



Defense Acquisition Workforce Key Information

Contracting

As of FY17 (30 Sept 2017)



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Contracting	FY 2008				FY2017Q4			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	26,252	4,577	30,829	165,275
Change in size from 2008	-	-	-	-	21%	17%	20%	31%
Civilian/Military Composition	85%	15%	-	88% / 12%	85%	15%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	94%	69%	90%	84%
Graduate Degree	27%	28%	27%	29%	47%	33%	45%	40%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	90%	84%	89%	86%
Level II or Higher Achieved	75%	44%	70%	61%	82%	63%	79%	73%
Level III Achieved	37%	19%	34%	36%	45%	25%	42%	42%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	80%	74%	79%	76%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	18%	22%	18%	21%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	4%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	32%	1%	27%	33%
Average Age	47	35	45	46	45	34	43	45
Workforce Life-Cycle Model (YRE)*	21/22/58(%)	-	-	20/23/57 (%)(Civ)	30/28/42(%)	-	-	26/26/48(%)
Average Years of Service	18	12	17	17	14	12	14	15
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,135(16%)	-	-	25,405(17%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,514(13%)	-	-	25,576(17%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,447/2,159	-	-	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 for 3 consecutive years, the Contracting Career Field has seen a gradual increase since FY14 from 29,826 to its current strength of 30,829 – a 3.4% increase. During this time period Navy has seen the largest increase with 704 (12%) added to its contracting career field force. DLA has also increased by 276 (8%). Army though has decreased by 233 (-3%) during this period, but has seen a slight increase since the end of FY16.
- The number of Contracting KLPs this quarter decreased from the end of FY16 from 170 to 139 an 18% drop in one year.
- Overall Attrition for the Contracting Career Field has averaged 8.25 since FY08, but has decrease to 7.7% since the end of FY16. 42% of all losses occurred in the retirement eligible population.

Defense Acquisition Workforce DAWIA Certification Highlights

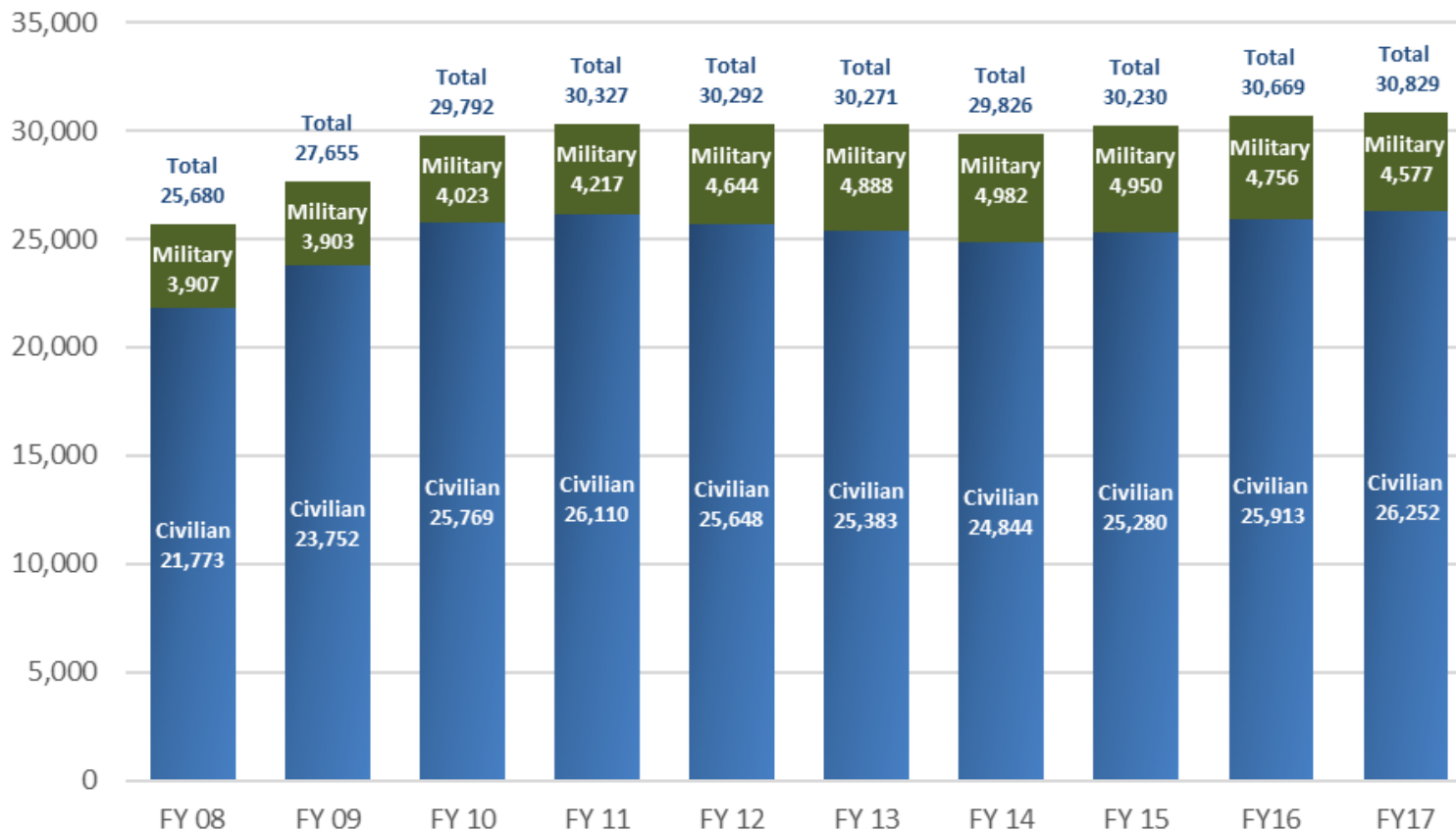
- The Contracting current DAWIA Meets/Exceeds certification rate is 79.1 and has remained above 78% since FY14. Contracting ranks 3rd overall within the 14 career fields.



Total Historic Workforce

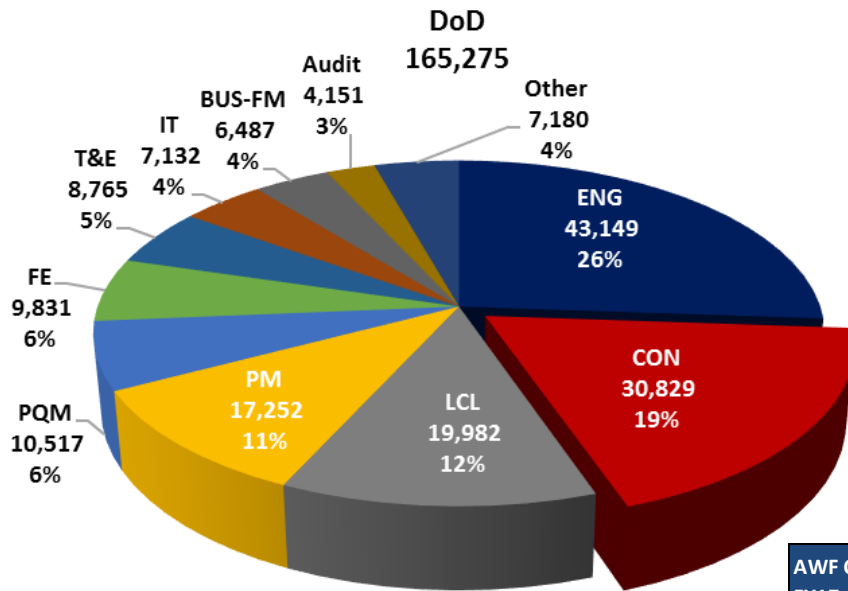


Contracting





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%
FY17 Totals (as of 9-30-2017)	38,900	58,072	2,931	37,805	27,567	165,275	
Component %	23.5%	35.1%	1.8%	22.9%	16.7%		



Contracting Workforce Historical Size by Agency FY08 – FY17



Contracting Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	4,866	5,088	5,459	5,477	5,204	5,128	5,202	5,588	5,802	5,906	21%	2%
MARINE CORPS	379	428	542	564	567	588	523	526	545	537	42%	-1%
ARMY	7,714	8,391	8,839	9,125	8,834	8,606	8,211	8,010	7,959	7,978	3%	0%
AIR FORCE	6,834	7,443	7,865	7,996	8,339	8,381	8,413	8,534	8,452	8,445	24%	0%
DCMA	2,220	2,262	2,622	2,480	2,573	2,891	2,917	2,964	3,043	2,981	34%	-2%
DLA	2,736	3,050	3,227	3,432	3,409	3,328	3,220	3,257	3,375	3,496	28%	4%
DCAA	-	1	2	2	1	2	2	1	1	1		0%
MDA	117	135	191	189	206	219	200	199	220	226	93%	3%
DISA	265	268	305	328	374	360	365	367	367	359	35%	-2%
DTRA	72	78	88	76	80	87	77	71	78	82	14%	5%
DHA	45	46	71	72	69	65	89	103	105	96	113%	-9%
DAU	87	107	141	135	149	131	123	118	135	128	47%	-5%
NRO	-	-	-	-	-	-	-	-	91	97		7%
OSD	50	44	49	51	42	40	39	38	38	30	-40%	-21%
DeCA	87	92	107	113	113	108	108	106	114	108	24%	-5%
WHS	41	34	37	72	103	111	123	121	117	119	190%	2%
JCS	-	1	2	2	8	6	4	4	6	6		0%
DFAS	57	52	69	63	65	61	60	63	63	59	4%	-6%
DoDEA	41	42	58	61	64	60	51	56	41	44	7%	7%
DMEA	-	15	17	15	17	16	24	25	24	22		-8%
DoD HRA	4	6	21	18	19	21	21	20	21	36	800%	71%
DSCA	12	11	14	14	15	16	14	13	15	13	8%	-13%
DSS	5	9	11	12	9	13	14	15	13	15	200%	15%
DMA	-	20	19	14	16	17	12	15	11	11		0%
DARPA	12	13	12	12	13	13	12	13	14	16	33%	14%
USUHS	-	-	-	-	-	-	-	-	13	12		
NDU	3	1	2	2	2	2	2	3	3	3	0%	0%
POW/MIA	-	-	-	-	-	-	-	-	3	3		
IG	1	-	-	-	-	-	-	-	-	-	-100%	
PFPA	2	1	1	1	1	1	-	-	-	-	-100%	
4th Estate Other	30	17	21	1	-	-	-	-	-	-		
TOTAL	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	30,669	30,829	↑ 20%	↑ 1%



Contracting Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY17Q4

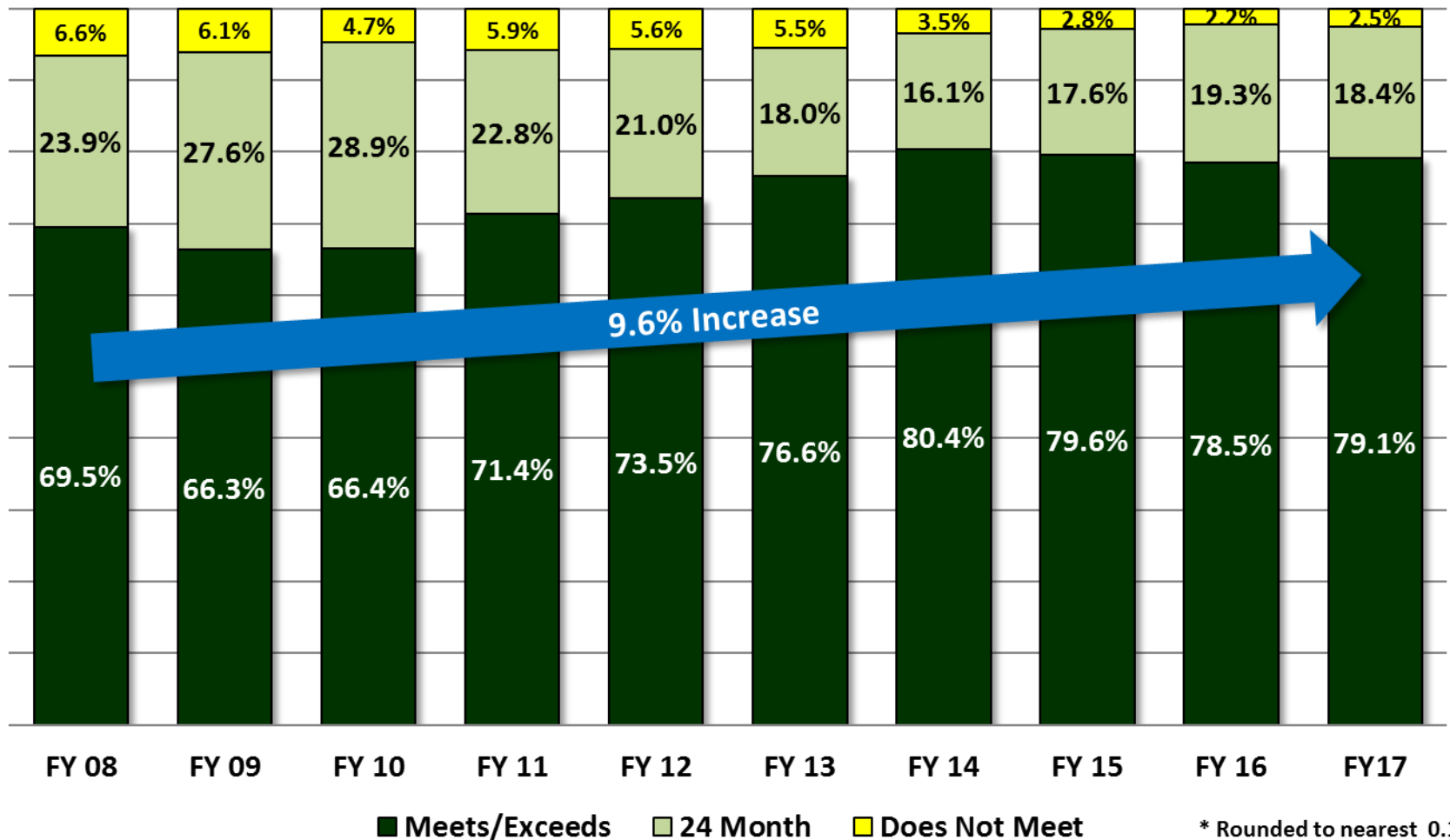


Contracting Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	5,665	5,715	5,770	5,802	5,859	5,869	5,851	5,906	2%
ARMY	8,011	7,955	7,904	7,959	7,990	7,942	7,886	7,978	0%
AIR FORCE	8,357	8,407	8,236	8,452	8,476	8,426	8,451	8,445	0%
MARINE CORPS	529	535	538	545	549	538	550	537	-1%
DCMA	2,947	3,000	3,029	3,043	3,061	3,064	3,003	2,981	-2%
DLA	3,221	3,328	3,339	3,375	3,336	3,336	3,327	3,496	4%
DCAA	1	1	1	1	1	1	1	1	0%
MDA	213	211	208	220	214	212	229	226	3%
DISA	367	368	371	367	364	359	362	359	-2%
DTRA	73	75	80	78	88	85	85	82	5%
DHA	101	101	104	105	98	96	102	96	-9%
DAU	123	128	136	135	139	135	132	128	-5%
NRO	-	90	92	91	93	95	96	97	7%
OSD	39	36	38	38	35	35	33	30	-21%
DeCA	106	109	111	114	113	110	109	108	-5%
WHS	124	120	122	117	119	113	117	119	2%
JCS	3	4	7	6	6	6	7	6	0%
DFAS	62	62	59	63	63	60	60	59	-6%
DoDEA	58	55	52	41	40	39	43	44	7%
DMEA	25	24	22	24	24	23	22	22	-8%
DoD HRA	19	20	19	21	27	30	30	36	71%
DSCA	15	15	15	15	14	14	14	13	-13%
DSS	14	14	14	13	14	13	13	15	15%
DMA	14	13	12	11	12	11	11	11	0%
DARPA	12	13	14	14	15	15	16	16	14%
USUHS	-	11	14	13	13	11	11	12	-8%
NDU	3	2	2	3	3	3	3	3	0%
POW/MIA	-	2	3	3	3	3	3	3	0%
TOTAL	30,102	30,414	30,312	30,669	30,769	30,644	30,567	30,829	↑ 1%



Contracting Historical DAWIA Certification FY08 – FY17

Contracting

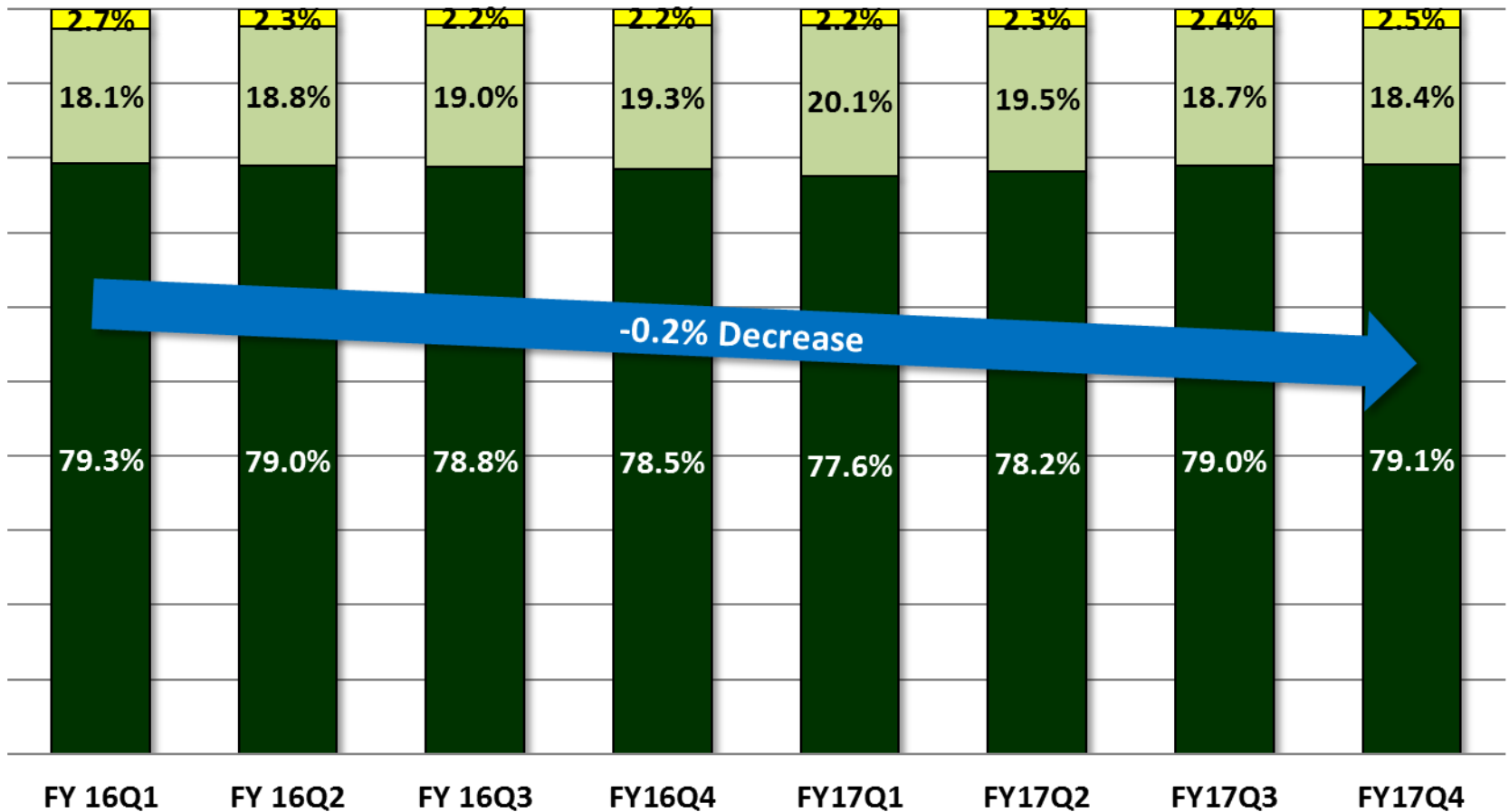




Contracting Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



Contracting



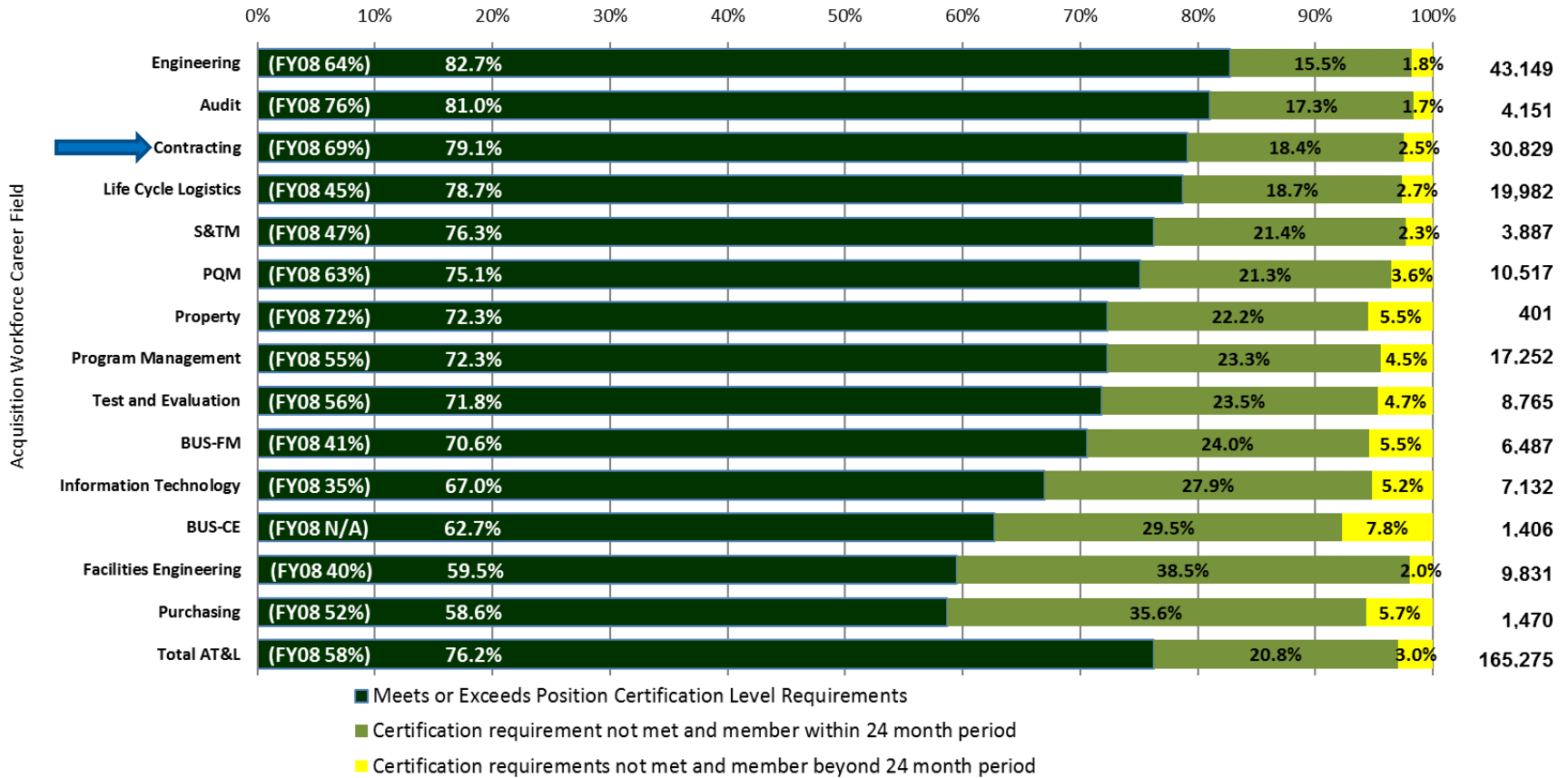
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



DAWIA Certification by Career Field

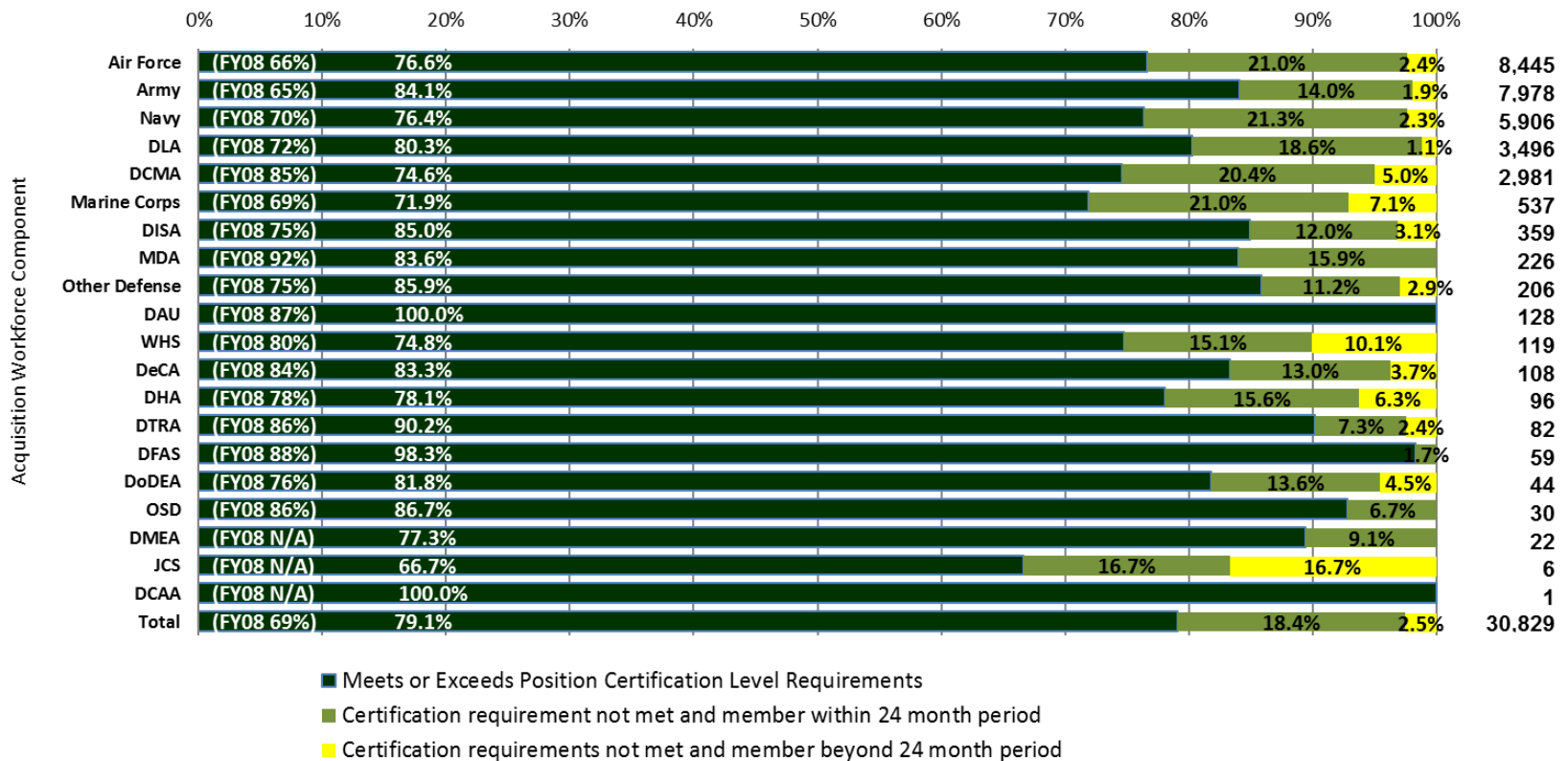
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Contracting DAWIA Certification by Component

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





Contracting DAWIA Certification Matrix + Bench Strength

Contracting		Achieved Certification Level				FY17 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,489	895	523	111	3,018	50.7%	
Level II	1,745	2,088	10,011	4,002	17,846	78.5%	
Level III	148	54	845	8,823	9,870	89.4%	
<i>Unspecified</i>	38	6	36	15	95		
FY17 TOTAL	3,420	3,043	11,415	12,951	30,829	79.1%	
	11.1%	9.9%	37.0%	42.0%			

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%	
Contracting	24,365	79.1%	3 of 14

** Based on population total without unspecified positions

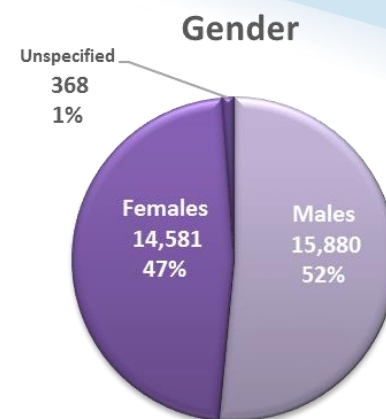
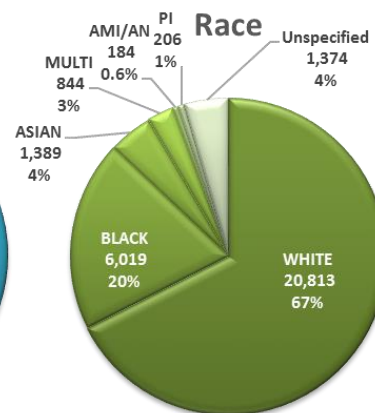
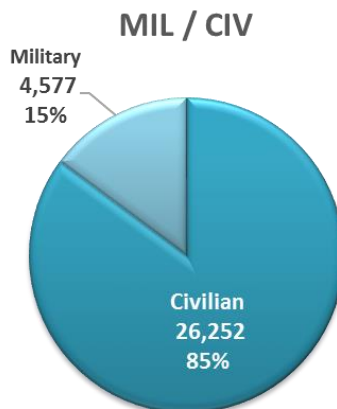
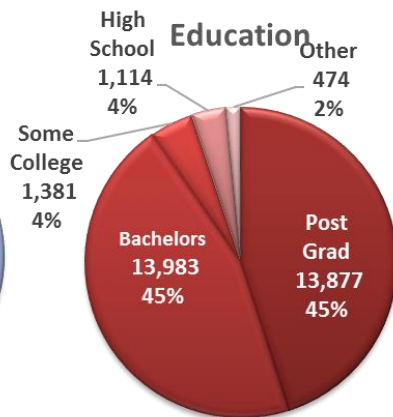
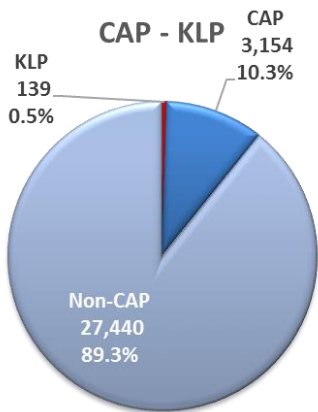
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,529	1,381	108	3,018	9.8%
Level II	14,013	3,346	487	17,846	57.9%
Level III	8,823	881	166	9,870	32.0%
<i>Unspecified</i>	15	78	2	95	0.3%
Contracting TOTAL	24,380	5,686	763	30,829	
	79.1%	18.4%	2.5%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON		Entire DAW	
Key Leadership Positions (KLPs)	139	0.5%	1,099	0.7%
Critical Acquisition Positions (CAPs) *	3,154	10.2%	16,317	9.9%
Non-CAP Positions	27,440	89.0%	147,679	89.4%
Unknown	96	0.3%	180	0.1%
TOTAL	30,829		165,275	

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

Race	CON		Entire DAW	
WHITE	20,813	67.5%	121,814	73.7%
BLACK	6,019	19.5%	19,900	12.0%
ASIAN	1,389	4.5%	10,981	6.6%
MULTI	844	2.7%	4,110	2.5%
AMI/AN	184	0.6%	947	0.6%
PI	206	0.7%	823	0.5%
Unspecified	1,374	4.5%	6,700	4.1%
TOTAL	30,829		165,275	

Highest Level of Education	CON		Entire DAW	
Post Grad	13,877	45.0%	66,150	40.0%
Bachelors	13,983	45.4%	72,902	44.1%
Some College	1,381	4.5%	11,798	7.1%
High School	1,114	3.6%	12,412	7.5%
Other	474	1.5%	2,013	1.2%
TOTAL	30,829		165,275	

Gender	CON		Entire DAW	
Males	15,880	51.5%	116,087	70.2%
Females	14,581	47.3%	47,702	28.9%
Unspecified	368	1.2%	1,486	0.9%
TOTAL	30,829		165,275	

Military / Civilian	CON		Entire DAW	
Civilian	26,252	85.2%	149,782	90.6%
Military	4,577	14.8%	15,493	9.4%
TOTAL	30,829		165,275	



Contracting Size by Occupational Series

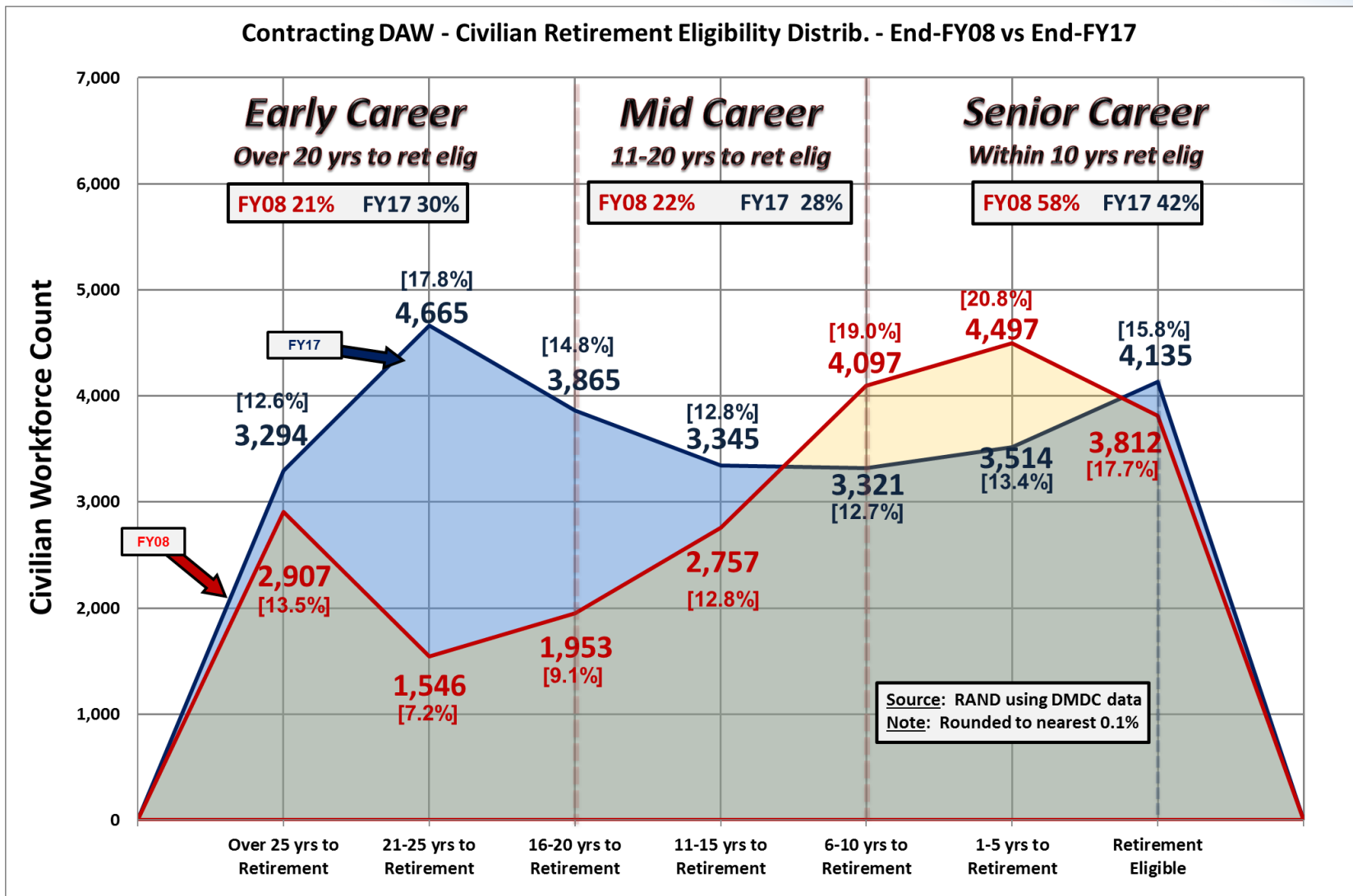
Civilian Occupational Series	CON	
1102 - Contract Specialist	24,673	94.0%
1101 - Business and Industry Specialist	770	2.9%
0810 - Engineer, Civil	641	2.4%
0830 - Engineer, Mechanical	44	0.17%
0301 - Administration & Program Staff	20	0.08%
0801 - Engineer, General	8	0.03%
0850 - Engineer, Electrical	17	0.06%
1160 - Financial Analyst	13	0.05%
0343 - Management and Program Analyst	9	0.03%
Other	57	0.22%
TOTAL CIVILIAN	26,252	Civilians



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



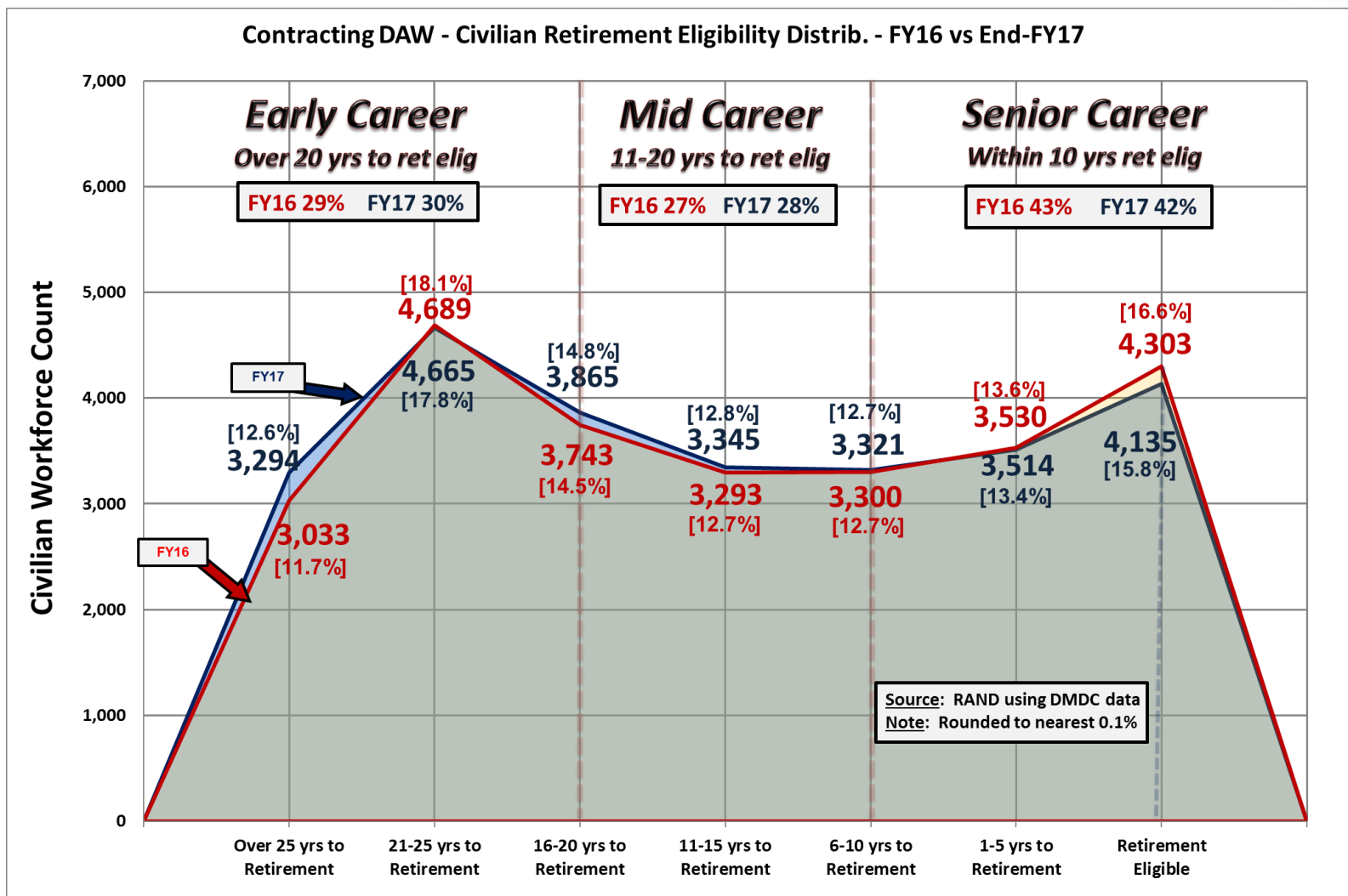
Contracting Civilian Retirement Eligibility Distribution – FY08 / FY17



As of 30 Sep 2017



Contracting Civilian Retirement Eligibility Distribution – FY16 / FY17

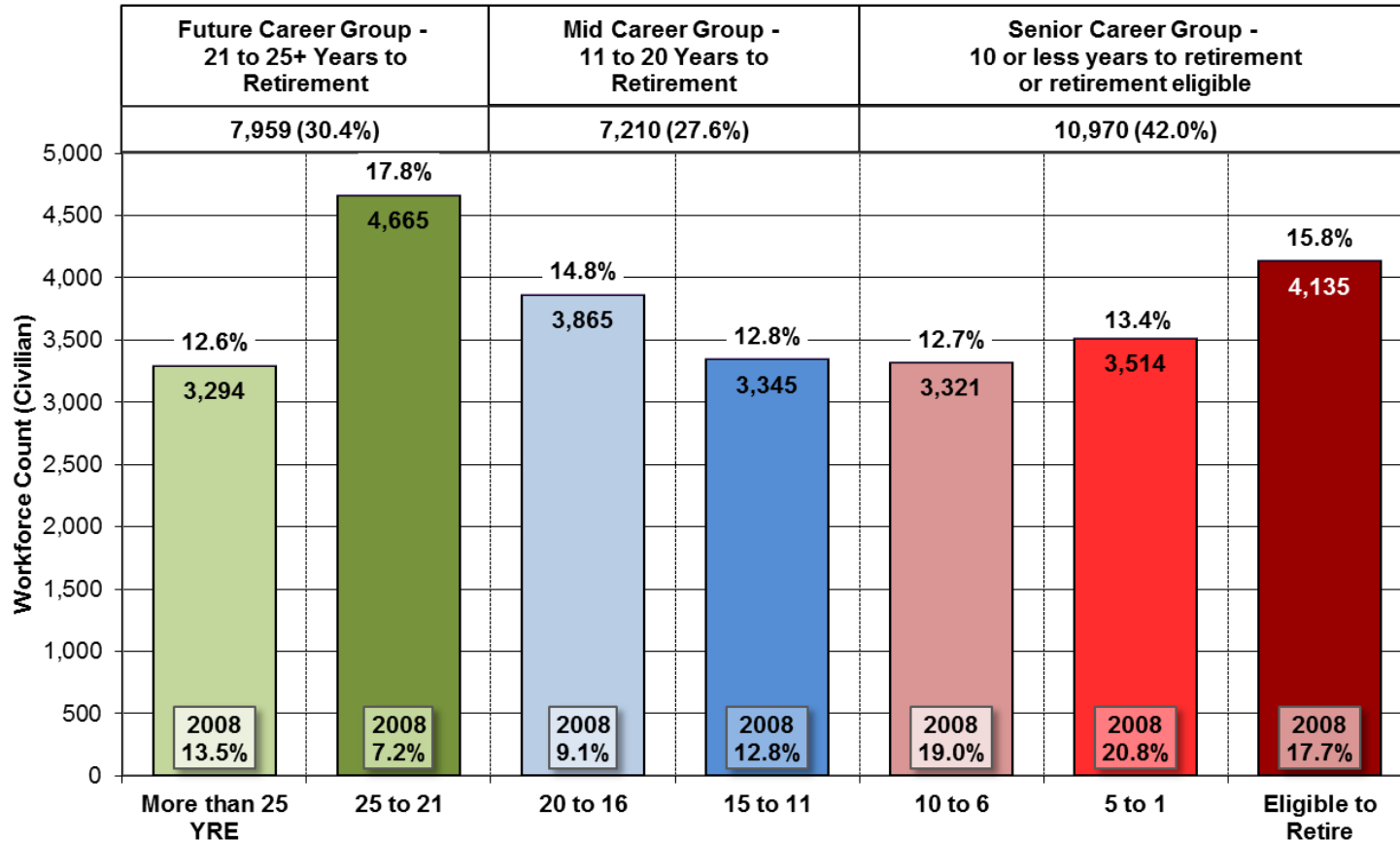


As of 30 Sep 2017



Workforce Lifecycle Model

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



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

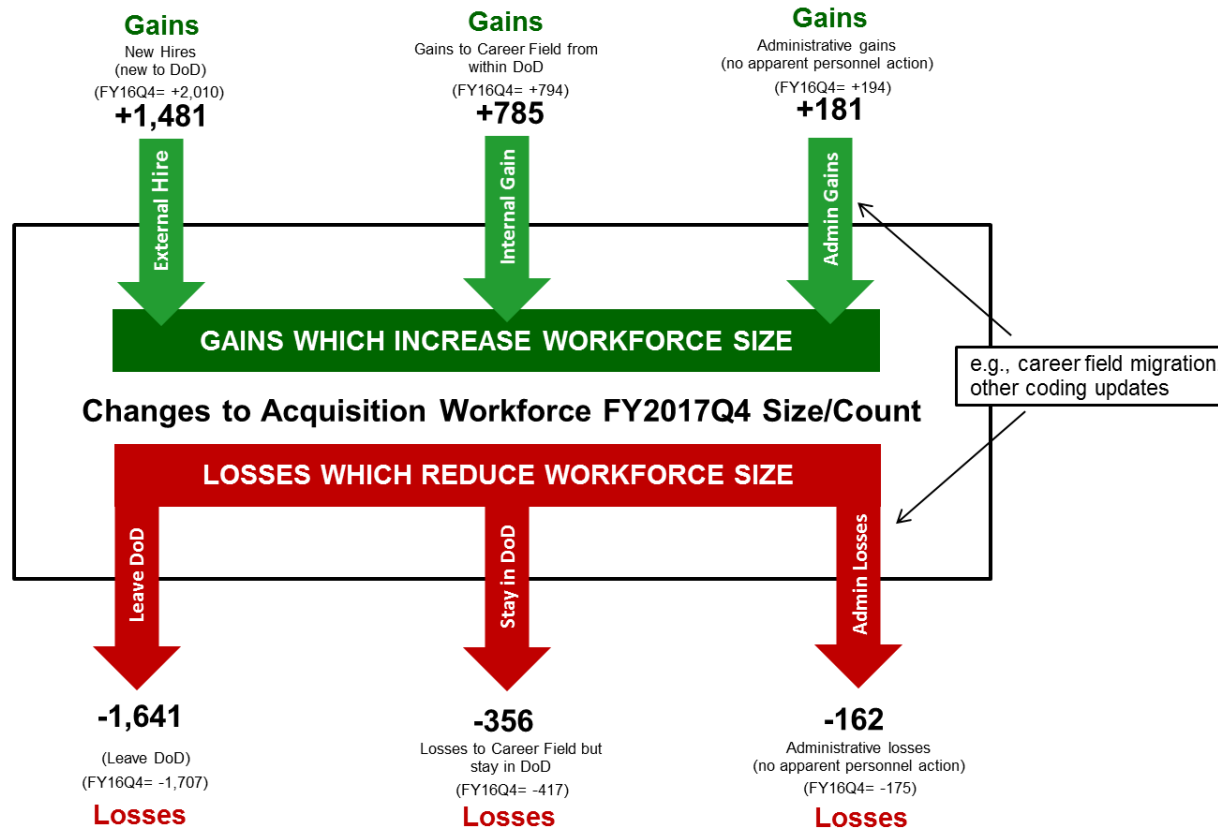


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2017Q4) - Contracting

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

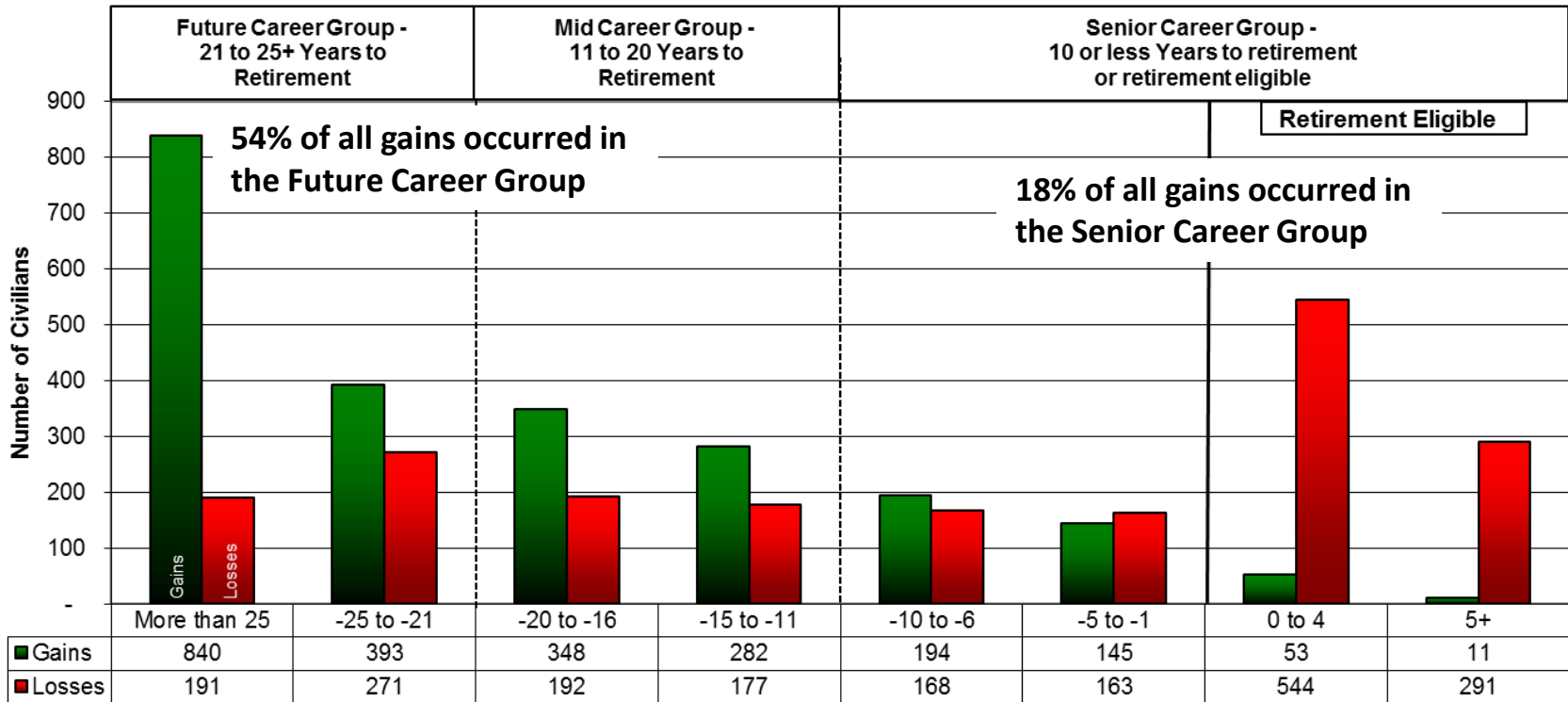




Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2017Q4 Gains & Losses*



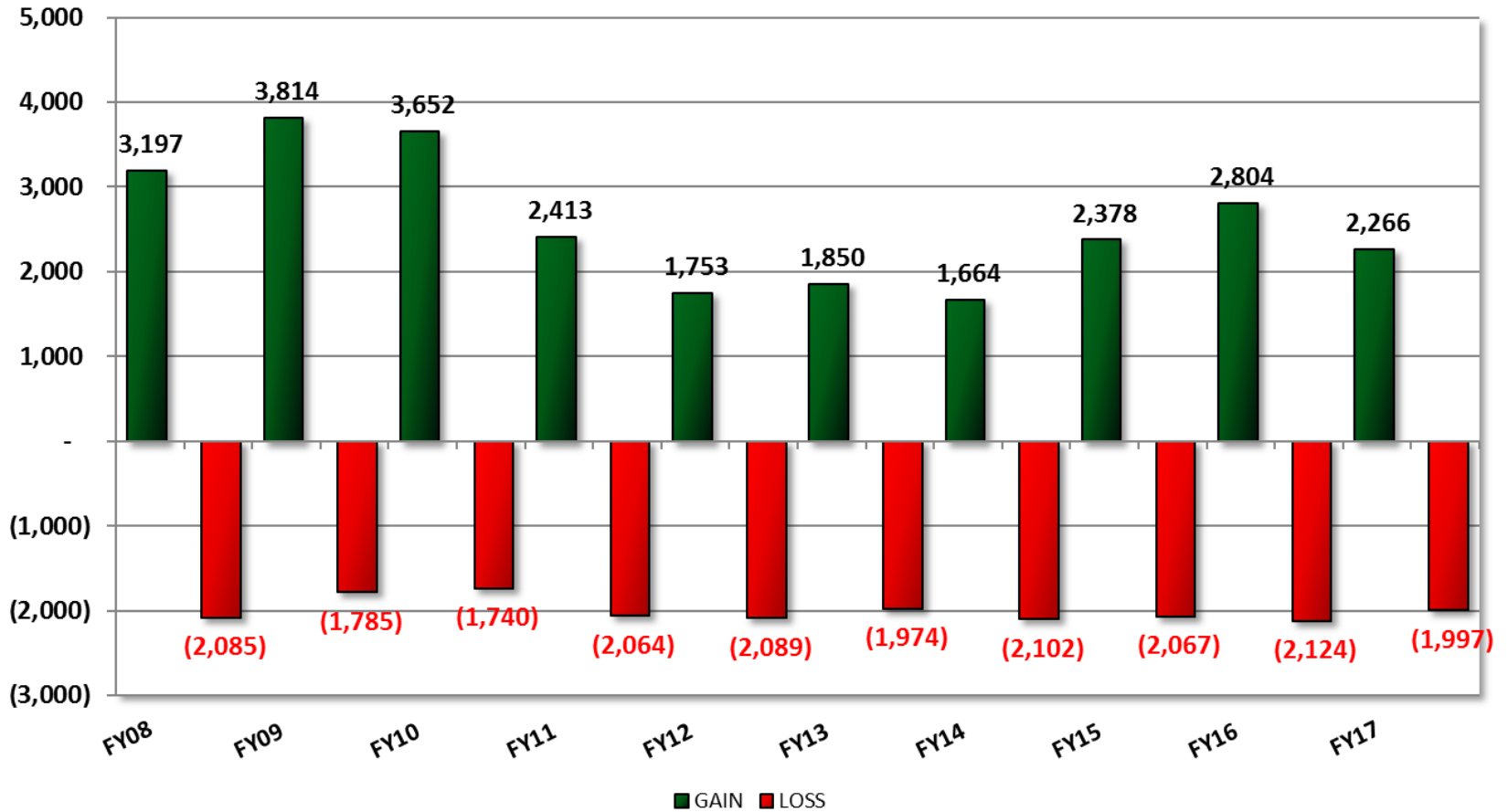
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY17



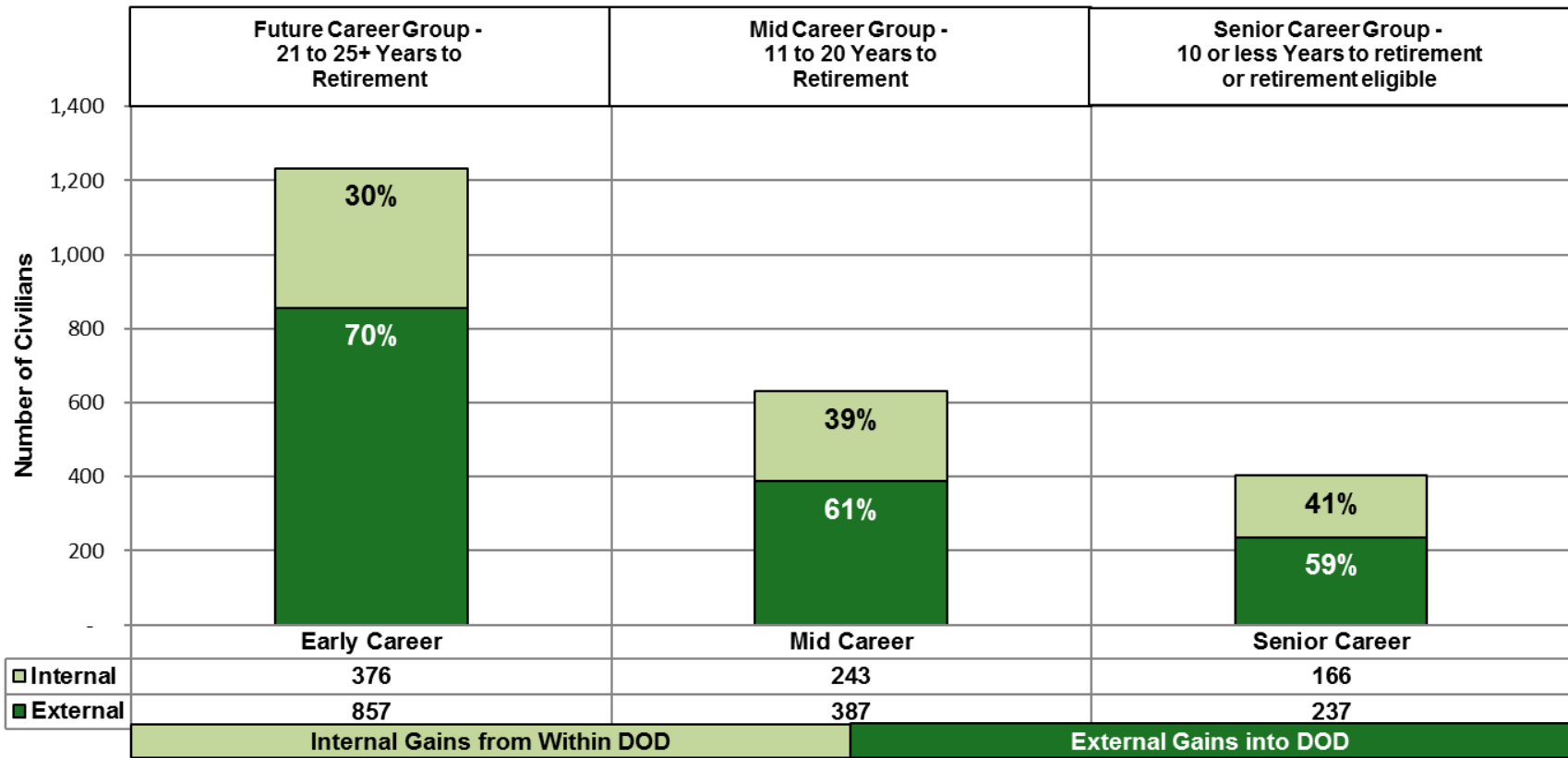
As of 30 Sep 2017



Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Contracting 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)

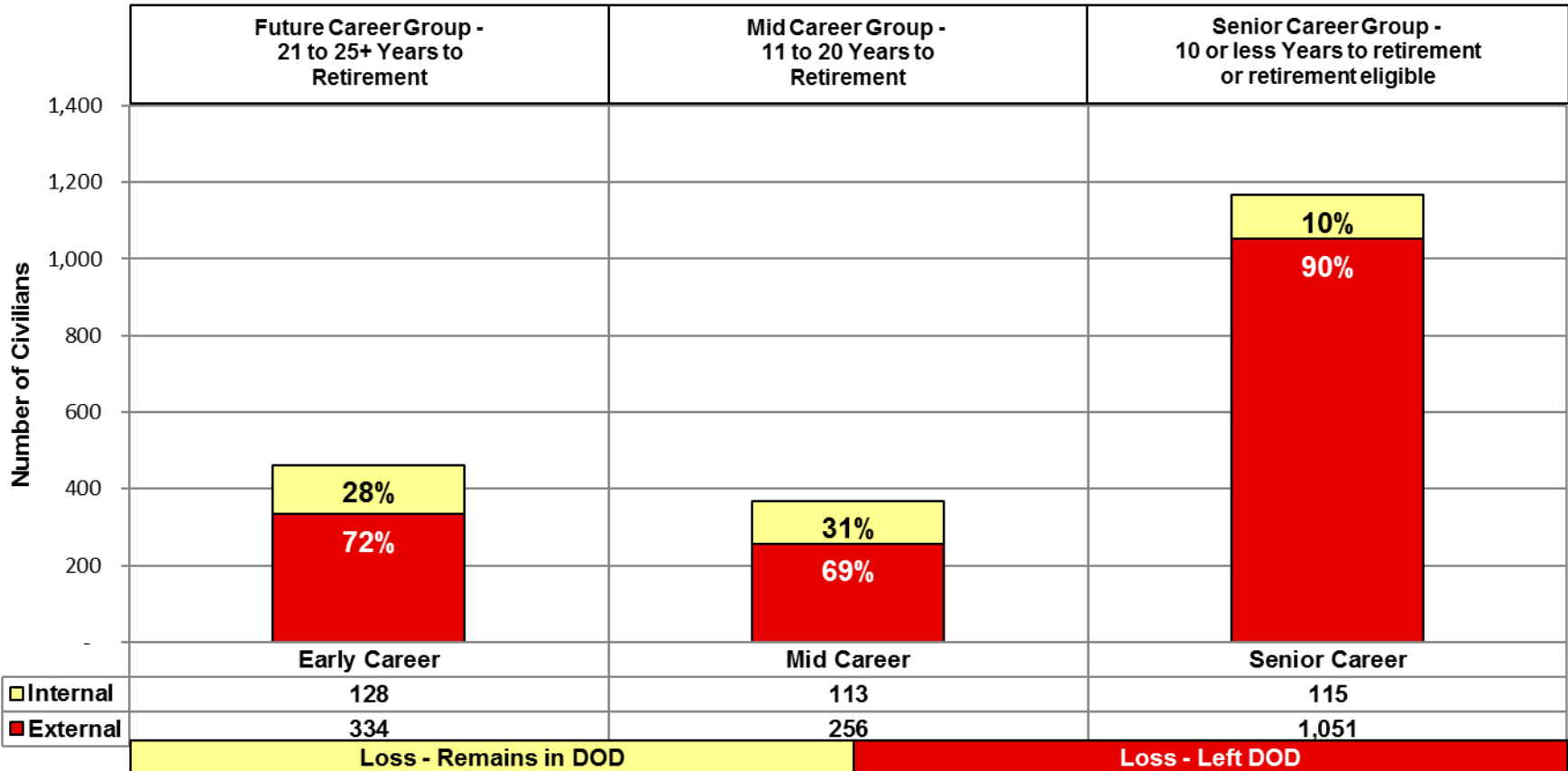


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2017Q4 Losses*



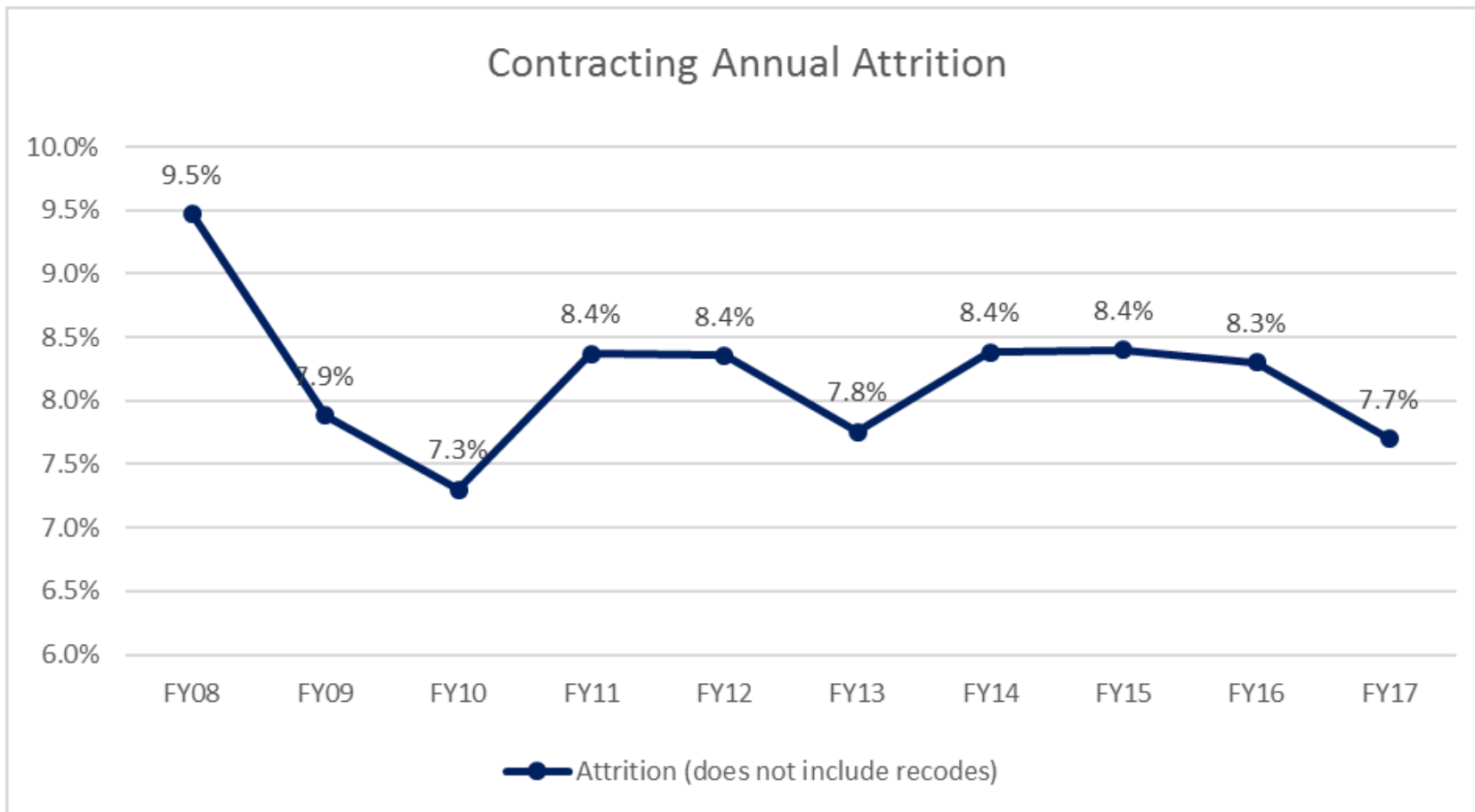
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses

As of 30 Sep 2017



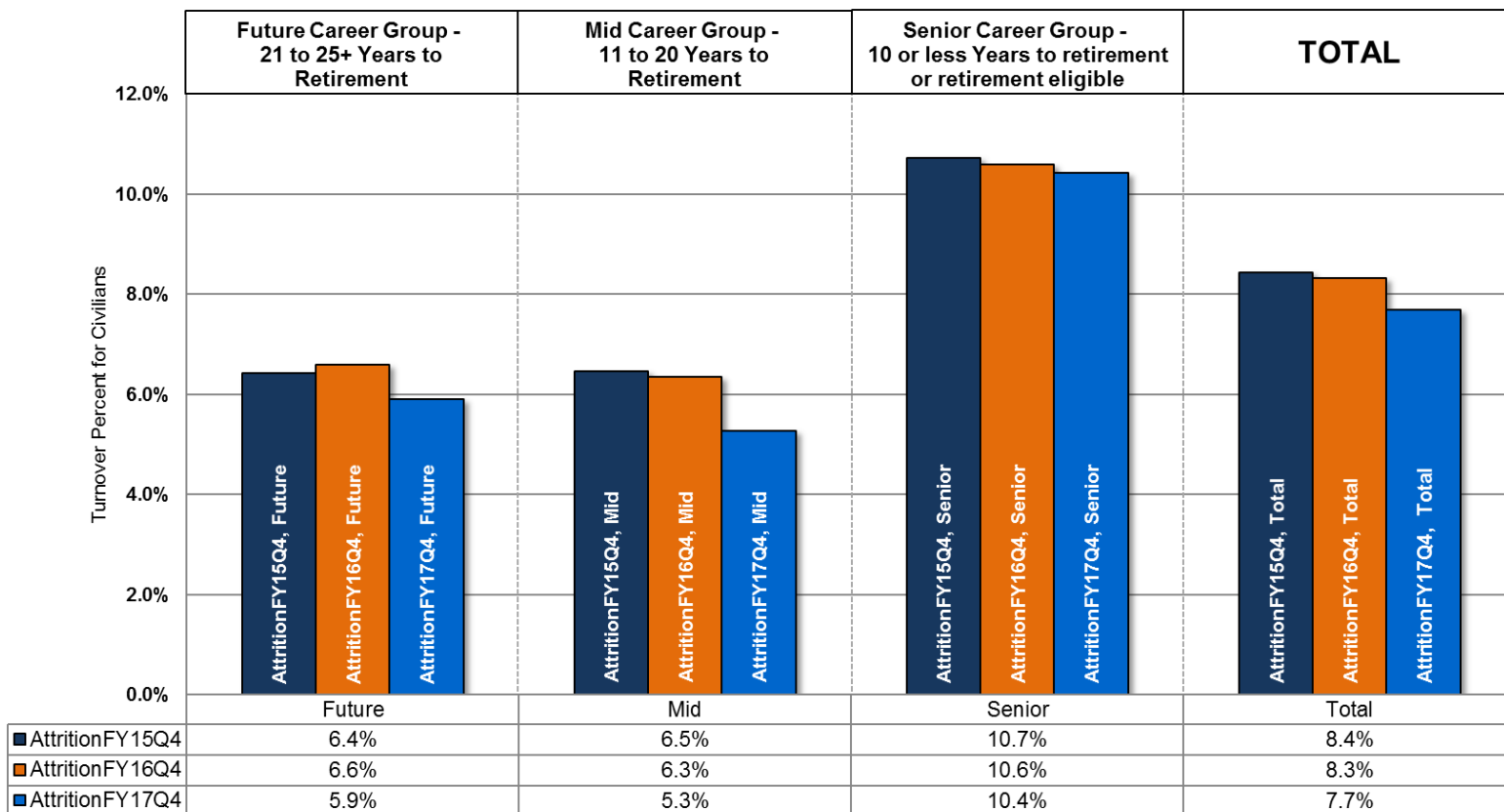
Annual Attrition Rates





Contracting Attrition Rates by Career Group

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



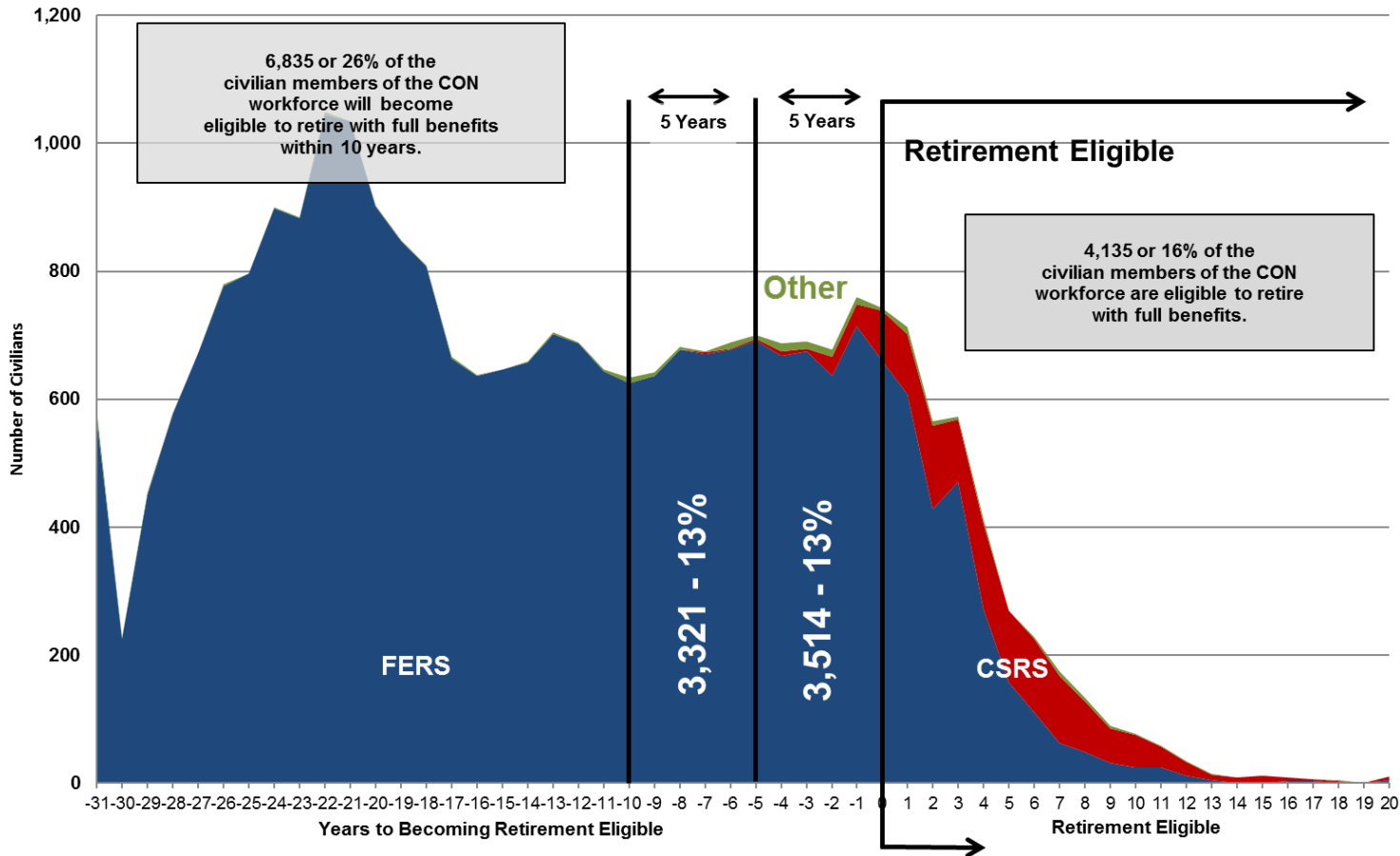


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Contracting

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



As of 30 Sep 2017



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