



Defense Acquisition Workforce Key Information

Audit

As of FY18Q1 (31 December 2017)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Audit	FY 2008				FY2018Q1			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,120	0	4,120	165,611
Change in size from 2008	-	-	-	-	13%	-	13%	32%
Civilian/Military Composition	100%	-	-	88%/ 12%	100%	-	-	91%/ 9%
Educational Attainment								
Bachelor's Degree or Higher	99%	-	99%	77%	98%	-	98%	84%
Graduate Degree	26%	-	26%	29%	45%	-	45%	40%
Certification								
Level I or Higher Achieved	87%	-	87%	72%	89%	-	89%	86%
Level II or Higher Achieved	78%	-	78%	61%	84%	-	84%	73%
Level III Achieved	26%	-	26%	36%	31%	-	31%	42%
Position Certification Requirement Met or Exceeded	76%	-	76%	58%	81%	-	81%	76%
Within 24 Months of Certification Requirement	23%	-	23%	27%	18%	-	18%	21%
Does Not Meet Certification Requirement	1%	-	1%	14%	1%	-	1%	3%
Planning Considerations								
Average Age	43	-	43	46	44	-	44	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)	-	-	20/23/57 (%)(Civ)	35/29/37(%)	-	-	26/25/49(%)
Average Years of Service	14	-	14	17	13	-	13	15
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	501(12%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	615(15%)	-	-	25,778(17%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	480/315	-	-	15,504/11,764

Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Highlights FY18Q1



Defense Acquisition Workforce Size Highlights

- The Auditing Defense Acquisition Workforce count has held fairly steady since the end of FY17, after experiencing a decrease from FY14 through FY17.
- After reaching a high of 10.2%, the Auditing attrition rate has remained steady at 7.3%.

Defense Acquisition Workforce DAWIA Certification Highlights

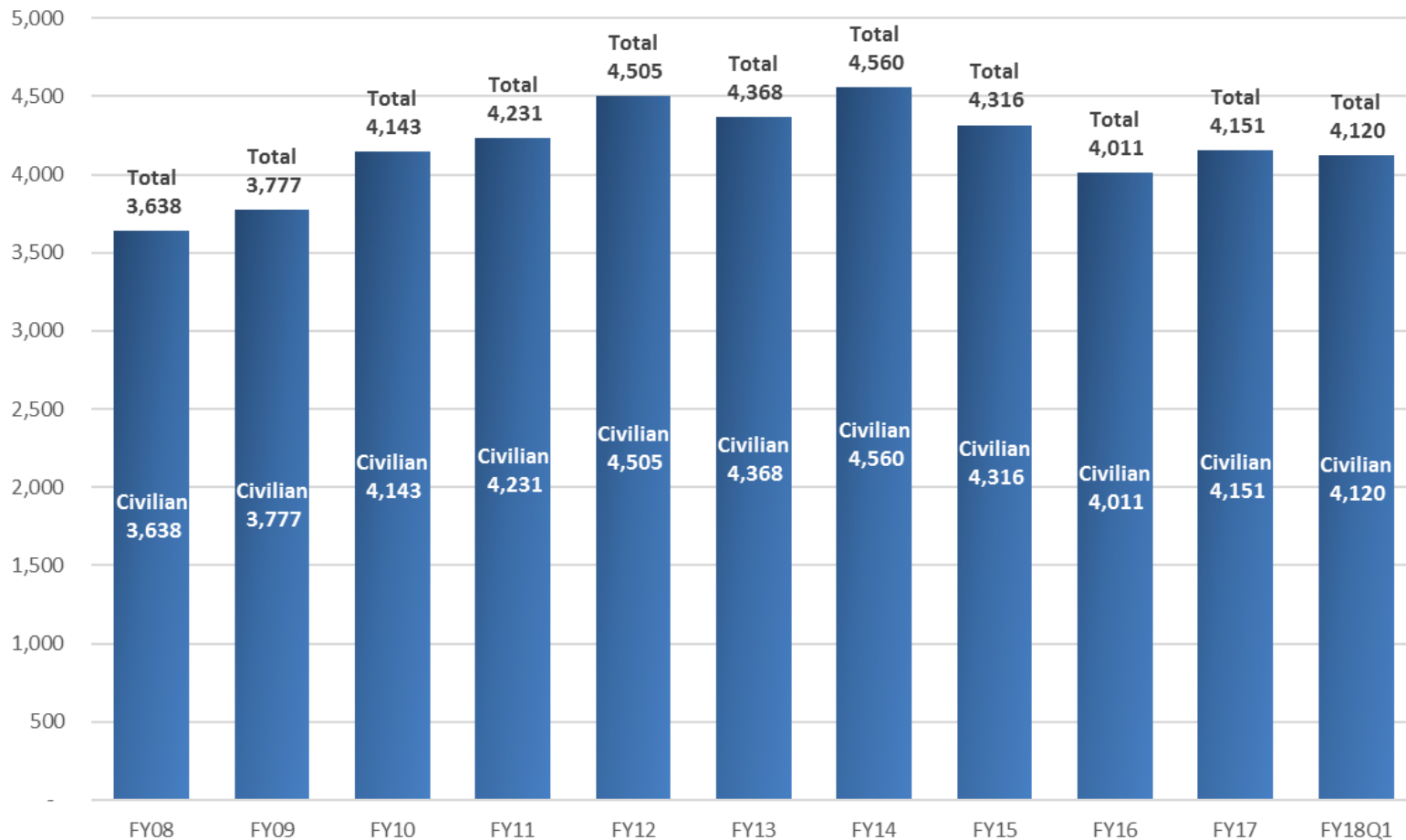
- Auditing continues to maintain one of with the highest percentage of personnel who have met or exceeded their DAWIA certification rate, coming in second of fourteen career fields again this quarter.



Total Workforce

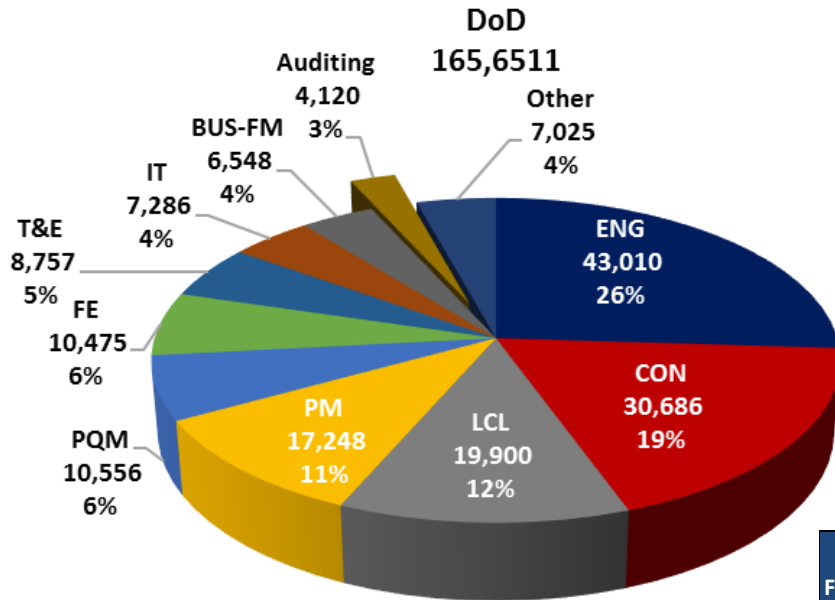


Audit





AWF by Component and Career Field



FY18Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,120	4,120	2.5%
Business - CE	257	564	498	80	1,399	0.8%
Business - FM	1,737	2,203	2,080	528	6,548	4.0%
Contracting	7,943	6,515	8,289	7,939	30,686	18.5%
Engineering	9,084	22,615	9,178	2,133	43,010	26.0%
Facilities Engineering	4,207	5,604	573	91	10,475	6.3%
Information Technology	1,735	3,179	1,334	1,038	7,286	4.4%
Life Cycle Logistics	7,011	6,470	3,301	3,118	19,900	12.0%
Production, Quality and Man	1,395	3,449	431	5,281	10,556	6.4%
Program Management	3,305	6,223	5,892	1,828	17,248	10.4%
Property	47	67	18	268	400	0.2%
Purchasing	389	439	62	520	1,410	0.9%
S&T Manager	469	519	2,668	120	3,776	2.3%
Test and Evaluation	1,860	3,357	3,170	370	8,757	5.3%
Unknown/Other	8	24	1	7	40	0.02%
FY18Q1 Totals (as of 12-31-2017)	39,447	61,228	37,495	27,441	165,611	
Component %	23.8%	37.0%	22.6%	16.6%		



Audit Workforce Annual Historical Size by Component FY08 – FY18Q1



Auditing Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	-	-	1	-	-	-	-	-	-	-	-		
DCMA	5	-	-	-	-	-	1	-	2	1	-	-100%	-100%
DLA	8	1	-	-	-	-	-	-	-	-	-	-100%	
DCAA	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	4,008	4,150	4,120	15%	3%
MDA	-	-	-	-	-	1	1	-	-	-	-		
DAU	1	-	1	-	-	-	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-	-	-	-	-100%	
DFAS	-	1	-	-	-	-	-	-	-	-	-		
IG	29	2	1	1	-	-	1	1	1	-	-	-100%	-100%
TOTAL	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	4,011	4,151	4,120	↑ 13%	↑ 3%



Audit Workforce Quarterly Historical Size by Component FY16Q1 – FY18Q1

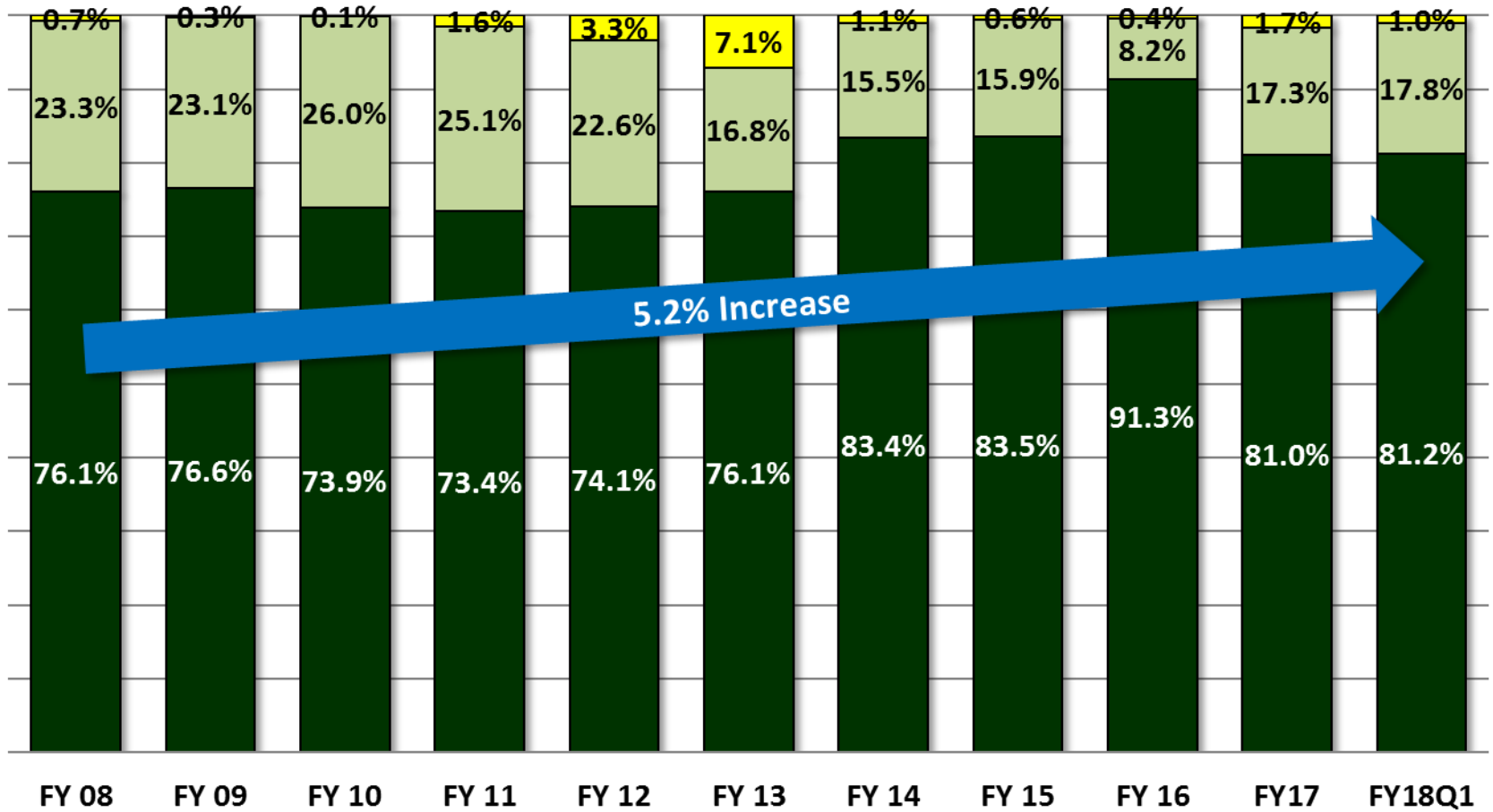


Auditing Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
DCMA	-	-	-	2	-	-	-	1	-	
DCAA	4,259	4,150	4,041	4,008	4,008	3,937	4,024	4,150	4,120	3%
IG	2	1	1	1	-	-	-	-	-	
TOTAL	4,261	4,151	4,042	4,011	4,008	3,937	4,024	4,151	4,120	↑ 3%



Audit Annual Historical DAWIA Certification FY08 – FY18Q1

Auditing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

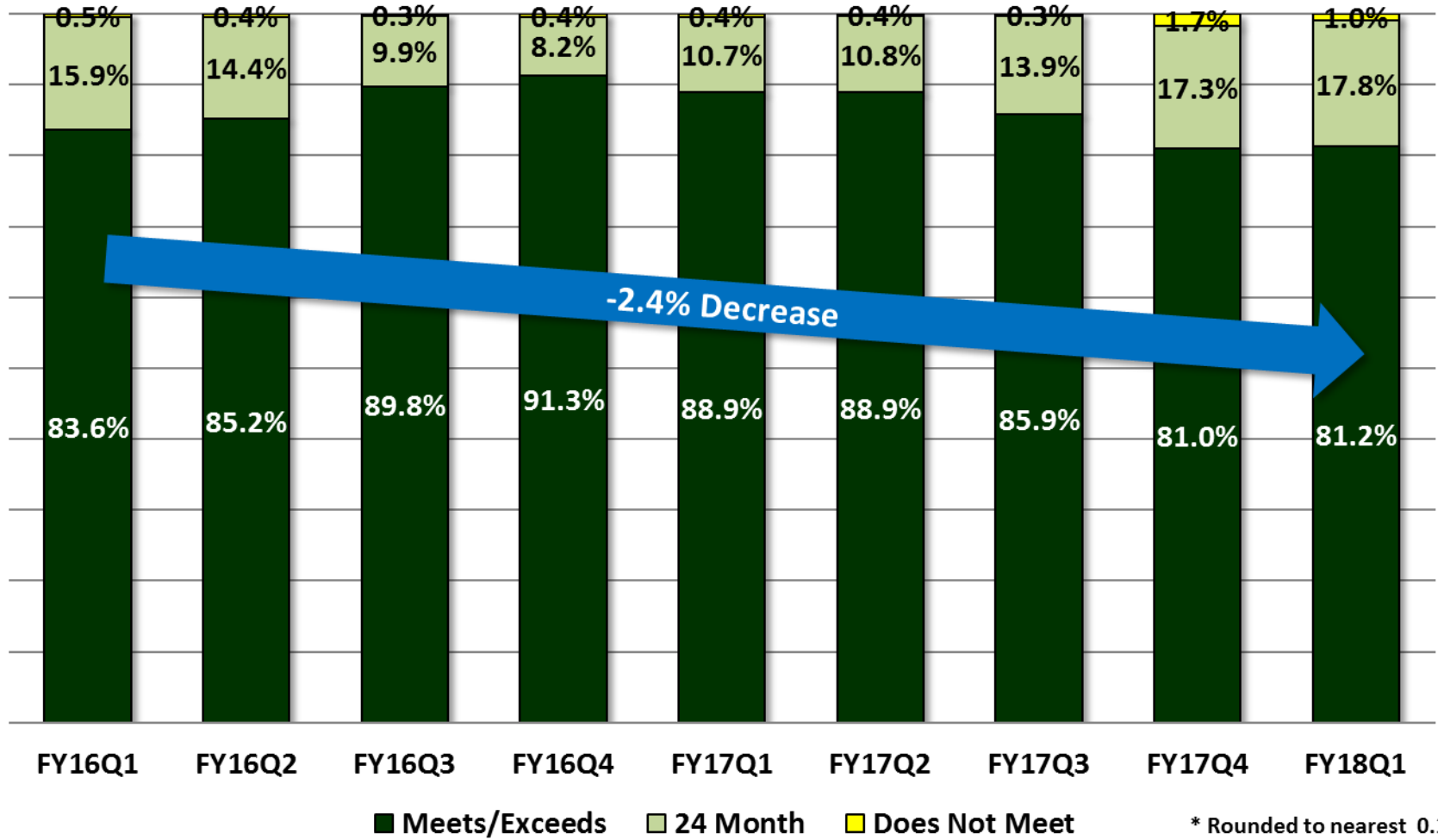
* Rounded to nearest 0.1%



Audit Quarterly Historical DAWIA Certification FY16Q1 – FY18Q1



Auditing

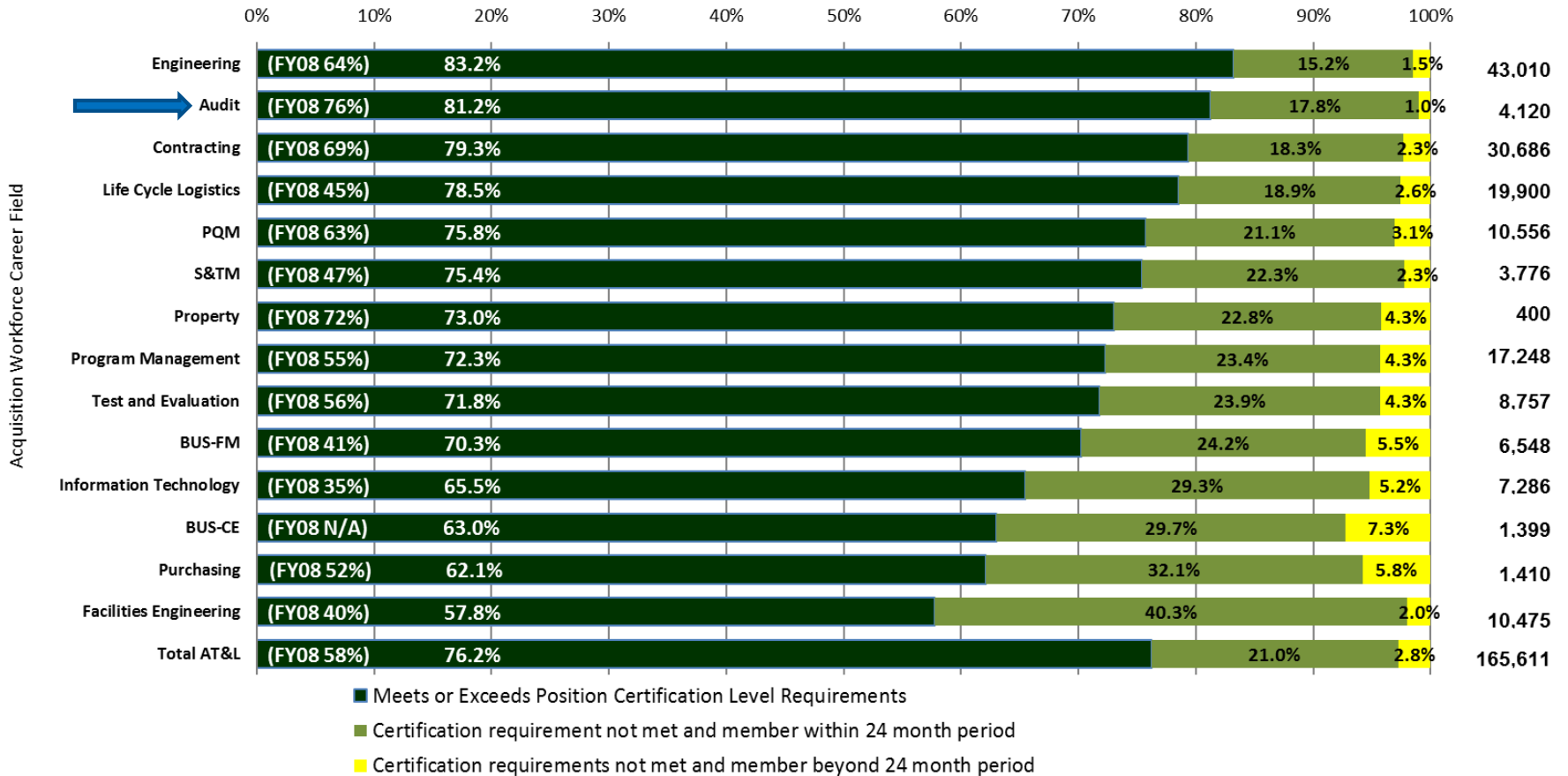




DAWIA Certification by Career Field



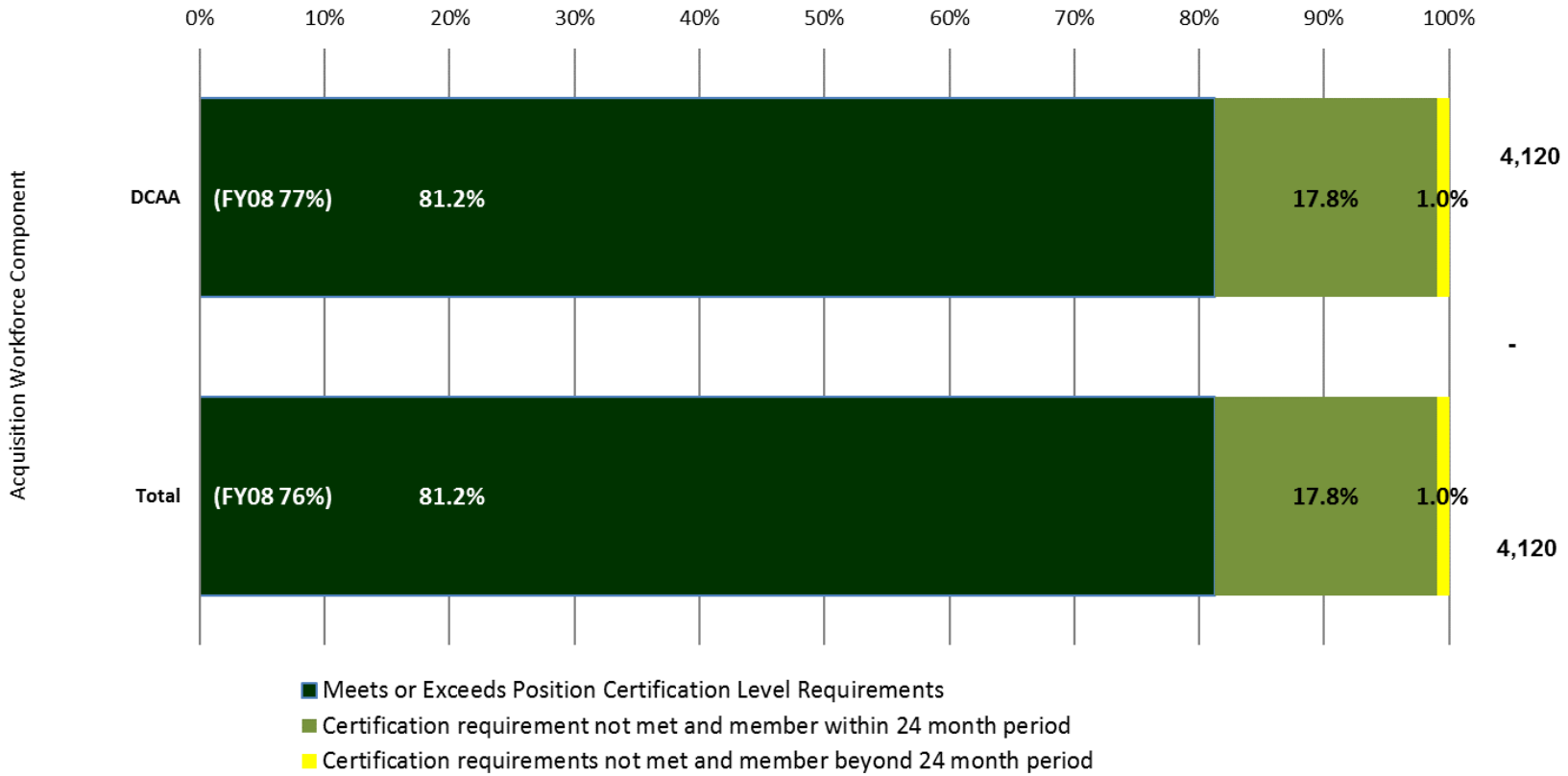
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





Audit DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Audit (FY18Q1)





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	Required Certification Level	No Level Achieved	Level I	Level II		
Level I	176	6	1	-	183	3.8%
Level II	271	211	2,063	229	2,774	82.6%
Level III	5	1	109	1,048	1,163	90.1%
<i>Unspecified</i>	-	-	-	-	-	
FY18Q1 TOTAL	452	218	2,173	1,277	4,120	81.2%
	11.0%	5.3%	52.7%	31.0%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,184	76.2%	
Army	31,296	79.3%	
Navy	44,384	76.1%	
Marine Cor	2,055	70.4%	
Air Force	26,949	71.9%	
4th Estate	21,500	77.6%	
Audit	3,347	81.2%	2 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	7	176	-	183	4.4%
Level II	2,292	447	35	2,774	67.3%
Level III	1,048	109	6	1,163	28.2%
<i>Unspecified</i>	-	-	-	-	0.0%
Audit TOTAL	3,347	732	41	4,120	
	81.2%	17.8%	1.0%		

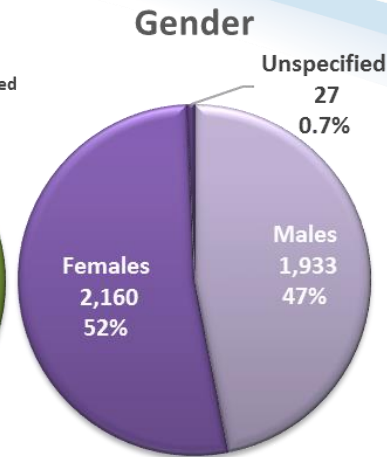
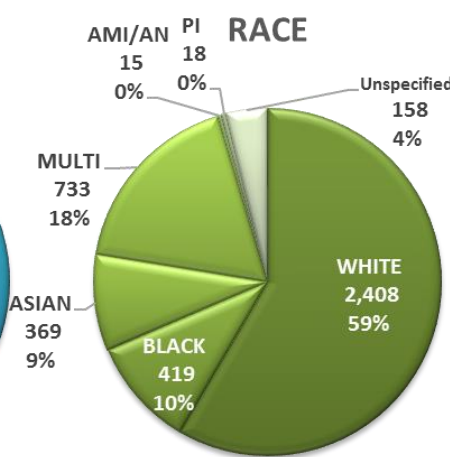
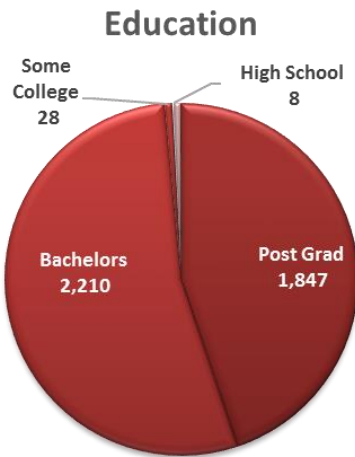
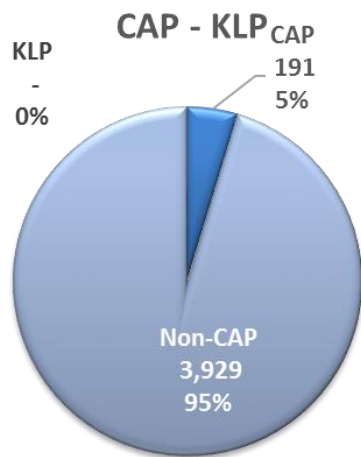
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Audit		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,053	0.6%
Critical Acquisition Positions (CAPs)	191	4.6%	16,398	9.9%
Non-CAP Positions	3,929	95.4%	148,009	89.4%
Unknown		0.0%	151	0.1%
TOTAL	4,120		165,611	

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

Highest Level of Education	Audit		Entire DAW	
Post Grad	1,847	44.8%	66,536	40.2%
Bachelors	2,210	53.6%	73,107	44.1%
Some College	28	0.7%	11,678	7.1%
High School	8	0.2%	12,316	7.4%
Other	27	0.7%	1,974	1.2%
TOTAL	4,120		165,611	

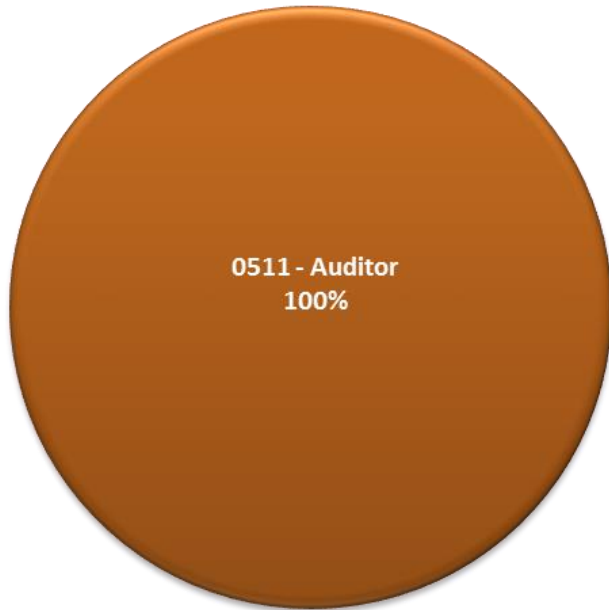
Military / Civilian	Audit		Entire DAW	
Civilian	4,120	100.0%	150,073	90.6%
Military	-	0.0%	15,538	9.4%
TOTAL	4,120		165,611	

Race	Audit		Entire DAW	
WHITE	2,408	58.4%	121,844	73.6%
BLACK	419	10.2%	19,980	12.1%
ASIAN	369	9.0%	11,137	6.7%
MULTI	733	17.8%	4,245	2.6%
AMI/AN	15	0.4%	958	0.6%
PI	18	0.4%	817	0.5%
Unspecified	158	3.8%	6,630	4.0%
TOTAL	4,120		165,611	

Gender	Audit		Entire DAW	
Males	1,933	46.9%	116,400	70.3%
Females	2,160	52.4%	47,748	28.8%
Unspecified	27	0.7%	1,463	0.9%
TOTAL	4,120		165,611	



Audit Size by Occupational Series



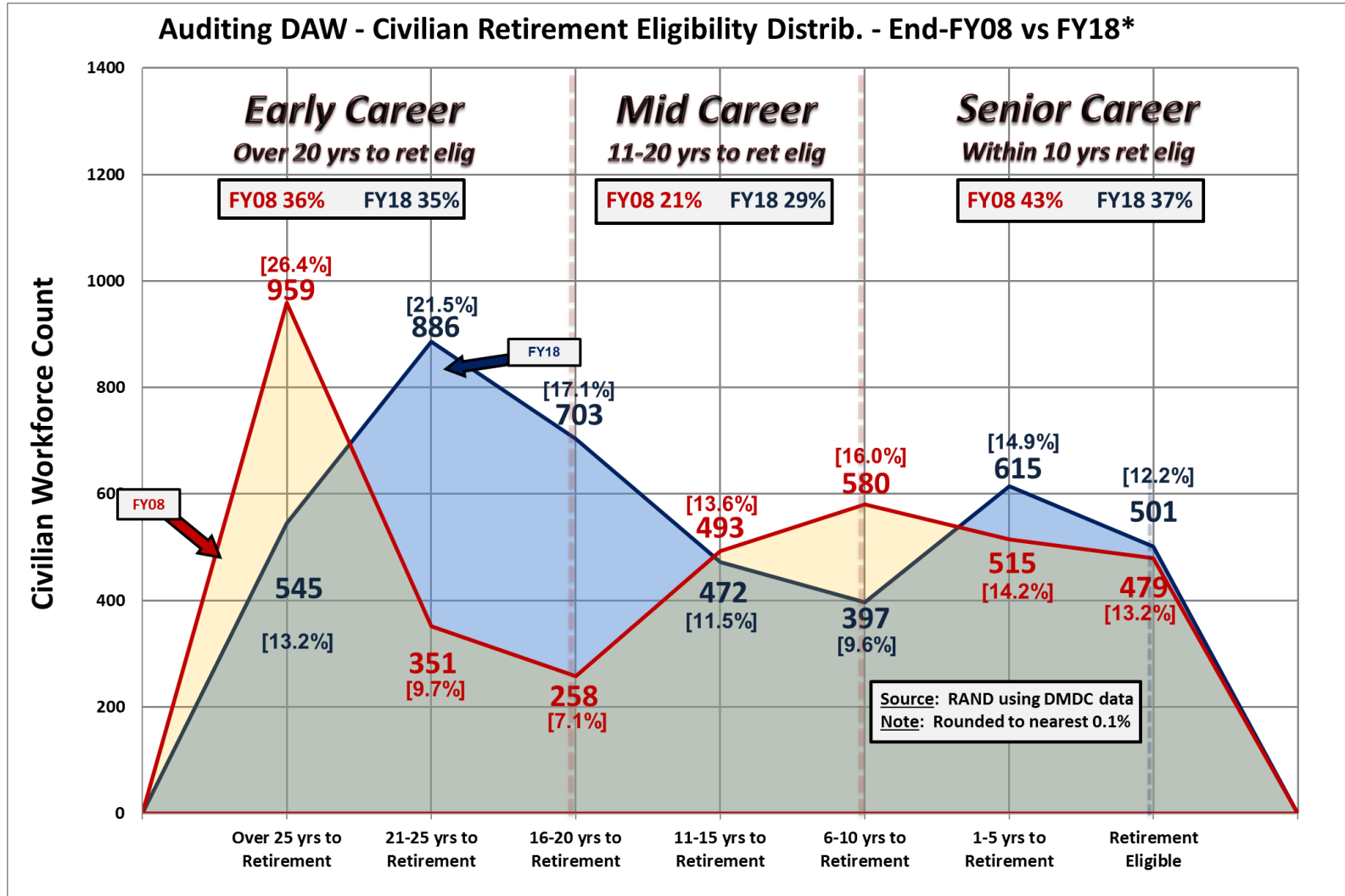
Civilian Occupational Series	Audit	
0511 - Auditor	4,120	100.0%
TOTAL CIVILIAN	4,120	Civilians



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



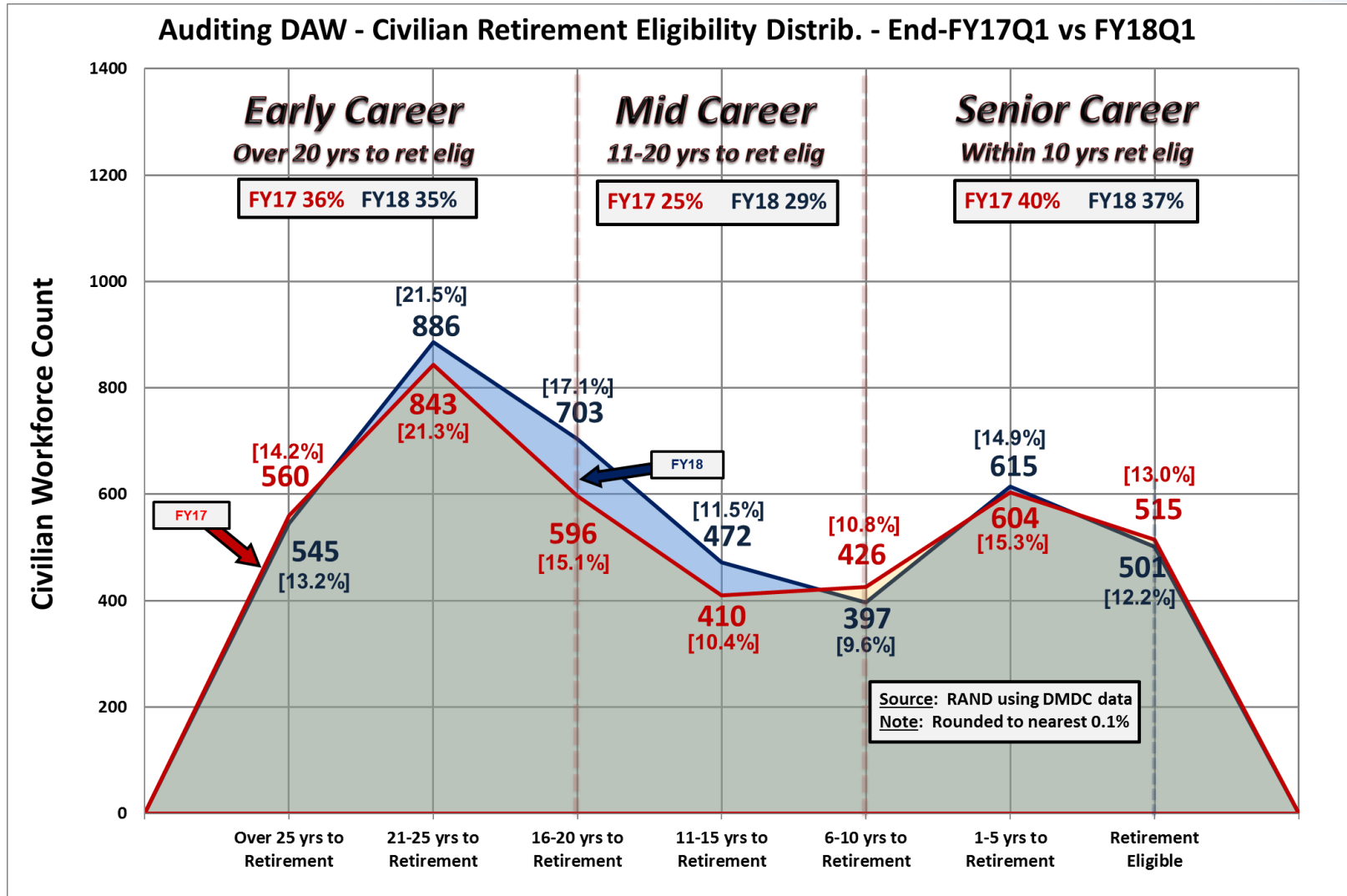
Audit Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Dec 2017



Audit Civilian Retirement Eligibility Distribution – FY17Q1/ FY18Q1

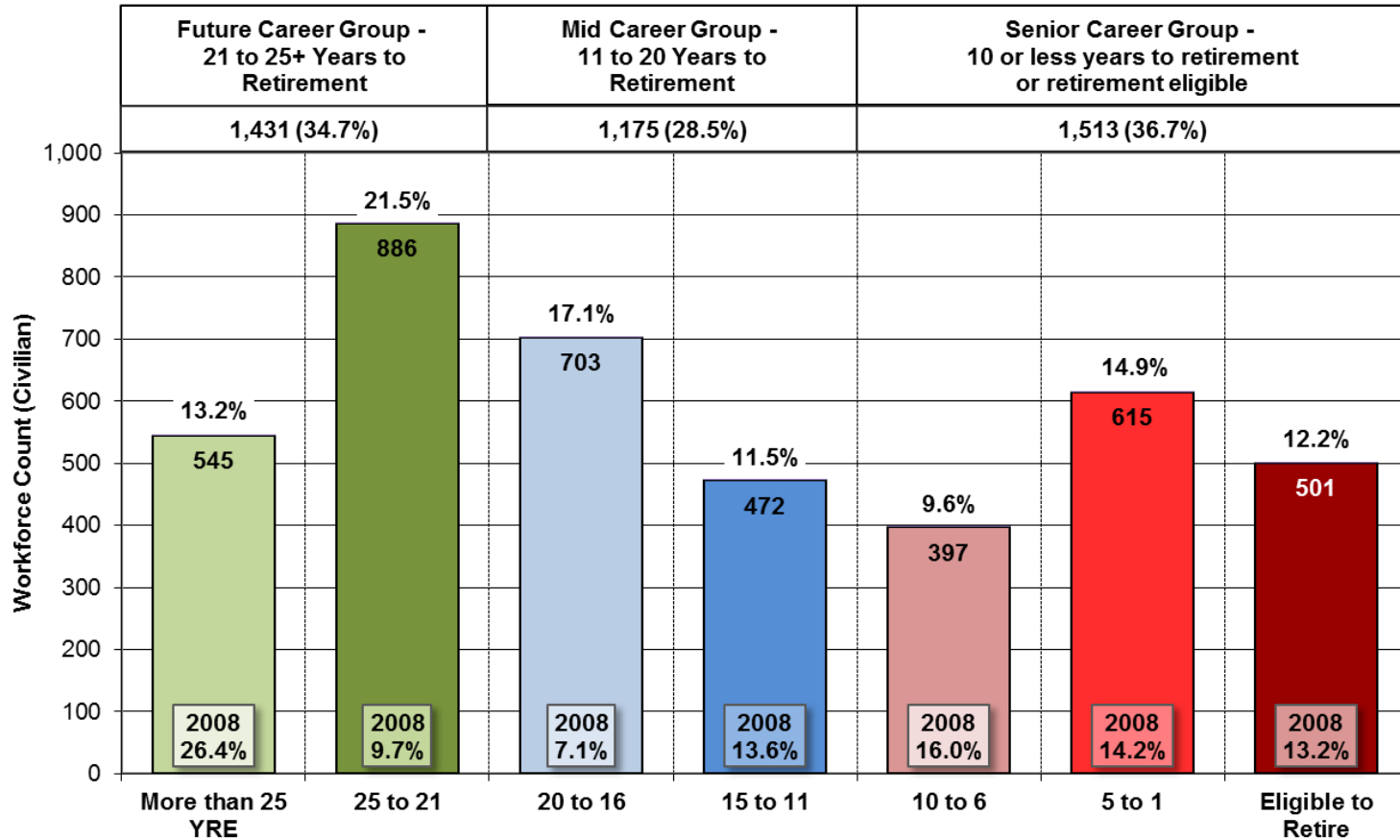


As of 31 Dec 2017



Audit Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Audit



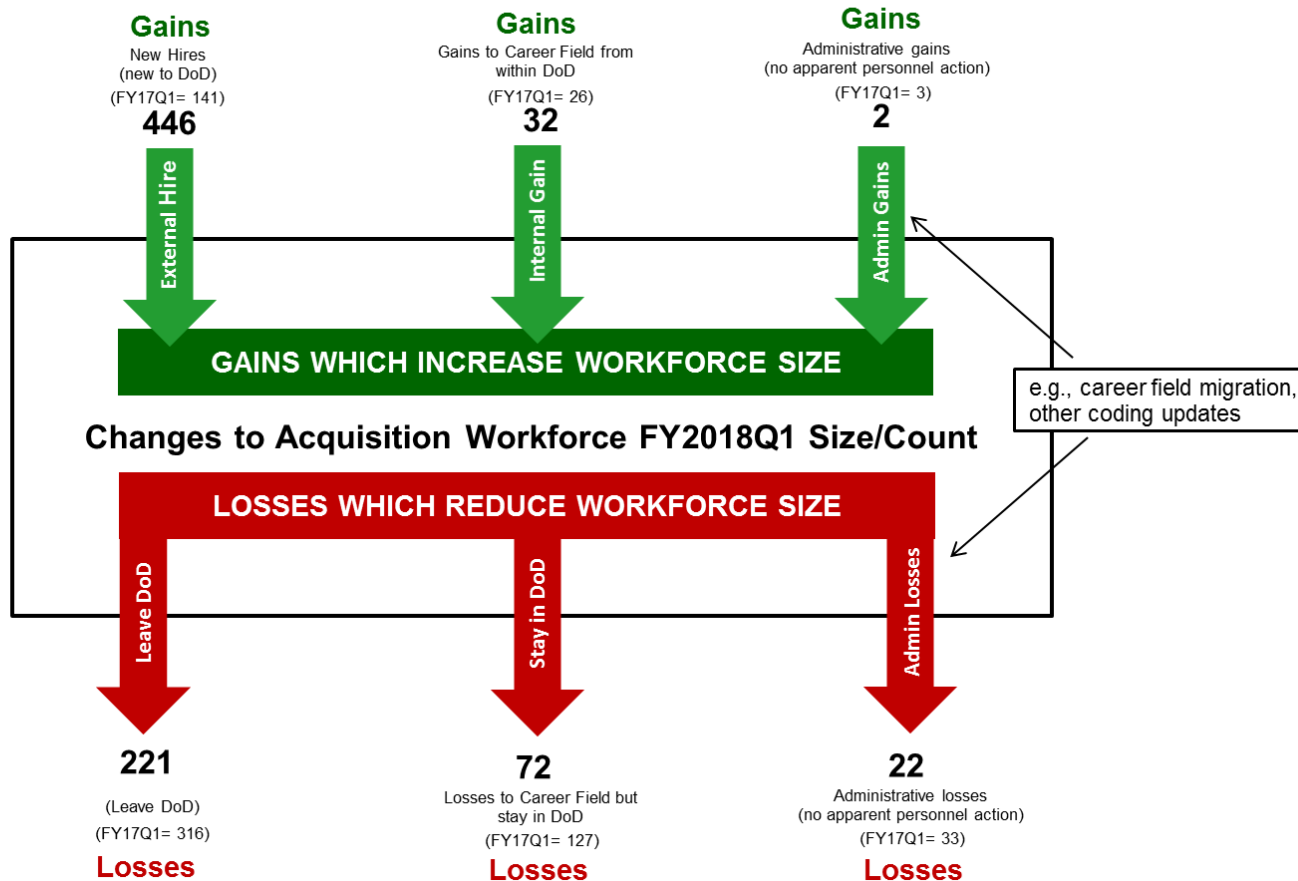
As of 31 Dec 2017



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

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Audit

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

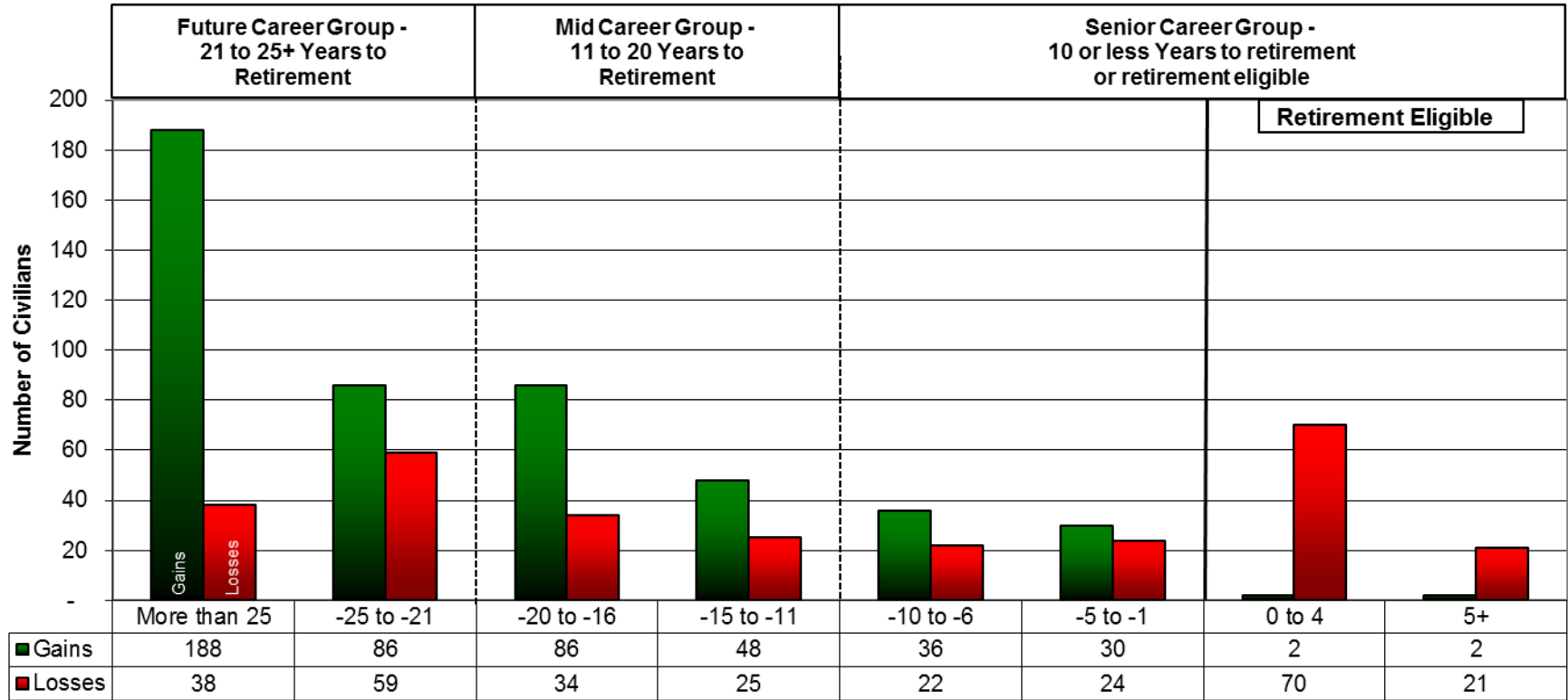




Audit Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2018Q1 Gains & Losses*

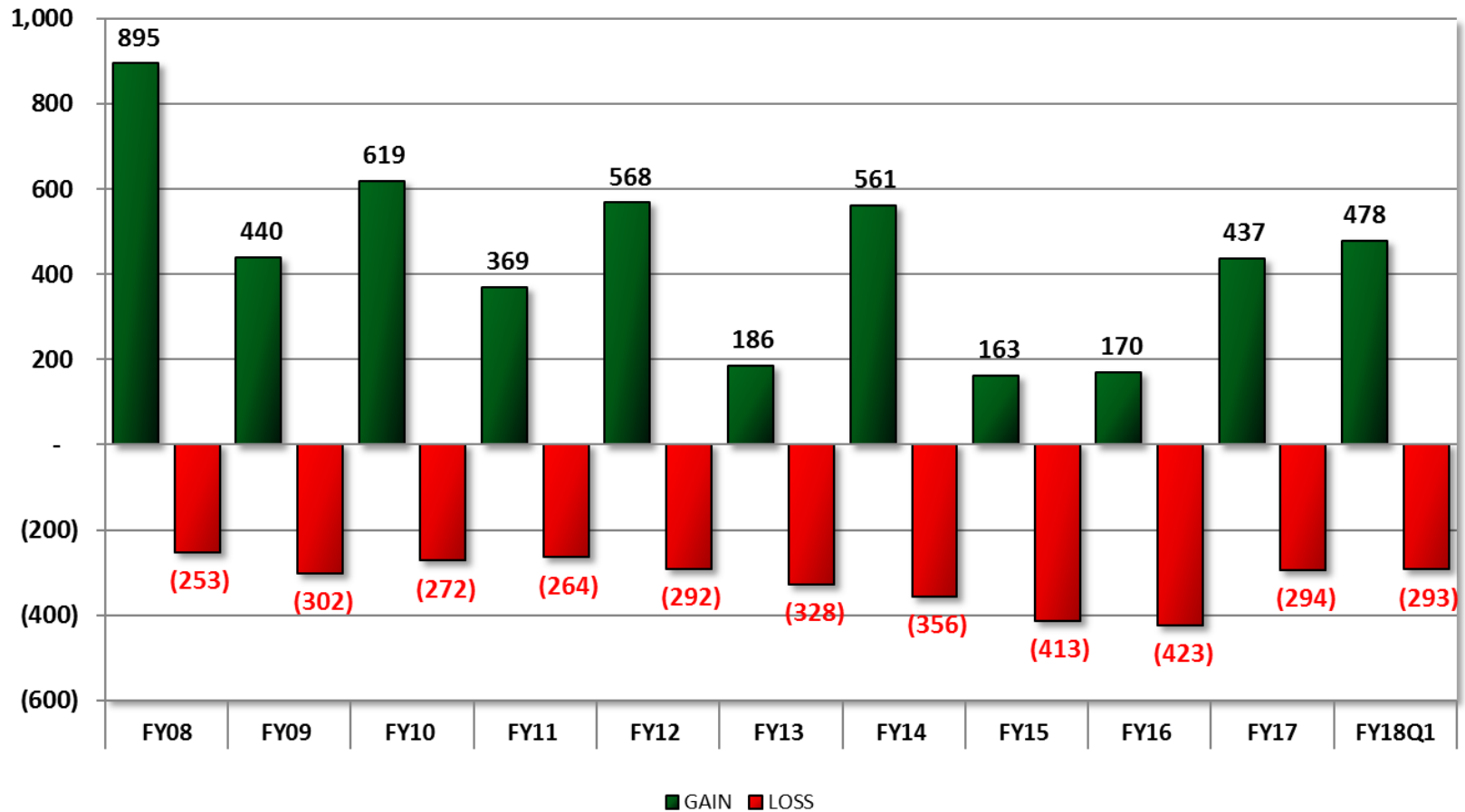


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Audit Historical Gains and Losses



**Does not include Administrative Gains and Losses*

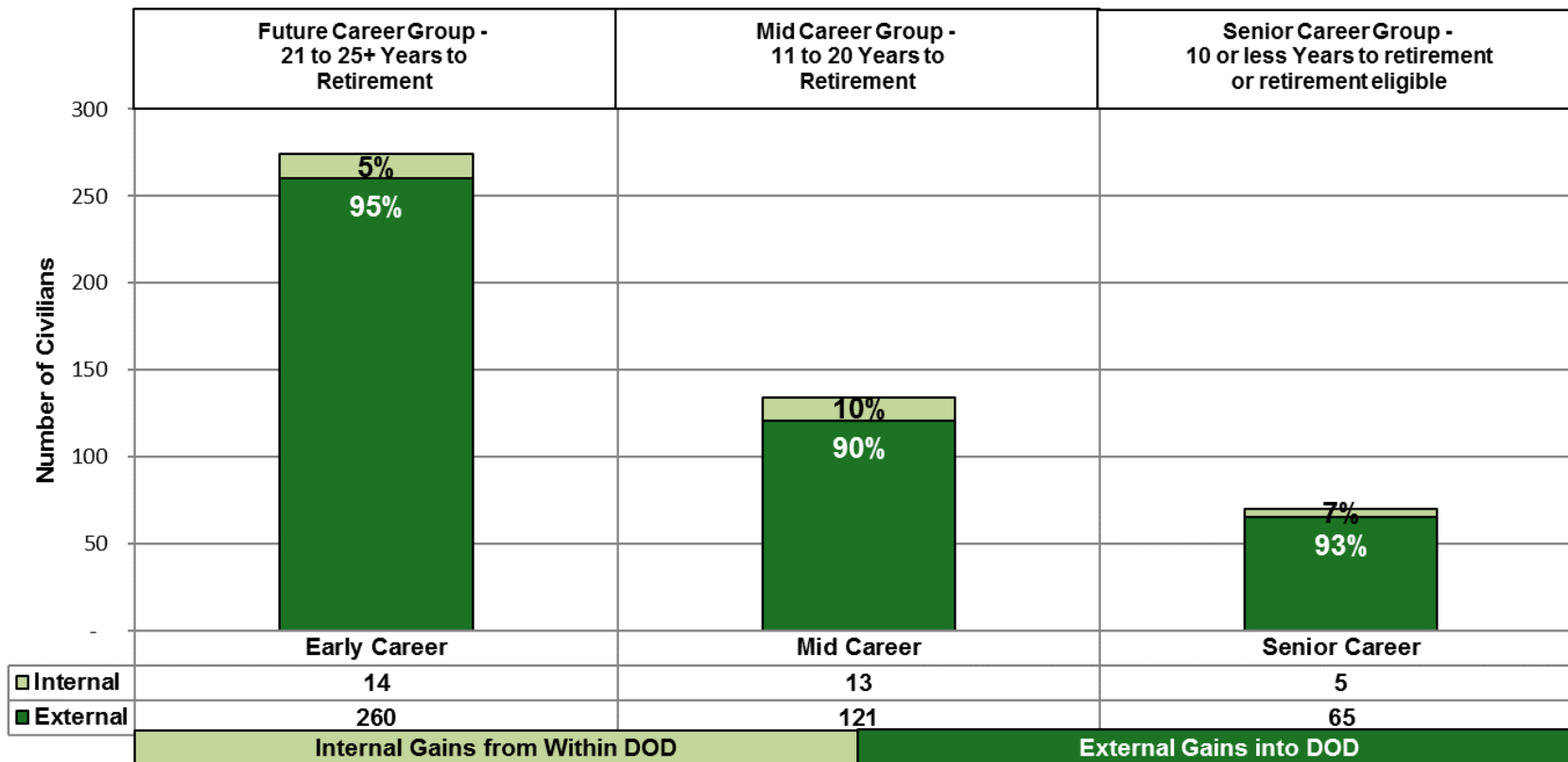
As of 31 Dec 2017



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2018Q1 Gains*



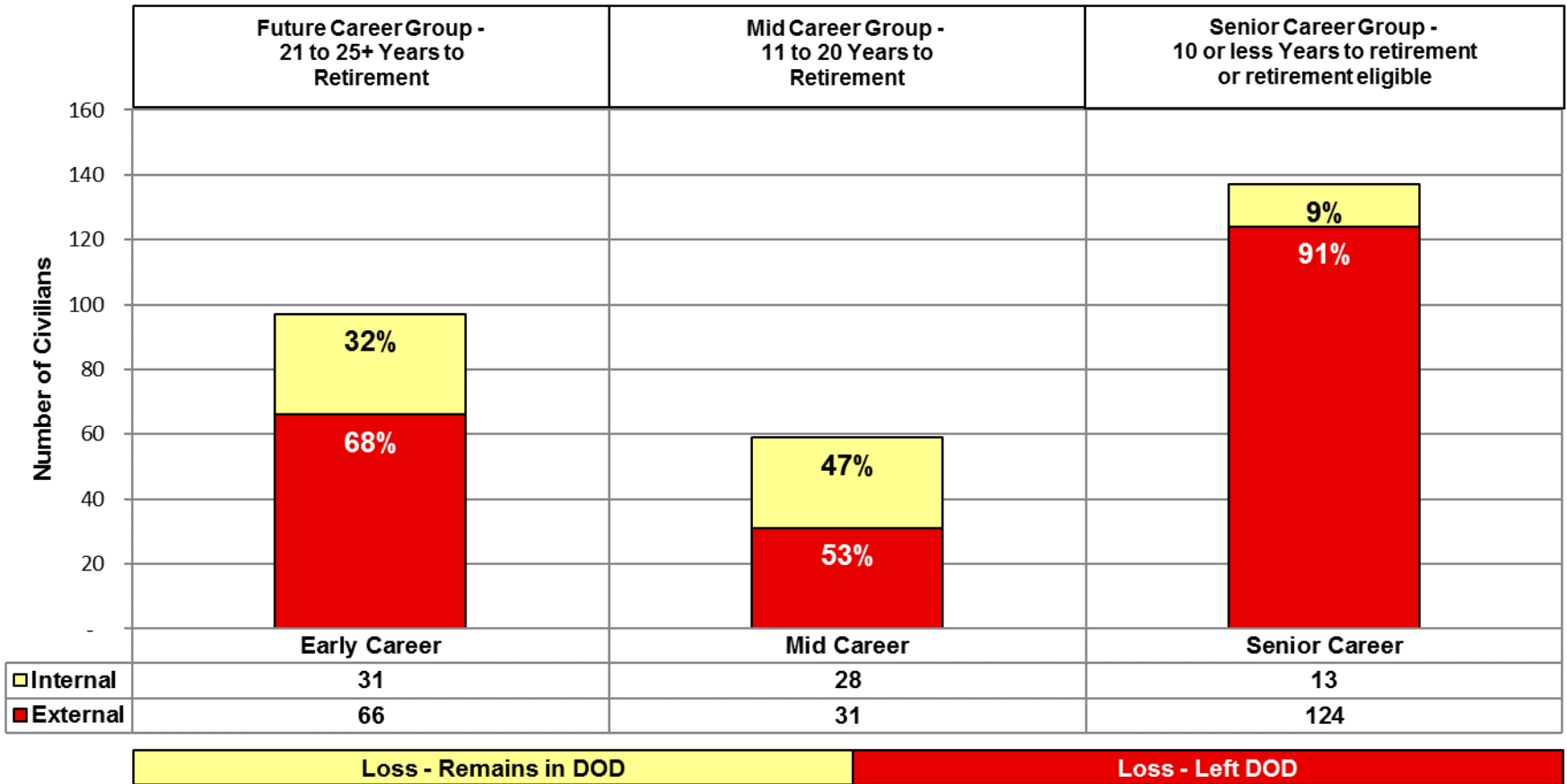
*Does not include administrative gains



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

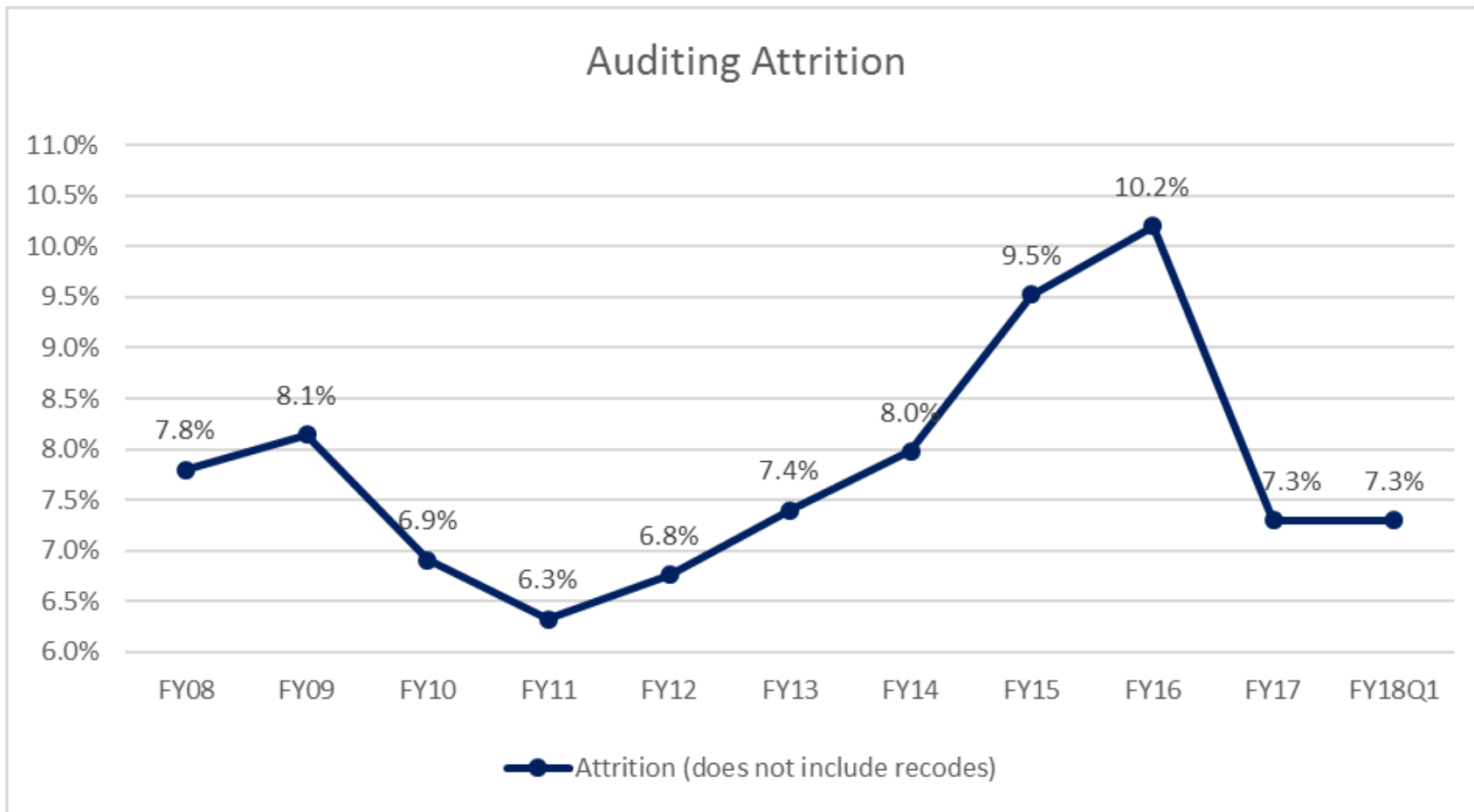
Workforce Lifecycle FY2018Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates

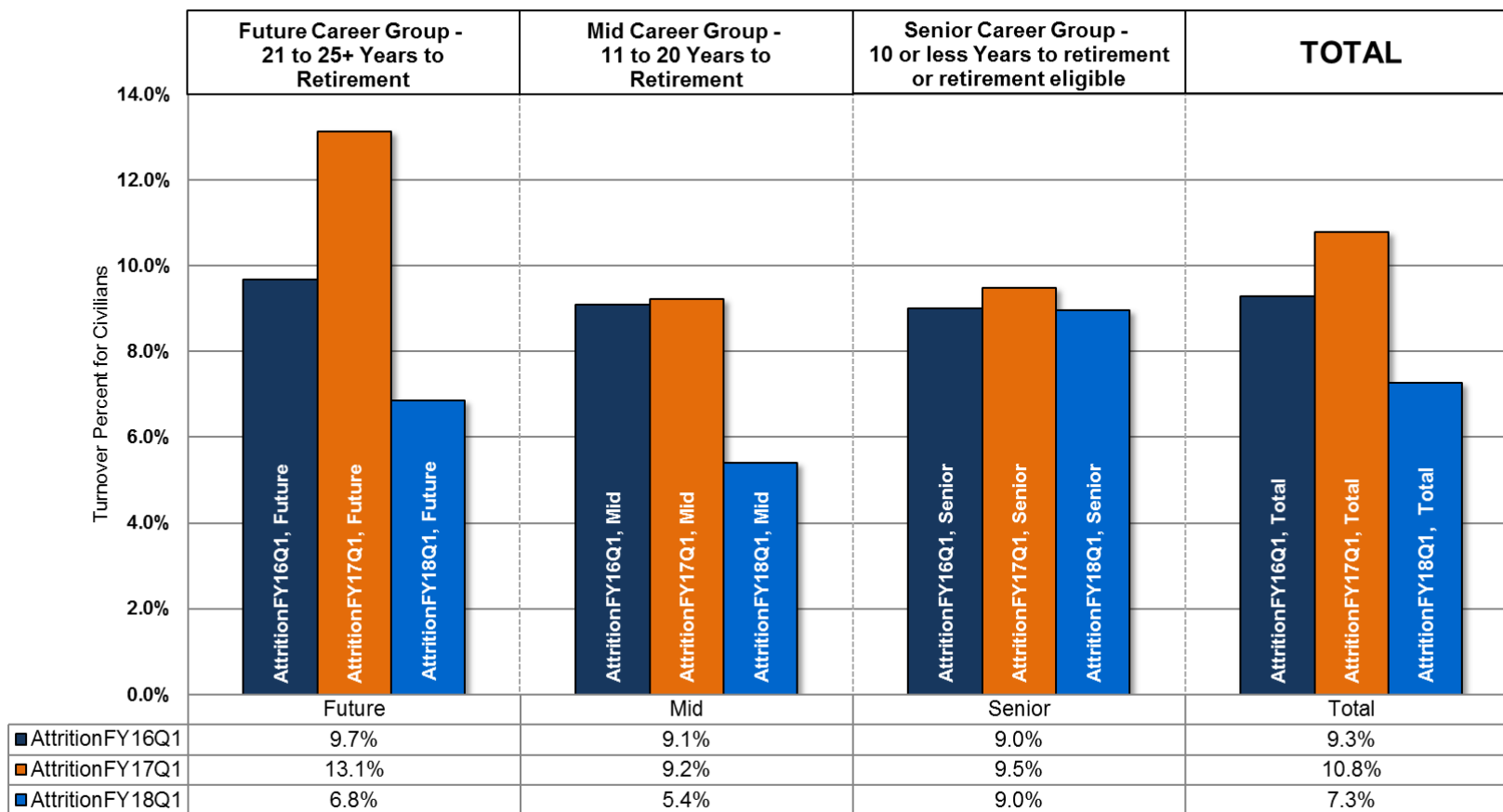


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Audit Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Audit (Civilian) (FY16Q1, FY17Q1, FY18Q1)(by Career Lifecycle Group)



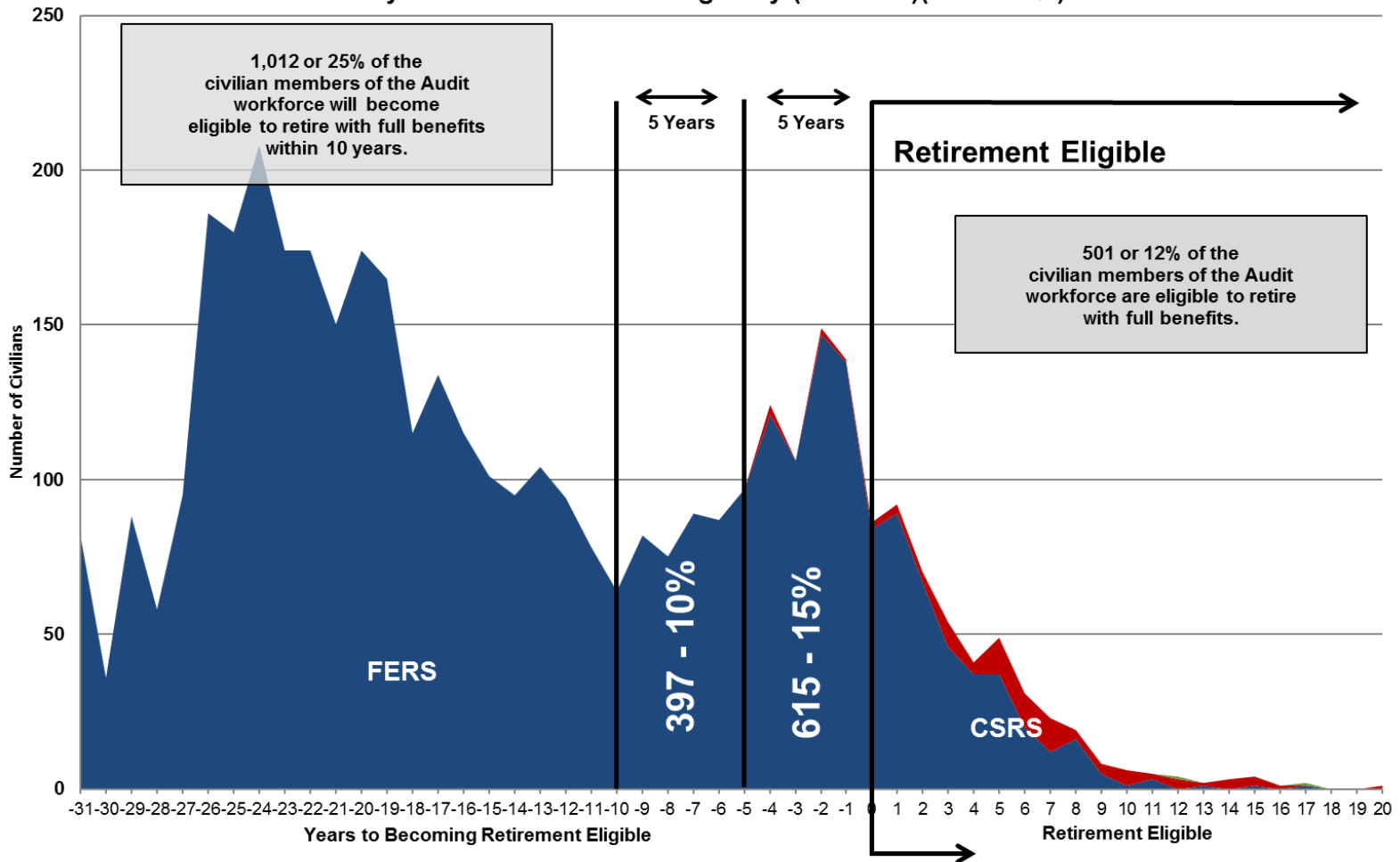


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q1)



As of 31 Dec 2017



END