



Defense Acquisition Workforce Key Information

Property

As of FY17 (30 Sept 2017)



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



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Property	FY 2008				FY2017Q4			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	401	0	401	165,275
Change in size from 2008	-	-	-	-	-11%	-	-11%	31%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	-	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	52%		52%	84%
Graduate Degree	6%		6%	29%	15%		15%	40%
Certification								
Level I or Higher Achieved	77%		77%	72%	80%		80%	86%
Level II or Higher Achieved	74%		74%	61%	72%		72%	73%
Level III Achieved	14%		14%	36%	17%		17%	42%
Position Certification Requirement Met or Exceeded	72%		72%	58%	72%		72%	76%
Within 24 Months of Certification Requirement	17%		17%	27%	22%		22%	21%
Does Not Meet Certification Requirement	12%		12%	14%	5%		5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	90%		90%	62%	48%		48%	33%
Average Age	54		54	46	49		49	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	18/22/60(%)		-	26/26/48(%)
Average Years of Service	23		23	17	17		17	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	105(26%)	-	-	25,405(17%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	75(18%)	-	-	25,576(17%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	44/52	-	-	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

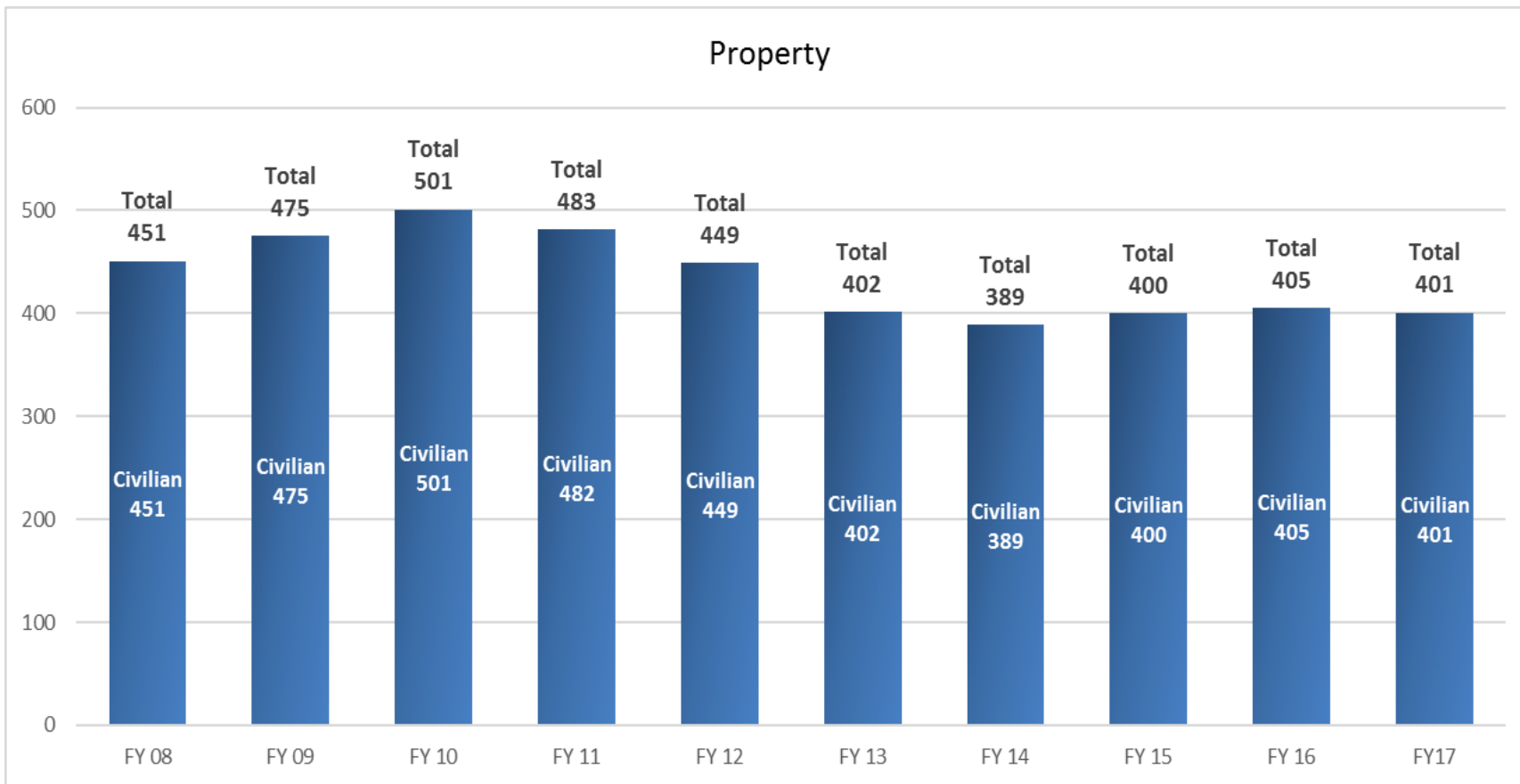
- The current Property Defense Acquisition Workforce count has remained fairly steady since FY13, averaging at about 400.
- Overall attrition for Property has remained steady at 10.9% since FY13. This is down from 13.6% from FY08 through FY12. Additionally the attrition decreased from 11.4% in FY16 to 10.3% at the end of FY17.

Defense Acquisition Workforce DAWIA Certification Highlights

- Property Meets/Exceeds rate dropped from 79% in FY13 to 69% in FY14. Since then the rate has increased each year and finished at 72.3% this year.

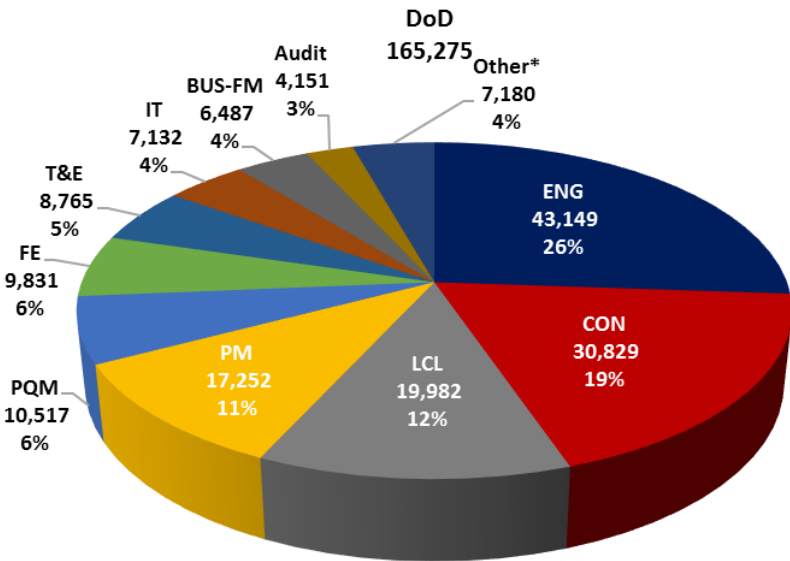


Total Historic Workforce





AWF by Component and Career Field



*Property = 401

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%		



Property Workforce Historical Size by Agency FY08-FY17



Property Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	58	69	73	61	59	57	57	61	65	70	21%	8%
MARINE CORPS	4	4	5	4	3	3	-	-	-	-	-100%	
ARMY	99	92	84	75	65	56	49	45	53	49	-51%	-8%
AIR FORCE	26	29	28	26	24	20	22	20	14	16	-38%	14%
DCMA	253	269	295	300	282	260	256	268	261	252	0%	-3%
DLA	8	9	12	13	14	3	3	3	1	2	-75%	100%
MDA	-	-	-	-	-	-	-	1	2	2		0%
DAU	3	3	4	4	2	3	2	2	2	3	0%	50%
NRO	-	-	-	-	-	-	-	-	7	7		0%
TOTAL	451	475	501	483	449	402	389	400	405	401	↓ -11%	↓ -1%



Property Workforce Historical (Quarterly) Size by Agency FY16Q1-FY17Q4



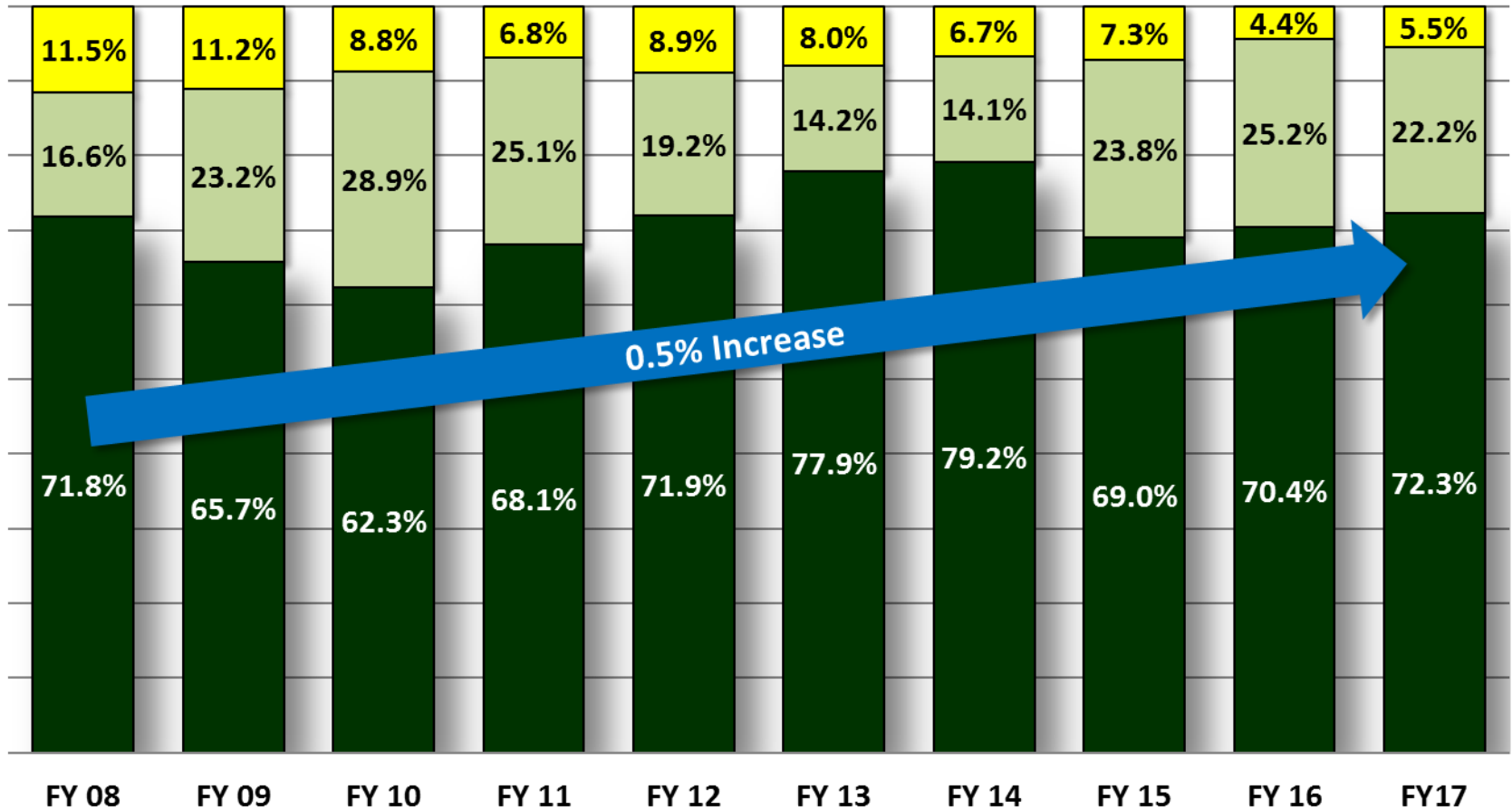
Property Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	63	65	65	65	64	66	70	70	8%
ARMY	47	48	48	53	52	54	51	49	-8%
AIR FORCE	13	14	14	14	13	13	14	16	14%
DCMA	250	255	255	261	260	255	247	252	-3%
DLA	3	1	1	1	1	1	2	2	100%
MDA	2	2	2	2	2	2	2	2	0%
DAU	2	2	2	2	2	2	2	3	50%
NRO	-	6	7	7	7	7	7	7	0%
TOTAL	380	393	394	405	401	400	395	401	↓ -1%



Property Historical DAWIA Certification FY08 – FY17



Property



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

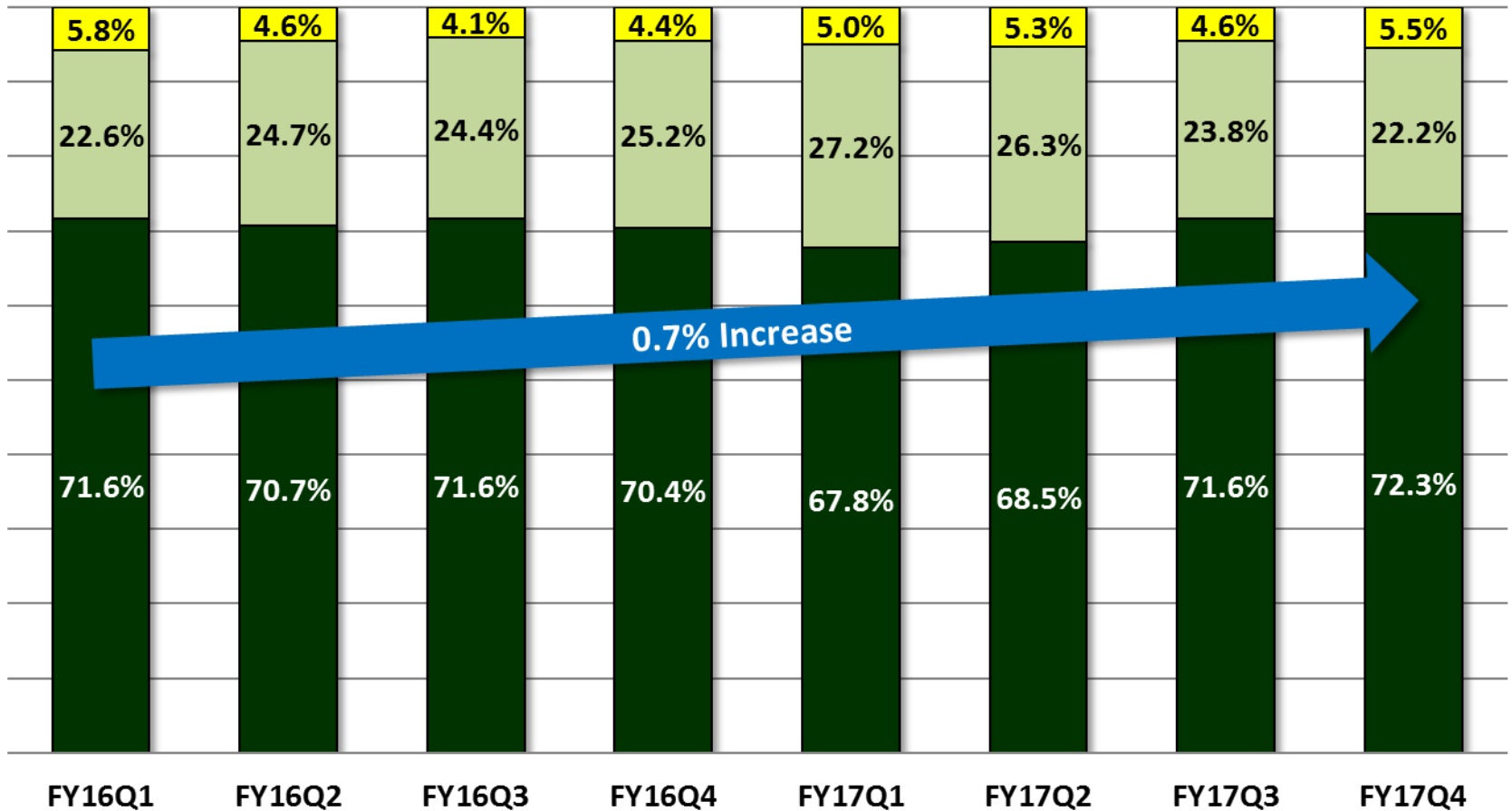
* Rounded to nearest 0.1%



Property Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



Property



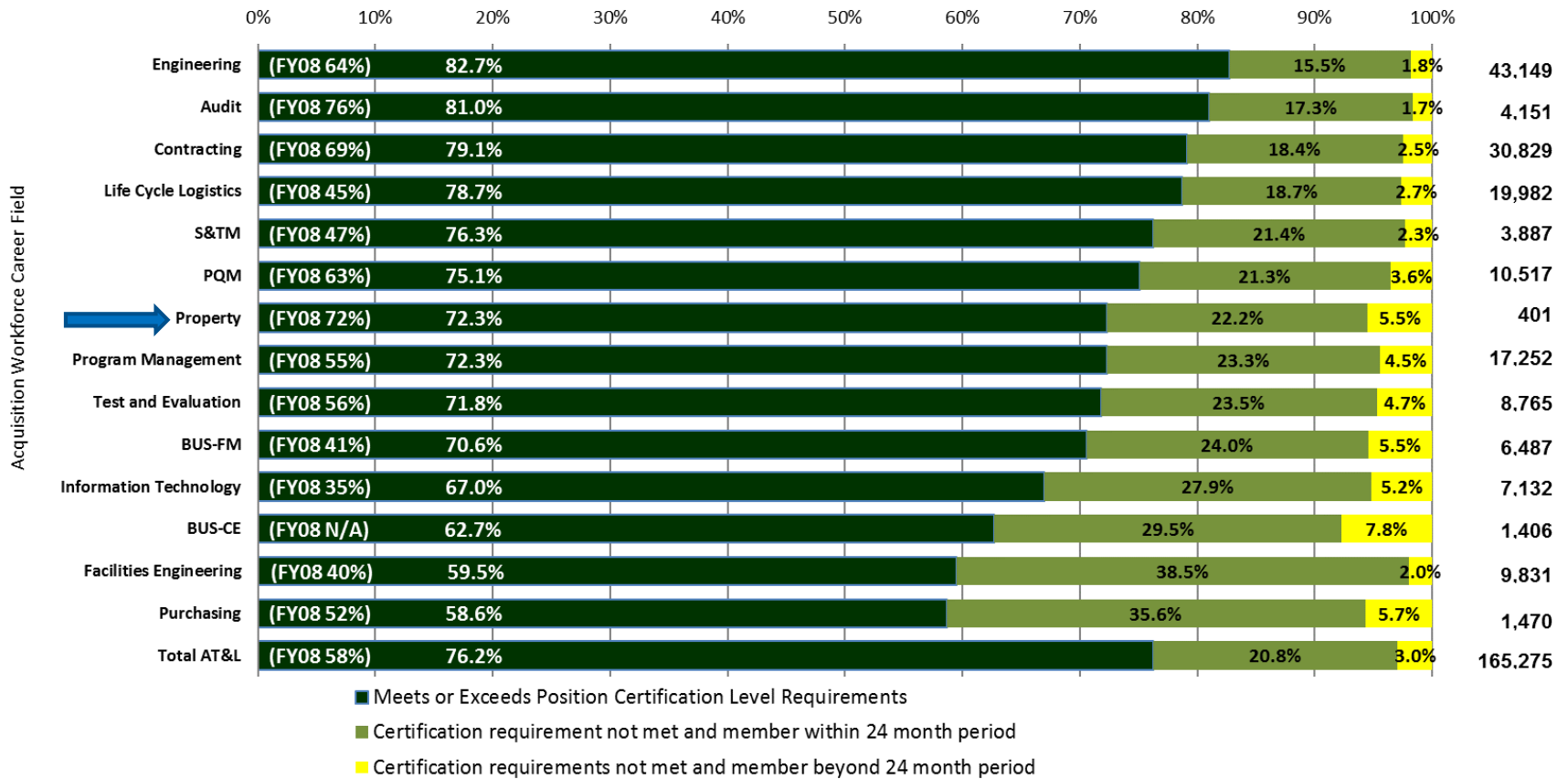
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



DAWIA Certification by Career Field

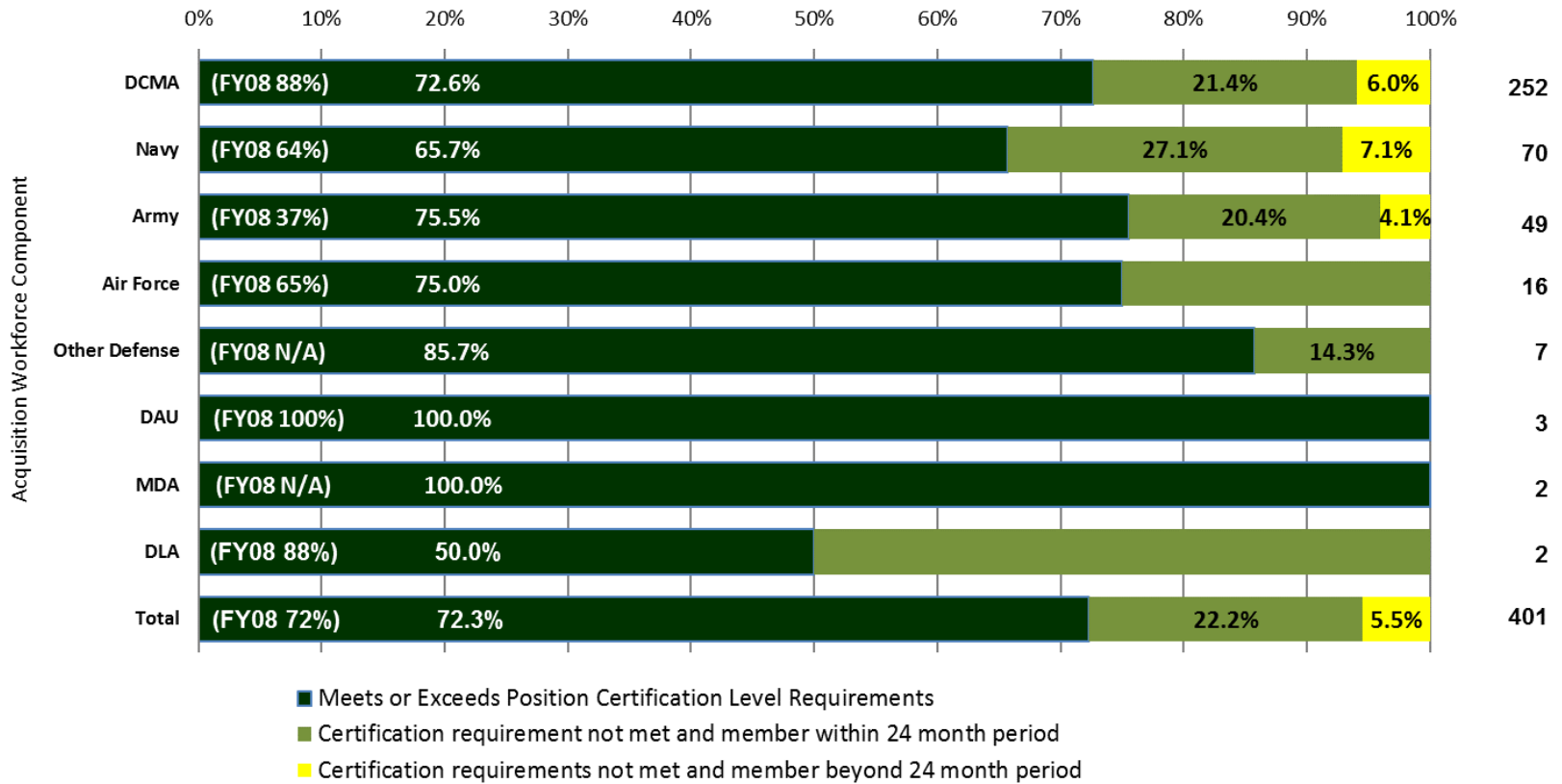
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Property DAWIA Certification by Component

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





Property DAWIA Certification Matrix + Bench Strength



Property	Achieved Certification Level				FY17 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	19	8	8	-	35	45.7%
Level II	54	20	207	22	303	75.6%
Level III	3	3	8	44	58	75.9%
Unspecified	3	1	-	1	5	
FY17 TOTAL	79	32	223	67	401	72.3%
	19.7%	8.0%	55.6%	16.7%		

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%	
Property	289	72.3%	7 of 14

** Based on population total without unspecified positions

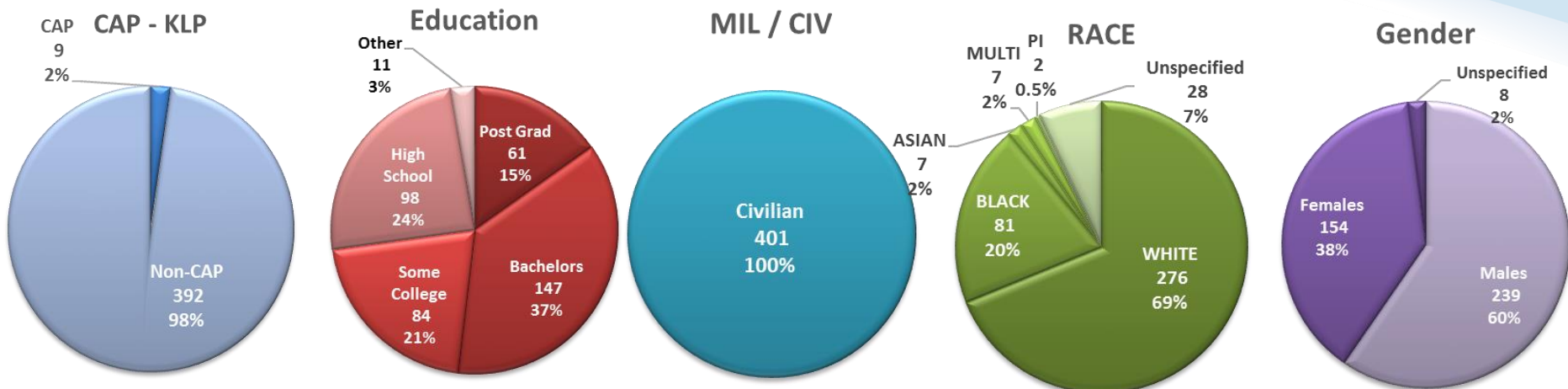
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	16	14	5	35	8.7%
Level II	229	63	11	303	75.6%
Level III	44	11	3	58	14.5%
Unspecified	1	1	3	5	1.2%
Property TOTAL	290	89	22	401	
	72.3%	22.2%	5.5%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	-	1,099
Critical Acquisition Positions (CAPs)	9	16,317
Non-CAP Positions	392	147,679
Unknown	-	180
TOTAL	401	165,275

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

Highest Level of Education	Property	Entire DAW
Post Grad	61	66,150
Bachelors	147	72,902
Some College	84	11,798
High School	98	12,412
Other	11	2,013
TOTAL	401	165,275

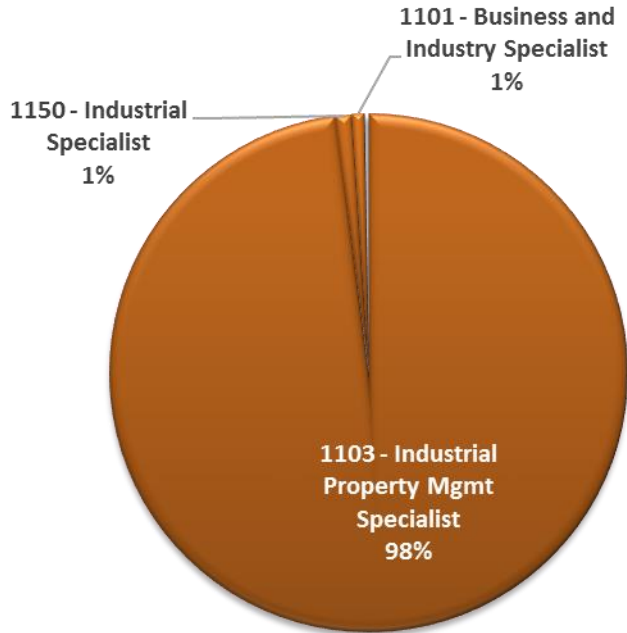
Military / Civilian	Property	Entire DAW
Civilian	401	149,782
Military	-	15,493
TOTAL	401	165,275

Race	Property	Entire DAW
WHITE	276	121,814
BLACK	81	19,900
ASIAN	7	10,981
MULTI	7	4,110
PI	2	823
Unspecified	28	6,700
TOTAL	401	165,275

Gender	Property	Entire DAW
Males	239	116,087
Females	154	47,702
Unspecified	8	1,486
TOTAL	401	165,275



Property Size by Occupational Series



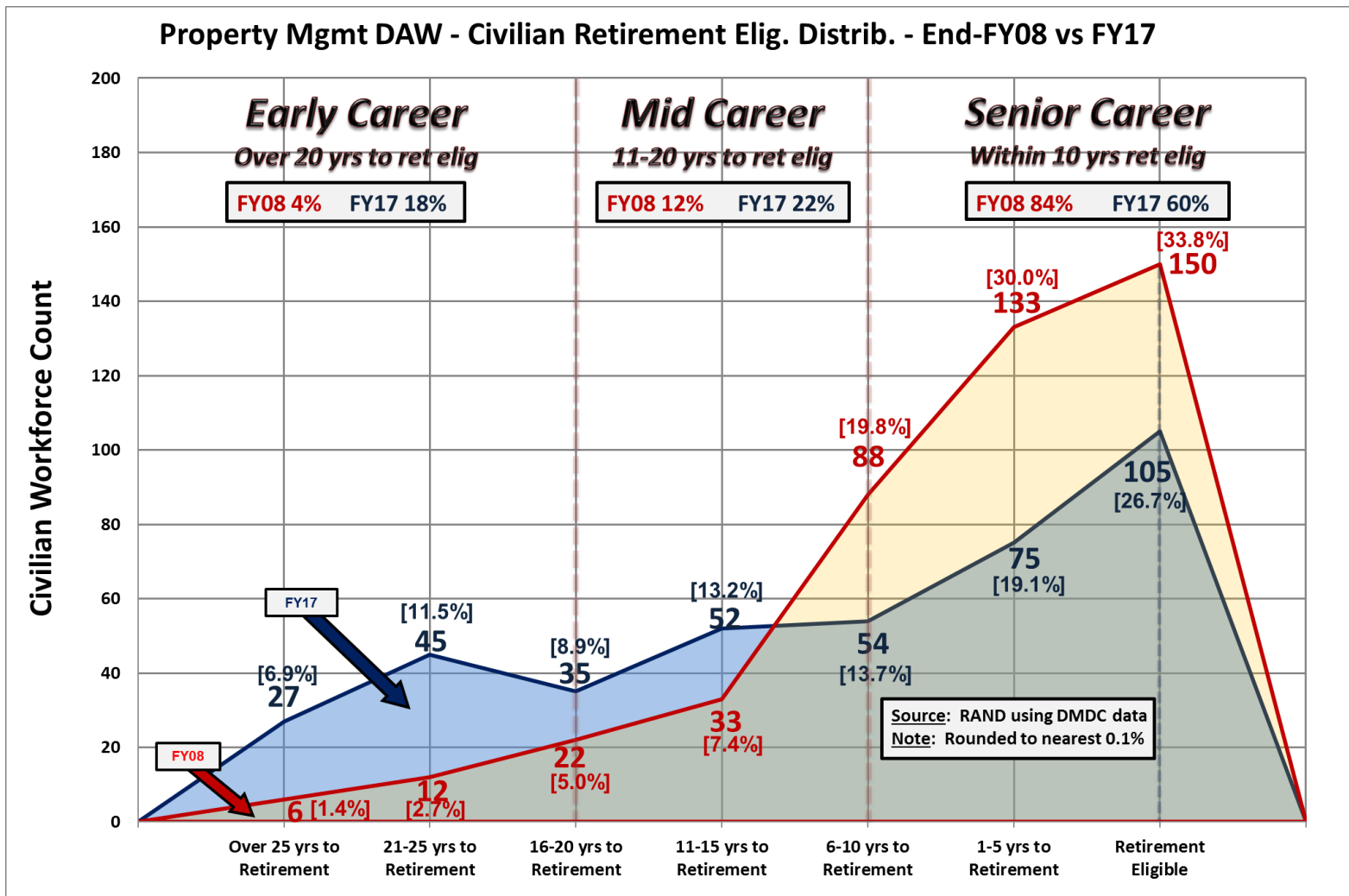
Civilian Occupational Series	Property	
1103 - Industrial Property Mgmt Specialist	390	97.3%
1150 - Industrial Specialist	4	1.0%
1101 - Business and Industry Specialist	3	0.7%
0802 - Engineering Technician	1	0.25%
Other	3	0.75%
TOTAL CIVILIAN	401	Civilians



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



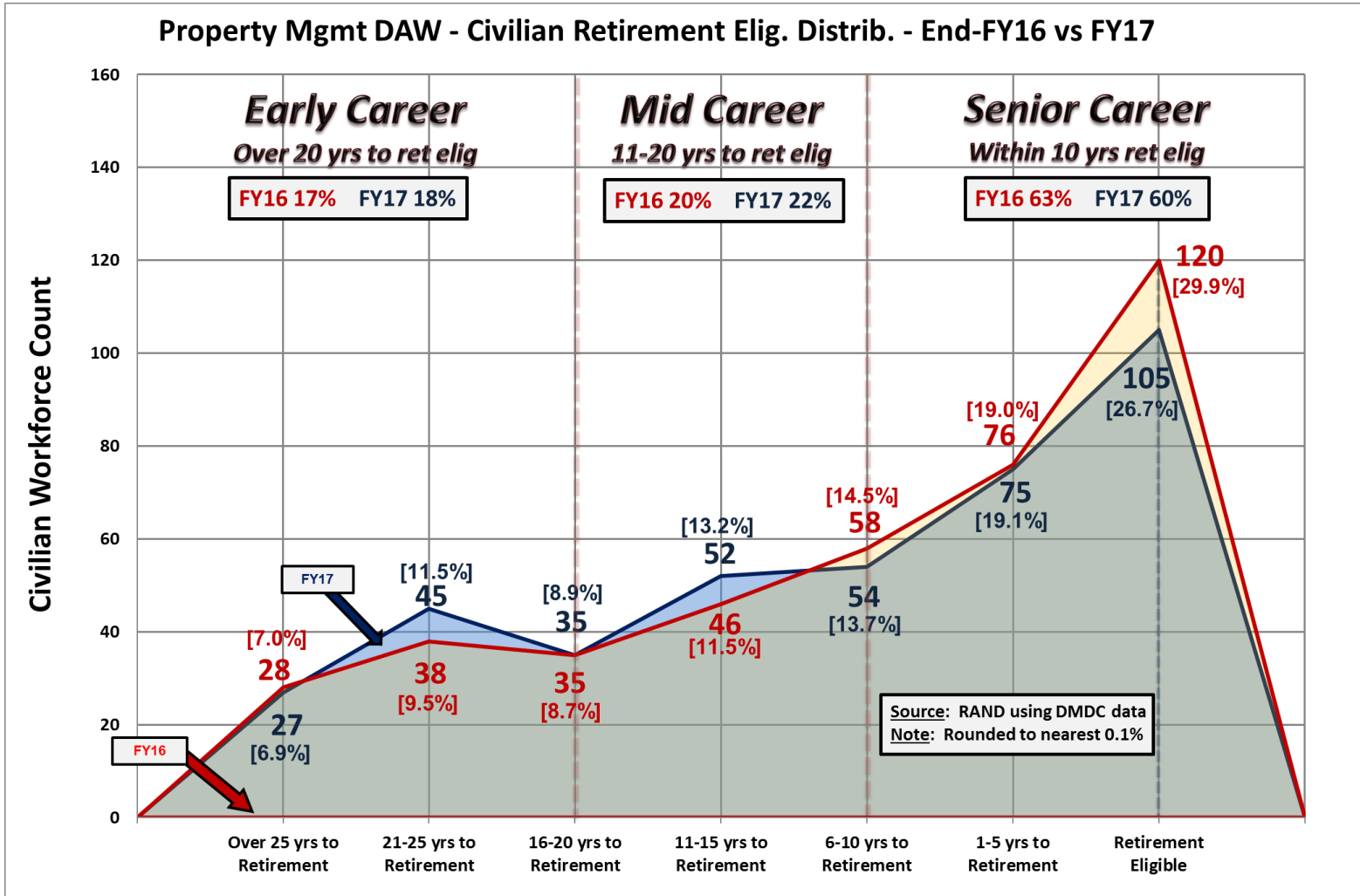
Property Civilian Retirement Eligibility Distribution – FY08 / FY17



As of 30 Sept 2017



Property Civilian Retirement Eligibility Distribution – (1 year) FY16 / FY17

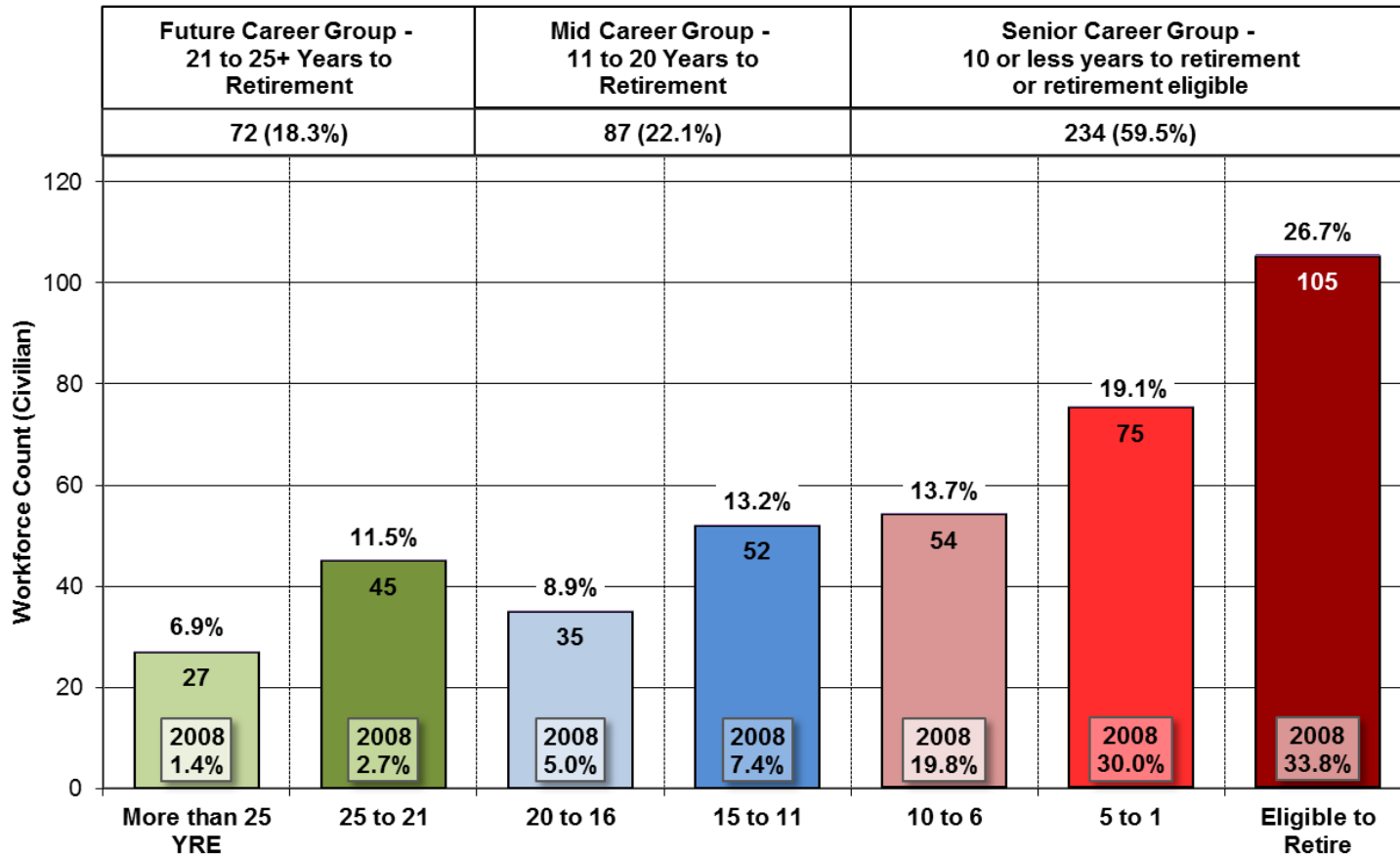


As of 30 Sep 2017



Property Workforce Lifecycle Model by YRE

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



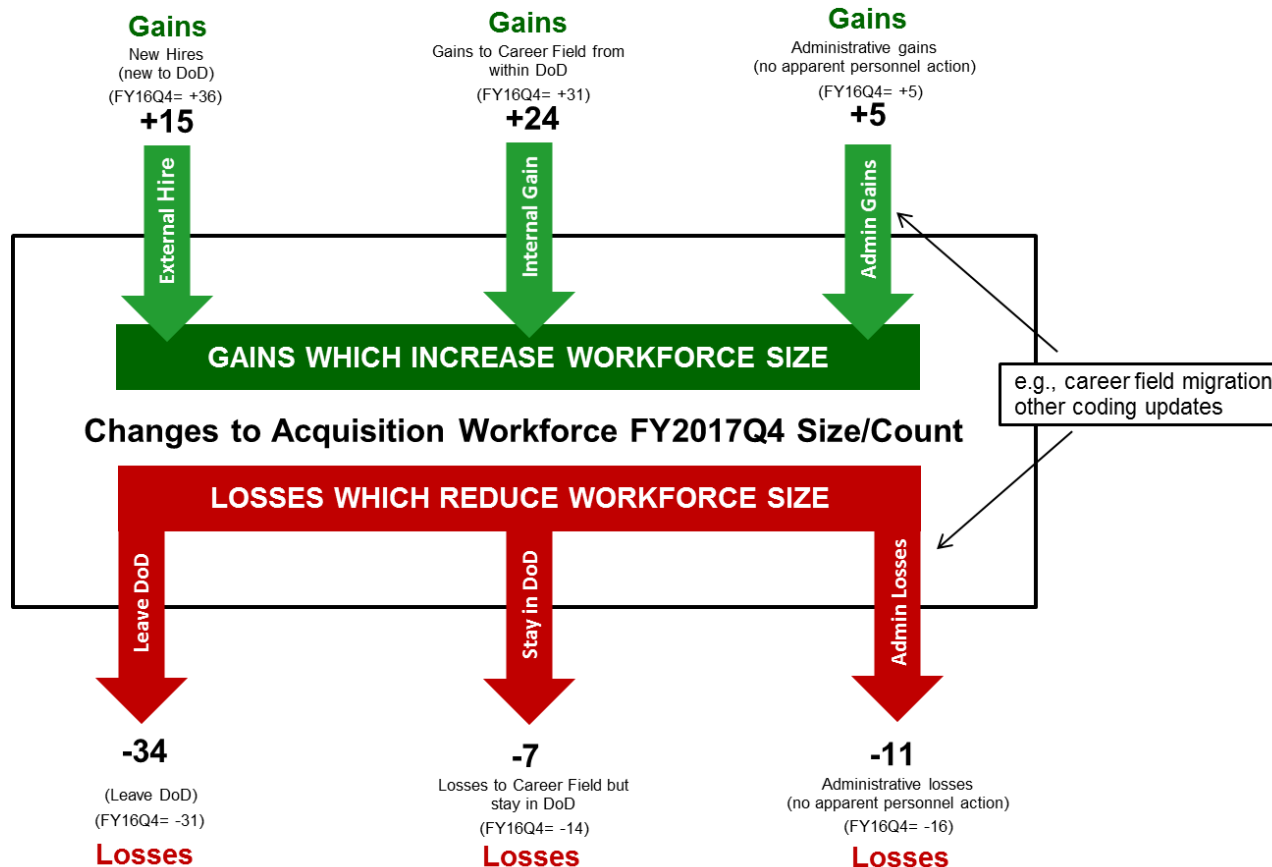
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2017Q4) - Property

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



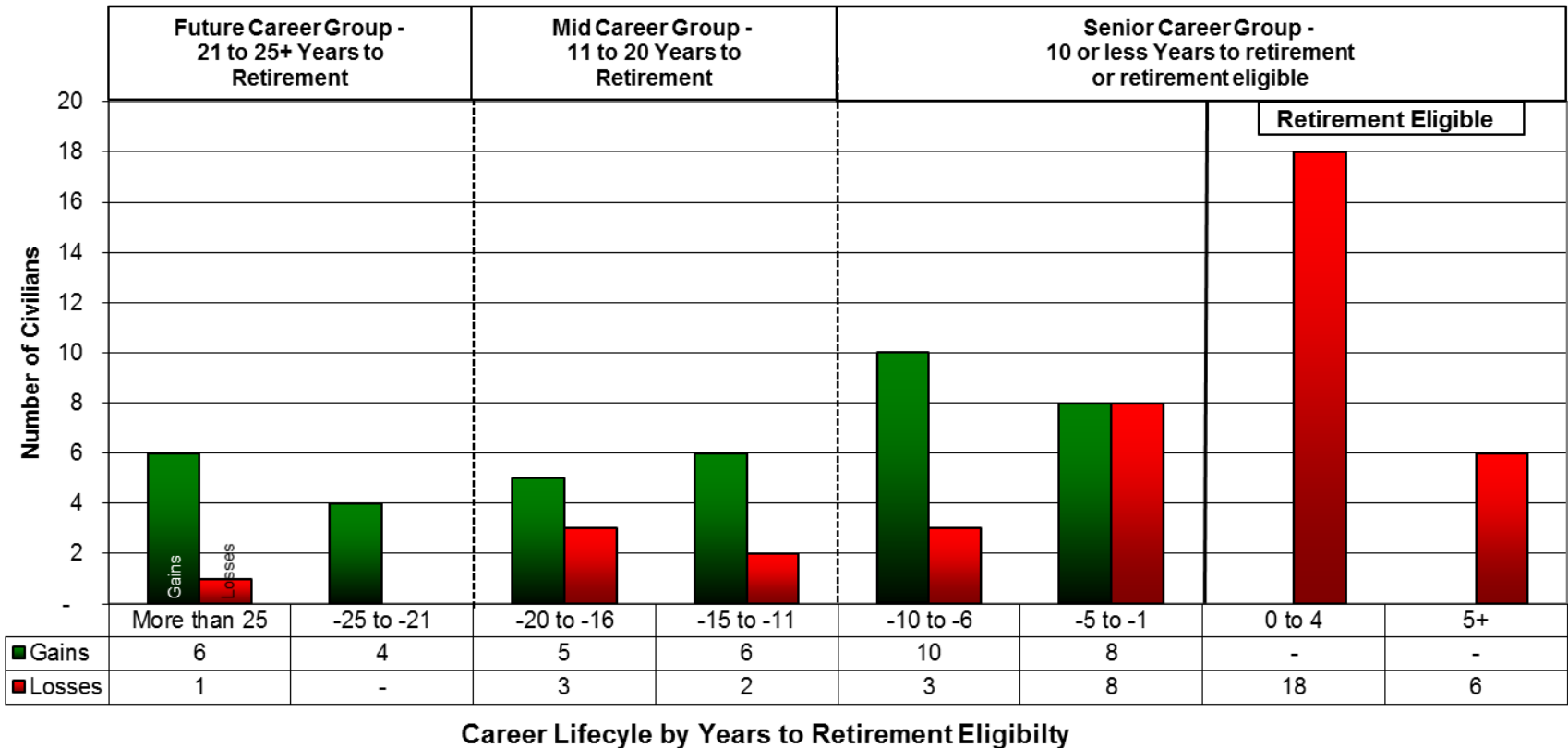


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Property

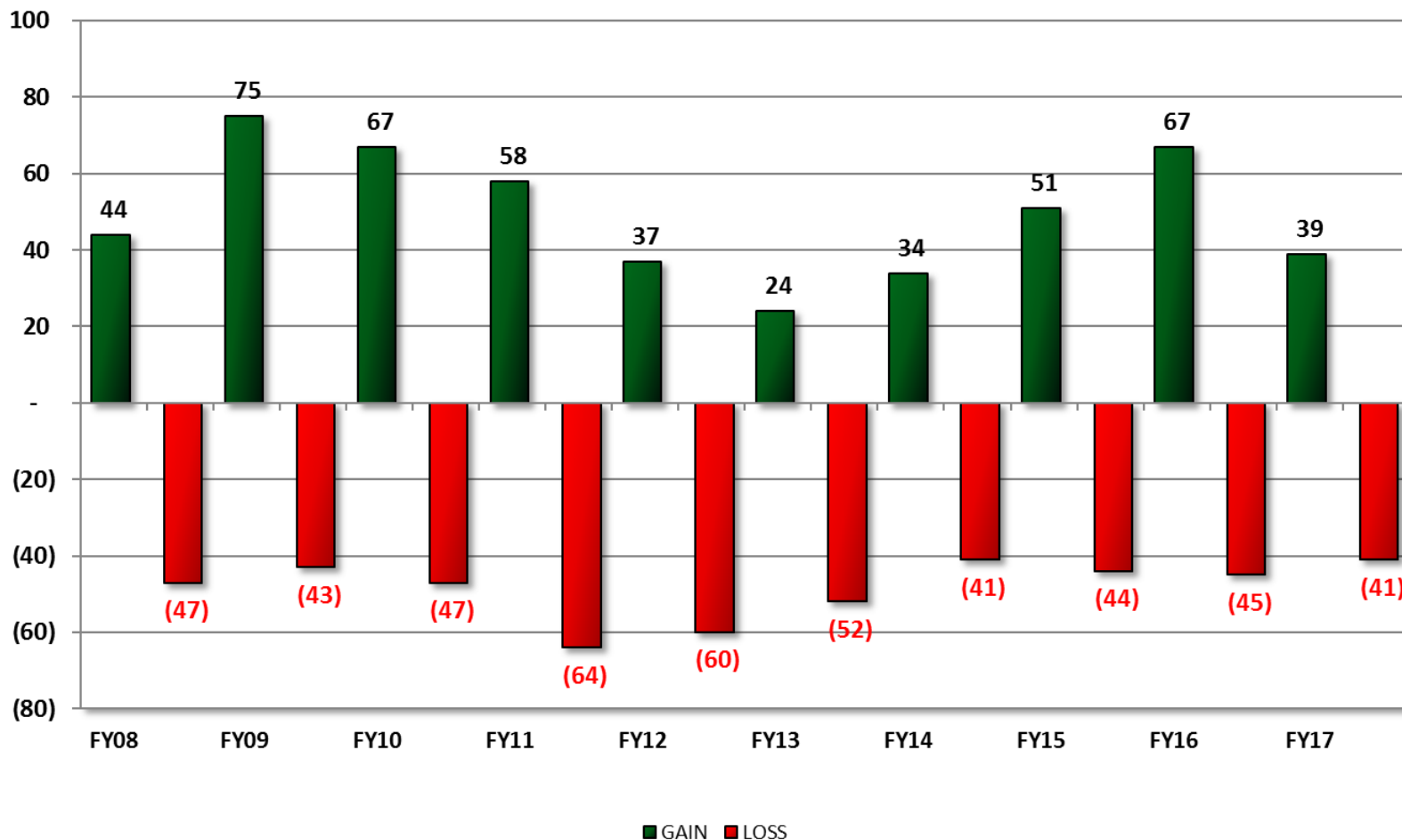
Workforce Lifecycle FY2017Q4 Gains & Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)
 *Does not include administrative gains and losses



Property Historical Gains and Losses FY08 – FY17



As of 30 Sep 2017

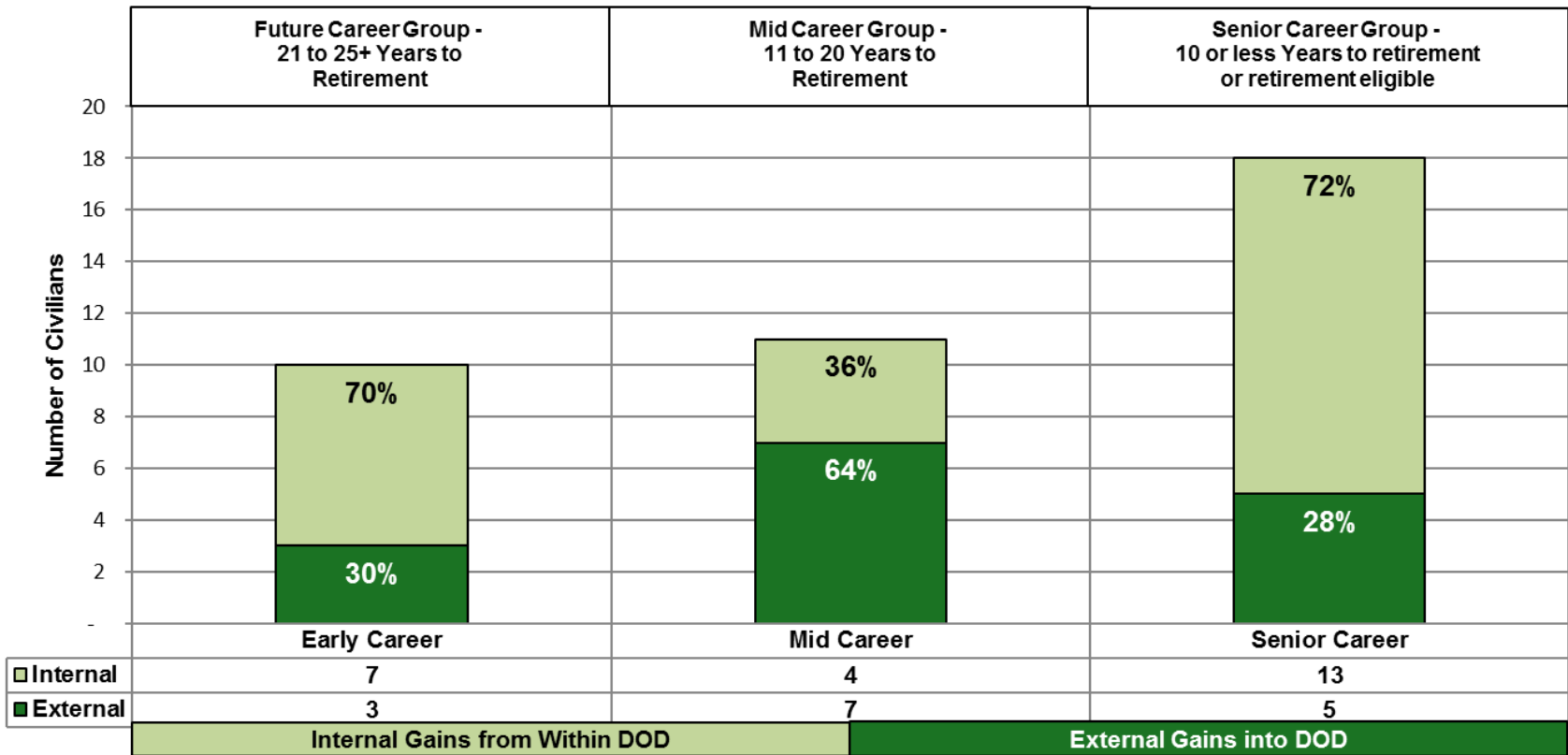


Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Property

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)

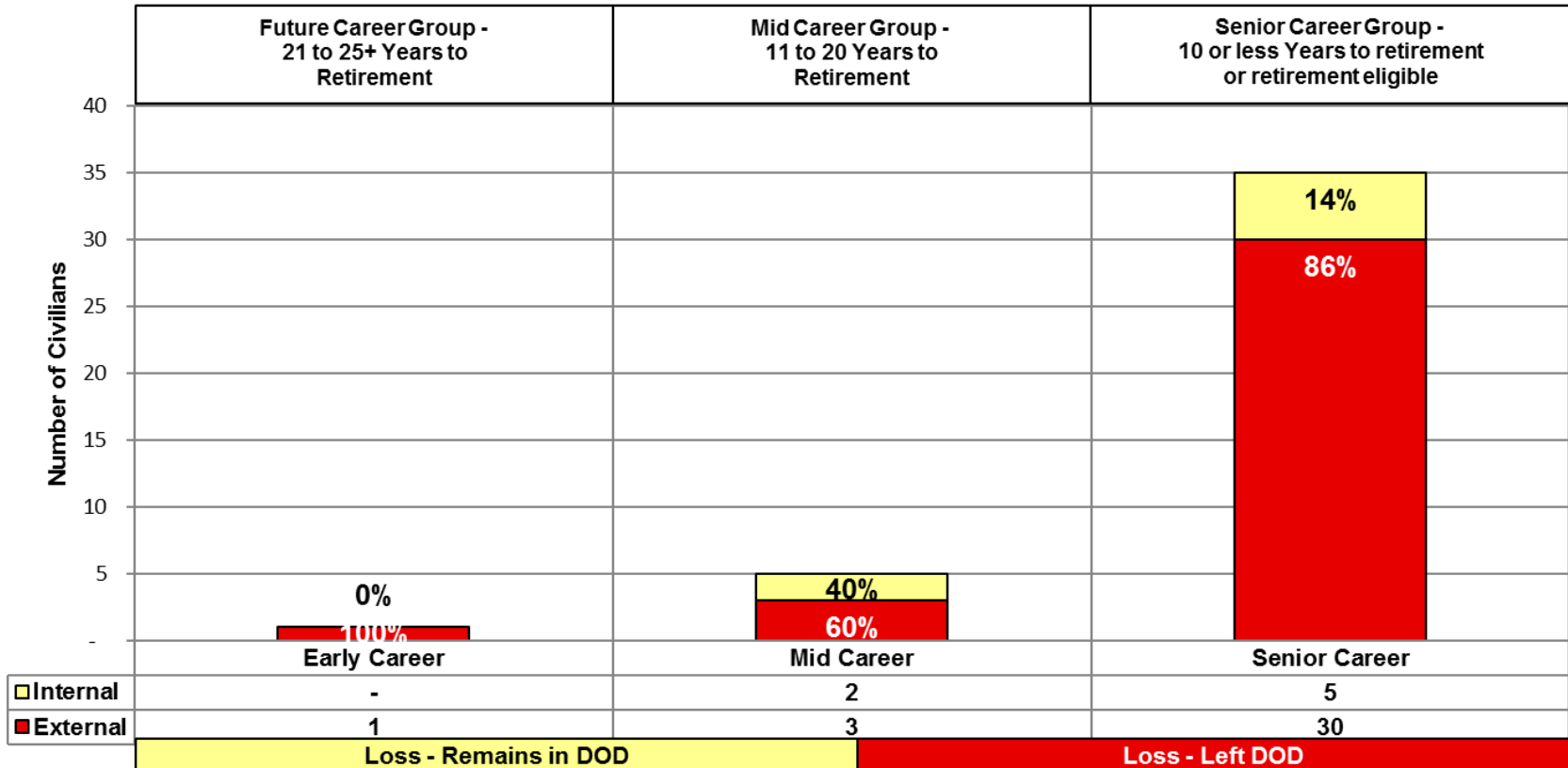


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Property

Workforce Lifecycle FY2017Q4 Losses*

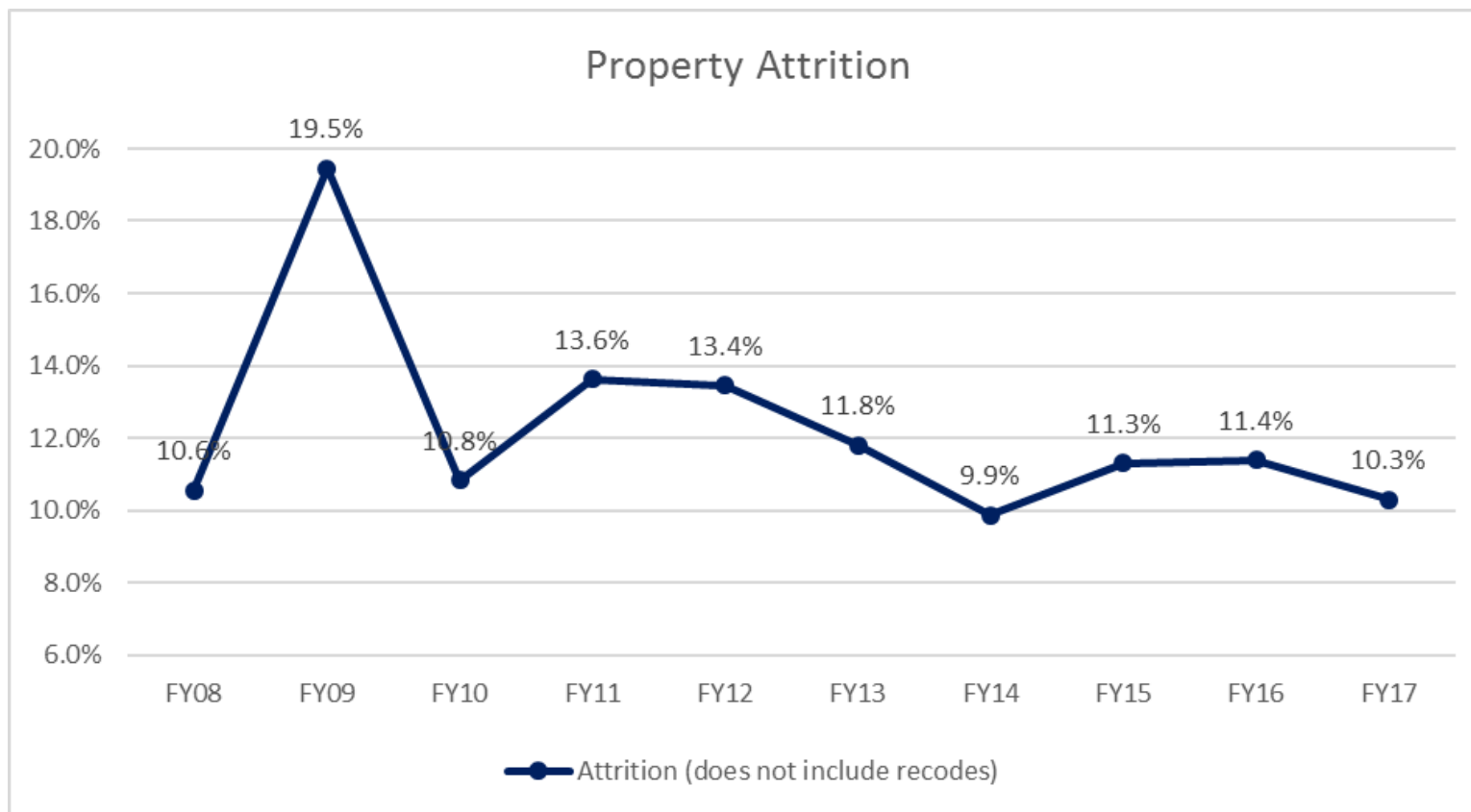


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



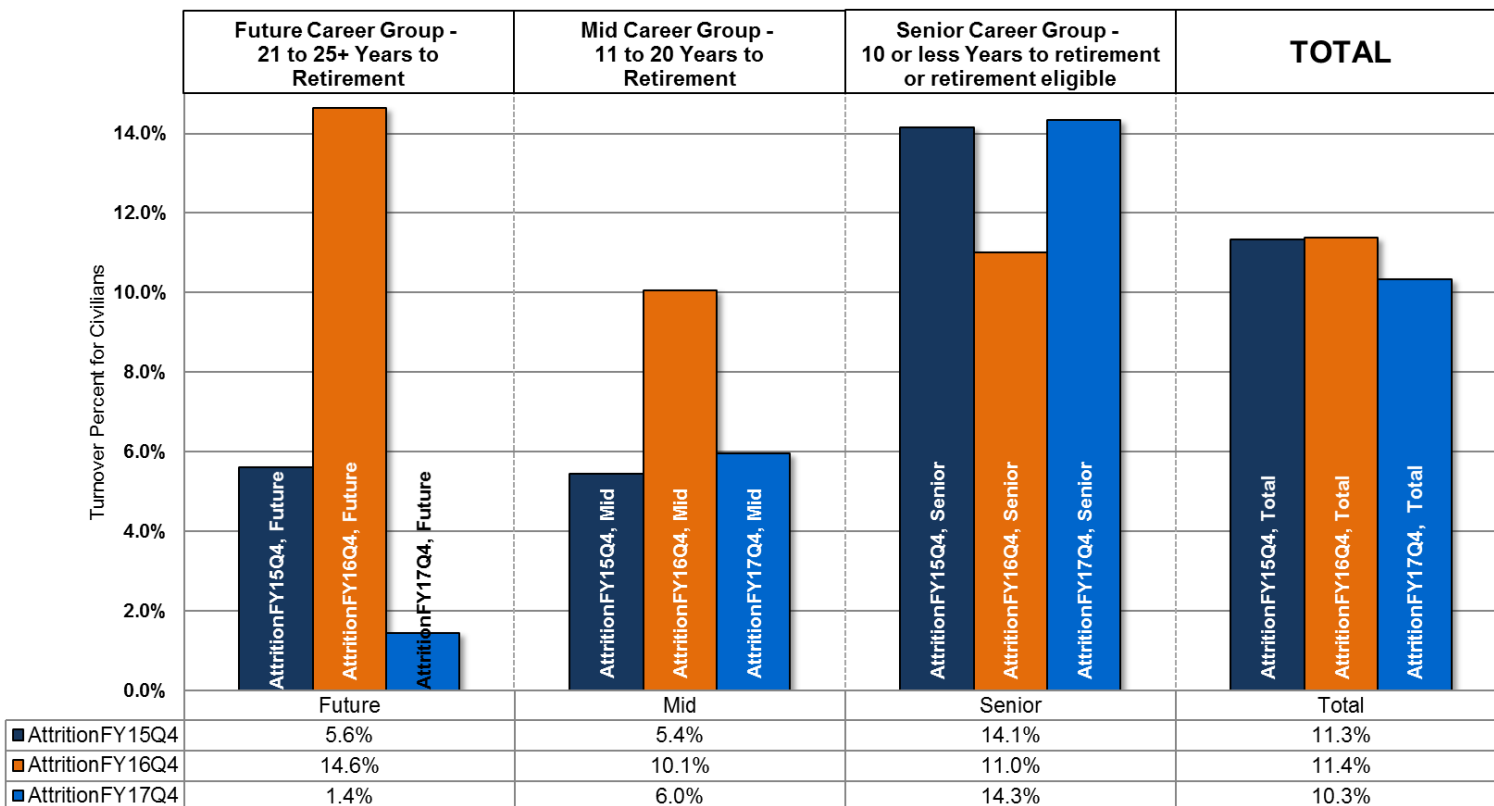
Annual Attrition Rates





Property Attrition Rates by Career Group

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



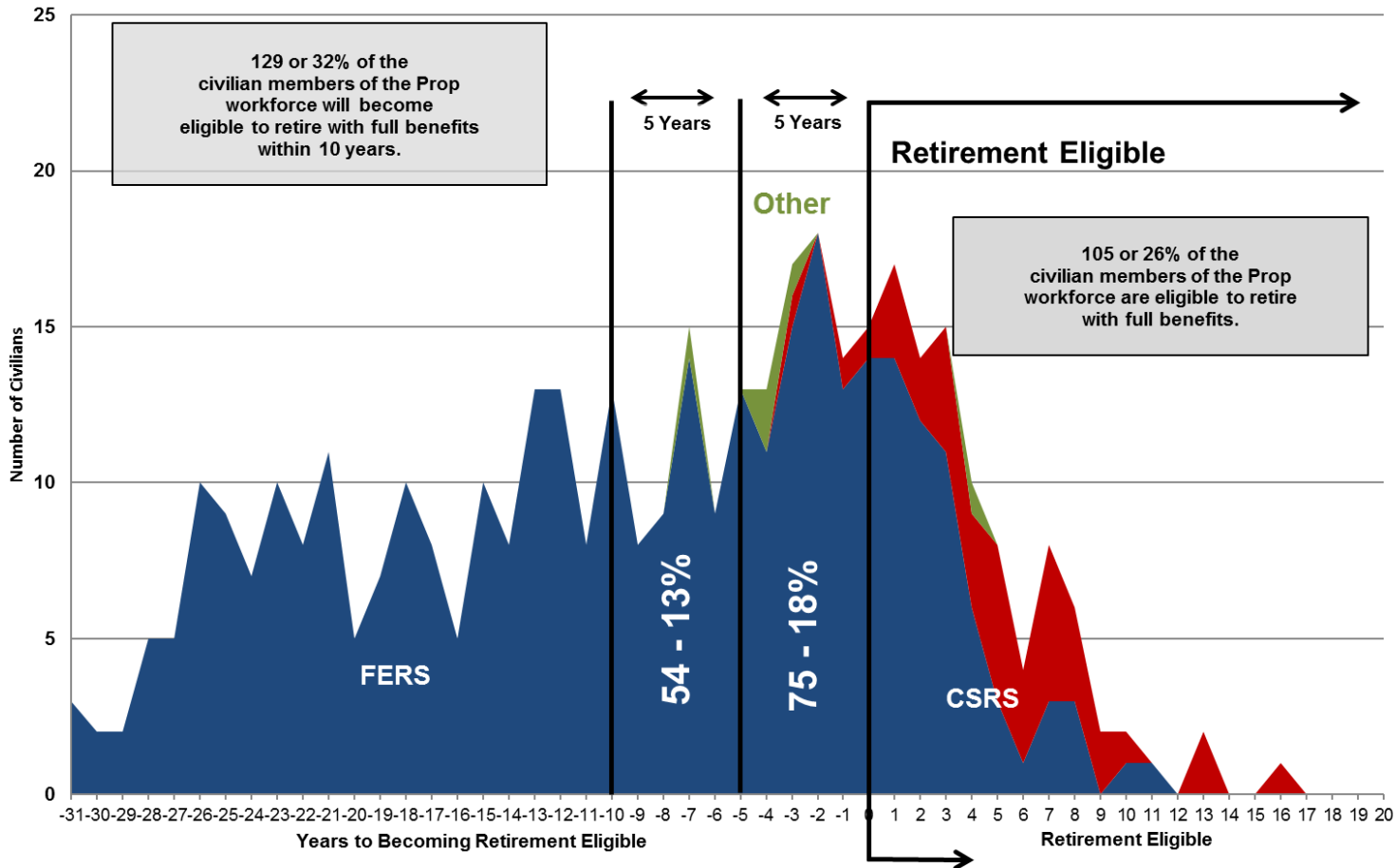


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Property

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



As of 30 Sep 2017



END