



Defense Acquisition Workforce Key Information

OVERALL

As of FY18Q1 (31 December 2017)



Human Capital Fact Sheet						
Defense Acquisition Workforce A&S	FY 2008			FY2018Q1		
	A&S Civilian (Civ)	A&S Military (Mil)	Total A&S (Civ+Mil)	A&S Civilian (Civ)	A&S Military (Mil)	Total A&S (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	150,073	15,538	165,611
Change in size from 2008	-	-	-	35%	4%	32%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	83%	84%
Post Graduate Degree	26%	44%	29%	39%	53%	40%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	87%	75%	86%
Level II or Higher Achieved	63%	41%	61%	75%	51%	73%
Level III Achieved	38%	19%	36%	43%	24%	42%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	78%	58%	76%
Within 24 Months of Cert Rqmt	25%	46%	27%	19%	37%	21%
Does Not Meet Cert Rqmt	15%	12%	14%	3%	5%	3%
Planning Considerations						
Average Age	46.9	36.4	45.7	45.9	35.4	44.9
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	26/25/49(%)	-	
Average Years of Service	17.8	13.3	17.3	15.1	13.3	15.0
Retirement Eligible	19,051(17%)	-	-	25,975(17%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,778(17%)	-	
Total Gains/Losses	14,245/15030	-	-	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.



AWF – Annual Historical Workforce Size FY08 – FY18Q1

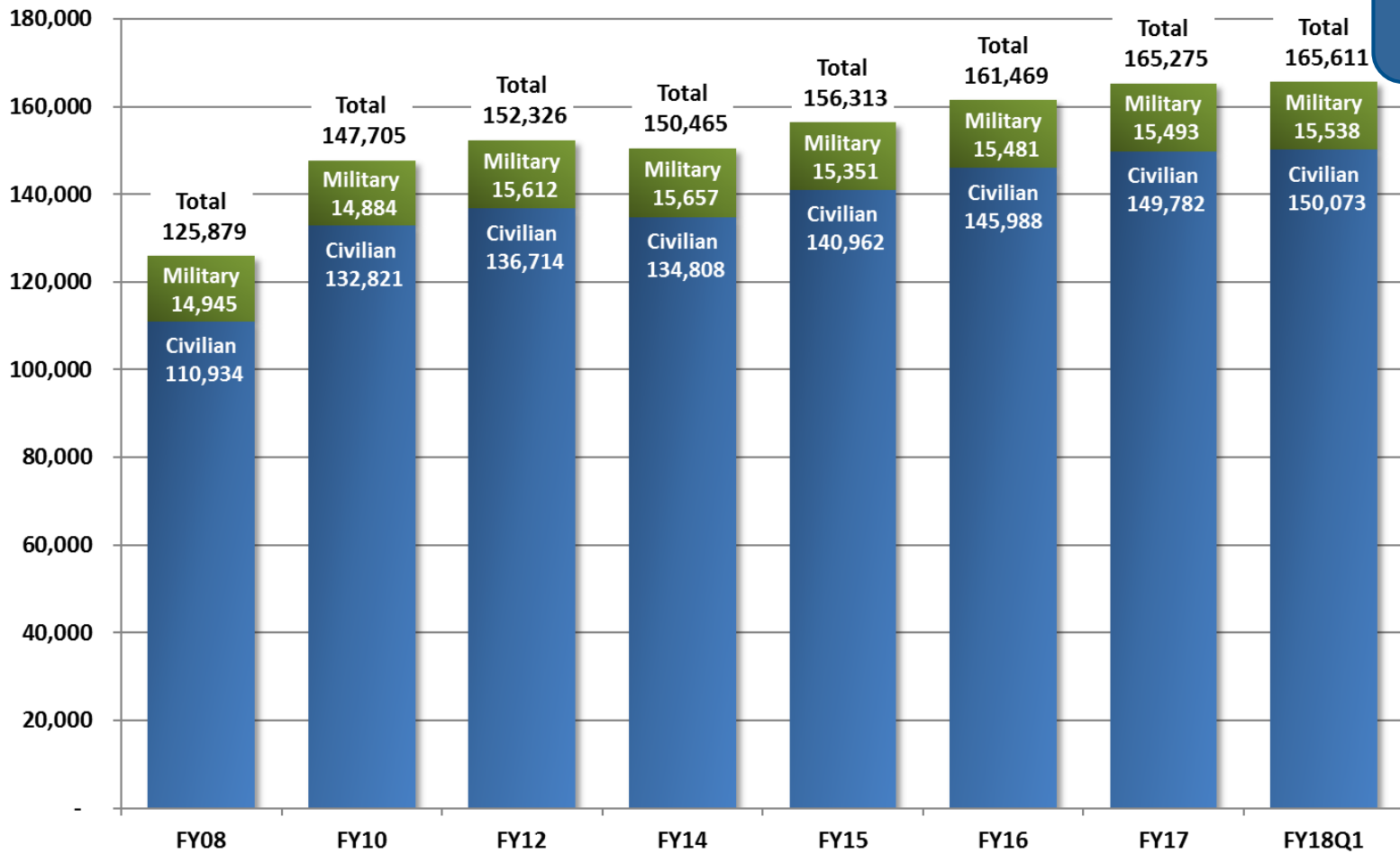


2.6% (+4,142) increase since end of 2016

99% of increase due to Army (+2,301)
DoN (+1,225)
DLA (+602)

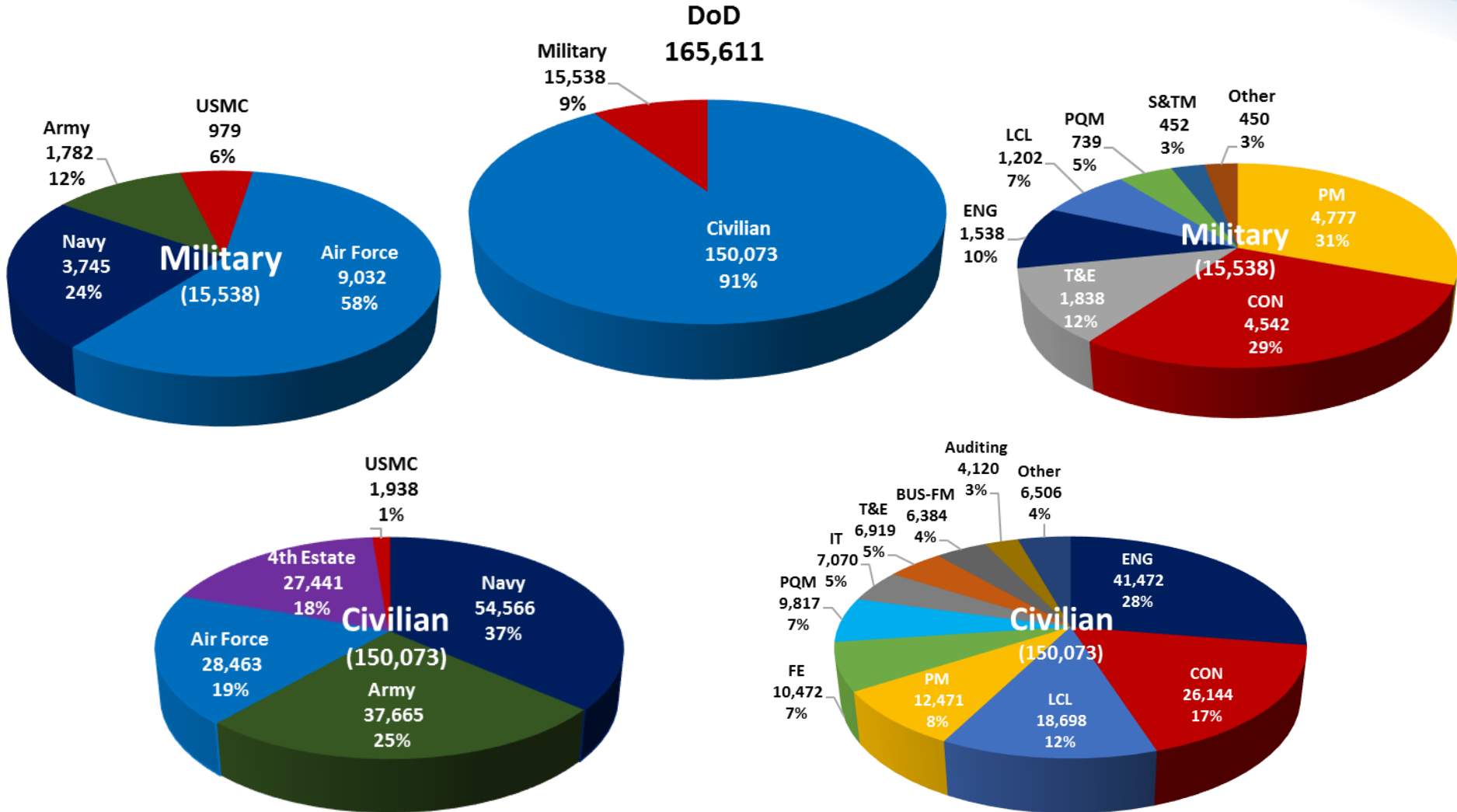
88% of increase due to FE (+2,605)
ENG (+572)
IT (+450)

AWF Overall





AWF – Military and Civilian By Component and Career Field





AWF Size by Component and Career Field



AWF Count by Career Category FY17	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%		



AWF Historical Size Detail by Component (Civilian & Military)



Overall	FY08	FY10	FY12	FY14	FY15	FY16	FY17	FY18Q1
Defense Acq Workforce Agency								
DoN	43,066	51,418	53,058	53,685	57,565	60,088	61,003	61,228
ARMY	40,269	43,634	41,877	37,342	36,633	37,146	38,900	39,447
AIR FORCE	24,827	31,382	34,637	34,395	35,665	36,975	37,805	37,495
DCMA	7,344	8,722	8,699	9,645	9,773	9,993	9,542	9,402
DLA	3,913	4,272	4,915	5,753	7,329	7,857	8,434	8,459
DCAA	3,598	4,146	4,515	4,567	4,322	4,015	4,158	4,128
MDA	788	1,638	1,828	1,916	1,892	1,962	2,021	2,015
Other 4th Estate	2,074	2,493	2,797	3,162	3,134	3,433	3,412	3,437
TOTAL	125,879	147,705	152,326	150,465	156,313	161,469	165,275	165,611

% Change Since FY08	% Change Since FY12	% Change Since FY16
42%	15%	0%
-2%	-6%	1%
51%	8%	-1%
28%	8%	-1%
116%	72%	0%
15%	-9%	-1%
156%	10%	0%
66%	23%	1%
↑	↑	↑
32%	9%	3%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY12	% Change Since FY16
DoN	38,579	47,009	48,862	49,220	53,044	55,367	56,322	56,504	46%	16%	2%
AIR FORCE	16,067	22,526	25,019	25,299	26,837	28,123	28,813	28,463	77%	14%	1%
ARMY	38,689	42,015	40,079	35,246	34,631	35,238	37,080	37,665	-3%	-6%	7%
DCMA	7,344	8,722	8,699	9,645	9,773	9,993	9,542	9,402	28%	8%	-6%
DLA	3,913	4,272	4,915	5,753	7,329	7,857	8,434	8,459	116%	72%	8%
DCAA	3,598	4,146	4,515	4,567	4,322	4,015	4,158	4,128	15%	-9%	3%
MDA	787	1,638	1,828	1,916	1,892	1,962	2,021	2,015	156%	10%	3%
4th Estate Other	1,848	2,327	2,780	3,139	3,111	3,409	3,412	3,437	86%	24%	1%
TOTAL	110,825	132,655	136,697	134,785	140,939	145,964	149,782	150,073	↑ 35%	↑ 10%	↑ 3%



AWF Historical Size Detail by Component (Military)



Overall Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY12	% Change Since FY16
AIR FORCE	8,760	8,856	9,618	9,096	8,828	8,852	8,992	9,032	3%	-6%	2%
Navy	3,742	3,527	3,317	3,641	3,703	3,712	3,696	3,745	0%	13%	1%
MARINE CORPS	745	882	879	824	818	1,009	985	979	31%	11%	-3%
ARMY	1,580	1,619	1,798	2,096	2,002	1,908	1,820	1,782	13%	-1%	-7%
									↑	↓	↑
OVERALL DAW	14,827	14,884	15,612	15,657	15,351	15,481	15,493	15,538	5%	0%	0%



AWF Historical Size Detail by Career Field (Civilian and Military)



Overall	FY08	FY10	FY12	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY12	% Change Since FY16
Defense Acq Workforce Career Field											
Engineering	34,537	39,201	39,807	39,242	41,050	42,438	43,149	43,010	25%	8%	1%
Contracting	25,680	29,792	30,292	29,826	30,230	30,669	30,829	30,686	19%	1%	0%
Life Cycle Logistics	13,361	16,861	17,539	17,724	19,222	19,929	19,982	19,900	49%	13%	0%
Program Management	12,781	14,915	15,824	16,003	16,585	17,002	17,252	17,248	35%	9%	1%
Production, Quality and Man	9,138	9,727	9,458	9,671	9,822	10,544	10,517	10,556	16%	12%	0%
Facilities Engineering	4,920	6,911	7,290	6,617	6,986	7,870	9,831	10,475	113%	44%	33%
Test and Evaluation	7,420	8,446	8,603	8,569	8,692	8,738	8,765	8,757	18%	2%	0%
Information Technology	3,934	5,165	5,832	5,776	6,402	6,836	7,132	7,286	85%	25%	7%
Business - FM	7,085	7,054	6,761	6,142	6,205	6,327	6,487	6,548	-8%	-3%	3%
Auditing	3,638	4,143	4,505	4,560	4,316	4,011	4,151	4,120	13%	-9%	3%
S&T Manager	480	2,561	3,209	3,401	3,681	3,814	3,887	3,776	687%	18%	-1%
Purchasing	1,196	1,287	1,340	1,205	1,330	1,475	1,470	1,410	18%	5%	-4%
Business - CE	-	1,070	1,278	1,309	1,346	1,378	1,406	1,399		9%	2%
Property	451	501	449	389	400	405	401	400	-11%	-11%	-1%
Unknown/Other	1,258	71	139	31	46	33	16	40			
TOTAL	125,879	147,705	152,326	150,465	156,313	161,469	165,275	165,611	32%	9%	3%

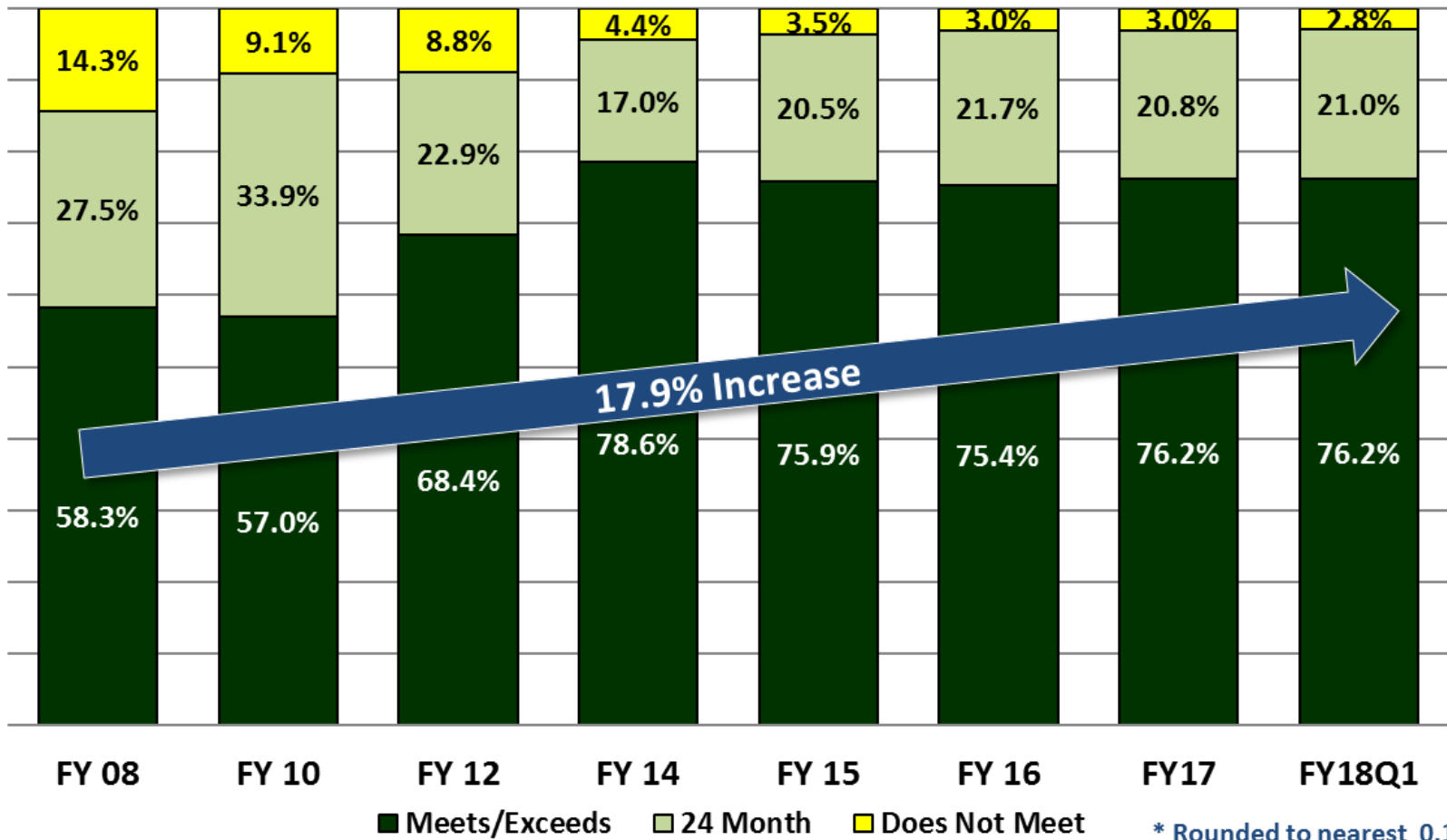
% Change Since FY08	% Change Since FY12	% Change Since FY16
25%	8%	1%
19%	1%	0%
49%	13%	0%
35%	9%	1%
16%	12%	0%
113%	44%	33%
18%	2%	0%
85%	25%	7%
-8%	-3%	3%
13%	-9%	3%
687%	18%	-1%
18%	5%	-4%
	9%	2%
-11%	-11%	-1%
↑	↑	↑
32%	9%	3%



AWF Historical DAWIA Certification FY08 – FY18Q1 (Rate)



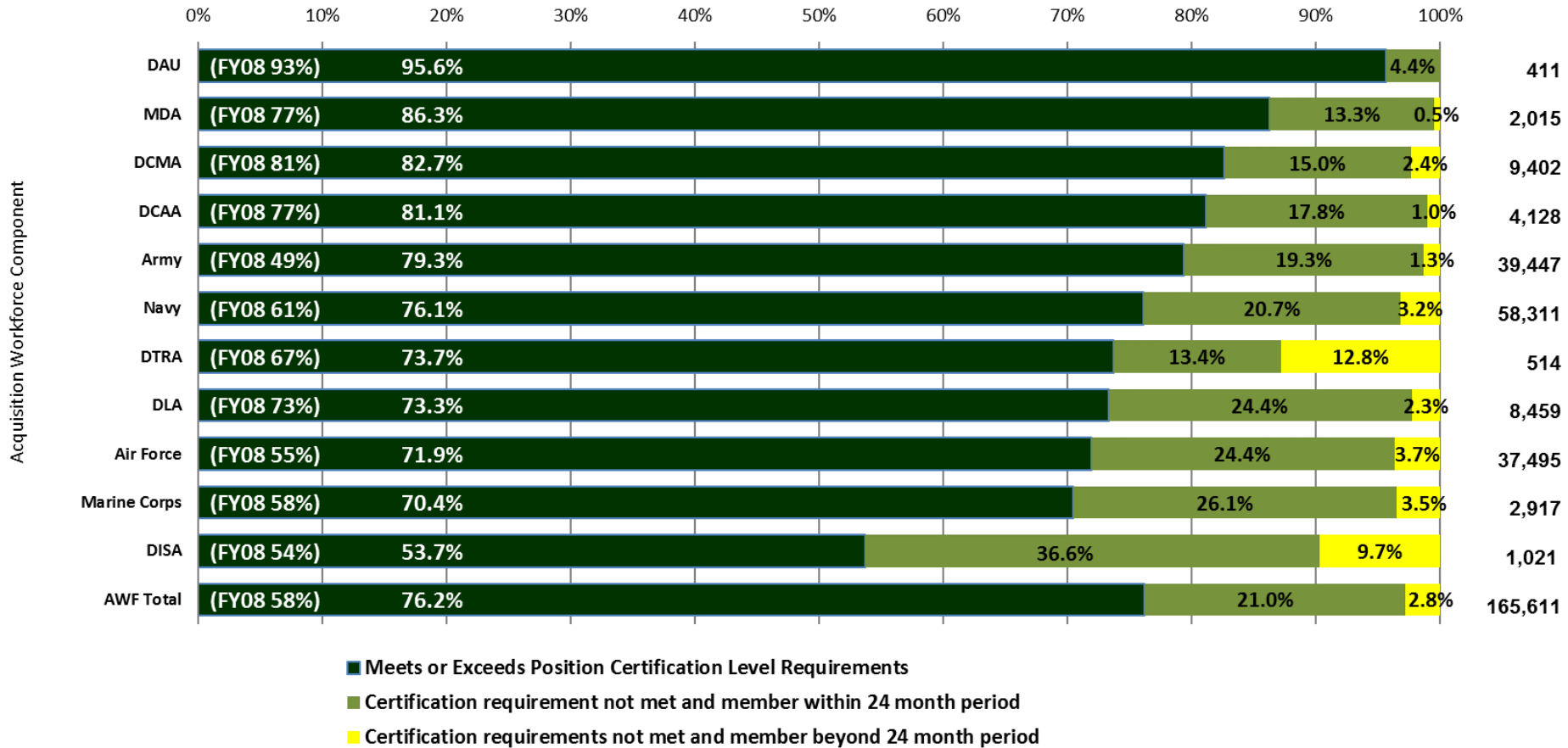
Overall





AWF DAWIA Certification by Major Component

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

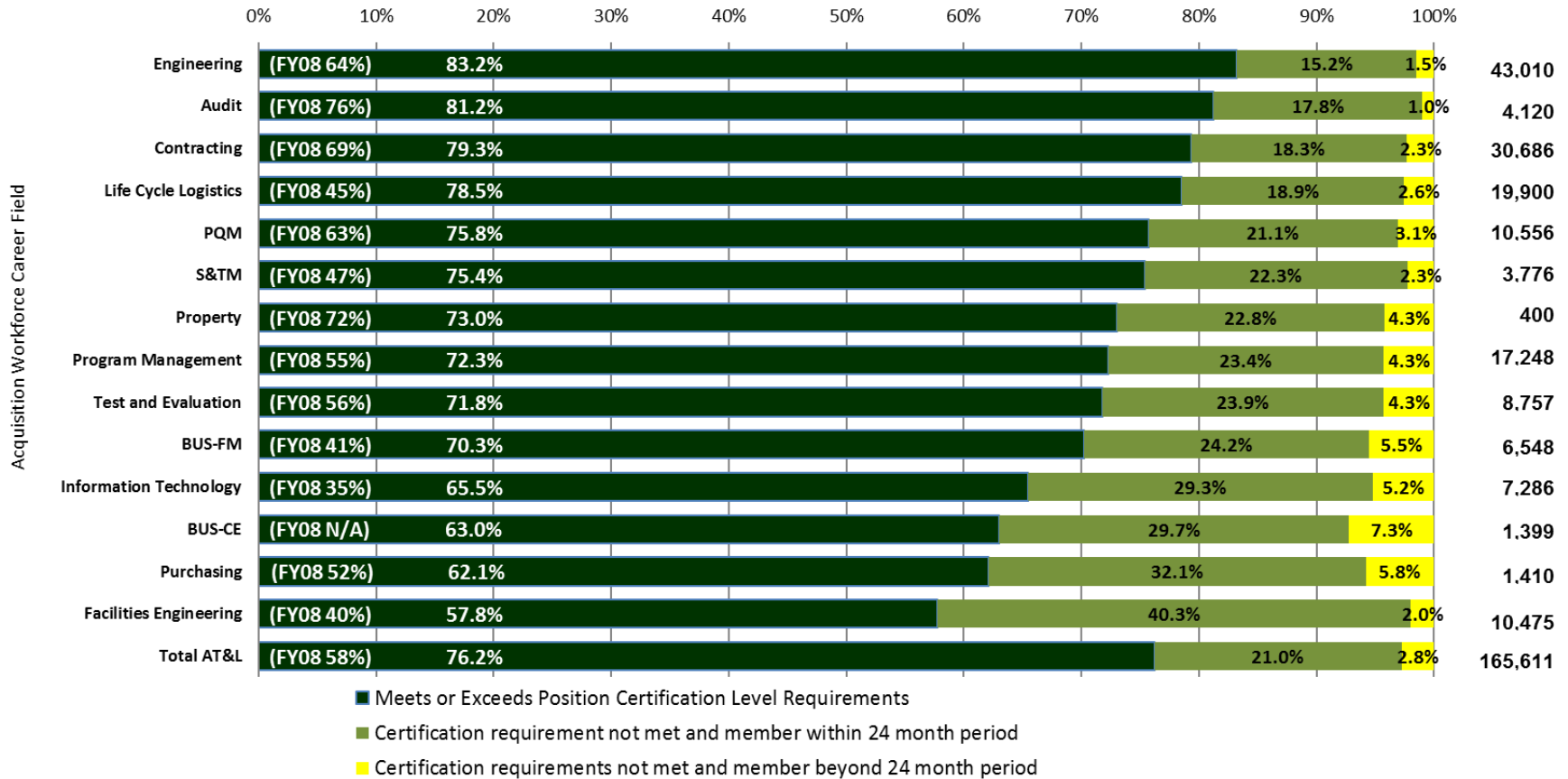




AWF DAWIA Certification by Career Field

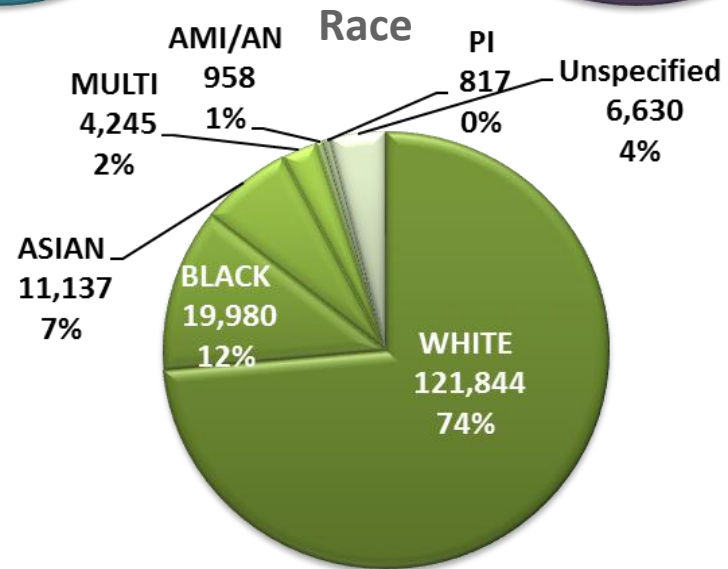
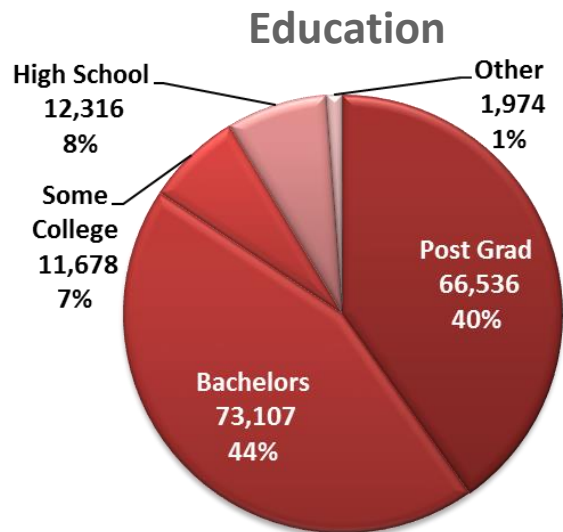
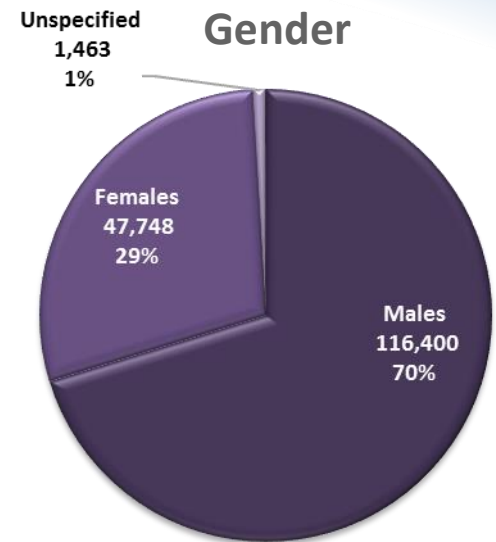
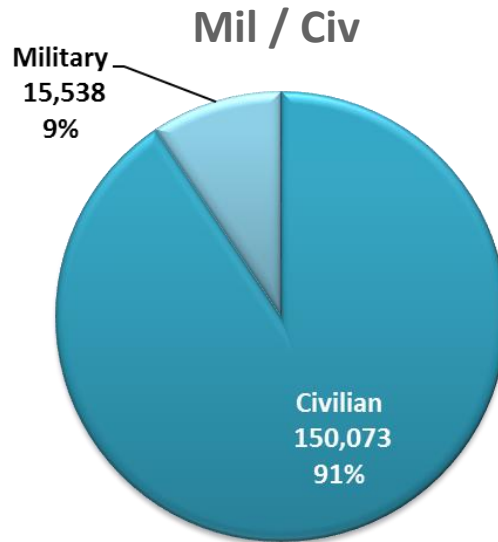
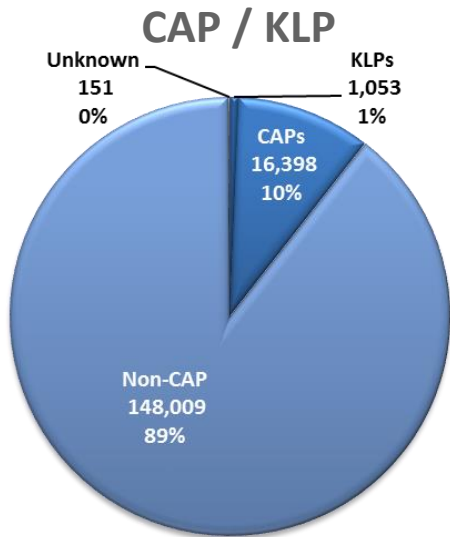


Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





AWF Demographics





AWF KLP Count Detail by Component and Career Field



KLPs	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	FY17 TOTAL
Army	Army Totals	-	10	24	20	20	-	-	2	22	10	88	-	-	15	-	211
Navy	Navy	-	34	50	43	63	1	-	4	37	6	111	-	-	41	-	390
	Marine Corps	-	3	4	4	5	-	-	-	3	-	18	-	-	5	-	42
	Dept of Navy Totals	-	37	54	47	68	1	-	4	40	6	129	-	-	46	-	432
Air Force	Air Force Totals	-	4	37	37	61	-	-	-	47	-	116	-	8	24	-	334
4th Estate	Defense Information Systems Agency	-	-	-	1	1	-	-	-	1	-	6	-	-	2	-	11
	Missile Defense Agency	-	-	-	-	1	-	-	-	1	1	8	-	-	-	-	11
	Defense Logistics Agency	-	-	-	8	-	-	-	-	4	-	3	-	-	-	-	15
	National Reconnaissance Office	-	1	-	2	1	-	-	-	-	-	8	-	-	-	-	12
	DHA (TRICARE Management Activity & USUHS)	-	-	-	3	4	-	-	1	-	-	3	-	-	1	-	12
	Defense Contract Management Agency	-	-	-	6	4	-	-	-	-	2	1	-	-	-	-	13
	Defense Threat Reduction Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	4th Estate Totals	-	1	-	21	11	-	-	1	6	3	29	-	1	3	-	76
TOTAL		-	52	115	125	160	1	-	7	115	19	362	-	9	88	-	1,053

Down from 1,099 (-46) since last quarter
PM decreased by 18
DoN decreased by 32,

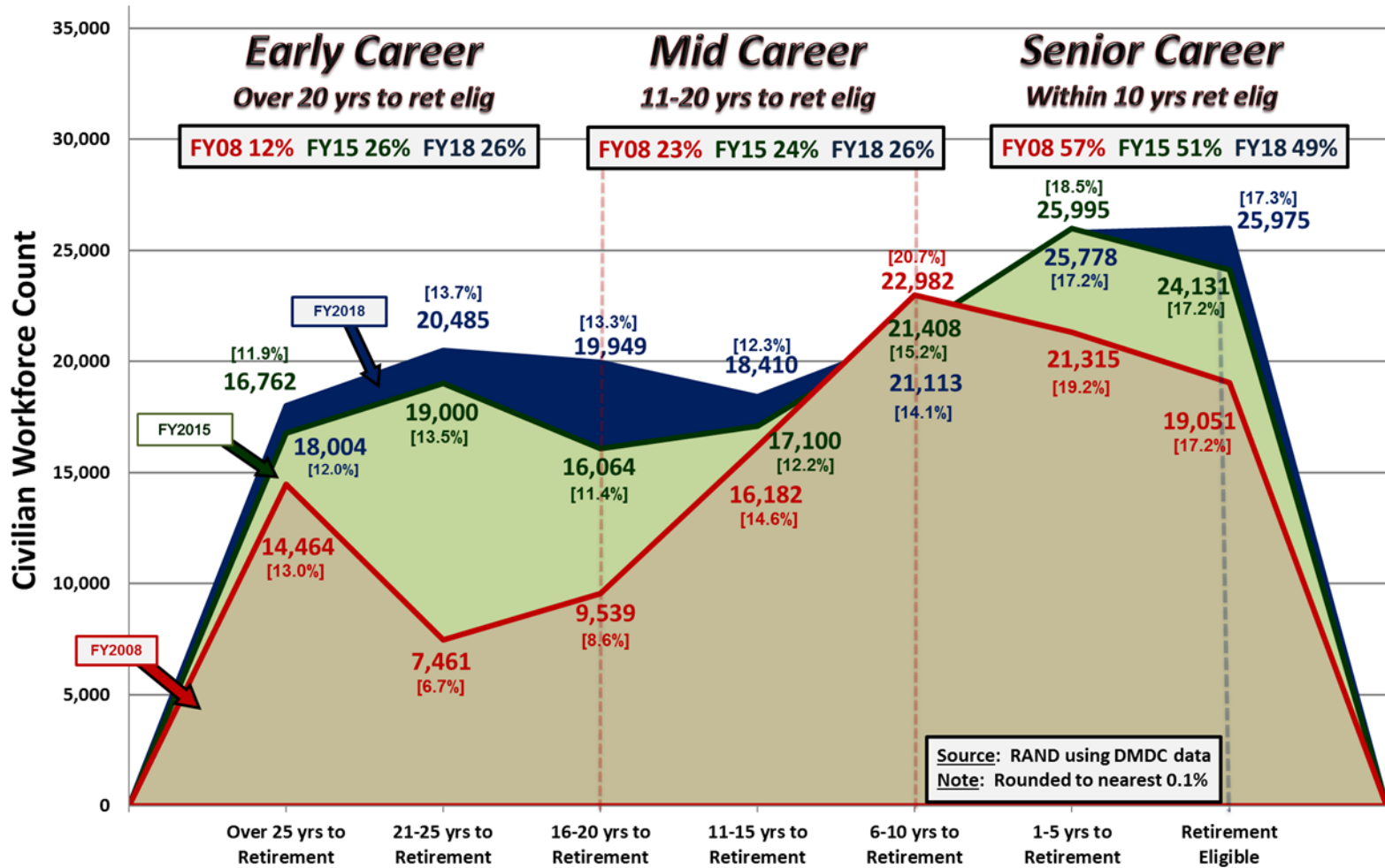


RAND NDRI Forces and Resources Policy Center Data Retirement, Gains/Losses Slides



Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY18

Overall DAW - Civilian Retirement Eligibility Distribution - End FY08, FY15 & FY18*



Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

*Data from FY18Q1

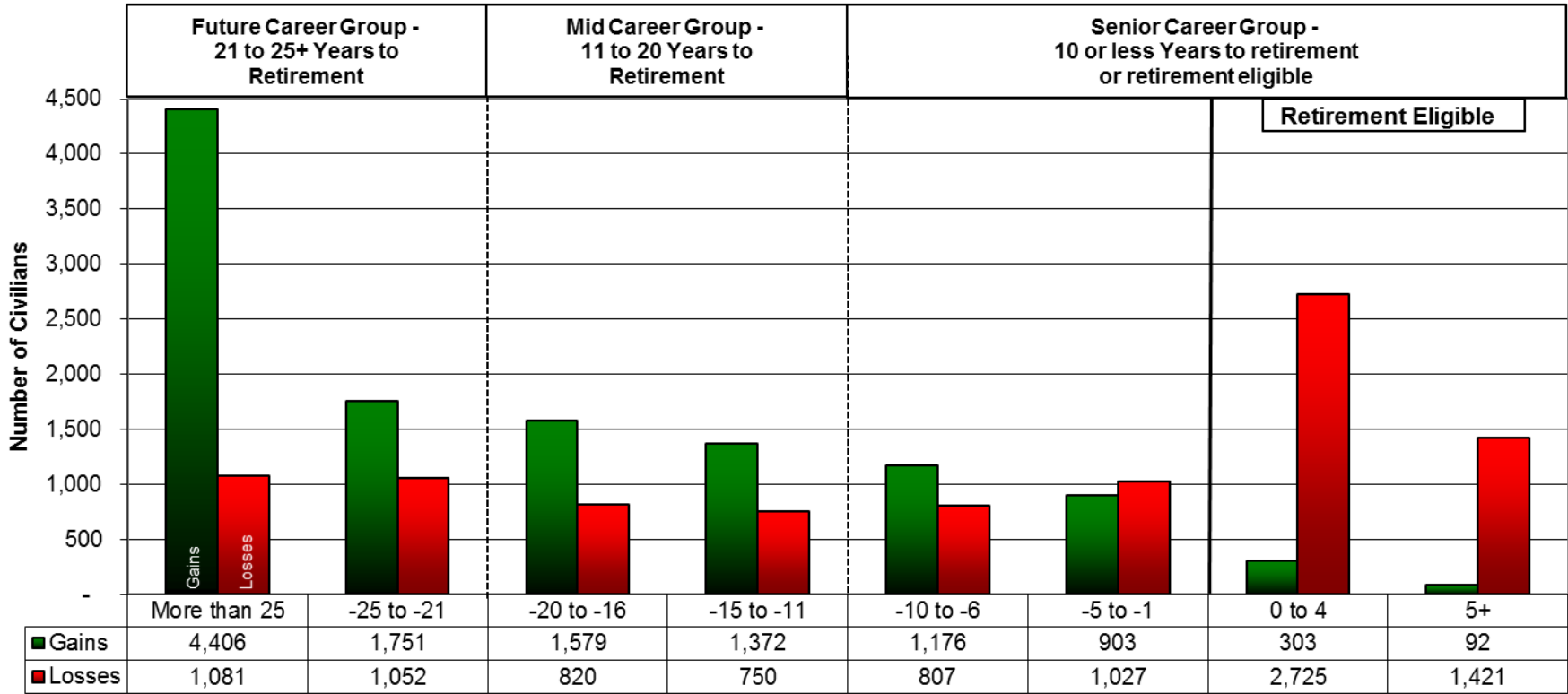


AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian) - A&S

Workforce Lifecycle FY2018Q1 Gains & Losses*

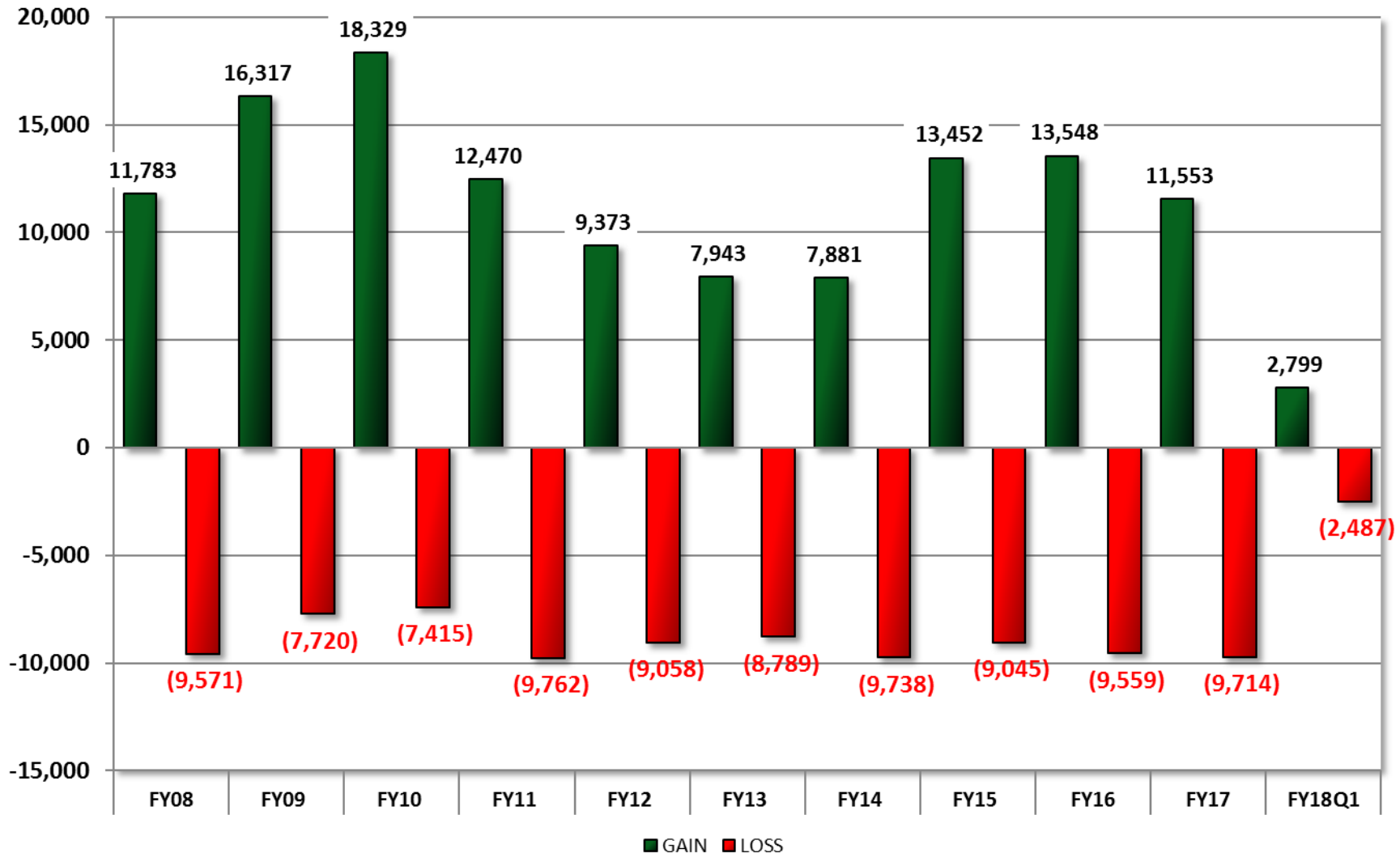


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY18



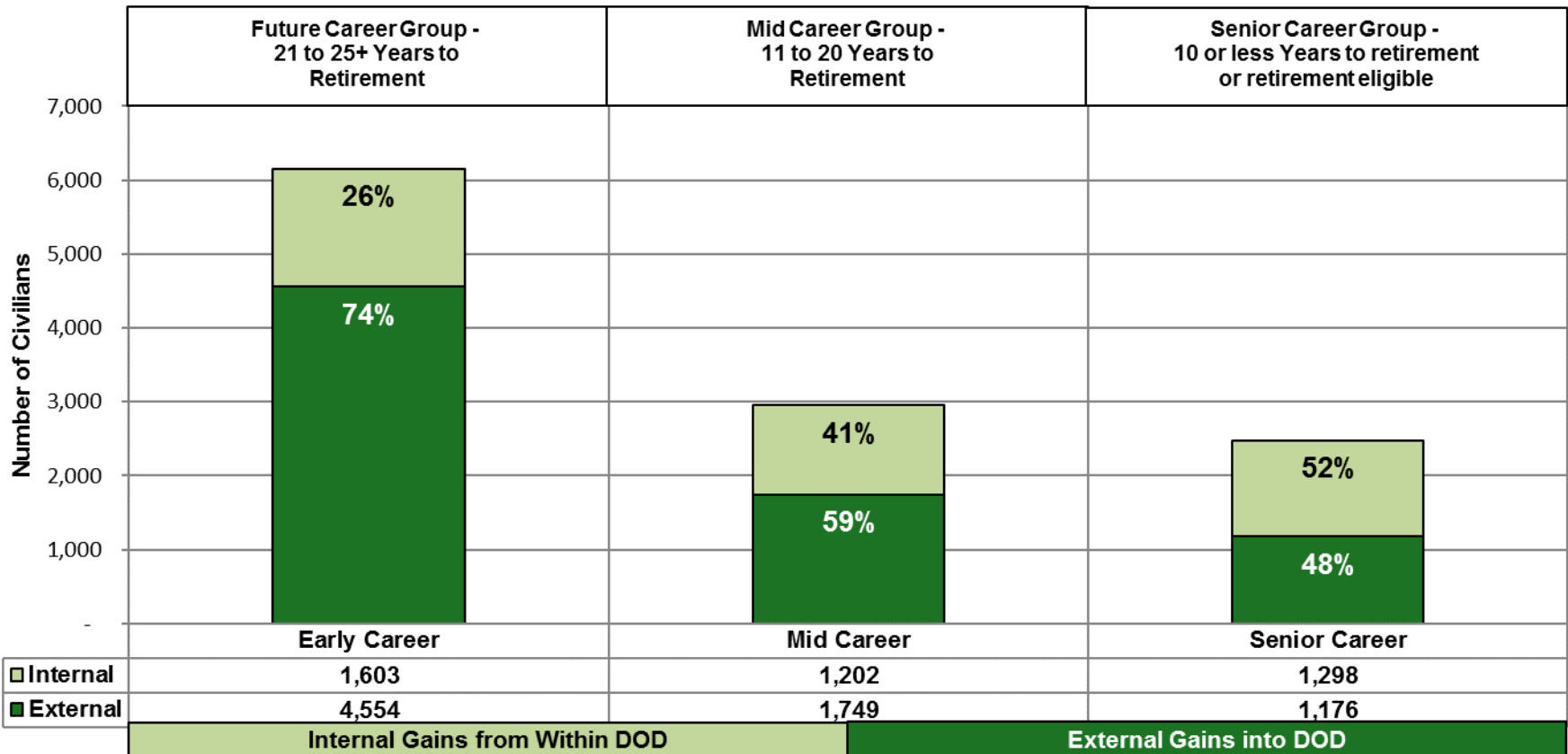


Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - A&S

Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

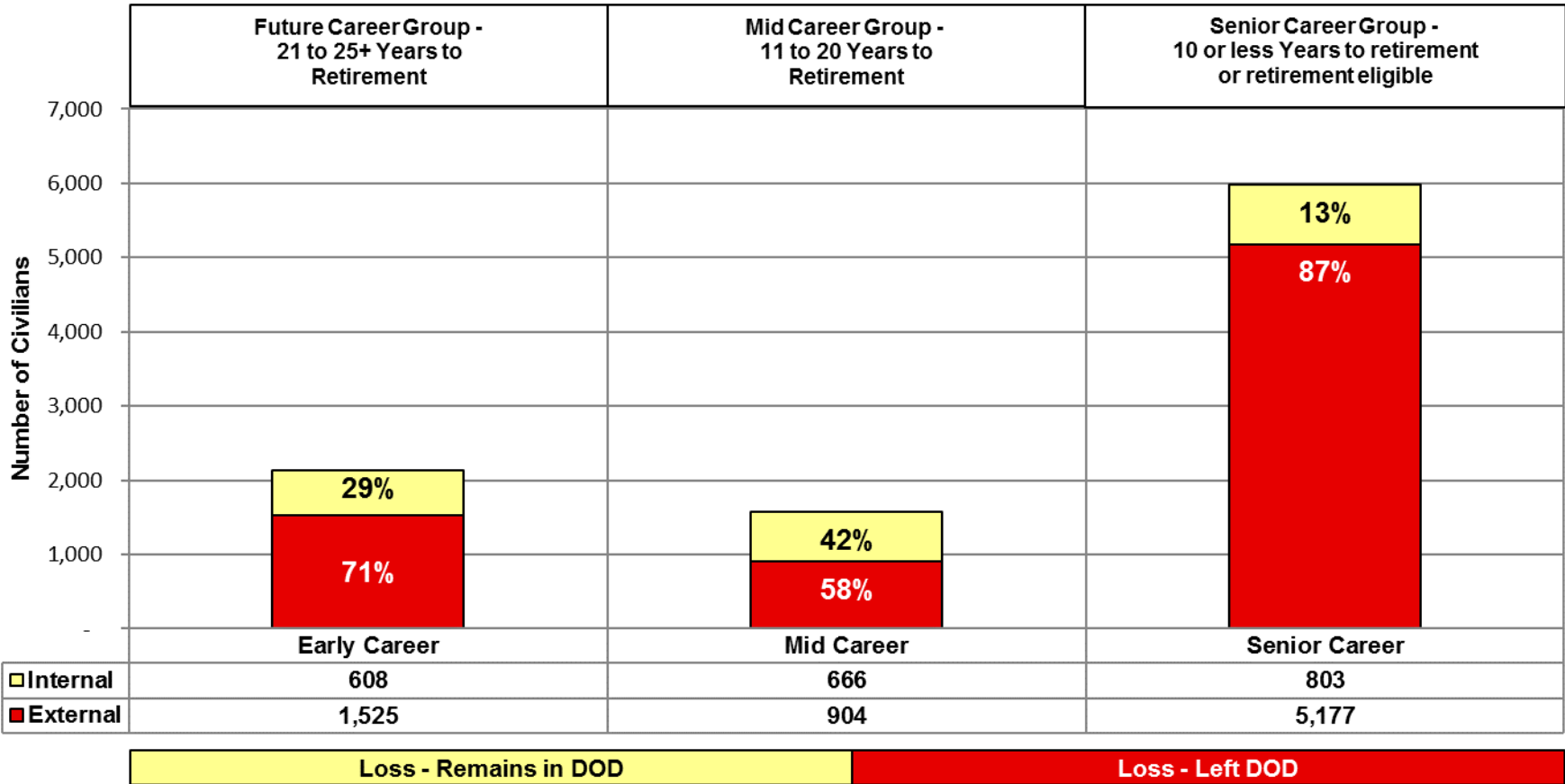


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - A&S

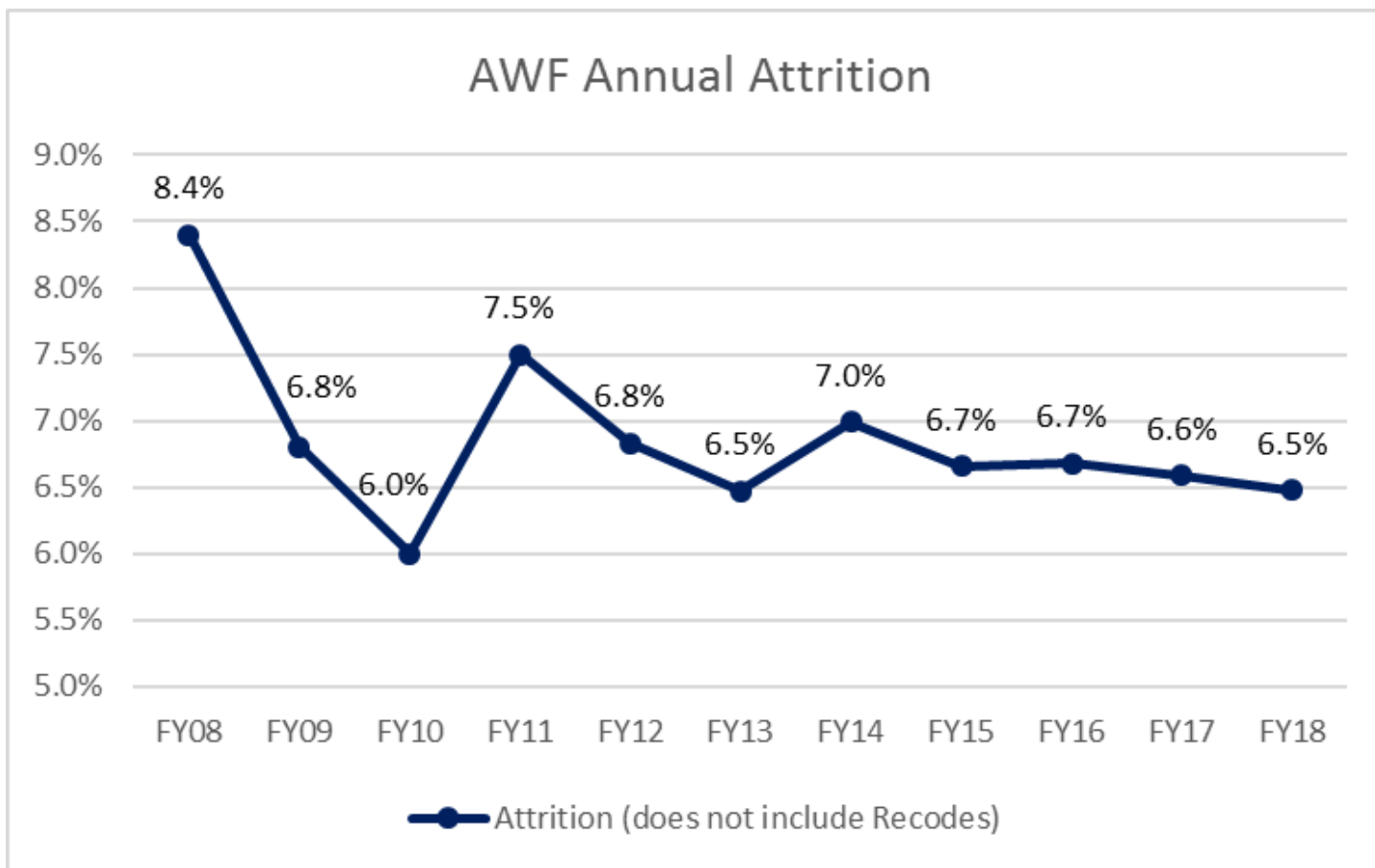
Workforce Lifecycle FY2018Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates

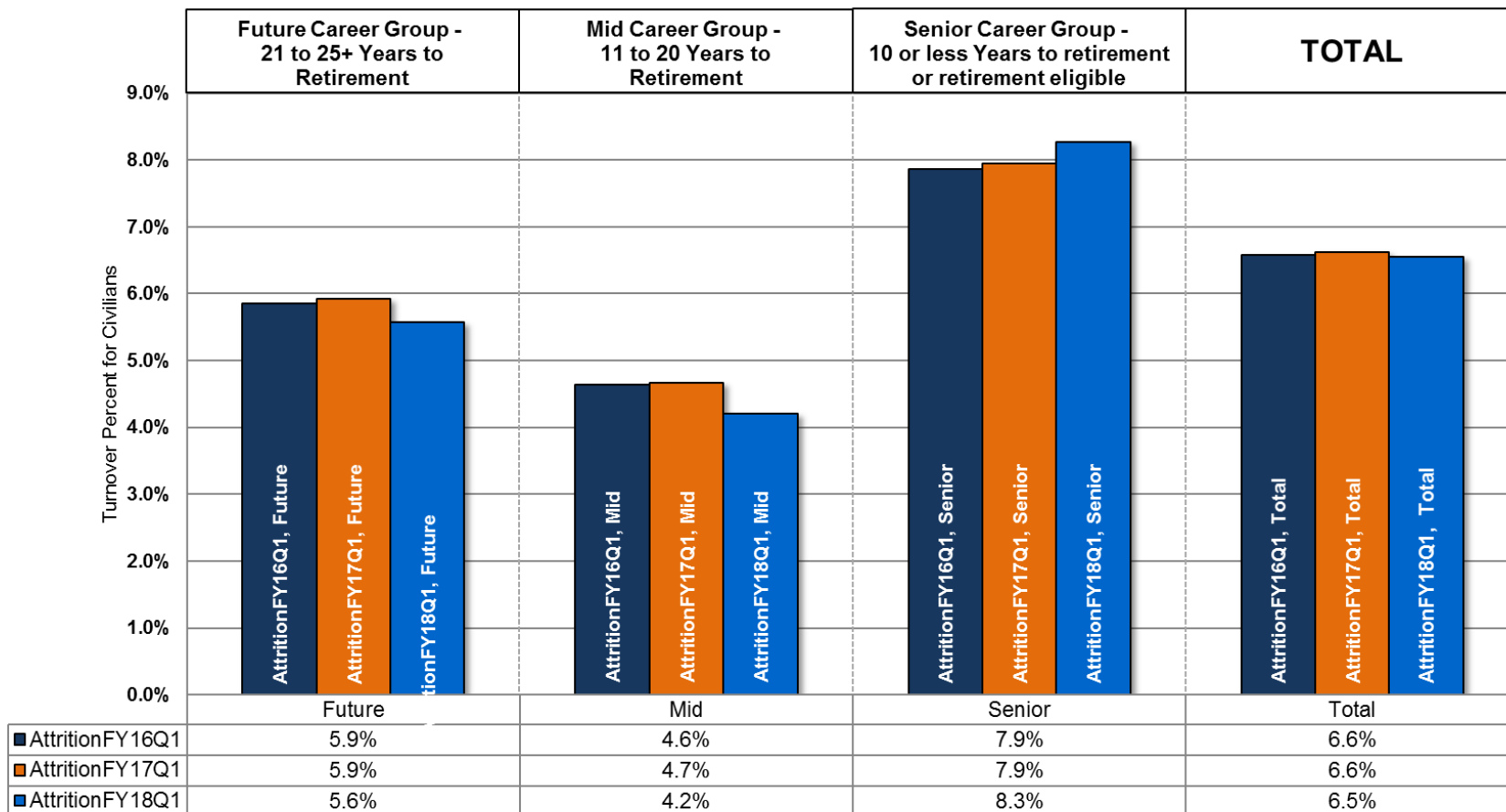


*FY18 includes attrition rate from end of FY17Q1 through FY18Q1



Attrition Rates by Career Group

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





Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - A&S

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

