



Defense Acquisition Workforce Key Information

Life Cycle Logistics

As of FY18Q2 (31 March 2018)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2018Q2			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	18,820	1,220	20,040	166,593
Change in size from 2008	-	-	-	-	52%	29%	50%	32%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	65%	58%	34%	84%
Graduate Degree	15%	23%	16%	29%	28%	32%	17%	40%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	90%	54%	88%	86%
Level II or Higher Achieved	49%	16%	47%	61%	75%	24%	72%	73%
Level III Achieved	28%	7%	27%	36%	41%	5%	38%	41%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	81%	30%	78%	76%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	16%	62%	19%	21%
Does Not Meet Certification Requirement	22%	20%	22%	14%	2%	8%	3%	3%
Planning Considerations								
Average Age	49	40	48	46	49	39	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	15/25/60(%)	-	-	24/26/50(%)
Average Years of Service	18	17	18	17	15	18	16	15
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,994(21%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,721(20%)	-	-	25,039(17%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	1,908/1,801	-	-	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 Life Cycle Logistics Acquisition Workforce grew this quarter, continuing the increase since FY13, growing from 17,122 to 20,040 this quarter. While the other services as well as DCMA and DLA have increased steadily, Army is still experiencing decreases in this career field.
- The Senior Career Group increased from 58% to 60% this quarter with the retirement eligible population showing the most change - increasing from 19% to 21%. Of note though, at the end of Q2 in FY15, 16 and 17 this Career Group was 60% as well.
- Although attrition increased this quarter it still remains steady at 8% for the last 6 years.

Defense Acquisition Workforce DAWIA Certification Highlights

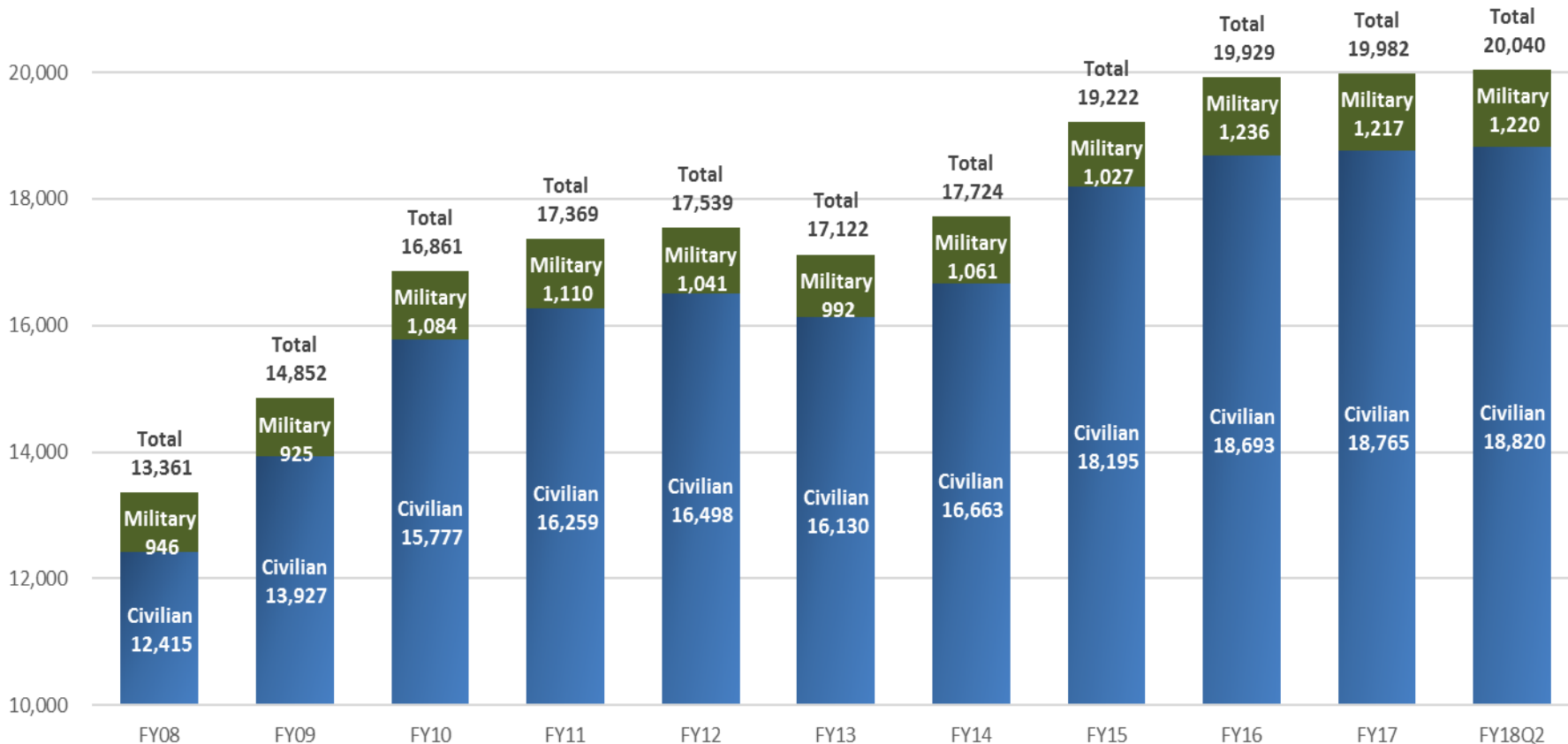
- LCL Meets/Exceeds rate as increased from 73% in FY15 to 78.7% in FY17, and has remained above 78% for that last four quarters.



Total Historic Workforce

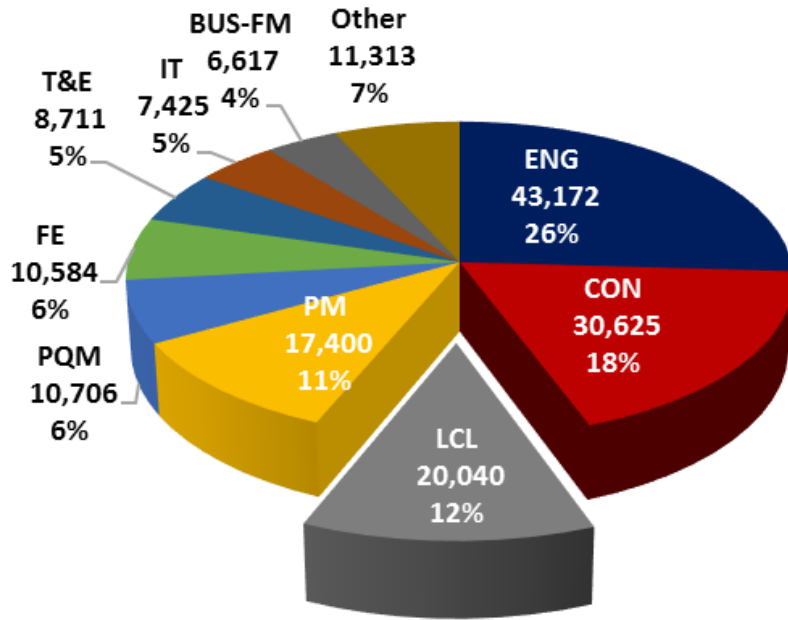


Life Cycle Logistics





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%		



Logistics Workforce Historical Size by Agency FY08 – FY18Q2



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	4,104	4,825	5,046	5,256	5,961	5,919	5,974	46%	1%
MARINE CORPS	251	394	451	459	595	612	626	149%	2%
ARMY	7,134	9,045	8,677	7,554	7,160	7,047	6,952	-3%	-1%
AIR FORCE	1,727	2,427	2,789	2,907	3,237	3,297	3,347	94%	2%
DCMA	29	37	132	127	128	131	133	359%	2%
DLA	40	21	317	1,272	2,683	2,810	2,846	7015%	1%
MDA	5	44	57	64	85	101	99	1880%	-2%
DISA	38	17	15	32	18	13	13	-66%	0%
DTRA	1	1	-	-	5	4	4	300%	0%
DHA	-	2	1	3	3	4	3		-25%
DAU	24	37	41	36	36	30	29	21%	-3%
NRO	-	-	-	-	4	3	3		0%
OSD	2	10	12	12	11	10	10	400%	0%
JCS	-	-	1	1	1	-	-		
DoDEA	-	-	-	-	1	-	-		
DSCA	2	-	-	-	-	-	-	-100%	
DSS	-	-	-	1	1	1	1		0%
4th Estate Other	4	1	-	-	-	-	-	-100%	
TOTAL	13,361	16,861	17,539	17,724	19,929	19,982	20,040	↑ 50%	↑ 0%



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



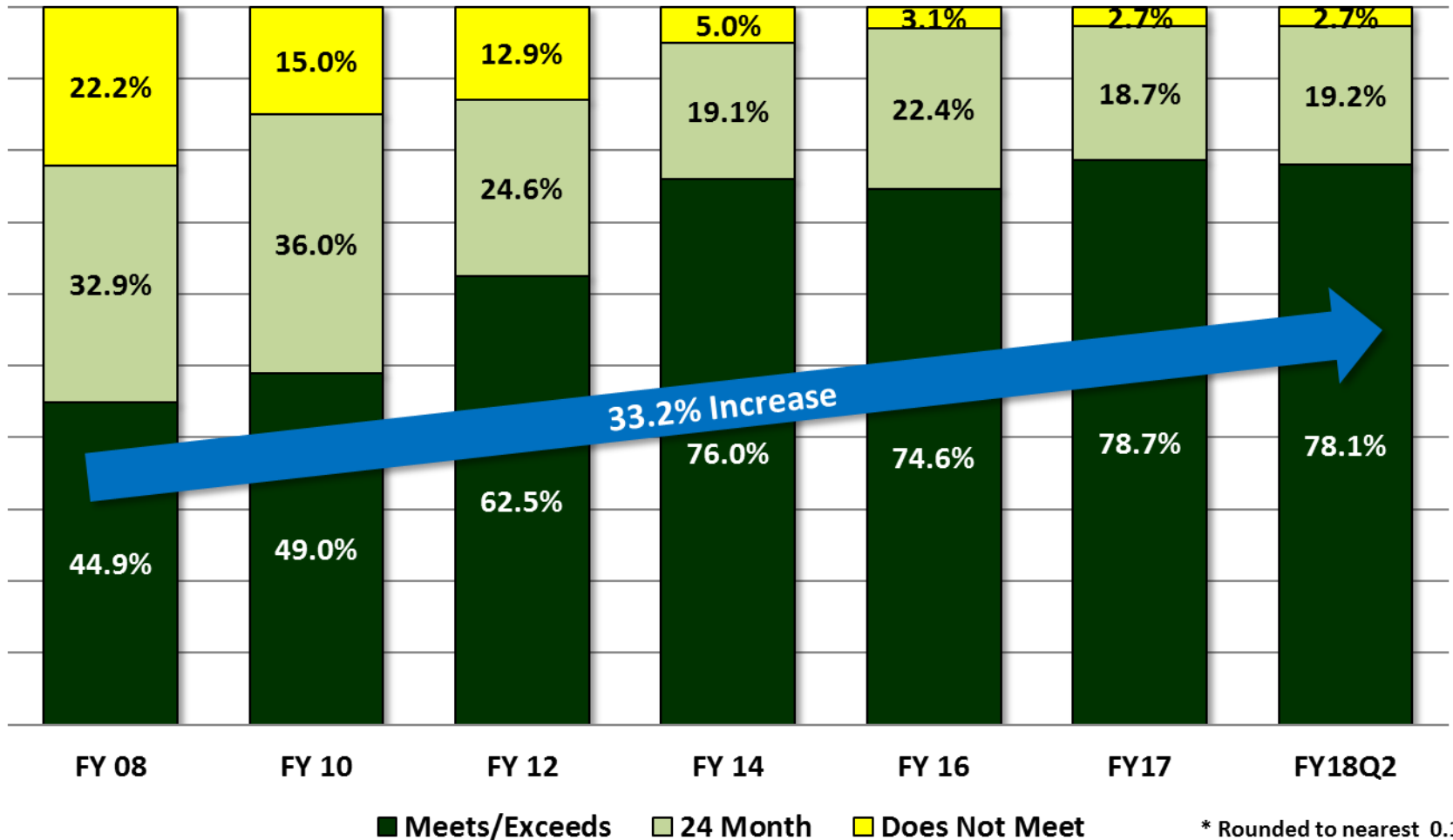
Life Cycle Logistics Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	5,767	5,838	5,901	5,961	5,981	5,994	6,001	5,919	5,858	5,974	0%
ARMY	7,191	7,149	7,105	7,160	7,147	7,103	7,044	7,047	7,011	6,952	-2%
AIR FORCE	3,017	3,087	3,126	3,237	3,227	3,262	3,240	3,297	3,301	3,347	3%
MARINE CORPS	447	458	550	595	604	598	594	612	612	626	5%
DCMA	127	130	126	128	126	127	125	131	127	133	5%
DLA	2,528	2,626	2,632	2,683	2,667	2,711	2,719	2,810	2,824	2,846	5%
MDA	74	77	77	85	90	89	93	101	101	99	11%
DISA	27	19	17	18	17	16	14	13	13	13	-19%
DTRA	4	4	5	5	5	6	7	4	4	4	-33%
DHA	3	2	1	3	4	4	4	4	4	3	-25%
DAU	32	34	37	36	36	33	32	30	30	29	-12%
NRO	-	5	5	4	3	3	3	3	4	3	0%
OSD	12	11	11	11	11	11	11	10	10	10	-9%
JCS	1	1	1	1	1	1	1	-	-	-	-100%
DoDEA	-	-	1	1	1	-	-	-	-	-	
DSS	1	1	1	1	1	1	1	1	1	1	0%
TOTAL	19,231	19,442	19,596	19,929	19,921	19,959	19,889	19,982	19,900	20,040	↑ 0%



Logistics Historical DAWIA Certification FY08 – FY18Q2



Life Cycle Logistics

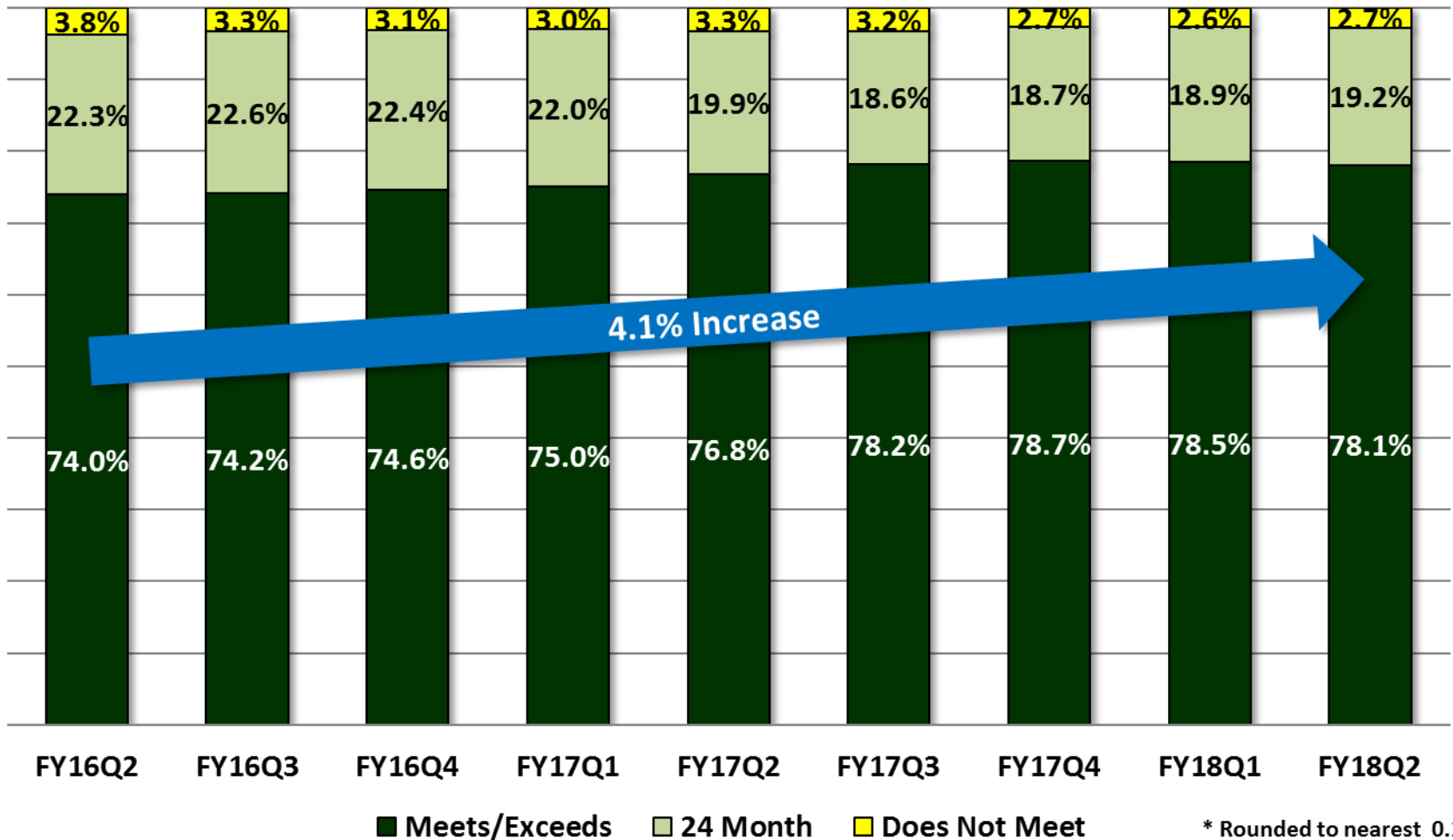




Logistics Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



Life Cycle Logistics

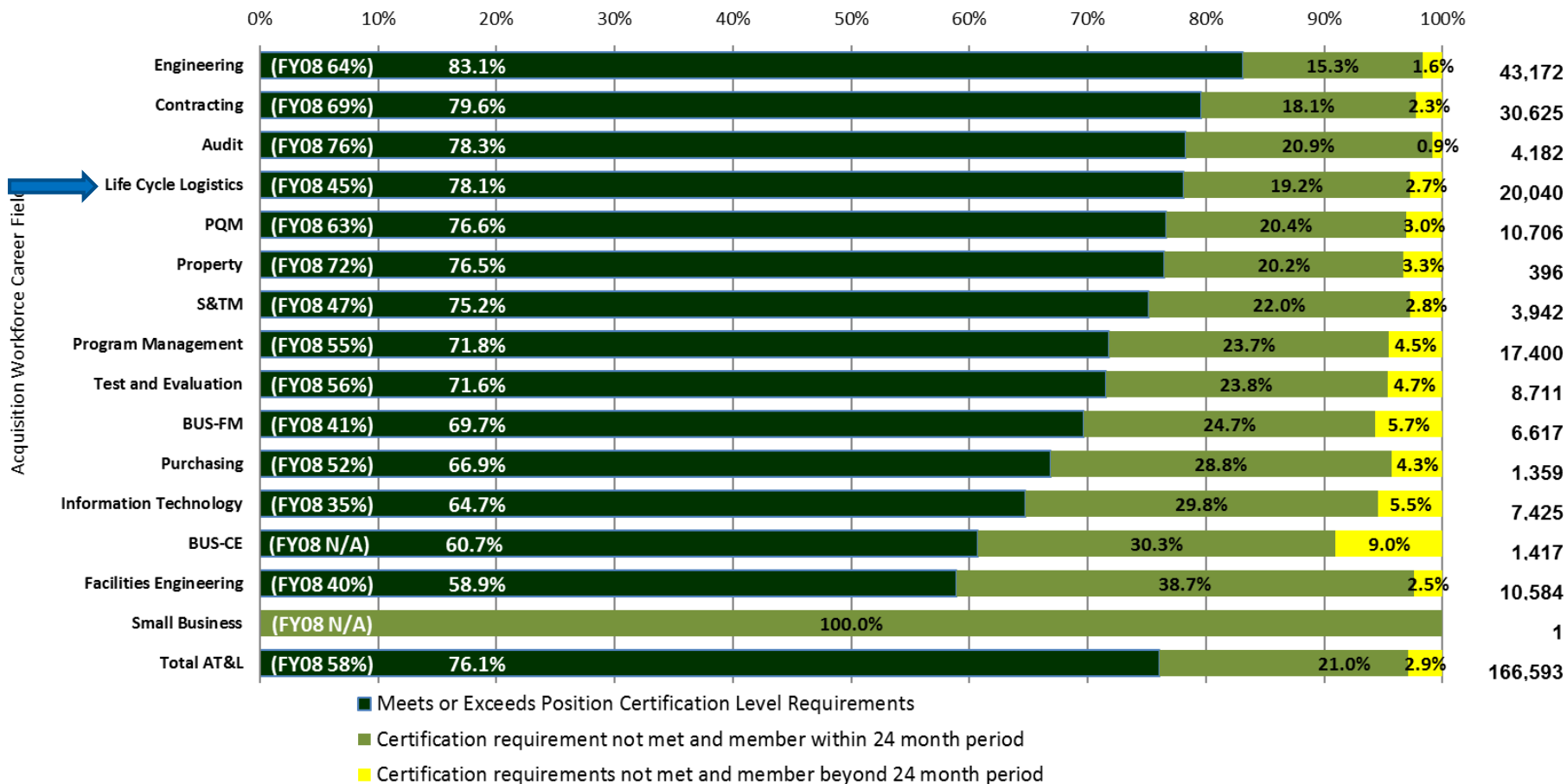




DAWIA Certification by Career Field



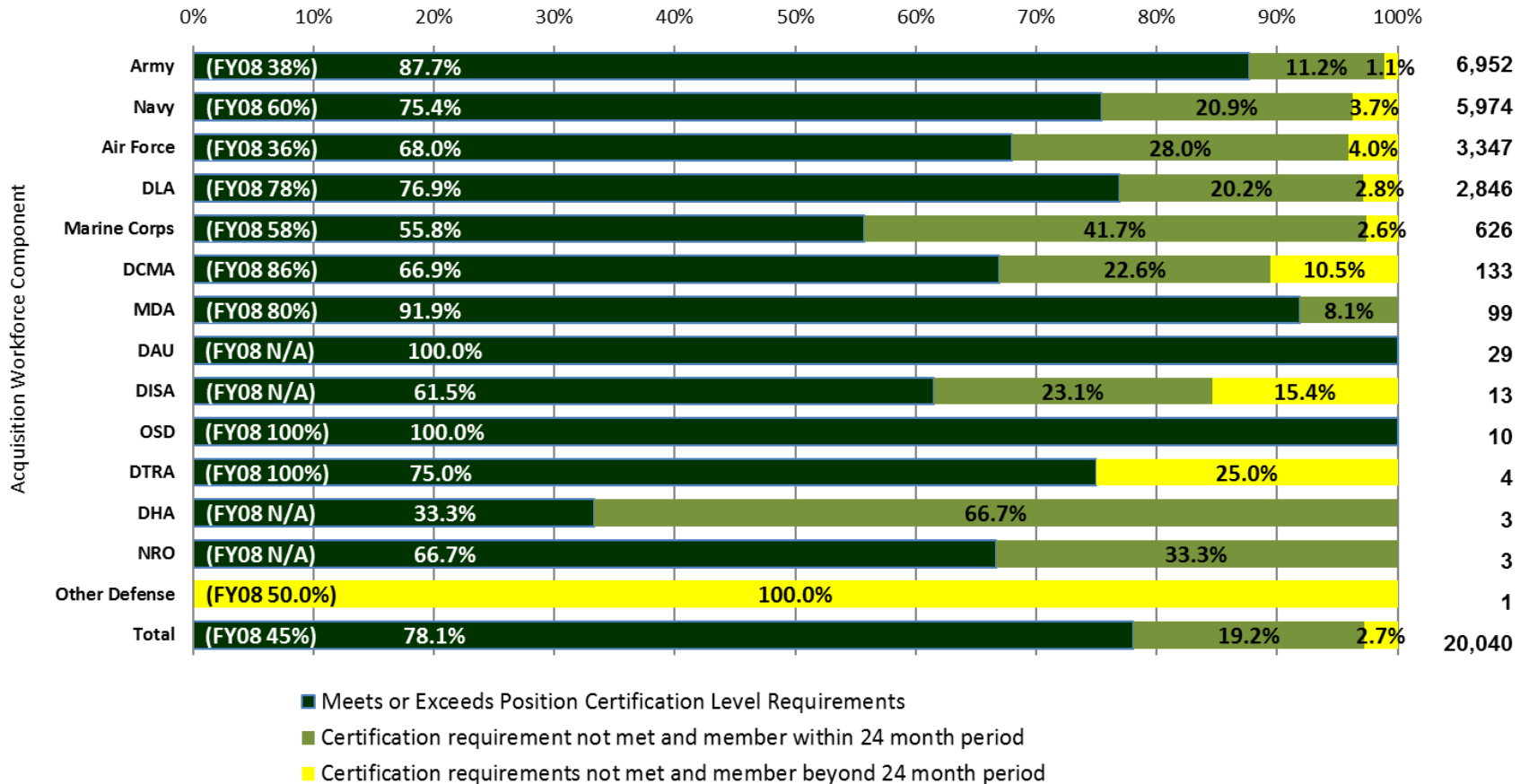
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY18Q2)





Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics		Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	882	1,664	582	83	3,211	72.5%	
Level II	1,172	1,287	5,712	2,378	10,549	76.7%	
Level III	388	207	450	5,232	6,277	83.4%	
<i>Unspecified</i>	2	1	-	-	3		
FY18Q2 TOTAL	2,444	3,159	6,744	7,693	20,040	78.1%	
	12.2%	15.8%	33.7%	38.4%			

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%	
Life Cycle L	15,651	78.1%	4 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,329	856	26	3,211	16.0%
Level II	8,090	2,165	294	10,549	52.6%
Level III	5,232	817	228	6,277	31.3%
<i>Unspecified</i>	-	2	1	3	0.0%
Life Cycle Logistics TOTAL	15,651	3,840	549	20,040	
	78.1%	19.2%	2.7%		

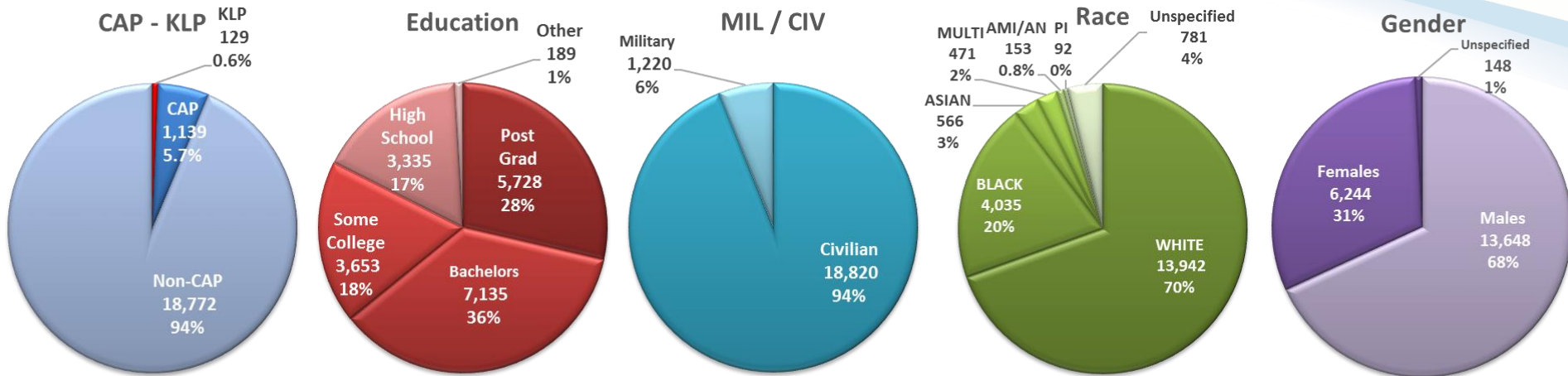
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL		Entire DAW	
Key Leadership Positions (KLPs)	129	0.6%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	1,139	5.7%	16,456	9.9%
Non-CAP Positions	18,772	93.7%	148,920	89.4%
Unknown	-	0.0%	141	0.1%
TOTAL	20,040		166,593	

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

Race	LCL		Entire DAW	
WHITE	13,942	69.6%	122,344	73.4%
BLACK	4,035	20.1%	20,072	12.0%
ASIAN	566	2.8%	11,222	6.7%
MULTI	471	2.4%	4,403	2.6%
AMI/AN	153	0.8%	971	0.6%
PI	92	0.5%	833	0.5%
Unspecified	781	3.9%	6,748	4.1%
TOTAL	20,040		166,593	

Highest Level of Education	LCL		Entire DAW	
Post Grad	5,728	28.6%	67,163	40.3%
Bachelors	7,135	35.6%	73,237	44.0%
Some College	3,653	18.2%	11,741	7.0%
High School	3,335	16.6%	12,374	7.4%
Other	189	0.9%	2,078	1.2%
TOTAL	20,040		166,593	

Gender	LCL		Entire DAW	
Males	13,648	68.1%	117,018	70.2%
Females	6,244	31.2%	48,016	28.8%
Unspecified	148	0.7%	1,559	0.9%
TOTAL	20,040		166,593	

Military / Civilian	LCL		Entire DAW	
Civilian	18,820	93.9%	151,056	90.7%
Military	1,220	6.1%	15,537	9.3%
TOTAL	20,040		166,593	



Logistics Size by Occupational Series

Civilian Occupational Series	LCL	
0346 - Logistics Management Specialist	11,914	63.3%
2010 - Inventory Management Specialist	1,666	8.9%
0301 - Administration & Program Staff	1,533	8.1%
1670 - Equipment Specialist	1,105	5.87%
2003 - Supply Management Specialist	666	3.54%
2001 - Supply Specialist	551	2.93%
1712 - Training Instructor	254	1.35%
1083 - Technical Writer / Editor	244	1.30%
0343 - Management and Program Analyst	242	1.29%
2130 - Traffic Management Specialist	175	0.93%
<i>Other</i>	470	2.50%
TOTAL CIVILIAN	18,820	Civilians



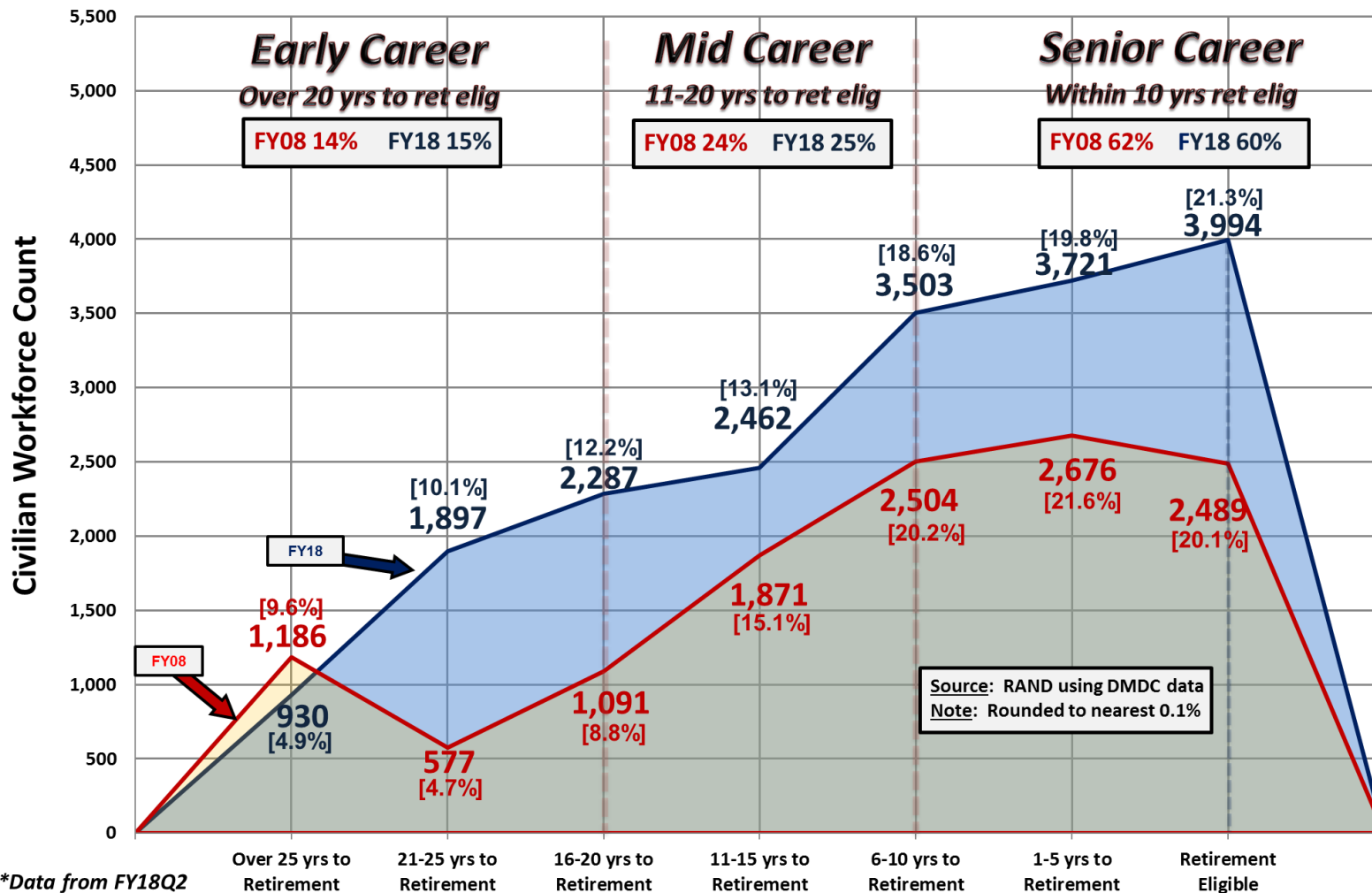
**RAND NDRI Forces and Resources
Policy Center Data
Retirement / Loss Slides
FY18Q2**



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY18



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY18*

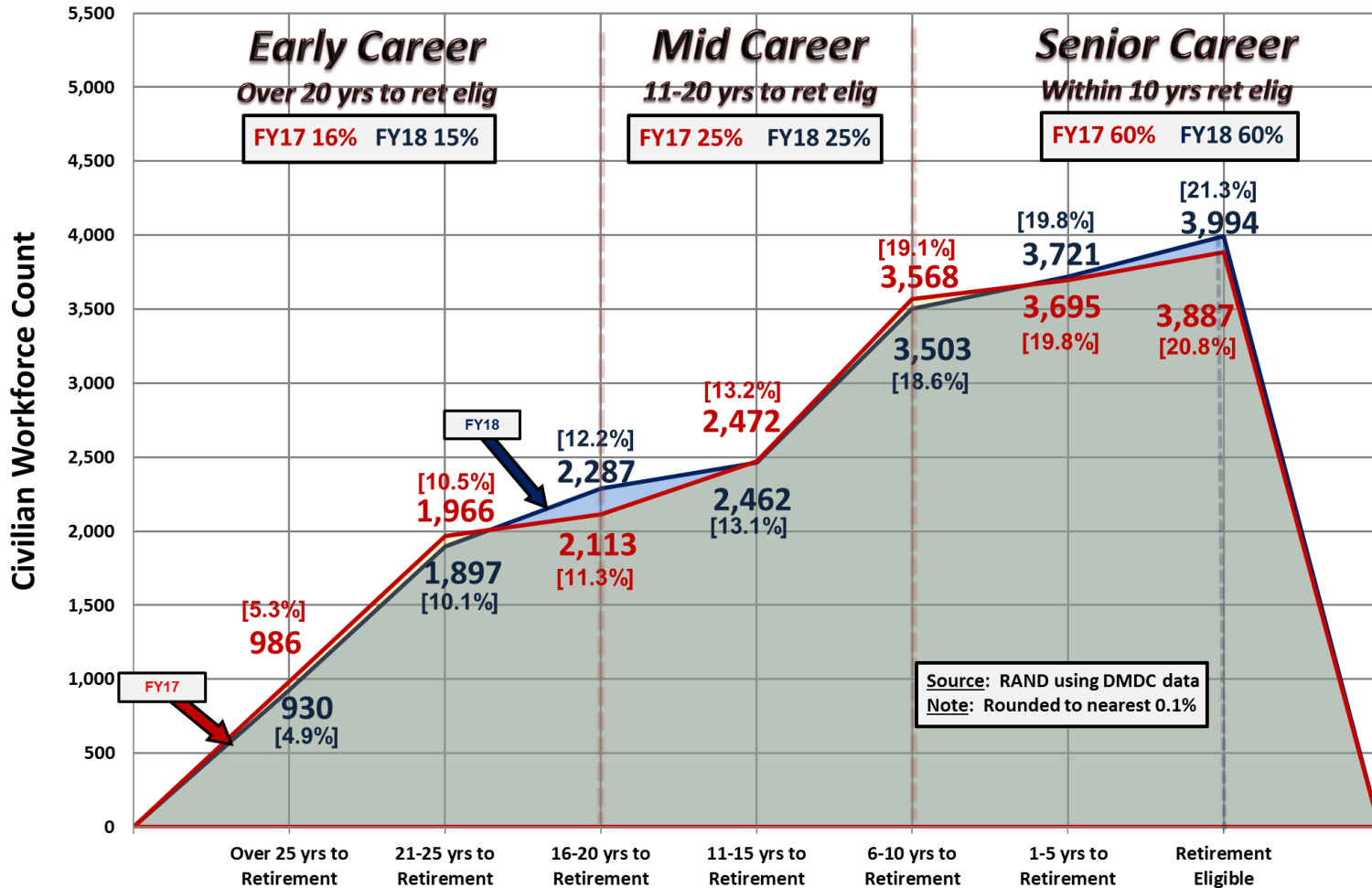


As of 31 Mar 2018



Logistics Civilian Retirement Eligibility Distribution – FY17Q2 / FY18Q2

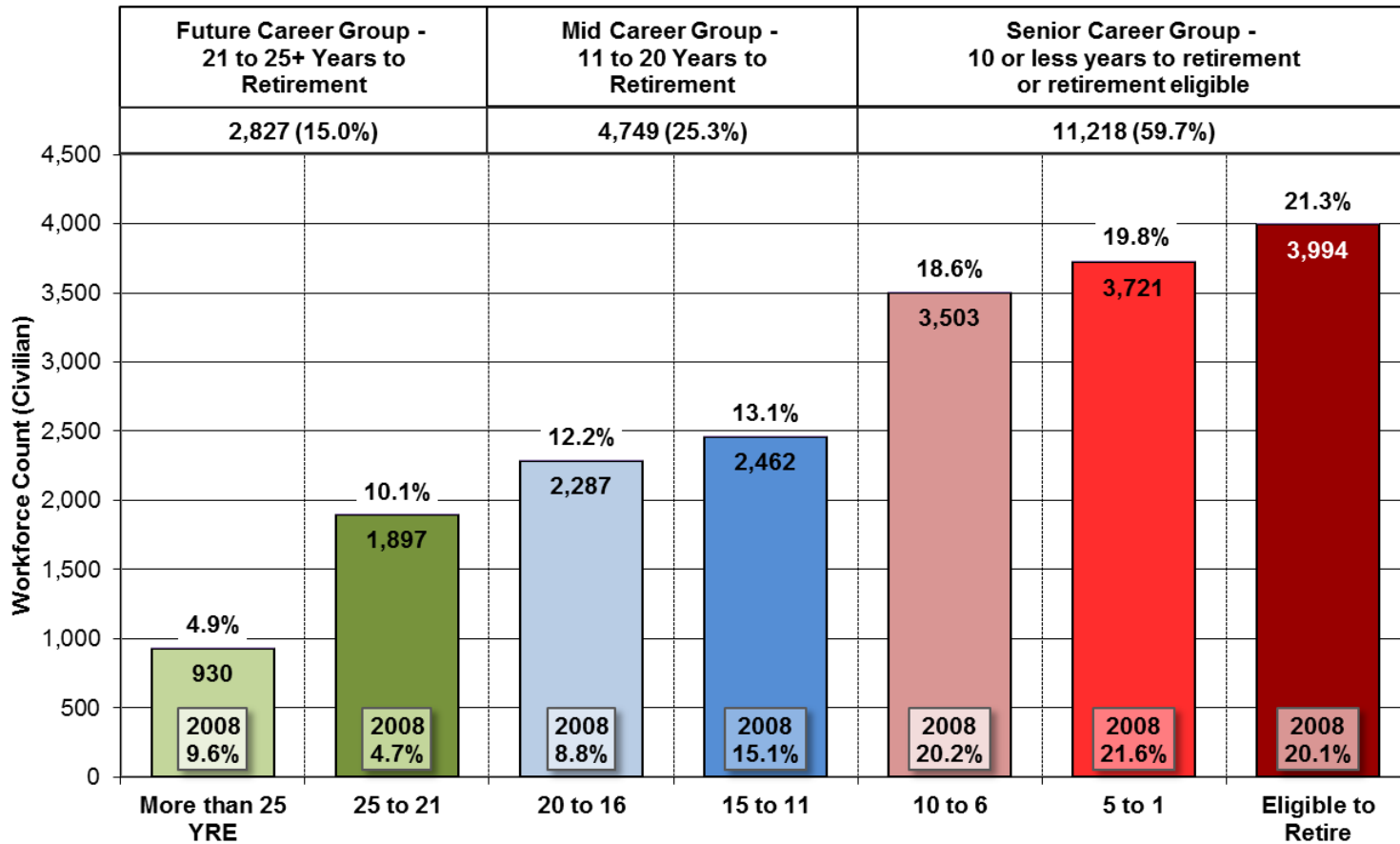
Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY17Q2 vs FY18Q2





Logistics Workforce Lifecycle Model by YRE

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



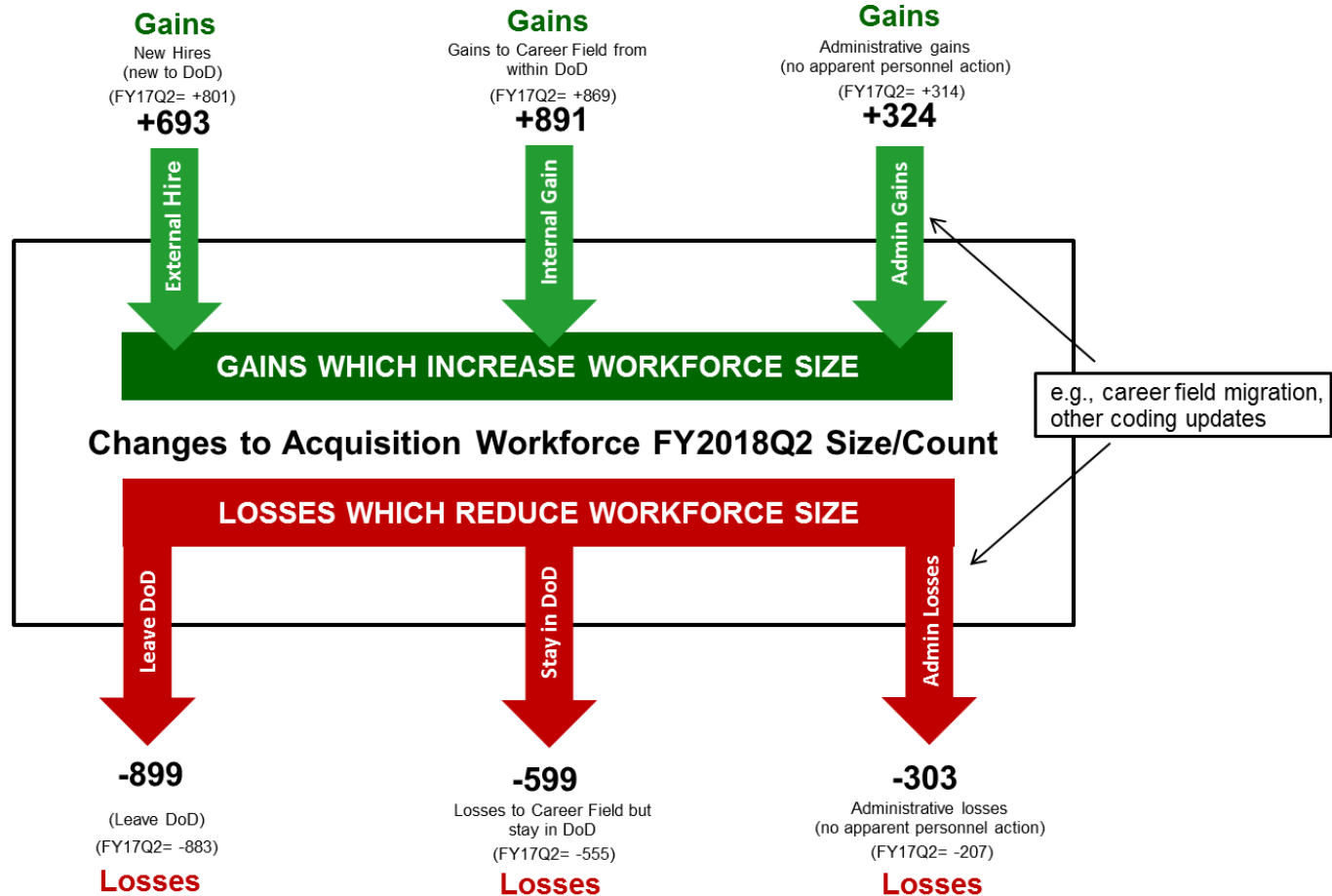
As of 31 Mar 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q2) - Life Cycle Logistics

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



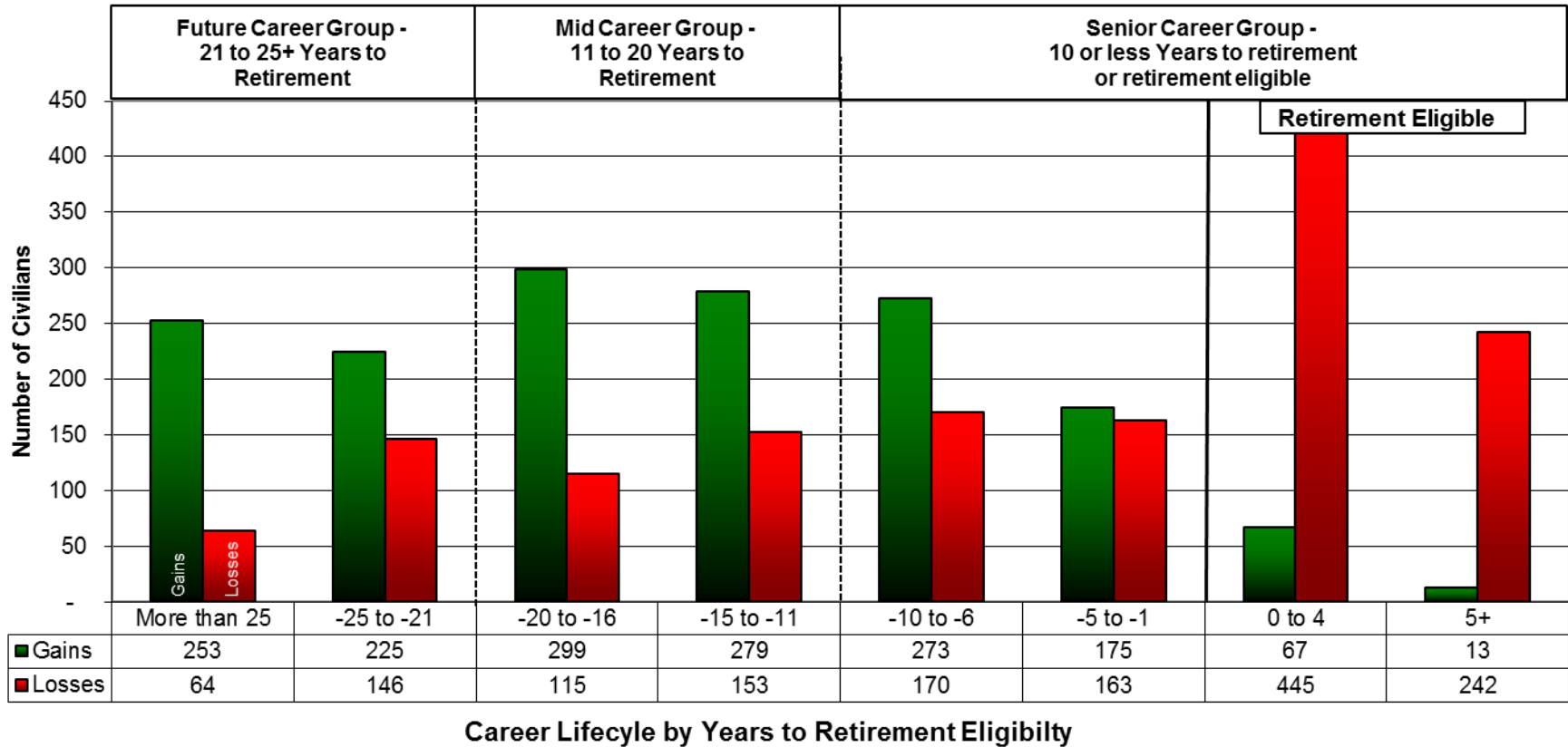


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

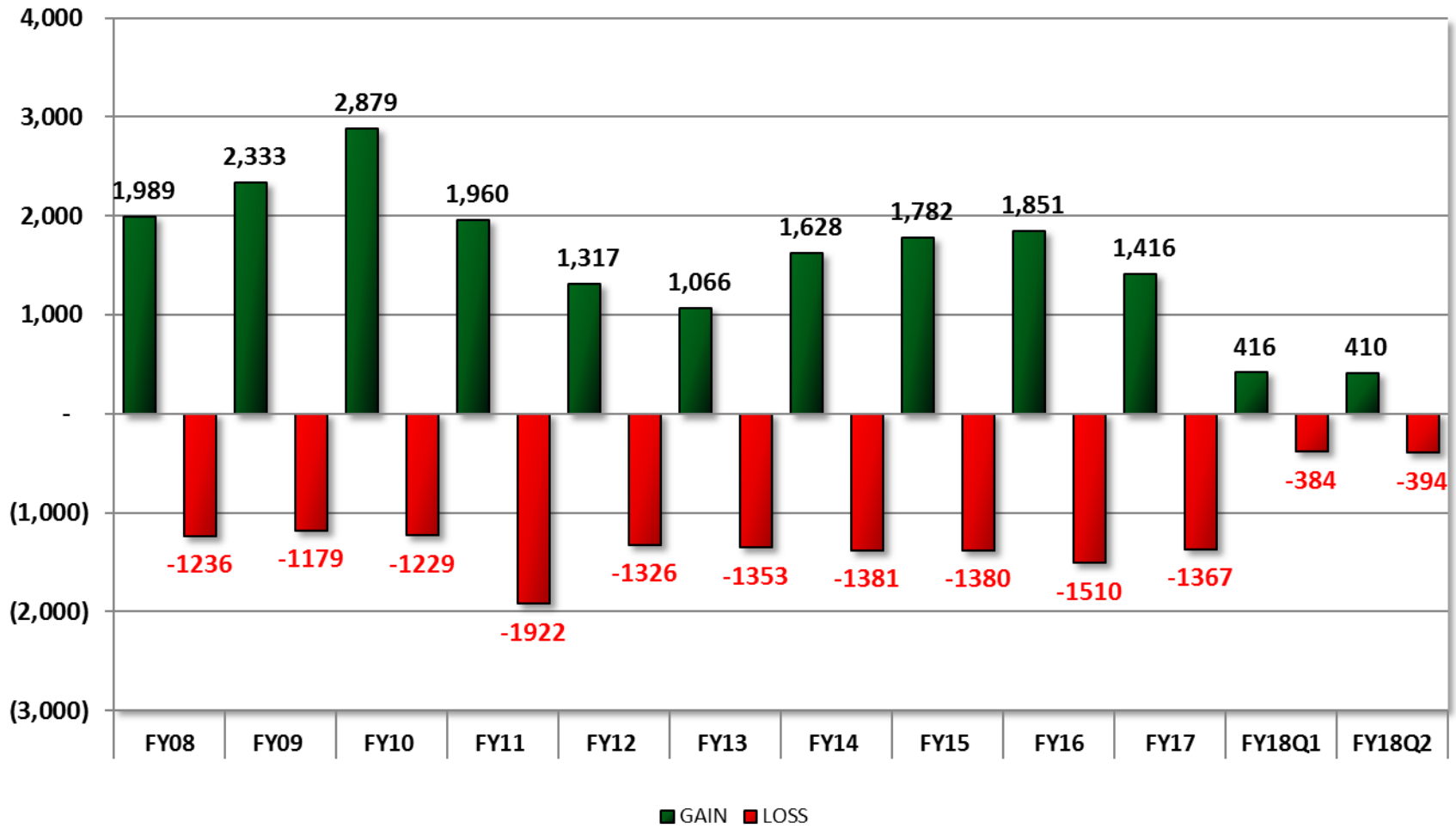
Workforce Lifecycle FY2018Q2 Gains & Losses*



*Does not include administrative gains and losses



Logistics Historical Gains and Losses FY08 – FY18Q2



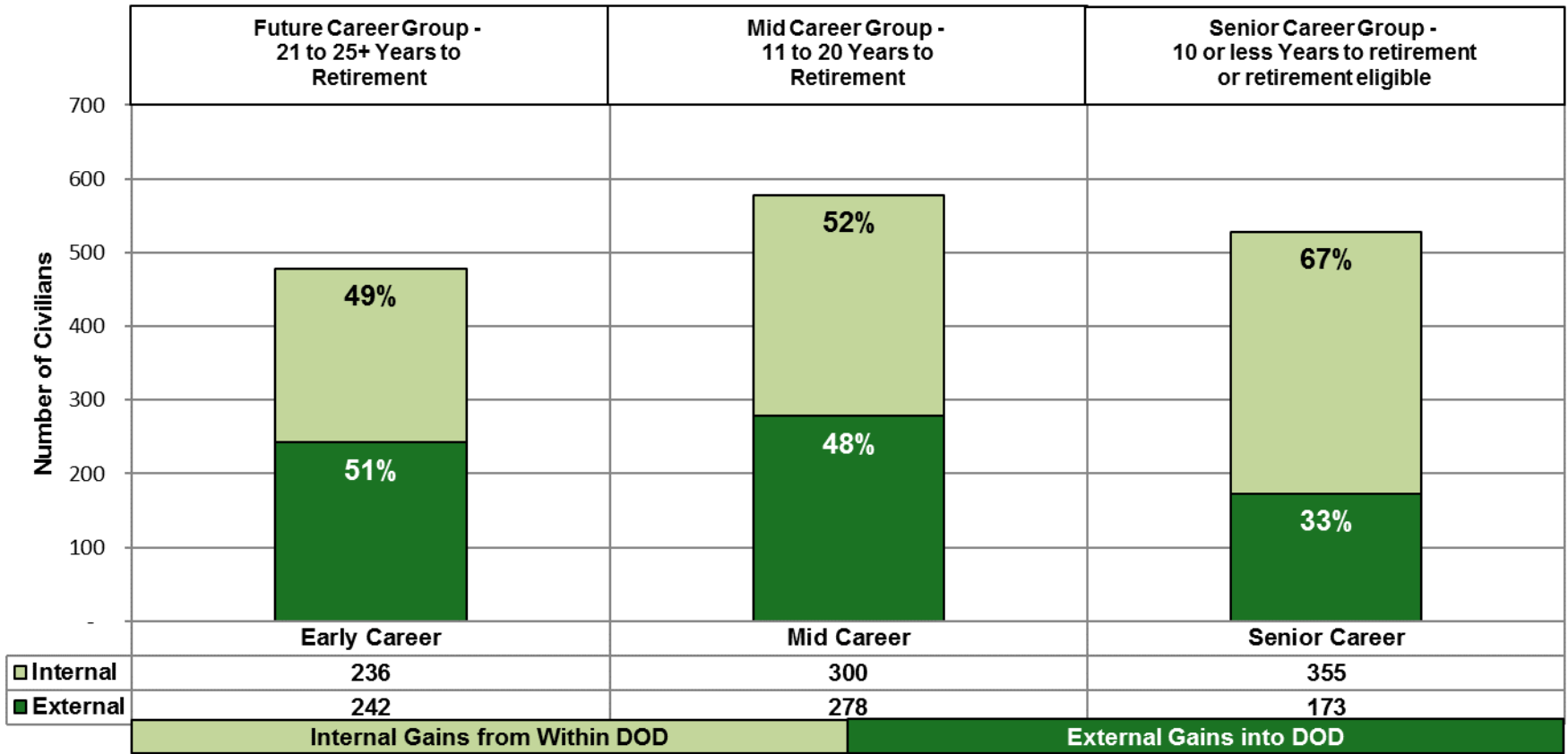
As of 31 Mar 2018



Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics
Workforce Lifecycle FY2018Q2 Gains*



*Does not include administrative gains

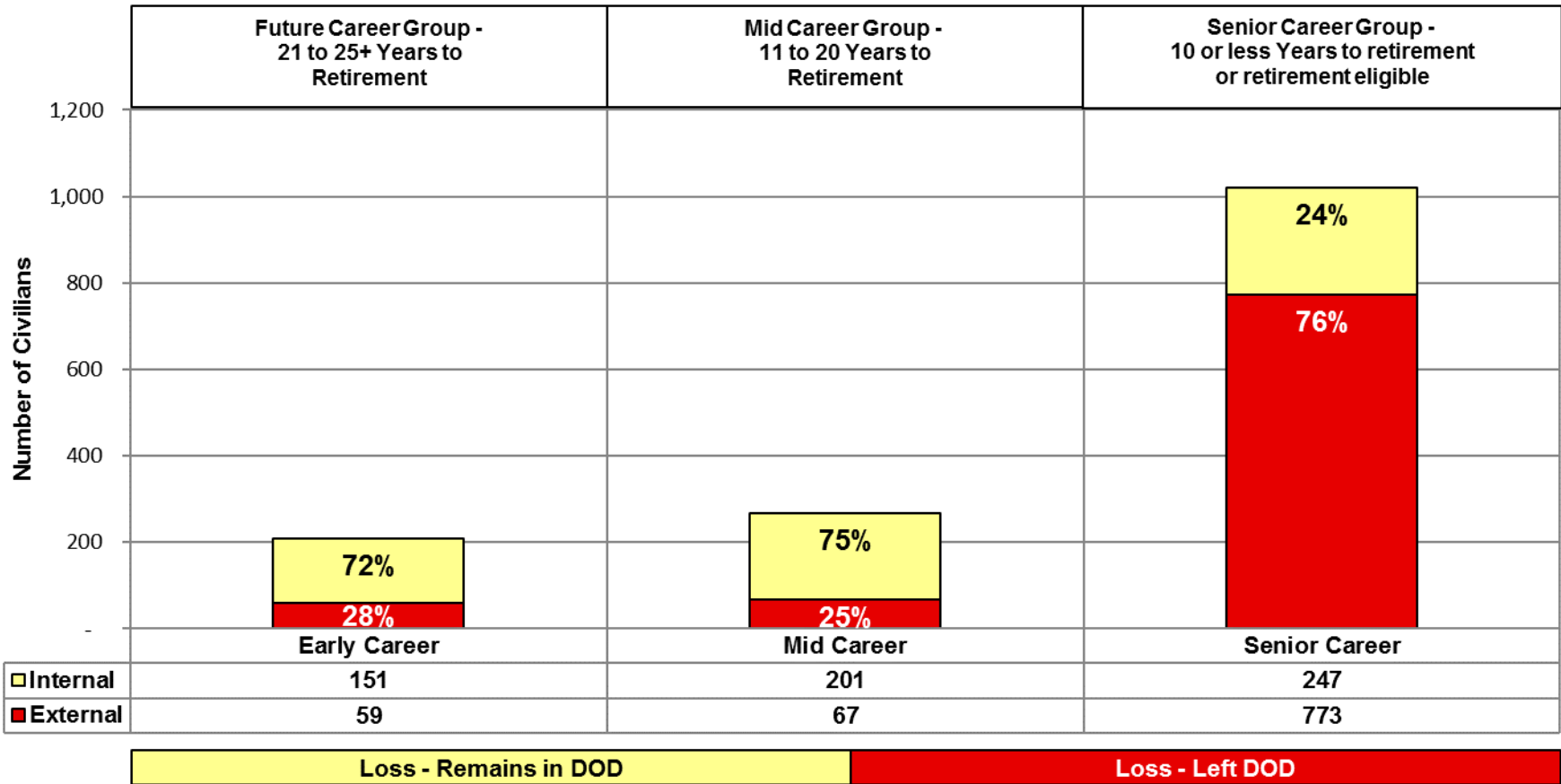


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q2 Losses*



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

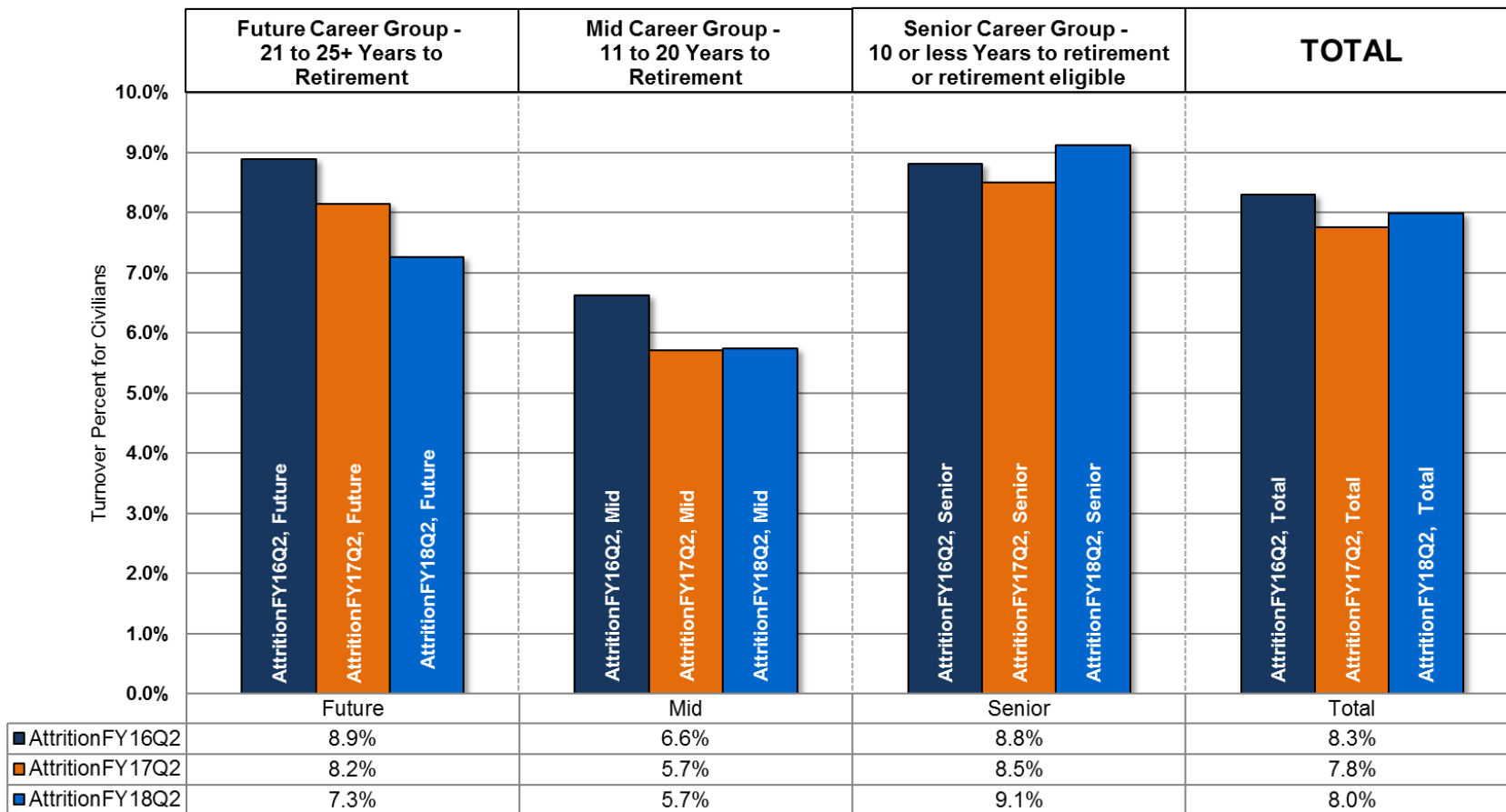
*Does not include administrative losses

As of 31 Mar 2018



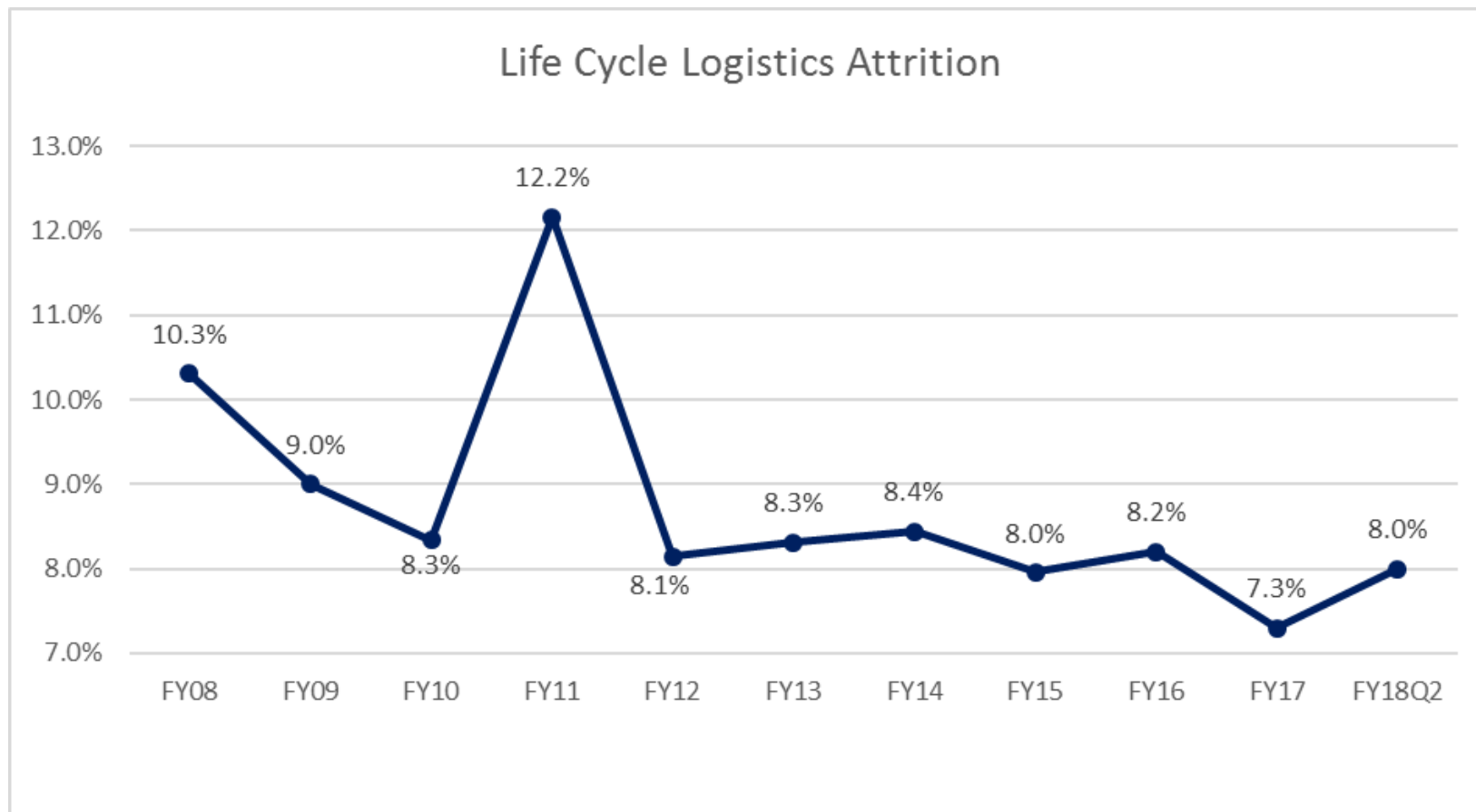
Logistics Attrition Rates by Career Group

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





Annual Attrition Rates



*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2

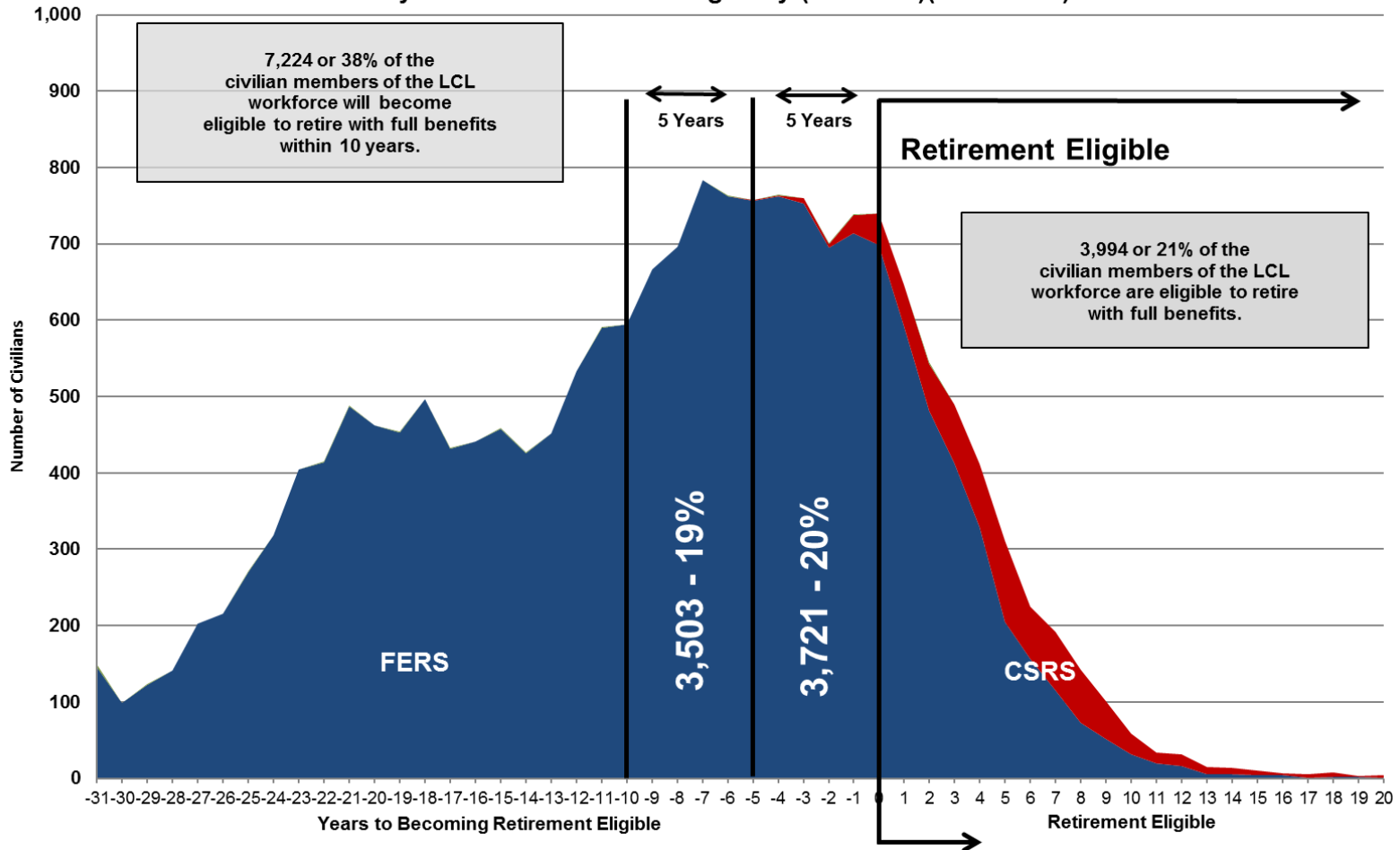


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Life Cycle Logistics

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



As of 31 Mar 2018



END