



# Defense Acquisition Workforce Key Information

Contracting

As of FY18Q1 (31 December 2017)



## *Slide Index*

<b><i>Slide Title</i></b>	<b><i>#</i></b>
<b>Slide Index</b>	<b>2</b>
<b>Fact Sheet</b>	<b>3</b>
<b>Highlights</b>	<b>4</b>
<b>Total Workforce</b>	<b>5</b>
<b>AWF Size by Component and Career Field</b>	<b>6</b>
<b>Historical Size by Component</b>	<b>7-8</b>
<b>Historical DAWIA Certification</b>	<b>9-10</b>
<b>DAWIA Certification by Career Field</b>	<b>11</b>
<b>DAWIA Certification by Component</b>	<b>12</b>
<b>DAWIA Certification Matrix + Bench Strength</b>	<b>13</b>
<b>Demographics</b>	<b>14-15</b>
<b>RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information</b>	<b>16-27</b>
<b>End</b>	<b>28</b>



# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Contracting	FY 2008				FY2018Q1			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	21,773	3,907	25,680	125,879	26,144	4,542	30,686	165,611
Change in size from 2008	-	-	-	-	20%	16%	19%	32%
Civilian/Military Composition	85%	15%	-	88% / 12%	85%	15%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	79%	61%	77%	77%	94%	70%	91%	84%
Graduate Degree	27%	28%	27%	29%	48%	33%	46%	40%
<b>Certification</b>								
Level I or Higher Achieved	82%	61%	78%	72%	90%	84%	89%	86%
Level II or Higher Achieved	75%	44%	70%	61%	82%	62%	79%	73%
Level III Achieved	37%	19%	34%	36%	45%	25%	42%	42%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	80%	74%	79%	76%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	18%	22%	18%	21%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	4%	2%	3%
<b>Planning Considerations</b>								
Average Age	47	35	45	46	45	34	43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	30/28/42(%)	-	-	26/25/49(%)
Average Years of Service	18	12	17	17	14	12	14	15
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	4,040(15%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	3,552(13%)	-	-	25,778(17%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	2,295/2,200	-	-	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

- Except for a small dip (1.5%) in FY13, the Contracting Career Field has remained between 30,000 and 31,000 since FY11.
- The number of Contracting KLPs decreased again this quarter from the 139 at the end of FY17 to 125 this quarter.
- Overall Attrition for the Contracting Career Field has averaged 8.1% since FY08, and decreased again this quarter to 7.6%.

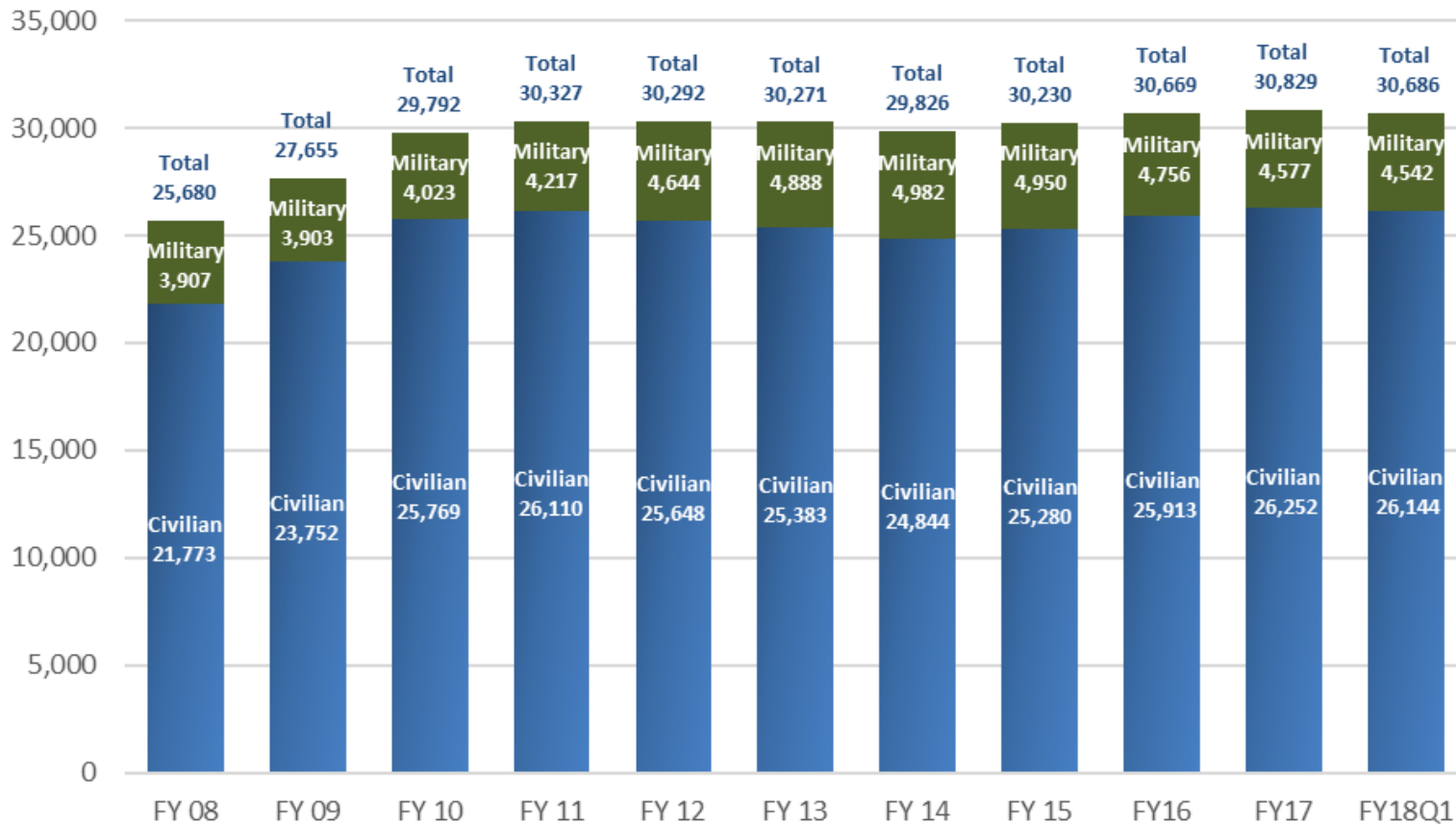
### Defense Acquisition Workforce DAWIA Certification Highlights

- The Contracting current DAWIA Meets/Exceeds certification rate increased to 79.3% this quarter, and the Does Not Exceed decreased from 2.5% to 2.3% since last quarter.



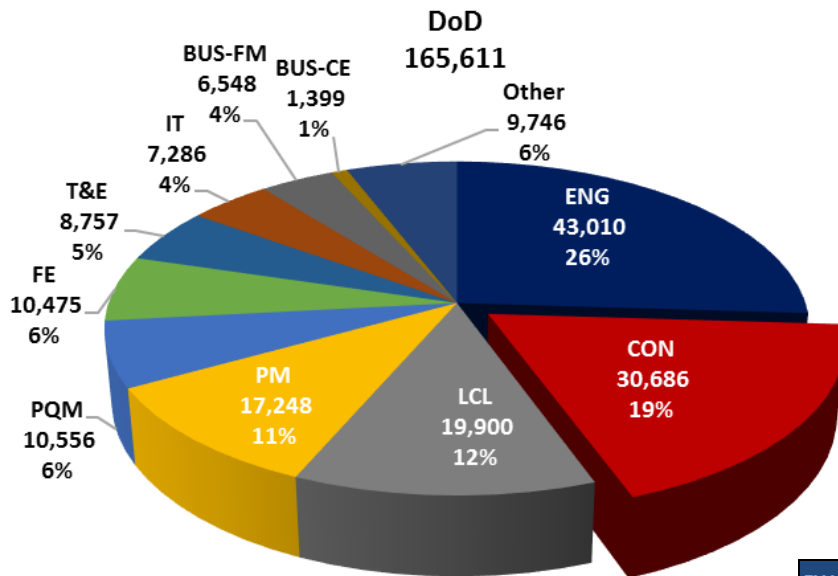
# Total Historic Workforce

## Contracting





# 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%
<b>FY18Q1 Totals (as of 12-31-2017)</b>	<b>39,447</b>	<b>58,311</b>	<b>2,917</b>	<b>37,495</b>	<b>27,441</b>	<b>165,611</b>	
<b>Component %</b>	<b>23.8%</b>	<b>35.2%</b>	<b>1.8%</b>	<b>22.6%</b>	<b>16.6%</b>		



# Contracting Workforce Historical Size by Agency FY08 – FY18Q1



Contracting Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	4,866	5,088	5,459	5,477	5,204	5,128	5,202	5,588	5,802	5,906	5,984	23%	3%
MARINE CORPS	379	428	542	564	567	588	523	526	545	537	531	40%	-3%
ARMY	7,714	8,391	8,839	9,125	8,834	8,606	8,211	8,010	7,959	7,978	7,943	3%	0%
AIR FORCE	6,834	7,443	7,865	7,996	8,339	8,381	8,413	8,534	8,452	8,445	8,289	21%	-2%
DCMA	2,220	2,262	2,622	2,480	2,573	2,891	2,917	2,964	3,043	2,981	2,931	32%	-4%
DLA	2,736	3,050	3,227	3,432	3,409	3,328	3,220	3,257	3,375	3,496	3,500	28%	4%
DCAA	-	1	2	2	1	2	2	1	1	1	1		0%
MDA	117	135	191	189	206	219	200	199	220	226	233	99%	6%
DISA	265	268	305	328	374	360	365	367	367	359	358	35%	-2%
DTRA	72	78	88	76	80	87	77	71	78	82	80	11%	3%
DHA	45	46	71	72	69	65	89	103	105	96	101	124%	-4%
DAU	87	107	141	135	149	131	123	118	135	128	135	55%	0%
NRO	-	-	-	-	-	-	-	-	91	97	98		8%
OSD	50	44	49	51	42	40	39	38	38	30	30	-40%	-21%
DeCA	87	92	107	113	113	108	108	106	114	108	113	30%	-1%
WHS	41	34	37	72	103	111	123	121	117	119	118	188%	1%
JCS	-	1	2	2	8	6	4	4	6	6	6		0%
DFAS	57	52	69	63	65	61	60	63	63	59	59	4%	-6%
DoDEA	41	42	58	61	64	60	51	56	41	44	46	12%	12%
DMEA	-	15	17	15	17	16	24	25	24	22	22		-8%
DoD HRA	4	6	21	18	19	21	21	20	21	36	33	725%	57%
DSCA	12	11	14	14	15	16	14	13	15	13	14	17%	-7%
DSS	5	9	11	12	9	13	14	15	13	15	16	220%	23%
DMA	-	20	19	14	16	17	12	15	11	11	11		0%
DARPA	12	13	12	12	13	13	12	13	14	16	16	33%	14%
USUHS	-	-	-	-	-	-	-	-	13	12	11		-15%
NDU	3	1	2	2	2	2	2	3	3	3	4	33%	33%
POW/MIA	-	-	-	-	-	-	-	-	3	3	3		0%
IG	1	-	-	-	-	-	-	-	-	-	-	-100%	
PFFPA	2	1	1	1	1	1	-	-	-	-	-	-100%	
4th Estate Other	30	17	21	1	-	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>25,680</b>	<b>27,655</b>	<b>29,792</b>	<b>30,327</b>	<b>30,292</b>	<b>30,271</b>	<b>29,826</b>	<b>30,230</b>	<b>30,669</b>	<b>30,829</b>	<b>30,686</b>	<b>↑ 19%</b>	<b>↑ 0%</b>



# Contracting Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY18Q1



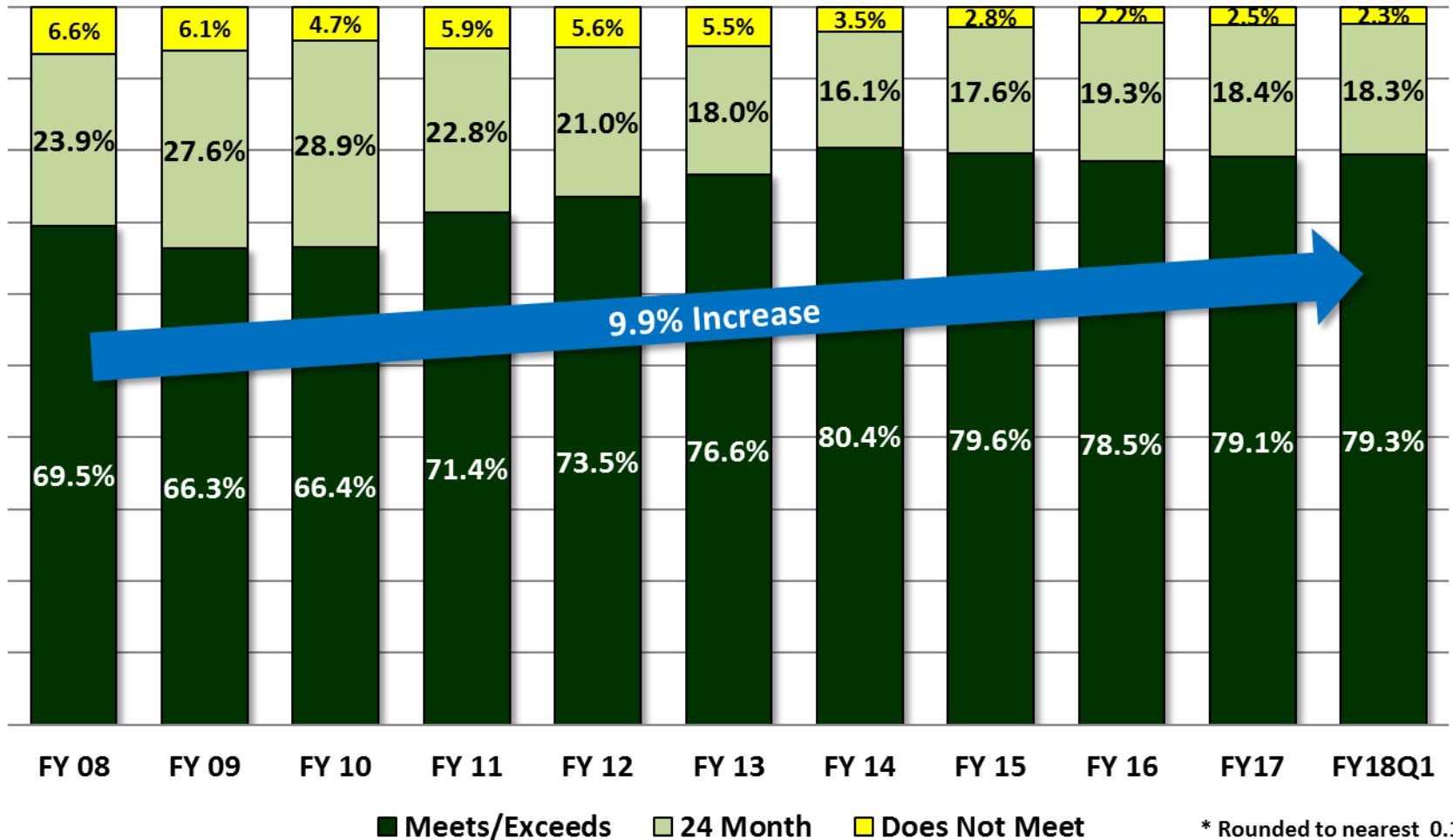
Contracting Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	5,665	5,715	5,770	5,802	5,859	5,869	5,851	5,906	5,984	2%
ARMY	8,011	7,955	7,904	7,959	7,990	7,942	7,886	7,978	7,943	-1%
AIR FORCE	8,357	8,407	8,236	8,452	8,476	8,426	8,451	8,445	8,289	-2%
MARINE CORPS	529	535	538	545	549	538	550	537	531	-3%
DCMA	2,947	3,000	3,029	3,043	3,061	3,064	3,003	2,981	2,931	-4%
DLA	3,221	3,328	3,339	3,375	3,336	3,336	3,327	3,496	3,500	5%
DCAA	1	1	1	1	1	1	1	1	1	0%
MDA	213	211	208	220	214	212	229	226	233	9%
DISA	367	368	371	367	364	359	362	359	358	-2%
DTRA	73	75	80	78	88	85	85	82	80	-9%
DHA	101	101	104	105	98	96	102	96	101	3%
DAU	123	128	136	135	139	135	132	128	135	-3%
NRO	-	90	92	91	93	95	96	97	98	5%
OSD	39	36	38	38	35	35	33	30	30	-14%
DeCA	106	109	111	114	113	110	109	108	113	0%
WHS	124	120	122	117	119	113	117	119	118	-1%
JCS	3	4	7	6	6	6	7	6	6	0%
DFAS	62	62	59	63	63	60	60	59	59	-6%
DoDEA	58	55	52	41	40	39	43	44	46	15%
DMEA	25	24	22	24	24	23	22	22	22	-8%
DoD HRA	19	20	19	21	27	30	30	36	33	22%
DSCA	15	15	15	15	14	14	14	13	14	0%
DSS	14	14	14	13	14	13	13	15	16	14%
DMA	14	13	12	11	12	11	11	11	11	-8%
DARPA	12	13	14	14	15	15	16	16	16	7%
USUHS	-	11	14	13	13	11	11	12	11	-15%
NDU	3	2	2	3	3	3	3	3	4	33%
POW/MIA	-	2	3	3	3	3	3	3	3	0%
<b>TOTAL</b>	<b>30,102</b>	<b>30,414</b>	<b>30,312</b>	<b>30,669</b>	<b>30,769</b>	<b>30,644</b>	<b>30,567</b>	<b>30,829</b>	<b>30,686</b>	<b>↓ 0%</b>





# Contracting Historical DAWIA Certification FY08 – FY18Q1

## Contracting

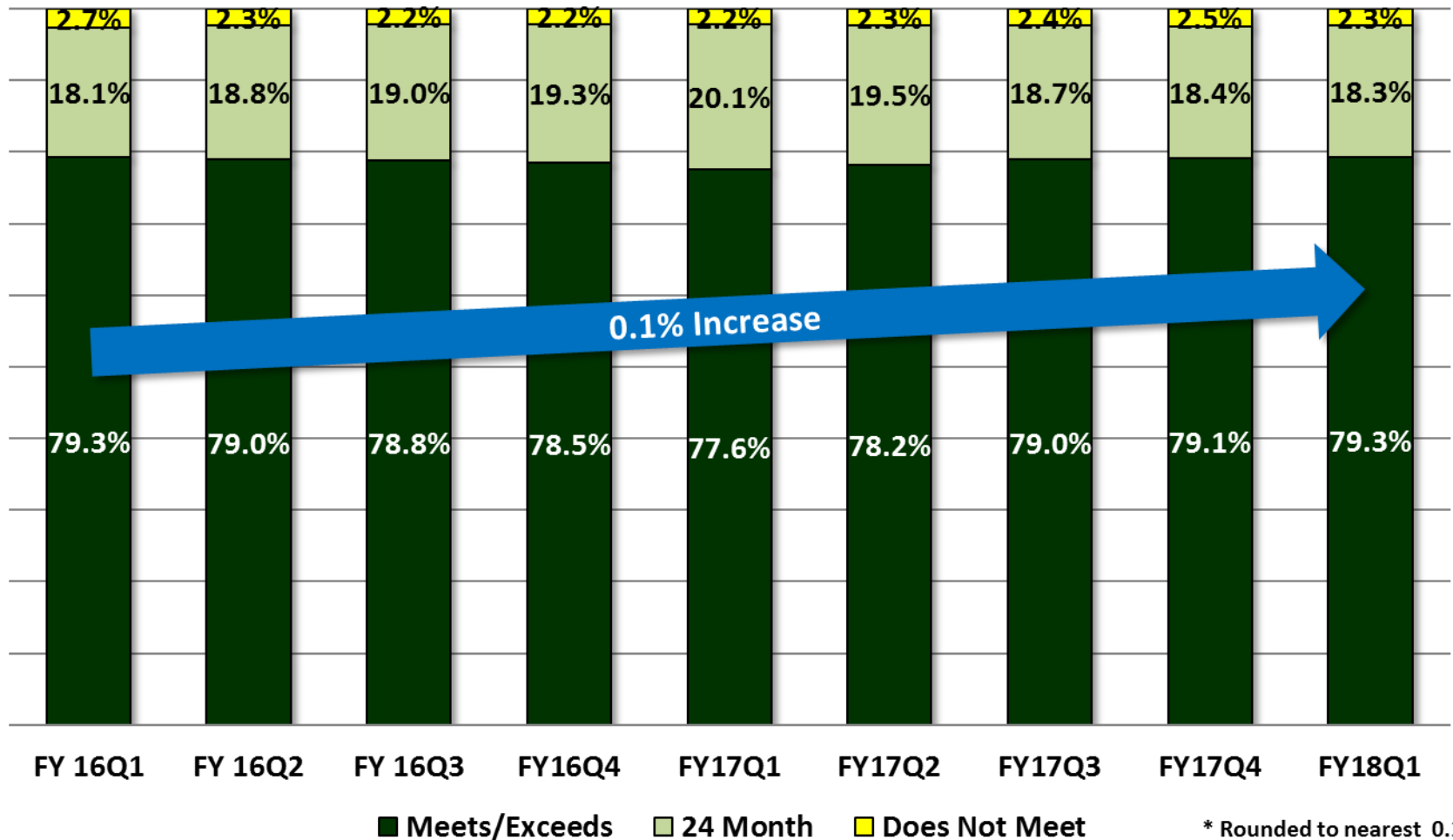




# Contracting Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



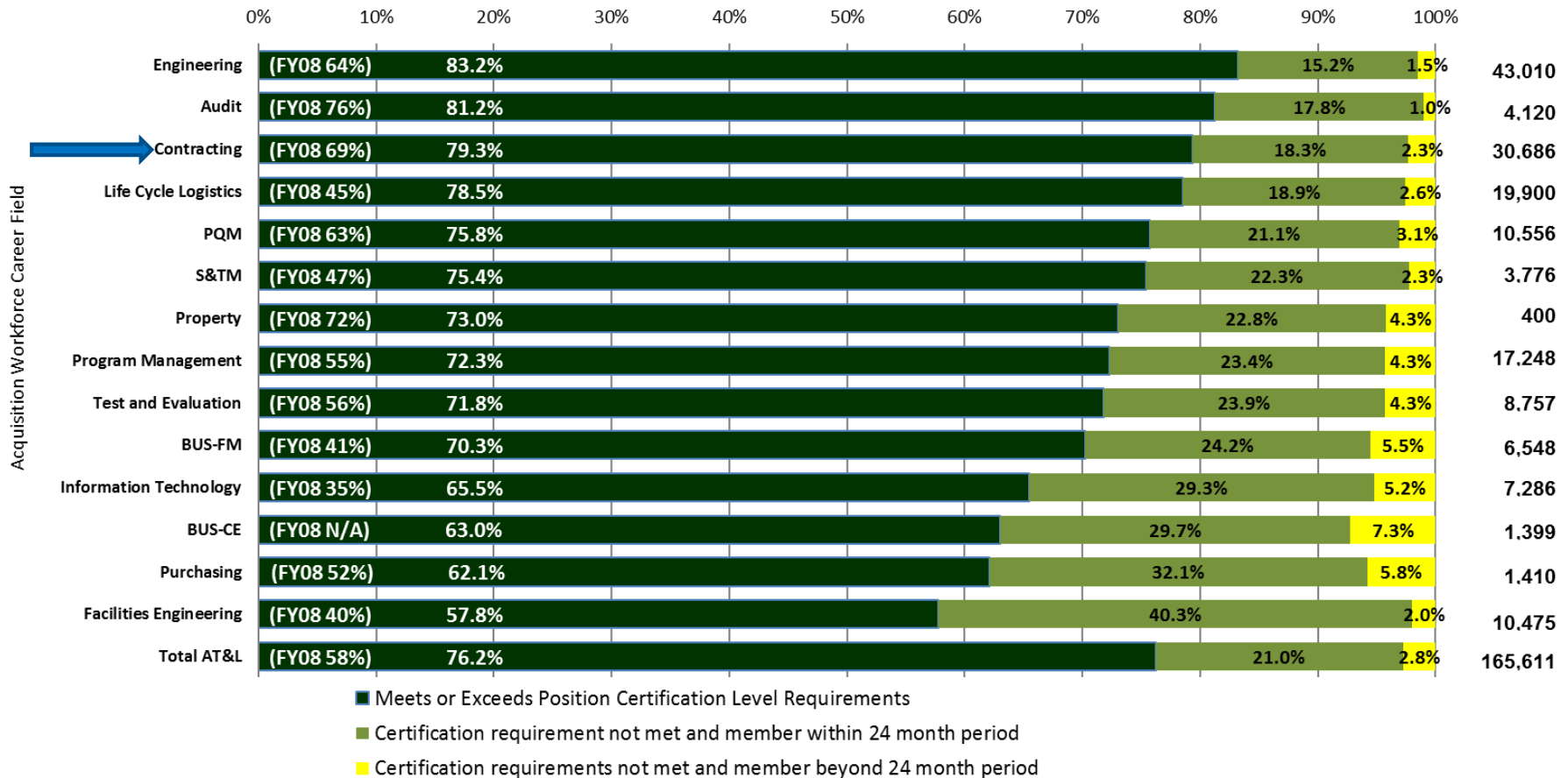
## Contracting





# DAWIA Certification by Career Field

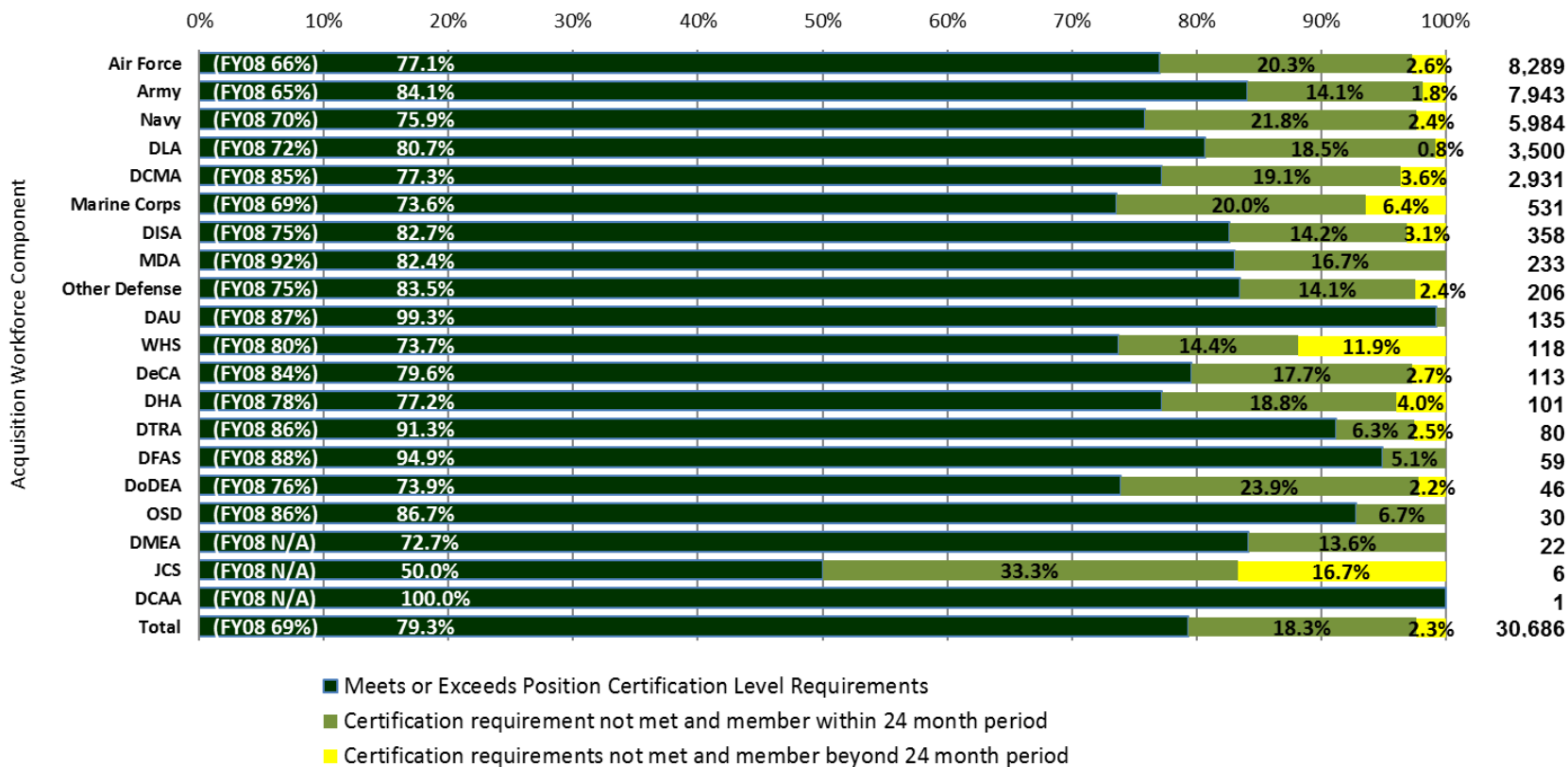
## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





# Contracting DAWIA Certification by Component

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





# Contracting DAWIA Certification Matrix + Bench Strength

Contracting Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,407	892	517	111	2,927	51.9%
Level II	1,663	2,167	9,974	3,971	17,775	78.5%
Level III	159	57	817	8,871	9,904	89.6%
Unspecified	27	9	31	13	80	
<b>FY18Q1 TOTAL</b>	<b>3,256</b>	<b>3,125</b>	<b>11,339</b>	<b>12,966</b>	<b>30,686</b>	<b>79.3%</b>
	10.6%	10.2%	37.0%	42.3%		

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%	
<b>Contracting</b>	<b>24,336</b>	<b>79.3%</b>	<b>3 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,520	1,314	93	2,927	9.5%
Level II	13,945	3,359	471	17,775	57.9%
Level III	8,871	881	152	9,904	32.3%
Unspecified	13	64	3	80	0.3%
<b>Contracting TOTAL</b>	<b>24,349</b>	<b>5,618</b>	<b>719</b>	<b>30,686</b>	
	79.3%	18.3%	2.3%		

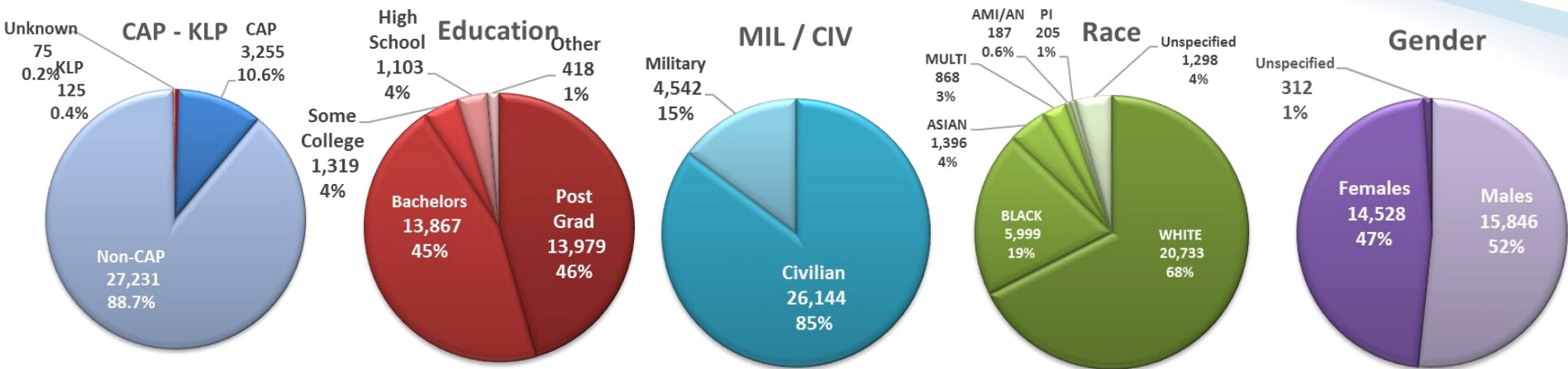
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Contracting Demographics



Occupied Position Type	CON		Entire DAW	
Key Leadership Positions (KLPs)	125	0.4%	1,053	0.6%
Critical Acquisition Positions (CAPs) *	3,255	10.6%	16,398	9.9%
Non-CAP Positions	27,231	88.7%	148,009	89.4%
Unknown	75	0.2%	151	0.1%
<b>TOTAL</b>	<b>30,686</b>		<b>165,611</b>	

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

Highest Level of Education	CON		Entire DAW	
Post Grad	13,979	45.6%	66,536	40.2%
Bachelors	13,867	45.2%	73,107	44.1%
Some College	1,319	4.3%	11,678	7.1%
High School	1,103	3.6%	12,316	7.4%
Other	418	1.4%	1,974	1.2%
<b>TOTAL</b>	<b>30,686</b>		<b>165,611</b>	

Military / Civilian	CON		Entire DAW	
Civilian	26,144	85.2%	150,073	90.6%
Military	4,542	14.8%	15,538	9.4%
<b>TOTAL</b>	<b>30,686</b>		<b>165,611</b>	

Race	CON		Entire DAW	
WHITE	20,733	67.6%	121,844	73.6%
BLACK	5,999	19.5%	19,980	12.1%
ASIAN	1,396	4.5%	11,137	6.7%
MULTI	868	2.8%	4,245	2.6%
AMI/AN	187	0.6%	958	0.6%
PI	205	0.7%	817	0.5%
Unspecified	1,298	4.2%	6,630	4.0%
<b>TOTAL</b>	<b>30,686</b>		<b>165,611</b>	

Gender	CON		Entire DAW	
Males	15,846	51.6%	116,400	70.3%
Females	14,528	47.3%	47,748	28.8%
Unspecified	312	1.0%	1,463	0.9%
<b>TOTAL</b>	<b>30,686</b>		<b>165,611</b>	



# Contracting Size by Occupational Series

Civilian Occupational Series	CON	
1102 - Contract Specialist	24,550	93.9%
1101 - Business and Industry Specialist	780	3.0%
0810 - Engineer, Civil	645	2.5%
0830 - Engineer, Mechanical	46	0.18%
0850 - Engineer, Electrical	18	0.07%
0301 - Administration & Program Staff	17	0.07%
1160 - Financial Analyst	13	0.05%
0343 - Management and Program Analyst	12	0.05%
0801 - Engineer, General	8	0.03%
<i>Other</i>	<b>55</b>	<b>0.21%</b>
<b>TOTAL CIVILIAN</b>	<b>26,144</b>	<b>Civilians</b>

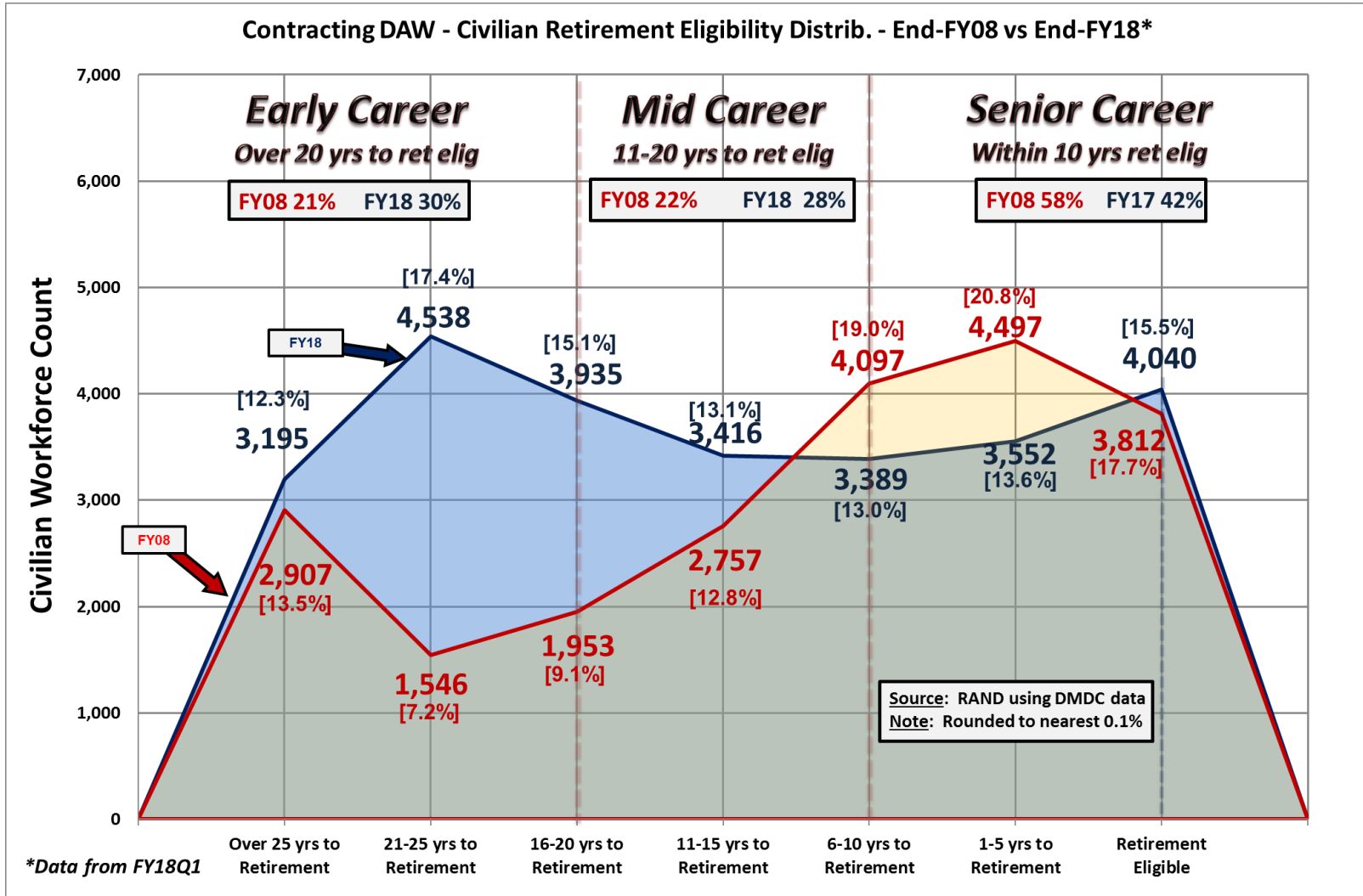


# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**





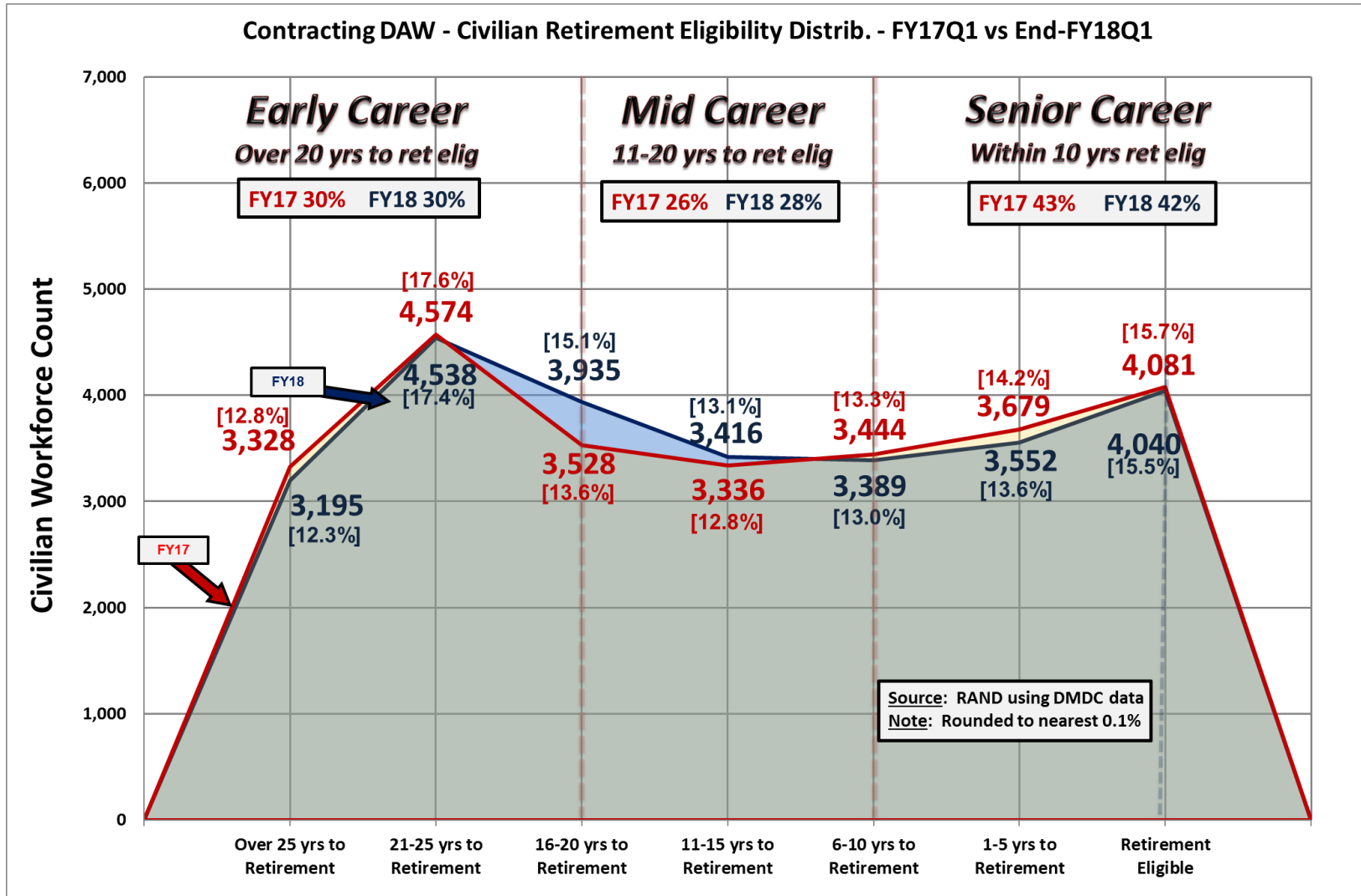
# Contracting Civilian Retirement Eligibility Distribution – FY08 / FY18Q1



As of 31 Dec 2017



# Contracting Civilian Retirement Eligibility Distribution – FY17Q1 / FY18Q1

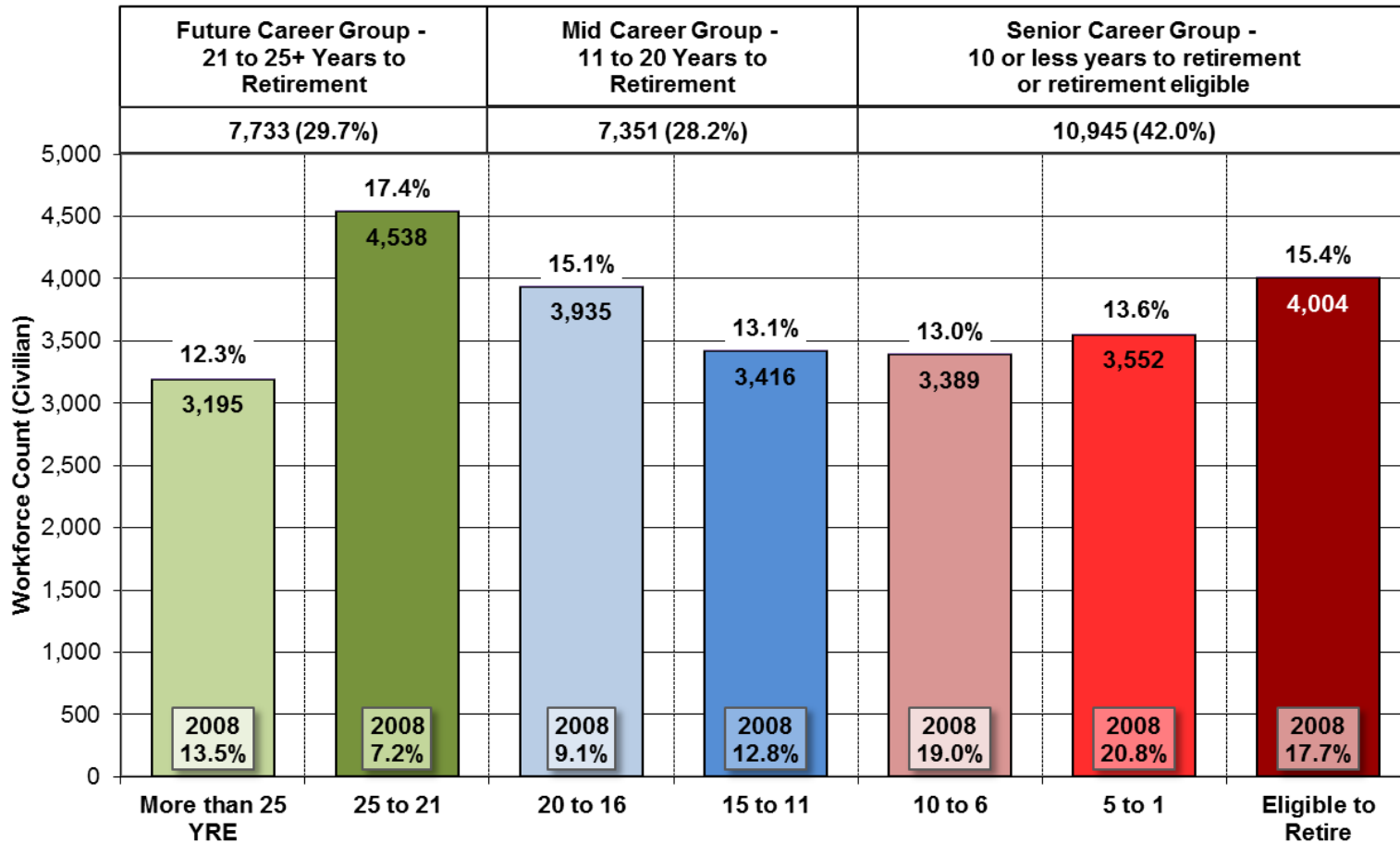


As of 31 Dec 2017



# Workforce Lifecycle Model

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



As of 31 Dec 2017

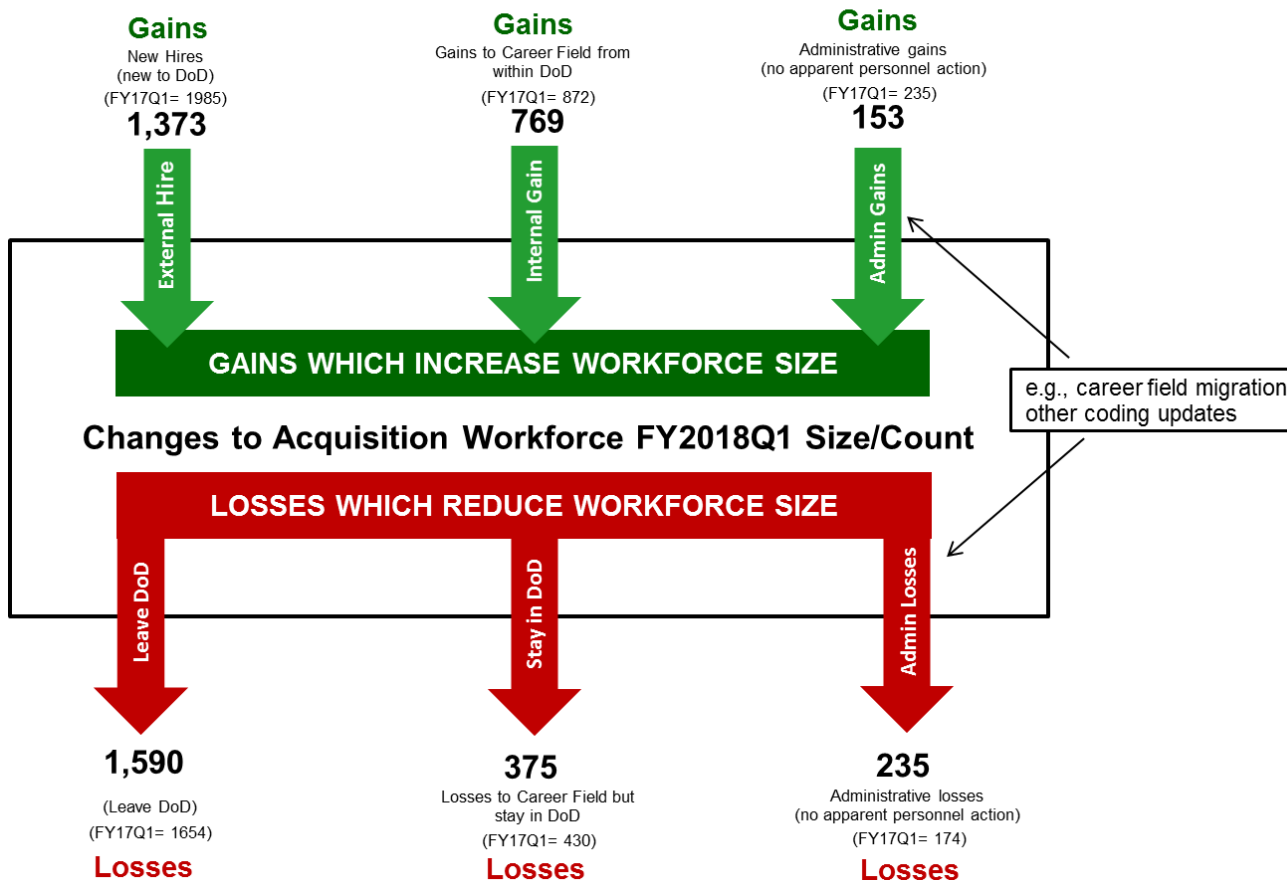


# Contracting Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2018Q1) - Contracting

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

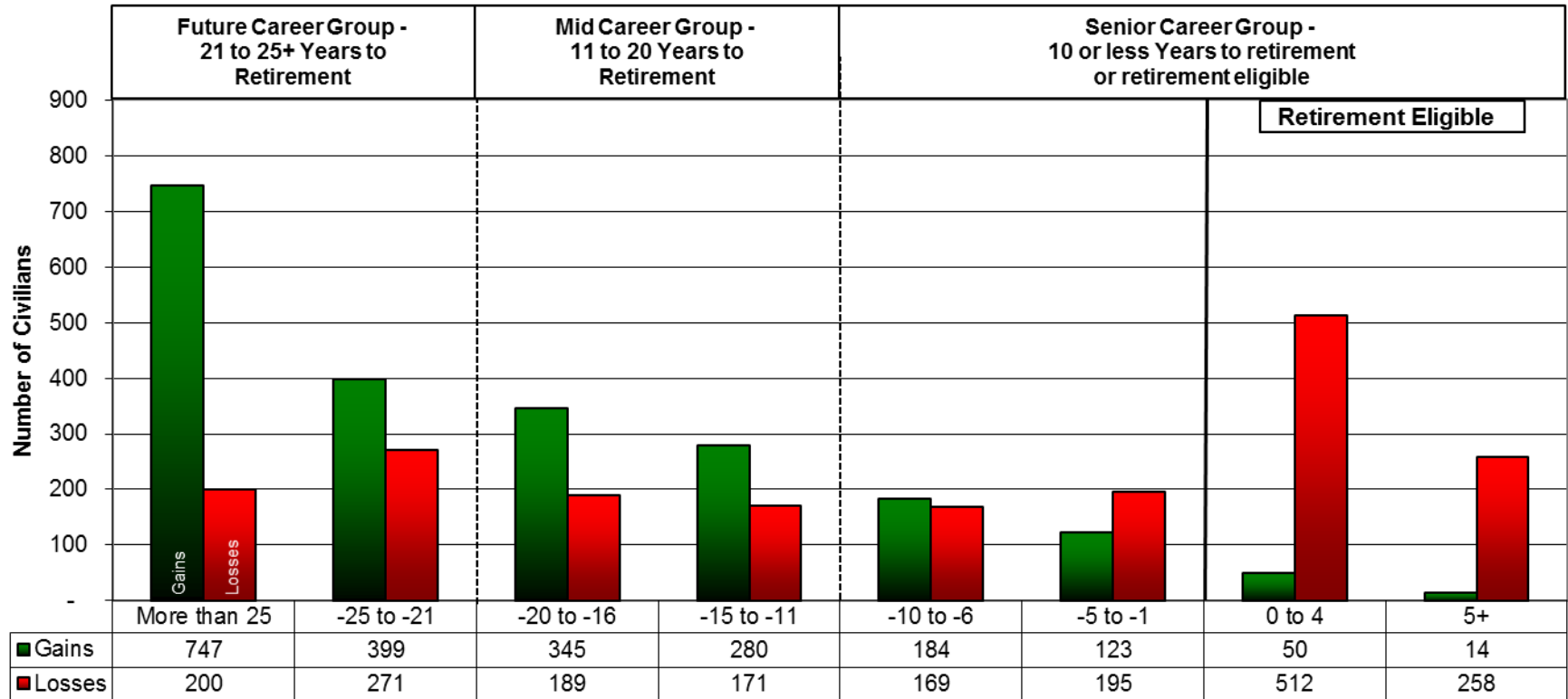




# Contracting Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2018Q1 Gains & Losses\*

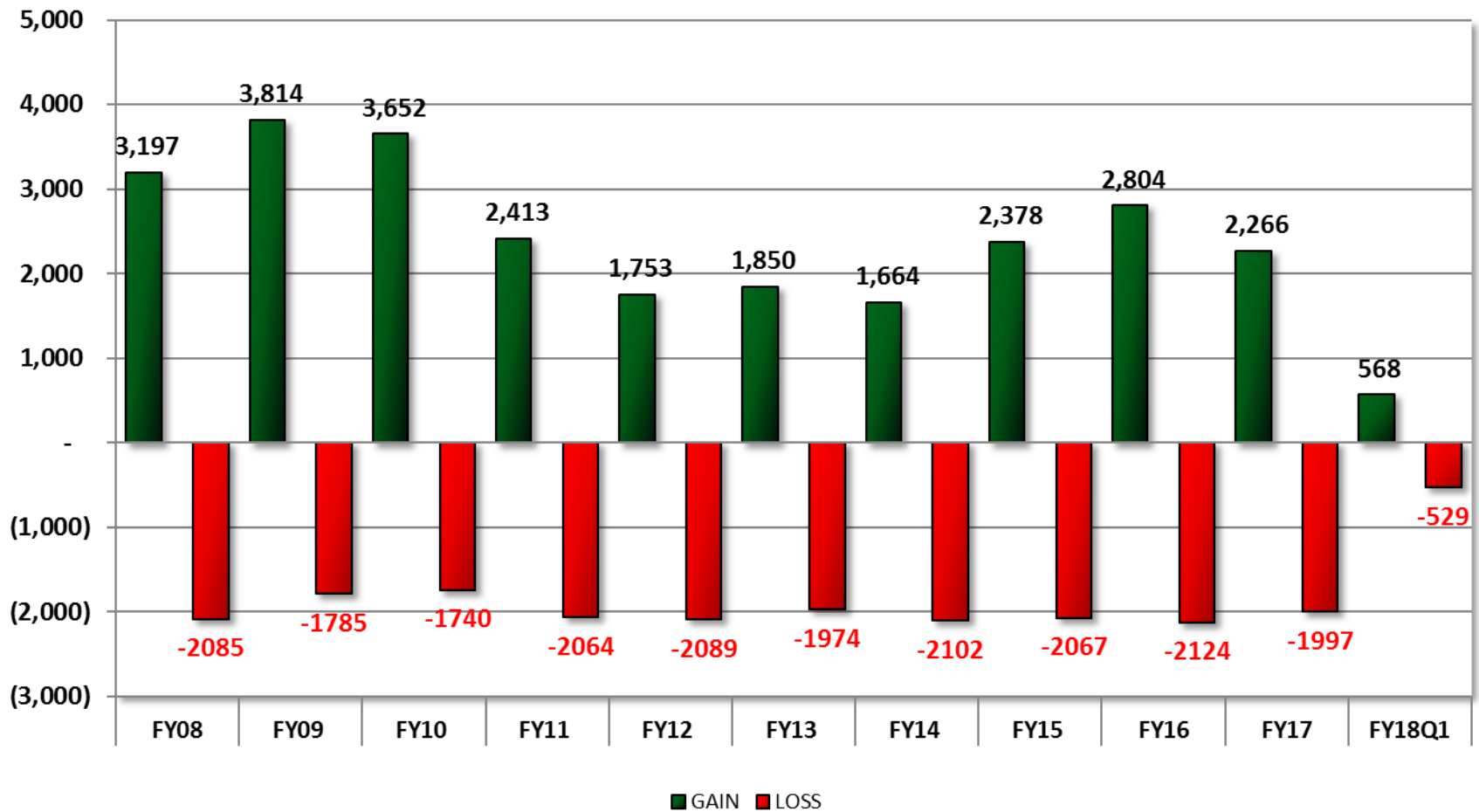


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Contracting Historical Gains and Losses FY08 – FY18Q1



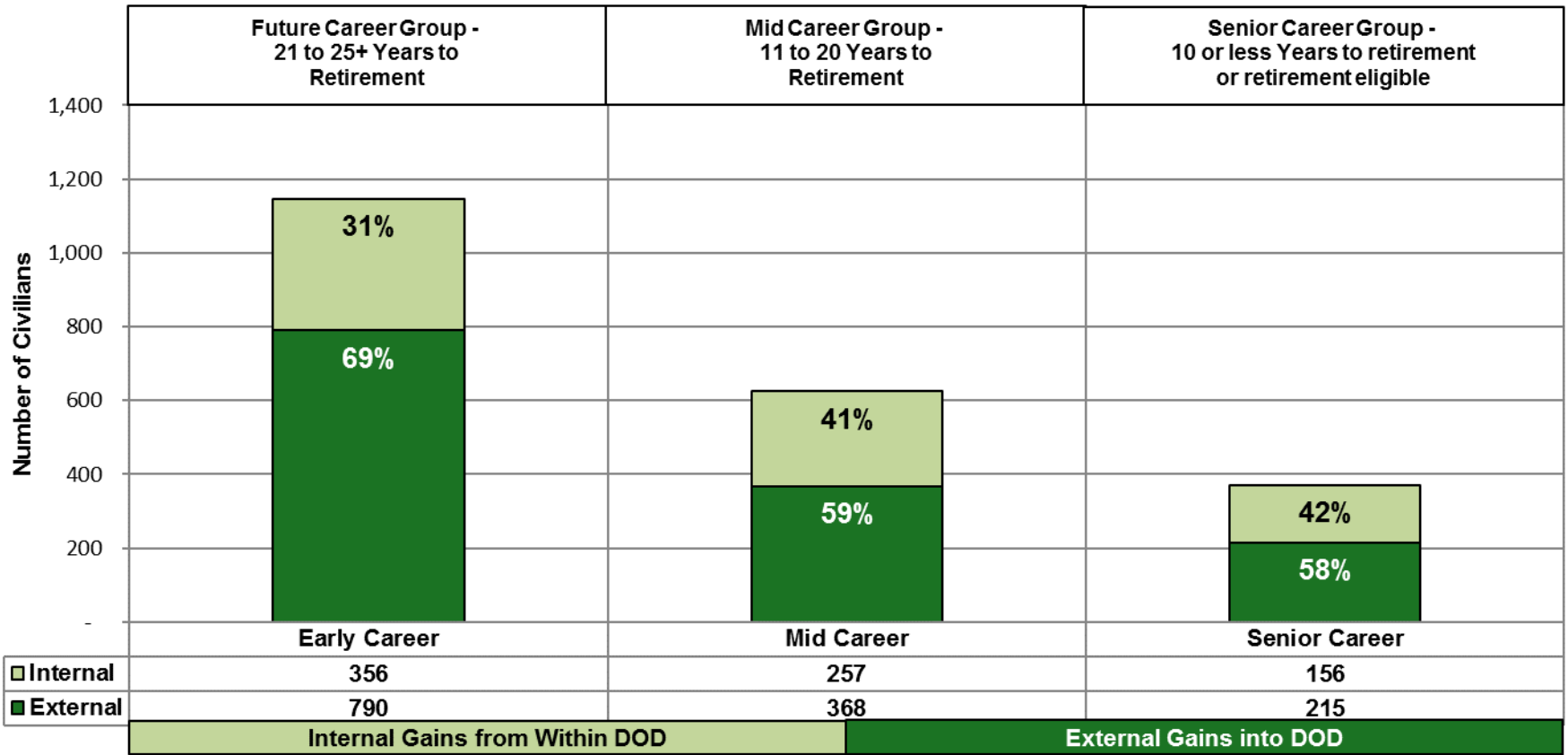
As of 31 Dec 2017



# Contracting Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Contracting Workforce Lifecycle FY2018Q1 Gains\*



\*Does not include administrative gains

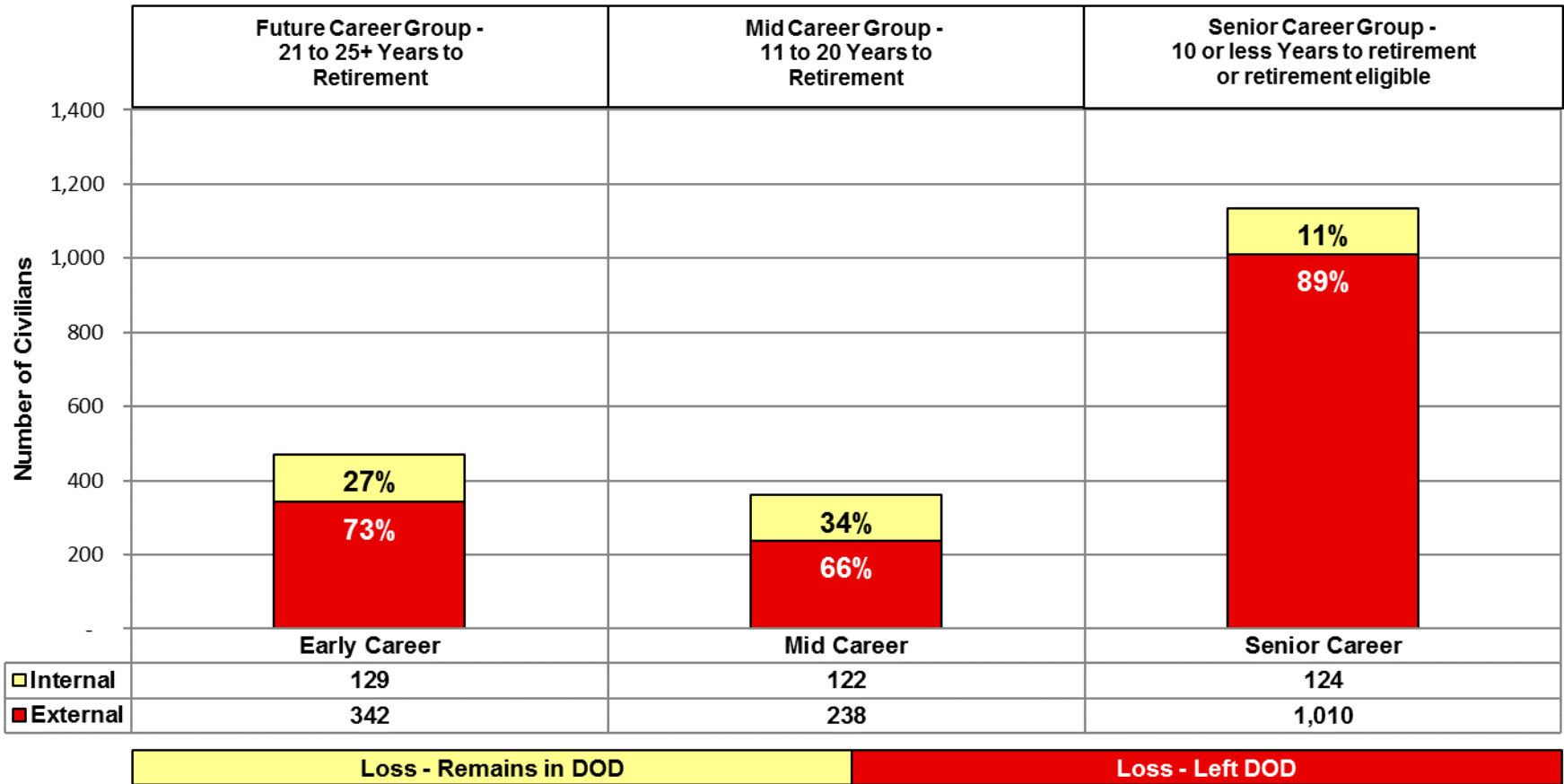


# Contracting Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2018Q1 Losses\*

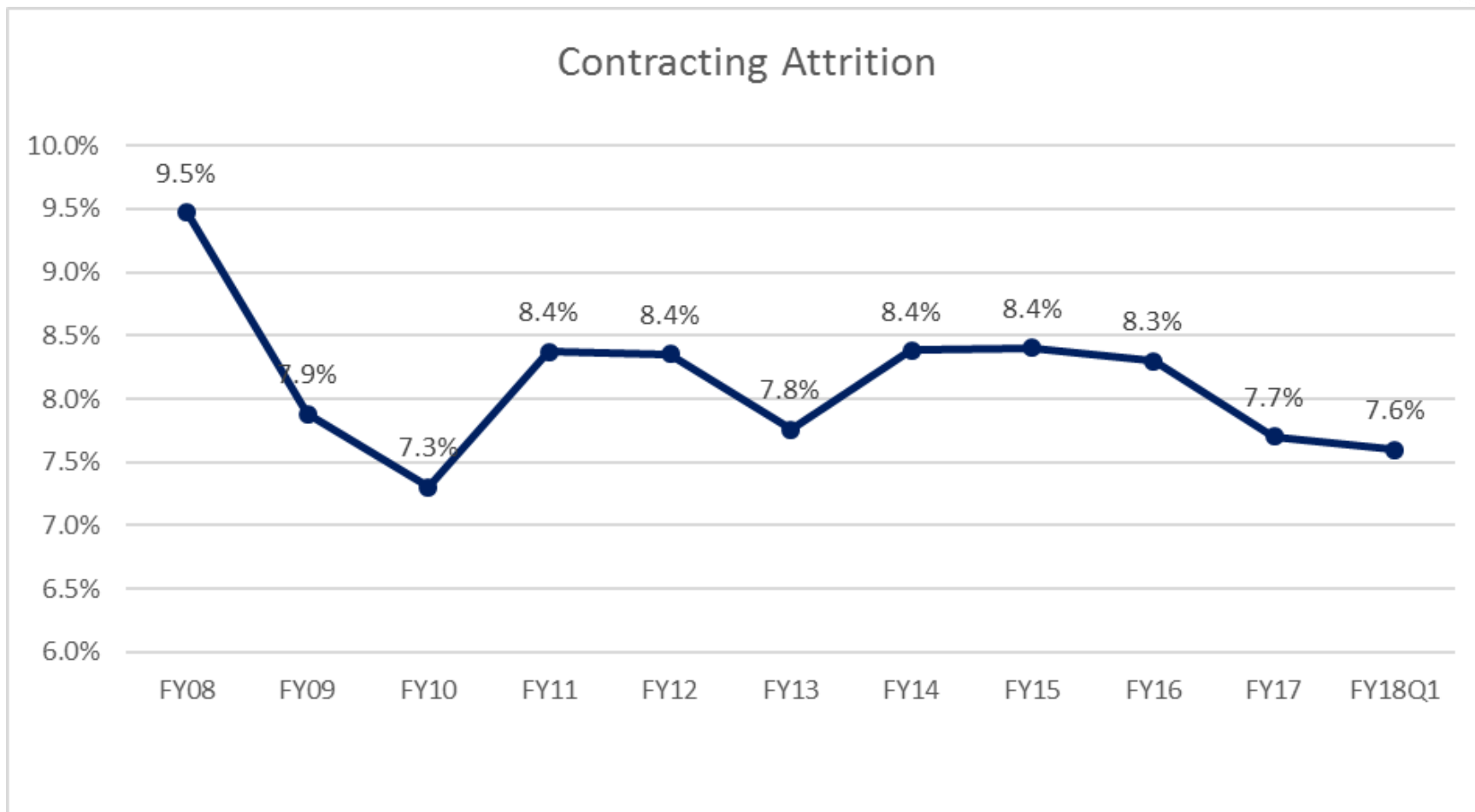


\*Does not include administrative losses





# Annual Attrition Rates

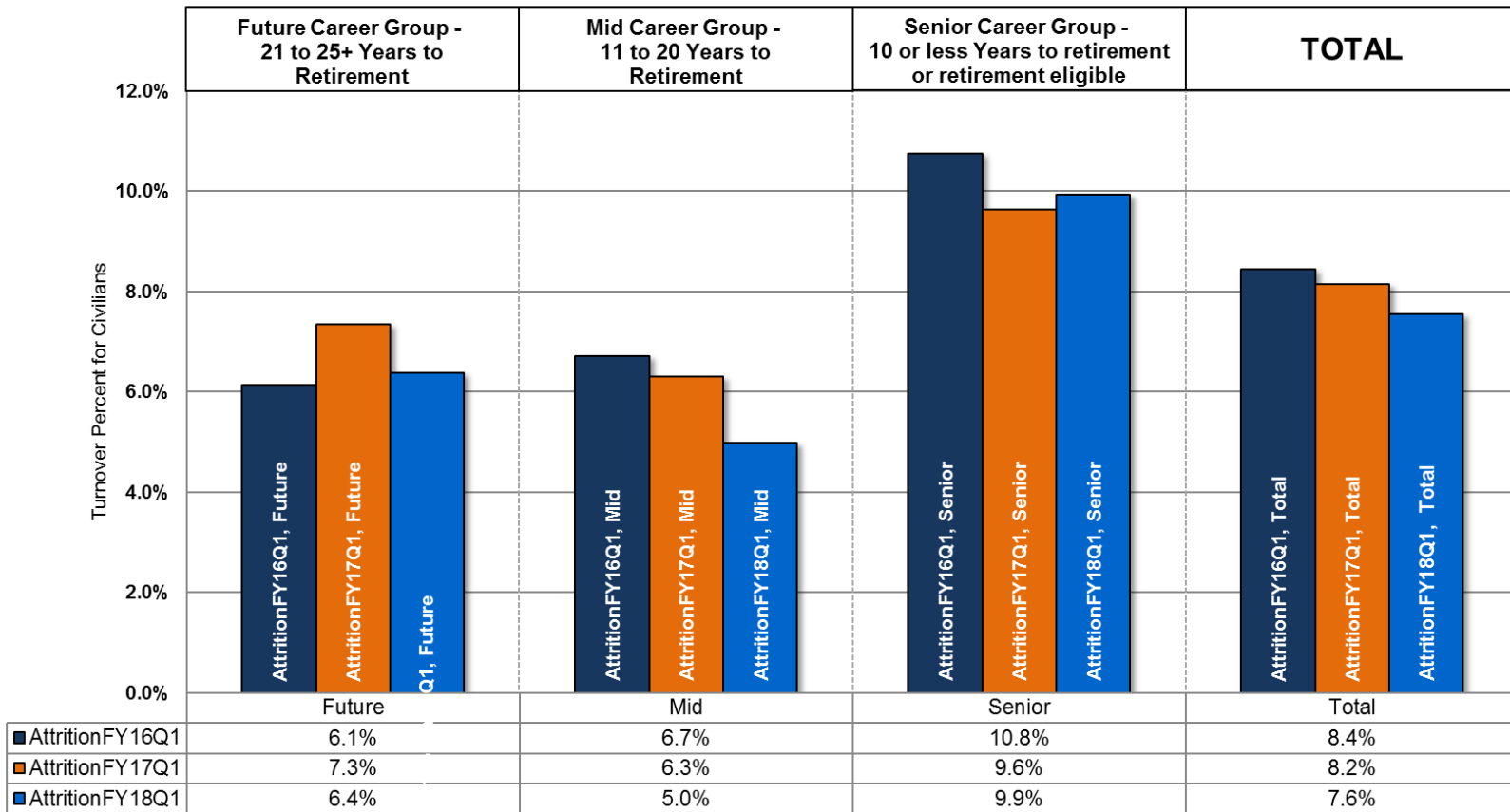


\*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



# Contracting Attrition Rates by Career Group

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



As of 31 Dec 2017

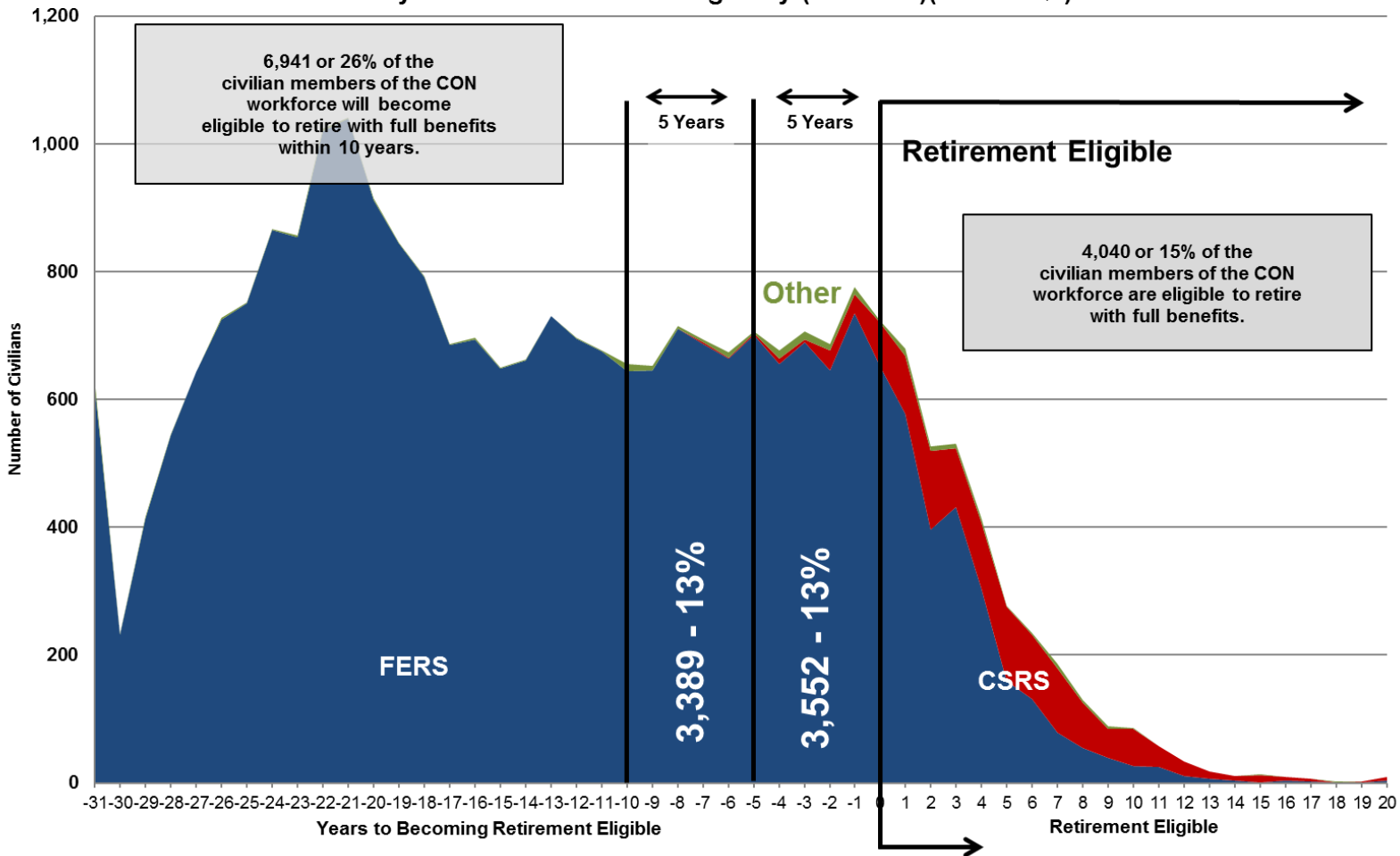


# Contracting Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Contracting

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



As of 31 Dec 2017



***END***