



# Defense Acquisition Workforce Key Information

Business- Cost Estimate  
As of FY18Q2 (31 March 2018)



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# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Business - Cost Estimating	FY 2010				FY2018Q2			
	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	1,035	35	1,070	147,705	1,343	74	1,417	1,417
Change in size from 2008	-	-	-	-	30%	111%	32%	30%
Civilian/Military Composition	97%	3%	-	90%/10%	95%	5%	-	90%/ 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	95%	97%	95%	79%	98%	96%	98%	84%
Graduate Degree	41%	80%	43%	48%	53%	59%	53%	40%
<b>Certification</b>								
Level I or Higher Achieved	25%	0%	24%	73%	80%	31%	78%	85%
Level II or Higher Achieved	3%	0%	3%	58%	68%	7%	64%	73%
Level III Achieved	2%	0%	2%	35%	45%	1%	43%	42%
Position Certification Requirement Met or Exceeded	7%	0%	7%	57%	64%	9%	61%	76%
Within 24 Months of Certification Requirement	93%	100%	93%	34%	28%	65%	30%	21%
Does Not Meet Certification Requirement	0%	0%	0%	9%	8%	26%	9%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	20%	0%	32%	37%	21%	0%	20%	33%
Average Age	41	34	41	45	41	29	40	45
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	56/17/27(%)	-	-	20/23/57 (%)(Civ)	41/28/31(%)	-	-	24/25/51(%)
Average Years of Service	12	12	12	17	12	7	12	15
Retirement Eligible*	104(10%)	-	-	20,947(16%) (CIV)	147(11%)	-	-	28,385(19%)
Retirement Eligible w/in 5 Years*	122(12%)	-	-	23,551(18%) (CIV)	139(10%)	-	-	25,803(17%)
Total Gains/Losses*	1,124/76	-	-	23,909/9,889 (CIV)	185/184	-	-	15,885/10,857

Source: Data and was generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart.



## Highlights FY18Q2



### Defense Acquisition Workforce Size Highlights

- The current Business - Cost Estimate Defense Acquisition Workforce count has increased from 1,070 in FY10 to 1,417 at the end of this quarter, a 32% increase.
- The Business - Cost Estimate Career Field has seen a decrease in attrition since FY13 decreasing from 11.8% to 9.8%, but has increased back to over 11% in the last two years and a half years.

### Defense Acquisition Workforce Certification

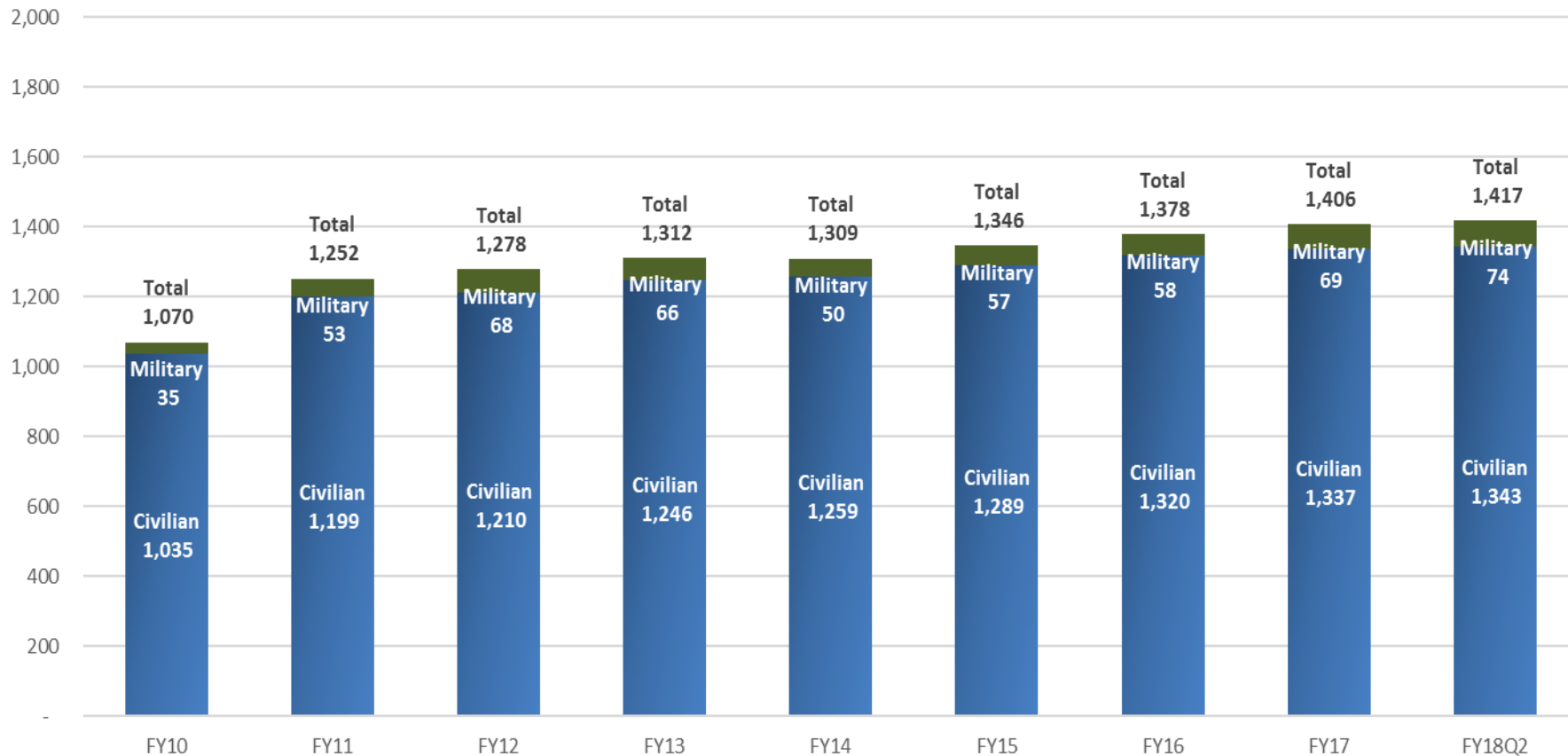
- The certification Meets/Exceeds rate for Cost Estimate has risen every quarter since FY16Q2 to a high of 63%, but then dropped this quarter to 61%.



# Total Historic Workforce

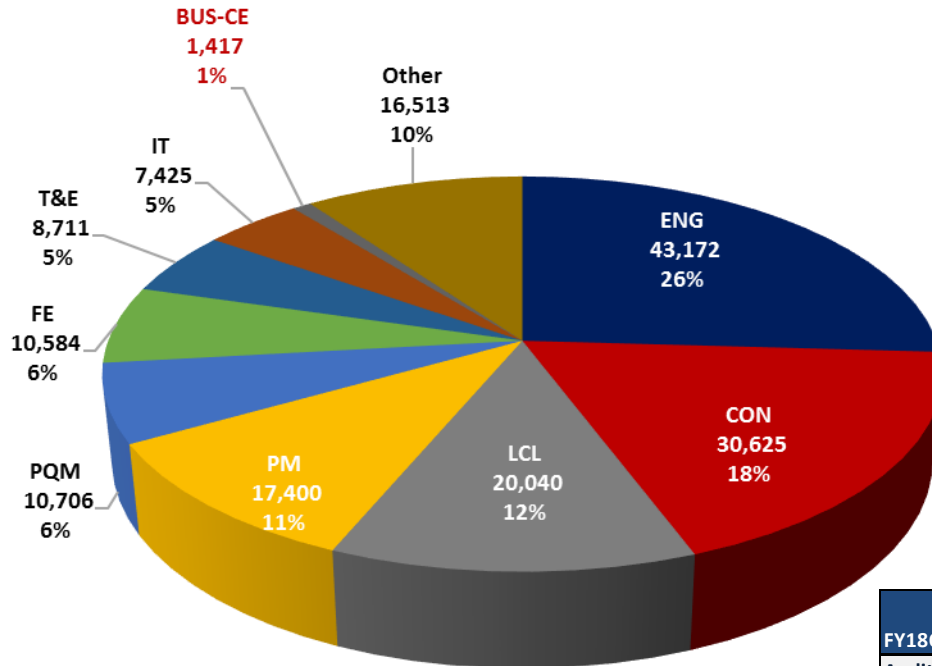


BUS-CE





# AWF by Component and Career Field



FY18Q2 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,182	4,182	2.5%
Business - CE	259	523	36	512	87	1,417	0.9%
Business - FM	1,743	2,048	179	2,097	550	6,617	4.0%
Contracting	7,869	5,999	531	8,255	7,971	30,625	18.4%
Engineering	9,060	22,376	336	9,271	2,129	43,172	25.9%
Facilities Engineering	4,297	5,575	30	585	97	10,584	6.4%
Information Technology	1,735	3,043	219	1,369	1,059	7,425	4.5%
Life Cycle Logistics	6,952	5,974	626	3,347	3,141	20,040	12.0%
Production, Quality and Man	1,397	3,508	46	442	5,313	10,706	6.4%
Program Management	3,330	5,519	756	5,934	1,861	17,400	10.4%
Property	49	66	-	18	263	396	0.2%
Purchasing	365	372	48	59	515	1,359	0.8%
S&T Manager	475	514	4	2,830	119	3,942	2.4%
Test and Evaluation	1,861	3,203	130	3,150	367	8,711	5.2%
Unknown/Other	8	1	-	-	8	17	0.01%
<b>FY18Q2 Totals (as of 3-31-18)</b>	<b>39,400</b>	<b>58,721</b>	<b>2,941</b>	<b>37,869</b>	<b>27,662</b>	<b>166,593</b>	
<b>Component %</b>	<b>23.7%</b>	<b>35.2%</b>	<b>1.8%</b>	<b>22.7%</b>	<b>16.6%</b>		



# Business CE Workforce Historical Size by Component/Agency FY10 – FY18Q2



Business - CE Defense Acq Workforce Agency	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q2	% Change Since FY10	% Change Since FY17
Navy	428	477	484	495	513	538	552	533	523	22%	-2%
MARINE CORPS	22	22	28	39	35	32	36	37	36	64%	-3%
ARMY	270	280	267	262	250	244	249	258	259	-4%	0%
AIR FORCE	300	417	429	432	438	454	458	496	512	71%	3%
DCMA	2	2	2	4	2	5	4	-	1	-50%	
DLA	-	-	1	2	1	-	1	-	-		
MDA	41	34	48	60	54	53	55	60	62	51%	3%
DISA	1	4	4	4	4	8	10	9	11	1000%	22%
DHA	1	4	4	5	3	2	4	4	2	100%	-50%
DAU	5	12	11	8	8	7	7	6	6	20%	0%
NRO	-	-	-	-	-	-	-	2	3		50%
OSD	-	-	-	1	1	3	2	1	2		100%
<b>TOTAL</b>	<b>1,070</b>	<b>1,252</b>	<b>1,278</b>	<b>1,312</b>	<b>1,309</b>	<b>1,346</b>	<b>1,378</b>	<b>1,406</b>	<b>1,417</b>	<b>↑ 32%</b>	<b>↑ 1%</b>



# Business CE Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q2



Business - CE Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	535	539	542	552	539	539	530	533	527	523	-3%
ARMY	250	245	244	249	257	258	253	258	257	259	0%
AIR FORCE	462	467	455	458	474	494	501	496	498	512	4%
MARINE CORPS	34	33	34	36	37	37	37	37	37	36	-3%
DCMA	4	5	4	4	4	3	3	-	2	1	-67%
DLA	-	-	1	1	1	-	-	-	-	-	
MDA	54	55	58	55	58	58	54	60	59	62	7%
DISA	8	8	7	10	9	5	7	9	8	11	120%
DHA	4	4	4	4	4	4	4	4	3	2	-50%
DAU	7	8	7	7	6	6	6	6	5	6	0%
NRO	-	-	-	-	-	-	1	2	2	3	
OSD	3	3	3	2	2	2	2	1	1	2	0%
<b>TOTAL</b>	<b>1,361</b>	<b>1,367</b>	<b>1,359</b>	<b>1,378</b>	<b>1,391</b>	<b>1,406</b>	<b>1,398</b>	<b>1,406</b>	<b>1,399</b>	<b>1,417</b>	<b>↑ 1%</b>

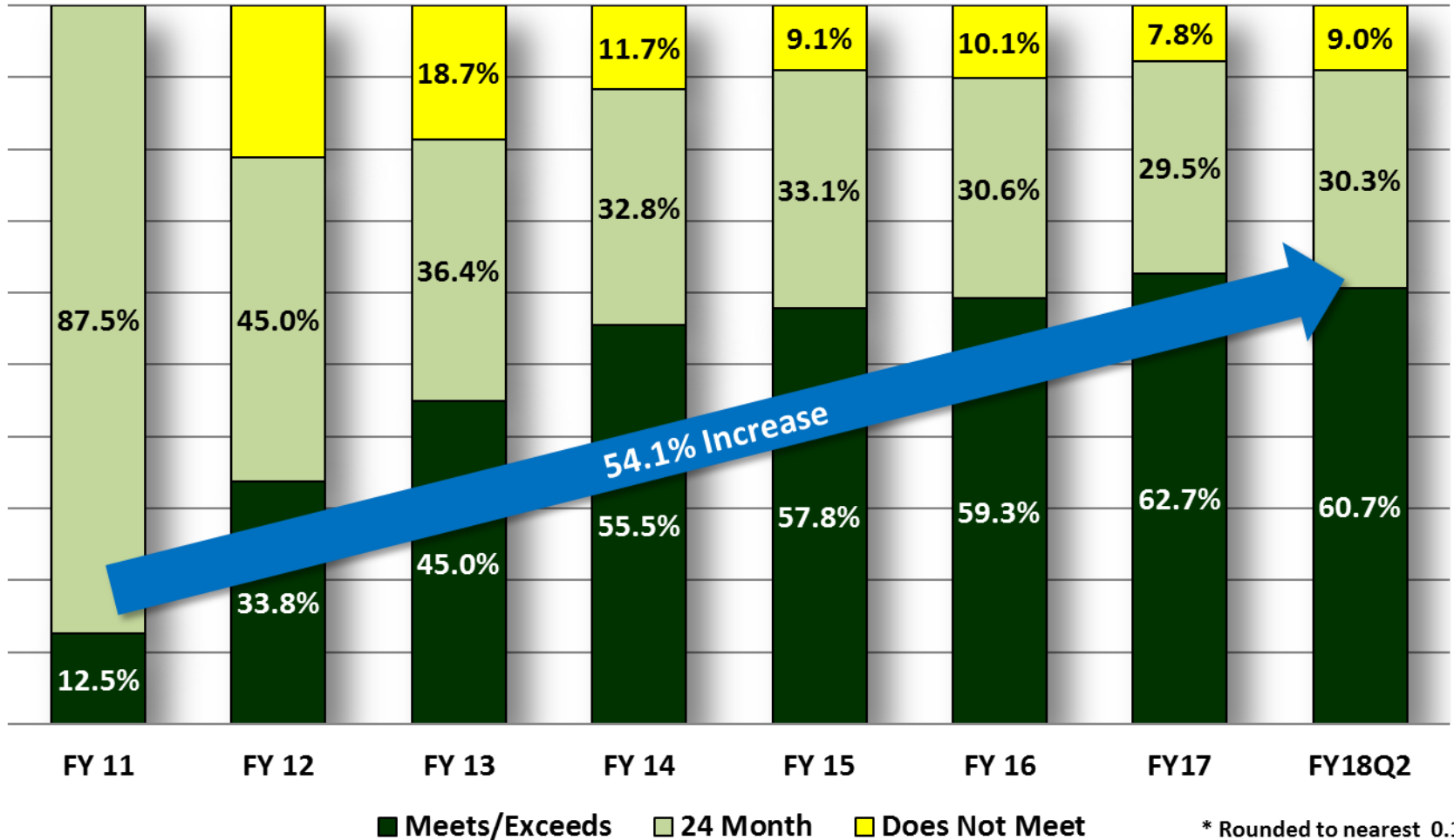




# Business - CE Historical DAWIA Certification FY10 – FY18Q2



## Business - CE

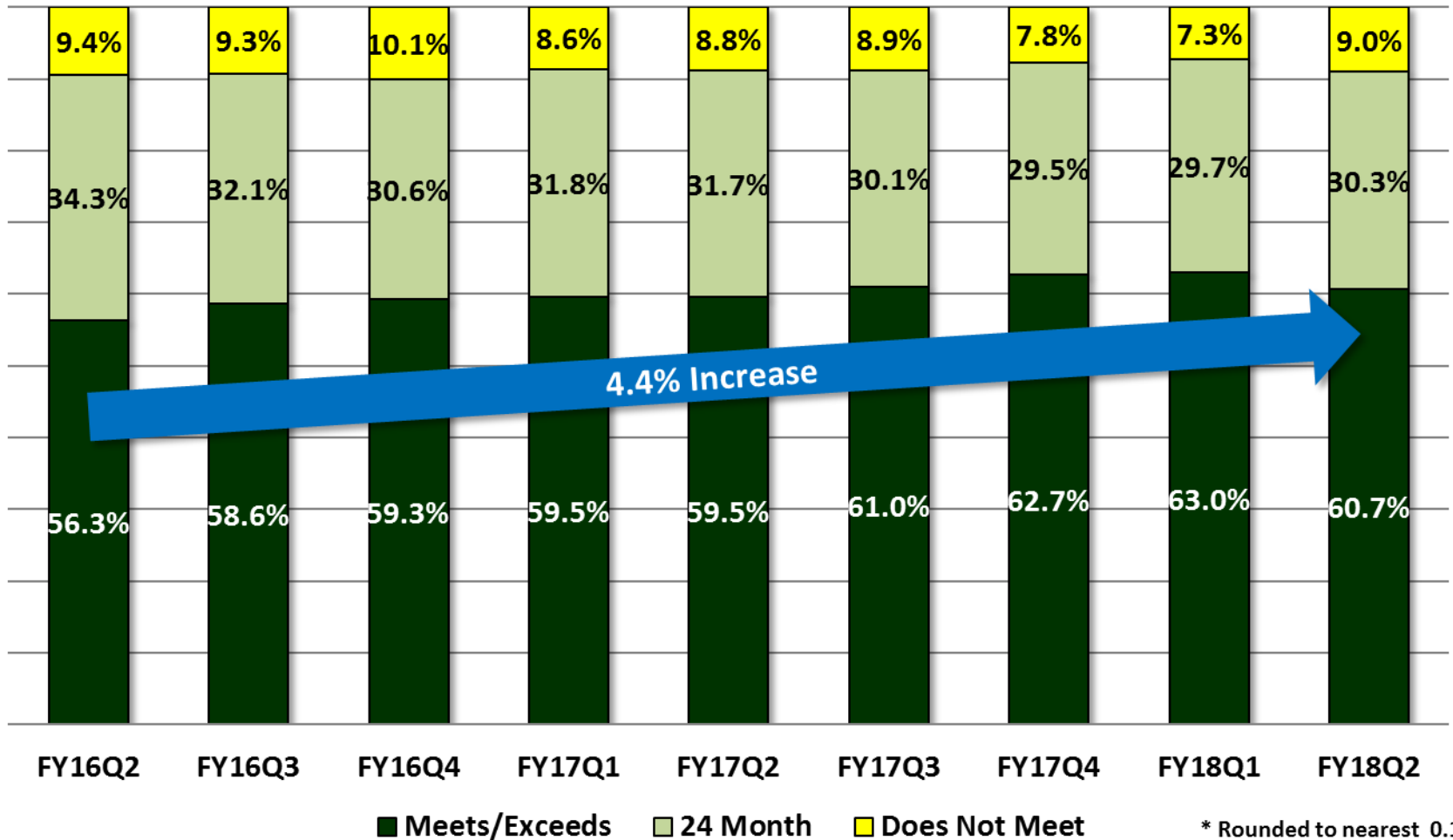




# Business – CE Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



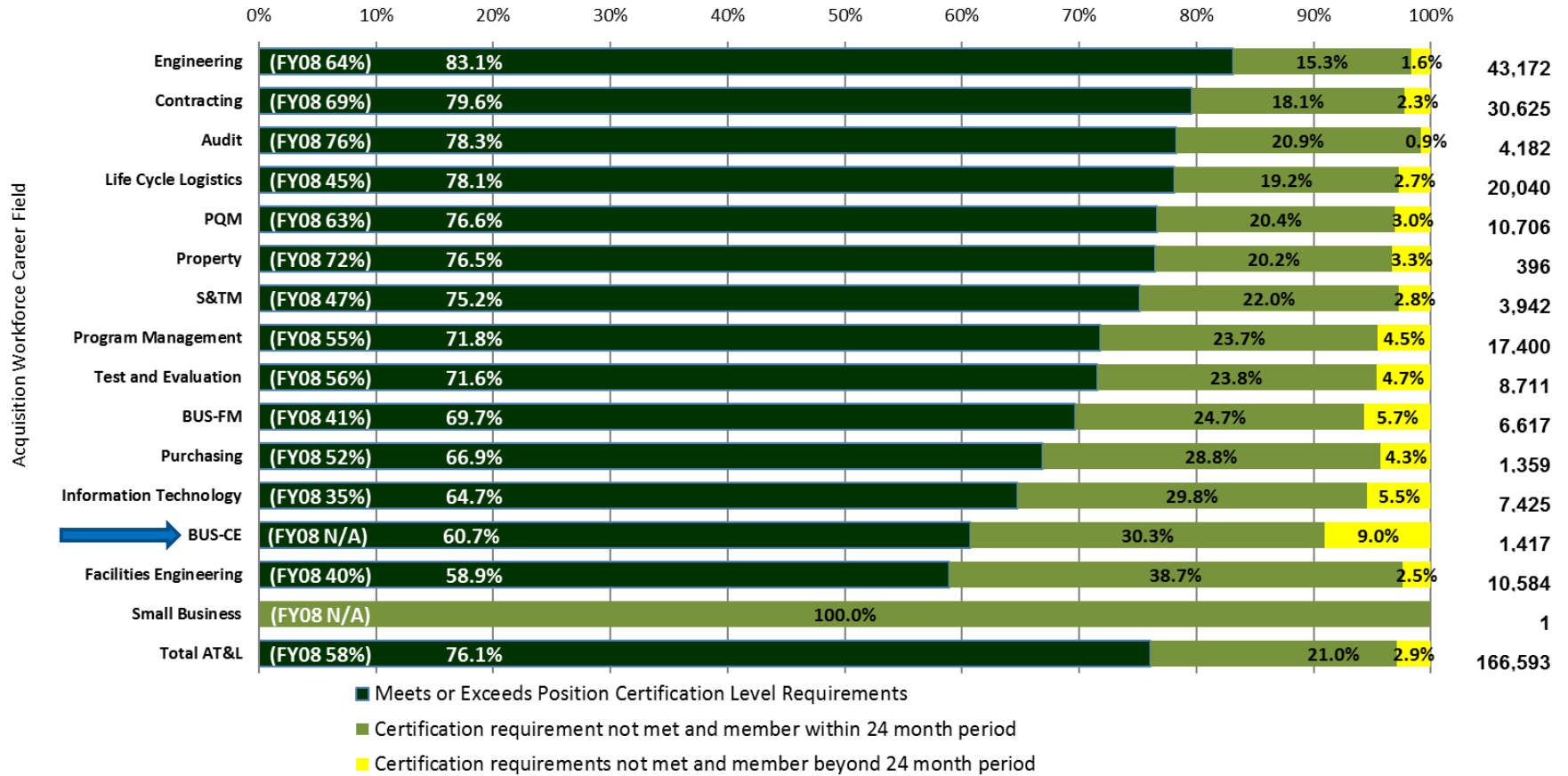
## Business - CE





# Business DAWIA Certification by Career Field

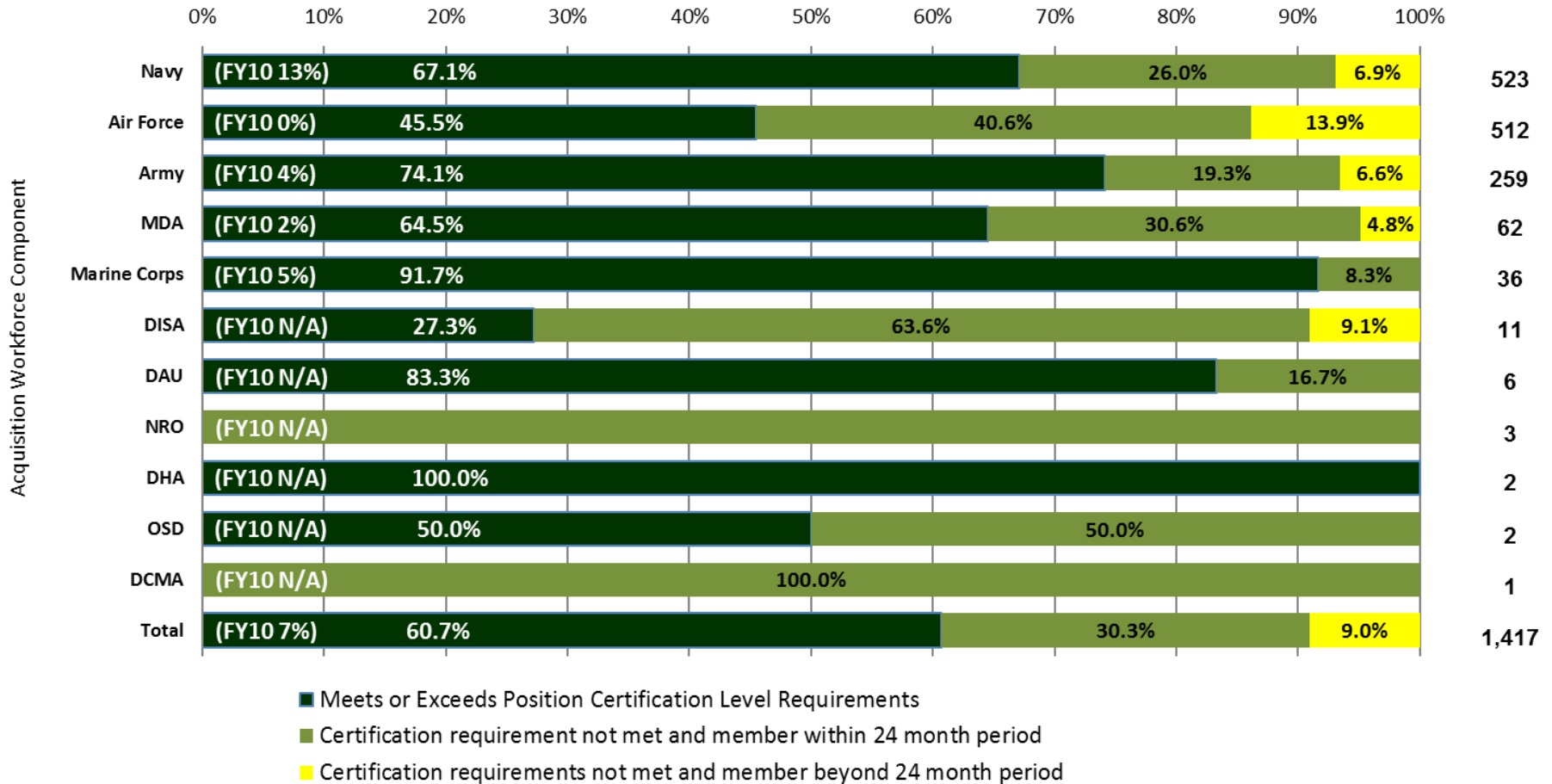
## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





# Business - CE DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY18Q2)





# Business - CE DAWIA Certification Matrix + Bench Strength

Business - CE		Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	119	22	8	5	154	22.7%	
Level II	152	140	223	110	625	53.3%	
Level III	44	27	75	492	638	77.1%	
<i>Unspecified</i>	-	-	-	-	-		
<b>FY18Q2 TOTAL</b>	<b>315</b>	<b>189</b>	<b>306</b>	<b>607</b>	<b>1,417</b>	<b>60.7%</b>	
	22.2%	13.3%	21.6%	42.8%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,761	76.1%	
Army	31,111	79.0%	
Navy	44,599	76.0%	
Marine Cor	2,036	69.2%	
Air Force	27,058	71.5%	
4th Estate	21,957	77.6%	
<b>Business - C</b>	<b>860</b>	<b>60.7%</b>	<b>13 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	35	113	6	154	10.9%
Level II	333	219	73	625	44.1%
Level III	492	97	49	638	45.0%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>Business - CE TOTAL</b>	<b>860</b>	<b>429</b>	<b>128</b>	<b>1,417</b>	
	60.7%	30.3%	9.0%		

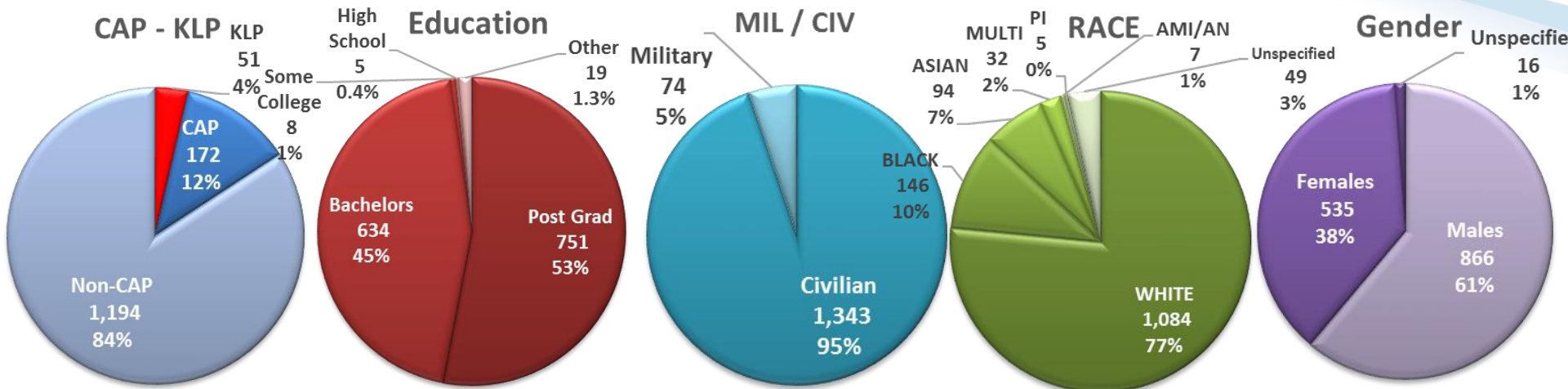
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business CE Demographics



Occupied Position Type	BUS-CE	Entire DAW
Key Leadership Positions (KLPs)	51	3.6%
Critical Acquisition Positions (CAPs) *	172	12.1%
Non-CAP Positions	1,194	84.3%
Unknown		0.0%
<b>TOTAL</b>	<b>1,417</b>	

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

Highest Level of Education	BUS-CE	Entire DAW
Post Grad	751	53.0%
Bachelors	634	44.7%
Some College	8	0.6%
High School	5	0.4%
Other	19	1.3%
<b>TOTAL</b>	<b>1,417</b>	

Military / Civilian	BUS-CE	Entire DAW
Civilian	1,343	94.8%
Military	74	5.2%
<b>TOTAL</b>	<b>1,417</b>	

Race	BUS-CE	Entire DAW
WHITE	1,084	76.5%
BLACK	146	10.3%
ASIAN	94	6.6%
MULTI	32	2.3%
AMI/AN	7	0.5%
PI	5	0.4%
Unspecified	49	3.5%
<b>TOTAL</b>	<b>1,417</b>	

Gender	BUS-CE	Entire DAW
Males	866	61.1%
Females	535	37.8%
Unspecified	16	1.1%
<b>TOTAL</b>	<b>1,417</b>	



# Business CE Occupational Series



Civilian Occupational Series	BUS-CE	
1515 - Operations Research Analyst	1,062	79.1%
0501 - Financial Administrator	86	6.4%
0896 - Engineer, Industrial	74	5.5%
0801 - Engineer, General	60	4.5%
1520 - Mathematician	16	1.2%
0830 - Engineer, Mechanical	7	0.5%
0343 - Management and Program Analyst	9	0.7%
1101 - Business and Industry Specialist	8	0.6%
1101 - Business and Industry Specialist	8	0.6%
0301 - Administration & Program Staff	3	0.2%
<i>Other</i>	10	0.74%
<b>TOTAL CIVILIAN</b>	<b>1,343</b>	<b>Civilians</b>

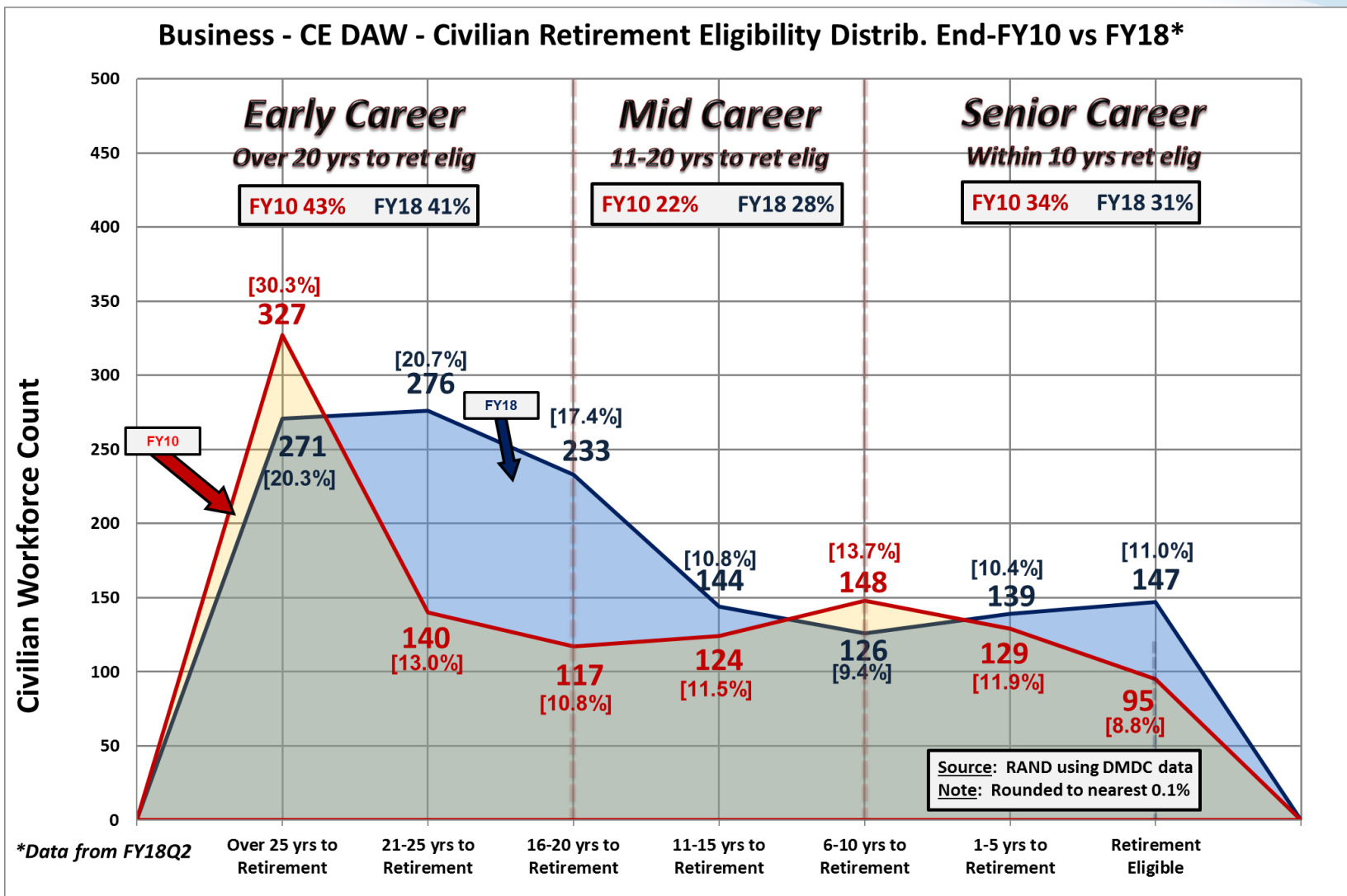


**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY18Q2**





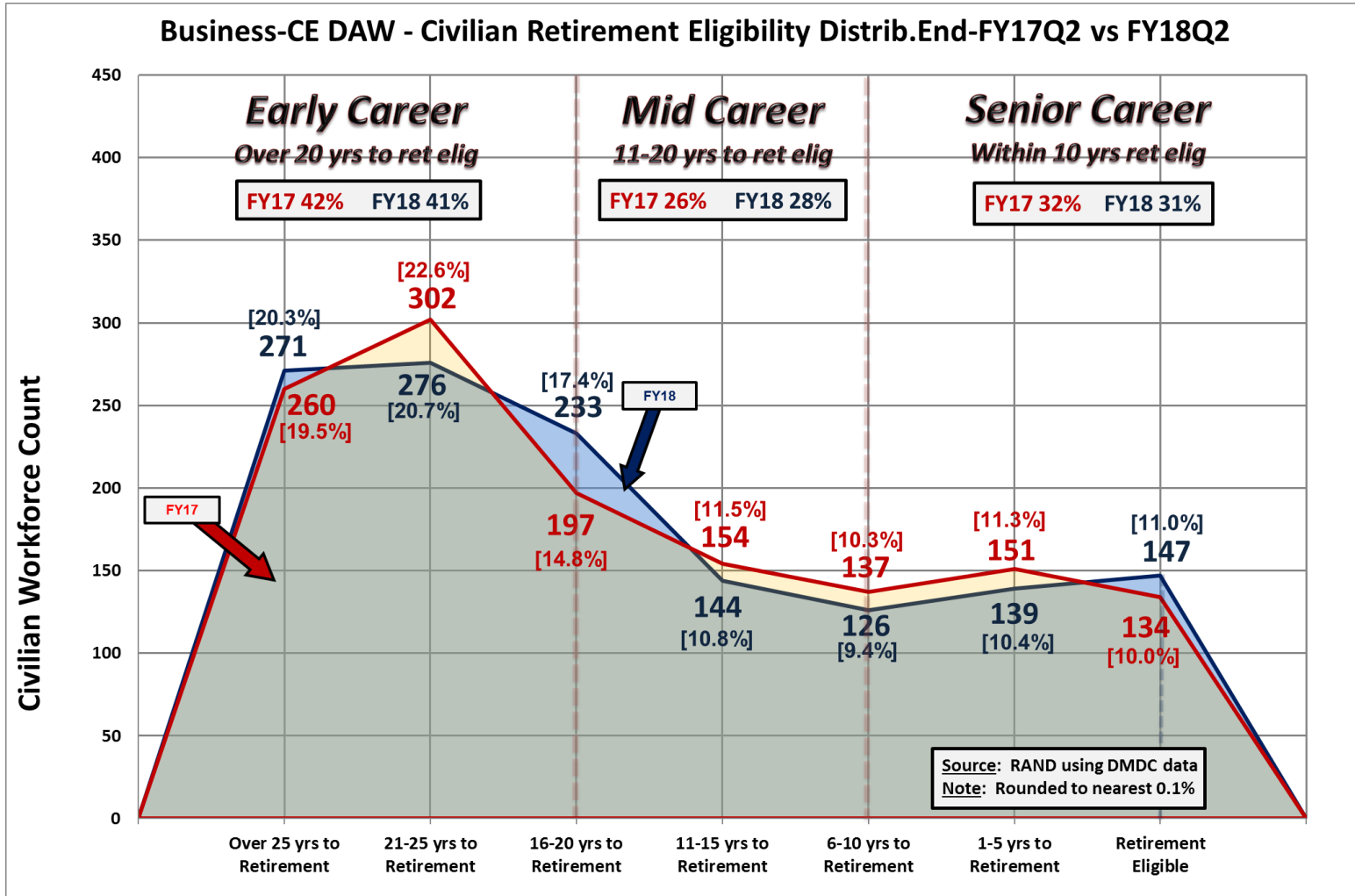
# Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY18



As of 31 Mar 2018



# Business-CE Civilian Retirement Eligibility Distribution (1 Year) – FY17Q2 / FY18Q2



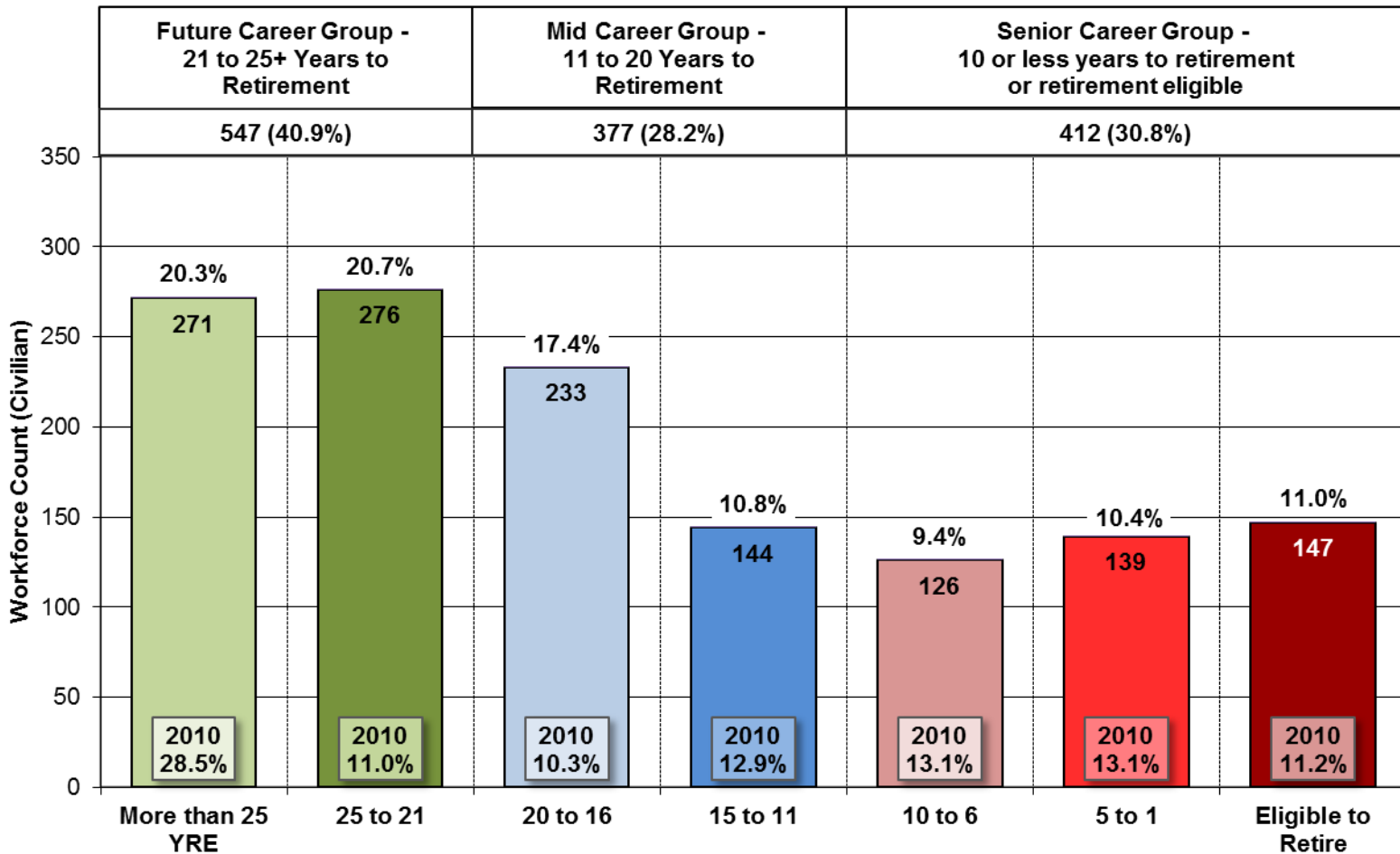
As of 31 Mar 2018



# Workforce Lifecycle Model

## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q2) - Business - Cost Estimating



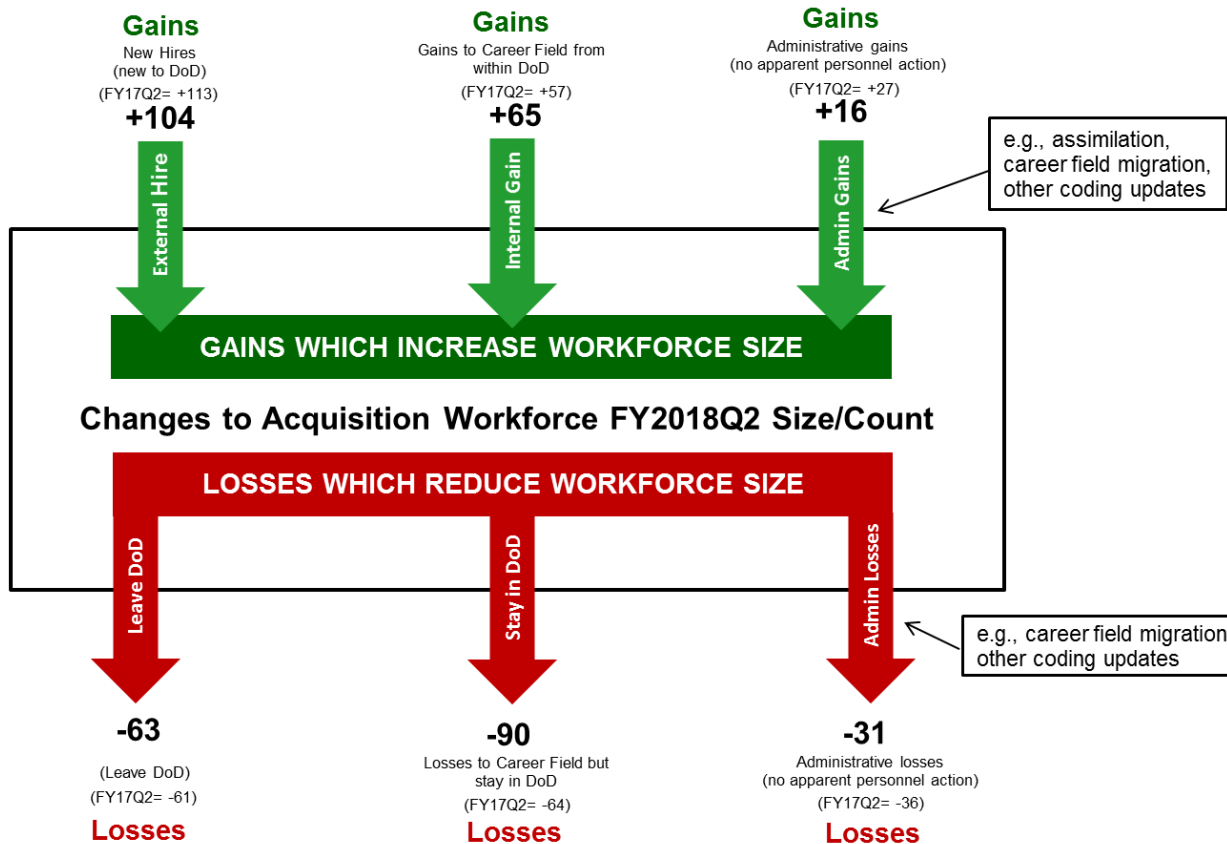
As of 31 Mar 2018



# Business-CE Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2018Q2) - Business - Cost Estimating

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



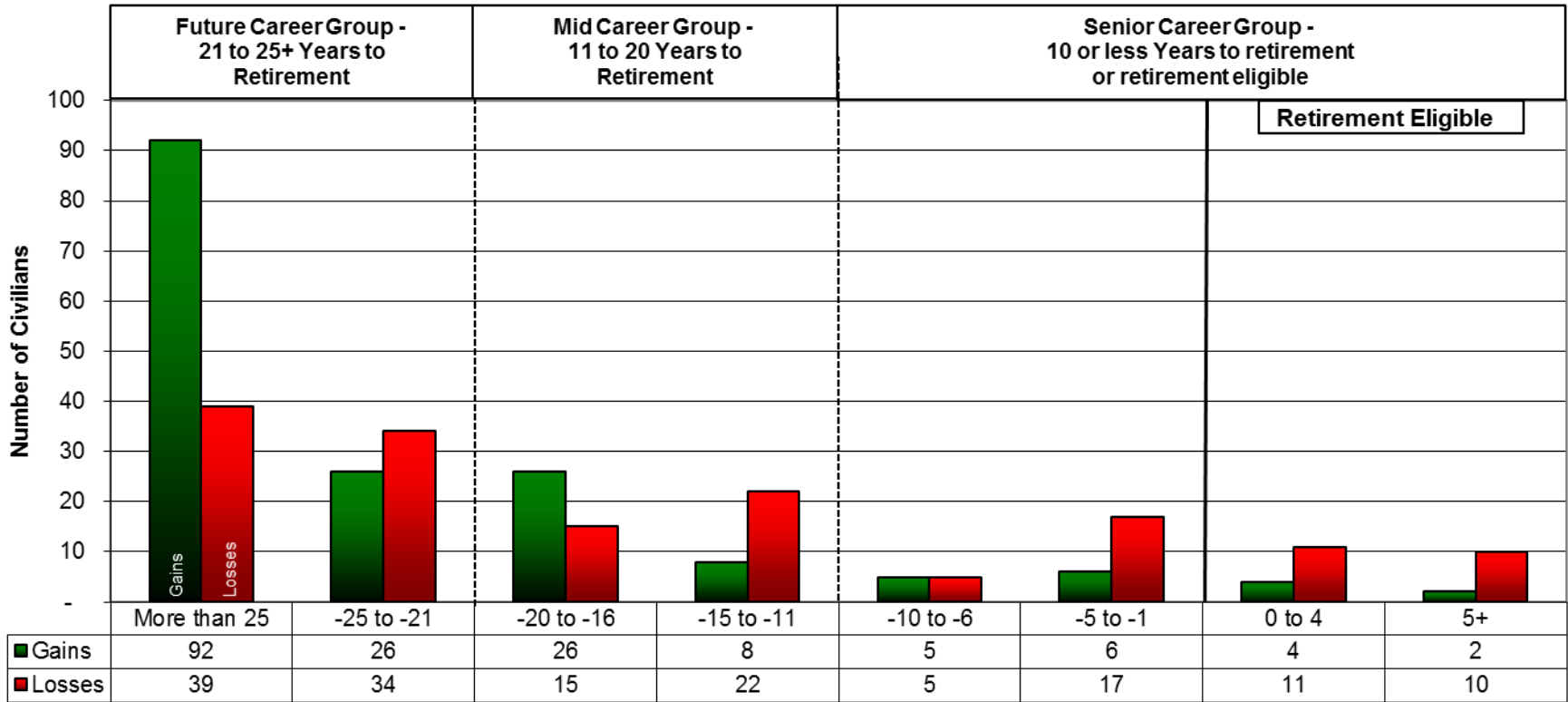


# Business-CE Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Business - Cost Estimating

Workforce Lifecycle FY2018Q2 Gains & Losses\*

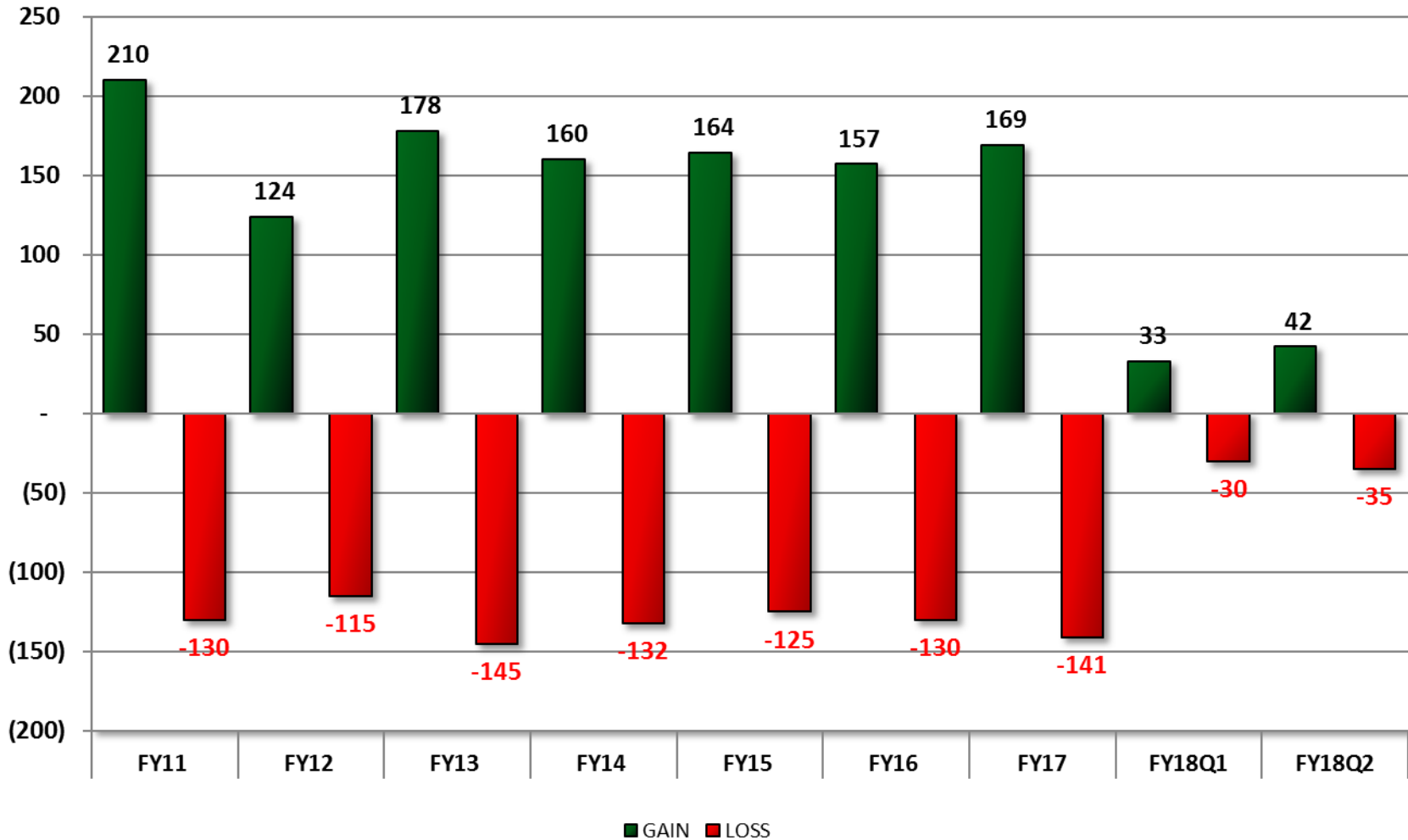


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Business Historical Gains and Losses FY10 – FY18Q2



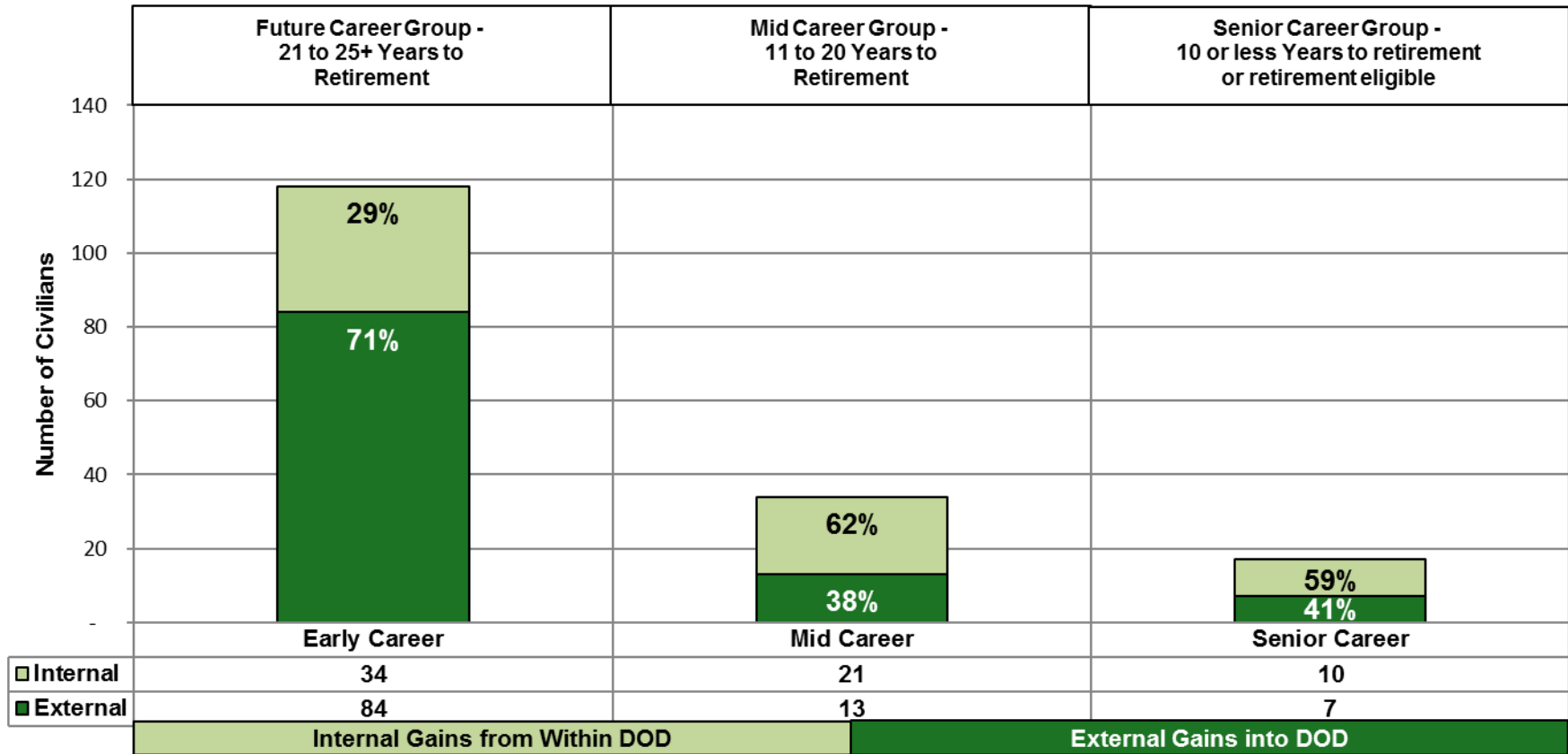
As of 31 Mar 2018



# Business-CE Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Business - Cost Estimating Workforce Lifecycle FY2018Q2 Gains\*



\*Does not include administrative gains

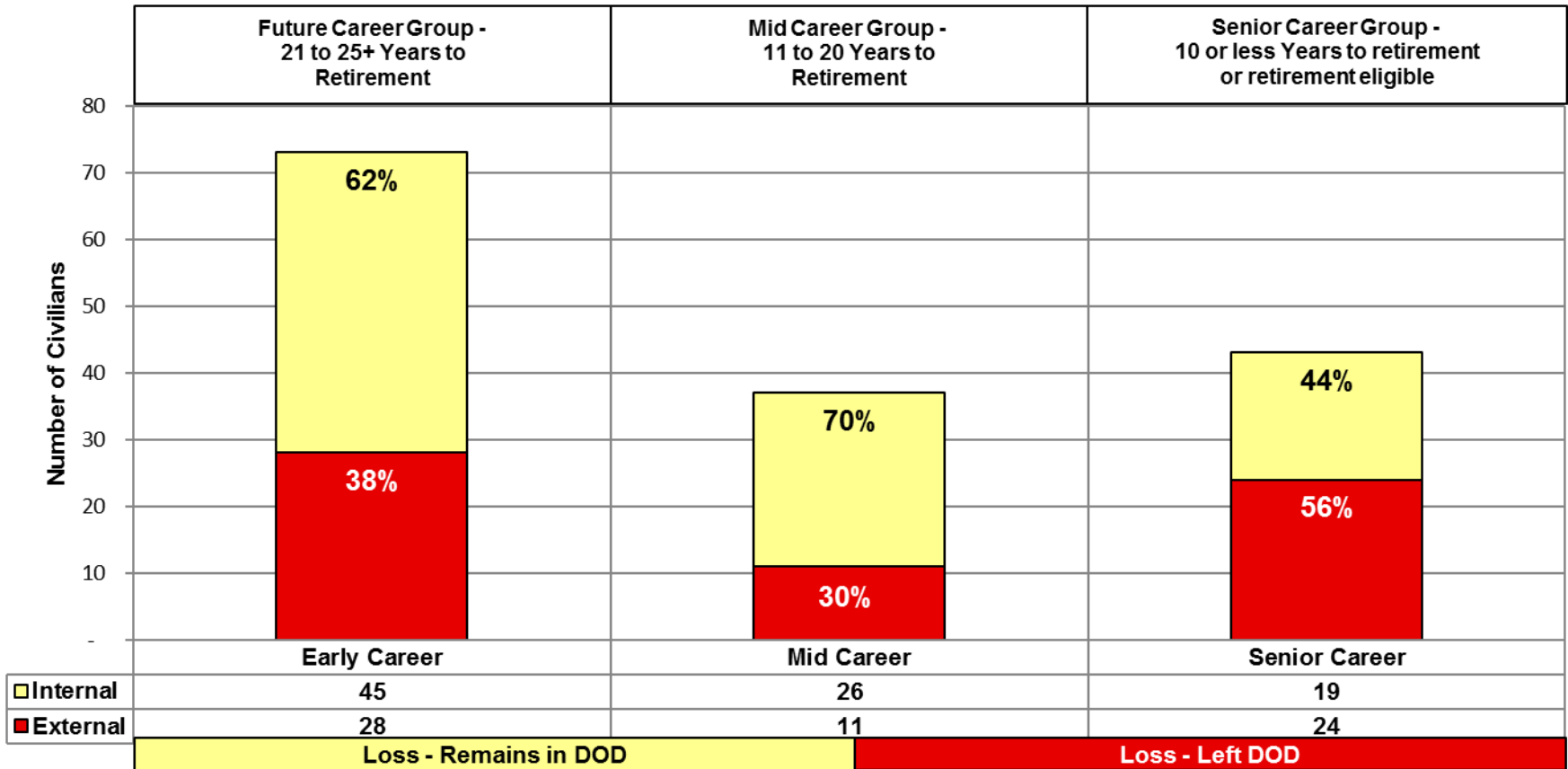
As of 31 Mar 2018



# Business-CE Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian) - Business - Cost Estimating

Workforce Lifecycle FY2018Q2 Losses\*

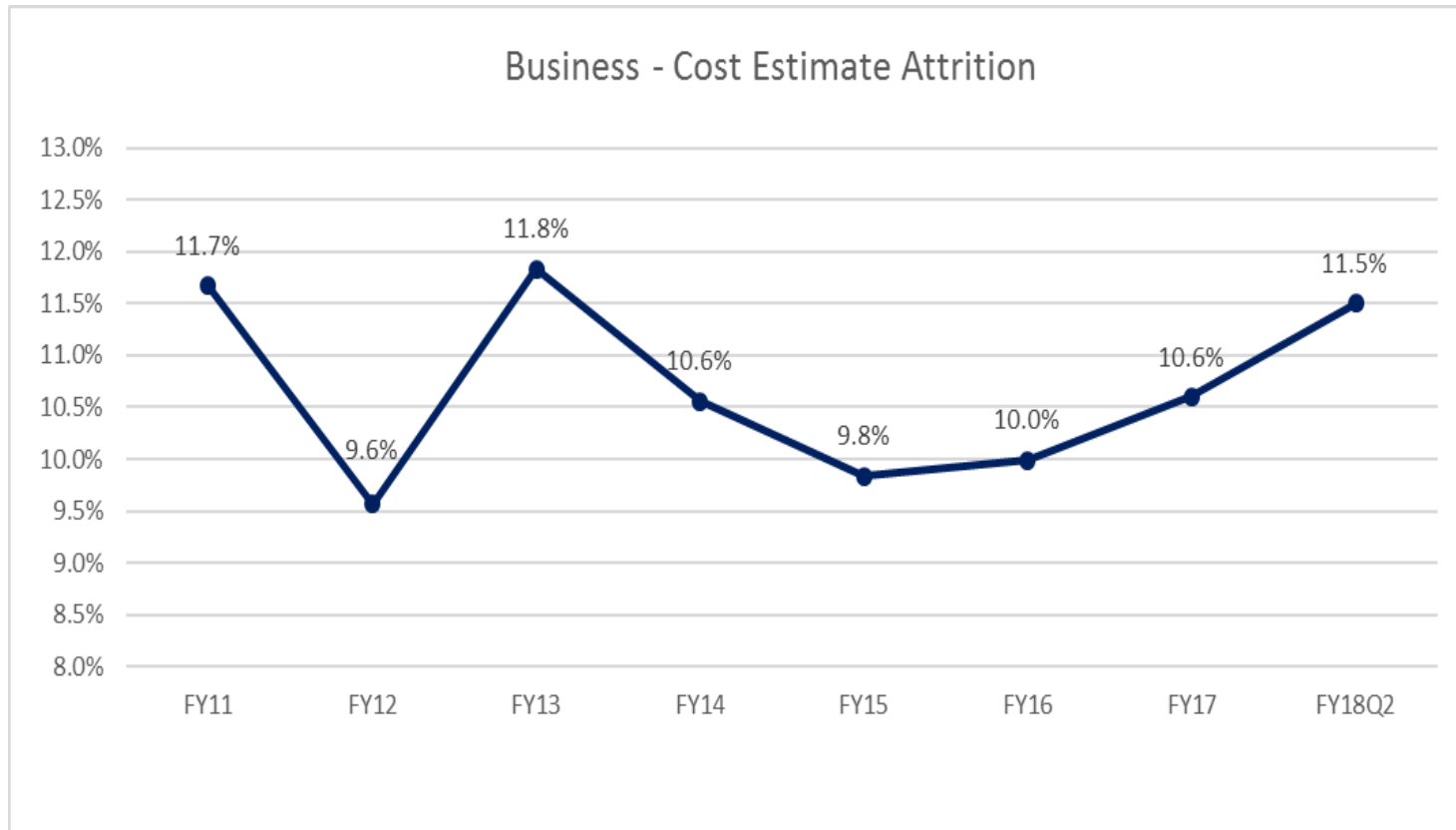


\*Does not include administrative losses





# Annual Attrition Rates

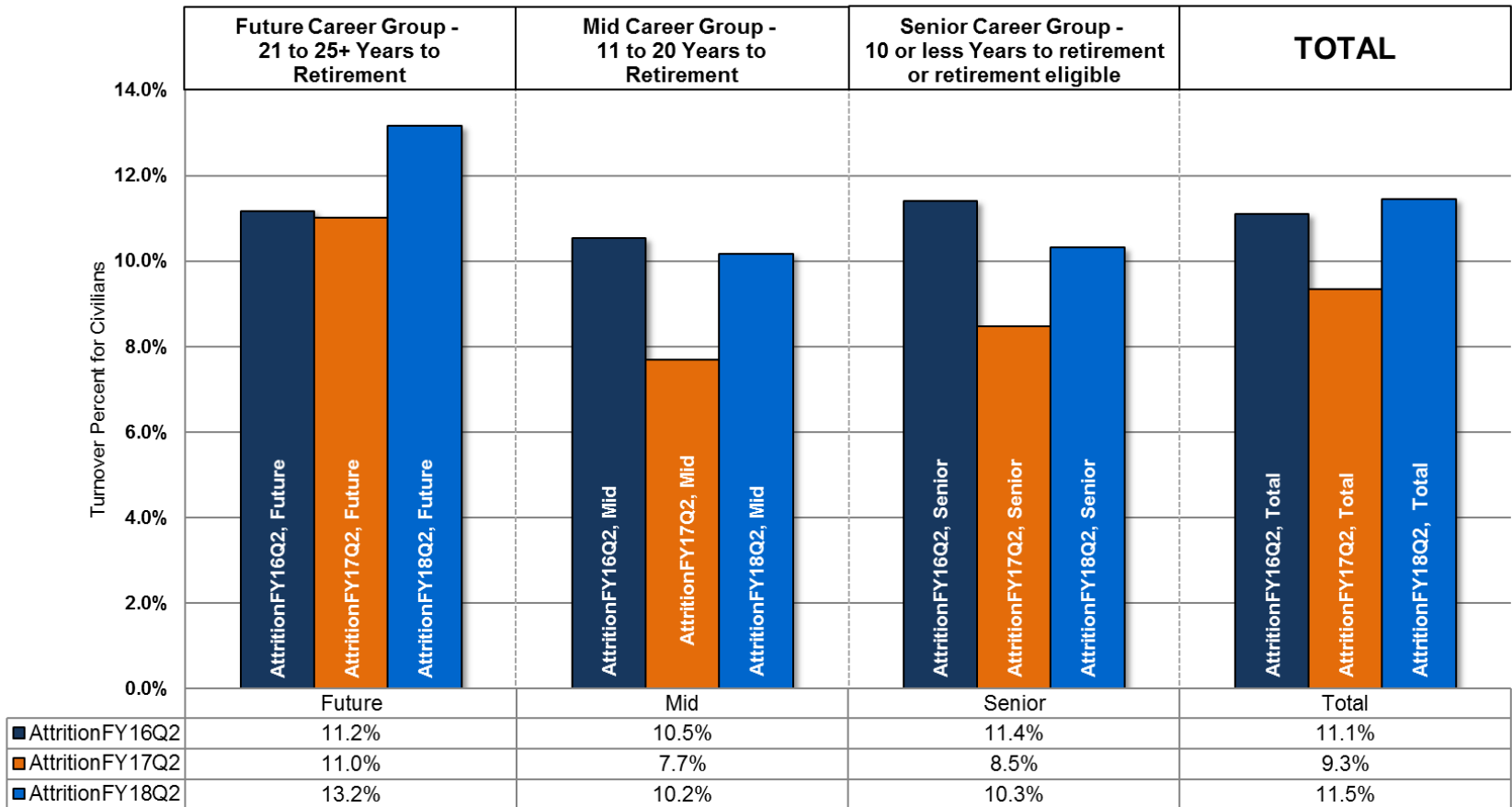


\*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



# Business-CE Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition - Business - Cost Estimating (Civilian) (FY16Q2, FY17Q2, FY18Q2)(by Career Lifecycle Group)



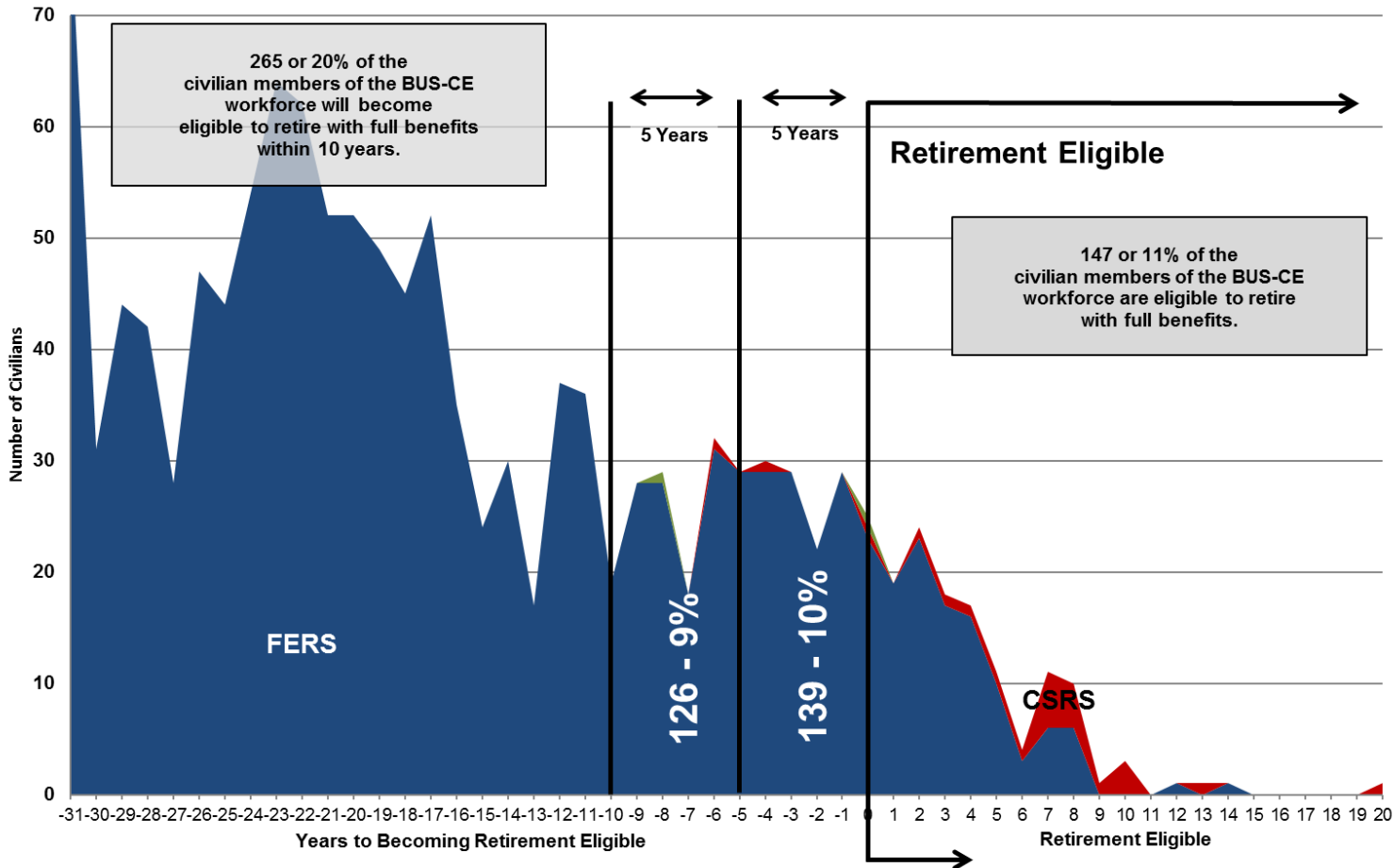


# Business Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Business - Cost Estimating

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q2)



As of 31 Mar 2018



***END***