



# Defense Acquisition Workforce Key Information

Audit

As of FY18Q4 (30 Sept 2018)



Human Capital Fact Sheet								
Defense Acquisition Workforce Audit	FY 2008				FY2018Q4			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	3,638	0	3,638	125,879	4,219	0	4,219	172,736
Change in size from 2008	-	-	-	-	16%	-	16%	37%
Civilian/Military Composition	100%	-	-	88% / 12%	100%	-	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	99%	-	99%	77%	96%	-	96%	84%
Graduate Degree	26%	-	26%	29%	45%	-	45%	40%
<b>Certification</b>								
Level I or Higher Achieved	87%	-	87%	72%	85%	-	85%	84%
Level II or Higher Achieved	78%	-	78%	61%	79%	-	79%	71%
Level III Achieved	26%	-	26%	36%	29%	-	29%	40%
Position Certification Requirement Met or Exceeded	76%	-	76%	58%	75%	-	75%	74%
Within 24 Months of Certification Requirement	23%	-	23%	27%	24%	-	24%	23%
Does Not Meet Certification Requirement	1%	-	1%	14%	1%	-	1%	3%
<b>Planning Considerations</b>								
Average Age	43	-	43	46	43	-	43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)	-	-	20/23/57 (%)(Civ)	34/31/35(%)	-	-	26/26/48(%)
Average Years of Service	14	-	14	17	13	-	13	15
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	540(13%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	542(13%)	-	-	25,048(16%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	390/393	-	-	19,614/12,308

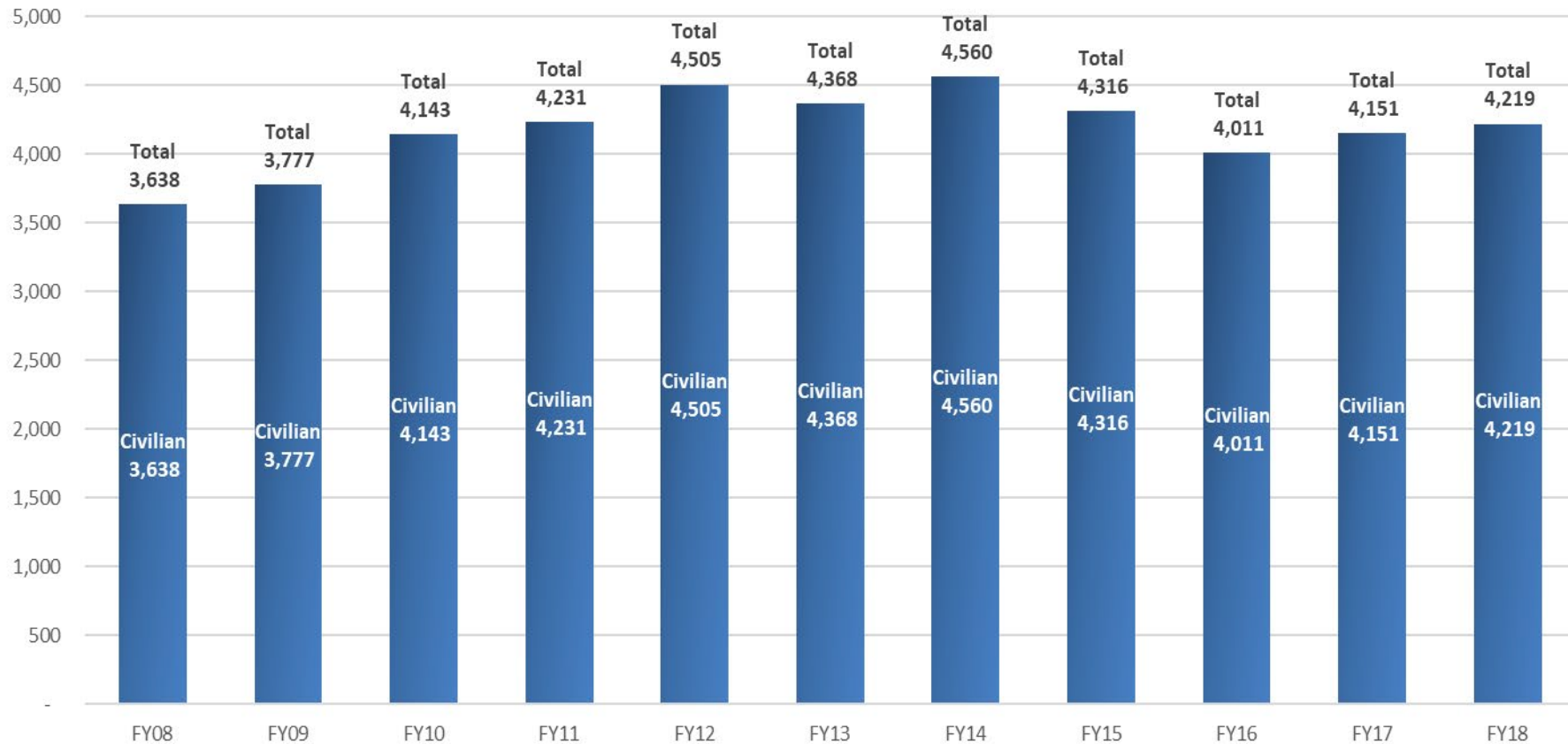
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Total Workforce

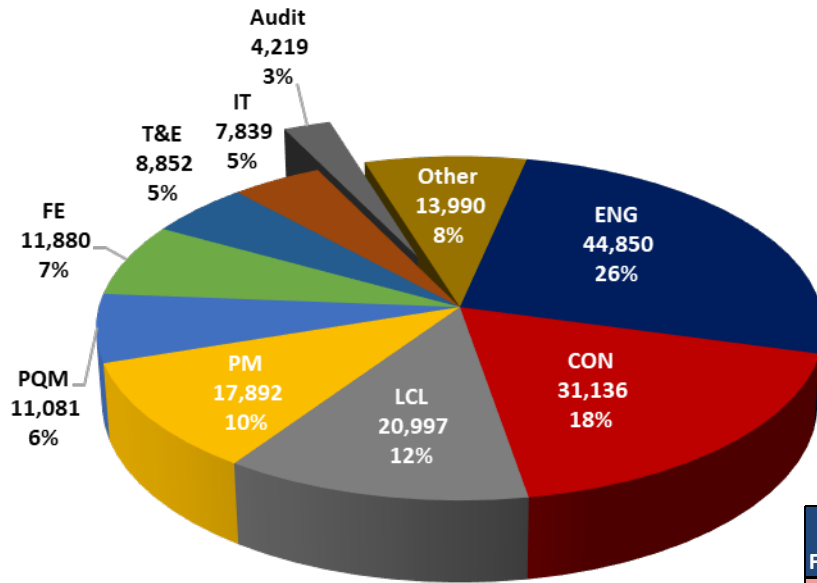


## Auditing





# AWF by Component and Career Field



FY18Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,219	4,219	2.4%
Business - CE	237	562	35	526	89	1,449	0.8%
Business - FM	1,768	2,156	174	2,200	584	6,882	4.0%
Contracting	8,007	6,234	533	8,250	8,112	31,136	18.0%
Engineering	9,160	23,678	336	9,535	2,141	44,850	26.0%
Facilities Engineering	5,329	5,755	33	668	95	11,880	6.9%
Information Technology	1,784	3,352	225	1,392	1,086	7,839	4.5%
Life Cycle Logistics	6,912	6,344	644	3,662	3,435	20,997	12.2%
Production, Quality and Man	1,373	3,755	41	451	5,461	11,081	6.4%
Program Management	3,363	5,619	758	6,253	1,899	17,892	10.4%
Property	50	69	-	16	260	395	0.2%
Purchasing	315	386	39	48	472	1,260	0.7%
S&T Manager	503	507	3	2,841	132	3,986	2.3%
Small Business	-	-	-	-	-	-	0.0%
Test and Evaluation	1,909	3,276	130	3,184	353	8,852	5.1%
Unknown/Other	8	3	1	1	5	18	0.01%
<b>Totals</b>	<b>40,718</b>	<b>61,696</b>	<b>2,952</b>	<b>39,027</b>	<b>28,343</b>	<b>172,736</b>	
<b>Component %</b>	<b>23.6%</b>	<b>35.7%</b>	<b>1.7%</b>	<b>22.6%</b>	<b>16.4%</b>		



# Audit Workforce Annual Historical Size by Component FY08 – FY18



## Annually

Auditing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	-	1	-	-	-	-	-		
DCAA	3,593	4,140	4,505	4,557	4,008	4,150	4,219	17%	2%
DCMA	5	-	-	1	2	1	-	-100%	-100%
IG	29	1	-	1	1	-	-	-100%	
MDA	-	-	-	1	-	-	-		
DAU	1	1	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-100%	
DLA	8	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>3,638</b>	<b>4,143</b>	<b>4,505</b>	<b>4,560</b>	<b>4,011</b>	<b>4,151</b>	<b>4,219</b>	<b>↑ 16%</b>	<b>↑ 2%</b>

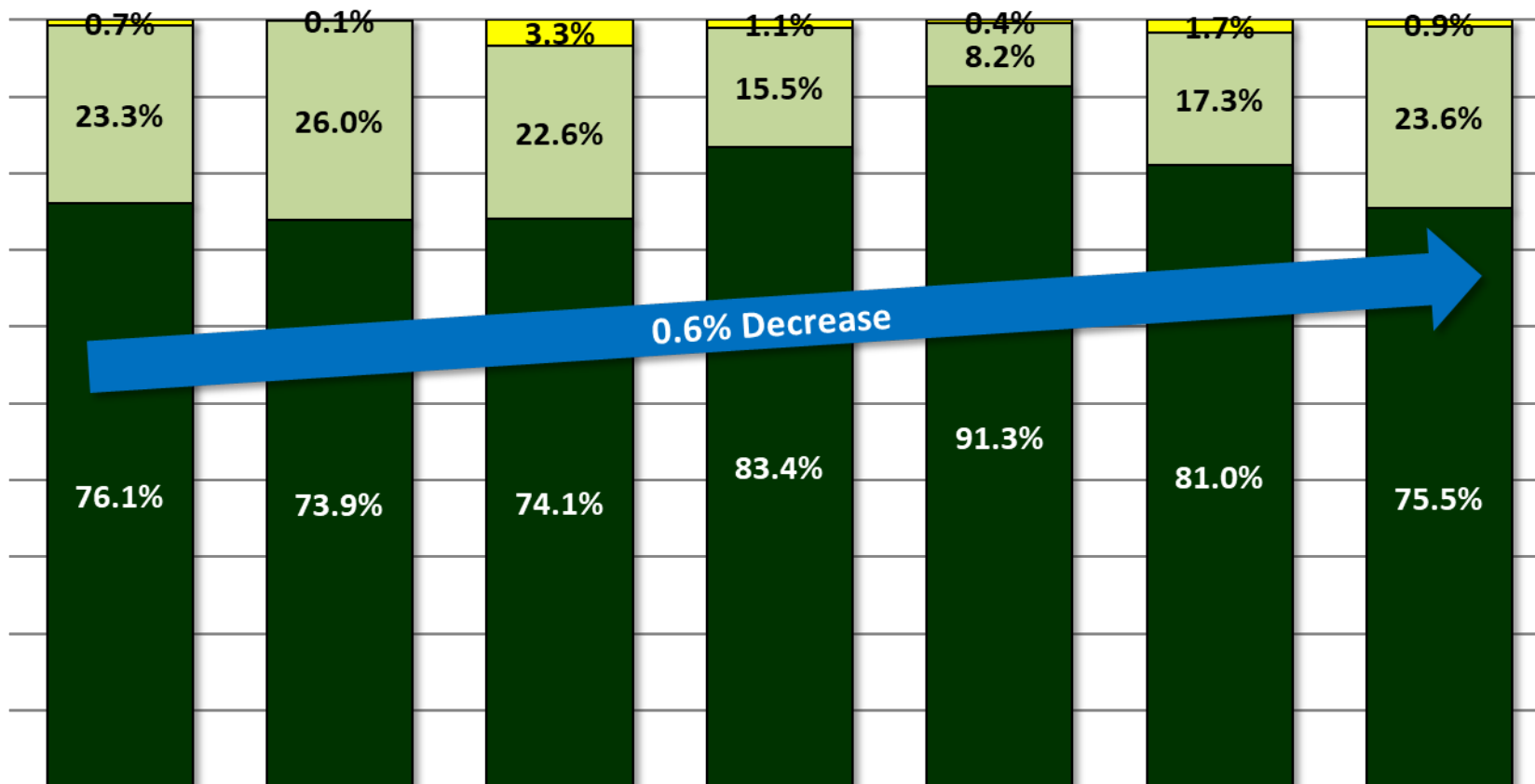
## Quarterly

Auditing Defense Acq Workforce	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
DCAA	4,008	4,008	3,937	4,024	4,150	4,120	4,182	4,207	4,219	2%
DCMA	2	-	-	-	1	-	-	2	-	-100%
IG	1	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>4,011</b>	<b>4,008</b>	<b>3,937</b>	<b>4,024</b>	<b>4,151</b>	<b>4,120</b>	<b>4,182</b>	<b>4,209</b>	<b>4,219</b>	<b>↑ 2%</b>



# Audit Annual Historical DAWIA Certification FY08 – FY18

## Auditing



■ Meets/Exceeds   ■ 24 Month   ■ Does Not Meet

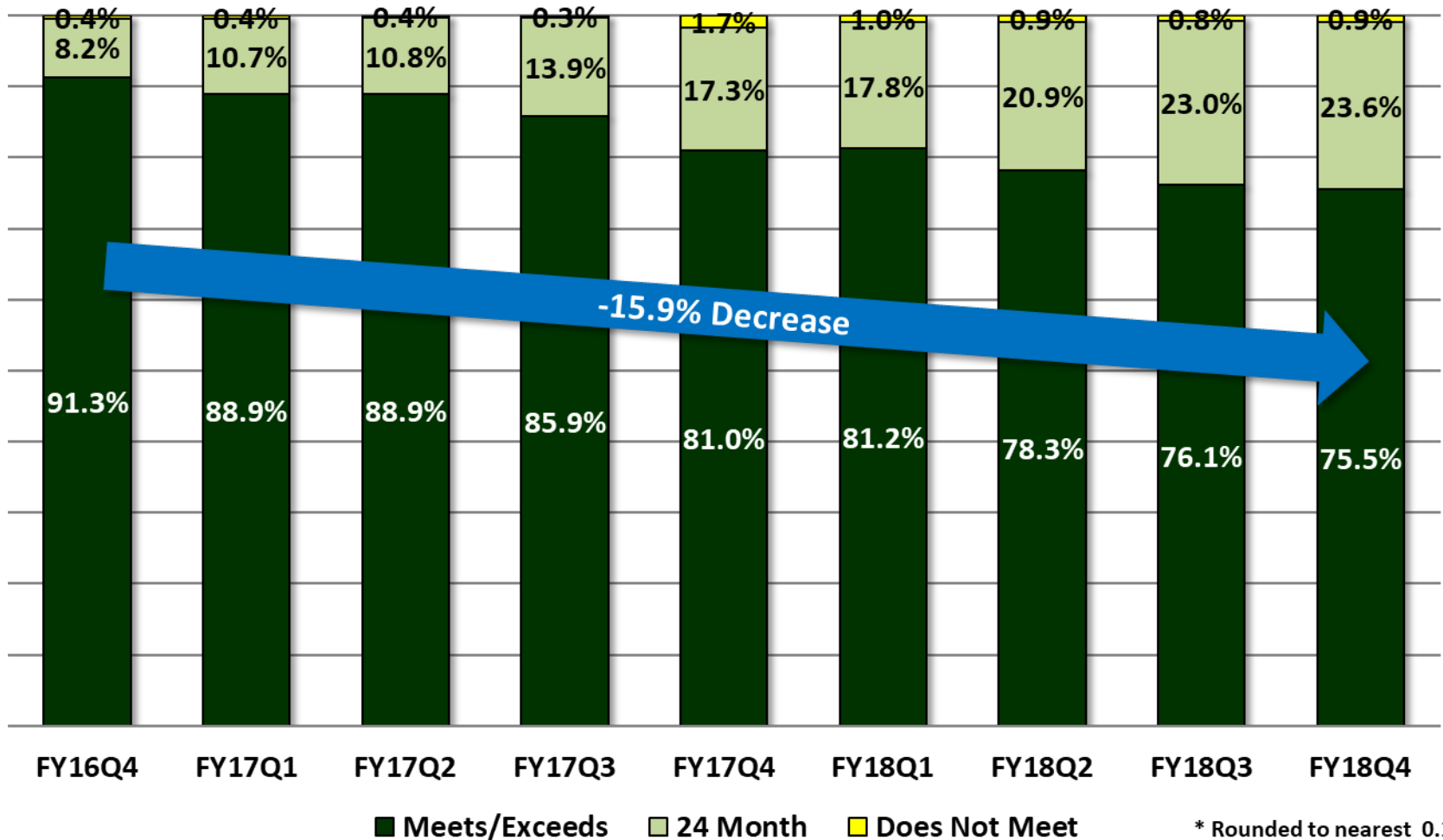
\* Rounded to nearest 0.1%



# Audit Quarterly Historical DAWIA Certification FY16Q4 – FY18Q4



## Auditing

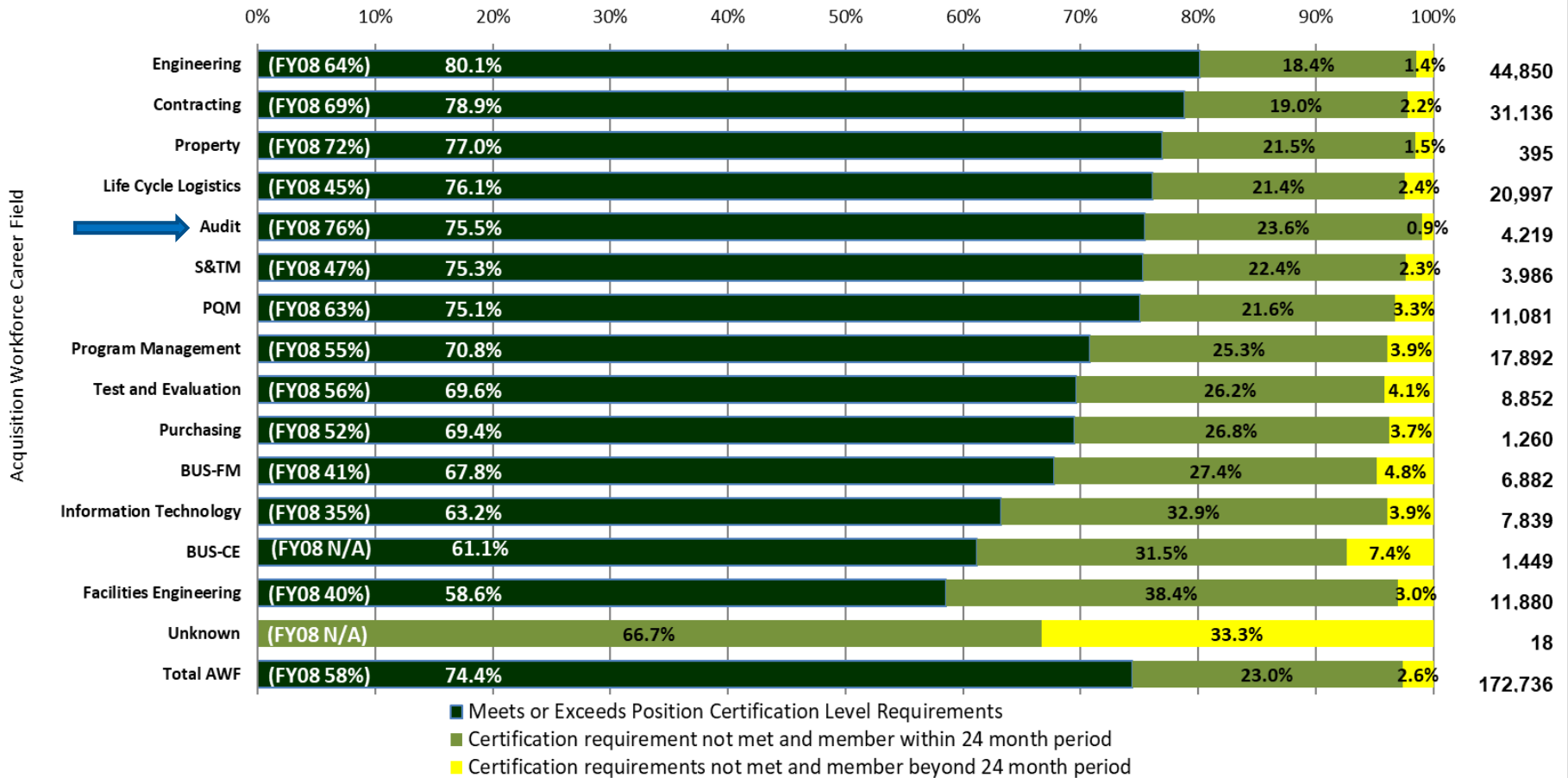




# DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)

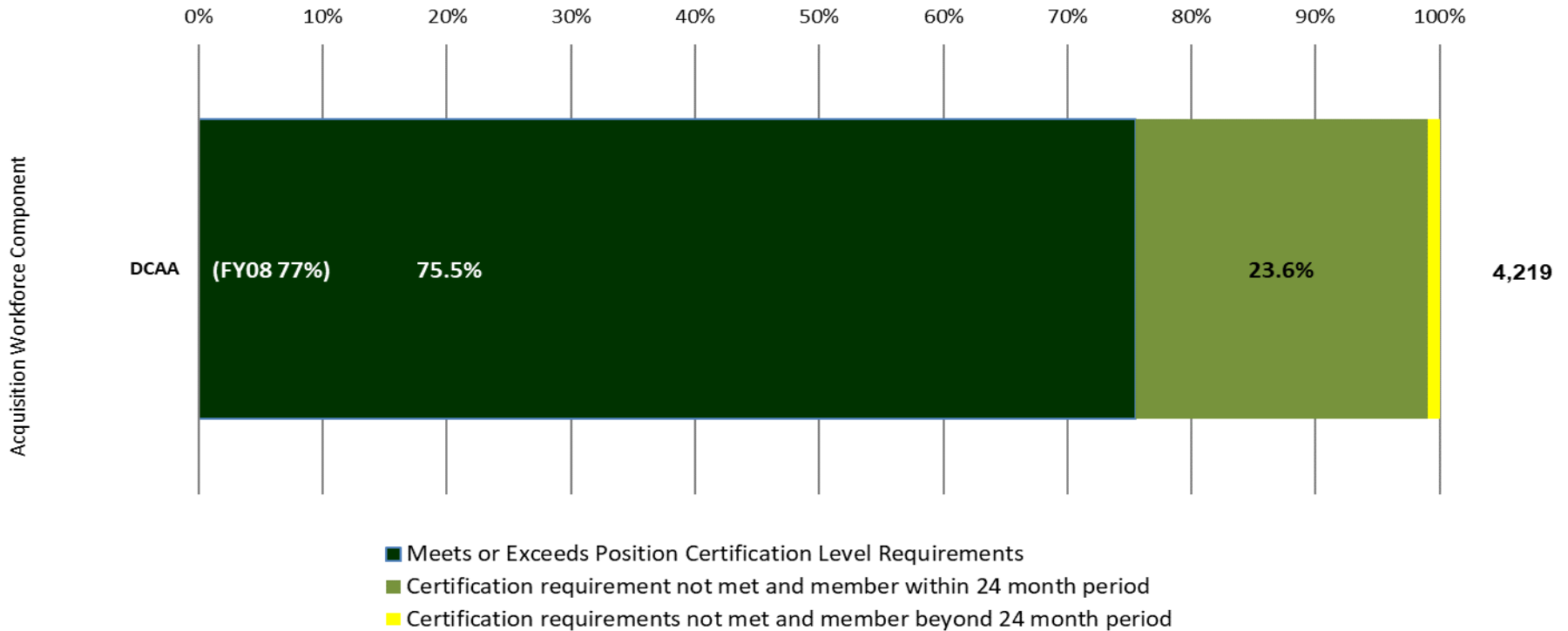






# Audit DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Audit (FY18Q4)





# Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
	Required Certification Level	No Level Achieved	Level I	Level II		
Level I	190	8	2	-	200	5.0%
Level II	442	221	1,971	203	2,837	76.6%
Level III	6	-	173	1,001	1,180	84.8%
<i>Unspecified</i>	1	-	1	-	2	
<b>FY18Q4 TOTAL</b>	<b>639</b>	<b>229</b>	<b>2,147</b>	<b>1,204</b>	<b>4,219</b>	<b>75.5%</b>
	15.1%	5.4%	50.9%	28.5%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,466	74.4%	
Army	31,625	77.7%	
Navy	45,031	73.0%	
Marine Cor	2,016	68.3%	
Air Force	27,549	70.6%	
4th Estate	22,245	78.5%	
<b>Audit</b>	<b>3,185</b>	<b>75.5%</b>	<b>5 of 14</b>

\*\* Based on population total without unspecified positions

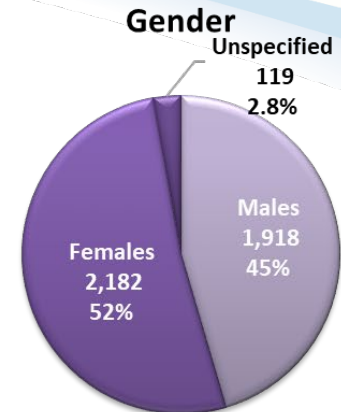
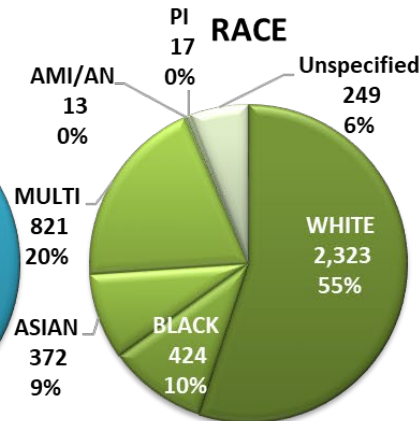
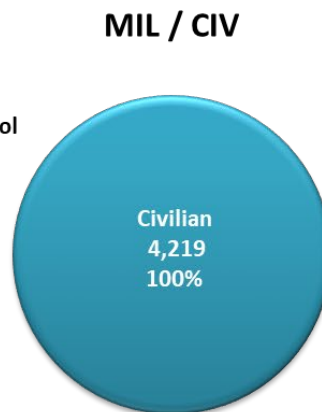
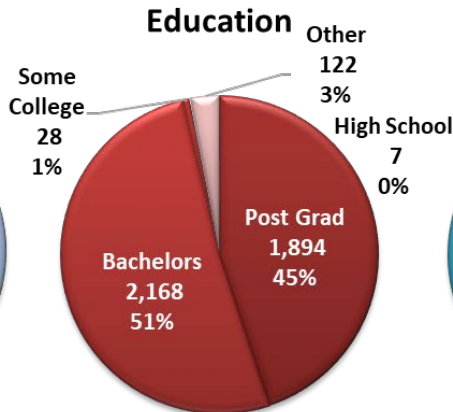
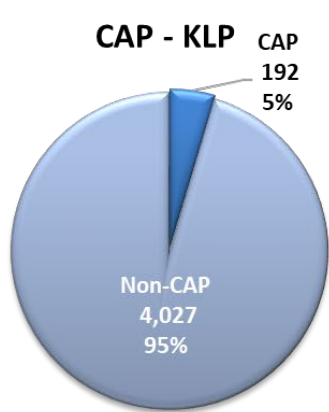
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	10	190	-	200	4.7%
Level II	2,174	639	24	2,837	67.2%
Level III	1,001	163	16	1,180	28.0%
<i>Unspecified</i>	-	2	-	2	0.0%
<b>Audit TOTAL</b>	<b>3,185</b>	<b>994</b>	<b>40</b>	<b>4,219</b>	
	75.5%	23.6%	0.9%		

= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Audit Demographics



Occupied Position Type	Audit		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,178	0.7%
Critical Acquisition Positions (CAPs)	192	4.6%	16,515	9.6%
Non-CAP Positions	4,027	95.4%	154,442	89.4%
Unknown	-	0.0%	601	0.3%
<b>TOTAL</b>	<b>4,219</b>		<b>172,736</b>	

Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	Audit		Entire DAW	
Post Grad	1,894	44.9%	68,976	39.9%
Bachelors	2,168	51.4%	76,511	44.3%
Some College	28	0.7%	12,143	7.0%
High School	7	0.2%	12,696	7.3%
Other	122	2.9%	2,410	1.4%
<b>TOTAL</b>	<b>4,219</b>		<b>172,736</b>	

Military / Civilian	Audit		Entire DAW	
Civilian	4,219	100.0%	157,318	91.1%
Military	-	0.0%	15,418	8.9%
<b>TOTAL</b>	<b>4,219</b>		<b>172,736</b>	

Race	Audit		Entire DAW	
WHITE	2,323	55.1%	126,389	73.2%
BLACK	424	10.0%	20,741	12.0%
ASIAN	372	8.8%	11,803	6.8%
MULTI	821	19.5%	4,768	2.8%
AMI/AN	13	0.3%	1,073	0.6%
PI	17	0.4%	862	0.5%
Unspecified	249	5.9%	7,100	4.1%
<b>TOTAL</b>	<b>4,219</b>		<b>172,736</b>	

Gender	Audit		Entire DAW	
Males	1,918	45.5%	121,073	70.1%
Females	2,182	51.7%	49,817	28.8%
Unspecified	119	2.8%	1,846	1.1%
<b>TOTAL</b>	<b>4,219</b>		<b>172,736</b>	



# Audit Size by Occupational Series



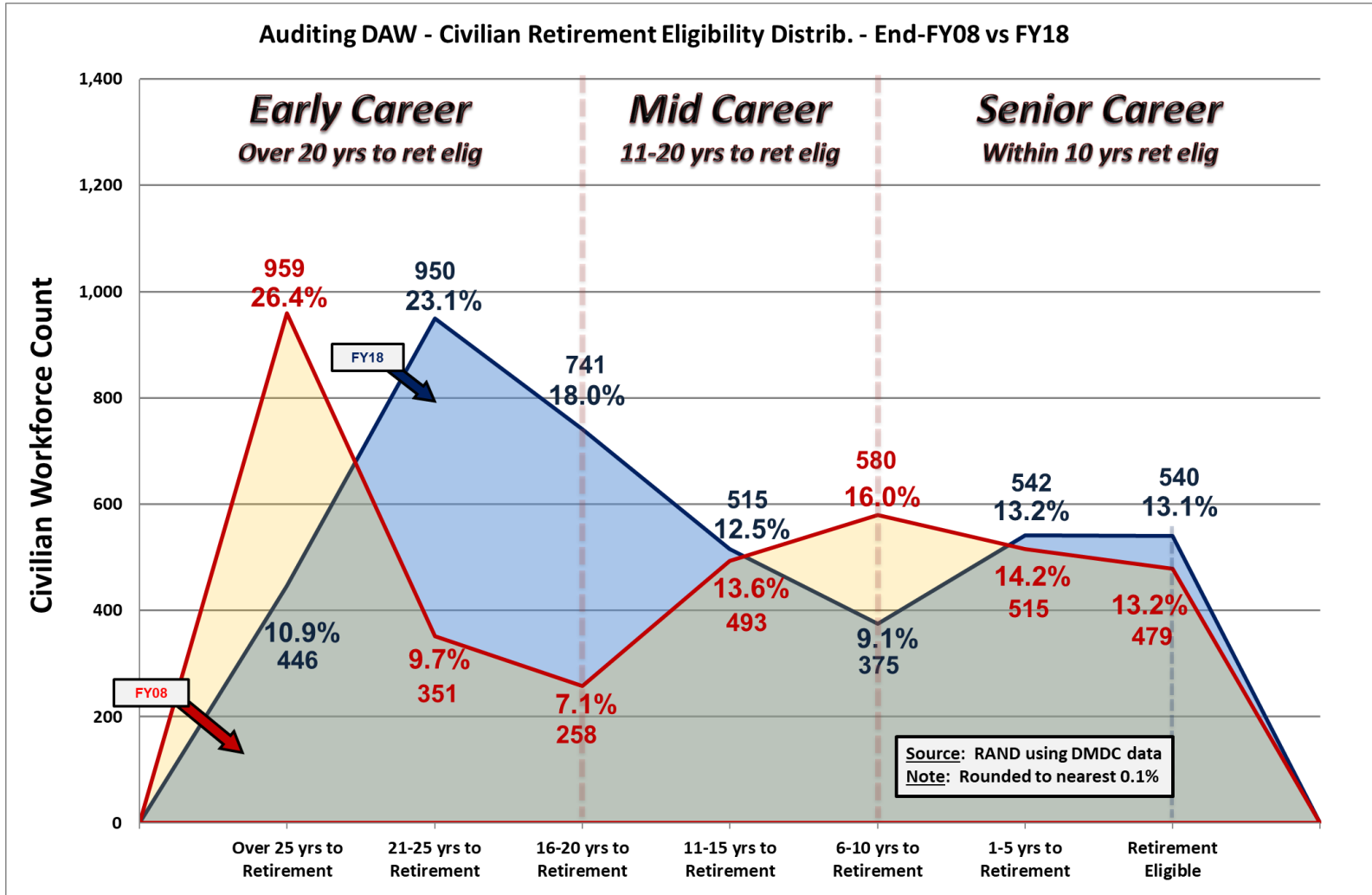
Civilian Occupational Series	Audit	
0511 - Auditor	4,219	100.0%
<b>TOTAL CIVILIAN</b>	<b>4,219</b>	<b>Civilians</b>



**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY18**



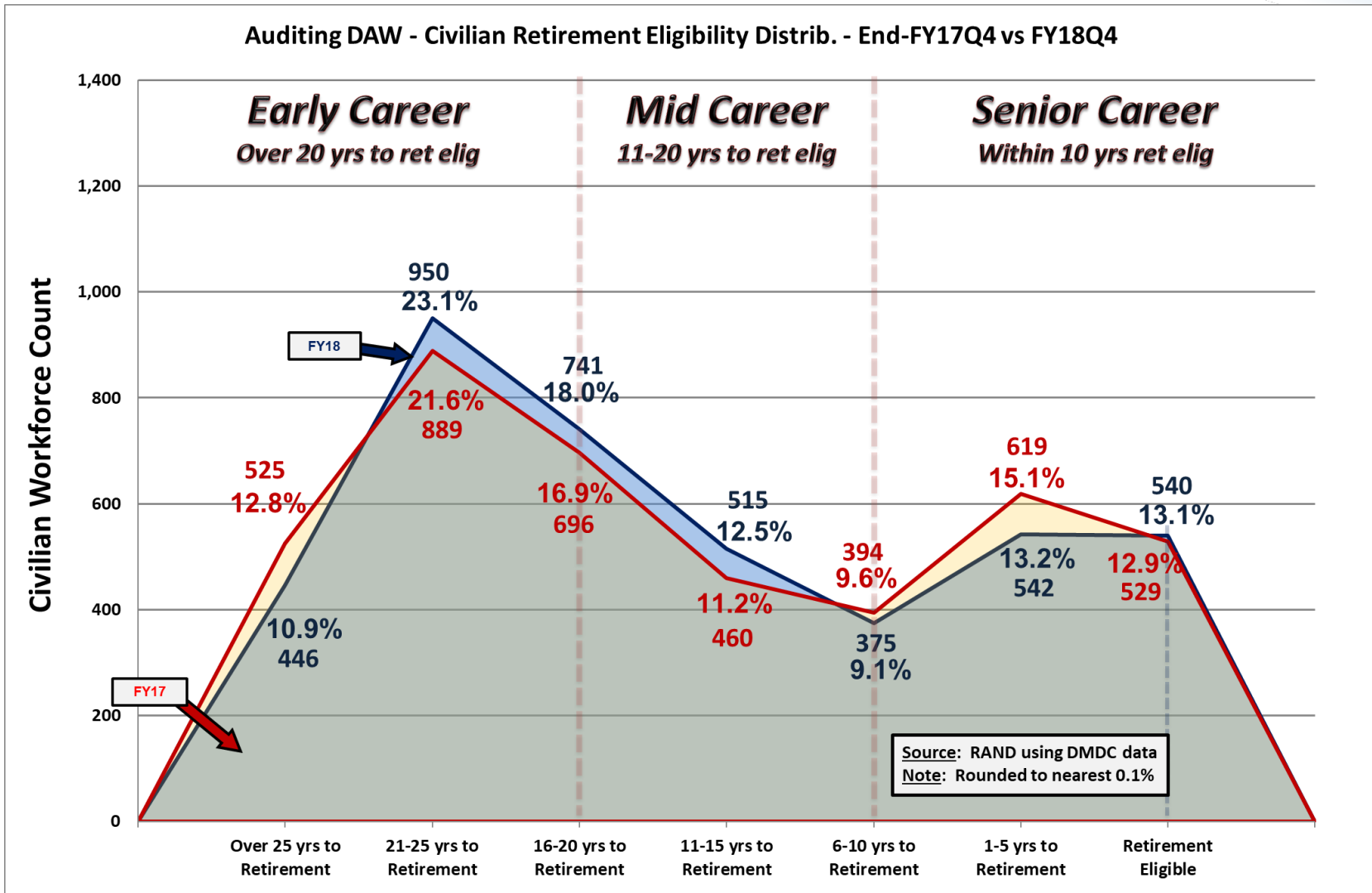
# Audit Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



# Audit Civilian Retirement Eligibility Distribution – 1 yr - FY17Q4/ FY18Q4

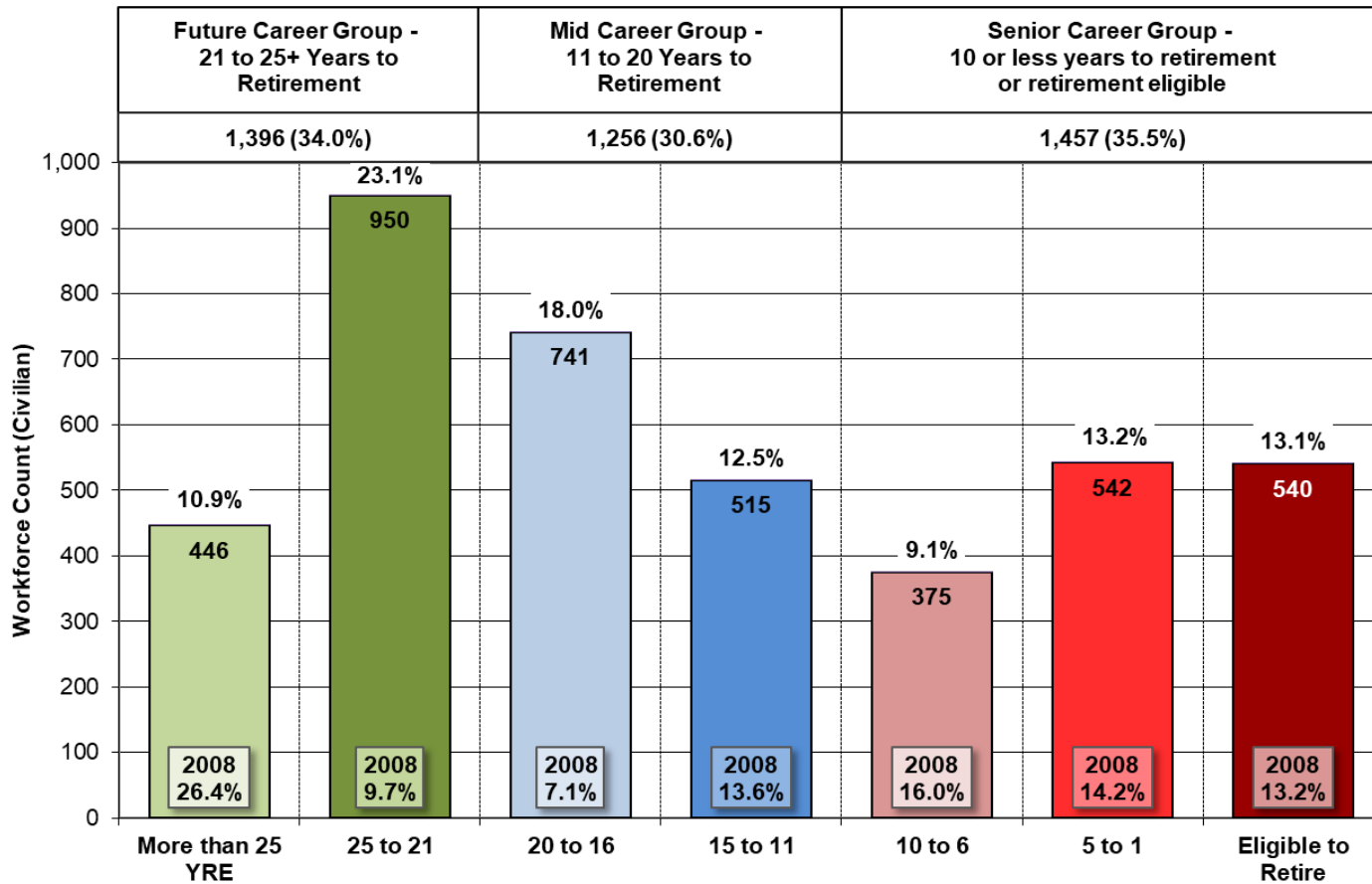


As of 30 Sept 2018



# Audit Workforce Lifecycle Model by YRE

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q4)





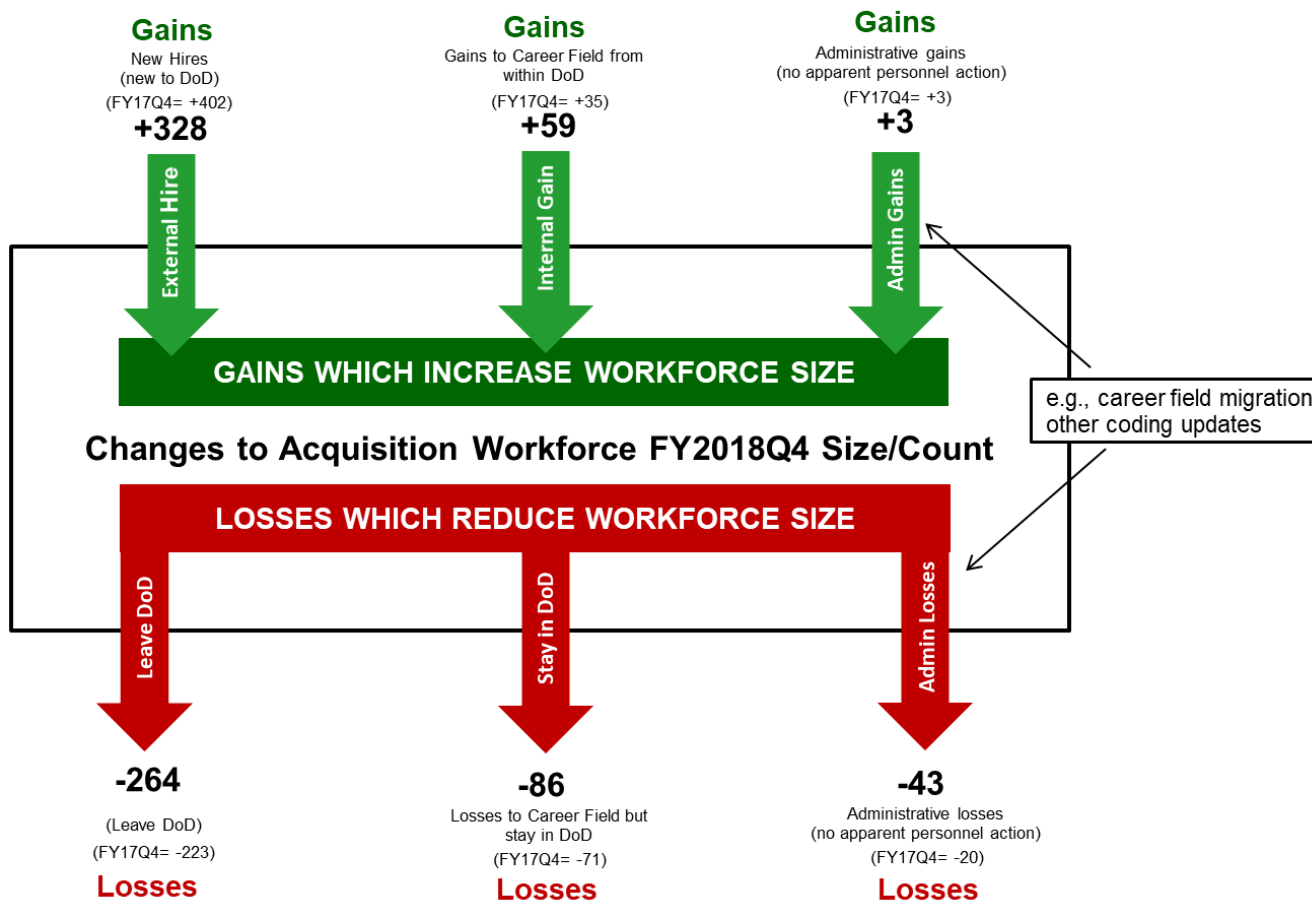


# Audit Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2018Q4)

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

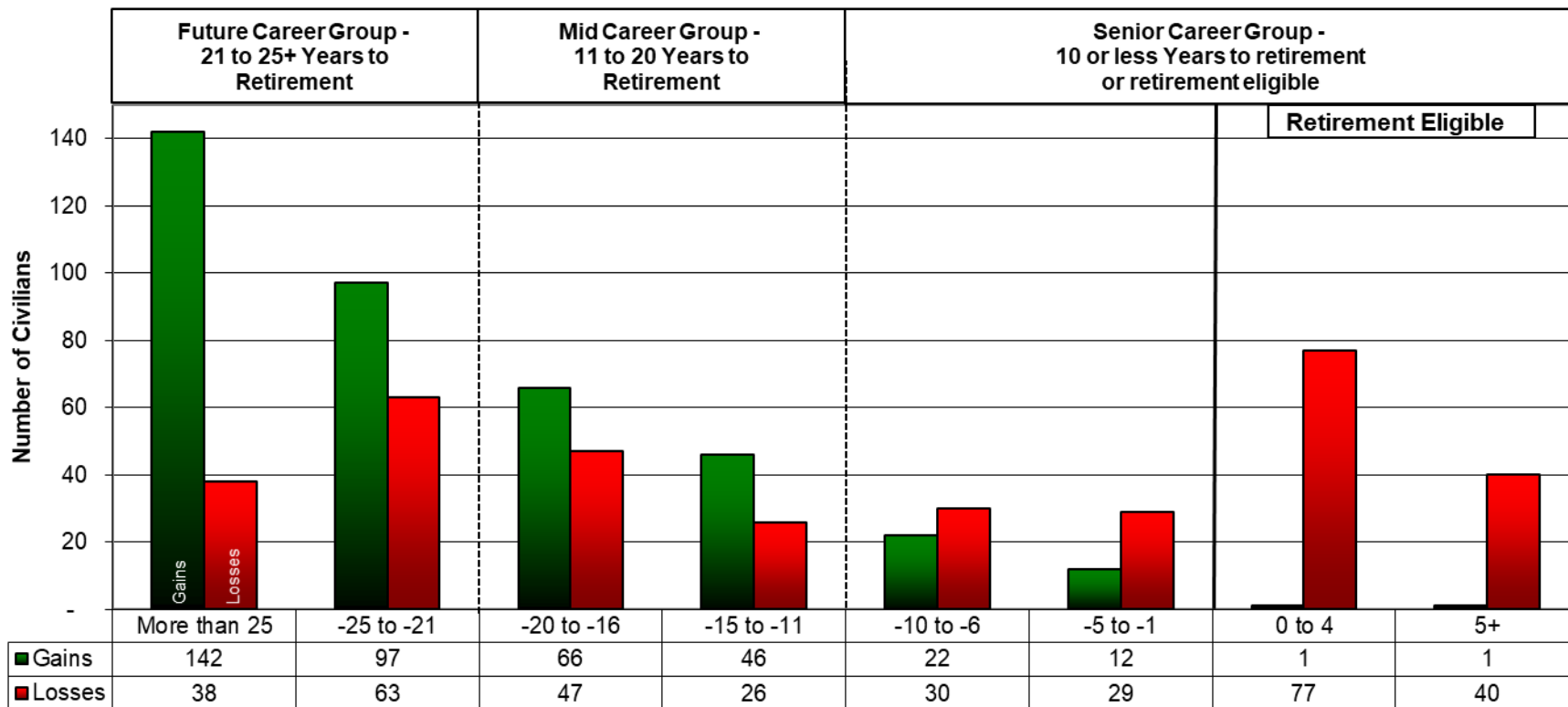




# Audit Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses\*

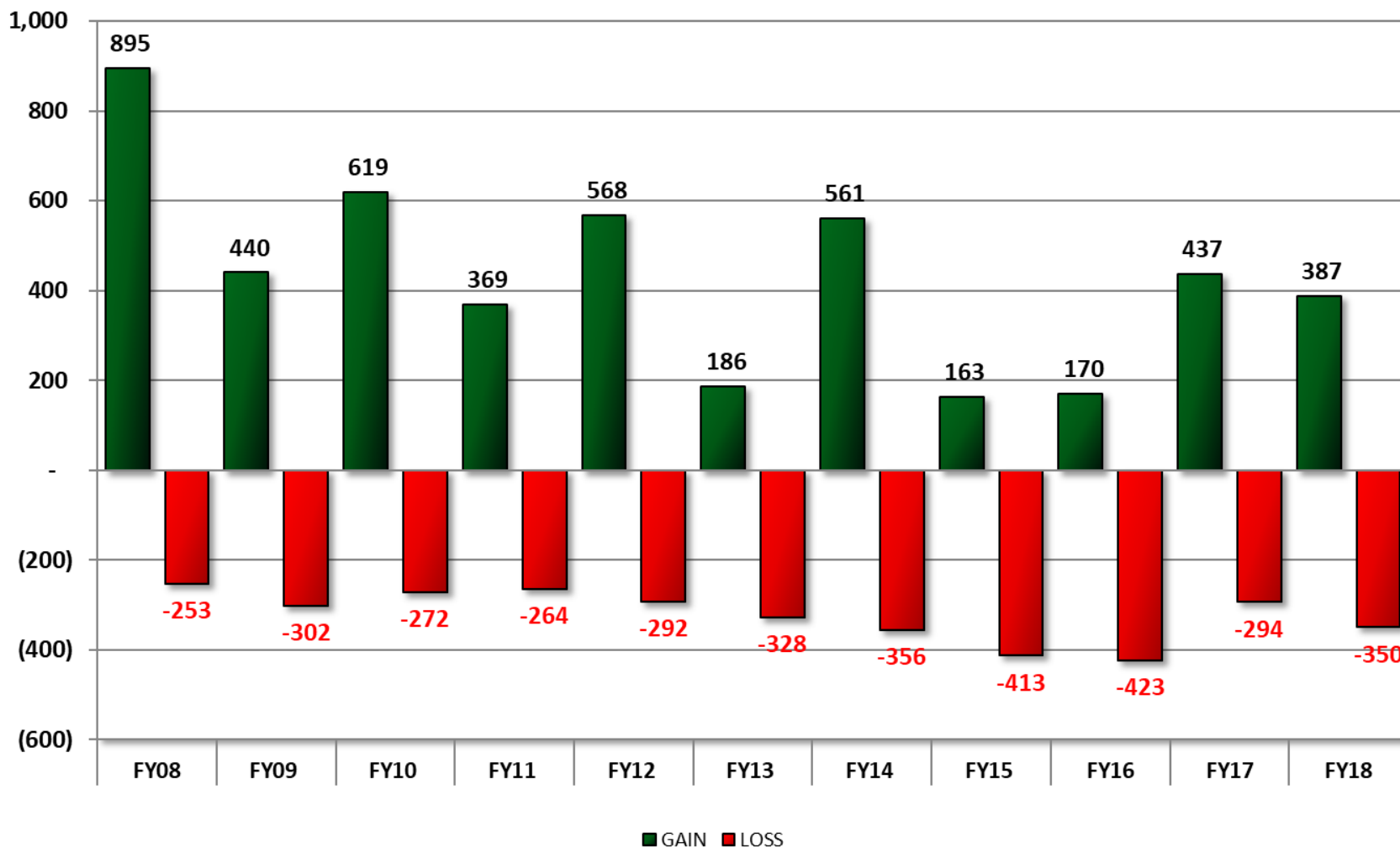


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Audit Historical Gains and Losses

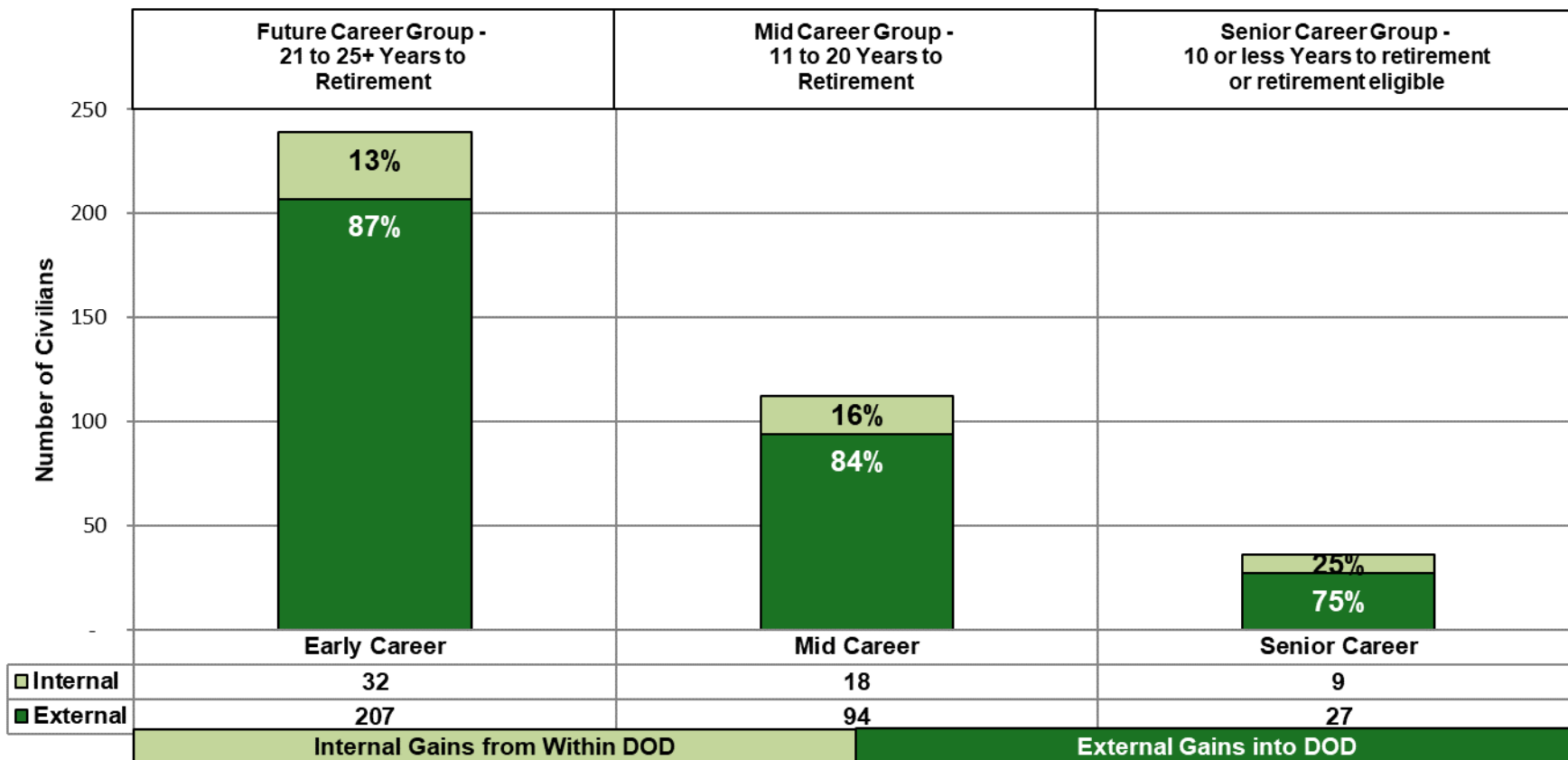


As of 30 Sept 2018



# Audit Internal/External Gains % by Career Group

**Defense Acquisition Workforce (Civilian)**  
Workforce Lifecycle FY2018Q4 Gains\*



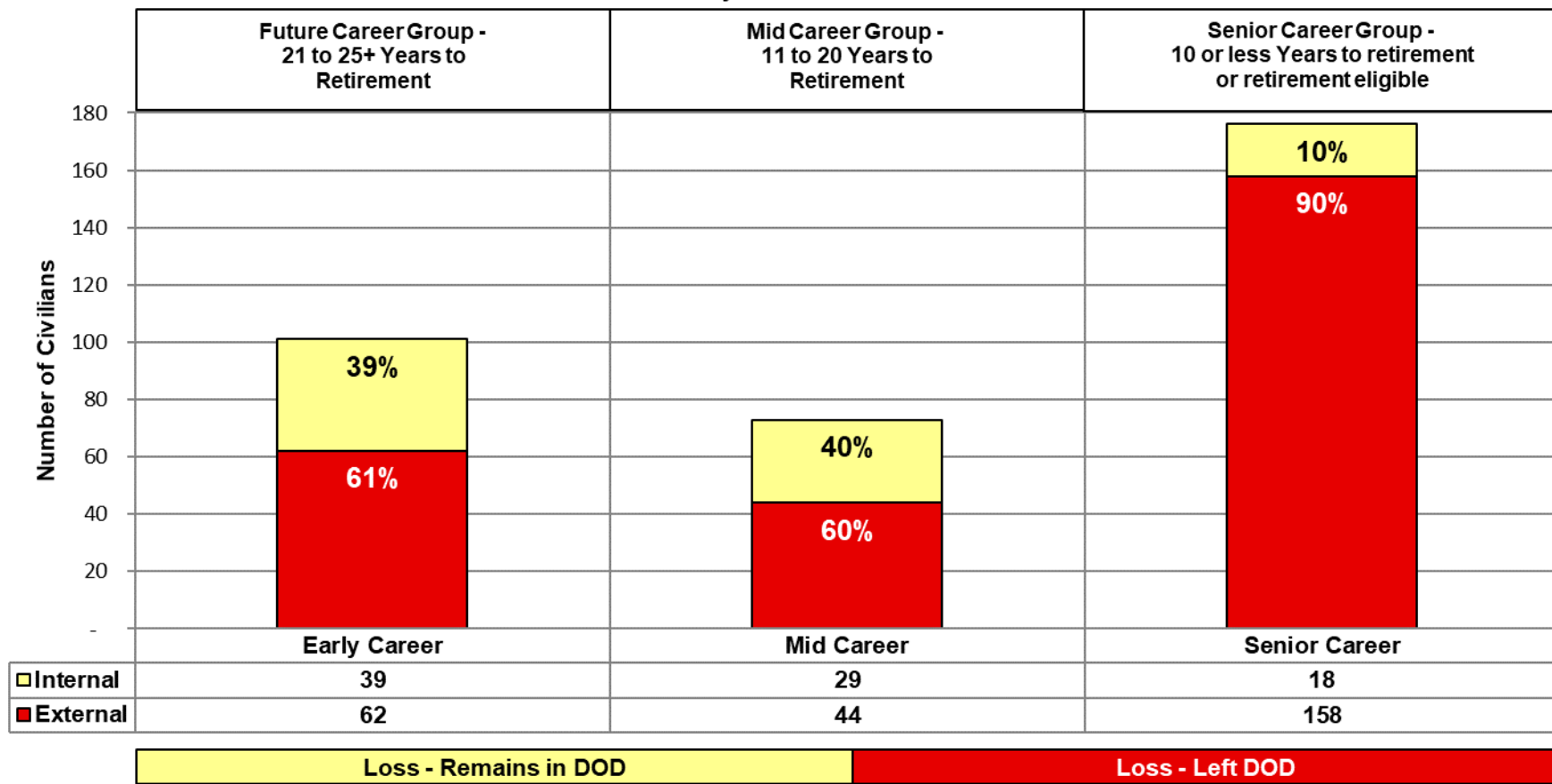
\*Does not include administrative gains



# Audit Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian)

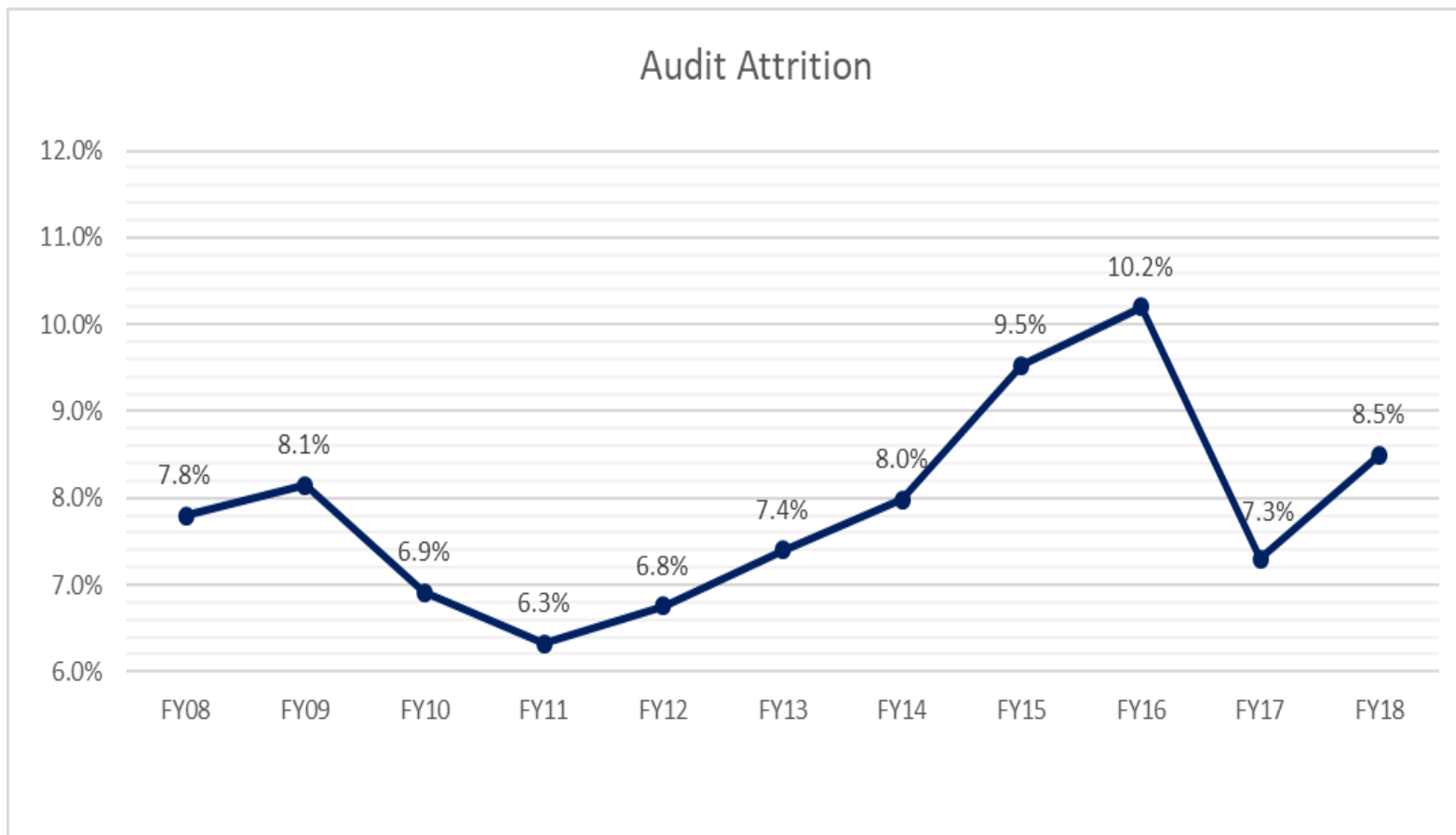
### Workforce Lifecycle FY2018Q4 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

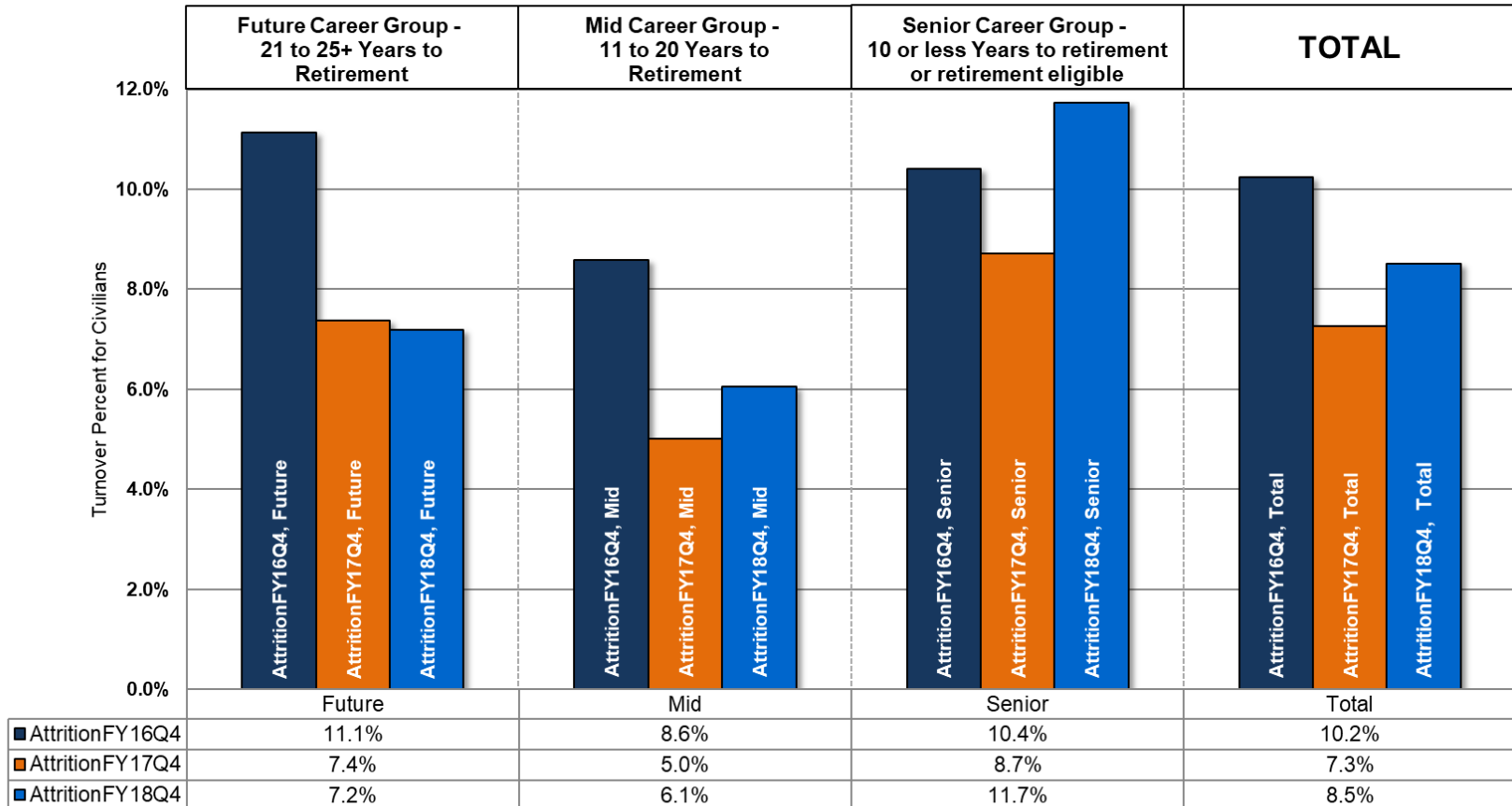


As of 30 Sept 2018



# Audit Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition, (Civilian) (FY16Q4, FY17Q4, FY18Q4)(by Career Lifecycle Group)



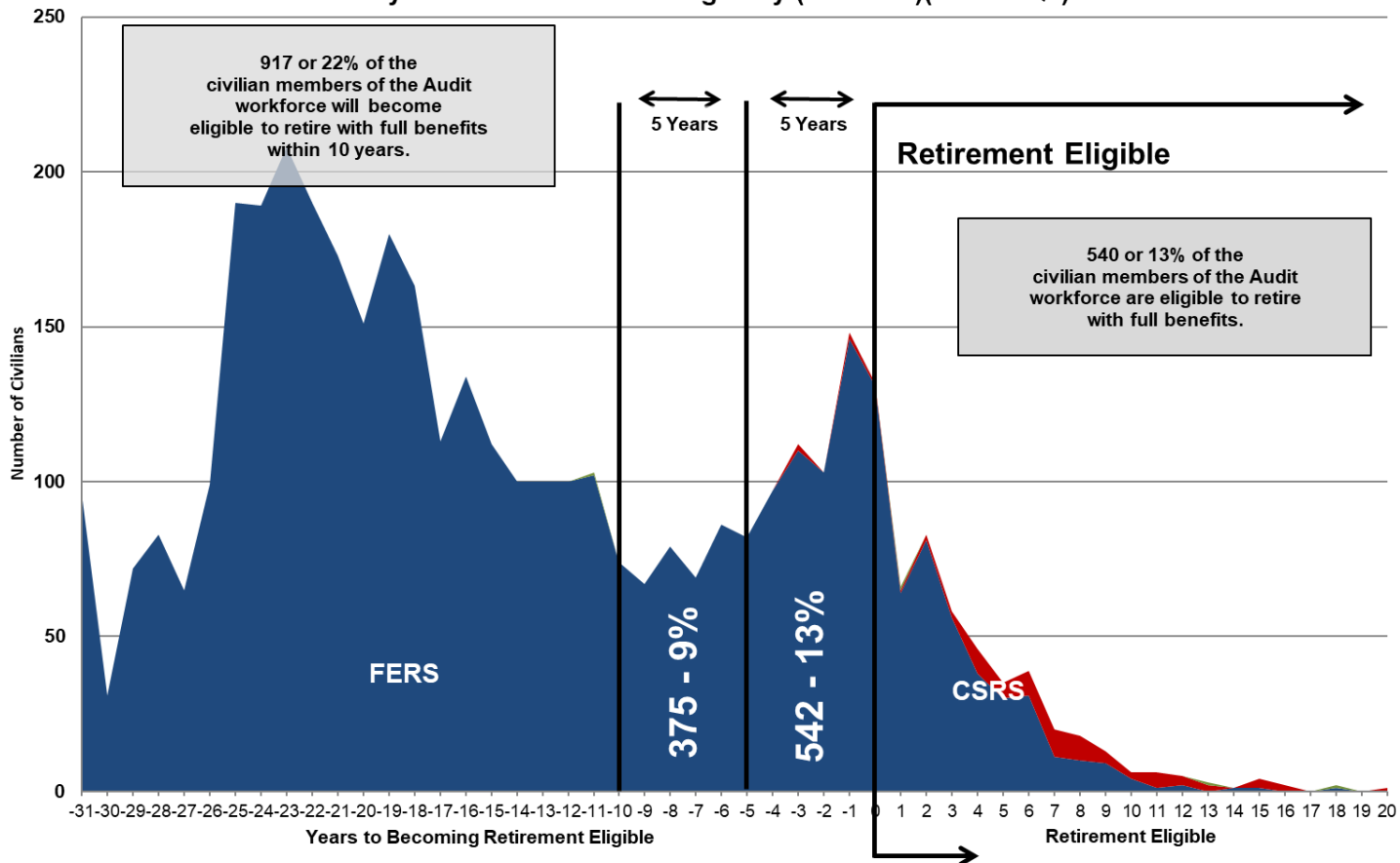


# Audit Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce

### Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q4)



As of 30 Sept 2018





***END***