



# Defense Acquisition Workforce Key Information

Audit

As of FY17 (30 Sept 2017)



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# Fact Sheet



## Human Capital Fact Sheet

Defense Acquisition Workforce Audit	FY 2008				FY2017Q4			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	3,638	0	3,638	125,879	4,151	0	4,151	165,275
Change in size from 2008	-	-	-	-	14%		14%	31%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	99%		99%	77%	98%		98%	84%
Graduate Degree	26%		26%	29%	44%		44%	40%
<b>Certification</b>								
Level I or Higher Achieved	87%		87%	72%	87%		87%	86%
Level II or Higher Achieved	78%		78%	61%	83%		83%	73%
Level III Achieved	26%		26%	36%	31%		31%	42%
Position Certification Requirement Met or Exceeded	76%		76%	58%	81%		81%	76%
Within 24 Months of Certification Requirement	23%		23%	27%	17%		17%	21%
Does Not Meet Certification Requirement	1%		1%	14%	2%		2%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	53%		53%	62%	28%		28%	33%
Average Age	43		43	46	43		43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)		-	20/23/57 (%)(Civ)	34/28/38(%)		-	26/26/48(%)
Average Years of Service	14		14	17	13		13	15
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	529(13%)	-	-	25,405(17%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	619(15%)	-	-	25,576(17%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	440/314	-	-	14,944/11,347

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2017Q4 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

\*Analysis support from RAND using FY2008 and FY2017Q4 DMDC data.



# Highlights FY17



## Defense Acquisition Workforce Size Highlights

- After decreasing from FY14 through FY16, the Auditing Defense Acquisition Workforce count has experienced a slight increase (3%) in FY17 to 4,151.

## Defense Acquisition Workforce DAWIA Certification Highlights

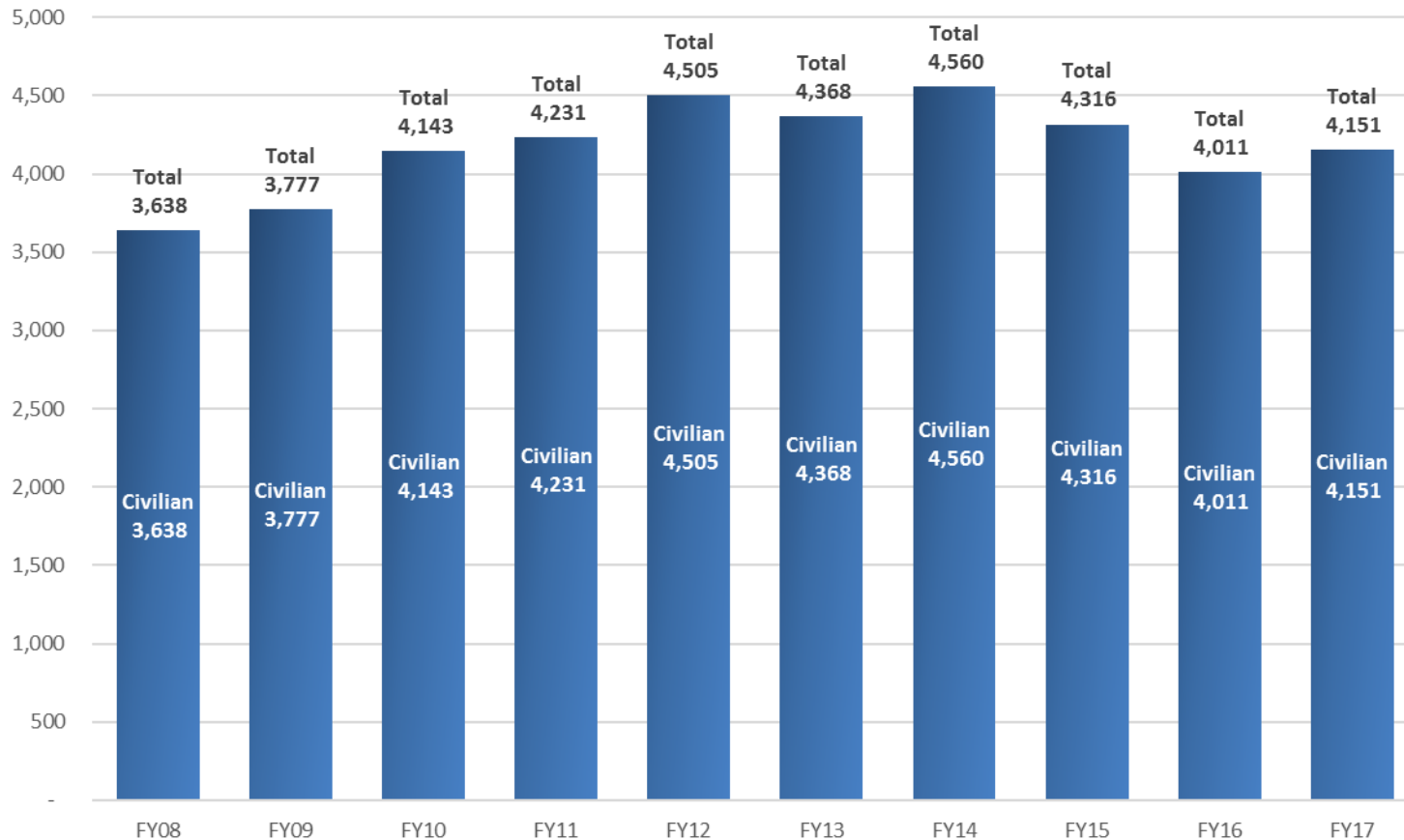
- Since the end of FY16, Auditing has continued to decrease in the number of personnel who have met or exceeded their DAWIA certification rate, falling from 91.3% to 81% at the end of FY17.
- The number of personnel who fall into the 24 month category has increased by 387 (117% increase) since the end of FY16.
- Even with the drop to 81%, Auditing still maintains one of with the highest percentage of personnel who have met or exceeded their DAWIA certification rate, coming in second of fourteen career fields.



# Total Workforce

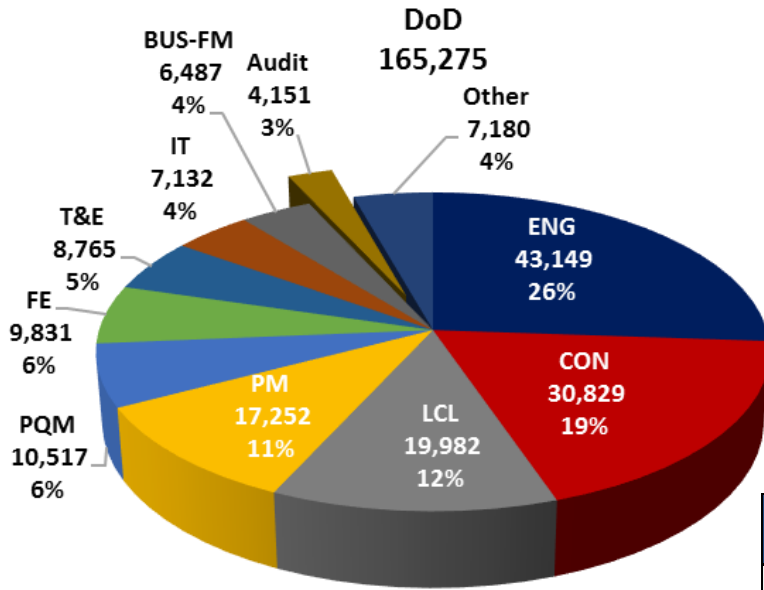


## Audit





# AWF by Component and Career Field



AWF Count by Career Category FY17	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,151	4,151	2.5%
Business - CE	258	533	37	496	82	1,406	0.9%
Business - FM	1,714	1,978	171	2,094	530	6,487	3.9%
Contracting	7,978	5,906	537	8,445	7,963	30,829	18.7%
Engineering	9,096	22,297	341	9,276	2,139	43,149	26.1%
Facilities Engineering	3,581	5,541	30	591	88	9,831	5.9%
Information Technology	1,720	2,918	217	1,262	1,015	7,132	4.3%
Life Cycle Logistics	7,047	5,919	612	3,297	3,107	19,982	12.1%
Production, Quality and Man	1,387	3,330	40	421	5,339	10,517	6.4%
Program Management	3,313	5,450	763	5,885	1,841	17,252	10.4%
Property	49	70	-	16	266	401	0.2%
Purchasing	409	407	50	62	542	1,470	0.9%
S&T Manager	463	495	4	2,806	119	3,887	2.4%
Test and Evaluation	1,877	3,227	129	3,153	379	8,765	5.3%
Unknown/Other	8	1	-	1	6	16	0.01%
<b>FY17 Totals (as of 9-30-2017)</b>	<b>38,900</b>	<b>58,072</b>	<b>2,931</b>	<b>37,805</b>	<b>27,567</b>	<b>165,275</b>	
<b>Component %</b>	<b>23.5%</b>	<b>35.1%</b>	<b>1.8%</b>	<b>22.9%</b>	<b>16.7%</b>		



# Audit Workforce Annual Historical Size by Component FY08 – FY17



Auditing Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	-	-	1	-	-	-	-	-	-	-		
DCMA	5	-	-	-	-	-	1	-	2	1	-80%	-50%
DLA	8	1	-	-	-	-	-	-	-	-	-100%	
DCAA	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	4,008	4,150	16%	4%
MDA	-	-	-	-	-	1	1	-	-	-		
DAU	1	-	1	-	-	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-	-	-	-100%	
DFAS	-	1	-	-	-	-	-	-	-	-		
IG	29	2	1	1	-	-	1	1	1	-	-100%	0%
<b>TOTAL</b>	<b>3,638</b>	<b>3,777</b>	<b>4,143</b>	<b>4,231</b>	<b>4,505</b>	<b>4,368</b>	<b>4,560</b>	<b>4,316</b>	<b>4,011</b>	<b>4,151</b>	<b>↑ 14%</b>	<b>↑ 3%</b>



# Audit Workforce Quarterly Historical Size by Component FY16Q1 – FY17Q4



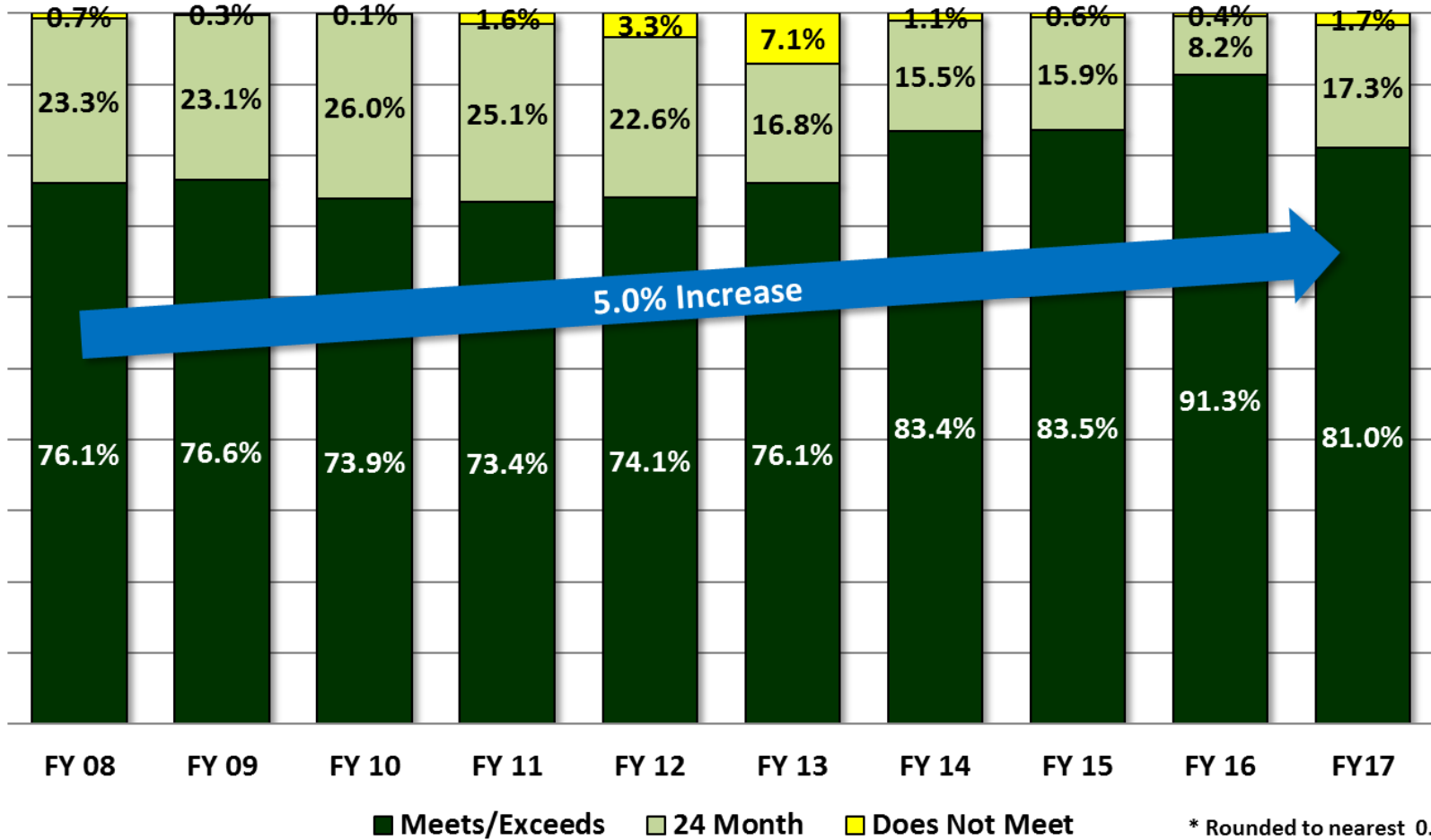
Auditing Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
DCMA	-	-	-	2	-	-	-	1	-50%
DCAA	4,259	4,150	4,041	4,008	4,008	3,937	4,024	4,150	4%
IG	2	1	1	1	-	-	-	-	-100%
<b>TOTAL</b>	<b>4,261</b>	<b>4,151</b>	<b>4,042</b>	<b>4,011</b>	<b>4,008</b>	<b>3,937</b>	<b>4,024</b>	<b>4,151</b>	<b>↑ 3%</b>





# Audit Annual Historical DAWIA Certification FY08 – FY17

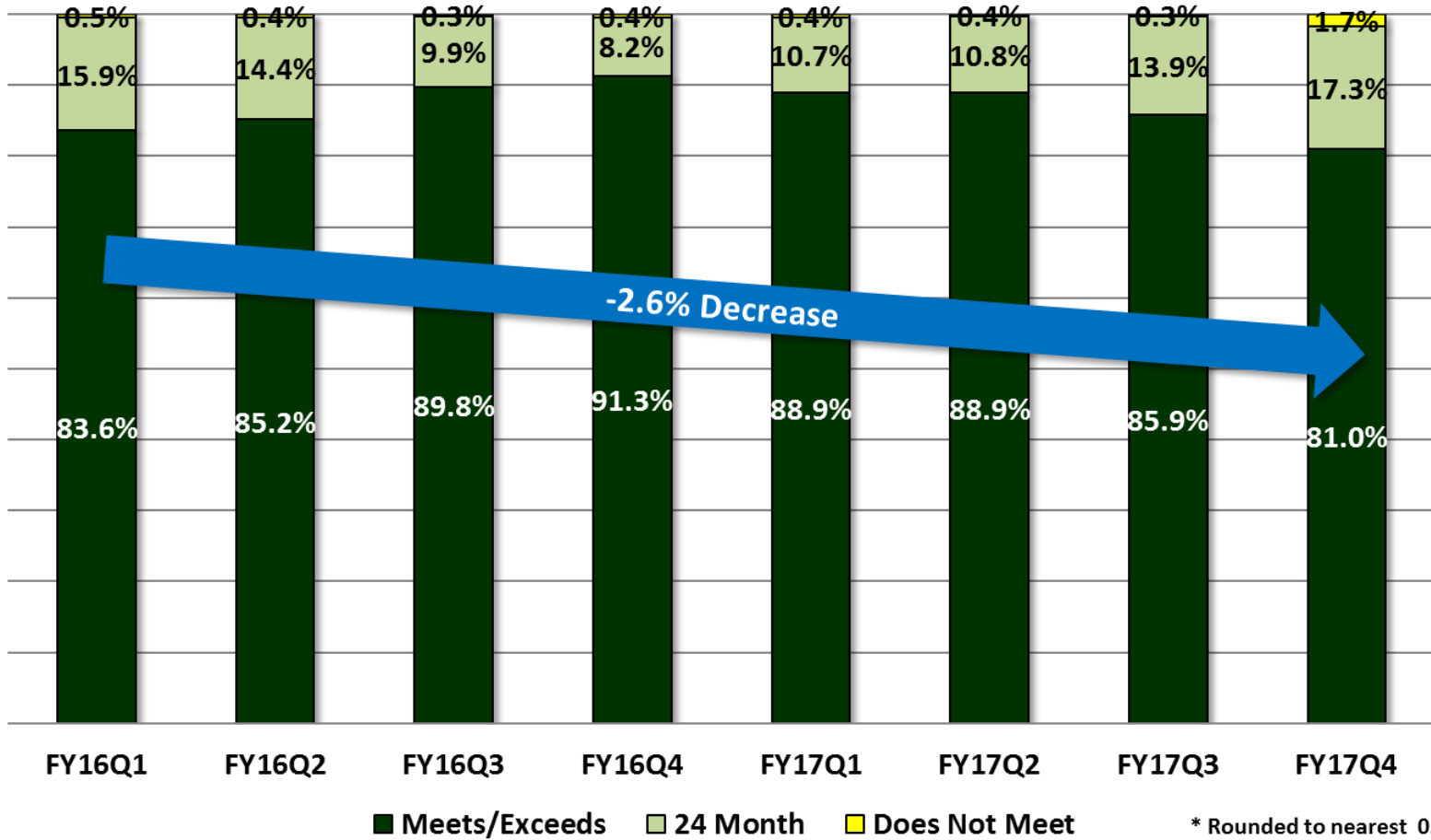
## Auditing





# Audit Quarterly Historical DAWIA Certification FY16Q1 – FY17Q4

## Auditing

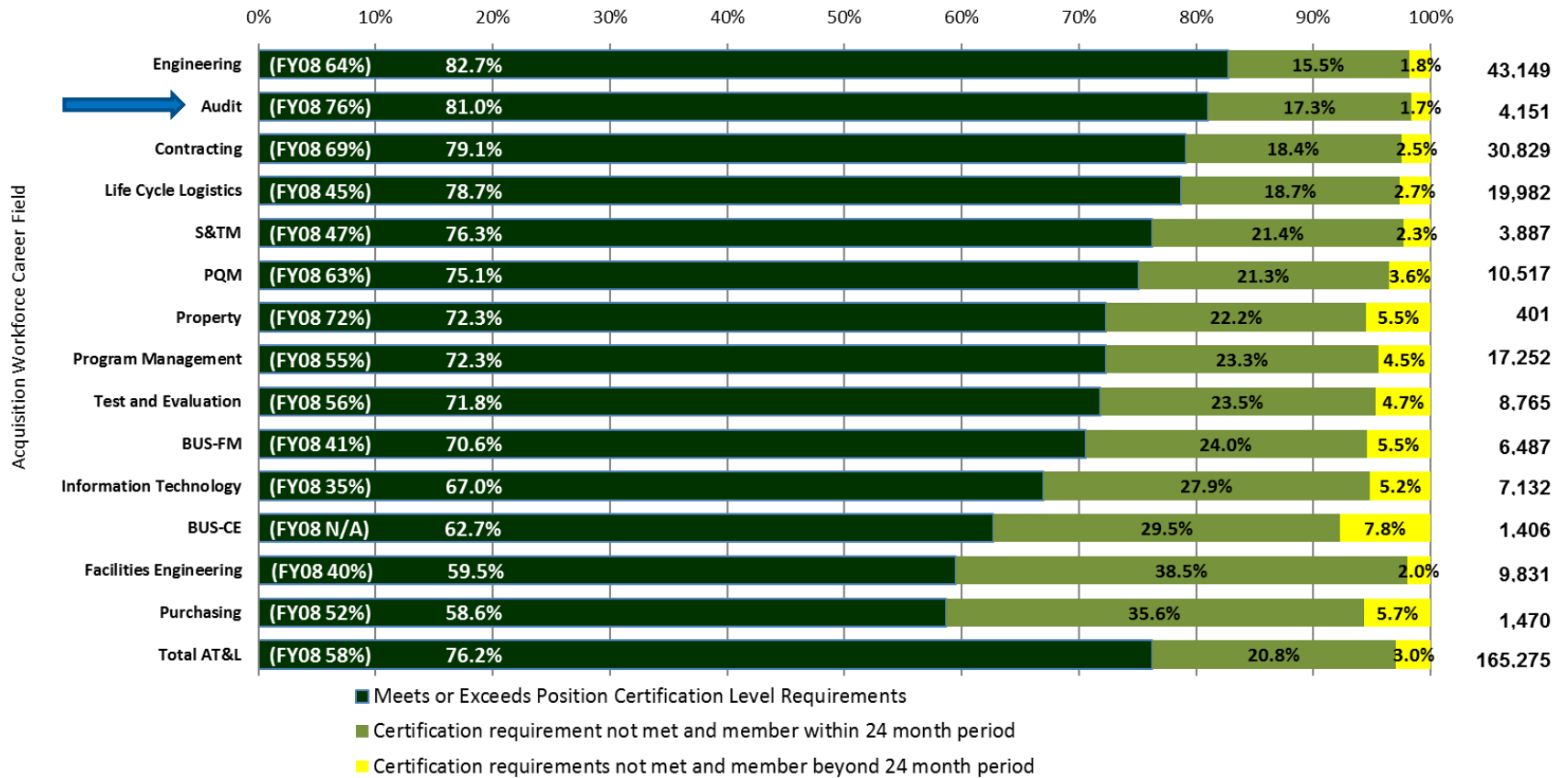




# DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





# Audit DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Audit (FY17Q4)





# Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY17 TOTAL	% Meets Certification Requirement
Level I	172	3	1	-	176	2.3%
Level II	348	159	2,059	231	2,797	81.9%
Level III	8	-	98	1,070	1,176	91.0%
Unspecified	1	-	1	-	2	
<b>FY17 TOTAL</b>	<b>529</b>	<b>162</b>	<b>2,159</b>	<b>1,301</b>	<b>4,151</b>	<b>81.0%</b>
	12.7%	3.9%	52.0%	31.3%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	125,981	76.2%	
Army	31,265	80.4%	
Navy	44,158	76.1%	
Marine Cor	2,058	70.2%	
Air Force	27,102	71.7%	
4th Estate	21,398	77.6%	
<b>Audit</b>	<b>3,364</b>	<b>81.0%</b>	<b>2 of 14</b>

\*\* Based on population total without unspecified positions

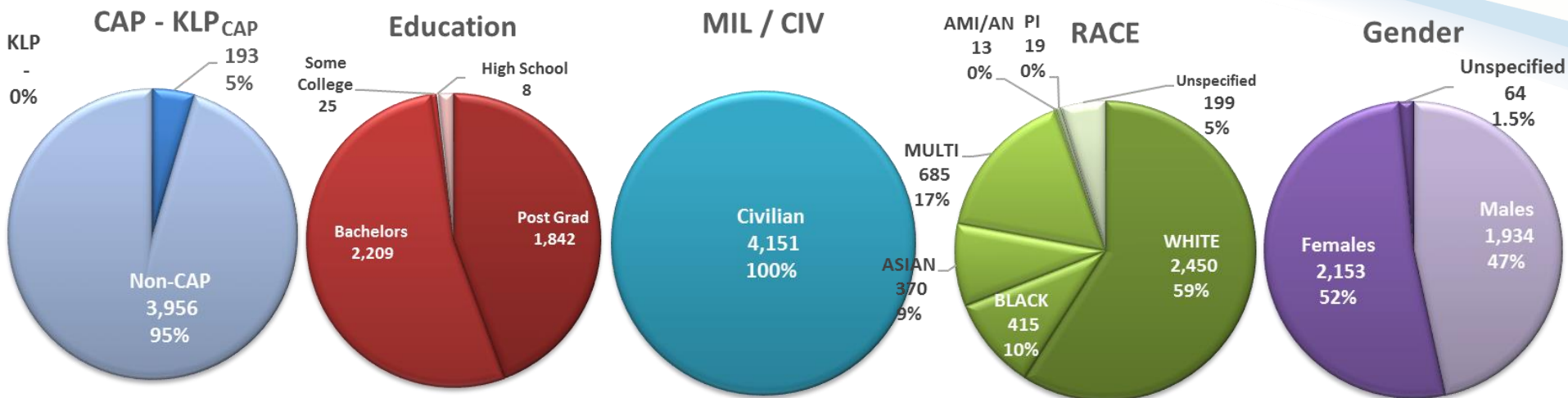
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	4	172	-	176	4.2%
Level II	2,290	446	61	2,797	67.4%
Level III	1,070	98	8	1,176	28.3%
Unspecified	-	1	1	2	0.0%
<b>Audit TOTAL</b>	<b>3,364</b>	<b>717</b>	<b>70</b>	<b>4,151</b>	
	81.0%	17.3%	1.7%		

= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Audit Demographics



Occupied Position Type	Audit		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,099	0.7%
Critical Acquisition Positions (CAPs) *	193	4.6%	16,317	9.9%
Non-CAP Positions	3,956	95.3%	147,679	89.4%
Unknown	2	0.0%	180	0.1%
<b>TOTAL</b>	<b>4,151</b>		<b>165,275</b>	

\* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	Audit		Entire DAW	
Post Grad	1,842	44.4%	66,150	40.0%
Bachelors	2,209	53.2%	72,902	44.1%
Some College	25	0.6%	11,798	7.1%
High School	8	0.2%	12,412	7.5%
Other	67	1.6%	2,013	1.2%
<b>TOTAL</b>	<b>4,151</b>		<b>165,275</b>	

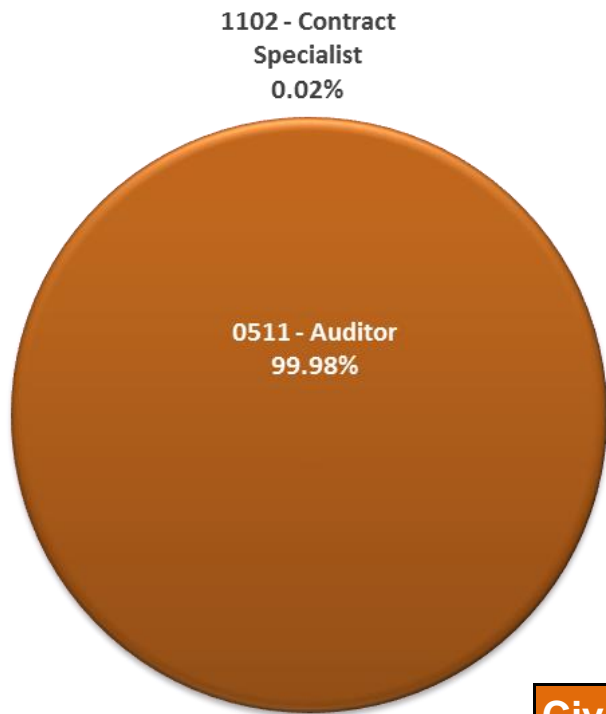
Military / Civilian	Audit		Entire DAW	
Civilian	4,151	100.0%	149,782	90.6%
Military	-	0.0%	15,493	9.4%
<b>TOTAL</b>	<b>4,151</b>		<b>165,275</b>	

Race	Audit		Entire DAW	
WHITE	2,450	59.0%	121,814	73.7%
BLACK	415	10.0%	19,900	12.0%
ASIAN	370	8.9%	10,981	6.6%
MULTI	685	16.5%	4,110	2.5%
AMI/AN	13	0.3%	947	0.6%
PI	19	0.5%	823	0.5%
Unspecified	199	4.8%	6,700	4.1%
<b>TOTAL</b>	<b>4,151</b>		<b>165,275</b>	

Gender	Audit		Entire DAW	
Males	1,934	46.6%	116,087	70.2%
Females	2,153	51.9%	47,702	28.9%
Unspecified	64	1.5%	1,486	0.9%
<b>TOTAL</b>	<b>4,151</b>		<b>165,275</b>	



# Audit Size by Occupational Series



Civilian Occupational Series	Audit	
0511 - Auditor	4,150	100.0%
1102 - Contract Specialist	1	0.0%
Other	-	0.00%
<b>TOTAL CIVILIAN</b>	<b>4,151</b>	<b>Civilians</b>

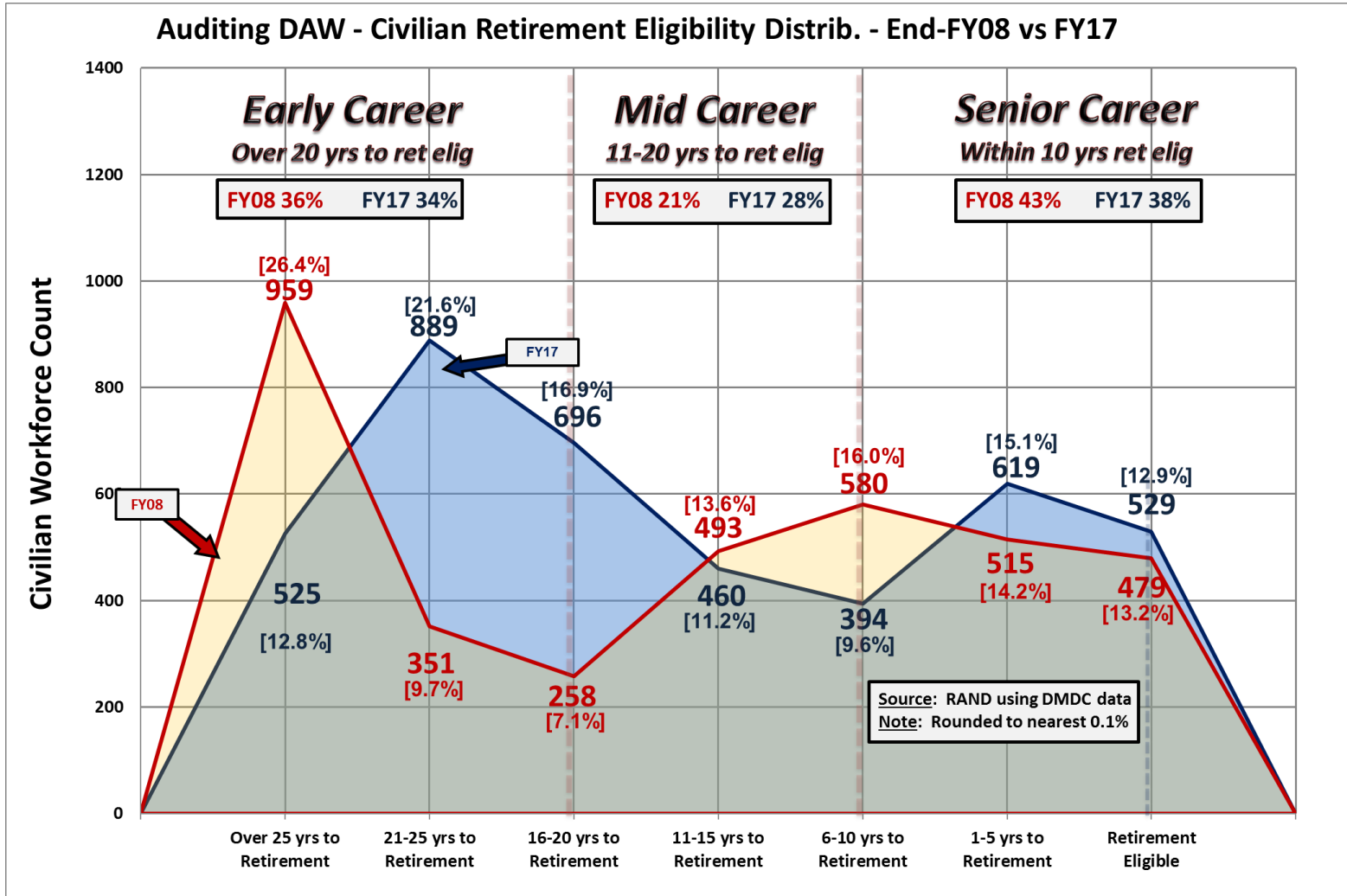


# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**





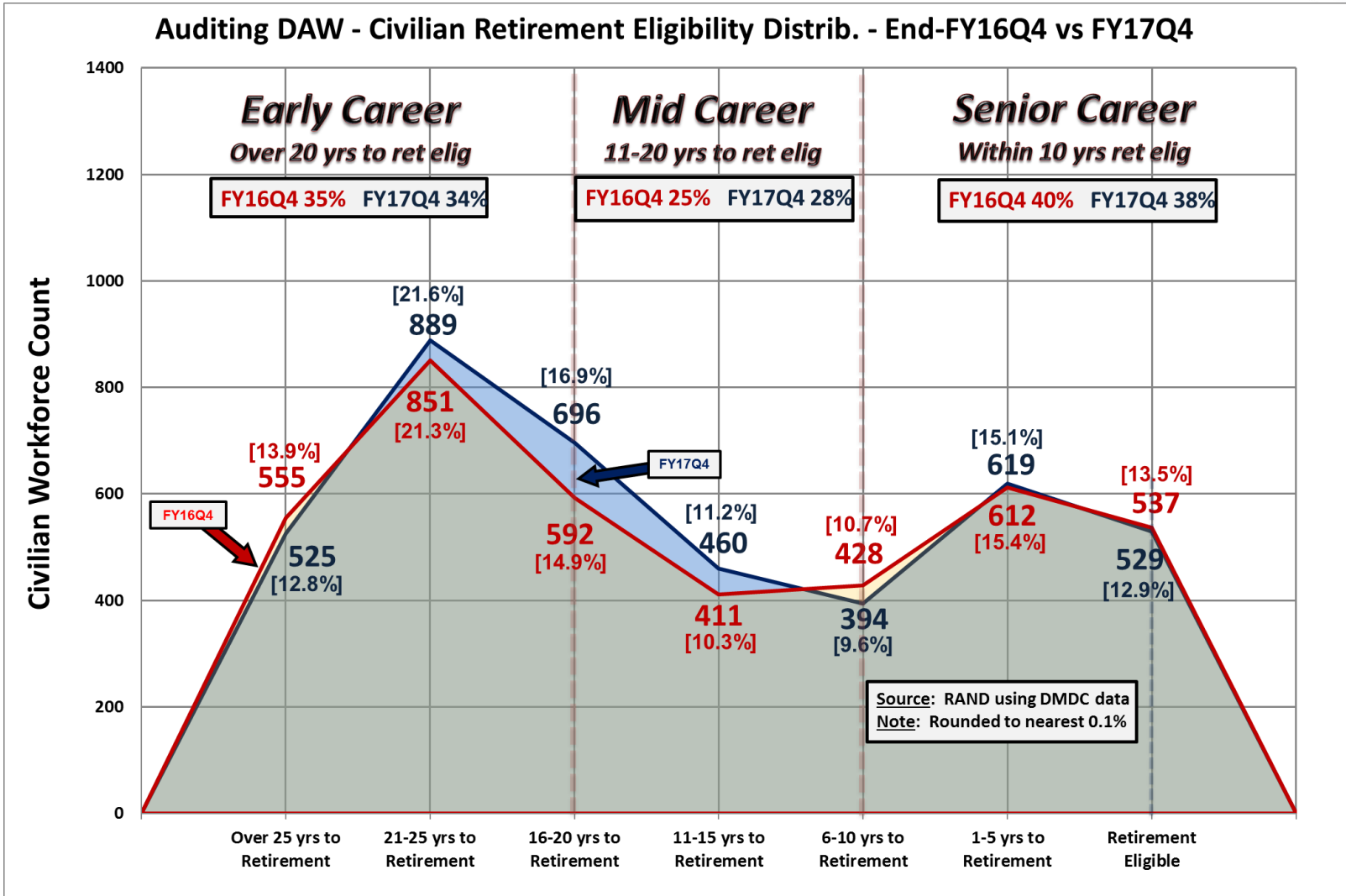
# Audit Civilian Retirement Eligibility Distribution – FY08 / FY17



As of 30 Sep 2017



# Audit Civilian Retirement Eligibility Distribution – FY16Q4/ FY17Q4

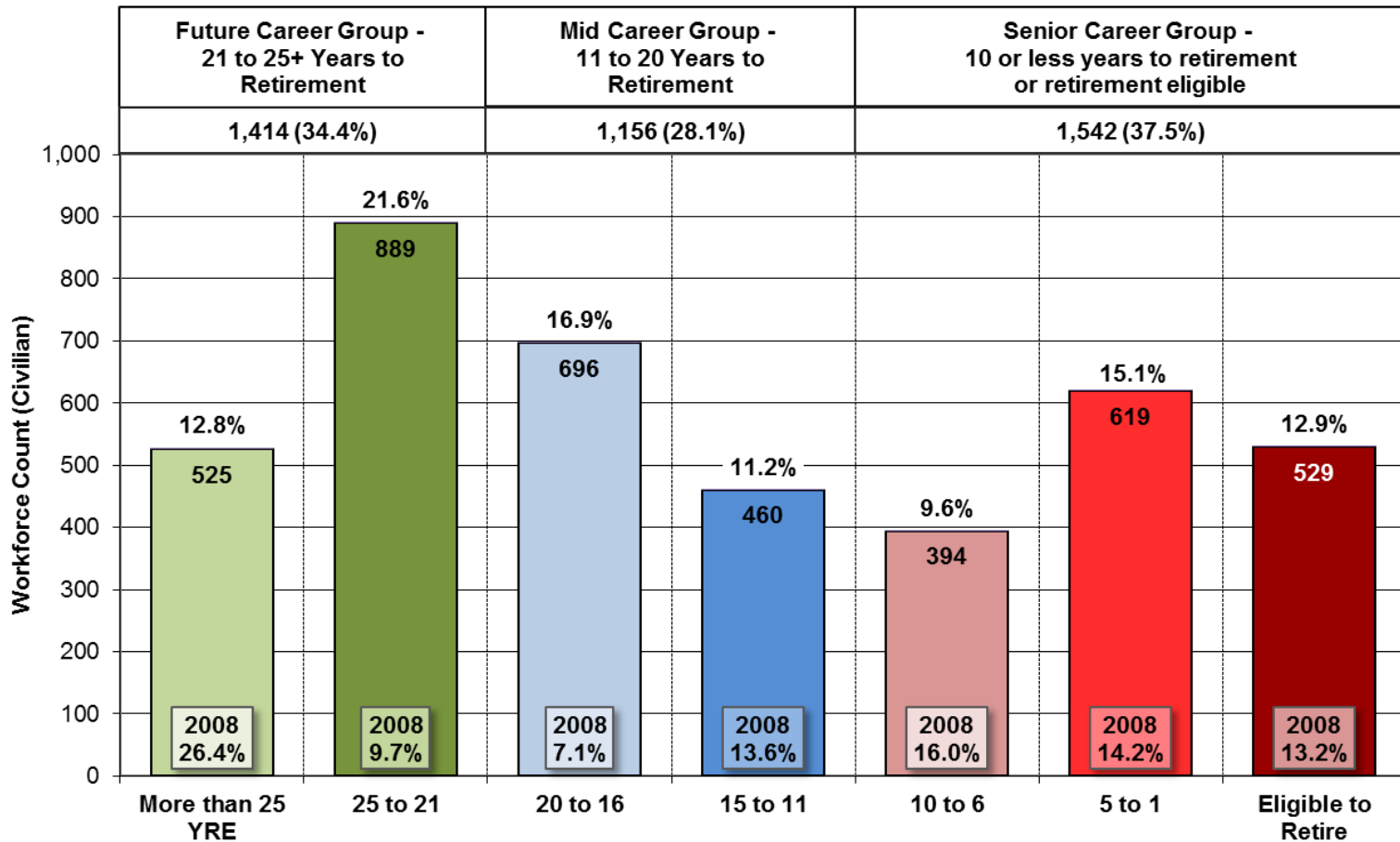


As of 30 Sep 2017



# Audit Workforce Lifecycle Model by YRE

## Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2017Q4) - Audit



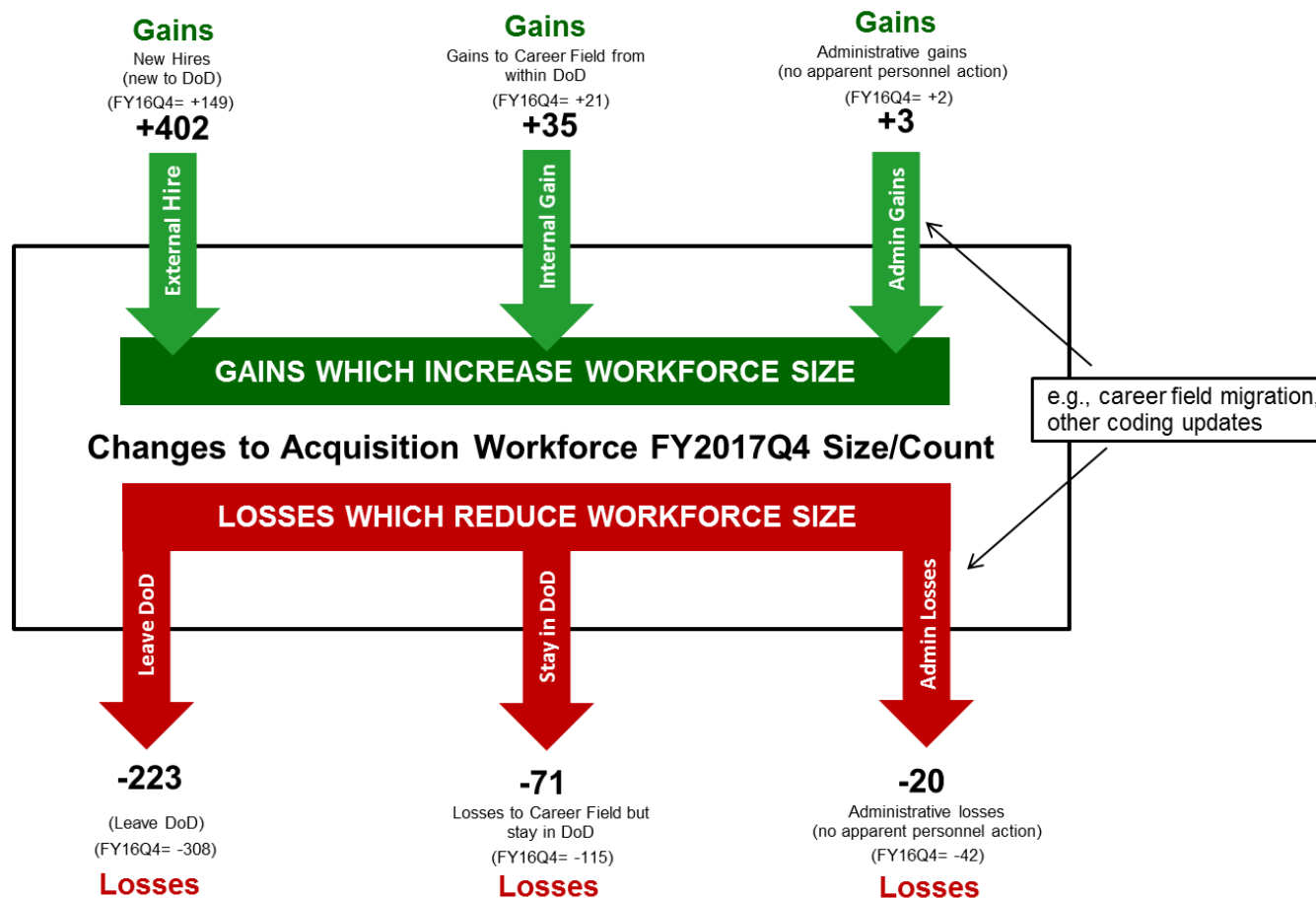
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



# Audit Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2017Q4) - Audit

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories

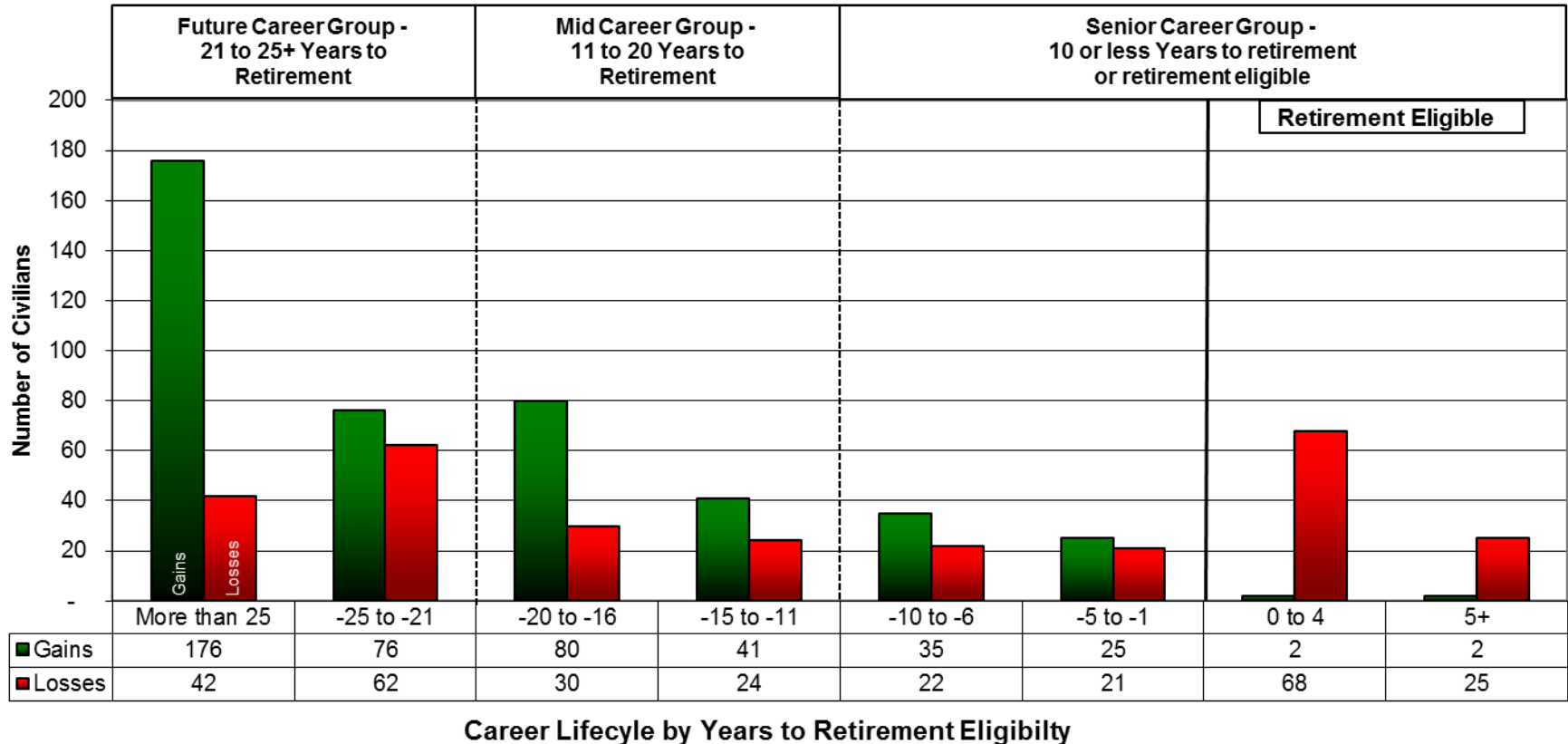




# Audit Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2017Q4 Gains & Losses\*



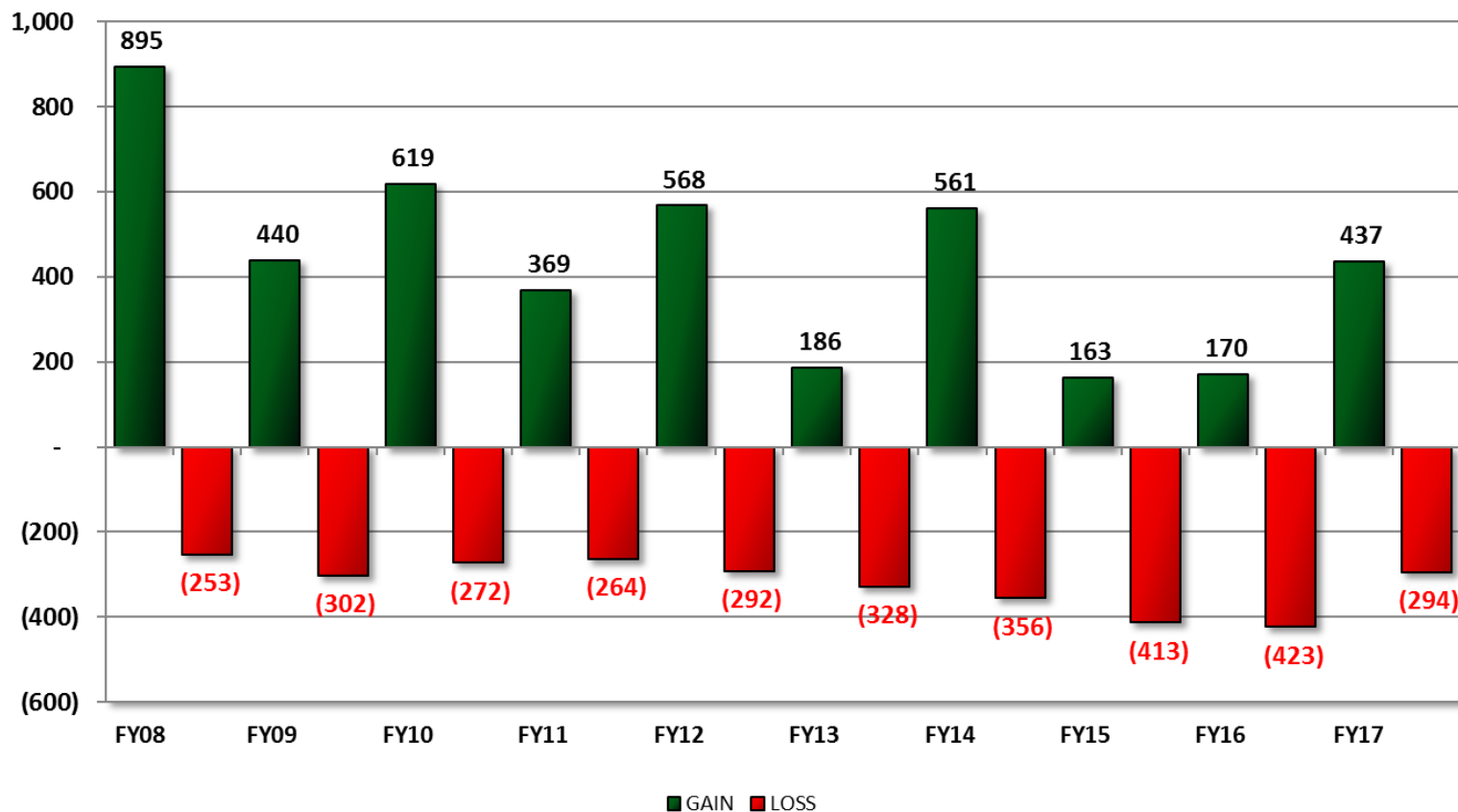
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

\*Does not include administrative gains and losses



# Audit Historical Gains and Losses

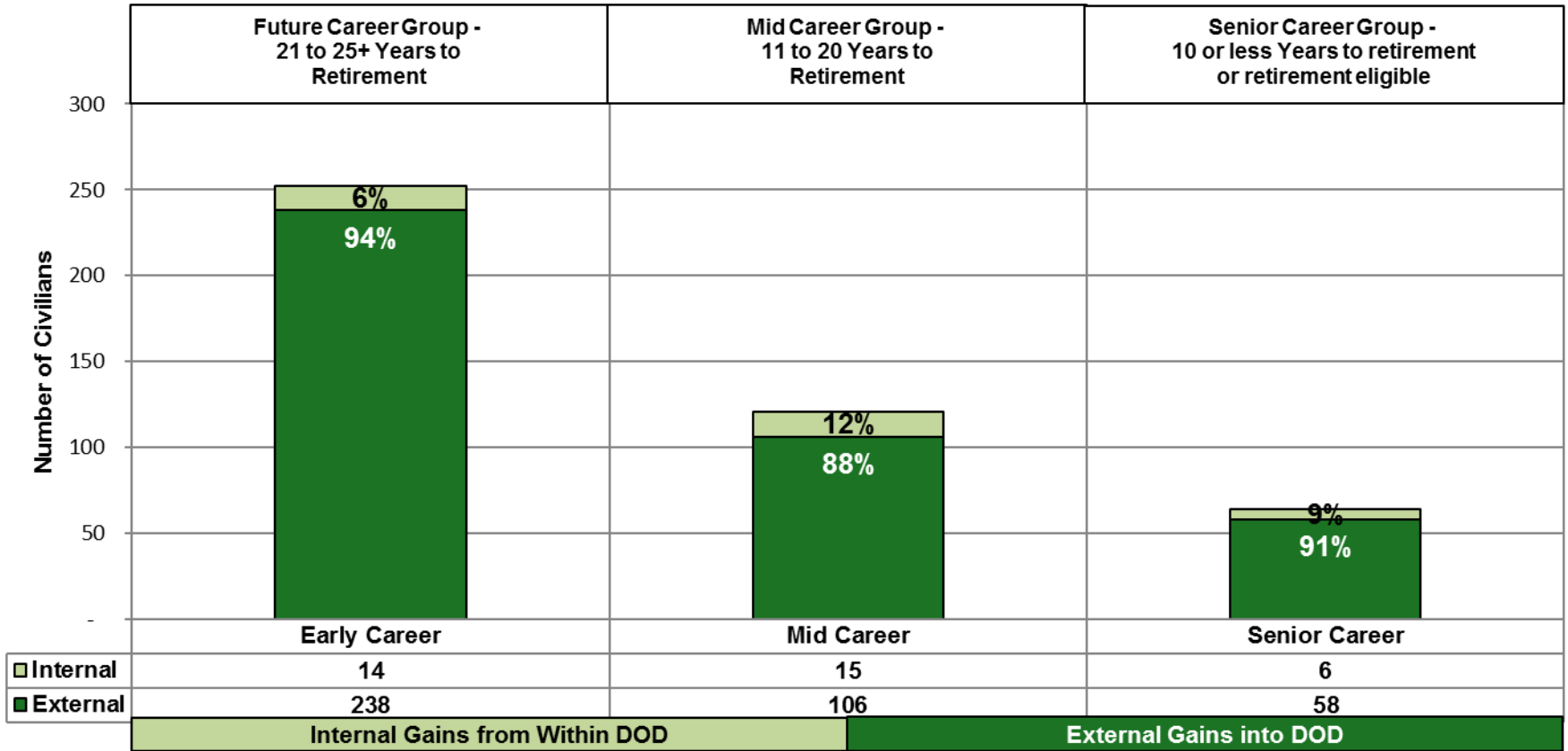


\*Does not include Administrative Gains and Losses



# Audit Internal/External Gains % by Career Group

## Defense Acquisition Workforce (Civilian) - Audit Workforce Lifecycle FY2017Q4 Gains\*



\*Does not include administrative gains

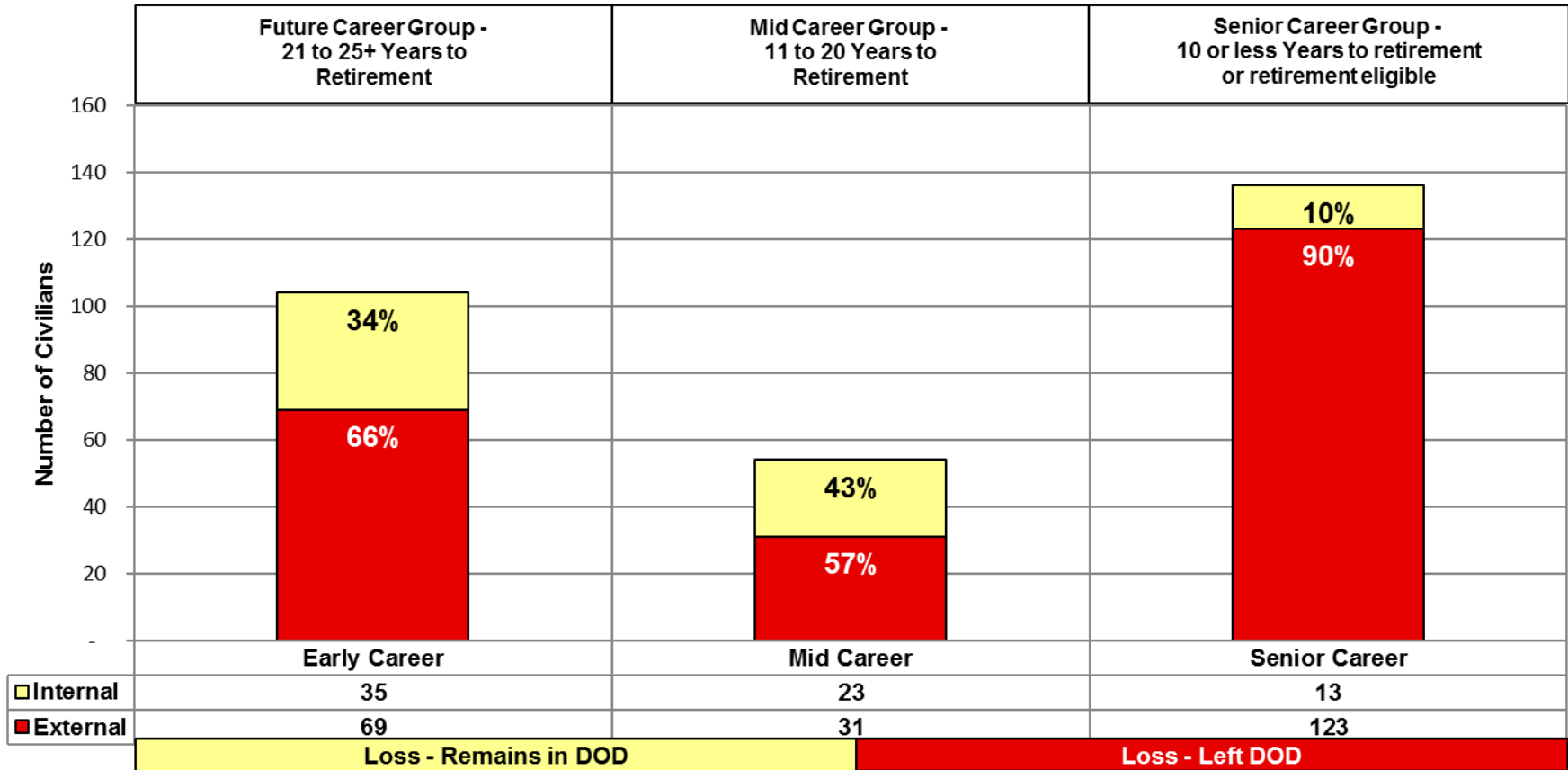
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)



# Audit Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2017Q4 Losses\*



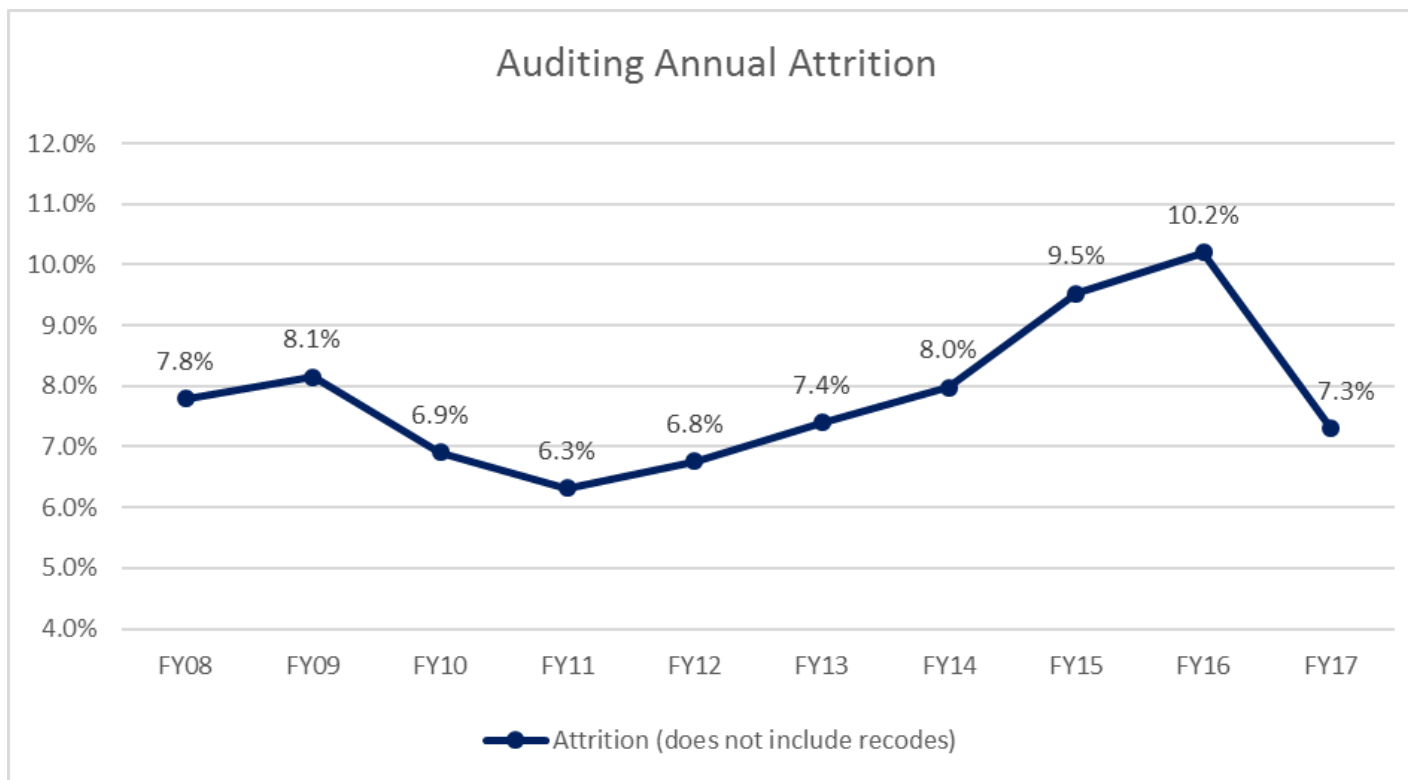
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

\*Does not include administrative losses





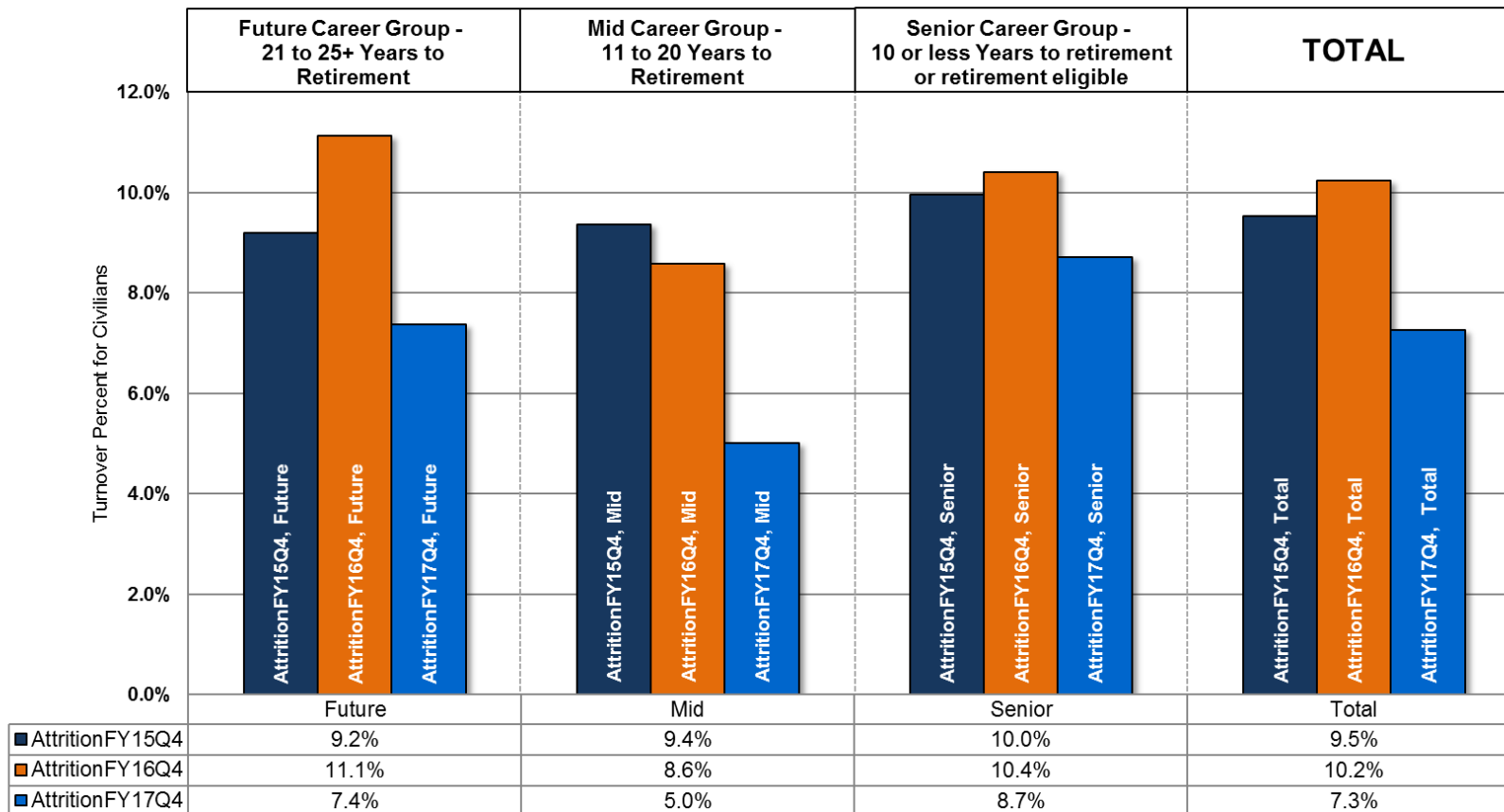
# Annual Attrition Rates





# Audit Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition - Audit (Civilian) (FY15Q4, FY16Q4, FY17Q4)(by Career Lifecycle Group)



As of 30 Sep 2017

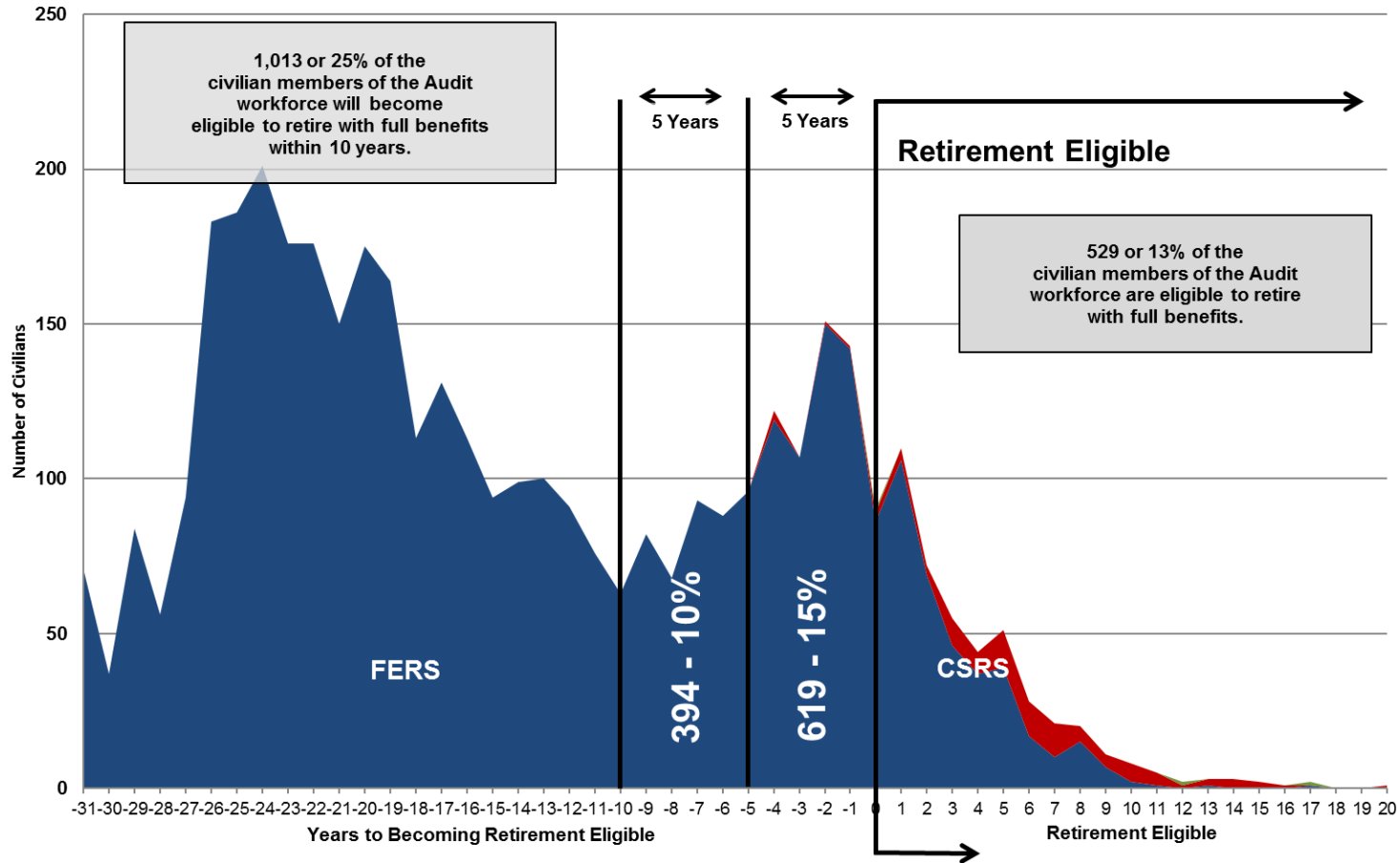


# Audit Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Audit

### Distribution by Years to Retirement Eligibility (Civilians)(FY2017Q4)



As of 30 Sep 2017



***END***