



Defense Acquisition Workforce Key Information

Purchasing

As of FY18Q2 (31 March 2018)



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Highlights FY18Q2

Defense Acquisition Workforce Size Highlights

- Purchasing has decreased in size every quarter since FY17Q1. These decreases have occurred in almost every service/agency.
- The Purchasing attrition rate remains significantly higher than all of the other career fields, hovering over 20% annually since FY14.

Defense Acquisition Workforce DAWIA Certification Highlights

- The Meets or Exceeds Certification rate for Purchasing has continued to rise every quarter since FY17Q1 from 49% to 67% this quarter.



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2018Q2			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,359	0	1,359	166,593
Change in size from 2008	-	-	-	-	15%	-100%	14%	32%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	30%		10%	84%
Graduate Degree	2%	0%	2%	29%	6%		3%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	77%		77%	86%
Level II or Higher Achieved	42%	0%	41%	61%	57%		57%	73%
Level III Achieved	21%	0%	20%	36%	4%		4%	41%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	67%		67%	76%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	29%		29%	21%
Does Not Meet Certification Requirement	15%	0%	15%	14%	4%		4%	3%
Planning Considerations								
Average Age	51	30	50	46	47		47	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	18/28/54(%)		-	24/26/50(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	273(20%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	233(17%)	-	-	25,039(17%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	214/403	-	-	15,324/12,050

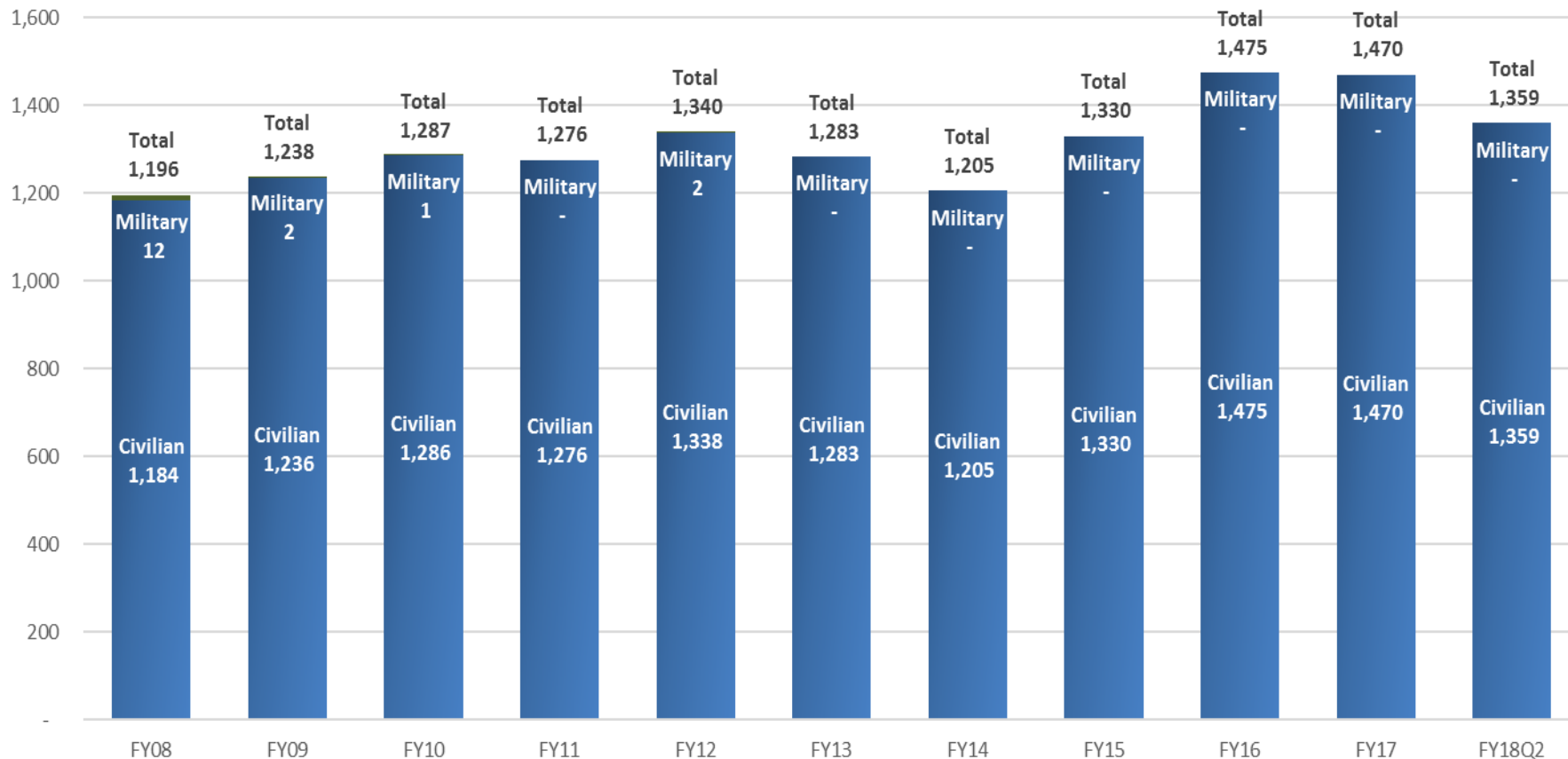
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

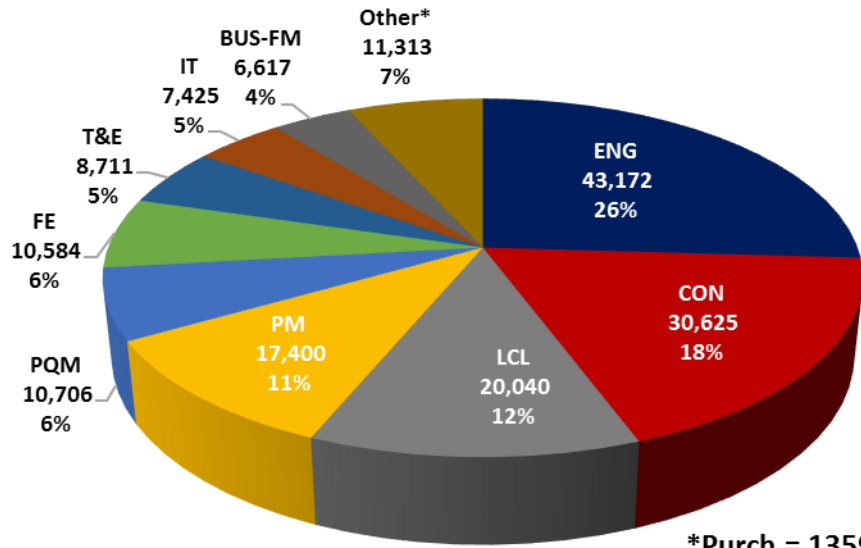


Purchasing





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%		



Purchasing Workforce Historical Size by Agency FY08 – FY18Q2



Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	478	497	455	442	424	407	372	-22%	-9%
MARINE CORPS	67	65	67	59	52	50	48	-28%	-4%
ARMY	319	351	382	265	365	409	365	14%	-11%
AIR FORCE	142	145	113	80	67	62	59	-58%	-5%
DCMA	3	3	3	7	35	5	2	-33%	-60%
DLA	153	188	270	289	485	502	481	214%	-4%
DCAA	-	3	8	8	6	7	5	-	-29%
MDA	3	1	1	1	1	-	-	-100%	-
DISA	13	17	15	15	16	13	12	-8%	-8%
DTRA	1	2	2	2	1	1	1	0%	0%
DHA	2	-	11	24	15	13	11	450%	-15%
DAU	-	2	-	-	-	-	-	-	-
DeCA	-	1	1	-	-	-	-	-	-
WHS	1	-	-	-	-	-	-	-100%	-
DFAS	1	-	-	-	-	-	-	-100%	-
DoDEA	9	5	4	7	3	-	-	-100%	-
DoD HRA	1	2	3	1	1	-	1	0%	-
DTIC	1	-	-	-	-	-	-	-100%	-
DSCA	1	1	1	1	1	-	1	0%	-
DSS	-	1	1	1	1	1	1	-	0%
DMA	-	1	2	2	-	-	-	-	-
USUHS	-	-	-	-	2	-	-	-	-
NDU	1	2	-	-	-	-	-	-100%	-
IG	-	-	1	1	-	-	-	-	-
TOTAL	1,196	1,287	1,340	1,205	1,475	1,470	1,359	↑ 14%	↓ -8%



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



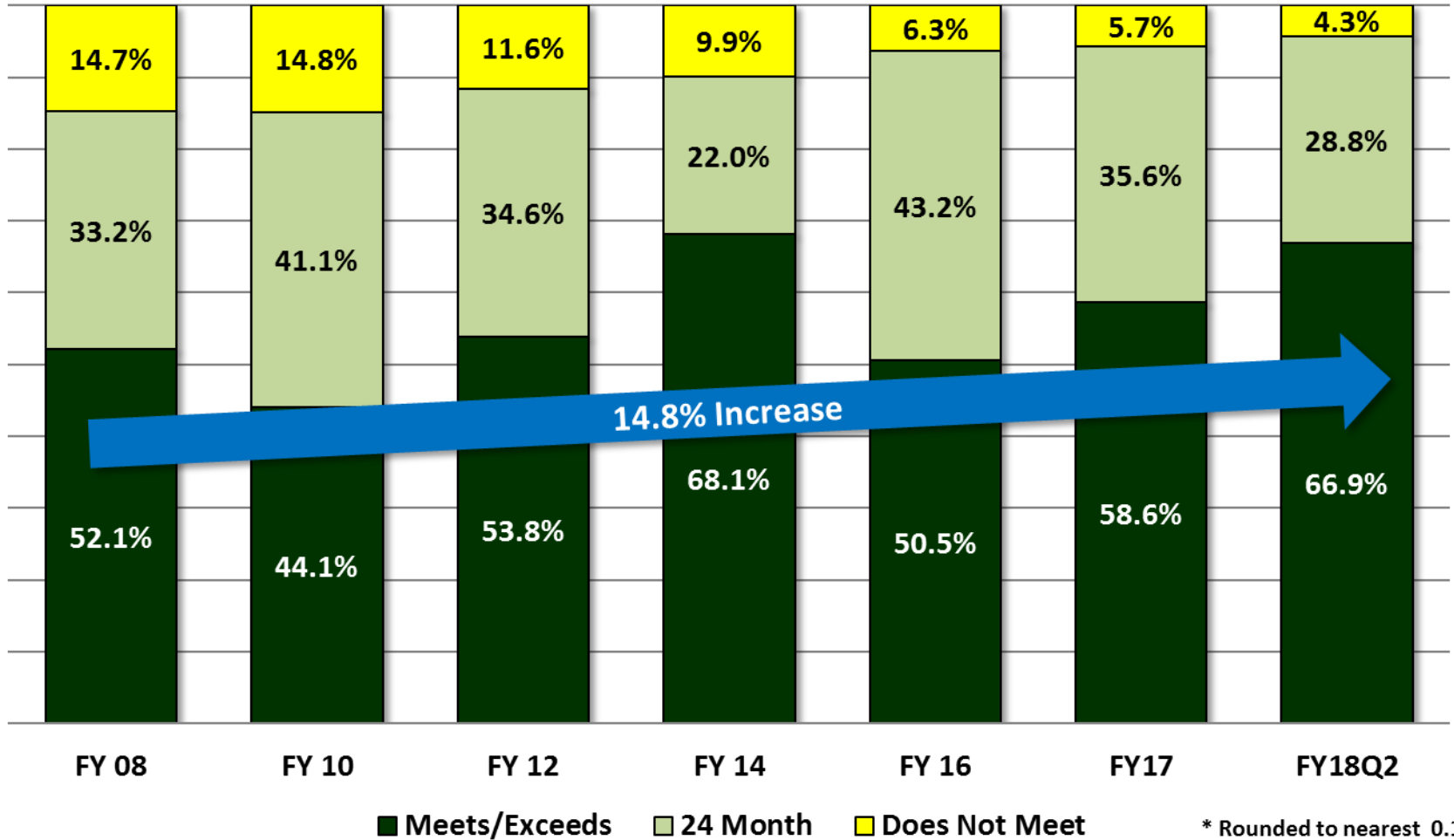
Purchasing Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	434	436	433	424	417	414	409	407	392	372	-10%
ARMY	286	293	309	365	432	441	426	409	389	365	-17%
AIR FORCE	74	73	72	67	64	63	61	62	62	59	-6%
MARINE CORPS	55	48	53	52	54	52	52	50	47	48	-8%
DCMA	39	50	47	35	27	24	20	5	3	2	-92%
DLA	433	470	494	485	499	495	511	502	481	481	-3%
DCAA	6	6	5	6	6	6	6	7	7	5	-17%
MDA	1	1	1	1	-	-	-	-	-	-	
DISA	16	15	15	16	16	16	12	13	13	12	-25%
DTRA	1	1	1	1	1	1	1	1	1	1	0%
DHA	19	19	19	15	16	15	15	13	12	11	-27%
DAU	1	-	-	-	-	-	-	-	-	-	
DoDEA	4	4	4	3	2	2	1	-	-	-	-100%
DoD HRA	1	1	1	1	-	-	-	-	1	1	
DSCA	1	1	1	1	-	-	-	-	1	1	
DSS	1	1	1	1	1	1	1	1	1	1	0%
DMA	2	-	-	-	-	-	-	-	-	-	
USUHS	-	2	2	2	1	1	-	-	-	-	-100%
IG	1	-	-	-	-	-	-	-	-	-	
TOTAL	1,375	1,421	1,458	1,475	1,536	1,531	1,515	1,470	1,410	1,359	↓ -11%



Purchasing Historical DAWIA Certification FY08 – FY18Q2



Purchasing

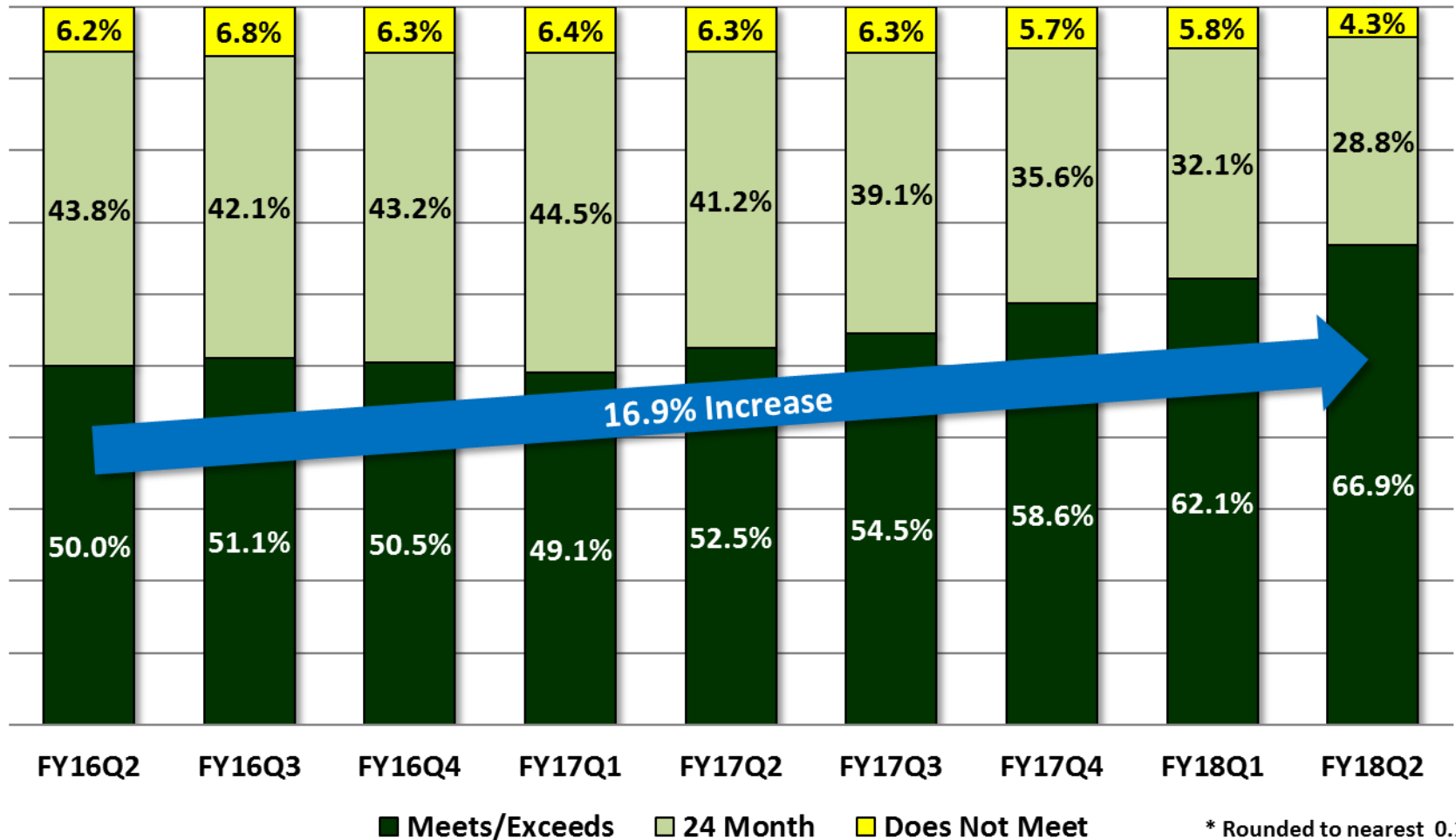




Purchasing Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



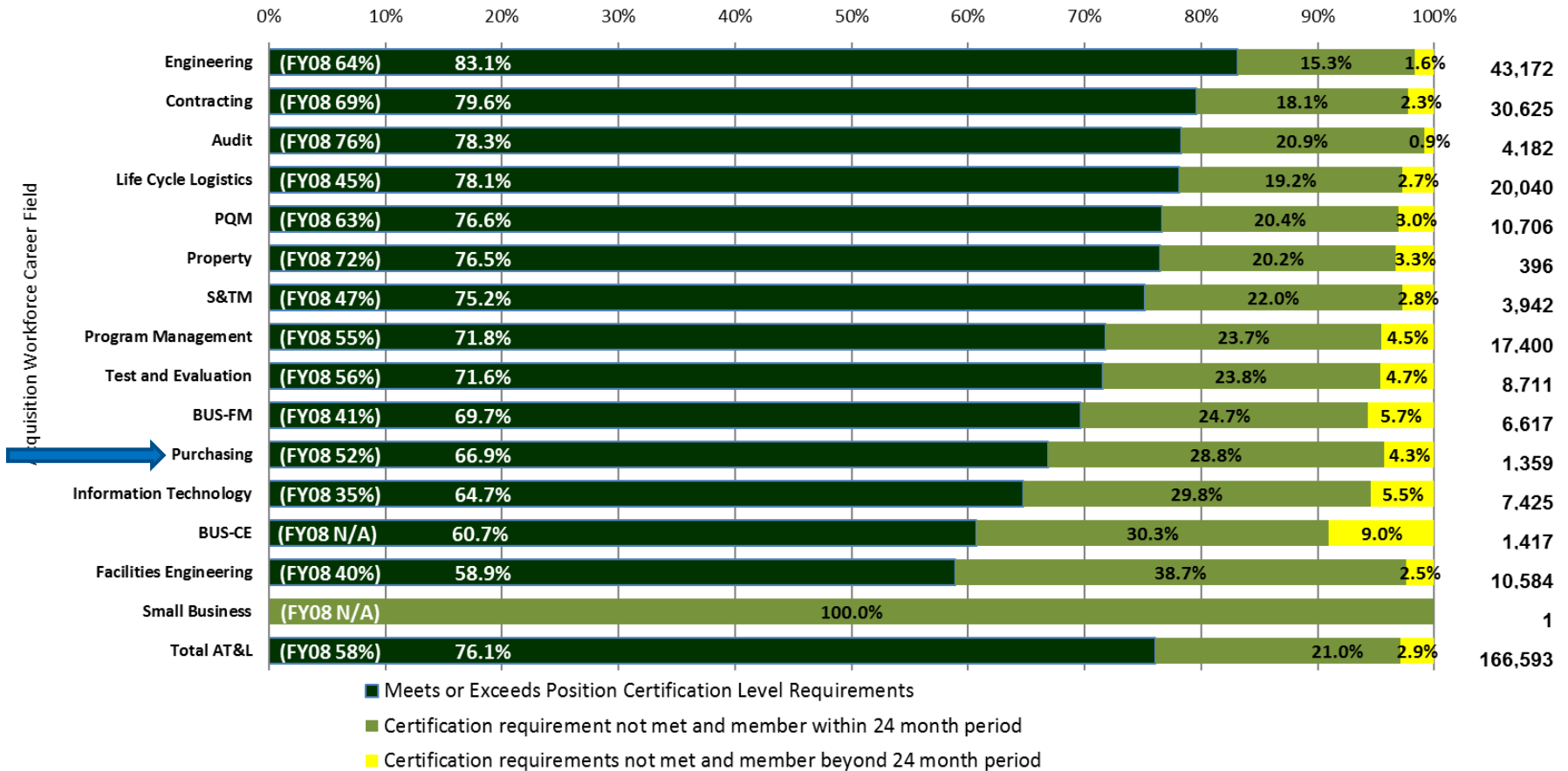
Purchasing





Purchasing DAWIA Certification by Career Field

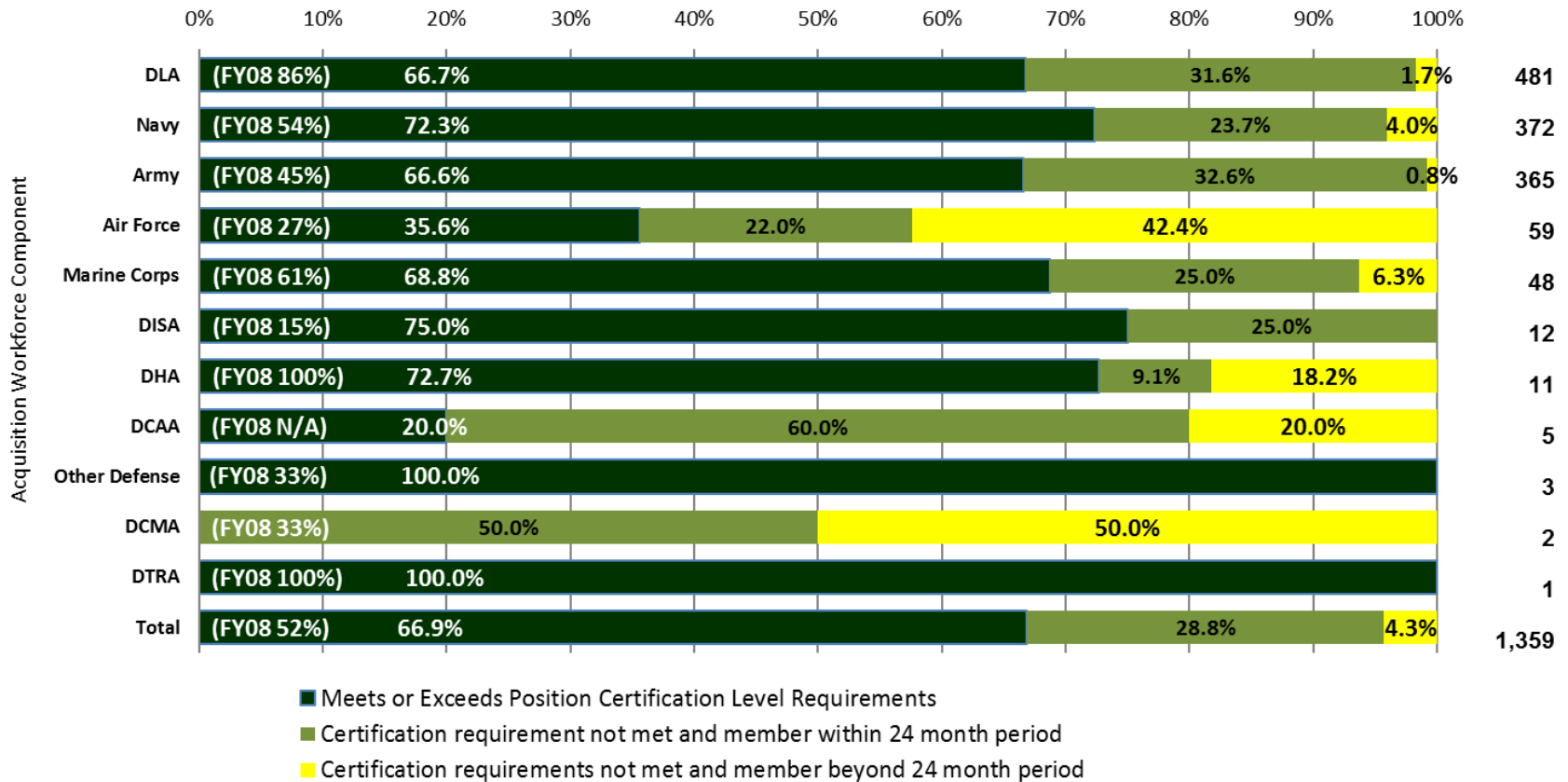
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





Purchasing DAWIA Certification by Component

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





Purchasing DAWIA Certification Matrix + Bench Strength



Purchasing Required Certification Level	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	136	144	92	7	379	64.1%
Level II	164	127	625	37	953	69.5%
Level III	1	1	2	3	7	42.9%
Unspecified	14	1	4	1	20	
FY18Q2 TOTAL	315	273	723	48	1,359	66.9%
	23.2%	20.1%	53.2%	3.5%		

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%	
Purchasing	908	66.9%	11 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	243	101	35	379	27.9%
Level II	662	277	14	953	70.1%
Level III	3	4	-	7	0.5%
Unspecified	1	10	9	20	1.5%
Purchasing TOTAL	909	392	58	1,359	
	66.9%	28.8%	4.3%		

= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

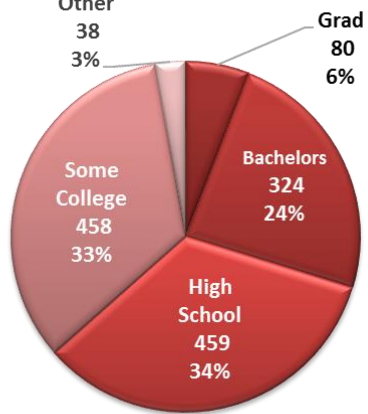


Purchasing Demographics

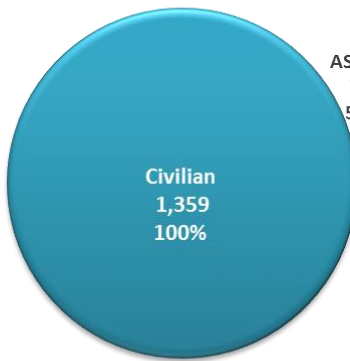
CAP - KLP



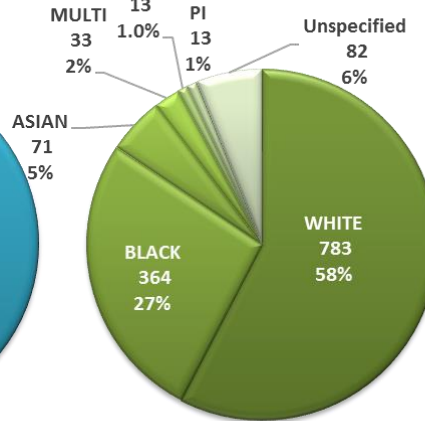
Education



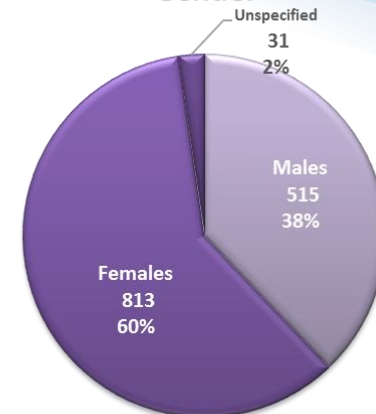
MIL / CIV



Race



Gender



Occupied Position Type	Purchasing		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	-	0.0%	16,456	9.9%
Non-CAP Positions	1,359	100.0%	148,920	89.4%
Unknown	-	0.0%	141	0.1%
TOTAL	1,359		166,593	

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

Highest Level of Education	Purchasing		Entire DAW	
Post Grad	80	5.9%	67,163	40.3%
Bachelors	324	23.8%	73,237	44.0%
High School	459	33.8%	11,741	7.0%
Some College	458	33.7%	12,374	7.4%
Other	38	2.8%	2,078	1.2%
TOTAL	1,359		166,593	

Military / Civilian	Purchasing		Entire DAW	
Civilian	1,359	100.0%	151,056	90.7%
Military	-	0.0%	15,537	9.3%
TOTAL	1,359		166,593	

Race	Purchasing		Entire DAW	
WHITE	783	57.6%	122,344	73.4%
BLACK	364	26.8%	20,072	12.0%
ASIAN	71	5.2%	11,222	6.7%
MULTI	33	2.4%	4,403	2.6%
AMI/AN	13	1.0%	971	0.6%
PI	13	1.0%	833	0.5%
Unspecified	82	6.0%	6,748	4.1%
TOTAL	1,359		166,593	

Gender	Purchasing		Entire DAW	
Males	515	37.9%	117,018	70.2%
Females	813	59.8%	48,016	28.8%
Unspecified	31	2.3%	1,559	0.9%
TOTAL	1,359		166,593	



Purchasing Size by Occupational Series



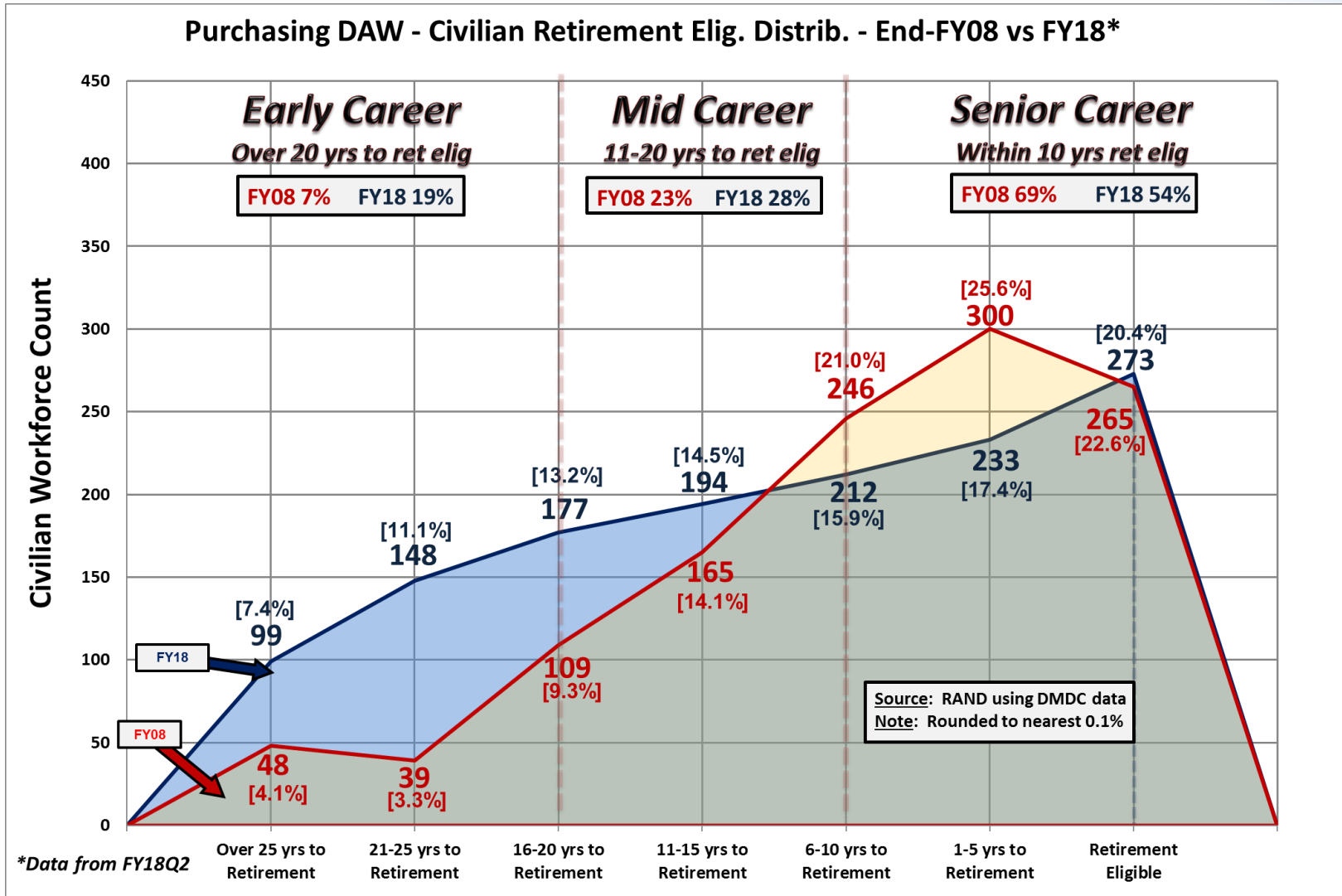
Civilian Occupational Series	Purchasing	
1105 - Purchasing Agent	1,296	95.4%
1101 - Business and Industry Specialist	43	3.2%
1106 - Procurement Clerk / Technician	2	0.1%
0301 - Administration & Program Staff	2	0.1%
0343 - Management and Program Analyst	4	0.3%
1102 - Contract Specialist	1	0.1%
2003 - Supply Management Specialist	1	0.1%
<i>Other</i>	10	0.7%
TOTAL CIVILIAN	1,359	Civilians



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



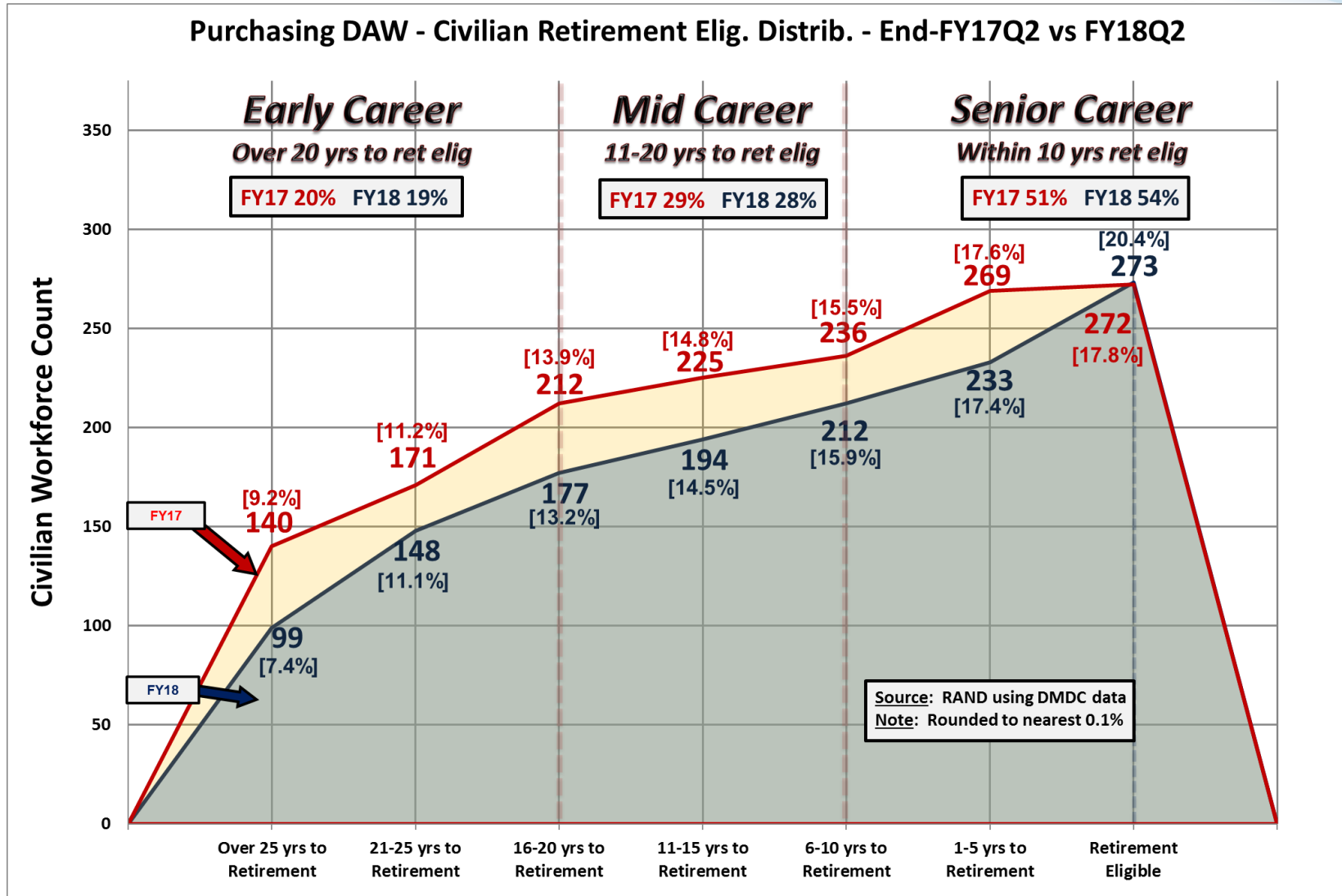
Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 31 Mar 2018



Purchasing Civilian Retirement Eligibility Distribution – 1 yr- FY17Q2 / FY18Q2



As of 31 Mar 2018

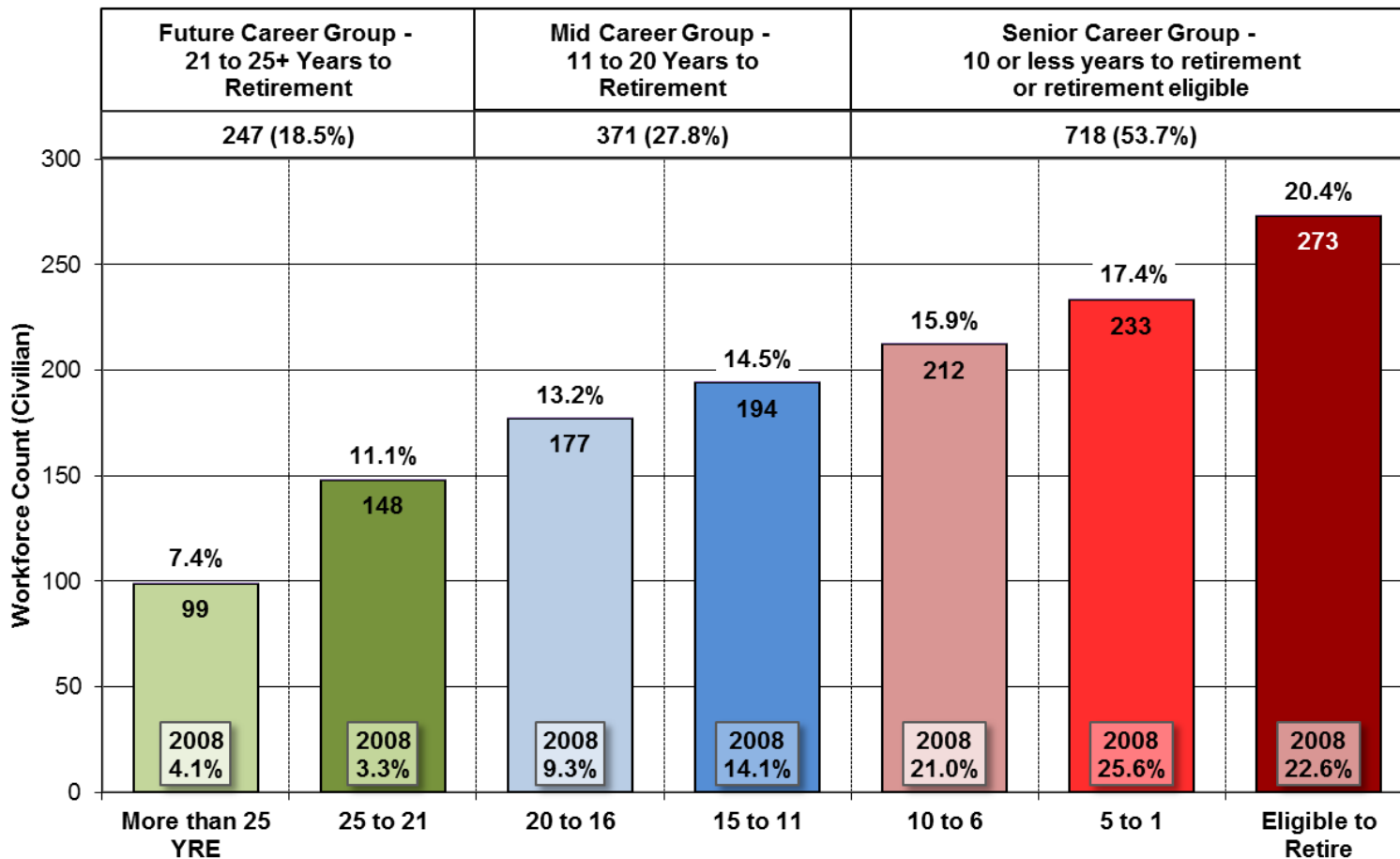


Purchasing Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q2) - Purchasing and Procurement



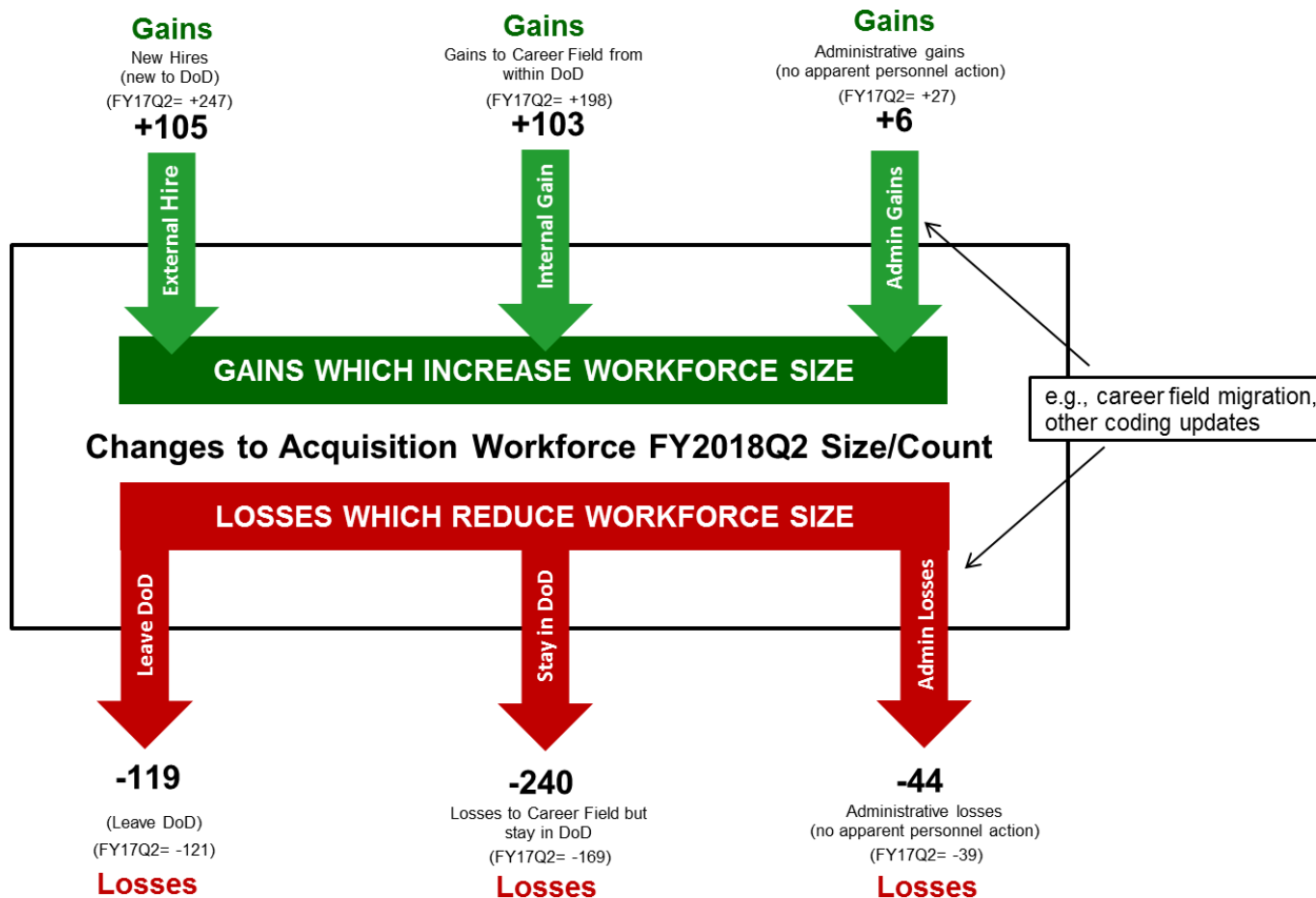
As of 31 Mar 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q2) - Purchasing and

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



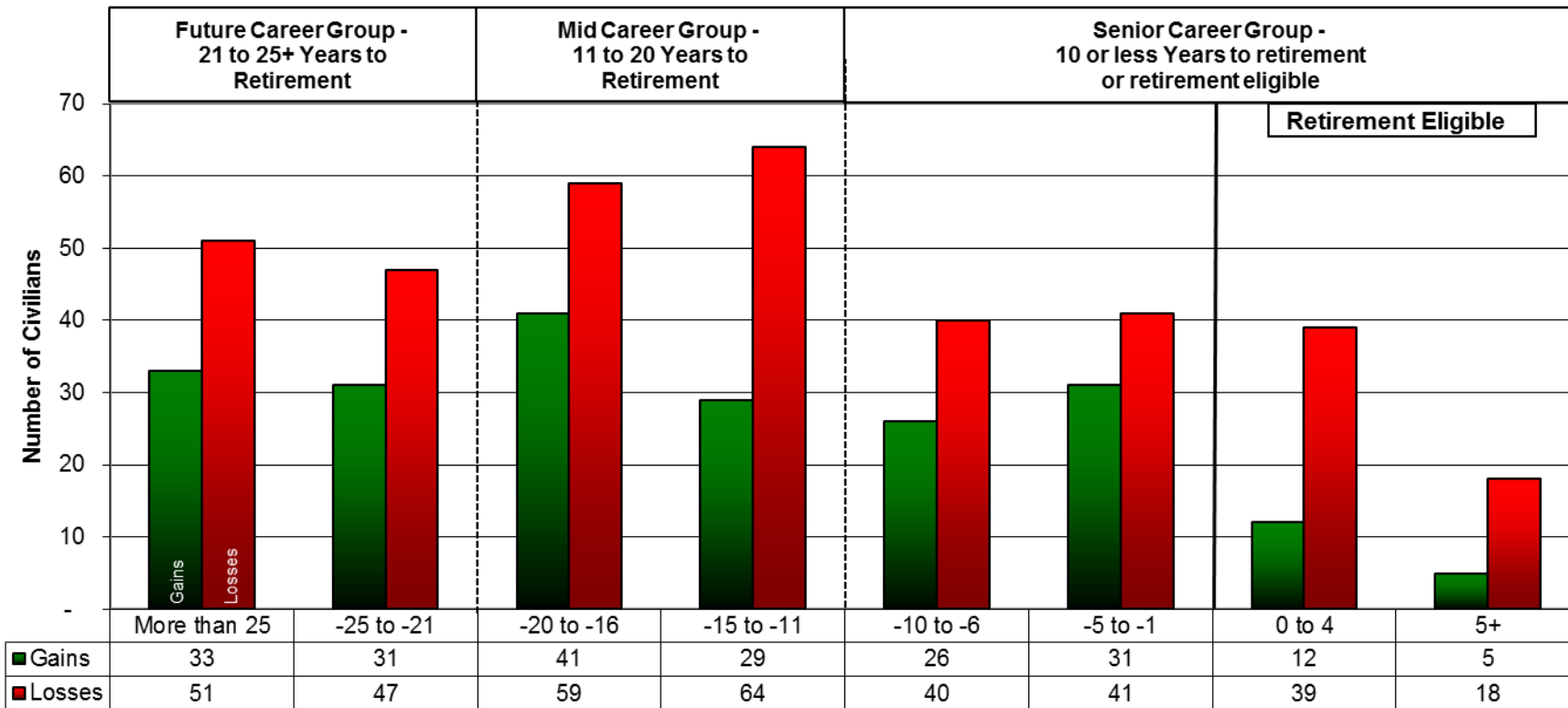


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2018Q2 Gains & Losses*

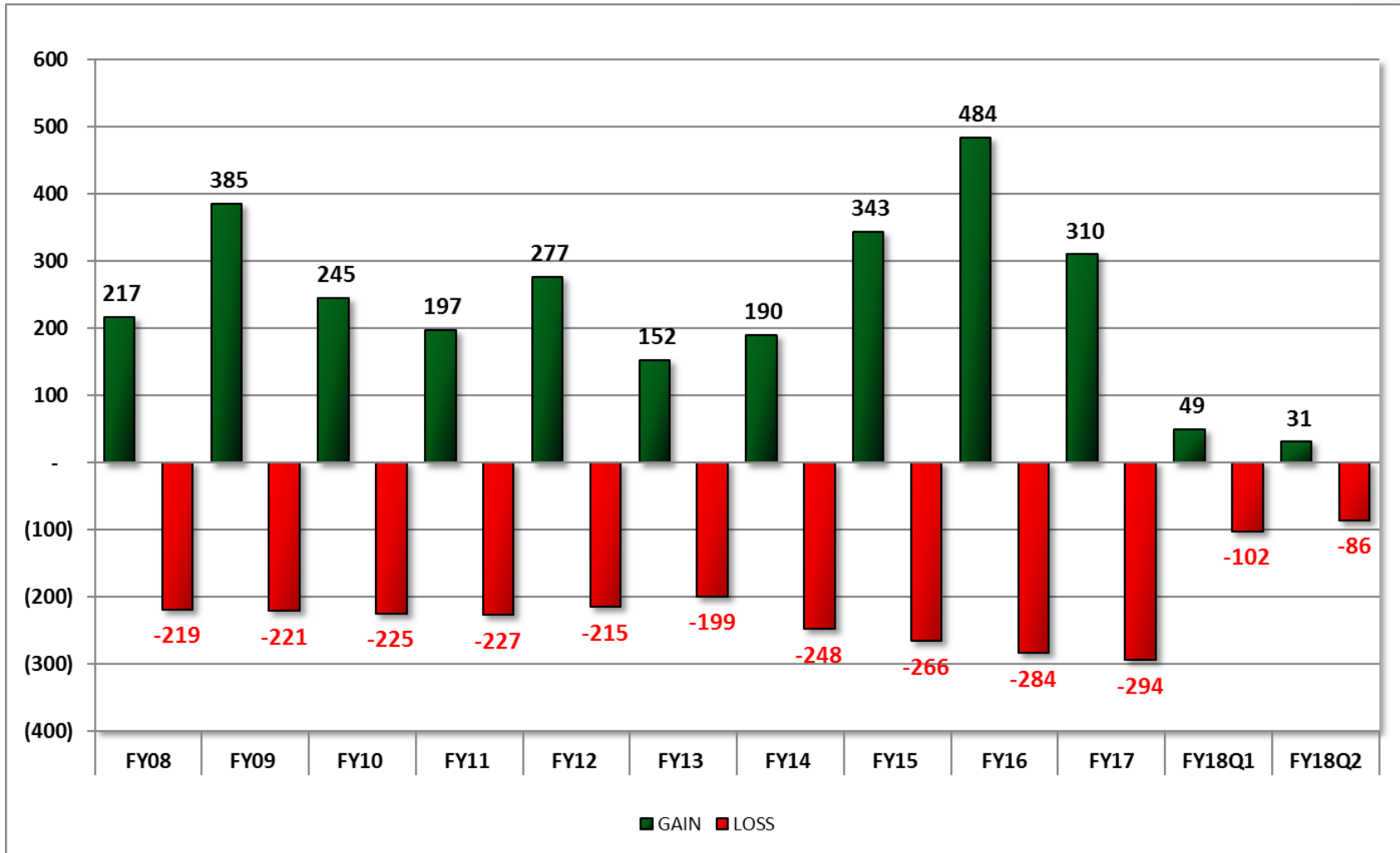


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Purchasing Historical Gains and Losses FY08 – FY18Q2



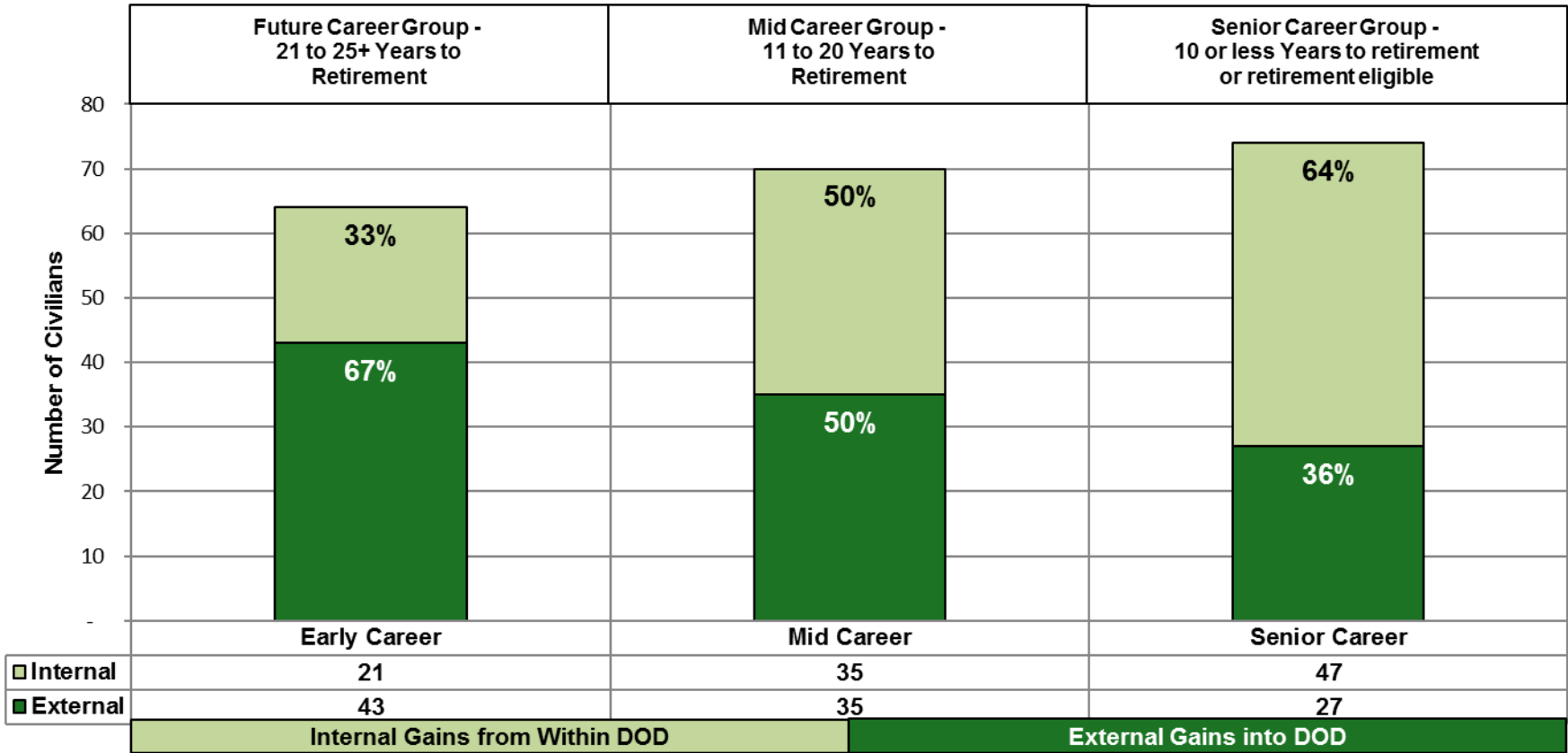
As of 31 Mar 2018



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement 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)

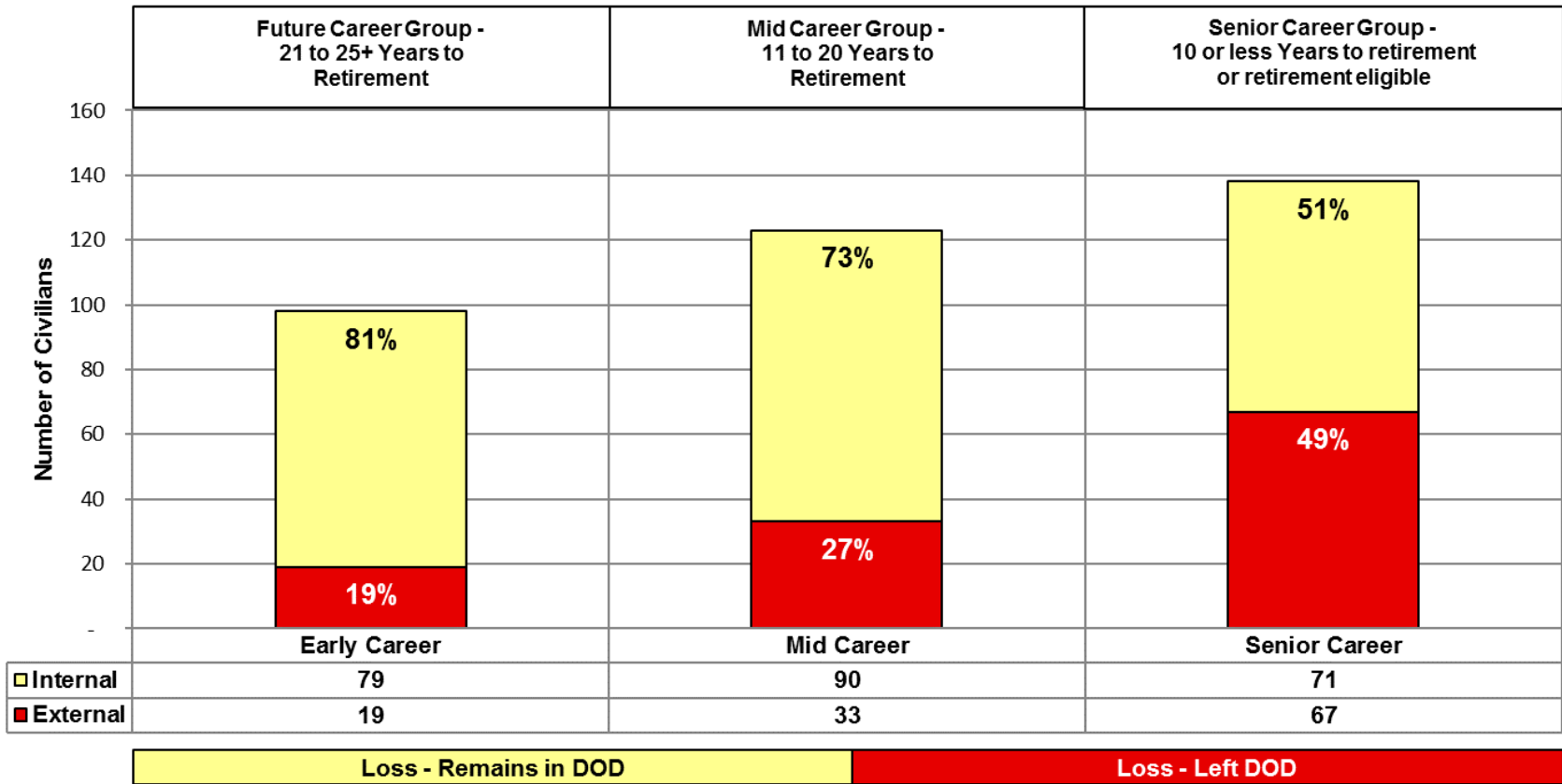


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2018Q2 Losses*



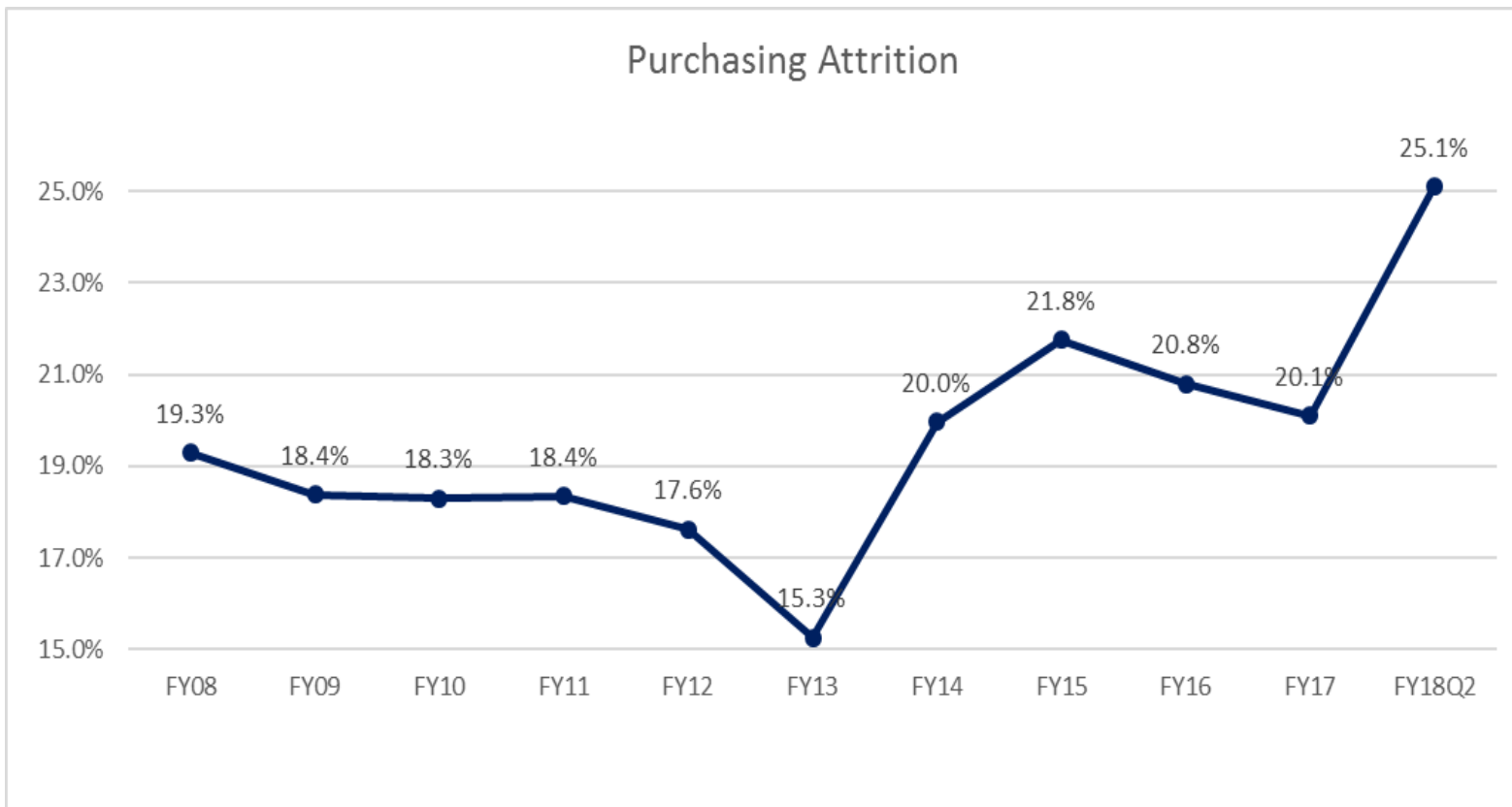
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

*Does not include administrative losses

As of 31 Mar 2018



Annual Attrition Rates

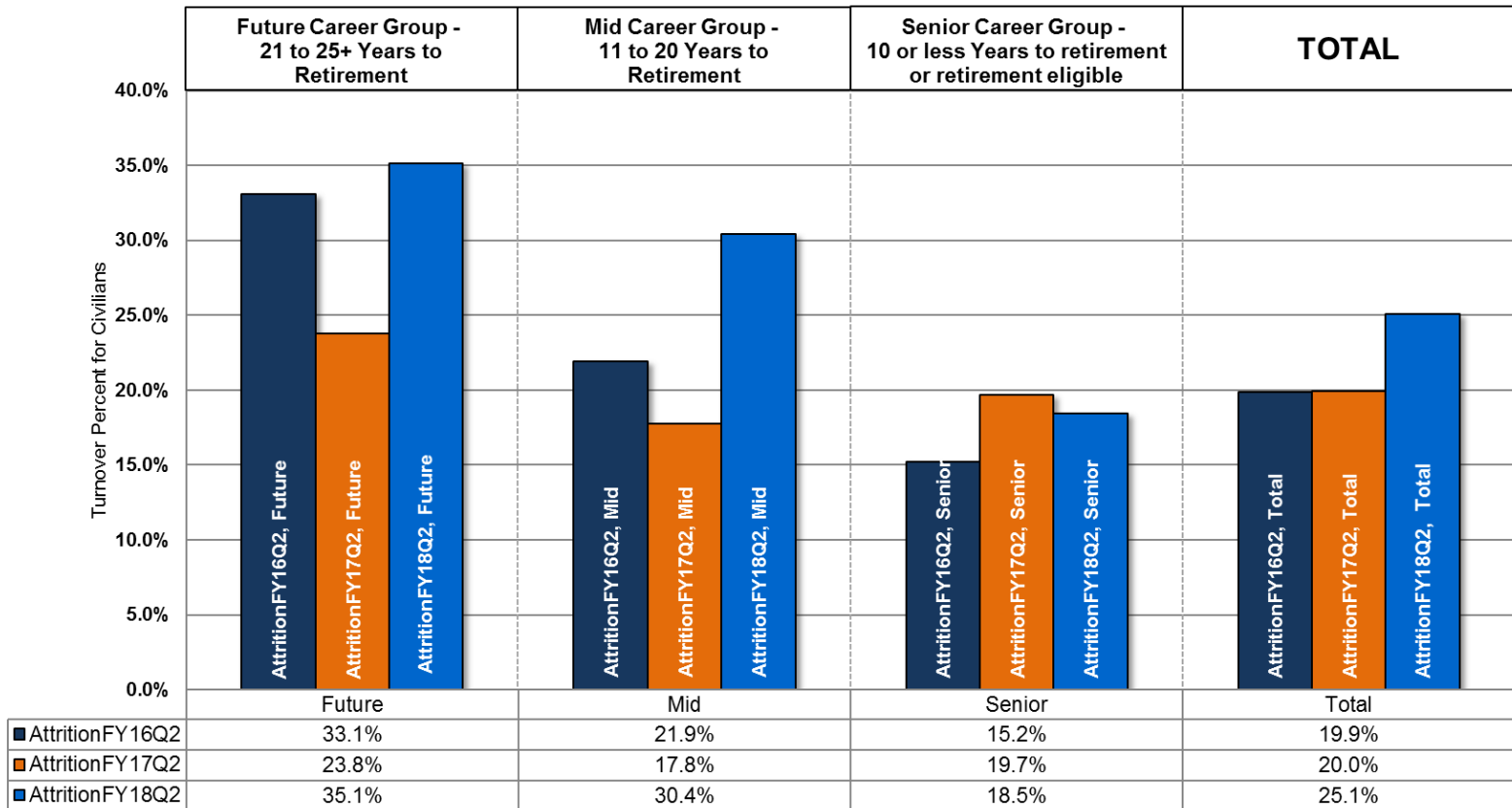


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Purchasing Attrition Rates by Career Group

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



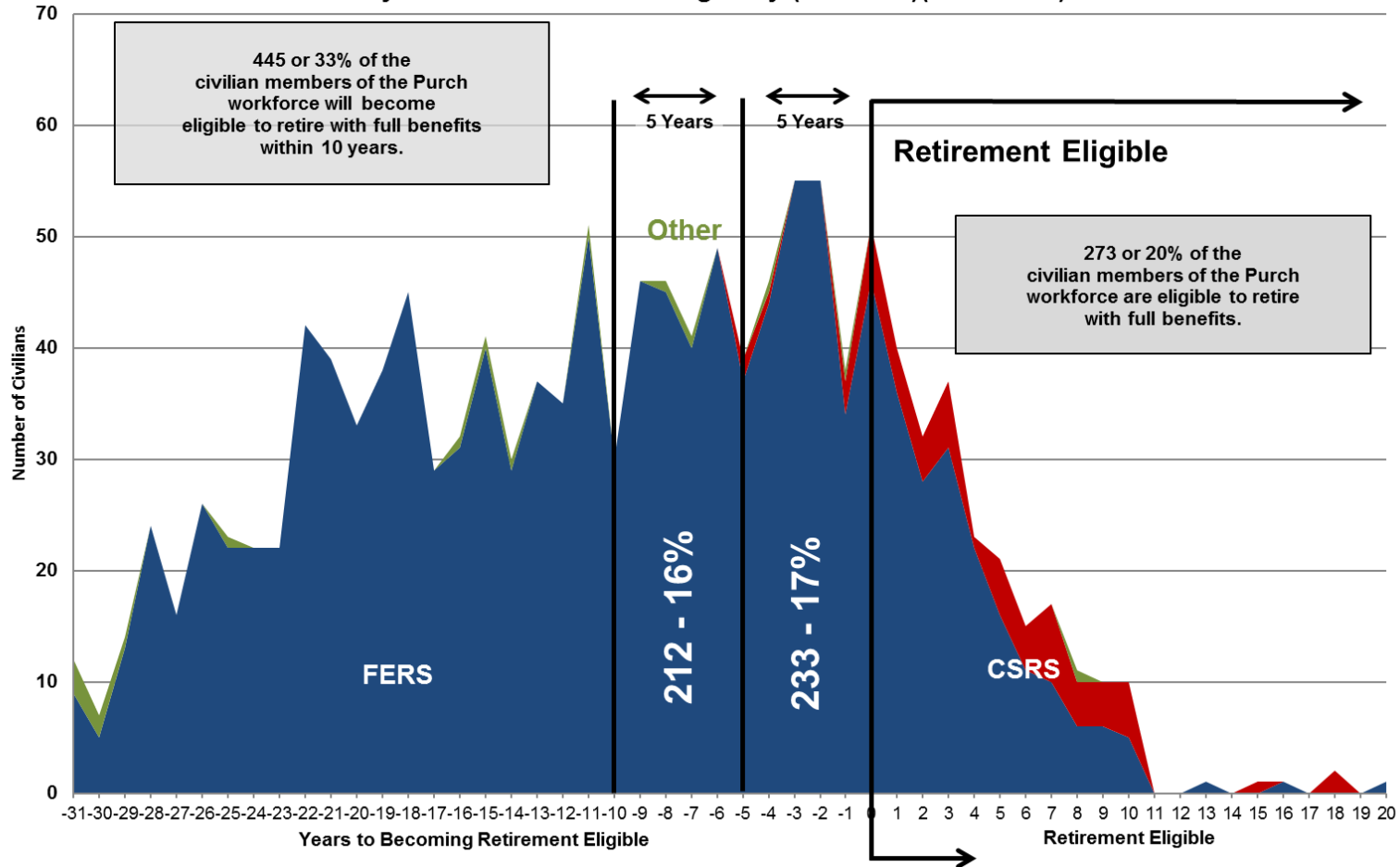


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purchasing and Procurement

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



As of 31 Mar 2018



END