



Defense Acquisition Workforce Key Information

Business- Cost Estimate
As of FY18Q1 (31 December 2017)



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Business - Cost Estimating	FY 2010				FY2018Q1			
	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,035	35	1,070	125,879	1,333	66	1,399	165,611
Change in size from 2008	-	-	-	-	29%	89%	31%	32%
Civilian/Military Composition	97%	3%	-	88% / 12%	95%	5%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	97%	0%	77%	98%	97%	98%	84%
Graduate Degree	41%	80%	0%	29%	53%	58%	53%	40%
Certification								
Level I or Higher Achieved	25%	0%	24%	72%	81%	29%	78%	86%
Level II or Higher Achieved	3%	0%	3%	61%	69%	8%	66%	73%
Level III Achieved	2%	0%	2%	36%	46%	2%	44%	42%
Position Certification Requirement Met or Exceeded	7%	0%	7%	58%	66%	12%	63%	76%
Within 24 Months of Certification Requirement	93%	100%	93%	27%	27%	79%	30%	21%
Does Not Meet Certification Requirement	0%	0%	0%	14%	7%	9%	7%	3%
Planning Considerations								
Average Age	41	34	41	46	41	30	40	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	56/17/27(%)	-	-	20/23/57 (%)(Civ)	35/29/37(%)	-	-	26/25/49(%)
Average Years of Service	12	12	12	17	12	7	12	15
Retirement Eligible*	104(10%)	-	-	19,051(17%) (Civ)	501(12%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	122(12%)	-	-	21,315(19%) (Civ)	615(15%)	-	-	25,778(17%)
Total Gains/Losses*	15	-	-	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 current Business - Cost Estimate Defense Acquisition Workforce count has increased from 1,070 in FY10 to 1,399 at the end of FY18Q1. Although this is a slight increase since last quarter it is still an increase since 2010 - a 31% increase.
- Cost Estimate has the highest population in the Early Career Group of all Career Fields with 44% of its workforce in that career group. Additionally they also have the least amount in the Senior Career Group with 30% of its population in that group.
- The Cost Estimate Career Field has seen a decrease in attrition since FY13 decreasing from 11.8% to 8.6%, but has increased to over 10% in the last two years, although there was small decrease from the end of FY17Q4 to FY18Q1. quarter.

Defense Acquisition Workforce

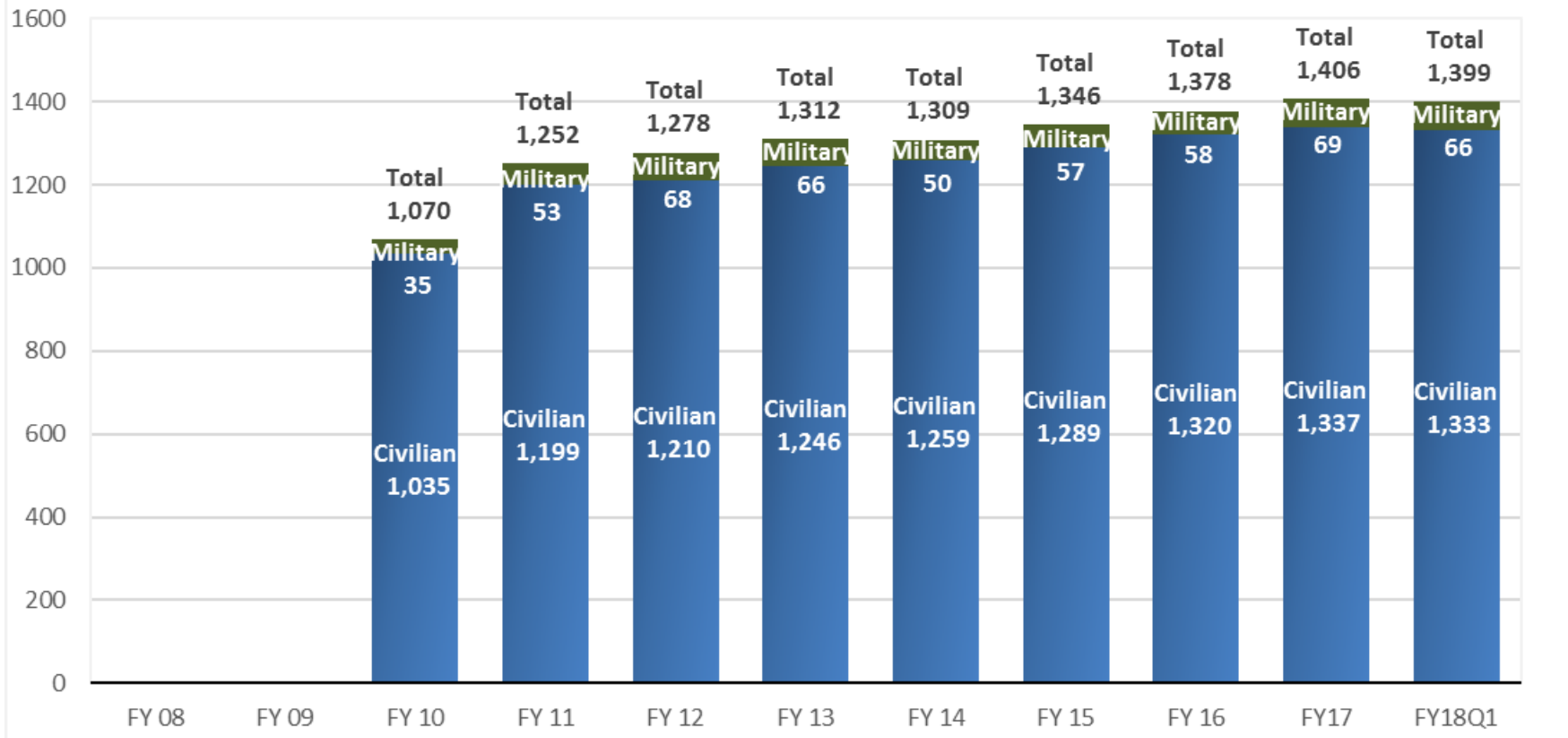
- The certification Meets/Exceeds rate for Cost Estimate has continued to rise annually year since 2010.



Total Historic Workforce

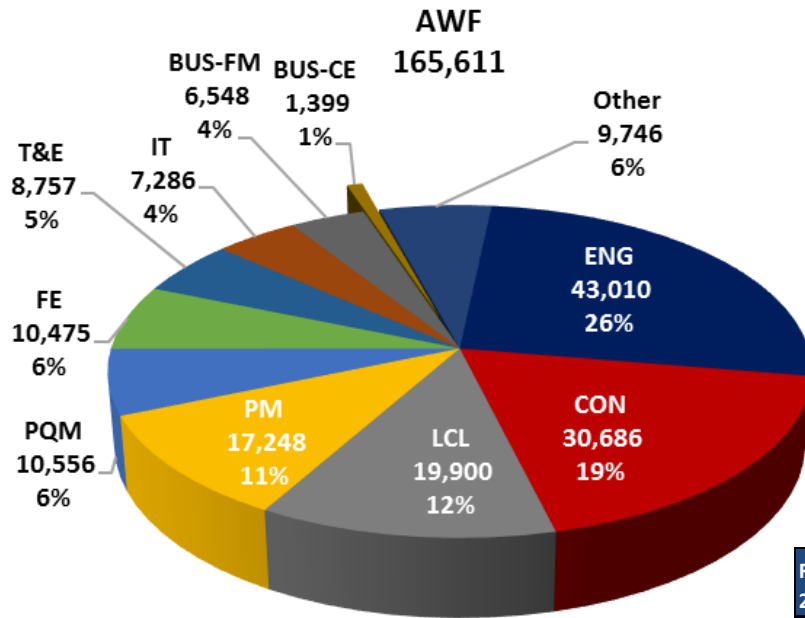


Business - Cost Estimating





AWF by Component and Career Field



FY18Q1 Totals (as of 12-31-2017)	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,120	4,120	2.5%
Business - CE	257	527	37	498	80	1,399	0.8%
Business - FM	1,737	2,029	174	2,080	528	6,548	4.0%
Contracting	7,943	5,984	531	8,289	7,939	30,686	18.5%
Engineering	9,084	22,276	339	9,178	2,133	43,010	26.0%
Facilities Engineering	4,207	5,573	31	573	91	10,475	6.3%
Information Technology	1,735	2,964	215	1,334	1,038	7,286	4.4%
Life Cycle Logistics	7,011	5,858	612	3,301	3,118	19,900	12.0%
Production, Quality and Man	1,395	3,406	43	431	5,281	10,556	6.4%
Program Management	3,305	5,467	756	5,892	1,828	17,248	10.4%
Property	47	67	-	18	268	400	0.2%
Purchasing	389	392	47	62	520	1,410	0.9%
S&T Manager	469	515	4	2,668	120	3,776	2.3%
Test and Evaluation	1,860	3,229	128	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	58,311	2,917	37,495	27,441		
Component %	23.8%	35.2%	1.8%	22.6%	16.6%		165,611



Business CE Workforce Historical Size by Component/Agency FY10 – FY18Q1



Business - CE Defense Acq Workforce Agency	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY10	% Change Since FY16
Navy	428	477	484	495	513	538	552	533	527	23%	-5%
MARINE CORPS	22	22	28	39	35	32	36	37	37	68%	3%
ARMY	270	280	267	262	250	244	249	258	257	-5%	3%
AIR FORCE	300	417	429	432	438	454	458	496	498	66%	9%
DCMA	2	2	2	4	2	5	4	-	2	0%	-50%
DLA	-	-	1	2	1	-	1	-	-		-100%
DCAA	-	-	-	-	-	-	-	-	-		
MDA	41	34	48	60	54	53	55	60	59	44%	7%
DISA	1	4	4	4	4	8	10	9	8	700%	-20%
DTRA	-	-	-	-	-	-	-	-	-		
DHA	1	4	4	5	3	2	4	4	3	200%	-25%
DAU	5	12	11	8	8	7	7	6	5	0%	-29%
NRO	-	-	-	-	-	-	-	2	2		
OSD	-	-	-	1	1	3	2	1	1		-50%
TOTAL	1,070	1,252	1,278	1,312	1,309	1,346	1,378	1,406	1,399	↑ 31%	↑ 2%



Business CE Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q1



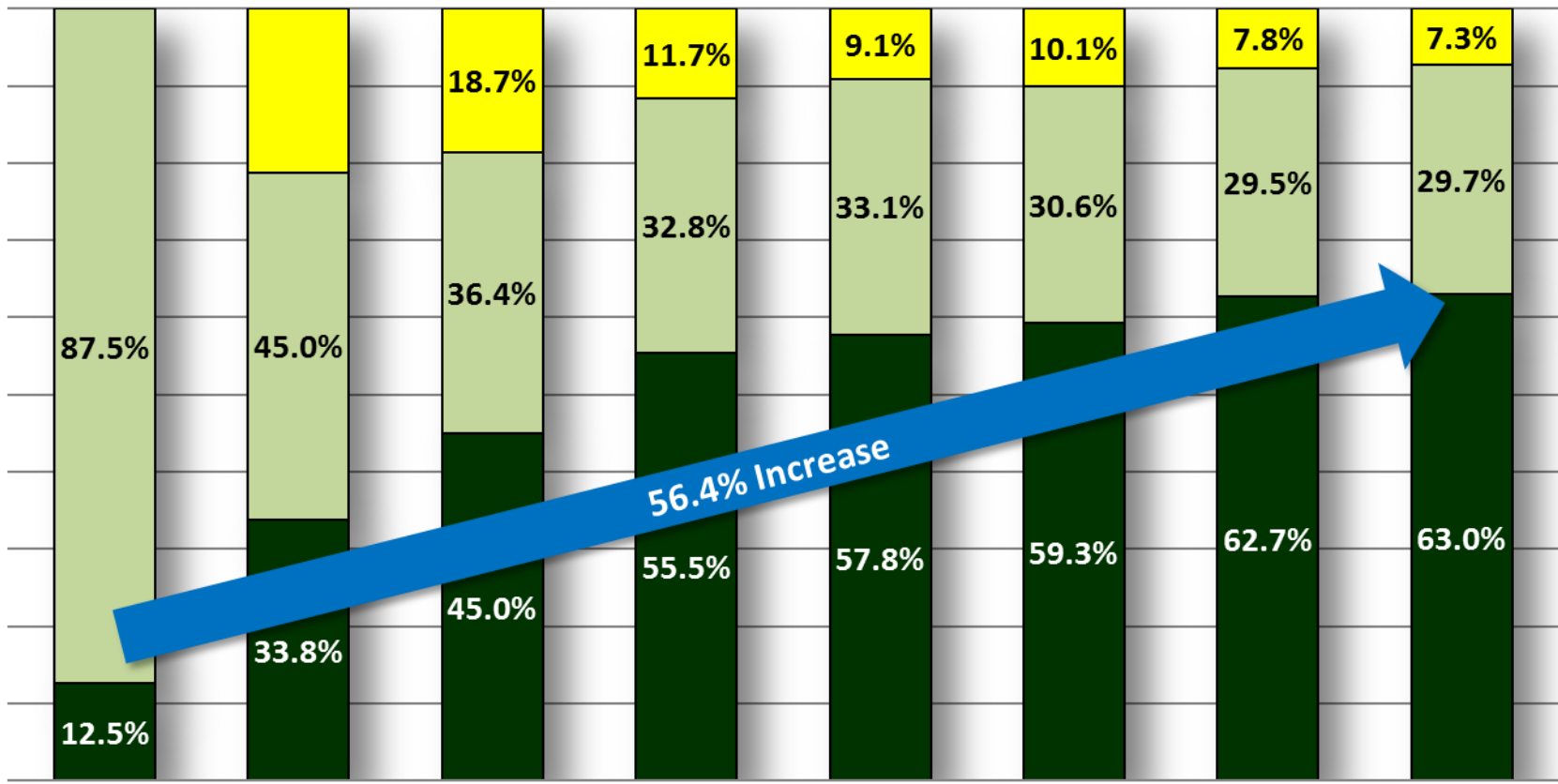
Business - CE Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	535	539	542	552	539	539	530	533	527	-2%
ARMY	250	245	244	249	257	258	253	258	257	0%
AIR FORCE	462	467	455	458	474	494	501	496	498	5%
MARINE CORPS	34	33	34	36	37	37	37	37	37	0%
DCMA	4	5	4	4	4	3	3	-	2	-50%
DLA	-	-	1	1	1	-	-	-	-	-100%
MDA	54	55	58	55	58	58	54	60	59	2%
DISA	8	8	7	10	9	5	7	9	8	-11%
DHA	4	4	4	4	4	4	4	4	3	-25%
DAU	7	8	7	7	6	6	6	6	5	-17%
NRO	-	-	-	-	-	-	1	2	2	
OSD	3	3	3	2	2	2	2	1	1	-50%
TOTAL	1,361	1,367	1,359	1,378	1,391	1,406	1,398	1,406	1,399	↑ 1%



Business - CE Historical DAWIA Certification FY10 – FY18Q1



Business - CE



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

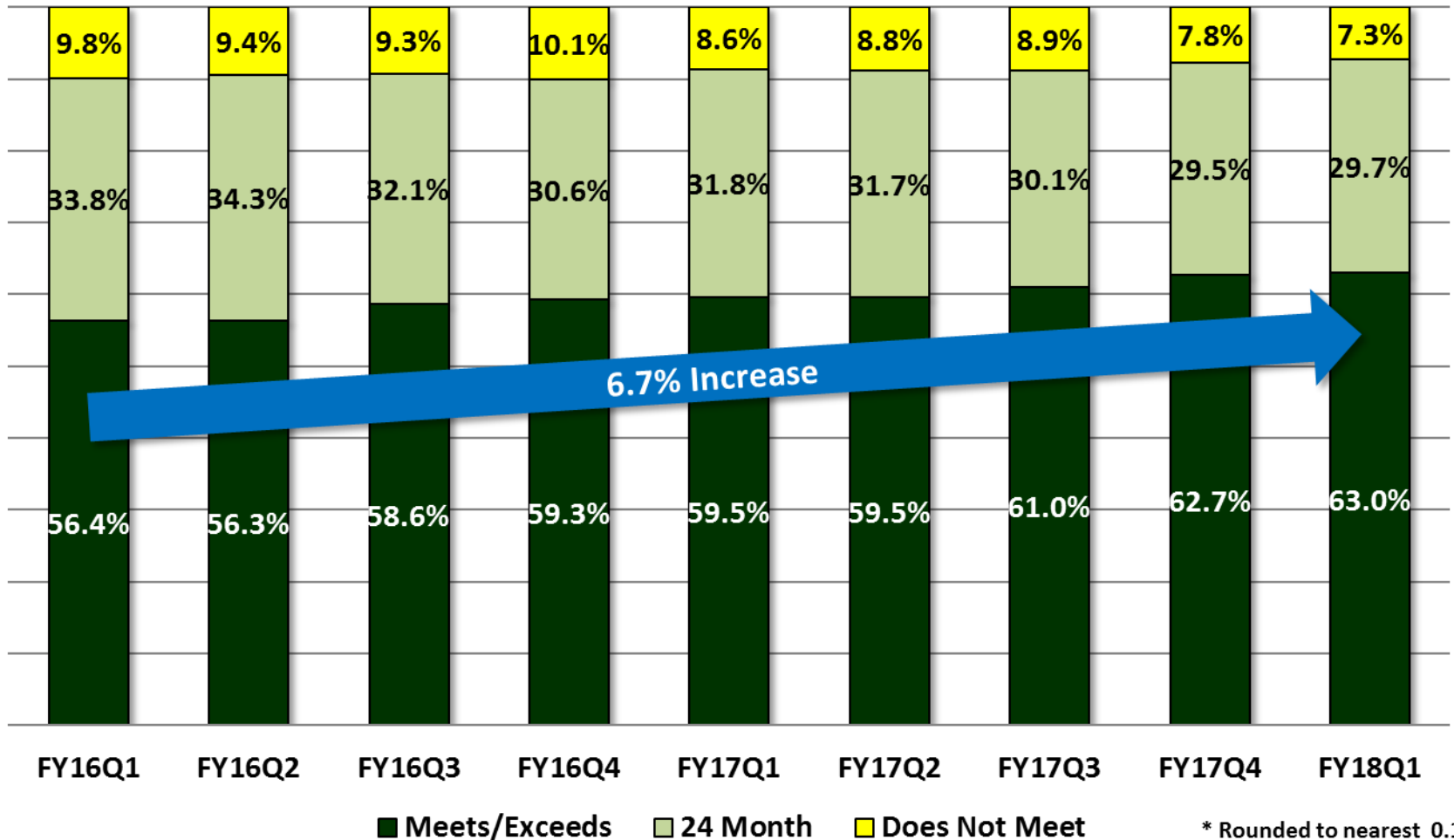
* Rounded to nearest 0.1%



Business – CE Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



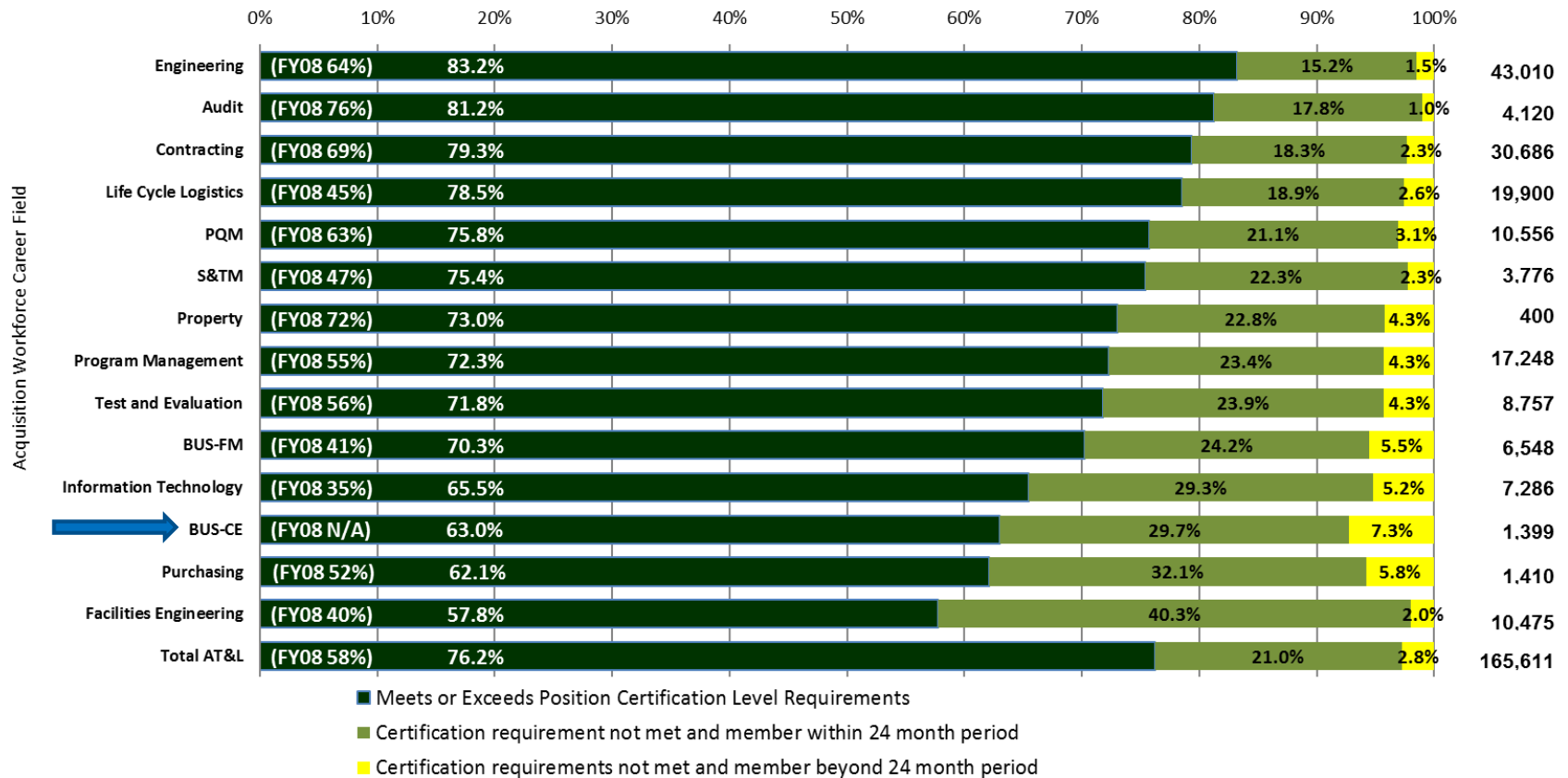
Business - CE





Business DAWIA Certification by Career Field

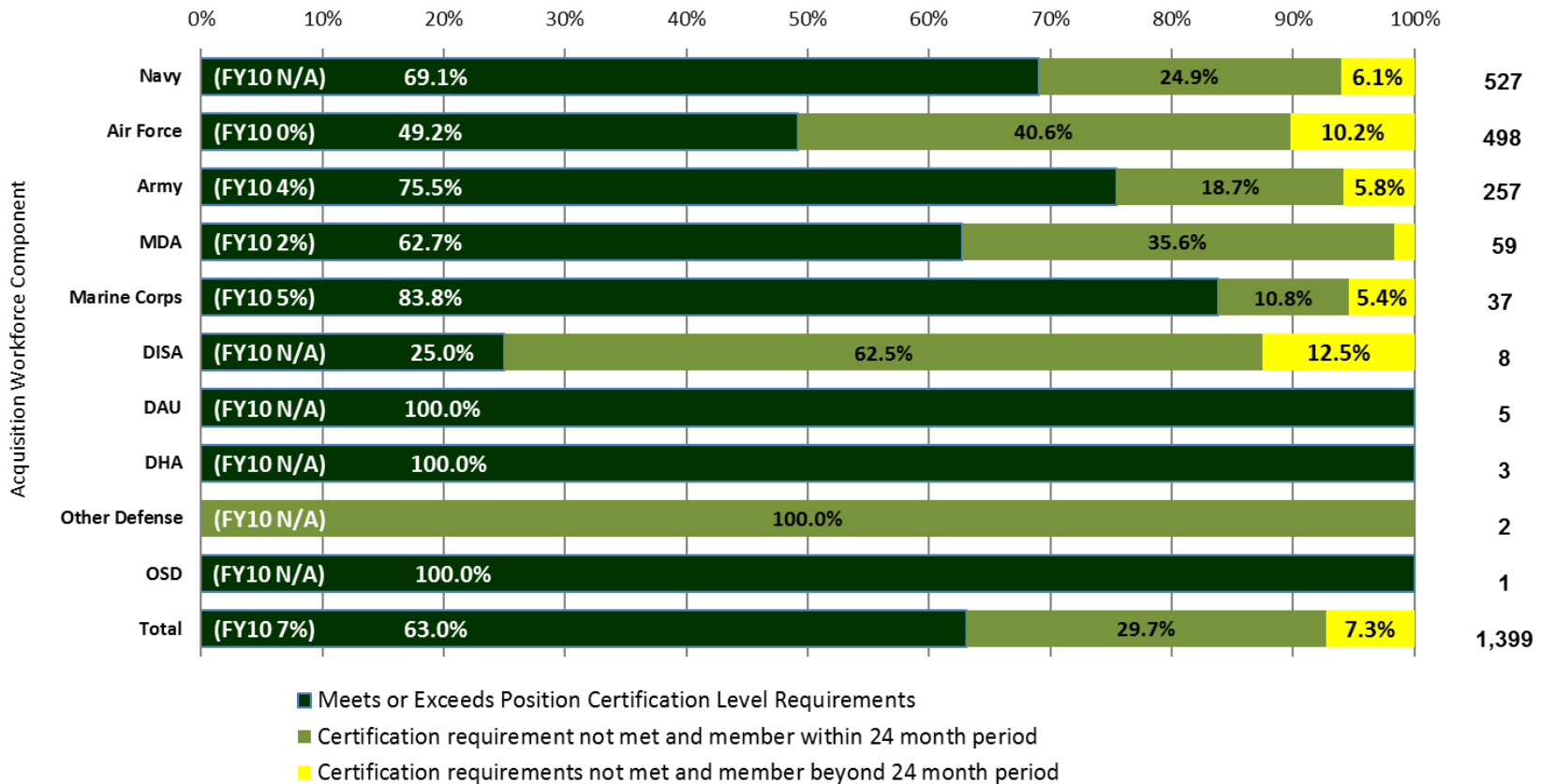
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





Business - CE DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY18Q1)





Business - CE DAWIA Certification Matrix + Bench Strength

Business - CE		Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	111	24	8	5	148	25.0%	
Level II	151	126	236	114	627	55.8%	
Level III	40	23	66	495	624	79.3%	
<i>Unspecified</i>	-	-	-	-	-		
FY18Q1 TOTAL	302	173	310	614	1,399	63.0%	
	21.6%	12.4%	22.2%	43.9%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	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%	
Business - C	882	63.0%	12 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	37	107	4	148	10.6%
Level II	350	218	59	627	44.8%
Level III	495	90	39	624	44.6%
<i>Unspecified</i>	-	-	-	-	0.0%
Business - CE TOTAL	882	415	102	1,399	
	63.0%	29.7%	7.3%		

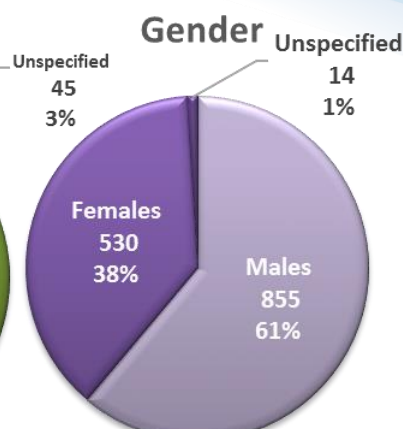
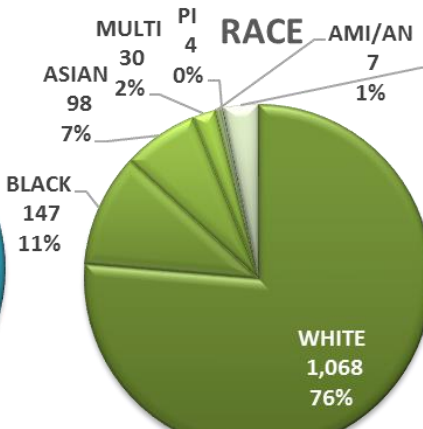
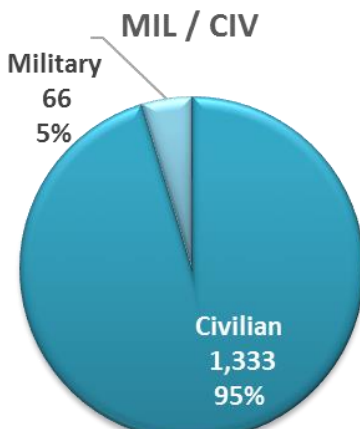
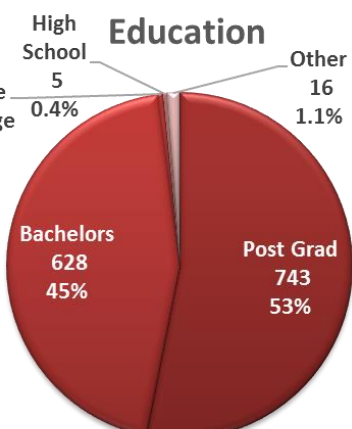
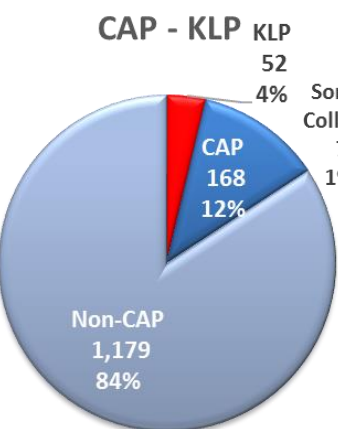
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CE Demographics



Occupied Position Type	BUS-CE	Entire DAW
Key Leadership Positions (KLPs)	52	3.7%
Critical Acquisition Positions (CAPs) *	168	12.0%
Non-CAP Positions	1,179	84.3%
Unknown		0.0%
TOTAL	1,399	165,611

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

Highest Level of Education	BUS-CE	Entire DAW
Post Grad	743	53.1%
Bachelors	628	44.9%
Some College	7	0.5%
High School	5	0.4%
Other	16	1.1%
TOTAL	1,399	165,611

Military / Civilian	BUS-CE	Entire DAW
Civilian	1,333	95.3%
Military	66	4.7%
TOTAL	1,399	165,611

Race	BUS-CE	Entire DAW
WHITE	1,068	76.3%
BLACK	147	10.5%
ASIAN	98	7.0%
MULTI	30	2.1%
AMI/AN	7	0.5%
PI	4	0.3%
Unspecified	45	3.2%
TOTAL	1,399	165,611

Gender	BUS-CE	Entire DAW
Males	855	61.1%
Females	530	37.9%
Unspecified	14	1.0%
TOTAL	1,399	165,611



Business CE Occupational Series

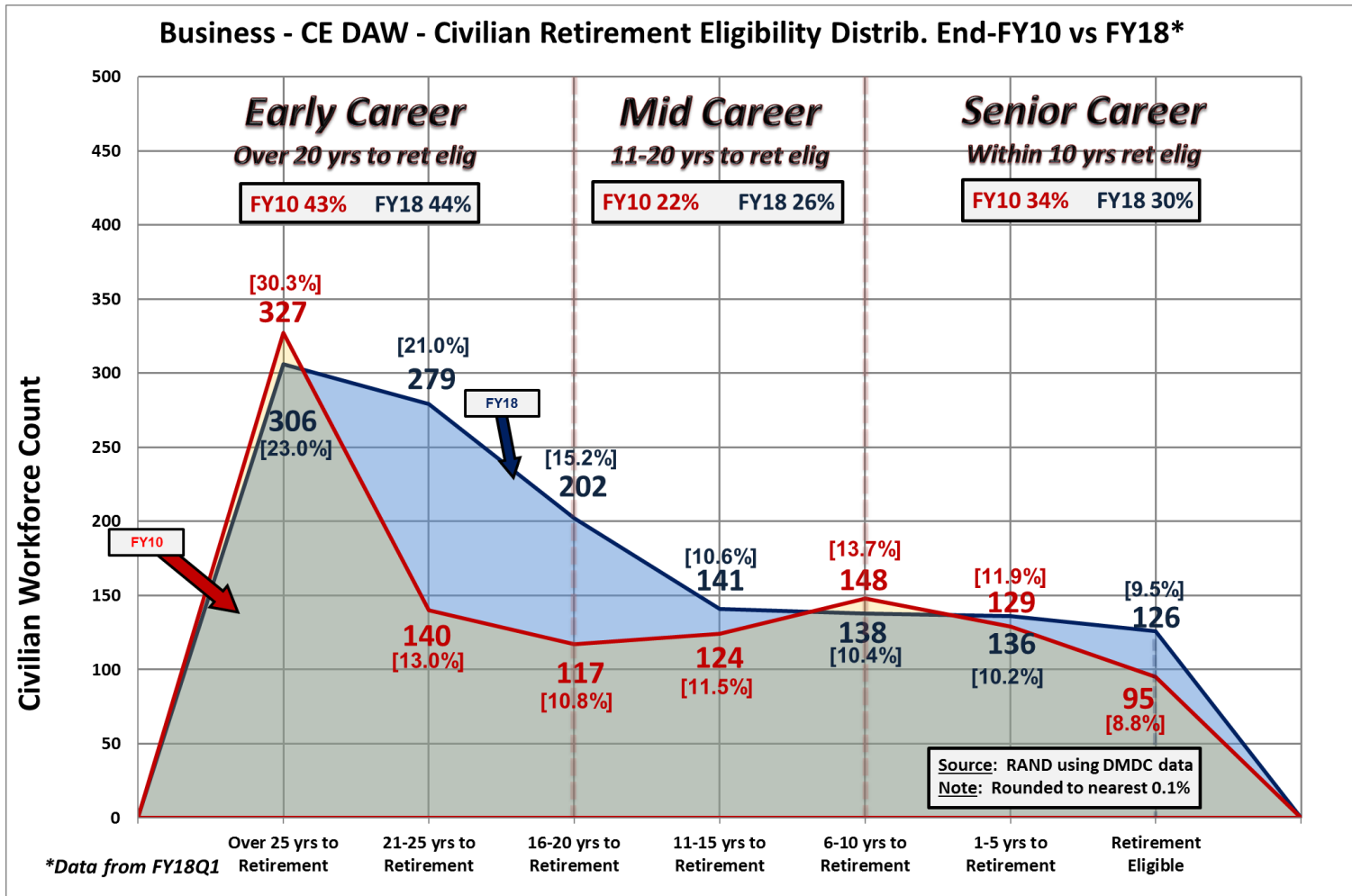
Civilian Occupational Series	BUS-CE	
1515 - Operations Research Analyst	1,053	79.0%
0501 - Financial Administrator	85	6.4%
0896 - Engineer, Industrial	74	5.6%
0801 - Engineer, General	57	4.3%
1520 - Mathematician	15	1.1%
0830 - Engineer, Mechanical	11	0.8%
0343 - Management and Program Analyst	9	0.7%
1101 - Business and Industry Specialist	7	0.5%
1101 - Business and Industry Specialist	7	0.5%
0301 - Administration & Program Staff	2	0.2%
<i>Other</i>	13	0.98%
TOTAL CIVILIAN	1,333	Civilians



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



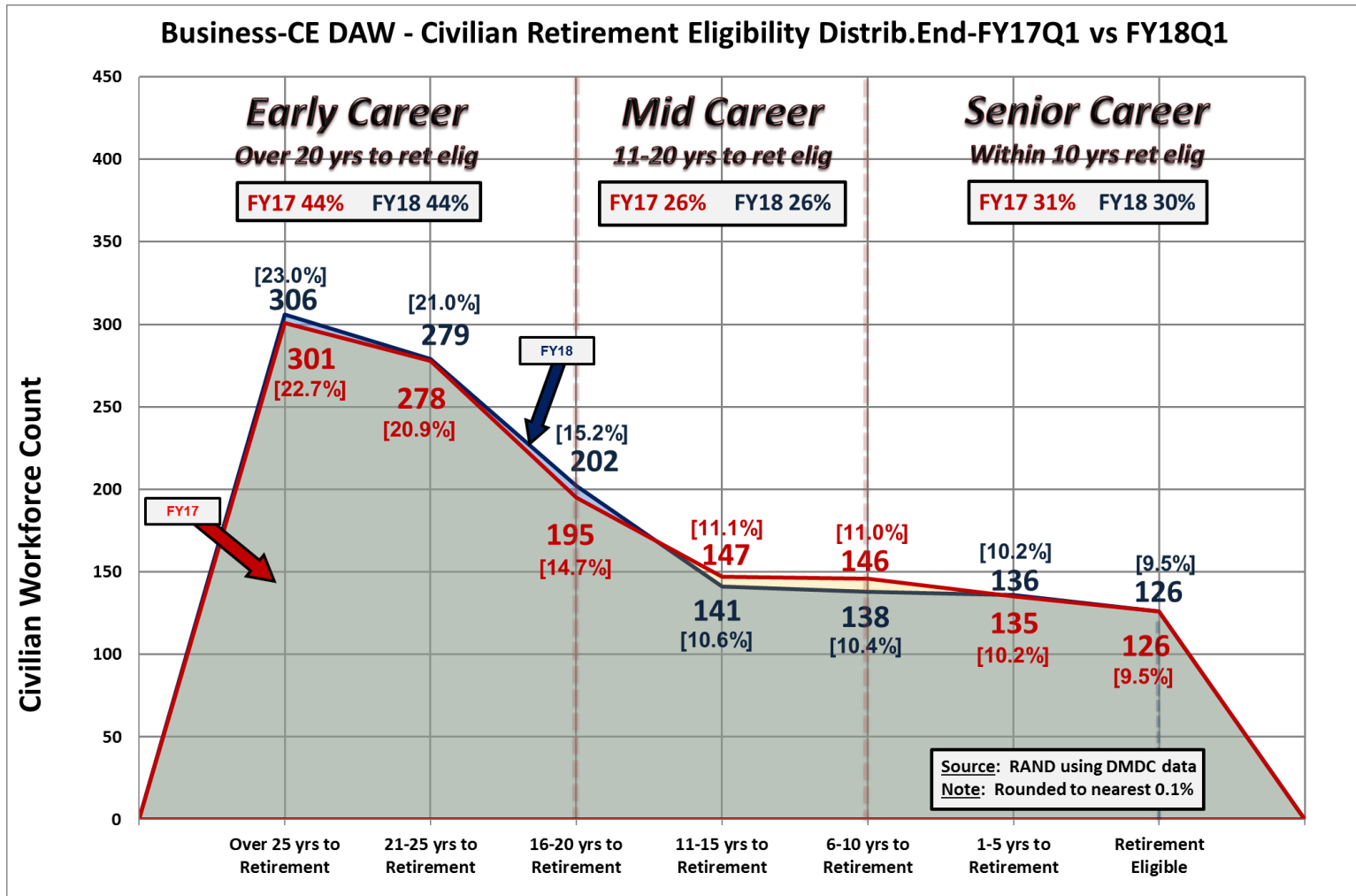
Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY18



* As of 31 Dec 2017



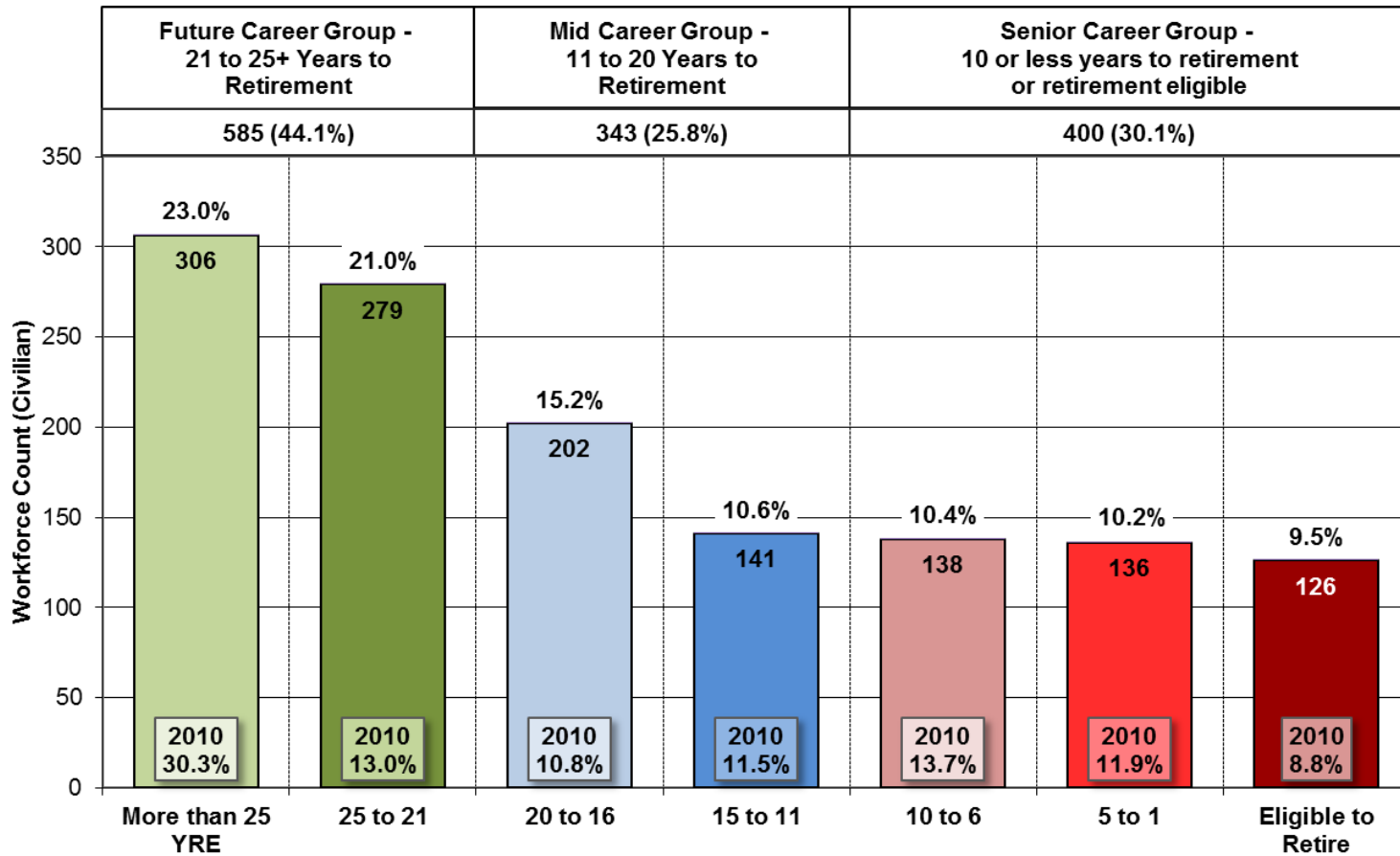
Business-CE Civilian Retirement Eligibility Distribution (1 Year) – FY17Q1 / FY18Q1





Workforce Lifecycle Model

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



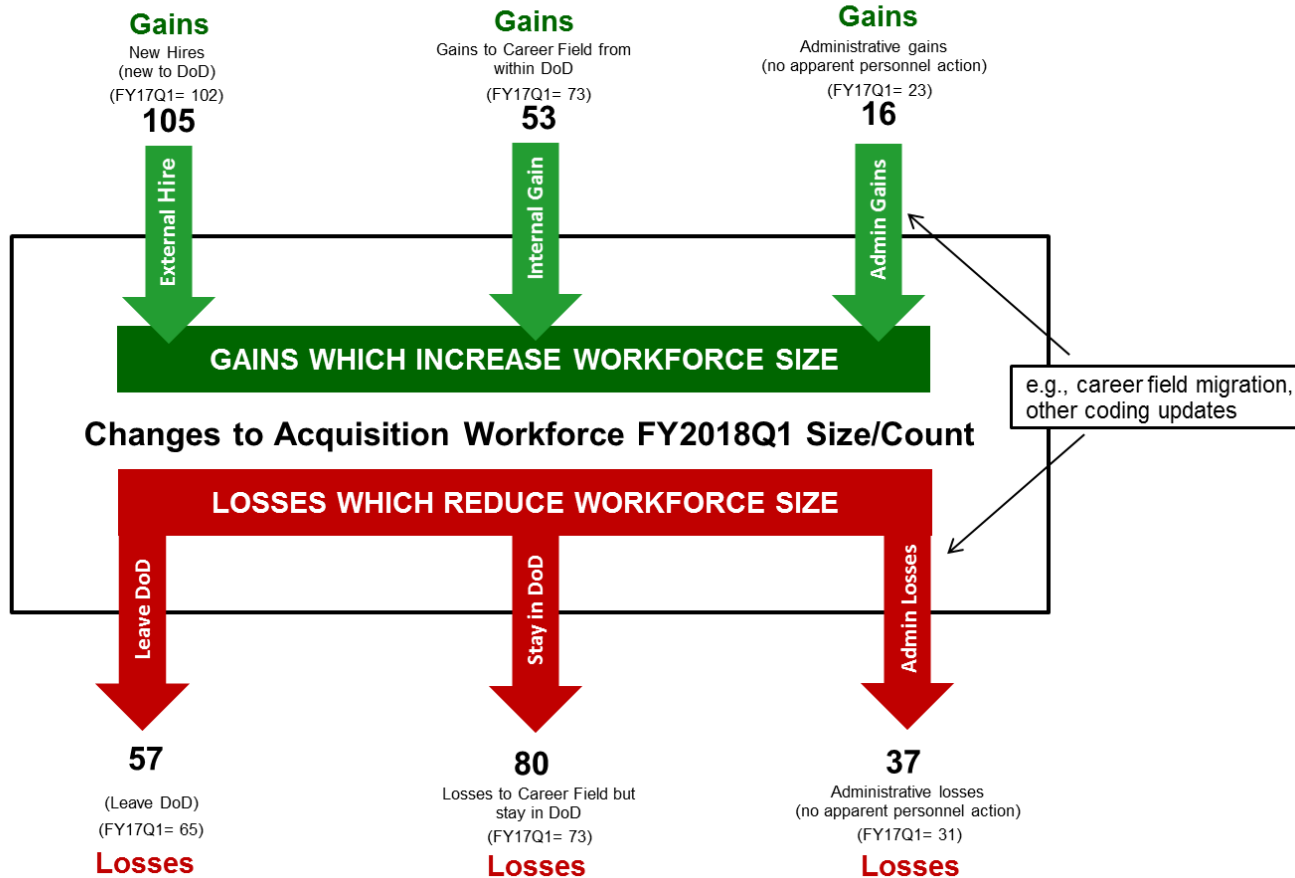
As of 31 Dec 2017



Business-CE Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Business - Cost Estimating

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



* As of 31 Dec 2017

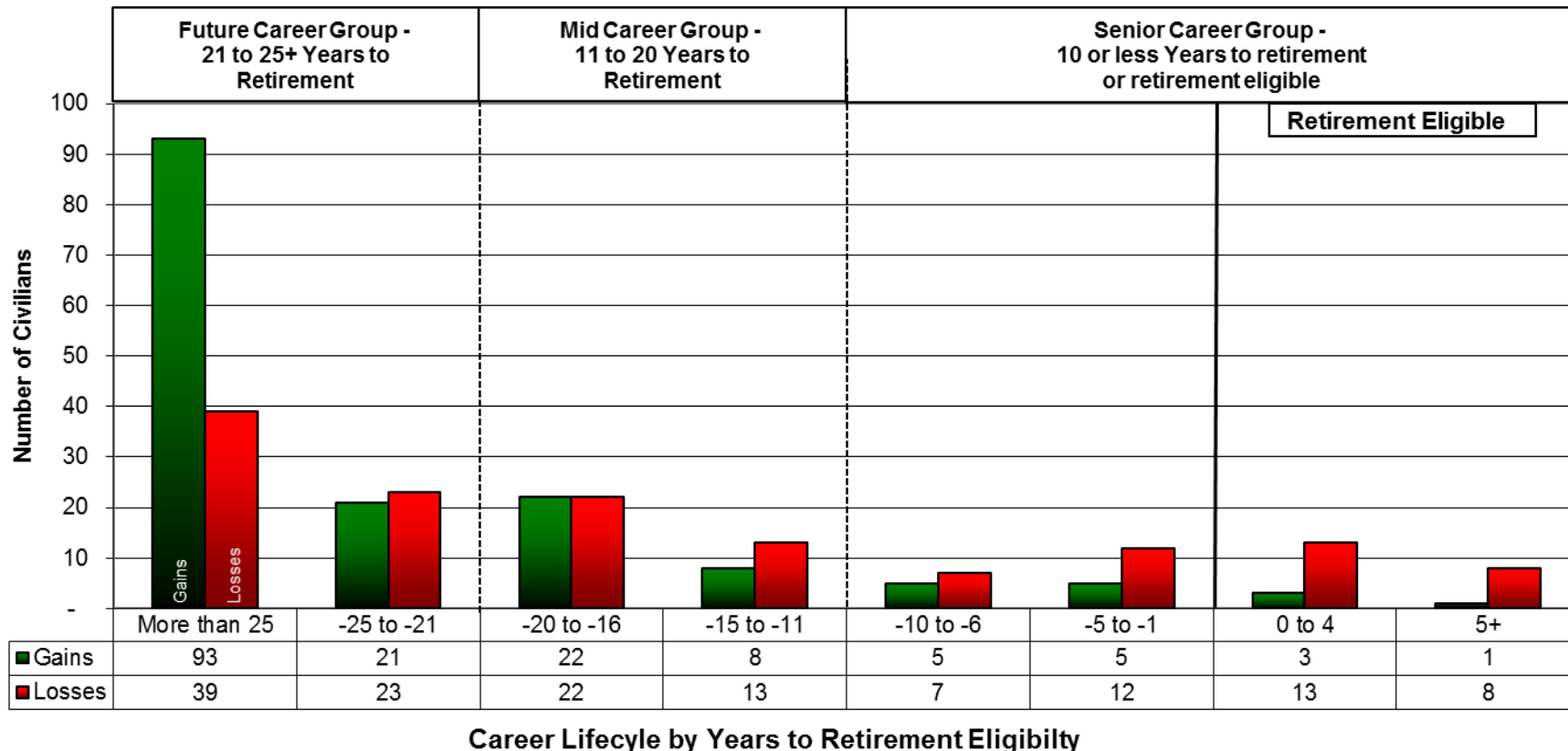


Business-CE Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Business - Cost Estimating

Workforce Lifecycle FY2018Q1 Gains & Losses*

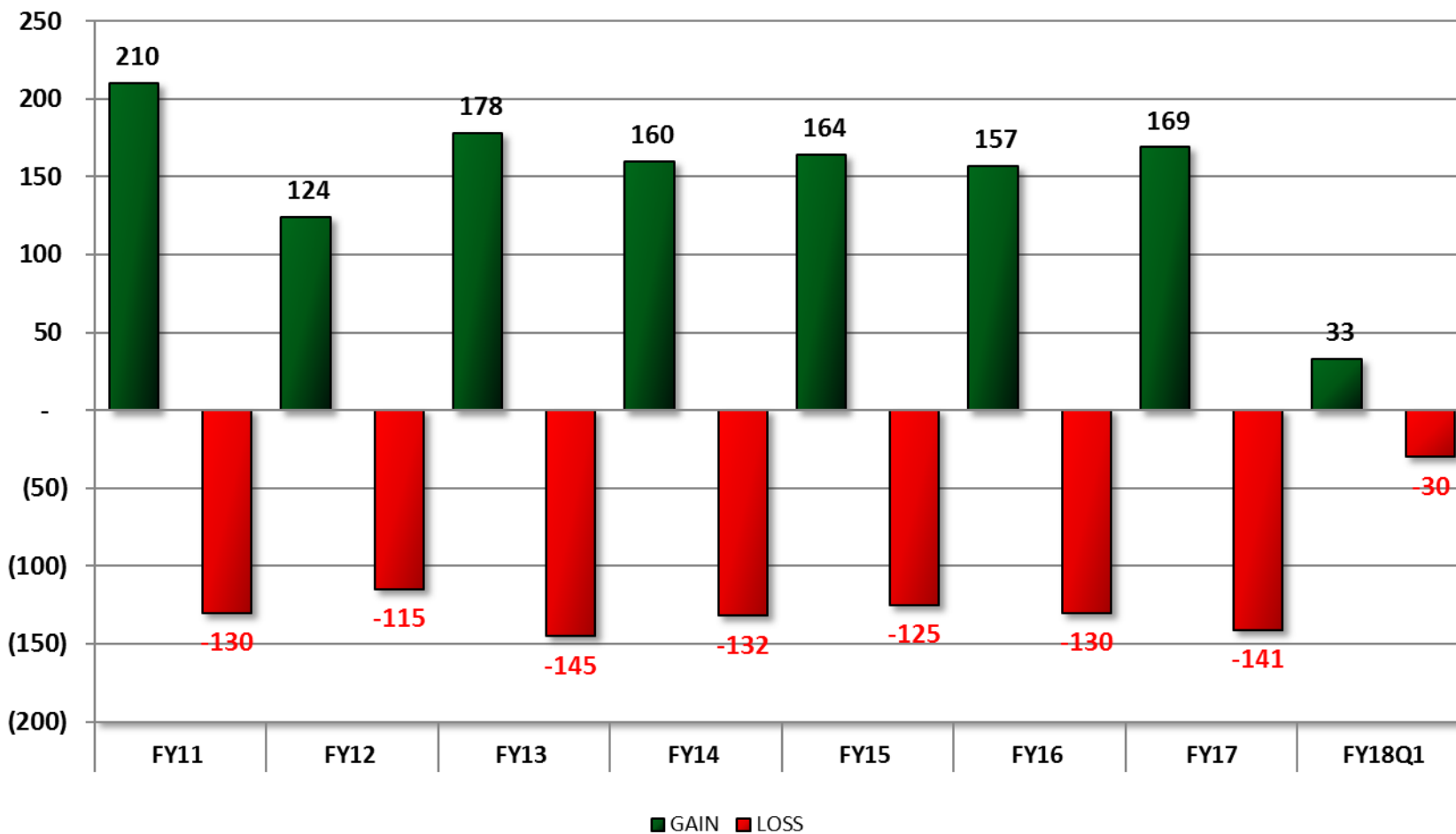


*Does not include administrative gains and losses

* As of 31 Dec 2017



Business Historical Gains and Losses FY10 – FY18Q1



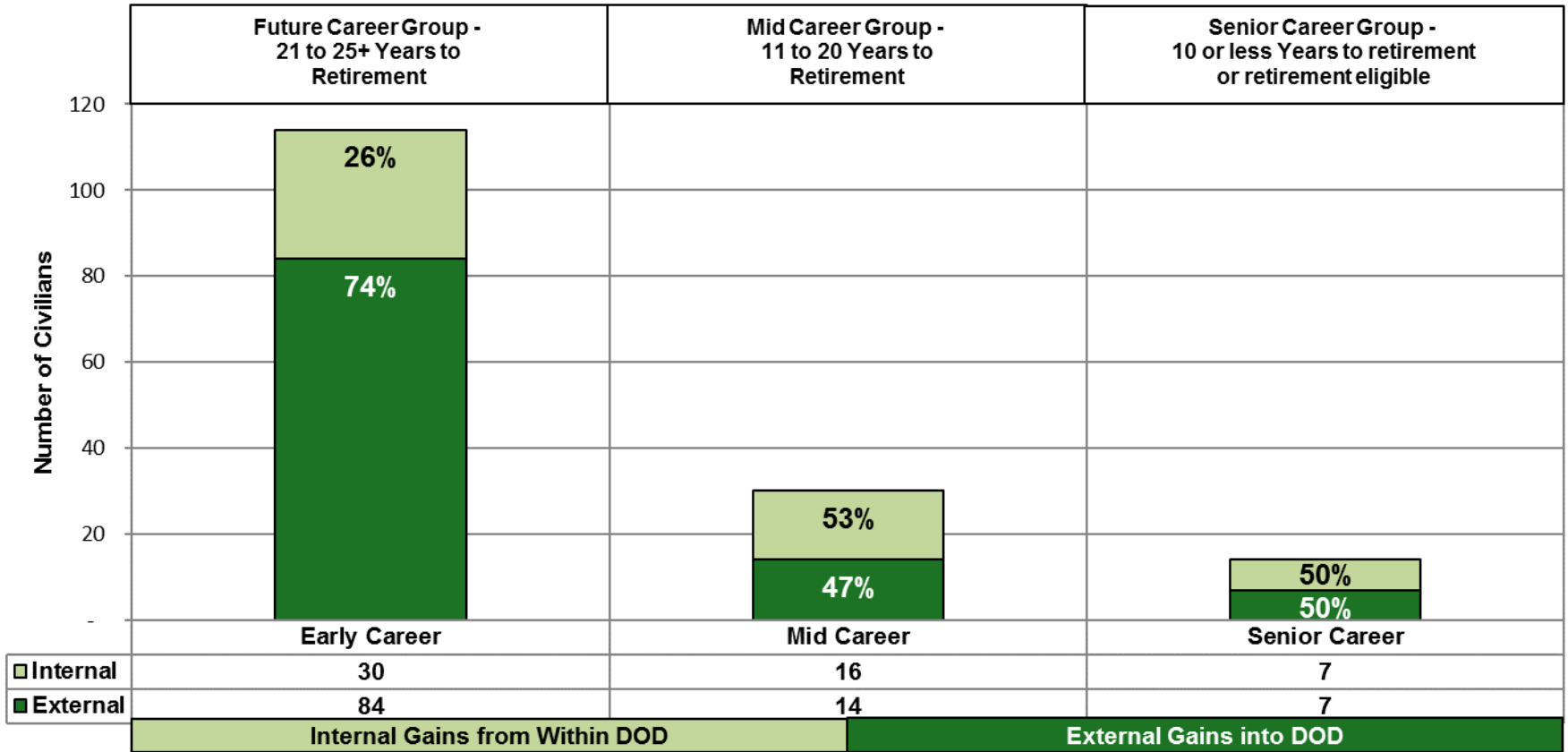
* As of 31 Dec 2017



Business-CE Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Business - Cost Estimating Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

* As of 31 Dec 2017

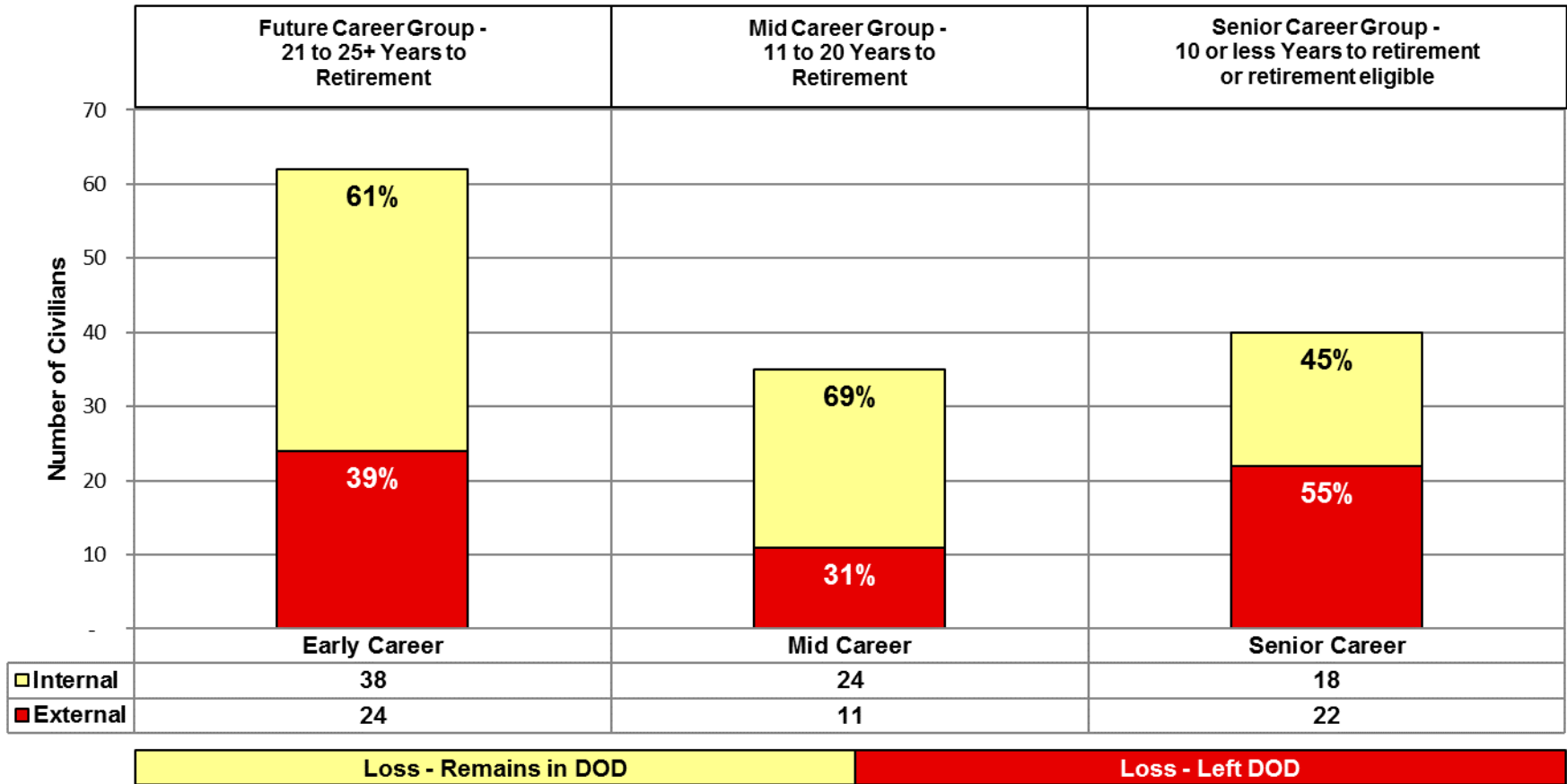


Business-CE Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Business - Cost Estimating

Workforce Lifecycle FY2018Q1 Losses*

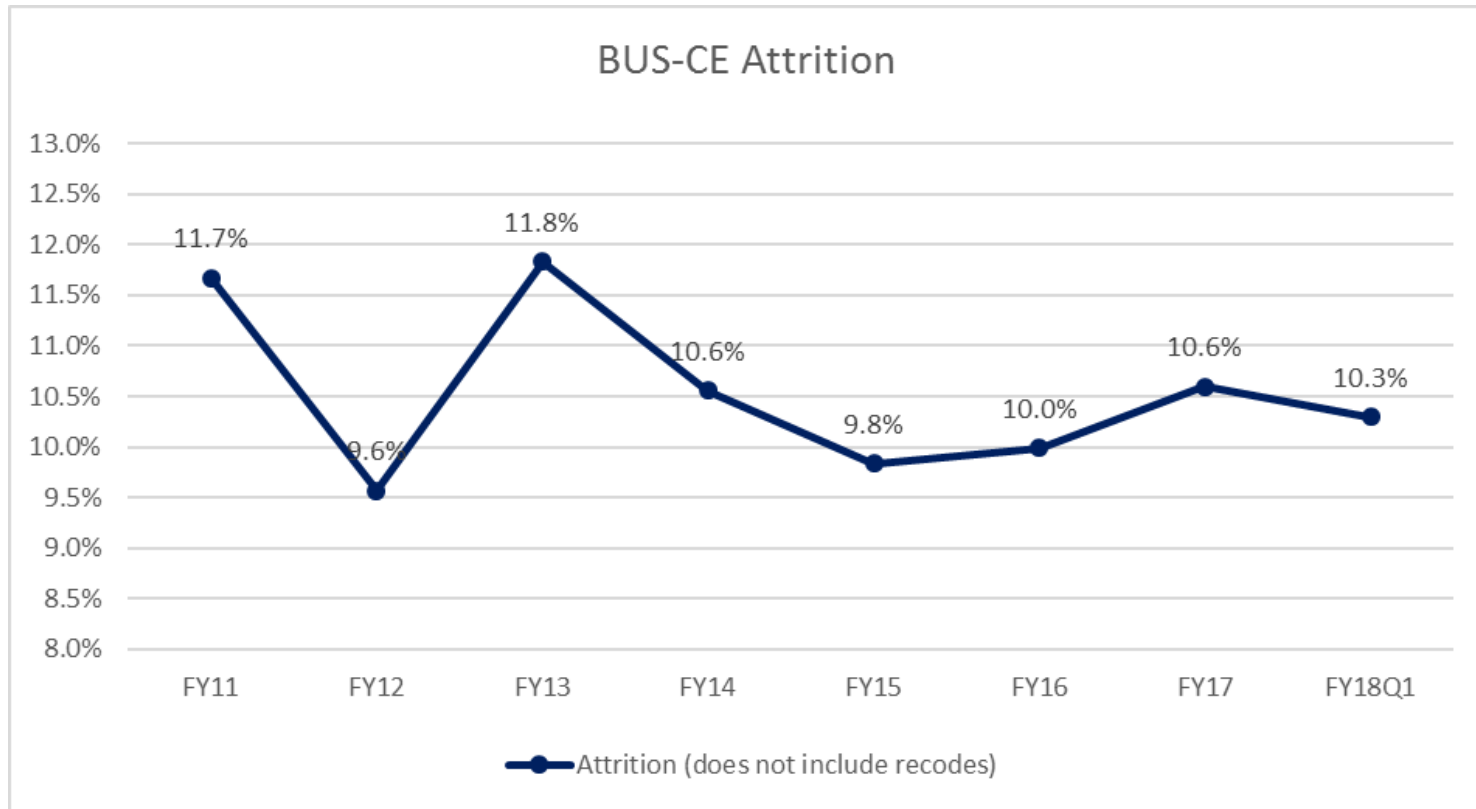


*Does not include administrative losses

* As of 31 Dec 2017



Annual Attrition Rates

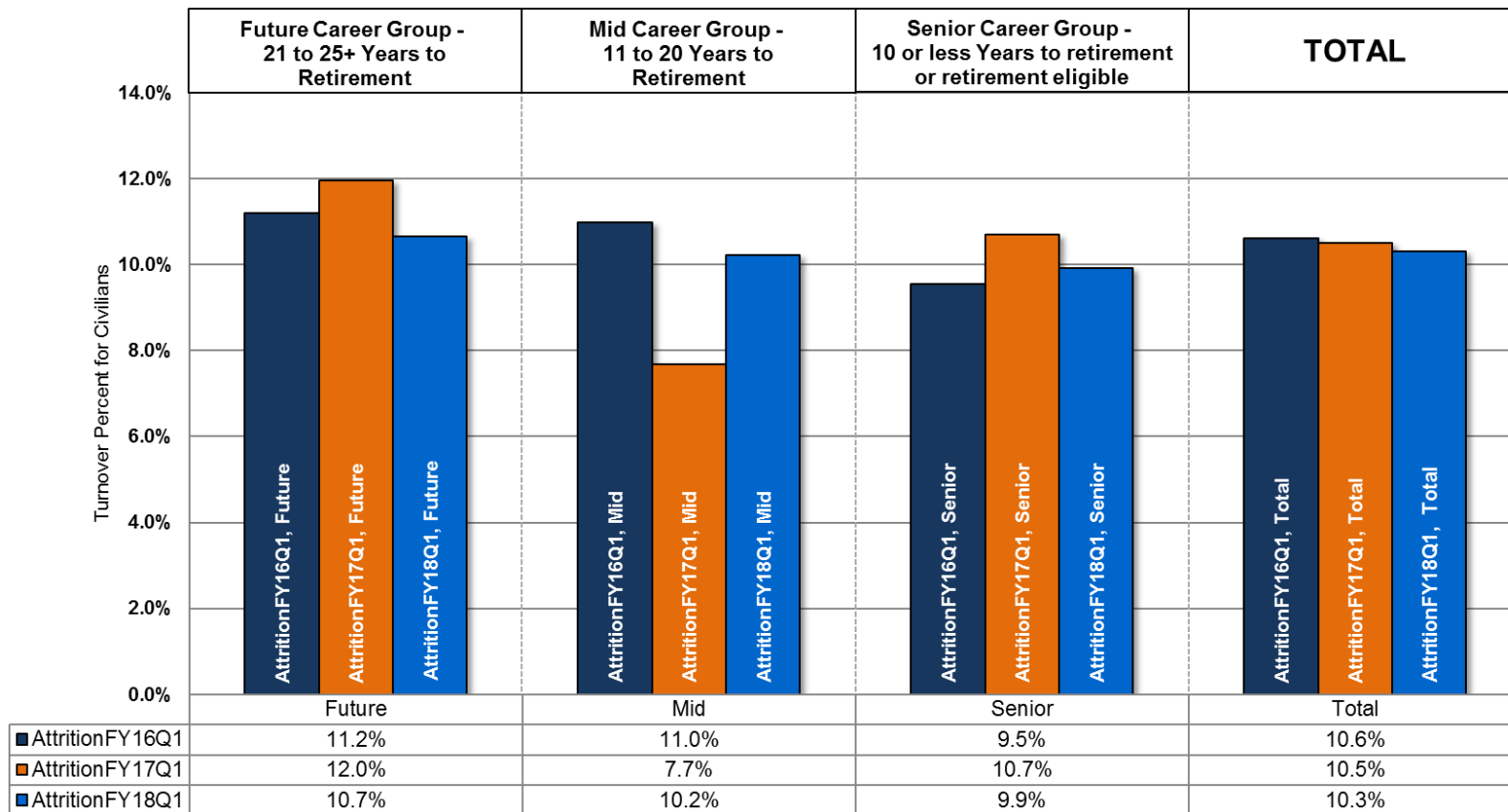


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Business-CE Attrition Rates by Career Group

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



* As of 31 Dec 2017

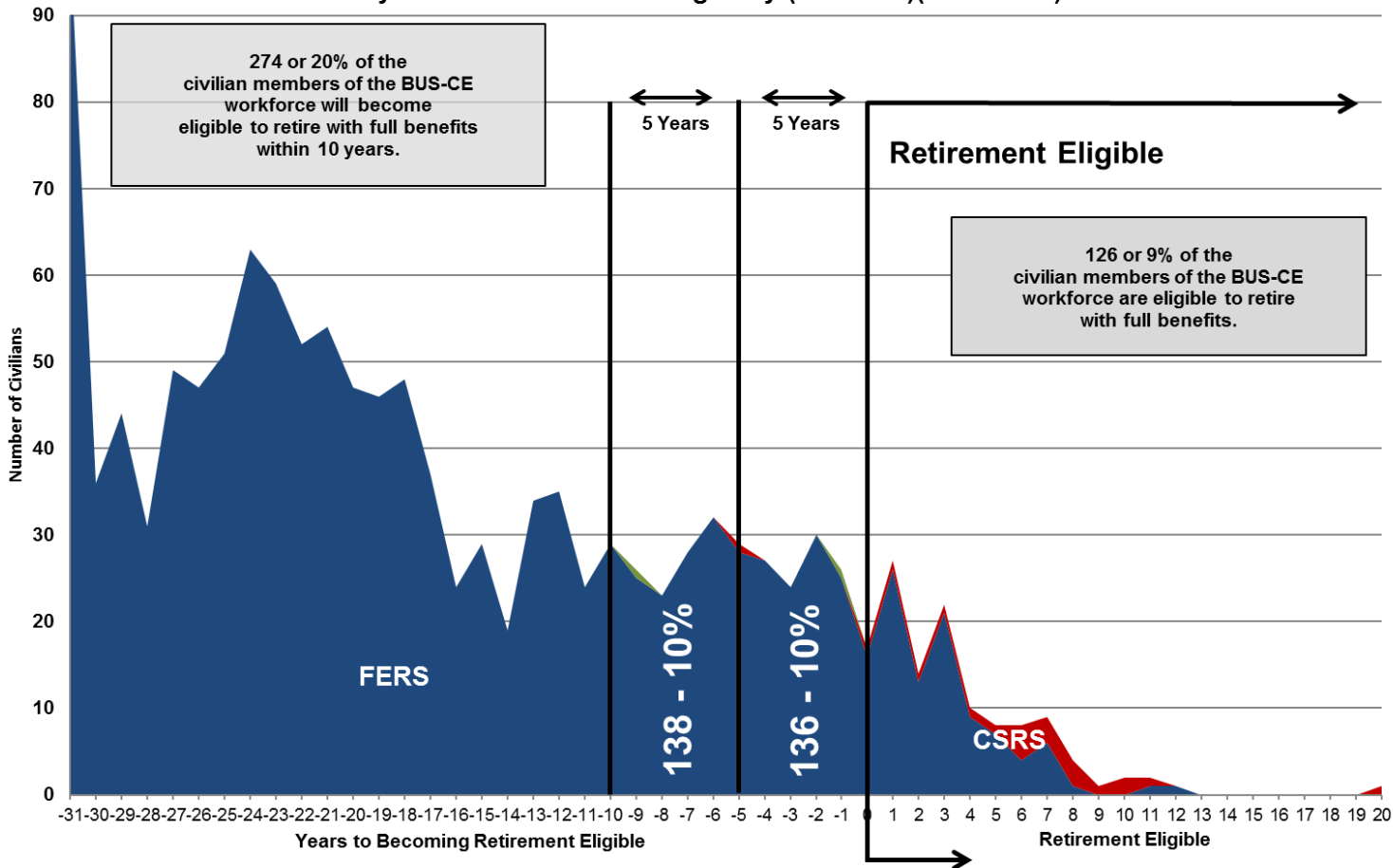


Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Business - Cost Estimating

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



* As of 31 Dec 2017



END