



Defense Acquisition Workforce Key Information

Purchasing

As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2018Q3			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,321	0	1,321	169,063
Change in size from 2008	-	-	-	-	12%	-100%	10%	34%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	30%		30%	84%
Graduate Degree	2%	0%	2%	29%	5%		5%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	78%		78%	85%
Level II or Higher Achieved	42%	0%	41%	61%	59%		59%	72%
Level III Achieved	21%	0%	20%	36%	3%		3%	41%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	69%		69%	75%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	28%		28%	22%
Does Not Meet Certification Requirement	15%	0%	15%	14%	4%		4%	3%
Planning Considerations								
Average Age	51	30	50	46	48		48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	18/28/54(%)		-	24/26/49(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	261(20%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	231(17%)	-	-	25,072(16%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	220/420	-	-	17,613/12,259

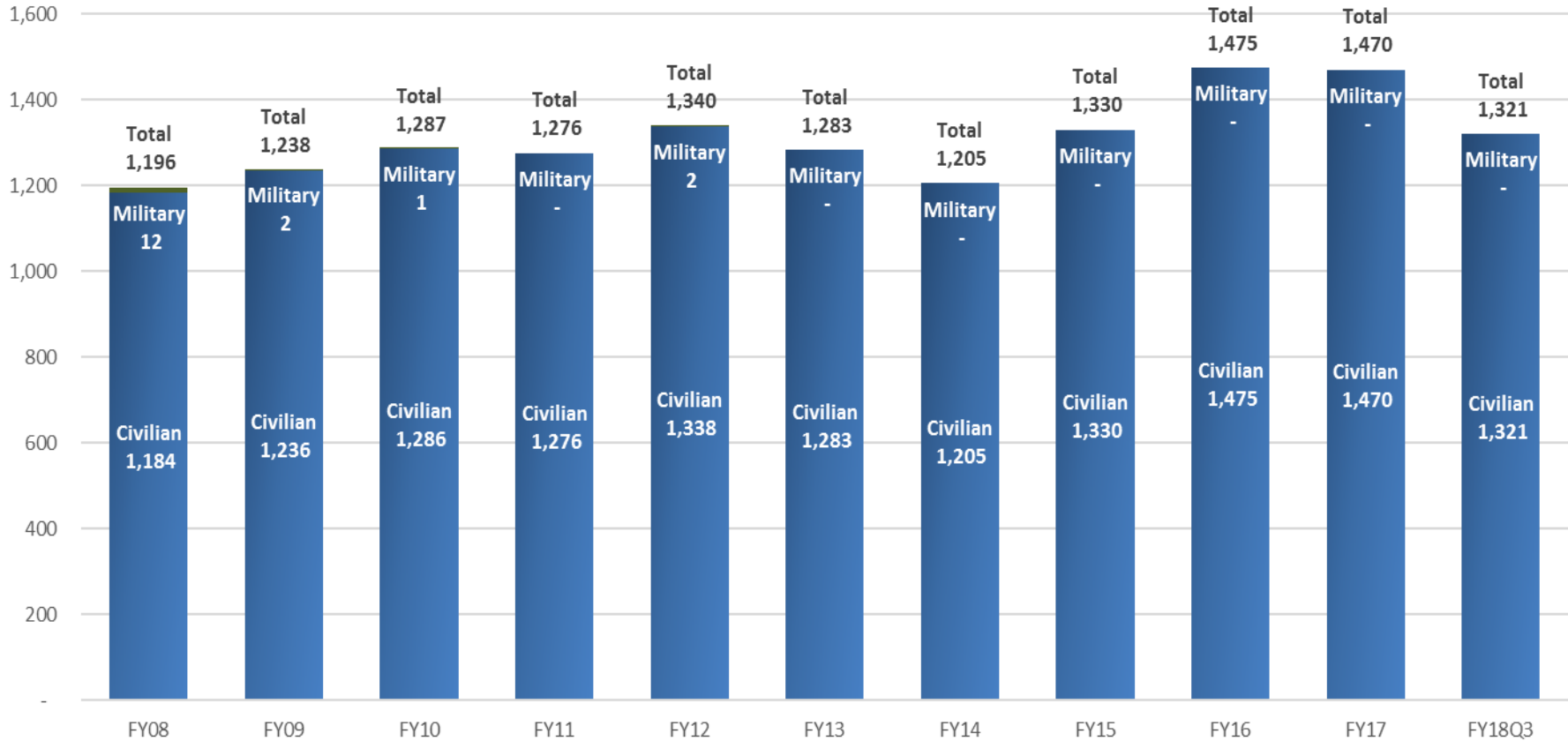
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

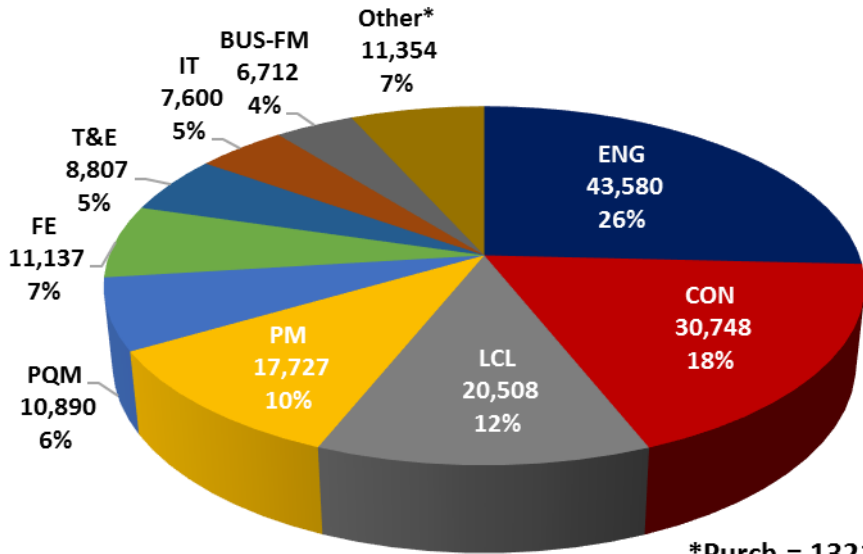


Purchasing





AWF by Component and Career Field



*Purch = 1321

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%		



Purchasing Workforce Historical Size by Agency FY08 – FY18Q3

Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
Navy	478	497	455	442	424	407	381	-20%	-6%
MARINE CORPS	67	65	67	59	52	50	42	-37%	-16%
ARMY	319	351	382	265	365	409	344	8%	-16%
AIR FORCE	142	145	113	80	67	62	52	-63%	-16%
DLA	153	188	270	289	485	502	464	203%	-8%
DISA	13	17	15	15	16	13	14	8%	8%
DHA	2	-	11	24	15	13	12	500%	-8%
DCAA	-	3	8	8	6	7	7		0%
DCMA	3	3	3	7	35	5	1	-67%	-80%
DTRA	1	2	2	2	1	1	1	0%	0%
DoD HRA	1	2	3	1	1	-	1	0%	
DSCA	1	1	1	1	1	-	1	0%	
DSS	-	1	1	1	1	1	1		0%
MDA	3	1	1	1	1	-	-	-100%	
DAU	-	2	-	-	-	-	-		
DeCA	-	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-100%	
DoDEA	9	5	4	7	3	-	-	-100%	
DTIC	1	-	-	-	-	-	-	-100%	
DMA	-	1	2	2	-	-	-		
USUHS	-	-	-	-	2	-	-		
NDU	1	2	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-		
TOTAL	1,196	1,287	1,340	1,205	1,475	1,470	1,321	↑ 10%	↓ -10%



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



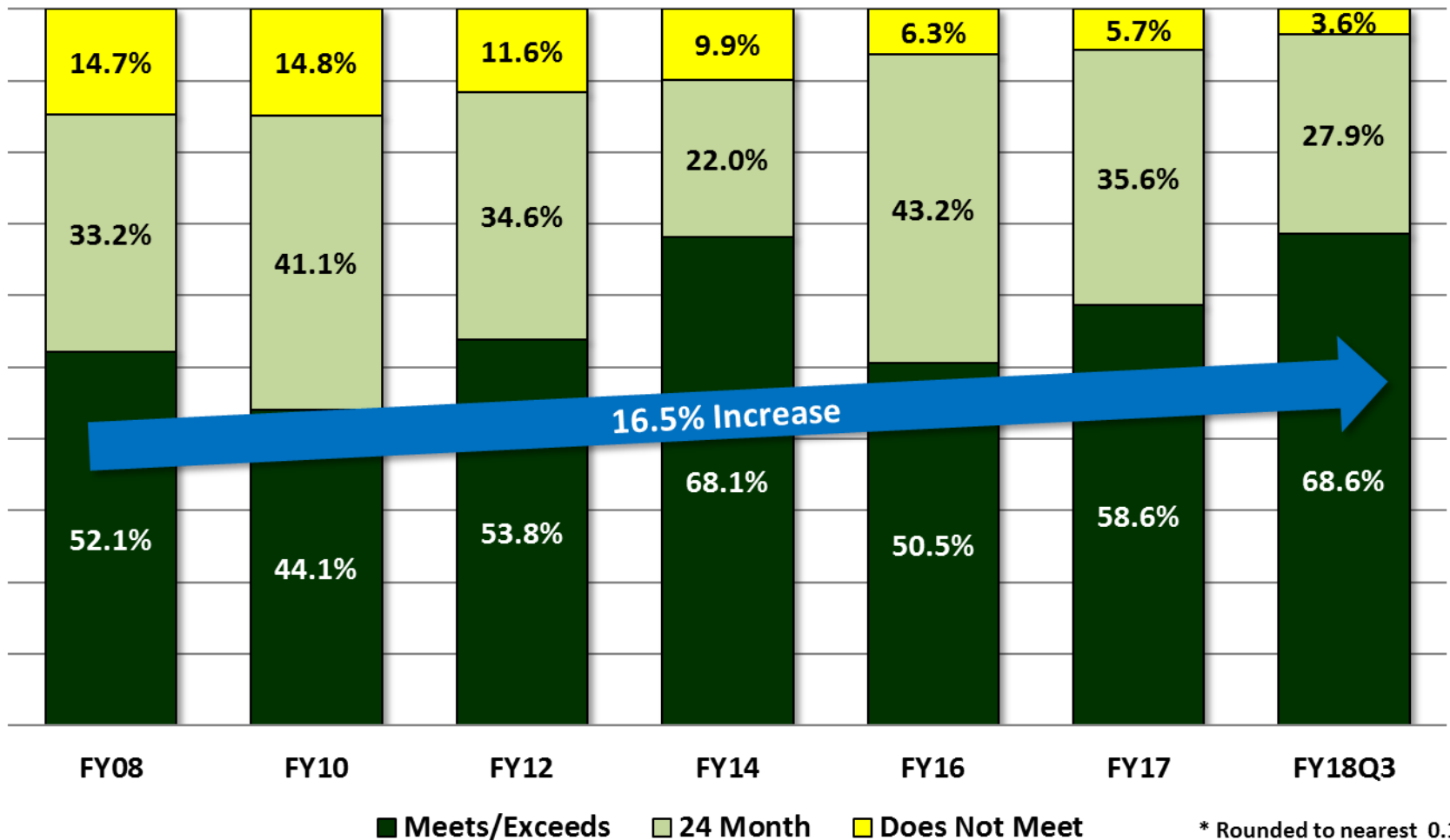
Purchasing Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	433	424	417	414	409	407	392	372	381	-7%
MARINE CORPS	53	52	54	52	52	50	47	48	42	-19%
ARMY	309	365	432	441	426	409	389	365	344	-19%
AIR FORCE	72	67	64	63	61	62	62	59	52	-15%
DLA	494	485	499	495	511	502	481	481	464	-9%
DISA	15	16	16	16	12	13	13	12	14	17%
DHA	19	15	16	15	15	13	12	11	12	-20%
DCAA	5	6	6	6	6	7	7	5	7	17%
DCMA	47	35	27	24	20	5	3	2	1	-95%
DTRA	1	1	1	1	1	1	1	1	1	0%
DoD HRA	1	1	-	-	-	-	1	1	1	
DSCA	1	1	-	-	-	-	1	1	1	
DSS	1	1	1	1	1	1	1	1	1	0%
MDA	1	1	-	-	-	-	-	-	-	
DoDEA	4	3	2	2	1	-	-	-	-	-100%
USUHS	2	2	1	1	-	-	-	-	-	
TOTAL	1,458	1,475	1,536	1,531	1,515	1,470	1,410	1,359	1,321	↓ -13%



Purchasing Historical DAWIA Certification FY08 – FY18Q3



Purchasing



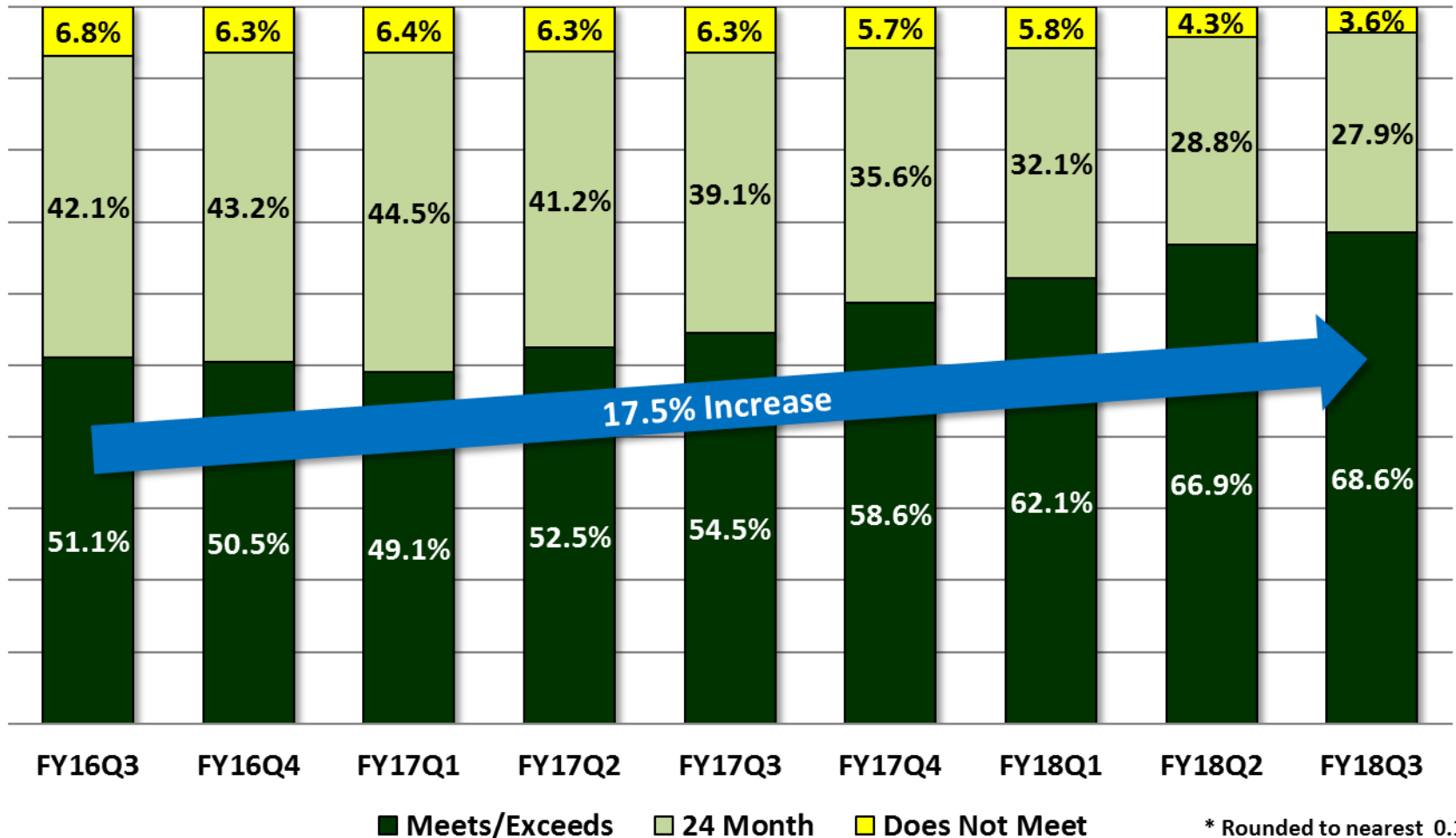
16.5% Increase



Purchasing Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



Purchasing

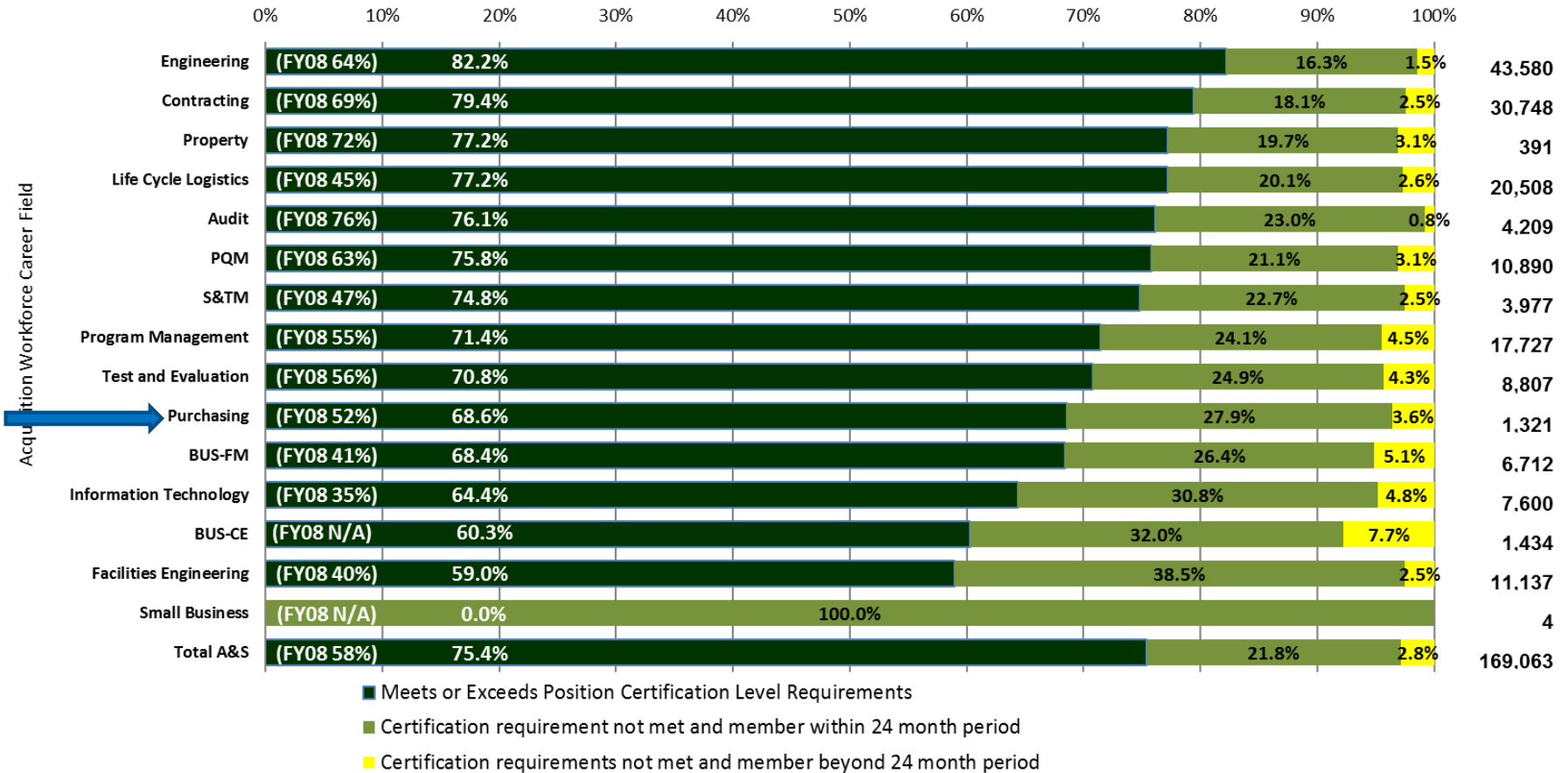


17.5% Increase



Purchasing DAWIA Certification by Career Field

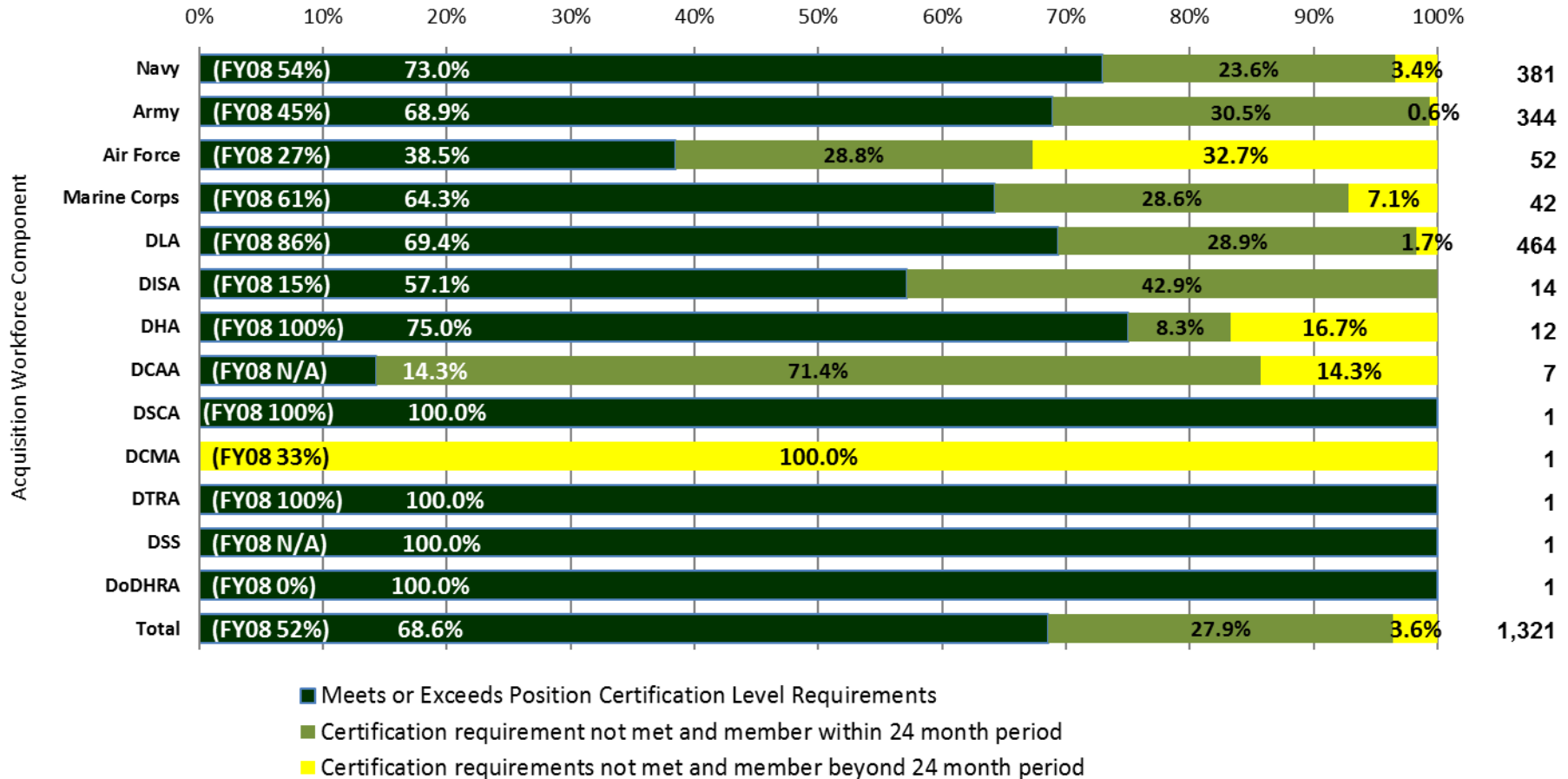
Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





Purchasing DAWIA Certification by Component

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



- 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



Purchasing DAWIA Certification Matrix + Bench Strength



Purchasing Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	128	133	91	6	358	64.2%
Level II	149	112	636	36	933	72.0%
Level III	1	-	2	3	6	50.0%
<i>Unspecified</i>	17	1	5	1	24	
FY18Q3 TOTAL	295	246	734	46	1,321	68.6%
	22.3%	18.6%	55.6%	3.5%		

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%	
Purchasing	905	68.6%	10 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	230	100	28	358	27.1%
Level II	672	249	12	933	70.6%
Level III	3	3	-	6	0.5%
<i>Unspecified</i>	1	16	7	24	1.8%
Purchasing TOTAL	906	368	47	1,321	
	68.6%	27.9%	3.6%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

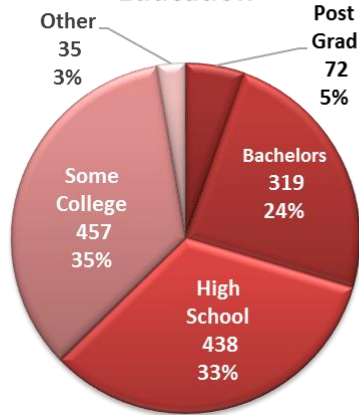


Purchasing Demographics

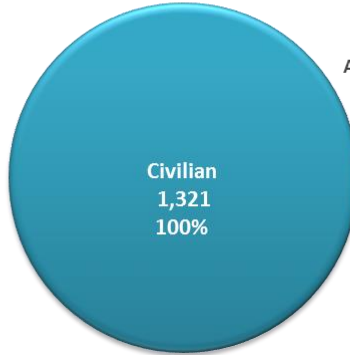
CAP - KLP



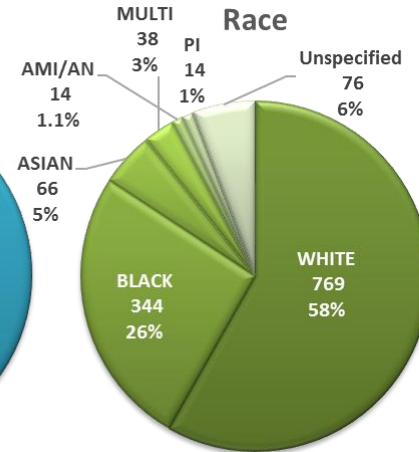
Education



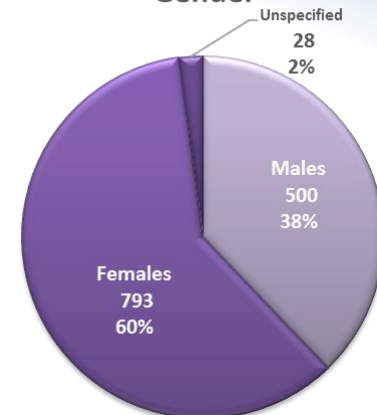
MIL / CIV



Race



Gender



Occupied Position Type	Purchasing	Entire DAW
Key Leadership Positions (KLPs)	-	1,195
Critical Acquisition Positions (CAPs) *	-	16,558
Non-CAP Positions	1,321	151,120
Unknown	-	190
TOTAL	1,321	169,063

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

Highest Level of Education	Purchasing	Entire DAW
Post Grad	72	67,982
Bachelors	319	74,020
High School	438	11,918
Some College	457	12,519
Other	35	2,624
TOTAL	1,321	169,063

Military / Civilian	Purchasing	Entire DAW
Civilian	1,321	153,396
Military	-	15,667
TOTAL	1,321	169,063

Race	Purchasing	Entire DAW
WHITE	769	123,628
BLACK	344	20,326
ASIAN	66	11,372
MULTI	38	4,607
AMI/AN	14	1,016
PI	14	849
Unspecified	76	7,265
TOTAL	1,321	169,063

Gender	Purchasing	Entire DAW
Males	500	118,376
Females	793	48,615
Unspecified	28	2,072
TOTAL	1,321	169,063



Purchasing Size by Occupational Series

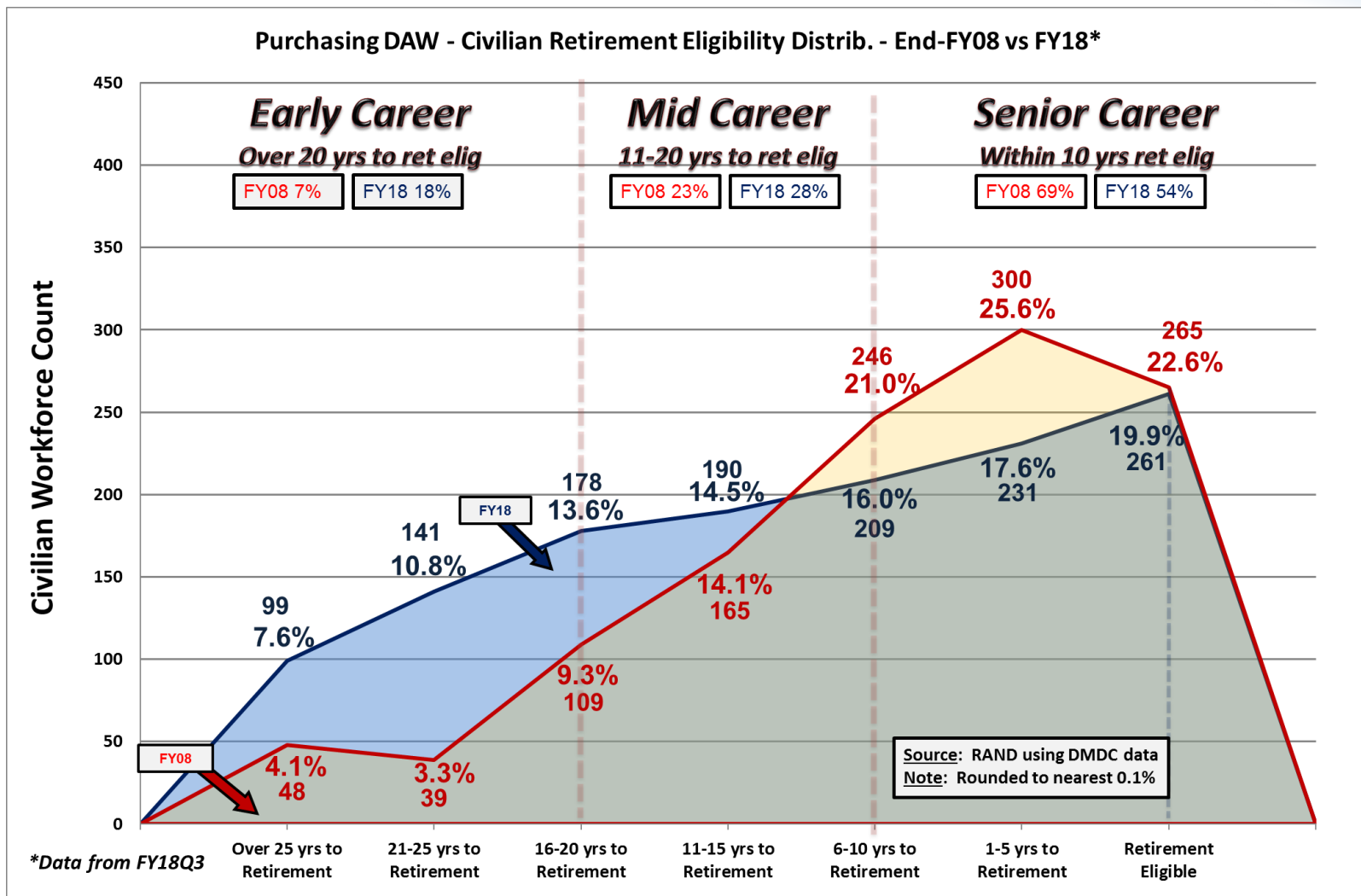
Civilian Occupational Series	Purchasing	
1105 - Purchasing Agent	1,250	94.6%
1101 - Business and Industry Specialist	51	3.9%
1106 - Procurement Clerk / Technician	2	0.2%
0301 - Administration & Program Staff	2	0.2%
0343 - Management and Program Analyst	5	0.4%
2003 - Supply Management Specialist	2	0.2%
<i>Other</i>	9	0.7%
TOTAL CIVILIAN	1,321	Civilians



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

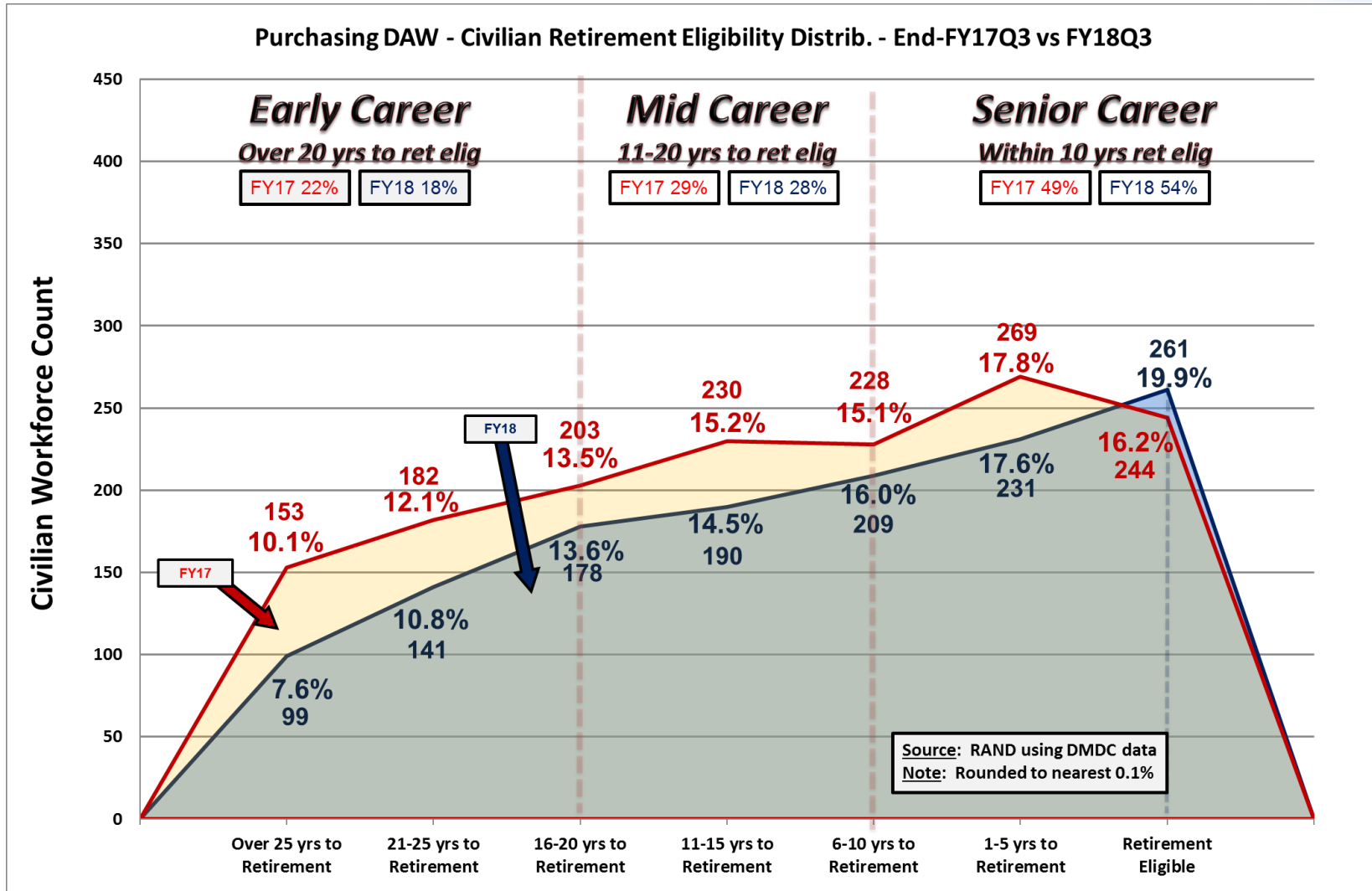


Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY18





Purchasing Civilian Retirement Eligibility Distribution – 1 yr- FY17Q3 / FY18Q3



As of 30 Jun 2018

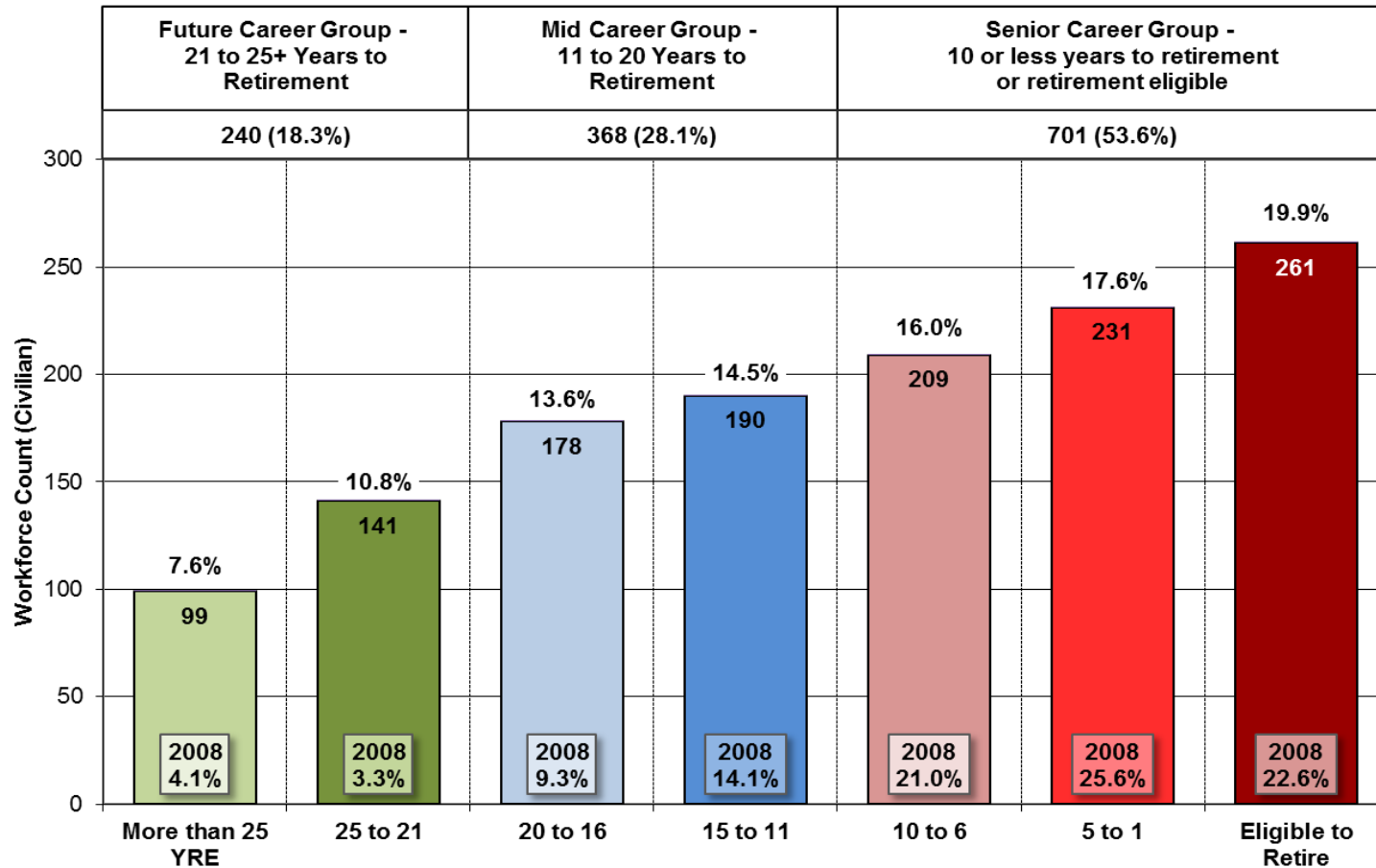


Purchasing Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Purchasing and Procurement



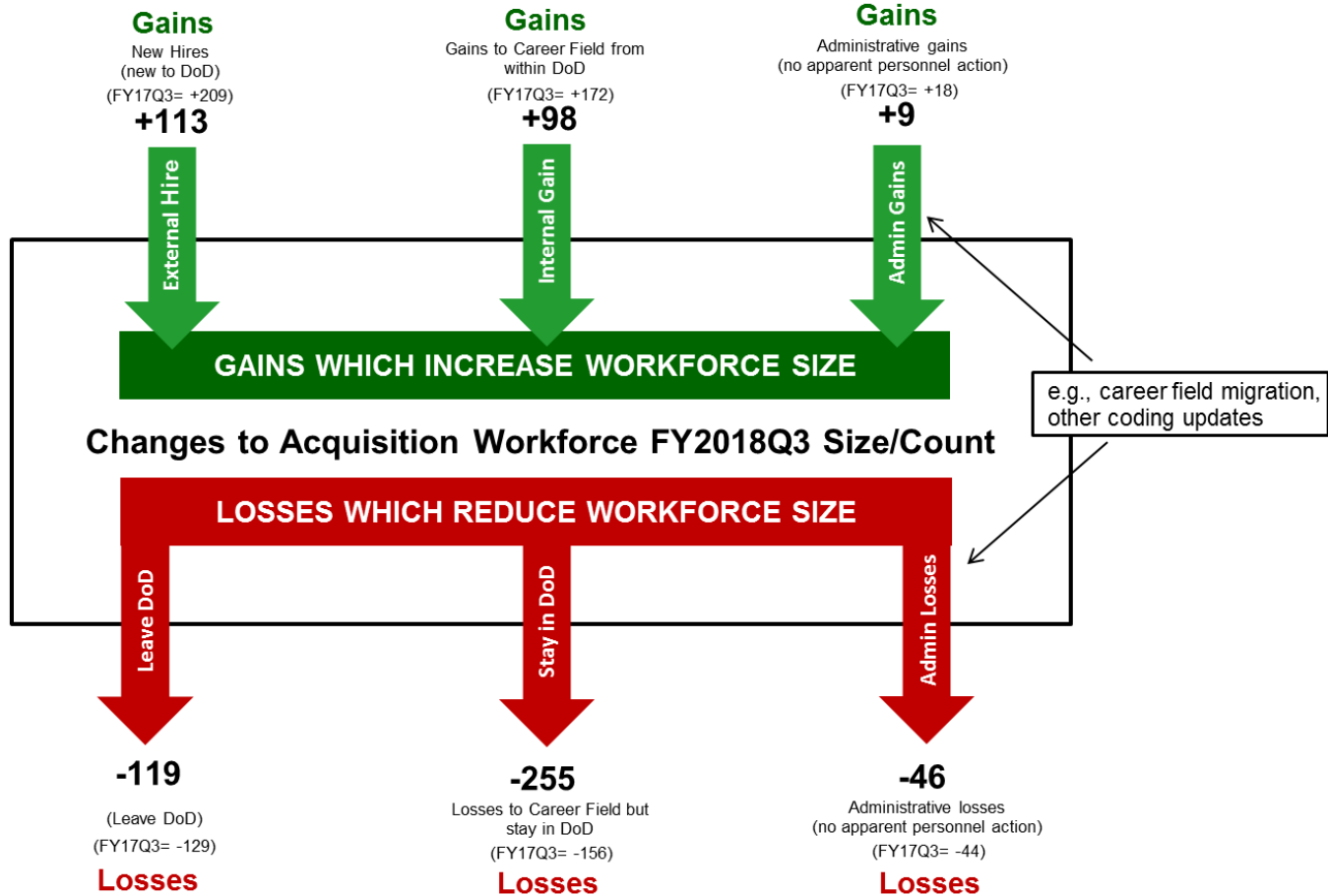
As of 30 Jun 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Purchasing and

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



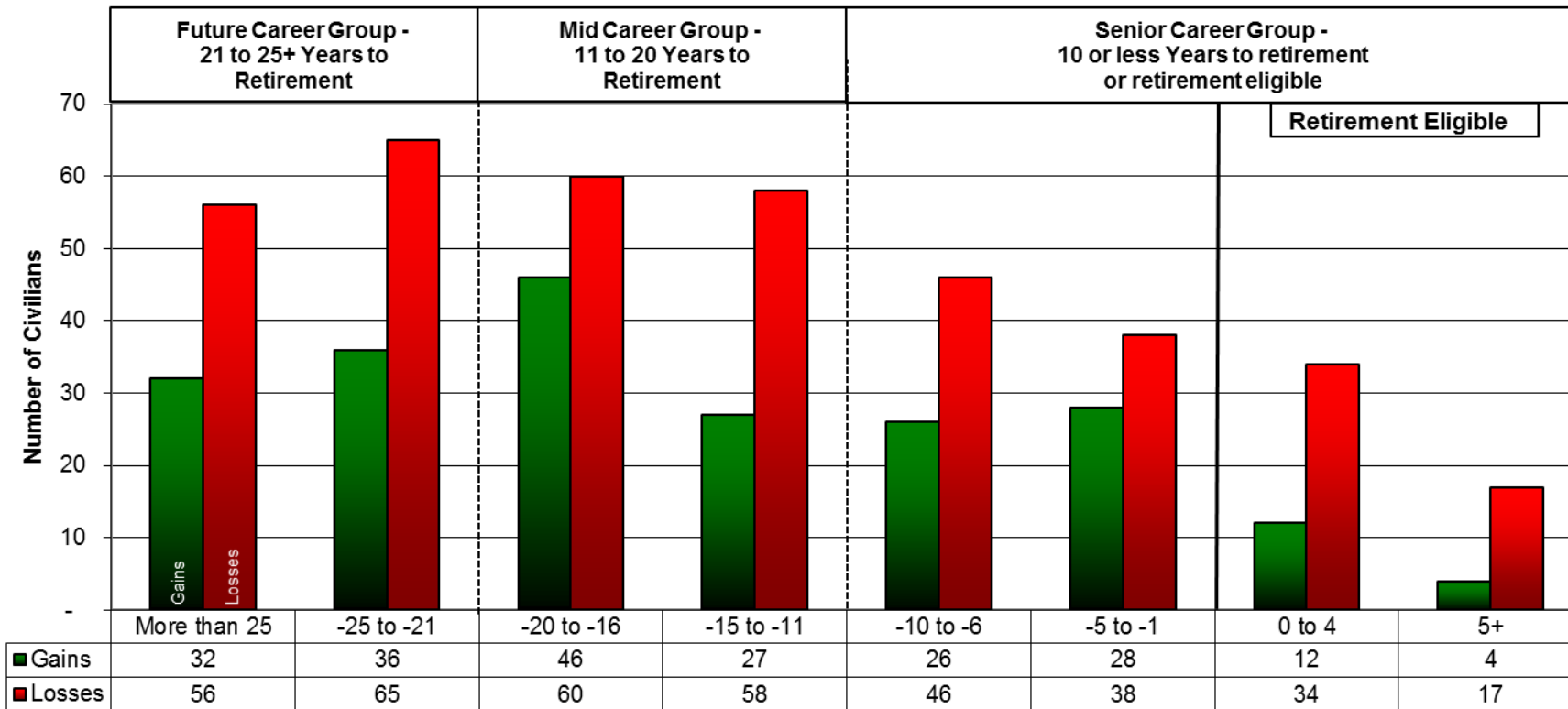


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2018Q3 Gains & Losses*

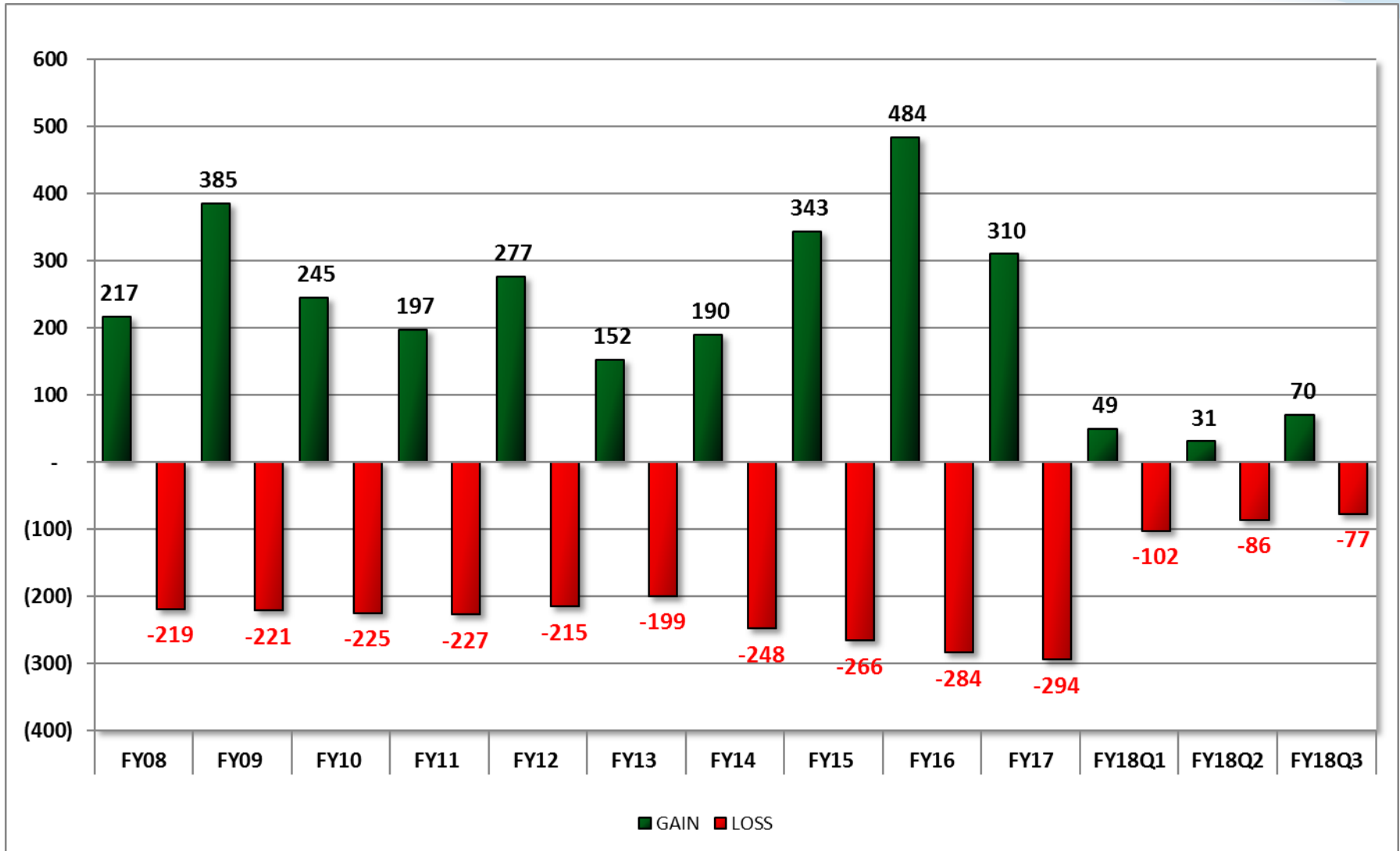


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Purchasing Historical Gains and Losses FY08 – FY18



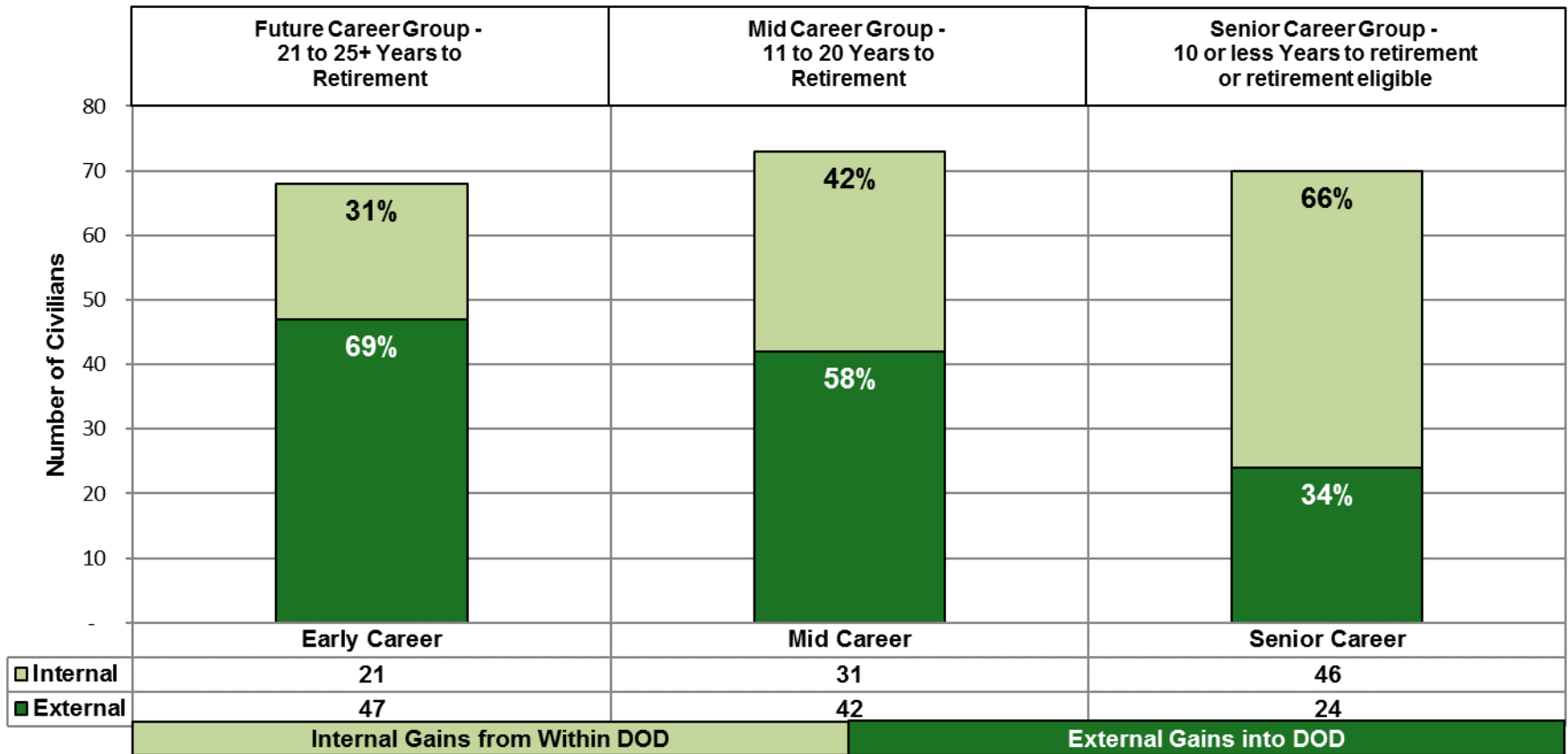
As of 30 Jun 2018



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

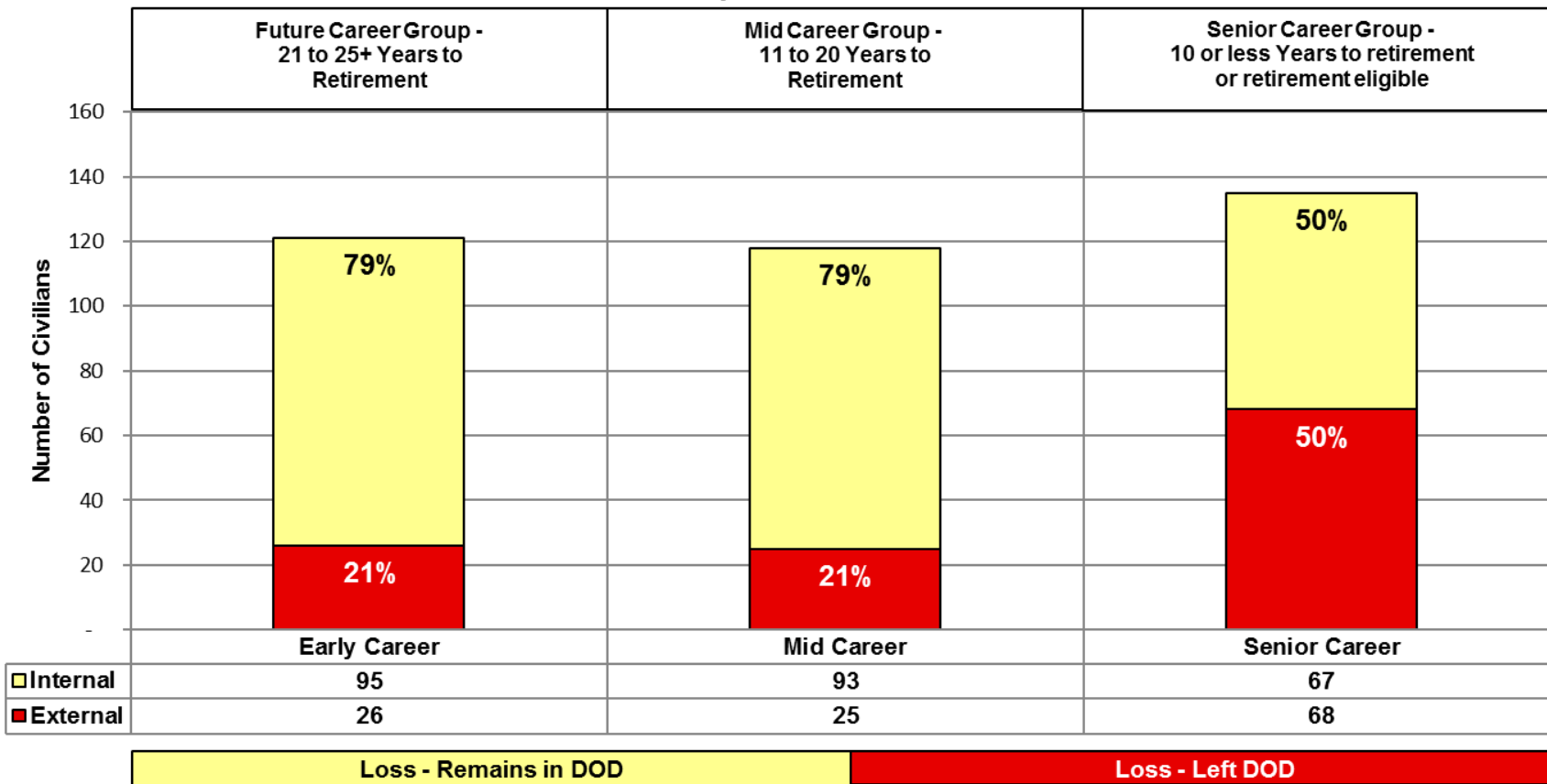


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purchasing and Procurement

Workforce Lifecycle FY2018Q3 Losses*

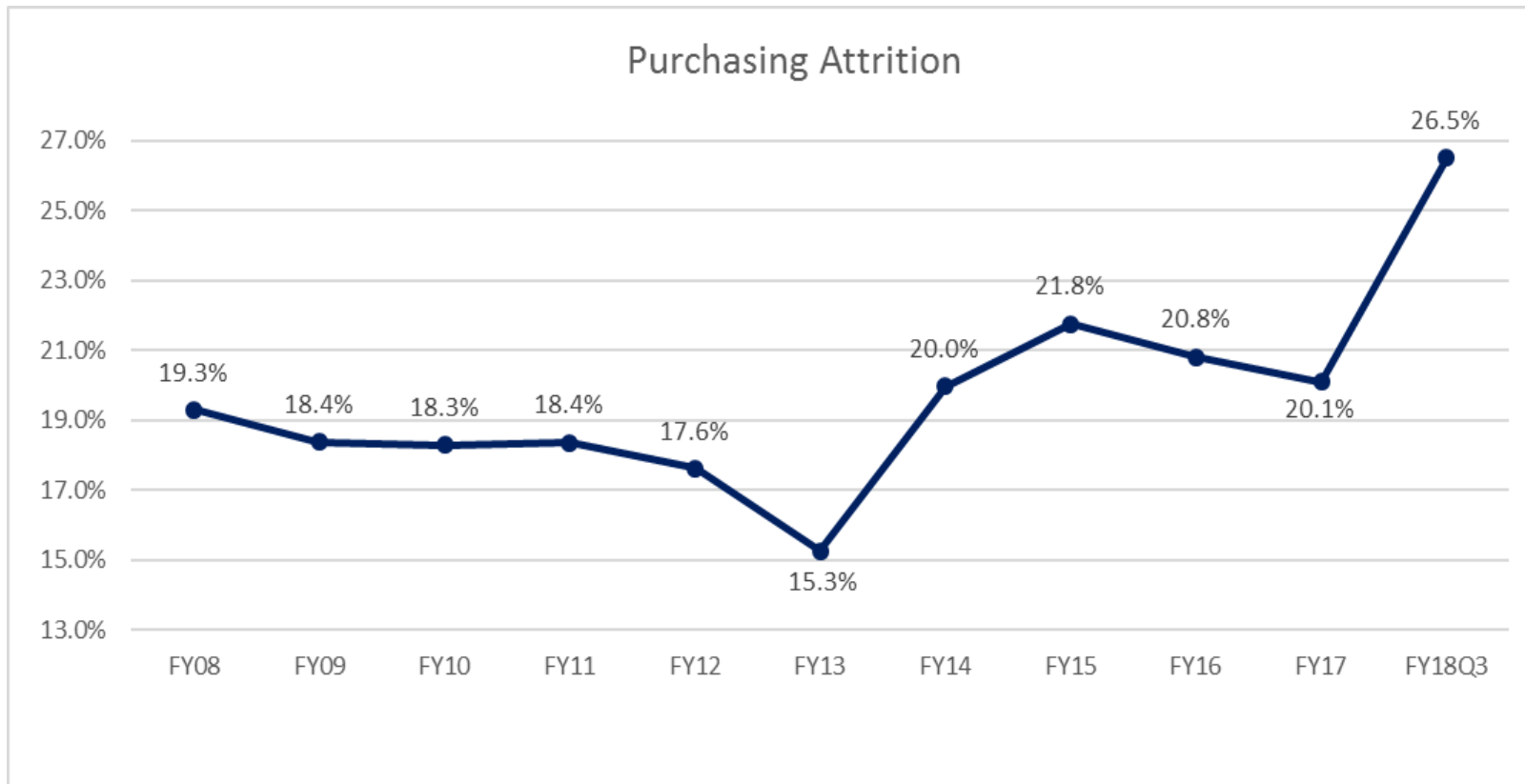


*Does not include administrative losses

As of 30 Jun 2018



Annual Attrition Rates

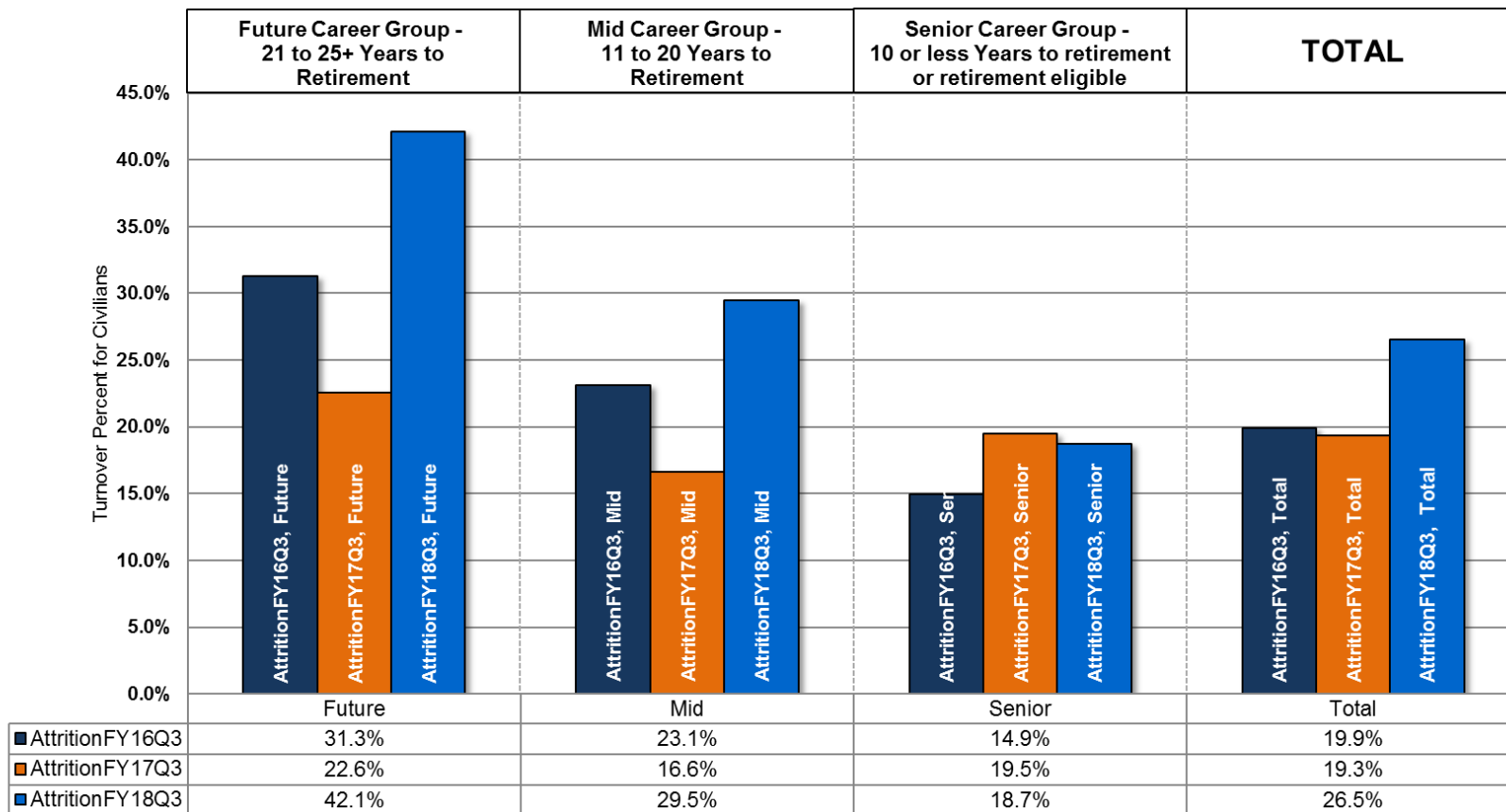


*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Purchasing Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Purchasing and Procurement (Civilian) (FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)



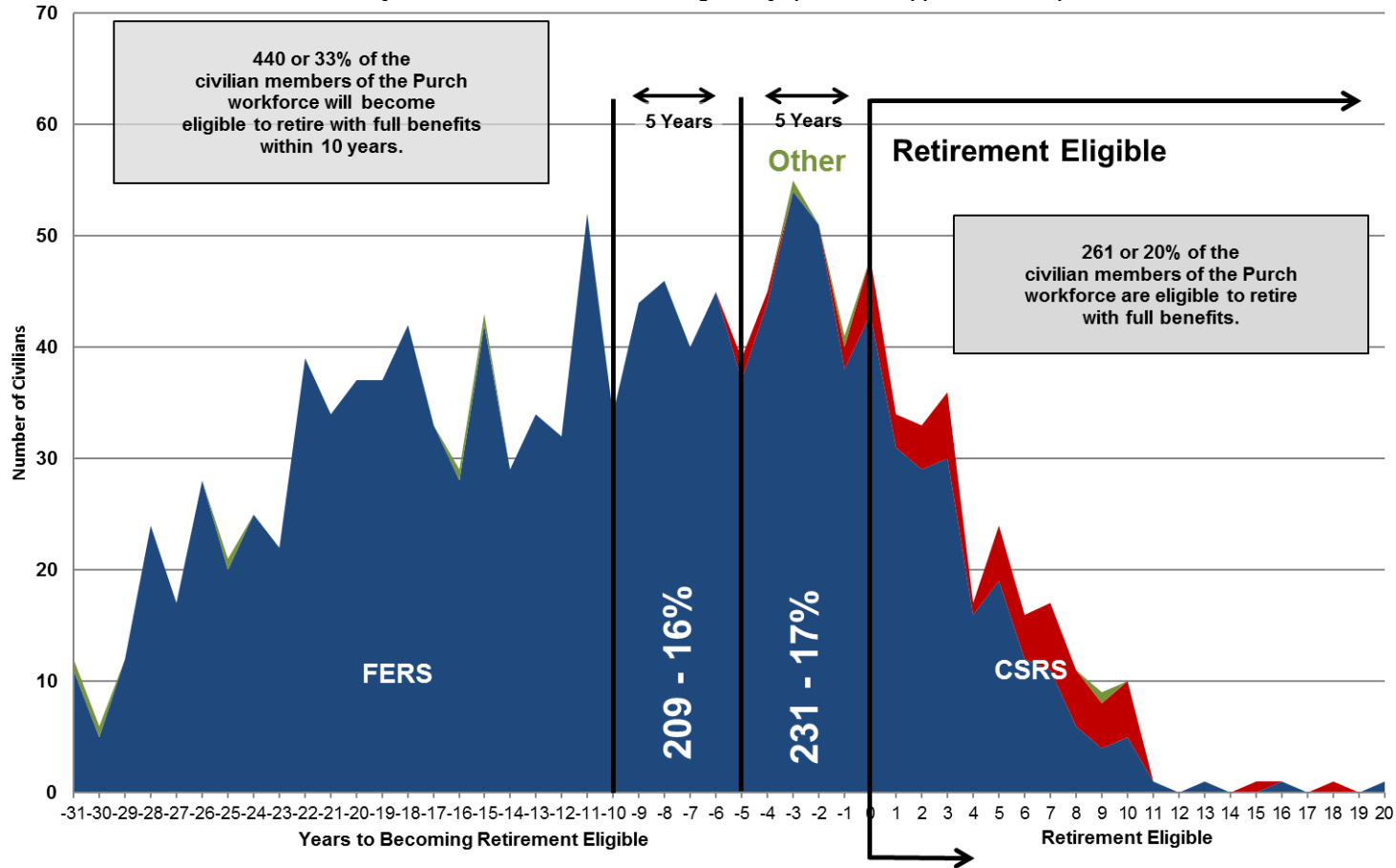


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purchasing and Procurement

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



As of 30 Jun 2018



END