



Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2018Q3			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	6,927	1,880	8,807	169,063
Change in size from 2008	-	-	-	-	24%	4%	19%	34%
Civilian/Military Composition	76%	24%	-	88%/ 12%	79%	21%	-	91%/ 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	87%	95%	84%
Graduate Degree	30%	43%	33%	29%	41%	54%	44%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	87%	60%	82%	85%
Level II or Higher Achieved	68%	24%	57%	61%	76%	31%	66%	72%
Level III Achieved	52%	8%	41%	36%	56%	16%	47%	41%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	78%	43%	71%	75%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	18%	49%	25%	22%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	9%	4%	3%
Planning Considerations								
Average Age	44	35	42	46	44	34	42	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	32/22/45(%)	-	-	24/26/49(%)
Average Years of Service	15	11	14	17	15	12	14	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,287(19%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,132(16%)	-	-	25,072(16%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	816/821	-	-	17,613/12,259

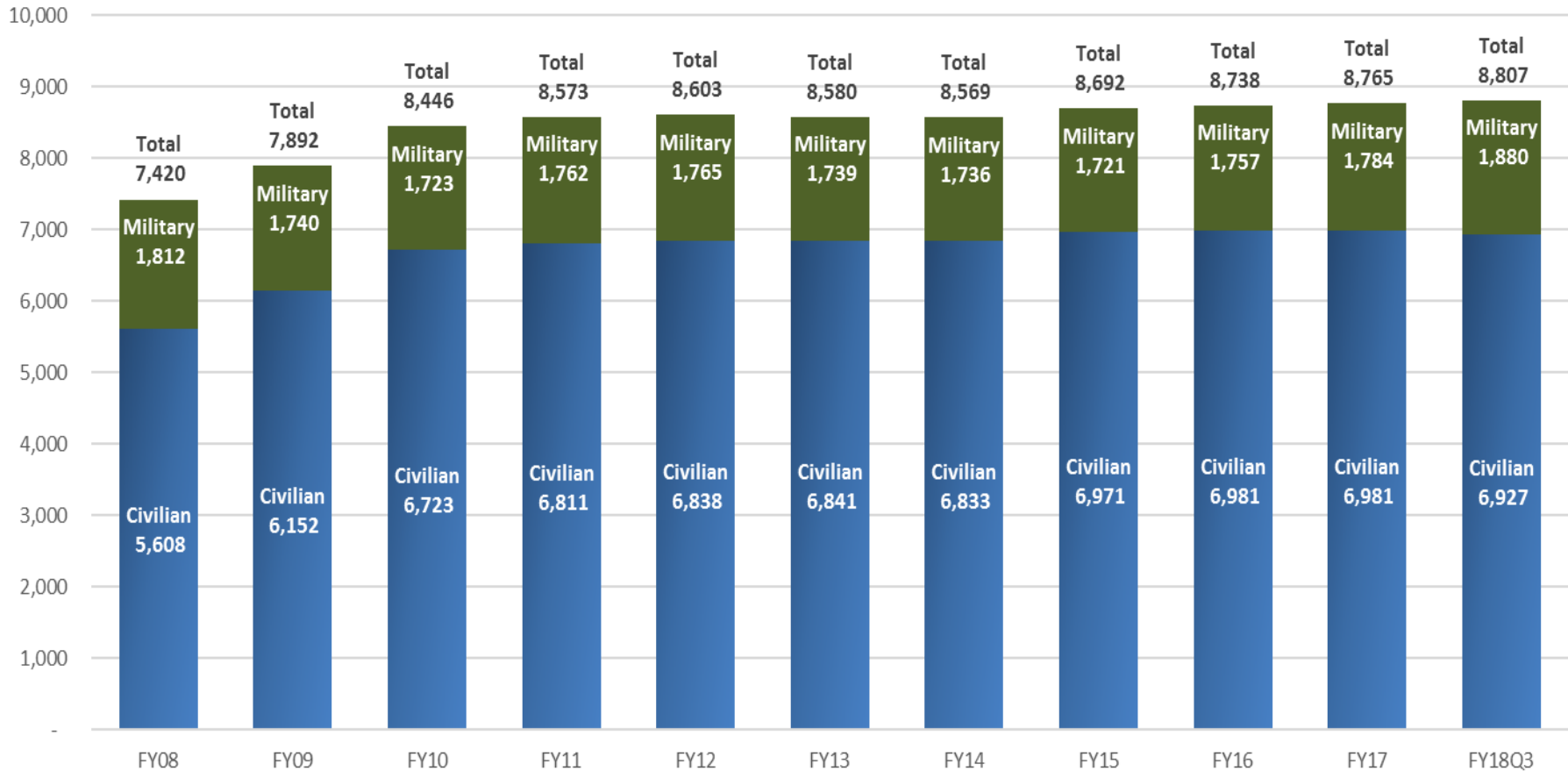
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

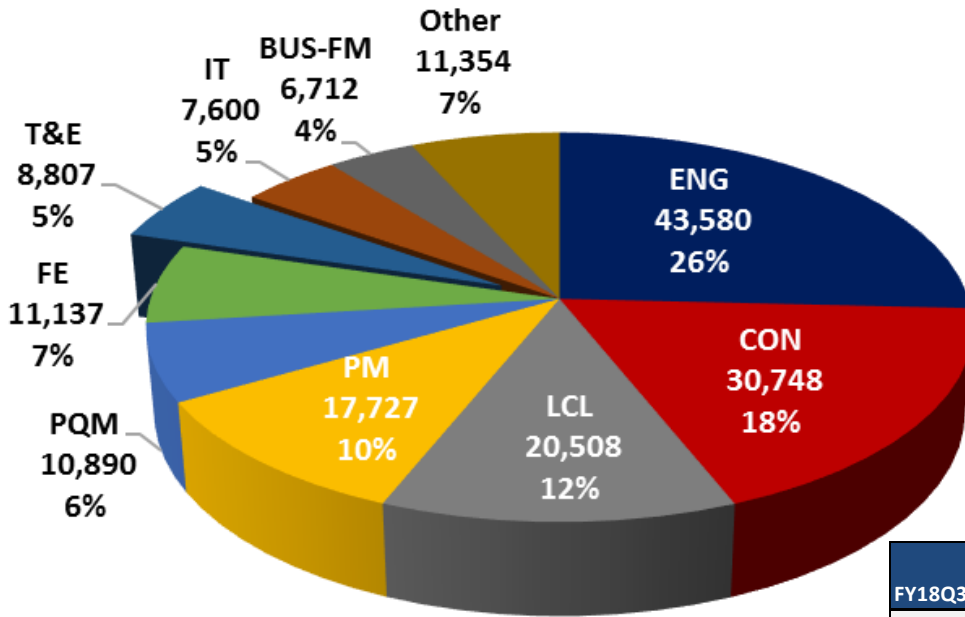


T&E





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%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY18Q3



Test and Evaluation Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
Navy	2,360	2,877	2,952	3,053	3,239	3,227	3,214	36%	0%
MARINE CORPS	116	123	134	126	133	129	127	9%	-2%
AIR FORCE	2,622	2,838	3,033	2,975	3,082	3,153	3,201	22%	2%
ARMY	2,135	2,304	2,116	2,037	1,903	1,877	1,896	-11%	1%
MDA	86	201	245	262	257	257	247	187%	-4%
DISA	37	47	53	53	53	51	52	41%	2%
TRMC	6	8	12	17	17	18	17	183%	-6%
DTRA	11	9	8	6	7	13	15	36%	15%
JCS	-	-	22	18	18	17	14		-18%
DAU	6	6	8	7	8	7	7	17%	0%
OSD	3	5	7	6	7	6	7	133%	17%
DHA	-	1	5	4	4	4	5		25%
DCMA	31	20	5	3	8	5	4	-87%	-20%
DeCA	-	-	-	1	2	1	1		0%
DLA	1	4	3	1	-	-	-	-100%	
NDU	1	-	-	-	-	-	-	-100%	
IG	1	-	-	-	-	-	-	-100%	
4th Estate Other	4	3	-	-	-	-	-	-100%	
TOTAL	7,420	8,446	8,603	8,569	8,738	8,765	8,807	↑ 19%	↑ 0%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency FY16Q3 – FY18Q3



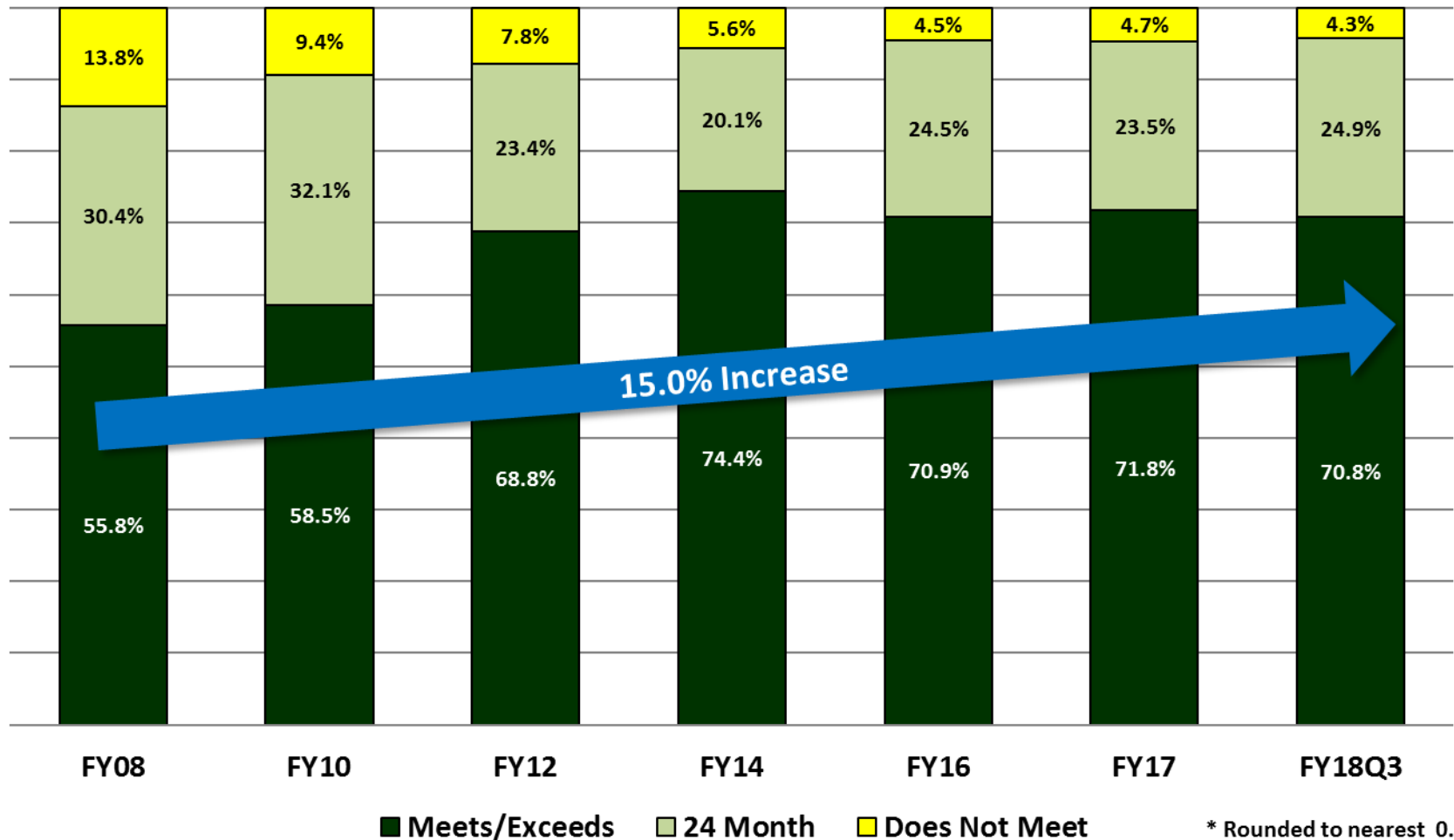
Test and Evaluation Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	3,292	3,239	3,227	3,195	3,200	3,227	3,229	3,203	3,214	0%
MARINE CORPS	127	133	132	139	134	129	128	130	127	-5%
AIR FORCE	3,004	3,082	3,135	3,147	3,111	3,153	3,170	3,150	3,201	3%
ARMY	1,910	1,903	1,885	1,886	1,870	1,877	1,860	1,861	1,896	1%
MDA	259	257	260	257	259	257	252	247	247	-5%
DISA	56	53	42	43	53	51	48	50	52	-2%
TRMC	17	17	19	18	18	18	18	17	17	-6%
DTRA	7	7	11	11	11	13	14	15	15	36%
JCS	18	18	18	18	18	17	15	14	14	-22%
DAU	7	8	8	8	7	7	7	7	7	0%
OSD	7	7	7	6	6	6	6	7	7	17%
DHA	4	4	3	3	3	4	4	5	5	67%
DCMA	7	8	6	5	4	5	5	4	4	0%
DeCA	1	2	1	1	1	1	1	1	1	0%
TOTAL	8,716	8,738	8,754	8,737	8,695	8,765	8,757	8,711	8,807	↑ 1%



Test and Evaluation Historical DAWIA Certification FY08 – FY18Q3



Test and Evaluation



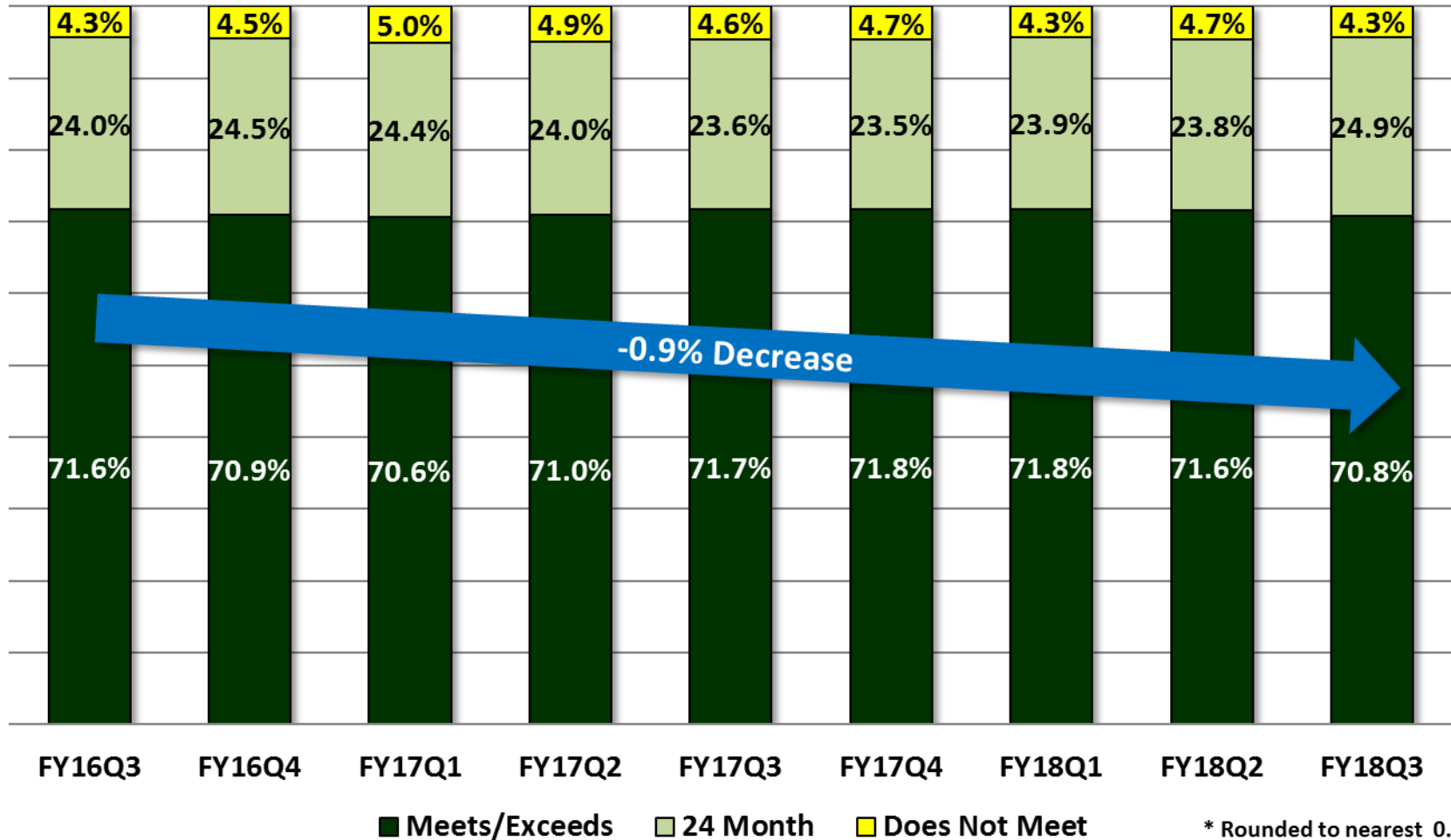
15.0% Increase



Test and Evaluation Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



Test and Evaluation

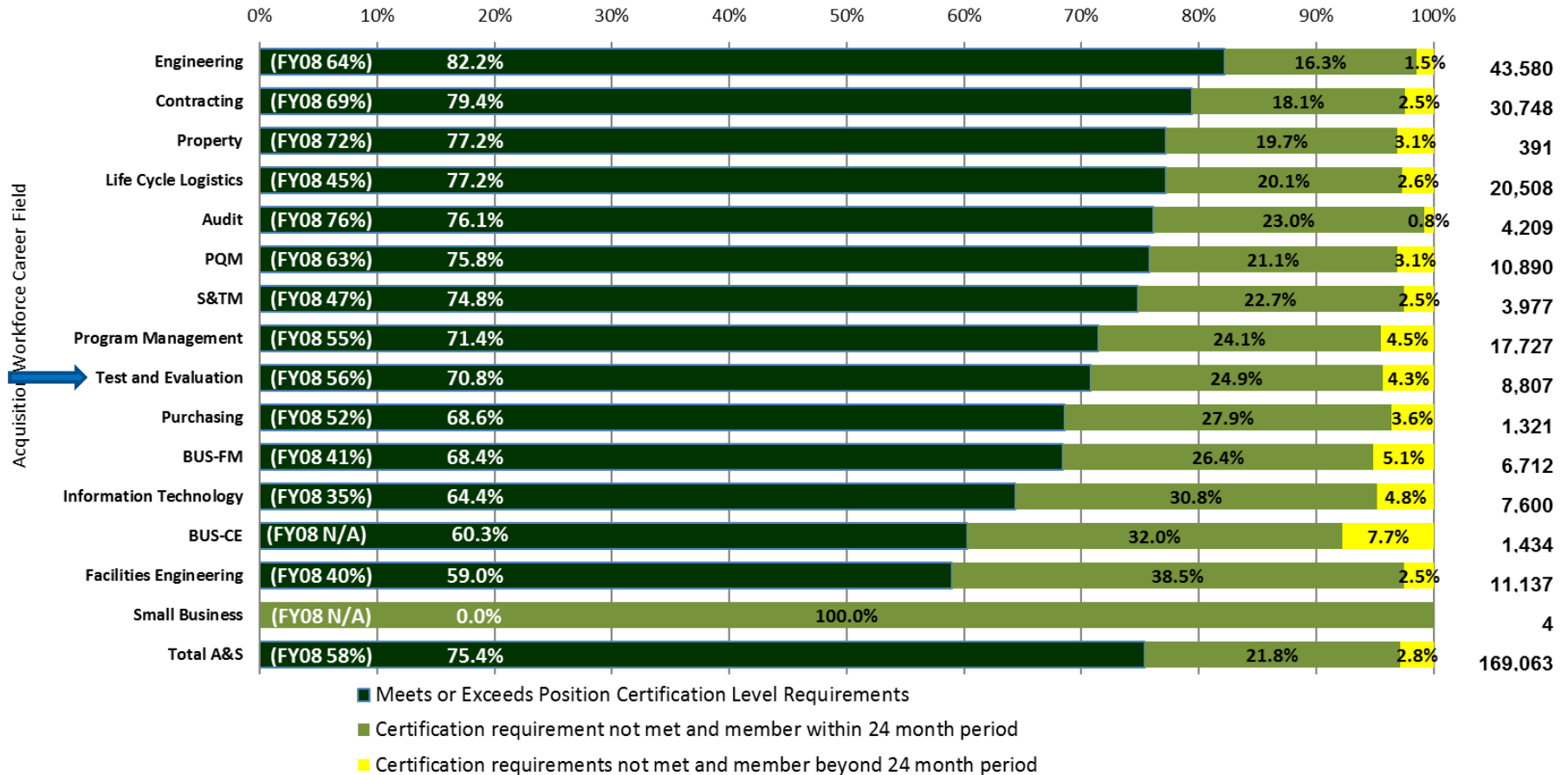


-0.9% Decrease



Test and Evaluation DAWIA Certification by Career Field

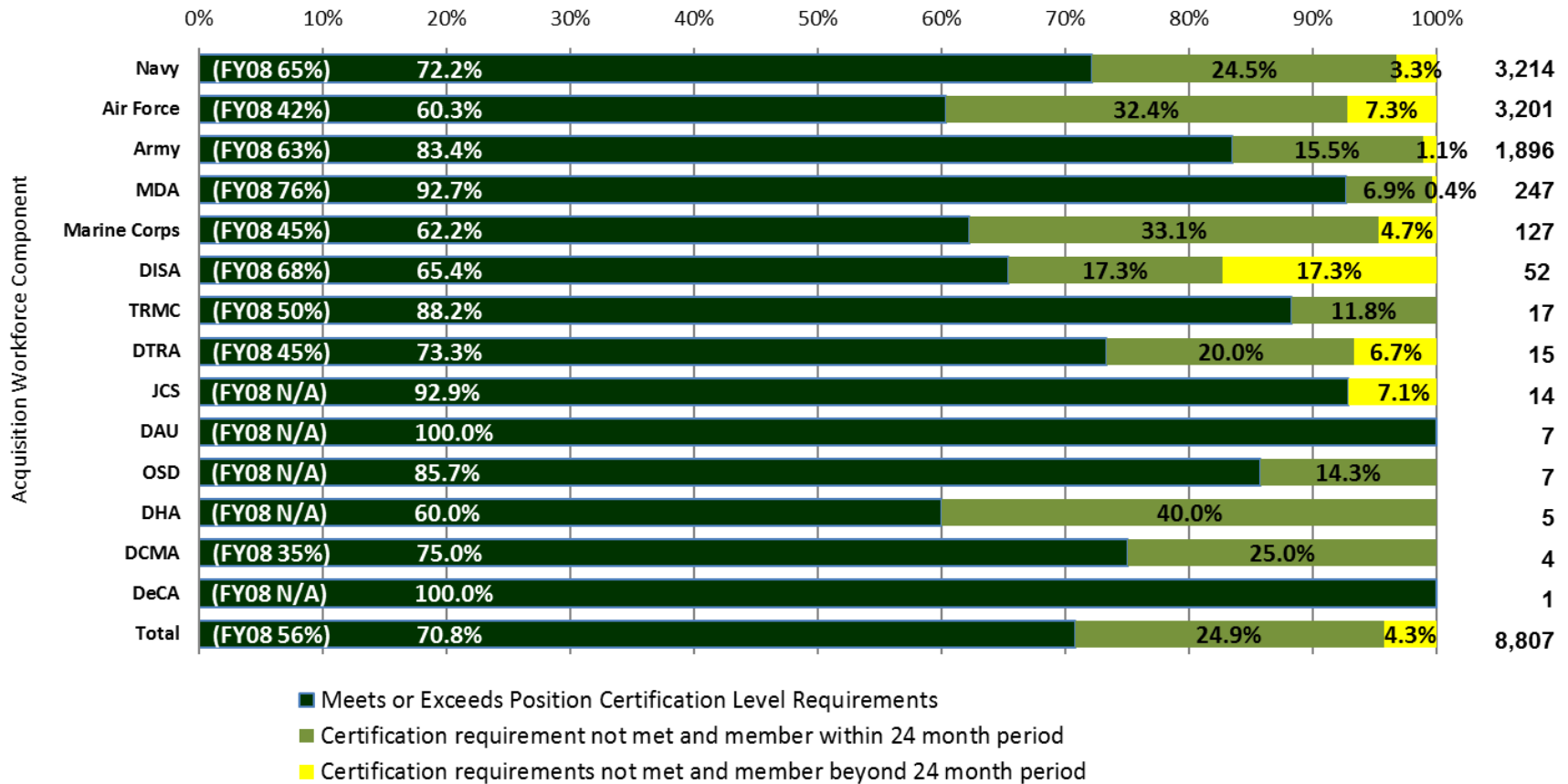
Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY18Q3)





Test and Evaluation DAWIA Certification Matrix + Bench Strength



Test and Evaluation		Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	711	561	124	154	1,550	54.1%	
Level II	737	724	1,408	1,478	4,347	66.4%	
Level III	170	78	154	2,508	2,910	86.2%	
<i>Unspecified</i>	-	-	-	-	-		
FY18Q3 TOTAL	1,618	1,363	1,686	4,140	8,807	70.8%	
	18.4%	15.5%	19.1%	47.0%			

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%	
Test and Ev	6,233	70.8%	9 of 14

** Based on population total without unspecified positions

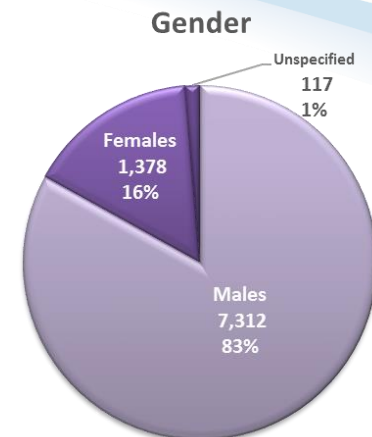
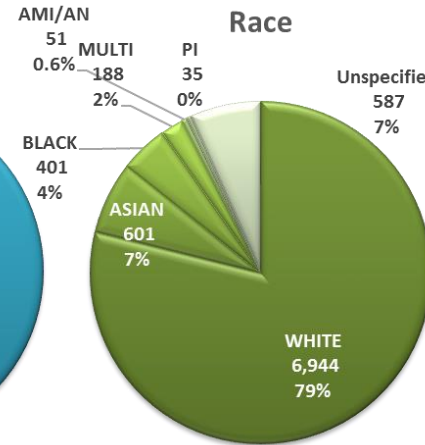
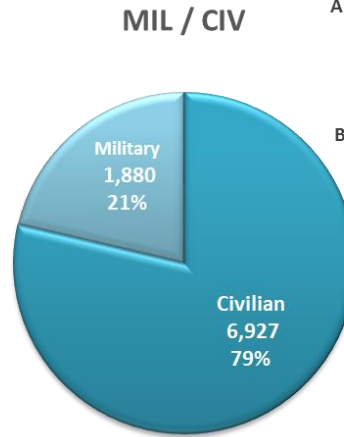
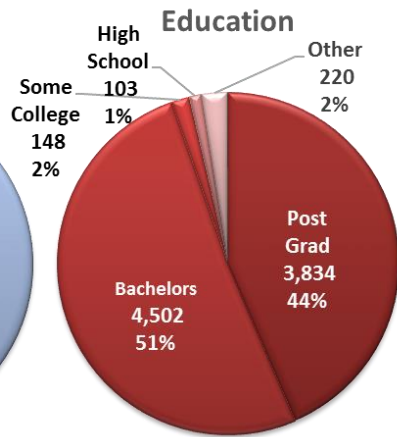
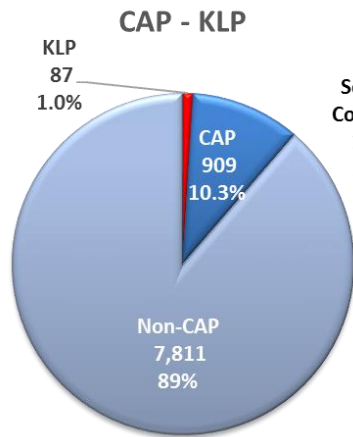
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	839	685	26	1,550	17.6%
Level II	2,886	1,193	268	4,347	49.4%
Level III	2,508	318	84	2,910	33.0%
<i>Unspecified</i>	-	-	-	-	0.0%
Test and Evaluation TOTAL	6,233	2,196	378	8,807	
	70.8%	24.9%	4.3%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



Occupied Position Type	T&E	Entire DAW
Key Leadership Positions (KLPs)	87	1,195
Critical Acquisition Positions (CAPs) *	909	16,558
Non-CAP Positions	7,811	151,120
Unknown	-	190
TOTAL	8,807	169,063

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

Race	T&E	Entire DAW
WHITE	6,944	123,628
ASIAN	601	20,326
BLACK	401	11,372
MULTI	188	4,607
AMI/AN	51	1,016
PI	35	849
Unspecified	587	7,265
TOTAL	8,807	169,063

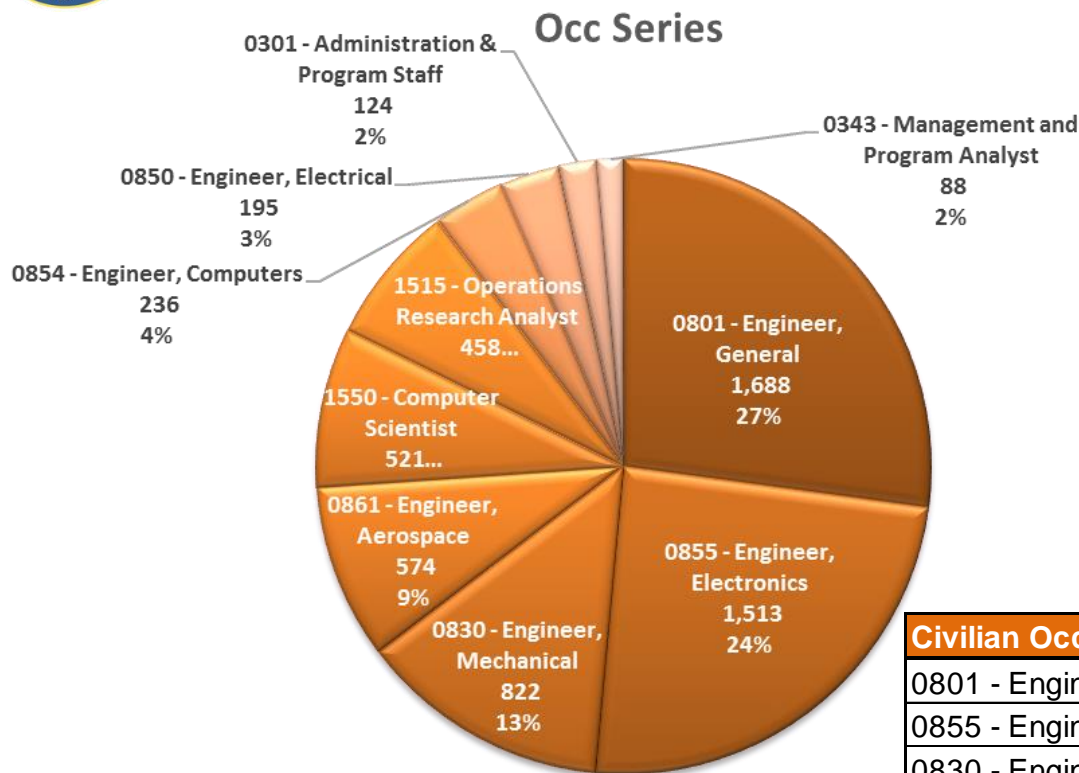
Highest Level of Education	T&E	Entire DAW
Post Grad	3,834	67,982
Bachelors	4,502	74,020
Some College	148	11,918
High School	103	12,519
Other	220	2,624
TOTAL	8,807	169,063

Gender	T&E	Entire DAW
Males	7,312	118,376
Females	1,378	48,615
Unspecified	117	2,072
TOTAL	8,807	169,063

Military / Civilian	T&E	Entire DAW
Civilian	6,927	153,396
Military	1,880	15,667
TOTAL	8,807	169,063



T & E Size by Occupational Series



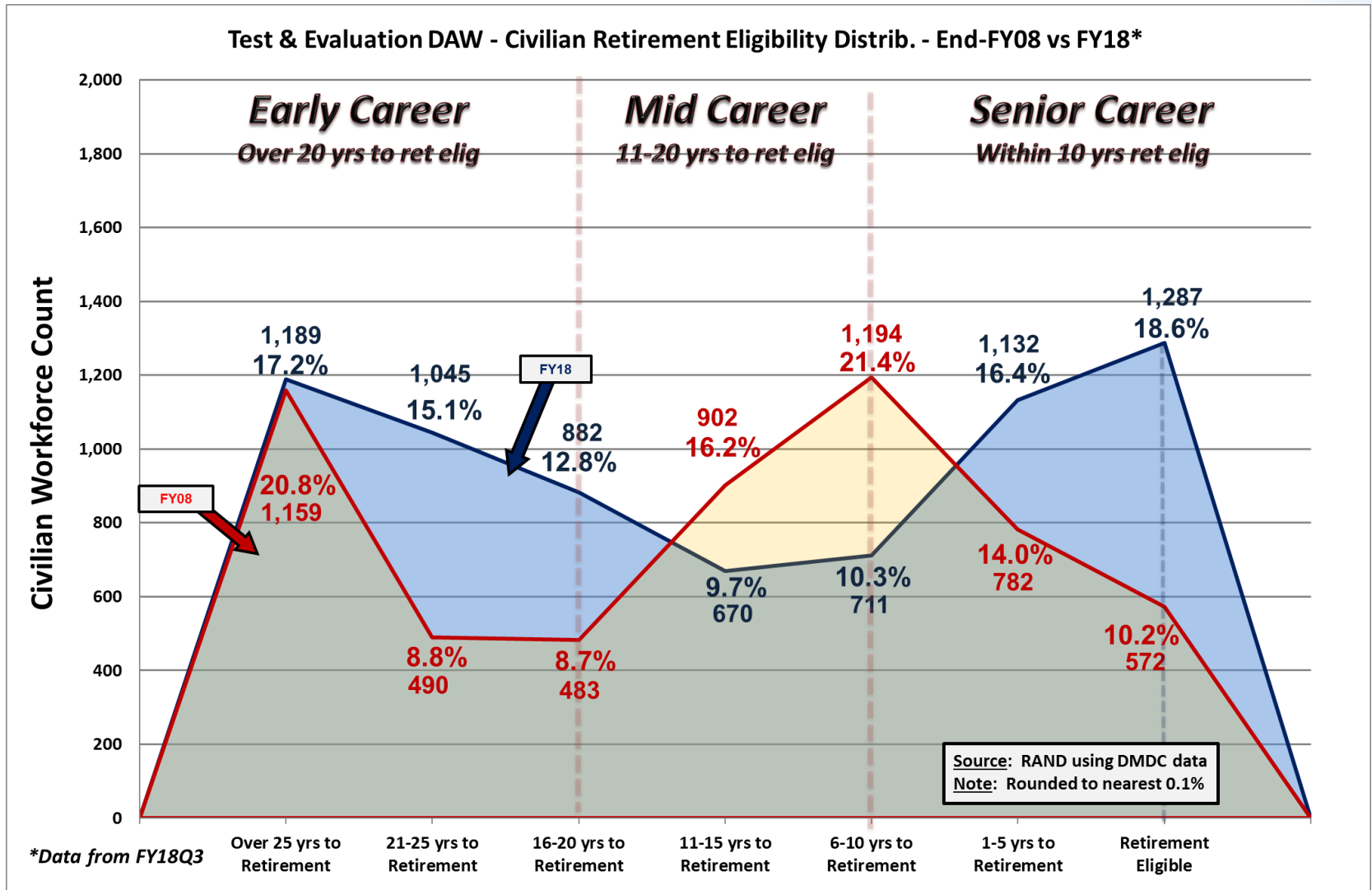
Civilian Occupational Series	T&E	
0801 - Engineer, General	1,688	24.4%
0855 - Engineer, Electronics	1,513	21.8%
0830 - Engineer, Mechanical	822	11.9%
0861 - Engineer, Aerospace	574	8.3%
1550 - Computer Scientist	521	7.5%
1515 - Operations Research Analyst	458	6.6%
0854 - Engineer, Computers	236	3.4%
0850 - Engineer, Electrical	195	2.8%
0301 - Administration & Program Staff	124	1.8%
0343 - Management and Program Analyst	88	1.3%
Other	623	9.0%
TOTAL CIVILIAN	6,927	Civilians



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



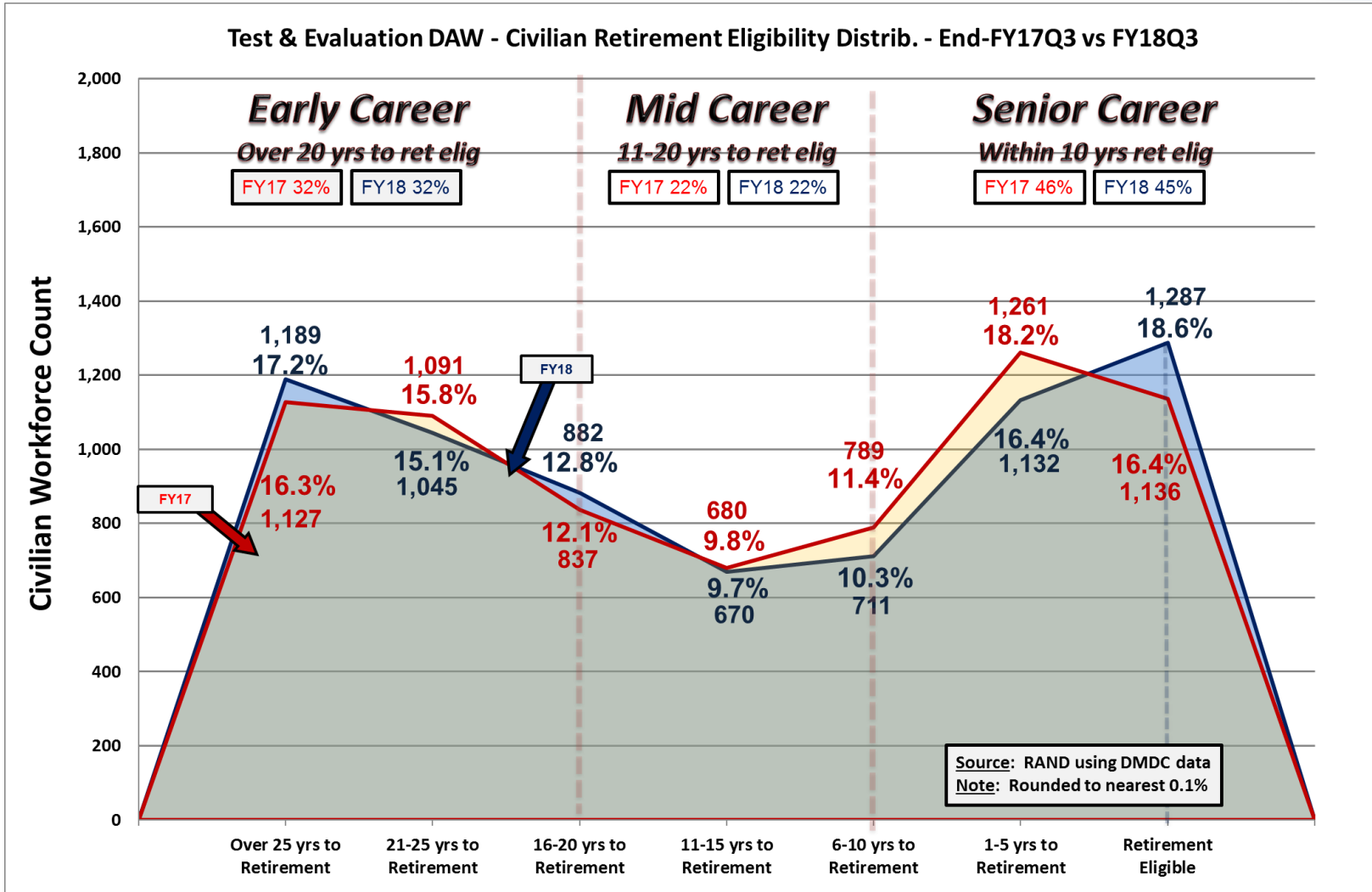
Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



Test and Evaluation Civilian Retirement Eligibility Distribution (1 yr) – FY17Q3 / FY18Q3



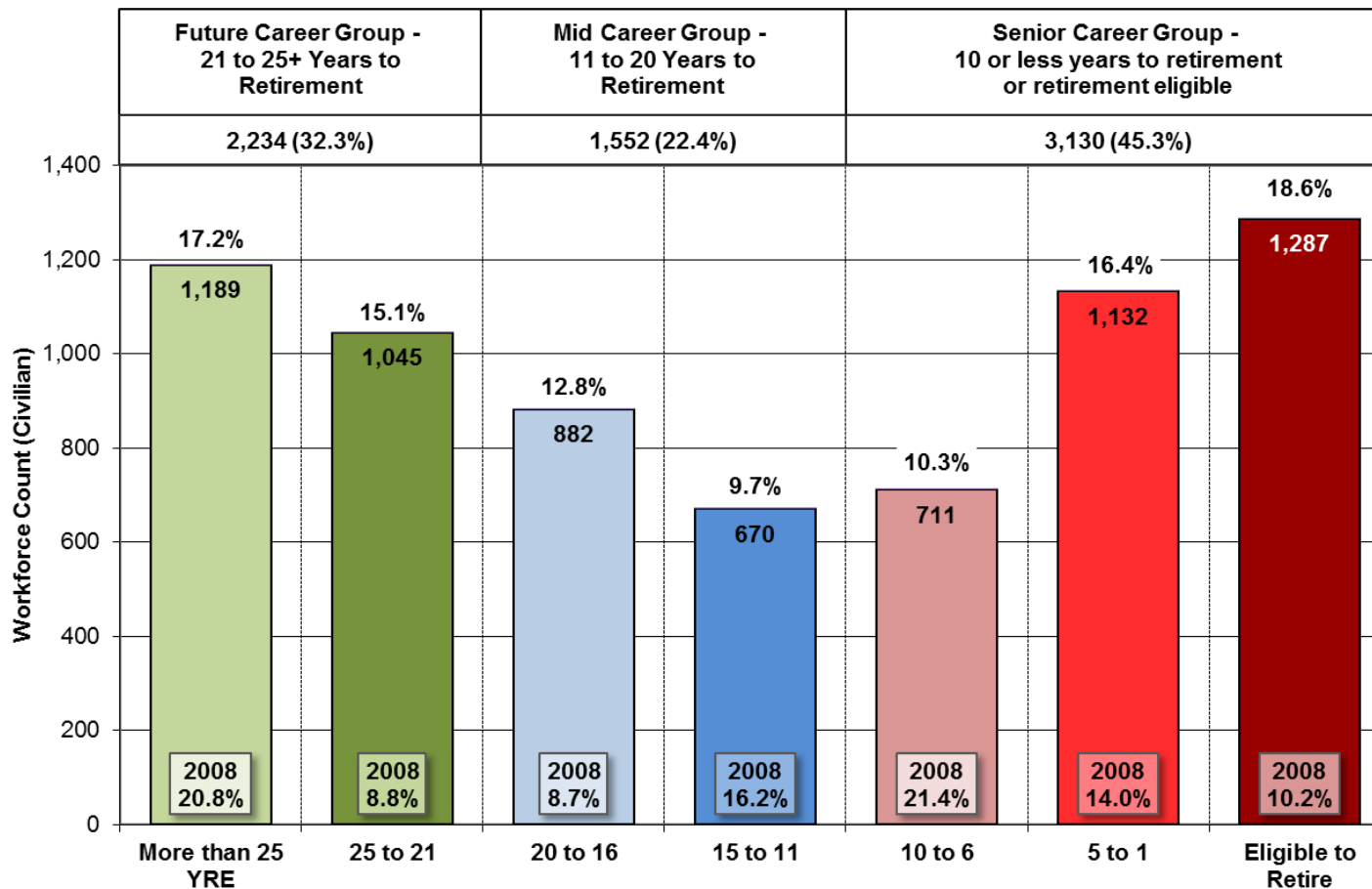
As of 30 Jun 2018



Test and Evaluation Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Test and Evaluation



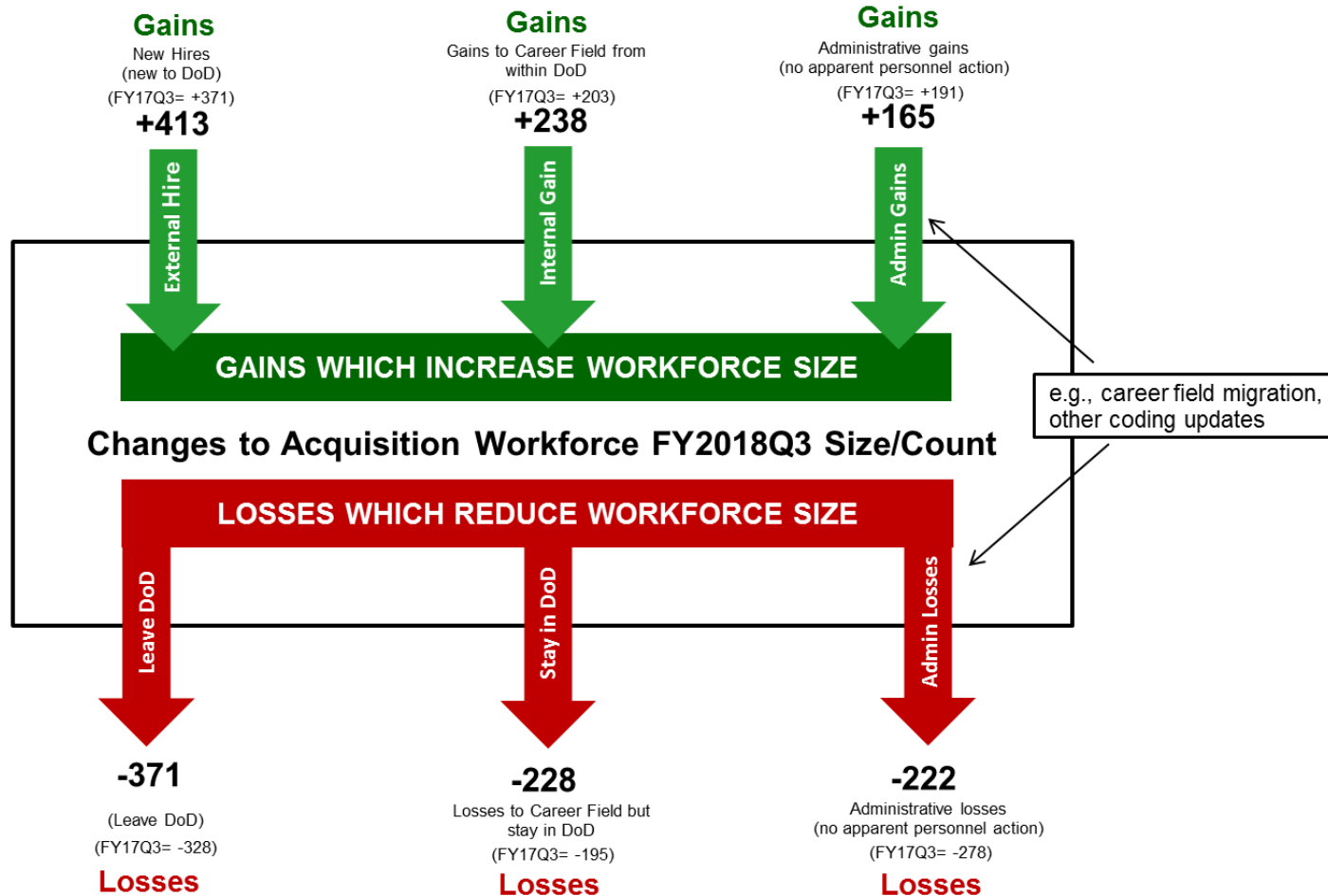
As of 30 Jun 2018



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Test and Evaluation

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



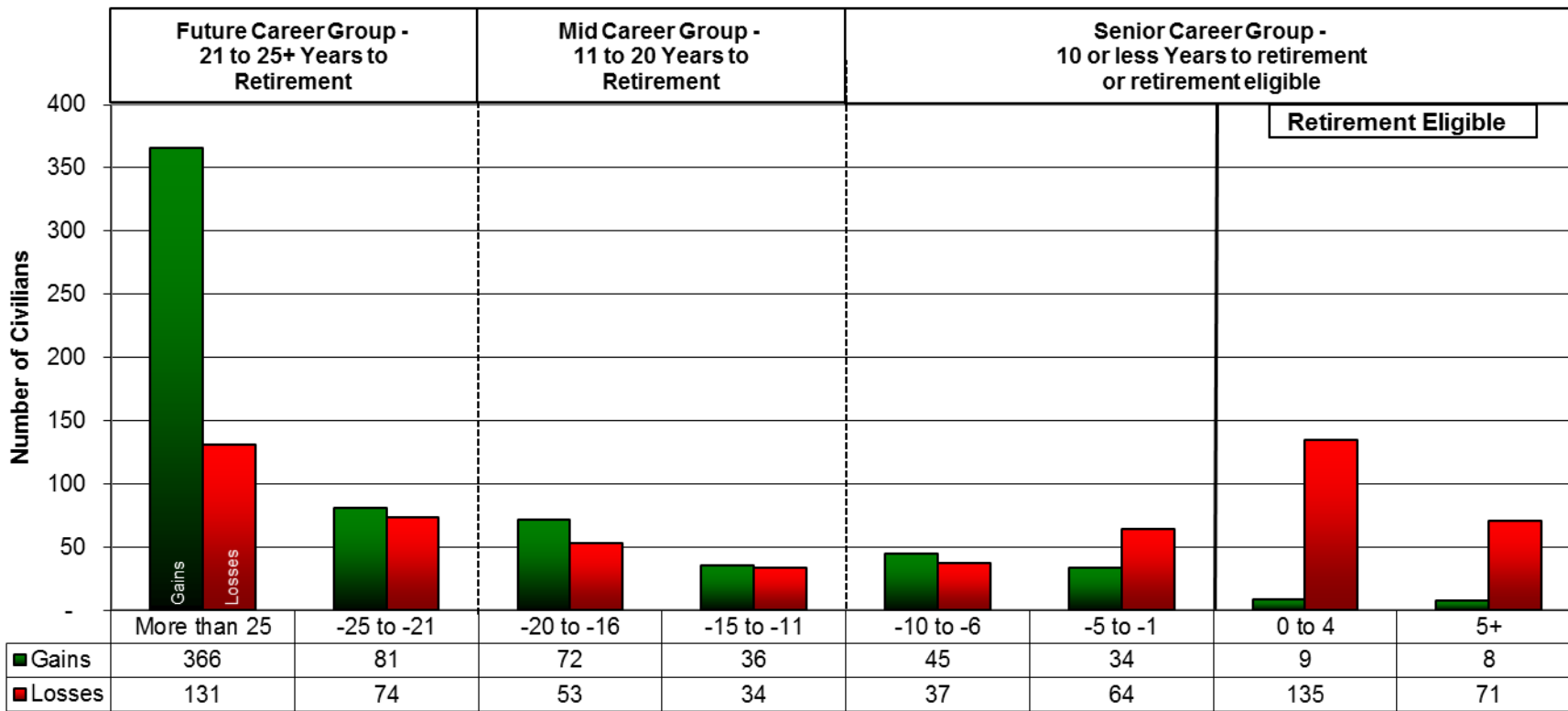


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2018Q3 Gains & Losses*

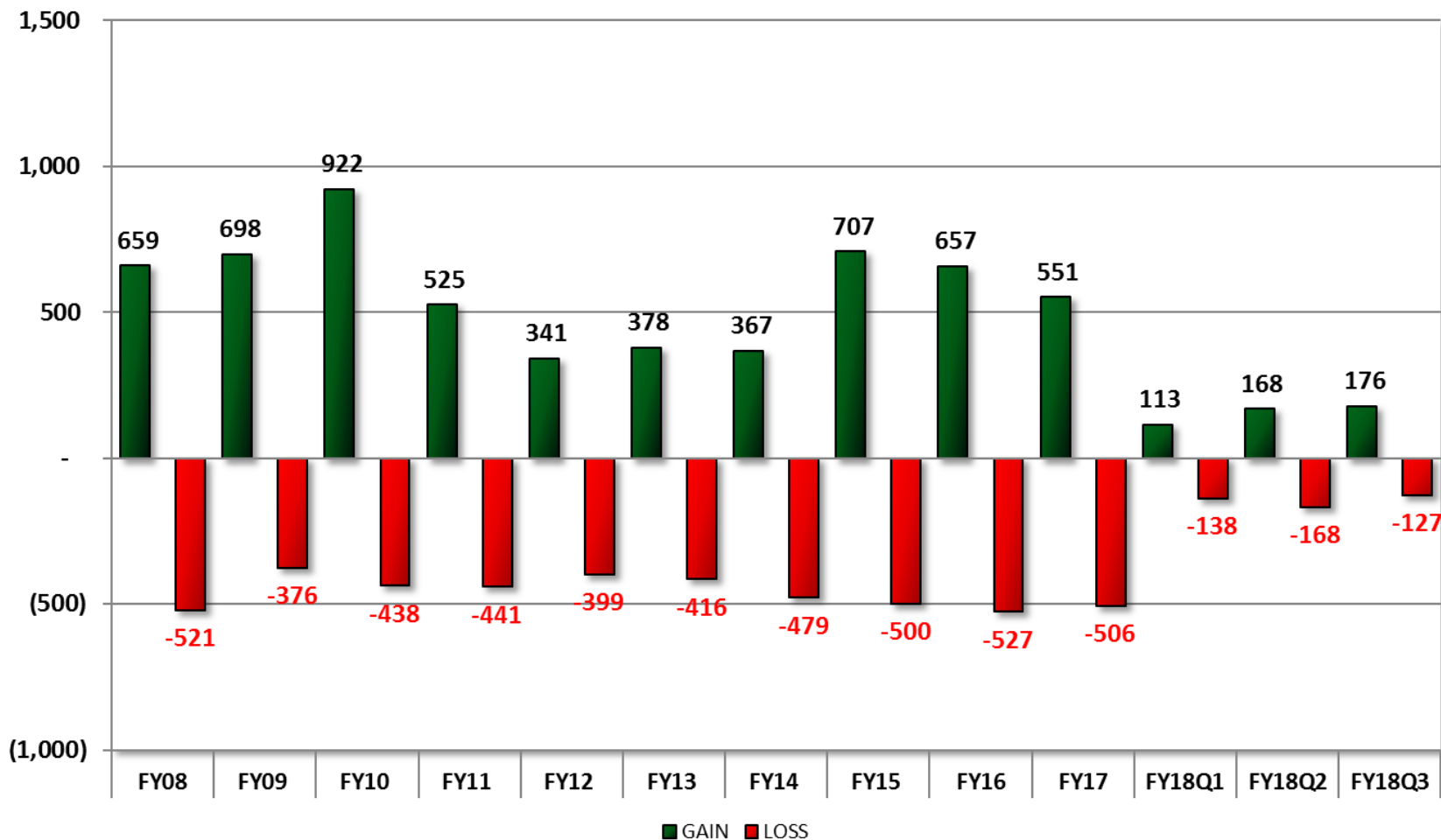


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY18



As of 30 Jun 2018

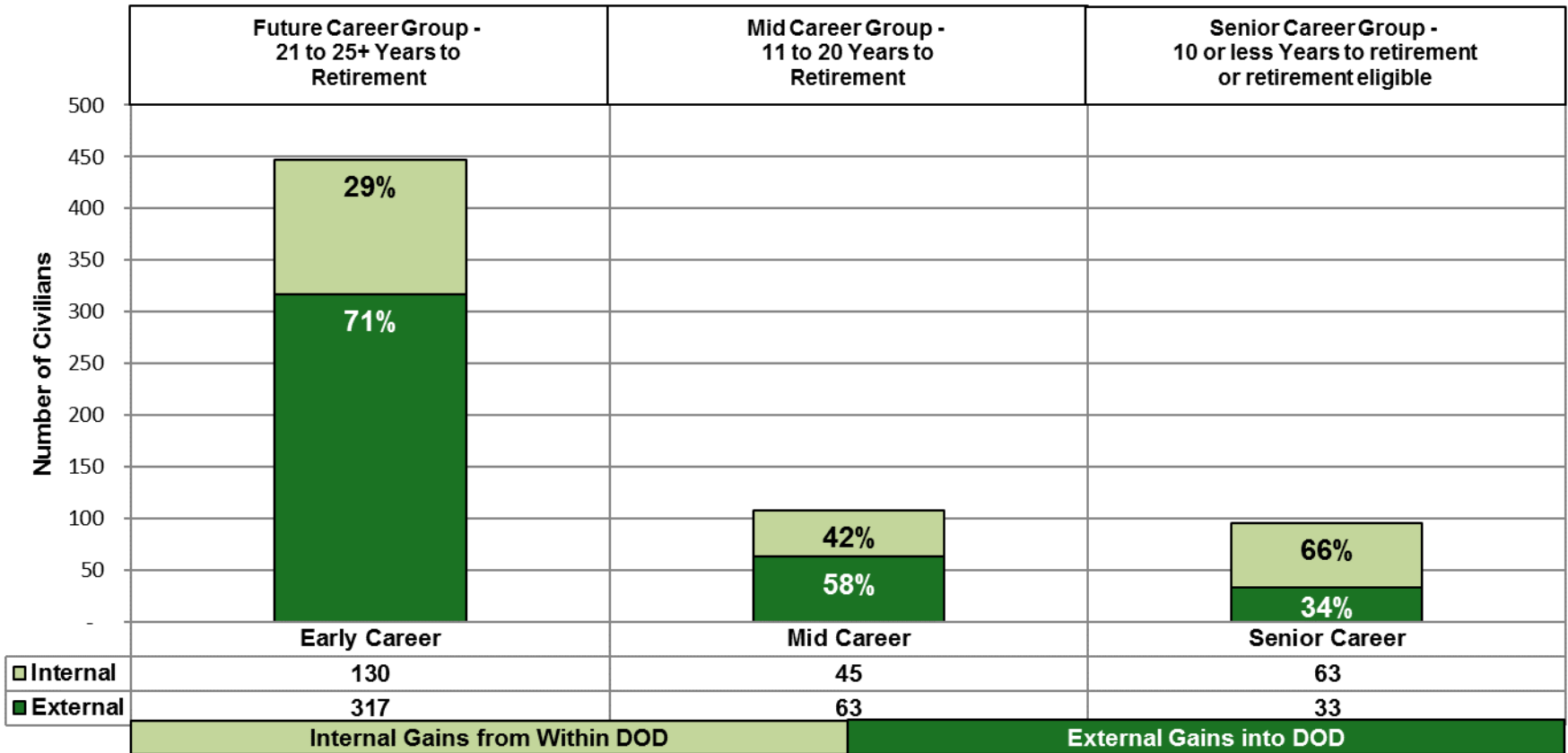


Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

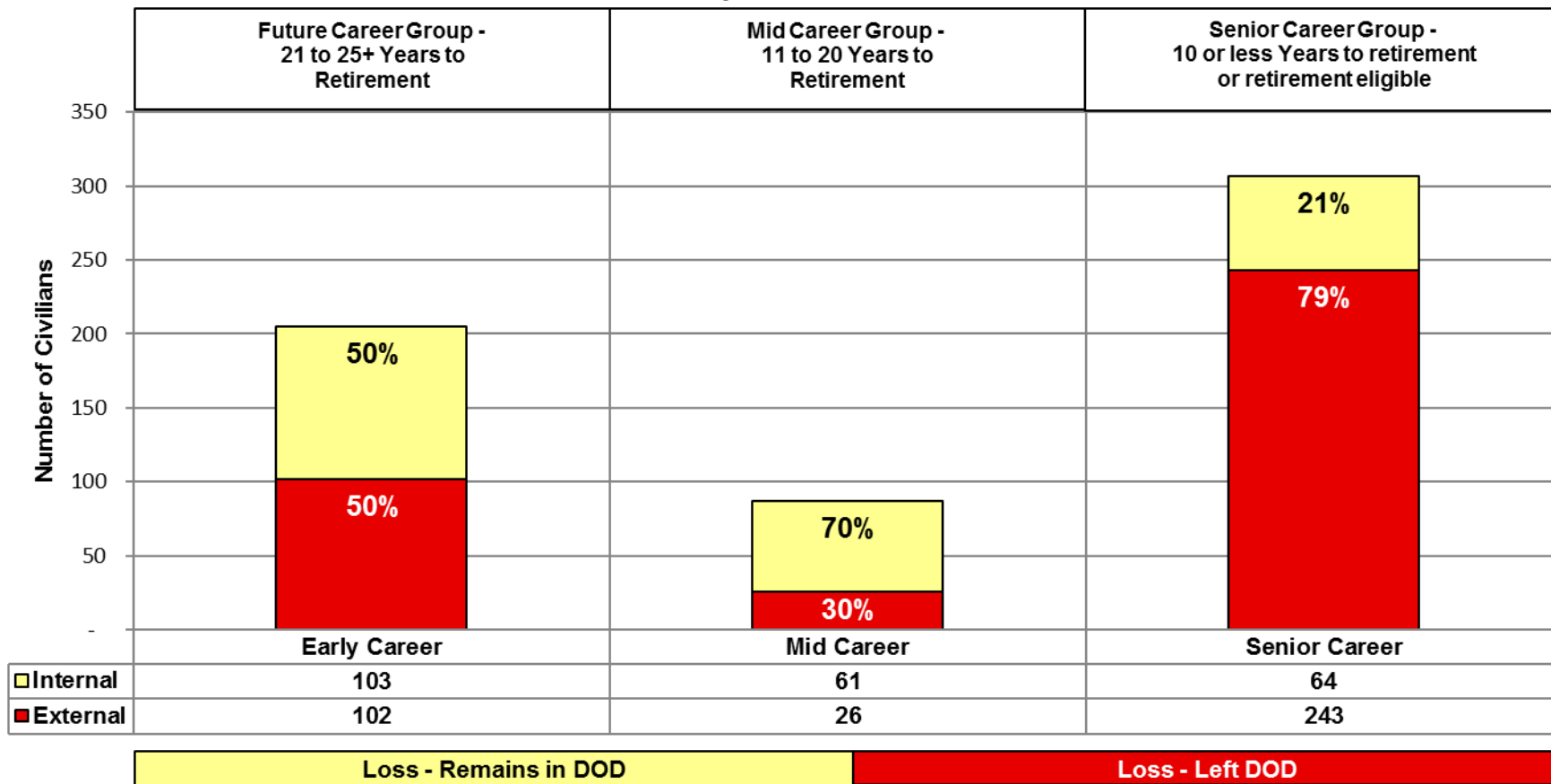


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Test and Evaluation

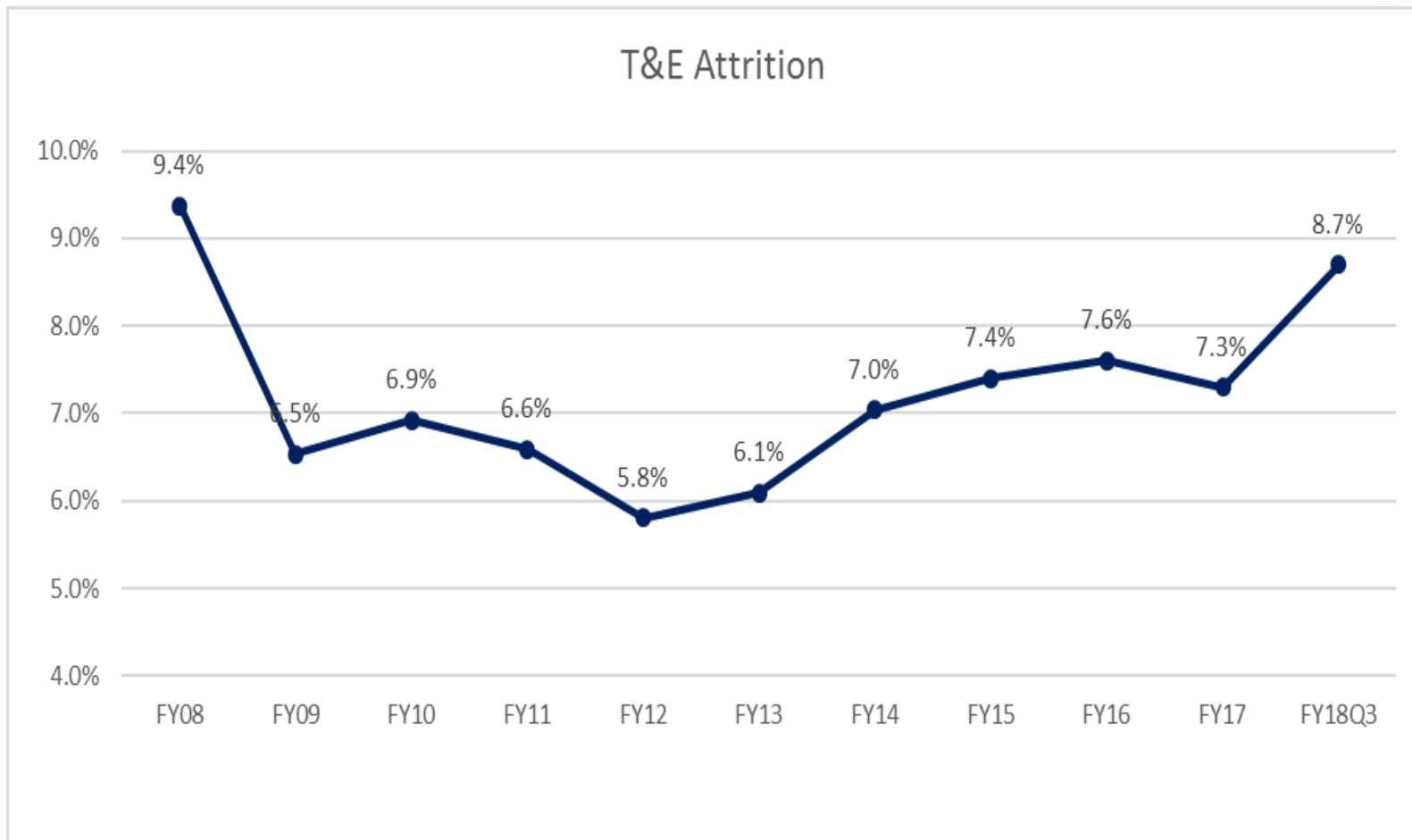
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates



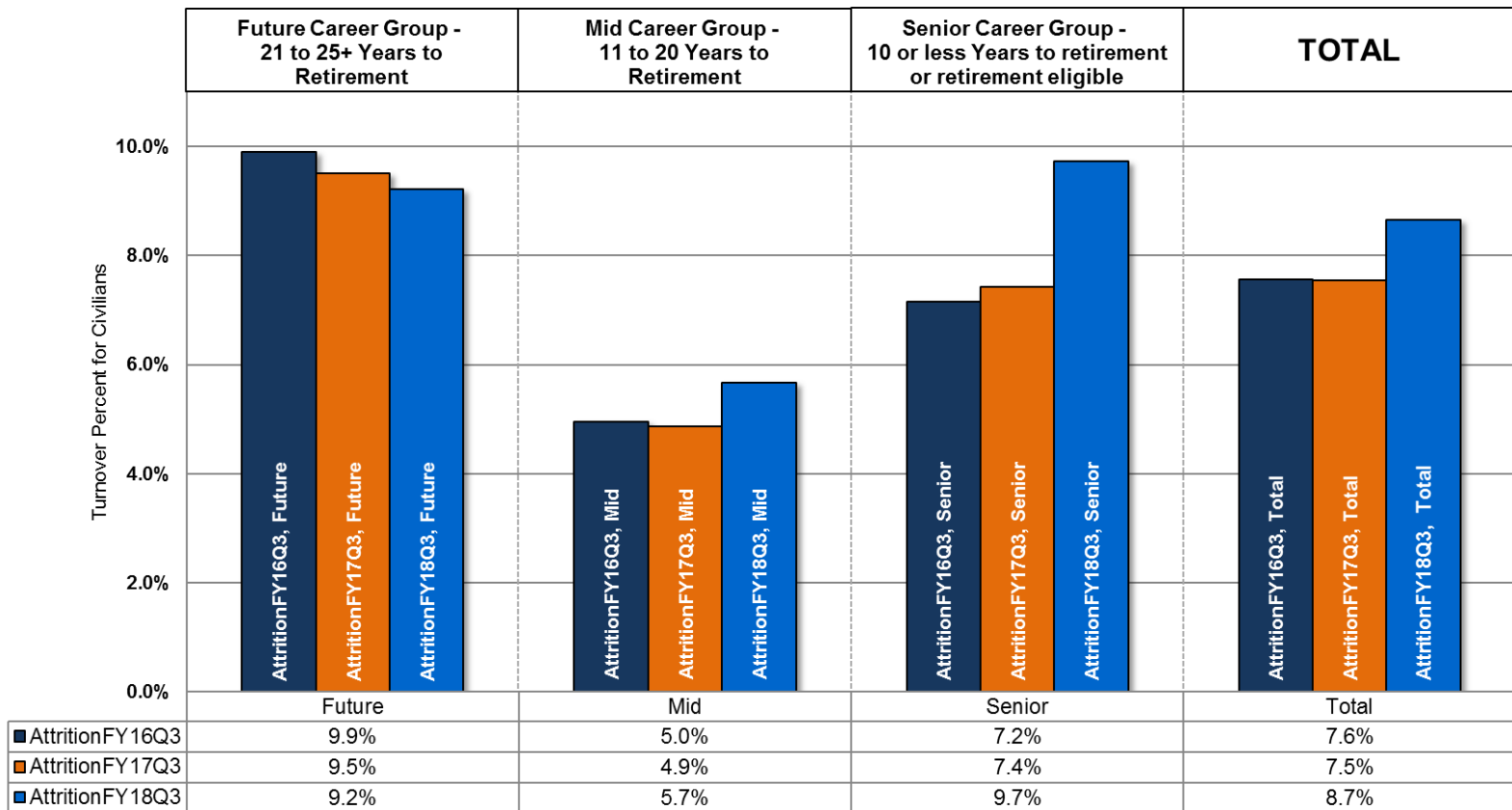
*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Test and Evaluation Attrition Rates by Career Group



**Defense Acquisition Workforce Attrition - Test and Evaluation (Civilian)
(FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)**



As of 30 Jun 2018

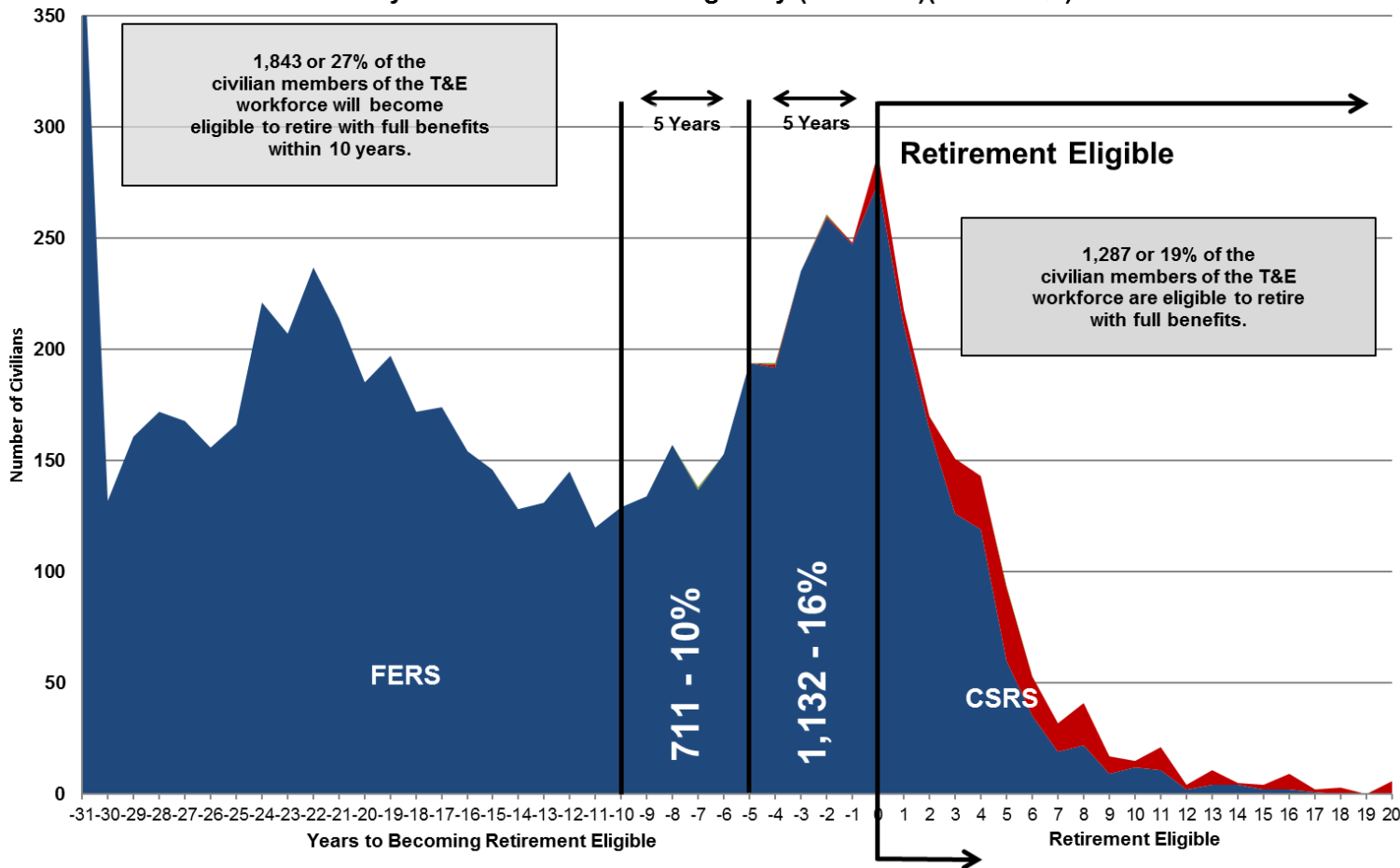


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Test and Evaluation

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



As of 30 Jun 2018



END