



Defense Acquisition Workforce Key Information

Program Management
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 Program Management	FY 2008				FY2018Q2			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	12,581	4,819	17,400	166,593
Change in size from 2008	-	-	-	-	56%	2%	36%	32%
Civilian/Military Composition	63%	37%	-	88% / 12%	72%	28%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	84%	95%	30%	84%
Graduate Degree	37%	62%	46%	29%	51%	72%	20%	40%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	89%	82%	87%	86%
Level II or Higher Achieved	62%	61%	61%	61%	77%	60%	73%	73%
Level III Achieved	46%	31%	40%	36%	49%	34%	44%	41%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	76%	61%	72%	76%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	19%	35%	24%	21%
Does Not Meet Certification Requirement	19%	8%	15%	14%	5%	4%	5%	3%
Planning Considerations								
Average Age	50	39	46	46	49	38	46	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	12/26/62(%)	-	-	24/26/50(%)
Average Years of Service	19	16	18	17	16	15	16	15
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	2,712(22%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,731(22%)	-	-	25,039(17%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,761/1,531	-	-	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 Program Management Defense Acquisition Workforce count has steadily increased each since FY14. Increasing from 16,003 to 17,400 an 9% increase.
- Although overall PM attrition has remained steady since FY15 averaging 8.8% during this time period.
- The number of KLPs in Program Management has decreased each year since it peaked in FY13 at 716. The number of KLPs in FY16 was 446 and decreased to 380 at the end of FY17 and then to 368 this quarter. That is a 48% decrease since FY13.
- The number of unknowns in the KLP/CAP/Not Cap positions continues to decrease, decreasing to 54 this quarter. All are in the Air Force component.

Defense Acquisition Workforce DAWIA Certification Highlights

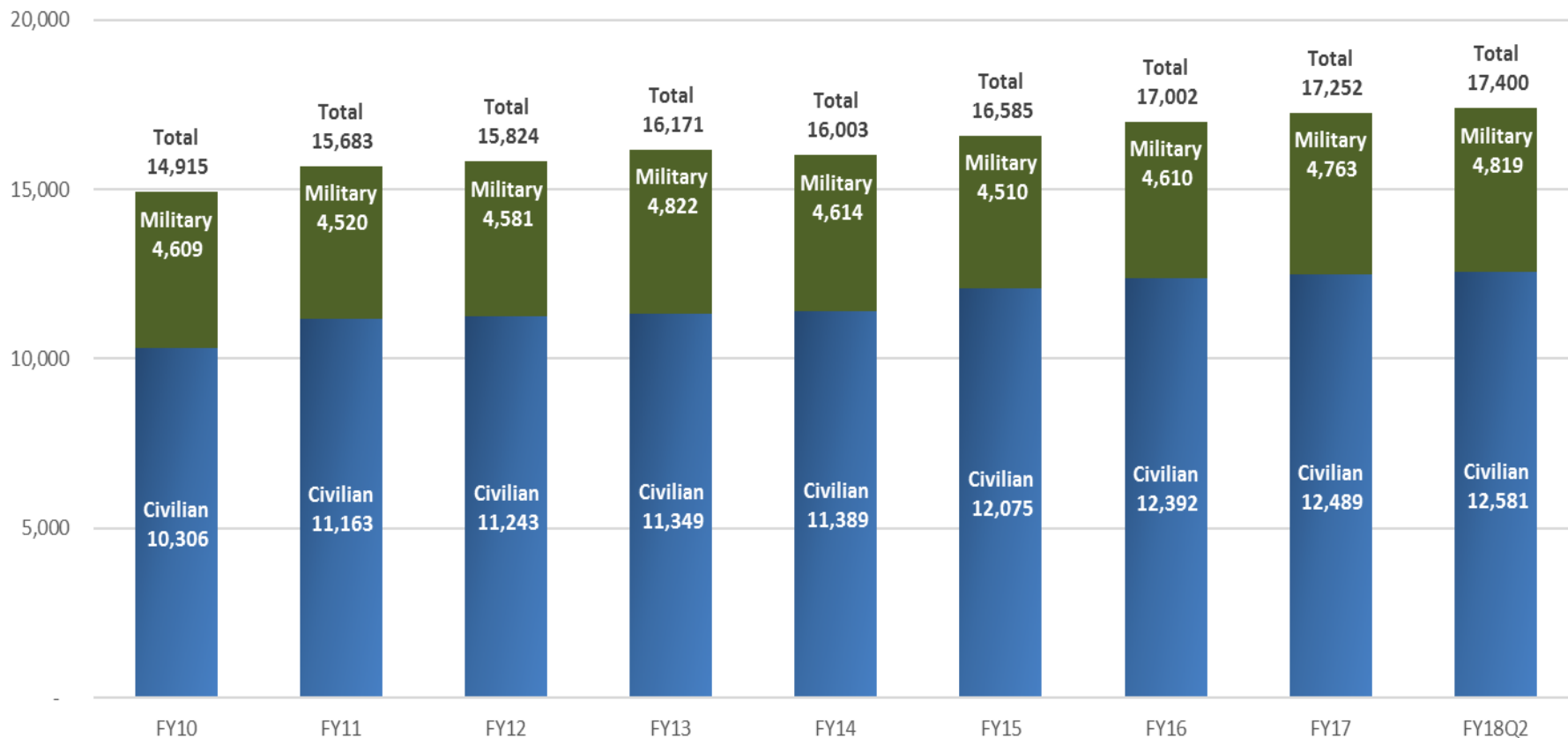
- The Does meet or exceeds category for certification has seen decreases since the end of FY17Q3. continues to decrease, falling from 73.4% to 71.8% this quarter.



Total Historic Workforce

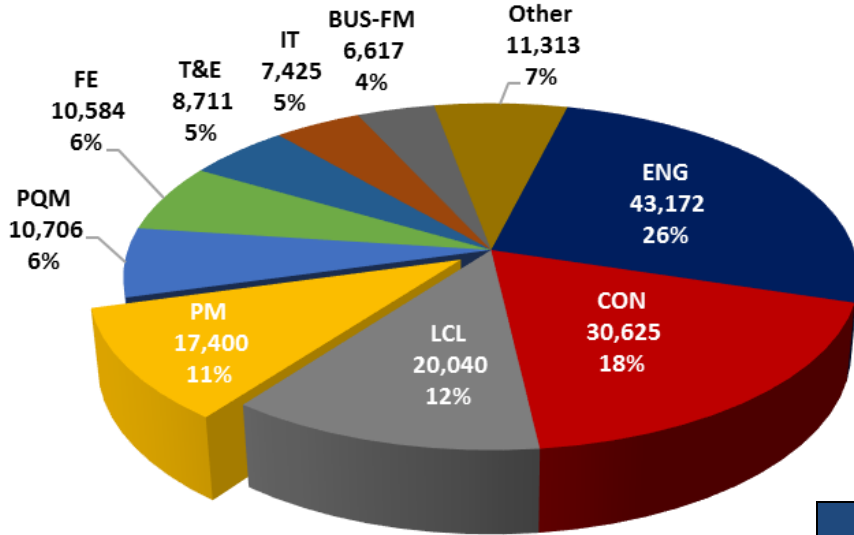


Program Management





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%		



Program Management Workforce Historical Size by Agency FY08 – FY18Q2



Program Management Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	3,435	4,348	4,955	5,137	5,560	5,450	5,519	61%	1%
MARINE CORPS	650	910	838	812	802	763	756	16%	-1%
ARMY	3,690	3,438	3,336	3,263	3,240	3,313	3,330	-10%	1%
AIR FORCE	4,105	5,026	5,357	5,242	5,681	5,885	5,934	45%	1%
DCMA	309	342	341	388	381	342	322	4%	-6%
DLA	16	10	40	88	181	277	281	1656%	1%
DCAA	-	1	1	-	-	-	1		
MDA	136	253	304	339	349	350	347	155%	-1%
DISA	122	134	146	242	257	340	373	206%	10%
DTRA	79	89	131	133	133	149	150	90%	1%
DHA	26	78	93	91	78	69	76	192%	10%
DAU	91	148	168	139	154	131	131	44%	0%
NRO	-	-	-	-	42	48	46		-4%
OSD	42	42	68	70	76	76	74	76%	-3%
DeCA	1	1	1	5	5	5	4	300%	-20%
WHS	5	1	1	-	1	1	1	-80%	0%
JCS	1	-	36	32	27	18	16	1500%	-11%
DFAS	1	-	-	1	5	5	6	500%	20%
DMEA	-	1	-	-	-	-	-		
DoD HRA	10	-	1	1	3	3	3	-70%	0%
TRMC	-	-	-	1	2	2	2		0%
DTIC	-	-	3	12	22	20	25		25%
DSCA	5	2	-	3	-	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
NDU	6	2	4	4	3	4	3	-50%	-25%
ASD	-	5	-	-	-	-	-		
4th Estate Other	50	84	-	-	-	-	-	-100%	
TOTAL	12,781	14,915	15,824	16,003	17,002	17,252	17,400	↑ 36%	↑ 1%



Program Management Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q2



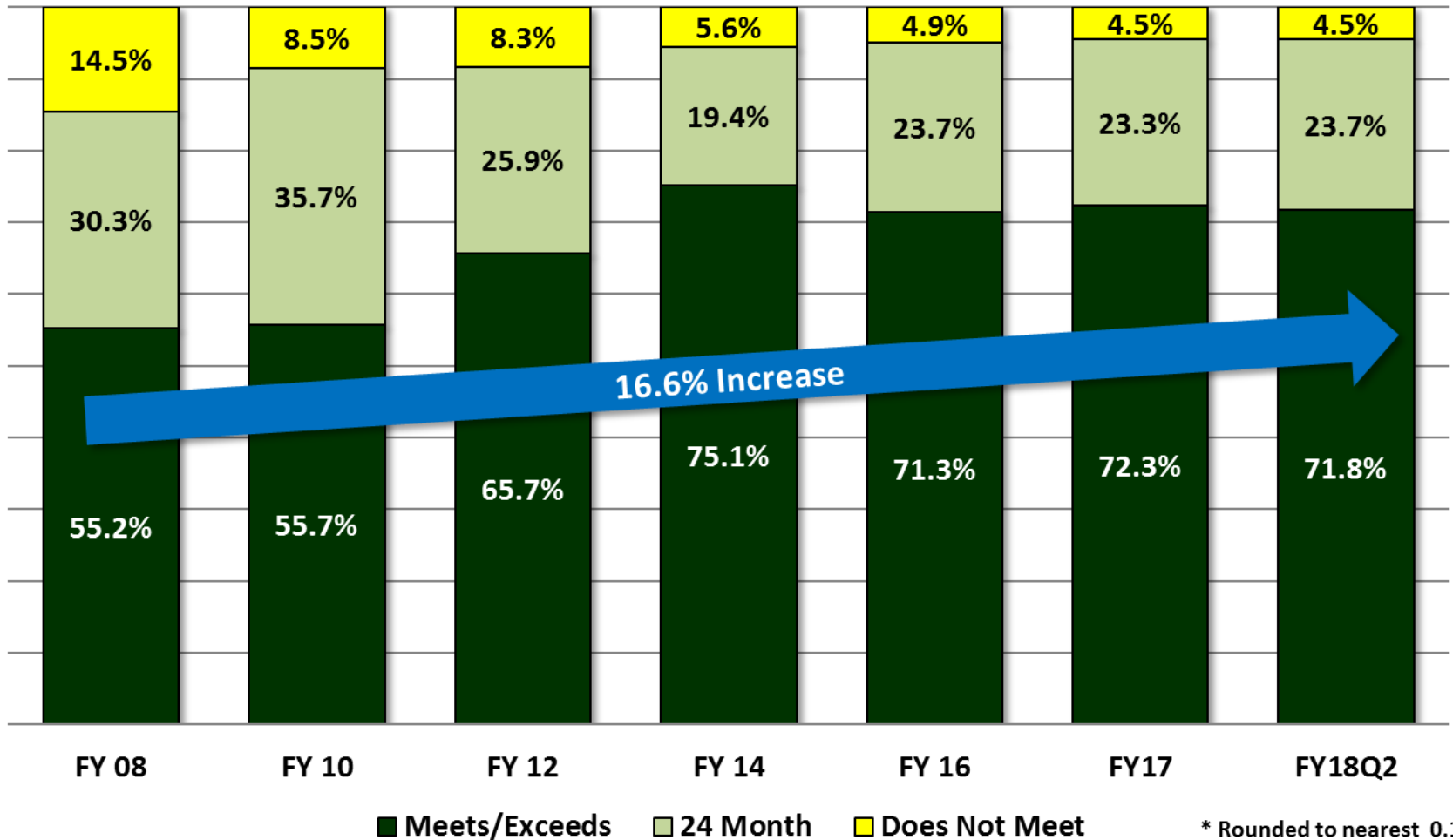
Program Management Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	5,570	5,571	5,595	5,560	5,514	5,497	5,516	5,450	5,467	5,519	0%
ARMY	3,263	3,215	3,227	3,240	3,284	3,261	3,217	3,313	3,305	3,330	2%
AIR FORCE	5,351	5,492	5,536	5,681	5,658	5,720	5,774	5,885	5,892	5,934	4%
MARINE CORPS	797	810	800	802	794	790	785	763	756	756	-4%
DCMA	381	377	377	381	379	370	361	342	329	322	-13%
DLA	121	142	171	181	179	182	182	277	284	281	54%
DCAA	-	-	-	-	-	-	-	-	-	1	
MDA	347	343	345	349	355	357	354	350	348	347	-3%
DISA	228	259	261	257	264	277	288	340	333	373	35%
DTRA	136	134	131	133	139	134	136	149	150	150	12%
DHA	70	75	74	78	73	70	71	69	72	76	9%
DAU	165	157	145	154	145	142	141	131	133	131	-8%
NRO	-	42	40	42	44	44	47	48	50	46	5%
OSD	78	77	78	76	77	78	78	76	74	74	-5%
DeCA	4	4	5	5	6	6	5	5	3	4	-33%
WHS	1	1	1	1	1	1	1	1	1	1	0%
JCS	28	28	28	27	25	25	22	18	18	16	-36%
DFAS	5	5	5	5	5	5	5	5	5	6	20%
DoD HRA	3	4	3	3	4	5	4	3	3	3	-40%
TRMC	1	1	1	2	2	2	2	2	2	2	0%
DTIC	16	17	18	22	21	21	18	20	20	25	19%
NDU	4	4	4	3	3	3	3	4	3	3	0%
TOTAL	16,569	16,758	16,845	17,002	16,972	16,990	17,010	17,252	17,248	17,400	↑ 2%



Program Management Historical DAWIA Certification FY08 – FY18Q2



Program Management



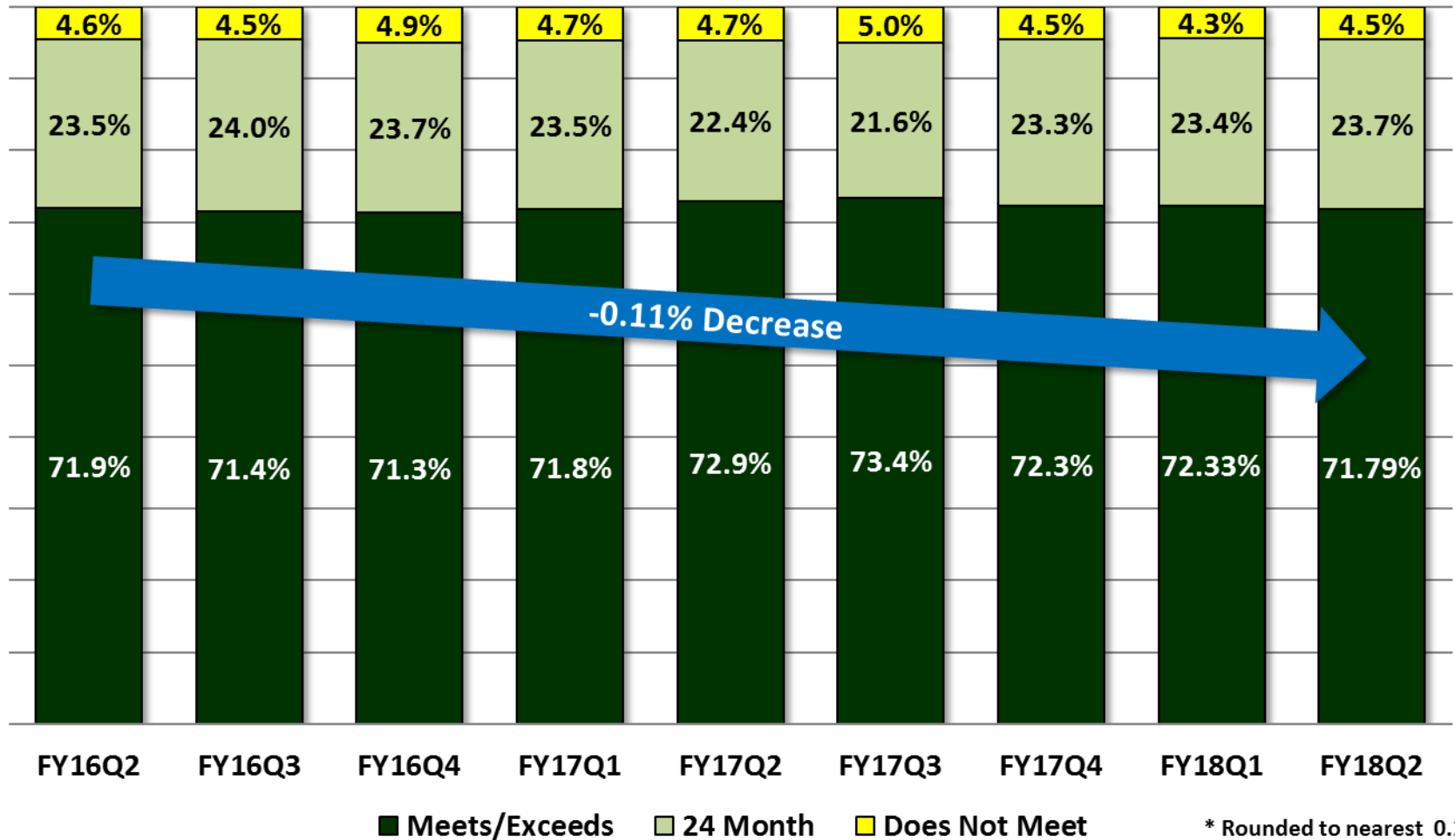
16.6% Increase



Program Management Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



Program Management



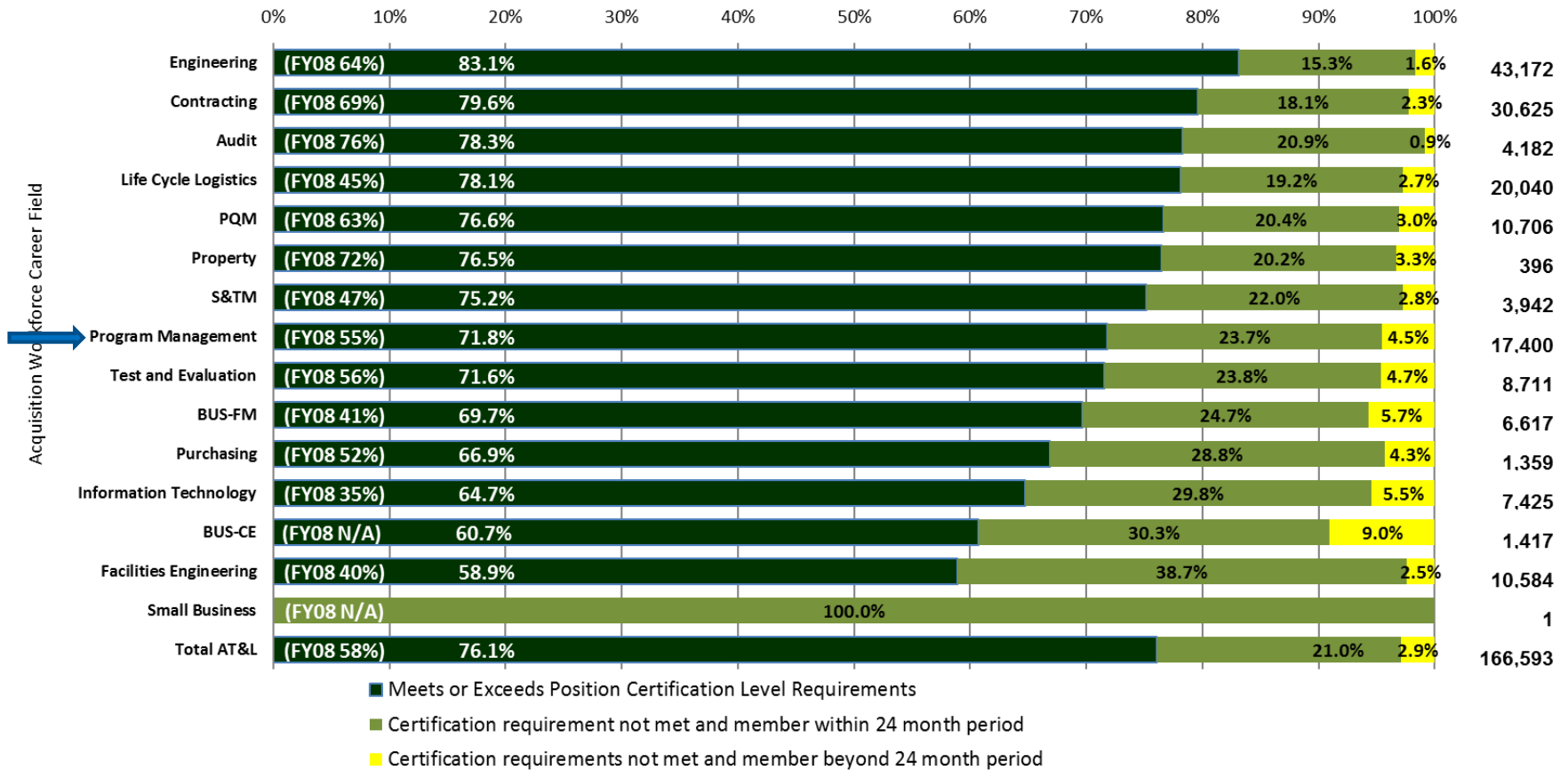
-0.11% Decrease



DAWIA Certification by Career Field



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

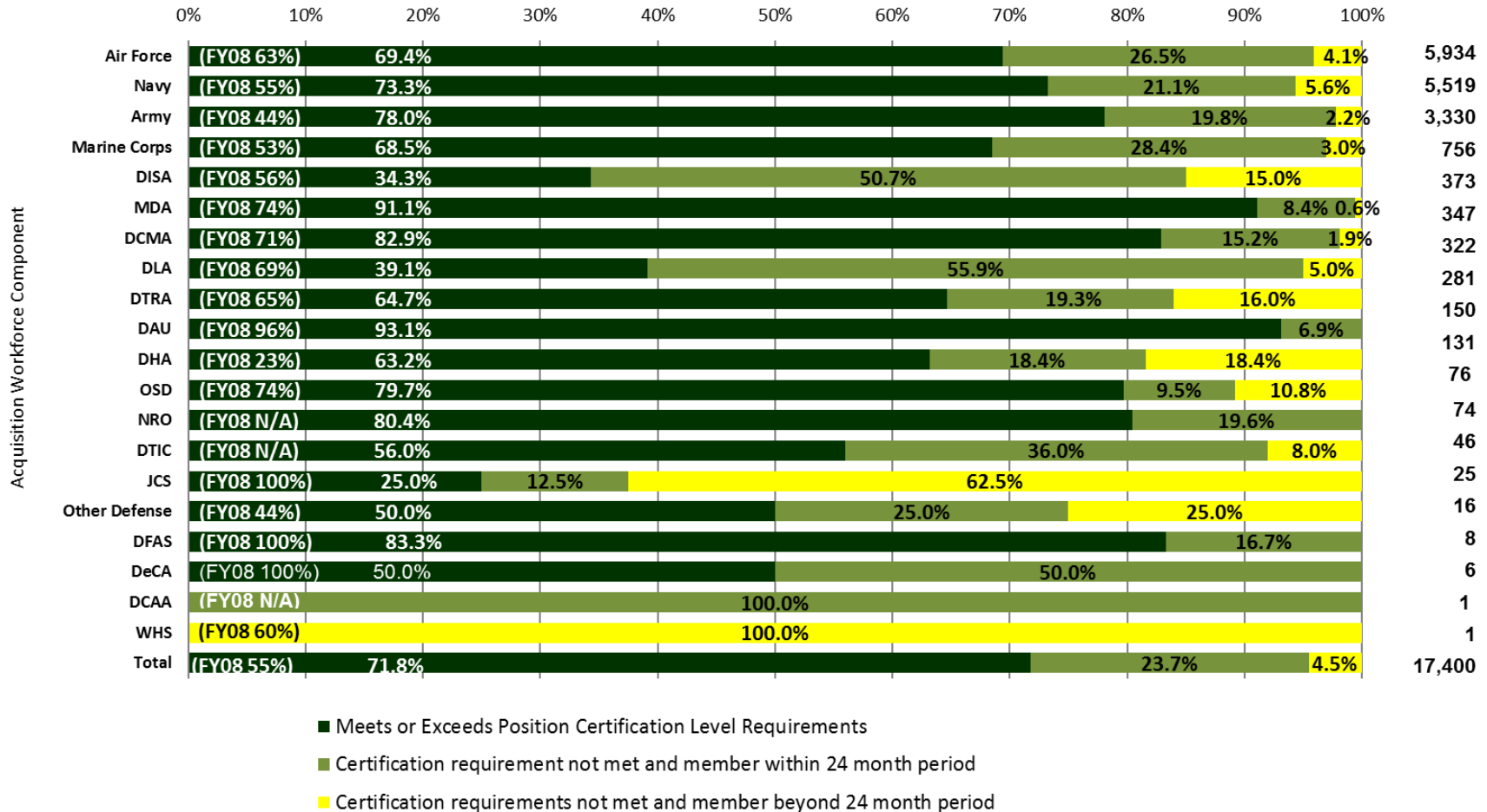


- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



Program Management DAWIA Certification by Component

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





Program Management DAWIA Certification Matrix + Bench Strength



Program Management	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	532	649	213	49	1,443	63.1%
Level II	1,123	1,307	3,892	1,175	7,497	67.6%
Level III	624	522	771	6,505	8,422	77.2%
<i>Unspecified</i>	11	5	14	8	38	
FY18Q2 TOTAL	2,290	2,483	4,890	7,737	17,400	71.8%
	13.2%	14.3%	28.1%	44.5%		

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%	
Program N	12,483	71.8%	8 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	911	524	8	1,443	8.3%
Level II	5,067	2,094	336	7,497	43.1%
Level III	6,505	1,476	441	8,422	48.4%
<i>Unspecified</i>	8	26	4	38	0.2%
Program Management TOTAL	12,491	4,120	789	17,400	
	71.8%	23.7%	4.5%		

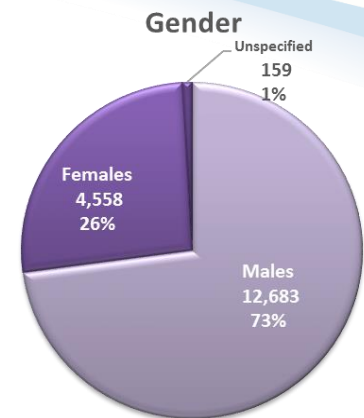
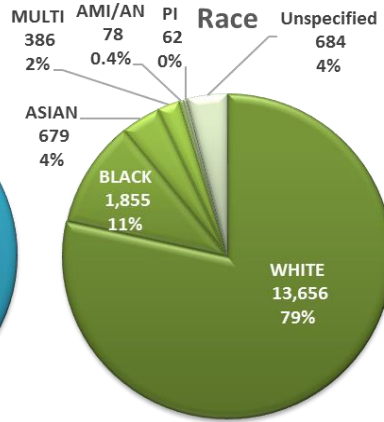
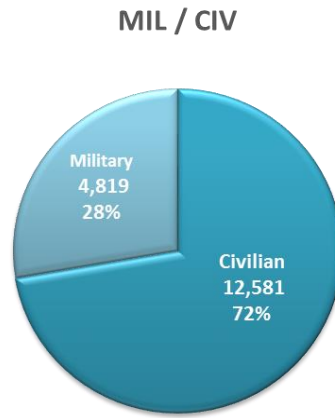
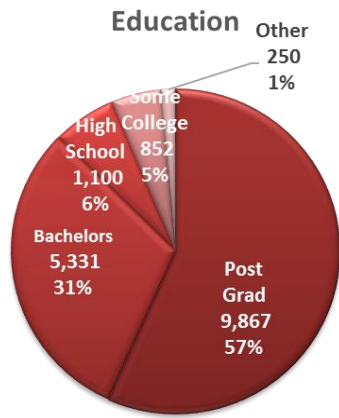
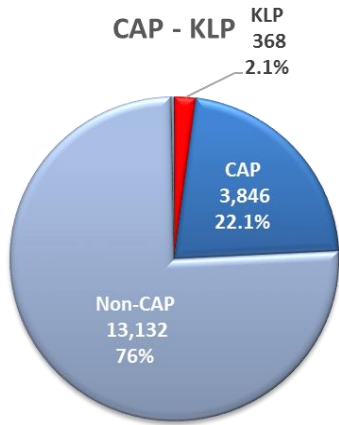
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Program Management Demographics



Occupied Position Type	PM	Entire DAW
Key Leadership Positions (KLPs)	368 <i>2.1%</i>	1,076 <i>0.6%</i>
Critical Acquisition Positions (CAPs) *	3,846 <i>22.1%</i>	16,456 <i>9.9%</i>
Non-CAP Positions	13,132 <i>75.5%</i>	148,920 <i>89.4%</i>
Unknown	54 <i>0.3%</i>	141 <i>0.1%</i>
TOTAL	17,400	166,593

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

Highest Level of Education	PM	Entire DAW
Post Grad	9,867 <i>56.7%</i>	67,163 <i>40.3%</i>
Bachelors	5,331 <i>30.6%</i>	73,237 <i>44.0%</i>
High School	1,100 <i>6.3%</i>	11,741 <i>7.0%</i>
Some College	852 <i>4.9%</i>	12,374 <i>7.4%</i>
Other	250 <i>1.4%</i>	2,078 <i>1.2%</i>
TOTAL	17,400	166,593

Military / Civilian	PM	Entire DAW
Civilian	12,581 <i>72.3%</i>	151,056 <i>90.7%</i>
Military	4,819 <i>27.7%</i>	15,537 <i>9.3%</i>
TOTAL	17,400	166,593

Race	PM	Entire DAW
WHITE	13,656 <i>78.5%</i>	122,344 <i>73.4%</i>
BLACK	1,855 <i>10.7%</i>	20,072 <i>12.0%</i>
ASIAN	679 <i>3.9%</i>	11,222 <i>6.7%</i>
MULTI	386 <i>2.2%</i>	4,403 <i>2.6%</i>
AMI/AN	78 <i>0.4%</i>	971 <i>0.6%</i>
PI	62 <i>0.4%</i>	833 <i>0.5%</i>
Unspecified	684 <i>3.9%</i>	6,748 <i>4.1%</i>
TOTAL	17,400	166,593

Gender	PM	Entire DAW
Males	12,683 <i>72.9%</i>	117,018 <i>70.2%</i>
Females	4,558 <i>26.2%</i>	48,016 <i>28.8%</i>
Unspecified	159 <i>0.9%</i>	1,559 <i>0.9%</i>
TOTAL	17,400	166,593



Program Management Size by Occupational Series

Civilian Occupational Series	PM	
1101 - Business and Industry Specialist	3,523	28.0%
0340 - Program Manager	3,423	27.2%
0343 - Management and Program Analyst	2,985	23.7%
0301 - Administration & Program Staff	1,253	10.0%
0801 - Engineer, General	678	5.4%
2210 - Information Technology Management Specialist	171	1.4%
0855 - Engineer, Electronics	120	1.0%
1515 - Operations Research Analyst	52	0.4%
0830 - Engineer, Mechanical	22	0.2%
0802 - Engineering Technician	17	0.1%
<i>Other</i>	337	2.7%
TOTAL CIVILIAN	12,581	Civilians



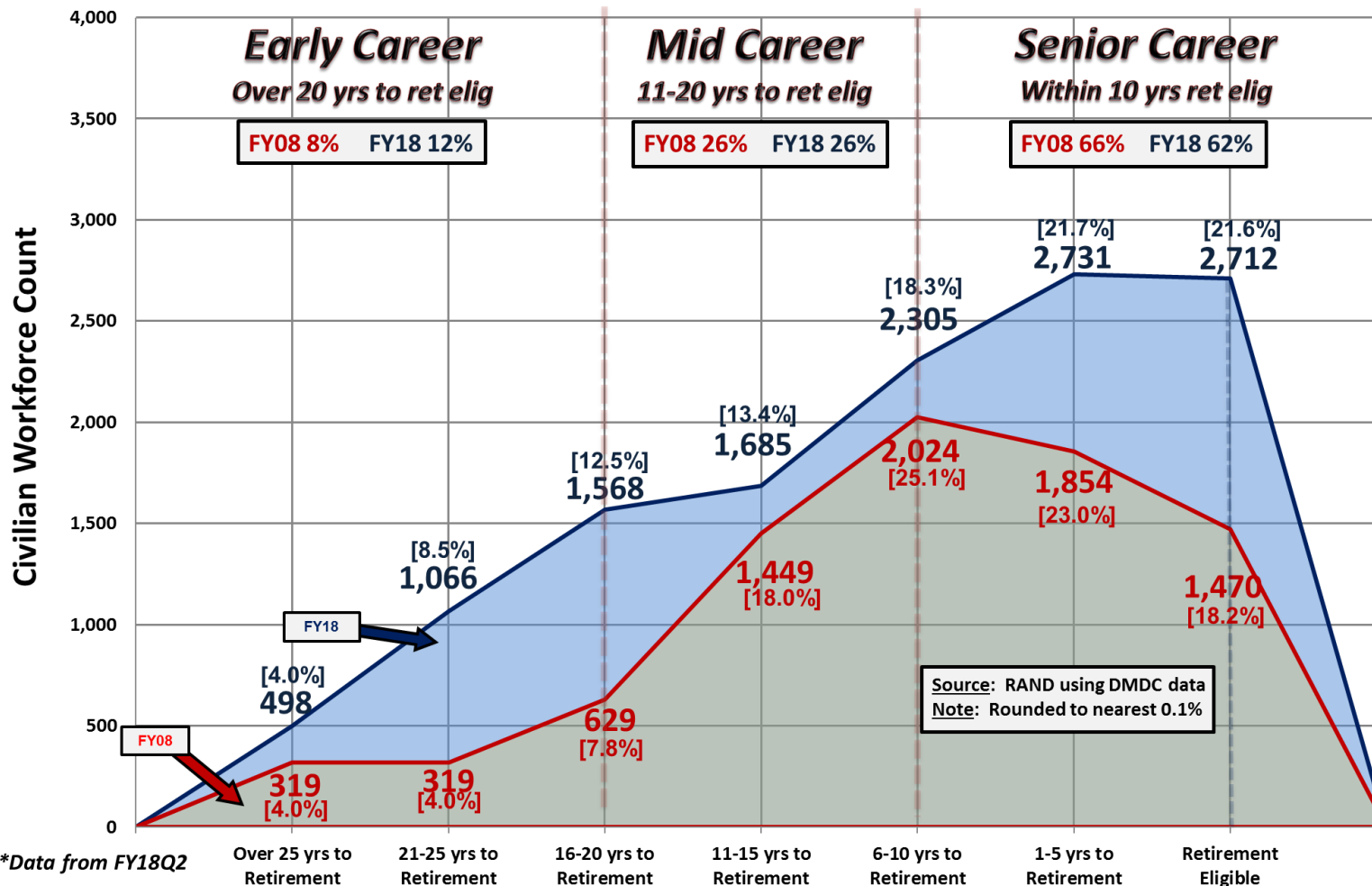
**RAND NDRI Forces and Resources
Policy Center Data
Retirement & Gain/Loss Slides
FY18Q2**



Program Management Civilian Retirement Eligibility Distribution – FY08 / FY18



Program Mgmt. DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY18*

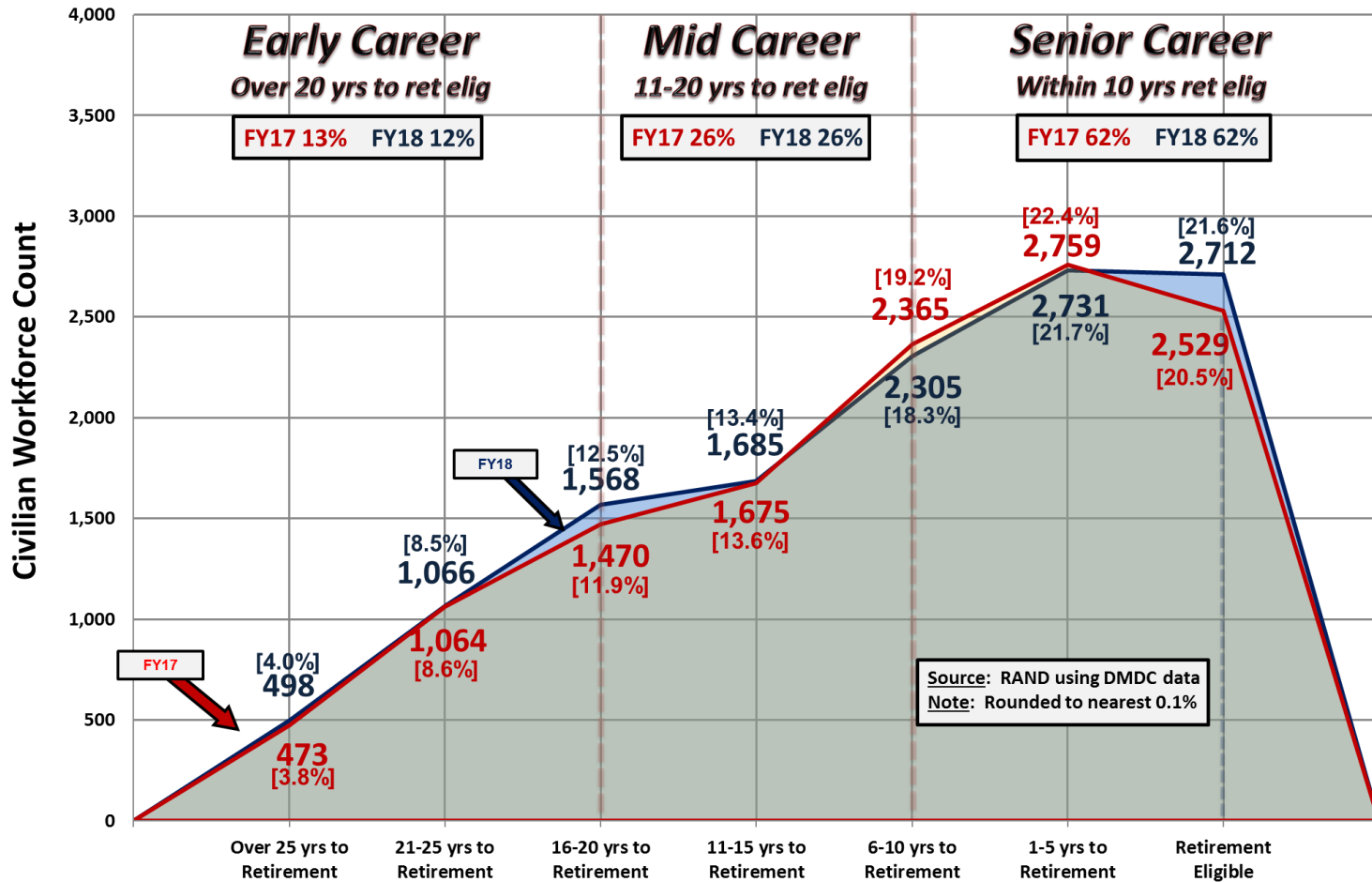


As of 31 Mar 2018



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

Program Mgmt. DAW - Civilian Ret. Eligibility Distrib. - FY17Q2 vs FY18Q2

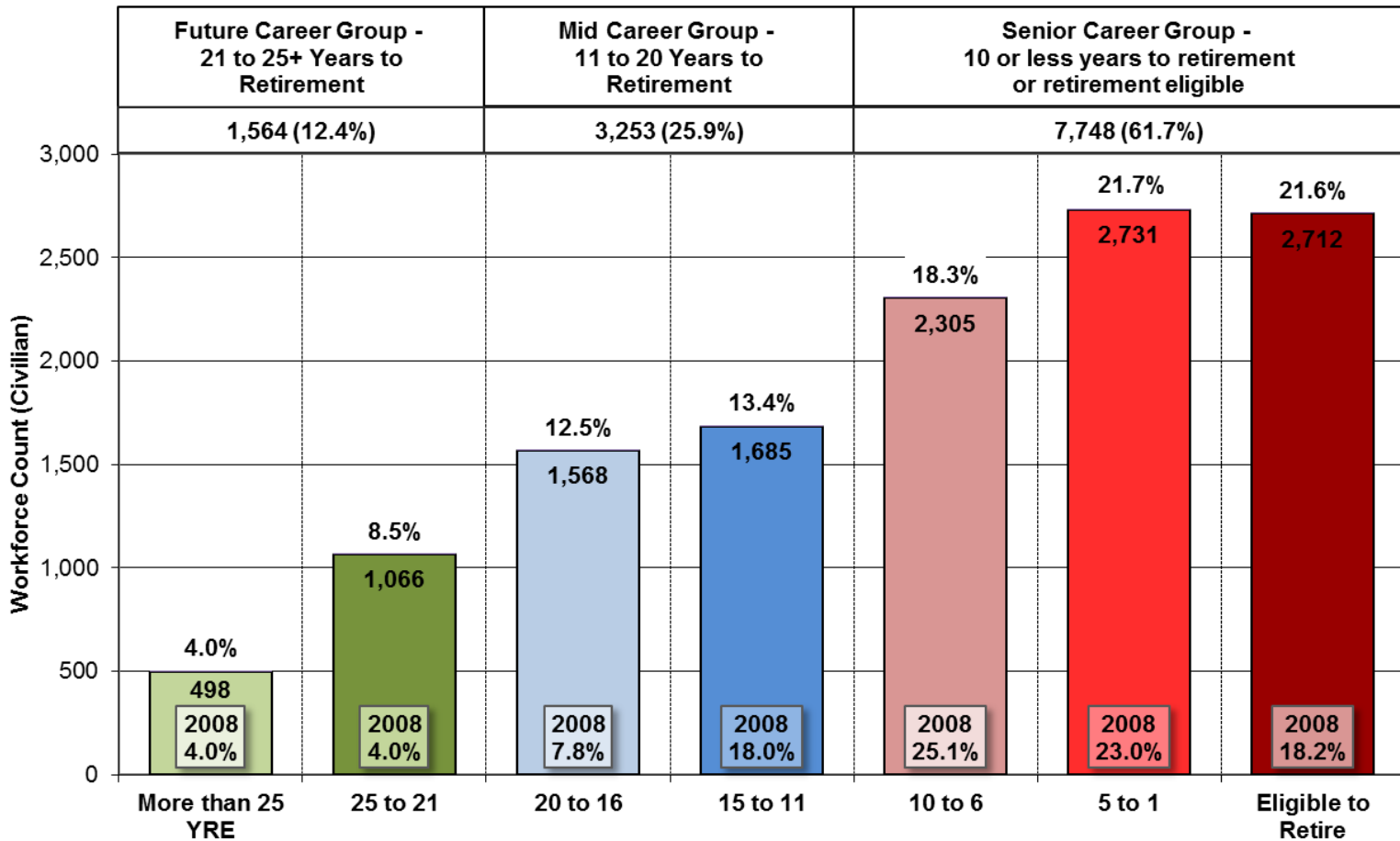




Program Management Workforce Lifecycle Model by YRE



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



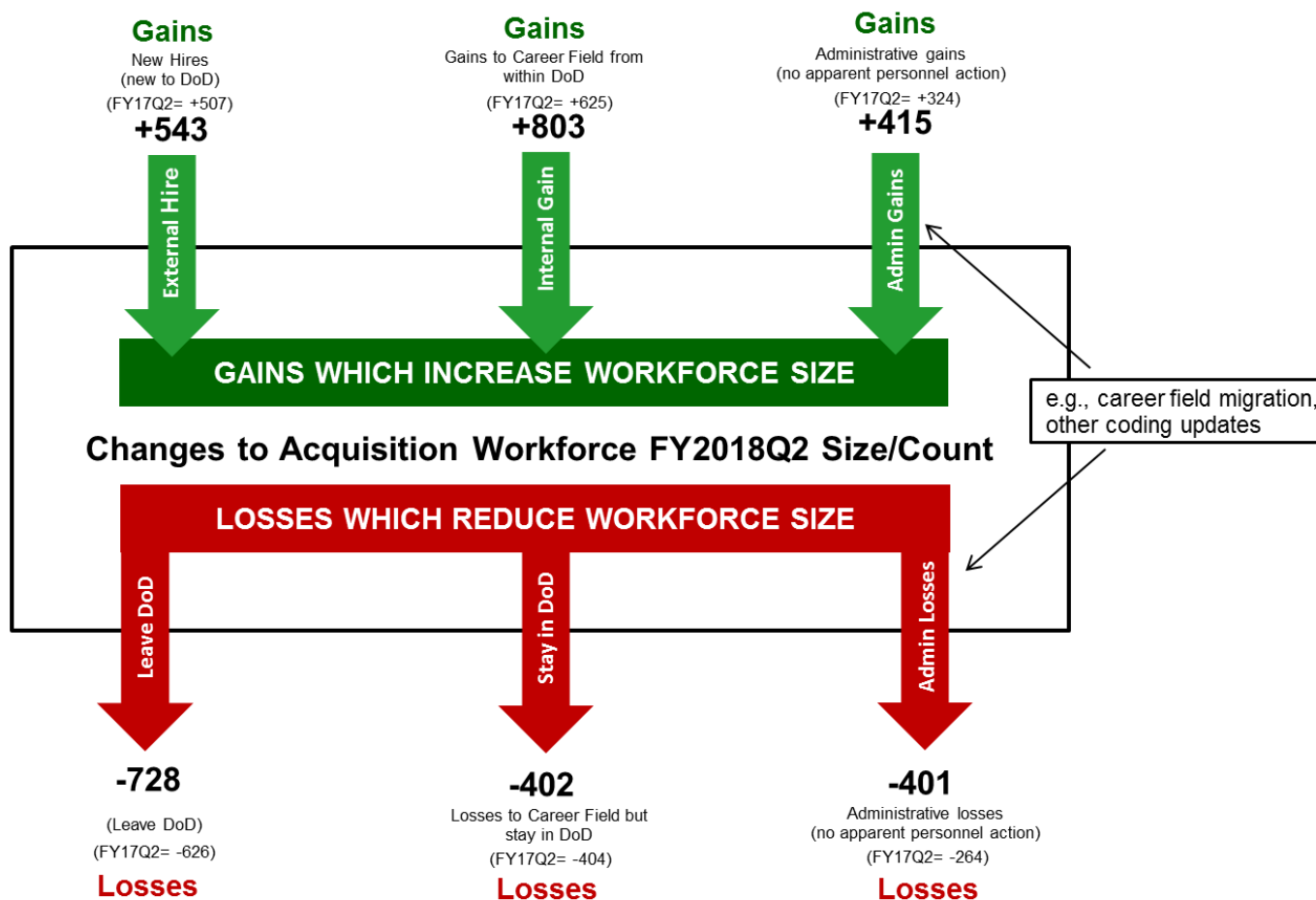
As of 31 Mar 2018



Program Management Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q2) - Program Management

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



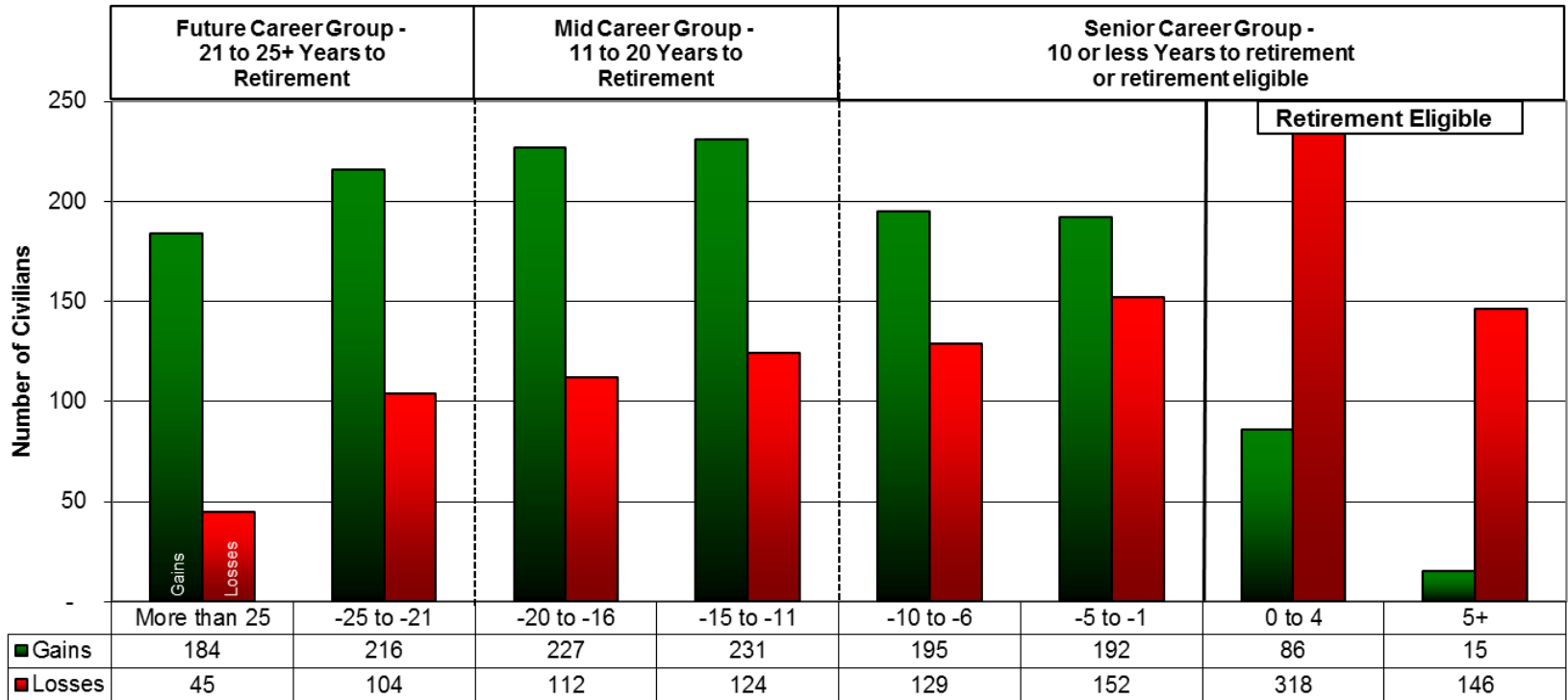


Program Management Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Program Management

Workforce Lifecycle FY2018Q2 Gains & Losses*

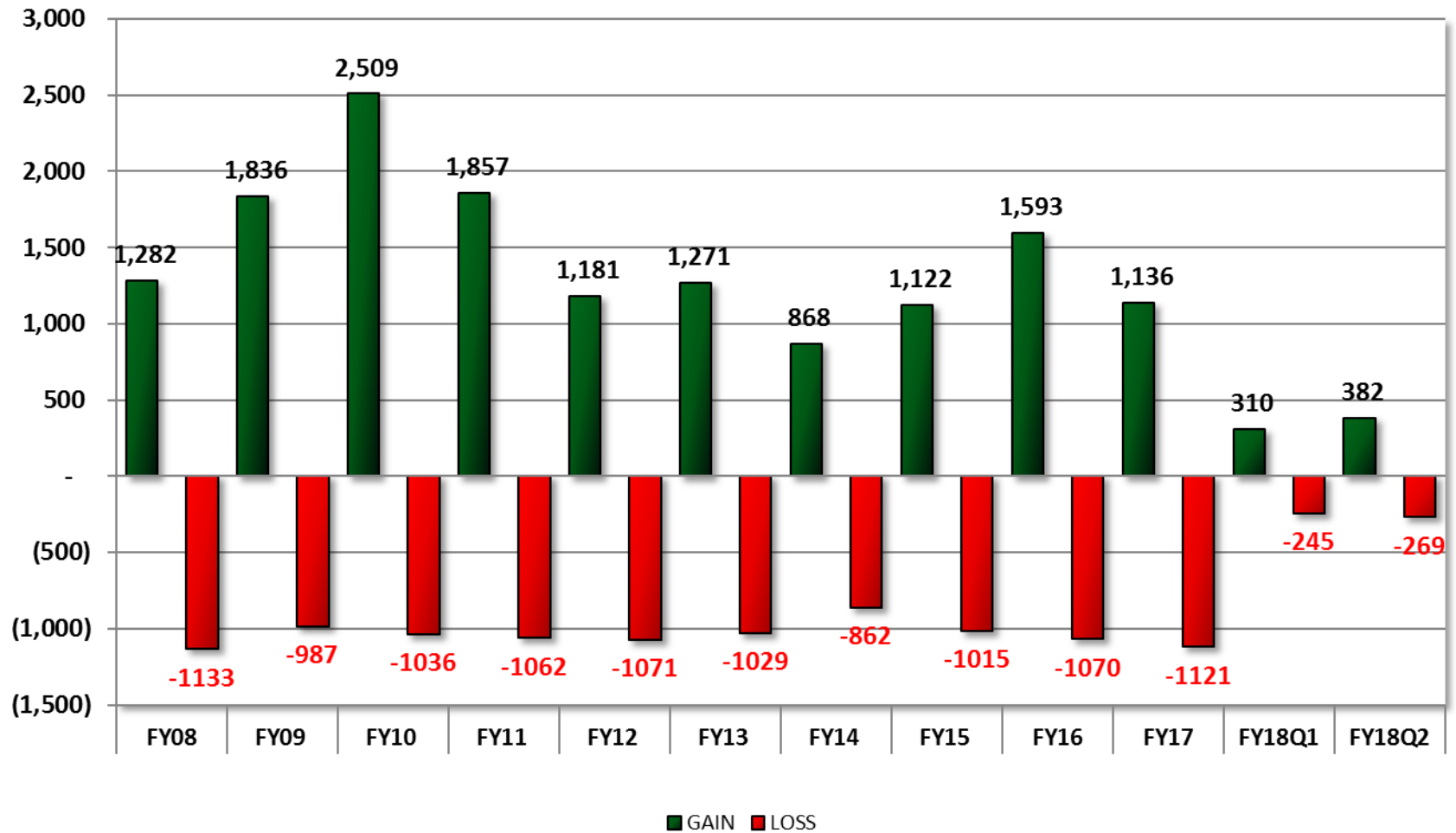


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Program Management Historical Gains and Losses FY08 – FY18Q2



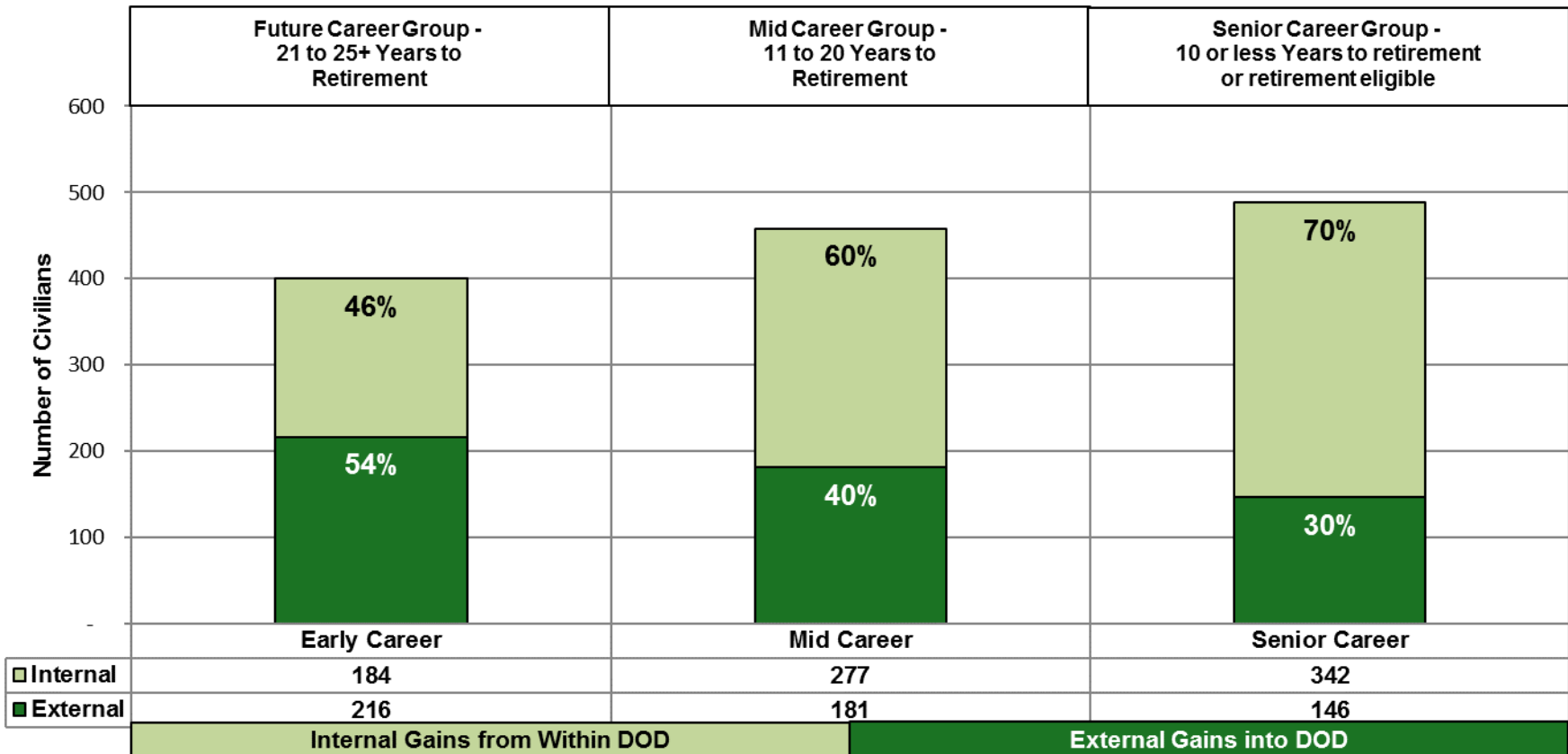
As of 31 Mar 2018



Program Management Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Program Management
Workforce Lifecycle FY2018Q2 Gains*



*Does not include administrative gains

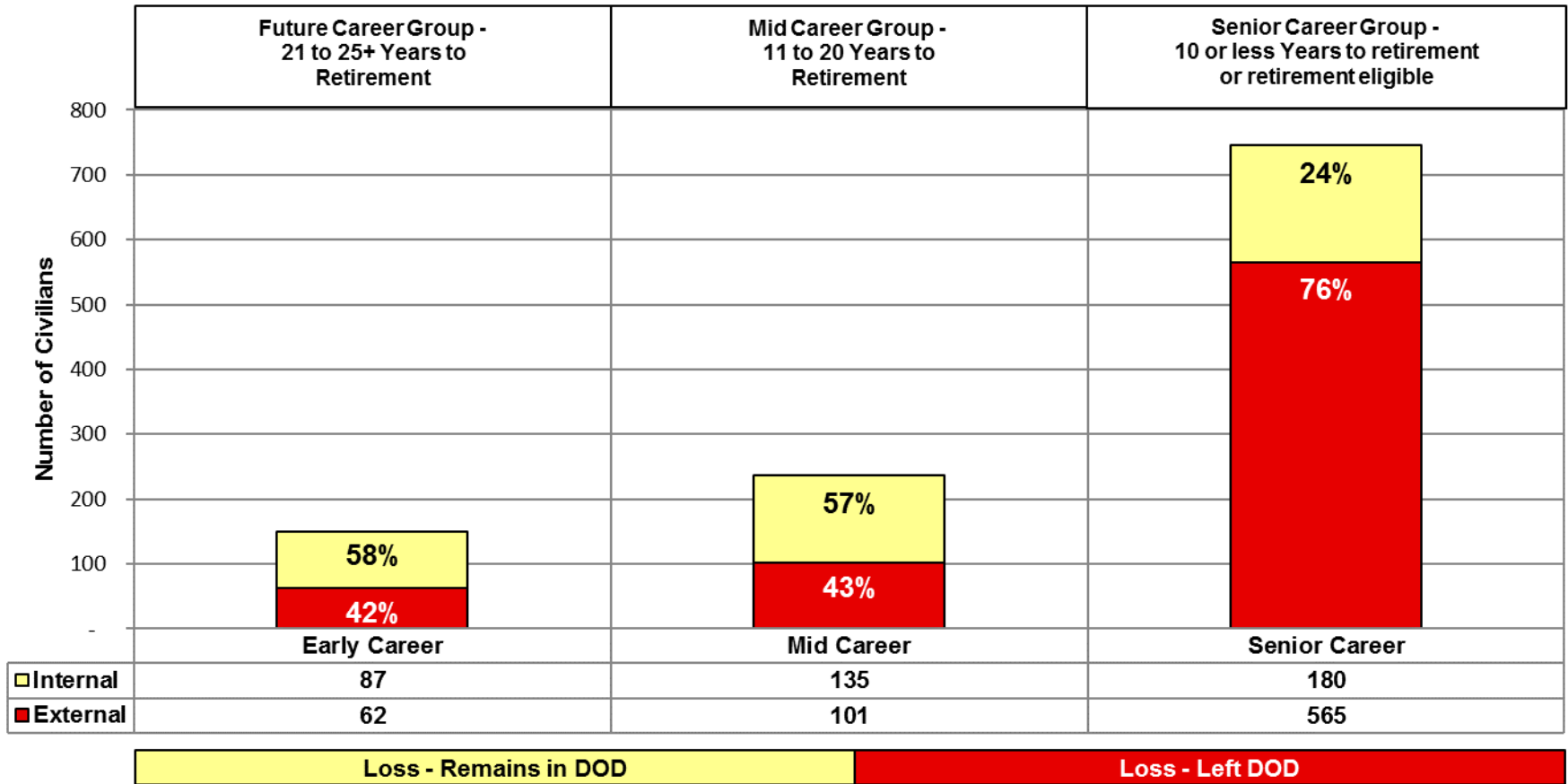


Program Management Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Program Management

Workforce Lifecycle FY2018Q2 Losses*

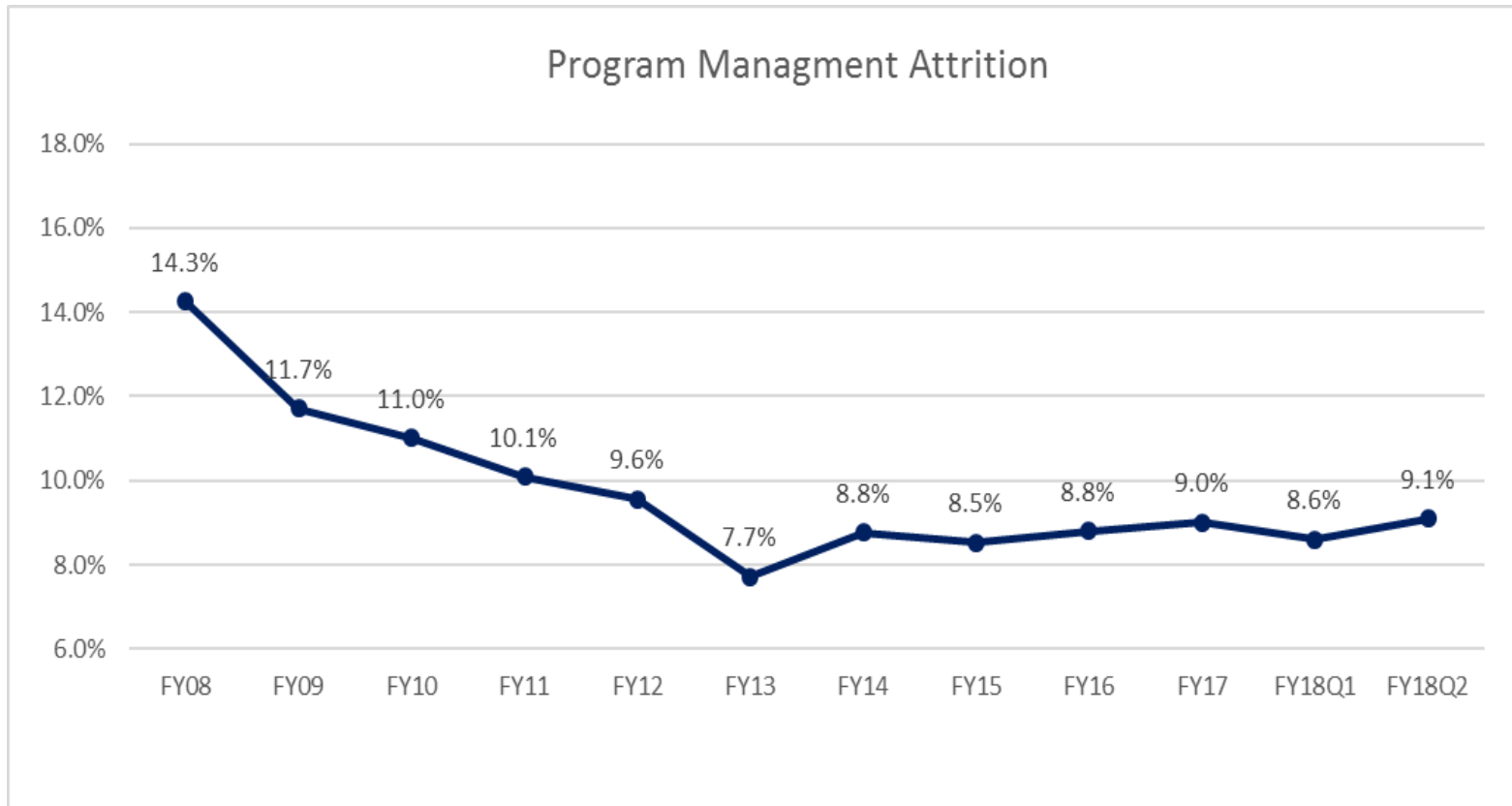


*Does not include administrative losses

As of 31 Mar 2018



Annual Attrition Rates



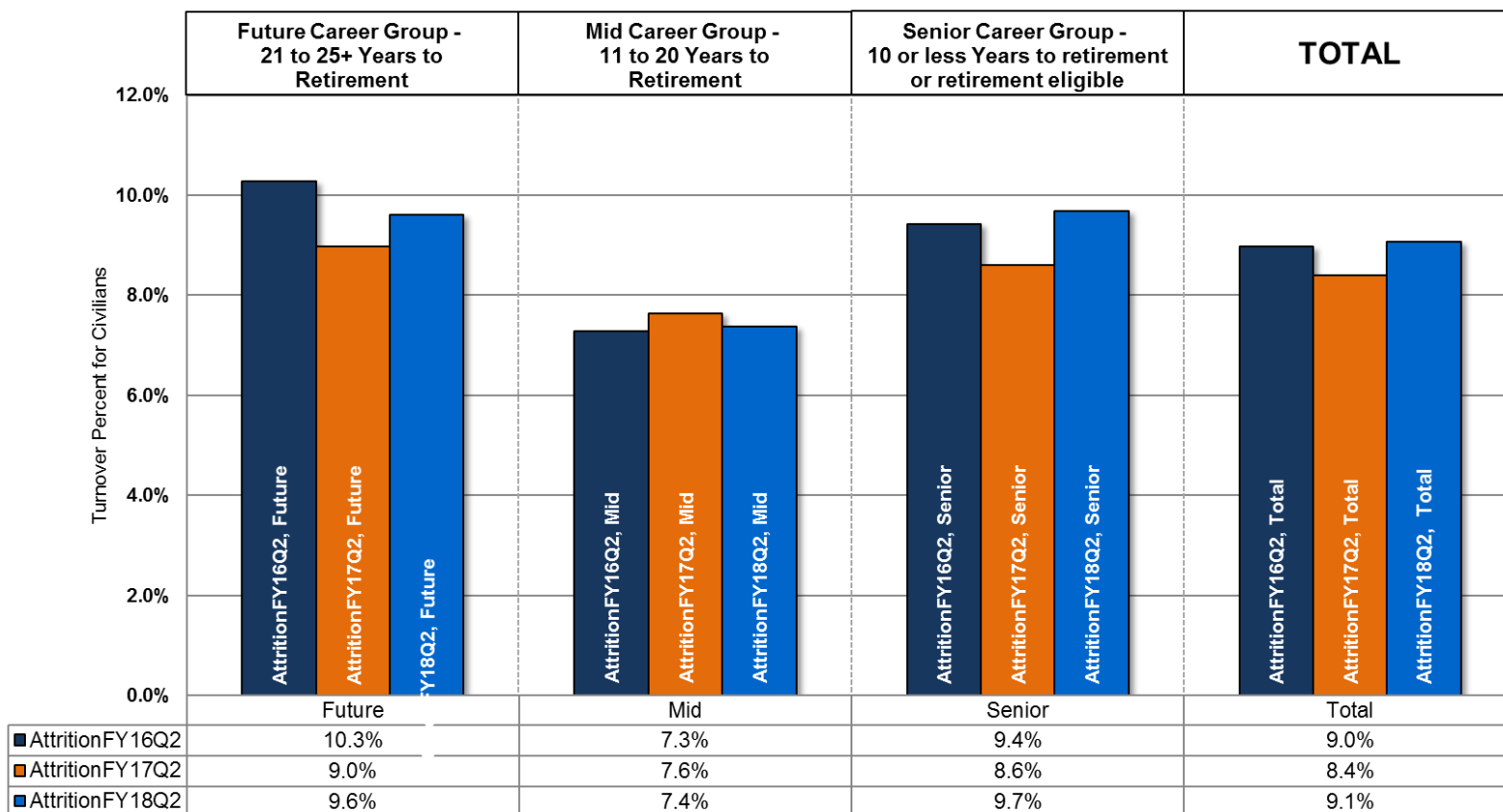
*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Program Management Attrition Rates by Career Group



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



As of 31 Mar 2018

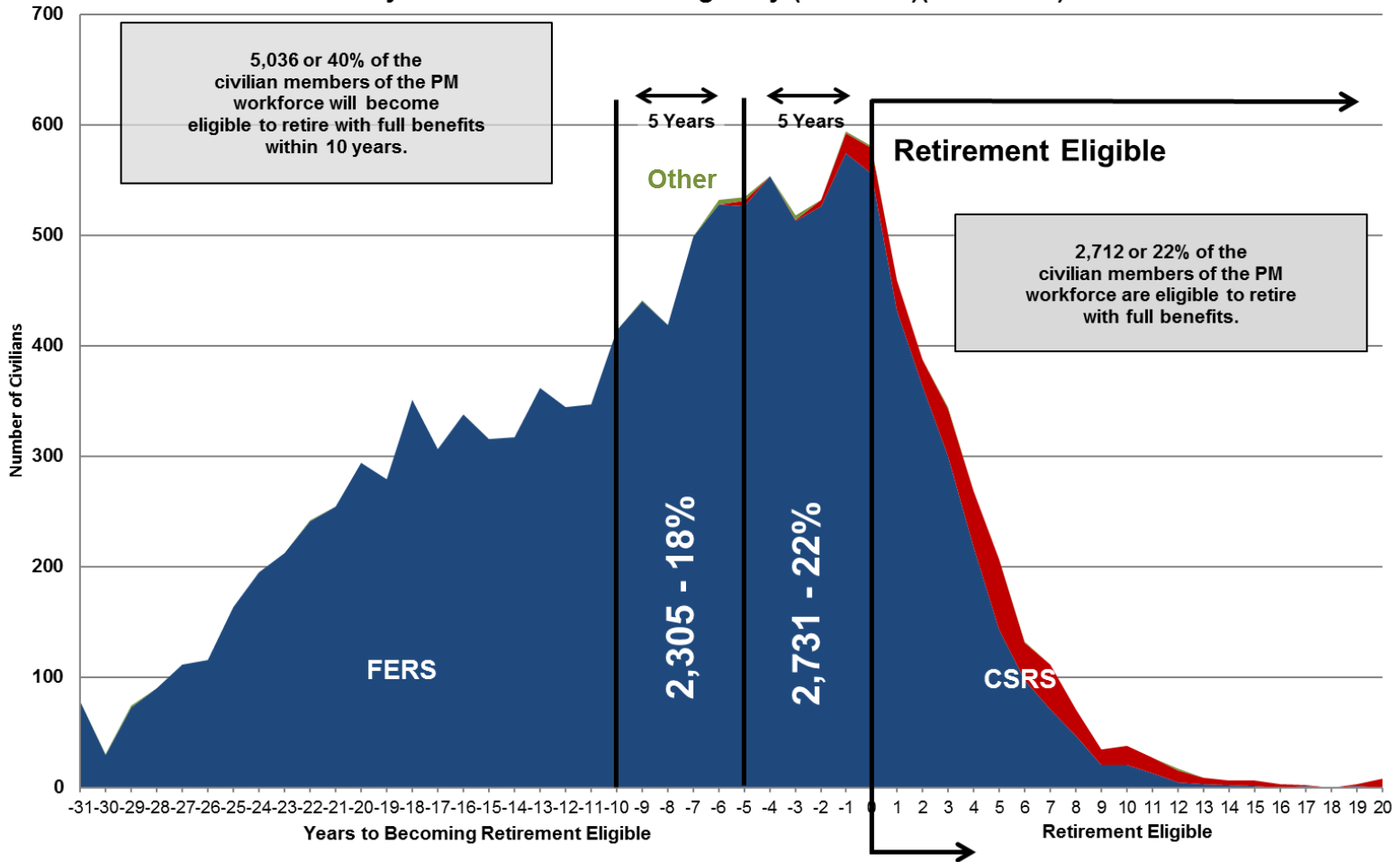


Program Management Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Program Management

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



As of 31 Mar 2018



END