Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

As of FY18Q2 (31 March 2018)

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Fact Sheet

Human Capital Fact Sheet								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2018Q2			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	9,947	759	10,706	166,593
Change in size from 2008	-	-	-	-	18%	10%	17%	32%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	43%	79%	10%	84%
Graduate Degree	9%	38%	12%	29%	14%	66%	4%	40%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	86%	69%	85%	86%
Level II or Higher Achieved	68%	42%	66%	61%	75%	46%	73%	73%
Level III Achieved	13%	23%	14%	36%	20%	28%	21%	41%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	78%	56%	77%	76%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	19%	39%	20%	21%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	4%	3%	3%
Planning Considerations								
Average Age	51	40	50	46	49	39	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	12/27/61(%)	-	-	24/26/50(%)
Average Years of Service	21	16	21	17	16	18	16	15
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,254(23%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,963(20%)	-	-	25,039(17%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,179/1,108	-	-	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

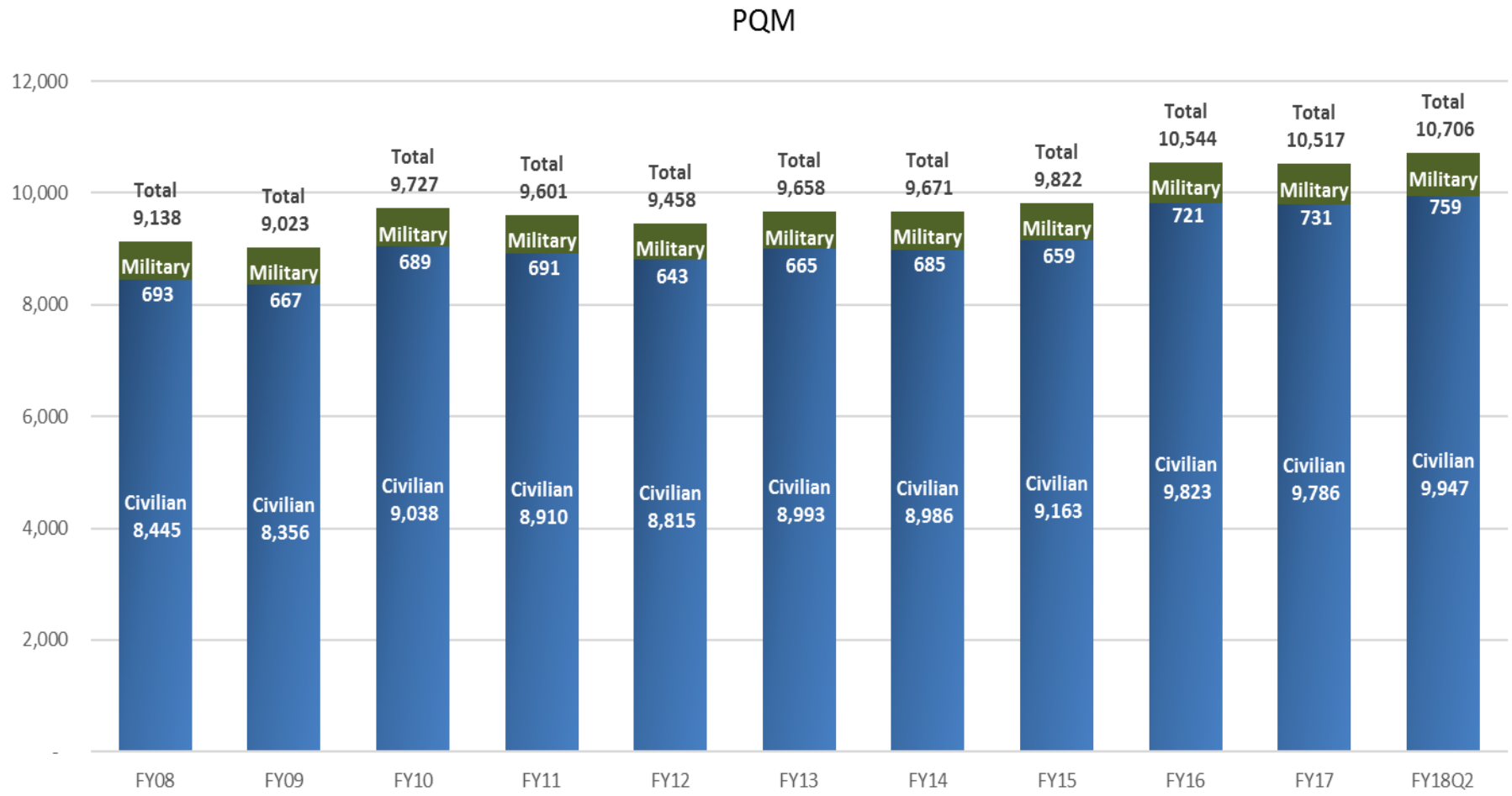
Defense Acquisition Workforce Size Highlights

- **The Production, Quality and Man Defense Acquisition Workforce count has experienced a steady increase since FY12. Increasing from 9,458 in FY12 to the current number of 10,706.**
- **Although the Marine Corps only has a very small proportion of the PQM population (.43%) they have experienced the most growth since FY08 – 84% followed closely by Navy at 77%**
- **Overall attrition for PQM dropped to 9% after FY15 and has remained at 9% since then.**
- **Unlike many of the other career fields where a higher percentage of gains occur in the early Career Field, 73% of the PQM Career Field gains occur in the Mid and Senior Career Groups.**

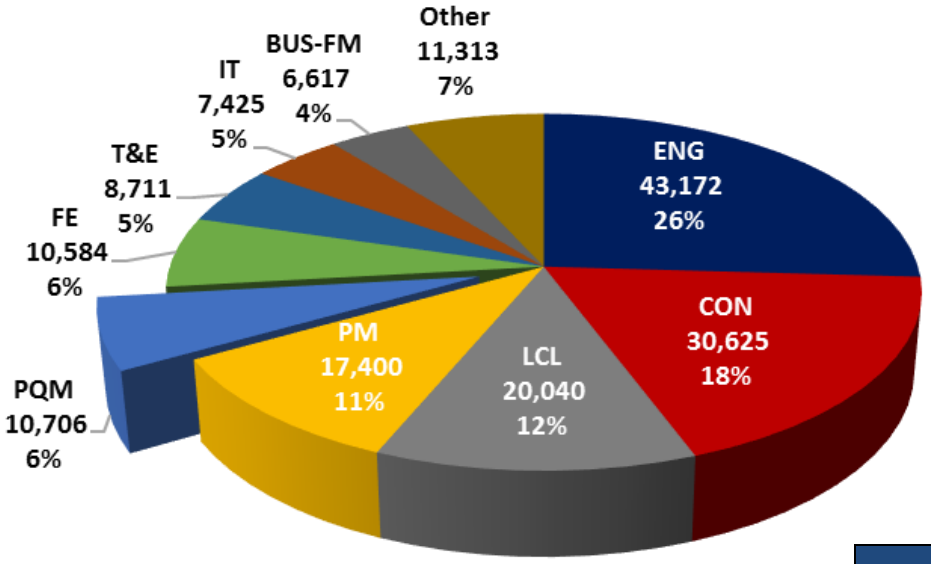
Defense Acquisition Workforce DAWIA Certification Highlights

- **PQM Meets/Exceeds certification rate has increased annually since FY15 from 72.4% to 76.6% this quarter.**

PQM Total Workforce



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%		

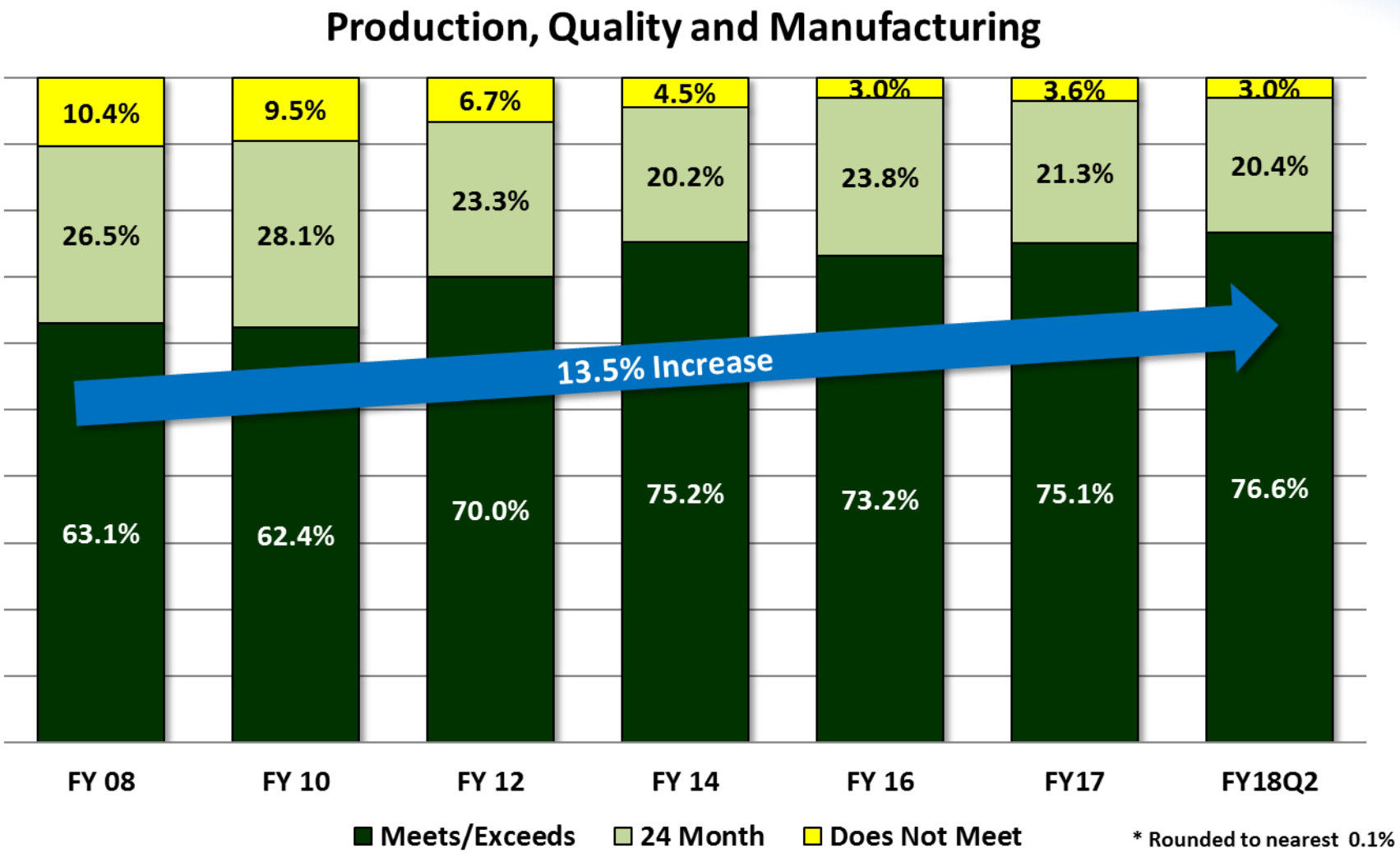
PQM Workforce
Historical Size by Agency FY08 – FY18Q2

Production, Quality and Man Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	1,980	2,146	2,356	2,638	3,210	3,330	3,508	77%	5%
MARINE CORPS	25	35	23	37	39	40	46	84%	15%
ARMY	1,952	2,081	1,777	1,432	1,407	1,387	1,397	-28%	1%
AIR FORCE	383	404	405	330	393	421	442	15%	5%
DCMA	3,858	4,259	4,026	4,352	4,471	4,280	4,243	10%	-1%
DLA	865	769	823	815	943	959	968	12%	1%
DCAA	3	-	-	-	-	-	-	-100%	
MDA	37	23	41	54	67	88	89	141%	1%
DHA	2	2	1	3	1	1	1	-50%	0%
DAU	5	5	5	9	10	9	10	100%	11%
NRO	-	-	-	-	1	-	-		
0SD	13	3	1	1	2	2	2	-85%	0%
DoD HRA	1	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-100%	
4th Estate Other	5	-	-	-	-	-	-	-100%	
TOTAL	9,138	9,727	9,458	9,671	10,544	10,517	10,706	↑ 17%	↑ 2%

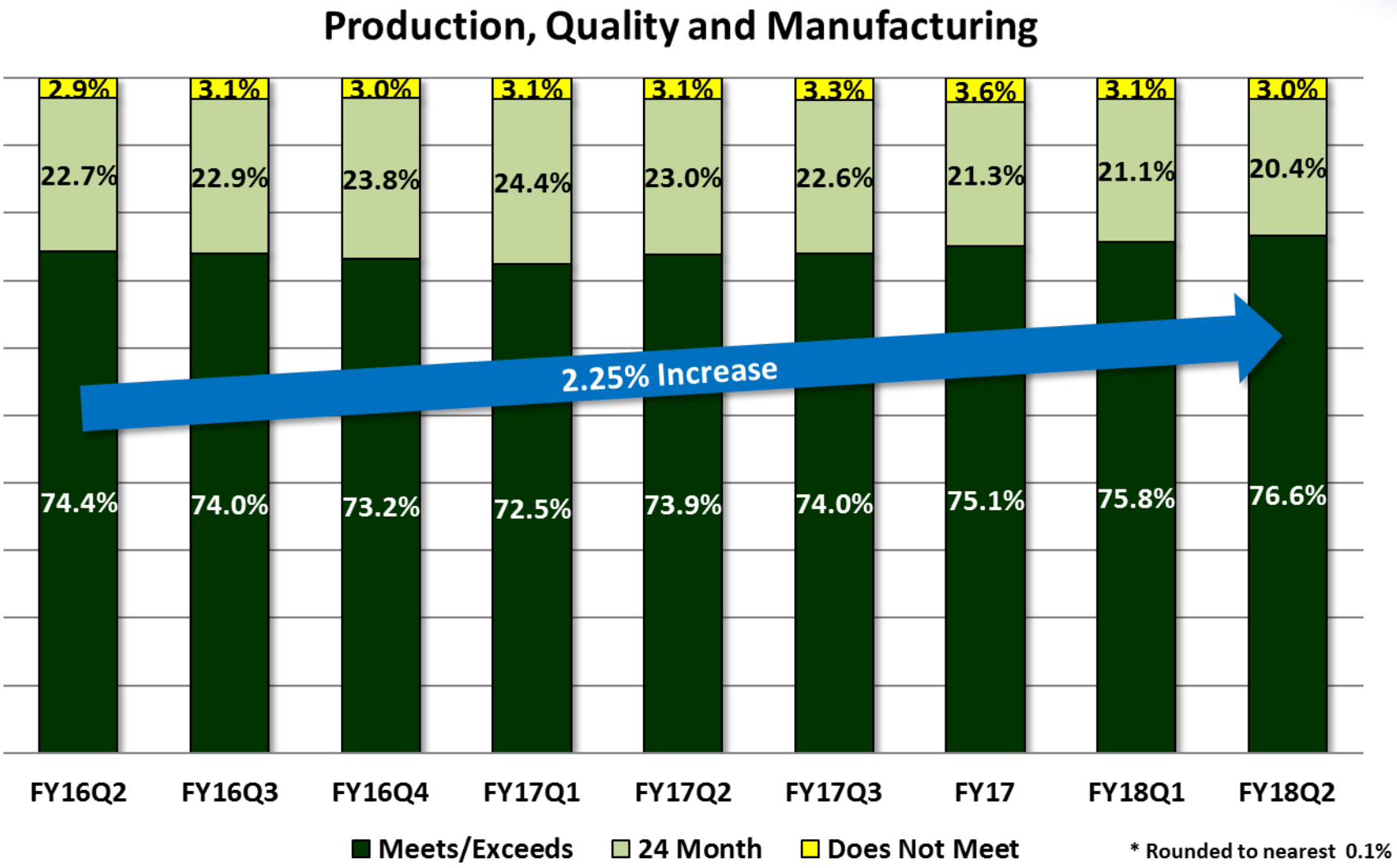
PQM Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q2

Production, Quality and Man Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	2,817	2,890	2,974	3,210	3,240	3,293	3,395	3,330	3,406	3,508	7%
ARMY	1,399	1,376	1,368	1,407	1,405	1,389	1,377	1,387	1,395	1,397	1%
AIR FORCE	378	391	379	393	391	396	405	421	431	442	12%
MARINE CORPS	33	41	42	39	38	39	38	40	43	46	18%
DCMA	4,295	4,422	4,443	4,471	4,428	4,423	4,345	4,280	4,226	4,243	-4%
DLA	868	907	939	943	926	927	943	959	954	968	4%
MDA	57	57	65	67	69	74	84	88	89	89	20%
DHA	2	2	1	1	1	1	1	1	1	1	0%
DAU	9	10	10	10	10	11	11	9	9	10	-9%
NRO	-	1	1	1	-	-	-	-	-	-	
0SD	2	2	2	2	2	2	2	2	2	2	0%
TOTAL	9,860	10,099	10,224	10,544	10,510	10,555	10,601	10,517	10,556	10,706	↑ 1%

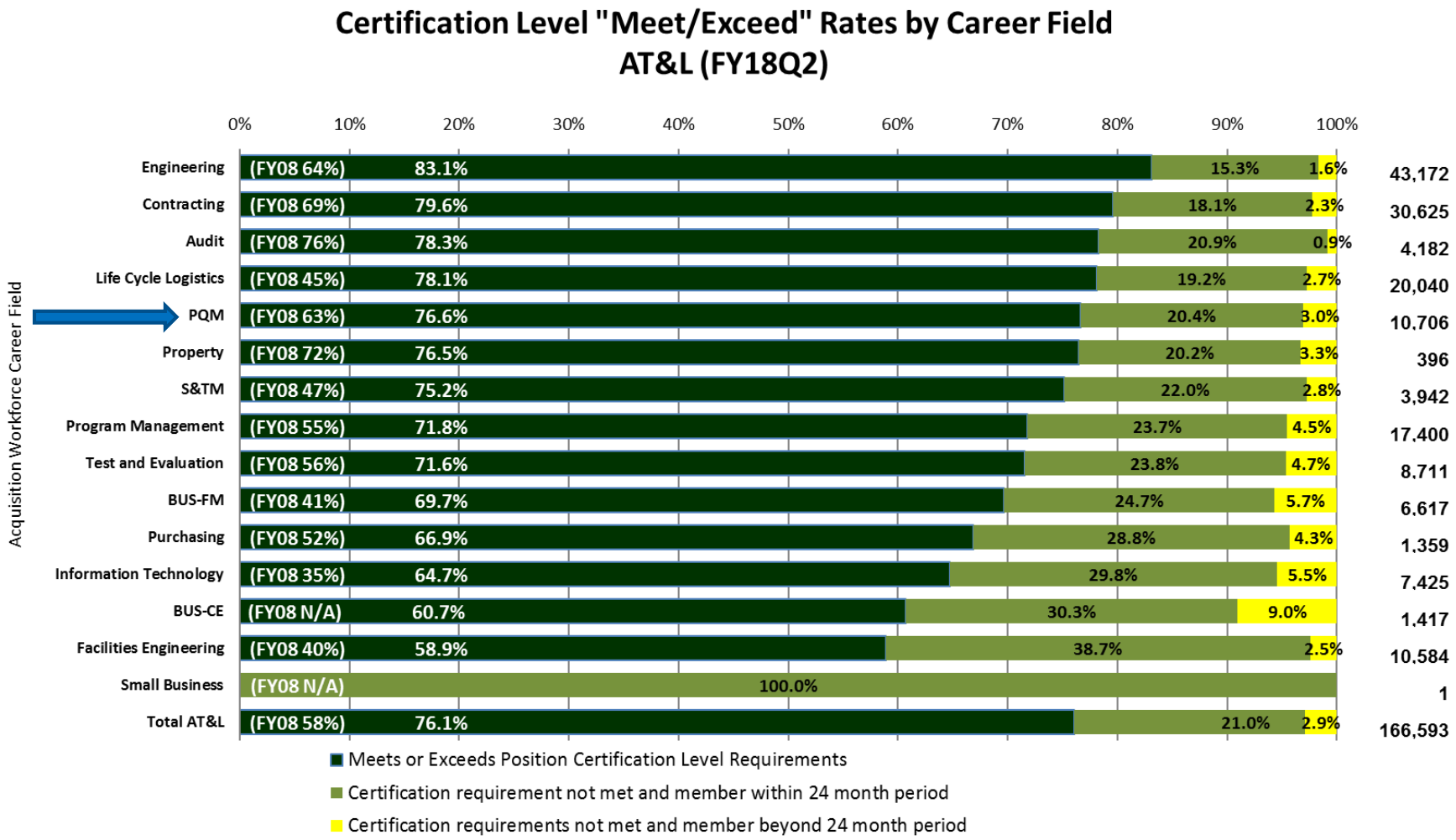
PQM Manager Historical DAWIA Certification FY08 – FY18Q2



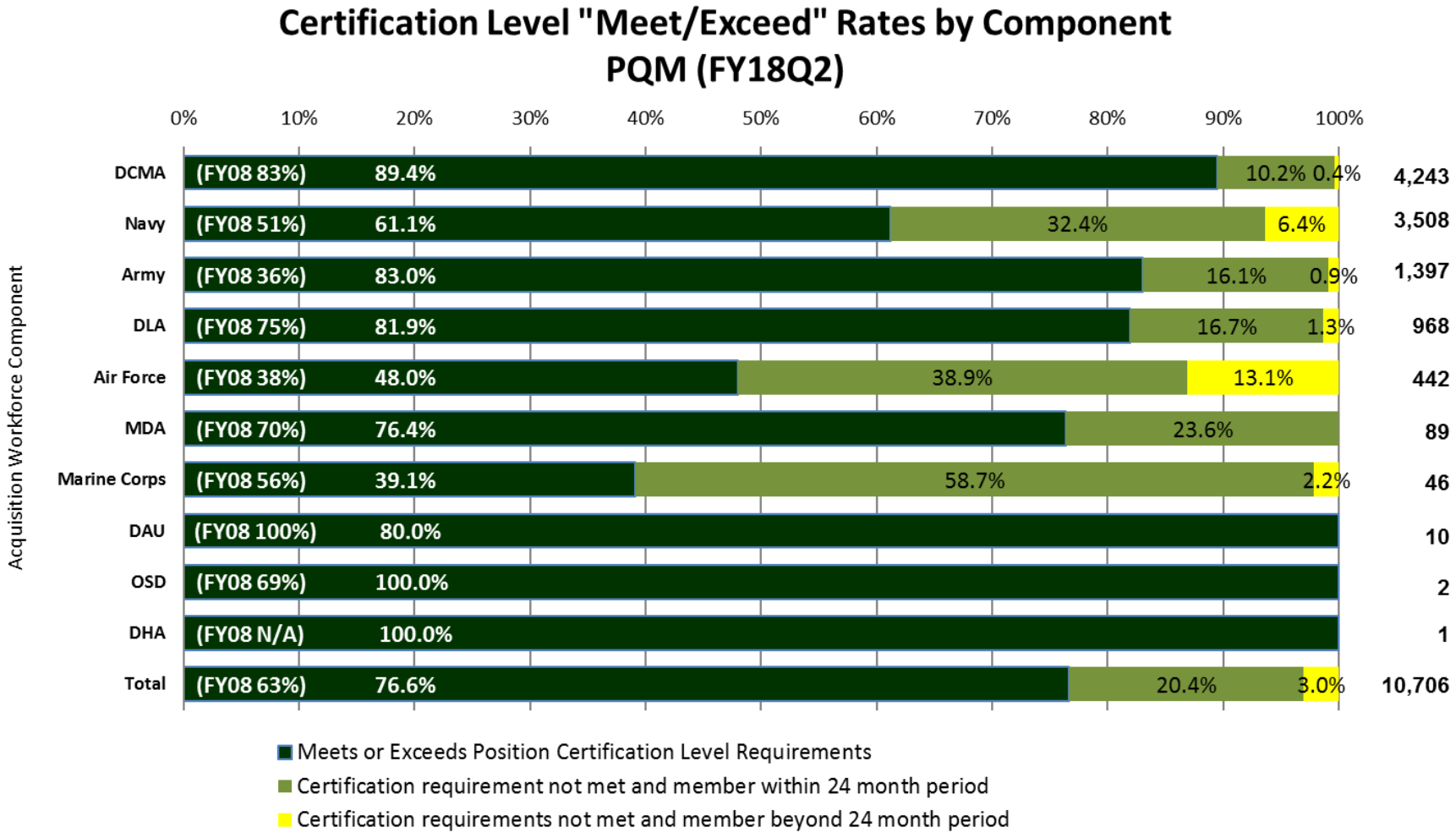
PQM Manager Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



DAWIA Certification by Career Field



PQM DAWIA Certification by Component



PQM DAWIA Certification Matrix + Bench Strength

PQM

Required Certification Level	Achieved Certification Level: No Level Achieved	Level I	Level II	Level III	FY18Q2 TOTAL	% Meets Certification Requirement
Level I	594	593	161	24	1,372	*56.7%*
Level II	862	646	5,245	505	7,258	*79.2%*
Level III	137	80	179	1,674	2,070	*80.9%*
Unspecified	3	1	2	-	*6*	
FY18Q2 TOTAL	1,596	1,320	5,587	2,203	10,706	*76.6%*
	14.9%	*12.3%*	*52.2%*	*20.6%*		

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%*	
PQM	8,202	*76.6%*	*5 of 14*

***** Based on population total without unspecified positions***

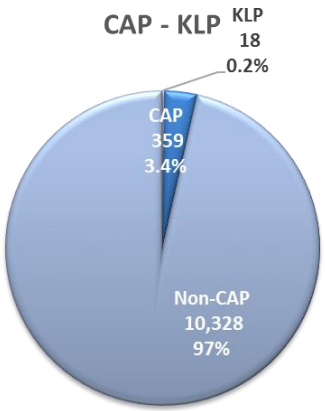
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	778	571	23	1,372	*12.8%*
Level II	5,750	1,272	236	7,258	*67.8%*
Level III	1,674	330	66	2,070	*19.3%*
Unspecified	-	6	-	6	*0.1%*
PQM TOTAL	8,202	2,179	325	10,706	
	76.6%	*20.4%*	*3.0%*		

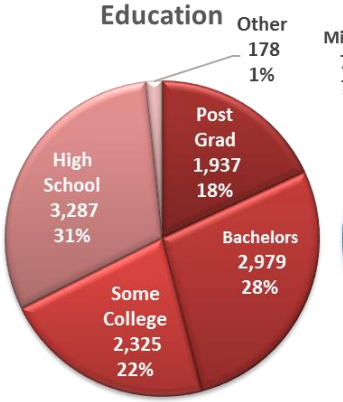
= Compliance

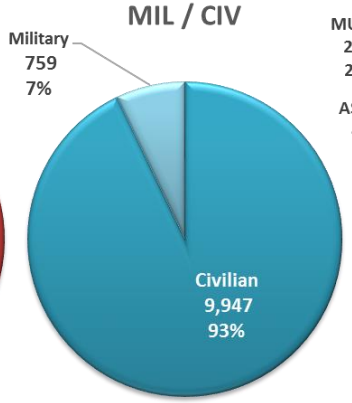
= Exceeds Requirements

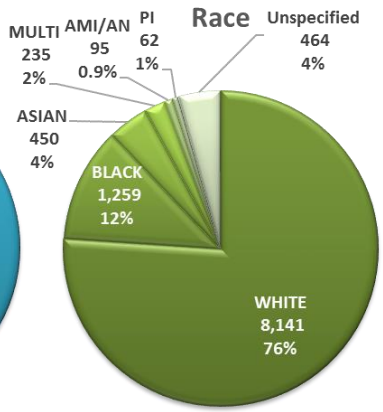
**** NOTE: Rounded to nearest 0.1%***

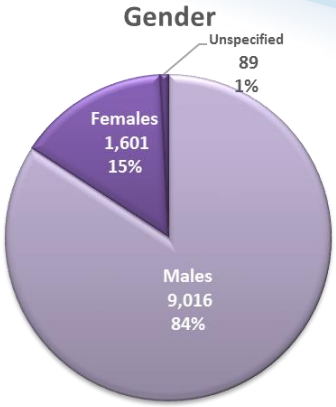
PQM Demographics











Occupied Position Type	PQM		Entire DAW	
Key Leadership Positions (KLPs)	18	0.2%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	359	3.4%	16,456	9.9%
Non-CAP Positions	10,328	96.5%	148,920	89.4%
Unknown	1	0.0%	141	0.1%
TOTAL	**10,706**		166,593	

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

Highest Level of Education	PQM		Entire DAW	
Post Grad	1,937	18.1%	67,163	40.3%
Bachelors	2,979	27.8%	73,237	44.0%
Some College	2,325	21.7%	11,741	7.0%
High School	3,287	30.7%	12,374	7.4%
Other	178	1.7%	2,078	1.2%
TOTAL	**10,706**		166,593	

Military / Civilian	PQM		Entire DAW	
Civilian	9,947	92.9%	151,056	90.7%
Military	759	7.1%	15,537	9.3%
TOTAL	**10,706**		166,593	

Race	PQM		Entire DAW	
WHITE	8,141	76.0%	122,344	73.4%
BLACK	1,259	11.8%	20,072	12.0%
ASIAN	450	4.2%	11,222	6.7%
MULTI	235	2.2%	4,403	2.6%
AMI/AN	95	0.9%	971	0.6%
PI	62	0.6%	833	0.5%
Unspecified	464	4.3%	6,748	4.1%
TOTAL	**10,706**		166,593	

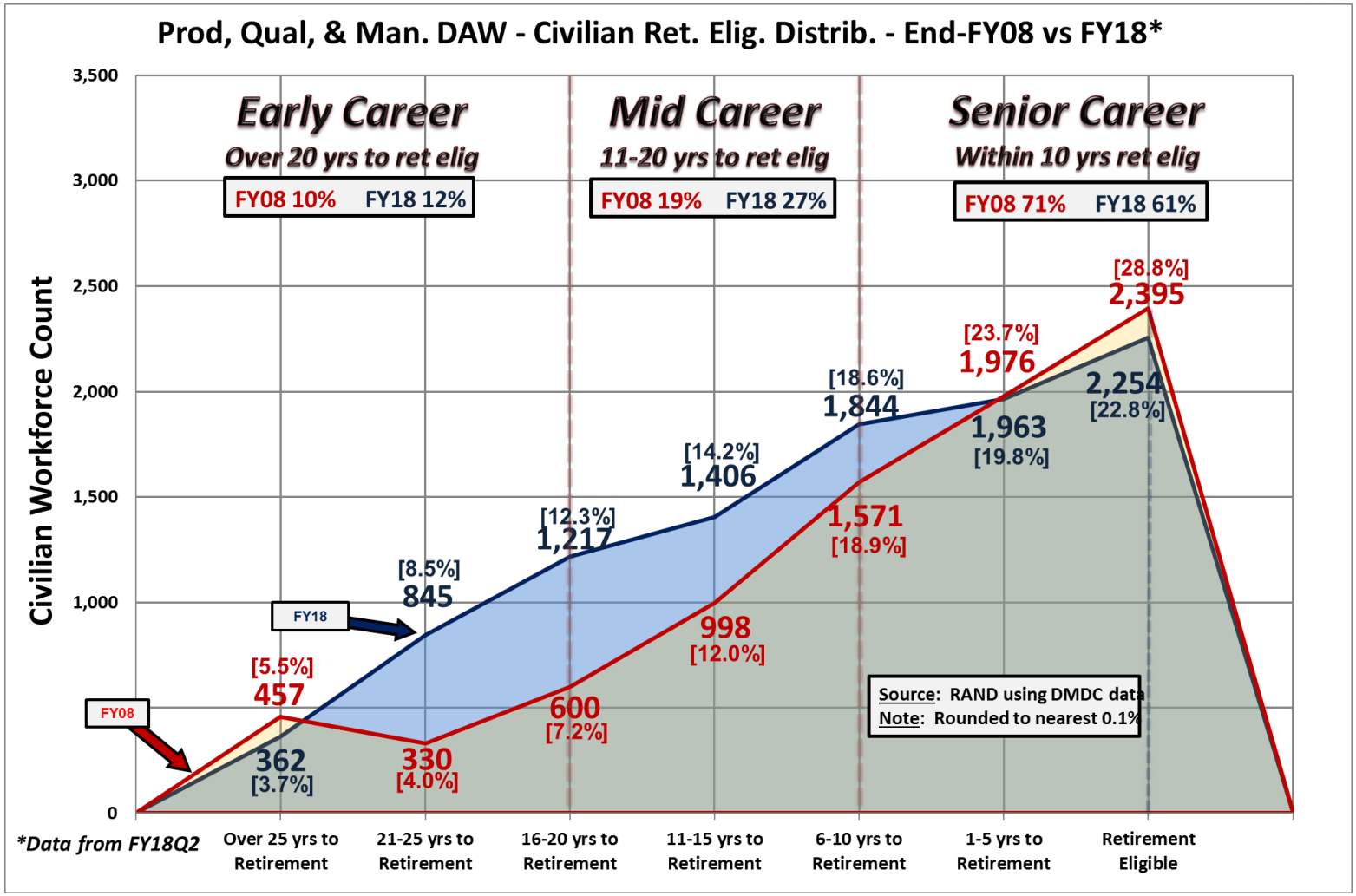
Gender	PQM		Entire DAW	
Males	9,016	84.2%	117,018	70.2%
Females	1,601	15.0%	48,016	28.8%
Unspecified	89	0.8%	1,559	0.9%
TOTAL	**10,706**		166,593	

PQM Size by Occupational Series

Civilian Occupational Series	PQM	
1910 - Quality Assurance Specialist	5,794	*58.2%*
1150 - Industrial Specialist	950	*9.6%*
1101 - Business and Industry Specialist	875	*8.8%*
0801 - Engineer, General	497	*5.0%*
0301 - Administration & Program Staff	328	*3.3%*
1152 - Production Controller	257	*2.6%*
0802 - Engineering Technician	181	*1.8%*
0856 - Engineering Technician, Electronics	170	*1.7%*
0896 - Engineer, Industrial	135	*1.4%*
0830 - Engineer, Mechanical	106	*1.1%*
0343 - Management and Program Analyst	99	*1.0%*
1670 - Equipment Specialist	54	*0.5%*
Other	***501***	*5.0%*
TOTAL CIVILIAN	**9,947**	***Civilians***

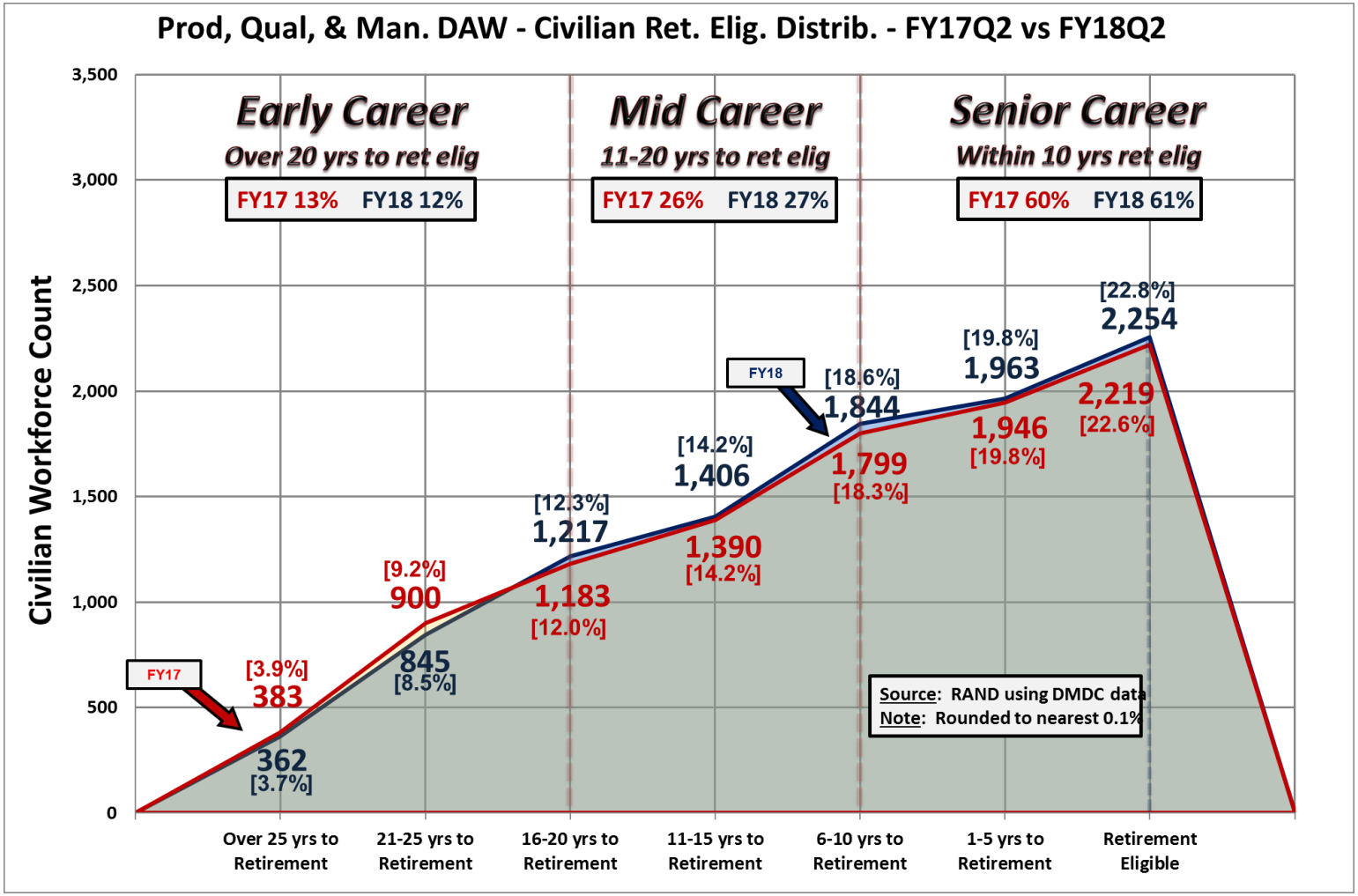
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY18Q2

PQM Civilian Retirement Eligibility Distribution – FY08 / FY18Q2



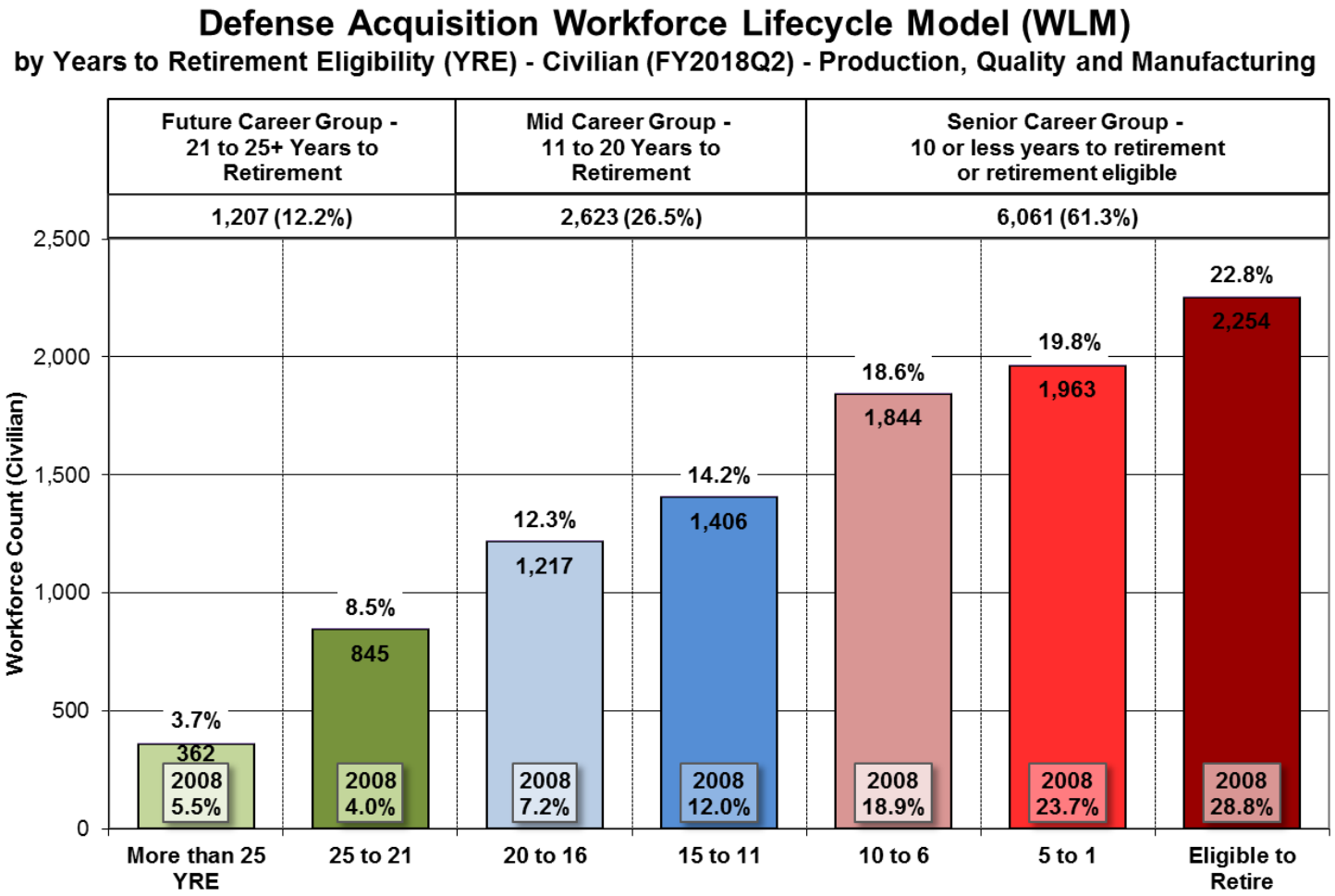
As of 31 Mar 2018

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



As of 31 Mar 2018

PQM Workforce Lifecycle Model by YRE

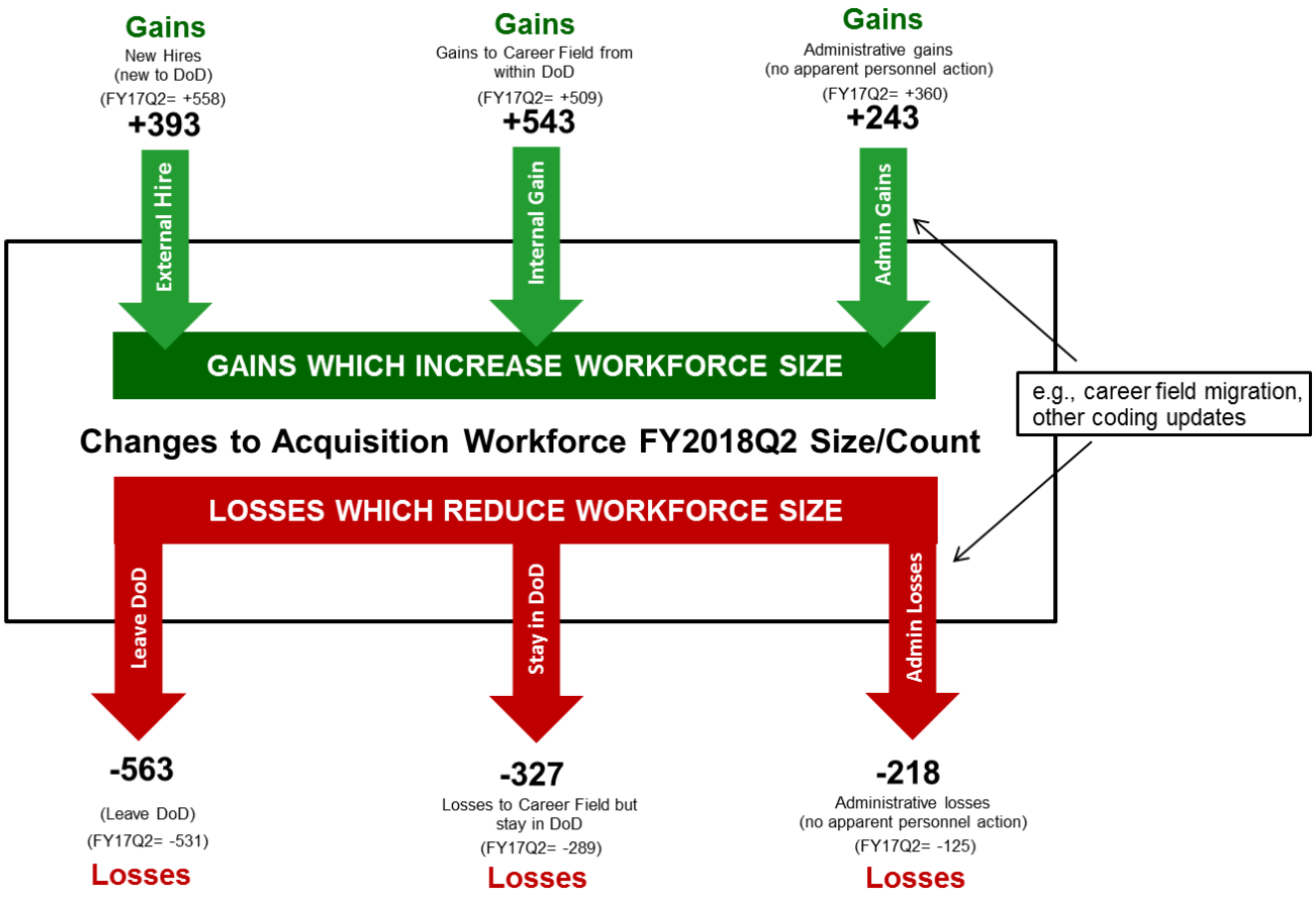


As of 31 Mar 2018

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

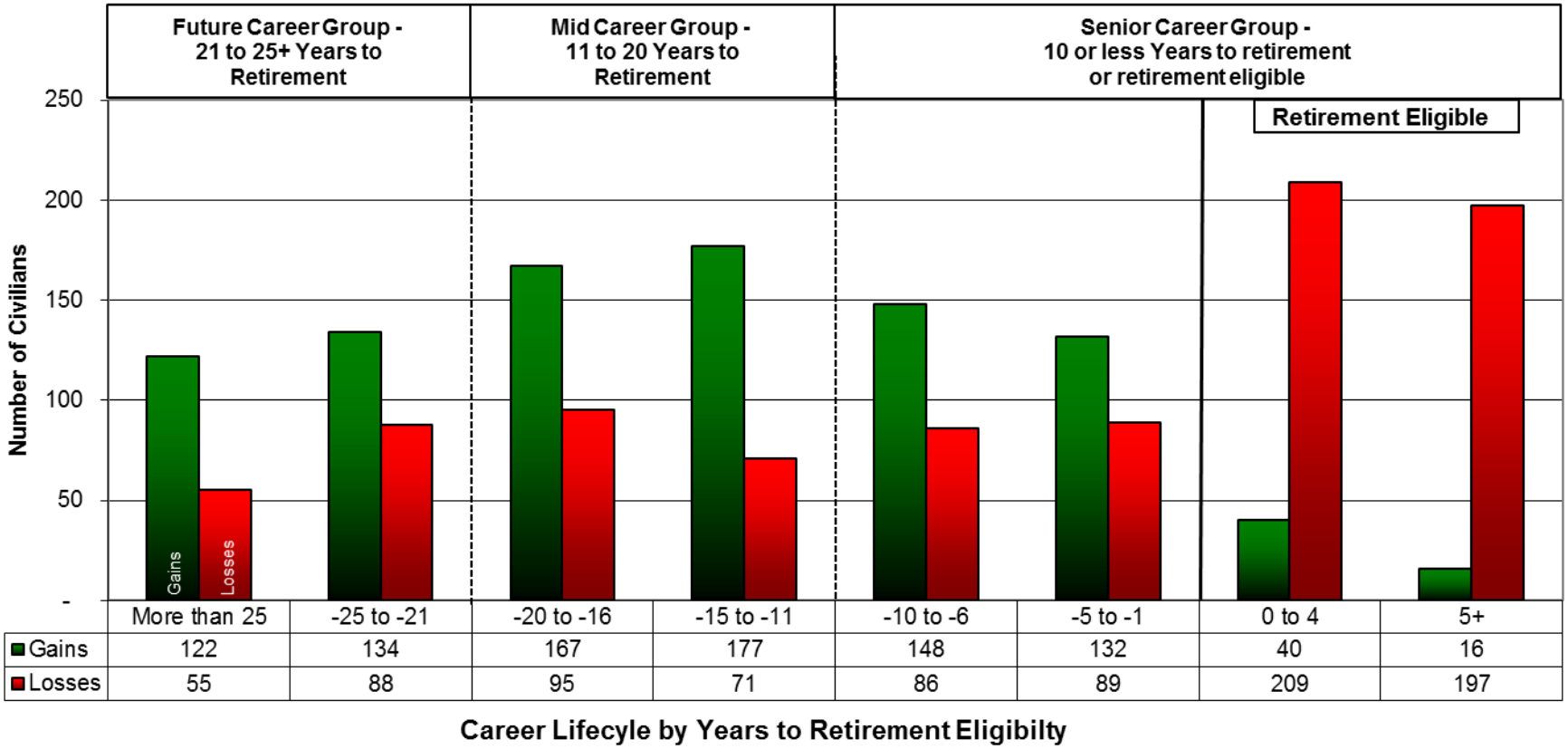
Defense Acquisition Workforce (Civilian) (FY2018Q2) - Production, Quality and

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



As of 31 Mar 2018

PQM Gains and Losses by YRE Groups

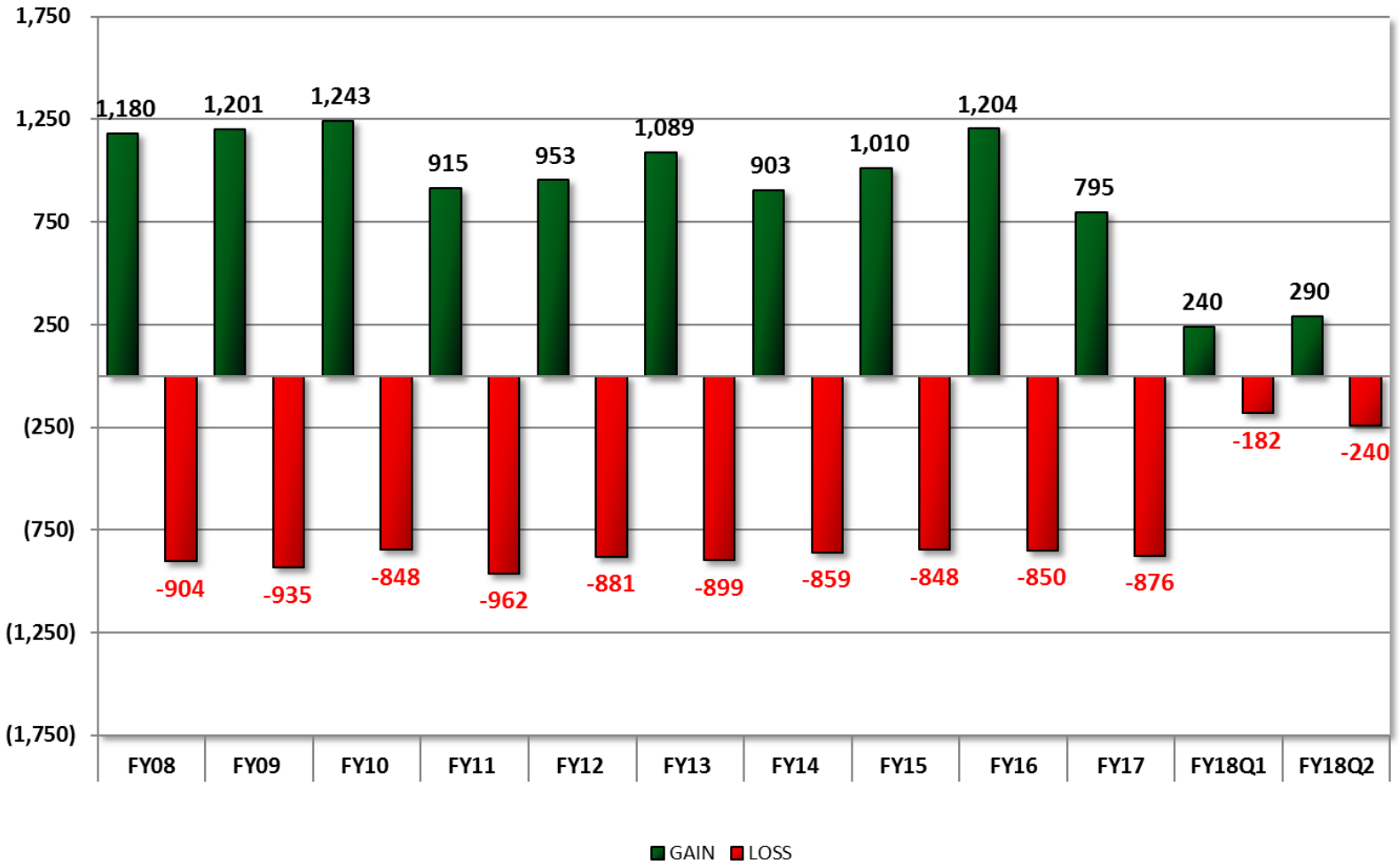


	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	122	134	167	177	148	132	40	16
Losses	55	88	95	71	86	89	209	197

*Does not include administrative gains and losses

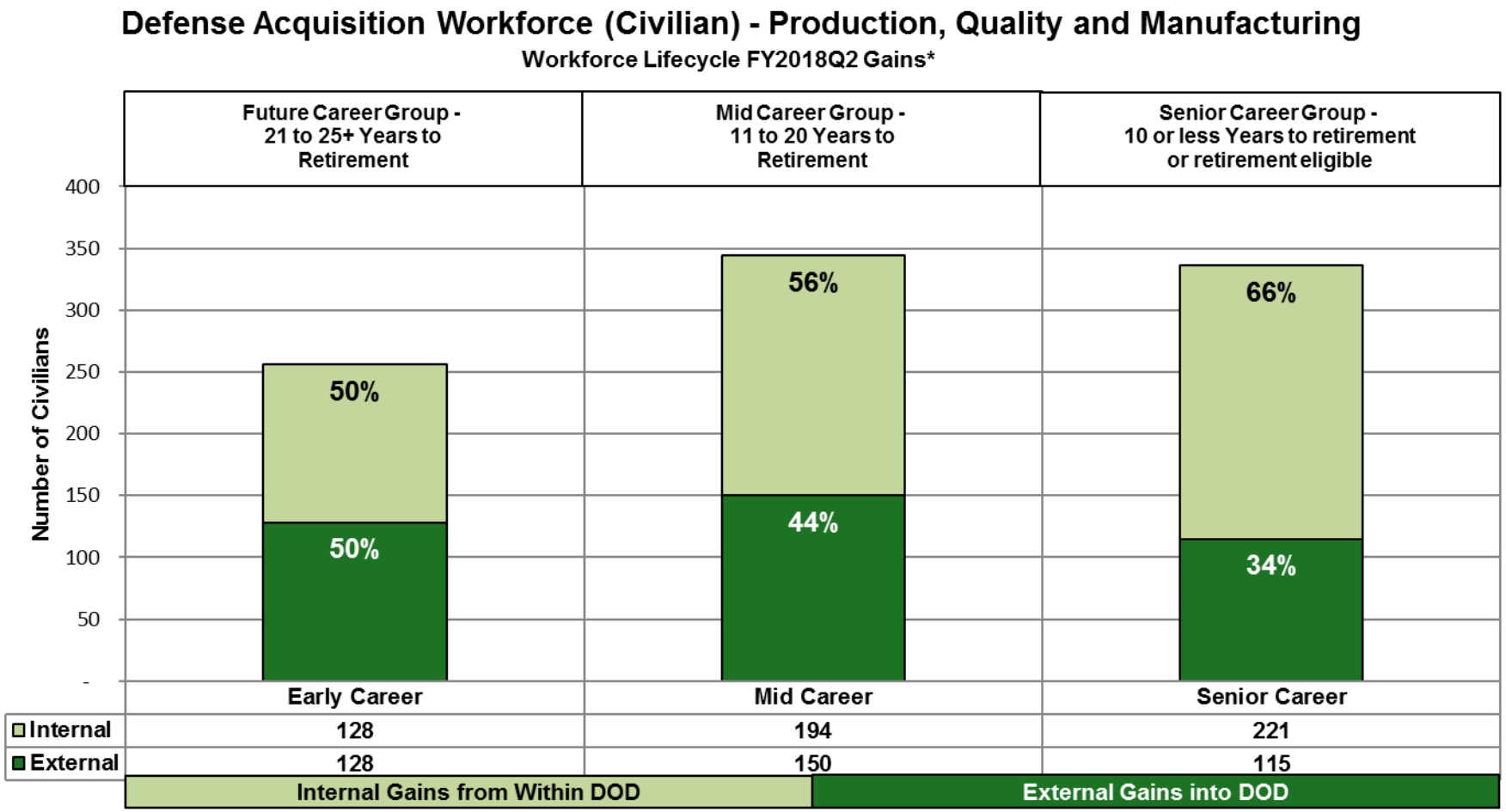
As of 31 Mar 2018

PQM
Historical Gains and Losses FY08 – FY18Q2



As of 31 Mar 2018

PQM Internal/External Gains % by Career Group

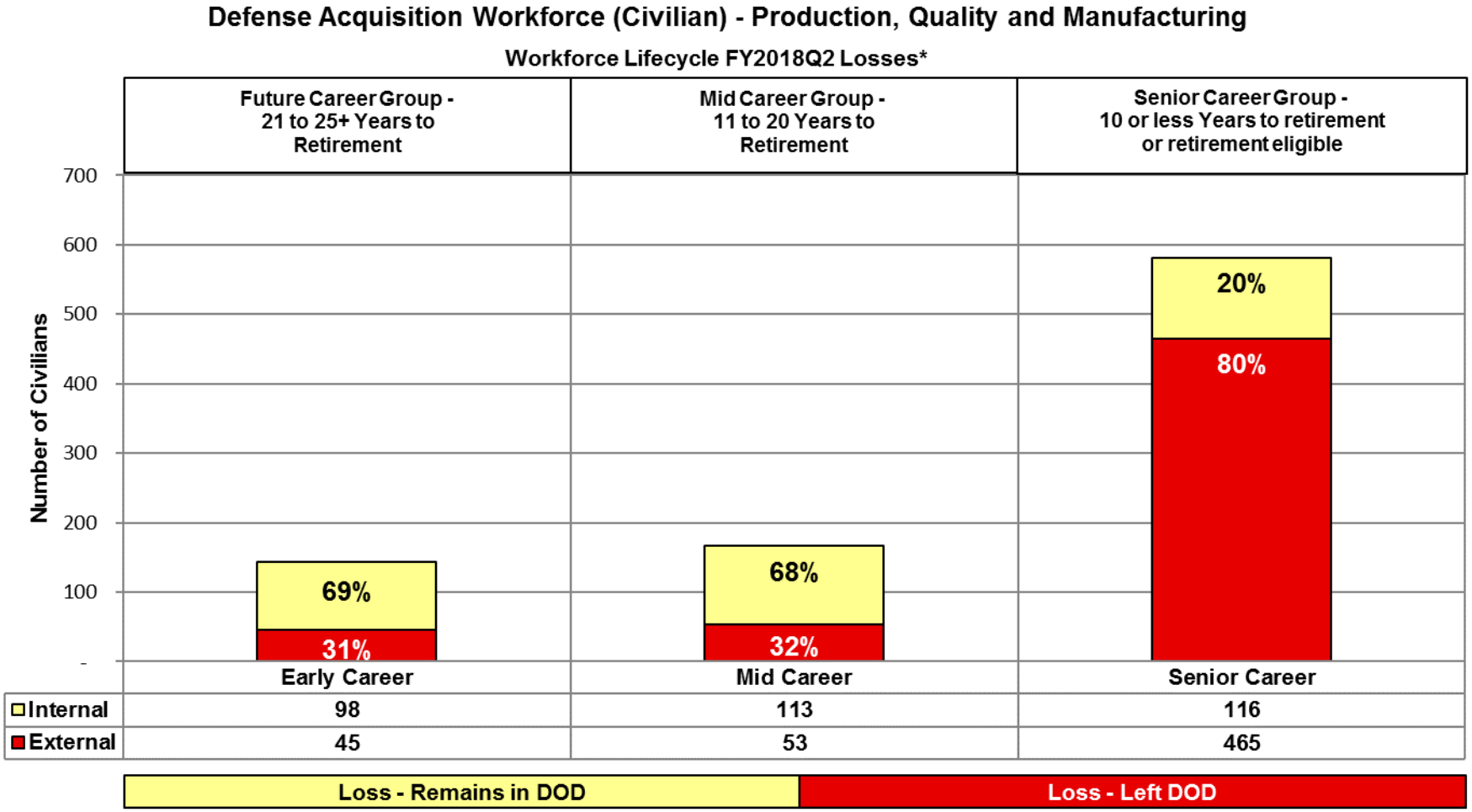


*Does not include administrative gains

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

As of 31 Mar 2018

PQM Internal/External Loss % by Career Group

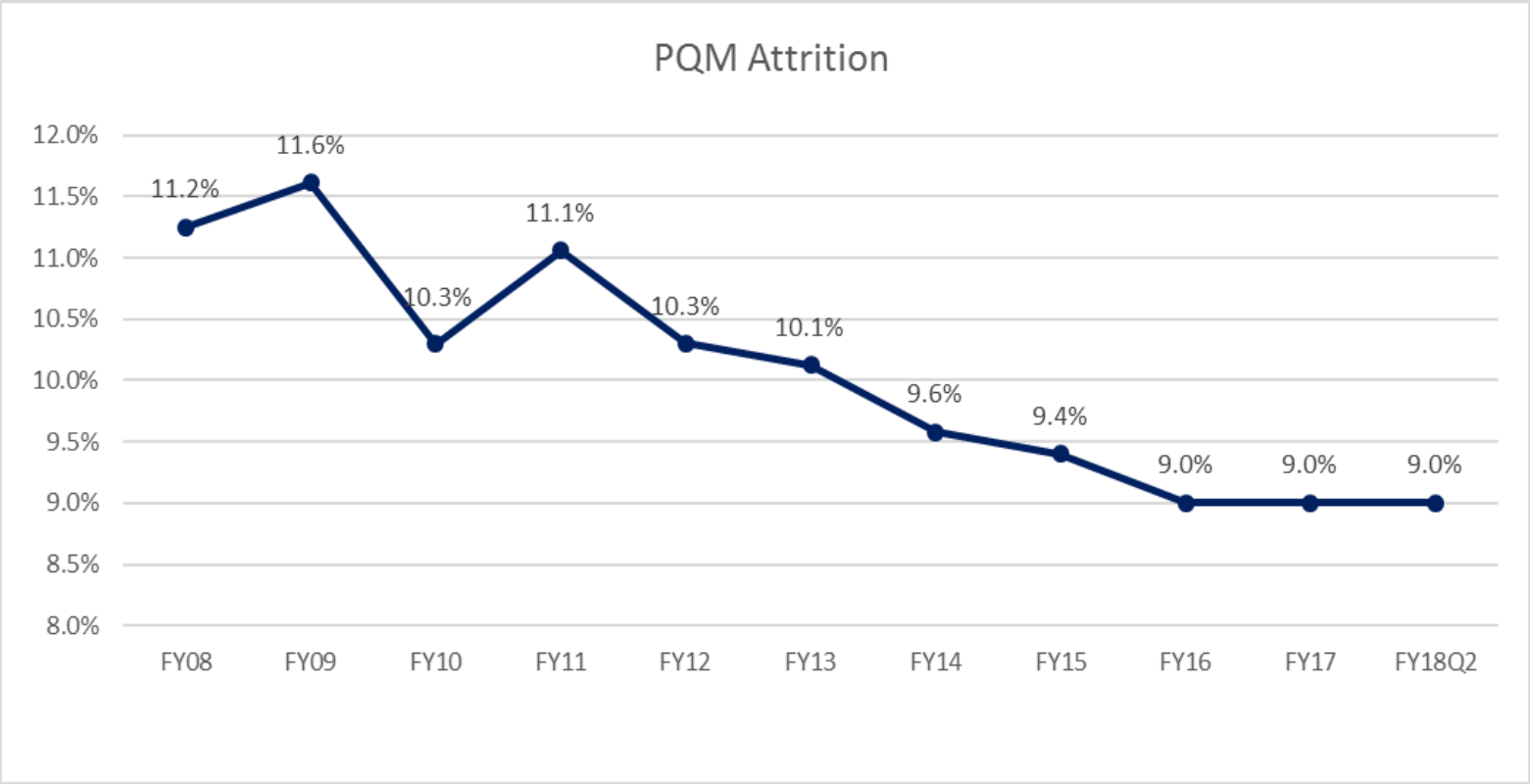


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

*Does not include administrative losses

As of 31 Mar 2018

Annual Attrition Rates

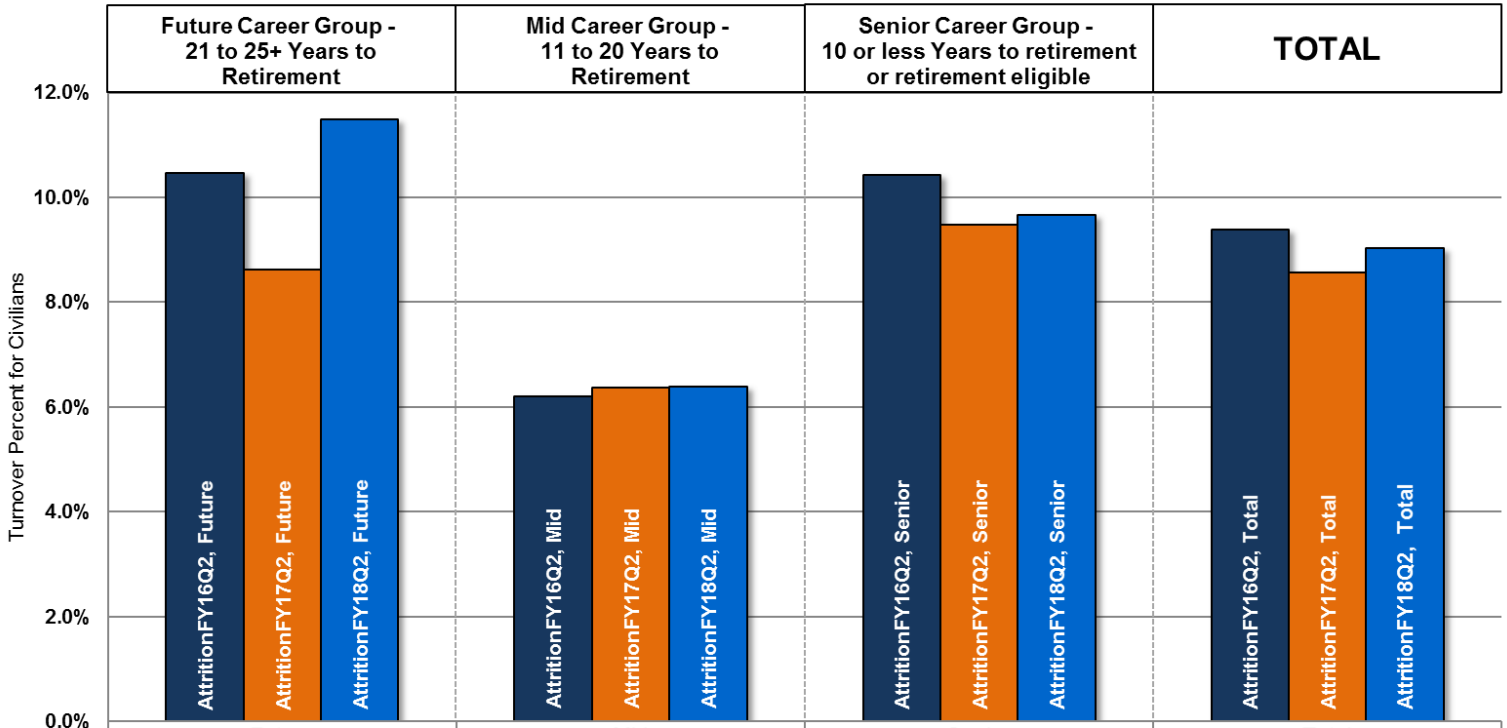


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2

As of 31 Mar 2018

PQM Attrition Rates by Career Group

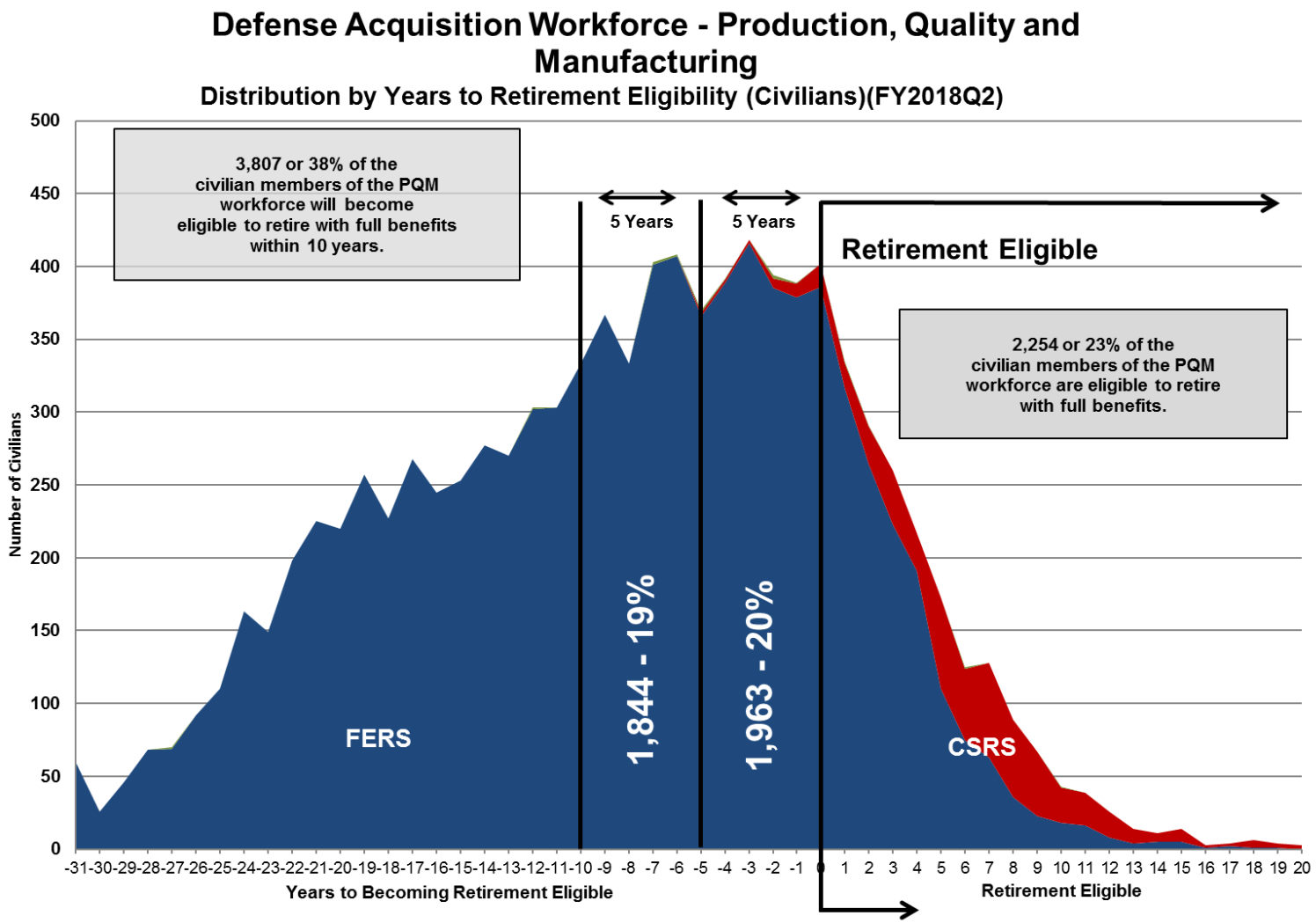
Defense Acquisition Workforce Attrition - Production, Quality and Manufacturing (Civilian) (FY16Q2, FY17Q2, FY18Q2)(by Career Lifecycle Group)



	Future	Mid	Senior	Total
AttritionFY16Q2	10.5%	6.2%	10.4%	9.4%
AttritionFY17Q2	8.6%	6.4%	9.5%	8.6%
AttritionFY18Q2	11.5%	6.4%	9.7%	9.0%

As of 31 Mar 2018

PQM Civilian Distribution by Years to Retirement Eligibility



As of 31 Mar 2018

END