



Defense Acquisition Workforce Key Information

Life Cycle Logistics
As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2018Q3			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	19,257	1,251	20,508	169,063
Change in size from 2008	-	-	-	-	55%	32%	53%	34%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	64%	58%	64%	84%
Graduate Degree	15%	23%	16%	29%	28%	32%	29%	40%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	88%	54%	86%	85%
Level II or Higher Achieved	49%	16%	47%	61%	74%	25%	71%	72%
Level III Achieved	28%	7%	27%	36%	40%	6%	38%	41%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	80%	33%	77%	75%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	18%	58%	20%	22%
Does Not Meet Certification Requirement	22%	20%	22%	14%	2%	9%	3%	3%
Planning Considerations								
Average Age	49	40	48	46	49	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	15/26/59(%)	-	-	24/26/49(%)
Average Years of Service	18	17	18	17	15	18	15	15
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,942(21%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,777(20%)	-	-	25,072(16%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,428/1,867	-	-	17,613/12,259

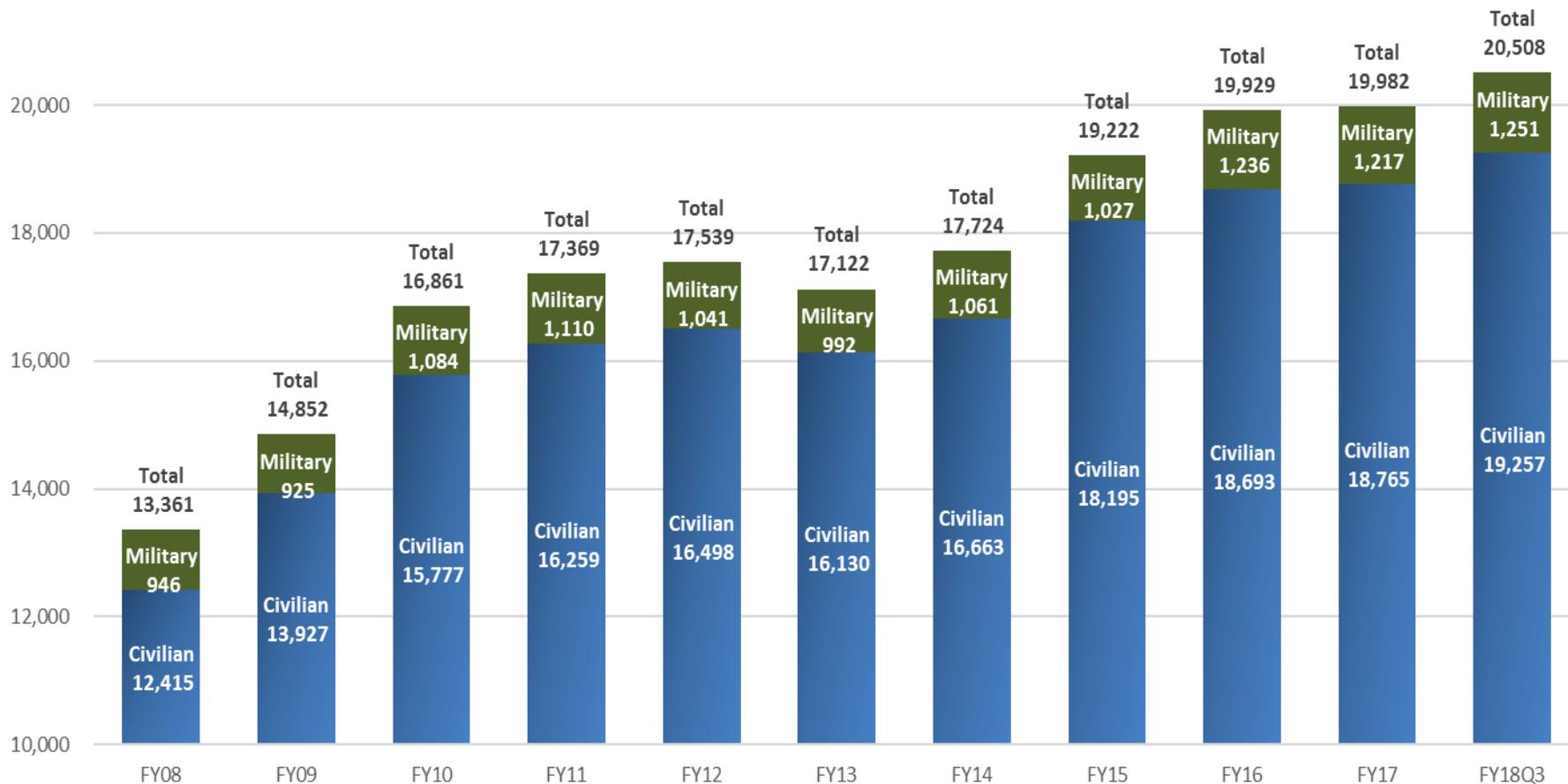
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

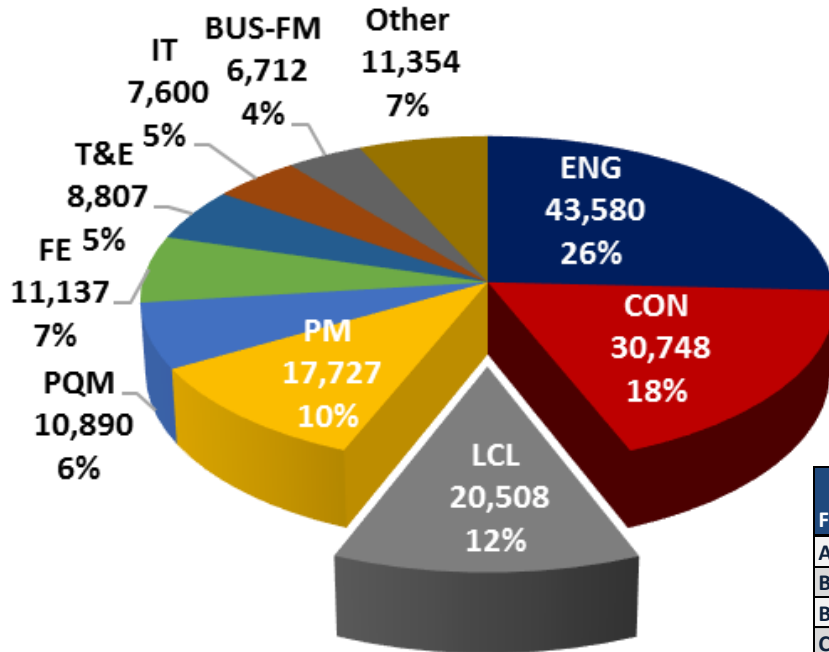


Life Cycle Logistics





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%		



Logistics Workforce Historical Size by Agency FY08 – FY18Q3



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
ARMY	7,134	9,045	8,677	7,554	7,160	7,047	6,907	-3%	-2%
Navy	4,104	4,825	5,046	5,256	5,961	5,919	6,124	49%	3%
MARINE CORPS	251	394	451	459	595	612	621	147%	1%
AIR FORCE	1,727	2,427	2,789	2,907	3,237	3,297	3,514	103%	7%
DLA	40	21	317	1,272	2,683	2,810	3,050	7525%	9%
DCMA	29	37	132	127	128	131	133	359%	2%
MDA	5	44	57	64	85	101	96	1820%	-5%
DAU	24	37	41	36	36	30	30	25%	0%
DISA	38	17	15	32	18	13	12	-68%	-8%
OSD	2	10	12	12	11	10	8	300%	-20%
DTRA	1	1	-	-	5	4	3	200%	-25%
DHA	-	2	1	3	3	4	6		50%
NRO	-	-	-	-	4	3	2		-33%
DSS	-	-	-	1	1	1	1		0%
JCS	-	-	1	1	1	-	-		
DoDEA	-	-	-	-	1	-	-		
DSCA	2	-	-	-	-	-	-	-100%	
IG	-	-	-	-	-	-	1		
4th Estate Other	4	1	-	-	-	-	-	-100%	
TOTAL	13,361	16,861	17,539	17,724	19,929	19,982	20,508	↑ 53%	↑ 3%



Logistics Workforce Historical Size (Quarterly) by Agency FY16Q3 – FY18Q3



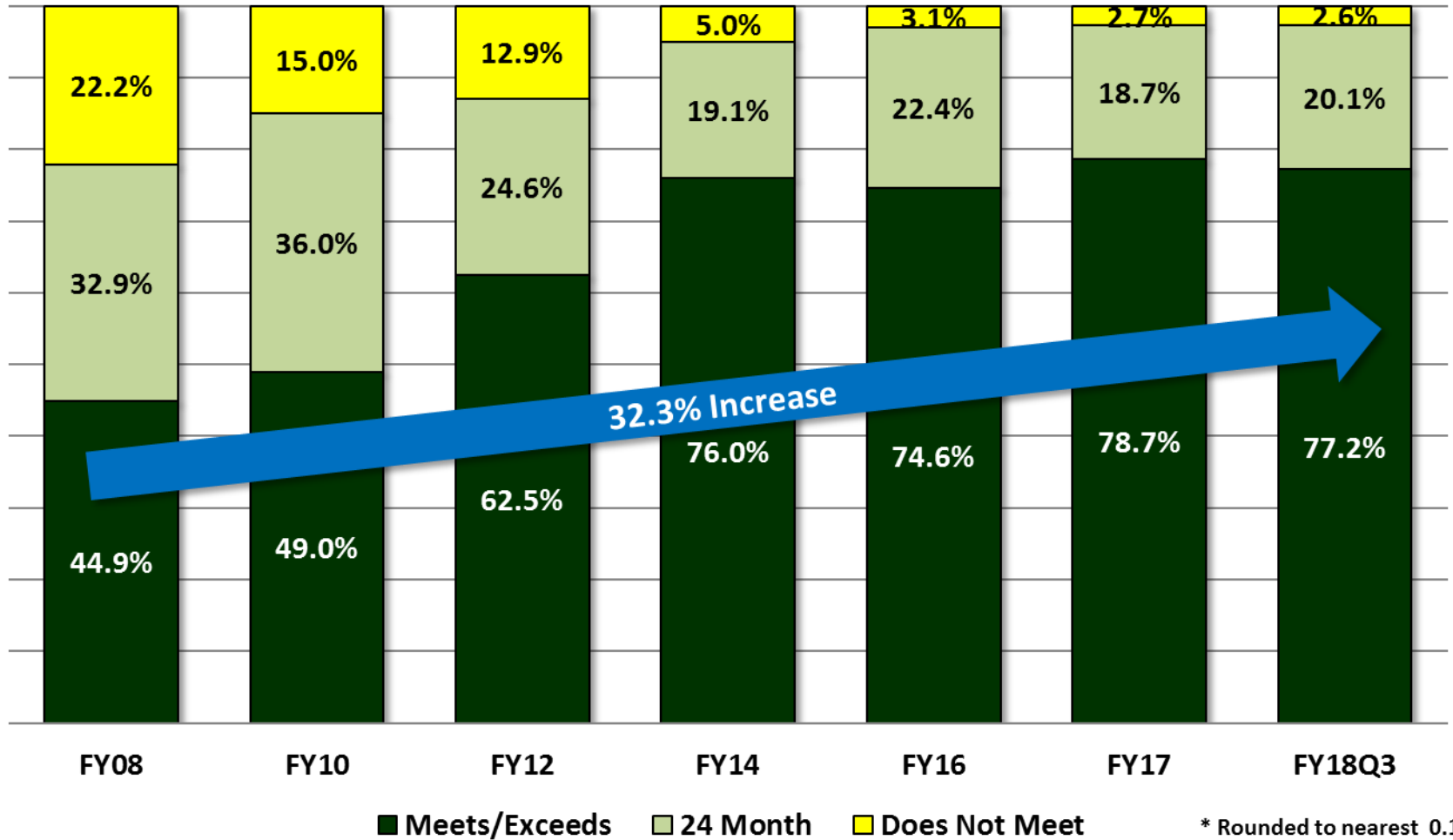
Life Cycle Logistics Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
ARMY	7,105	7,160	7,147	7,103	7,044	7,047	7,011	6,952	6,907	-2%
Navy	5,901	5,961	5,981	5,994	6,001	5,919	5,858	5,974	6,124	2%
MARINE CORPS	550	595	604	598	594	612	612	626	621	5%
AIR FORCE	3,126	3,237	3,227	3,262	3,240	3,297	3,301	3,347	3,514	8%
DLA	2,632	2,683	2,667	2,711	2,719	2,810	2,824	2,846	3,050	12%
DCMA	126	128	126	127	125	131	127	133	133	6%
MDA	77	85	90	89	93	101	101	99	96	3%
DAU	37	36	36	33	32	30	30	29	30	-6%
DISA	17	18	17	16	14	13	13	13	12	-14%
OSD	11	11	11	11	11	10	10	10	8	-27%
DTRA	5	5	5	6	7	4	4	4	3	-57%
DHA	1	3	4	4	4	4	4	3	6	50%
NRO	5	4	3	3	3	3	4	3	2	-33%
DSS	1	1	1	1	1	1	1	1	1	0%
JCS	1	1	1	1	1	-	-	-	-	-100%
DoDEA	1	1	1	-	-	-	-	-	-	
IG	-	-	-	-	-	-	-	-	1	
TOTAL	19,596	19,929	19,921	19,959	19,889	19,982	19,900	20,040	20,508	↑ 3%



Logistics Historical DAWIA Certification FY08 – FY18Q3



Life Cycle Logistics

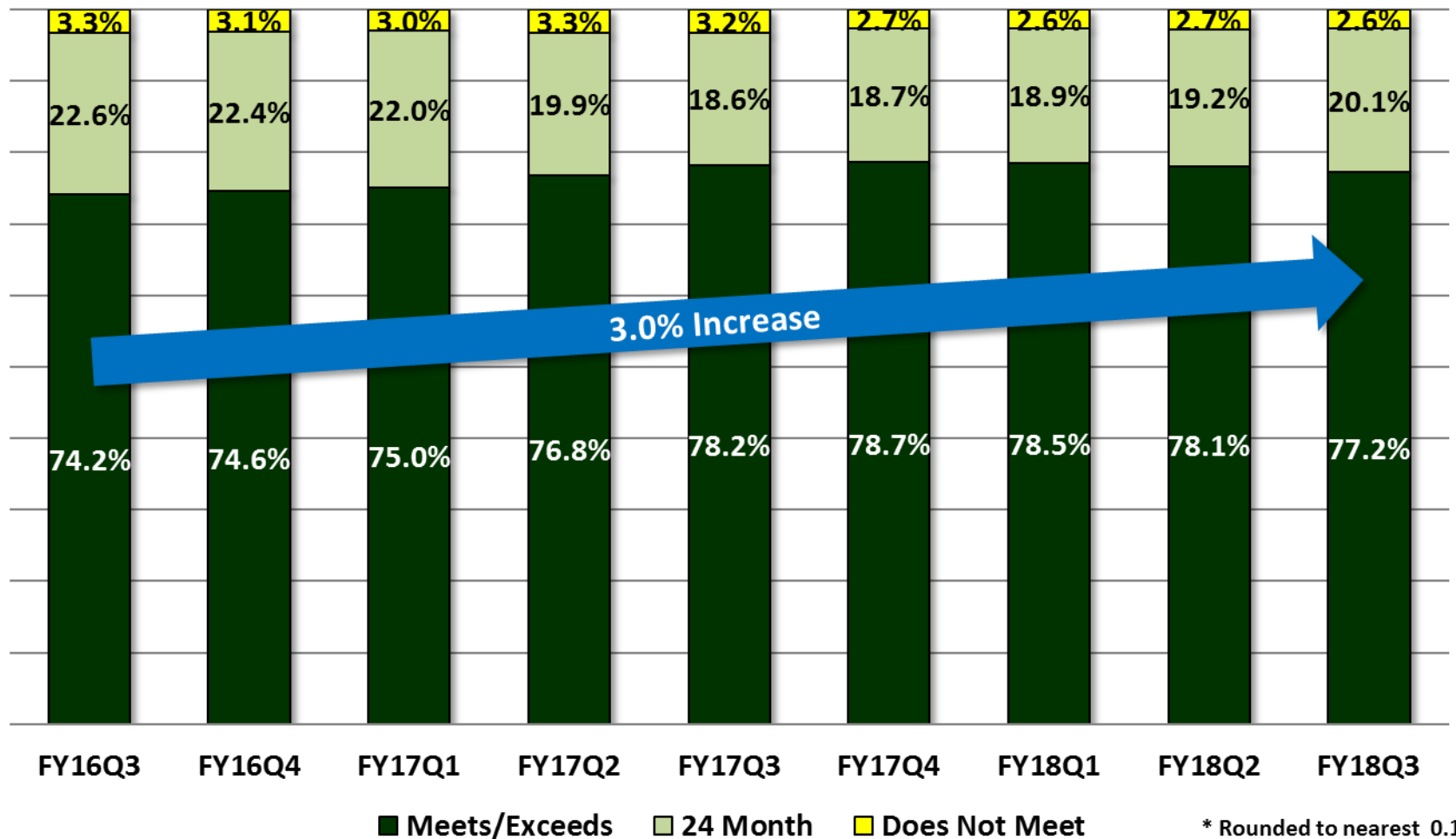




Logistics Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



Life Cycle Logistics

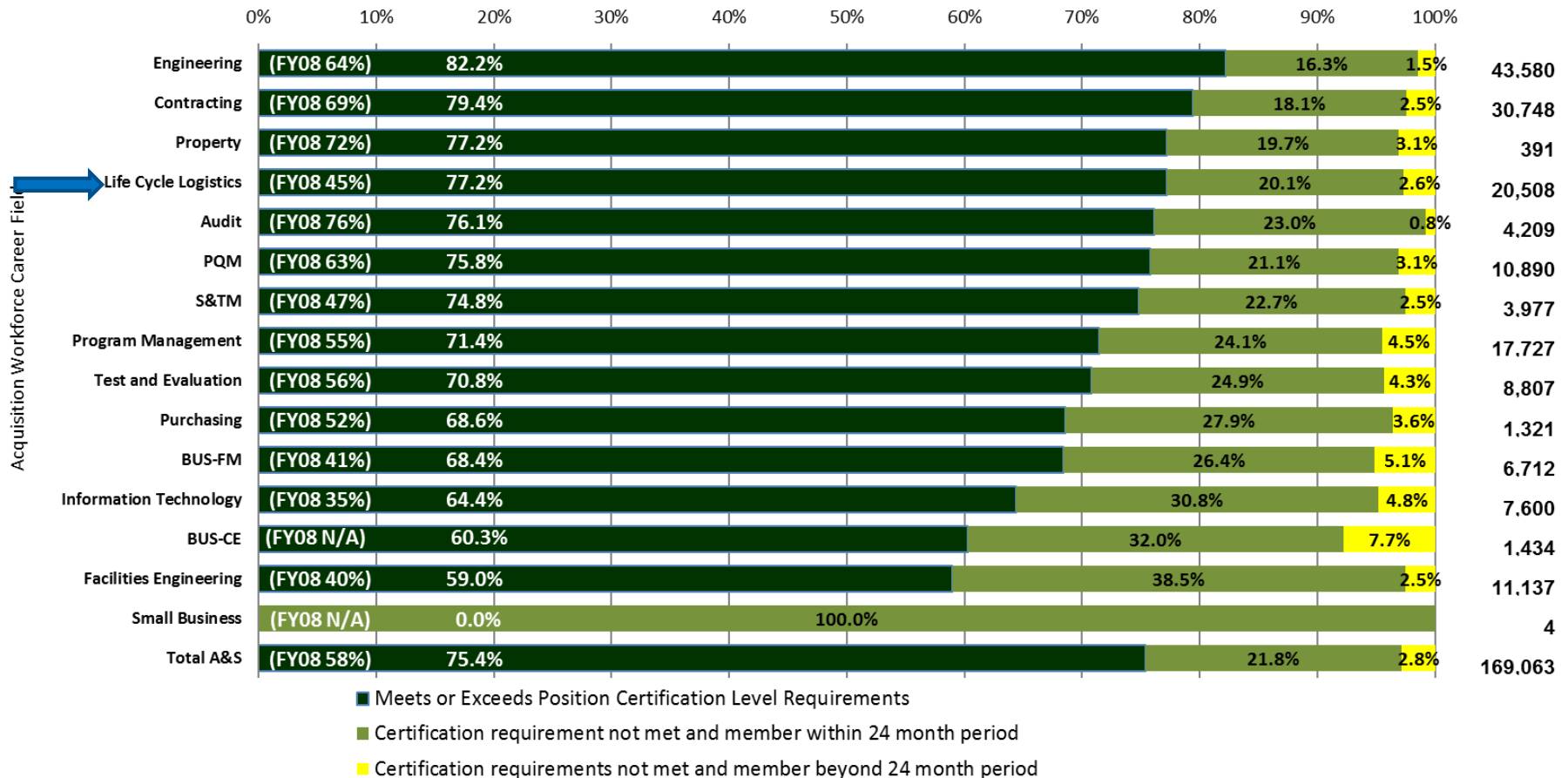




DAWIA Certification by Career Field



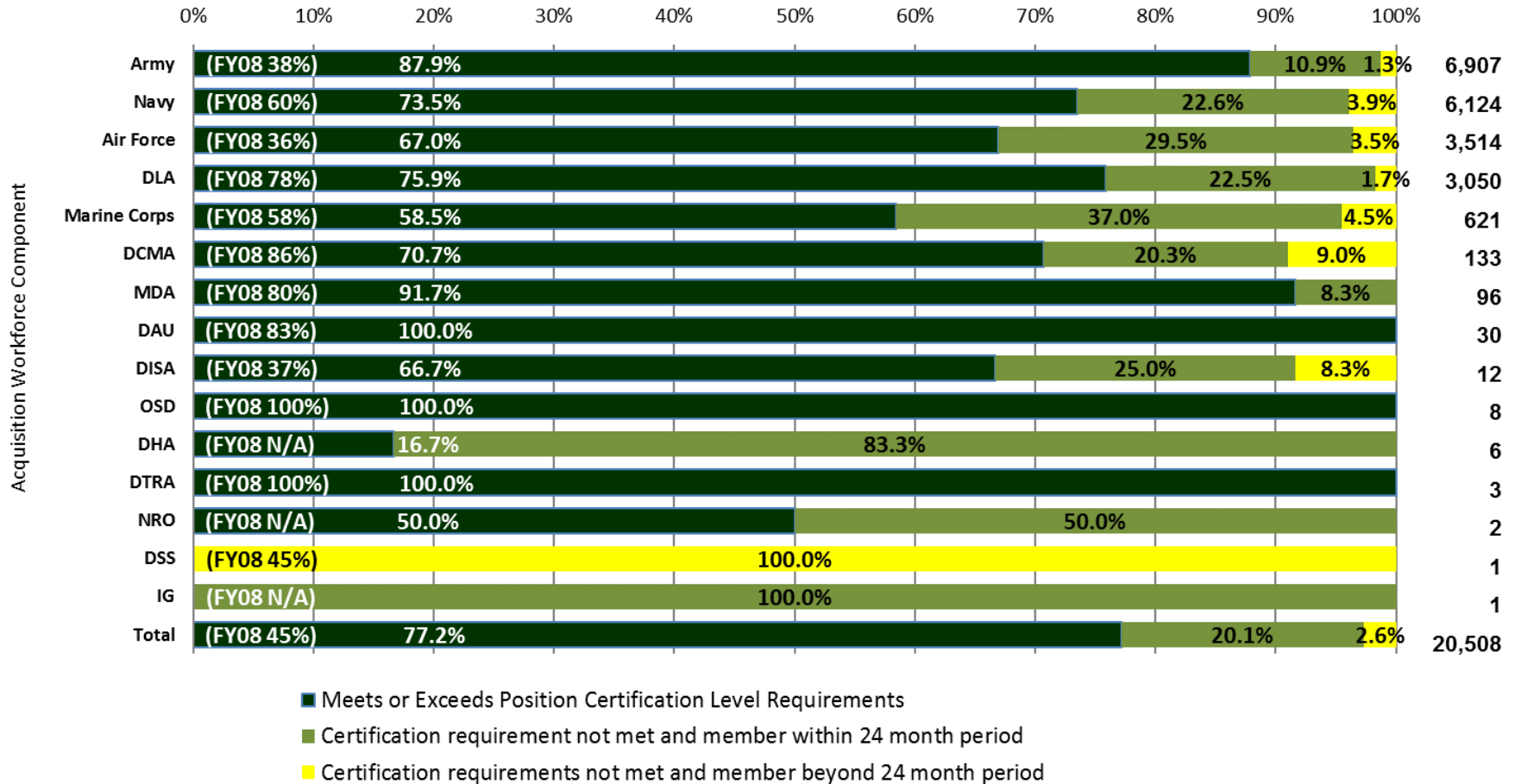
Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY18Q3)





Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,018	1,737	573	84	3,412	70.2%
Level II	1,349	1,211	5,775	2,347	10,682	76.0%
Level III	419	218	454	5,319	6,410	83.0%
<i>Unspecified</i>	2	2	-	-	4	
FY18Q3 TOTAL	2,788	3,168	6,802	7,750	20,508	77.2%
	13.6%	15.4%	33.2%	37.8%		

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%	
Life Cycle I	15,835	77.2%	4 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,394	982	36	3,412	16.6%
Level II	8,122	2,268	292	10,682	52.1%
Level III	5,319	877	214	6,410	31.3%
<i>Unspecified</i>	-	3	1	4	0.0%
Life Cycle Logistics TOTAL	15,835	4,130	543	20,508	
	77.2%	20.1%	2.6%		

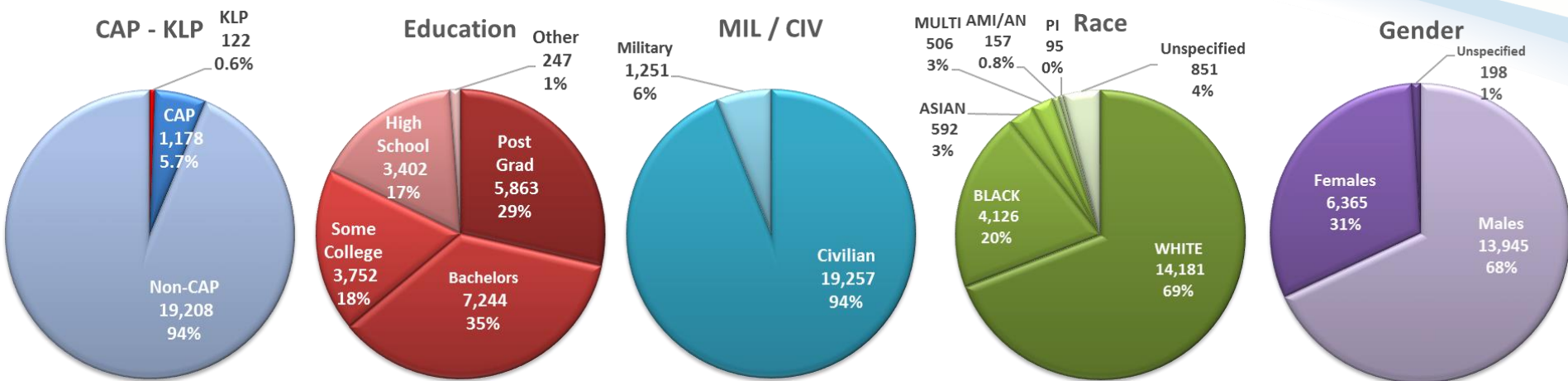
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL		Entire DAW	
Key Leadership Positions (KLPs)	122	0.6%	1,195	0.7%
Critical Acquisition Positions (CAPs) *	1,178	5.7%	16,558	9.8%
Non-CAP Positions	19,208	93.7%	151,120	89.4%
Unknown	-	0.0%	190	0.1%
TOTAL	20,508		169,063	

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

Race	LCL		Entire DAW	
WHITE	14,181	69.1%	123,628	73.1%
BLACK	4,126	20.1%	20,326	12.0%
ASIAN	592	2.9%	11,372	6.7%
MULTI	506	2.5%	4,607	2.7%
AMI/AN	157	0.8%	1,016	0.6%
PI	95	0.5%	849	0.5%
Unspecified	851	4.1%	7,265	4.3%
TOTAL	20,508		169,063	

Highest Level of Education	LCL		Entire DAW	
Post Grad	5,863	28.6%	67,982	40.2%
Bachelors	7,244	35.3%	74,020	43.8%
Some College	3,752	18.3%	11,918	7.0%
High School	3,402	16.6%	12,519	7.4%
Other	247	1.2%	2,624	1.6%
TOTAL	20,508		169,063	

Gender	LCL		Entire DAW	
Males	13,945	68.0%	118,376	70.0%
Females	6,365	31.0%	48,615	28.8%
Unspecified	198	1.0%	2,072	1.2%
TOTAL	20,508		169,063	

Military / Civilian	LCL		Entire DAW	
Civilian	19,257	93.9%	153,396	90.7%
Military	1,251	6.1%	15,667	9.3%
TOTAL	20,508		169,063	



Logistics Size by Occupational Series

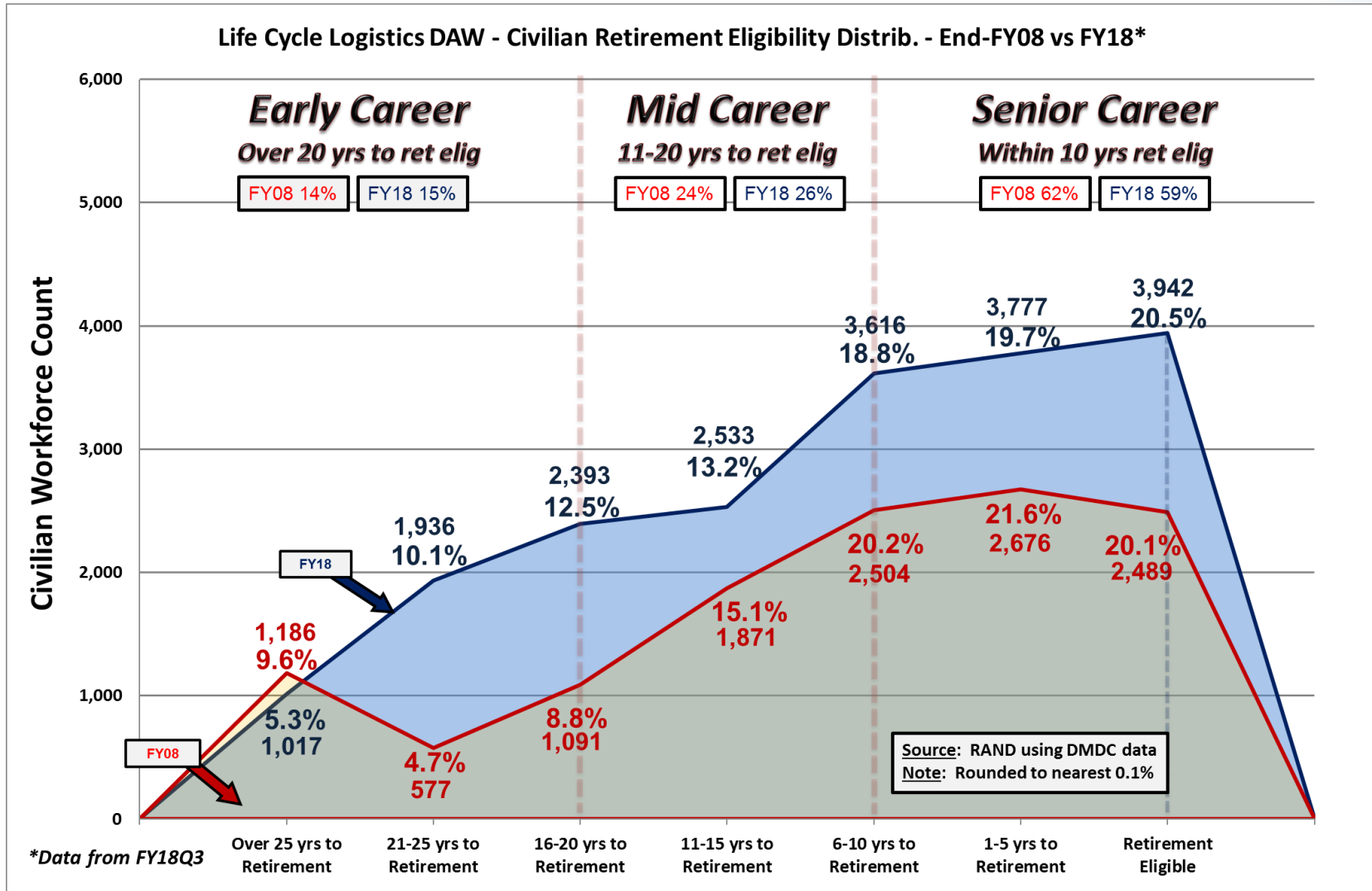
Civilian Occupational Series	LCL	
0346 - Logistics Management Specialist	12,126	63.0%
2010 - Inventory Management Specialist	1,812	9.4%
0301 - Administration & Program Staff	1,543	8.0%
1670 - Equipment Specialist	1,128	5.86%
2003 - Supply Management Specialist	673	3.49%
2001 - Supply Specialist	580	3.01%
1712 - Training Instructor	250	1.30%
1083 - Technical Writer / Editor	244	1.27%
0343 - Management and Program Analyst	254	1.32%
2130 - Traffic Management Specialist	170	0.88%
<i>Other</i>	477	2.48%
TOTAL CIVILIAN	19,257	Civilians



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



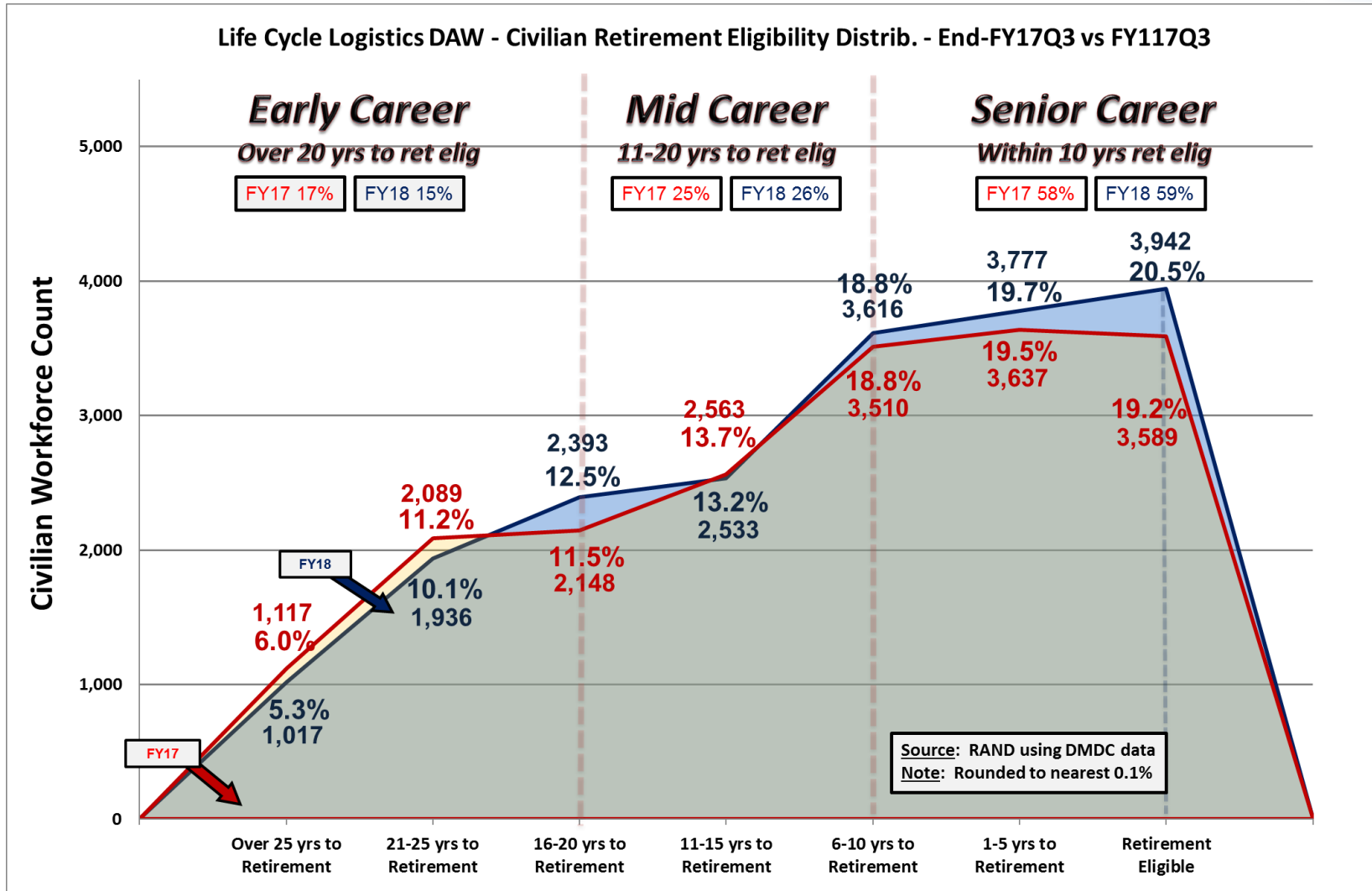
Logistics Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



Logistics Civilian Retirement Eligibility Distribution – FY17Q3 / FY18Q3

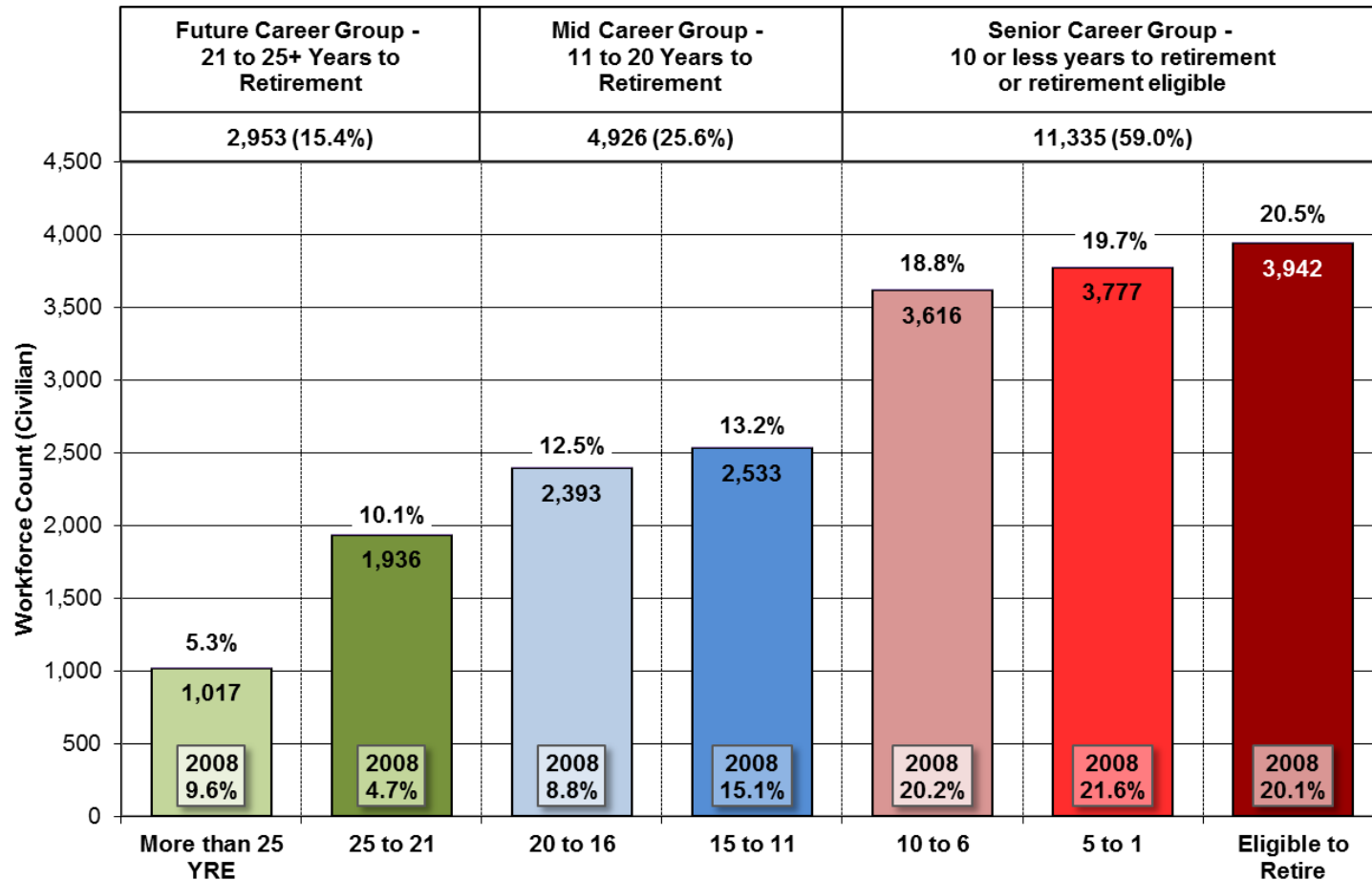


As of 30 Jun 2018



Logistics Workforce Lifecycle Model by YRE

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



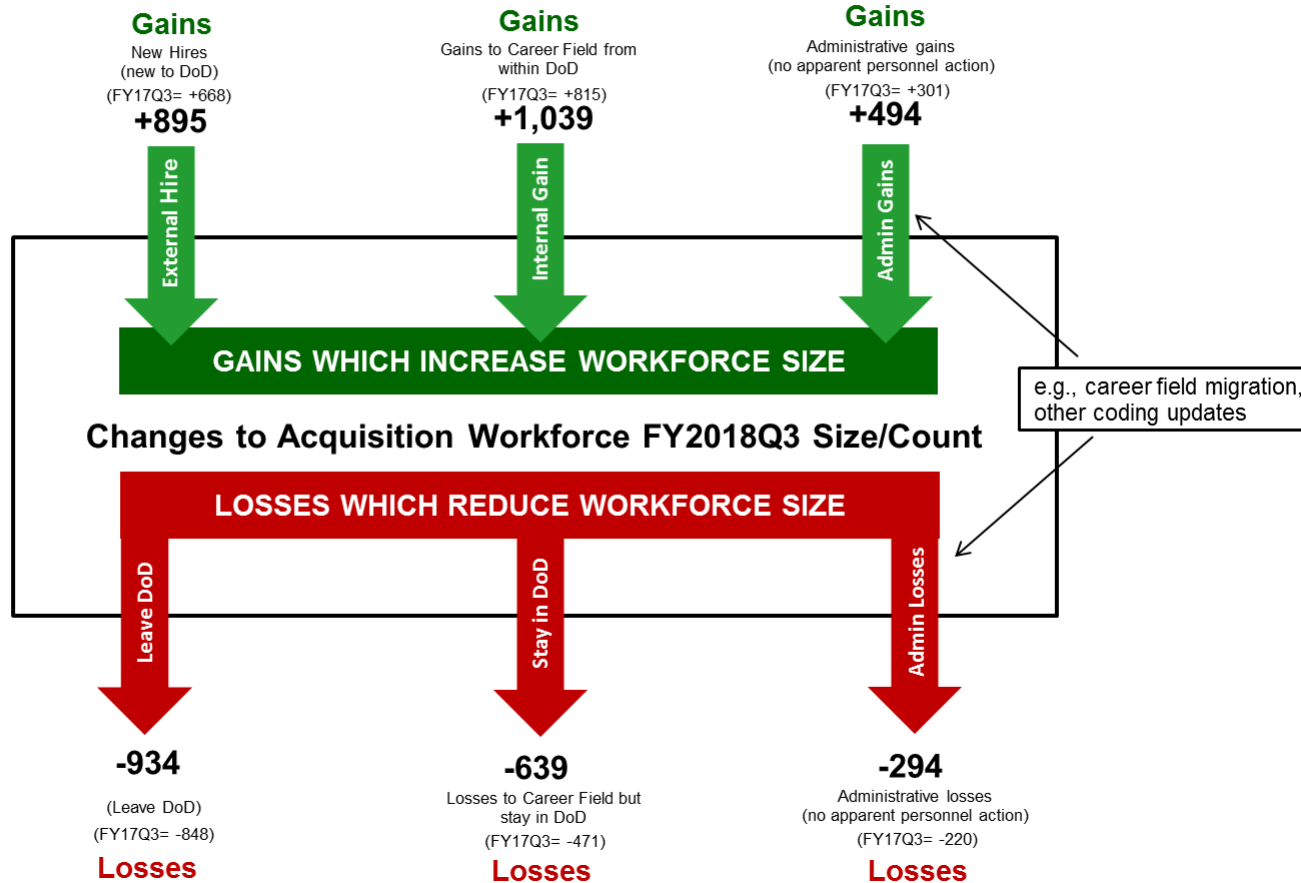
As of 30 Jun 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Life Cycle Logistics

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



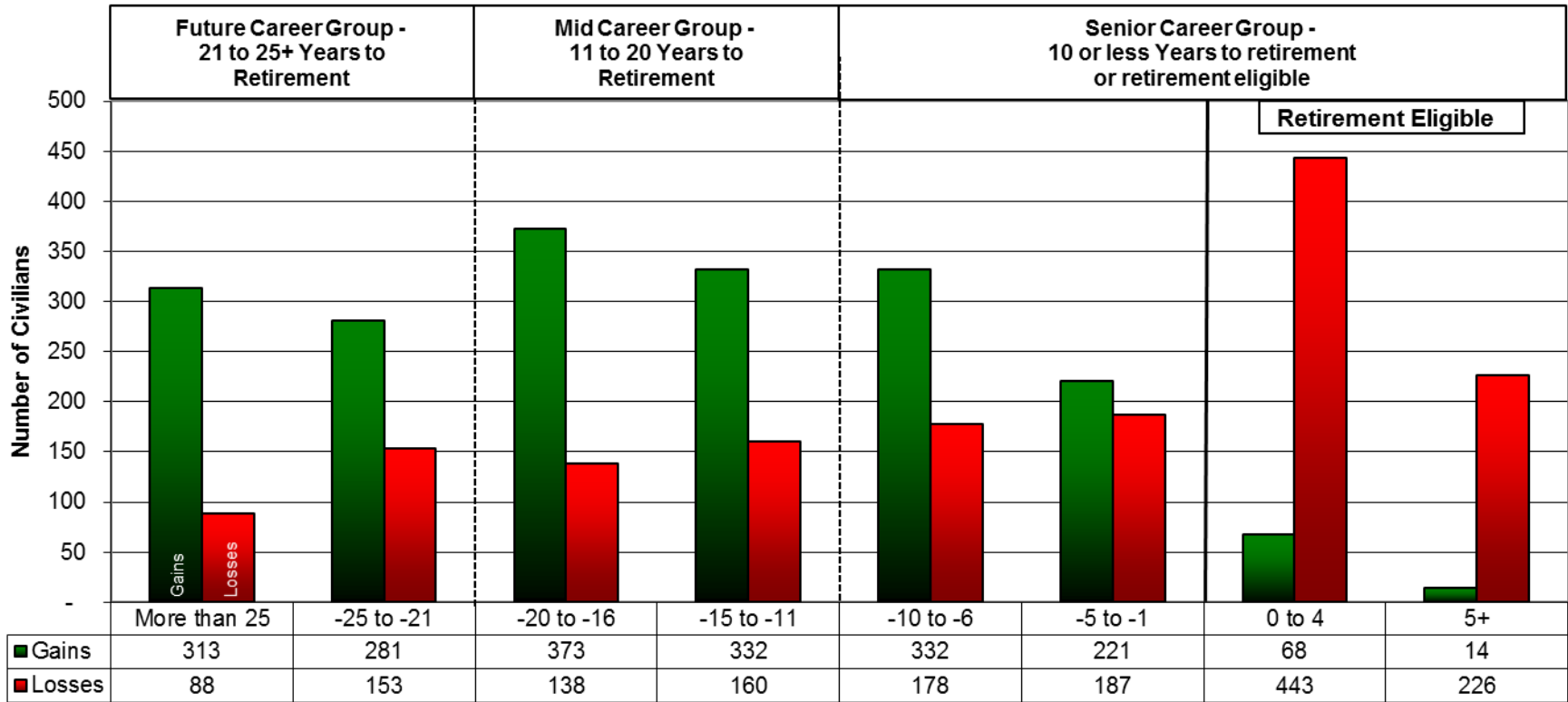


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q3 Gains & Losses*

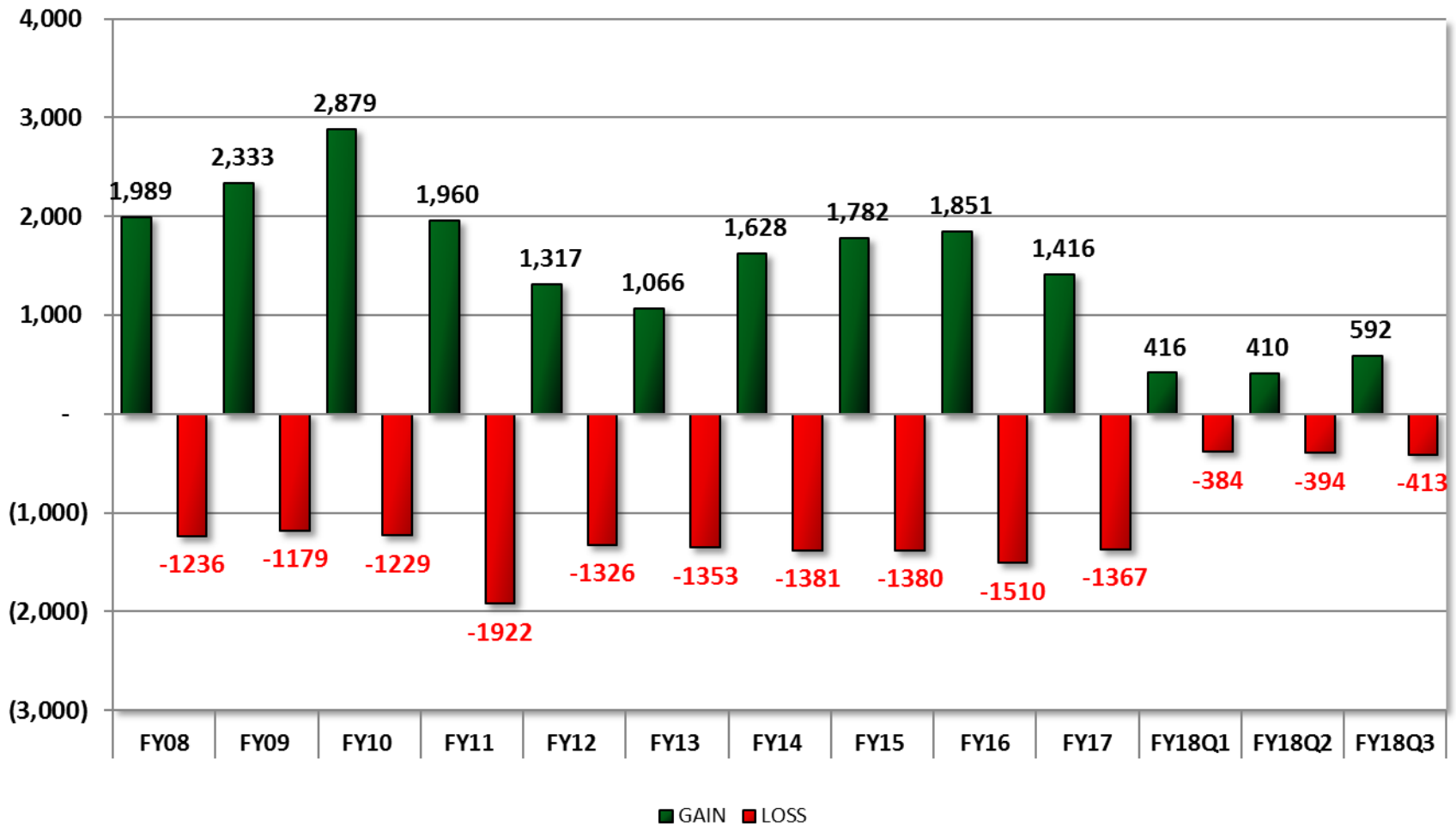


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Logistics Historical Gains and Losses FY08 – FY18



As of 30 Jun 2018

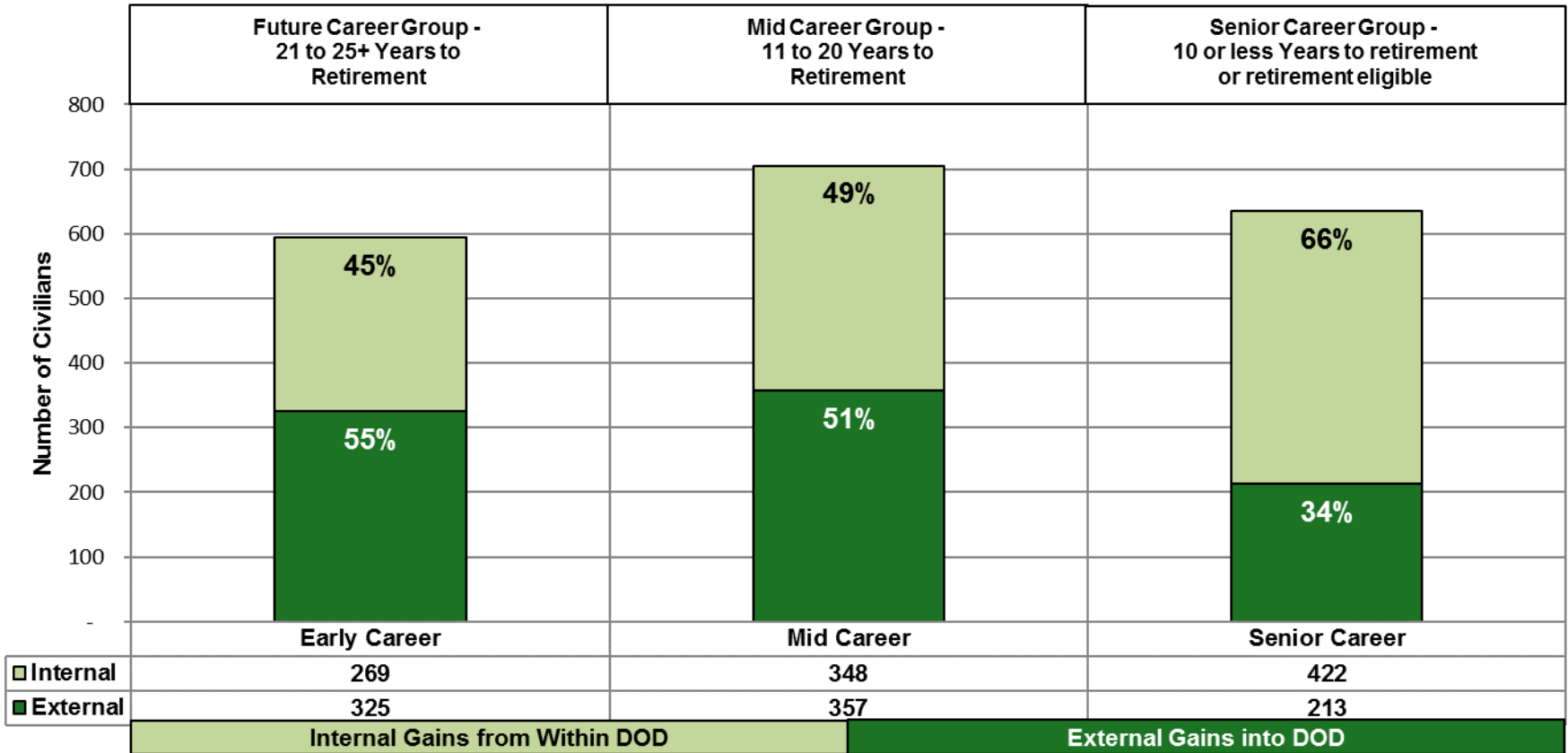


Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

As of 30 Jun 2018

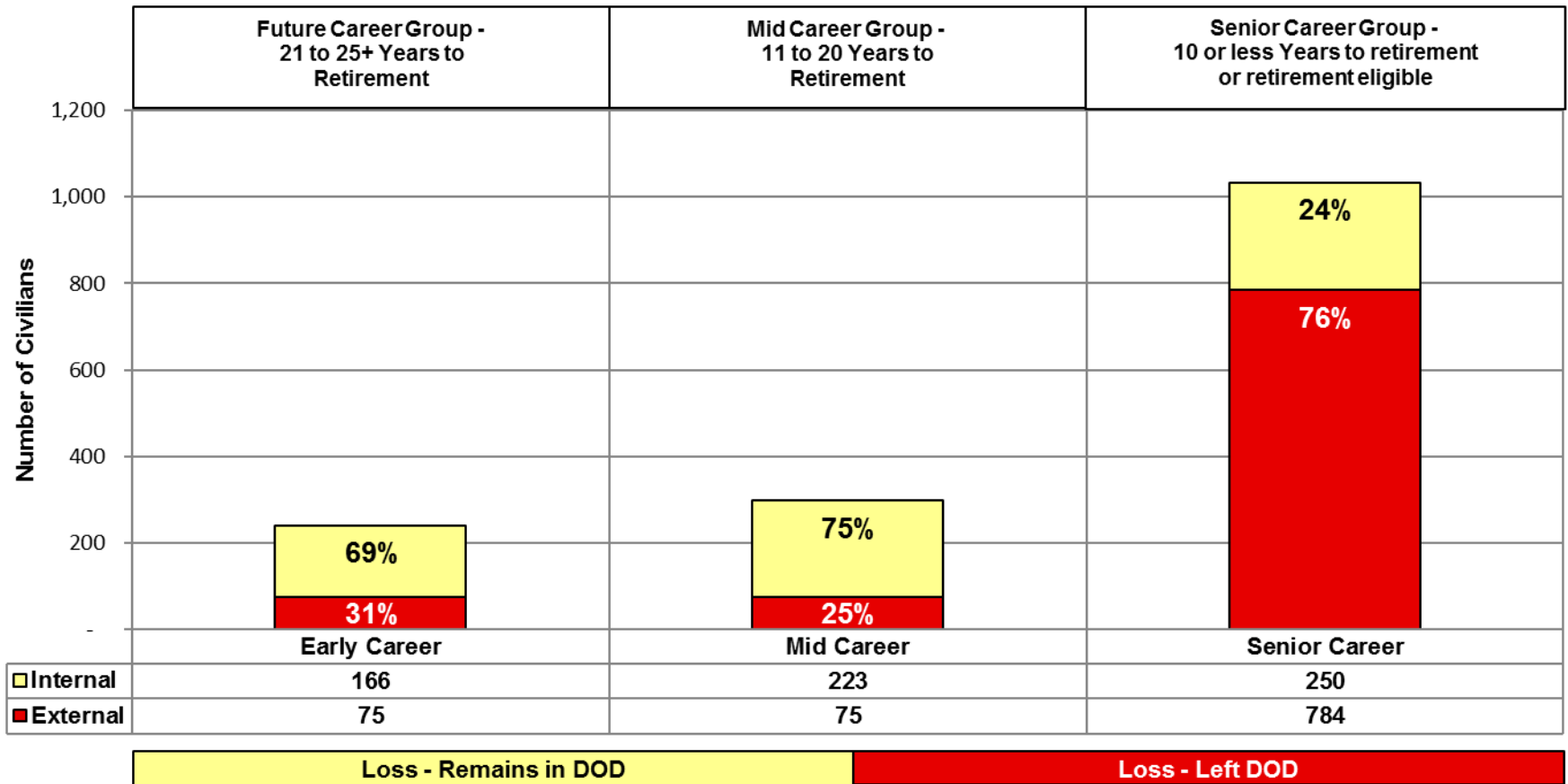


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Life Cycle Logistics

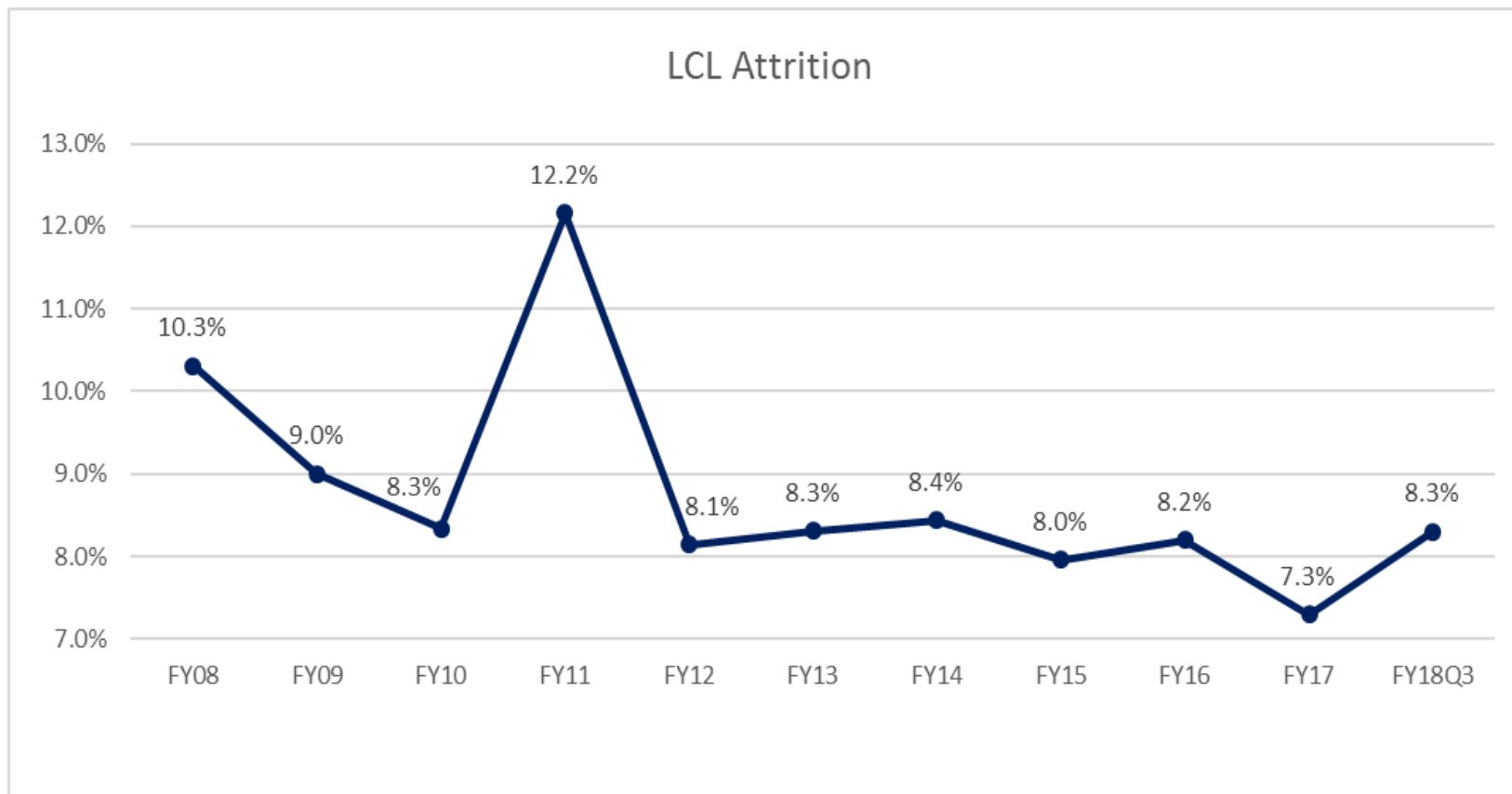
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates

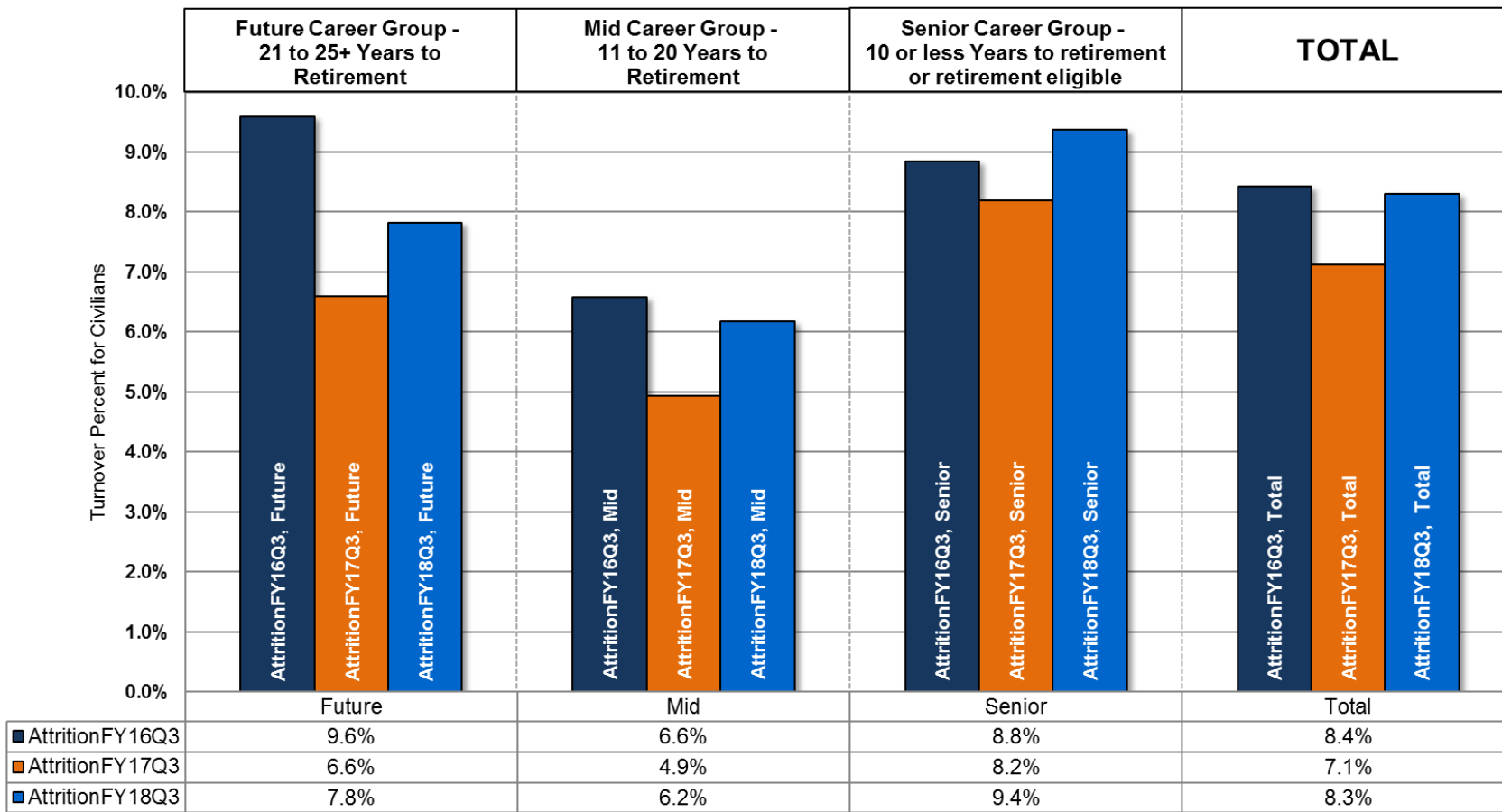


*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Logistics Attrition Rates by Career Group

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



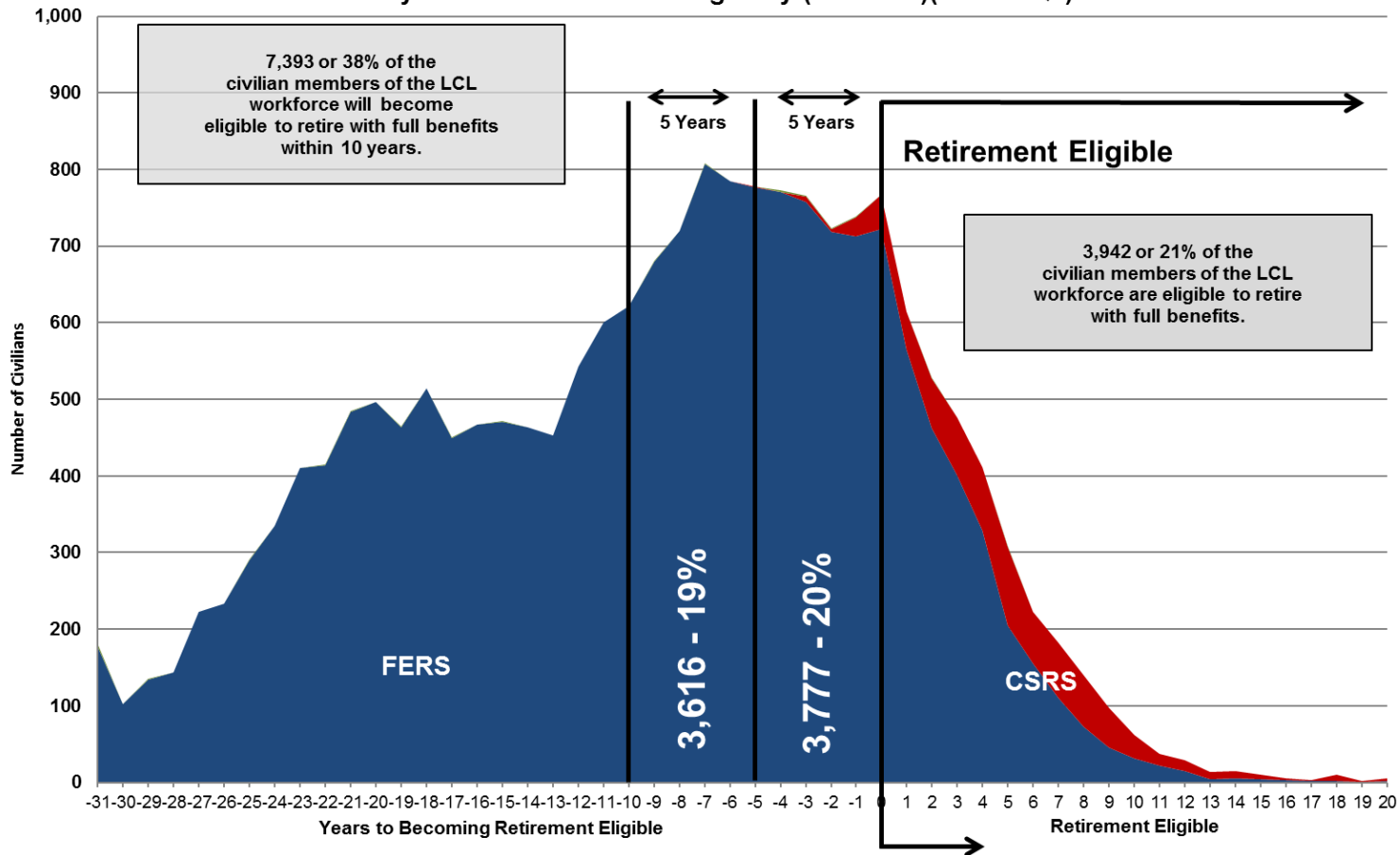


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Life Cycle Logistics

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



As of 30 Jun 2018



END