



Defense Acquisition Workforce Key Information

OVERALL

As of FY18Q2 (31 March 2018)



Human Capital Fact Sheet						
Defense Acquisition Workforce A&S	FY 2008			FY2018Q2		
	A&S Civilian (Civ)	A&S Military (Mil)	Total A&S (Civ+Mil)	A&S Civilian (Civ)	A&S Military (Mil)	Total A&S (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	151,056	15,537	166,593
Change in size from 2008	-	-	-	36%	4%	32%
Civilian/Military Composition	88%	12%	-	91%	9%	91%/ 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	84%	84%
Post Graduate Degree	26%	44%	29%	39%	54%	40%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	87%	75%	86%
Level II or Higher Achieved	63%	41%	61%	75%	51%	73%
Level III Achieved	38%	19%	36%	75%	51%	41%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	78%	58%	76%
Within 24 Months of Cert Rqmt	25%	46%	27%	19%	37%	21%
Does Not Meet Cert Rqmt	15%	12%	14%	3%	5%	3%
Planning Considerations						
Average Age	47	36	46	46	35	45
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	24/26/50(%)	-	
Average Years of Service	18	13	17	15	13	15
Retirement Eligible	19,051(17%)	-	-	29,699(20%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,039(17%)	-	
Total Gains/Losses	14,245/15,030	-	-	15,324/12,050	-	

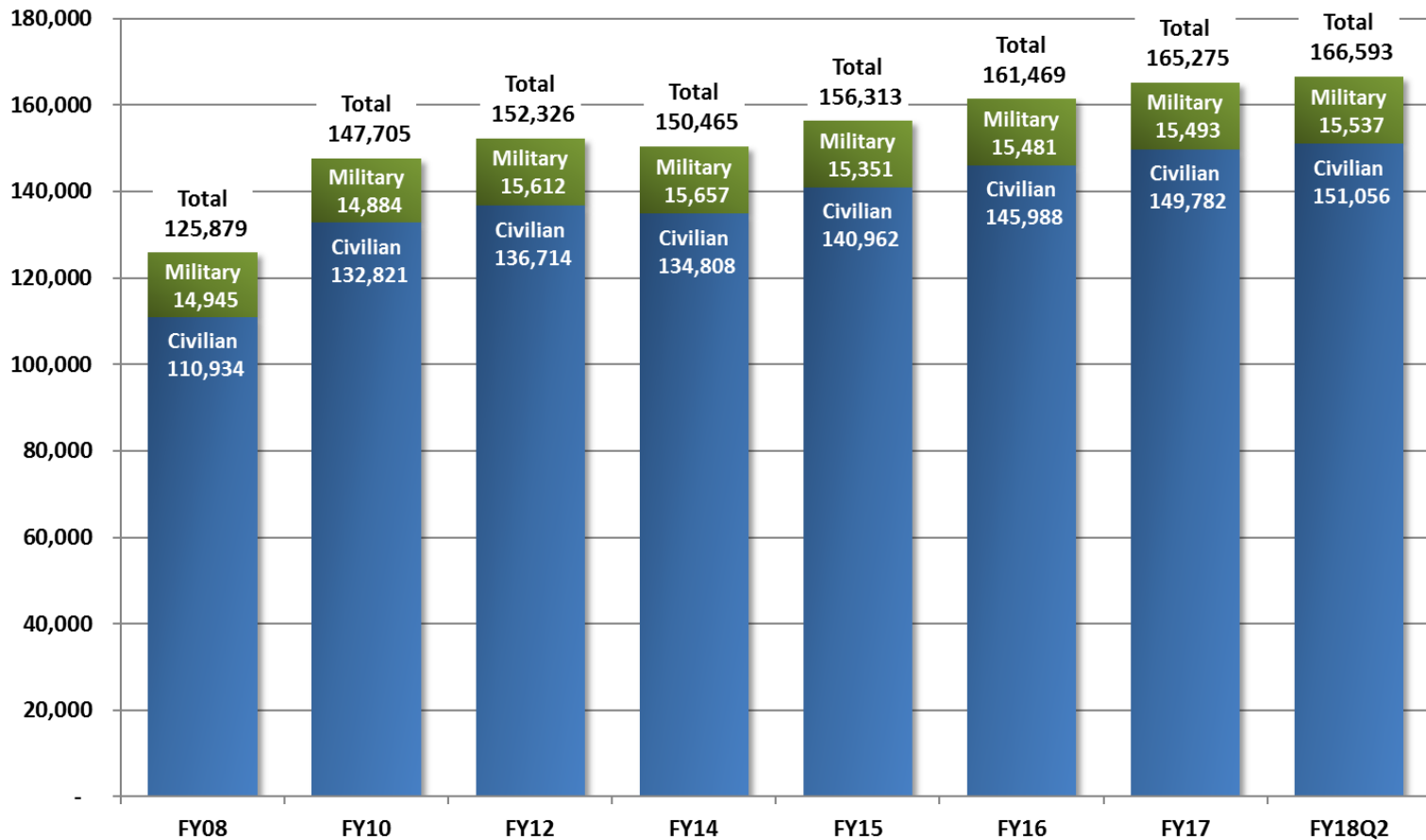
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



AWF – Annual Historical Workforce Size FY08 – FY18Q2



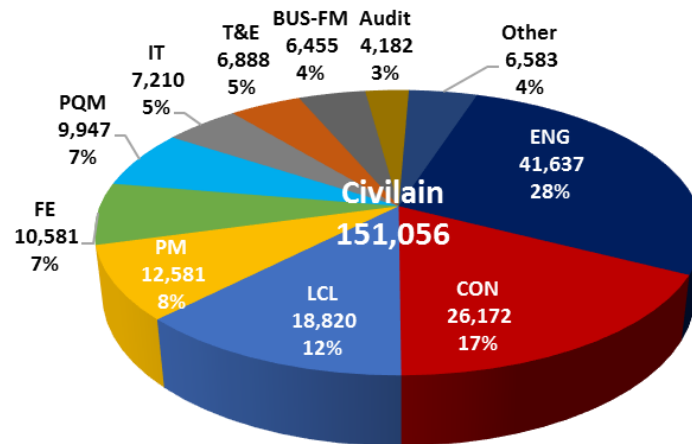
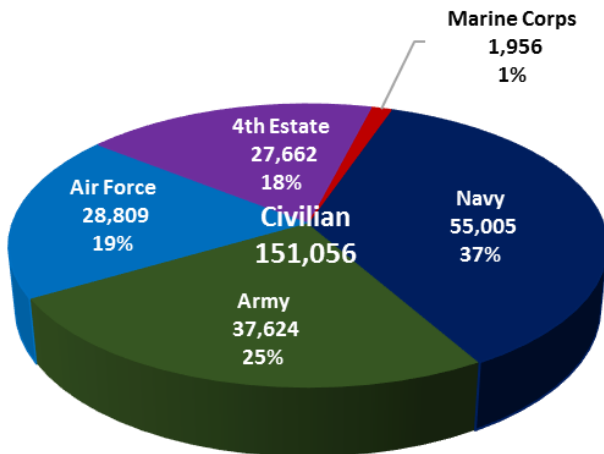
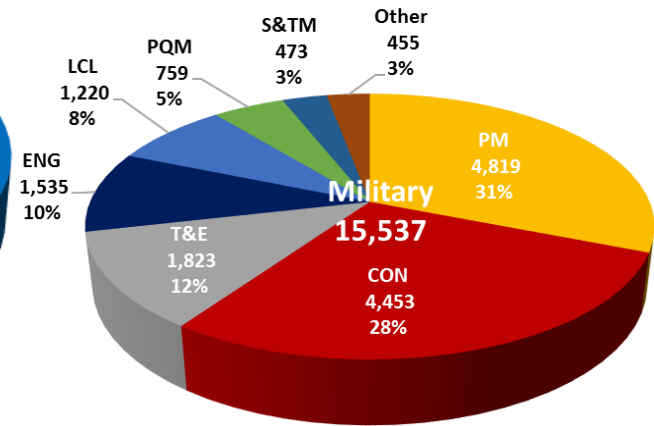
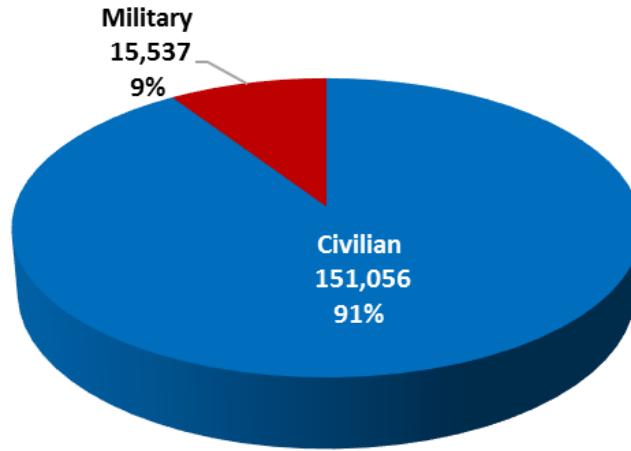
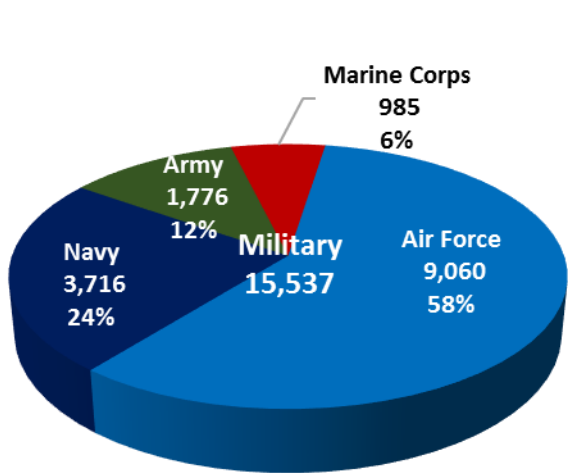
AWF Overall





AWF – Military and Civilian By Component and Career Field

DoD
166,593





AWF Size 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%		



AWF Historical Size Detail by Component (Civilian & Military)



Overall	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2
Defense Acq Workforce Agency							
DoN	43,066	51,418	53,058	53,685	60,088	61,003	61,662
ARMY	40,269	43,634	41,877	37,342	37,146	38,900	39,400
AIR FORCE	24,827	31,382	34,637	34,395	36,975	37,805	37,869
DCMA	7,344	8,722	8,699	9,645	9,993	9,542	9,404
DLA	3,913	4,272	4,915	5,753	7,857	8,434	8,551
DCAA	3,598	4,146	4,515	4,567	4,015	4,158	4,189
MDA	788	1,638	1,828	1,916	1,962	2,021	2,001
Other 4th Estate	2,074	2,493	2,797	3,162	3,433	3,412	3,517
TOTAL	125,879	147,705	152,326	150,465	161,469	165,275	166,593

% Change Since FY08	% Change Since FY12	% Change Since FY17
43%	16%	1%
-2%	-6%	1%
53%	9%	0%
28%	8%	-1%
119%	74%	1%
16%	-7%	1%
154%	9%	-1%
70%	26%	3%
↑	↑	↑
32%	9%	1%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY12	% Change Since FY17
DoN	38,579	47,009	48,862	49,220	55,367	56,322	56,961	48%	17%	1%
AIR FORCE	16,067	22,526	25,019	25,299	28,123	28,813	28,809	79%	15%	0%
ARMY	38,689	42,015	40,079	35,246	35,238	37,080	37,624	-3%	-6%	1%
DCMA	7,344	8,722	8,699	9,645	9,993	9,542	9,404	28%	8%	-1%
DLA	3,913	4,272	4,915	5,753	7,857	8,434	8,551	119%	74%	1%
DCAA	3,598	4,146	4,515	4,567	4,015	4,158	4,189	16%	-7%	1%
MDA	787	1,638	1,828	1,916	1,962	2,021	2,001	154%	9%	-1%
4th Estate Other	1,848	2,327	2,780	3,139	3,409	3,412	3,517	90%	27%	3%
TOTAL	110,825	132,655	136,697	134,785	145,964	149,782	151,056	↑ 36%	↑ 11%	↑ 1%



AWF Historical Size Detail by Component (Military)



Overall Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY12	% Change Since FY17
AIR FORCE	8,760	8,856	9,618	9,096	8,852	8,992	9,060	3%	-6%	1%
Navy	3,742	3,527	3,317	3,641	3,712	3,696	3,716	-1%	12%	1%
MARINE CORPS	745	882	879	824	1,009	985	985	32%	12%	0%
ARMY	1,580	1,619	1,798	2,096	1,908	1,820	1,776	12%	-1%	-2%
								↑	↓	↑
OVERALL DAW	14,827	14,884	15,612	15,657	15,481	15,493	15,537	5%	0%	0%



AWF Historical Size Detail by Career Field (Civilian and Military)

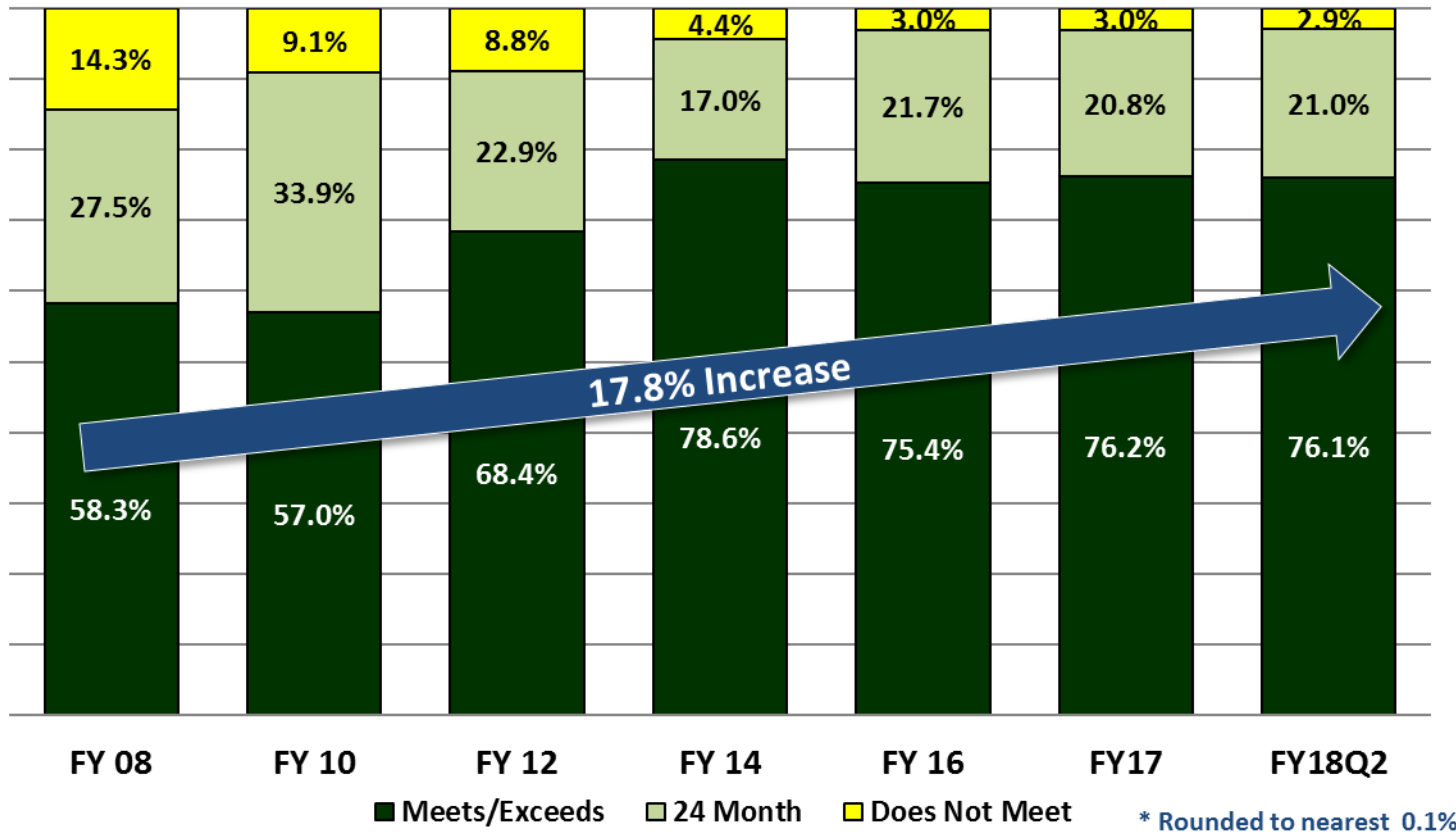
FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY12	% Change Since FY17
34,537	39,201	39,807	39,242	42,438	43,149	43,172	25%	8%	0%
25,680	29,792	30,292	29,826	30,669	30,829	30,625	19%	1%	-1%
13,361	16,861	17,539	17,724	19,929	19,982	20,040	50%	14%	0%
12,781	14,915	15,824	16,003	17,002	17,252	17,400	36%	10%	1%
9,138	9,727	9,458	9,671	10,544	10,517	10,706	17%	13%	2%
4,920	6,911	7,290	6,617	7,870	9,831	10,584	115%	45%	8%
7,420	8,446	8,603	8,569	8,738	8,765	8,711	17%	1%	-1%
3,934	5,165	5,832	5,776	6,836	7,132	7,425	89%	27%	4%
7,085	7,054	6,761	6,142	6,327	6,487	6,617	-7%	-2%	2%
3,638	4,143	4,505	4,560	4,011	4,151	4,182	15%	-7%	1%
480	2,561	3,209	3,401	3,814	3,887	3,942	721%	23%	1%
1,196	1,287	1,340	1,205	1,475	1,470	1,359	14%	1%	-8%
-	1,070	1,278	1,309	1,378	1,406	1,417		11%	1%
451	501	449	389	405	401	396	-12%	-12%	-1%
-	-	-	-	-	-	1			
1,258	71	139	31	33	16	16			
125,879	147,705	152,326	150,465	161,469	165,275	166,593	↑ 32%	↑ 9%	↑ 1%



AWF Historical DAWIA Certification FY08 – FY18Q2 (Rate)



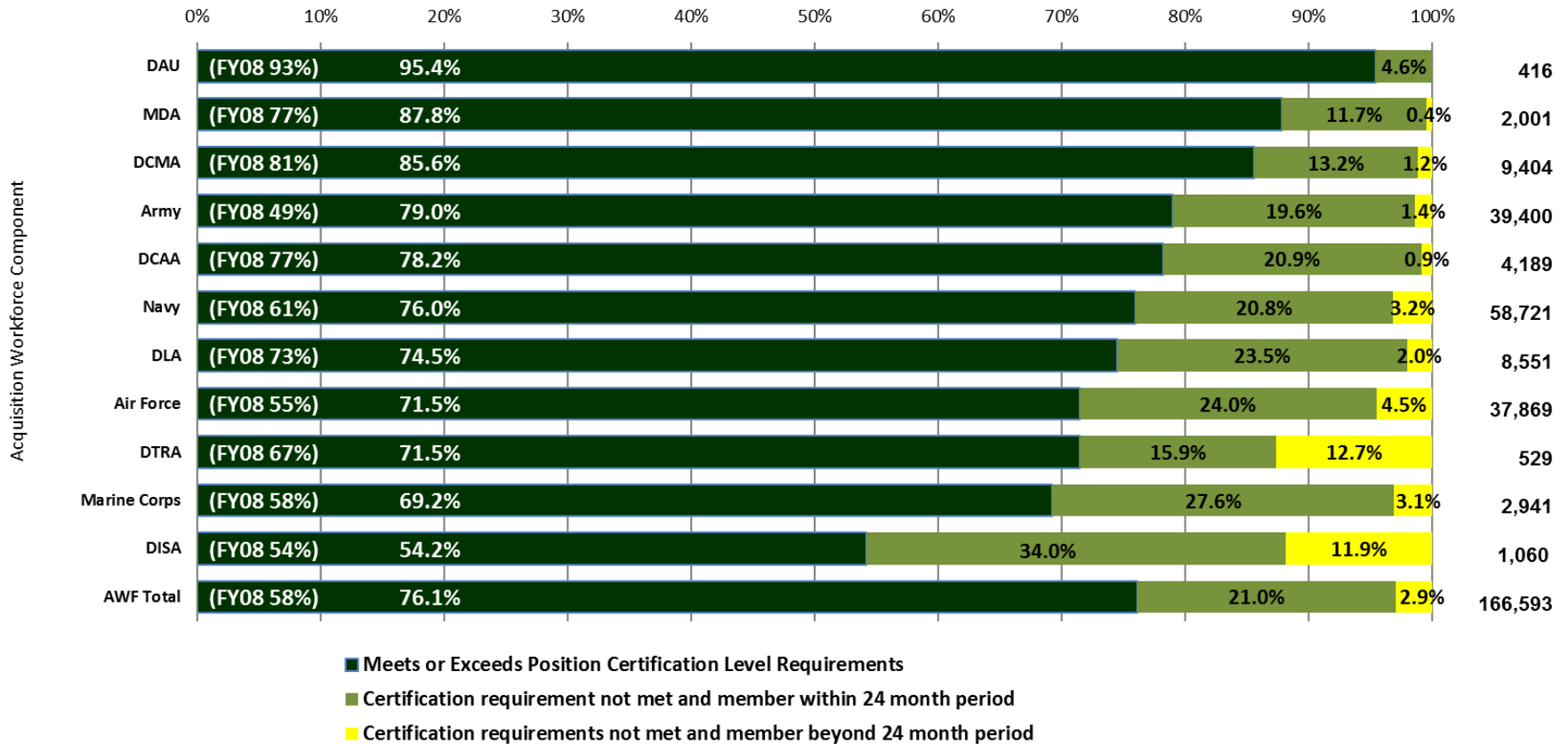
Overall





AWF DAWIA Certification by Major Component

Certification Level "Meet/Exceed" Rates by Component A&S (FY18Q2)

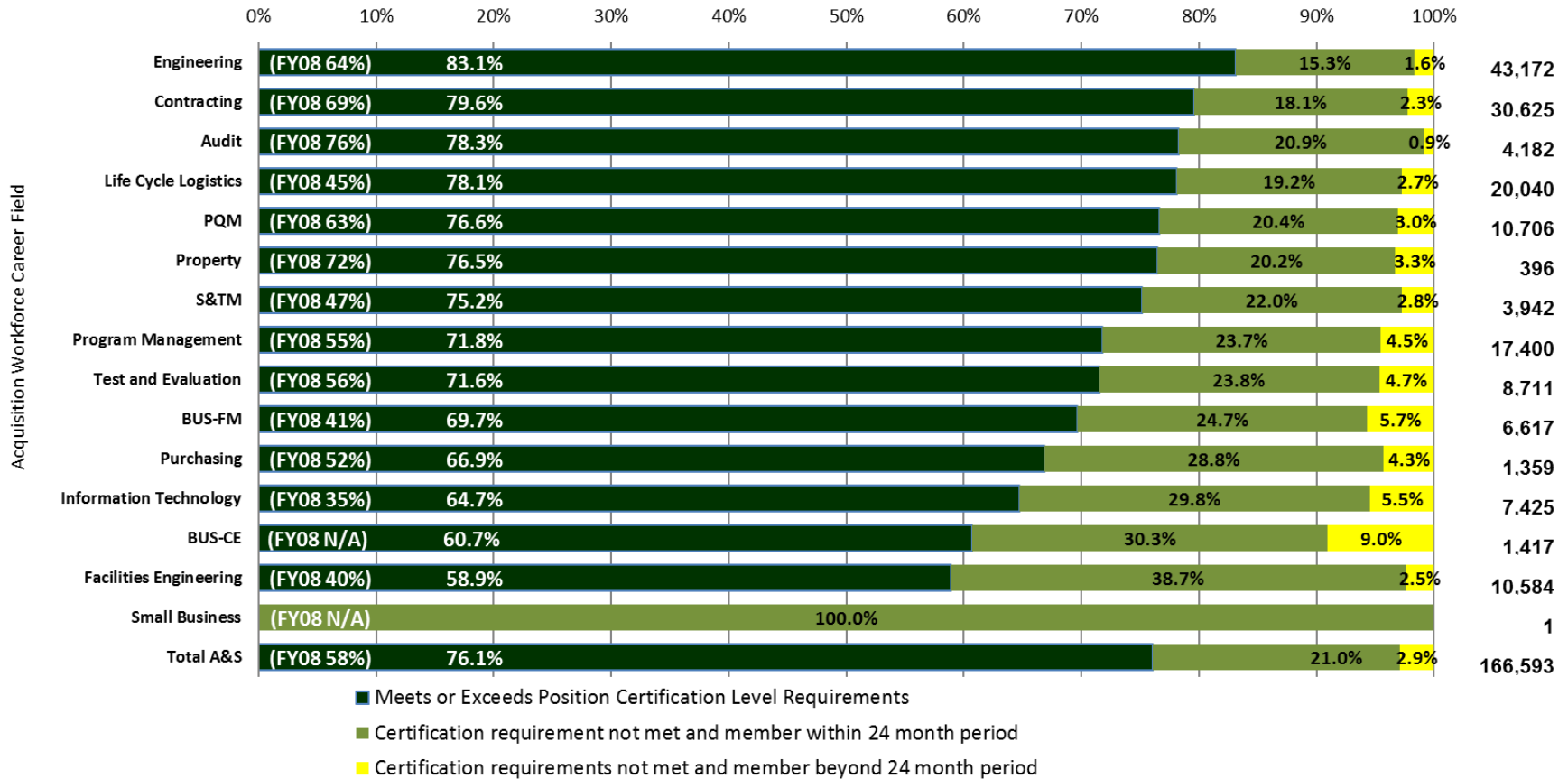




AWF DAWIA Certification by Career Field



Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q2)

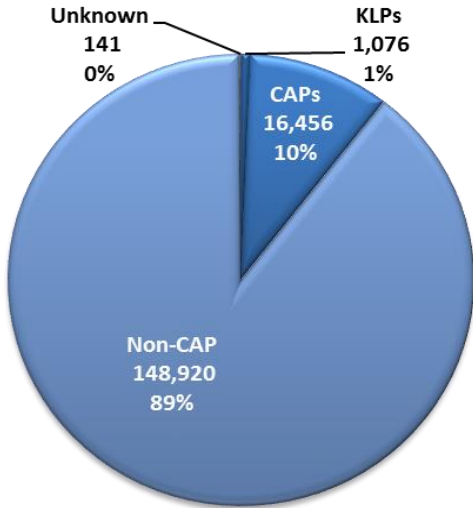




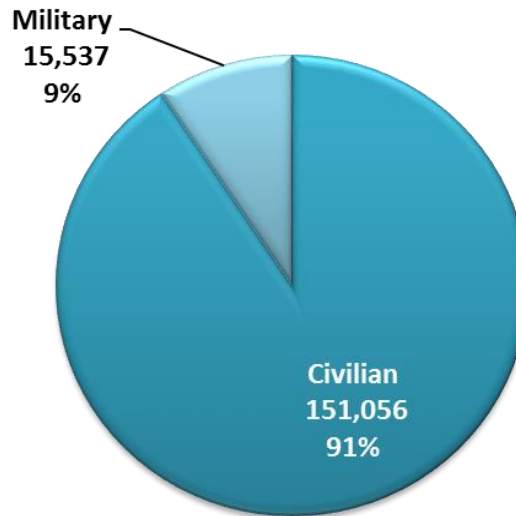
AWF Demographics



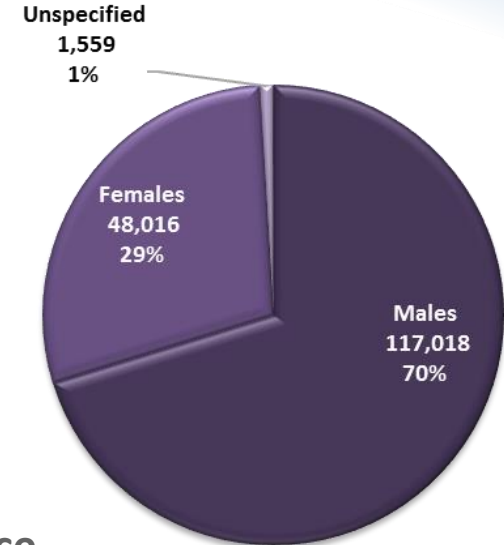
CAP / KLP



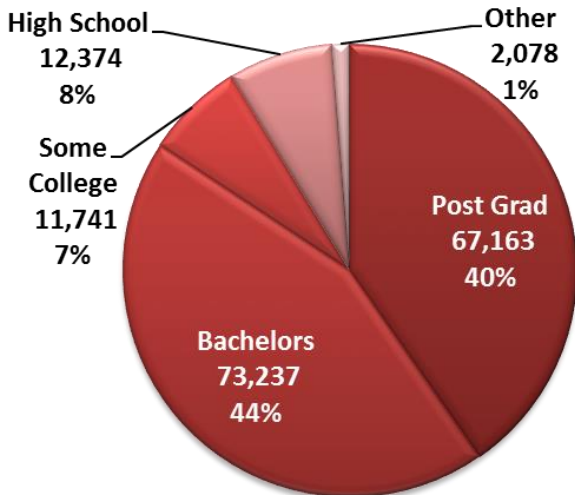
Mil / Civ



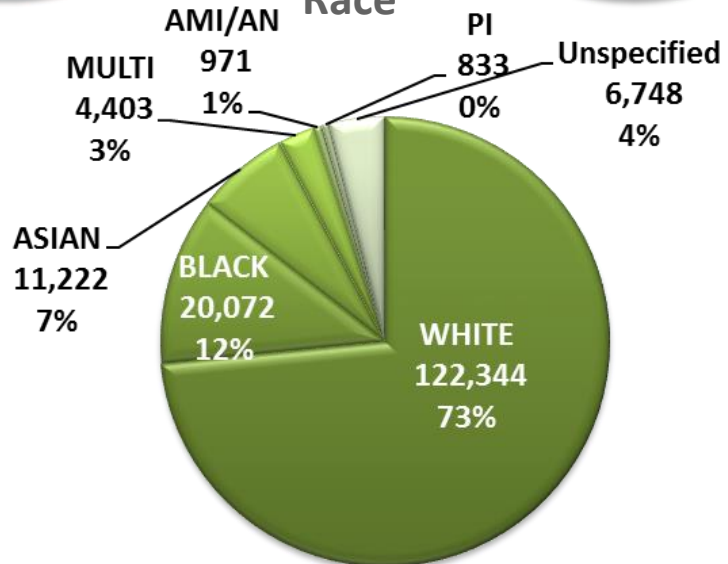
Gender



Education



Race





AWF KLP Count Detail by Component and Career Field



KLPs	Service/Agency	Auditing	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Industrial/Contract Property Mgt	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	Purchasing	S&T Manager	Test and Evaluation	Unspecified	FY17 TOTAL
Army	Army Totals	-	10	23	20	21	-	-	2	19	8	79	-	-	16	-	198
Navy	Navy	-	33	48	41	57	1	-	2	35	6	107	-	-	35	-	365
	Marine Corps	-	2	3	4	5	-	-	-	3	-	18	-	-	5	-	40
	Dept of Navy Totals	-	35	51	45	62	1	-	2	38	6	125	-	-	40	-	405
Air Force	Air Force Totals	-	4	36	58	60	-	-	-	65	-	136	-	8	26	-	393
4th Estate	Defense Information Systems Agency	-	-	-	1	1	-	-	-	1	-	6	-	-	1	-	10
	Missile Defense Agency	-	1	-	-	2	-	-	-	1	1	7	-	-	-	-	12
	Defense Logistics Agency	-	-	-	10	-	-	-	-	5	-	3	-	-	-	-	18
	National Reconnaissance Office	-	1	1	2	1	-	-	-	-	-	7	-	-	-	-	12
	DHA (TRICARE Management Activity & USUHS)	-	-	-	3	4	-	-	-	-	-	5	-	-	1	-	13
	Defense Contract Management Agency	-	-	-	7	3	-	-	-	-	3	-	-	-	-	-	13
	Defense Threat Reduction Agency	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	4th Estate Totals	-	2	1	24	11	-	-	-	7	4	28	-	1	2	-	80
TOTAL		-	51	111	147	154	1	-	4	129	18	368	-	9	8	-	1,076

Up from 1,053 (+23) since last quarter
Contracting increased by 22
AF increased by 59



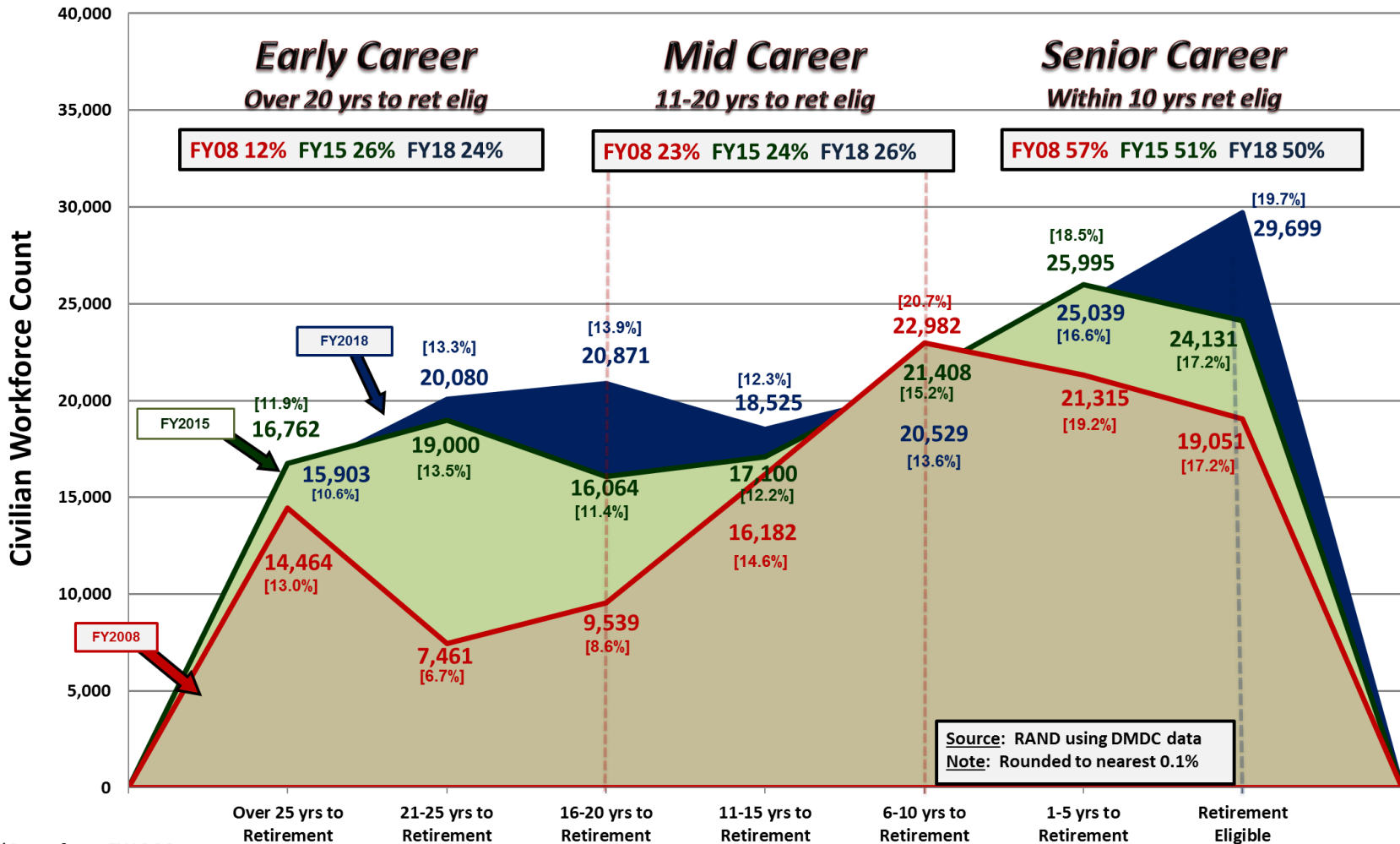
RAND NDRI Forces and Resources
Policy Center Data
Retirement, Gains/Losses Slides
FY18Q2



Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY18



Overall DAW - Civilian Retirement Eligibility Distribution - End FY08, FY15 & FY18*

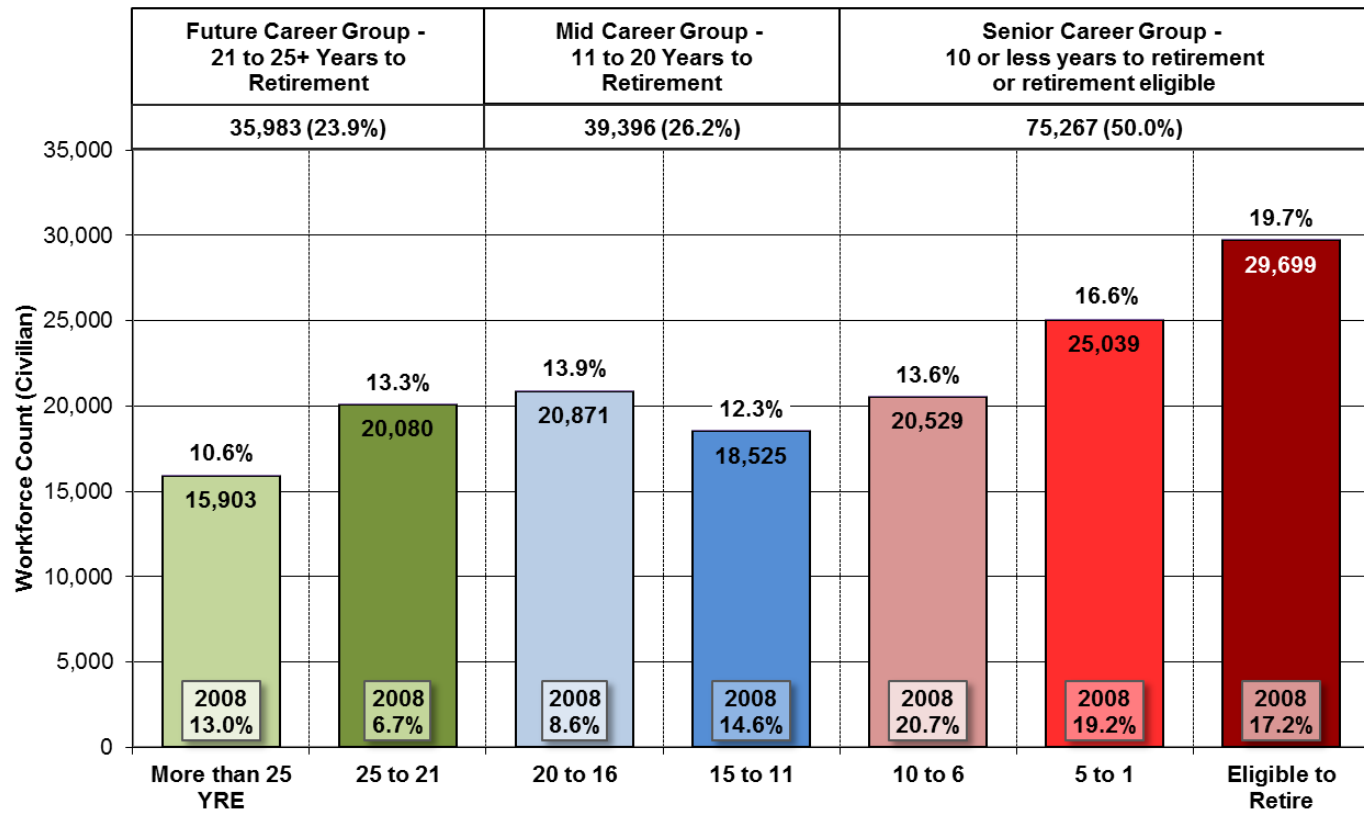


*Data from FY18Q2



Workforce Lifecycle Model by YRE

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



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

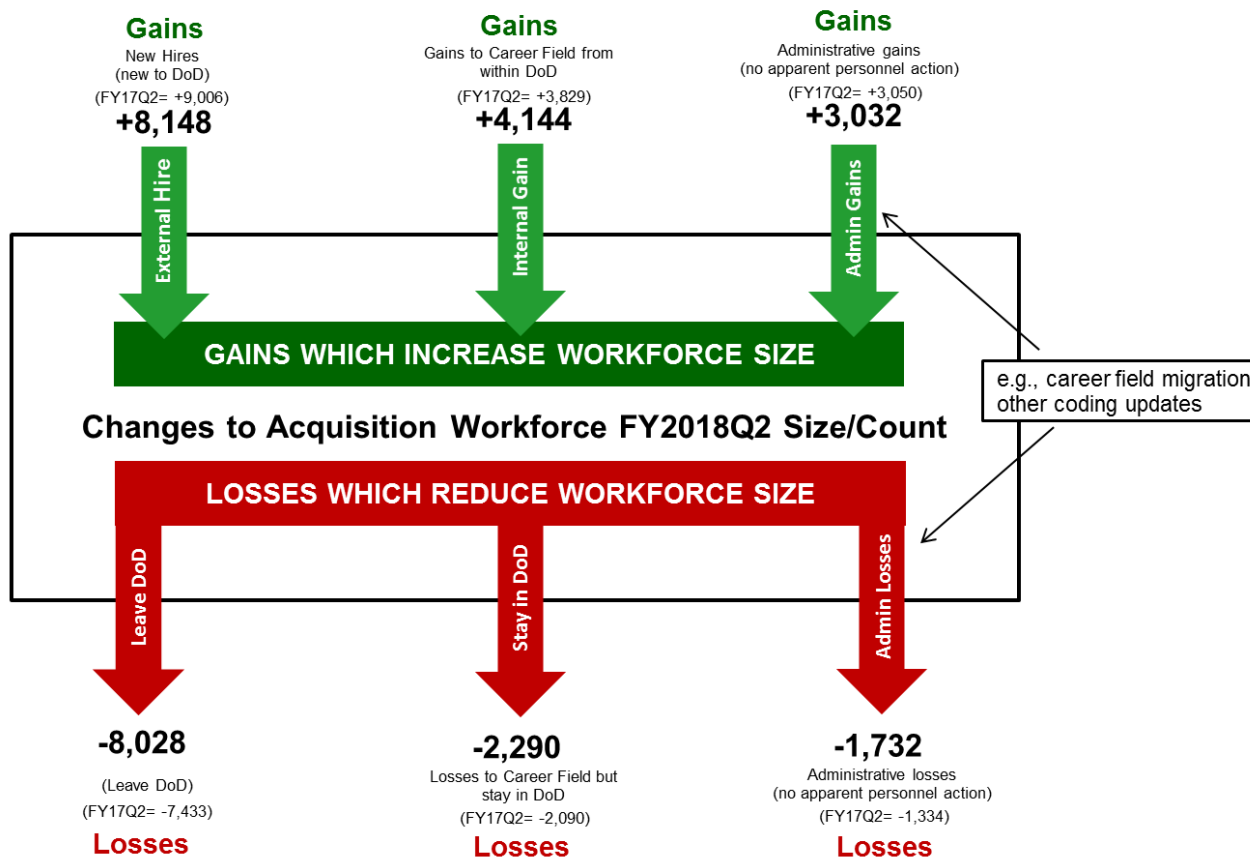


Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q2) - A&S

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



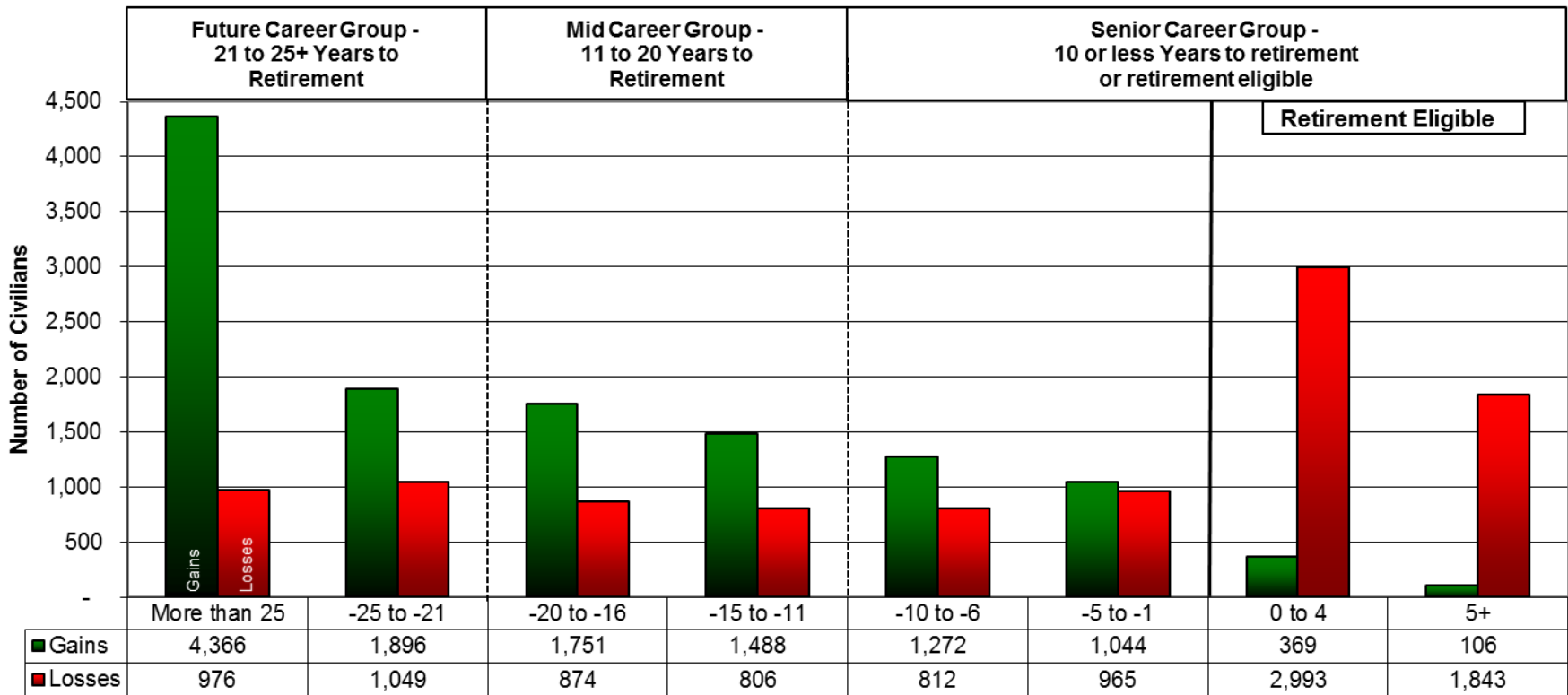


AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian) - A&S

Workforce Lifecycle FY2018Q2 Gains & Losses*



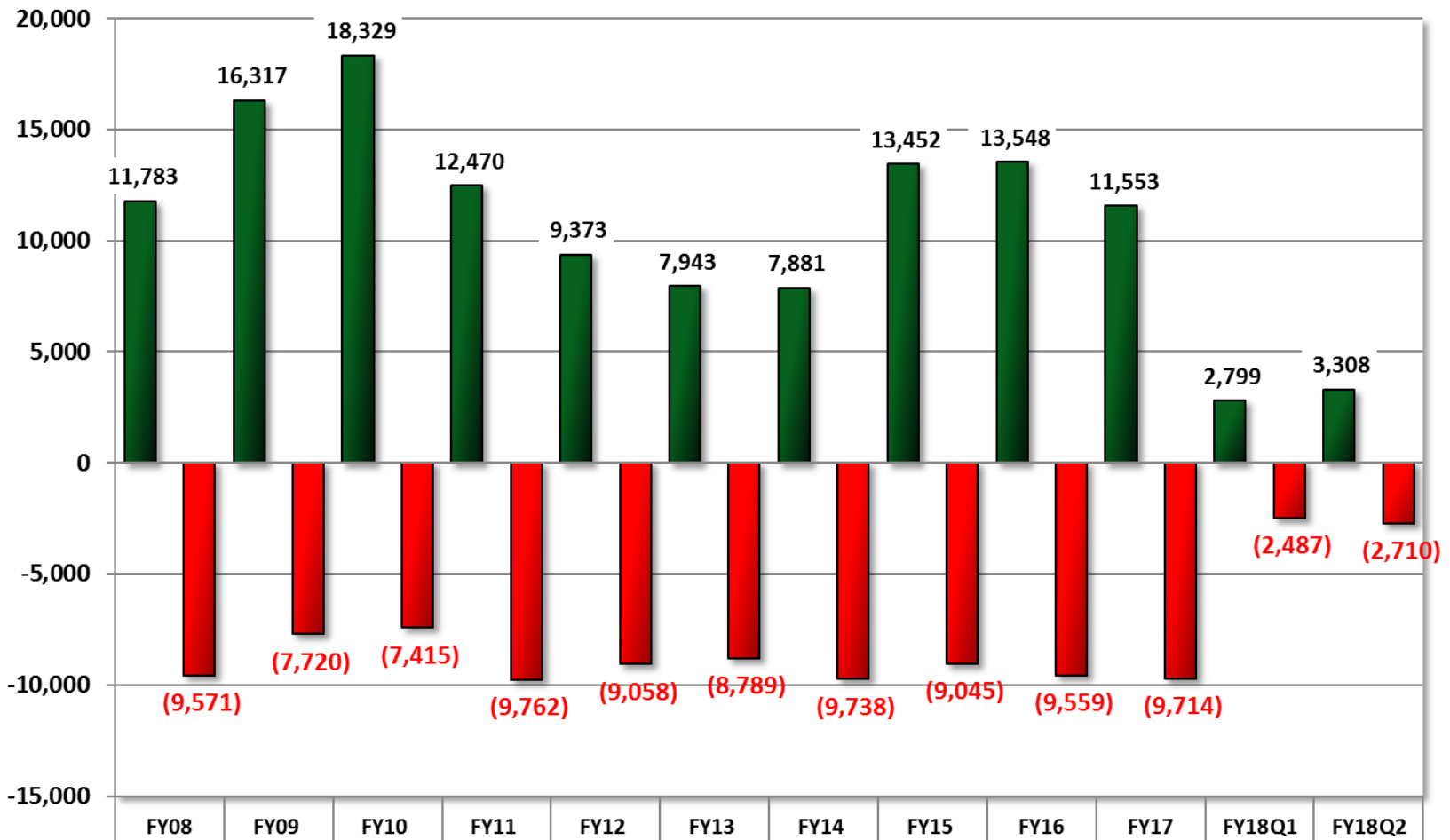
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY18



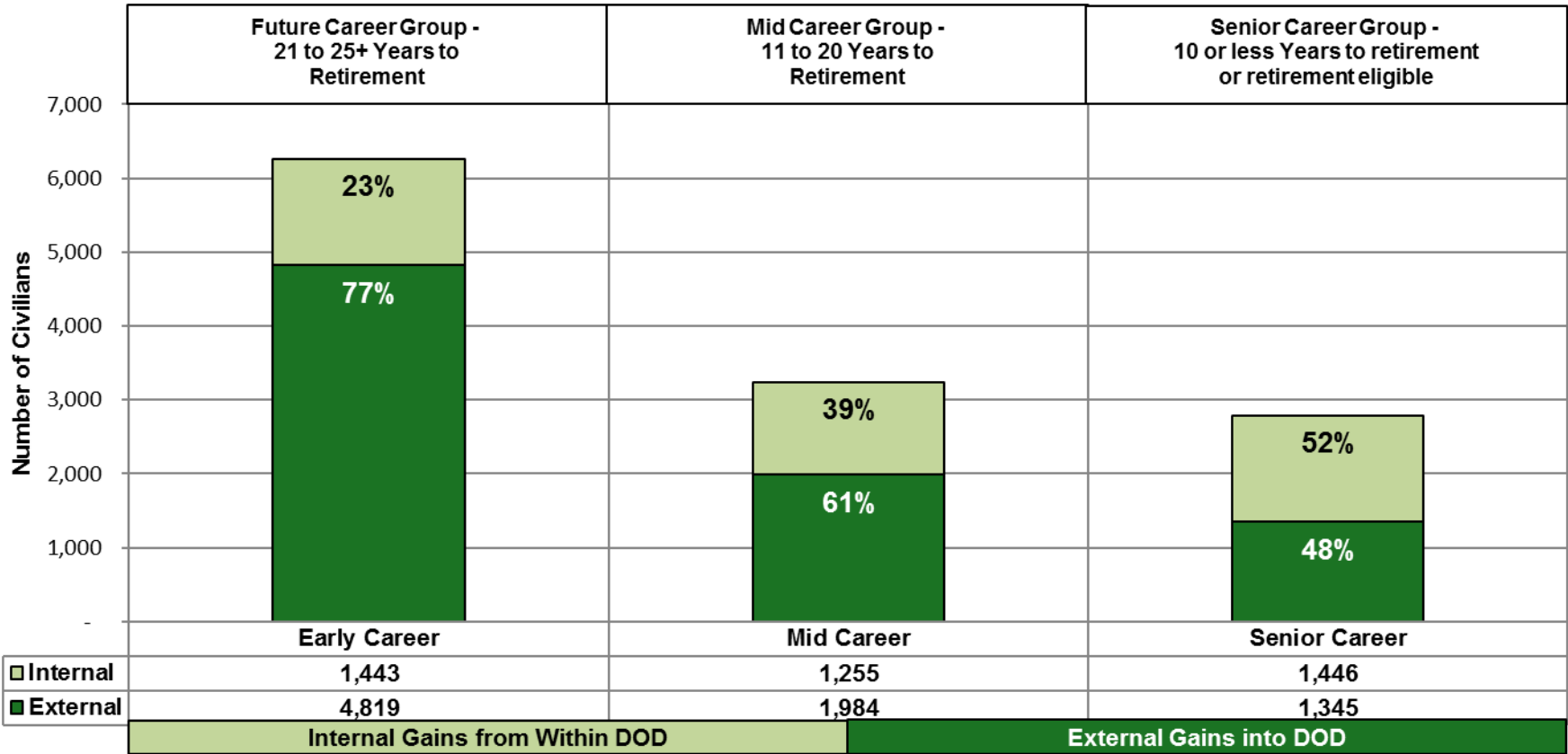
■ GAIN ■ LOSS



Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - A&S
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)

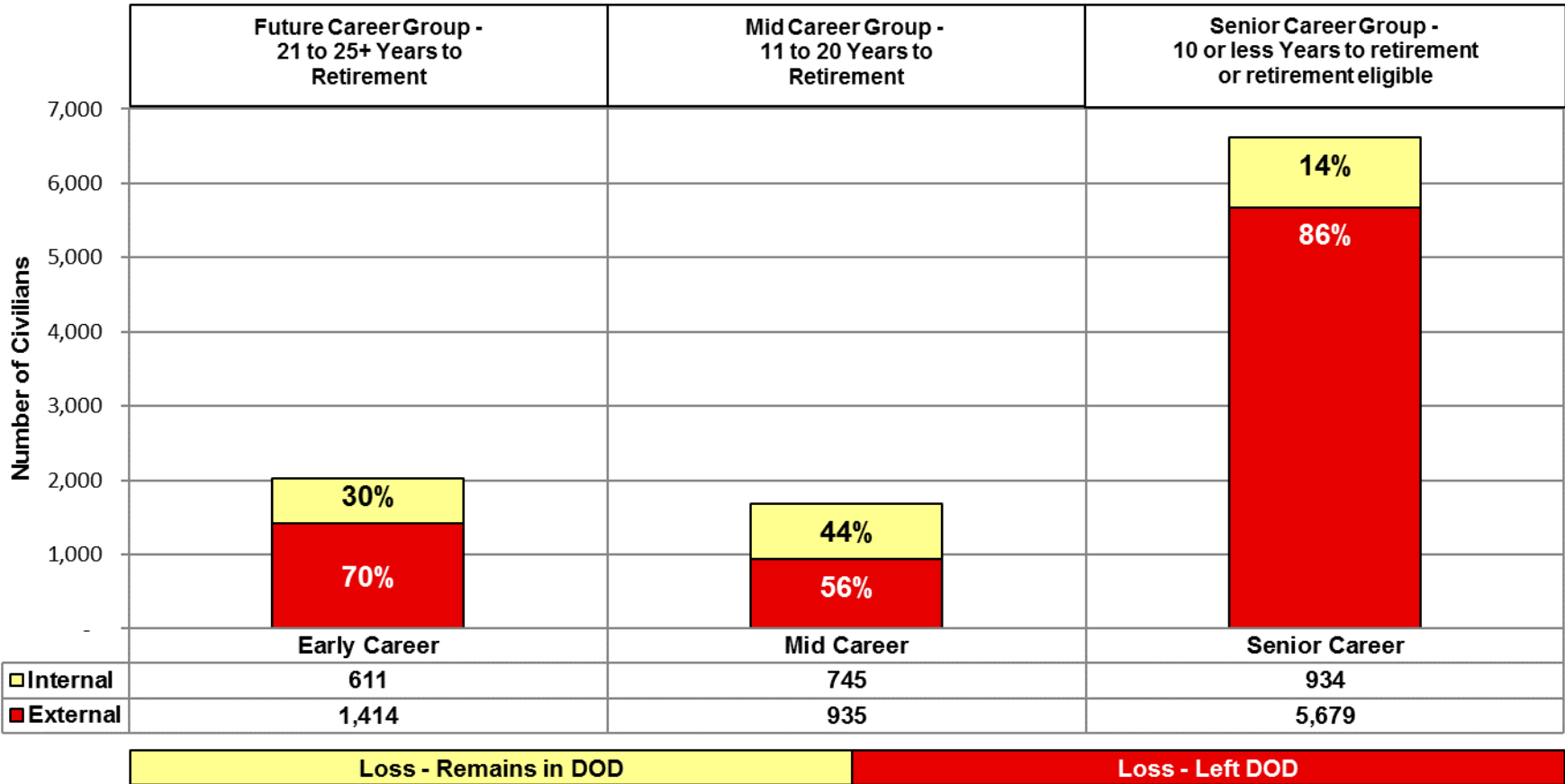


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - A&S

Workforce Lifecycle FY2018Q2 Losses*

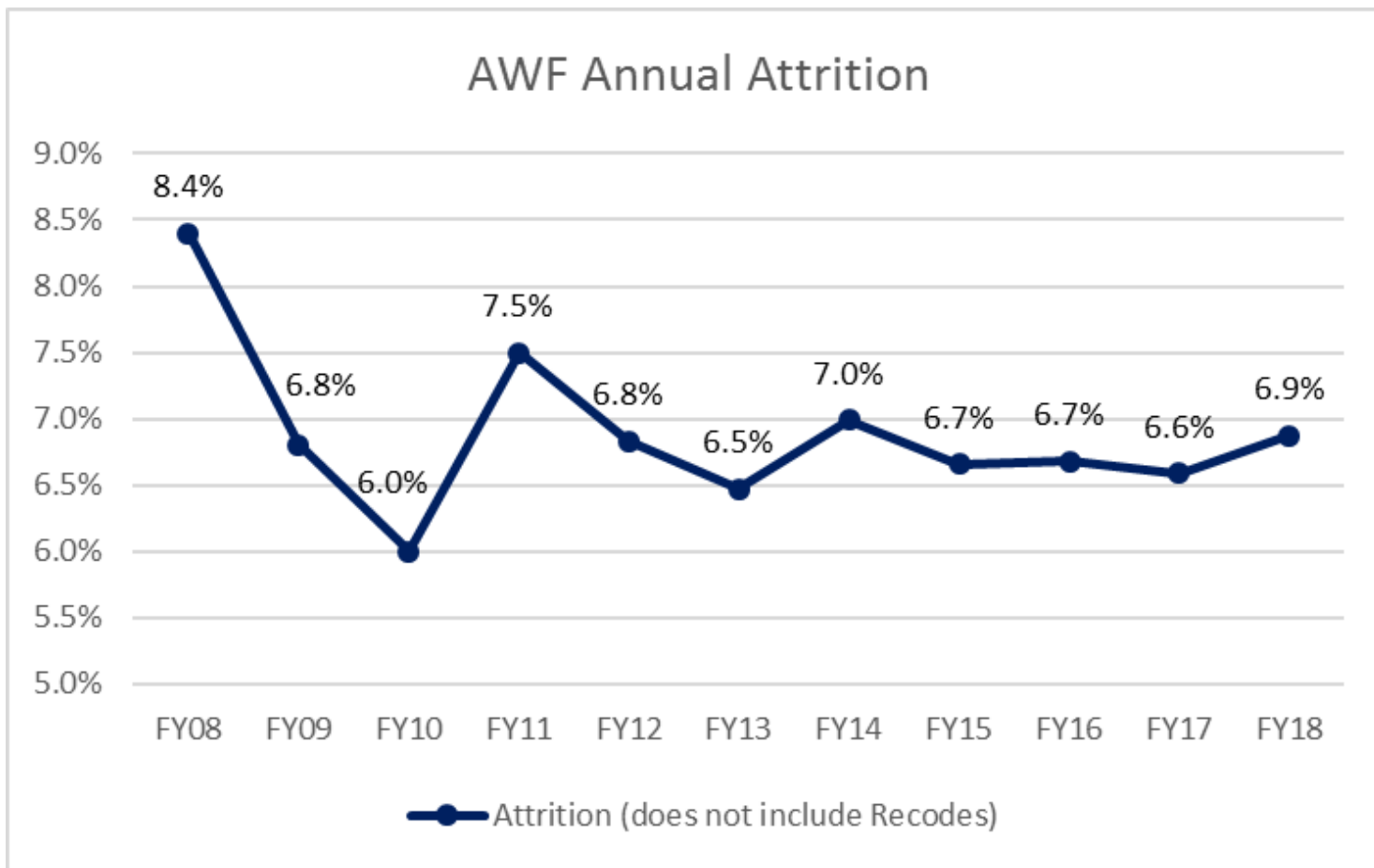


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

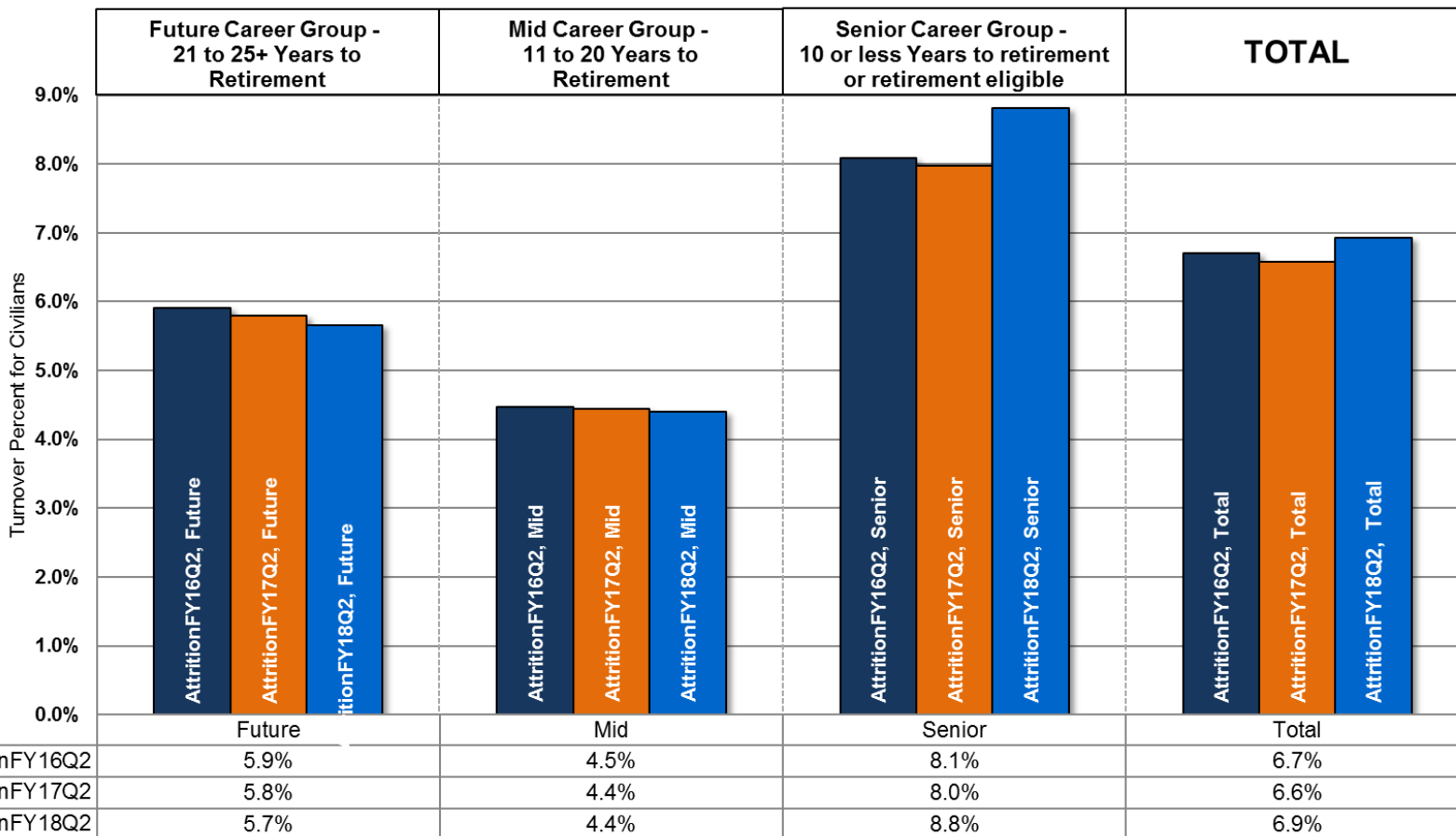


*FY18 includes attrition rate from end of FY17Q2 through FY18Q2



Attrition Rates by Career Group

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





Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - A&S

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

