• Purpose of Document:
  - To provide a single resource that showcases the best Workforce Analyses available across AT&L that can be used for Human Capital Planning Efforts
  - To standardize the analyses and metrics that are conducted across components and functional areas
• Schedule
  - Currently in Coordination
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4th Estate Specific Items

• Overview of 4th Estate Agencies is shown in the Organizational Distribution section of the report (2 pages)
• 4th Estate Section of the Report shows aggregate information on the 4th Estate (11 pages)
• DCMA and DLA each have a 1 page summary included with basic overview information
• The DCAA workforce is described in the Auditing Career Field section of the report (7 pages)
Analyses in 4th Estate Workforce Section

- Historical Workforce Count FY01-FY07
- Workforce Count by Career Field
- FY06/FY07 Career Field Comparison
- Workforce Education Levels
- Certification Levels for 4th Estate
- Certification Status vs. Position Requirements by Career Field
- DAU Course Graduation Statistics
- DAU Continuous Learning Module Completions
- Workforce Composition by Generations
- 4th Estate Workforce Life-cycle Model (WLM)
Major Findings - 4th Estate

- **Workforce Count: 17,211 (as of 30 Sep 2007)**
  - 4th Estate showed a 25.8% decrease in size from FY01-FY07 (primarily due to recoding efforts in FY03 at DLA)

- Data quality issues in the 4th Estate made it difficult to interpret some trends

- 4th Estate Education levels were generally lower than the Services
  - Military members were generally more educated than civilians
  - Career field composition was a key driver here
    - Services had large numbers of workforce members in technical fields that have a positive education requirement (e.g. SPRDE, T&E)
    - 4th Estate had larger percentages of employees in career fields with lower education levels (e.g. PQM)

- The 4th Estate had the highest percentage of workforce members who met the certification requirements of their positions at 72%

- The number of DAU course graduates in the 4th Estate increased from 25,489 in FY01 to 33,191 in FY07, a 131% increase
  - Classroom training grew from 3,411 in FY01 to 4,755 in FY07 a 39% Increase
  - Web training grew from 3,245 in FY01 to 8,818 a 172% Increase

- There were a total of 27,766 Continuous Learning Module completions by 4th Estate employees in FY07

- The 4th Estate has the highest percentage of civilian employees in the Baby Boomer and older generations at 78%