



Defense Acquisition Workforce Key Information

Program Management
As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Program Management	FY 2008				FY2018Q3			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	12,824	4,903	17,727	169,063
Change in size from 2008	-	-	-	-	59%	4%	39%	34%
Civilian/Military Composition	63%	37%	-	88% / 12%	72%	28%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	84%	94%	87%	84%
Graduate Degree	37%	62%	46%	29%	51%	71%	57%	40%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	88%	82%	86%	85%
Level II or Higher Achieved	62%	61%	61%	61%	77%	60%	72%	72%
Level III Achieved	46%	31%	40%	36%	48%	34%	44%	41%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	75%	61%	71%	75%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	20%	34%	24%	22%
Does Not Meet Certification Requirement	19%	8%	15%	14%	4%	5%	4%	3%
Planning Considerations								
Average Age	50	39	46	46	49	37	46	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	13/26/61(%)	-	-	24/26/49(%)
Average Years of Service	19	16	18	17	16	15	15	15
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	2,642(21%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,741(21%)	-	-	25,072(16%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	2,010/1,499	-	-	17,613/12,259

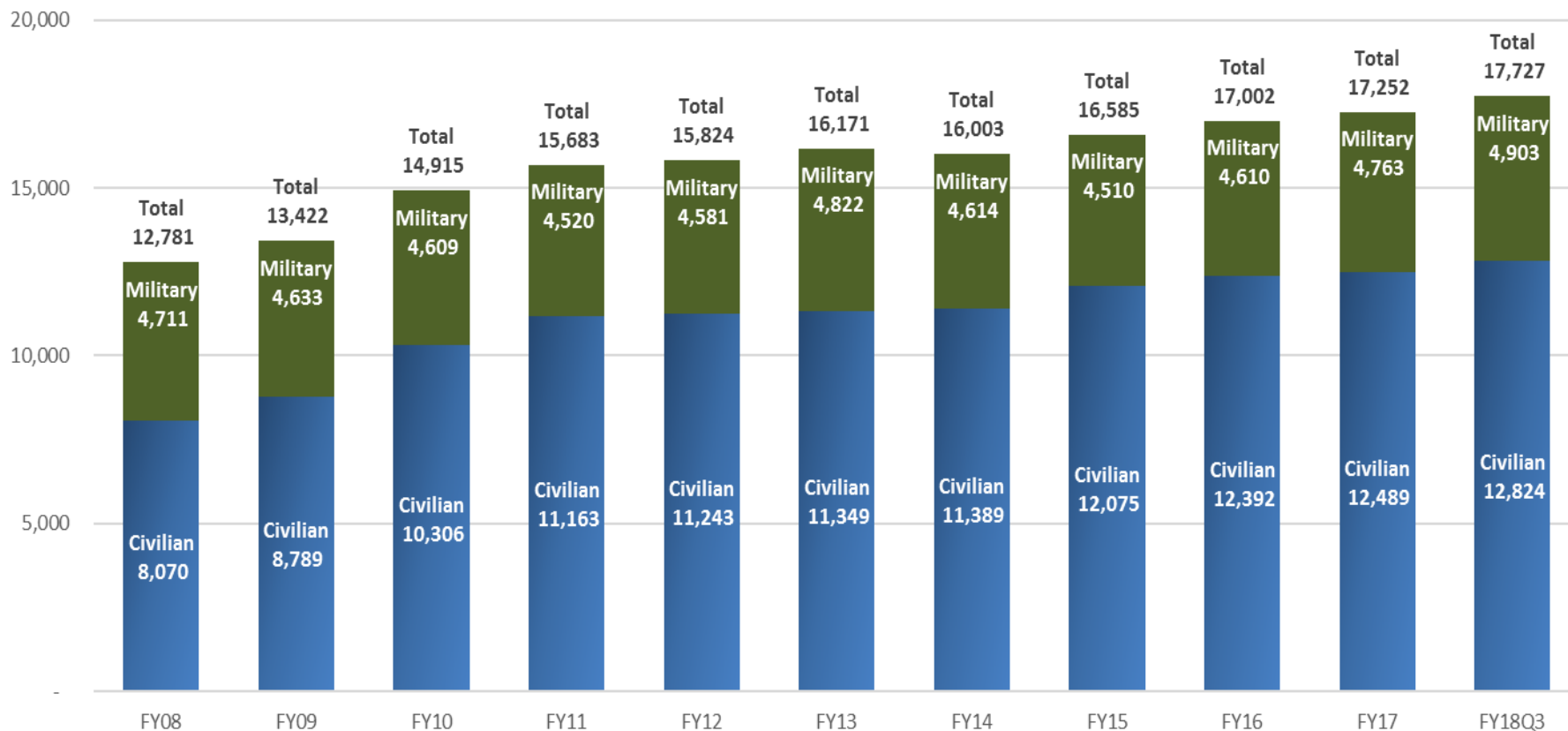
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

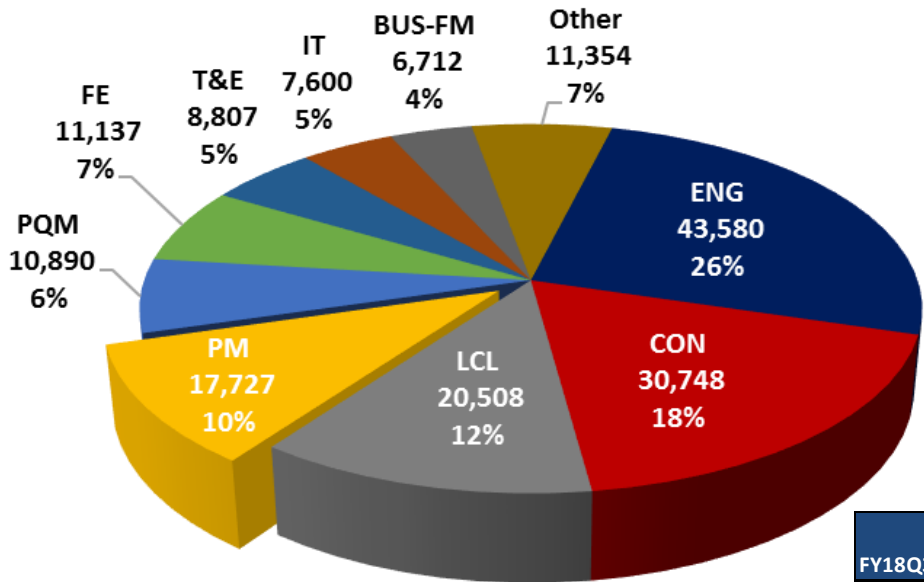


Program Management





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%		



Program Management Workforce Historical Size by Agency FY08 – FY18Q3



Program Management Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
AIR FORCE	4,105	5,026	5,357	5,242	5,681	5,885	6,141	50%	4%
NAVY	3,435	4,348	4,955	5,137	5,560	5,450	5,571	62%	2%
ARMY	3,690	3,438	3,336	3,263	3,240	3,313	3,352	-9%	1%
MARINE CORPS	650	910	838	812	802	763	758	17%	-1%
DISA	122	134	146	242	257	340	384	215%	13%
MDA	136	253	304	339	349	350	347	155%	-1%
DCMA	309	342	341	388	381	342	327	6%	-4%
DLA	16	10	40	88	181	277	286	1688%	3%
DTRA	79	89	131	133	133	149	152	92%	2%
DAU	91	148	168	139	154	131	131	44%	0%
DHA	26	78	93	91	78	69	81	212%	17%
OSD	42	42	68	70	76	76	73	74%	-4%
NRO	-	-	-	-	42	48	63		31%
DTIC	-	-	3	12	22	20	24		20%
JCS	1	-	36	32	27	18	16	1500%	-11%
DFAS	1	-	-	1	5	5	6	500%	20%
DeCA	1	1	1	5	5	5	4	300%	-20%
DoD HRA	10	-	1	1	3	3	3	-70%	0%
NDU	6	2	4	4	3	4	3	-50%	-25%
TRMC	-	-	-	1	2	2	2		0%
WHS	5	1	1	-	1	1	1	-80%	0%
DCAA	-	1	1	-	-	-	1		
IG	-	-	-	-	-	-	1		
DoDEA	-	-	-	-	-	1	-		-100%
DMEA	-	1	-	-	-	-	-		
DSS	1	-	-	-	-	-	-	-100%	
DSCA	5	2	-	3	-	-	-	-100%	
4th Estate Other	50	84	-	-	-	-	-	-100%	
TOTAL	12,781	14,910	15,824	16,003	17,002	17,252	17,727	↑ 39%	↑ 3%



Program Management Workforce Historical (Quarterly) Size by Agency FY16Q3 – FY18Q2



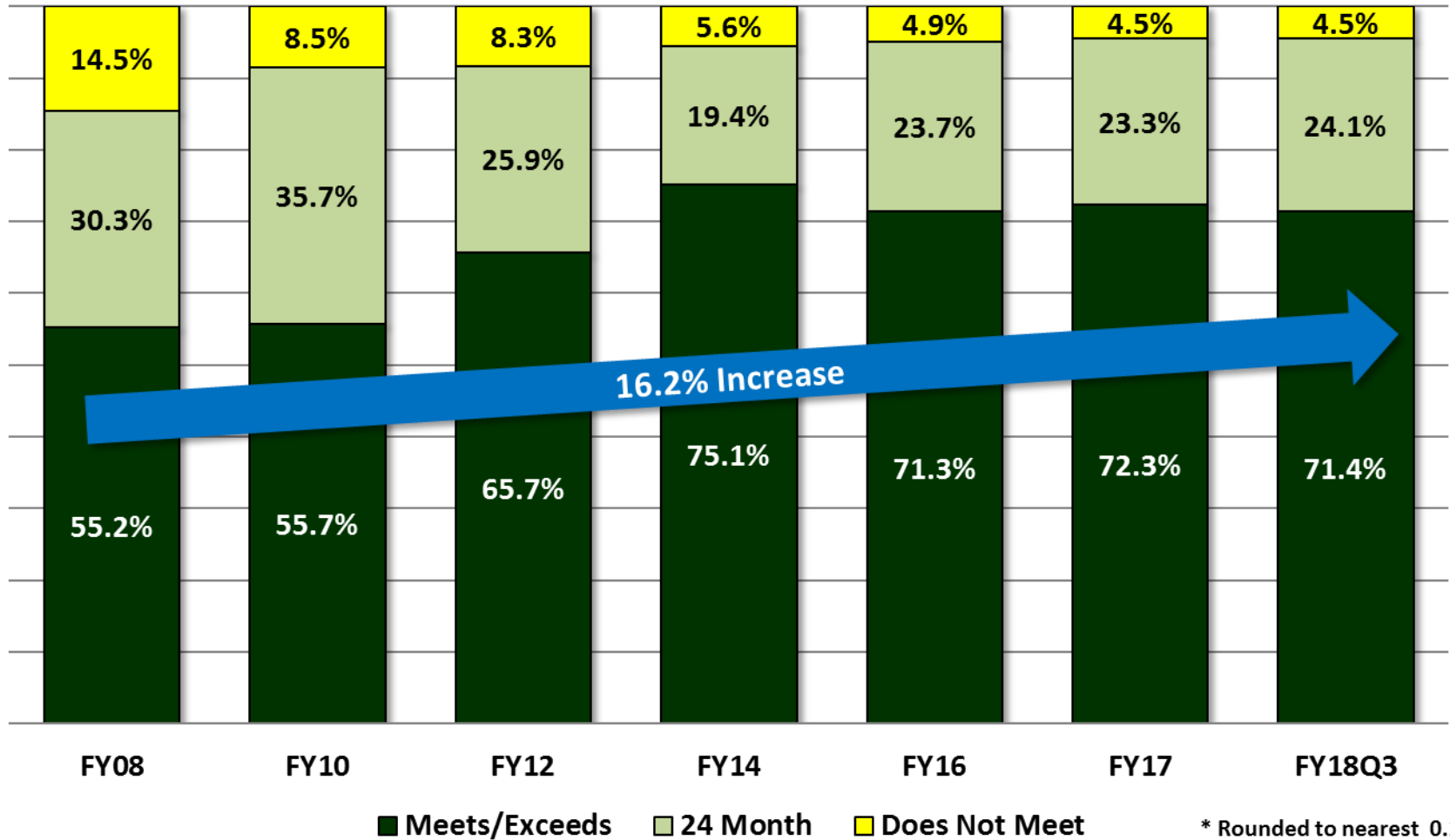
Program Management Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
AIR FORCE	5,536	5,681	5,658	5,720	5,774	5,885	5,892	5,934	6,141	6%
NAVY	5,595	5,560	5,514	5,497	5,516	5,450	5,467	5,519	5,571	1%
ARMY	3,227	3,240	3,284	3,261	3,217	3,313	3,305	3,330	3,352	4%
MARINE CORPS	800	802	794	790	785	763	756	756	758	-3%
DISA	261	257	264	277	288	340	333	373	384	33%
MDA	345	349	355	357	354	350	348	347	347	-2%
DCMA	377	381	379	370	361	342	329	322	327	-9%
DLA	171	181	179	182	182	277	284	281	286	57%
DTRA	131	133	139	134	136	149	150	150	152	12%
DAU	145	154	145	142	141	131	133	131	131	-7%
DHA	74	78	73	70	71	69	72	76	81	14%
OSD	78	76	77	78	78	76	74	74	73	-6%
NRO	40	42	44	44	47	48	50	46	63	34%
DTIC	18	22	21	21	18	20	20	25	24	33%
JCS	28	27	25	25	22	18	18	16	16	-27%
DFAS	5	5	5	5	5	5	5	6	6	20%
DeCA	5	5	6	6	5	5	3	4	4	-20%
DoD HRA	3	3	4	5	4	3	3	3	3	-25%
NDU	4	3	3	3	3	4	3	3	3	0%
TRMC	1	2	2	2	2	2	2	2	2	0%
WHS	1	1	1	1	1	1	1	1	1	0%
DCAA	-	-	-	-	-	-	-	1	1	
IG	-	-	-	-	-	-	-	-	1	
TOTAL	16,845	17,002	16,972	16,990	17,010	17,251	17,248	17,400	17,727	↑ 4%



Program Management Historical DAWIA Certification FY08 – FY18Q3



Program Management

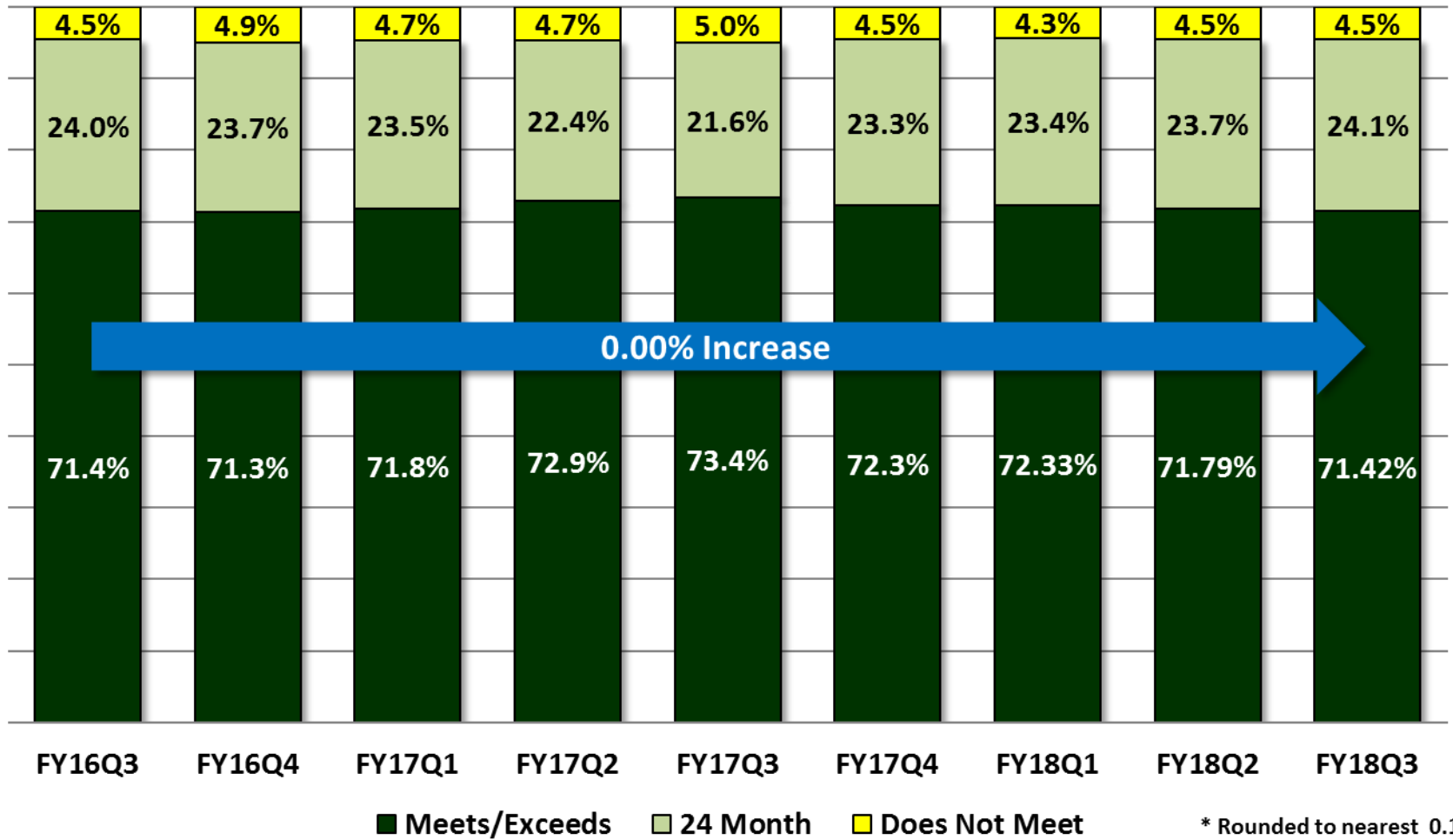




Program Management Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



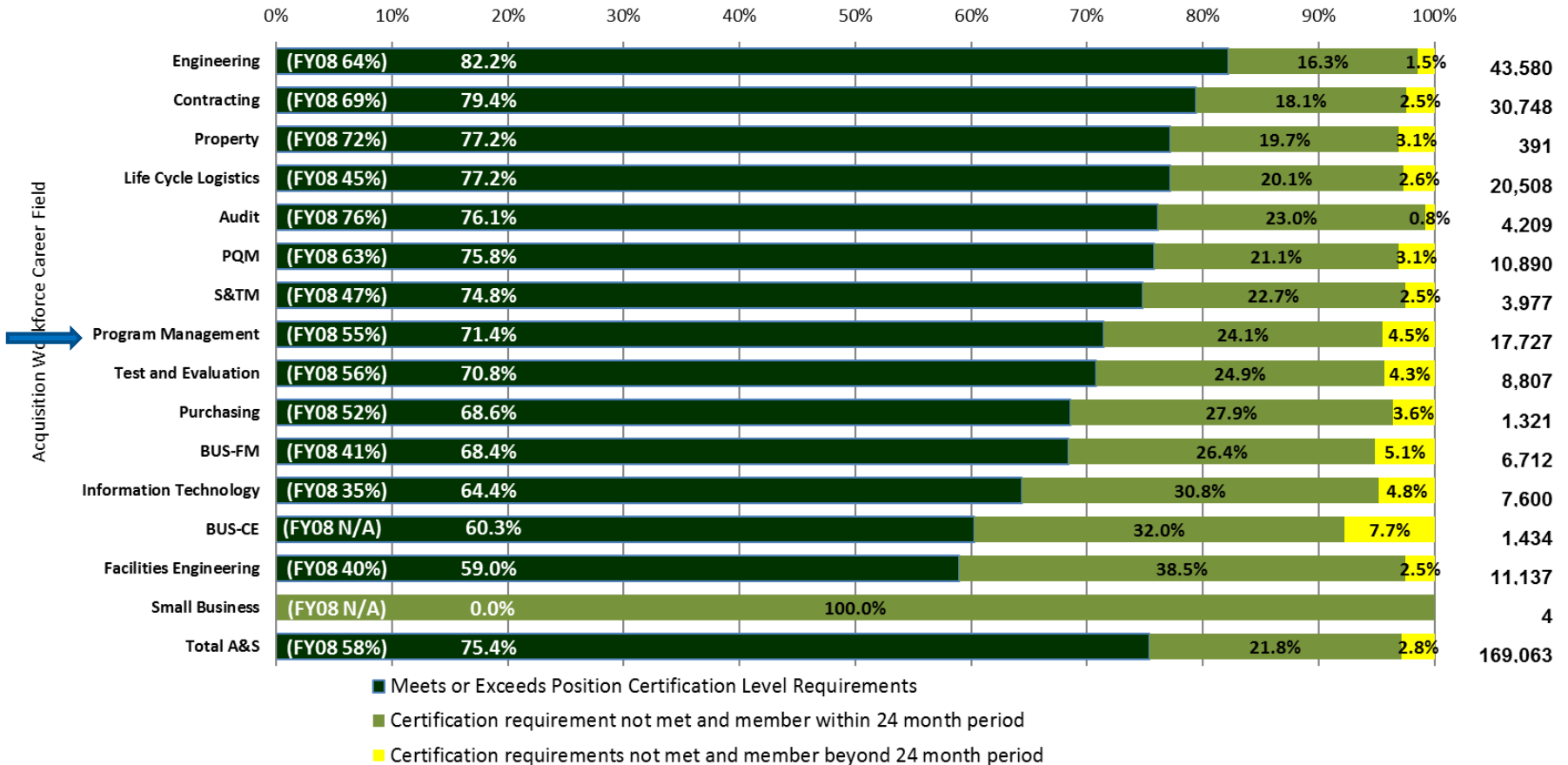
Program Management





DAWIA Certification by Career Field

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

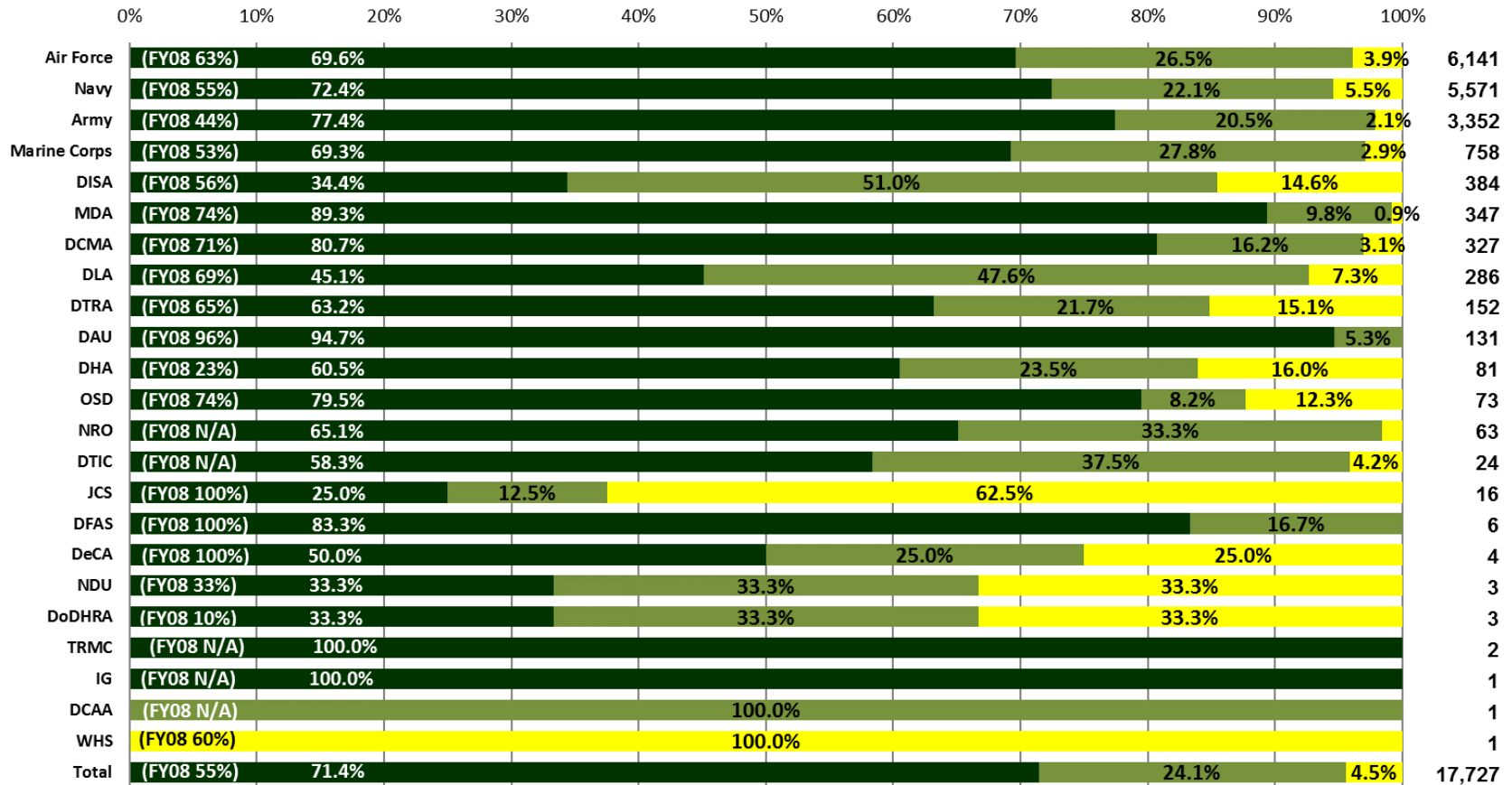




Program Management DAWIA Certification by Component

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

Acquisition Workforce Component



- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



Program Management DAWIA Certification Matrix + Bench Strength

Program Management Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	552	662	212	48	1,474	62.6%
Level II	1,251	1,272	4,005	1,204	7,732	67.4%
Level III	635	512	803	6,522	8,472	77.0%
Unspecified	18	8	15	8	49	
FY18Q3 TOTAL	2,456	2,454	5,035	7,782	17,727	71.4%
	13.9%	13.8%	28.4%	43.9%		

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%	
Program IV	12,653	71.4%	8 of 14

** Based on population total without unspecified positions

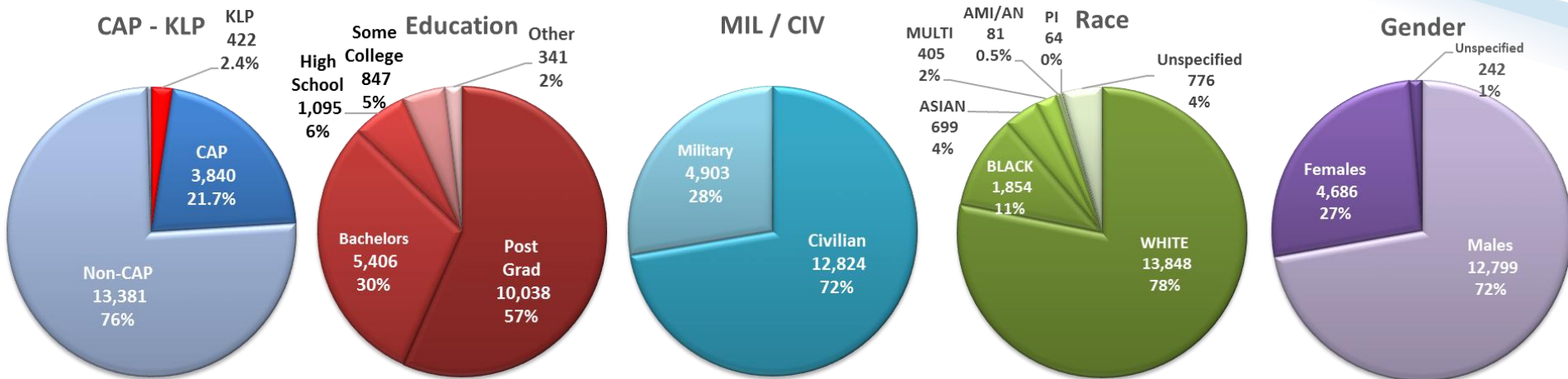
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	922	542	10	1,474	8.3%
Level II	5,209	2,221	302	7,732	43.6%
Level III	6,522	1,473	477	8,472	47.8%
Unspecified	8	40	1	49	0.3%
Program Management TOTAL	12,661	4,276	790	17,727	
	71.4%	24.1%	4.5%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Program Management Demographics



Occupied Position Type	PM	Entire DAW
Key Leadership Positions (KLPs)	422 <i>2.4%</i>	1,195 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	3,840 <i>21.7%</i>	16,558 <i>9.8%</i>
Non-CAP Positions	13,381 <i>75.5%</i>	151,120 <i>89.4%</i>
Unknown	84 <i>0.5%</i>	190 <i>0.1%</i>
TOTAL	17,727	169,063

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

Highest Level of Education	PM	Entire DAW
Post Grad	10,038 <i>56.6%</i>	67,982 <i>40.2%</i>
Bachelors	5,406 <i>30.5%</i>	74,020 <i>43.8%</i>
High School	1,095 <i>6.2%</i>	11,918 <i>7.0%</i>
Some College	847 <i>4.8%</i>	12,519 <i>7.4%</i>
Other	341 <i>1.9%</i>	2,624 <i>1.6%</i>
TOTAL	17,727	169,063

Military / Civilian	PM	Entire DAW
Civilian	12,824 <i>72.3%</i>	153,396 <i>90.7%</i>
Military	4,903 <i>27.7%</i>	15,667 <i>9.3%</i>
TOTAL	17,727	169,063

Race	PM	Entire DAW
WHITE	13,848 <i>78.1%</i>	123,628 <i>73.1%</i>
BLACK	1,854 <i>10.5%</i>	20,326 <i>12.0%</i>
ASIAN	699 <i>3.9%</i>	11,372 <i>6.7%</i>
MULTI	405 <i>2.3%</i>	4,607 <i>2.7%</i>
AMI/AN	81 <i>0.5%</i>	1,016 <i>0.6%</i>
PI	64 <i>0.4%</i>	849 <i>0.5%</i>
Unspecified	776 <i>4.4%</i>	7,265 <i>4.3%</i>
TOTAL	17,727	169,063

Gender	PM	Entire DAW
Males	12,799 <i>72.2%</i>	118,376 <i>70.0%</i>
Females	4,686 <i>26.4%</i>	48,615 <i>28.8%</i>
Unspecified	242 <i>1.4%</i>	2,072 <i>1.2%</i>
TOTAL	17,727	169,063



Program Management Size by Occupational Series

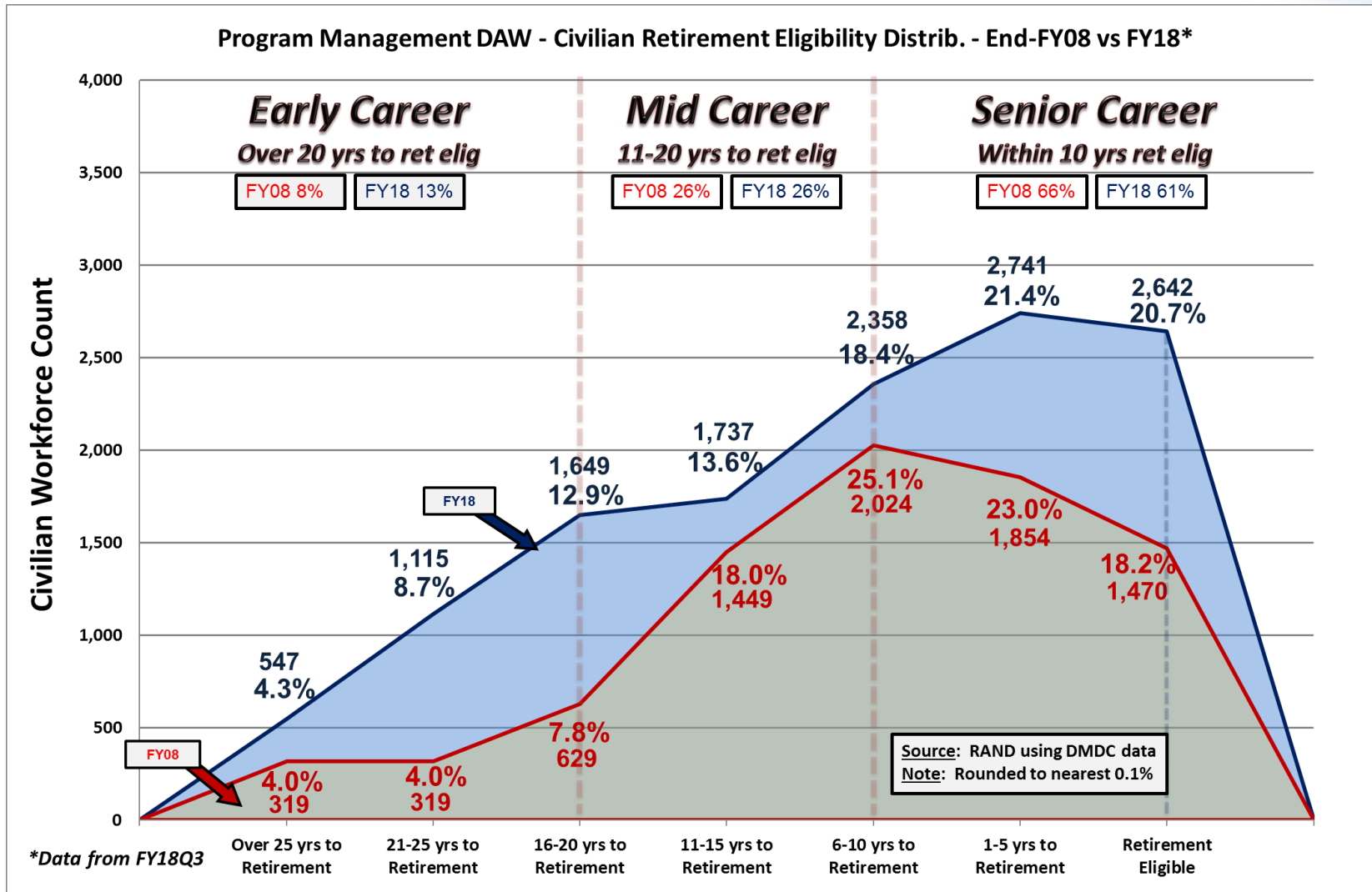
Civilian Occupational Series	PM	
1101 - Business and Industry Specialist	3,673	28.6%
0340 - Program Manager	3,504	27.3%
0343 - Management and Program Analyst	3,018	23.5%
0301 - Administration & Program Staff	1,255	9.8%
0801 - Engineer, General	674	5.3%
2210 - Information Technology Management Specialist	179	1.4%
0855 - Engineer, Electronics	109	0.8%
1515 - Operations Research Analyst	56	0.4%
0830 - Engineer, Mechanical	22	0.2%
0802 - Engineering Technician	17	0.1%
<i>Other</i>	317	2.5%
TOTAL CIVILIAN	12,824	Civilians



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



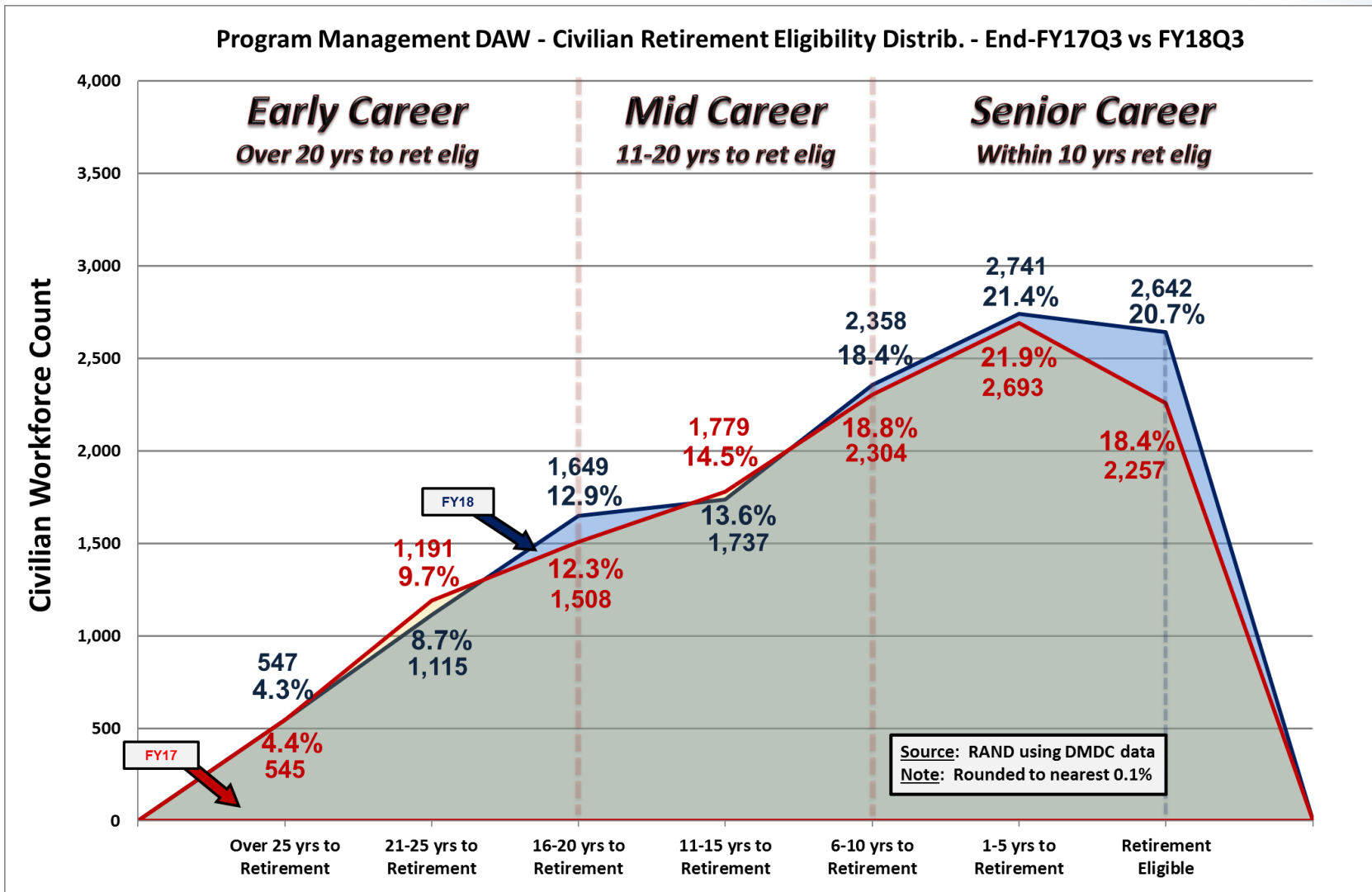
Program Management Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



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



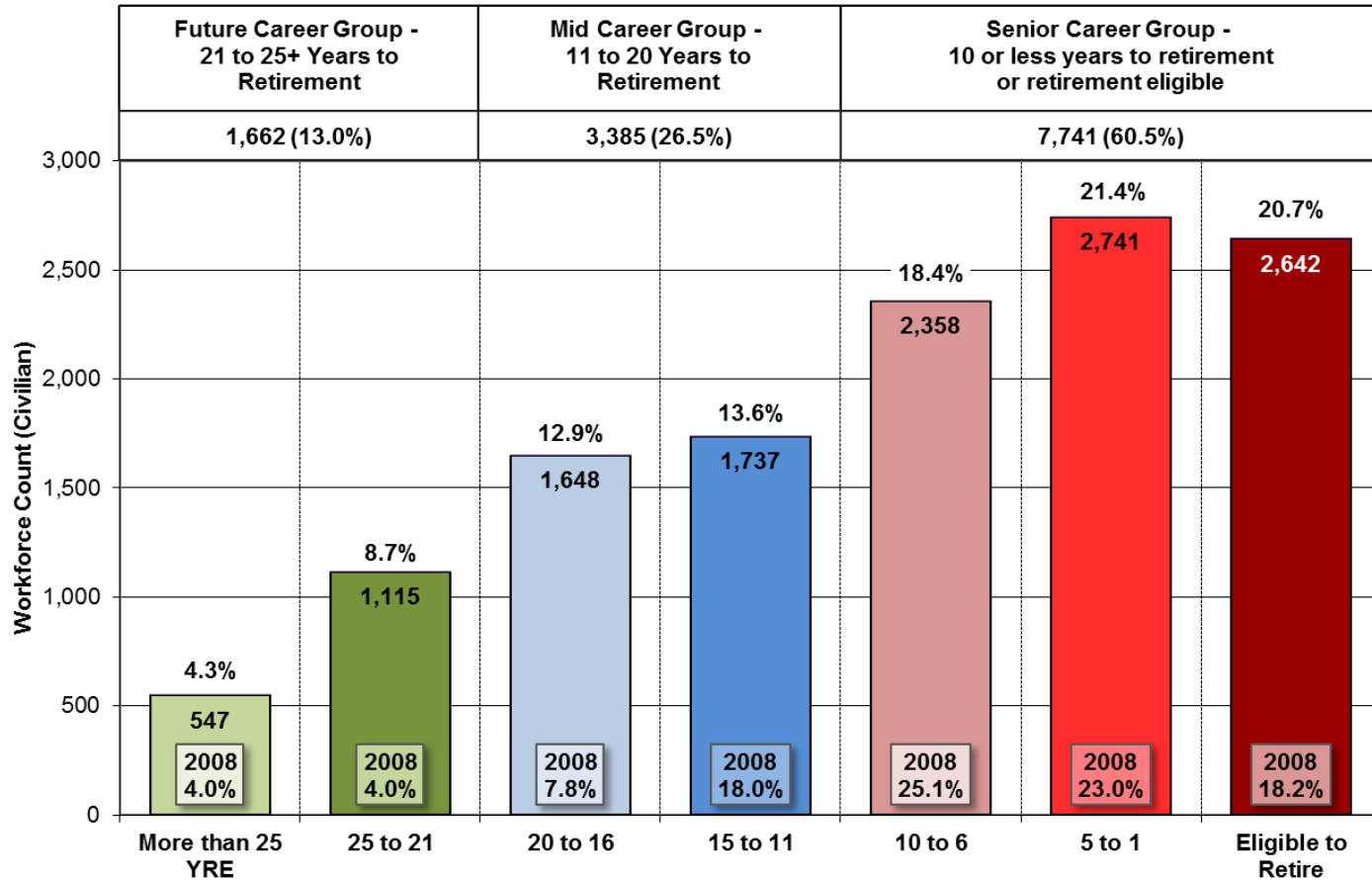
As of 30 Jun 2018



Program Management Workforce Lifecycle Model by YRE



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



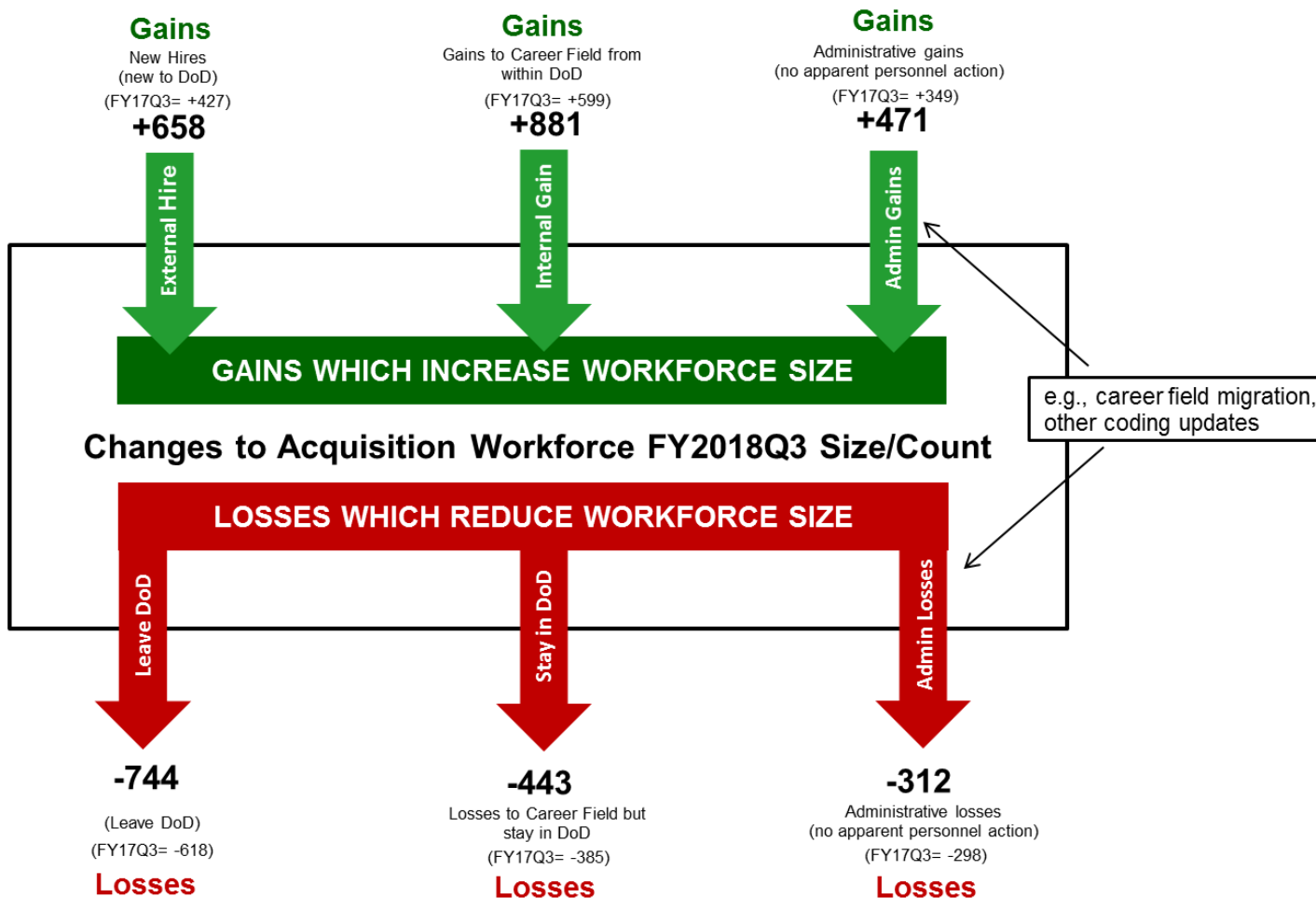
As of 30 Jun 2018



Program Management Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Program Management

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



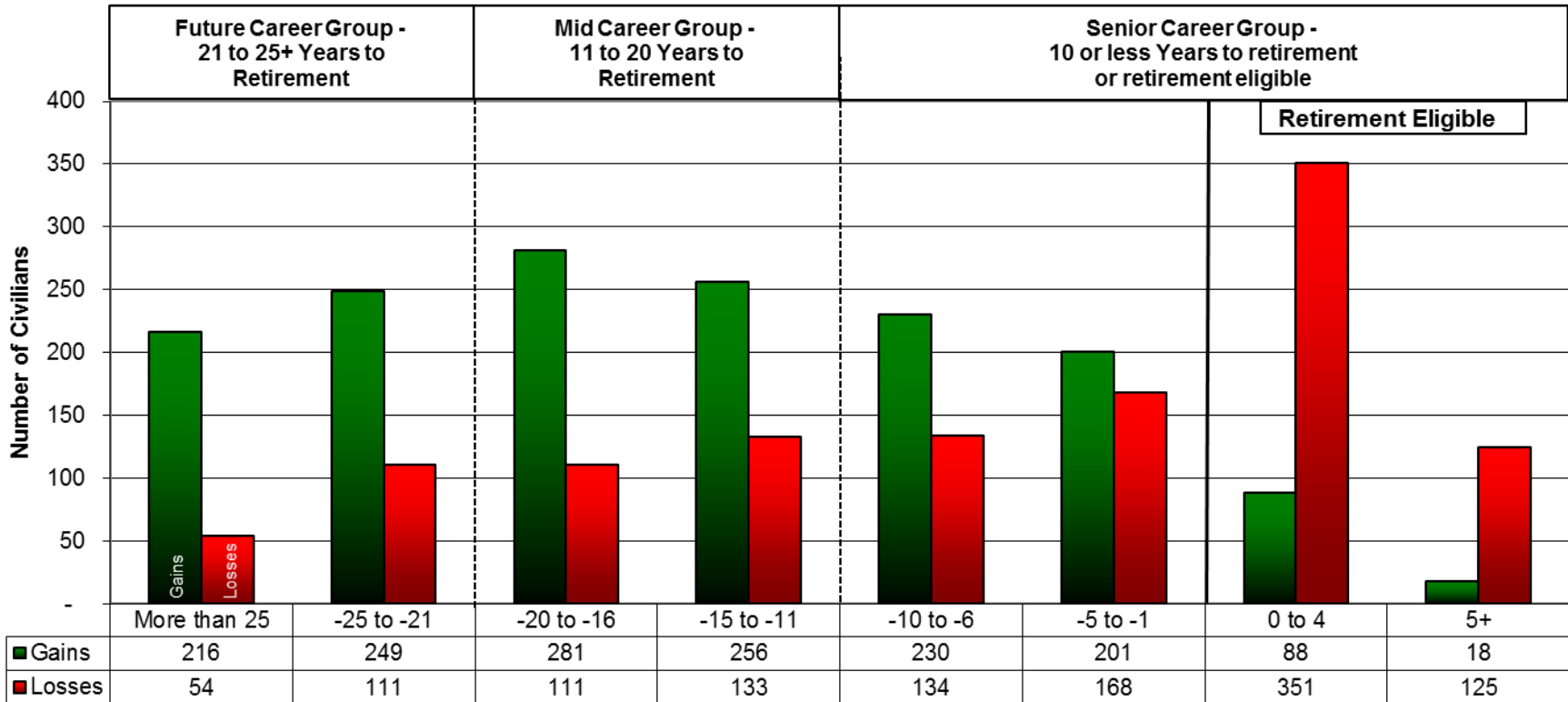


Program Management Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Program Management

Workforce Lifecycle FY2018Q3 Gains & Losses*

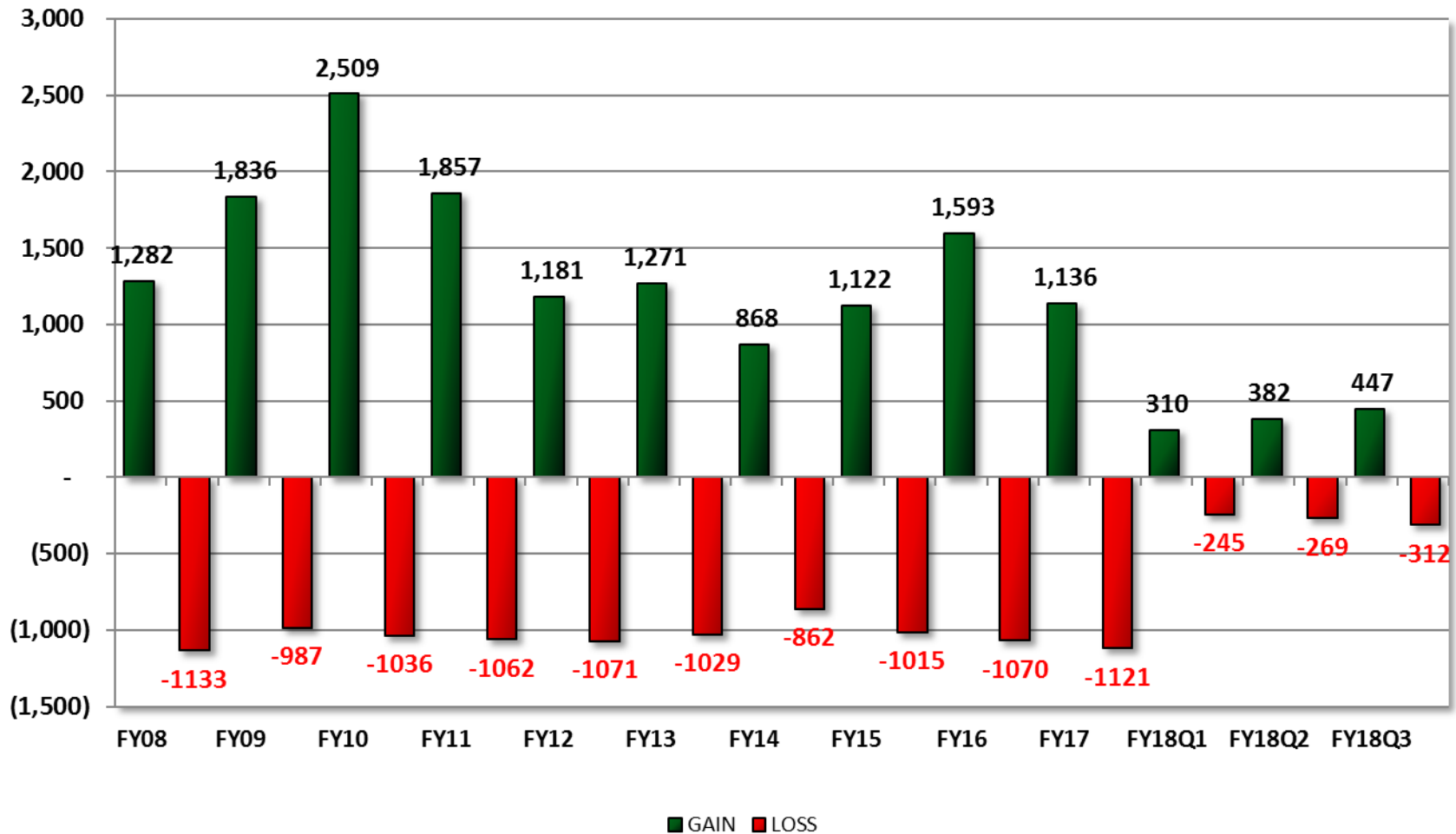


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Program Management Historical Gains and Losses FY08 – FY18



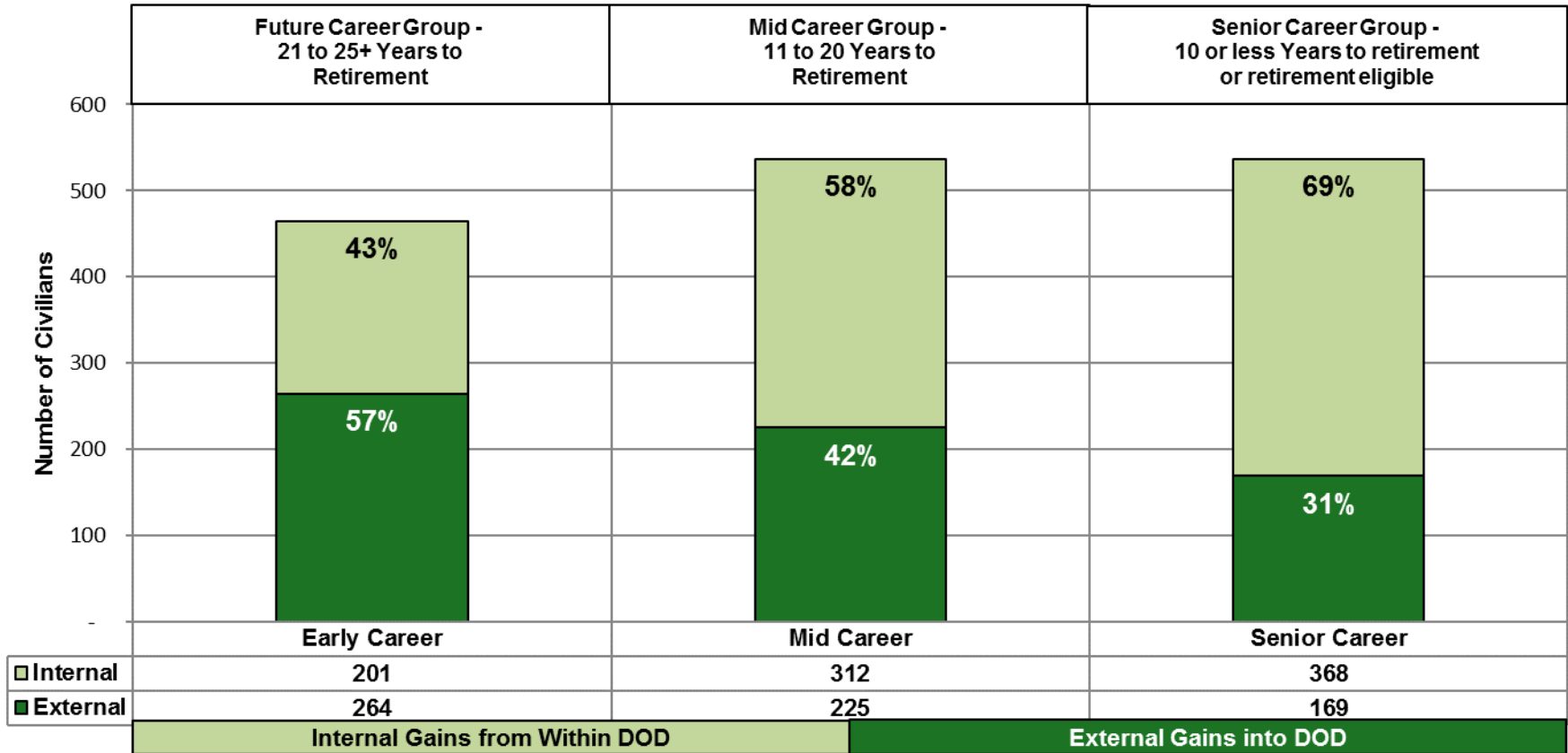
As of 30 Jun 2018



Program Management Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Program Management
Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

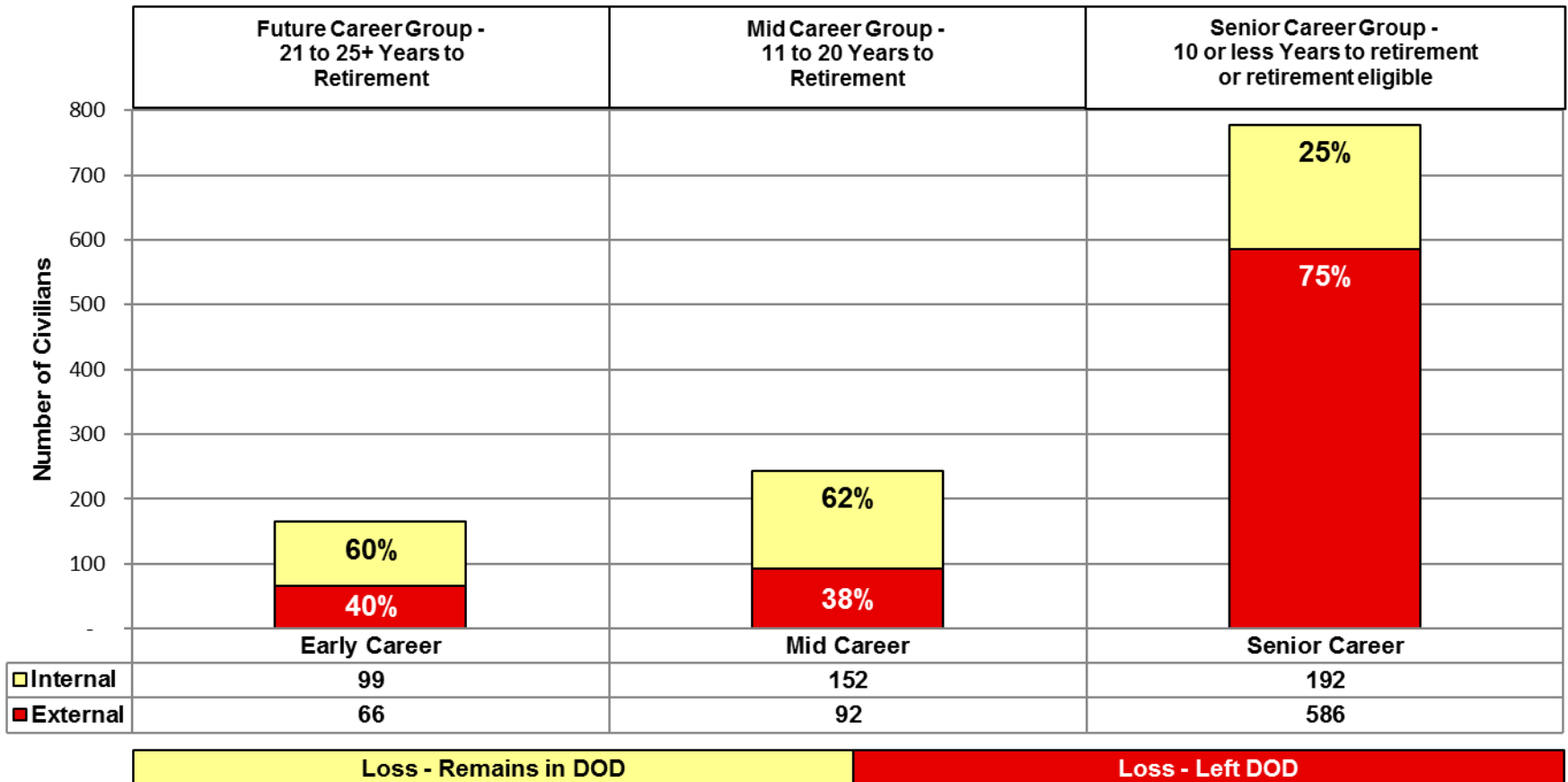


Program Management Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Program Management

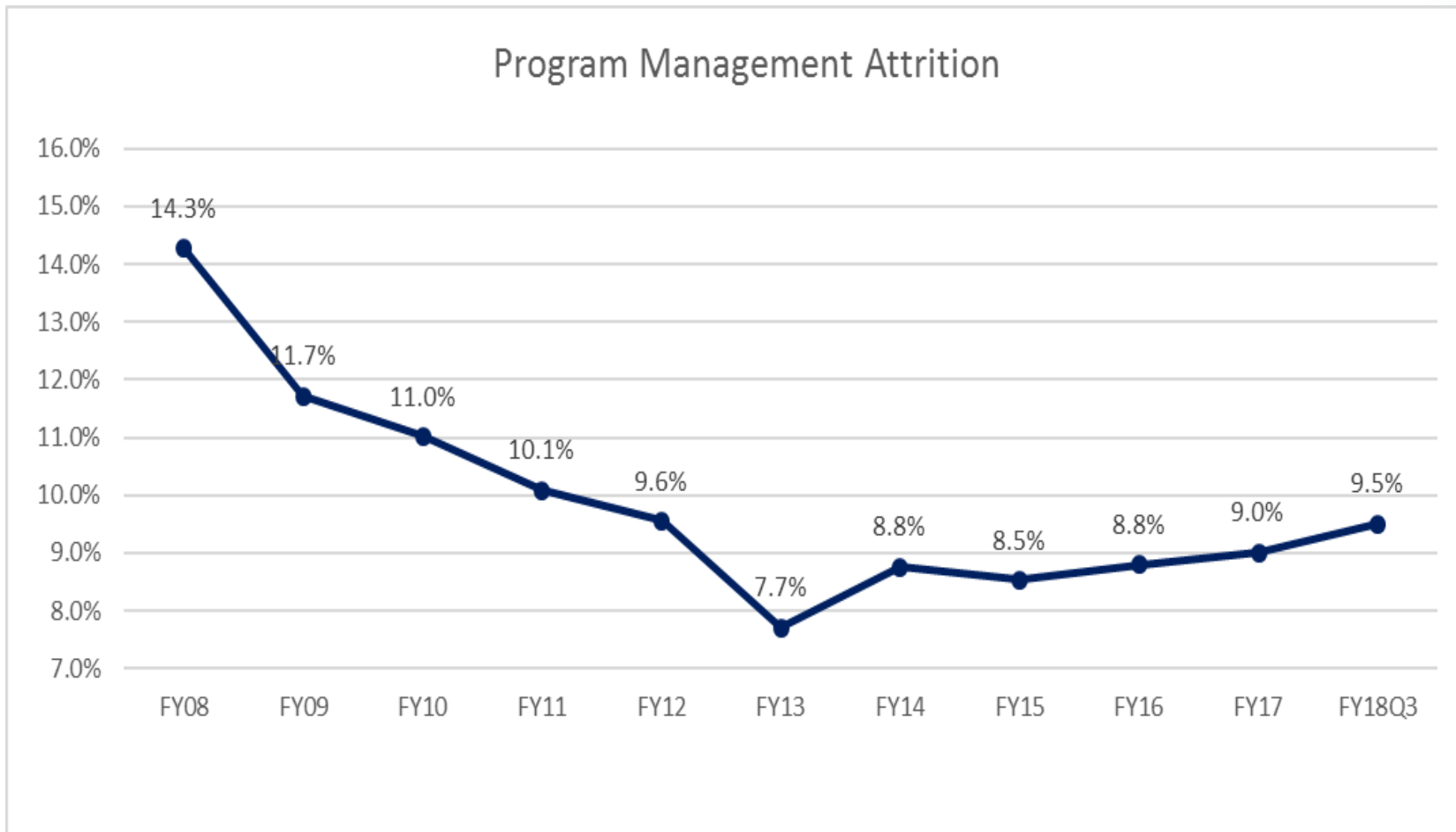
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates



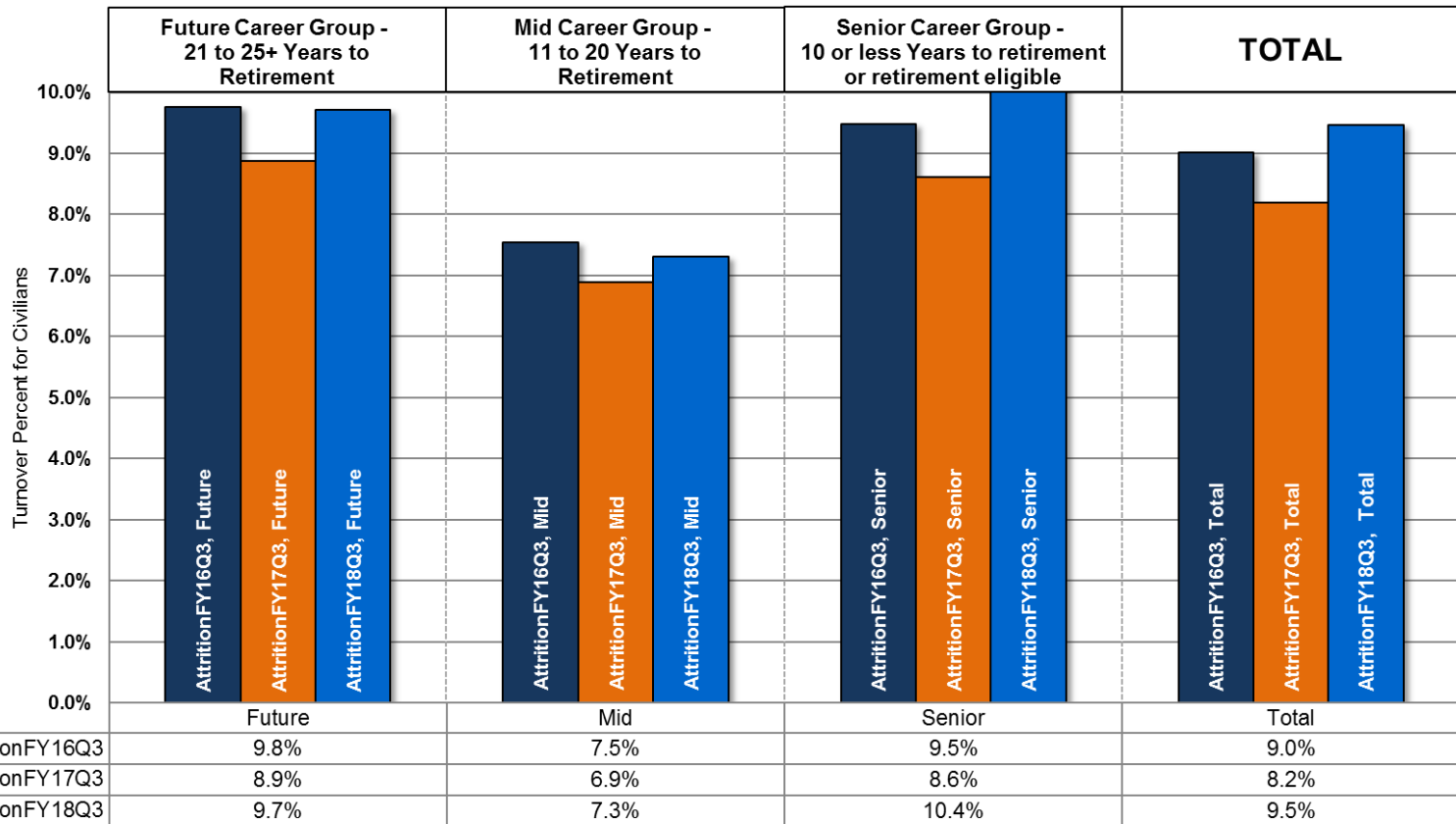
*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Program Management Attrition Rates by Career Group



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



As of 30 Jun 2018

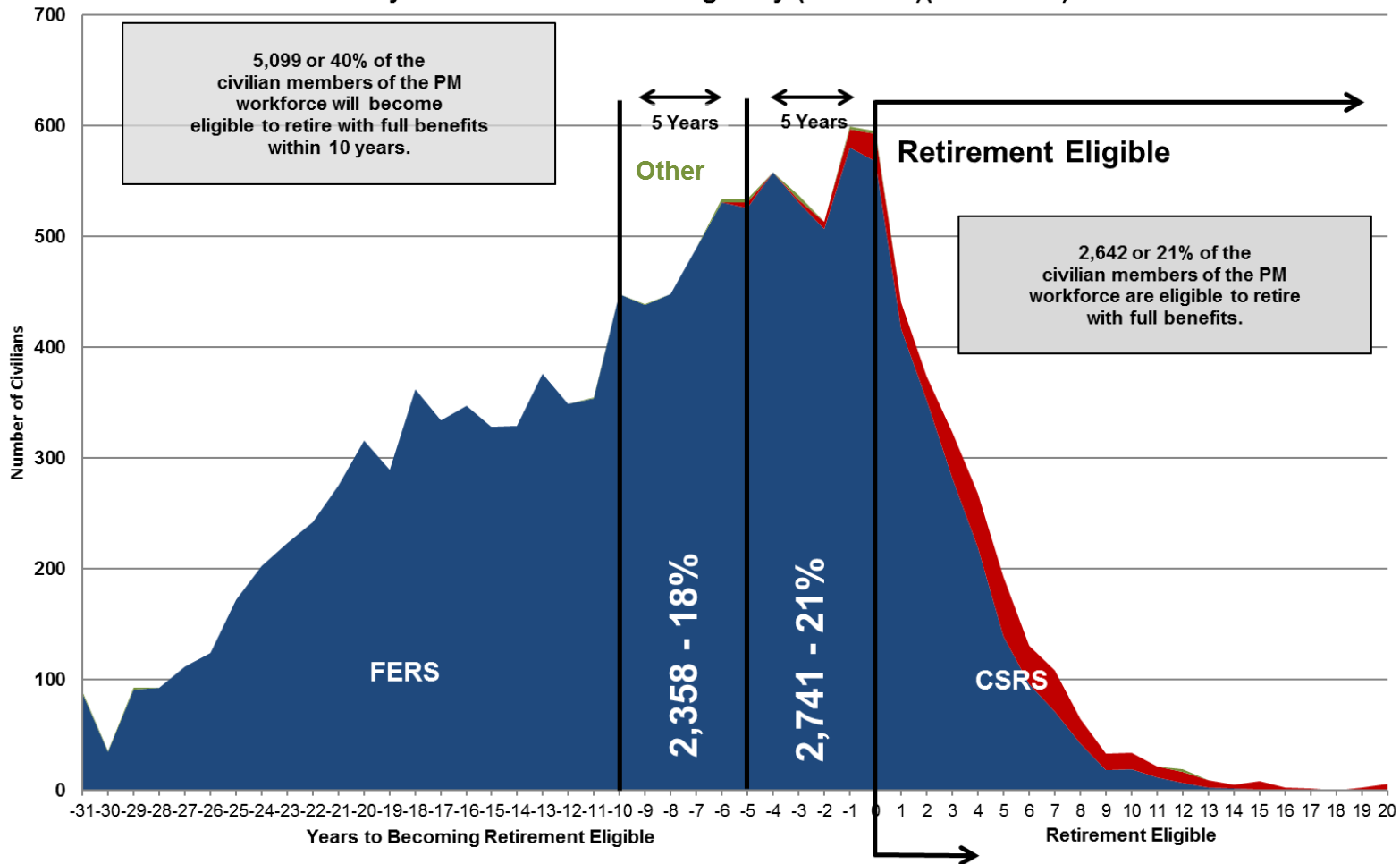


Program Management Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Program Management

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



As of 30 Jun 2018



END