



Defense Acquisition Workforce Key Information

Purchasing

As of FY18Q1 (31 December 2017)



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Highlights FY18Q1



Defense Acquisition Workforce Size Highlights

- Although still above 1400, the Purchasing Career Field force has continued to decrease slightly since the end of FY16.
- Unlike most career fields, Purchasing experiences more losses in their Early Career Group than in their Senior Career Group.
- Although the Purchasing attrition rate has decreased from FY15 to FY17 the attrition rate increased again this quarter and still remains very high. The overall attrition rate since FY14 has hovered around 20% annually, which is the highest of all Career Fields.

Defense Acquisition Workforce DAWIA Certification Highlights

- The Meets or Exceeds Certification rate for Purchasing continues to rise with a rise in each quarter since FY17Q1. This quarter it went above 60% which is the highest it has been since FY14



Fact Sheet



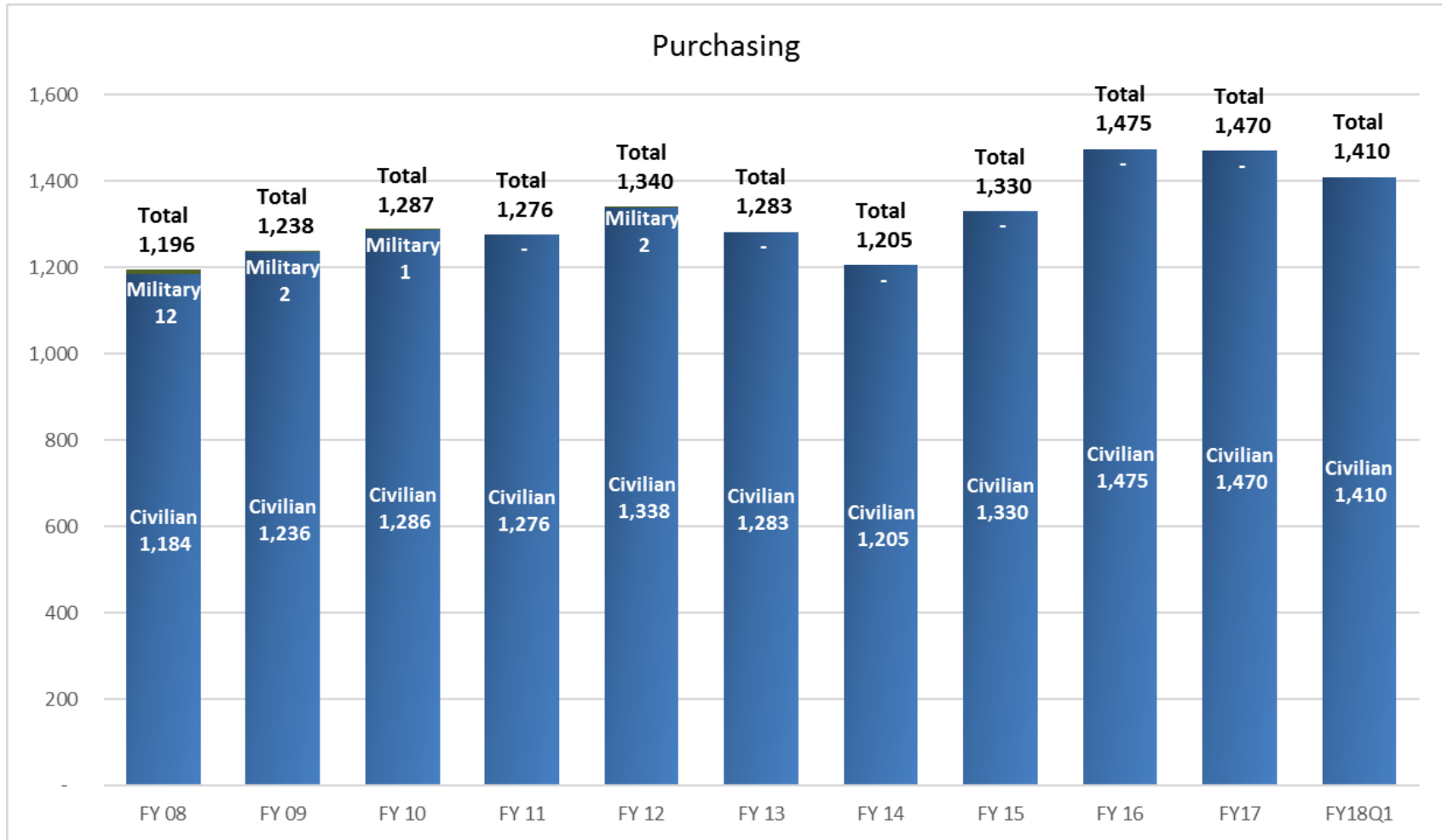
Human Capital Fact Sheet

Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2018Q1			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,410	0	1,410	165,611
Change in size from 2008	-	-	-	-	19%	-100%	18%	32%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	31%		31%	84%
Graduate Degree	2%	0%	2%	29%	6%		6%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	74%		74%	86%
Level II or Higher Achieved	42%	0%	41%	61%	52%		52%	73%
Level III Achieved	21%	0%	20%	36%	4%		4%	42%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	62%		62%	76%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	32%		32%	21%
Does Not Meet Certification Requirement	15%	0%	15%	14%	6%		6%	3%
Planning Considerations								
Average Age	51	30	50	46	48		48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	21/28/51(%)		-	26/25/49(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	242(17%)		-	25,975(17%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	246(17%)		-	25,778(17%)
Total Gains/Losses*	1	-	-	14,245/15,030 (Civ)	250/370		-	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.

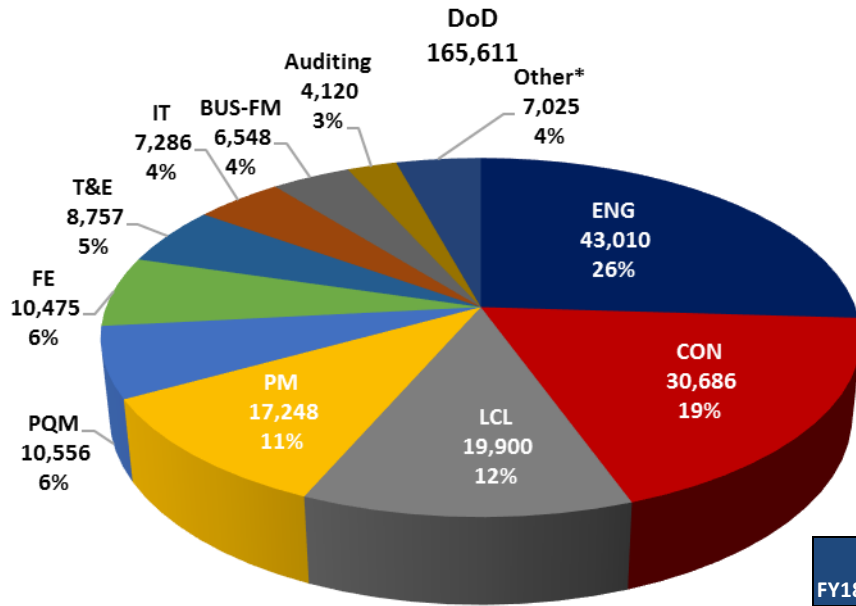


Total Historic Workforce





AWF by Component and Career Field



*Purchasing = 1,410

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%
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%		



Purchasing Workforce Historical Size by Agency FY08 – FY18Q1



Purchasing Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	478	496	497	462	455	435	442	435	424	407	392	-18%	-8%
MARINE CORPS	67	71	65	74	67	66	59	60	52	50	47	-30%	-10%
ARMY	319	330	351	358	382	357	265	272	365	409	389	22%	7%
AIR FORCE	142	146	145	131	113	97	80	79	67	62	62	-56%	-7%
DCMA	3	2	3	8	3	5	7	31	35	5	3	0%	-91%
DLA	153	162	188	199	270	279	289	398	485	502	481	214%	-1%
DCAA	-	-	3	2	8	5	8	6	6	7	7		17%
MDA	3	2	1	1	1	1	1	1	1	-	-	-100%	-100%
DISA	13	19	17	13	15	19	15	16	16	13	13	0%	-19%
DTRA	1	1	2	1	2	2	2	2	2	1	1	0%	0%
DHA	2	-	-	10	11	9	24	20	15	13	12	500%	-20%
DAU	-	-	2	-	-	-	-	-	-	-	-		
DeCA	-	-	1	1	1	-	-	-	-	-	-		
WHS	1	-	-	-	-	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-	-	-	-	-100%	
DoDEA	9	6	5	7	4	2	7	4	3	-	-	-100%	-100%
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	1	-	2	2	3	1	1	1	1	-	1	0%	0%
DTIC	1	-	-	-	-	-	-	-	-	-	-	-100%	
DSCA	1	1	1	1	1	1	1	1	1	-	1	0%	0%
DSS	-	-	1	1	1	1	1	1	1	1	1		0%
DMA	-	1	1	3	2	2	2	2	-	-	-		
USUHS	-	-	-	-	-	-	-	-	2	-	-		-100%
NDU	1	1	2	1	-	-	-	-	-	-	-	-100%	
IG	-	-	-	1	1	1	1	1	-	-	-		
TOTAL	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,475	1,470	1,410	↑ 18%	↓ -4%



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



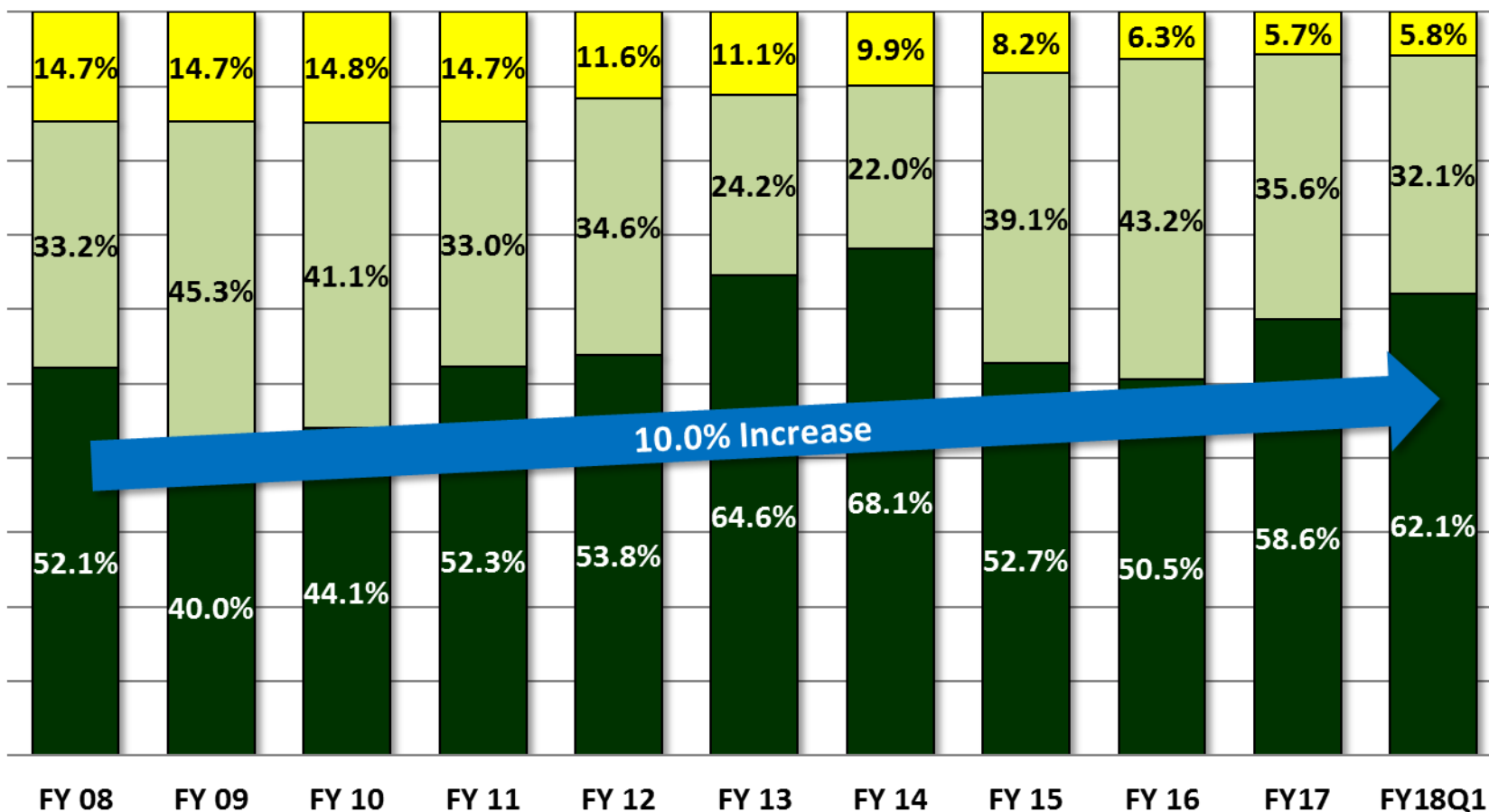
Purchasing Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	434	436	433	424	417	414	409	407	392	-8%
ARMY	286	293	309	365	432	441	426	409	389	7%
AIR FORCE	74	73	72	67	64	63	61	62	62	-7%
MARINE CORPS	55	48	53	52	54	52	52	50	47	-10%
DCMA	39	50	47	35	27	24	20	5	3	-91%
DLA	433	470	494	485	499	495	511	502	481	-1%
DCAA	6	6	5	6	6	6	6	7	7	17%
MDA	1	1	1	1	-	-	-	-	-	-100%
DISA	16	15	15	16	16	16	12	13	13	-19%
DTRA	1	1	1	1	1	1	1	1	1	0%
DHA	19	19	19	15	16	15	15	13	12	-20%
DAU	1	-	-	-	-	-	-	-	-	
DoDEA	4	4	4	3	2	2	1	-	-	-100%
DoD HRA	1	1	1	1	-	-	-	-	1	0%
DSCA	1	1	1	1	-	-	-	-	1	0%
DSS	1	1	1	1	1	1	1	1	1	0%
DMA	2	-	-	-	-	-	-	-	-	
USUHS	-	2	2	2	1	1	-	-	-	-100%
IG	1	-	-	-	-	-	-	-	-	
TOTAL	1,375	1,421	1,458	1,475	1,536	1,531	1,515	1,470	1,410	↓ -4%



Purchasing Historical DAWIA Certification FY08 – FY18Q1



Purchasing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

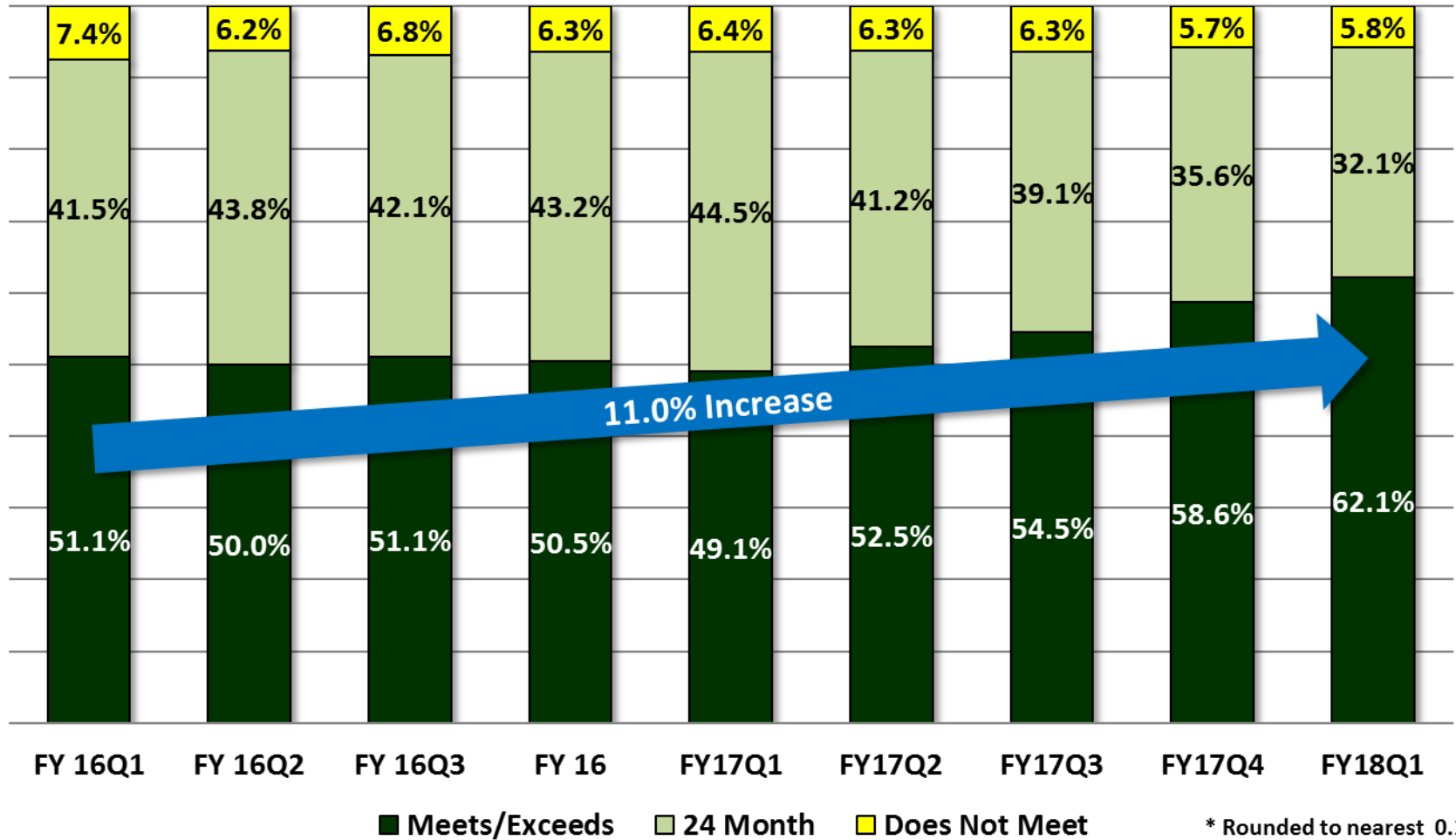
* Rounded to nearest 0.1%



Purchasing Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



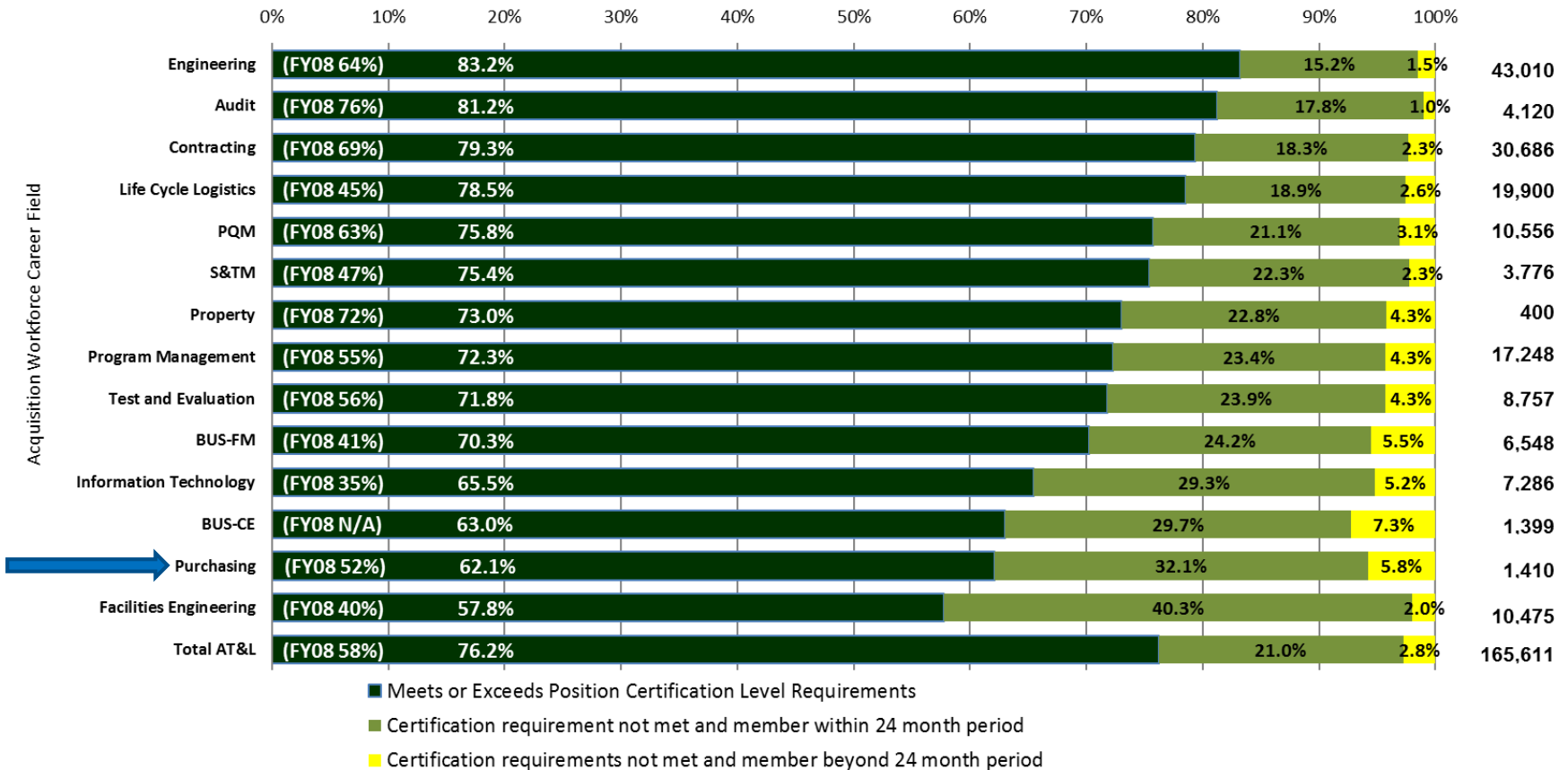
Purchasing





Purchasing DAWIA Certification by Career Field

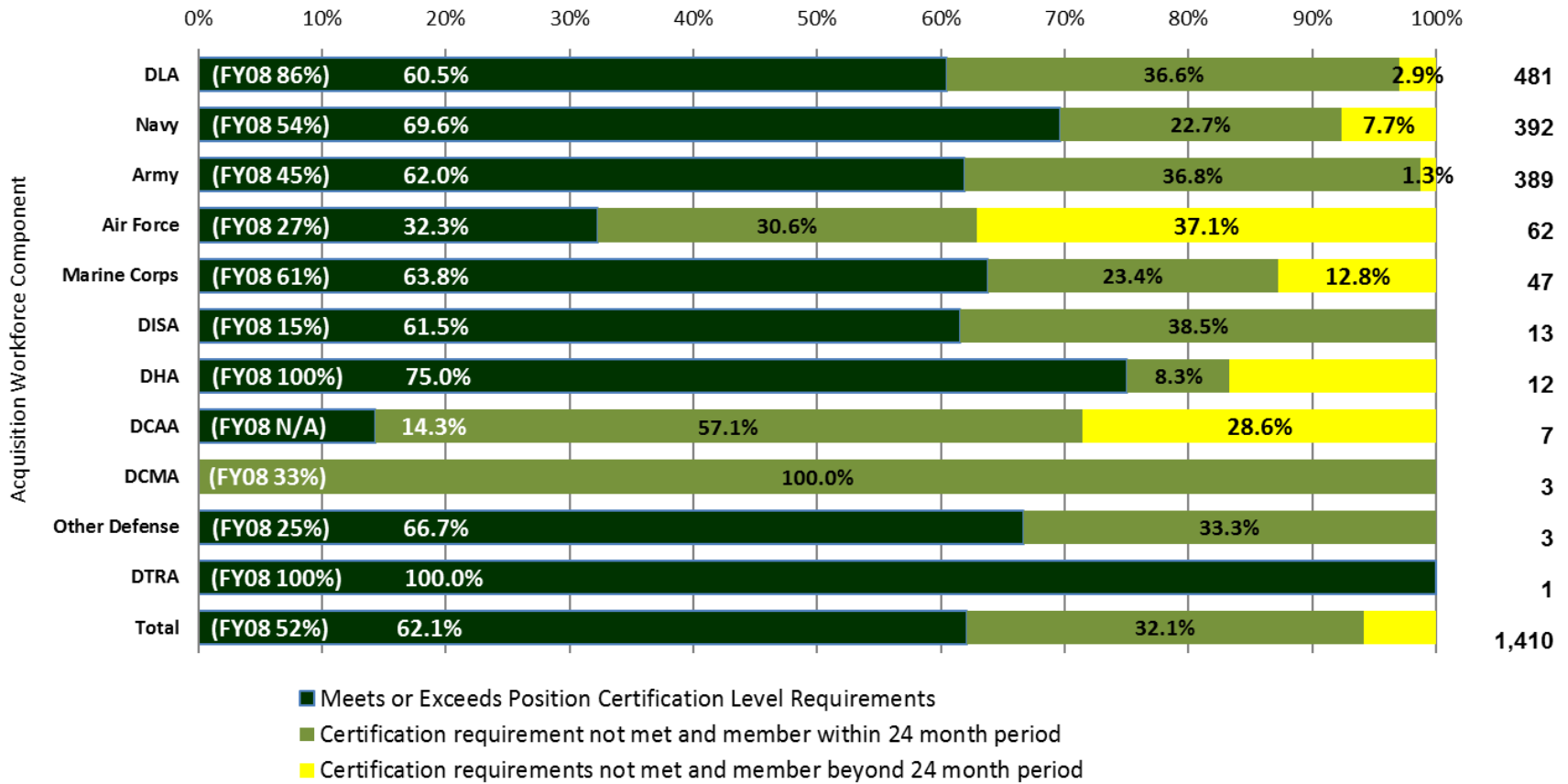
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





Purchasing DAWIA Certification by Component

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





Purchasing DAWIA Certification Matrix + Bench Strength



Purchasing Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	153	151	83	8	395	61.3%
Level II	195	156	591	39	981	64.2%
Level III	1	2	2	3	8	37.5%
Unspecified	15	5	5	1	26	
FY18Q1 TOTAL	364	314	681	51	1,410	62.1%
	25.8%	22.3%	48.3%	3.6%		

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%	
Purchasing	875	62.1%	13 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	242	119	34	395	28.0%
Level II	630	316	35	981	69.6%
Level III	3	5	-	8	0.6%
Unspecified	1	12	13	26	1.8%
Purchasing TOTAL	876	452	82	1,410	
	62.1%	32.1%	5.8%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

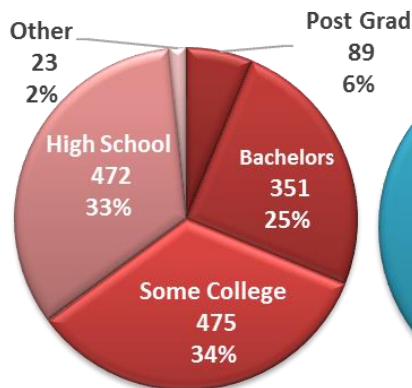


Purchasing Demographics

CAP - KLP



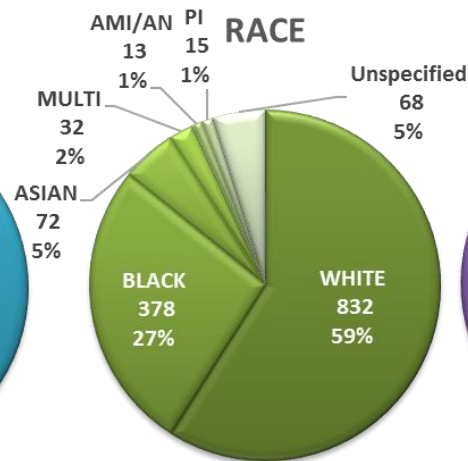
Education



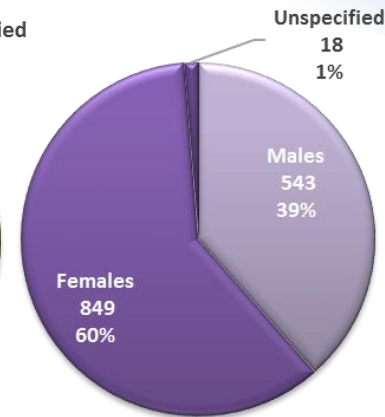
MIL / CIV



RACE



Gender



Occupied Position Type	Purchasing	Entire DAW
Key Leadership Positions (KLPs)	- 0.0%	1,053 0.6%
Critical Acquisition Positions (CAPs) *	- 0.0%	16,398 9.9%
Non-CAP Positions	1,410 100.0%	148,009 89.4%
Unknown	- 0.0%	151 0.1%
TOTAL	1,410	165,611

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

Highest Level of Education	Purchasing	Entire DAW
Post Grad	89 6.3%	66,536 40.2%
Bachelors	351 24.9%	73,107 44.1%
Some College	475 33.7%	11,678 7.1%
High School	472 33.5%	12,316 7.4%
Other	23 1.6%	1,974 1.2%
TOTAL	1,410	165,611

Military / Civilian	Purchasing	Entire DAW
Civilian	1,410 100.0%	150,073 90.6%
Military	- 0.0%	15,538 9.4%
TOTAL	1,410	165,611

Race	Purchasing	Entire DAW
WHITE	832 59.0%	121,844 73.6%
BLACK	378 26.8%	19,980 12.1%
ASIAN	72 5.1%	11,137 6.7%
MULTI	32 2.3%	4,245 2.6%
AMI/AN	13 0.9%	958 0.6%
PI	15 1.1%	817 0.5%
Unspecified	68 4.8%	6,630 4.0%
TOTAL	1,410	165,611

Gender	Purchasing	Entire DAW
Males	543 38.5%	116,400 70.3%
Females	849 60.2%	47,748 28.8%
Unspecified	18 1.3%	1,463 0.9%
TOTAL	1,410	165,611



Purchasing Size by Occupational Series

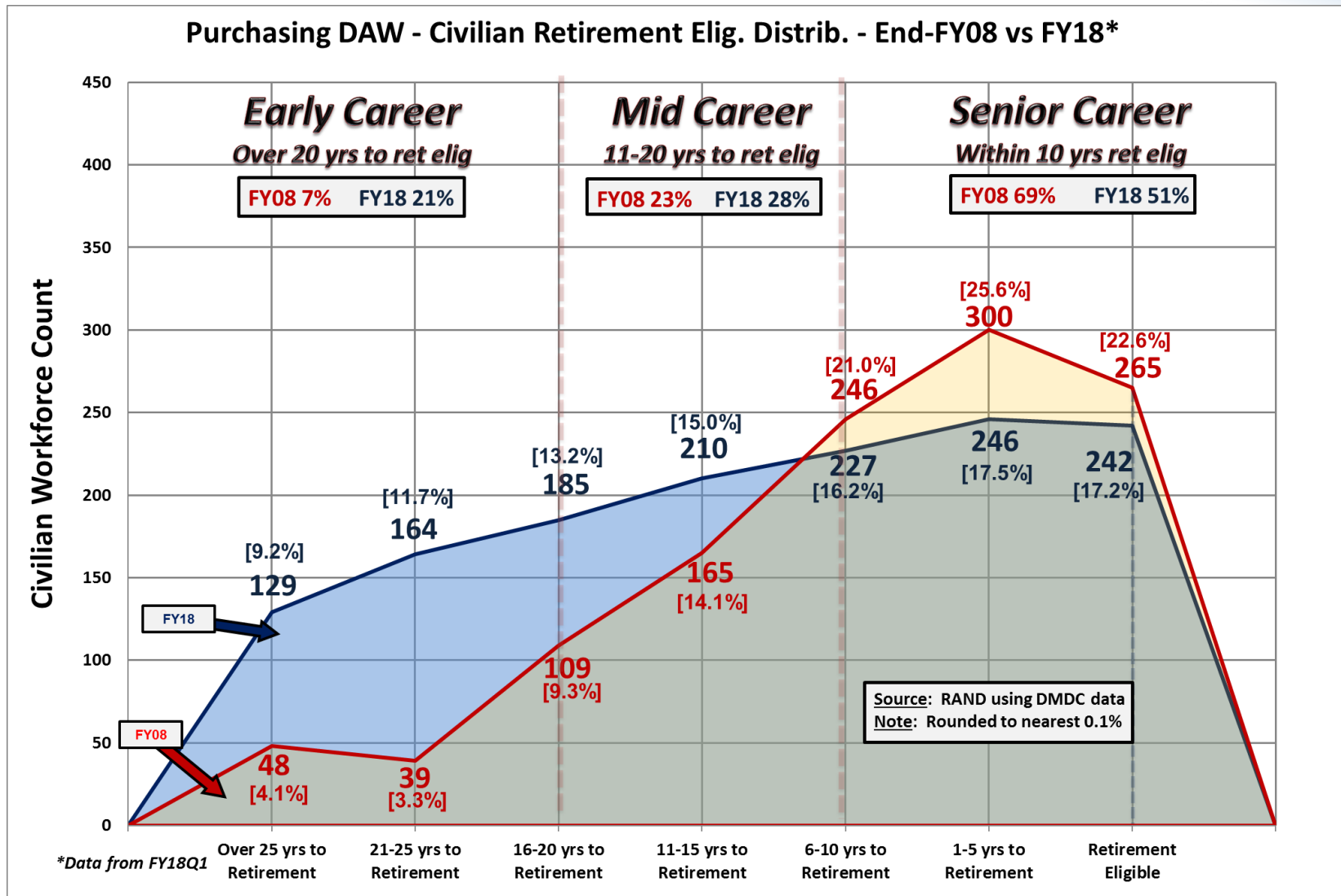
Civilian Occupational Series	Purchasing	
1105 - Purchasing Agent	1,345	95.4%
1101 - Business and Industry Specialist	44	3.1%
1106 - Procurement Clerk / Technician	1	0.1%
0301 - Administration & Program Staff	3	0.21%
0343 - Management and Program Analyst	4	0.28%
1102 - Contract Specialist	3	0.21%
1910 - Quality Assurance Specialist	1	0.07%
2003 - Supply Management Specialist	2	0.14%
<i>Other</i>	7	0.50%
TOTAL CIVILIAN	1,410	Civilians



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



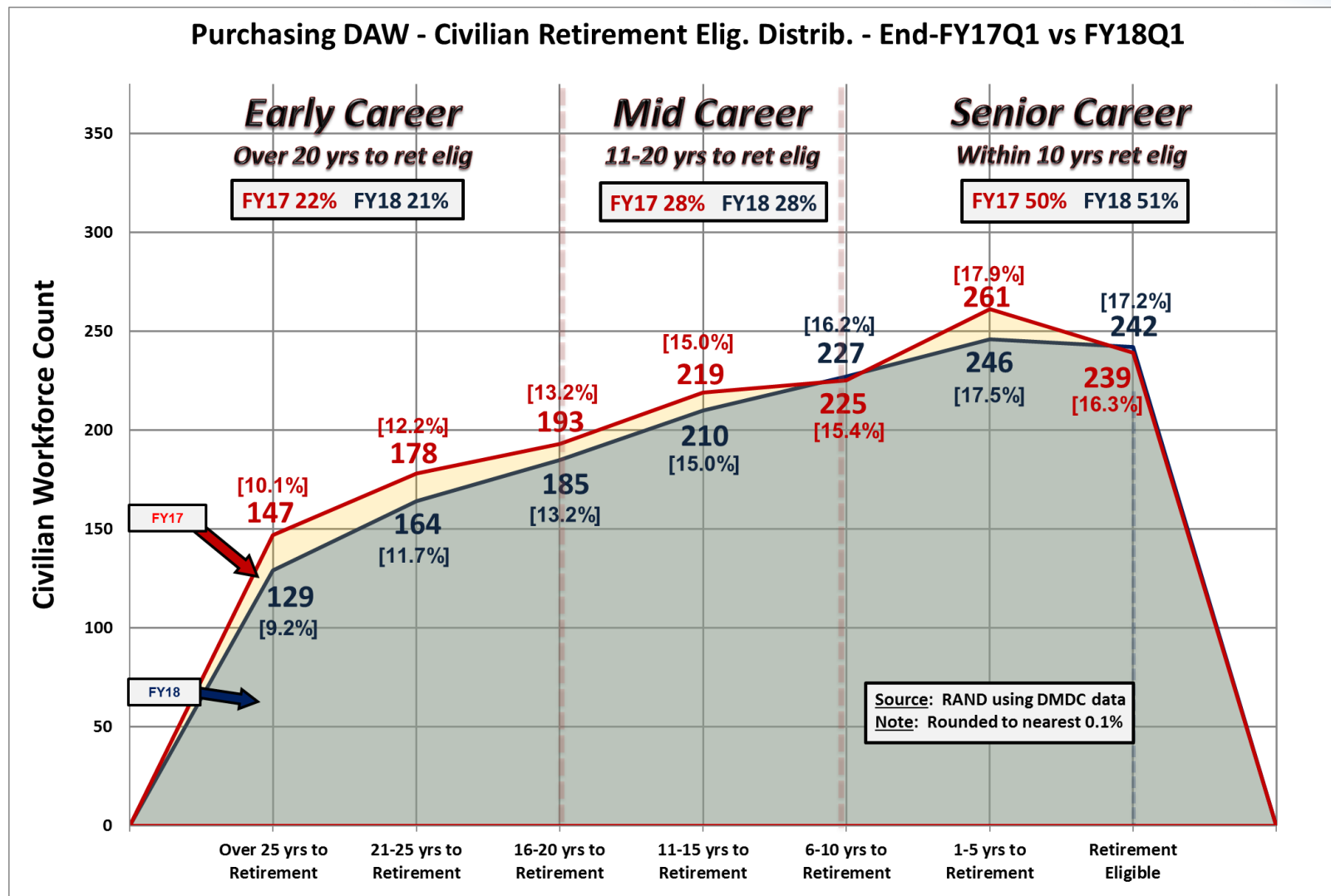
Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Dec 2017



Purchasing Civilian Retirement Eligibility Distribution – FY17Q1 / FY18Q1



As of 31 Dec 2017

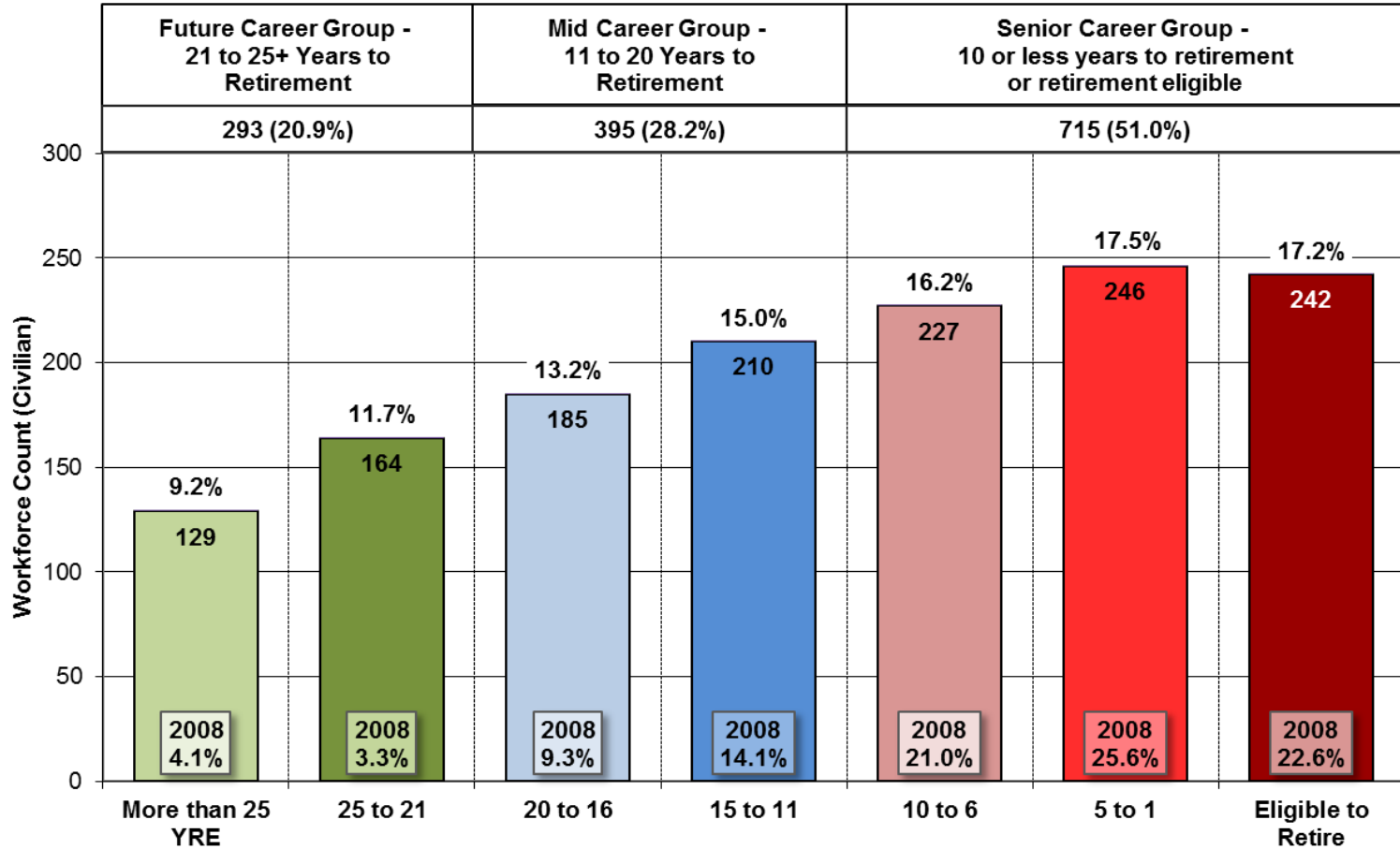


Purchasing Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Purchasing and Procurement



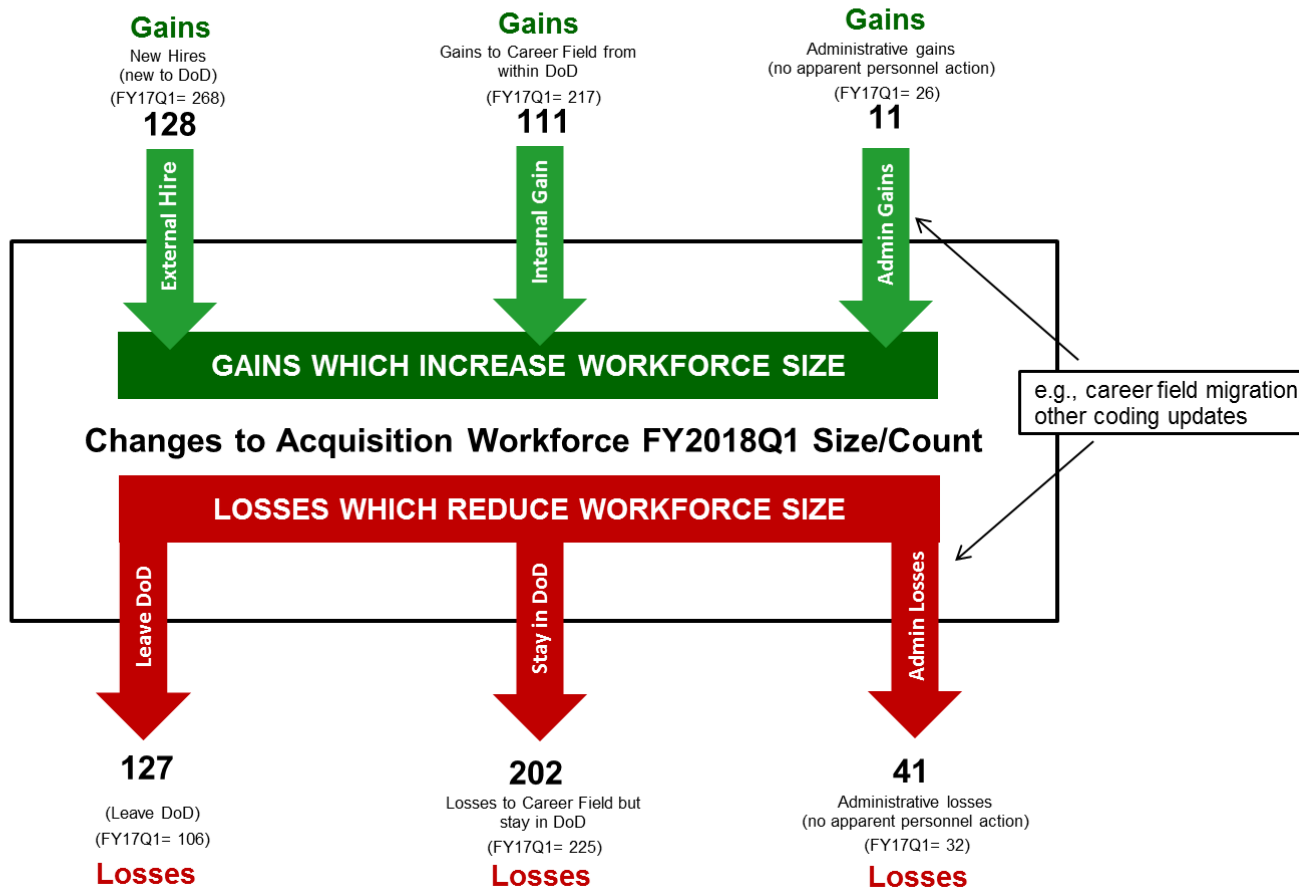
As of 31 Dec 2017



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

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Purchasing and

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



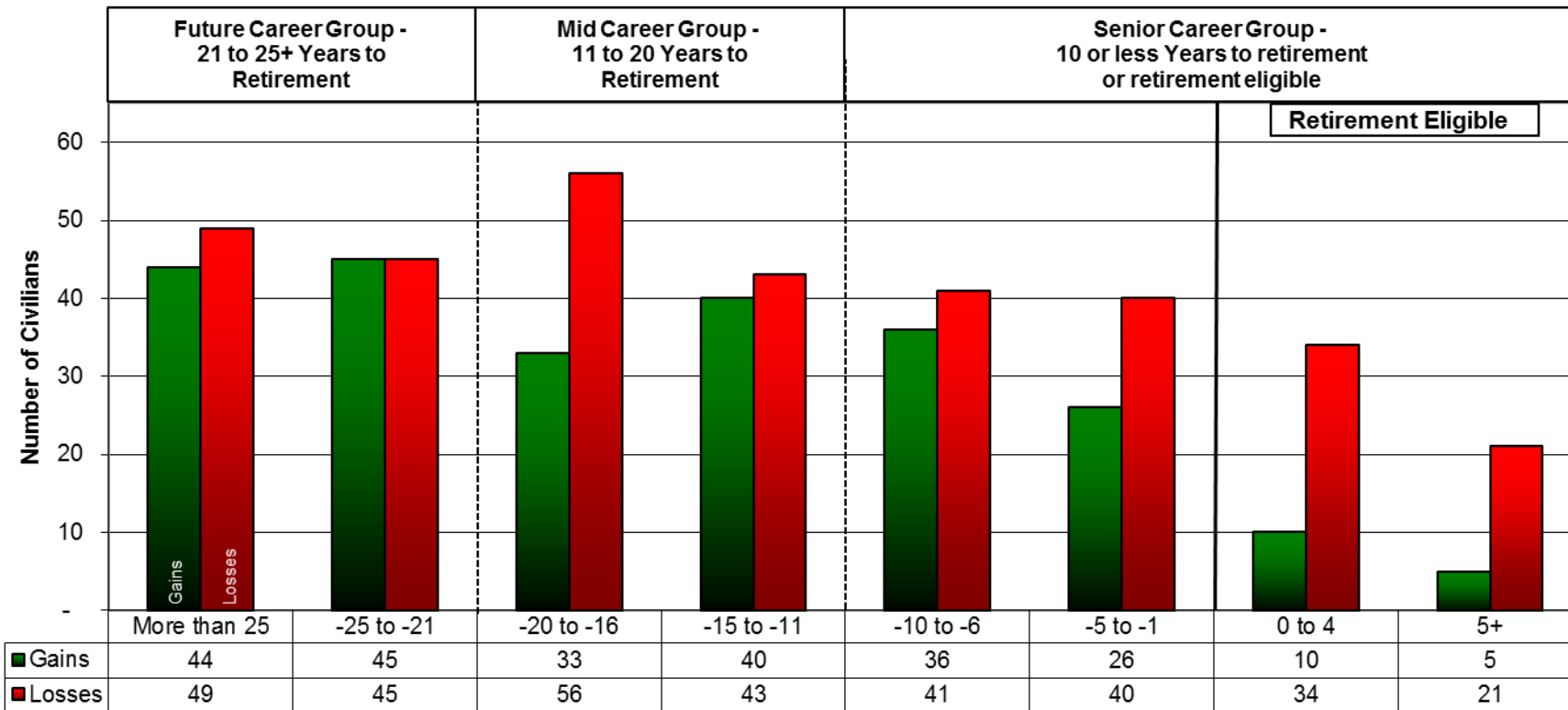


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2018Q1 Gains & Losses*

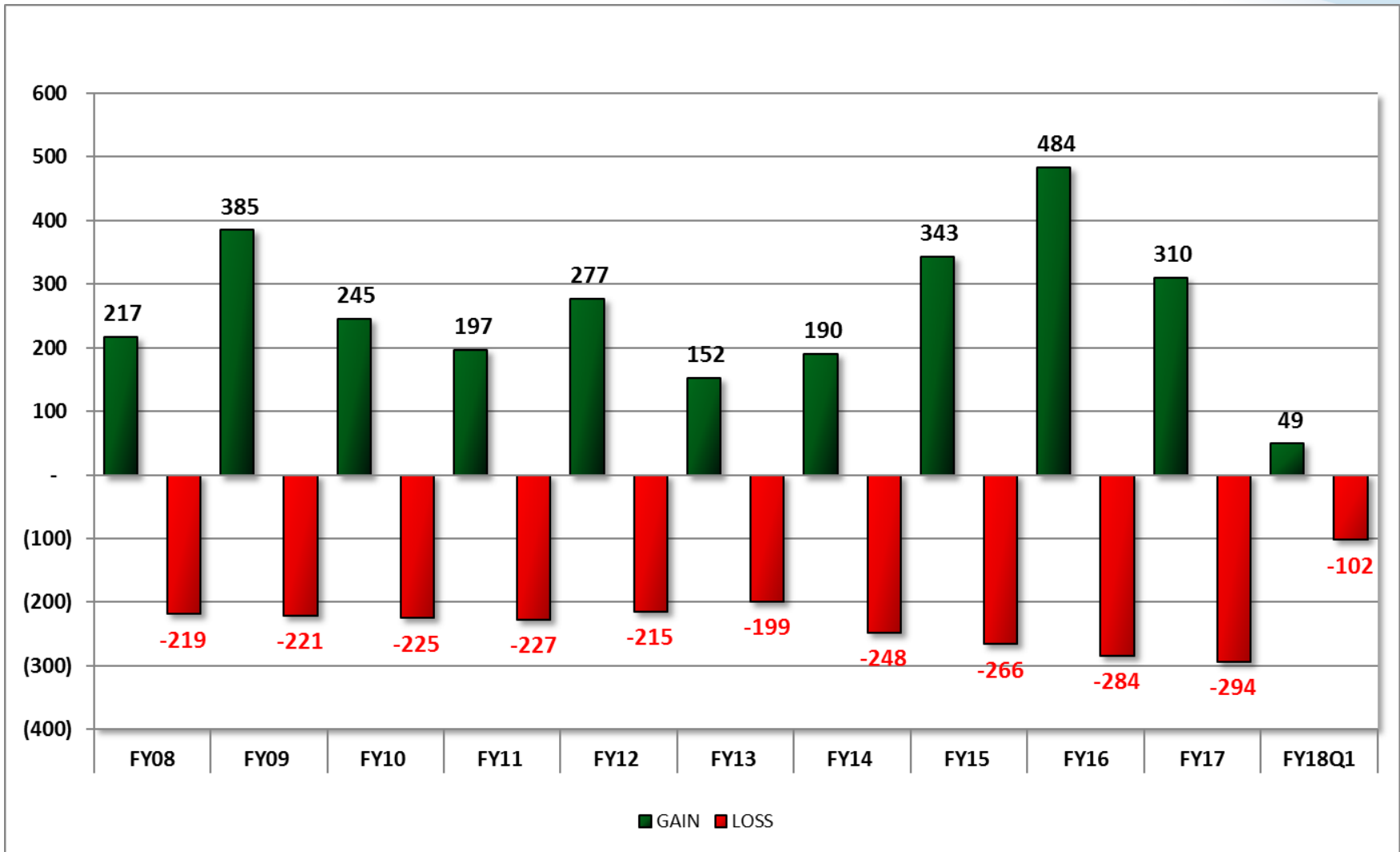


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Purchasing Historical Gains and Losses FY08 – FY18Q1



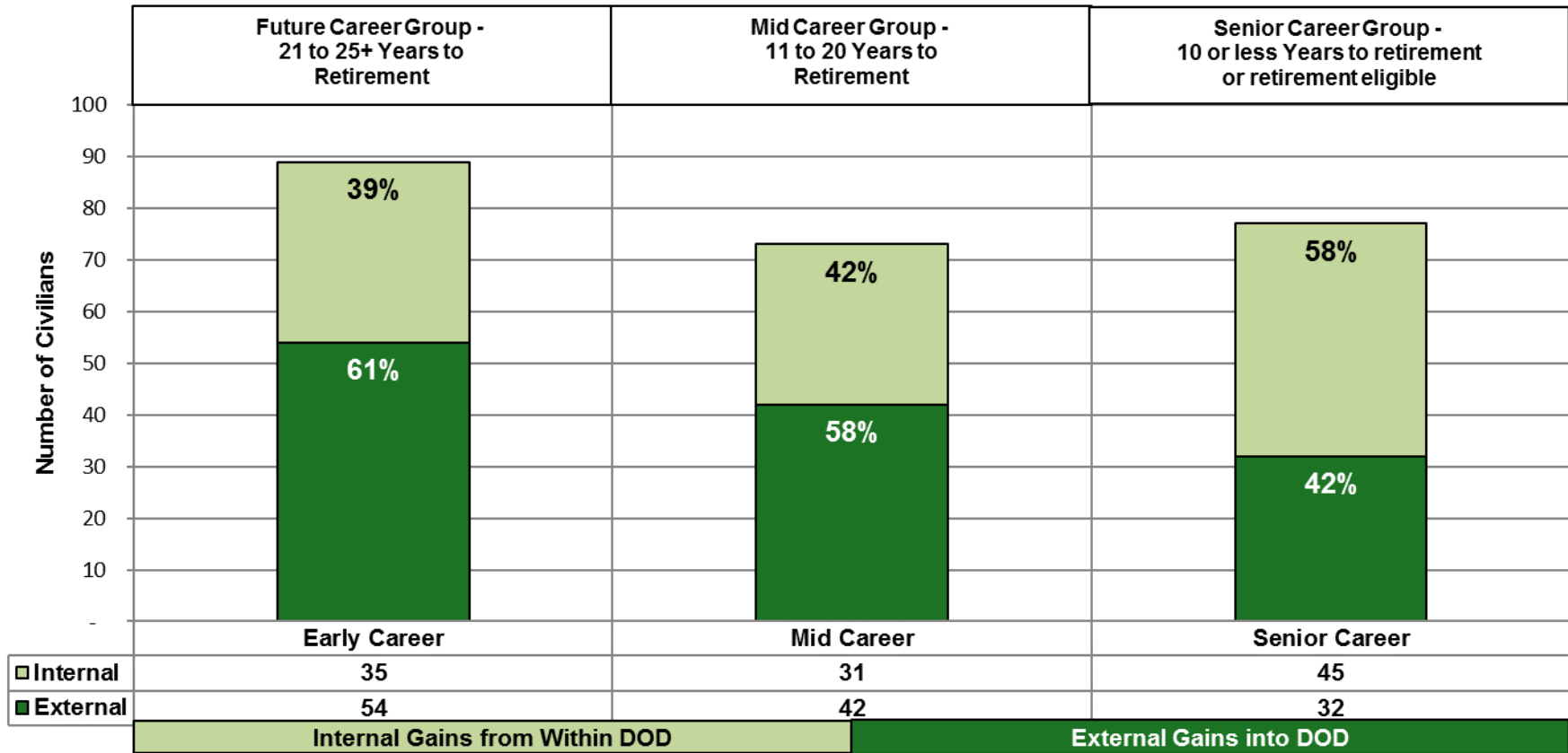
As of 31 Dec 2017



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

As of 31 Dec 2017

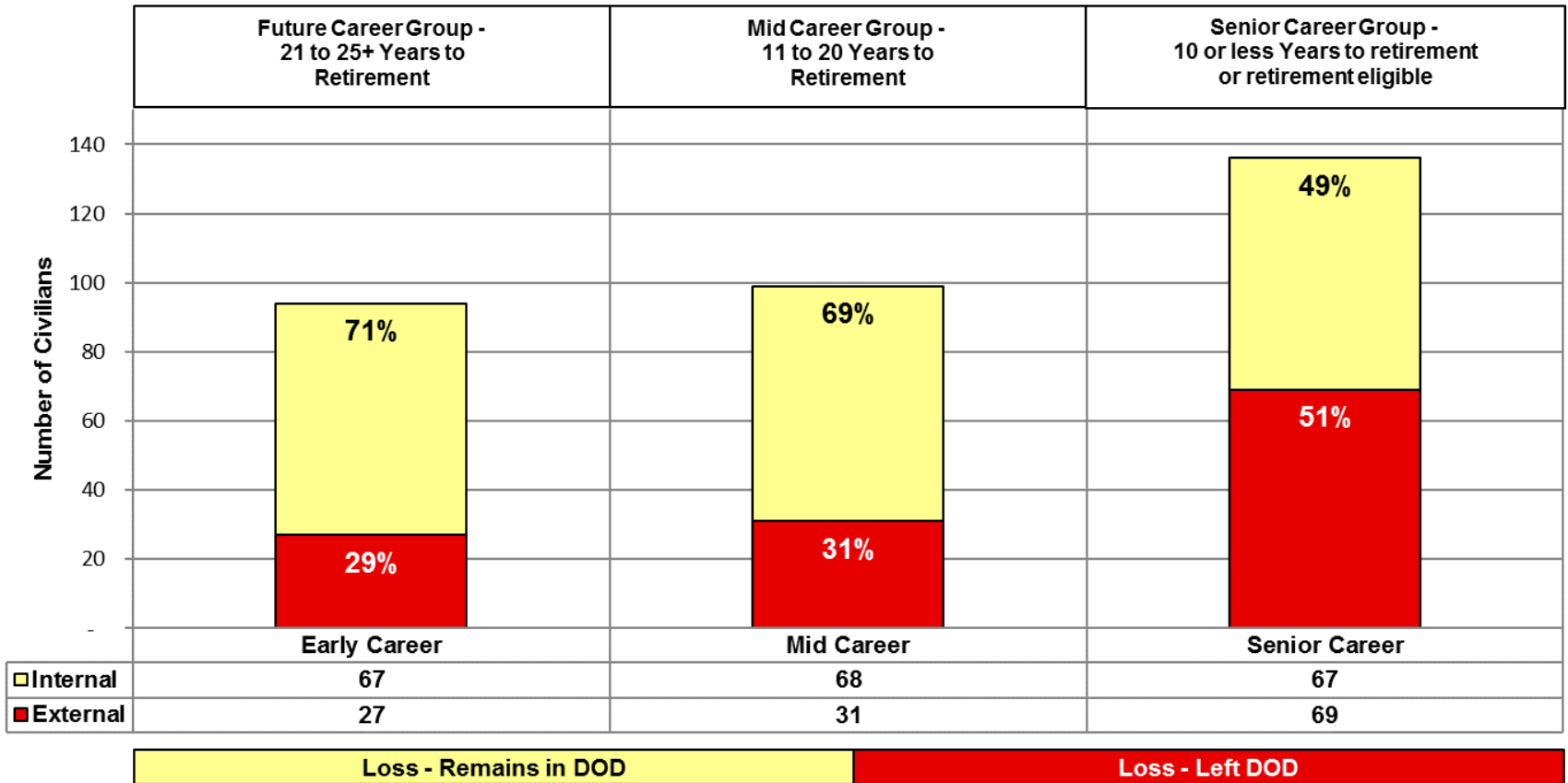


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

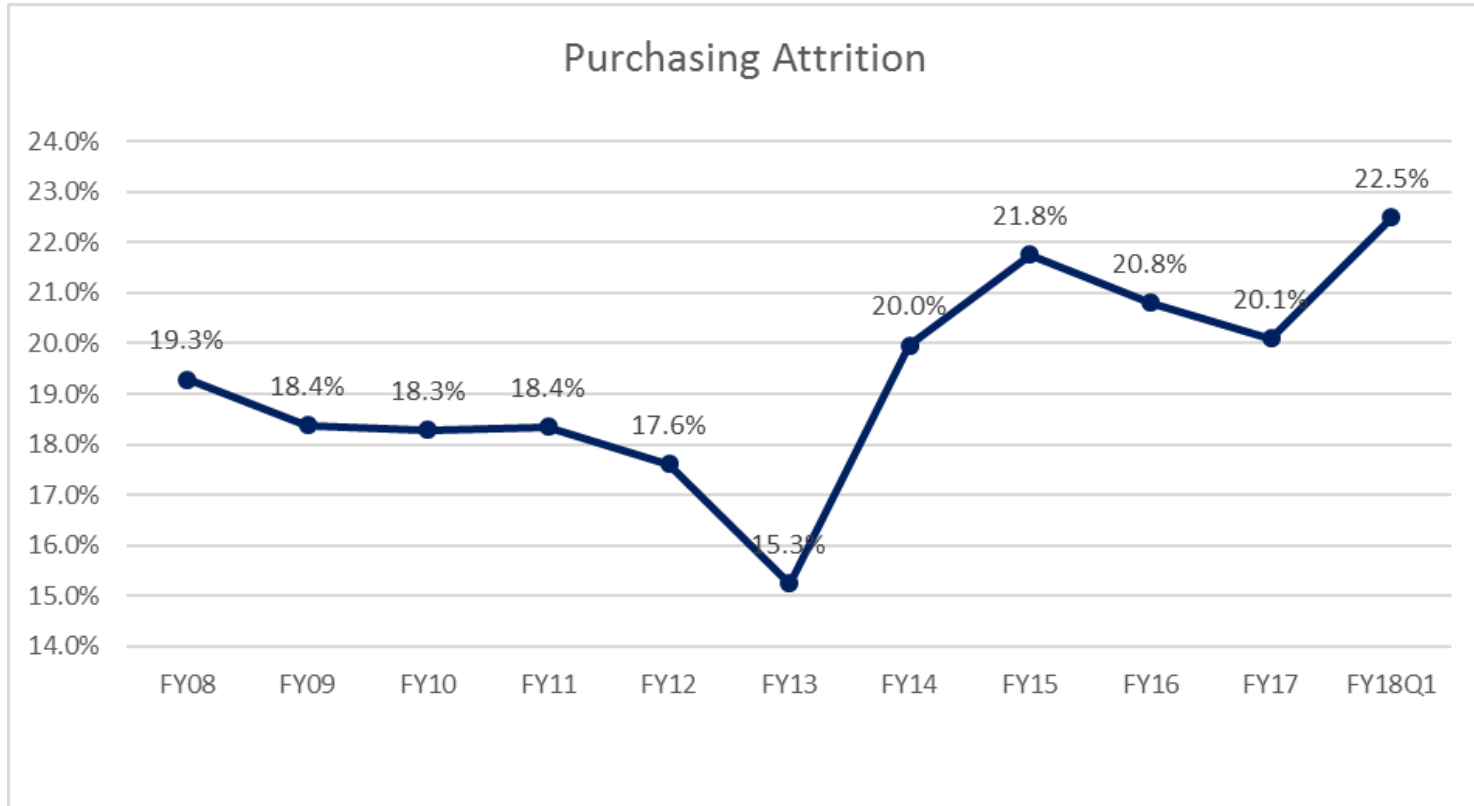
Workforce Lifecycle FY2018Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates

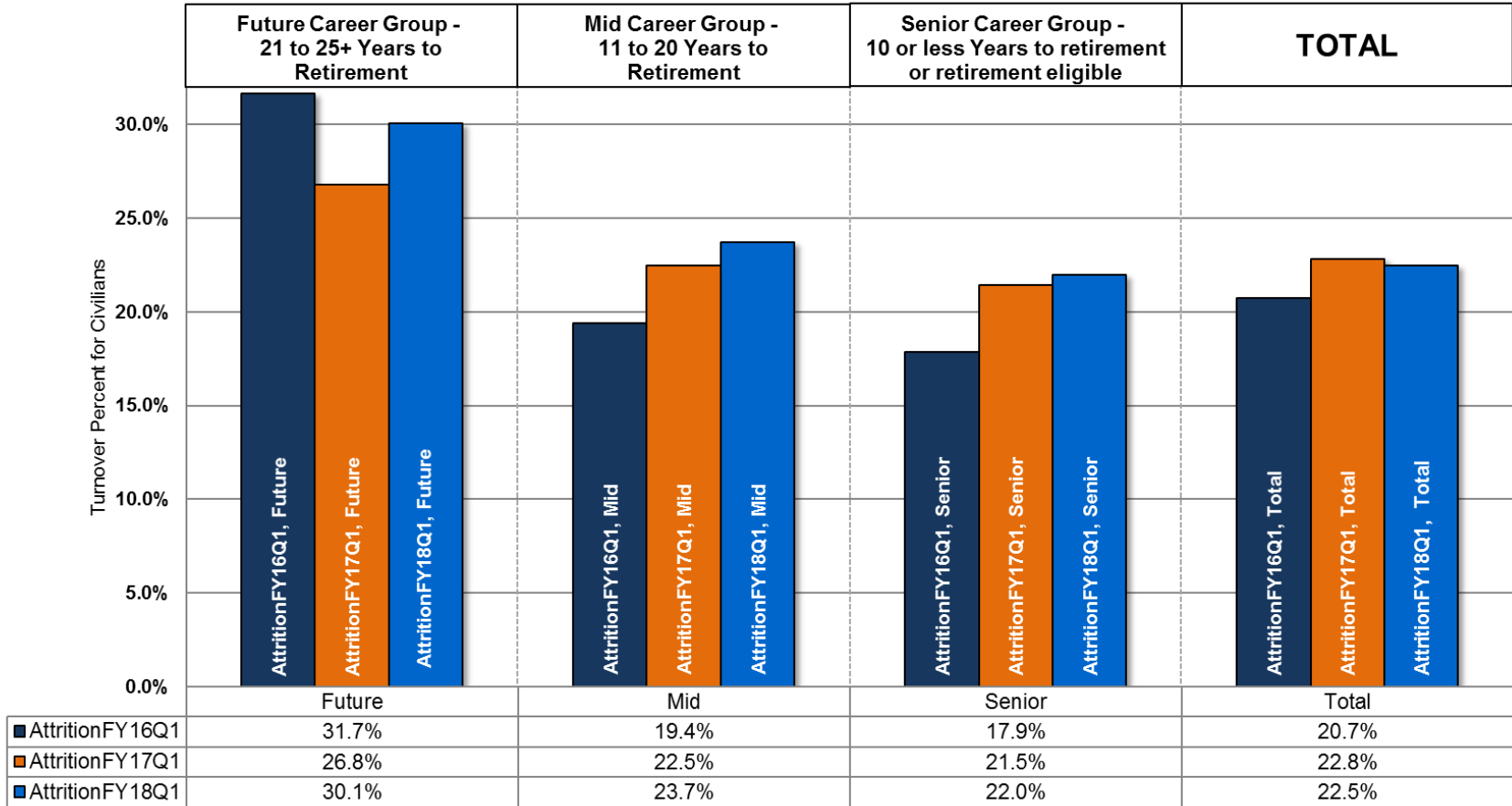


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Purchasing Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Purchasing and Procurement (Civilian) (FY16Q1, FY17Q1, FY18Q1)(by Career Lifecycle Group)



As of 31 Dec 2017

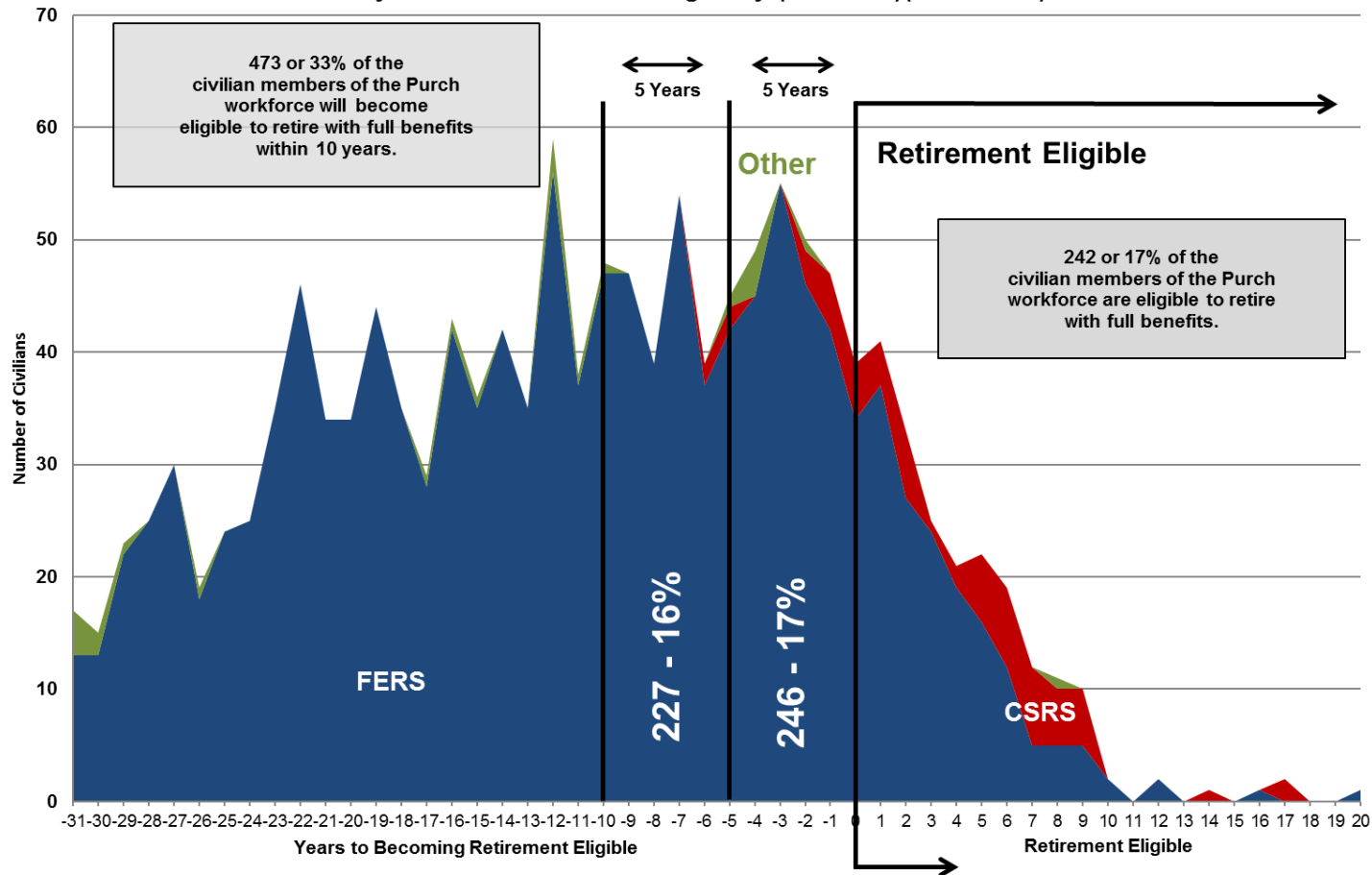


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purchasing and Procurement

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



As of 31 Dec 2017



END