



Defense Acquisition Workforce Key Information

Contracting

As of FY18Q2 (31 March 2018)



Slide Index

<i>Slide Title</i>	<i>#</i>
Slide Index	2
Fact Sheet	3
Highlights	4
Total Workforce	5
AWF Size by Component and Career Field	6
Historical Size by Component	7-8
Historical DAWIA Certification	9-10
DAWIA Certification by Career Field	11
DAWIA Certification by Component	12
DAWIA Certification Matrix + Bench Strength	13
Demographics	14-15
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	16-27
End	28



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Contracting	FY 2008				FY2018Q2			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	26,172	4,453	30,625	166,593
Change in size from 2008	-	-	-	-	20%	14%	19%	32%
Civilian/Military Composition	85%	15%	-	88% / 12%	85%	15%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	94%	70%	50%	84%
Graduate Degree	27%	28%	27%	29%	48%	34%	27%	40%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	90%	85%	90%	86%
Level II or Higher Achieved	75%	44%	70%	61%	82%	62%	80%	73%
Level III Achieved	37%	19%	34%	36%	45%	26%	42%	41%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	81%	74%	80%	76%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	17%	22%	18%	21%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	4%	2%	3%
Planning Considerations								
Average Age	47	35	45	46	45	34	43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	21/22/58(%)	-	-	20/23/57 (%)(Civ)	27/29/43(%)	-	-	24/26/50(%)
Average Years of Service	18	12	17	17	14	12	14	15
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,480(17%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,488(13%)	-	-	25,039(17%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,332/2,216	-	-	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

- Except for a small dip (1.5%) in FY13, the Contracting Career Field has remained between 30,000 and 31,000 since FY11.
- The number of Contracting KLPs increased this quarter from the 125 at the end of FY18Q1 to 147 this quarter.
- Overall Attrition for the Contracting Career Field increased slightly from FY18Q1 to Q2, but still remains below 8%.

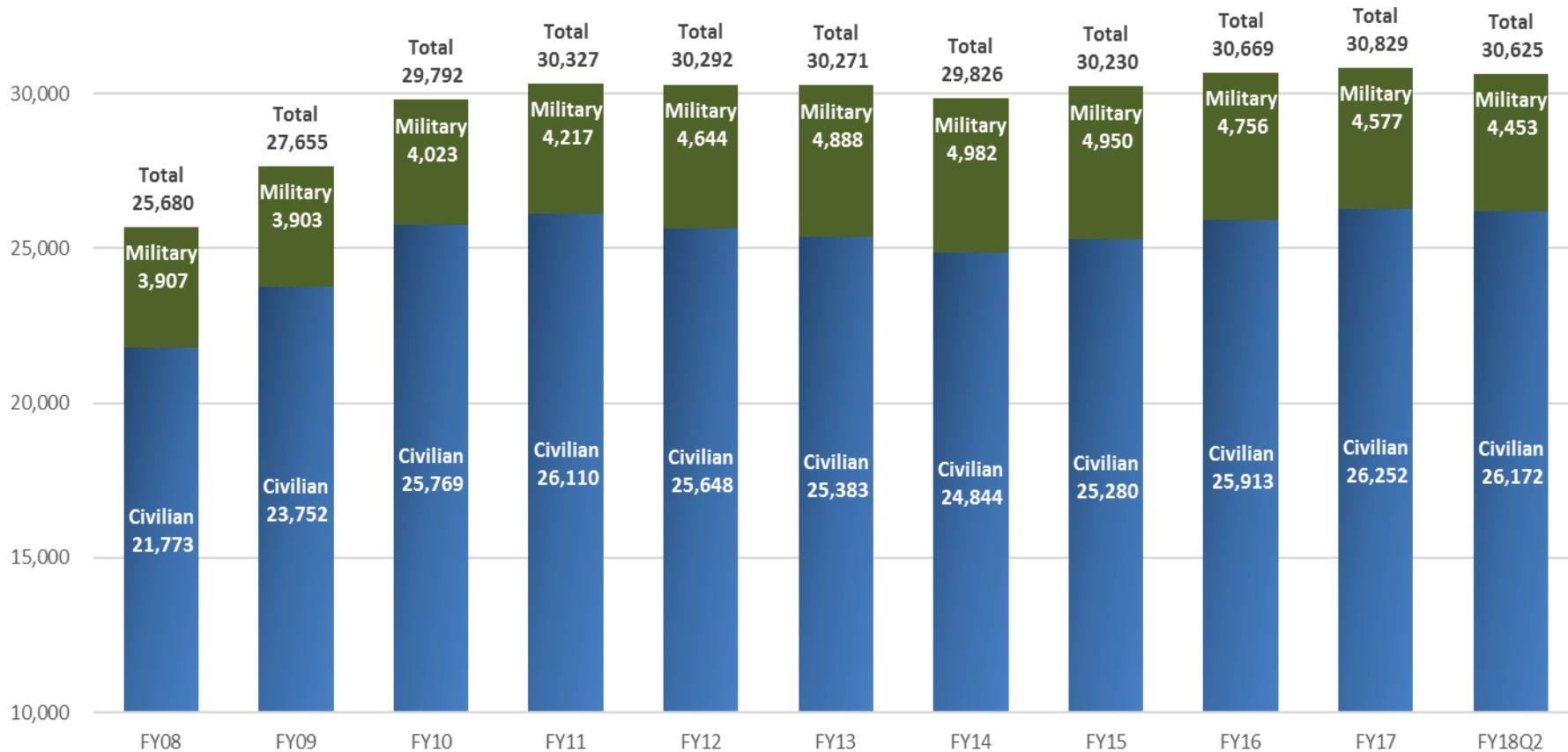
Defense Acquisition Workforce DAWIA Certification Highlights

- The Contracting current DAWIA Meets/Exceeds certification rate continues its upward trend again this quarter, increasing to 79.6%. Contracting has the second highest certification rate amongst all the career fields.



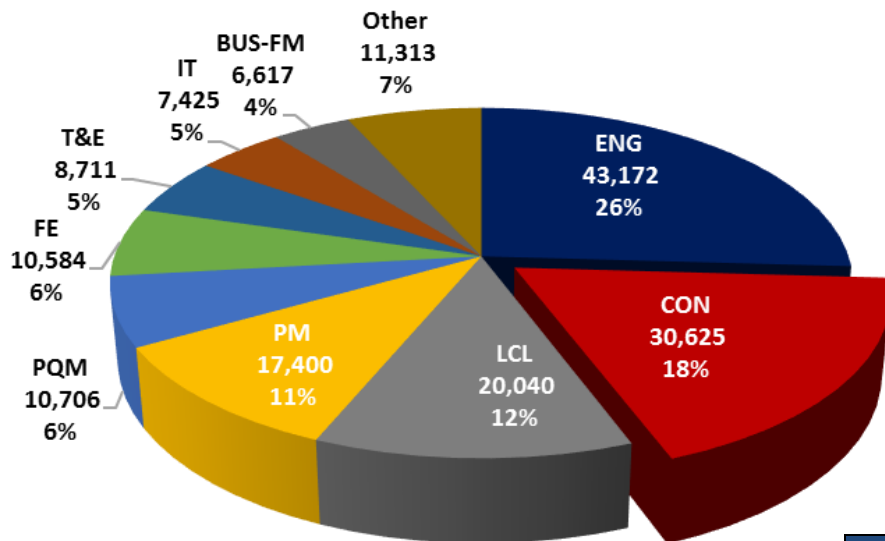
Total Historic Workforce

Contracting





AWF by Component and Career Field



FY18Q2 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	%
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%		



Contracting Workforce Historical Size by Agency FY08 – FY18Q2



Contracting Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	4,866	5,459	5,204	5,202	5,802	5,906	5,999	23%	2%
MARINE CORPS	379	542	567	523	545	537	531	40%	-1%
ARMY	7,714	8,839	8,834	8,211	7,959	7,978	7,869	2%	-1%
AIR FORCE	6,834	7,865	8,339	8,413	8,452	8,445	8,255	21%	-2%
DCMA	2,220	2,622	2,573	2,917	3,043	2,981	2,931	32%	-2%
DLA	2,736	3,227	3,409	3,220	3,375	3,496	3,536	29%	1%
DCAA	-	2	1	2	1	1	1		0%
MDA	117	191	206	200	220	226	231	97%	2%
DISA	265	305	374	365	367	359	347	31%	-3%
DTRA	72	88	80	77	78	82	81	13%	-1%
DHA	45	71	69	89	105	96	100	122%	4%
DAU	87	141	149	123	135	128	139	60%	9%
NRO	-	-	-	-	91	97	99		2%
OSD	50	49	42	39	38	30	29	-42%	-3%
DeCA	87	107	113	108	114	108	114	31%	6%
WHS	41	37	103	123	117	119	117	185%	-2%
JCS	-	2	8	4	6	6	7		17%
DFAS	57	69	65	60	63	59	55	-4%	-7%
DoDEA	41	58	64	51	41	44	54	32%	23%
DMEA	-	17	17	24	24	22	23		5%
DoD HRA	4	21	19	21	21	36	33	725%	-8%
DSCA	12	14	15	14	15	13	13	8%	0%
DSS	5	11	9	14	13	15	15	200%	0%
DMA	-	19	16	12	11	11	10		0%
DARPA	12	12	13	12	14	16	15	33%	14%
USUHS	-	-	-	-	13	12	14		-8%
NDU	3	2	2	2	3	3	4	0%	0%
POW/MIA	-	-	-	-	3	3	3		0%
IG	1	-	-	-	-	-	-	-100%	
PFPA	2	1	1	-	-	-	-	-100%	
4th Estate Other	30	21	-	-	-	-	-	-100%	
TOTAL	25,680	29,792	30,292	29,826	30,669	30,829	30,625	↑ 19%	↓ -1%



Contracting Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY18Q2

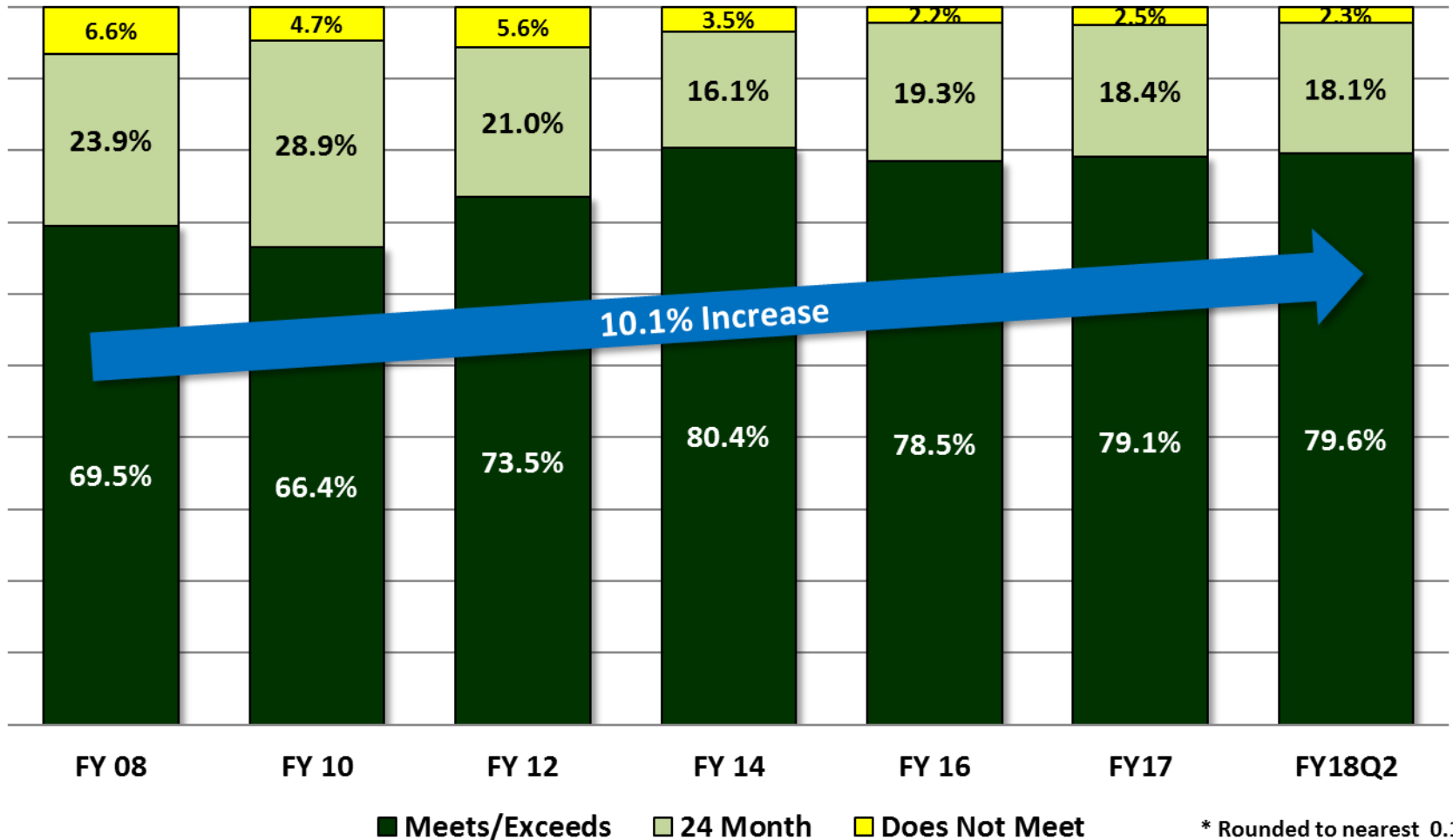


Contracting Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	5,665	5,715	5,770	5,802	5,859	5,869	5,851	5,906	5,984	5,999	2%
ARMY	8,011	7,955	7,904	7,959	7,990	7,942	7,886	7,978	7,943	7,869	-1%
AIR FORCE	8,357	8,407	8,236	8,452	8,476	8,426	8,451	8,445	8,289	8,255	-2%
MARINE CORPS	529	535	538	545	549	538	550	537	531	531	-1%
DCMA	2,947	3,000	3,029	3,043	3,061	3,064	3,003	2,981	2,931	2,931	-4%
DLA	3,221	3,328	3,339	3,375	3,336	3,336	3,327	3,496	3,500	3,536	6%
DCAA	1	1	1	1	1	1	1	1	1	1	0%
MDA	213	211	208	220	214	212	229	226	233	231	9%
DISA	367	368	371	367	364	359	362	359	358	347	-3%
DTRA	73	75	80	78	88	85	85	82	80	81	-5%
DHA	101	101	104	105	98	96	102	96	101	100	4%
DAU	123	128	136	135	139	135	132	128	135	139	3%
NRO	-	90	92	91	93	95	96	97	98	99	4%
OSD	39	36	38	38	35	35	33	30	30	29	-17%
DeCA	106	109	111	114	113	110	109	108	113	114	4%
WHS	124	120	122	117	119	113	117	119	118	117	4%
JCS	3	4	7	6	6	6	7	6	6	7	17%
DFAS	62	62	59	63	63	60	60	59	59	55	-8%
DoDEA	58	55	52	41	40	39	43	44	46	54	38%
DMEA	25	24	22	24	24	23	22	22	22	23	0%
DoD HRA	19	20	19	21	27	30	30	36	33	33	10%
DSCA	15	15	15	15	14	14	14	13	14	13	-7%
DSS	14	14	14	13	14	13	13	15	16	15	15%
DMA	14	13	12	11	12	11	11	11	11	10	-9%
DARPA	12	13	14	14	15	15	16	16	16	15	0%
USUHS	-	11	14	13	13	11	11	12	11	14	27%
NDU	3	2	2	3	3	3	3	3	4	4	33%
POW/MIA	-	2	3	3	3	3	3	3	3	3	0%
TOTAL	30,102	30,414	30,312	30,669	30,769	30,644	30,567	30,829	30,686	30,625	↓ 0%



Contracting Historical DAWIA Certification FY08 – FY18Q2

Contracting

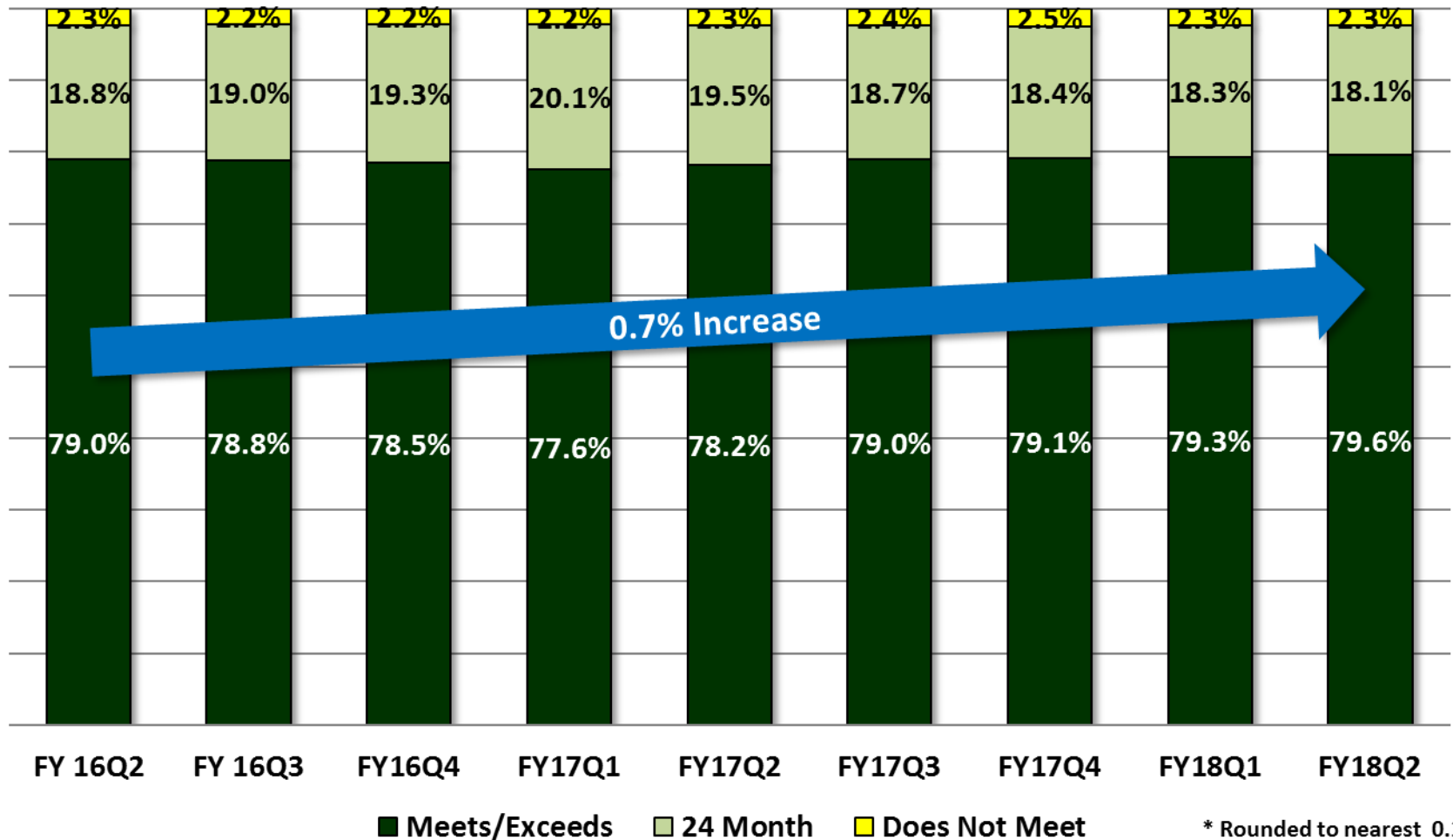




Contracting Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



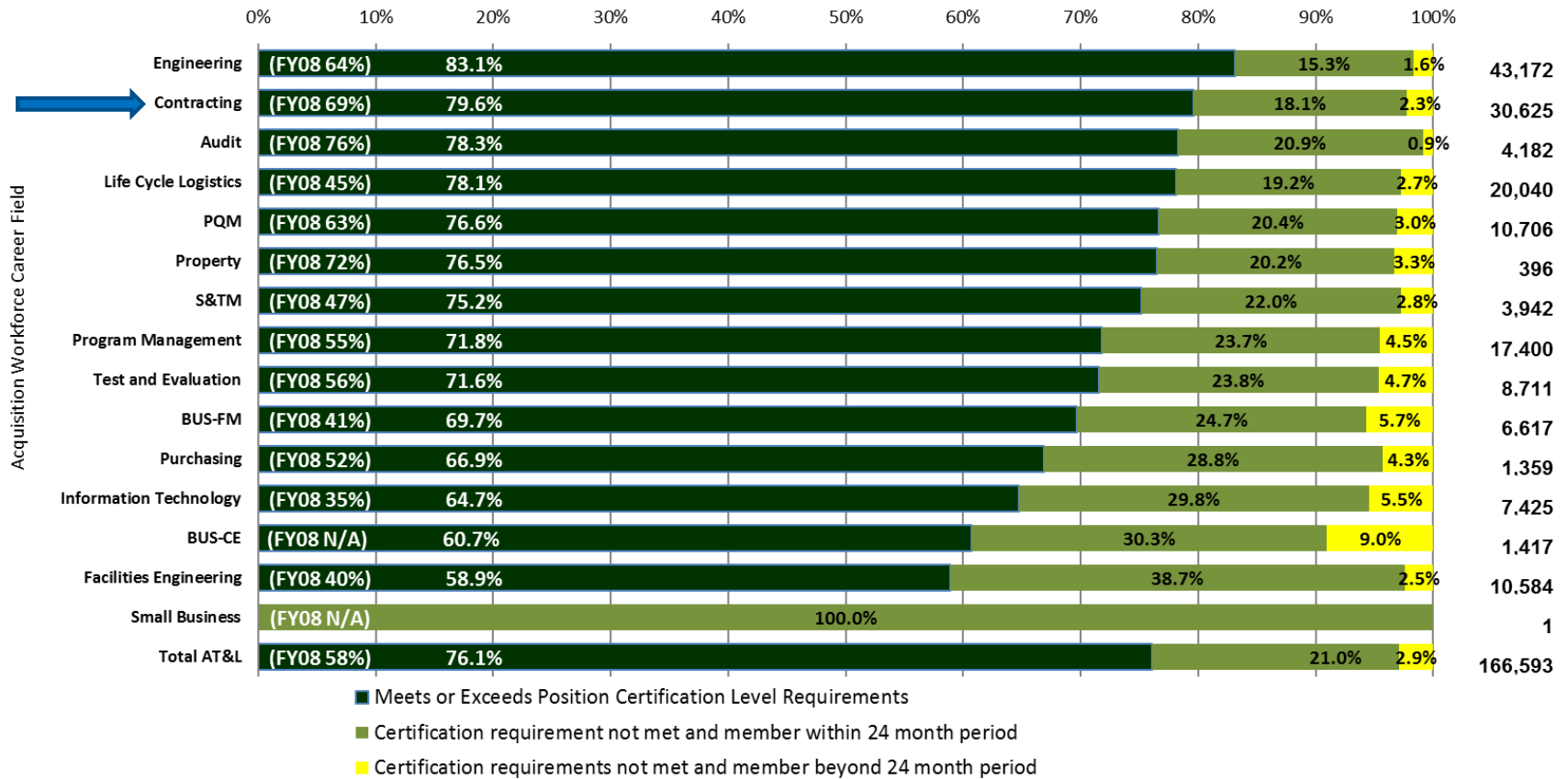
Contracting





DAWIA Certification by Career Field

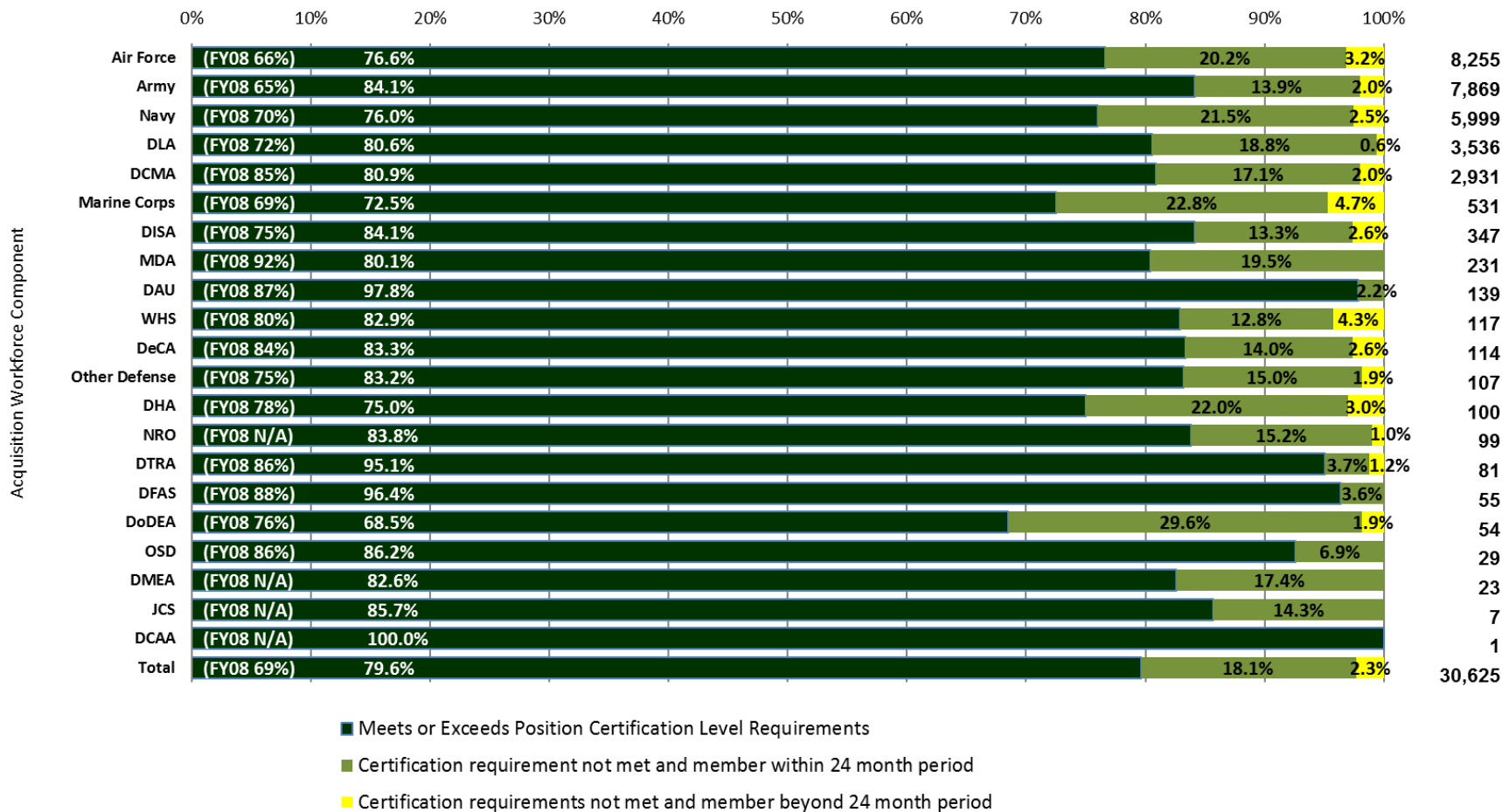
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





Contracting DAWIA Certification by Component

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





Contracting DAWIA Certification Matrix + Bench Strength

Contracting Required Certification Level	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,418	837	526	109	2,890	50.9%
Level II	1,578	2,167	10,027	3,936	17,708	78.9%
Level III	146	60	798	8,936	9,940	89.9%
<i>Unspecified</i>	39	12	25	11	87	
FY18Q2 TOTAL	3,181	3,076	11,376	12,992	30,625	79.6%
	10.4%	10.0%	37.1%	42.4%		

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%	
Contracting	24,371	79.6%	2 of 14

** Based on population total without unspecified positions

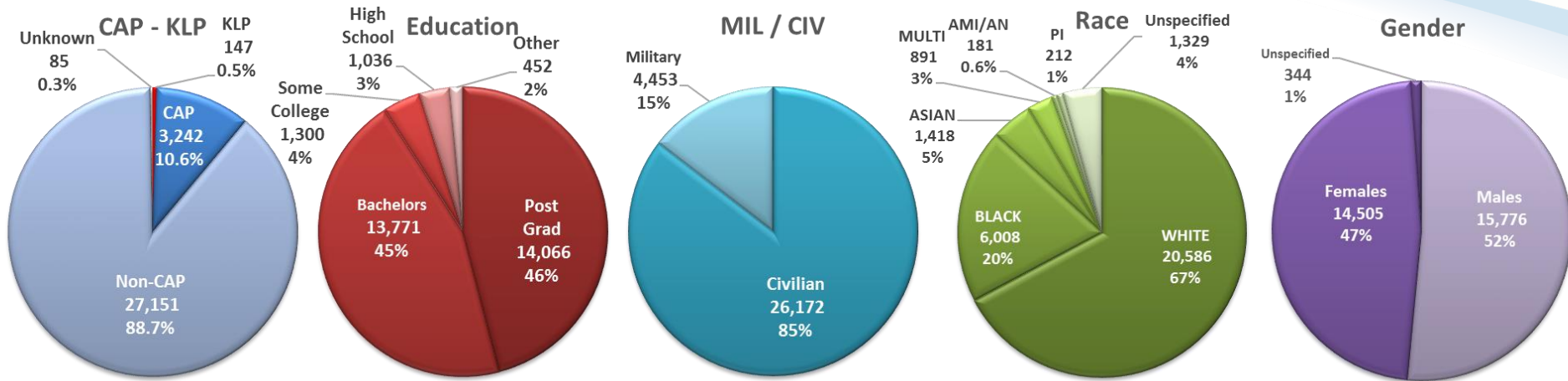
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,472	1,337	81	2,890	9.4%
Level II	13,963	3,259	486	17,708	57.8%
Level III	8,936	875	129	9,940	32.5%
<i>Unspecified</i>	11	73	3	87	0.3%
Contracting TOTAL	24,382	5,544	699	30,625	
	79.6%	18.1%	2.3%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON		Entire DAW	
Key Leadership Positions (KLPs)	147	0.5%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	3,242	10.6%	16,456	9.9%
Non-CAP Positions	27,151	88.7%	148,920	89.4%
Unknown	85	0.3%	141	0.1%
TOTAL	30,625		166,593	

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

Highest Level of Education	CON		Entire DAW	
Post Grad	14,066	45.9%	67,163	40.3%
Bachelors	13,771	45.0%	73,237	44.0%
Some College	1,300	4.2%	11,741	7.0%
High School	1,036	3.4%	12,374	7.4%
Other	452	1.5%	2,078	1.2%
TOTAL	30,625		166,593	

Military / Civilian	CON		Entire DAW	
Civilian	26,172	85.5%	151,056	90.7%
Military	4,453	14.5%	15,537	9.3%
TOTAL	30,625		166,593	

Race	CON		Entire DAW	
WHITE	20,586	67.2%	122,344	73.4%
BLACK	6,008	19.6%	20,072	12.0%
ASIAN	1,418	4.6%	11,222	6.7%
MULTI	891	2.9%	4,403	2.6%
AMI/AN	181	0.6%	971	0.6%
PI	212	0.7%	833	0.5%
Unspecified	1,329	4.3%	6,748	4.1%
TOTAL	30,625		166,593	

Gender	CON		Entire DAW	
Males	15,776	51.5%	117,018	70.2%
Females	14,505	47.4%	48,016	28.8%
Unspecified	344	1.1%	1,559	0.9%
TOTAL	30,625		166,593	



Contracting Size by Occupational Series

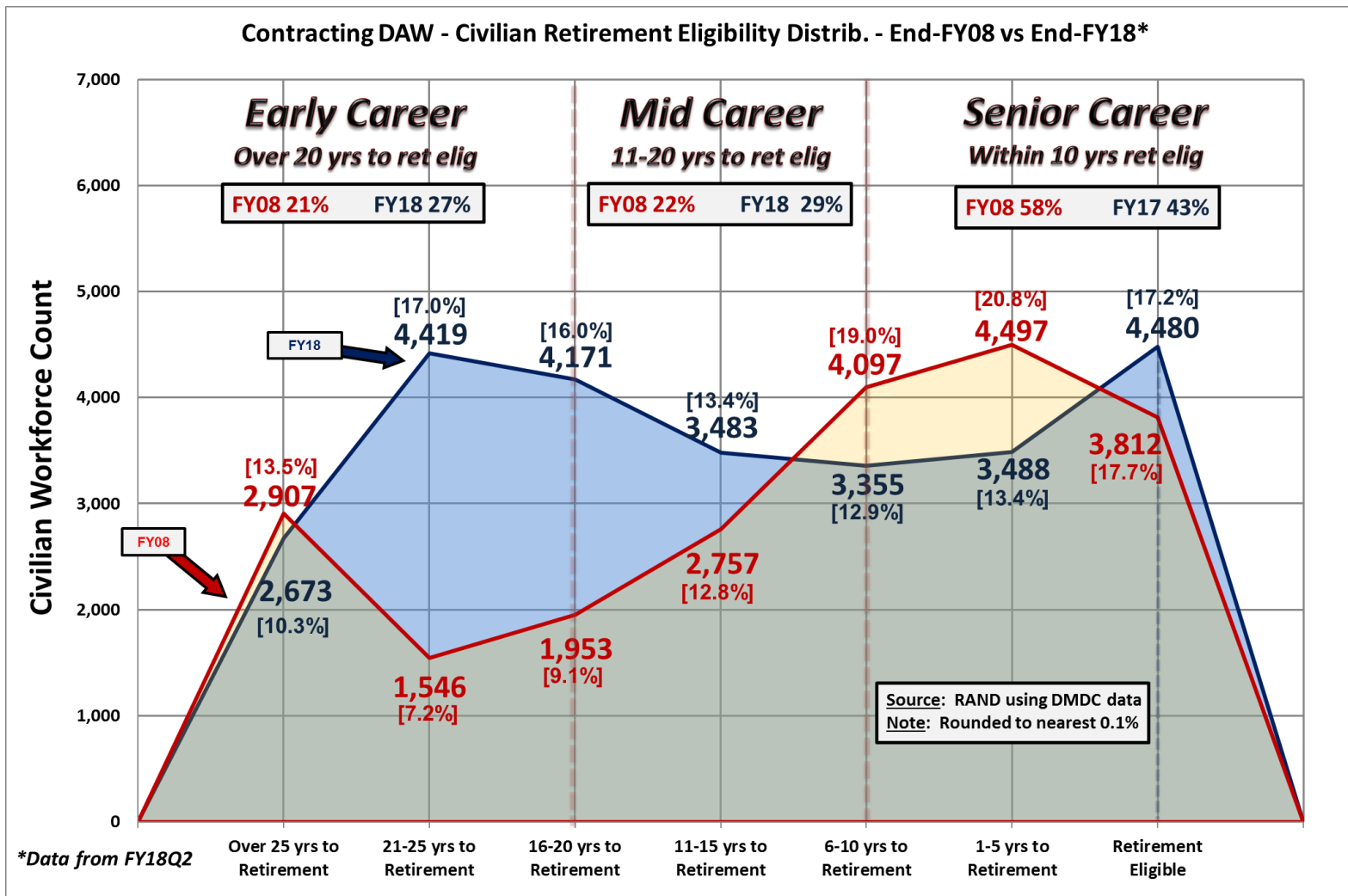
Civilian Occupational Series	CON	
1102 - Contract Specialist	24,565	93.9%
1101 - Business and Industry Specialist	798	3.0%
0810 - Engineer, Civil	638	2.4%
0830 - Engineer, Mechanical	49	0.19%
0850 - Engineer, Electrical	17	0.06%
0301 - Administration & Program Staff	17	0.06%
1160 - Financial Analyst	13	0.05%
0343 - Management and Program Analyst	14	0.05%
0801 - Engineer, General	9	0.03%
<i>Other</i>	52	0.20%
TOTAL CIVILIAN	26,172	Civilians



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



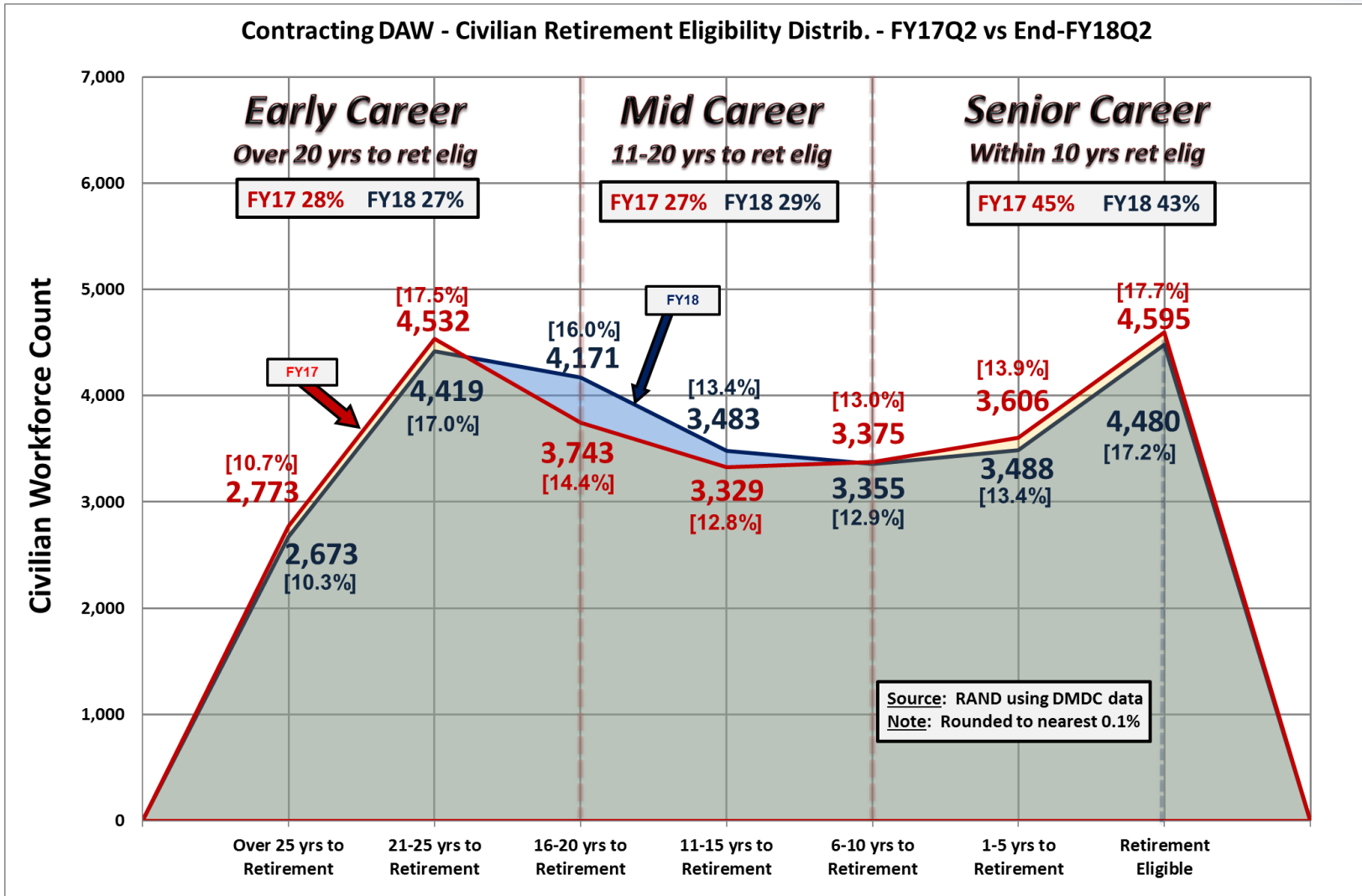
Contracting Civilian Retirement Eligibility Distribution – FY08 / FY18Q2



As of 31 Mar 2018



Contracting Civilian Retirement Eligibility Distribution – FY17Q2 / FY18Q2

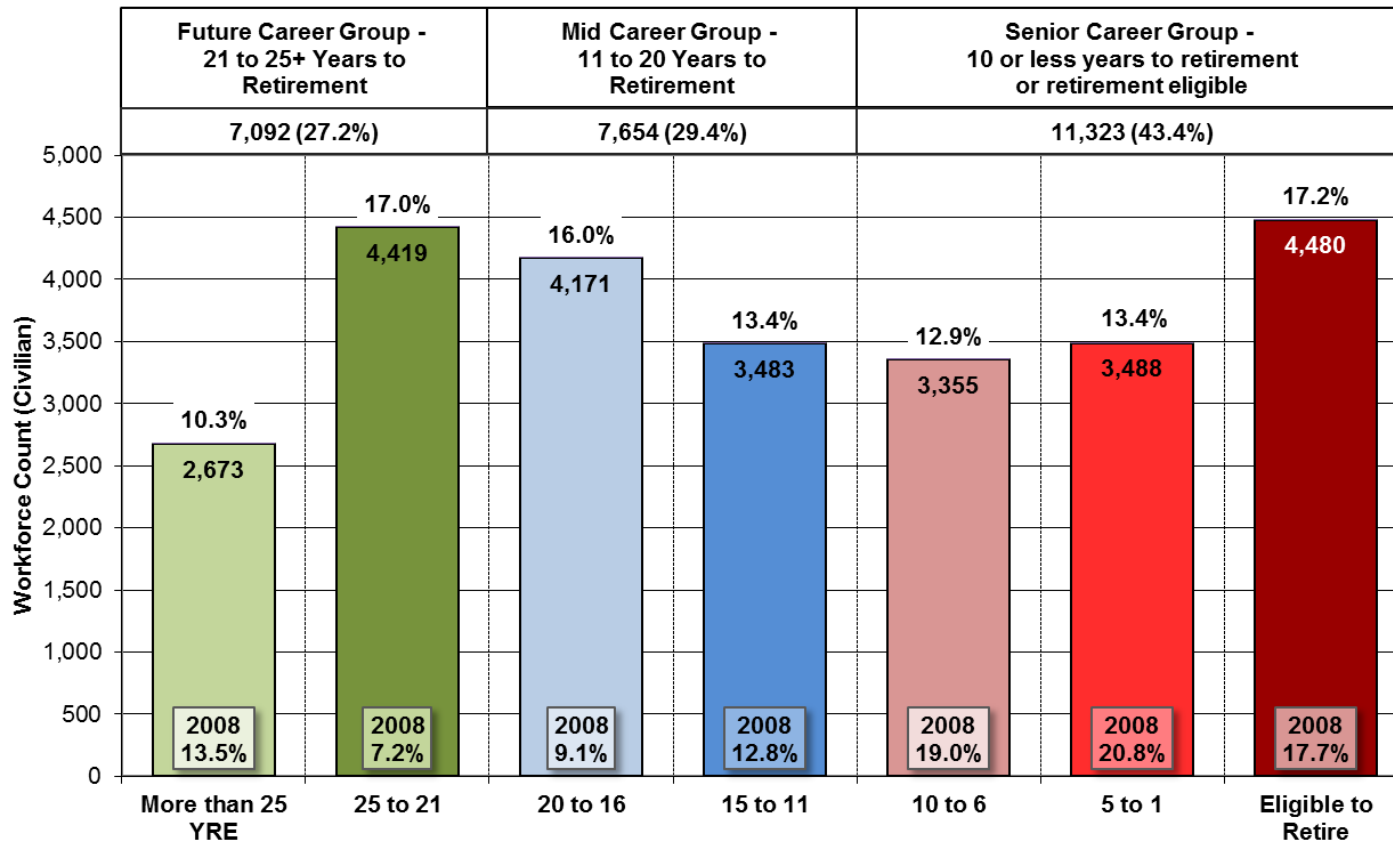


As of 31 Mar 2018



Workforce Lifecycle Model

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



Source: Chart was generated by OUSD(A&S)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.

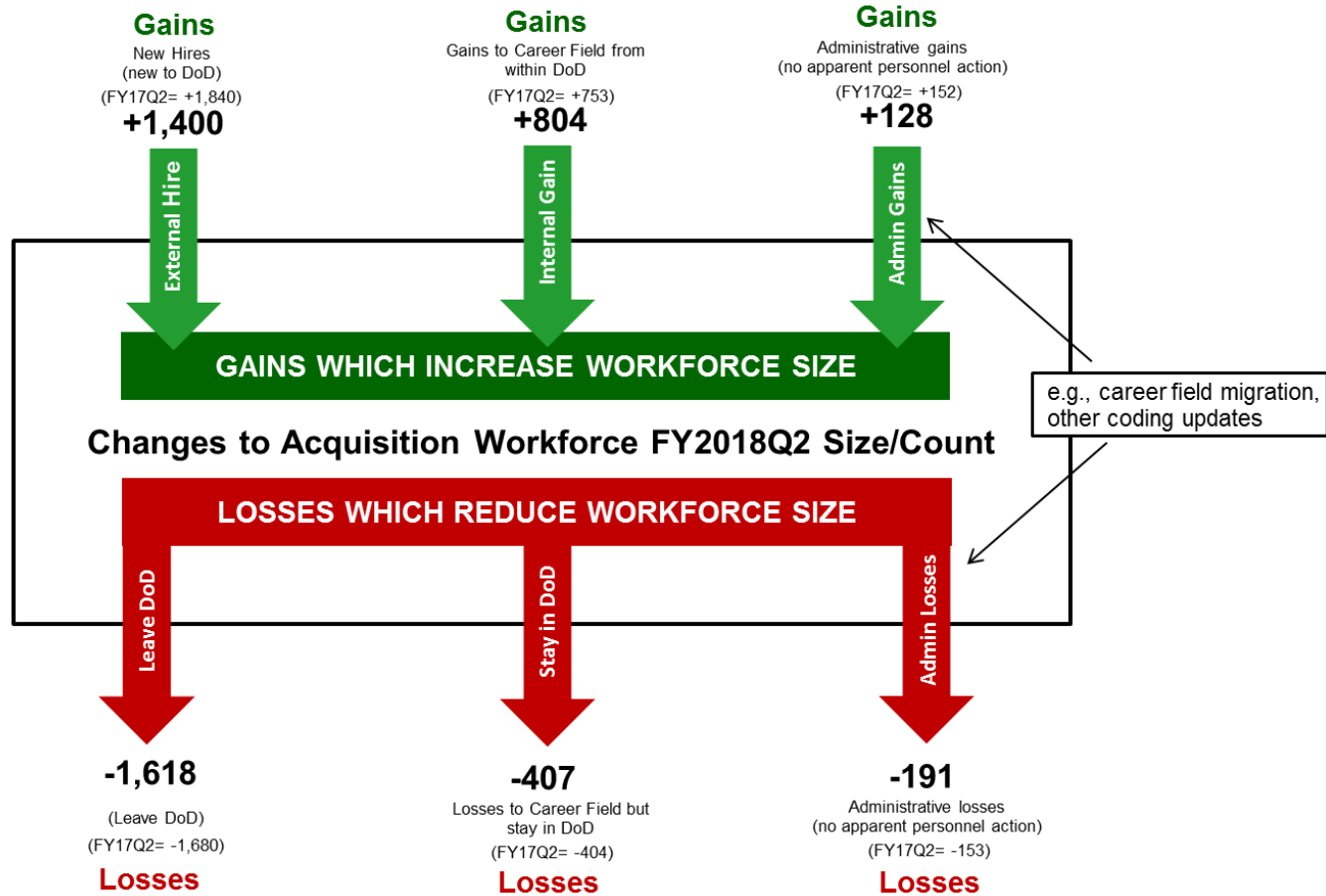


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q2) - Contracting

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

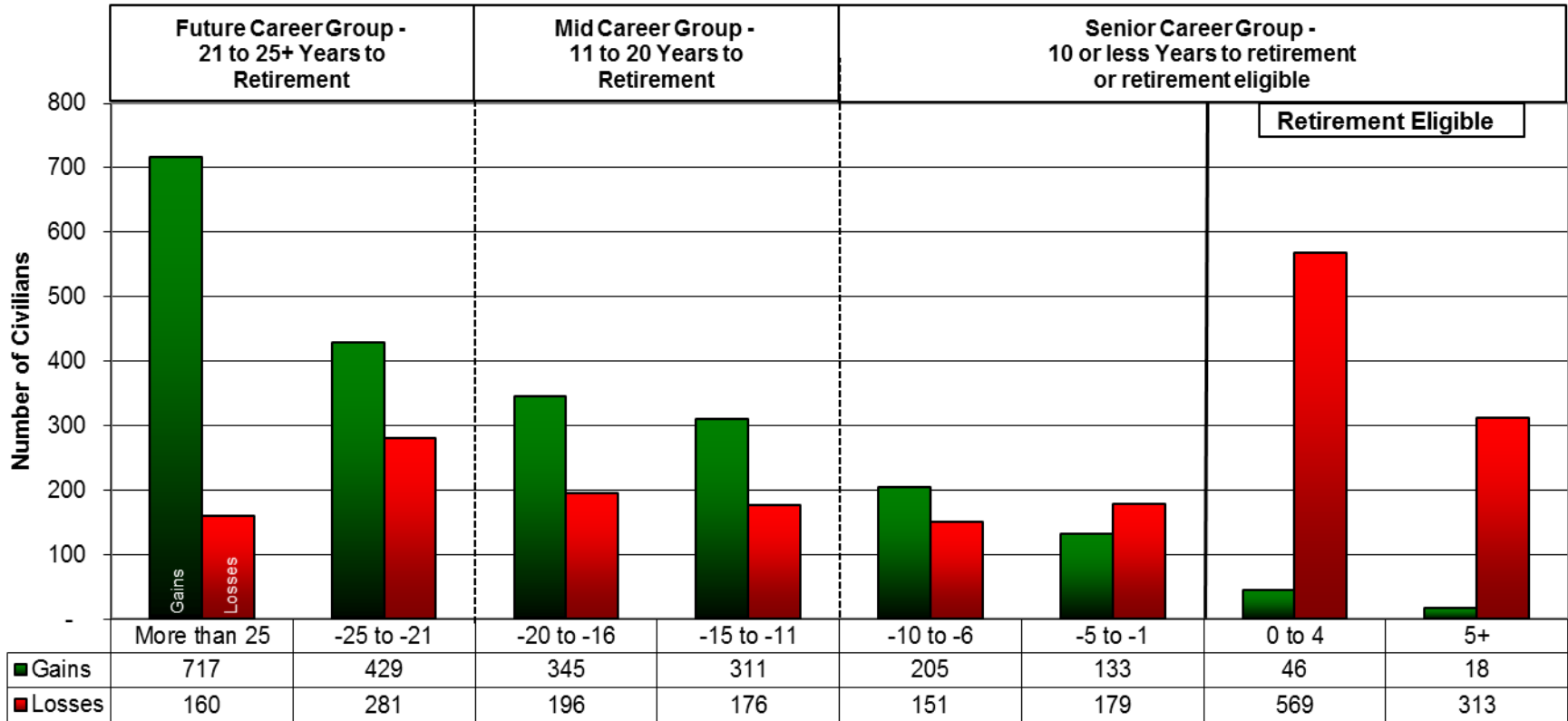




Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2018Q2 Gains & Losses*

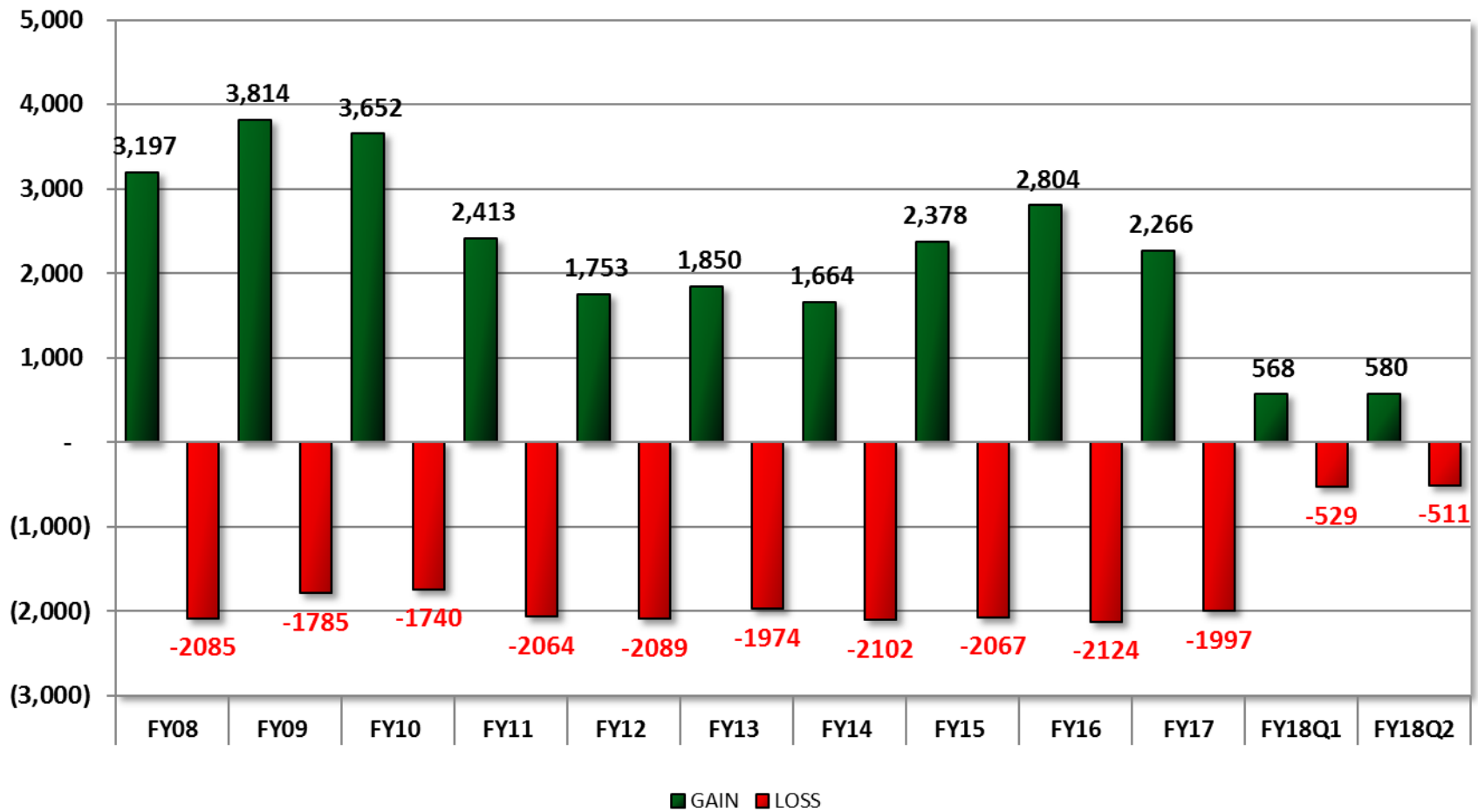


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY18Q2



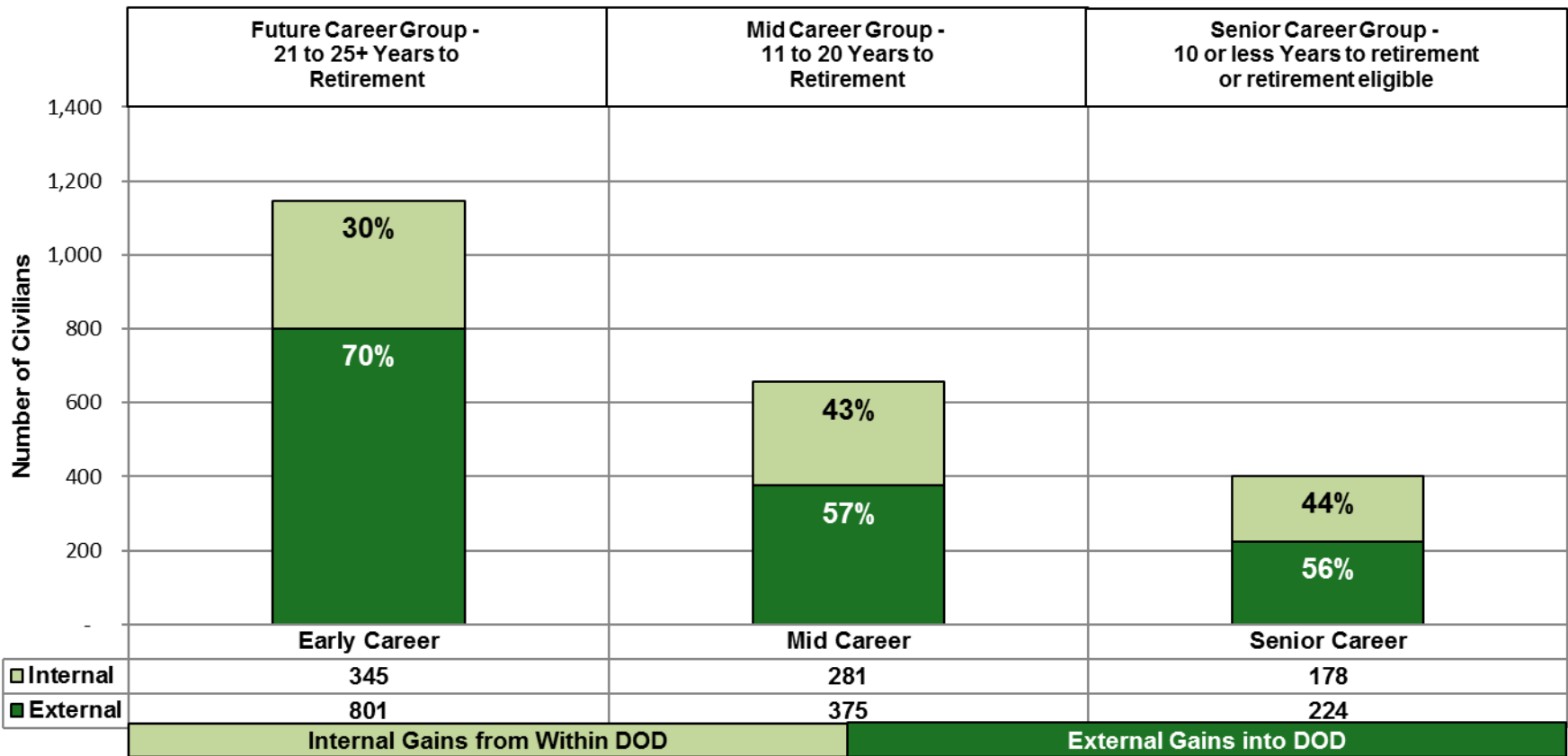
As of 31 Mar 2018



Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Contracting
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)

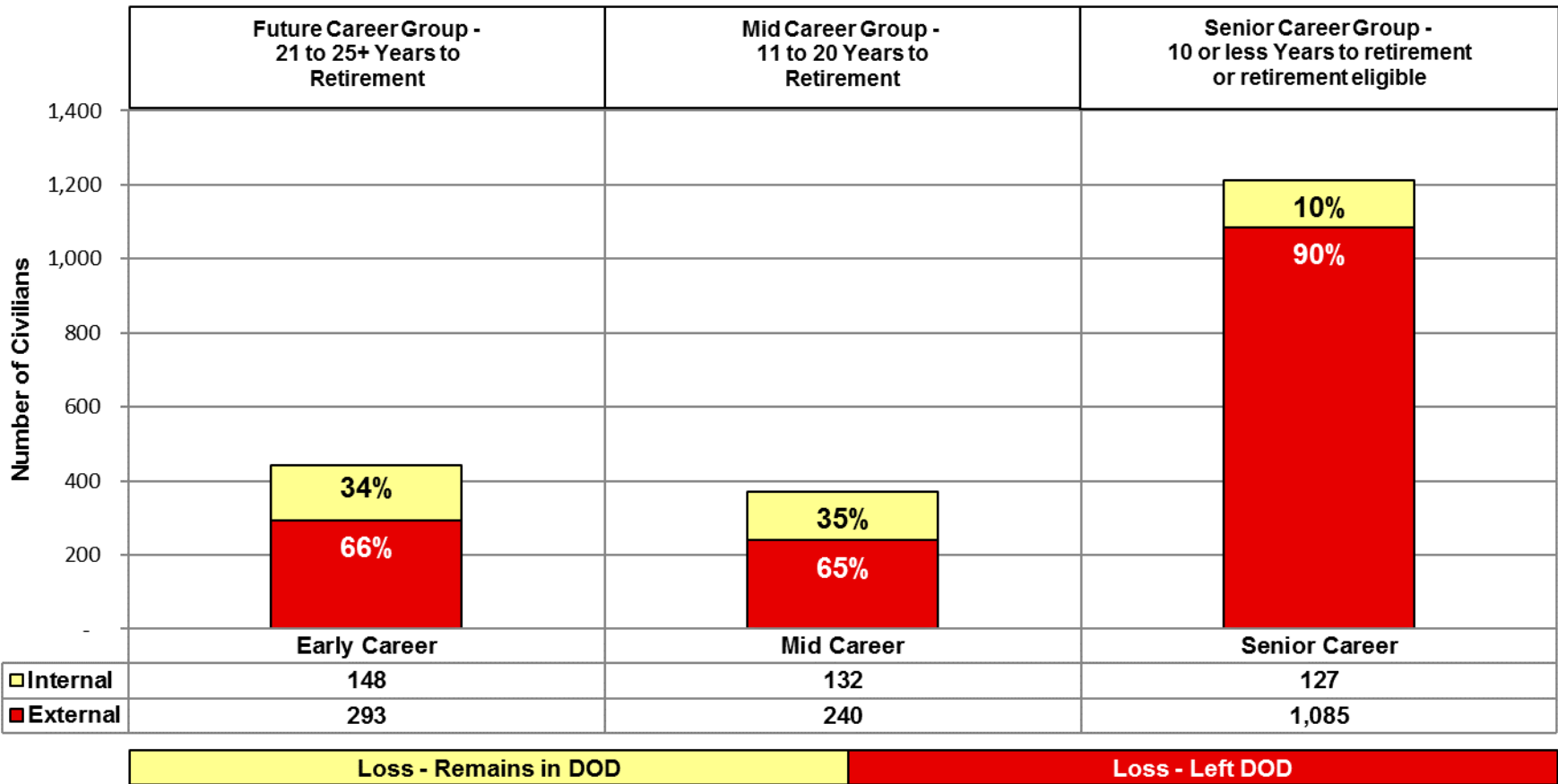


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2018Q2 Losses*



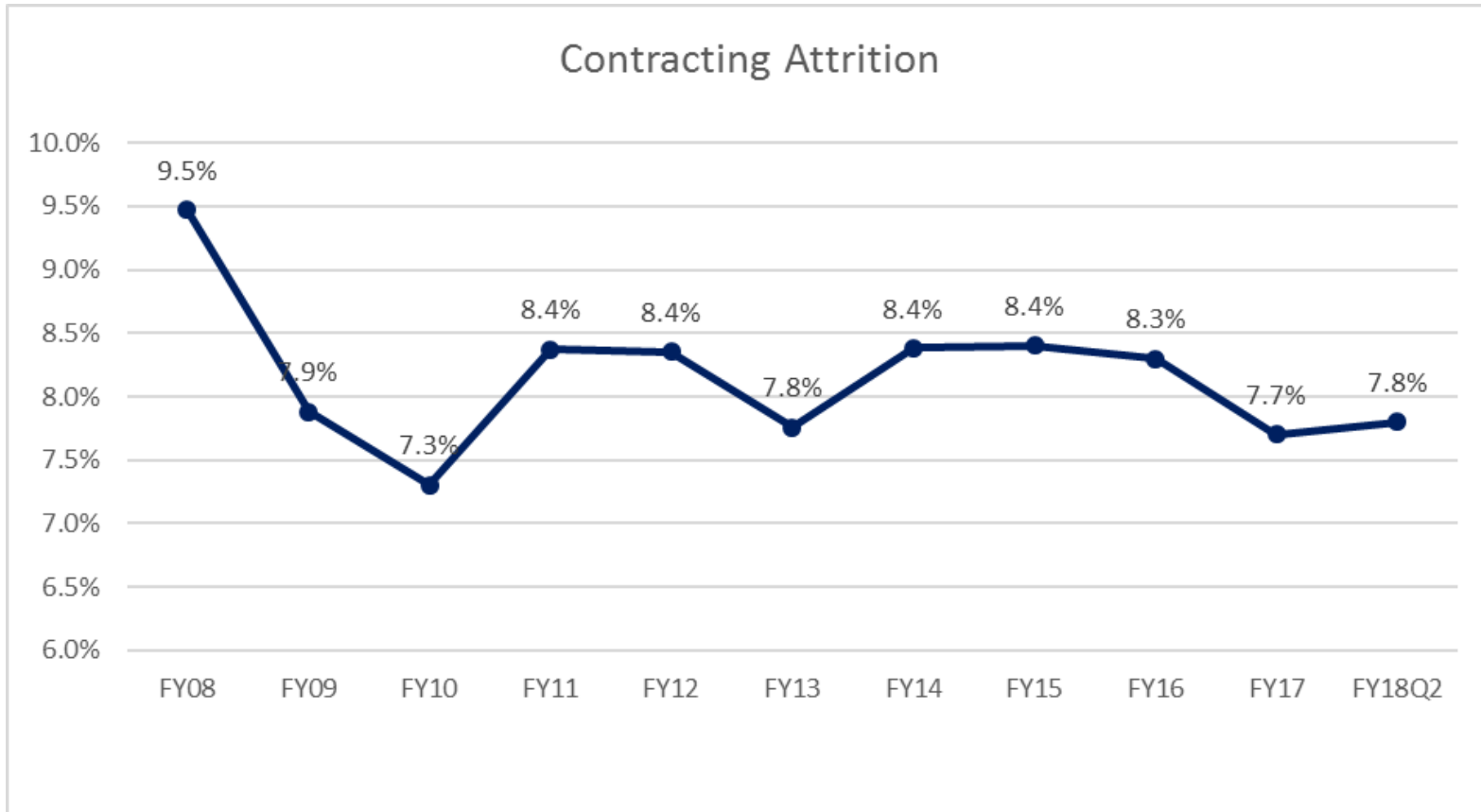
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

*Does not include administrative losses

As of 31 Mar 2018



Annual Attrition Rates

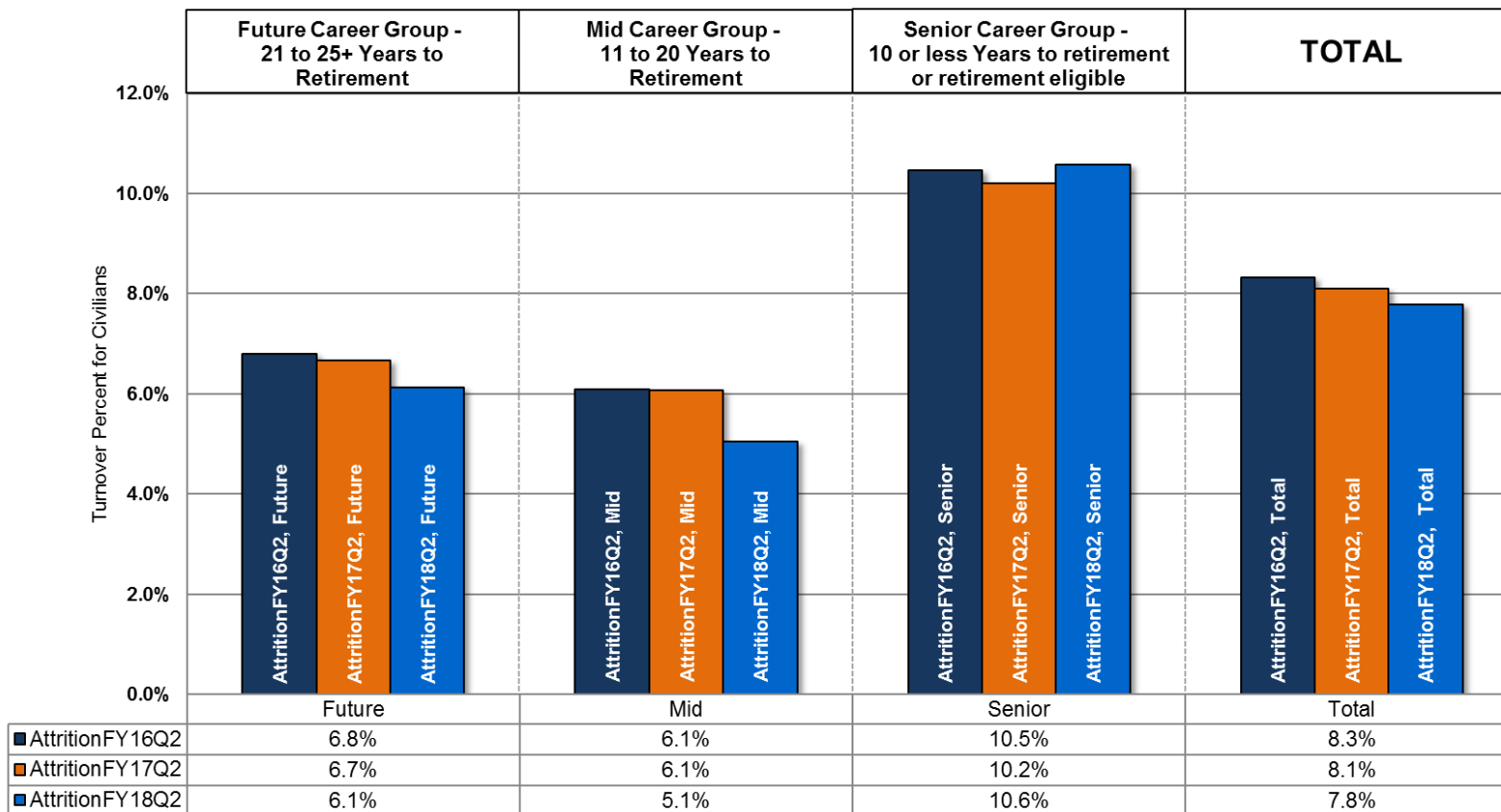


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Contracting Attrition Rates by Career Group

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

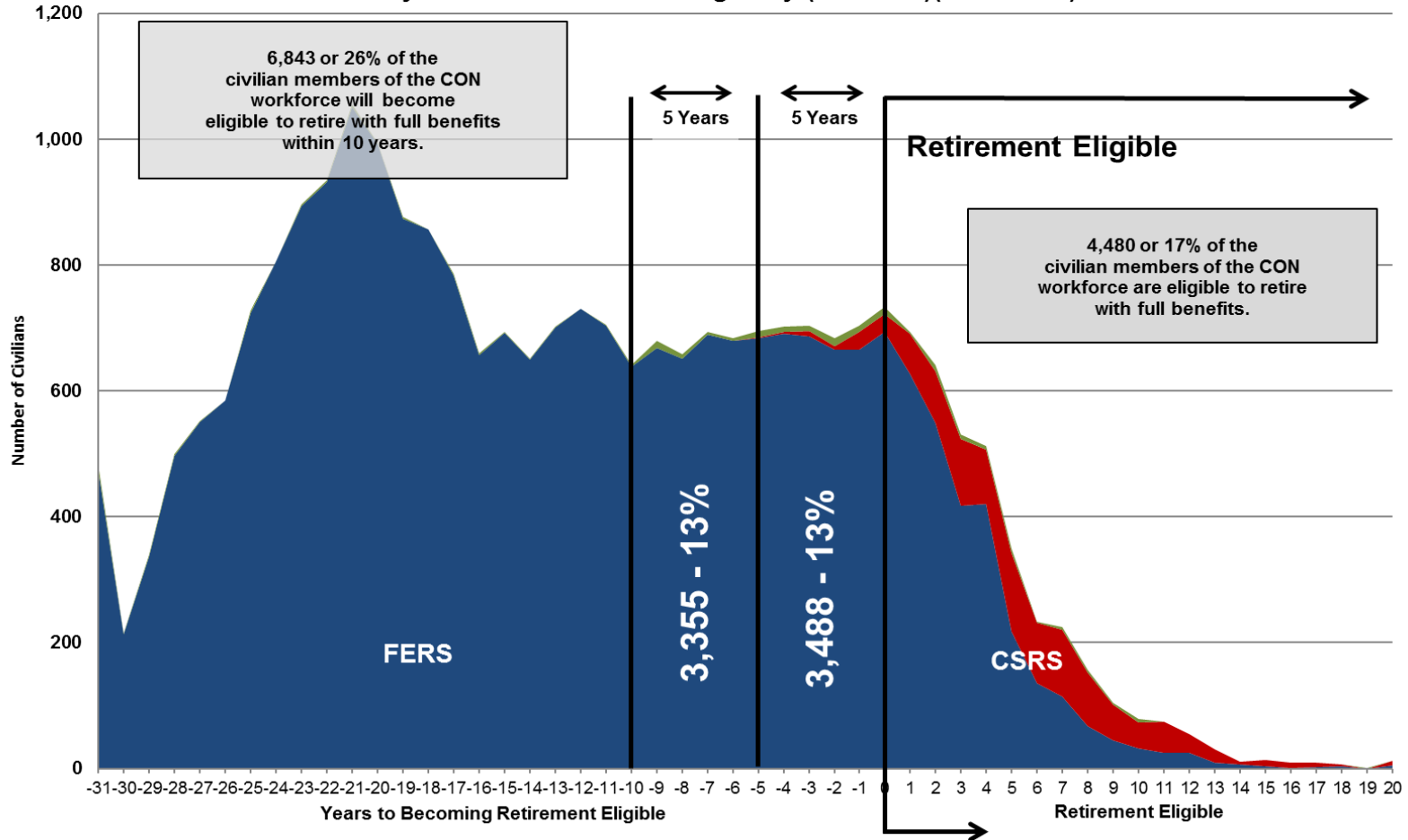




Contracting Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - Contracting

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



As of 31 Mar 2018



END