



Defense Acquisition Workforce Key Information

Facilities Engineering
As of FY18 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2018Q4			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	11,877	3	11,880	172,736
Change in size from 2008	-	-	-	-	141%	200%	141%	37%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	83%	100%	83%	84%
Graduate Degree	20%	0%	20%	29%	31%	67%	31%	40%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	69%	0%	69%	84%
Level II or Higher Achieved	41%	0%	41%	61%	65%	0%	65%	71%
Level III Achieved	0%	0%	0%	36%	26%	0%	26%	40%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	59%	0%	59%	74%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	38%	100%	38%	23%
Does Not Meet Certification Requirement	16%	0%	16%	14%	3%	0%	3%	3%
Planning Considerations								
Average Age	49	23	49	46	48	34	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	17/27/56(%)	-	-	26/26/48(%)
Average Years of Service	19	1	19	17	17	11	17	15
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	2,711(23%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	2,057(17%)	-	-	25,048(16%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	3,316/1,272	-	-	19,614/12,308

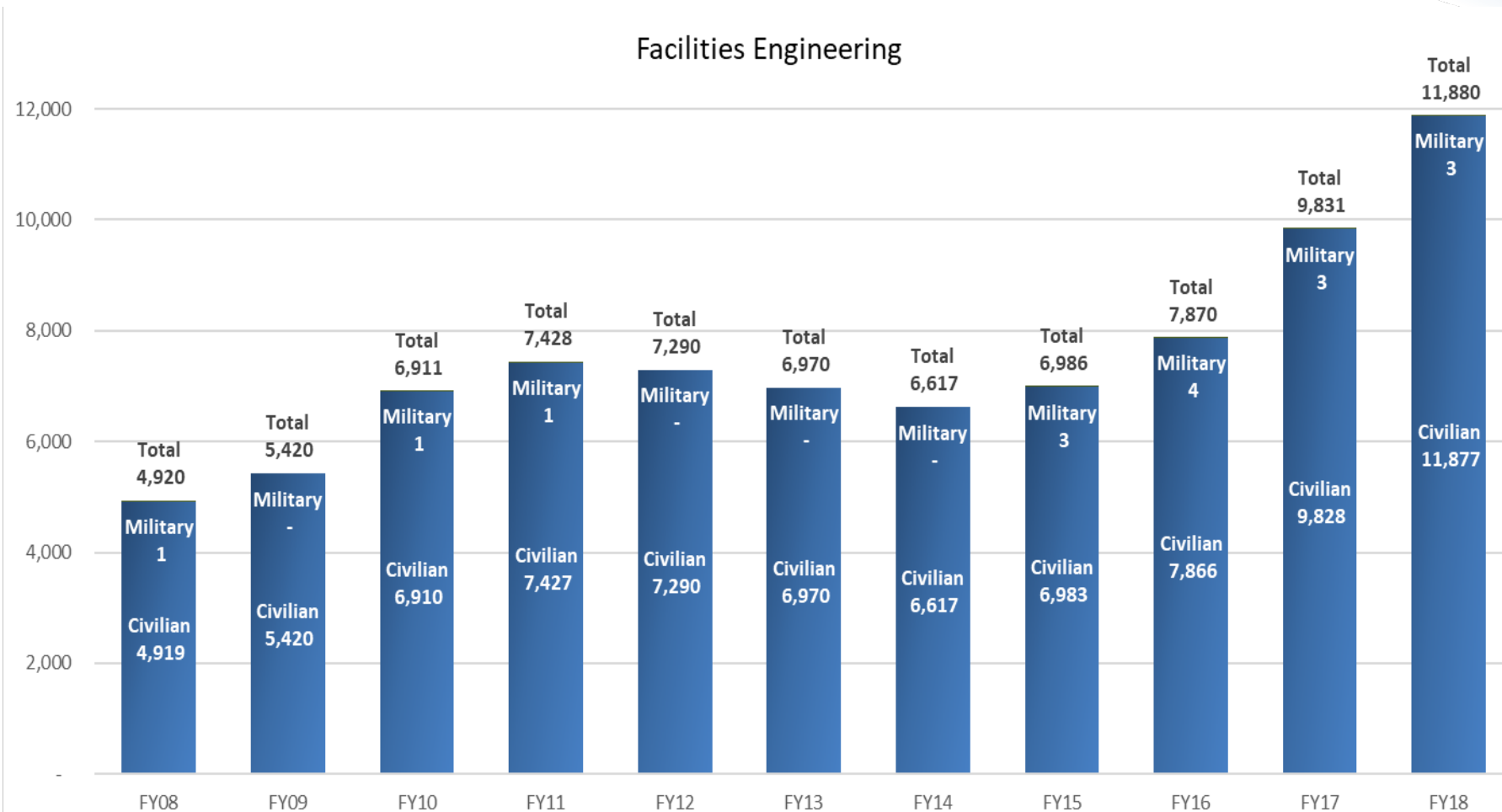
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

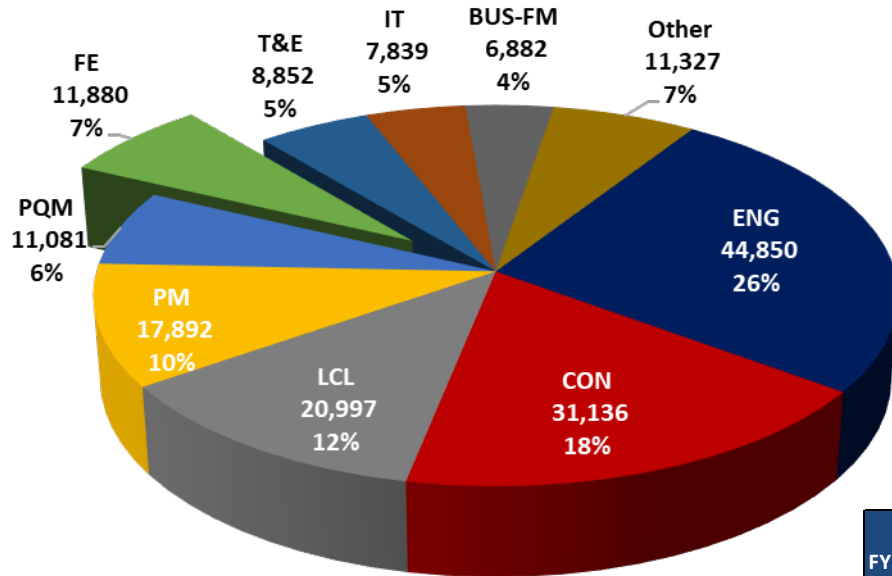


Facilities Engineering





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%		



Facilities Engineering Workforce Historical Size by Agency FY08 – FY18



Facilities Engineering Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	3,902	5,301	5,508	4,998	5,456	5,541	5,755	47%	4%
MARINE CORPS	-	18	23	41	34	30	33		10%
ARMY	988	1,564	1,708	1,530	1,797	3,581	5,329	439%	49%
AIR FORCE	6	20	29	4	498	591	668	11033%	13%
MDA	1	4	19	42	42	46	46	4500%	0%
DeCA	-	-	-	-	30	26	31		19%
DISA	-	-	-	-	8	13	14		8%
DAU	1	-	-	-	2	1	2	100%	100%
DCMA	6	1	1	-	1	1	1	-83%	0%
DTRA	2	1	1	1	1	1	1	-50%	0%
DLA	13	2	1	1	1	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
TOTAL	4,920	6,911	7,290	6,617	7,870	9,831	11,880	↑ 141%	↑ 21%



Facilities Engineering Workforce Historical Size (Quarterly) by Agency FY16Q4 – FY18Q4



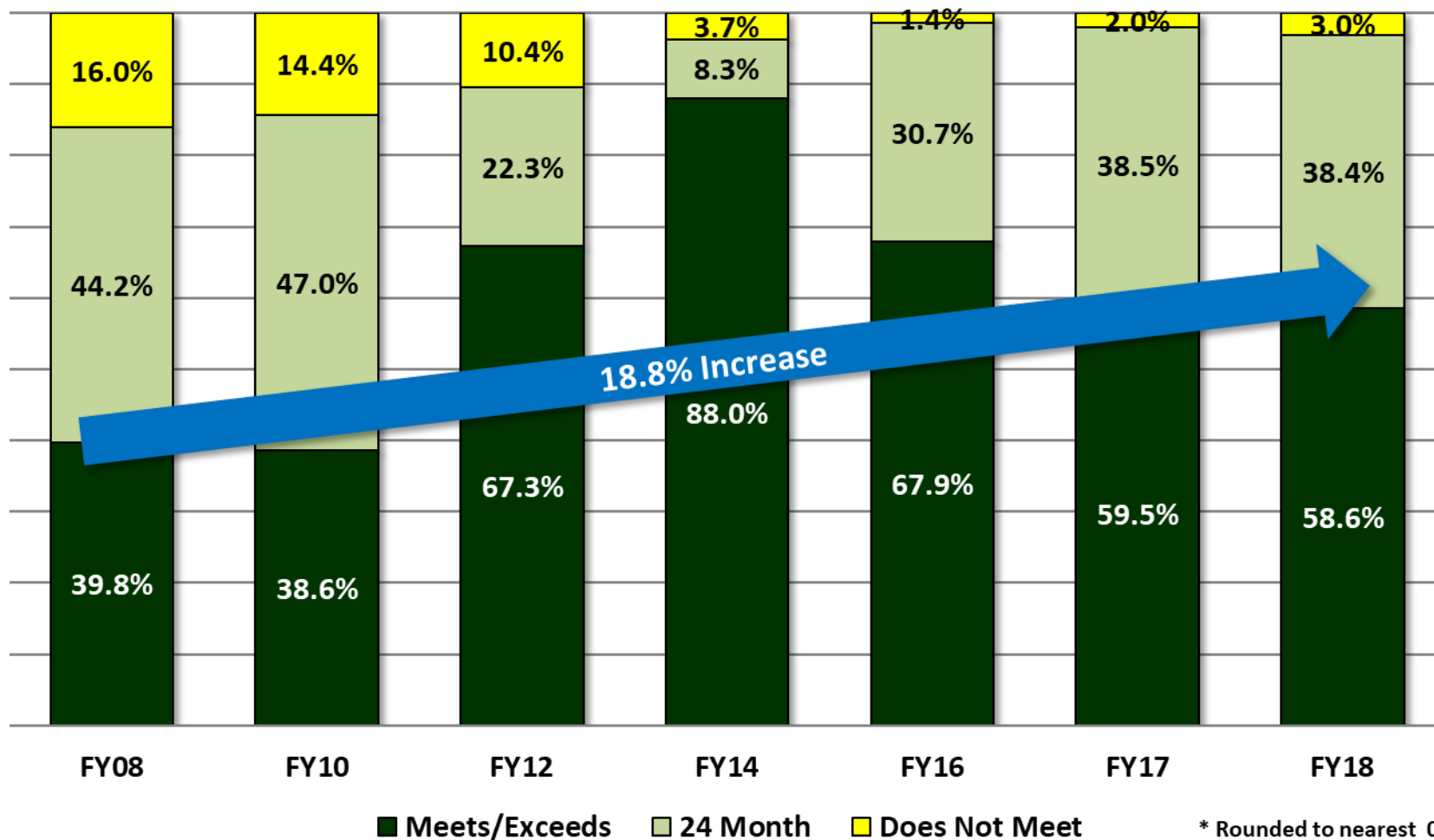
Facilities Engineering Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	5,456	5,481	5,458	5,507	5,541	5,573	5,575	5,634	5,755	4%
MARINE CORPS	34	33	33	34	30	31	30	33	33	10%
ARMY	1,797	1,842	2,981	3,233	3,581	4,207	4,297	4,705	5,329	49%
AIR FORCE	498	498	512	520	591	573	585	670	668	13%
MDA	42	41	43	44	46	46	48	47	46	0%
DeCA	30	29	28	28	26	28	31	31	31	19%
DISA	8	8	9	13	13	13	14	14	14	8%
DAU	2	1	1	1	1	2	2	2	2	100%
DCMA	1	1	1	1	1	1	1	1	1	0%
DTRA	1	1	-	-	1	1	1	-	1	0%
DLA	1	1	1	1	-	-	-	-	-	
TOTAL	7,870	7,936	9,067	9,382	9,831	10,475	10,584	11,137	11,880	↑ 21%



Facilities Engineering Historical DAWIA Certification FY08 – FY18



Facilities Engineering

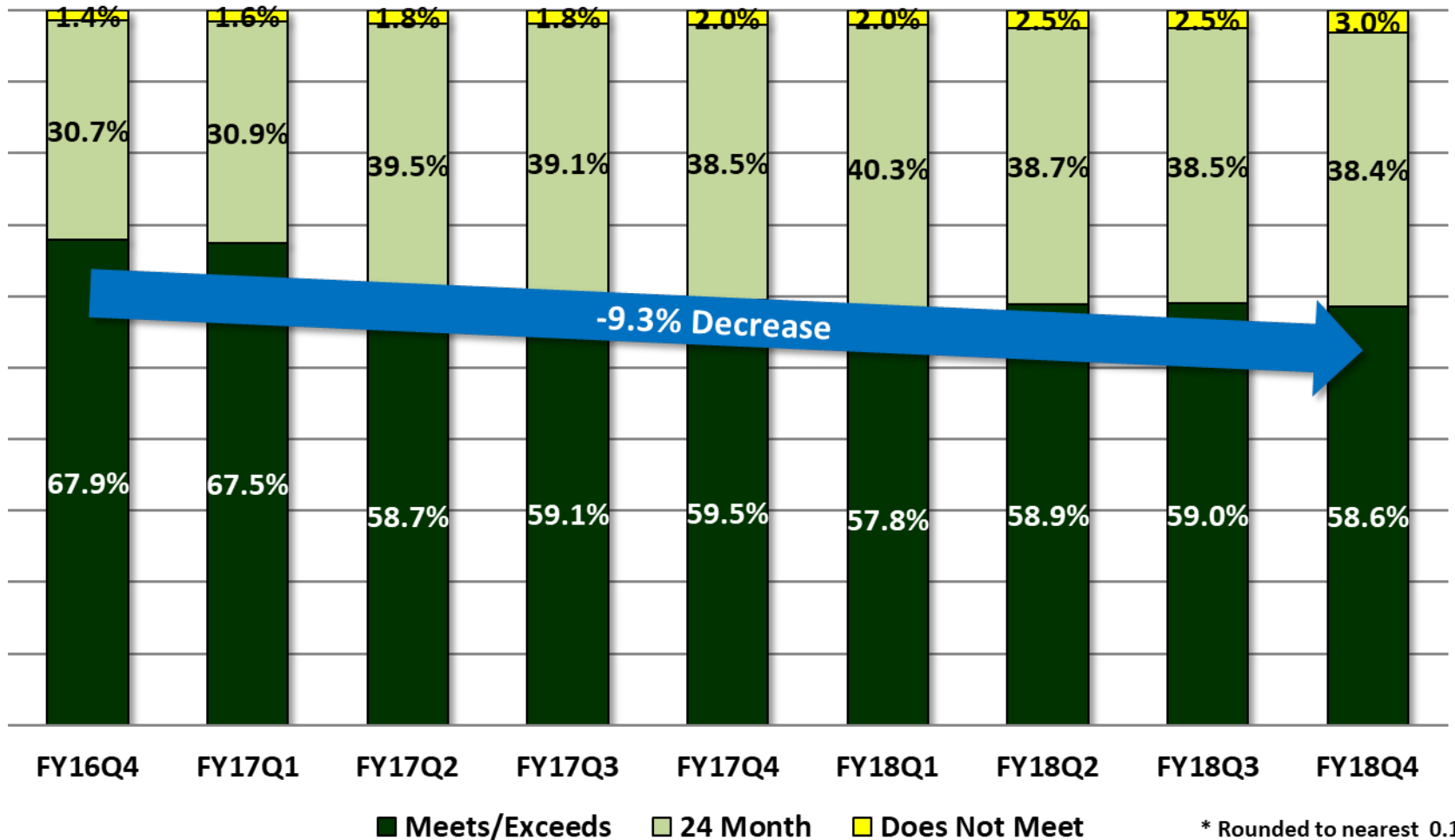




Facilities Engineering Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Facilities Engineering

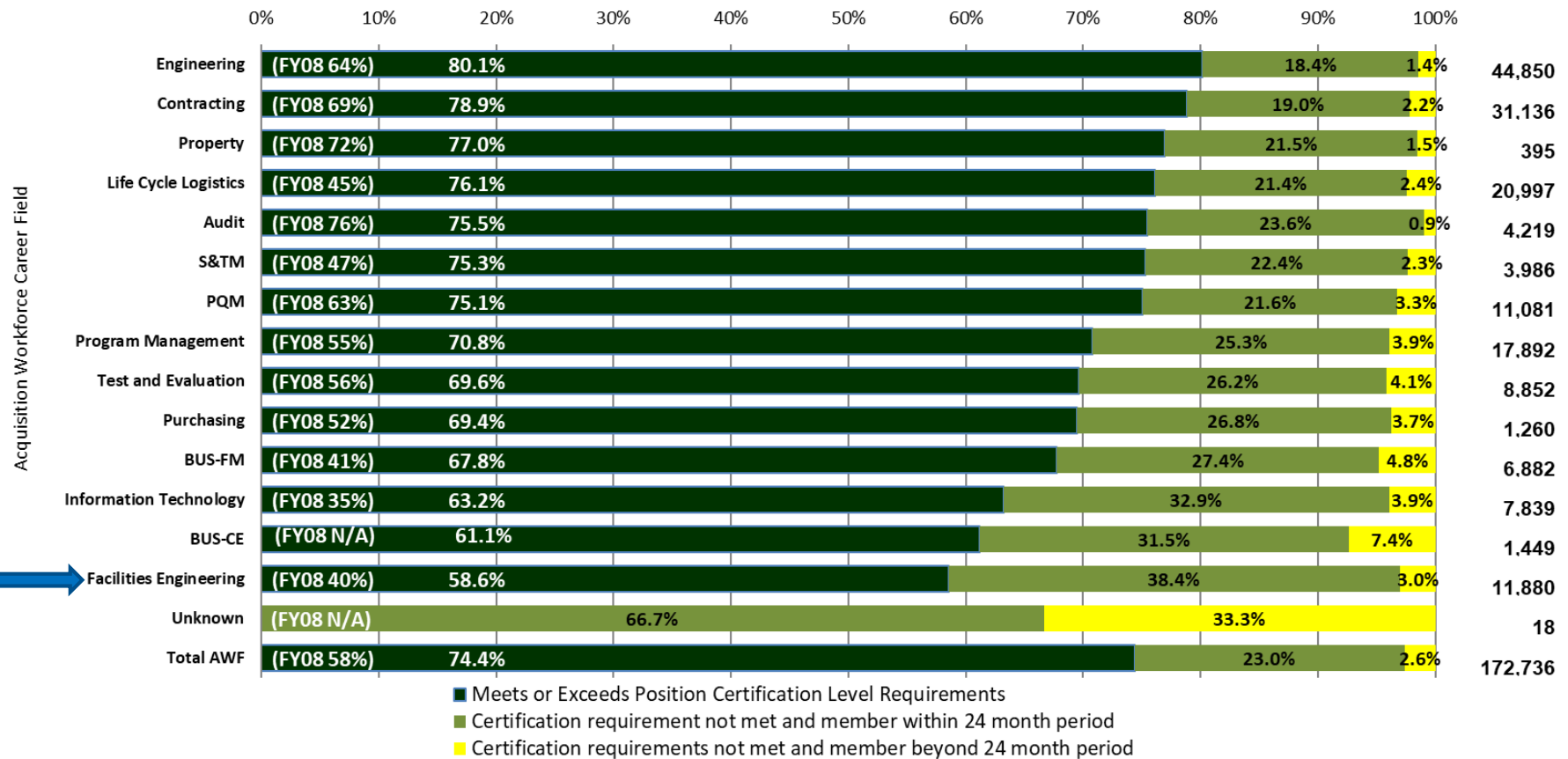




DAWIA Certification by Career Field



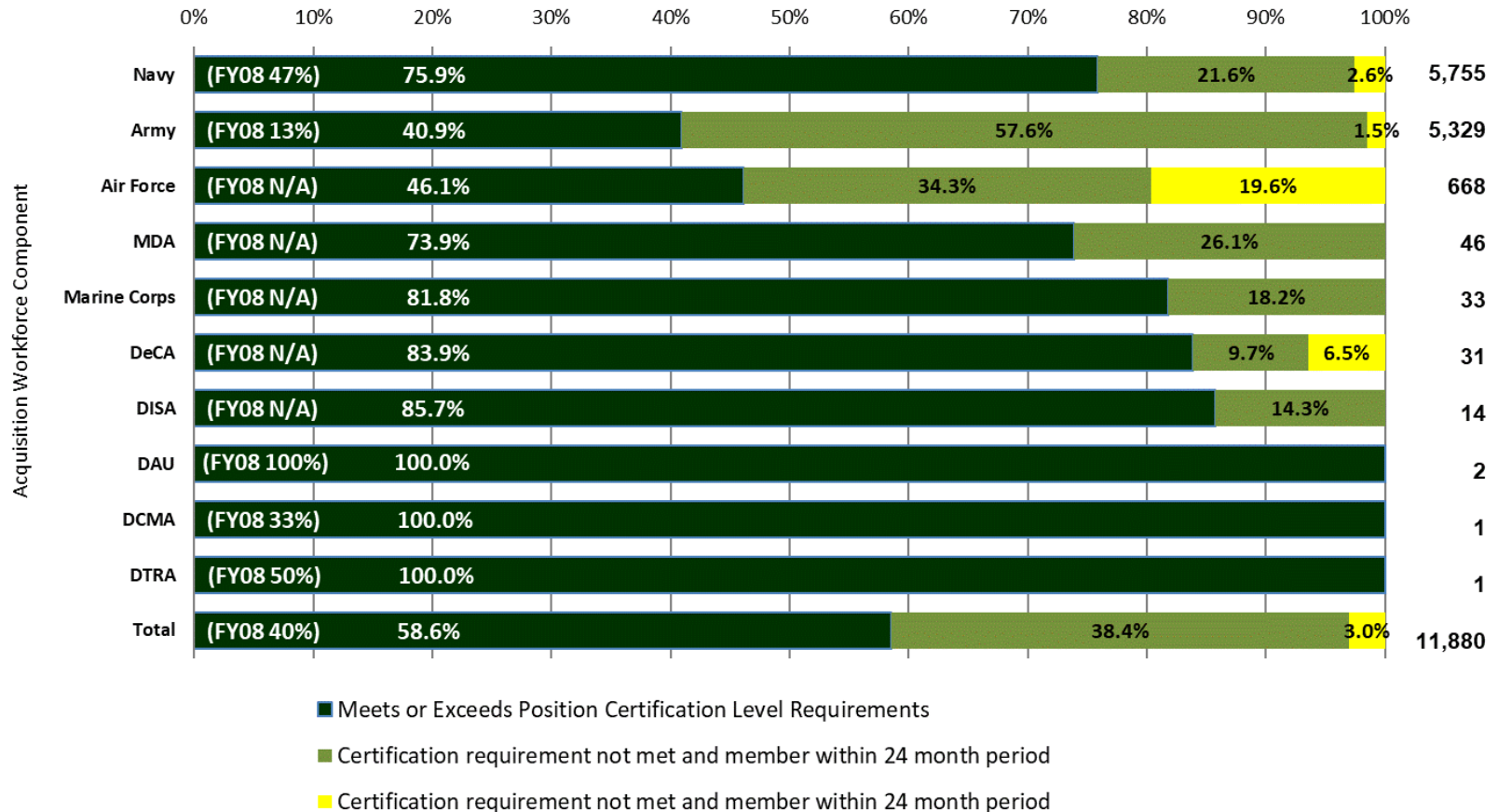
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)





Facilities Engineering DAWIA Certification by Component

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





Facilities Engineering DAWIA Certification Matrix + Bench Strength

Facilities Engineering		Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	175	88	81	17	361	51.5%	
Level II	2,347	256	3,701	286	6,590	60.5%	
Level III	1,194	65	883	2,786	4,928	56.5%	
Unspecified	1	-	-	-	1		
FY18Q4 TOTAL	3,717	409	4,665	3,089	11,880	58.6%	
	31.3%	3.4%	39.3%	26.0%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	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%	
Facilities E	6,959	58.6%	14 of 14

** Based on population total without unspecified positions

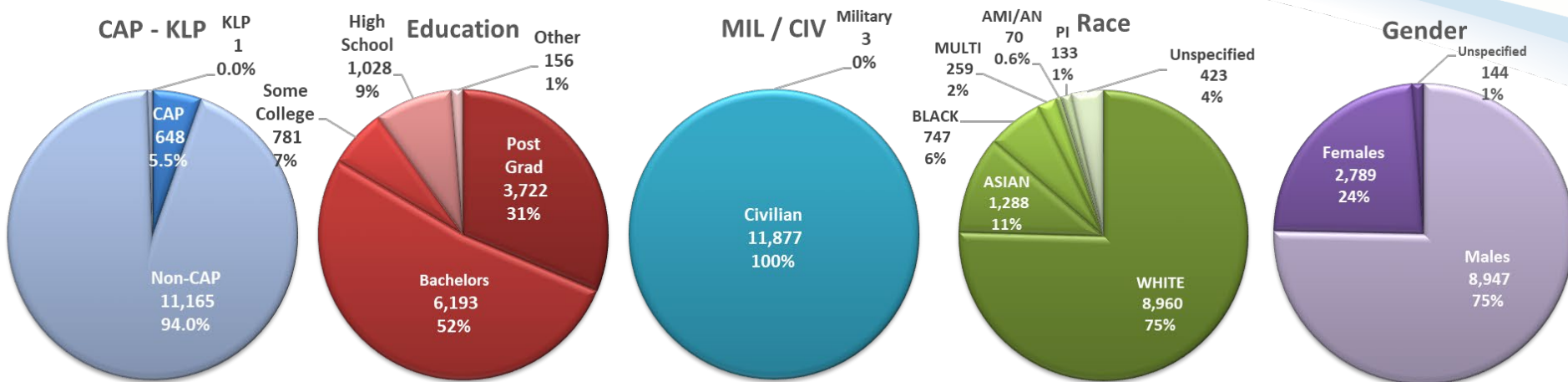
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	186	169	6	361	3.0%
Level II	3,987	2,396	207	6,590	55.5%
Level III	2,786	1,995	147	4,928	41.5%
Unspecified	-	1	-	1	0.0%
Facilities Engineering TOTAL	6,959	4,561	360	11,880	
	58.6%	38.4%	3.0%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE	Entire DAW
Key Leadership Positions (KLPs)	1	1,178
Critical Acquisition Positions (CAPs) *	648	16,515
Non-CAP Positions	11,165	154,442
Unknown	66	601
TOTAL	11,880	172,736

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

Race	FE	Entire DAW
WHITE	8,960	126,389
ASIAN	1,288	20,741
BLACK	747	11,803
MULTI	259	4,768
AMI/AN	70	1,073
PI	133	862
Unspecified	423	7,100
TOTAL	11,880	172,736

Highest Level of Education	FE	Entire DAW
Post Grad	3,722	68,976
Bachelors	6,193	76,511
Some College	781	12,143
High School	1,028	12,696
Other	156	2,410
TOTAL	11,880	172,736

Gender	FE	Entire DAW
Males	8,947	121,073
Females	2,789	49,817
Unspecified	144	1,846
TOTAL	11,880	172,736

Military / Civilian	FE	Entire DAW
Civilian	11,877	157,318
Military	3	15,418
TOTAL	11,880	172,736



Facilities Engineering Size by Occupational Series

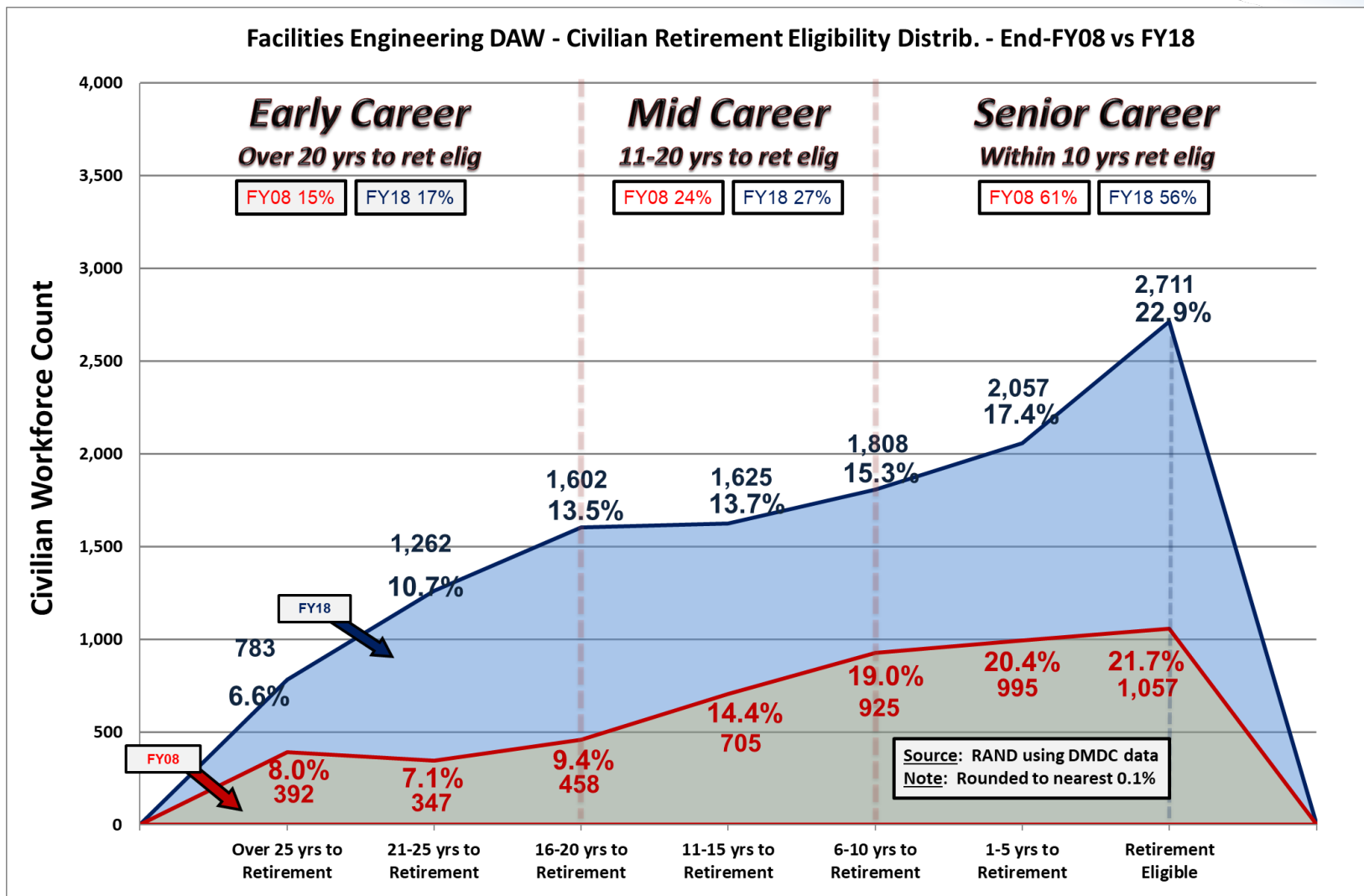
Civilian Occupational Series	FE	
0810 - Engineer, Civil	2,850	24.0%
0801 - Engineer, General	1,204	10.1%
0802 - Engineering Technician	1,088	9.2%
0819 - Engineer, Environmental	723	6.09%
0830 - Engineer, Mechanical	775	6.53%
0808 - Architect	600	5.05%
1101 - Business and Industry Specialist	533	4.49%
0850 - Engineer, Electrical	605	5.09%
0340 - Program Manager	469	3.95%
0020 - Community Planner	328	2.76%
<i>Other</i>	2,702	22.75%
TOTAL CIVILIAN	11,877	Civilians



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



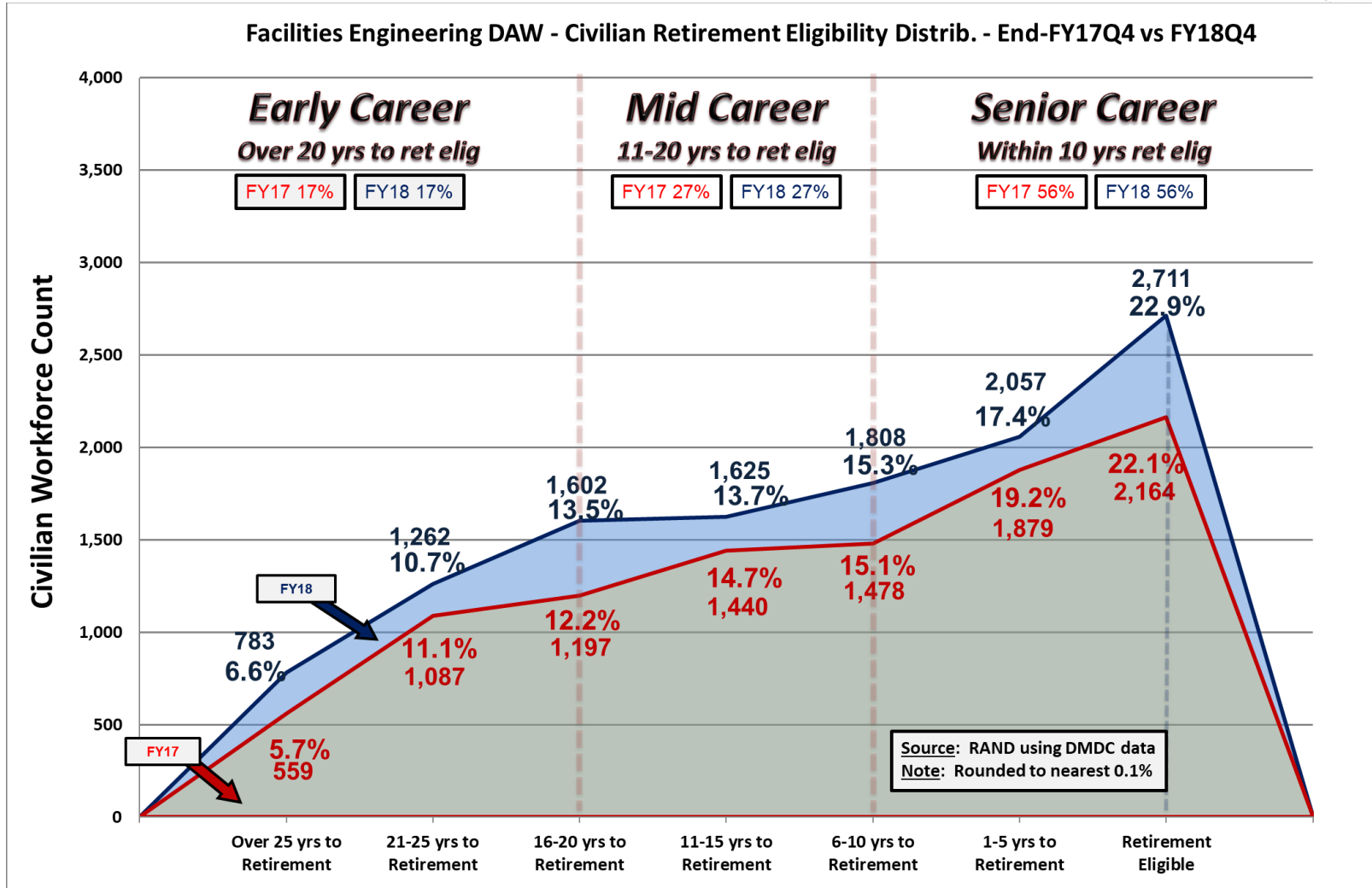
Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



Facilities Engineering Civilian Retirement Eligibility Distribution, 1 year – FY17Q4 / FY18Q4



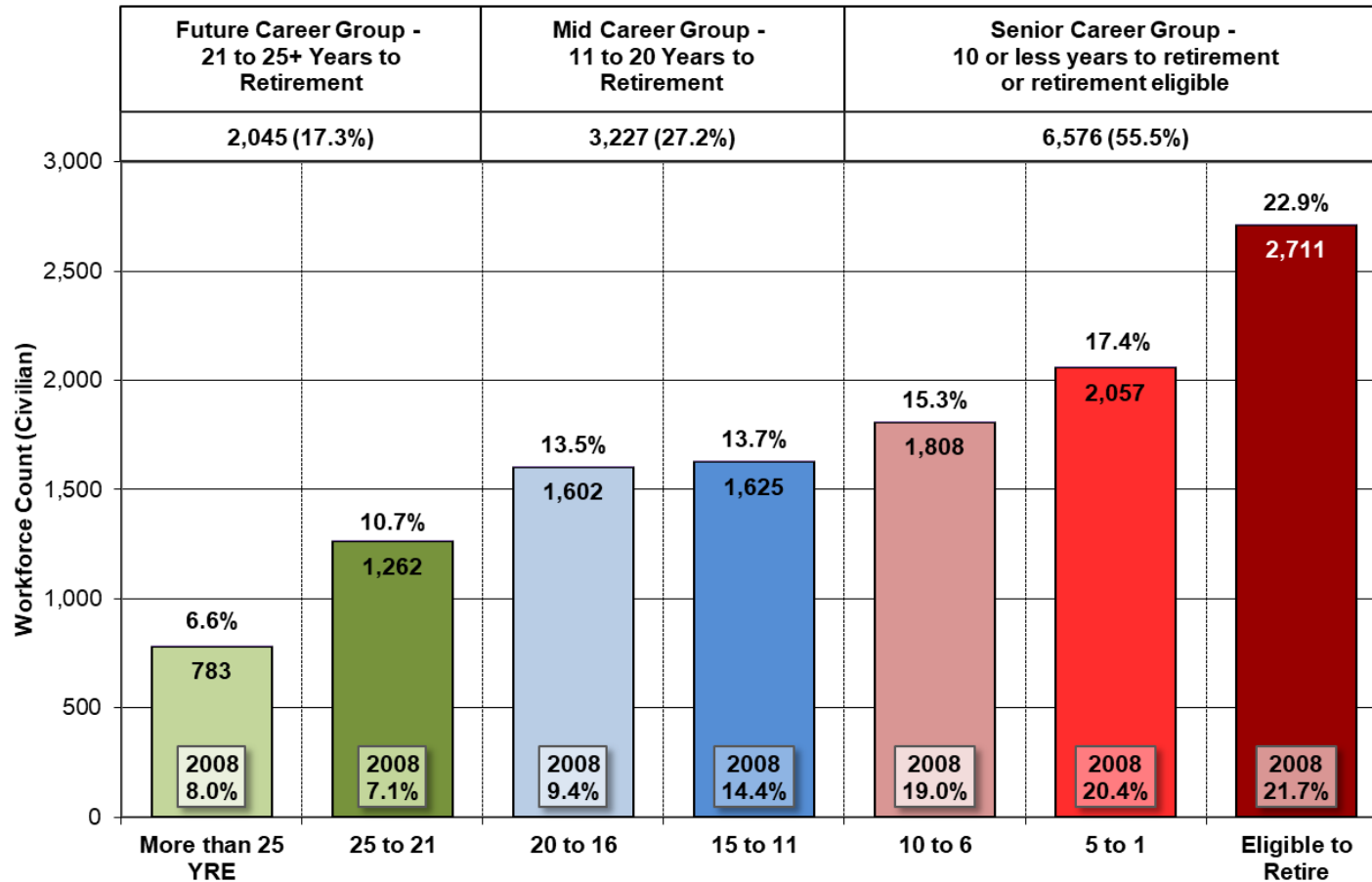
As of 30 Sept 2018



Facilities Engineering Workforce Lifecycle Model by YRE



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



As of 30 Sept 2018

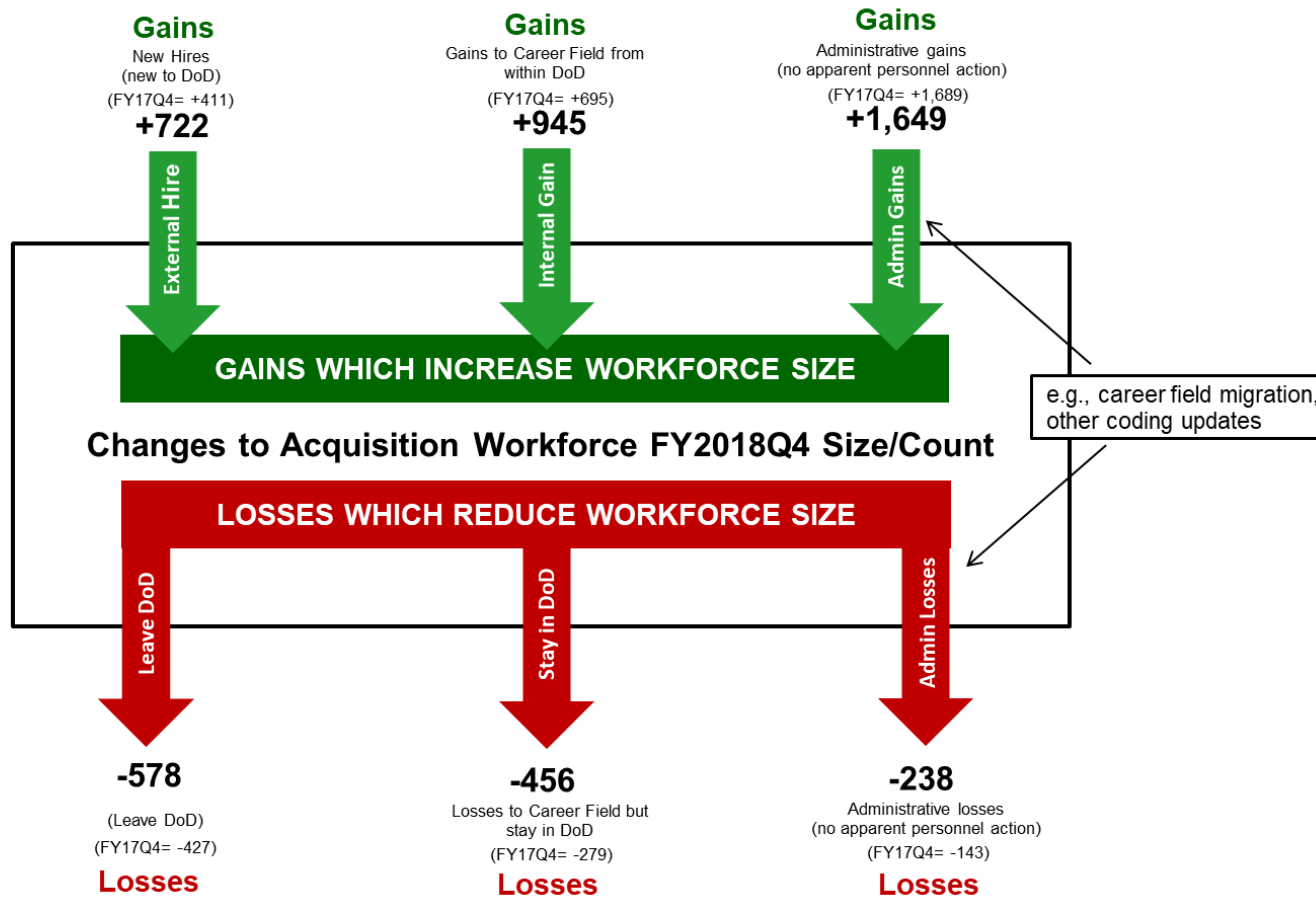


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



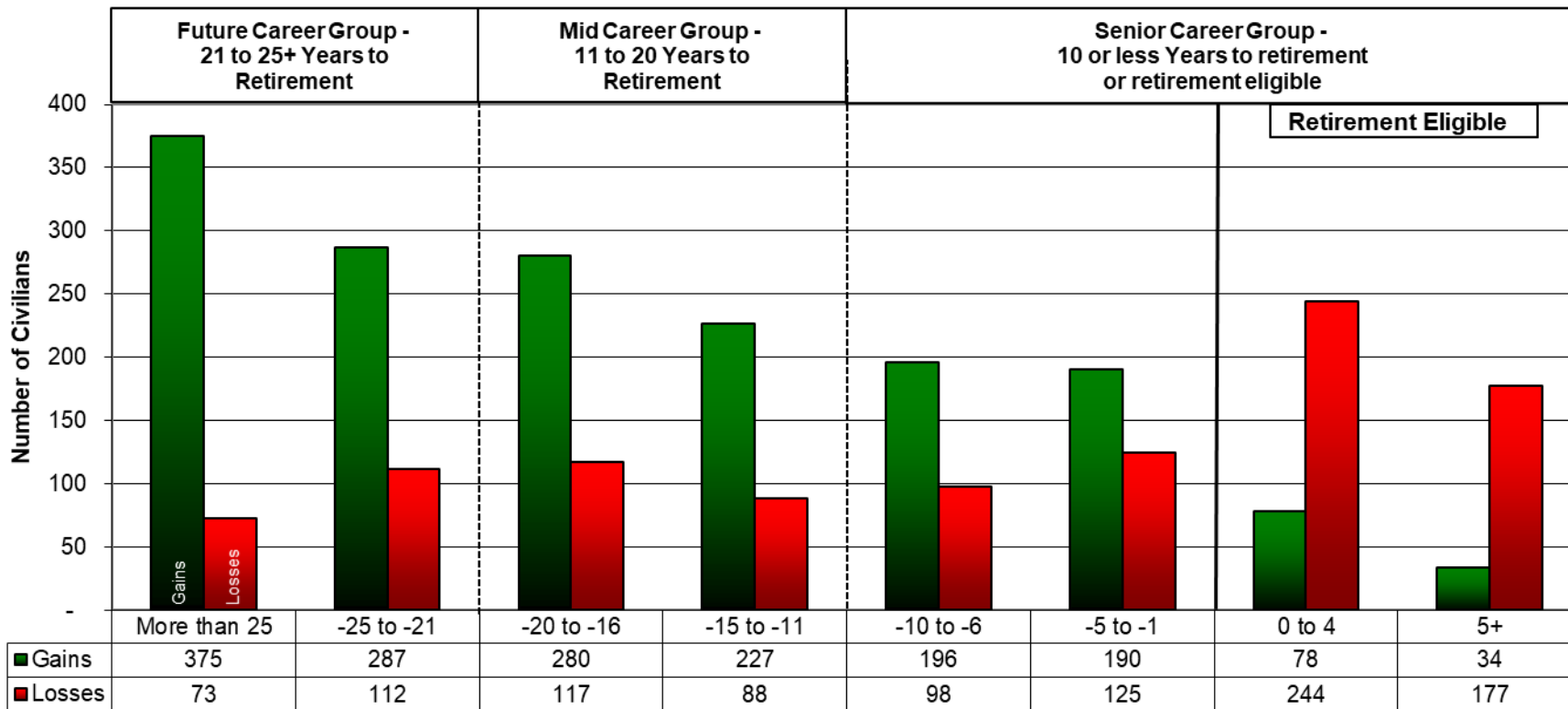


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*



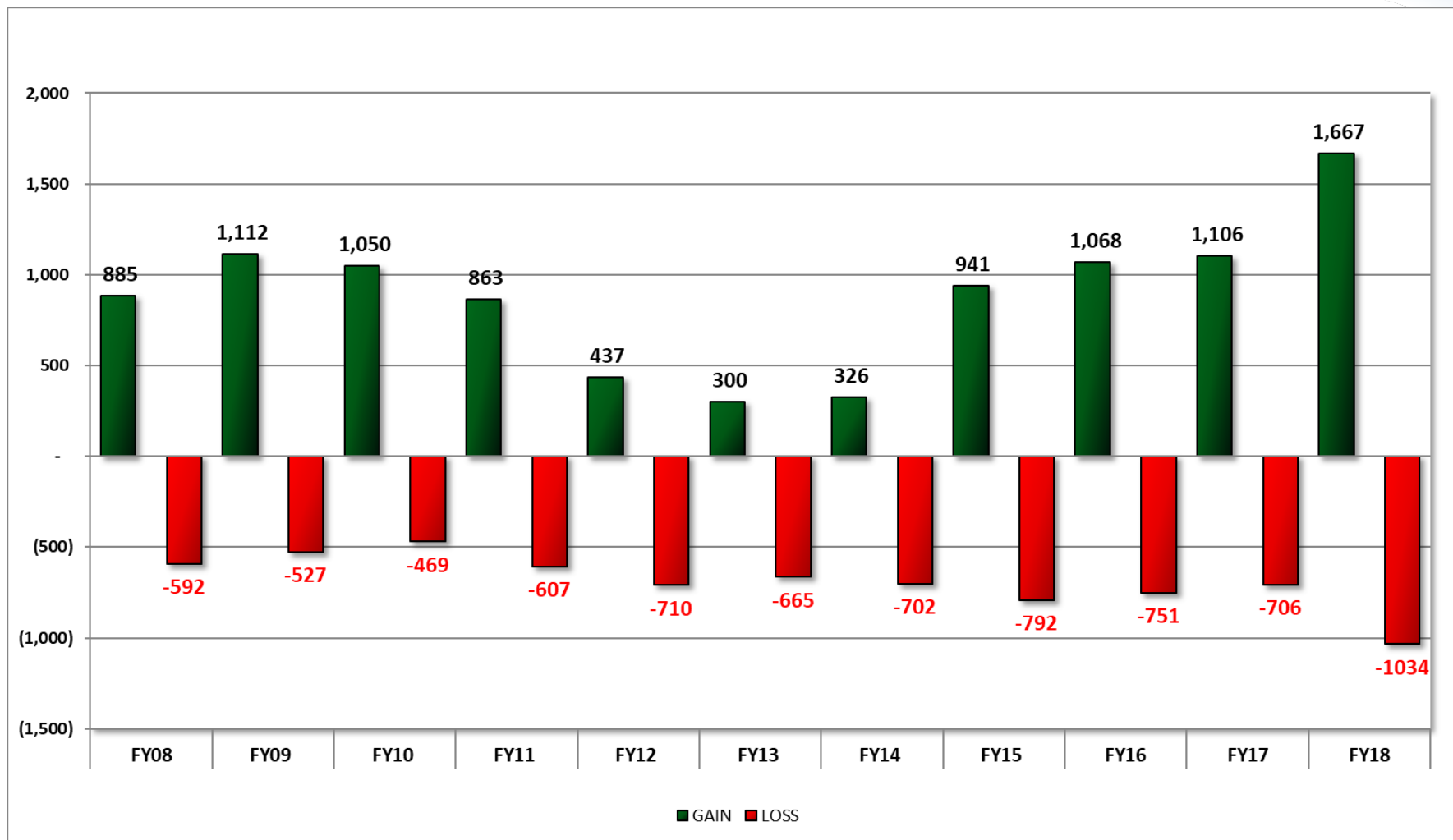
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses

As of 30 Sept 2018



Facilities Engineering Historical Gains and Losses FY08 – FY18



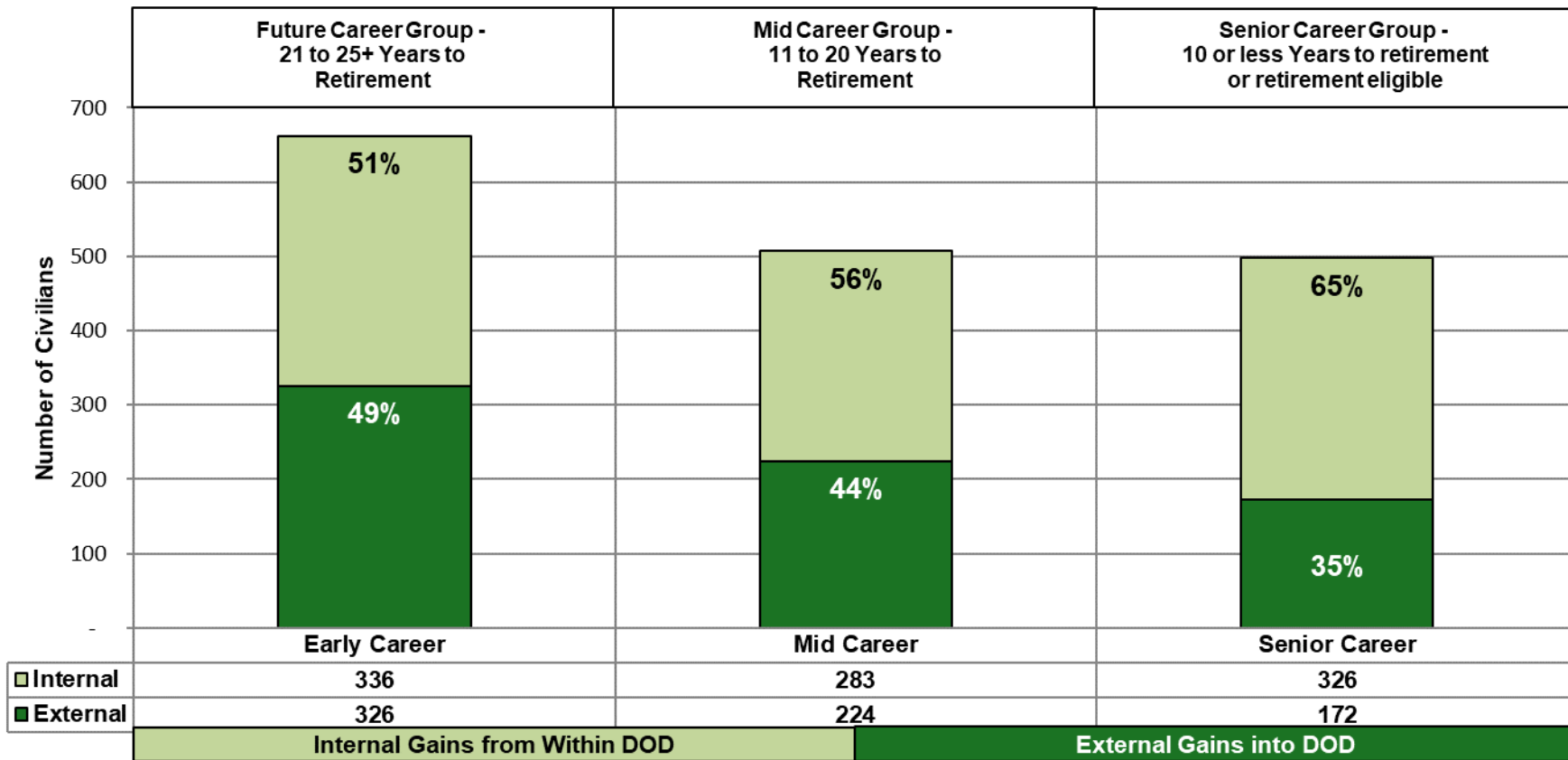
As of 30 Sept 2018



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

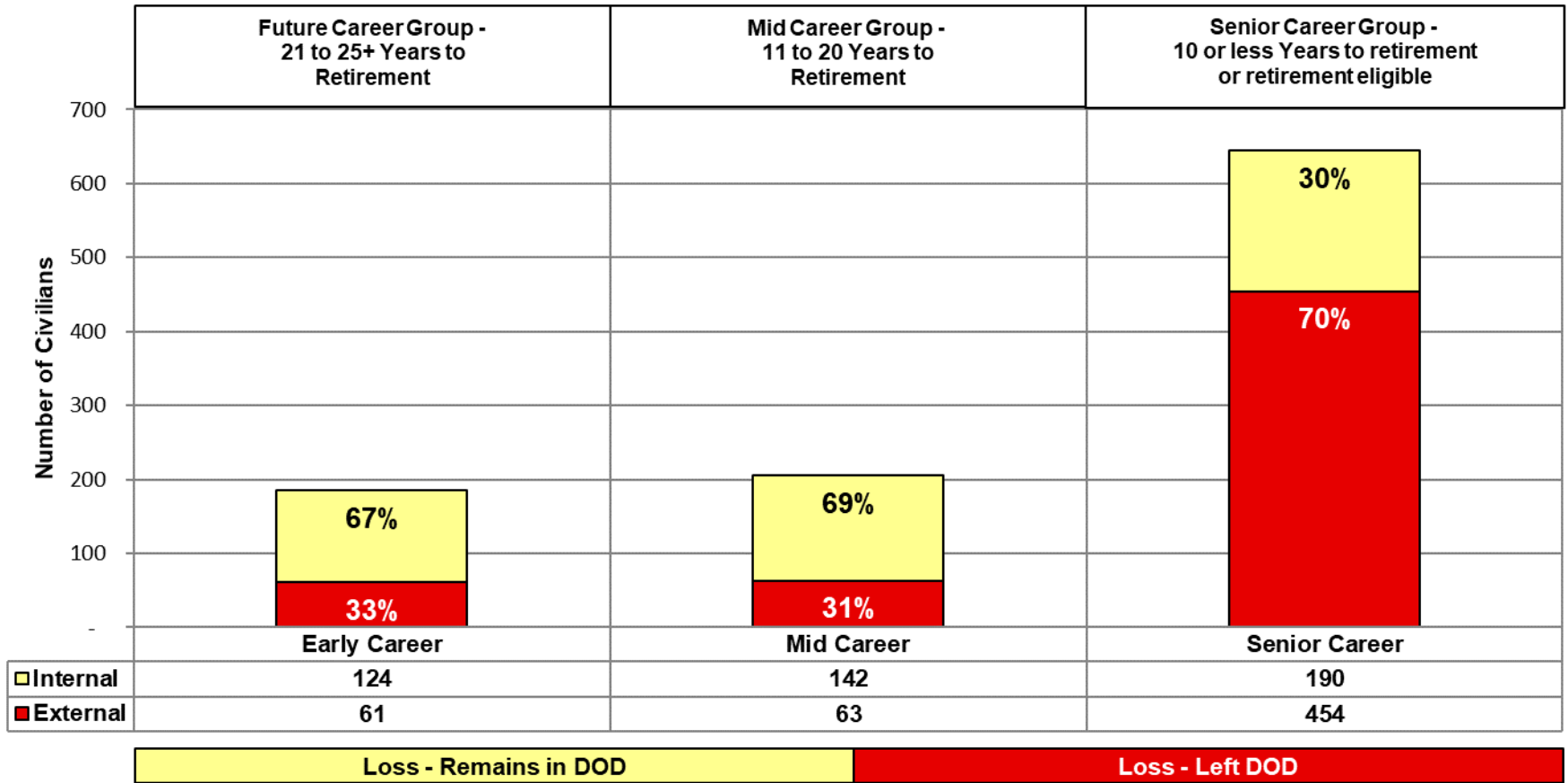


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

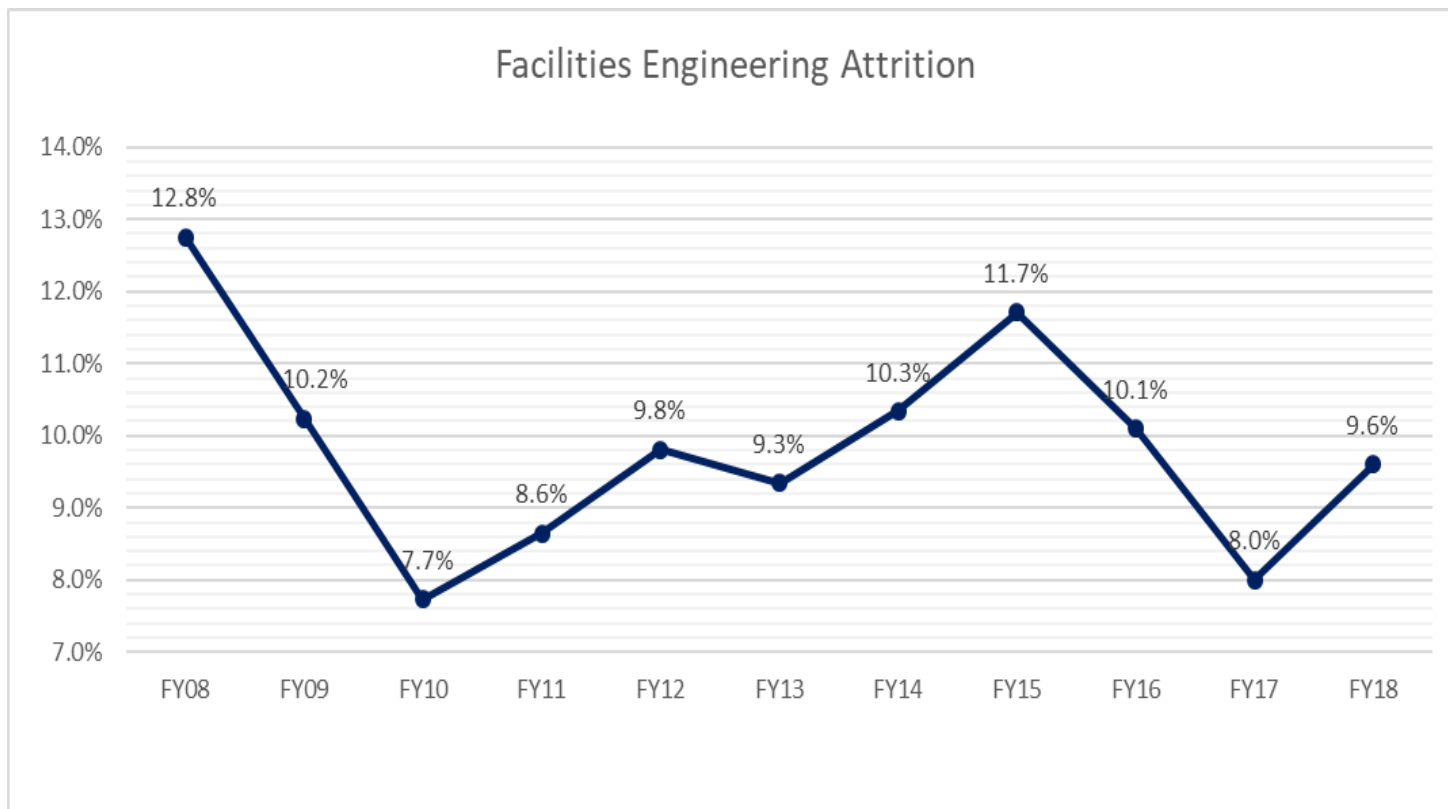
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates

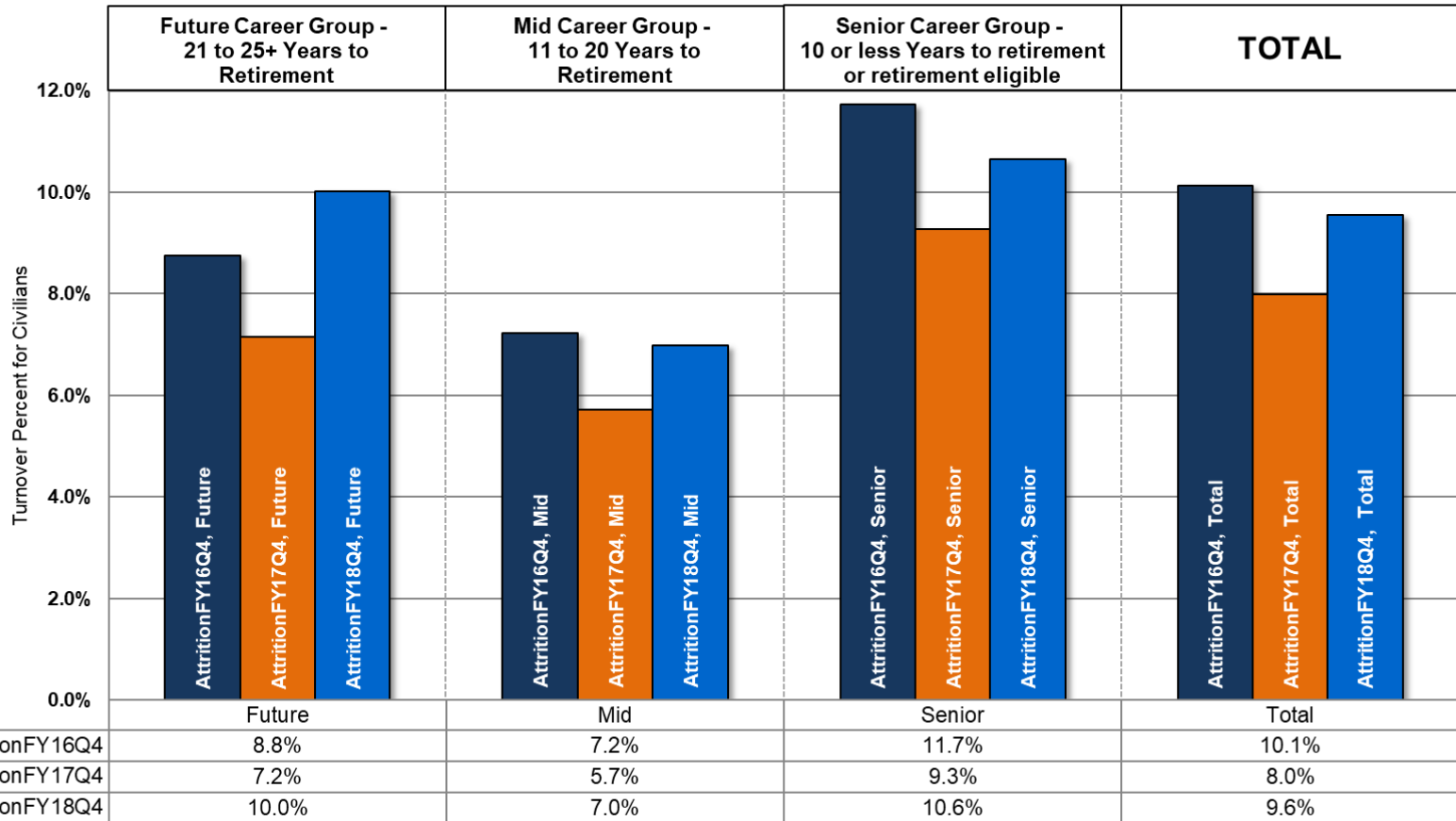




Facilities Engineering Attrition Rates by Career Group



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



As of 30 Sept 2018

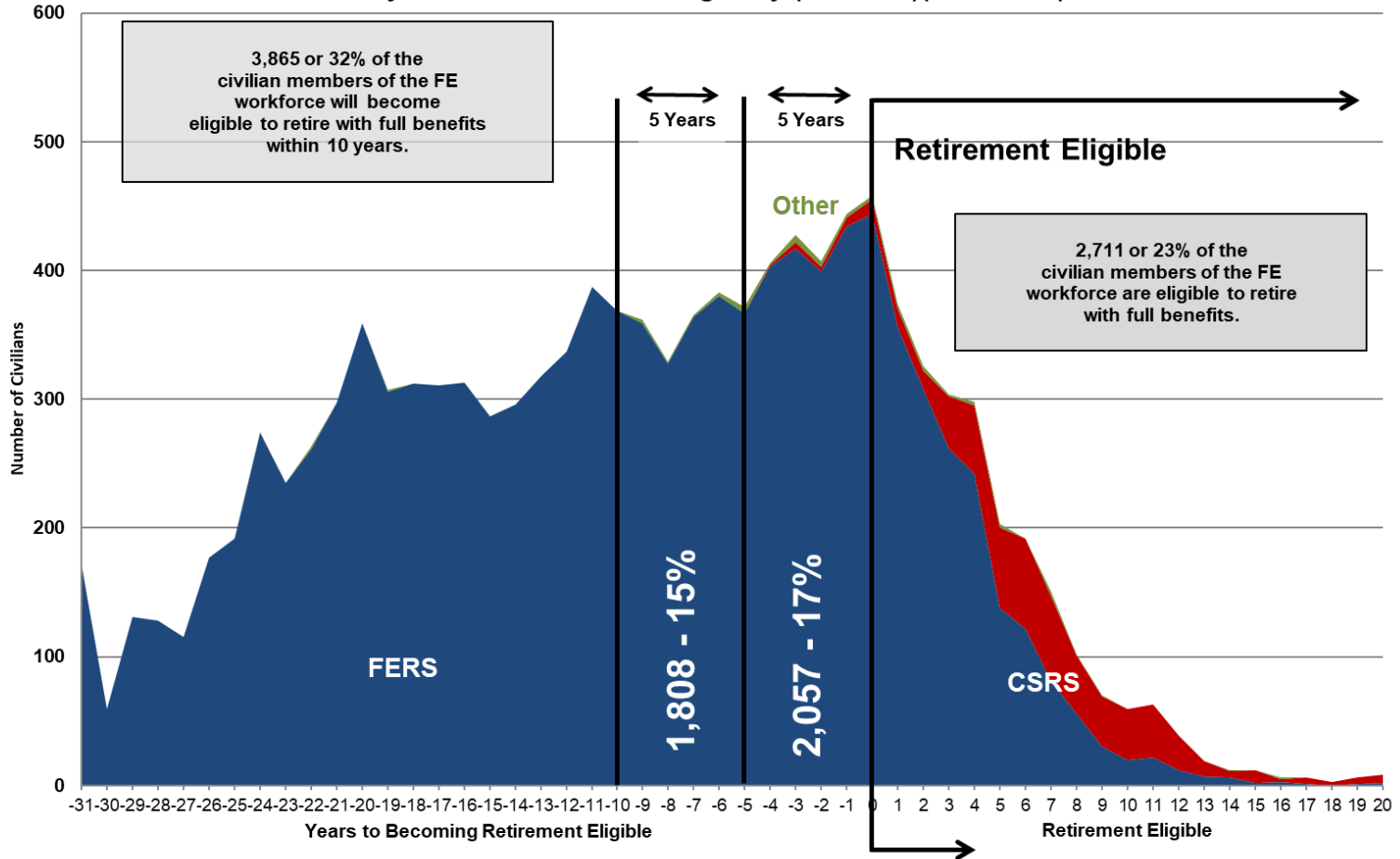


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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