

FEDERAL ACQUISITION INSTITUTE



FY 2011 Annual Report on the Federal Acquisition Workforce

April 1st, 2013

Donna M. Jenkins, *Director*
9830 Flagler Road, Building 270
Fort Belvoir, VA 22060
www.fai.gov



Foreword

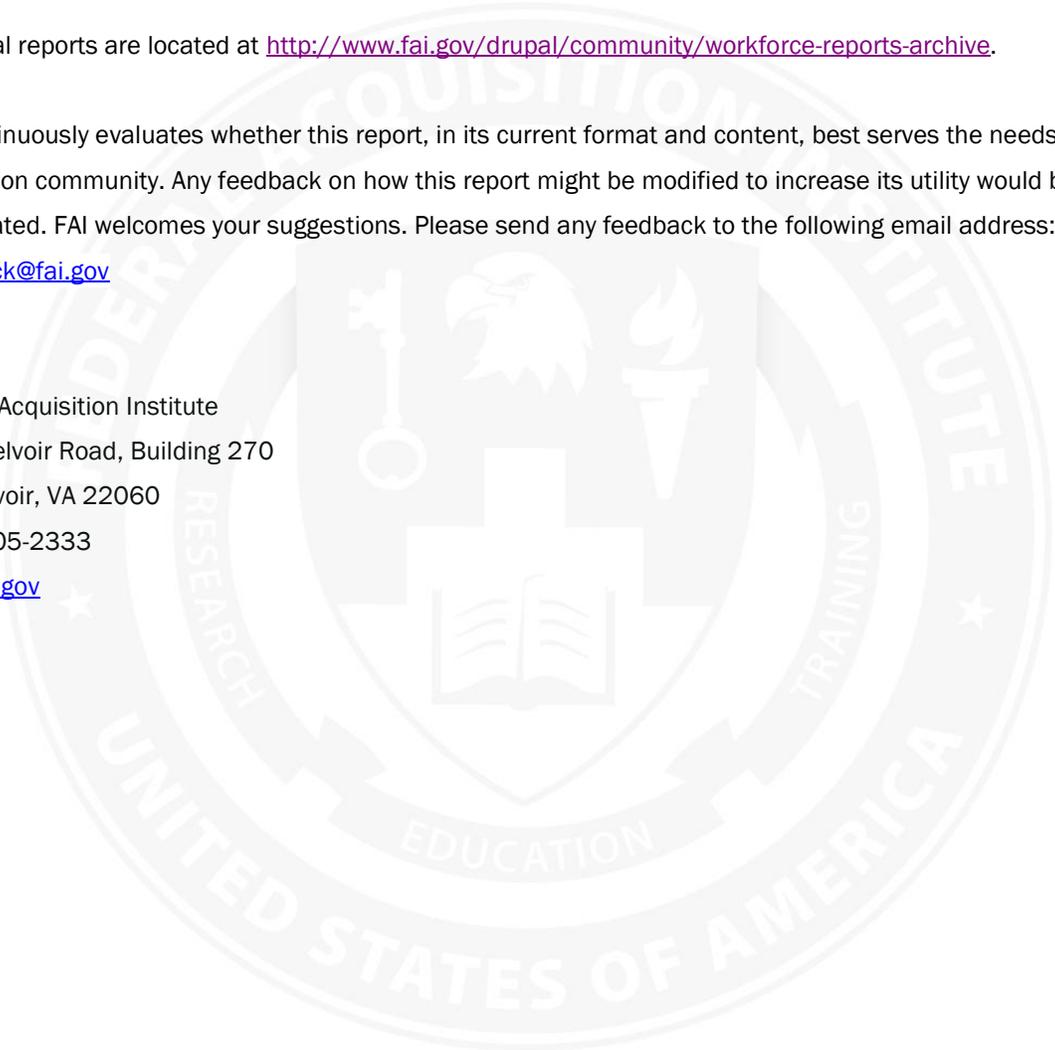
This Report's Purpose: This is the Federal Acquisition Institute's (FAI's) annual demographic report on the Federal acquisition workforce, showing trends by occupational series, employment grade, and educational level, as well as turnover and hiring data for fiscal year (FY) 2011. FAI has published this report since 1977, providing Federal managers with the data to plan and evaluate their acquisition workforce and human capital development programs.

Historical reports are located at <http://www.fai.gov/drupal/community/workforce-reports-archive>.

FAI continuously evaluates whether this report, in its current format and content, best serves the needs of the acquisition community. Any feedback on how this report might be modified to increase its utility would be appreciated. FAI welcomes your suggestions. Please send any feedback to the following email address:

Feedback@fai.gov

Federal Acquisition Institute
9820 Belvoir Road, Building 270
Fort Belvoir, VA 22060
(703) 805-2333
www.fai.gov



About the Federal Acquisition Institute

FAI is the primary organization providing knowledge and support to the federal civilian agency acquisition workforce. FAI focuses on fostering and promoting the development of a federal acquisition workforce through career development and strategic human capital management. FAI is the advocate organization that creates one voice for the acquisition community to recruit, develop, and retain the highly-qualified professionals necessary to achieve their agency's mission. Established in 1976 under the Office of Federal Procurement Policy (OFPP) Act, FAI supports the identification, development, and maintenance of core acquisition workforce competencies, administers certification programs, establishes career development programs, and manages the Acquisition Workforce Training Fund.

FAI enables the civilian agency acquisition workforce to achieve successful mission outcomes. FAI also serves as the nexus for developing an agile and quality government-wide acquisition workforce and promotes acquisition workforce excellence through:

- Human Capital Planning and Career Development,
- Professional Certification Training,
- Acquisition Research, and
- Tools and Technology.

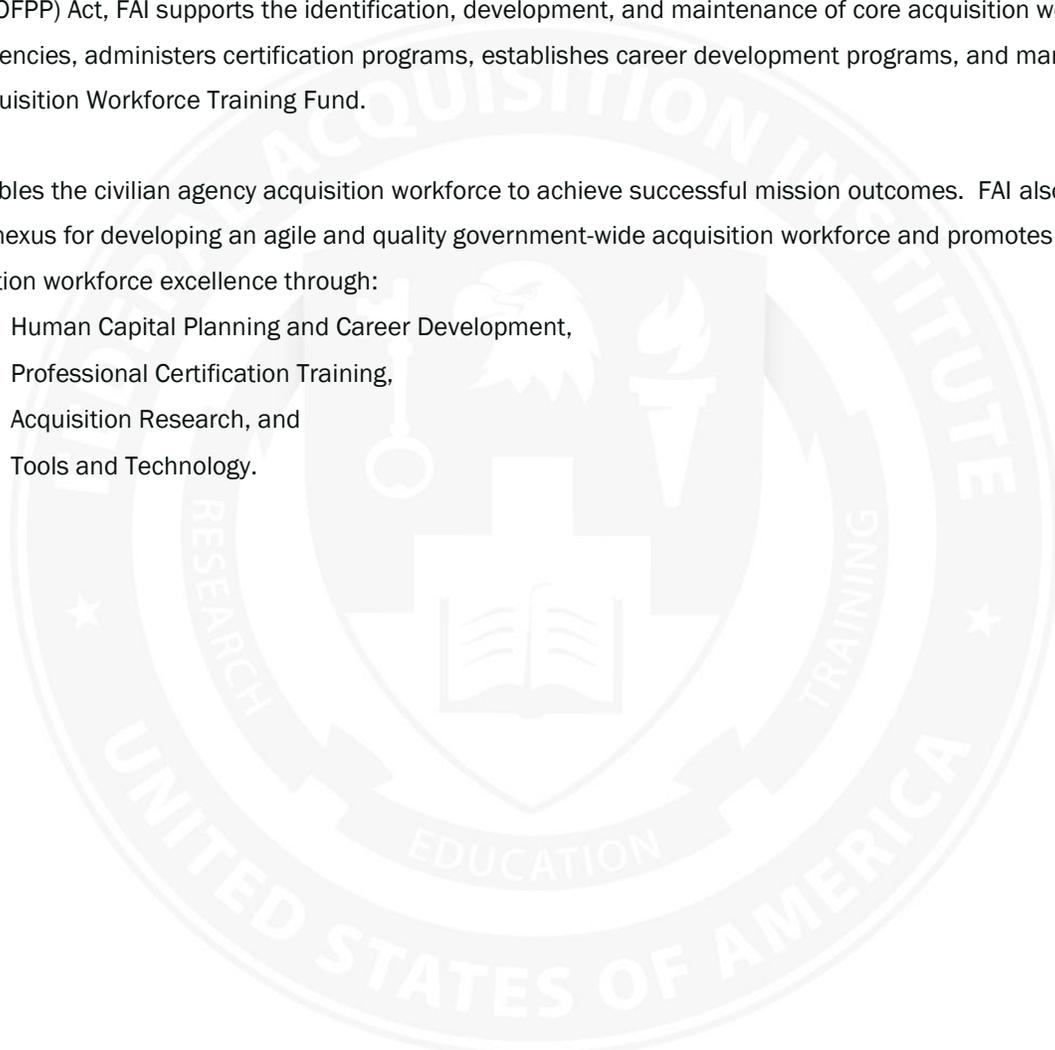


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Executive Summary

The Annual Report on the Federal Acquisition Workforce reviews acquisition workforce statistics and information regarding the management of the acquisition workforce in FY 2011. For the purposes of this report, Federal acquisition employees are from the General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement Clerical and Assistance (GS-1106) series, as well as Federal Acquisition Certification (FAC) Contracting Officer's Representatives (CORs) and FAC Program and Project Managers (P/PMs).

In FY 2011, the acquisition community focused on the Administration's prioritization of the workforce as identified by the U.S. Government Accountability Office's High Risk list¹. As described in their Acquisition Human Capital Plans (AHCPs), agencies developed numerous programs related to knowledge management and best practice sharing, career development, and improved recruitment and selection. The acquisition community also identified multiple goals for the workforce over the next 2 to 3 years. These goals include increasing the number of FAC certified acquisition professionals, enhancing knowledge sharing programs and platforms, such as mentoring, developing an increased number of formal career development opportunities for entry- and mid-level workforce members, and adapting the acquisition workforce to meet the government's evolving needs.

FAI obtained data from a variety of sources for this report, including information from the Office of Personnel Management (OPM), Performance.gov, and agency AHCPs. The data were reviewed in the context of four primary areas:

1. Employees exiting the workforce;
2. Recruitment, staffing, and succession planning;
3. Workforce development; and
4. Workforce demographics.

Major workforce trends in FY 2011 include:

- A total of 76,212 acquisition professionals were employed in the job series 1101, 1102, 1105, and 1106. This represents an increase of 1,582 workforce members, or 2%, from FY 2010. There were 34,391 professionals in the 1101 job series, 36,704 in the 1102 job series, 3,448 in the 1105 job series, and 1,669 in the 1106 job series.
- A total of 52,491 professionals were identified as FAC-CORs and 4,373 were identified as FAC-P/PMs in the AHCPs of the 23 civilian Chief Financial Officer (CFO) Act agencies.
- The average age within the occupational series ranges from 46.2 years (1102s) to 50.6 years (1106s), with an average age of 48.2 years and 49.9 years for the 1101 and 1106 job series,

¹ [U.S. Government Accountability Office's High Risk List](#)

respectively.

- Eighteen percent of the acquisition workforce was eligible to retire, with an additional 35% becoming eligible to retire by FY 2021. Workforce members in the 1106 job series had the highest level of retirement eligibility (28%), while those in the 1102 job series had the lowest level (16%). Acquisition professionals in the 1101 and 1105 job series had a current retirement eligibility rate of 19% and 20%, respectively.

Figure 1 provides snapshots of the changes in the acquisition workforce size periodically over the last 20 years.

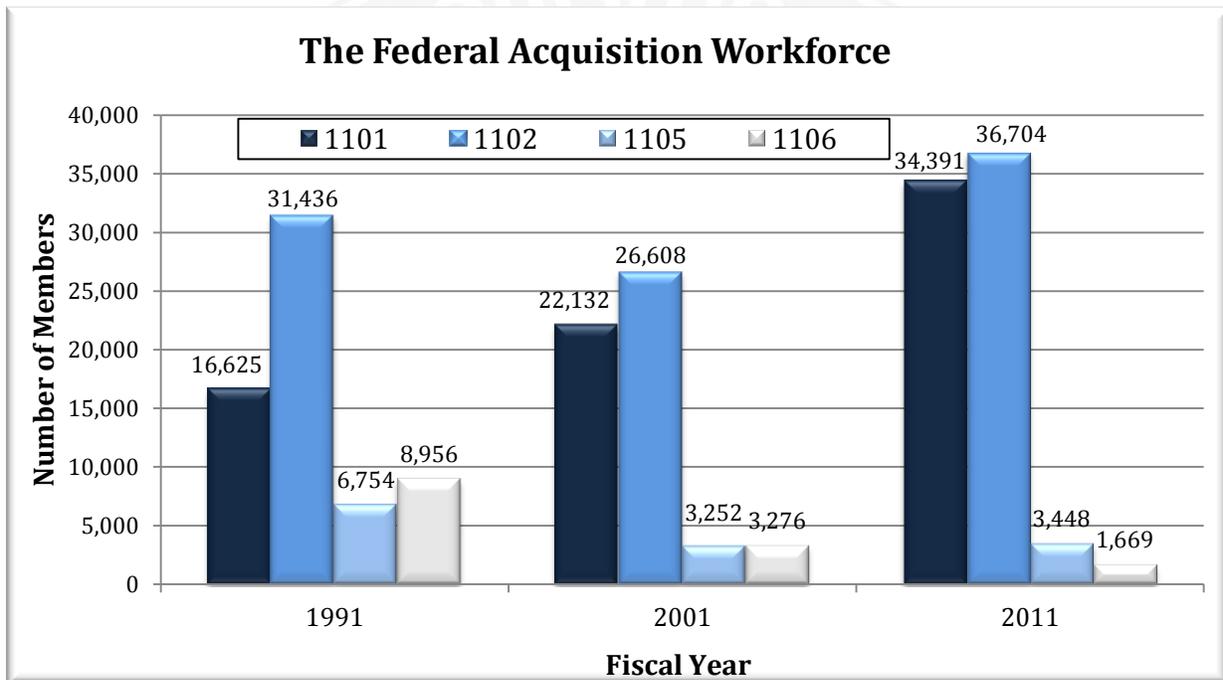


Figure 1. Federal Acquisition Workforce (FY 1991, FY 2001 and FY 2011)

I. Introduction

For over 30 years, the Federal Acquisition Institute's (FAI) Annual Report on the Federal Acquisition Workforce has provided a resource to view workforce statistics, identify trends within the population and provide other relevant information about Federal acquisition professionals. The Annual Report provides a snapshot of the FY 2011 acquisition workforce, including demographic data on the civilian and Department of Defense (DoD) agencies. Also included in the report is an overview of initiatives and major events that impacted the acquisition workforce in FY 2011.

As with the FY 2010 Annual Report, this report contains information obtained from each agency's Acquisition Human Capital Plan (AHCP). Data from the AHCPs are used in analyses pertaining to the Contracting Officer's Representative (COR) and the Program and Project Manager (P/PM) workforces. Also consistent with previous years, data from the Office of Personnel Management (OPM) Civilian Personnel Data File (CPDF) are reported. This report contains information from the most recent Acquisition Workforce Competency Survey (AWCS), which is a bi-annual self-assessment of FAC-related competencies. For the FY 2011 Annual Report, AWCS data were obtained from the FY 2010 AWCS.

To succeed in its commitments to cut wasteful spending, increase accountability, and buy smarter, the federal government needs to develop a capable and competent acquisition workforce. This means knowledgeable contracting personnel, as well as P/PMs to define requirements and CORs to oversee the performance of contracts.

This edition of the Annual Report is divided into the following sections:

- **The Federal Acquisition Workforce:** This section includes an overview of the workforce, the scope of this report, and the primary sources of the data described in following sections.
- **Priority Workforce Issues:** This section provides an in-depth look at the data concerning several key strategic areas, including qualitative insight of their implications for the acquisition workforce.
- **Summary of Acquisition Data:** This section contains the Federal Acquisition Workforce statistics for FY 2011.

II. Counting the Federal Acquisition Workforce

The Office of Federal Procurement Policy (OFPP) in Policy Letter 05-01 defines the acquisition workforce as key occupational series (e.g., GS-1102, GS-1105), key acquisition roles (e.g., COR, P/PM) and additional occupations identified by agency Chief Acquisition Officers (CAOs).

This report provides information on the following acquisition-related job series for both DoD and civilian agencies: General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105) and Procurement and Clerical (GS-1106). The report also contains information on the P/PMs and CORs for civilian agencies. To count and obtain demographic information regarding the workforce, this report draws from three sources: the OPM CPDF, Performance.gov, and civilian agencies' AHCPs.

The OPM CPDF contains demographic and employment information regarding Federal civilian agency employees. It includes information from the majority of the Executive Branch agencies,² as well as the Government Printing Office, the U.S. Tax Court and certain commissions within the Legislative Branch.

The Performance.gov site, released to the public by OMB in 2011, is the central website for tracking federal government performance data. The site was used as the source of FAC data for the 1102 workforce.

The roles of P/PMs and CORs are crucial to the acquisition process. As neither P/PMs nor CORs are represented by a unique job series, data for these two workforce segments was obtained from the annual AHCPs of civilian agencies. Each of the civilian Chief Financial Officer and Federal Financial Reform Act of 1990 (CFO Act) agencies submits an AHCP to OFPP on an annual basis, which includes the number of P/PMs and CORs and their certification rates.

In FY 2011, FAI continued to deploy and enhance the FAI Training Application System (FAITAS). FAITAS serves as the primary resource to manage acquisition-related training registration and FAC certifications across the Federal civilian agency workforce. The system fosters career development and tracking for the acquisition workforce, and also serves as a continuous learning management tool.

² The U.S. Postal Service, the Tennessee Valley Authority, the Federal Reserve System, and intelligence agencies are excluded from CPDF data.

III. Workforce Statistics Overview

In FY 2011, there were a total of 76,212 individuals employed in the GS-1101, GS-1102, GS-1105 and GS-1106 job series across civilian and DoD agencies, which represents an increase of 1,582 workforce members, or 2%, over FY 2010. The 76,212 workforce members are composed of 42,985 Department of Defense employees and 33,227 employees of civilian agencies. A further summary on the demographics of the GS-1100 workforce can be found in Appendix A of this report. The CFO Act civilian agencies reported 4,373 P/PMs and 52,491 CORs in their AHCPs, both of which represent an increase from FY 2010 levels. Approximately 45% of the P/PM population was employed by the Department of Homeland Security (DHS) (1,946) as shown in Table 4 on page 13.

DoD continues to outnumber civilian agency personnel across the four acquisition-related job series (GS-1101, GS-1102, GS-1105 and GS-1106). As presented in Figure 2, DoD’s acquisition workforce has grown at a faster rate than the civilian agency acquisition workforce, and is now 29% larger. This represents an increase from FY 2006, when DoD’s acquisition workforce was only 3% larger than the civilian agency acquisition workforce. In the past year, the DoD has increased the size of its acquisition workforce by 1,626 employees, or 3.9%. Meanwhile, the population of civilian agency GS-1101s, GS-1102s, GS-1105s and GS-1106s has remained relatively flat, decreasing by only 44 employees, or .1%.

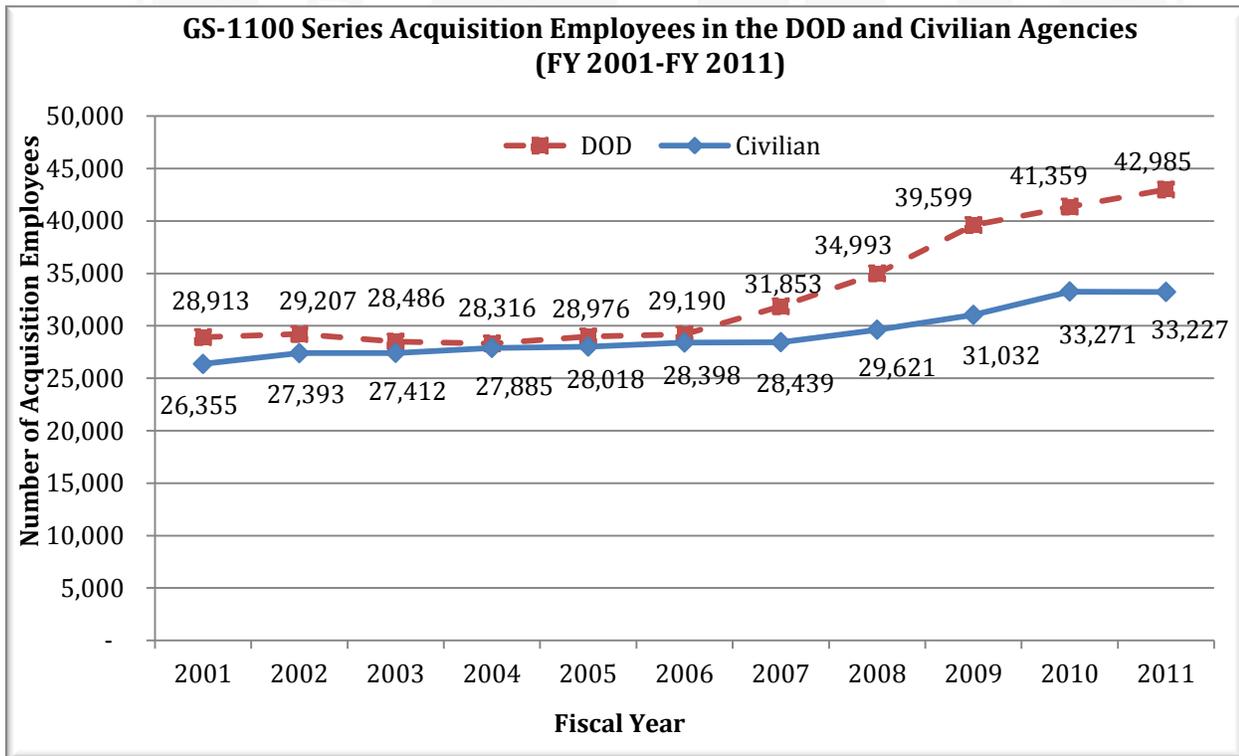


Figure 2. GS-1100 Series Acquisition Employees in the DoD and Civilian Agencies (FY 2001-FY 2011)

While the number of individuals employed in the GS-1101, GS-1102, GS-1105 and GS-1106 job series across

civilian agencies remained relatively unchanged from FY 2010 to FY 2011, the number of workforce members classified as a COR or P/PM continued to increase. As illustrated in Figure 3, the number of CORs has increased from 47,959 in FY 2010 to 52,491 in FY 2011, a 9.4% increase; the number of P/PMs has increased 4.5% to 4,373 in FY 2011.

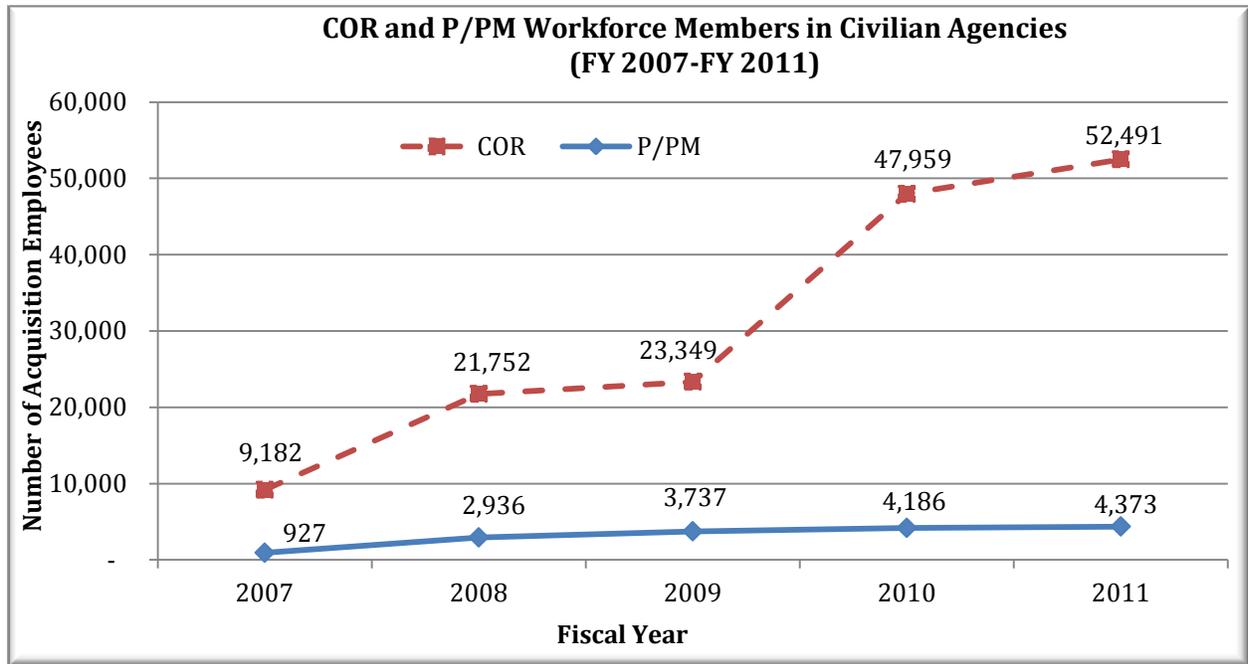


Figure 3. COR and P/PM Workforce Members in Civilian Agencies (FY 2007-FY 2011)³

The number of acquisition professionals in civilian agencies certified as CORs has grown by more than five times since the FAC-COR policy was first established in November, 2007.⁴ Similarly, the number of P/PMs identified in the workforce has grown by more than four times during the first five years since the FAC-P/PM policy's introduction in April, 2007.⁵ Through FAITAS, FAI increased the ability of the civilian agencies to identify, track, and manage their COR and P/PM workforces, which led to a more accurate count of these workforces. In the coming years, as the number of agencies using of FAITAS continues to grow, FAI will be able to present a more complete data set of the civilian agency acquisition workforce. Additionally, an increase in certification-related training opportunities has had a positive influence on the growing workforce size.

³Data for FY 2007 – 2009 obtained from ACMIS; data for FY 2010 – 2011 obtained from the Annual Human Capital Plans (AHCPs) of the CFO Act agencies

⁴Available at: <http://www.fai.gov/pdfs/11-26-COTR-Memo.pdf>

⁵Available at: http://www.whitehouse.gov/sites/default/files/omb/procurement/workforce/fed_acq_cert_042507.pdf

The acquisition workforce is dispersed across the United States, with the largest concentration in the Washington, DC metropolitan area (19%). The top nine geographic concentrations, as defined by Core Based Statistical Areas (CBSAs), are presented in Figure 4, and together represent 39% of the total acquisition workforce. The remaining 61% of the workforce are employed in one of over 700 “Other” geographic areas. A more comprehensive breakdown of the GS-1102, GS-1105, GS-1106 and GS-1101 workforces by CBSA location, grade and salary can be found in Appendices B-E, respectively.

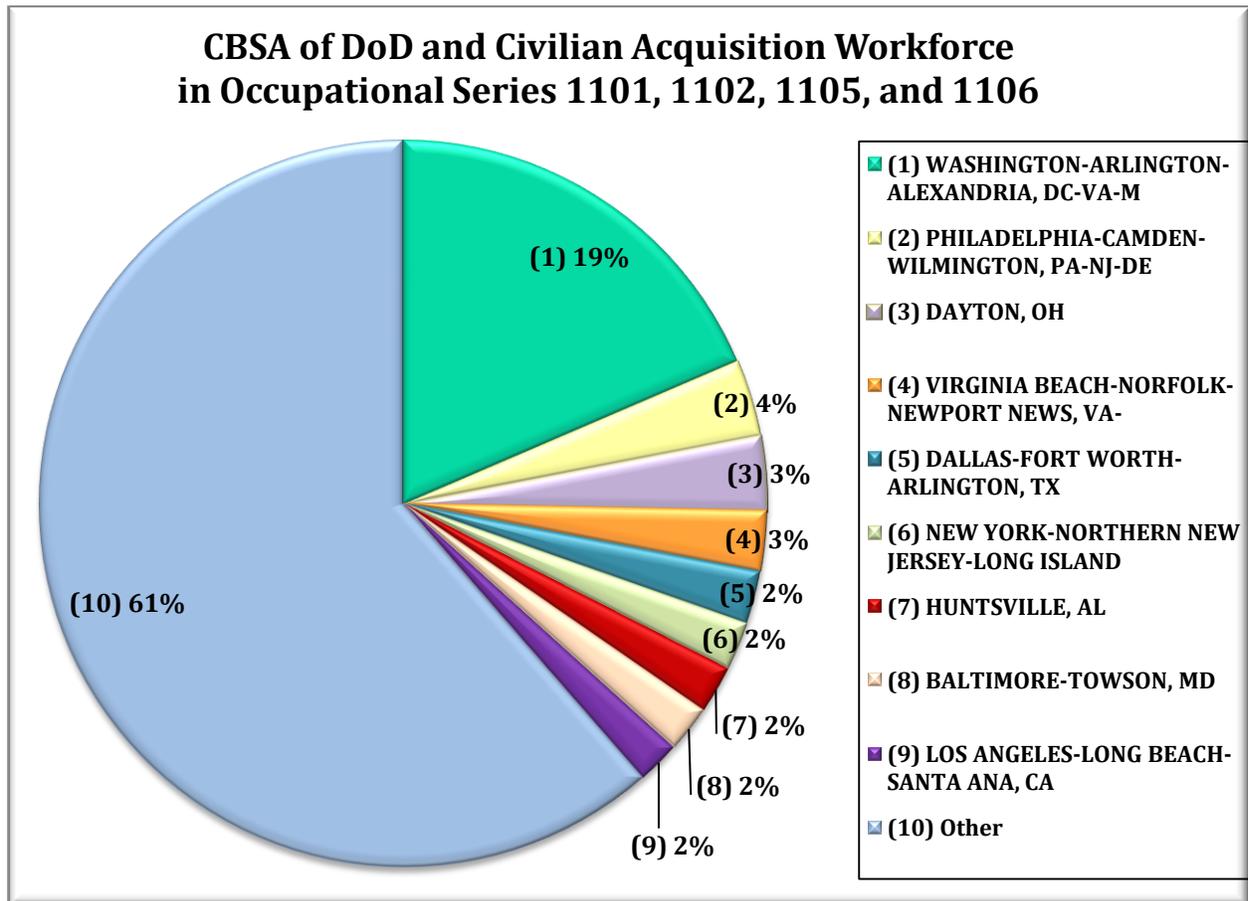


Figure 4. CBSA of DoD and Civilian Agency Acquisition Workforce Members

The average age of the DoD and civilian agency GS-1101, GS-1102, GS-1105 and GS-1106 workforces increased from FY 2010 to FY 2011. As noted in numerous agency AHCPs, an aging workforce presents a wide variety of challenges; however, this is a challenge that is faced across the Federal Government and is not unique to the acquisition community. Figure 5 illustrates a more pronounced increase in the GS-1101 and GS-1102 job series, with the average age increasing to 48.2 years and 46.2 years, respectively. Among the GS-1105 and GS-1106 job series, the average age also increased, but at a slower rate. The GS-1105 job series now has an average age of 49.9 years, while the GS-1106 job series has an average age of 50.6 years. In comparison, the median age of all government employees is 45-49 years of age; however, the mode, or most prevalent age range, is 50-54 years of age.

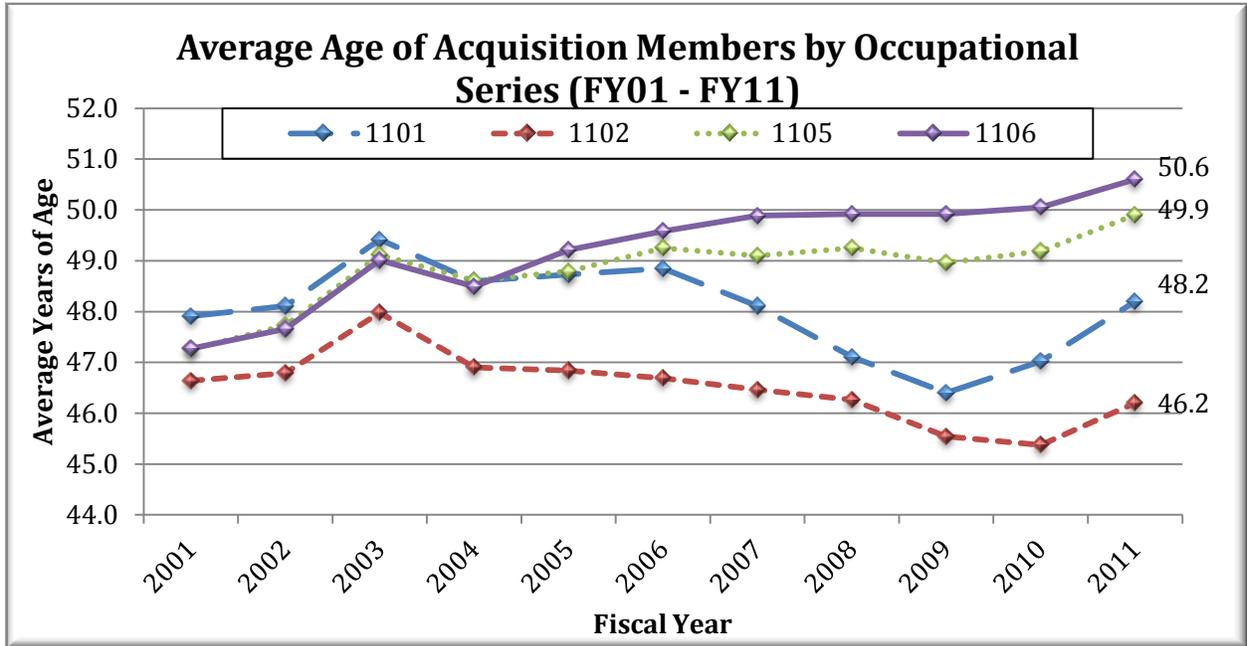


Figure 5. Average Age of Acquisition Members by Occupational Series

Formal education is a key factor in workforce proficiency as is career-specific training. Figure 6 illustrates the education levels across age groups within the DoD and civilian agency GS-1101, GS-1102, GS-1105 and GS-1106 job series. The percentage of acquisition workforce employees that hold at least a bachelor's degree is significantly higher in the younger generation than those approaching retirement. Almost 75% of those in the 23 to 34 years of age range hold at least a bachelor's degree, whereas slightly more than 50% of those 55 years of age and older hold at least a bachelor's degree.

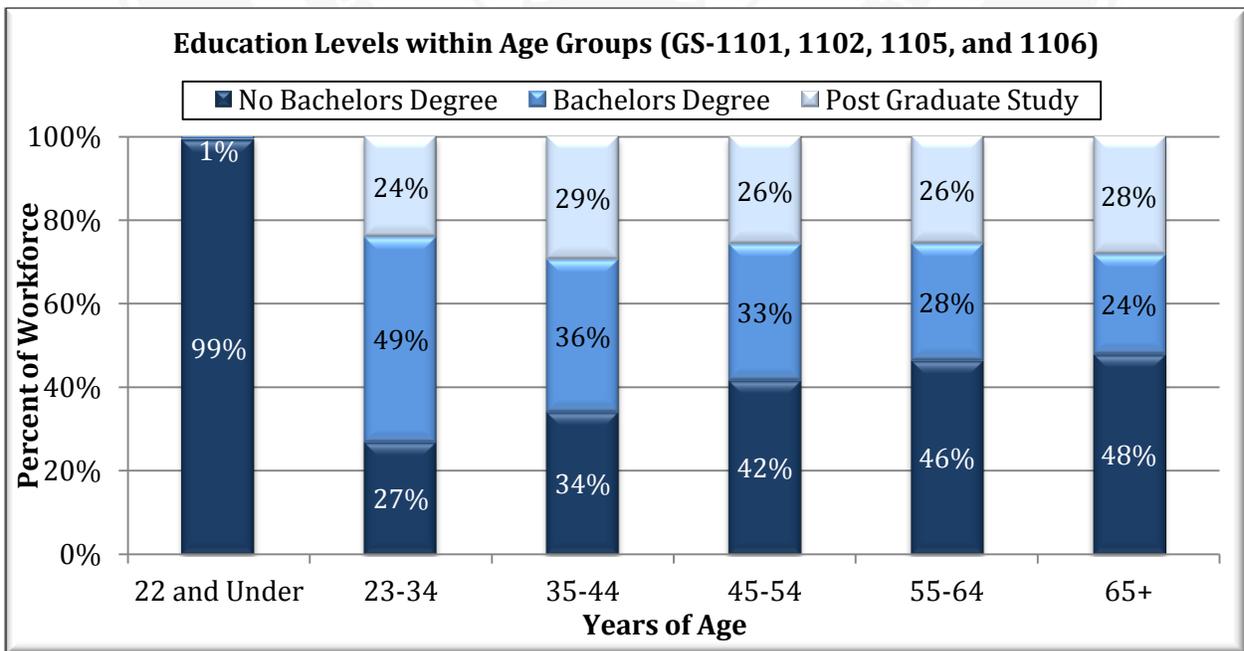


Figure 6. Education Levels Within Age Groups (GS-1101, 1102, 1105, and 1106)

IV. Priority Workforce Issues

Successful acquisition outcomes are a direct result of having the right personnel develop, manage, and oversee agency acquisitions in accordance with sound acquisition management principles. This point is reinforced in the President's March 4, 2009 Memorandum on Government Contracting⁶, which identifies strengthening the acquisition workforce as a pillar for strengthened agency acquisition practices and improved government performance. Therefore, deliberate, strategic and complementary human capital planning efforts at the government-wide and agency levels are critical for supporting agencies in achieving their mission and strategic goals.

As part of the OFPP and FAI initiative to increase the use and efficiency of human capital planning, agency AHCPs are used as vehicles to systematically strengthen agency acquisition human capital management practices. In FY 2011, the AHCP template was streamlined to prevent agencies from being overburdened by the reporting process, while also ensuring that OFPP and FAI obtained the information required to make informed, data-driven decisions at the government-wide level. In the coming year, OFPP and FAI will restructure the annual AHCP template around OPM's Human Capital Assessment and Accountability Framework (HCAAF), which provides a comprehensive, standardized structure for human capital management across the Federal Government. In doing so, OFPP and FAI hope to better facilitate a collaborative acquisition human capital planning and implementation process between the acquisition and human capital communities. In support of these human capital planning initiatives, FAI worked to provide resources to agencies to help identify, track, and manage the acquisition workforce. Specifically, agencies were encouraged to utilize FAITAS to manage their workforces' certifications, among other key data. In the coming years, FAI will deploy additional modules within FAITAS to support agencies with increased human capital-focused data.

As previously noted, the priority workforce management challenges facing the acquisition community are (1) employees exiting the workforce, (2) recruiting, staffing and, succession planning, and (3) workforce development. The following three sections elaborate on each workforce management challenge and describe how each can be addressed through the following approaches:

- Enhanced human capital planning activities
- Developing a competent acquisition workforce
- Mentoring acquisition workforce members

⁶ Available at http://www.whitehouse.gov/the_press_office/Memorandum-for-the-Heads-of-Executive-Departments-and-Agencies-Subject-Government

4.1 Employees Exiting the Workforce

Table 1 contains the number and rate of attritions from the DoD and civilian agency GS-1101, GS-1102, GS-1105 and GS-1106 job series from FY 2009 to FY 2011. Note that historical trends in this section are limited to the GS-1101, GS-1102, GS-1105 and GS-1106 job series as attrition data on the P/PM and COR workforces are not available. It should also be noted that Table 1 does not include Acquisition members who left one agency to take a position in the same occupation in another agency.

Table 1. Attritions from Select 1100 Series Occupations

Occupational Series	Attritions					
	FY09 Attritions	FY09 Rate	FY10 Attritions	FY10 Rate	FY11 Attritions	FY11 Rate
1101	3,782	12.6%	3,960	12.2%	4,050	11.5%
1102	1,290	4.3%	1,561	4.7%	1,990	5.6%
1105	197	6.2%	248	7.1%	260	7.4%
1106	135	7.6%	157	9.2%	170	10.1%
Total	5,404	8.3%	5,926	8.4%	6,470	8.5%

As indicated in Table 1, the total attrition rate across the four GS-1100 series occupations has slowly increased from FY 2009 through FY 2011. The total number of attritions has increased by more than 1,000 workforce members across the three year span. However, the 8.5% attrition rate of the four GS-1100 series occupations is less than the government-wide rate of 11% in FY 2011.

Table 2 presents a more focused look at the attrition rates presented in Table 1 by showing only those workforce members who separated from federal service through retirement. The number of retirements in key acquisition occupations has steadily increased from FY 2009 to account for 3.4% of the workforce in FY 2011. This represents a larger rate of retirements than the government-wide rate of 3.0% in FY 2011. Comparing the data in Table 1 and Table 2 illustrates that in FY 2011, retirements accounted for 40% of all attritions, which represents an increase from 34% of all attritions in FY 2009.

Table 2. Attritions through Retirement from Select 1100 Series Occupations

Occupational Series	Attritions - Retirements Only					
	FY09 Attritions	FY09 Rate	FY10 Attritions	FY10 Rate	FY11 Attritions	FY11 Rate
1101	844	2.8%	971	3.0%	1,161	3.3%
1102	819	2.7%	944	2.8%	1,197	3.3%
1105	106	3.3%	147	4.2%	143	4.1%
1106	55	3.1%	83	4.9%	103	6.1%
Total	1,824	2.8%	2,145	3.0%	2,604	3.4%

Appendix G of this report provides an analysis of retirement eligibility in the overall civilian agency acquisition workforce, as well as an in-depth breakdown of the GS-1102 retirement eligibility. The data confirms that retirement eligibility has increased from FY 2010 across all segments of the workforce, except for those who will be eligible to retire in 1-5 years. However, the number of those who will be retirement eligible in 1-5 years decreased by less than 100 personnel. Overall, 66% of the current acquisition workforce will be eligible to retire within the next 10 years. More specifically, 58% of current GS-1102s will be retirement eligible within the next 10 years. With the high levels of retirement eligibility, the community is at risk of losing competent, highly skilled and trained workforce members through attrition. These workforce members may have years of experience that are not easily replaced. It is important that we focus our efforts on developing the more junior contracting professionals who will be stepping into their shoes.

In alignment with the retirement trends presented in Appendix G, agencies are reporting in their AHCPs that increasing the retention rates at all levels is a major challenge. As noted in the 2010 AWCS Report published by FAI, 25% of the FAC-certified survey participants planned to retire in the next 6 years, and that percentage is even higher in some agencies. When attritions are viewed holistically, it becomes clear that succession planning is a critical part of managing the acquisition workforce.

A tool for supporting increased retention rates is a well-designed exit survey, which will help to determine the root causes of the current attrition rate and enable Federal acquisition leaders to design and deploy targeted solutions to reduce voluntary turnover. Currently, some individual agencies have deployed exit surveys or interviews, but a centrally managed, web-based survey would enable the identification of issues that are unique to the acquisition community across government and the development of interagency solutions.

Some voluntary attrition is inevitable, but steps can be taken to retain valuable knowledge before employees leave. Through strategically-designed mentoring programs, the skills and knowledge of the most experienced member of the workforce can be transferred to a younger generation. Mentoring programs may also help strengthen relationships within the acquisition community that will lead to high levels of employee engagement and lower voluntary attrition rates.

4.2 Recruiting, Staffing and Succession Planning

The number and rate of new hires into the DoD and civilian agency GS-1101, GS-1102, GS-1105 and GS-1106 job series is presented in Table 3. The table encompasses the hiring data for the past three fiscal years, but does not include employees who transferred to a new agency. The rate of hiring has decreased across all job series in the past three years, while the total rate of hiring between FY 2009 and FY 2011 has decreased from 16.4% to 8.9%. In comparison, the government-wide rate of accession was 11% in FY 2011.

Table 3. New Hires into the 1100 Occupational Series

Occupational Series	New Hires					
	FY09 Hires	FY09 Rate	FY10 Hires	FY10 Rate	FY11 Hires	FY11 Rate
1101	5,816	19.4%	5,651	17.3%	3,842	10.9%
1102	4,209	14.1%	3,869	11.7%	2,485	6.9%
1105	427	13.4%	286	8.1%	271	7.7%
1106	210	11.8%	194	11.4%	170	10.1%
Total	10,662	16.4%	10,000	14.1%	6,768	8.9%

In FY 2011, slightly more than 6,700 acquisition professionals were added to the workforce from outside the federal government, but roughly 6,400 professionals separated from the Federal workforce. In conjunction with the increased attrition rates, the decreased rate of hiring from FY 2010 to FY 2011 presents a challenge to enhancing the capacity of the acquisition workforce. As an increased number of workforce members exit the community, the need for competent, well-trained acquisition professionals increases as well. In order to maintain, and increase, the overall capacity and capability of the acquisition workforce, newly hired acquisition professionals will require time to develop, resources to acclimate to their agencies or the Federal government, and training courses to gain the necessary knowledge.

OFPP and FAI recognize the importance of strong agency and interagency intern programs in building a pipeline of talented acquisition professionals. In FY 2011, OFPP and FAI took steps to further implement the recommendations of OFPP's interagency intern working group. Looking ahead, OFPP and FAI are partnering with the Office of Personnel Management (OPM) to establish an acquisition track in the Presidential Management Fellows (PMF) Program. This will allow agencies to select intern candidates from OPM's pre-selected pool of highly talented PMF fellows. In addition to mitigating the negative impact of attrition, mentoring relationships are an effective way to help new workforce members acclimate to the community. Through their mentor-mentee relationship, new acquisition workforce members can gain valuable knowledge about their agency, working in the federal environment and the federal acquisition process. In order for a mentoring program to be effective, we need to supply our most experienced workforce members with the necessary training, resources, and support to be mentors. OFPP and FAI have engaged agency representatives about the use and value of mentoring programs within agencies to determine the types of tools and resources that can be developed and managed at a government-wide level.

4.3 Workforce Development

As part of strengthening the capability acquisition workforce, a well-trained workforce is critical to the overall

success and operation of the Federal government. FAI supports agencies in providing valuable training to their acquisition workforce members to help ensure the workforce is adequately trained and certified.

Table 4. Number and Certification Rate of Contracting Professionals, CORs and P/ PMs as of 09/2011

Agency	Total Counts			Percentage Certified		
	1102 ⁷	COR ⁸	P/PM ⁸	1102 ⁷	COR ⁸	P/PM ⁸
DOC	201	1,448	52	70%	100%	100%
Education	95	563	28	75%	100%	100%
DOL	104	201	33	59%	89%	100%
EPA	327	5,000	22	78%	100%	91%
NASA	744	4,268	126	82%	100%	100%
OPM	32	125	9	95%	95%	100%
SBA	86	96	1	82%	100%	100%
DOE	646	unknown	unknown	85%	unknown	unknown
DOI	891	4,789	360	81%	91%	7%
DOJ	559	1,952	132	60%	84%	34%
GSA	1,584	2,861	219	78%	94%	100%
HUD	96	1,005	57	65%	96%	29%
NRC	49	600	19	75%	100%	100%
NSF	23	164	unknown	85%	100%	Unknown
SSA	94	326	33	90%	24%	100%
Treasury	442	1,517	75	70%	99%	100%
DOT	451	2,441	64	75%	47%	58%
State	177	1,464	39	50%	100%	100%
VA	2,048	5,000	745	72%	5%	100%
USAID	293	3,709	2	69%	95%	100%
HHS	1,025	7,349	79	75%	100%	100%
USDA	641	2,692	332	78%	100%	100%
DHS	1,464	4,921	1,946	85%	100%	94%
TOTAL	12,072	52,491	4,373	76%	86%	86%

⁷From Performance.gov: *Develop Acquisition Workforce*

⁸From Annual Human Capital Plans (AHCPs); current as of September, 2011

Table 4 presents the number of GS-1102s, CORs, and P/PMs as well as the FAC certification rates for each of the civilian CFO Act agencies as of September, 2011. The number of workforce members and certification rates for the GS-1102 job series were obtained from *Develop Acquisition Workforce* section of Performance.gov. Data in Table 4 that corresponds to the COR and P/PMs certification areas were reported by the agencies in their AHCPs. In certain cases, data were not reported in the agency's AHCP and are denoted as "unknown" in the COR and P/PM columns. As shown in Table 4, the GS-1102 job series has a certification rate of 76%, while the COR and P/PM certification areas each have a rate of 86%.

In conjunction with the OFPP-chartered Functional Advisory Boards (FABs), FAI has worked to evaluate the effectiveness of certification-based training policies, programs and courses, and metrics. Each FAB consists of acquisition and development professionals from across the civilian agencies, with each FAB representing one of the three FAC program areas. The FABs began evaluating existing career field competencies and aligned skills in order to validate and refresh them. Additionally, FAB members regularly engage in broader conversations about the competency-based certification requirements and strategies to develop the acquisition workforce going forward, including a combination of training, education and experience. Each of these approaches offers some insight into an acquisition member's capabilities, with no single approach telling the whole story. In many cases throughout the federal government, acquisition professionals possess the appropriate certifications but still need more practical knowledge and hands-on experience to excel at their jobs. Alternatively, seasoned members of the acquisition workforce often require more training to manage and mentor others within the acquisition function.

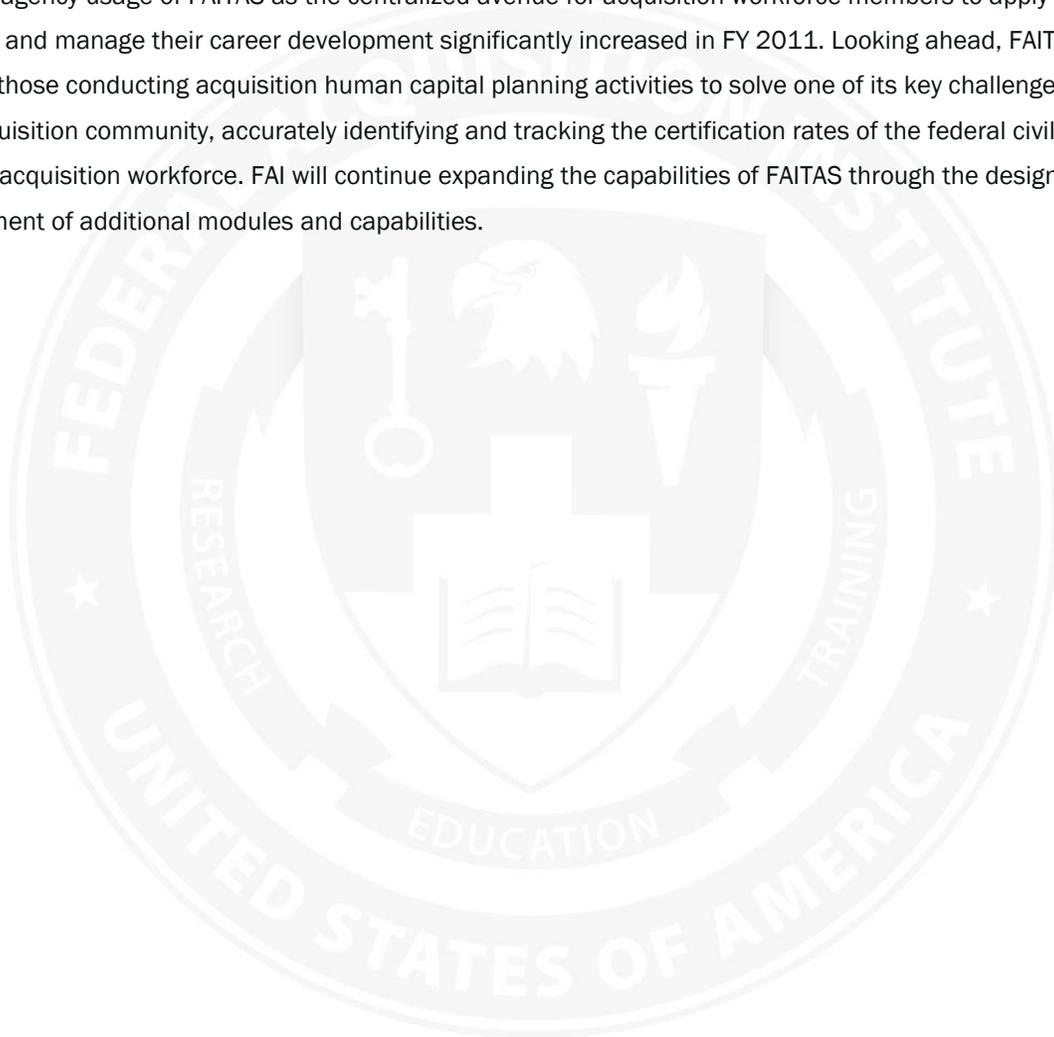
As a complement to the formal training courses required for certification, mentoring can offer acquisition workforce members with an opportunity to learn and develop skills that cannot be obtained in a classroom. While a mentoring program can be greatly beneficial to the mentee, FAI recognized that the mentor can also gain valuable knowledge, skills, and job satisfaction from participating in the program.

In an effort to increase the impact of human capital planning activities, OFPP and FAI partnered on a variety of initiatives, including the annual AHCP and the biannual AWCS. Through these initiatives, the acquisition workforce can better utilize available human capital resources, and more efficiently plan for future capacity demands. Initially conducted in 2007 as a competency survey for the contracting workforce, the AWCS was expanded in 2008 to include CORs and P/PMs. FY 2010 marked the second iteration of the competency survey to include CORs and P/PMs, which allows for a historical comparison of competency proficiency data to assess the success of previous strategies and tailor future strategies to target key proficiency gaps. Utilizing the results of the AWCS, FAI shapes the implementation of targeted, federal-wide training and development strategies. A comparison of the FY 2010 and FY 2008 AWCS data, broken down by FAC program area, can be found in Appendix F of this report.

Throughout FY 2011, OFPP and FAI continued to address the challenges that were identified in the FY 2010

AWCS. Through regular interagency meetings, such as the Interagency Acquisition Career Management Committee (IACMC) and the FABs, FAI, in partnership with agency ACMs, worked to develop solutions to the challenges faced by the acquisition workforce. In addition to participating in federal-wide solution planning, agencies are encouraged to use their AWCS results to develop agency-specific strategies for complementing federal-wide initiatives. In order to continually assess the competence of the acquisition workforce and aid in future human capital planning activities, OFPP and FAI conducted the next AWCS in the summer of FY 2012.

Civilian agency usage of FAITAS as the centralized avenue for acquisition workforce members to apply for training and manage their career development significantly increased in FY 2011. Looking ahead, FAITAS will enable those conducting acquisition human capital planning activities to solve one of its key challenges facing the acquisition community, accurately identifying and tracking the certification rates of the federal civilian agency acquisition workforce. FAI will continue expanding the capabilities of FAITAS through the design and deployment of additional modules and capabilities.



Summary

The FY 2011 Annual Report on the Federal Acquisition Workforce provides an overview of the major workforce trends across the civilian agency and DoD acquisition communities. This report presents data from each civilian CFO Act Agency's AHCP and data from the OPM (CPDF) to examine the demographic trends of the workforce. In addition to a demographic overview, this report also looks at the attrition and hiring data for FY 2011. To help better understand the proficiency of the acquisition workforce, educational achievement and certification rates are presented. The data contained in this report and initiatives described in the Priority Workforce Issues section should be used to assist in human capital planning at both a government-wide and agency level.



Appendix A: Summary Acquisition Workforce Data
FY 2011

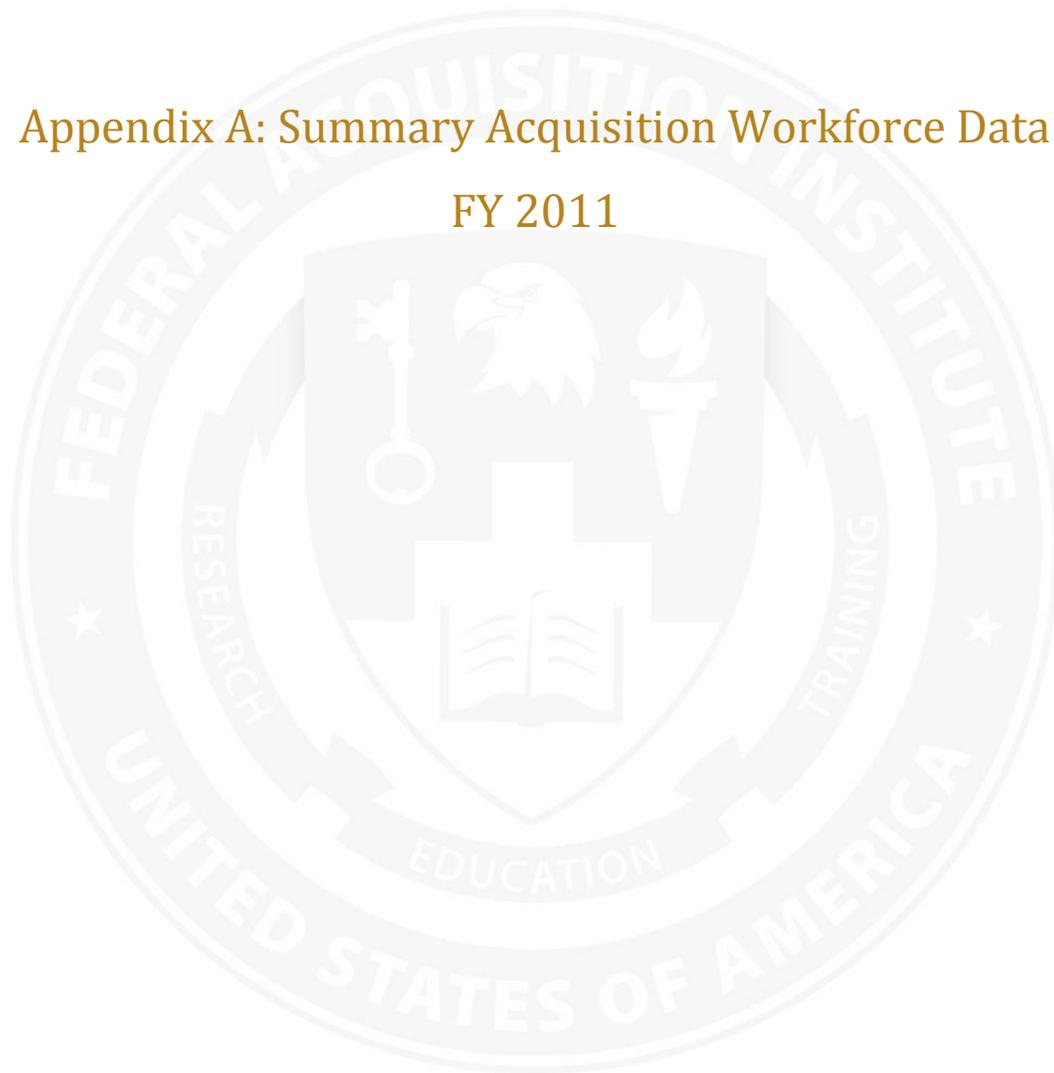


TABLE A1. HISTORY OF THE ACQUISITION WORKFORCE FY 2001 - FY 2011

Fiscal Year:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
General Business and Industry (GS 1101)											
Total	22,132	22,865	23,008	23,514	23,937	24,533	26,846	29,945	32,515	34,461	34,391
DOD	6,546	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268	15,692	16,330
Civilian Agencies	15,586	16,116	16,128	16,493	16,447	16,772	16,458	16,970	17,247	18,769	18,061
Average Grade	10.66	10.56	10.60	10.59	10.57	11.01	10.01	9.29	8.98	9.56	9.45
Average Age	47.91	48.11	49.42	48.60	48.73	48.85	48.11	47.11	46.40	48.61	48.16
Percent Female	55%	56%	56%	56%	56%	56%	57%	57%	57%	55%	54%
Eligible To Retire in Current FY	11%	13%	19%	16%	15%	14%	16%	13%	12%	21%	19%
Eligible To Retire in FY + 10 Years	50%	52%	60%	58%	55%	54%	56%	52%	51%	60%	37%
College Graduates	41%	41%	41%	41%	42%	42%	40%	38%	37%	42%	42%
Members, Senior Executive Service	95	110	105	102	108	103	103	107	98	107	117
Contracting Specialist (GS-1102)											
Total	26,608	27,294	26,849	26,936	27,589	27,944	28,434	29,707	32,925	35,048	36,704
DOD	18,565	18,885	18,393	18,322	18,749	18,928	19,119	19,786	21,975	23,384	24,397
Civilian Agencies	8,043	8,409	8,456	8,614	8,840	9,016	9,315	9,921	10,950	11,664	12,307
Average Grade	11.20	11.17	11.14	11.09	11.09	10.94	11.68	11.65	11.50	10.69	11.86
Average Age	46.64	46.79	47.98	46.9	46.84	46.69	46.46	46.26	45.54	46.97	46.21
Percent Female	61%	61%	61%	61%	60%	60%	60%	60%	59%	58%	57%
Eligible To Retire in Current FY	10%	12%	18%	15%	13%	12%	14%	13%	12%	15%	16%
Eligible To Retire in FY + 10 Years	52%	54%	61%	58%	54%	50%	54%	52%	49%	48%	33%
College Graduates	61%	63%	65%	67%	69%	71%	75%	76%	78%	80%	83%
Members, Senior Executive Service	71	71	69	68	74	81	92	92	99	105	106
Purchasing (GS-1105)											
Total	3,252	3,321	3,210	3,186	3,098	3,038	3,114	3,186	3,492	3,477	3,448
DOD	1,220	1,193	1,097	1,069	989	961	995	997	1,200	1,186	1,174
Civilian Agencies	2,032	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292	2,291	2,274
Average Grade	6.65	6.71	6.77	6.81	6.86	7.10	7.11	7.11	7.14	6.99	7.23
Average Age	47.26	47.73	49.11	48.61	48.79	49.25	49.10	49.25	48.96	50.78	49.92
Percent Female	77%	77%	76%	75%	75%	74%	73%	71%	69%	69%	68%
Eligible To Retire in Current FY	10%	13%	20%	18%	18%	16%	20%	18%	16%	17%	20%
Eligible To Retire in FY + 10 Years	51%	54%	63%	61%	62%	59%	64%	60%	59%	53%	39%
College Graduates	10%	11%	11%	12%	12%	12%	15%	15%	16%	17%	20%
Members, Senior Executive Service	0	0	0	0	0	0	0	0	0	0	0

Procurement Clerical and Assistance (GS-1106)											
Total	3,276	3,120	2,831	2,565	2,370	2,073	1,898	1,776	1,699	1,644	1,669
DOD	2,582	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156	1,097	1,084
Civilian Agencies	694	740	715	661	622	533	547	541	543	547	585
Average Grade	5.80	5.87	5.92	5.95	5.99	6.17	6.22	6.24	6.24	6.09	6.36
Average Age	47.27	47.66	49.01	48.49	49.21	49.58	49.89	49.92	49.92	51.65	50.58
Percent Female	87%	86%	86%	86%	85%	84%	83%	81%	80%	80%	78%
Eligible To Retire in Current FY	14%	17%	22%	21%	21%	22%	24%	22%	24%	27%	28%
Eligible To Retire in FY + 10 Years	56%	59%	64%	64%	64%	63%	67%	65%	64%	60%	37%
College Graduates	7%	8%	9%	8%	9%	8%	12%	11%	12%	13%	17%
Members, Senior Executive Service	0	0	0	0	0	0	0	0	0	0	0

TABLE A2. ACQUISITION WORKFORCE AT A GLANCE FY 2011

	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
Population	34,391	36,704	3,448	1,669	76,212
Average Grade	9.45	11.86	7.23	6.36	10.43
Average Age	48.16	46.21	49.92	50.58	47.35
Percent Female	54%	57%	68%	78%	57%
Percent Eligible to Retire in FY 2011	19%	16%	20%	28%	18%
Percent Eligible to Retire in FY 2021	37%	33%	39%	37%	35%
Percent College Graduates	42%	83%	20%	17%	60%
Members, Senior Executive Service	117	106	0	0	223

TABLE A3. LOSSES FROM AND HIRES TO FEDERAL SERVICE DURING FY 2011

	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)	Total
Losses	4,050	1,990	260	170	6,470
Percent of Losses	11.5%	5.6%	7.4%	10.1%	8.5%
Retirement Eligible Employee Losses¹	1,161	1,197	143	103	2,604
Total Hires	3,842	2,485	271	170	6,768
Net Change	-208	495	11	0	298
Population at End of FY 2011	34,391	36,704	3,448	1,669	76,212
DOD	16,330	24,397	1,174	1,084	42,985
Civilian Agencies	18,061	12,307	2,274	585	33,227

¹Data obtained from FedScope



TABLE A4. AVERAGE SALARY BY OCCUPATIONAL SERIES FY 2011

Agency	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
USAF	\$88,131.26	\$79,779.83	\$44,566.54	\$44,676.03
Army	\$70,935.37	\$82,201.65	\$50,743.91	\$45,201.75
Navy	\$79,399.31	\$85,560.13	\$49,372.19	\$43,565.50
Other, DOD	\$43,399.42	\$82,488.23	\$45,155.25	\$47,258.75
Average, DOD	\$70,466.40	\$82,507.46	\$47,459.47	\$45,175.51
USDA	\$57,763.38	\$84,373.26	\$48,810.22	\$44,336.82
USAID	\$96,177.46	\$96,072.42	N/A	\$52,764.00
DOC	\$106,479.10	\$95,903.35	\$56,081.51	\$42,256.50
ED	\$89,453.86	\$105,645.86	N/A	N/A
DOE	\$110,694.78	\$101,211.92	\$53,662.92	\$43,714.20
EPA	\$92,567.82	\$97,429.77	\$62,708.00	\$54,424.50
GSA	\$97,507.61	\$89,941.40	\$51,043.06	\$48,783.92
HHS	\$100,807.92	\$93,009.22	\$53,368.35	\$45,568.69
DHS	\$97,667.00	\$95,904.89	\$53,418.00	\$44,006.68
HUD	\$99,581.59	\$103,895.05	N/A	\$54,031.67
DOI	\$73,886.60	\$81,842.18	\$47,543.43	\$42,745.31
DOJ	\$88,750.39	\$85,787.62	\$53,929.58	\$48,423.33
DOL	\$97,346.46	\$103,202.00	\$52,741.45	\$44,352.90
NASA	\$110,961.88	\$100,827.73	\$62,505.71	\$52,820.00
NSF	\$118,458.67	\$116,776.78	N/A	N/A
NRC	\$135,984.60	\$108,957.51	\$61,841.25	N/A
OPM	\$86,500.00	\$100,766.42	\$45,418.63	\$50,896.67
SEC	\$177,938.50	\$124,491.08	N/A	N/A
SBA	\$73,473.64	\$103,214.72	N/A	\$49,658.50
SSA	\$109,507.80	\$97,069.89	\$59,589.89	N/A
DOS	\$102,778.09	\$104,143.53	\$45,042.50	\$54,875.00
DOT	\$99,564.37	\$95,668.62	\$59,048.40	\$45,560.25
Treasury	\$74,130.52	\$102,321.53	\$59,603.67	\$48,591.20
VA	\$68,344.20	\$76,417.10	\$45,115.33	\$43,444.73
All Other Civilian Agencies	\$112,324.24	\$112,450.13	\$54,457.16	\$49,102.47
Average, Civilian Agencies	\$99,146.02	\$99,092.96	\$53,996.27	\$48,017.87
Average, All Agencies	\$74,980.02	\$85,391.91	\$48,404.93	\$45,426.72

TABLE A5. EDUCATIONAL LEVELS BY OCCUPATION FY 2011

Educational Level	General Business and Industry (GS-1101)	Contract Specialist (GS-1102)	Purchasing (GS-1105)	Procurement Clerical and Assistance (GS-1106)
No Degree	19,504	5,788	2,738	1,381
Bachelor's Degree	7,865	17,764	585	228
Post Graduate Study	6,972	13,122	119	53
Unknown	50	30	6	7
Total	34,391	36,704	3,448	1,669
Percent of College Graduates in the Total Population	42%	83%	20%	17%





Appendix B: Contracting Series GS-1102
FY 2011

TABLE B1. TURNOVER AND HIRES IN THE CONTRACTING SERIES (GS-1102) FY 2001 - FY 2011

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Population at End of the Fiscal Year	26,608	27,294	26,849	26,936	27,589	27,944	28,434	29,707	32,925	35,048	36,704
Total, DOD	18,565	18,885	18,393	18,322	18,789	18,928	19,119	19,786	21,975	23,384	24,397
Total, Civilian Agencies	8,043	8,043	8,456	8,614	8,840	9,016	9,315	9,921	10,950	11,664	12,307
Total Losses	1,947	1,761	2,197	2,443	2,108	2,255	2,247	2,106	1,290	1,561	1,990
Percent of Losses	7%	7%	8%	9%	8%	8%	8%	7%	4%	5%	5%
Retirement Eligible Employee Losses¹	613	586	834	884	860	779	771	768	645	943	1,184
Total Hires	1,804	2,447	1,752	2,530	2,761	2,610	2,737	3,379	4,209	3,869	2,485
Net Change	-143	686	-445	87	653	355	490	1,273	2,919	2,308	495

¹Data obtained from FedScope



TABLE B2. CONTRACTING SERIES (GS-1102) BY AGENCY BY GRADE

Agency	Grade											Average Grade ³
	5	7	9	11	12	13	14	15	Other ¹	NS ²	All	
USAF	37	102	540	1,203	2,127	995	251	83	483	0	5,821	10.95
Army	22	350	705	1,240	1,701	1,382	438	130	1,343	0	7,311	10.02
Navy	263	169	396	595	1,379	915	261	123	551	0	4,652	10.12
Other, DOD	11	248	455	1,795	2,214	1,195	361	108	226	0	6,613	10.42
Total, DOD	333	869	2,096	4,833	7,421	4,487	1,311	444	2,603	0	24,397	10.38
USDA	3	15	47	109	249	140	51	16	9	2	641	11.77
USAID	23	0	12	15	31	42	39	13	117	0	292	8.21
DOC	5	1	12	17	32	30	25	16	57	4	199	9.42
ED	0	0	4	7	16	22	20	10	0	15	94	12.92
DOE	1	5	15	44	144	130	104	84	118	3	645	11.14
EPA	1	5	15	18	85	116	58	25	0	2	325	12.66
GSA	8	12	90	159	633	420	197	53	0	3	1,575	12.27
HHS	1	10	105	137	234	266	168	83	0	8	1,012	12.34
DHS	1	49	79	168	271	291	245	220	25	99	1,448	11.51
HUD	0	0	0	6	22	34	17	13	0	2	94	12.82
DOI	11	29	99	161	307	166	87	25	2	1	888	11.68
DOJ	9	17	124	107	63	118	92	24	3	2	559	11.48
DOL	0	3	1	2	22	33	34	8	0	1	104	12.89
NASA	0	13	22	42	172	238	157	90	0	10	744	12.88
NSF	0	0	1	0	4	2	10	6	0	0	23	13.61
NRC	0	4	5	3	0	5	20	11	0	1	49	12.83
OPM	0	0	1	1	7	10	8	4	0	0	31	13.10
SEC	0	1	0	1	4	15	9	7	0	1	38	13.30
SBA	0	0	2	1	9	57	10	3	0	0	82	12.96
SSA	0	0	4	11	23	35	10	8	0	2	93	12.62
DOS	1	0	7	14	33	23	81	14	0	2	175	13.07
DOT	5	9	17	43	59	43	12	5	262	0	450	12.60
Treasury	8	3	20	36	113	67	129	11	49	4	440	12.27
VA	10	157	279	305	673	394	147	41	0	9	2,015	11.41
All Other Civilian Agencies	1	6	5	18	45	59	71	36	40	10	291	12.34
Total, Civilian Agencies	88	339	966	1,425	3,251	2,756	1,801	826	682	181	12,307	12.16
Total, All Agencies	421	1,208	3,062	6,258	10,672	7,243	3,112	1,270	3,285	181	36,704	11.86

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE B3. CONTRACTING SERIES (GS-1102) BY AGENCY BY SALARY LEVEL FY2011

Agency	Salary in Thousands of Dollars															Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	100-110	110-120	120-130	130-140	140-150	>150	NS ¹	
USAF	1	70	365	774	738	1,281	979	687	373	238	128	70	63	51	3	5,821
Army	0	134	529	865	1,083	1,073	1,105	904	625	391	217	146	113	122	4	7,311
Navy	0	58	267	490	541	789	692	595	433	332	132	114	80	126	3	4,652
Other, DOD	0	133	266	557	1,123	1,392	1,015	808	513	321	149	125	91	120	0	6,613
Total, DOD	1	395	1,427	2,686	3,485	4,535	3,791	2,994	1,944	1,282	626	455	347	419	10	24,397
USDA	0	3	23	57	80	110	157	86	49	33	18	16	5	4	0	641
USAID	0	0	2	22	25	54	24	46	37	24	20	20	8	10	0	292
DOC	0	0	0	24	23	24	20	25	17	21	15	13	12	5	0	199
ED	0	0	0	4	5	14	12	2	19	7	12	5	10	4	0	94
DOE	0	3	7	28	37	88	90	78	84	58	52	53	37	30	0	645
EPA	0	3	5	16	15	52	36	49	47	48	20	14	10	9	1	325
GSA	0	8	18	108	136	232	279	327	194	149	53	37	24	10	0	1,575
HHS	0	4	8	110	112	144	128	136	110	80	63	45	35	37	0	1,012
DHS	0	7	47	101	167	173	174	195	125	131	90	78	98	62	0	1,448
HUD	0	0	0	0	5	12	6	27	11	11	6	8	6	2	0	94
DOI	0	18	54	106	106	168	137	125	54	60	22	15	16	7	0	888
DOJ	0	2	22	65	123	77	57	43	51	34	40	20	10	12	3	559
DOL	0	0	1	3	4	11	11	12	30	7	13	7	2	3	0	104
NASA	0	2	20	27	28	68	115	134	100	91	47	36	37	39	0	744
NSF	0	0	0	1	0	1	3	1	1	4	5	2	2	3	0	23
NRC	0	0	1	8	2	0	2	2	6	8	7	2	6	5	0	49
OPM	0	0	0	1	2	6	4	2	4	5	1	5	1	0	0	31
SEC	0	0	0	0	1	0	2	2	6	6	5	4	4	8	0	38
SBA	0	0	0	2	2	1	14	15	18	21	5	2	1	1	0	82
SSA	0	0	0	4	10	15	8	19	13	11	2	5	3	3	0	93
DOS	0	1	0	7	13	19	14	17	23	34	22	13	3	9	0	175
DOT	0	0	11	40	48	51	52	64	38	59	31	18	21	17	0	450
Treasury	0	0	10	14	36	62	54	30	44	64	59	32	12	23	0	440
VA	0	48	210	286	247	386	332	226	107	81	40	21	8	18	5	2,015
All Other Civilian Agencies	0	1	4	5	16	19	30	38	38	26	30	16	29	39	0	291
Total, Civilian Agencies	0	100	443	1,039	1,243	1,787	1,761	1,701	1,226	1,073	678	487	400	360	9	12,307
Total, All Agencies	1	495	1,870	3,725	4,728	6,322	5,552	4,695	3,170	2,355	1,304	942	747	779	19	36,704

¹NS: Salary was not specified.

TABLE B4. FEMALES & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY GRADE FY 2011

Grade	Population	Percent Female	Percent College Graduates
5	421	58%	80%
7	1,208	48%	87%
9	3,062	51%	83%
11	6,258	57%	80%
12	10,672	60%	74%
13	7,243	58%	80%
14	3,112	57%	85%
15	1,270	49%	93%
Other ¹	3,285	59%	84%
NS or No Grade ²	181	53%	73%
Total	36,704	57%	80%

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

TABLE B5. FEMALES & COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102) BY SALARY LEVEL FY 2011

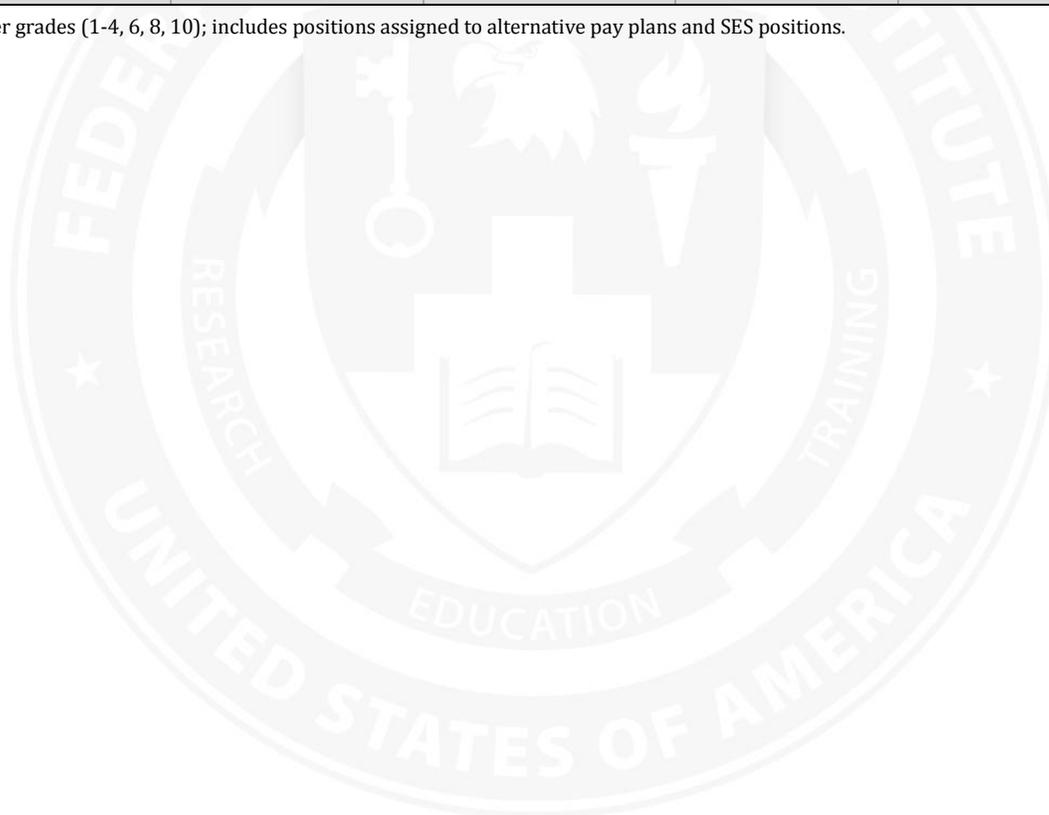
Salary	Population	New Hires	Percent Female	Percent College Graduates
\$20,000-29,999	1	1	100%	100%
\$30,000-39,999	495	96	49%	88%
\$40,000-49,999	1,870	225	47%	89%
\$50,000-59,999	3,725	233	55%	89%
\$60,000-69,999	4,728	139	57%	87%
\$70,000-79,999	6,322	152	59%	84%
\$80,000-89,999	5,552	87	60%	77%
\$90,000-99,999	4,695	48	61%	81%
\$100,000-109,999	3,170	46	59%	83%
\$110,000-119,999	2,355	32	58%	83%
\$120,000-129,999	1,304	24	54%	87%
\$130,000-139,999	942	16	52%	88%
\$140,000-149,999	747	10	52%	93%
\$150,000+	779	8	43%	92%
NS ¹	19	0	42%	74%
Total	36,704	1,117	57%	84%

²NS: No salary listed

TABLE B6. CONTRACTING SERIES (GS-1102) HIRES DURING FY 2011 BY GRADE

Grade	New Hire - Competitive Service Appointment	New Hire - Excepted Service Appointment	New Hire - Senior Executive Service Appointment	Total
5	16	23	0	39
7	193	306	0	499
9	388	168	0	556
11	257	29	0	286
12	468	14	0	482
13	181	9	0	190
14	104	11	0	115
15	26	2	0	28
Other ¹	106	153	3	259
Total	1,739	715	0	2,454

¹Other grades (1-4, 6, 8, 10); includes positions assigned to alternative pay plans and SES positions.



**TABLE B7. RETIREMENT ELIGIBILITY IN THE
CONTRACTING SERIES (GS-1102) BY CIVILIAN AGENCY FY 2011¹**

Agency	GS-1102 Workforce Size	Percent Eligible to Retire in 2011	Percent Eligible to Retire in 2021
USDA	641	15%	33%
USAID	292	16%	30%
DOC	199	15%	29%
ED	94	19%	35%
DOE	645	16%	32%
EPA	325	21%	41%
GSA	1,575	12%	27%
HHS	1,012	15%	30%
DHS	1,448	6%	24%
HUD	94	20%	39%
DOI	888	17%	34%
DOJ	559	17%	31%
DOL	104	16%	30%
NASA	744	13%	33%
NSF	23	27%	33%
NRC	49	19%	35%
OPM	31	8%	38%
SEC	38	15%	33%
SBA	82	18%	33%
SSA	93	13%	48%
DOS	175	16%	24%
DOT	450	16%	29%
Treasury	440	11%	26%
VA	2,015	43%	39%
All Other Civilian Agencies	291	19%	31%
Total, Civilian Agencies	12,307	22%	37%

¹Data not available for the DoD

**TABLE B8. COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)
BY AGENCY AND GRADE FY 2011**

Agency	GS 5 & 7	GS 9 -12	GS 13-15	All Grades¹
USAF	92%	91%	96%	92%
Army	90%	86%	85%	86%
Navy	89%	87%	83%	86%
Other, DOD	98%	86%	86%	87%
Total, DOD	92%	87%	85%	88%
USDA	67%	62%	83%	69%
USAID	100%	91%	90%	94%
DOC	100%	59%	72%	72%
ED	N/A	100%	94%	97%
DOE	50%	79%	94%	88%
EPA	67%	80%	94%	88%
GSA	70%	68%	85%	75%
HHS	64%	70%	80%	75%
DHS	82%	66%	85%	77%
HUD	N/A	46%	78%	69%
DOI	73%	60%	88%	69%
DOJ	46%	57%	75%	64%
DOL	67%	60%	84%	78%
NASA	92%	78%	95%	90%
NSF	N/A	20%	94%	78%
OPM	75%	75%	97%	92%
SBA	N/A	89%	82%	84%
SSA	0%	100%	90%	89%
DOS	N/A	58%	77%	74%
DOT	N/A	76%	83%	80%
Treasury	0%	72%	66%	67%
VA	60%	65%	83%	76%
All Other Civilian Agencies	82%	62%	75%	72%
Total, Civilian Agencies	64%	69%	87%	79%
Total, All Agencies	87%	82%	86%	84%

¹Includes grades GS 1-4, 6, 8, 10.

**TABLE B9. NUMBER OF COLLEGE GRADUATES IN THE CONTRACTING SERIES (GS-1102)
BY AGENCY AND SALARY FY 2011**

Agency	Salary Group			Total
	< \$50,000	\$50,000-79,999	> \$80,000	
USAF	436	2,793	2,592	5,821
Army	663	3,021	3,627	7,311
Navy	325	1,820	2,507	4,652
Other, DOD	399	3,072	3,142	6,613
Total, DOD	1,823	10,706	11,868	24,397
USDA	26	247	368	641
USAID	2	101	189	292
DOC	10	71	128	199
EDU	8	23	71	94
DOE	26	153	482	645
EPA	12	83	234	325
GSA	54	476	1,073	1,575
HHS	72	366	634	1,012
DHS	24	441	953	1,448
HUD	1	17	77	94
DOI	22	380	436	888
DOJ	1	265	270	559
DOL	1	18	85	104
NASA	11	123	599	744
NSF	10	2	21	23
NRC	258	10	38	49
OPM	5	9	22	31
SEC	26	1	37	38
SBA	2	5	77	82
SSA	10	29	64	93
DOS	8	39	135	175
DOT	26	139	300	450
Treasury	12	112	318	440
VA	54	919	838	2,015
All Other Civilian Agencies	72	40	246	291
Total, Civilian Agencies	543	4,069	7,695	12,307
Total, All Agencies	2,366	14,775	19,563	36,704

**TABLE B10. CONTRACT SPECIALISTS (GS-1102) EMPLOYMENT
BY CORE BASED STATISTICAL AREAS FY 2011¹**

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBUQUERQUE, NM	137	182	319
ANCHORAGE, AK	34	77	111
ATLANTA-SANDY SPRINGS-MARIETTA, GA	322	110	432
AUGUSTA-RICHMOND COUNTY, GA-SC	39	41	80
AUSTIN-ROUND ROCK-SAN MARCOS, TX	49	10	59
BAKERSFIELD-DELANO, CA	21	153	174
BALTIMORE-TOWSON, MD	254	785	1,039
BOISE CITY-NAMPA, ID	57	6	63
BOSTON-CAMBRIDGE-QUINCY, MA-NH	142	463	605
BREMERTON-SILVERDALE, WA	0	128	128
BURLINGTON-SOUTH BURLINGTON, VT	44	9	53
CHARLESTON-NO. CHARLESTON-SUMMERVILLE, SC	9	150	159
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	293	82	375
CINCINNATI-MIDDLETOWN, OH-KY-IN	93	27	120
CLEVELAND-ELYRIA-MENTOR, OH	131	15	146
COLORADO SPRINGS, CO	0	310	310
COLUMBUS, OH	17	682	699
CRESTVIEW-FORT WALTON BEACH-DESTIN, FL	0	241	241
DALLAS-FORT WORTH-ARLINGTON, TX	363	246	609
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	1	427	428
DAYTON, OH	13	1,120	1,133
DENVER-AURORA-BROOMFIELD, CO	385	97	482
DETROIT-WARREN-LIVONIA, MI	17	729	746
DURHAM-CHAPEL HILL, NC	62	34	96
EL PASO, TX	21	50	71
ELIZABETHTOWN, KY	0	100	100
FAYETTEVILLE, NC	9	101	110
GULFPORT-BILOXI, MS	77	45	122
HARRISBURG-CARLISLE, PA	2	260	262
HARTFORD-WEST HARTFORD-EAST HARTFORD, CT	2	57	59
HONOLULU, HI	15	337	352
HOUSTON-SUGAR LAND-BAYTOWN, TX	144	54	198
HUNTSVILLE, AL	98	1,281	1,379
INDIANAPOLIS-CARMEL, IN	71	46	117
JACKSONVILLE, FL	2	202	204
KANSAS CITY, MO-KS	253	68	321
KILLEEN-TEMPLE-FORT HOOD, TX	24	68	92
LAS VEGAS-PARADISE, NV	35	21	56
LEXINGTON PARK, MD	1	482	483

Core Based Statistical Area	Civilian Agencies	DOD	Total
LITTLE ROCK-NORTH LITTLE ROCK-CONWAY, AR	19	44	63
LOS ANGELES-LONG BEACH-SANTA ANA, CA	101	426	527
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL	46	21	67
MILWAUKEE-WAUKESHA-WEST ALLIS, WI	57	9	66
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	65	45	110
MONTGOMERY, AL	9	112	121
NASHVILLE-DAVIDSON--MURFREESBORO--FRANKL	59	18	77
NEW ORLEANS-METAIRIE-KENNER, LA	39	58	97
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	329	442	771
NORWICH-NEW LONDON, CT	8	44	52
OGDEN-CLEARFIELD, UT	8	400	408
OKLAHOMA CITY, OK	88	505	593
OMAHA-COUNCIL BLUFFS, NE-IA	18	94	112
ORLANDO-KISSIMME-SANFORD, FL	32	337	369
OXNARD-THOUSAND OAKS-VENTURA, CA	3	85	88
PALM BAY-MELBOURNE-TITUSVILLE, FL	91	108	199
PANAMA CITY-LYNN HAVEN-PANAMA CITY BEACH	2	83	85
PARKERSBURG-MARIETTA-VIENNA, WV-OH	64	0	64
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	252	1,429	1,681
PHOENIX-MESA-GLENDALE, AZ	81	81	162
PITTSBURGH, PA	107	29	136
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	170	22	192
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	20	83	103
RICHMOND, VA	9	878	887
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	8	88	96
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	87	63	150
SALT LAKE CITY, UT	43	51	94
SAN ANTONIO-NEW BRAUNFELS, TX	23	707	730
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	15	586	601
SAN FRANCISCO-OAKLAND-FREMONT, CA	189	14	203
SAN JOSE-SUNNYVALE-SANTA CLARA, CA	55	20	75
SANTA BARBARA-SANTA MARIA-GOLETA, CA	4	52	56
SAVANNAH, GA	2	48	50
SEATTLE-TACOMA-BELLEVUE, WA	175	167	342
SIERRA VISTA-DOUGLAS, AZ	33	89	122
ST. LOUIS, MO-IL	35	534	569
TAMPA-ST. PETERSBURG-CLEARWATER, FL	77	160	237
TUCSON, AZ	37	70	107
UTICA-ROME, NY	0	60	60
VICKSBURG, MS	1	78	79
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	192	734	926
WARNER ROBINS, GA	3	392	395

Core Based Statistical Area	Civilian Agencies	DOD	Total
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	4,865	2,747	7,612
WINCHESTER, VA-WV	0	55	55
YORK-HANOVER, PA	0	61	61

¹Includes CBSA data for areas with 50 or more employees



Appendix C: Purchasing Series GS-1105
FY 2011

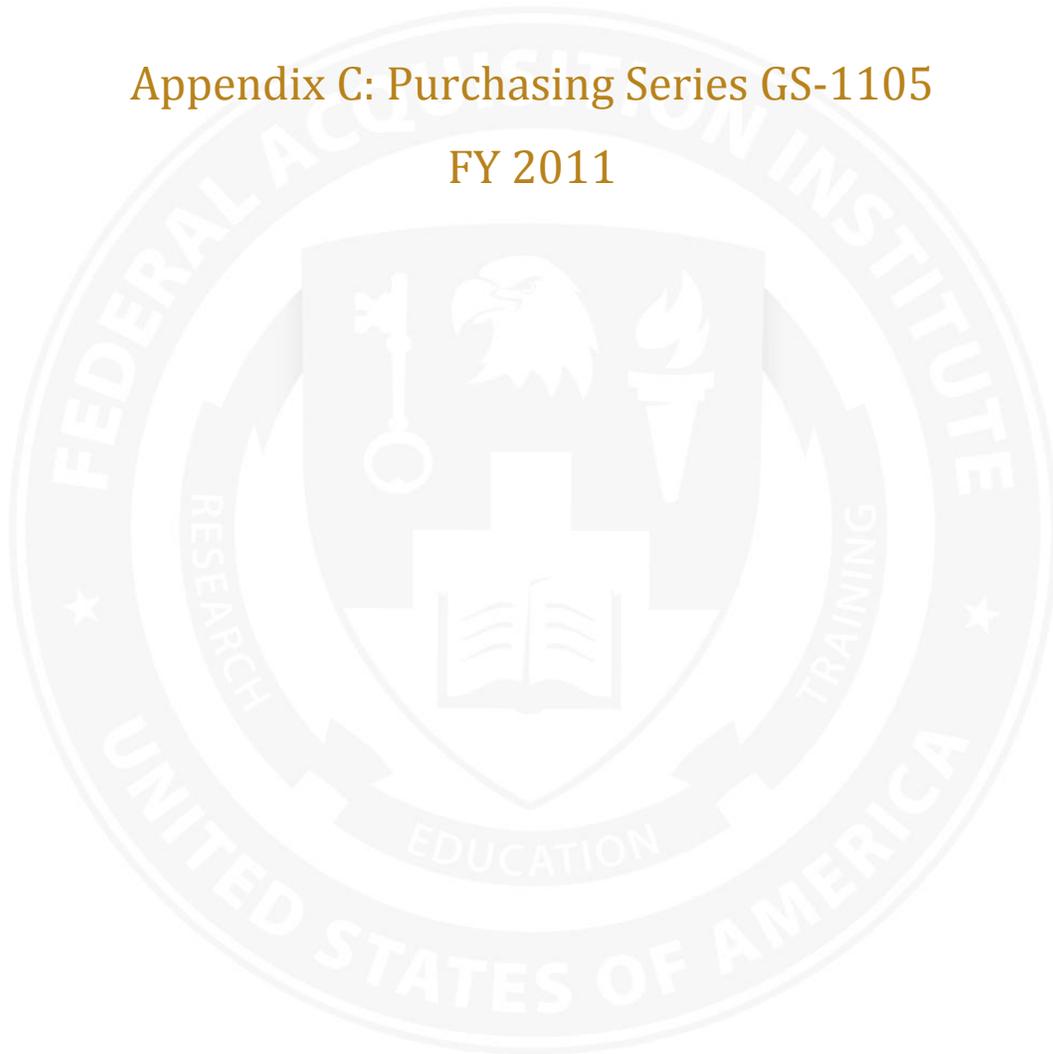


TABLE C1. TURNOVER AND HIRES IN THE PURCHASING SERIES (GS-1105) FY 2001-FY 2011

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Population at End of the Fiscal Year	3,252	3,321	3,210	3,186	3,098	3,038	3,114	3,186	3,492	3,477	3,448
Total, DOD	1,220	1,193	1,097	1,069	989	961	995	997	1,200	1,186	1,174
Total, Civilian Agencies	2,032	2,128	2,113	2,117	2,109	2,077	2,119	2,189	2,292	2,291	2,274
Total Losses	686	483	556	491	508	545	514	553	197	248	260
Percent of Losses¹	20%	15%	17%	15%	16%	18%	17%	18%	6%	7%	7%
Retirement Eligible Employee Losses	94	68	129	107	132	111	98	115	106	147	143
Total Hires	524	552	445	467	420	485	590	625	427	286	271
Net Change	-162	69	-111	-24	-88	-60	76	72	230	38	11

¹Data obtained from FedScope



TABLE C2. PURCHASING SERIES (GS-1105) BY AGENCY BY GRADE FY 2011

Agency	Grade									Average Grade ³
	5	7	9	11	12	15	Other ¹	NS ²	All	
USAF	18	34	3	0	0	0	55	0	110	6.18
Army	15	80	69	1	0	0	138	1	304	6.86
Navy	29	194	78	10	0	0	214	0	525	6.84
Other, DOD	17	174	14	0	0	0	30	0	235	6.90
Total, DOD	79	482	164	11	0	0	437	1	1,174	6.80
USDA	16	148	65	1	0	0	101	0	331	7.39
DOC	1	5	3	0	0	0	28	0	37	6.81
DOE	0	5	2	0	0	0	5	0	12	8.08
EPA	0	0	3	0	0	0	1	0	4	9.25
GSA	1	28	3	0	0	0	19	0	51	7.22
HHS	9	51	56	3	0	0	128	0	247	7.87
DHS	0	30	30	2	0	0	28	0	90	7.91
DOI	14	68	22	0	0	0	63	0	167	6.83
DOJ	1	9	27	0	0	0	29	0	66	8.26
DOL	0	8	2	0	0	0	10	0	20	7.70
NASA	0	0	19	1	0	0	1	0	21	9.14
NRC	0	0	1	0	0	0	7	0	8	9.13
OPM	2	0	3	0	0	0	3	0	8	7.13
SSA	0	3	2	0	0	0	4	0	9	8.33
DOS	1	1	0	0	0	0	4	0	2	6.00
DOT	0	1	5	0	0	0	14	0	10	8.80
Treasury	1	9	0	0	0	0	293	0	24	6.92
VA	58	756	29	0	0	0	6	0	1,136	6.84
All Other Civilian Agencies	2	12	5	3	0	0	101	3	31	6.90
Total, Civilian Agencies	106	1,134	277	10	0	0	845	3	2,274	7.19
Total, All Agencies	185	1,616	441	21	0	0	1,282	4	3,448	7.05

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified.

TABLE C3. PURCHASING SERIES (GS-1105) BY AGENCY BY SALARY LEVEL FY 2011

Agency	Salary in Thousands of Dollars ¹								Total
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	>90	
USAF	2	33	46	27	2	0	0	0	110
Army	0	46	99	102	45	11	0	1	304
Navy	4	77	200	162	76	5	1	0	525
Other, DOD	0	34	156	35	8	2	0	0	235
Total, DOD	6	190	501	326	131	18	1	1	1,174
USDA	2	40	140	113	34	2	0	0	331
DOC	0	0	10	13	11	3	0	0	37
DOE	0	0	4	5	3	0	0	0	12
EPA	0	0	0	0	4	0	0	0	4
GSA	0	0	23	26	1	1	0	0	51
HHS	0	18	64	106	49	10	0	0	247
DHS	0	5	29	35	15	6	0	0	90
DOI	0	29	68	62	8	0	0	0	167
DOJ	0	2	17	30	15	2	0	0	66
DOL	0	0	9	8	3	0	0	0	20
NASA	0	0	0	7	14	0	0	0	21
NRC	0	0	0	3	4	1	0	0	8
OPM	0	4	1	2	1	0	0	0	8
SBA	0	0	3	1	3	2	0	0	9
SSA	0	1	0	1	0	0	0	0	2
DOS	0	0	2	2	6	0	0	0	10
DOT	0	4	6	5	2	4	1	0	24
Treasury	0	214	688	209	21	1	0	2	1,136
VA	0	1	9	11	8	2	0	3	31
All Other Civilian Agencies	2	33	46	27	2	0	0	0	331
Total, Civilian Agencies	2	318	1,073	639	202	34	1	5	2,274
Total, All Agencies	8	508	1,574	965	333	52	2	6	3,448

¹Actual range for each column is \$20,000 - \$29,999, etc.

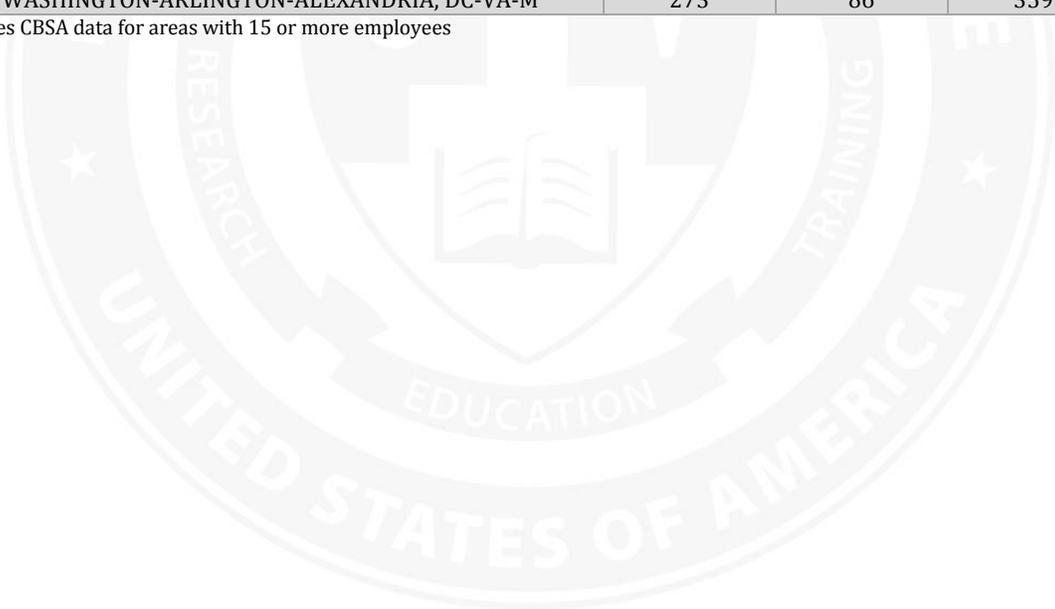
²NS: Salary was not specified.

TABLE C4. PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY 2011¹

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBUQUERQUE, NM	30	3	33
ATLANTA-SANDY SPRINGS-MARIETTA, GA	30	5	35
AUGUSTA-RICHMOND COUNTY, GA-SC	15	7	22
BALTIMORE-TOWSON, MD	38	42	80
BIRMINGHAM-HOOVER, AL	15	0	15
BOISE CITY-NAMPA, ID	18	0	18
BOSTON-CAMBRIDGE-QUINCY, MA-NH	23	3	26
BREMERTON-SILVERDALE, WA	0	74	74
CHARLESTON-NO. CHARLESTON-SUMMERVILLE, SC	15	4	19
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	18	2	20
CLEVELAND-ELYRIA-MENTOR, OH	19	0	19
COLUMBIA, SC	18	1	19
COLUMBUS, OH	9	113	122
DALLAS-FORT WORTH-ARLINGTON, TX	29	3	32
DENVER-AURORA-BROOMFIELD, CO	30	1	31
DETROIT-WARREN-LIVONIA, MI	7	8	15
EAST STROUDSBURG, PA	0	19	19
FAYETTEVILLE, NC	10	26	36
GAINESVILLE, FL	20	0	20
HONOLULU, HI	12	38	50
HOUSTON-SUGAR LAND-BAYTOWN, TX	20	2	22
JACKSONVILLE, FL	4	26	30
JACKSONVILLE, NC	0	18	18
KANSAS CITY, MO-KS	29	1	30
KILLEEN-TEMPLE-FORT HOOD, TX	11	8	19
LEXINGTON PARK, MD	0	17	17
LOS ANGELES-LONG BEACH-SANTA ANA, CA	30	4	34
LOUISVILLE-JEFFERSON COUNTY, KY-IN	14	3	17
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL	36	0	36
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	21	2	23
MONTGOMERY, AL	9	9	18
NEW ORLEANS-METairie-KENNER, LA	16	1	17
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	61	2	63
OKLAHOMA CITY, OK	16	1	17
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	46	14	60
PHOENIX-MESA-GLENDALE, AZ	25	1	26
PITTSBURGH, PA	34	3	37
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	33	4	37

Core Based Statistical Area	Civilian Agencies	DOD	Total
PROVIDENCE-NEW BEDFORD-FALL RIVER, RI-MA	5	14	19
RICHMOND, VA	13	39	52
RIVERSIDE-SAN BERNARDINO-ONTARIO, CA	10	17	27
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	15	1	16
SALINAS, CA	1	14	15
SALT LAKE CITY, UT	16	5	21
SAN ANTONIO-NEW BRAUNFELS, TX	14	30	44
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	12	69	81
SAN FRANCISCO-OAKLAND-FREMONT, CA	42	1	43
SAN JUAN-CAGUAS-GUAYNABO, PR	15	3	18
SEATTLE-TACOMA-BELLEVUE, WA	29	20	49
SIERRA VISTA-DOUGLAS, AZ	0	16	16
ST. LOUIS, MO-IL	9	14	23
TAMPA-ST. PETERSBURG-CLEARWATER, FL	29	1	30
TUCSON, AZ	15	0	15
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	42	52	94
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	273	86	359

¹Includes CBSA data for areas with 15 or more employees



Appendix D: Procurement Clerical and Assistance Series GS-1106
FY 2011

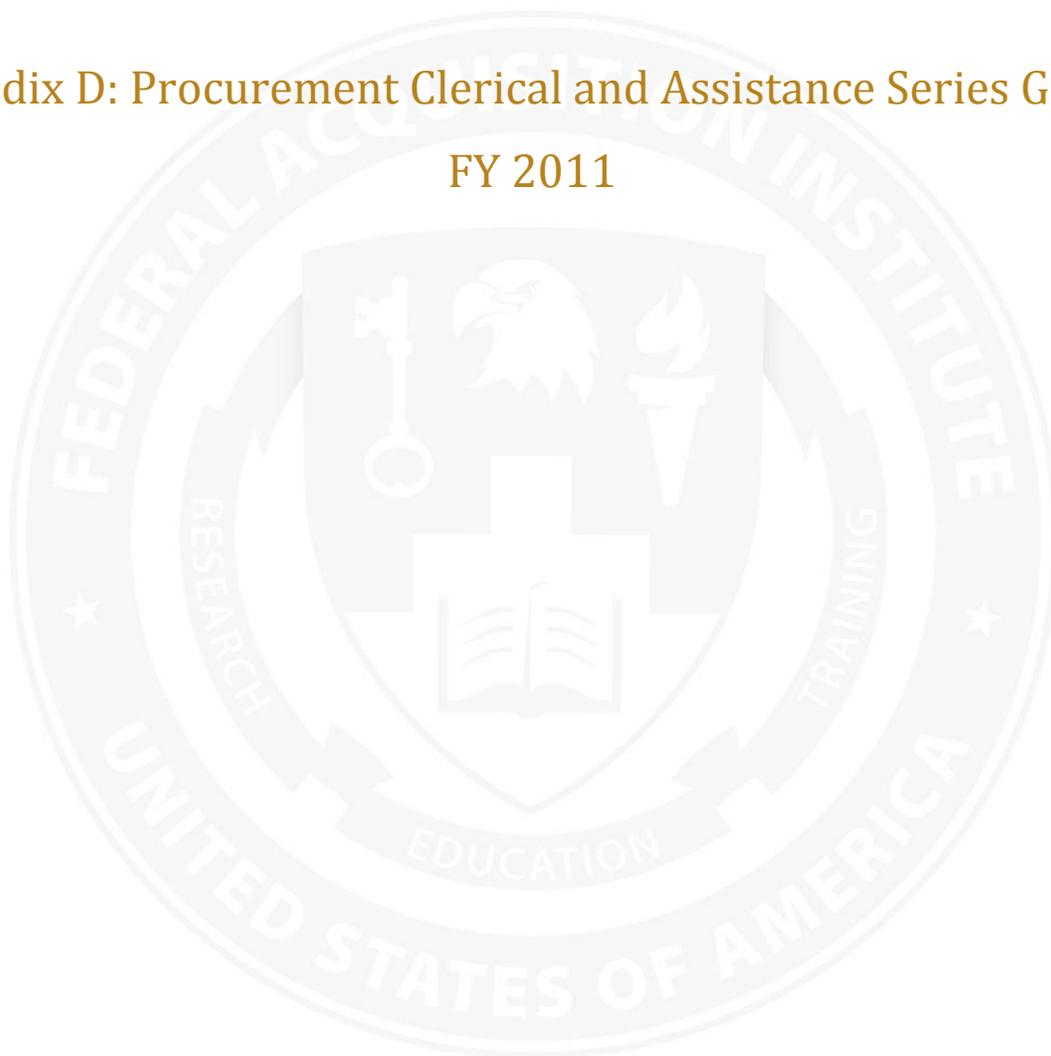


TABLE D1. TURNOVER AND HIRES IN THE PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106) FY 2001-FY 2011

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Population at End of the Fiscal Year	3,276	3,120	2,831	2,565	2,370	2,073	1,898	1,776	1,699	1,644	1,669
Total, DOD	2,582	2,380	2,116	1,904	1,748	1,540	1,351	1,235	1,156	1,097	1,084
Total, Civilian Agencies	694	740	715	661	622	533	547	541	543	547	585
Total Losses	735	632	590	586	442	530	430	417	135	157	170
Percent of Losses	21%	19%	19%	21%	17%	22%	21%	22%	8%	9%	10%
Retirement Eligible Employee Losses¹	113	111	158	132	91	129	110	107	55	83	103
Total Hires	428	476	301	320	247	233	255	295	210	194	170
Net Change	-307	-156	-289	-266	-195	-297	-175	-122	75	37	0

¹Data obtained from Fedscope



**TABLE D2. PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
BY AGENCY BY GRADE FY 2011**

Agency	Grade							Average Grade ³
	5	7	9	10	Other ¹	NS ²	All	
USAF	32	102	0	0	61	0	195	6.13
Army	34	112	0	0	89	0	235	5.74
Navy	30	59	1	1	94	0	185	5.29
Other, DOD	52	183	2	0	232	0	469	6.26
Total, DOD	148	456	3	1	476	0	1084	5.96
USDA	19	58	1	0	28	1	107	6.30
USAID	0	2	0	0	0	0	2	7.00
DOC	2	1	0	0	1	0	4	4.75
DOE	2	2	0	0	11	0	15	5.07
EPA	0	2	0	0	2	0	4	7.50
GSA	4	19	1	0	14	0	38	6.79
HHS	3	11	0	0	15	0	29	6.55
DHS	3	15	1	0	5	1	25	6.36
HUD	0	3	0	0	0	0	3	7.00
DOI	10	31	0	0	31	0	72	6.24
DOJ	1	1	0	0	1	0	3	6.67
DOL	0	7	0	0	3	0	10	6.70
NASA	1	0	0	0	1	0	2	6.50
OPM	0	1	0	0	5	0	6	7.83
SBA	0	1	0	0	1	0	2	6.50
DOS	0	1	0	0	0	0	1	7.00
DOT	0	1	0	0	1	2	4	2.25
Treasury	2	1	0	0	2	0	5	5.20
VA	20	145	0	0	39	0	204	6.57
All Other Civilian Agencies	10	25	2	0	11	1	49	6.43
Total, Civilian Agencies	77	327	5	0	171	5	585	6.41
Total, All Agencies	225	783	8	1	647	5	1,669	6.13

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified.

**TABLE D3. PROCUREMENT CLERICAL AND ASSISTANCE SERIES (GS-1106)
BY AGENCY BY SALARY LEVEL FY 2011**

Agency	Salary in Thousands of Dollars ¹						Total
	20-30	30-40	40-50	50-60	60-70	>70	
USAF	0	43	111	40	0	1	195
Army	0	58	117	55	5	0	235
Navy	6	53	83	39	4	0	185
Other, DOD	1	47	283	136	1	1	469
Total, DOD	7	201	594	270	10	2	1,084
USDA	5	23	49	27	2	1	107
USAID	0	0	0	2	0	0	2
DOC	0	2	1	1	0	0	4
DOE	2	3	6	3	1	0	15
EPA	0	0	0	4	0	0	4
GSA	0	3	18	16	1	0	38
HHS	1	9	10	7	2	0	29
DHS	0	5	16	3	1	0	25
HUD	0	0	0	3	0	0	3
DOI	6	18	35	12	1	0	72
DOJ	0	1	0	1	1	0	3
DOL	0	3	5	2	0	0	10
NASA	0	0	1	0	1	0	2
OPM	0	0	2	4	0	0	6
SBA	0	0	2	0	0	0	2
DOS	0	0	0	1	0	0	1
DOT	1	0	2	0	1	0	4
Treasury	0	1	2	1	1	0	5
VA	2	53	123	25	0	1	204
All Other Civilian Agencies	0	7	20	18	4	0	49
Total, Civilian Agencies	17	128	292	130	16	2	585
Total, All Agencies	24	329	886	400	26	4	1,669

TABLE D4. PURCHASING SERIES (GS-1105) EMPLOYMENT BY CORE BASED STATISTICAL AREAS FY 2011¹

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBUQUERQUE, NM	9	12	21
ATLANTA-SANDY SPRINGS-MARIETTA, GA	10	8	18
BAKERSFIELD-DELANO, CA	0	18	18
BALTIMORE-TOWSON, MD	6	19	25
BOSTON-CAMBRIDGE-QUINCY, MA-NH	5	28	33
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	19	3	22
COLUMBUS, OH	5	42	47
DALLAS-FORT WORTH-ARLINGTON, TX	5	11	16
DAVENPORT-MOLINE-ROCK ISLAND, IA-IL	0	15	15
DAYTON, OH	2	27	29
DENVER-AURORA-BROOMFIELD, CO	19	5	24
HONOLULU, HI	3	14	17
JACKSONVILLE, FL	0	20	20
KANSAS CITY, MO-KS	13	3	16
LOS ANGELES-LONG BEACH-SANTA ANA, CA	15	33	48
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	10	7	17
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	19	31	50
OKLAHOMA CITY, OK	3	26	29
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	16	71	87
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	12	5	17
RICHMOND, VA	2	48	50
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	12	12	24
SAN ANTONIO-NEW BRAUNFELS, TX	3	36	39
SAN DIEGO-CARLSBAD-SAN MARCOS, CA	2	45	47
SEATTLE-TACOMA-BELLEVUE, WA	7	21	28
VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-	4	14	18
WARNER ROBINS, GA	0	27	27
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	104	77	181

¹Includes CBSA data for areas with 15 or more employees

Appendix E: General Business and Industry GS-1101
FY 2011

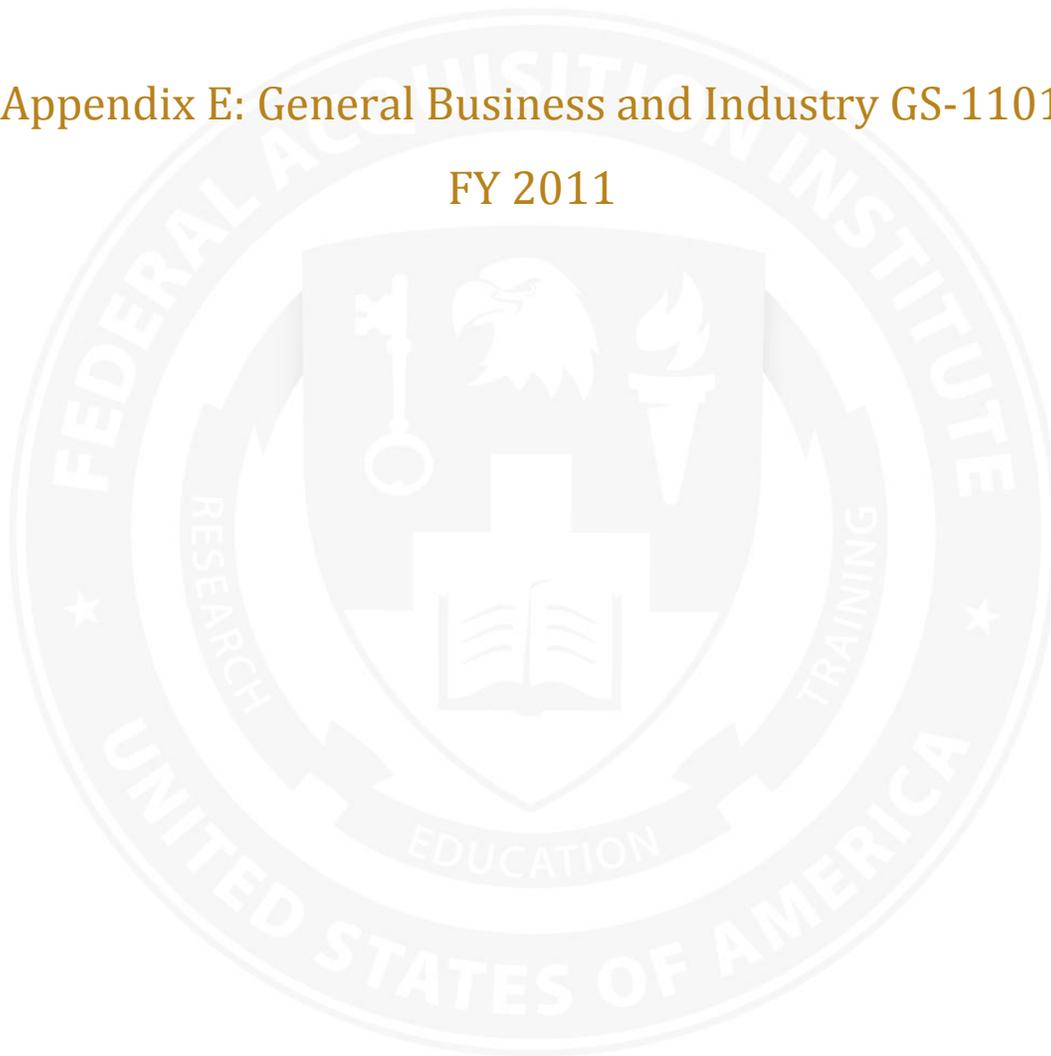


TABLE E1. TURNOVER AND HIRES IN THE GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) FY 2001-FY 2011

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Population at End of the Fiscal Year	22,132	22,895	23,008	23,514	23,937	24,533	26,846	29,945	32,515	34,461	34,391
Total, DOD	6,546	6,749	6,880	7,021	7,490	7,761	10,388	12,975	15,268	15,692	16,330
Total, Civilian Agencies	15,586	16,146	16,128	16,493	16,447	16,772	16,458	16,970	17,247	18,769	18,061
Total Losses	2,666	3,040	2,942	3,112	3,517	3,377	3,687	4,230	3,782	3,960	4,050
Percent of Losses	13%	14%	13%	14%	15%	14%	15%	16%	13%	12%	12%
Retirement Eligible Employee Losses	487	609	781	823	982	837	856	911	844	971	1,161
Total Hires	3,573	3,773	3,085	3,618	3,940	3,973	6,000	7,329	5,816	5,651	3,842
Net Change	907	733	143	506	423	596	2,313	3,099	2,034	1,691	-208

¹Data obtained from FedScope



TABLE E2. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY GRADE FY 2011

Agency	Grade											Average Grade ³
	5	7	9	11	12	13	14	15	Other ¹	NS ²	All	
USAF	24	169	230	637	1,098	1,221	349	154	356	32	4,270	11.24
Army	54	198	288	307	257	130	40	9	193	8	1,484	9.37
Navy	61	114	351	435	517	368	123	47	147	4	2,167	10.68
Other, DOD	341	177	24	61	351	476	263	151	6,517	48	8,409	4.78
Total, DOD	480	658	893	1,440	2,223	2,195	775	361	7,213	92	16,330	7.67
USDA	219	1,964	214	159	236	502	59	27	481	13	3,874	8.28
USAID	19	0	0	1	3	11	6	6	88	0	134	5.44
DOC	8	16	19	29	74	132	67	50	363	24	782	7.60
ED	0	0	15	92	123	95	33	11	0	1	370	12.12
DOE	3	5	17	50	92	184	169	162	35	13	730	12.56
EPA	0	1	11	6	66	47	14	5	0	0	150	12.31
GSA	5	27	105	108	292	475	326	120	4	0	1,462	12.60
HHS	1	1	13	23	73	136	66	34	0	10	357	12.49
DHS	0	2	15	47	74	169	103	43	3	38	494	11.85
HUD	2	38	50	104	1,065	1,057	445	259	0	11	3,031	12.70
DOI	64	62	122	172	278	146	87	5	69	0	1,005	10.59
DOJ	4	8	46	70	114	122	35	14	0	1	414	11.87
DOL	0	0	1	5	11	12	6	2	0	0	37	12.59
NASA	0	0	2	1	12	9	13	5	0	0	42	13.02
NSF	2	0	0	3	0	25	15	8	0	5	58	12.03
NRC	0	0	0	0	0	0	2	2	0	1	5	11.60
OPM	0	0	0	0	3	0	0	0	0	0	3	12.00
SEC	0	0	0	0	0	0	1	0	0	1	2	7.00
SBA	40	137	210	243	428	174	42	6	17	0	1,297	10.72
SSA	0	0	0	0	1	3	1	0	0	0	5	13.00
DOS	0	0	3	8	14	31	22	12	0	1	91	12.90
DOT	0	0	1	4	5	6	8	4	0	48	76	4.78
Treasury	1	4	574	239	74	54	83	12	0	87	1,128	9.54
VA	4	6	26	74	88	80	57	51	92	38	516	11.55
All Other Civilian Agencies	17	9	45	100	290	471	543	73	252	198	1,998	10.23
Total, Civilian Agencies	389	2,280	1,489	1,538	3,416	3,941	2,203	911	1,404	490	18,061	10.60
Total, All Agencies	869	2,938	2,382	2,978	5,639	6,136	2,978	1,272	8,617	582	34,391	9.46

¹Other grades (1-4, 6, 8, 10).

²NS: Grade was not specified; includes positions assigned to alternative pay plans and SES positions.

³Average grade only includes those positions for which a grade was specified; excludes NS category in the calculation.

TABLE E3. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) BY AGENCY BY SALARY LEVEL FY 2011

Agency	Salary in Thousands of Dollars ¹															
	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100	100-110	110-120	120-130	130-140	140-150	>150	NS ²	Total
USAF	1	56	199	350	412	663	709	690	476	241	146	126	88	111	2	4,270
Army	1	95	215	304	249	194	124	110	63	40	20	23	15	30	1	1,484
Navy	3	41	128	267	405	375	321	238	158	109	44	25	29	23	1	2,167
Other, DOD	4,025	2,296	561	106	72	115	171	190	181	195	121	107	101	161	7	8,409
Total, DOD	4,030	2,488	1,103	1,027	1,138	1,347	1,325	1,228	878	585	331	281	233	325	11	16,330
USDA	32	482	1,570	760	166	125	150	219	224	68	29	13	14	12	10	3,874
USAID	0	0	3	2	12	43	13	13	8	6	6	13	4	11	0	134
DOC	0	1	11	43	62	46	73	151	88	55	47	48	54	103	0	782
ED	0	0	0	19	45	77	60	61	48	34	10	9	5	2	0	370
DOE	1	3	7	20	33	73	61	62	93	87	81	66	71	72	0	730
EPA	0	0	3	7	8	27	26	33	14	18	3	8	1	2	0	150
GSA	1	8	50	85	89	139	151	237	230	179	142	71	56	24	0	1,462
HHS	0	0	3	14	15	46	51	61	52	43	24	20	12	16	0	357
DHS	0	3	5	18	46	54	62	82	69	69	36	26	16	8	0	494
HUD	0	5	34	72	92	345	573	520	563	324	169	132	92	106	4	3,031
DOI	8	109	81	118	119	167	128	107	85	47	22	11	1	1	1	1,005
DOJ	0	0	7	38	54	54	72	65	60	21	11	13	7	7	5	414
DOL	0	0	0	1	3	4	7	4	8	6	2	1	1	0	0	37
NASA	0	0	0	0	2	3	6	6	5	4	5	3	5	3	0	42
NSF	0	0	0	0	1	2	3	11	11	7	8	0	8	7	0	58
NRC	0	0	0	0	0	0	0	0	1	0	0	2	1	1	0	5
OPM	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	3
SEC	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
SBA	0	53	188	219	155	148	218	147	83	50	13	15	5	1	2	1,297
SSA	0	0	0	0	0	0	1	1	0	2	0	1	0	0	0	5
DOS	0	0	0	2	5	9	12	18	18	8	6	3	6	4	0	91
DOT	0	0	1	3	10	10	8	5	11	8	8	6	5	1	0	76
Treasury	0	0	25	314	340	159	68	44	49	46	37	27	10	9	0	1,128
VA	24	63	94	65	55	52	39	35	40	19	11	6	6	7	0	516
All Other Civilian Agencies	0	6	33	60	79	144	224	234	210	270	198	174	94	272	0	1,998
Total, Civilian Agencies	66	733	2,115	1,860	1,391	1,728	2,007	2,117	1,970	1,371	868	668	474	671	22	18,061
Total, All Agencies	4,096	3,221	3,218	2,887	2,529	3,075	3,332	3,345	2,848	1,956	1,199	949	707	996	33	34,391

²NS: Salary was not specified.

**TABLE E4. GENERAL BUSINESS AND INDUSTRY SERIES (GS-1101) EMPLOYMENT
BY CORE BASED STATISTICAL AREAS FY 2011¹**

Core Based Statistical Area	Civilian Agencies	DOD	Total
ALBANY-SCHENECTADY-TROY, NY	54	33	87
ALBUQUERQUE, NM	96	103	199
ANCHORAGE, AK	73	80	153
ATLANTA-SANDY SPRINGS-MARIETTA, GA	625	22	647
BALTIMORE-TOWSON, MD	98	264	362
BIRMINGHAM-HOOVER, AL	71	2	73
BOISE CITY-NAMPA, ID	52	1	53
BOSTON-CAMBRIDGE-QUINCY, MA-NH	185	492	677
BUFFALO-NIAGARA FALLS, NY	173	2	175
CHICAGO-JOLIET-NAPERVILLE, IL-IN-WI	557	78	635
CLEVELAND-ELYRIA-MENTOR, OH	91	0	91
COLUMBIA, SC	70	47	117
COLUMBUS, OH	54	46	100
DALLAS-FORT WORTH-ARLINGTON, TX	975	98	1,073
DENVER-AURORA-BROOMFIELD, CO	642	51	693
DETROIT-WARREN-LIVONIA, MI	89	97	186
FRESNO, CA	64	1	65
GREENSBORO-HIGH POINT, NC	65	0	65
HOUSTON-SUGAR LAND-BAYTOWN, TX	107	7	114
INDIANAPOLIS-CARMEL, IN	76	18	94
JACKSON, MS	73	2	75
JACKSONVILLE, FL	292	324	616
KANSAS CITY, MO-KS	348	63	411
LITTLE ROCK-NORTH LITTLE ROCK-CONWAY, AR	63	36	99
LOS ANGELES-LONG BEACH-SANTA ANA, CA	528	257	785
LOUISVILLE-JEFFERSON COUNTY, KY-IN	57	10	67
MEMPHIS, TN-MS-AR	146	43	189
MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL	114	5	119
MILWAUKEE-WAUKESHA-WEST ALLIS, WI	53	2	55
MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI	126	6	132
NASHVILLE-DAVIDSON--MURFREESBORO--FRANKL	105	8	113
NEW ORLEANS-METAIRIE-KENNER, LA	82	51	133
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND	501	185	686
OKLAHOMA CITY, OK	137	297	434
PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE	410	281	691
PHOENIX-MESA-GLENDALE, AZ	138	51	189
PITTSBURGH, PA	82	30	112
PORTLAND-VANCOUVER-HILLSBORO, OR-WA	265	5	270

RICHMOND, VA	88	266	354
SACRAMENTO-ARDEN-ARCADE-ROSEVILLE, CA	176	68	244
SAN ANTONIO-NEW BRAUNFELS, TX	60	427	487
SAN FRANCISCO-OAKLAND-FREMONT, CA	282	2	284
SAN JUAN-CAGUAS-GUAYNABO, PR	86	54	140
SEATTLE-TACOMA-BELLEVUE, WA	229	222	451
ST. LOUIS, MO-IL	588	121	709
WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-M	4,172	1,272	5,444

¹Includes CBSA data for areas with 50 or more employees



Appendix F: Acquisition Workforce Competency Survey

Trends



The Acquisition Workforce Competency Survey (AWCS) is a biannual survey administered by the Federal Acquisition Institute (FAI). The purpose of the AWCS is to identify and prioritize the developmental needs of the Federal civilian agency acquisition workforce while helping to more accurately allocate resources to improve acquisition-related developmental opportunities. The figures contained in Appendix F utilize a proficiency scale that ranges from None (0) to Expert (5). The complete scale is as follows:

- None (0)
- Basic (1)
- Foundational (2)
- Intermediate (3)
- Advanced (4)
- Expert (5)

FIGURE F1. FAC-C COMPETENCY PROFICIENCY COMPARISON

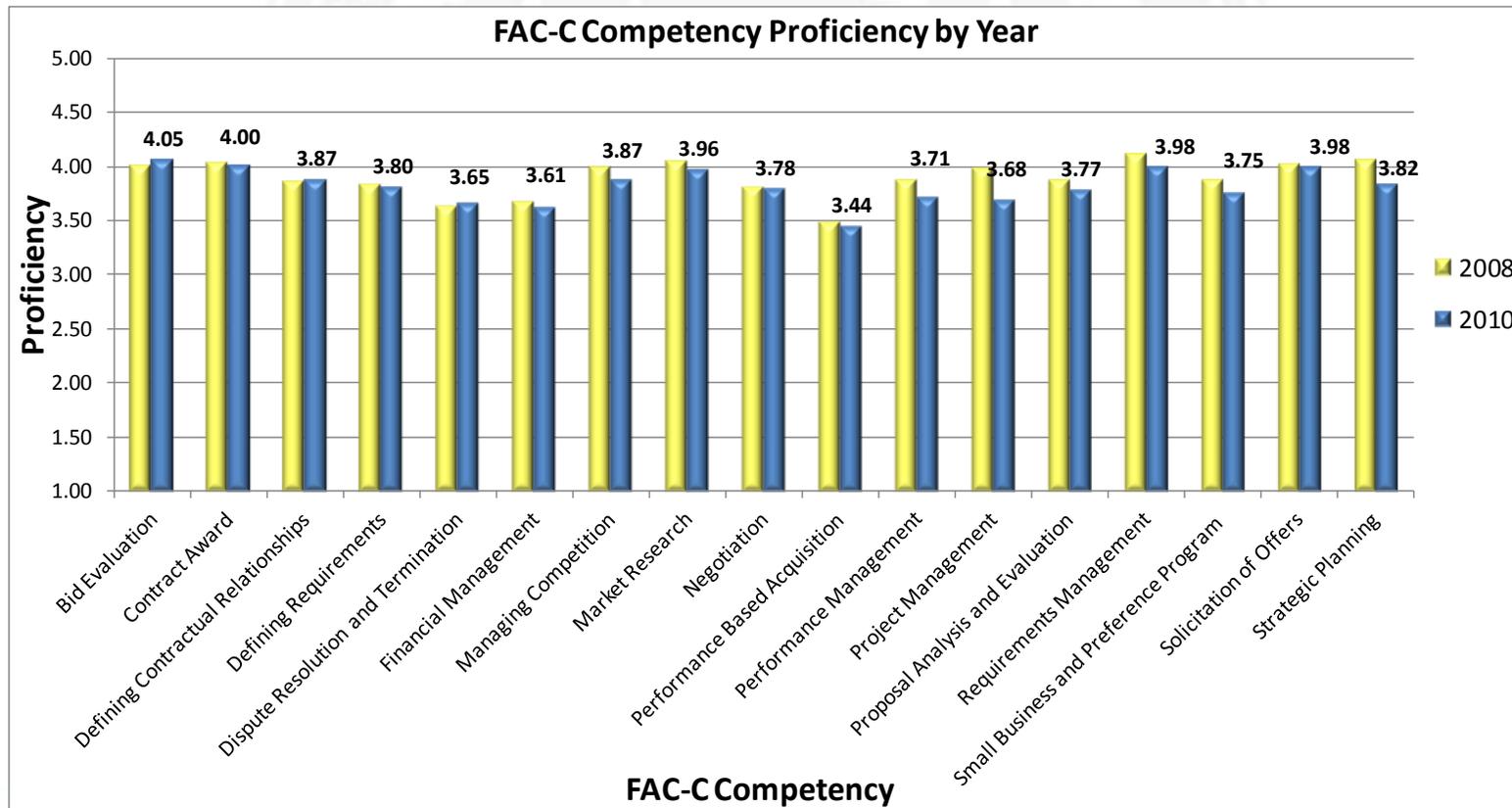


FIGURE F2. FAC-COR COMPETENCY PROFICIENCY COMPARISON

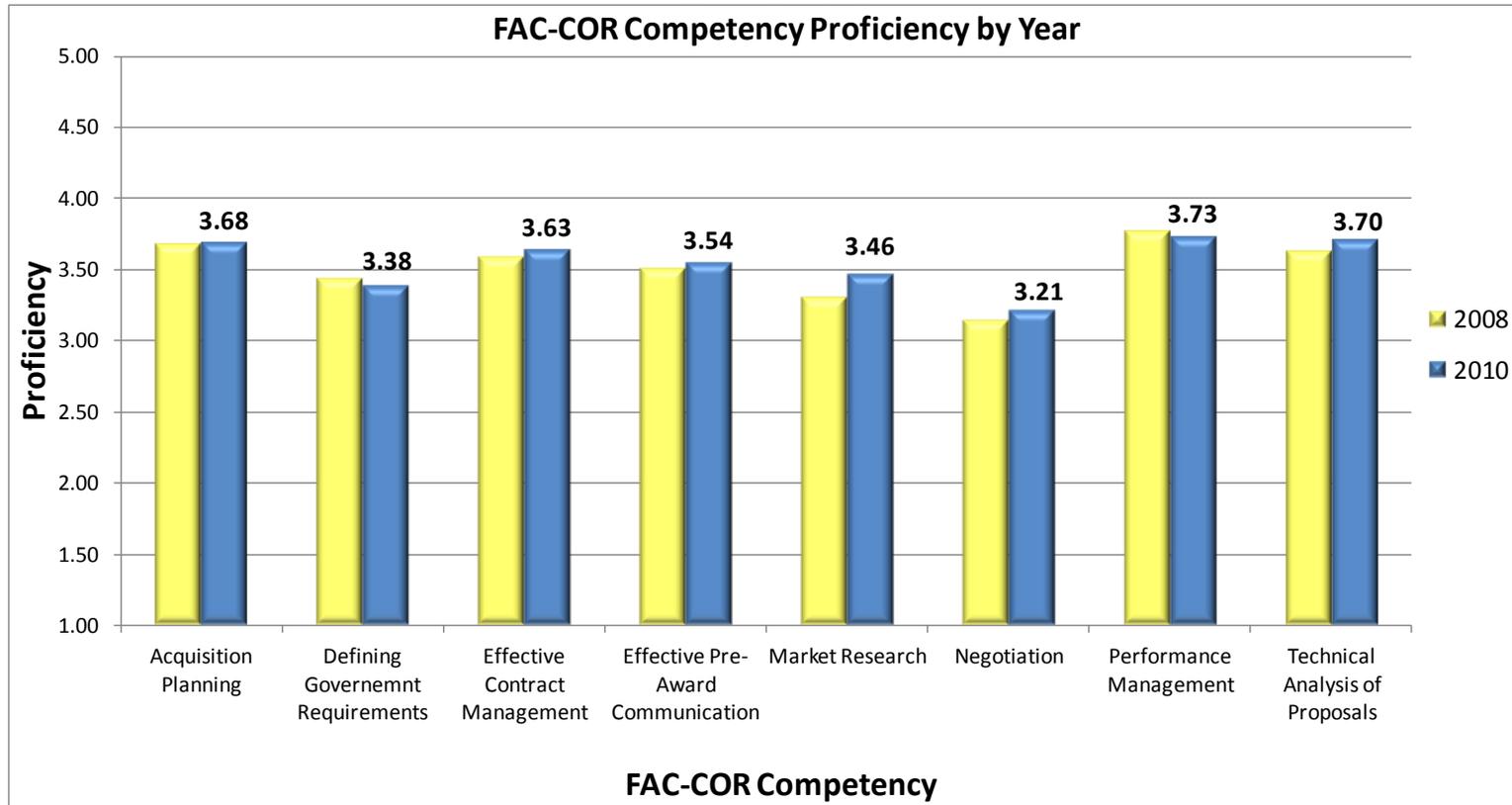
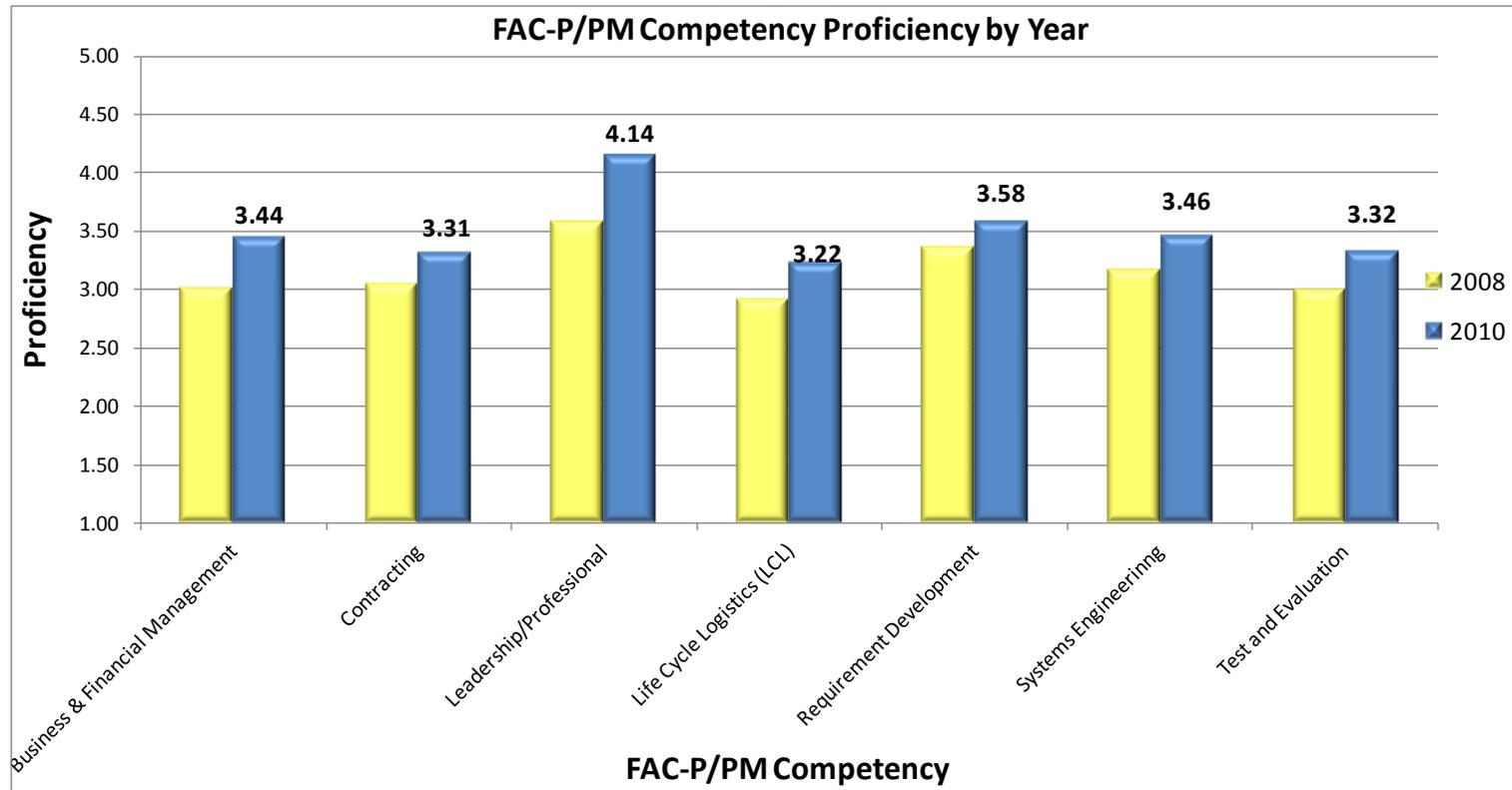


FIGURE F3. FAC-P/PM COMPETENCY PROFICIENCY COMPARISON



Appendix G: Civilian Agency Acquisition Workforce Retirement Trends

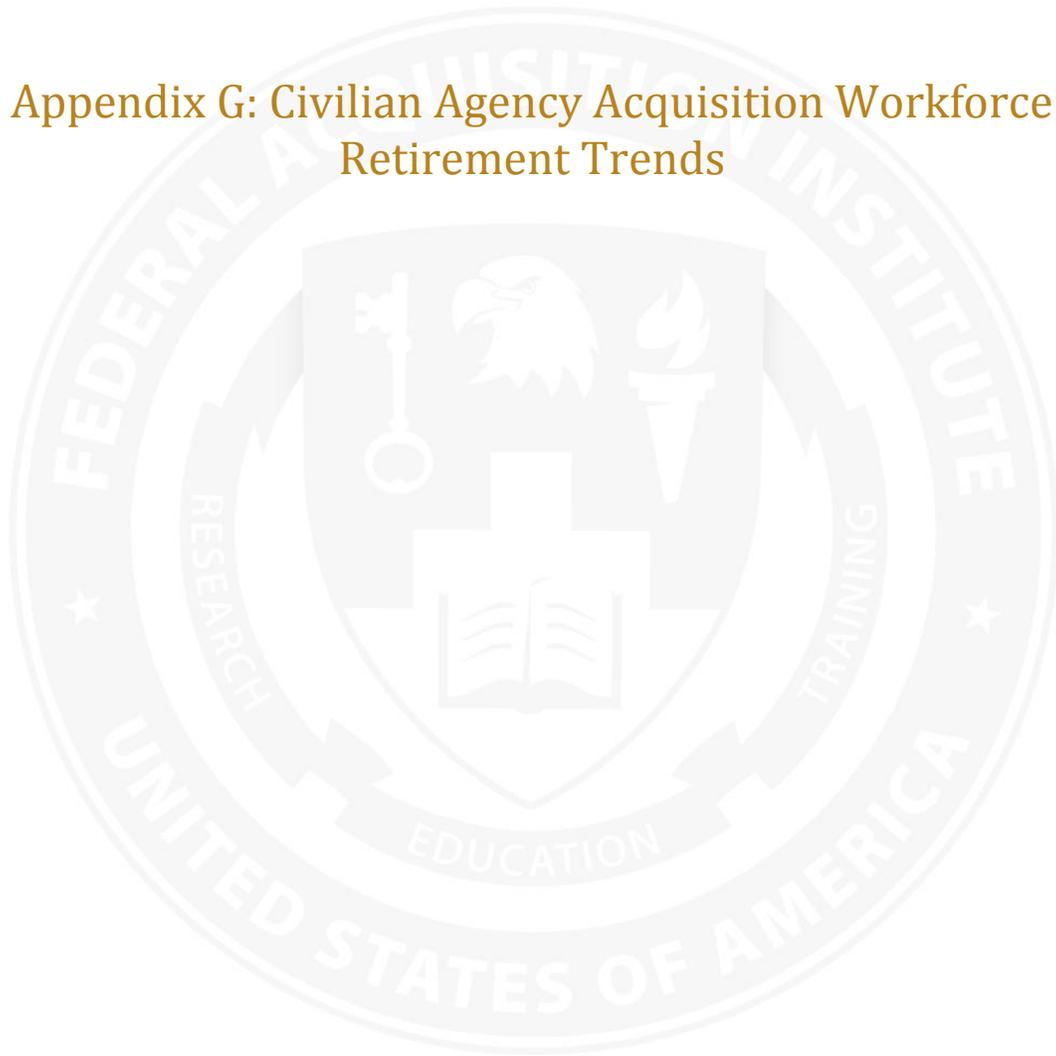


FIGURE G1. CIVILIAN AGENCY ACQUISITION WORKFORCE OCCUPATIONAL SERIES RETIREMENT ELIGIBILITY (FY 2010 - FY 2011)

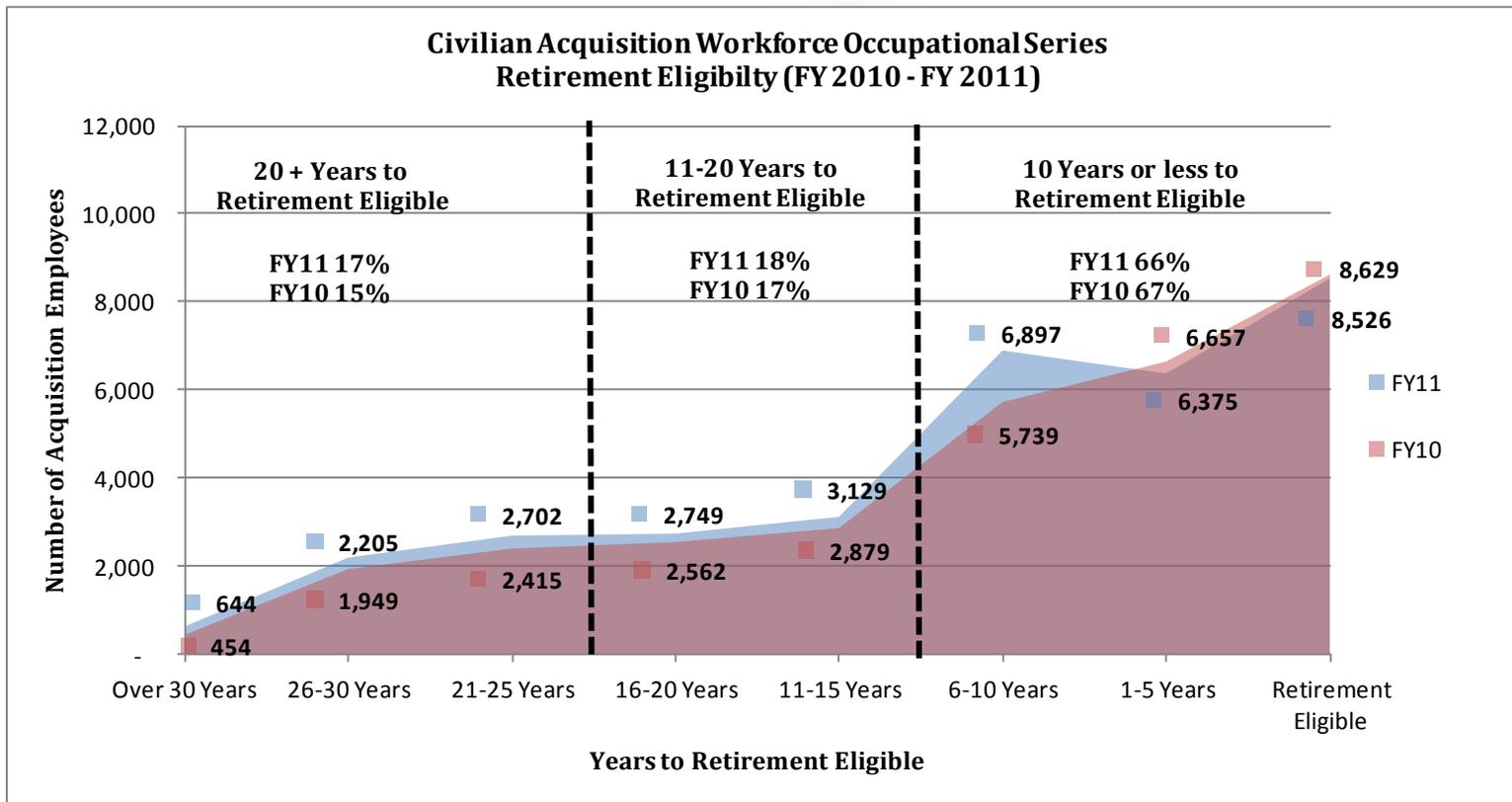
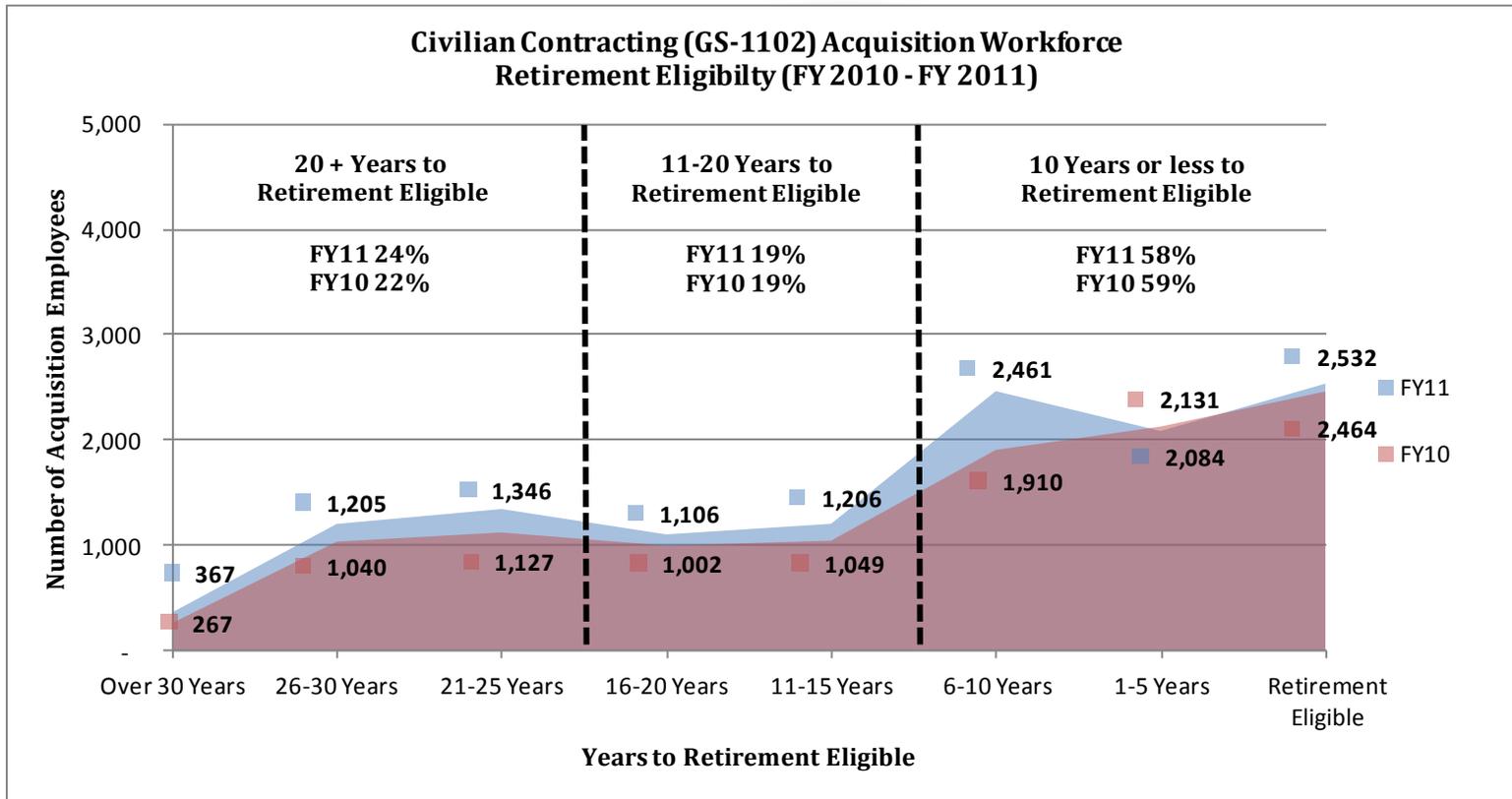
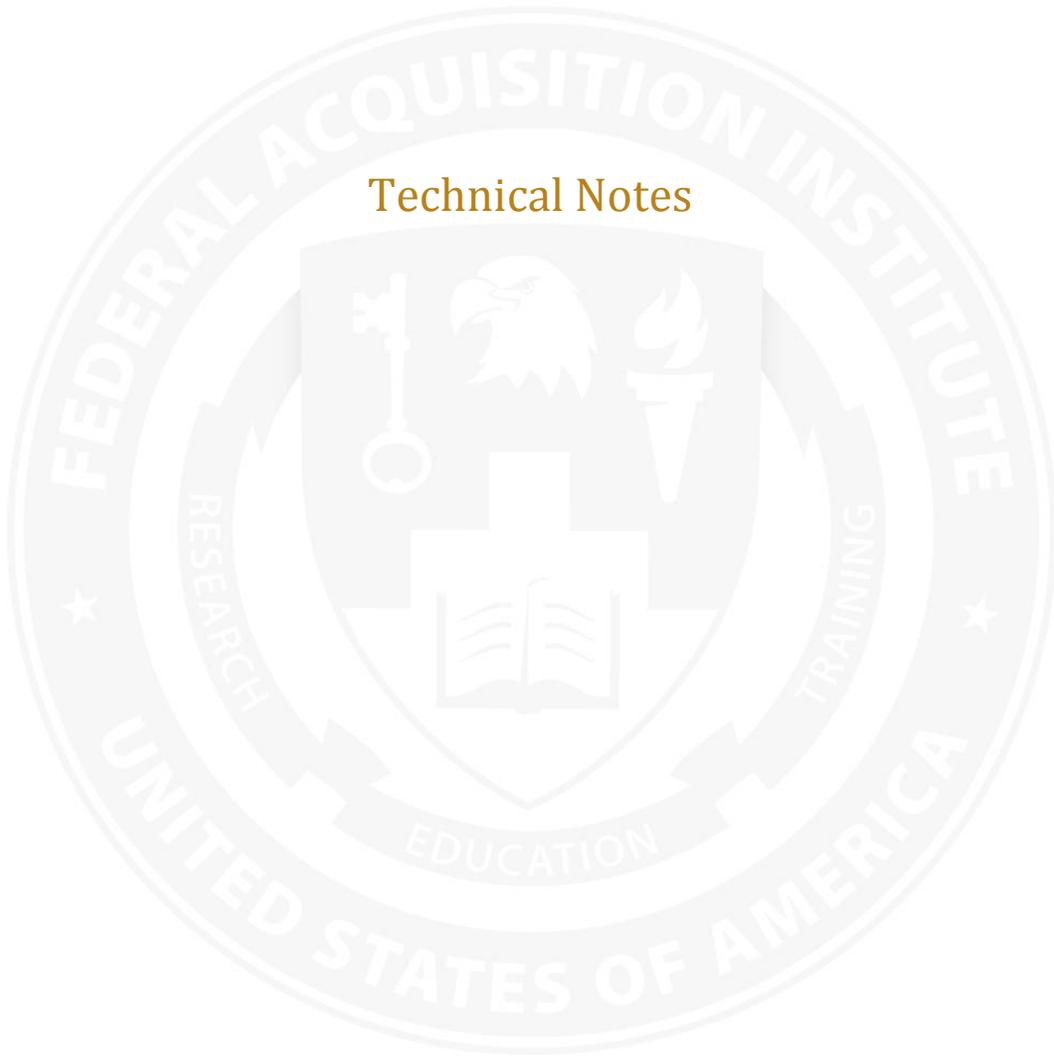


FIGURE G2. CIVILIAN CONTRACTING (GS-1102) ACQUISITION WORKFORCE RETIREMENT ELIGIBILITY (FY 2010 - FY 2011)



Technical Notes



Source of Data

To calculate the Federal Acquisition Workforce, this report uses the definition set forth by OFPP in Policy Letter 05-01. It defines the workforce by key occupational series (such as GS-1102 Contracting Specialists and the GS-1105 Purchasing series); key acquisition roles such as Program/Project Managers (P/PMs) and Contracting Officer Representatives (CORs); and additional occupations identified by agency Chief Acquisition Officers (CAOs). To count and obtain demographic information regarding the workforce, this report draws from three sources: the OPM CPDF, Performance.gov, and individual agency AHCPs.

This report provides information on the OPM General Business and Industry (GS-1101), Contracting Specialist (GS-1102), Purchasing (GS-1105), and Procurement and Clerical (GS-1106) job series for both Defense and civilian agencies; and P/PMs and CORs for civilian agencies.

Data pertaining to P/PM role and COR role were obtained directly from the civilian agencies in their annual AHCPs. Each of the civilian Chief Financial Officer and Federal Financial Reform Act of 1990 (CFO Act) agencies submits an annual AHCP to OFPP, which includes the number of P/PMs and CORs and their certification rates.

Certification data related to the Contracting Specialist (GS-1102) in Table 3 of the report was obtained from the Develop Acquisition *Workforce* section of Performance.gov.

Agencies

This report covers personnel in the Executive Branch. However, it does not cover employees of the U.S. Postal Service, the Postal Rate Commission, the Board of Governors of the Federal Reserve Board, the White House Office, the Office of the Vice President, the Tennessee Valley Authority, the Defense Intelligence Agency, the Federal Bureau of Investigation, the Central Intelligence Agency, or the National Security Agency.

Agency Data

The numbers in this report may differ slightly from those reported by the personnel information system of the department or agency. Usually, such differences are a matter of timing (e.g., differences in schedules for data verification, correction, and updating during the first part of the succeeding fiscal year).

Retirement

This report includes data only on employees in civilian agencies who are eligible for full retirement. Two Federal retirement systems cover the large majority of Federal employees: the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS).

Since 1987, all new employees who began service after January 1, 1984 are covered by the Federal Employees Retirement System (FERS), with some CSRS employees opting to transfer to the FERS system, as well. Given that the CPDF status file does not contain retirement plan information, this report uses January 1, 1984 as a cutoff date between employees on the FERS and CSRS retirement plans. That is, employees with service computation dates of January 1, 1984 or after are classified as FERS, while those with service computation dates prior to January 1, 1984 are included under CSRS.

Retirement eligibility was calculated using the parameters for full retirement under the CSRS and FERS systems. These parameters are outlined below (age/years of service):

For CSRS, the age/years of service splits are:

- 62/5
- 60/20

- 55/30

For FERS, the age/years of service splits are:

- 62/5
- 60/20
- If born before 1951, 55/30
- If born between 1951 and 1968, 56/30
- If born in 1970 and after, 57/30

Note: For those with 30 or more years of service, the age requirement was rounded to the closest full year.

Note: For years prior to 2007 are extracted from prior reports, which utilized the CSRS calculations alone.

Losses/Attrition	Losses include employees who left the series as a separation from government service. Losses/Attrition data for this report were obtained from FedScope.
Hires	Hires include employees who entered the series as outside hires. Hires data for this report were obtained from FedScope.
Education Levels	Since 1974, the educational levels attained by all full-time, permanent employees have been recorded in their CPDF files. Since that time, Federal agencies have been required to report educational level at accession of new employees. Agencies also may, on a voluntary basis, update employee CPDF files to record changes in their educational levels after accession. Thus, data in this report may understate both educational levels and the number of employees with relevant academic majors.
Average Grade	Average grade computations exclude employees in the Senior Executive Service and others whose grades are not identified at a specific GS level, such as those in pay band positions.
Core Based Statistical Area (CBSA)	The OPM <i>Guide to Personnel Data Standards</i> defines a CBSA as a “geographic area having at least one urban area of population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by commuting ties.” To keep data at a manageable level, CBSA tables in the report show only locations where 50 or more personnel are located for the 1101 and 1102 series, and 15 or more personnel for the 1105 and 1106 series.