



# Defense Acquisition Workforce Key Information

Life Cycle Logistics

As of FY18Q1 (31 December 2017)



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# Highlights FY18Q1



## Defense Acquisition Workforce Size Highlights

- The Life Cycle Logistics Acquisition Workforce count has stayed above 19,900 since FY16. The Air Force, Marine Corps, DLA and MDA have all seen growth since the end of FY16. Army continues to decrease in this field has seen decreases every year since FY11.
- Overall attrition for LCL has remained steady at 8% since FY12. And has been at or less than 7.5% the last 2 quarters.

## Defense Acquisition Workforce DAWIA Certification Highlights

- LCL Meets/Exceeds rate has remained above 78% since the end of FY17Q3 and is the 4<sup>th</sup> highest rate for this quarter again of all 14 career fields.



# Fact Sheet

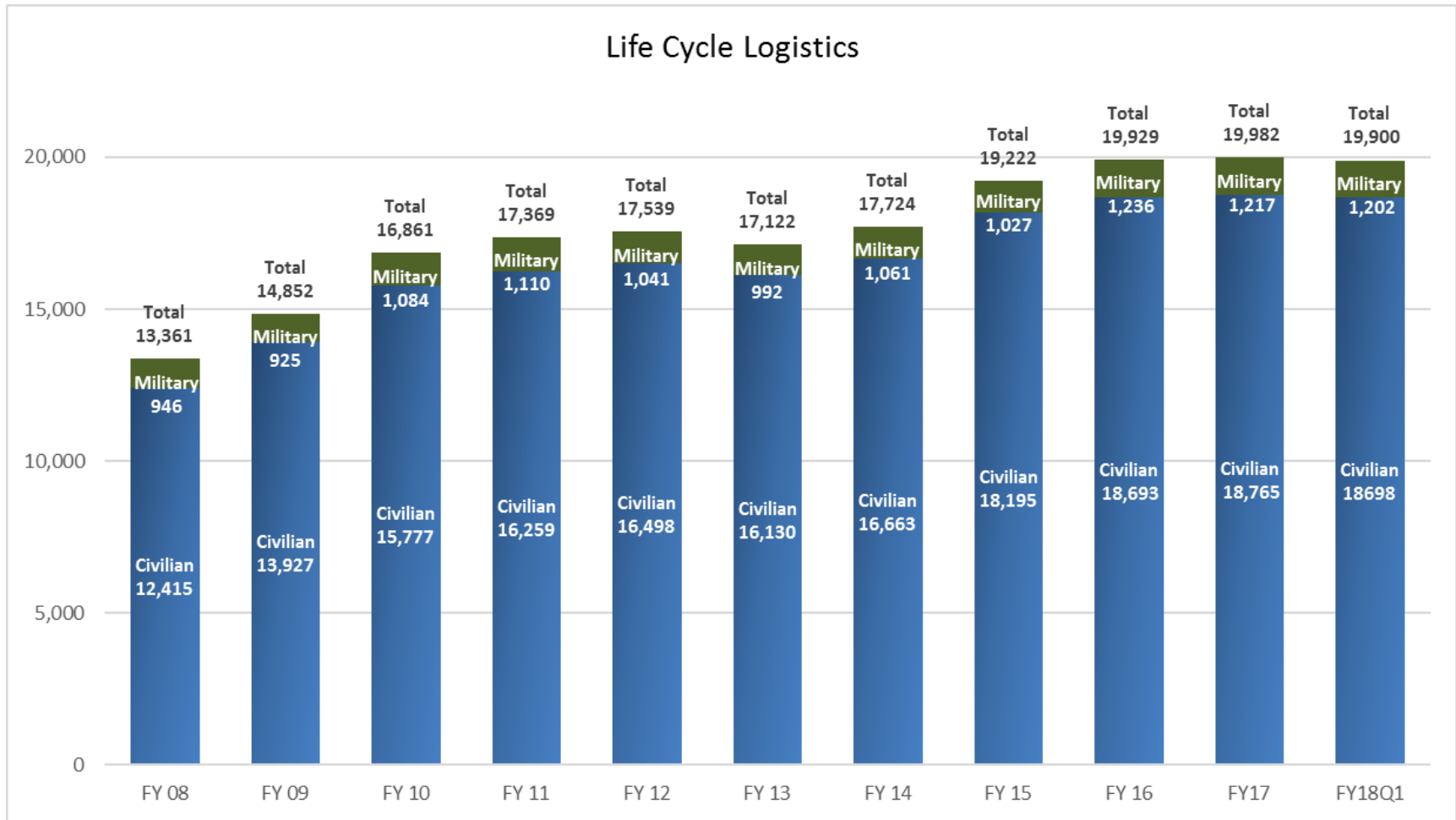


Human Capital Fact Sheet								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2018Q1			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	12,415	946	13,361	125,879	18,698	1,202	19,900	165,611
Change in size from 2008	-	-	-	-	51%	27%	49%	32%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	52%	55%	52%	77%	64%	58%	64%	84%
Graduate Degree	15%	23%	16%	29%	28%	33%	28%	40%
<b>Certification</b>								
Level I or Higher Achieved	70%	40%	68%	72%	90%	53%	88%	86%
Level II or Higher Achieved	49%	16%	47%	61%	76%	23%	72%	73%
Level III Achieved	28%	7%	27%	36%	41%	6%	39%	42%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	82%	30%	79%	76%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	16%	64%	19%	21%
Does Not Meet Certification Requirement	22%	20%	22%	14%	2%	6%	3%	3%
<b>Planning Considerations</b>								
Average Age	49	40	48	46	48	39	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	17/25/58(%)	-	-	26/25/49(%)
Average Years of Service	18	17	18	17	15	18	15	15
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,477(19%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,661(20%)	-	-	25,778(17%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	1,765/1,801	-	-	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.

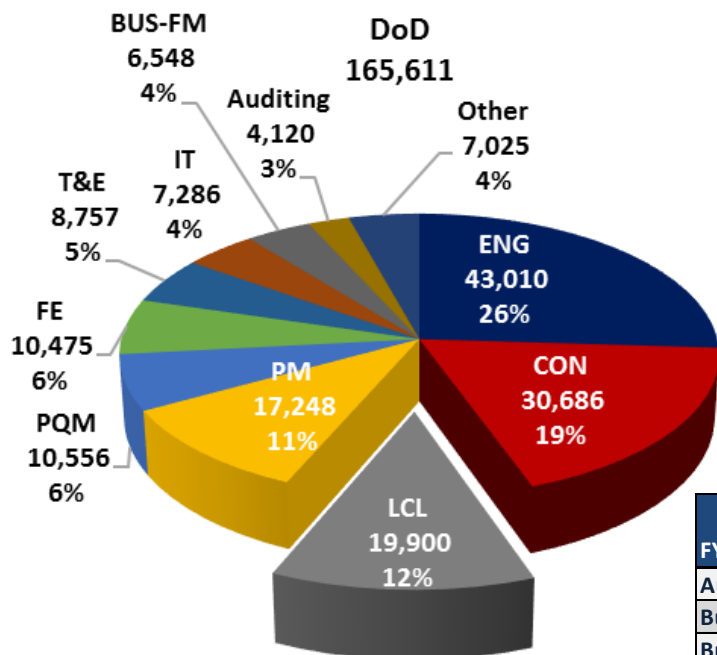


# Total Historic Workforce





# AWF by Component and Career Field



FY18Q1 Totals	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>	
Component %	23.8%	35.2%	1.8%	22.6%	16.6%		



# Logistics Workforce Historical Size by Agency FY08 – FY18Q1



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	4,104	4,455	4,825	4,966	5,046	5,054	5,256	5,716	5,961	5,919	5,858	43%	-2%
MARINE CORPS	251	329	394	449	451	484	459	444	595	612	612	144%	3%
ARMY	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,201	7,160	7,047	7,011	-2%	-2%
AIR FORCE	1,727	1,989	2,427	2,762	2,789	2,859	2,907	3,028	3,237	3,297	3,301	91%	2%
DCMA	29	35	37	91	132	128	127	127	128	131	127	338%	-1%
DLA	40	22	21	21	317	359	1,272	2,554	2,683	2,810	2,824	6960%	5%
MDA	5	12	44	48	57	71	64	71	85	101	101	1920%	19%
DISA	38	22	17	18	15	13	32	27	18	13	13	-66%	-28%
DTRA	1	1	1	1	-	-	-	4	5	4	4	300%	-20%
DHA	-	-	2	2	1	-	3	3	3	4	4		33%
DAU	24	30	37	36	41	37	36	33	36	30	30	25%	-17%
NRO	-	-	-	-	-	-	-	-	4	3	4		0%
OSD	2	2	10	13	12	11	12	12	11	10	10	400%	-9%
JCS	-	-	-	-	1	1	1	1	1	-	-		-100%
DoDEA	-	-	-	-	-	-	-	-	1	-	-		-100%
DSCA	2	-	-	-	-	-	-	-	-	-	-	-100%	
DSS	-	-	-	-	-	1	1	1	1	1	1		0%
4th Estate Other	4	3	1	-	-	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>13,361</b>	<b>14,852</b>	<b>16,861</b>	<b>17,369</b>	<b>17,539</b>	<b>17,122</b>	<b>17,724</b>	<b>19,222</b>	<b>19,929</b>	<b>19,982</b>	<b>19,900</b>	<b>↑ 49%</b>	<b>↓ 0%</b>



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



Life Cycle Logistics Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	5,767	5,838	5,901	5,961	5,981	5,994	6,001	5,919	5,858	-2%
ARMY	7,191	7,149	7,105	7,160	7,147	7,103	7,044	7,047	7,011	-2%
AIR FORCE	3,017	3,087	3,126	3,237	3,227	3,262	3,240	3,297	3,301	2%
MARINE CORPS	447	458	550	595	604	598	594	612	612	1%
DCMA	127	130	126	128	126	127	125	131	127	1%
DLA	2,528	2,626	2,632	2,683	2,667	2,711	2,719	2,810	2,824	6%
MDA	74	77	77	85	90	89	93	101	101	12%
DISA	27	19	17	18	17	16	14	13	13	-24%
DTRA	4	4	5	5	5	6	7	4	4	-20%
DHA	3	2	1	3	4	4	4	4	4	0%
DAU	32	34	37	36	36	33	32	30	30	-17%
NRO	-	5	5	4	3	3	3	3	4	33%
OSD	12	11	11	11	11	11	11	10	10	-9%
JCS	1	1	1	1	1	1	1	-	-	-100%
DoDEA	-	-	1	1	1	-	-	-	-	-100%
DSS	1	1	1	1	1	1	1	1	1	0%
<b>TOTAL</b>	<b>19,231</b>	<b>19,442</b>	<b>19,596</b>	<b>19,929</b>	<b>19,921</b>	<b>19,959</b>	<b>19,889</b>	<b>19,982</b>	<b>19,900</b>	<b>↓ 0%</b>

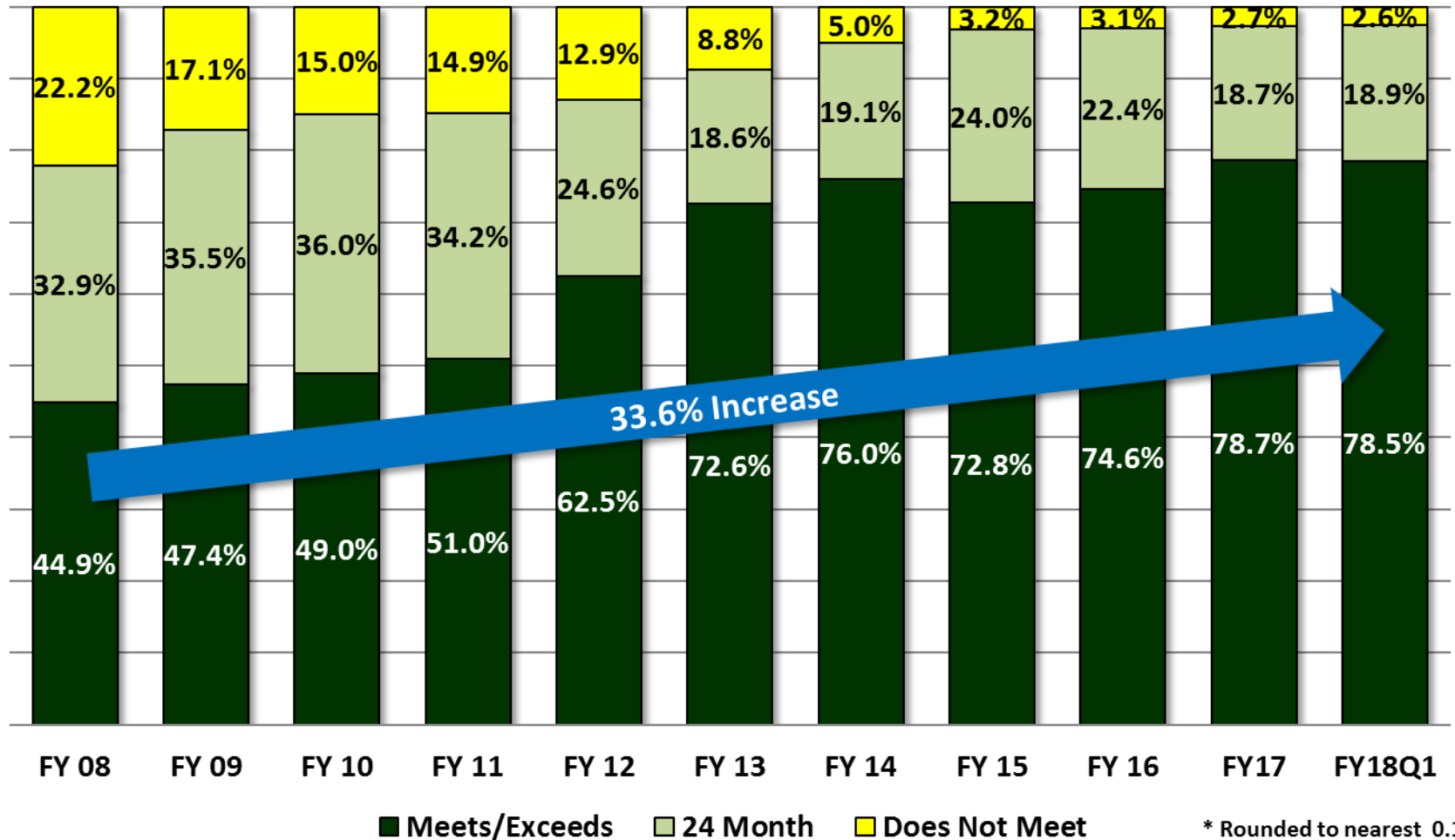




# Logistics Historical DAWIA Certification FY08 – FY18Q1



## Life Cycle Logistics

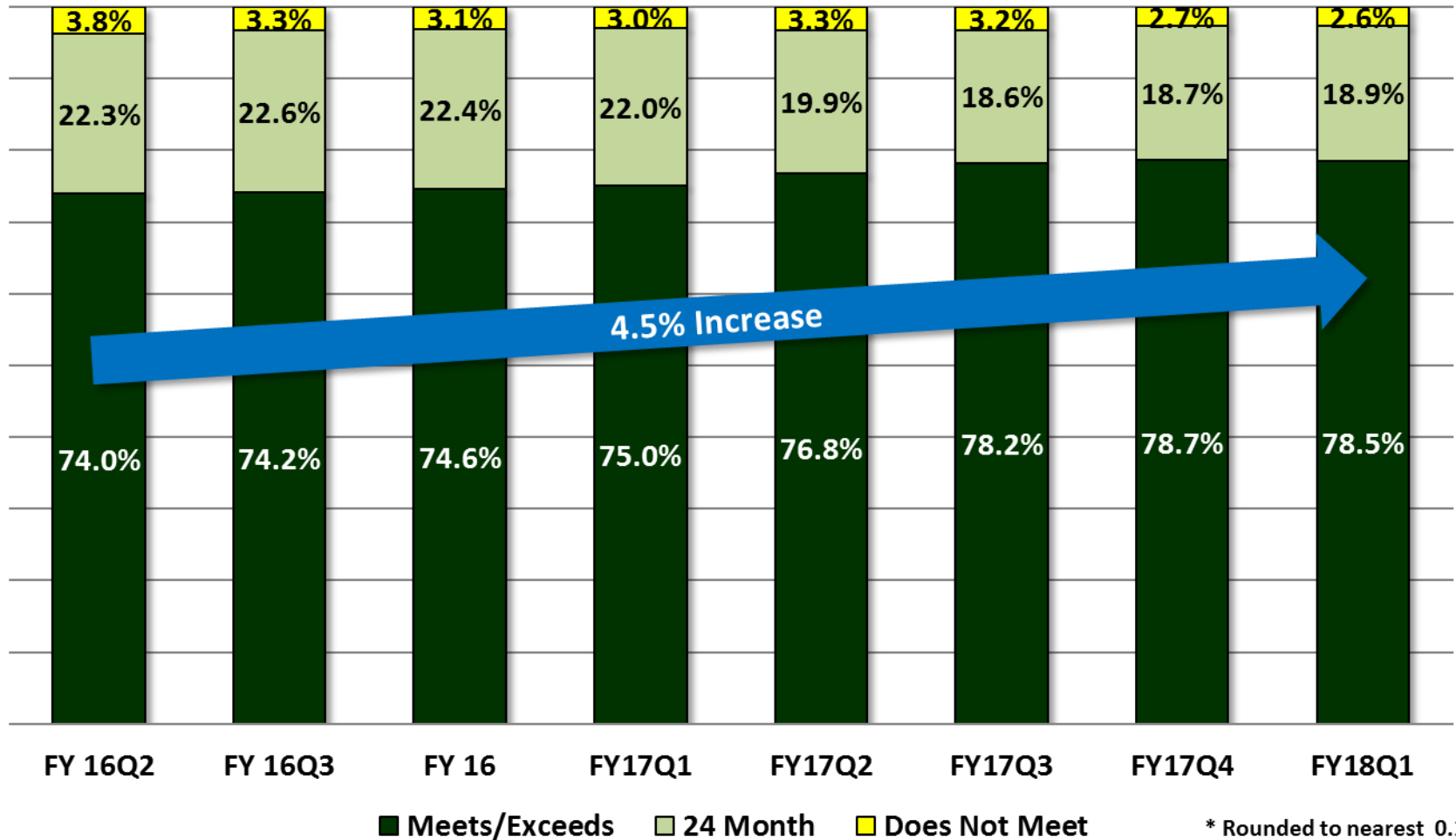




# Logistics Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



## Life Cycle Logistics

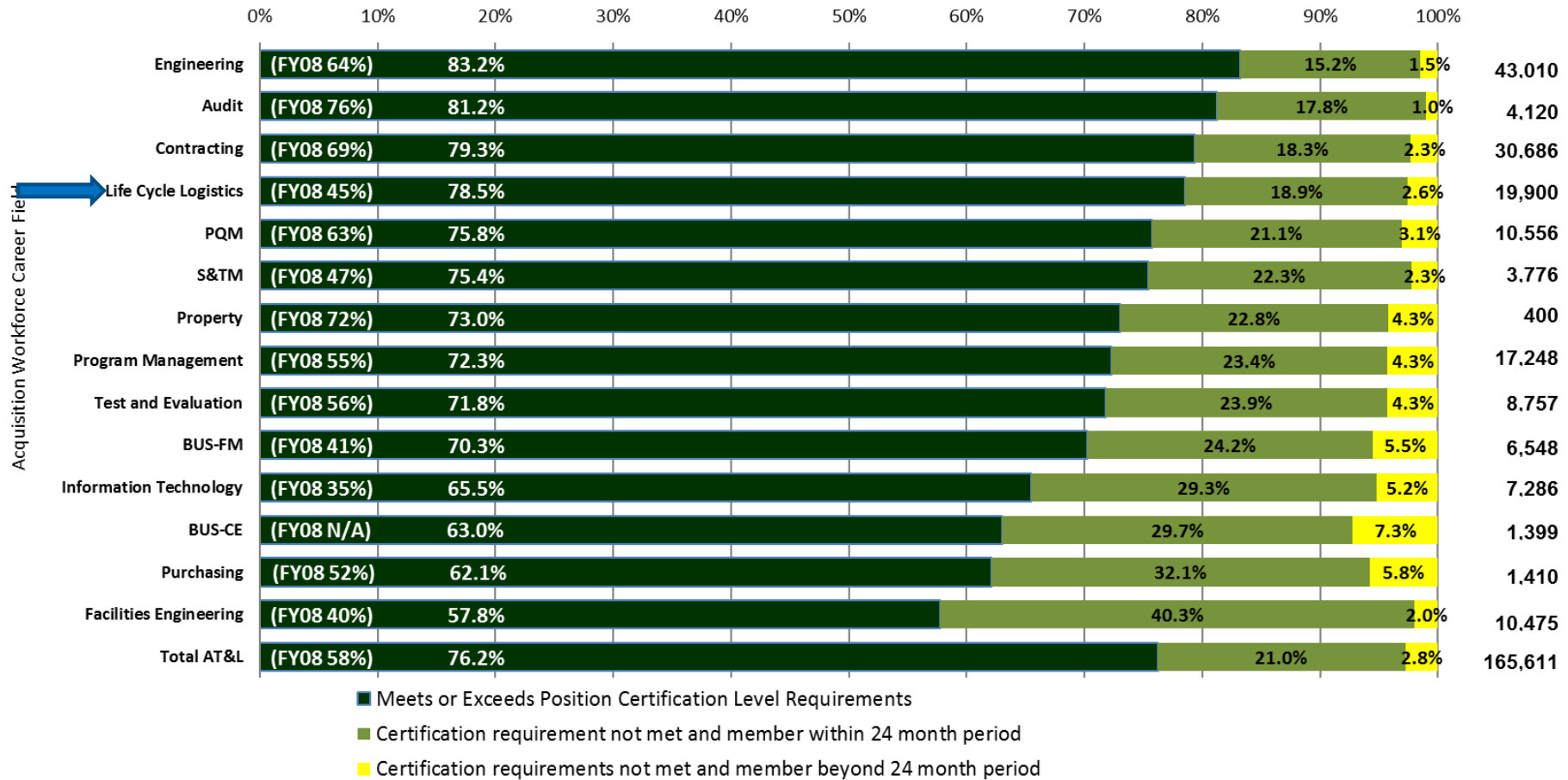




# DAWIA Certification by Career Field



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



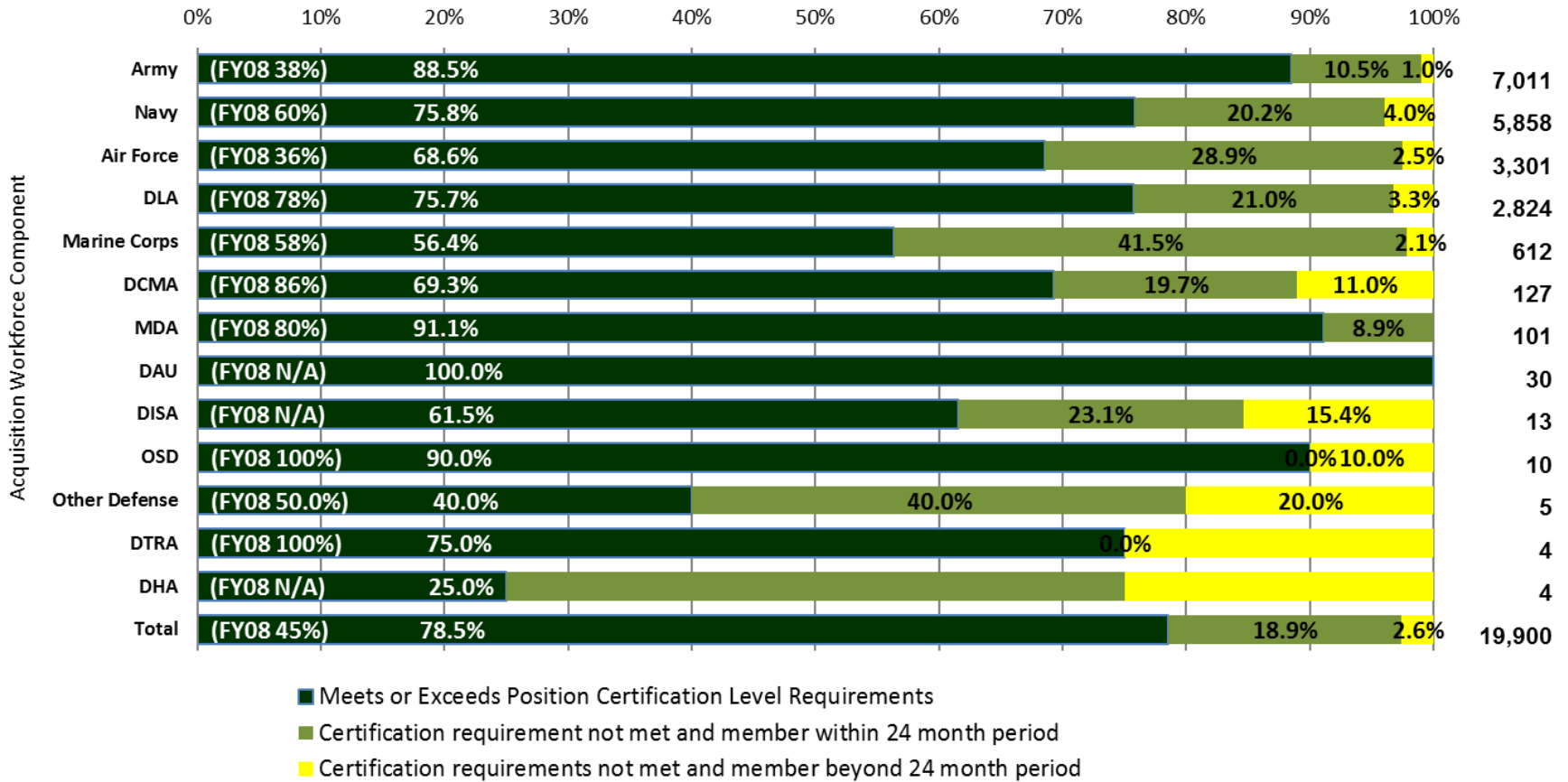
Acquisition Workforce Career Field





# Logistics DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY18Q1)





# Logistics DAWIA Certification Matrix + Bench Strength

Life Cycle Logistics Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	848	1,629	578	87	3,142	73.0%
Level II	1,144	1,276	5,707	2,398	10,525	77.0%
Level III	395	195	412	5,227	6,229	83.9%
Unspecified	2	1	-	1	4	
<b>FY18Q1 TOTAL</b>	<b>2,389</b>	<b>3,101</b>	<b>6,697</b>	<b>7,713</b>	<b>19,900</b>	<b>78.5%</b>
	12.0%	15.6%	33.7%	38.8%		

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%	
Life Cycle L	15,626	78.5%	4 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,294	819	29	3,142	15.8%
Level II	8,105	2,147	273	10,525	52.9%
Level III	5,227	793	209	6,229	31.3%
Unspecified	1	3	-	4	0.0%
<b>Life Cycle Logistics TOTAL</b>	<b>15,627</b>	<b>3,762</b>	<b>511</b>	<b>19,900</b>	
	78.5%	18.9%	2.6%		

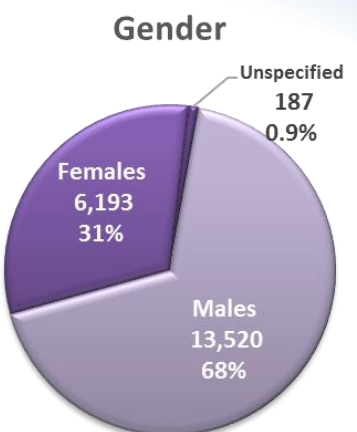
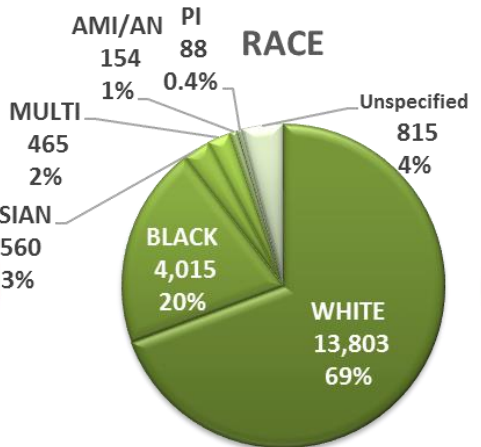
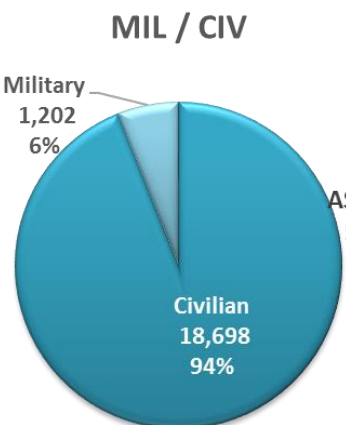
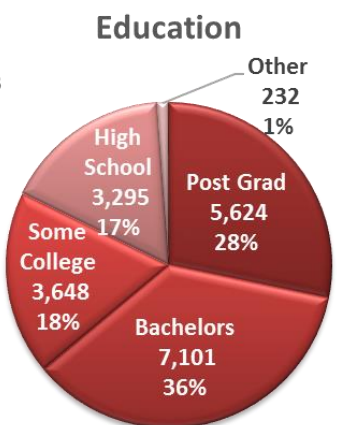
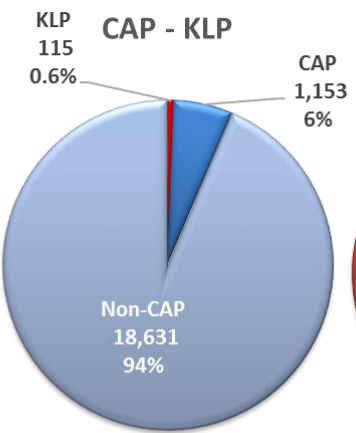
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Logistics Demographics



Occupied Position Type	LCL	Entire DAW
Key Leadership Positions (KLPs)	115	0.6%
Critical Acquisition Positions (CAPs) *	1,153	5.8%
Non-CAP Positions	18,631	93.6%
Unknown	1	0.0%
<b>TOTAL</b>	<b>19,900</b>	<b>165,611</b>

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

Highest Level of Education	LCL	Entire DAW
Post Grad	5,624	28.3%
Bachelors	7,101	35.7%
Some College	3,648	18.3%
High School	3,295	16.6%
Other	232	1.2%
<b>TOTAL</b>	<b>19,900</b>	<b>165,611</b>

Military / Civilian	LCL	Entire DAW
Civilian	18,698	94.0%
Military	1,202	6.0%
<b>TOTAL</b>	<b>19,900</b>	<b>165,611</b>

Race	LCL	Entire DAW
WHITE	13,803	69.4%
BLACK	4,015	20.2%
ASIAN	560	2.8%
MULTI	465	2.3%
AMI/AN	154	0.8%
PI	88	0.4%
Unspecified	815	4.1%
<b>TOTAL</b>	<b>19,900</b>	<b>165,611</b>

Gender	LCL	Entire DAW
Males	13,520	67.9%
Females	6,193	31.1%
Unspecified	187	0.9%
<b>TOTAL</b>	<b>19,900</b>	<b>165,611</b>



# Logistics Size by Occupational Series

Civilian Occupational Series	LCL	
0346 - Logistics Management Specialist	11,863	63%
2010 - Inventory Management Specialist	1,662	9%
0301 - Administration & Program Staff	1,520	8%
1670 - Equipment Specialist	1,090	6%
2003 - Supply Management Specialist	652	3%
2001 - Supply Specialist	547	3%
1712 - Training Instructor	254	1%
1083 - Technical Writer / Editor	242	1%
0343 - Management and Program Analyst	234	1%
2130 - Traffic Management Specialist	177	1%
<i>Other</i>	457	2%
<b>TOTAL CIVILIAN</b>	<b>18,698</b>	<b>Civilians</b>



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

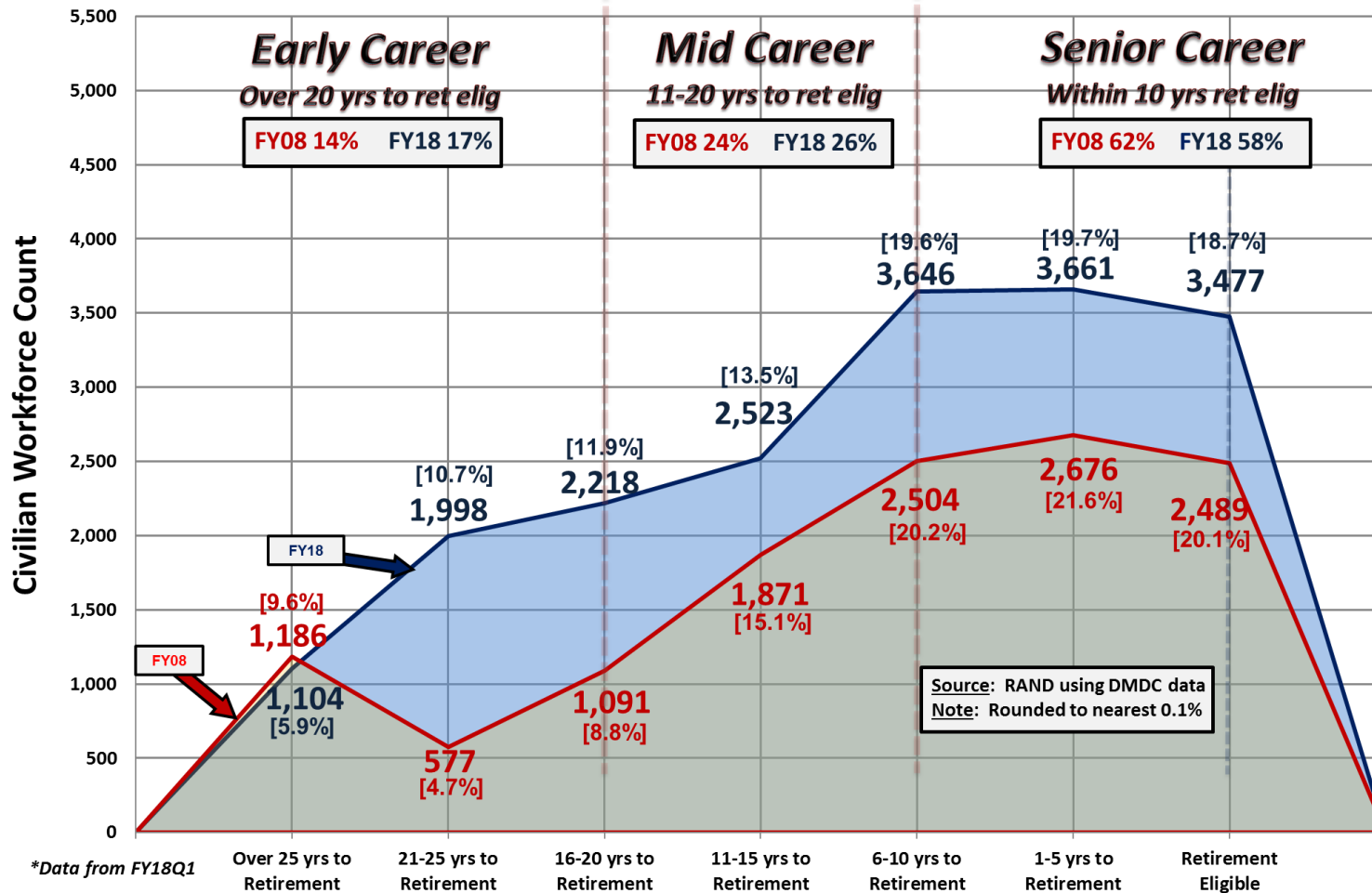




# Logistics Civilian Retirement Eligibility Distribution – FY08 / FY18



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY18\*

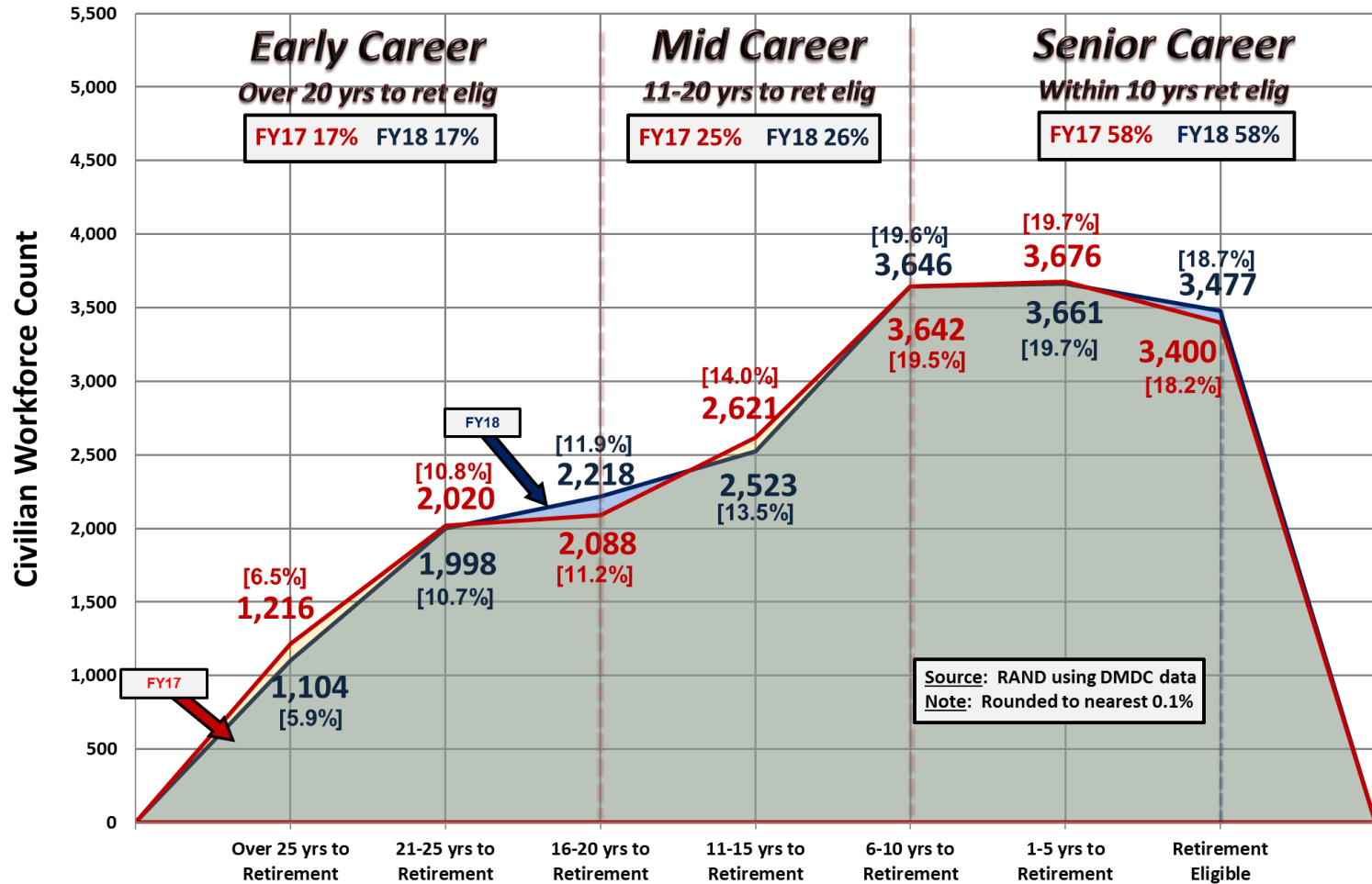




# Logistics Civilian Retirement Eligibility Distribution – FY17Q1 / FY18Q1



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY17Q1 vs FY18Q1

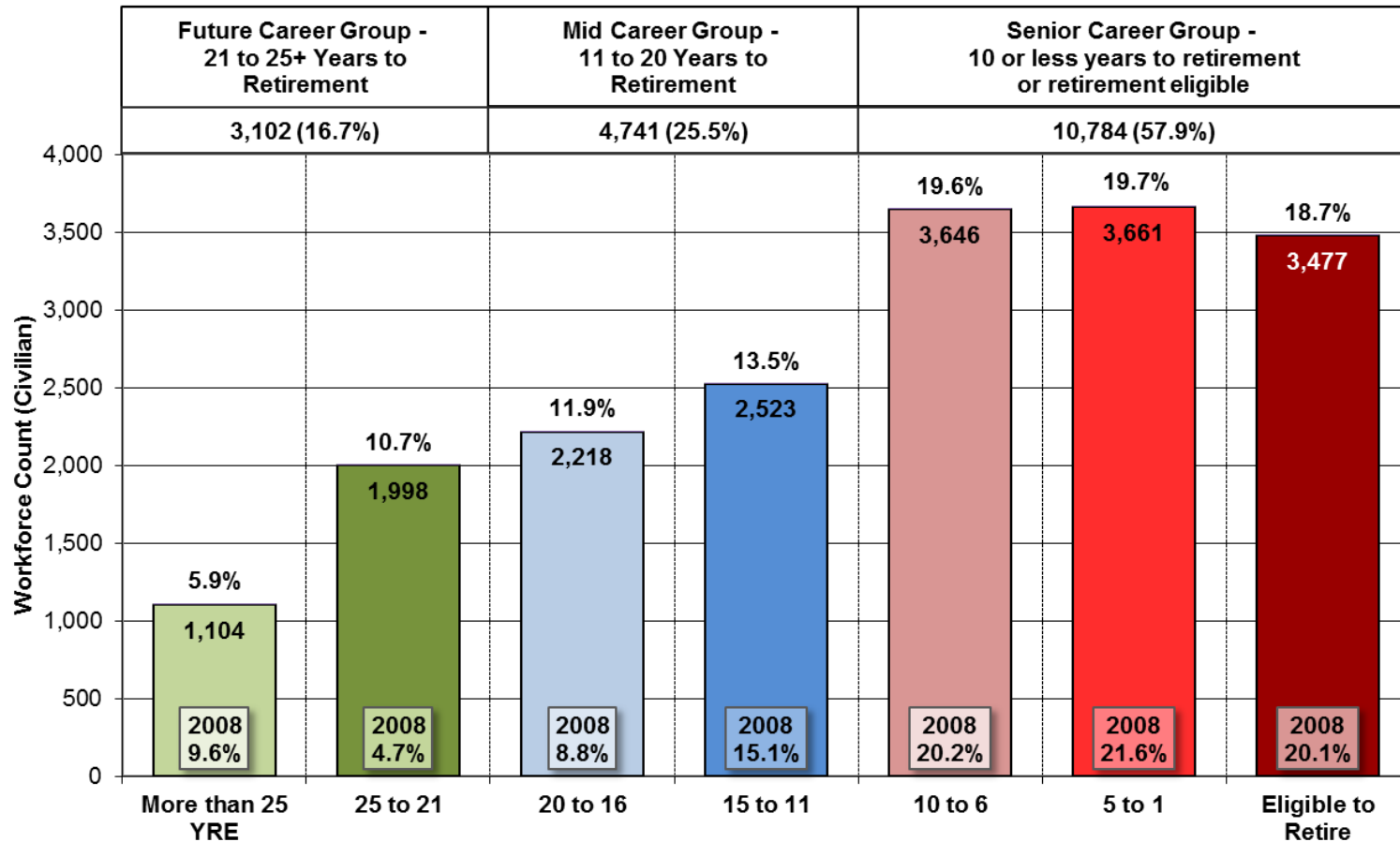


As of 31 Dec 2017



# Logistics Workforce Lifecycle Model by YRE

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Life Cycle Logistics



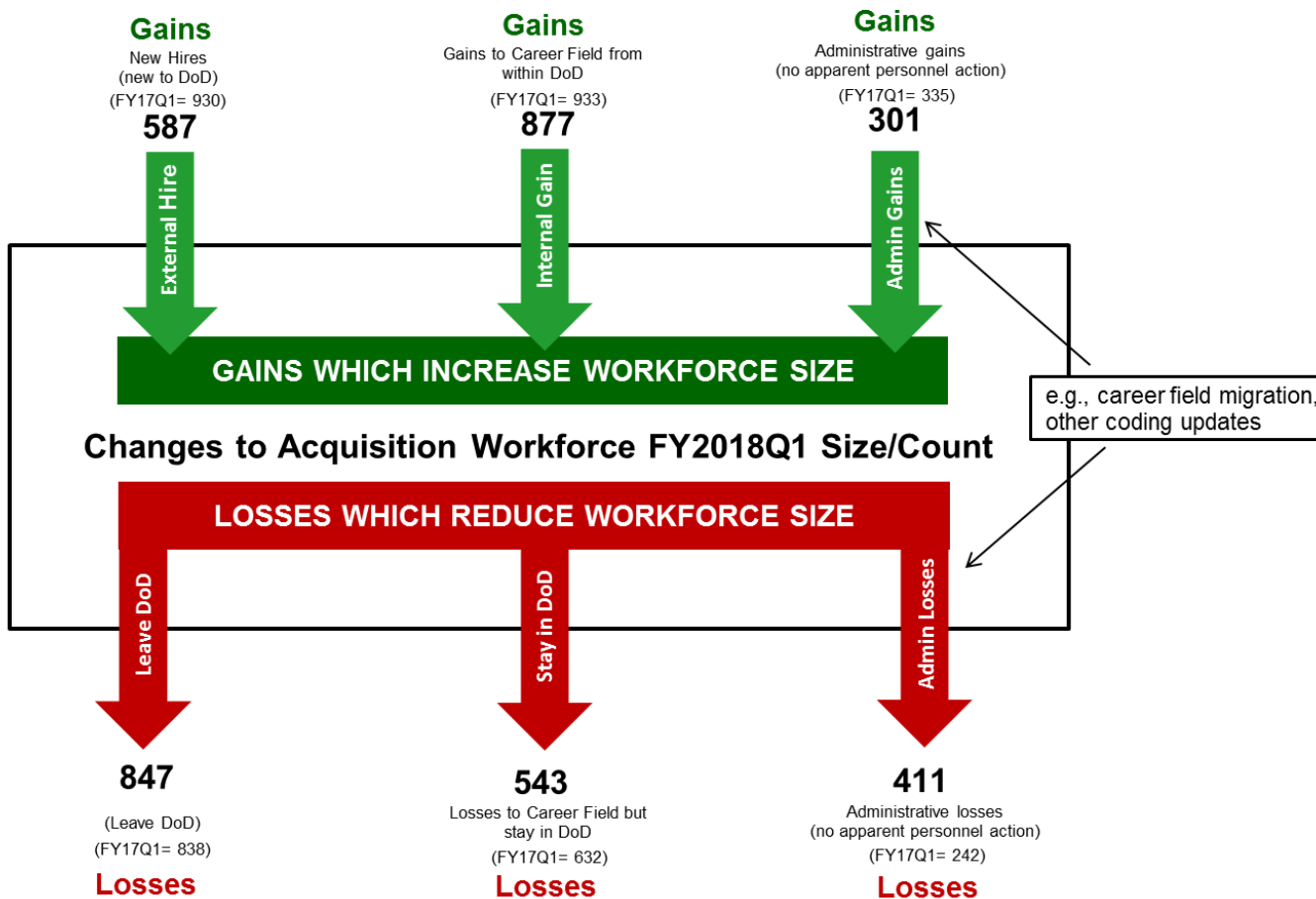
As of 31 Dec 2017



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

## Defense Acquisition Workforce (Civilian) (FY2018Q1) - Life Cycle Logistics

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



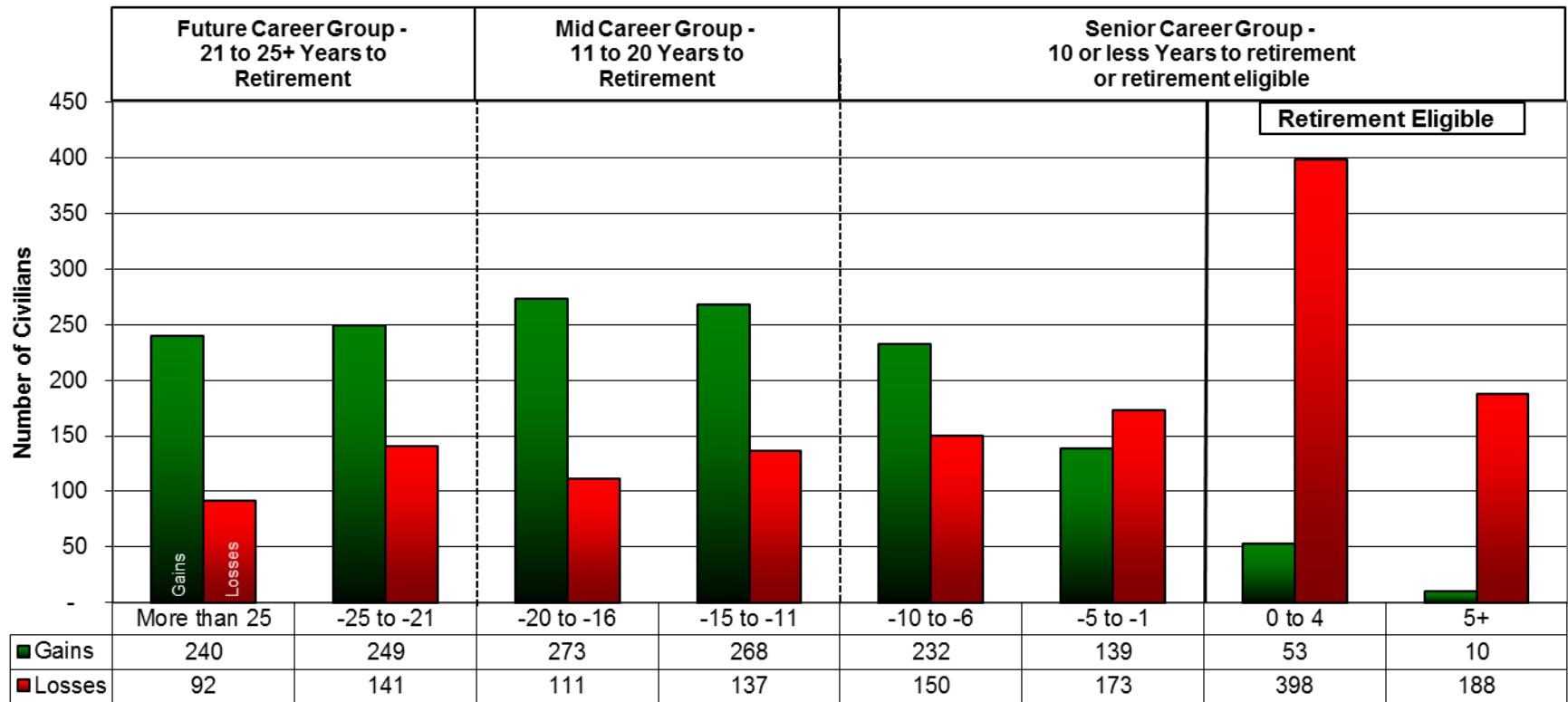


# Logistics Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q1 Gains & Losses\*



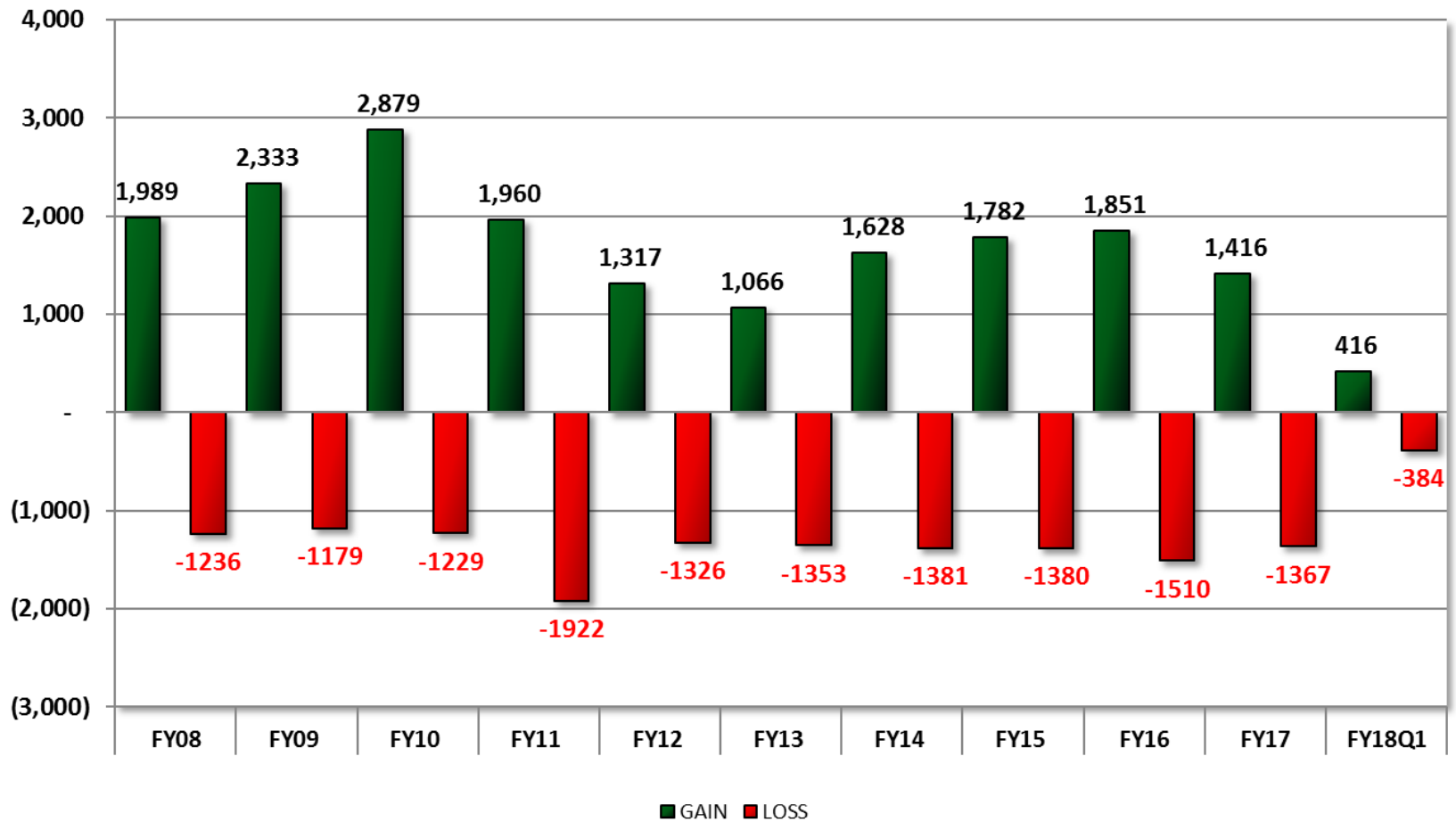
Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses

As of 31 Dec 2017



# Logistics Historical Gains and Losses FY08 – FY18Q1



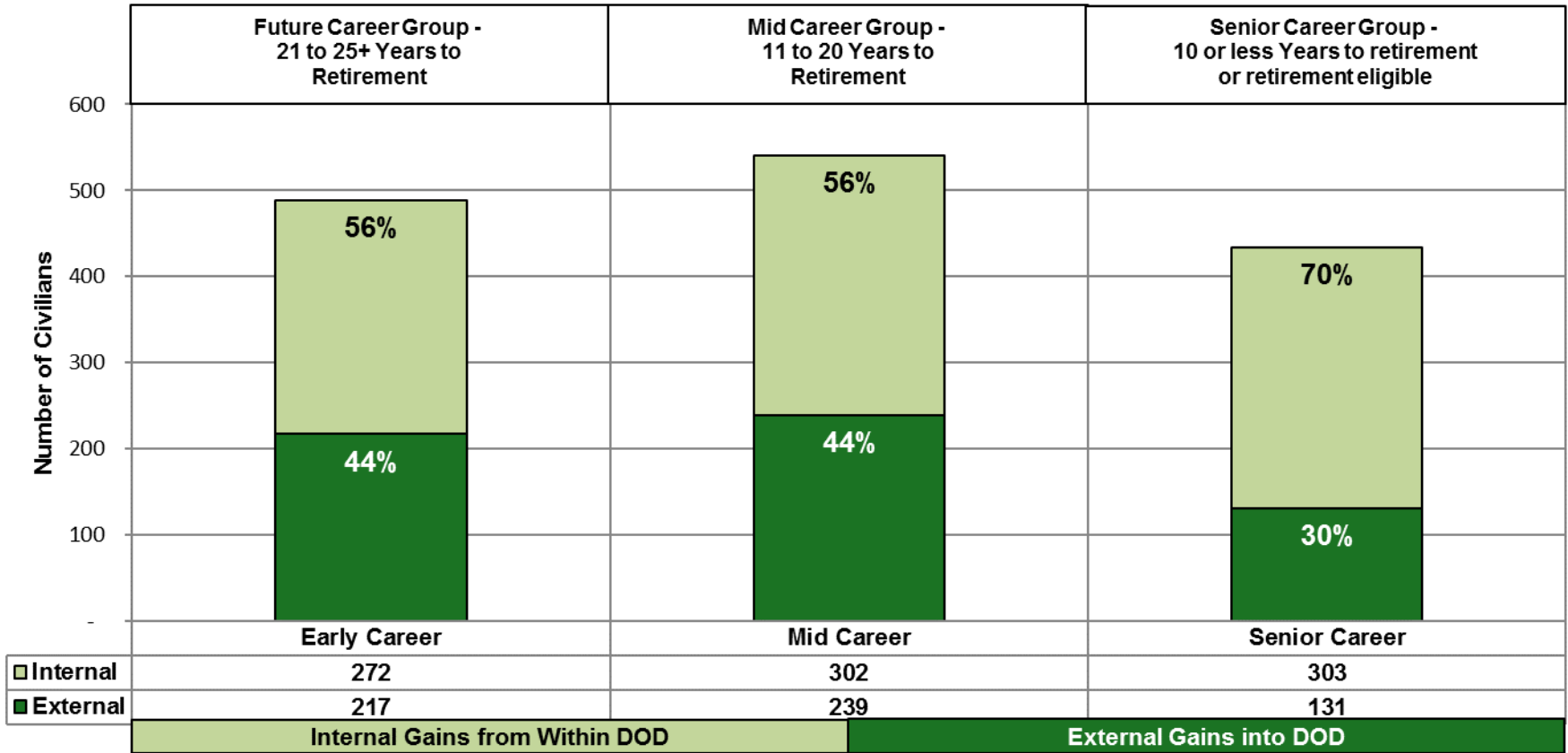
As of 31 Dec 2017



# Logistics Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian) - Life Cycle Logistics**  
 Workforce Lifecycle FY2018Q1 Gains\*



\*Does not include administrative gains

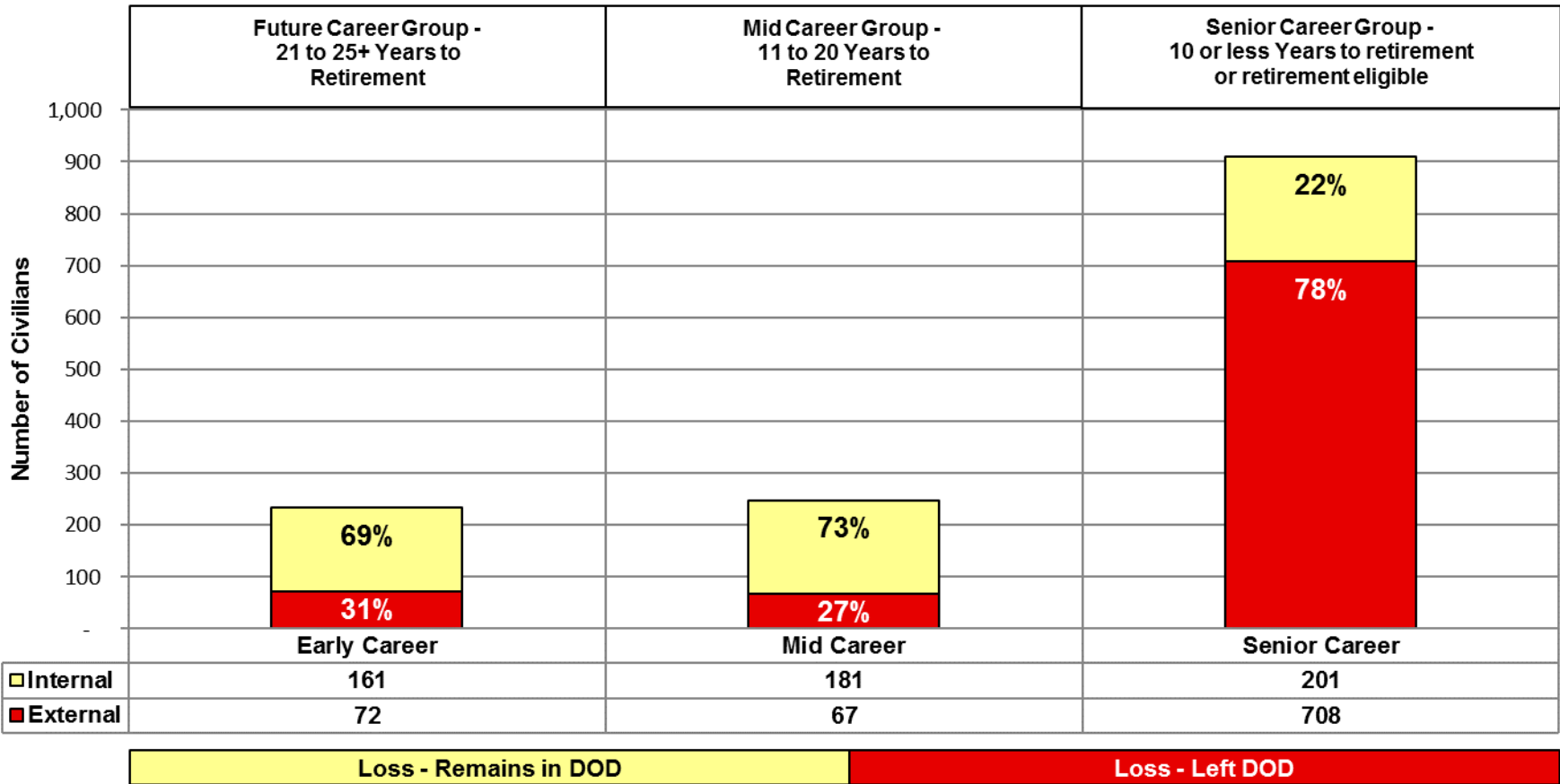


# Logistics Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q1 Losses\*

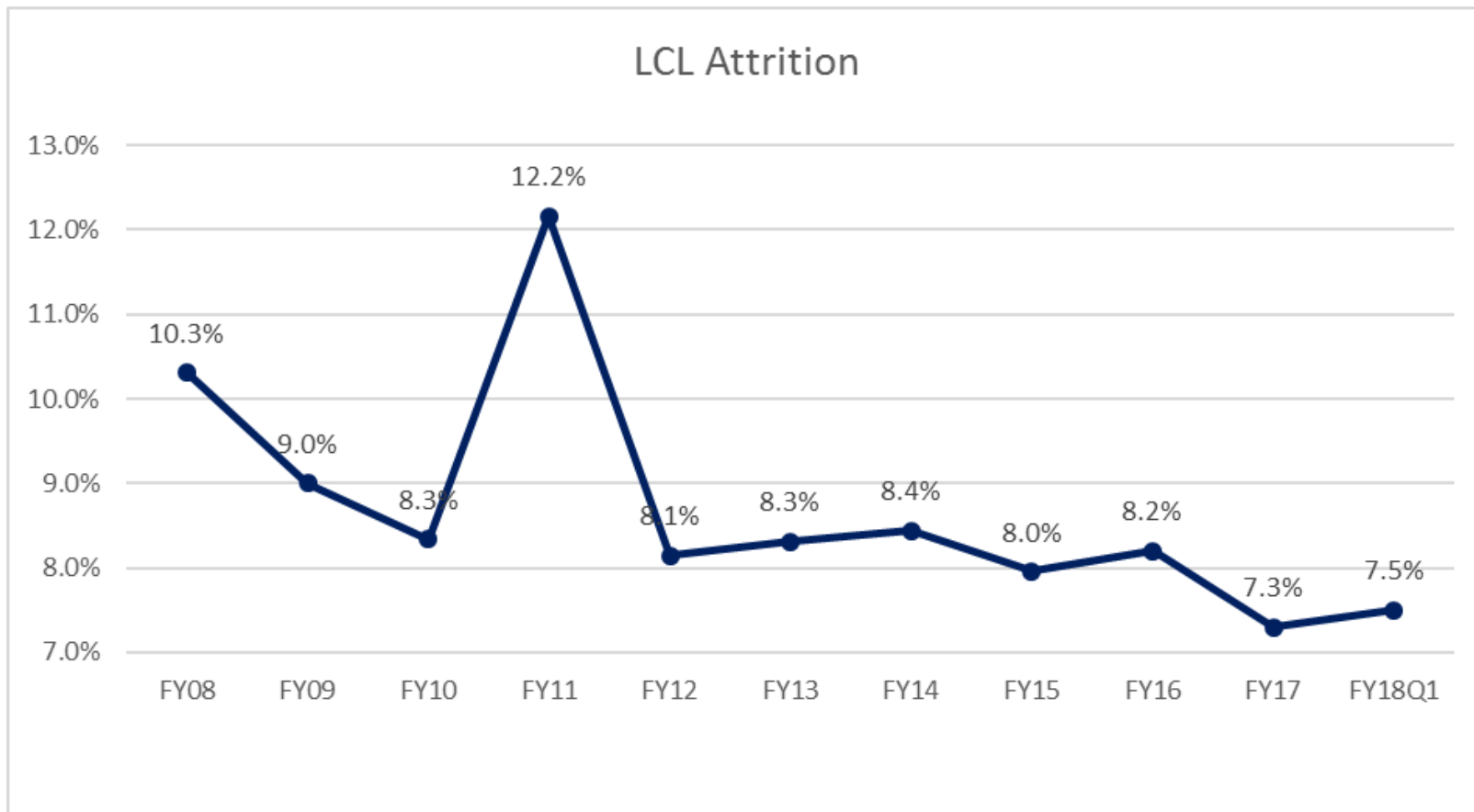


\*Does not include administrative losses





# Annual Attrition Rates

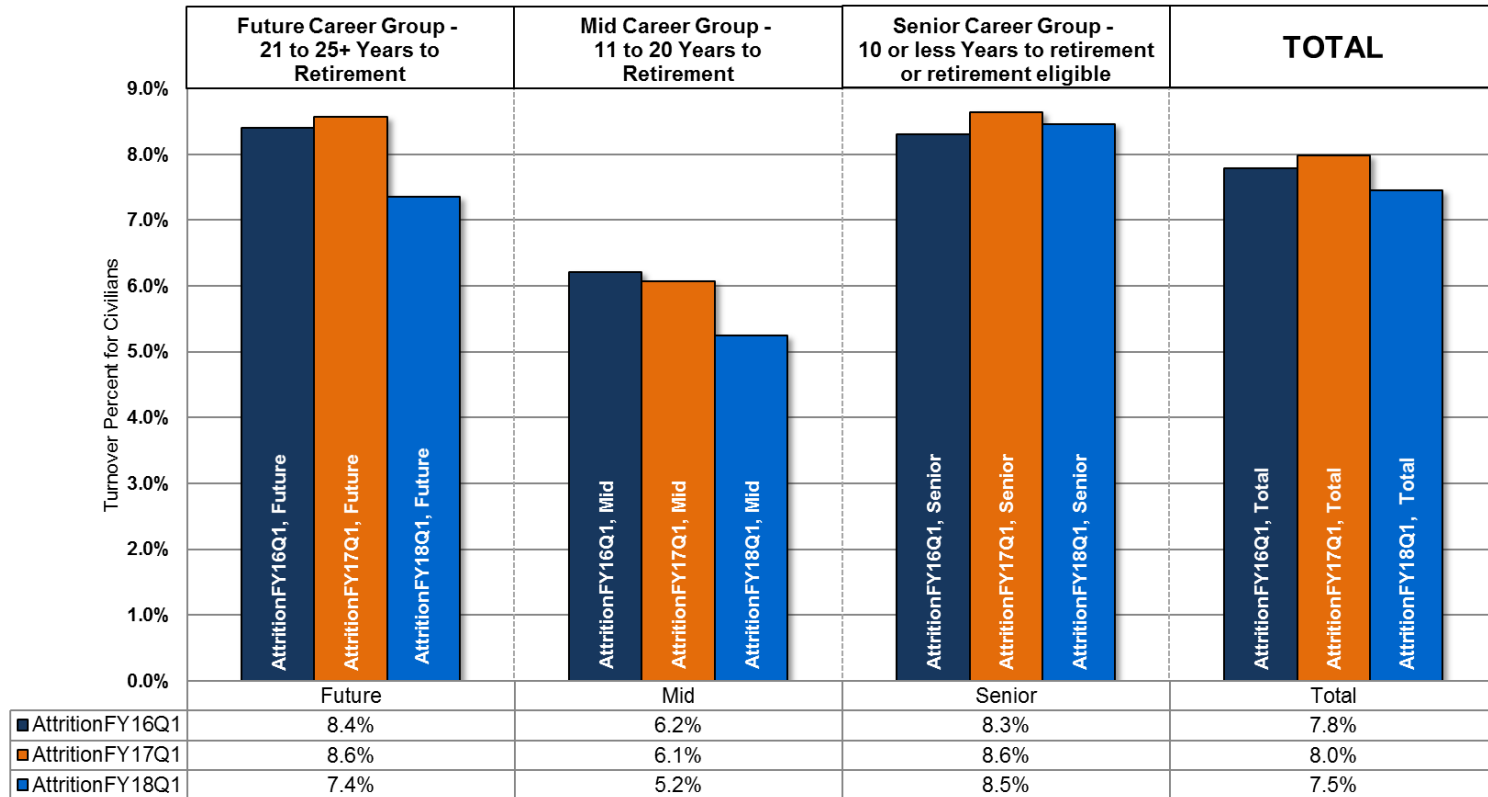


\*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



# Logistics Attrition Rates by Career Group

**Defense Acquisition Workforce Attrition - Life Cycle Logistics (Civilian)  
(FY16Q1, FY17Q1, FY18Q1)(by Career Lifecycle Group)**



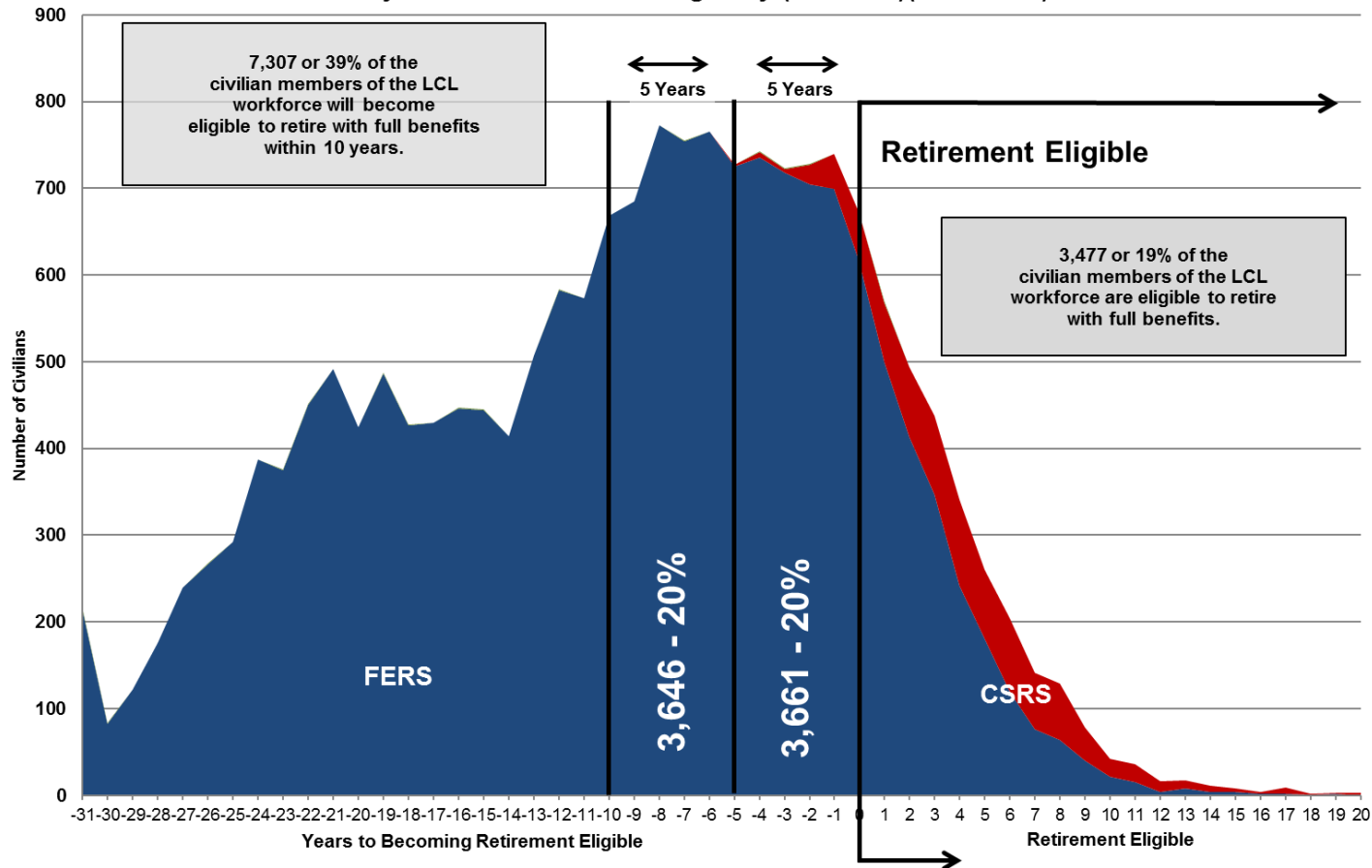


# Logistics Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Life Cycle Logistics

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



As of 31 Dec 2017



***END***