



Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY18Q2 (31 March 2018)



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Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2018Q2			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	6,888	1,823	8,711	166,593
Change in size from 2008	-	-	-	-	23%	1%	17%	32%
Civilian/Military Composition	76%	24%	-	88% / 12%	79%	21%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	88%	41%	84%
Graduate Degree	30%	43%	33%	29%	41%	54%	19%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	88%	60%	82%	86%
Level II or Higher Achieved	68%	24%	57%	61%	77%	31%	67%	73%
Level III Achieved	52%	8%	41%	36%	56%	15%	48%	41%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	80%	41%	72%	76%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	17%	50%	24%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	4%	9%	5%	3%
Planning Considerations								
Average Age	44	35	42	46	44	34	42	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	32/22/46(%)	-	-	24/26/50(%)
Average Years of Service	15	11	14	17	15	12	15	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,304(19%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,150(17%)	-	-	25,039(17%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	751/810	-	-	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 Test and Evaluation Career Field population has remained steady since FY10, slightly increasing 3% during this time. Throughout FY17 over 68% of all gains occurred in the Early Career Group.
- The number of T&E personnel who are Retirement Eligible increased from 1,130 in FY18Q1 to 1,304 at the end of Q2 a 15% increase. Although this seems significant reviewing the change between Q2 and Q3 in FY16 and FY17 the changes are similar. The increase in FY16 was 16% and in FY17, 14%.
- Since FY12 there has been a steady increase in the T&E overall attrition rate, growing from 5.8% to 7.6% in FY16. There was a decrease in attrition at the end of FY17, but an increase this quarter.

Defense Acquisition Workforce DAWIA Certification Highlights

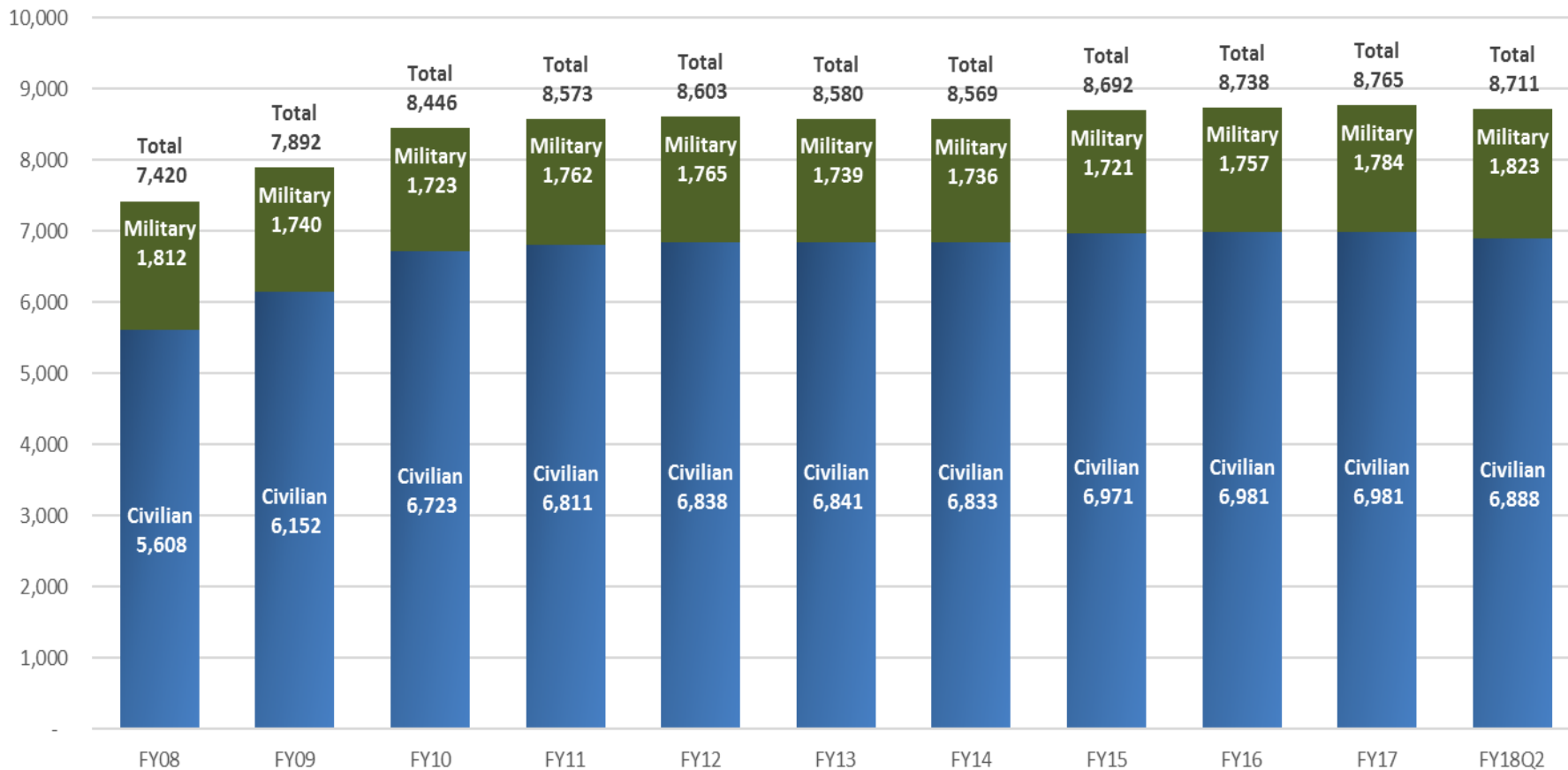
- The DAWIA Certification Meets or Exceeds criteria has remained steady at around 71% the end of FY17Q1.



Total Historic Workforce

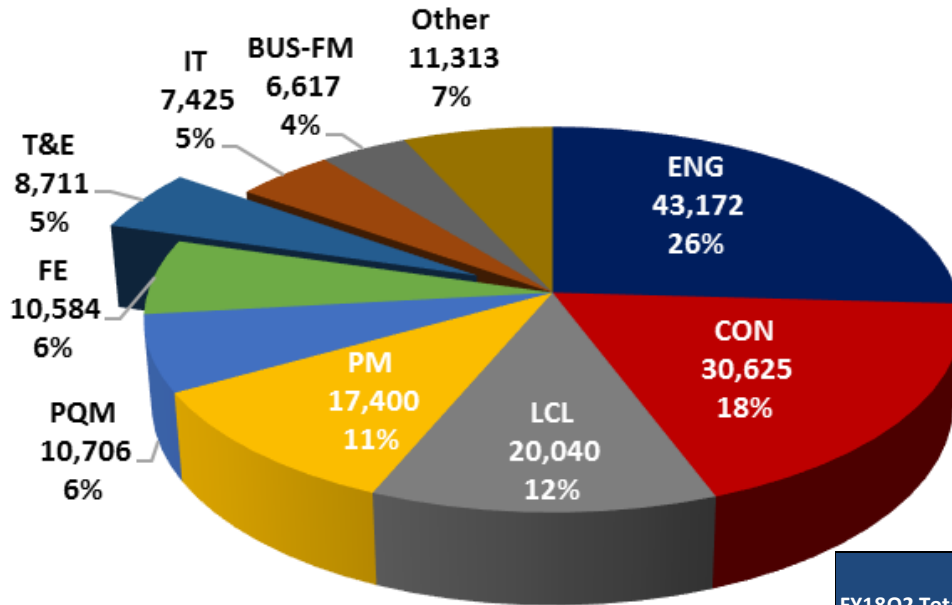


T&E





AWF by Component and Career Field



FY18Q2 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	%
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%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY18Q2



Test and Evaluation Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	2,360	2,877	2,952	3,053	3,239	3,227	3,203	36%	-1%
MARINE CORPS	116	123	134	126	133	129	130	12%	1%
ARMY	2,135	2,304	2,116	2,037	1,903	1,877	1,861	-13%	-1%
AIR FORCE	2,622	2,838	3,033	2,975	3,082	3,153	3,150	20%	0%
DCMA	31	20	5	3	8	5	4	-87%	-20%
DLA	1	4	3	1	-	-	-	-100%	
MDA	86	201	245	262	257	257	247	187%	-4%
DISA	37	47	53	53	53	51	50	35%	-2%
DTRA	11	9	8	6	7	13	15	36%	15%
DHA	-	1	5	4	4	4	5		25%
DAU	6	6	8	7	8	7	7	17%	0%
NRO	-	-	-	-	-	-	-		
OSD	3	5	7	6	7	6	7	133%	17%
DeCA	-	-	-	1	2	1	1		0%
JCS	-	-	22	18	18	17	14		-18%
TRMC	6	8	12	17	17	18	17	183%	-6%
NDU	1	-	-	-	-	-	-	-100%	
POW/MIA	-	-	-	-	-	-	-		
IG	1	-	-	-	-	-	-	-100%	
4th Estate Other	4	3	-	-	-	-	-	-100%	
TOTAL	7,420	8,446	8,603	8,569	8,738	8,765	8,711	↑ 17%	↓ -1%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q2



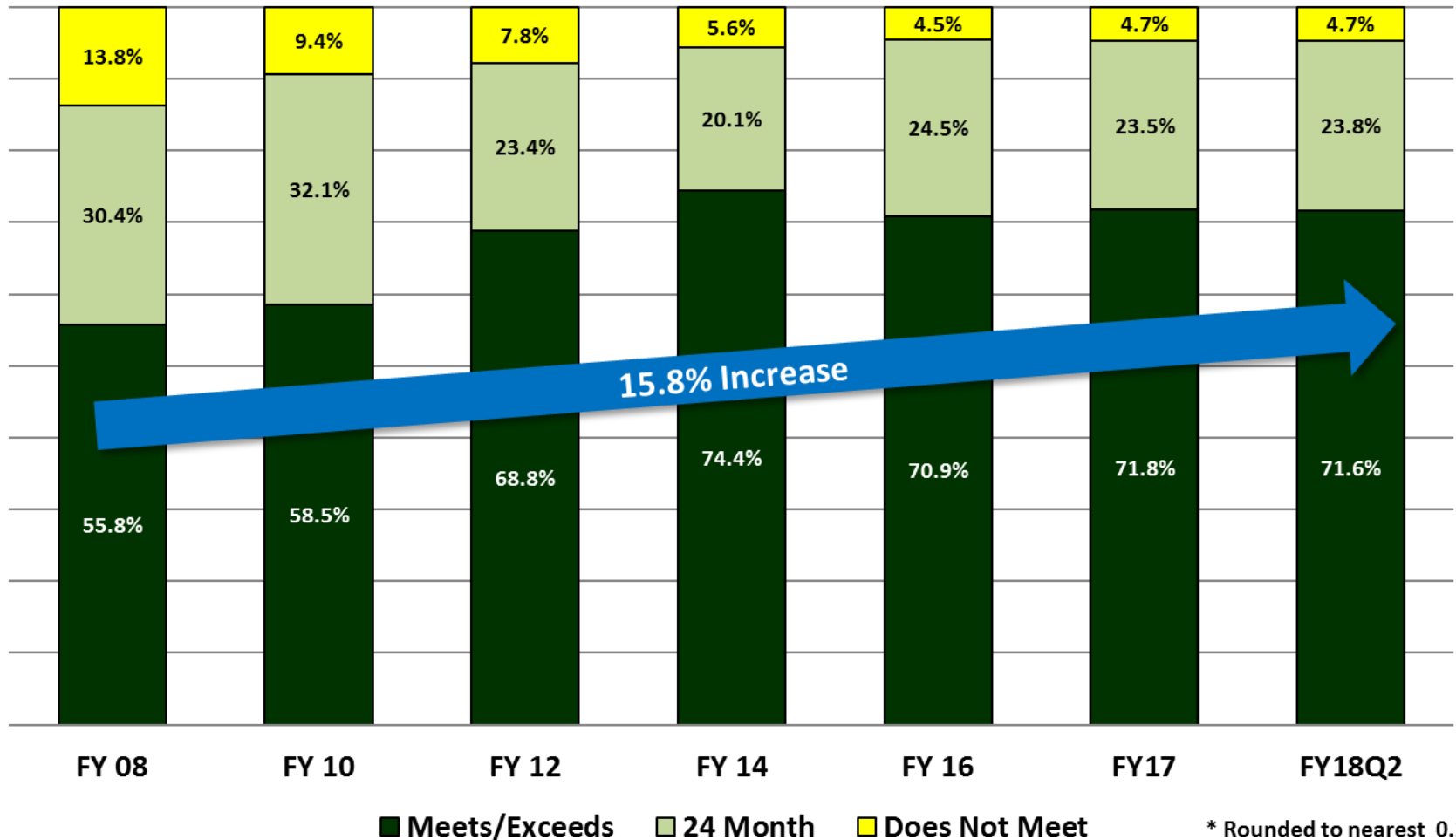
Test and Evaluation Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	3,241	3,274	3,292	3,239	3,227	3,195	3,200	3,227	3,229	3,203	0%
ARMY	1,934	1,905	1,910	1,903	1,885	1,886	1,870	1,877	1,860	1,861	-1%
AIR FORCE	3,052	3,071	3,004	3,082	3,135	3,147	3,111	3,153	3,170	3,150	0%
MARINE CORPS	129	135	127	133	132	139	134	129	128	130	-6%
DCMA	10	8	7	8	6	5	4	5	5	4	-20%
MDA	254	256	259	257	260	257	259	257	252	247	-4%
DISA	49	55	56	53	42	43	53	51	48	50	16%
DTRA	7	7	7	7	11	11	11	13	14	15	36%
DHA	4	4	4	4	3	3	3	4	4	5	67%
DAU	6	6	7	8	8	8	7	7	7	7	-13%
OSD	7	7	7	7	7	6	6	6	6	7	17%
DeCA	1	1	1	2	1	1	1	1	1	1	0%
JCS	18	18	18	18	18	18	18	17	15	14	-22%
TRMC	18	17	17	17	19	18	18	18	18	17	-6%
TOTAL	8,730	8,764	8,716	8,738	8,754	8,737	8,695	8,765	8,757	8,711	↓ -0.3%



Test and Evaluation Historical DAWIA Certification FY08 – FY18Q2



Test and Evaluation



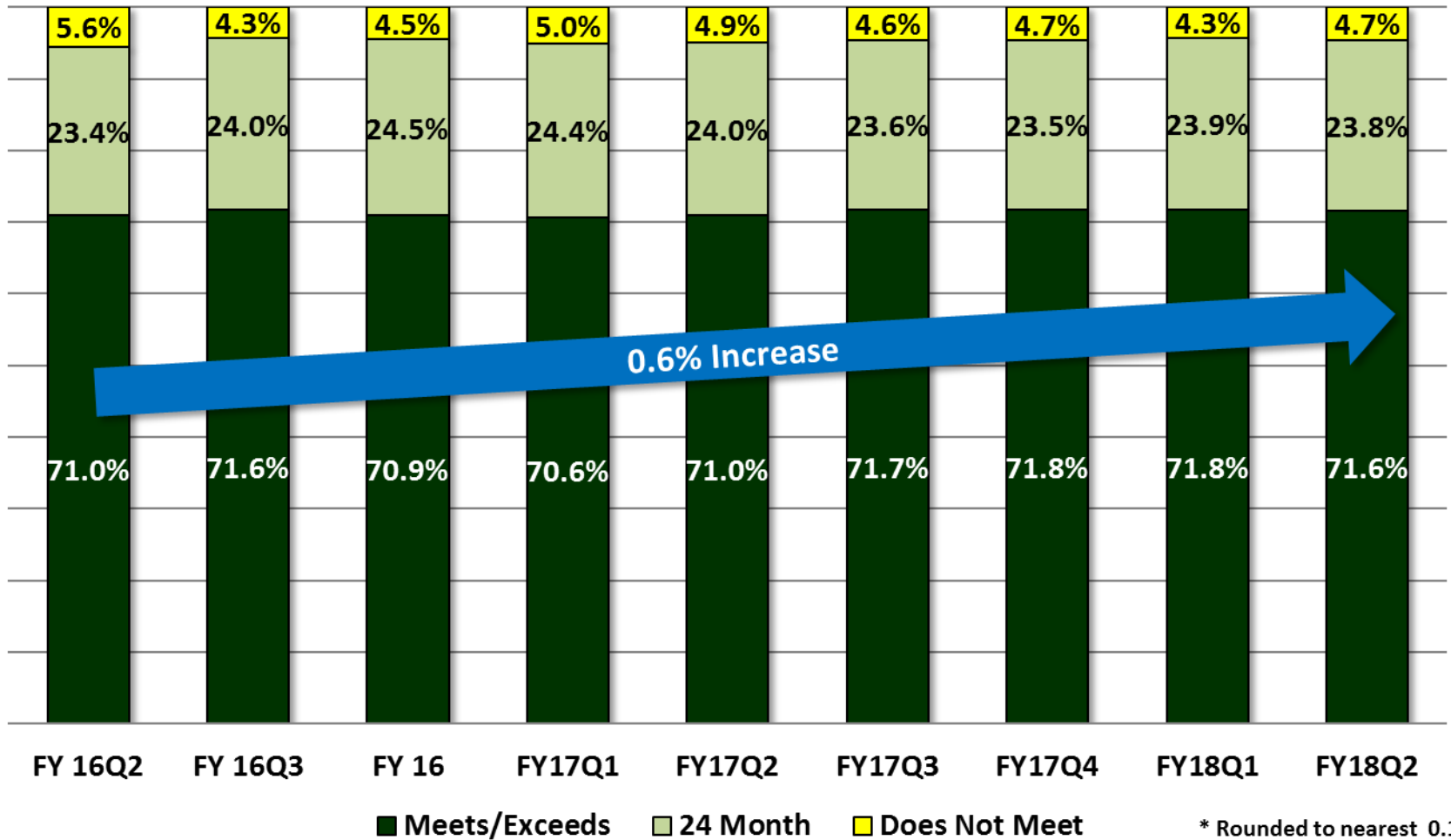
15.8% Increase



Test and Evaluation Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



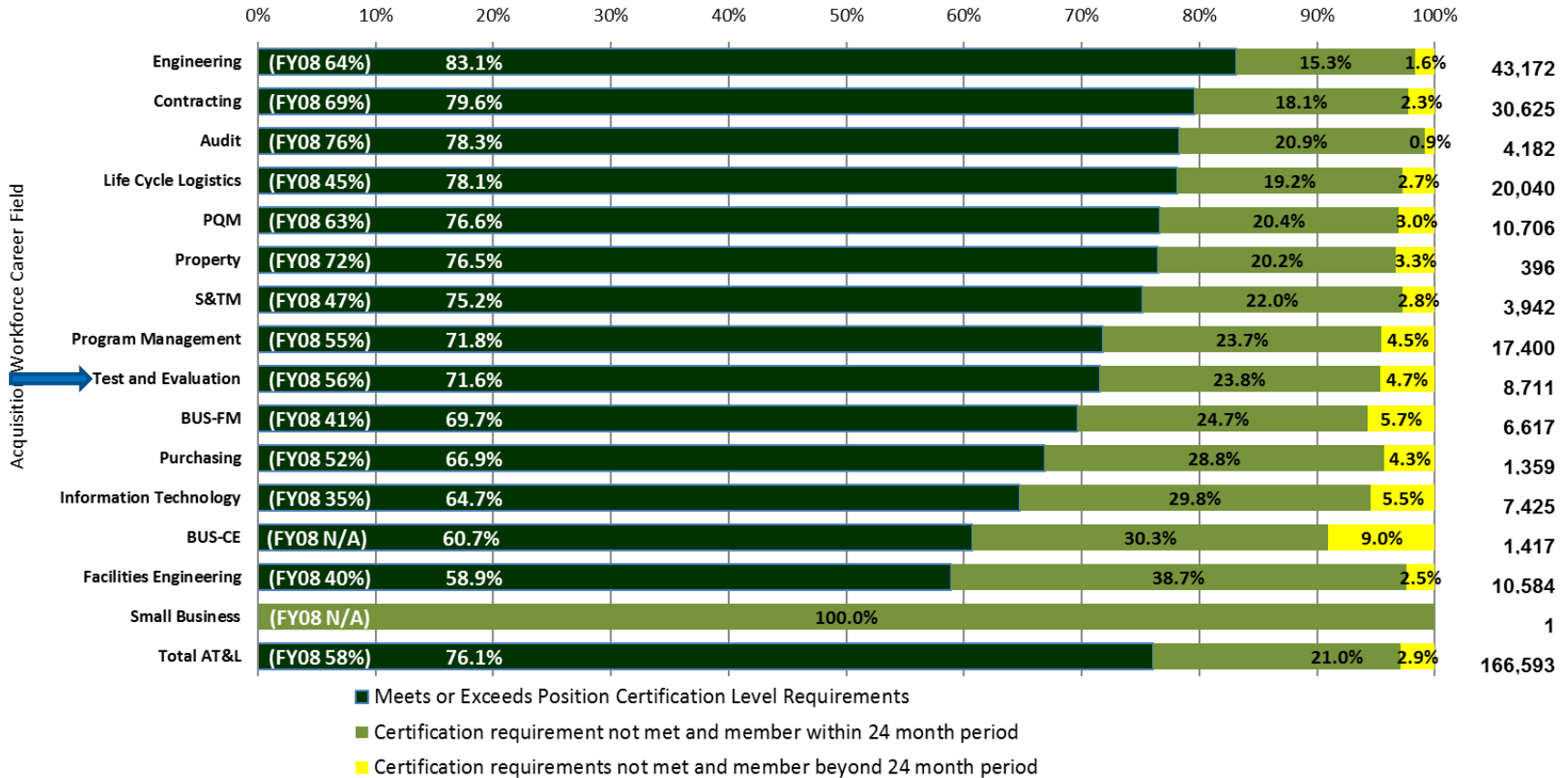
Test and Evaluation





Test and Evaluation DAWIA Certification by Career Field

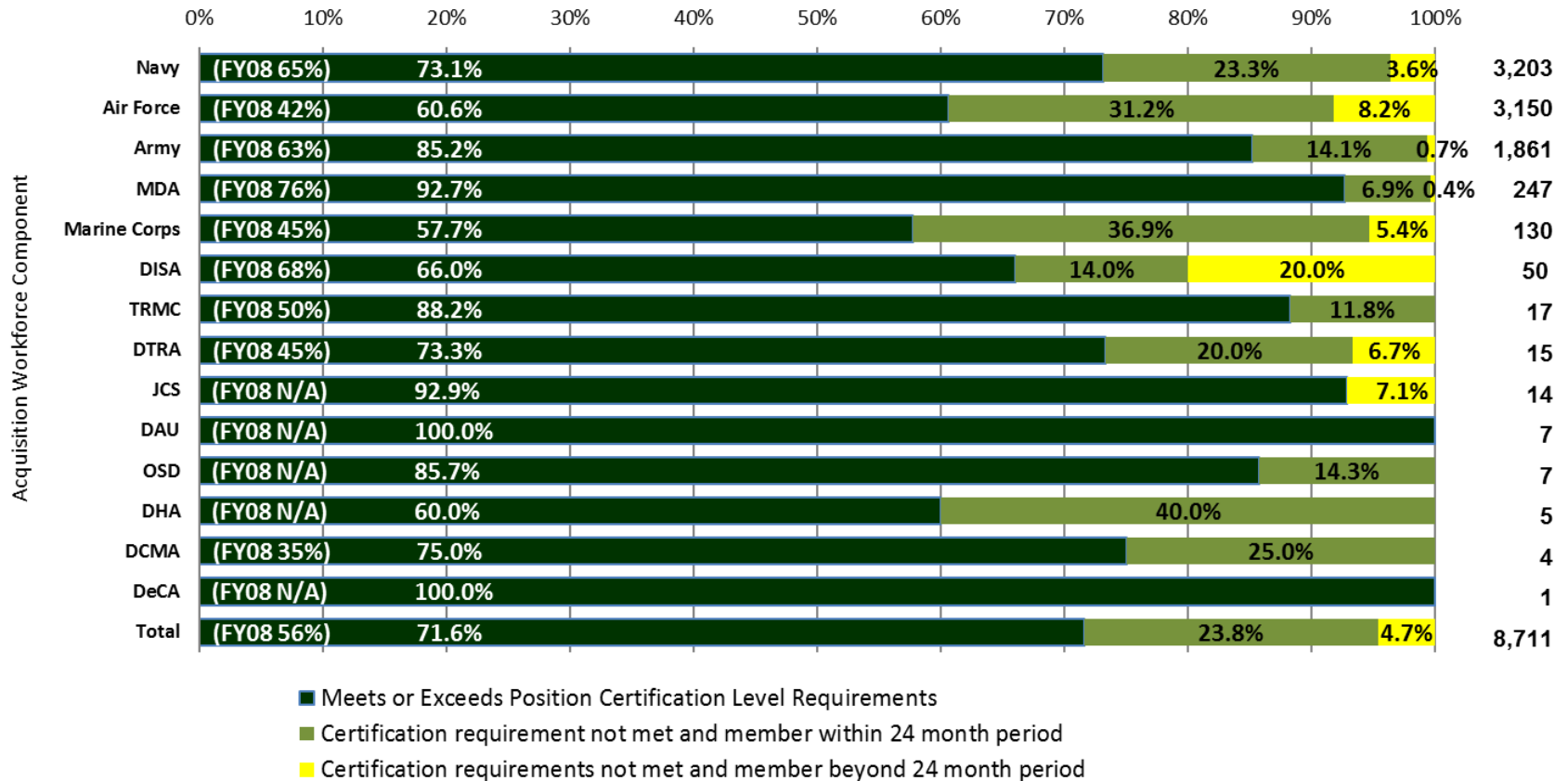
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY18Q2)





Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation Required Certification Level	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	702	561	135	156	1,554	54.8%
Level II	680	704	1,388	1,523	4,295	67.8%
Level III	150	86	156	2,470	2,862	86.3%
Unspecified	-	-	-	-	-	
FY18Q2 TOTAL	1,532	1,351	1,679	4,149	8,711	71.6%
	17.6%	15.5%	19.3%	47.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or % Meets or		Career Field Rank
	Exceeds	Exceeds*	
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%	
Test and Ev	6,233	71.6%	9 of 14

** Based on population total without unspecified positions

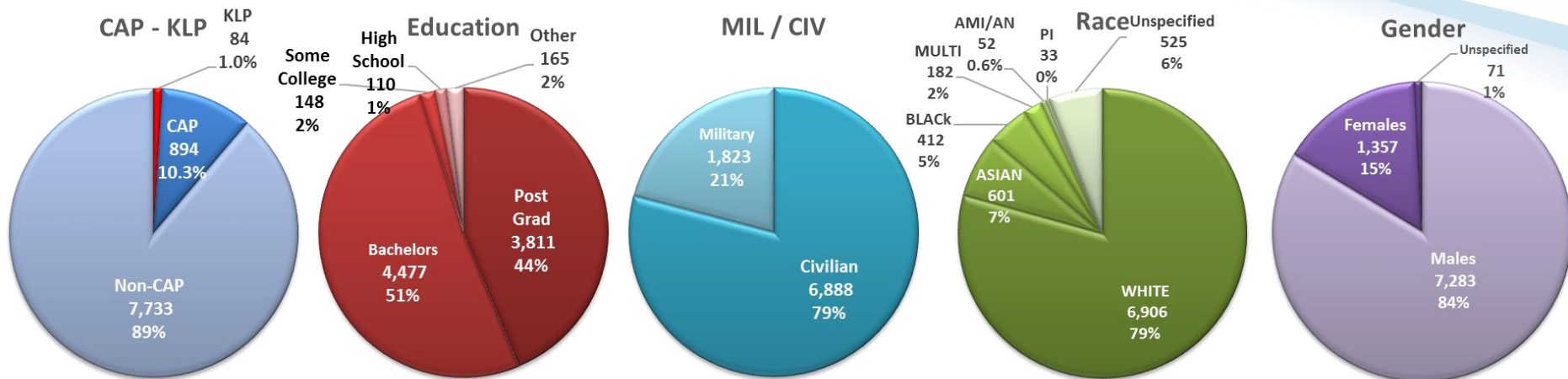
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	852	680	22	1,554	17.8%
Level II	2,911	1,094	290	4,295	49.3%
Level III	2,470	297	95	2,862	32.9%
Unspecified	-	-	-	-	0.0%
Test and Evaluation TOTAL	6,233	2,071	407	8,711	
	71.6%	23.8%	4.7%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



Occupied Position Type	T&E		Entire DAW	
Key Leadership Positions (KLPs)	84	1.0%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	894	10.3%	16,456	9.9%
Non-CAP Positions	7,733	88.8%	148,920	89.4%
Unknown	-	0.0%	141	0.1%
TOTAL	8,711		166,593	

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

Highest Level of Education	T&E		Entire DAW	
Post Grad	3,811	43.7%	67,163	40.3%
Bachelors	4,477	51.4%	73,237	44.0%
Some College	148	1.7%	11,741	7.0%
High School	110	1.3%	12,374	7.4%
Other	165	1.9%	2,078	1.2%
TOTAL	8,711		166,593	

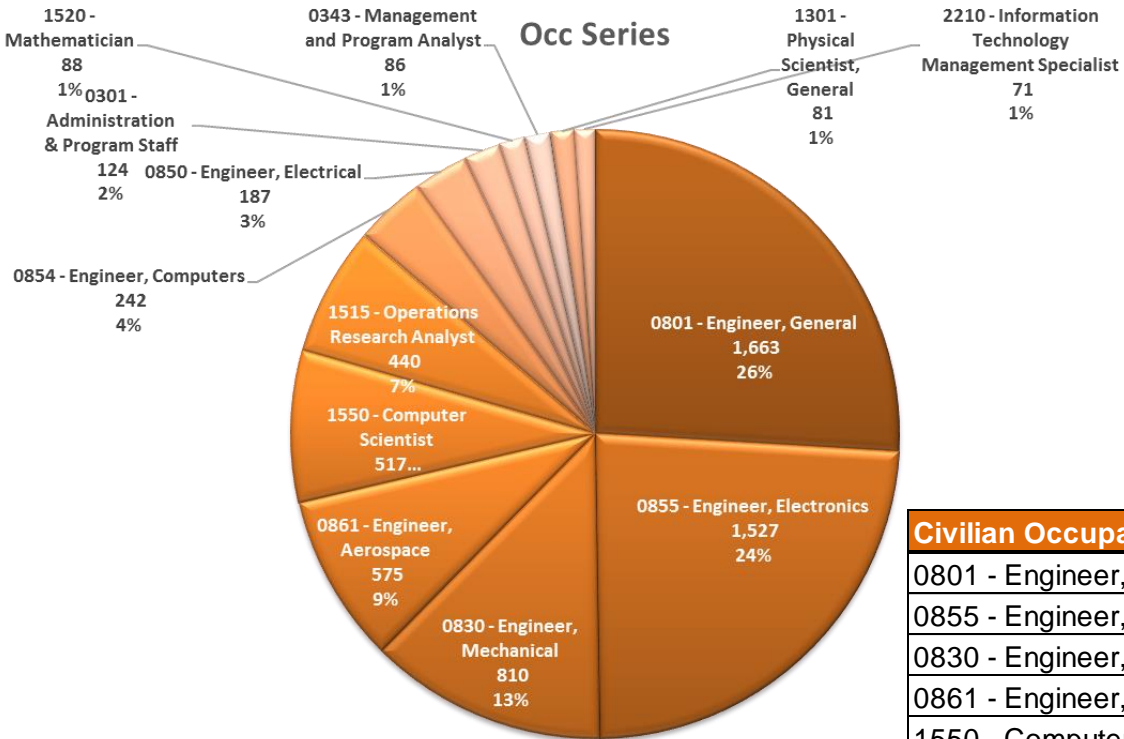
Military / Civilian	T&E		Entire DAW	
Civilian	6,888	79.1%	151,056	90.7%
Military	1,823	20.9%	15,537	9.3%
TOTAL	8,711		166,593	

Race	T&E		Entire DAW	
WHITE	6,906	79.3%	122,344	73.4%
ASIAN	601	6.9%	20,072	12.0%
BLACK	412	4.7%	11,222	6.7%
MULTI	182	2.1%	4,403	2.6%
AMI/AN	52	0.6%	971	0.6%
PI	33	0.4%	833	0.5%
Unspecified	525	6.0%	6,748	4.1%
TOTAL	8,711		166,593	

Gender	T&E		Entire DAW	
Males	7,283	83.6%	117,018	70.2%
Females	1,357	15.6%	48,016	28.8%
Unspecified	71	0.8%	1,559	0.9%
TOTAL	8,711		166,593	



T & E Size by Occupational Series



Civilian Occupational Series	T&E	
0801 - Engineer, General	1,663	24.1%
0855 - Engineer, Electronics	1,527	22.2%
0830 - Engineer, Mechanical	810	11.8%
0861 - Engineer, Aerospace	575	8.3%
1550 - Computer Scientist	517	7.5%
1515 - Operations Research Analyst	440	6.4%
0854 - Engineer, Computers	242	3.5%
0850 - Engineer, Electrical	187	2.7%
0301 - Administration & Program Staff	124	1.8%
1520 - Mathematician	88	1.3%
0343 - Management and Program Analyst	86	1.2%
1301 - Physical Scientist, General	81	1.2%
2210 - Information Technology Management Specialist	71	1.0%
Other	388	5.6%
TOTAL CIVILIAN	6,888	Civilians



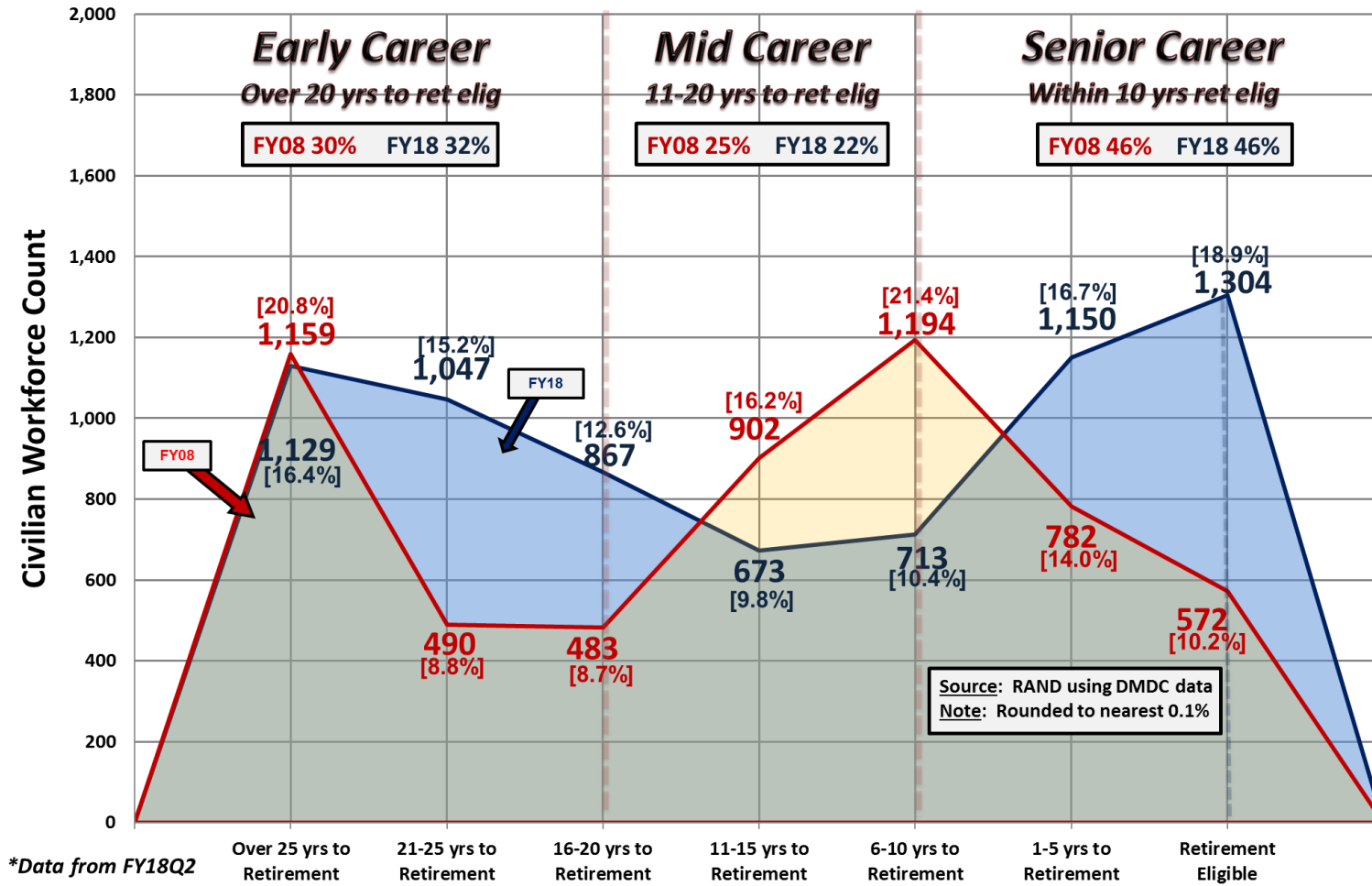
**RAND NDRI Forces and Resources
Policy Center Data
Retirement / Loss Slides
FY18Q2**



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY18



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY18*

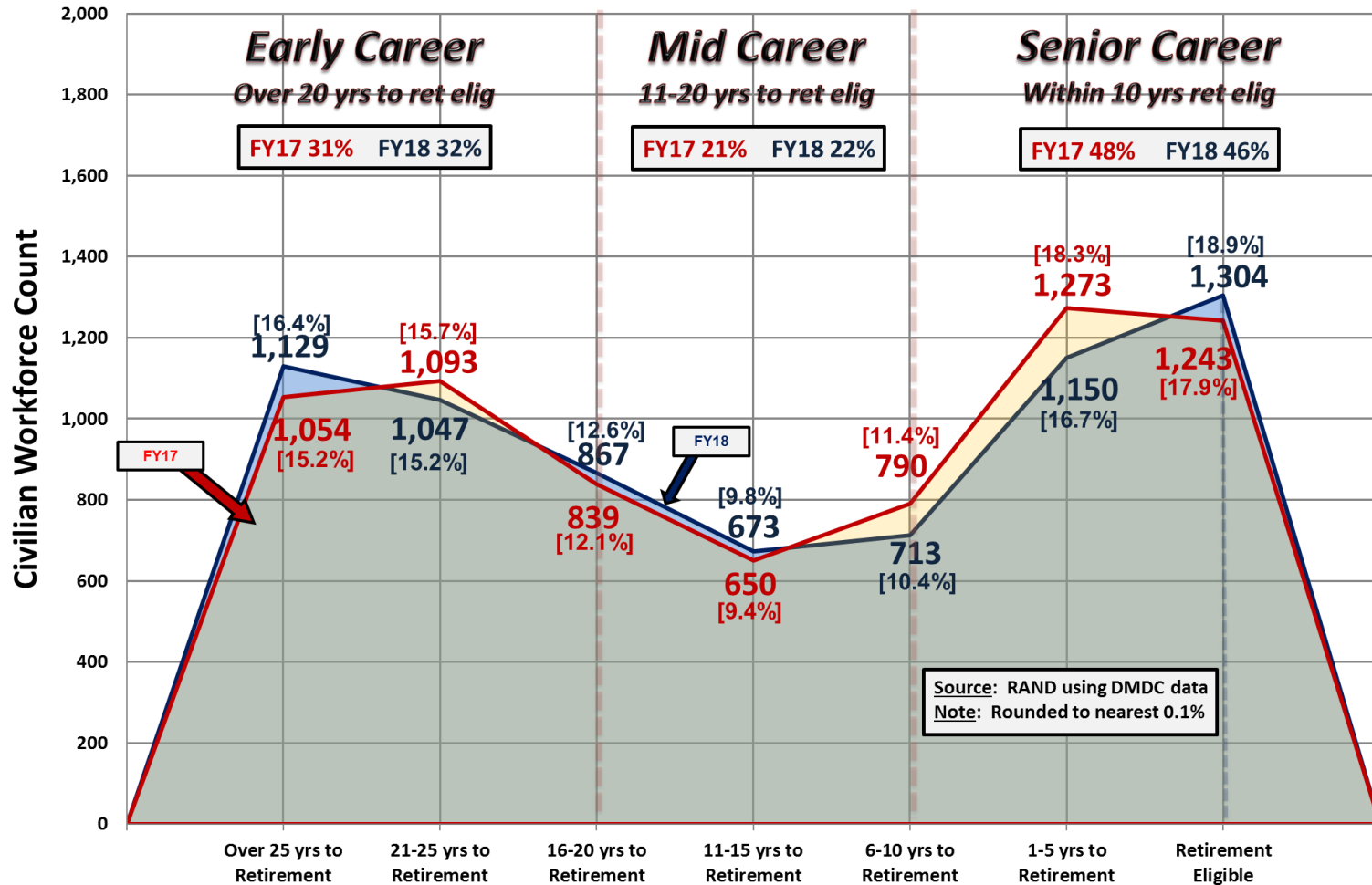


As of 31 Mar 2018



Test and Evaluation Civilian Retirement Eligibility Distribution (1 yr) – FY17Q2 / FY18Q2

Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY17Q2 vs FY18Q2

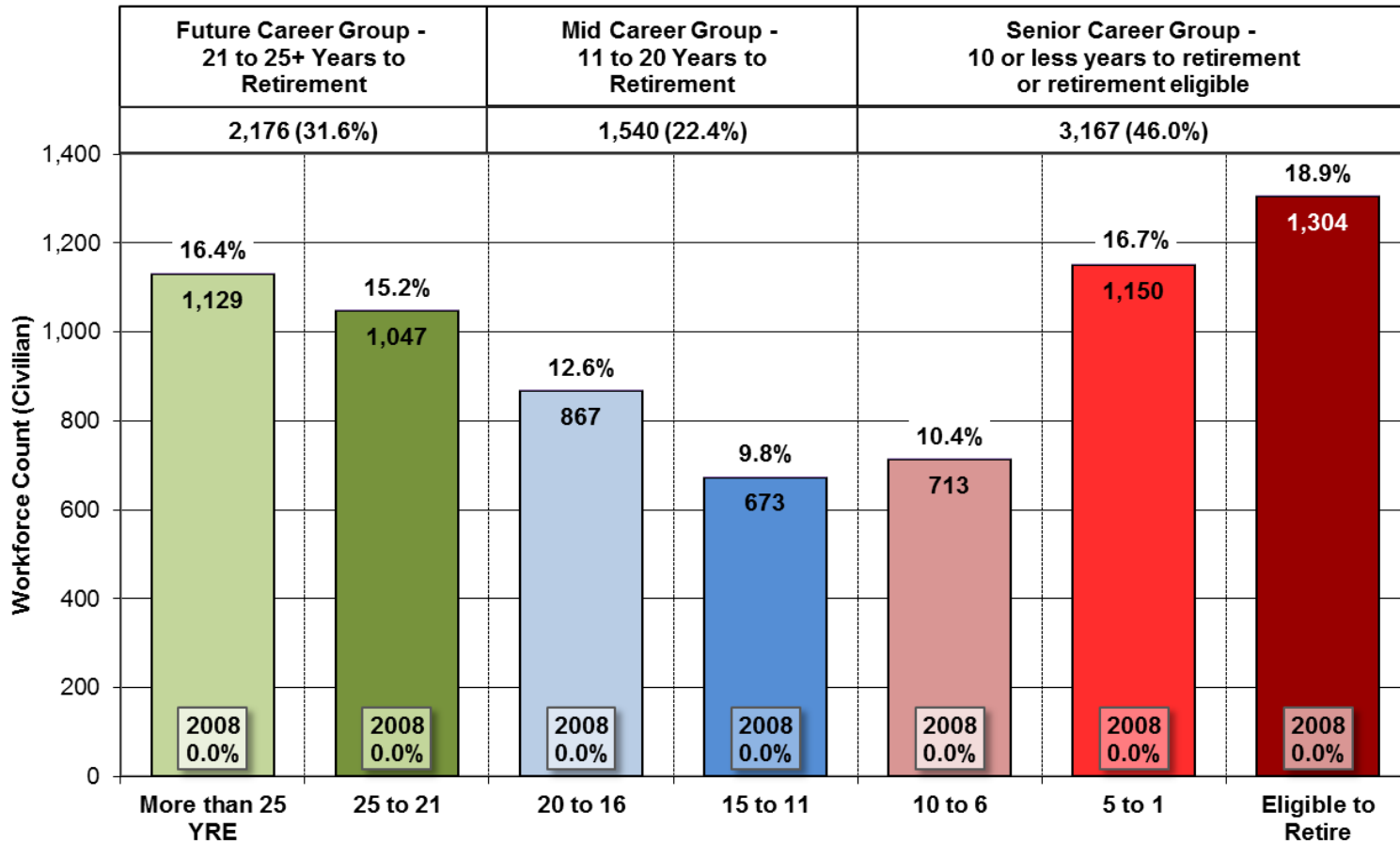




Test and Evaluation Workforce Lifecycle Model by YRE



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



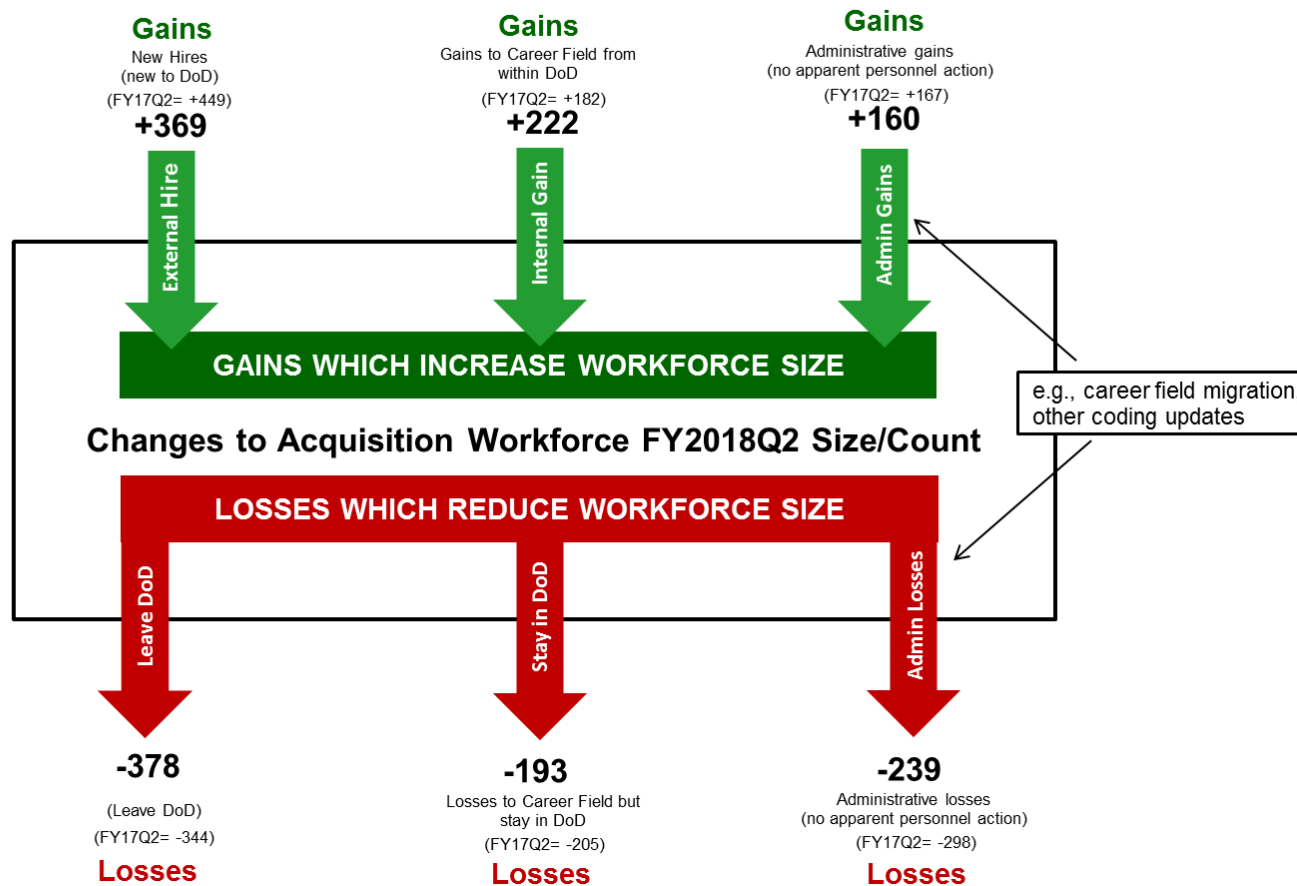
As of 31 Mar 2018



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q2) - Test and Evaluation

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



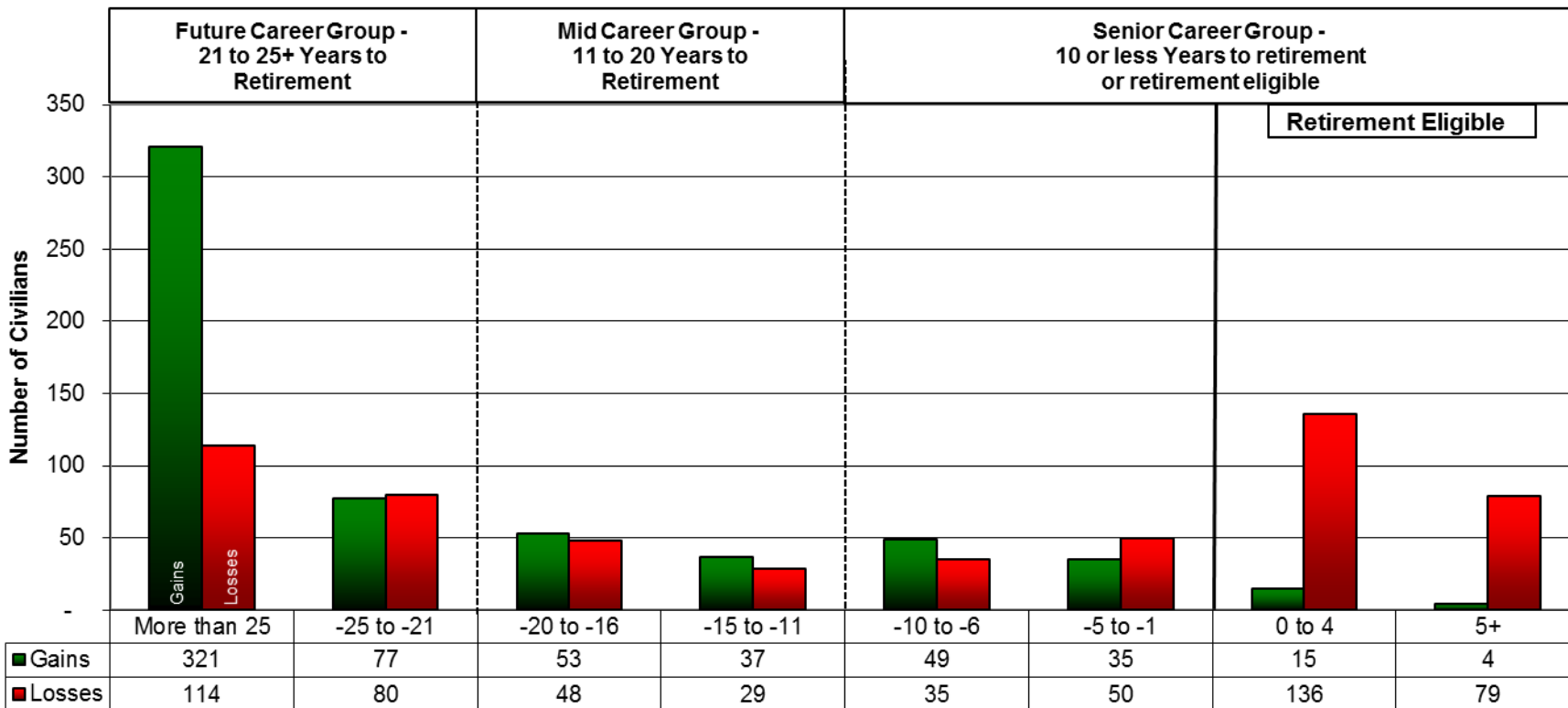


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2018Q2 Gains & Losses*

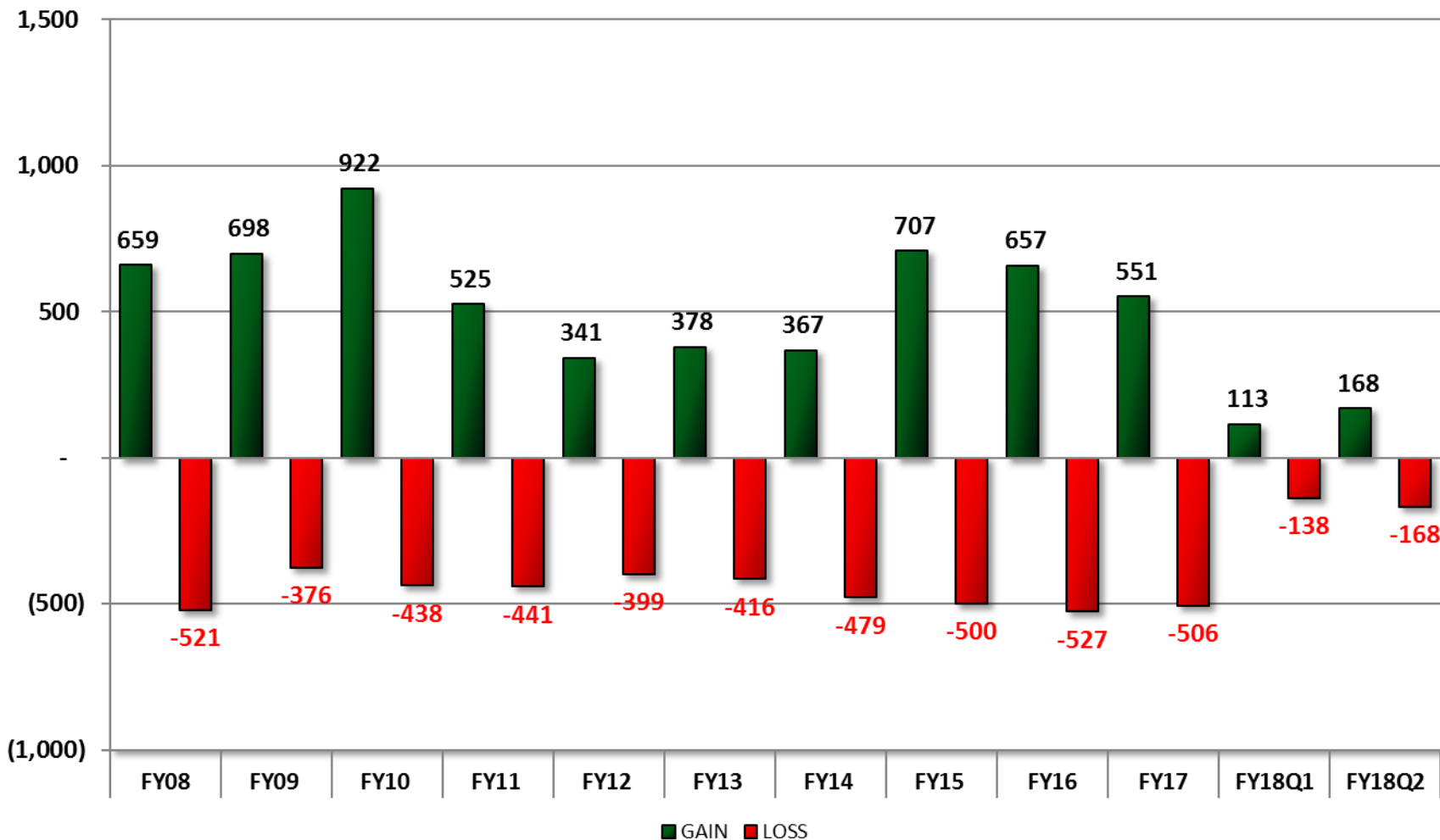


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY18Q2



As of 31 Mar 2018

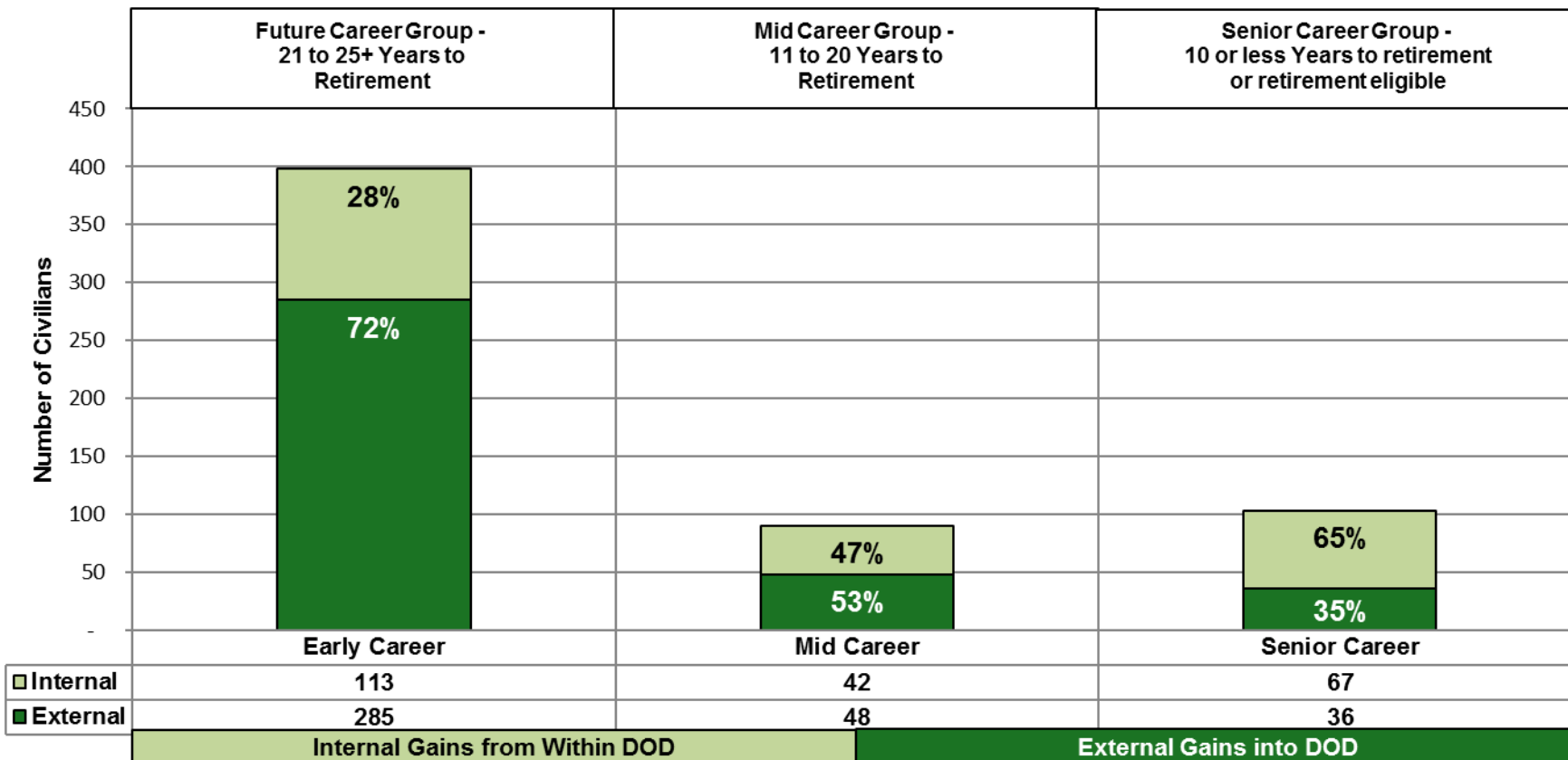


Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

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)

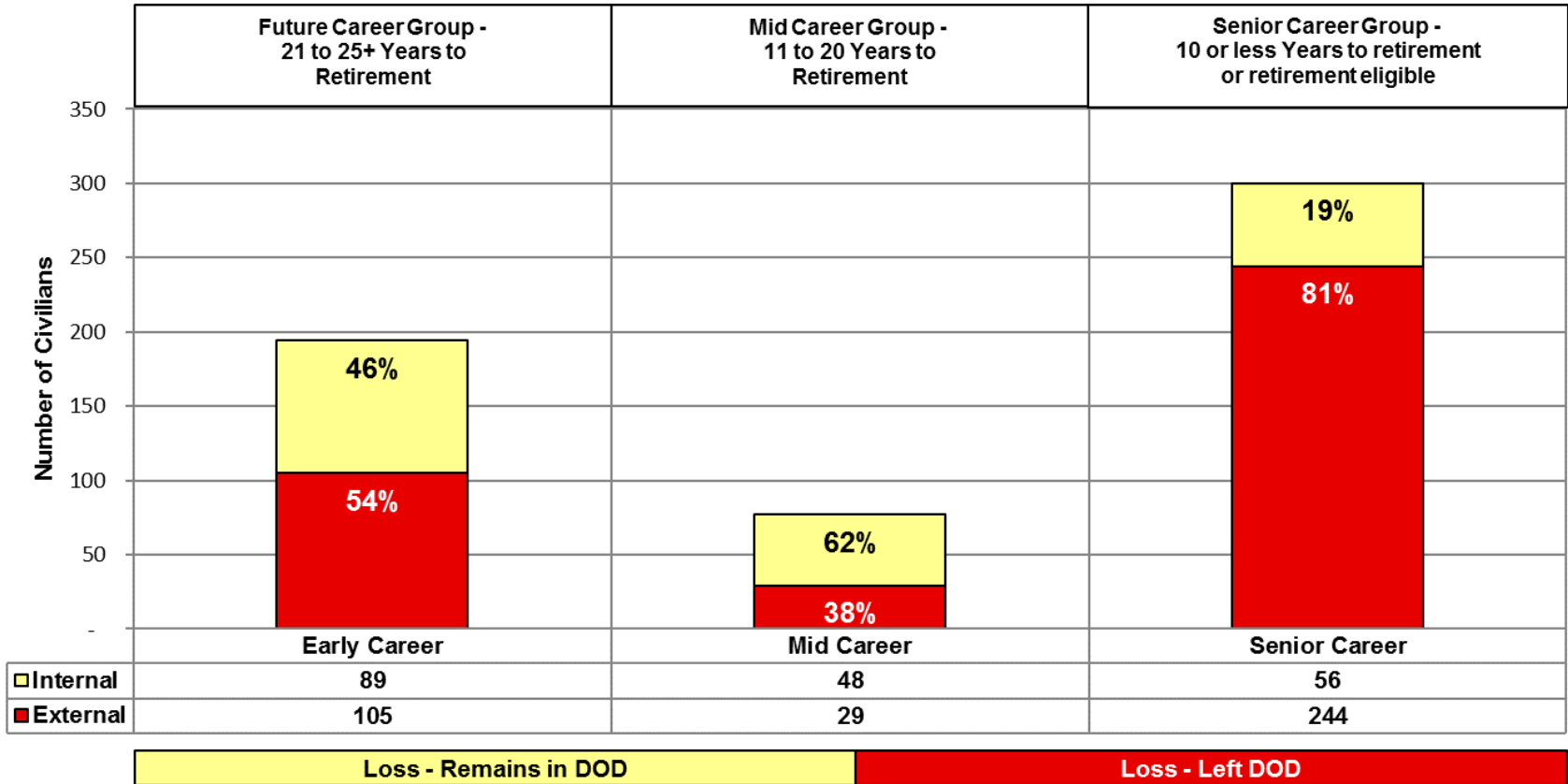


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2018Q2 Losses*

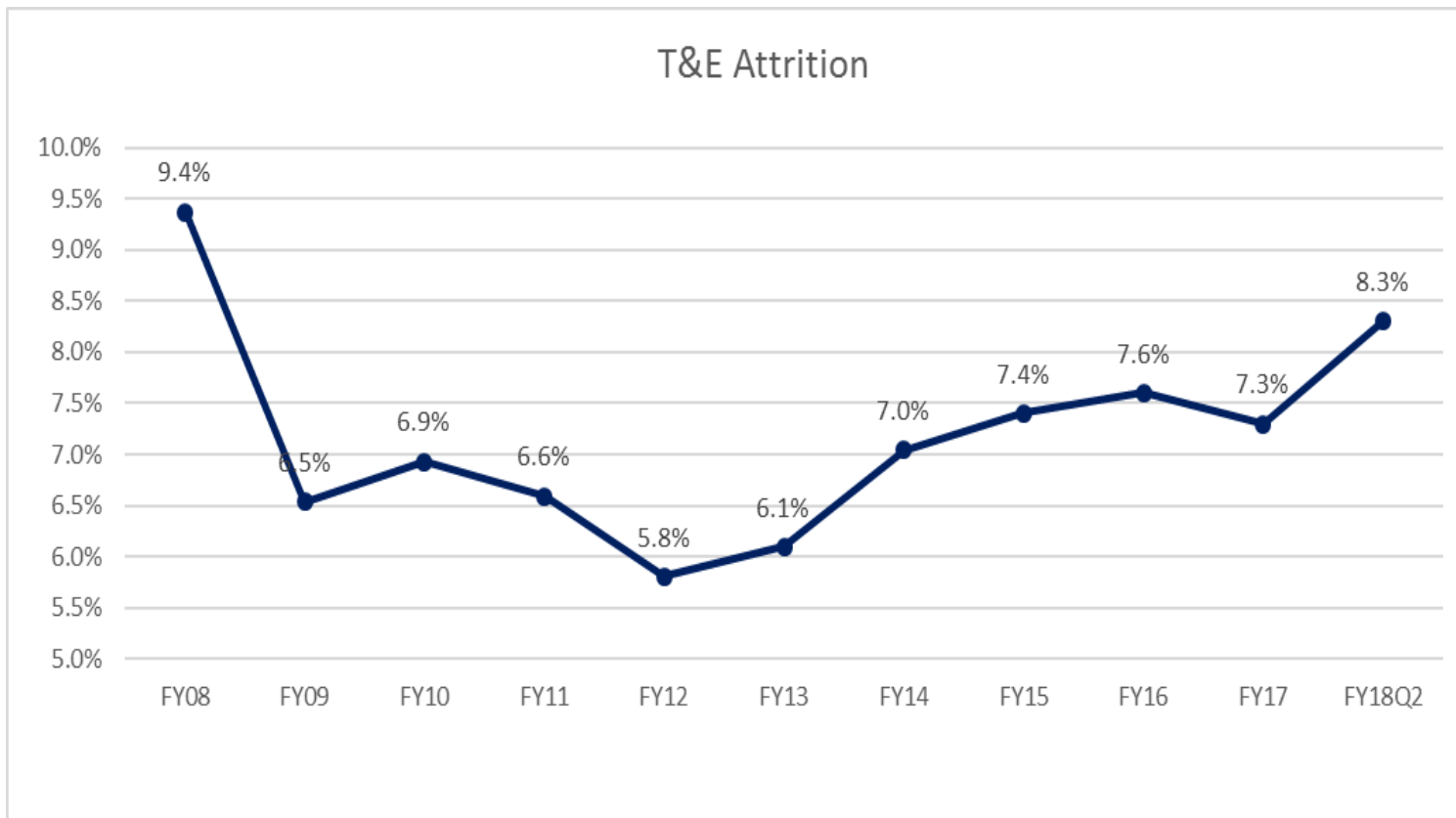


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

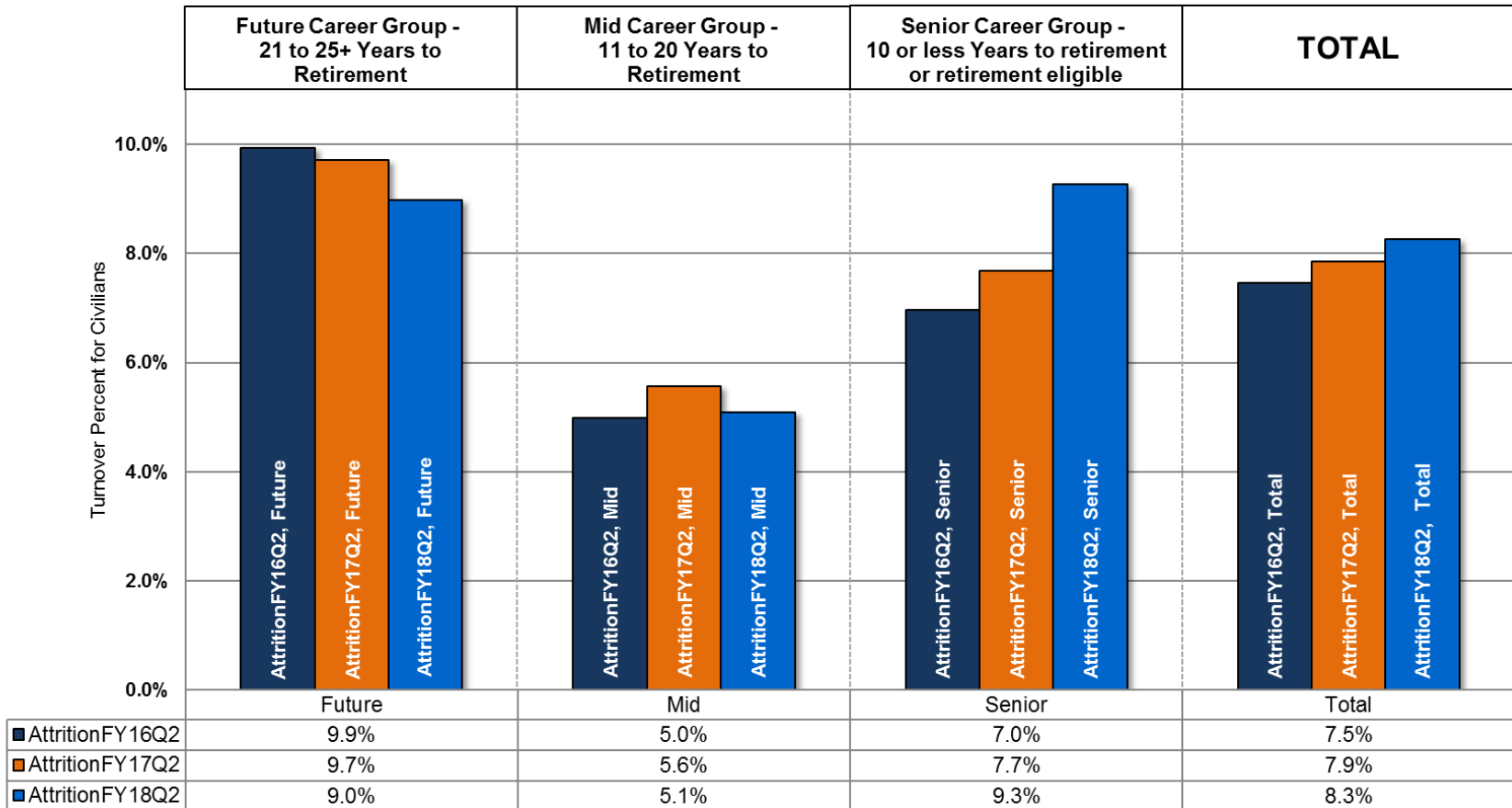


*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



Test and Evaluation Attrition Rates by Career Group

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



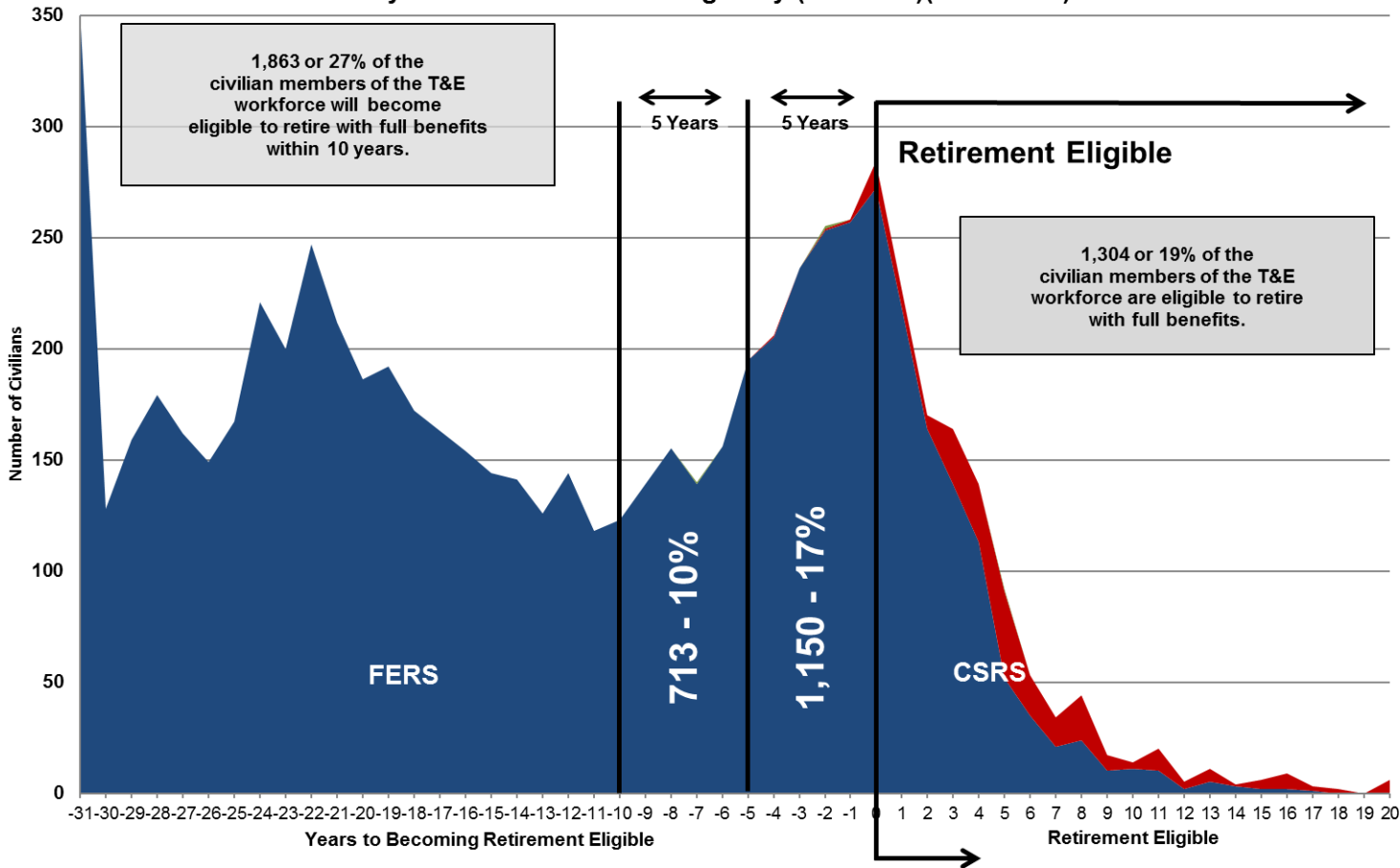


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Test and Evaluation

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



As of 31 Mar 2018



END