



Defense Acquisition Workforce Key Information

OVERALL

As of FY18Q3 (30 June 2018)



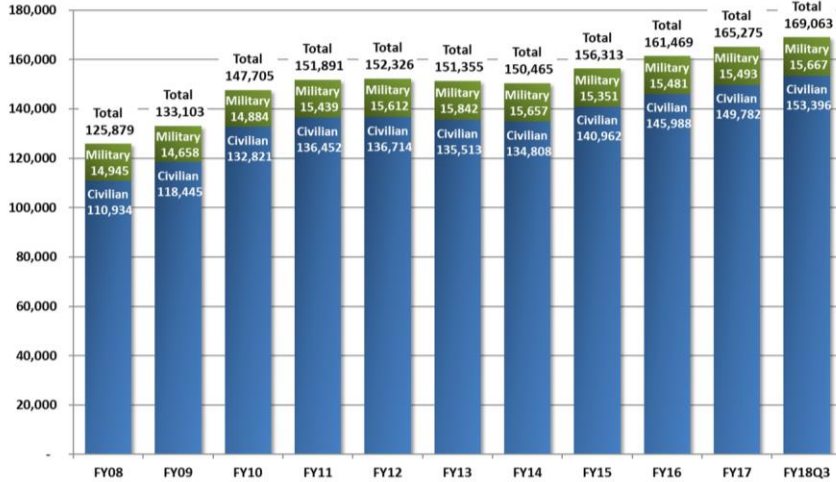
Human Capital Fact Sheet						
Defense Acquisition Workforce A&S	FY 2008			FY2018Q3		
	A&S Civilian (Civ)	A&S Military (Mil)	Total A&S (Civ+Mil)	A&S Civilian (Civ)	A&S Military (Mil)	Total A&S (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	153,396	15,667	169,063
Change in size from 2008	-	-	-	38%	5%	34%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	83%	84%
Post Graduate Degree	26%	44%	29%	39%	53%	40%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	86%	75%	85%
Level II or Higher Achieved	63%	41%	61%	74%	51%	72%
Level III Achieved	38%	19%	36%	74%	51%	41%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	77%	58%	75%
Within 24 Months of Cert Rqmt	25%	46%	27%	20%	36%	22%
Does Not Meet Cert Rqmt	15%	12%	14%	3%	6%	3%
Planning Considerations						
Average Age	47	36	46	46	35	45
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	24/26/49(%)	-	
Average Years of Service	18	13	17	15	13	15
Retirement Eligible	19,051(17%)	-	-	29,101(19%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,072(16%)	-	
Total Gains/Losses	14,245/15,030	-	-	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.

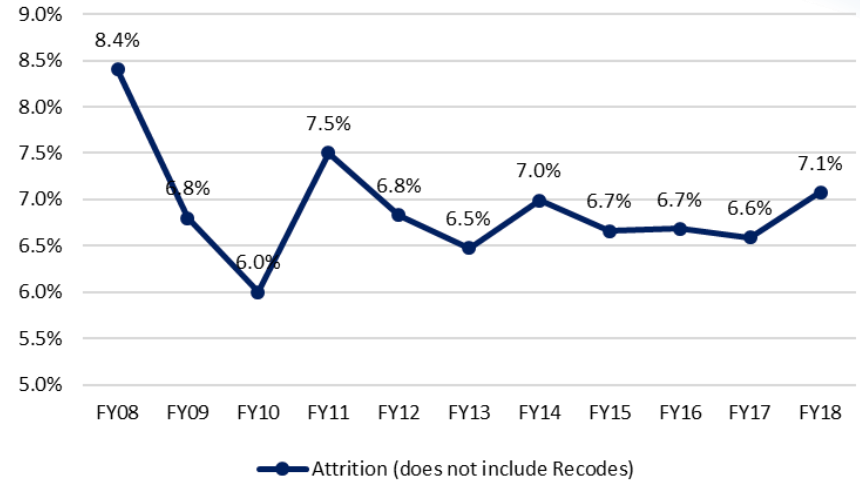


AWF Improvement Metrics

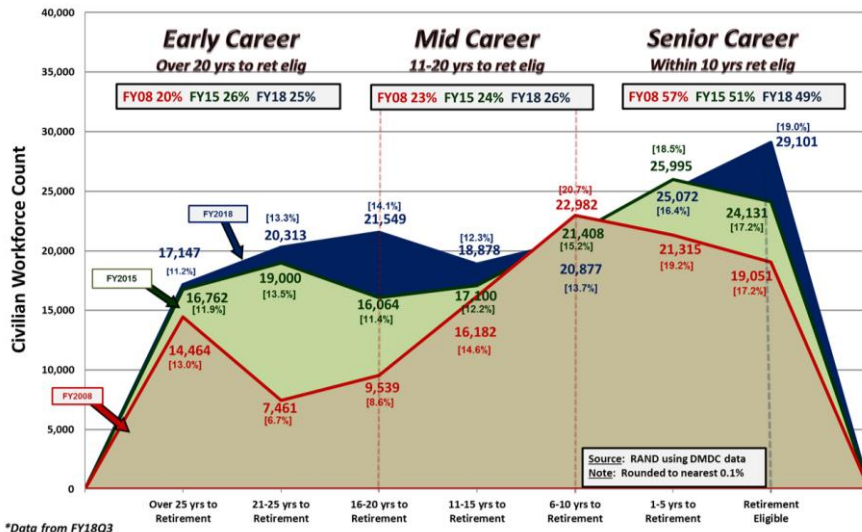
Overall AWF Total



Attrition



Overall AWF – Civilian retirement Eligibility Distribution – End of FY08, FY15 & FY18Q2



Education Achievement



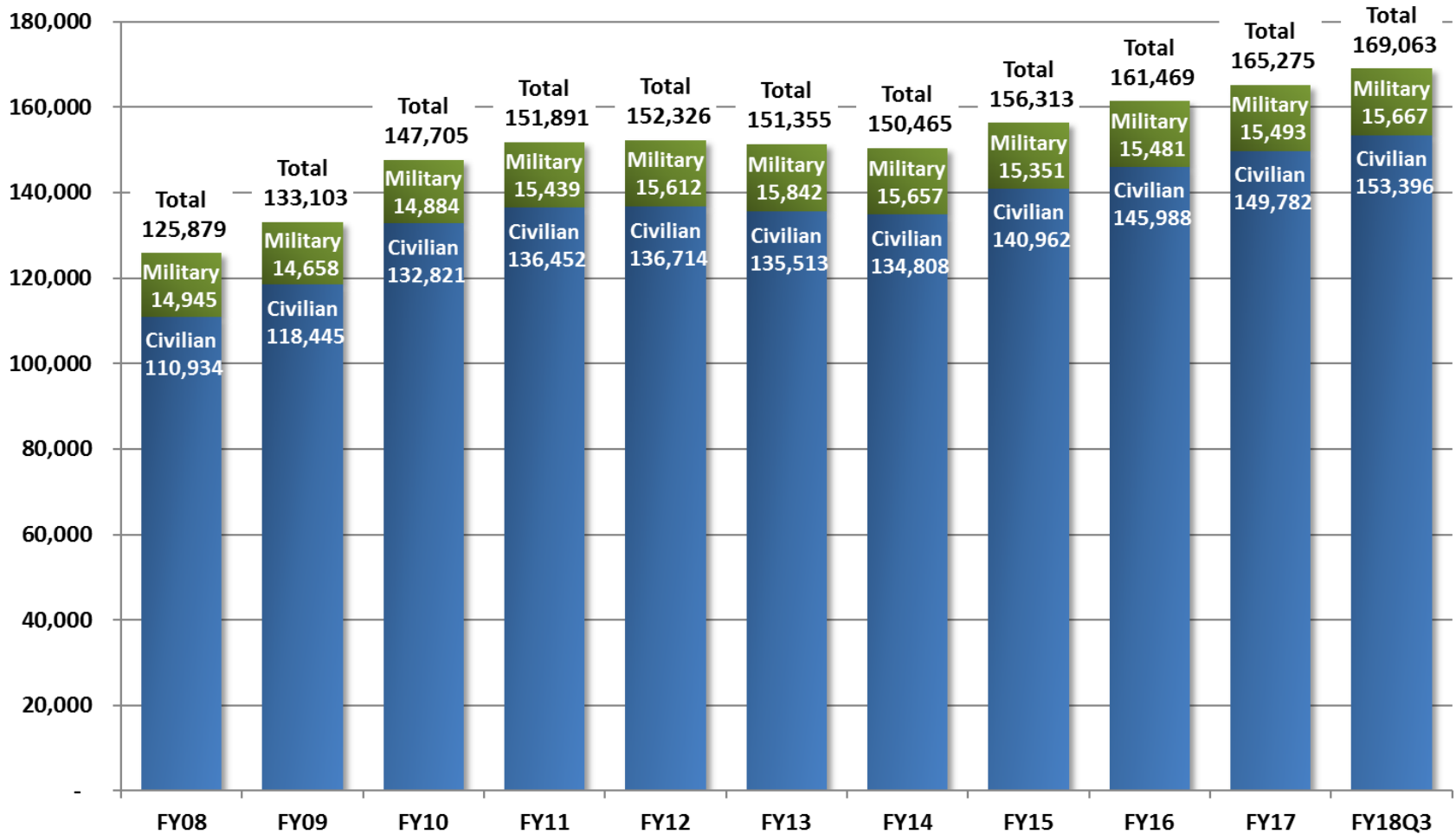
97,370 (77%)	Bachelor's Degree or Higher	142,002 (84%)
35,878 (29%)	Graduate Degree	67,982 (40%)



AWF – Annual Historical Workforce Size FY08 – FY18Q3

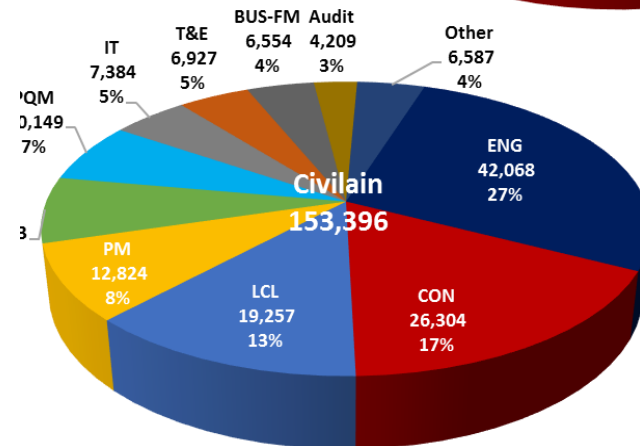
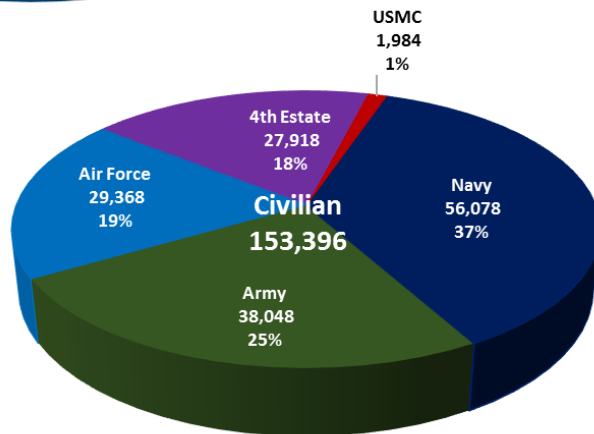
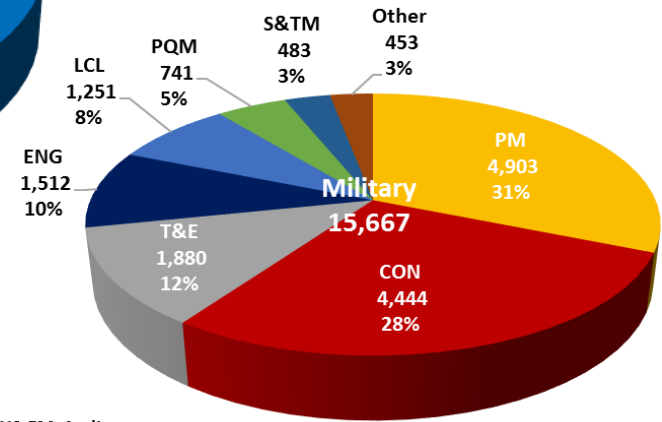
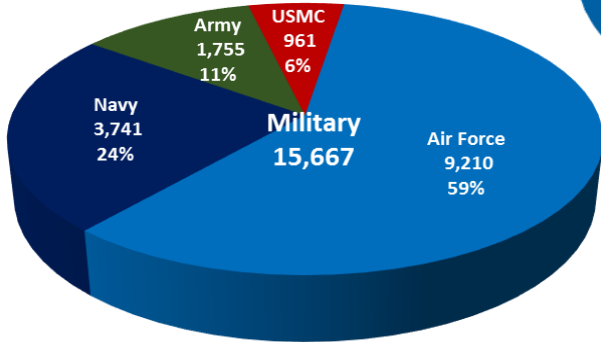
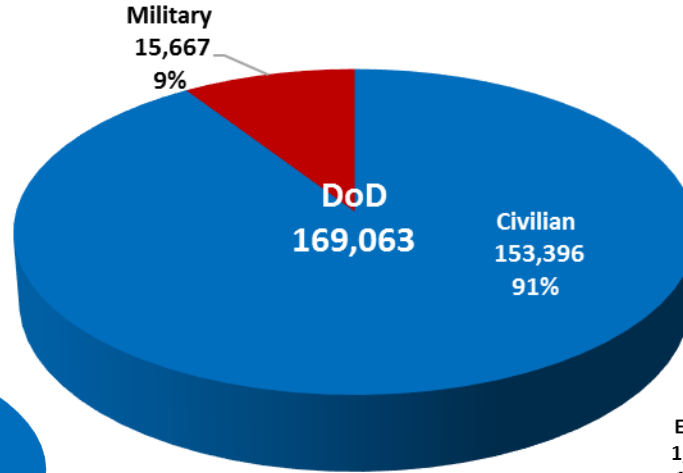


AWF Overall





AWF – Military and Civilian By Component and Career Field





AWF Size by Component and Career Field

FY18Q3	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,209	4,209	2.5%
Business - CE	250	569	524	91	1,434	0.8%
Business - FM	1,743	2,265	2,123	581	6,712	4.0%
Contracting	7,895	6,656	8,246	7,951	30,748	18.2%
Engineering	9,024	23,068	9,385	2,103	43,580	25.8%
Facilities Engineering	4,705	5,667	670	95	11,137	6.6%
Information Technology	1,744	3,393	1,400	1,063	7,600	4.5%
Life Cycle Logistics	6,907	6,745	3,514	3,342	20,508	12.1%
Production, Quality and Man	1,387	3,731	454	5,318	10,890	6.4%
Program Management	3,352	6,329	6,141	1,905	17,727	10.5%
Property	51	64	17	259	391	0.2%
Purchasing	344	423	52	502	1,321	0.8%
S&T Manager	497	511	2,851	118	3,977	2.4%
Small Business	-	-	-	4	4	0.0%
Test and Evaluation	1,896	3,341	3,201	369	8,807	5.2%
Unknown/Other	8	2	-	8	18	0.01%
Totals	39,803	62,764	38,578	27,918	169,063	
Component %	23.5%	37.1%	22.8%	16.5%		



AWF Historical Size Detail by Component (Civilian & Military)



Components/Agencies
over 1% of Workforce

Overall	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3
Defense Acq Workforce Agency							
DoN	43,066	51,418	53,058	53,685	60,088	61,003	62,764
ARMY	40,269	43,634	41,877	37,342	37,146	38,900	39,803
AIR FORCE	24,827	31,382	34,637	34,395	36,975	37,805	38,578
DCMA	7,344	8,722	8,699	9,645	9,993	9,542	9,378
DLA	3,913	4,272	4,915	5,753	7,857	8,434	8,738
DCAA	3,598	4,146	4,515	4,567	4,015	4,158	4,216
MDA	788	1,638	1,828	1,916	1,962	2,021	2,020
Other 4th Estate	2,074	2,493	2,797	3,162	3,433	3,412	3,566
TOTAL	125,879	147,705	152,326	150,465	161,469	165,275	169,063

% Change Since FY08	% Change Since FY12	% Change Since FY17
46%	18%	3%
-1%	-5%	2%
55%	11%	2%
28%	8%	-2%
123%	78%	4%
17%	-7%	1%
156%	11%	0%
72%	27%	5%
↑	↑	↑
34%	11%	2%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY12	% Change Since FY17
DoN	38,579	47,009	48,862	49,220	55,367	56,322	58,062	51%	19%	3%
AIR FORCE	16,067	22,526	25,019	25,299	28,123	28,813	29,368	83%	17%	2%
ARMY	38,689	42,015	40,079	35,246	35,238	37,080	38,048	-2%	-5%	3%
DCMA	7,344	8,722	8,699	9,645	9,993	9,542	9,378	28%	8%	-2%
DLA	3,913	4,272	4,915	5,753	7,857	8,434	8,738	123%	78%	4%
DCAA	3,598	4,146	4,515	4,567	4,015	4,158	4,216	17%	-7%	1%
MDA	787	1,638	1,828	1,916	1,962	2,021	2,020	157%	11%	0%
4th Estate Other	1,763	2,263	2,710	3,079	3,363	3,367	3,566	102%	32%	6%
TOTAL	110,740	132,591	136,627	134,725	145,918	149,737	153,396	↑ 39%	↑ 12%	↑ 2%



AWF Historical Size Detail by Component (Military)



Overall Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY12	% Change Since FY17
AIR FORCE	8,760	8,856	9,618	9,096	8,852	8,992	9,210	5%	-4%	2%
Navy	3,742	3,527	3,317	3,641	3,712	3,696	3,741	0%	13%	1%
MARINE CORPS	745	882	879	824	1,009	985	961	29%	9%	-2%
ARMY	1,580	1,619	1,798	2,096	1,908	1,820	1,755	11%	-2%	-4%
								↑	↑	↑
OVERALL DAW	14,827	14,884	15,612	15,657	15,481	15,493	15,667	6%	0%	1%



AWF Historical Size Detail by Career Field (Civilian and Military)



Overall Defense Acq Workforce Career Field	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3
Engineering	34,537	39,201	39,807	39,242	42,438	43,149	43,580
Contracting	25,680	29,792	30,292	29,826	30,669	30,829	30,748
Life Cycle Logistics	13,361	16,861	17,539	17,724	19,929	19,982	20,508
Program Management	12,781	14,915	15,824	16,003	17,002	17,252	17,727
Facilities Engineering	4,920	6,911	7,290	6,617	7,870	9,831	11,137
Production, Quality and Man	9,138	9,727	9,458	9,671	10,544	10,517	10,890
Test and Evaluation	7,420	8,446	8,603	8,569	8,738	8,765	8,807
Information Technology	3,934	5,165	5,832	5,776	6,836	7,132	7,600
Business - FM	7,085	7,054	6,761	6,142	6,327	6,487	6,712
Auditing	3,638	4,143	4,505	4,560	4,011	4,151	4,209
S&T Manager	480	2,561	3,209	3,401	3,814	3,887	3,977
Business - CE	-	1,070	1,278	1,309	1,378	1,406	1,434
Purchasing	1,196	1,287	1,340	1,205	1,475	1,470	1,321
Property	451	501	449	389	405	401	391
Small Business	-	-	-	-	-	-	4
Unknown/Other	1,258	71	139	31	33	16	18
TOTAL	125,879	147,705	152,326	150,465	161,469	165,275	169,063

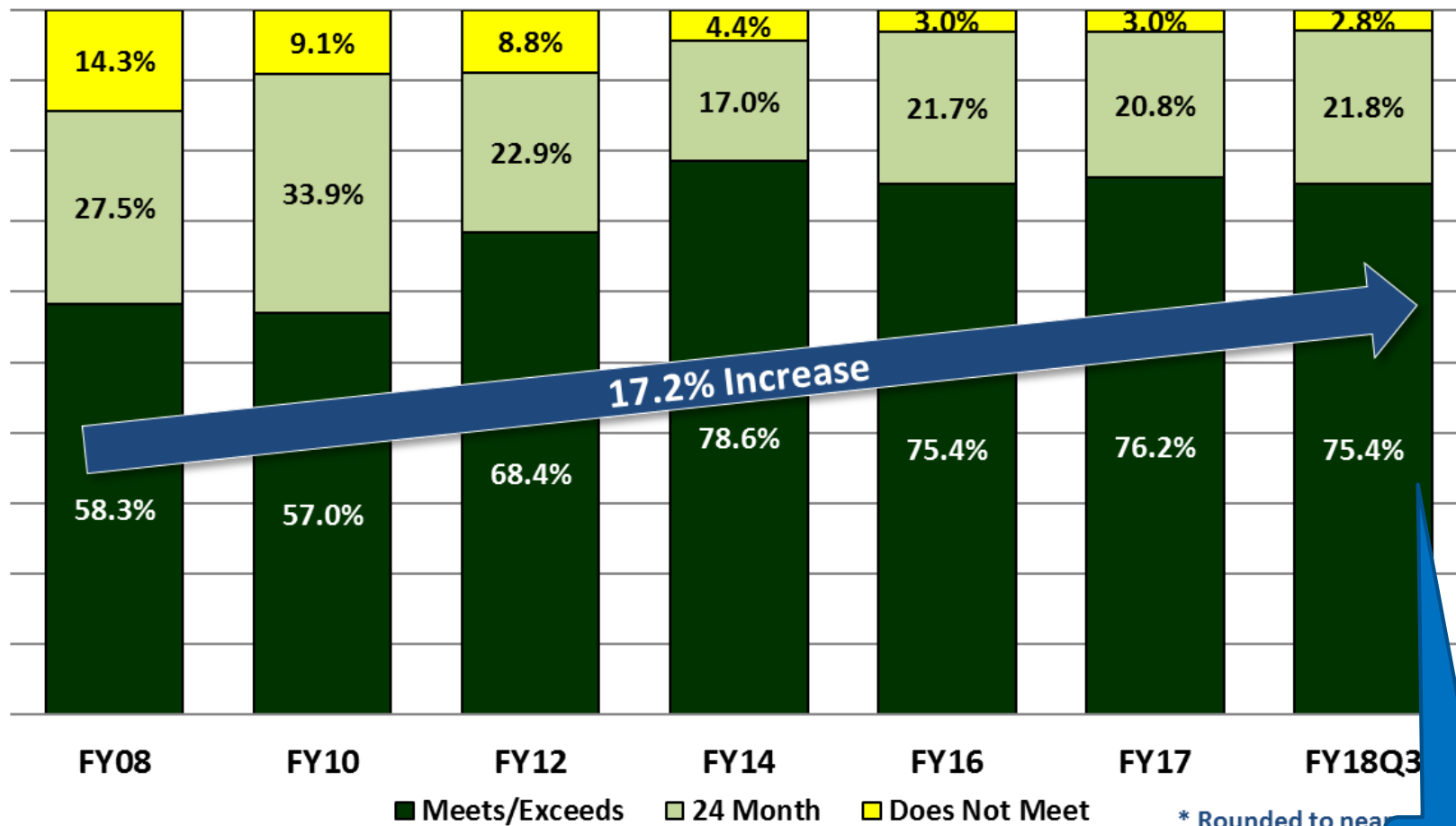
% Change Since FY08	% Change Since FY12	% Change Since FY17
26%	9%	1%
20%	2%	0%
53%	17%	3%
39%	12%	3%
126%	53%	13%
19%	15%	4%
19%	2%	0%
93%	30%	7%
-5%	-1%	3%
16%	-7%	1%
729%	24%	2%
	12%	2%
10%	-1%	-10%
-13%	-13%	-2%
↑ 34%	↑ 11%	↑ 2%



AWF Historical DAWIA Certification FY08 – FY18Q3



Overall

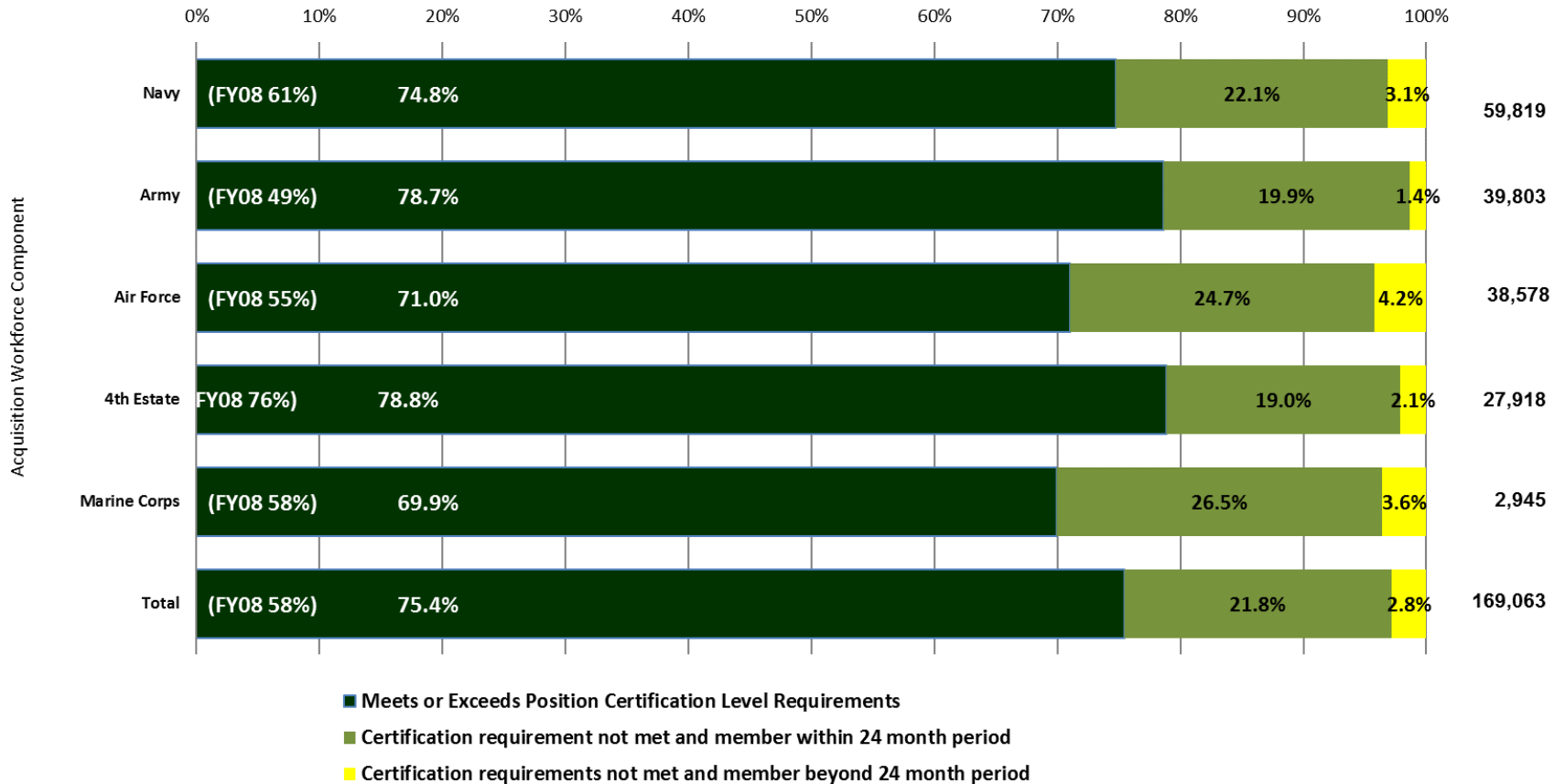


1% decrease since last quarter



AWF DAWIA Certification by Major Component

Certification Level "Meet/Exceed" Rates by Major Component A&S (FY18Q3)

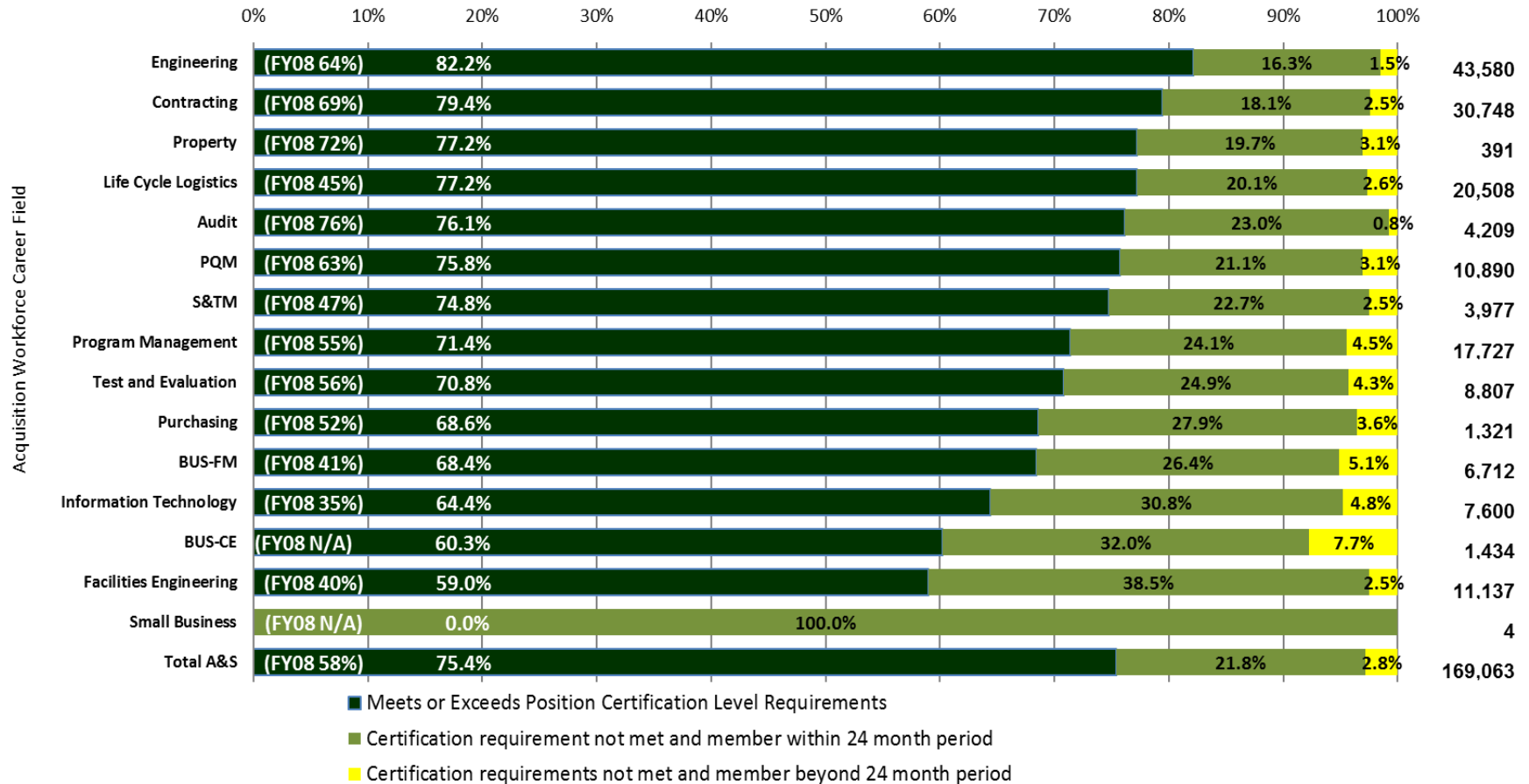




AWF DAWIA Certification by Career Field

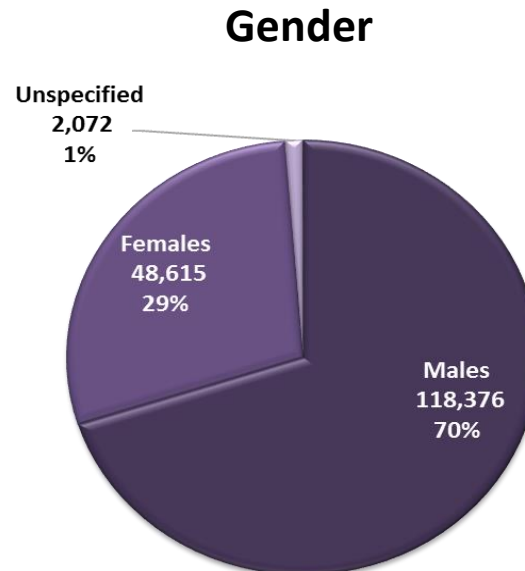
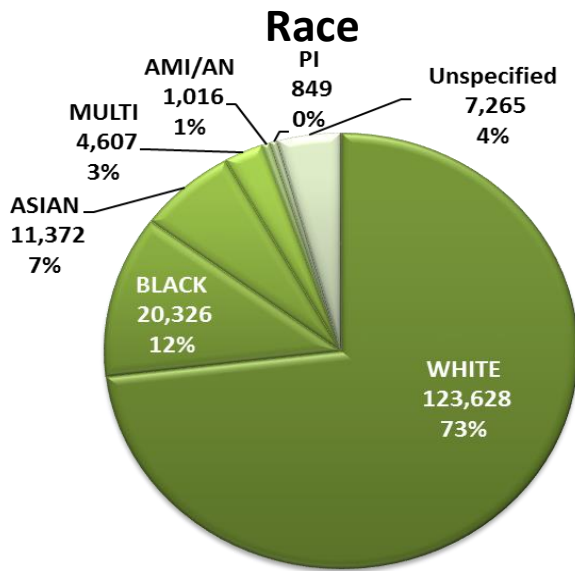
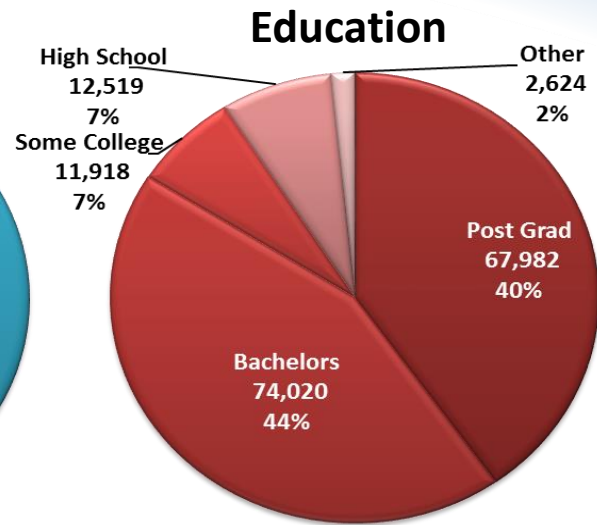
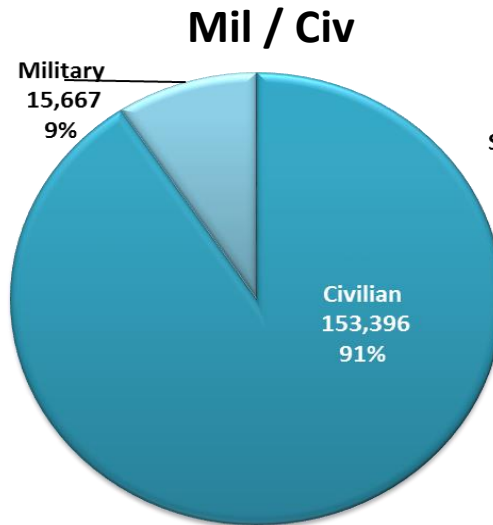
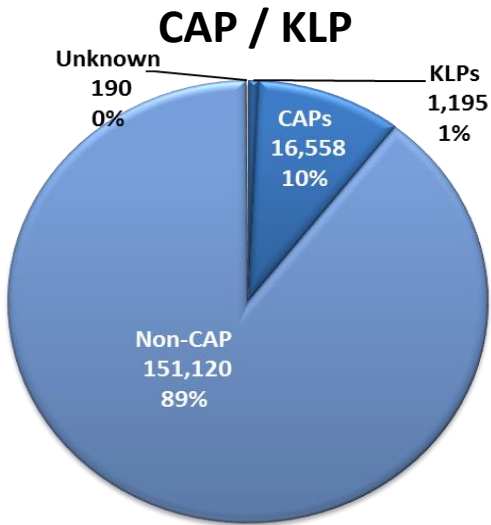


Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





AWF Demographics





Accomplishments: AWF Increased Education Levels



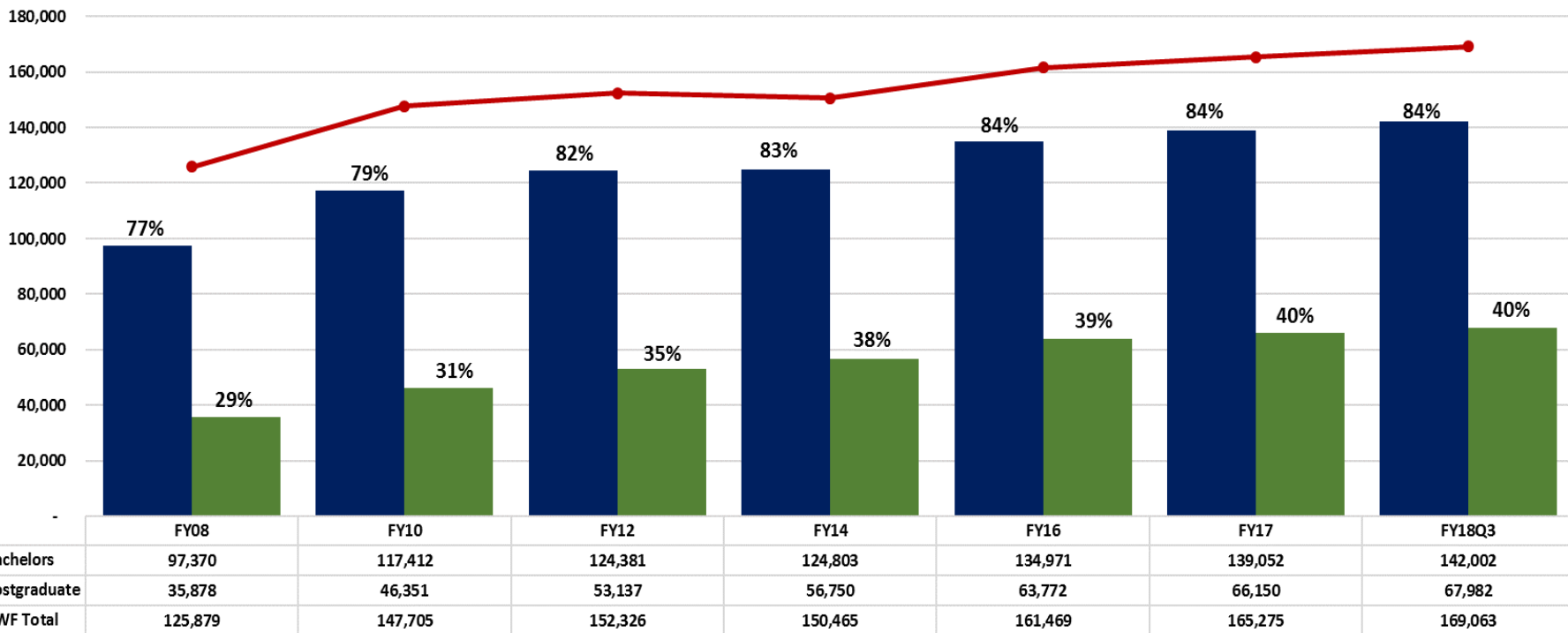
97,370 (77%)	Bachelor's Degree or Higher	142,002 (84%)
35,878 (29%)	Graduate Degree	67,982 (40%)



Accomplishments: AWF Increased Education Levels



Historical AWF Education Attainment





AWF KLP Count Detail by Component and Career Field



KLPs	Service/Agency	Business - Cost Estimating	Business - Financial Mgmt	Contracting	Engineering	Facilities Engineering	Information Technology	Life Cycle Logistics	Production, Quality & Manuf.	Program Management	S&T Manager	Test and Evaluation	FY18Q3 TOTAL
Army	Army Totals	12	23	24	22	-	2	16	7	76	-	15	197
Navy	Navy	42	58	55	77	1	2	45	12	149	-	42	483
	Marine Corps	5	6	9	6	-	-	6	-	31	-	5	68
	Dept of Navy Totals	47	64	64	83	1	2	51	12	180	-	47	551
Air Force	Air Force Totals	4	34	58	56	-	-	47	-	136	8	23	366
4th Estate	Defense Information Systems Agency	-	-	1	1	-	-	1	-	7	-	1	11
	Missile Defense Agency	1	-	-	2	-	-	1	1	7	-	-	12
	Defense Logistics Agency	-	-	10	-	-	-	6	-	3	-	-	19
	National Reconnaissance Office	1	1	2	1	-	-	-	-	8	-	-	13
	DHA (TRICARE Management Activity & USUHS)	-	-	3	4	-	-	-	-	5	-	1	13
	Defense Contract Management Agency	-	-	6	1	-	-	-	4	-	-	-	11
	Defense Threat Reduction Agency	-	-	-	-	-	-	-	-	-	-	-	-
	ASD - Networks & Information Integration	-	-	-	-	-	-	-	-	-	1	-	1
	4th Estate Totals	2	1	23	9	-	-	8	5	30	1	2	81
TOTAL		65	122	169	170	1	4	122	24	422	9	87	1,195

Up from 1,076 last quarter



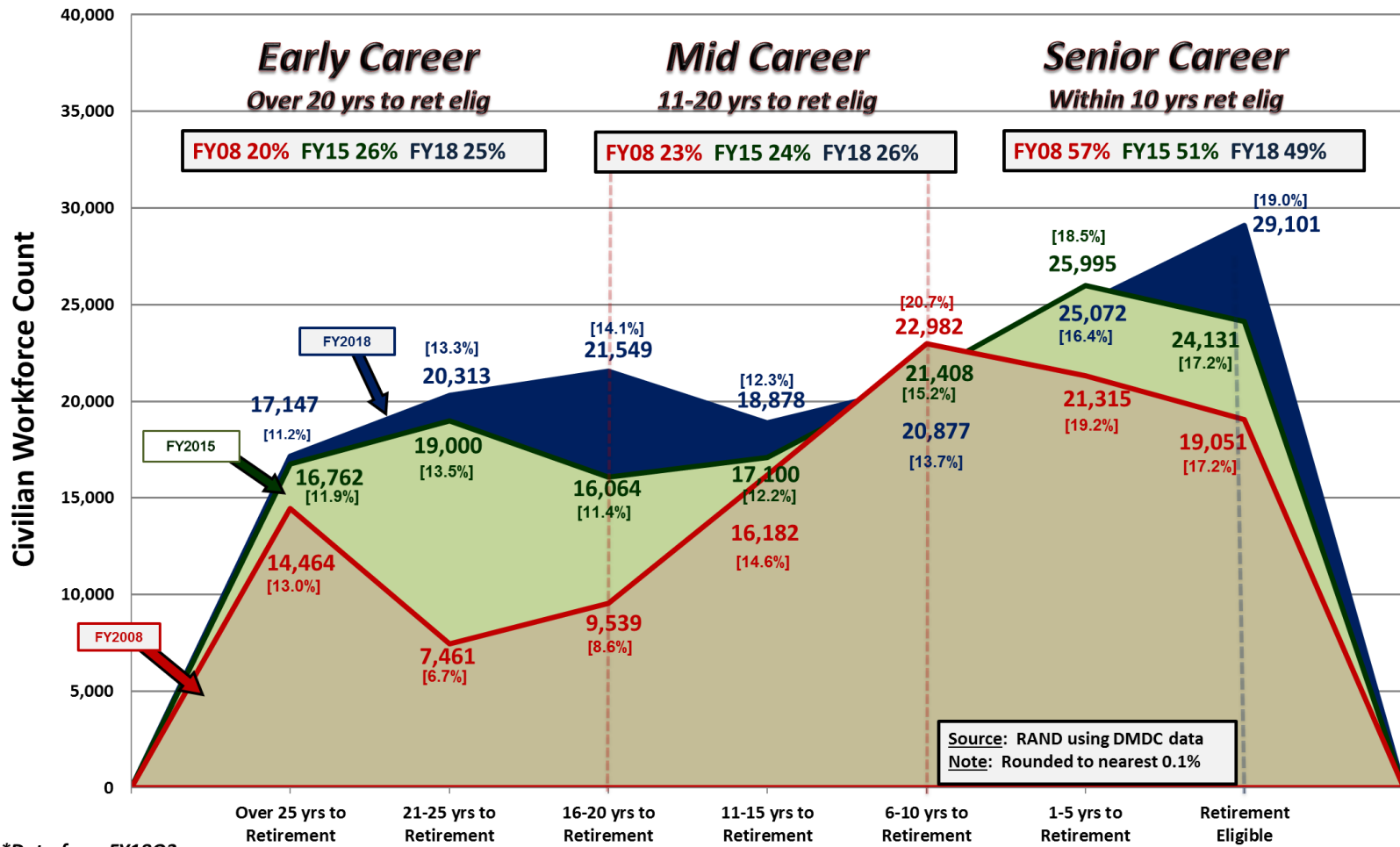
RAND NDRI Forces and Resources
Policy Center Data
Retirement, Gains/Losses Slides
FY18Q2



Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY18



Overall DAW - Civilian Retirement Eligibility Distribution - End FY08, FY15 & FY18*

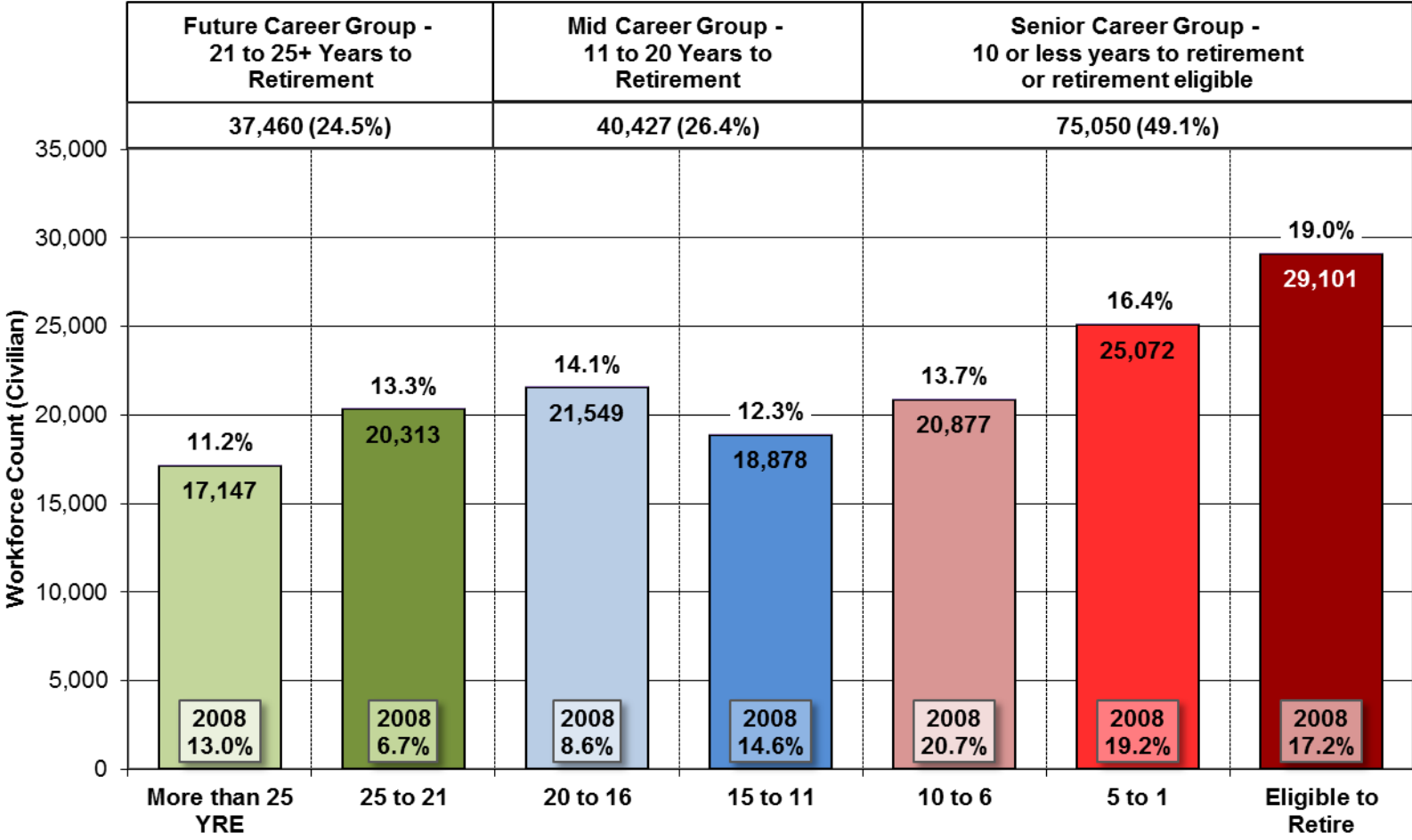


*Data from FY18Q3



Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - A&S



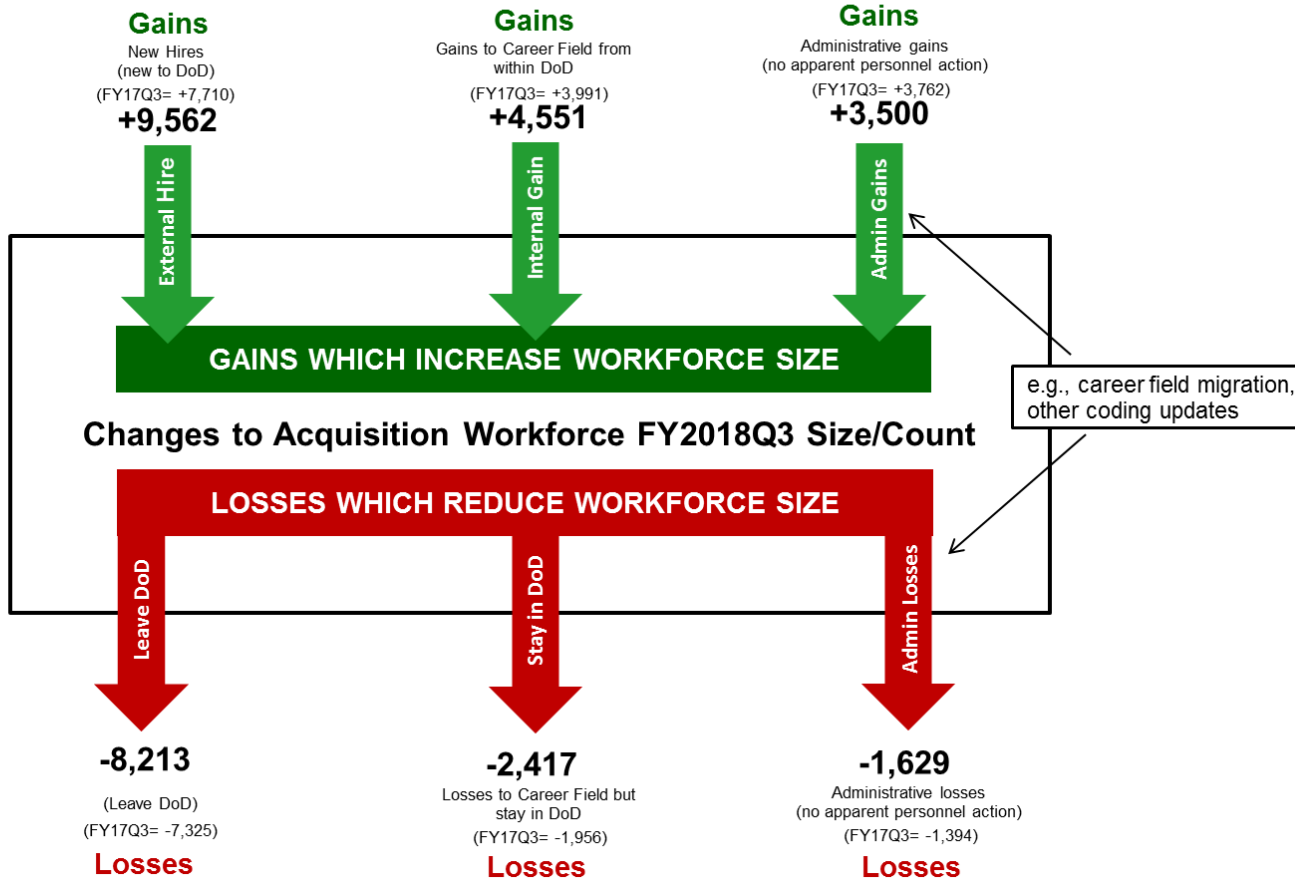


Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q3) - A&S

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



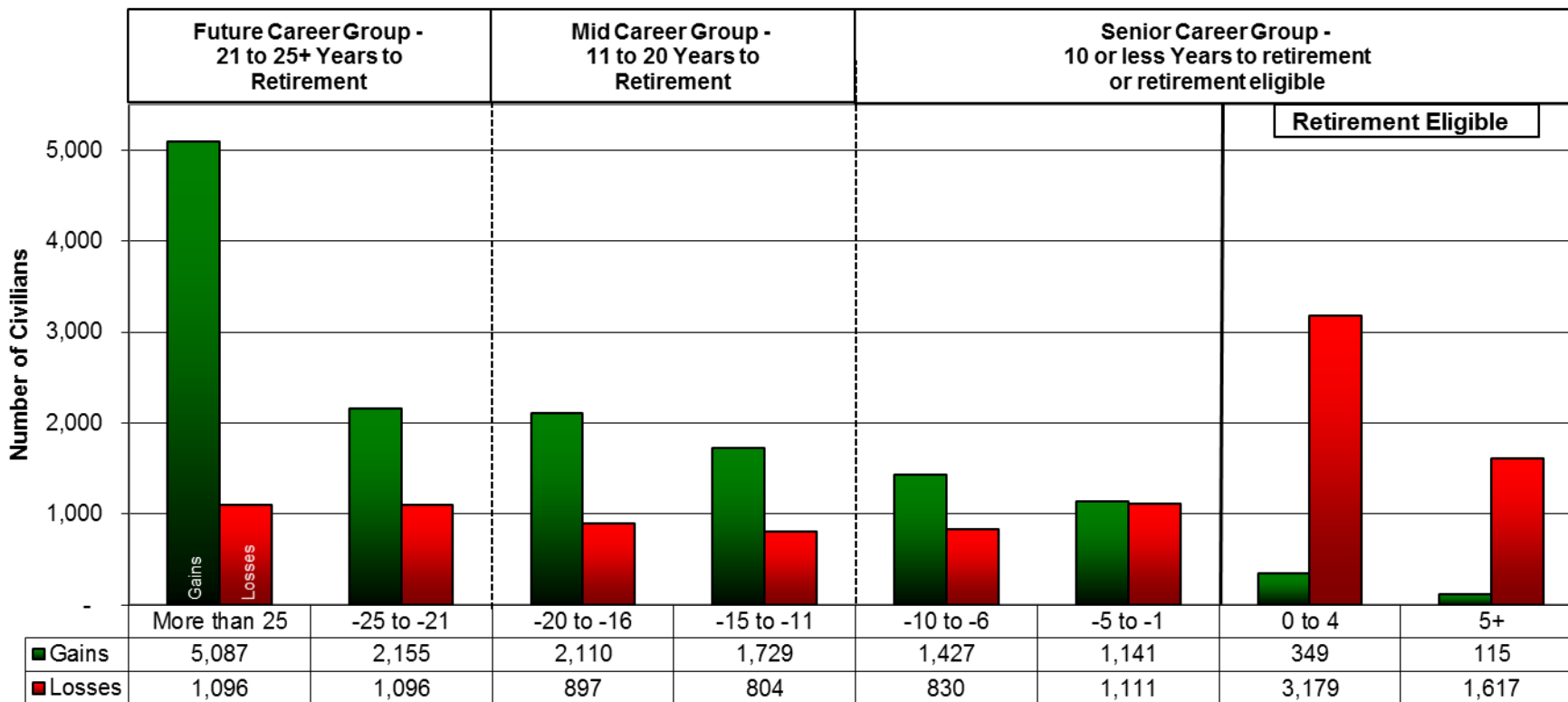


AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian) - A&S

Workforce Lifecycle FY2018Q3 Gains & Losses*

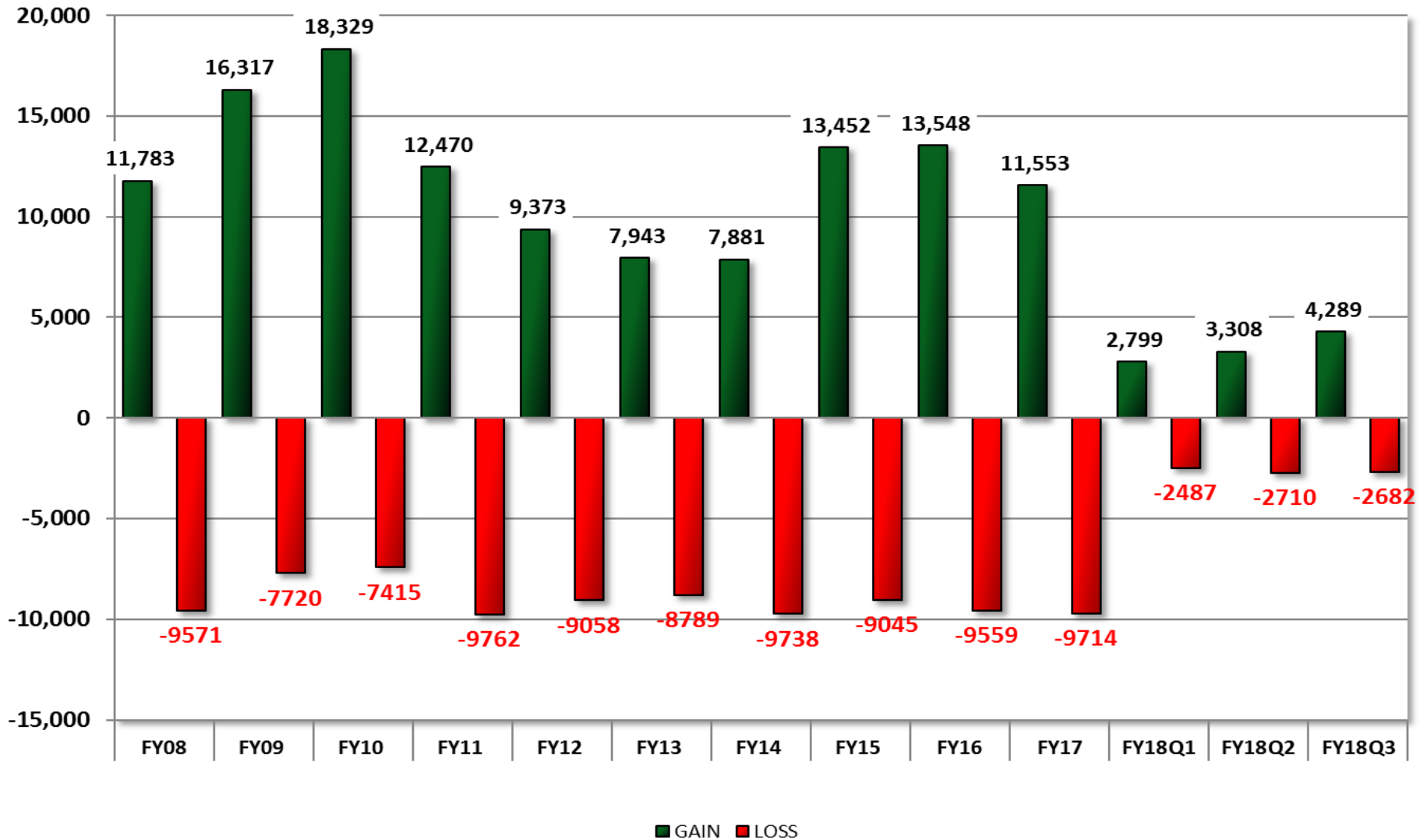


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY18



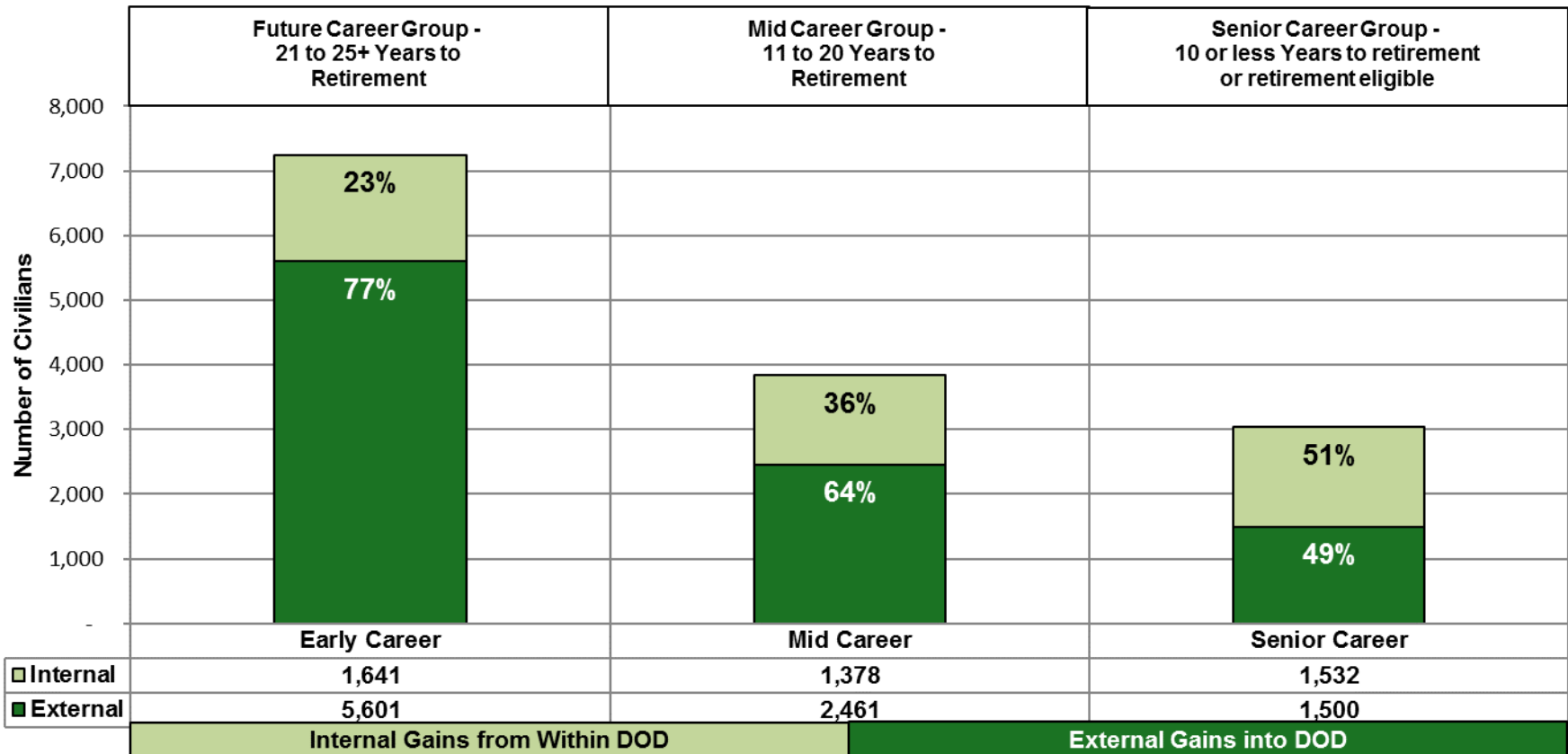


Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - A&S

Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

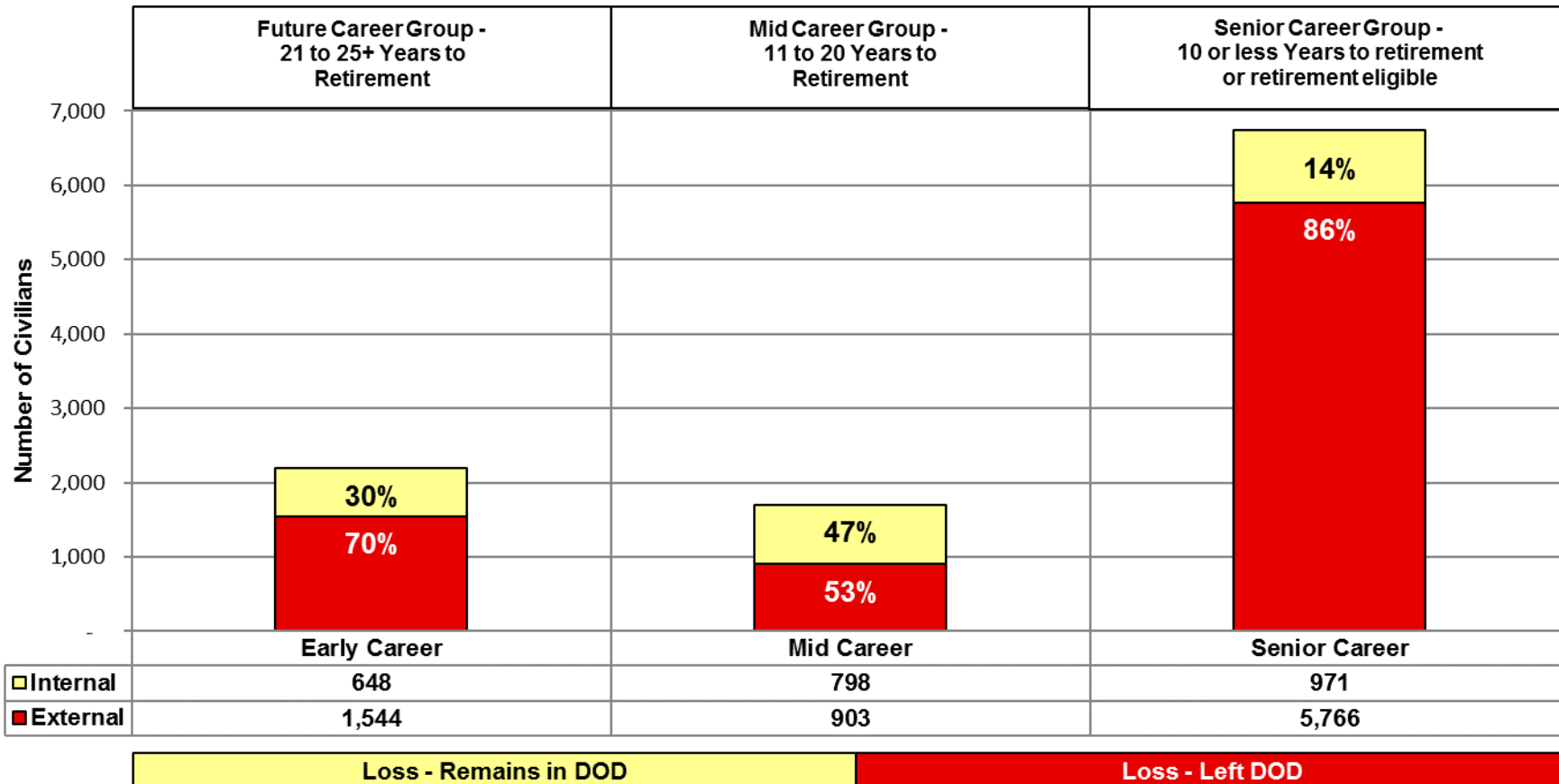


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - A&S

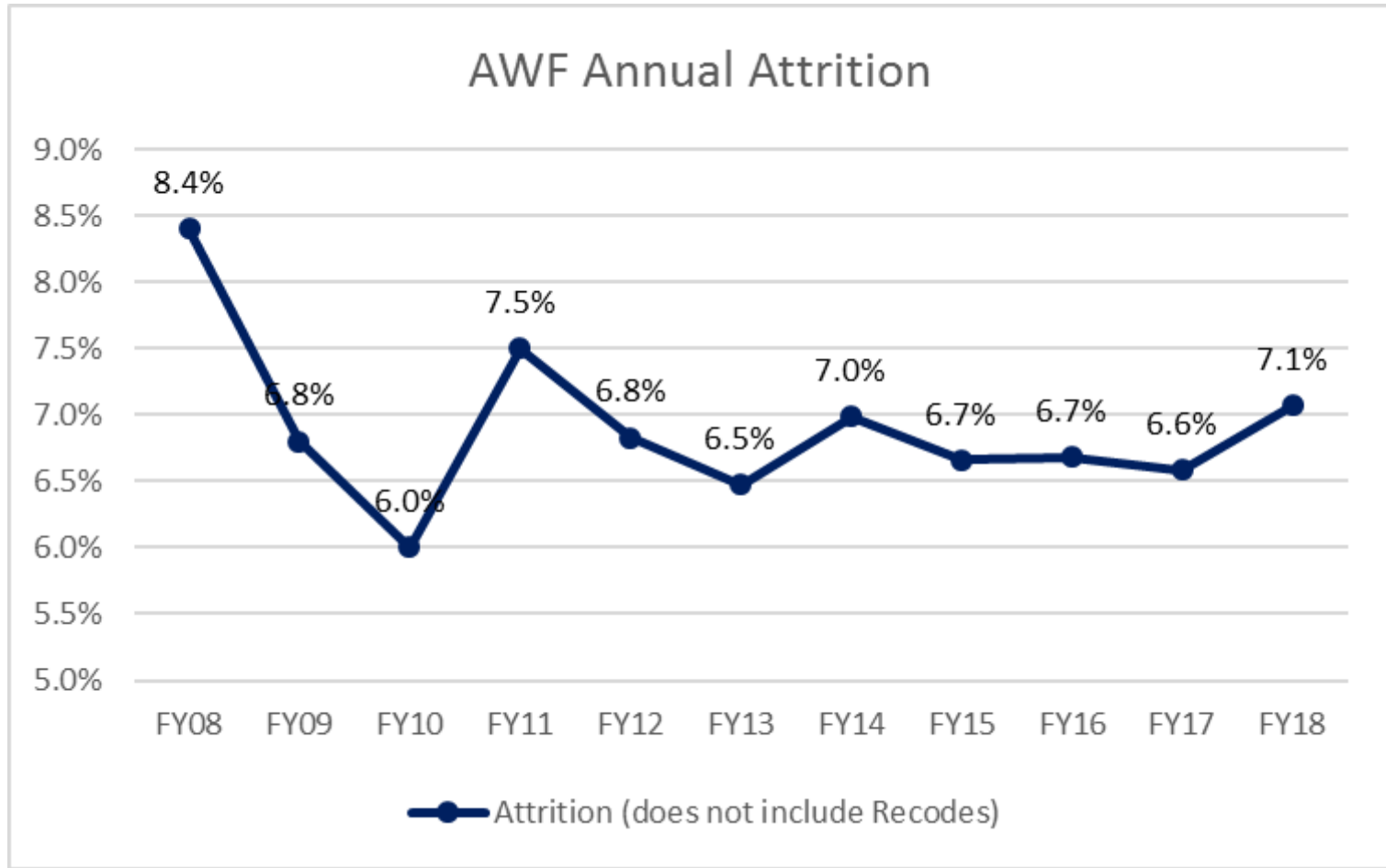
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates

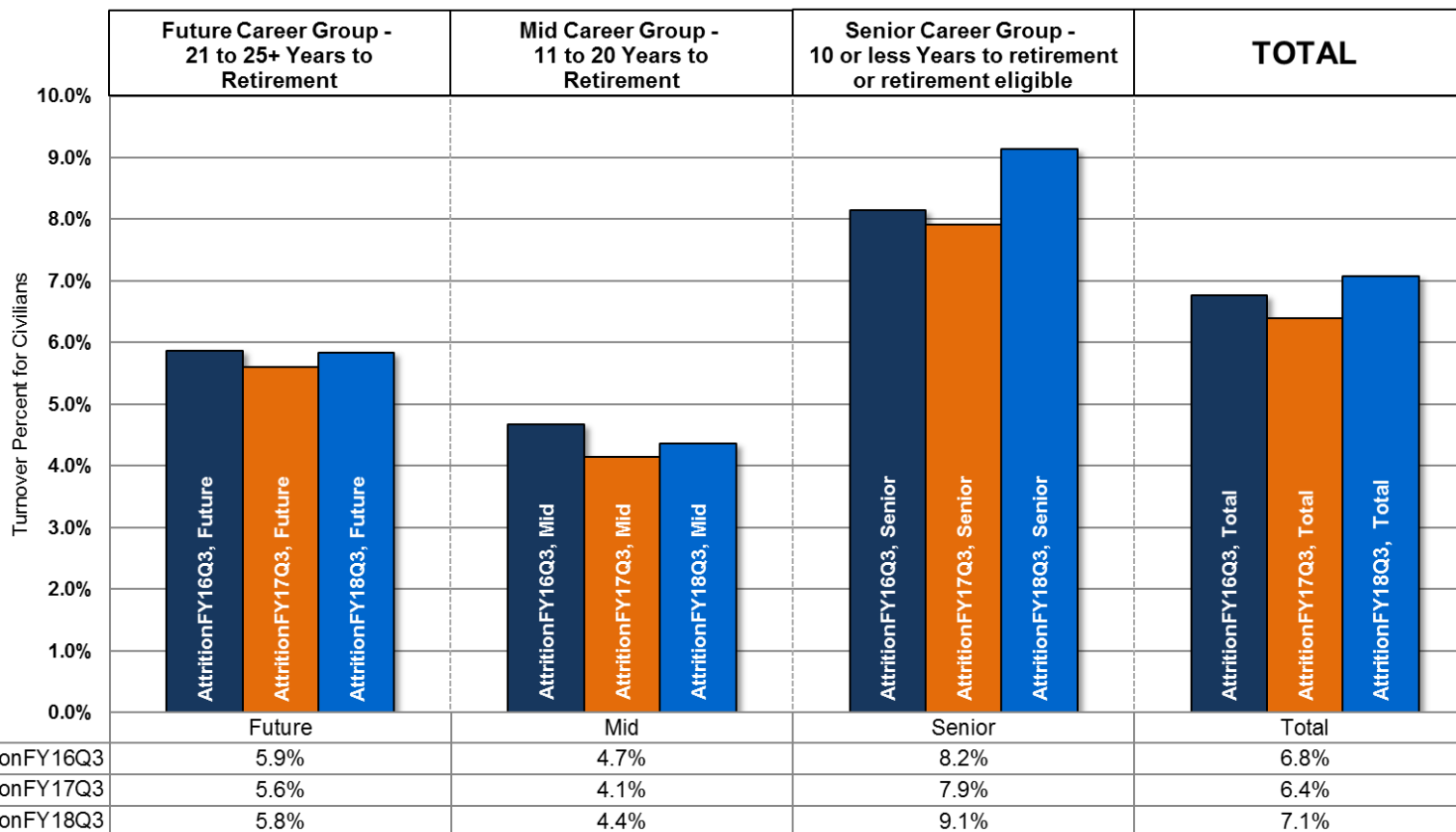


*FY18 includes attrition rate from end of FY17Q3 through FY18Q3



Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - A&S (Civilian) (FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)





Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - A&S

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

