



Defense Acquisition Workforce Key Information

Property

As of FY18Q1 (31 December 2017)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Property	FY 2008				FY2018Q1			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	400	0	400	165,611
Change in size from 2008	-	-	-	-	-11%		-11%	32%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	54%		54%	84%
Graduate Degree	6%		6%	29%	17%		17%	40%
Certification								
Level I or Higher Achieved	77%		77%	72%	81%		81%	86%
Level II or Higher Achieved	74%		74%	61%	74%		74%	73%
Level III Achieved	14%		14%	36%	16%		16%	42%
Position Certification Requirement Met or Exceeded	72%		72%	58%	73%		73%	76%
Within 24 Months of Certification Requirement	17%		17%	27%	23%		23%	21%
Does Not Meet Certification Requirement	12%		12%	14%	4%		4%	3%
Planning Considerations								
Average Age	54		54	46	50		50	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	17/23/50(%)		-	26/25/49(%)
Average Years of Service	23		23	17	17		17	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	105(26%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	71(17%)	-	-	25,778(17%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	49/50	-	-	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

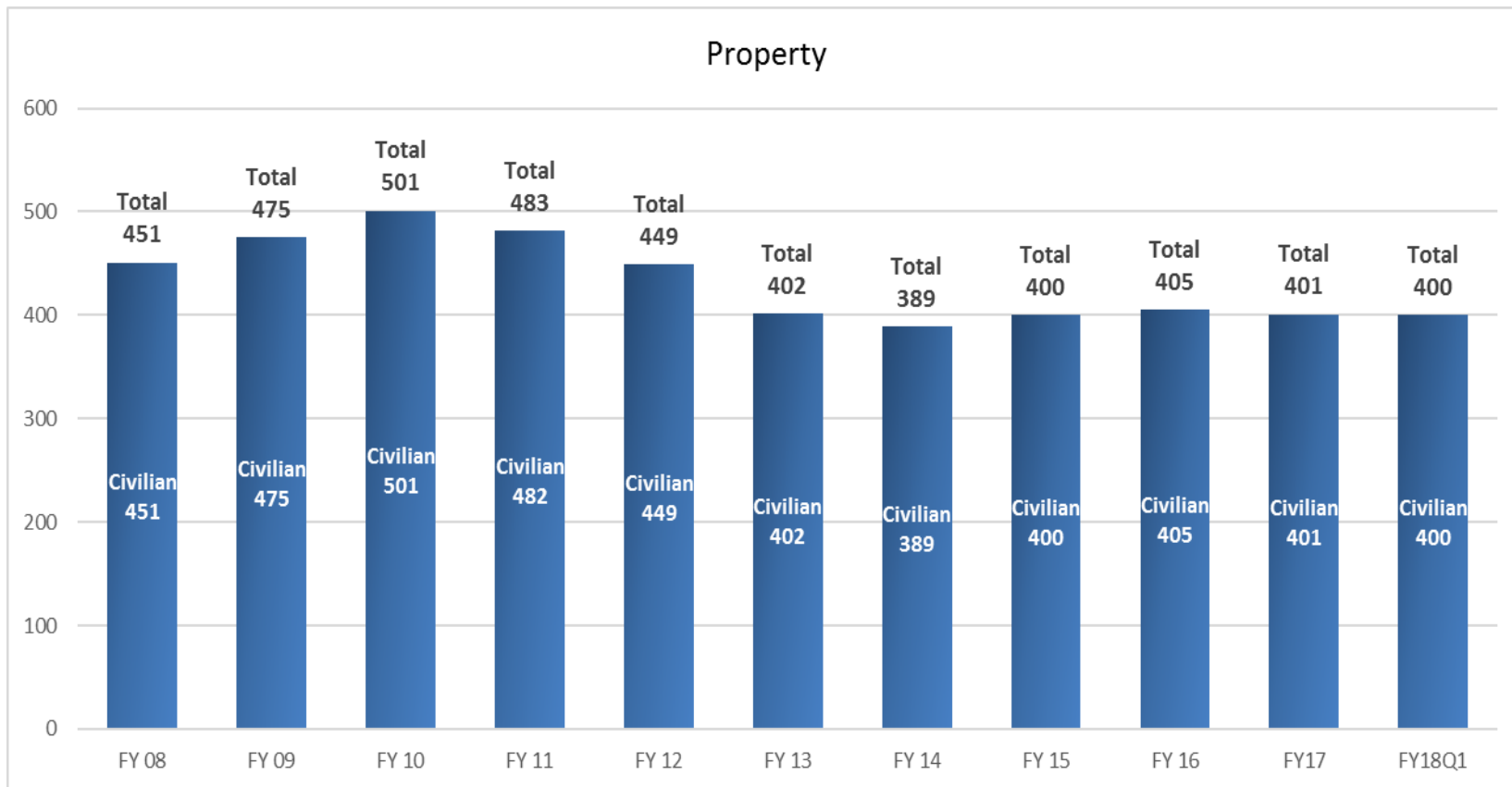
- The current Property Defense Acquisition Workforce count has remained fairly steady since FY13, averaging at about 400.
- Overall attrition for Property has remained steady at 10.9% since FY13. This is down from 13.6% from FY08 through FY12. Additionally the attrition decreased from 11.4% in FY16 to 10% at the end of FY18Q1.
- The Property Career Field has the highest percentage of members in the Senior Career Group at 60% - tied with Program Management.

Defense Acquisition Workforce DAWIA Certification Highlights

- Property Meets/Exceeds rate dropped from 79% in FY13 to 69% in FY14. Since then the rate has increased each year and finished at 73% this quarter.

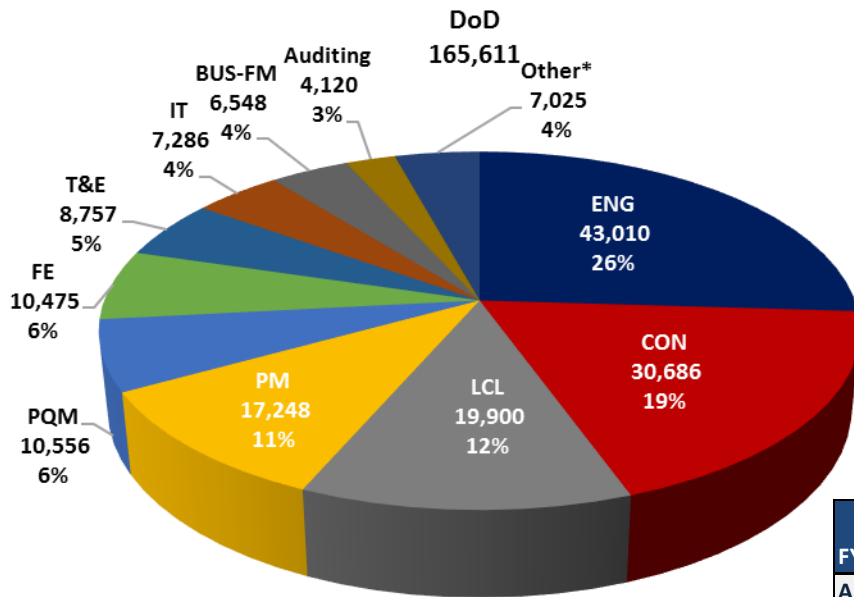


Total Historic Workforce





AWF by Component and Career Field



*Property = 400

FY18Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,120	4,120	2.5%
Business - CE	257	564	498	80	1,399	0.8%
Business - FM	1,737	2,203	2,080	528	6,548	4.0%
Contracting	7,943	6,515	8,289	7,939	30,686	18.5%
Engineering	9,084	22,615	9,178	2,133	43,010	26.0%
Facilities Engineering	4,207	5,604	573	91	10,475	6.3%
Information Technology	1,735	3,179	1,334	1,038	7,286	4.4%
Life Cycle Logistics	7,011	6,470	3,301	3,118	19,900	12.0%
Production, Quality and Man	1,395	3,449	431	5,281	10,556	6.4%
Program Management	3,305	6,223	5,892	1,828	17,248	10.4%
Property	47	67	18	268	400	0.2%
Purchasing	389	439	62	520	1,410	0.9%
S&T Manager	469	519	2,668	120	3,776	2.3%
Test and Evaluation	1,860	3,357	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	61,228	37,495	27,441	165,611	
Component %	23.8%	37.0%	22.6%	16.6%		



Property Workforce Historical Size by Agency FY08-FY18Q1



Property Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	58	69	73	61	59	57	57	61	65	70	67	16%	3%
MARINE CORPS	4	4	5	4	3	3	-	-	-	-	-	-100%	
ARMY	99	92	84	75	65	56	49	45	53	49	47	-53%	-11%
AIR FORCE	26	29	28	26	24	20	22	20	14	16	18	-31%	29%
DCMA	253	269	295	300	282	260	256	268	261	252	252	0%	-3%
DLA	8	9	12	13	14	3	3	3	1	2	2	-75%	100%
MDA	-	-	-	-	-	-	-	1	2	2	2		0%
DAU	3	3	4	4	2	3	2	2	2	3	6	100%	200%
NRO	-	-	-	-	-	-	-	-	7	7	6		-14%
TOTAL	451	475	501	483	449	402	389	400	405	401	400	↓ -11%	↓ -1%



Property Workforce Historical (Quarterly) Size by Agency FY16Q1-FY18Q1



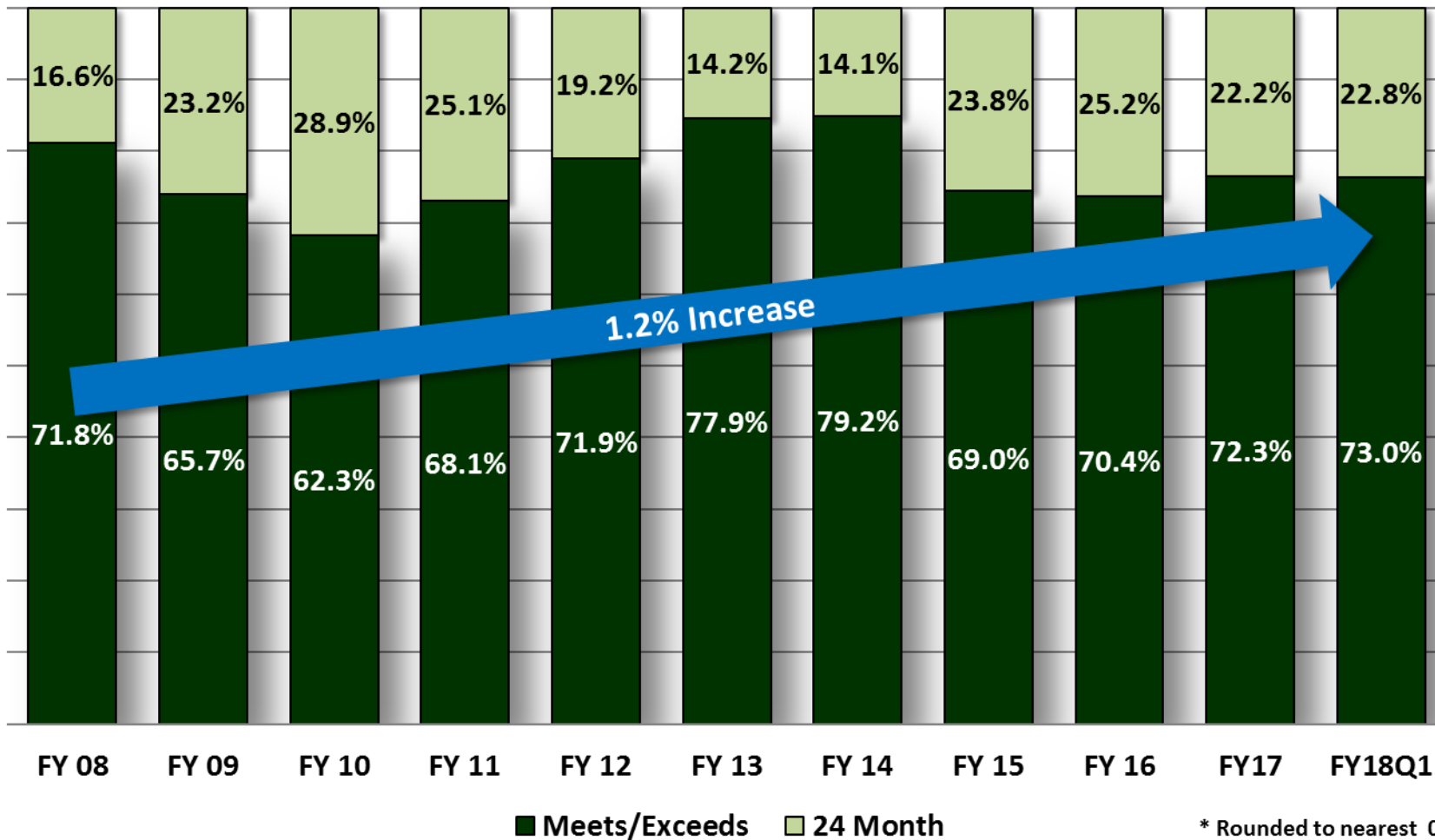
Property Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	63	65	65	65	64	66	70	70	67	3%
ARMY	47	48	48	53	52	54	51	49	47	-11%
AIR FORCE	13	14	14	14	13	13	14	16	18	29%
DCMA	250	255	255	261	260	255	247	252	252	-3%
DLA	3	1	1	1	1	1	2	2	2	100%
MDA	2	2	2	2	2	2	2	2	2	0%
DAU	2	2	2	2	2	2	2	3	6	200%
NRO	-	6	7	7	7	7	7	7	6	-14%
TOTAL	380	393	394	405	401	400	395	401	400	↓ -1%



Property Historical DAWIA Certification FY08 – FY18Q1



Property

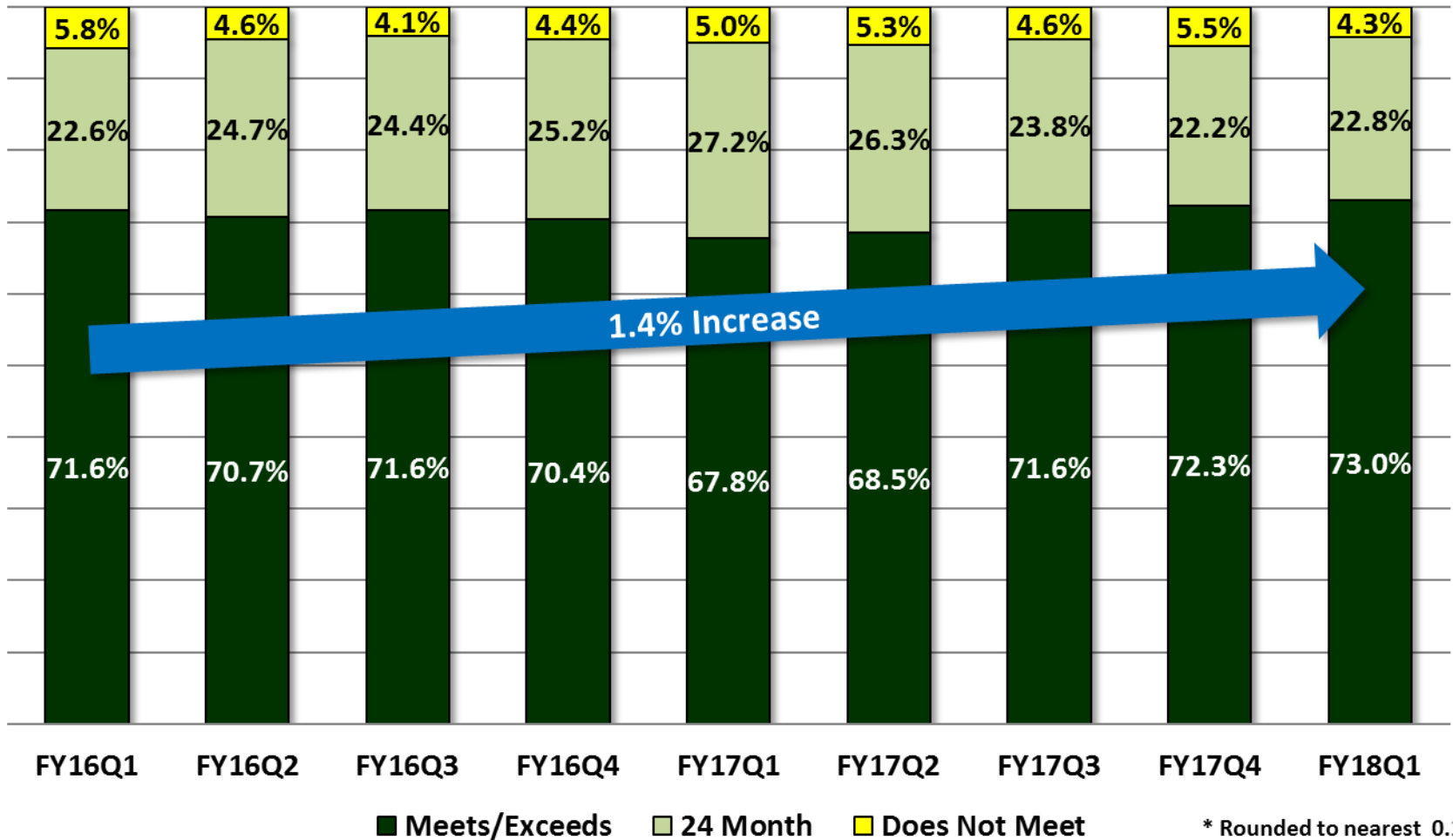




Property Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



Property

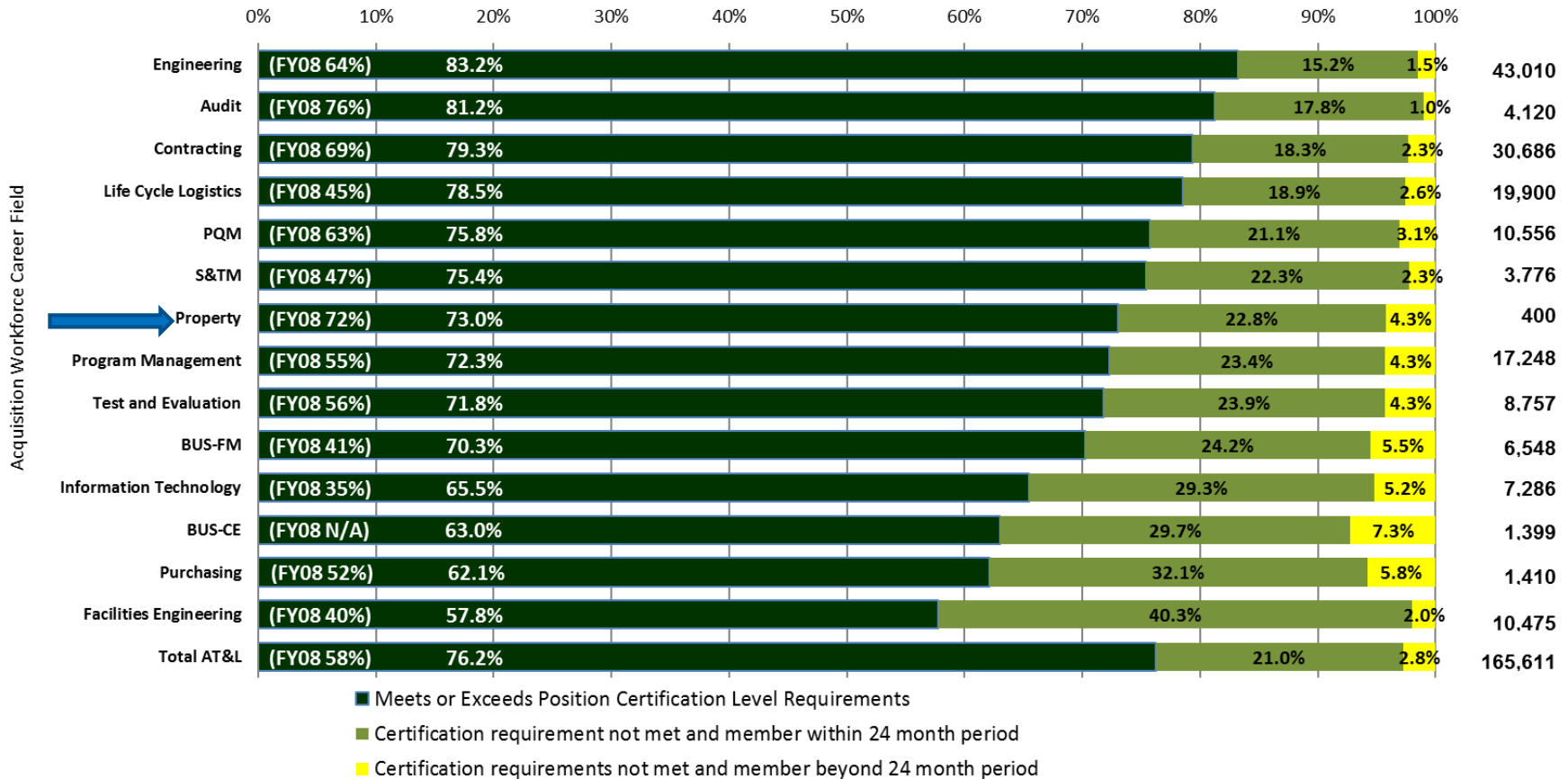




DAWIA Certification by Career Field



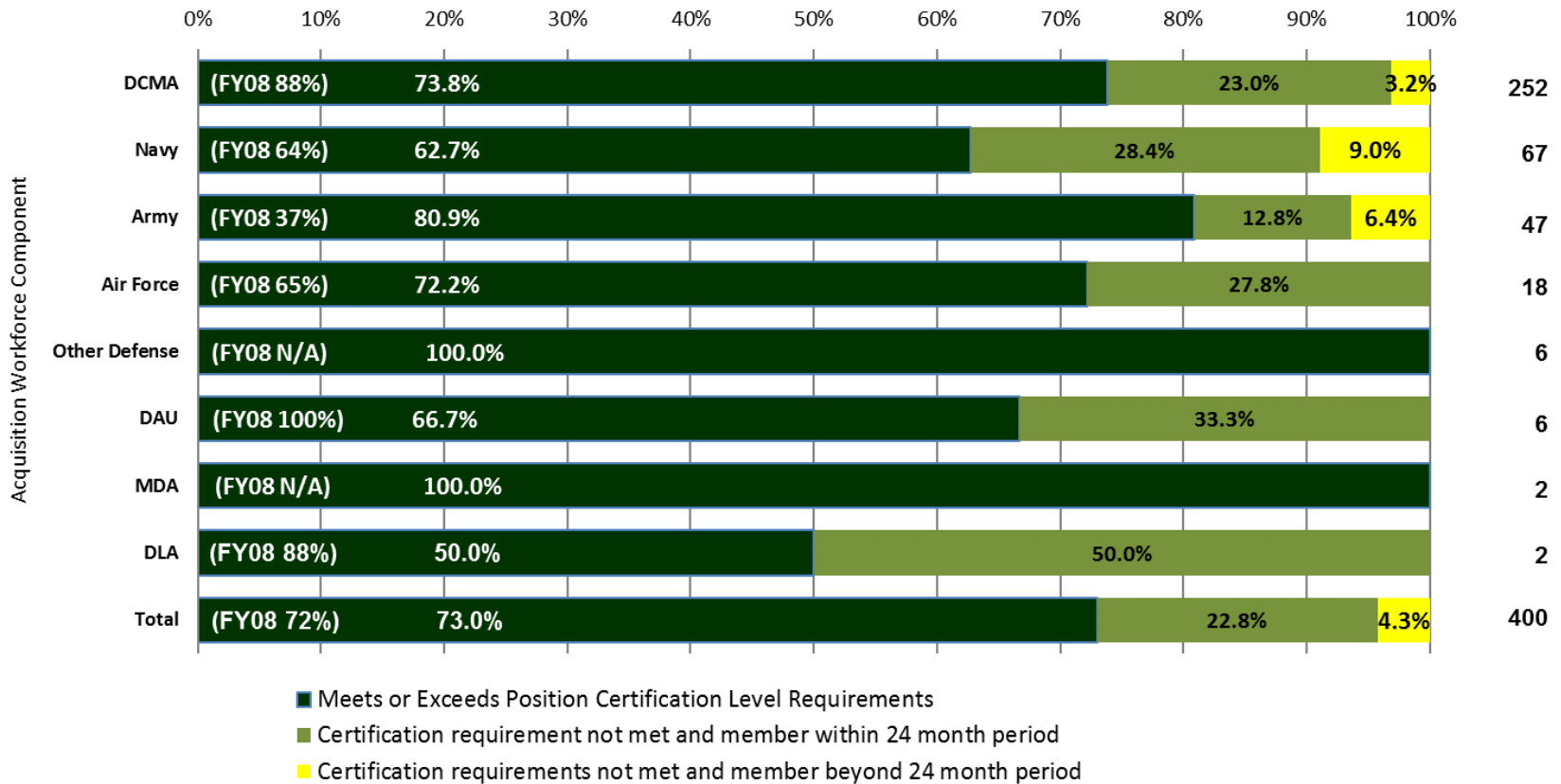
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





Property DAWIA Certification by Component

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





Property DAWIA Certification Matrix + Bench Strength

Property	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	Required Certification Level	No Level Achieved	Level I	Level II		
Level I	12	7	10	-	29	58.6%
Level II	56	19	211	20	306	75.5%
Level III	7	1	9	44	61	72.1%
Unspecified	3	1	-	-	4	
FY18Q1 TOTAL	78	28	230	64	400	73.0%
	19.5%	7.0%	57.5%	16.0%		

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%	
Property	292	73.0%	7 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	17	10	2	29	7.3%
Level II	231	66	9	306	76.5%
Level III	44	15	2	61	15.3%
Unspecified	-	-	4	4	1.0%
Property TOTAL	292	91	17	400	
	73.0%	22.8%	4.3%		

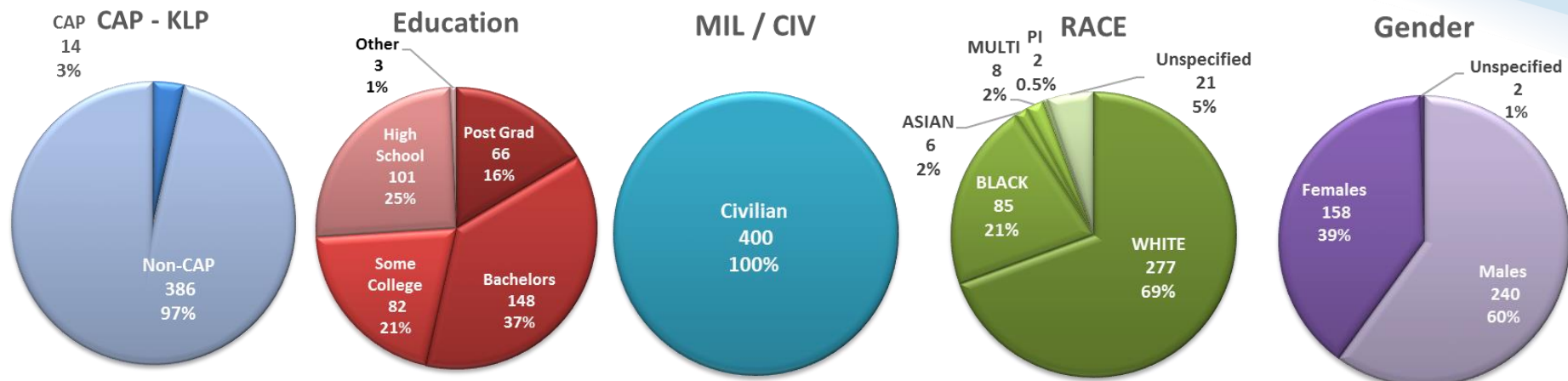
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	-	1,053
Critical Acquisition Positions (CAPs) *	14	16,398
Non-CAP Positions	386	148,009
Unknown	-	151
TOTAL	400	165,611

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

Highest Level of Education	Property	Entire DAW
Post Grad	66	66,536
Bachelors	148	73,107
Some College	82	11,678
High School	101	12,316
Other	3	1,974
TOTAL	400	165,611

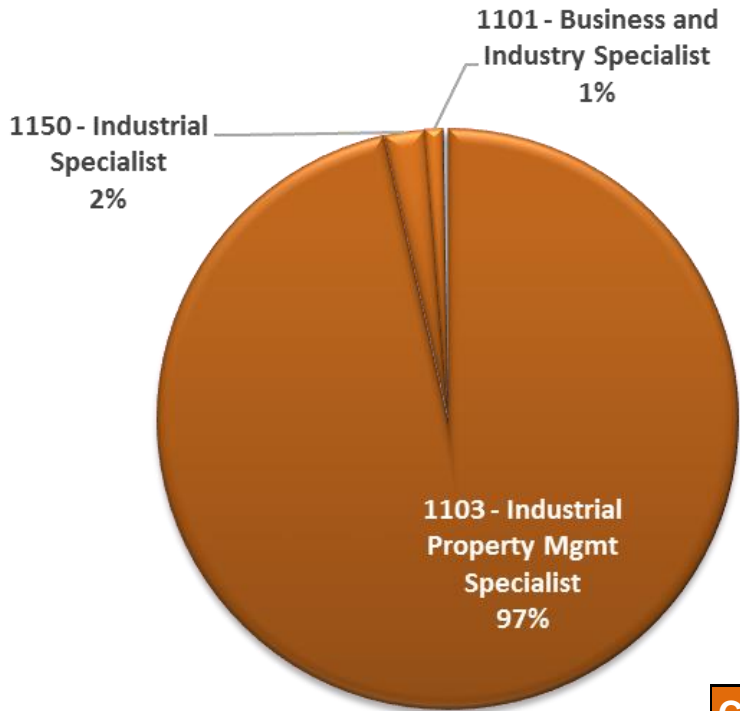
Military / Civilian	Property	Entire DAW
Civilian	400	150,073
Military	-	15,538
TOTAL	400	165,611

Race	Property	Entire DAW
WHITE	277	121,844
BLACK	85	19,980
ASIAN	6	11,137
MULTI	8	4,245
PI	2	817
Unspecified	21	6,630
TOTAL	400	165,611

Gender	Property	Entire DAW
Males	240	116,400
Females	158	47,748
Unspecified	2	1,463
TOTAL	400	165,611



Property Size by Occupational Series



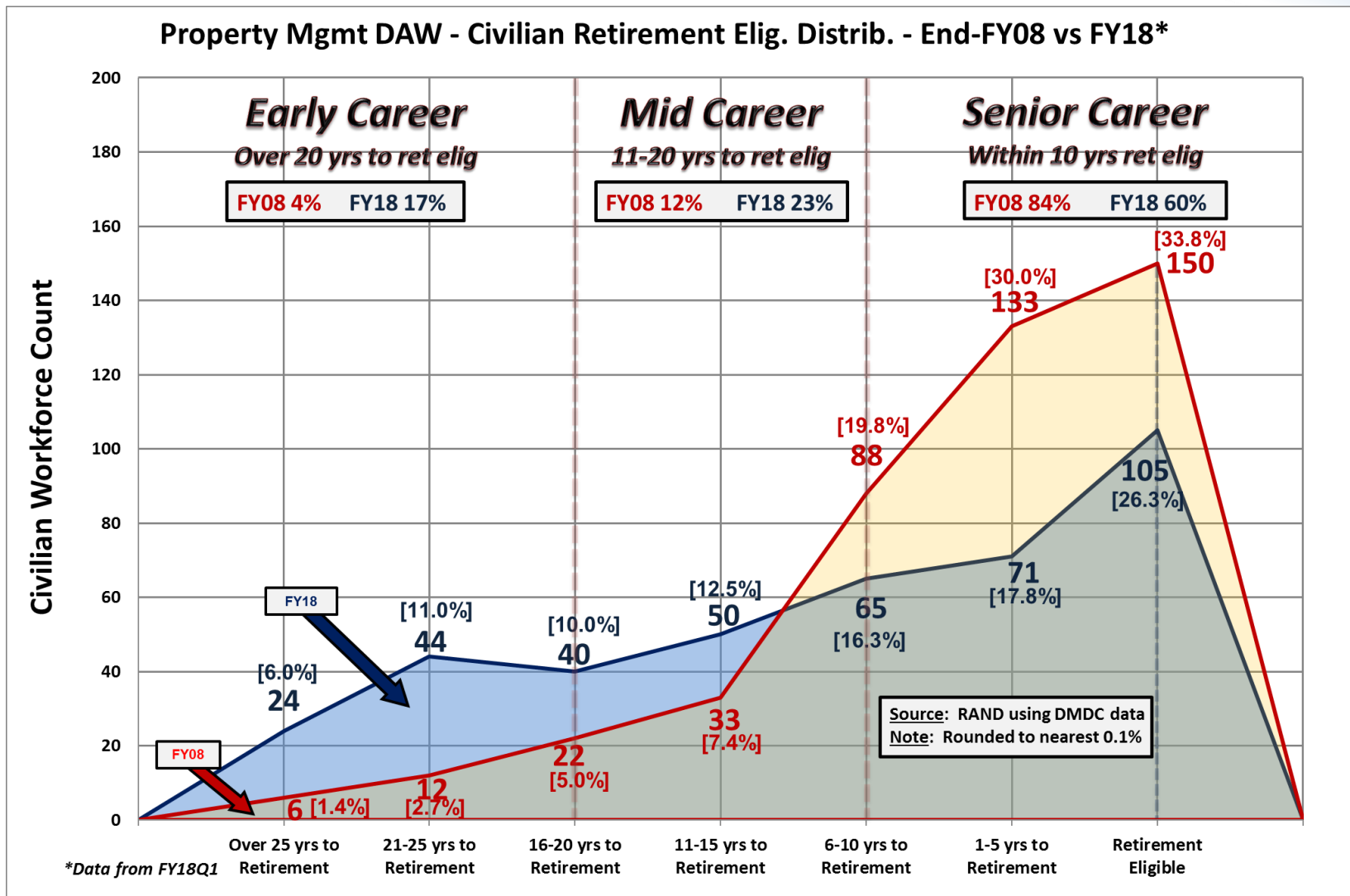
Civilian Occupational Series	Property	
1103 - Industrial Property Mgmt Specialist	383	95.8%
1150 - Industrial Specialist	9	2.3%
1101 - Business and Industry Specialist	4	1.0%
0802 - Engineering Technician	1	0.25%
Other	3	0.75%
TOTAL CIVILIAN	400	Civilians



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



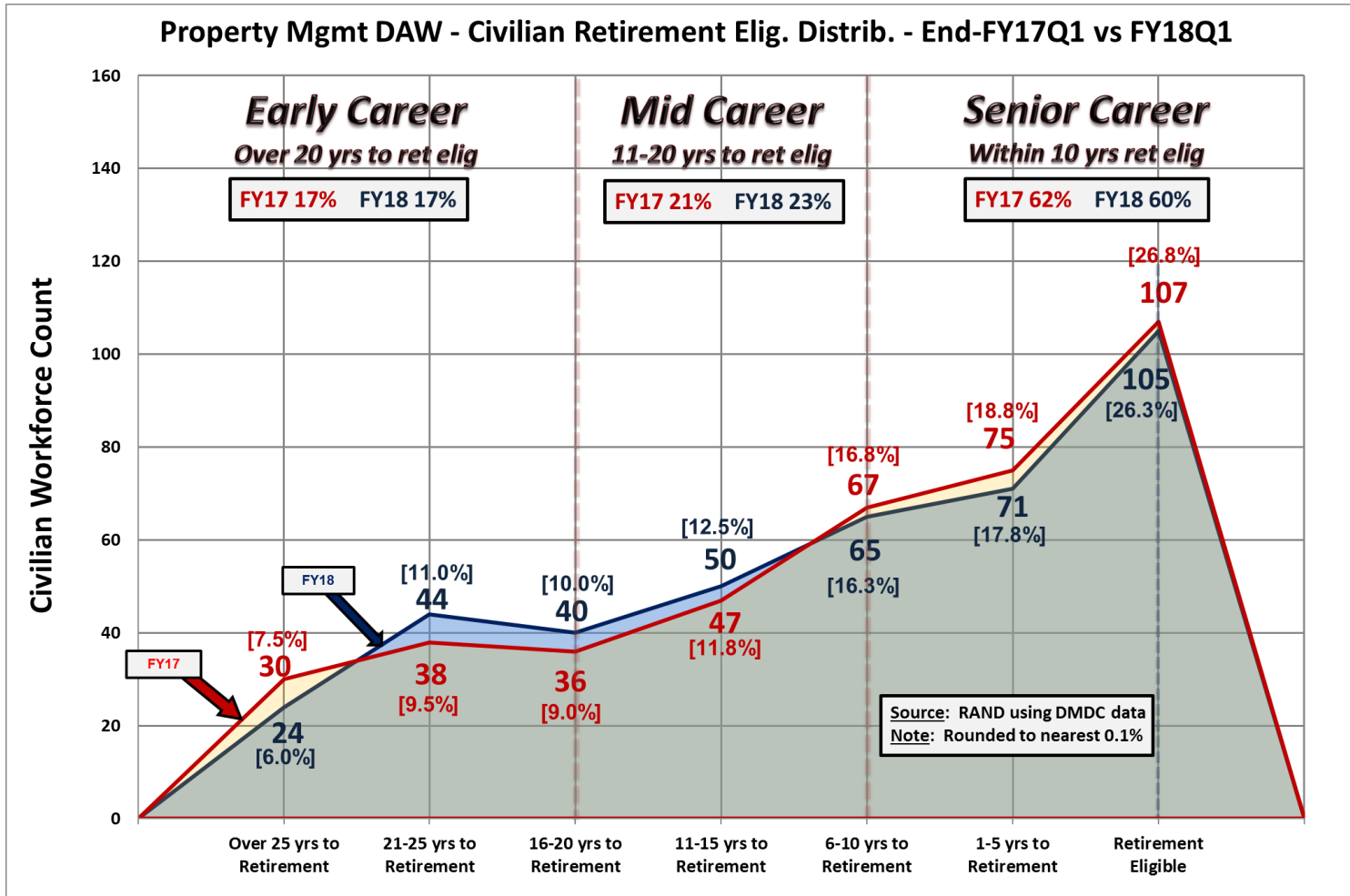
Property Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Dec 2018



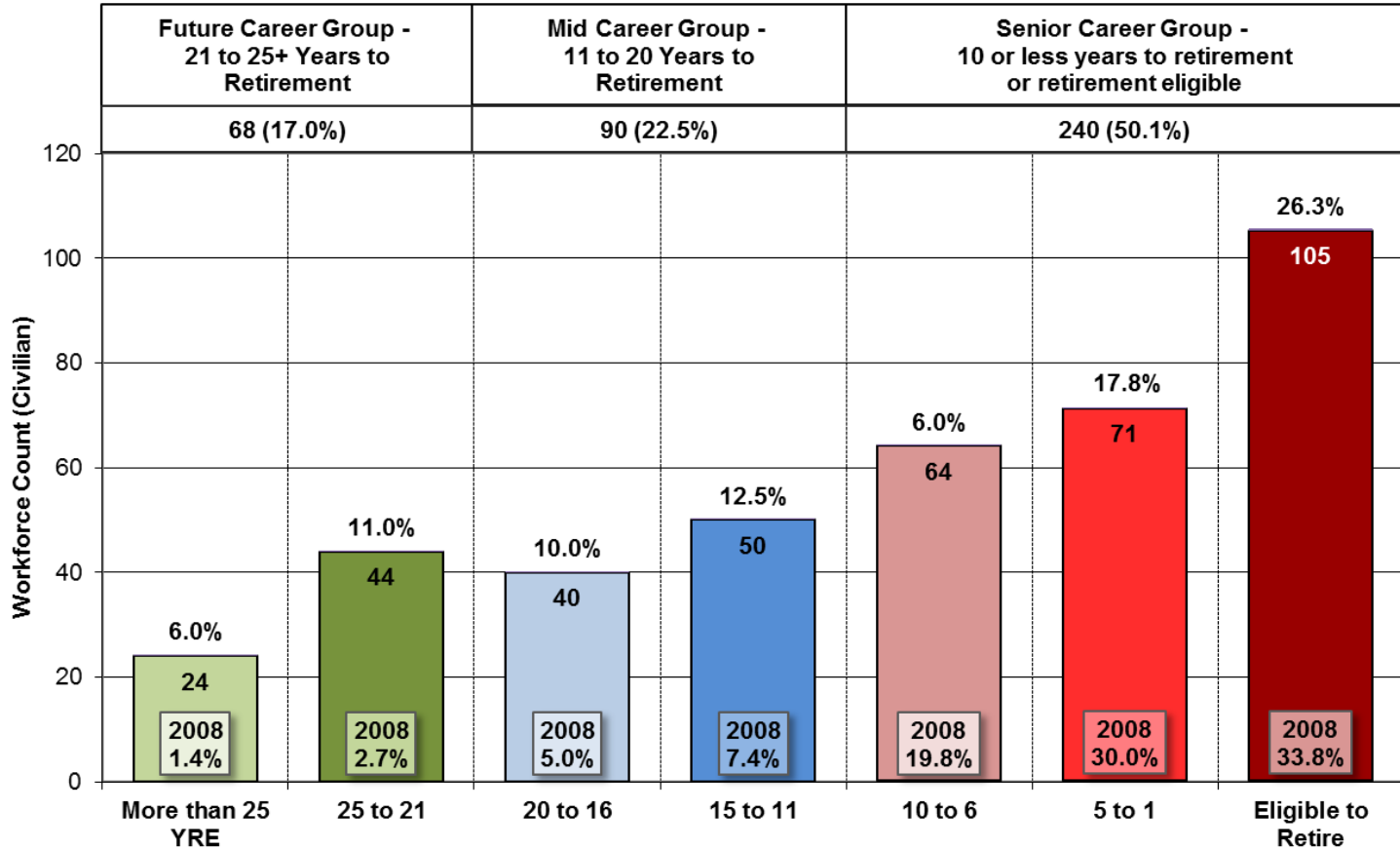
Property Civilian Retirement Eligibility Distribution – (1 year) FY17Q1 / FY18Q1





Property Workforce Lifecycle Model by YRE

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



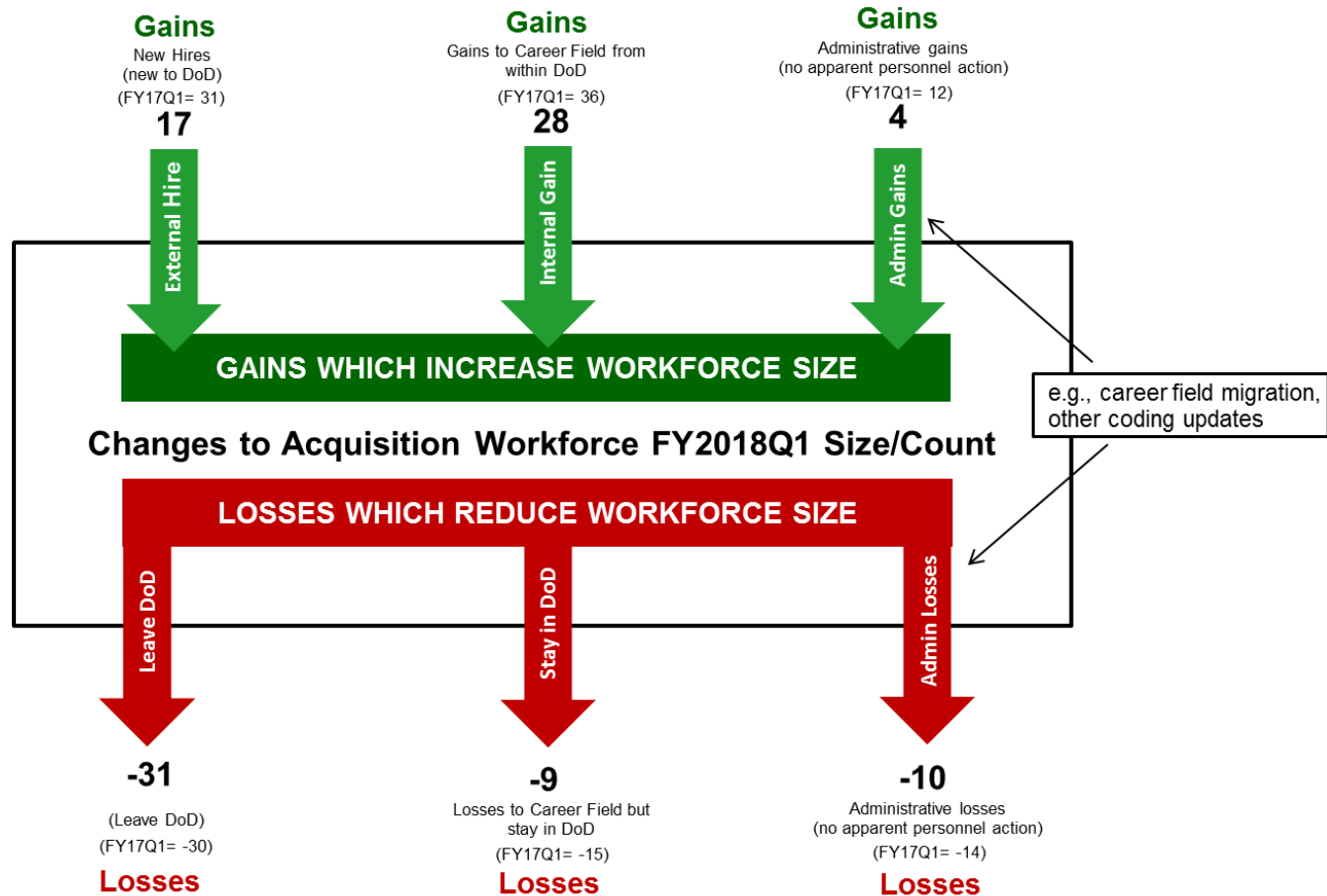
As of 31 Dec 2017



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

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Property

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



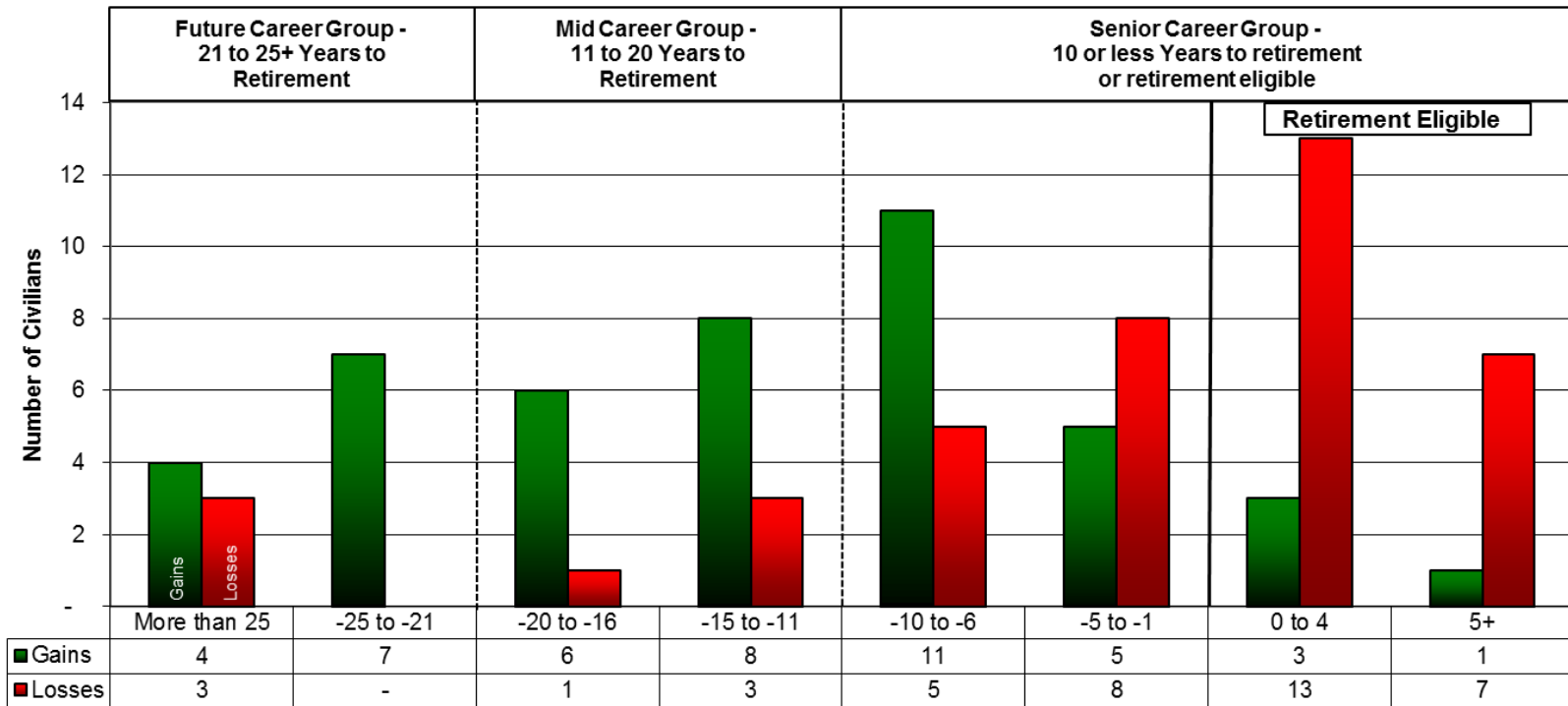


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q1 Gains & Losses*

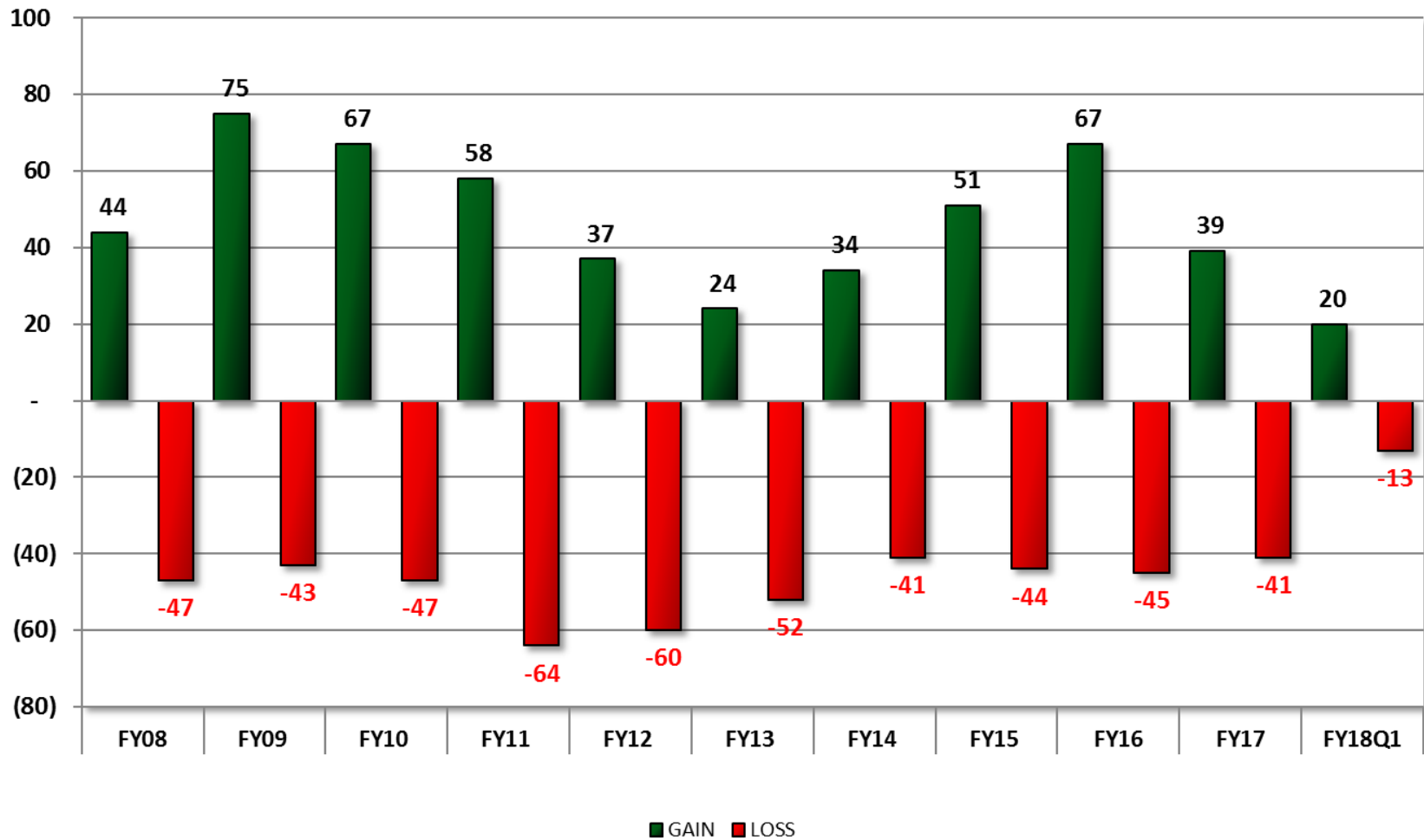


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Property Historical Gains and Losses FY08 – FY18Q1



As of 31 Dec 2017

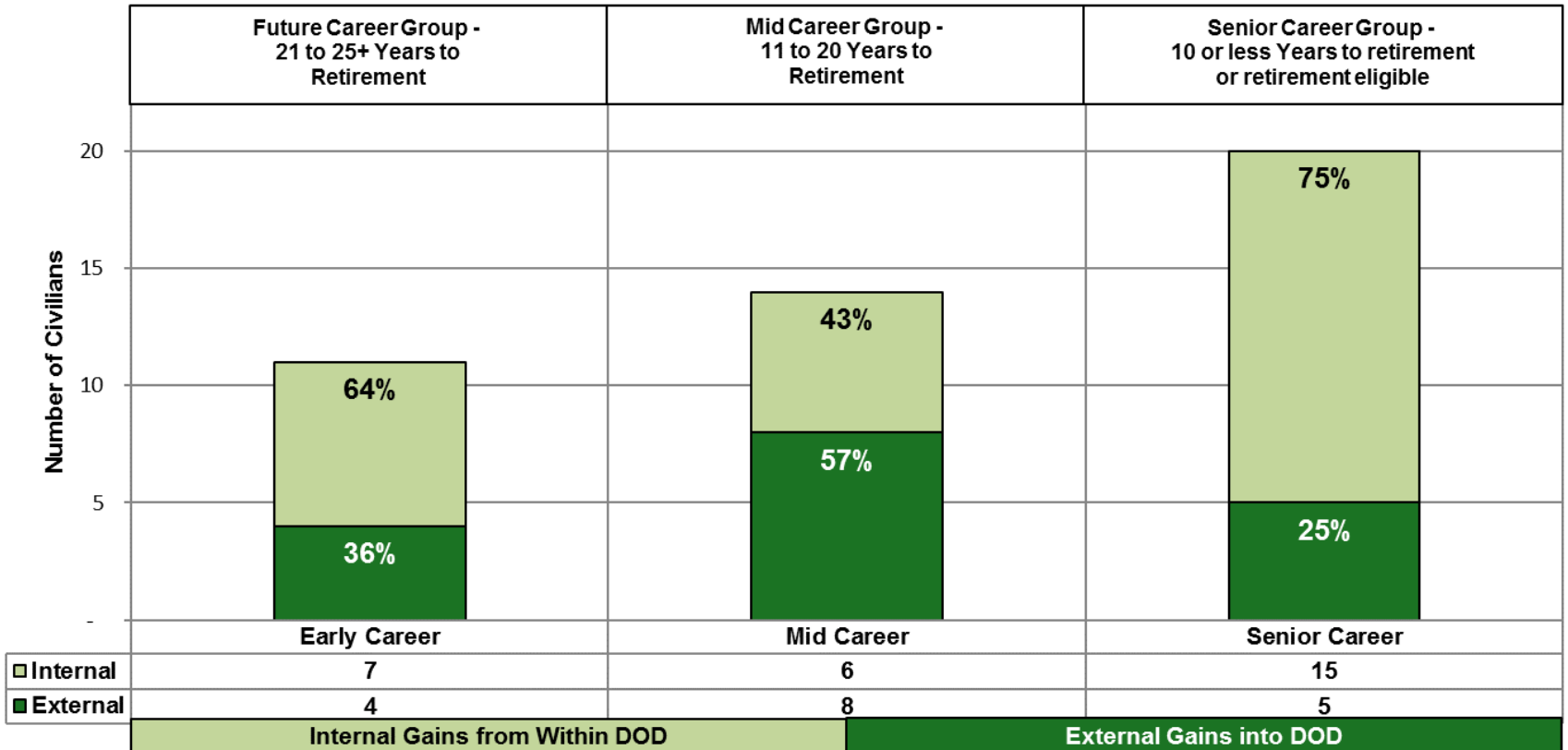


Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

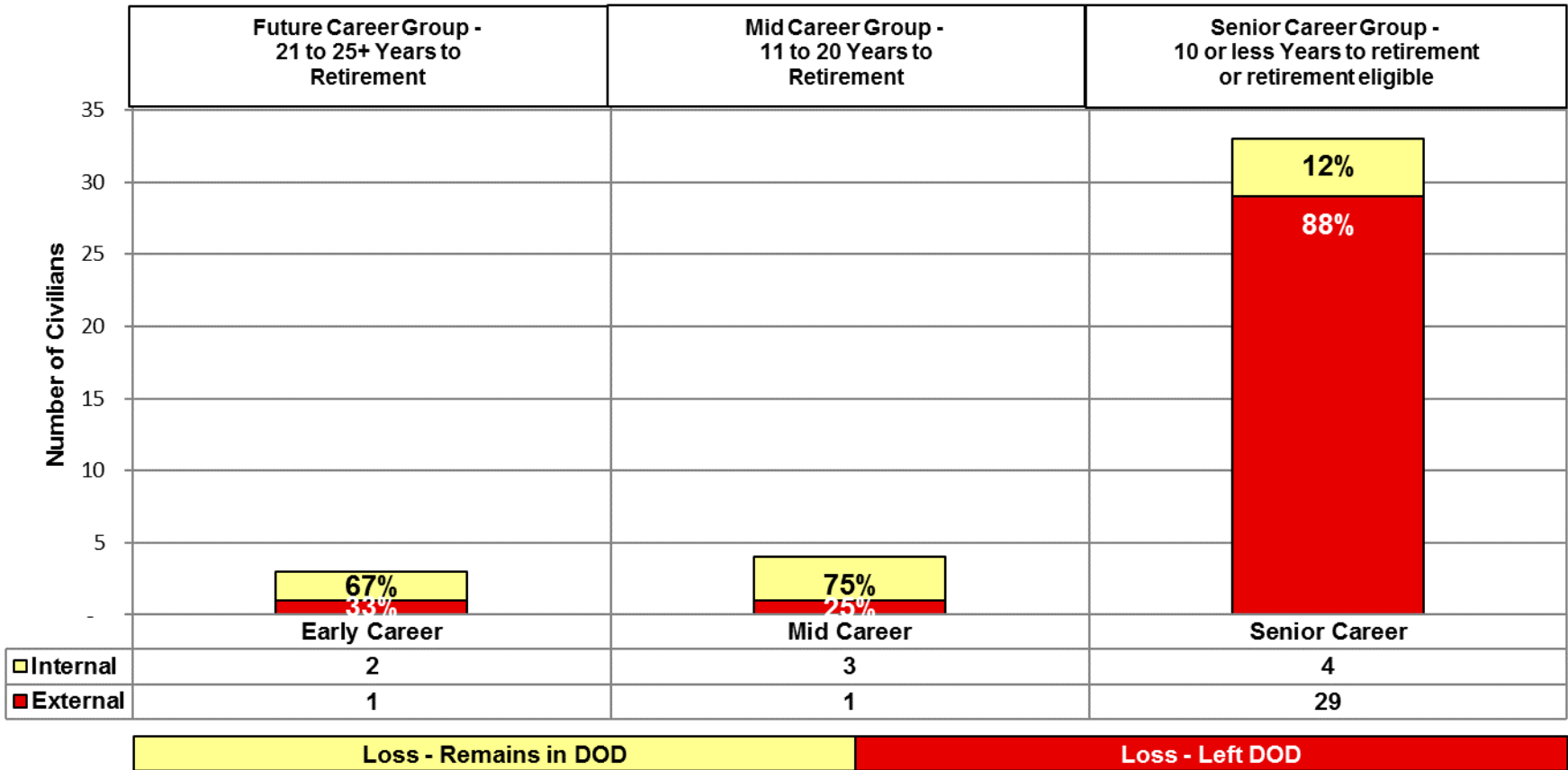


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q1 Losses*

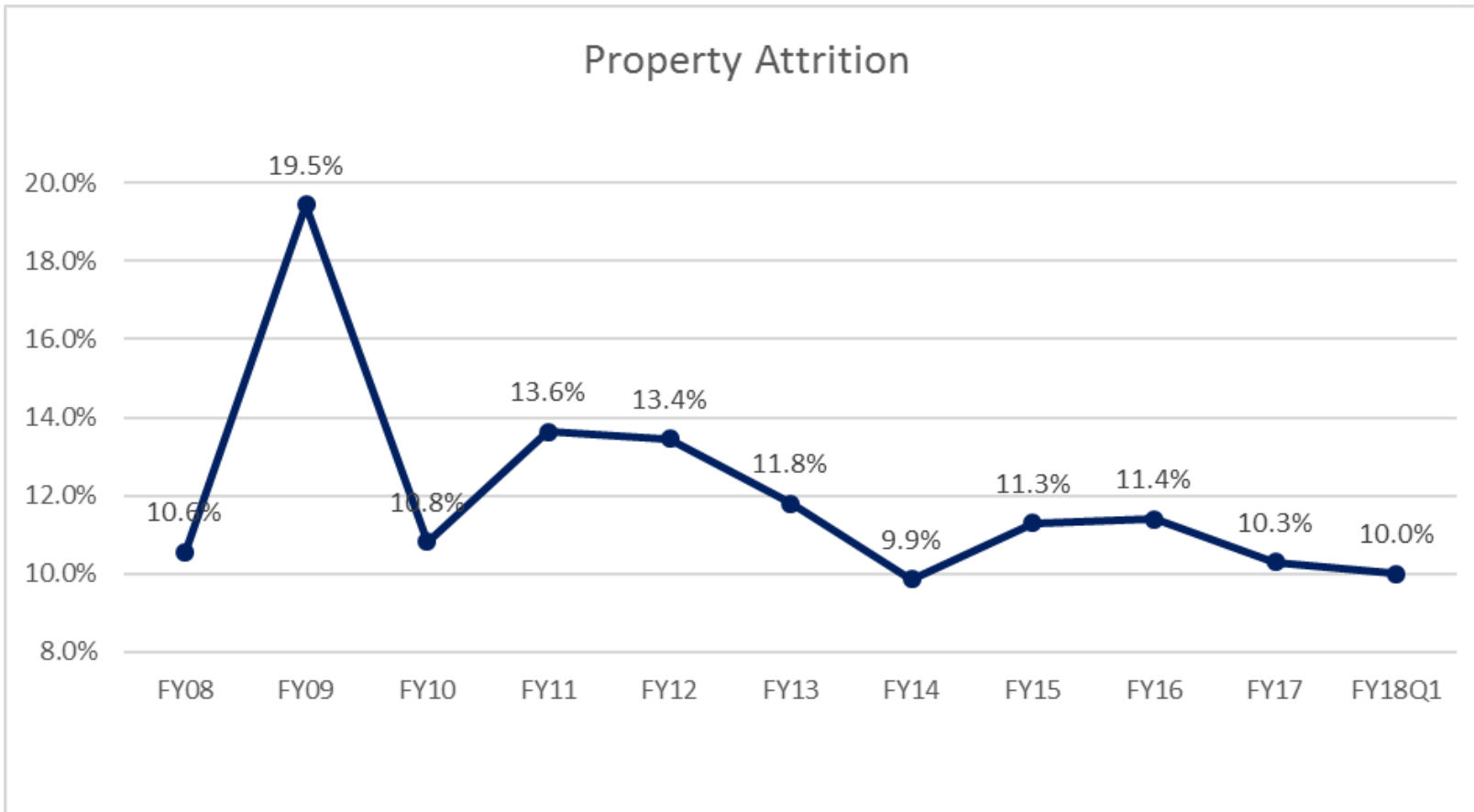


*Does not include administrative losses

As of 31 Dec 2017



Annual Attrition Rates

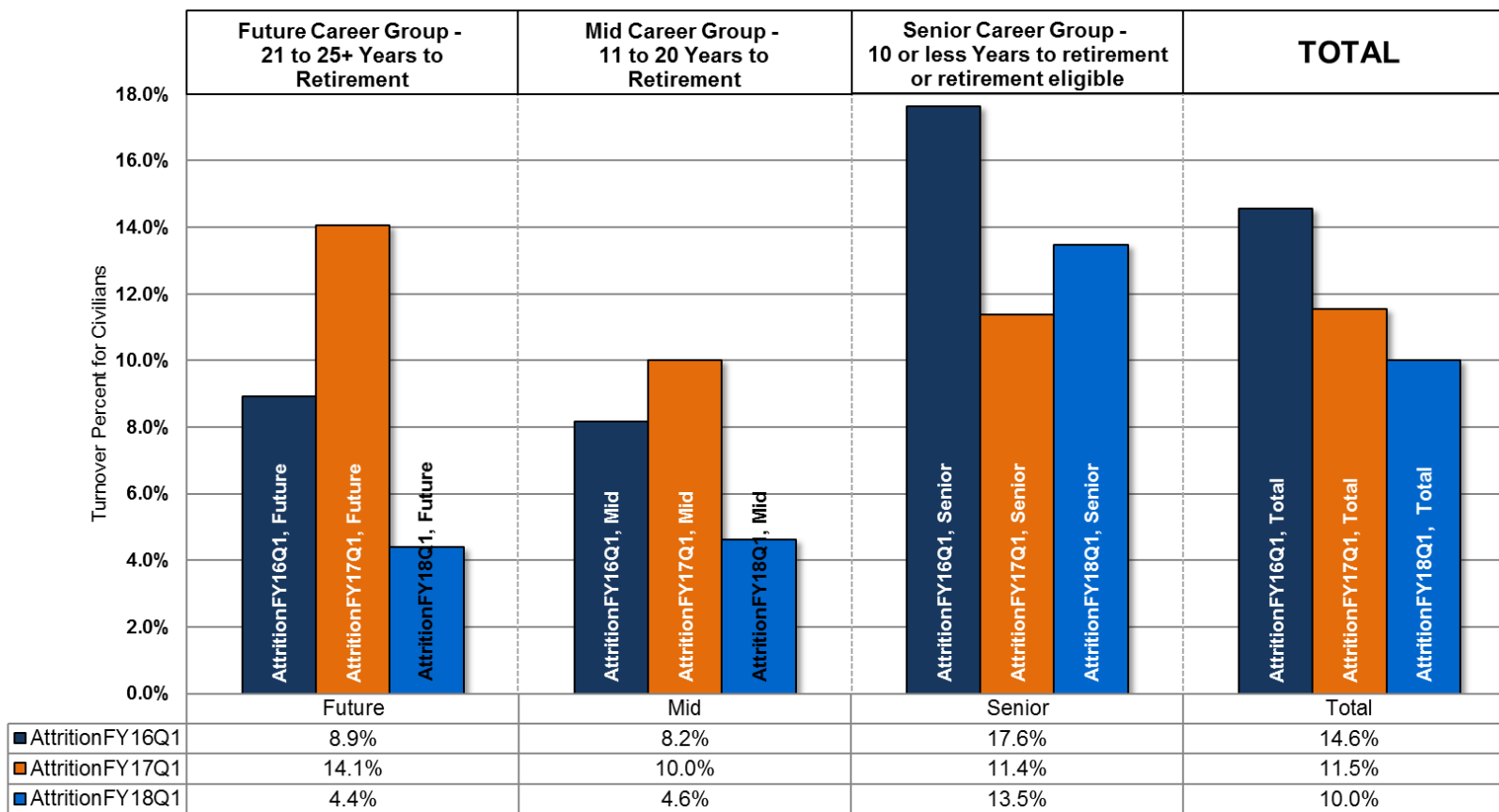


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Property Attrition Rates by Career Group

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



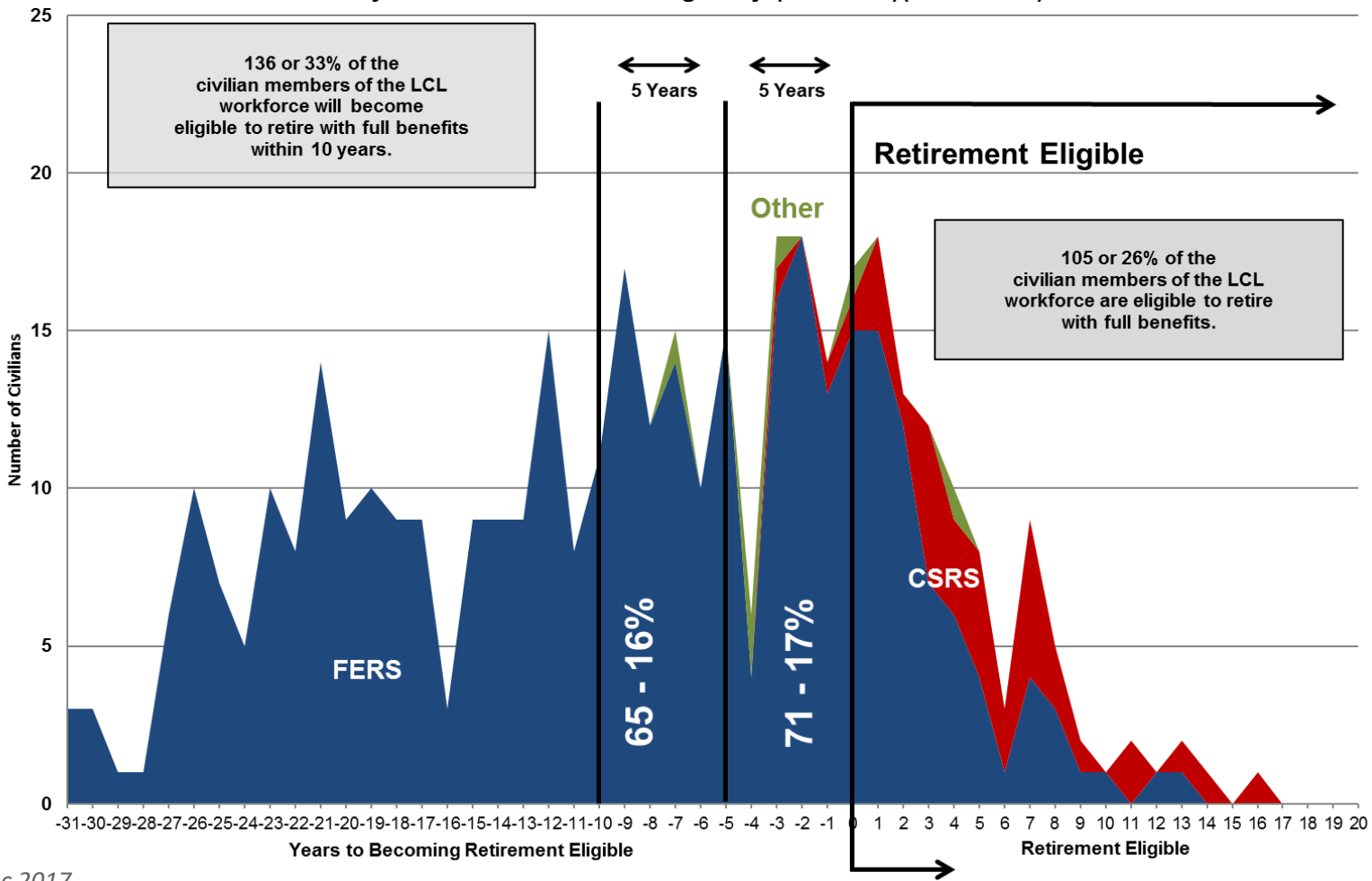


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Life Cycle Logistics

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



As of 31 Dec 2017



END