



Defense Acquisition Workforce Key Information

Audit

As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Audit	FY 2008				FY2018Q3			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,209	0	4,209	169,063
Change in size from 2008	-	-	-	-	16%		16%	34%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	99%		99%	77%	97%		97%	84%
Graduate Degree	26%		26%	29%	45%		45%	40%
Certification								
Level I or Higher Achieved	87%		87%	72%	87%		87%	85%
Level II or Higher Achieved	78%		78%	61%	79%		79%	72%
Level III Achieved	26%		26%	36%	29%		29%	41%
Position Certification Requirement Met or Exceeded	76%		76%	58%	76%		76%	75%
Within 24 Months of Certification Requirement	23%		23%	27%	23%		23%	22%
Does Not Meet Certification Requirement	1%		1%	14%	1%		1%	3%
Planning Considerations								
Average Age	43		43	46	43		43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)		-	20/23/57 (%)(Civ)	34/30/36(%)		-	24/26/49(%)
Average Years of Service	14		14	17	12		12	15
Retirement Eligible*	479(13%)		-	19,051(17%) (Civ)	559(13%)		-	29,101(19%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	553(13%)	-	-	25,072(16%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	563/364	-	-	17,613/12,259

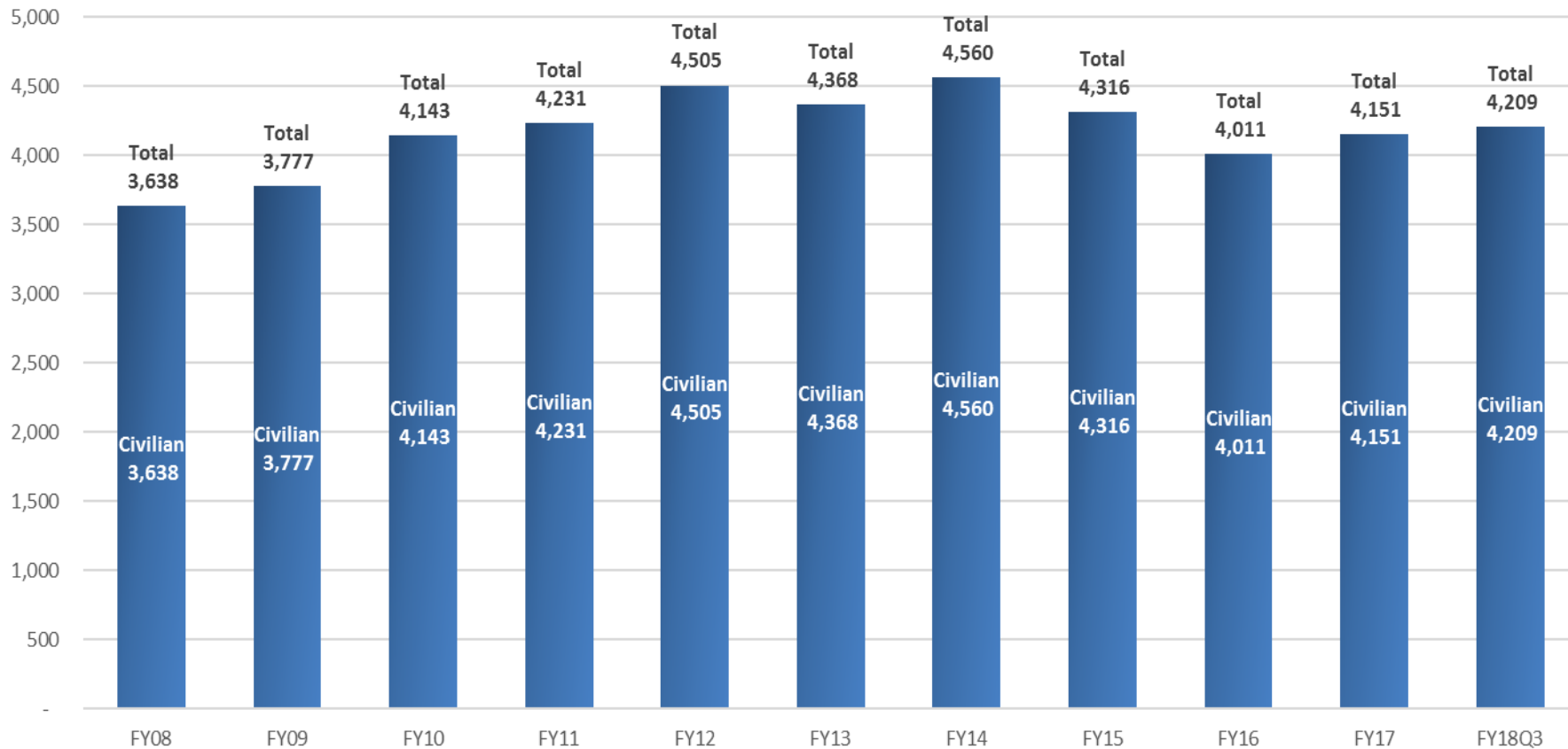
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Workforce

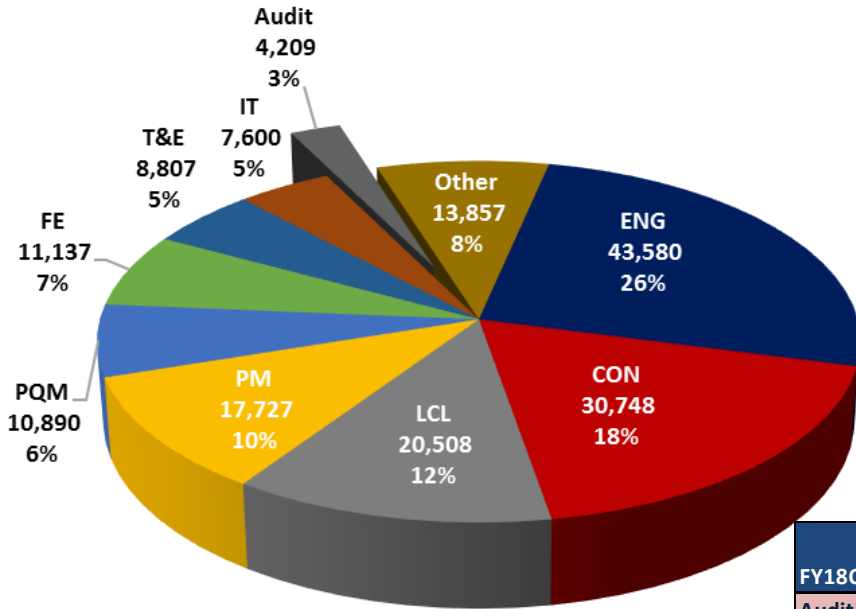


Auditing





AWF by Component and Career Field



FY18Q3	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,209	4,209	2.5%
Business - CE	250	535	34	524	91	1,434	0.8%
Business - FM	1,743	2,086	179	2,123	581	6,712	4.0%
Contracting	7,895	6,115	541	8,246	7,951	30,748	18.2%
Engineering	9,024	22,726	342	9,385	2,103	43,580	25.8%
Facilities Engineering	4,705	5,634	33	670	95	11,137	6.6%
Information Technology	1,744	3,170	223	1,400	1,063	7,600	4.5%
Life Cycle Logistics	6,907	6,124	621	3,514	3,342	20,508	12.1%
Production, Quality and Man	1,387	3,689	42	454	5,318	10,890	6.4%
Program Management	3,352	5,571	758	6,141	1,905	17,727	10.5%
Property	51	64	-	17	259	391	0.2%
Purchasing	344	381	42	52	502	1,321	0.8%
S&T Manager	497	508	3	2,851	118	3,977	2.4%
Small Business	-	-	-	-	4	4	0.002%
Test and Evaluation	1,896	3,214	127	3,201	369	8,807	5.2%
Unknown/Other	8	2	-	-	8	18	0.01%
Totals	39,803	59,819	2,945	38,578	27,918	169,063	
Component %	23.5%	35.4%	1.7%	22.8%	16.5%		



Audit Workforce Annual Historical Size by Component FY08 – FY18Q3



Auditing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3
Navy	-	1	-	-	-	-	-
DCMA	3,593	4,140	4,505	4,557	4,008	4,150	4,207
DLA	5	-	-	1	2	1	2
DCAA	29	1	-	1	1	-	-
MDA	-	-	-	1	-	-	-
DAU	1	1	-	-	-	-	-
OSD	2	-	-	-	-	-	-
DFAS	-	-	-	-	-	-	-
IG	8	-	-	-	-	-	-
TOTAL	3,638	4,143	4,505	4,560	4,011	4,151	4,209

% Change Since FY08	% Change Since FY17
17%	1%
-60%	100%
-100%	
-100%	
-100%	
-100%	
↑ 16%	↑ 1%



Audit Workforce Quarterly Historical Size by Component FY16Q3 – FY18Q3

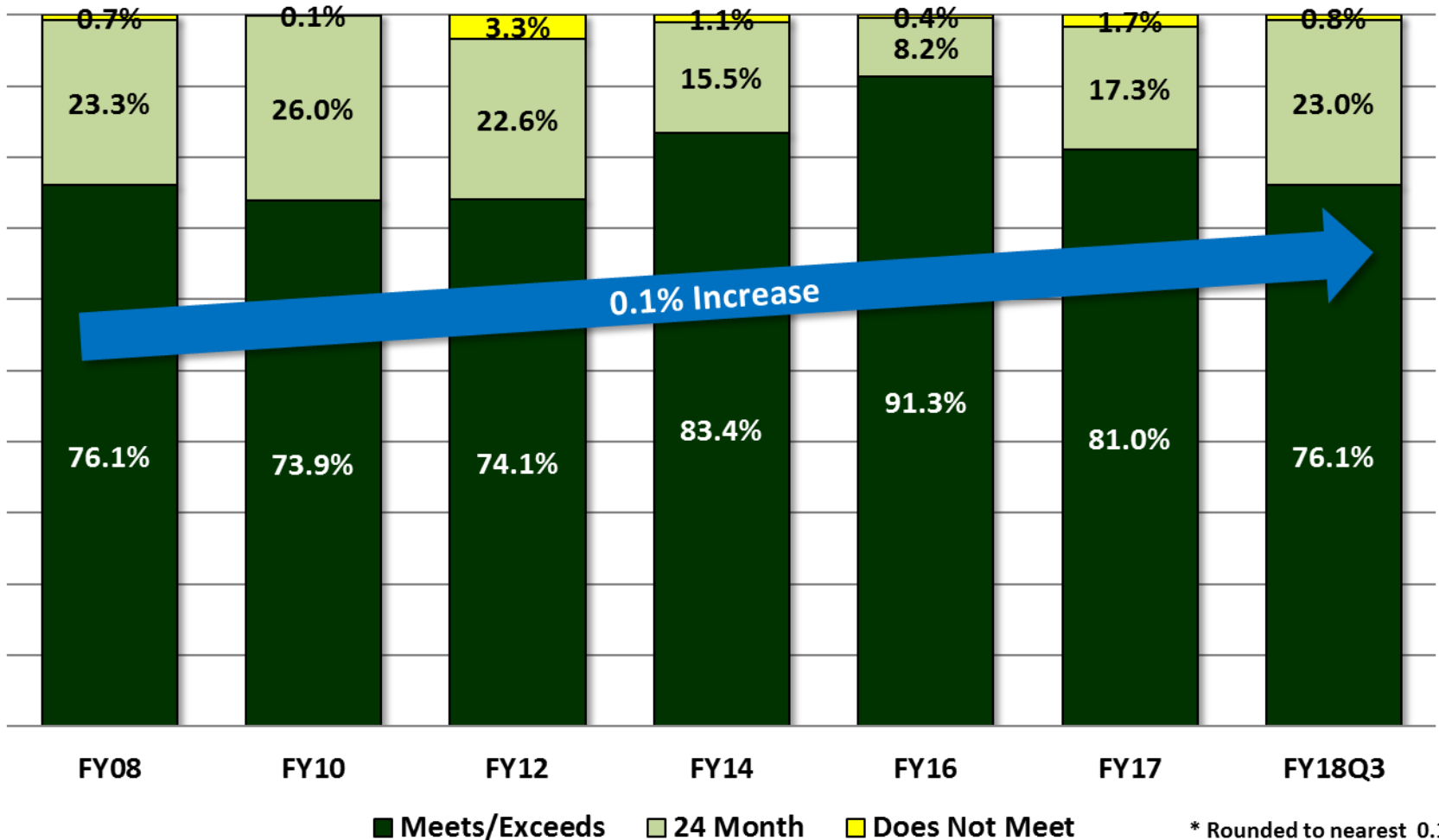


Auditing Defense Acq Workforce	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
DCAA	4,041	4,008	4,008	3,937	4,024	4,150	4,120	4,182	4,207	0.0454771
DCMA	-	2	-	-	-	1	-	-	2	
IG	1	1	-	-	-	-	-	-	-	
TOTAL	4,042	4,011	4,008	3,937	4,024	4,151	4,120	4,182	4,209	↑ 5%



Audit Annual Historical DAWIA Certification FY08 – FY18Q3

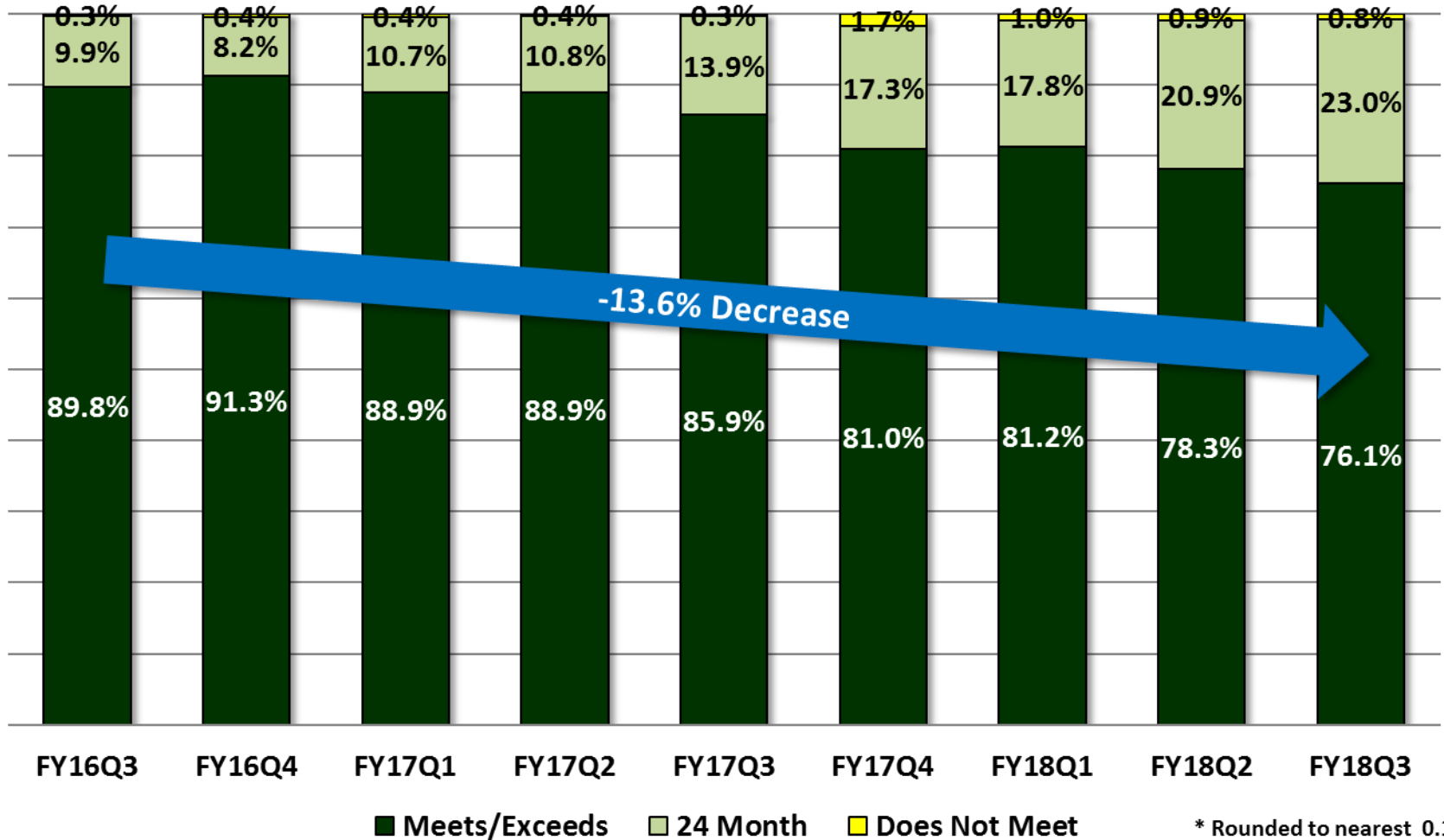
Auditing





Audit Quarterly Historical DAWIA Certification FY16Q3 – FY18Q3

Auditing

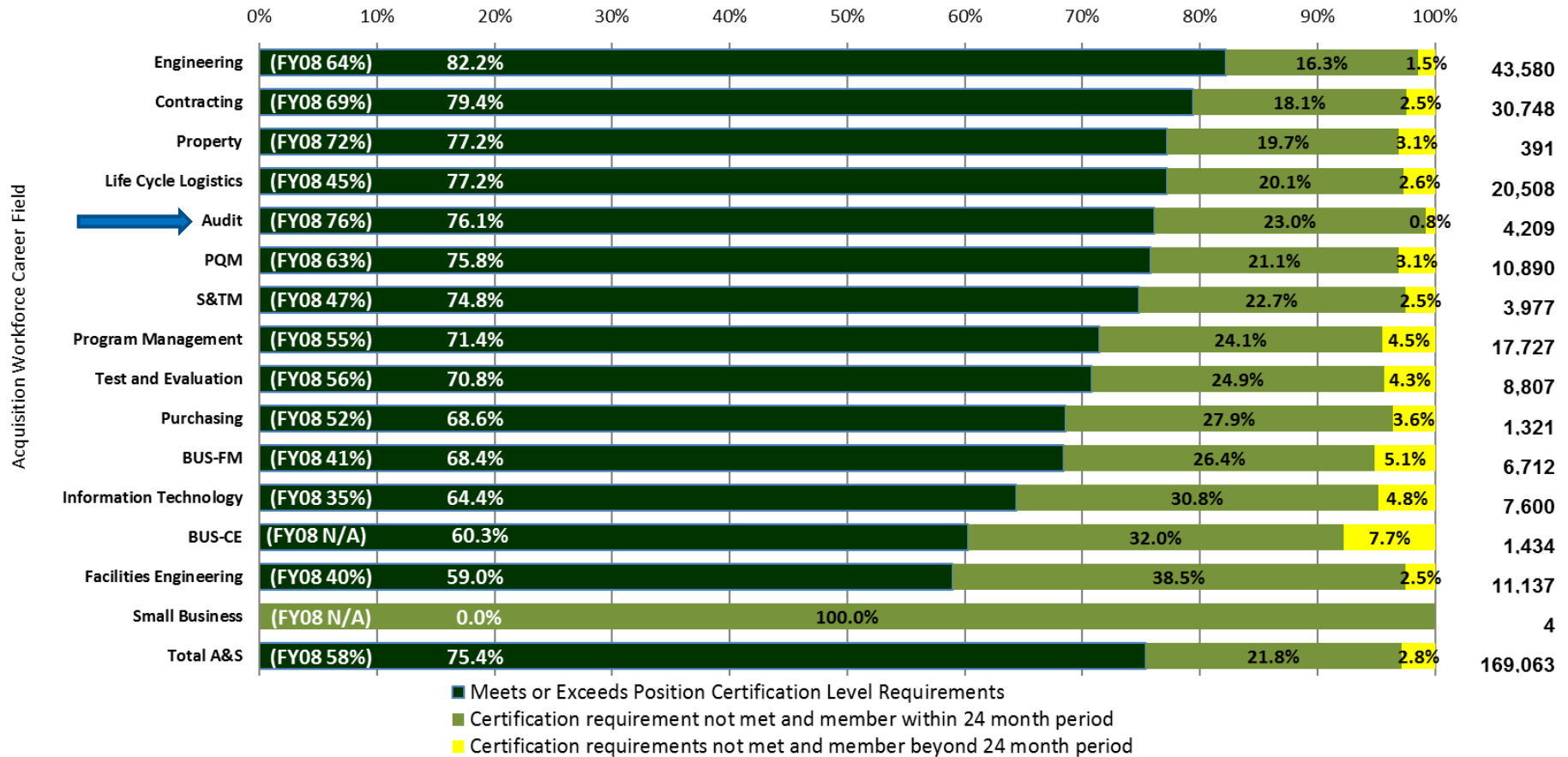




DAWIA Certification by Career Field



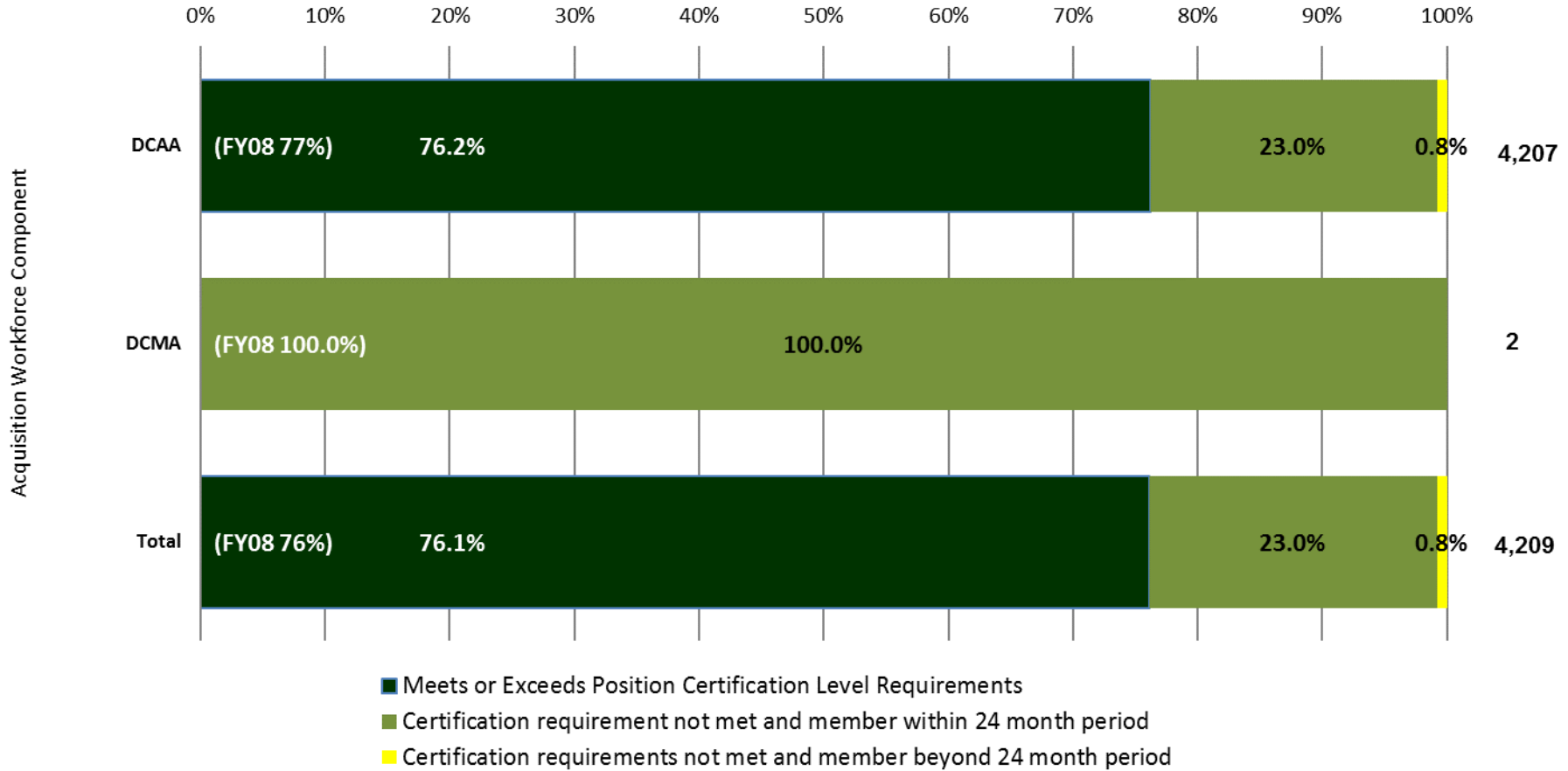
Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





Audit DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Audit (FY18Q3)





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	203	16	1	-	220	7.7%
Level II	346	294	1,972	205	2,817	77.3%
Level III	6	1	150	1,011	1,168	86.6%
Unspecified	1	-	3	-	4	
FY18Q3 TOTAL	556	311	2,126	1,216	4,209	76.1%
	13.2%	7.4%	50.5%	28.9%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	127,526	75.4%	
Army	31,313	78.7%	
Navy	44,740	74.8%	
Marine Cor	2,059	69.9%	
Air Force	27,405	71.0%	
4th Estate	22,009	78.8%	
Audit	3,205	76.1%	5 of 14

** Based on population total without unspecified positions

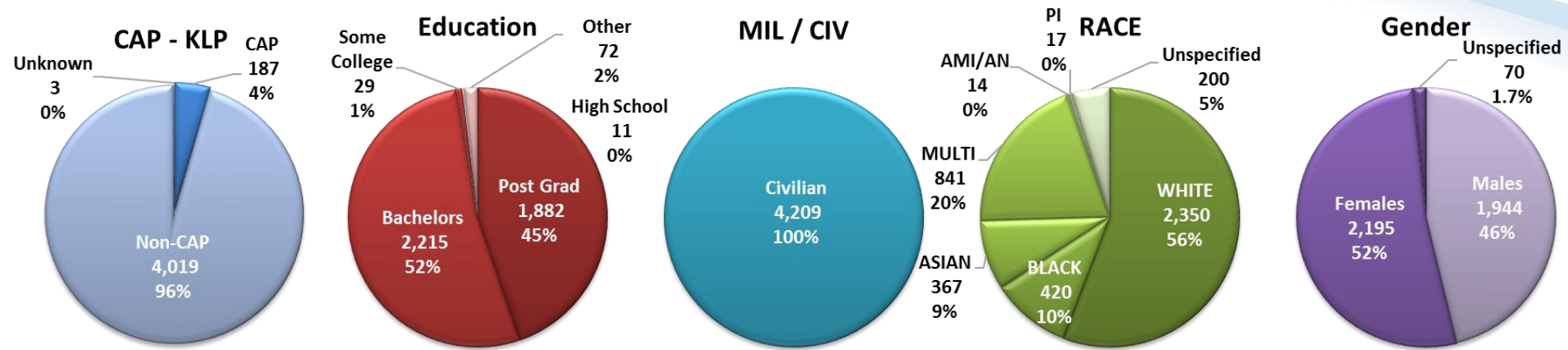
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	17	203	-	220	5.2%
Level II	2,177	619	21	2,817	66.9%
Level III	1,011	144	13	1,168	27.8%
Unspecified	-	4	-	4	0.1%
Audit TOTAL	3,205	970	34	4,209	
	76.1%	23.0%	0.8%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Audit		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,195	0.7%
Critical Acquisition Positions (CAPs) *	187	4.4%	16,558	9.8%
Non-CAP Positions	4,019	95.5%	151,120	89.4%
Unknown	3	0.1%	190	0.1%
TOTAL	4,209		169,063	

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

Highest Level of Education	Audit		Entire DAW	
Post Grad	1,882	44.7%	67,982	40.2%
Bachelors	2,215	52.6%	74,020	43.8%
Some College	29	0.7%	11,918	7.0%
High School	11	0.3%	12,519	7.4%
Other	72	1.7%	2,624	1.6%
TOTAL	4,209		169,063	

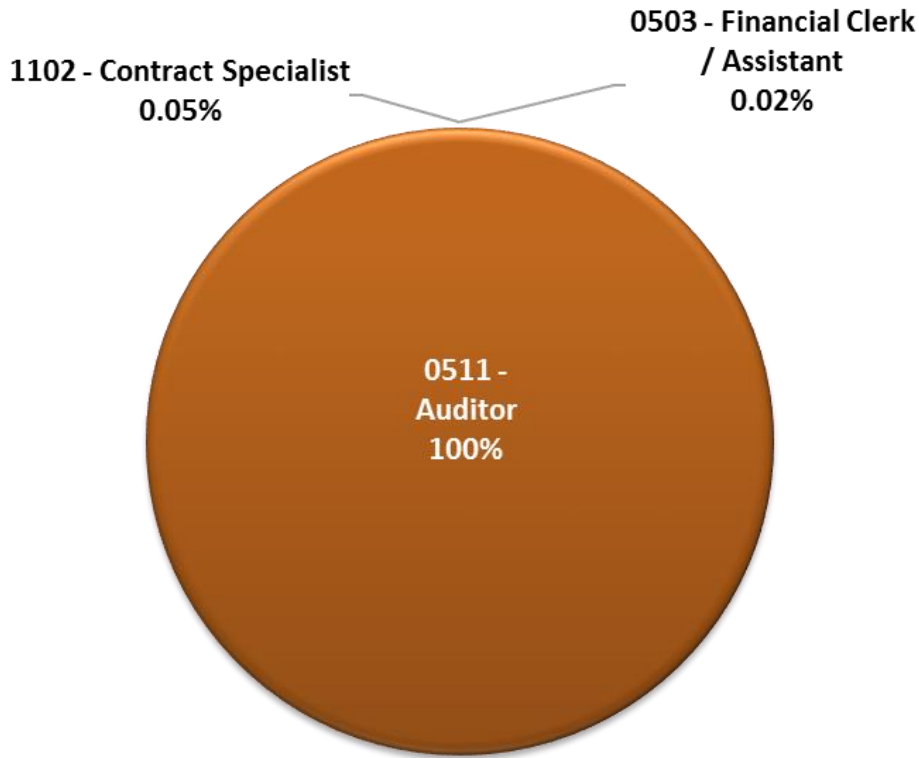
Military / Civilian	Audit		Entire DAW	
Civilian	4,209	100.0%	153,396	90.7%
Military	-	0.0%	15,667	9.3%
TOTAL	4,209		169,063	

Race	Audit		Entire DAW	
WHITE	2,350	55.8%	123,628	73.1%
BLACK	420	10.0%	20,326	12.0%
ASIAN	367	8.7%	11,372	6.7%
MULTI	841	20.0%	4,607	2.7%
AMI/AN	14	0.3%	1,016	0.6%
PI	17	0.4%	849	0.5%
Unspecified	200	4.8%	7,265	4.3%
TOTAL	4,209		169,063	

Gender	Audit		Entire DAW	
Males	1,944	46.2%	118,376	70.0%
Females	2,195	52.2%	48,615	28.8%
Unspecified	70	1.7%	2,072	1.2%
TOTAL	4,209		169,063	



Audit Size by Occupational Series



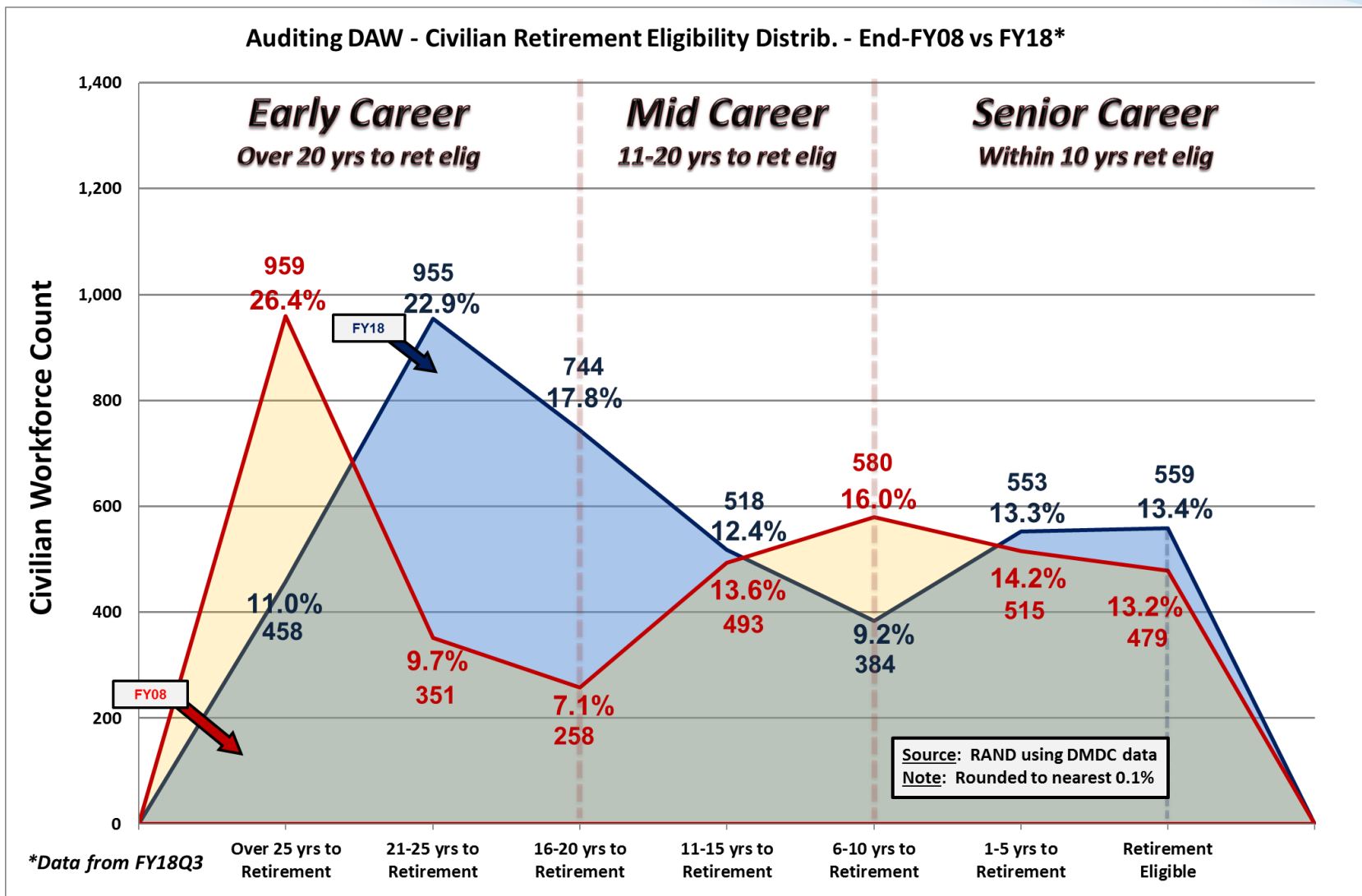
Civilian Occupational Series	Audit	
0511 - Auditor	4,206	99.9%
0503 - Financial Clerk / Assistant	1	0.02%
1102 - Contract Specialist	2	0.0%
TOTAL CIVILIAN	4,209	Civilians



RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY18Q3



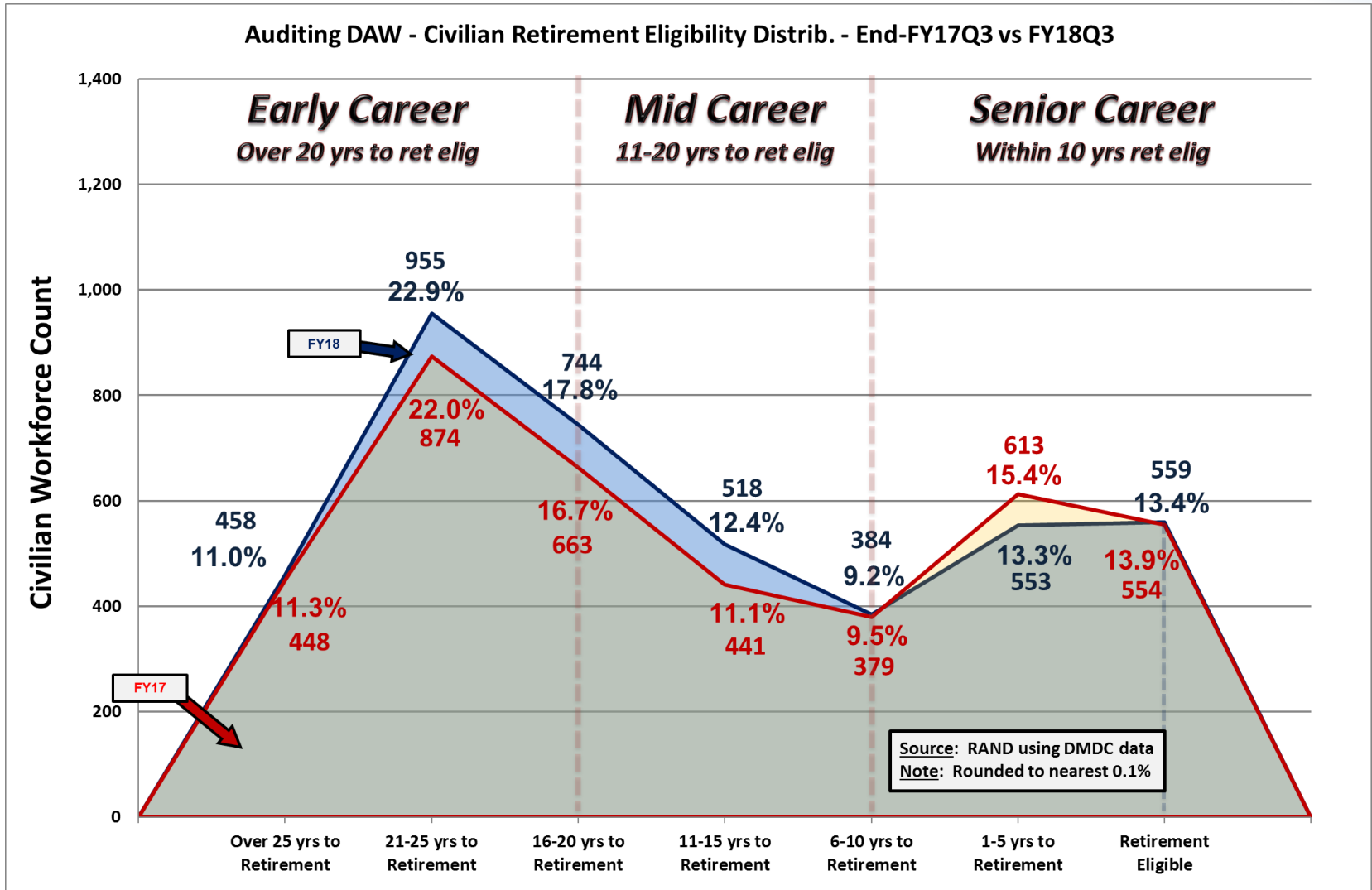
Audit Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



Audit Civilian Retirement Eligibility Distribution – 1 yr - FY17Q3/ FY18Q3

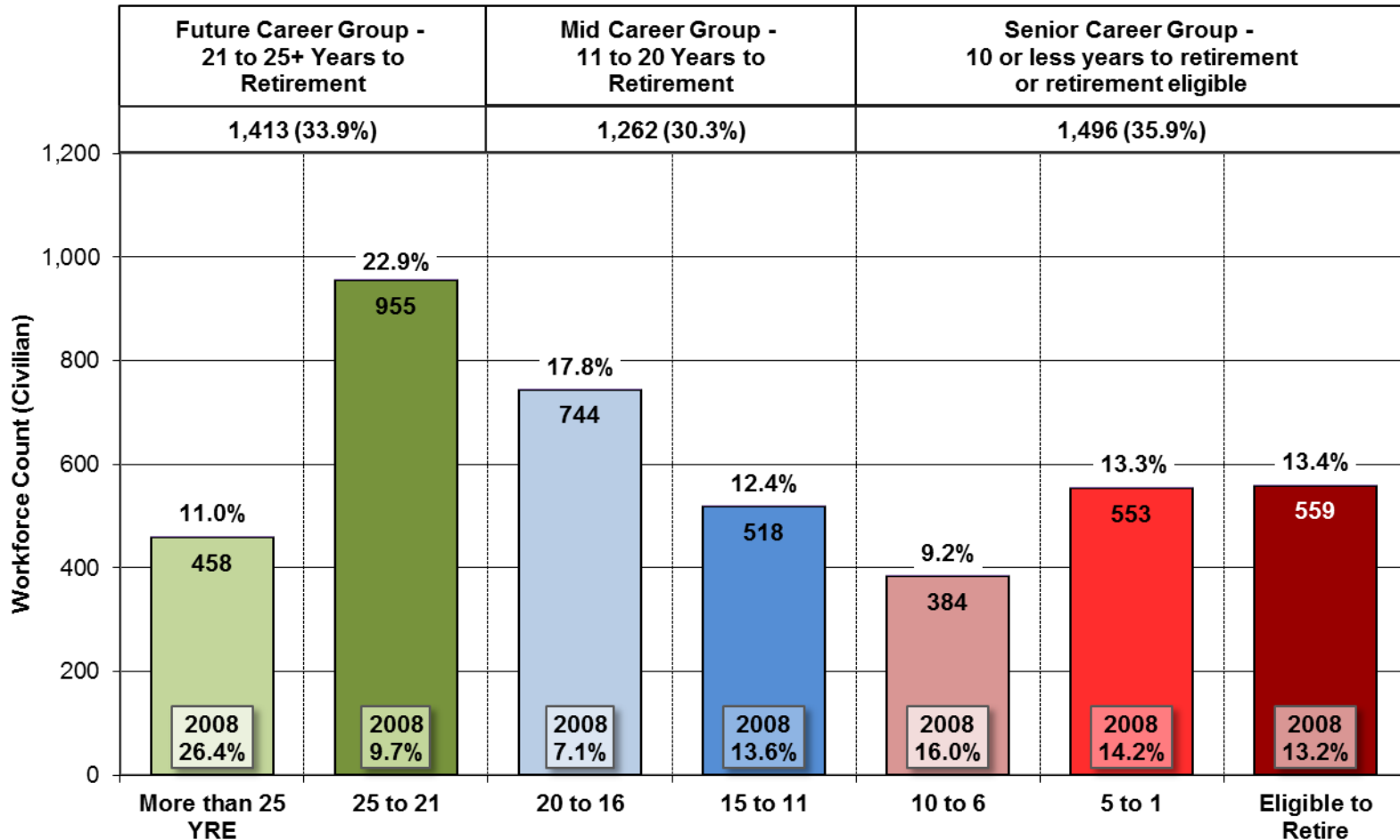


As of 30 Jun 2018



Audit Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Audit



As of 30 Jun 2018

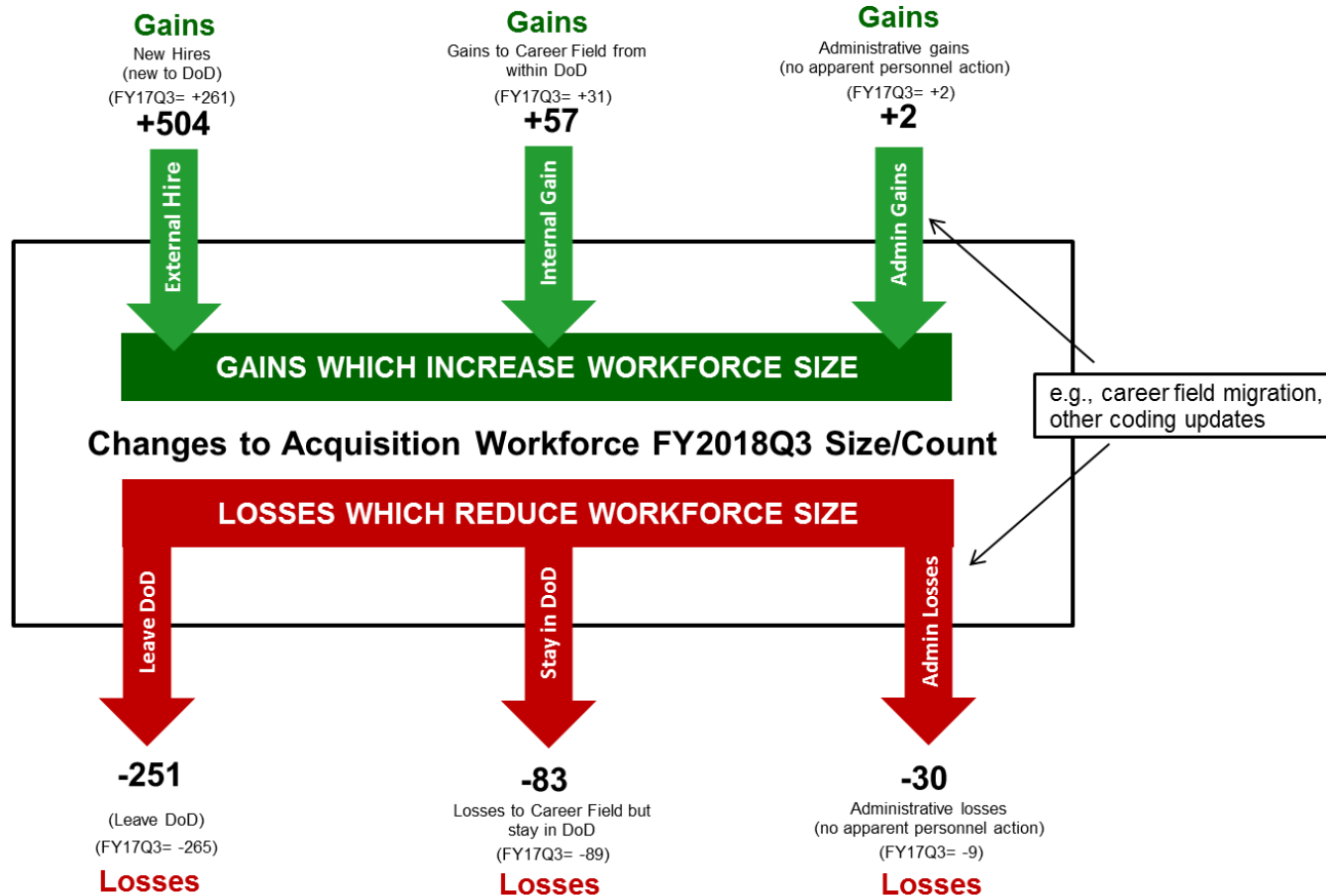


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q3) - Audit

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

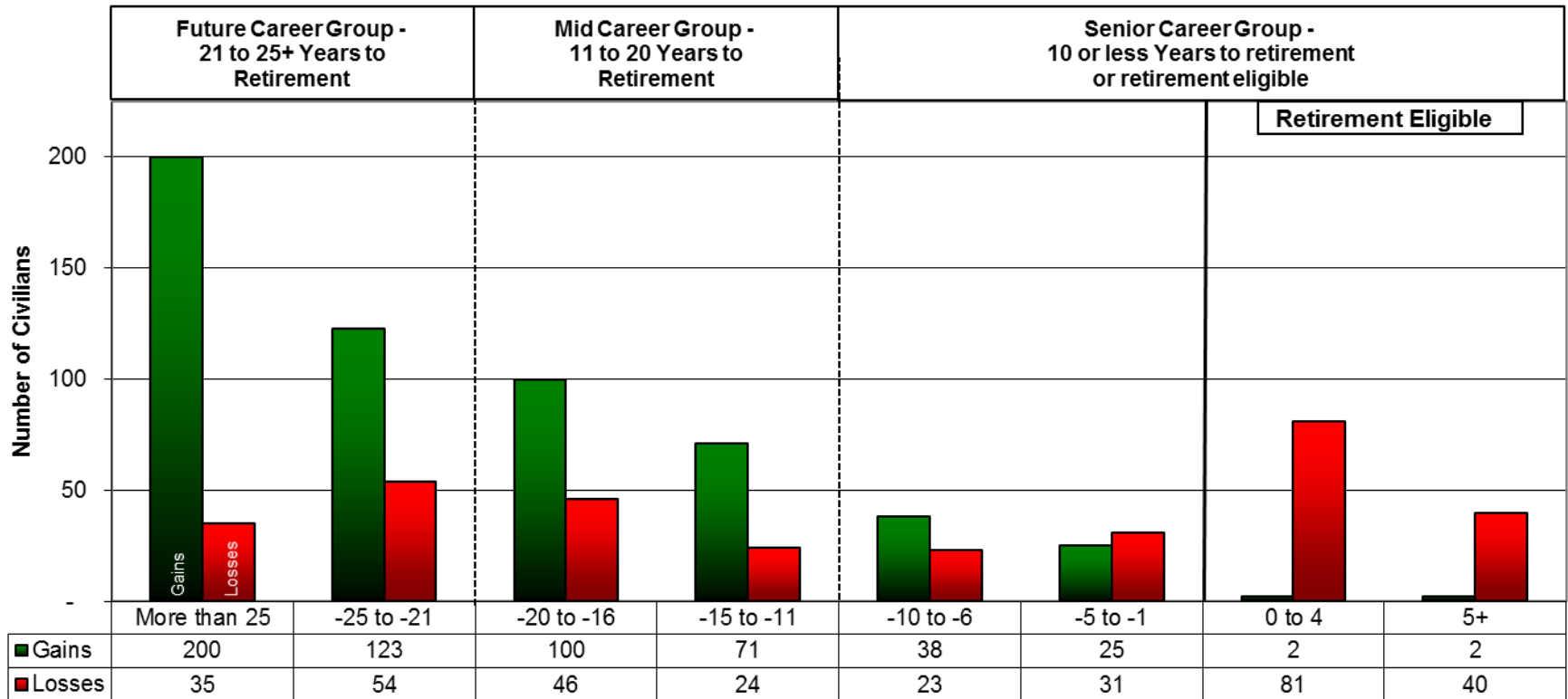




Audit Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2018Q3 Gains & Losses*

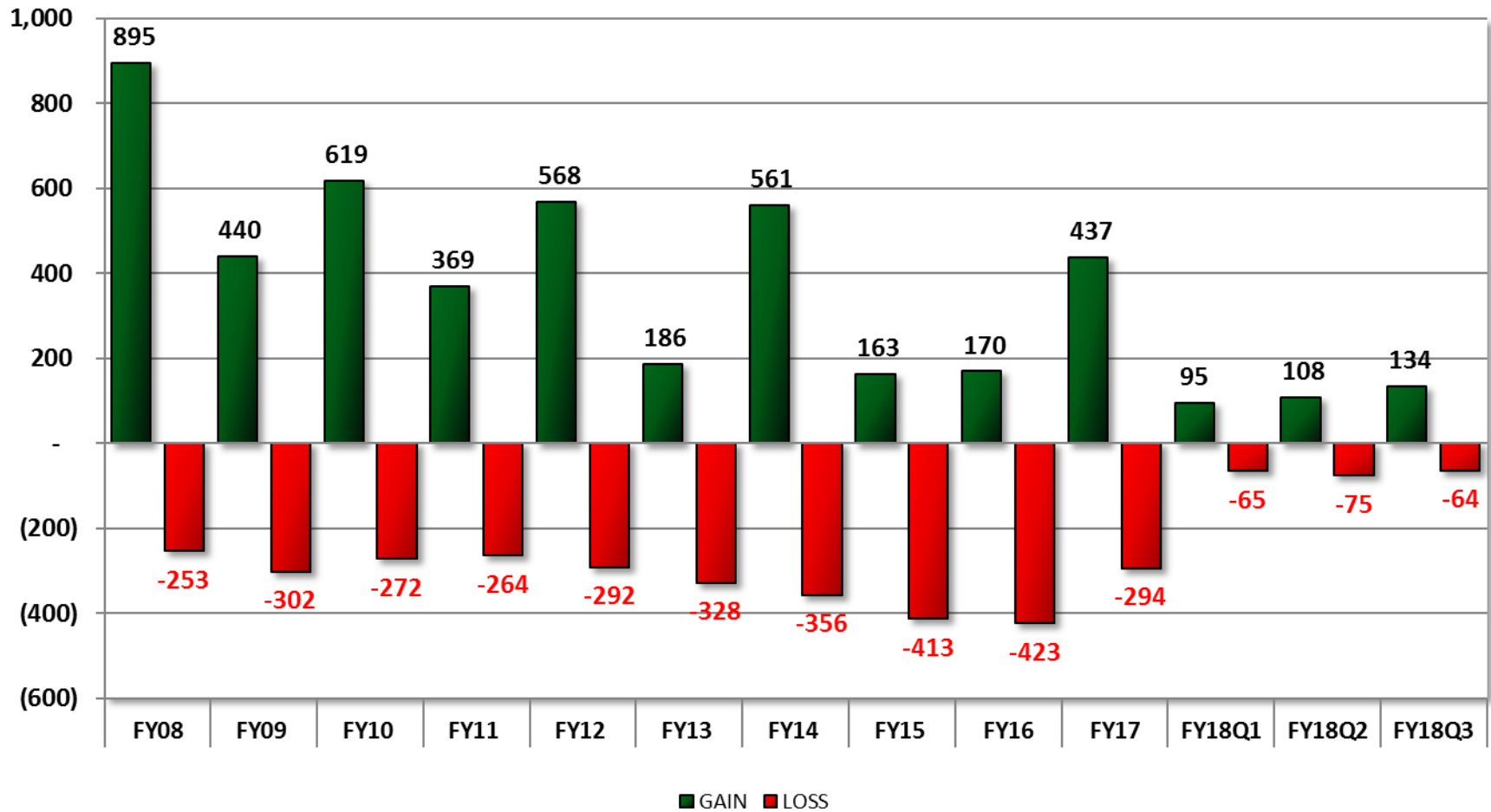


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Audit Historical Gains and Losses

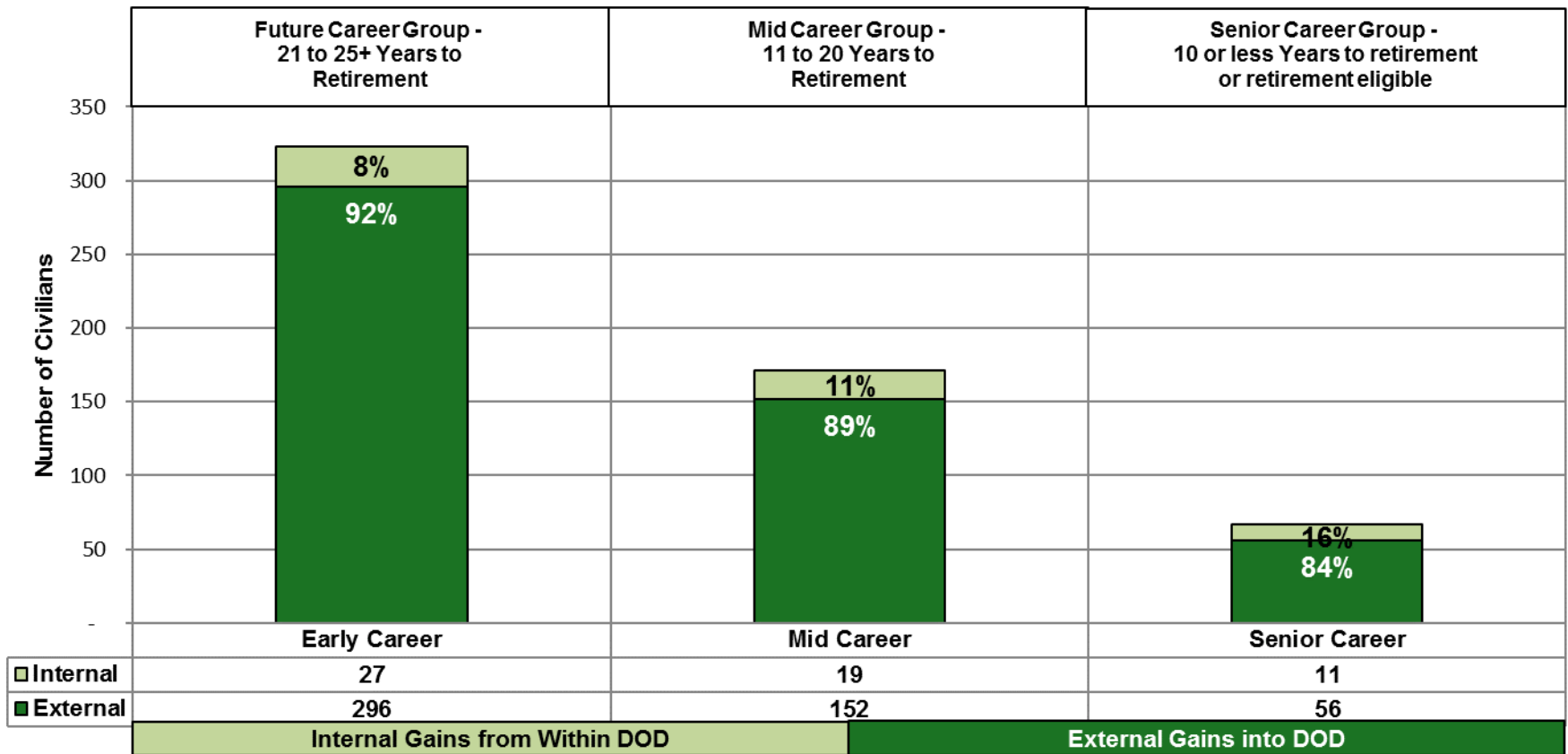


*Does not include Administrative Gains and Losses



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - Audit
Workforce Lifecycle FY2018Q3 Gains*



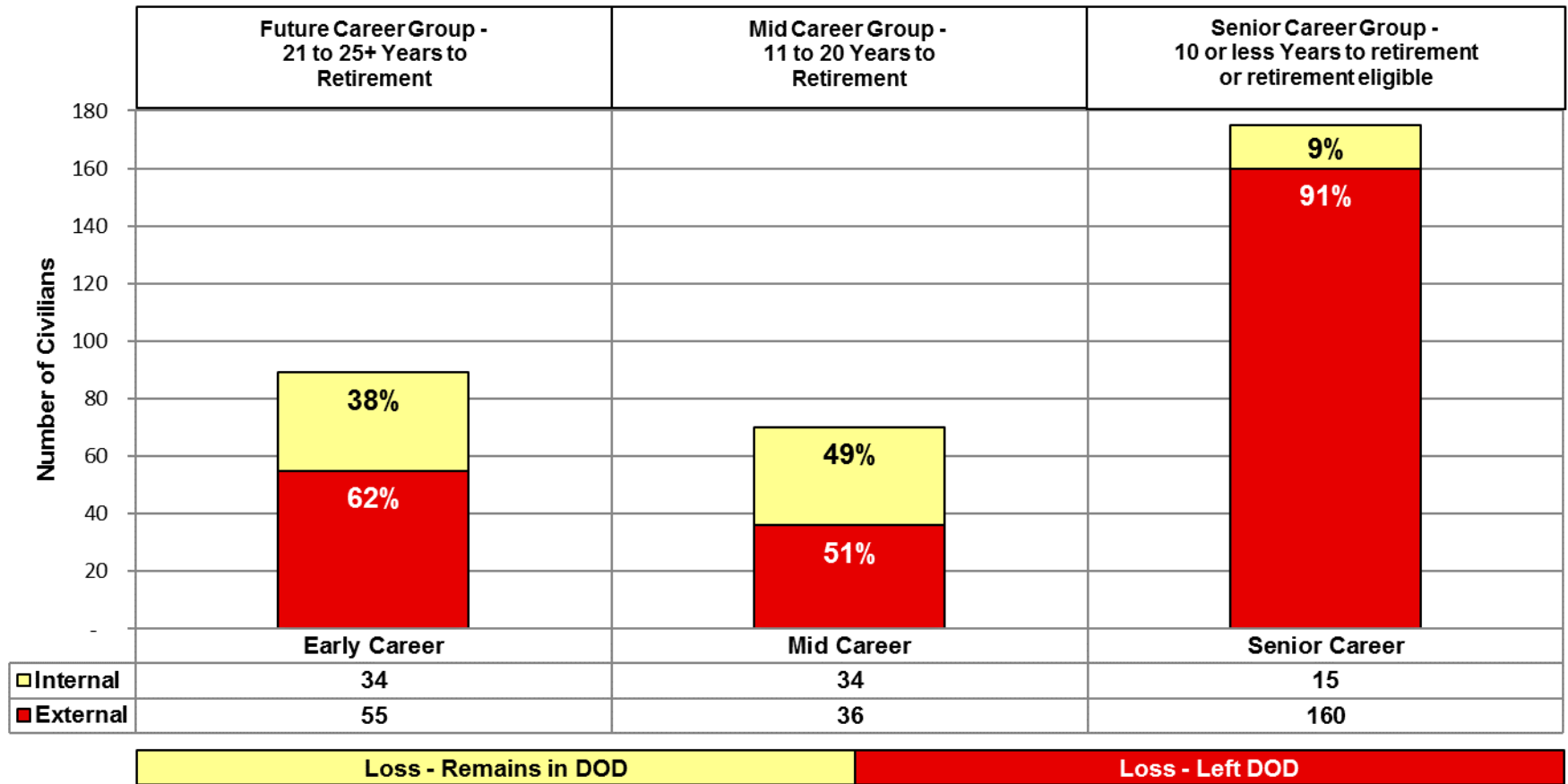
*Does not include administrative gains



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

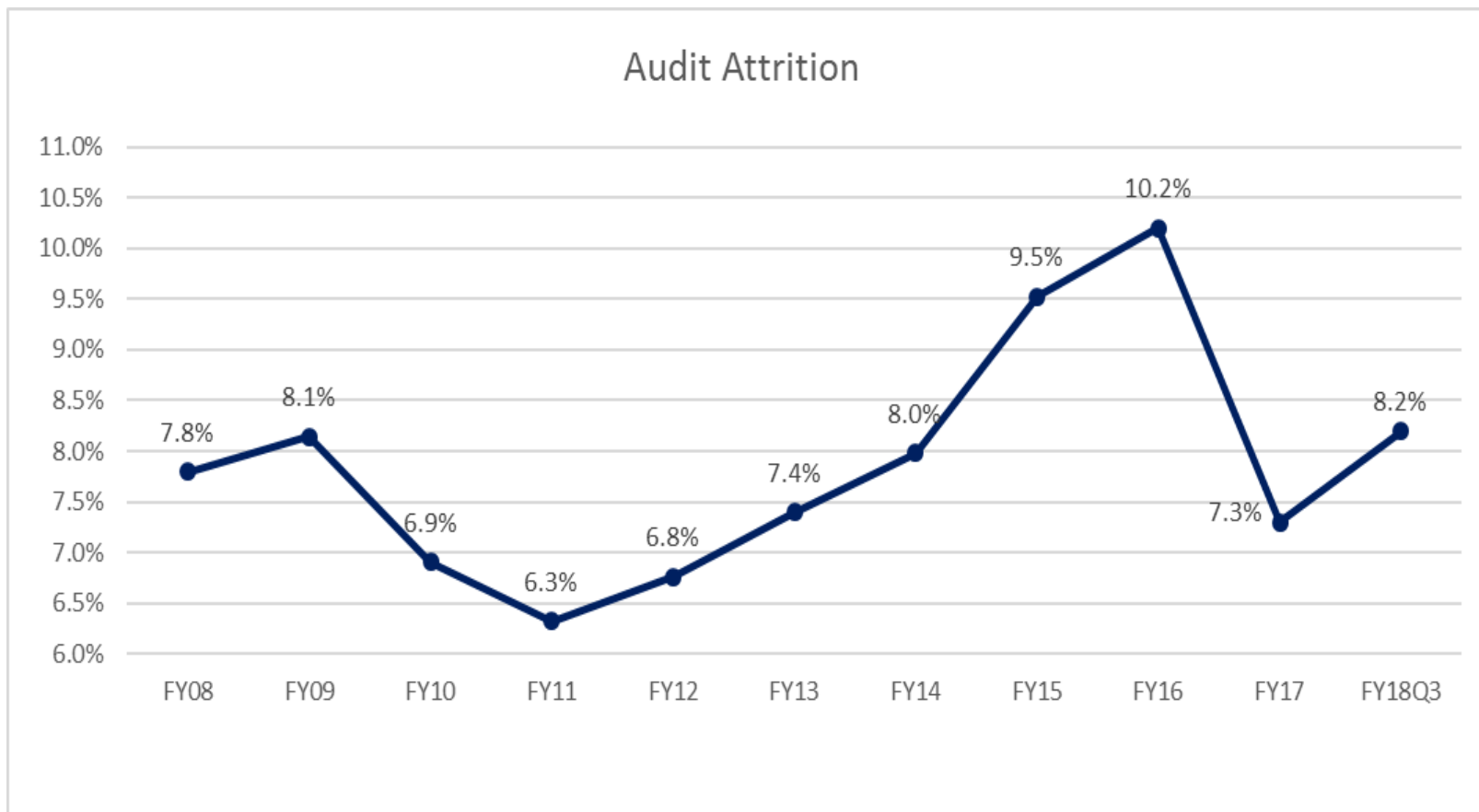
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates

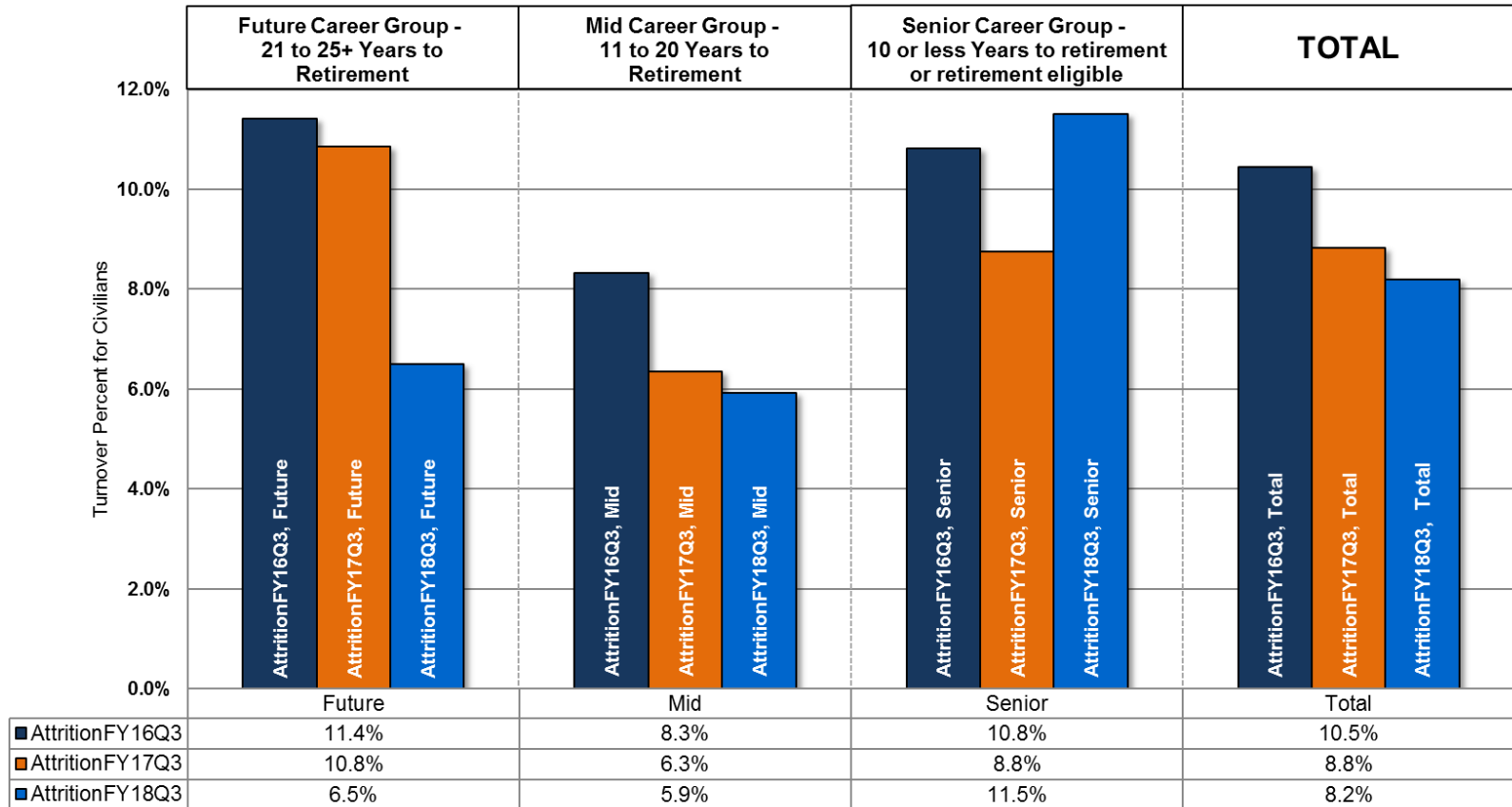


*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Audit Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Audit (Civilian) (FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)



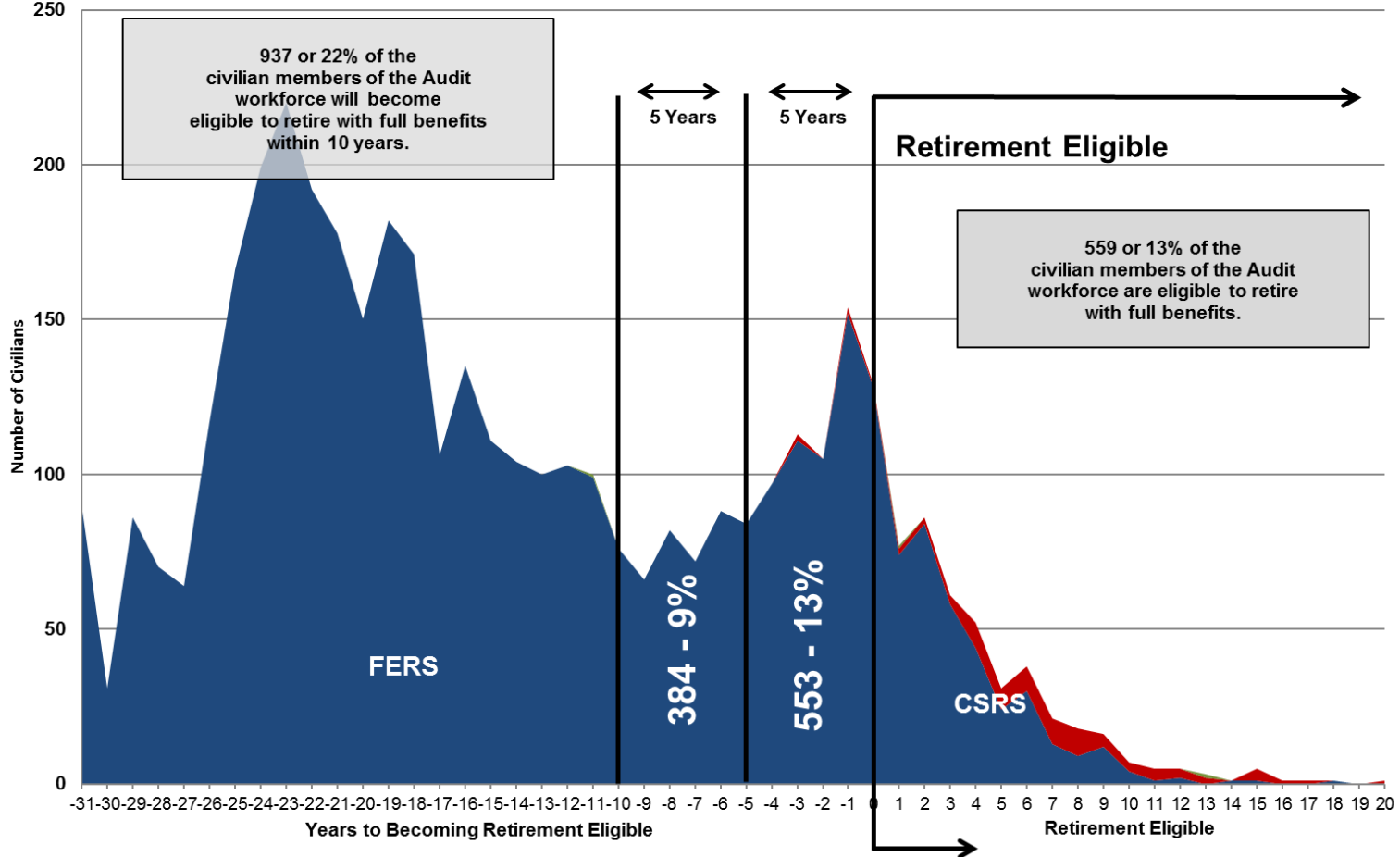


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q3)



As of 30 Jun 2018



END