



Defense Acquisition Workforce Key Information

Business- Financial Management

As of FY18Q3 (30 June 2018)



Fact Sheet



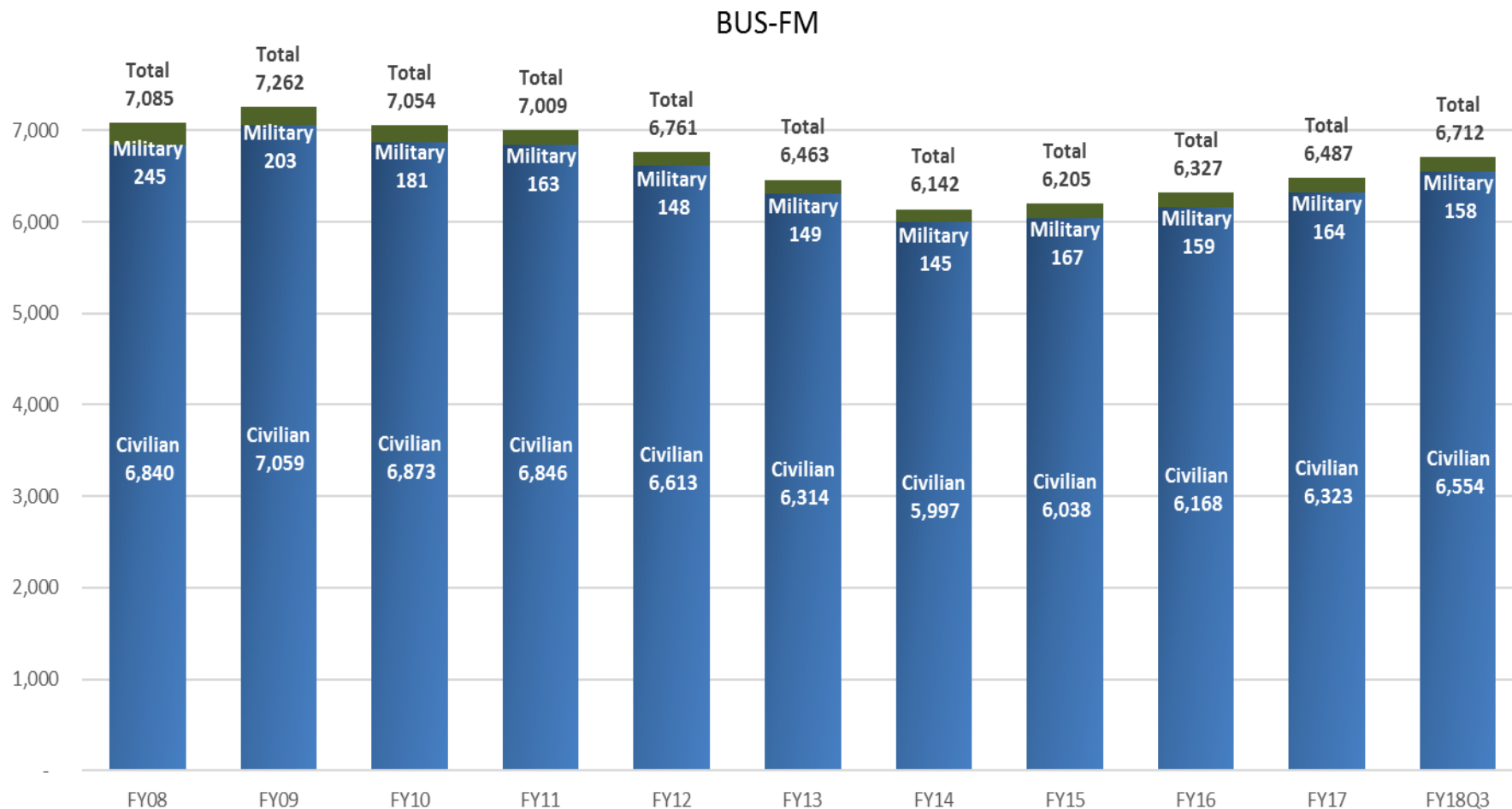
Human Capital Fact Sheet

Defense Acquisition Workforce Business - FM	FY 2008				FY2018Q3			
	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	6,554	158	6,712	169,063
Change in size from 2008	-	-	-	-	-4%	-36%	-5%	34%
Civilian/Military Composition	97%	3%	-	88% / 12%	98%	2%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	77%	95%	78%	84%
Graduate Degree	21%	44%	22%	29%	36%	55%	37%	40%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	81%	47%	80%	85%
Level II or Higher Achieved	43%	28%	43%	61%	67%	20%	66%	72%
Level III Achieved	30%	14%	30%	36%	39%	11%	38%	41%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	69%	25%	68%	75%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	26%	60%	26%	22%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	15%	5%	3%
Planning Considerations								
Average Age	47	37	47	46	45	34	45	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	24/28/47(%)	-	-	24/26/49(%)
Average Years of Service	19	13	19	17	15	11	15	15
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,115(17%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,040(16%)	-	-	25,072(16%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	1,073/782	-	-	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.

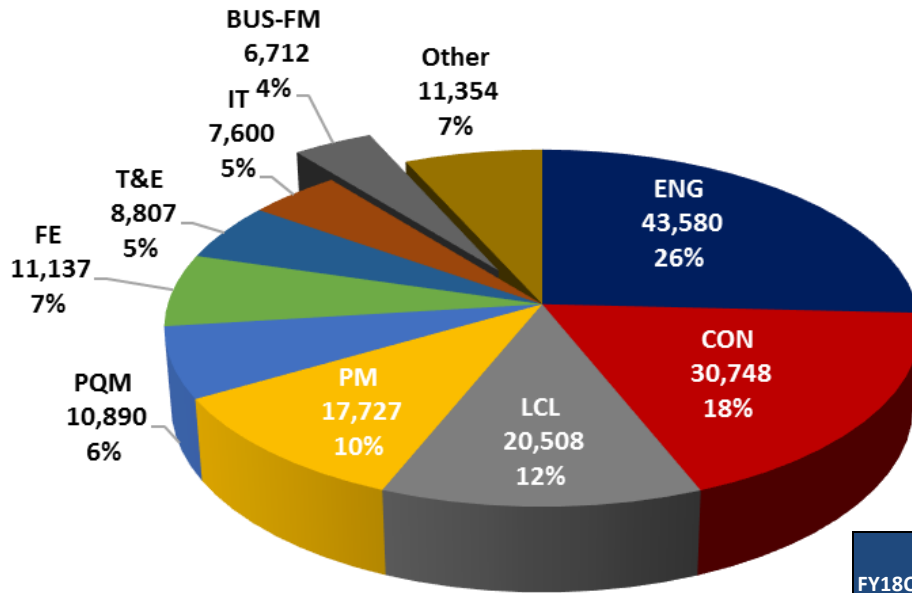


Total Historic Workforce





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%		



Business FM Workforce Historical Size by Agency FY08 – FY18Q3



Business - FM Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3
AIR FORCE	1,530	1,818	1,819	1,850	2,008	2,094	2,123
Navy	1,792	1,943	1,889	1,699	1,849	1,978	2,086
MARINE CORPS	143	191	181	180	172	171	179
ARMY	3,350	2,590	2,281	1,766	1,718	1,714	1,743
MDA	90	203	217	239	230	226	224
DCMA	46	151	190	217	172	131	120
DTRA	48	64	65	79	72	68	82
NRO	-	-	-	-	17	21	63
DAU	25	32	42	31	28	27	29
DHA	6	18	22	30	15	16	19
OSD	14	11	14	11	11	8	9
JCS	-	-	14	8	9	10	7
DISA	17	11	10	16	9	9	7
DMEA	-	4	4	4	5	5	6
IG	-	-	-	-	-	-	5
USUHS	-	-	-	-	2	3	4
TRMC	5	4	4	4	4	3	3
DeCA	-	-	-	3	4	2	2
DLA	7	2	6	3	1	1	1
DCAA	1	-	-	-	-	-	-
DoD HRA	1	-	1	-	-	-	-
DSCA	2	1	1	1	1	-	-
DSS	-	-	1	1	-	-	-
DMA	-	1	-	-	-	-	-
4th Estate Other	8	10	-	-	-	-	-
TOTAL	7,085	7,054	6,761	6,142	6,327	6,487	6,712

% Change Since FY08	% Change Since FY17
39%	1%
16%	5%
25%	5%
-48%	2%
149%	-1%
161%	-8%
71%	21%
	200%
16%	7%
217%	19%
-36%	13%
	-30%
-59%	-22%
	20%
	33%
-40%	0%
	0%
-86%	0%
-100%	
-100%	
-100%	
-100%	
↓	↑
-5%	3%



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



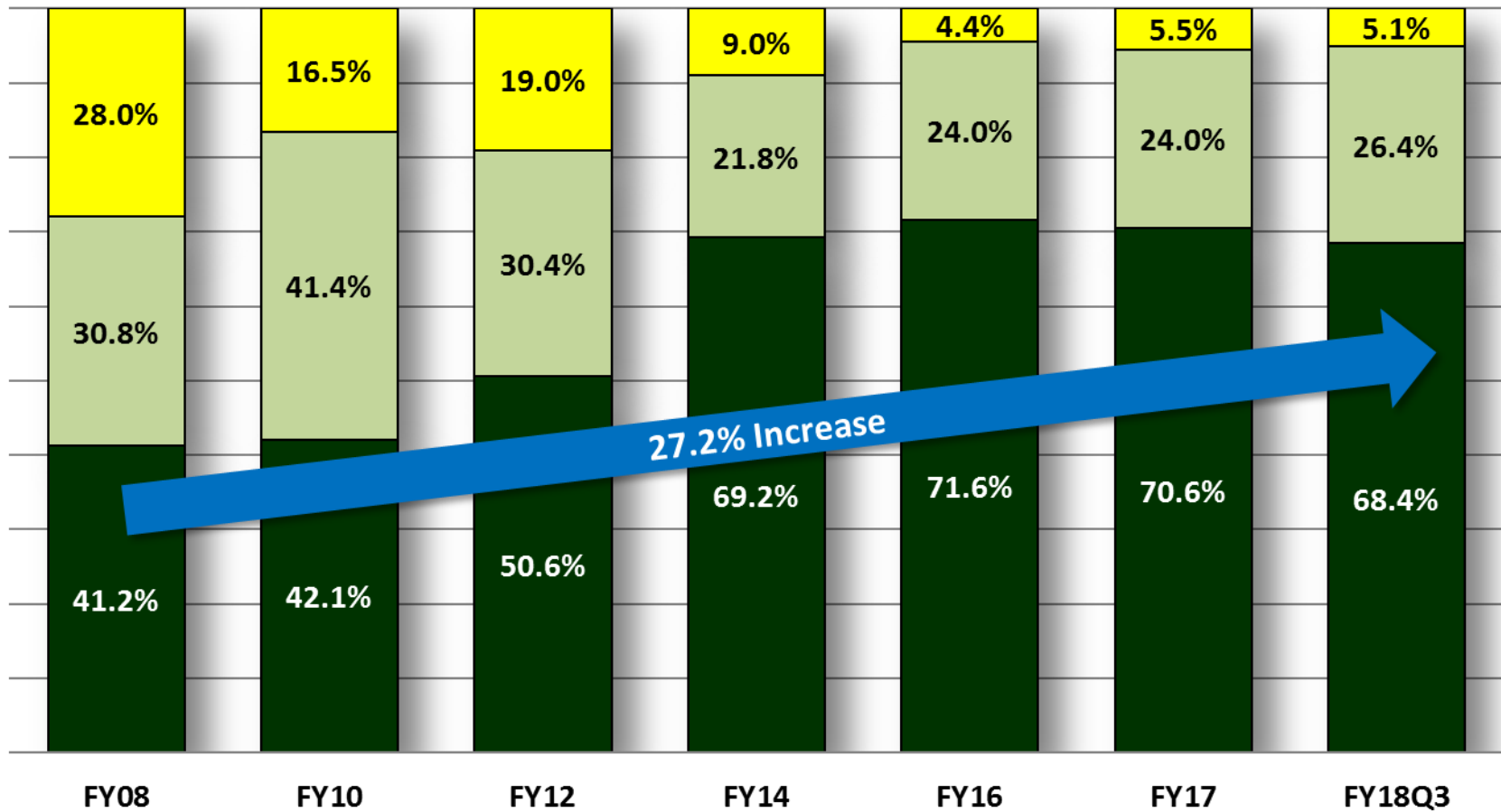
Business - FM Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
AIR FORCE	1,888	2,008	2,046	2,050	2,042	2,094	2,080	2,097	2,123	4%
Navy	1,863	1,849	1,866	1,896	1,936	1,978	2,029	2,048	2,086	8%
MARINE CORPS	172	172	169	169	170	171	174	179	179	5%
ARMY	1,709	1,718	1,732	1,715	1,707	1,714	1,737	1,743	1,743	2%
MDA	225	230	235	226	227	226	224	217	224	-1%
DCMA	187	172	162	153	142	131	118	114	120	-15%
DTRA	73	72	68	62	66	68	75	87	82	24%
NRO	17	17	18	19	18	21	29	46	63	250%
DAU	29	28	29	27	27	27	28	29	29	7%
DHA	19	15	14	14	15	16	17	18	19	27%
OSD	11	11	9	9	9	8	8	9	9	0%
JCS	9	9	9	10	10	10	8	8	7	-30%
DISA	10	9	9	10	11	9	7	6	7	-36%
DMEA	5	5	5	5	5	5	5	6	6	20%
IG	-	-	-	-	-	-	-	-	5	
USUHS	-	2	3	3	3	3	3	4	4	33%
TRMC	4	4	4	4	4	3	3	3	3	-25%
DeCA	3	4	2	2	2	2	2	2	2	0%
DLA	1	1	2	2	1	1	1	1	1	0%
TOTAL	6,225	6,326	6,382	6,376	6,395	6,487	6,548	6,617	6,712	↑ 5%



Business – FM Historical DAWIA Certification FY08 – FY18Q3



Business - FM



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%

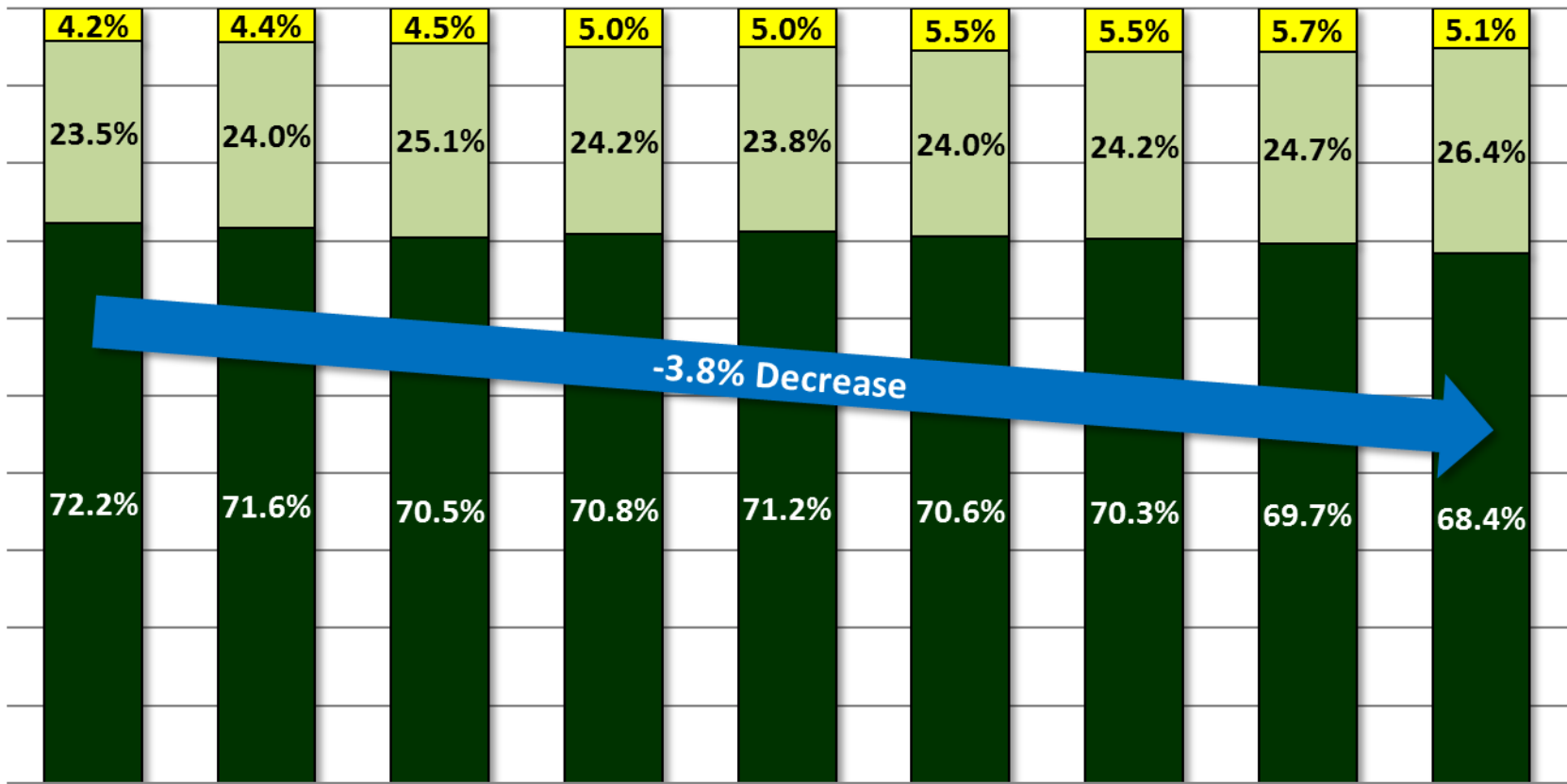
27.2% Increase



Business – FM Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



Business - FM



-3.8% Decrease

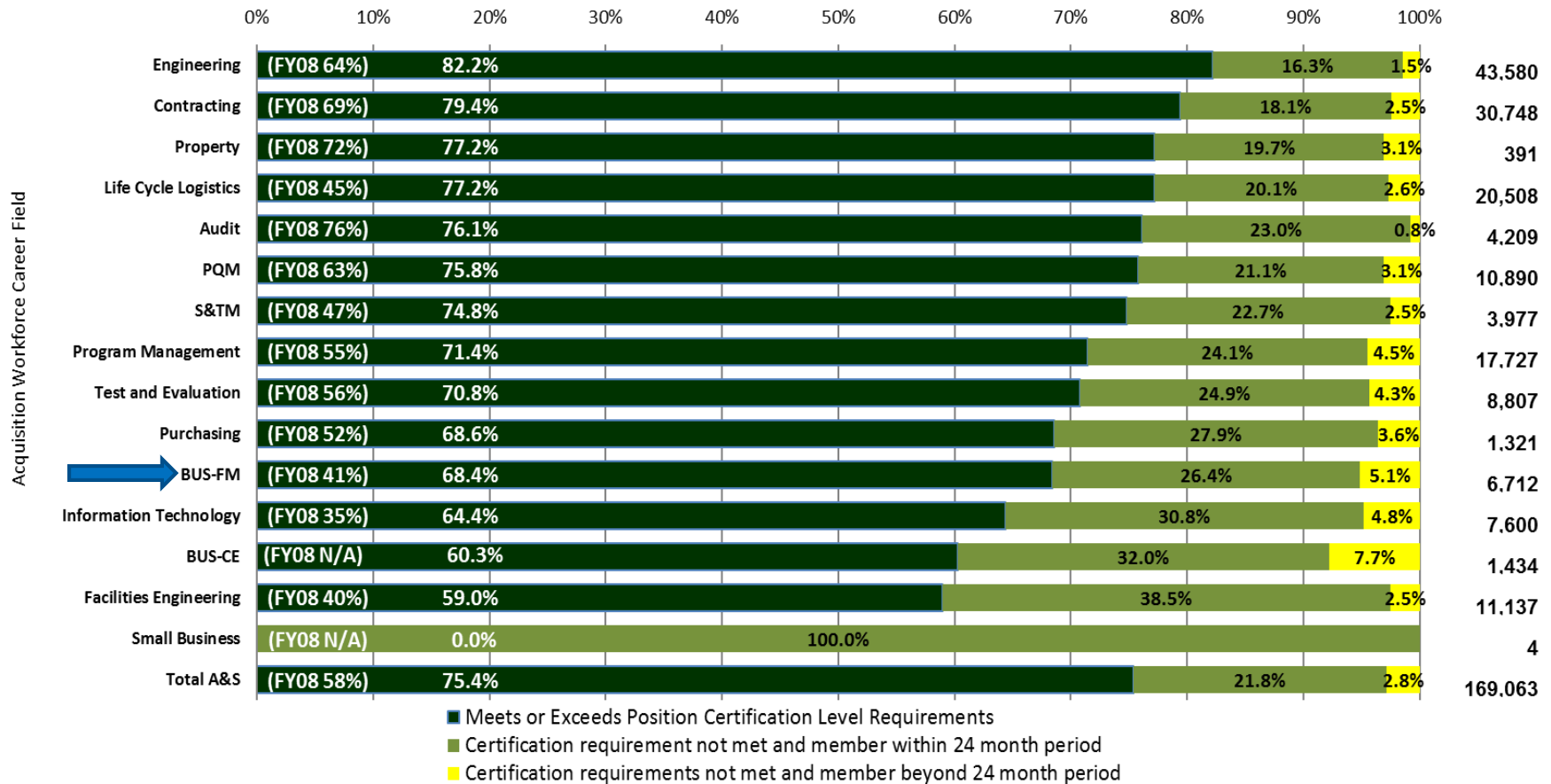
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



Business - FM DAWIA Certification by Career Field

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





Business - FM DAWIA Certification by Component

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

Acquisition Workforce Component



- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM		Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	445	344	49	20	858	48.1%	
Level II	724	513	1,636	689	3,562	65.3%	
Level III	191	96	148	1,855	2,290	81.0%	
Unspecified	1	-	-	1	2		
FY18Q3 TOTAL	1,361	953	1,833	2,565	6,712	68.4%	
	20.3%	14.2%	27.3%	38.2%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	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%	
Business - I	4,593	68.4%	11 of 14

** Based on population total without unspecified positions

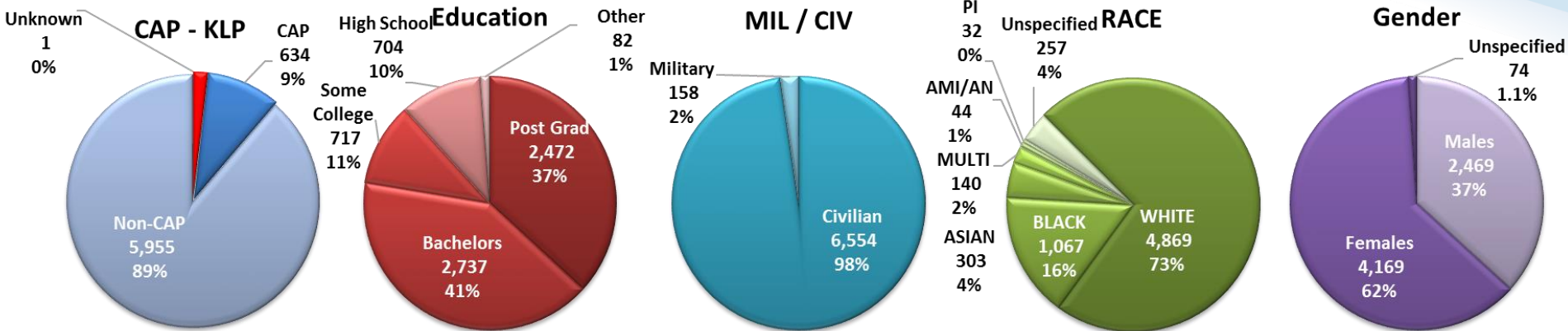
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	413	434	11	858	12.8%
Level II	2,325	984	253	3,562	53.1%
Level III	1,855	355	80	2,290	34.1%
Unspecified	1	1	-	2	0.0%
Business - FM TOTAL	4,594	1,774	344	6,712	
	68.4%	26.4%	5.1%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business FM Demographics



Occupied Position Type	BUS-FM	Entire DAW
Key Leadership Positions (KLPs)	122 <i>1.8%</i>	1,195 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	634 <i>9.4%</i>	16,558 <i>9.8%</i>
Non-CAP Positions	5,955 <i>88.7%</i>	151,120 <i>89.4%</i>
Unknown	1 <i>0.0%</i>	190 <i>0.1%</i>
TOTAL	6,712	169,063

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

Highest Level of Education	BUS-FM	Entire DAW
Post Grad	2,472 <i>36.8%</i>	67,982 <i>40.2%</i>
Bachelors	2,737 <i>40.8%</i>	74,020 <i>43.8%</i>
Some College	717 <i>10.7%</i>	11,918 <i>7.0%</i>
High School	704 <i>10.5%</i>	12,519 <i>7.4%</i>
Other	82 <i>1.2%</i>	2,624 <i>1.6%</i>
TOTAL	6,712	169,063

Military / Civilian	BUS-FM	Entire DAW
Civilian	6,554 <i>97.6%</i>	153,396 <i>90.7%</i>
Military	158 <i>2.4%</i>	15,667 <i>9.3%</i>
TOTAL	6,712	169,063

Race	BUS-FM	Entire DAW
WHITE	4,869 <i>72.5%</i>	123,628 <i>73.1%</i>
BLACK	1,067 <i>15.9%</i>	20,326 <i>12.0%</i>
ASIAN	303 <i>4.5%</i>	11,372 <i>6.7%</i>
MULTI	140 <i>2.1%</i>	4,607 <i>2.7%</i>
AMI/AN	44 <i>0.7%</i>	1,016 <i>0.6%</i>
PI	32 <i>0.5%</i>	849 <i>0.5%</i>
Unspecified	257 <i>3.8%</i>	7,265 <i>4.3%</i>
TOTAL	6,712	169,063

Gender	BUS-FM	Entire DAW
Males	2,469 <i>36.8%</i>	118,376 <i>70.0%</i>
Females	4,169 <i>62.1%</i>	48,615 <i>28.8%</i>
Unspecified	74 <i>1.1%</i>	2,072 <i>1.2%</i>
TOTAL	6,712	169,063



Business FM Occupational Series



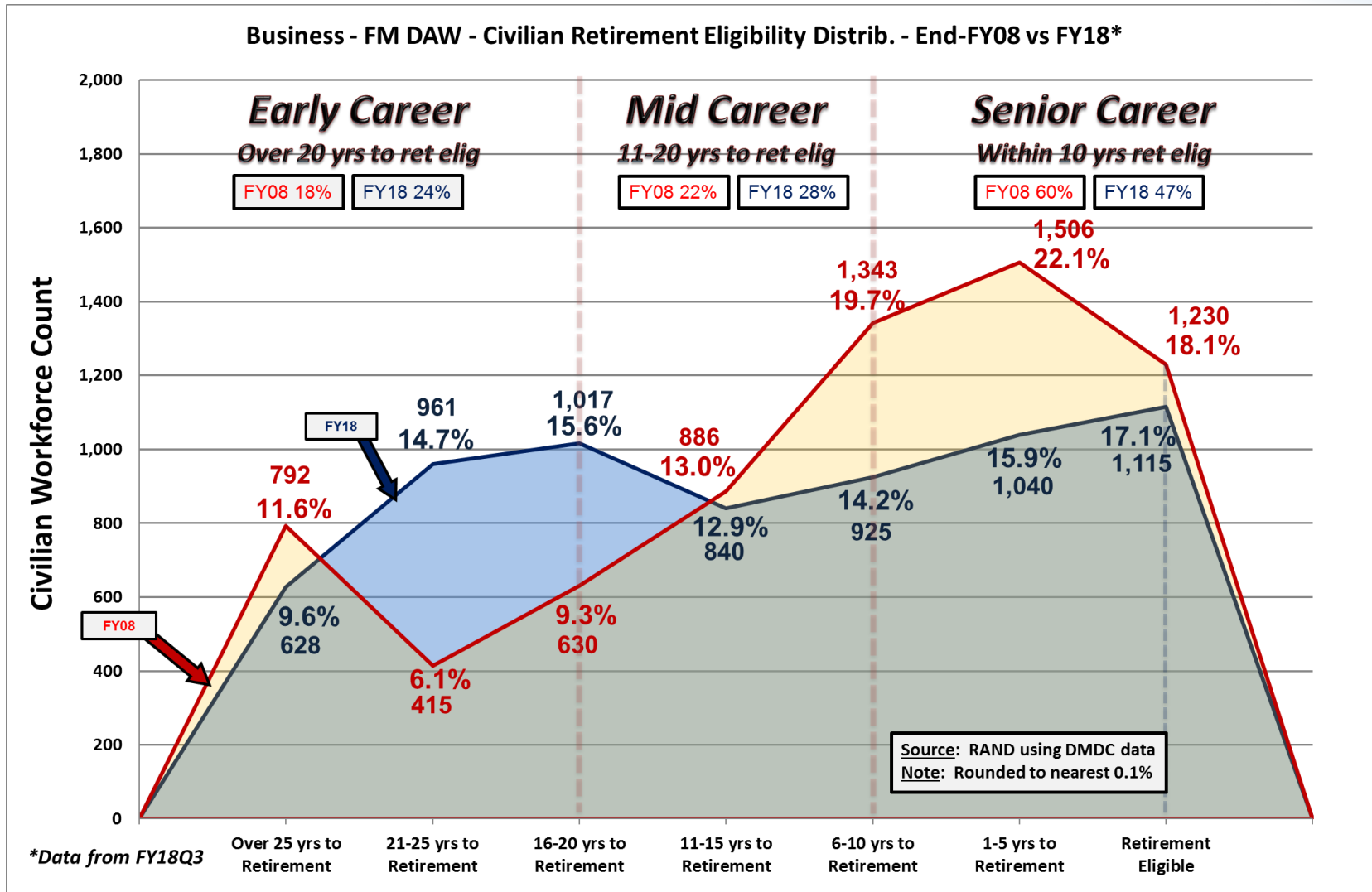
Civilian Occupational Series	BUS-FM	
0501 - Financial Administrator	3,037	46.3%
0343 - Management and Program Analyst	1,647	25.1%
0560 - Budget Analyst	1,018	15.5%
1515 - Operations Research Analyst	211	3.2%
1101 - Business and Industry Specialist	221	3.4%
0301 - Administration & Program Staff	143	2.2%
0510 - Accountant	110	1.7%
0505 - Financial Program Specialist	97	1.5%
0801 - Engineer, General	24	0.4%
0896 - Engineer, Industrial	18	0.3%
<i>Other</i>	28	0.43%
TOTAL CIVILIAN	6,554	Civilians



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



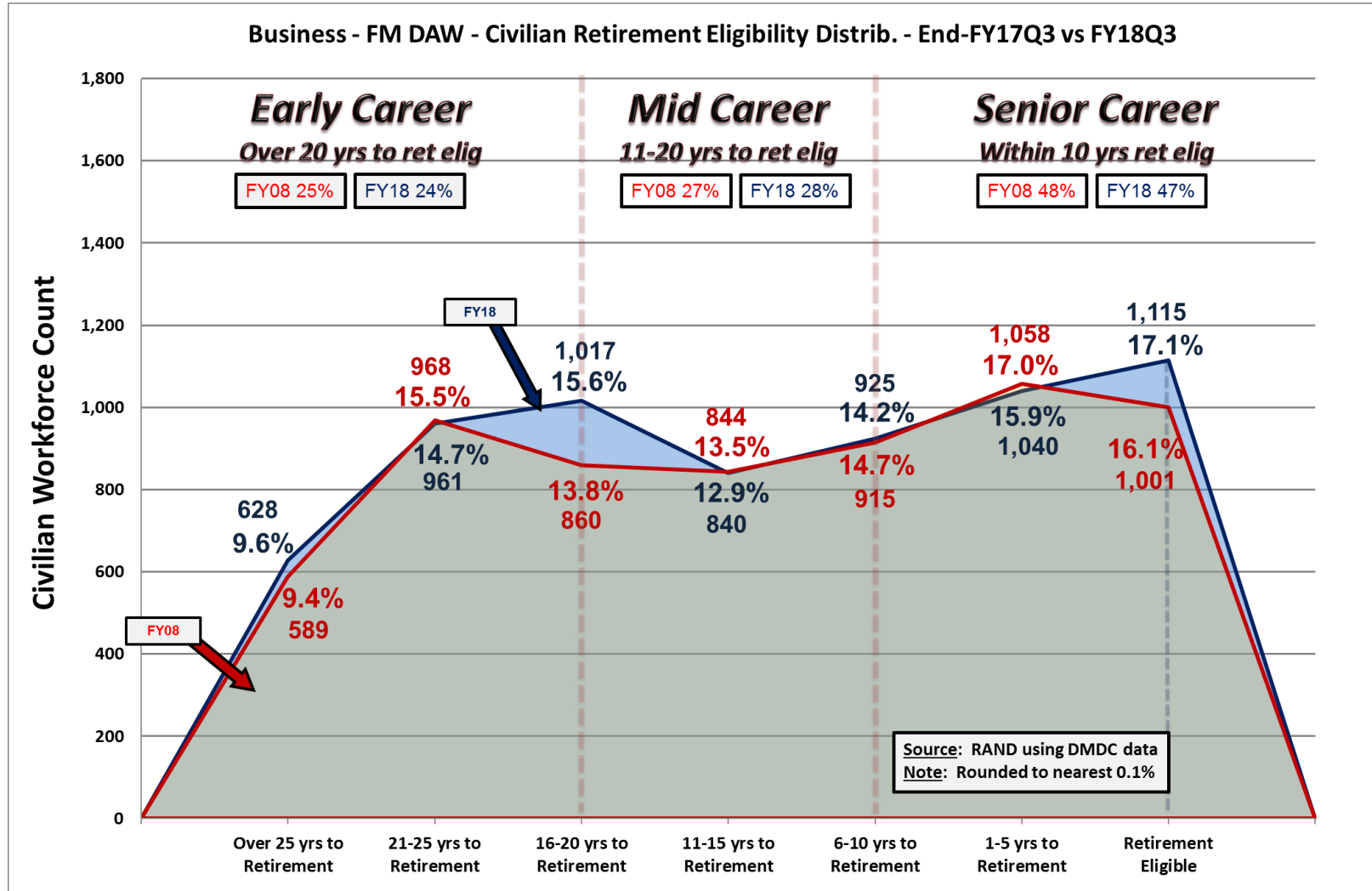
Business - FM Civilian Retirement Eligibility Distribution – FY08 / FY18Q3



As of 30 Jun 2018



Business – FM Civilian Retirement Eligibility Distribution (1 Year) – FY17Q3 / FY18Q3

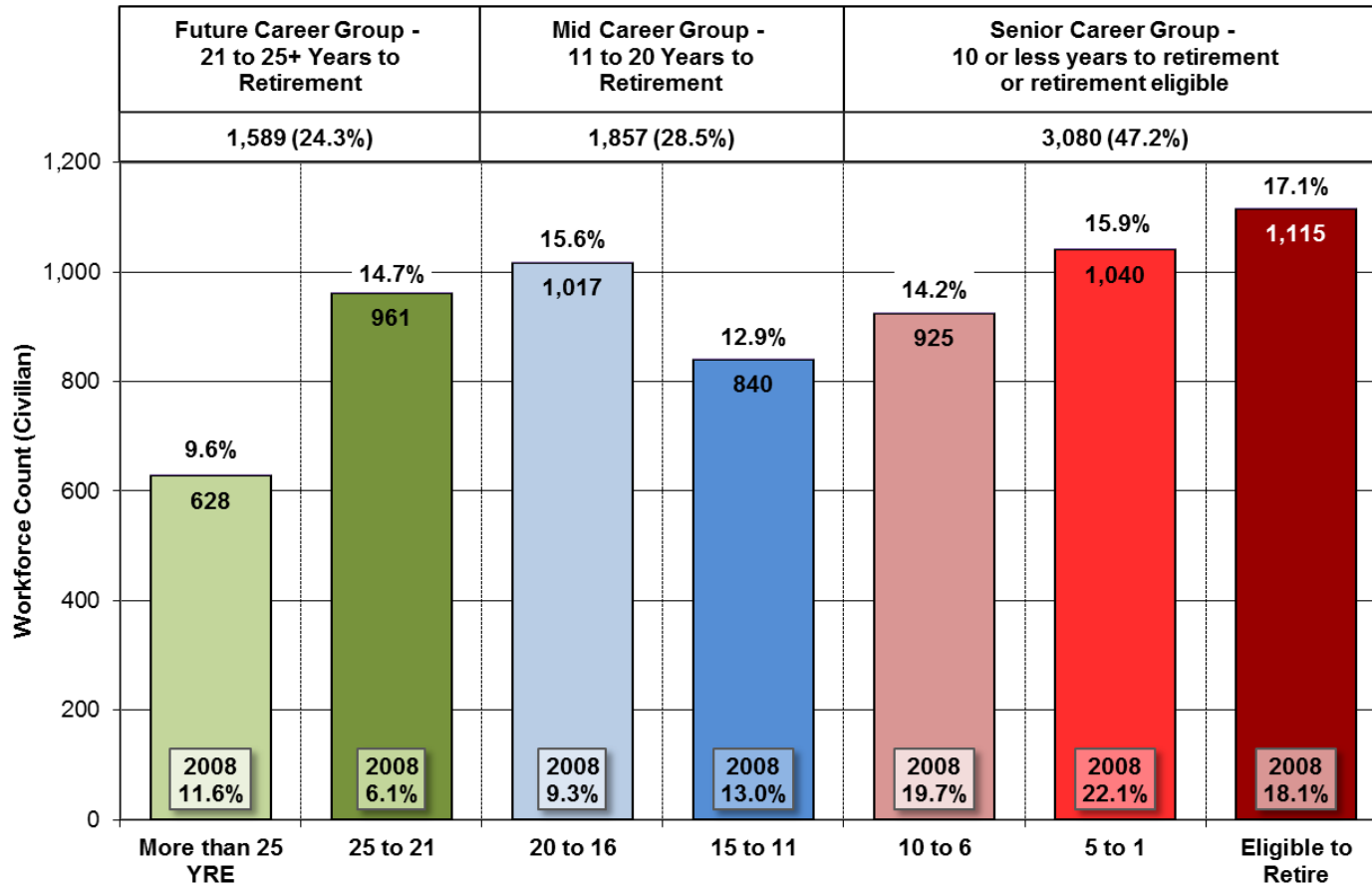


As of 30 Jun 2018



Workforce Lifecycle Model

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



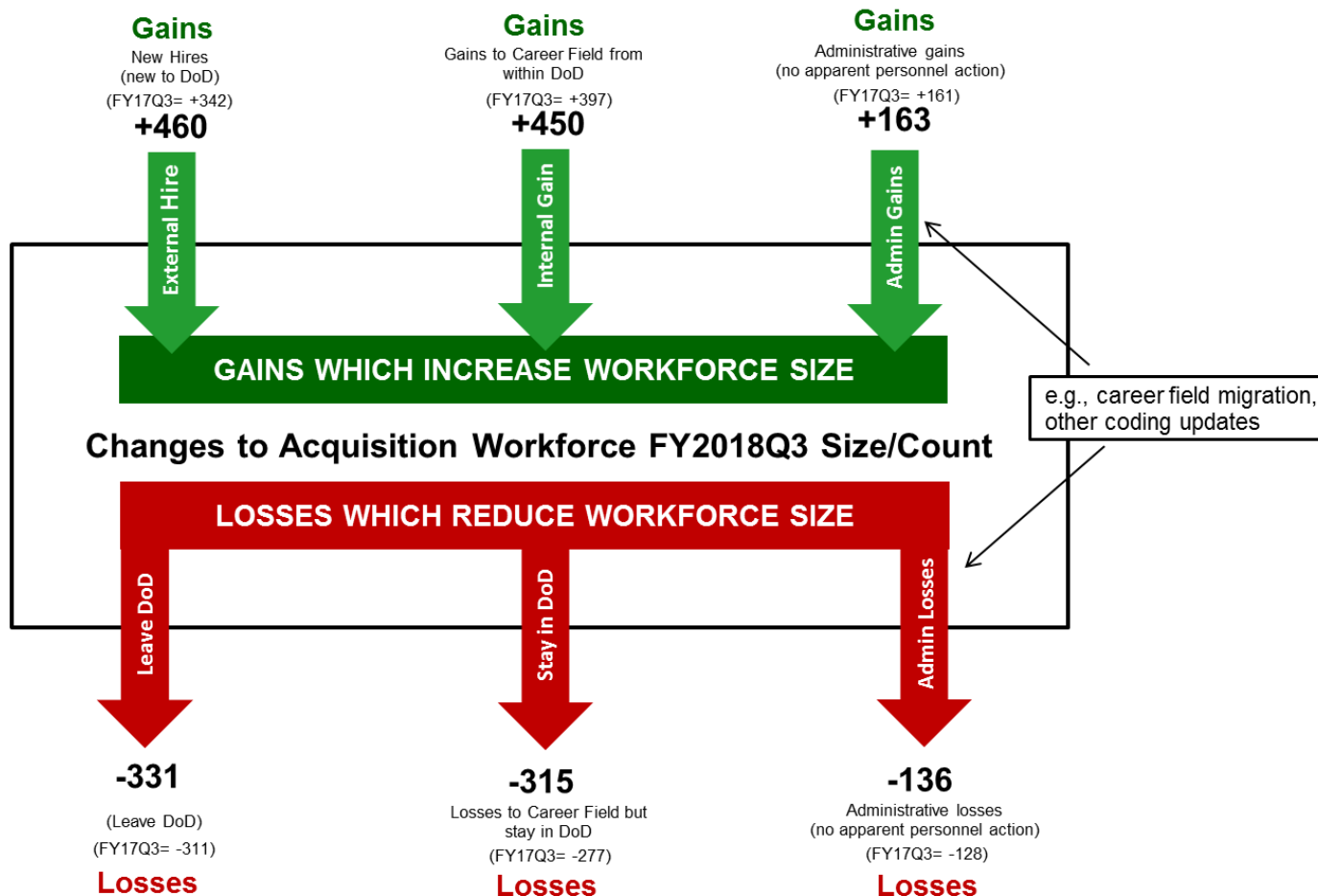
As of 30 Jun 2018



Business – FM Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Business - FM

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

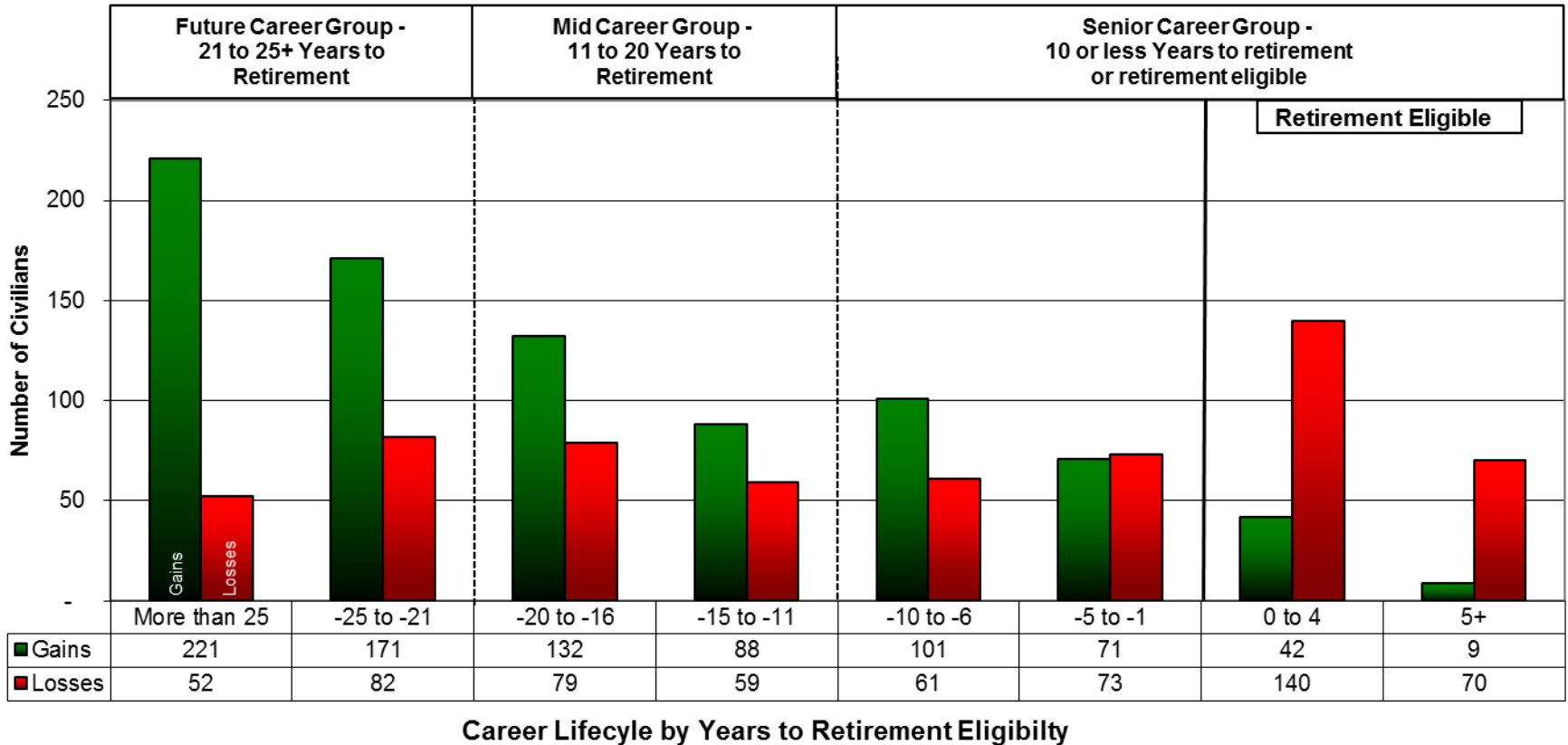




Business – FM Gains and Losses by YRE Groups



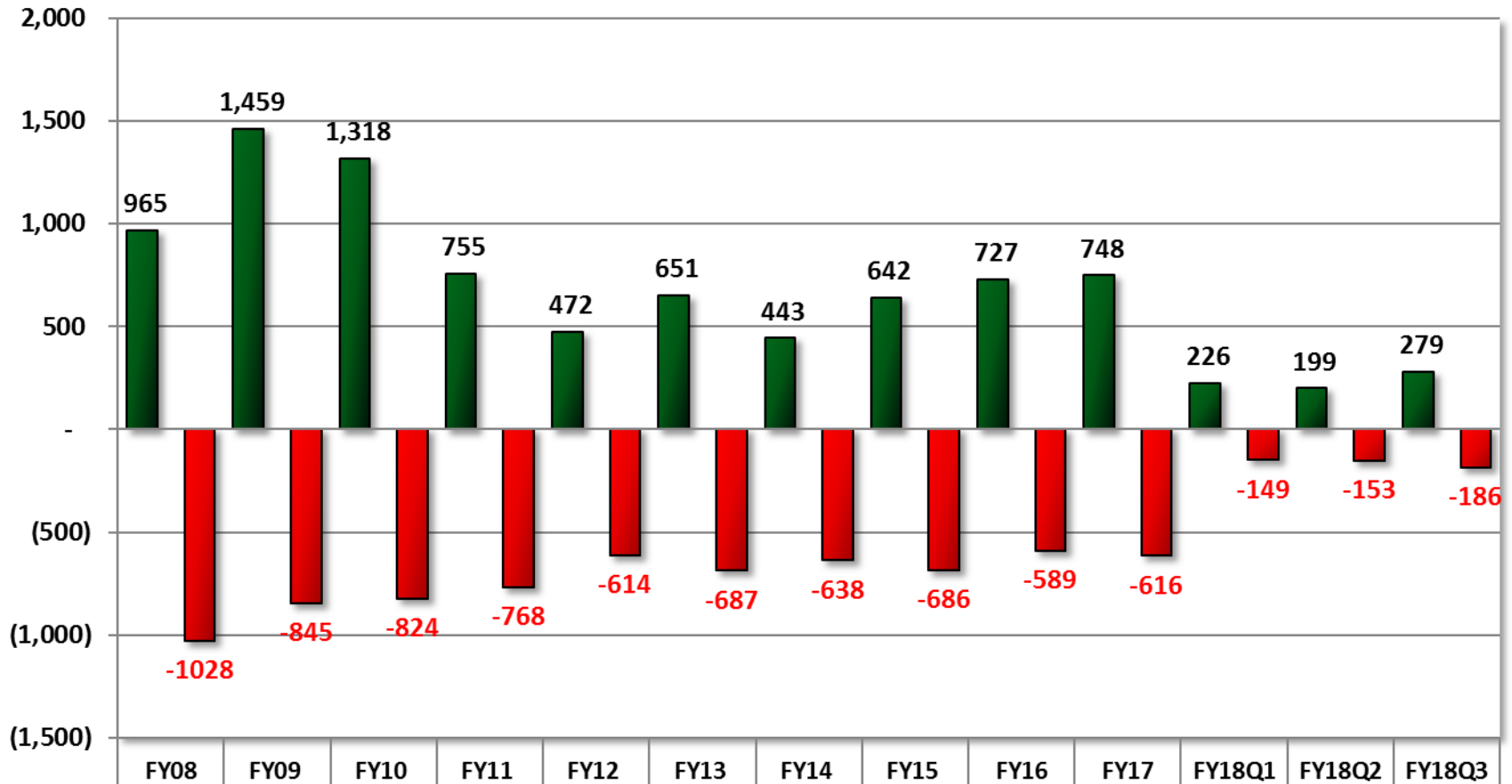
Defense Acquisition Workforce (Civilian) - Business - Financial Mgmt Workforce Lifecycle FY2018Q2 Gains & Losses*



*Does not include administrative gains and losses



Business - FM Historical Gains and Losses FY08 – FY18Q3



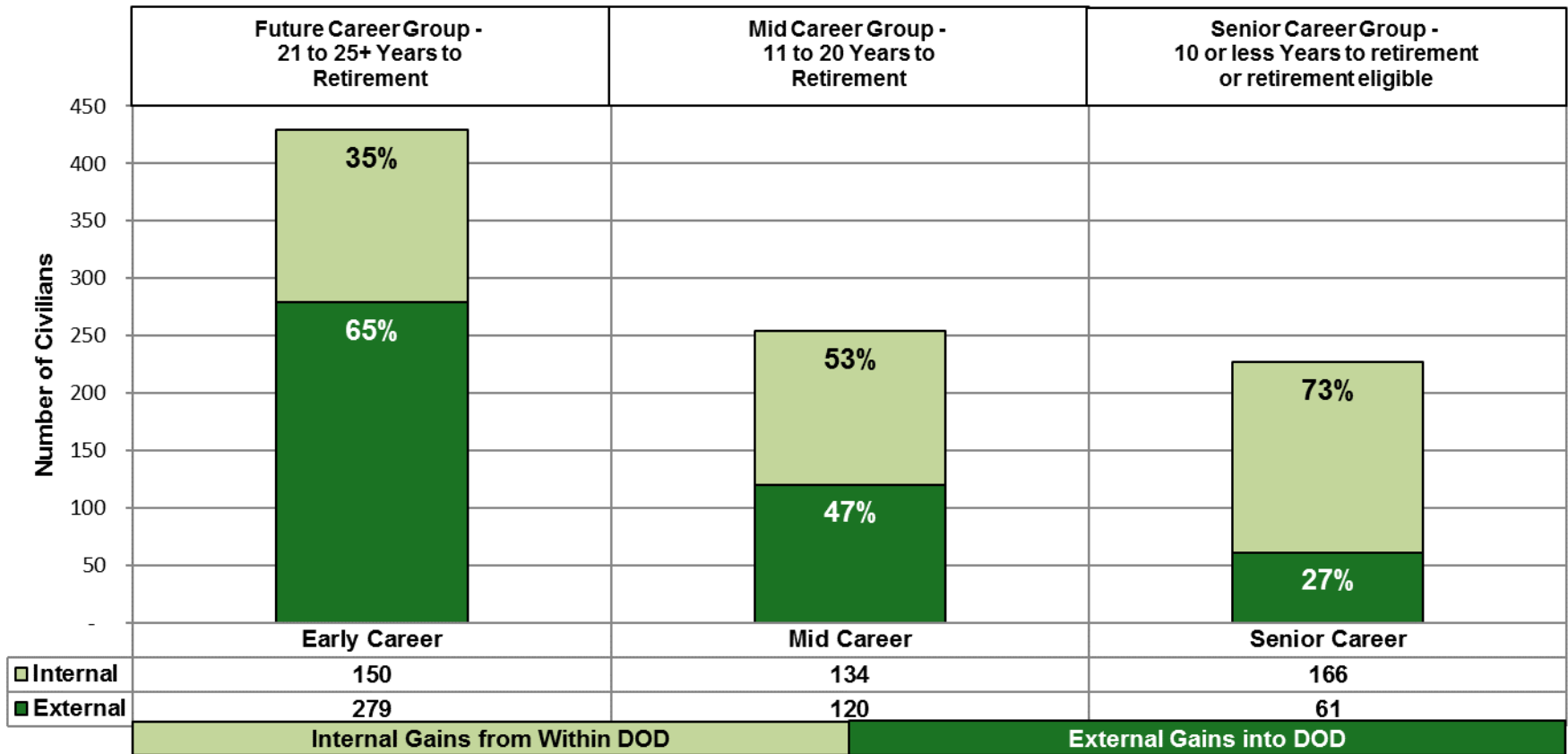
As of 30 Jun 2018



Business - FM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Business - FM
Workforce Lifecycle FY2018Q3 Gains*



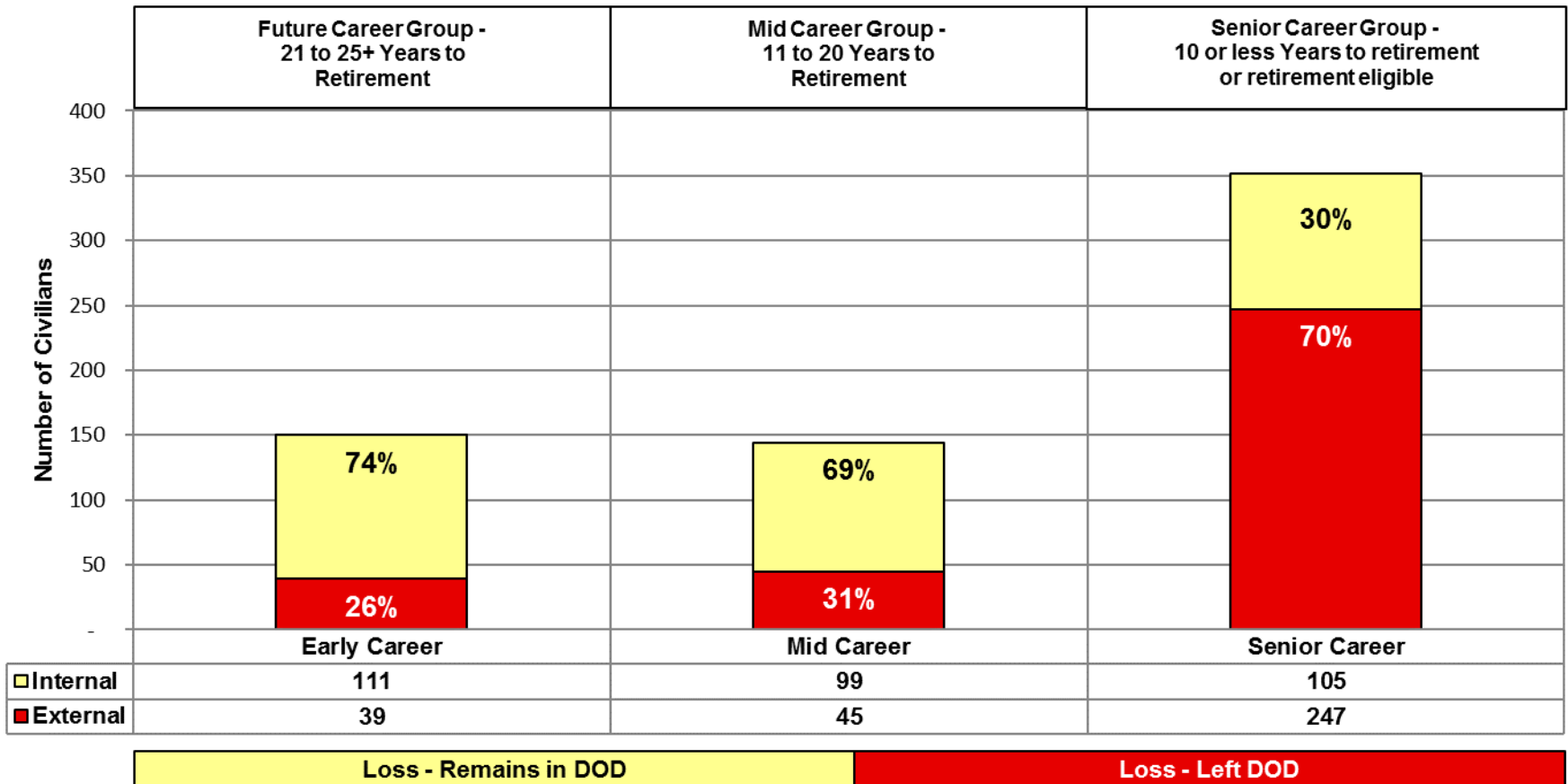
*Does not include administrative gains



Business - FM Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Business - FM

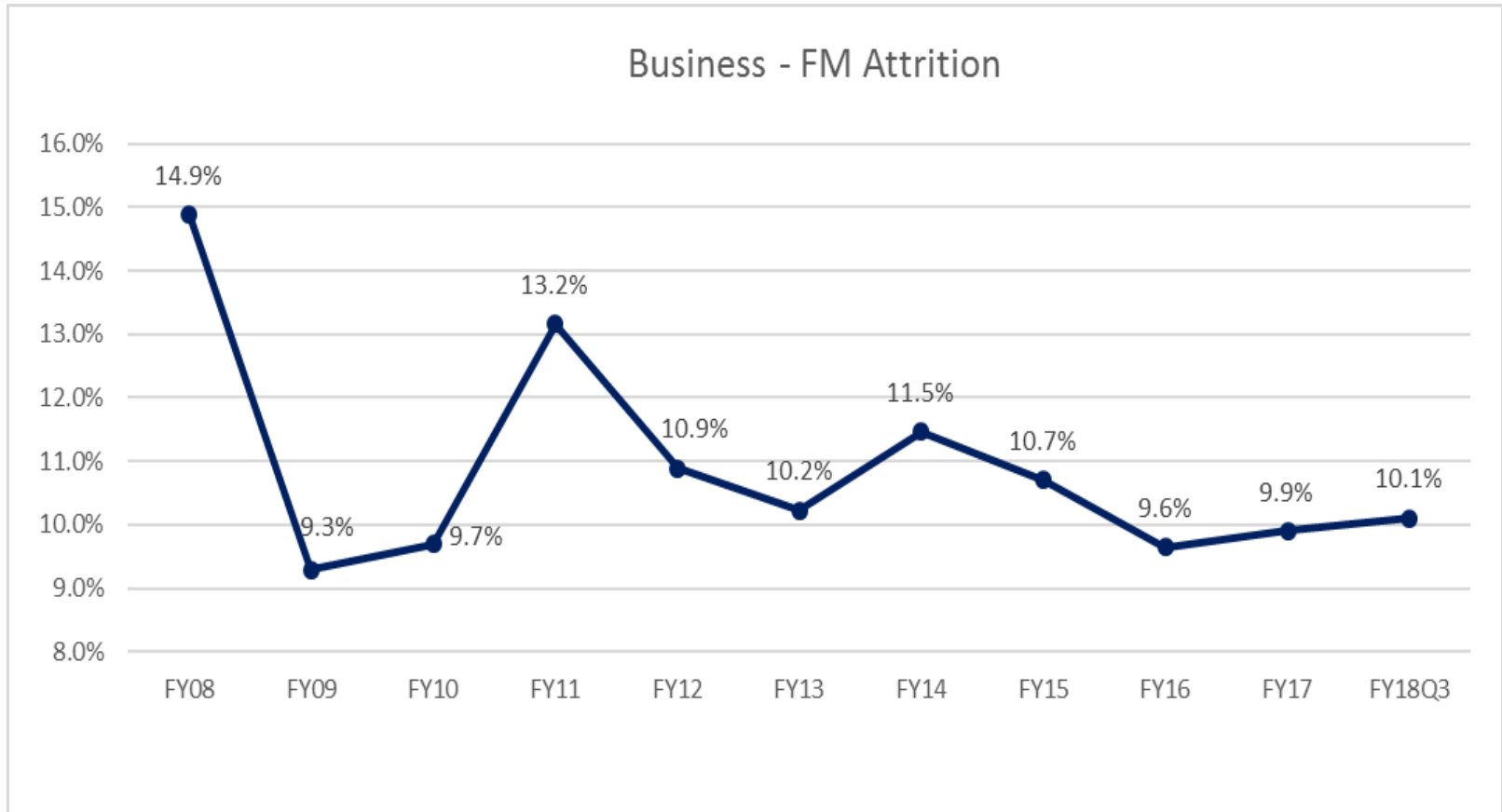
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates

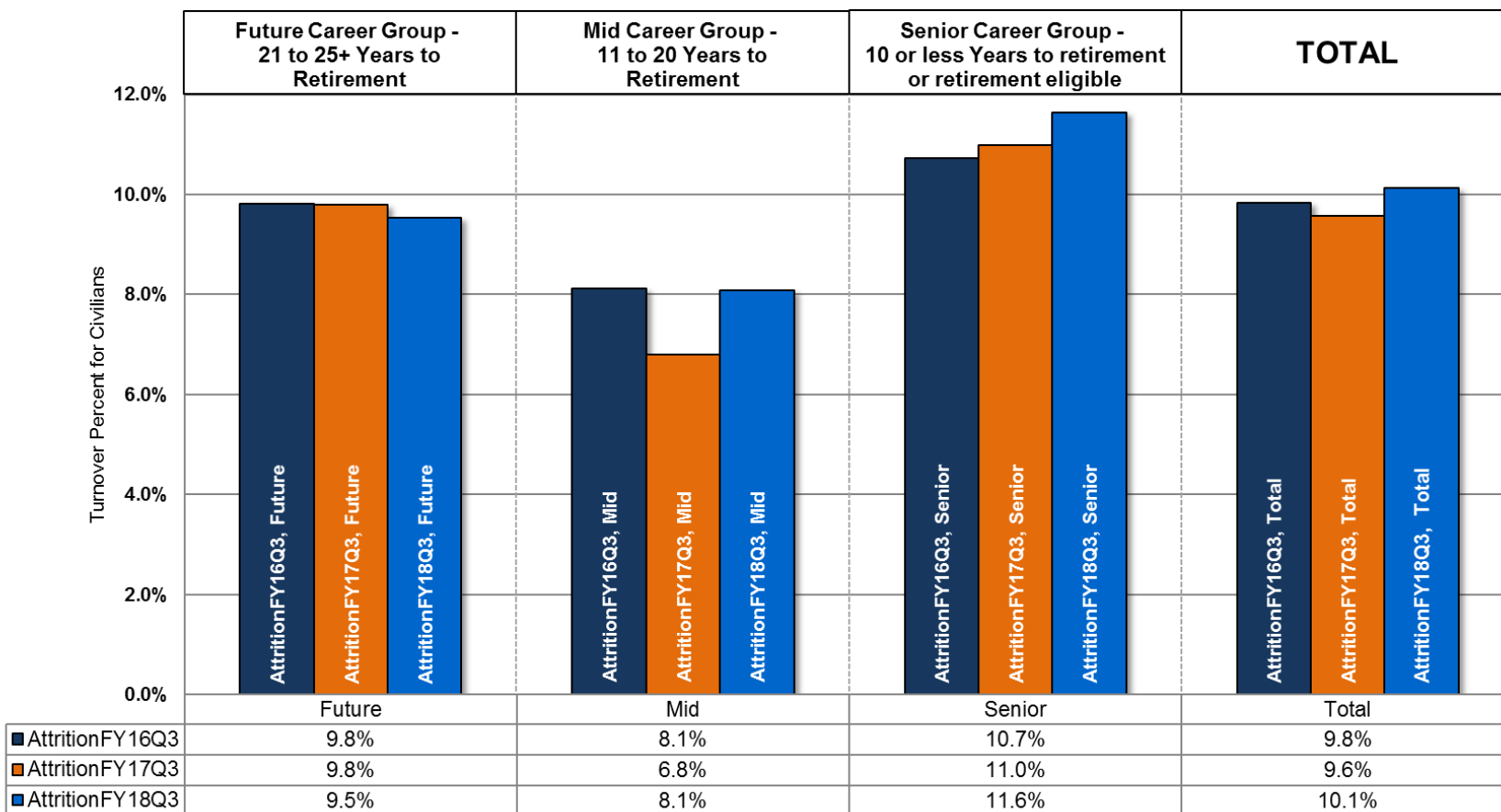


*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Business - FM Attrition Rates by Career Group

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



As of 30 Jun 2018

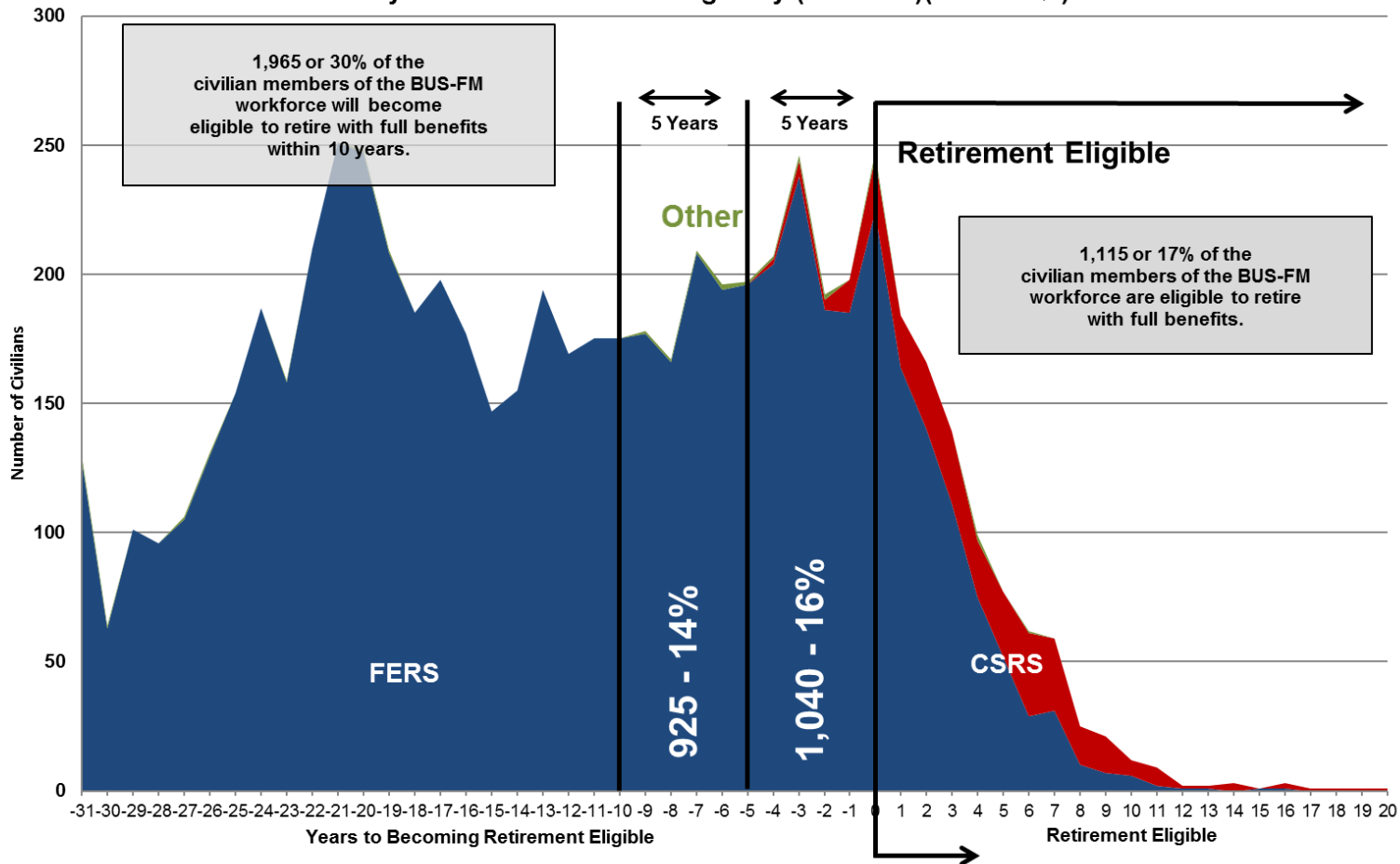


Business - FM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Business - FM

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



As of 30 Jun 2018



END