



Defense Acquisition Workforce Key Information

Test and Evaluation

As of FY18Q1 (31 December 2017)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2018Q1			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	6,919	1,838	8,757	165,611
Change in size from 2008	-	-	-	-	23%	1%	18%	32%
Civilian/Military Composition	76%	24%	-	88% / 12%	79%	21%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	88%	95%	84%
Graduate Degree	30%	43%	33%	29%	41%	54%	44%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	88%	59%	82%	86%
Level II or Higher Achieved	68%	24%	57%	61%	77%	31%	67%	73%
Level III Achieved	52%	8%	41%	36%	57%	14%	48%	42%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	80%	41%	72%	76%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	17%	51%	24%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	8%	4%	3%
Planning Considerations								
Average Age	44	35	42	46	44	34	42	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%) (Civ)	33/22/45(%)	-	-	26/25/49(%)
Average Years of Service	15	11	14	17	15	12	15	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,130(16%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,228(18%)	-	-	25,778(17%)
Total Gains/Losses*	1	-	-	14,245/15,030 (Civ)	709/791	-	-	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.



Defense Acquisition Workforce Size Highlights

- The Test and Evaluation Career Field population continues to remain steady increasing only slightly since FY11.
- 33% of the TE workforce is in the Early Career Group which is higher than 10 other Career Fields and the Overall Workforce rate of 26%.
- Since FY12 there has been a steady increase in the T&E overall attrition rate, growing from 5.8% to 7.7% in this quarter.

Defense Acquisition Workforce DAWIA Certification Highlights

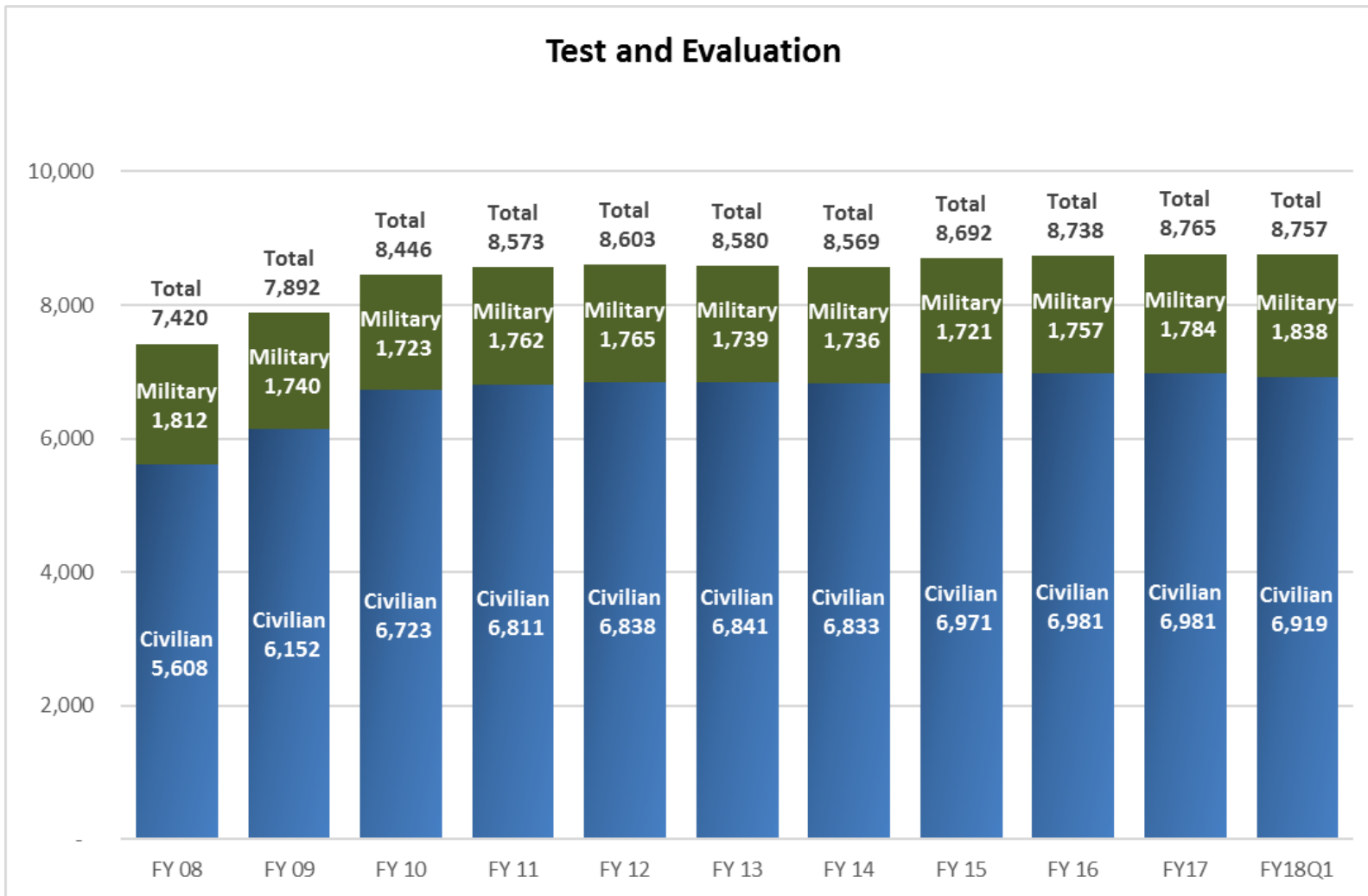
- The DAWIA Certification Meets or Exceeds criteria remained at 71.8% this quarter, but the Does Not Meet criteria decreased from 4.7% to 4.3%.



Total Historic Workforce

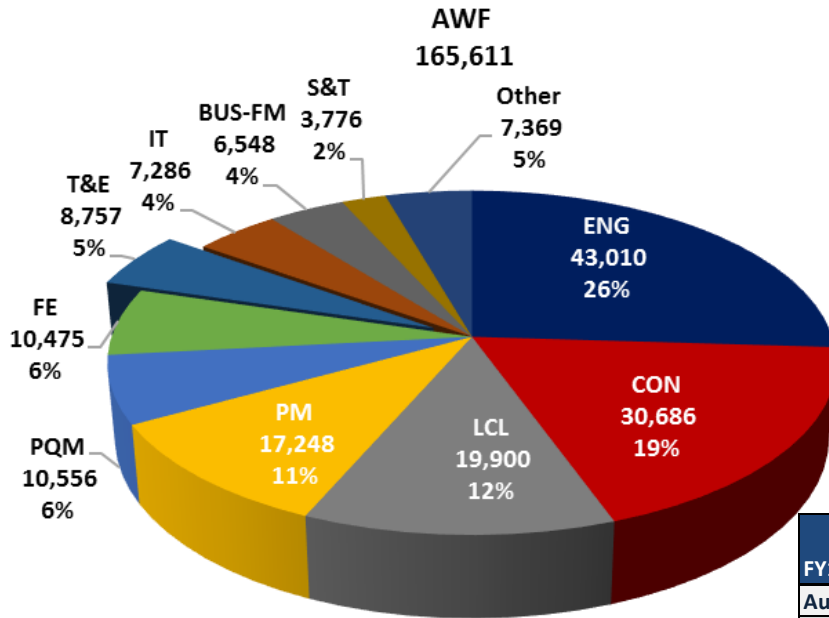


Test and Evaluation





AWF by Component and Career Field



	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
FY18Q1 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		
Component %	23.8%	35.2%	1.8%	22.6%	16.6%		165,611



Test and Evaluation Workforce Historical Size by Agency FY08 – FY18Q1



Test and Evaluation Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	2,360	2,713	2,877	2,884	2,952	3,019	3,053	3,207	3,239	3,227	3,229	37%	0%
MARINE CORPS	116	120	123	138	134	95	126	121	133	129	128	10%	-4%
ARMY	2,135	2,235	2,304	2,298	2,116	2,080	2,037	1,956	1,903	1,877	1,860	-13%	-2%
AIR FORCE	2,622	2,630	2,838	2,936	3,033	3,001	2,975	3,027	3,082	3,153	3,170	21%	3%
DCMA	31	23	20	7	5	5	3	9	8	5	5	-84%	-38%
DLA	1	2	4	4	3	1	1	1	-	-	-	-100%	
MDA	86	103	201	221	245	265	262	260	257	257	252	193%	-2%
DISA	37	34	47	55	53	56	53	51	53	51	48	30%	-9%
DTRA	11	10	9	8	8	7	6	7	7	13	14	27%	100%
DHA	-	1	1	2	5	4	4	4	4	4	4		0%
DAU	6	6	6	6	8	8	7	6	8	7	7	17%	-13%
NRO	-	-	-	-	-	-	-	-	-	-	-		
OSD	3	2	5	5	7	5	6	7	7	6	6	100%	-14%
DeCA	-	-	-	-	-	1	1	1	2	1	1		-50%
JCS	-	-	-	-	22	19	18	18	18	17	15		-17%
TRMC	6	7	8	9	12	14	17	17	17	18	18	200%	6%
NDU	1	-	-	-	-	-	-	-	-	-	-	-100%	
POW/MIA	-	-	-	-	-	-	-	-	-	-	-		
IG	1	-	-	-	-	-	-	-	-	-	-	-100%	
4th Estate Other	4	6	3	-	-	-	-	-	-	-	-	-100%	
TOTAL	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	8,738	8,765	8,757	↑ 18%	↑ 0%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q1



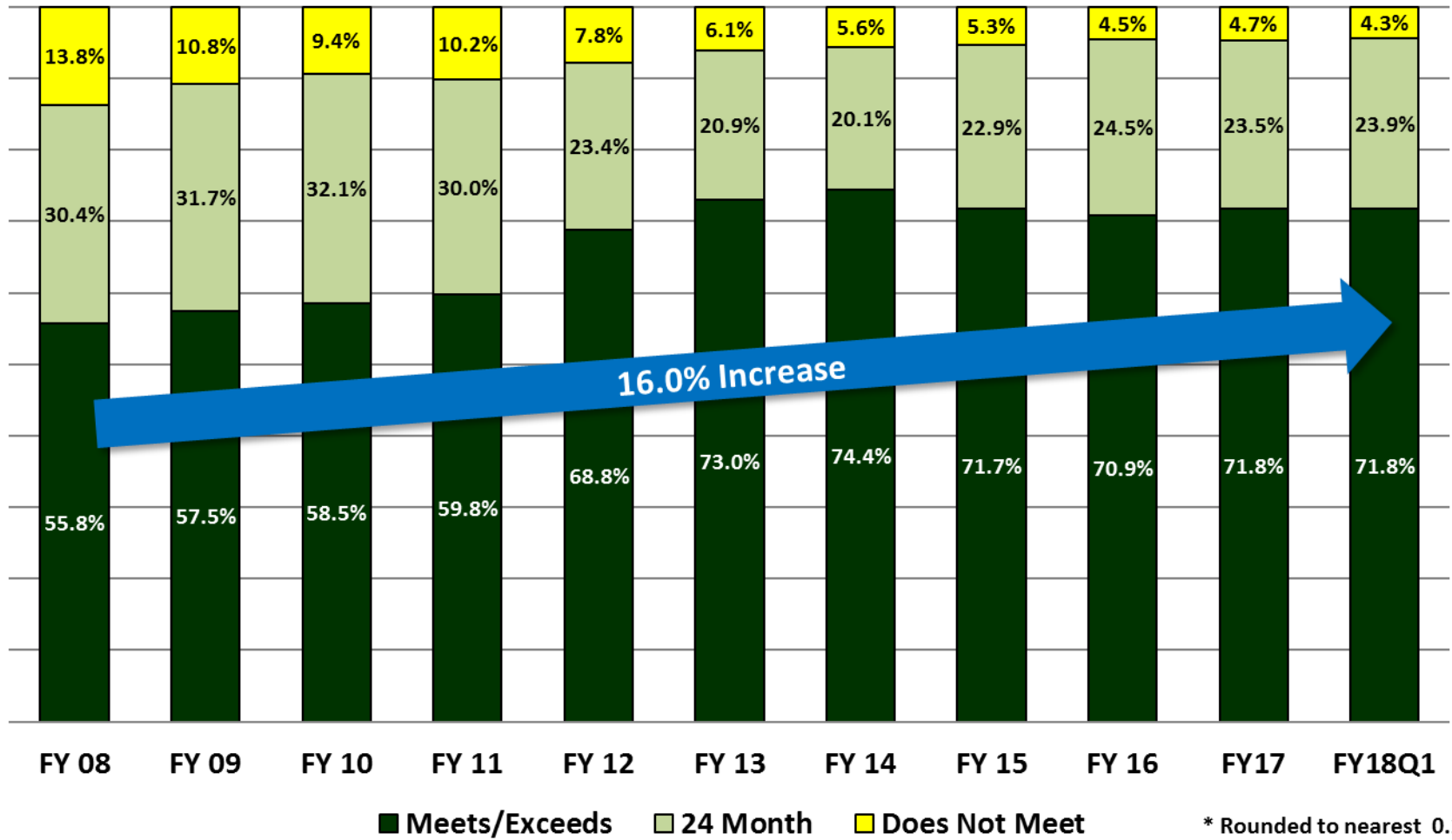
Test and Evaluation Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	3,241	3,274	3,292	3,239	3,227	3,195	3,200	3,227	3,229	0%
ARMY	1,934	1,905	1,910	1,903	1,885	1,886	1,870	1,877	1,860	-1%
AIR FORCE	3,052	3,071	3,004	3,082	3,135	3,147	3,111	3,153	3,170	1%
MARINE CORPS	129	135	127	133	132	139	134	129	128	-3%
DCMA	10	8	7	8	6	5	4	5	5	-17%
MDA	254	256	259	257	260	257	259	257	252	-3%
DISA	49	55	56	53	42	43	53	51	48	14%
DTRA	7	7	7	7	11	11	11	13	14	27%
DHA	4	4	4	4	3	3	3	4	4	33%
DAU	6	6	7	8	8	8	7	7	7	-13%
OSD	7	7	7	7	7	6	6	6	6	-14%
DeCA	1	1	1	2	1	1	1	1	1	0%
JCS	18	18	18	18	18	18	18	17	15	-17%
TRMC	18	17	17	17	19	18	18	18	18	-5%
TOTAL	8,730	8,764	8,716	8,738	8,754	8,737	8,695	8,765	8,757	↑ 0.3%



Test and Evaluation Historical DAWIA Certification FY08 – FY18Q1



Test and Evaluation



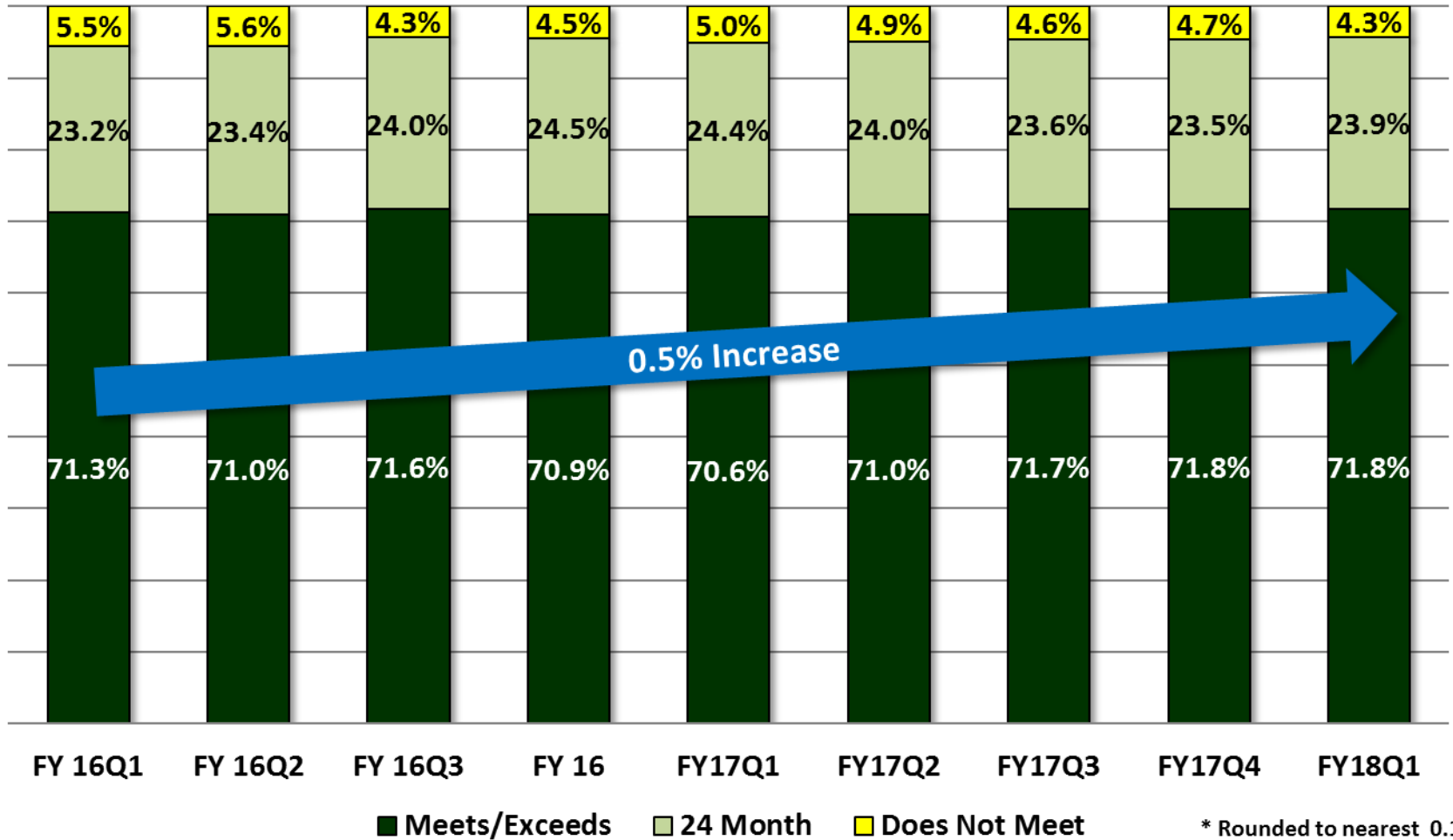
16.0% Increase



Test and Evaluation Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



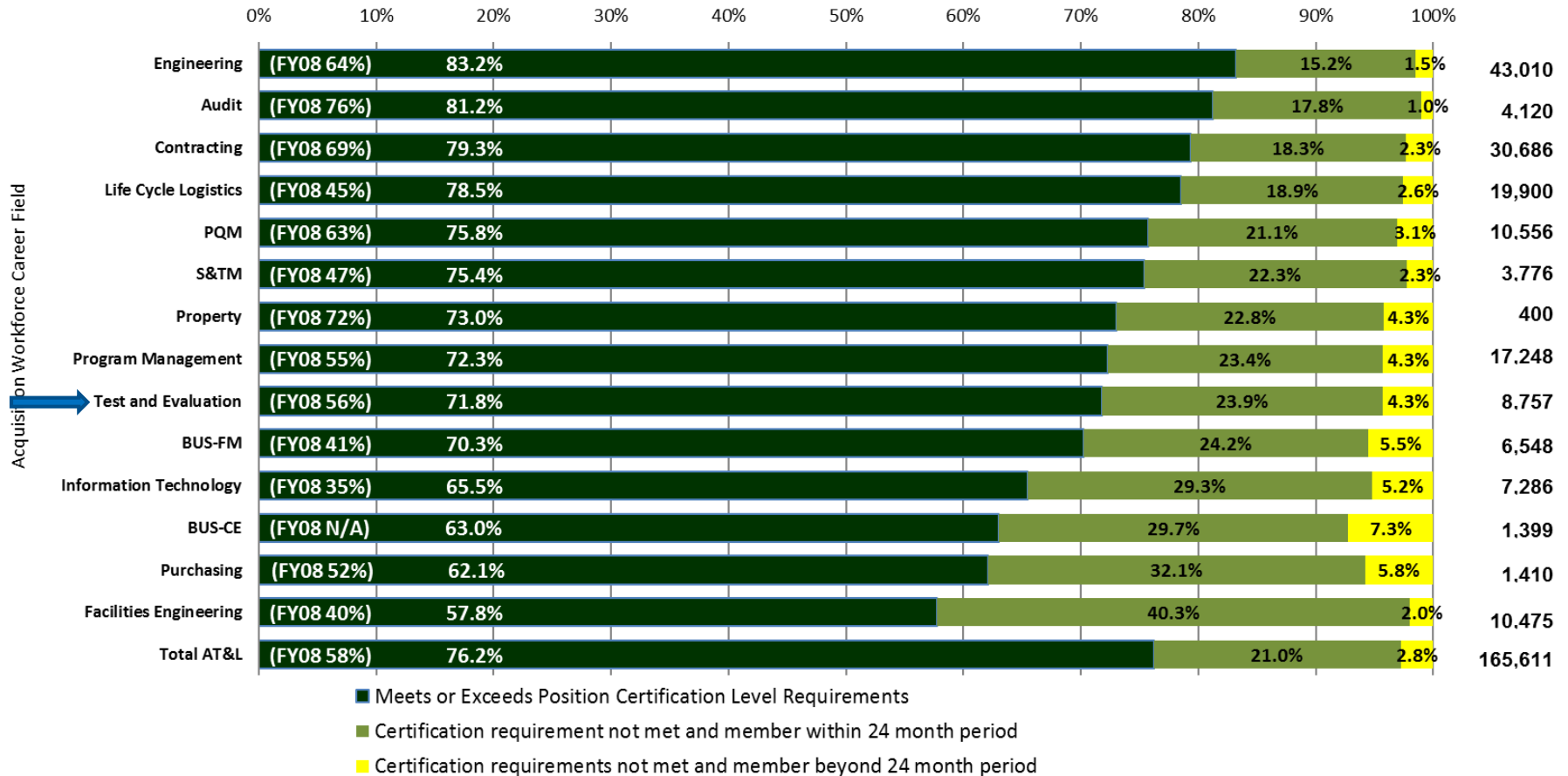
Test and Evaluation





Test and Evaluation DAWIA Certification by Career Field

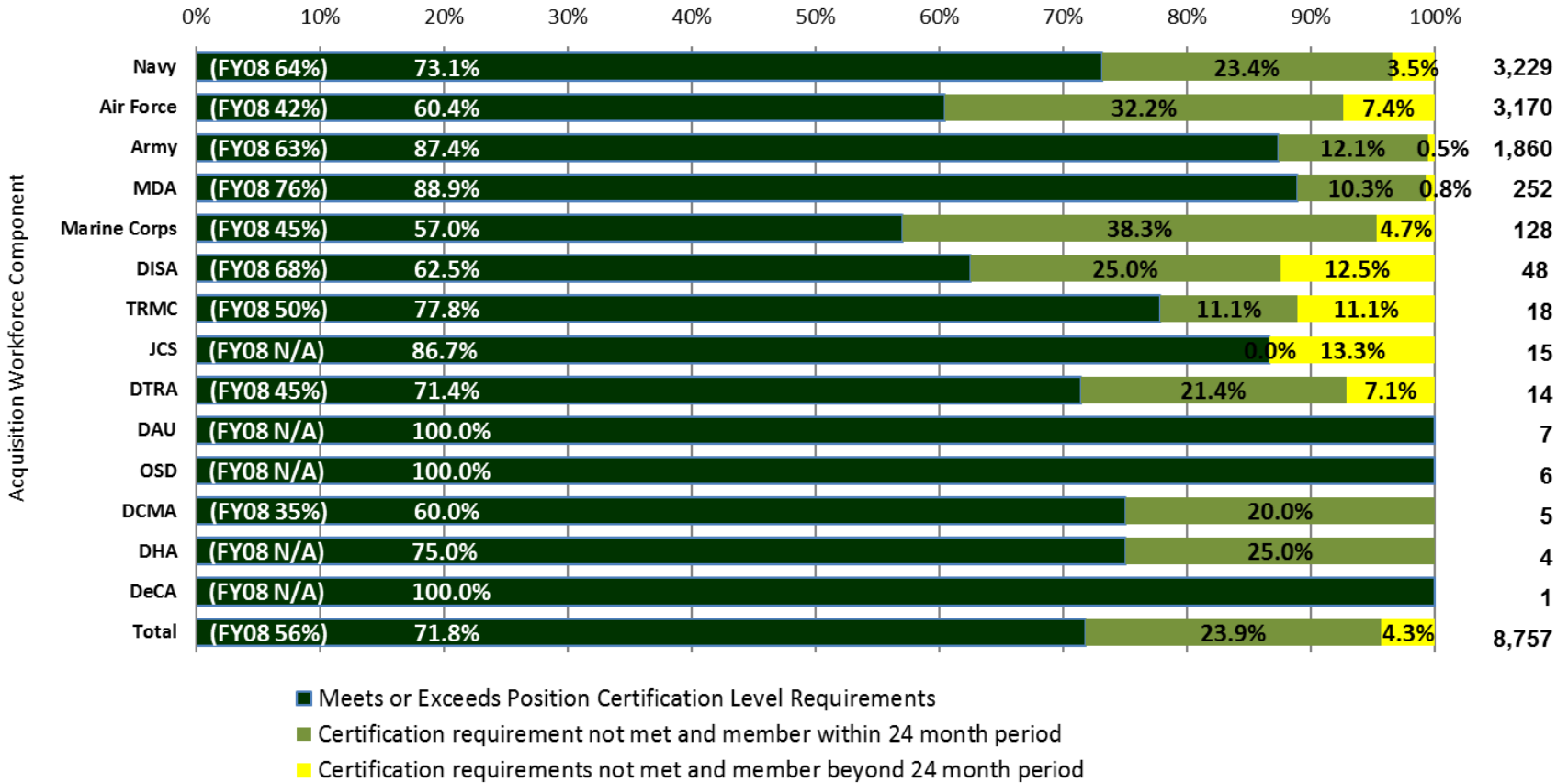
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY18Q1)





Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	725	551	136	157	1,569	53.8%
Level II	685	670	1,404	1,533	4,292	68.4%
Level III	145	88	158	2,505	2,896	86.5%
Unspecified	-	-	-	-	-	
FY18Q1 TOTAL	1,555	1,309	1,698	4,195	8,757	71.8%
	17.8%	14.9%	19.4%	47.9%		

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%	
Test and Ev	6,286	71.8%	9 of 14

** Based on population total without unspecified positions

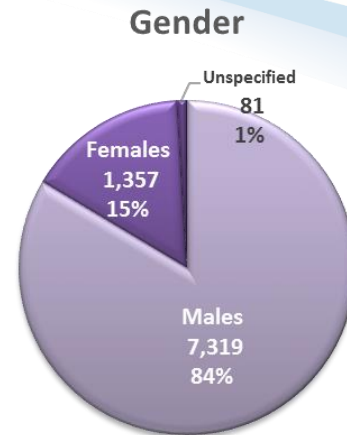
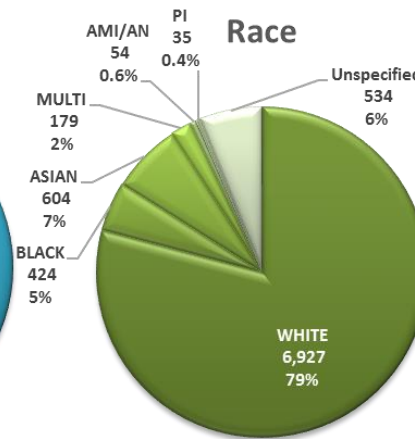
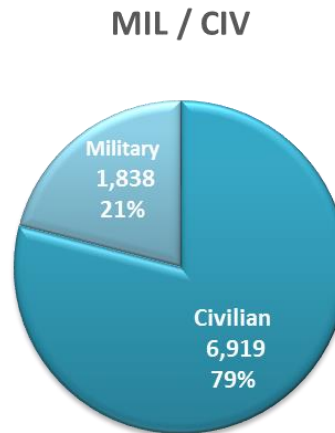
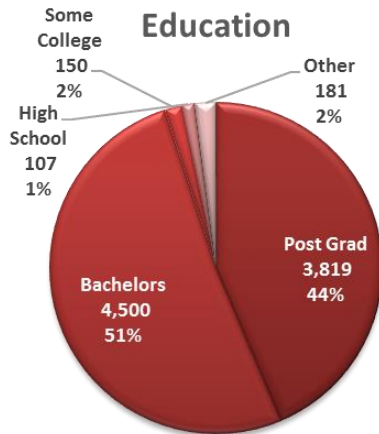
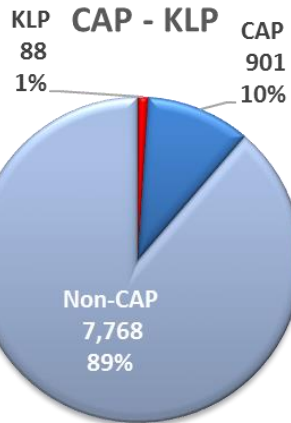
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	844	702	23	1,569	17.9%
Level II	2,937	1,090	265	4,292	49.0%
Level III	2,505	301	90	2,896	33.1%
Unspecified	-	-	-	-	0.0%
Test and Evaluation TOTAL	6,286	2,093	378	8,757	
	71.8%	23.9%	4.3%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



Occupied Position Type	T&E	Entire DAW
Key Leadership Positions (KLPs)	88	1,053
Critical Acquisition Positions (CAPs) *	901	16,398
Non-CAP Positions	7,768	148,009
Unknown	-	151
TOTAL	8,757	165,611

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

Highest Level of Education	T&E	Entire DAW
Post Grad	3,819	66,536
Bachelors	4,500	73,107
Some College	150	11,678
High School	107	12,316
Other	181	1,974
TOTAL	8,757	165,611

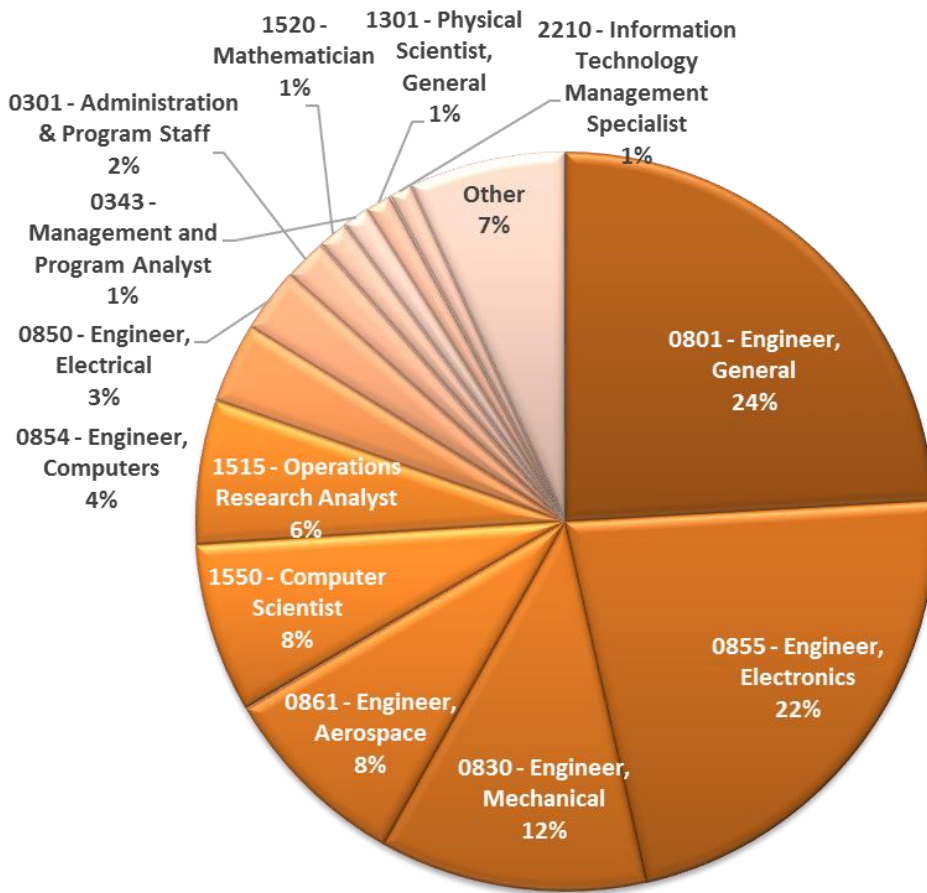
Military / Civilian	T&E	Entire DAW
Civilian	6,919	150,073
Military	1,838	15,538
TOTAL	8,757	165,611

Race	T&E	Entire DAW
WHITE	6,927	121,844
BLACK	424	19,980
ASIAN	604	11,137
MULTI	179	4,245
AMI/AN	54	958
PI	35	817
Unspecified	534	6,630
TOTAL	8,757	165,611

Gender	T&E	Entire DAW
Males	7,319	116,400
Females	1,357	47,748
Unspecified	81	1,463
TOTAL	8,757	165,611



T & E Size by Occupational Series



Civilian Occupational Series	T&E	
0801 - Engineer, General	1,667	24%
0855 - Engineer, Electronics	1,548	22.4%
0830 - Engineer, Mechanical	810	11.7%
0861 - Engineer, Aerospace	581	8.40%
1550 - Computer Scientist	514	7.43%
1515 - Operations Research Analyst	437	6.32%
0854 - Engineer, Computers	243	3.51%
0850 - Engineer, Electrical	195	2.82%
0301 - Administration & Program Staff	129	1.86%
1520 - Mathematician	91	1.32%
0343 - Management and Program Analyst	82	1.19%
1301 - Physical Scientist, General	78	1.13%
2210 - Information Technology Management Specialist	70	1.01%
Other	474	6.85%
TOTAL CIVILIAN	6,919	Civilians



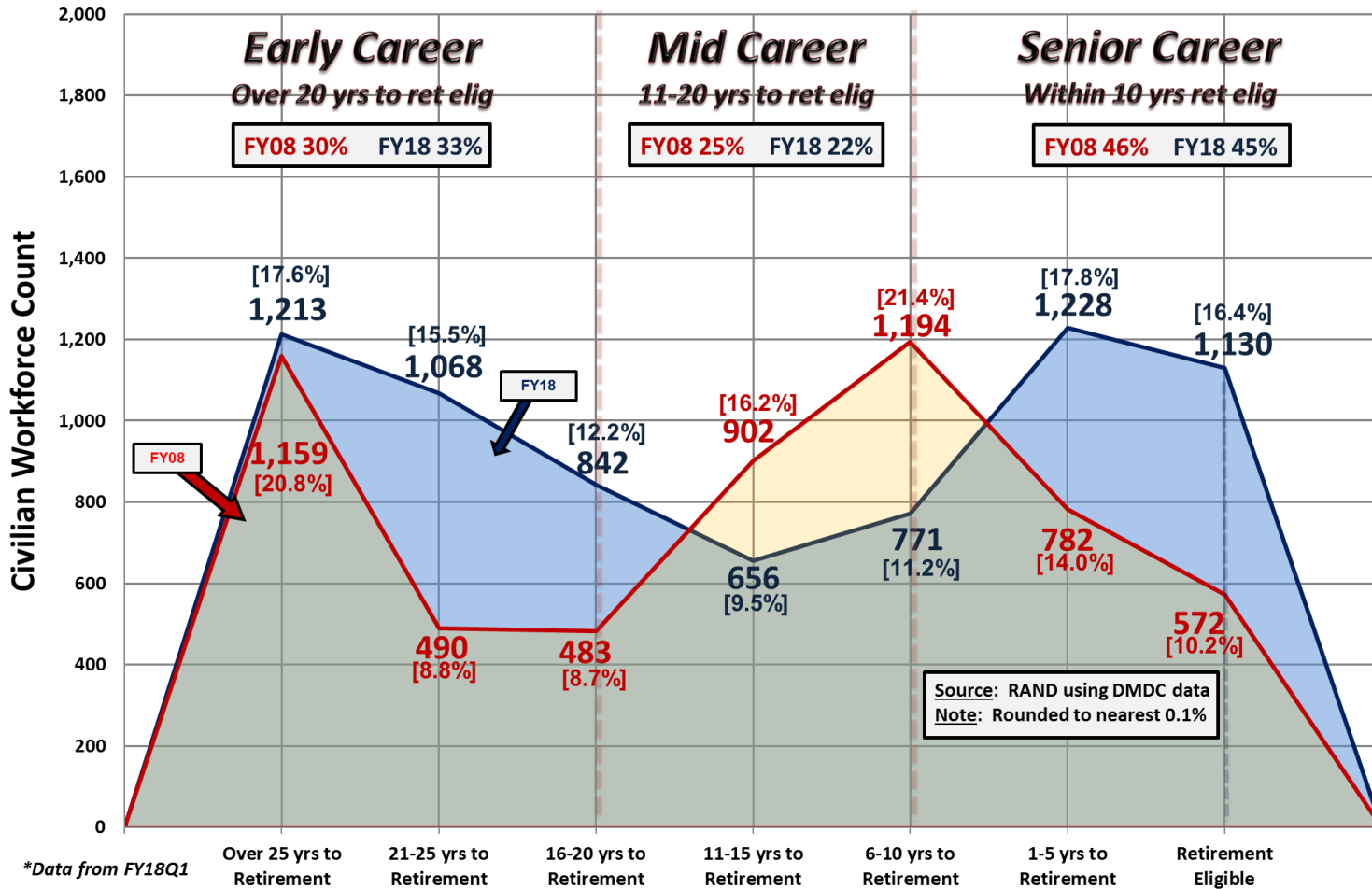
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY18Q1



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY18*

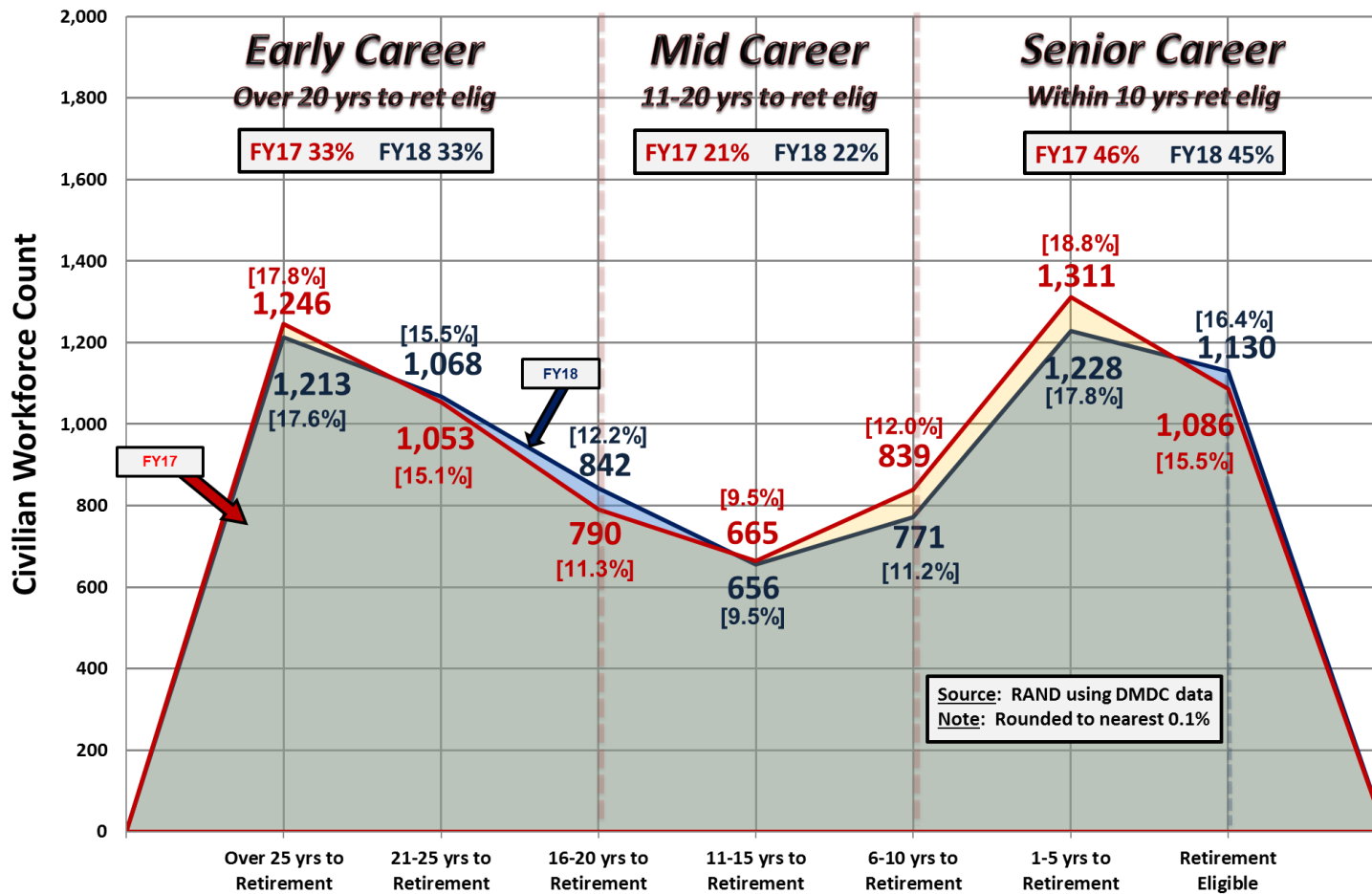


*Data from FY18Q1



Test and Evaluation Civilian Retirement Eligibility Distribution (1 yr) – FY17Q1 / FY18Q1

Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY17Q1 vs FY18Q1

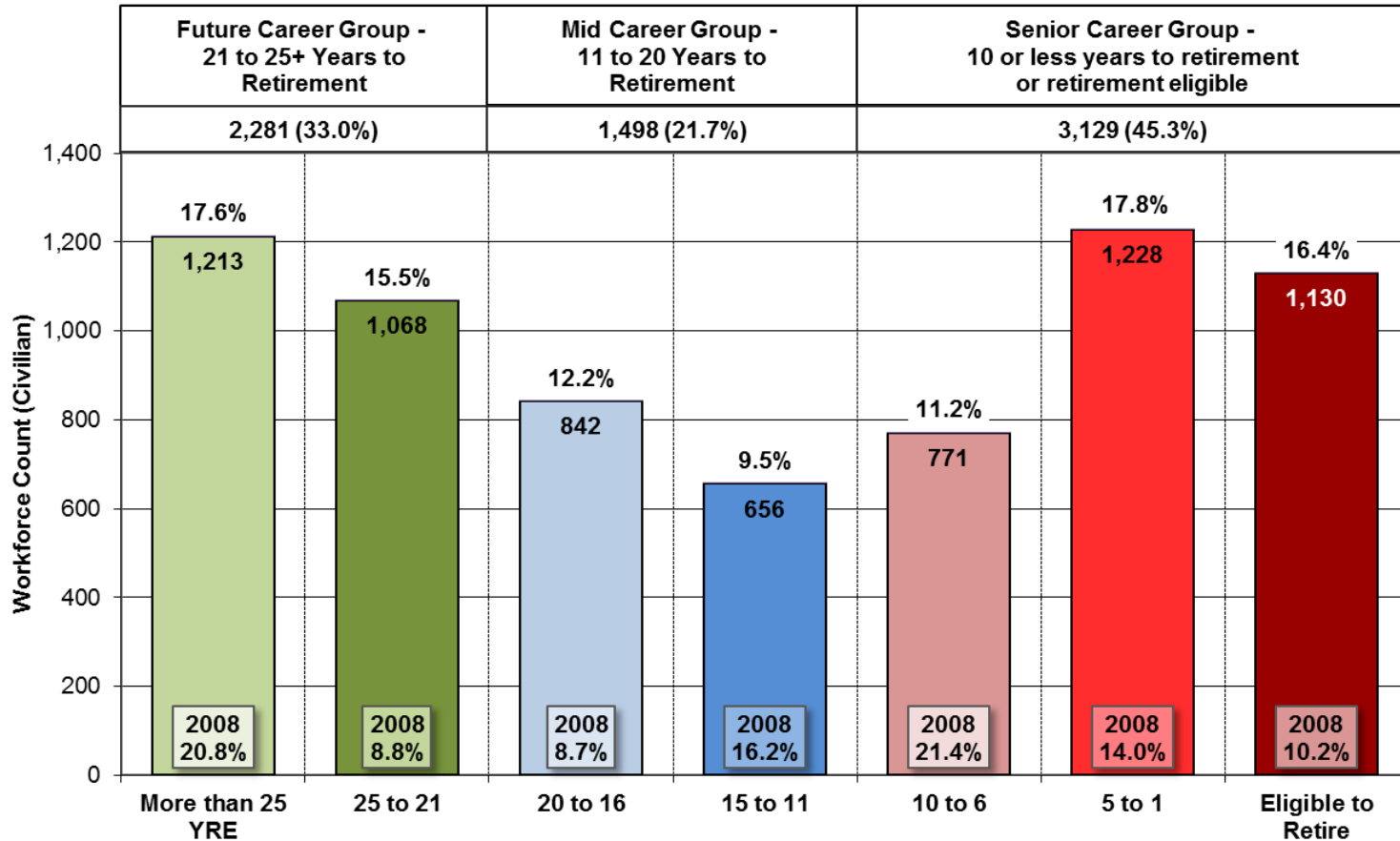




Test and Evaluation Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Test and Evaluation



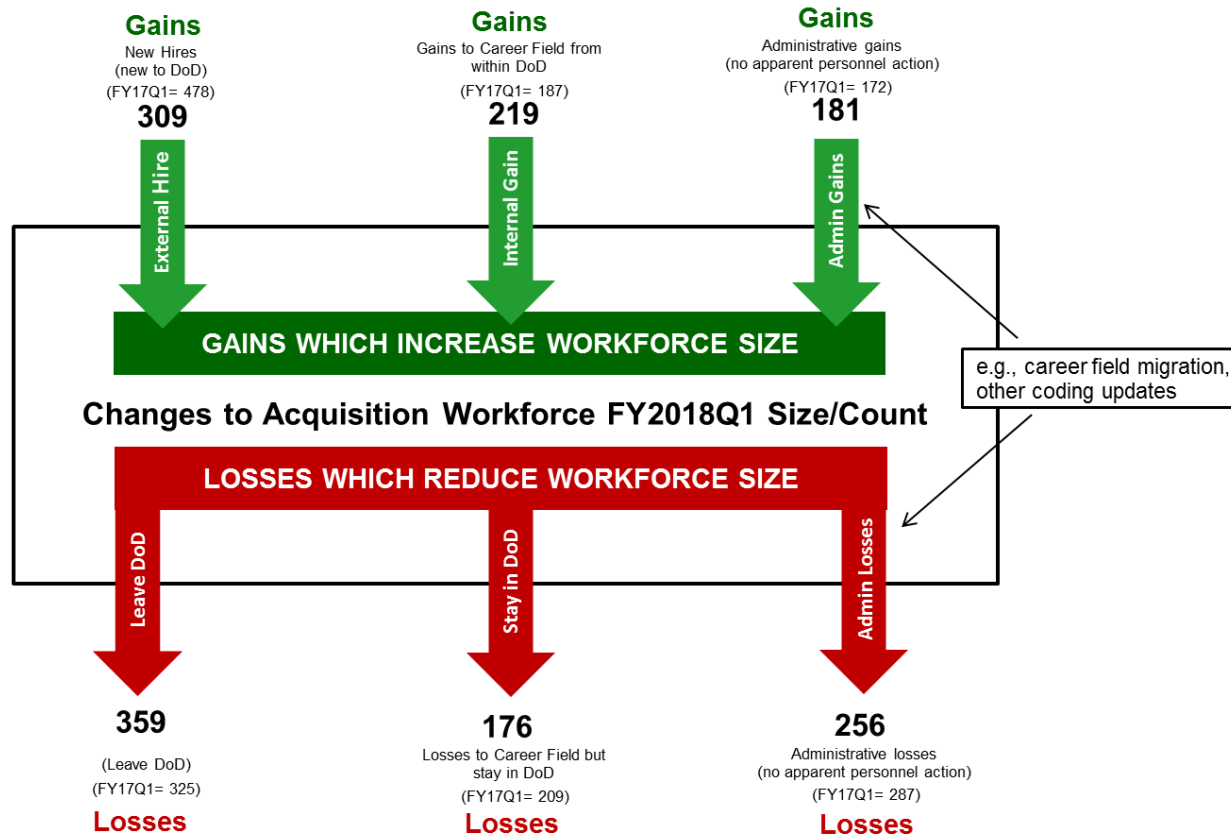
As of 31 Dec 2017



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q1) - Test and Evaluation

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



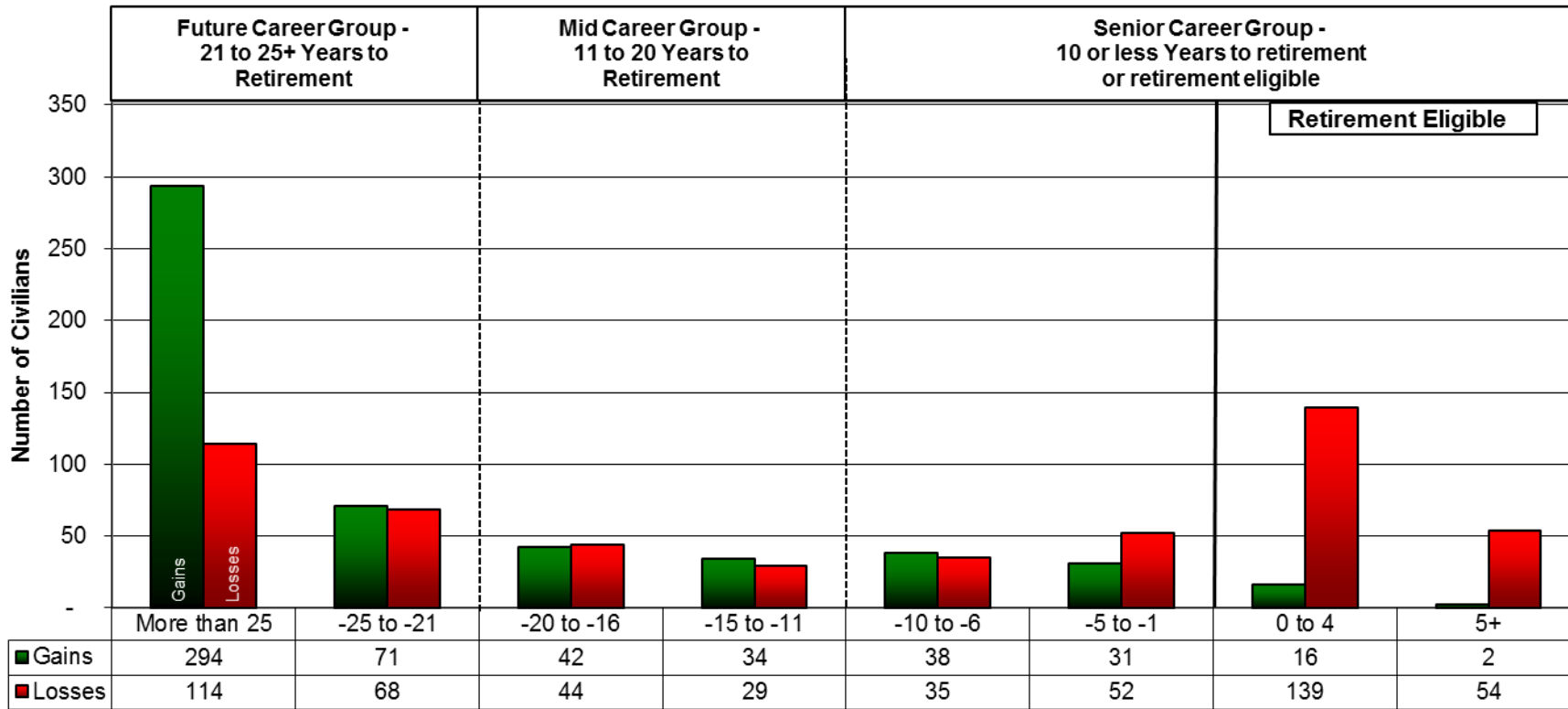


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2018Q1 Gains & Losses*

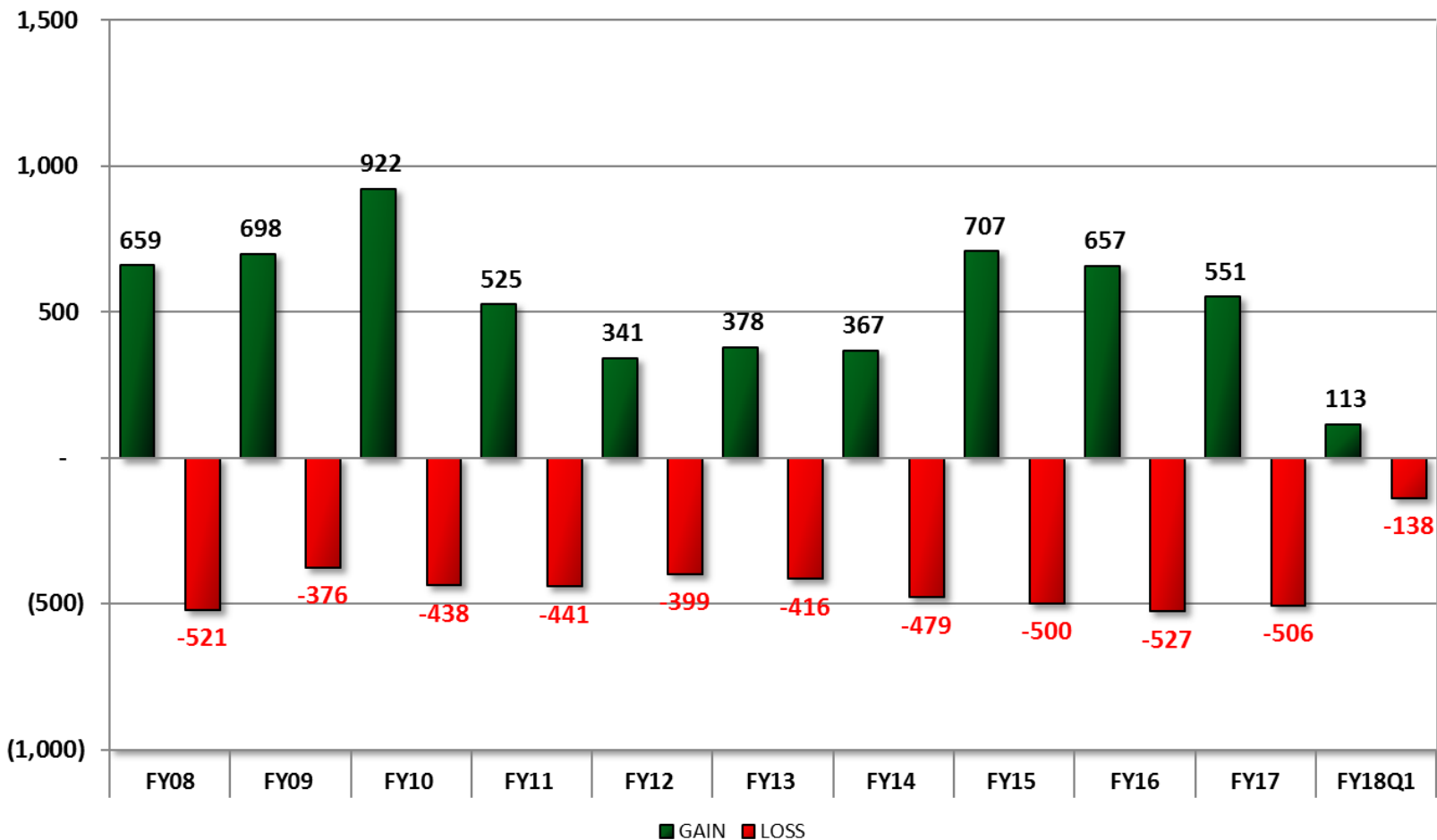


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY18Q1



As of 31 Dec 2017

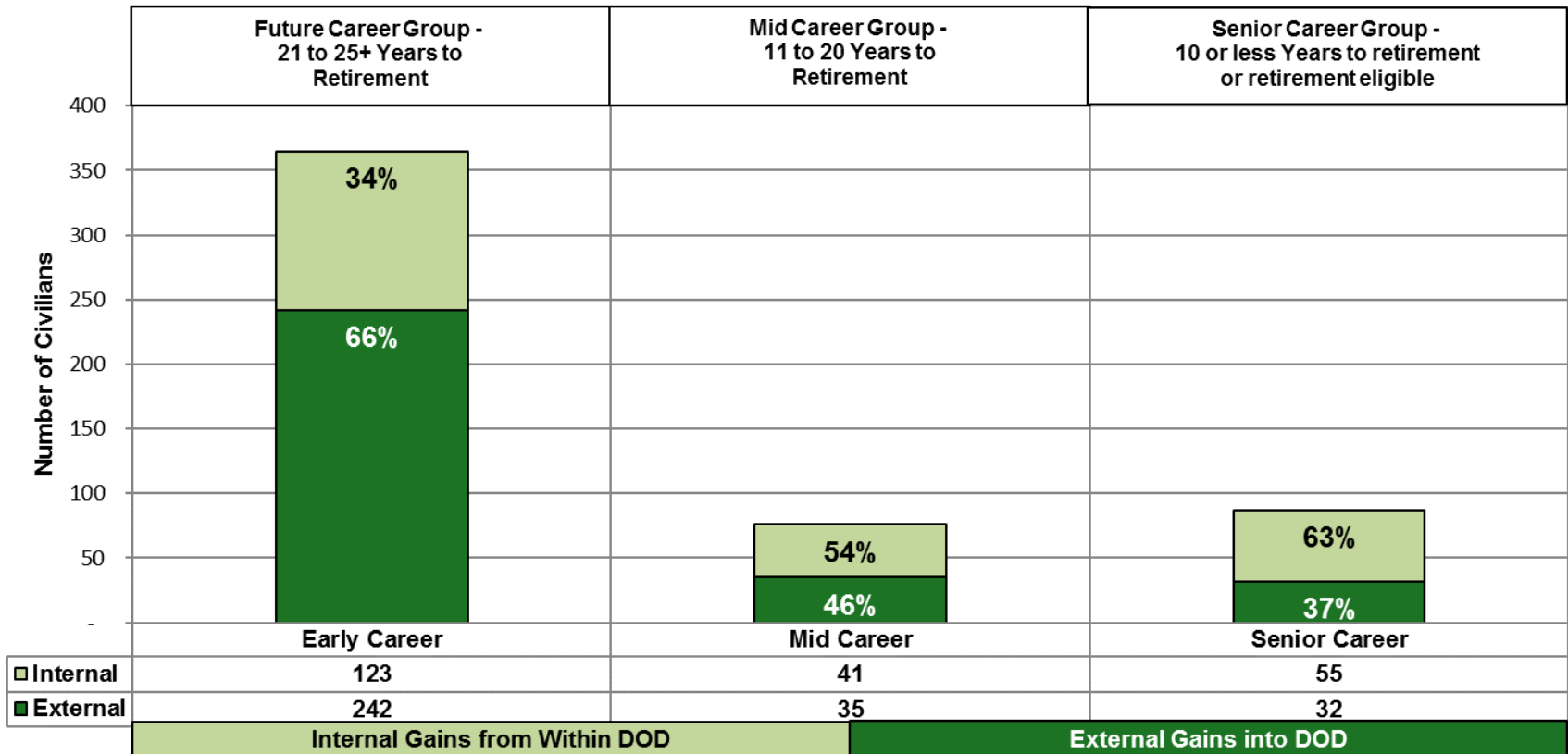


Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2018Q1 Gains*



*Does not include administrative gains

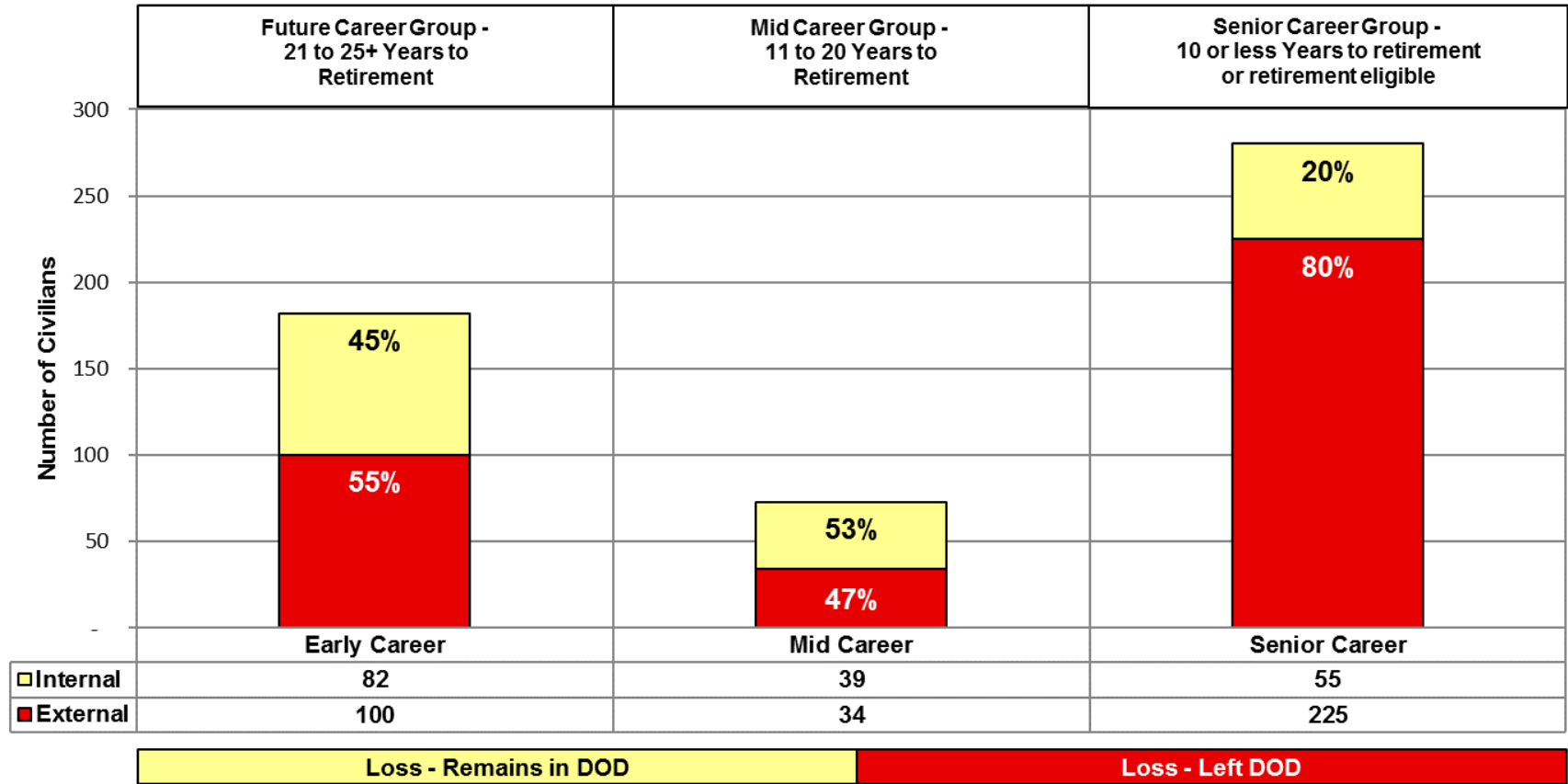


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

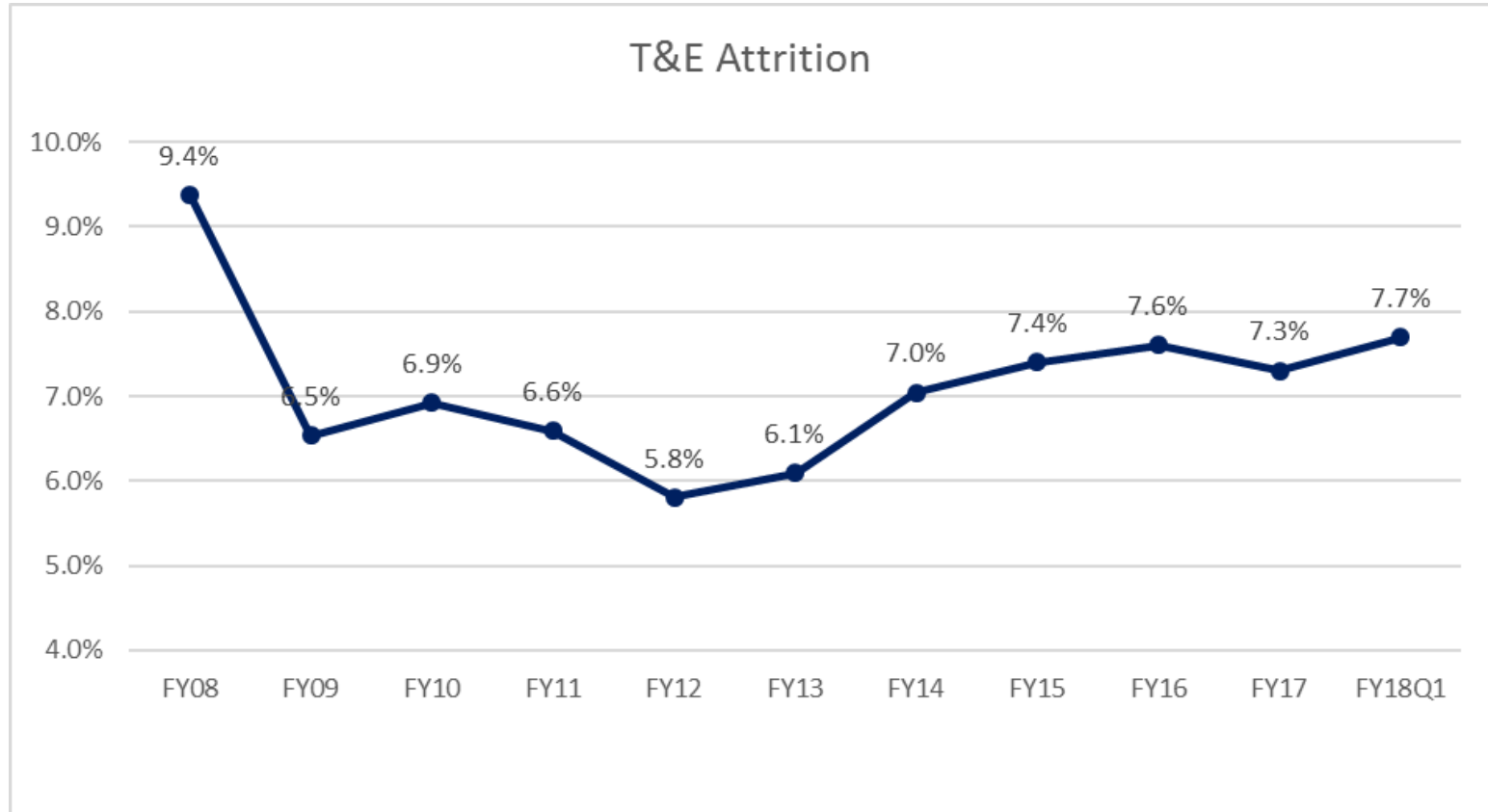
Workforce Lifecycle FY2018Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates

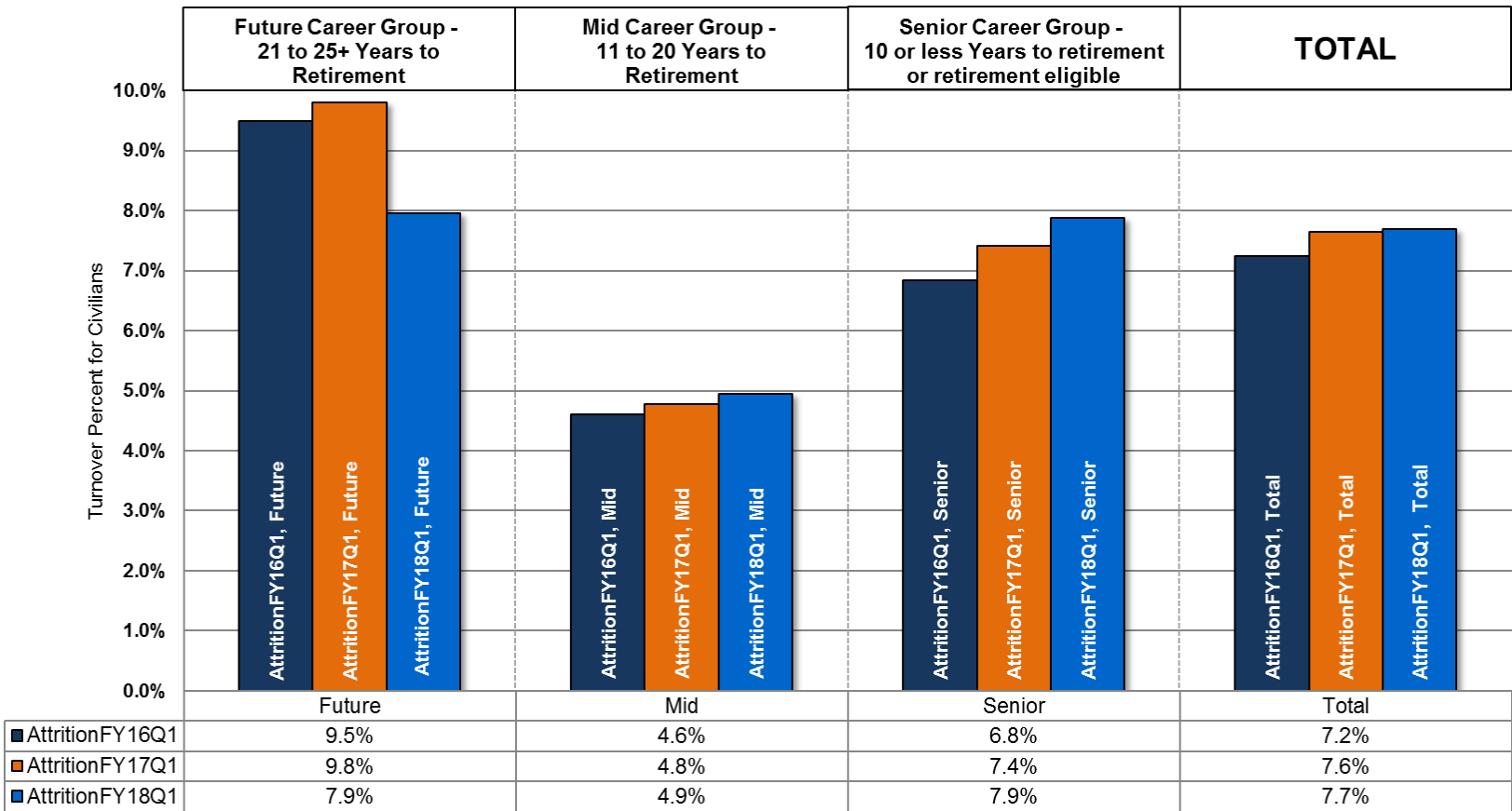


*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



Test and Evaluation Attrition Rates by Career Group

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



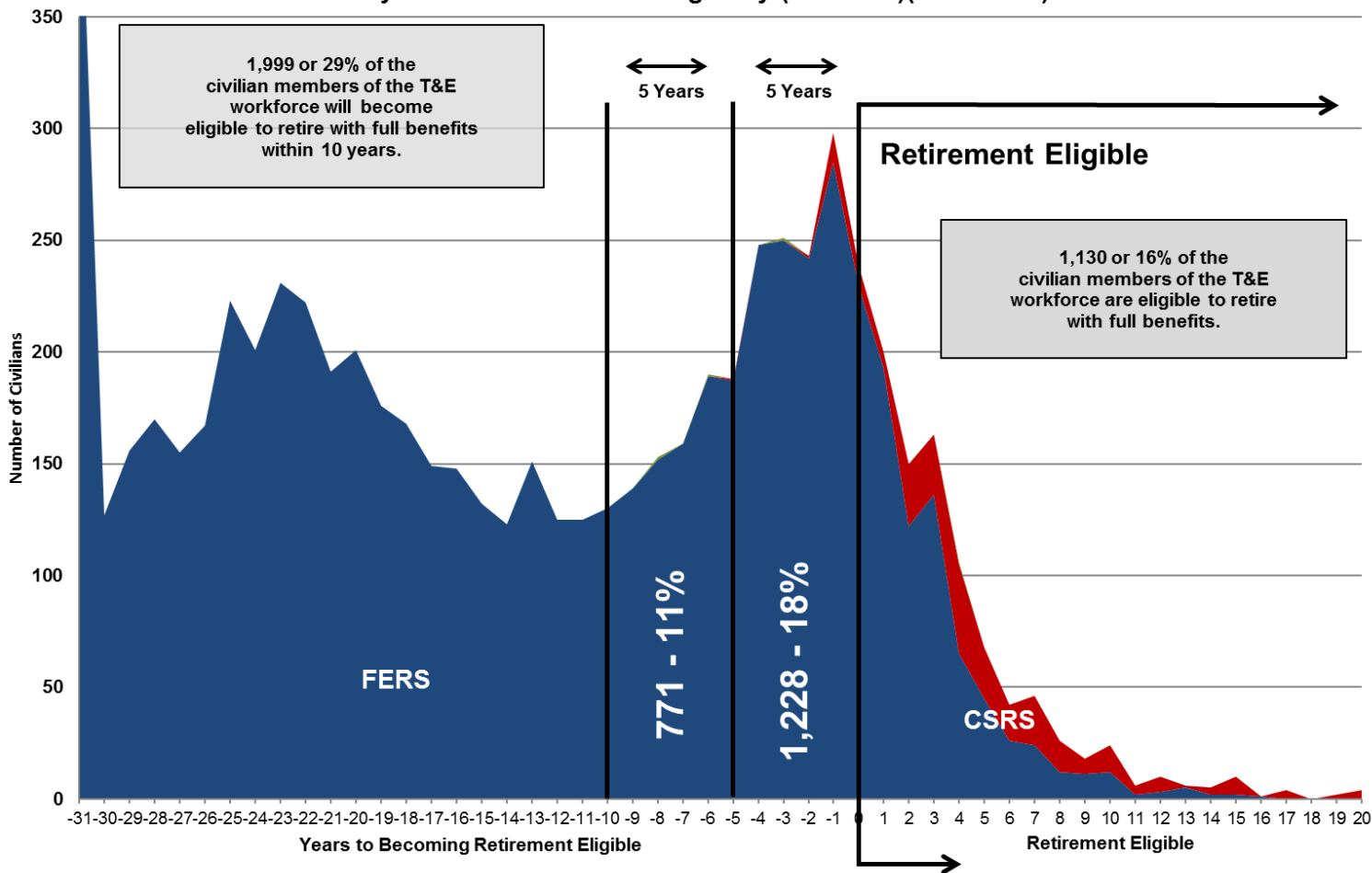


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Test and Evaluation

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



As of 31 Dec 2017



END