



Defense Acquisition Workforce Key Information

Purchasing

As of FY17 (30 Sept 2017)



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2017Q4			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,470	0	1,470	165,275
Change in size from 2008	-	-	-	-	24%	-100%	23%	31%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	31%		31%	84%
Graduate Degree	2%	0%	2%	29%	6%		6%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	69%		69%	86%
Level II or Higher Achieved	42%	0%	41%	61%	49%		49%	73%
Level III Achieved	21%	0%	20%	36%	4%		4%	42%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	59%		59%	76%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	36%		36%	21%
Does Not Meet Certification Requirement	15%	0%	15%	14%	6%		6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	39%		39%	33%
Average Age	51	30	50	46	48		48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	22/28/50(%)		-	26/26/48(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	239(16%)		-	25,405(17%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	261(18%)		-	25,576(17%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	333/338		-	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

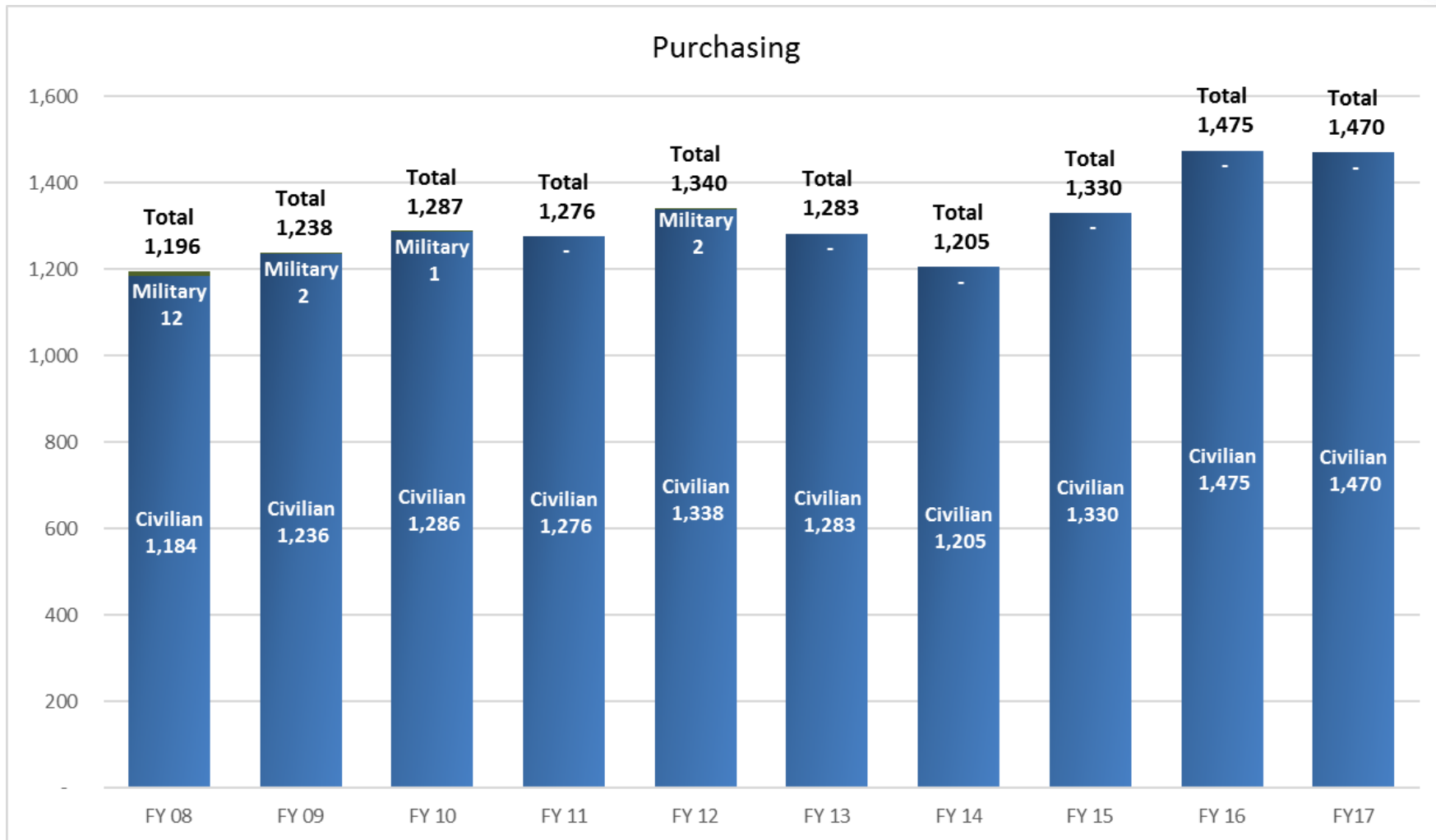
- Every Service/Agency except Army and DLA have seen decreases in the Purchasing Career Field since last year.
- Although the Purchasing attrition rate has decreased since FY15, the attrition rate still remains very high. The overall attrition rate since FY14 has hovered around 20% annually, which is the highest of all Career Fields.

Defense Acquisition Workforce DAWIA Certification Highlights

- The Meets or Exceeds Certification rate for Purchasing saw increases every year from FY09 to FY14. Since last year there has been an increase from 51% to 59%.

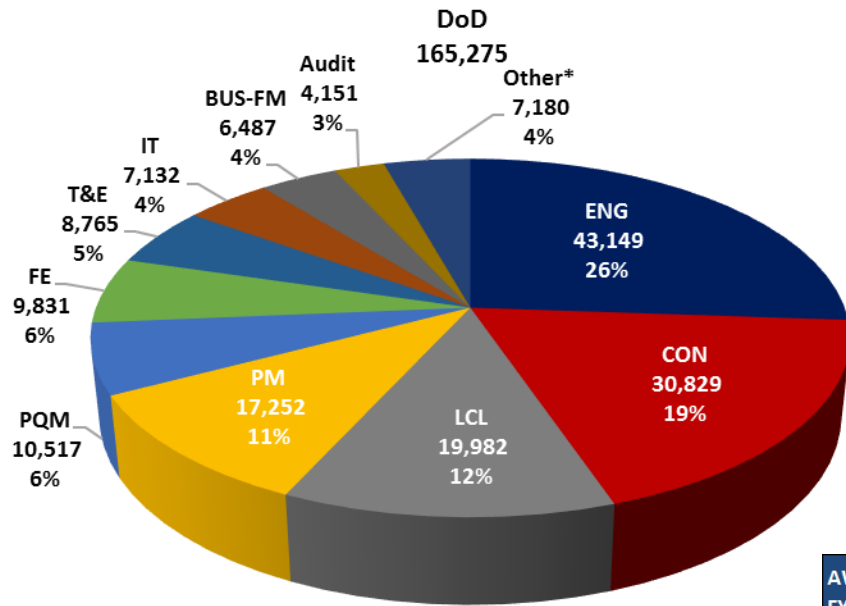


Total Historic Workforce





AWF by Component and Career Field



*Purchasing = 1,470

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%		



Purchasing Workforce Historical Size by Agency FY08 – FY17



Purchasing Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	478	496	497	462	455	435	442	435	424	407	-15%	-4%
MARINE CORPS	67	71	65	74	67	66	59	60	52	50	-25%	-4%
ARMY	319	330	351	358	382	357	265	272	365	409	28%	12%
AIR FORCE	142	146	145	131	113	97	80	79	67	62	-56%	-7%
DCMA	3	2	3	8	3	5	7	31	35	5	67%	-86%
DLA	153	162	188	199	270	279	289	398	485	502	228%	4%
DCAA	-	-	3	2	8	5	8	6	6	7		17%
MDA	3	2	1	1	1	1	1	1	1	-	-100%	-100%
DISA	13	19	17	13	15	19	15	16	16	13	0%	-19%
DTRA	1	1	2	1	2	2	2	2	1	1	0%	0%
DHA	2	-	-	10	11	9	24	20	15	13	550%	-13%
DAU	-	-	2	-	-	-	-	-	-	-		
DeCA	-	-	1	1	1	-	-	-	-	-		
WHS	1	-	-	-	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-	-	-	-100%	
DoDEA	9	6	5	7	4	2	7	4	3	-	-100%	-100%
DMEA	-	-	-	-	-	-	-	-	-	-		
DoD HRA	1	-	2	2	3	1	1	1	1	-	-100%	-100%
DTIC	1	-	-	-	-	-	-	-	-	-	-100%	
DSCA	1	1	1	1	1	1	1	1	1	-	-100%	-100%
DSS	-	-	1	1	1	1	1	1	1	1		0%
DMA	-	1	1	3	2	2	2	2	-	-		
USUHS	-	-	-	-	-	-	-	-	2	-		
NDU	1	1	2	1	-	-	-	-	-	-	-100%	
IG	-	-	-	1	1	1	1	1	-	-		-100%
TOTAL	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,475	1,470	↑ 23%	↓ 0%



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



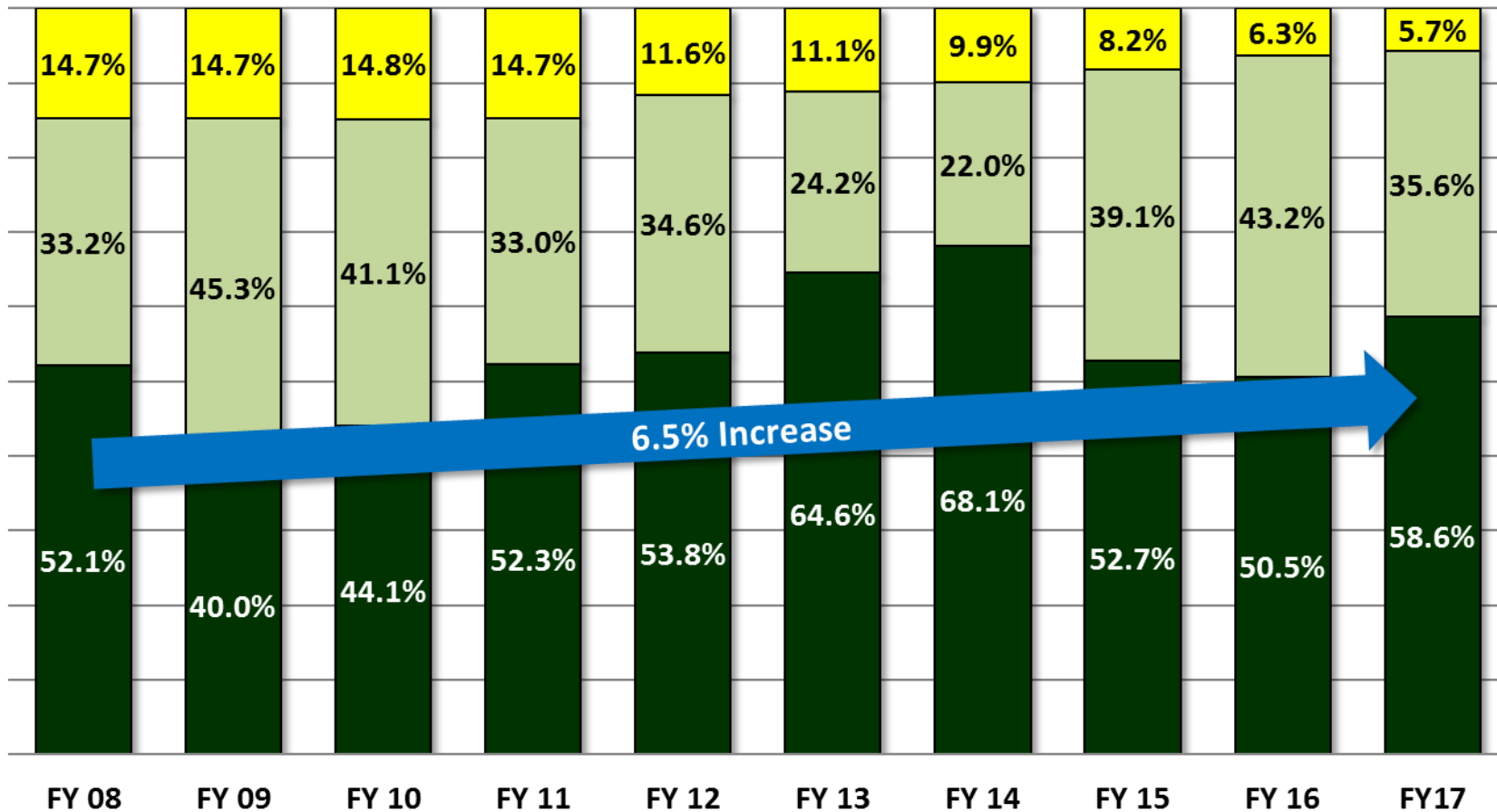
Purchasing Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	434	436	433	424	417	414	409	407	-4%
ARMY	286	293	309	365	432	441	426	409	12%
AIR FORCE	74	73	72	67	64	63	61	62	-7%
MARINE CORPS	55	48	53	52	54	52	52	50	-4%
DCMA	39	50	47	35	27	24	20	5	-86%
DLA	433	470	494	485	499	495	511	502	4%
DCAA	6	6	5	6	6	6	6	7	17%
MDA	1	1	1	1	-	-	-	-	-100%
DISA	16	15	15	16	16	16	12	13	-19%
DTRA	1	1	1	1	1	1	1	1	0%
DHA	19	19	19	15	16	15	15	13	-13%
DAU	1	-	-	-	-	-	-	-	
DoDEA	4	4	4	3	2	2	1	-	-100%
DoD HRA	1	1	1	1	-	-	-	-	-100%
DSCA	1	1	1	1	-	-	-	-	-100%
DSS	1	1	1	1	1	1	1	1	0%
DMA	2	-	-	-	-	-	-	-	
USUHS	-	2	2	2	1	1	-	-	-100%
IG	1	-	-	-	-	-	-	-	
TOTAL	1,375	1,421	1,458	1,475	1,536	1,531	1,515	1,470	↓ 0%



Purchasing Historical DAWIA Certification FY08 – FY17



Purchasing



6.5% Increase

■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

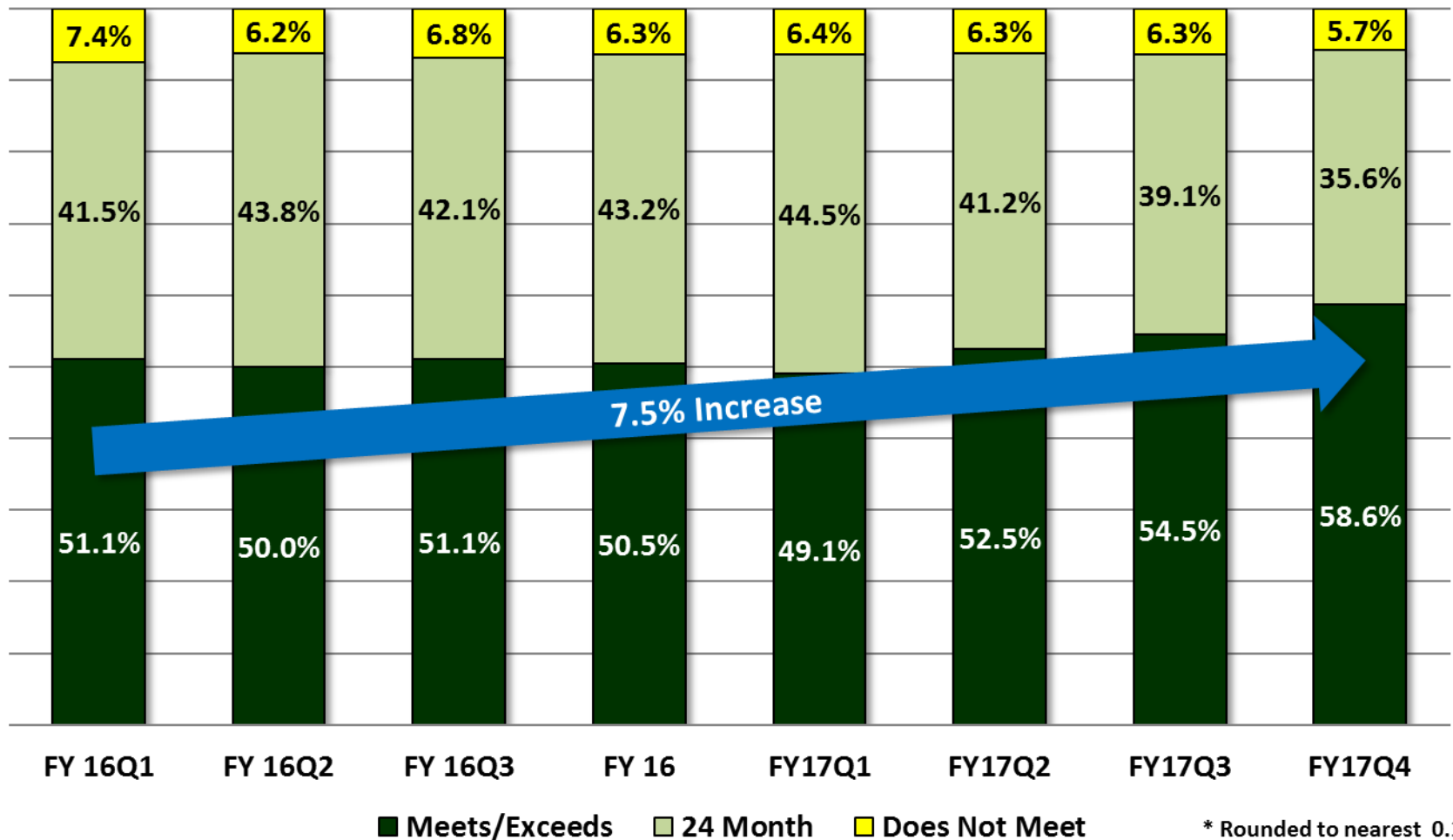
* Rounded to nearest 0.1%



Purchasing Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



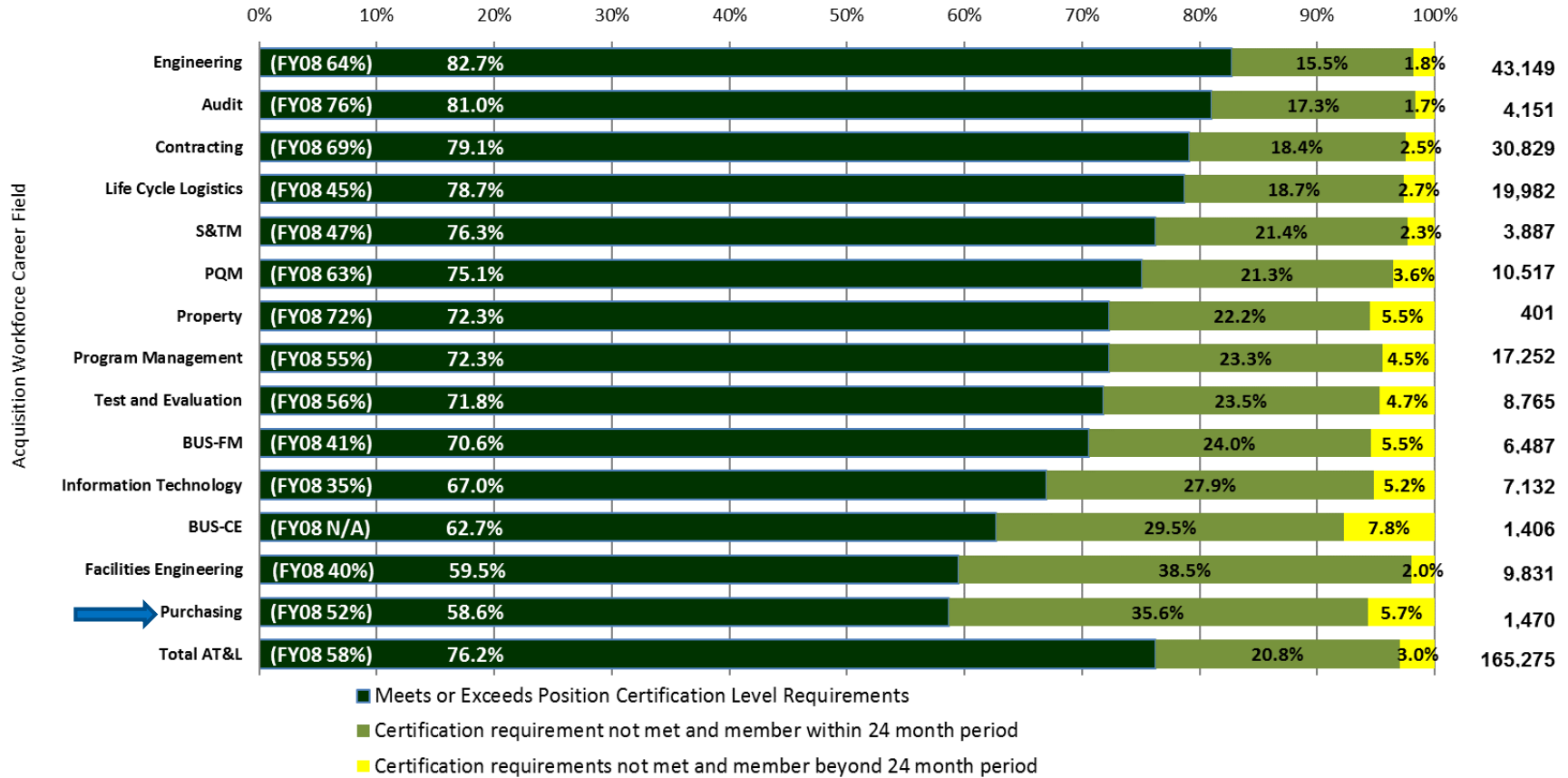
Purchasing





Purchasing DAWIA Certification by Career Field

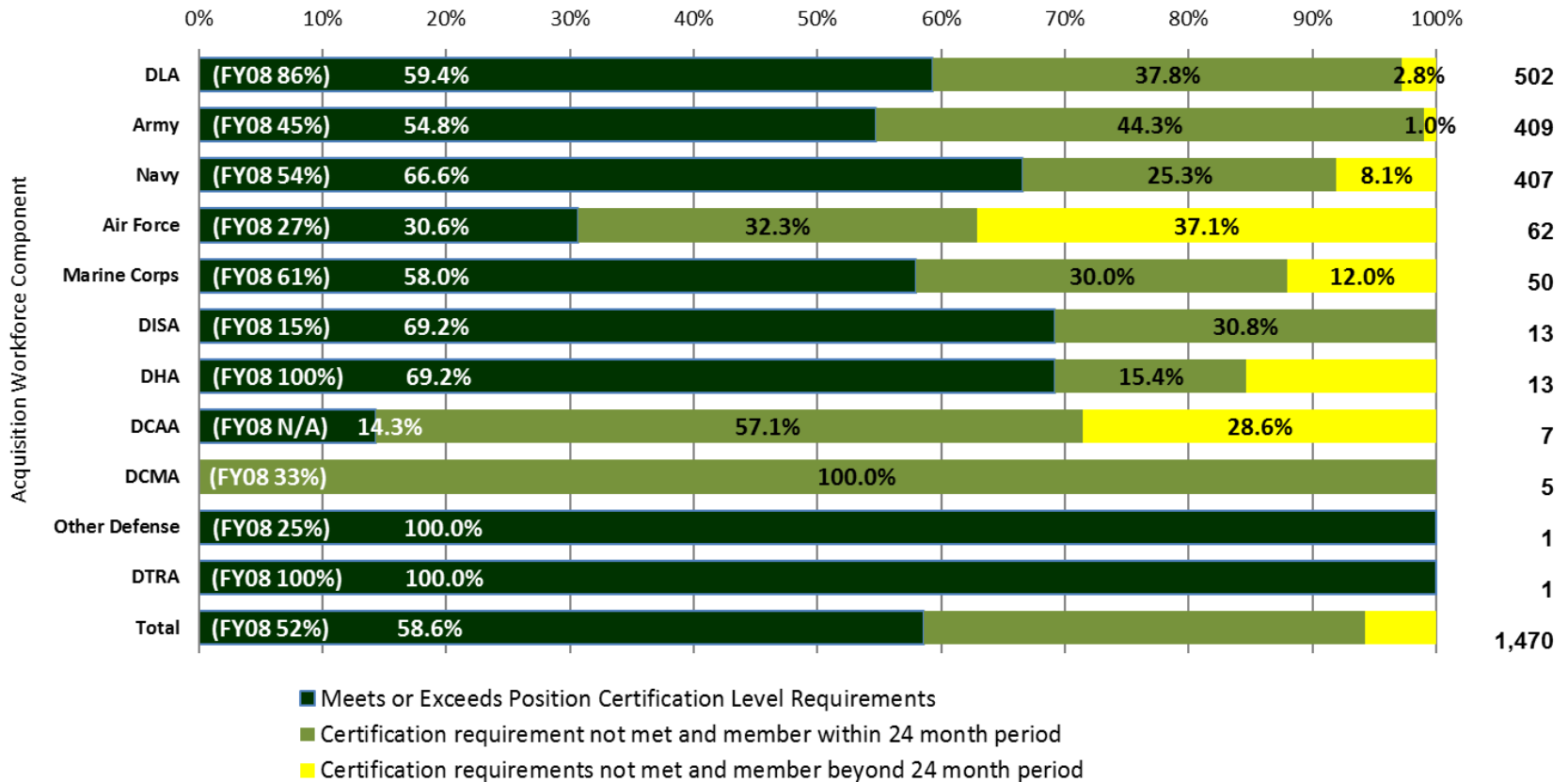
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Purchasing DAWIA Certification by Component

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





Purchasing DAWIA Certification Matrix + Bench Strength

Purchasing Required Certification Level	Achieved Certification Level				FY17 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	183	143	78	8	412	55.6%
Level II	253	142	587	43	1,025	61.5%
Level III	3	1	-	2	6	33.3%
Unspecified	16	4	6	1	27	
FY17 TOTAL	455	290	671	54	1,470	58.6%
	31.0%	19.7%	45.6%	3.7%		

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%	
Purchasing	861	58.6%	14 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	229	149	34	412	28.0%
Level II	630	358	37	1,025	69.7%
Level III	2	4	-	6	0.4%
Unspecified	1	13	13	27	1.8%
Purchasing TOTAL	862	524	84	1,470	
	58.6%	35.6%	5.7%		

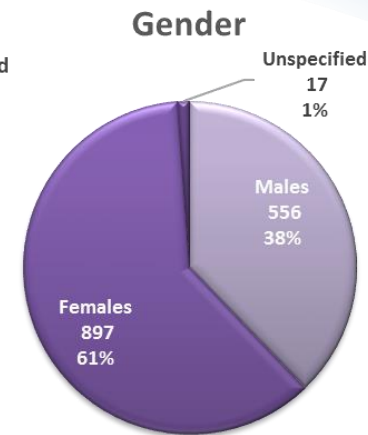
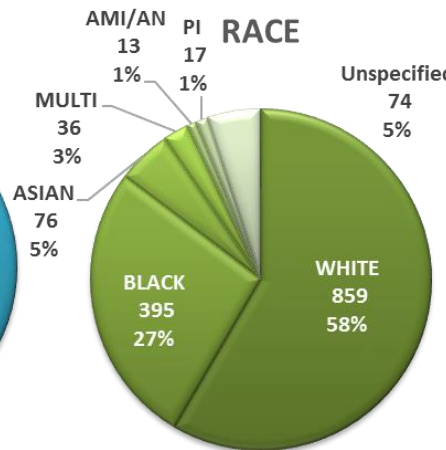
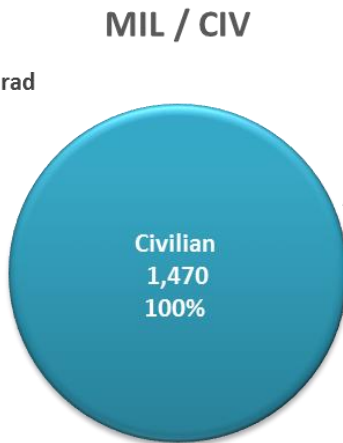
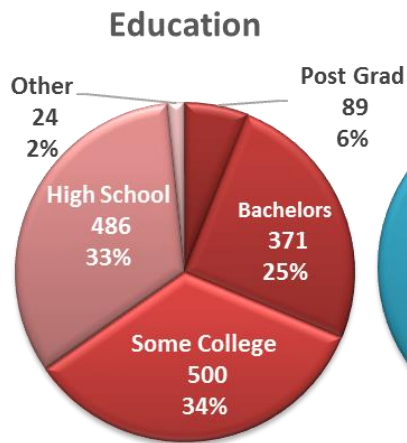
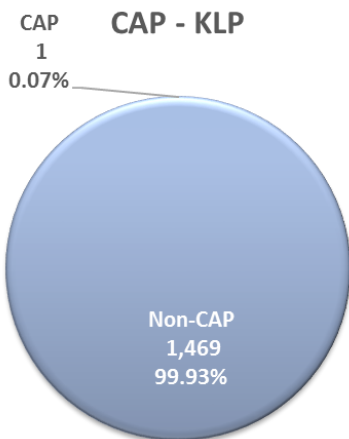
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Purchasing Demographics



Occupied Position Type	Purchasing	Entire DAW
Key Leadership Positions (KLPs)	-	1,099
Critical Acquisition Positions (CAPs)	1	16,317
Non-CAP Positions	1,469	147,679
Unknown	-	180
TOTAL	1,470	165,275

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

Highest Level of Education	Purchasing	Entire DAW
Post Grad	89	66,150
Bachelors	371	72,902
Some College	500	11,798
High School	486	12,412
Other	24	2,013
TOTAL	1,470	165,275

Military / Civilian	Purchasing	Entire DAW
Civilian	1,470	149,782
Military	-	15,493
TOTAL	1,470	165,275

Race	Purchasing	Entire DAW
WHITE	859	121,814
BLACK	395	19,900
ASIAN	76	10,981
MULTI	36	4,110
AMI/AN	13	947
PI	17	823
Unspecified	74	6,700
TOTAL	1,470	165,275

Gender	Purchasing	Entire DAW
Males	556	116,087
Females	897	47,702
Unspecified	17	1,486
TOTAL	1,470	165,275



Purchasing Size by Occupational Series

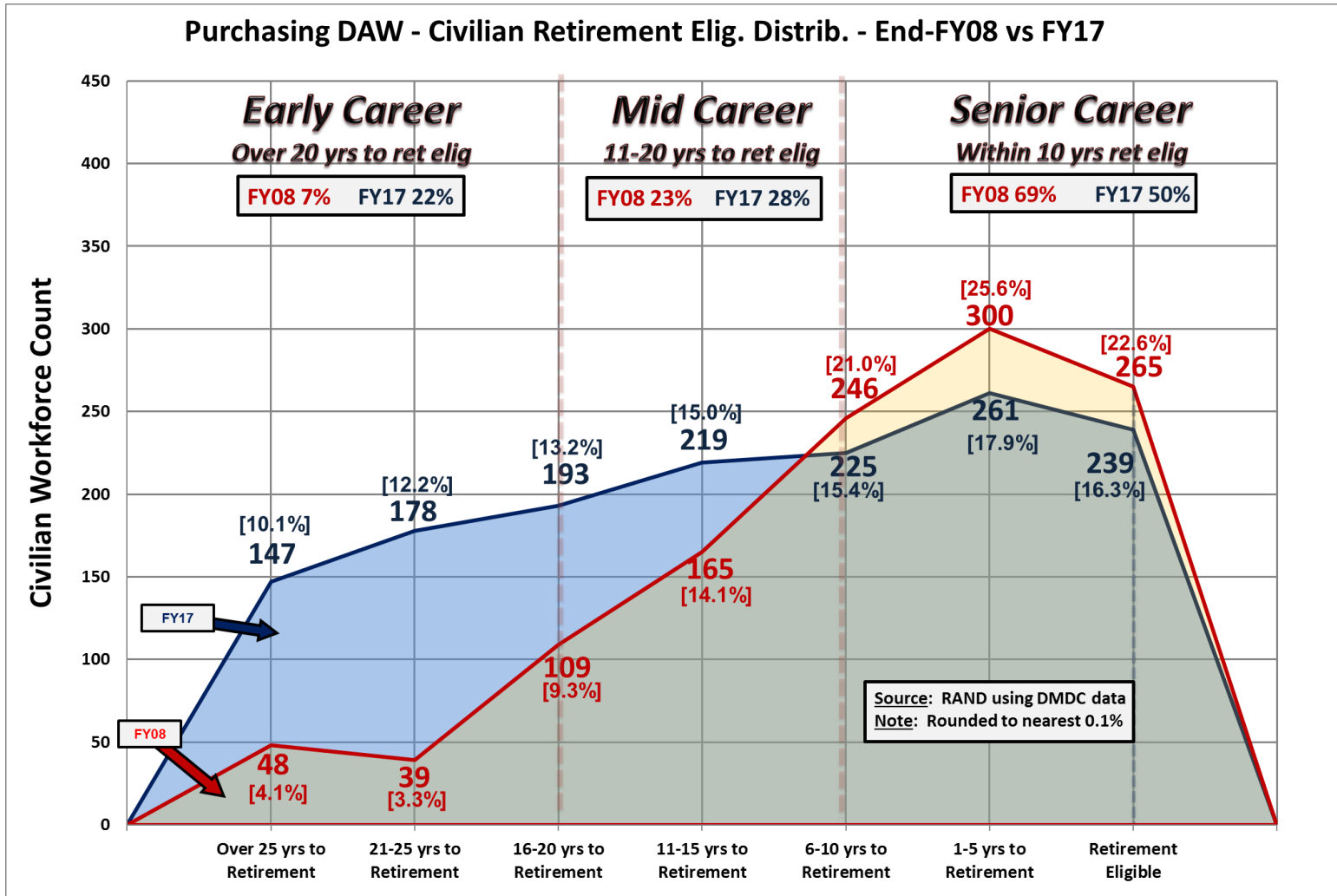
Civilian Occupational Series	Purchasing	
1105 - Purchasing Agent	1,399	95.2%
1101 - Business and Industry Specialist	45	3.1%
1106 - Procurement Clerk / Technician	1	0.1%
0301 - Administration & Program Staff	4	0.27%
0343 - Management and Program Analyst	4	0.27%
1102 - Contract Specialist	3	0.20%
1910 - Quality Assurance Specialist	3	0.20%
2003 - Supply Management Specialist	2	0.14%
<i>Other</i>	9	0.61%
TOTAL CIVILIAN	1,470	Civilians



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



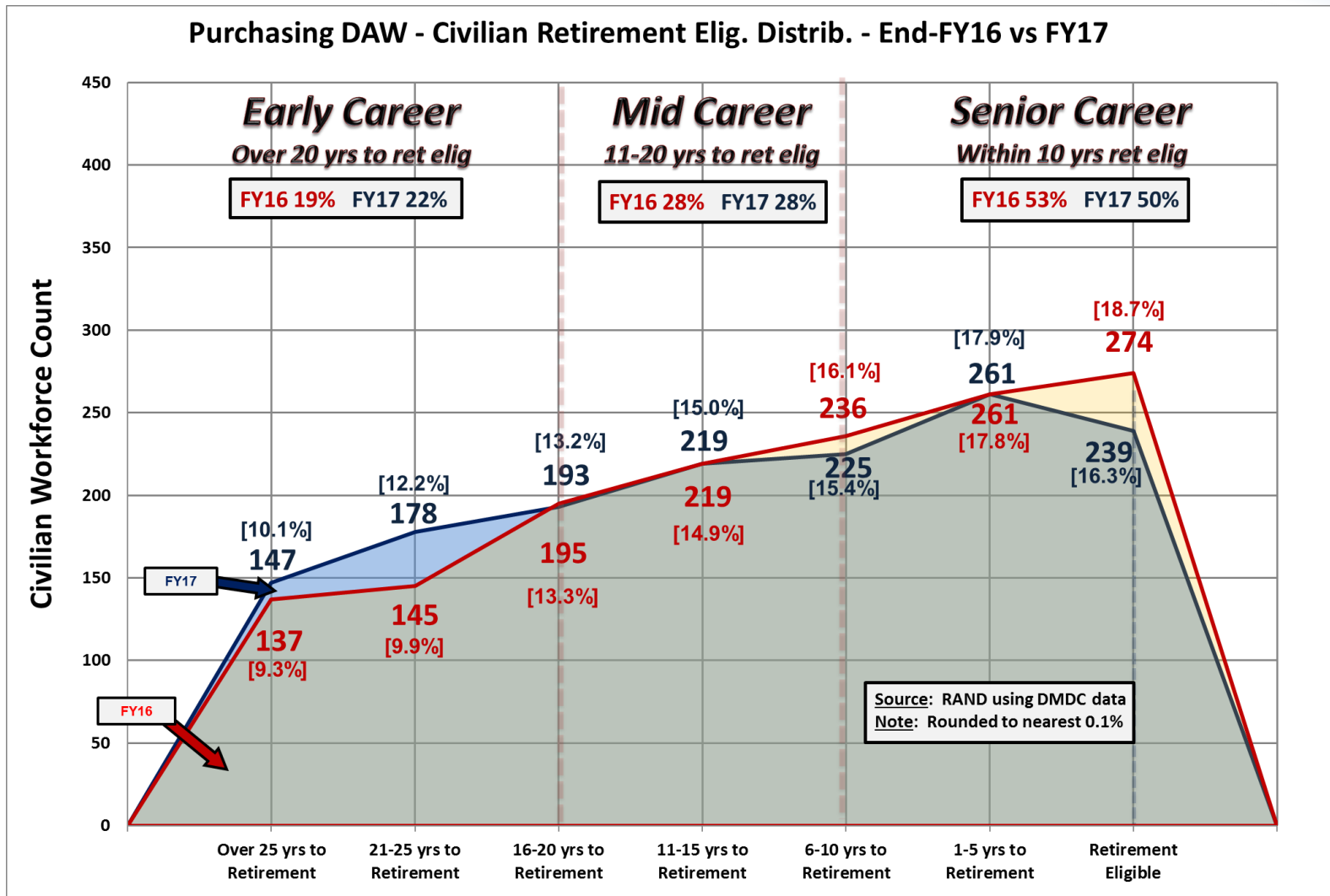
Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY17



As of 30 Sep 2017



Purchasing Civilian Retirement Eligibility Distribution – FY16 / FY17



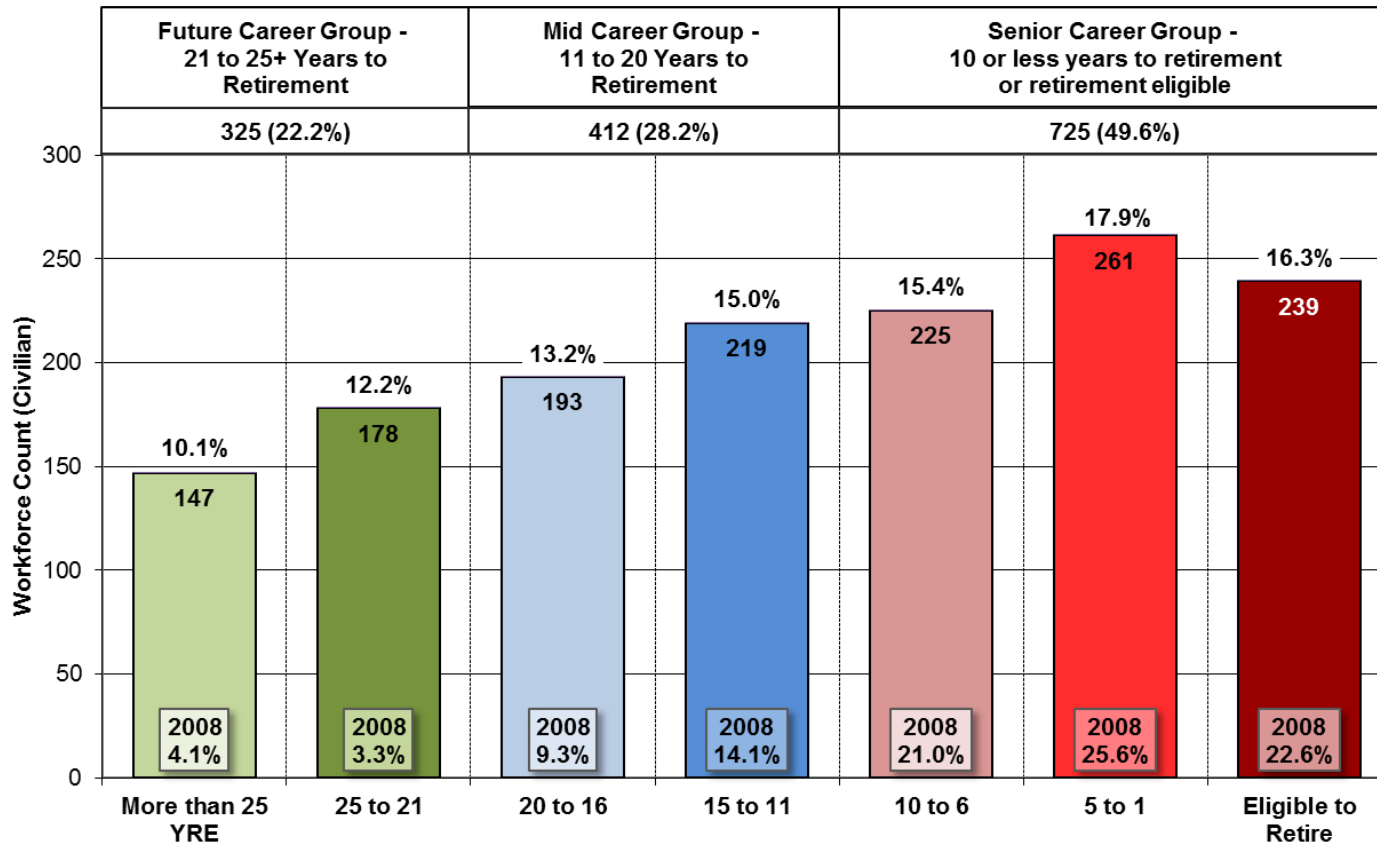
As of 30 Sept 2017



Purchasing Workforce Lifecycle Model by YRE



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



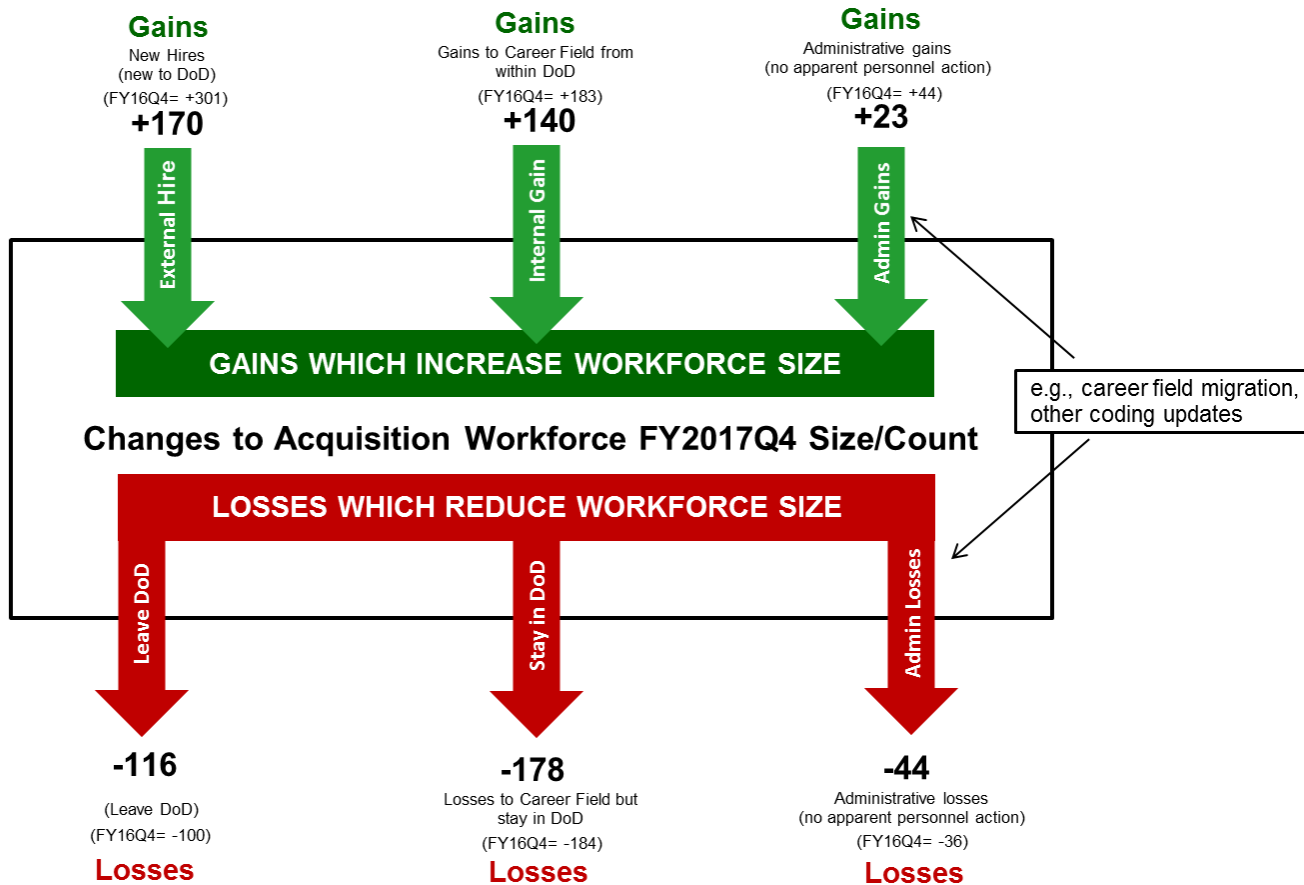
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2017Q4) - Purchasing and

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



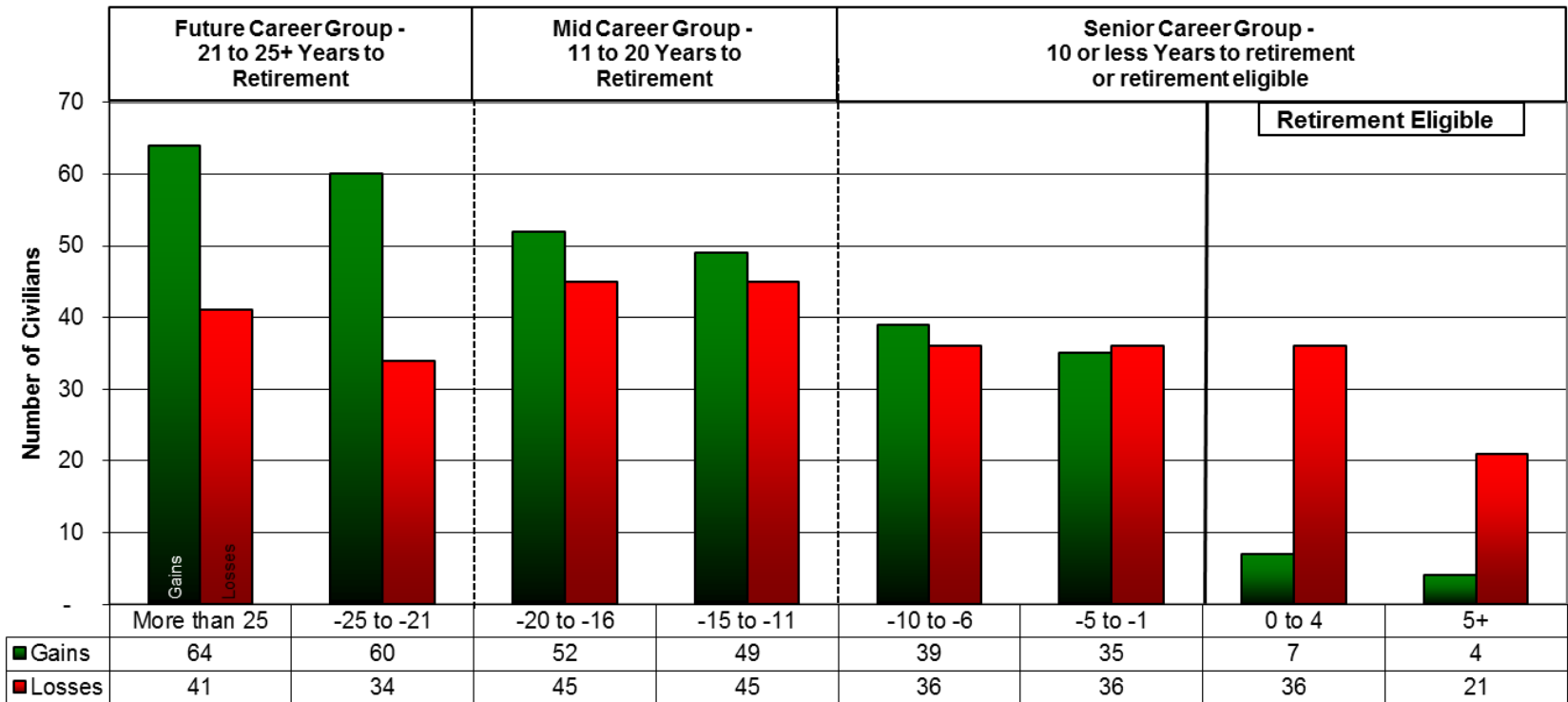


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2017Q4 Gains & Losses*



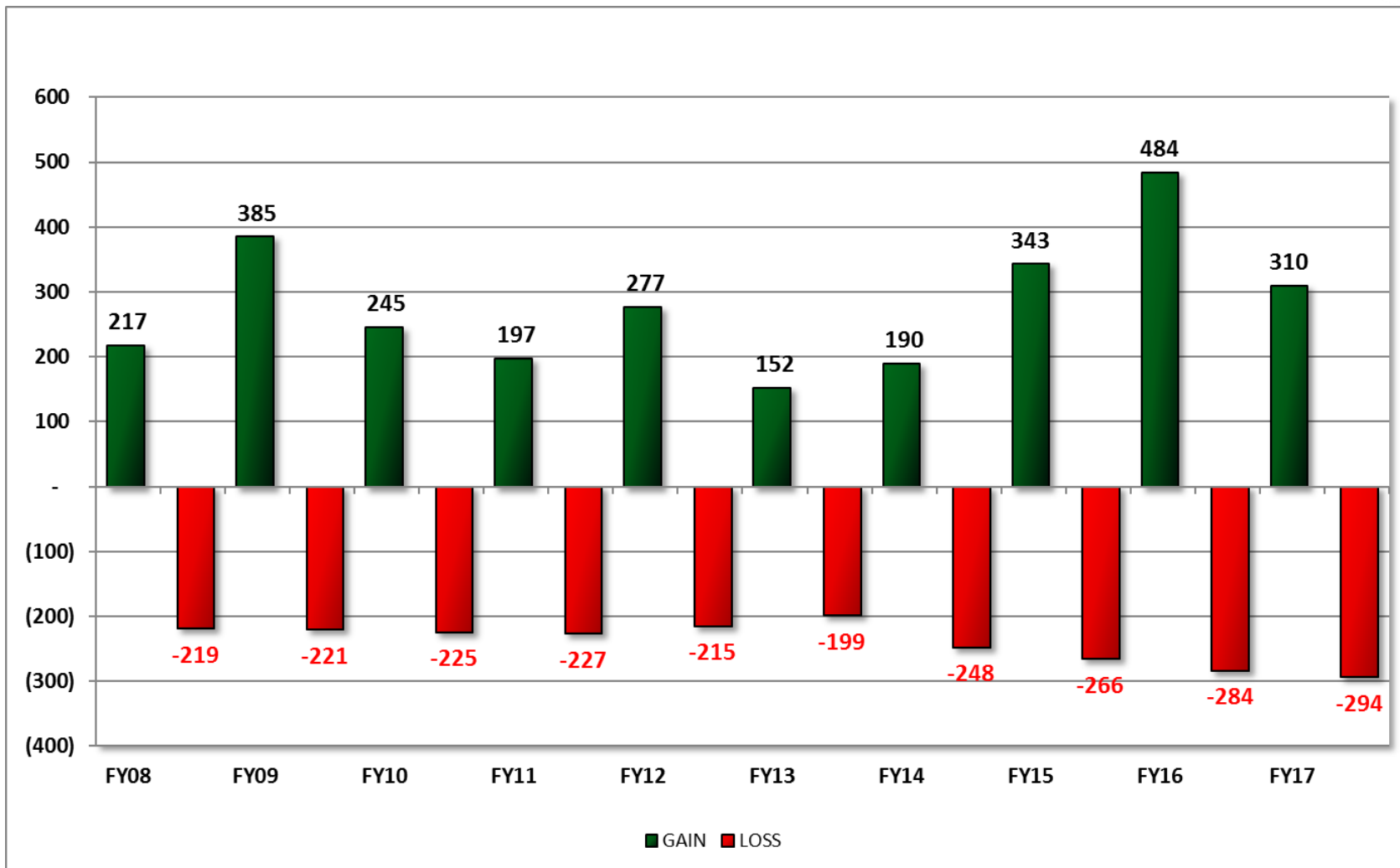
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Purchasing Historical Gains and Losses FY08 – FY17



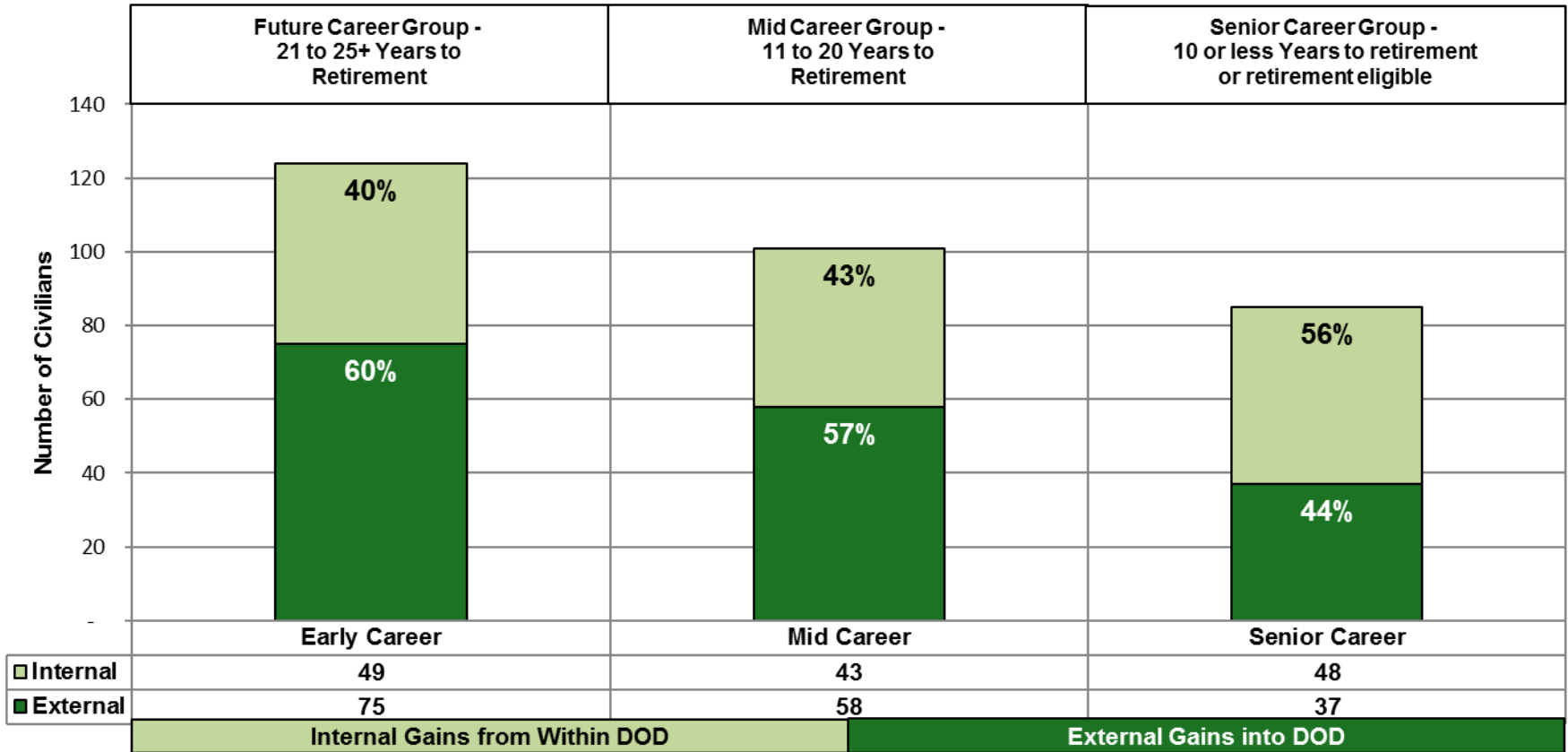
As of 30 Sep 2017



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement 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)

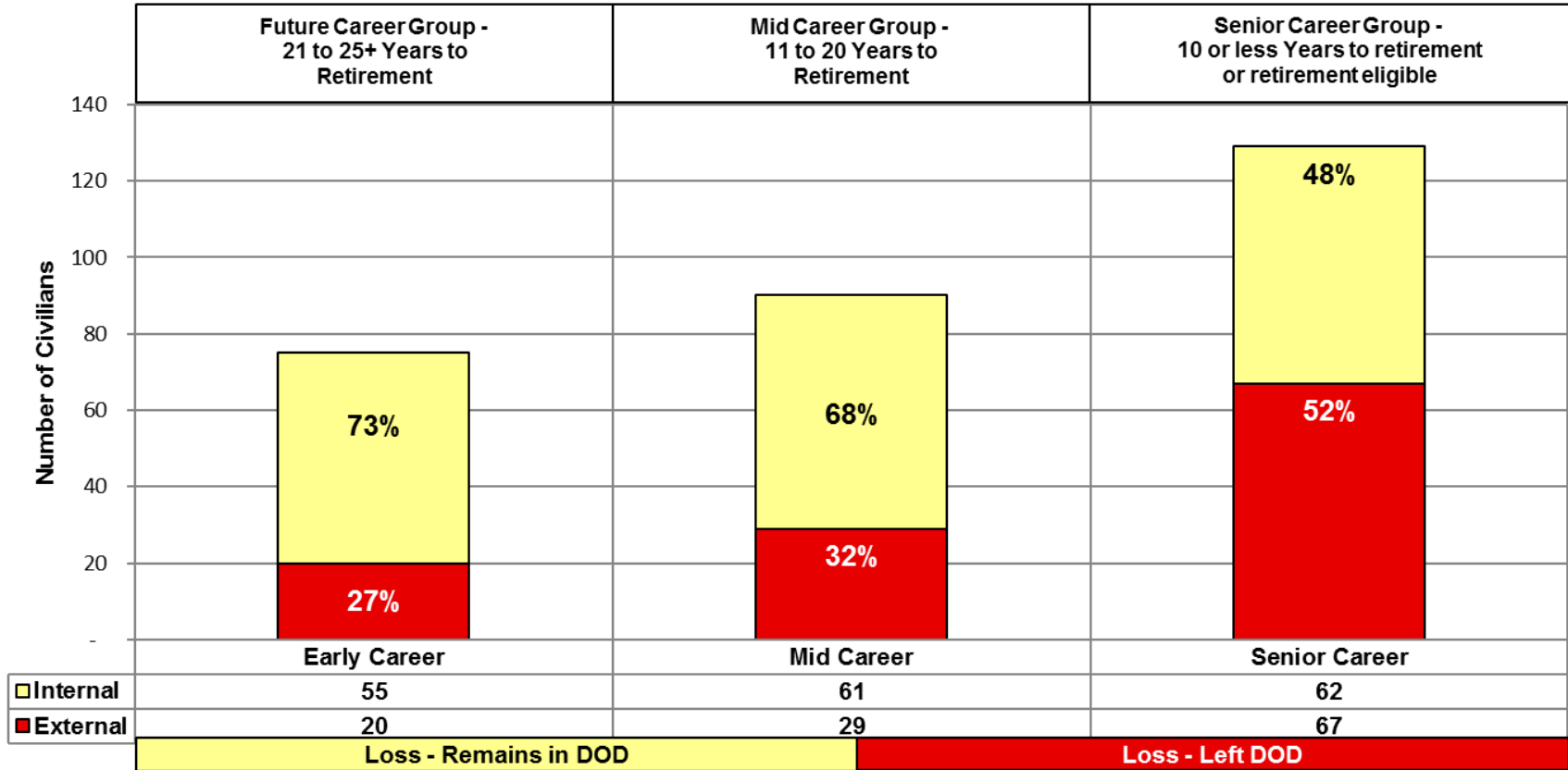


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2017Q4 Losses*

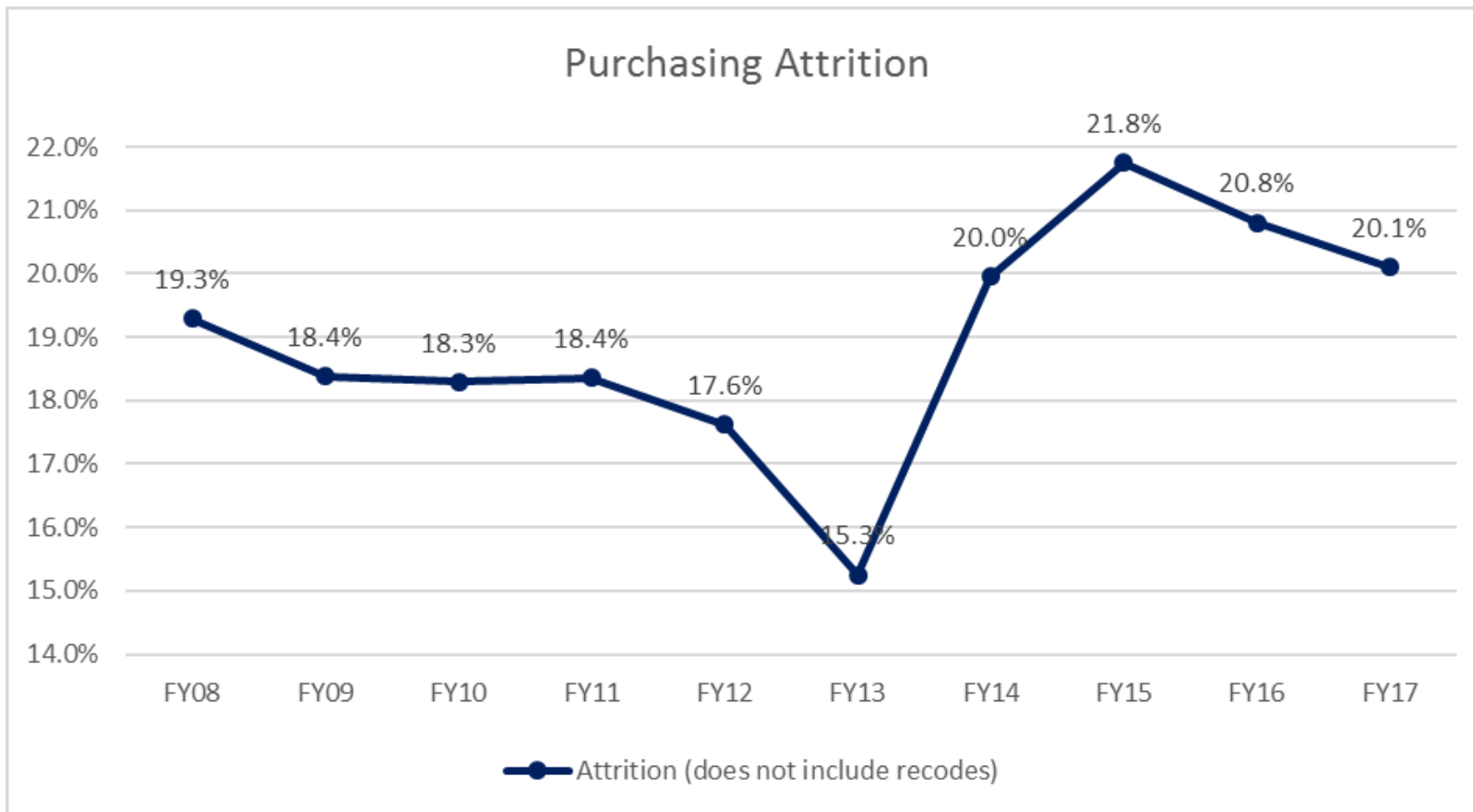


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

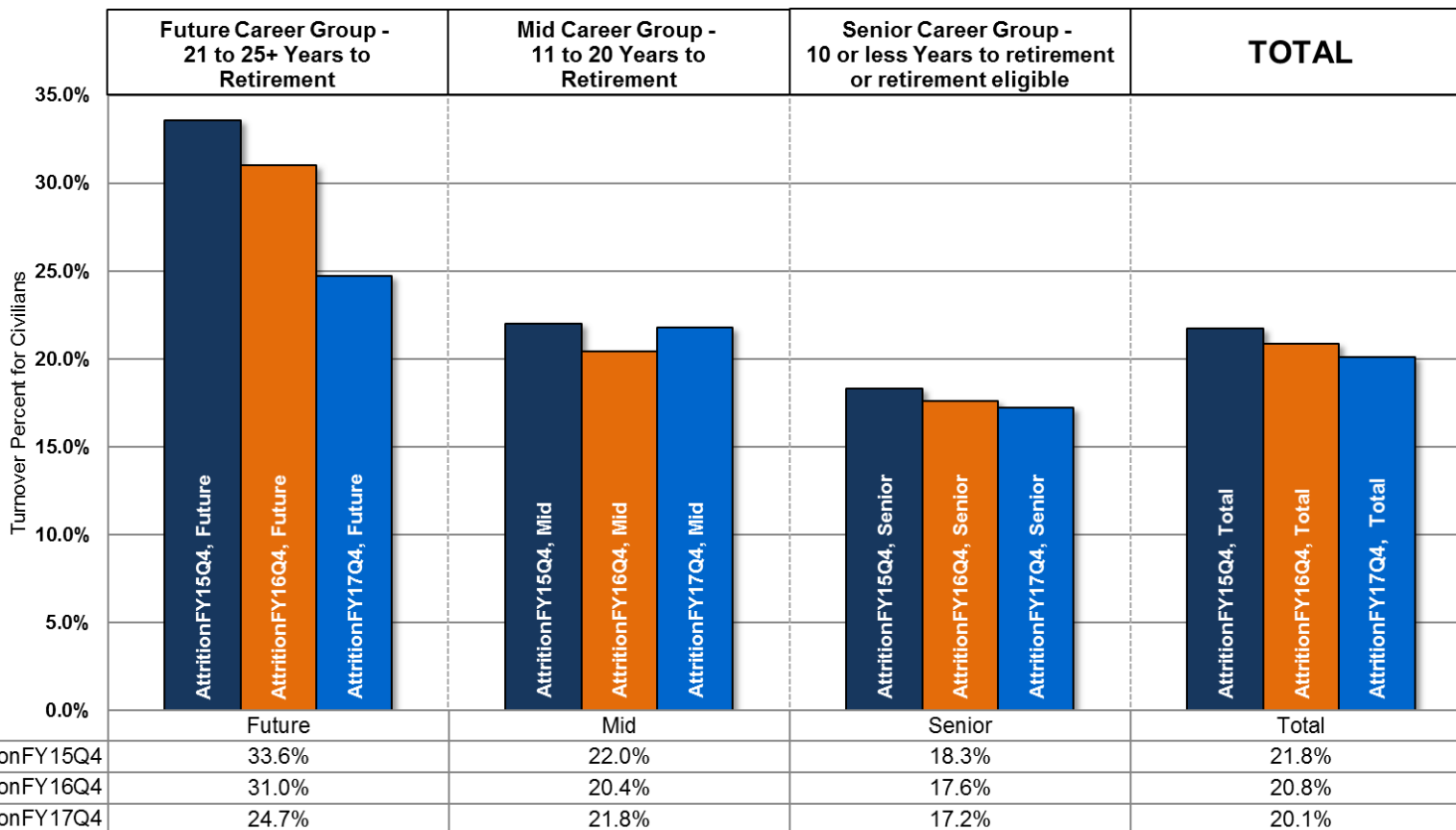




Purchasing Attrition Rates by Career Group



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



As of 30 Sep 2017

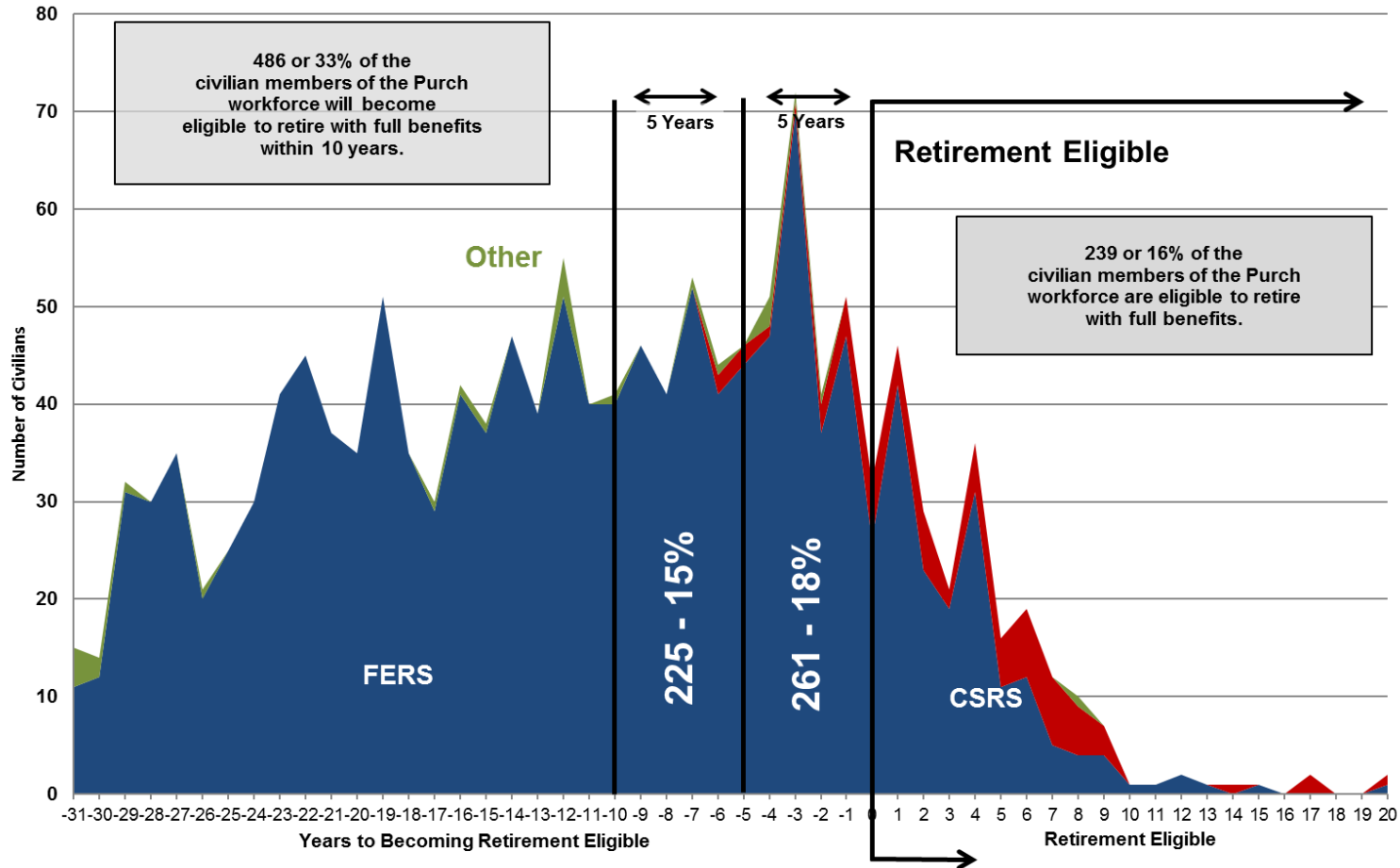


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purchasing and Procurement

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



As of 30 Sep 2017



END