



Trends in Acquisition Workforce

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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



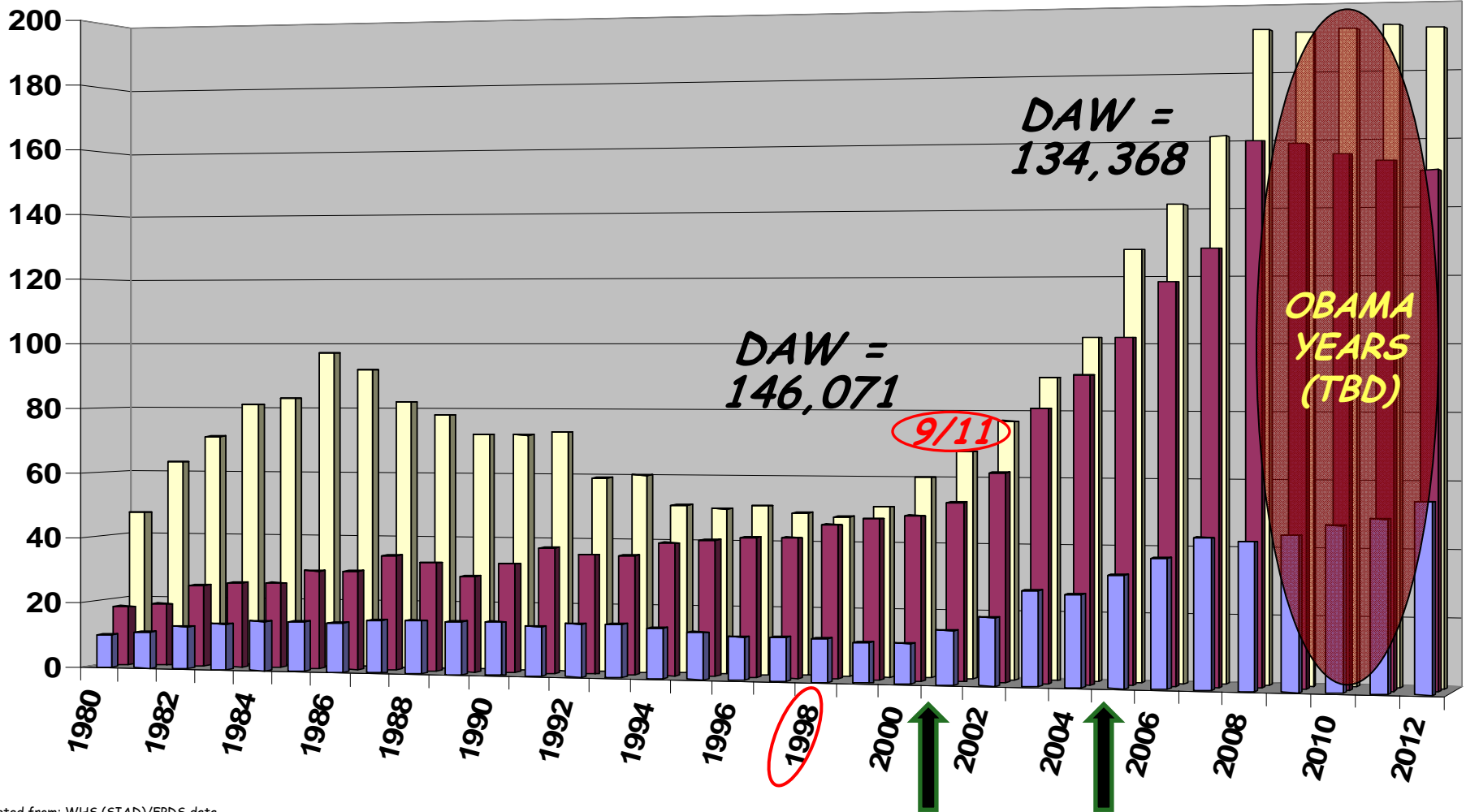
The Acquisition Environment



TF = XXXX

Organic = XXXX

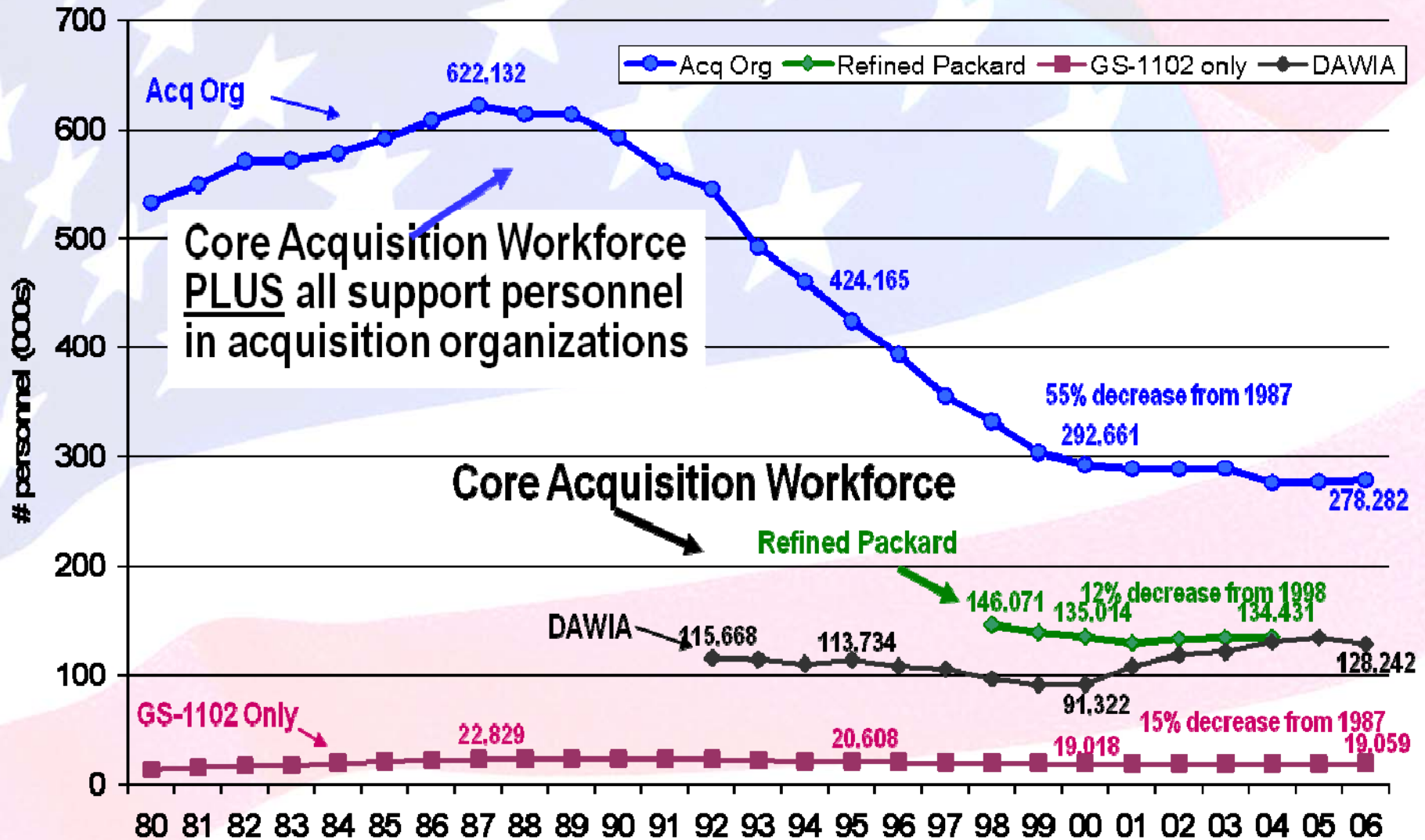
■ RDT&E ■ Services ■ Goods



Adapted from: WHS (SIAD)/FPDS data



Acquisition Workforce Trends





Acquisition Workforce Distribution



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

As of 30 Sep 08



National Workforce vs. AT&L Workforce



Generation	National*		Civilian AT&L Workforce**	
	Workforce (millions)	% Workforce	Workforce	% Workforce
Traditional Generation (born before 1946)	7.4	4.8%	4,978	4.5%
Baby Boomers (1946-1964)	56.7	36.5%	70,945	64.0%
Generation X (1964-1976)	41.8	26.9%	20,135	18.2%
Generation Y (1977-1989)	42.8	27.5%	14,631	13.2%
Millennium (1990 - present)	6.6	4.3%	0	0.0%

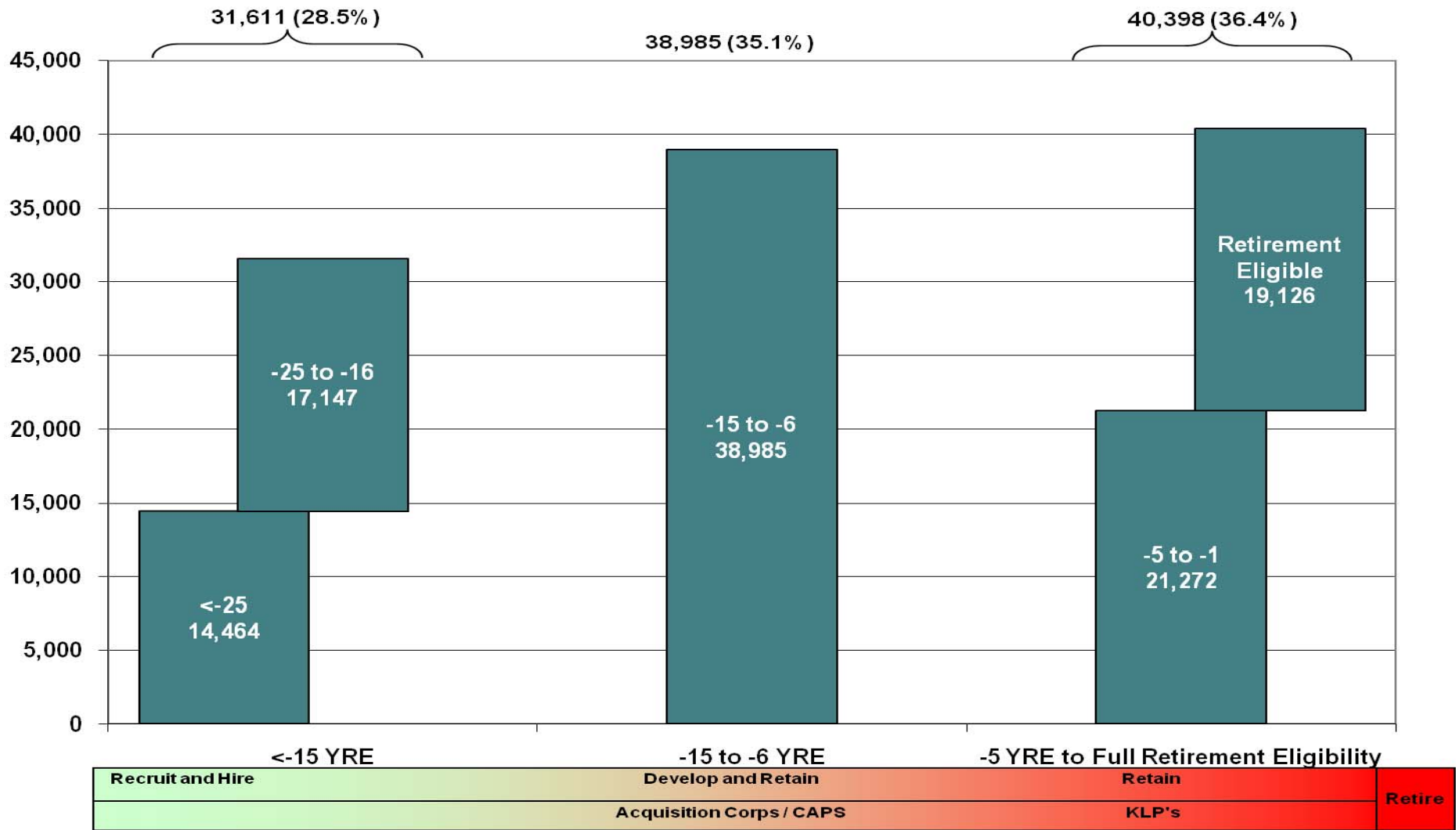
Source:

*Projected 2010 workforce size -DAU analysis using Bureau of Labor Statistics workforce participation data (Dec.2007) & US Census Bureau population data (2004) (best available data from agency web sites as of July 2008)

**AT&L DataMart FY08 AT&L Workforce Count/AT&L workforce data



AT&L Workforce Life-Cycle Model (Desired)



UNCLASSIFIED



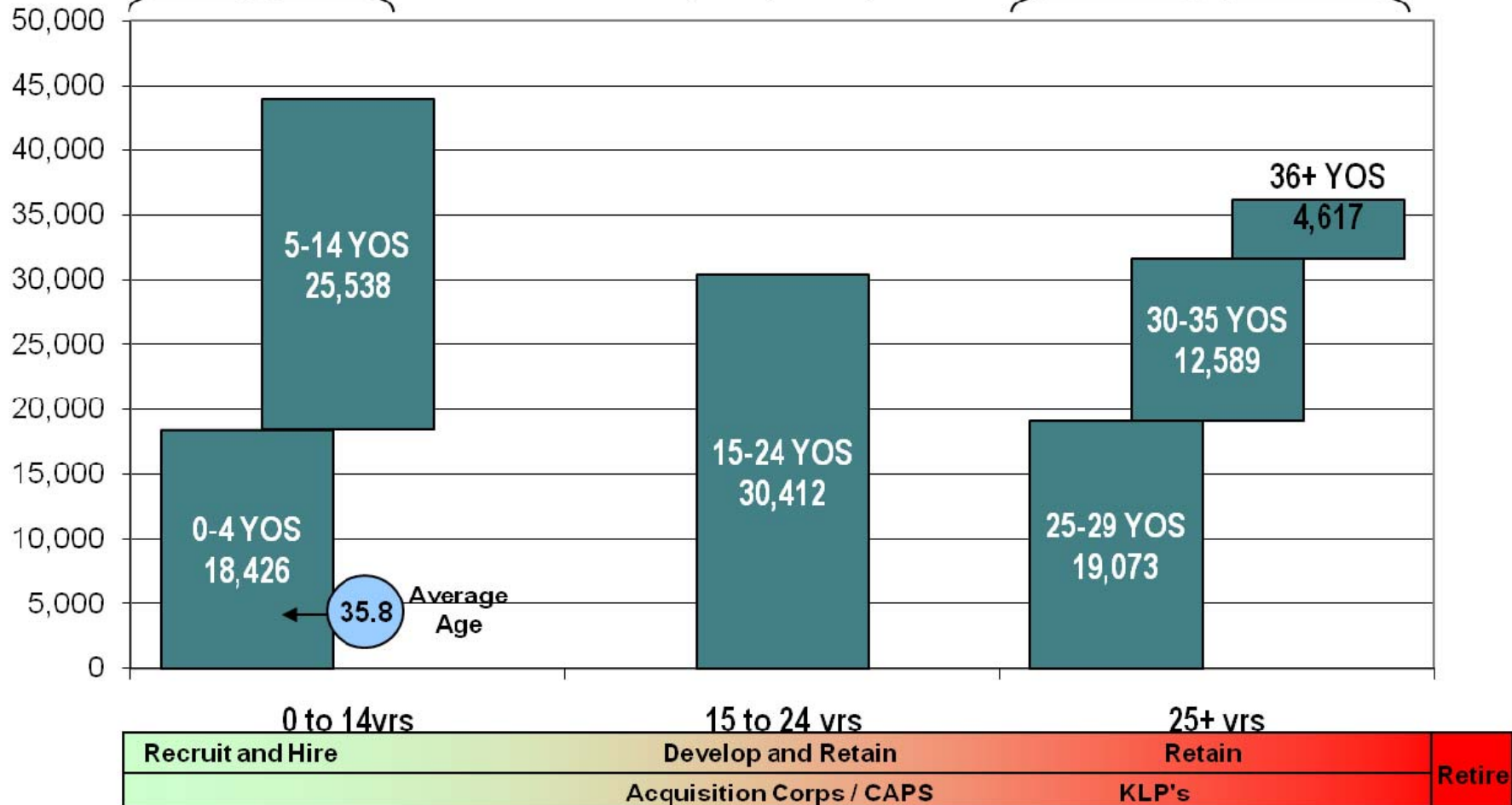
AT&L Workforce Life-Cycle Model (Actual)

Civilian Years of Service

Future
43,964 (39.6%)

Mid-Career
30,412 (27.4%)

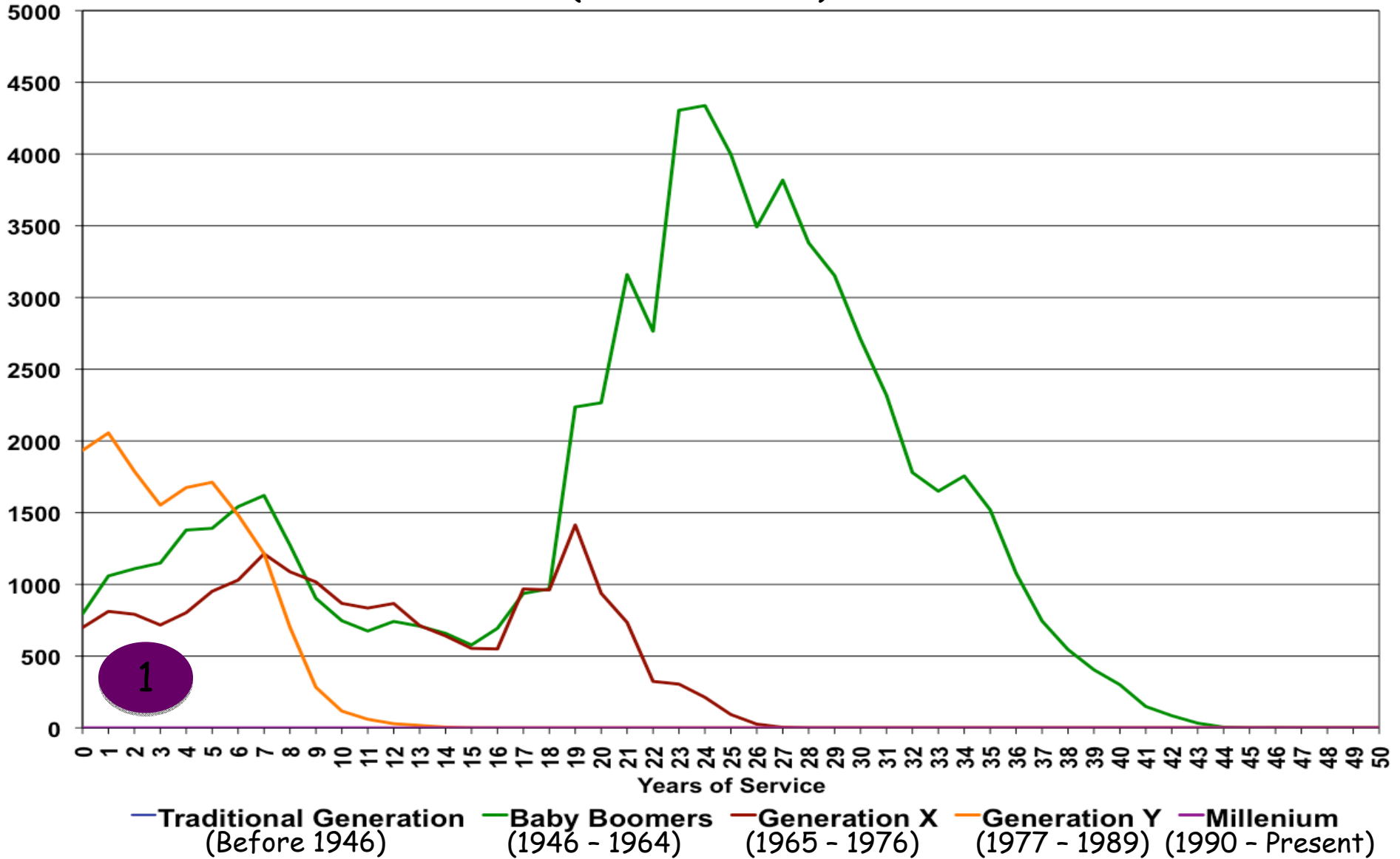
Senior
36,279 (32.7%)



Note: There are 279 null YOS records (110,655 + 279 null YOS records = 110,934)



Years of Service by Generation (AT&L Civilians)

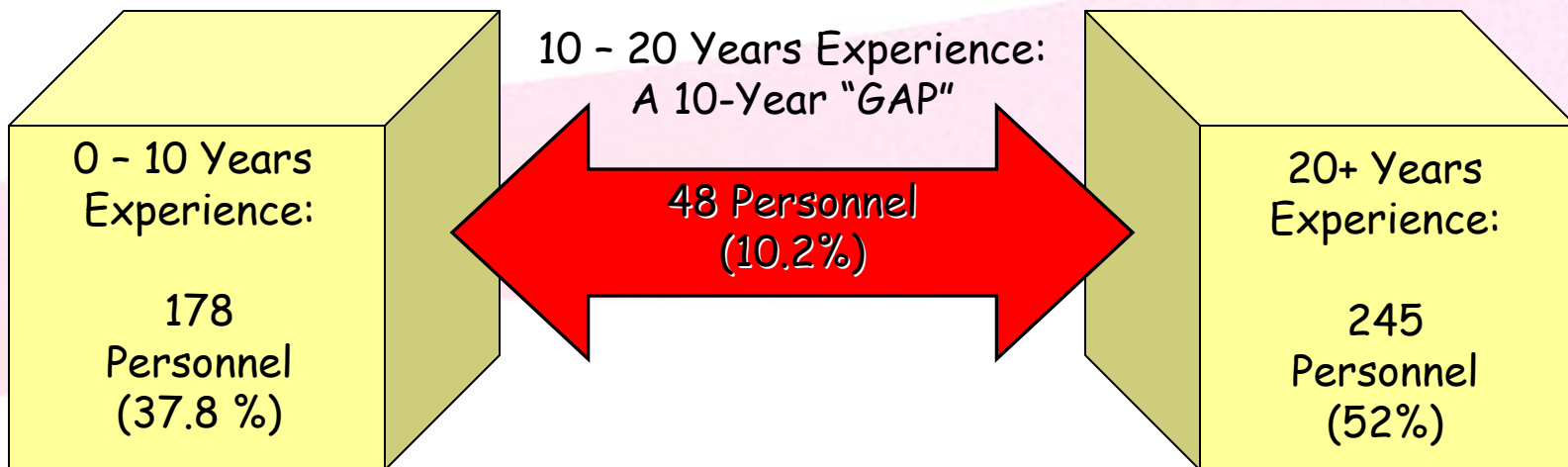
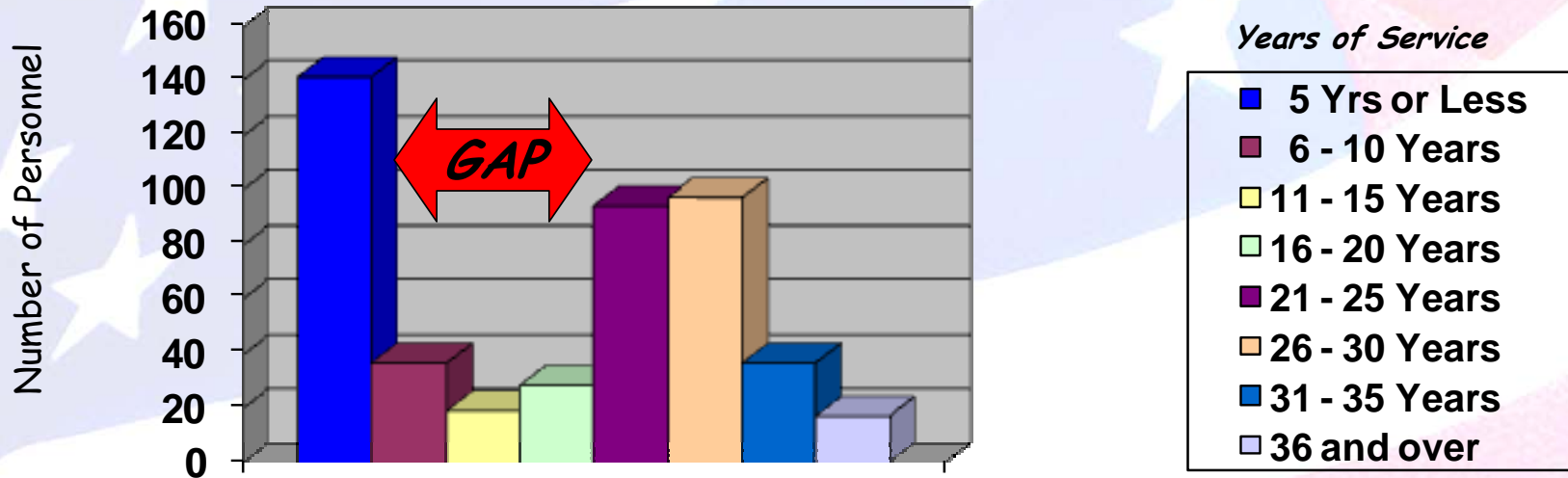


Note: There are 279 records with null for Date of Birth and/or Years of Service



Risk Added by Contracting Workforce Experience Gap (AMCOM Contracting Center)

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





Acquisition Workforce Initiatives



- Recruit & Hire (\$156.9M)
 - Interns
 - Journeyman
 - Highly Qualified 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