



Defense Acquisition Workforce Key Information

Business- Financial Management
As of FY18Q1 (31 December 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 Business	FY 2008				FY2018Q1			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	6,384	164	6,548	165,611
Change in size from 2008	-	-	-	-	-7%	-33%	-8%	32%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	77%	95%	78%	84%
Graduate Degree	21%	44%	22%	29%	36%	54%	37%	40%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	82%	45%	81%	86%
Level II or Higher Achieved	43%	28%	43%	61%	69%	16%	67%	73%
Level III Achieved	30%	14%	30%	36%	40%	8%	40%	42%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	71%	23%	70%	76%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	23%	66%	24%	21%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	12%	6%	3%
Planning Considerations								
Average Age	47	37	47	46	46	34	45	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	26/27/47(%)	-	-	26/25/49(%)
Average Years of Service	19	13	19	17	15	12	15	15
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	985(15%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,066(17%)	-	-	25,778(17%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	901/736	-	-	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

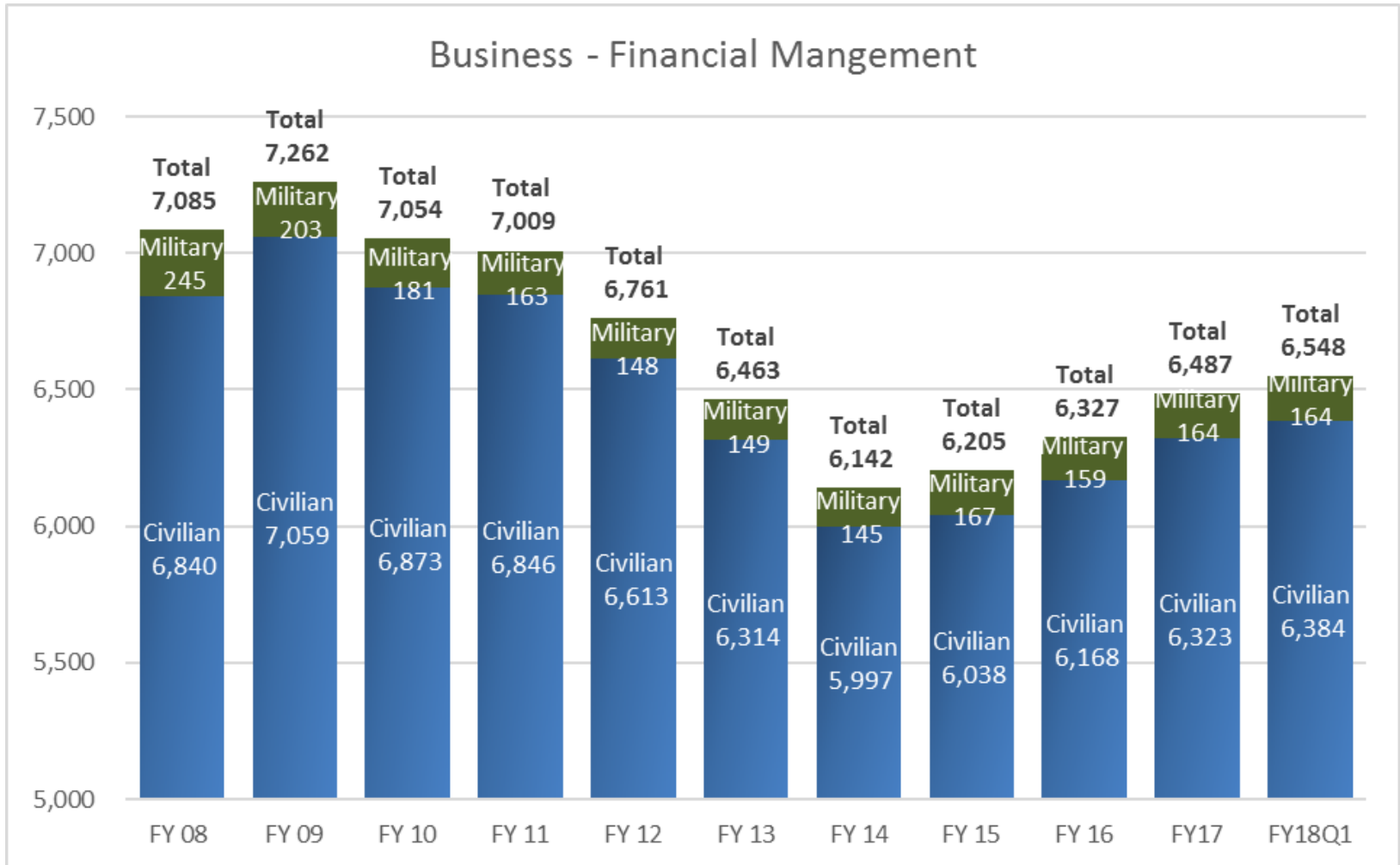
- The current Business - FM Defense Acquisition Workforce count has increased steadily since FY14 from 6,142 to 6,548 at the end of FY18Q1.
- Since 2014 a majority of the growth in FM continues to occur in the Navy (+20%) and Air Force (+12%) FM communities.
- Attrition decreased slightly since the end of FY17 from 9.9% to 9.6% and continues to remain well below the peak in FY11 which saw attrition at 13%.

Defense Acquisition Certification Highlights

- The Meets or Exceeds category has stayed fairly constant since the beginning of FY16, remaining between 70 and 72%.

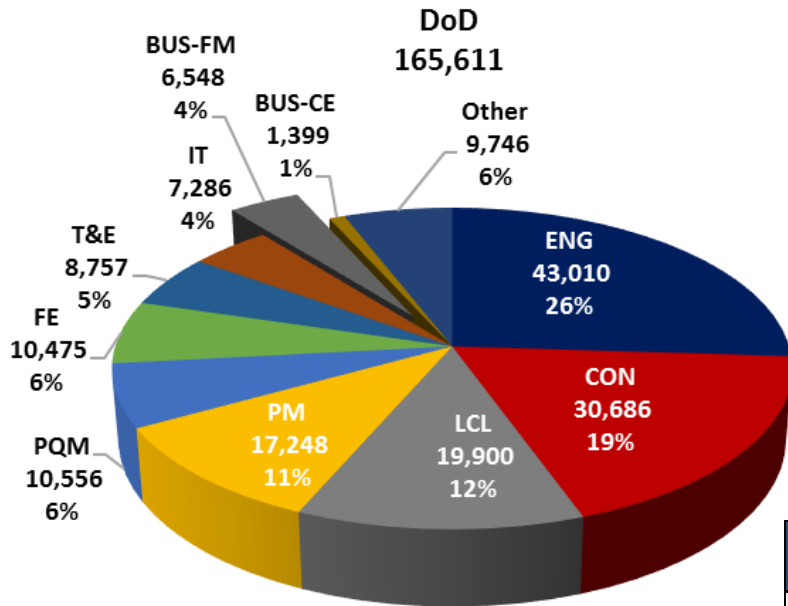


Total Historic Workforce





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	165,611	
Component %	23.8%	35.2%	1.8%	22.6%	16.6%		



Business FM Workforce Historical Size by Agency FY08 – FY18Q1



Business - FM Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	1,792	2,119	1,943	1,927	1,889	1,738	1,699	1,813	1,849	1,978	2,029	13%	10%
MARINE CORPS	143	167	191	189	181	185	180	187	172	171	174	22%	1%
ARMY	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	1,718	1,714	1,737	-48%	1%
AIR FORCE	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	2,008	2,094	2,080	36%	4%
DCMA	46	112	151	164	190	223	217	214	172	131	118	157%	-31%
DLA	7	6	2	2	6	3	3	1	1	1	1	-86%	0%
DCAA	1	-	-	-	-	-	-	-	-	-	-	-100%	
MDA	90	123	203	229	217	238	239	224	230	226	224	149%	-3%
DISA	17	9	11	11	10	8	16	10	9	9	7	-59%	-22%
DTRA	48	53	64	62	65	70	79	71	72	68	75	56%	4%
DHA	6	5	18	25	22	20	30	19	15	16	17	183%	13%
DAU	25	33	32	36	42	36	31	30	28	27	28	12%	0%
NRO	-	-	-	-	-	-	-	-	17	21	29		71%
OSD	14	7	11	17	14	13	11	11	11	8	8	-43%	-27%
DeCA	-	-	-	-	-	1	3	2	4	2	2		-50%
JCS	-	-	-	-	14	11	8	8	9	10	8		-11%
DMEA	-	-	4	4	4	4	4	4	5	5	5		0%
DoD HRA	1	-	-	2	1	-	-	-	-	-	-	-100%	
TRMC	5	3	4	4	4	3	4	4	4	3	3	-40%	-25%
DSCA	2	1	1	1	1	1	1	-	1	-	-	-100%	-100%
DSS	-	-	-	1	1	1	1	1	-	-	-		
DMA	-	1	1	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	2	3	3		50%
4th Estate Other	8	7	10	-	-	-	-	-	-	-	-	-100%	
TOTAL	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	6,327	6,487	6,548	↓ -8%	↑ 3%



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



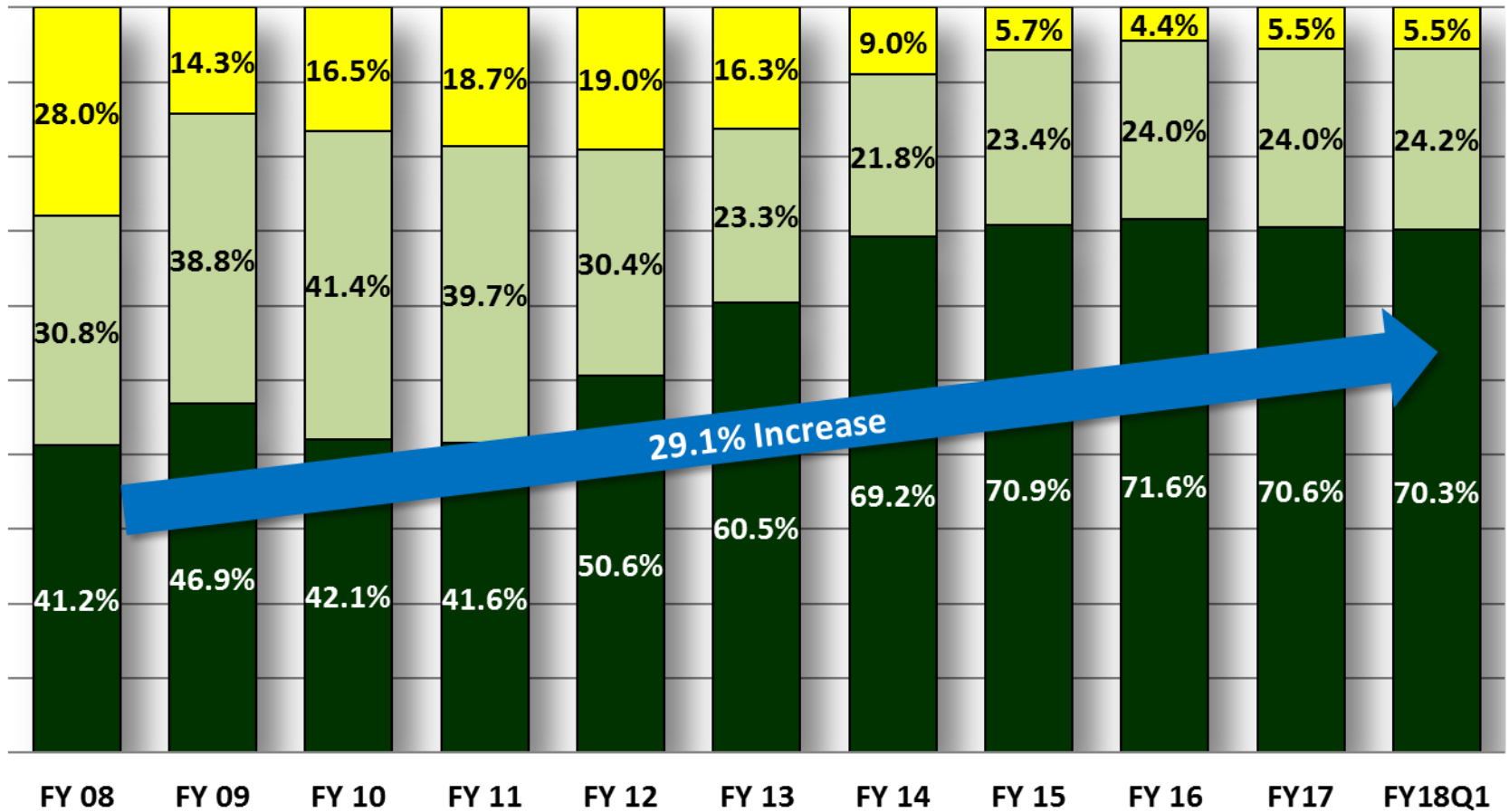
Business - FM Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	1,854	1,877	1,863	1,849	1,866	1,896	1,936	1,978	7%
ARMY	1,701	1,705	1,709	1,718	1,732	1,715	1,707	1,714	0%
AIR FORCE	1,924	1,965	1,888	2,008	2,046	2,050	2,042	2,094	4%
MARINE CORPS	188	176	172	172	169	169	170	171	-1%
DCMA	205	192	187	172	162	153	142	131	-24%
DLA	2	2	1	1	2	2	1	1	0%
MDA	224	223	225	230	235	226	227	226	-2%
DISA	8	10	10	9	9	10	11	9	0%
DTRA	71	74	73	72	68	62	66	68	-6%
DHA	17	19	19	15	14	14	15	16	7%
DAU	30	30	29	28	29	27	27	27	-4%
NRO	-	17	17	17	18	19	18	21	24%
OSD	11	11	11	11	9	9	9	8	-27%
DeCA	1	2	3	4	2	2	2	2	-50%
JCS	8	9	9	9	9	10	10	10	11%
DoDEA	1	-	-	-	-	-	-	-	
DMEA	5	5	5	5	5	5	5	5	0%
TRMC	4	4	4	4	4	4	4	3	-25%
DSCA	1	1	1	1	-	-	-	-	-100%
USUHS	-	-	-	2	3	3	3	3	50%
TOTAL	6,256	6,322	6,226	6,327	6,382	6,376	6,395	6,487	↑ 3%



Business – FM Historical DAWIA Certification FY08 – FY18Q1



Business - FM



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%

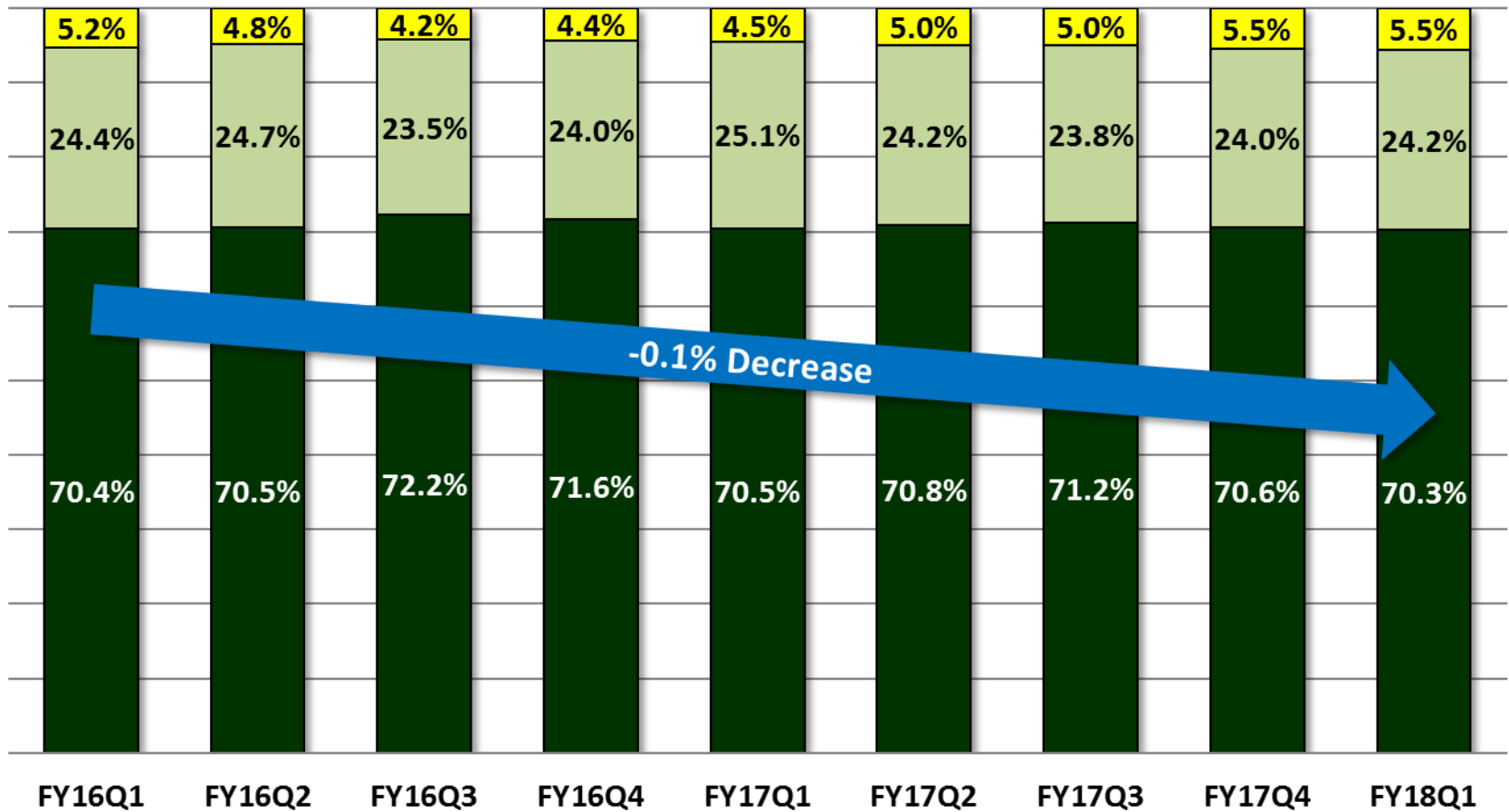
29.1% Increase



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



Business - FM



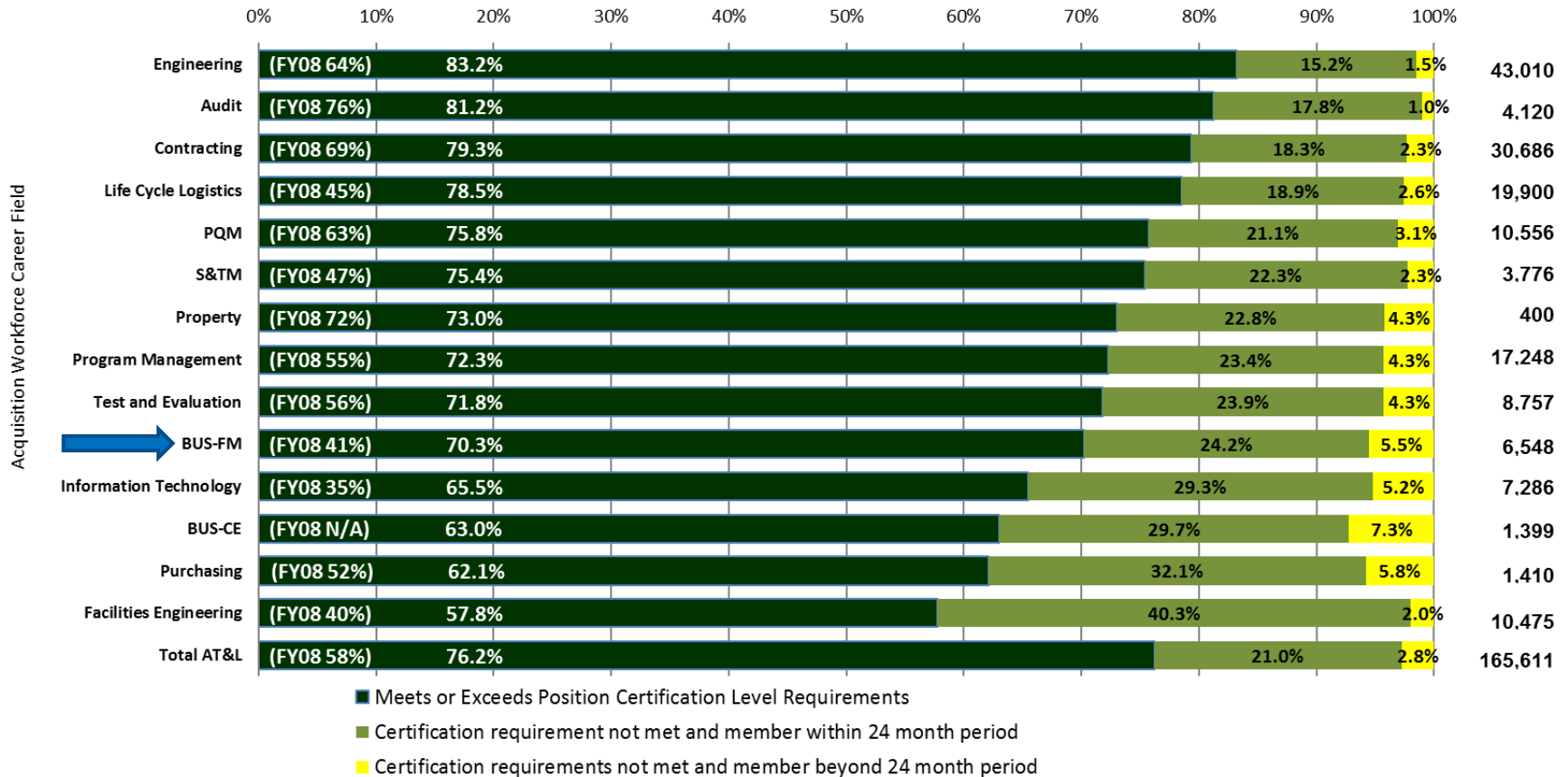
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



Business - FM DAWIA Certification by Career Field

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

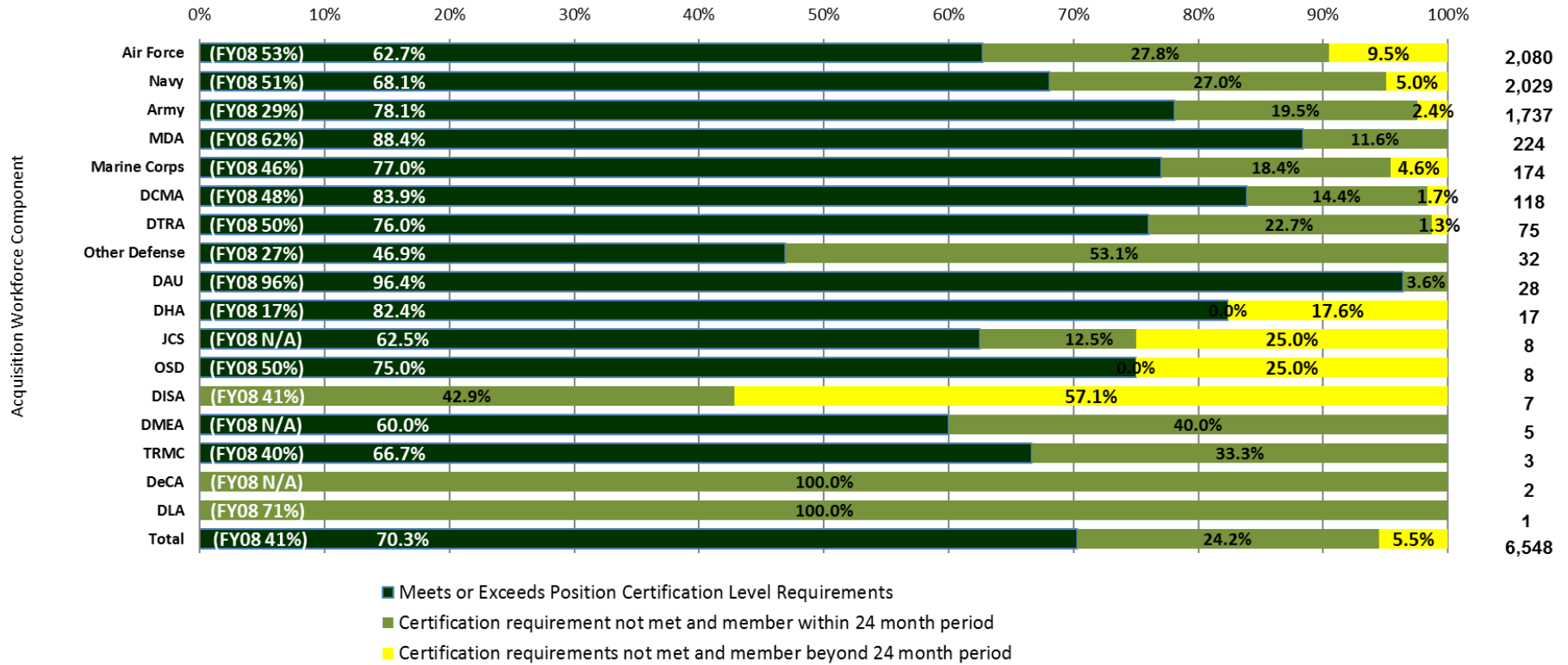




Business - FM DAWIA Certification by Component



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





Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM		Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	470	328	46	25	869	45.9%	
Level II	626	469	1,639	714	3,448	68.2%	
Level III	167	74	139	1,848	2,228	82.9%	
<i>Unspecified</i>	2	-	-	1	3		
FY18Q1 TOTAL	1,265	871	1,824	2,588	6,548	70.3%	
	19.3%	13.3%	27.9%	39.5%			

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 - I	4,600	70.3%	10 of 14

** Based on population total without unspecified positions

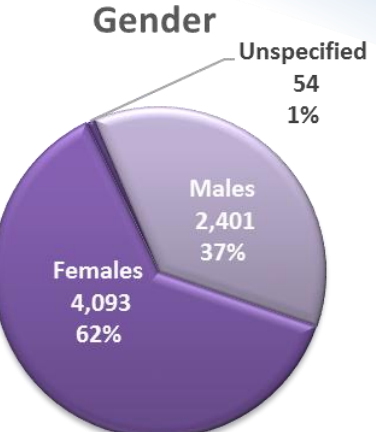
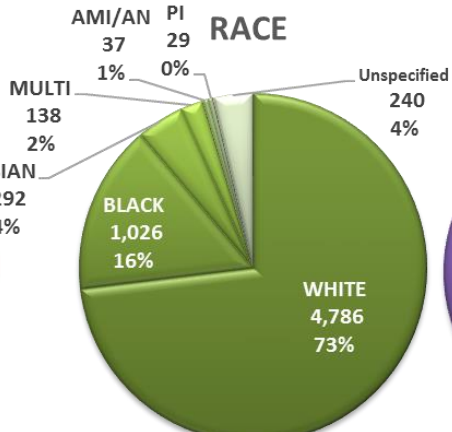
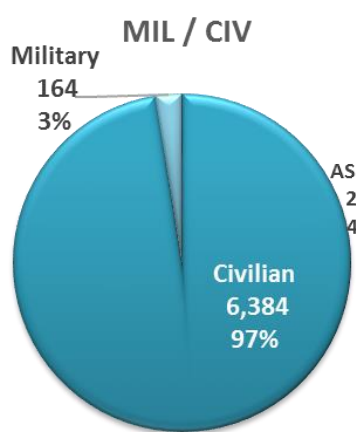
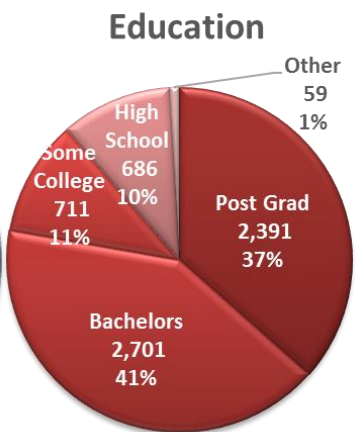
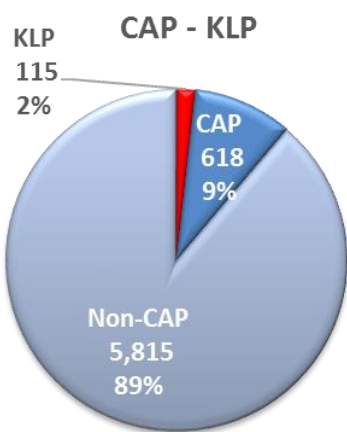
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	399	452	18	869	13.3%
Level II	2,353	830	265	3,448	52.7%
Level III	1,848	300	80	2,228	34.0%
<i>Unspecified</i>	1	2	-	3	0.0%
Business - FM TOTAL	4,601	1,584	363	6,548	
	70.3%	24.2%	5.5%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business FM Demographics



Occupied Position Type	BUS-FM		Entire DAW	
Key Leadership Positions (KLPs)	115	1.8%	1,053	0.6%
Critical Acquisition Positions (CAPs) *	618	9.4%	16,398	9.9%
Non-CAP Positions	5,815	88.8%	148,009	89.4%
Unknown		0.0%	151	0.1%
TOTAL	6,548		165,611	

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

Highest Level of Education	BUS-FM		Entire DAW	
Post Grad	2,391	36.5%	66,536	40.2%
Bachelors	2,701	41.2%	73,107	44.1%
Some College	711	10.9%	11,678	7.1%
High School	686	10.5%	12,316	7.4%
Other	59	0.9%	1,974	1.2%
TOTAL	6,548		165,611	

Military / Civilian	BUS-FM		Entire DAW	
Civilian	6,384	97.5%	150,073	90.6%
Military	164	2.5%	15,538	9.4%
TOTAL	6,548		165,611	

Race	BUS-FM		Entire DAW	
WHITE	4,786	73.1%	121,844	73.6%
BLACK	1,026	15.7%	19,980	12.1%
ASIAN	292	4.5%	11,137	6.7%
MULTI	138	2.1%	4,245	2.6%
AMI/AN	37	0.6%	958	0.6%
PI	29	0.4%	817	0.5%
Unspecified	240	3.7%	6,630	4.0%
TOTAL	6,548		165,611	

Gender	BUS-FM		Entire DAW	
Males	2,401	36.7%	116,400	70.3%
Females	4,093	62.5%	47,748	28.8%
Unspecified	54	0.8%	1,463	0.9%
TOTAL	6,548		165,611	



Business FM Occupational Series



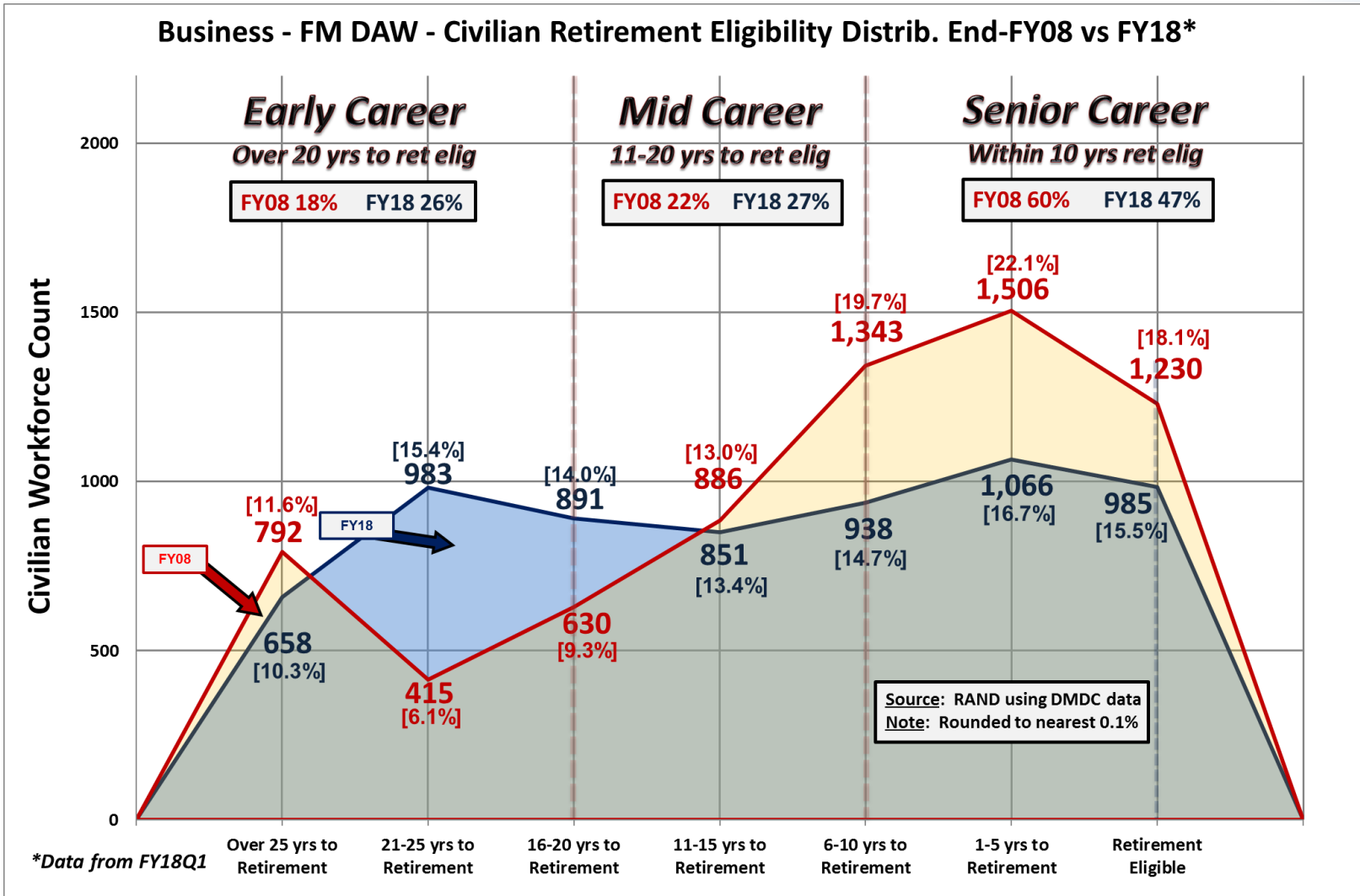
Civilian Occupational Series	BUS-FM	
0501 - Financial Administrator	2,977	46.6%
0343 - Management and Program Analyst	1,621	25.4%
0560 - Budget Analyst	966	15.1%
1515 - Operations Research Analyst	208	3.3%
1101 - Business and Industry Specialist	208	3.3%
0301 - Administration & Program Staff	145	2.3%
0510 - Accountant	100	1.6%
0505 - Financial Program Specialist	96	1.5%
0801 - Engineer, General	21	0.3%
0896 - Engineer, Industrial	18	0.3%
<i>Other</i>	24	0.38%
TOTAL CIVILIAN	6,384	Civilians



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



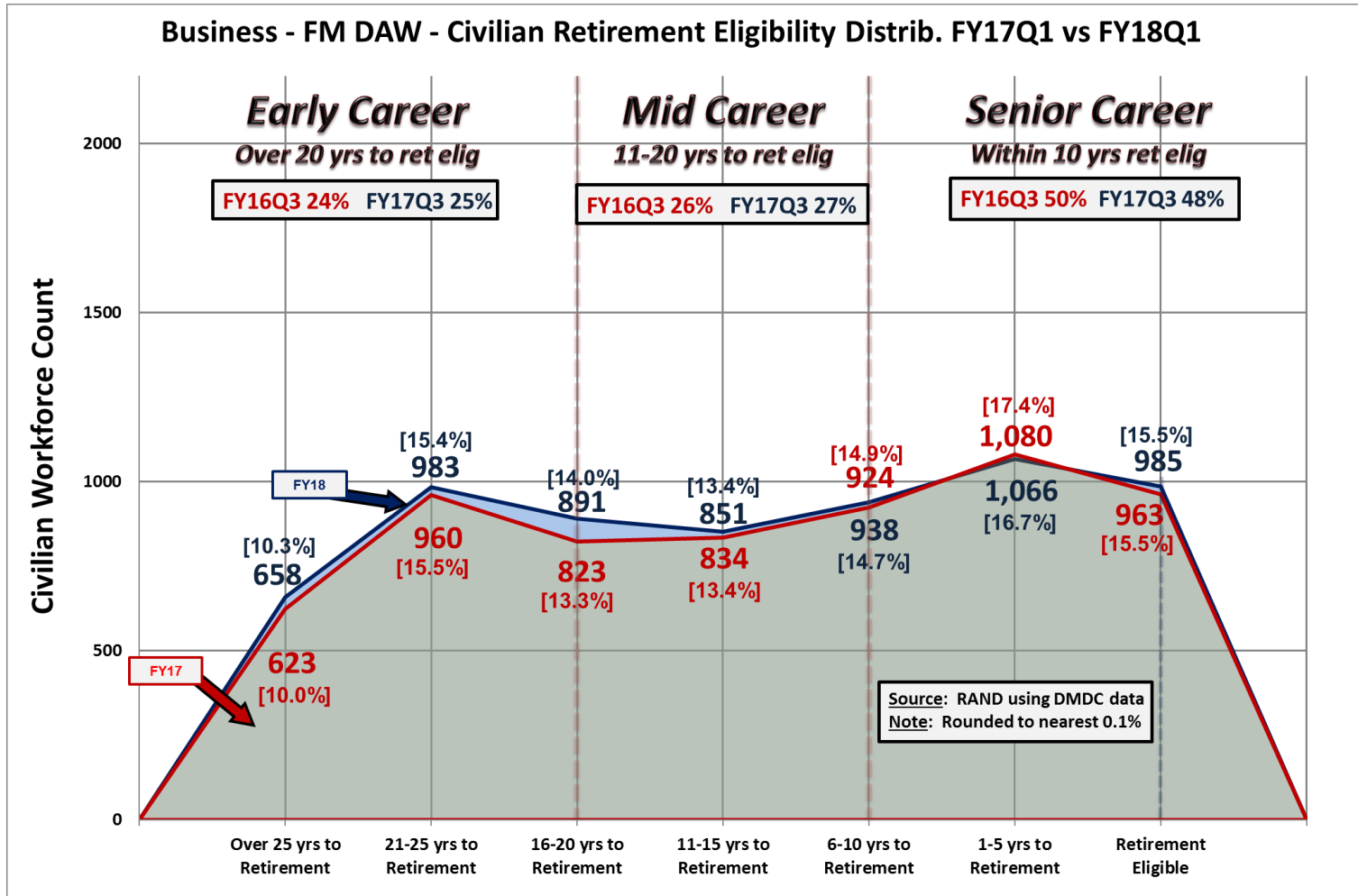
Business - FM Civilian Retirement Eligibility Distribution – FY08 / FY18Q1



* As of 31 Dec 2017



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

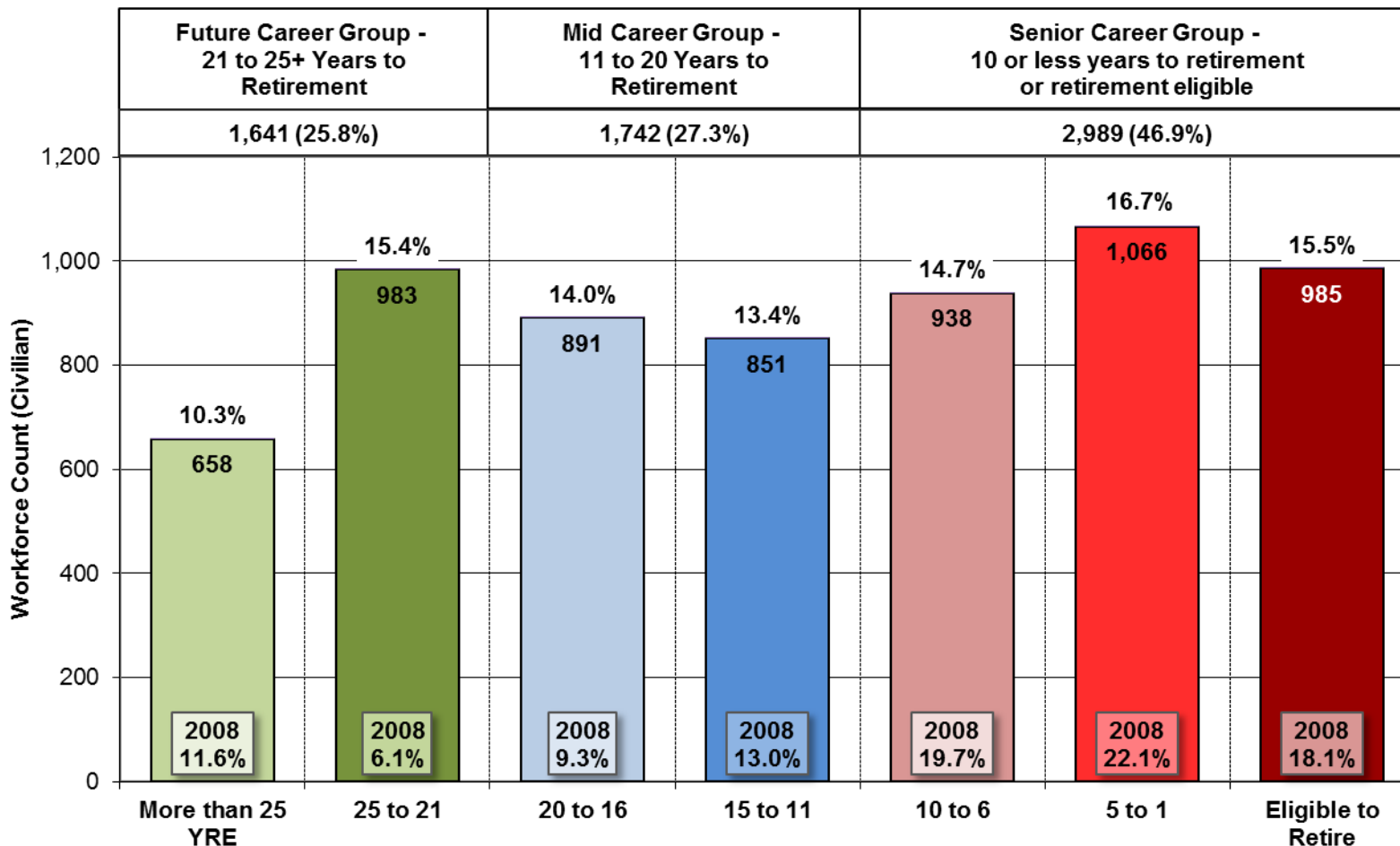


As of 31 Dec 2017



Workforce Lifecycle Model

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



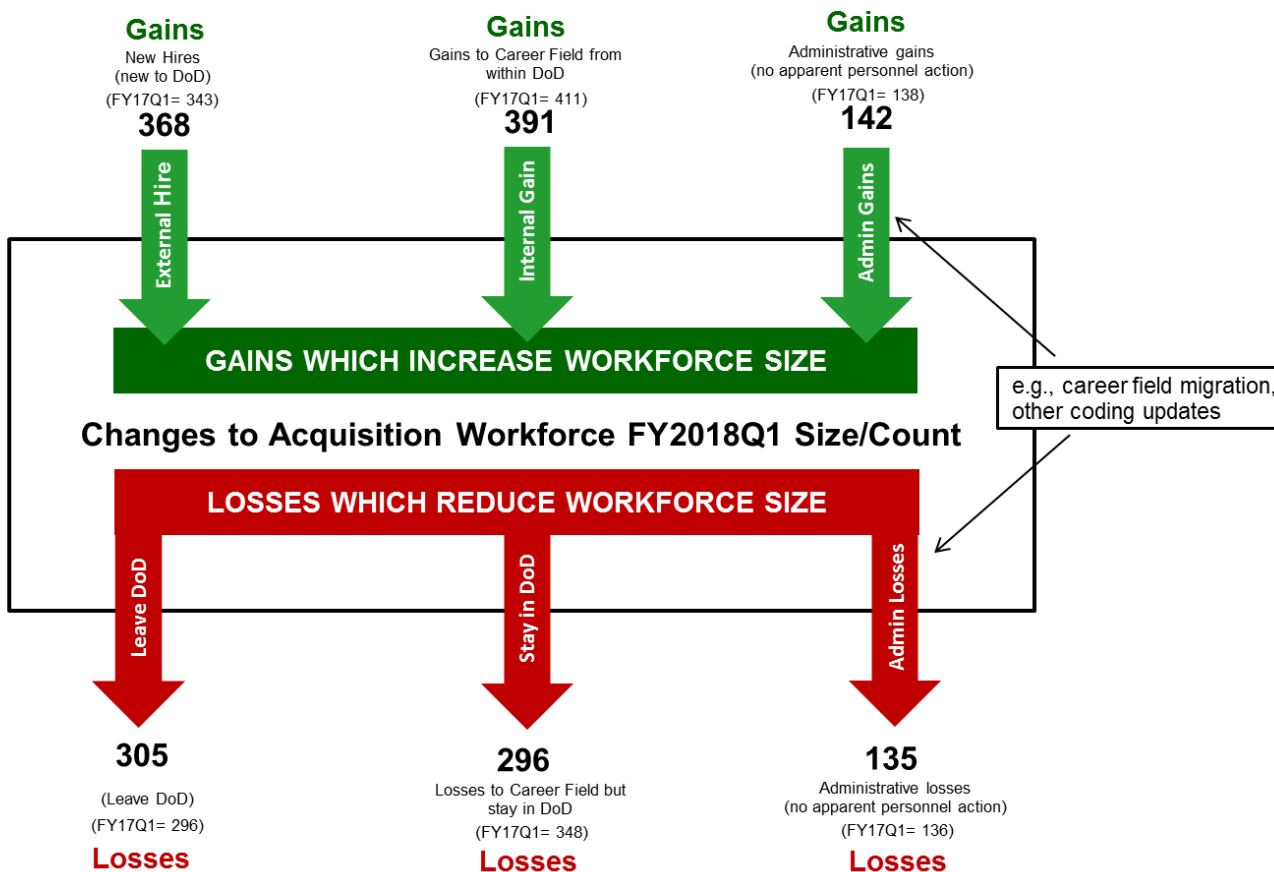
As of 31 Dec 2017



Business – FM Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Business

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



* As of 31 Dec 2017

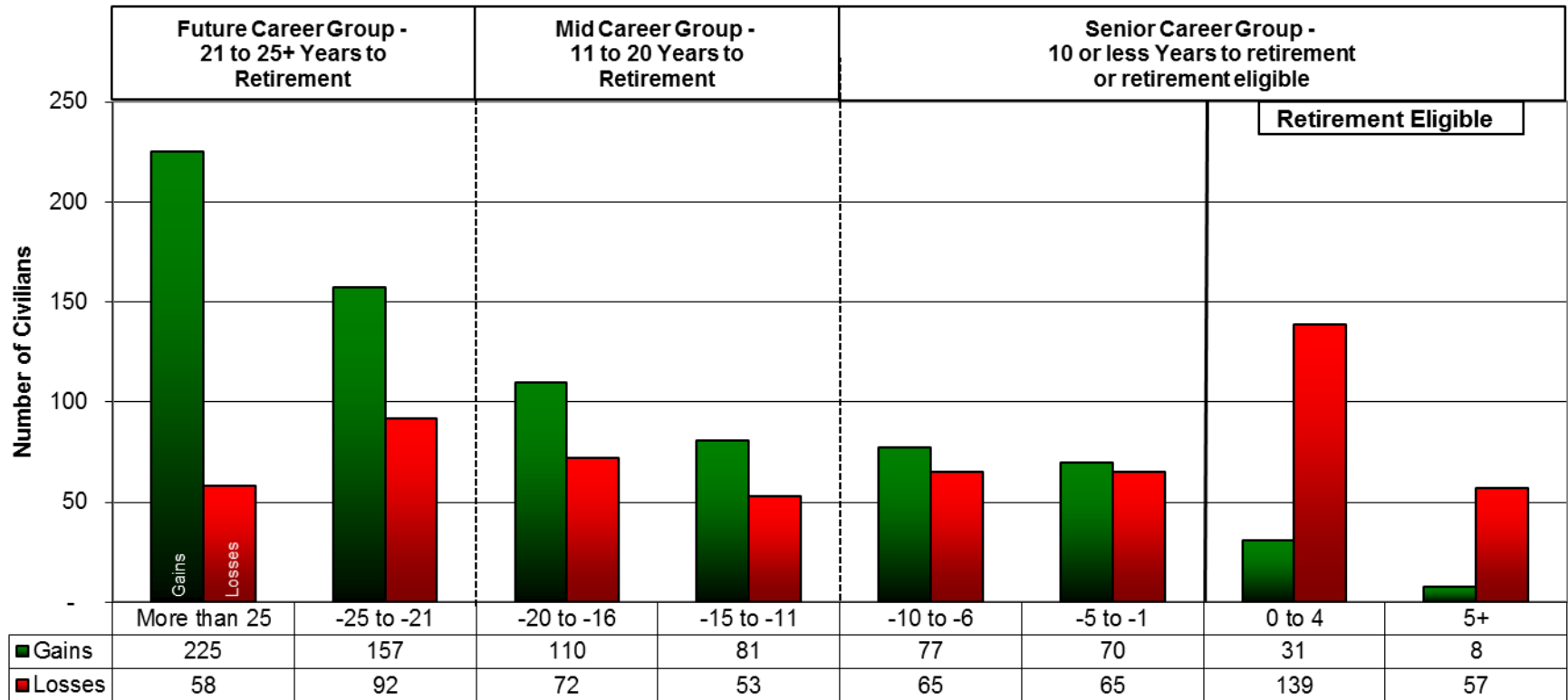


Business – FM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2018Q1 Gains & Losses*



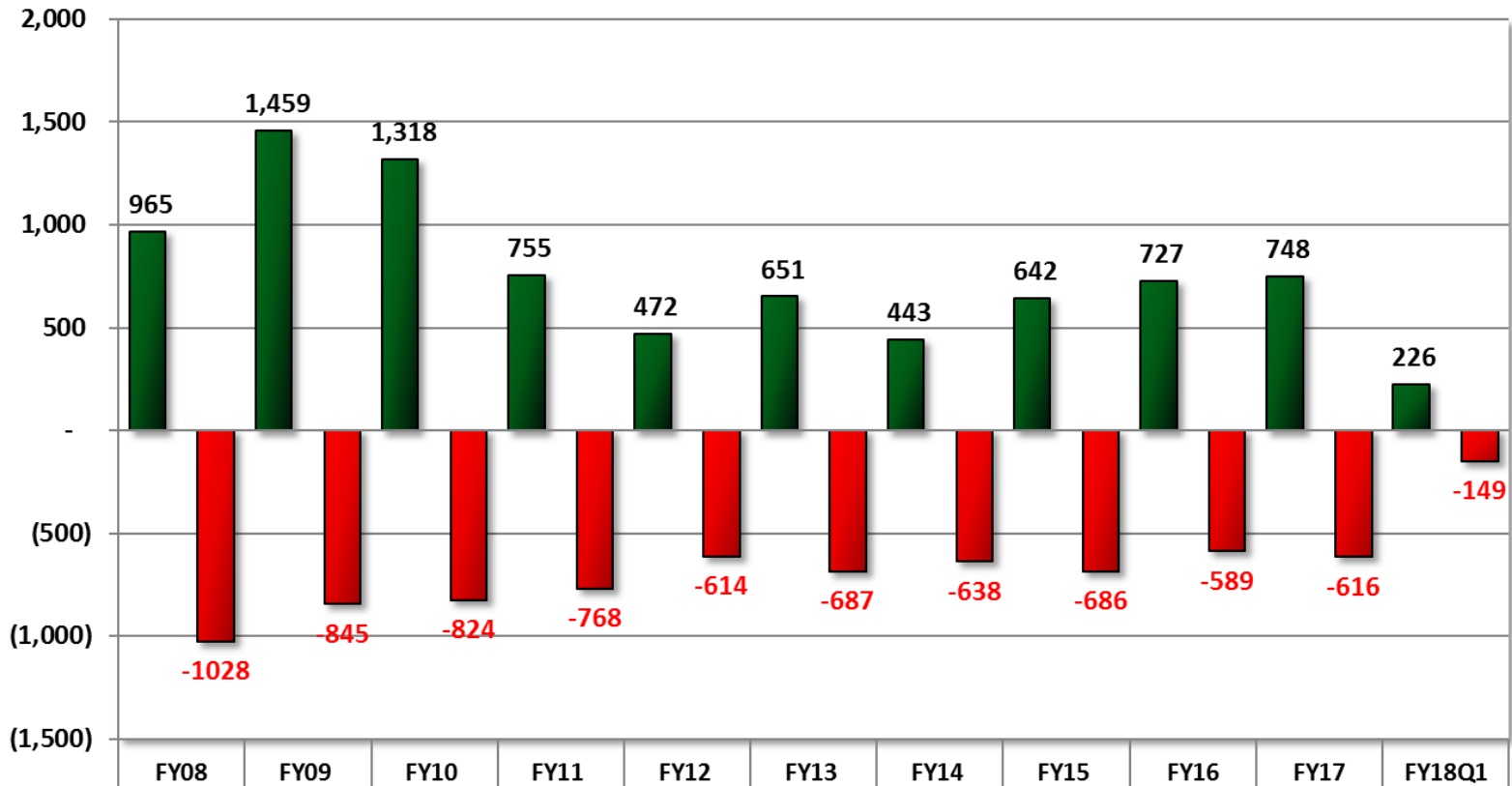
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses

* As of 31 Dec 2017



Business - FM Historical Gains and Losses FY08 – FY18Q1



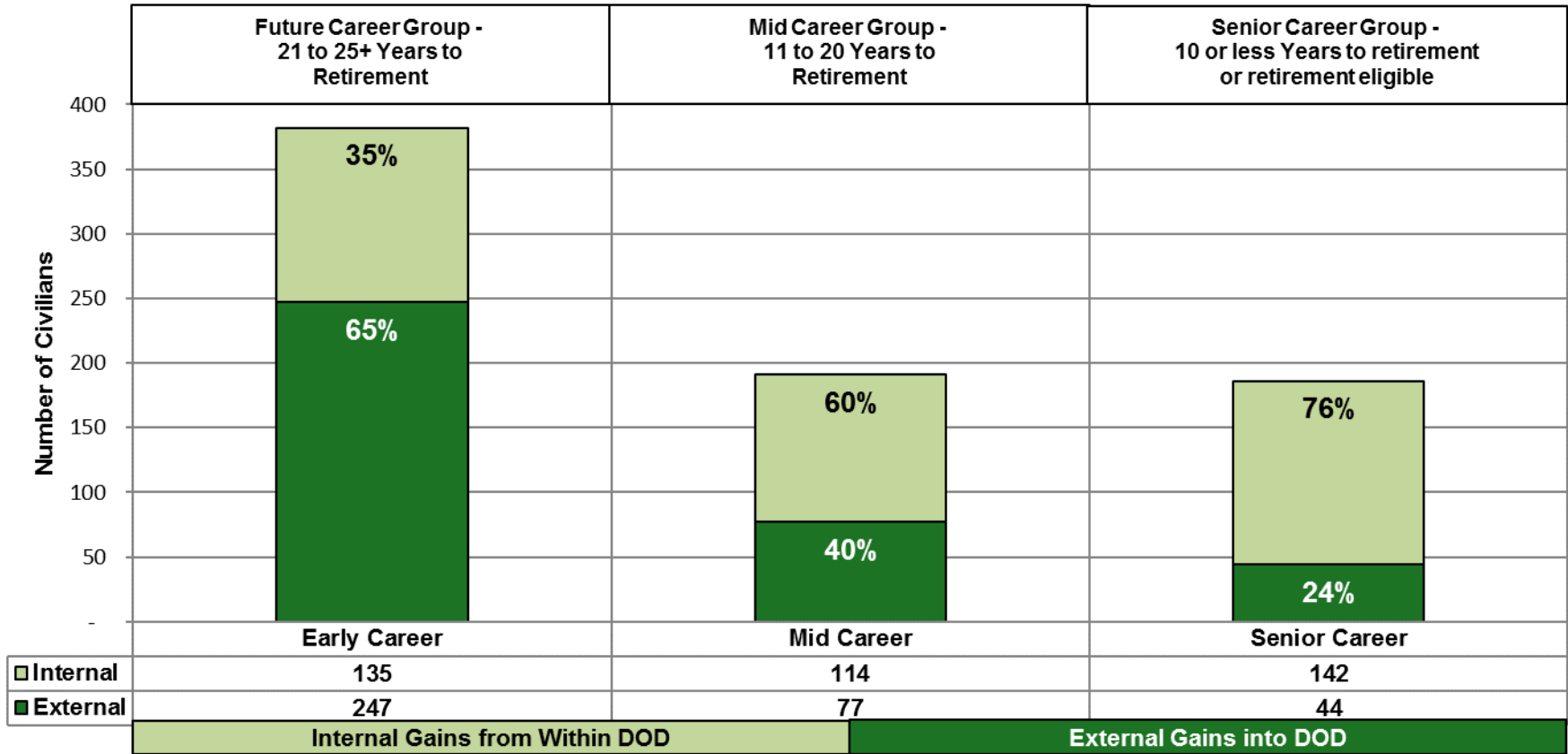
* As of 31 Dec 2017



Business - FM Internal/External Gains % by Career Group



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



*Does not include administrative gains

* As of 31 Dec 2017

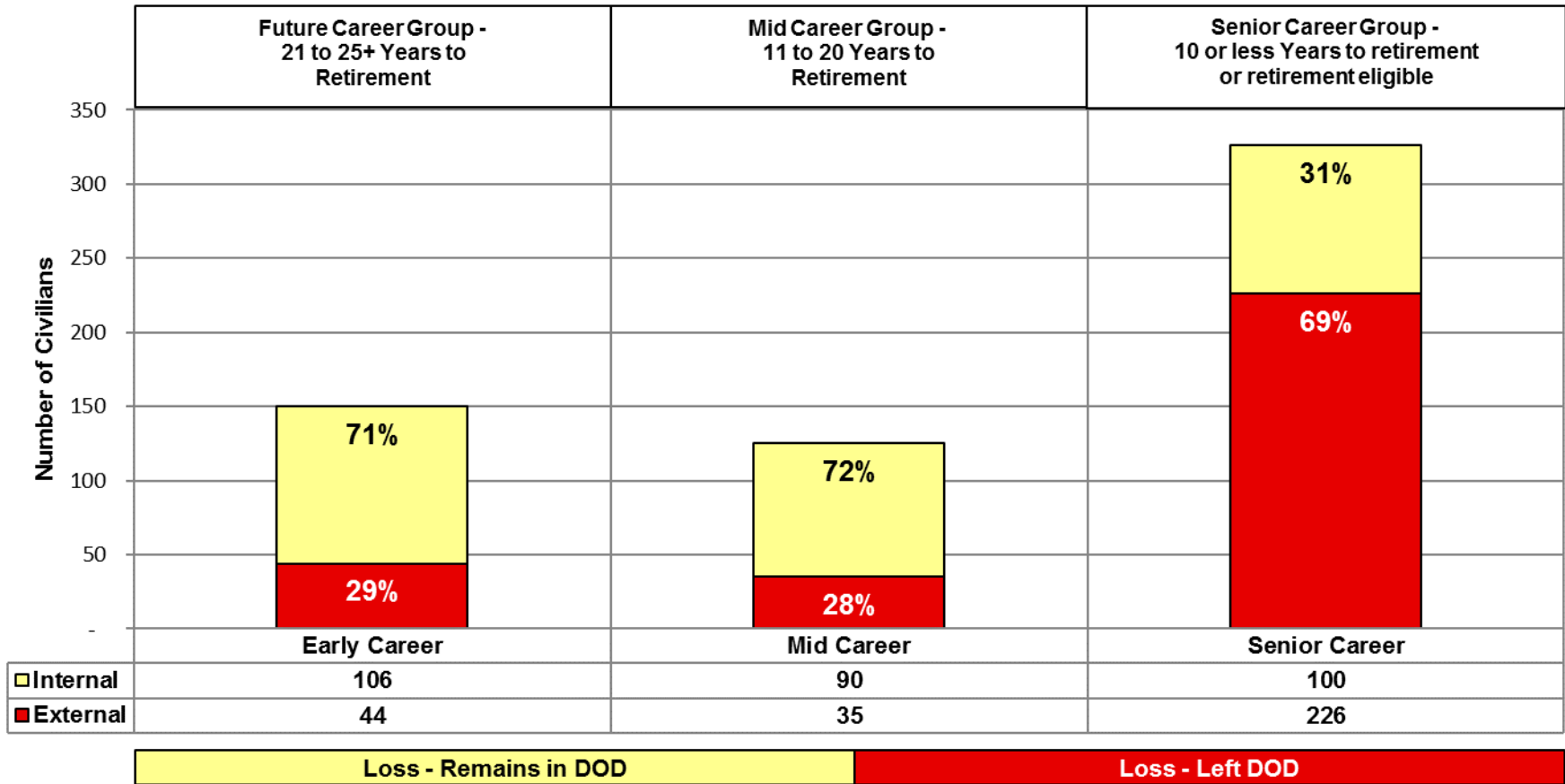


Business - FM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Business

Workforce Lifecycle FY2018Q1 Losses*

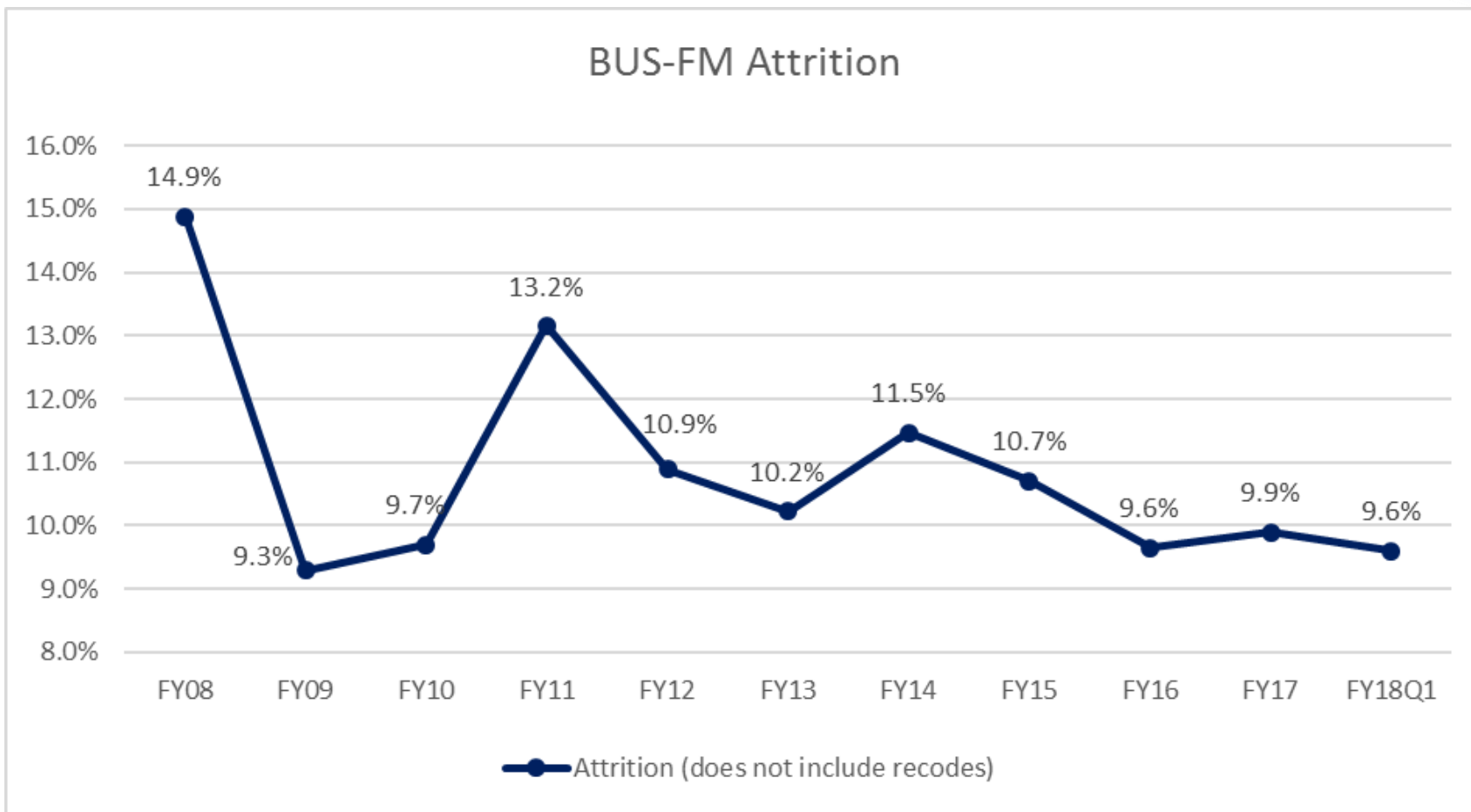


*Does not include administrative losses

* As of 31 Dec 2017



Annual Attrition Rates

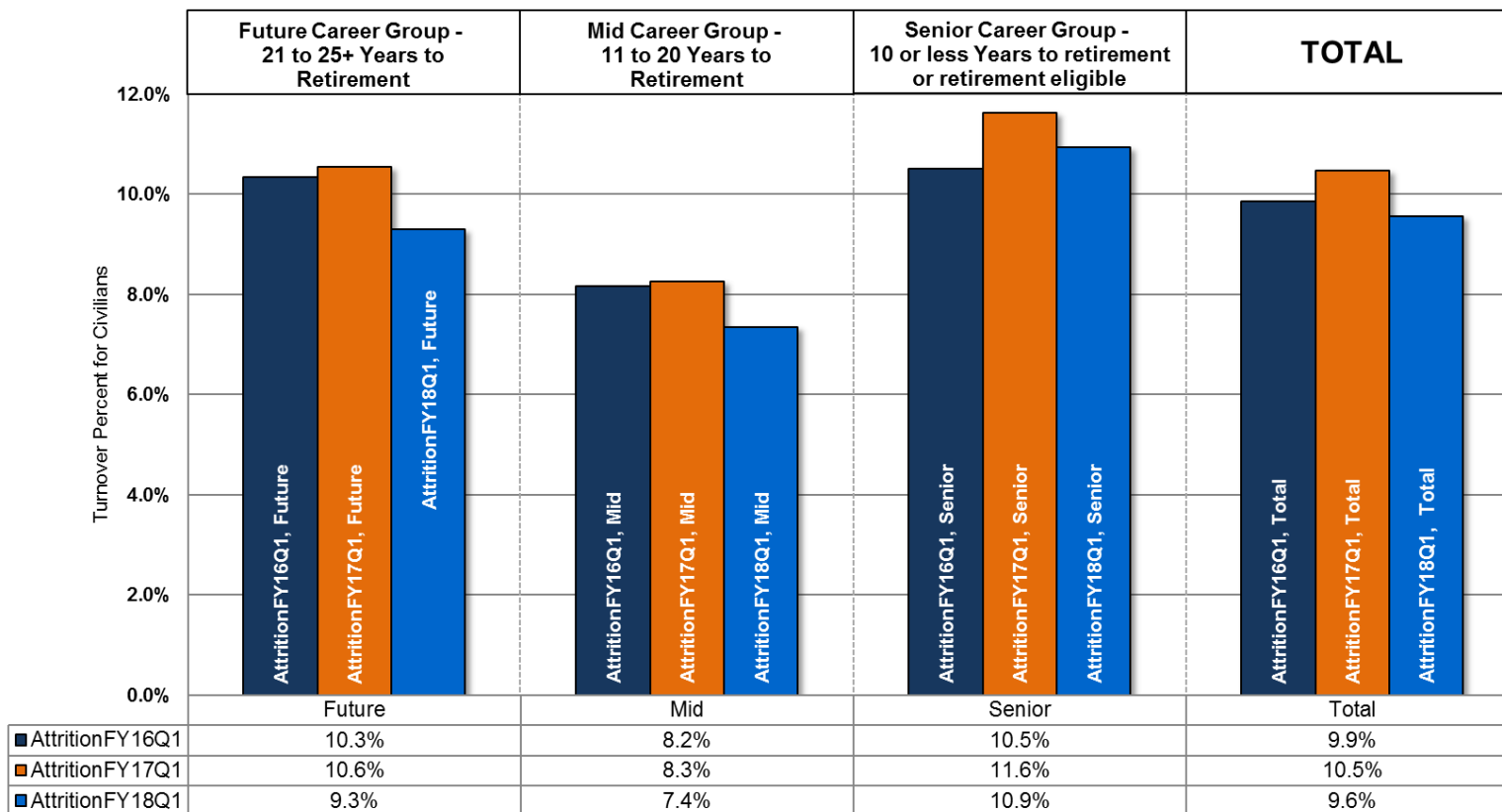


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Business - FM Attrition Rates by Career Group

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



* As of 31 Dec 2017

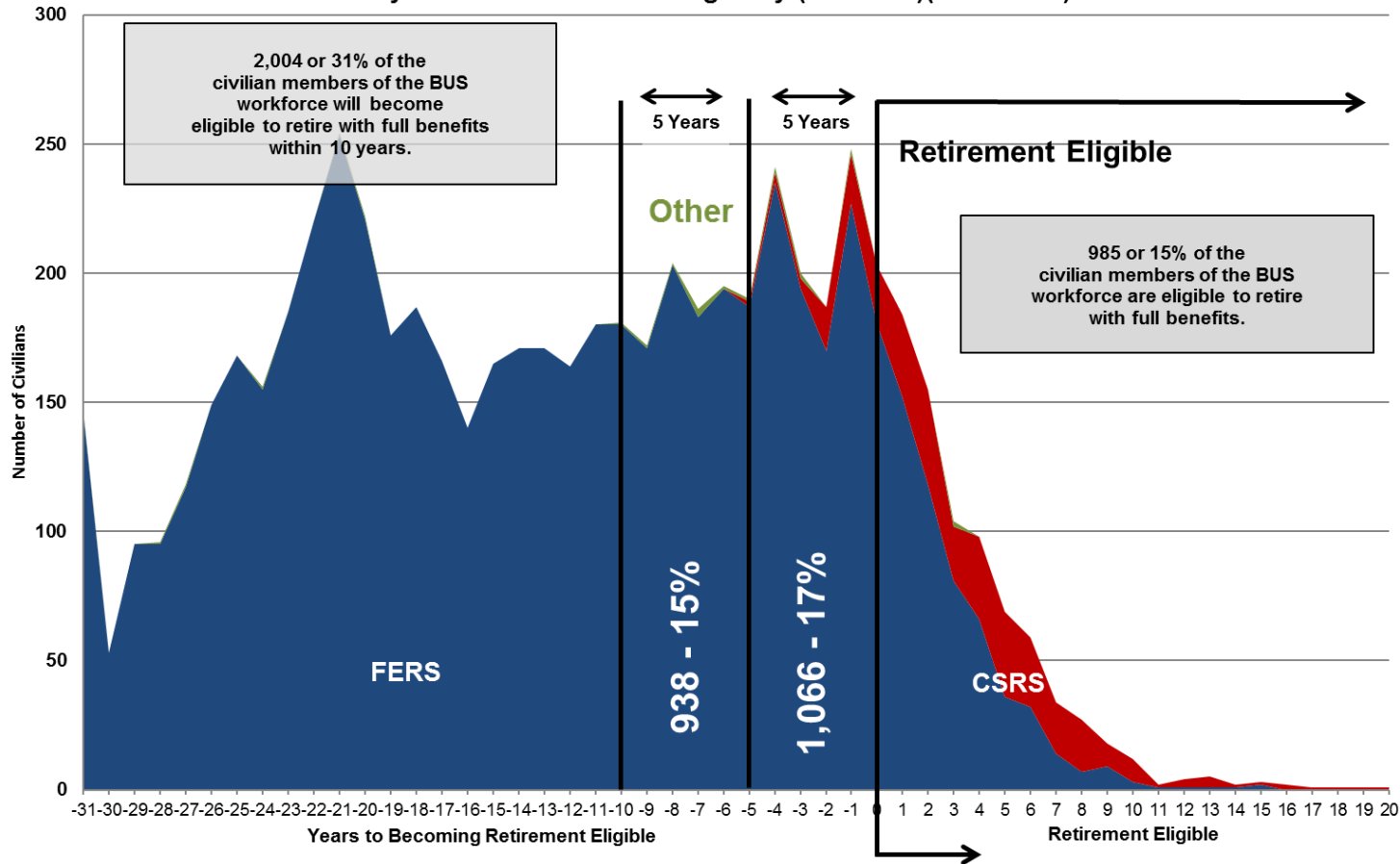


Business - FM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Business

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



* As of 31 Dec 2017



END