



Defense Acquisition Workforce Key Information

Business- Financial Management

As of FY18Q4 (30 Sept 2018)



Fact Sheet



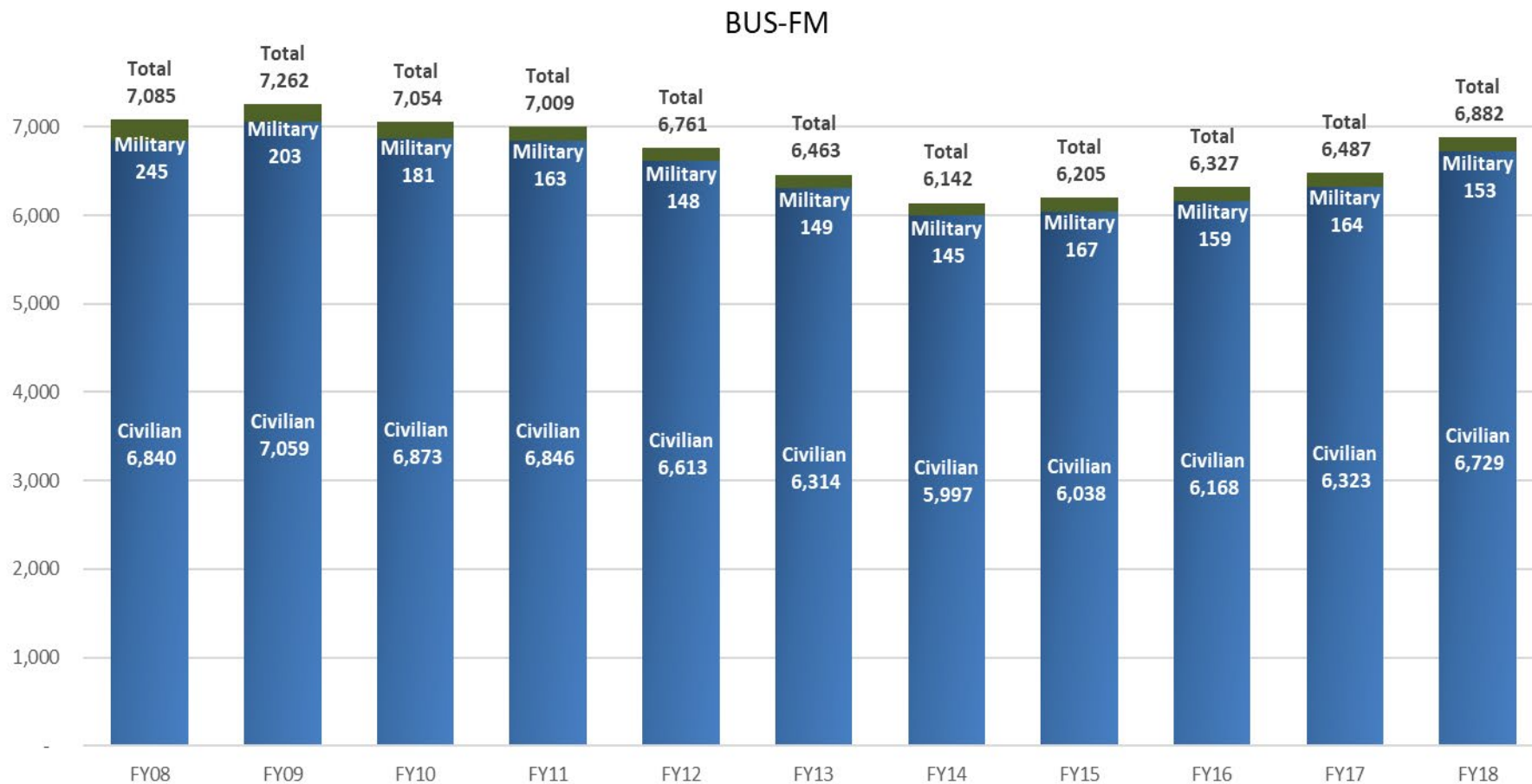
Human Capital Fact Sheet

Defense Acquisition Workforce Business - FM	FY 2008				FY2018Q4			
	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	6,729	153	6,882	172,736
Change in size from 2008	-	-	-	-	-2%	-38%	-3%	37%
Civilian/Military Composition	97%	3%	-	88% / 12%	98%	2%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	78%	96%	78%	84%
Graduate Degree	21%	44%	22%	29%	36%	58%	37%	40%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	80%	52%	80%	84%
Level II or Higher Achieved	43%	28%	43%	61%	66%	22%	65%	71%
Level III Achieved	30%	14%	30%	36%	38%	11%	37%	40%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	69%	27%	68%	74%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	27%	59%	27%	23%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	14%	5%	3%
Planning Considerations								
Average Age	47	37	47	46	45	35	45	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	26/29/46(%)	-	-	26/26/48(%)
Average Years of Service	19	13	19	17	15	12	15	15
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,081(16%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,032(15%)	-	-	25,048(16%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	897/752	-	-	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.

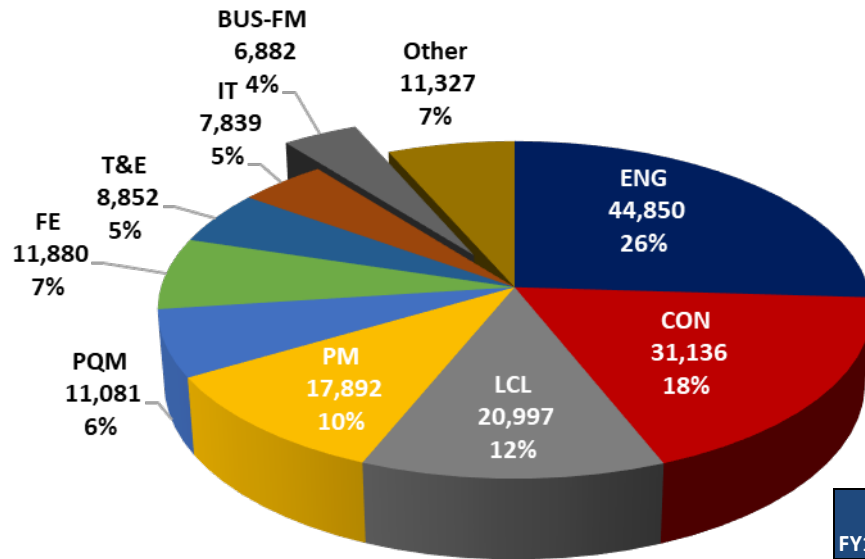


Total Historic Workforce





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 FM Workforce Historical Size by Agency FY08 – FY18



Business - FM Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
AIR FORCE	1,530	1,818	1,819	1,850	2,008	2,094	2,200	44%	5%
Navy	1,792	1,943	1,889	1,699	1,849	1,978	2,156	20%	9%
MARINE CORPS	143	191	181	180	172	171	174	22%	2%
ARMY	3,350	2,590	2,281	1,766	1,718	1,714	1,768	-47%	3%
MDA	90	203	217	239	230	226	232	158%	3%
DCMA	46	151	190	217	172	131	120	161%	-8%
DTRA	48	64	65	79	72	68	85	77%	25%
NRO	-	-	-	-	17	21	59		181%
DAU	25	32	42	31	28	27	30	20%	11%
DHA	6	18	22	30	15	16	18	200%	13%
OSD	14	11	14	11	11	8	8	-43%	0%
JCS	-	-	14	8	9	10	7		-30%
DISA	17	11	10	16	9	9	5	-71%	-44%
DMEA	-	4	4	4	5	5	6		20%
IG	-	-	-	-	-	-	5		
USUHS	-	-	-	-	2	3	4		33%
TRMC	5	4	4	4	4	3	2	-60%	-33%
DeCA	-	-	-	3	4	2	2		0%
DLA	7	2	6	3	1	1	1	-86%	0%
DCAA	1	-	-	-	-	-	-	-100%	
DoD HRA	1	-	1	-	-	-	-	-100%	
DSCA	2	1	1	1	1	-	-	-100%	
DSS	-	-	1	1	-	-	-		
DMA	-	1	-	-	-	-	-		
4th Estate Other	8	10	-	-	-	-	-	-100%	
TOTAL	7,085	7,054	6,761	6,142	6,327	6,487	6,882	↓ -3%	↑ 6%



Business FM Workforce Historical (Quarterly) Size by Agency FY16Q4 – FY18Q4



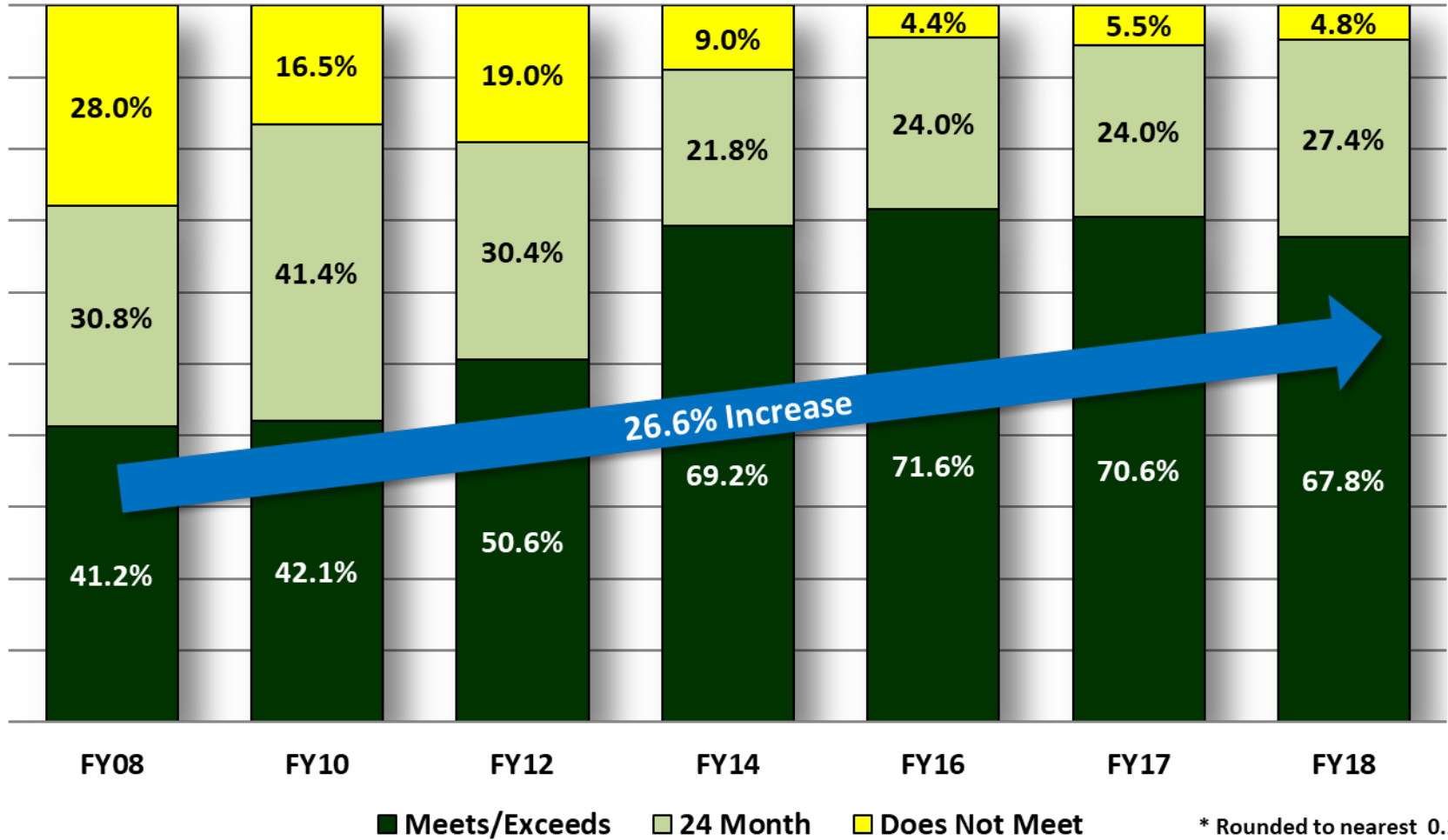
Business - FM Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
AIR FORCE	2,008	2,046	2,050	2,042	2,094	2,080	2,097	2,123	2,200	5%
Navy	1,849	1,866	1,896	1,936	1,978	2,029	2,048	2,086	2,156	9%
MARINE CORPS	172	169	169	170	171	174	179	179	174	2%
ARMY	1,718	1,732	1,715	1,707	1,714	1,737	1,743	1,743	1,768	3%
MDA	230	235	226	227	226	224	217	224	232	3%
DCMA	172	162	153	142	131	118	114	120	120	-8%
DTRA	72	68	62	66	68	75	87	82	85	25%
NRO	17	18	19	18	21	29	46	63	59	181%
DAU	28	29	27	27	27	28	29	29	30	11%
DHA	15	14	14	15	16	17	18	19	18	13%
OSD	11	9	9	9	8	8	9	9	8	0%
JCS	9	9	10	10	10	8	8	7	7	-30%
DISA	9	9	10	11	9	7	6	7	5	-44%
DMEA	5	5	5	5	5	5	6	6	6	20%
IG	-	-	-	-	-	-	-	5	5	
USUHS	2	3	3	3	3	3	4	4	4	33%
TRMC	4	4	4	4	3	3	3	3	2	-33%
DeCA	4	2	2	2	2	2	2	2	2	0%
DLA	1	2	2	1	1	1	1	1	1	0%
TOTAL	6,326	6,382	6,376	6,395	6,487	6,548	6,617	6,712	6,882	↑ 6%



Business – FM Historical DAWIA Certification FY08 – FY18



Business - FM



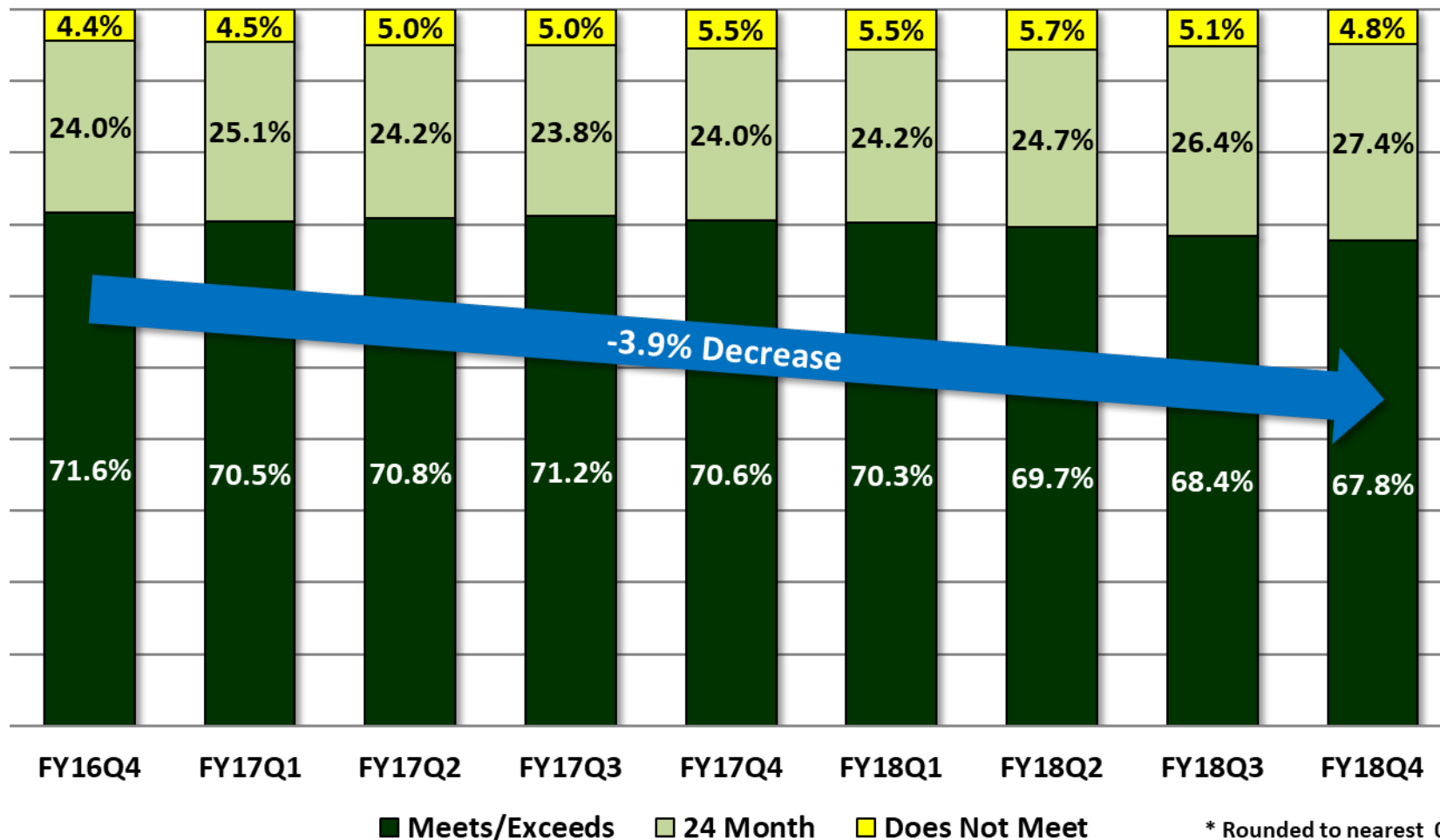
26.6% Increase



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



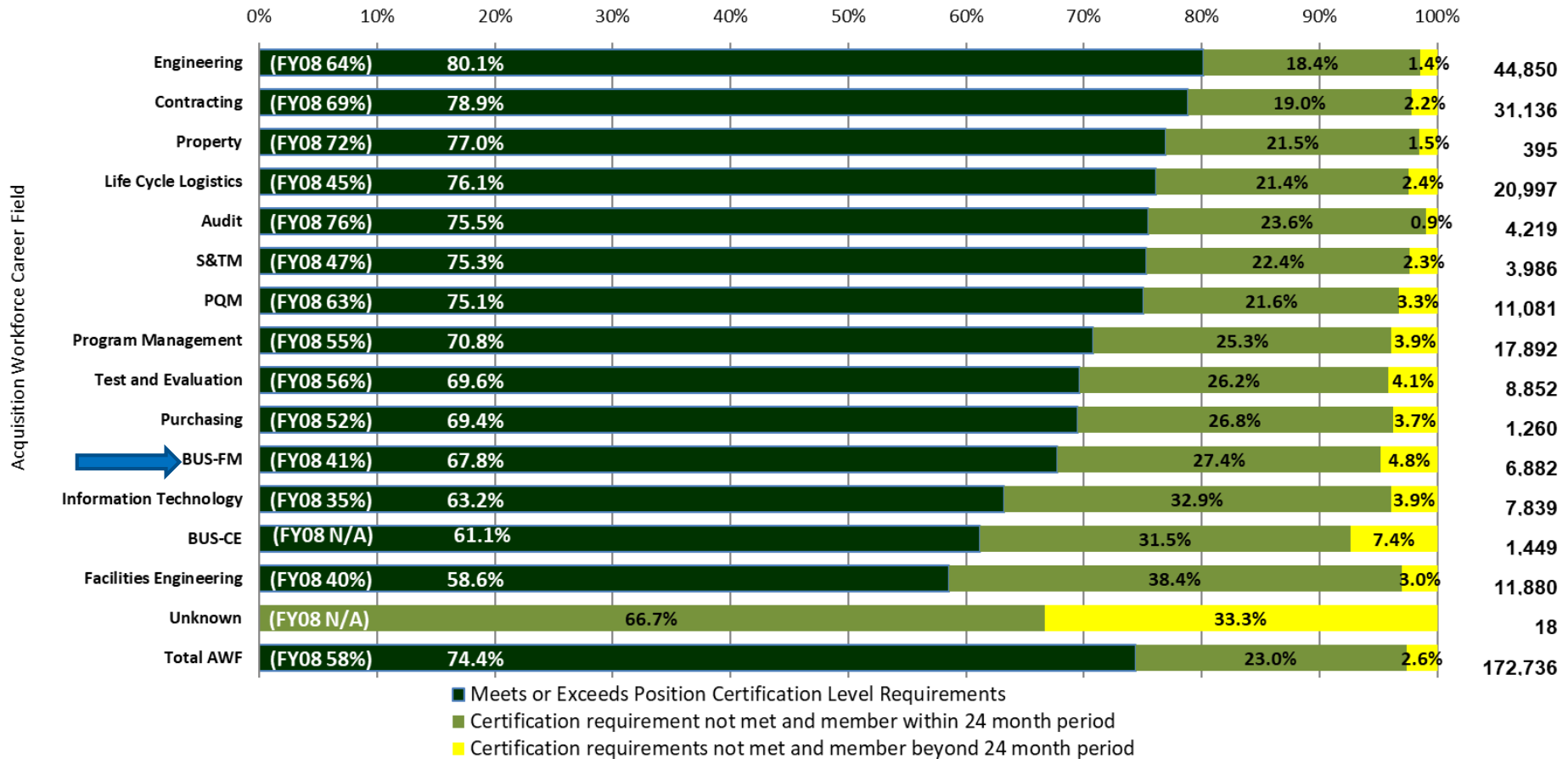
Business - FM





Business - FM DAWIA Certification by Career Field

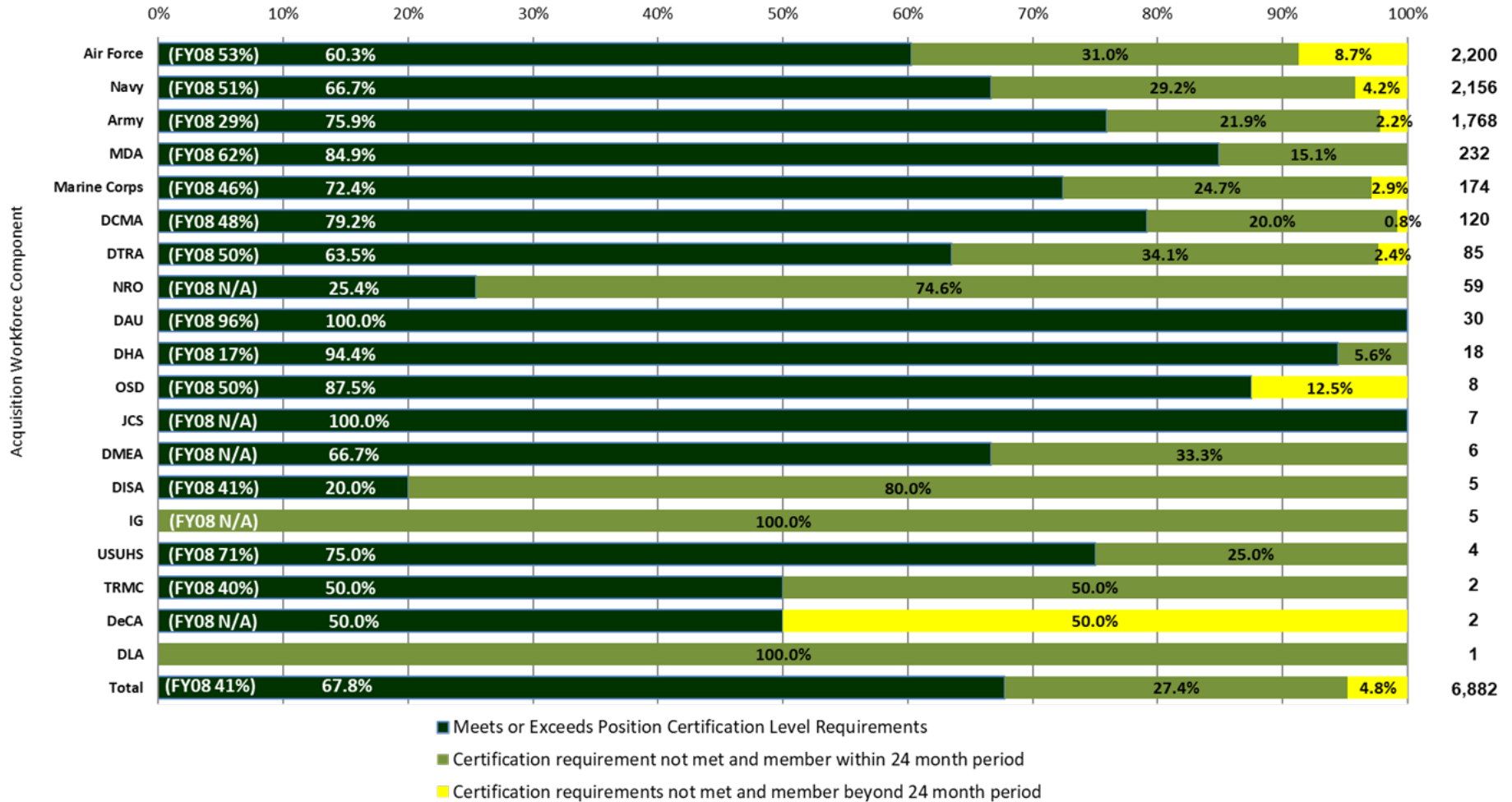
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)





Business - FM DAWIA Certification by Component

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





Business - FM DAWIA Certification Matrix + Bench Strength



Business - FM		Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	460	364	52	23	899	48.8%	
Level II	759	545	1,677	678	3,659	64.4%	
Level III	187	113	152	1,868	2,320	80.5%	
Unspecified	3	-	-	1	4		
FY18Q4 TOTAL	1,409	1,022	1,881	2,570	6,882	67.8%	
	20.5%	14.9%	27.3%	37.3%			

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 - FM	4,662	67.8%	11 of 14

** Based on population total without unspecified positions

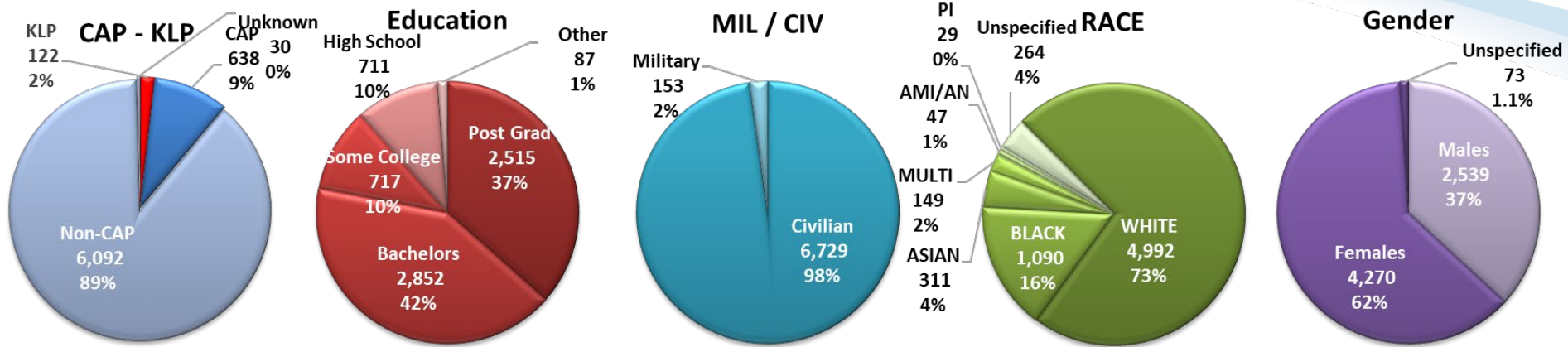
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	439	450	10	899	13.1%
Level II	2,355	1,055	249	3,659	53.2%
Level III	1,868	382	70	2,320	33.7%
Unspecified	1	2	1	4	0.1%
Business - FM TOTAL	4,663	1,889	330	6,882	
	67.8%	27.4%	4.8%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business FM Demographics



Occupied Position Type	BUS-FM		Entire DAW	
Key Leadership Positions (KLPs)	122	1.8%	1,178	0.7%
Critical Acquisition Positions (CAPs) *	638	9.3%	16,515	9.6%
Non-CAP Positions	6,092	88.5%	154,442	89.4%
Unknown	30	0.4%	601	0.3%
TOTAL	6,882		172,736	

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

Highest Level of Education	BUS-FM		Entire DAW	
Post Grad	2,515	36.5%	68,976	39.9%
Bachelors	2,852	41.4%	76,511	44.3%
Some College	717	10.4%	12,143	7.0%
High School	711	10.3%	12,696	7.3%
Other	87	1.3%	2,410	1.4%
TOTAL	6,882		172,736	

Military / Civilian	BUS-FM		Entire DAW	
Civilian	6,729	97.8%	157,318	91.1%
Military	153	2.2%	15,418	8.9%
TOTAL	6,882		172,736	

Race	BUS-FM		Entire DAW	
WHITE	4,992	72.5%	126,389	73.2%
BLACK	1,090	15.8%	20,741	12.0%
ASIAN	311	4.5%	11,803	6.8%
MULTI	149	2.2%	4,768	2.8%
AMI/AN	47	0.7%	1,073	0.6%
PI	29	0.4%	862	0.5%
Unspecified	264	3.8%	7,100	4.1%
TOTAL	6,882		172,736	

Gender	BUS-FM		Entire DAW	
Males	2,539	36.9%	121,073	70.1%
Females	4,270	62.0%	49,817	28.8%
Unspecified	73	1.1%	1,846	1.1%
TOTAL	6,882		172,736	



Business FM Occupational Series



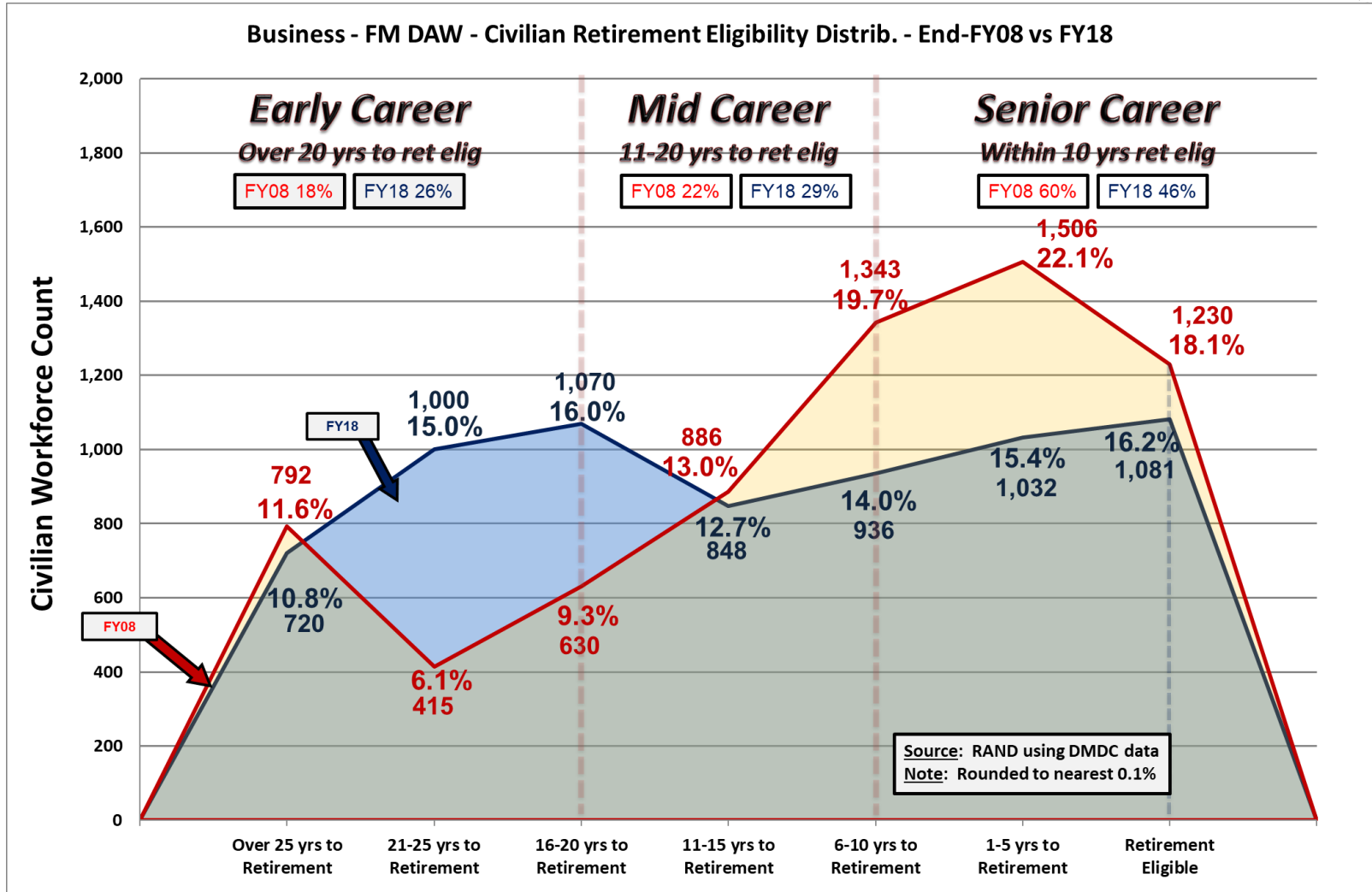
Civilian Occupational Series	BUS-FM	
0501 - Financial Administrator	3,172	47.1%
0343 - Management and Program Analyst	1,656	24.6%
0560 - Budget Analyst	1,035	15.4%
1515 - Operations Research Analyst	223	3.3%
1101 - Business and Industry Specialist	215	3.2%
0301 - Administration & Program Staff	149	2.2%
0510 - Accountant	111	1.6%
0505 - Financial Program Specialist	99	1.5%
0801 - Engineer, General	23	0.3%
0896 - Engineer, Industrial	17	0.3%
<i>Other</i>	29	0.43%
TOTAL CIVILIAN	6,729	Civilians



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



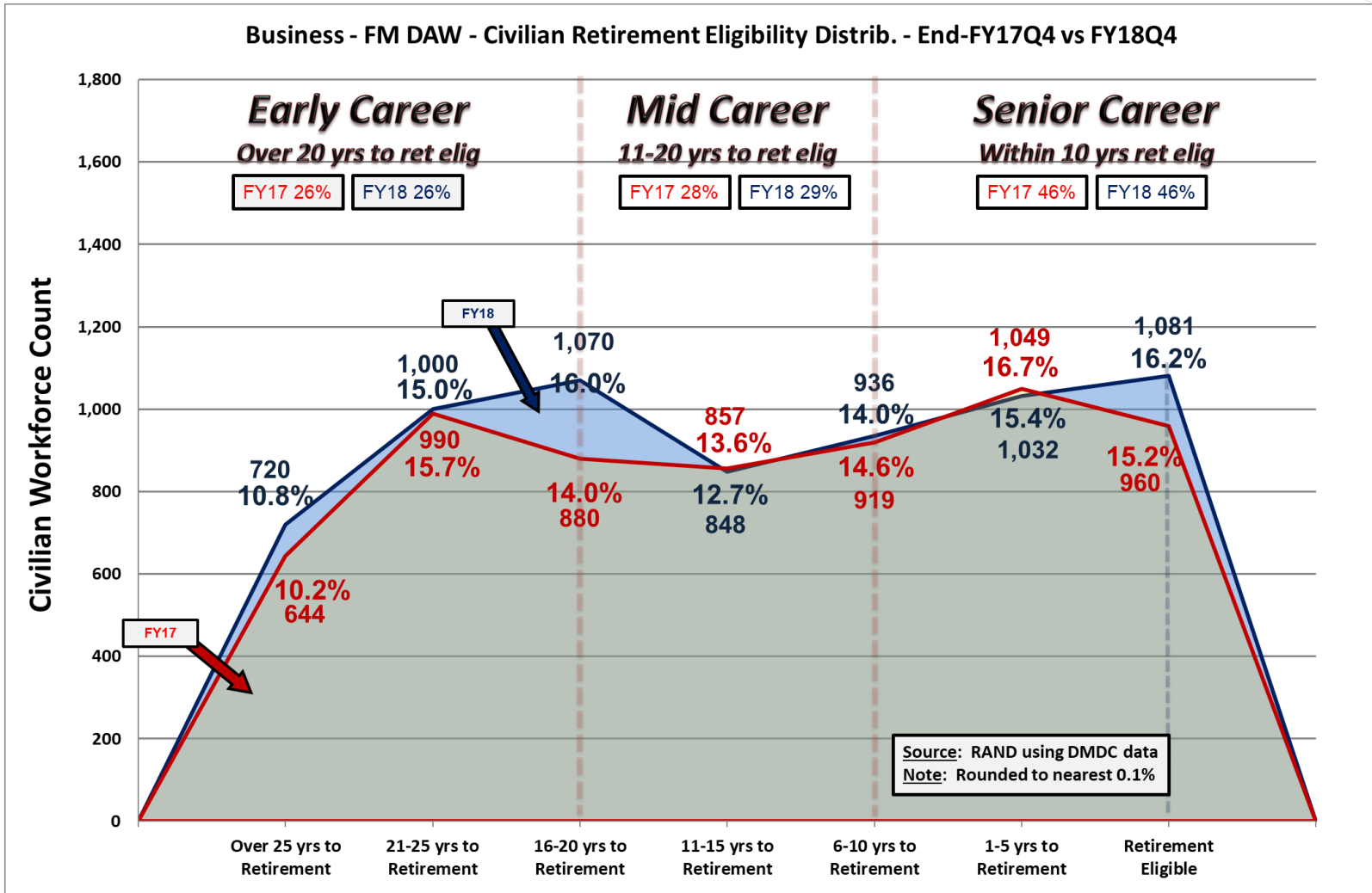
Business - FM Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



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

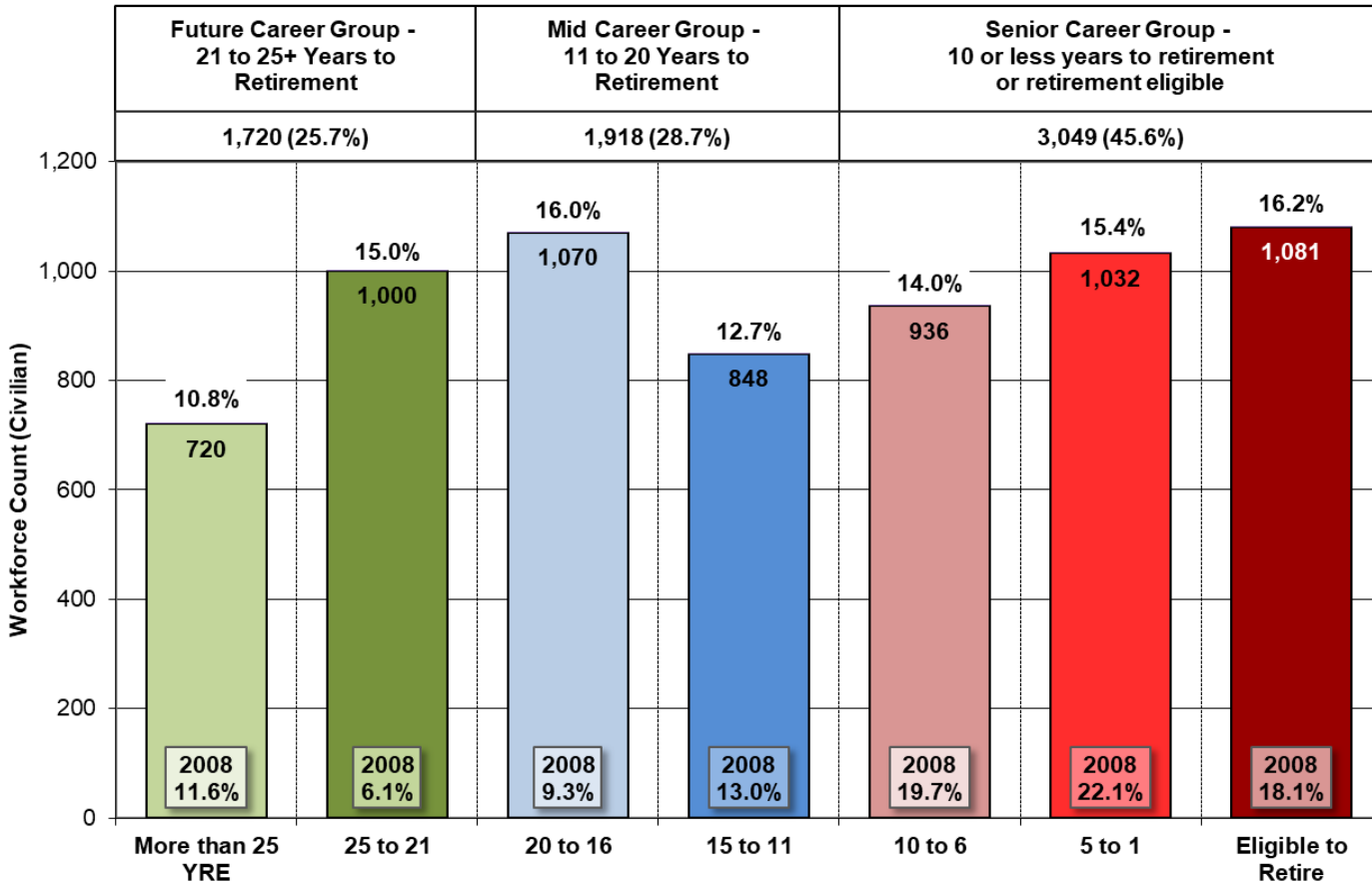


As of 30 Sept 2018



Workforce Lifecycle Model

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



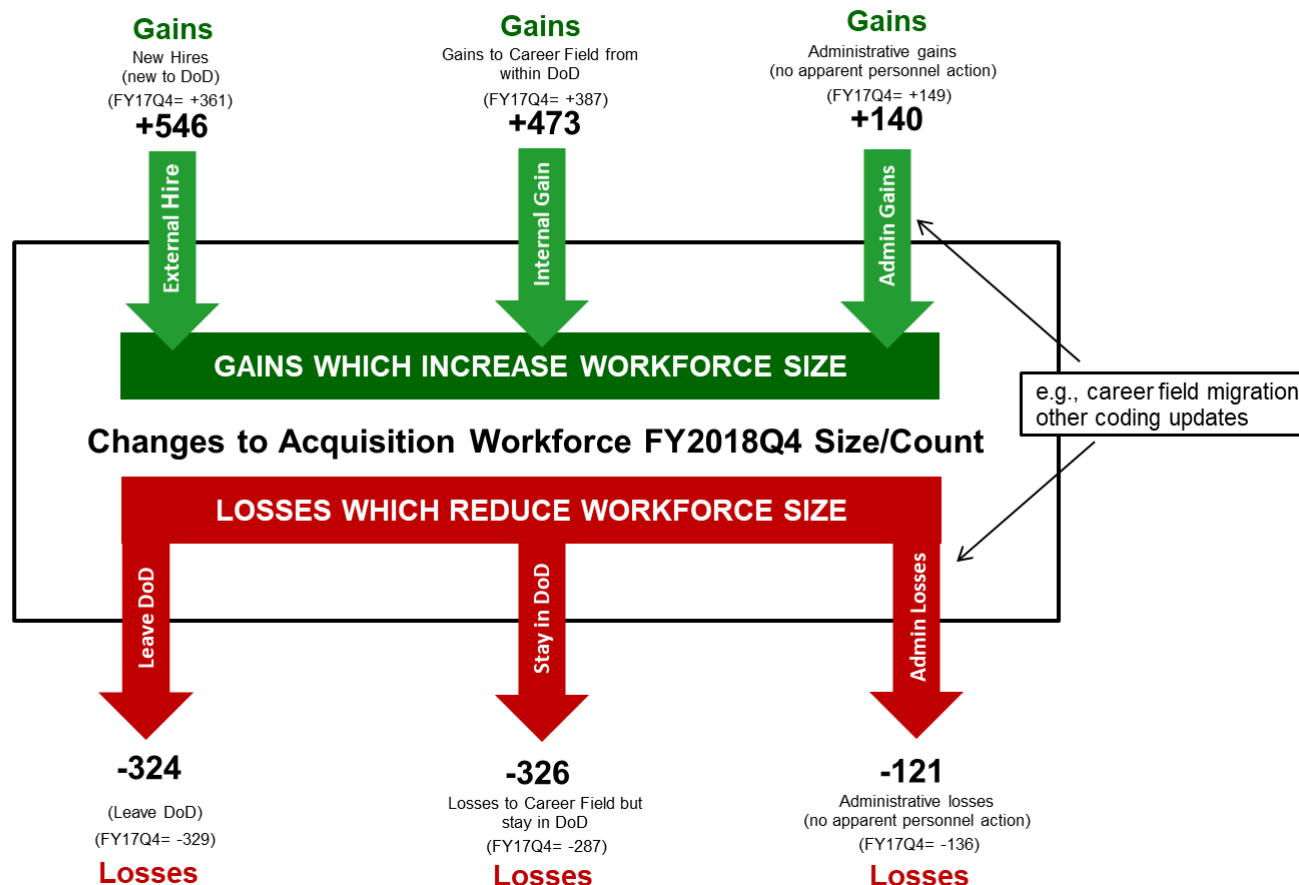
As of 30 Sept 2018



Business – FM 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



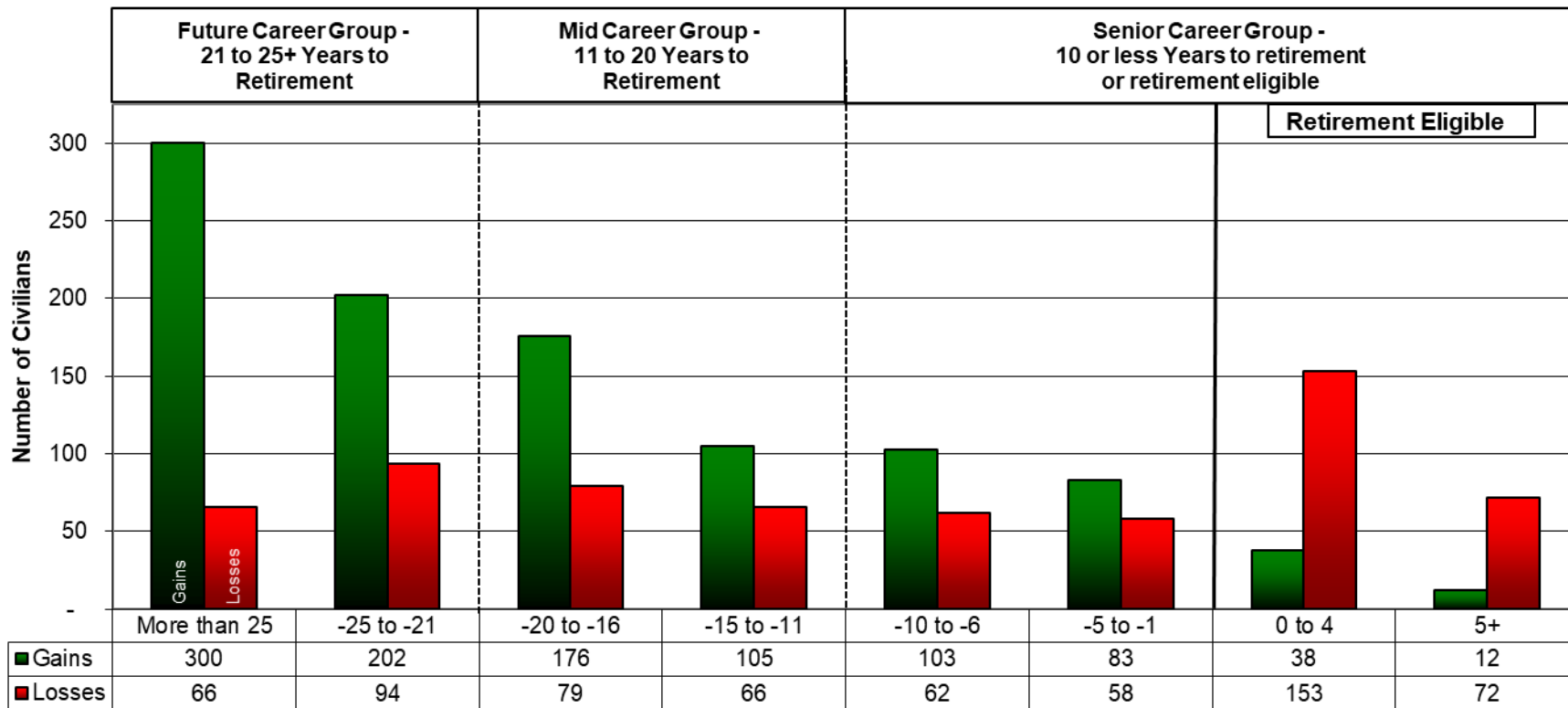


Business – FM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

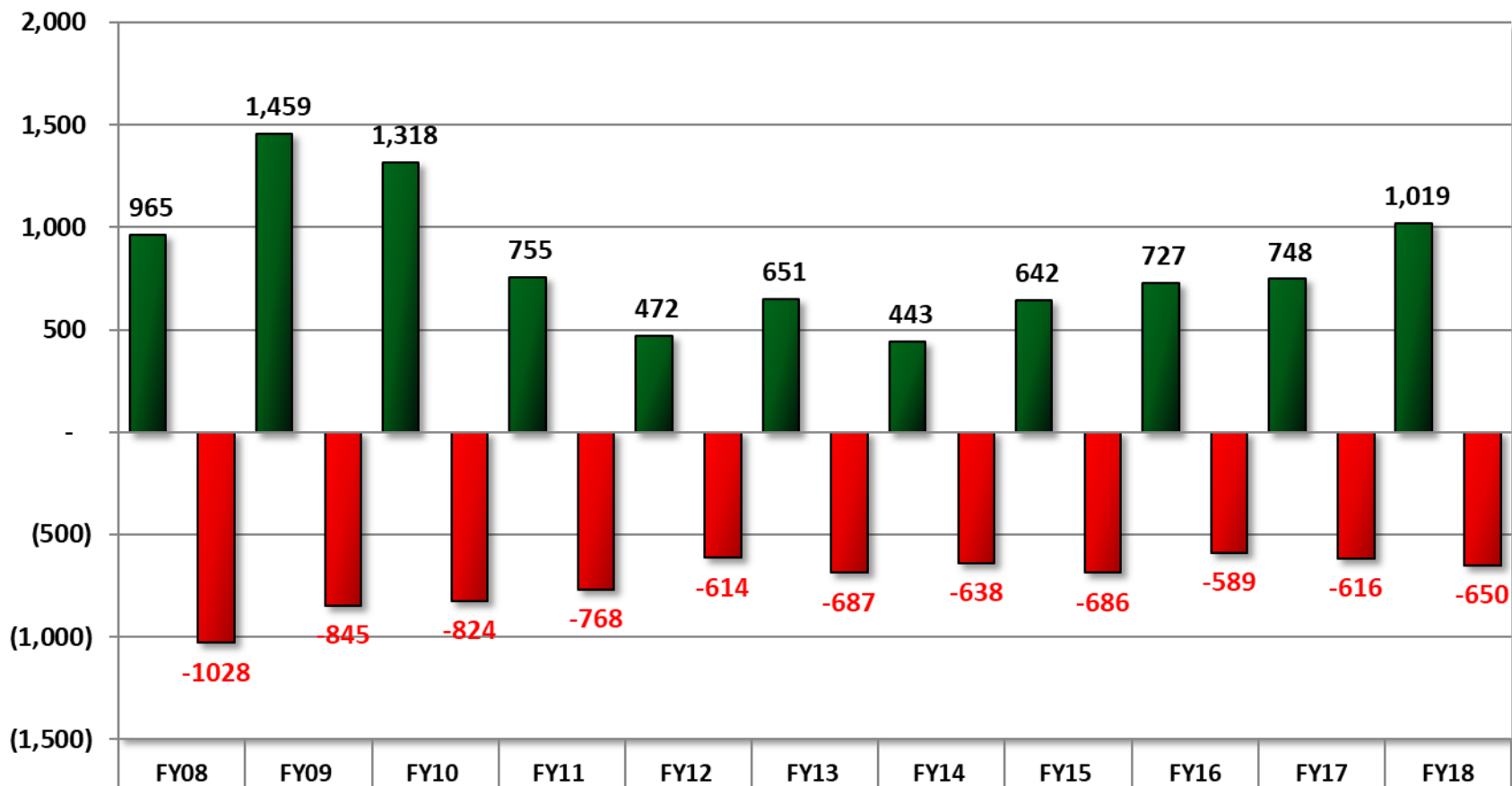


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Business - FM Historical Gains and Losses FY08 – FY18



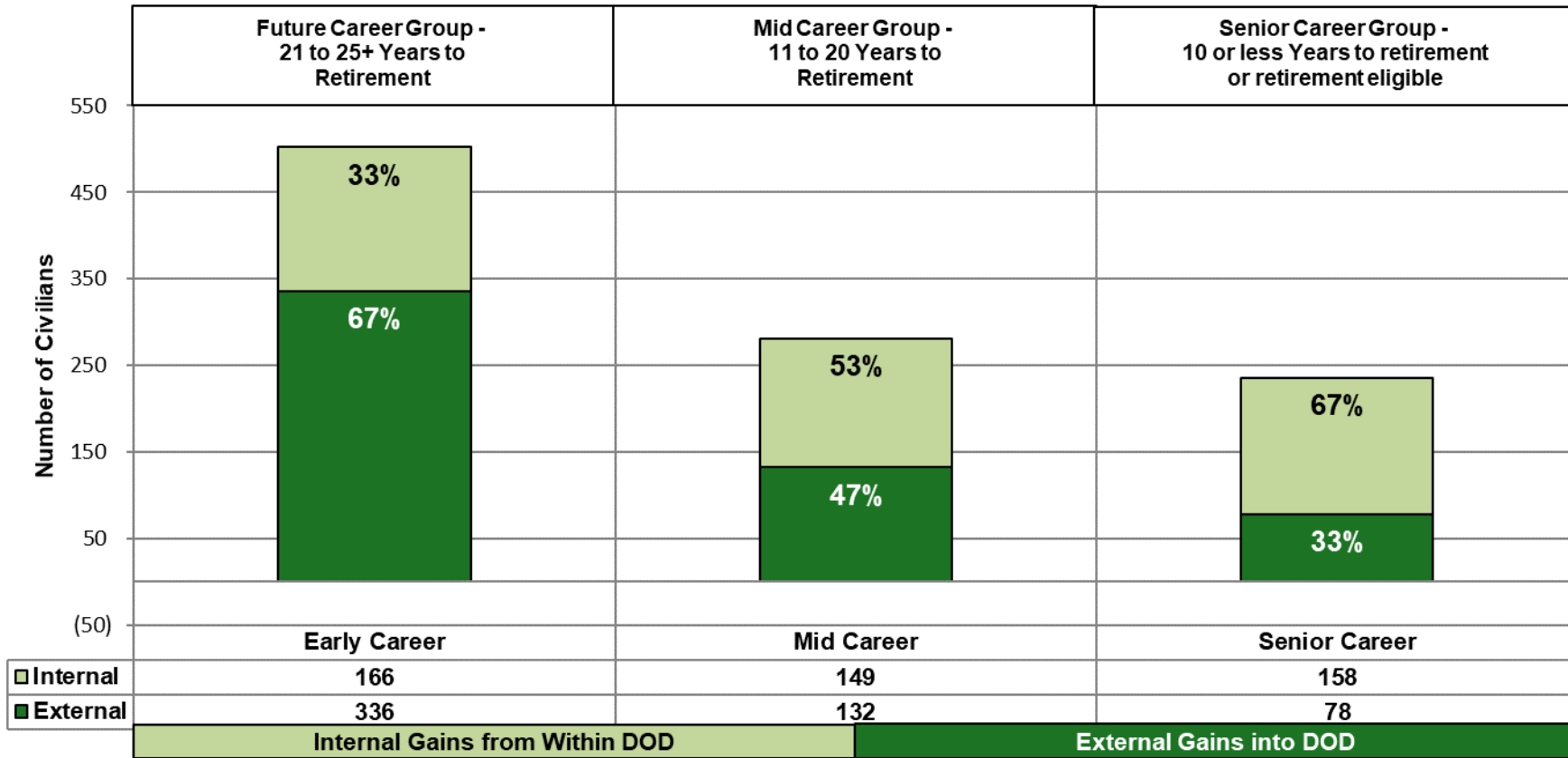
As of 30 Sept 2018



Business - FM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

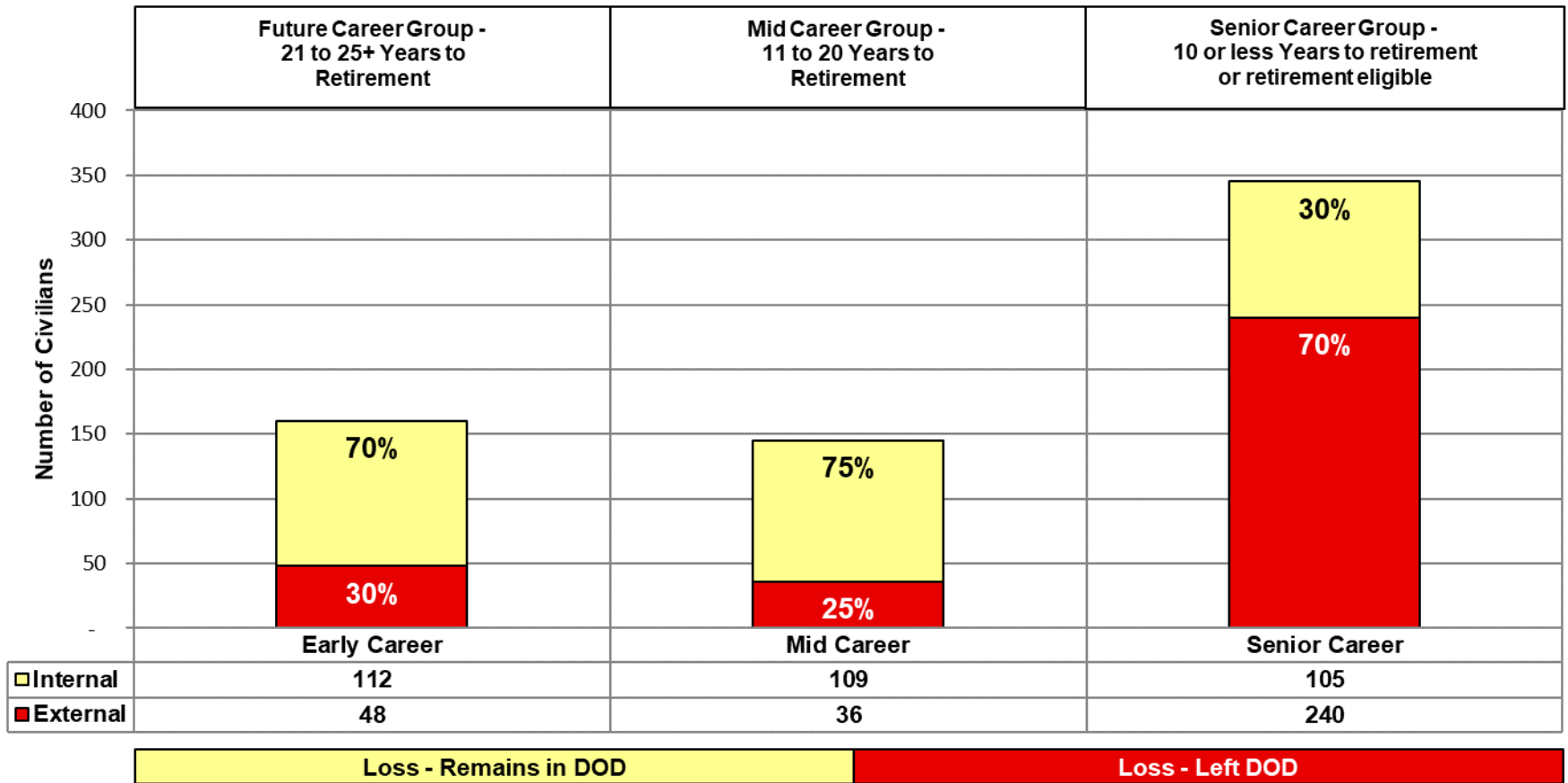


Business - FM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

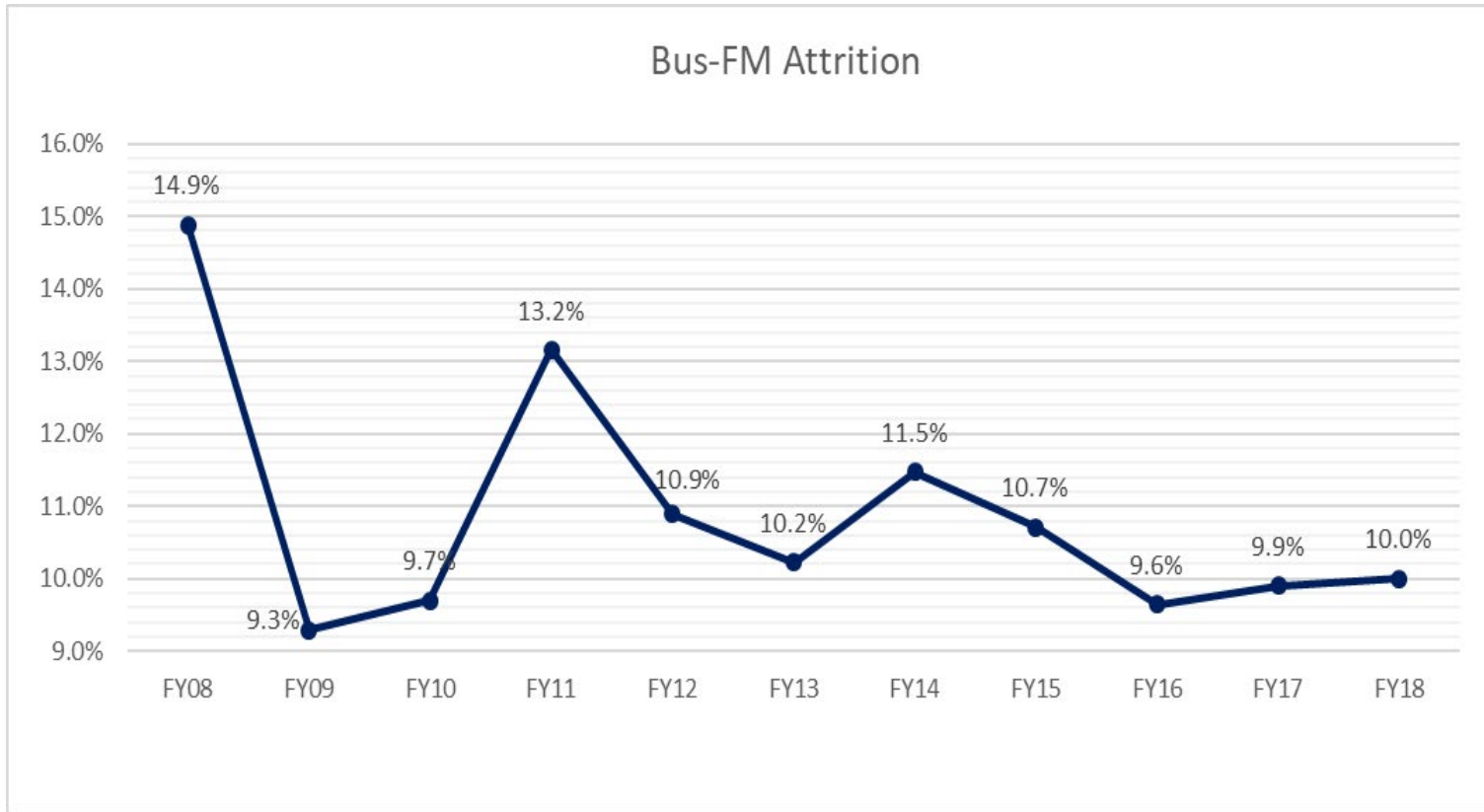
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



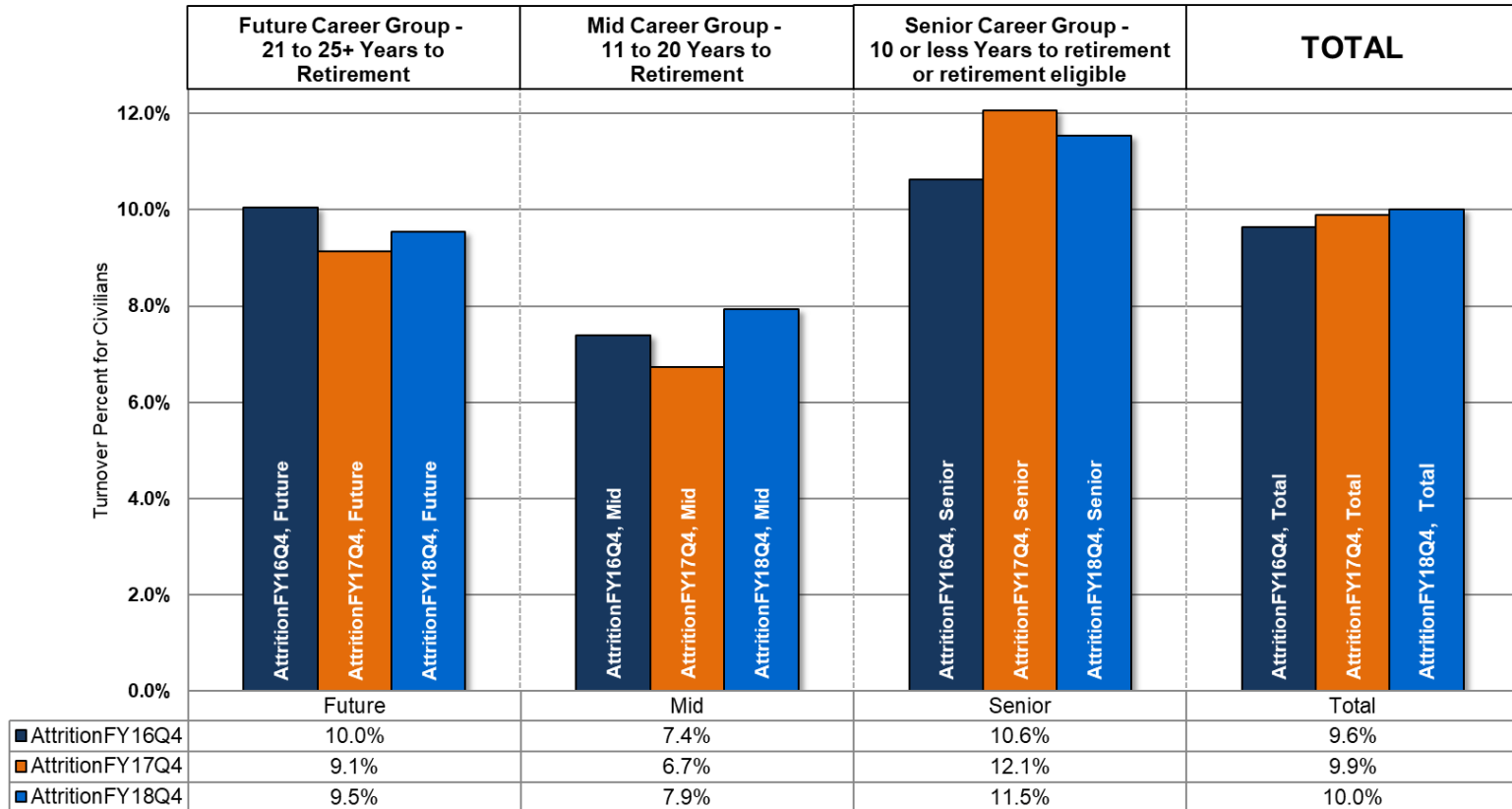
Annual Attrition Rates





Business - FM Attrition Rates by Career Group

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



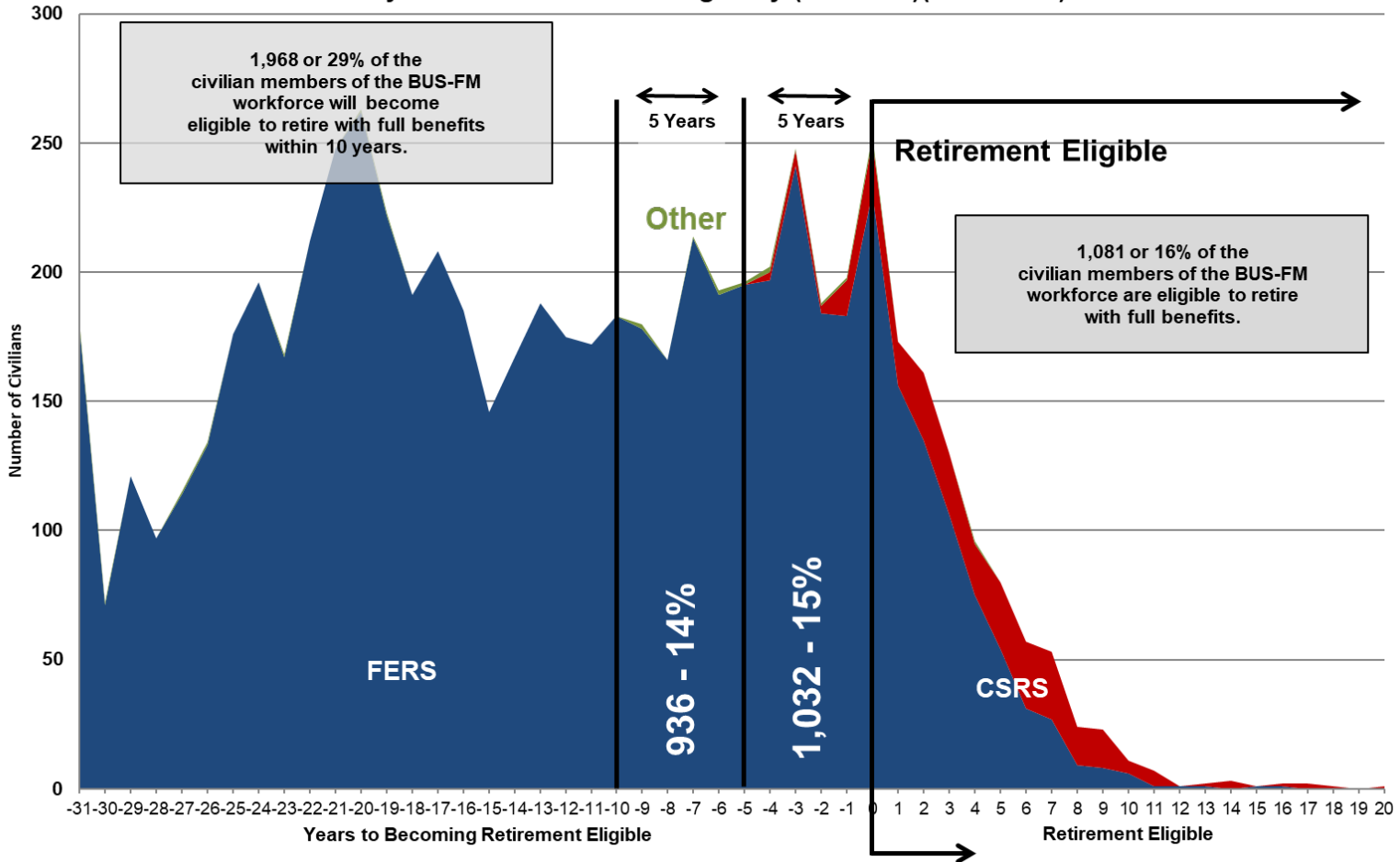


Business - FM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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