



Defense Acquisition Workforce Key Information

Business- Cost Estimate
As of FY18Q4 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Business - CE	FY 2010				FY2018Q4			
	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,035	35	1,070	147,705	1,388	61	1,449	172,736
Change in size from 2010	-	-	-	-	34%	74%	35%	32%
Civilian/Military Composition	97%	3%	-	90%/10%	96%	4%	-	91%/9%
Educational Attainment								
Bachelor's Degree or Higher	95%	97%	95%	77%	98%	97%	98%	84%
Graduate Degree	41%	80%	43%	48%	52%	69%	53%	40%
Certification								
Level I or Higher Achieved	25%	0%	24%	73%	78%	34%	76%	84%
Level II or Higher Achieved	3%	0%	3%	58%	66%	8%	63%	71%
Level III Achieved	2%	0%	2%	25%	45%	3%	43%	40%
Position Certification Requirement Met or Exceeded	7%	0%	7%	57%	63%	10%	61%	74%
Within 24 Months of Certification Requirement	93%	100%	93%	34%	30%	67%	31%	23%
Does Not Meet Certification Requirement	0%	0%	0%	9%	7%	23%	7%	3%
Planning Considerations								
Average Age	41	34	41	45	40	29	40	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	56/17/27(%)	-	-	20/23/57(%)	44/27/29(%)	-	-	26/26/48(%)
Average Years of Service	12	12	12	17	12	6	12	15
Retirement Eligible*	104(10%)	-	-	20,947(16%)	131(9%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	122(12%)	-	-	23,551(18%)	142(10%)	-	-	25,048(16%)
Total Gains/Losses*	1,124/76	-	-	23,909/9,889	221/172	-	-	19,614/12,308

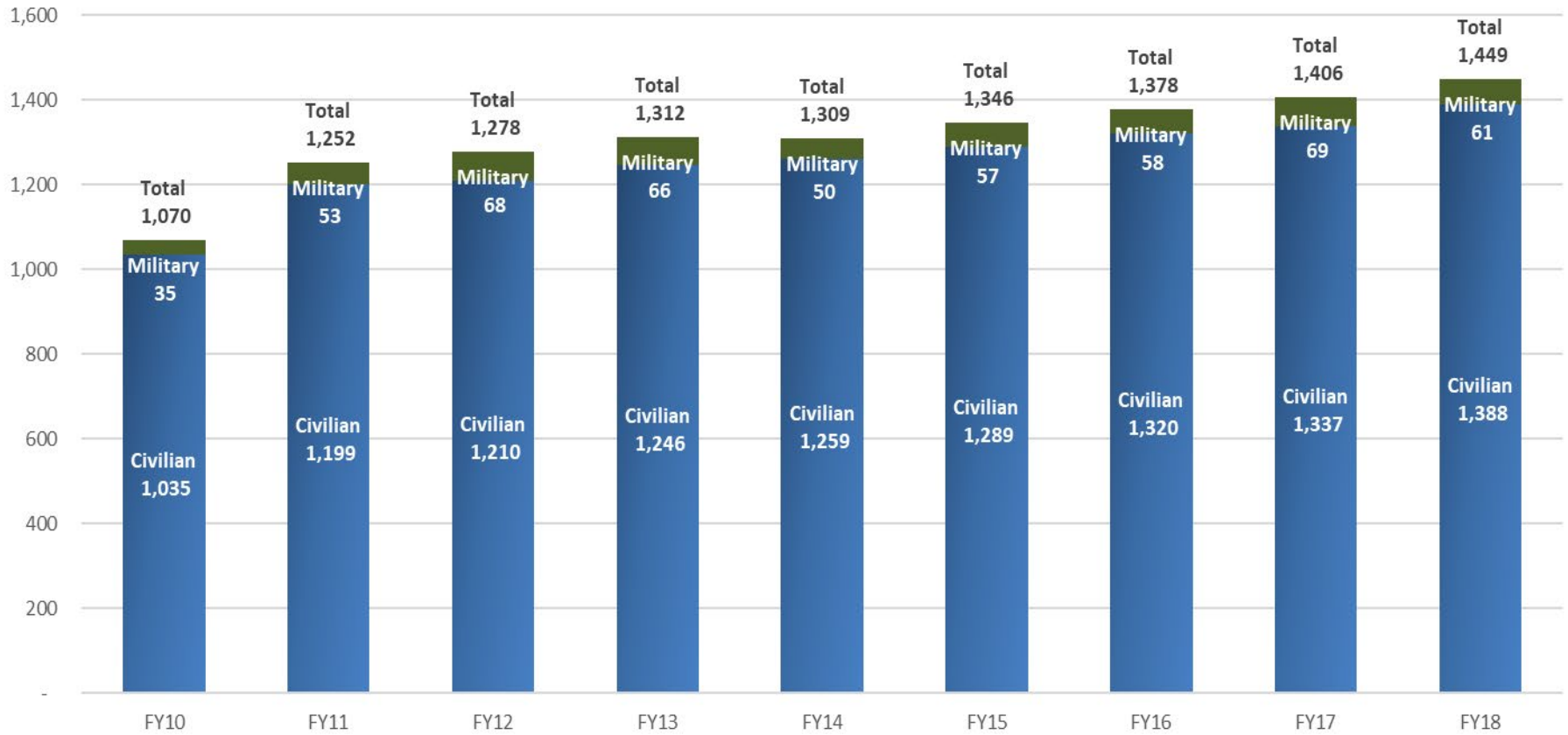
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

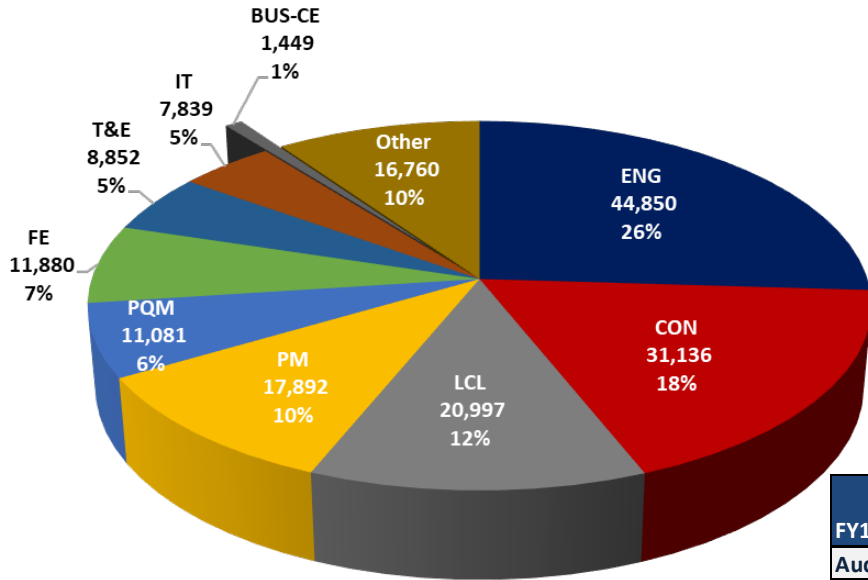


BUS-CE





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%
Totals	40,718	61,696	2,952	39,027	28,343	172,736	
Component %	23.6%	35.7%	1.7%	22.6%	16.4%		



Business-CE Workforce Annual Historical Size by Component FY08 – FY18



Annually

Business - CE Defense Acq Workforce Agency	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	428	484	513	552	533	562	31%	5%
MARINE CORPS	22	28	35	36	37	35	59%	-5%
AIR FORCE	300	429	438	458	496	526	75%	6%
ARMY	270	267	250	249	258	237	-12%	-8%
MDA	41	48	54	55	60	63	54%	5%
DISA	1	4	4	10	9	11	1000%	22%
NRO	-	-	-	-	2	6		200%
DAU	5	11	8	7	6	5	0%	-17%
DHA	1	4	3	4	4	3	200%	-25%
OSD	-	-	1	2	1	1		0%
DCMA	2	2	2	4	-	-	-100%	
DLA	-	1	1	1	-	-		
TOTAL	1,070	1,278	1,309	1,378	1,406	1,449	↑ 35%	↑ 3%

Quarterly

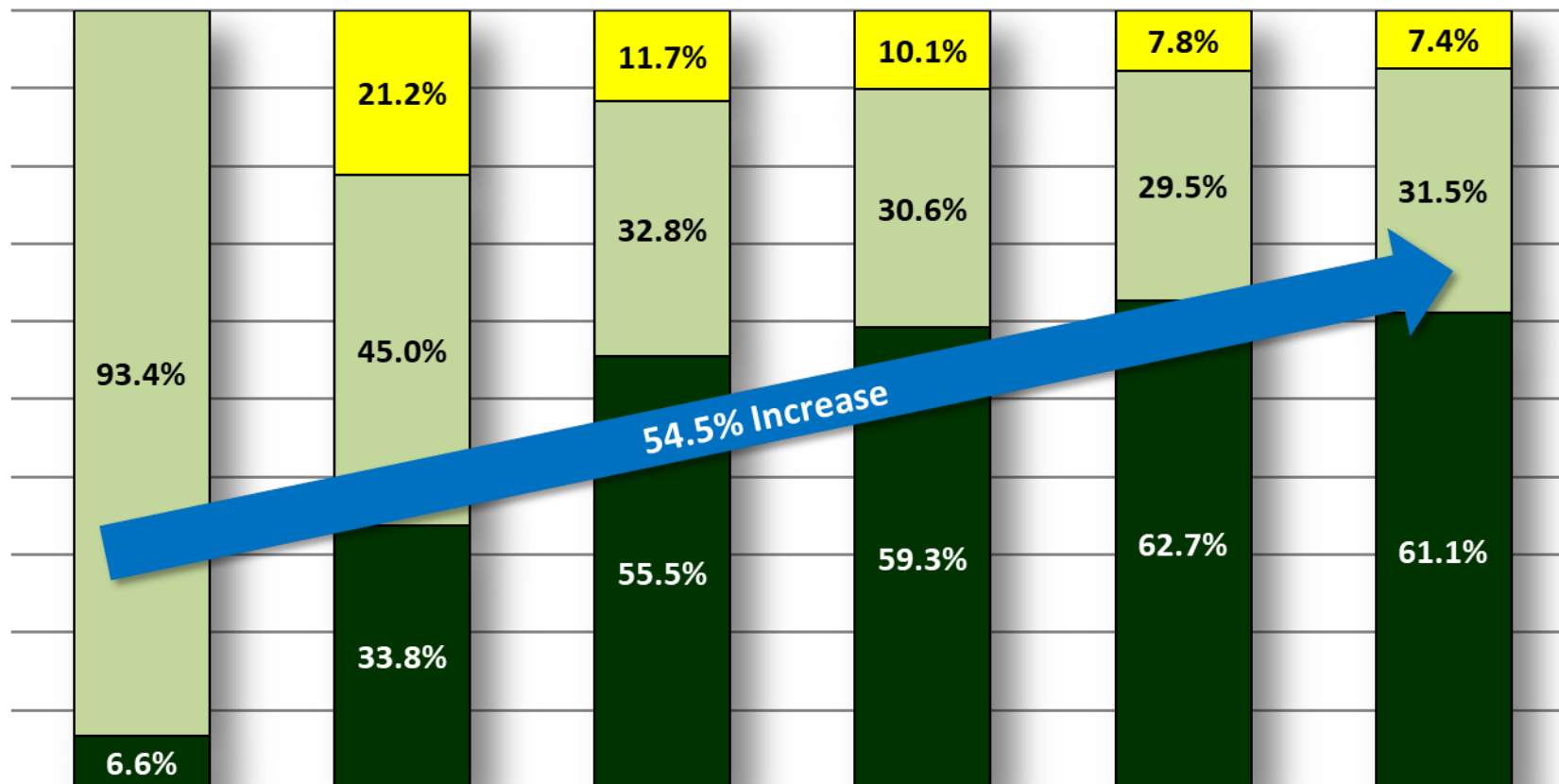
Business - CE Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	552	539	539	530	533	527	523	535	562	5%
MARINE CORPS	36	37	37	37	37	37	36	34	35	-5%
AIR FORCE	458	474	494	501	496	498	512	524	526	6%
ARMY	249	257	258	253	258	257	259	250	237	-8%
MDA	55	58	58	54	60	59	62	63	63	5%
DISA	10	9	5	7	9	8	11	13	11	22%
NRO	-	-	-	1	2	2	3	5	6	200%
DAU	7	6	6	6	6	5	6	4	5	-17%
DHA	4	4	4	4	4	3	2	3	3	-25%
OSD	2	2	2	2	1	1	2	2	1	0%
DCMA	4	4	3	3	-	2	1	1	-	
DLA	1	1	-	-	-	-	-	-	-	
TOTAL	1,378	1,391	1,406	1,398	1,406	1,399	1,417	1,434	1,449	↑ 3%



Business - CE Historical DAWIA Certification FY10 – FY18



Business - CE



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

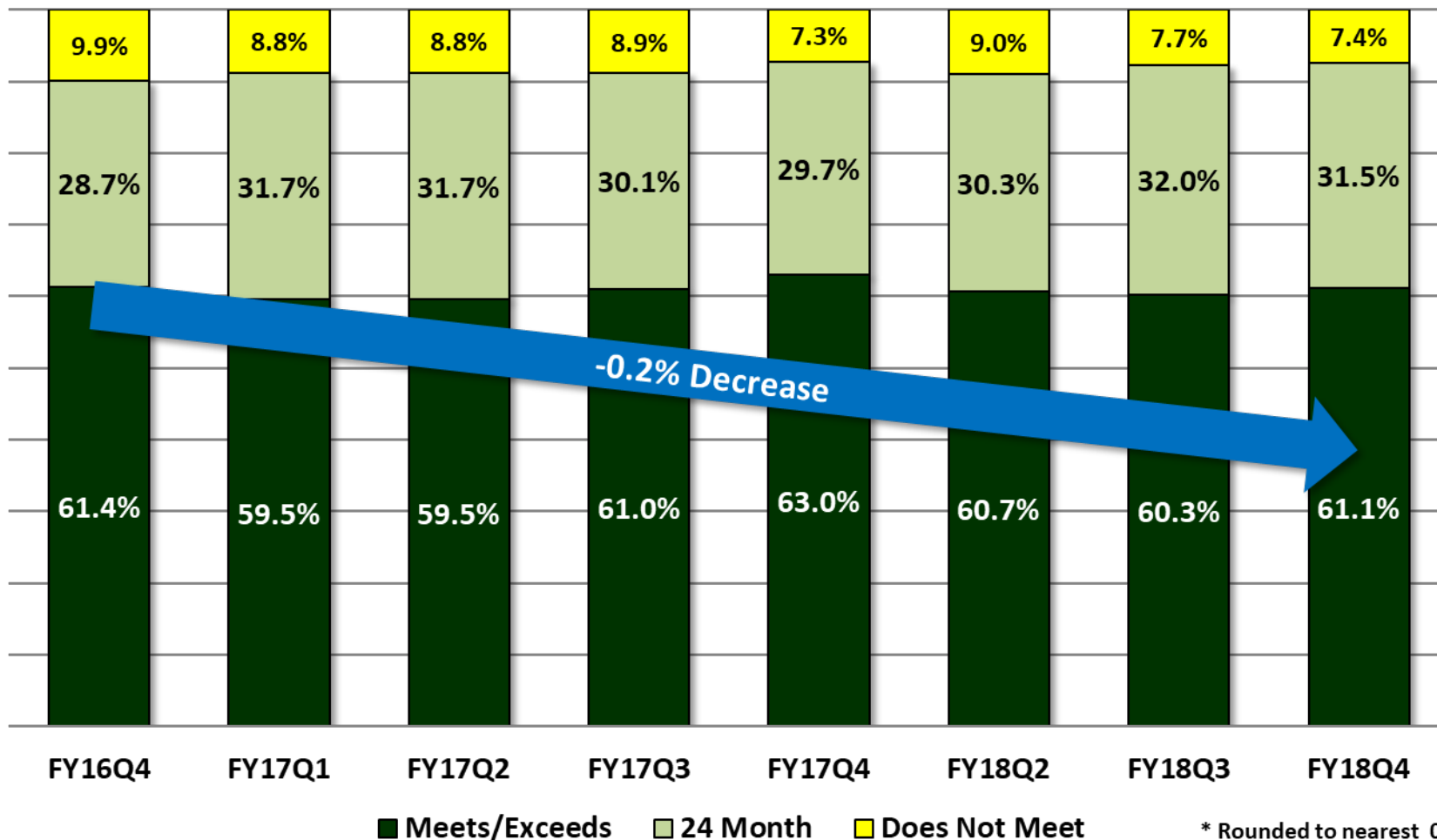
* Rounded to nearest 0.1%



Business – CE Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Business - CE



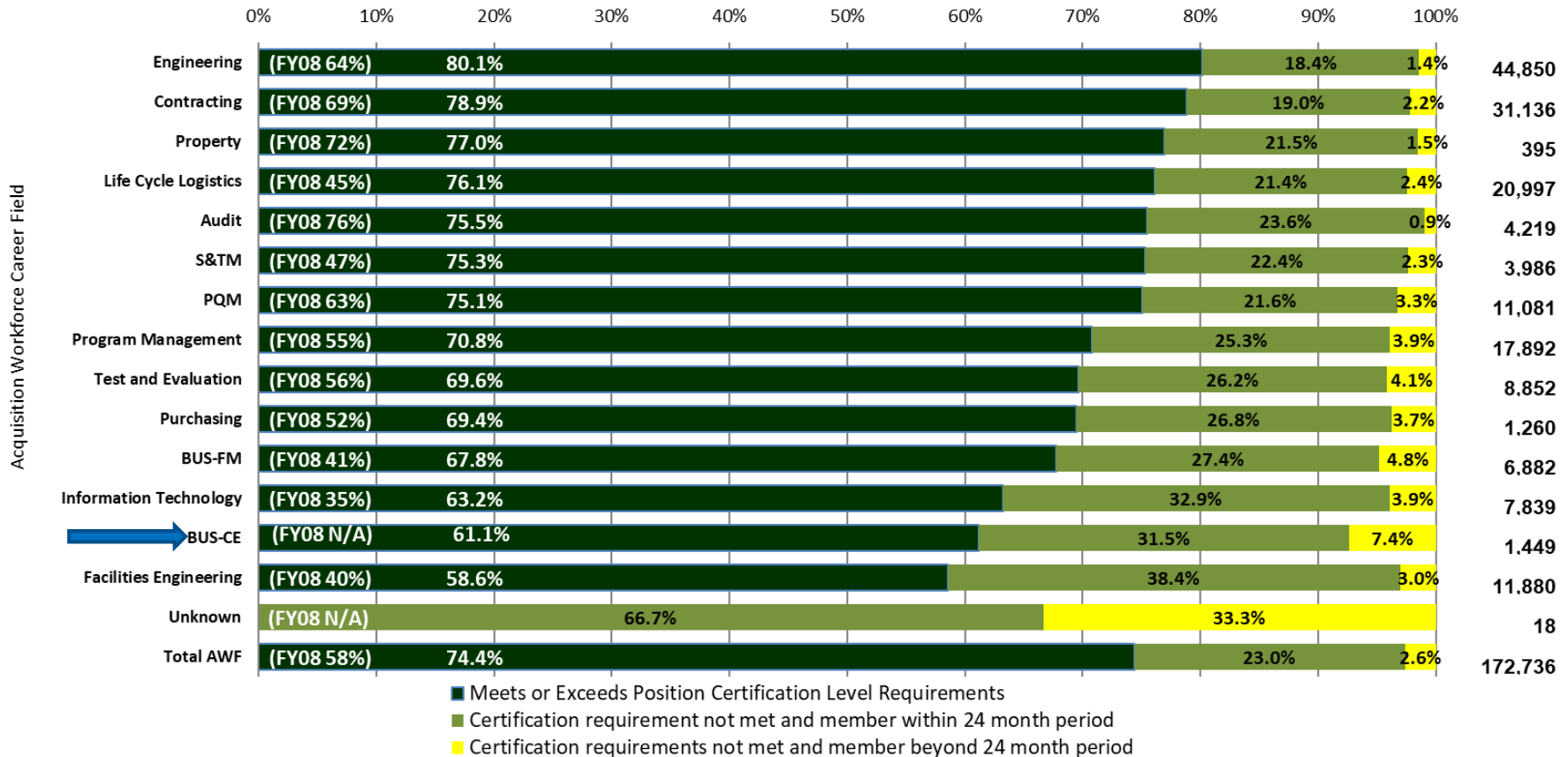
-0.2% Decrease



Business DAWIA Certification by Career Field



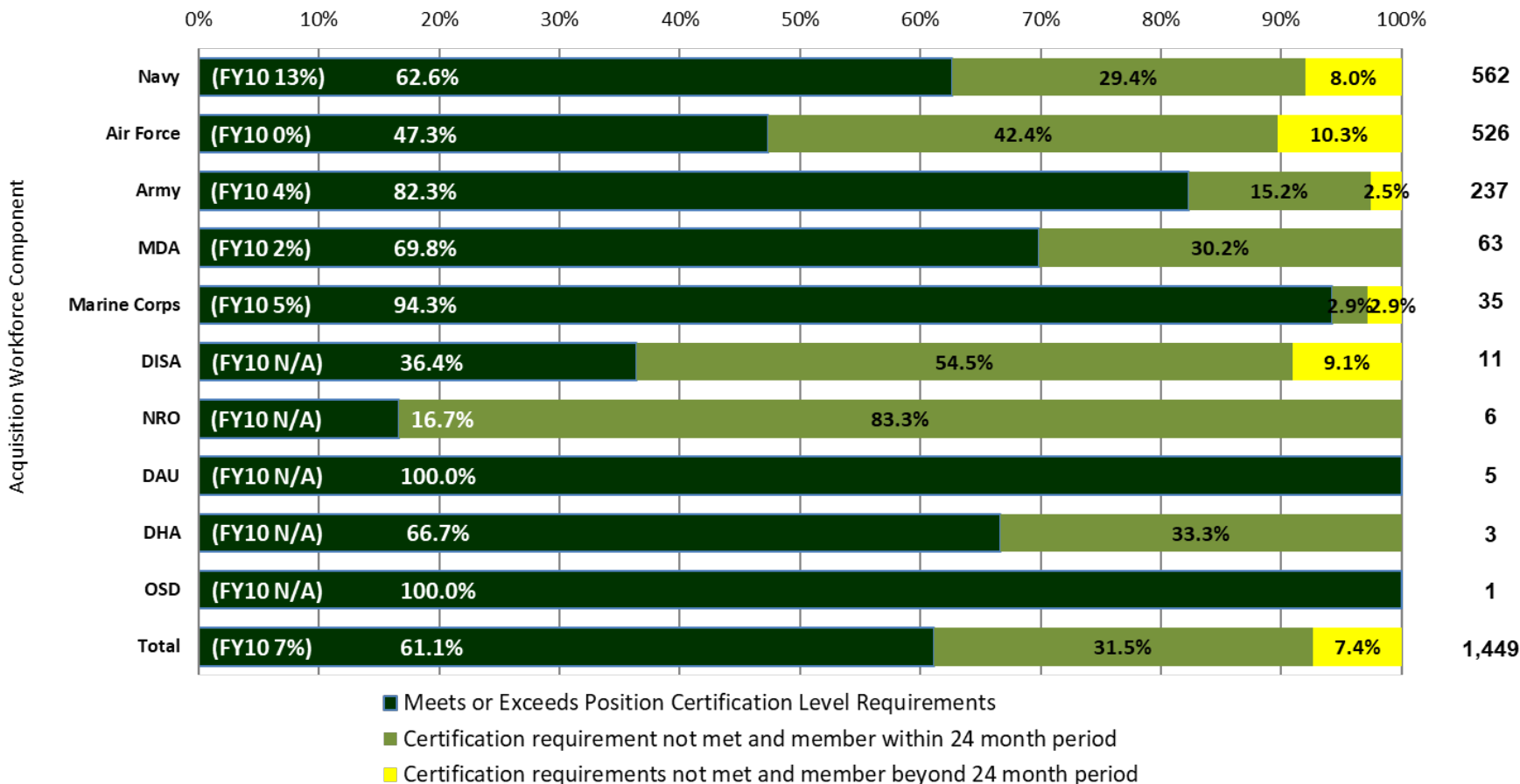
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)





Business - CE DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY18Q4)





Business - CE DAWIA Certification Matrix + Bench Strength



Business - CE		Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	140	35	7	6	188	25.5%	
Level II	169	124	219	109	621	52.8%	
Level III	41	21	68	510	640	79.7%	
<i>Unspecified</i>	-	-	-	-	-		
FY18Q4 TOTAL	350	180	294	625	1,449	61.1%	
	24.2%	12.4%	20.3%	43.1%			

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%	
Business - C	886	61.1%	13 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	48	133	7	188	13.0%
Level II	328	224	69	621	42.9%
Level III	510	99	31	640	44.2%
<i>Unspecified</i>	-	-	-	-	0.0%
Business - CE TOTAL	886	456	107	1,449	
	61.1%	31.5%	7.4%		

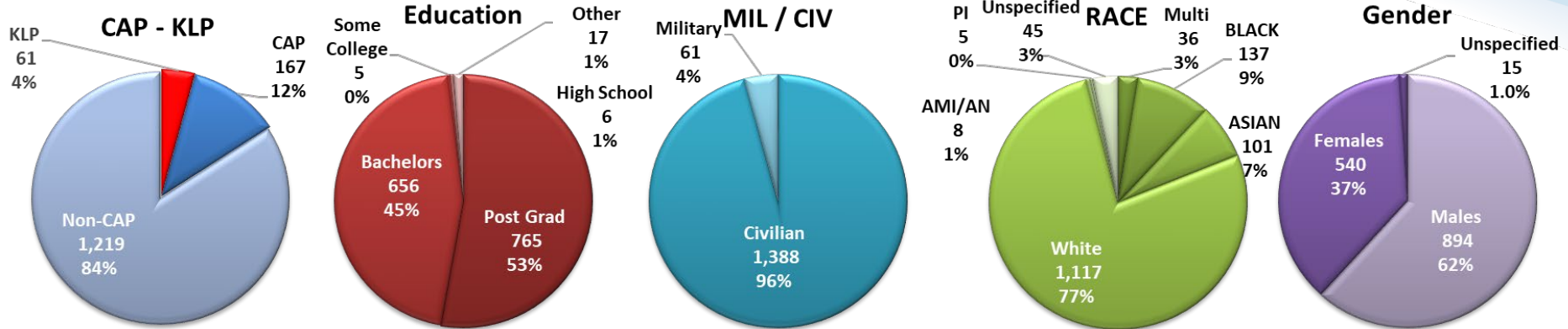
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CE Demographics



Occupied Position Type	BUS-CE	Entire DAW
Key Leadership Positions (KLPs)	61	4.2%
Critical Acquisition Positions (CAPs) *	167	11.5%
Non-CAP Positions	1,219	84.1%
Unknown	2	0.1%
TOTAL	1,449	

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

Highest Level of Education	BUS-CE	Entire DAW
Post Grad	765	52.8%
Bachelors	656	45.3%
Some College	5	0.3%
High School	6	0.4%
Other	17	1.2%
TOTAL	1,449	

Military / Civilian	BUS-CE	Entire DAW
Civilian	1,388	95.8%
Military	61	4.2%
TOTAL	1,449	

Race	BUS-CE	Entire DAW
Multi	36	2.5%
BLACK	137	9.5%
ASIAN	101	7.0%
White	1,117	77.1%
AMI/AN	8	0.6%
PI	5	0.3%
Unspecified	45	3.1%
TOTAL	1,449	

Gender	BUS-CE	Entire DAW
Males	894	61.7%
Females	540	37.3%
Unspecified	15	1.0%
TOTAL	1,449	



Business CE Occupational Series



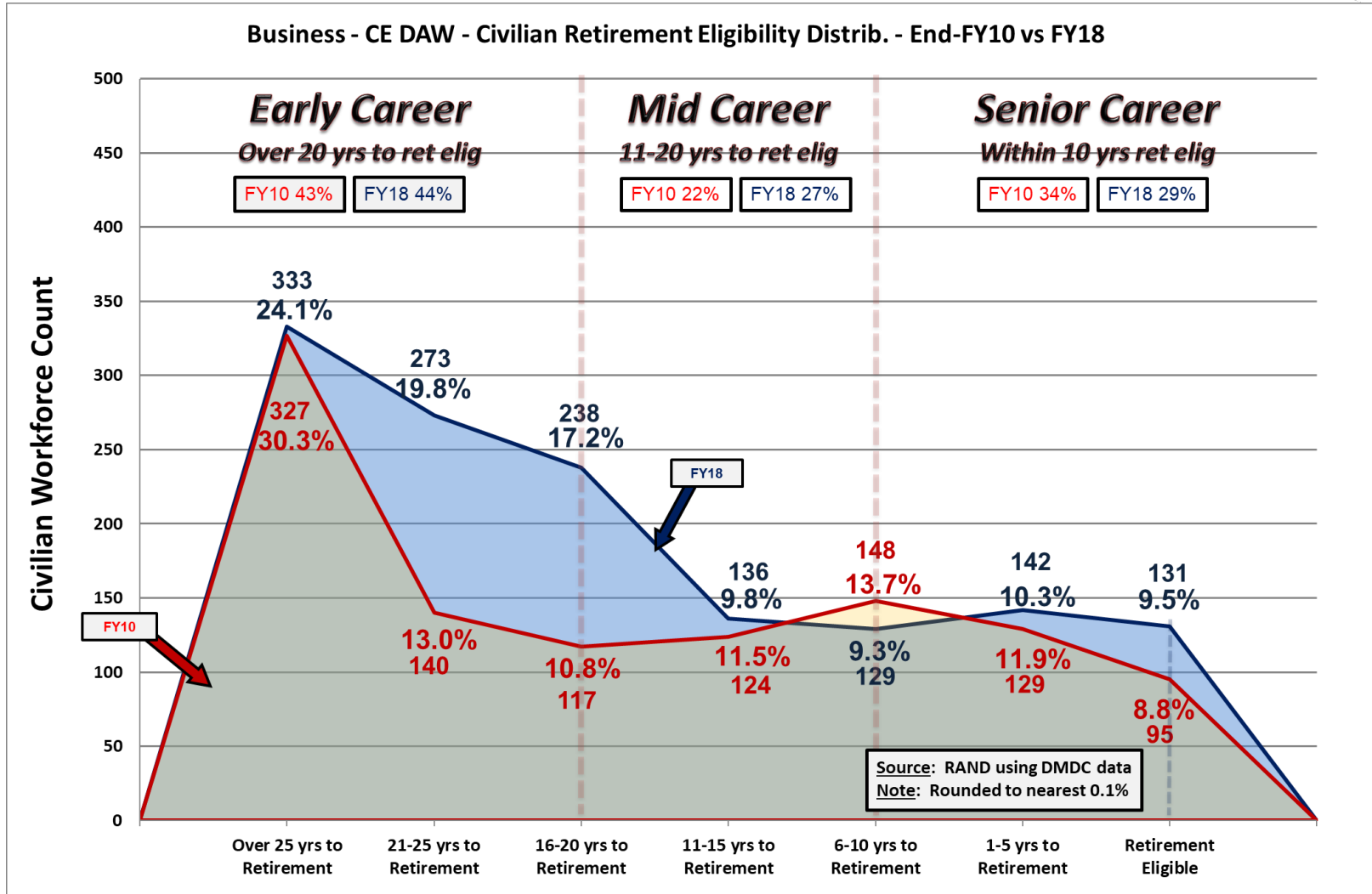
Civilian Occupational Series	BUS-CE	
1515 - Operations Research Analyst	1,098	79.1%
0501 - Financial Administrator	86	6.2%
0896 - Engineer, Industrial	90	6.5%
0801 - Engineer, General	57	4.1%
1520 - Mathematician	15	1.1%
0830 - Engineer, Mechanical	8	0.6%
0343 - Management and Program Analyst	5	0.4%
1101 - Business and Industry Specialist	9	0.6%
1101 - Business and Industry Specialist	9	0.6%
0301 - Administration & Program Staff	2	0.1%
<i>Other</i>	9	0.65%
TOTAL CIVILIAN	1,388	Civilians



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



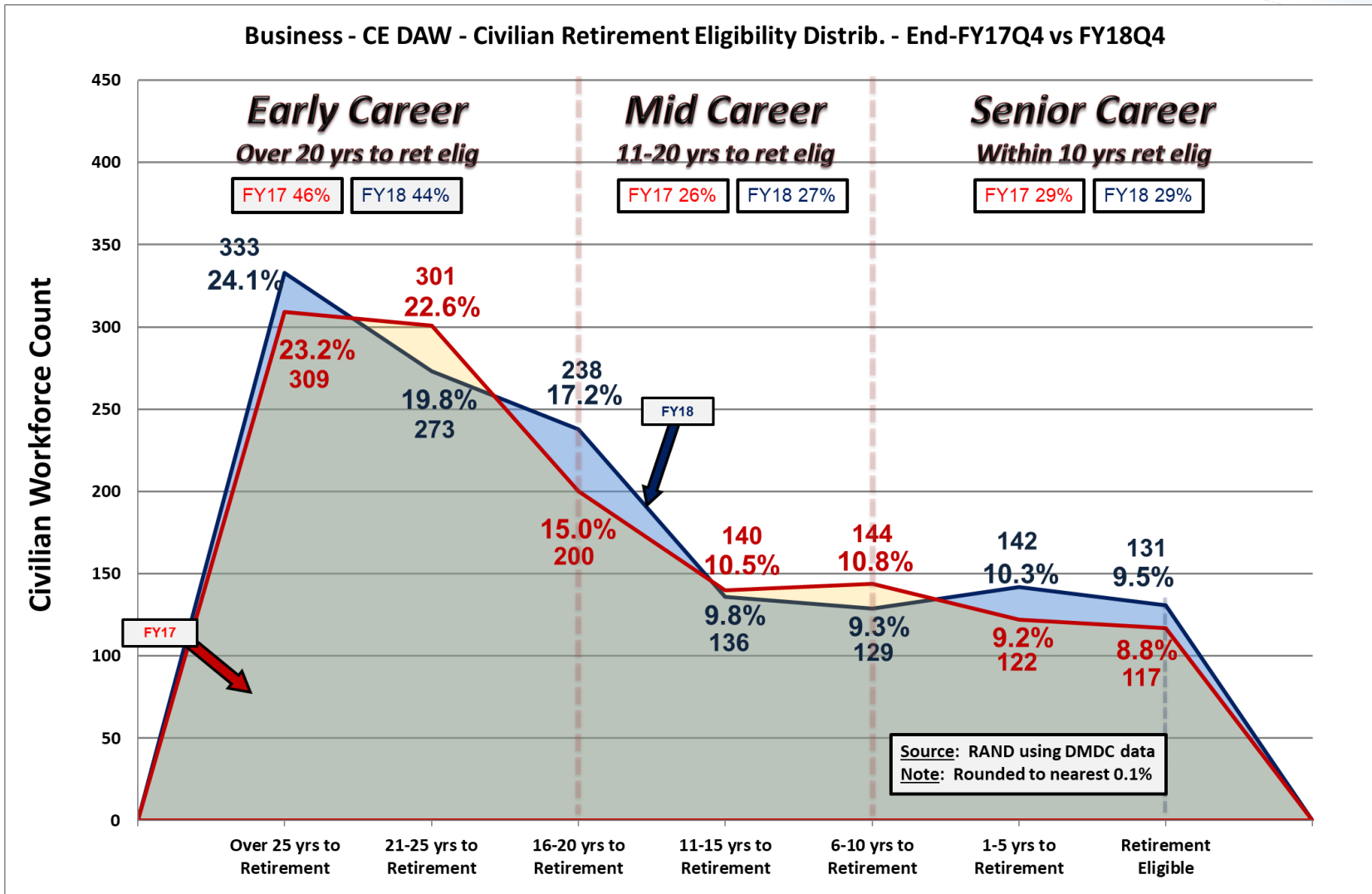
Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY18



As of 30 Sept 2018



Business-CE Civilian Retirement Eligibility Distribution (1 Year) – FY17Q4 / FY18Q4

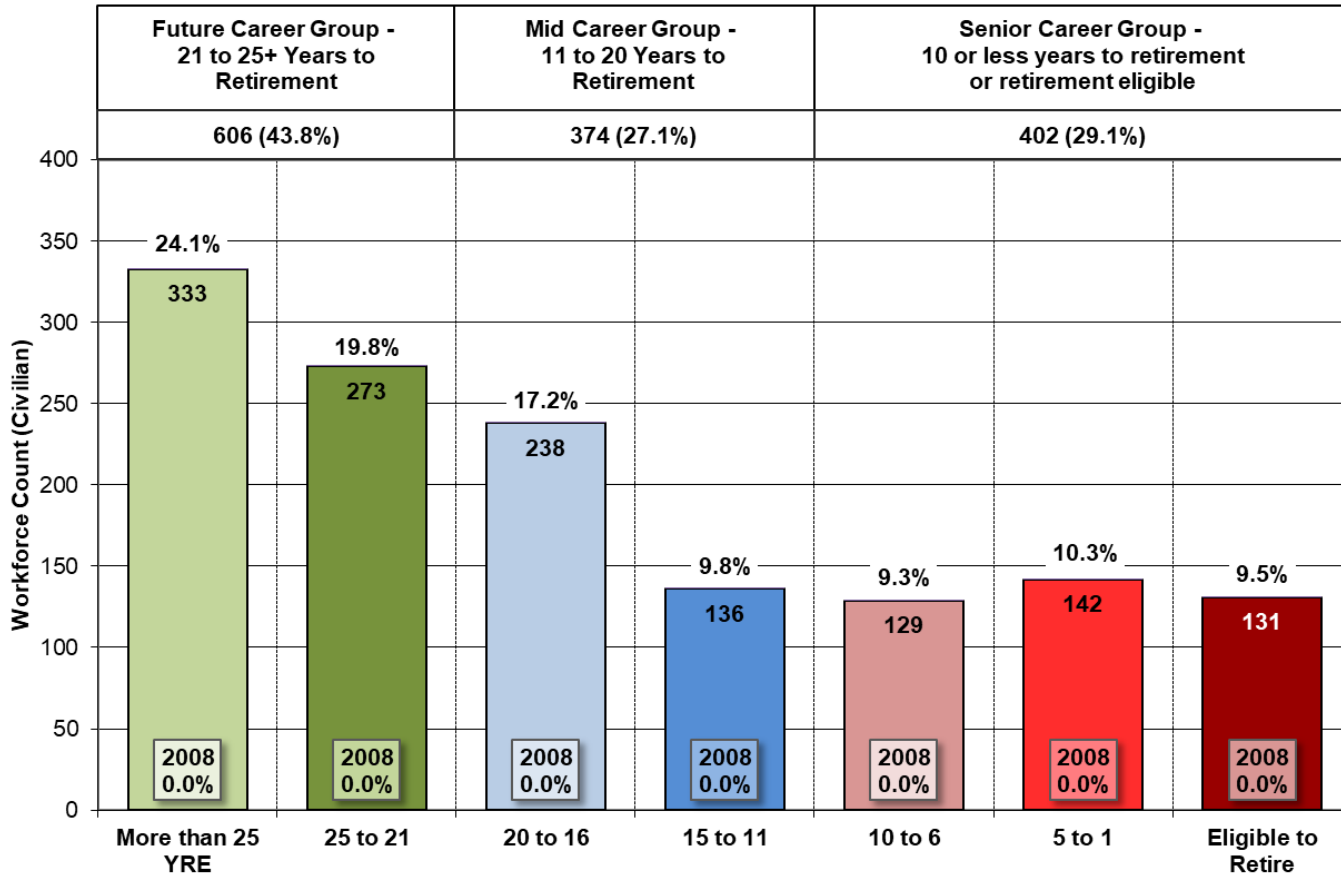


As of 30 Sept 2018



Workforce Lifecycle Model

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



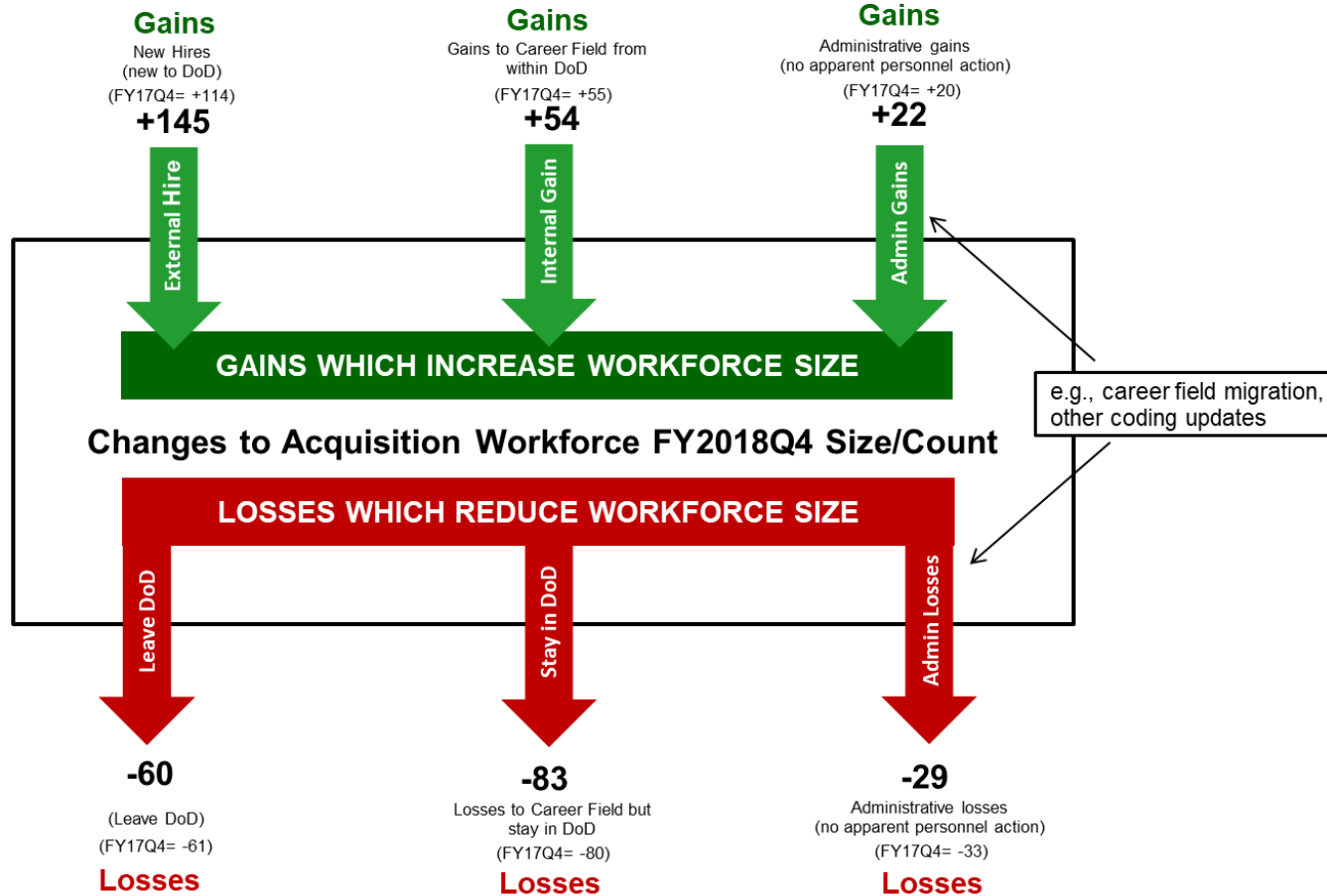
As of 30 Sept 2018



Business-CE 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



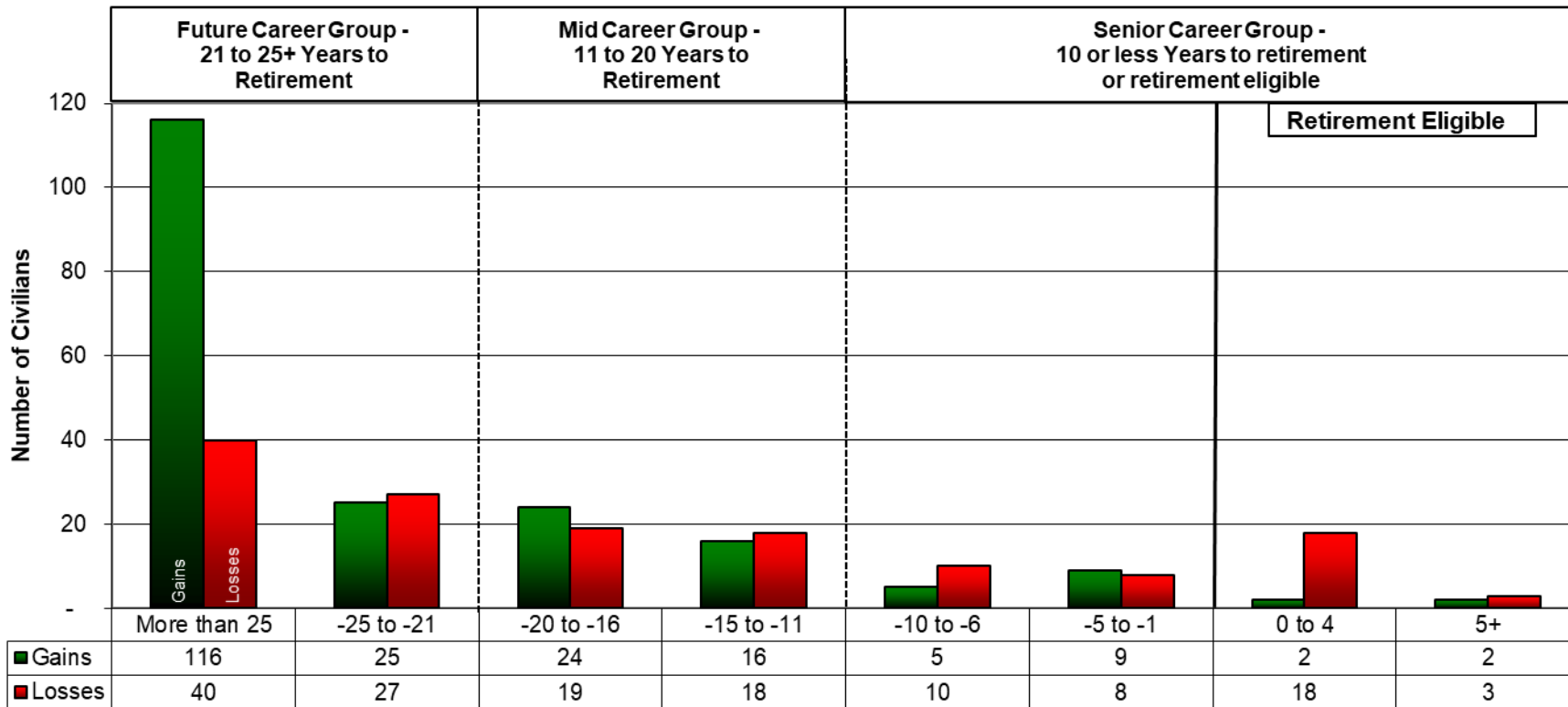


Business-CE Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*



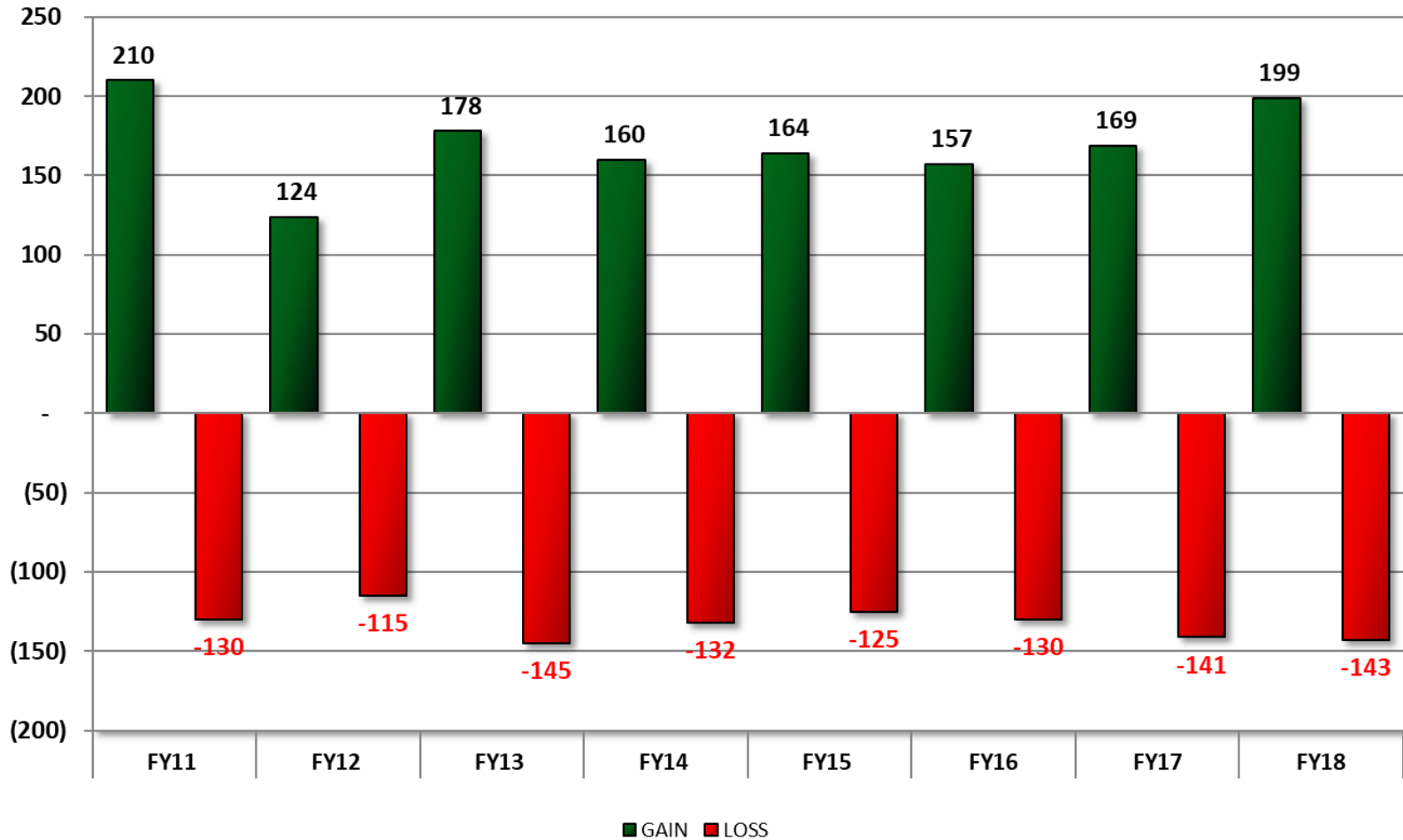
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses

As of 30 Sept 2018



Business-CE Historical Gains and Losses FY11 – FY18



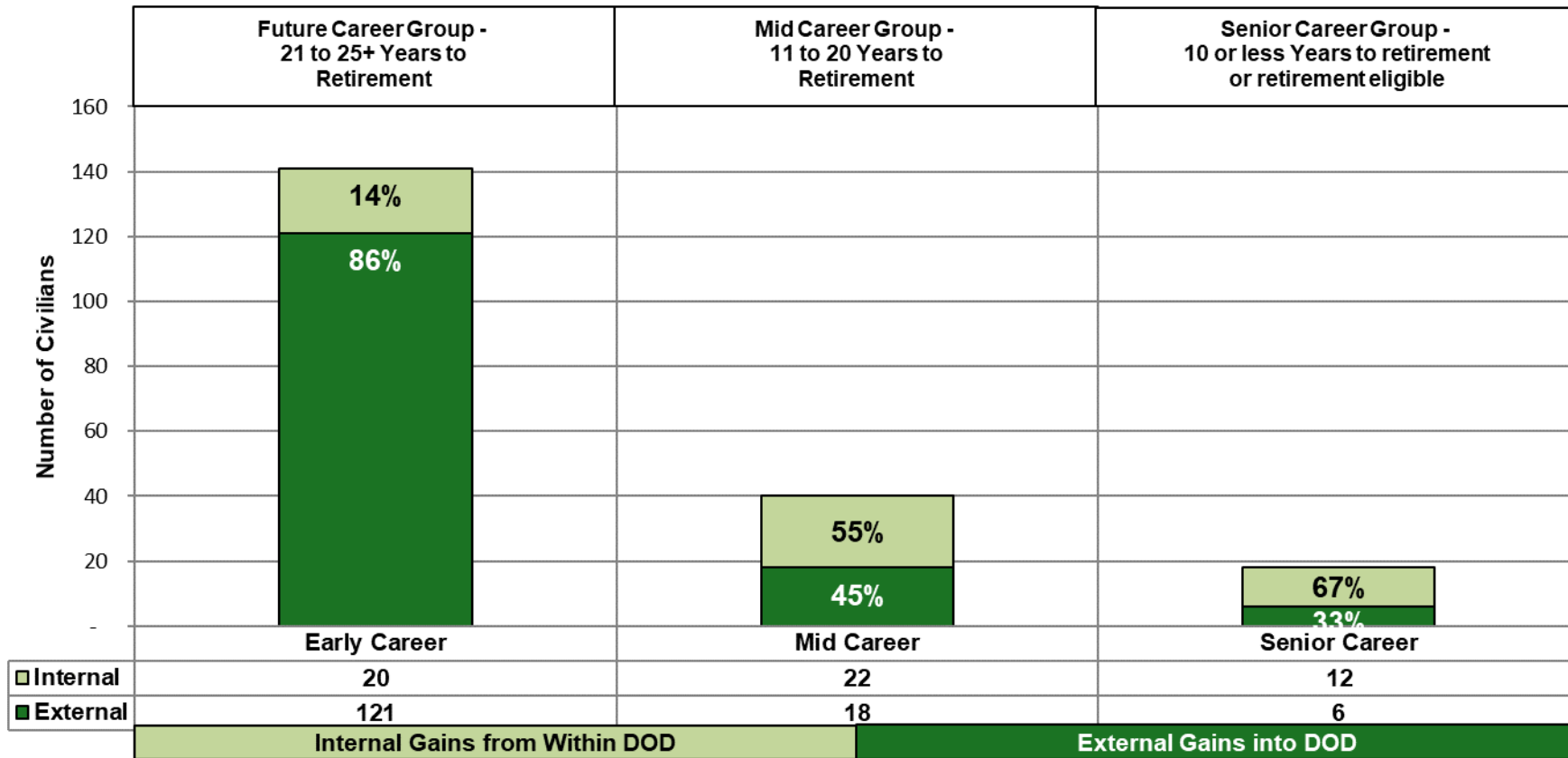
As of 30 Sept 2018



Business-CE Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

As of 30 Sept 2018

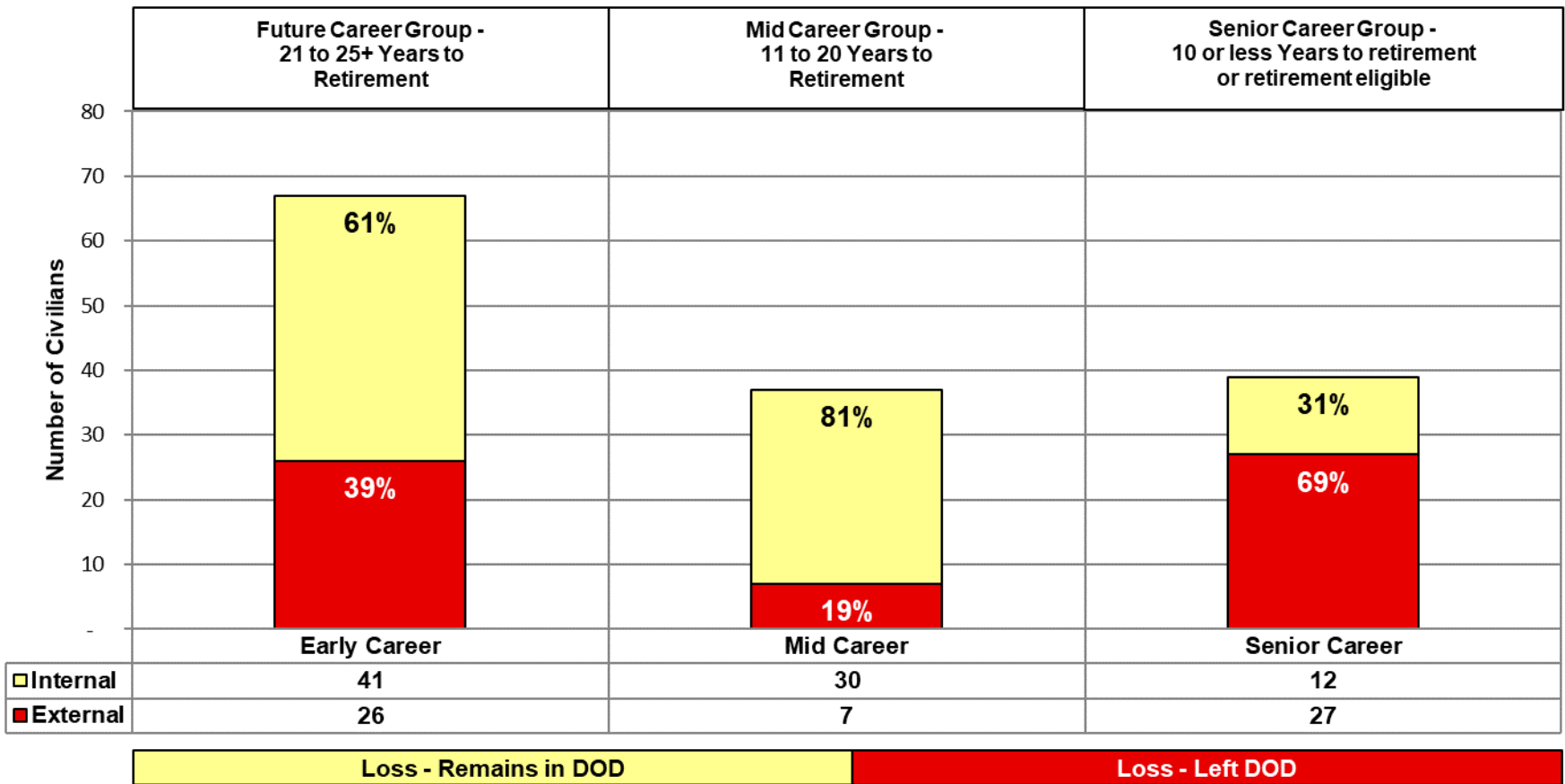


Business-CE Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Losses*

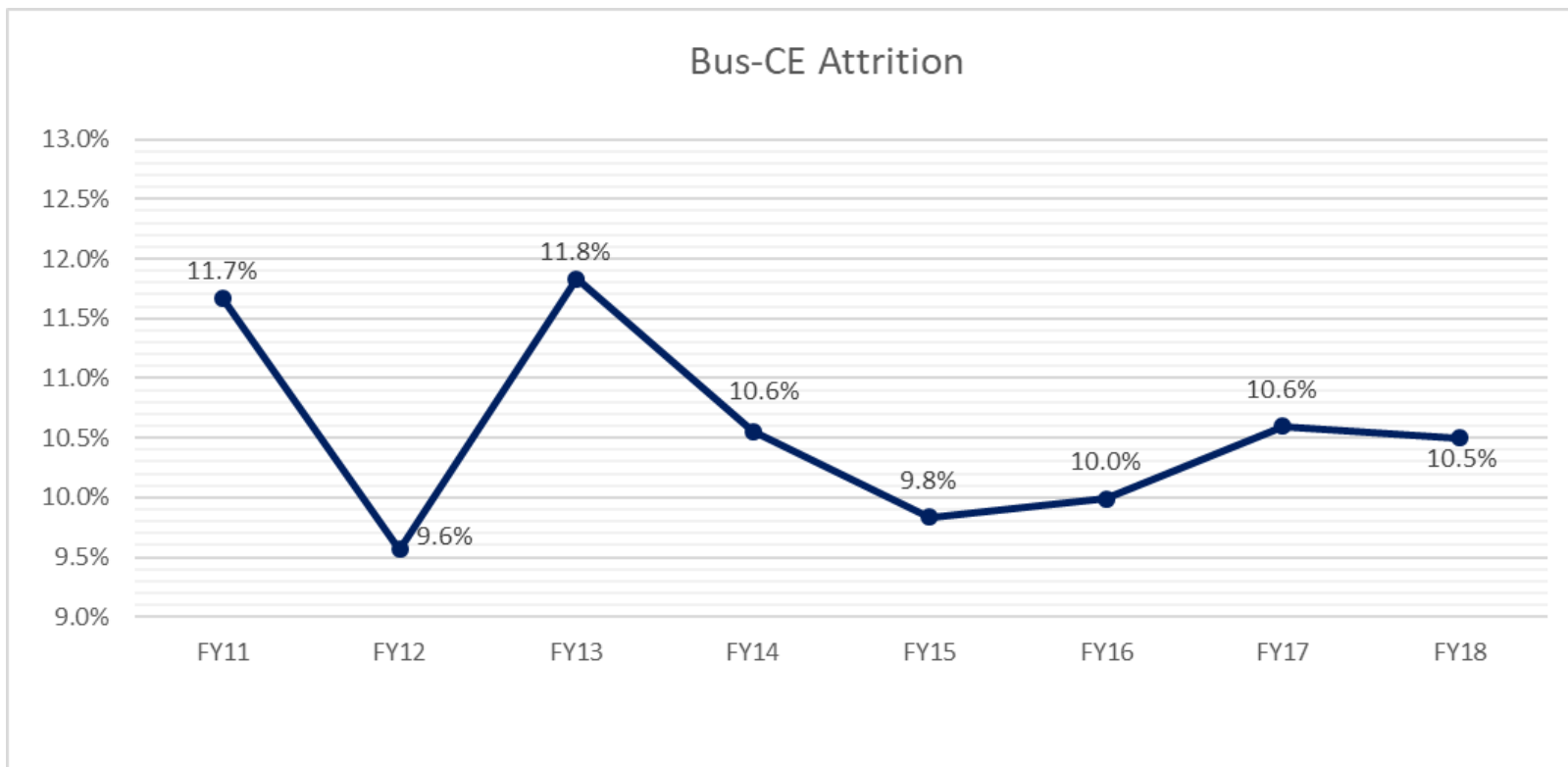


*Does not include administrative losses

As of 30 Sept 2018



Annual Attrition Rates

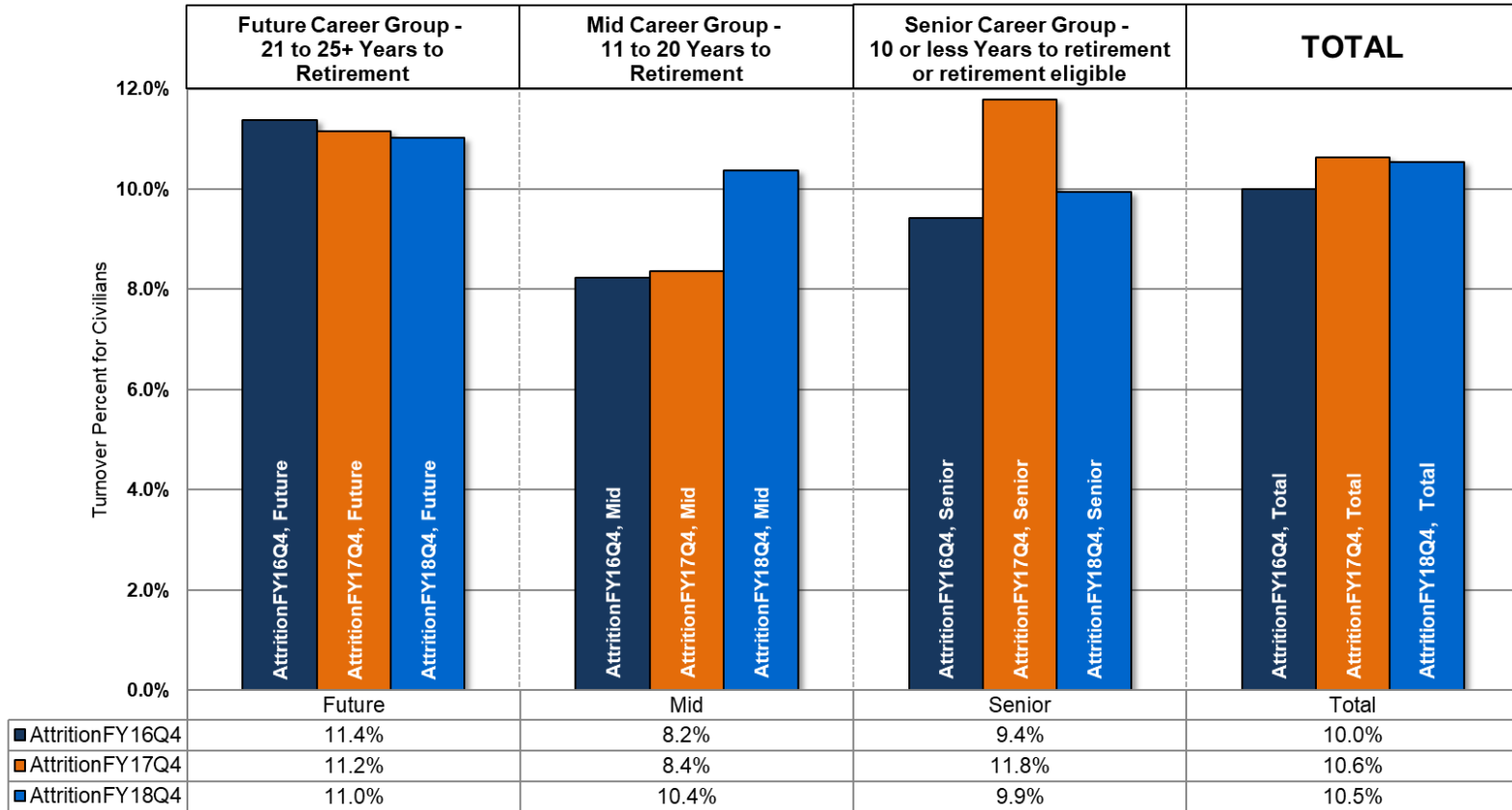


As of 30 Sept 2018



Business-CE Attrition Rates by Career Group

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



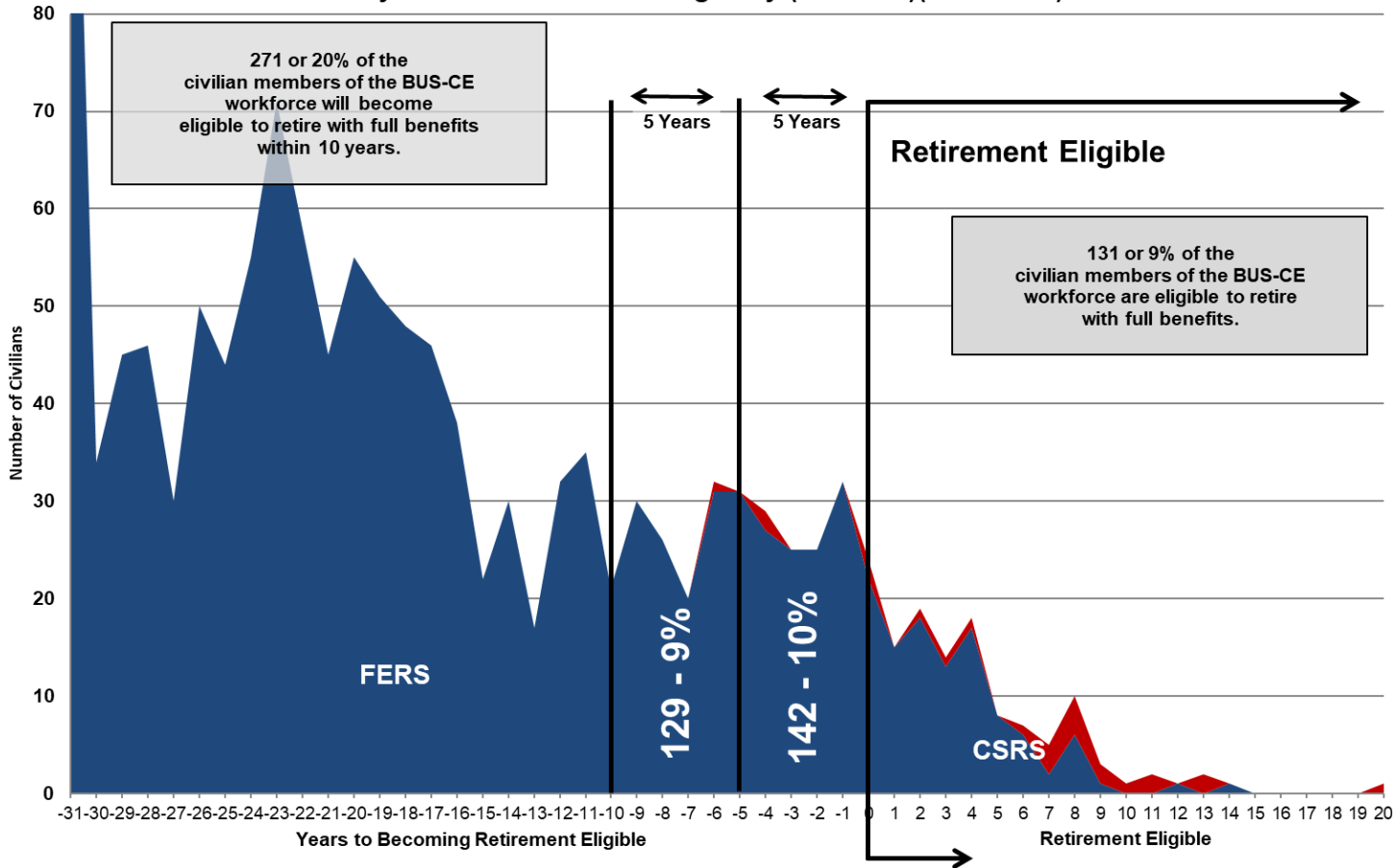


Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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