



Defense Acquisition Workforce Key Information

Facilities Engineering
As of FY18Q1 (31 December 2017)



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2018Q1			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	10,472	3	10,475	165,611
Change in size from 2008	-	-	-	-	113%	200%	113%	32%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	83%	100%	83%	84%
Graduate Degree	20%	0%	20%	29%	31%	100%	31%	40%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	70%	0%	70%	86%
Level II or Higher Achieved	41%	0%	41%	61%	66%	0%	66%	73%
Level III Achieved	0%	0%	0%	36%	24%	0%	24%	42%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	58%	0%	58%	76%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	40%	100%	40%	21%
Does Not Meet Certification Requirement	16%	0%	16%	14%	2%	0%	2%	3%
Planning Considerations								
Average Age	49	23	49	46	48	34	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	17/27/56(%)	-	-	26/25/49(%)
Average Years of Service	19	1	19	17	17	12	17	15
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	2,329(22%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,943(19%)	-	-	25,778(17%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	3,384/858	-	-	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

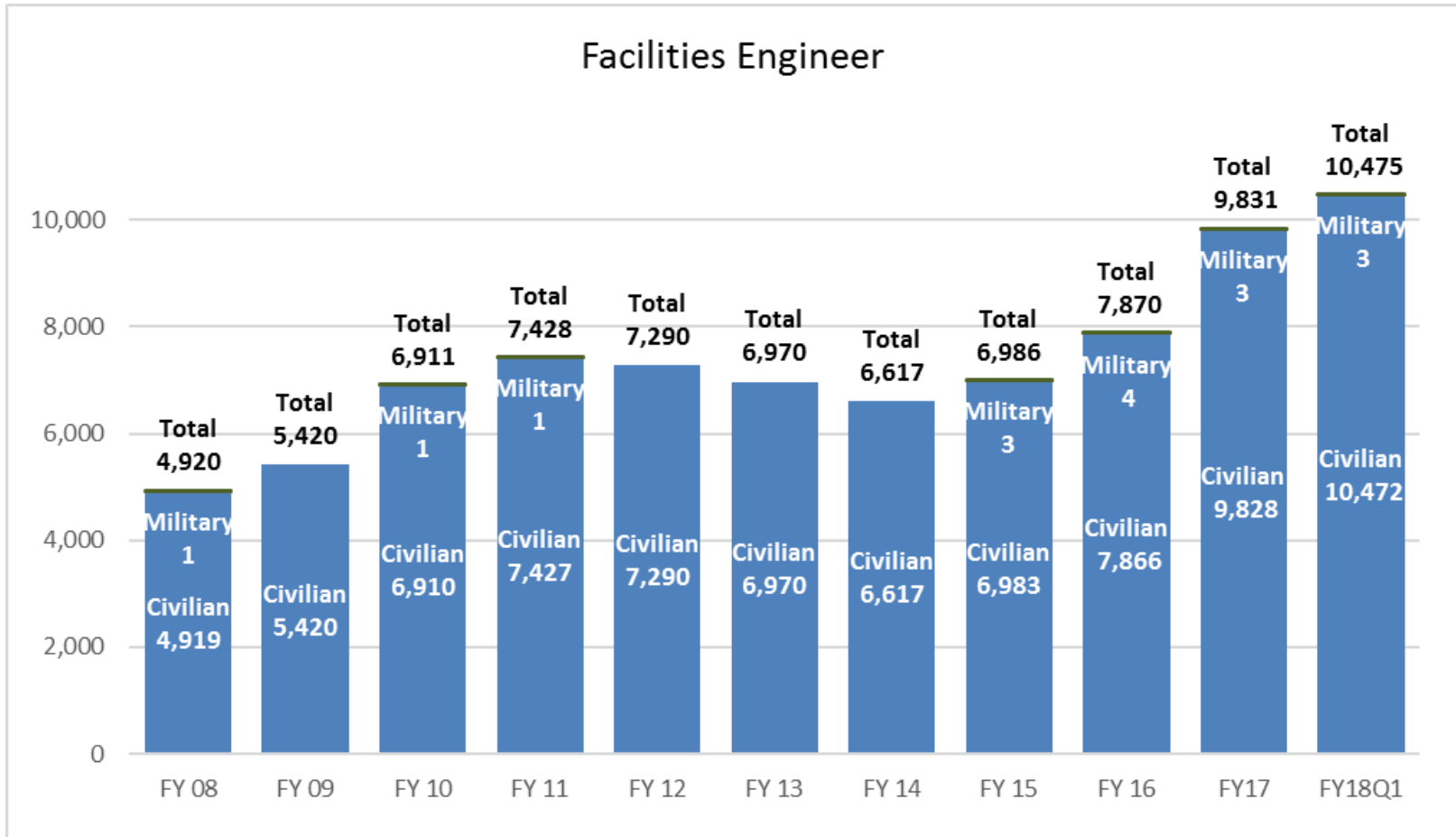
- The Facilities Engineering Career Field has experienced substantial growth since FY14, growing from 6,617 in FY14 to 10,475 at the end of this quarter. A large portion of this increase is due to recoding efforts. Since the end of FY14, 50% of all total gains have been recode gains (administrative gains). Even more significant, recode gains were 65% (2,213) of the total gains from FY17Q1 FY18Q1.
- Although FE has increased their workforce numbers substantially the distribution of the workforce has not changed significantly. 56% of the FE population is still in the Senior Career Group while the Early Career Group is at 17% (only a 1% increased in the last year). Unlike the AWF overall, gains in FE are evenly distributed throughout each of the three career groups vice having a large portion in the early Career Group.
- Overall attrition in the FE career field has decreased from a high of 11.7% at the end of FY15 to 8.1% at the end FY18Q1.

Defense Acquisition Workforce DAWIA Certification Highlights

- Although certification compliance has increased since 2008, there has been a continued decrease since 2014 in the meets or exceed classification. Some of the recent decrease may be due to the increase of recode gains the last two years

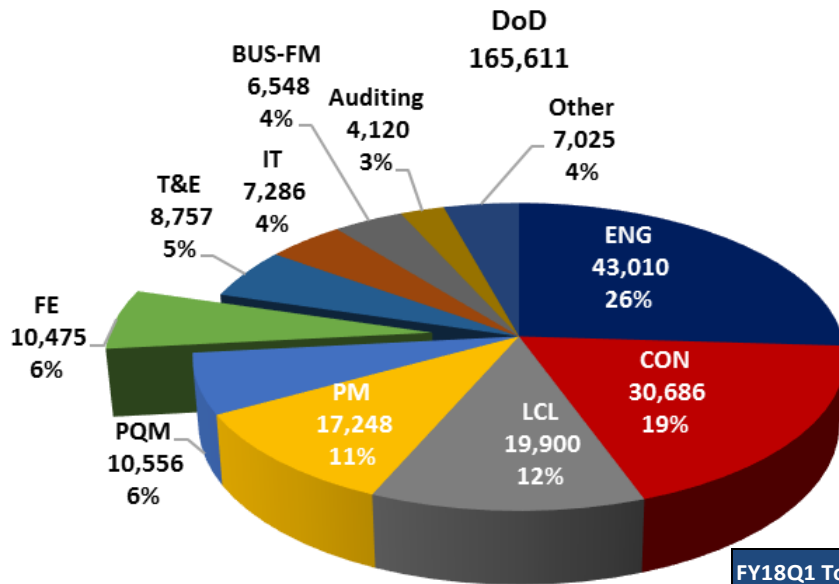


Total Historic Workforce





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%		



Facilities Engineering Workforce Historical Size by Agency FY08 – FY18Q1



Facilities Engineering Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	3,902	4,678	5,301	5,592	5,508	5,261	4,998	5,229	5,456	5,541	5,573	43%	2%
MARINE CORPS	-	5	18	23	23	38	41	32	34	30	31	-9%	-9%
ARMY	988	719	1,564	1,767	1,708	1,634	1,530	1,497	1,797	3,581	4,207	326%	134%
AIR FORCE	6	6	20	36	29	5	4	166	498	591	573	9450%	15%
DCMA	6	2	1	-	1	2	-	2	1	1	1	-83%	0%
DLA	13	8	2	1	1	1	1	1	1	-	-	-100%	-100%
MDA	1	-	4	8	19	29	42	42	42	46	46	4500%	10%
DISA	-	-	-	-	-	-	-	-	8	13	13	63%	63%
DTRA	2	2	1	1	1	-	1	1	1	1	1	-50%	0%
DAU	1	-	-	-	-	-	-	-	2	1	2	100%	0%
DeCA	-	-	-	-	-	-	-	16	30	26	28	-7%	-7%
DSS	1	-	-	-	-	-	-	-	-	-	-	-100%	-100%
TOTAL	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,870	9,831	10,475	↑ 113%	↑ 33%



Facilities Engineering Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY18Q1



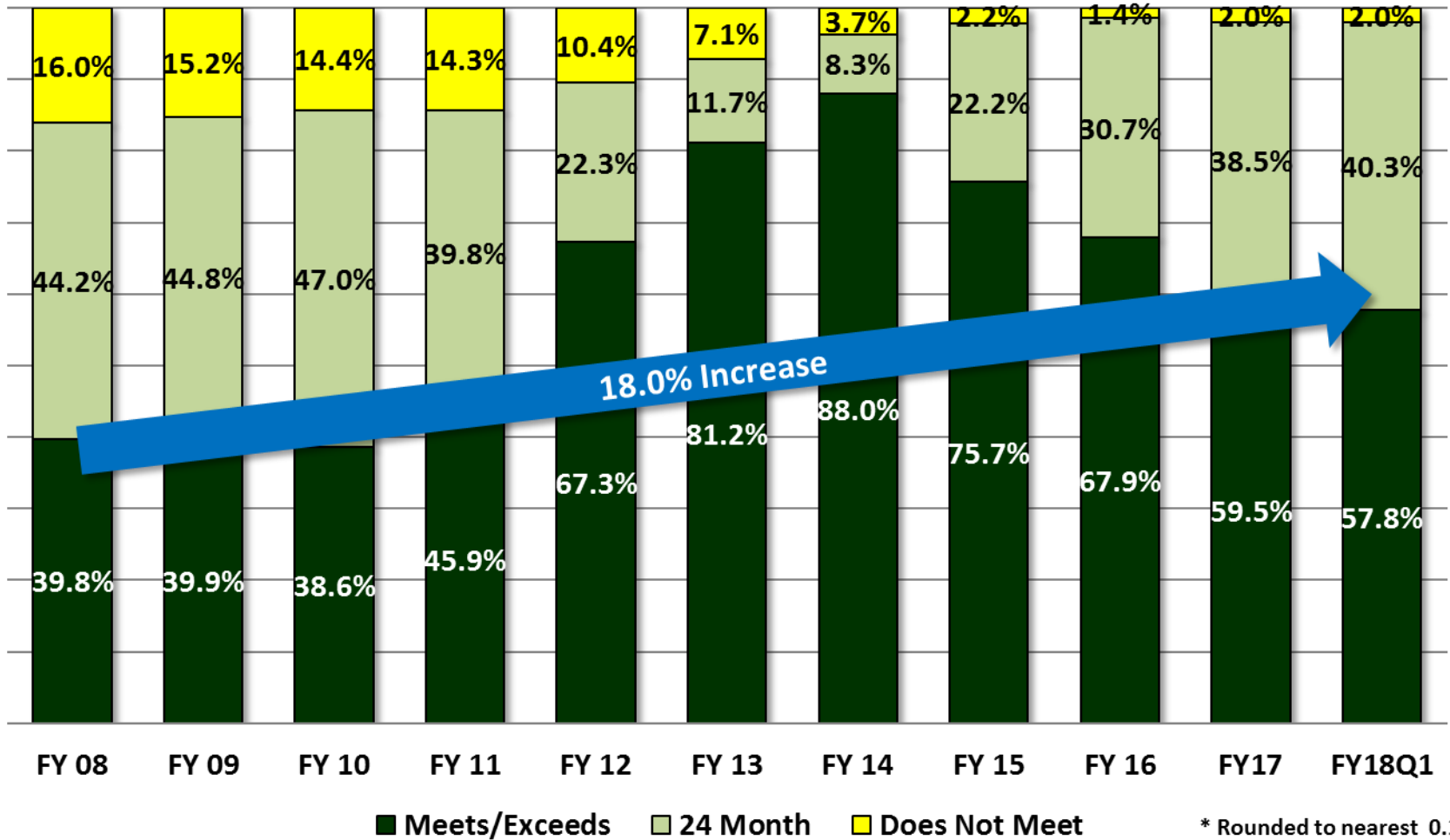
Facilities Engineering Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	5,321	5,406	5,476	5,456	5,481	5,458	5,507	5,541	5,573	2%
ARMY	1,514	1,498	1,557	1,797	1,842	2,981	3,233	3,581	4,207	134%
AIR FORCE	186	270	283	498	498	512	520	591	573	15%
MARINE CORPS	32	34	34	34	33	33	34	30	31	-9%
DCMA	3	1	1	1	1	1	1	1	1	0%
DLA	1	1	1	1	1	1	1	-	-	-100%
MDA	41	43	41	42	41	43	44	46	46	10%
DISA	-	6	7	8	8	9	13	13	13	63%
DTRA	1	1	1	1	1	-	-	1	1	0%
DAU	1	1	1	2	1	1	1	1	2	0%
DeCA	19	24	26	30	29	28	28	26	28	-7%
TOTAL	7,119	7,285	7,428	7,870	7,936	9,067	9,382	9,831	10,475	↑ 33%



Facilities Engineering Historical DAWIA Certification FY08 – FY18Q1



Facilities Engineering

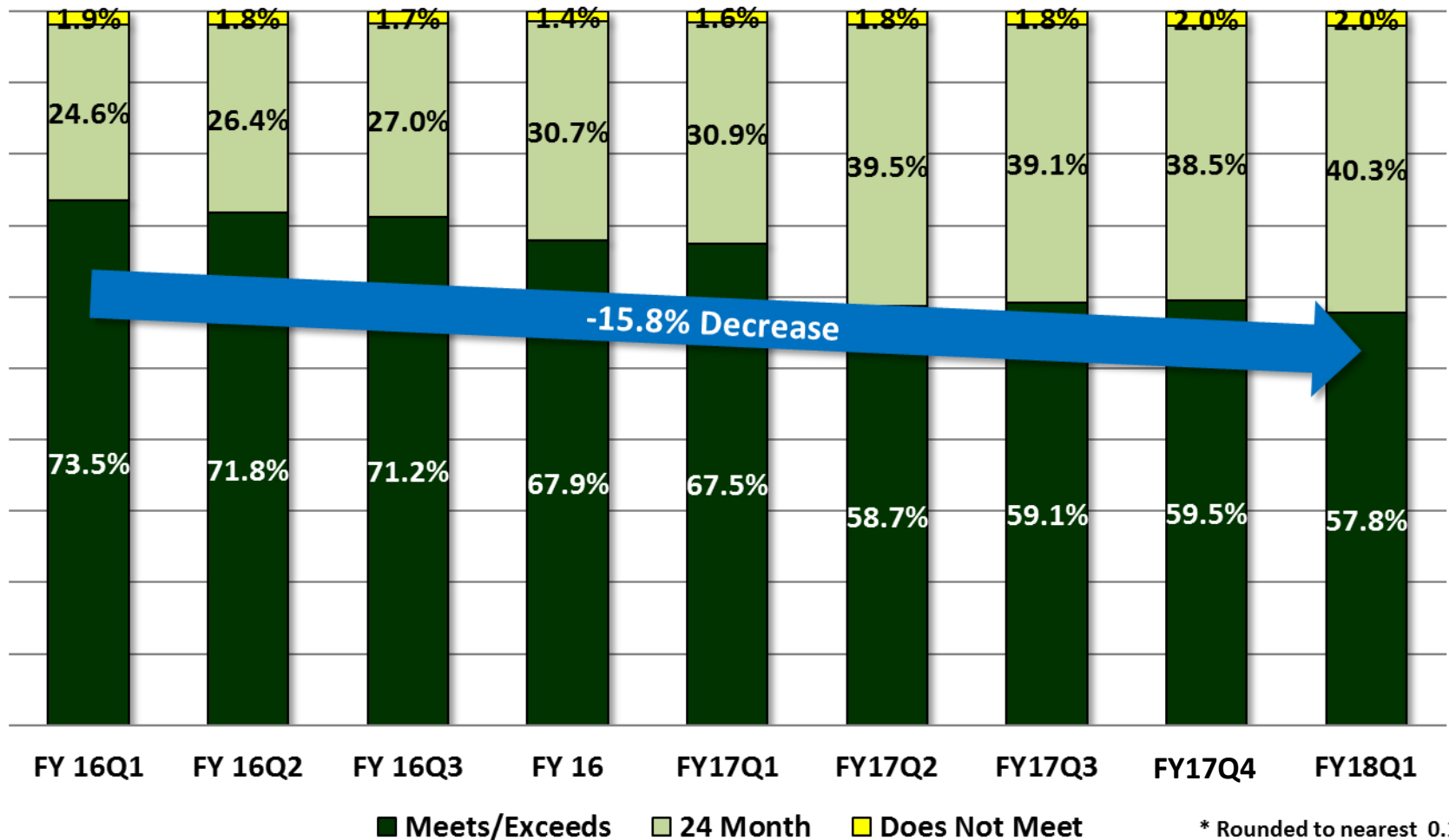




Facilities Engineering Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



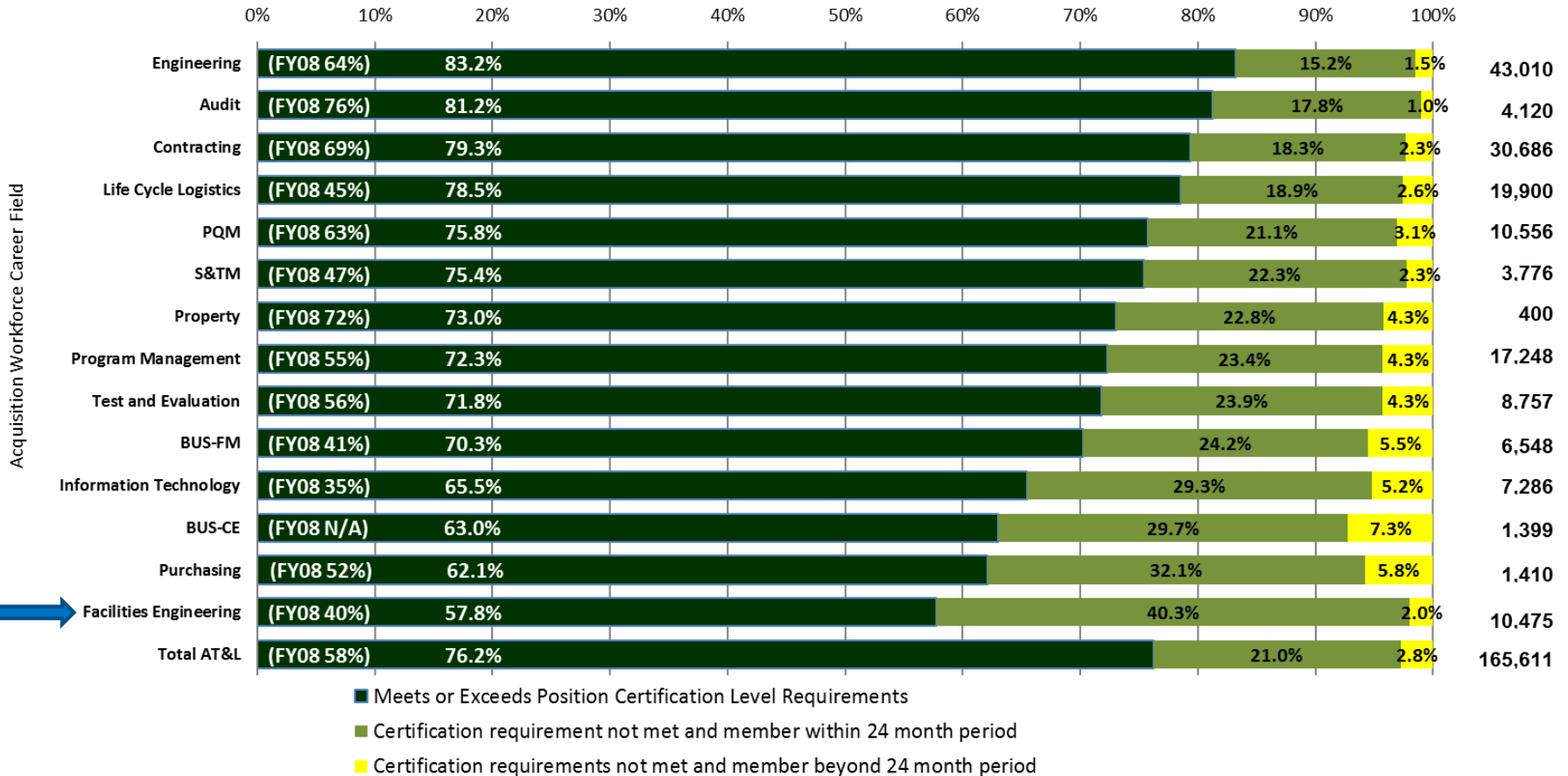
Facilities Engineering





DAWIA Certification by Career Field

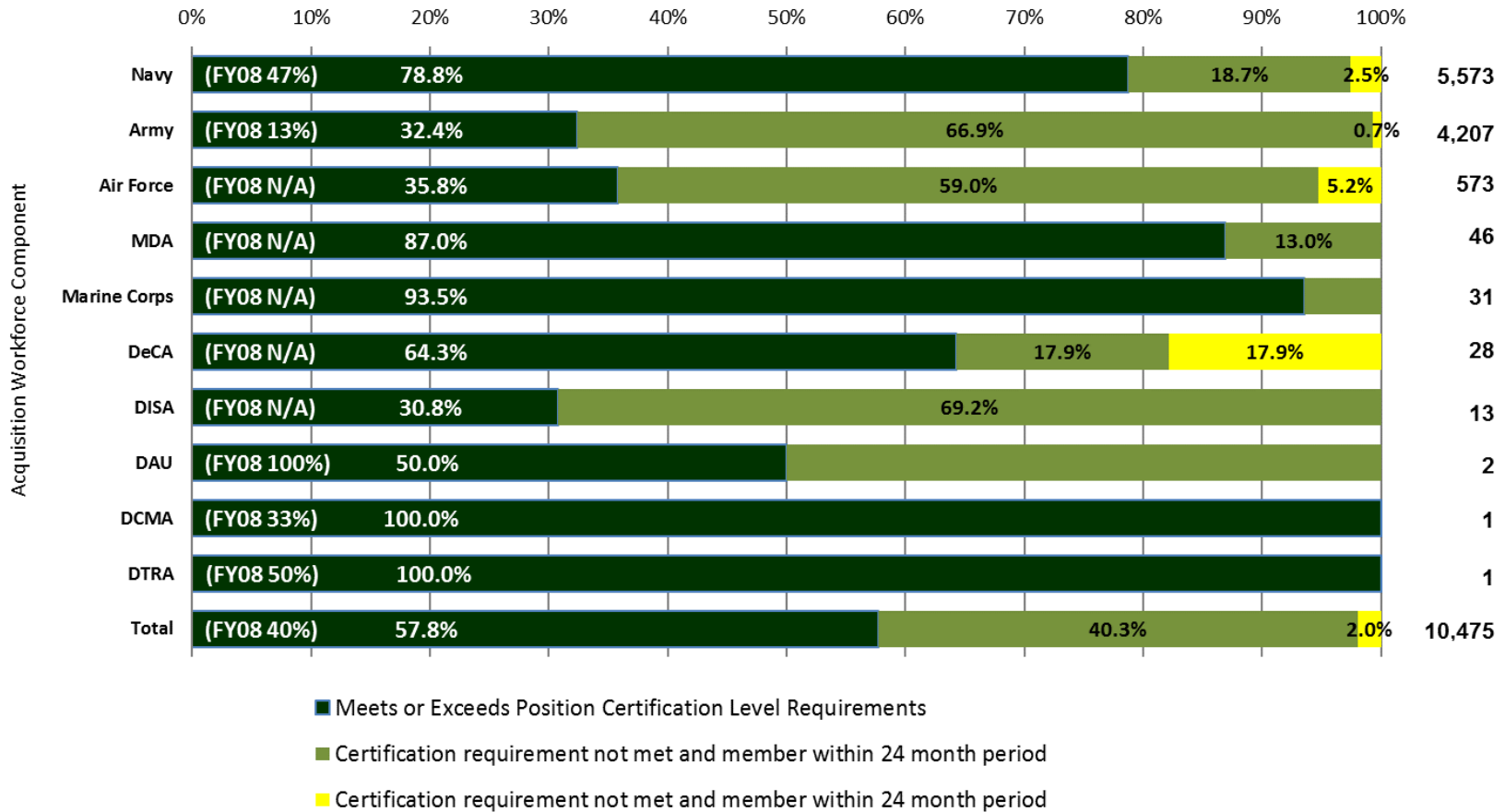
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





Facilities Engineering DAWIA Certification by Component

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





Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering		Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	110	76	70	20	276	60.1%	
Level II	1,966	267	3,356	290	5,879	62.0%	
Level III	1,086	57	939	2,238	4,320	51.8%	
Unspecified	-	-	-	-	-	-	
FY18Q1 TOTAL	3,162	400	4,365	2,548	10,475	57.8%	
	30.2%	3.8%	41.7%	24.3%			

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%	
Facilities En	6,050	57.8%	14 of 14

** Based on population total without unspecified positions

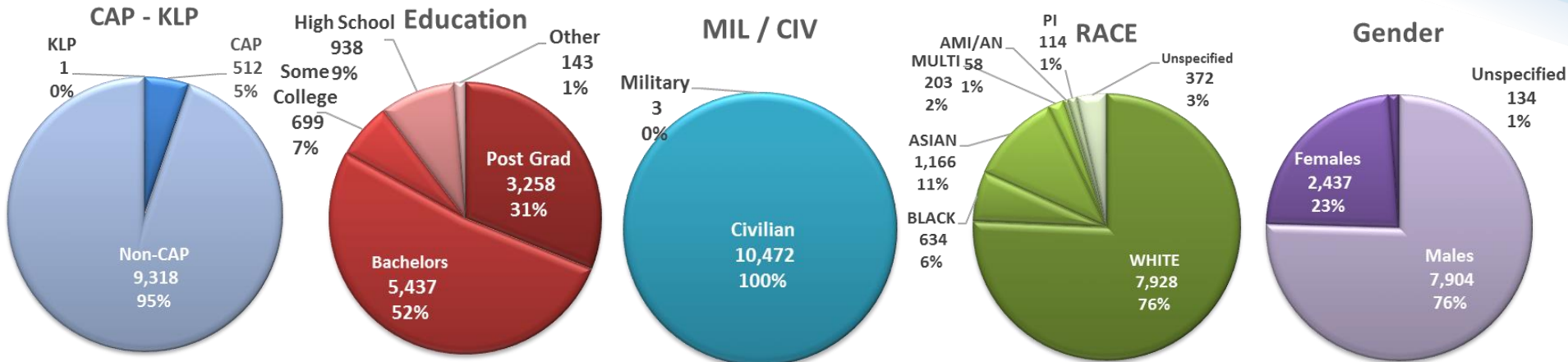
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	166	105	5	276	2.6%
Level II	3,646	2,127	106	5,879	56.1%
Level III	2,238	1,986	96	4,320	41.2%
Unspecified	-	-	-	-	0.0%
Facilities Engineering TOTAL	6,050	4,218	207	10,475	
	57.8%	40.3%	2.0%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE	Entire DAW
Key Leadership Positions (KLPs)	1	1,053
Critical Acquisition Positions (CAPs) *	556	16,398
Non-CAP Positions	9,918	148,009
Unknown	-	151
TOTAL	10,475	165,611

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

Highest Level of Education	FE	Entire DAW
Post Grad	3,258	66,536
Bachelors	5,437	73,107
Some College	699	11,678
High School	938	12,316
Other	143	1,974
TOTAL	10,475	165,611

Military / Civilian	FE	Entire DAW
Civilian	10,472	150,073
Military	3	15,538
TOTAL	10,475	165,611

Race	FE	Entire DAW
WHITE	7,928	121,844
BLACK	634	19,980
ASIAN	1,166	11,137
MULTI	203	4,245
AMI/AN	58	958
PI	114	817
Unspecified	372	6,630
TOTAL	10,475	165,611

Gender	FE	Entire DAW
Males	7,904	116,400
Females	2,437	47,748
Unspecified	134	1,463
TOTAL	10,475	165,611



Facilities Engineering Size by Occupational Series

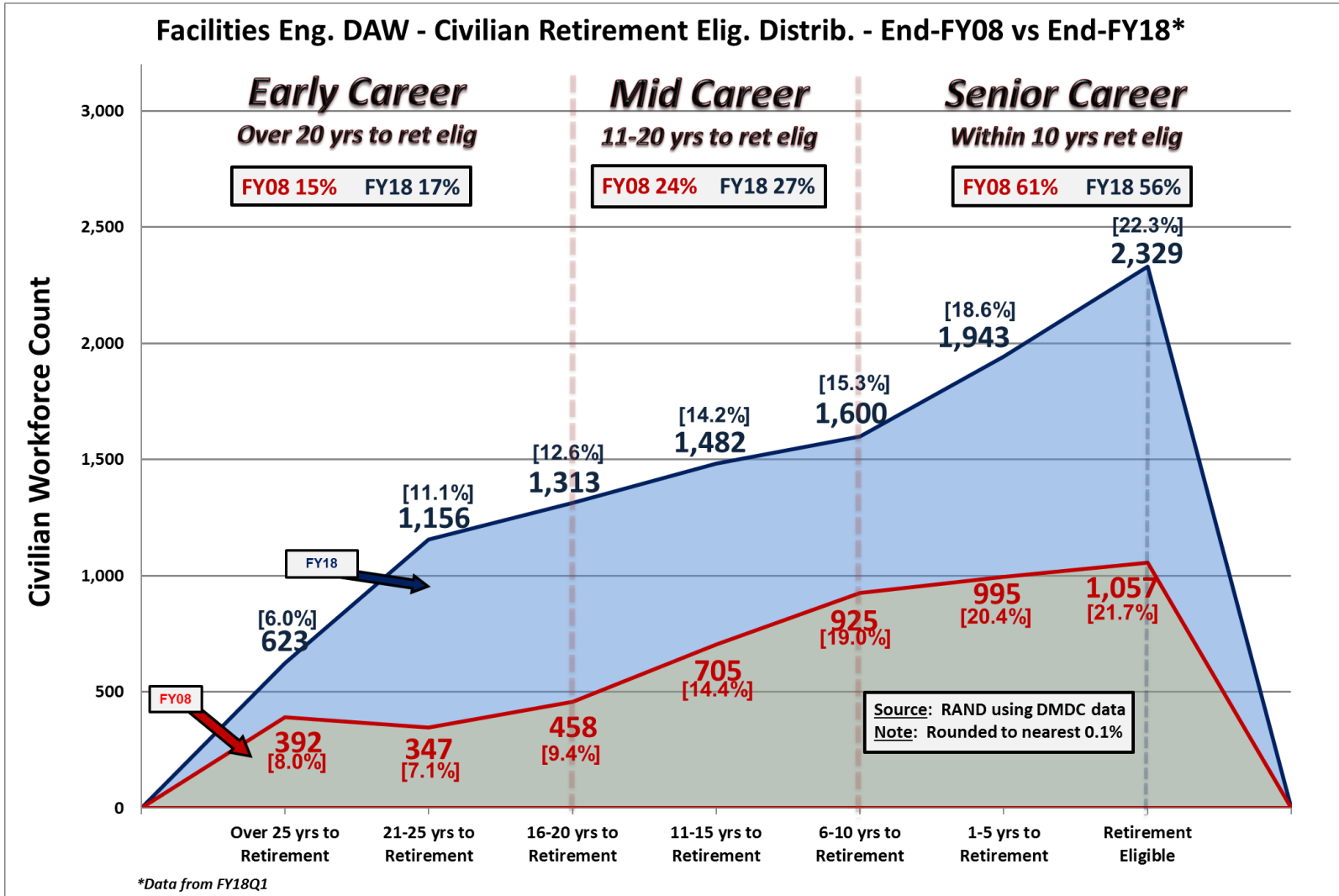
Civilian Occupational Series	FE	
0810 - Engineer, Civil	2,453	23.4%
0801 - Engineer, General	1,075	10.3%
0802 - Engineering Technician	1,006	9.6%
0819 - Engineer, Environmental	673	6.43%
0830 - Engineer, Mechanical	666	6.36%
0808 - Architect	562	5.37%
1101 - Business and Industry Specialist	540	5.16%
0850 - Engineer, Electrical	540	5.16%
0340 - Program Manager	383	3.66%
0020 - Community Planner	293	2.80%
<i>Other</i>	2,281	21.78%
TOTAL CIVILIAN	10,472	Civilians



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



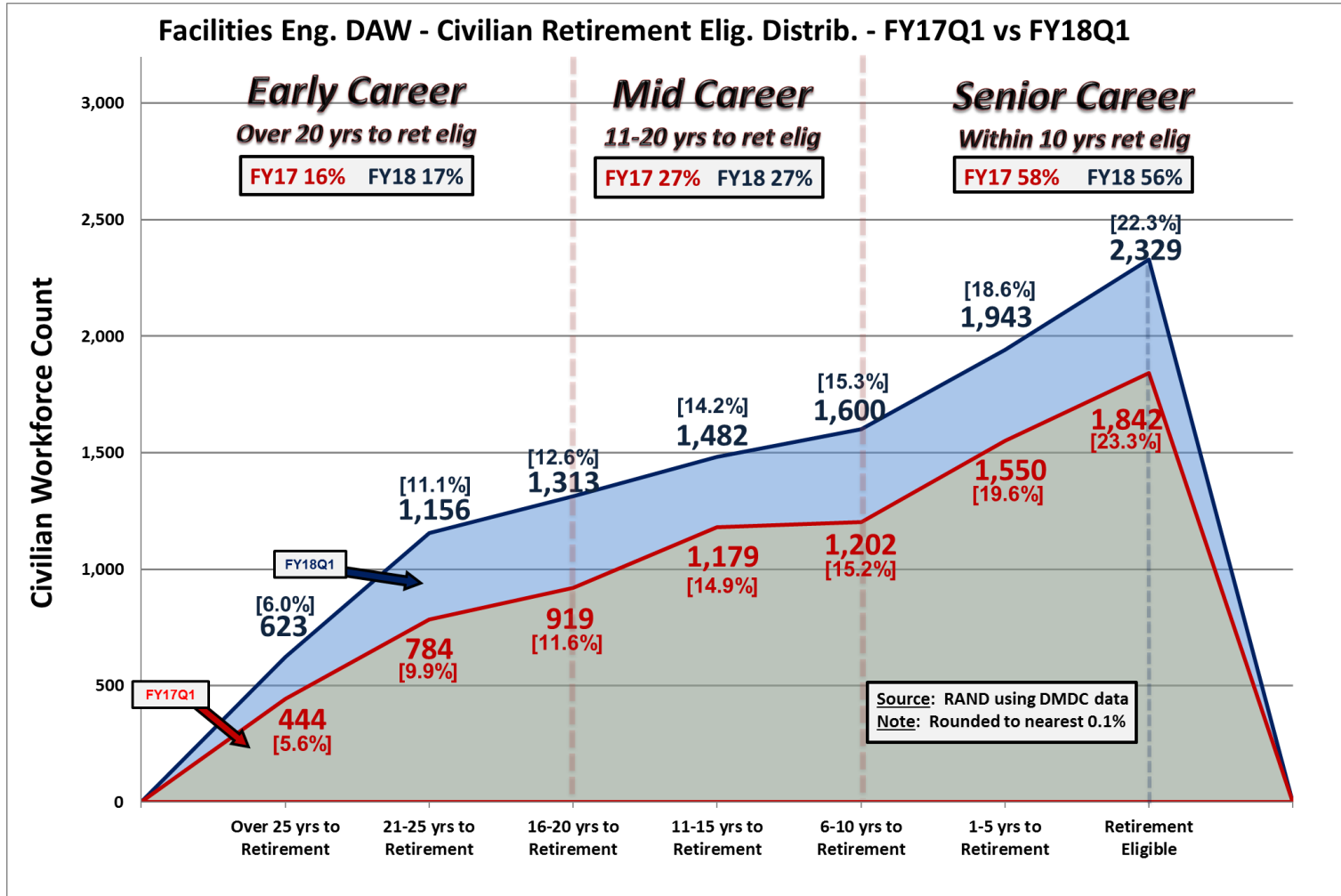
Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Dec 2017



Facilities Engineering Civilian Retirement Eligibility Distribution, 1 year – FY17Q1 / FY18Q1



As of 31 Dec 2017

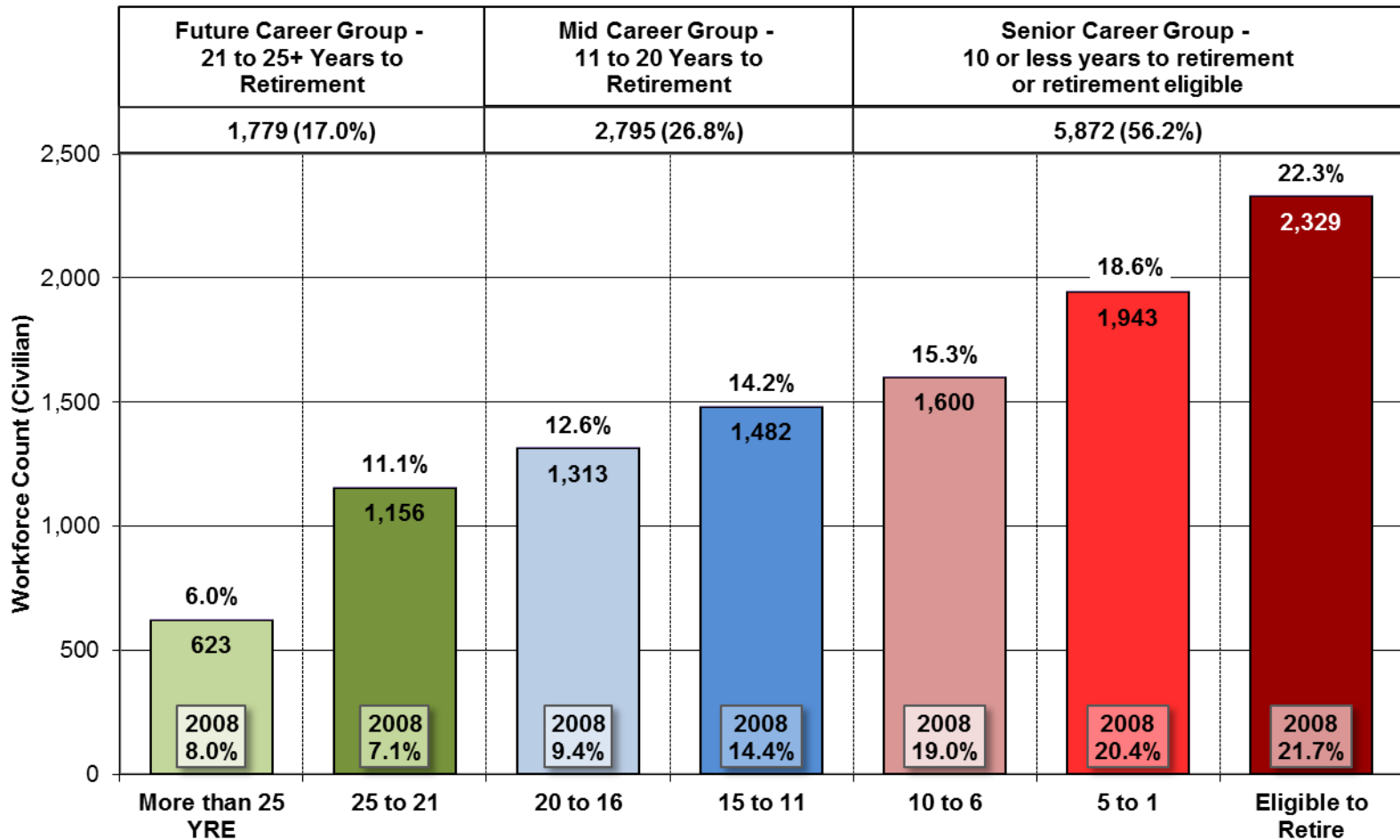


Facilities Engineering Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Facilities Engineering



As of 31 Dec 2017

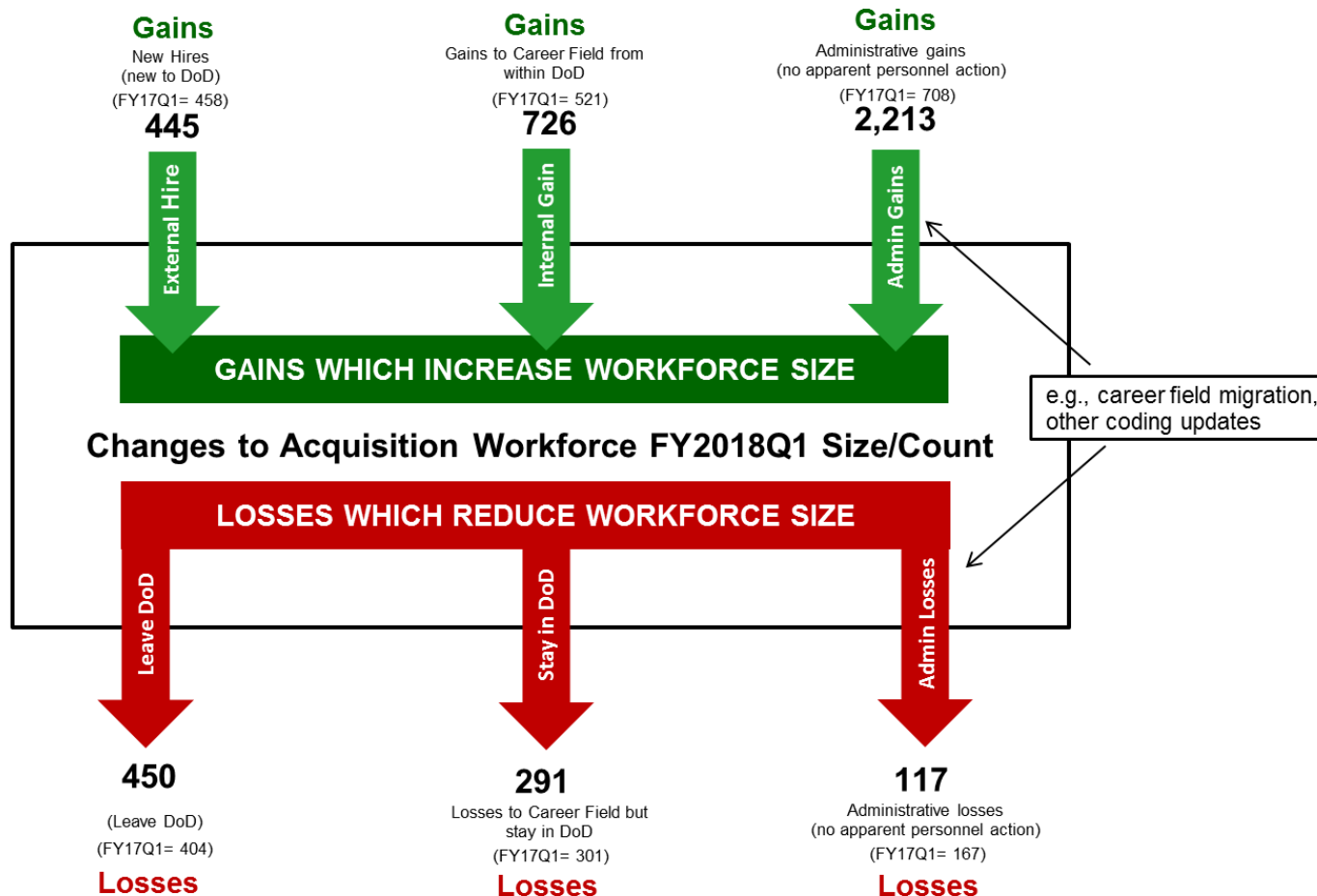


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q1) - Facilities Engineering

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



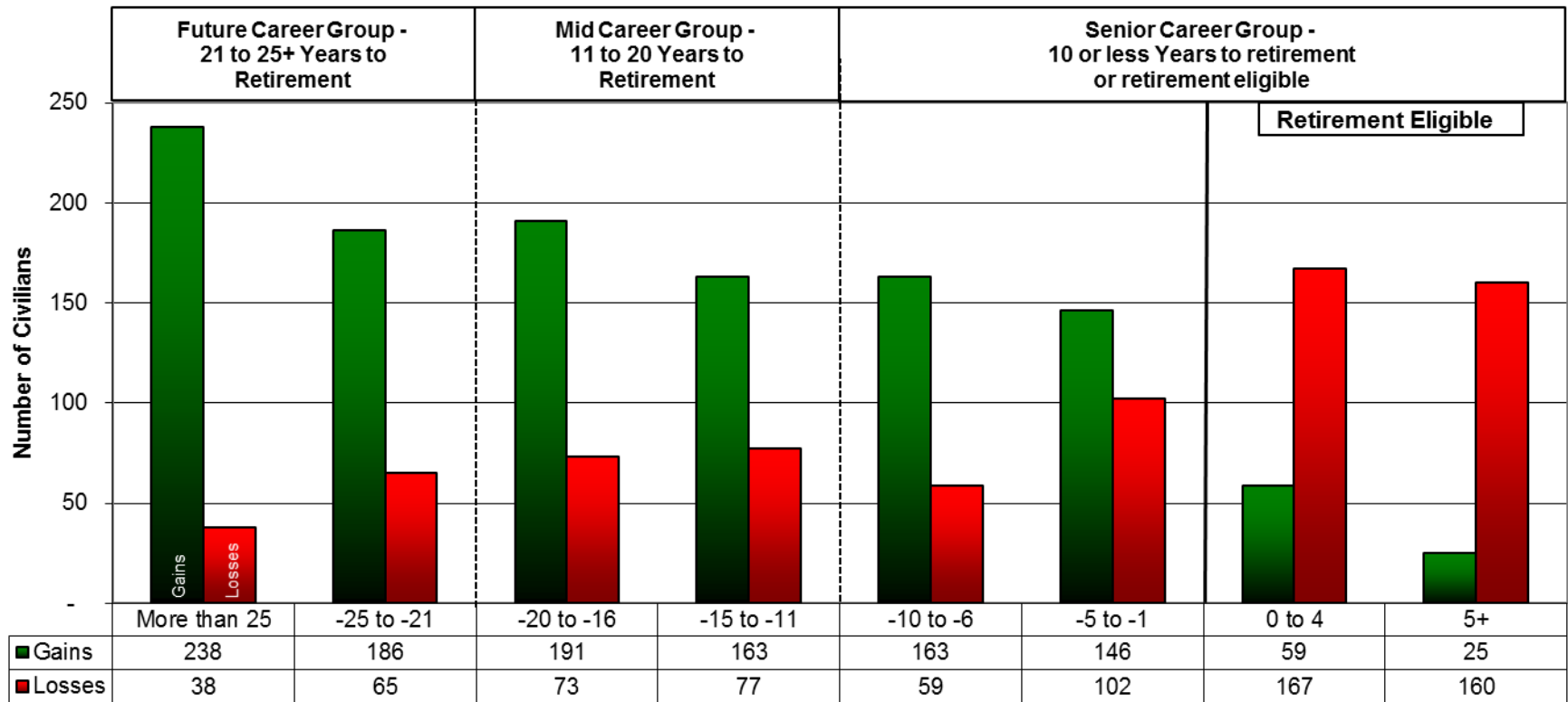


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2018Q1 Gains & Losses*

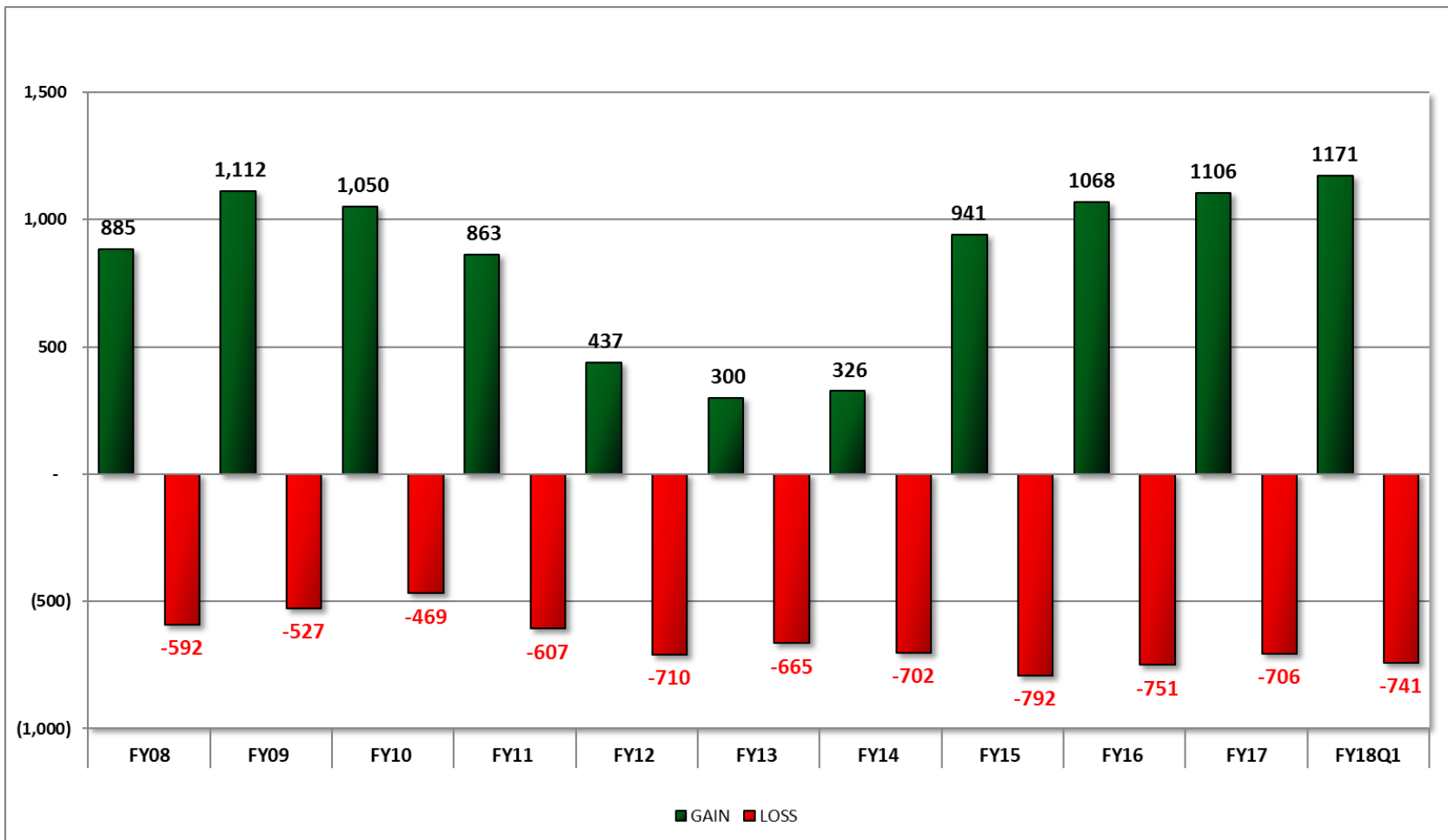


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Facilities Engineering Historical Gains and Losses FY08 – FY18Q1



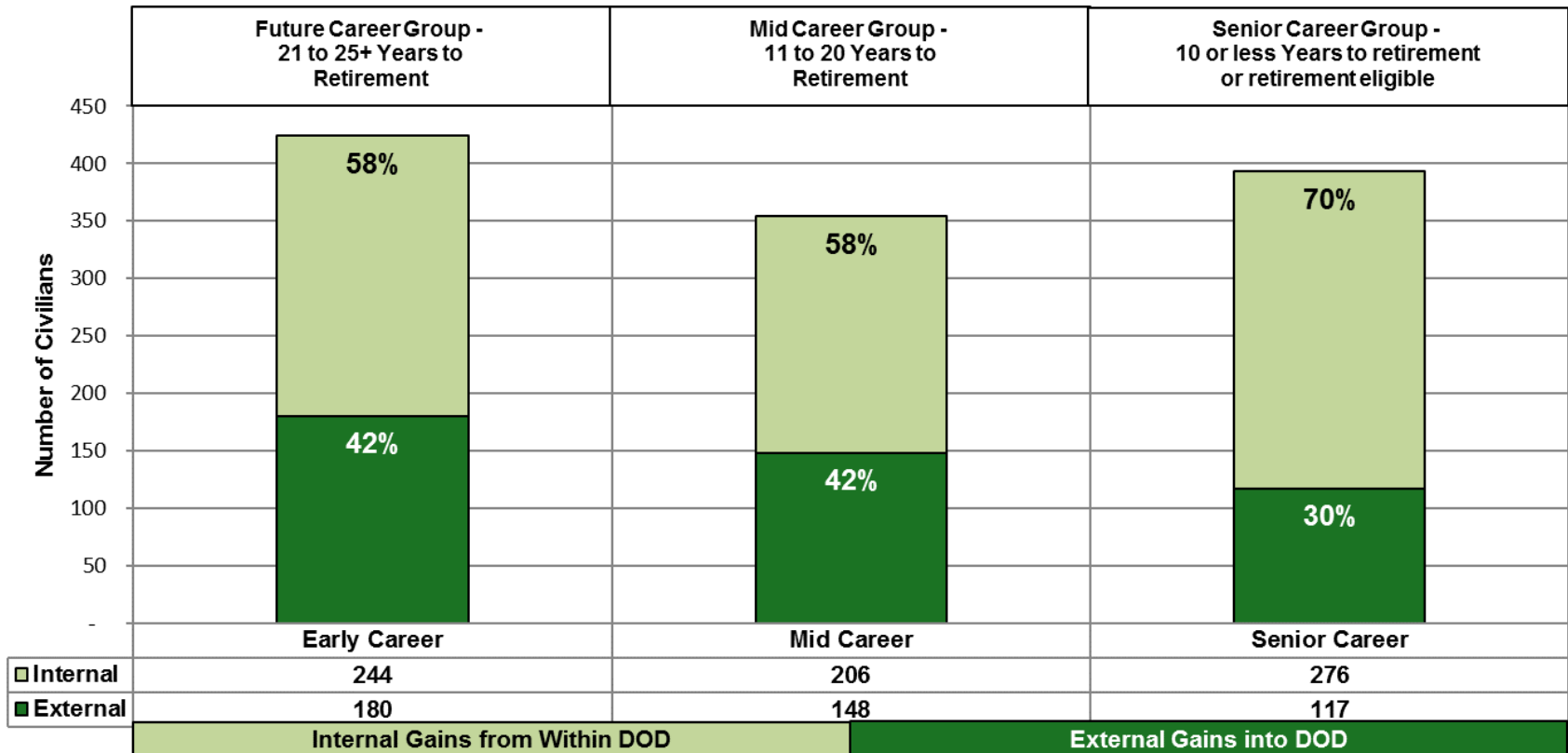
As of 31 Dec 2017



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

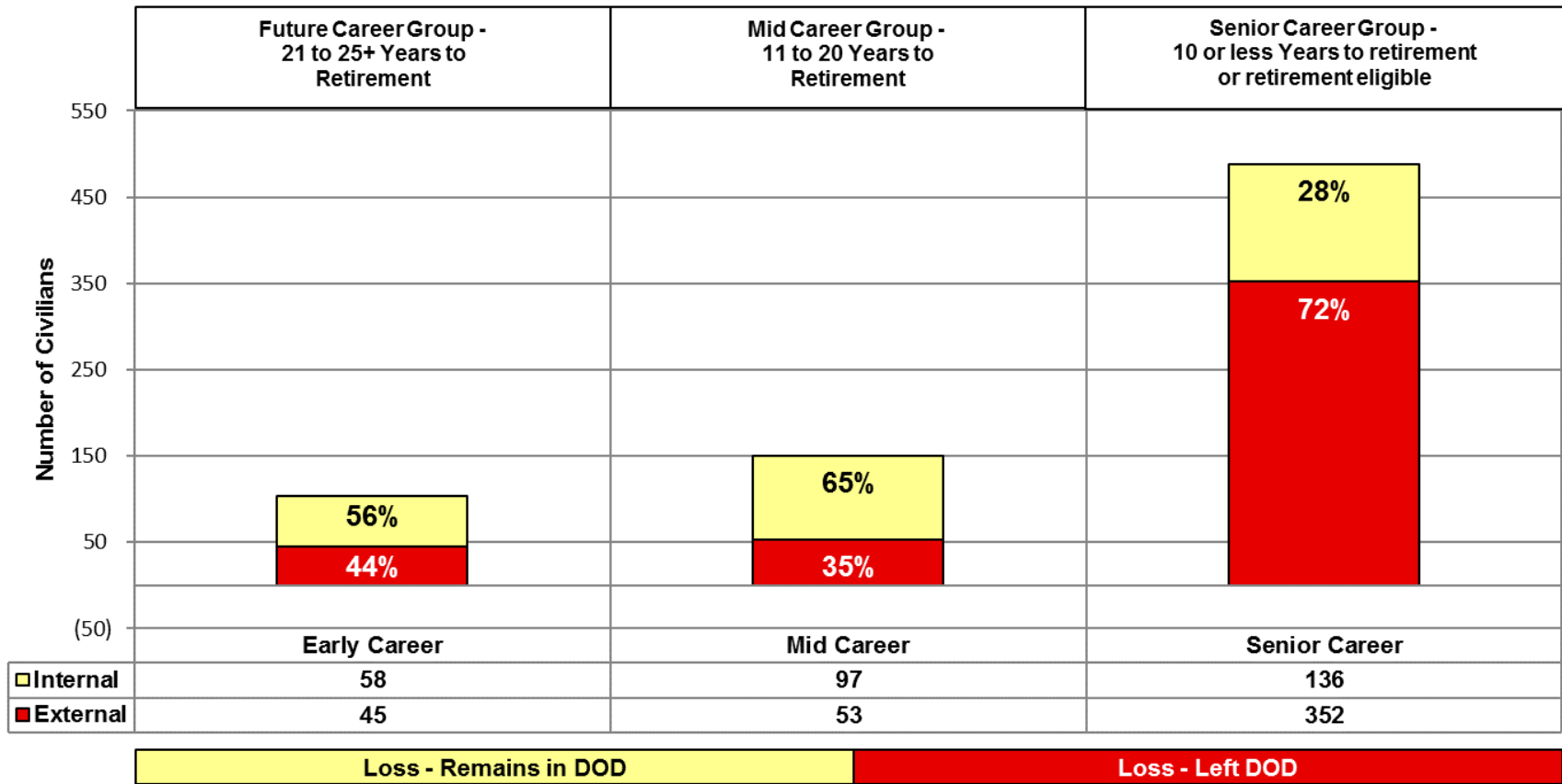


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering

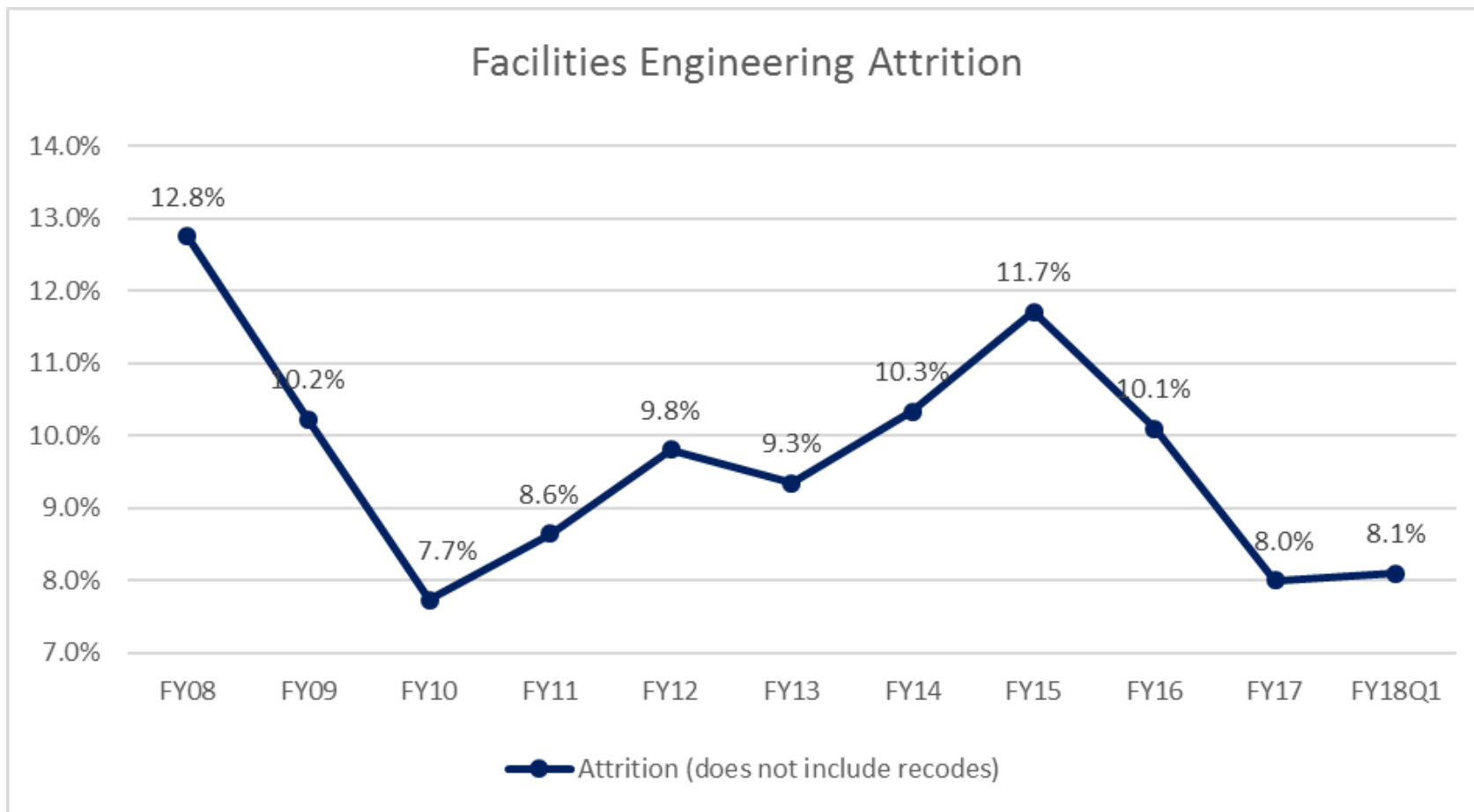
Workforce Lifecycle FY2018Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates



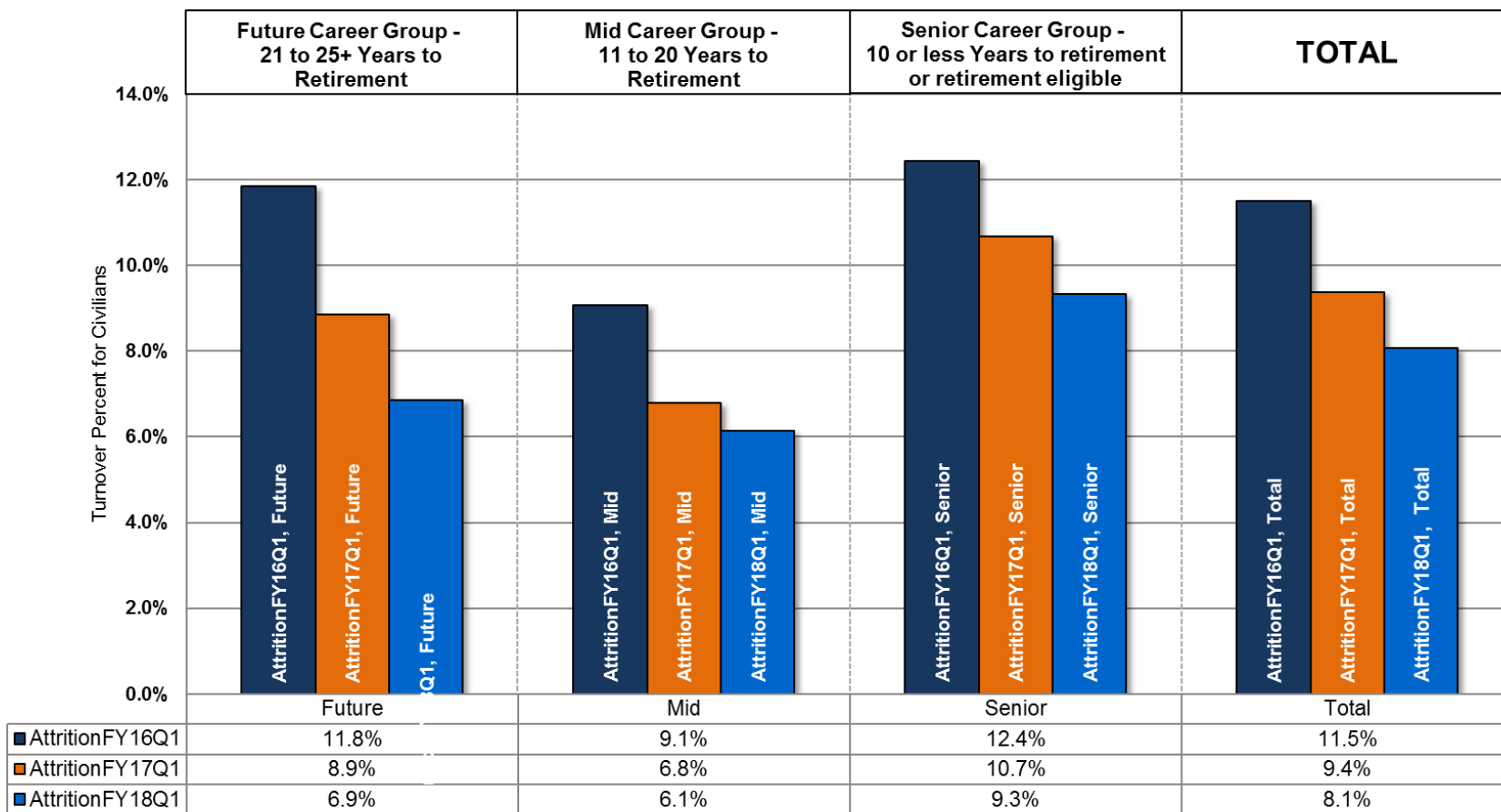
*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Facilities Engineering Attrition Rates by Career Group



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



As of 31 Dec 2017

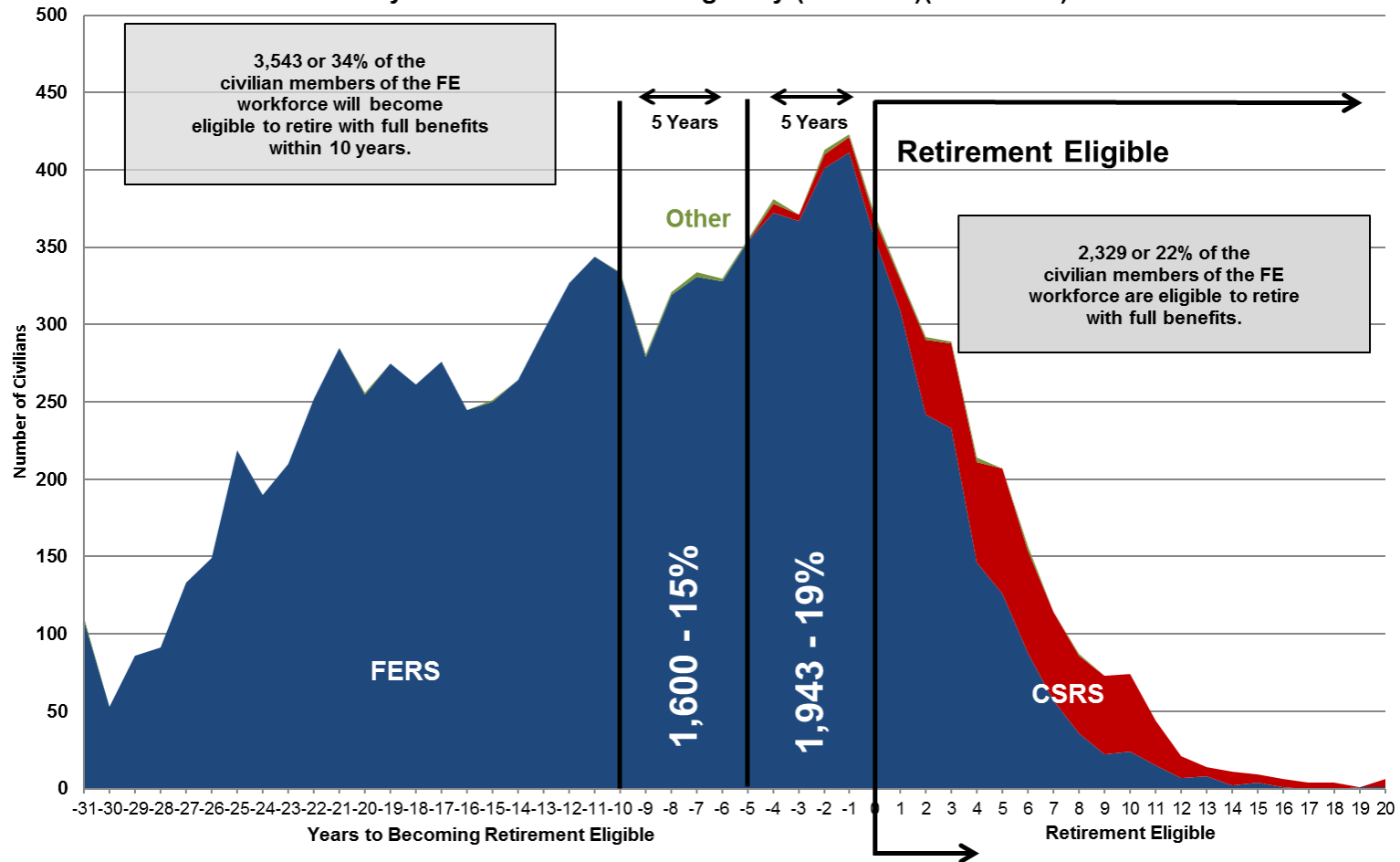


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Facilities Engineering

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



As of 31 Dec 2017



END