



# Defense Acquisition Workforce Key Information

OVERALL

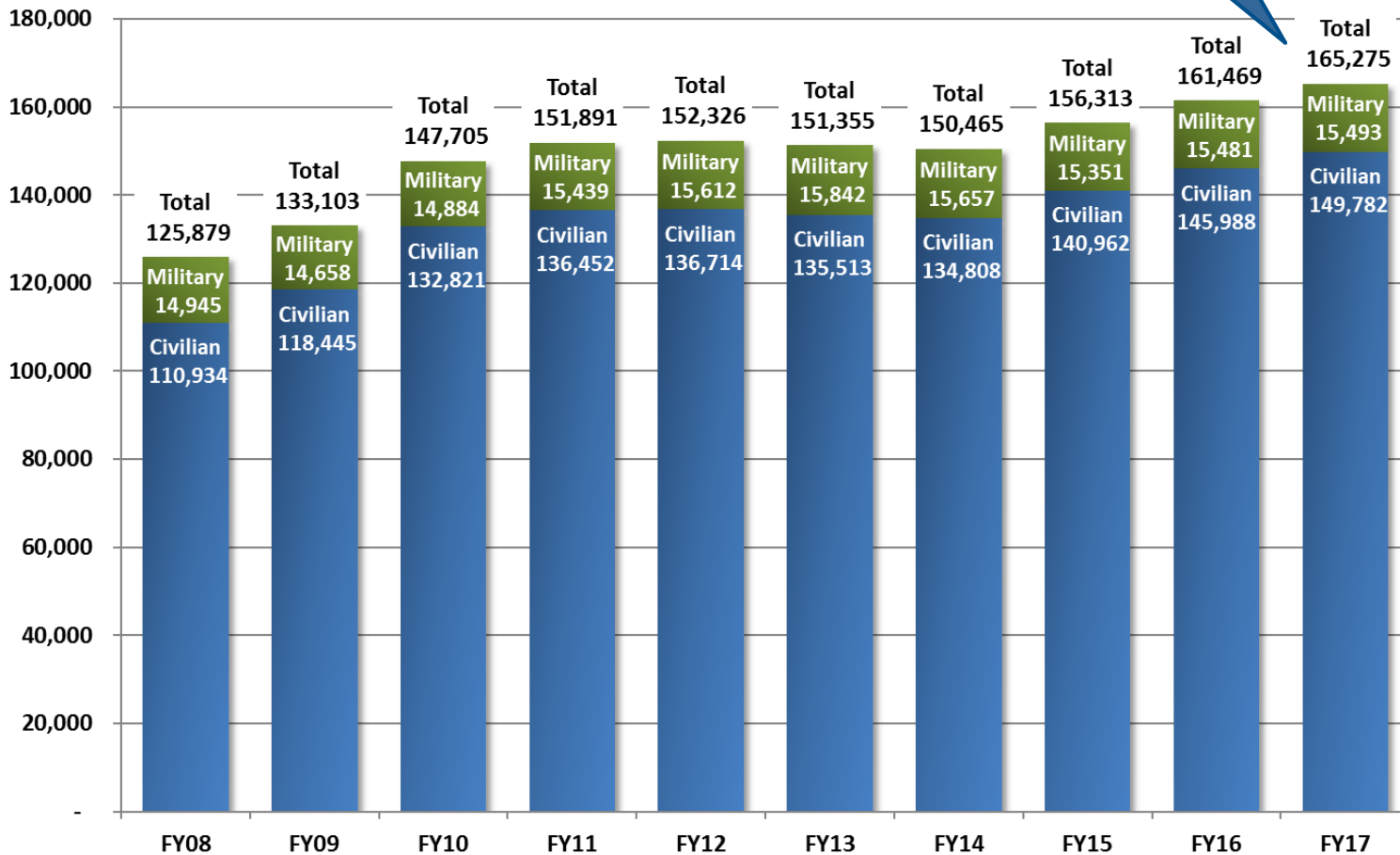
As of FY17Q4 (30 September 2017)



# AWF – Annual Historical Workforce Size FY08 – FY17



## AWF Overall



2.4% (+3,806)  
increase since  
2016

85% (+3,246) of  
increase occurred in  
Army (+1,754)  
DoN (+915)  
DLA (+577)

78% (+2,968) of  
increase occurred in  
FE (+1,961)  
ENG (+711)  
IT (+296)



# Fact Sheet



## Human Capital Fact Sheet

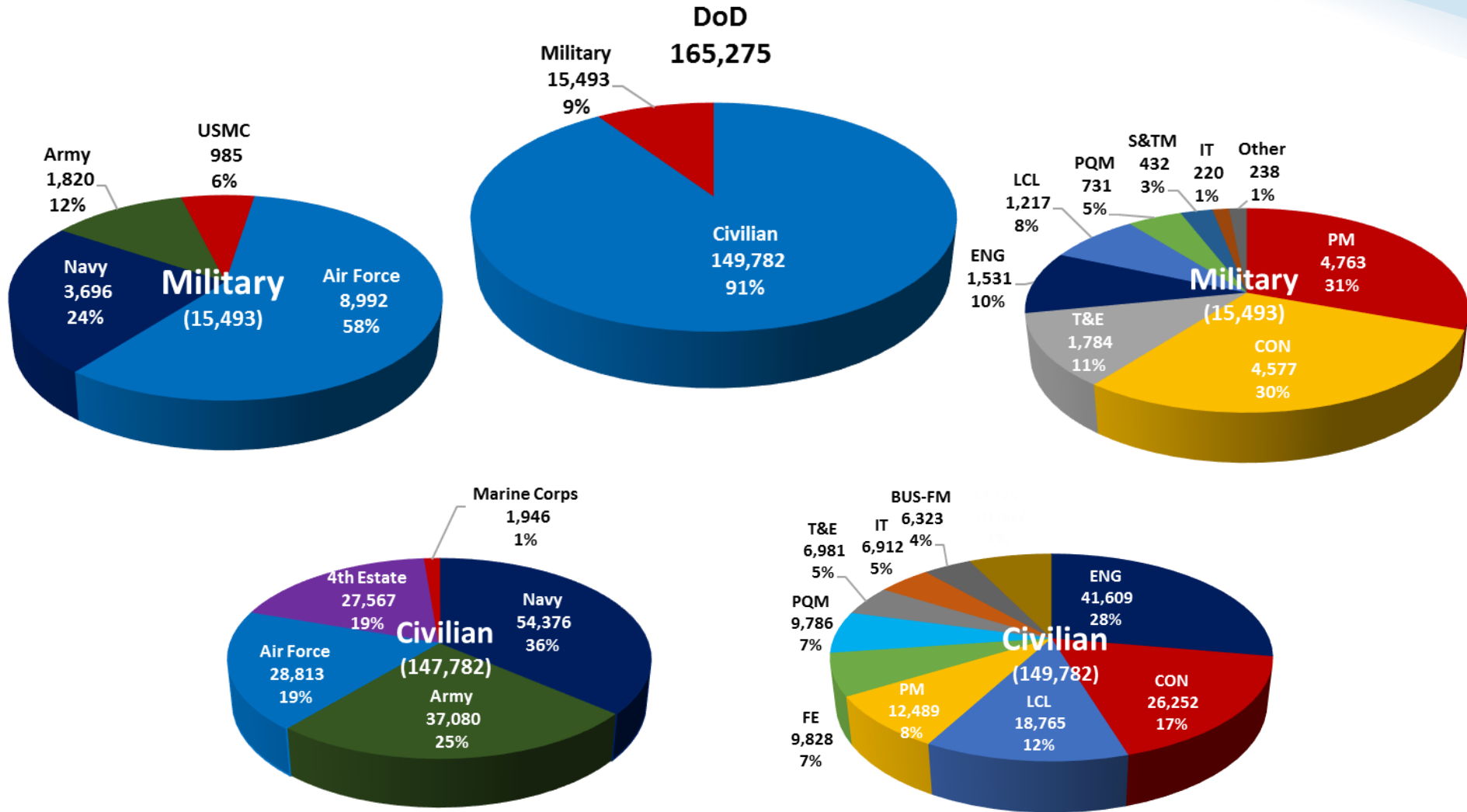
Defense Acquisition Workforce AT&L	FY 2008			FY2017Q4		
	AT&L Civilian (Civ)	AT&L Military (Mil)	Total AT&L (Civ+Mil)	AT&L Civilian (Civ)	AT&L Military (Mil)	Total AT&L (Civ+Mil)
<b>Size &amp; Composition</b>						
Workforce Size	110,934	14,945	125,879	149,782	15,493	165,275
Change in size from 2008	-	-	-	35%	4%	31%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
<b>Educational Attainment</b>						
Bachelor's Degree or Higher	77%	81%	77%	84%	83%	84%
Post Graduate Degree	26%	44%	29%	39%	53%	40%
<b>Certification (Cert)</b>						
Level I or Higher Achieved	73%	61%	72%	87%	75%	86%
Level II or Higher Achieved	63%	41%	61%	31%	51%	73%
Level III Achieved	38%	19%	36%	44%	24%	42%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	78%	58%	76%
Within 24 Months of Cert Rqmt	25%	46%	27%	19%	37%	21%
Does Not Meet Cert Rqmt	15%	12%	14%	3%	5%	3%
<b>Planning Considerations</b>						
% Baby Boomer / Traditional Gen.	68%	17%	62%	37%	1%	33%
Average Age	46.9	36.4	45.7	45.9	35.2	44.9
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	26/26/48(%)	-	26/26/48(%)
Average Years of Service	17.8	13.3	17.3	15.2	13.1	15.0
Retirement Eligible	19,051(17%)	-	-	25,405(17%)	-	25,405(17%)
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,576(17%)	-	25,576(17%)
<b>Total Gains/Losses</b>	<b>14,245/15,030</b>	<b>-</b>	<b>-</b>	<b>14,944/11,347</b>	<b>-</b>	<b>14,944/11,347</b>

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.



# AWF – Military and Civilian By Component and Career Field





# AWF Size 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>		



# AWF Historical Size Detail by Component (Civilian & Military)



Overall Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY12	% Change Since FY16
DoN	43,066	46,972	51,418	52,791	53,058	53,214	53,685	57,565	60,088	61,003	42%	16%	2%
ARMY	40,269	40,356	43,634	43,476	41,877	40,037	37,342	36,633	37,146	38,900	-3%	-11%	5%
AIR FORCE	24,827	27,174	31,382	34,147	34,637	34,534	34,395	35,665	36,975	37,805	52%	11%	2%
DCMA	7,344	7,909	8,722	8,421	8,699	9,618	9,645	9,773	9,993	9,542	30%	13%	-5%
DLA	3,913	3,970	4,272	4,565	4,915	4,892	5,753	7,329	7,857	8,434	116%	85%	7%
DCAA	3,598	3,775	4,146	4,235	4,515	4,375	4,567	4,322	4,015	4,158	16%	-2%	4%
MDA	788	938	1,638	1,709	1,828	1,957	1,916	1,892	1,962	2,021	156%	18%	3%
Other 4th Estate	2,074	2,009	2,493	2,547	2,797	2,728	3,162	3,134	3,433	3,412	65%	34%	-1%
<b>TOTAL</b>	<b>125,879</b>	<b>133,103</b>	<b>147,705</b>	<b>151,891</b>	<b>152,326</b>	<b>151,355</b>	<b>150,465</b>	<b>156,313</b>	<b>161,469</b>	<b>165,275</b>	<b>↑ 31%</b>	<b>↑ 9%</b>	<b>↑ 2%</b>



# AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY12	% Change Since FY16
DoN	38,579	42,726	47,009	48,317	48,862	48,865	49,220	53,044	55,367	56,322	46%	15%	2%
AIR FORCE	16,067	18,506	22,526	24,962	25,019	24,986	25,299	26,837	28,123	28,813	79%	15%	2%
ARMY	38,689	38,612	42,015	41,696	40,079	38,092	35,246	34,631	35,238	37,080	-4%	-7%	5%
DCMA	7,344	7,909	8,722	8,421	8,699	9,618	9,645	9,773	9,993	9,542	30%	10%	-5%
DLA	3,913	3,970	4,272	4,565	4,915	4,892	5,753	7,329	7,857	8,434	116%	72%	7%
DCAA	3,598	3,775	4,146	4,235	4,515	4,375	4,567	4,322	4,015	4,158	16%	-8%	4%
MDA	787	938	1,638	1,709	1,828	1,957	1,916	1,892	1,962	2,021	157%	11%	3%
4th Estate Other	1,848	1,861	2,327	2,531	2,780	2,710	3,139	3,111	3,409	3,412	85%	23%	0%
<b>TOTAL</b>	<b>110,825</b>	<b>118,297</b>	<b>132,655</b>	<b>136,436</b>	<b>136,697</b>	<b>135,495</b>	<b>134,785</b>	<b>140,939</b>	<b>145,964</b>	<b>149,782</b>	<b>↑ 35%</b>	<b>↑ 10%</b>	<b>↑ 3%</b>



# AWF Historical Size Detail by Component (Military)



Overall Defense Acq Workforce Service	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY12	% Change Since FY16
<b>AIR FORCE</b>	8,760	8,668	8,856	9,185	9,618	9,548	9,096	8,828	8,852	8,992	3%	-7%	2%
<b>Navy</b>	3,742	3,389	3,527	3,552	3,317	3,536	3,641	3,703	3,712	3,696	-1%	11%	0%
<b>MARINE CORPS</b>	745	857	882	922	879	813	824	818	1,009	985	32%	12%	-2%
<b>ARMY</b>	1,580	1,744	1,619	1,780	1,798	1,945	2,096	2,002	1,908	1,820	15%	1%	-5%
<b>OVERALL DAW</b>	14,827	14,658	14,884	15,439	15,612	15,842	15,657	15,351	15,481	15,493	↑ 4%	↓ -1%	↑ 0%





# AWF Historical Size Detail by Career Field (Civilian and Military)



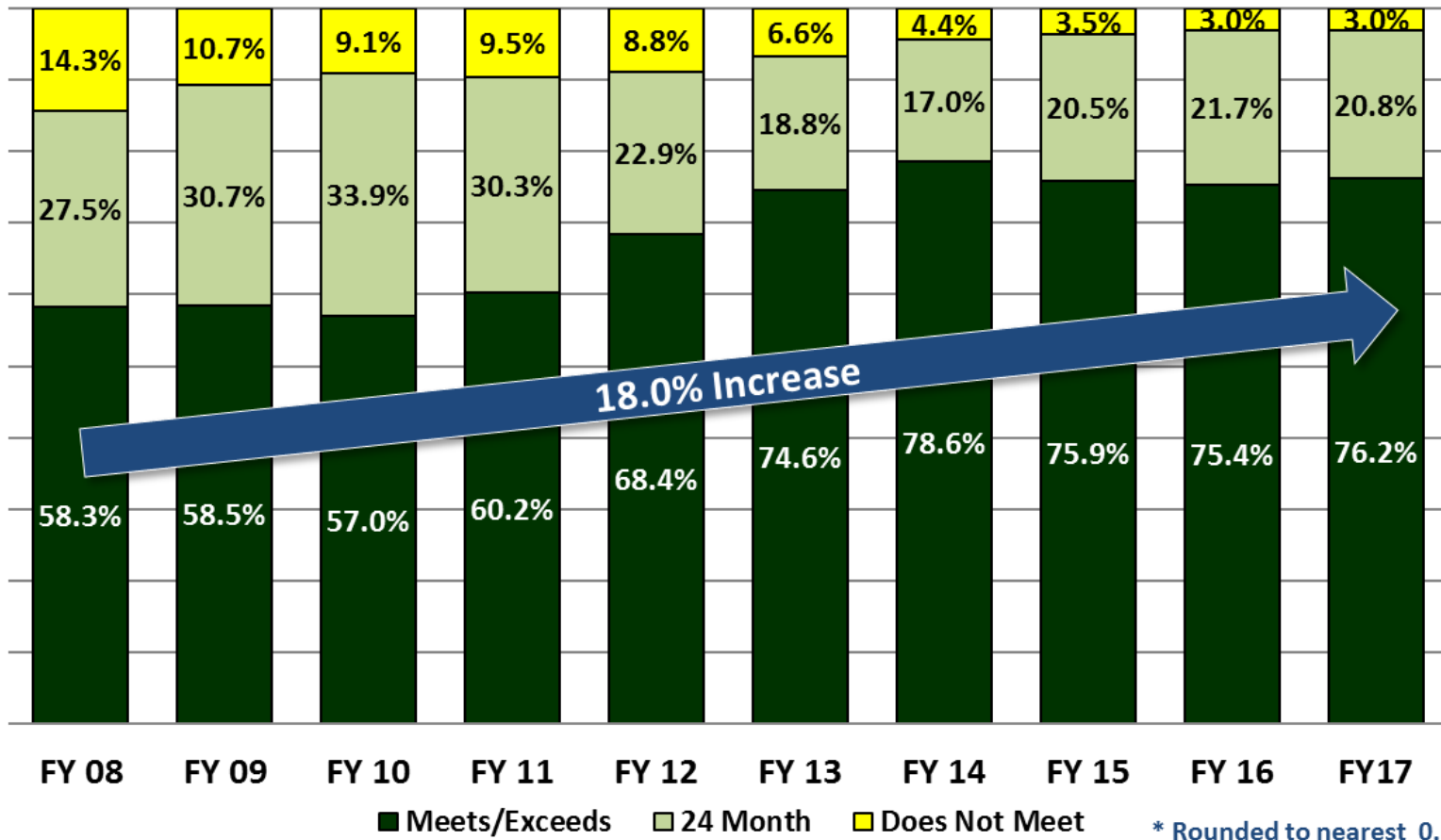
Overall	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY12	% Change Since FY16
Defense Acq Workforce Career Field													
Engineering	34,537	36,704	39,201	39,690	39,807	39,544	39,242	41,050	42,438	43,149	25%	8%	2%
Contracting	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	30,669	30,829	20%	2%	1%
Life Cycle Logistics	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	19,929	19,982	50%	14%	0%
Program Management	12,781	13,422	14,915	15,683	15,824	16,171	16,003	16,585	17,002	17,252	35%	9%	1%
Production, Quality and Man	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	10,544	10,517	15%	11%	0%
Facilities Engineering	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,870	9,831	100%	35%	25%
Test and Evaluation	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	8,738	8,765	18%	2%	0%
Information Technology	3,934	4,358	5,165	5,563	5,832	5,870	5,776	6,402	6,836	7,132	81%	22%	4%
Business - FM	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	6,327	6,487	-8%	-4%	3%
Auditing	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	4,011	4,151	14%	-8%	3%
S&T Manager	480	623	2,561	3,062	3,209	3,293	3,401	3,681	3,814	3,887	710%	21%	2%
Purchasing	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,475	1,470	23%	10%	0%
Business - CE	-	-	1,070	1,252	1,278	1,312	1,309	1,346	1,378	1,406		10%	2%
Property	451	475	501	483	449	402	389	400	405	401	-11%	-11%	-1%
Unknown/Other	1,258	402	71	344	139	48	31	46	33	16			
<b>TOTAL</b>	<b>125,879</b>	<b>133,103</b>	<b>147,705</b>	<b>151,891</b>	<b>152,326</b>	<b>151,355</b>	<b>150,465</b>	<b>156,313</b>	<b>161,469</b>	<b>165,275</b>	<b>↑</b>	<b>↑</b>	<b>↑</b>
											31%	9%	2%



# AWF Historical DAWIA Certification FY08 – FY17 (Rate)



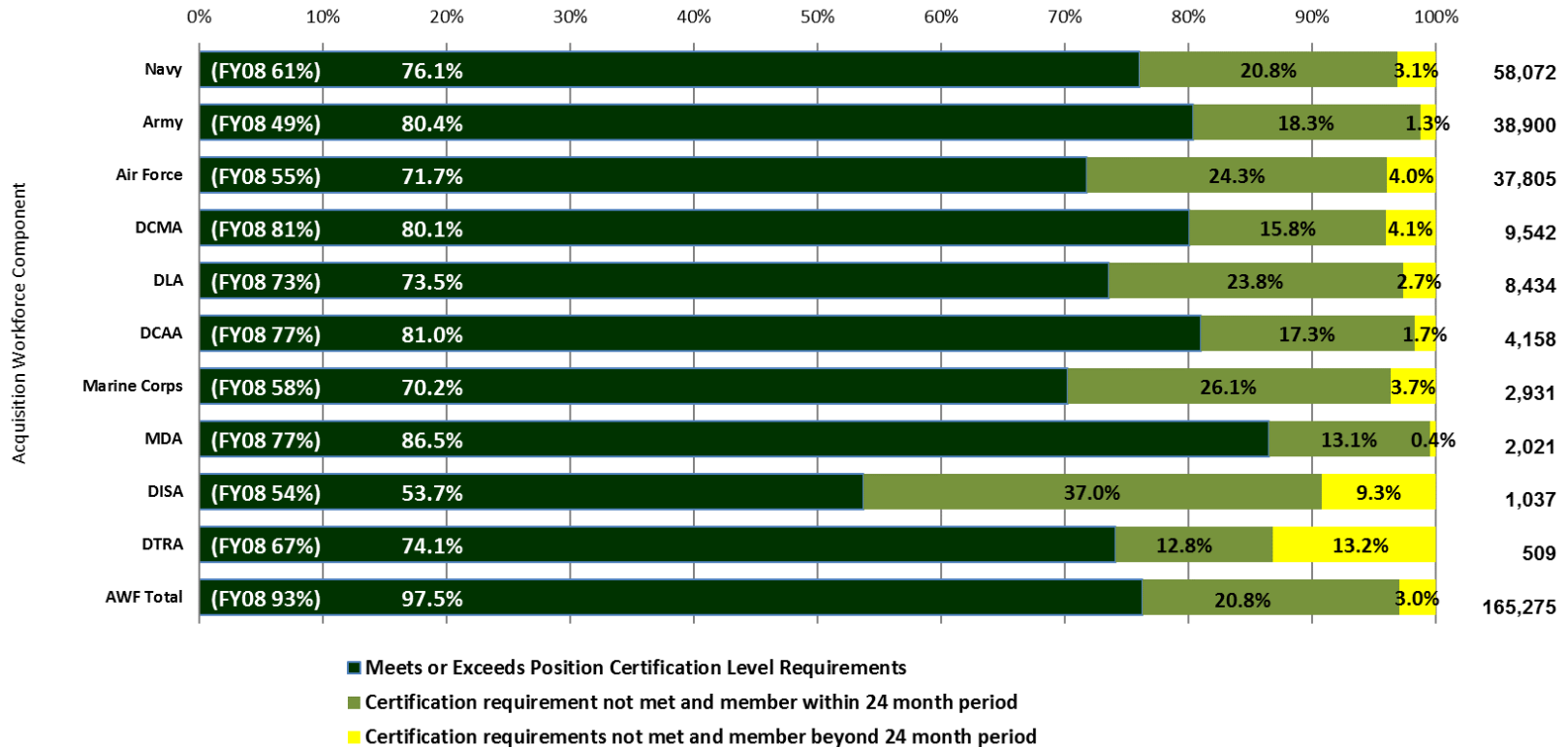
## Overall





# AWF DAWIA Certification by Component

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

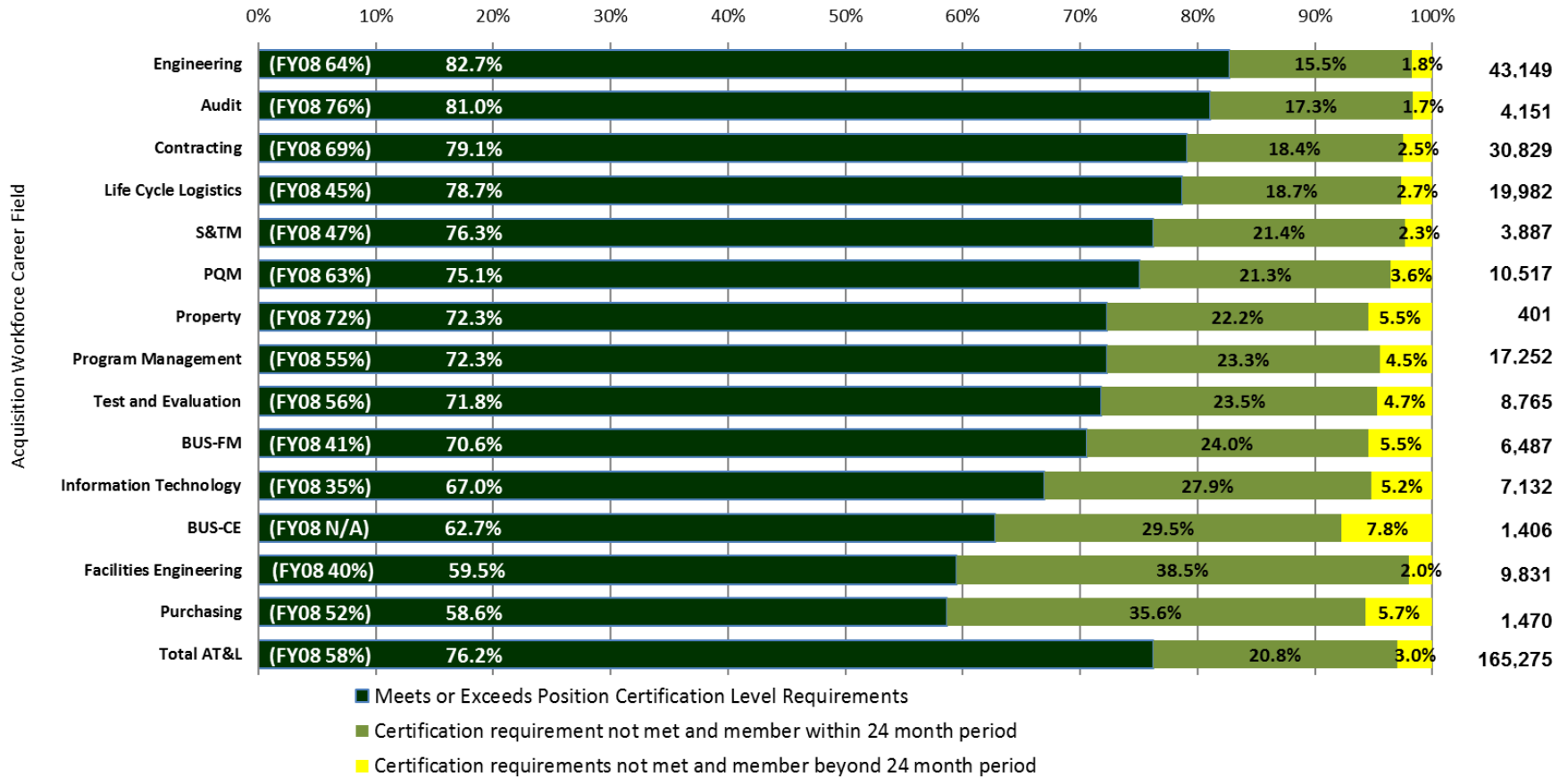




# AWF DAWIA Certification by Career Field



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

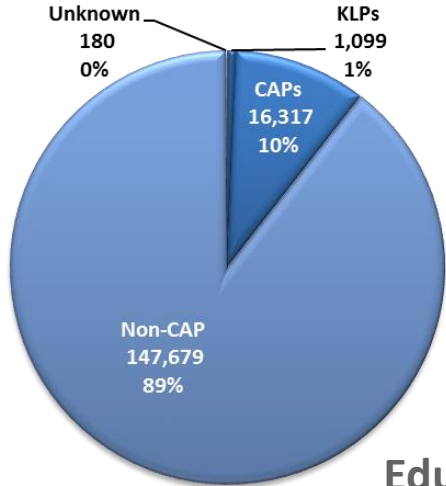




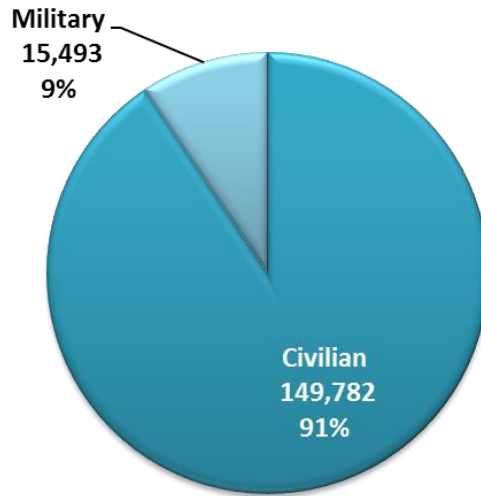
# AWF Demographics



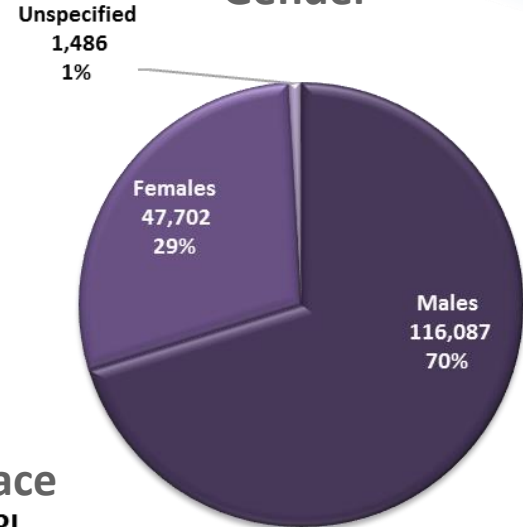
### CAP / KLP



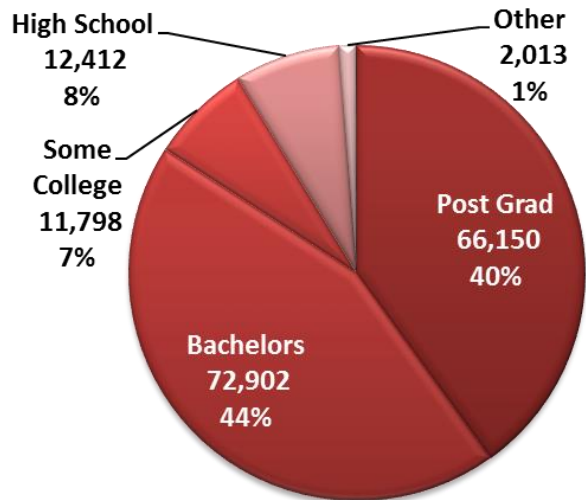
### Mil / Civ



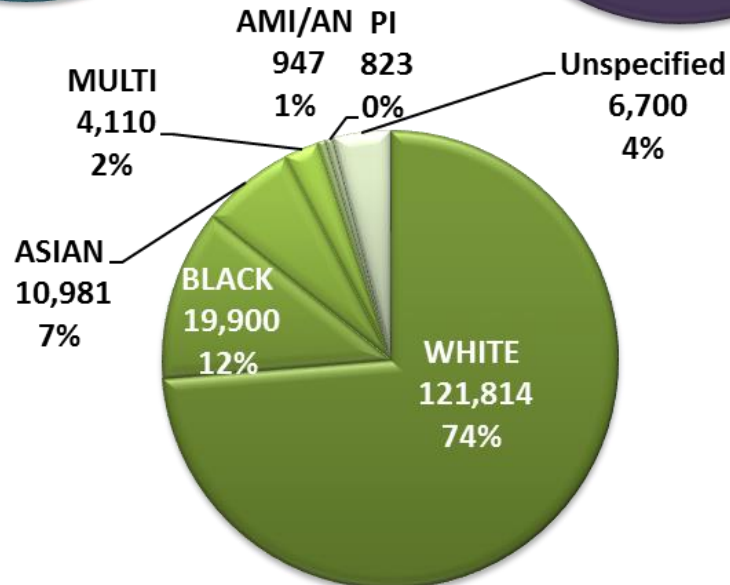
### Gender



### Education



### Race





# AWF KLP Count Detail by Component and Career Field



KLPs	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	FY17 TOTAL
		Army	Army Totals	-	10	23	22	22	-	-	3	22	10	85	-	-	15
Navy	Navy	-	35	53	51	64	1	-	6	37	6	123	-	-	43	-	419
	Marine Corps	-	3	4	4	5	-	-	-	5	-	19	-	-	5	-	45
	Dept of Navy Totals	-	38	57	55	69	1	-	6	42	6	142	-	-	48	-	464
Air Force	Air Force Totals	-	2	37	40	67	-	-	-	46	-	122	-	9	22	-	345
4th Estate	Defense Information Systems Agency	-	-	-	2	1	-	-	-	1	-	8	-	-	2	-	14
	Missile Defense Agency	-	-	-	-	1	-	-	-	1	1	8	-	-	-	-	11
	Defense Logistics Agency	-	-	-	8	-	-	-	-	4	-	3	-	-	-	-	15
	National Reconnaissance Office	-	-	-	2	1	-	-	-	-	-	8	-	-	-	-	11
	DHA (TRICARE Management Activity & USUHS)	-	-	-	2	4	-	-	1	-	-	3	-	-	1	-	11
	Defense Contract Management Agency	-	-	-	6	4	-	-	-	-	2	1	-	-	-	-	13
	Defense Threat Reduction Agency	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	4th Estate Totals	-	-	-	22	11	-	-	1	6	3	31	-	1	3	-	78
TOTAL		-	50	117	139	169	1	-	10	116	19	380	-	10	88	-	1,099

Up from 1,030 (+69) since last quarter  
 PM increased by 50  
 DoN decreased by 42,  
 AF increased by 98



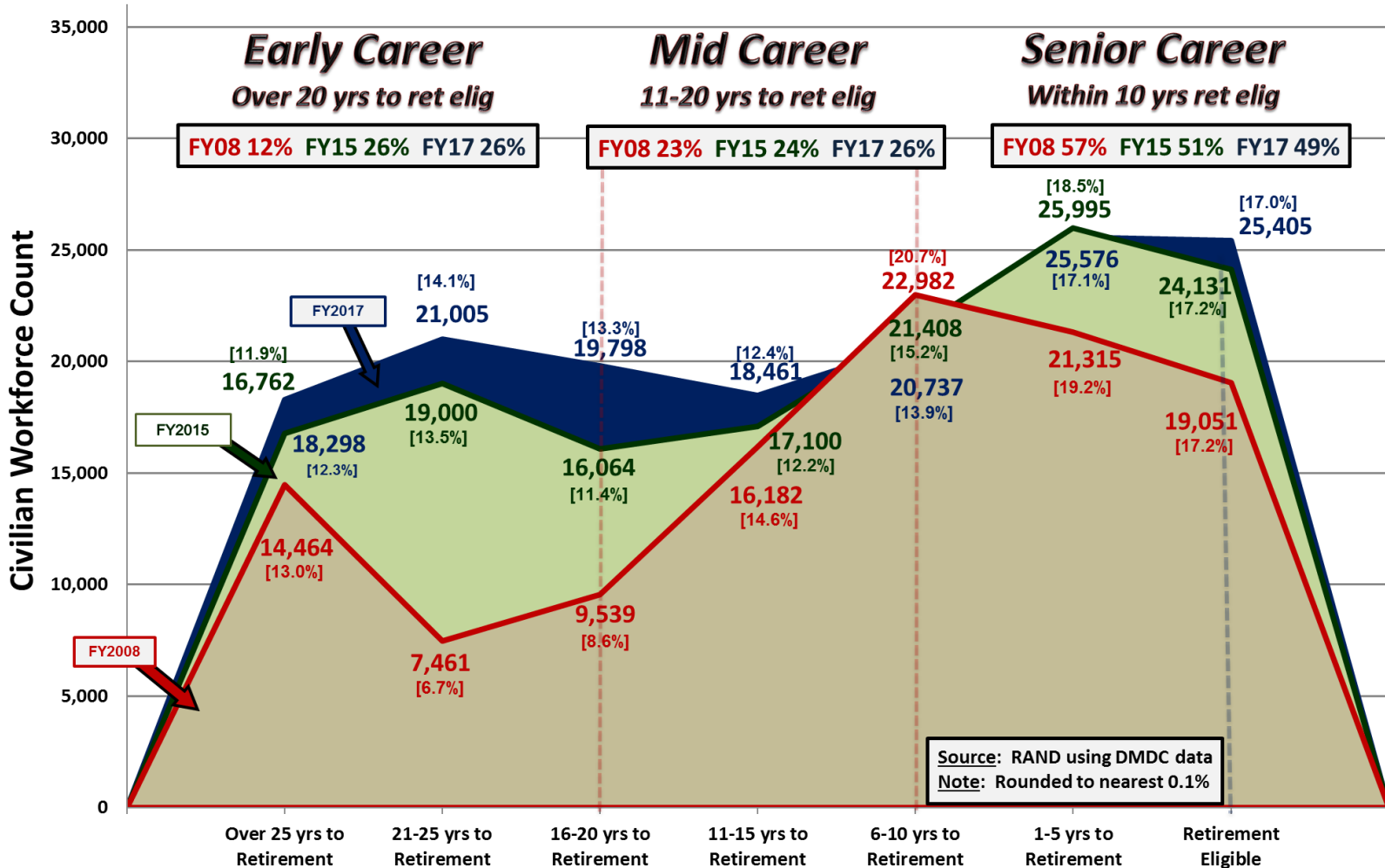
# RAND NDRI Forces and Resources Policy Center Data Retirement, Gains/Losses Slides



# Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY17



Overall DAW - Civilian Retirement Eligibility Distribution - End FY08, FY15 & FY17





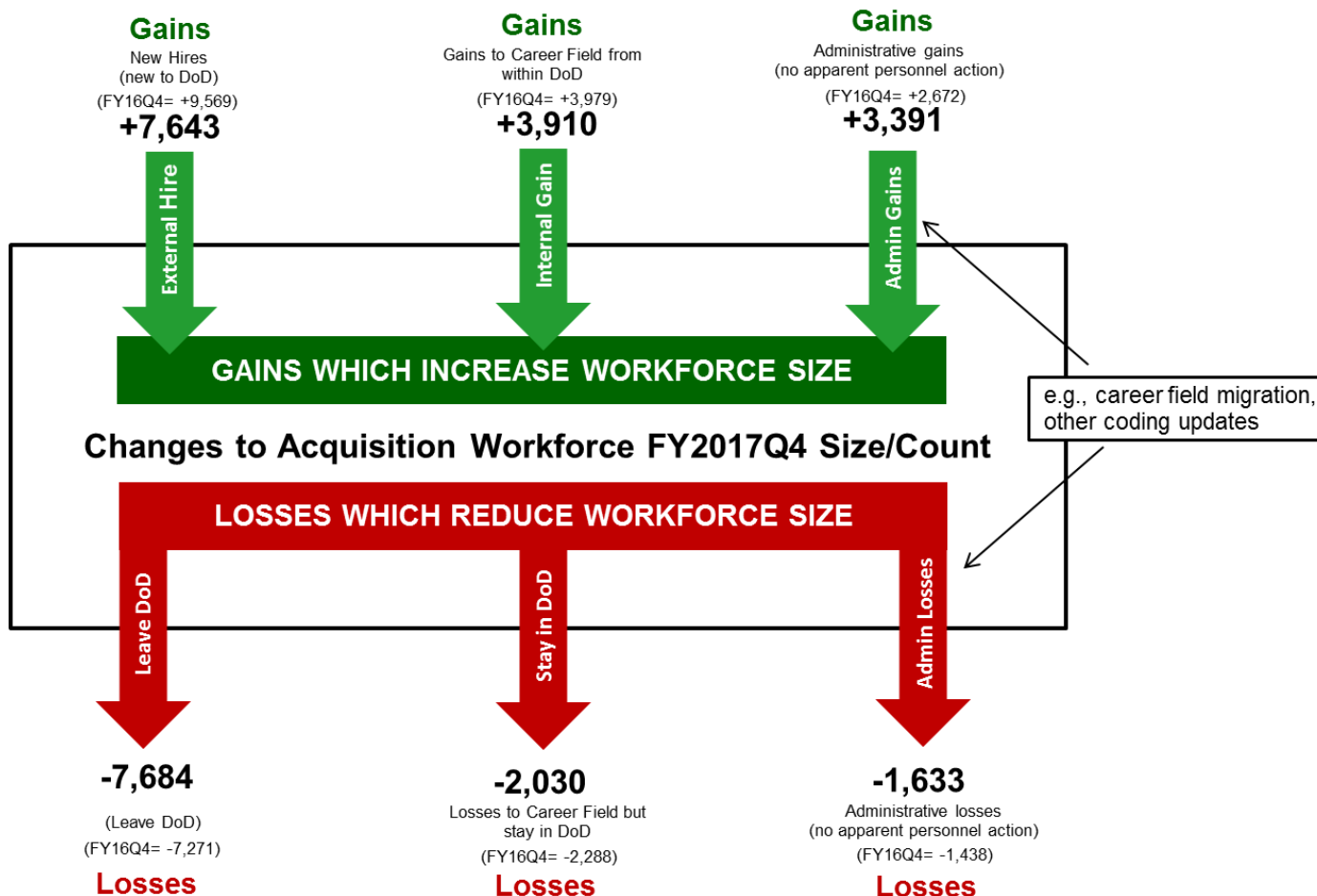


# Gains/Losses – New Hires Internal/External, Administrative



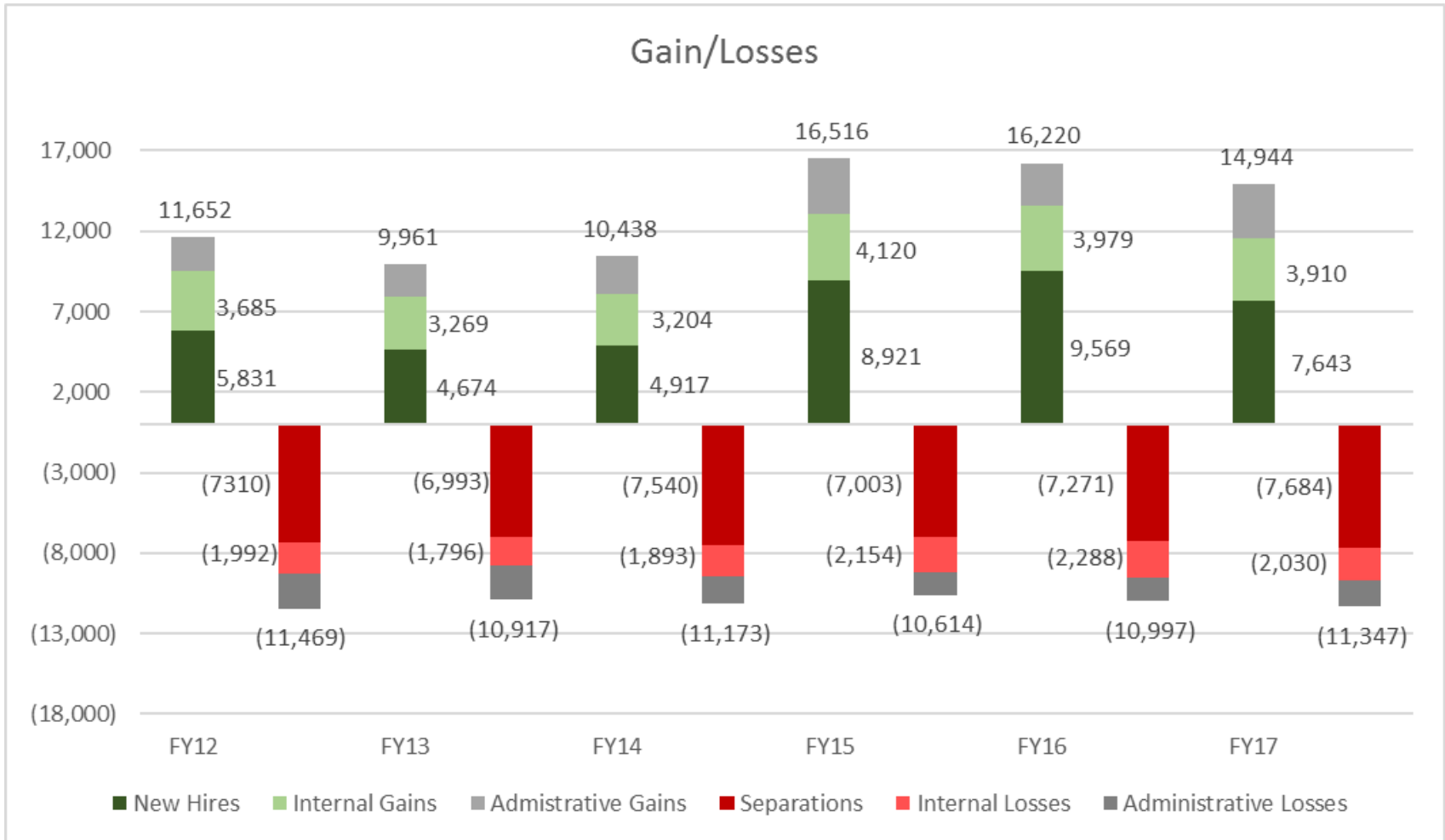
## Defense Acquisition Workforce (Civilian) (FY2017Q4) - AT&L

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





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



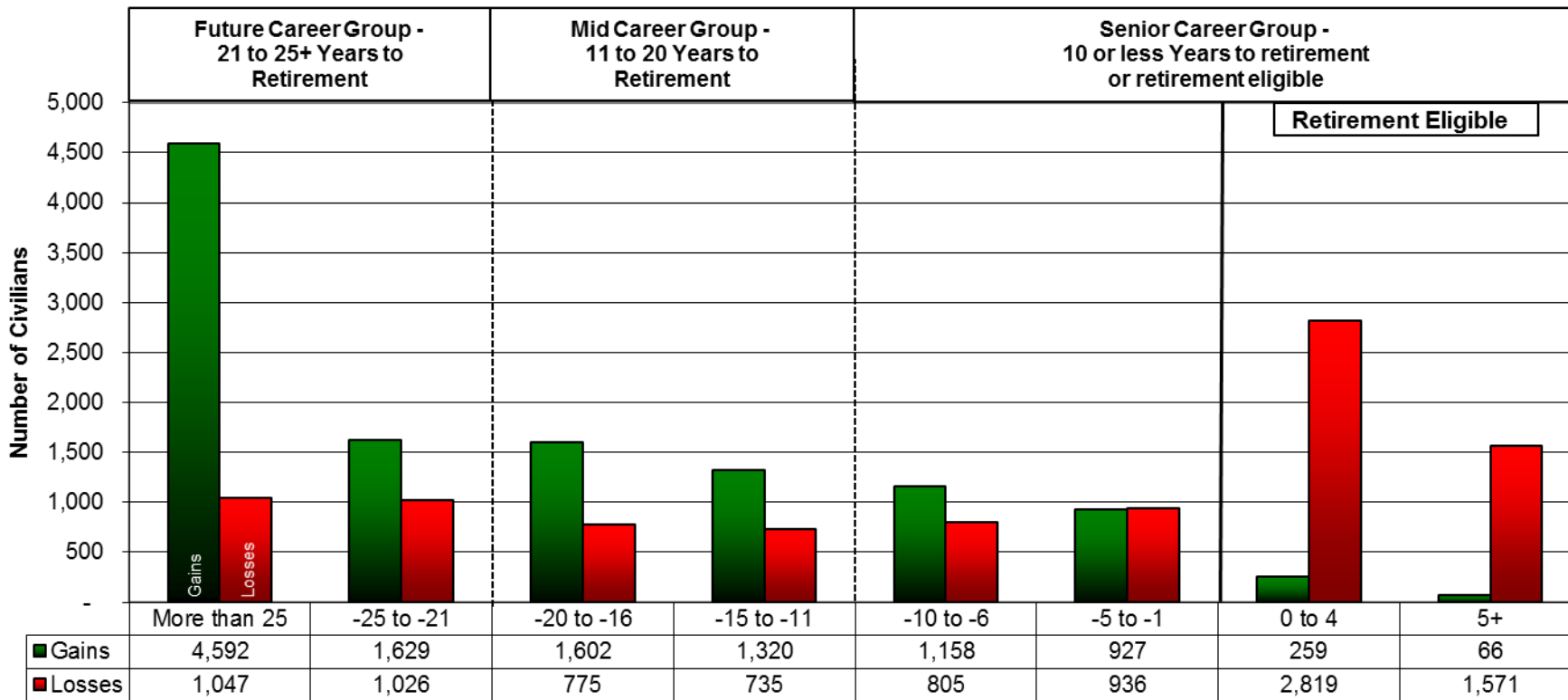


# AWF Gains and Losses Civilian by Workforce Lifecycle



## Defense Acquisition Workforce (Civilian) - AT&L

Workforce Lifecycle FY2017Q4 Gains & Losses\*



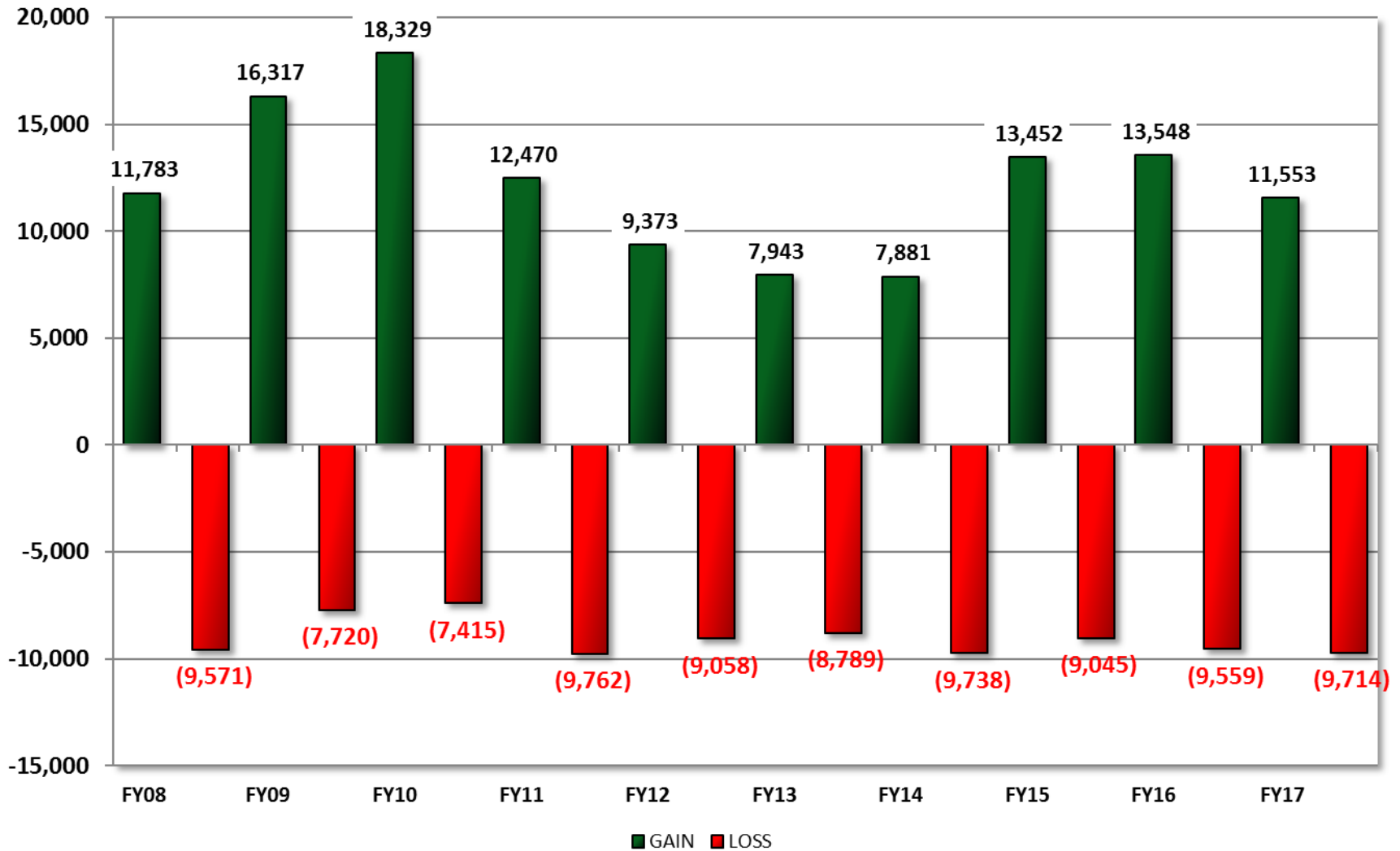
Career Lifecycle by Years to Retirement Eligibility

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

\*Does not include administrative gains and losses



# Historical Gains and Losses FY08 – FY17

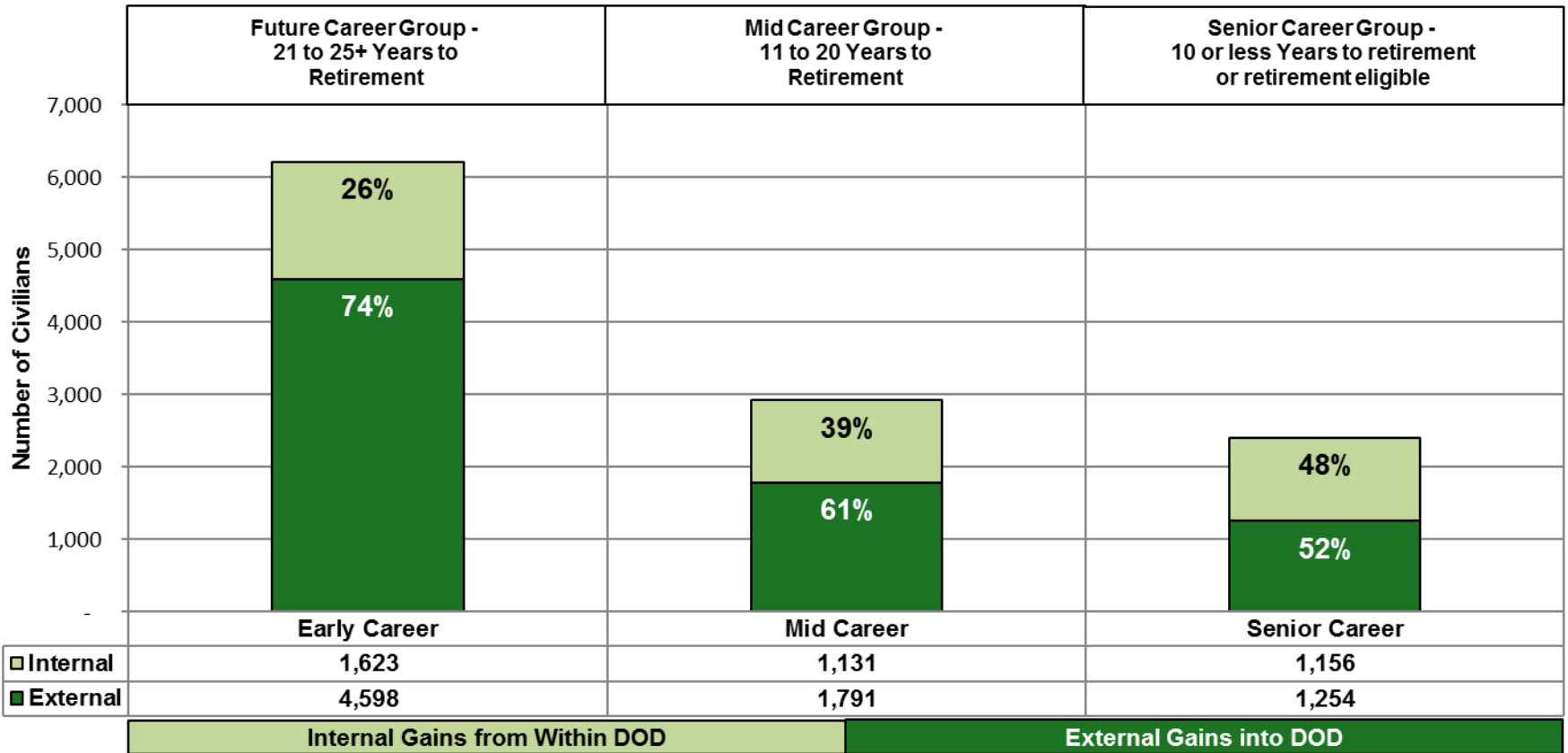




# Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - AT&L 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)

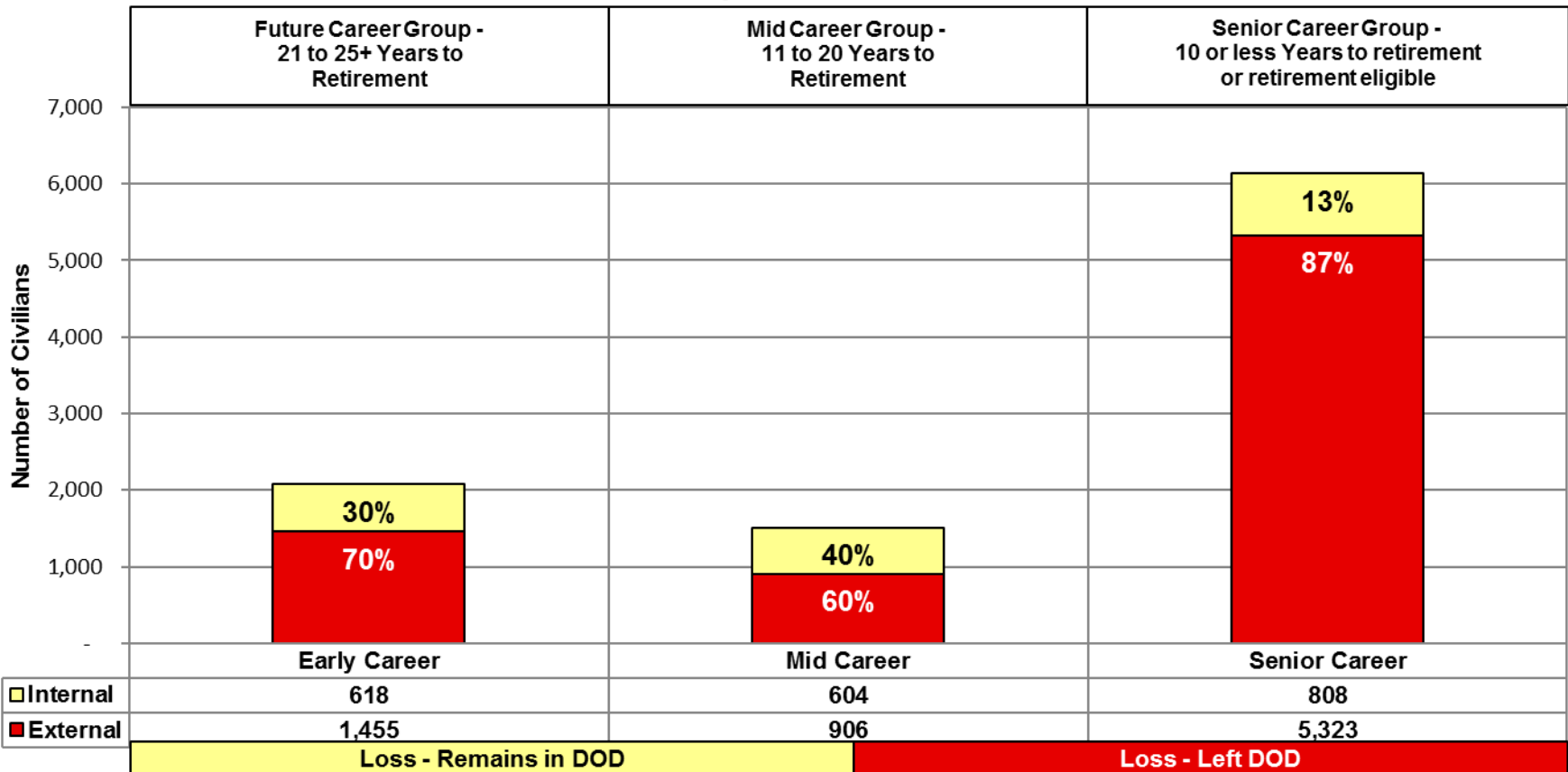


# Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - AT&L

Workforce Lifecycle FY2017Q4 Losses\*

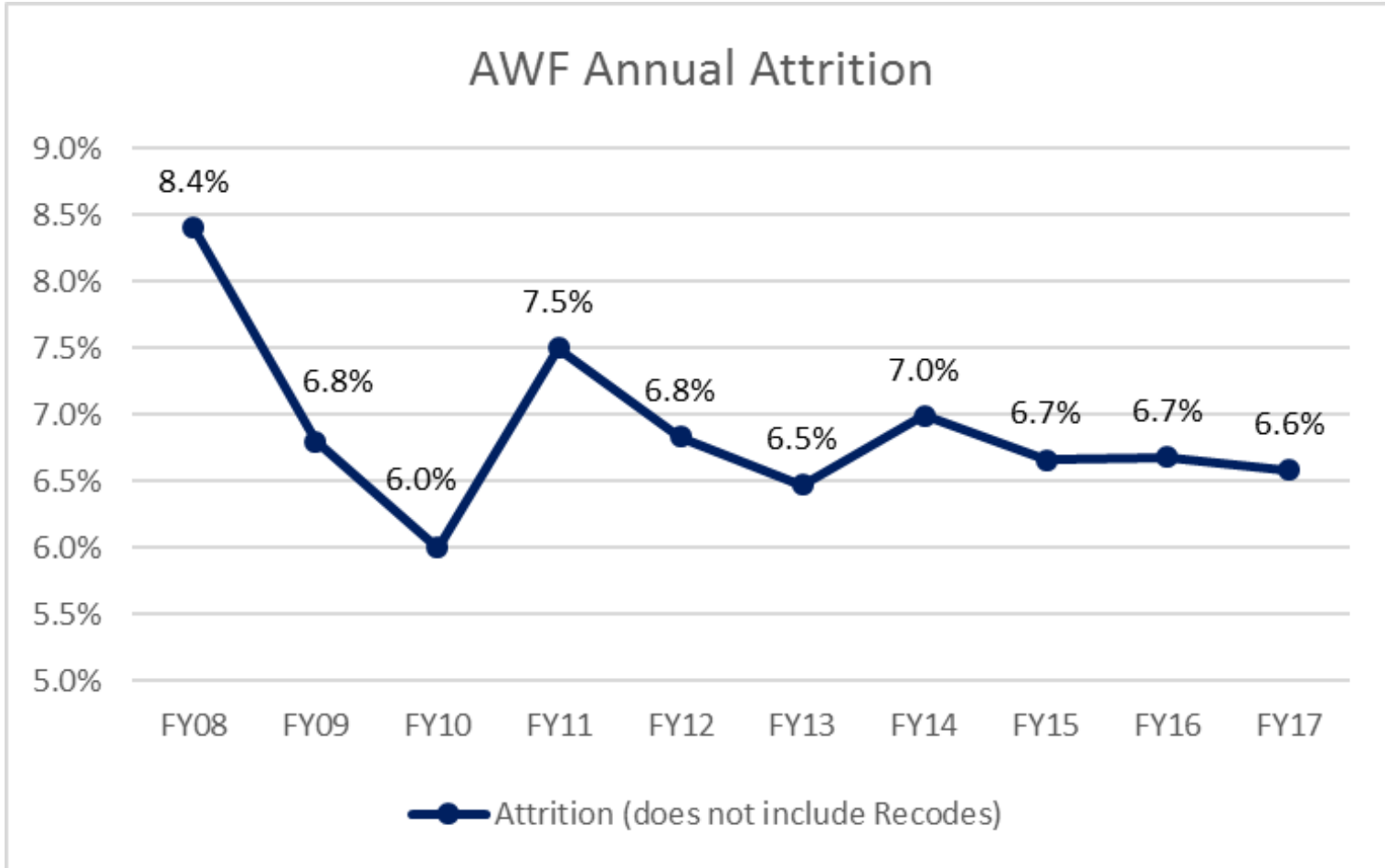


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

\*Does not include administrative losses



# Annual Attrition Rates





# Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - AT&L

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

