



# Defense Acquisition Workforce Key Information

Business- Cost Estimate  
As of FY18Q3 (30 June 2018)



# Fact Sheet



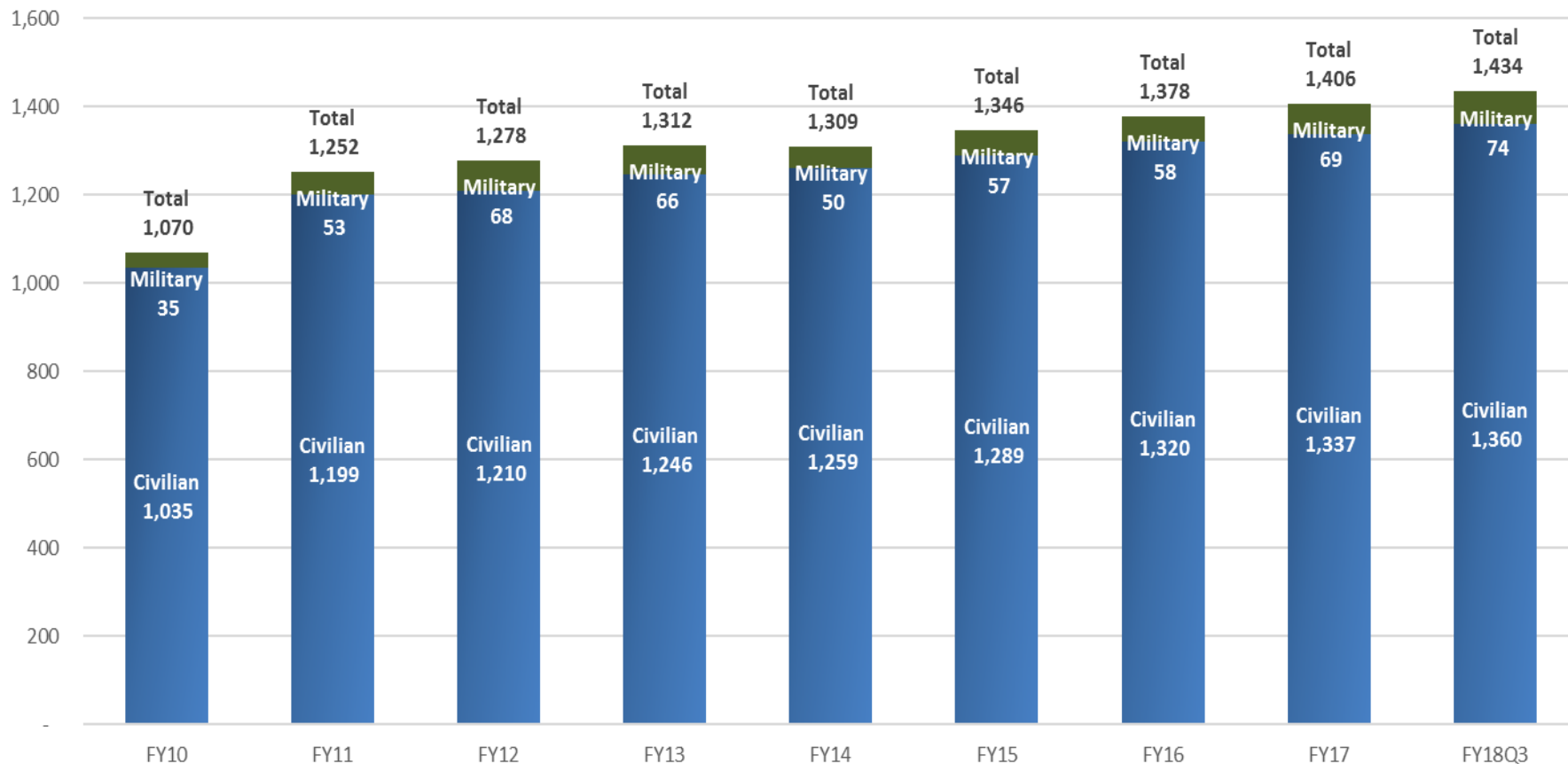
Human Capital Fact Sheet								
Defense Acquisition Workforce	FY 2010				FY2018Q3			
	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	1,035	35	1,070	147,705	1,360	74	1,434	169,063
Change in size from 2010	-	-	-	-	31%	111%	34%	32%
Civilian/Military Composition	97%	3%	-	90%/10%	95%	5%	-	91%/9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	95%	97%	95%	77%	98%	92%	98%	84%
Graduate Degree	41%	80%	43%	48%	52%	62%	53%	40%
<b>Certification</b>								
Level I or Higher Achieved	25%	0%	24%	73%	78%	31%	76%	85%
Level II or Higher Achieved	3%	0%	3%	58%	67%	9%	64%	72%
Level III Achieved	2%	0%	2%	25%	44%	3%	42%	41%
Position Certification Requirement Met or Exceeded	7%	0%	7%	57%	63%	11%	60%	75%
Within 24 Months of Certification Requirement	93%	100%	93%	34%	30%	69%	32%	22%
Does Not Meet Certification Requirement	0%	0%	0%	9%	7%	20%	8%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	20%	0%	32%	37%	11%	0%	10%	15%
Average Age	41	34	41	45	41	28	40	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	56/17/27(%)	-	-	20/23/57(%)	42/29/29(%)	-	-	24/26/49(%)
Average Years of Service	12	12	12	17	12	6	12	15
Retirement Eligible*	104(10%)	-	-	20,947(16%)	135(10%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	122(12%)	-	-	23,551(18%)	138(10%)	-	-	25,072(16%)
Total Gains/Losses*	1,124/76	-	-	23,909/9,889	217/188	-	-	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.



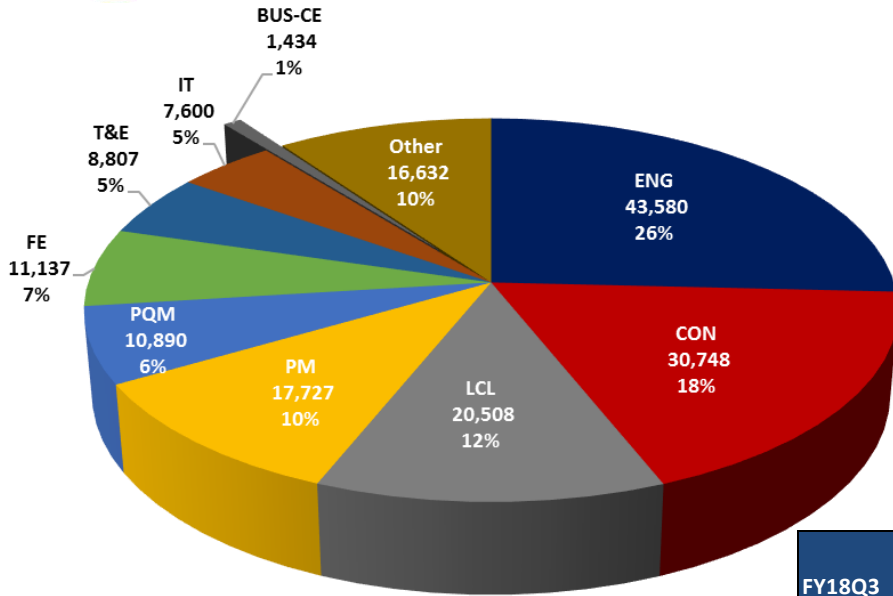
# Total Historic Workforce

BUS-CE





# 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%
<b>Totals</b>	<b>39,803</b>	<b>59,819</b>	<b>2,945</b>	<b>38,578</b>	<b>27,918</b>	<b>169,063</b>	
<b>Component %</b>	<b>23.5%</b>	<b>35.4%</b>	<b>1.7%</b>	<b>22.8%</b>	<b>16.5%</b>		



# Business CE Workforce Historical Size by Component/Agency FY10 – FY18Q3



Business - CE Defense Acq Workforce Agency	FY10	FY12	FY14	FY16	FY17	FY18Q3
Navy	428	484	513	552	533	535
MARINE CORPS	22	28	35	36	37	34
AIR FORCE	300	429	438	458	496	524
ARMY	270	267	250	249	258	250
MDA	41	48	54	55	60	63
DISA	1	4	4	10	9	13
NRO	-	-	-	-	2	5
DAU	5	11	8	7	6	4
DHA	1	4	3	4	4	3
OSD	-	-	1	2	1	2
DCMA	2	2	2	4	-	1
DLA	-	1	1	1	-	-
<b>TOTAL</b>	<b>1,070</b>	<b>1,278</b>	<b>1,309</b>	<b>1,378</b>	<b>1,406</b>	<b>1,434</b>

% Change Since FY08	% Change Since FY17
25%	0%
55%	-8%
75%	6%
-7%	-3%
54%	5%
1200%	44%
	150%
-20%	-33%
200%	-25%
	100%
-50%	
↑ 34%	↑ 2%



# Business CE Workforce Historical (Quarterly) Size by Agency FY16Q3 – FY18Q3



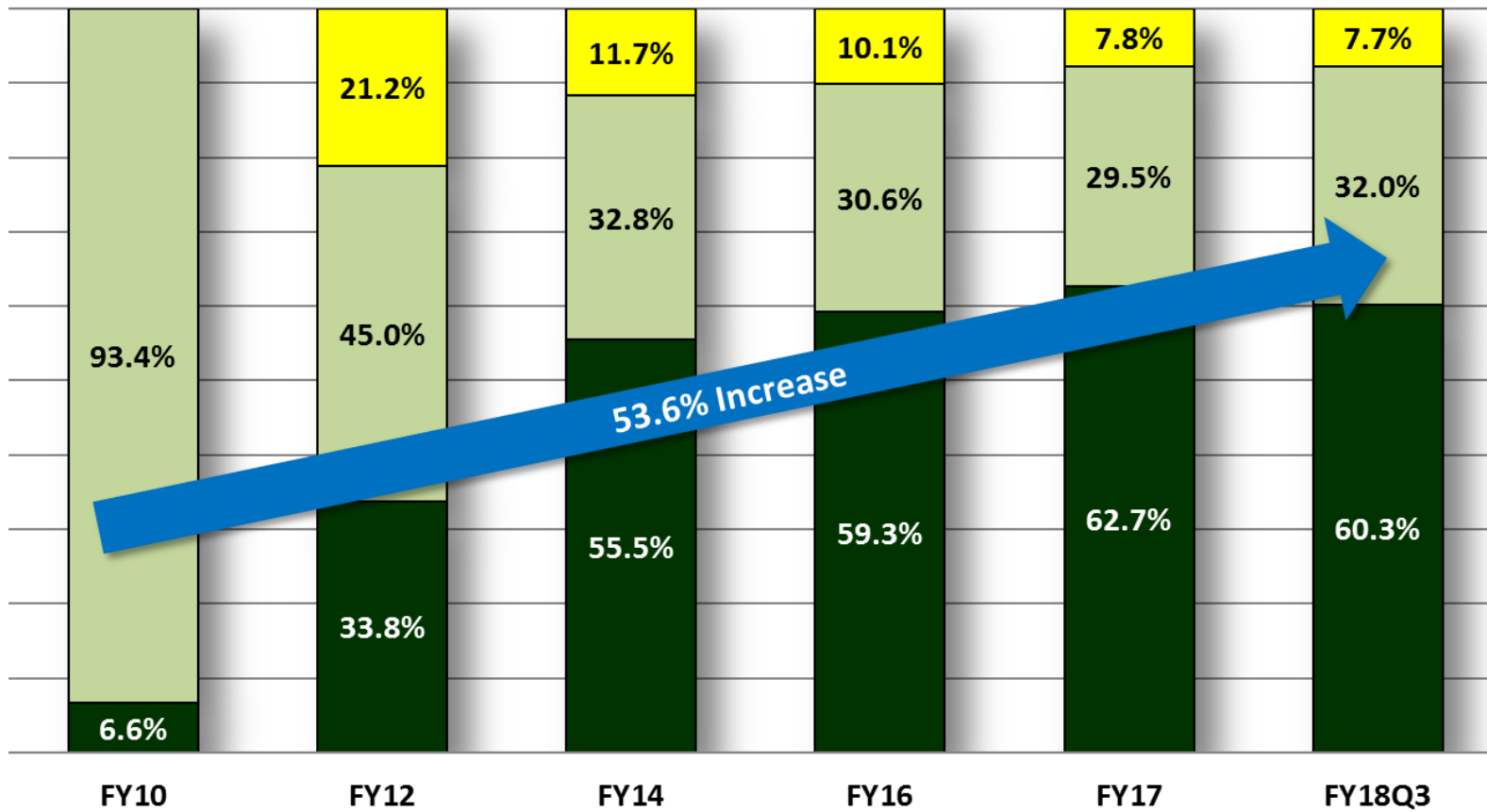
Business - CE Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	542	552	539	539	530	533	527	523	535	1%
MARINE CORPS	34	36	37	37	37	37	37	36	34	-8%
AIR FORCE	455	458	474	494	501	496	498	512	524	5%
ARMY	244	249	257	258	253	258	257	259	250	-1%
MDA	58	55	58	58	54	60	59	62	63	17%
DISA	7	10	9	5	7	9	8	11	13	86%
NRO	-	-	-	-	1	2	2	3	5	400%
DAU	7	7	6	6	6	6	5	6	4	-33%
DHA	4	4	4	4	4	4	3	2	3	-25%
OSD	3	2	2	2	2	1	1	2	2	0%
DCMA	4	4	4	3	3	-	2	1	1	-67%
DLA	1	1	1	-	-	-	-	-	-	
<b>TOTAL</b>	<b>1,359</b>	<b>1,378</b>	<b>1,391</b>	<b>1,406</b>	<b>1,398</b>	<b>1,406</b>	<b>1,399</b>	<b>1,417</b>	<b>1,434</b>	<b>↑ 3%</b>



# Business - CE Historical DAWIA Certification FY10 – FY18Q3



## Business - CE



■ Meets/Exceeds   ■ 24 Month   ■ Does Not Meet

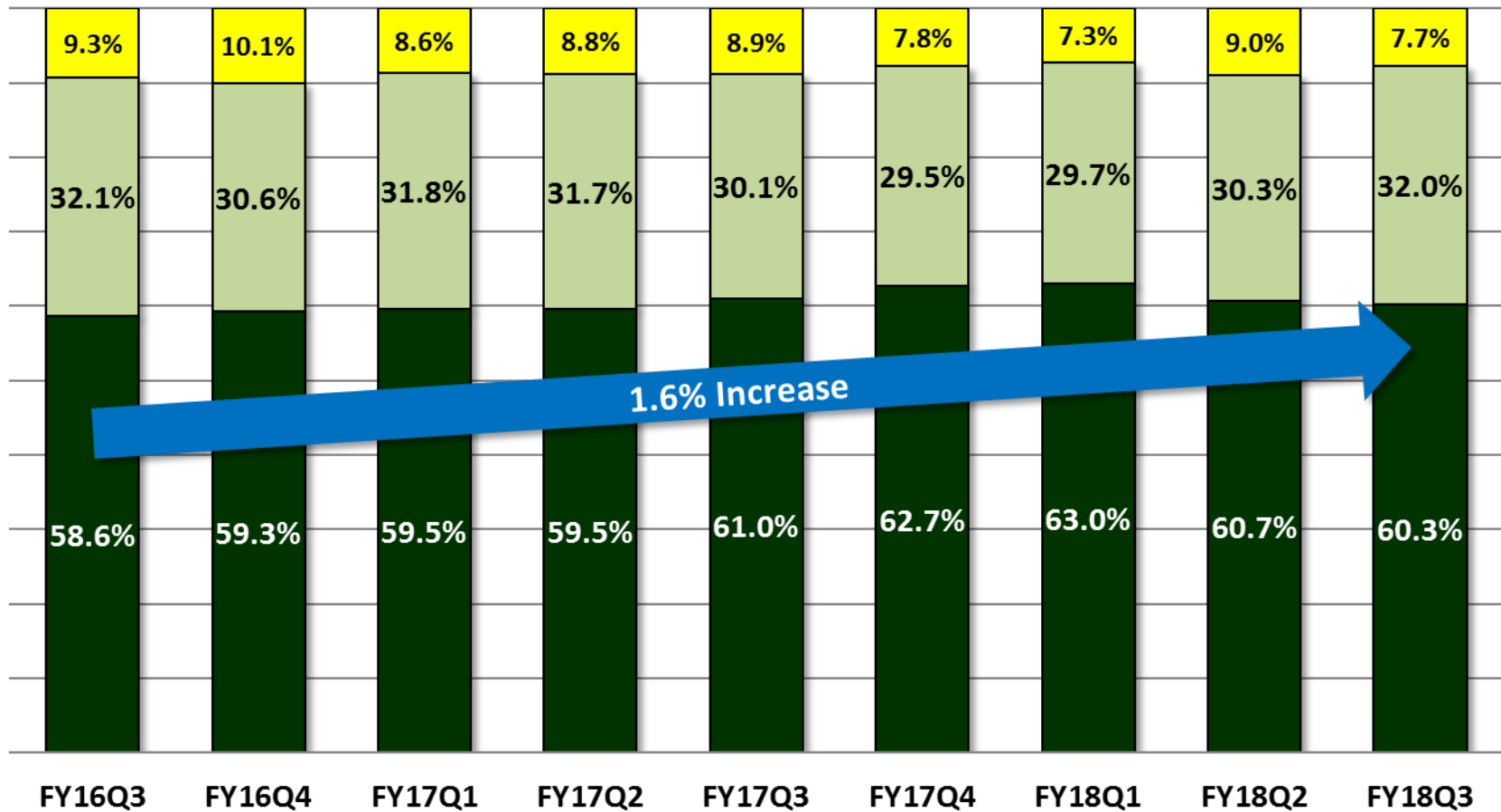
\* Rounded to nearest 0.1%



# Business – CE Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



## Business - CE



■ Meets/Exceeds    ■ 24 Month    ■ Does Not Meet

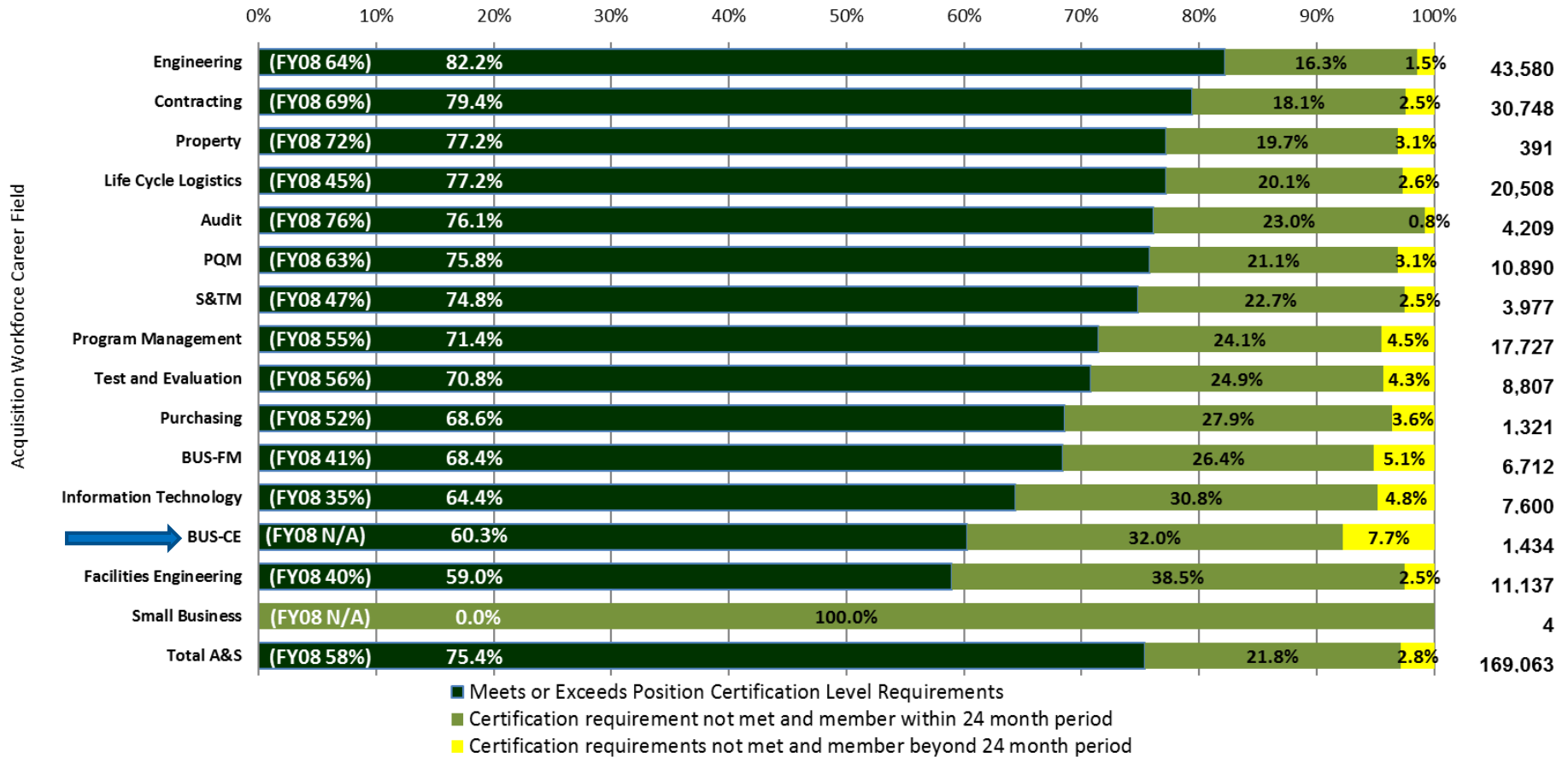
\* Rounded to nearest 0.1%





# Business DAWIA Certification by Career Field

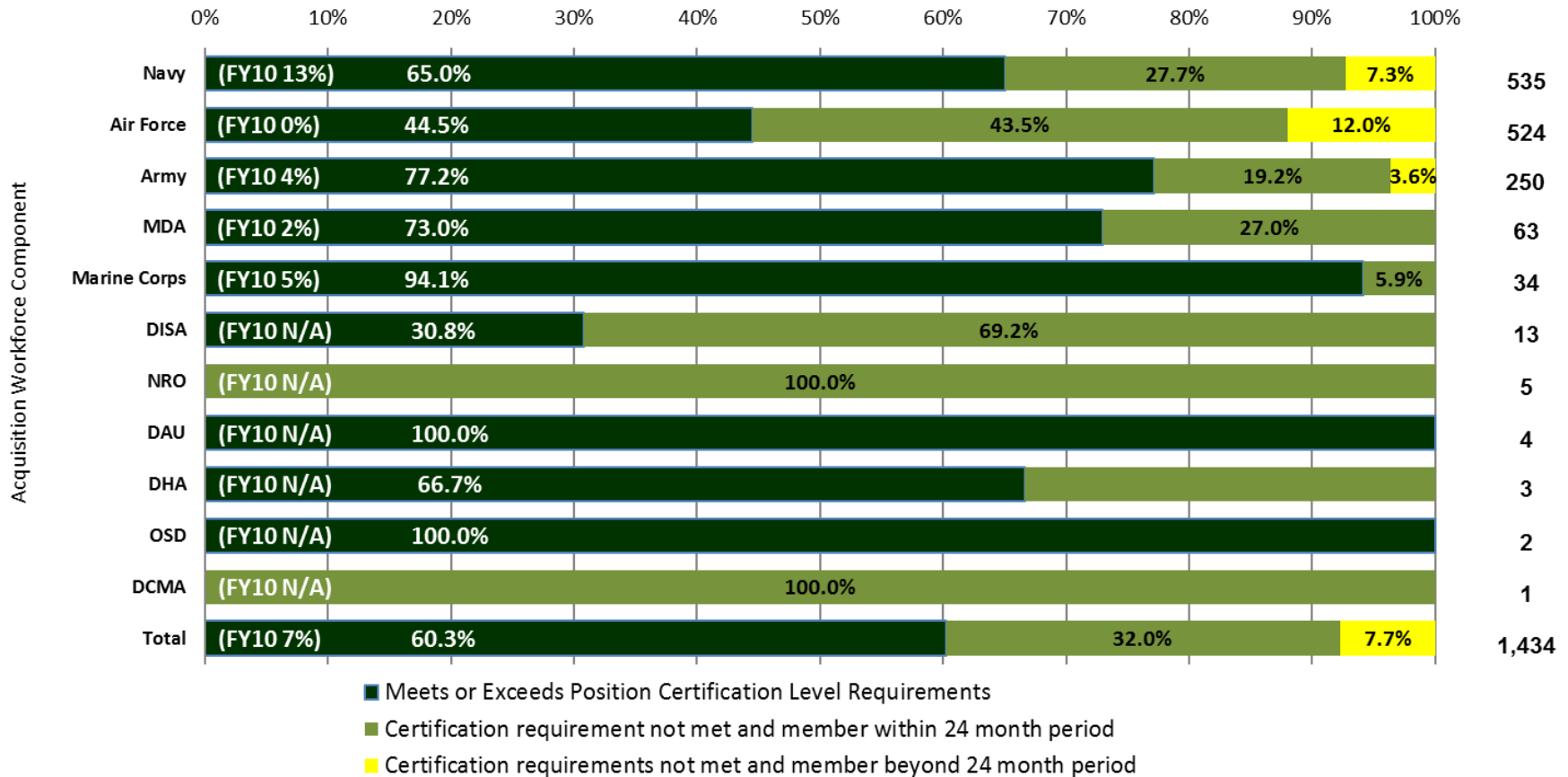
## Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





# Business - CE DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY18Q3)





# Business - CE DAWIA Certification Matrix + Bench Strength

Business - CE		Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	131	27	7	6	171	23.4%	
Level II	171	126	223	108	628	52.7%	
Level III	45	22	75	493	635	77.6%	
<i>Unspecified</i>	-	-	-	-	-		
<b>FY18Q3 TOTAL</b>	<b>347</b>	<b>175</b>	<b>305</b>	<b>607</b>	<b>1,434</b>	<b>60.3%</b>	
	24.2%	12.2%	21.3%	42.3%			

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%	
<b>Business - C</b>	<b>864</b>	<b>60.3%</b>	<b>13 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	40	128	3	171	11.9%
Level II	331	229	68	628	43.8%
Level III	493	102	40	635	44.3%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>Business - CE TOTAL</b>	<b>864</b>	<b>459</b>	<b>111</b>	<b>1,434</b>	
	60.3%	32.0%	7.7%		

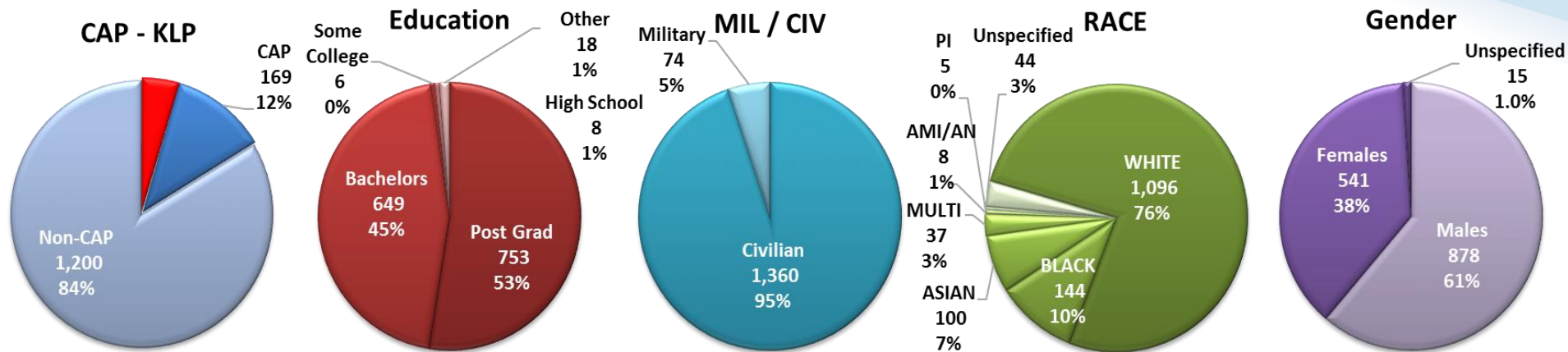
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Business CE Demographics



Occupied Position Type	BUS-CE	Entire DAW
Key Leadership Positions (KLPs)	65 <b>4.5%</b>	1,195 <b>0.7%</b>
Critical Acquisition Positions (CAPs) *	169 <b>11.8%</b>	16,558 <b>9.8%</b>
Non-CAP Positions	1,200 <b>83.7%</b>	151,120 <b>89.4%</b>
Unknown	0 <b>0.0%</b>	190 <b>0.1%</b>
<b>TOTAL</b>	<b>1,434</b>	<b>169,063</b>

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

Race	BUS-CE	Entire DAW
WHITE	1,096 <b>76.4%</b>	123,628 <b>73.1%</b>
BLACK	144 <b>10.0%</b>	20,326 <b>12.0%</b>
ASIAN	100 <b>7.0%</b>	11,372 <b>6.7%</b>
MULTI	37 <b>2.6%</b>	4,607 <b>2.7%</b>
AMI/AN	8 <b>0.6%</b>	1,016 <b>0.6%</b>
PI	5 <b>0.3%</b>	849 <b>0.5%</b>
Unspecified	44 <b>3.1%</b>	7,265 <b>4.3%</b>
<b>TOTAL</b>	<b>1,434</b>	<b>169,063</b>

Highest Level of Education	BUS-CE	Entire DAW
Post Grad	753 <b>52.5%</b>	67,982 <b>40.2%</b>
Bachelors	649 <b>45.3%</b>	74,020 <b>43.8%</b>
Some College	6 <b>0.4%</b>	11,918 <b>7.0%</b>
High School	8 <b>0.6%</b>	12,519 <b>7.4%</b>
Other	18 <b>1.3%</b>	2,624 <b>1.6%</b>
<b>TOTAL</b>	<b>1,434</b>	<b>169,063</b>

Gender	BUS-CE	Entire DAW
Males	878 <b>61.2%</b>	118,376 <b>70.0%</b>
Females	541 <b>37.7%</b>	48,615 <b>28.8%</b>
Unspecified	15 <b>1.0%</b>	2,072 <b>1.2%</b>
<b>TOTAL</b>	<b>1,434</b>	<b>169,063</b>

Military / Civilian	BUS-CE	Entire DAW
Civilian	1,360 <b>94.8%</b>	153,396 <b>90.7%</b>
Military	74 <b>5.2%</b>	15,667 <b>9.3%</b>
<b>TOTAL</b>	<b>1,434</b>	<b>169,063</b>



# Business CE Occupational Series



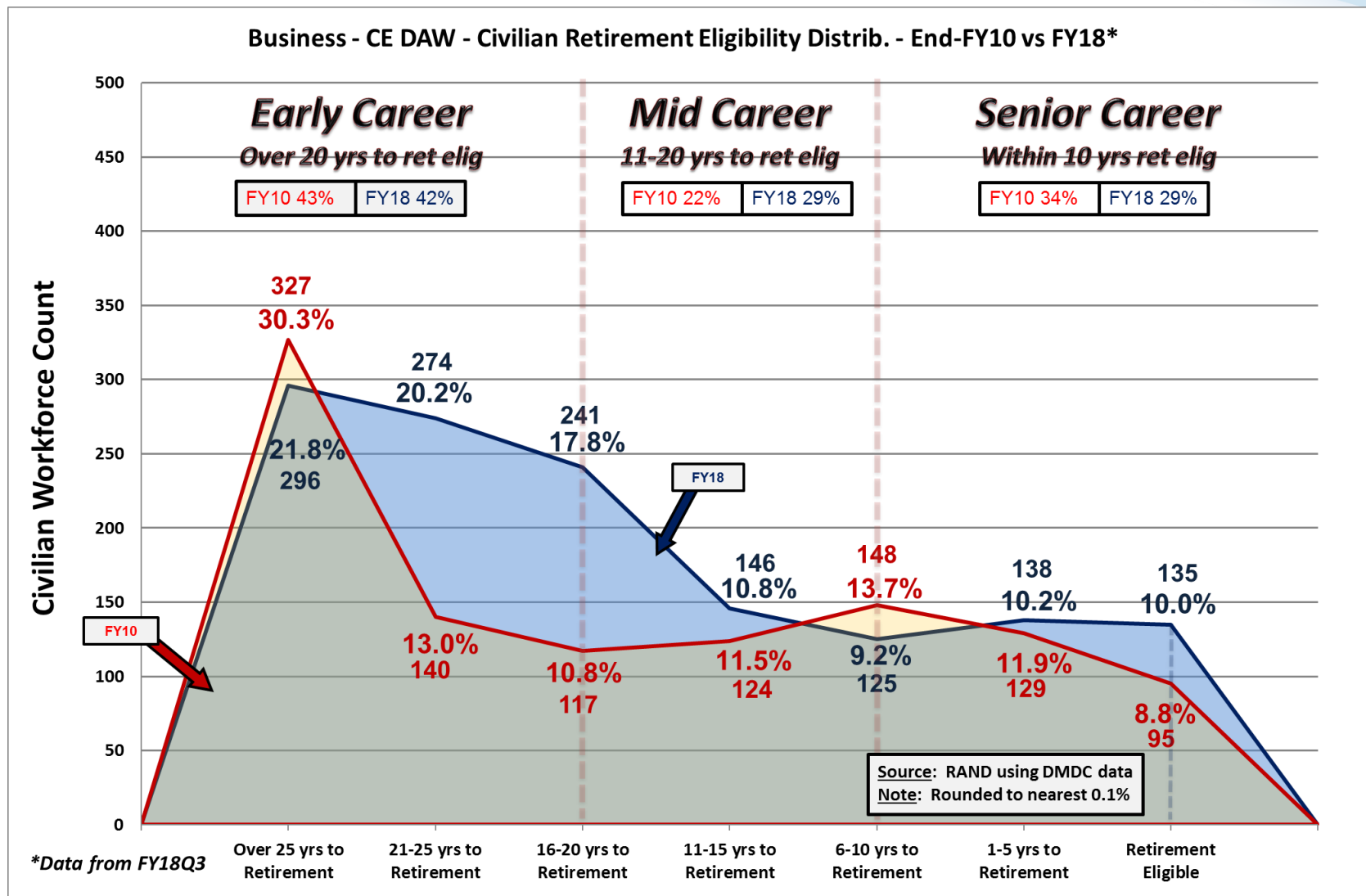
Civilian Occupational Series	BUS-CE	
1515 - Operations Research Analyst	1,067	78.5%
0501 - Financial Administrator	88	6.5%
0896 - Engineer, Industrial	82	6.0%
0801 - Engineer, General	57	4.2%
1520 - Mathematician	16	1.2%
0830 - Engineer, Mechanical	7	0.5%
0343 - Management and Program Analyst	9	0.7%
1101 - Business and Industry Specialist	10	0.7%
1101 - Business and Industry Specialist	10	0.7%
0301 - Administration & Program Staff	4	0.3%
<i>Other</i>	10	0.74%
<b>TOTAL CIVILIAN</b>	<b>1,360</b>	<b>Civilians</b>



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



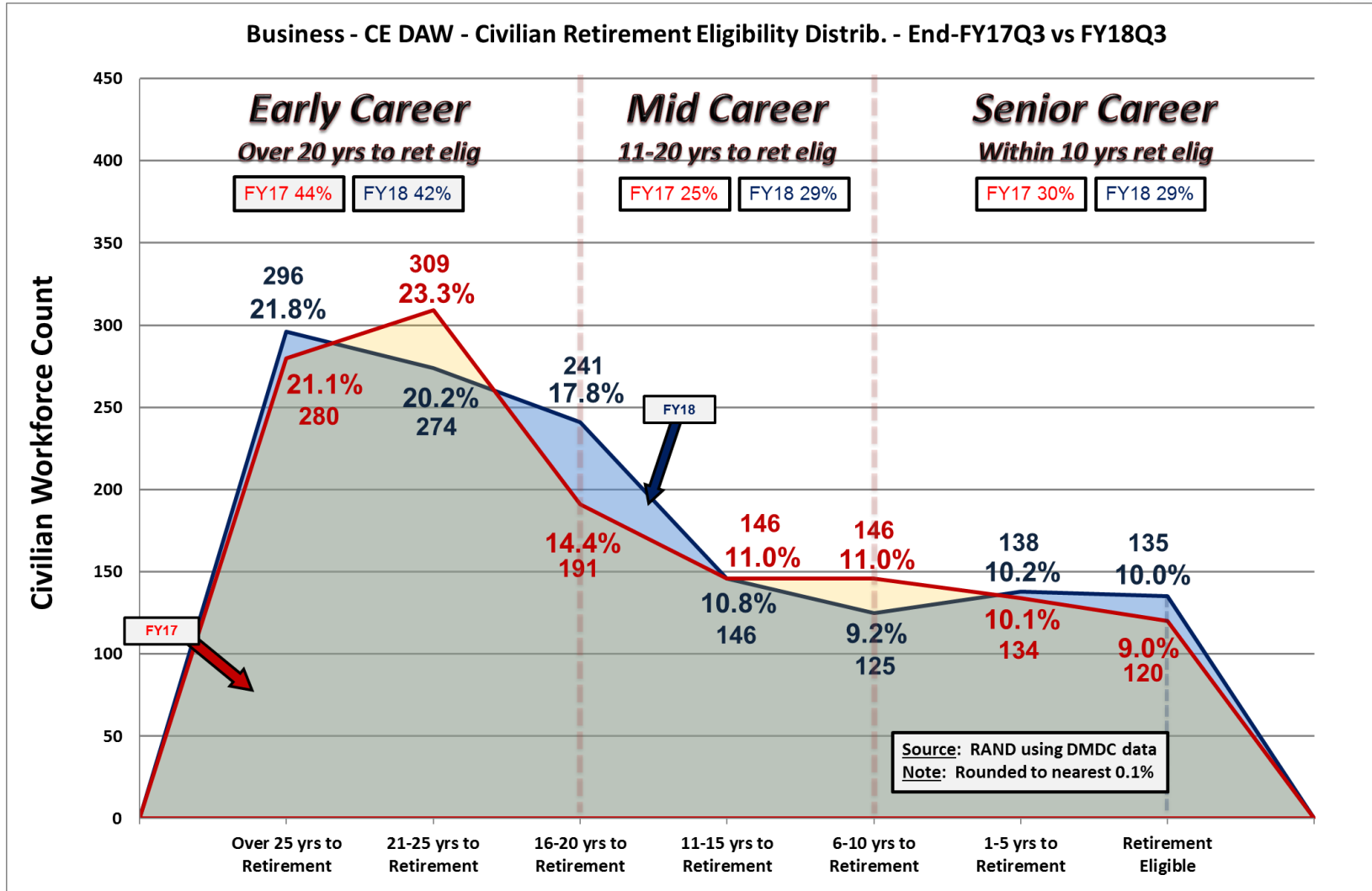
# Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY18



As of 30 Jun 2018



# Business-CE Civilian Retirement Eligibility Distribution (1 Year) – FY17Q3 / FY18Q3



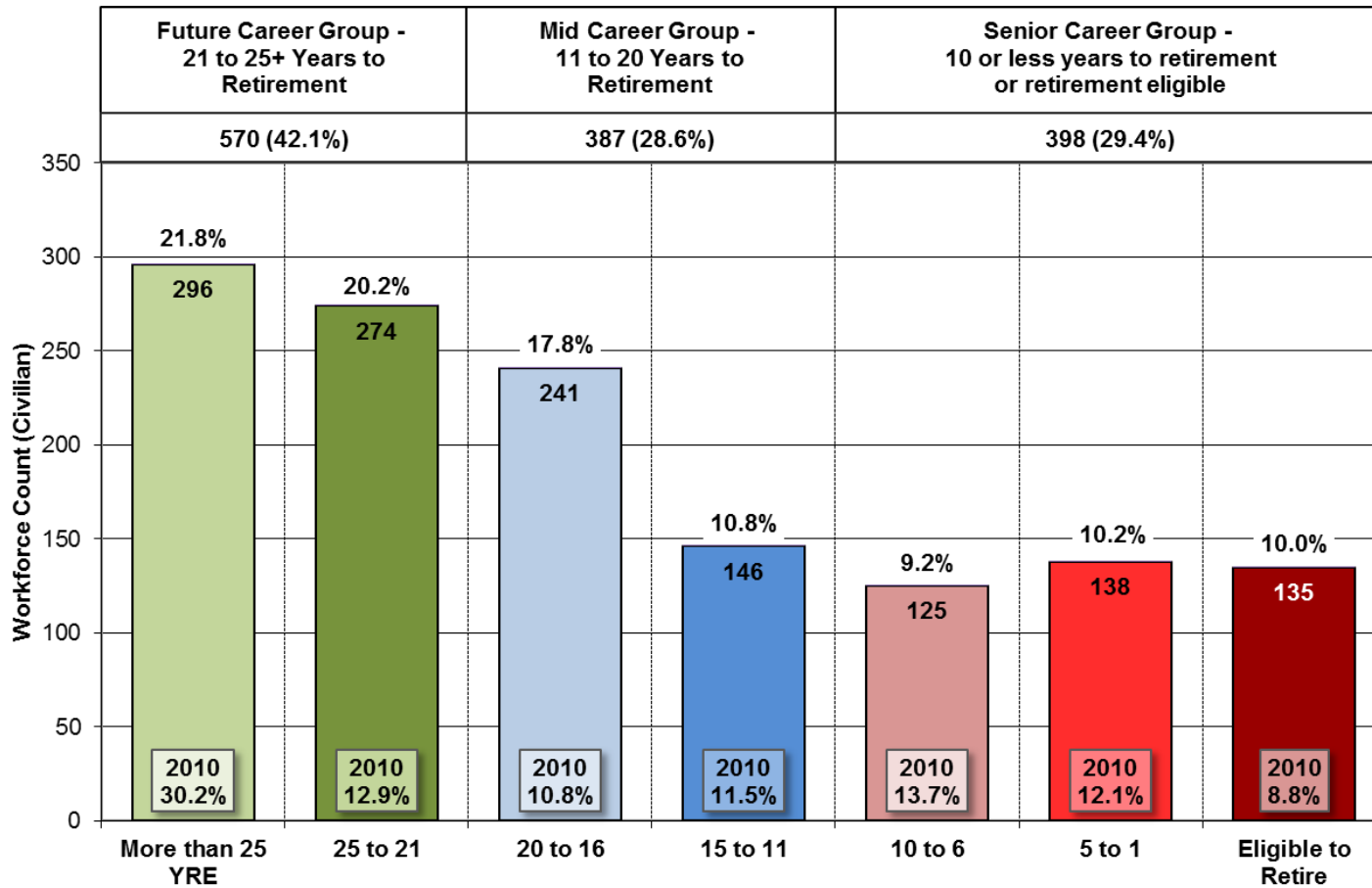
As of 30 Jun 2018





# Workforce Lifecycle Model

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



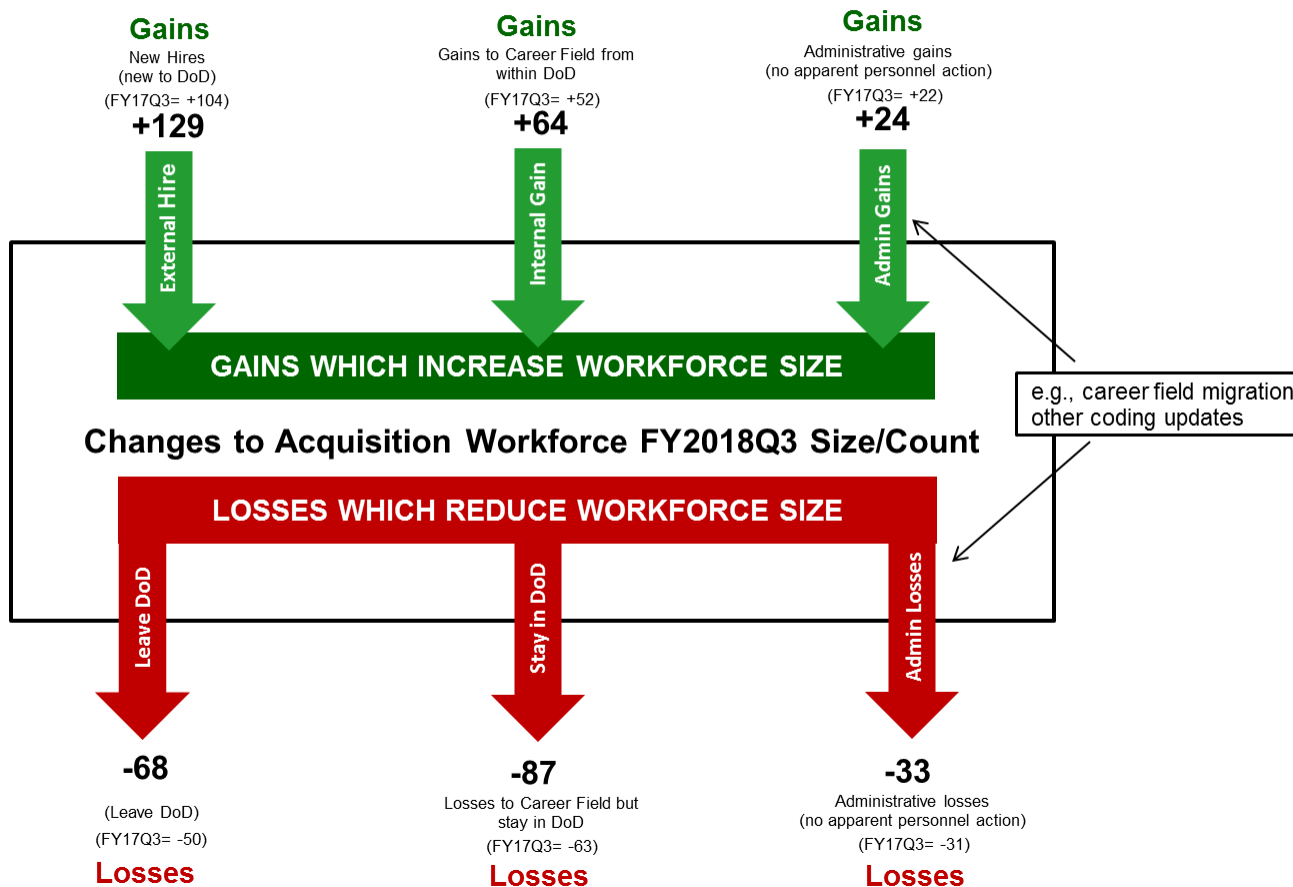
As of 30 Jun 2018



# Business-CE Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2018Q3) - Business - CE

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



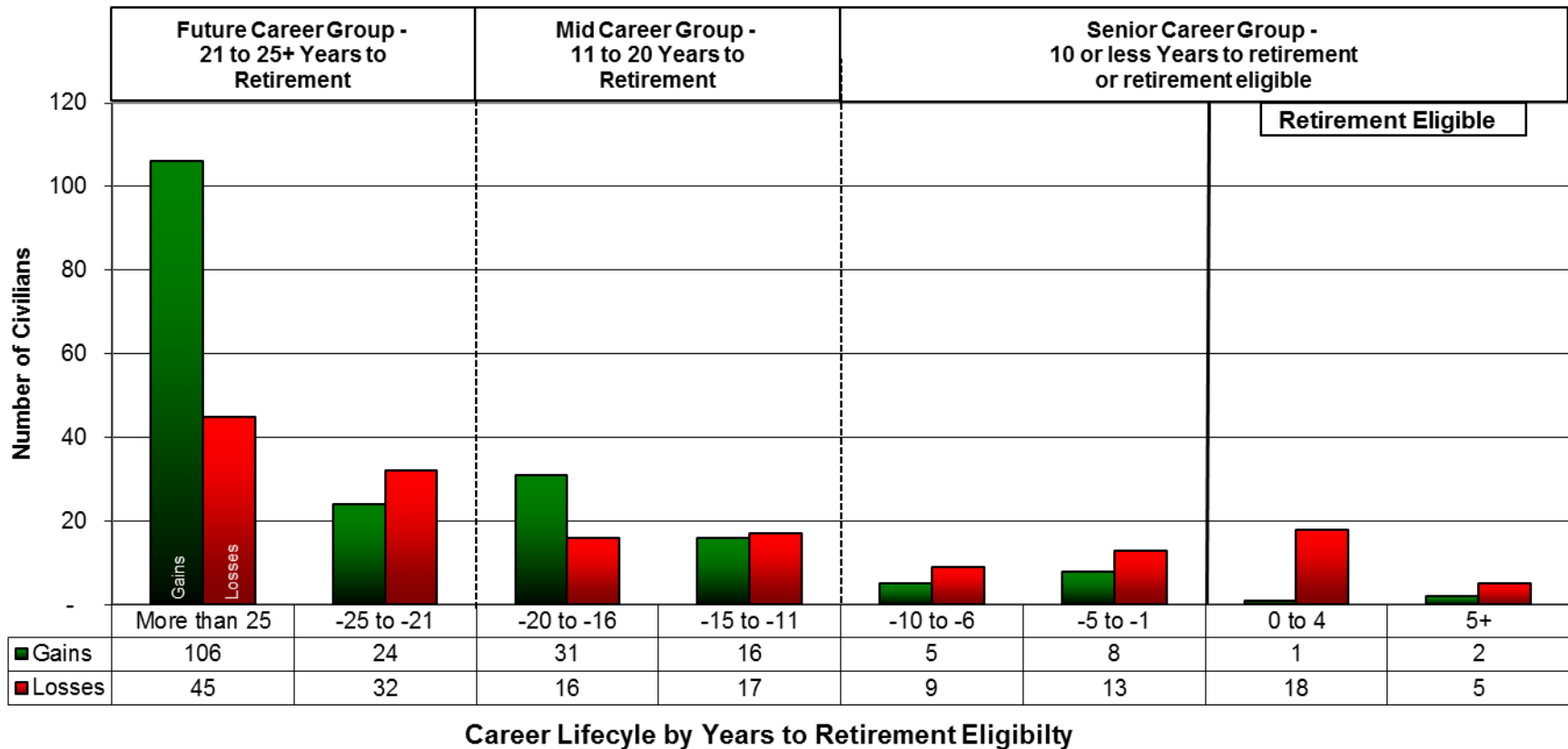


# Business-CE Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Business - CE

Workforce Lifecycle FY2018Q3 Gains & Losses\*

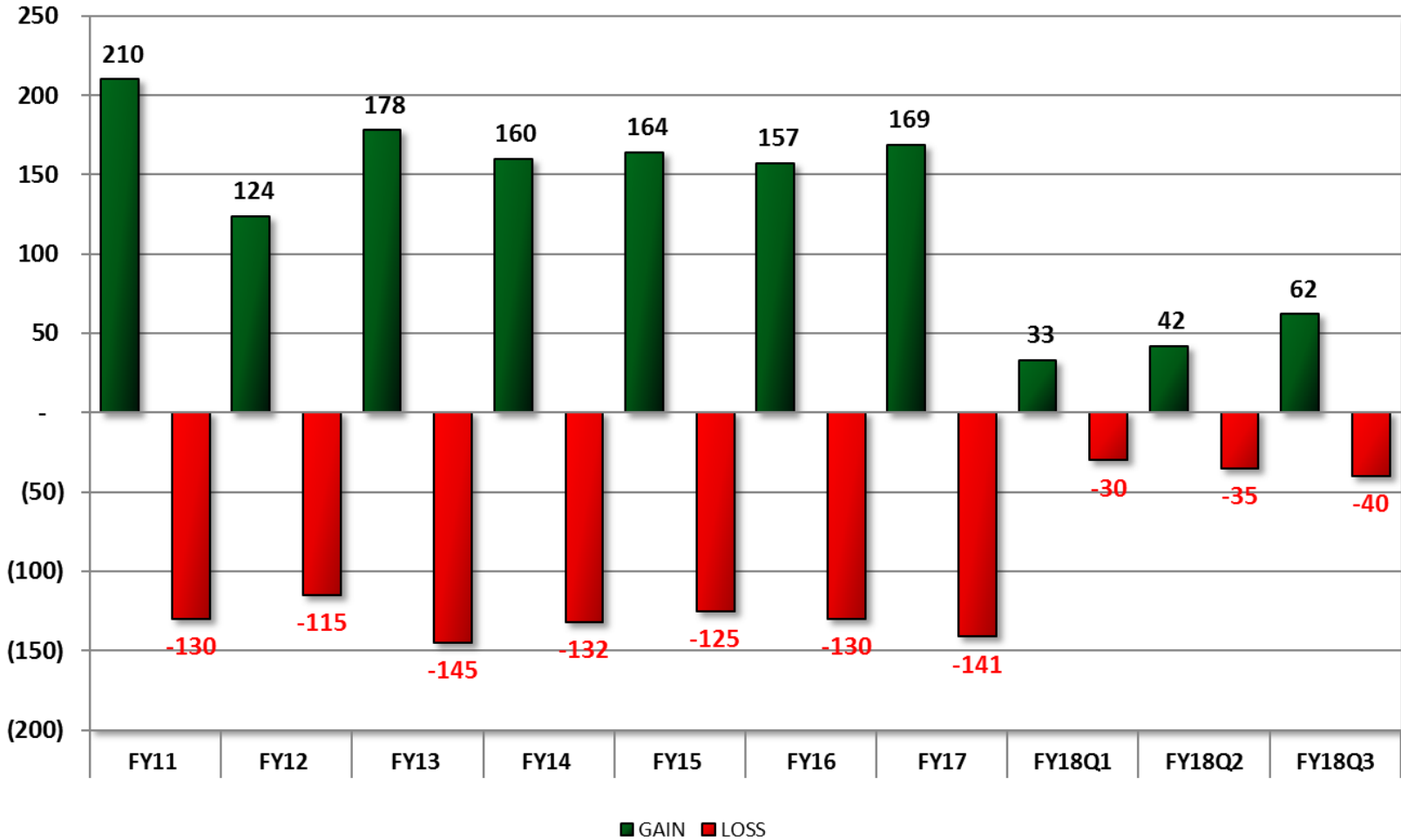


\*Does not include administrative gains and losses

As of 30 Jun 2018



# Business Historical Gains and Losses FY11 – FY18Q3



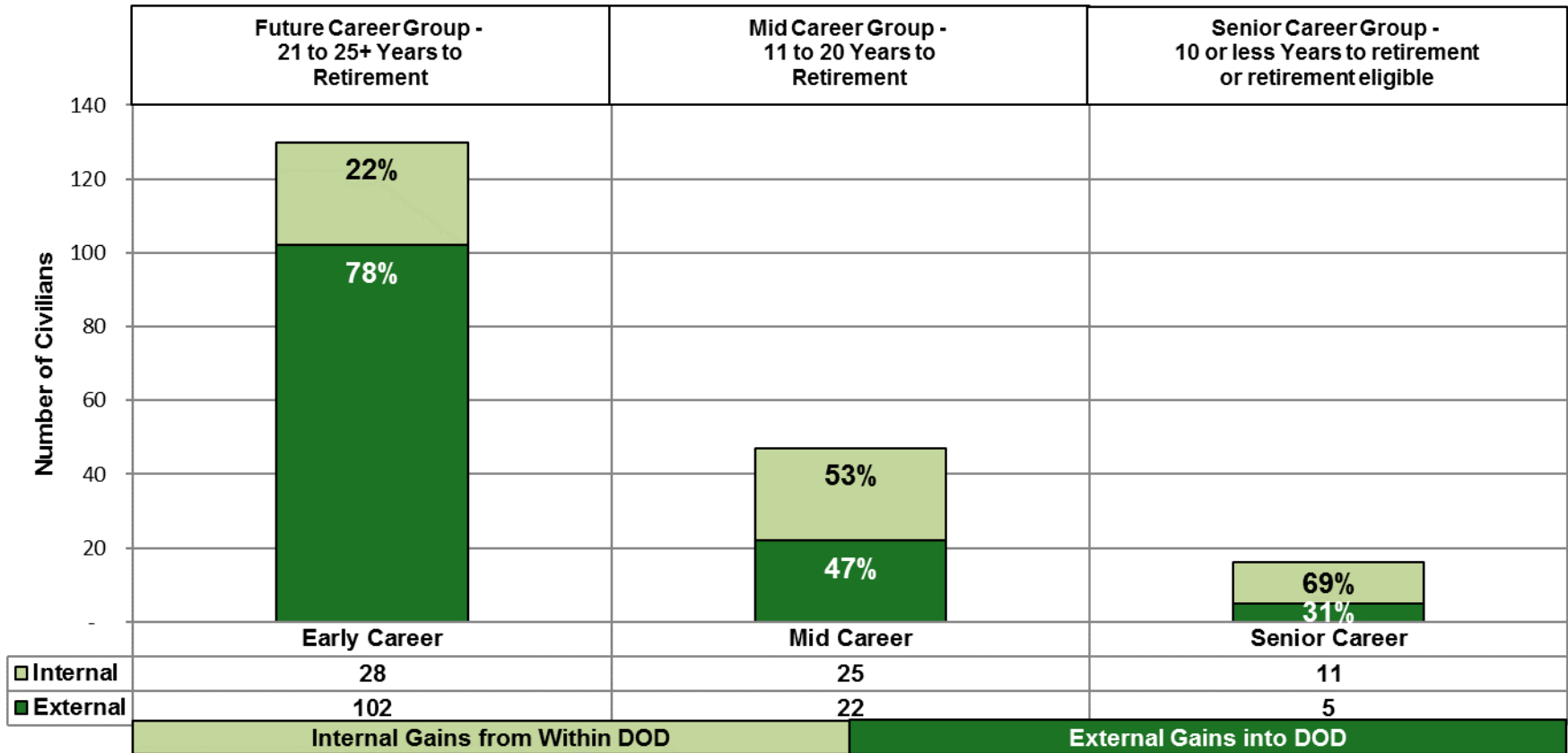
As of 30 Jun 2018



# Business-CE Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Business - CE Workforce Lifecycle FY2018Q3 Gains\*



\*Does not include administrative gains

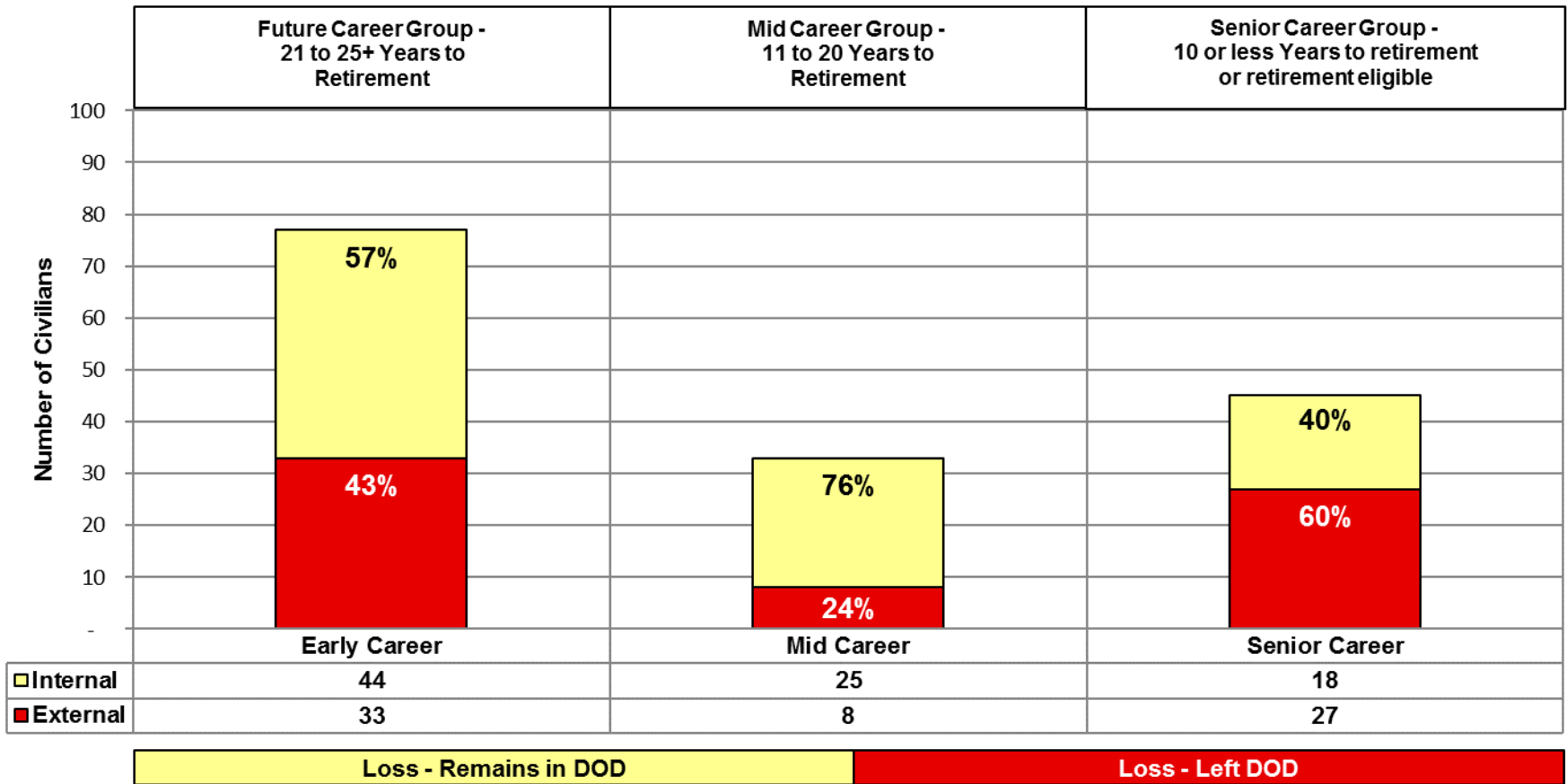


# Business-CE Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Business - CE

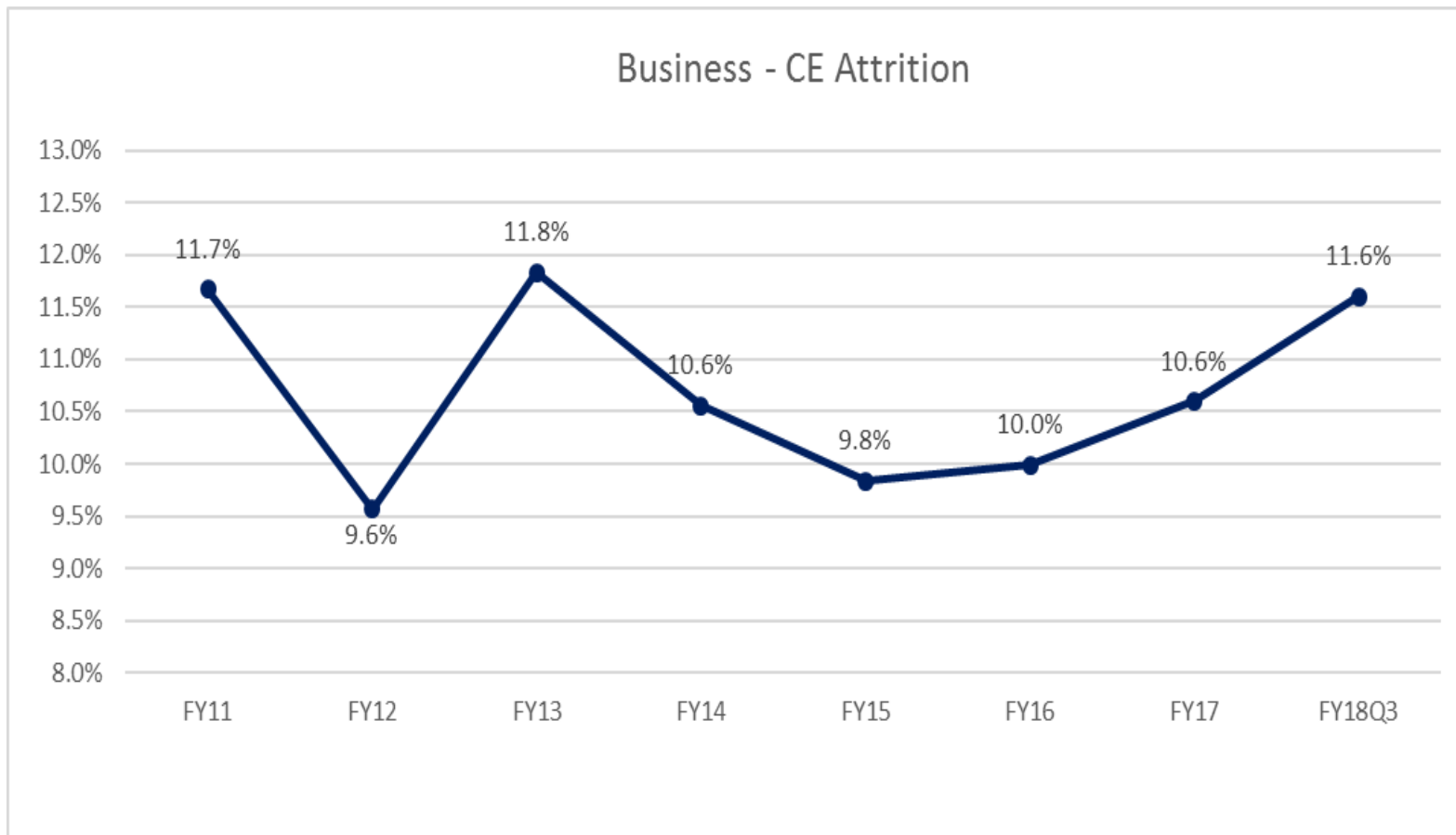
### Workforce Lifecycle FY2018Q3 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

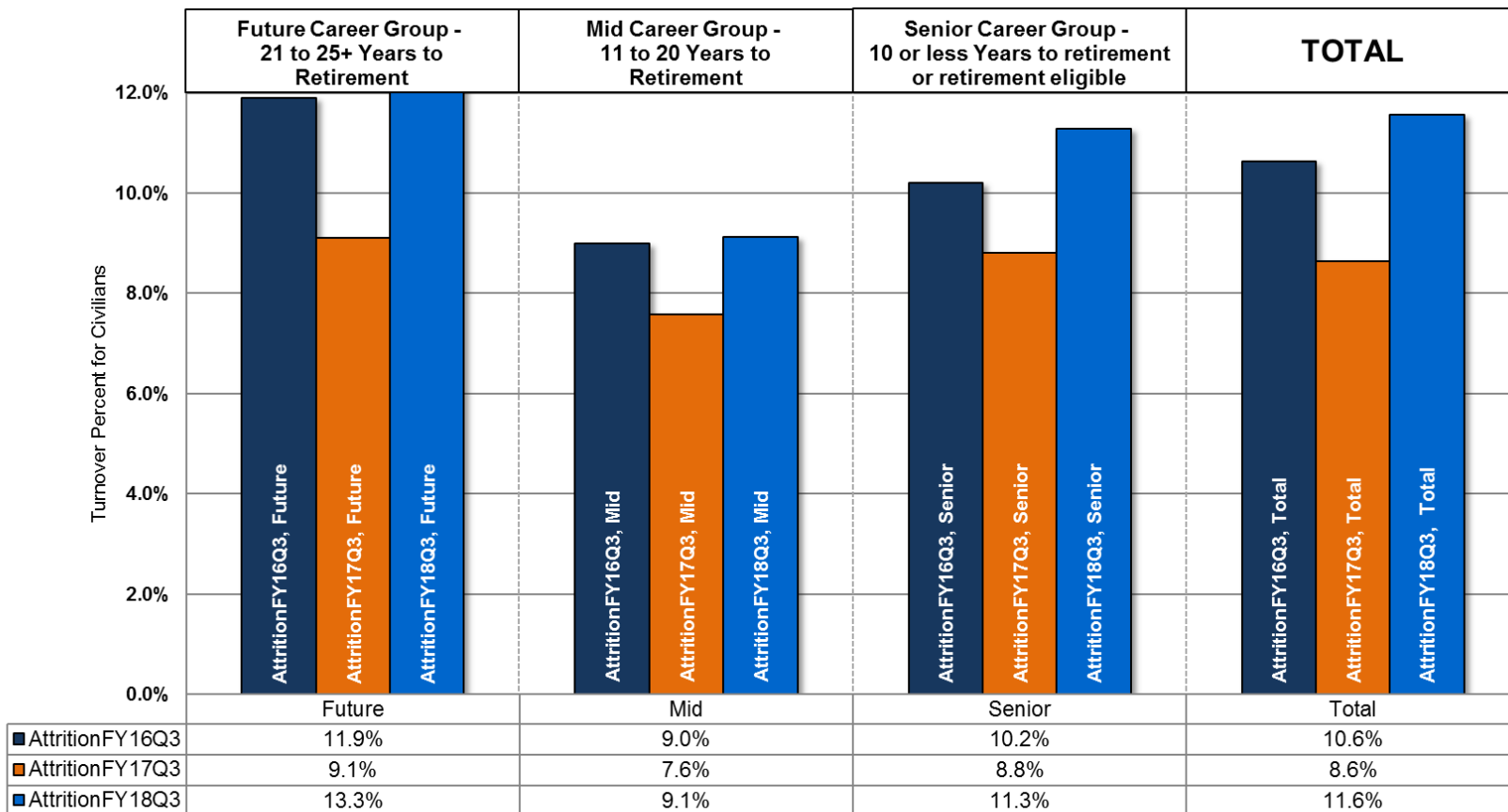


\*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



# Business-CE Attrition Rates by Career Group

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





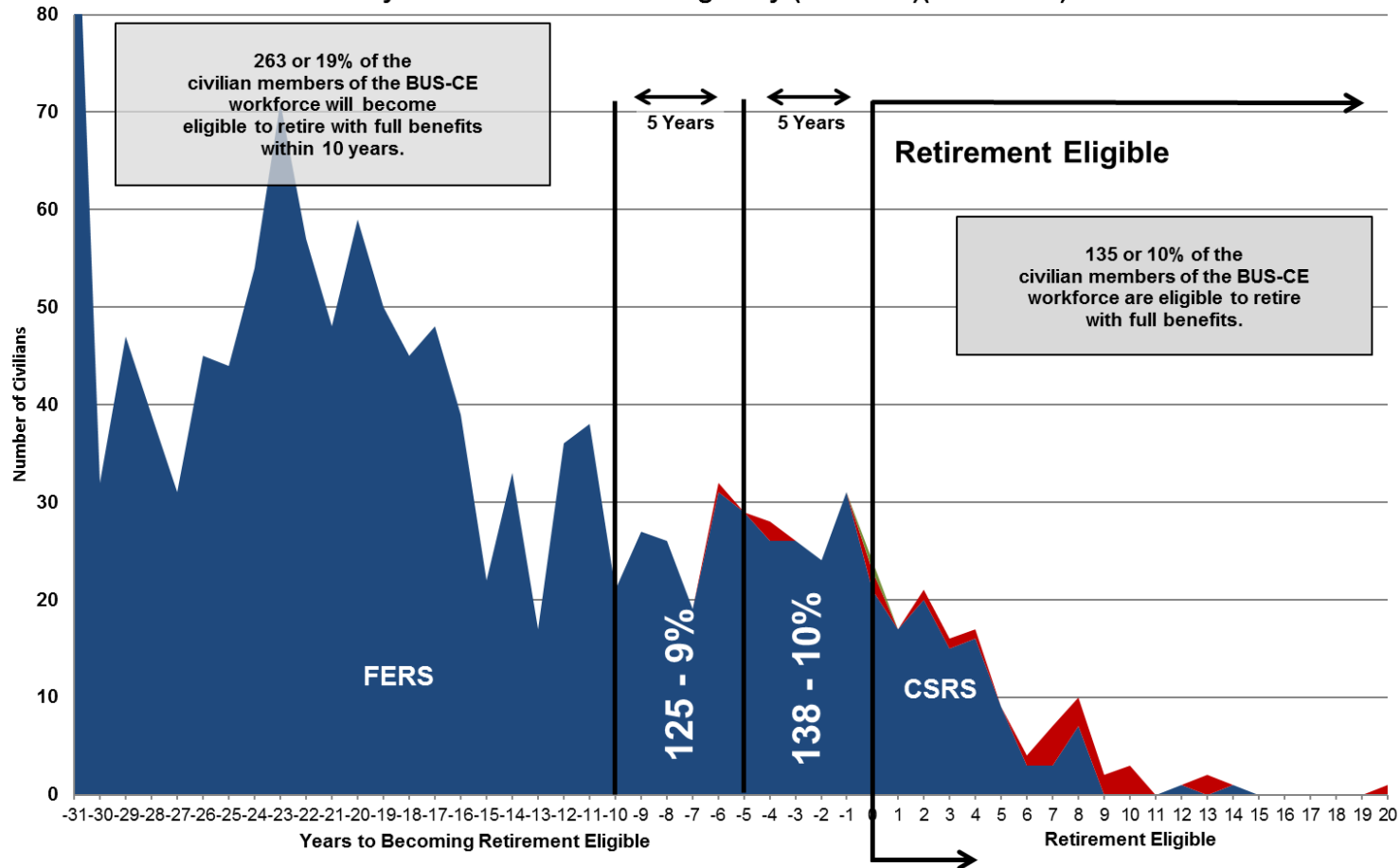


# Business Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Business - CE

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



As of 30 Jun 2018



***END***