



Defense Acquisition Workforce Key Information

Audit

As of FY18Q2 (31 March 2018)



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Audit	FY 2008				FY2018Q2			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,182	0	4,182	166,593
Change in size from 2008	-	-	-	-	15%		15%	32%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	99%		99%	77%	97%		97%	84%
Graduate Degree	26%		26%	29%	45%		45%	40%
Certification								
Level I or Higher Achieved	87%		87%	72%	86%		86%	86%
Level II or Higher Achieved	78%		78%	61%	81%		81%	73%
Level III Achieved	26%		26%	36%	30%		30%	41%
Position Certification Requirement Met or Exceeded	76%		76%	58%	78%		78%	76%
Within 24 Months of Certification Requirement	23%		23%	27%	21%		21%	21%
Does Not Meet Certification Requirement	1%		1%	14%	1%		1%	3%
Planning Considerations								
Average Age	43		43	46	43		43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)		-	20/23/57 (%)(Civ)	33/30/37(%)		-	24/26/50(%)
Average Years of Service	14		14	17	13		13	15
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	584(14%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	565(14%)	-	-	25,039(17%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	509/311	-	-	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

- After decreasing from FY14 through FY16, the Auditing Defense Acquisition Workforce continues to rise increasing to 4,182 this quarter.

Defense Acquisition Workforce DAWIA Certification Highlights

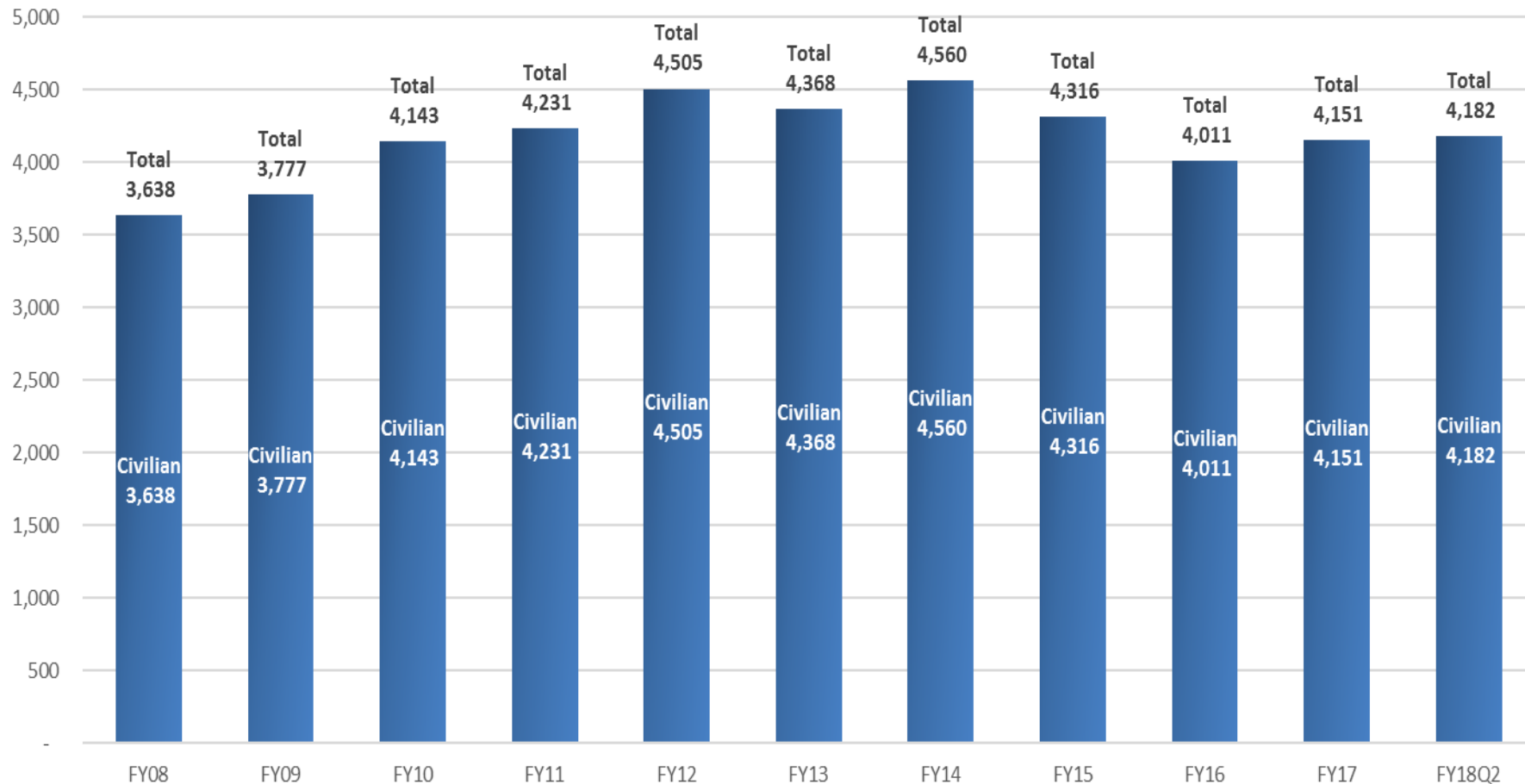
- Since the end of FY16, Auditing has continued to decrease in the number of personnel who have met or exceeded their DAWIA certification rate, falling from 91% to 81% at the end of FY17 and then to 78% this quarter. .
- Even with the drop to 78%, Auditing still maintains one of the highest percentage of personnel who have met or exceeded their DAWIA certification rate, coming in third of fourteen career fields.



Total Workforce

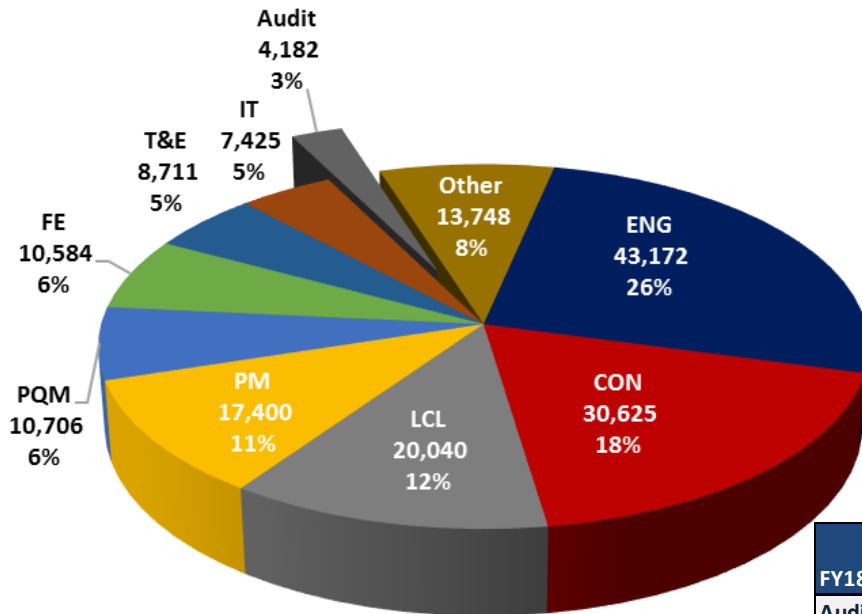


Auditing





AWF by Component and Career Field



FY18Q2 Totals (as of 3-31-18)	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,182	4,182	2.5%
Business - CE	259	559	512	87	1,417	0.9%
Business - FM	1,743	2,227	2,097	550	6,617	4.0%
Contracting	7,869	6,530	8,255	7,971	30,625	18.4%
Engineering	9,060	22,712	9,271	2,129	43,172	25.9%
Facilities Engineering	4,297	5,605	585	97	10,584	6.4%
Information Technology	1,735	3,262	1,369	1,059	7,425	4.5%
Life Cycle Logistics	6,952	6,600	3,347	3,141	20,040	12.0%
Production, Quality and Man	1,397	3,554	442	5,313	10,706	6.4%
Program Management	3,330	6,275	5,934	1,861	17,400	10.4%
Property	49	66	18	263	396	0.2%
Purchasing	365	420	59	515	1,359	0.8%
S&T Manager	475	518	2,830	119	3,942	2.4%
Test and Evaluation	1,861	3,333	3,150	367	8,711	5.2%
Unknown/Other	8	1	-	8	17	0.01%
FY18Q2 Totals (as of 3-31-18)	39,400	61,662	37,869	27,662	166,593	
Component %	23.7%	37.0%	22.7%	16.6%		



Audit Workforce Annual Historical Size by Component FY08 – FY18Q2



Auditing Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	-	-	1	-	-	-	-	-	-	-	-		
DCMA	5	-	-	-	-	-	1	-	2	1	-	-100%	-100%
DLA	8	1	-	-	-	-	-	-	-	-	-	-100%	
DCAA	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	4,008	4,150	4,182	16%	1%
MDA	-	-	-	-	-	1	1	-	-	-	-		
DAU	1	-	1	-	-	-	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-	-	-	-	-100%	
DFAS	-	1	-	-	-	-	-	-	-	-	-		
IG	29	2	1	1	-	-	1	1	1	-	-	-100%	
TOTAL	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	4,011	4,151	4,182	↑ 15%	↑ 1%



Audit Workforce Quarterly Historical Size by Component FY16Q1 – FY18Q2

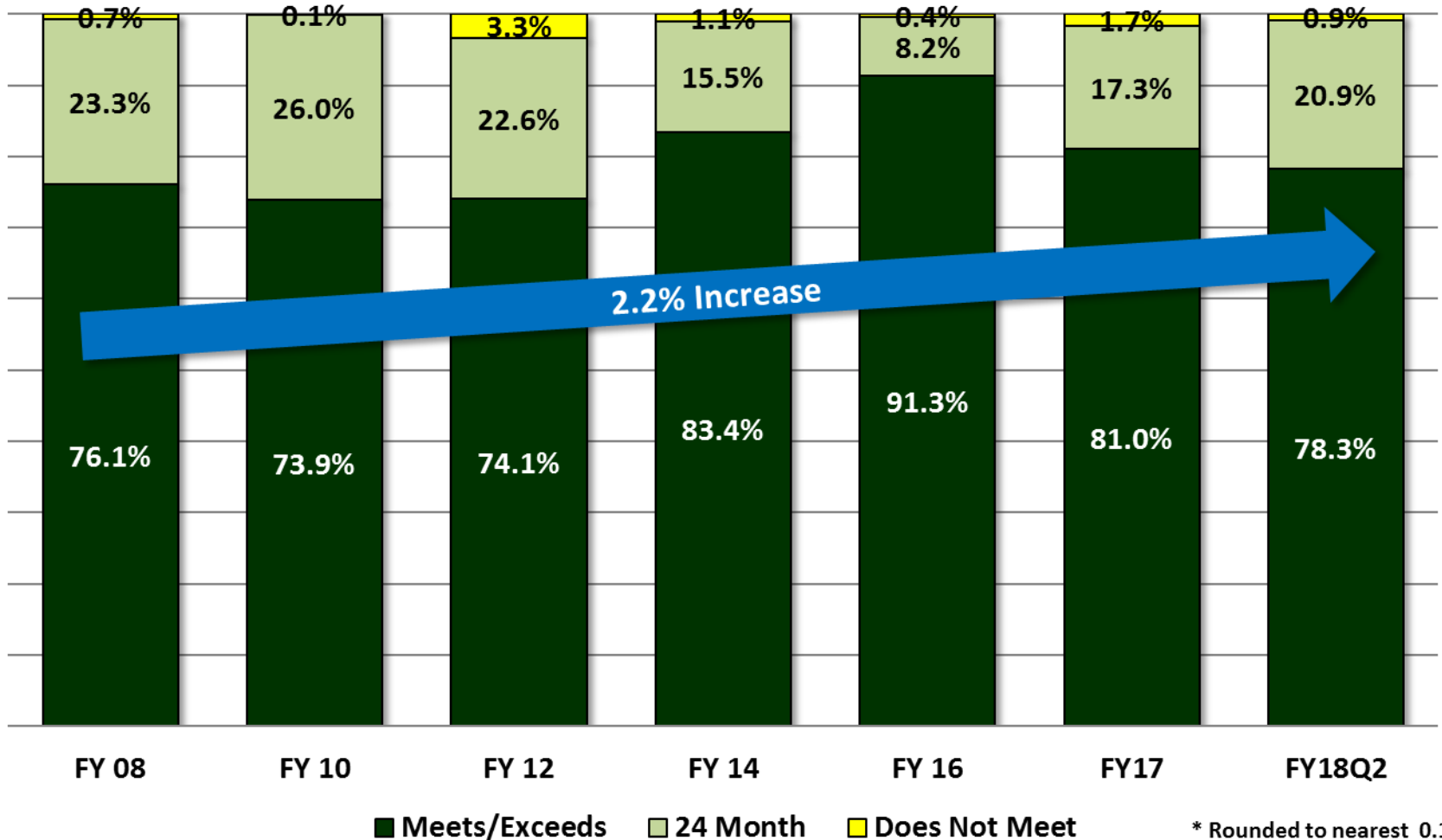


Auditing Defense Acq Workforce	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
DCMA	-	-	-	2	-	-	-	1	-	-	
DCAA	4,259	4,150	4,041	4,008	4,008	3,937	4,024	4,150	4,120	4,182	6%
IG	2	1	1	1	-	-	-	-	-	-	
TOTAL	4,261	4,151	4,042	4,011	4,008	3,937	4,024	4,151	4,120	4,182	↑ 6%



Audit Annual Historical DAWIA Certification FY08 – FY18Q2

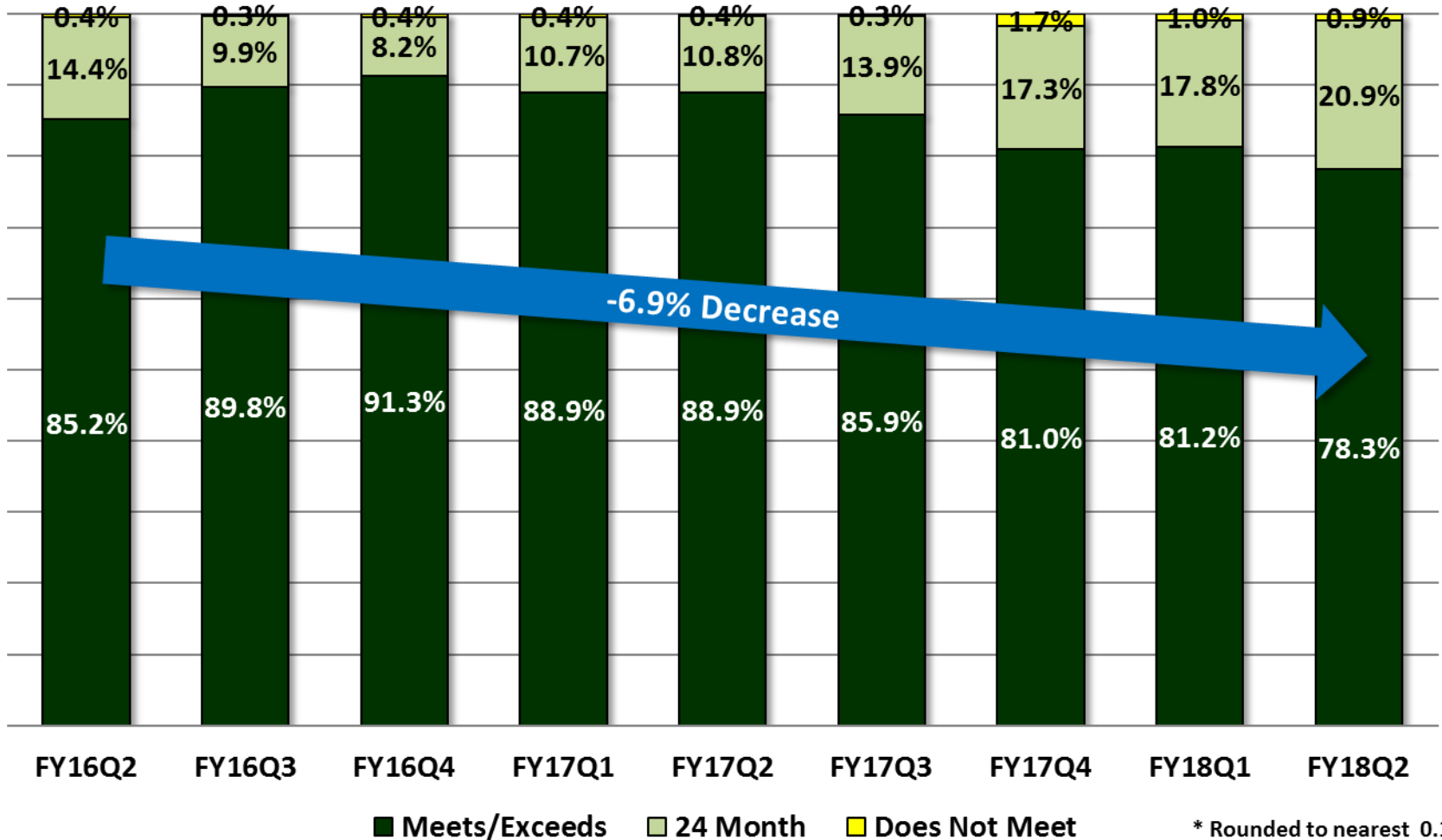
Auditing





Audit Quarterly Historical DAWIA Certification FY16Q2 – FY18Q2

Auditing

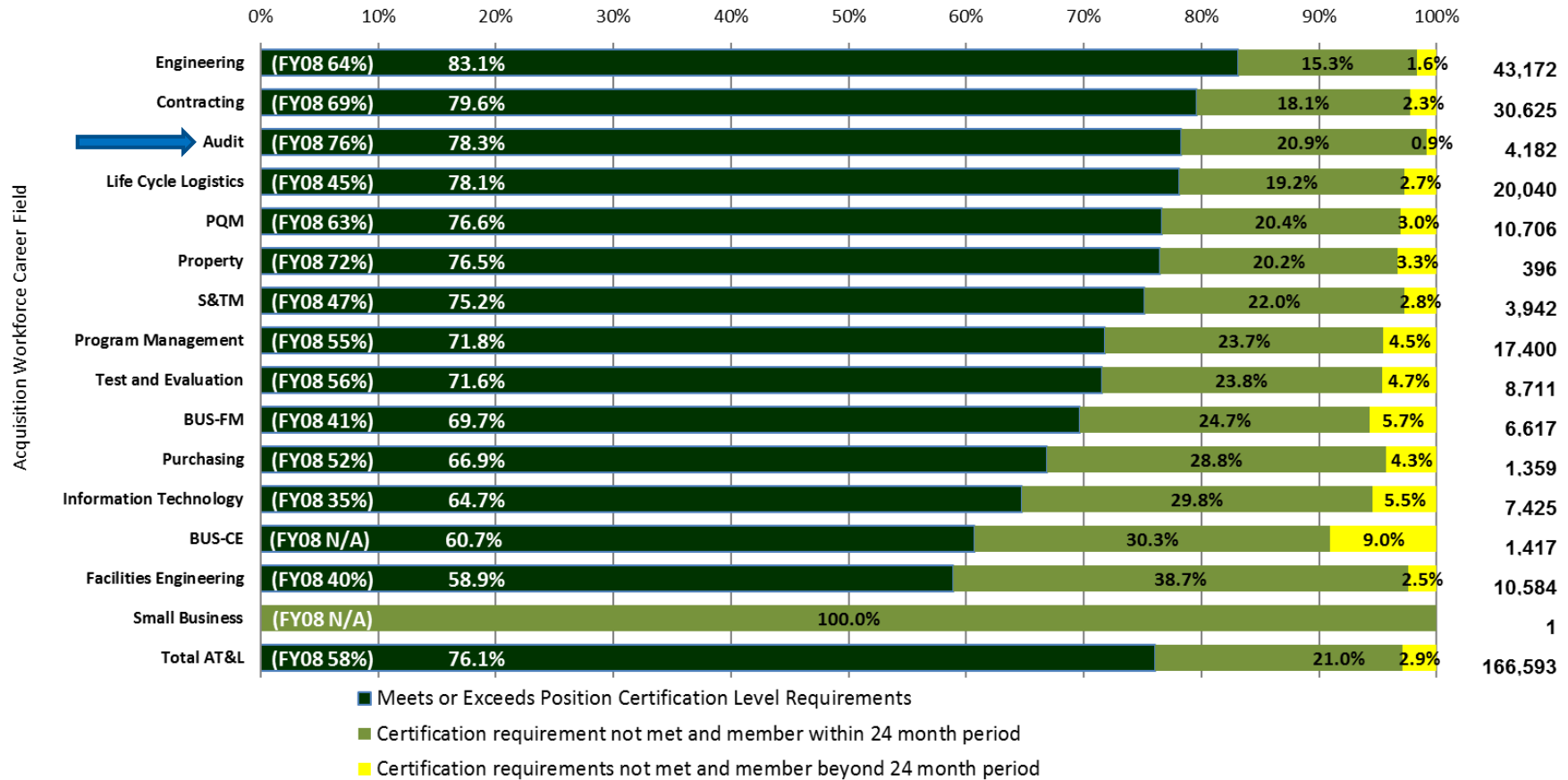




DAWIA Certification by Career Field



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





Audit DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Audit (FY18Q2)





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	221	2	1	-	224	1.3%
Level II	361	186	2,027	218	2,792	80.4%
Level III	5	1	133	1,025	1,164	88.1%
Unspecified	1	-	1	-	2	
FY18Q2 TOTAL	588	189	2,162	1,243	4,182	78.3%
	14.1%	4.5%	51.7%	29.7%		

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%	
Audit	3,273	78.3%	3 of 14

** Based on population total without unspecified positions

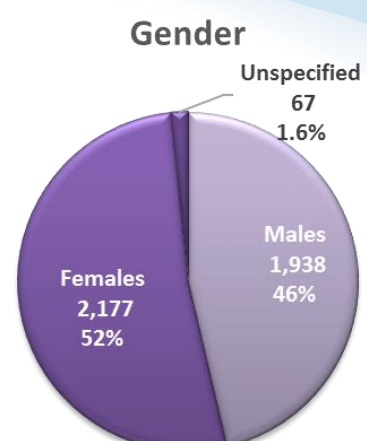
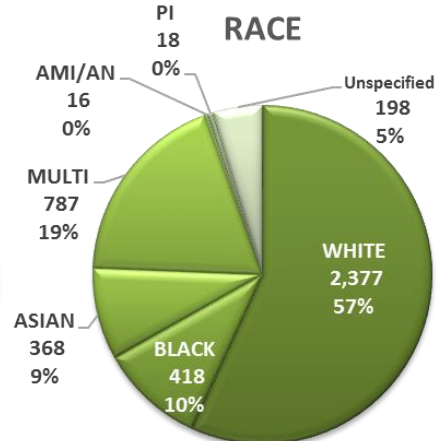
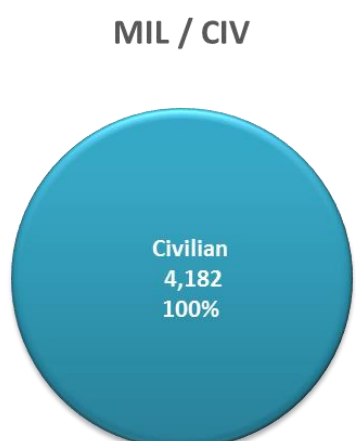
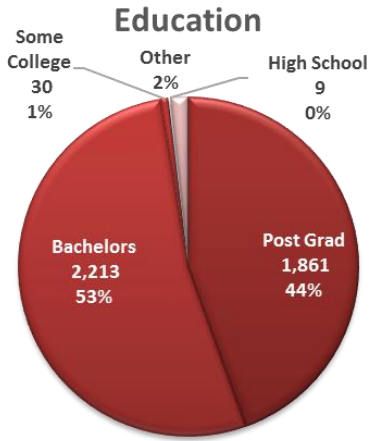
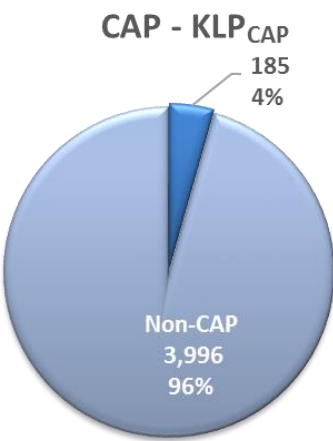
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	3	221	-	224	5.4%
Level II	2,245	519	28	2,792	66.8%
Level III	1,025	131	8	1,164	27.8%
Unspecified	-	2	-	2	0.0%
Audit TOTAL	3,273	873	36	4,182	
	78.3%	20.9%	0.9%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Audit		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,076	0.6%
Critical Acquisition Positions (CAPs)	185	4.4%	16,456	9.9%
Non-CAP Positions	3,996	95.6%	148,920	89.4%
Unknown	1	0.0%	141	0.1%
TOTAL	4,182		166,593	

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

Highest Level of Education	Audit		Entire DAW	
Post Grad	1,861	44.5%	67,163	40.3%
Bachelors	2,213	52.9%	73,237	44.0%
Some College	30	0.7%	11,741	7.0%
High School	9	0.2%	12,374	7.4%
Other	69	1.6%	2,078	1.2%
TOTAL	4,182		166,593	

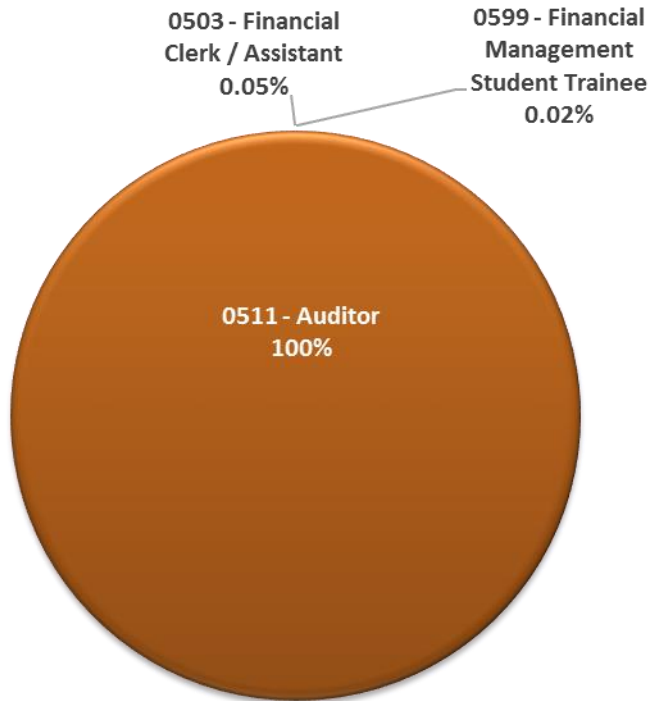
Military / Civilian	Audit		Entire DAW	
Civilian	4,182	100.0%	151,056	90.7%
Military	-	0.0%	15,537	9.3%
TOTAL	4,182		166,593	

Race	Audit		Entire DAW	
WHITE	2,377	56.8%	122,344	73.4%
BLACK	418	10.0%	20,072	12.0%
ASIAN	368	8.8%	11,222	6.7%
MULTI	787	18.8%	4,403	2.6%
AMI/AN	16	0.4%	971	0.6%
PI	18	0.4%	833	0.5%
Unspecified	198	4.7%	6,748	4.1%
TOTAL	4,182		166,593	

Gender	Audit		Entire DAW	
Males	1,938	46.3%	117,018	70.2%
Females	2,177	52.1%	48,016	28.8%
Unspecified	67	1.6%	1,559	0.9%
TOTAL	4,182		166,593	



Audit Size by Occupational Series



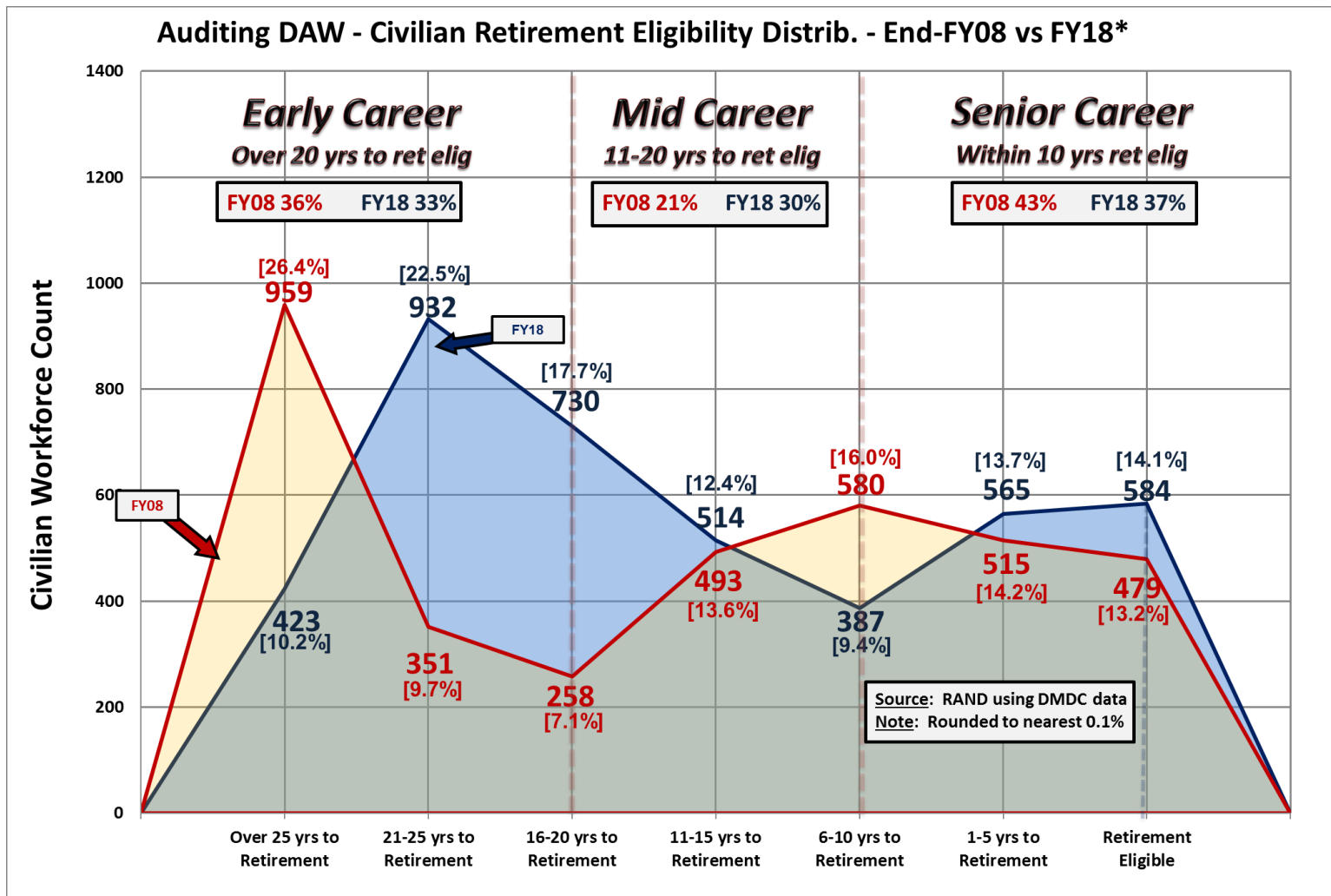
Civilian Occupational Series	Audit	
0511 - Auditor	4,179	99.9%
0503 - Financial Clerk / Assistant	2	0.05%
0599 - Financial Management Student	1	0.0%
TOTAL CIVILIAN	4,182	Civilians



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



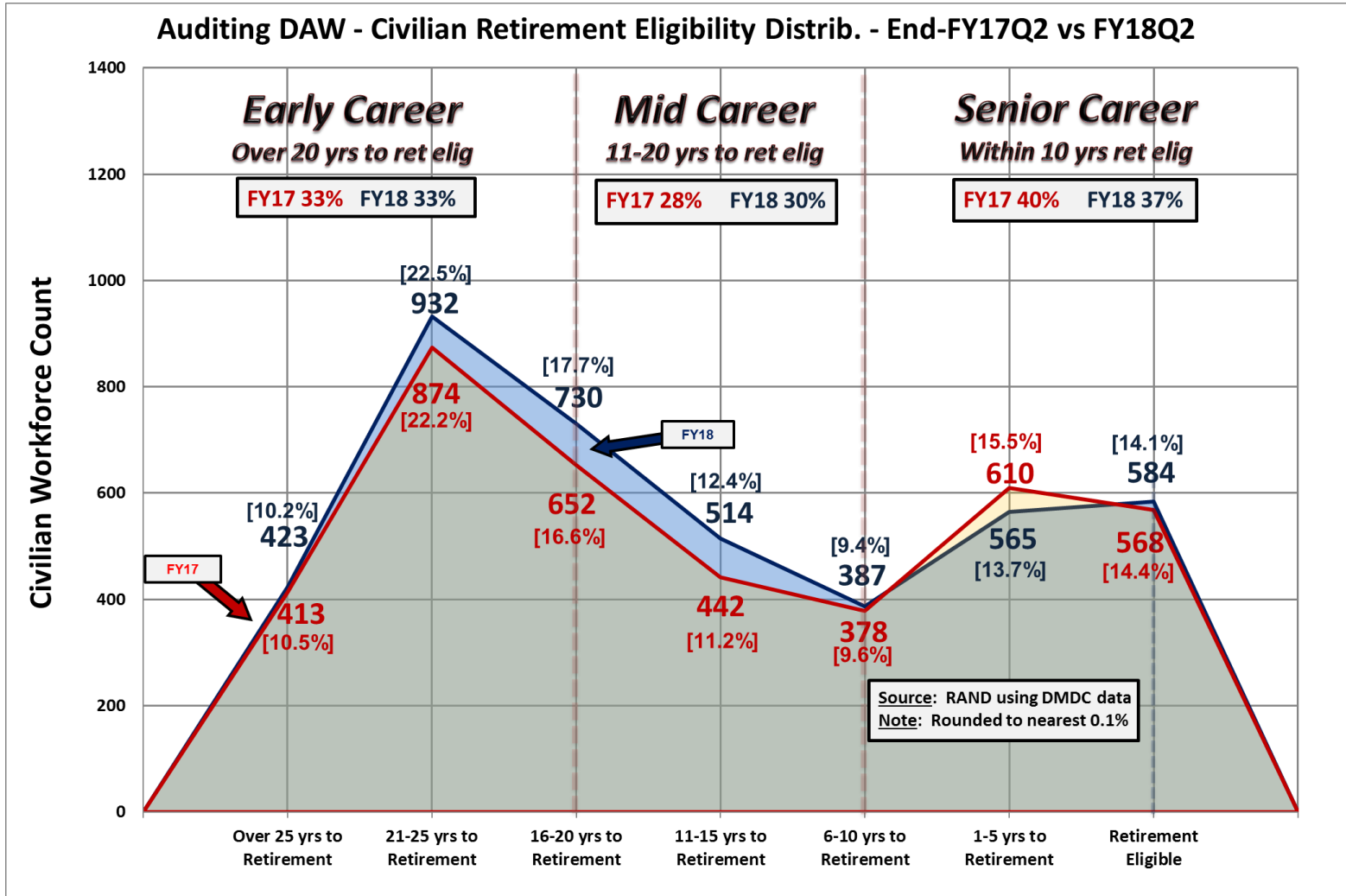
Audit Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Mar 2018



Audit Civilian Retirement Eligibility Distribution – 1 yr - FY17Q2/ FY18Q2

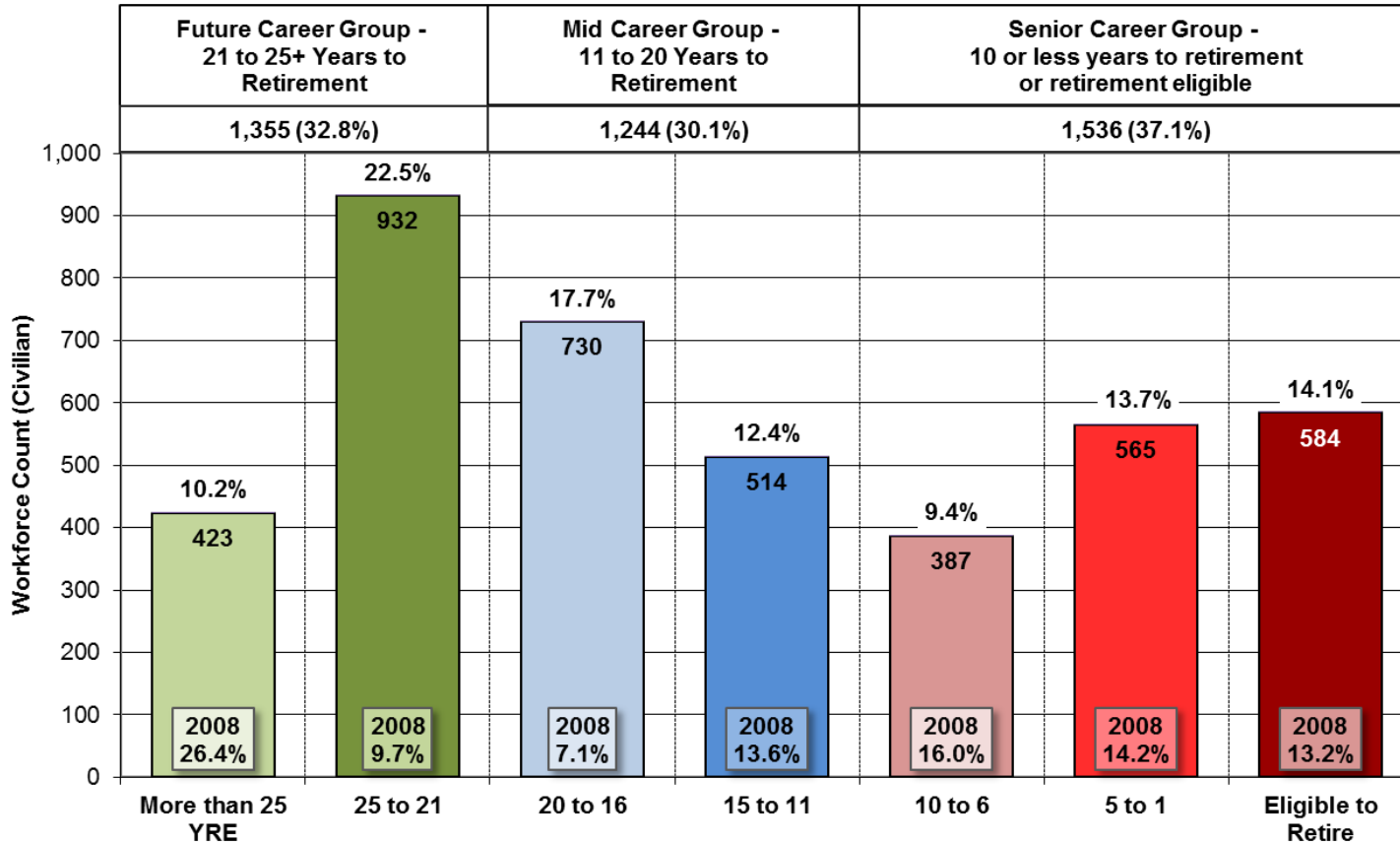


As of 31 Mar 2018



Audit Workforce Lifecycle Model by YRE

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



As of 31 Mar 2018

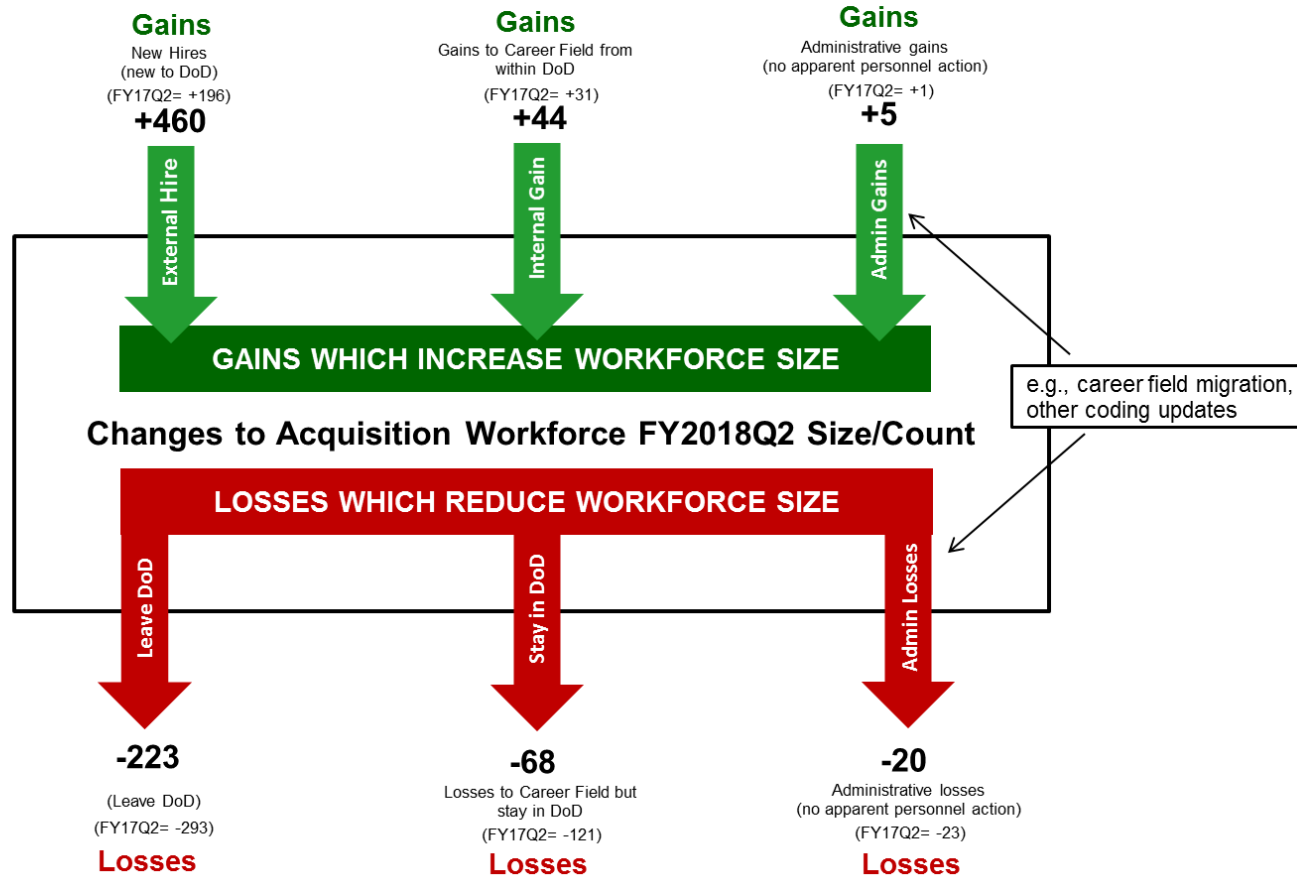


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q2) - Audit

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

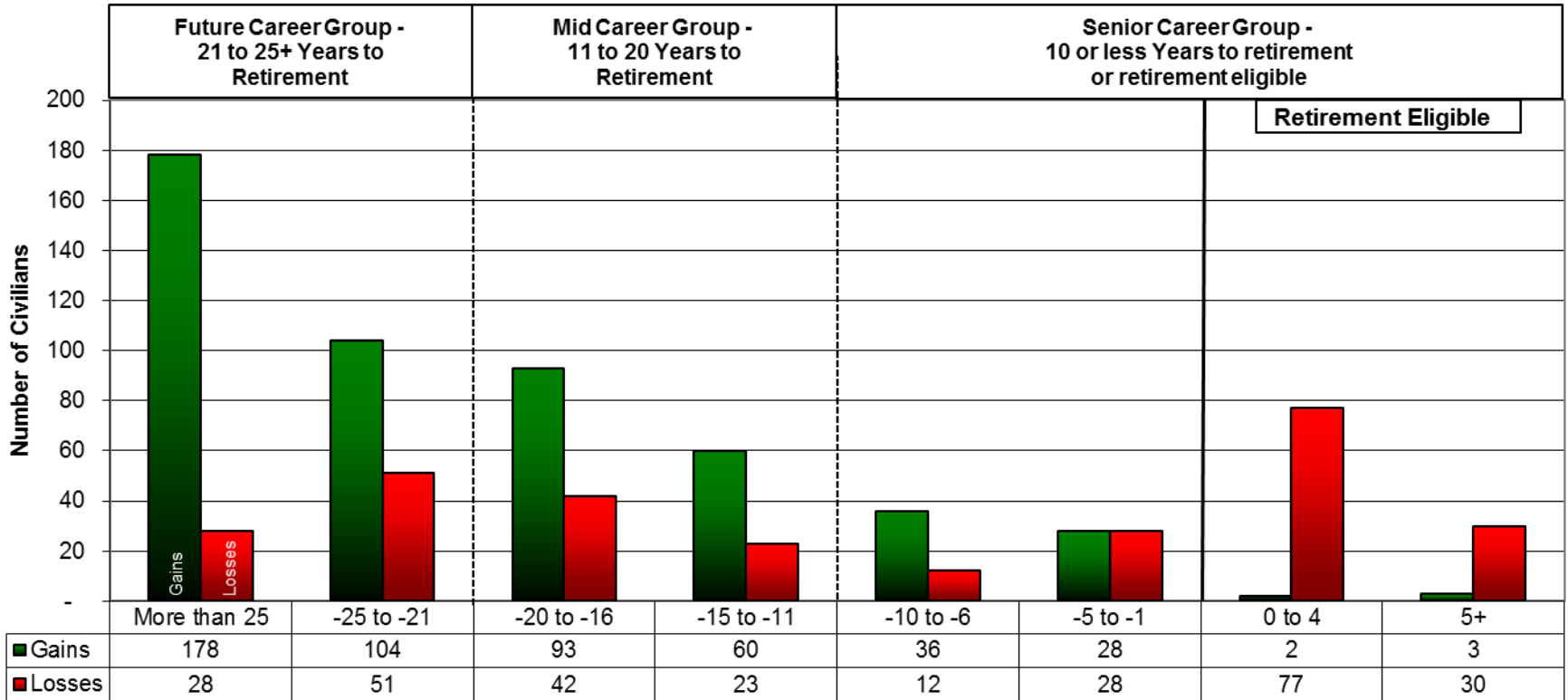




Audit Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2018Q2 Gains & Losses*

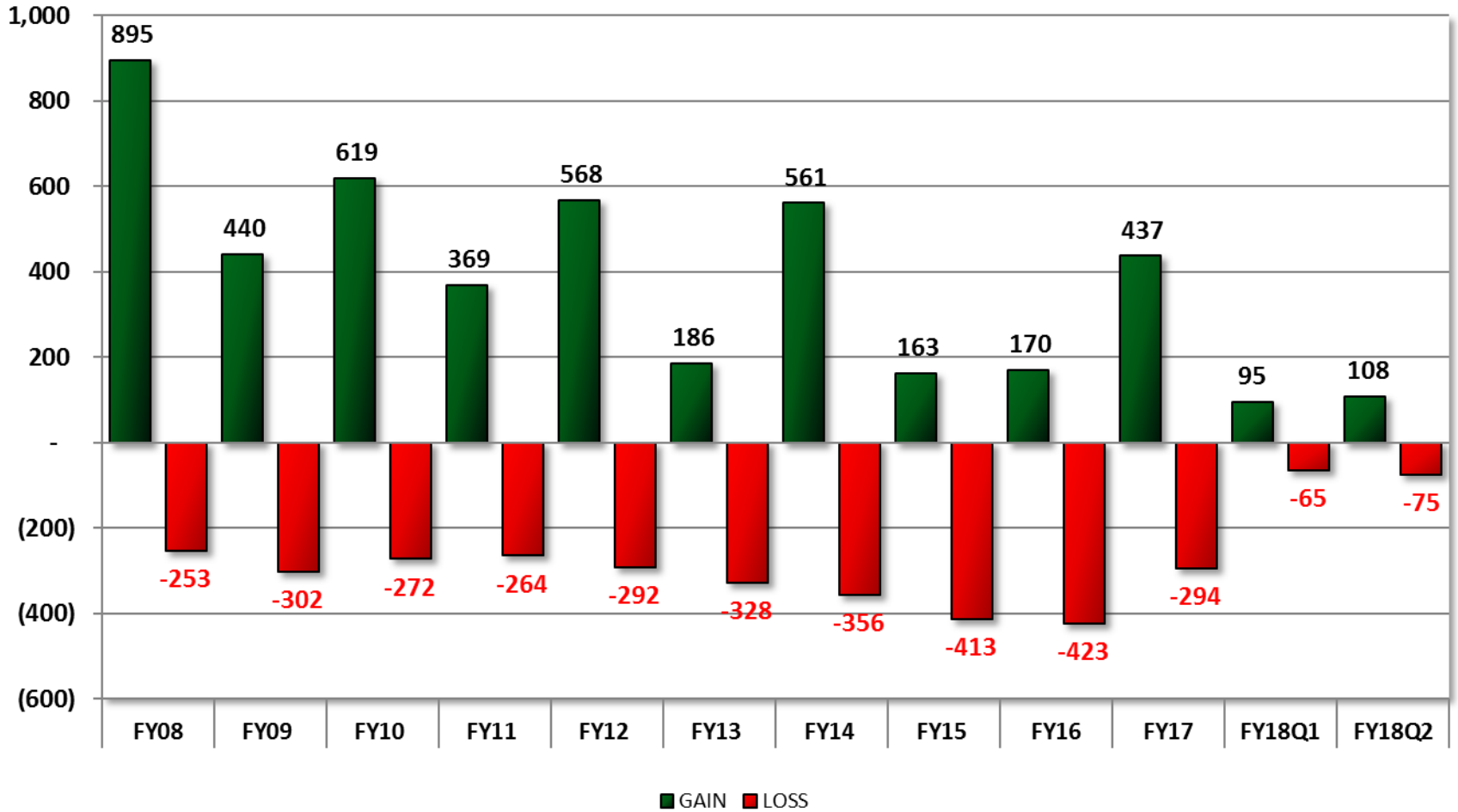


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Audit Historical Gains and Losses

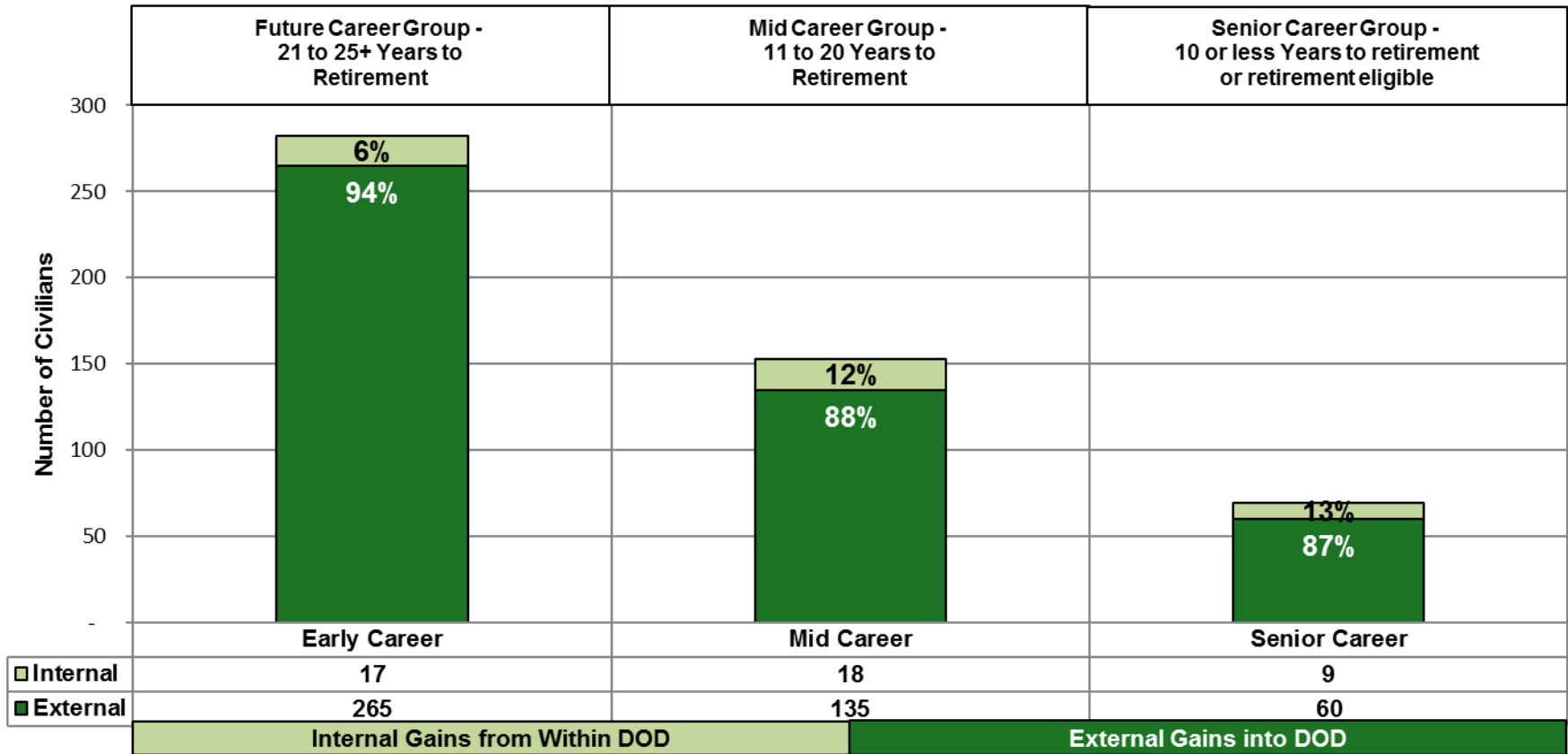


*Does not include Administrative Gains and Losses



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - Audit Workforce Lifecycle FY2018Q2 Gains*



*Does not include administrative gains

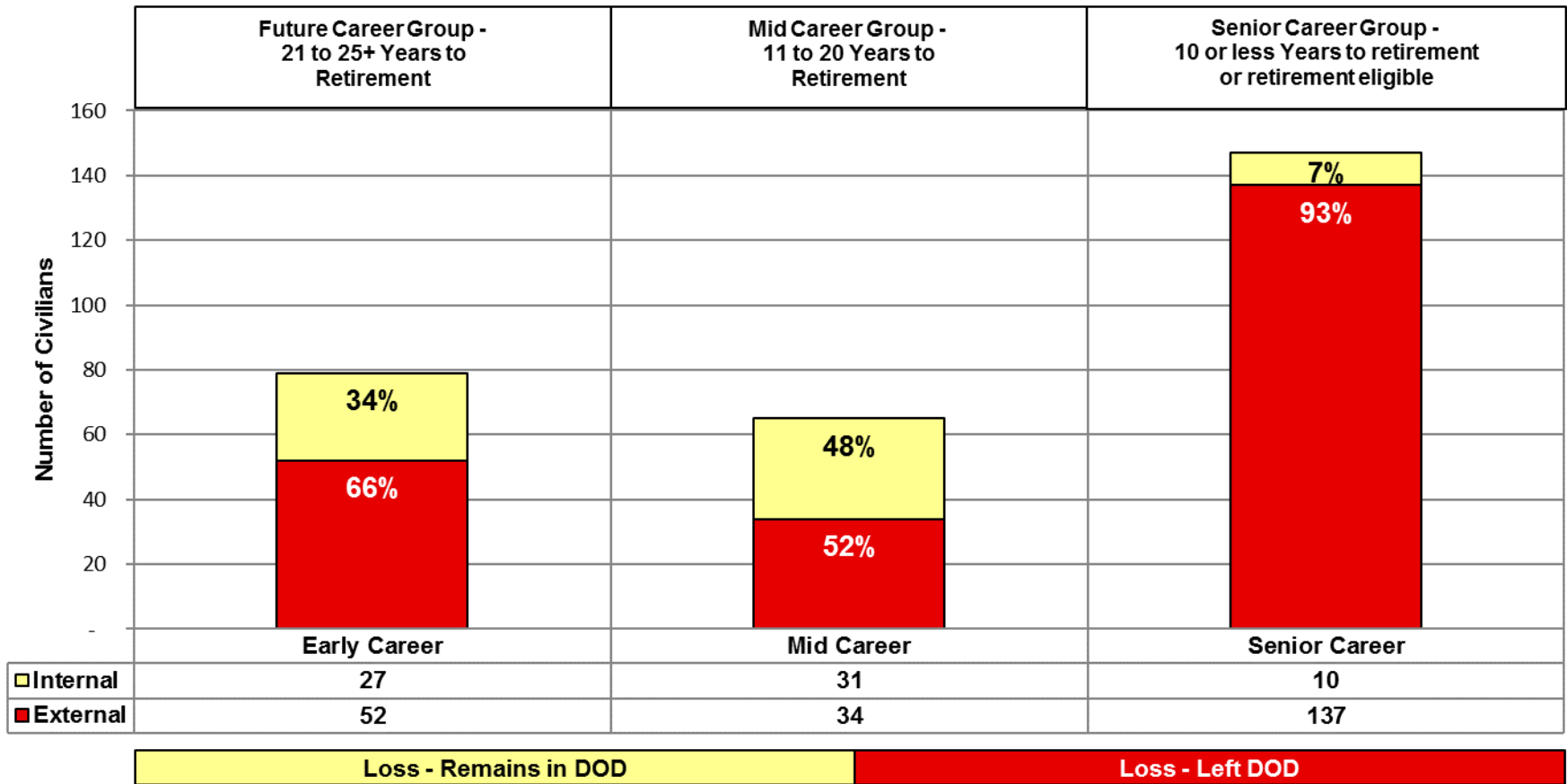
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2018Q2 Losses*

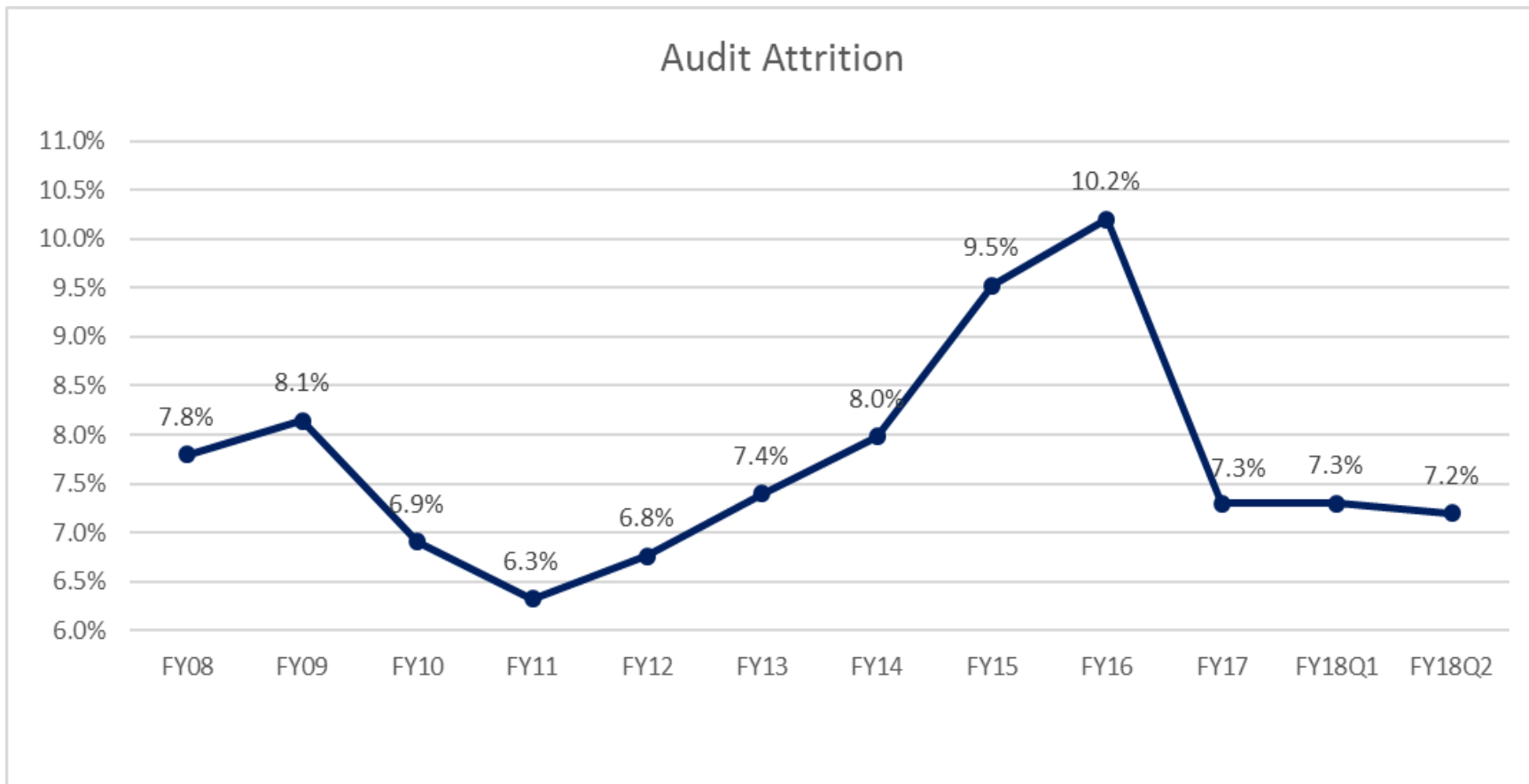


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

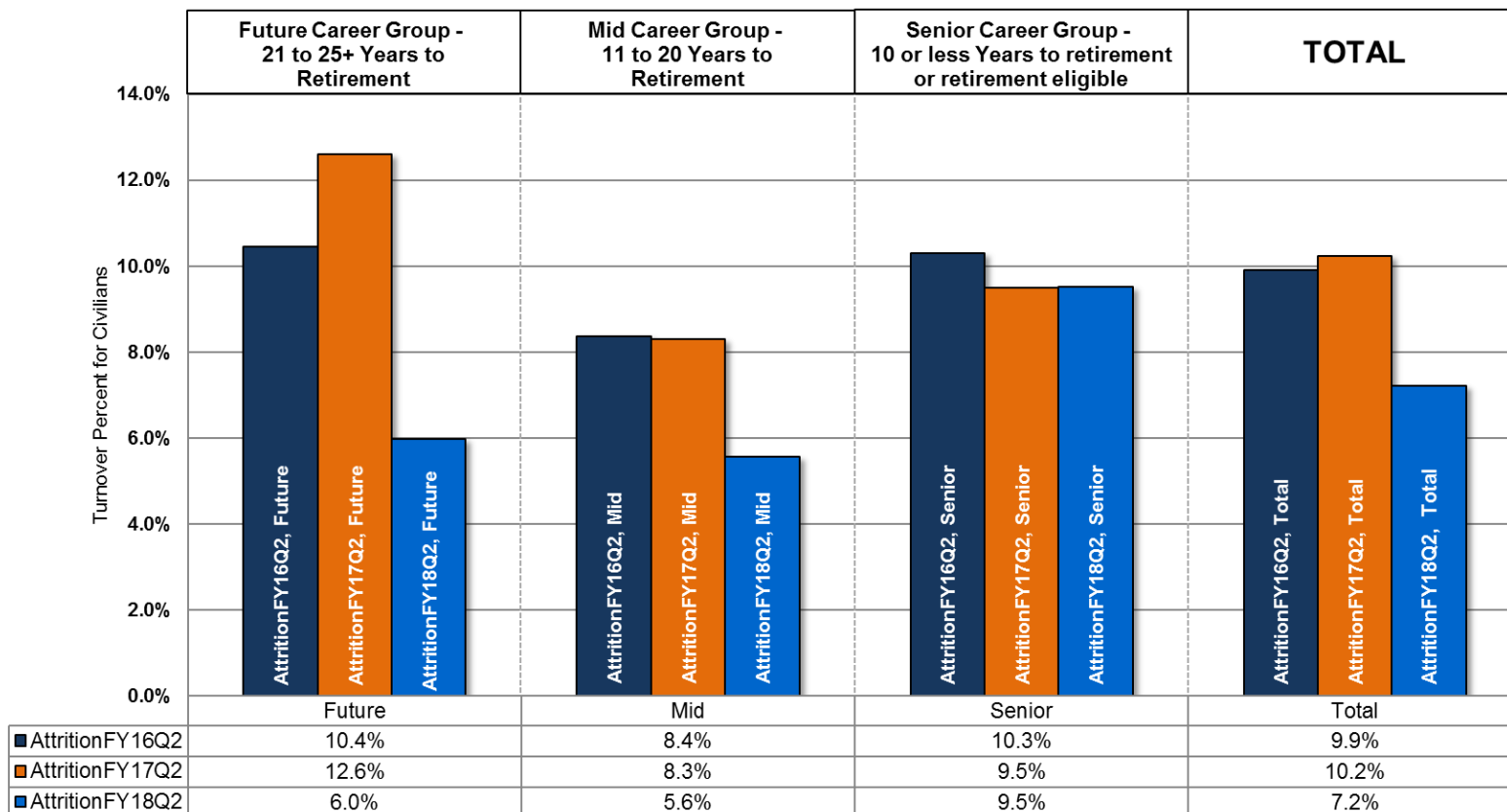


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Audit Attrition Rates by Career Group

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

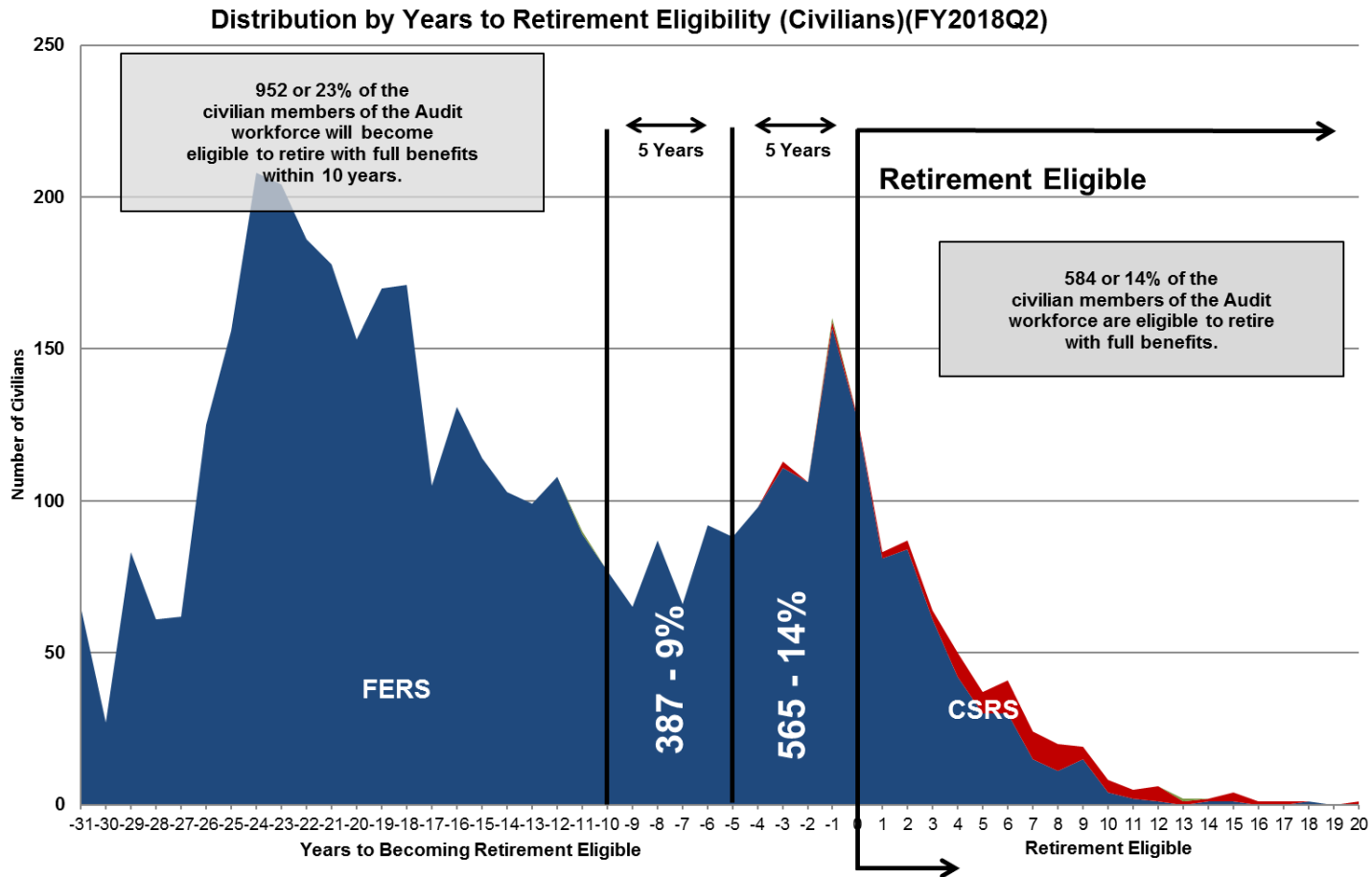




Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit



As of 31 Mar 2018



END