



Defense Acquisition Workforce Key Information

Property

As of FY18Q2 (31 March 2018)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Property	FY 2008				FY2018Q2			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	396	0	396	166,593
Change in size from 2008	-	-	-	-	-12%		-12%	32%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	54%		11%	84%
Graduate Degree	6%		6%	29%	16%		5%	40%
Certification								
Level I or Higher Achieved	77%		77%	72%	85%		85%	86%
Level II or Higher Achieved	74%		74%	61%	76%		76%	73%
Level III Achieved	14%		14%	36%	17%		17%	41%
Position Certification Requirement Met or Exceeded	72%		72%	58%	77%		77%	76%
Within 24 Months of Certification Requirement	17%		17%	27%	20%		20%	21%
Does Not Meet Certification Requirement	12%		12%	14%	3%		3%	3%
Planning Considerations								
Average Age	54		54	46	49		49	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	14/25/61(%)		-	24/26/50(%)
Average Years of Service	23		23	17	17		17	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	109(27%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	66(16%)	-	-	25,039(17%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	46/49	-	-	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 current Property Defense Acquisition Workforce count has remained fairly steady since FY13, averaging at about 400, but did drop below 400 this quarter.
- The number Gains in Senior Career Group is higher than the number in the Mid Career Group and the Early Career Group.
- Overall attrition for Property has remained steady at 10.9% since FY13. This is down from 13.6% from FY08 through FY12. Additionally the attrition decreased from 11.4% in FY16 to 10.6% at the end of this quarter.

Defense Acquisition Workforce DAWIA Certification Highlights

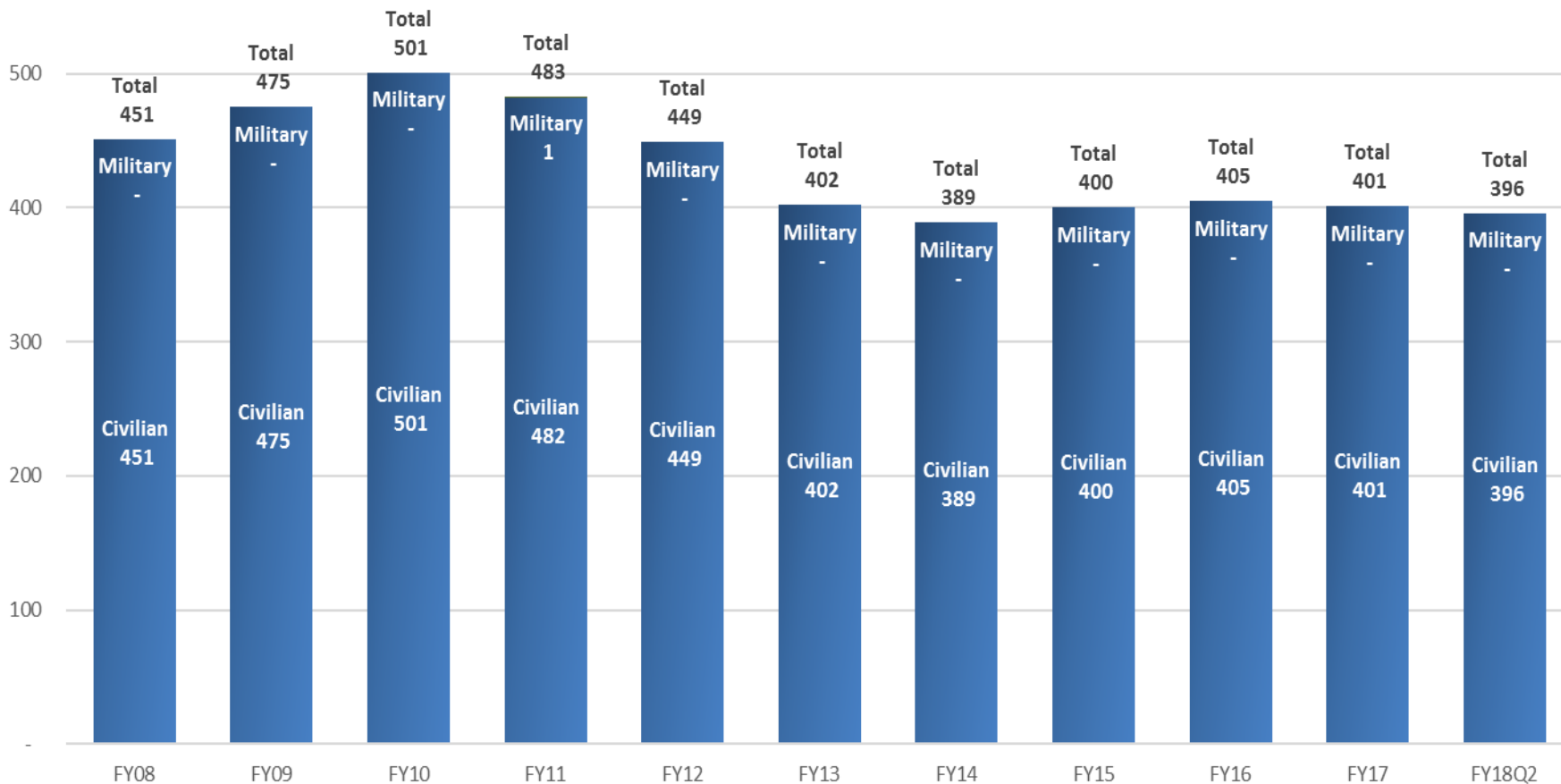
- Property Meets/Exceeds rate dropped from 79% in FY13 to 69% in FY14. Since then the rate has increased each year and finished at 76.5% this quarter.



Total Historic Workforce

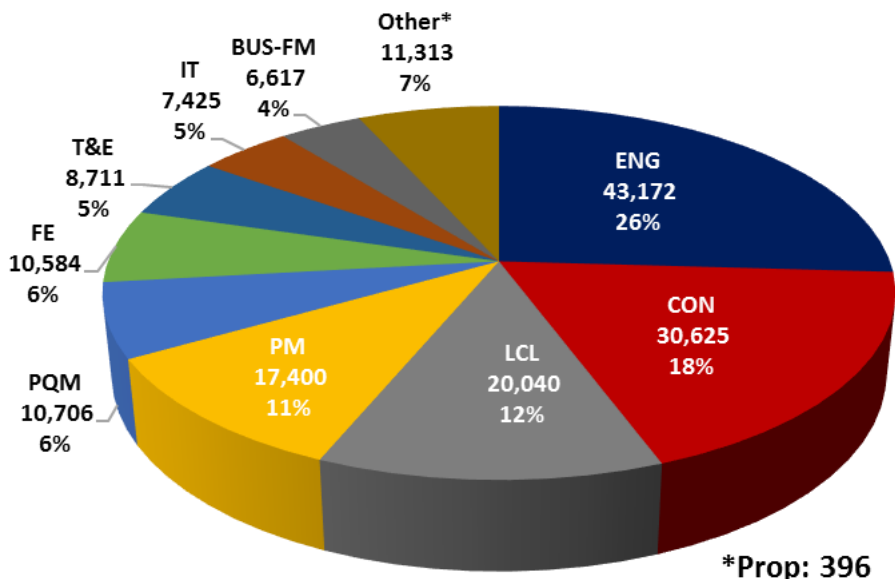


Property





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%		



Property Workforce Historical Size by Agency FY08-FY18Q2



Property Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	58	73	59	57	65	70	66	14%	-6%
MARINE CORPS	4	5	3	-	-	-	-	-100%	
ARMY	99	84	65	49	53	49	49	-51%	0%
AIR FORCE	26	28	24	22	14	16	18	-31%	13%
DCMA	253	295	282	256	261	252	248	-2%	-2%
DLA	8	12	14	3	1	2	2	-75%	0%
MDA	-	-	-	-	2	2	2		0%
DAU	3	4	2	2	2	3	5	67%	67%
NRO	-	-	-	-	7	7	6		-14%
TOTAL	451	501	449	389	405	401	396	↓ -12%	↓ -1%



Property Workforce Historical (Quarterly) Size by Agency FY16Q1-FY18Q2



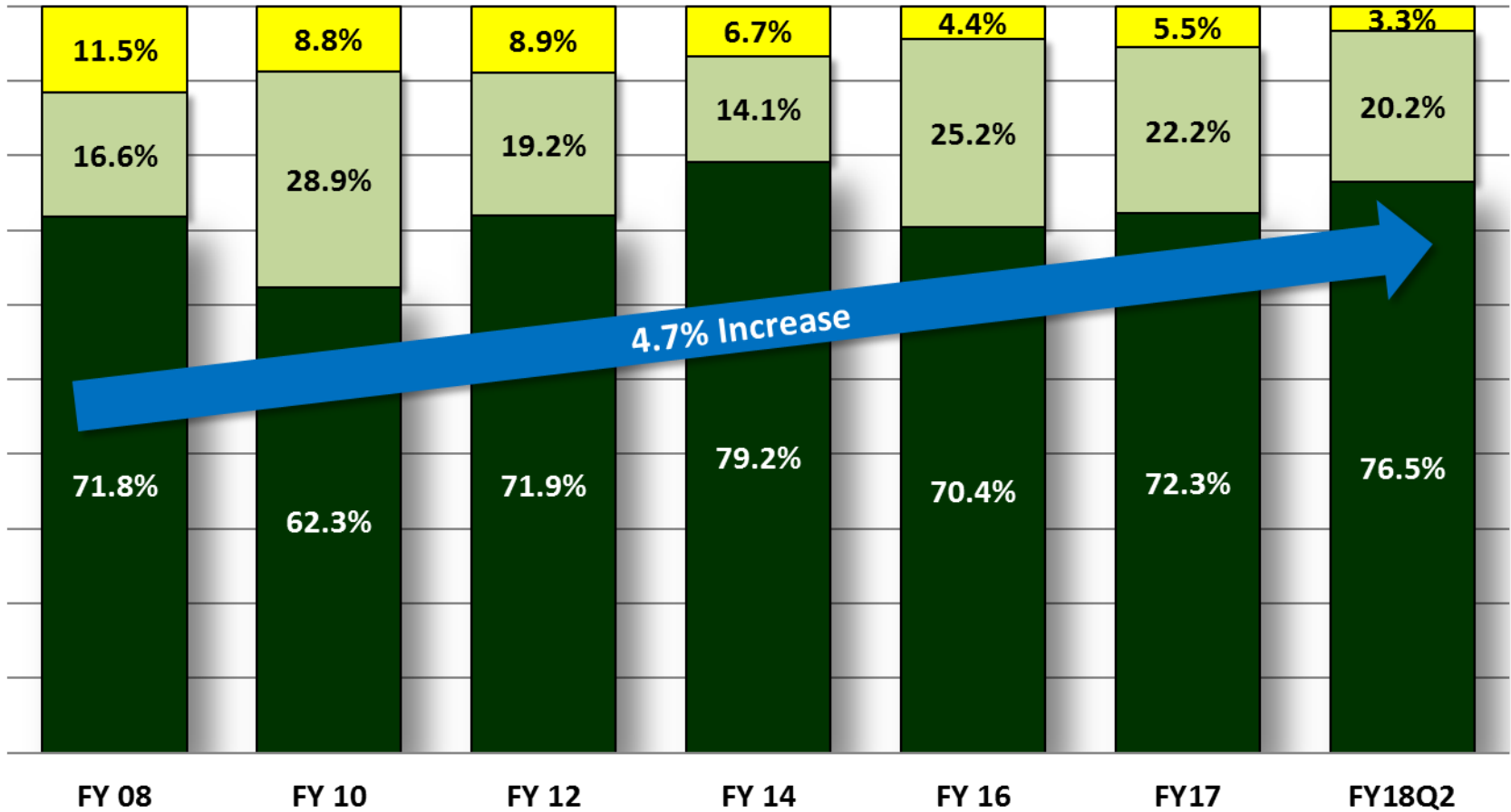
Property Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	63	65	65	65	64	66	70	70	67	66	0%
ARMY	47	48	48	53	52	54	51	49	47	49	-9%
AIR FORCE	13	14	14	14	13	13	14	16	18	18	38%
DCMA	250	255	255	261	260	255	247	252	252	248	-3%
DLA	3	1	1	1	1	1	2	2	2	2	100%
MDA	2	2	2	2	2	2	2	2	2	2	0%
DAU	2	2	2	2	2	2	2	3	6	5	150%
NRO	-	6	7	7	7	7	7	7	6	6	-14%
TOTAL	380	393	394	405	401	400	395	401	400	396	↓ -1%



Property Historical DAWIA Certification FY08 – FY18Q2



Property



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

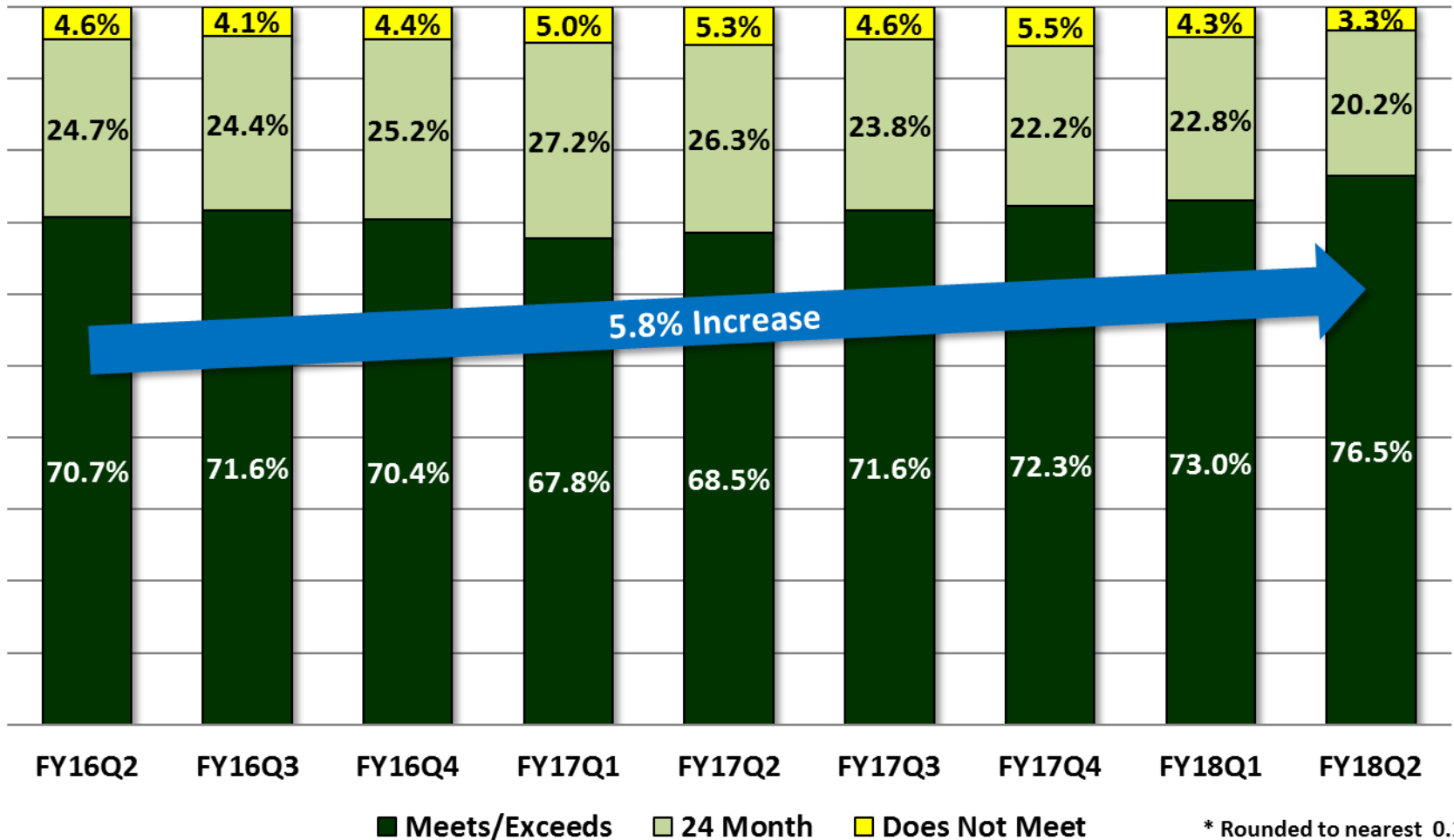
* Rounded to nearest 0.1%



Property Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



Property

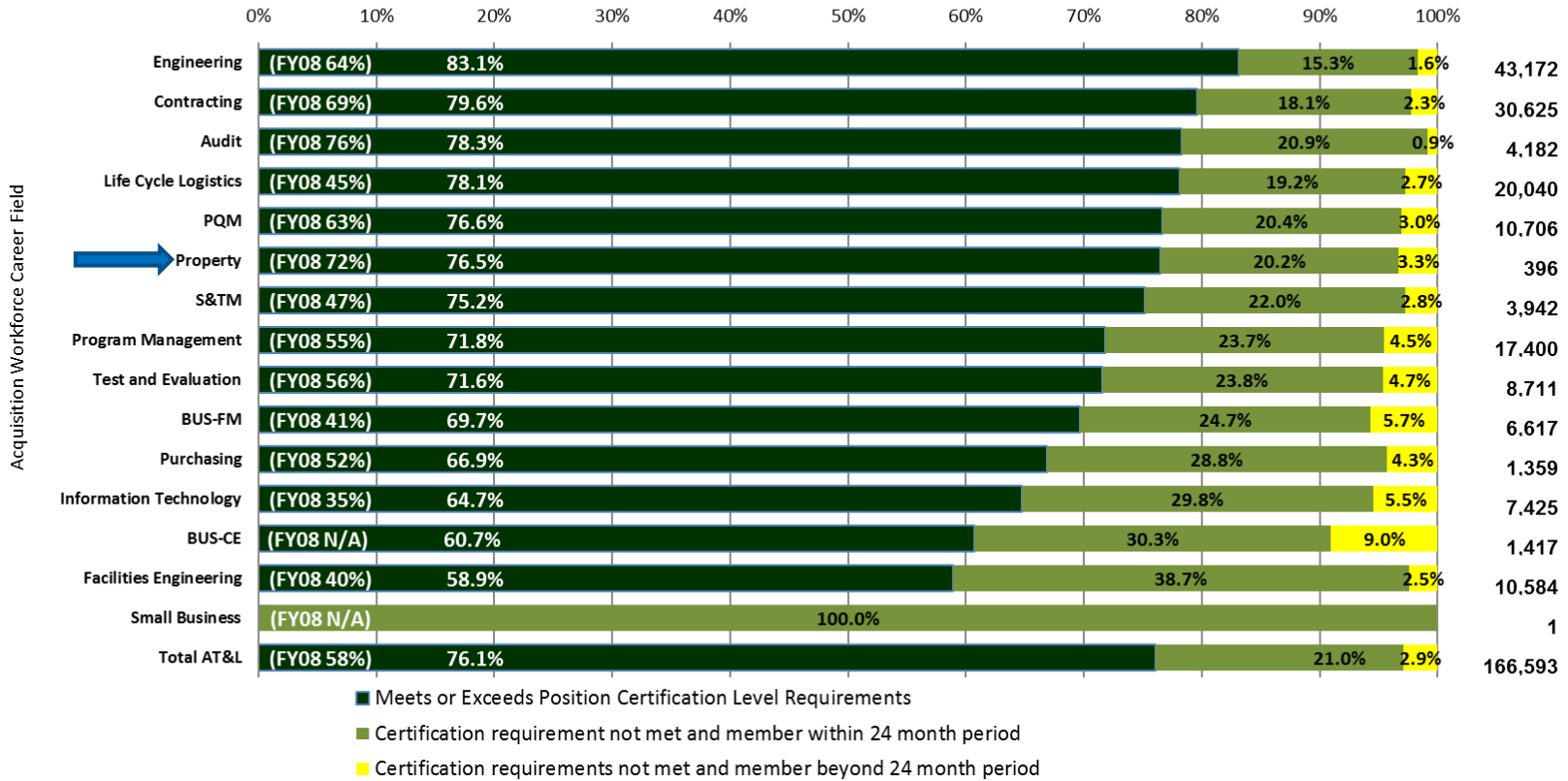




DAWIA Certification by Career Field



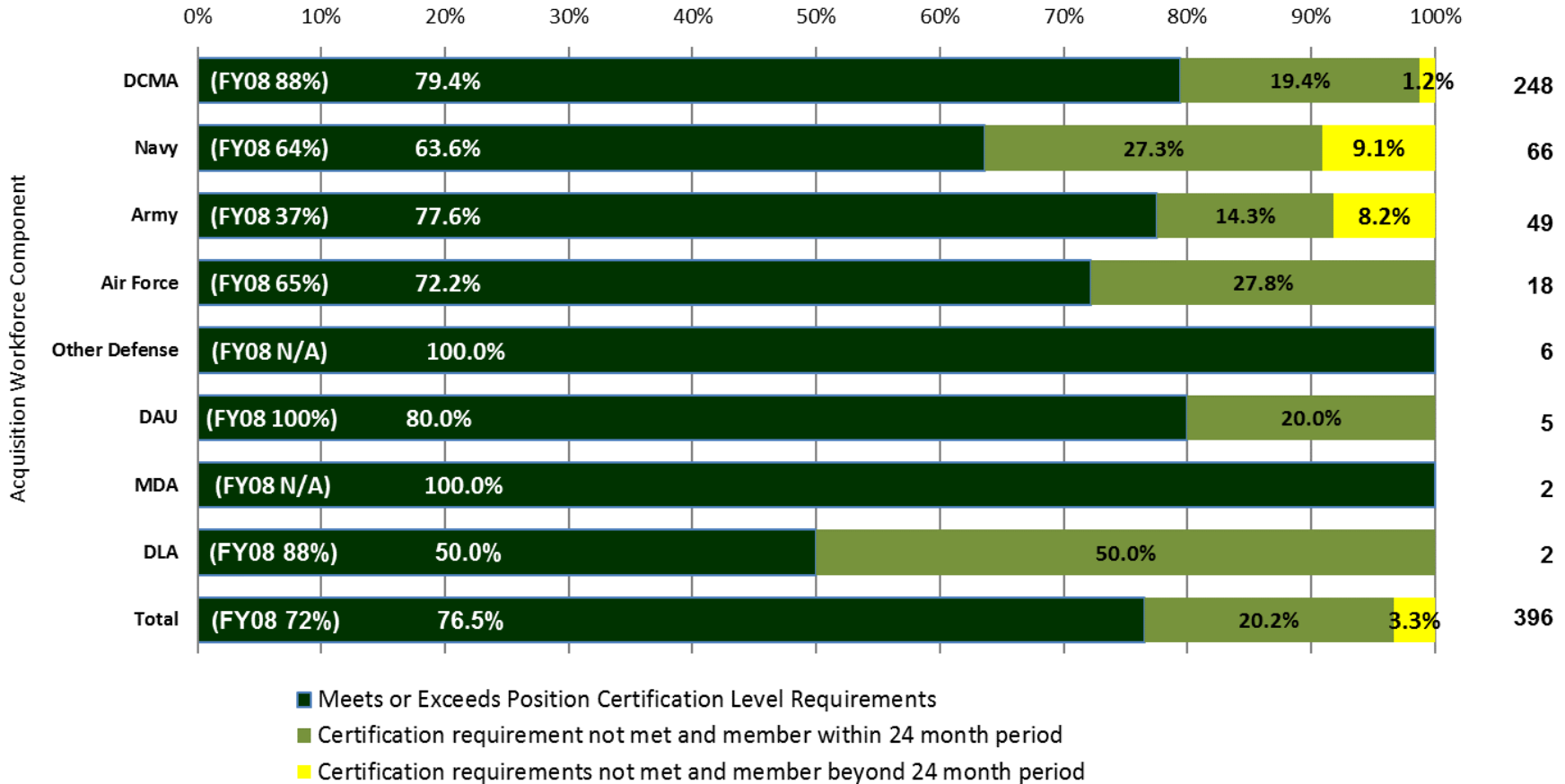
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





Property DAWIA Certification by Component

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





Property DAWIA Certification Matrix + Bench Strength



Property	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	6	11	10	-	27	77.8%
Level II	49	22	214	23	308	76.9%
Level III	3	-	10	45	58	77.6%
Unspecified	3	-	-	-	3	
FY18Q2 TOTAL	61	33	234	68	396	76.5%
	15.4%	8.3%	59.1%	17.2%		

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%	
Property	303	76.5%	6 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	21	6	-	27	6.8%
Level II	237	65	6	308	77.8%
Level III	45	9	4	58	14.6%
Unspecified	-	-	3	3	0.8%
Property TOTAL	303	80	13	396	
	76.5%	20.2%	3.3%		

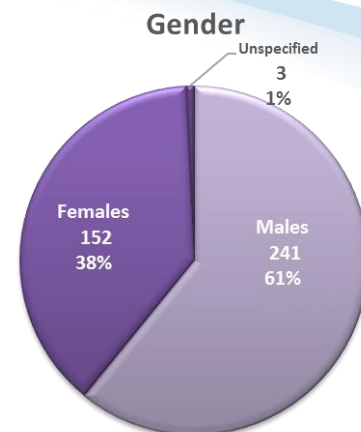
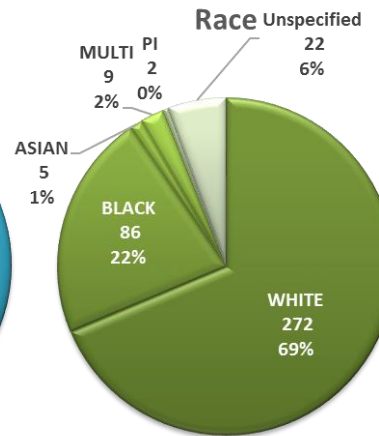
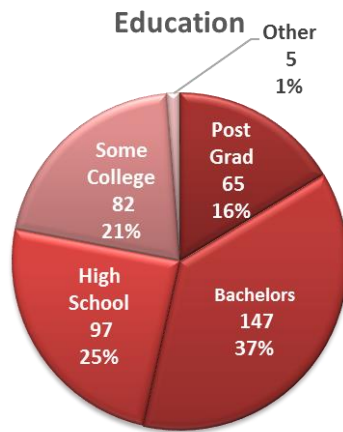
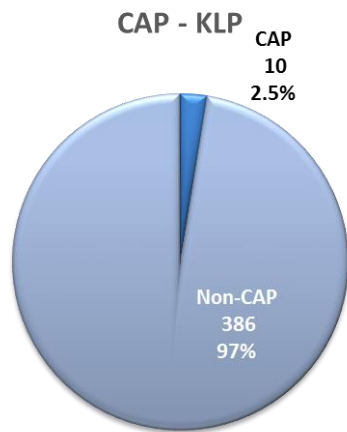
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	-	1,076
Critical Acquisition Positions (CAPs) *	10	16,456
Non-CAP Positions	386	148,920
Unknown	-	141
TOTAL	396	166,593

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

Race	Property	Entire DAW
WHITE	272	122,344
BLACK	86	20,072
ASIAN	5	11,222
MULTI	9	4,403
AMI/AN	-	971
PI	2	833
Unspecified	22	6,748
TOTAL	396	166,593

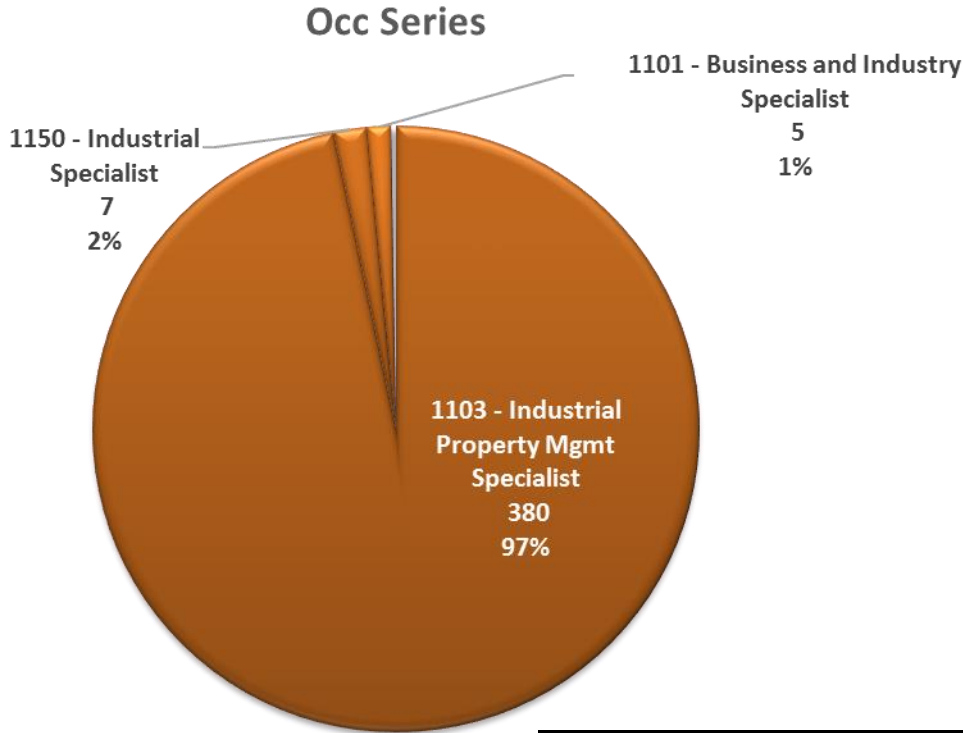
Highest Level of Education	Property	Entire DAW
Post Grad	65	67,163
Bachelors	147	73,237
High School	97	11,741
Some College	82	12,374
Other	5	2,078
TOTAL	396	166,593

Gender	Property	Entire DAW
Males	241	117,018
Females	152	48,016
Unspecified	3	1,559
TOTAL	396	166,593

Military / Civilian	Property	Entire DAW
Civilian	396	151,056
Military	-	15,537
TOTAL	396	166,593



Property Size by Occupational Series



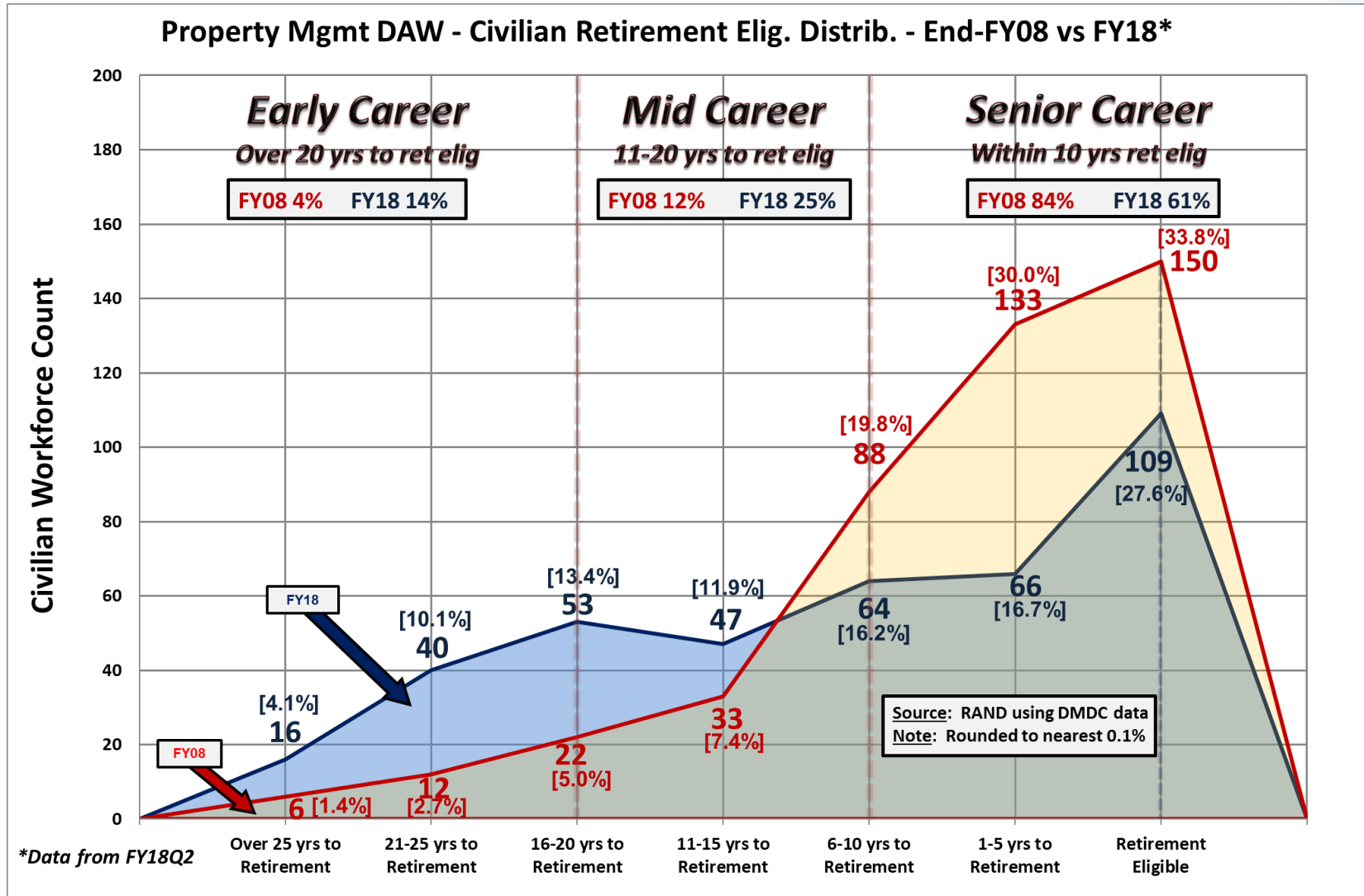
Civilian Occupational Series	Property	
1103 - Industrial Property Mgmt Specialist	380	96.0%
1150 - Industrial Specialist	7	1.8%
1101 - Business and Industry Specialist	5	1.3%
0802 - Engineering Technician	1	0.3%
<i>Other</i>	3	0.8%
TOTAL CIVILIAN	396	Civilians



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



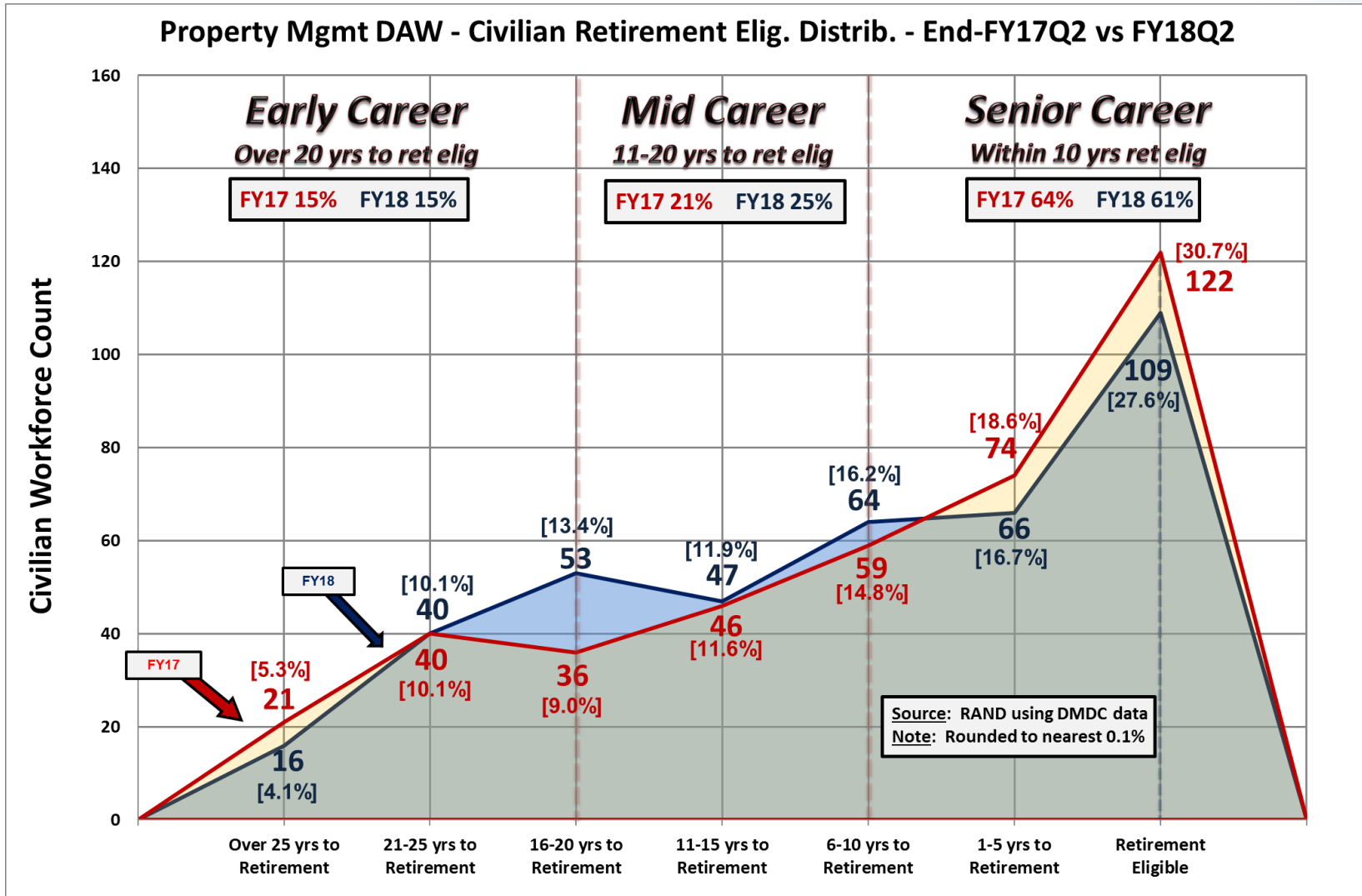
Property Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Mar 2018



Property Civilian Retirement Eligibility Distribution – (1 year) FY17Q2 / FY18Q2

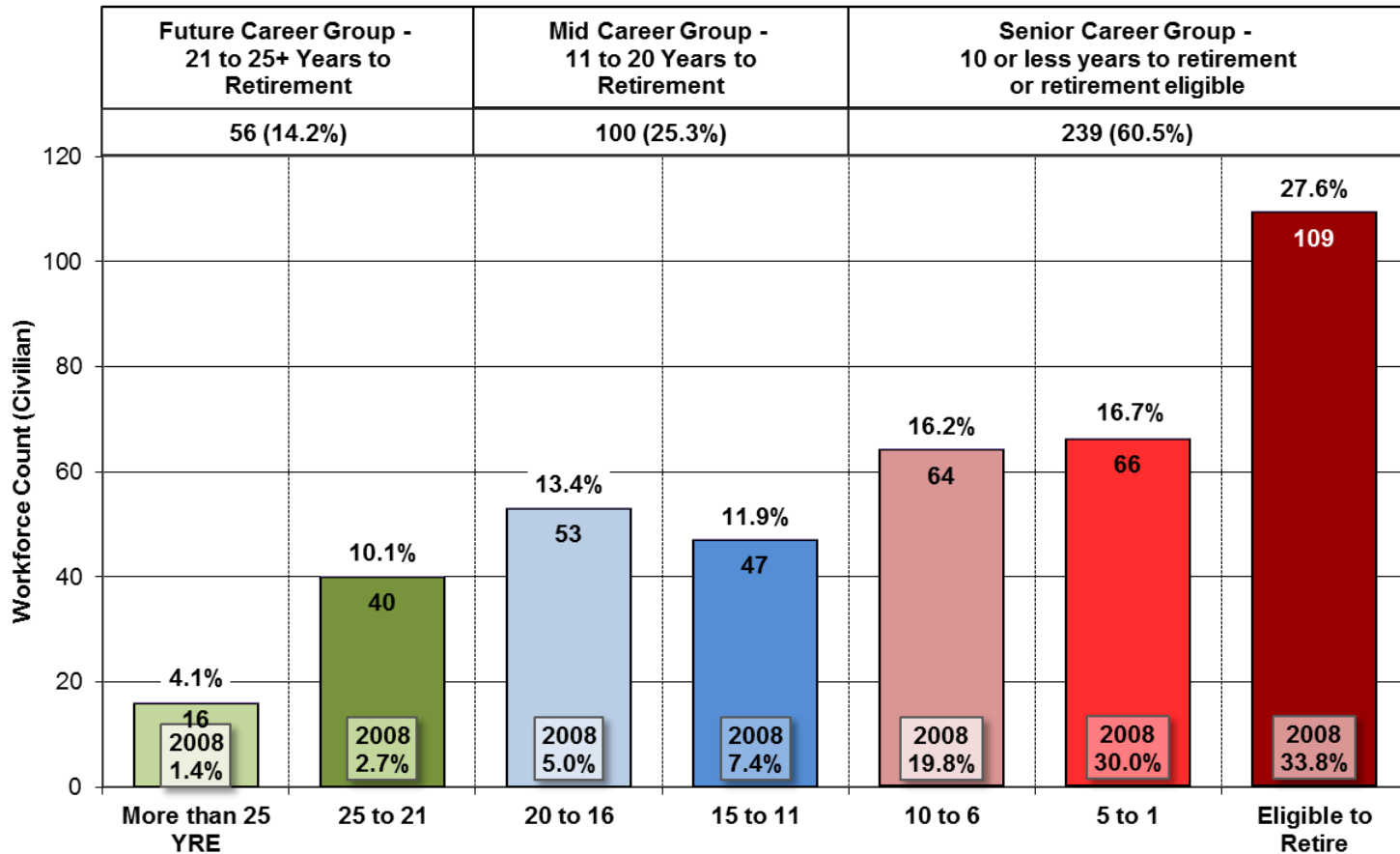


As of 31 Mar 2018



Property Workforce Lifecycle Model by YRE

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



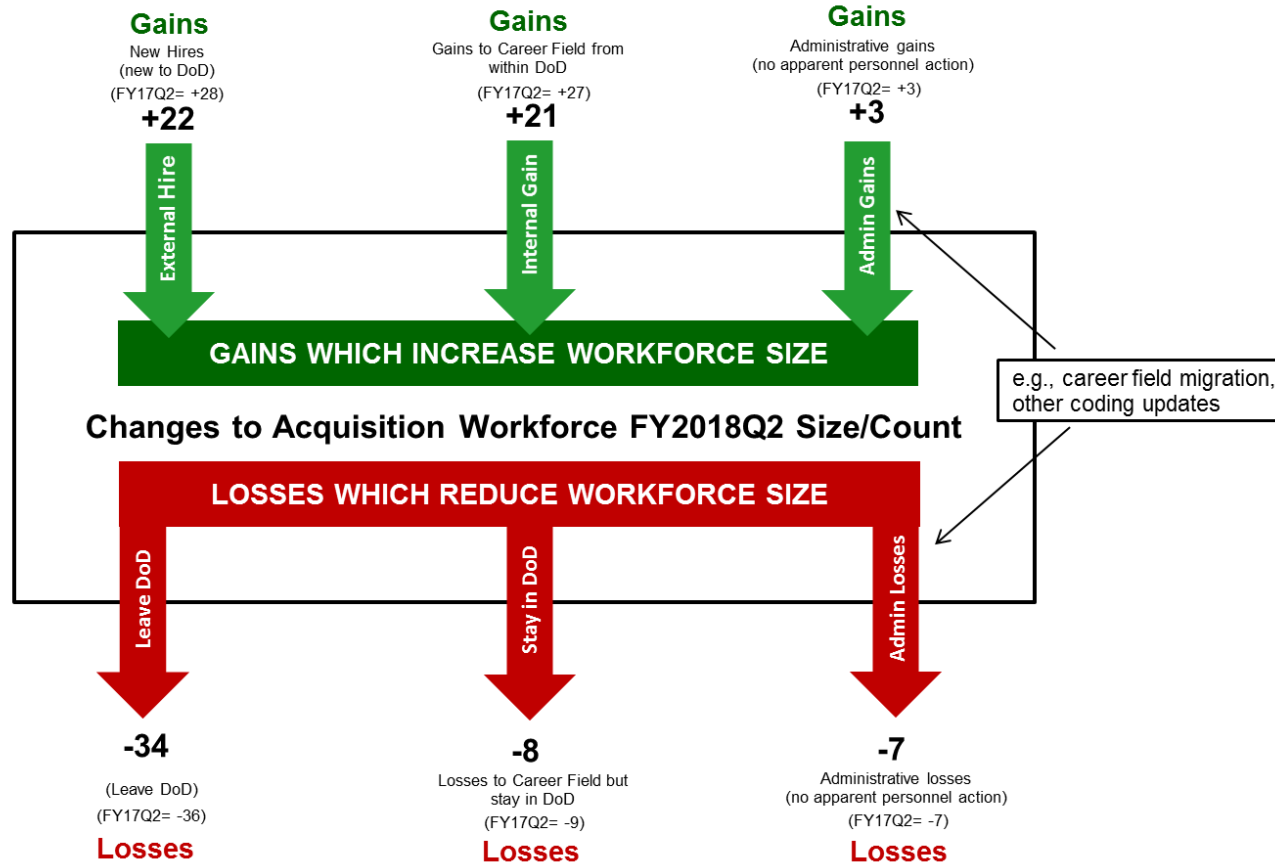
As of 31 Mar 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q2) - Property

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



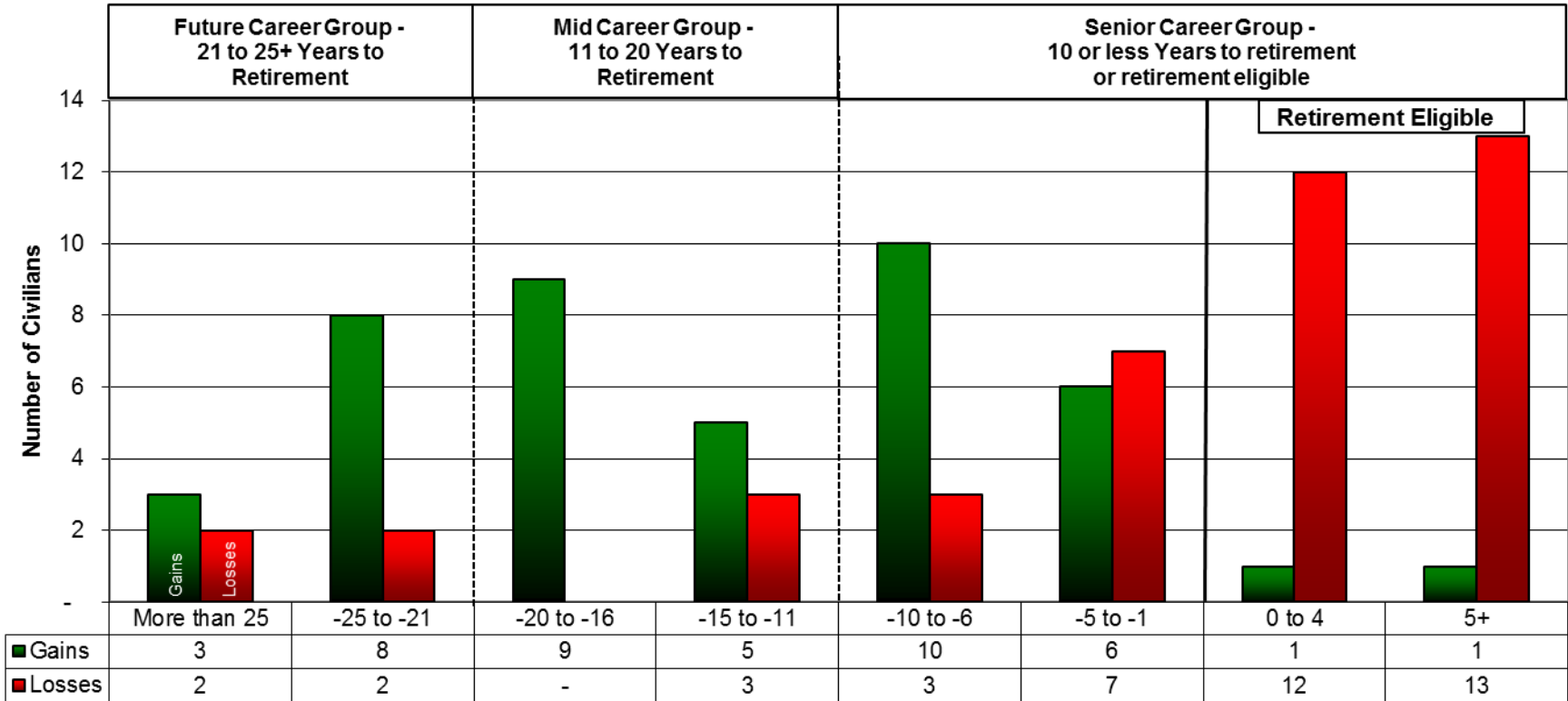


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Property

Workforce Lifecycle FY2018Q2 Gains & Losses*

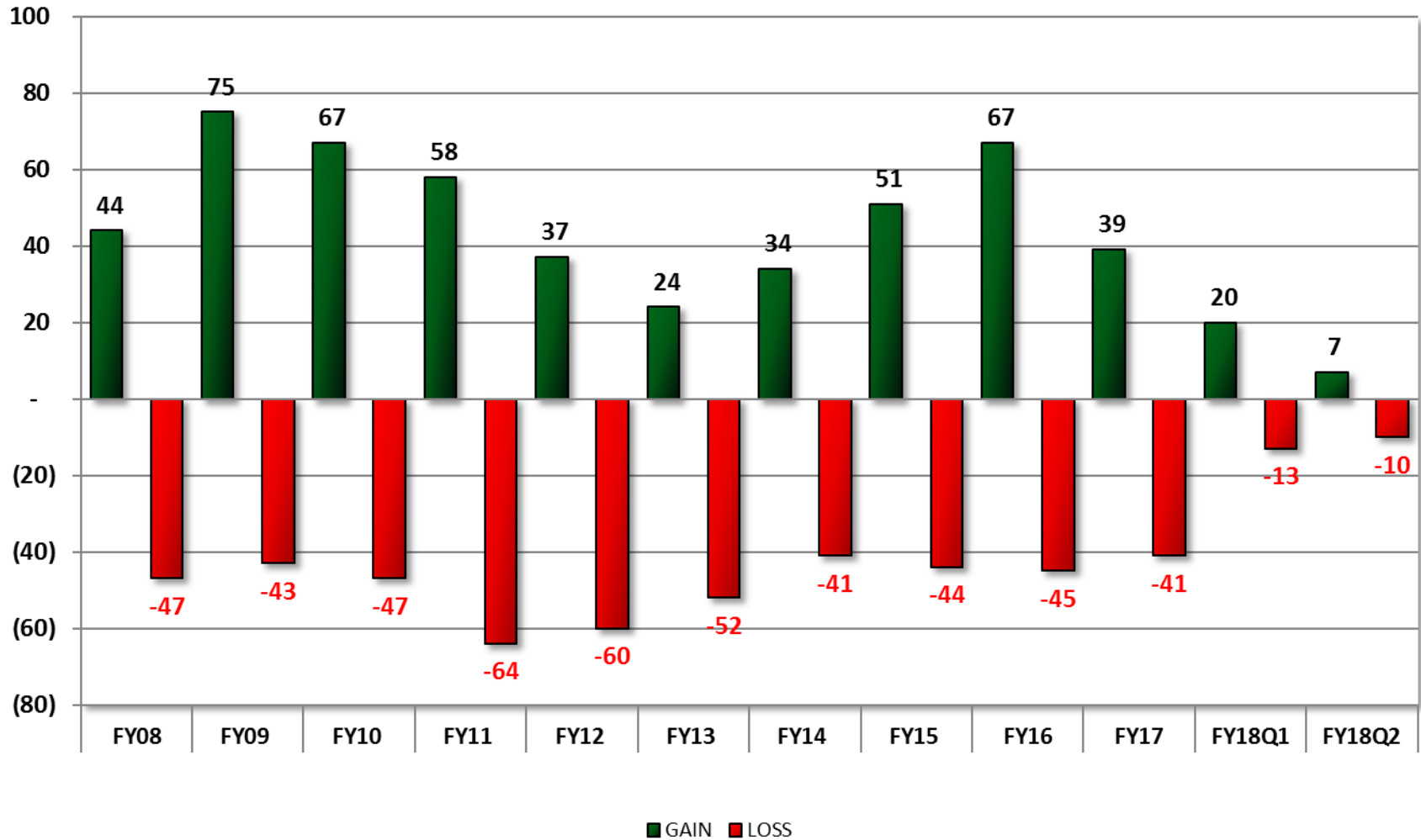


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Property Historical Gains and Losses FY08 – FY18Q2



As of 31 Mar 2018

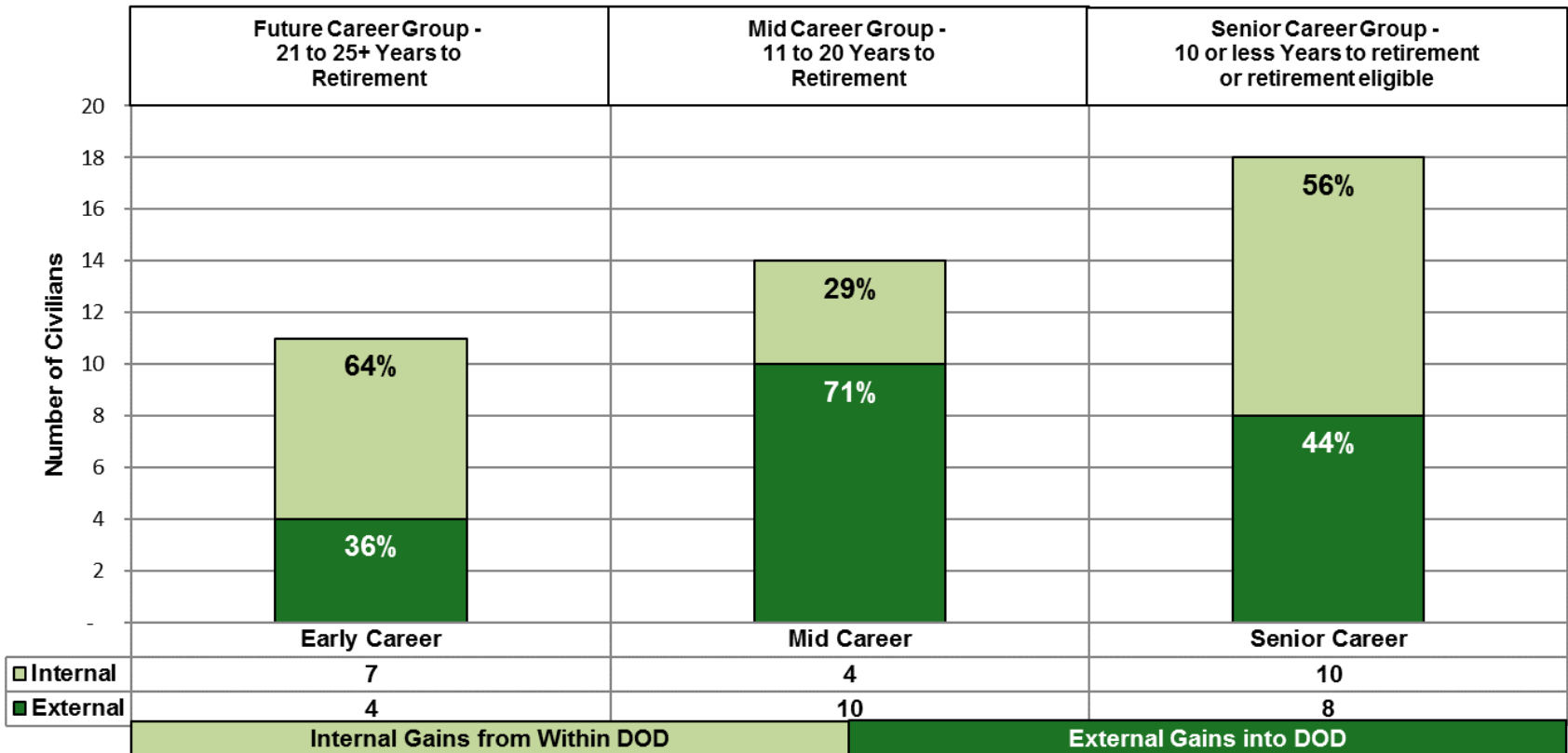


Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Property

Workforce Lifecycle FY2018Q2 Gains*

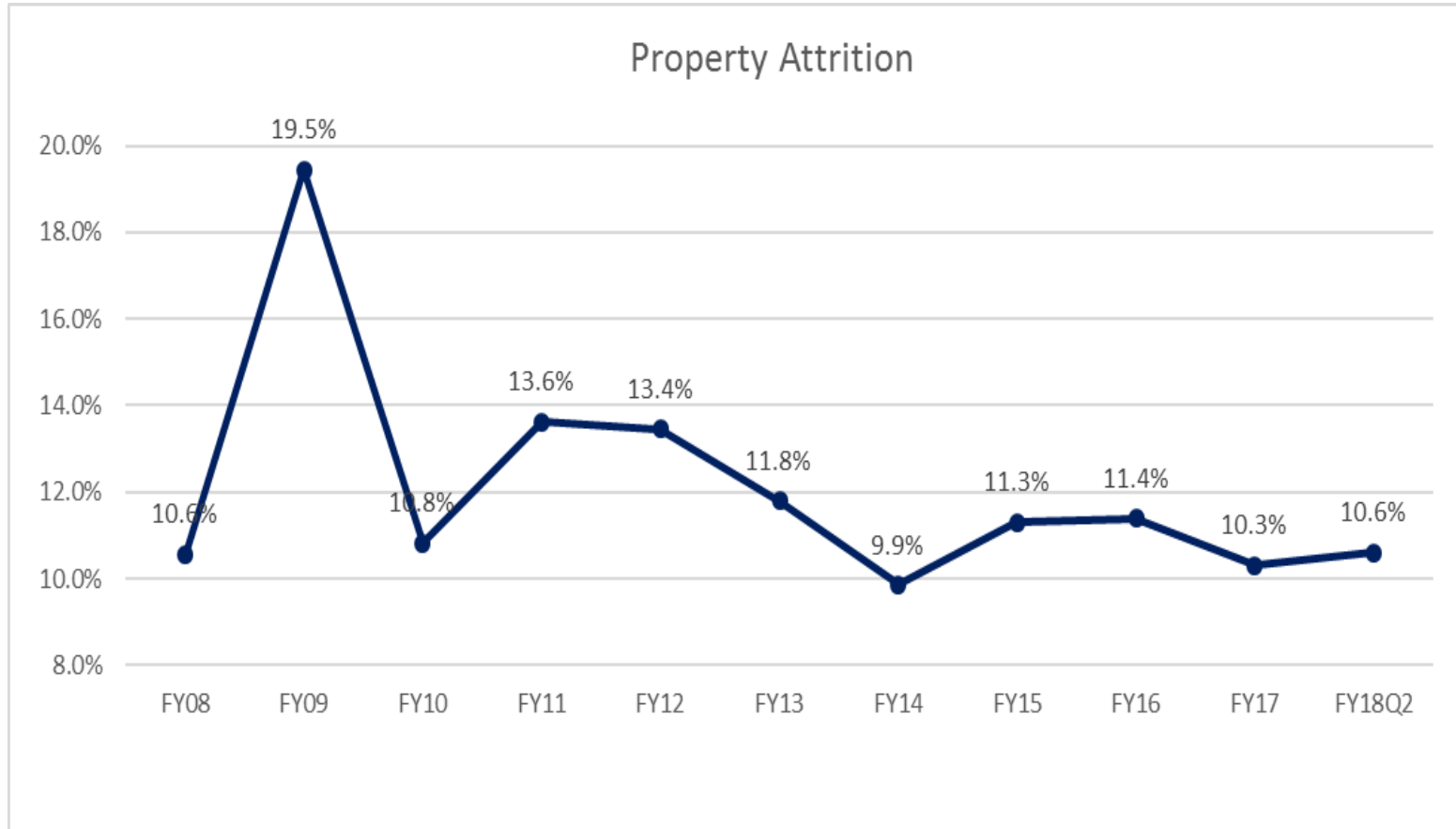


*Does not include administrative gains

As of 31 Mar 2018



Annual Attrition Rates

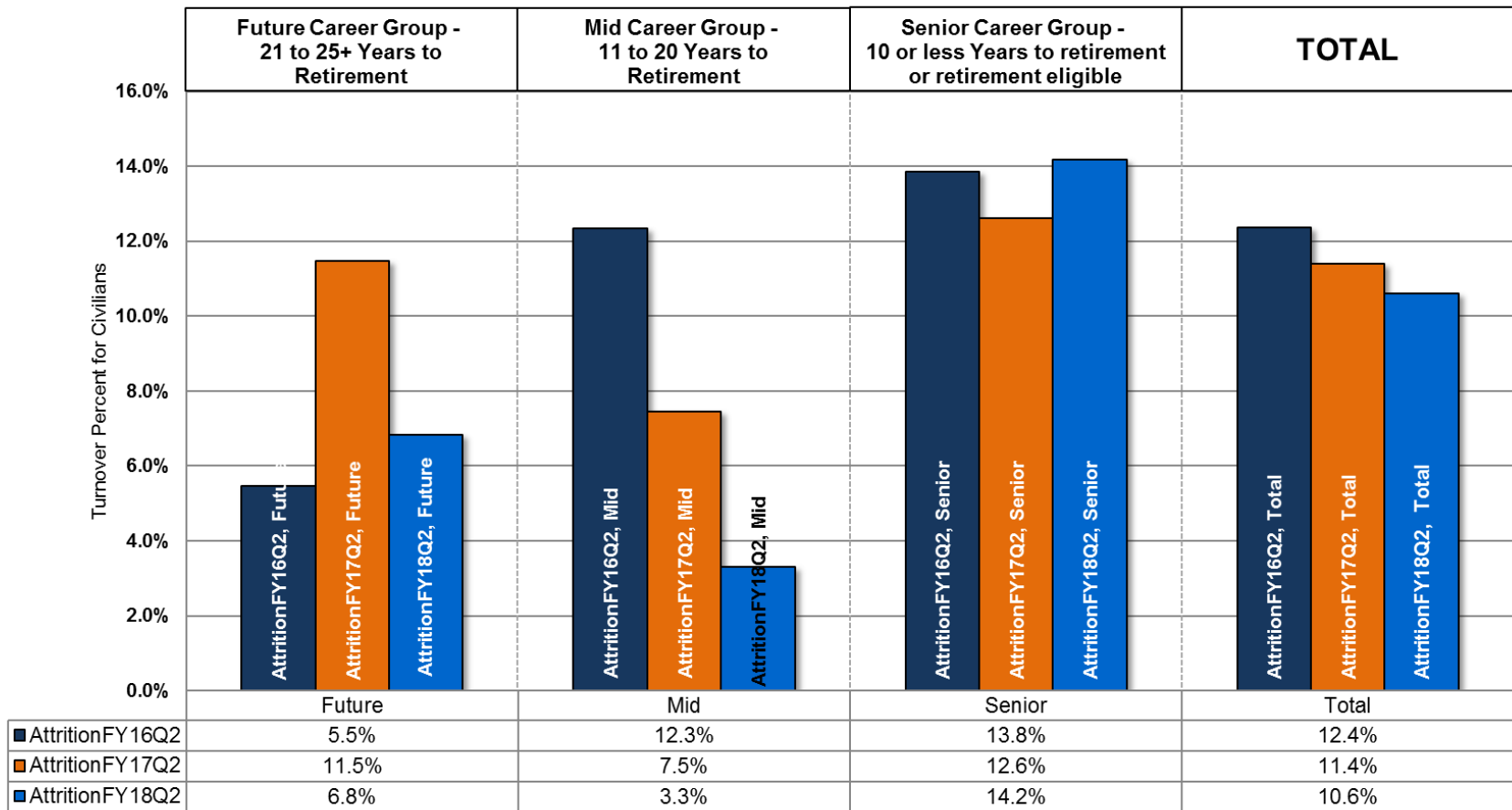


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Property Attrition Rates by Career Group

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



As of 31 Mar 2018

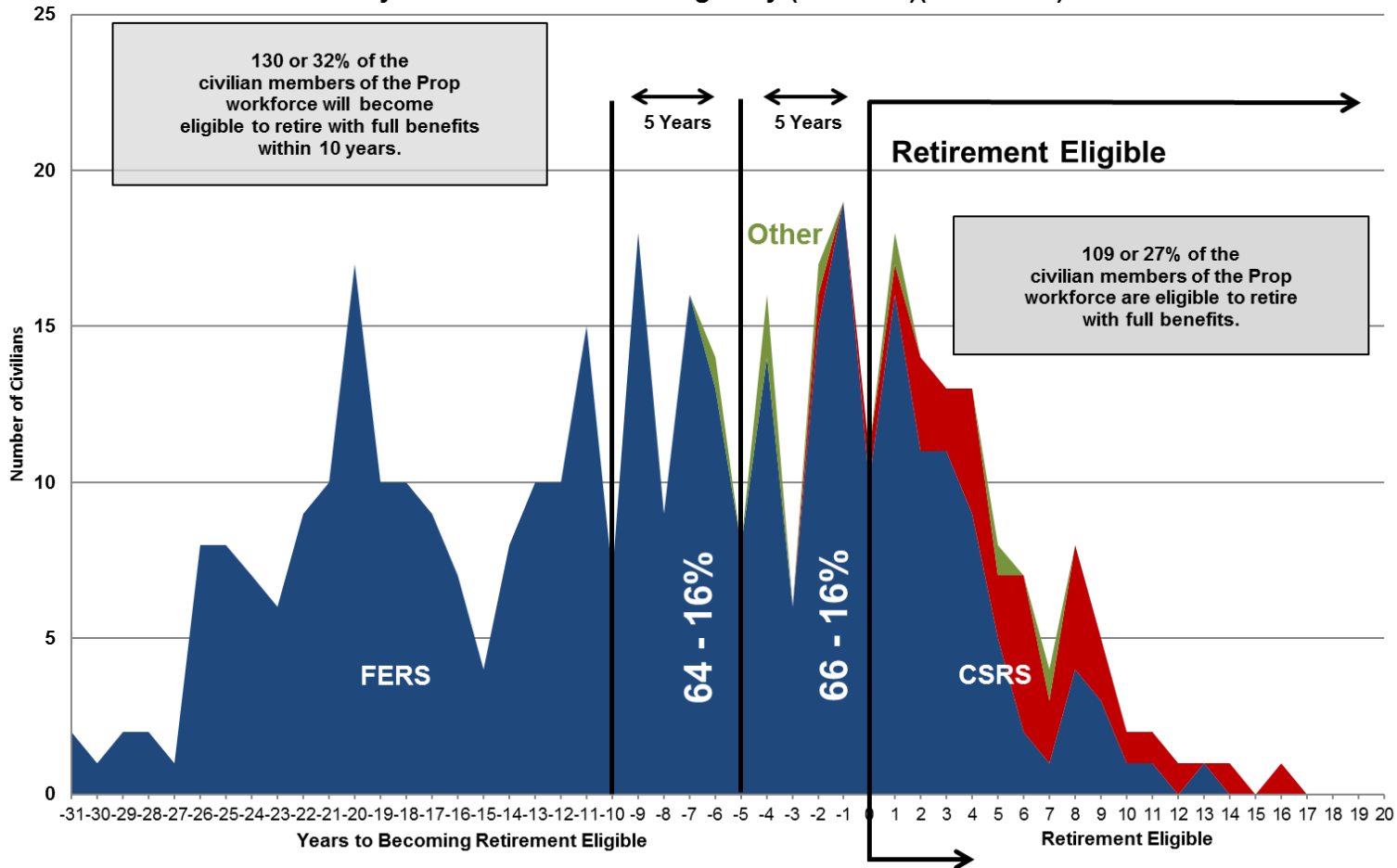


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Property

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



As of 31 Mar 2018



END