



# Defense Acquisition Workforce Key Information

Property

As of FY18Q3 (30 Jun 2018)



# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Property	FY 2008				FY2018Q3			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	451	0	451	125,879	391	0	391	169,063
Change in size from 2008	-	-	-	-	-13%	-	-13%	34%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	36%		36%	77%	53%		53%	84%
Graduate Degree	6%		6%	29%	18%		18%	40%
<b>Certification</b>								
Level I or Higher Achieved	77%		77%	72%	83%		83%	85%
Level II or Higher Achieved	74%		74%	61%	76%		76%	72%
Level III Achieved	14%		14%	36%	17%		17%	41%
Position Certification Requirement Met or Exceeded	72%		72%	58%	77%		77%	75%
Within 24 Months of Certification Requirement	17%		17%	27%	20%		20%	22%
Does Not Meet Certification Requirement	12%		12%	14%	3%		3%	3%
<b>Planning Considerations</b>								
Average Age	54		54	46	48		48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	14/26/59(%)		-	24/26/49(%)
Average Years of Service	23		23	17	17		17	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	101(26%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	65(16%)	-	-	25,072(16%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	45/53	-	-	17,613/12,259

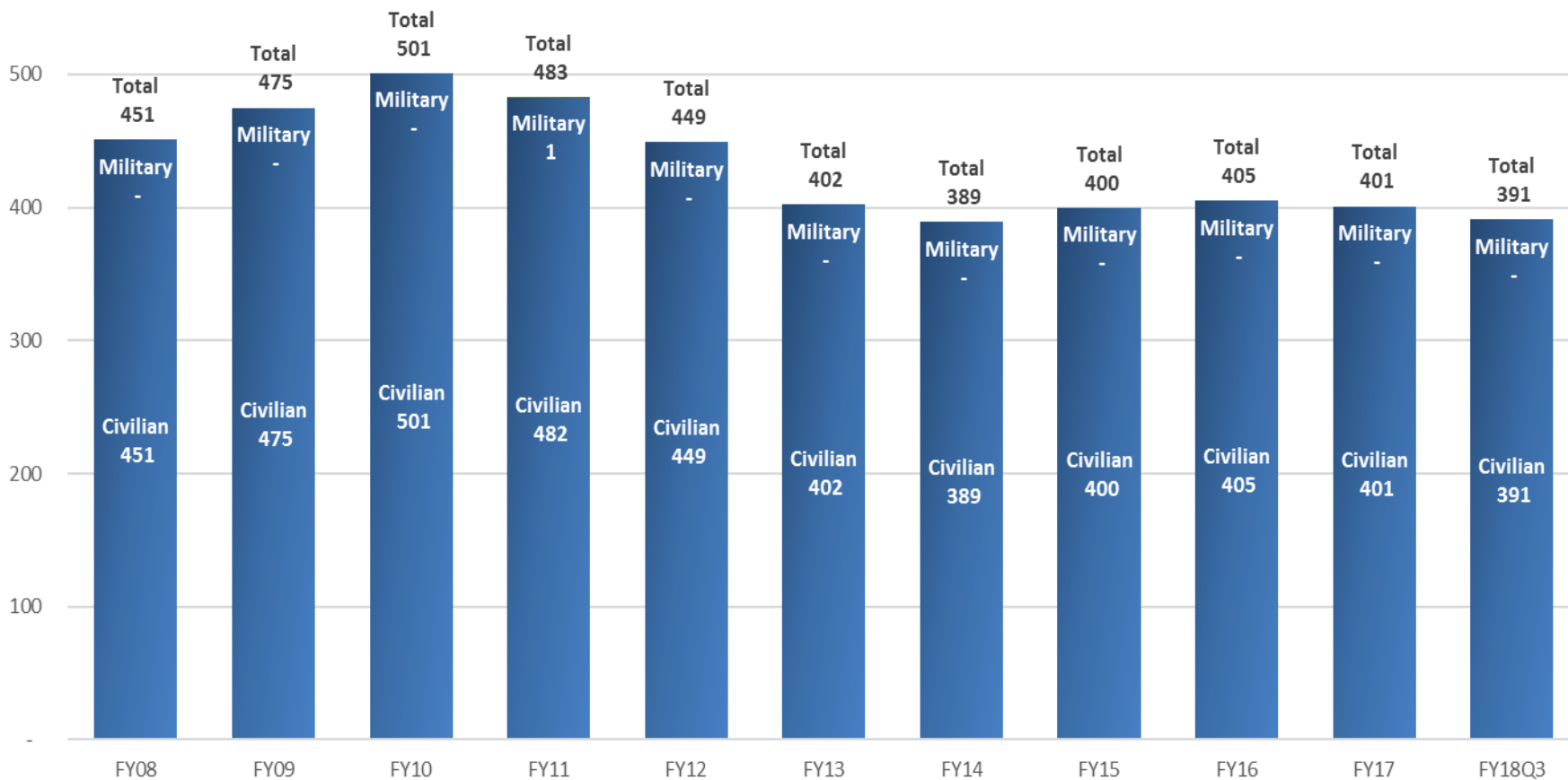
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Total Historic Workforce

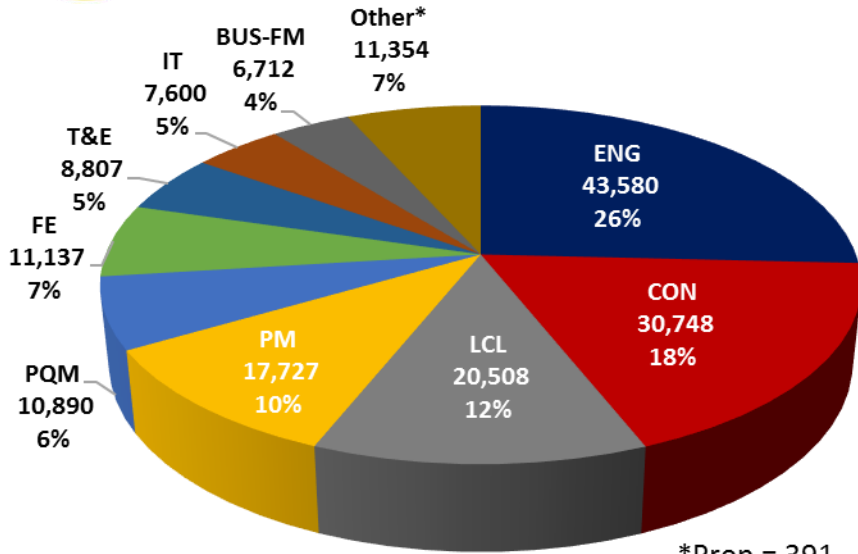


## Property





# AWF by Component and Career Field



\*Prop = 391

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%
<b>Totals</b>	<b>39,803</b>	<b>59,819</b>	<b>2,945</b>	<b>38,578</b>	<b>27,918</b>	<b>169,063</b>	
<b>Component %</b>	<b>23.5%</b>	<b>35.4%</b>	<b>1.7%</b>	<b>22.8%</b>	<b>16.5%</b>		



# Property Workforce Historical Size by Agency FY08-FY18Q3



Property Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
Navy	58	73	59	57	65	70	64	10%	-9%
MARINE CORPS	4	5	3	-	-	-	-	-100%	
ARMY	99	84	65	49	53	49	51	-48%	4%
AIR FORCE	26	28	24	22	14	16	17	-35%	6%
DCMA	253	295	282	256	261	252	247	-2%	-2%
DAU	3	4	2	2	2	3	4	33%	33%
NRO	-	-	-	-	7	7	4		-43%
DLA	8	12	14	3	1	2	2	-75%	0%
MDA	-	-	-	-	2	2	2		0%
<b>TOTAL</b>	<b>451</b>	<b>501</b>	<b>449</b>	<b>389</b>	<b>405</b>	<b>401</b>	<b>391</b>	<b>↓ -13%</b>	<b>↓ -2%</b>



# Property Workforce Historical (Quarterly) Size by Agency FY16Q3-FY18Q3



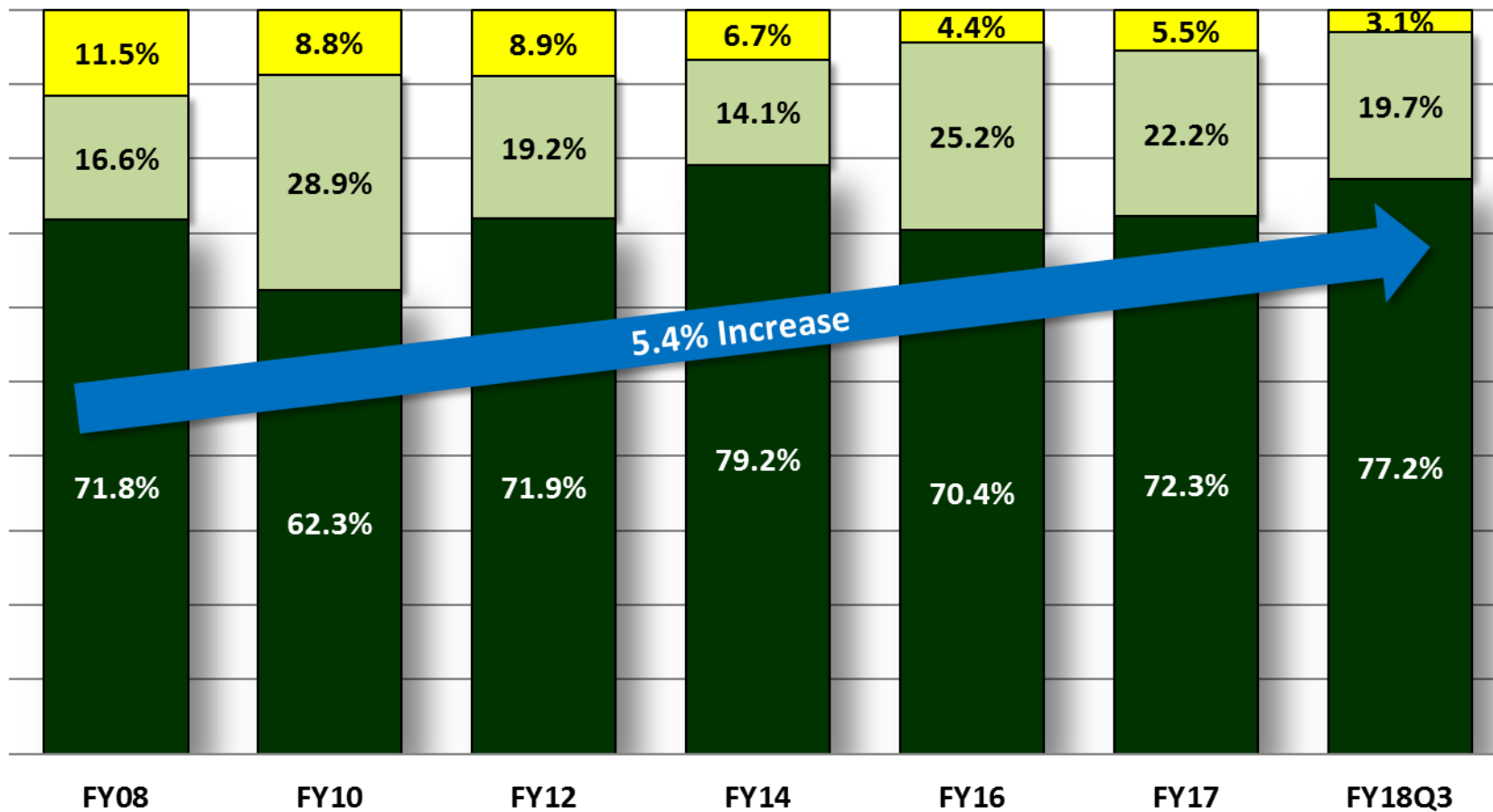
Property Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	65	65	64	66	70	70	67	66	64	-9%
ARMY	48	53	52	54	51	49	47	49	51	0%
AIR FORCE	14	14	13	13	14	16	18	18	17	21%
DCMA	255	261	260	255	247	252	252	248	247	0%
DAU	2	2	2	2	2	3	6	5	4	100%
NRO	7	7	7	7	7	7	6	6	4	-43%
DLA	1	1	1	1	2	2	2	2	2	0%
MDA	2	2	2	2	2	2	2	2	2	0%
<b>TOTAL</b>	<b>394</b>	<b>405</b>	<b>401</b>	<b>400</b>	<b>395</b>	<b>401</b>	<b>400</b>	<b>396</b>	<b>391</b>	<b>↓</b> <b>-1%</b>



# Property Historical DAWIA Certification FY08 – FY18Q3



## Property



■ Meets/Exceeds   ■ 24 Month   ■ Does Not Meet

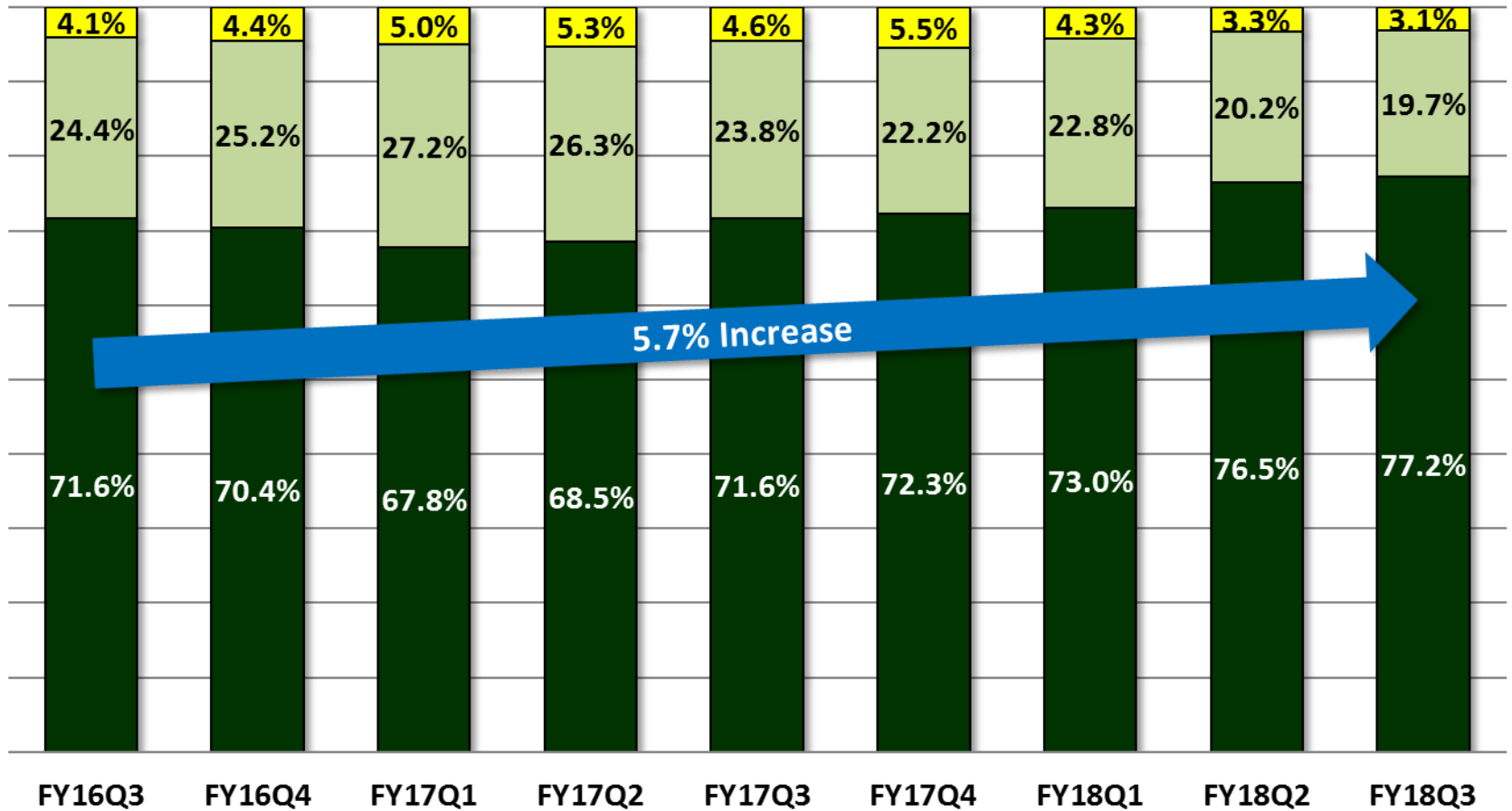
\* Rounded to nearest 0.1%



# Property Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



## Property



■ Meets/Exceeds   ■ 24 Month   ■ Does Not Meet

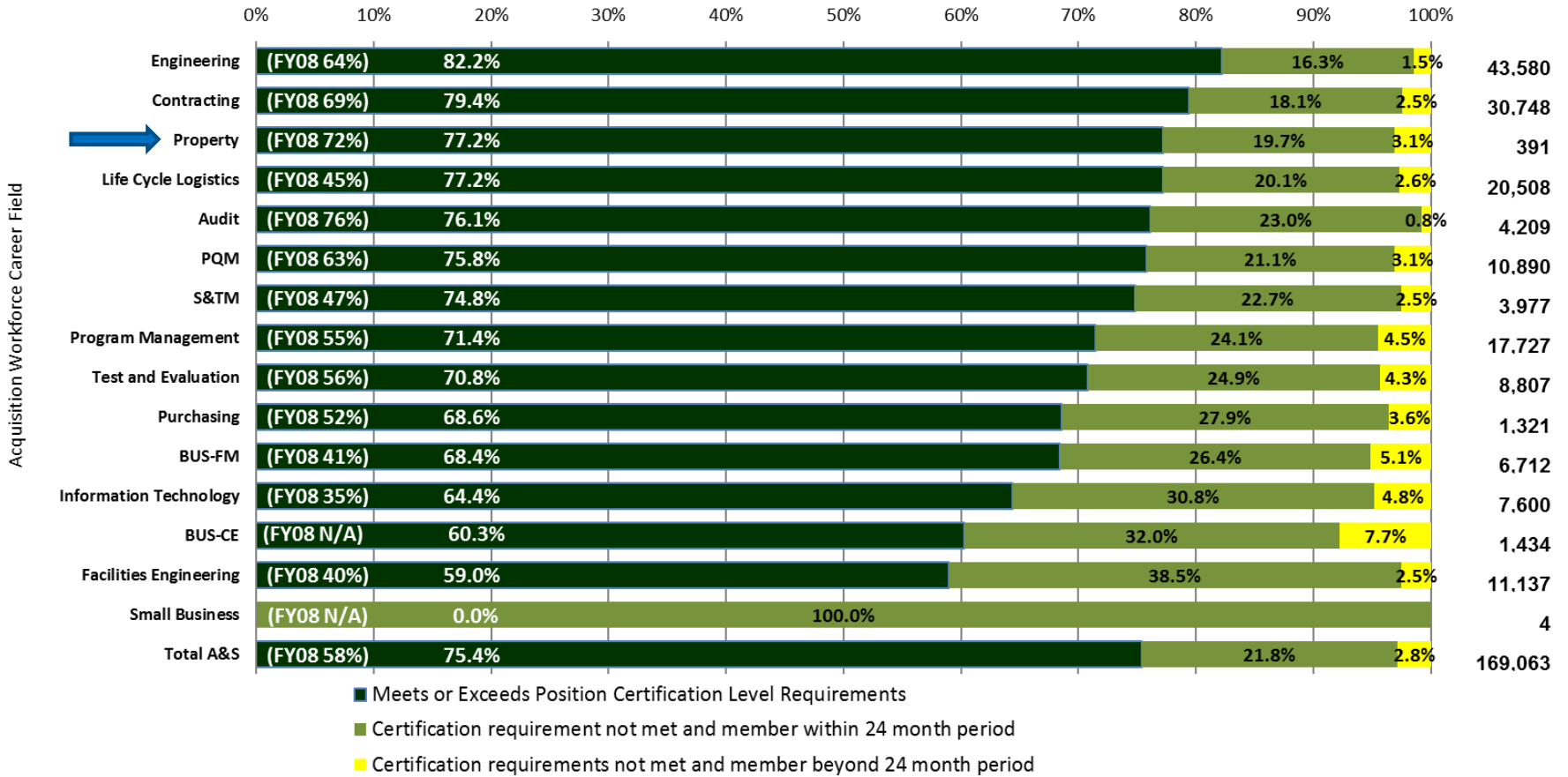
\* Rounded to nearest 0.1%





# DAWIA Certification by Career Field

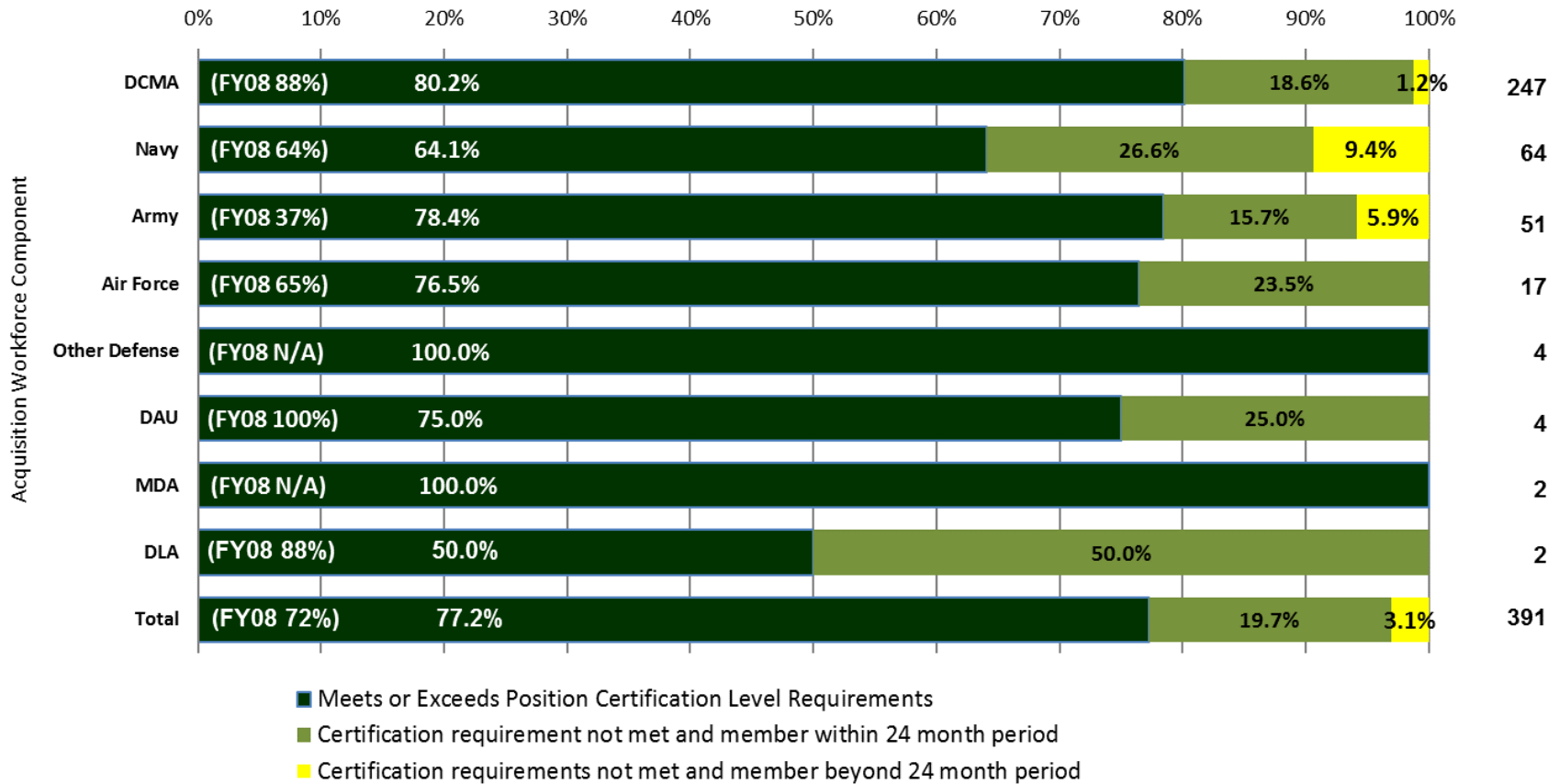
## Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





# Property DAWIA Certification by Component

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





# Property DAWIA Certification Matrix + Bench Strength

Property	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	8	11	10	-	29	72.4%
Level II	52	14	216	22	304	78.3%
Level III	2	2	8	43	55	78.2%
<i>Unspecified</i>	3	-	-	-	3	
<b>FY18Q3 TOTAL</b>	65	27	234	65	391	77.2%
	16.6%	6.9%	59.8%	16.6%		

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%	
<b>Property</b>	302	77.2%	3 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	21	8	-	29	7.4%
Level II	238	60	6	304	77.7%
Level III	43	9	3	55	14.1%
<i>Unspecified</i>	-	-	3	3	0.8%
<b>Property TOTAL</b>	302	77	12	391	
	77.2%	19.7%	3.1%		

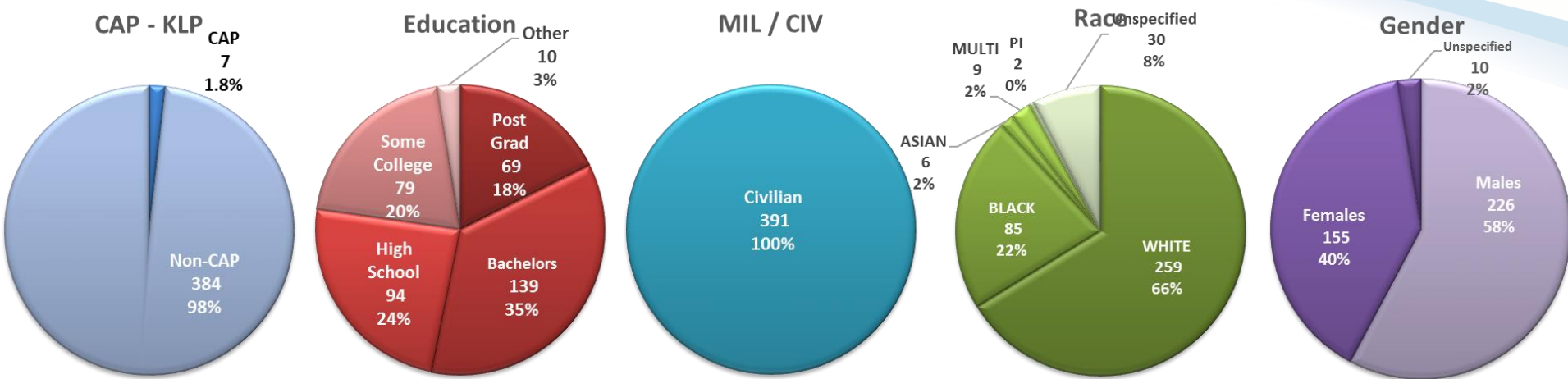
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	- 0.0%	1,195 0.7%
Critical Acquisition Positions (CAPs) *	7 1.8%	16,558 9.8%
Non-CAP Positions	384 98.2%	151,120 89.4%
Unknown	- 0.0%	190 0.1%
<b>TOTAL</b>	<b>391</b>	<b>169,063</b>

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

Race	Property	Entire DAW
WHITE	259 66.2%	123,628 73.1%
BLACK	85 21.7%	20,326 12.0%
ASIAN	6 1.5%	11,372 6.7%
MULTI	9 2.3%	4,607 2.7%
AMI/AN	- 0.0%	1,016 0.6%
PI	2 0.5%	849 0.5%
Unspecified	30 7.7%	7,265 4.3%
<b>TOTAL</b>	<b>391</b>	<b>169,063</b>

Highest Level of Education	Property	Entire DAW
Post Grad	69 17.6%	67,982 40.2%
Bachelors	139 35.5%	74,020 43.8%
High School	94 24.0%	11,918 7.0%
Some College	79 20.2%	12,519 7.4%
Other	10 2.6%	2,624 1.6%
<b>TOTAL</b>	<b>391</b>	<b>169,063</b>

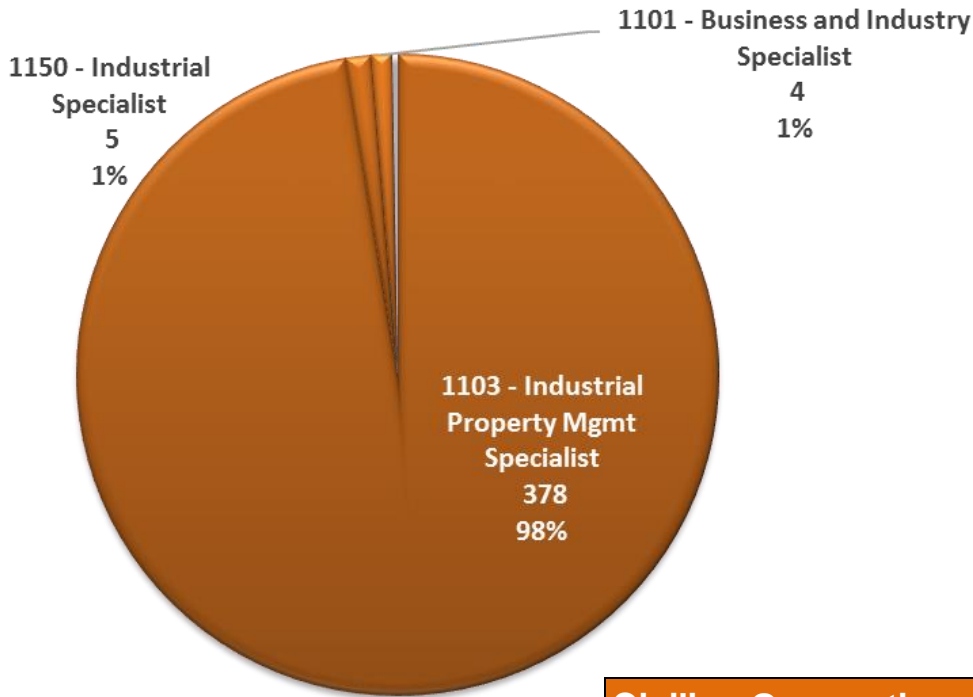
Gender	Property	Entire DAW
Males	226 57.8%	118,376 70.0%
Females	155 39.6%	48,615 28.8%
Unspecified	10 2.6%	2,072 1.2%
<b>TOTAL</b>	<b>391</b>	<b>169,063</b>

Military / Civilian	Property	Entire DAW
Civilian	391 100.0%	153,396 90.7%
Military	- 0.0%	15,667 9.3%
<b>TOTAL</b>	<b>391</b>	<b>169,063</b>



# Property Size by Occupational Series

Occ Series



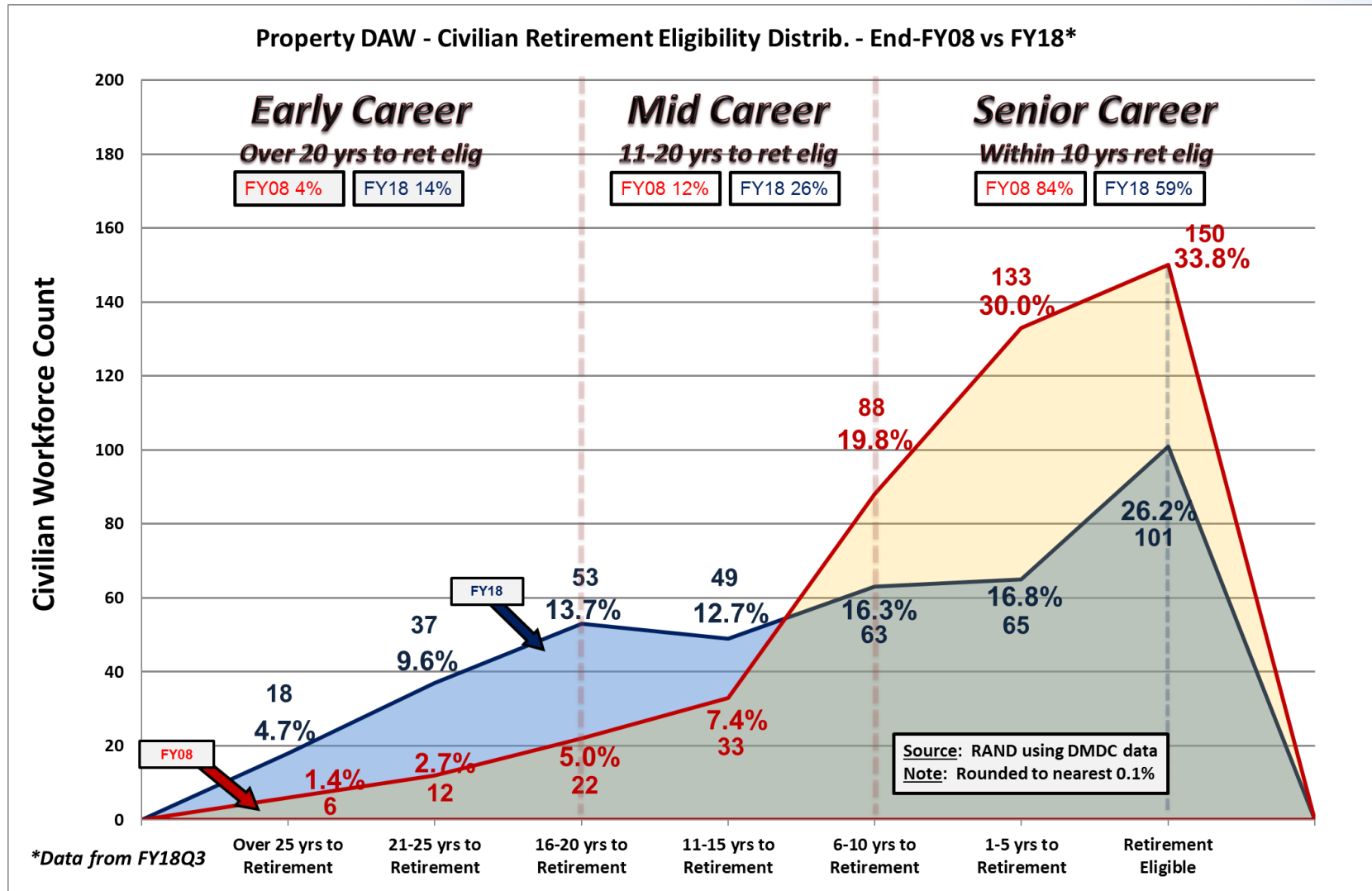
Civilian Occupational Series	Property	Percentage
1103 - Industrial Property Mgmt Specialist	378	96.7%
1150 - Industrial Specialist	5	1.3%
1101 - Business and Industry Specialist	4	1.0%
0802 - Engineering Technician	1	0.3%
Other	3	0.8%
<b>TOTAL CIVILIAN</b>	<b>391</b>	<b>Civilians</b>



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

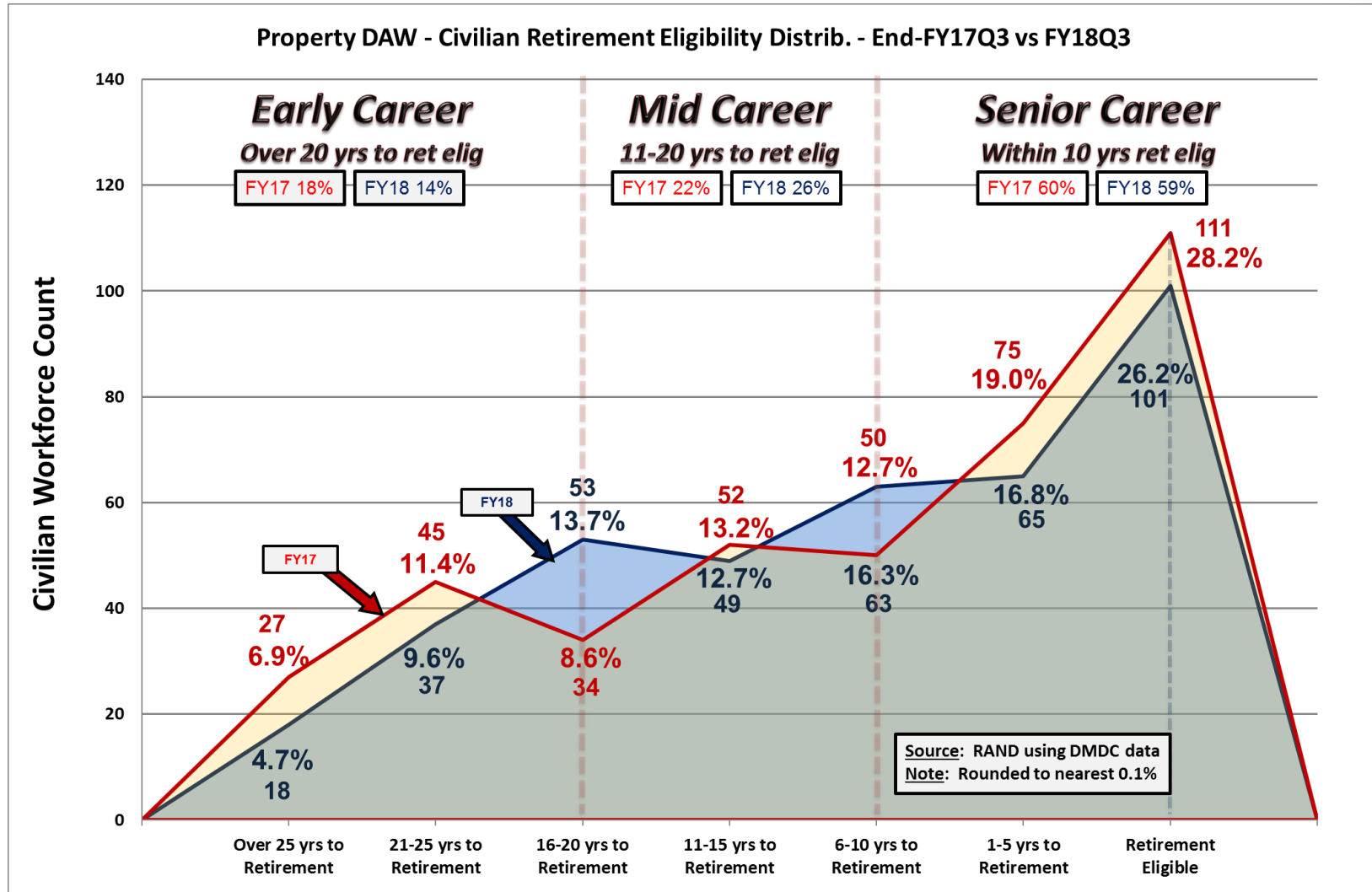


# Property Civilian Retirement Eligibility Distribution – FY08 / FY18





# Property Civilian Retirement Eligibility Distribution – (1 year) FY17Q3 / FY18Q3



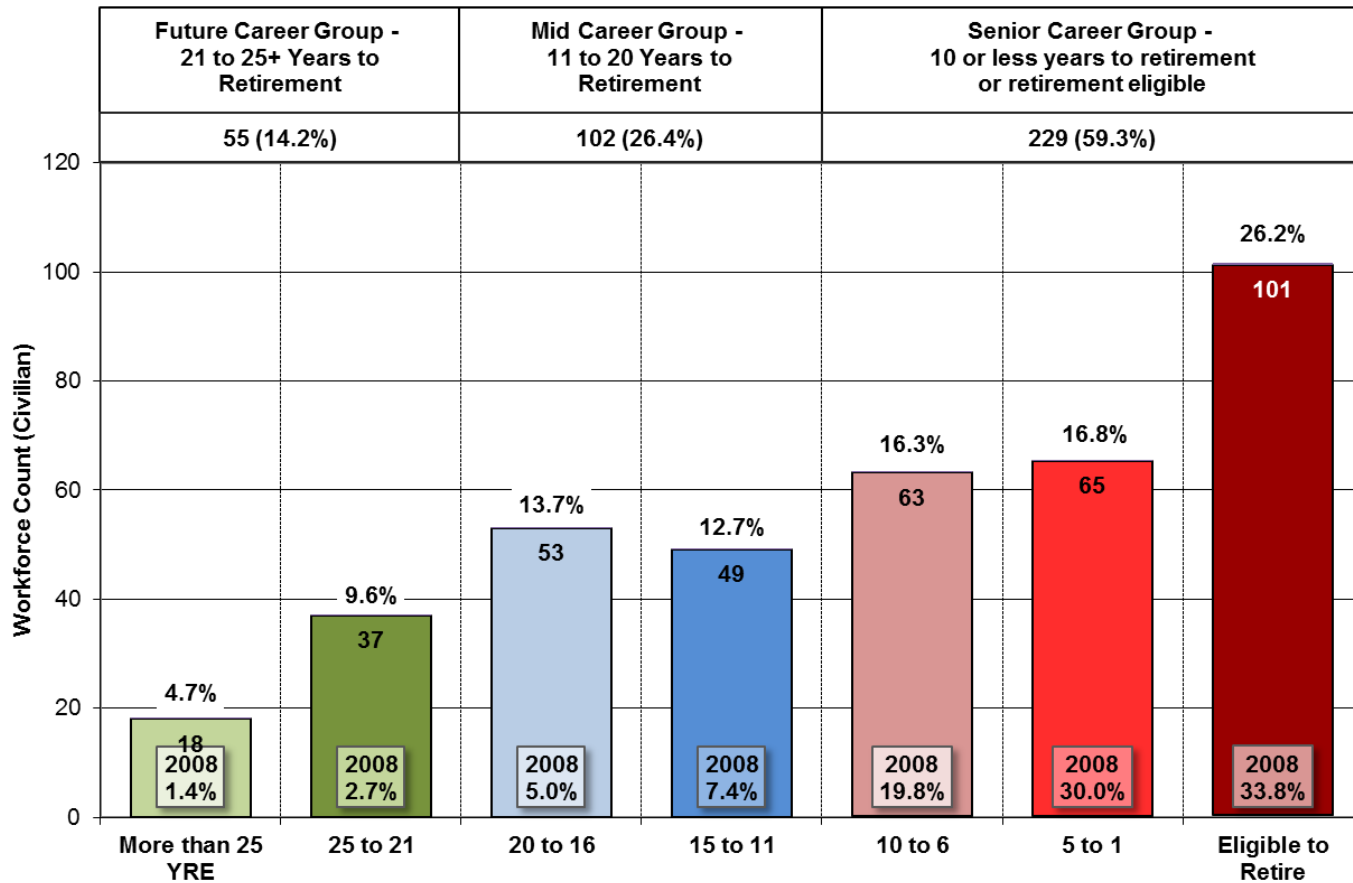
As of 30 Jun 2018





# Property Workforce Lifecycle Model by YRE

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



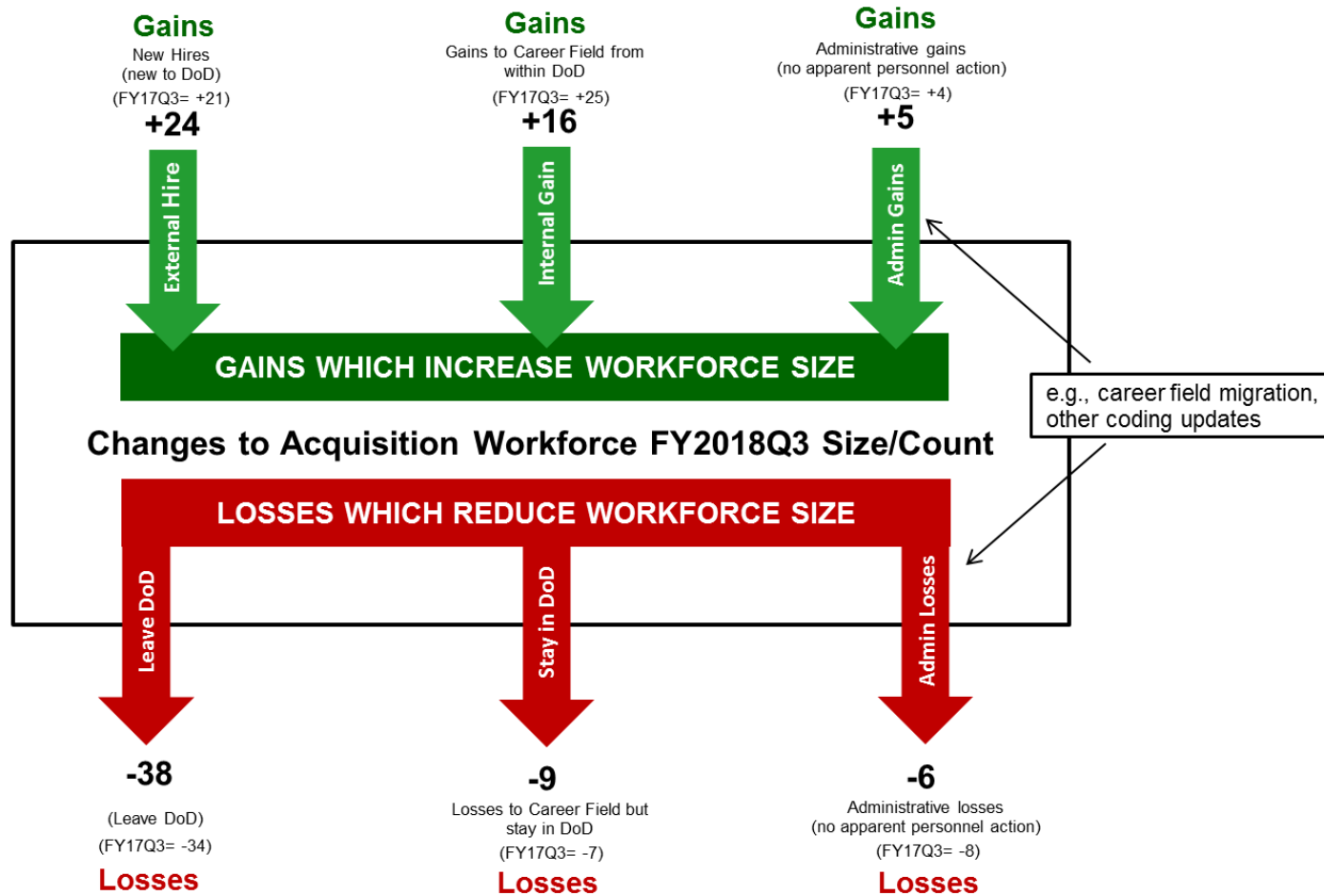
As of 30 Jun 2018



# Property Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2018Q3) - Property

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



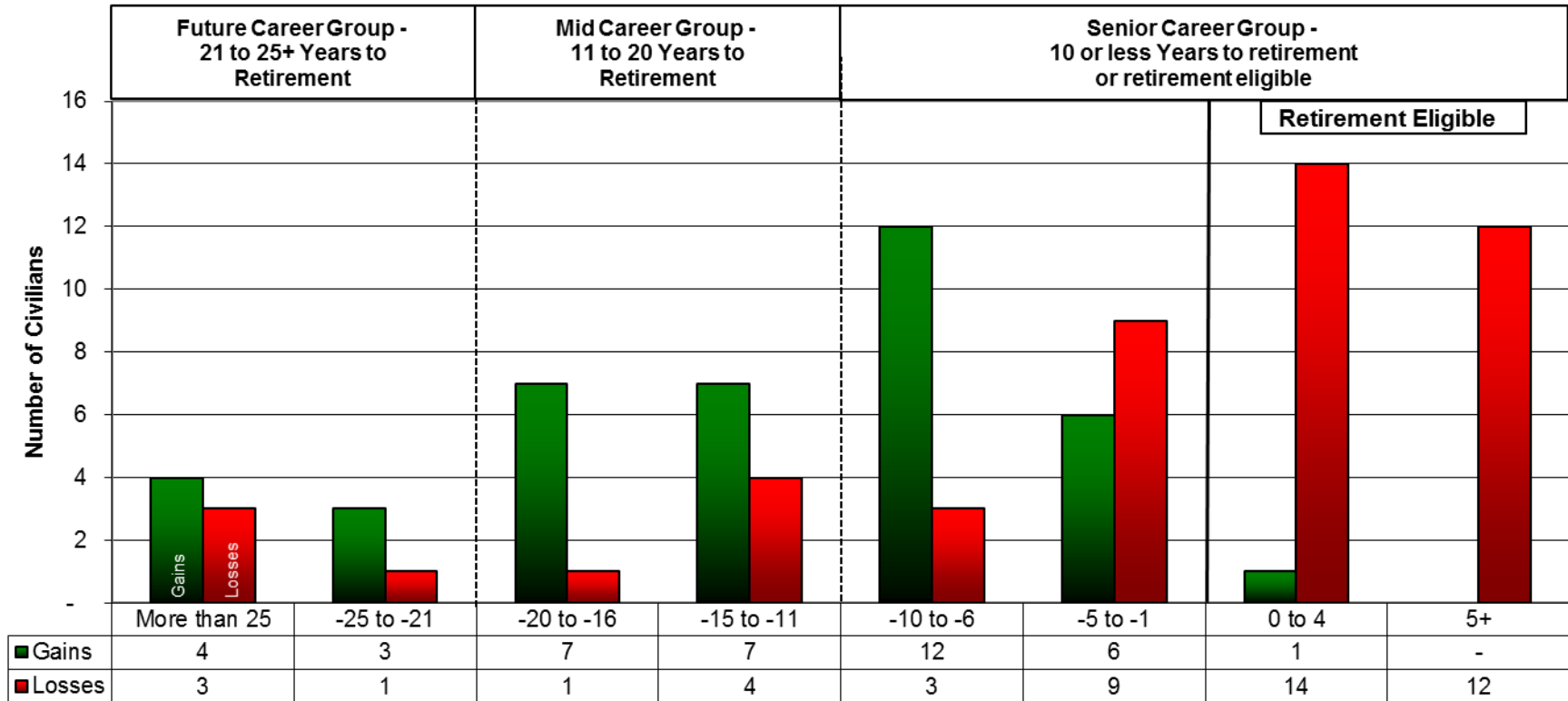


# Property Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Property

Workforce Lifecycle FY2018Q3 Gains & Losses\*

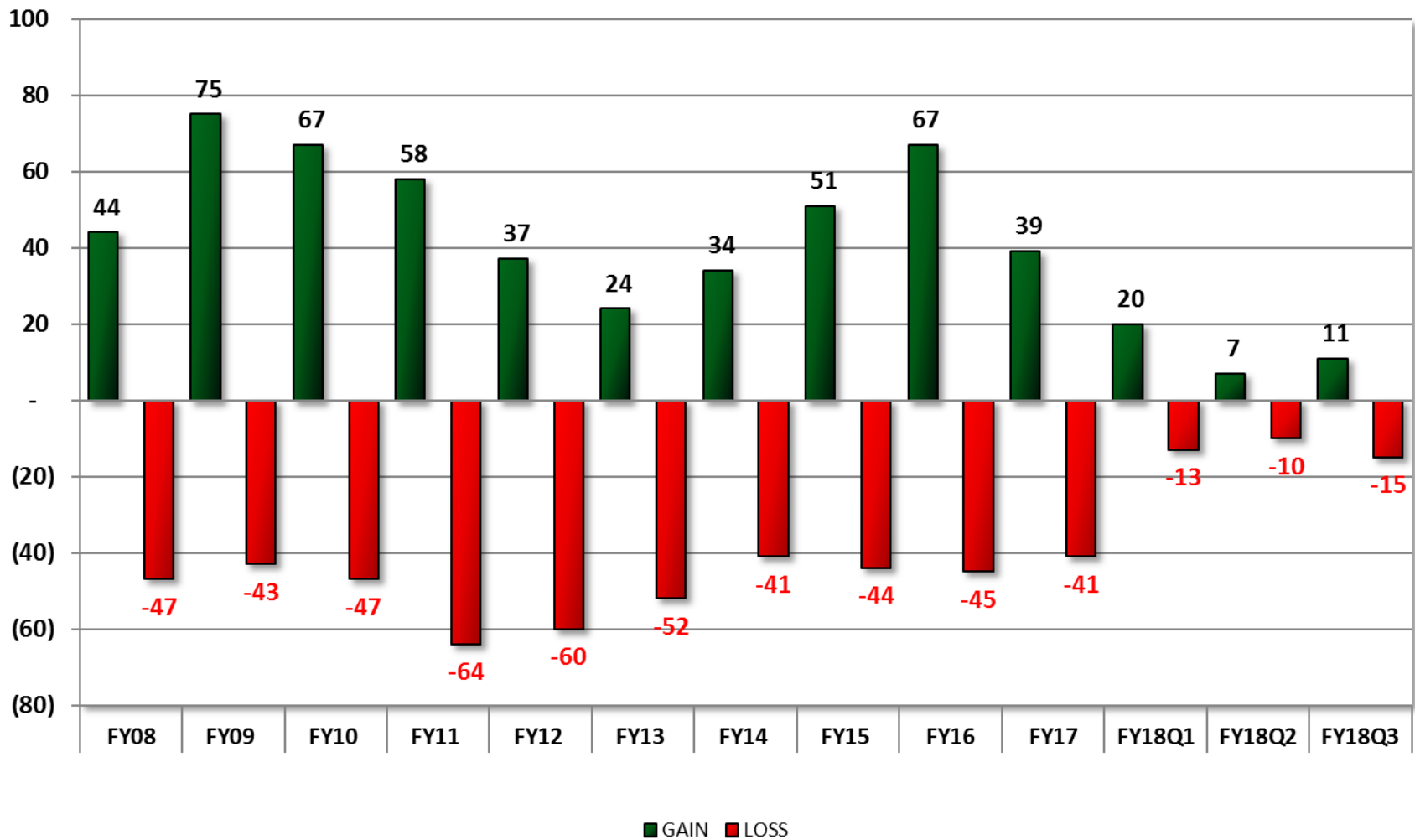


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Property Historical Gains and Losses FY08 – FY18



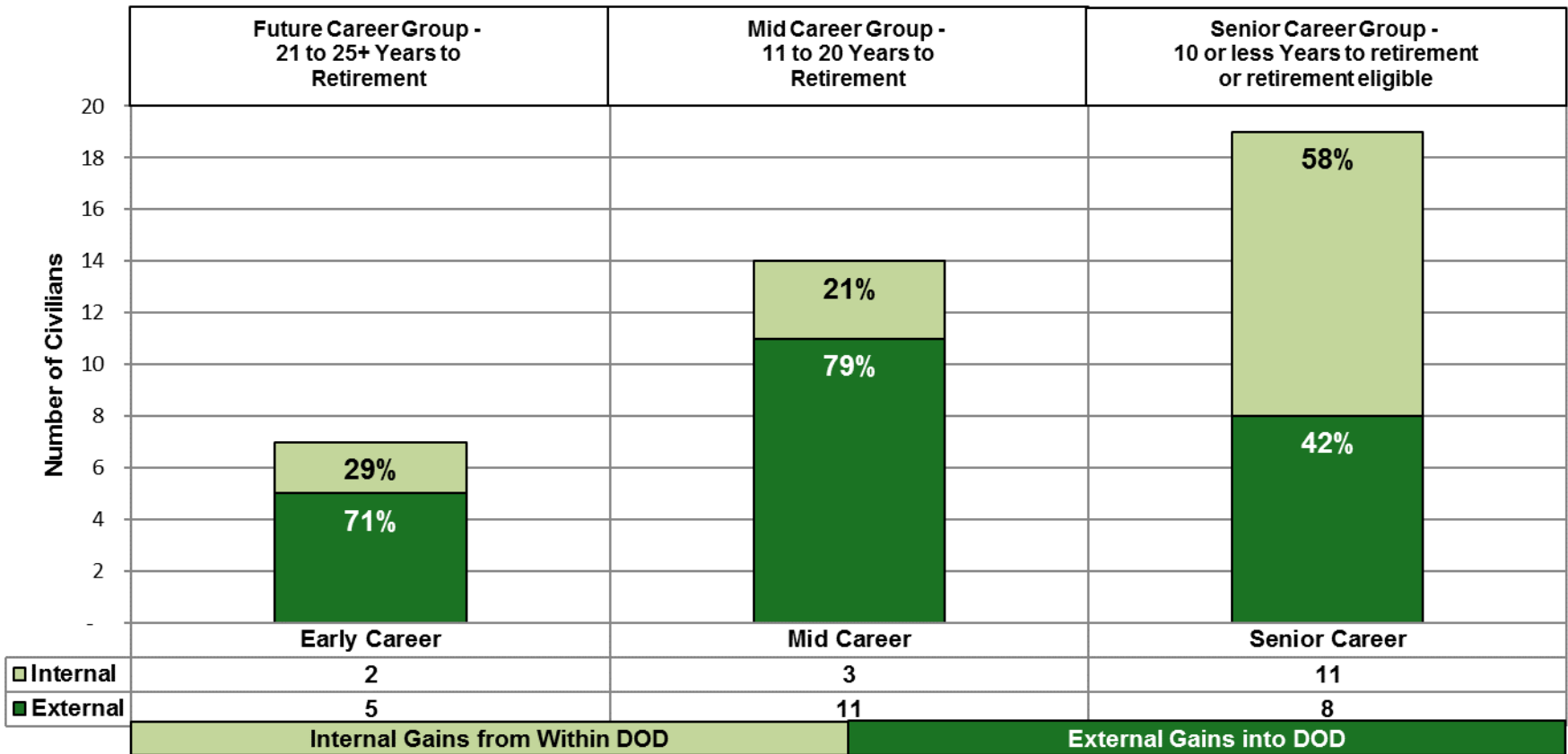
As of 30 Jun 2018



# Property Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian) - Property**  
Workforce Lifecycle FY2018Q3 Gains\*



\*Does not include administrative gains

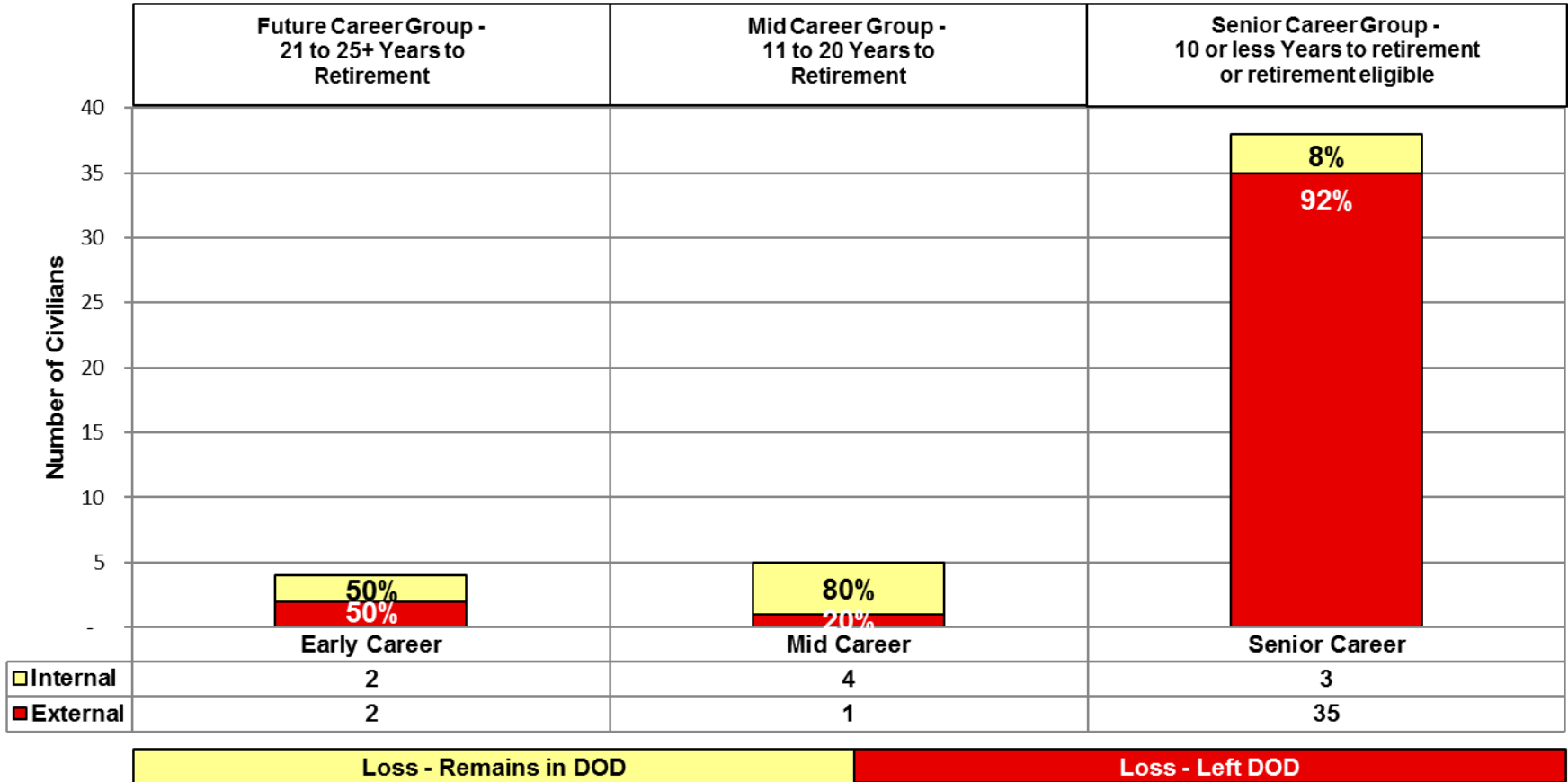


# Property Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Property

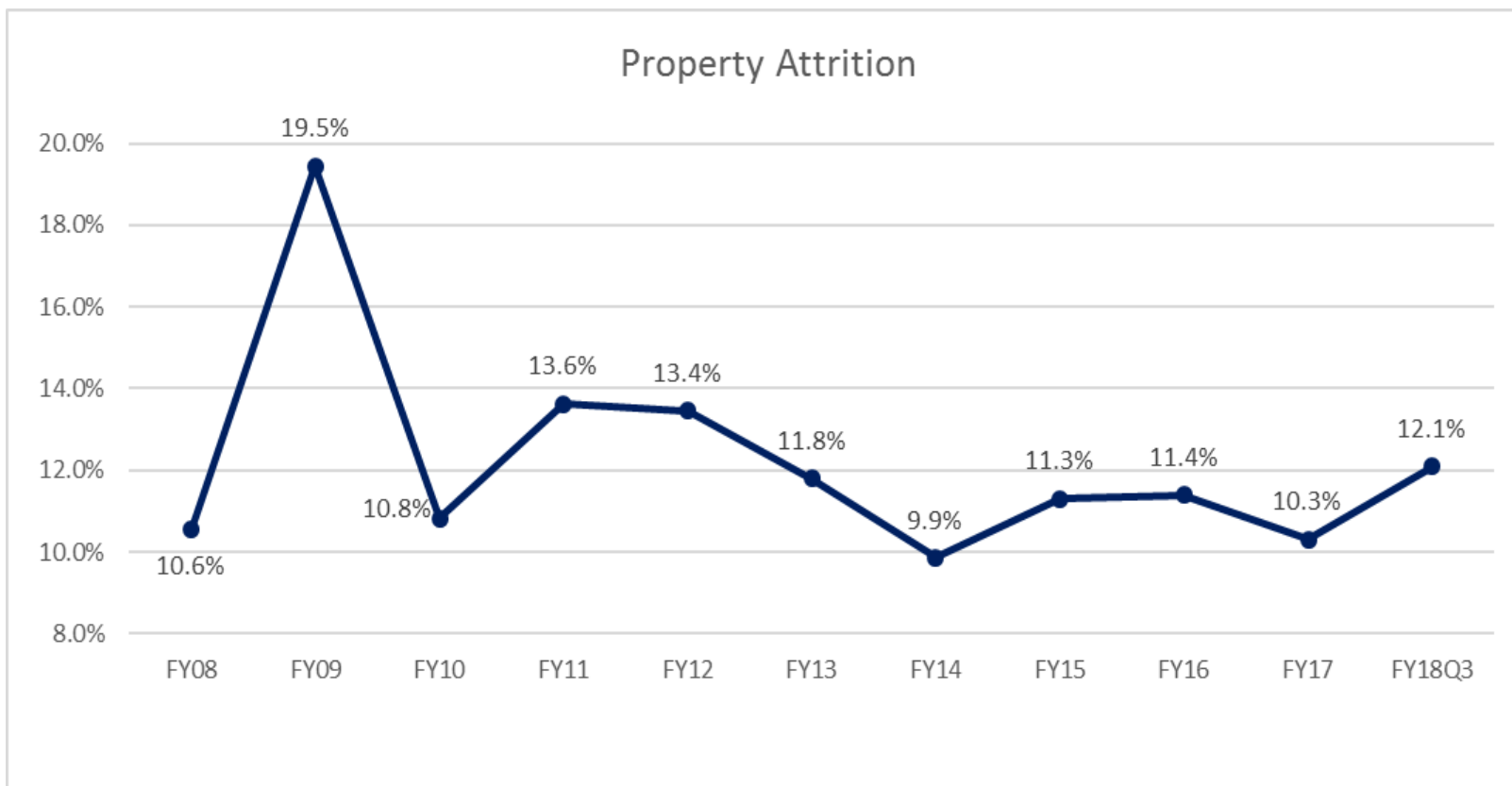
### Workforce Lifecycle FY2018Q3 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

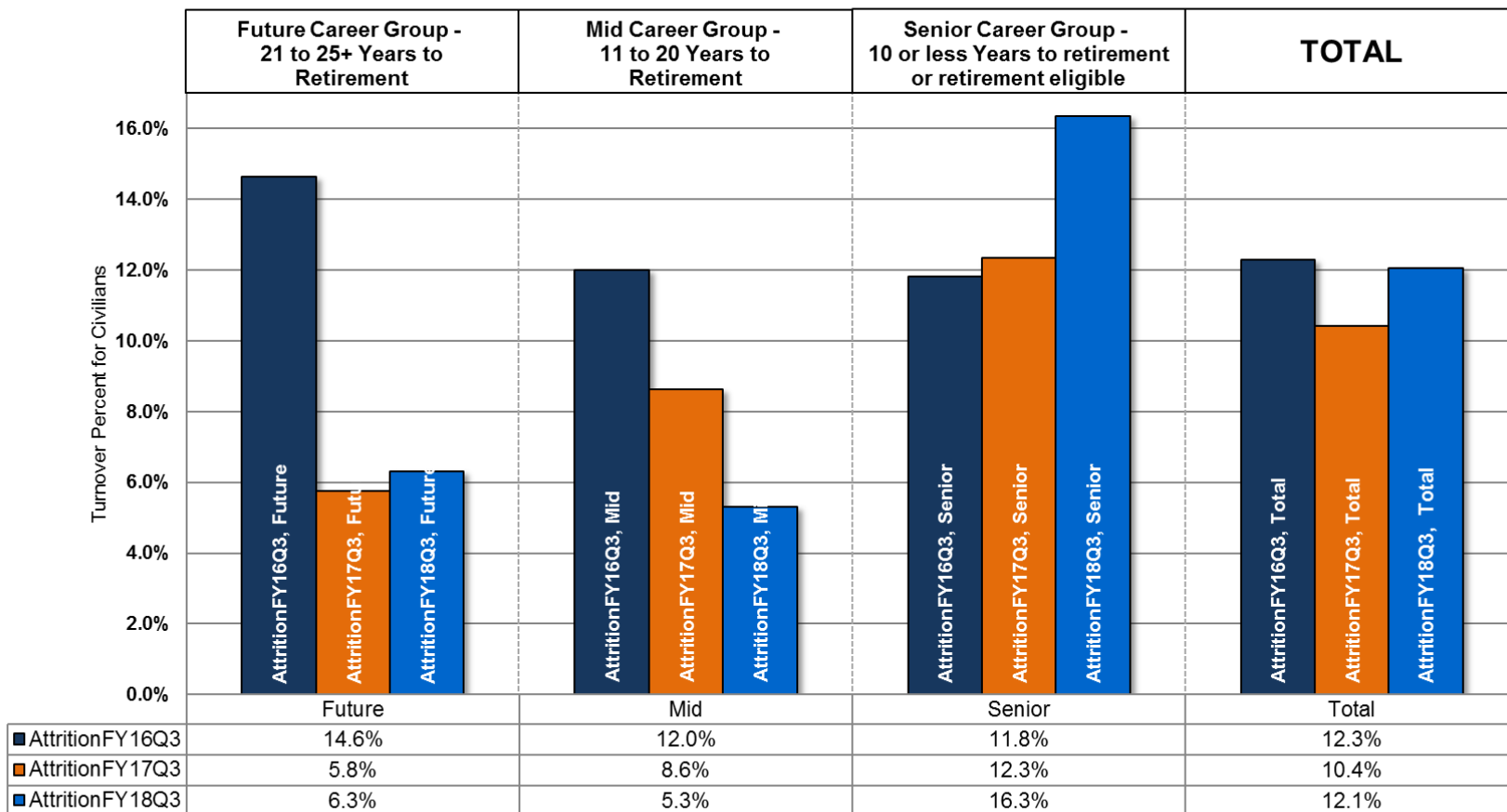


\*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



# Property Attrition Rates by Career Group

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



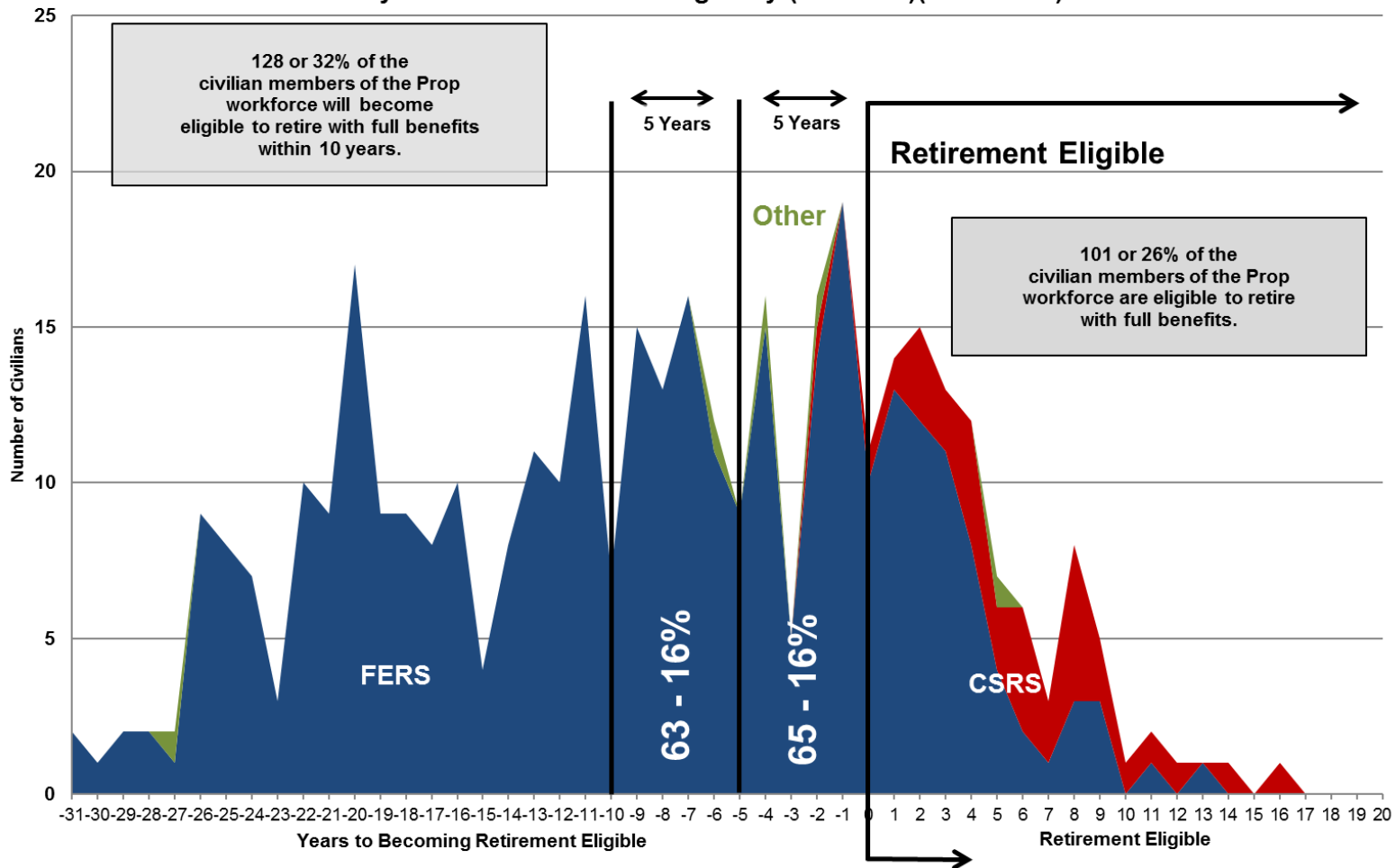




# Property Civilian Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce - Property

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



As of 30 Jun 2018



***END***