



# Defense Acquisition Workforce Key Information

Business- Cost Estimate  
As of FY17 (30 Sept 2017)



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# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Business - Cost Estimating	FY 2010				FY2017Q4			
	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	1,035	35	1,070	147,705	1,337	69	1,406	7,893
Change in size from 2008	-	-	-	-	29%	97%	31%	30%
Civilian/Military Composition	97%	3%	-	90%/10%	95%	5%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	95%	97%	95%	79%	98%	97%	98%	84%
Graduate Degree	41%	80%	43%	48%	52%	58%	53%	40%
<b>Certification</b>								
Level I or Higher Achieved	25%	0%	24%	73%	80%	26%	78%	85%
Level II or Higher Achieved	3%	0%	3%	58%	69%	6%	66%	73%
Level III Achieved	2%	0%	2%	35%	46%	1%	44%	42%
Position Certification Requirement Met or Exceeded	7%	0%	7%	57%	65%	10%	63%	76%
Within 24 Months of Certification Requirement	93%	100%	93%	34%	27%	81%	30%	21%
Does Not Meet Certification Requirement	0%	0%	0%	9%	8%	9%	8%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	20%	0%	32%	37%	21%	0%	20%	33%
Average Age	41	34	41	45	41	30	40	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	56/17/27(%)	-	-	20/23/57 (%)(Civ)	46/26/29(%)	-	-	24/25/51(%)
Average Years of Service	12	12	12	17	12	7	11	15
Retirement Eligible*	104(10%)	-	-	20,947(16%) (CIV)	117(9%)	-	-	28,385(19%)
Retirement Eligible w/in 5 Years*	122(12%)	-	-	23,551(18%) (CIV)	122(9%)	-	-	25,803(17%)
Total Gains/Losses*	1,124/76	-	-	23,909/9,889 (CIV)	189/174	-	-	15,885/10,857

Source: The Human Capital Fact Sheet is based on end of FY2010 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

- The current Business - Cost Estimate Defense Acquisition Workforce count has increased from 1,070 in FY10 to 1,406 at the end of FY17, a 31% increase. All of the components have seen growth during this time except for Army.
- The Business - Cost Estimate Career Field has seen a decrease in attrition since FY13 decreasing from 11.8% to 8.6%, but has increased to over 10% in the last two years.

### Defense Acquisition Workforce

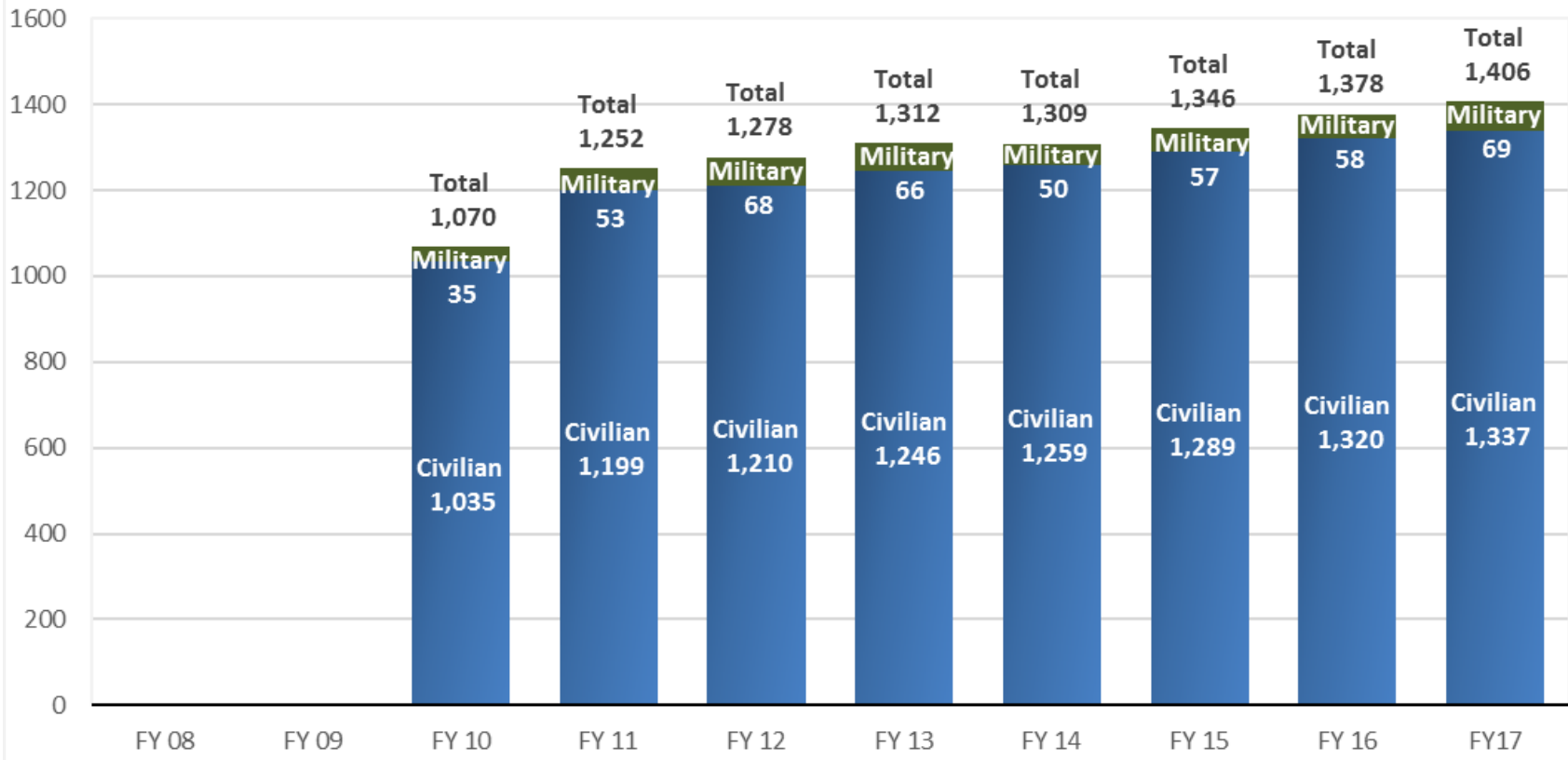
- The certification Meets/Exceeds rate for Cost Estimate has risen every year since 2010.



# Total Historic Workforce

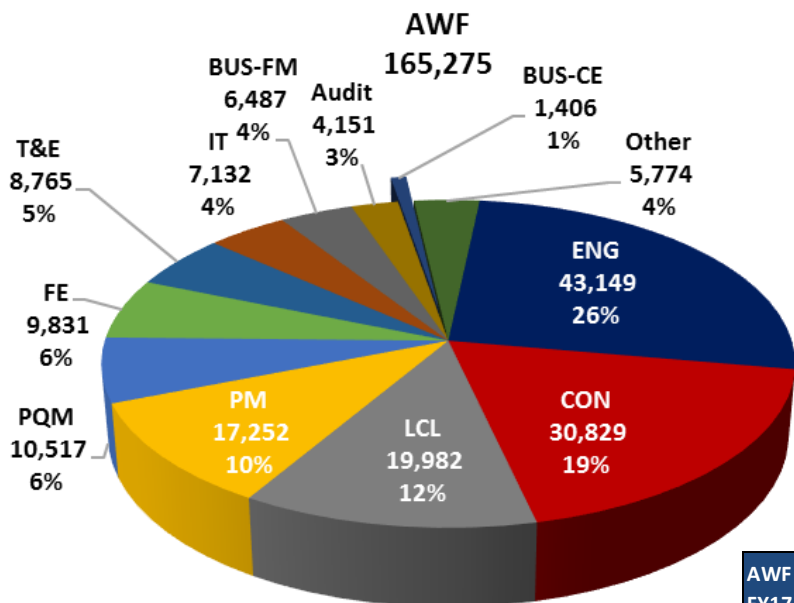


### Business - Cost Estimating





# 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>		



# Business CE Workforce Historical Size by Component/Agency FY10 – FY17



Business - CE Defense Acq Workforce Agency	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY10	% Change Since FY16
Navy	428	477	484	495	513	538	552	533	25%	-3%
MARINE CORPS	22	22	28	39	35	32	36	37	68%	3%
ARMY	270	280	267	262	250	244	249	258	-4%	4%
AIR FORCE	300	417	429	432	438	454	458	496	65%	8%
DCMA	2	2	2	4	2	5	4	-	-100%	-100%
DLA	-	-	1	2	1	-	1	-		-100%
DCAA	-	-	-	-	-	-	-	-		
MDA	41	34	48	60	54	53	55	60	46%	9%
DISA	1	4	4	4	4	8	10	9	800%	-10%
DTRA	-	-	-	-	-	-	-	-		
DHA	1	4	4	5	3	2	4	4	300%	0%
DAU	5	12	11	8	8	7	7	6	20%	-14%
NRO	-	-	-	-	-	-	-	2		
OSD	-	-	-	1	1	3	2	1		-50%
<b>TOTAL</b>	<b>1,070</b>	<b>1,252</b>	<b>1,278</b>	<b>1,312</b>	<b>1,309</b>	<b>1,346</b>	<b>1,378</b>	<b>1,406</b>	<b>↑ 31%</b>	<b>↑ 2%</b>



# Business CE Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY17Q4



Business - CE Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	535	539	542	552	539	539	530	533	-3%
ARMY	250	245	244	249	257	258	253	258	4%
AIR FORCE	462	467	455	458	474	494	501	496	8%
MARINE CORPS	34	33	34	36	37	37	37	37	3%
DCMA	4	5	4	4	4	3	3	-	-100%
DLA	-	-	1	1	1	-	-	-	-100%
MDA	54	55	58	55	58	58	54	60	9%
DISA	8	8	7	10	9	5	7	9	-10%
DHA	4	4	4	4	4	4	4	4	0%
DAU	7	8	7	7	6	6	6	6	-14%
NRO	-	-	-	-	-	-	1	2	
OSD	3	3	3	2	2	2	2	1	-50%
<b>TOTAL</b>	<b>1,361</b>	<b>1,367</b>	<b>1,359</b>	<b>1,378</b>	<b>1,391</b>	<b>1,406</b>	<b>1,398</b>	<b>1,406</b>	<b>↑ 2%</b>

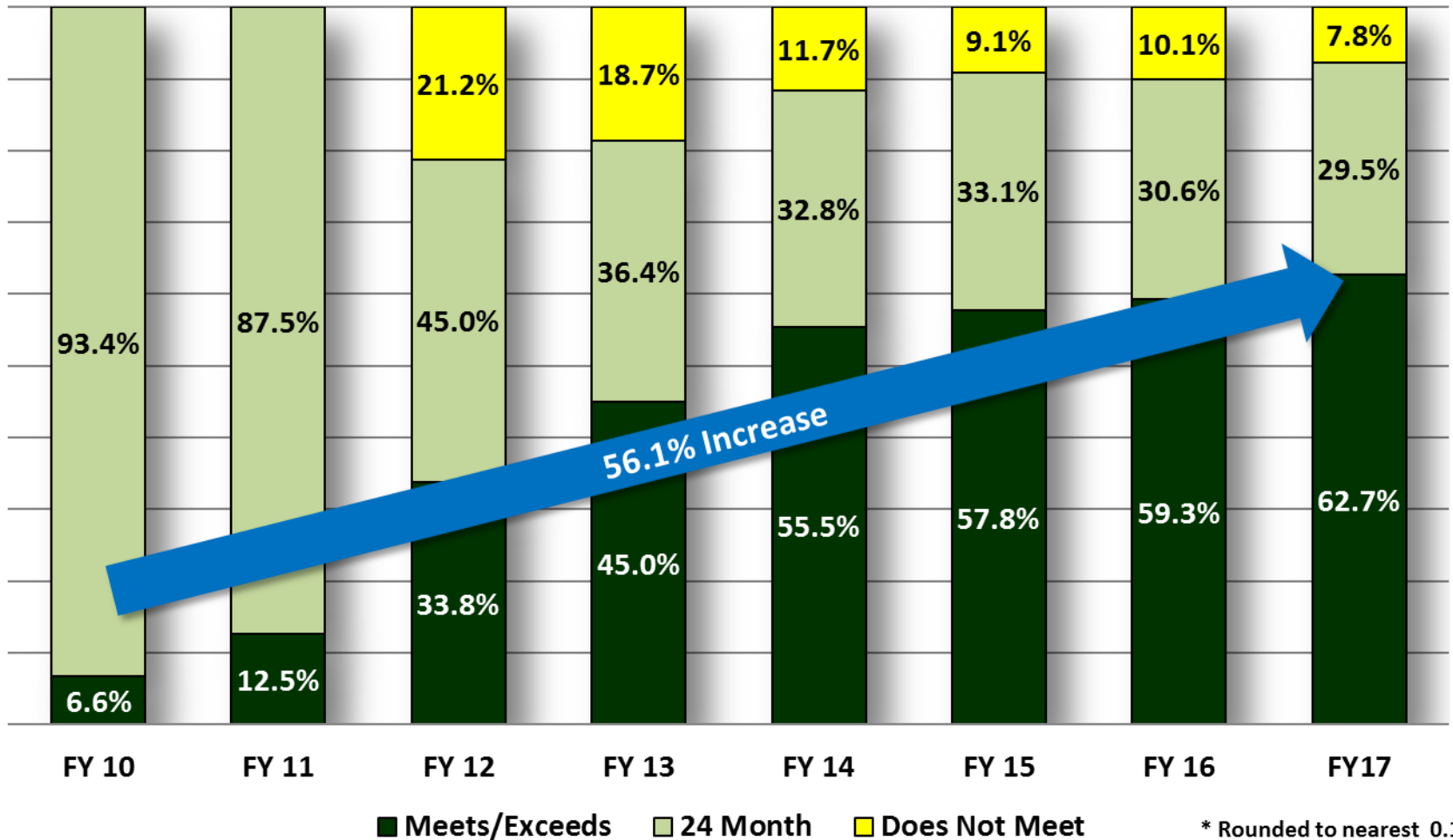




# Business - CE Historical DAWIA Certification FY10 – FY17



## Business - CE



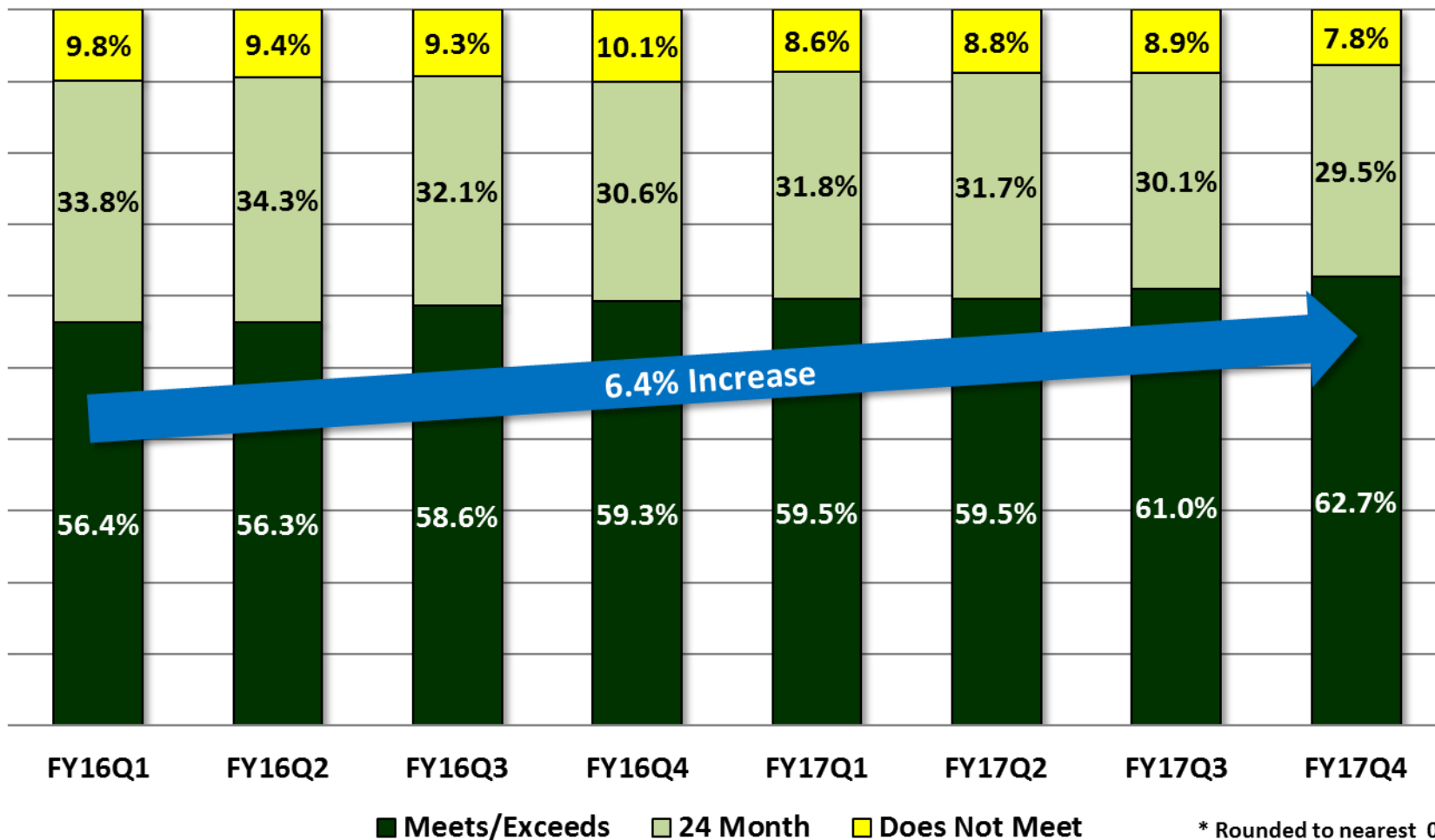
56.1% Increase



# Business – CE Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



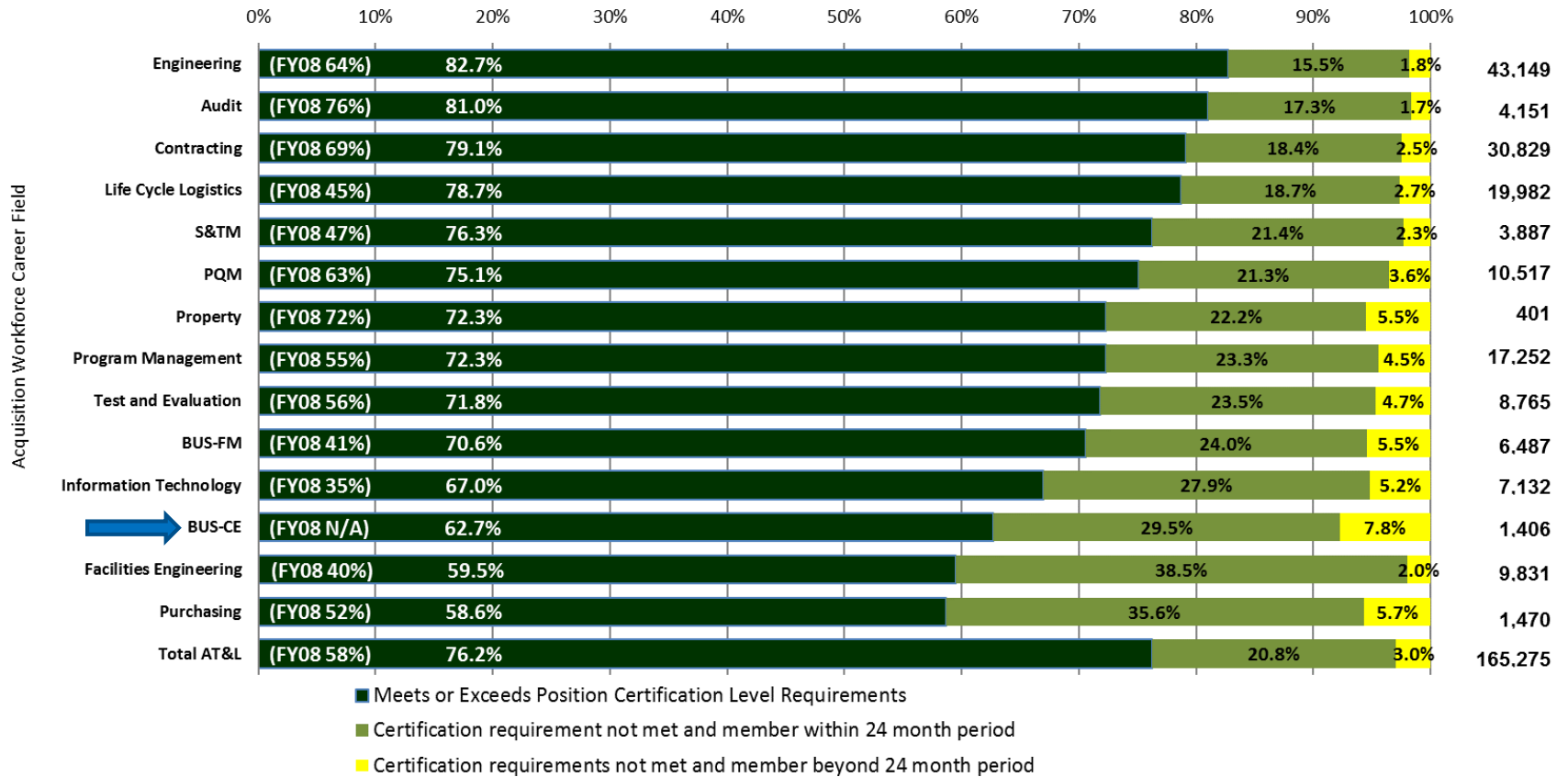
## Business - CE





# Business DAWIA Certification by Career Field

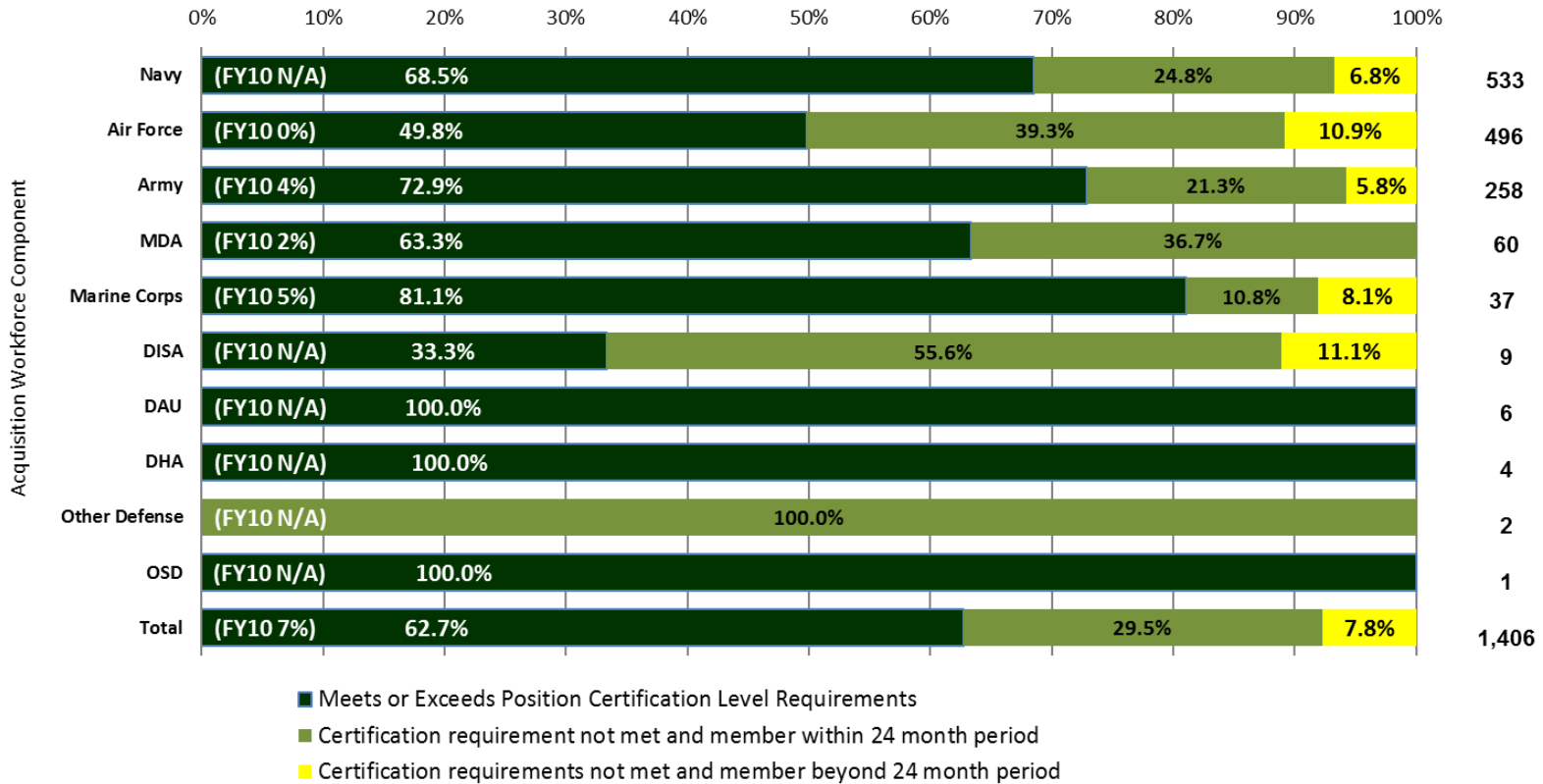
## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





# Business - CE DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY17Q4)





# Business - CE DAWIA Certification Matrix + Bench Strength



Business - CE		Achieved Certification Level				FY17 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	114	22	9	4	149	23.5%	
Level II	155	125	235	116	631	55.6%	
Level III	44	17	69	496	626	79.2%	
<i>Unspecified</i>	-	-	-	-	-		
<b>FY17 TOTAL</b>	<b>313</b>	<b>164</b>	<b>313</b>	<b>616</b>	<b>1,406</b>	<b>62.7%</b>	
	22.3%	11.7%	22.3%	43.8%			

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>Business - C</b>	<b>882</b>	<b>62.7%</b>	<b>12 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	35	109	5	149	10.6%
Level II	351	218	62	631	44.9%
Level III	496	88	42	626	44.5%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>Business - CE TOTAL</b>	<b>882</b>	<b>415</b>	<b>109</b>	<b>1,406</b>	
	62.7%	29.5%	7.8%		

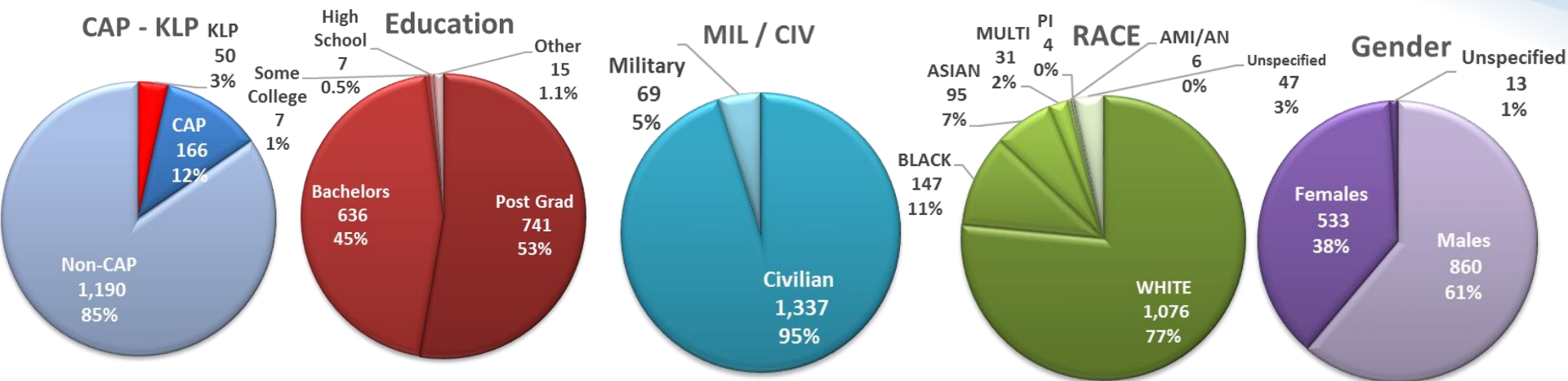
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business CE Demographics



Occupied Position Type	BUS-CE	Entire DAW
Key Leadership Positions (KLPs)	50 <b>3.6%</b>	1,099 <b>0.7%</b>
Critical Acquisition Positions (CAPs) *	166 <b>11.8%</b>	16,317 <b>9.9%</b>
Non-CAP Positions	1,190 <b>84.6%</b>	147,679 <b>89.4%</b>
Unknown	- <b>0.0%</b>	180 <b>0.1%</b>
<b>TOTAL</b>	<b>1,406</b>	<b>165,275</b>

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

Highest Level of Education	BUS-CE	Entire DAW
Post Grad	741 <b>52.7%</b>	66,150 <b>40.0%</b>
Bachelors	636 <b>45.2%</b>	72,902 <b>44.1%</b>
Some College	7 <b>0.5%</b>	11,798 <b>7.1%</b>
High School	7 <b>0.5%</b>	12,412 <b>7.5%</b>
Other	15 <b>1.1%</b>	2,013 <b>1.2%</b>
<b>TOTAL</b>	<b>1,406</b>	<b>165,275</b>

Military / Civilian	BUS-CE	Entire DAW
Civilian	1,337 <b>95.1%</b>	149,782 <b>90.6%</b>
Military	69 <b>4.9%</b>	15,493 <b>9.4%</b>
<b>TOTAL</b>	<b>1,406</b>	<b>165,275</b>

Race	BUS-CE	Entire DAW
WHITE	1,076 <b>76.5%</b>	121,814 <b>73.7%</b>
BLACK	147 <b>10.5%</b>	19,900 <b>12.0%</b>
ASIAN	95 <b>6.8%</b>	10,981 <b>6.6%</b>
MULTI	31 <b>2.2%</b>	4,110 <b>2.5%</b>
AMI/AN	6 <b>0.4%</b>	947 <b>0.6%</b>
PI	4 <b>0.3%</b>	823 <b>0.5%</b>
Unspecified	47 <b>3.3%</b>	6,700 <b>4.1%</b>
<b>TOTAL</b>	<b>1,406</b>	<b>165,275</b>

Gender	BUS-CE	Entire DAW
Males	860 <b>61.2%</b>	116,087 <b>70.2%</b>
Females	533 <b>37.9%</b>	47,702 <b>28.9%</b>
Unspecified	13 <b>0.9%</b>	1,486 <b>0.9%</b>
<b>TOTAL</b>	<b>1,406</b>	<b>165,275</b>



# Business CE Occupational Series

Civilian Occupational Series	BUS-CE	
1515 - Operations Research Analyst	1,053	78.8%
0501 - Financial Administrator	88	6.6%
0896 - Engineer, Industrial	71	5.3%
0801 - Engineer, General	56	4.2%
1520 - Mathematician	15	1.1%
0830 - Engineer, Mechanical	13	1.0%
0343 - Management and Program Analyst	10	0.7%
1101 - Business and Industry Specialist	7	0.5%
1101 - Business and Industry Specialist	7	0.5%
0301 - Administration & Program Staff	2	0.1%
Other	15	1.12%
<b>TOTAL CIVILIAN</b>	<b>1,337</b>	<b>Civilians</b>

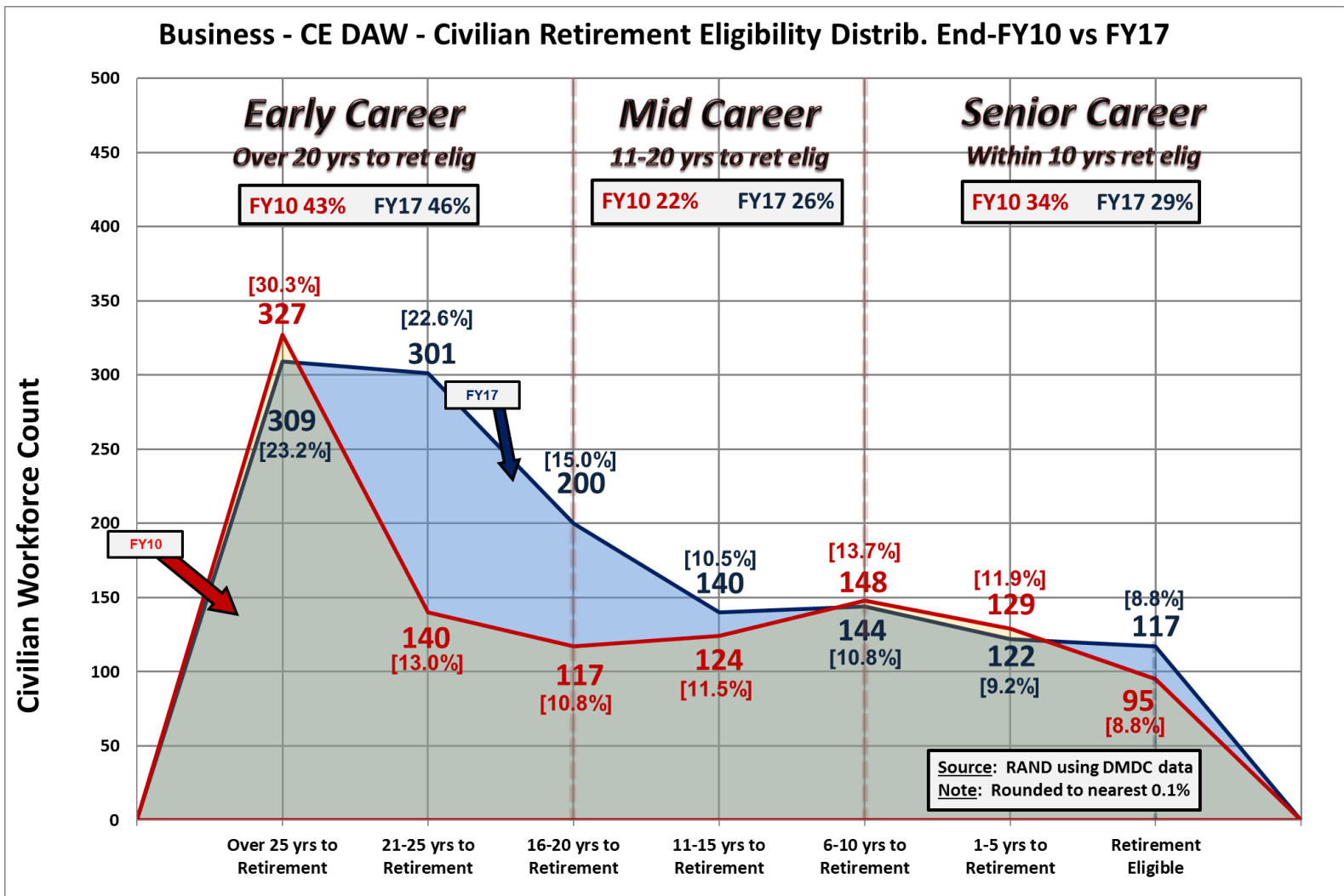


# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**





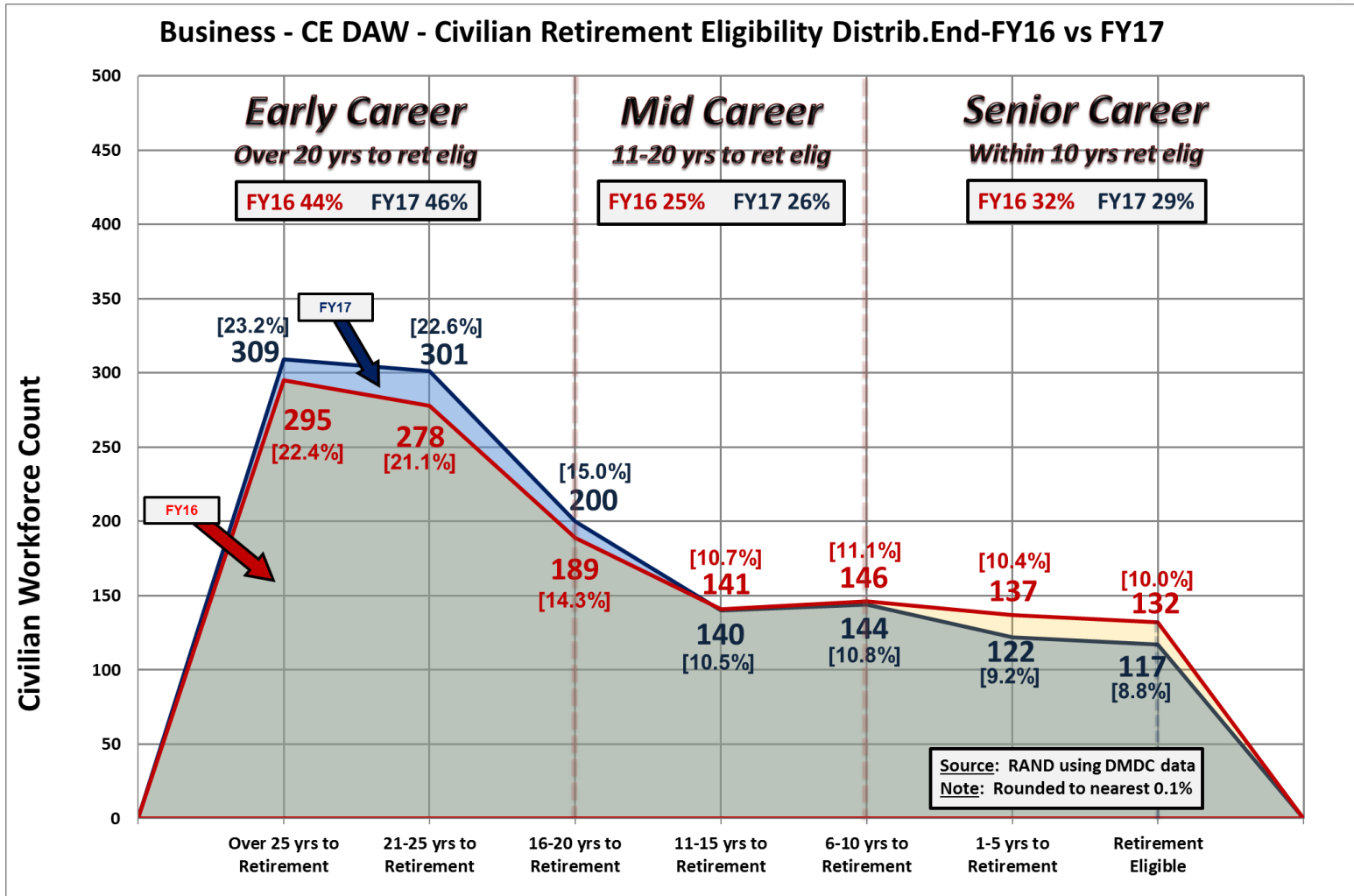
# Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY17



\* As of 30 Sep 2017



# Business-CE Civilian Retirement Eligibility Distribution (1 Year) – FY16 / FY17



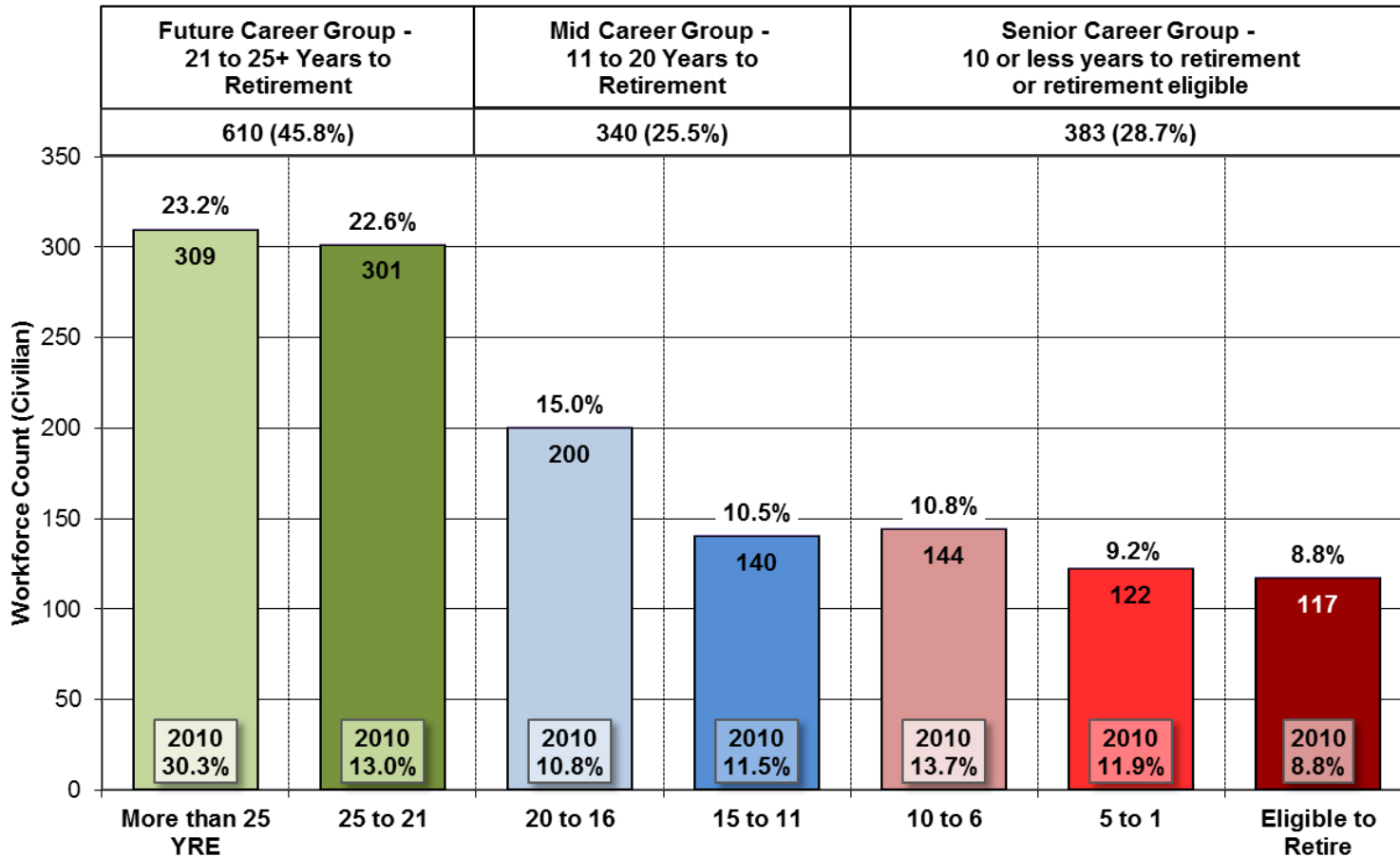
As of 30 Sep 2017



# Workforce Lifecycle Model

## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2017Q4) - Business - Cost Estimating



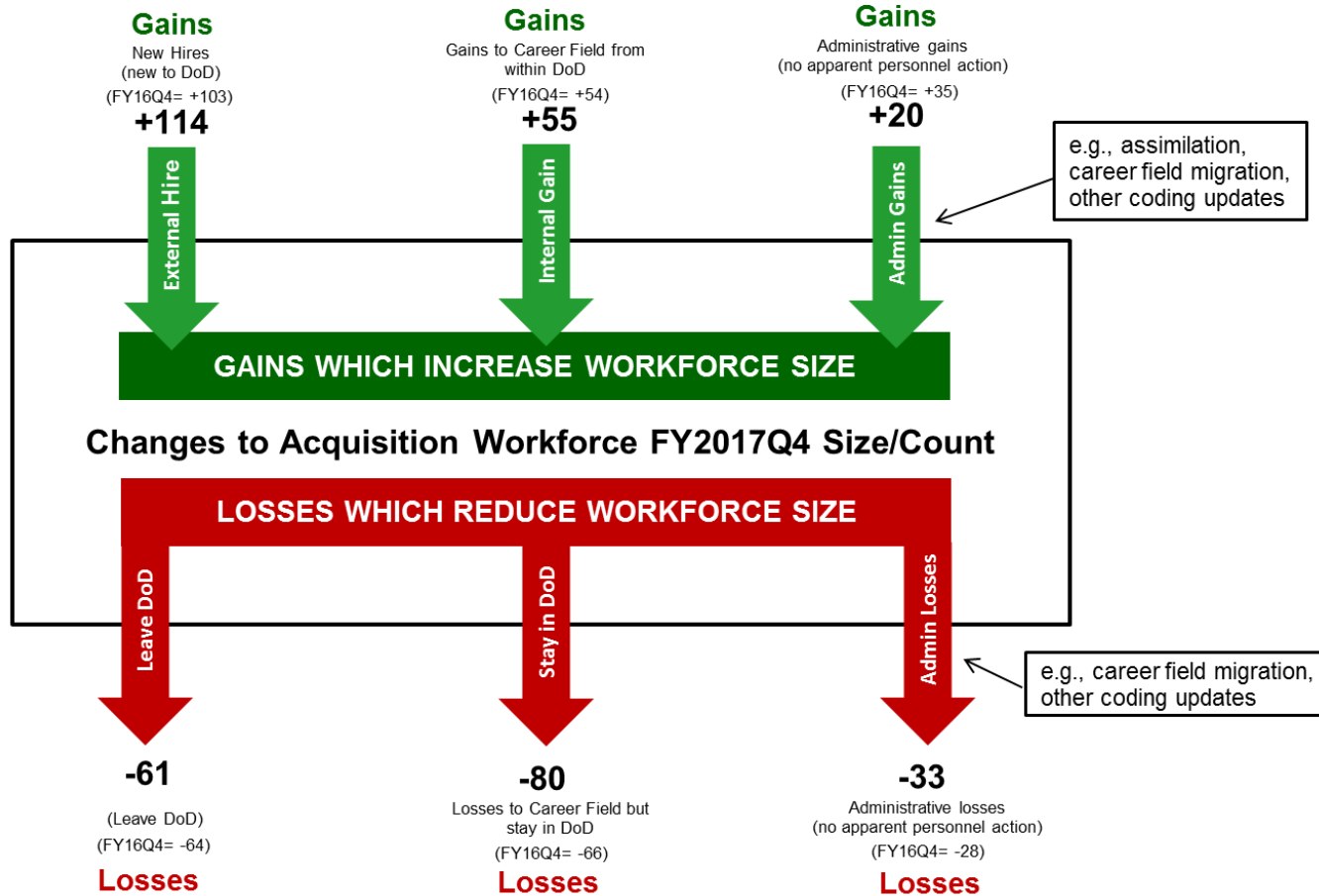
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q2) DMDC data provided by RAND.



# Business-CE Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2017Q4) - Business - Cost Estimating

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



\* As of 30 Sep 2017

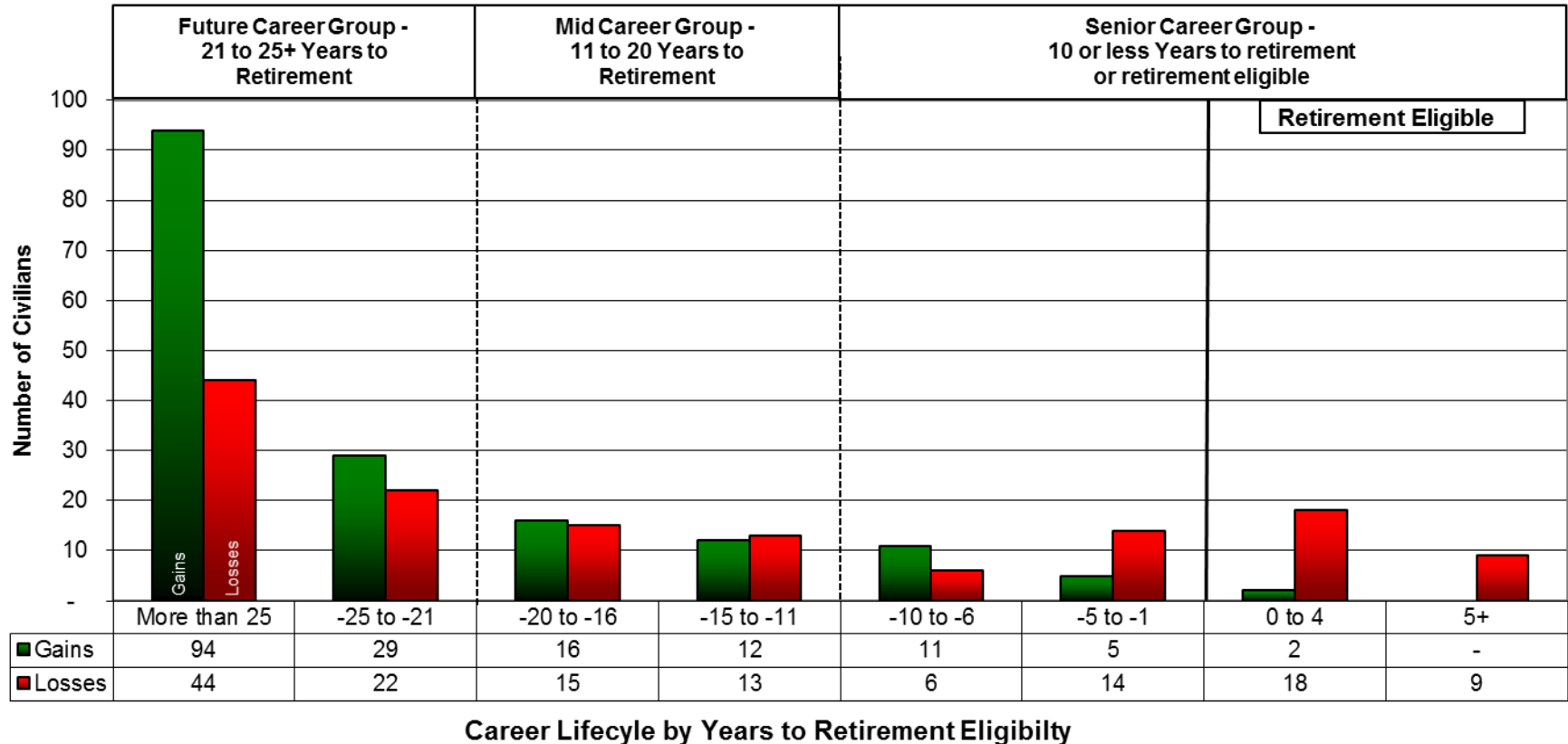


# Business-CE Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - CostEst

Workforce Lifecycle FY2017Q4 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

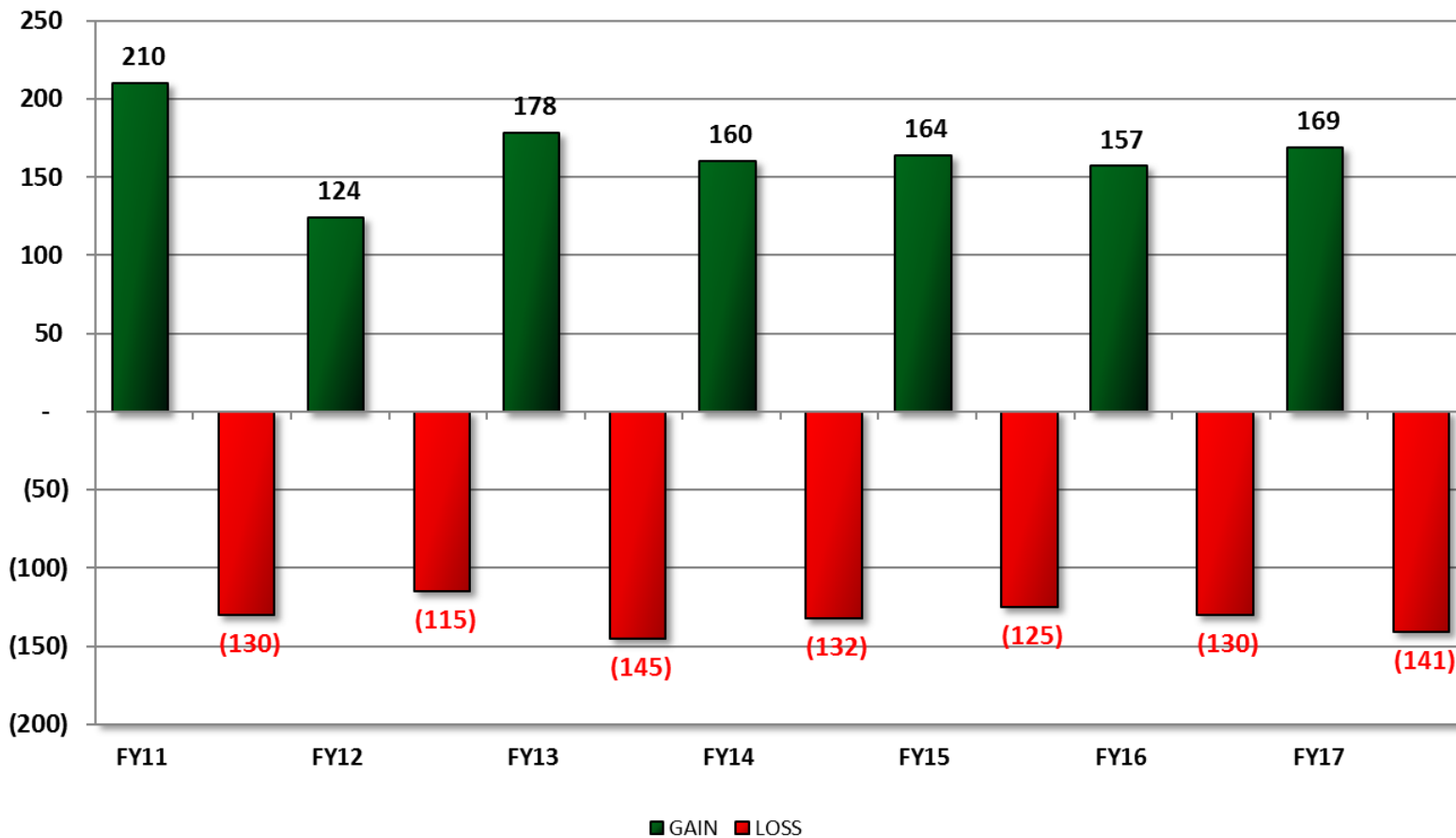
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

\*Does not include administrative gains and losses

\* As of 30 Sep 2017



# Business Historical Gains and Losses FY10 – FY17



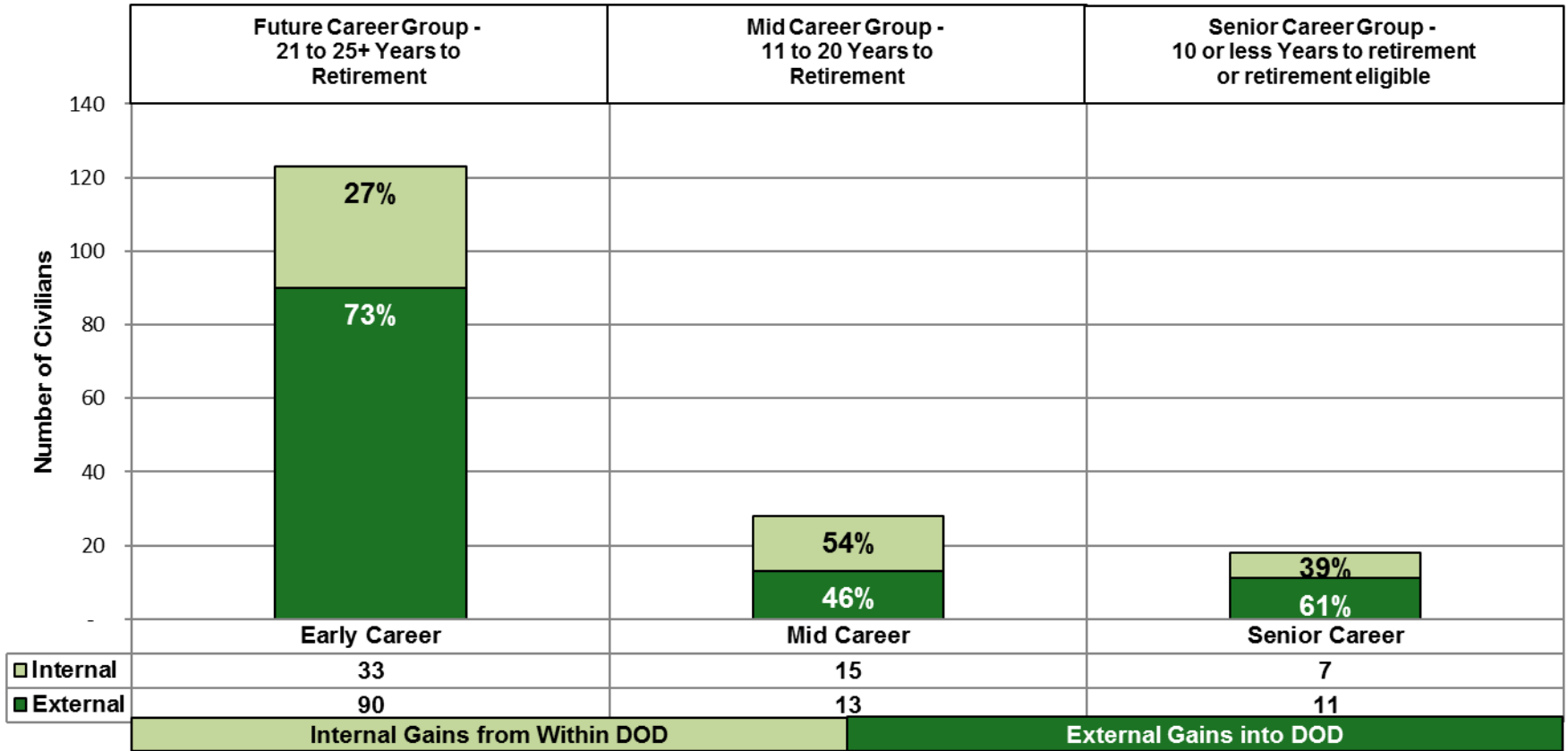
\* As of 30 Sep 2017



# Business-CE Internal/External Gains % by Career Group



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



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

\*Does not include administrative gains

\* As of 30 Sep 2017

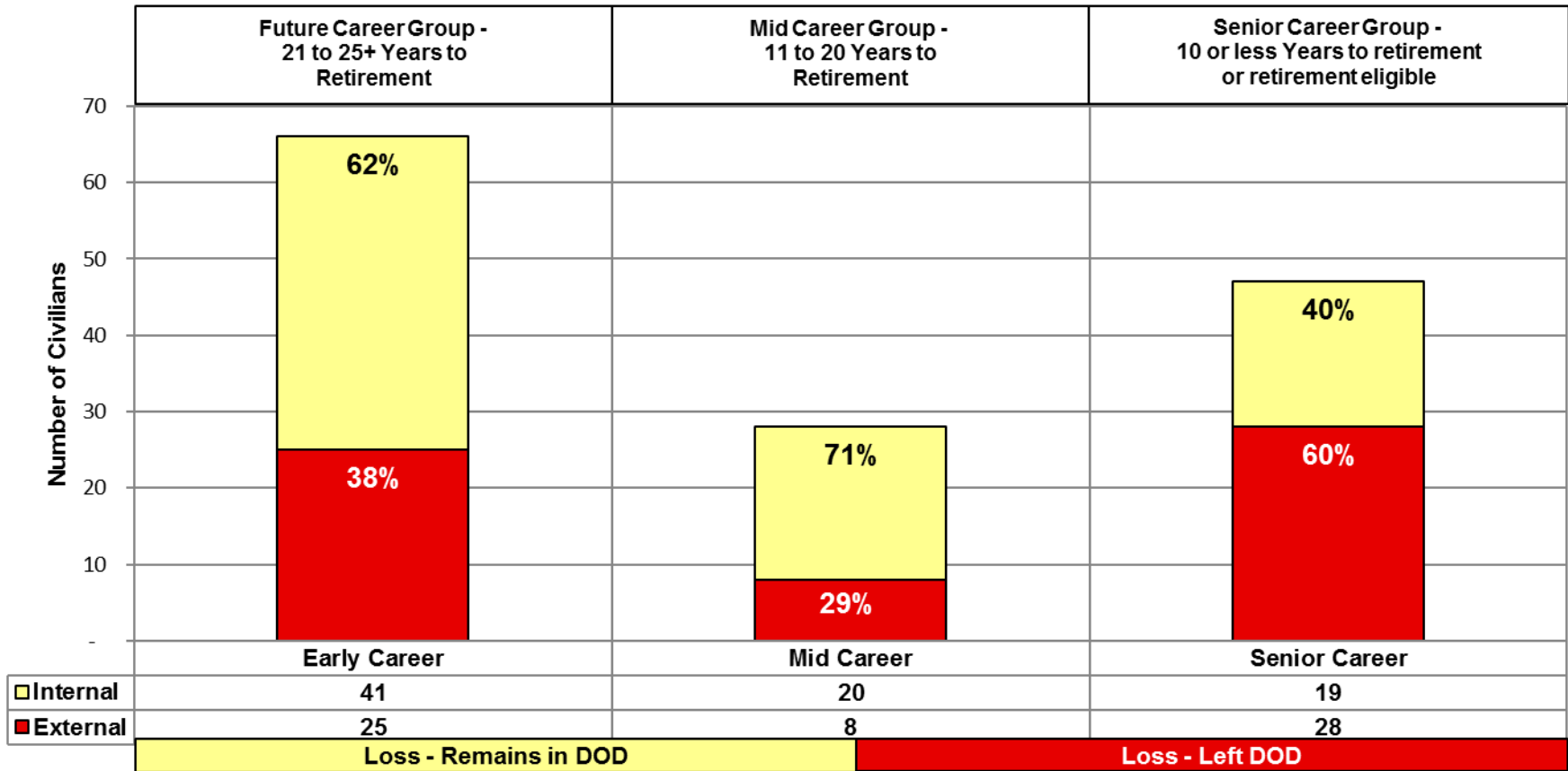


# Business-CE Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - CostEst

Workforce Lifecycle FY2017Q4 Losses\*



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

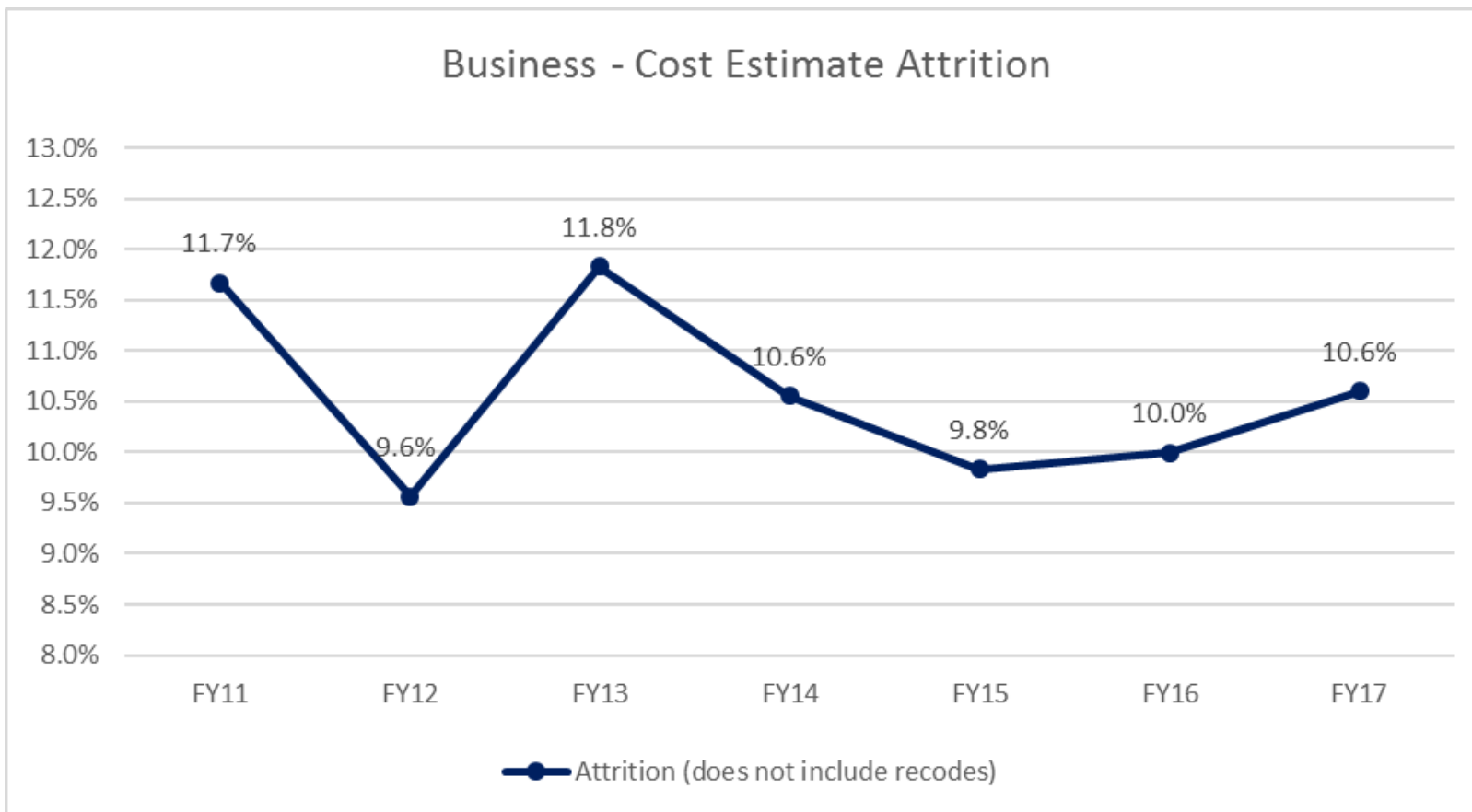
\*Does not include administrative losses

\* As of 30 Sep 2017





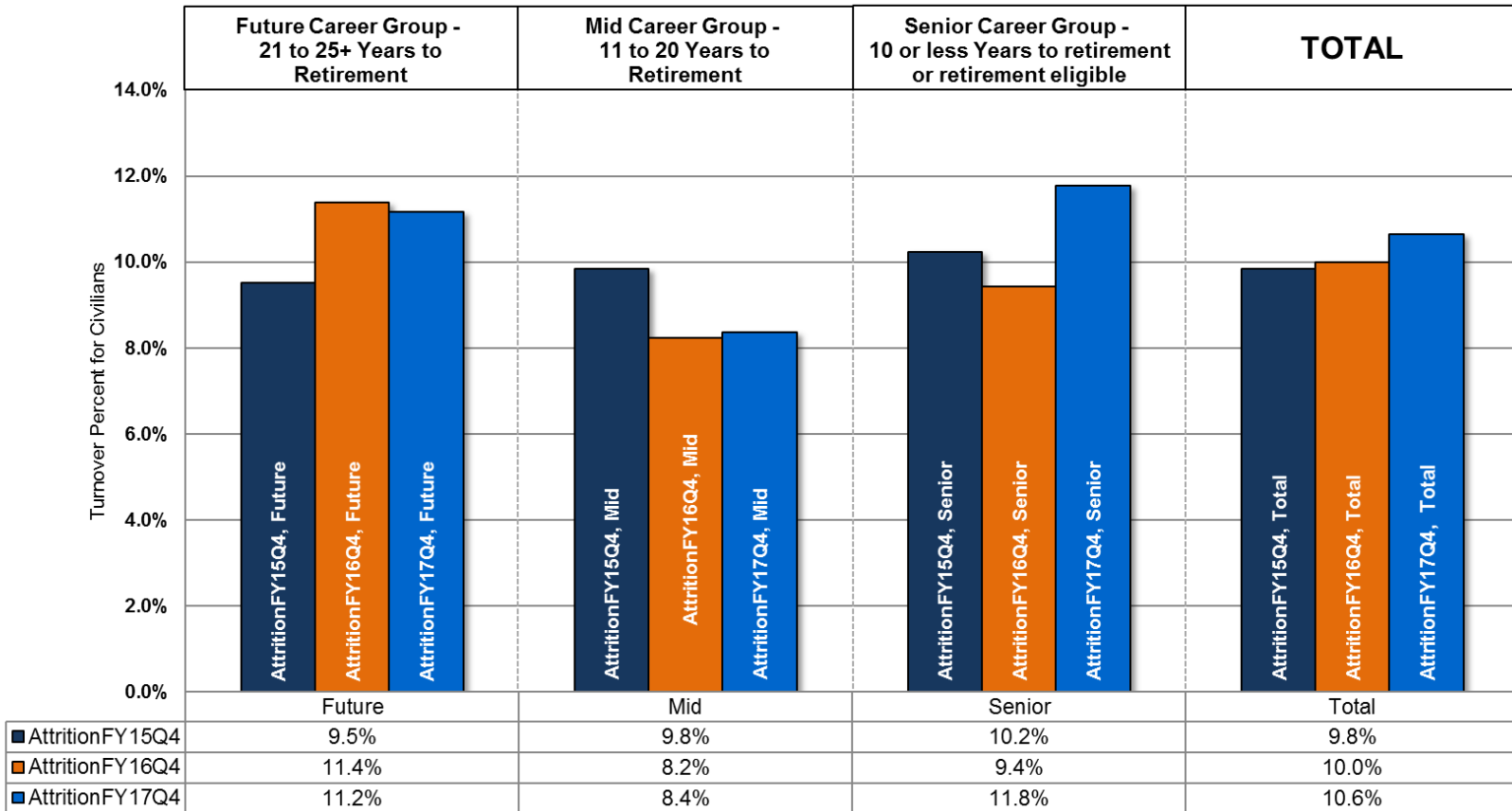
# Annual Attrition Rates





# Business-CE Attrition Rates by Career Group

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



\* As of 30 Sep 2017

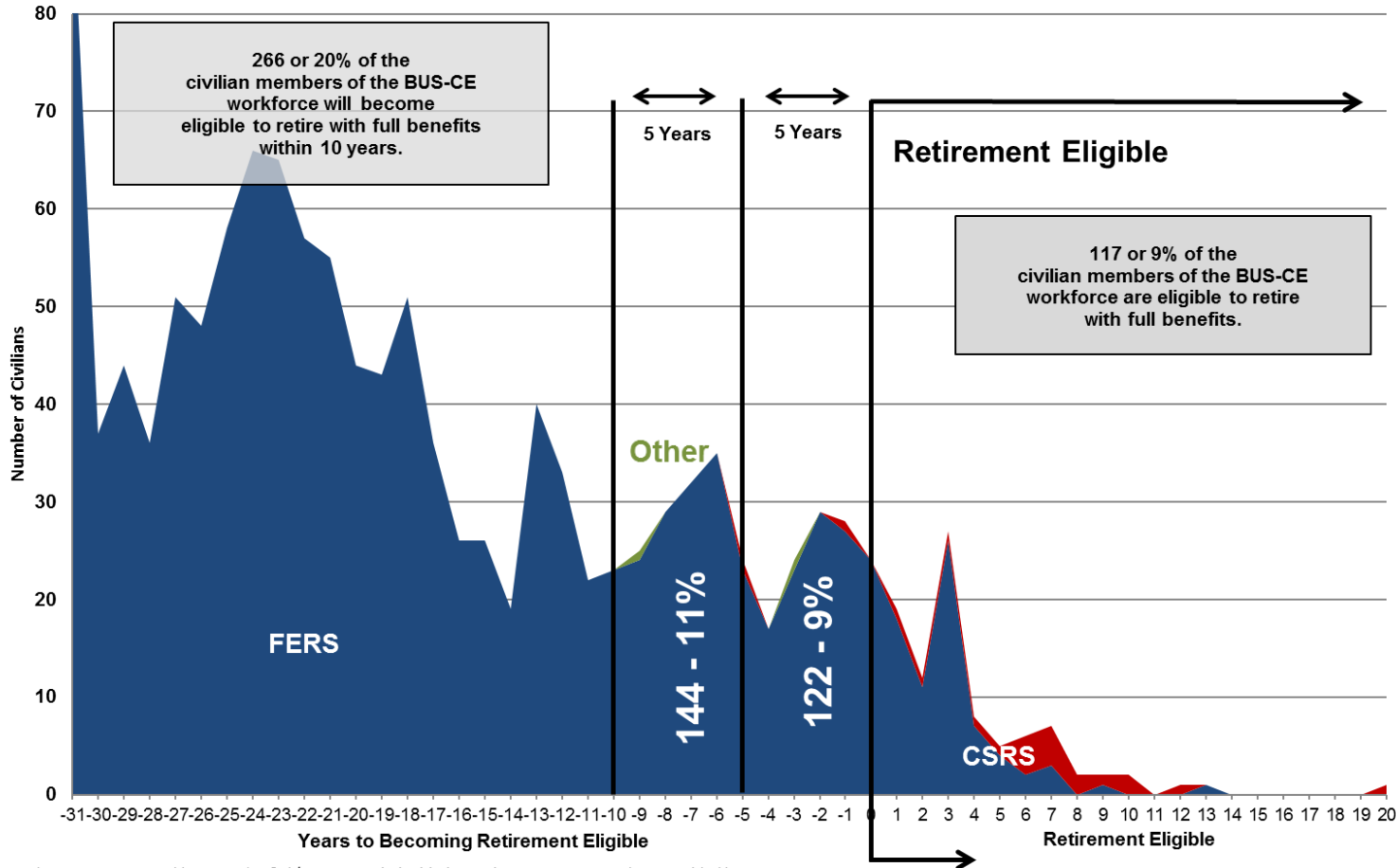


# Business Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - CostEst

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



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

\* As of 30 Sep 2017



***END***