



# Defense Acquisition Workforce Key Information

Contracting

As of FY18Q3 (30 June 2018)



# Fact Sheet



## Human Capital Fact Sheet

| Defense Acquisition Workforce Contracting                       | FY 2008            |                    |                     |                               | FY2018Q3           |                    |                     |                               |
|---|--------------------|--------------------|---------------------|-------------------------------|--------------------|--------------------|---------------------|-------------------------------|
|   | CON Civilian (Civ) | CON Military (Mil) | Total CON (Civ+Mil) | Defense Acquisition Workforce | CON Civilian (Civ) | CON Military (Mil) | Total CON (Civ+Mil) | Defense Acquisition Workforce |
| <b>Size &amp; Composition</b>                                   |                    |                    |                     |                               |                    |                    |                     |                               |
| Workforce Size  | 21,773             | 3,907              | 25,680              | 125,879                       | 26,304             | 4,444              | 30,748              | 169,063                       |
| Change in size from 2008  | -                  | -                  | -                   | -                             | 21%                | 14%                | 20%                 | 34%                           |
| Civilian/Military Composition                                   | 85%                | 15%                | -                   | 88% / 12%                     | 86%                | 14%                | -                   | 91% / 9%                      |
| <b>Educational Attainment</b>                                   |                    |                    |                     |                               |                    |                    |                     |                               |
| Bachelor's Degree or Higher                                     | 79%                | 61%                | 77%                 | 77%                           | 94%                | 70%                | 91%                 | 84%                           |
| Graduate Degree   | 27%                | 28%                | 27%                 | 29%                           | 48%                | 34%                | 46%                 | 40%                           |
| <b>Certification</b>  |                    |                    |                     |                               |                    |                    |                     |                               |
| Level I or Higher Achieved                                      | 82%                | 61%                | 78%                 | 72%                           | 90%                | 84%                | 89%                 | 85%                           |
| Level II or Higher Achieved                                     | 75%                | 44%                | 70%                 | 61%                           | 83%                | 61%                | 79%                 | 72%                           |
| Level III Achieved  | 37%                | 19%                | 34%                 | 36%                           | 45%                | 27%                | 43%                 | 41%                           |
| Position Certification Requirement Met or Exceeded              | 73%                | 48%                | 69%                 | 58%                           | 80%                | 73%                | 79%                 | 75%                           |
| Within 24 Months of Certification Requirement                   | 21%                | 39%                | 24%                 | 27%                           | 17%                | 22%                | 18%                 | 22%                           |
| Does Not Meet Certification Requirement                         | 6%                 | 13%                | 7%                  | 14%                           | 2%                 | 4%                 | 2%                  | 3%                            |
| <b>Planning Considerations</b>                                  |                    |                    |                     |                               |                    |                    |                     |                               |
| Average Age   | 47                 | 35                 | 45                  | 46                            | 44                 | 34                 | 43                  | 45                            |
| Workforce Life-Cycle Model (YRE)*<br>% Future/Mid-Career/Senior | 21/22/58(%)        | -                  | -                   | 20/23/57<br>(%)(Civ)          | 28/30/43(%)        | -                  | -                   | 24/26/49(%)                   |
| Average Years of Service  | 18                 | 12                 | 17                  | 17                            | 14                 | 12                 | 14                  | 15                            |
| Retirement Eligible*  | 3,812(18%)         | -                  | -                   | 19,051(17%)<br>(Civ)          | 4,327(16%)         | -                  | -                   | 29,101(19%)                   |
| Retirement Eligible w/in 5 Years*                               | 4,497(21%)         | -                  | -                   | 21,315(19%)<br>(Civ)          | 3,467(13%)         | -                  | -                   | 25,072(16%)                   |
| Total Gains/Losses*   | 4,193/4,800        | -                  | -                   | 14,245/15,030<br>(Civ)        | 2,593/2,291        | -                  | -                   | 17,613/12,259                 |

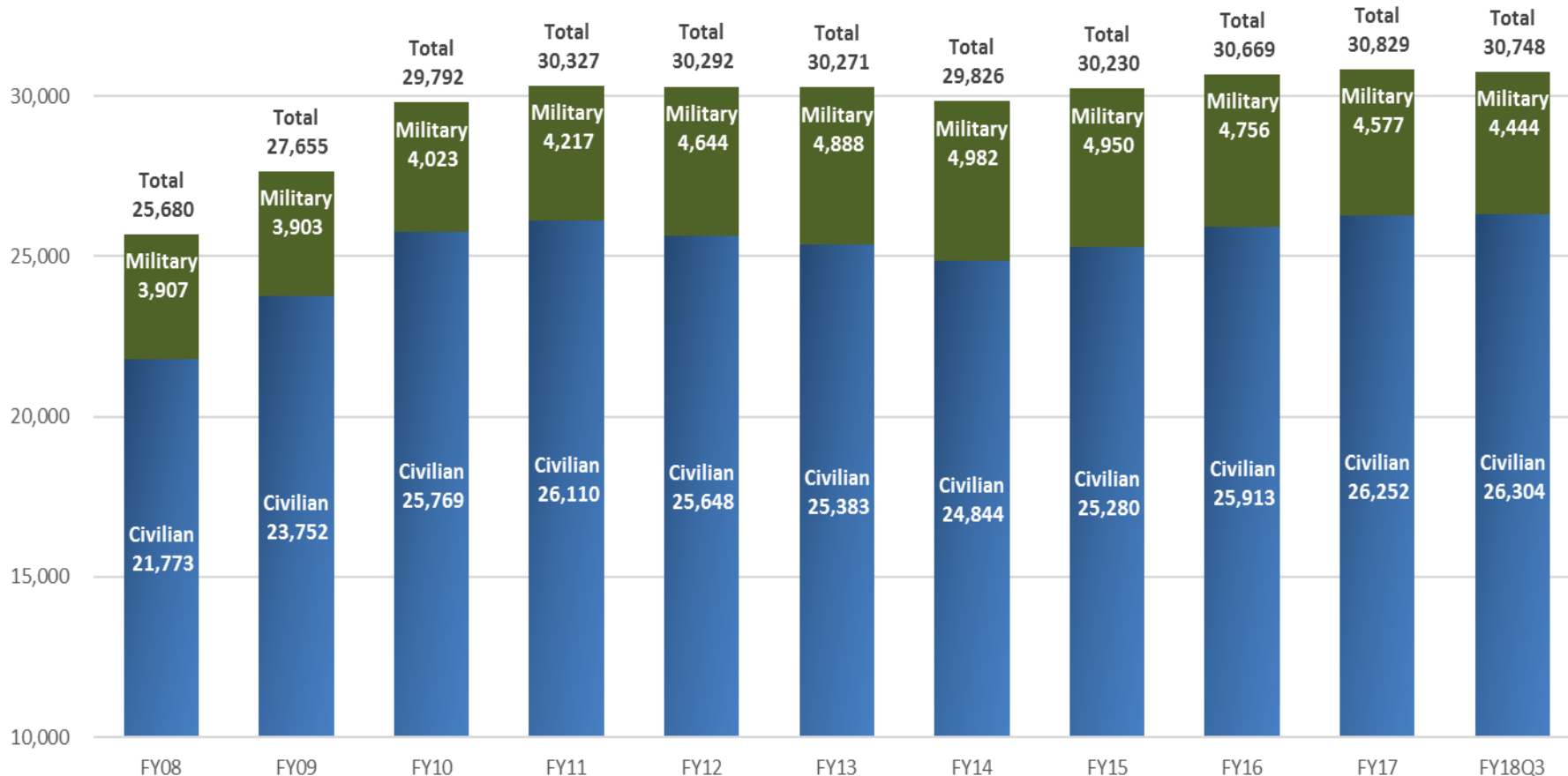
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Total Historic Workforce

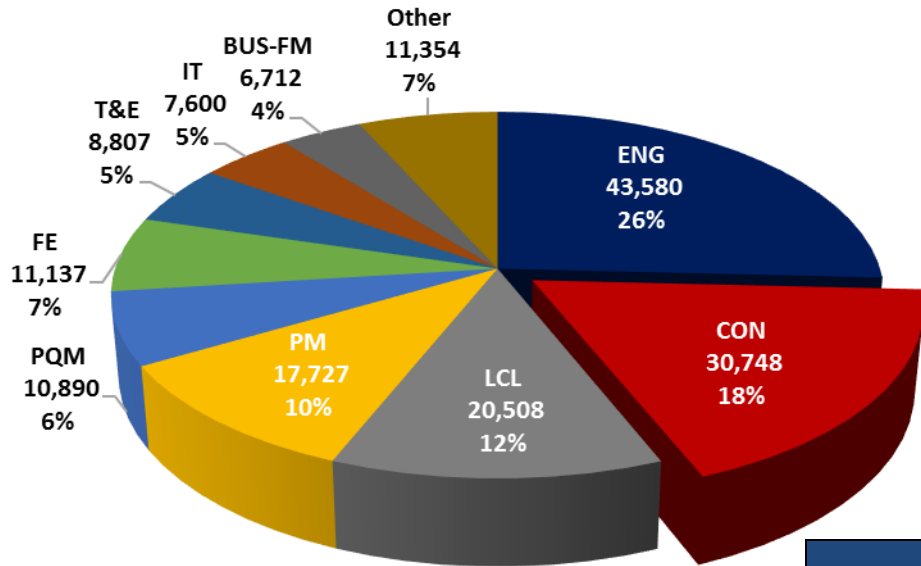


## Contracting





# 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>  |                |         |



# Contracting Workforce Historical Size by Agency FY08 – FY18Q3



| Contracting<br>Defense Acq Workforce<br>Agency | FY08          | FY10          | FY12          | FY14          | FY16          | FY17          | FY18Q3        | % Change<br>Since FY08 | % Change<br>Since FY17 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------------|------------------------|
| AIR FORCE                                      | 6,834         | 7,865         | 8,339         | 8,413         | 8,452         | 8,445         | 8,246         | 21%                    | -2%                    |
| ARMY   | 7,714         | 8,839         | 8,834         | 8,211         | 7,959         | 7,978         | 7,895         | 2%                     | -1%                    |
| Navy   | 4,866         | 5,459         | 5,204         | 5,202         | 5,802         | 5,906         | 6,115         | 26%                    | 4%                     |
| MARINE CORPS                                   | 379           | 542           | 567           | 523           | 545           | 537           | 541           | 43%                    | 1%                     |
| DLA  | 2,736         | 3,227         | 3,409         | 3,220         | 3,375         | 3,496         | 3,518         | 29%                    | 1%                     |
| DCMA   | 2,220         | 2,622         | 2,573         | 2,917         | 3,043         | 2,981         | 2,908         | 31%                    | -2%                    |
| DISA   | 265           | 305           | 374           | 365           | 367           | 359           | 344           | 30%                    | -4%                    |
| MDA  | 117           | 191           | 206           | 200           | 220           | 226           | 236           | 102%                   | 4%                     |
| DAU  | 87            | 141           | 149           | 123           | 135           | 128           | 148           | 70%                    | 16%                    |
| WHS  | 41            | 37            | 103           | 123           | 117           | 119           | 121           | 195%                   | 2%                     |
| DeCA   | 87            | 107           | 113           | 108           | 114           | 108           | 112           | 29%                    | 4%                     |
| DHA  | 45            | 71            | 69            | 89            | 105           | 96            | 100           | 122%                   | 4%                     |
| NRO  | -             | -             | -             | -             | 91            | 97            | 97            |                        | 0%                     |
| DTRA   | 72            | 88            | 80            | 77            | 78            | 82            | 80            | 11%                    | -2%                    |
| DFAS   | 57            | 69            | 65            | 60            | 63            | 59            | 55            | -4%                    | -7%                    |
| DoDEA  | 41            | 58            | 64            | 51            | 41            | 44            | 63            | 54%                    | 43%                    |
| DoD HRA  | 4             | 21            | 19            | 21            | 21            | 36            | 35            | 775%                   | -3%                    |
| OSD  | 50            | 49            | 42            | 39            | 38            | 30            | 29            | -42%                   | -3%                    |
| DMEA   | -             | 17            | 17            | 24            | 24            | 22            | 23            |                        | 5%                     |
| DSS  | 5             | 11            | 9             | 14            | 13            | 15            | 14            | 180%                   | -7%                    |
| DARPA  | 12            | 12            | 13            | 12            | 14            | 16            | 15            | 25%                    | -6%                    |
| USUHS  | -             | -             | -             | -             | 13            | 12            | 13            |                        | 8%                     |
| DSCA   | 12            | 14            | 15            | 14            | 15            | 13            | 14            | 17%                    | 8%                     |
| DMA  | -             | 19            | 16            | 12            | 11            | 11            | 12            |                        | 0%                     |
| JCS  | -             | 2             | 8             | 4             | 6             | 6             | 7             |                        | 0%                     |
| NDU  | 3             | 2             | 2             | 2             | 3             | 3             | 4             | 0%                     | 0%                     |
| POW/MIA  | -             | -             | -             | -             | 3             | 3             | 2             |                        | 0%                     |
| DCAA   | -             | 2             | 1             | 2             | 1             | 1             | 1             |                        | 0%                     |
| IG   | 1             | -             | -             | -             | -             | -             | -             | -100%                  |                        |
| PFPA   | 2             | 1             | 1             | -             | -             | -             | -             | -100%                  |                        |
| 4th Estate Other                               | 30            | 21            | -             | -             | -             | -             | -             | -100%                  |                        |
| <b>TOTAL</b>                                   | <b>25,680</b> | <b>29,792</b> | <b>30,292</b> | <b>29,826</b> | <b>30,669</b> | <b>30,829</b> | <b>30,748</b> | <b>↑<br/>20%</b>       | <b>↓<br/>0%</b>        |



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

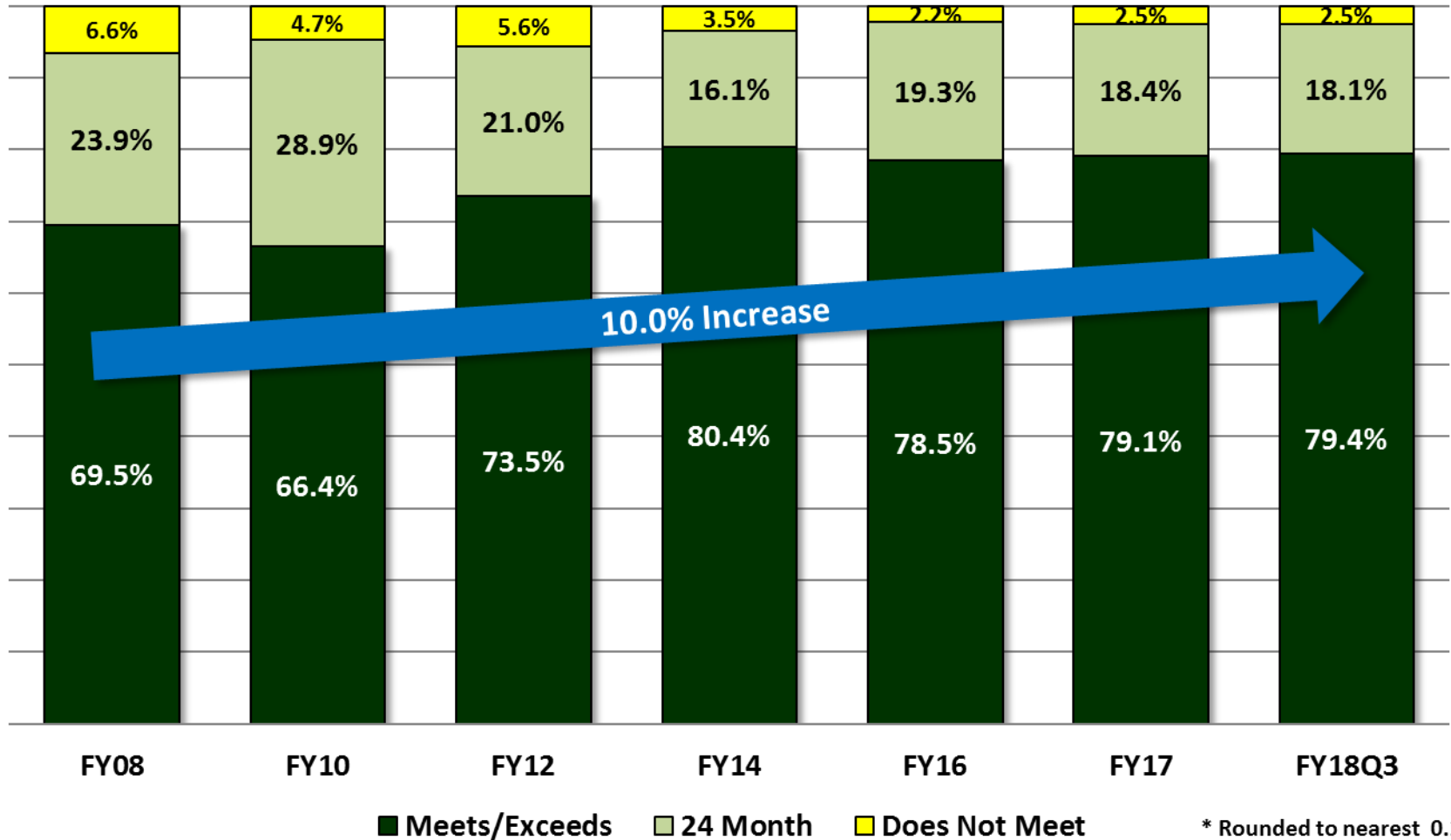


| Contracting<br>Defense Acq Workforce<br>Agency | FY16Q3        | FY16Q4        | FY17Q1        | FY17Q2        | FY17Q3        | FY17Q4        | FY18Q1        | FY18Q2        | FY18Q3        | % Change Since<br>FY17Q3 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|
| AIR FORCE                                      | 8,236         | 8,452         | 8,476         | 8,426         | 8,451         | 8,445         | 8,289         | 8,255         | 8,246         | -2%                      |
| ARMY   | 7,904         | 7,959         | 7,990         | 7,942         | 7,886         | 7,978         | 7,943         | 7,869         | 7,895         | 0%                       |
| Navy   | 5,770         | 5,802         | 5,859         | 5,869         | 5,851         | 5,906         | 5,984         | 5,999         | 6,115         | 5%                       |
| DLA  | 3,339         | 3,375         | 3,336         | 3,336         | 3,327         | 3,496         | 3,500         | 3,536         | 3,518         | 6%                       |
| DCMA   | 3,029         | 3,043         | 3,061         | 3,064         | 3,003         | 2,981         | 2,931         | 2,931         | 2,908         | -3%                      |
| MARINE CORPS                                   | 538           | 545           | 549           | 538           | 550           | 537           | 531           | 531           | 541           | -2%                      |
| DISA   | 371           | 367           | 364           | 359           | 362           | 359           | 358           | 347           | 344           | -5%                      |
| MDA  | 208           | 220           | 214           | 212           | 229           | 226           | 233           | 231           | 236           | 3%                       |
| DAU  | 136           | 135           | 139           | 135           | 132           | 128           | 135           | 139           | 148           | 12%                      |
| WHS  | 122           | 117           | 119           | 113           | 117           | 119           | 118           | 117           | 121           | 3%                       |
| DeCA   | 111           | 114           | 113           | 110           | 109           | 108           | 113           | 114           | 112           | 3%                       |
| DHA  | 104           | 105           | 98            | 96            | 102           | 96            | 101           | 100           | 100           | -2%                      |
| NRO  | 92            | 91            | 93            | 95            | 96            | 97            | 98            | 99            | 97            | 1%                       |
| DTRA   | 80            | 78            | 88            | 85            | 85            | 82            | 80            | 81            | 80            | -6%                      |
| DFAS   | 59            | 63            | 63            | 60            | 60            | 59            | 59            | 55            | 55            | -8%                      |
| DoDEA  | 52            | 41            | 40            | 39            | 43            | 44            | 46            | 54            | 63            | 47%                      |
| DoD HRA  | 19            | 21            | 27            | 30            | 30            | 36            | 33            | 33            | 35            | 17%                      |
| OSD  | 38            | 38            | 35            | 35            | 33            | 30            | 30            | 29            | 29            | -12%                     |
| DMEA   | 22            | 24            | 24            | 23            | 22            | 22            | 22            | 23            | 23            | 5%                       |
| DSS  | 14            | 13            | 14            | 13            | 13            | 15            | 16            | 15            | 14            | 8%                       |
| DARPA  | 14            | 14            | 15            | 15            | 16            | 16            | 16            | 15            | 15            | -6%                      |
| USUHS  | 14            | 13            | 13            | 11            | 11            | 12            | 11            | 14            | 13            | 18%                      |
| DSCA   | 15            | 15            | 14            | 14            | 14            | 13            | 14            | 13            | 14            | 0%                       |
| DMA  | 12            | 11            | 12            | 11            | 11            | 11            | 11            | 10            | 12            | 9%                       |
| JCS  | 7             | 6             | 6             | 6             | 7             | 6             | 6             | 7             | 7             | 0%                       |
| NDU  | 2             | 3             | 3             | 3             | 3             | 3             | 4             | 4             | 4             | 33%                      |
| POW/MIA  | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 2             | -33%                     |
| DCAA   | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 0%                       |
| <b>TOTAL</b>                                   | <b>30,312</b> | <b>30,669</b> | <b>30,769</b> | <b>30,644</b> | <b>30,567</b> | <b>30,829</b> | <b>30,686</b> | <b>30,625</b> | <b>30,748</b> | <b>↑<br/>1%</b>          |



# Contracting Historical DAWIA Certification FY08 – FY18Q3

## Contracting



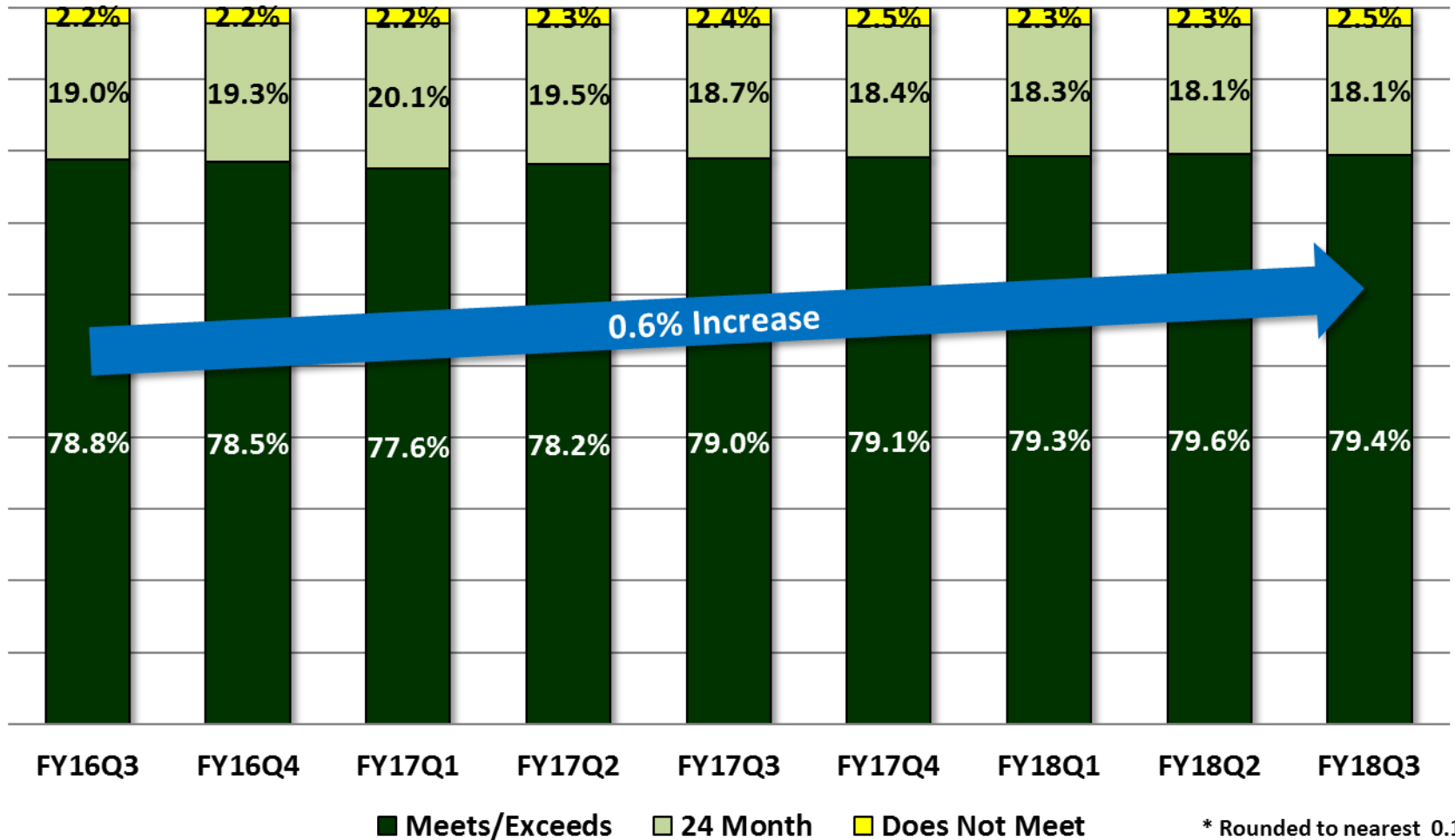
10.0% Increase



# Contracting Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



## Contracting



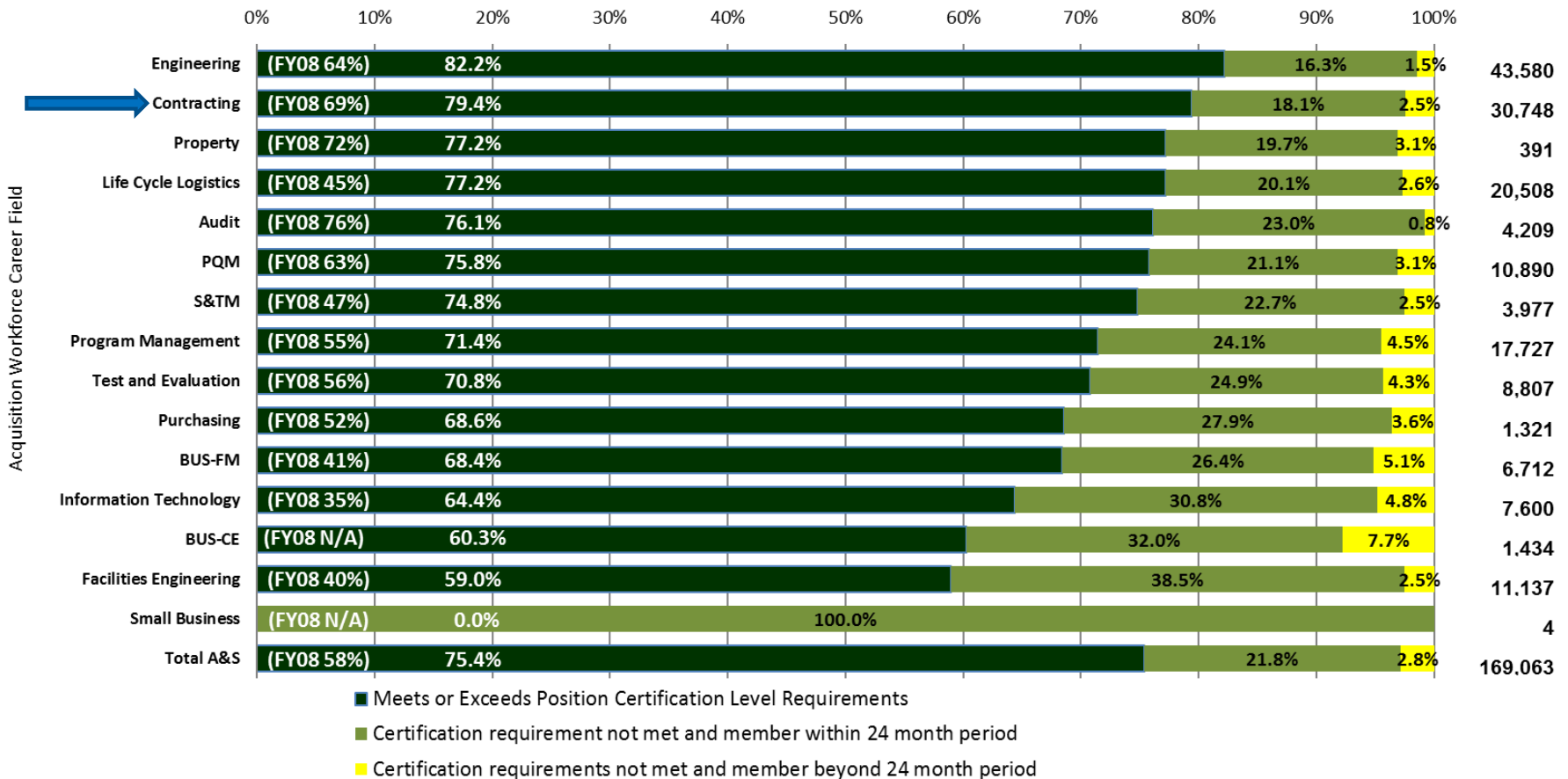




# DAWIA Certification by Career Field



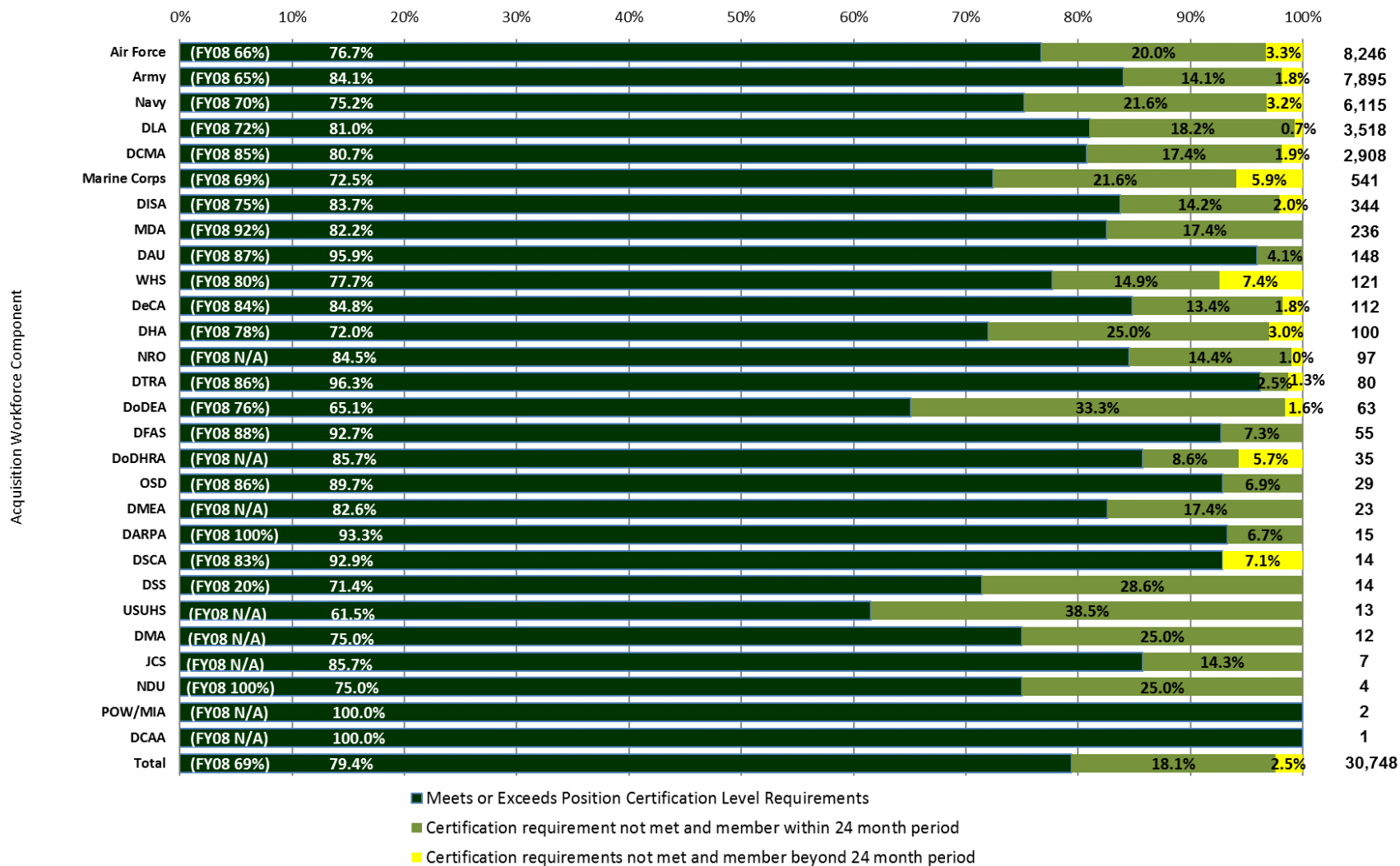
## Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





# Contracting DAWIA Certification by Component

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





# Contracting DAWIA Certification Matrix + Bench Strength

| Contracting<br>Required Certification Level | Achieved Certification Level |              |               |               | FY18Q3 TOTAL  | % Meets Certification Requirement |
|---|------------------------------|--------------|---------------|---------------|---------------|-----------------------------------|
|   | No Level Achieved            | Level I      | Level II      | Level III     |               |                                   |
| Level I                                     | 1,393                        | 832          | 486           | 130           | 2,841         | 51.0%                             |
| Level II                                    | 1,707                        | 2,095        | 9,994         | 3,926         | 17,722        | 78.5%                             |
| Level III                                   | 152                          | 70           | 823           | 9,039         | 10,084        | 89.6%                             |
| <i>Unspecified</i>                          | 50                           | 6            | 27            | 18            | 101           |                                   |
| <b>FY18Q3 TOTAL</b>                         | <b>3,302</b>                 | <b>3,003</b> | <b>11,330</b> | <b>13,113</b> | <b>30,748</b> | <b>79.4%</b>                      |
|   | 10.7%                        | 9.8%         | 36.8%         | 42.6%         |               |                                   |

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%               |                   |
| Contracting    | 24,407            | 79.4%               | 2 of 14           |

\*\* Based on population total without unspecified positions

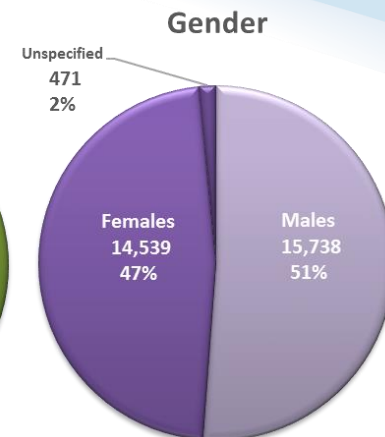
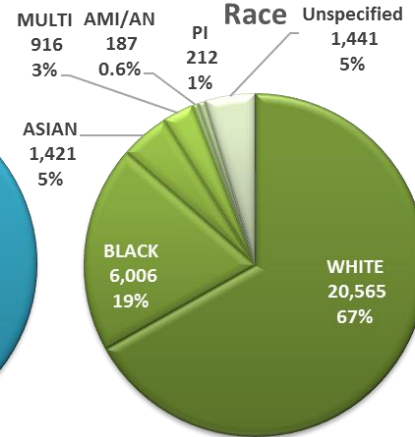
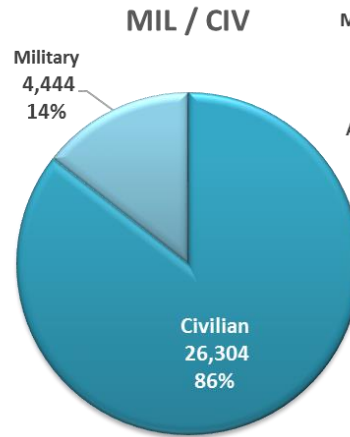
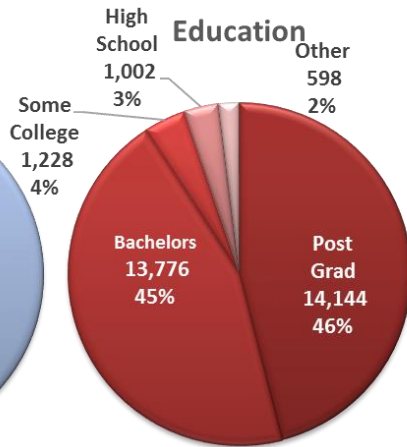
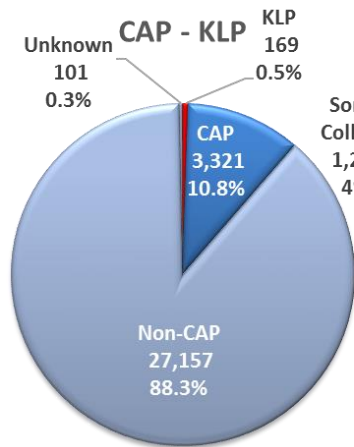
| Certification Requirement | Meets         | Within 24 Months | Does Not Meet | DAW TOTAL     |              |
|---------------------------|---------------|------------------|---------------|---------------|--------------|
| Level I                   | 1,448         | 1,310            | 83            | 2,841         | 9.2%         |
| Level II                  | 13,920        | 3,278            | 524           | 17,722        | 57.6%        |
| Level III                 | 9,039         | 901              | 144           | 10,084        | 32.8%        |
| <i>Unspecified</i>        | 18            | 79               | 4             | 101           | 0.3%         |
| <b>Contracting TOTAL</b>  | <b>24,425</b> | <b>5,568</b>     | <b>755</b>    | <b>30,748</b> | <b>79.4%</b> |
|                           |               |                  |               |               |              |

= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Contracting Demographics



| Occupied Position Type                  | CON           |       | Entire DAW     |       |
|---|---------------|-------|----------------|-------|
| Key Leadership Positions (KLPs)         | 169           | 0.5%  | 1,195          | 0.7%  |
| Critical Acquisition Positions (CAPs) * | 3,321         | 10.8% | 16,558         | 9.8%  |
| Non-CAP Positions                       | 27,157        | 88.3% | 151,120        | 89.4% |
| Unknown                                 | 101           | 0.3%  | 190            | 0.1%  |
| <b>TOTAL</b>                            | <b>30,748</b> |       | <b>169,063</b> |       |

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

| Highest Level of Education | CON           |       | Entire DAW     |       |
|----------------------------|---------------|-------|----------------|-------|
| Post Grad                  | 14,144        | 46.0% | 67,982         | 40.2% |
| Bachelors                  | 13,776        | 44.8% | 74,020         | 43.8% |
| Some College               | 1,228         | 4.0%  | 11,918         | 7.0%  |
| High School                | 1,002         | 3.3%  | 12,519         | 7.4%  |
| Other                      | 598           | 1.9%  | 2,624          | 1.6%  |
| <b>TOTAL</b>               | <b>30,748</b> |       | <b>169,063</b> |       |

| Military / Civilian | CON           |       | Entire DAW     |       |
|---------------------|---------------|-------|----------------|-------|
| Civilian            | 26,304        | 85.5% | 153,396        | 90.7% |
| Military            | 4,444         | 14.5% | 15,667         | 9.3%  |
| <b>TOTAL</b>        | <b>30,748</b> |       | <b>169,063</b> |       |

| Race         | CON           |       | Entire DAW     |       |
|--------------|---------------|-------|----------------|-------|
| WHITE        | 20,565        | 66.9% | 123,628        | 73.1% |
| BLACK        | 6,006         | 19.5% | 20,326         | 12.0% |
| ASIAN        | 1,421         | 4.6%  | 11,372         | 6.7%  |
| MULTI        | 916           | 3.0%  | 4,607          | 2.7%  |
| AMI/AN       | 187           | 0.6%  | 1,016          | 0.6%  |
| PI           | 212           | 0.7%  | 849            | 0.5%  |
| Unspecified  | 1,441         | 4.7%  | 7,265          | 4.3%  |
| <b>TOTAL</b> | <b>30,748</b> |       | <b>169,063</b> |       |

| Gender       | CON           |       | Entire DAW     |       |
|--------------|---------------|-------|----------------|-------|
| Males        | 15,738        | 51.2% | 118,376        | 70.0% |
| Females      | 14,539        | 47.3% | 48,615         | 28.8% |
| Unspecified  | 471           | 1.5%  | 2,072          | 1.2%  |
| <b>TOTAL</b> | <b>30,748</b> |       | <b>169,063</b> |       |



## Contracting Size by Occupational Series

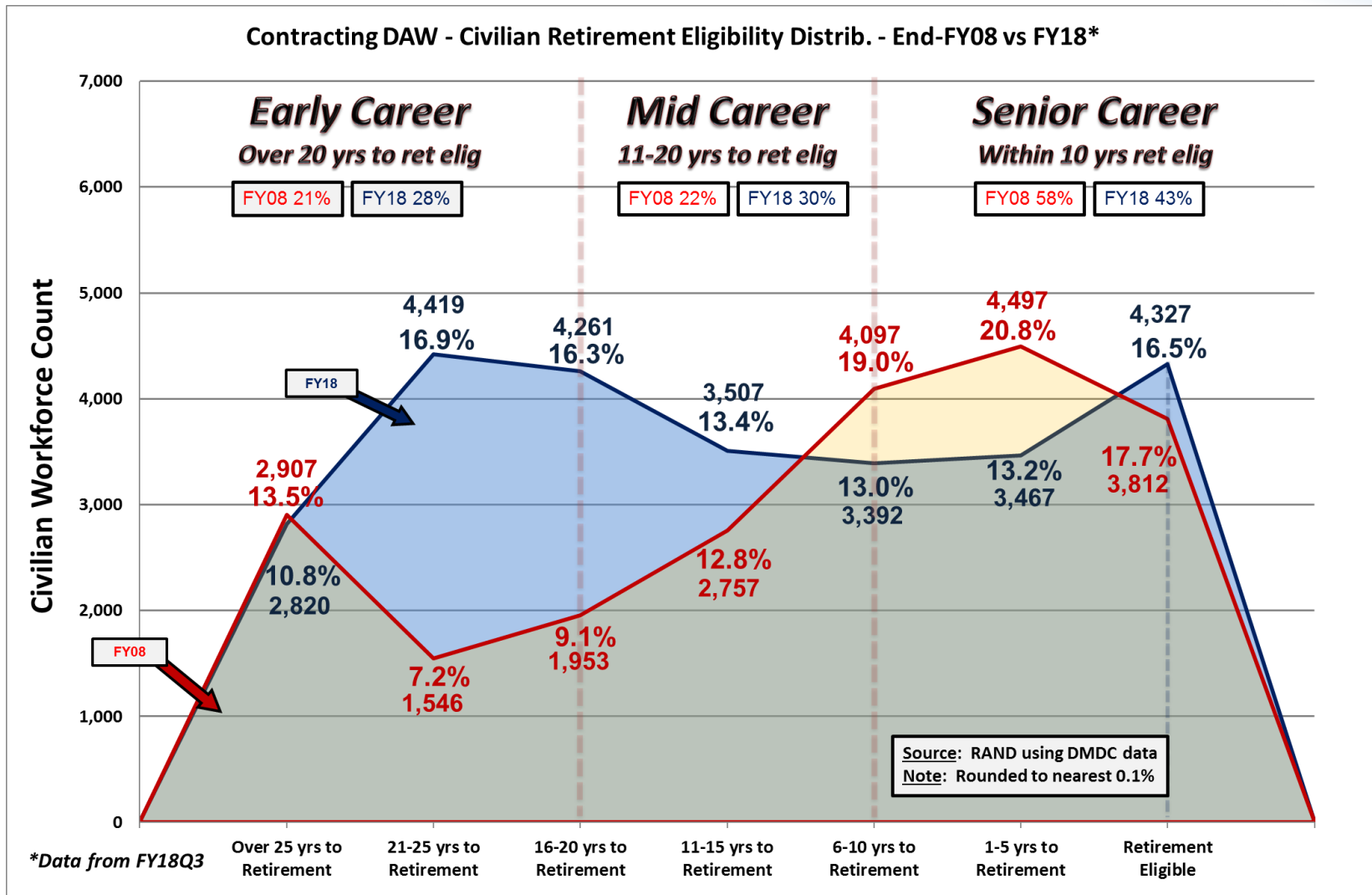
| Civilian Occupational Series            | CON           |                  |
|---|---------------|------------------|
| 1102 - Contract Specialist              | 24,674        | 93.8%            |
| 1101 - Business and Industry Specialist | 807           | 3.1%             |
| 0810 - Engineer, Civil                  | 660           | 2.5%             |
| 0830 - Engineer, Mechanical             | 54            | 0.21%            |
| 0850 - Engineer, Electrical             | 18            | 0.07%            |
| 0301 - Administration & Program Staff   | 19            | 0.07%            |
| 1160 - Financial Analyst                | 13            | 0.05%            |
| 0343 - Management and Program Analyst   | 12            | 0.05%            |
| 0801 - Engineer, General                | 8             | 0.03%            |
| <i>Other</i>                            | 39            | 0.15%            |
| <b>TOTAL CIVILIAN</b>                   | <b>26,304</b> | <b>Civilians</b> |



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



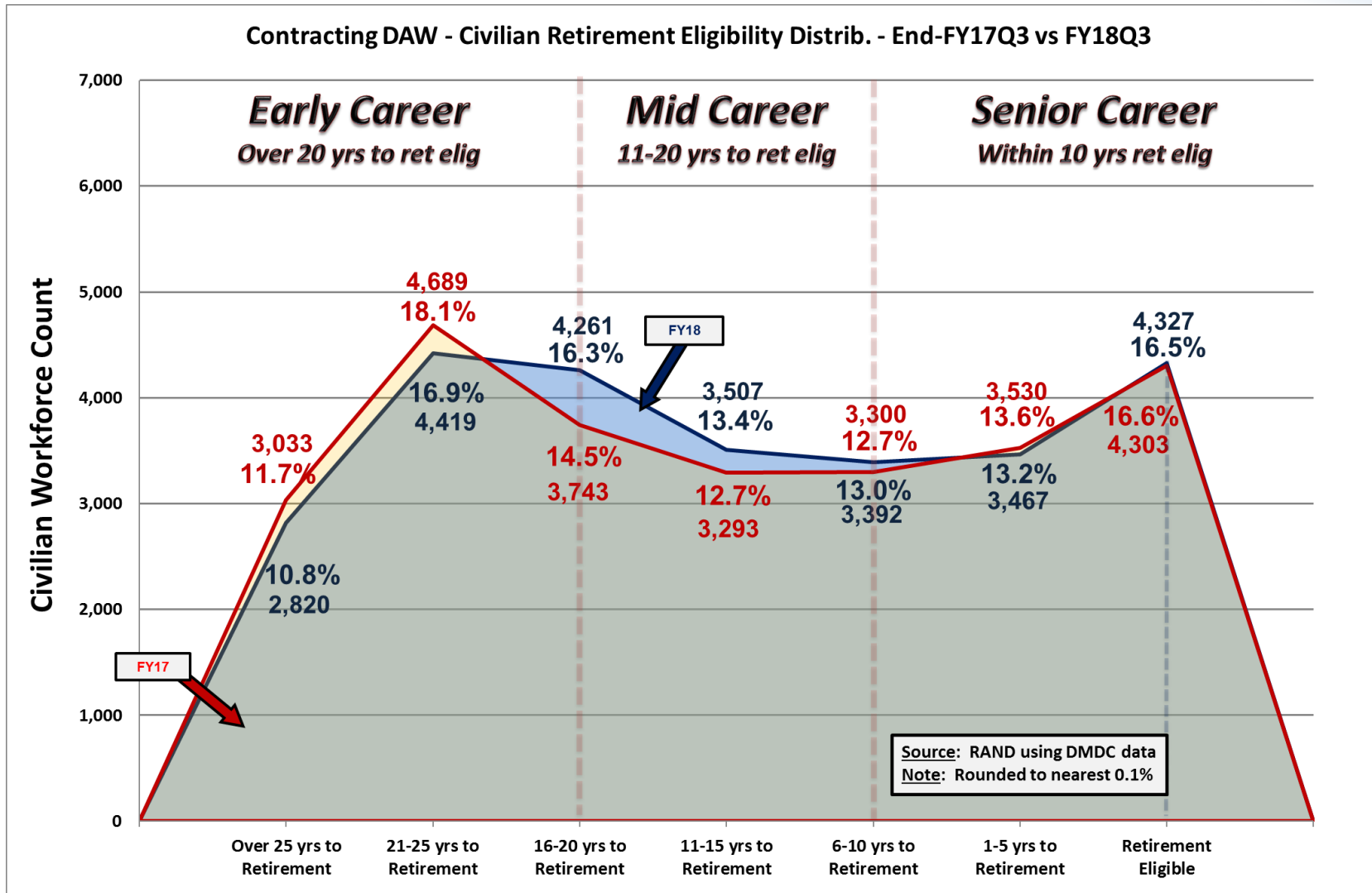
# Contracting Civilian Retirement Eligibility Distribution – FY08 / FY18Q3



As of 30 Jun 2018



# Contracting Civilian Retirement Eligibility Distribution – FY17Q3 / FY18Q3



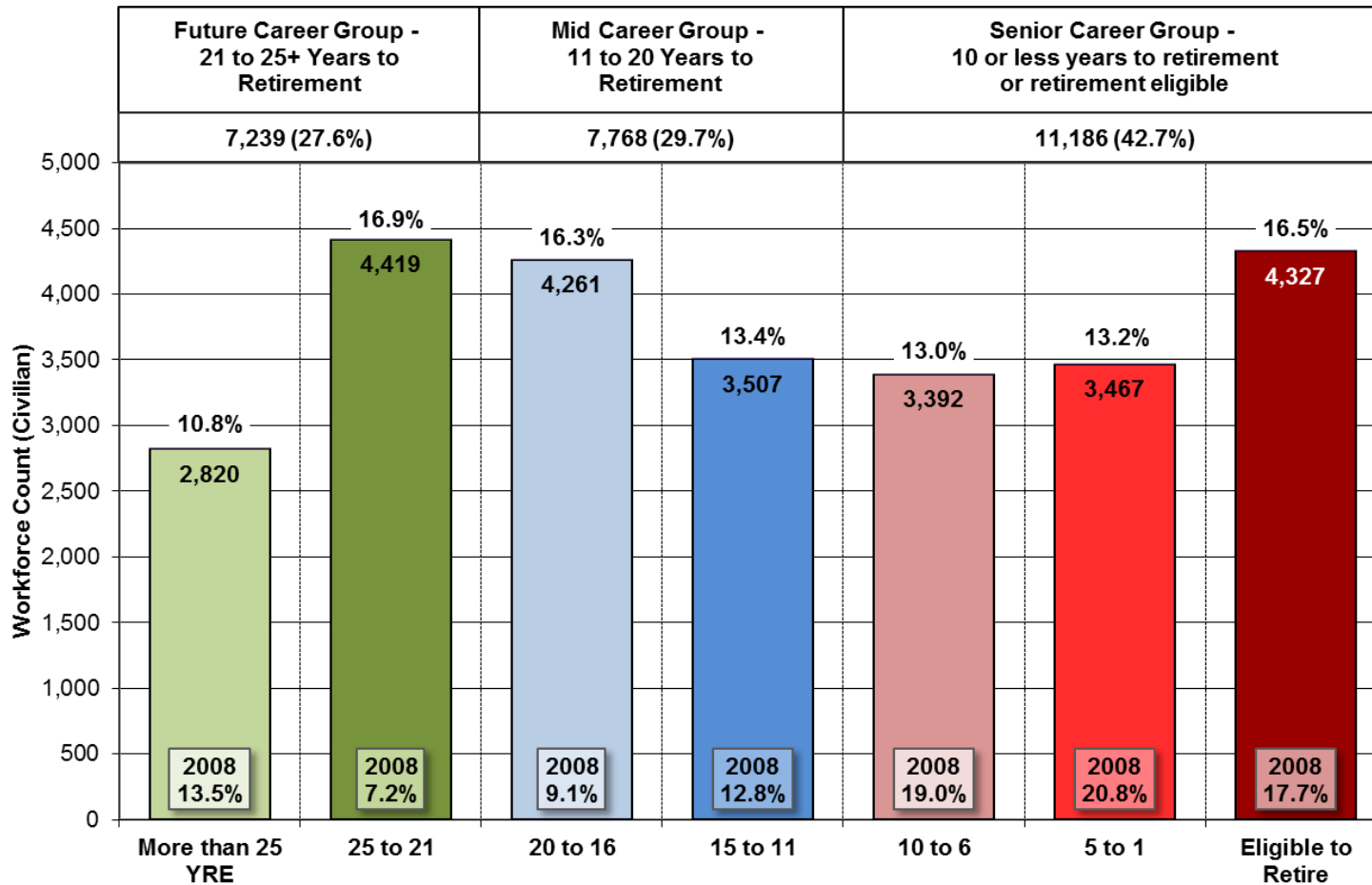
As of 30 Jun 2018





# Workforce Lifecycle Model

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



As of 30 Jun 2018

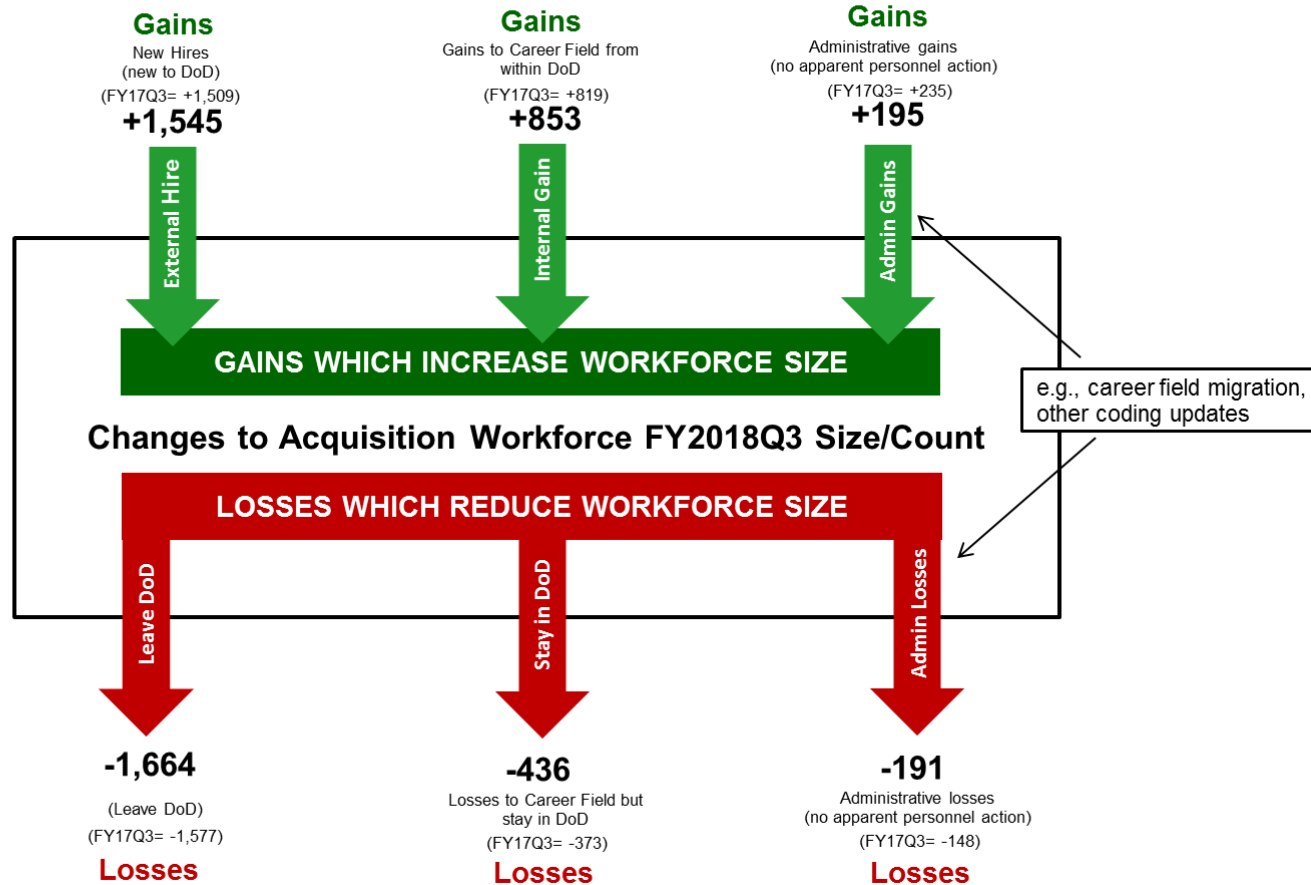


# Contracting Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2018Q3) - Contracting

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

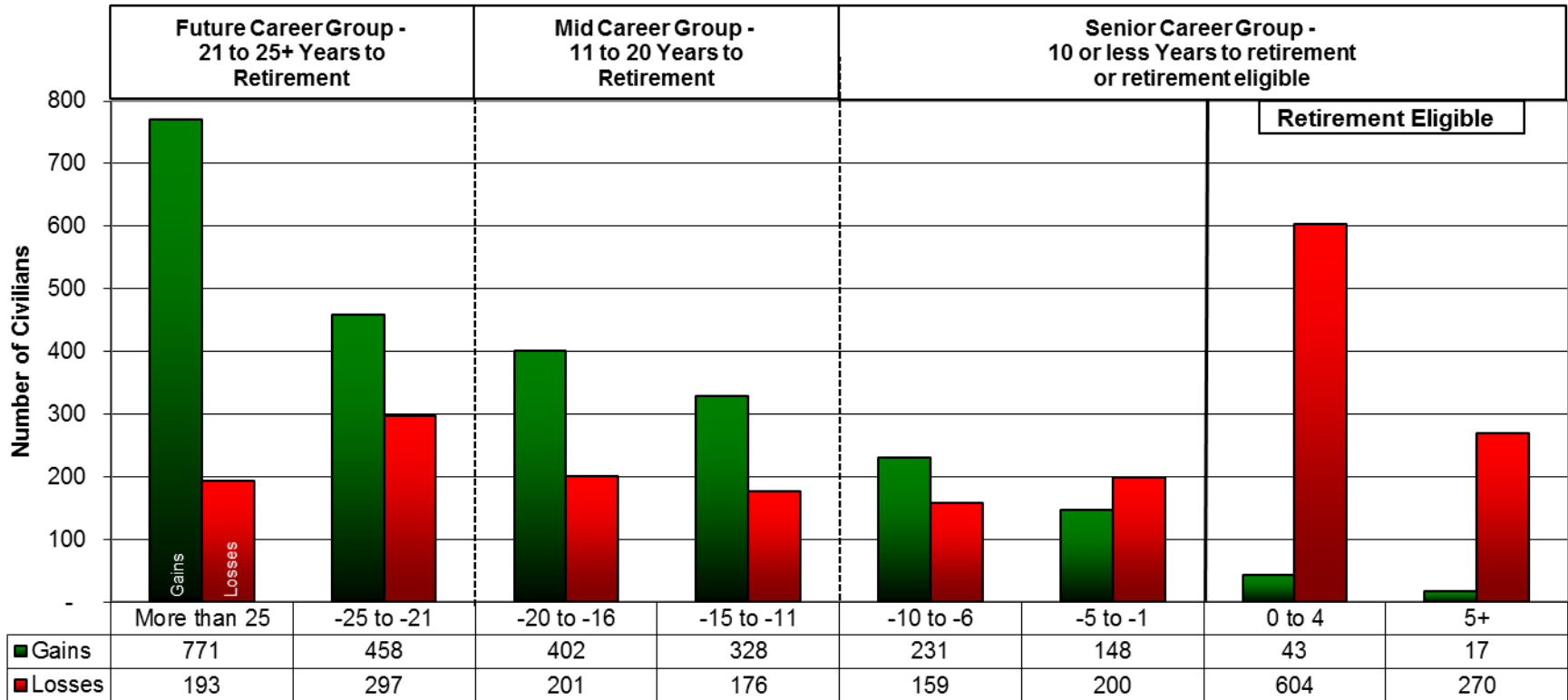




# Contracting Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian) - Contracting

Workforce Lifecycle FY2018Q3 Gains & Losses\*

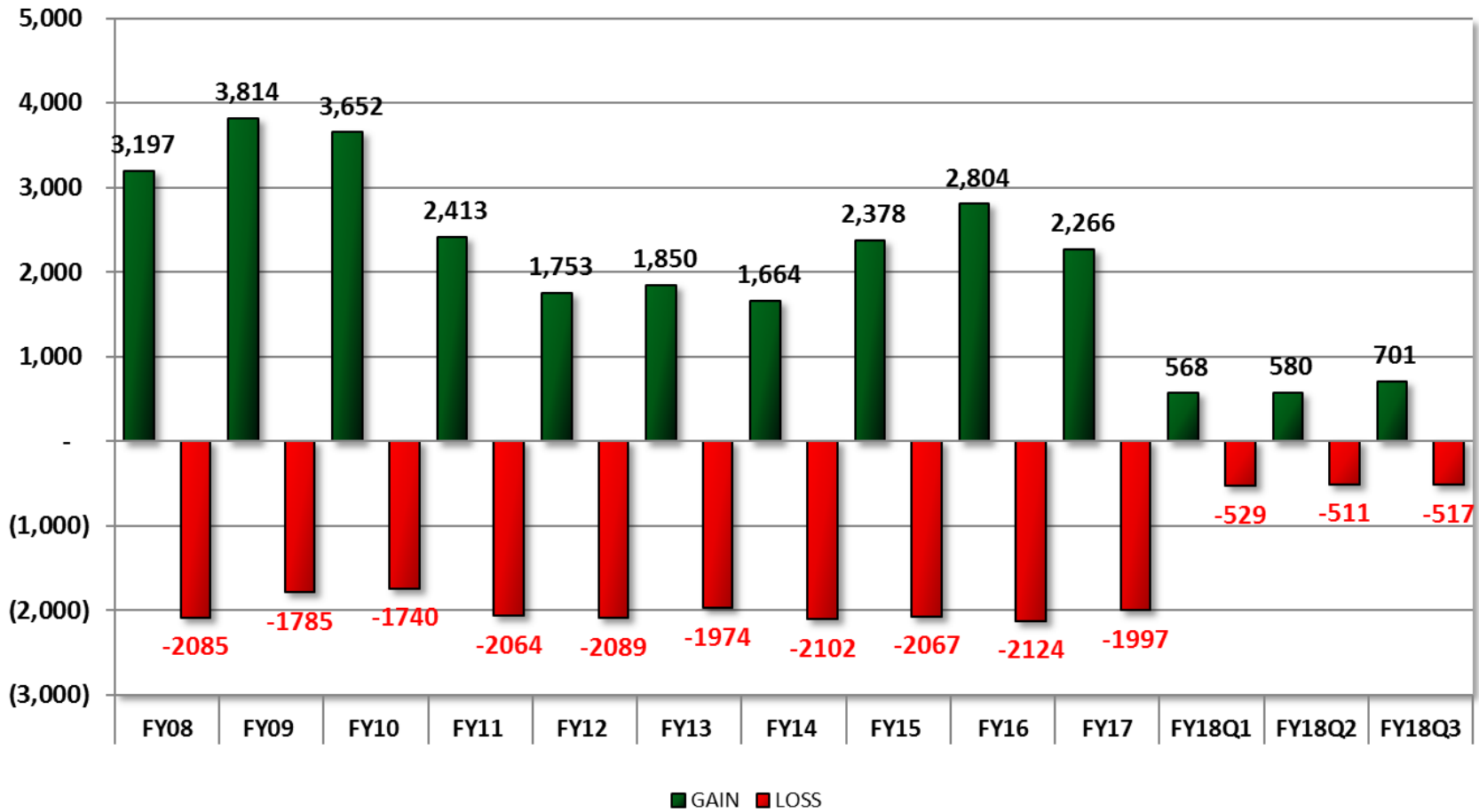


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Contracting Historical Gains and Losses FY08 – FY18Q3



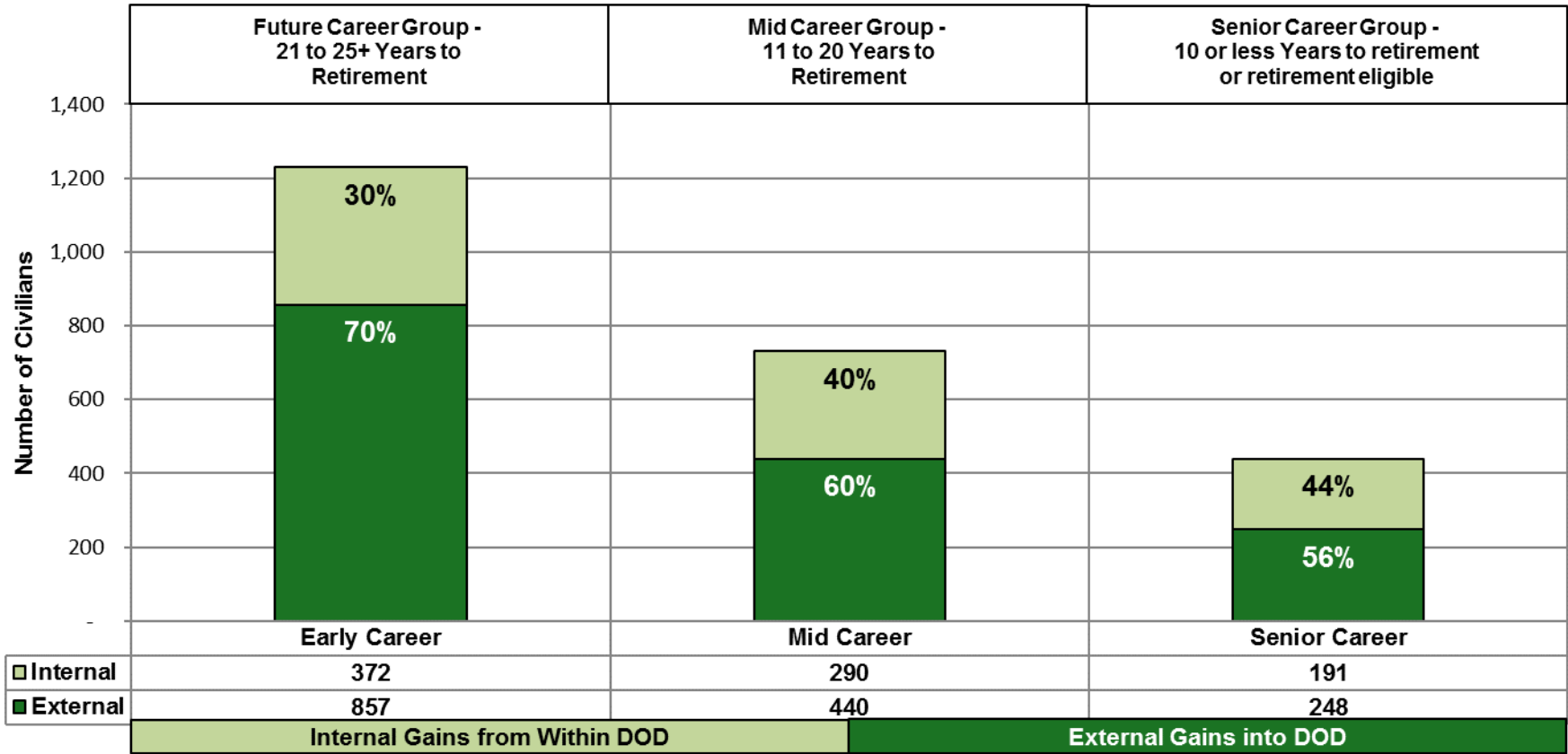
As of 30 Jun 2018



# Contracting Internal/External Gains % by Career Group



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



\*Does not include administrative gains

As of 30 Jun 2018

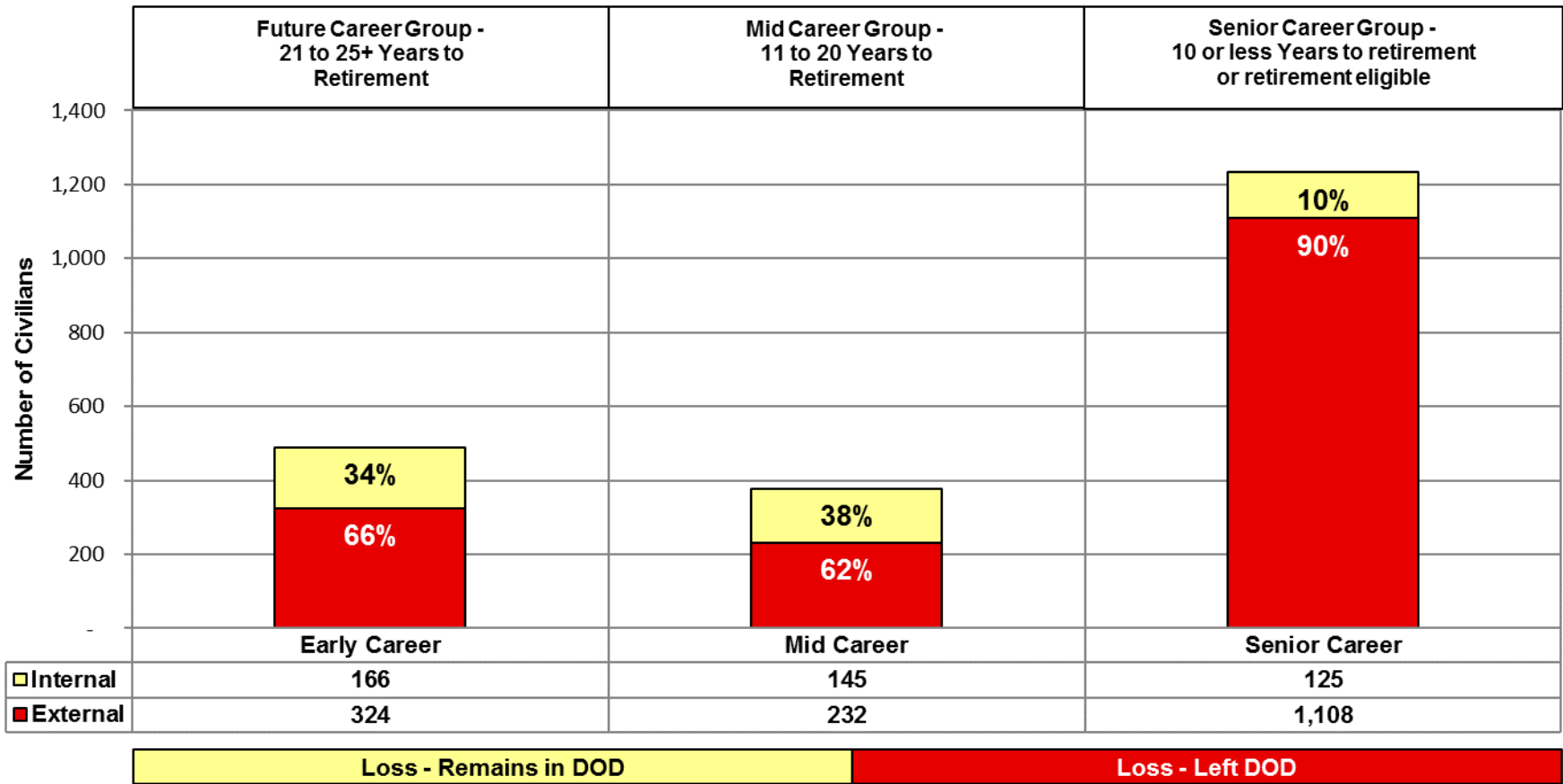


# Contracting Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Contracting

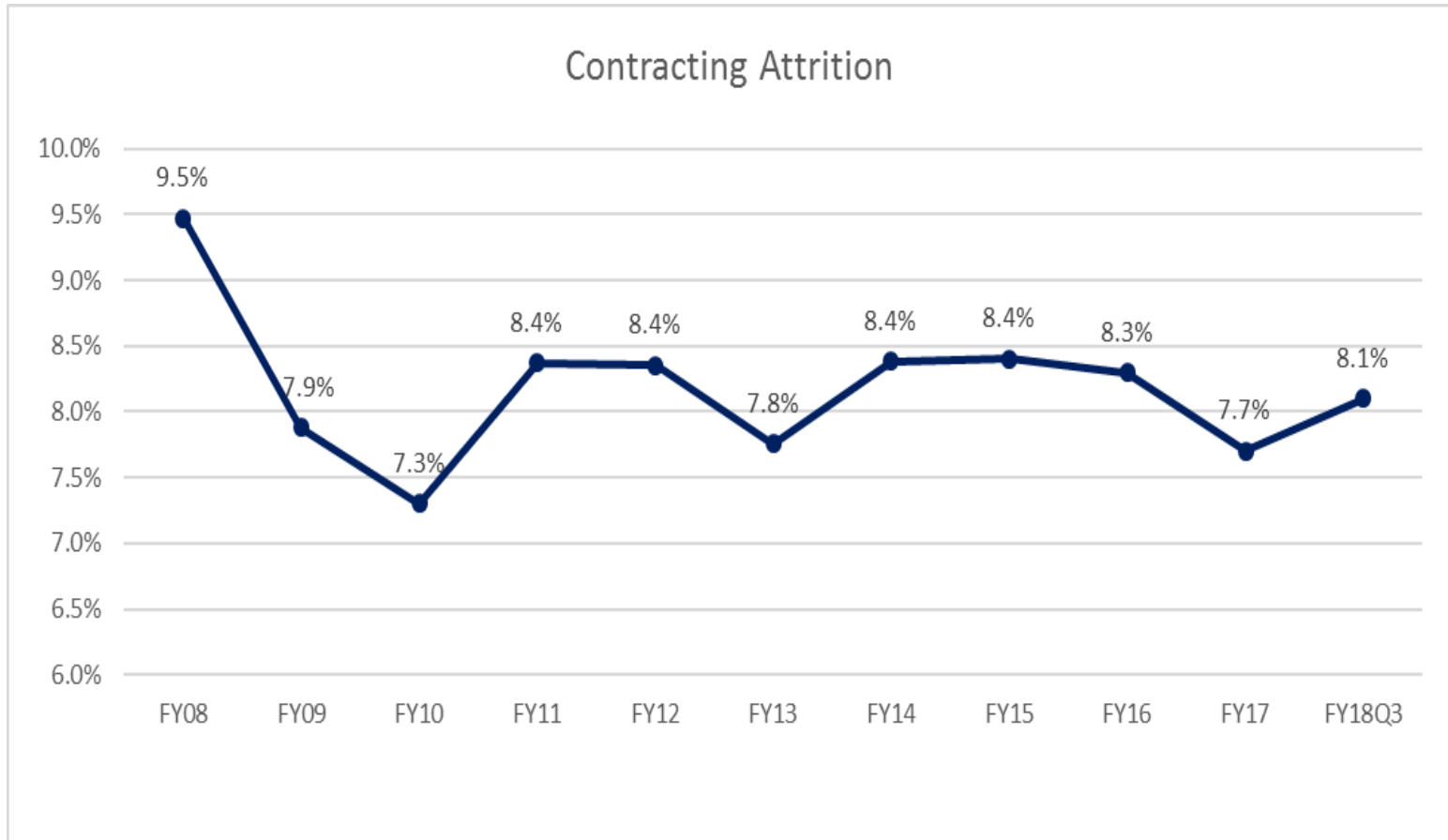
### Workforce Lifecycle FY2018Q3 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

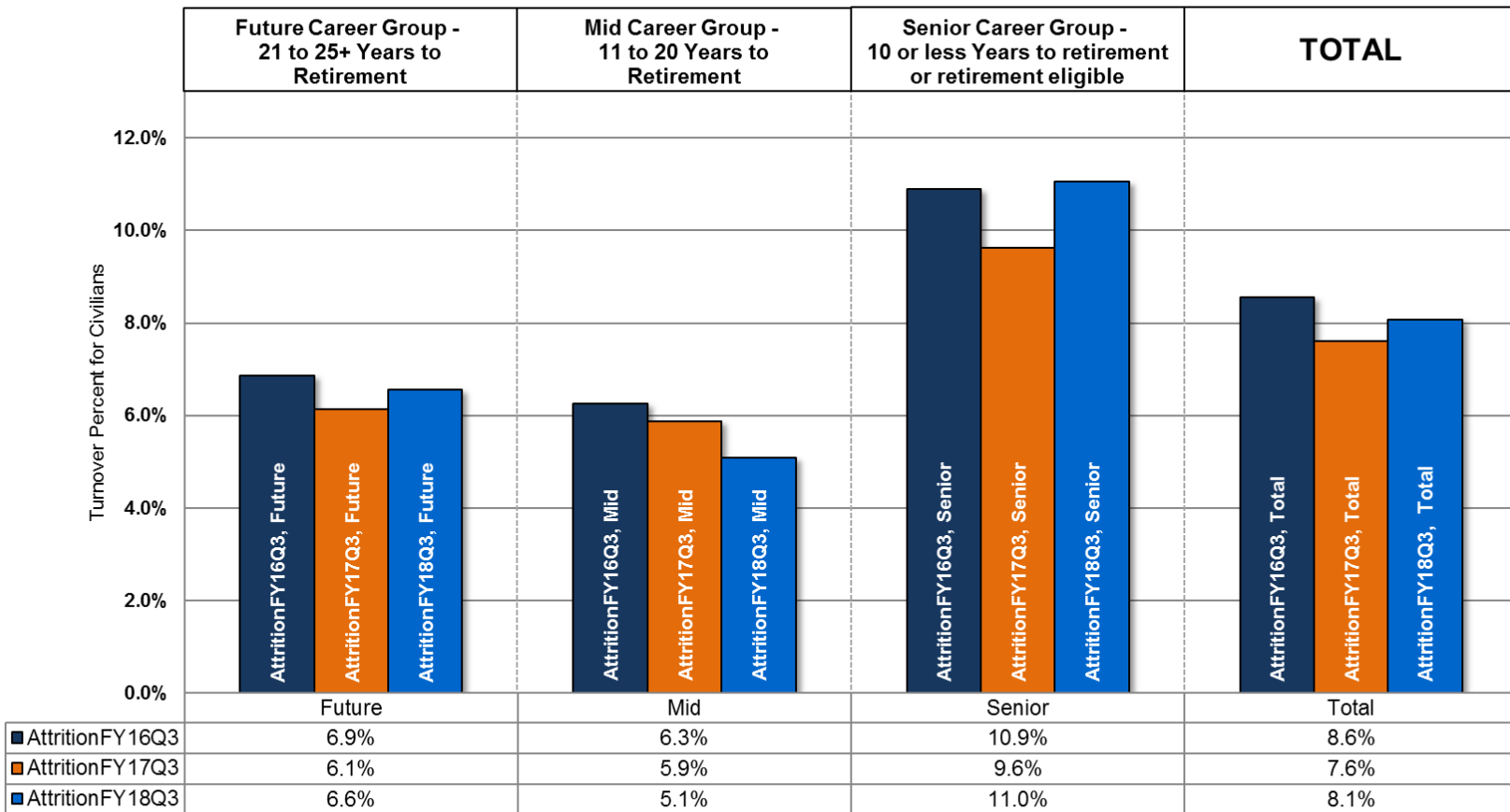


\*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



# Contracting Attrition Rates by Career Group

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



As of 30 Jun 2018

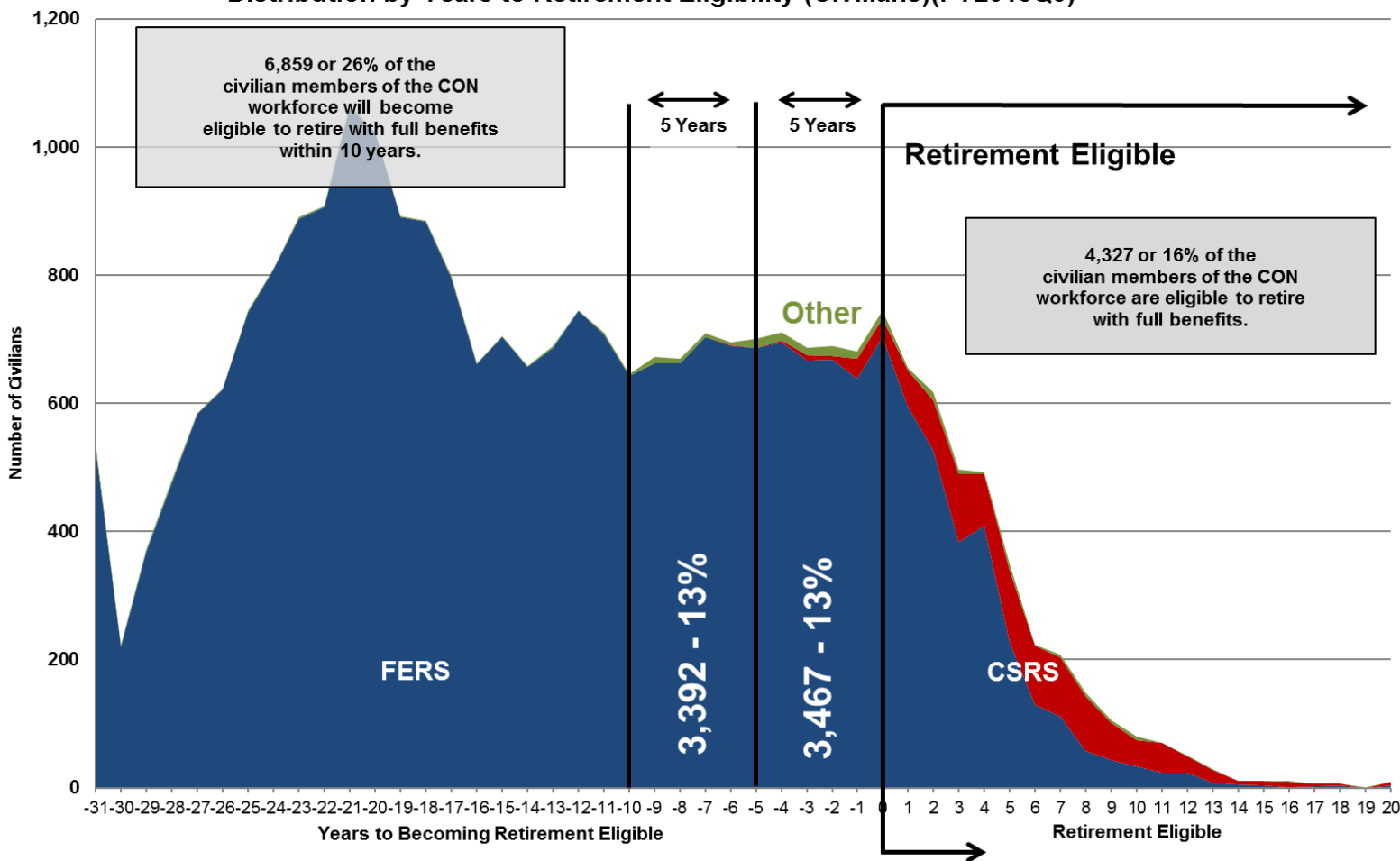




# Contracting Civilian Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce - Contracting

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



As of 30 Jun 2018



***END***