



Defense Acquisition Workforce Key Information

Facilities Engineering
As of FY18Q3 (30 June 2018)



Fact Sheet



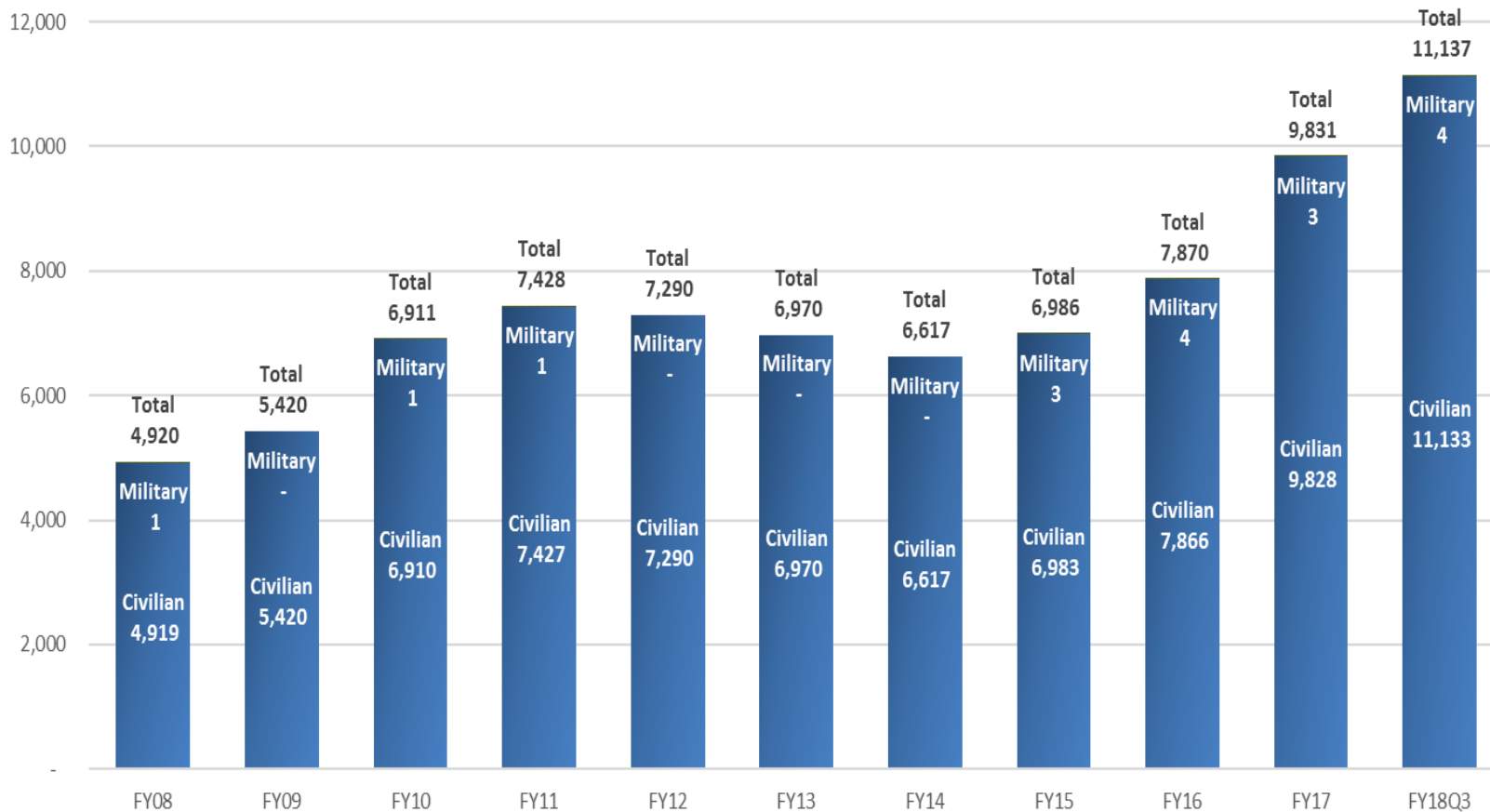
Human Capital Fact Sheet								
Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2018Q3			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	11,133	4	11,137	169,063
Change in size from 2008	-	-	-	-	126%	300%	126%	34%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	83%	100%	83%	84%
Graduate Degree	20%	0%	20%	29%	32%	75%	32%	40%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	70%	0%	70%	85%
Level II or Higher Achieved	41%	0%	41%	61%	67%	0%	67%	72%
Level III Achieved	0%	0%	0%	36%	25%	0%	25%	41%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	59%	0%	59%	75%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	38%	100%	39%	22%
Does Not Meet Certification Requirement	16%	0%	16%	14%	3%	0%	3%	3%
Planning Considerations								
Average Age	49	23	49	46	48	33	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	16/27/57(%)	-	-	24/26/49(%)
Average Years of Service	19	1	19	17	17	11	17	15
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	2,630(23%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,976(18%)	-	-	25,072(16%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	2,956/1,217	-	-	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.



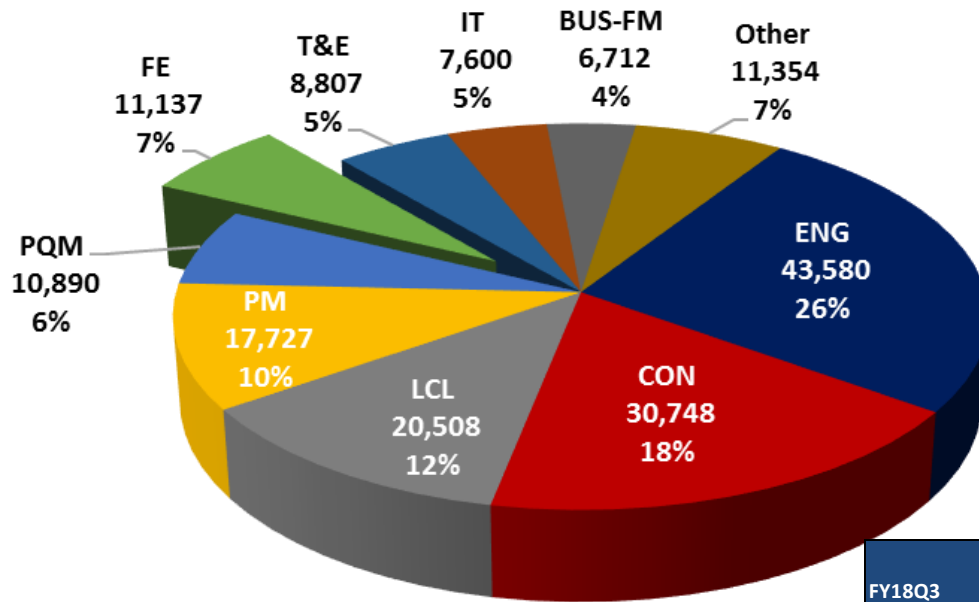
Total Historic Workforce

Facilities Engineering





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%		



Facilities Engineering Workforce Historical Size by Agency FY08 – FY18Q3



Facilities Engineering Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
Navy	3,902	5,301	5,508	4,998	5,456	5,541	5,634	44%	2%
MARINE CORPS	-	18	23	41	34	30	33		10%
ARMY	988	1,564	1,708	1,530	1,797	3,581	4,705	376%	31%
AIR FORCE	6	20	29	4	498	591	670	11067%	13%
MDA	1	4	19	42	42	46	47	4600%	2%
DeCA	-	-	-	-	30	26	31		19%
DISA	-	-	-	-	8	13	14		8%
DAU	1	-	-	-	2	1	2	100%	100%
DCMA	6	1	1	-	1	1	1	-83%	0%
DTRA	2	1	1	1	1	1	-	-100%	-100%
DLA	13	2	1	1	1	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
TOTAL	4,920	6,911	7,290	6,617	7,870	9,831	11,137	↑ 126%	↑ 13%



Facilities Engineering Workforce Historical Size (Quarterly) by Agency FY16Q3 – FY18Q3



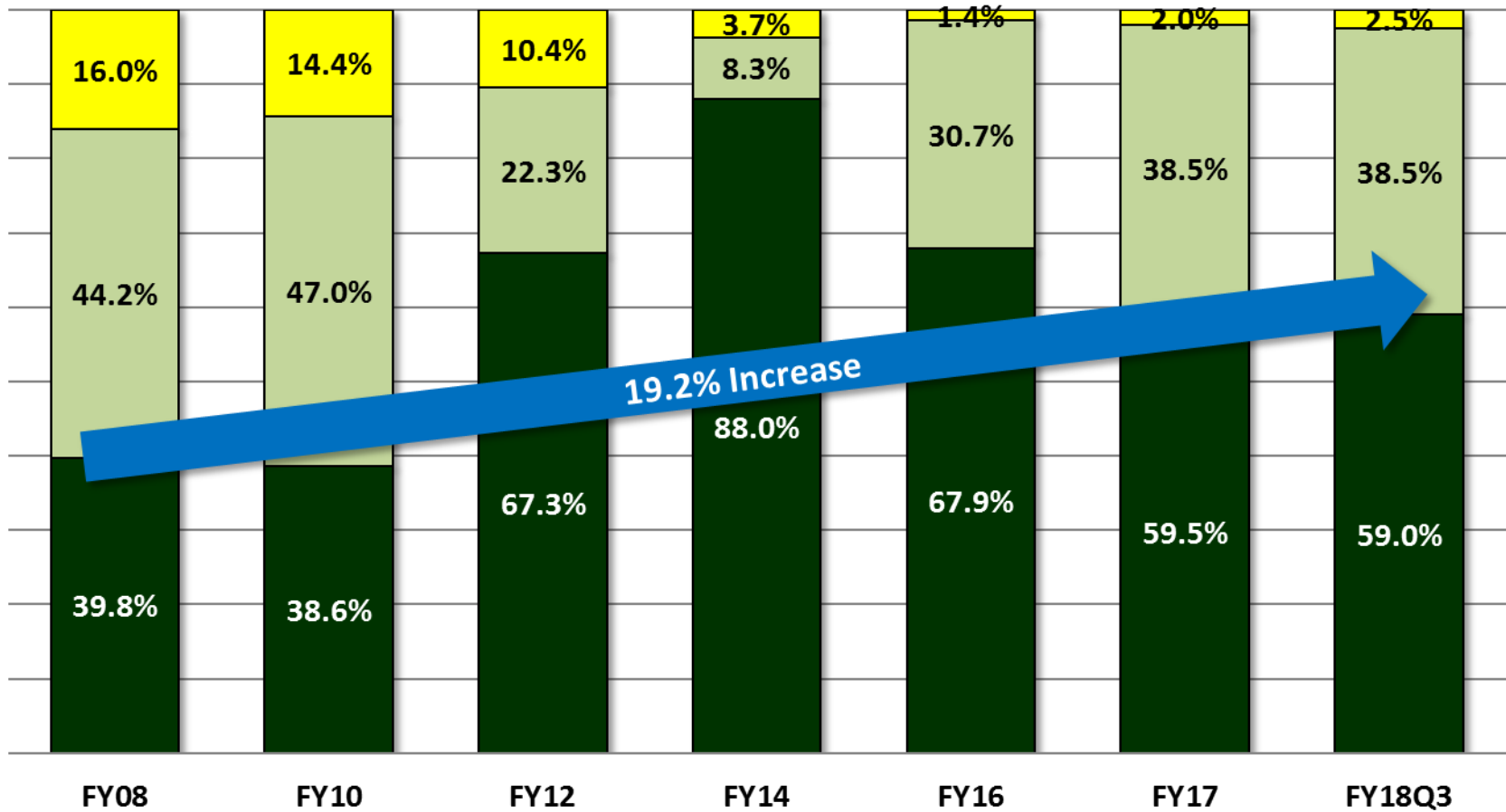
Facilities Engineering Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	5,476	5,456	5,481	5,458	5,507	5,541	5,573	5,575	5,634	2%
MARINE CORPS	34	34	33	33	34	30	31	30	33	-3%
ARMY	1,557	1,797	1,842	2,981	3,233	3,581	4,207	4,297	4,705	46%
AIR FORCE	283	498	498	512	520	591	573	585	670	29%
MDA	41	42	41	43	44	46	46	48	47	7%
DeCA	26	30	29	28	28	26	28	31	31	11%
DISA	7	8	8	9	13	13	13	14	14	8%
DAU	1	2	1	1	1	1	2	2	2	100%
DCMA	1	1	1	1	1	1	1	1	1	0%
DTRA	1	1	1	-	-	1	1	1	-	
DLA	1	1	1	1	1	-	-	-	-	-100%
TOTAL	7,428	7,870	7,936	9,067	9,382	9,831	10,475	10,584	11,137	↑ 19%



Facilities Engineering Historical DAWIA Certification FY08 – FY18Q3



Facilities Engineering



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

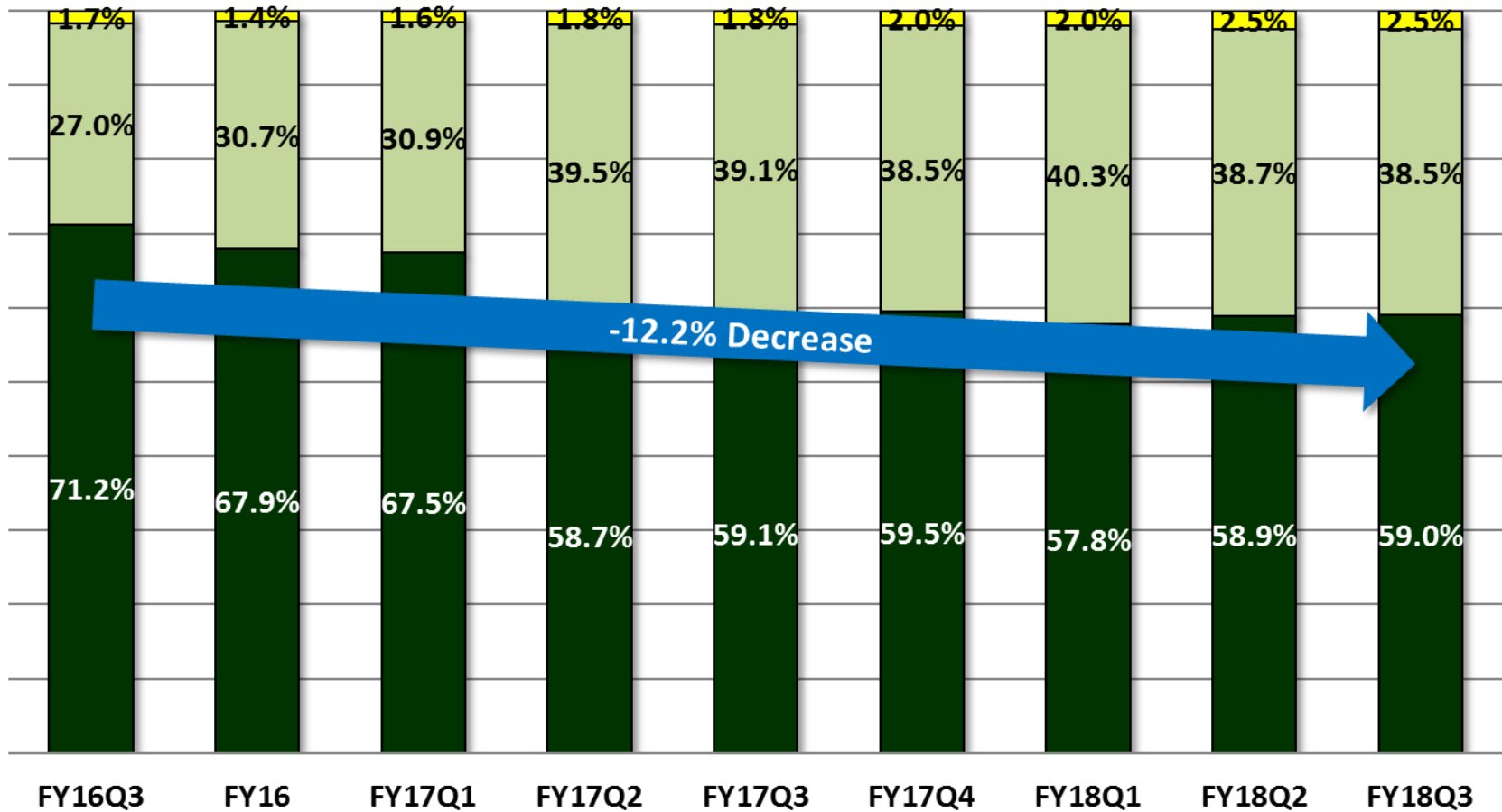
* Rounded to nearest 0.1%



Facilities Engineering Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



Facilities Engineering



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

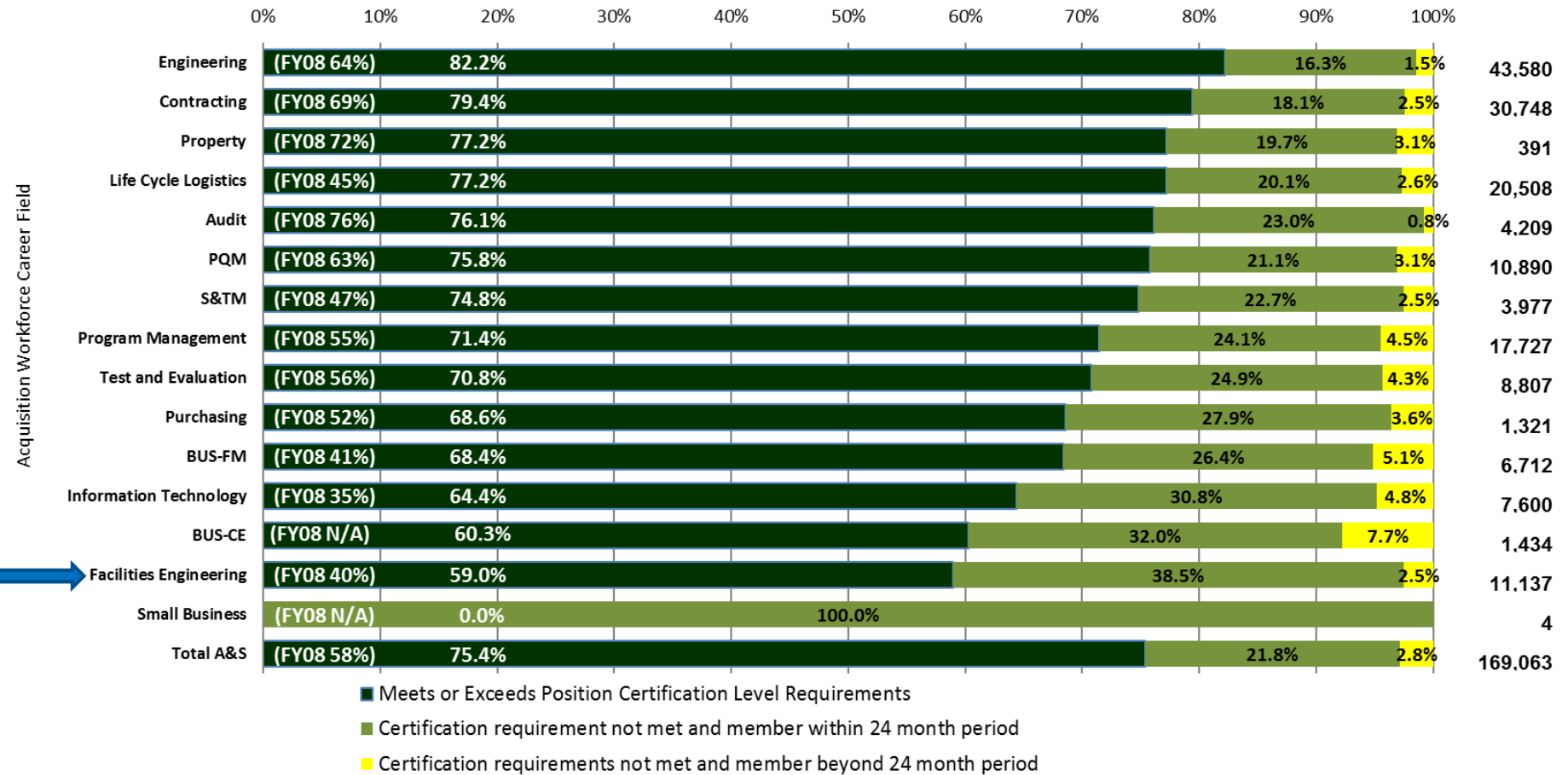
* Rounded to nearest 0.1%



DAWIA Certification by Career Field



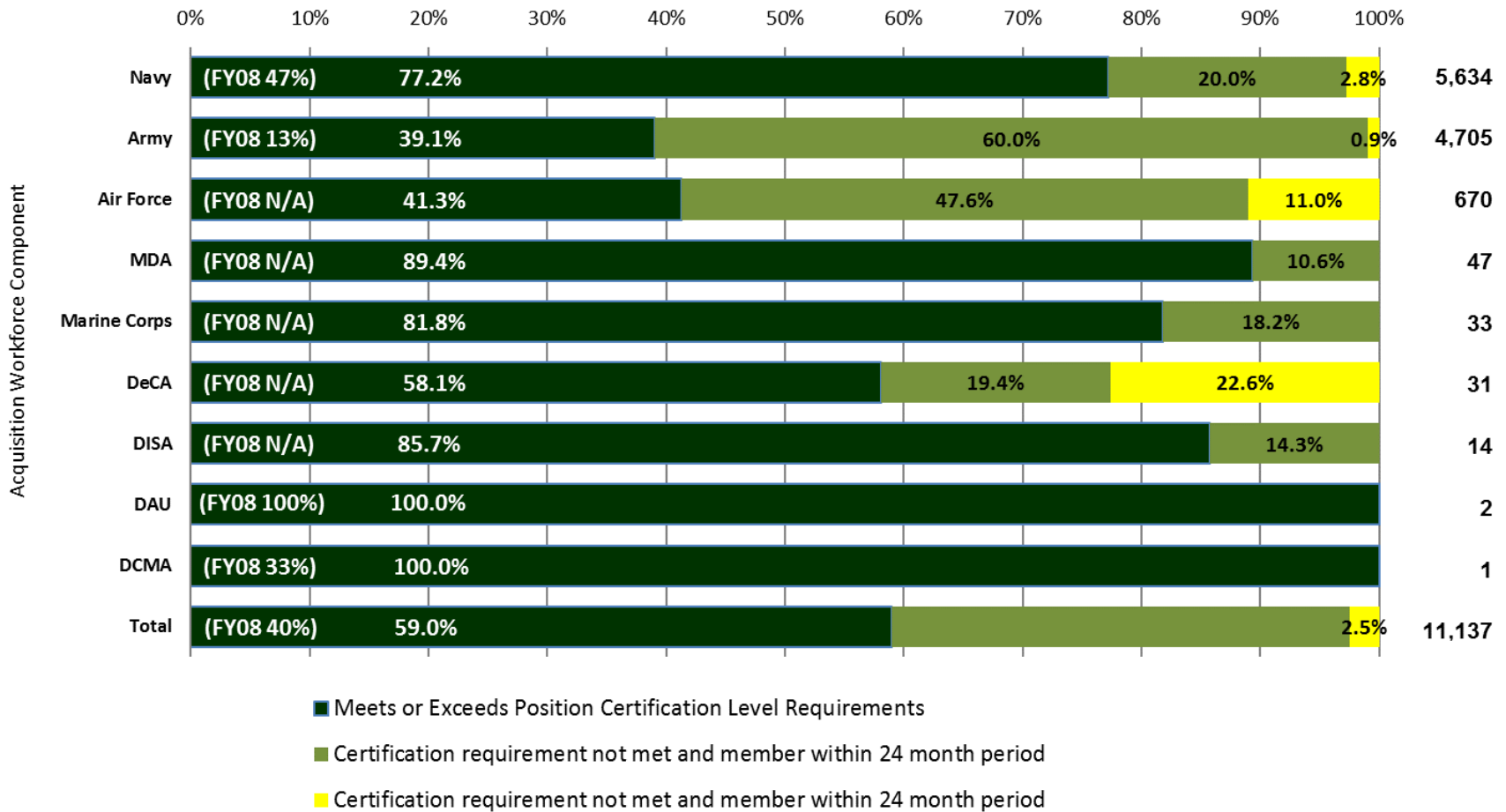
Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





Facilities Engineering DAWIA Certification by Component

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





Facilities Engineering DAWIA Certification Matrix + Bench Strength

Facilities Engineering Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	125	78	83	17	303	58.7%
Level II	2,090	242	3,584	270	6,186	62.3%
Level III	1,116	62	933	2,537	4,648	54.6%
<i>Unspecified</i>	-	-	-	-	-	
FY18Q3 TOTAL	3,331	382	4,600	2,824	11,137	59.0%
	29.9%	3.4%	41.3%	25.4%		

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%	
Facilities Ei	6,569	59.0%	14 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	178	119	6	303	2.7%
Level II	3,854	2,182	150	6,186	55.5%
Level III	2,537	1,987	124	4,648	41.7%
<i>Unspecified</i>	-	-	-	-	0.0%
Facilities Engineering TOTAL	6,569	4,288	280	11,137	
	59.0%	38.5%	2.5%		

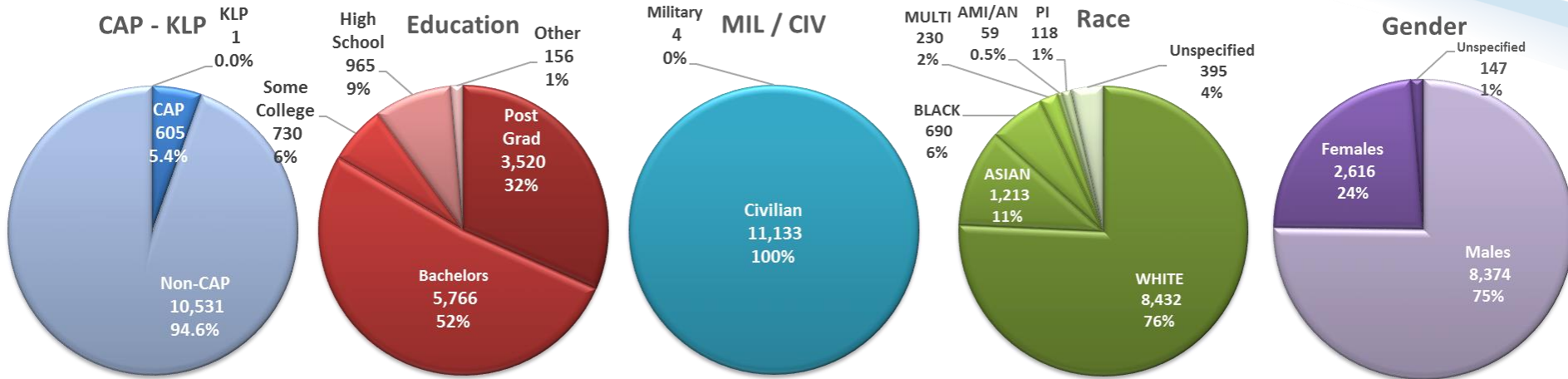
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE	Entire DAW
Key Leadership Positions (KLPs)	1	1,195
Critical Acquisition Positions (CAPs) *	605	16,558
Non-CAP Positions	10,531	151,120
Unknown	-	190
TOTAL	11,137	169,063

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

Highest Level of Education	FE	Entire DAW
Post Grad	3,520	67,982
Bachelors	5,766	74,020
Some College	730	11,918
High School	965	12,519
Other	156	2,624
TOTAL	11,137	169,063

Military / Civilian	FE	Entire DAW
Civilian	11,133	153,396
Military	4	15,667
TOTAL	11,137	169,063

Race	FE	Entire DAW
WHITE	8,432	123,628
ASIAN	1,213	20,326
BLACK	690	11,372
MULTI	230	4,607
AMI/AN	59	1,016
PI	118	849
Unspecified	395	7,265
TOTAL	11,137	169,063

Gender	FE	Entire DAW
Males	8,374	118,376
Females	2,616	48,615
Unspecified	147	2,072
TOTAL	11,137	169,063



Facilities Engineering Size by Occupational Series

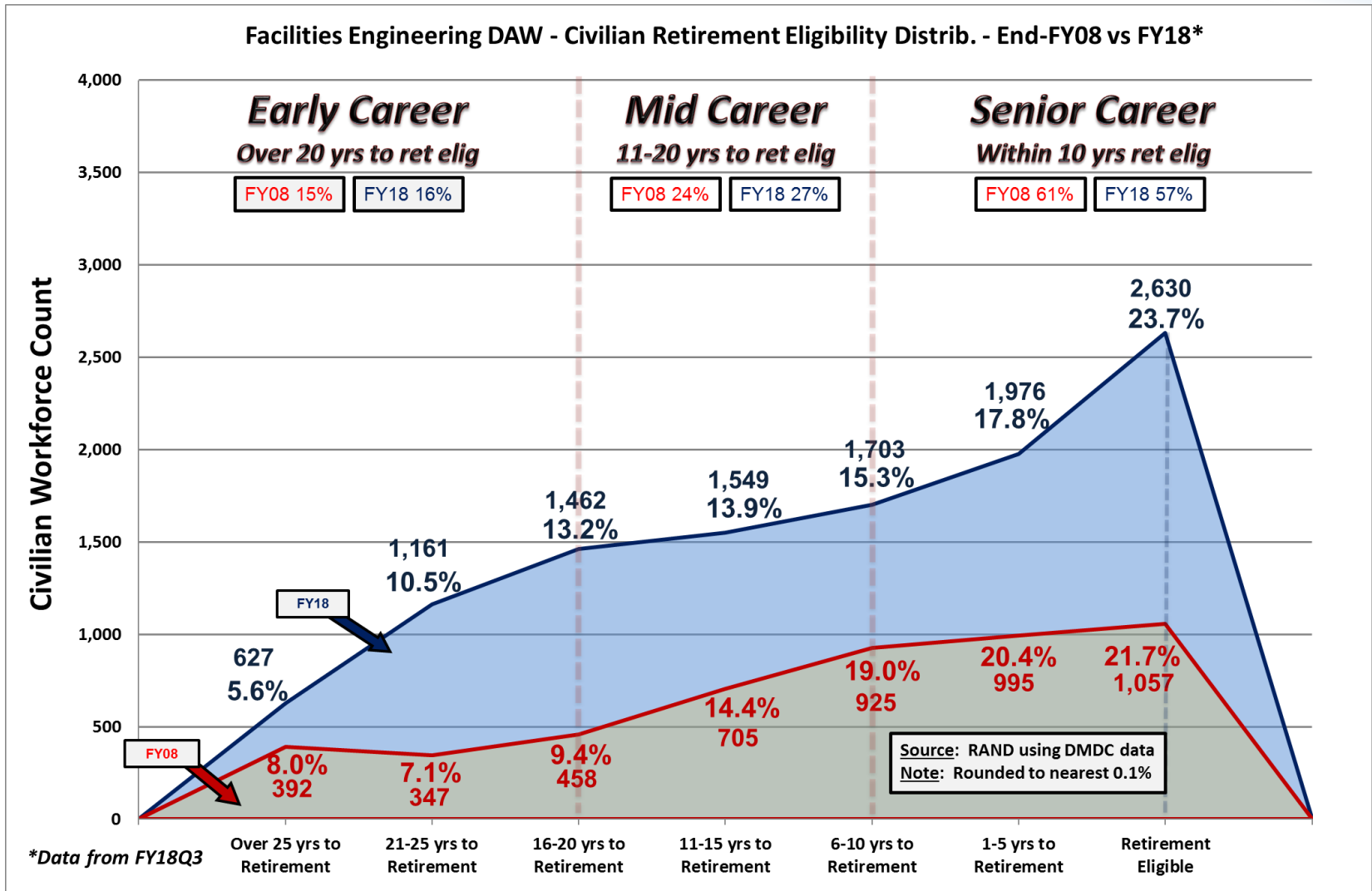
Civilian Occupational Series	FE	
0810 - Engineer, Civil	2,633	23.7%
0801 - Engineer, General	1,173	10.5%
0802 - Engineering Technician	1,043	9.4%
0819 - Engineer, Environmental	696	6.25%
0830 - Engineer, Mechanical	698	6.27%
0808 - Architect	583	5.24%
1101 - Business and Industry Specialist	537	4.82%
0850 - Engineer, Electrical	566	5.08%
0340 - Program Manager	414	3.72%
0020 - Community Planner	309	2.78%
<i>Other</i>	2,481	22.29%
TOTAL CIVILIAN	11,133	Civilians



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



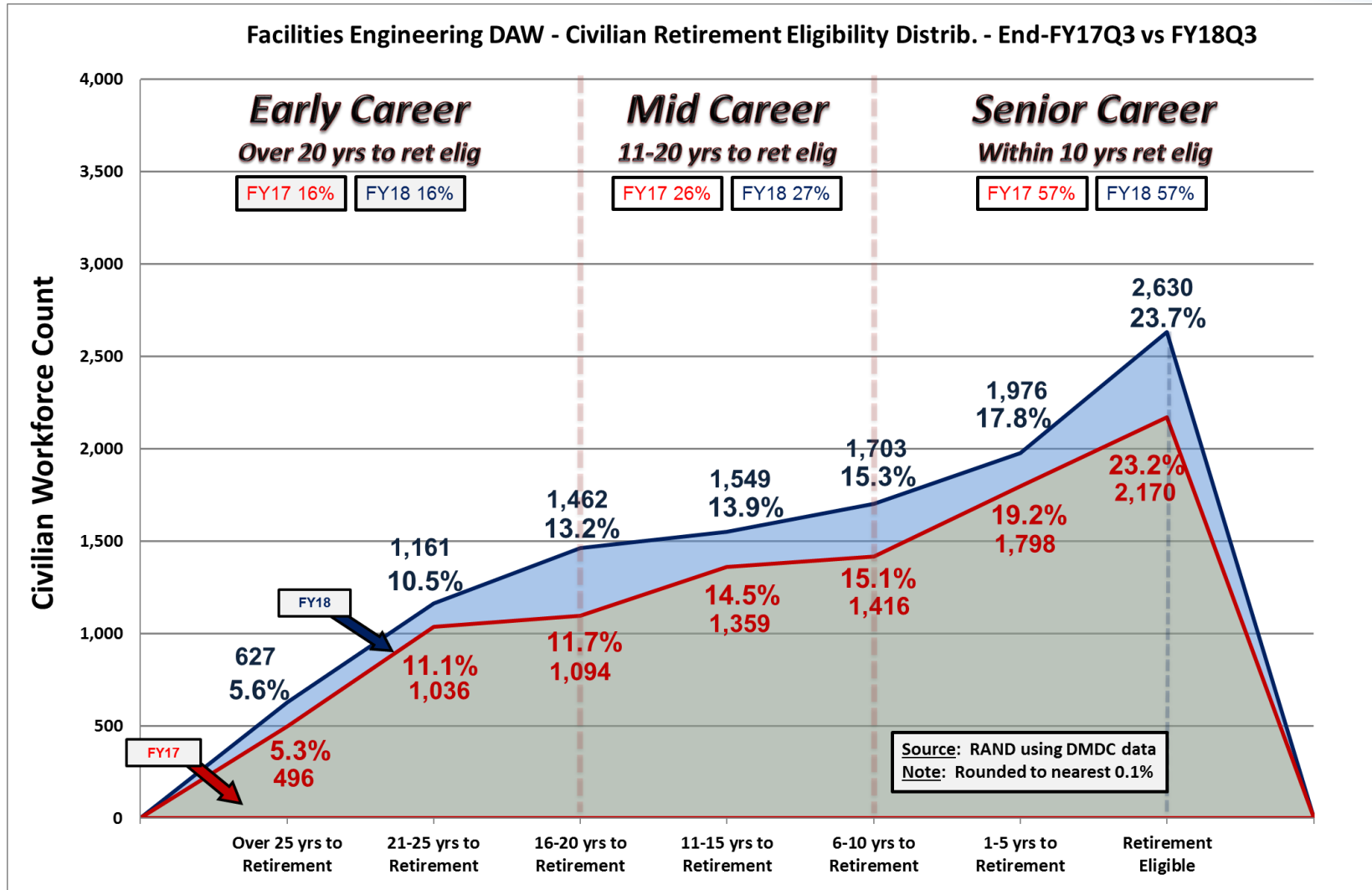
Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



Facilities Engineering Civilian Retirement Eligibility Distribution, 1 year – FY17Q3 / FY18Q3



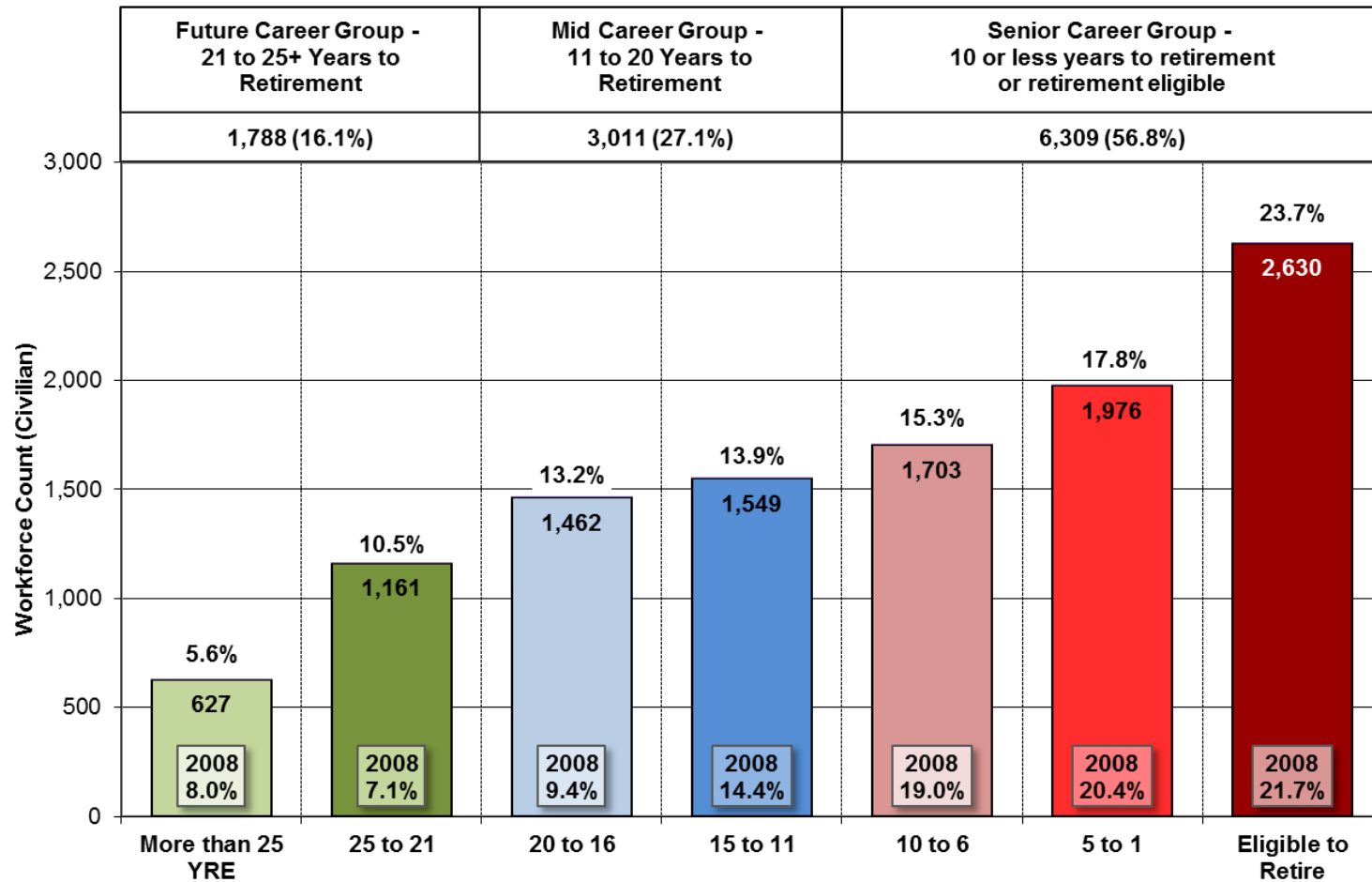
As of 30 Jun 2018



Facilities Engineering Workforce Lifecycle Model by YRE



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



As of 30 Jun 2018

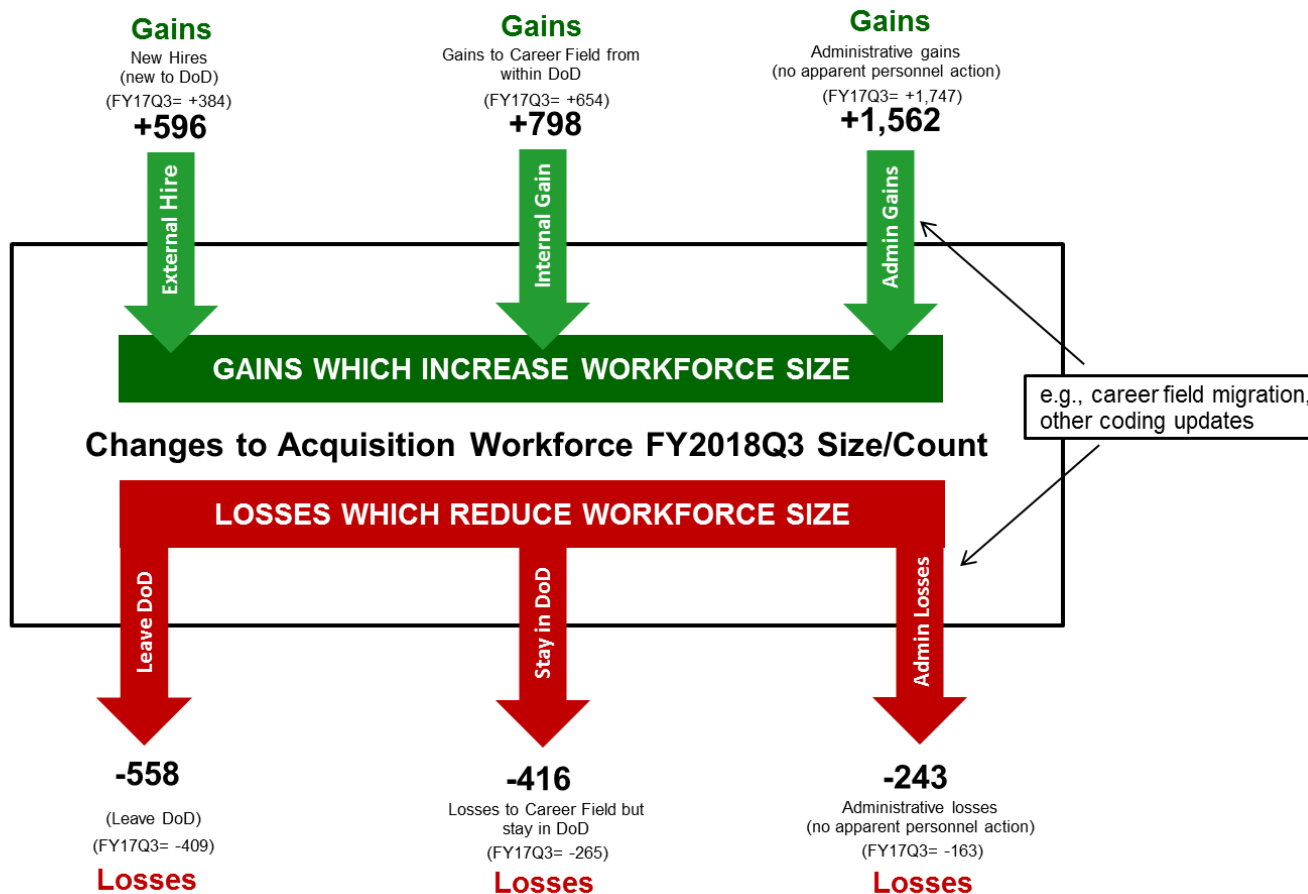


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q3) - Facilities Engineering

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



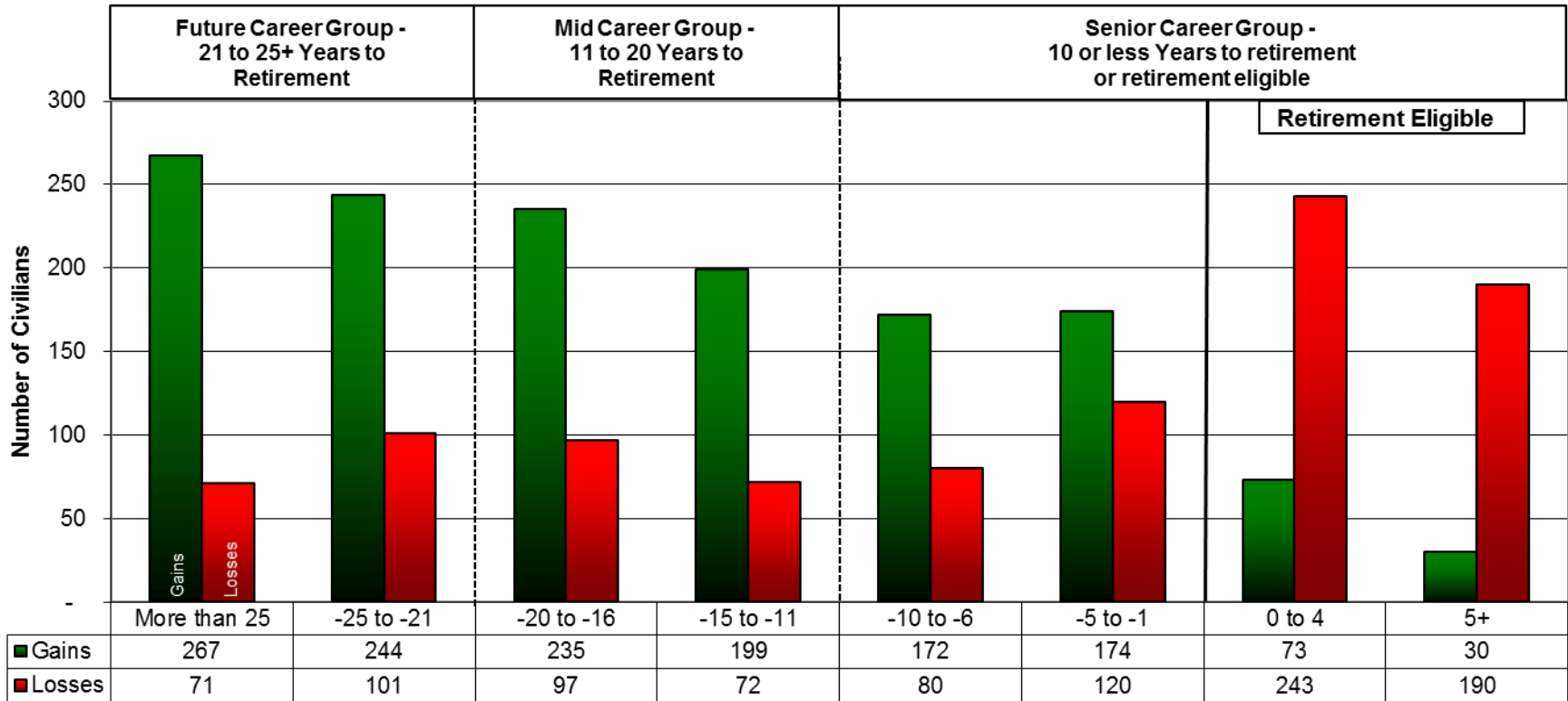


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2018Q3 Gains & Losses*

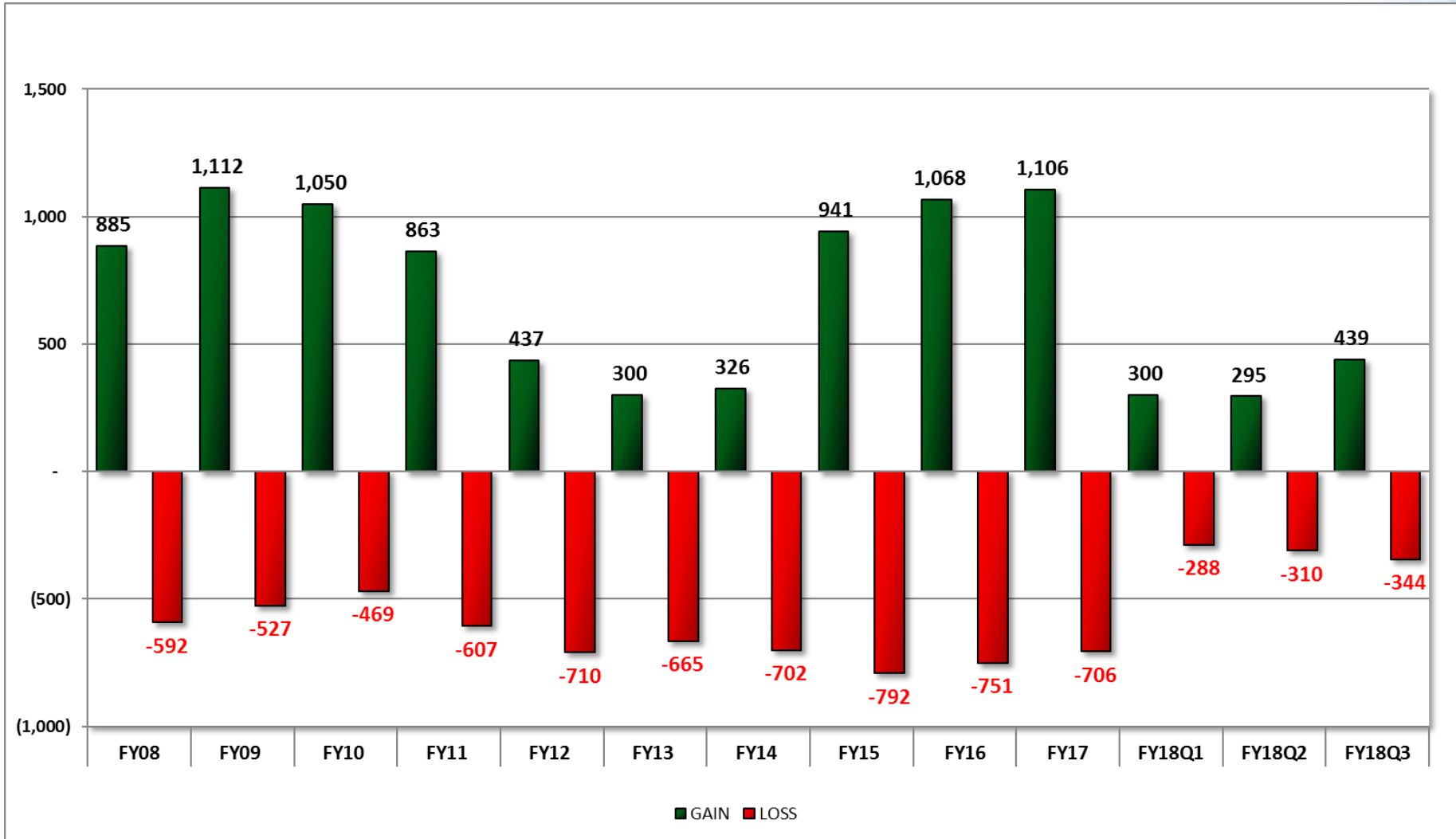


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Facilities Engineering Historical Gains and Losses FY08 – FY18



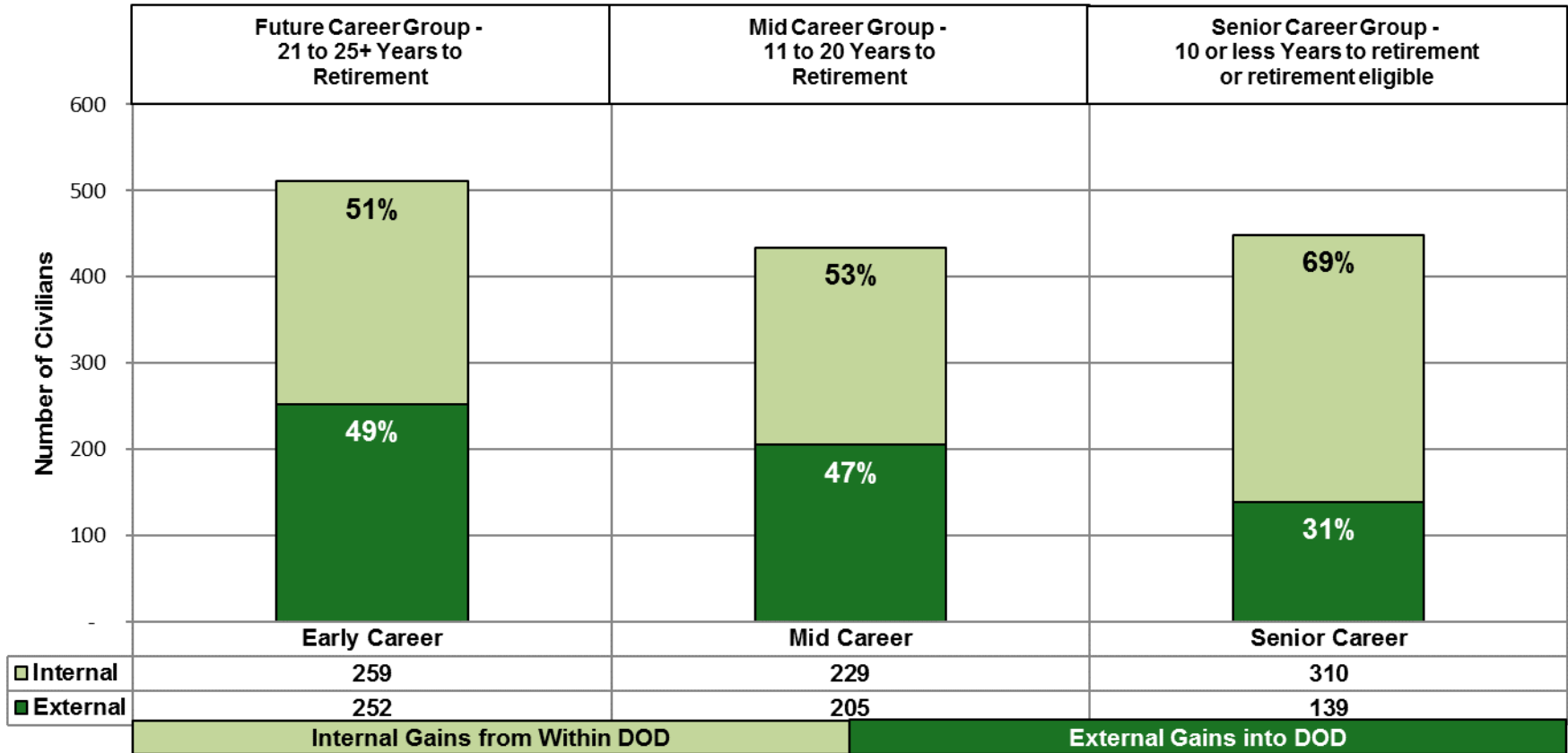
As of 30 Jun 2018



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

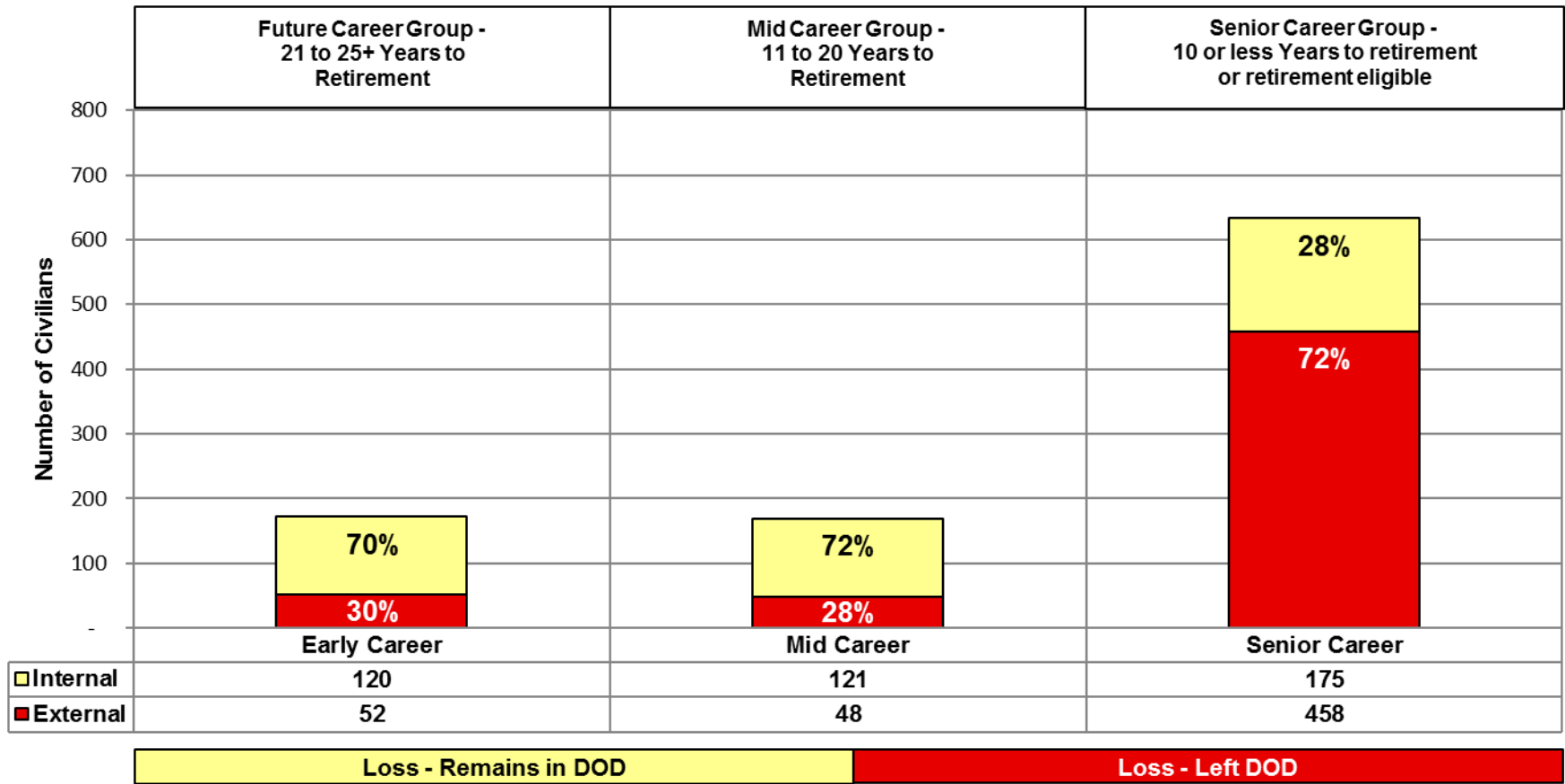


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Facilities Engineering

Workforce Lifecycle FY2018Q3 Losses*

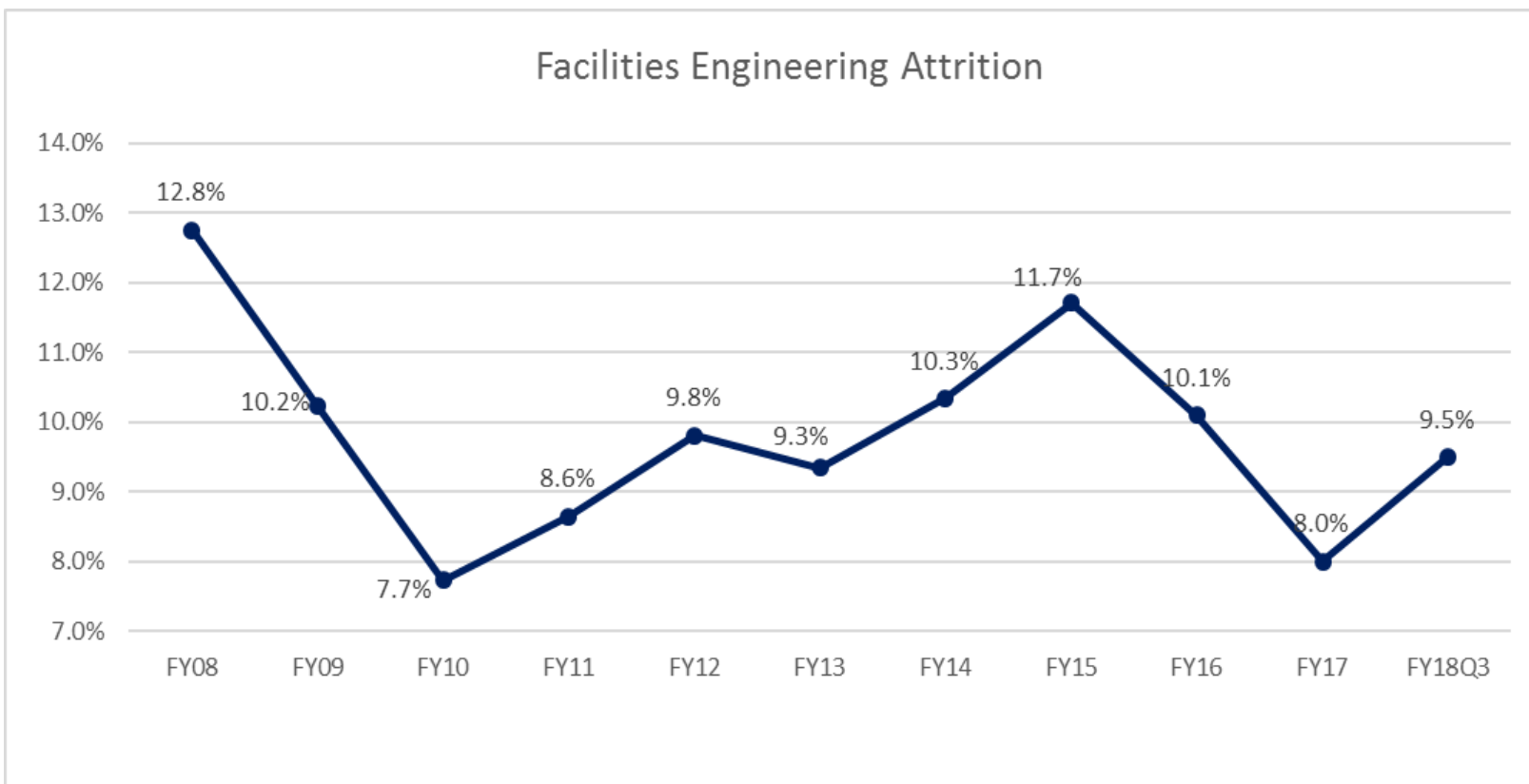


*Does not include administrative losses

As of 30 Jun 2018



Annual Attrition Rates



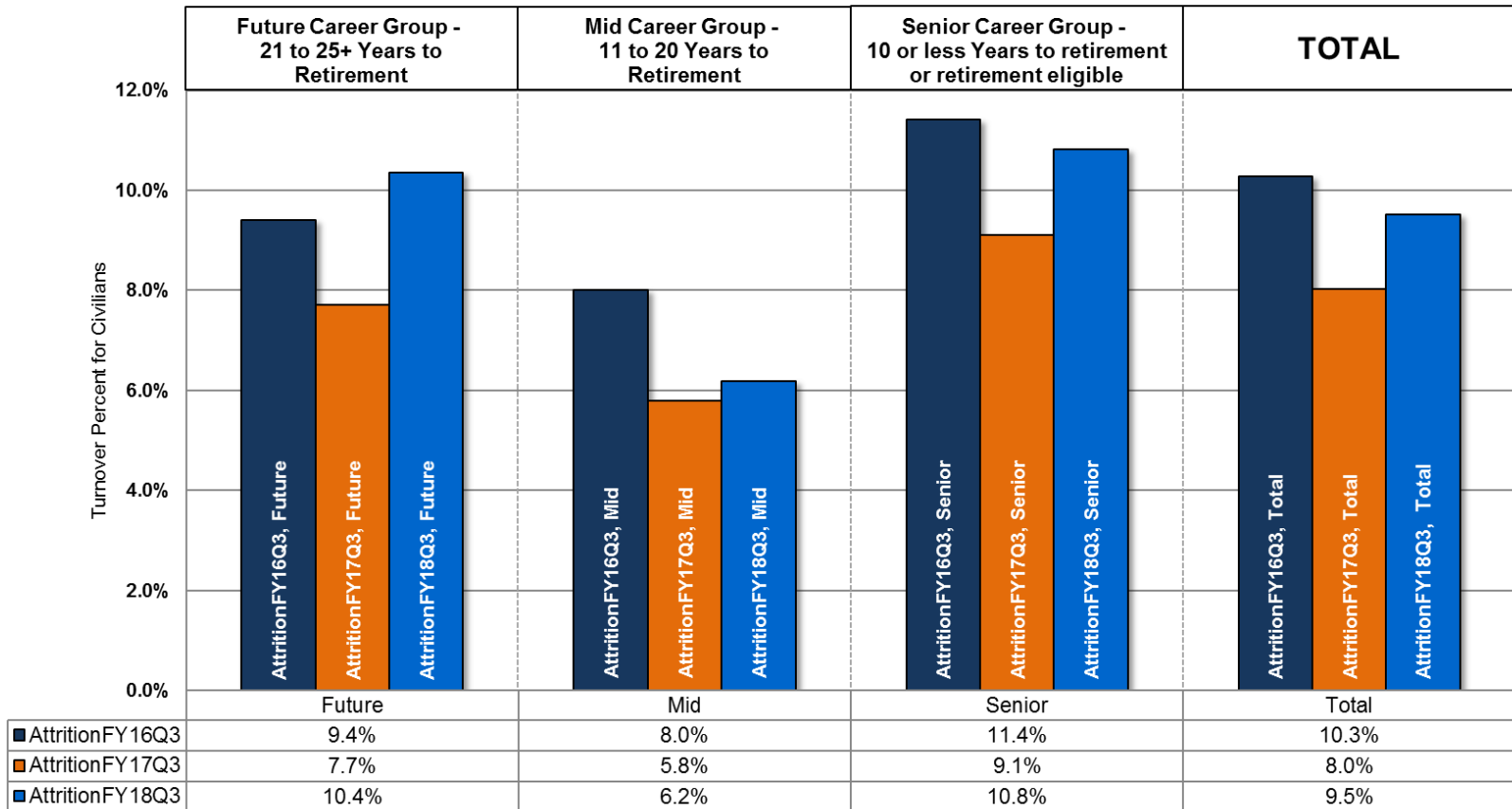
*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Facilities Engineering Attrition Rates by Career Group



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



As of 30 Jun 2018

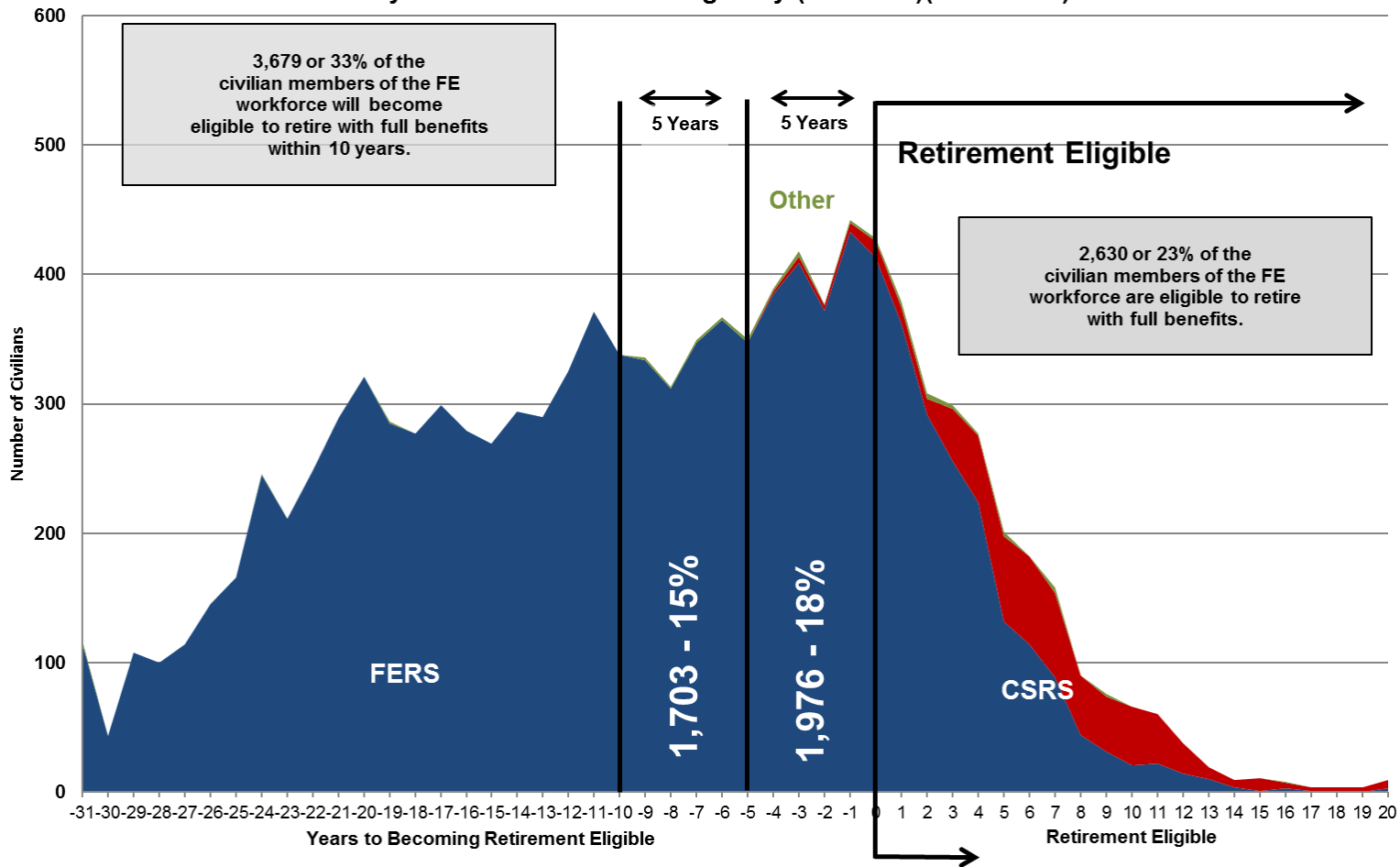


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Facilities Engineering

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



As of 30 Jun 2018



END