



Defense Acquisition Workforce Key Information

Business- Financial Management

As of FY18Q2 (31 March 2018)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Business - Financial Mgmt	FY 2008				FY2018Q2			
	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	6,455	162	6,617	166,593
Change in size from 2008	-	-	-	-	-6%	-34%	-7%	32%
Civilian/Military Composition	97%	3%	-	88% / 12%	98%	2%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	77%	94%	77%	84%
Graduate Degree	21%	44%	22%	29%	36%	52%	37%	40%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	81%	51%	81%	86%
Level II or Higher Achieved	43%	28%	43%	61%	68%	20%	67%	73%
Level III Achieved	30%	14%	30%	36%	40%	9%	39%	41%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	71%	25%	70%	76%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	24%	60%	25%	21%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	15%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	30%	0%	29%	33%
Average Age	47	37	47	46	45	33	45	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	24/28/48(%)	-	-	24/26/50(%)
Average Years of Service	19	13	19	17	15	11	15	15
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,152(18%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,033(16%)	-	-	25,039(17%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	970/743	-	-	15,324/12,050

Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart Analysis support from RAND.



Highlights FY18Q2



Defense Acquisition Workforce Size Highlights

- The current Business - FM Defense Acquisition Workforce count has increased steadily since FY14 from 6,142 to 6,617 this quarter.
- The growth since the end of FY17 has occurred throughout the workforce with only DCMA and MDA seeing moderate decreases.
- Overall attrition has remained fairly steady at around 9.8% since the end of FY16.

Defense Acquisition Workforce DAWIA Certification Highlights

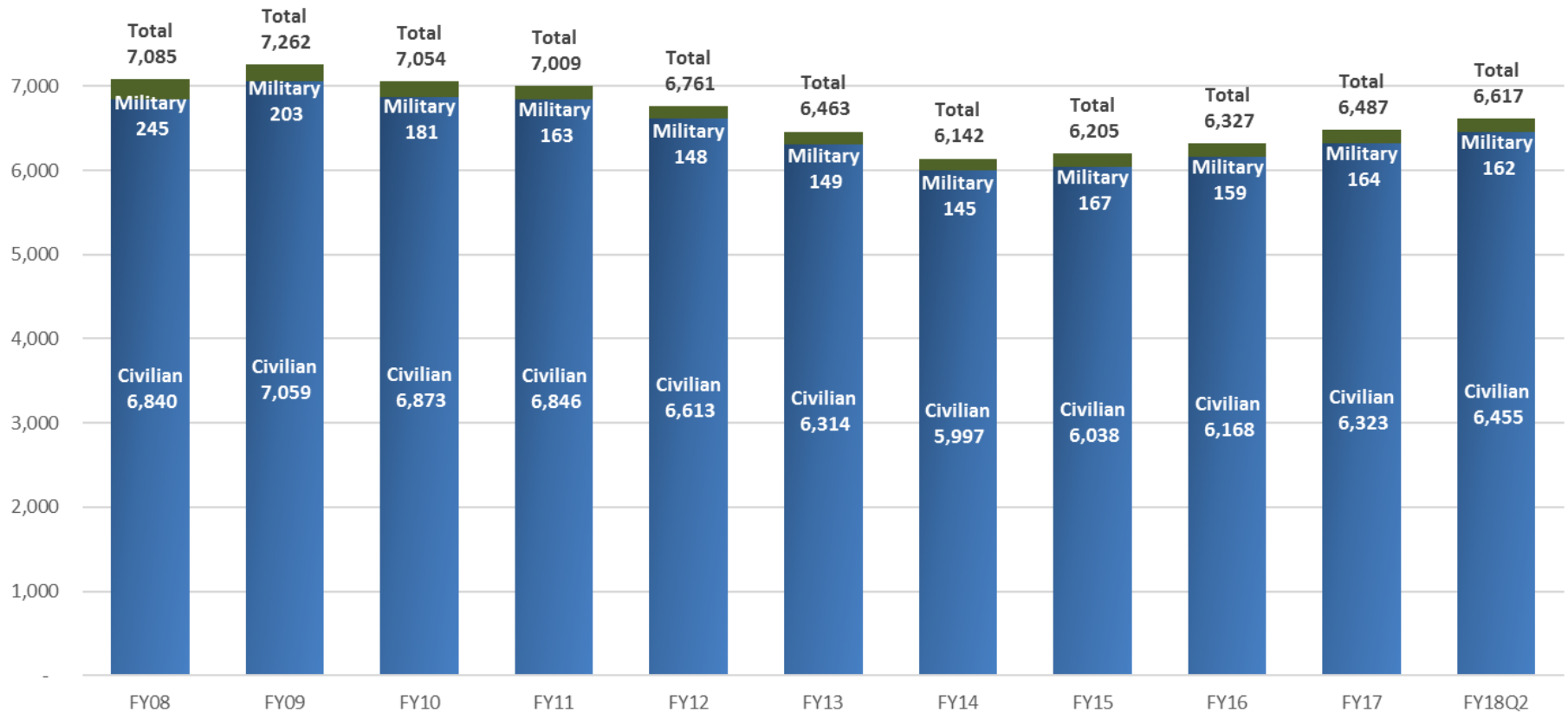
- FM has decreased the Meets or exceeds certification category for the last three quarters decreasing from 71% to 69% this quarter.



Total Historic Workforce

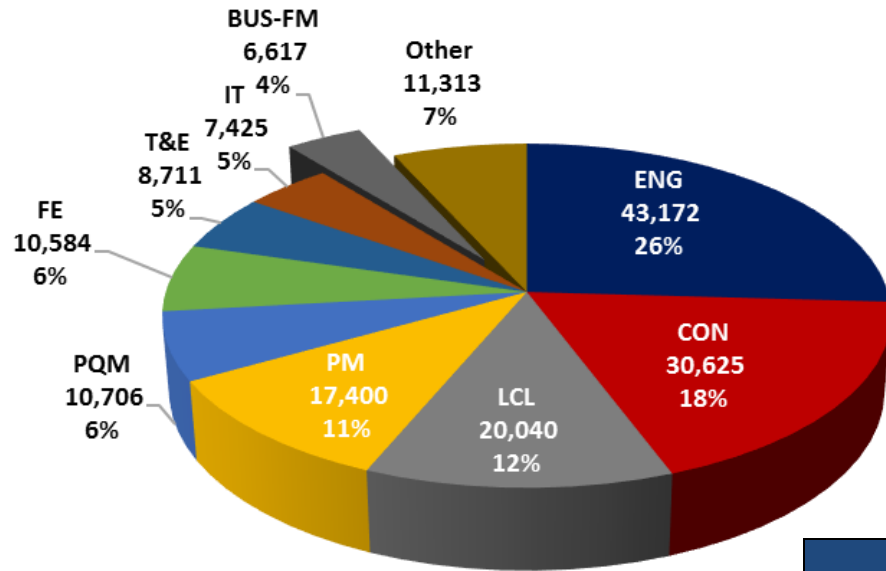


BUS-FM





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%
FY18Q2 Totals (as of 3-31-18)	39,400	58,721	2,941	37,869	27,662	166,593	
Component %	23.7%	35.2%	1.8%	22.7%	16.6%		



Business FM Workforce Historical Size by Agency FY08 – FY18Q2



Business - FM Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	1,792	2,119	1,943	1,927	1,889	1,738	1,699	1,813	1,849	1,978	2,048	14%	4%
MARINE CORPS	143	167	191	189	181	185	180	187	172	171	179	25%	5%
ARMY	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	1,718	1,714	1,743	-48%	2%
AIR FORCE	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	2,008	2,094	2,097	37%	0%
DCMA	46	112	151	164	190	223	217	214	172	131	114	148%	-13%
DLA	7	6	2	2	6	3	3	1	1	1	1	-86%	0%
DCAA	1	-	-	-	-	-	-	-	-	-	-	-100%	
MDA	90	123	203	229	217	238	239	224	230	226	217	141%	-4%
DISA	17	9	11	11	10	8	16	10	9	9	6	-65%	-33%
DTRA	48	53	64	62	65	70	79	71	72	68	87	81%	28%
DHA	6	5	18	25	22	20	30	19	15	16	18	200%	13%
DAU	25	33	32	36	42	36	31	30	28	27	29	16%	7%
NRO	-	-	-	-	-	-	-	-	17	21	46		119%
OSD	14	7	11	17	14	13	11	11	11	8	9	-36%	13%
DeCA	-	-	-	-	-	1	3	2	4	2	2		0%
JCS	-	-	-	-	14	11	8	8	9	10	8		-20%
DMEA	-	-	4	4	4	4	4	4	5	5	6		20%
DoD HRA	1	-	-	2	1	-	-	-	-	-	-	-100%	
TRMC	5	3	4	4	4	3	4	4	4	3	3	-40%	0%
DSCA	2	1	1	1	1	1	1	-	1	-	-	-100%	
DSS	-	-	-	1	1	1	1	1	-	-	-		
DMA	-	1	1	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	2	3	4		33%
4th Estate Other	8	7	10	-	-	-	-	-	-	-	-		
TOTAL	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	6,327	6,487	6,617	↓ -7%	↑ 2%



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



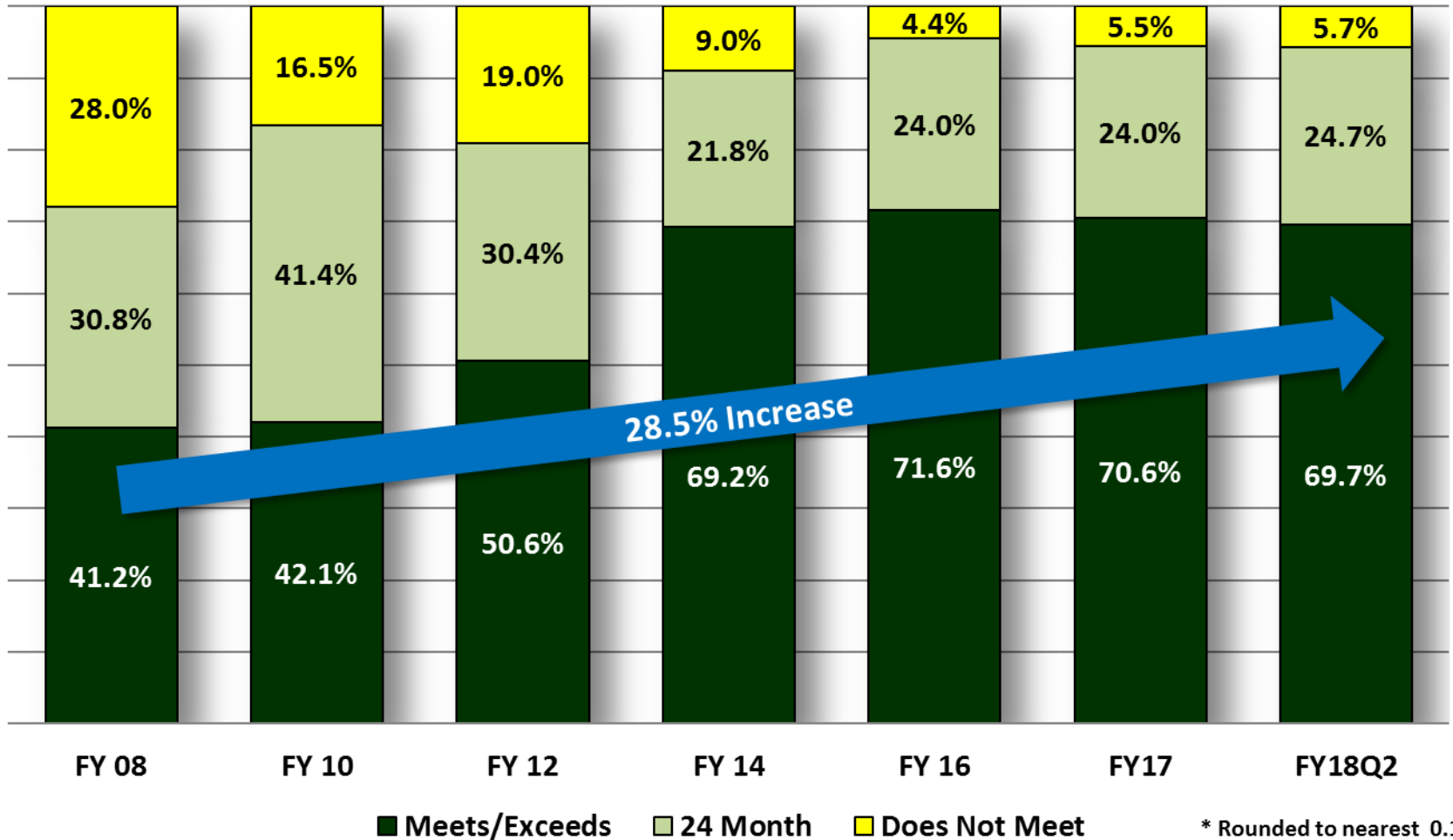
Business - FM Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	1,854	1,877	1,863	1,849	1,866	1,896	1,936	1,978	2,029	2,048	8%
ARMY	1,701	1,705	1,709	1,718	1,732	1,715	1,707	1,714	1,737	1,743	2%
AIR FORCE	1,924	1,965	1,888	2,008	2,046	2,050	2,042	2,094	2,080	2,097	2%
MARINE CORPS	188	176	172	172	169	169	170	171	174	179	6%
DCMA	205	192	187	172	162	153	142	131	118	114	-25%
DLA	2	2	1	1	2	2	1	1	1	1	-50%
MDA	224	223	225	230	235	226	227	226	224	217	-4%
DISA	8	10	10	9	9	10	11	9	7	6	-40%
DTRA	71	74	73	72	68	62	66	68	75	87	40%
DHA	17	19	19	15	14	14	15	16	17	18	29%
DAU	30	30	29	28	29	27	27	27	28	29	7%
NRO	-	17	17	17	18	19	18	21	29	46	142%
OSD	11	11	11	11	9	9	9	8	8	9	0%
DeCA	1	2	3	4	2	2	2	2	2	2	0%
JCS	8	9	9	9	9	10	10	10	8	8	-20%
DoDEA	1	-	-	-	-	-	-	-	-	-	
DMEA	5	5	5	5	5	5	5	5	5	6	20%
TRMC	4	4	4	4	4	4	4	3	3	3	-25%
DSCA	1	1	1	1	-	-	-	-	-	-	
USUHS	-	-	-	2	3	3	3	3	3	4	33%
TOTAL	6,256	6,322	6,226	6,327	6,382	6,376	6,395	6,487	6,548	6,617	↑ 4%



Business – FM Historical DAWIA Certification FY08 – FY18Q2



Business - FM

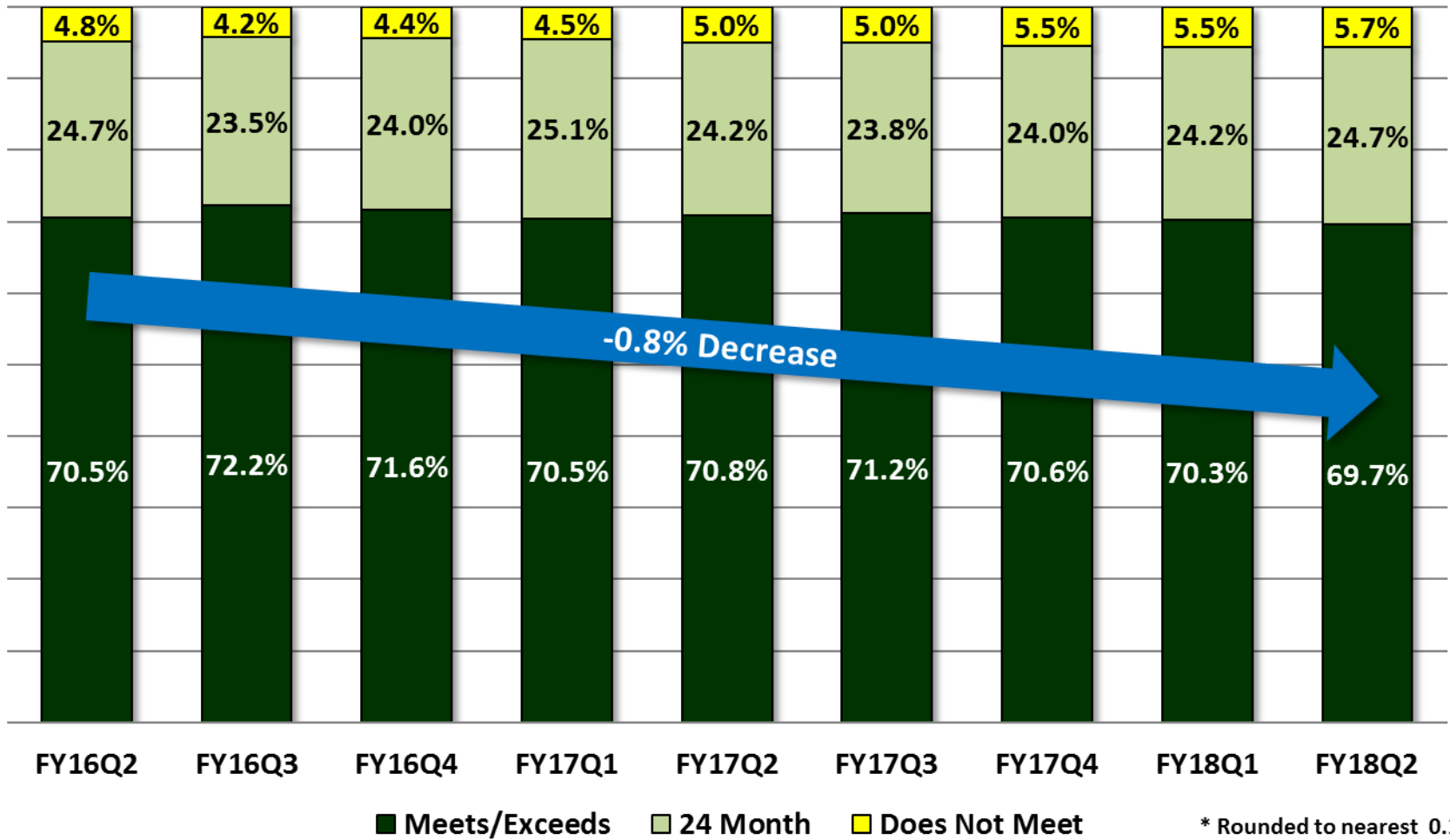




Business – FM Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



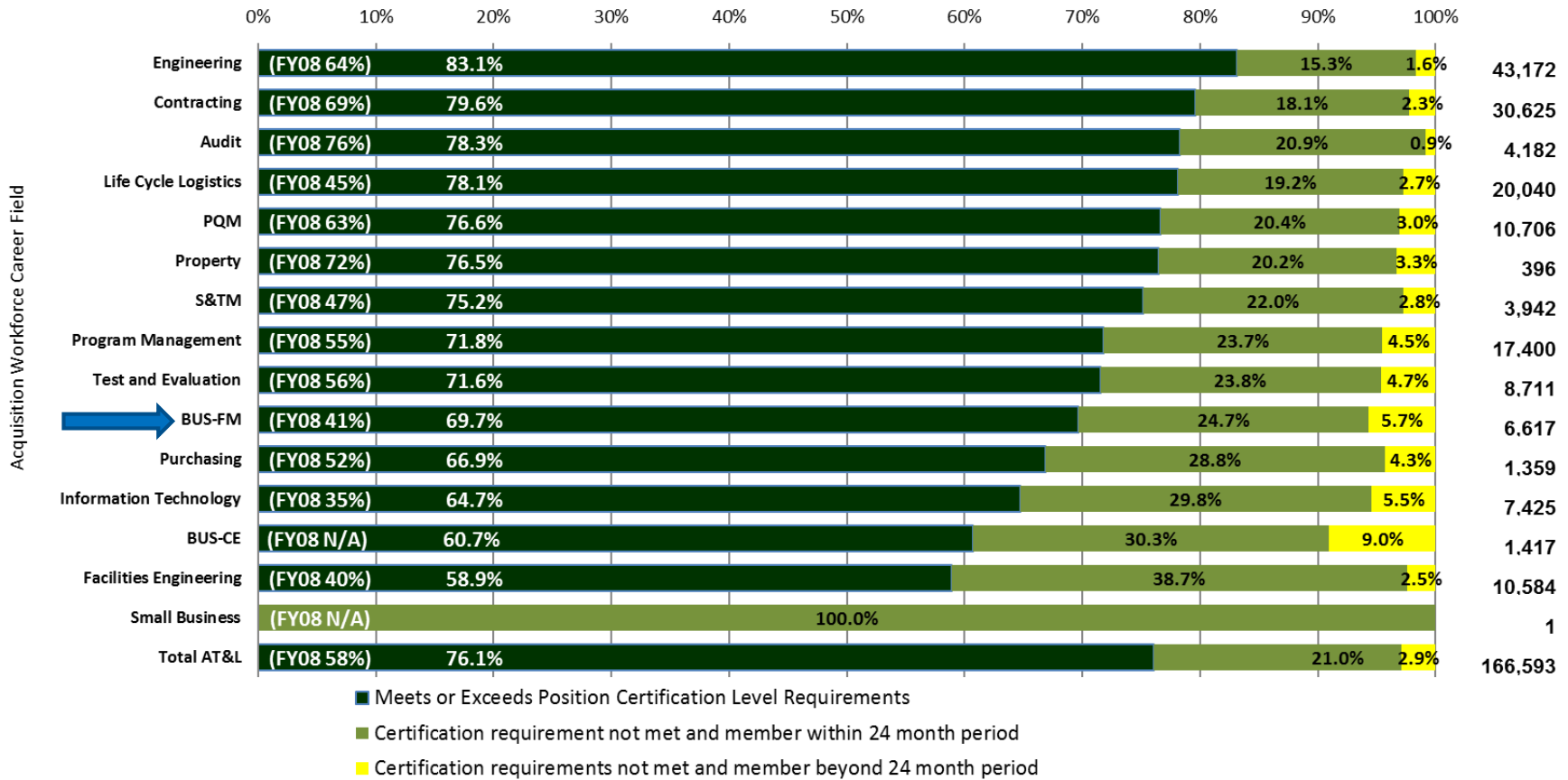
Business - FM





Business - FM DAWIA Certification by Career Field

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





Business - FM DAWIA Certification by Component

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





Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM		Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	457	337	50	23	867	47.3%	
Level II	652	496	1,640	699	3,487	67.1%	
Level III	171	88	142	1,859	2,260	82.3%	
Unspecified	2	-	-	1	3		
FY18Q2 TOTAL	1,282	921	1,832	2,582	6,617	69.7%	
	19.4%	13.9%	27.7%	39.0%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,761	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%	
Business - FM	4,608	69.7%	10 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	410	438	19	867	13.1%
Level II	2,339	871	277	3,487	52.7%
Level III	1,859	322	79	2,260	34.2%
Unspecified	1	2	-	3	0.0%
Business - FM TOTAL	4,609	1,633	375	6,617	
	69.7%	24.7%	5.7%		

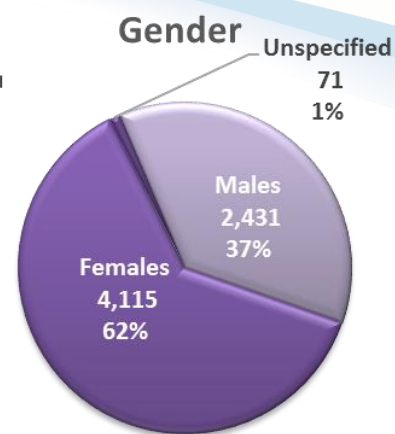
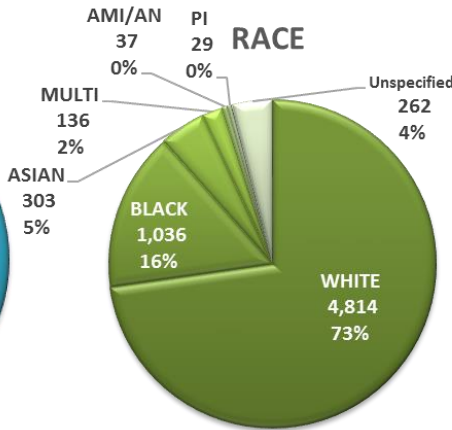
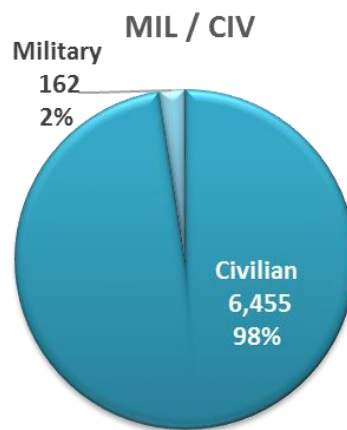
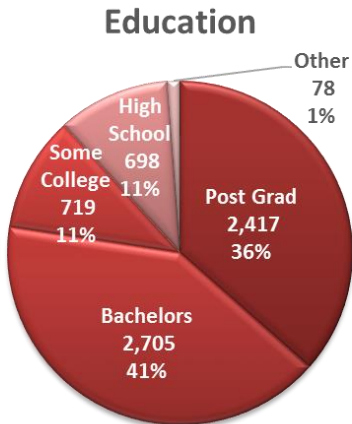
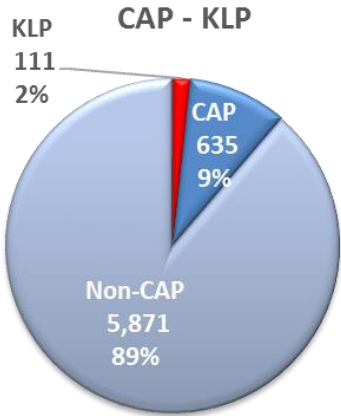
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business FM Demographics



Occupied Position Type	BUS-FM	Entire DAW
Key Leadership Positions (KLPs)	111	1,076
Critical Acquisition Positions (CAPs) *	635	16,456
Non-CAP Positions	5,871	148,920
Unknown		141
TOTAL	6,617	166,593

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

Highest Level of Education	BUS-FM	Entire DAW
Post Grad	2,417	67,163
Bachelors	2,705	73,237
Some College	719	11,741
High School	698	12,374
Other	78	2,078
TOTAL	6,617	166,593

Military / Civilian	BUS-FM	Entire DAW
Civilian	6,455	151,056
Military	162	15,537
TOTAL	6,617	166,593

Race	BUS-FM	Entire DAW
WHITE	4,814	122,344
BLACK	1,036	20,072
ASIAN	303	11,222
MULTI	136	4,403
AMI/AN	37	971
PI	29	833
Unspecified	262	6,748
TOTAL	6,617	166,593

Gender	BUS-FM	Entire DAW
Males	2,431	117,018
Females	4,115	48,016
Unspecified	71	1,559
TOTAL	6,617	166,593



Business FM Occupational Series



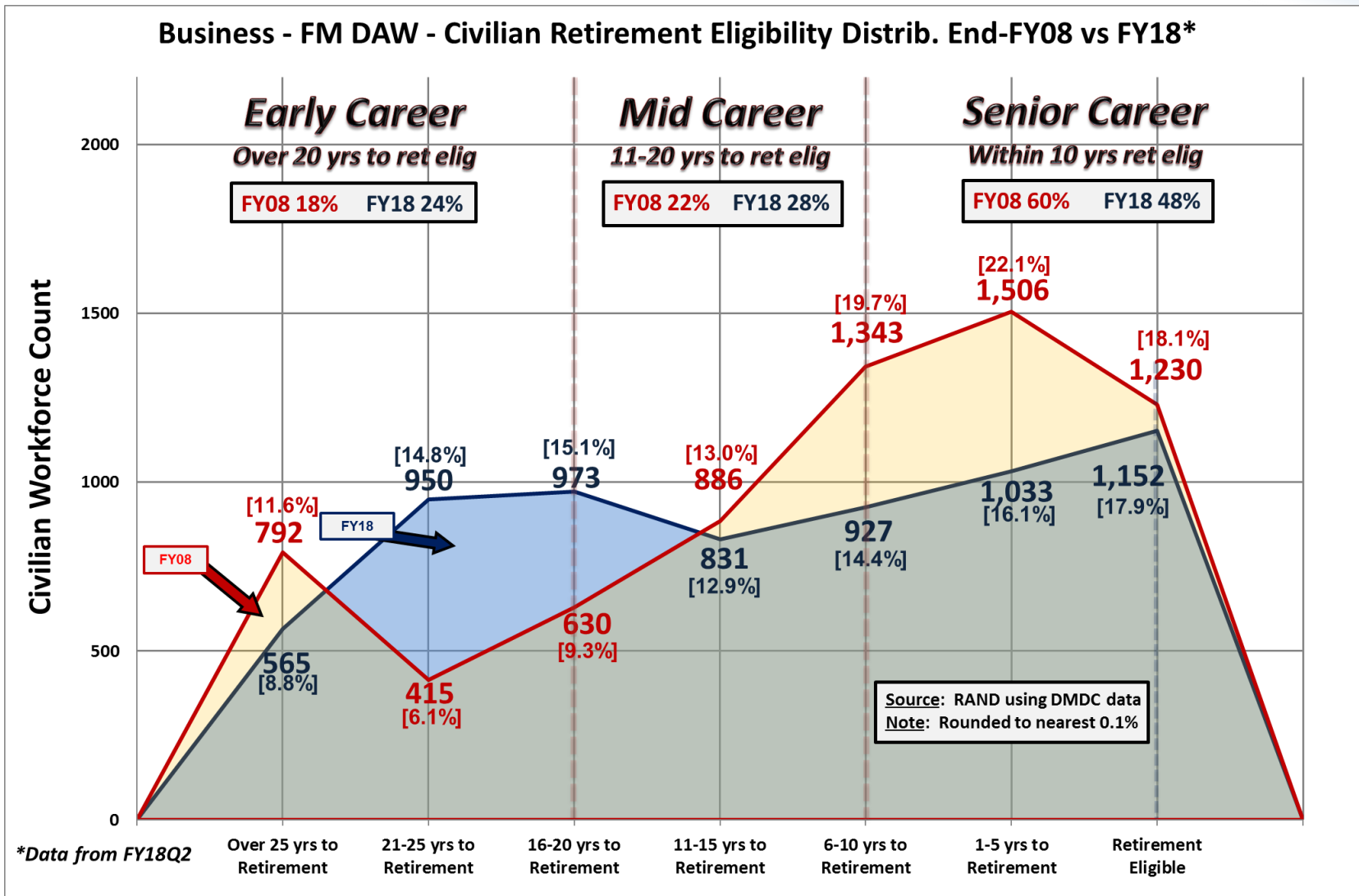
Civilian Occupational Series	BUS-FM	
0501 - Financial Administrator	2,996	46.4%
0343 - Management and Program Analyst	1,632	25.3%
0560 - Budget Analyst	1,007	15.6%
1515 - Operations Research Analyst	202	3.1%
1101 - Business and Industry Specialist	208	3.2%
0301 - Administration & Program Staff	142	2.2%
0510 - Accountant	108	1.7%
0505 - Financial Program Specialist	93	1.4%
0801 - Engineer, General	21	0.3%
0896 - Engineer, Industrial	18	0.3%
<i>Other</i>	28	0.43%
TOTAL CIVILIAN	6,455	Civilians



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



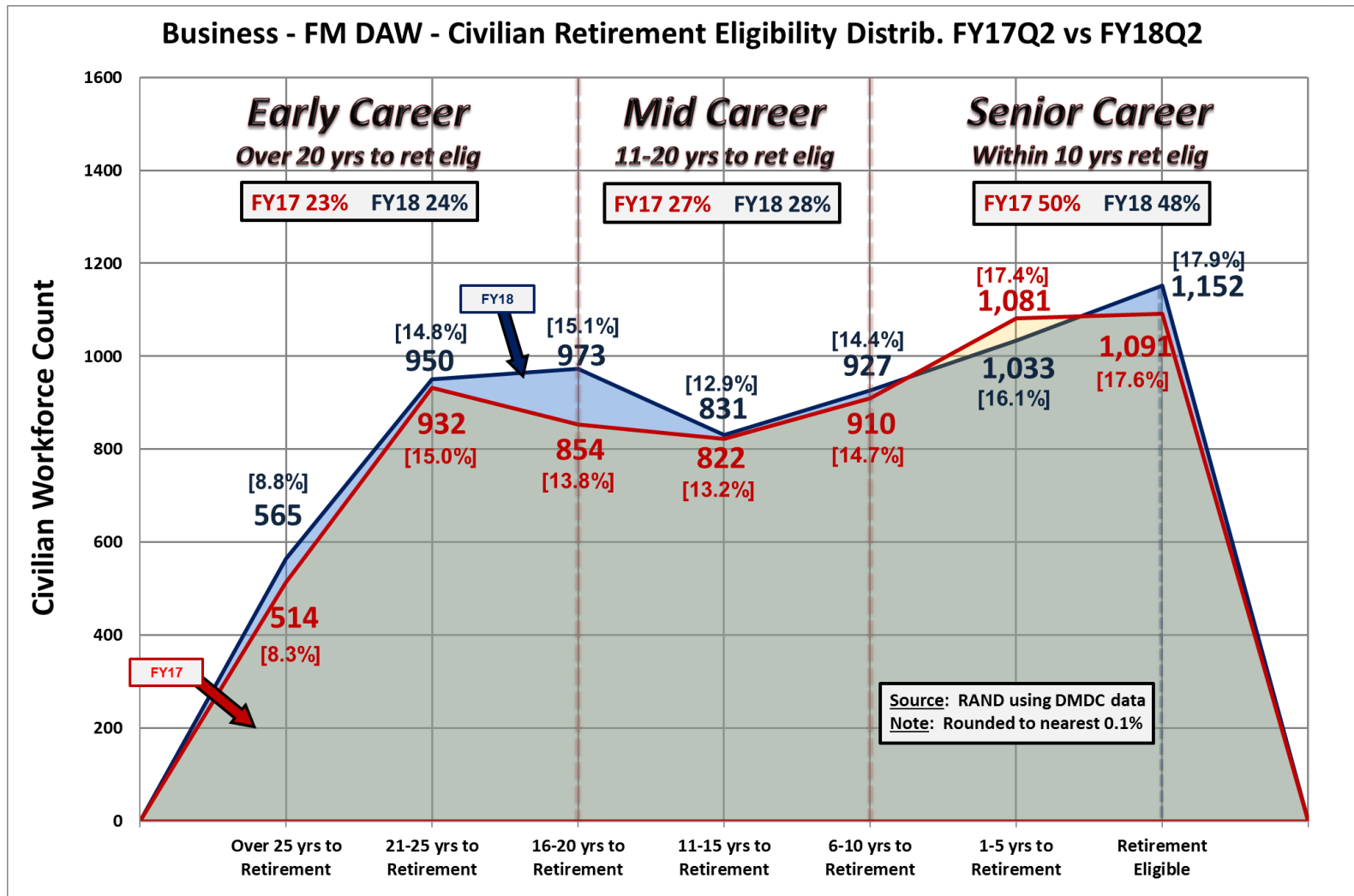
Business - FM Civilian Retirement Eligibility Distribution – FY08 / FY18Q2



As of 31 Mar 2018



Business – FM Civilian Retirement Eligibility Distribution (1 Year) – FY17Q2 / FY18Q2

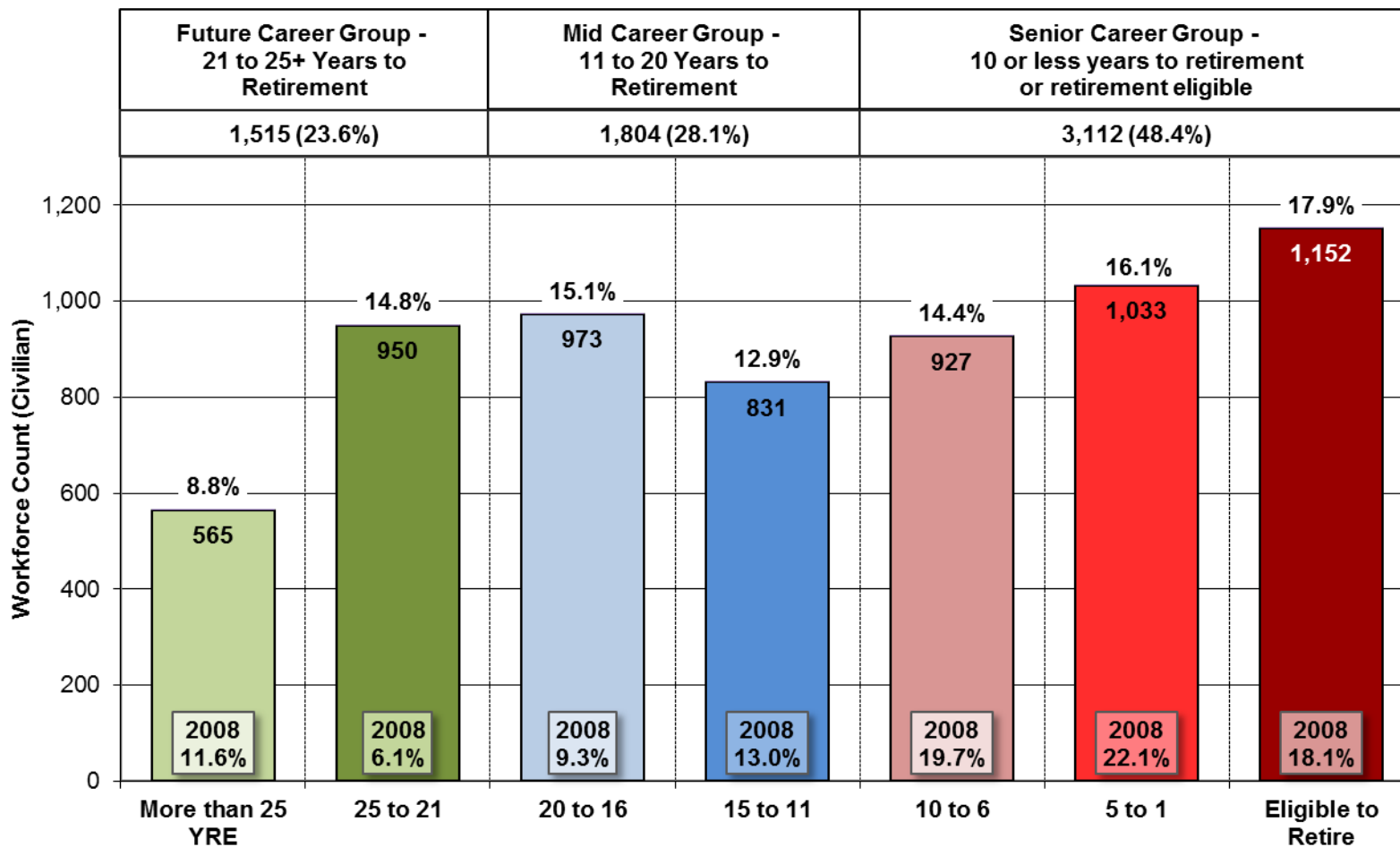


As of 31 Mar 2018



Workforce Lifecycle Model

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q2) - Business - Financial Mgmt



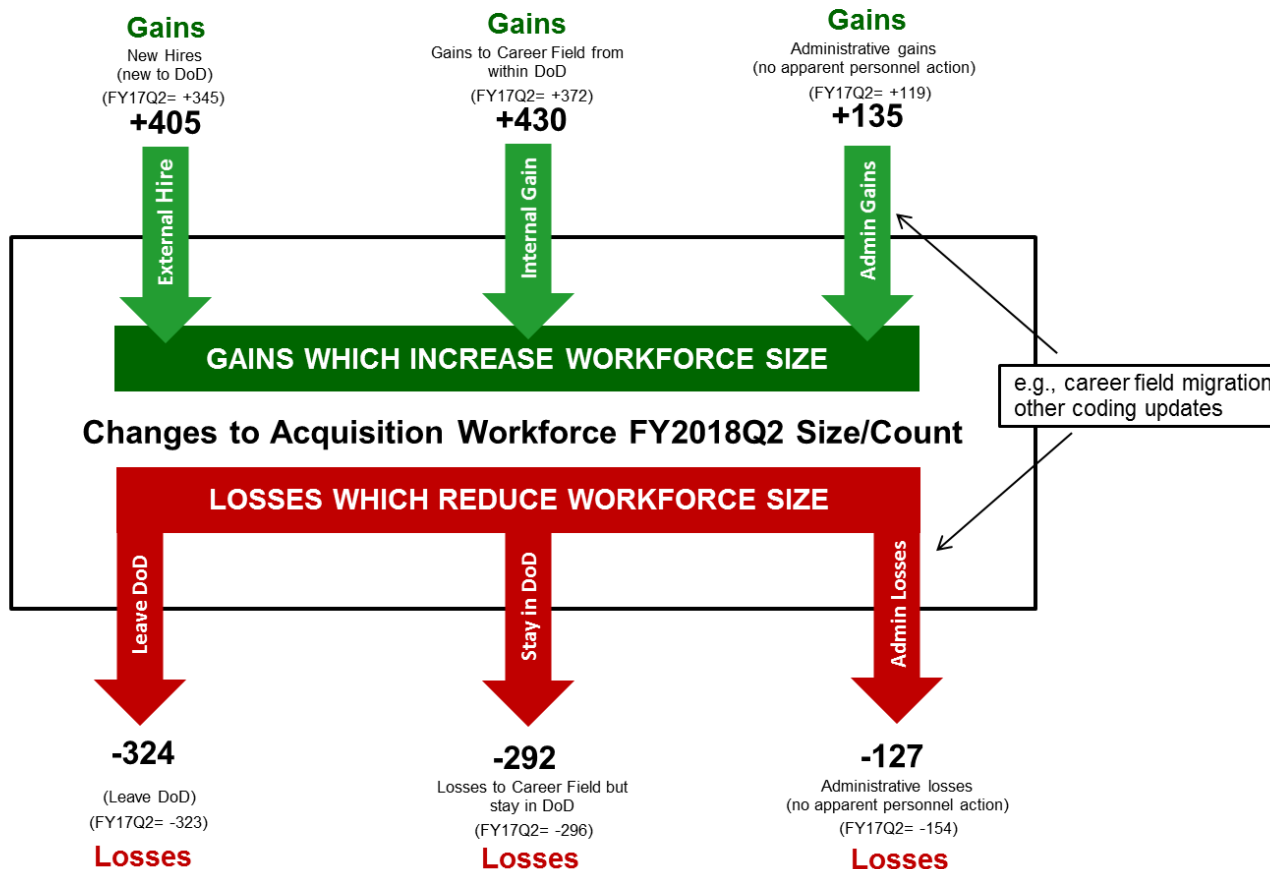
As of 31 Mar 2018



Business – FM Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q2) - Business - Financial Mgmt

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

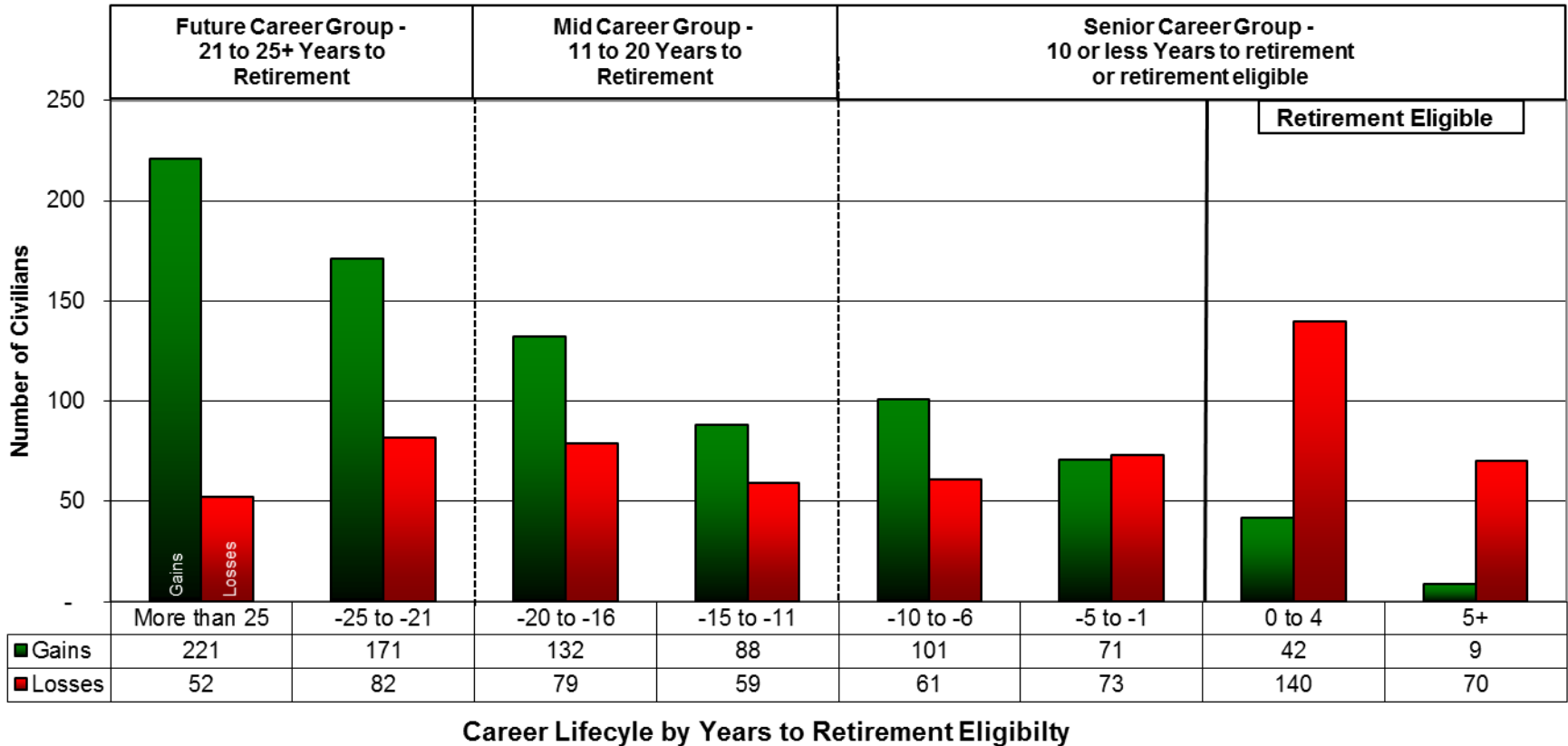




Business – FM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Business - Financial Mgmt Workforce Lifecycle FY2018Q2 Gains & Losses*

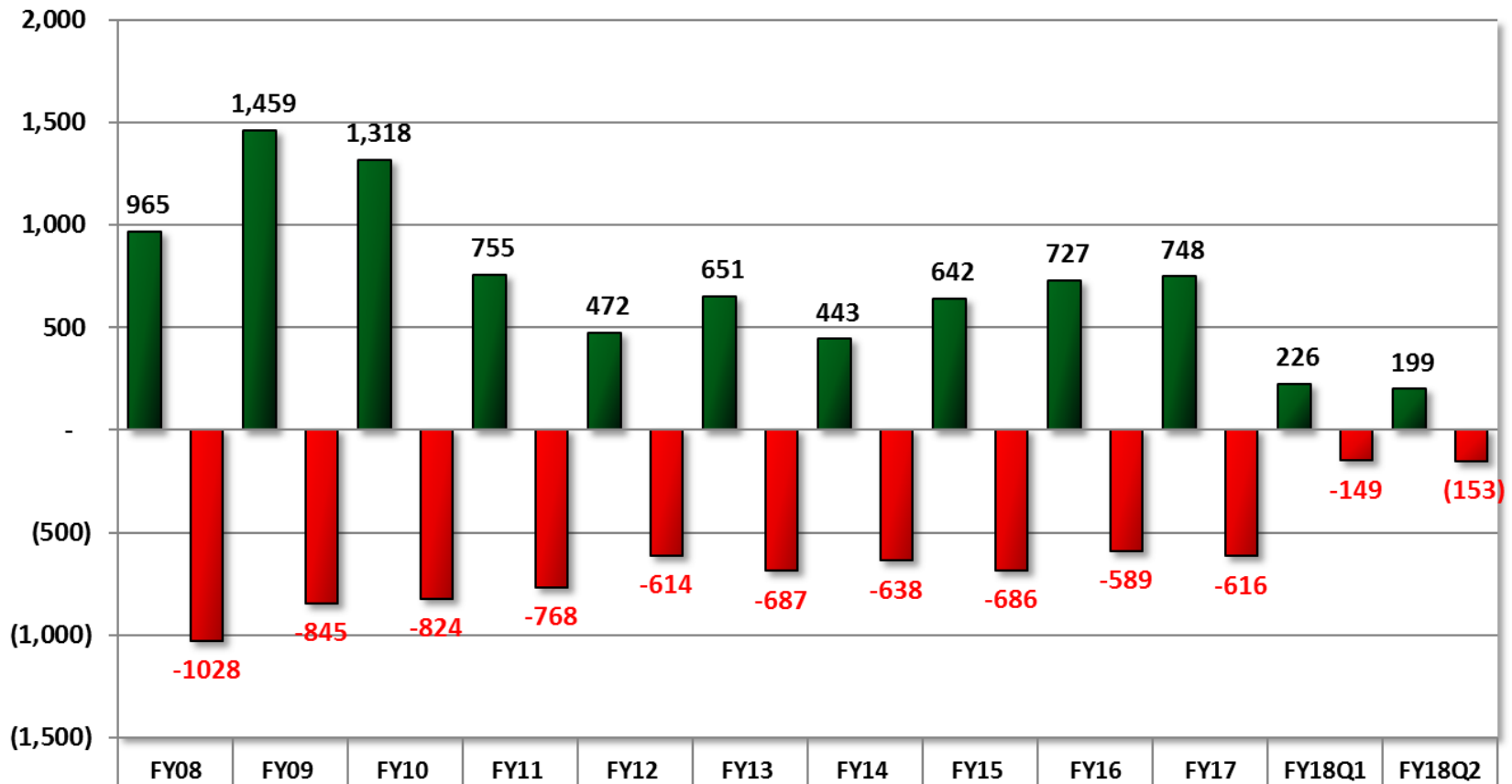


*Does not include administrative gains and losses

As of 31 Mar 2018



Business - FM Historical Gains and Losses FY08 – FY18Q2



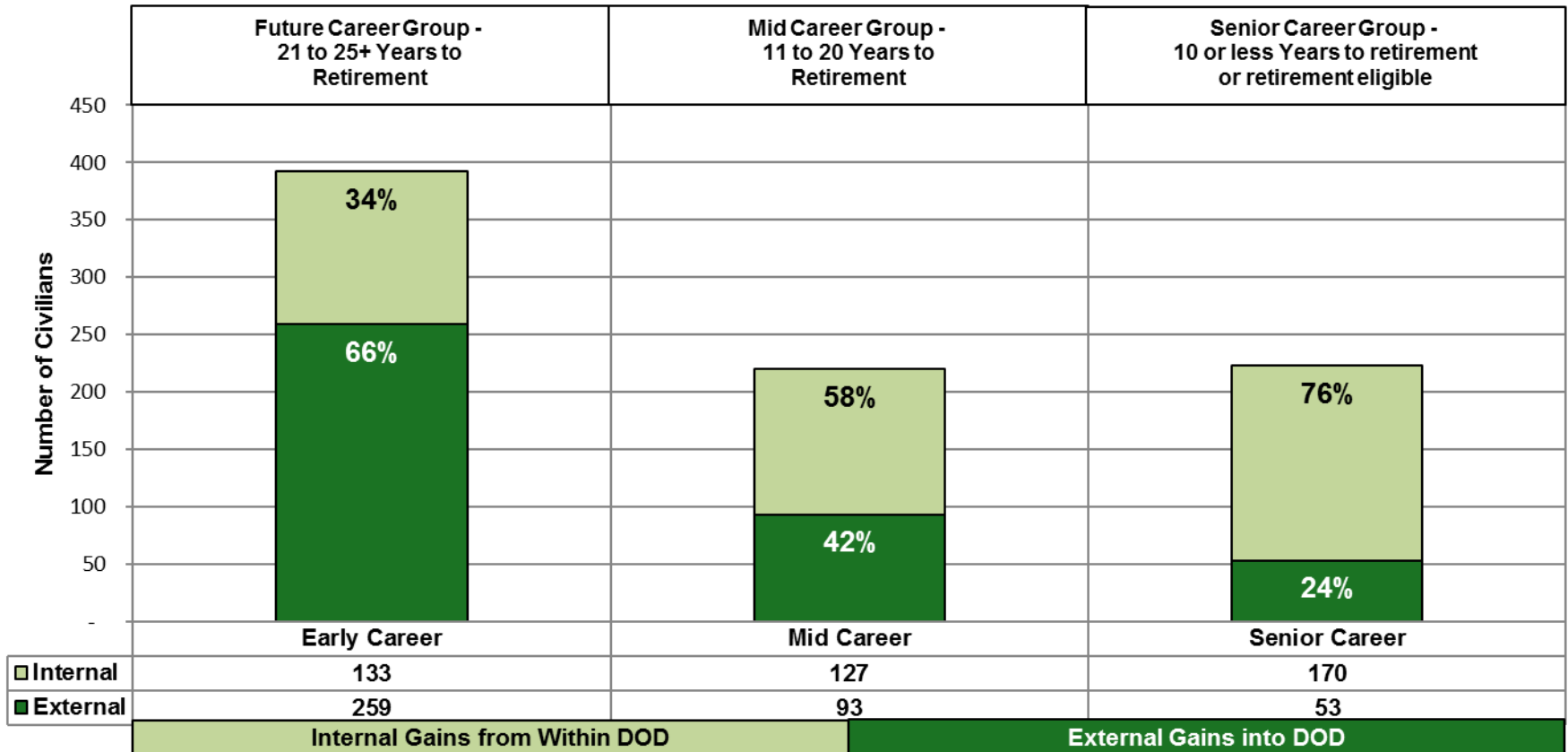
As of 31 Mar 2018



Business - FM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Business - Financial Mgmt Workforce Lifecycle FY2018Q2 Gains*



*Does not include administrative gains

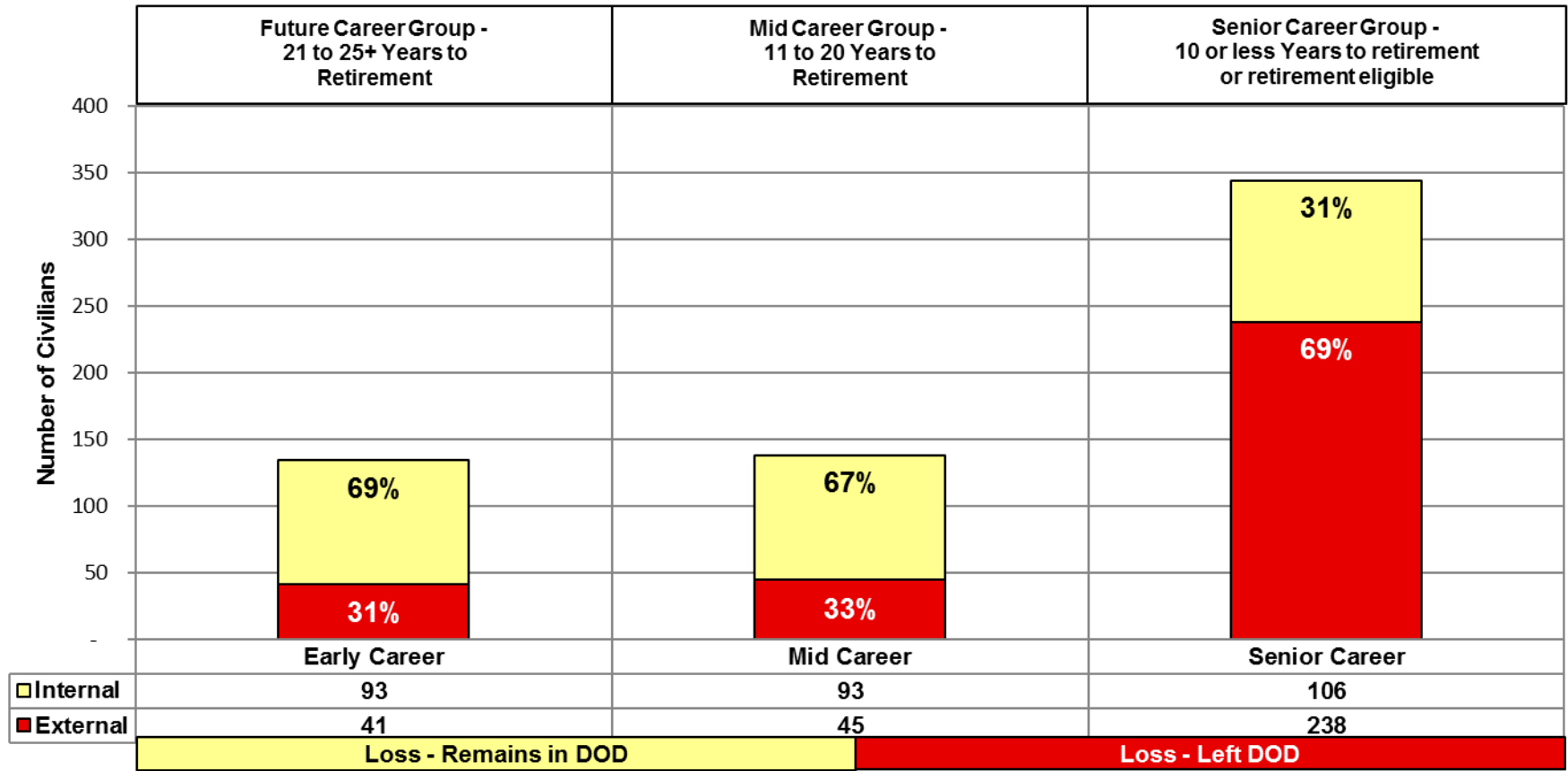
As of 31 Mar 2018



Business - FM Internal/External Loss % by Career Group



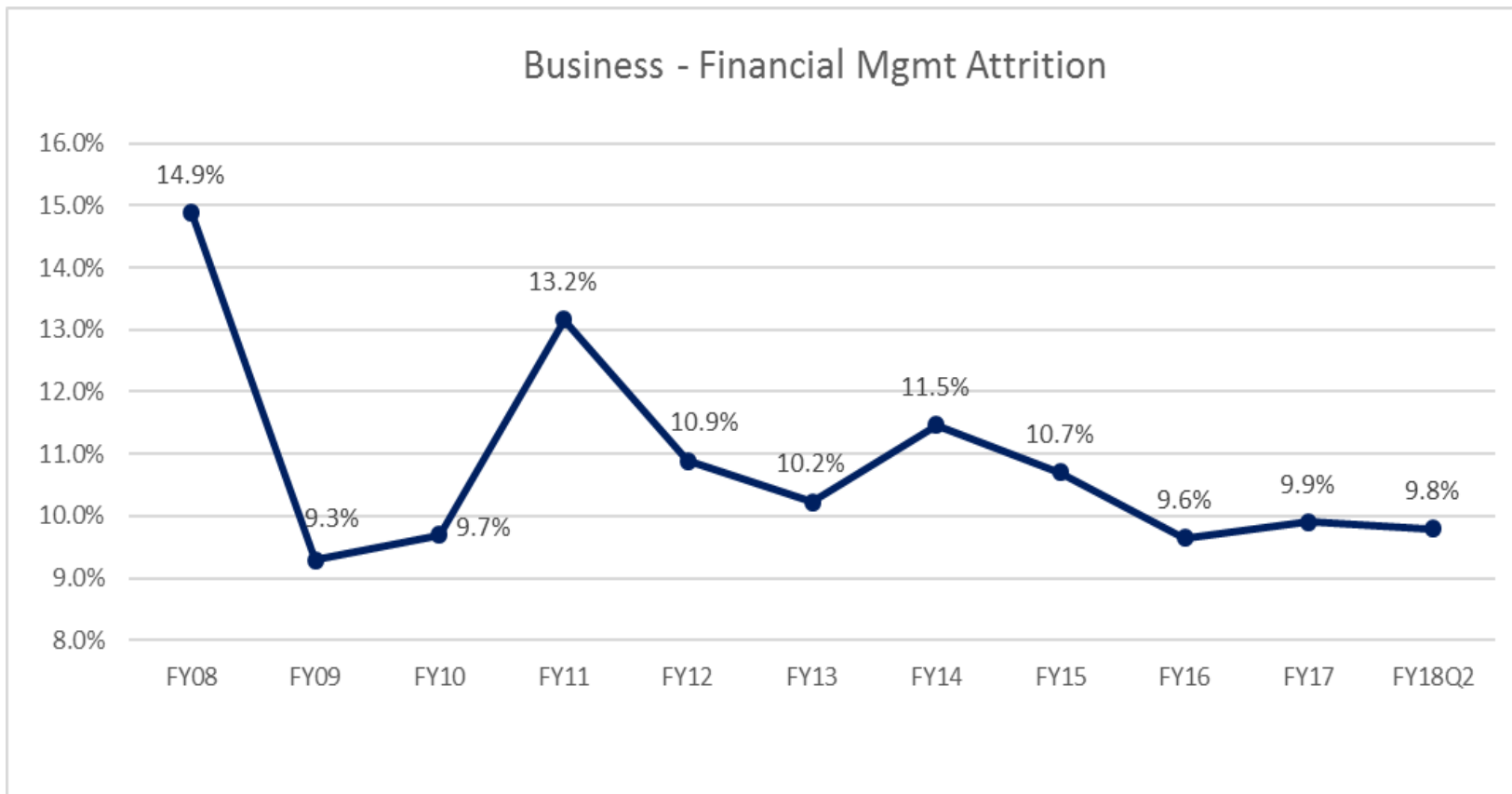
Defense Acquisition Workforce (Civilian) - Business - Financial Mgmt Workforce Lifecycle FY2018Q2 Losses*



*Does not include administrative losses



Annual Attrition Rates

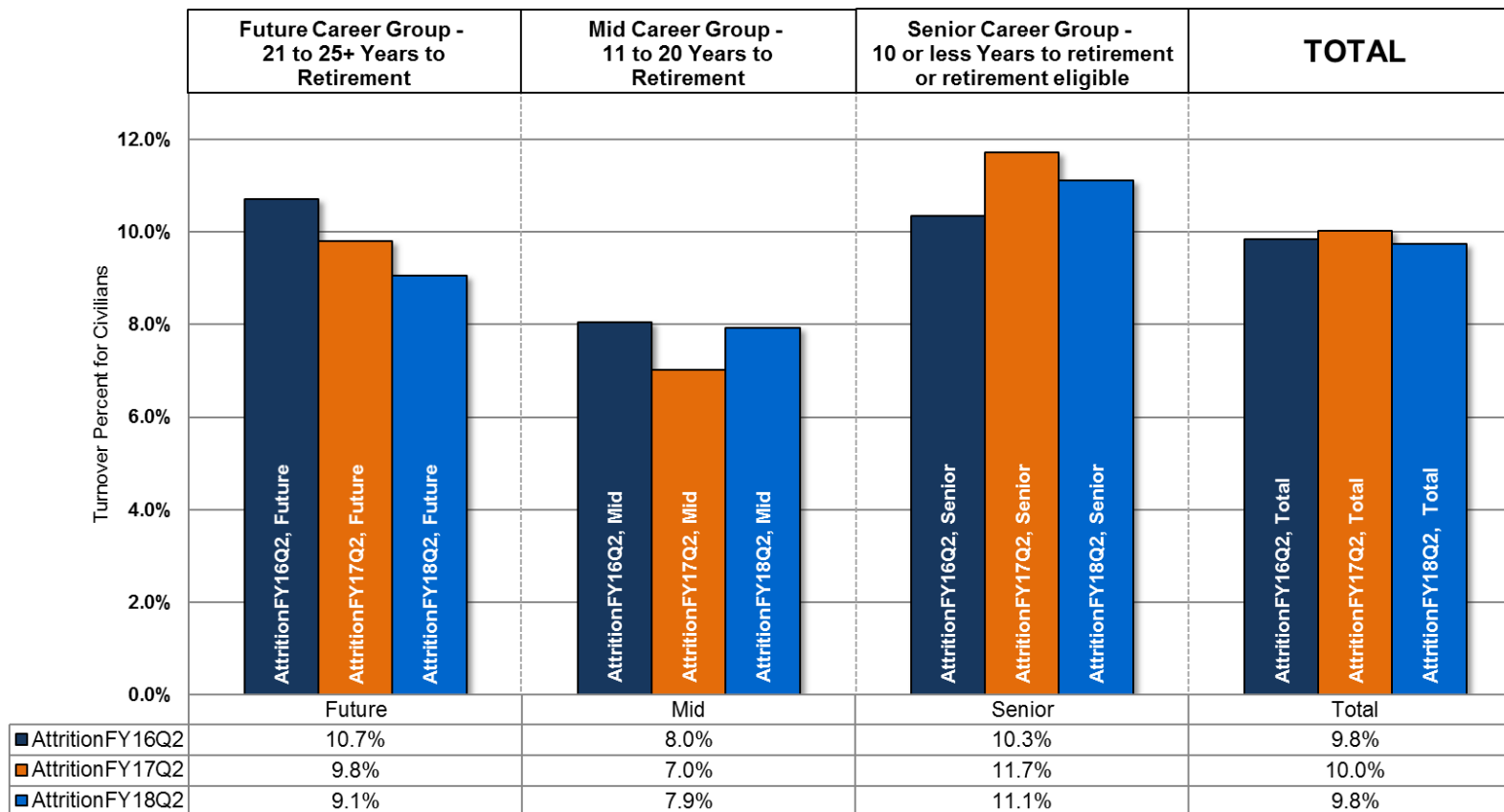


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Business - FM Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Business - Financial Mgmt (Civilian) (FY16Q2, FY17Q2, FY18Q2)(by Career Lifecycle Group)



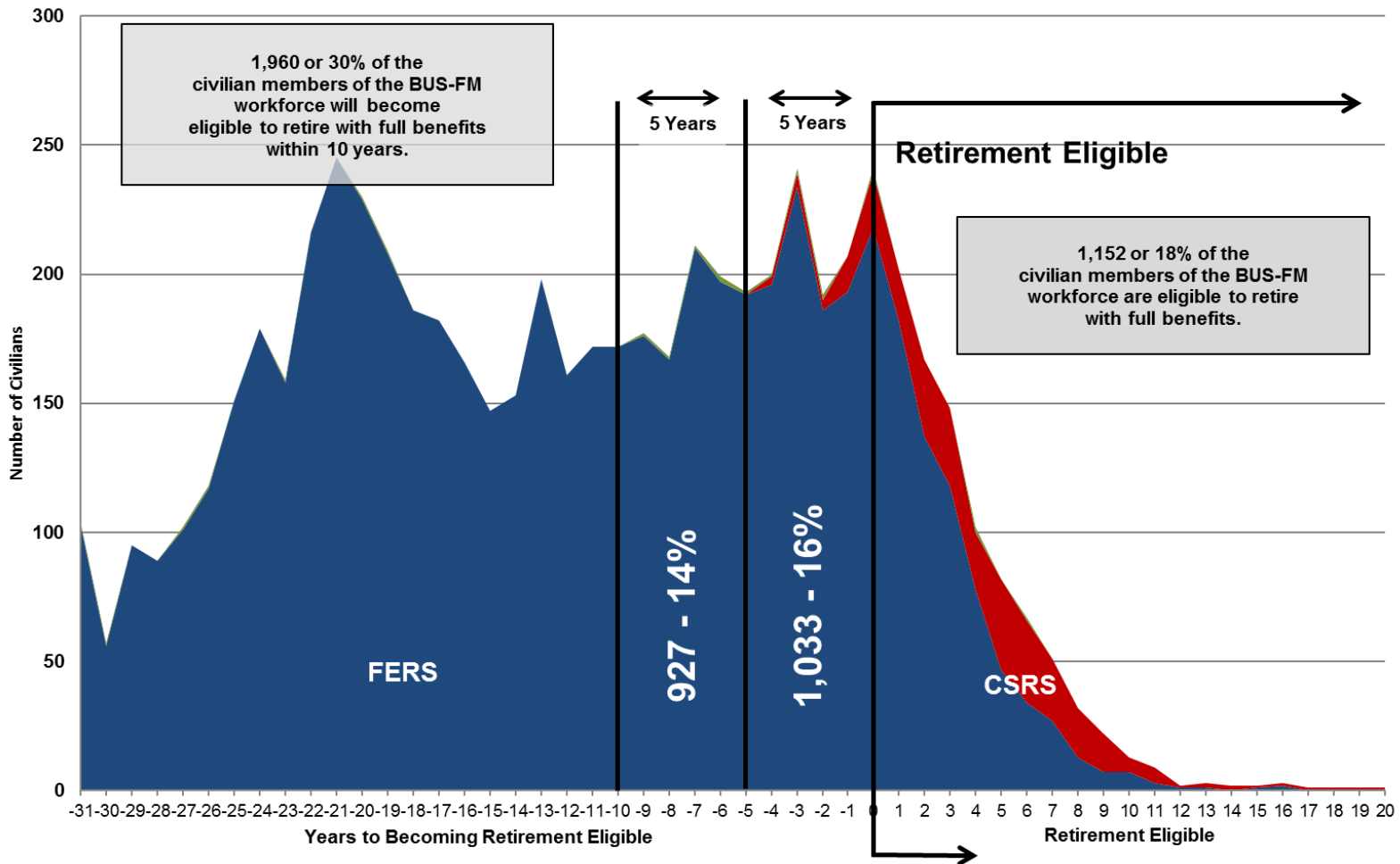


Business - FM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Business - Financial Mgmt

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



As of 31 Mar 2018



END