



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2018Q3			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	10,149	741	10,890	169,063
Change in size from 2008	-	-	-	-	20%	7%	19%	34%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	43%	78%	46%	84%
Graduate Degree	9%	38%	12%	29%	15%	64%	18%	40%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	85%	70%	84%	85%
Level II or Higher Achieved	68%	42%	66%	61%	74%	46%	72%	72%
Level III Achieved	13%	23%	14%	36%	19%	28%	20%	41%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	77%	56%	76%	75%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	20%	40%	21%	22%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	4%	3%	3%
Planning Considerations								
Average Age	51	40	50	46	49	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	13/27/60(%)	-	-	24/26/49(%)
Average Years of Service	21	16	21	17	16	17	16	15
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,220(22%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,994(20%)	-	-	25,072(16%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,382/1,122	-	-	17,613/12,259

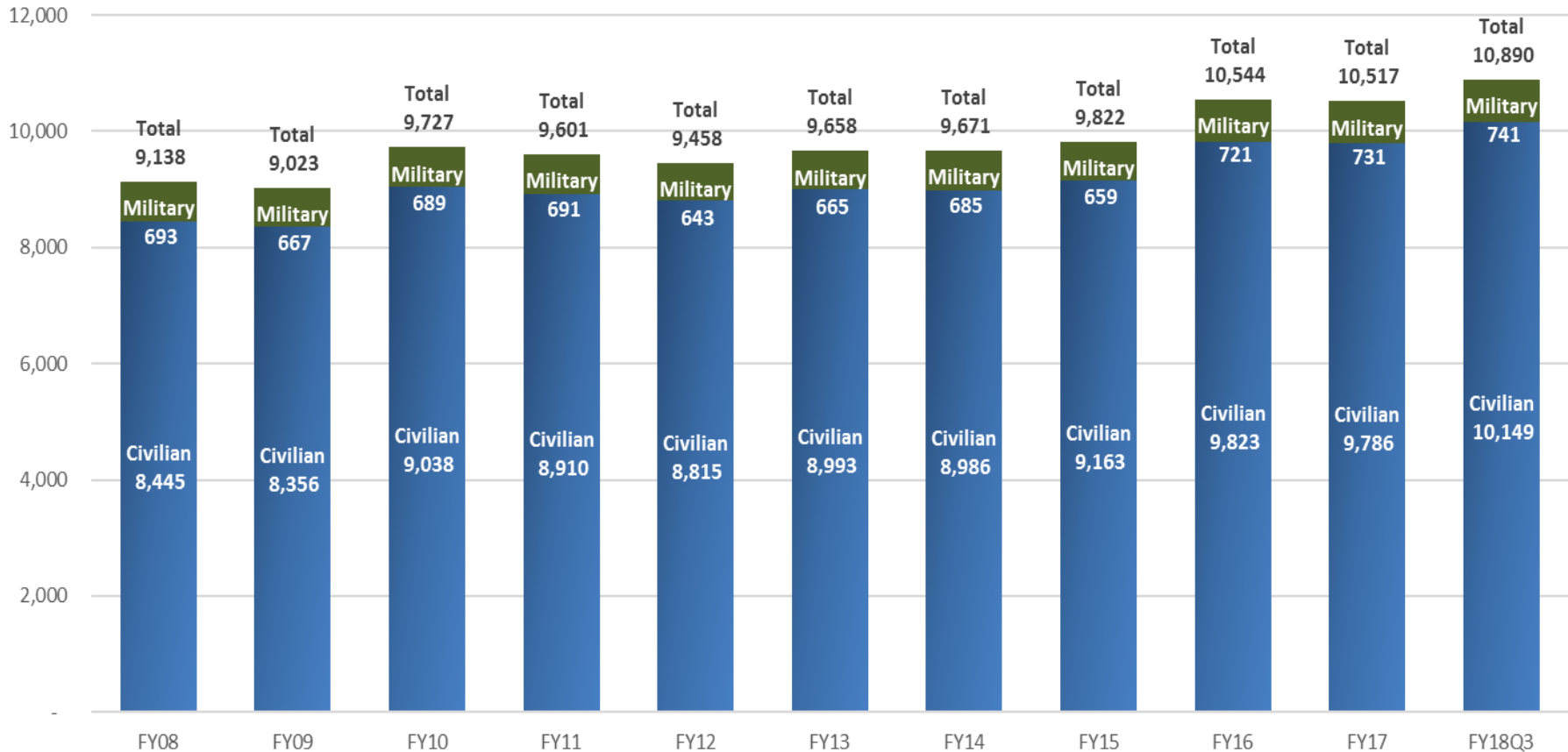
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



PQM Total Workforce

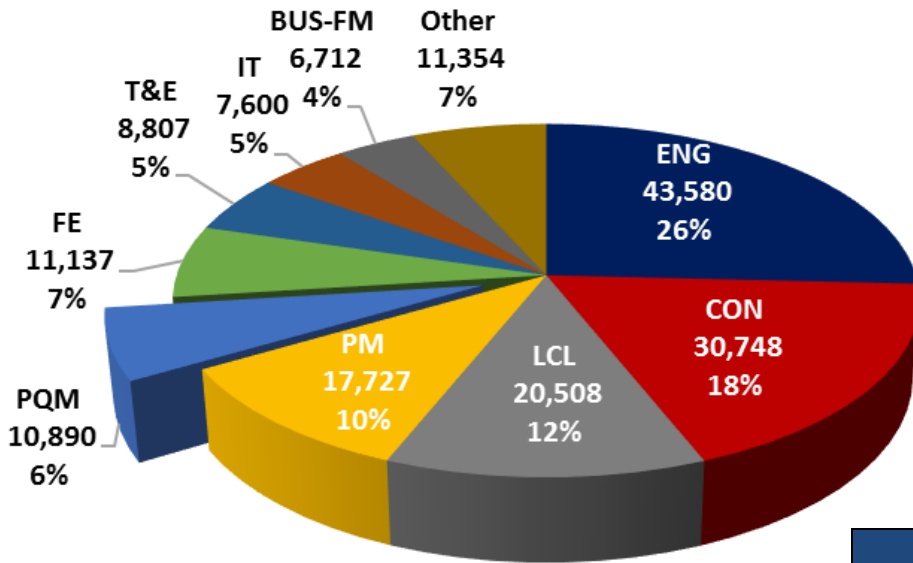


PQM





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%		



PQM Workforce Historical Size by Agency FY08 – FY18Q3



Production, Quality and Man Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
Navy	1,980	2,146	2,356	2,638	3,210	3,330	3,689	86%	11%
MARINE CORPS	25	35	23	37	39	40	42	68%	5%
ARMY	1,952	2,081	1,777	1,432	1,407	1,387	1,387	-29%	0%
AIR FORCE	383	404	405	330	393	421	454	19%	8%
DCMA	3,858	4,259	4,026	4,352	4,471	4,280	4,236	10%	-1%
DLA	865	769	823	815	943	959	973	12%	1%
MDA	37	23	41	54	67	88	97	162%	10%
DAU	5	5	5	9	10	9	9	80%	0%
OSD	13	3	1	1	2	2	2	-85%	0%
DHA	2	2	1	3	1	1	1	-50%	0%
NRO	-	-	-	-	1	-	-		
DoD HRA	1	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-100%	
4th Estate Other	5	-	-	-	-	-	-	-100%	
TOTAL	9,135	9,727	9,458	9,671	10,544	10,517	10,890	↑ 19%	↑ 4%



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



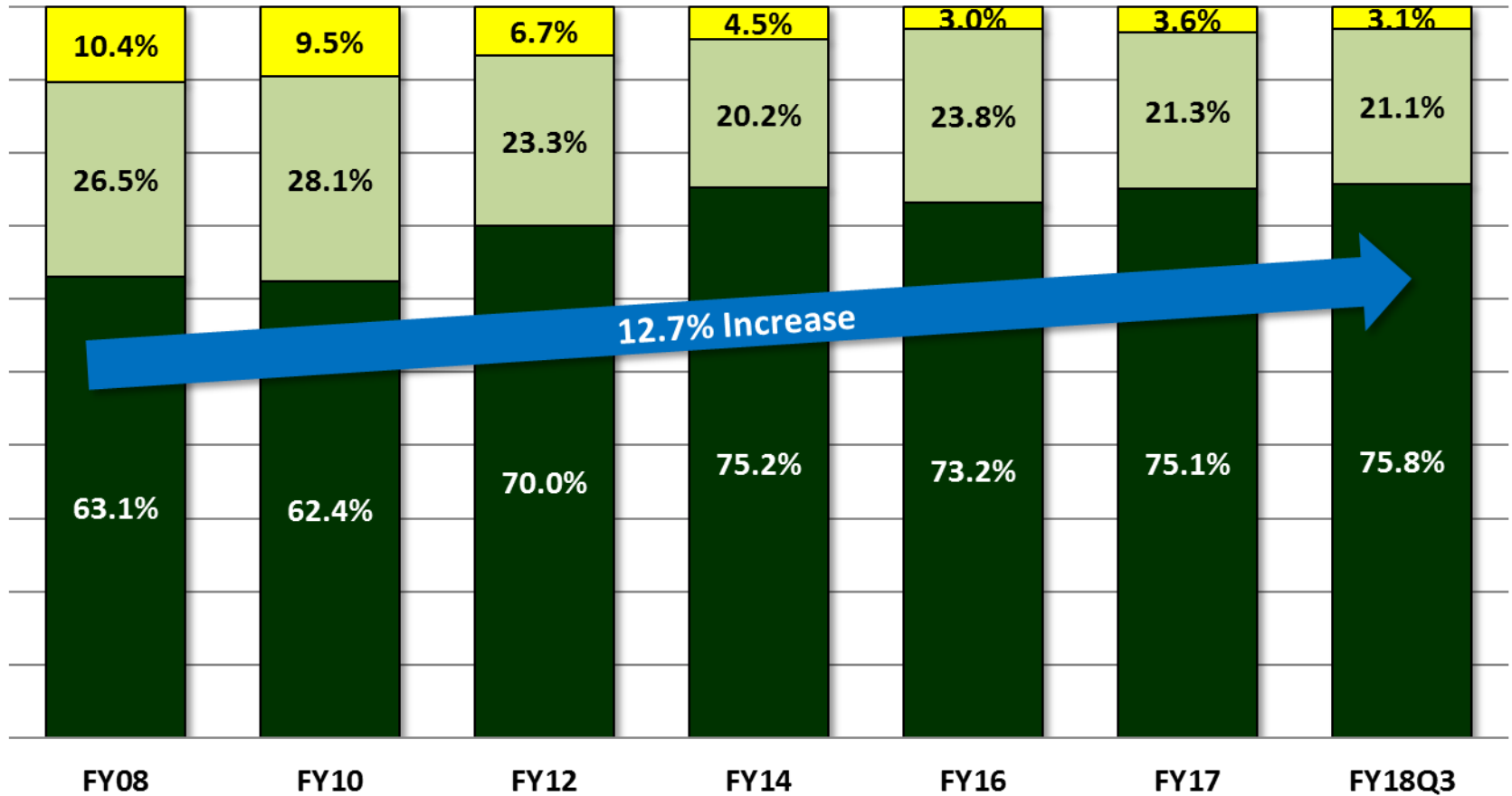
Production, Quality and Man Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	2,974	3,210	3,240	3,293	3,395	3,330	3,406	3,508	3,689	9%
MARINE CORPS	42	39	38	39	38	40	43	46	42	11%
ARMY	1,368	1,407	1,405	1,389	1,377	1,387	1,395	1,397	1,387	1%
AIR FORCE	379	393	391	396	405	421	431	442	454	12%
DCMA	4,443	4,471	4,428	4,423	4,345	4,280	4,226	4,243	4,236	-3%
DLA	939	943	926	927	943	959	954	968	973	3%
MDA	65	67	69	74	84	88	89	89	97	15%
DAU	10	10	10	11	11	9	9	10	9	-18%
OSD	2	2	2	2	2	2	2	2	2	0%
DHA	1	1	1	1	1	1	1	1	1	0%
NRO	1	1	-	-	-	-	-	-	-	
TOTAL	10,224	10,544	10,510	10,555	10,601	10,517	10,556	10,706	10,890	↑ 3%



PQM Manager Historical DAWIA Certification FY08 – FY18Q3



Production, Quality and Manufacturing



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

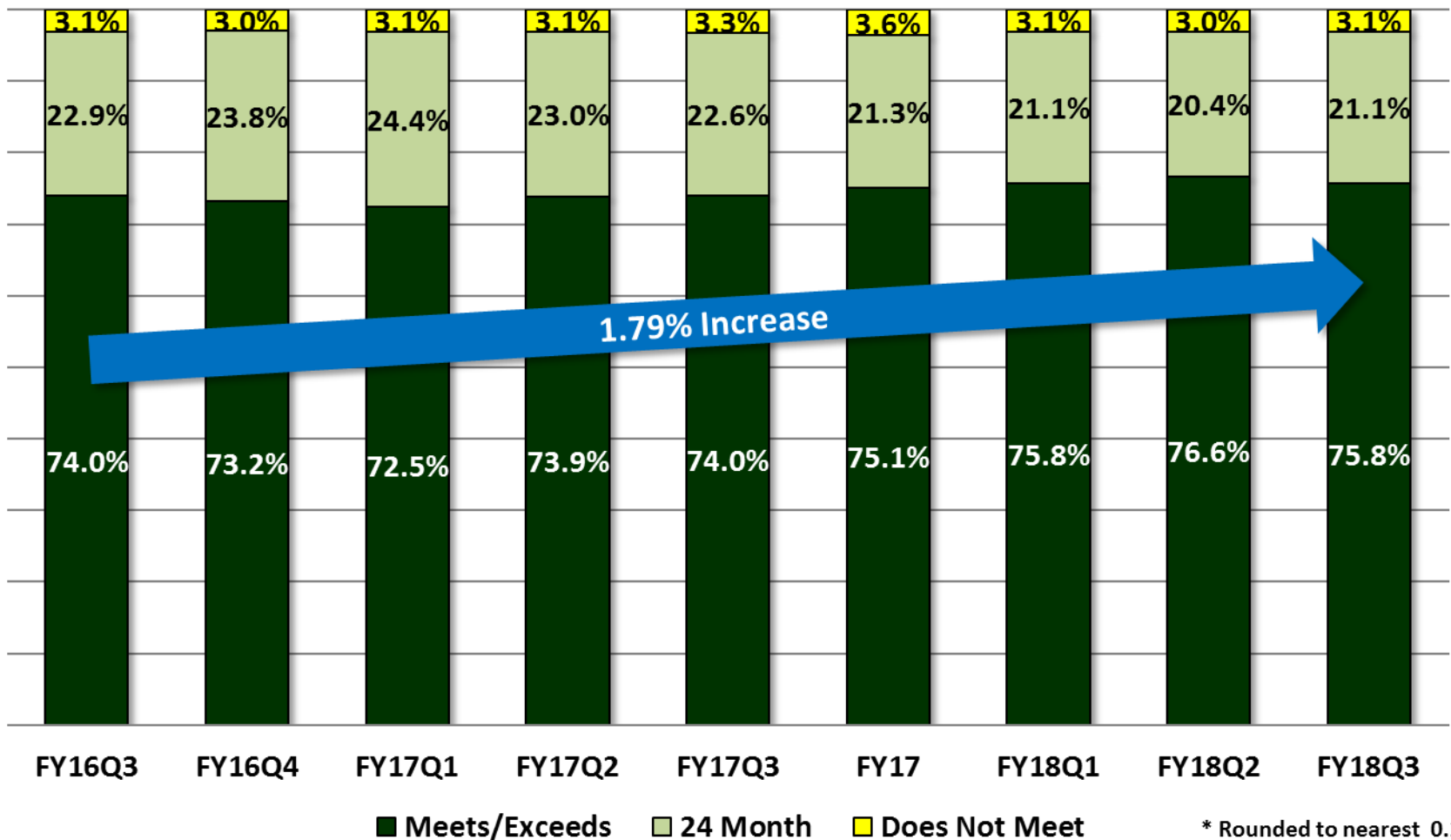
* Rounded to nearest 0.1%



PQM Manager Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



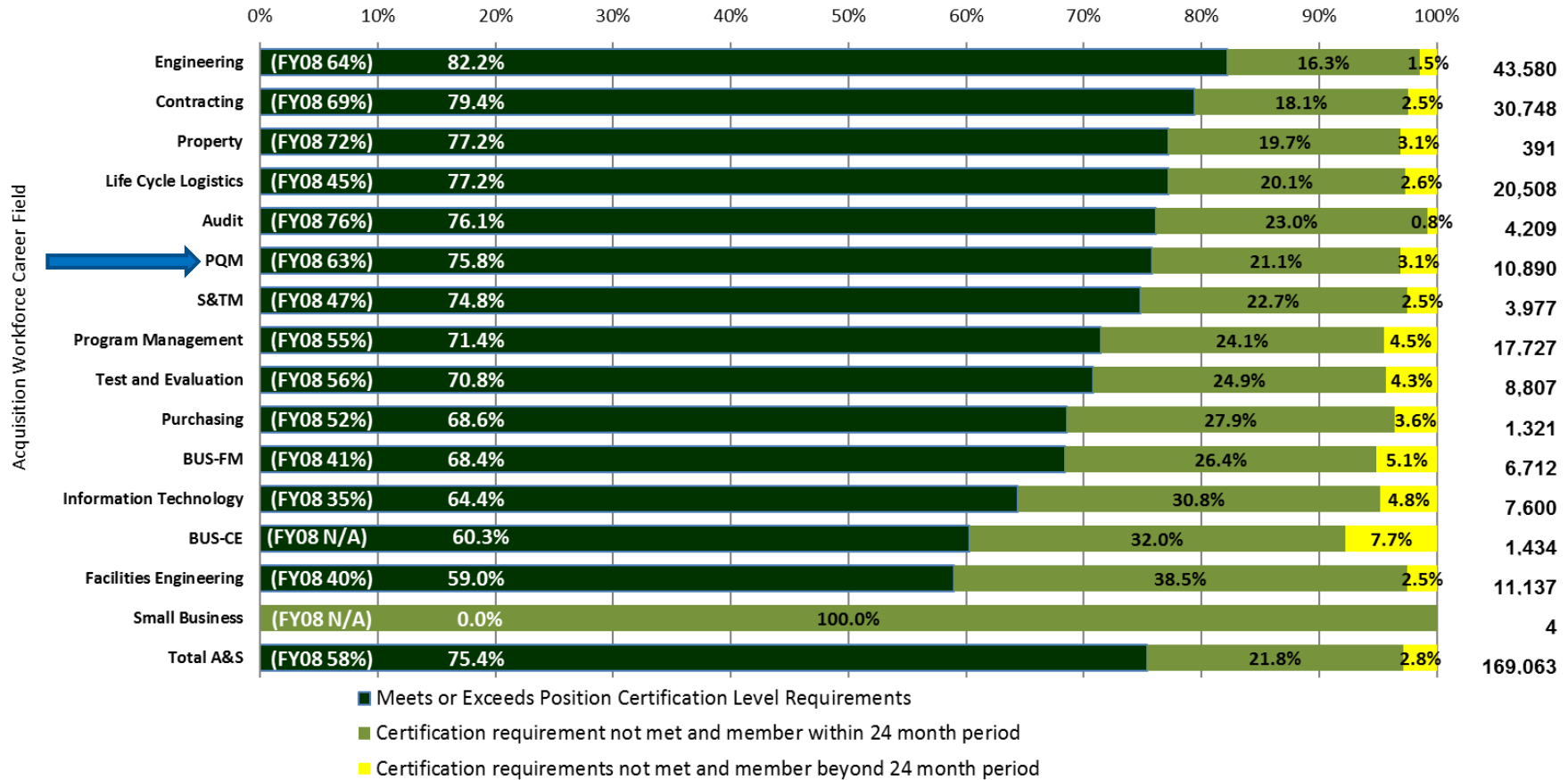
Production, Quality and Manufacturing





DAWIA Certification by Career Field

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

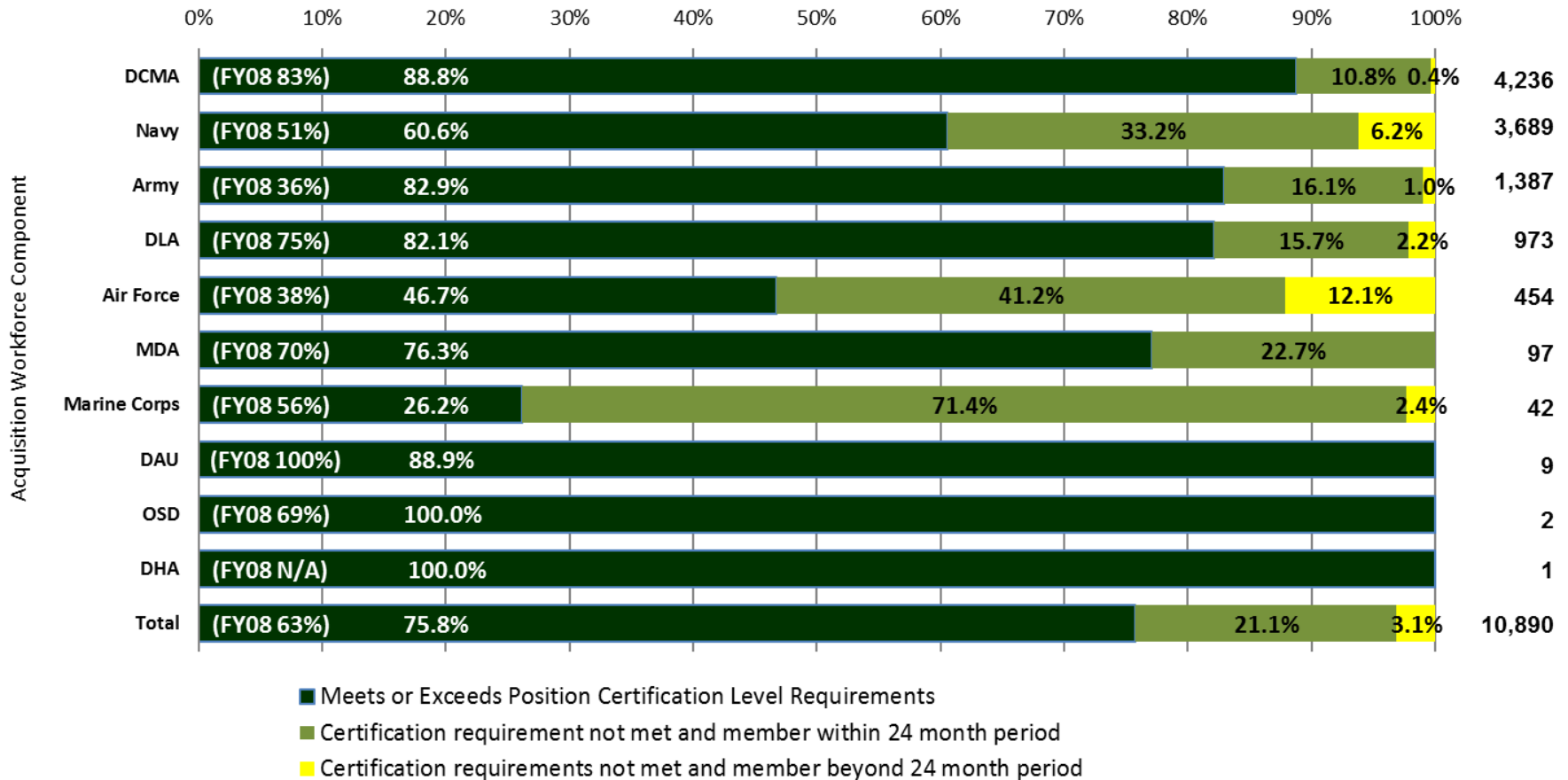




PQM DAWIA Certification by Component



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





PQM DAWIA Certification Matrix + Bench Strength



PQM Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	667	633	161	29	1,490	55.2%
Level II	909	657	5,271	499	7,336	78.7%
Level III	141	70	189	1,659	2,059	80.6%
Unspecified	1	2	2	-	5	
FY18Q3 TOTAL	1,718	1,362	5,623	2,187	10,890	75.8%
	15.8%	12.5%	51.6%	20.1%		

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%	
PQM	8,252	75.8%	6 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	823	645	22	1,490	13.7%
Level II	5,770	1,317	249	7,336	67.4%
Level III	1,659	332	68	2,059	18.9%
Unspecified	-	5	-	5	0.0%
PQM TOTAL	8,252	2,299	339	10,890	
	75.8%	21.1%	3.1%		

= Compliance

= Exceeds Requirements

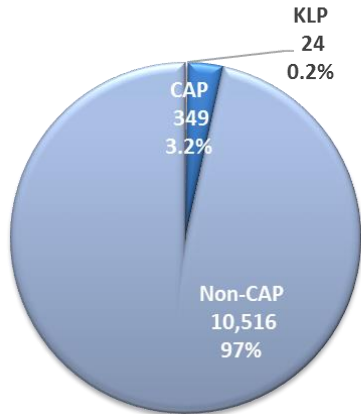
* NOTE: Rounded to nearest 0.1%



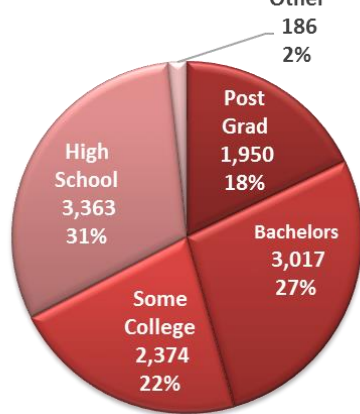
PQM Demographics



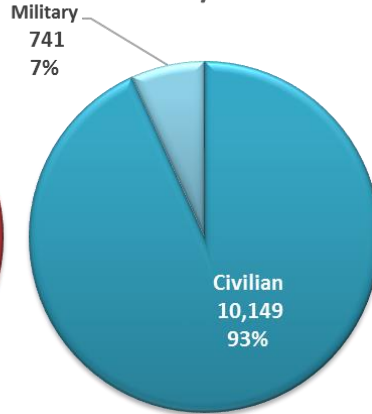
CAP - KLP



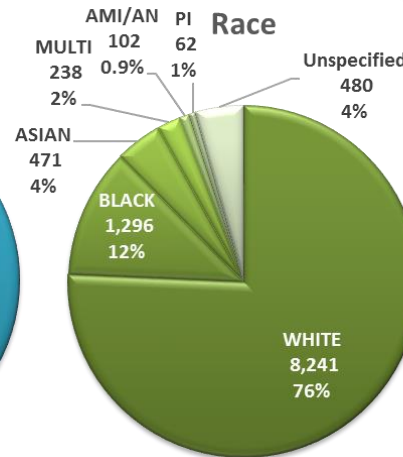
Education



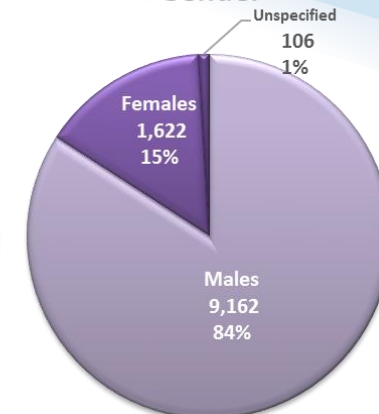
MIL / CIV



Race



Gender



Occupied Position Type	PQM	Entire DAW
Key Leadership Positions (KLPs)	24 <i>0.2%</i>	1,195 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	349 <i>3.2%</i>	16,558 <i>9.8%</i>
Non-CAP Positions	10,516 <i>96.6%</i>	151,120 <i>89.4%</i>
Unknown	1 <i>0.0%</i>	190 <i>0.1%</i>
TOTAL	10,890	169,063

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

Highest Level of Education	PQM	Entire DAW
Post Grad	1,950 <i>17.9%</i>	67,982 <i>40.2%</i>
Bachelors	3,017 <i>27.7%</i>	74,020 <i>43.8%</i>
Some College	2,374 <i>21.8%</i>	11,918 <i>7.0%</i>
High School	3,363 <i>30.9%</i>	12,519 <i>7.4%</i>
Other	186 <i>1.7%</i>	2,624 <i>1.6%</i>
TOTAL	10,890	169,063

Military / Civilian	PQM	Entire DAW
Civilian	10,149 <i>93.2%</i>	153,396 <i>90.7%</i>
Military	741 <i>6.8%</i>	15,667 <i>9.3%</i>
TOTAL	10,890	169,063

Race	PQM	Entire DAW
WHITE	8,241 <i>75.7%</i>	123,628 <i>73.1%</i>
BLACK	1,296 <i>11.9%</i>	20,326 <i>12.0%</i>
ASIAN	471 <i>4.3%</i>	11,372 <i>6.7%</i>
MULTI	238 <i>2.2%</i>	4,607 <i>2.7%</i>
AMI/AN	102 <i>0.9%</i>	1,016 <i>0.6%</i>
PI	62 <i>0.6%</i>	849 <i>0.5%</i>
Unspecified	480 <i>4.4%</i>	7,265 <i>4.3%</i>
TOTAL	10,890	169,063

Gender	PQM	Entire DAW
Males	9,162 <i>84.1%</i>	118,376 <i>70.0%</i>
Females	1,622 <i>14.9%</i>	48,615 <i>28.8%</i>
Unspecified	106 <i>1.0%</i>	2,072 <i>1.2%</i>
TOTAL	10,890	169,063



PQM Size by Occupational Series

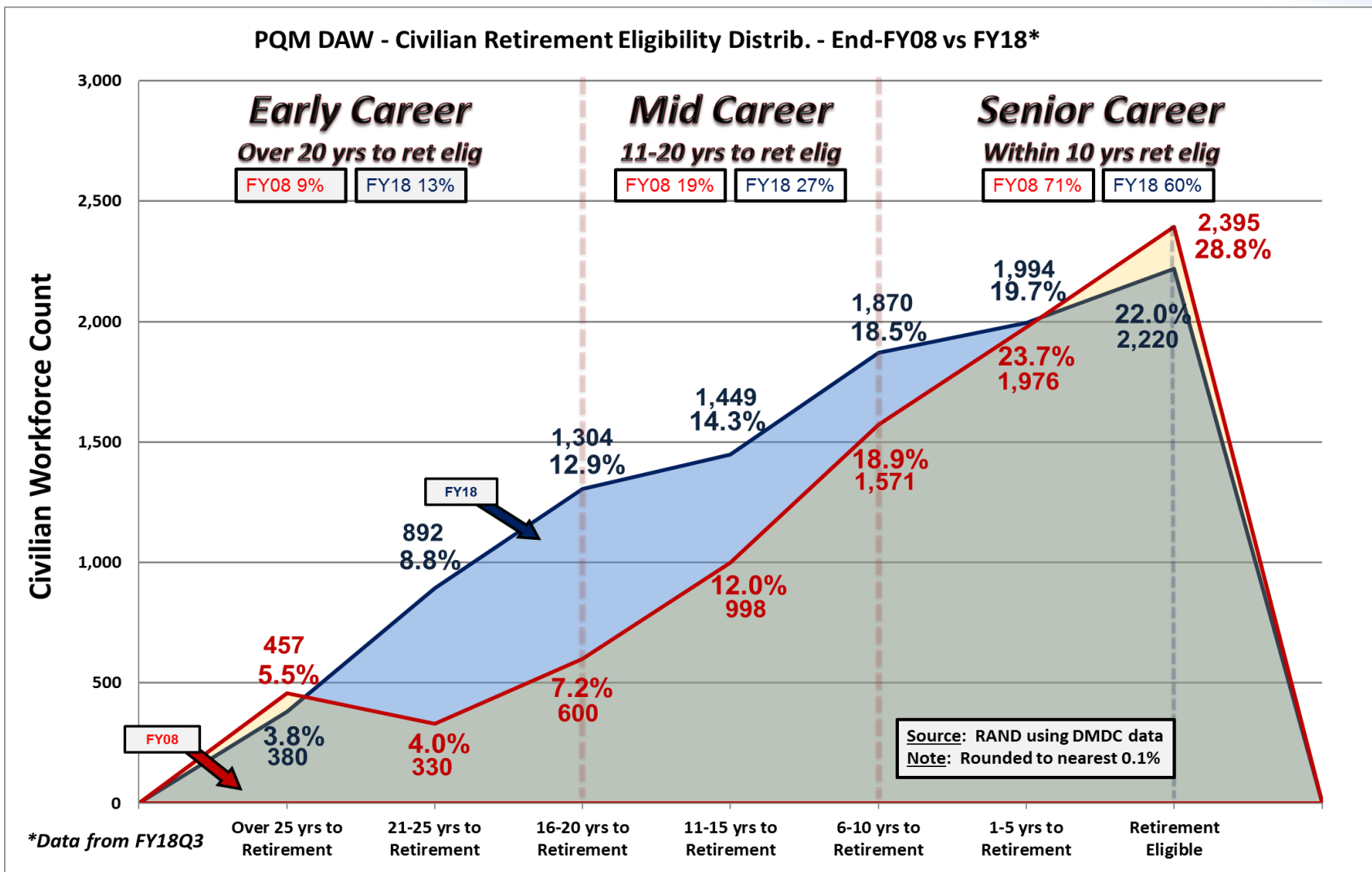
Civilian Occupational Series	PQM	
1910 - Quality Assurance Specialist	5,826	57.4%
1150 - Industrial Specialist	948	9.3%
1101 - Business and Industry Specialist	930	9.2%
0801 - Engineer, General	506	5.0%
0301 - Administration & Program Staff	345	3.4%
1152 - Production Controller	277	2.7%
0802 - Engineering Technician	212	2.1%
0856 - Engineering Technician, Electronics	206	2.0%
0896 - Engineer, Industrial	137	1.3%
0830 - Engineer, Mechanical	108	1.1%
0343 - Management and Program Analyst	103	1.0%
1670 - Equipment Specialist	53	0.5%
<i>Other</i>	498	4.9%
TOTAL CIVILIAN	10,149	Civilians



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



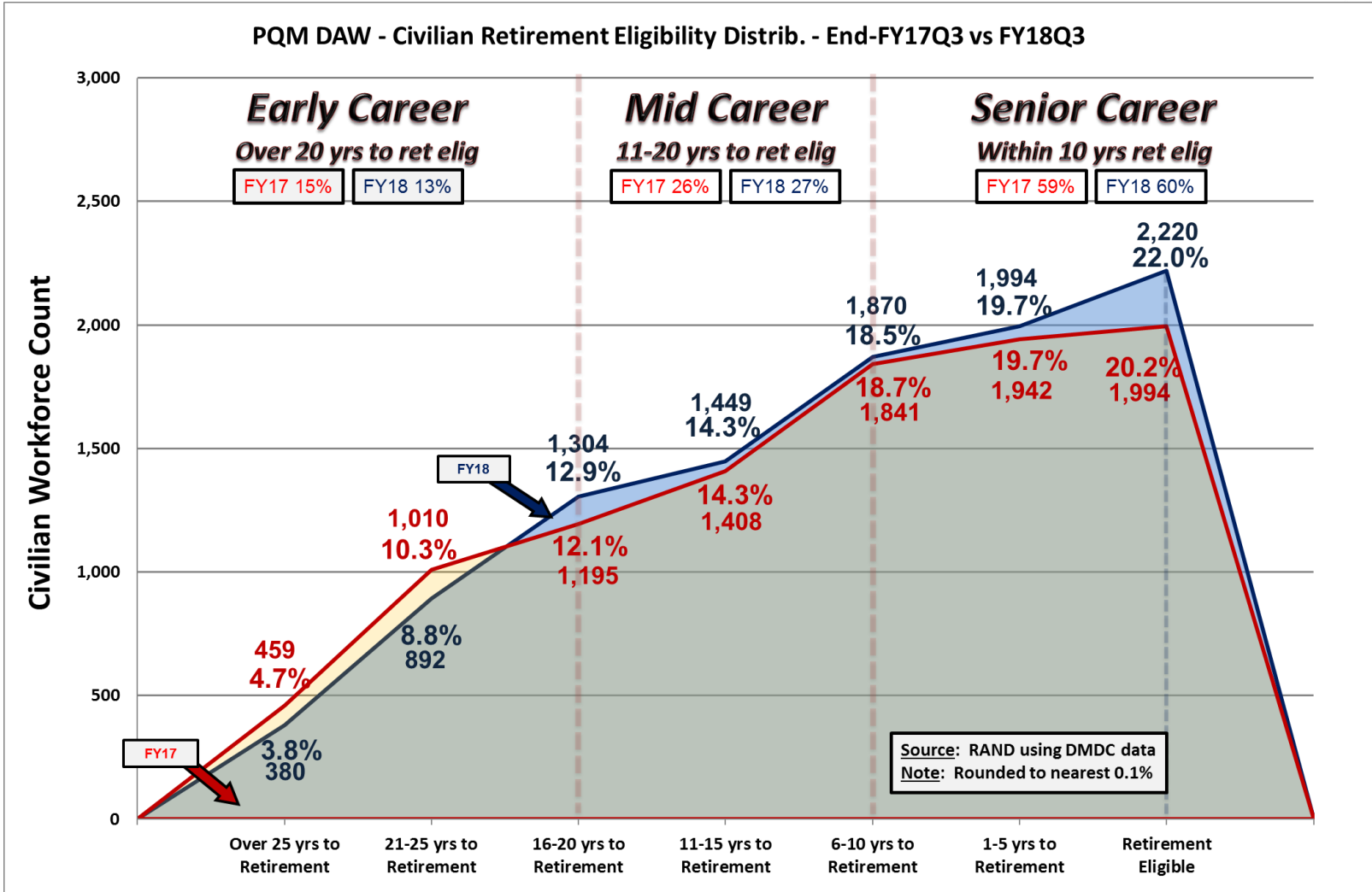
PQM Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



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



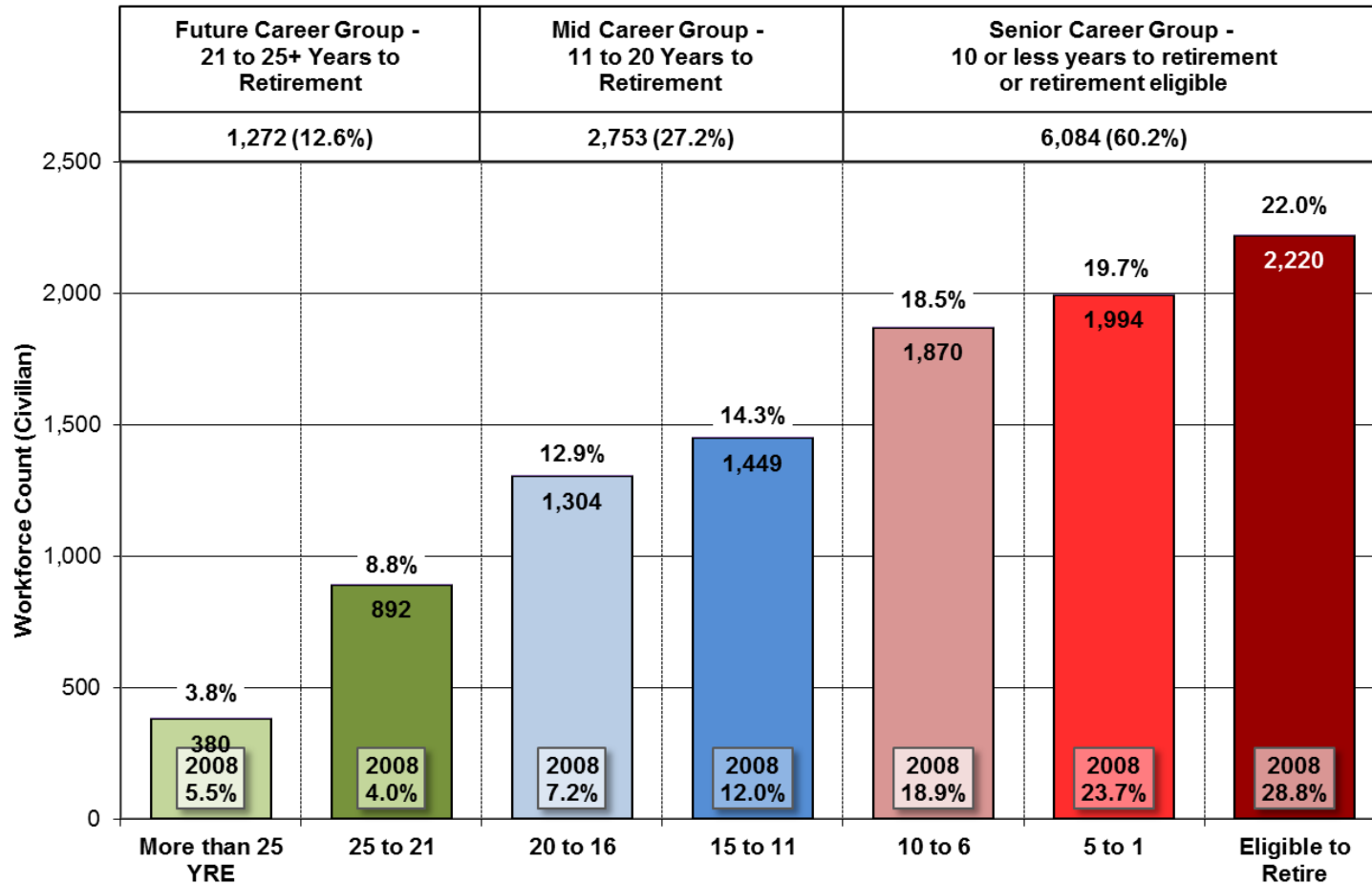
As of 30 Jun 2018



PQM Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Production, Quality and Manufacturing



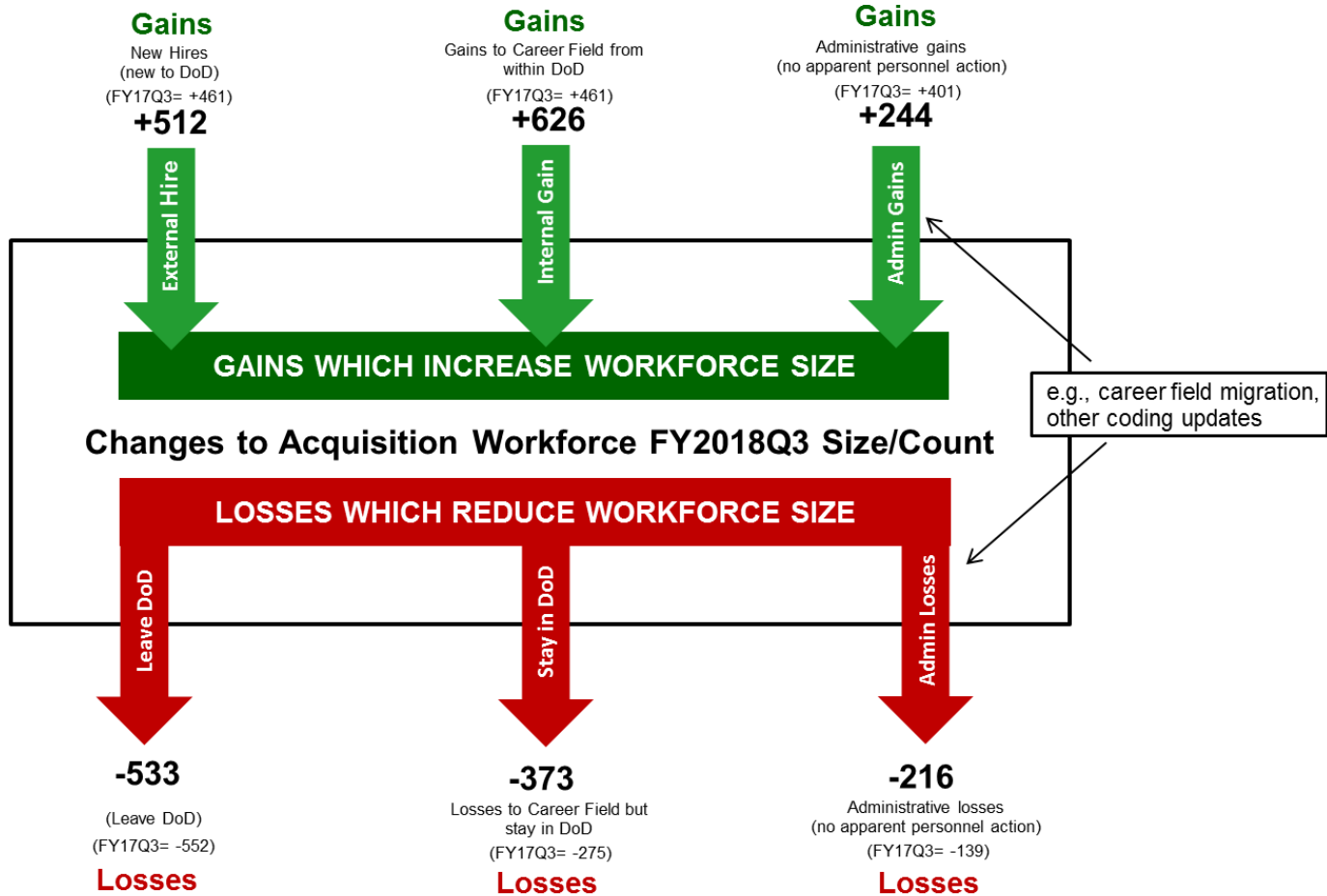
As of 30 Jun 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Production, Quality and

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



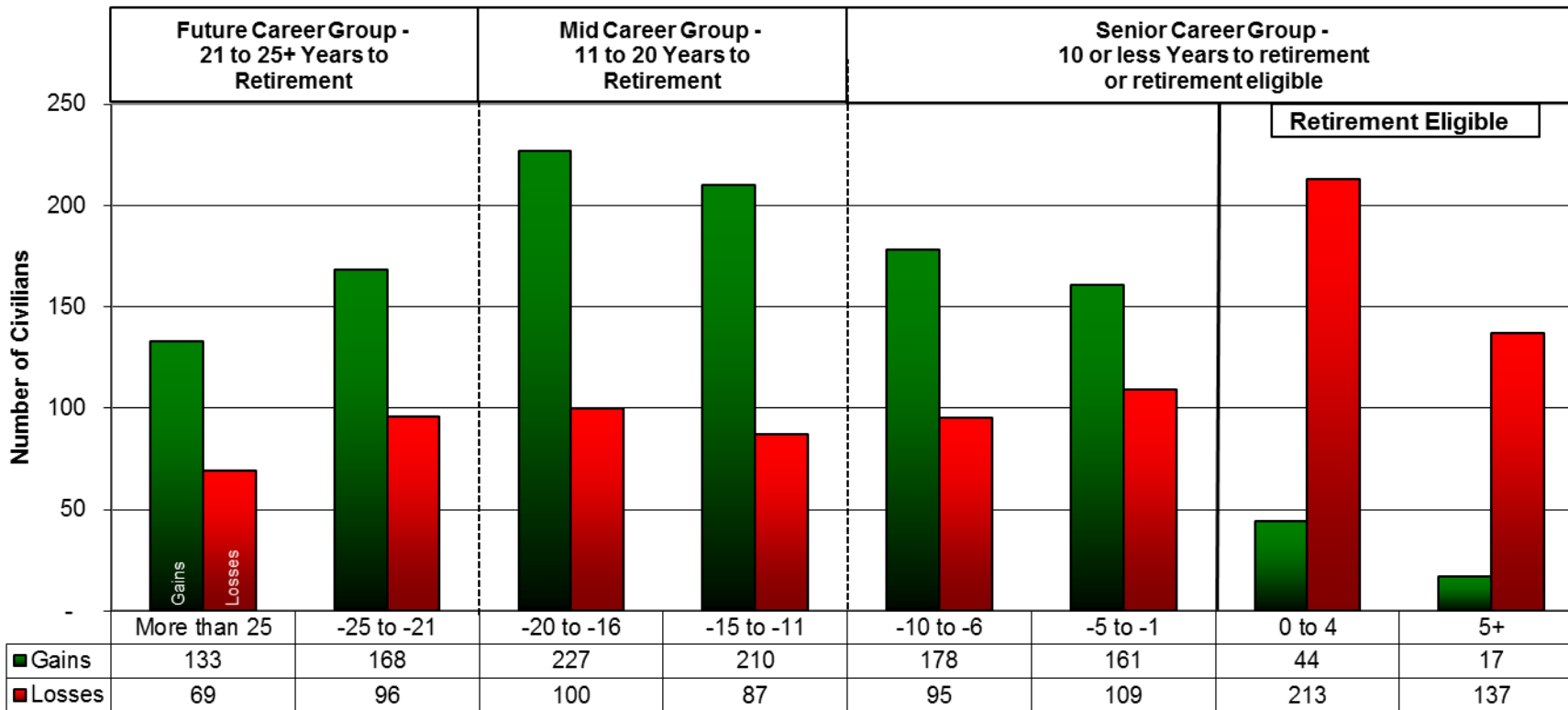


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing

Workforce Lifecycle FY2018Q3 Gains & Losses*



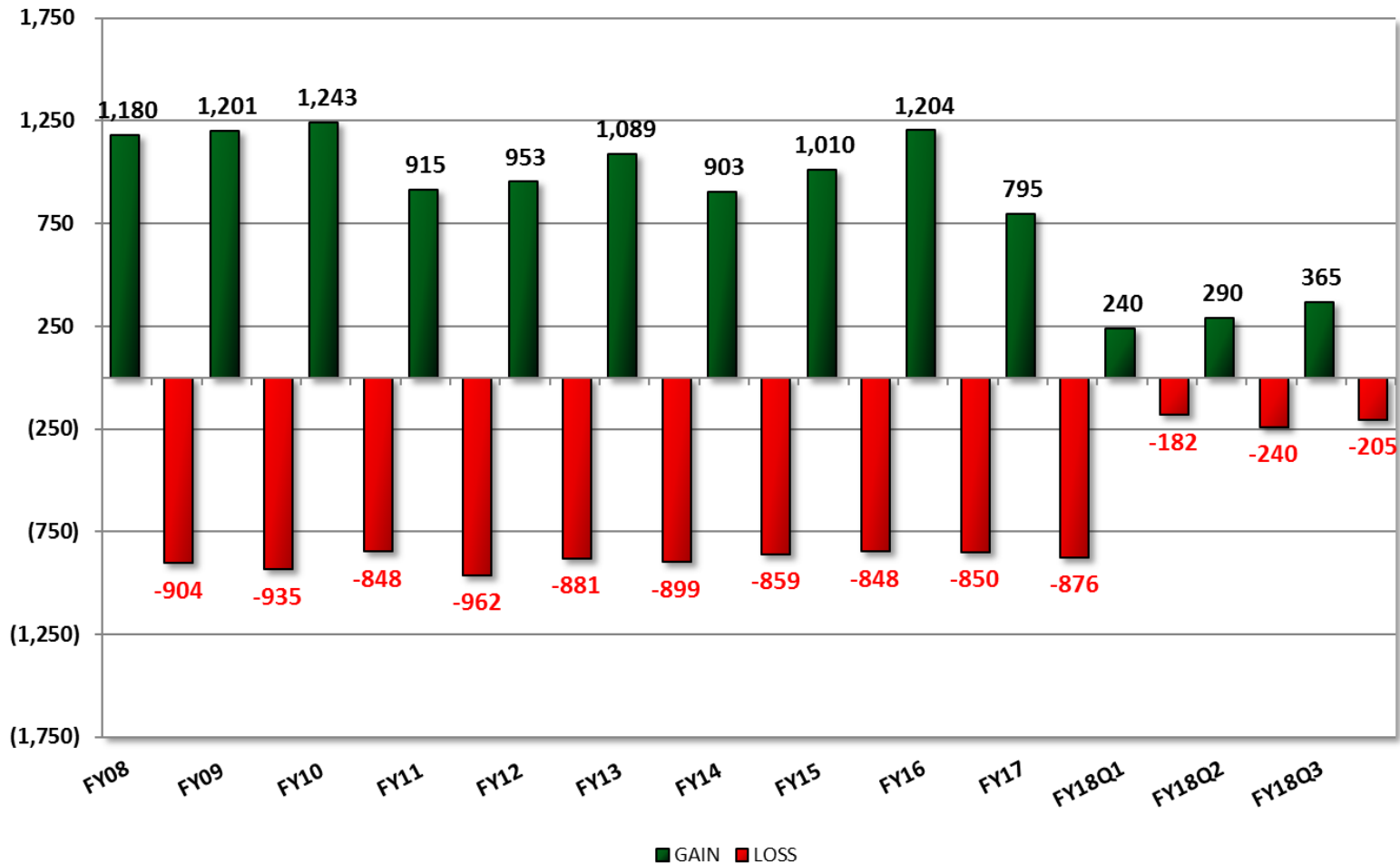
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



PQM

Historical Gains and Losses FY08 – FY18



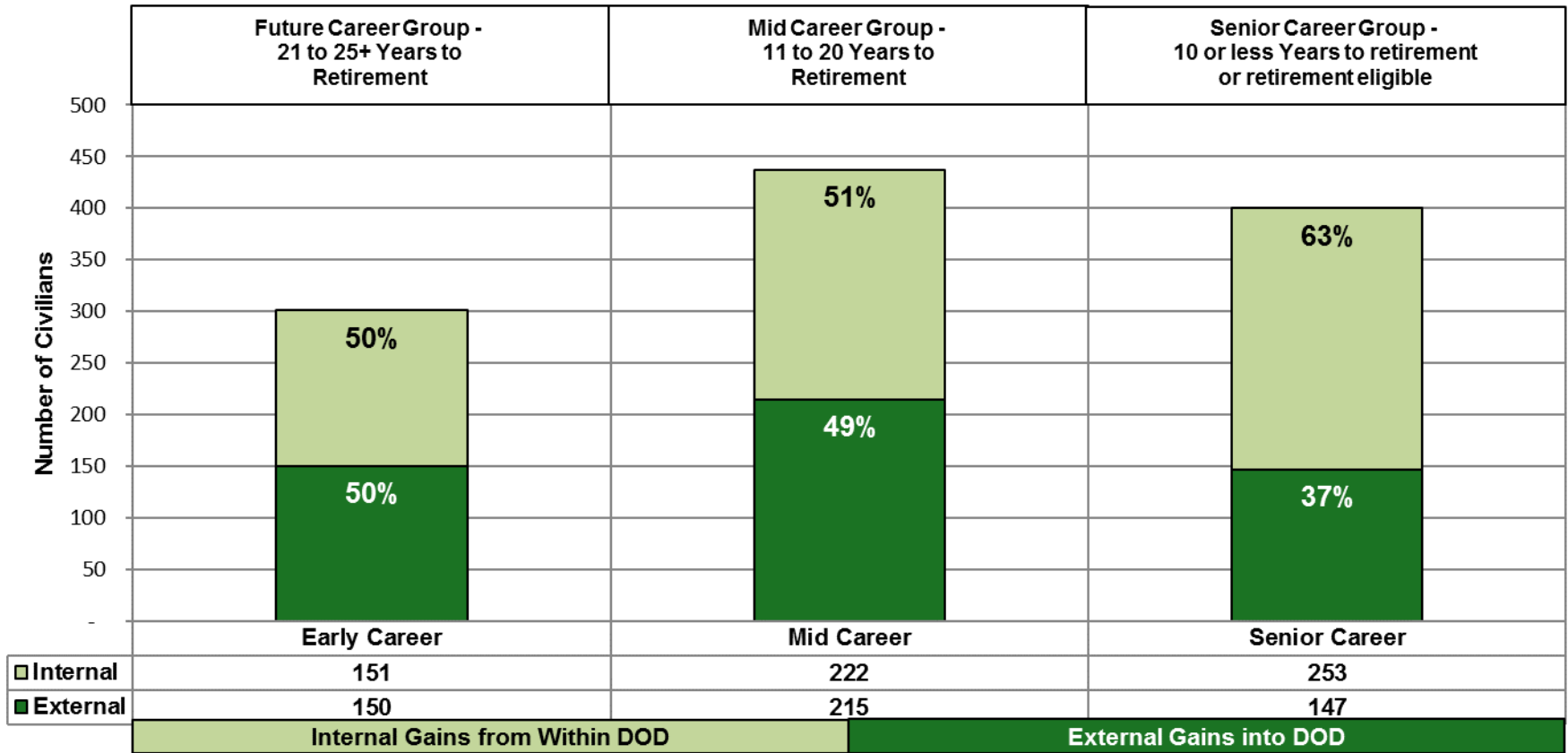
As of 30 Jun 2018



PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

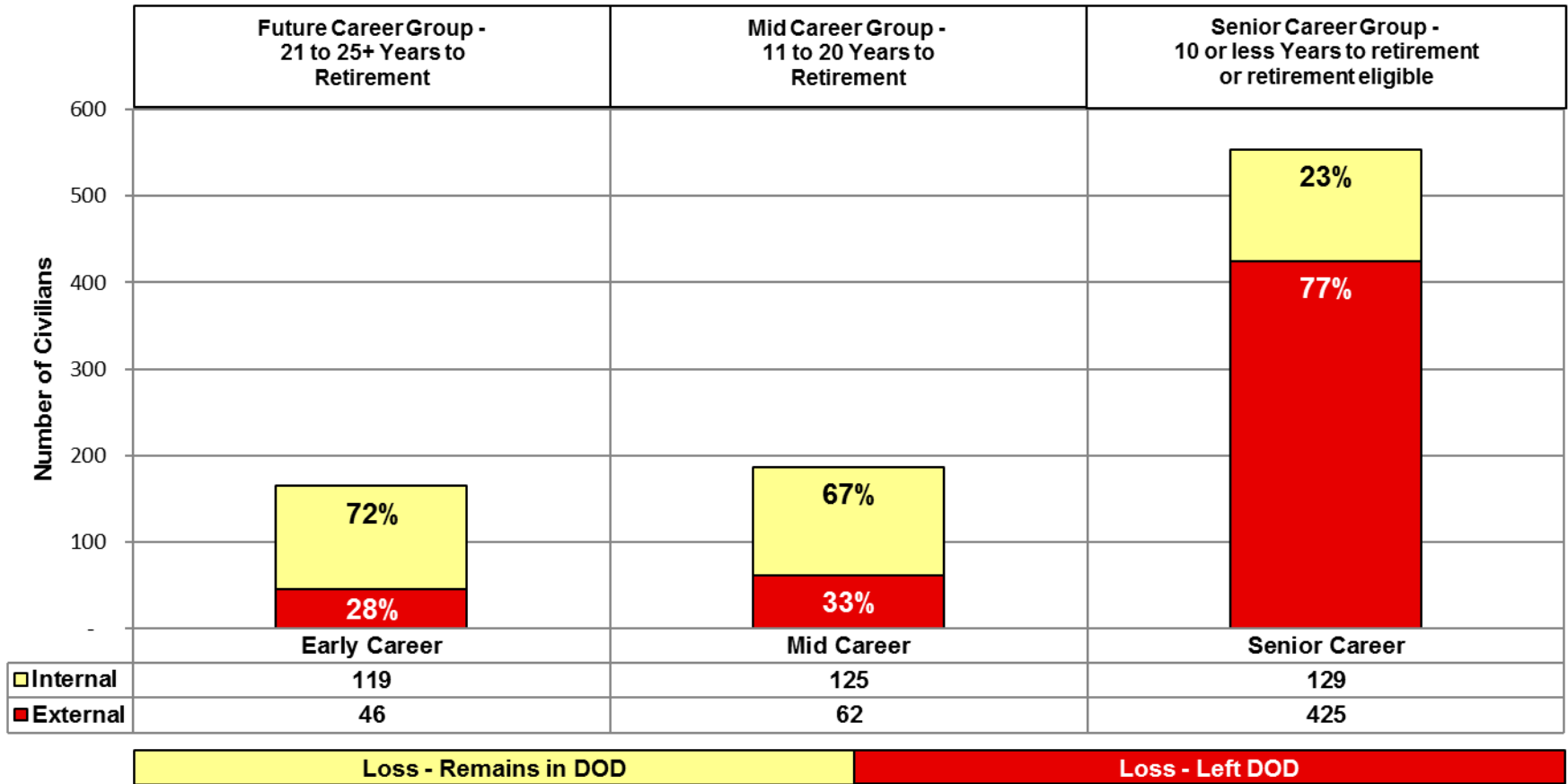


PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Production, Quality and Manufacturing

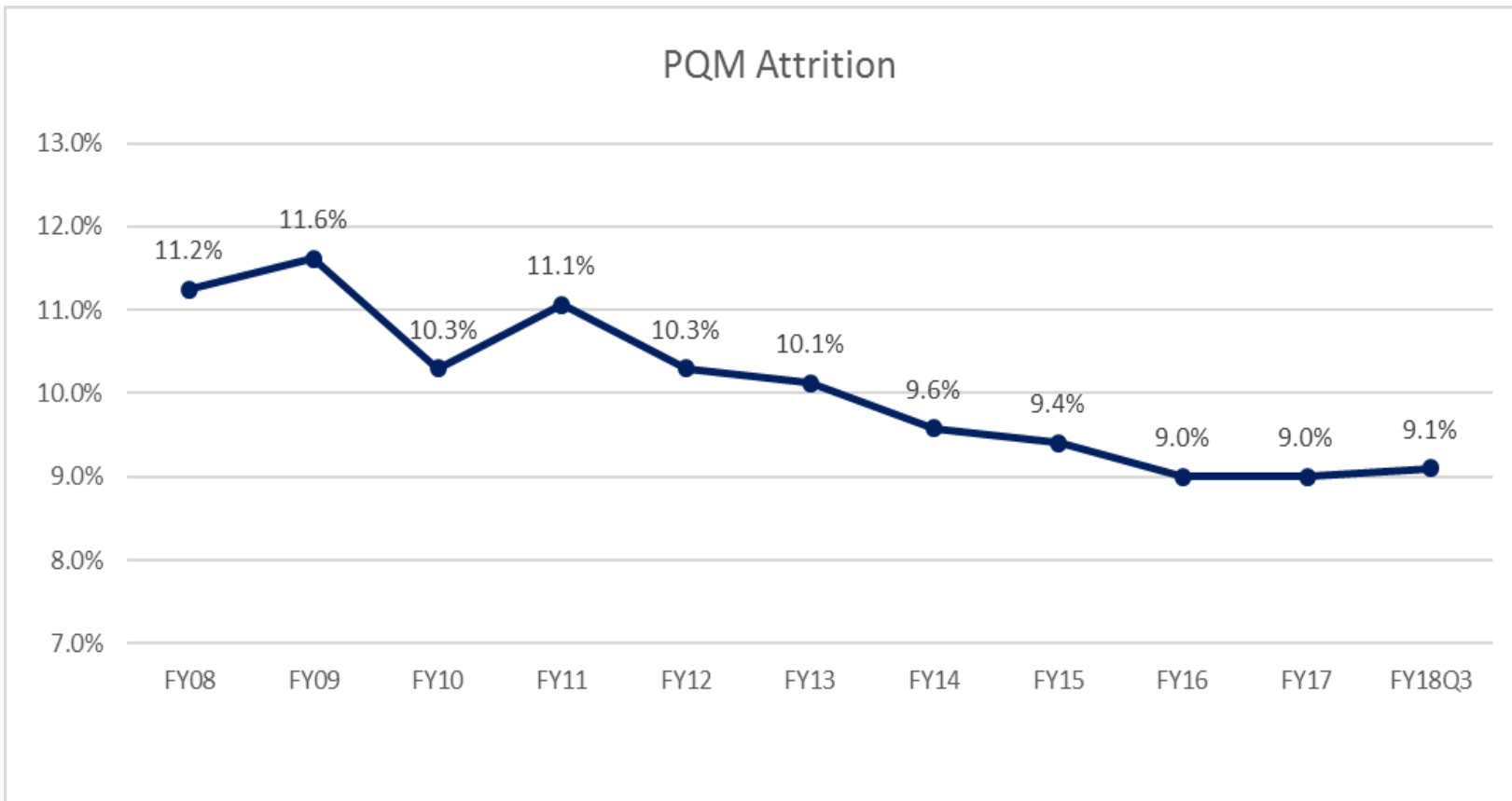
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates

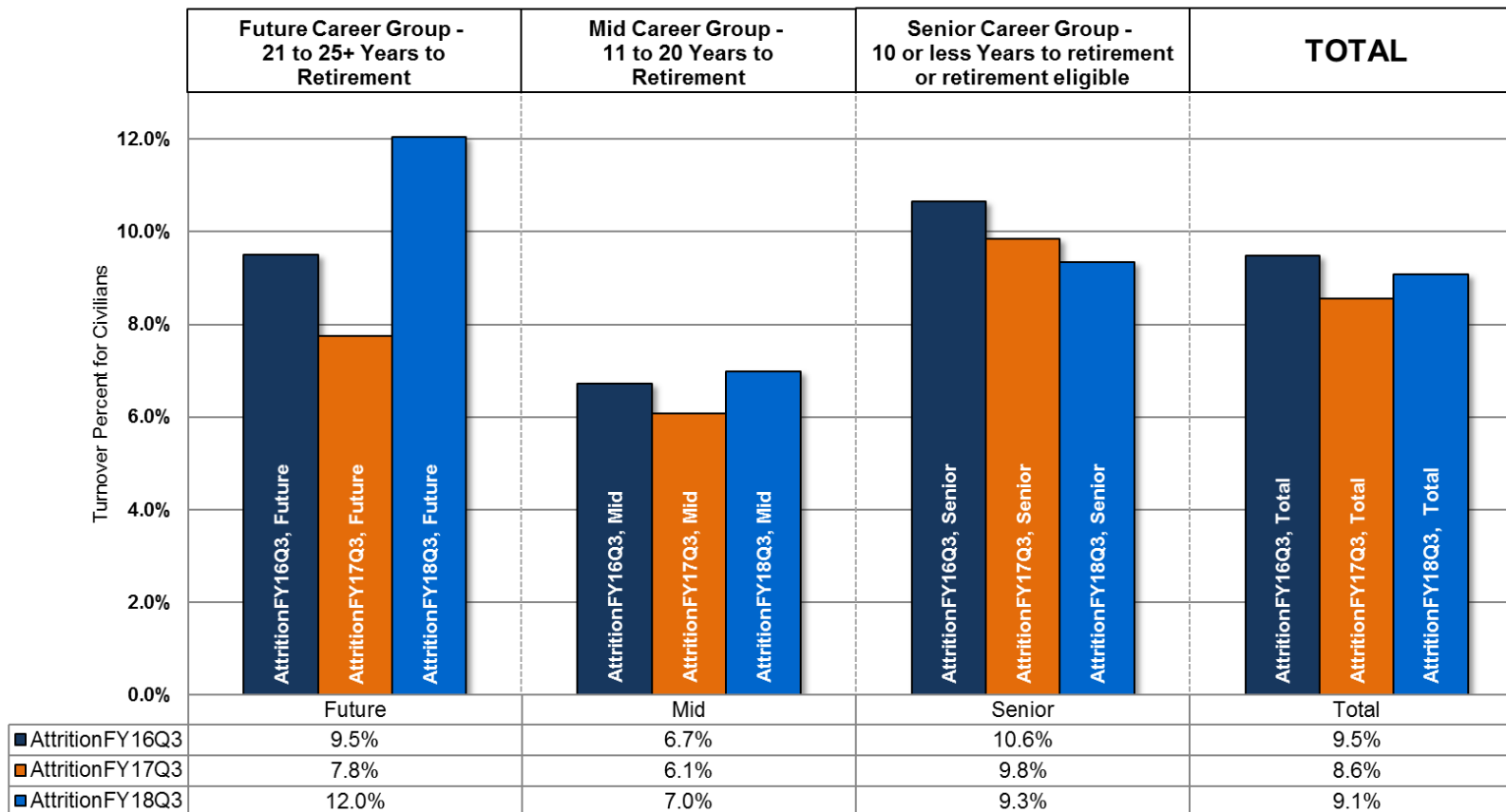


*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



PQM Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Production, Quality and Manufacturing (Civilian) (FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)



As of 30 Jun 2018

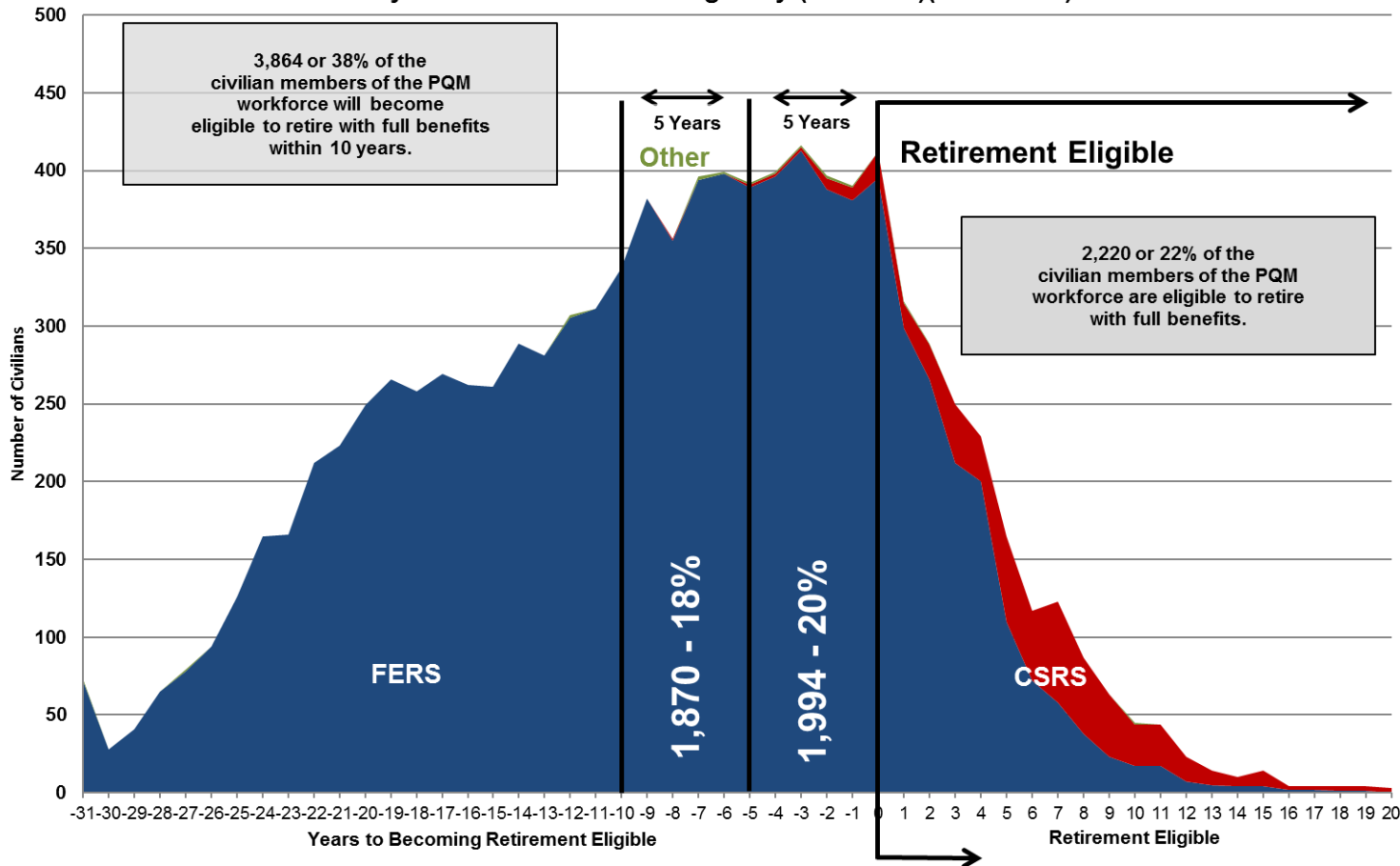


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Production, Quality and Manufacturing

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



As of 30 Jun 2018



END