



Defense Acquisition Workforce Key Information

Life Cycle Logistics
As of FY17 (30 Sept 2016)



Slide Index

| Slide Title | # |
|---|----------|
| Slide Index | 2 |
| Fact Sheet | 3 |
| Highlights | 4 |
| Total Workforce | 5 |
| AWF Size by Component and Career Field | 6 |
| Historical Size by Component | 7-8 |
| Historical DAWIA Certification | 9-10 |
| DAWIA Certification by Career Field | 11 |
| DAWIA Certification by Component | 12 |
| DAWIA Certification Matrix + Bench Strength | 13 |
| Demographics | 14-15 |
| RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information | 16-27 |
| End | 28 |



Highlights FY17



Defense Acquisition Workforce Size Highlights

- The Life Cycle Logistics Acquisition Workforce count has increased every year since FY13, growing from 17,122 to 19,982 in FY17. Navy, Marine Corps and Air Force have all seen increases during that time. Army has seen decreases every year since FY11. DLA has also seen increases since FY13.
- Overall attrition for LCL has remained steady at 8% since FY12. Additionally the attrition decreased from 8.2% in FY16 to 7.3% at the end of FY17.

Defense Acquisition Workforce DAWIA Certification Highlights

- LCL Meets/Exceeds rate as increased from 73% in FY15 to 79% in FY17, the 4th highest rate for FY17 of all 14 career fields.



Fact Sheet



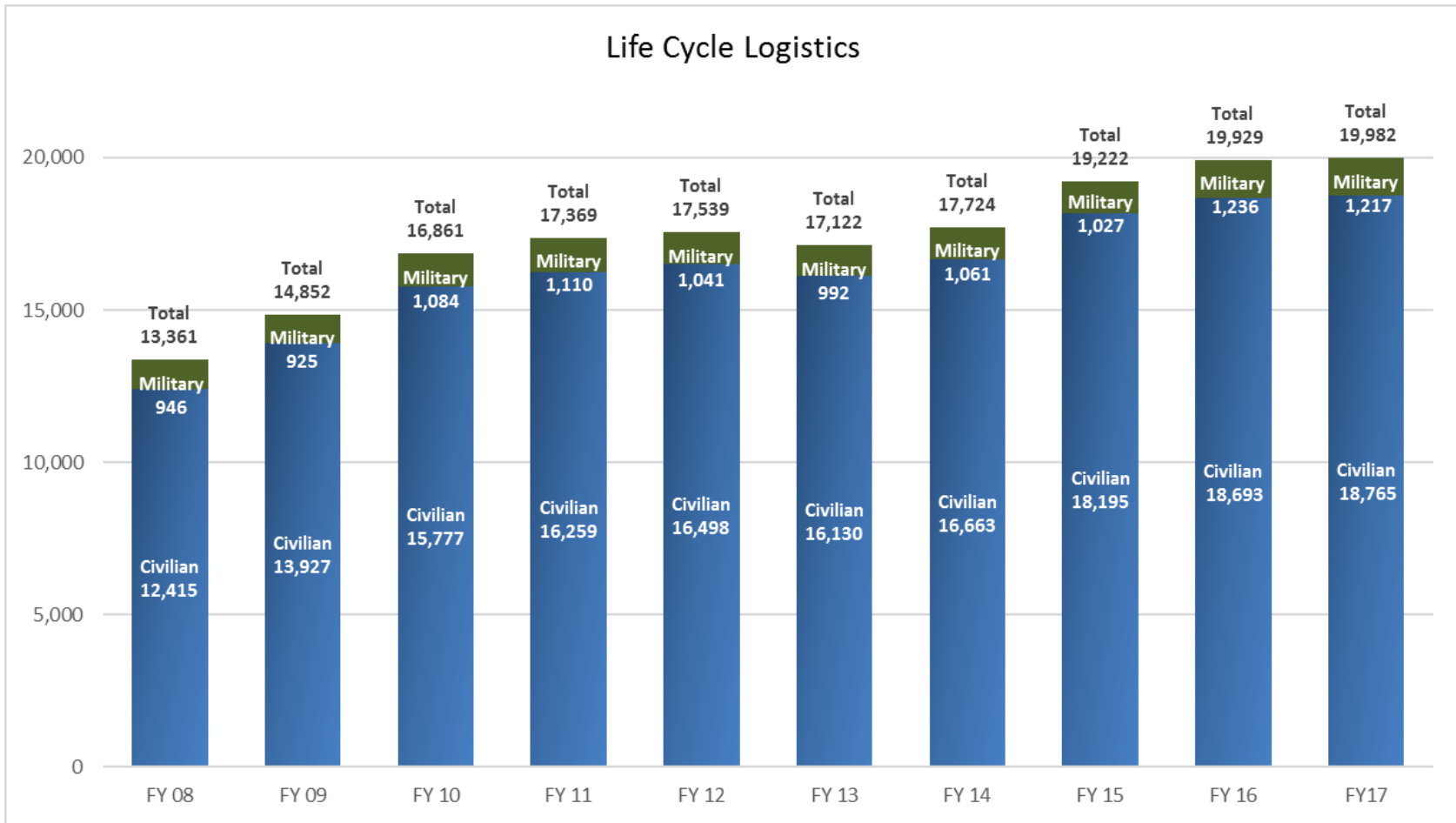
| Human Capital Fact Sheet | | | | | | | | |
|---|-----------------------|-----------------------|------------------------|-------------------------------------|-----------------------|-----------------------|------------------------|-------------------------------------|
| Defense Acquisition Workforce Life Cycle Logistics | FY 2008 | | | | FY2017Q4 | | | |
| | LCL Civilian (Civ) | LCL Military (Mil) | Total LCL (Civ+Mil) | Defense Acquisition Workforce | LCL Civilian (Civ) | LCL Military (Mil) | Total LCL (Civ+Mil) | Defense Acquisition Workforce |
| Size & Composition | | | | | | | | |
| Workforce Size | 12,415 | 946 | 13,361 | 125,879 | 18,765 | 1,217 | 19,982 | 165,275 |
| Change in size from 2008 | - | - | - | - | 51% | 29% | 50% | 30% |
| Civilian/Military Composition | 93% | 7% | - | 88% / 12% | 94% | 6% | - | 91% / 9% |
| Educational Attainment | | | | | | | | |
| Bachelor's Degree or Higher | 52% | 55% | 52% | 77% | 64% | 58% | 64% | 84% |
| Graduate Degree | 15% | 23% | 16% | 29% | 28% | 33% | 28% | 40% |
| Certification | | | | | | | | |
| Level I or Higher Achieved | 70% | 40% | 68% | 72% | 90% | 53% | 88% | 86% |
| Level II or Higher Achieved | 49% | 16% | 47% | 61% | 76% | 24% | 73% | 73% |
| Level III Achieved | 28% | 7% | 27% | 36% | 41% | 6% | 39% | 42% |
| Position Certification Requirement Met or Exceeded | 47% | 16% | 45% | 58% | 82% | 31% | 79% | 76% |
| Within 24 Months of Certification Requirement | 31% | 64% | 33% | 27% | 16% | 63% | 19% | 21% |
| Does Not Meet Certification Requirement | 22% | 20% | 22% | 14% | 2% | 6% | 3% | 3% |
| Planning Considerations | | | | | | | | |
| % Baby Boomer / Traditional Gen. | 76% | 26% | 73% | 62% | 45% | 2% | 42% | 33% |
| Average Age | 49 | 40 | 48 | 46 | 49 | 38 | 48 | 45 |
| Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior | 14/24/62(%) | - | - | 20/23/57 (%)(Civ) | 18/26/57(%) | - | - | 26/26/48(%) |
| Average Years of Service | 18 | 17 | 18 | 17 | 15 | 18 | 16 | 15 |
| Retirement Eligible* | 2,489(20%) | - | - | 19,051(17%) (Civ) | 3,449(18%) | - | - | 25,405(17%) |
| Retirement Eligible w/in 5 Years* | 2,676(22%) | - | - | 21,315(19%) (Civ) | 3,617(19%) | - | - | 25,576(17%) |
| Total Gains/Losses* | 2,471/1,704 | - | - | 14,245/15,030 (Civ) | 1,726/1,674 | - | - | 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.

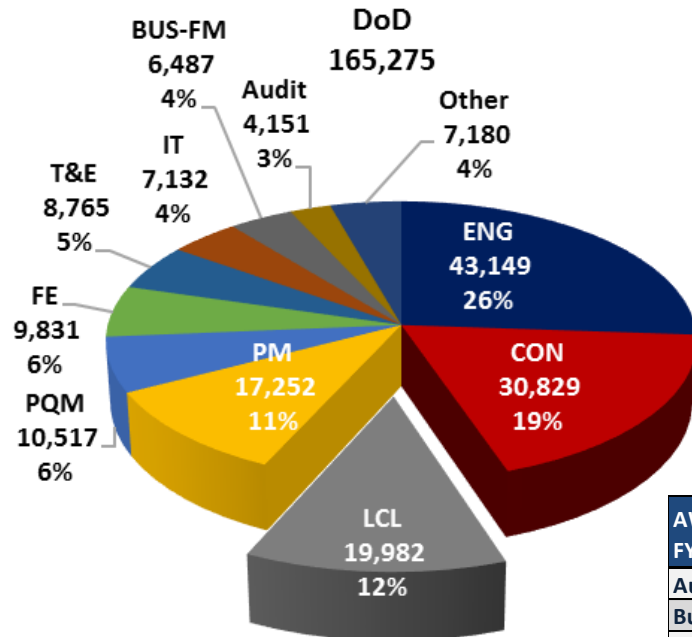


Total Historic Workforce





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% | | |



Logistics Workforce Historical Size by Agency FY08 – FY17



| Life Cycle Logistics Defense Acq Workforce Agency | FY08 | FY09 | FY10 | FY11 | FY12 | FY13 | FY14 | FY15 | FY16 | FY17 | % Change Since FY08 | % Change Since FY16 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------------|------------------------|
| Navy | 4,104 | 4,455 | 4,825 | 4,966 | 5,046 | 5,054 | 5,256 | 5,716 | 5,961 | 5,919 | 44% | -1% |
| MARINE CORPS | 251 | 329 | 394 | 449 | 451 | 484 | 459 | 444 | 595 | 612 | 144% | 3% |
| ARMY | 7,134 | 7,952 | 9,045 | 8,962 | 8,677 | 8,104 | 7,554 | 7,201 | 7,160 | 7,047 | -1% | -2% |
| AIR FORCE | 1,727 | 1,989 | 2,427 | 2,762 | 2,789 | 2,859 | 2,907 | 3,028 | 3,237 | 3,297 | 91% | 2% |
| DCMA | 29 | 35 | 37 | 91 | 132 | 128 | 127 | 127 | 128 | 131 | 352% | 2% |
| DLA | 40 | 22 | 21 | 21 | 317 | 359 | 1,272 | 2,554 | 2,683 | 2,810 | 6925% | 5% |
| MDA | 5 | 12 | 44 | 48 | 57 | 71 | 64 | 71 | 85 | 101 | 1920% | 19% |
| DISA | 38 | 22 | 17 | 18 | 15 | 13 | 32 | 27 | 18 | 13 | -66% | -28% |
| DTRA | 1 | 1 | 1 | 1 | - | - | - | 4 | 5 | 4 | 300% | -20% |
| DHA | - | - | 2 | 2 | 1 | - | 3 | 3 | 3 | 4 | | 33% |
| DAU | 24 | 30 | 37 | 36 | 41 | 37 | 36 | 33 | 36 | 30 | 25% | -17% |
| NRO | - | - | - | - | - | - | - | - | 4 | 3 | | -25% |
| OSD | 2 | 2 | 10 | 13 | 12 | 11 | 12 | 12 | 11 | 10 | 400% | -9% |
| JCS | - | - | - | - | 1 | 1 | 1 | 1 | 1 | - | | -100% |
| DoDEA | - | - | - | - | - | - | - | - | 1 | - | | -100% |
| DSCA | 2 | - | - | - | - | - | - | - | - | - | -100% | |
| DSS | - | - | - | - | - | 1 | 1 | 1 | 1 | 1 | | 0% |
| 4th Estate Other | 4 | 3 | 1 | - | - | - | - | - | - | - | | |
| TOTAL | 13,361 | 14,852 | 16,861 | 17,369 | 17,539 | 17,122 | 17,724 | 19,222 | 19,929 | 19,982 | ↑ 50% | ↑ 0% |



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



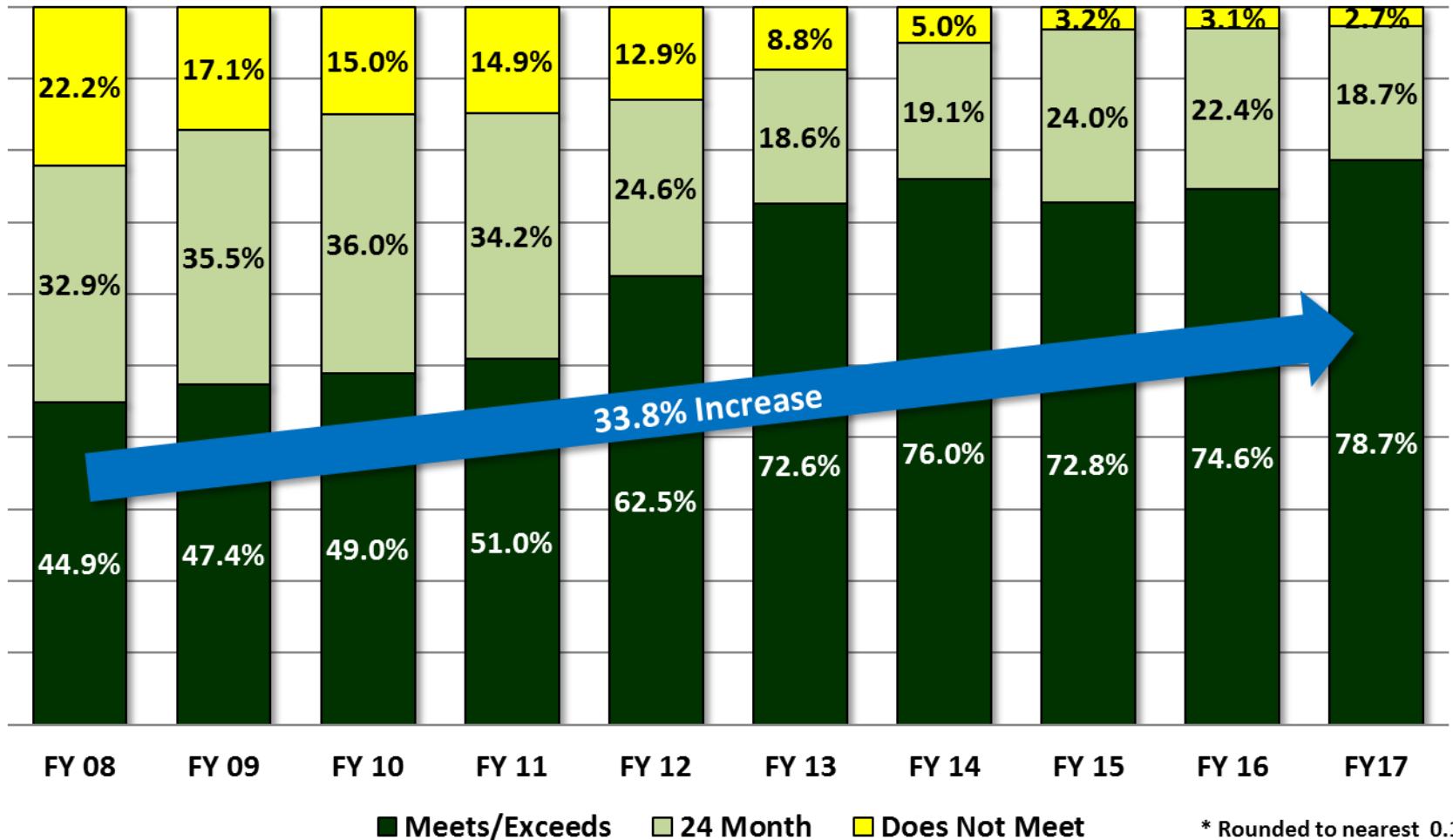
| Life Cycle Logistics Defense Acq Workforce Agency | FY16Q1 | FY16Q2 | FY16Q3 | FY16Q4 | FY17Q1 | FY17Q2 | FY17Q3 | FY17Q4 | % Change Since FY16Q4 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|
| Navy | 5,767 | 5,838 | 5,901 | 5,961 | 5,981 | 5,994 | 6,001 | 5,919 | -1% |
| ARMY | 7,191 | 7,149 | 7,105 | 7,160 | 7,147 | 7,103 | 7,044 | 7,047 | -2% |
| AIR FORCE | 3,017 | 3,087 | 3,126 | 3,237 | 3,227 | 3,262 | 3,240 | 3,297 | 2% |
| MARINE CORPS | 447 | 458 | 550 | 595 | 604 | 598 | 594 | 612 | 3% |
| DCMA | 127 | 130 | 126 | 128 | 126 | 127 | 125 | 131 | 2% |
| DLA | 2,528 | 2,626 | 2,632 | 2,683 | 2,667 | 2,711 | 2,719 | 2,810 | 5% |
| MDA | 74 | 77 | 77 | 85 | 90 | 89 | 93 | 101 | 19% |
| DISA | 27 | 19 | 17 | 18 | 17 | 16 | 14 | 13 | -28% |
| DTRA | 4 | 4 | 5 | 5 | 5 | 6 | 7 | 4 | -20% |
| DHA | 3 | 2 | 1 | 3 | 4 | 4 | 4 | 4 | 33% |
| DAU | 32 | 34 | 37 | 36 | 36 | 33 | 32 | 30 | -17% |
| NRO | - | 5 | 5 | 4 | 3 | 3 | 3 | 3 | -25% |
| OSD | 12 | 11 | 11 | 11 | 11 | 11 | 11 | 10 | -9% |
| JCS | 1 | 1 | 1 | 1 | 1 | 1 | 1 | - | -100% |
| DoDEA | - | - | 1 | 1 | 1 | - | - | - | -100% |
| DSS | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% |
| TOTAL | 19,231 | 19,442 | 19,596 | 19,929 | 19,921 | 19,959 | 19,889 | 19,982 | ↑ 0% |



Logistics Historical DAWIA Certification FY08 – FY17



Life Cycle Logistics

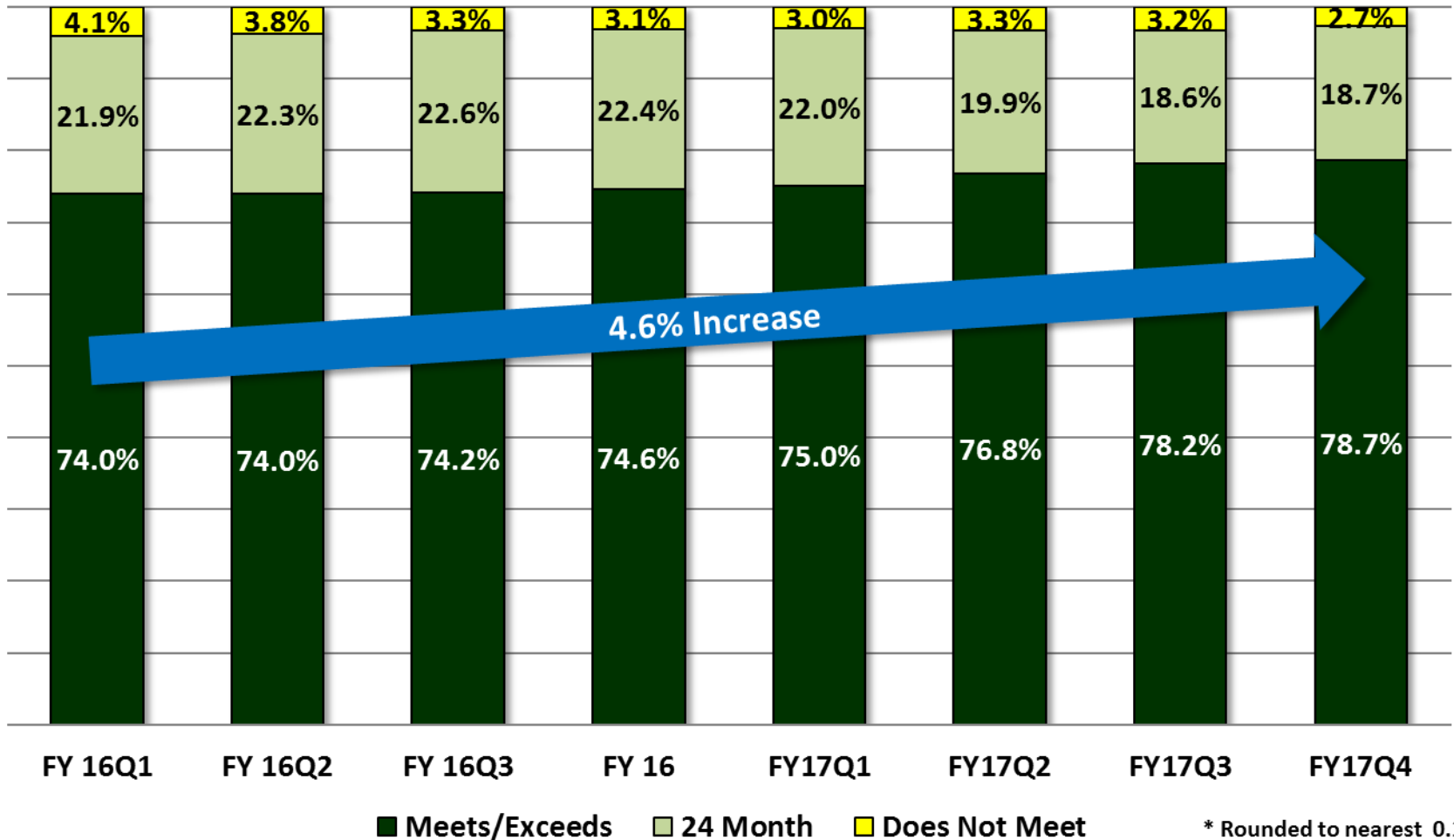




Logistics Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



Life Cycle Logistics

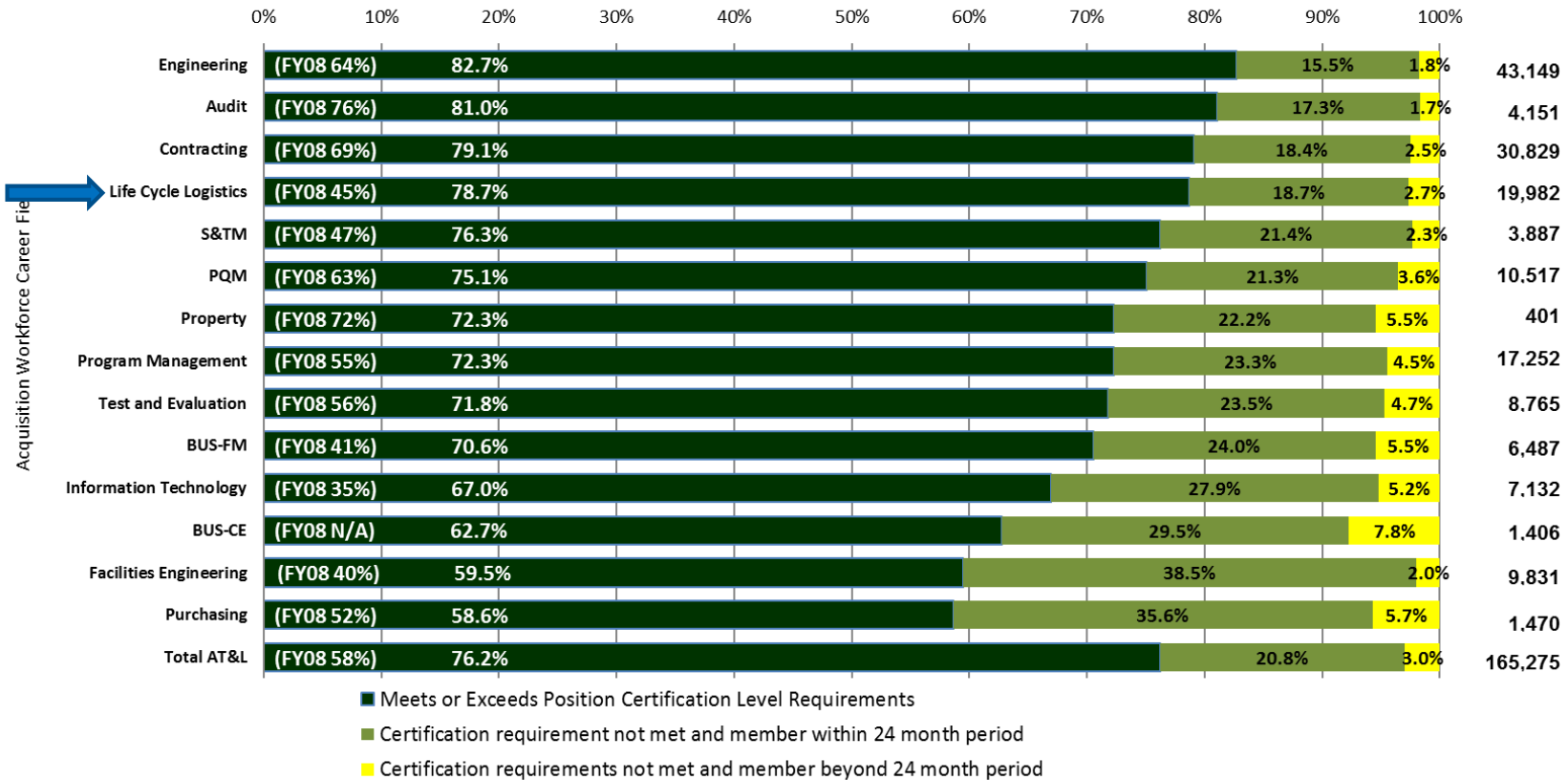




DAWIA Certification by Career Field



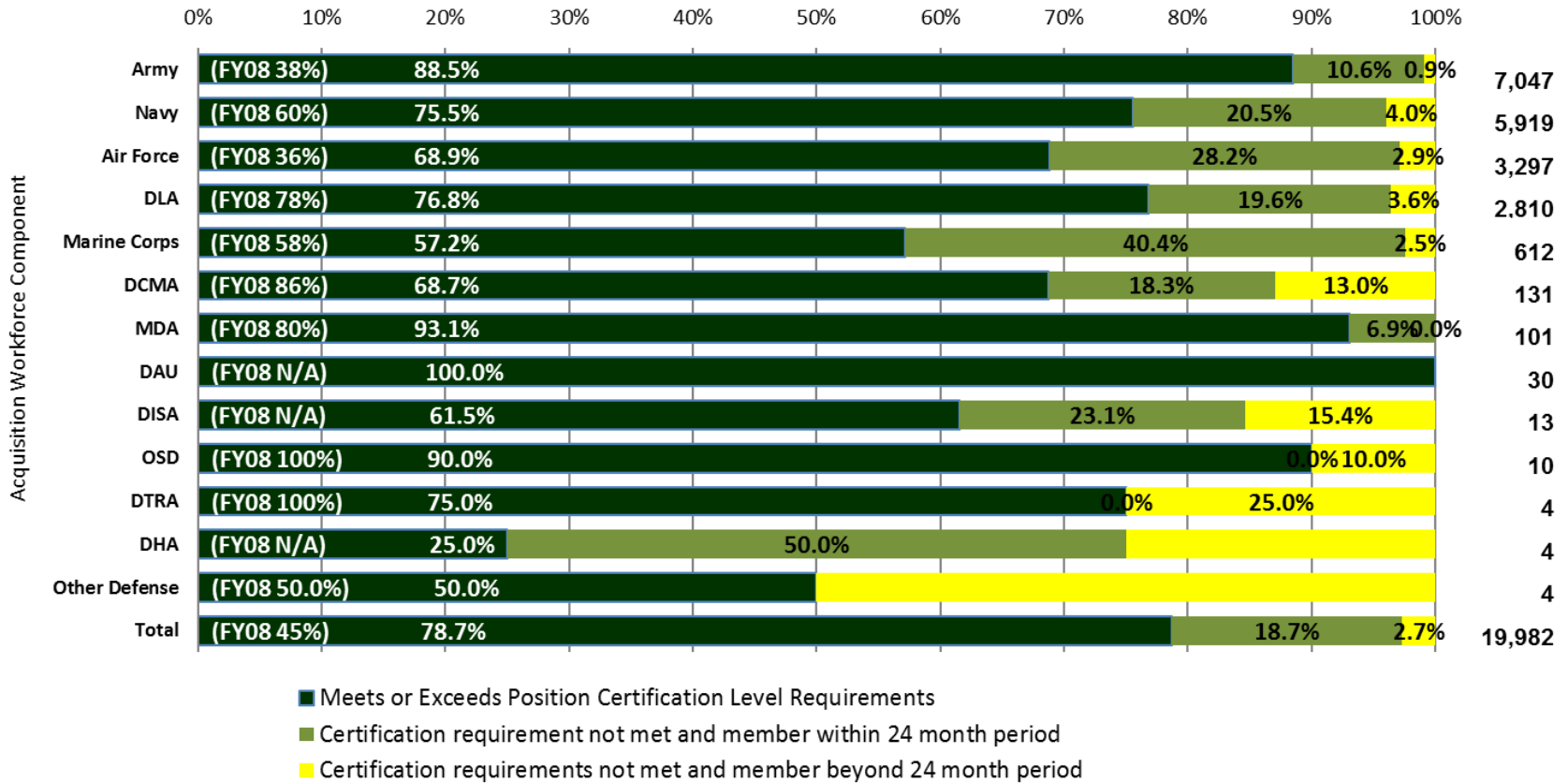
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY17Q4)





Logistics DAWIA Certification Matrix + Bench Strength



| Life Cycle Logistics | | Achieved Certification Level | | | | FY17 TOTAL | % Meets Certification Requirement |
|------------------------------|-------------------|------------------------------|----------|-----------|--------|------------|-----------------------------------|
| Required Certification Level | No Level Achieved | Level I | Level II | Level III | | | |
| Level I | 820 | 1,675 | 582 | 91 | 3,168 | 74.1% | |
| Level II | 1,144 | 1,263 | 5,681 | 2,412 | 10,500 | 77.1% | |
| Level III | 396 | 193 | 443 | 5,278 | 6,310 | 83.6% | |
| Unspecified | 2 | 1 | - | 1 | 4 | | |
| FY17 TOTAL | 2,362 | 3,132 | 6,706 | 7,782 | 19,982 | 78.7% | |
| | 11.8% | 15.7% | 33.6% | 38.9% | | | |

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% | |
| Life Cycle L | 15,719 | 78.7% | 4 of 14 |

** Based on population total without unspecified positions

| Certification Requirement | Meets | Within 24 Months | Does Not Meet | DAW TOTAL | |
|-----------------------------------|--------|------------------|---------------|-----------|-------|
| Level I | 2,348 | 786 | 34 | 3,168 | 15.9% |
| Level II | 8,093 | 2,118 | 289 | 10,500 | 52.5% |
| Level III | 5,278 | 821 | 211 | 6,310 | 31.6% |
| Unspecified | 1 | 3 | - | 4 | 0.0% |
| Life Cycle Logistics TOTAL | 15,720 | 3,728 | 534 | 19,982 | |
| | 78.7% | 18.7% | 2.7% | | |

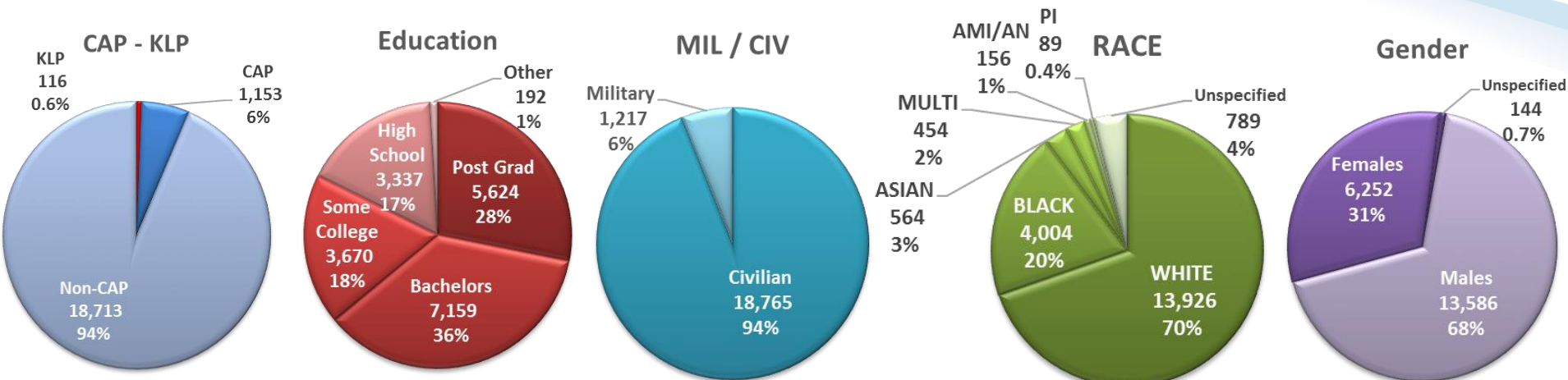
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



| Occupied Position Type | LCL | | Entire DAW | |
|---|---------------|-------|----------------|-------|
| Key Leadership Positions (KLPs) | 116 | 0.6% | 1,099 | 0.7% |
| Critical Acquisition Positions (CAPs) * | 1,153 | 5.8% | 16,317 | 9.9% |
| Non-CAP Positions | 18,713 | 93.6% | 147,679 | 89.4% |
| Unknown | - | 0.0% | 180 | 0.1% |
| TOTAL | 19,982 | | 165,275 | |

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

| Highest Level of Education | LCL | | Entire DAW | |
|----------------------------|---------------|-------|----------------|-------|
| Post Grad | 5,624 | 28.1% | 66,150 | 40.0% |
| Bachelors | 7,159 | 35.8% | 72,902 | 44.1% |
| Some College | 3,670 | 18.4% | 11,798 | 7.1% |
| High School | 3,337 | 16.7% | 12,412 | 7.5% |
| Other | 192 | 1.0% | 2,013 | 1.2% |
| TOTAL | 19,982 | | 165,275 | |

| Military / Civilian | LCL | | Entire DAW | |
|---------------------|---------------|-------|----------------|-------|
| Civilian | 18,765 | 93.9% | 149,782 | 90.6% |
| Military | 1,217 | 6.1% | 15,493 | 9.4% |
| TOTAL | 19,982 | | 165,275 | |

| Race | LCL | | Entire DAW | |
|--------------|---------------|-------|----------------|-------|
| WHITE | 13,926 | 69.7% | 121,814 | 73.7% |
| BLACK | 4,004 | 20.0% | 19,900 | 12.0% |
| ASIAN | 564 | 2.8% | 10,981 | 6.6% |
| MULTI | 454 | 2.3% | 4,110 | 2.5% |
| AMI/AN | 156 | 0.8% | 947 | 0.6% |
| PI | 89 | 0.4% | 823 | 0.5% |
| Unspecified | 789 | 3.9% | 6,700 | 4.1% |
| TOTAL | 19,982 | | 165,275 | |

| Gender | LCL | | Entire DAW | |
|--------------|---------------|-------|----------------|-------|
| Males | 13,586 | 68.0% | 116,087 | 70.2% |
| Females | 6,252 | 31.3% | 47,702 | 28.9% |
| Unspecified | 144 | 0.7% | 1,486 | 0.9% |
| TOTAL | 19,982 | | 165,275 | |



Logistics Size by Occupational Series

| Civilian Occupational Series | LCL | |
|--|---------------|------------------|
| 0346 - Logistics Management Specialist | 11,905 | 63% |
| 2010 - Inventory Management Specialist | 1,681 | 9% |
| 0301 - Administration & Program Staff | 1,509 | 8% |
| 1670 - Equipment Specialist | 1,093 | 6% |
| 2003 - Supply Management Specialist | 671 | 4% |
| 2001 - Supply Specialist | 536 | 3% |
| 1712 - Training Instructor | 248 | 1% |
| 0343 - Management and Program Analyst | 246 | 1% |
| 1083 - Technical Writer / Editor | 242 | 1% |
| 2130 - Traffic Management Specialist | 180 | 1% |
| Other | 454 | 2% |
| TOTAL CIVILIAN | 18,765 | Civilians |



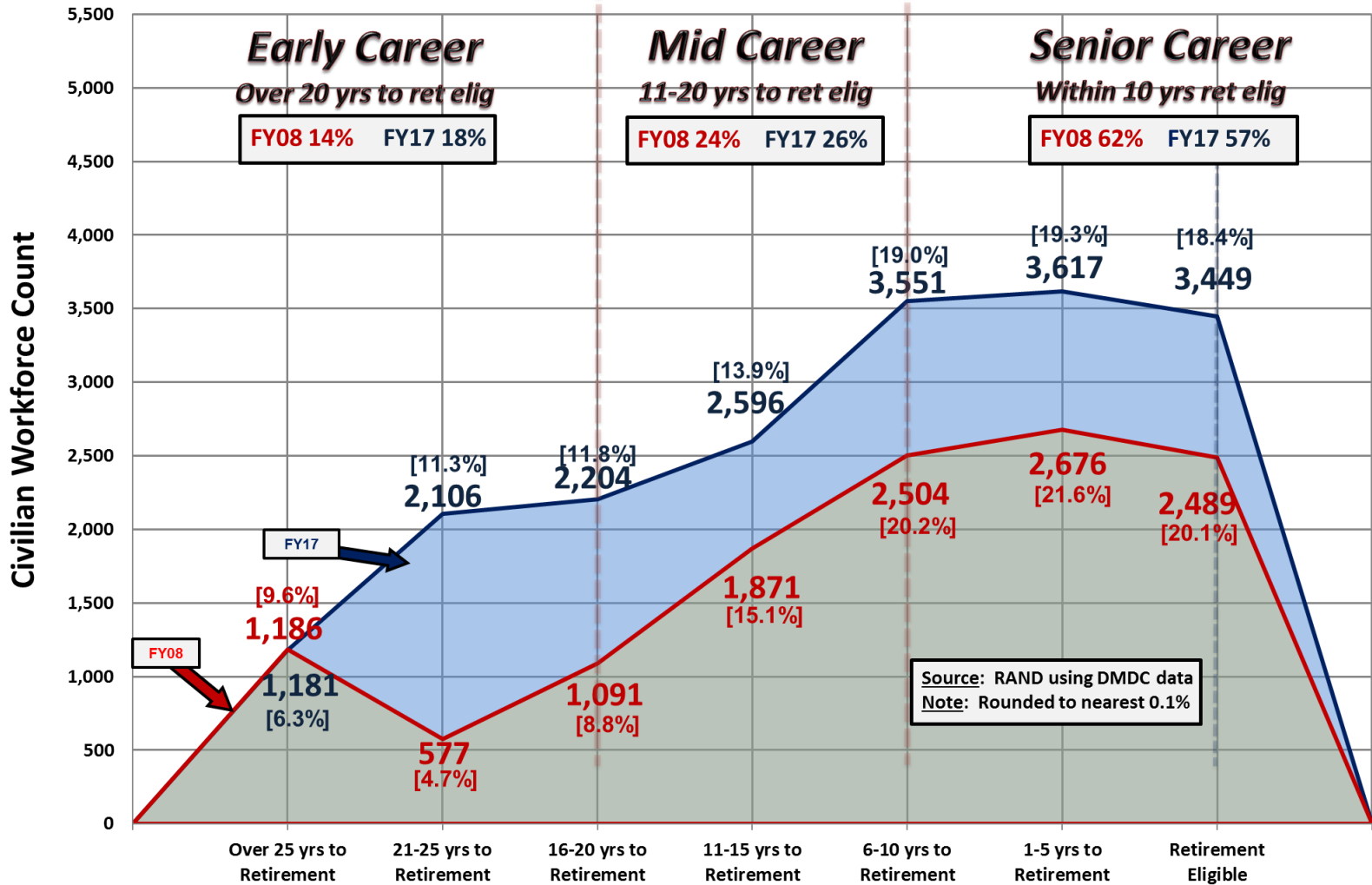
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY17



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY17

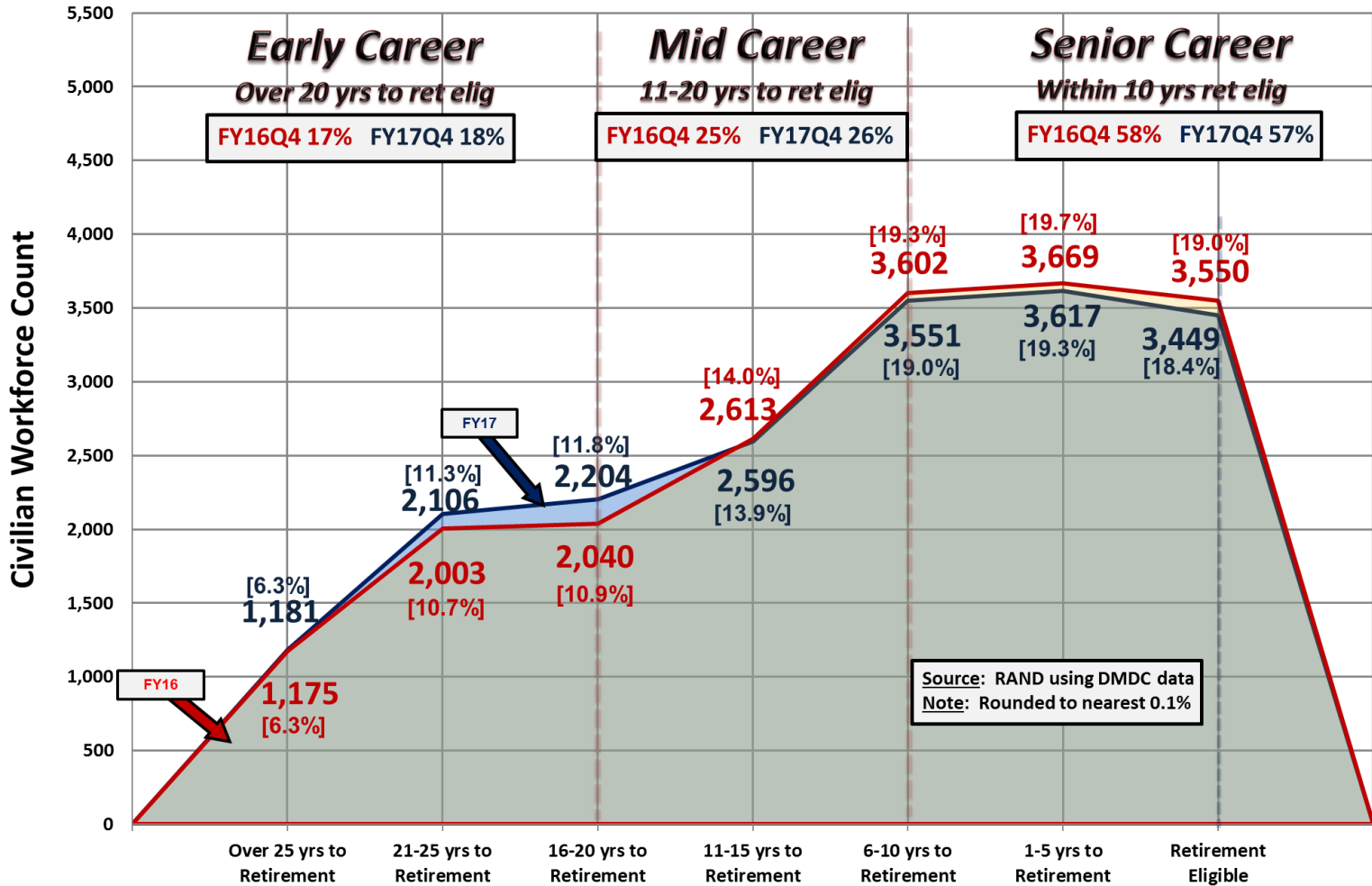


As of 30 Sept 2017



Logistics Civilian Retirement Eligibility Distribution – FY16Q4 / FY17Q4

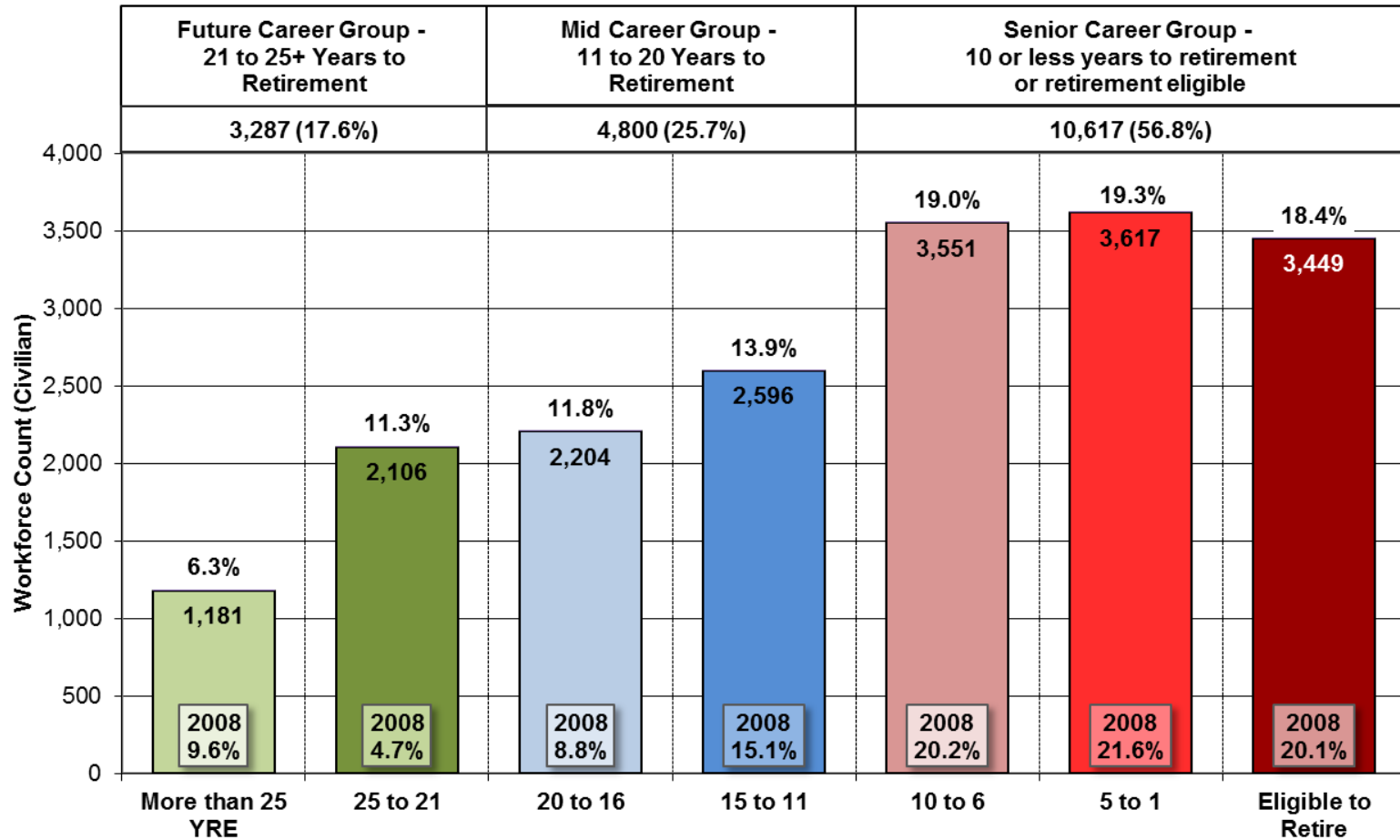
Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY16Q4 vs FY17Q4





Logistics Workforce Lifecycle Model by YRE

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



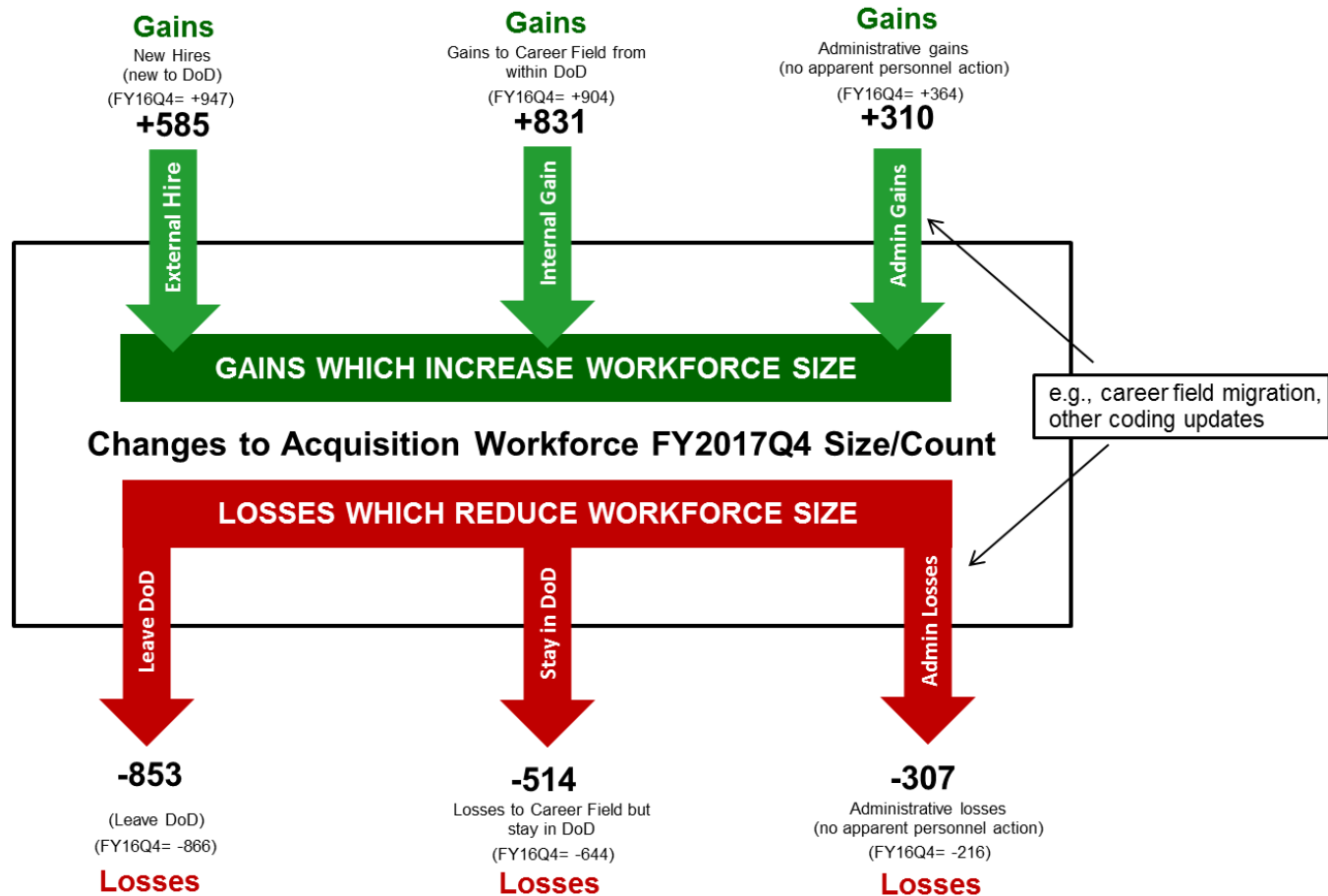
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2017Q4) - Life Cycle Logistics

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



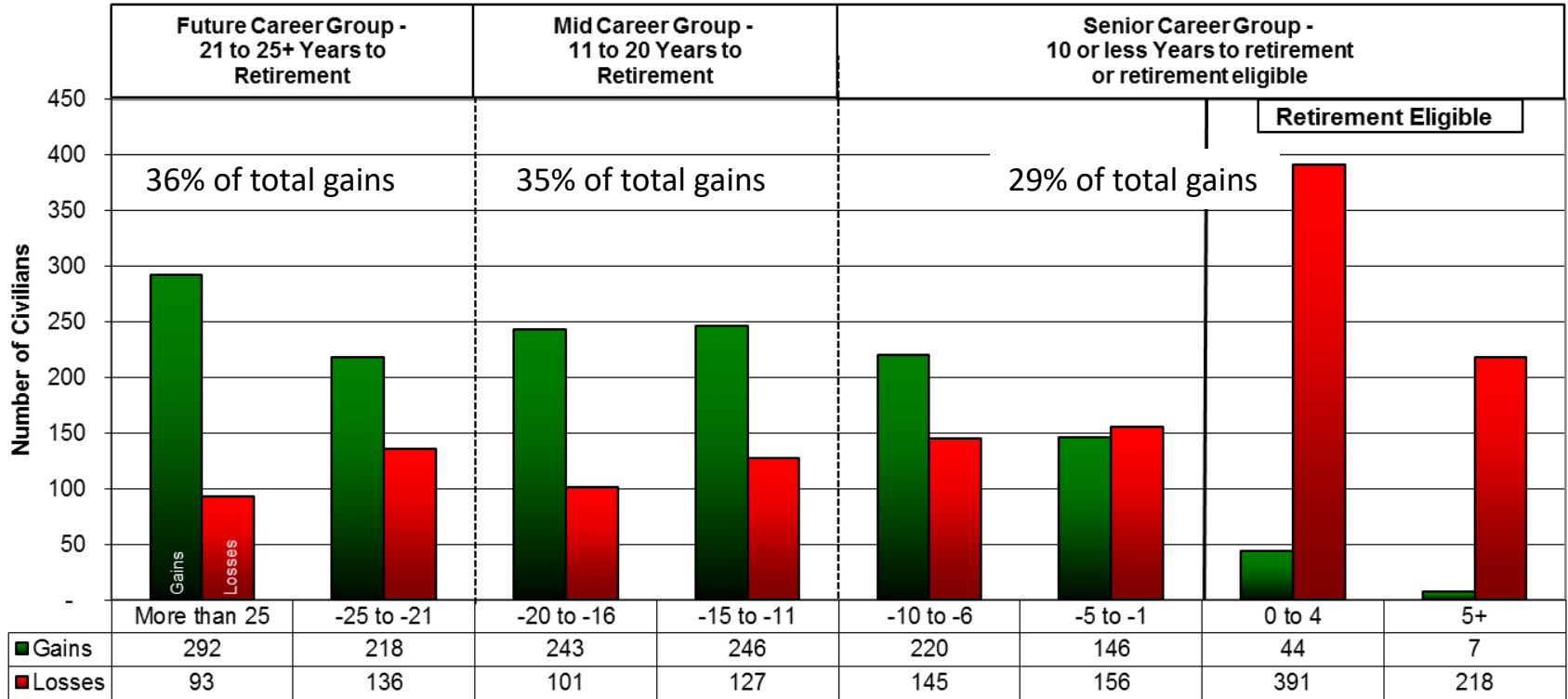


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2017Q4 Gains & Losses*



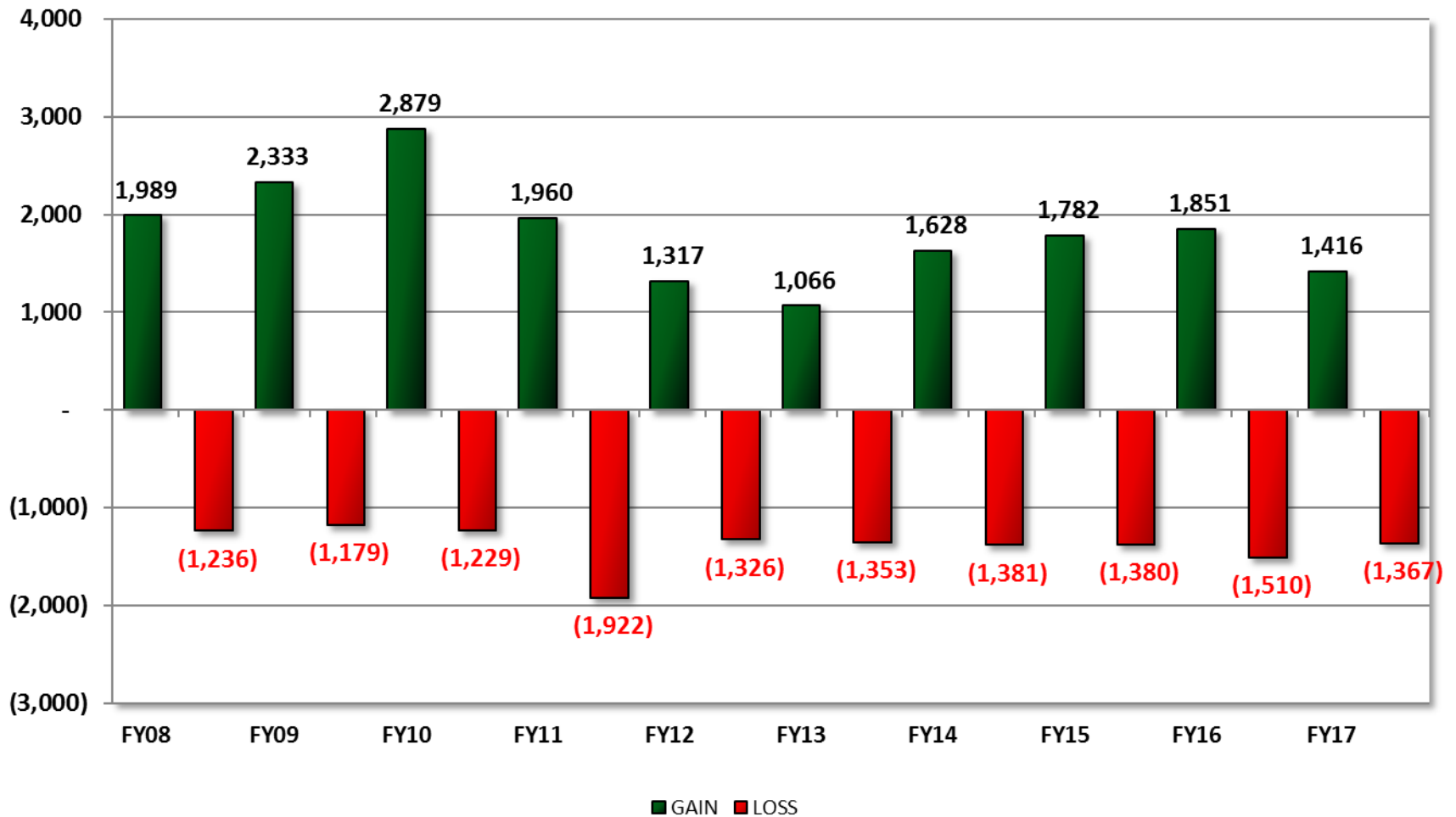
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Logistics Historical Gains and Losses FY08 – FY17



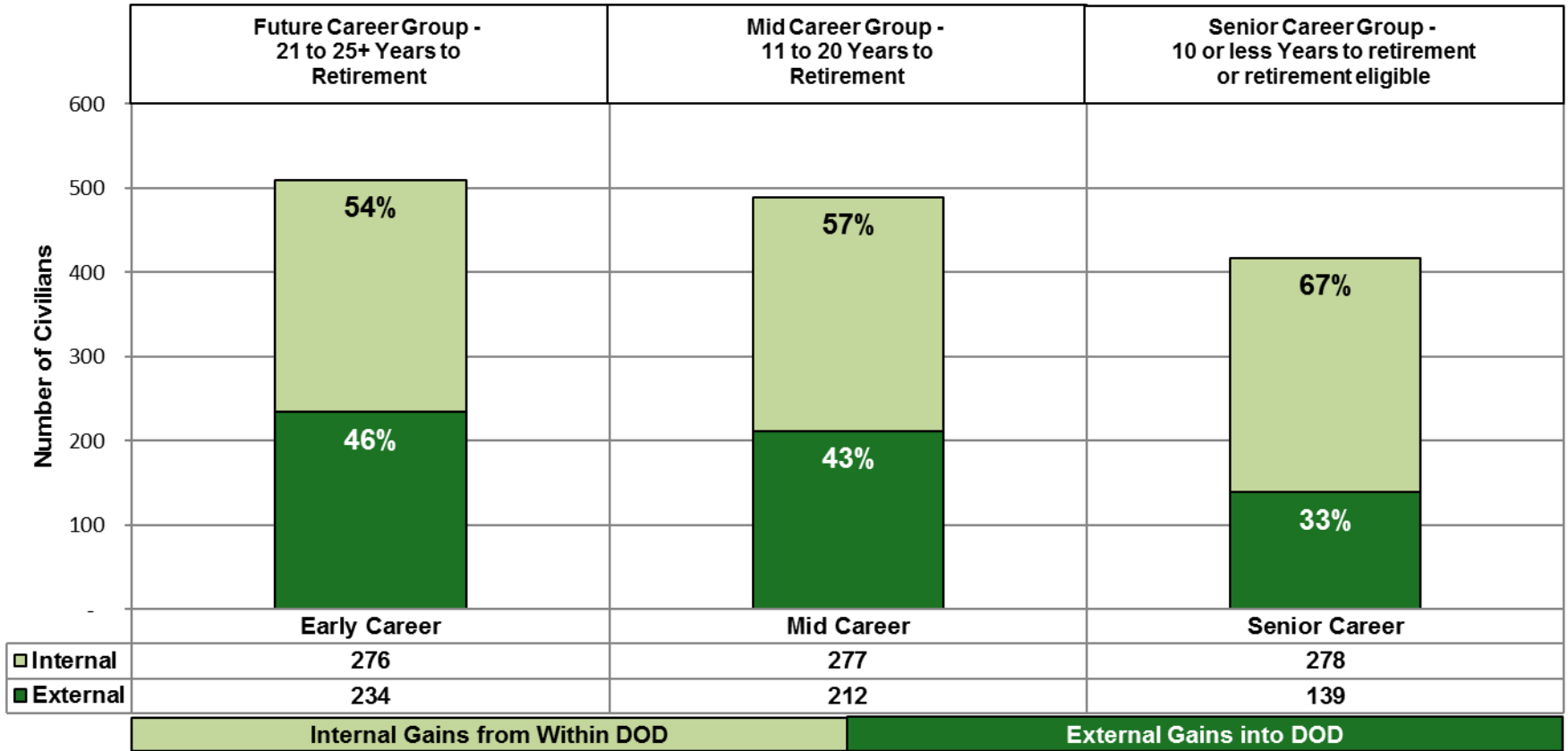
As of 30 Sept 2017



Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics 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)

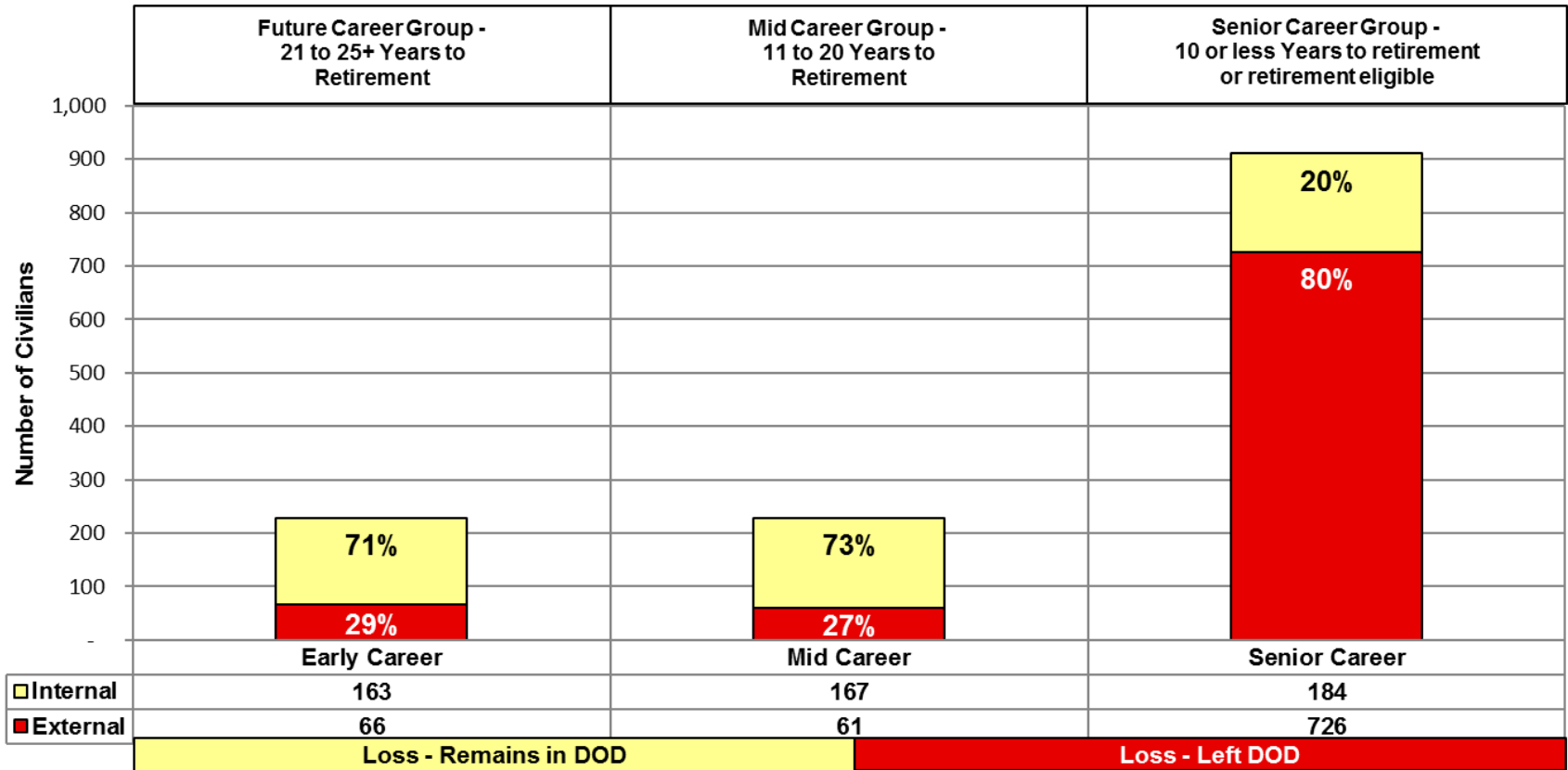


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2017Q4 Losses*

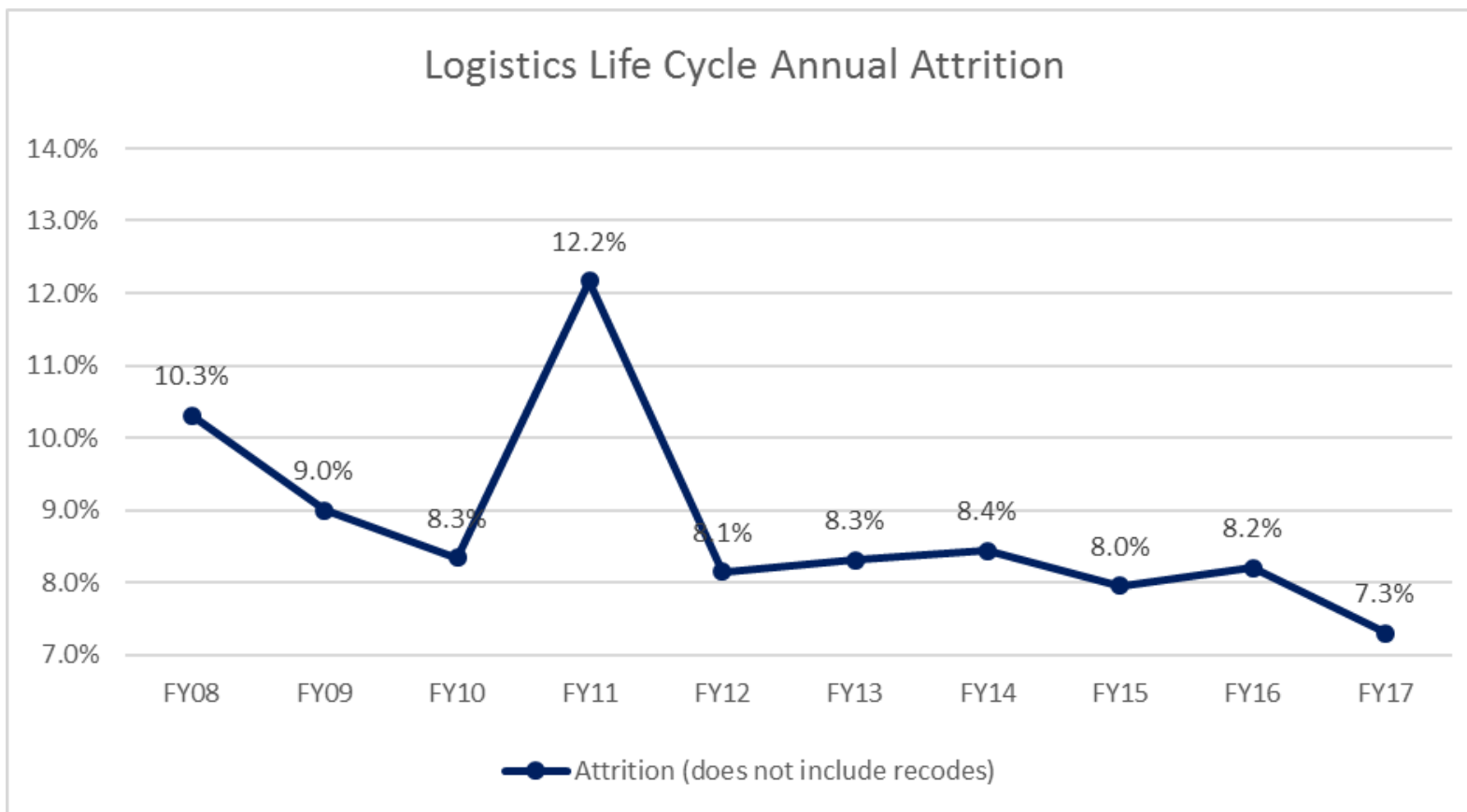


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



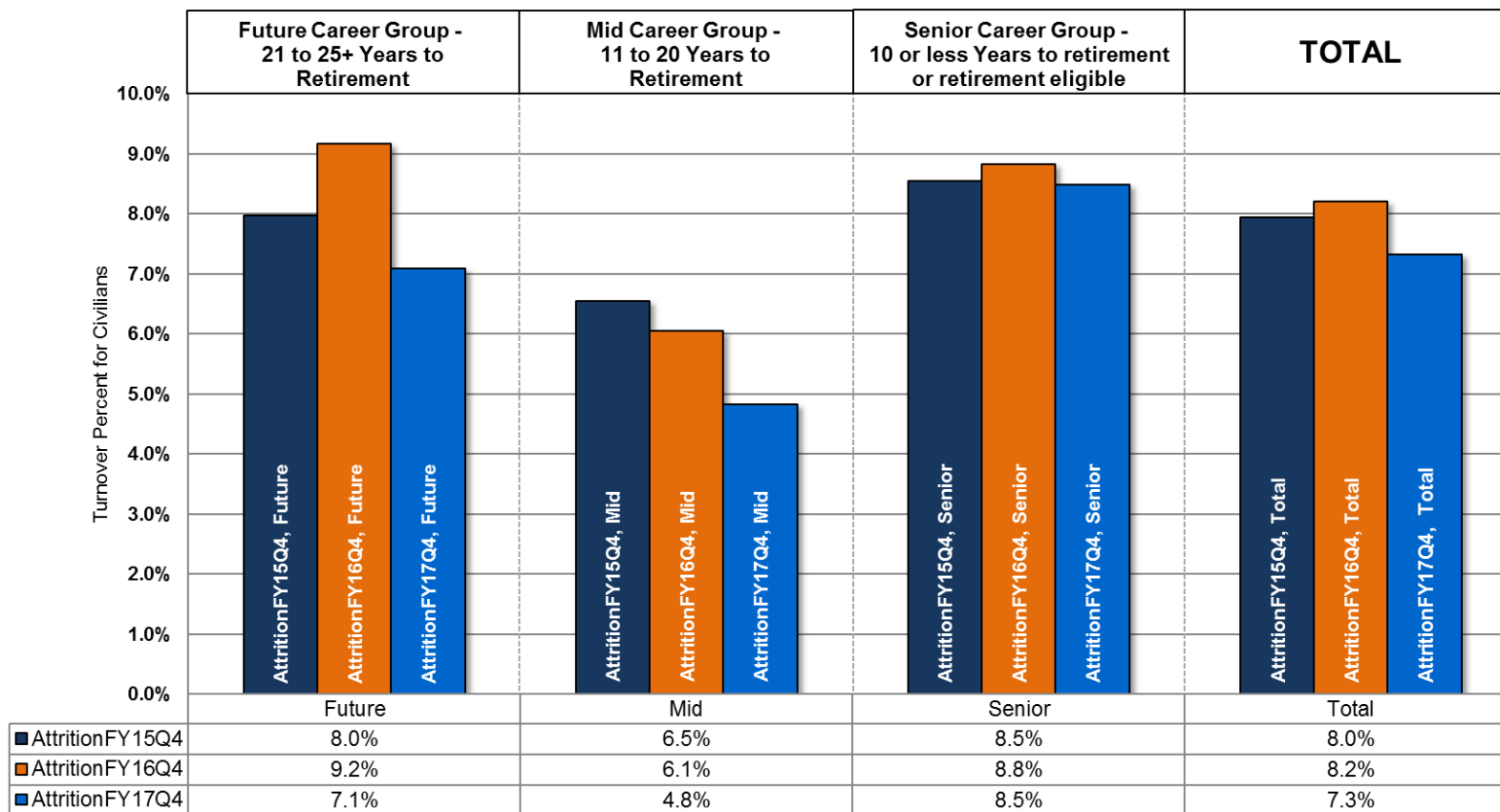
Annual Attrition Rates





Logistics Attrition Rates by Career Group

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



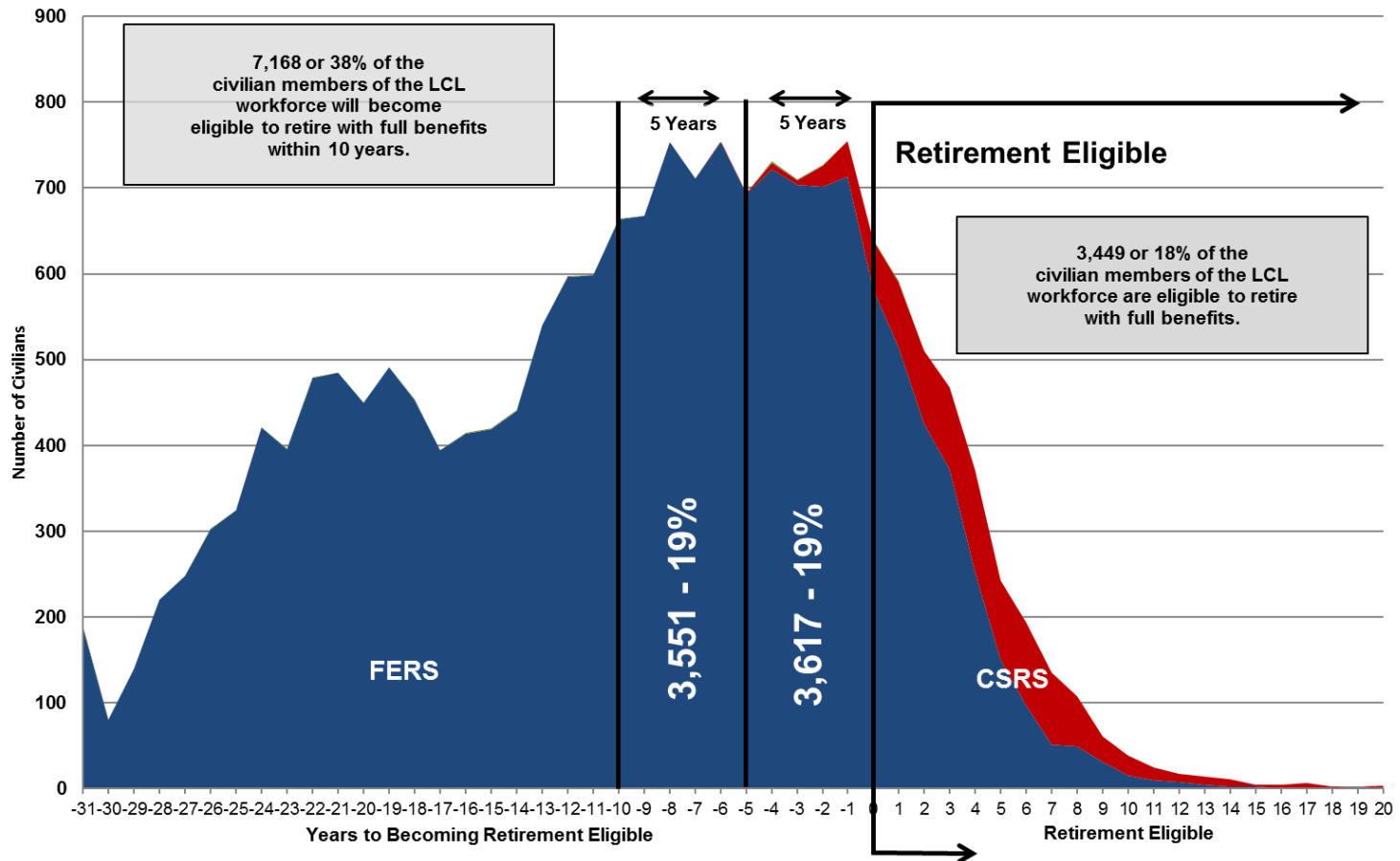


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Life Cycle Logistics

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



As of 30 Sept 2017



END