



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing
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 Production, Quality and Manufacturing	FY 2008				FY2018Q1			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	9,817	739	10,556	165,611
Change in size from 2008	-	-	-	-	16%	7%	16%	32%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	44%	80%	46%	84%
Graduate Degree	9%	38%	12%	29%	15%	65%	18%	40%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	86%	69%	85%	86%
Level II or Higher Achieved	68%	42%	66%	61%	74%	46%	72%	73%
Level III Achieved	13%	23%	14%	36%	20%	29%	21%	42%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	77%	55%	76%	76%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	20%	41%	21%	21%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	4%	3%	3%
Planning Considerations								
Average Age	51	40	50	46	49	39	49	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%) (Civ)	14/27/59(%)	-	-	26/25/49(%)
Average Years of Service	21	16	21	17	16	18	16	15
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	1,981(20%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,967(20%)	-	-	25,778(17%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,060/1,060	-	-	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

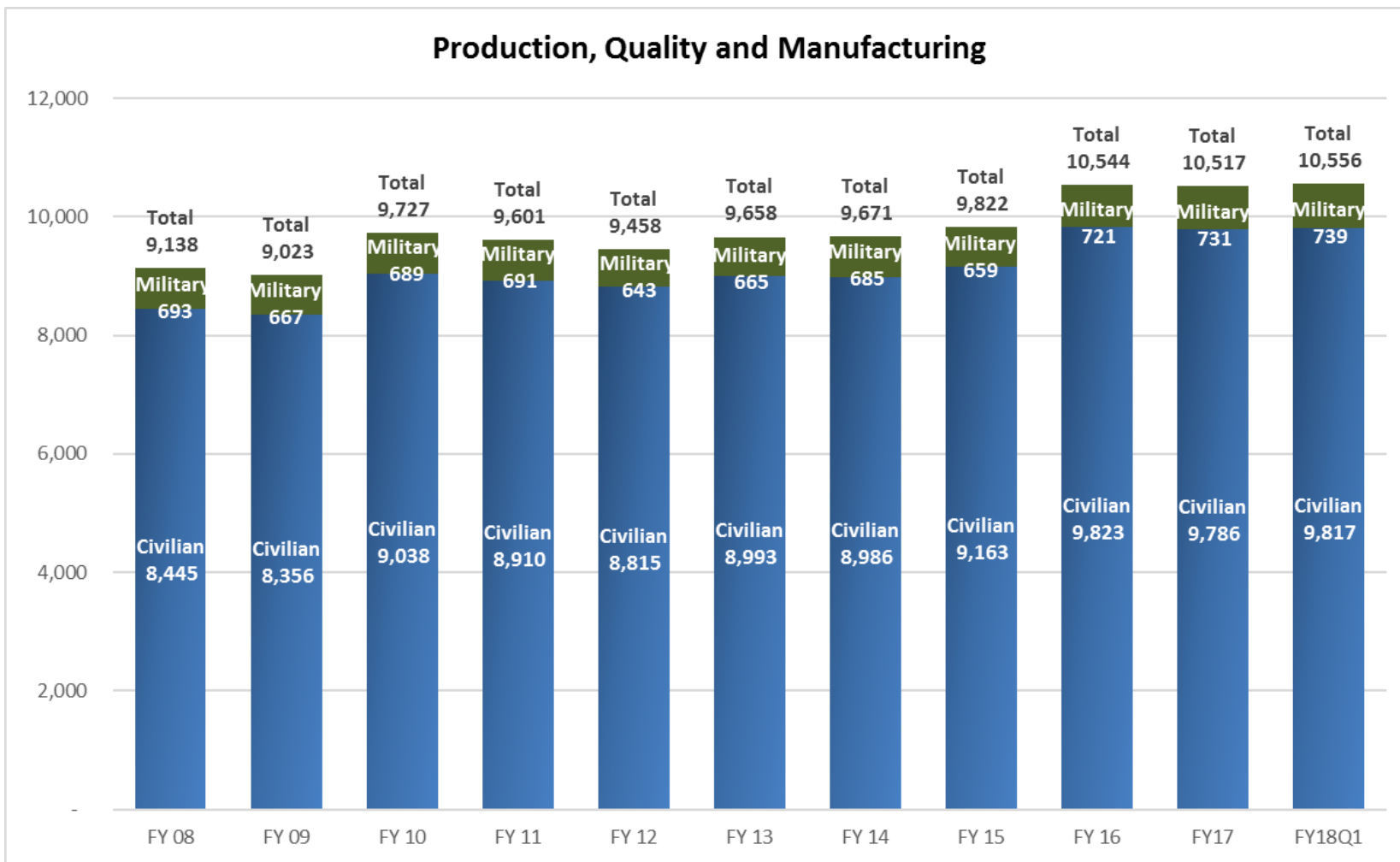
- The Production, Quality and Man Defense Acquisition Workforce count has experienced a steady increase since FY12. Increasing from 9,458 in FY12 to the current number of 10,556.
- Overall attrition for PQM has decreased every years since FY11 from 11.1% to 8.3% this quarter.
- Although the PQM Field is very senior compared to other fields, its gains continue to be more evenly distributed across the three Career Groups – with this quarter seeing an increase in the Early Group.

Defense Acquisition Workforce DAWIA Certification Highlights

- PQM Meets/Exceeds certification rate has increased annually since FY15 from 72.4% to 75.8 this quarter.

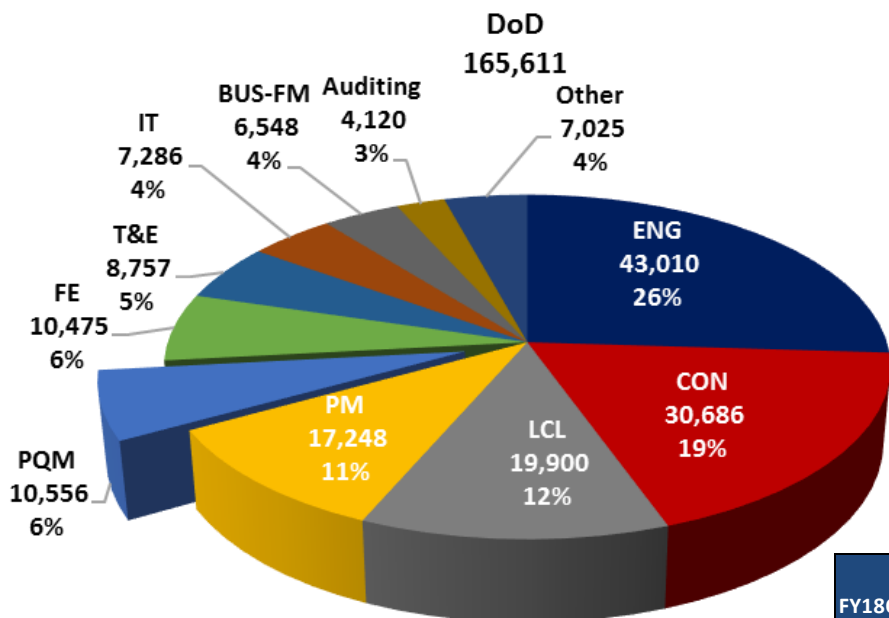


PQM Total Workforce





AWF by Component and Career Field



FY18Q1 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	%
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%		



PQM Workforce Historical Size by Agency FY08 – FY18Q1



Production, Quality and Man Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	1,980	2,023	2,146	2,321	2,356	2,441	2,638	2,777	3,210	3,330	3,406	72%	6%
MARINE CORPS	25	41	35	32	23	27	37	33	39	40	43	72%	10%
ARMY	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,393	1,407	1,387	1,395	-29%	-1%
AIR FORCE	383	389	404	406	405	326	330	331	393	421	431	13%	10%
DCMA	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,353	4,471	4,280	4,226	10%	-5%
DLA	865	652	769	852	823	827	815	868	943	959	954	10%	1%
DCAA	3	-	-	-	-	-	-	-	-	-	-	-100%	
MDA	37	6	23	31	41	47	54	54	67	88	89	141%	33%
DHA	2	1	2	1	1	2	3	2	1	1	1	-50%	0%
DAU	5	5	5	5	5	7	9	9	10	9	9	80%	-10%
NRO	-	-	-	-	-	-	-	-	1	-	-		-100%
OSD	13	1	3	1	1	2	1	2	2	2	2	-85%	0%
DoD HRA	1	-	-	-	-	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-	-	-	-	-100%	
4th Estate Other	5	-	-	-	-	-	-	-	-	-	-		
TOTAL	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	10,544	10,517	10,556	↑ 16%	↑ 0%



PQM Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q1



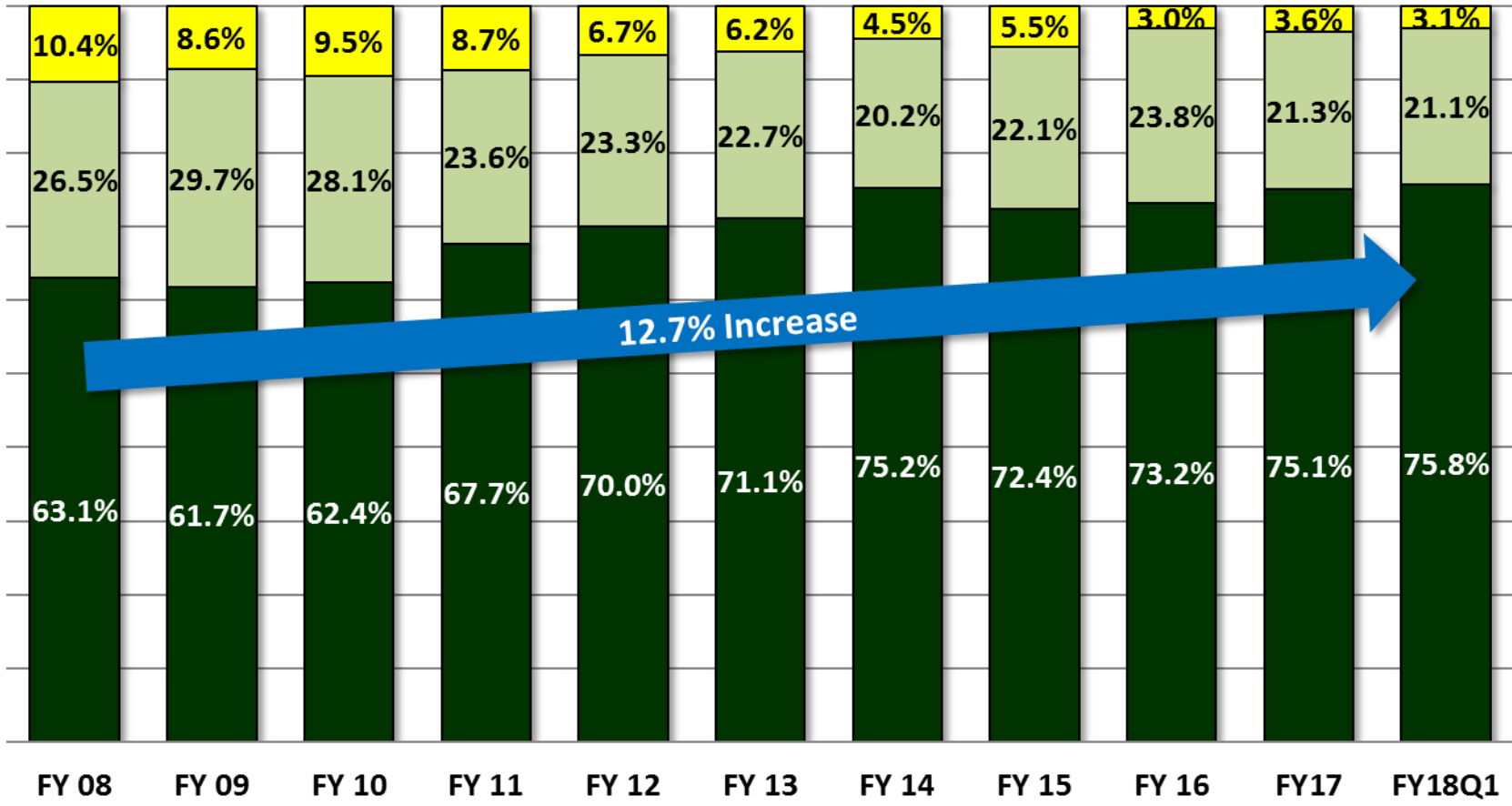
Production, Quality and Man Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	2,817	2,890	2,974	3,210	3,240	3,293	3,395	3,330	3,406	5%
ARMY	1,399	1,376	1,368	1,407	1,405	1,389	1,377	1,387	1,395	-1%
AIR FORCE	378	391	379	393	391	396	405	421	431	10%
MARINE CORPS	33	41	42	39	38	39	38	40	43	13%
DCMA	4,295	4,422	4,443	4,471	4,428	4,423	4,345	4,280	4,226	-5%
DLA	868	907	939	943	926	927	943	959	954	3%
MDA	57	57	65	67	69	74	84	88	89	29%
DHA	2	2	1	1	1	1	1	1	1	0%
DAU	9	10	10	10	10	11	11	9	9	-10%
NRO	-	1	1	1	-	-	-	-	-	
OSD	2	2	2	2	2	2	2	2	2	0%
TOTAL	9,860	10,099	10,224	10,544	10,510	10,555	10,601	10,517	10,556	↓ 0%



PQM Manager Historical DAWIA Certification FY08 – FY18Q1



Production, Quality and Manufacturing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%

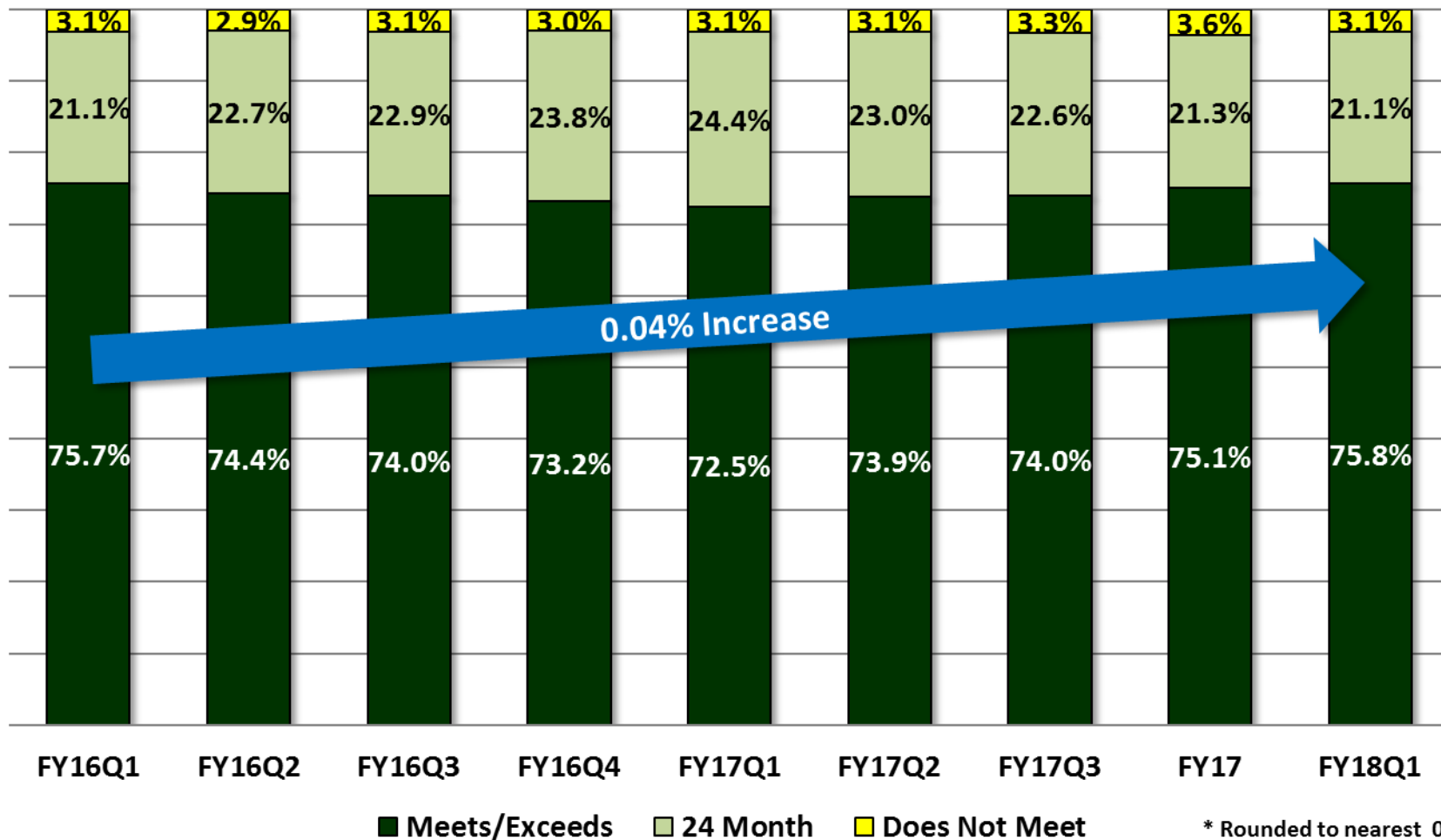
12.7% Increase



PQM Manager Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



Production, Quality and Manufacturing

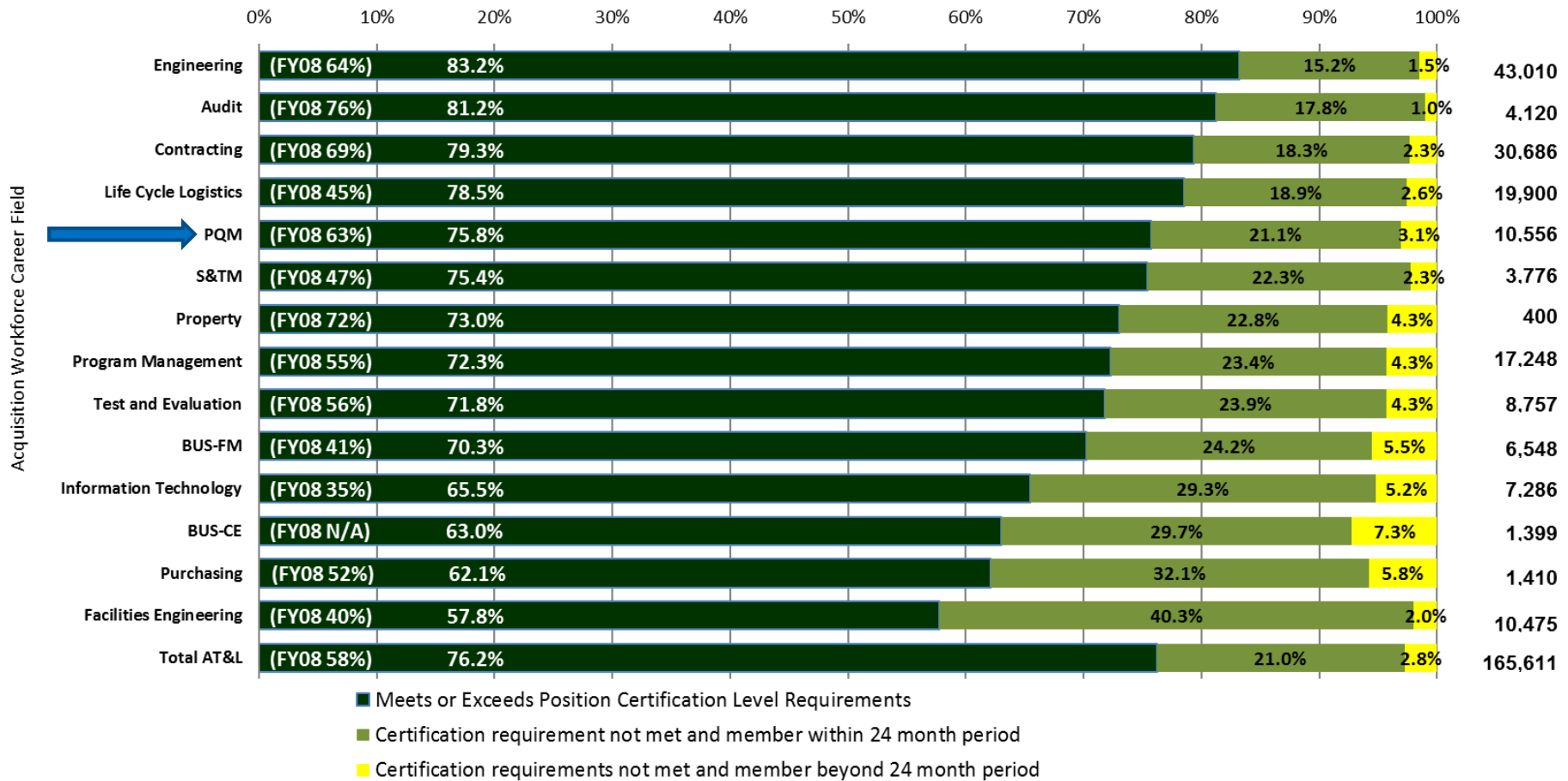




DAWIA Certification by Career Field



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

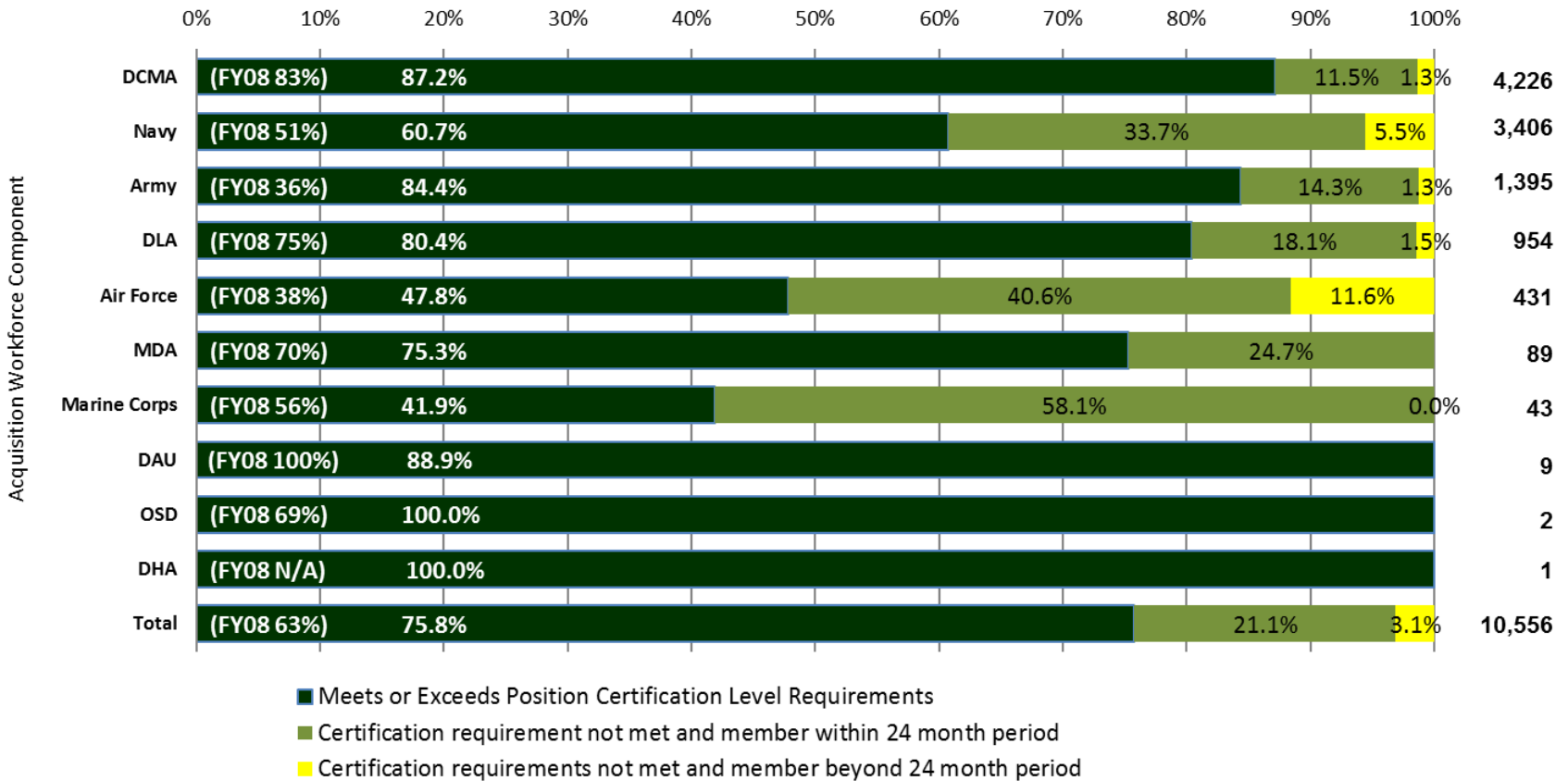




PQM DAWIA Certification by Component



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





PQM DAWIA Certification Matrix + Bench Strength



PQM Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	530	569	157	24	1,280	58.6%
Level II	919	718	5,071	529	7,237	77.4%
Level III	144	72	170	1,647	2,033	81.0%
Unspecified	4	-	1	1	6	
FY18Q1 TOTAL	1,597	1,359	5,399	2,201	10,556	75.8%
	15.1%	12.9%	51.1%	20.9%		

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%	
PQM	7,997	75.8%	6 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	750	501	29	1,280	12.1%
Level II	5,600	1,405	232	7,237	68.6%
Level III	1,647	319	67	2,033	19.3%
Unspecified	1	5	-	6	0.1%
PQM TOTAL	7,998	2,230	328	10,556	
	75.8%	21.1%	3.1%		

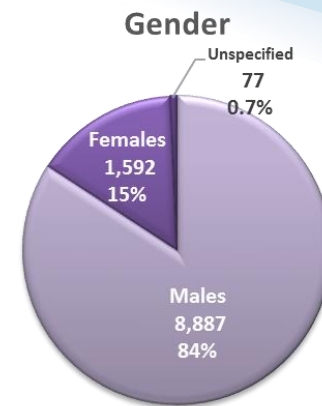
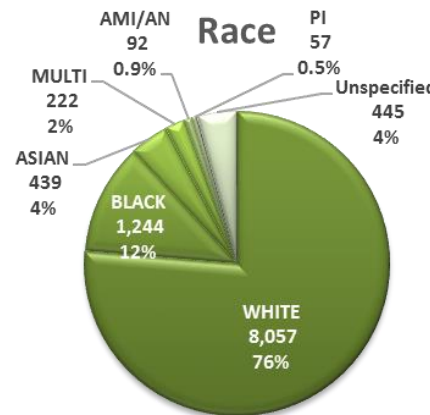
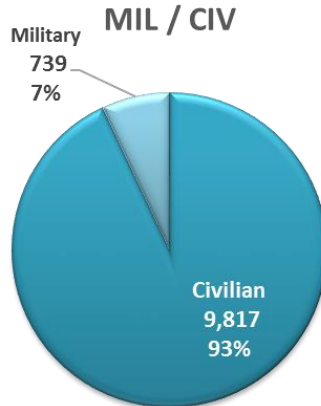
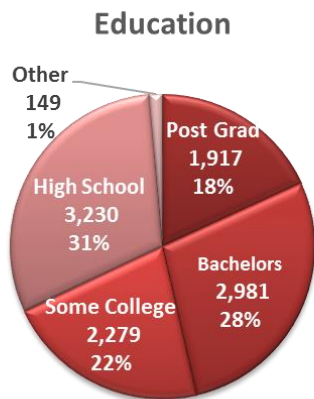
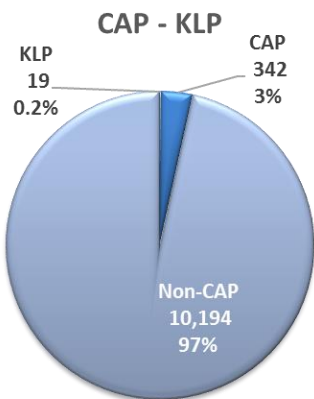
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



PQM Demographics



Occupied Position Type	PQM		Entire DAW	
Key Leadership Positions (KLPs)	19	0.2%	1,053	0.6%
Critical Acquisition Positions (CAPs)	342	3.2%	16,398	9.9%
Non-CAP Positions	10,194	96.6%	148,009	89.4%
Unknown	1	0.0%	151	0.1%
TOTAL	10,556		165,611	

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

Highest Level of Education	PQM		Entire DAW	
Post Grad	1,917	18.2%	66,536	40.2%
Bachelors	2,981	28.2%	73,107	44.1%
Some College	2,279	21.6%	11,678	7.1%
High School	3,230	30.6%	12,316	7.4%
Other	149	1.4%	1,974	1.2%
TOTAL	10,556		165,611	

Military / Civilian	PQM		Entire DAW	
Civilian	9,817	93.0%	150,073	90.6%
Military	739	7.0%	15,538	9.4%
TOTAL	10,556		165,611	

Race	PQM		Entire DAW	
WHITE	8,057	76.3%	121,844	73.6%
BLACK	1,244	11.8%	19,980	12.1%
ASIAN	439	4.2%	11,137	6.7%
MULTI	222	2.1%	4,245	2.6%
AMI/AN	92	0.9%	958	0.6%
PI	57	0.5%	817	0.5%
Unspecified	445	4.2%	6,630	4.0%
TOTAL	10,556		165,611	

Gender	PQM		Entire DAW	
Males	8,887	84.2%	116,400	70.3%
Females	1,592	15.1%	47,748	28.8%
Unspecified	77	0.7%	1,463	0.9%
TOTAL	10,556		165,611	



PQM Size by Occupational Series

Civilian Occupational Series	PQM	
1910 - Quality Assurance Specialist	5,762	58.7%
1150 - Industrial Specialist	916	9.3%
1101 - Business and Industry Specialist	840	8.6%
0801 - Engineer, General	500	5.09%
0301 - Administration & Program Staff	325	3.31%
1152 - Production Controller	262	2.67%
0802 - Engineering Technician	166	1.69%
0856 - Engineering Technician, Electronics	161	1.64%
0896 - Engineer, Industrial	138	1.41%
0830 - Engineer, Mechanical	104	1.06%
0343 - Management and Program Analyst	96	0.98%
1670 - Equipment Specialist	54	0.55%
2003 - Supply Management Specialist	15	0.15%
<i>Other</i>	478	4.87%
TOTAL CIVILIAN	9,817	Civilians



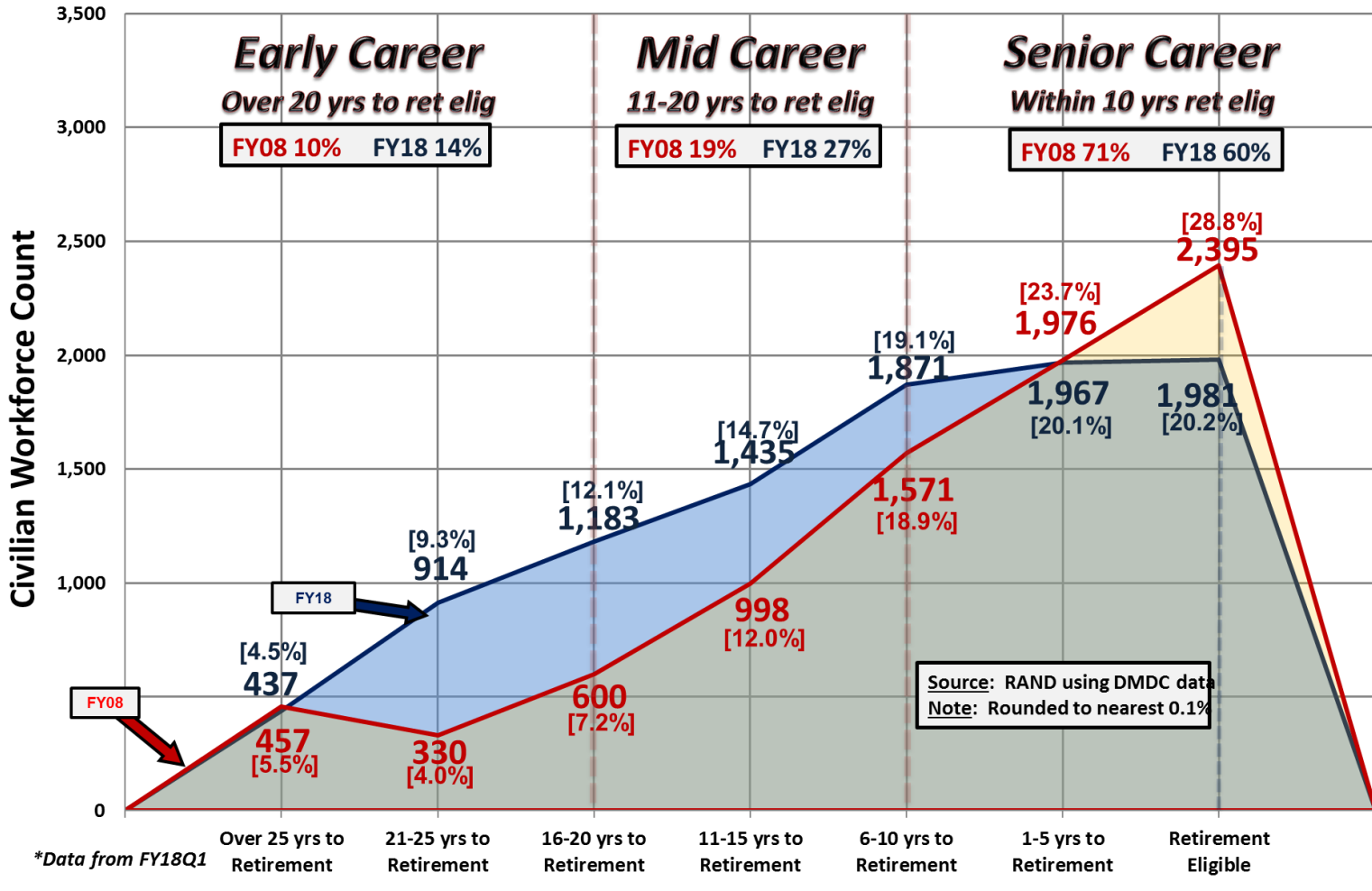
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



PQM Civilian Retirement Eligibility Distribution – FY08 / FY18Q1



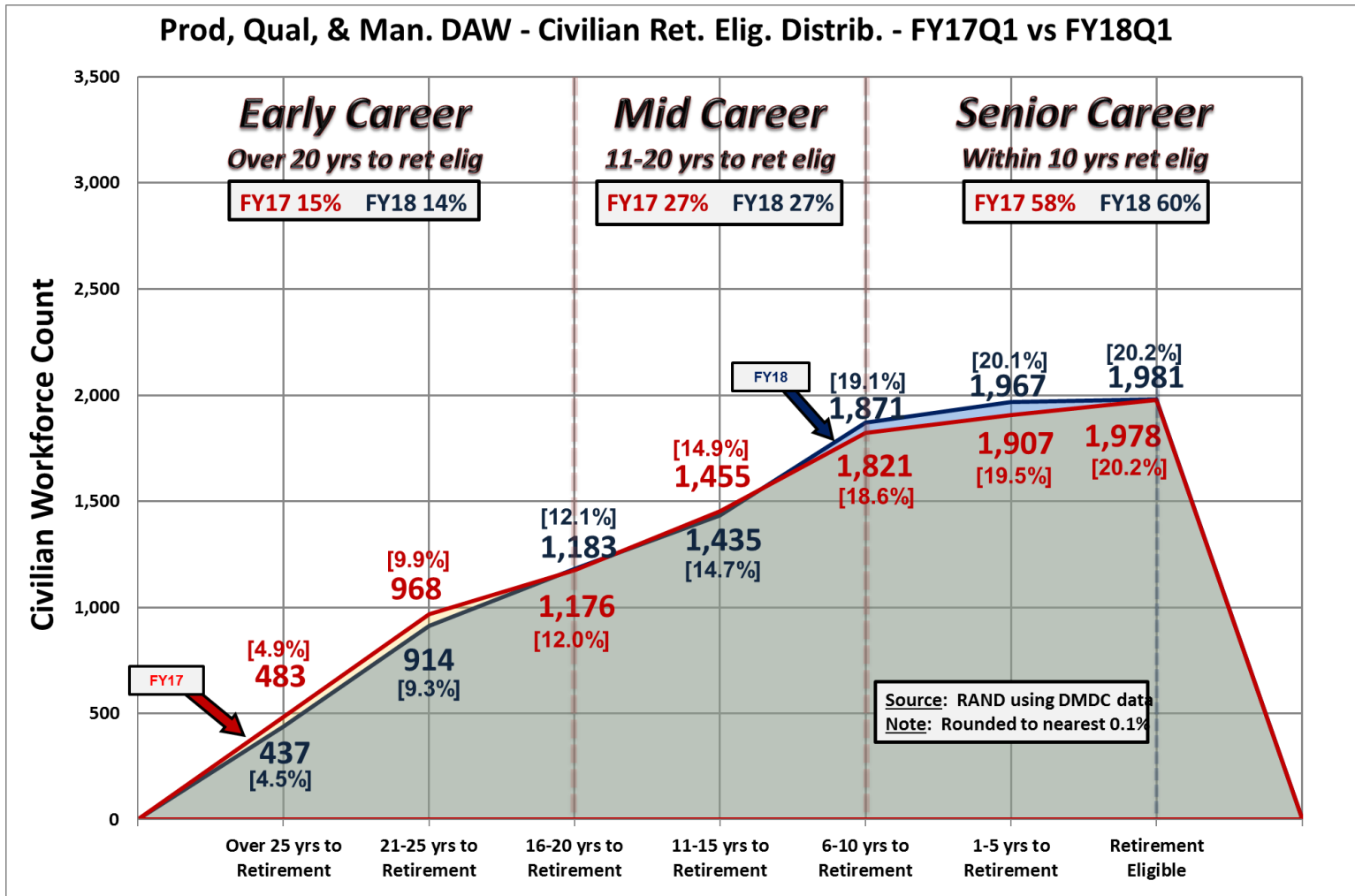
Prod, Qual, & Man. DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY18*



As of 31 Dec 2017



PQM Civilian Retirement Eligibility Distribution – (1 Year) FY16 / FY17



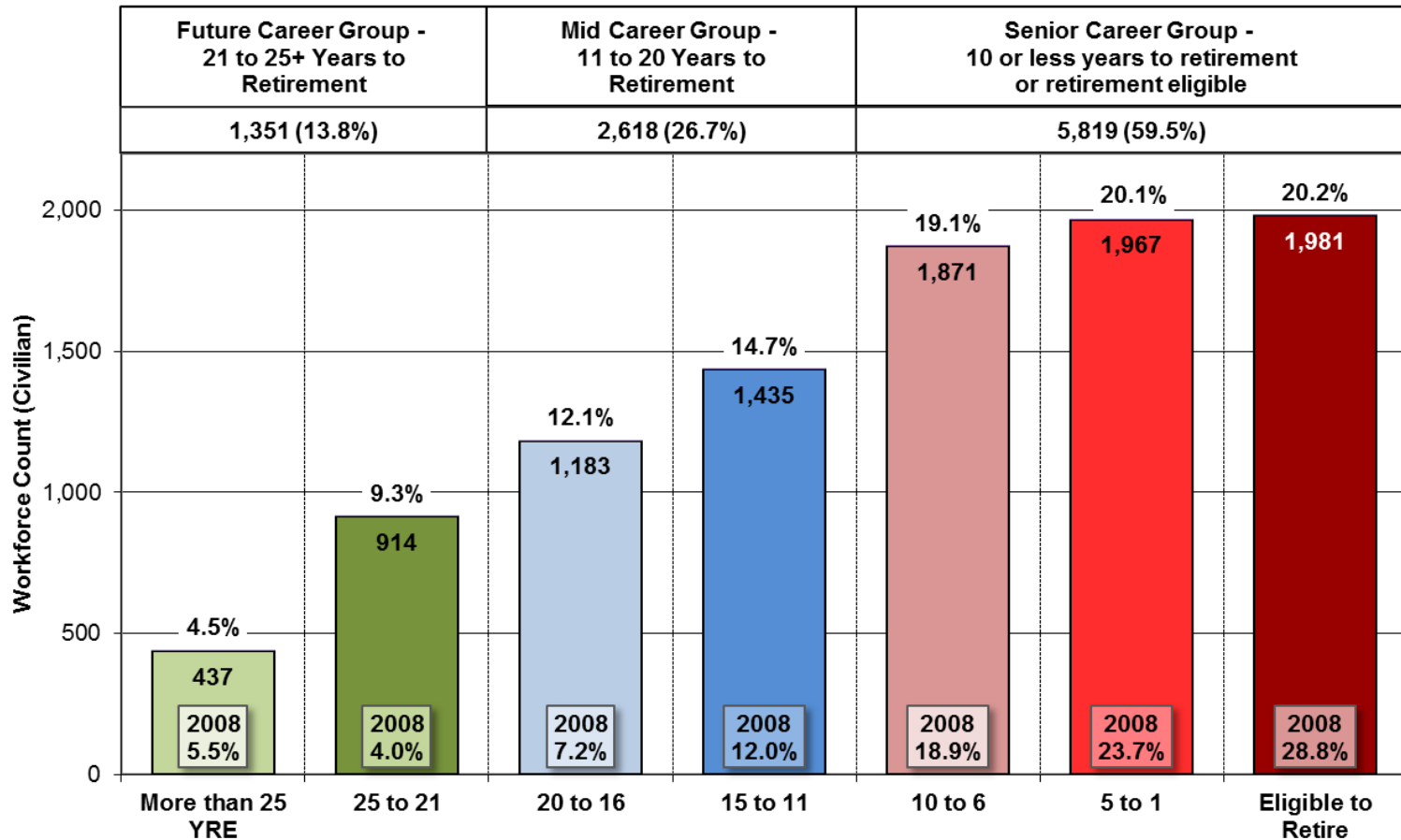
As of 31 Dec 2017



PQM Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Production, Quality and Manufacturing



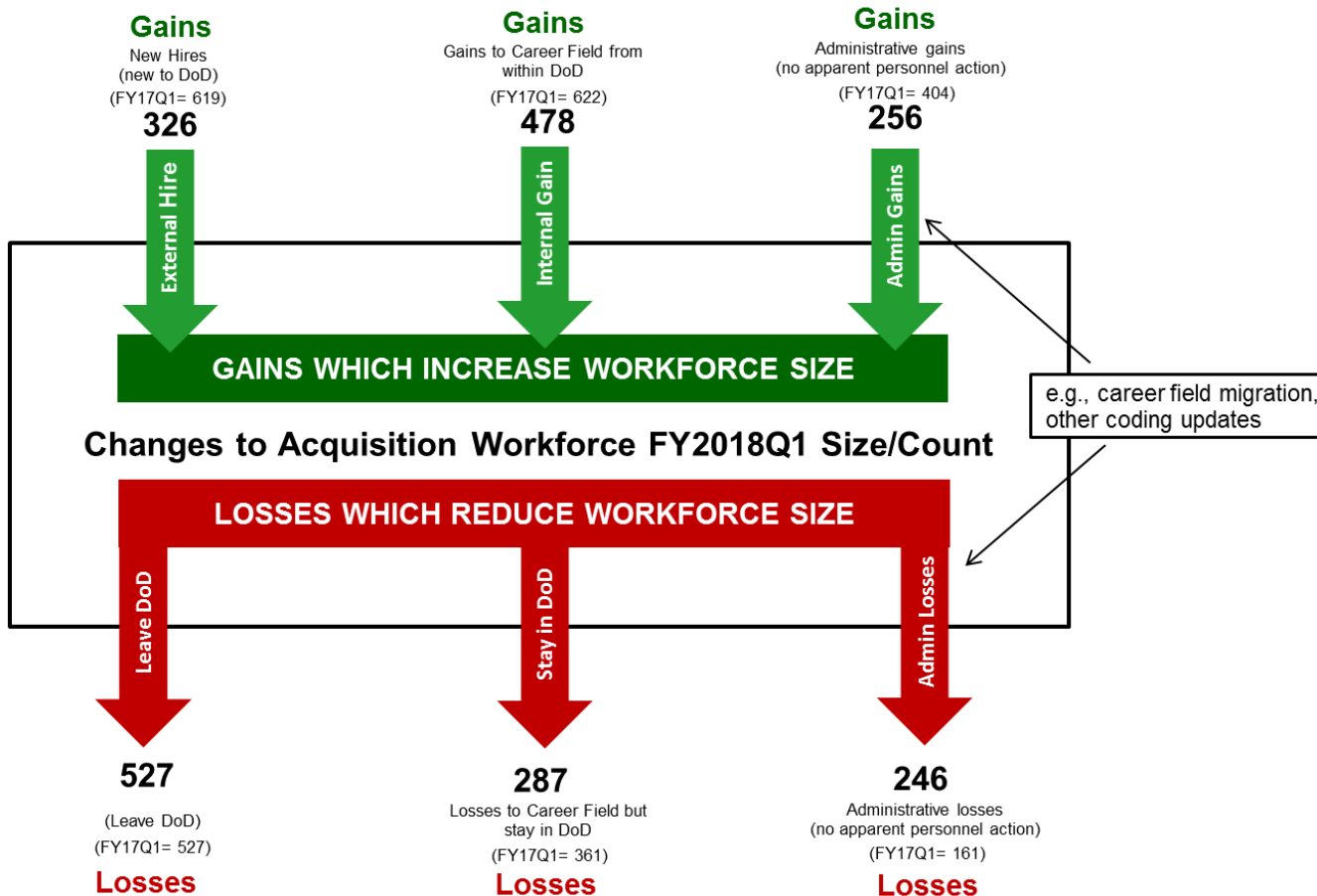
As of 31 Dec 2017



PQM Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Production, Quality and

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



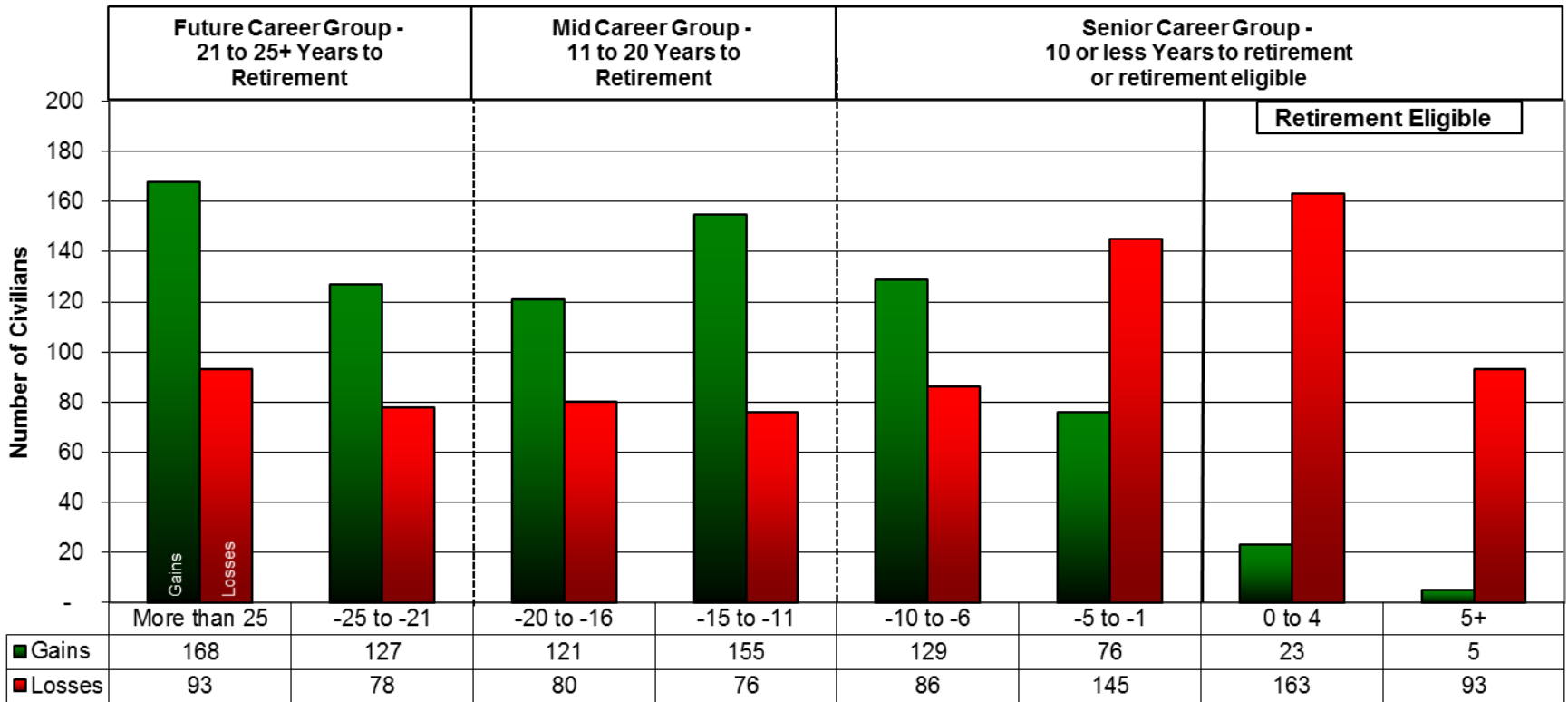


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing

Workforce Lifecycle FY2018Q1 Gains & Losses*



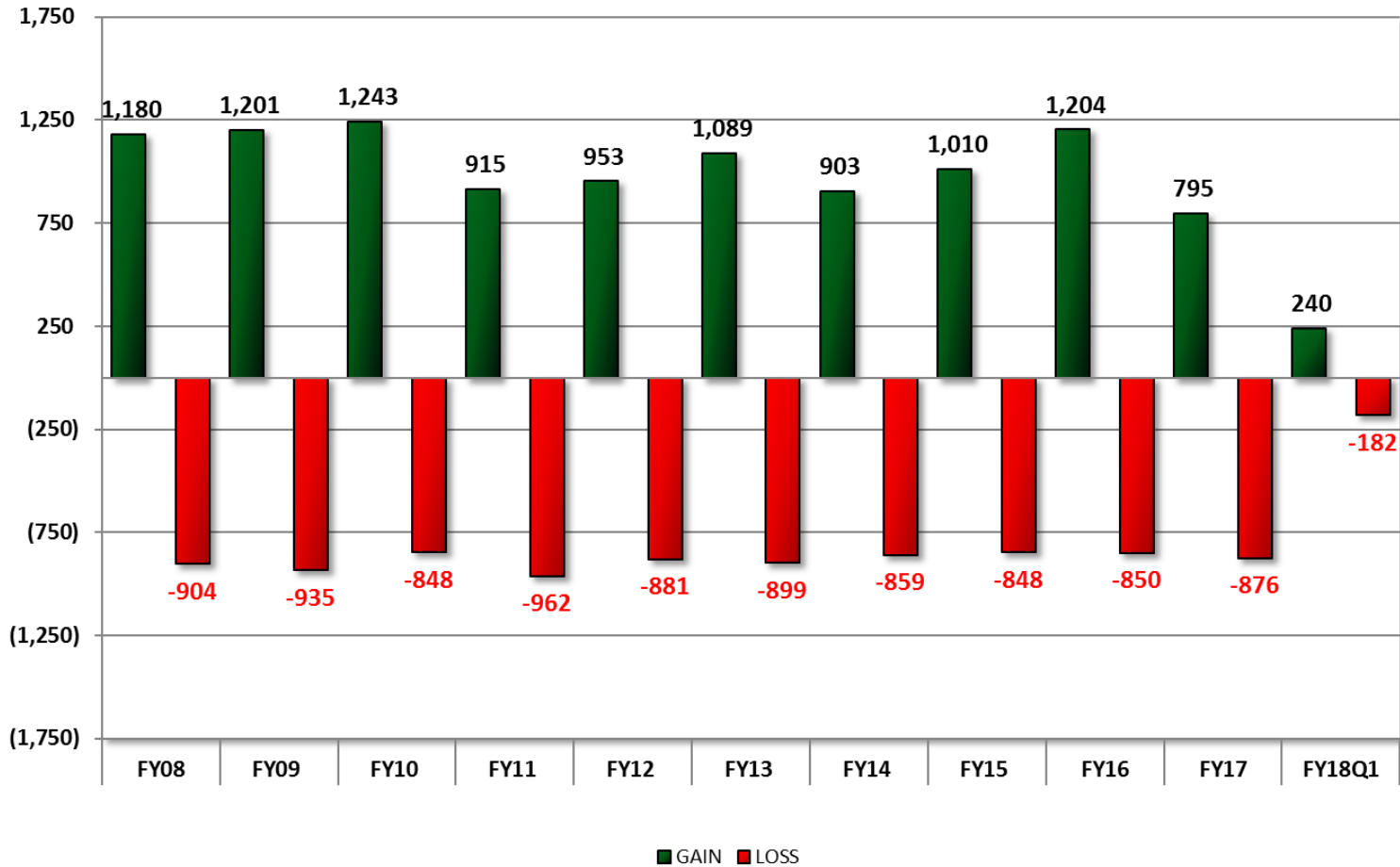
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



PQM

Historical Gains and Losses FY08 – FY18Q1



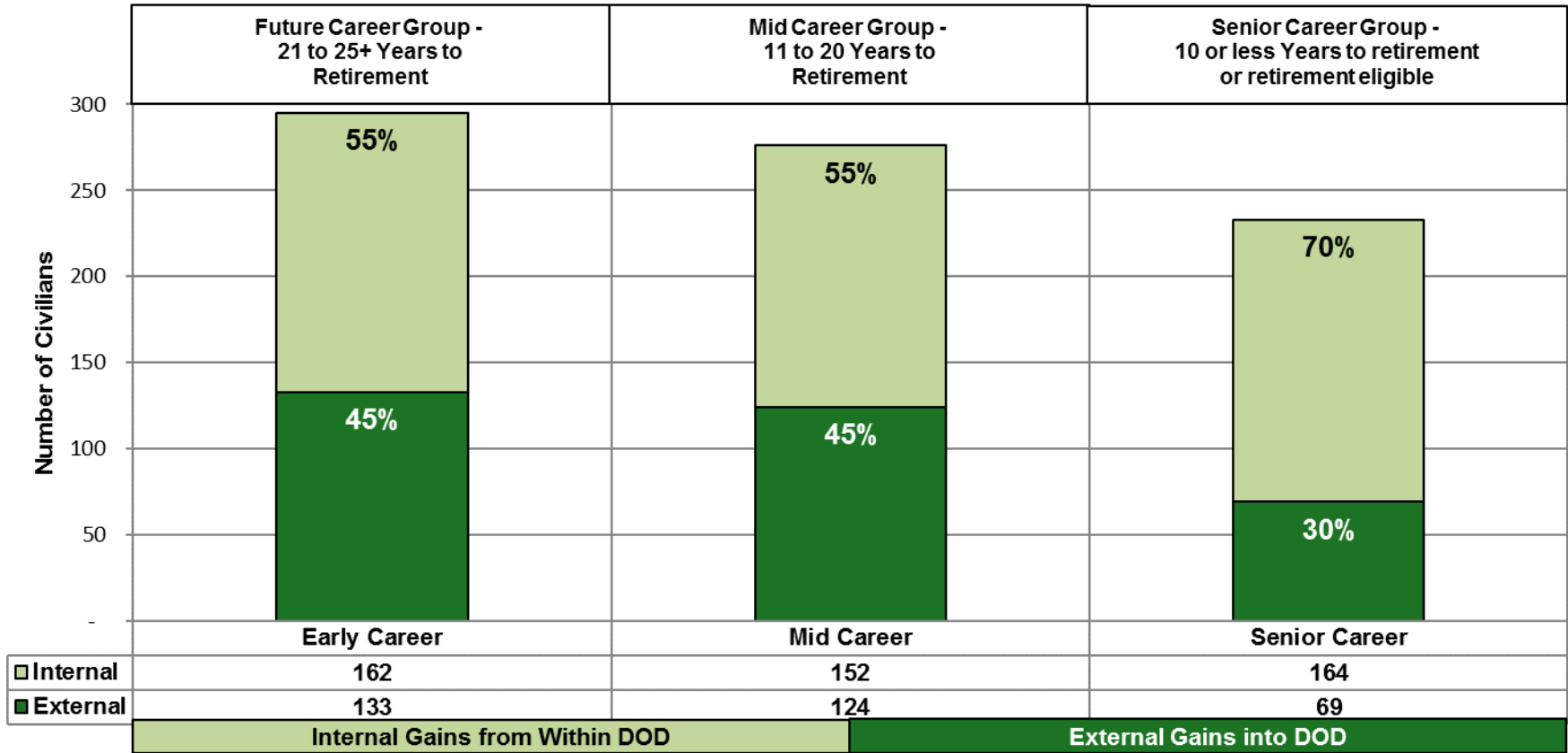
As of 31 Dec 2017



PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

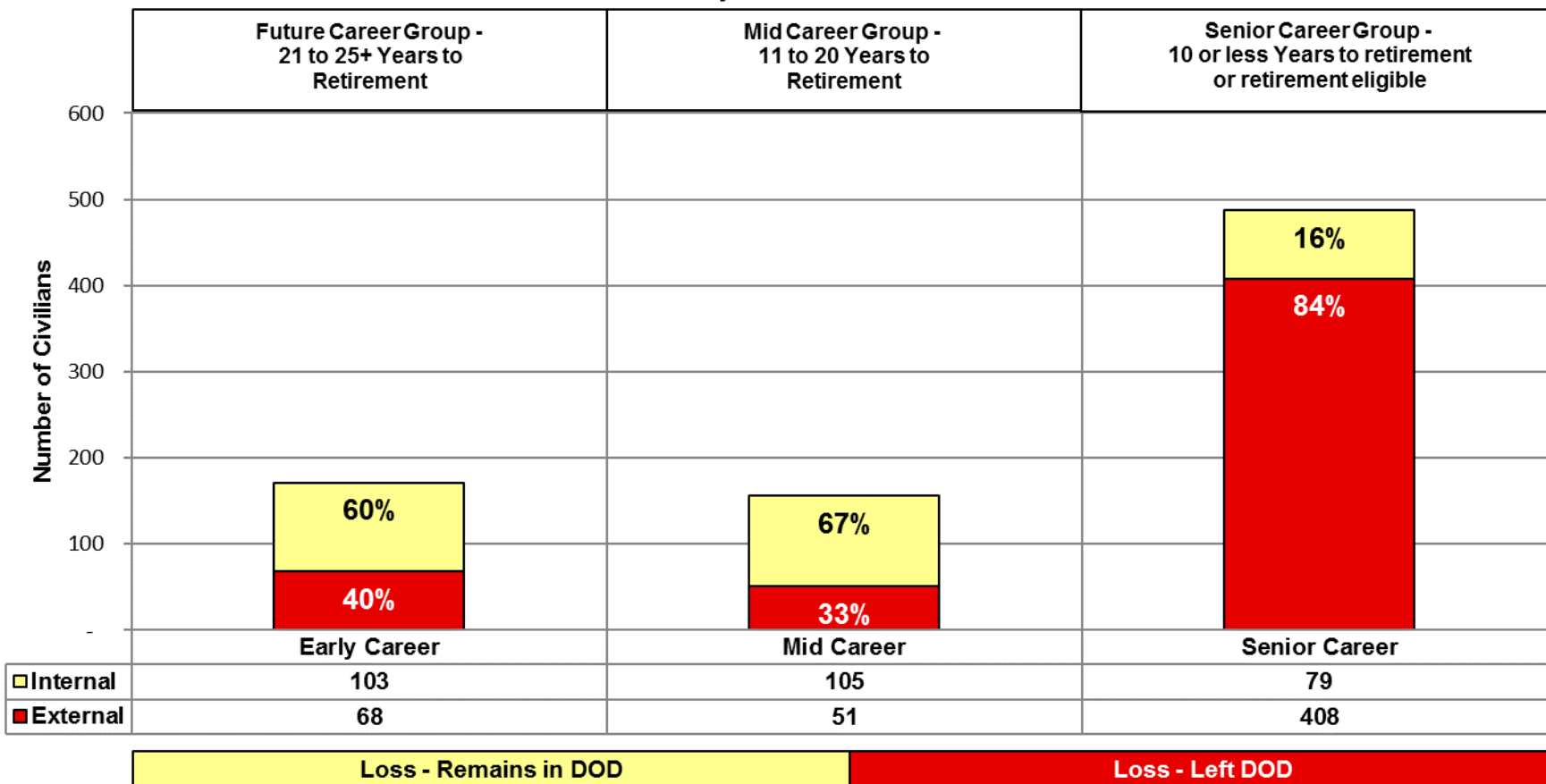


PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing

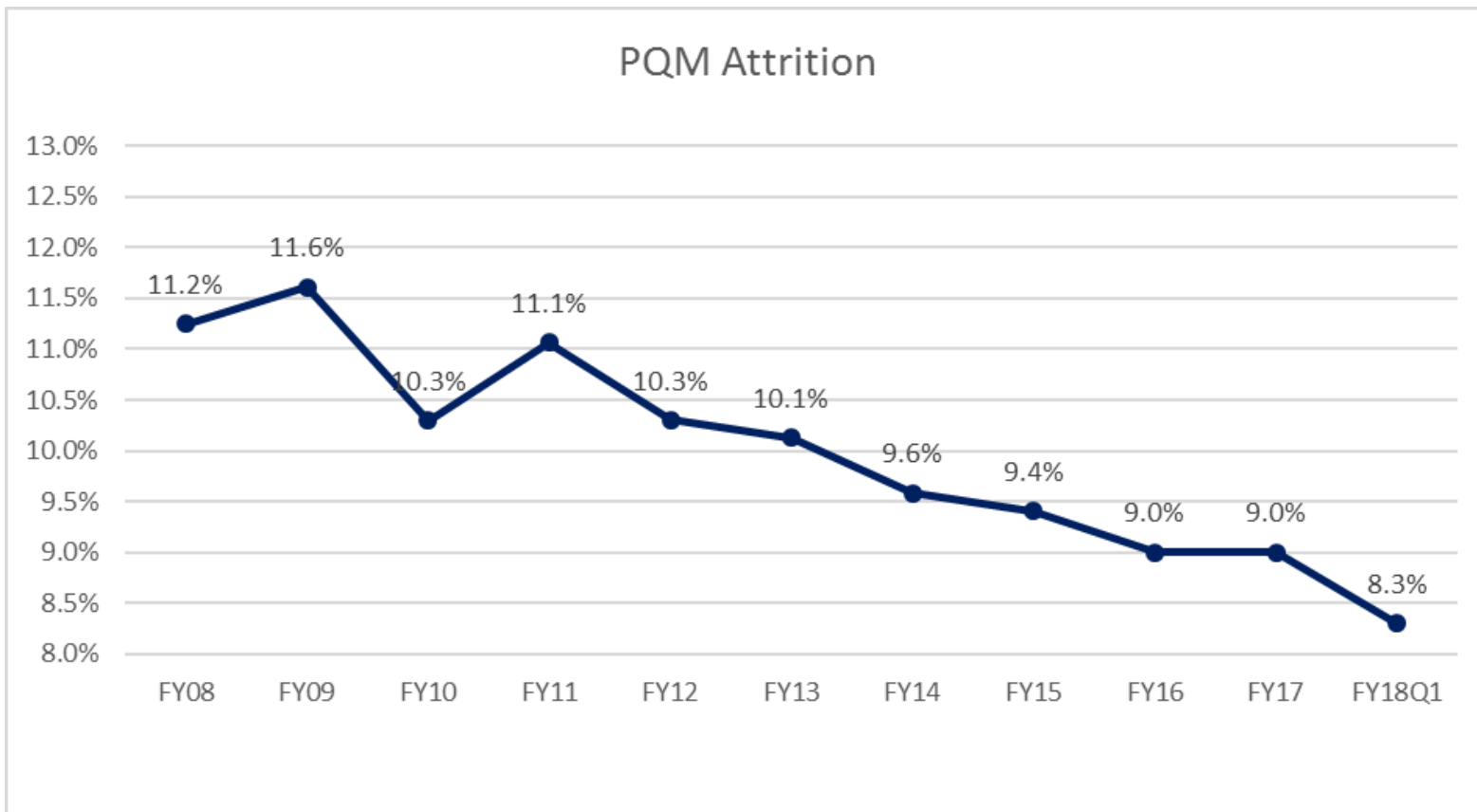
Workforce Lifecycle FY2018Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates

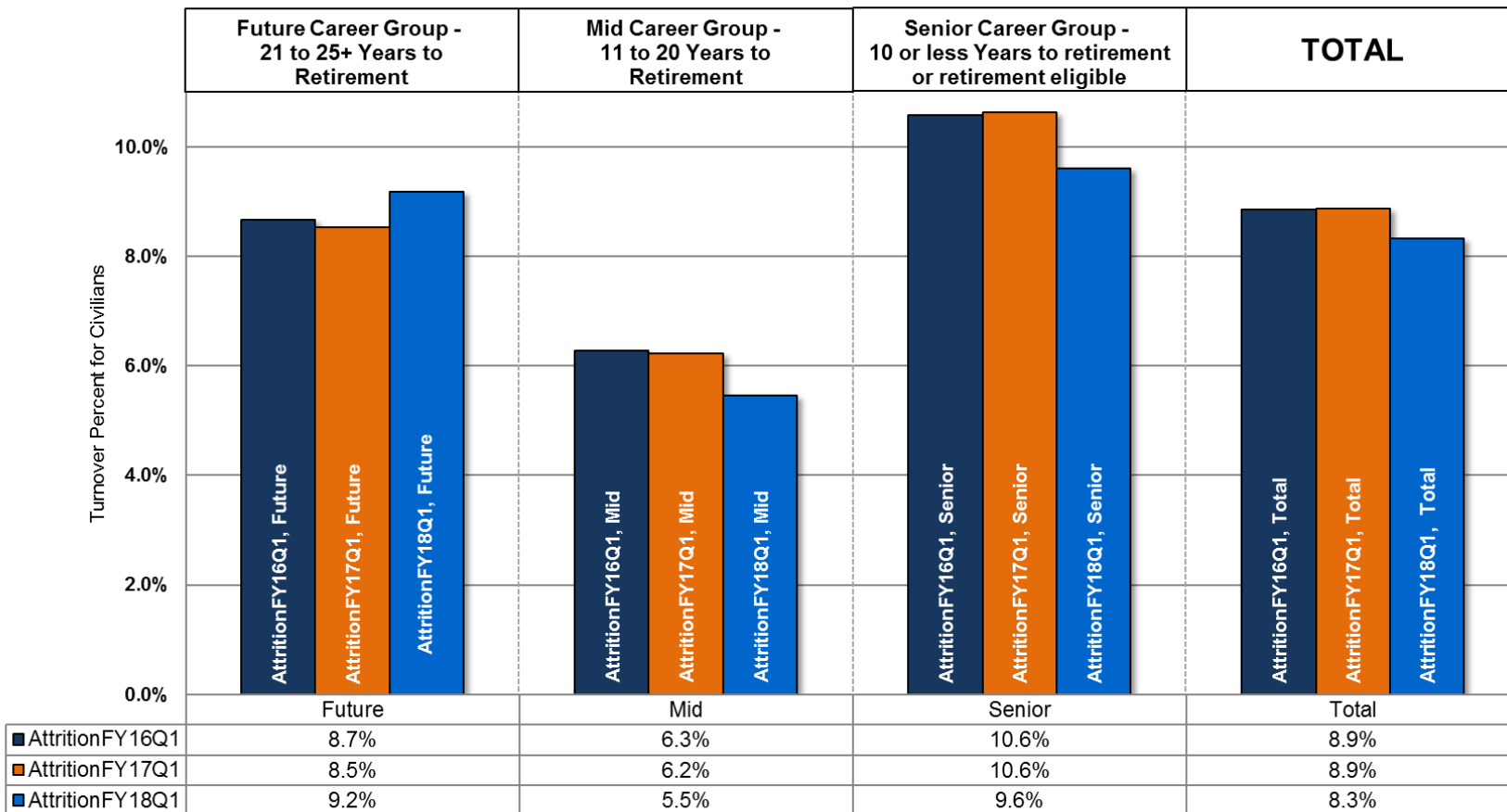


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



PQM Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Production, Quality and Manufacturing (Civilian) (FY16Q1, FY17Q1, FY18Q1)(by Career Lifecycle Group)



As of 31 Dec 2017

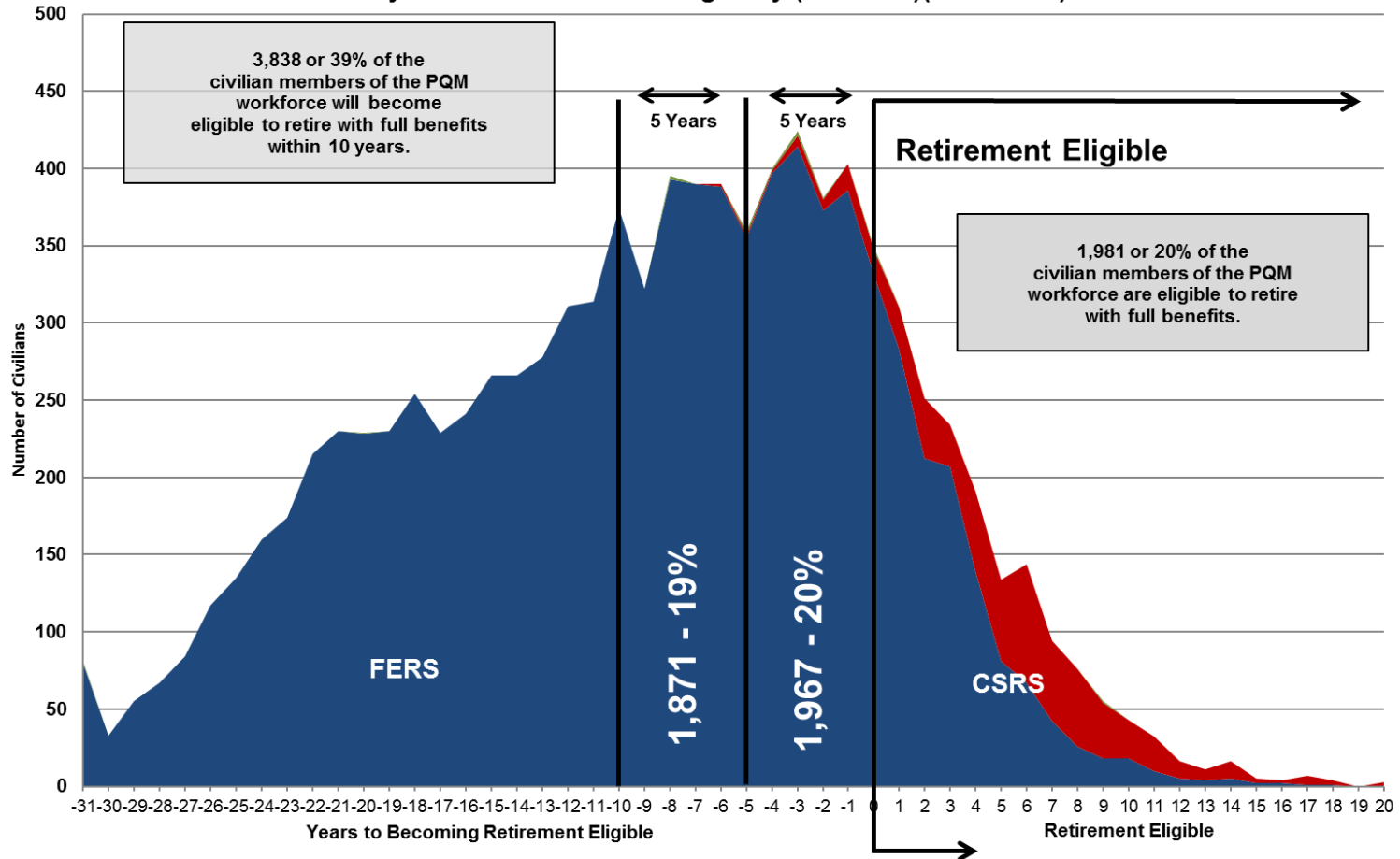


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Production, Quality and Manufacturing

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



As of 31 Dec 2017



END