-35 YOS: 12,589
- 36+ YOS: 4,617

Note: There are 279 null YOS records (110,555 + 279 = 110,834)

Army Contracting Command
UNCLASSIFIED
Expeditionary · Responsive · Innovative
Years of Service by Generation
(AT&L Civilians)

Years of Service

- Traditional Generation (Before 1946)
- Baby Boomers (1946 - 1964)
- Generation X (1965 - 1976)
- Millenium (1990 - Present)

Note: There are 209 records with null for Date of Birth and/or Years of Service.
Risk Added by Contracting Workforce Experience Gap
(AMCOM Contracting Center)

471 GS-1102’s (includes 44 Interns and 7 AMC Fellows):

- 0 – 10 Years Experience: 178 Personnel (37.8%)
- 20+ Years Experience: 245 Personnel (52%)
- 10 – 20 Years Experience: 48 Personnel (10.2%)

Years of Service:
- 5 Yrs or Less
- 6 - 10 Years
- 11 - 15 Years
- 16 - 20 Years
- 21 - 25 Years
- 26 - 30 Years
- 31 - 35 Years
- 36 and over
Acquisition Workforce Initiatives

• Recruit & Hire ($156.9M)
  • Interns
  • Journeyman
  • HighlyQualified Experts
  • Re-hired annuitants
  • Career Acquisition Personnel and Position Management Information System
  • Workforce Planning Consulting Services

• Recognize & Retain ($26.3M)
  • Student Loan Repayment Program
  • NCO Bachelor Degree Program
  • Retention Bonuses
  • Advanced degree programs
  • Rotational assignments/PCS funding

* As of 2 Apr 2009
Acquisition Workforce Initiatives

- Train & Develop ($70.5M)
  - DAU
    - 7,000 - 10,000 classroom seats
    - 20,000 - 25,000 web seats
    - 340 new class offerings
    - 21 new classrooms
    - Expanded contingency training
    - Expanded requirements training
  - Components
    - Expanded leadership training
    - Army Contracting Lab
    - Navy Acquisition Bootcamps
    - AF Acquisition Fundamentals Course
    - Other Service specific acquisition training
    - Career Acquisition Management Portal

* As of 2 Apr 2009

Army Contracting Command