



Defense Acquisition Workforce Key Information

Contracting

As of FY18Q4 (30 Sept 2018)



Fact Sheet

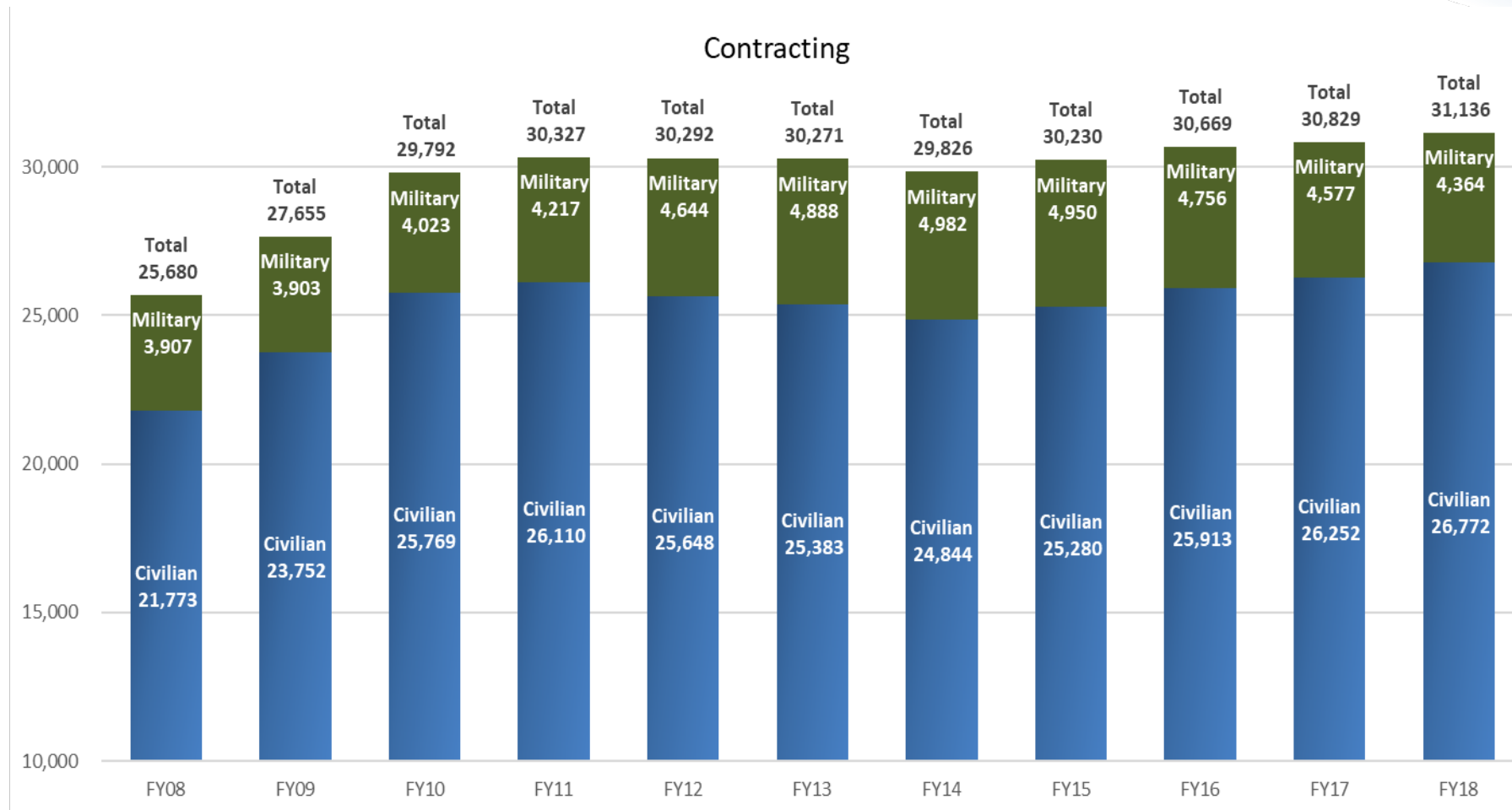


Human Capital Fact Sheet								
Defense Acquisition Workforce Contracting	FY 2008				FY2018Q4			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	26,772	4,364	31,136	172,736
Change in size from 2008	-	-	-	-	23%	12%	21%	37%
Civilian/Military Composition	85%	15%	-	88% / 12%	86%	14%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	95%	71%	91%	84%
Graduate Degree	27%	28%	27%	29%	48%	34%	46%	40%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	89%	84%	89%	84%
Level II or Higher Achieved	75%	44%	70%	61%	82%	61%	79%	71%
Level III Achieved	37%	19%	34%	36%	45%	27%	42%	40%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	80%	73%	79%	74%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	18%	23%	19%	23%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	5%	2%	3%
Planning Considerations								
Average Age	47	35	45	46	44	34	43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	21/22/58(%)	-	-	20/23/57 (%)(Civ)	29/30/41(%)	-	-	26/26/48(%)
Average Years of Service	18	12	17	17	14	12	14	15
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,186(15%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,445(13%)	-	-	25,048(16%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,860/2,379	-	-	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.

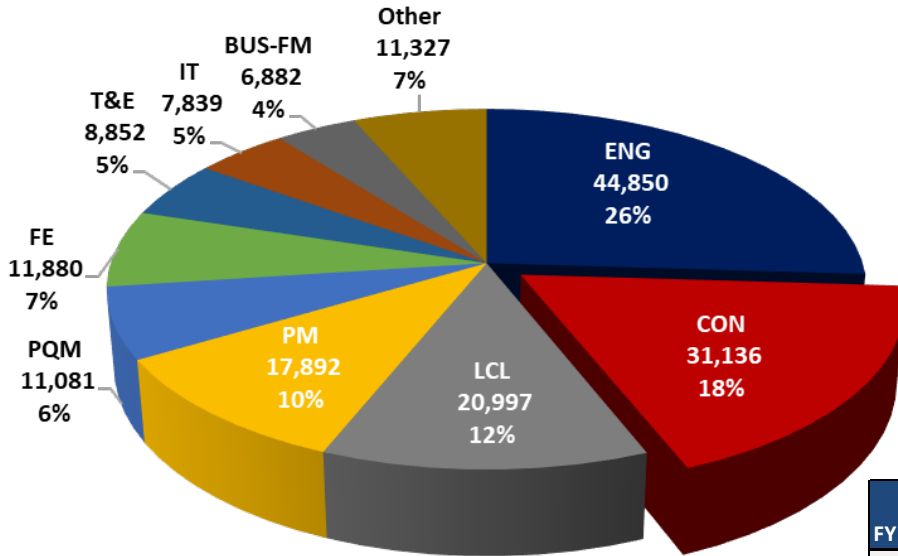


Total Historic Workforce





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%		



Contracting Workforce Historical Size by Agency FY08 – FY18



Contracting Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
AIR FORCE	6,834	7,865	8,339	8,413	8,452	8,445	8,250	21%	-2%
ARMY	7,714	8,839	8,834	8,211	7,959	7,978	8,007	4%	0%
Navy	4,866	5,459	5,204	5,202	5,802	5,906	6,234	28%	6%
MARINE CORPS	379	542	567	523	545	537	533	41%	-1%
DLA	2,736	3,227	3,409	3,220	3,375	3,496	3,574	31%	2%
DCMA	2,220	2,622	2,573	2,917	3,043	2,981	2,981	34%	0%
DISA	265	305	374	365	367	359	356	34%	-1%
MDA	117	191	206	200	220	226	256	119%	13%
DAU	87	141	149	123	135	128	144	66%	13%
WHS	41	37	103	123	117	119	121	195%	2%
DeCA	87	107	113	108	114	108	111	28%	3%
DHA	45	71	69	89	105	96	98	118%	2%
NRO	-	-	-	-	91	97	97		0%
DTRA	72	88	80	77	78	82	83	15%	1%
DFAS	57	69	65	60	63	59	58	2%	-2%
DoDEA	41	58	64	51	41	44	60	46%	36%
DoD HRA	4	21	19	21	21	36	34	750%	-6%
OSD	50	49	42	39	38	30	29	-42%	-3%
DMEA	-	17	17	24	24	22	21		-5%
DSS	5	11	9	14	13	15	18	260%	20%
DARPA	12	12	13	12	14	16	17	42%	6%
USUHS	-	-	-	-	13	12	13		8%
DSCA	12	14	15	14	15	13	14	17%	8%
DMA	-	19	16	12	11	11	12		0%
JCS	-	2	8	4	6	6	7		0%
NDU	3	2	2	2	3	3	4	0%	0%
POW/MIA	-	-	-	-	3	3	3		0%
DCAA	-	2	1	2	1	1	1		0%
IG	1	-	-	-	-	-	-	-100%	
PFPA	2	1	1	-	-	-	-	-100%	
4th Estate Other	30	21	-	-	-	-	-	-100%	
TOTAL	25,680	29,792	30,292	29,826	30,669	30,829	31,136	↑ 21%	↑ 1%



Contracting Workforce Historical Size (Quarterly) by Agency FY16Q4 – FY18Q4

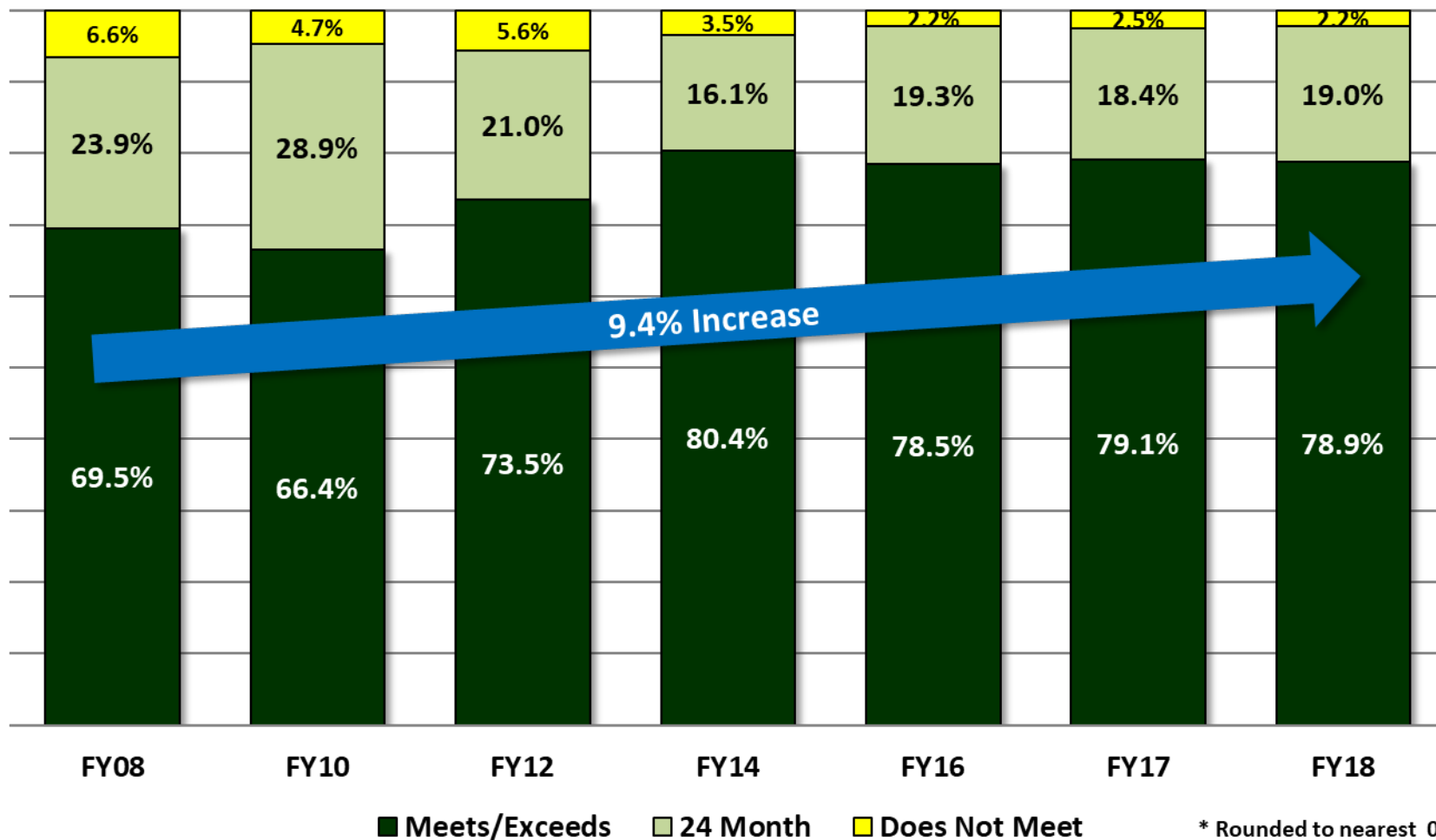


Contracting Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
AIR FORCE	8,452	8,476	8,426	8,451	8,445	8,289	8,255	8,246	8,250	-2%
ARMY	7,959	7,990	7,942	7,886	7,978	7,943	7,869	7,895	8,007	0%
Navy	5,802	5,859	5,869	5,851	5,906	5,984	5,999	6,115	6,234	6%
DLA	3,375	3,336	3,336	3,327	3,496	3,500	3,536	3,518	3,574	2%
DCMA	3,043	3,061	3,064	3,003	2,981	2,931	2,931	2,908	2,981	0%
MARINE CORPS	545	549	538	550	537	531	531	541	533	-1%
DISA	367	364	359	362	359	358	347	344	356	-1%
MDA	220	214	212	229	226	233	231	236	256	13%
DAU	135	139	135	132	128	135	139	148	144	13%
WHS	117	119	113	117	119	118	117	121	121	2%
DeCA	114	113	110	109	108	113	114	112	111	3%
DHA	105	98	96	102	96	101	100	100	98	2%
NRO	91	93	95	96	97	98	99	97	97	0%
DTRA	78	88	85	85	82	80	81	80	83	1%
DFAS	63	63	60	60	59	59	55	55	58	-2%
DoDEA	41	40	39	43	44	46	54	63	60	36%
DoD HRA	21	27	30	30	36	33	33	35	34	-6%
OSD	38	35	35	33	30	30	29	29	29	-3%
DMEA	24	24	23	22	22	22	23	23	21	-5%
DSS	13	14	13	13	15	16	15	14	18	20%
DARPA	14	15	15	16	16	16	15	15	17	6%
USUHS	13	13	11	11	12	11	14	13	13	8%
DSCA	15	14	14	14	13	14	13	14	14	8%
DMA	11	12	11	11	11	11	10	12	12	9%
JCS	6	6	6	7	6	6	7	7	7	17%
NDU	3	3	3	3	3	4	4	4	4	33%
POW/MIA	3	3	3	3	3	3	3	2	3	0%
DCAA	1	1	1	1	1	1	1	1	1	0%
TOTAL	30,669	30,769	30,644	30,567	30,829	30,686	30,625	30,748	31,136	↑ 1%



Contracting Historical DAWIA Certification FY08 – FY18

Contracting

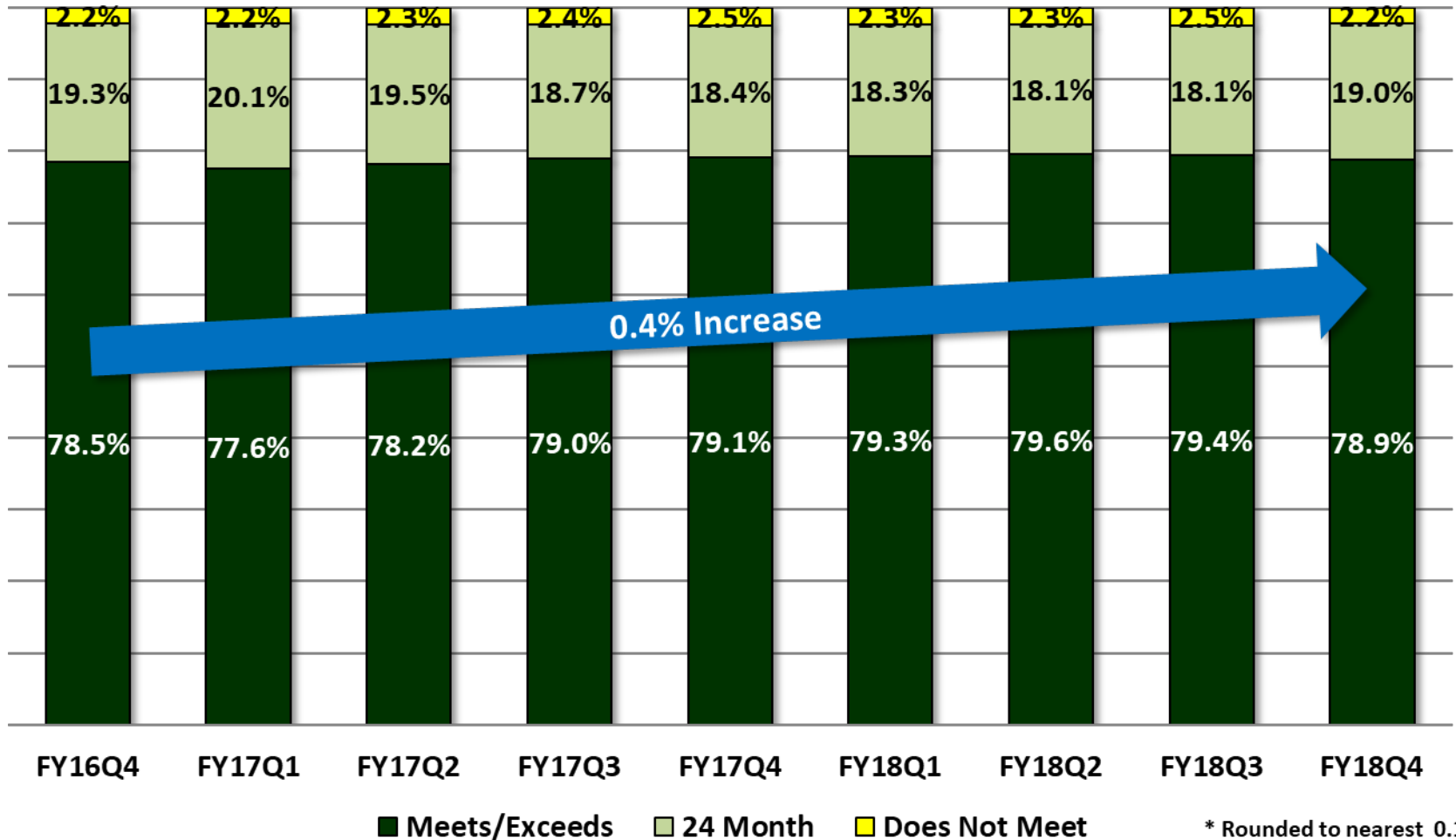




Contracting Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Contracting

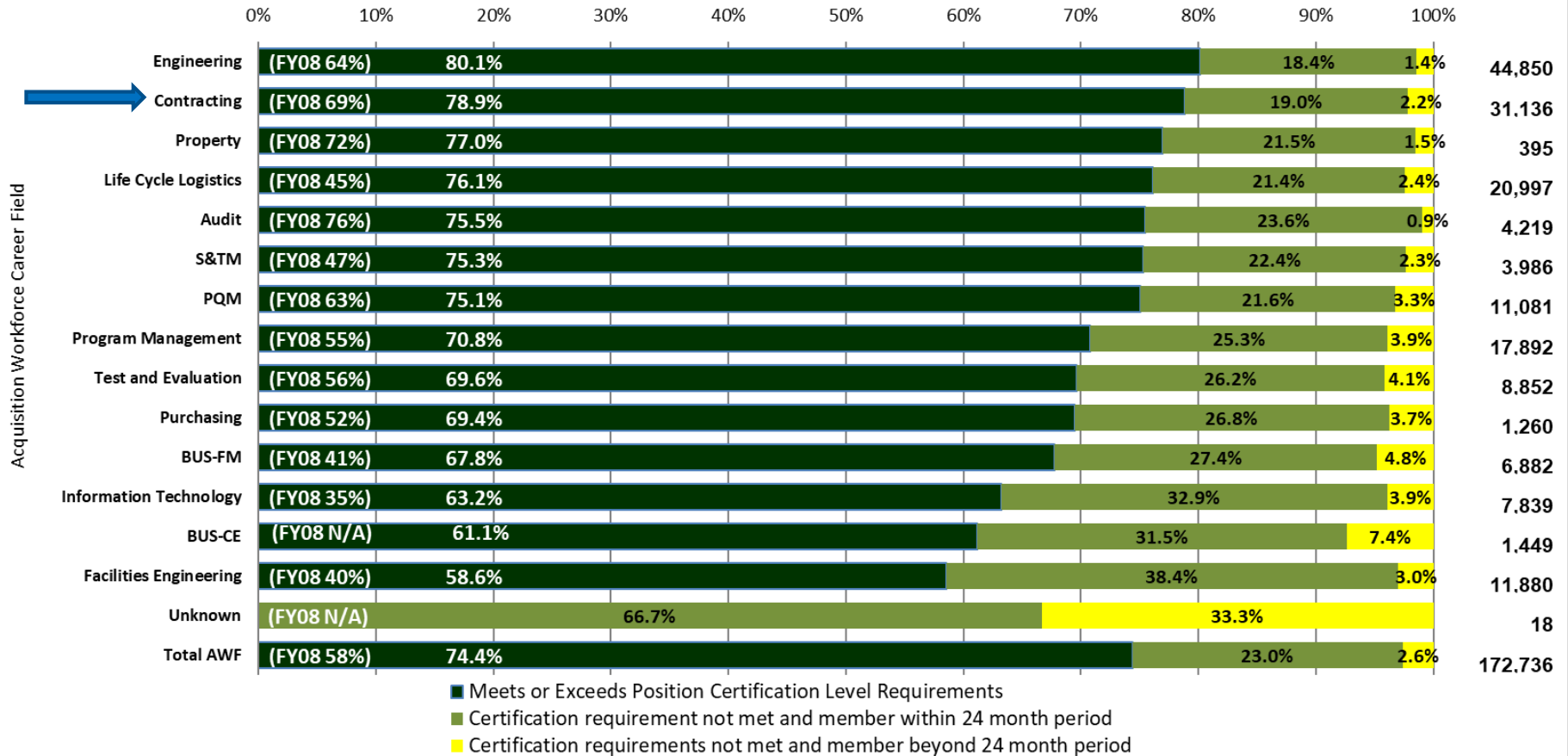




DAWIA Certification by Career Field



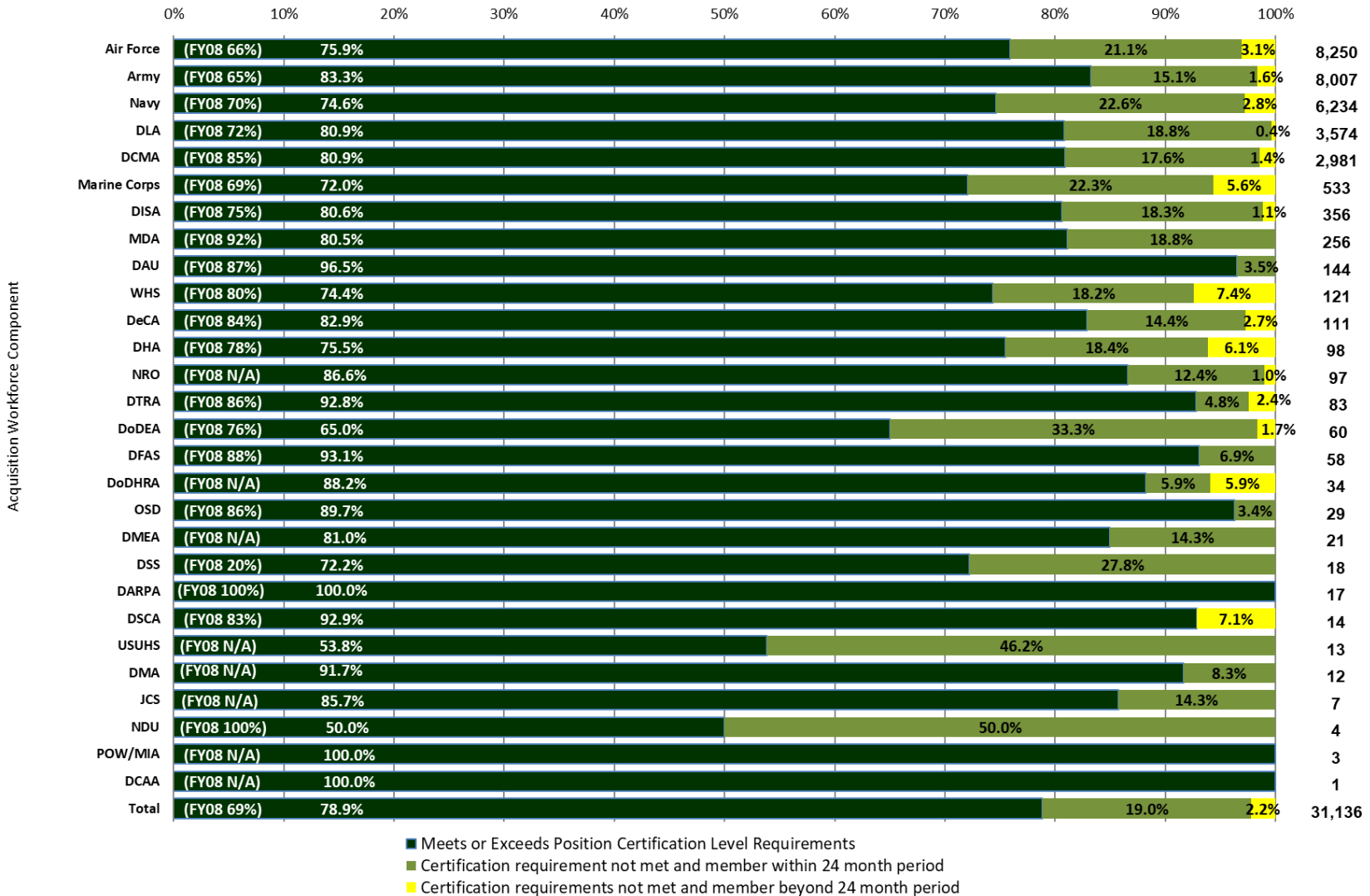
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)





Contracting DAWIA Certification by Component

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





Contracting DAWIA Certification Matrix + Bench Strength

Contracting Required Certification Level	Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,399	801	464	136	2,800	50.0%
Level II	1,919	2,066	10,156	3,906	18,047	77.9%
Level III	178	60	862	9,077	10,177	89.2%
Unspecified	60	10	29	13	112	
FY18Q4 TOTAL	3,556	2,937	11,511	13,132	31,136	78.9%
	11.4%	9.4%	37.0%	42.2%		

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%	
Contracting	24,540	78.9%	2 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,401	1,314	85	2,800	9.0%
Level II	14,062	3,539	446	18,047	58.0%
Level III	9,077	955	145	10,177	32.7%
Unspecified	13	96	3	112	0.4%
Contracting TOTAL	24,553	5,904	679	31,136	
	78.9%	19.0%	2.2%		

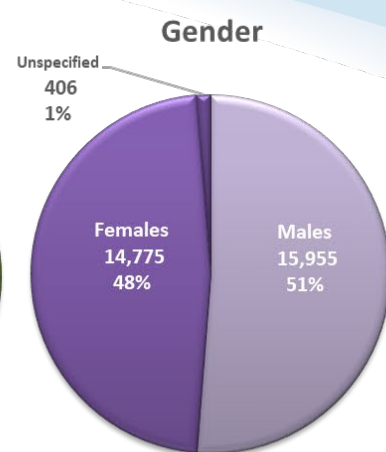
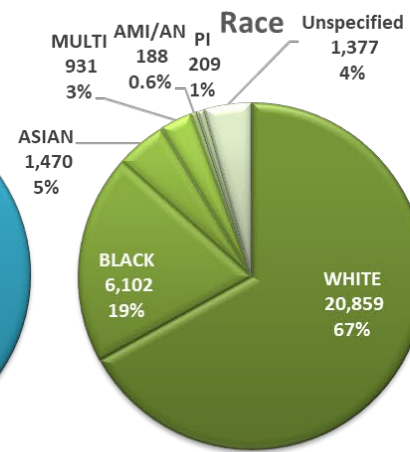
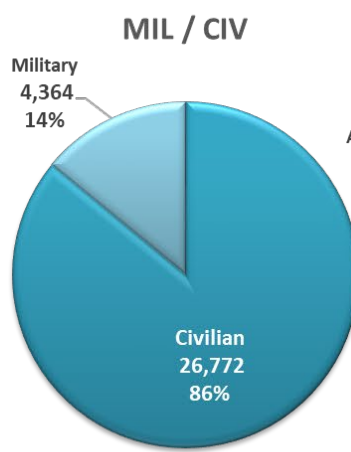
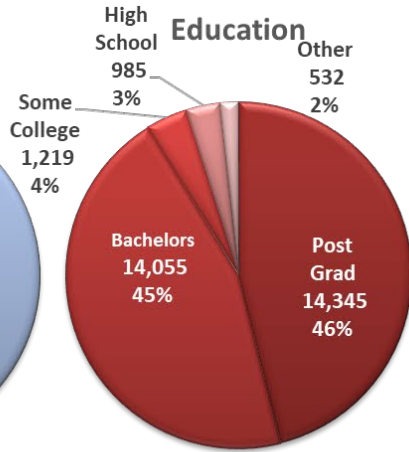
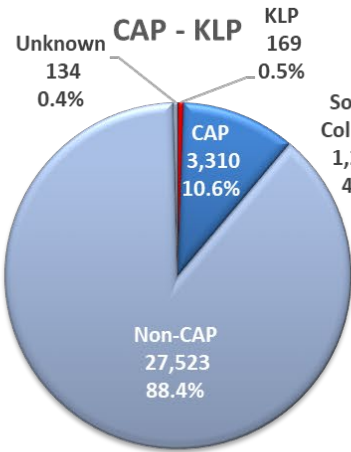
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON		Entire DAW	
Key Leadership Positions (KLPs)	169	0.5%	1,178	0.7%
Critical Acquisition Positions (CAPs) *	3,310	10.6%	16,515	9.6%
Non-CAP Positions	27,523	88.4%	154,442	89.4%
Unknown	134	0.4%	601	0.3%
TOTAL	31,136		172,736	

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

Highest Level of Education	CON		Entire DAW	
Post Grad	14,345	46.1%	68,976	39.9%
Bachelors	14,055	45.1%	76,511	44.3%
Some College	1,219	3.9%	12,143	7.0%
High School	985	3.2%	12,696	7.3%
Other	532	1.7%	2,410	1.4%
TOTAL	31,136		172,736	

Military / Civilian	CON		Entire DAW	
Civilian	26,772	86.0%	157,318	91.1%
Military	4,364	14.0%	15,418	8.9%
TOTAL	31,136		172,736	

Race	CON		Entire DAW	
WHITE	20,859	67.0%	126,389	73.2%
BLACK	6,102	19.6%	20,741	12.0%
ASIAN	1,470	4.7%	11,803	6.8%
MULTI	931	3.0%	4,768	2.8%
AMI/AN	188	0.6%	1,073	0.6%
PI	209	0.7%	862	0.5%
Unspecified	1,377	4.4%	7,100	4.1%
TOTAL	31,136		172,736	

Gender	CON		Entire DAW	
Males	15,955	51.2%	121,073	70.1%
Females	14,775	47.5%	49,817	28.8%
Unspecified	406	1.3%	1,846	1.1%
TOTAL	31,136		172,736	



Contracting Size by Occupational Series

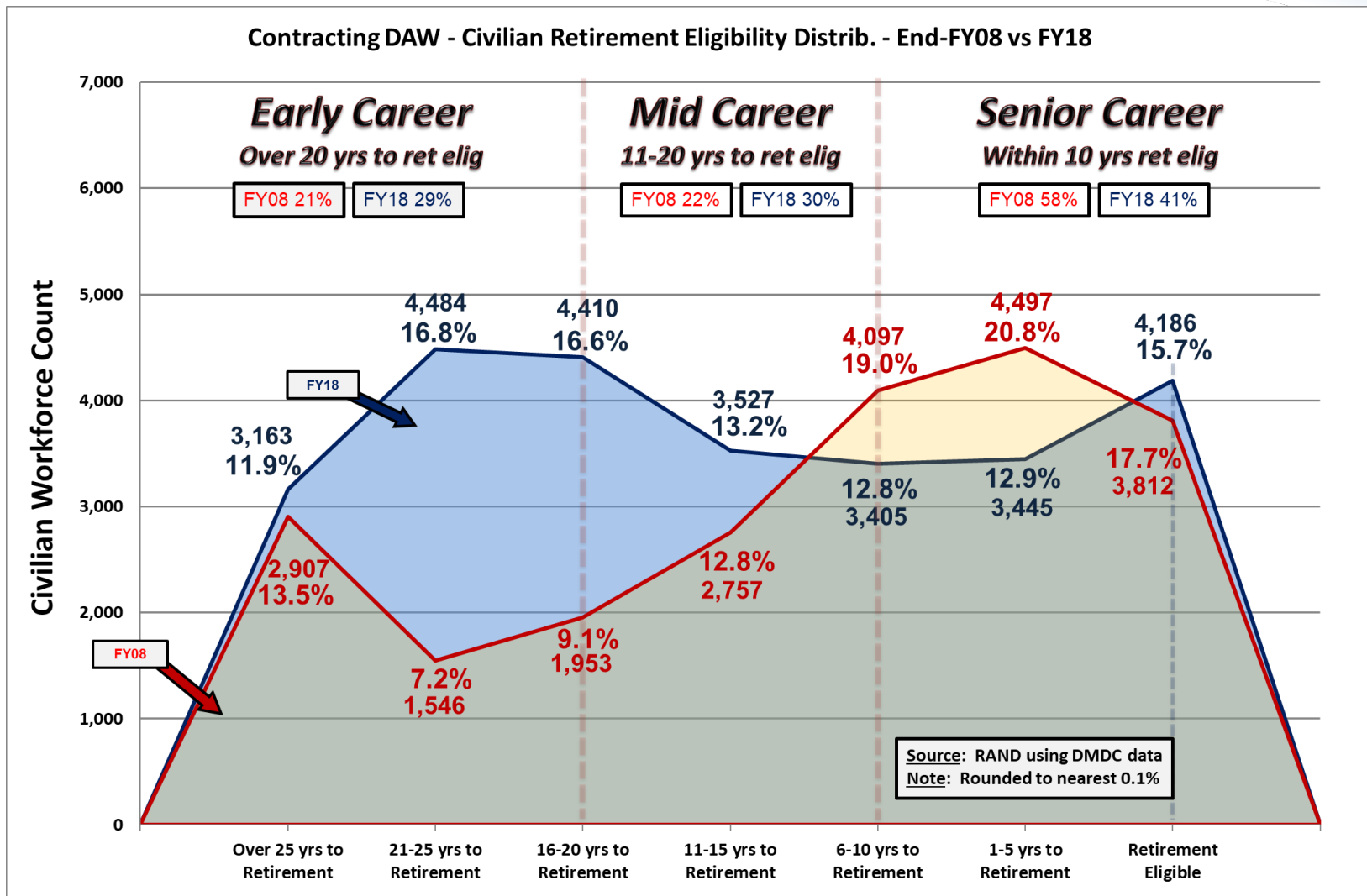
Civilian Occupational Series	CON	
1102 - Contract Specialist	25,119	93.8%
1101 - Business and Industry Specialist	829	3.1%
0810 - Engineer, Civil	664	2.5%
0830 - Engineer, Mechanical	51	0.19%
0850 - Engineer, Electrical	18	0.07%
0301 - Administration & Program Staff	22	0.08%
1160 - Financial Analyst	15	0.06%
0343 - Management and Program Analyst	9	0.03%
0801 - Engineer, General	7	0.03%
<i>Other</i>	38	0.14%
TOTAL CIVILIAN	26,772	Civilians



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



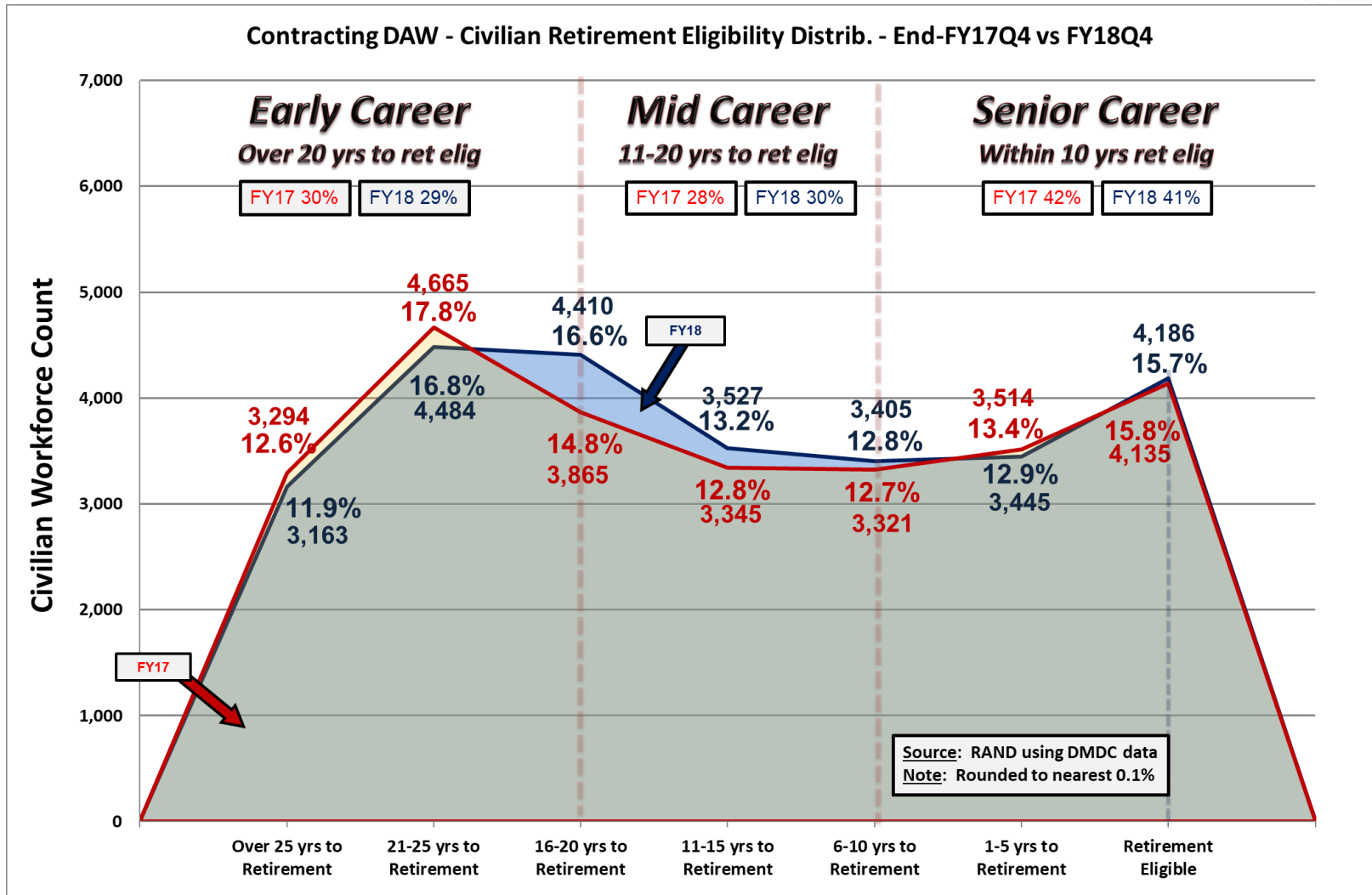
Contracting Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



Contracting Civilian Retirement Eligibility Distribution – FY17Q4 / FY18Q4

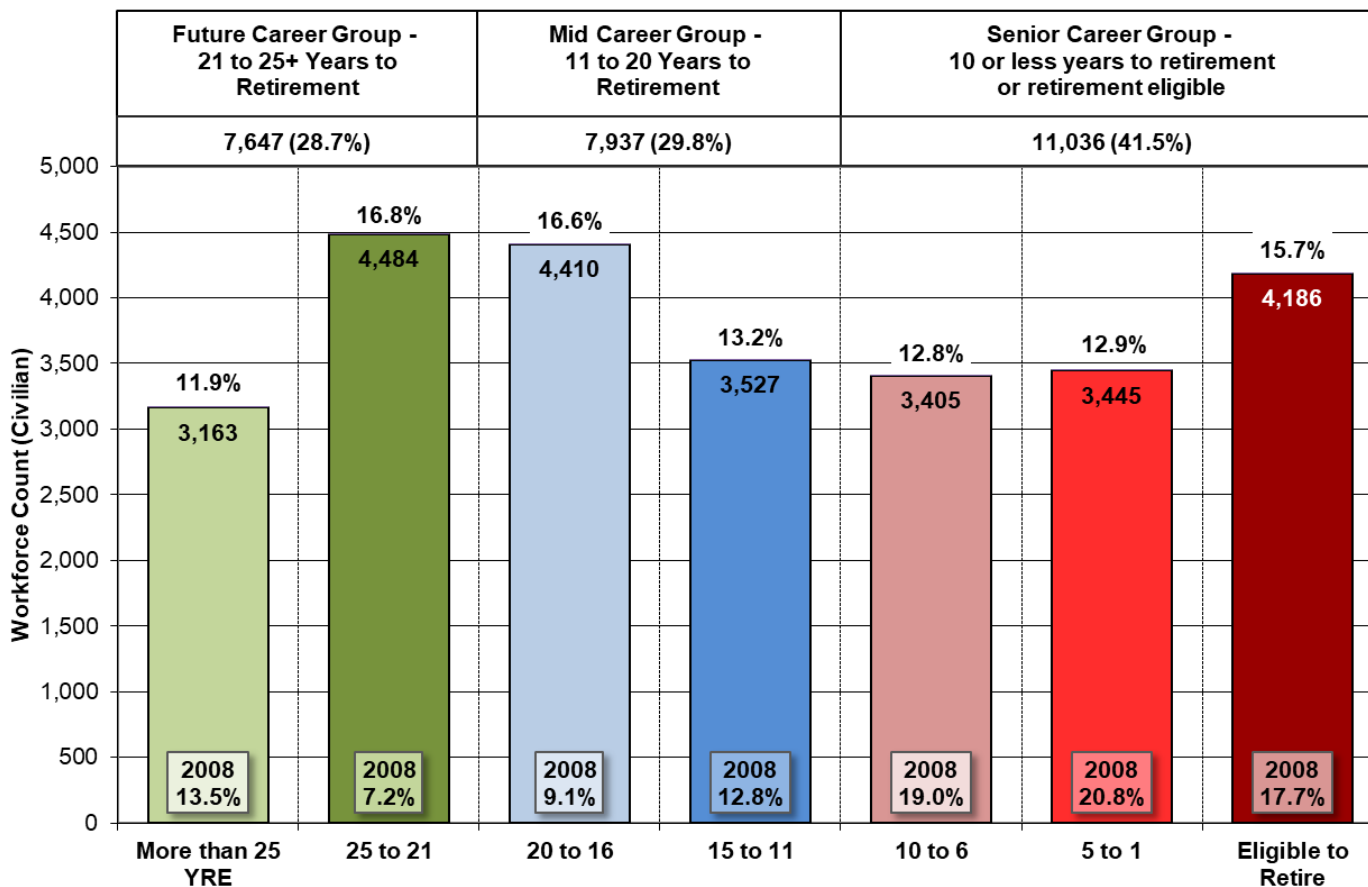


As of 30 Sept 2018



Workforce Lifecycle Model

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



As of 30 Sept 2018

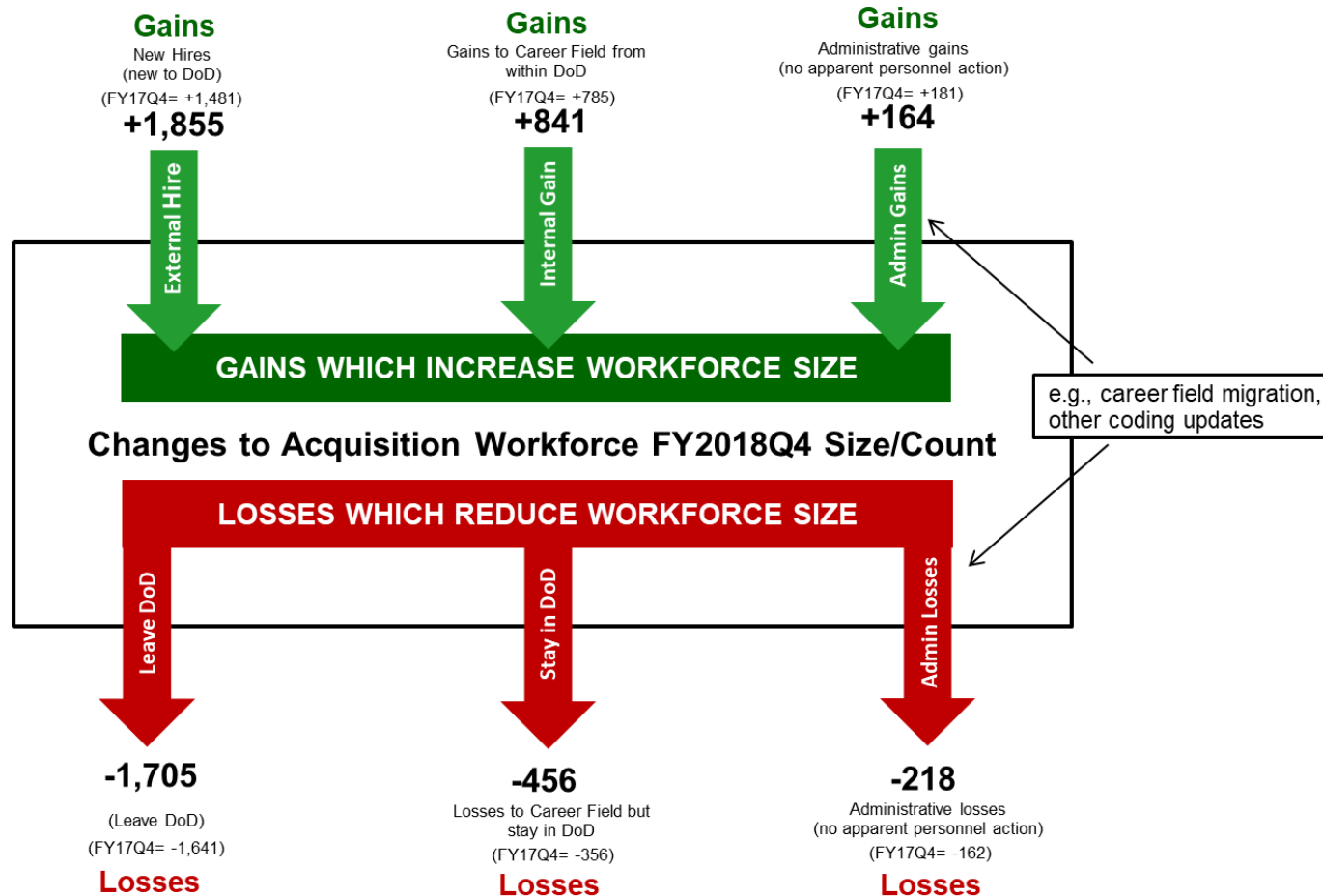


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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

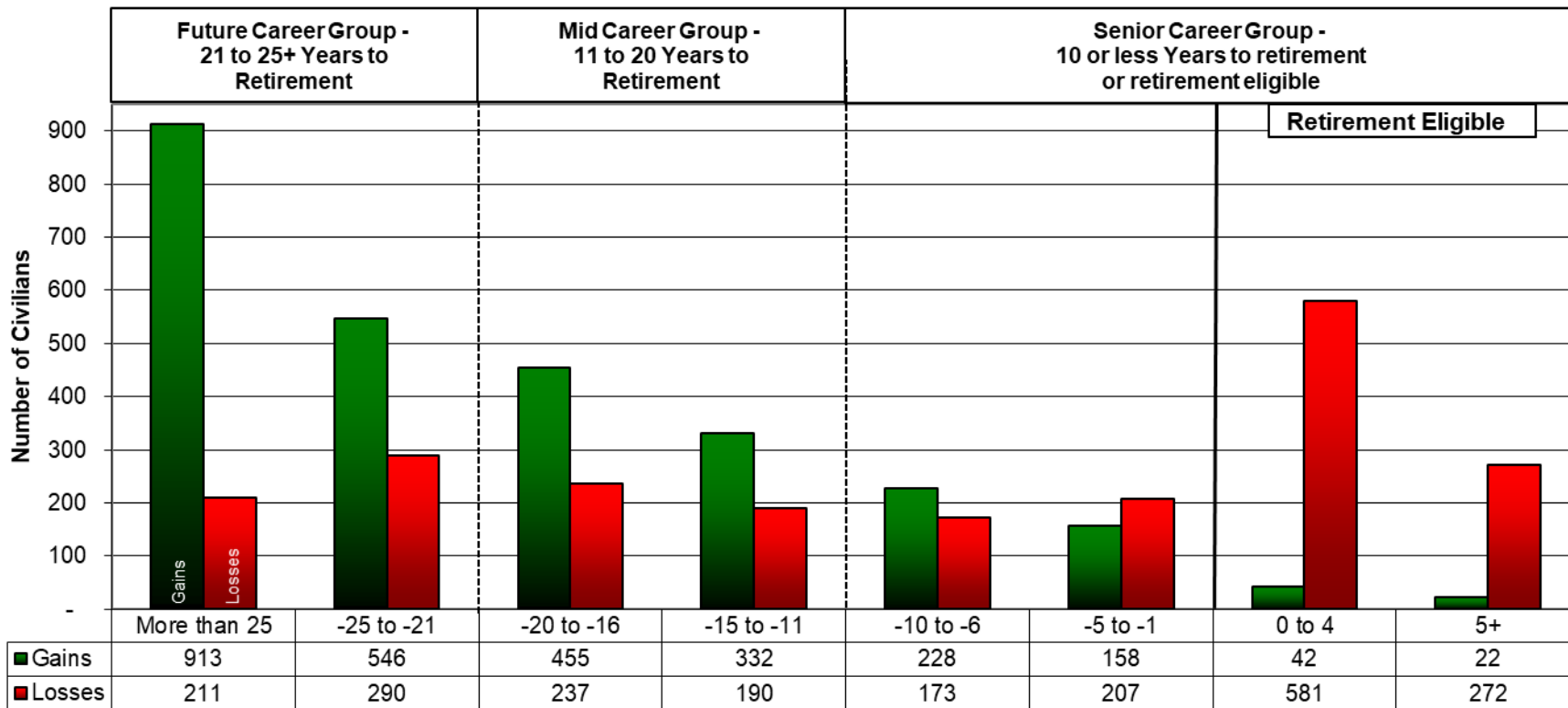




Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

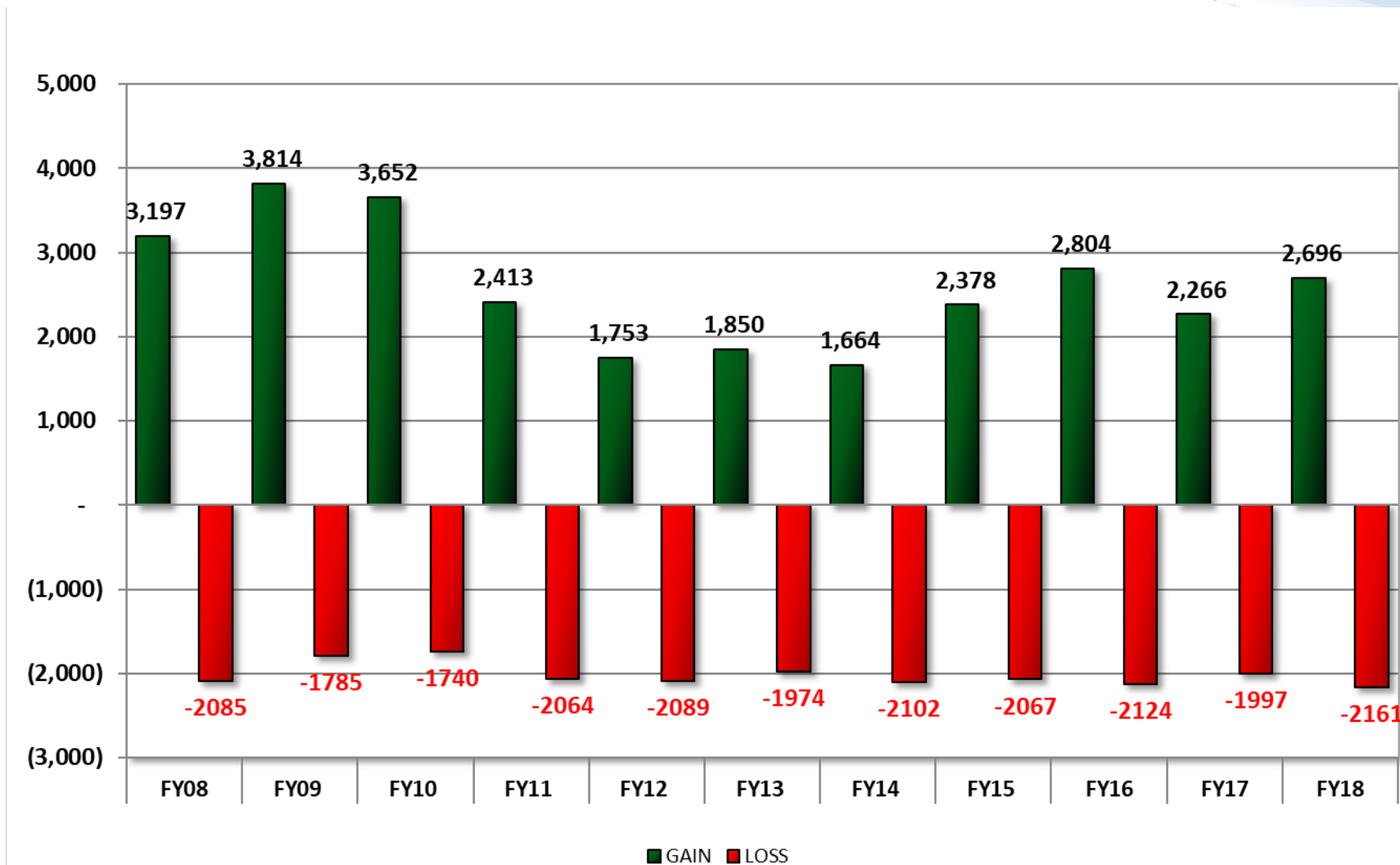


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY18



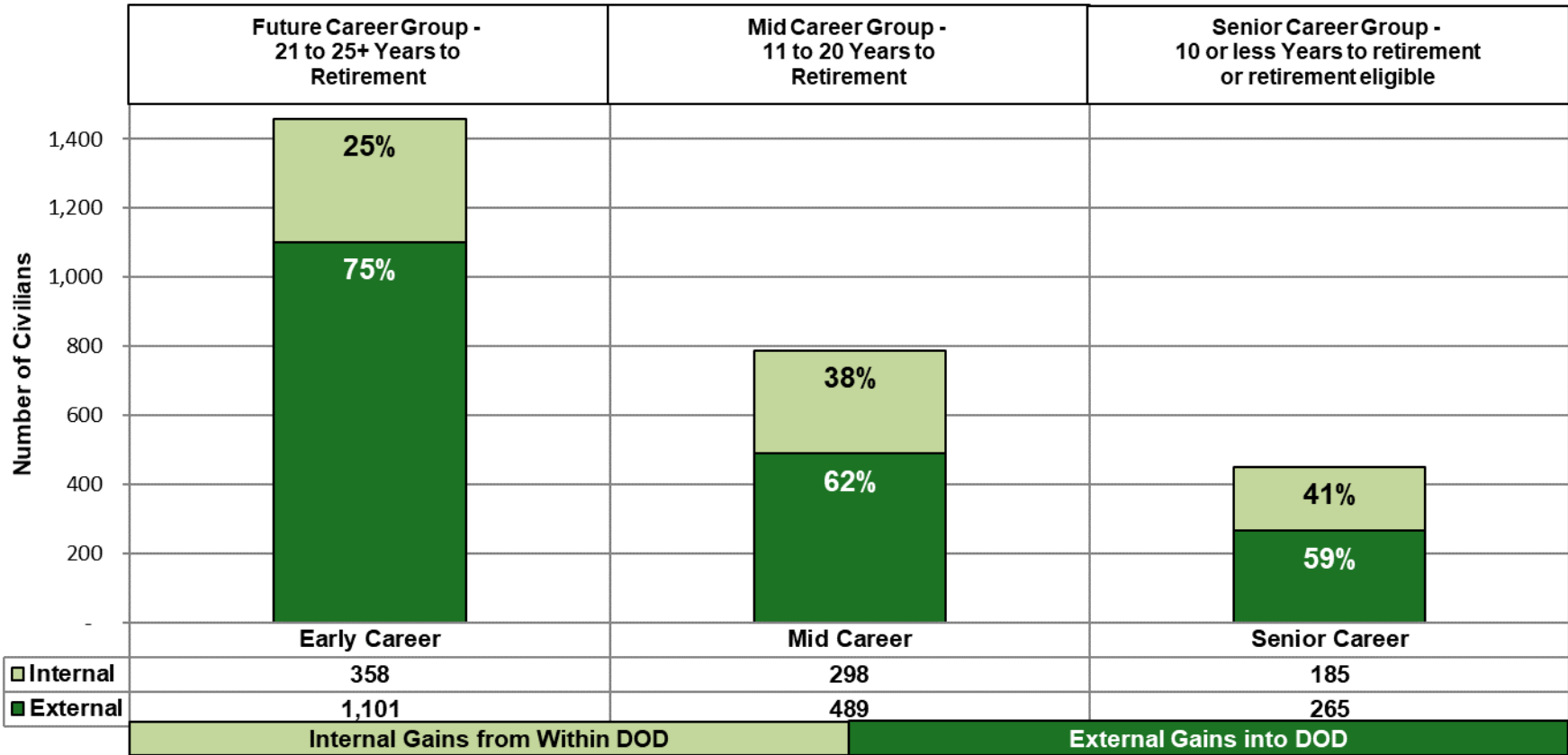
As of 30 Sept 2018



Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

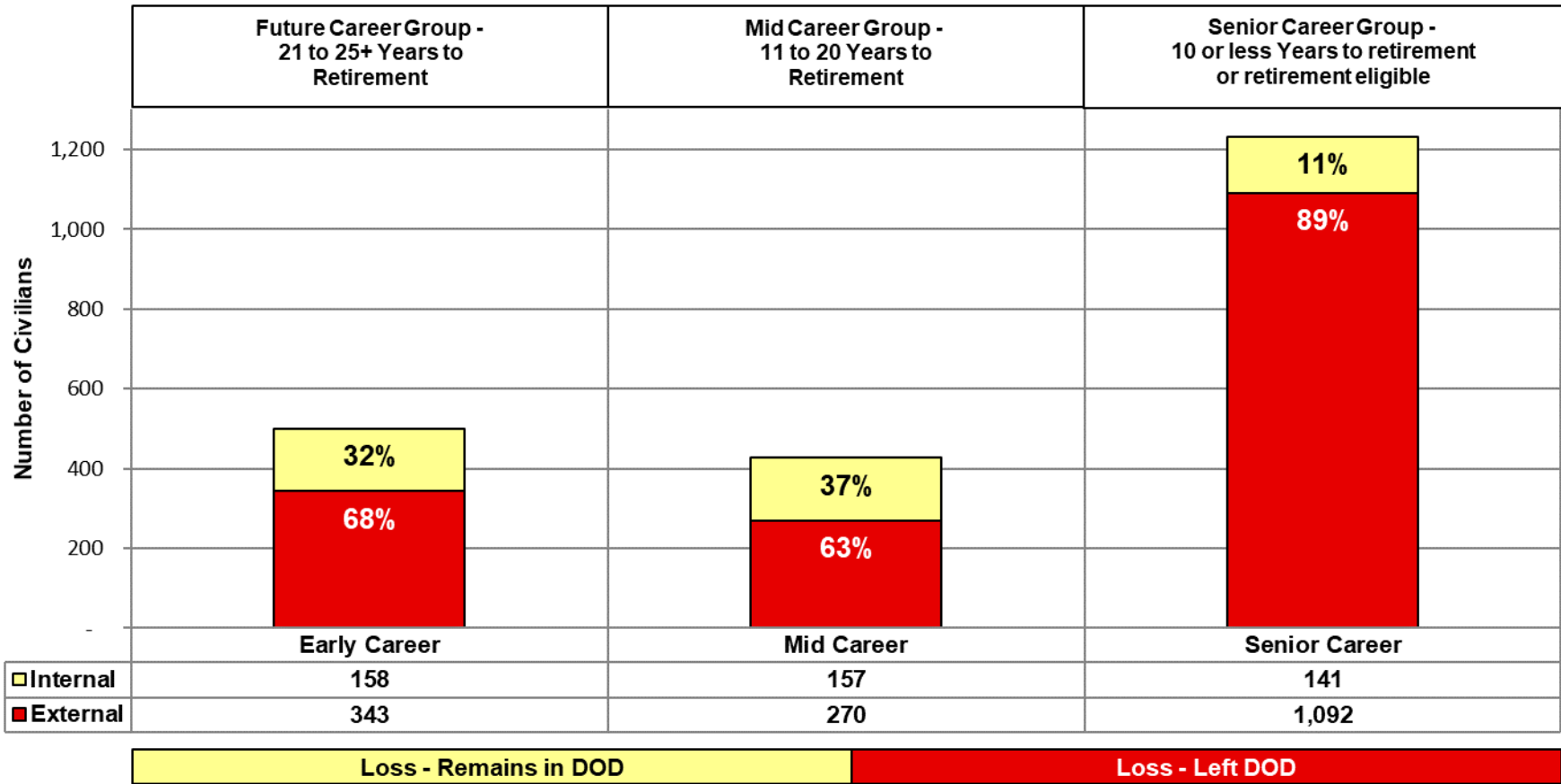


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

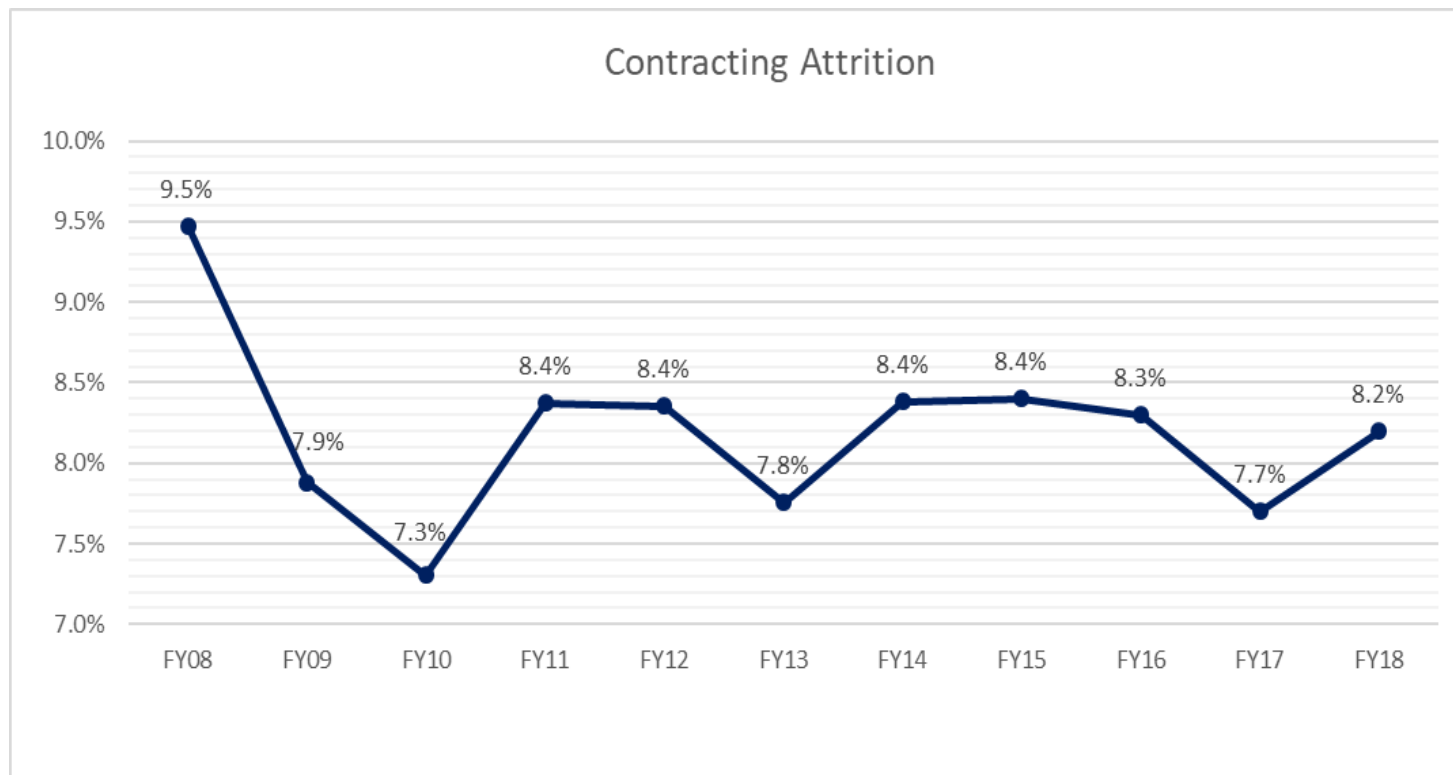
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates

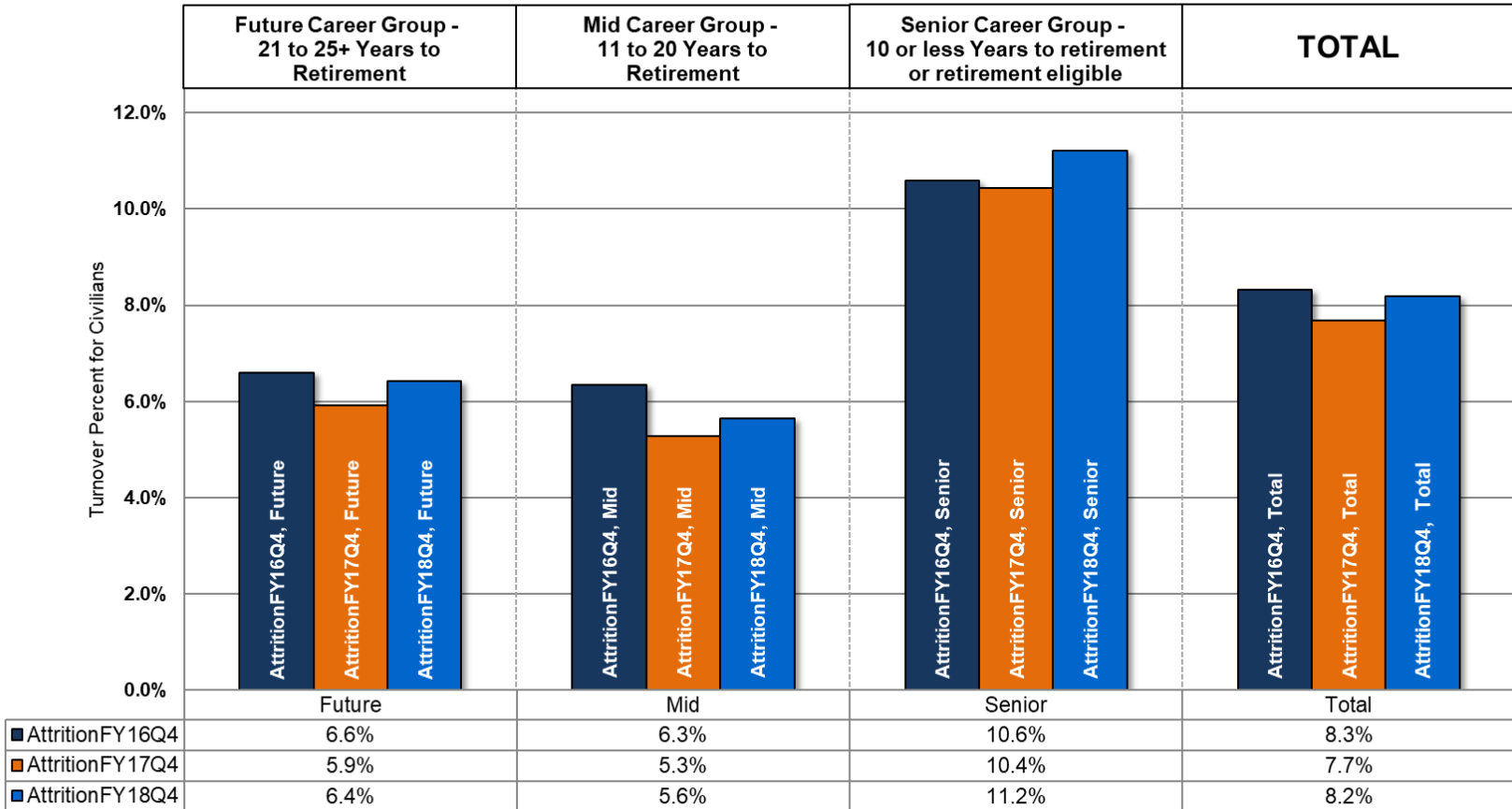


As of 30 Sept 2018



Contracting Attrition Rates by Career Group

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



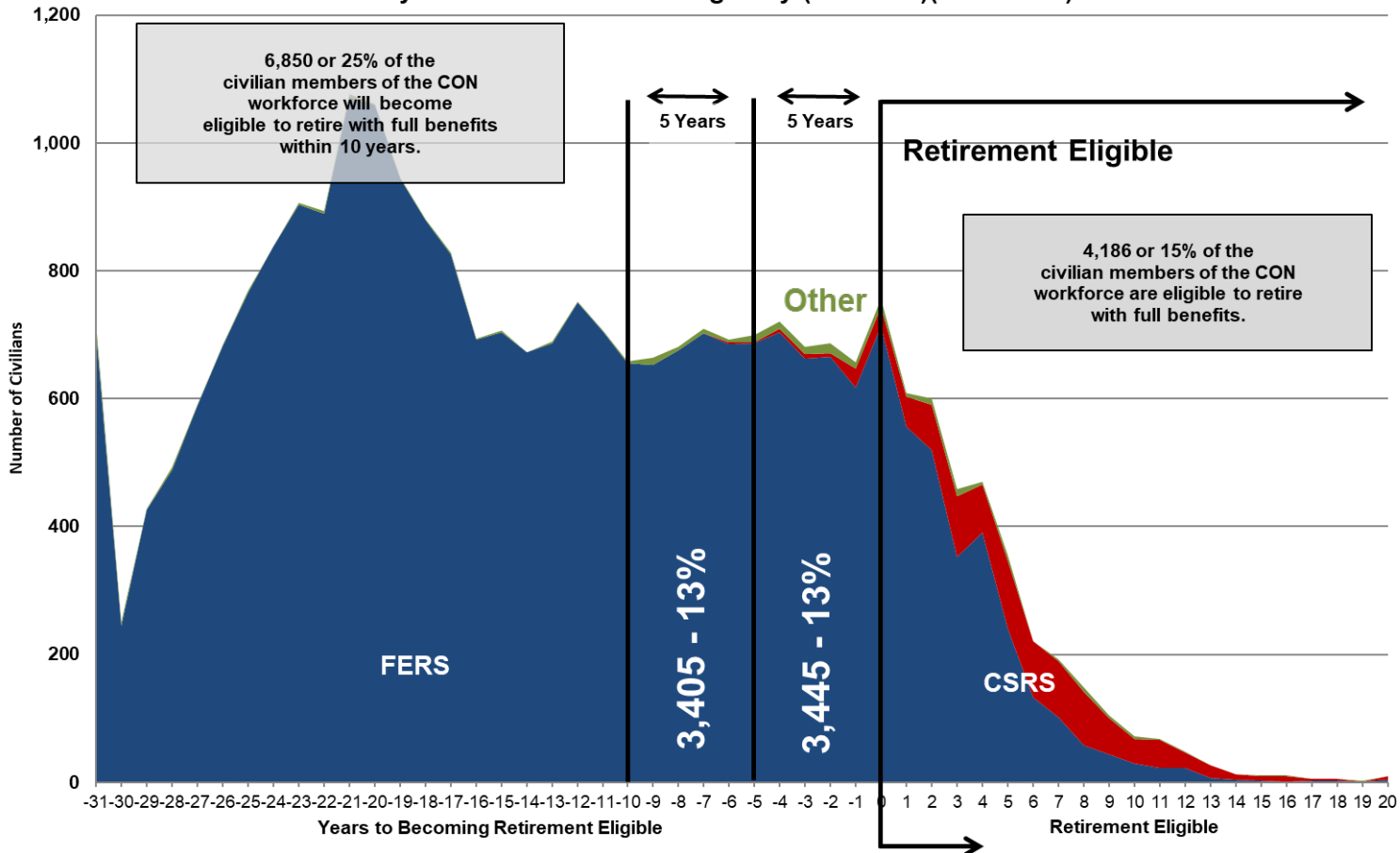


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END