



Defense Acquisition Workforce Key Information

Life Cycle Logistics
As of FY18 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2018Q4			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	19,754	1,243	20,997	172,736
Change in size from 2008	-	-	-	-	59%	31%	57%	37%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	65%	58%	64%	84%
Graduate Degree	15%	23%	16%	29%	28%	32%	28%	40%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	87%	55%	85%	84%
Level II or Higher Achieved	49%	16%	47%	61%	73%	25%	70%	71%
Level III Achieved	28%	7%	27%	36%	39%	6%	37%	40%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	79%	34%	76%	74%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	19%	56%	21%	23%
Does Not Meet Certification Requirement	22%	20%	22%	14%	2%	10%	2%	3%
Planning Considerations								
Average Age	49	40	48	46	48	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	17/26/57(%)	-	-	26/26/48(%)
Average Years of Service	18	17	18	17	15	18	15	15
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,818(19%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,795(19%)	-	-	25,048(16%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,849/1,864	-	-	19,614/12,308

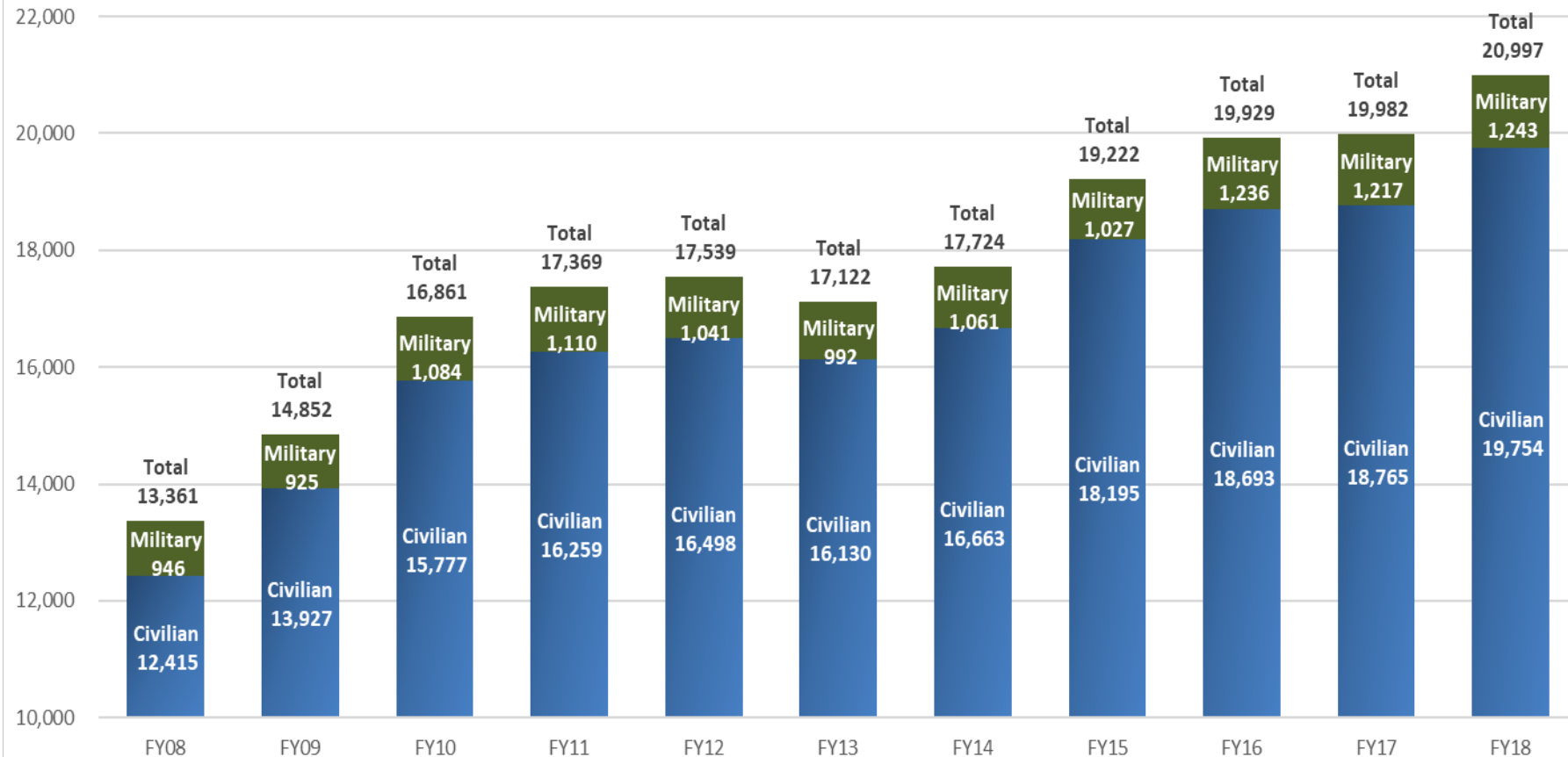
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

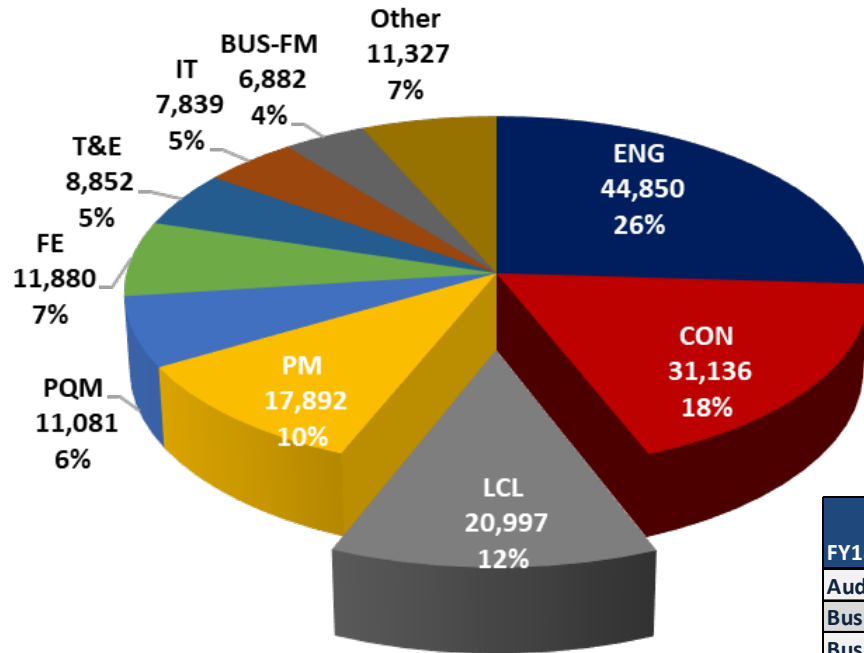


Life Cycle Logistics





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%		



Logistics Workforce Historical Size by Agency FY08 – FY18



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
ARMY	7,134	9,045	8,677	7,554	7,160	7,047	6,912	-3%	-2%
Navy	4,104	4,825	5,046	5,256	5,961	5,919	6,344	55%	7%
MARINE CORPS	251	394	451	459	595	612	644	157%	5%
AIR FORCE	1,727	2,427	2,789	2,907	3,237	3,297	3,662	112%	11%
DLA	40	21	317	1,272	2,683	2,810	3,129	7723%	11%
DCMA	29	37	132	127	128	131	143	393%	9%
MDA	5	44	57	64	85	101	102	1940%	1%
DAU	24	37	41	36	36	30	30	25%	0%
DISA	38	17	15	32	18	13	12	-68%	-8%
OSD	2	10	12	12	11	10	7	250%	-30%
DTRA	1	1	-	-	5	4	4	300%	0%
DHA	-	2	1	3	3	4	6		50%
NRO	-	-	-	-	4	3	-		-100%
DSS	-	-	-	1	1	1	1		0%
JCS	-	-	1	1	1	-	-		
DoDEA	-	-	-	-	1	-	-		
DSCA	2	-	-	-	-	-	-	-100%	
IG	-	-	-	-	-	-	1		
4th Estate Other	4	1	-	-	-	-	-	-100%	
TOTAL	13,361	16,861	17,539	17,724	19,929	19,982	20,997	↑ 57%	↑ 5%



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



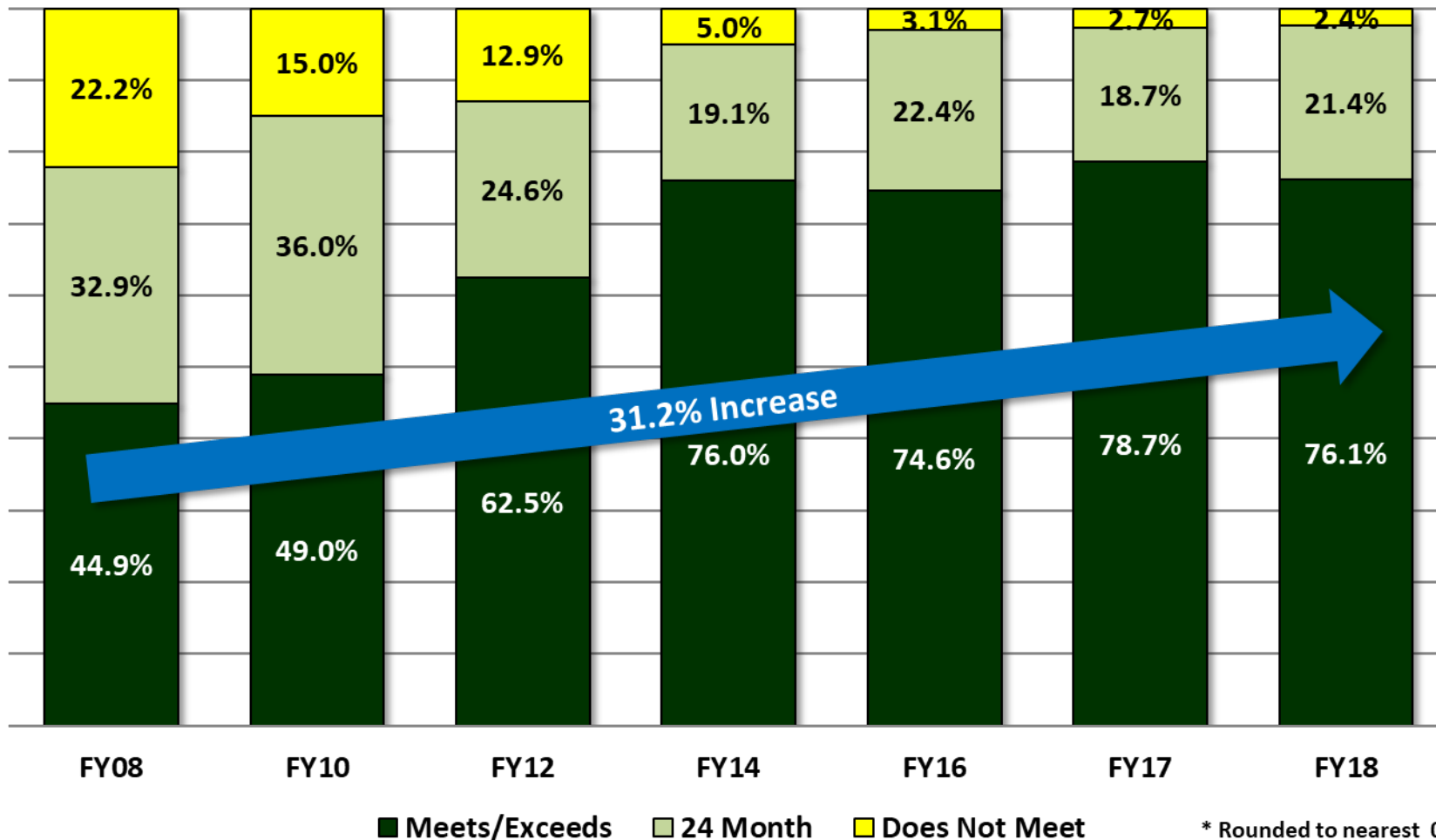
Life Cycle Logistics Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
ARMY	7,160	7,147	7,103	7,044	7,047	7,011	6,952	6,907	6,912	-2%
Navy	5,961	5,981	5,994	6,001	5,919	5,858	5,974	6,124	6,344	7%
MARINE CORPS	595	604	598	594	612	612	626	621	644	5%
AIR FORCE	3,237	3,227	3,262	3,240	3,297	3,301	3,347	3,514	3,662	11%
DLA	2,683	2,667	2,711	2,719	2,810	2,824	2,846	3,050	3,129	11%
DCMA	128	126	127	125	131	127	133	133	143	9%
MDA	85	90	89	93	101	101	99	96	102	1%
DAU	36	36	33	32	30	30	29	30	30	0%
DISA	18	17	16	14	13	13	13	12	12	-8%
OSD	11	11	11	11	10	10	10	8	7	-30%
DTRA	5	5	6	7	4	4	4	3	4	0%
DHA	3	4	4	4	4	4	3	6	6	50%
NRO	4	3	3	3	3	4	3	2	-	-100%
DSS	1	1	1	1	1	1	1	1	1	0%
JCS	1	1	1	1	-	-	-	-	-	
DoDEA	1	1	-	-	-	-	-	-	-	
IG	-	-	-	-	-	-	-	1	1	
TOTAL	19,929	19,921	19,959	19,889	19,982	19,900	20,040	20,508	20,997	↑ 5%



Logistics Historical DAWIA Certification FY08 – FY18



Life Cycle Logistics

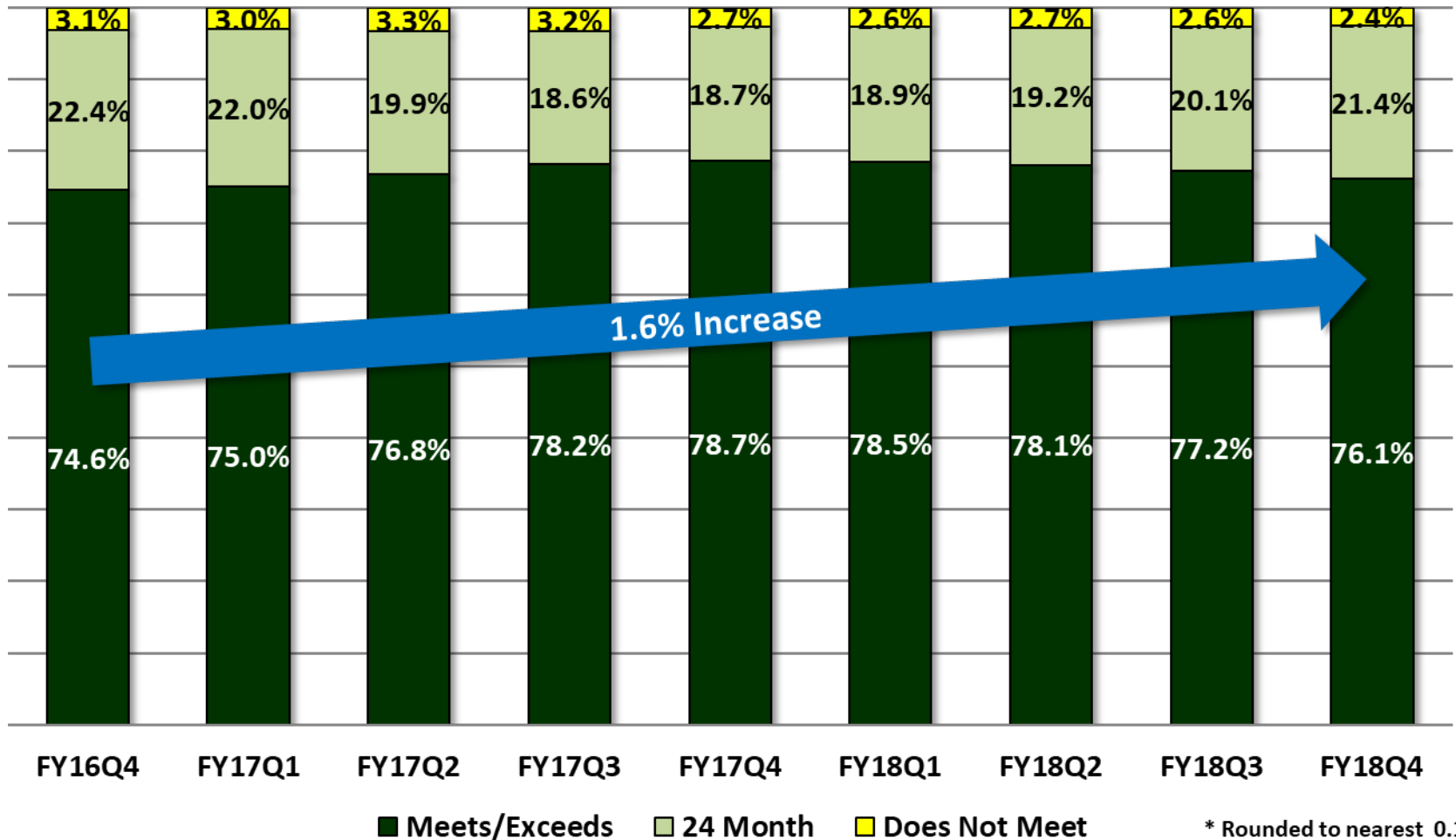




Logistics Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Life Cycle Logistics

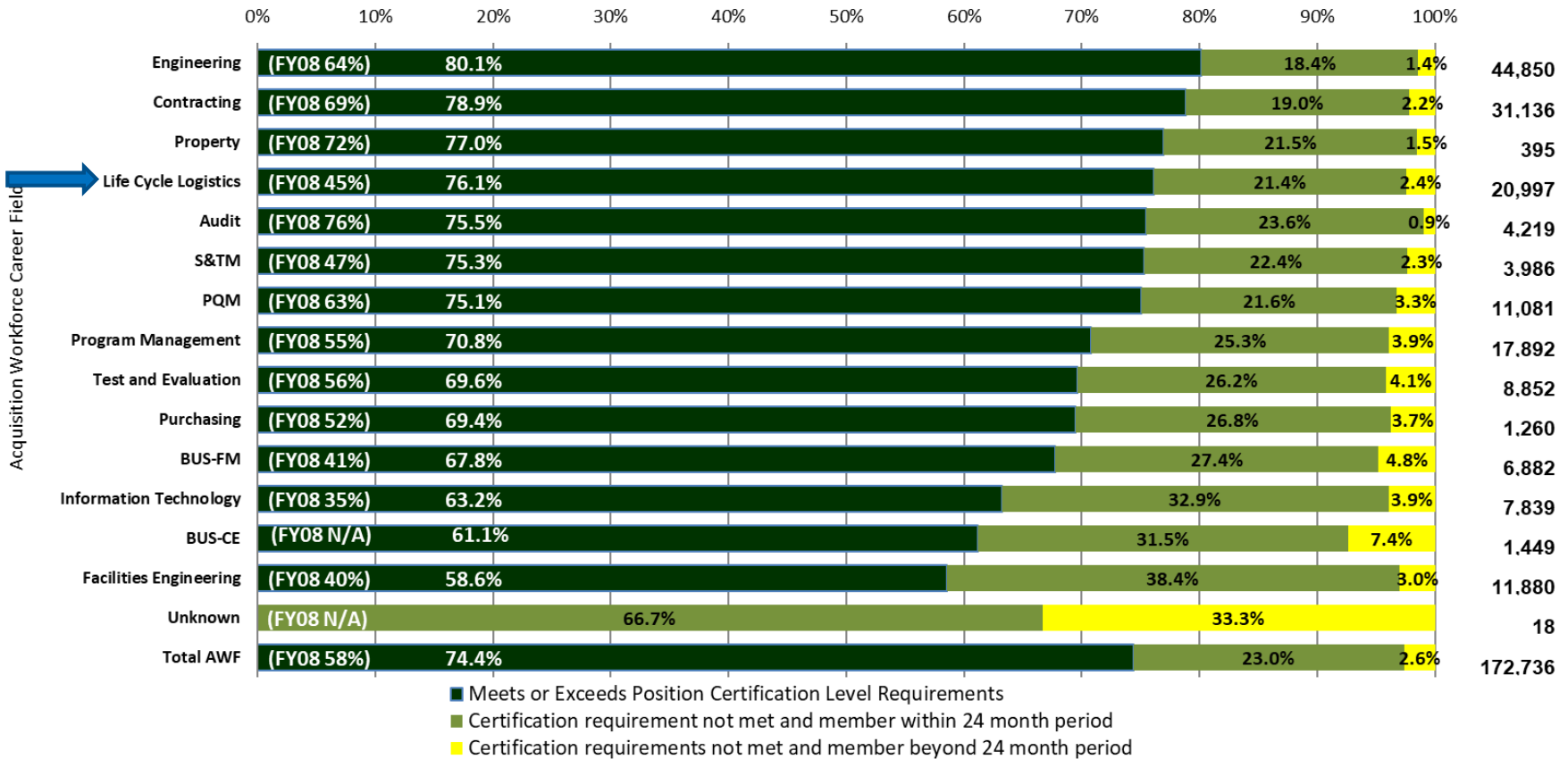




DAWIA Certification by Career Field



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

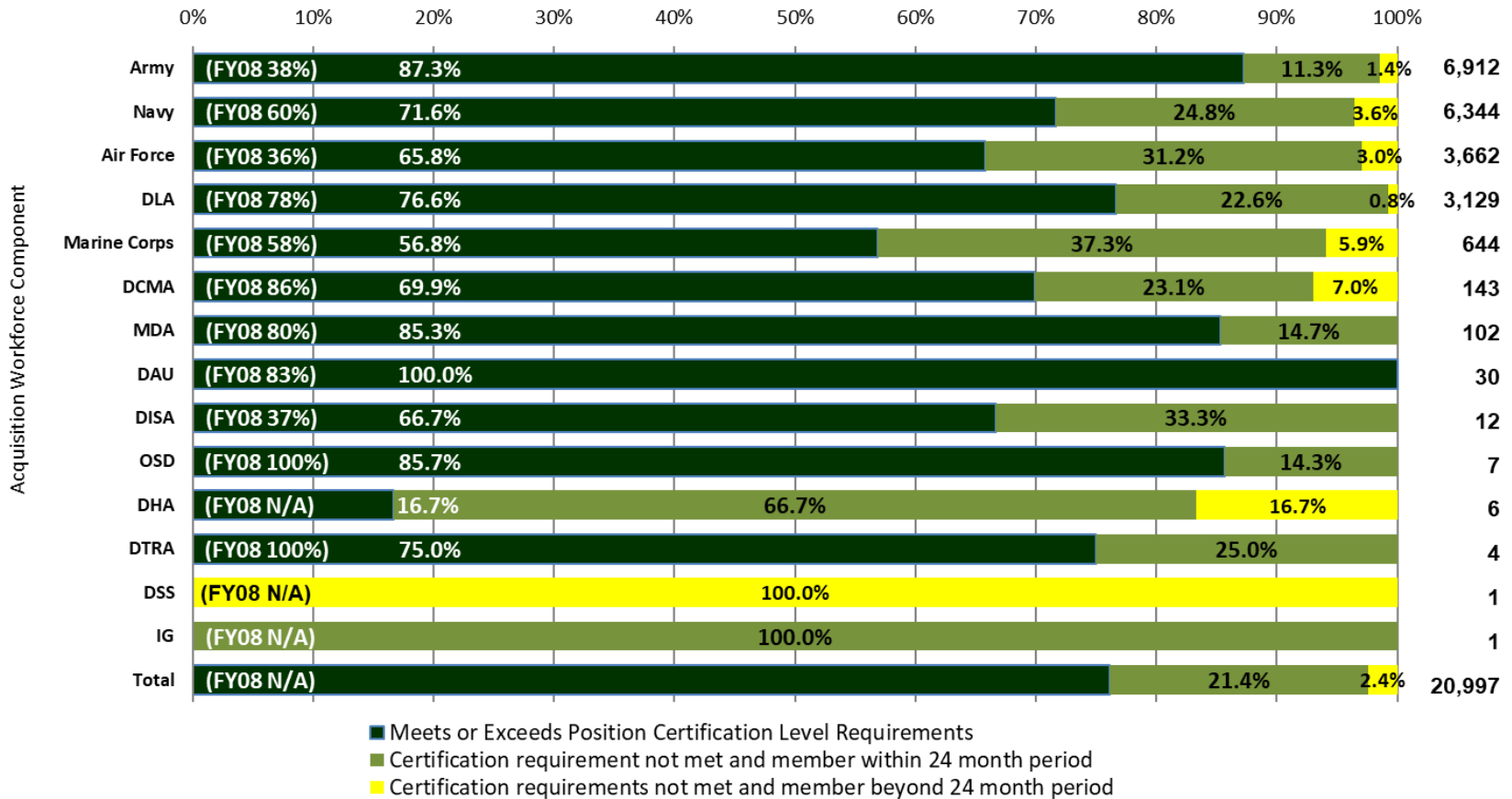




Logistics DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY18Q4)





Logistics DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,259	1,773	562	87	3,681	65.8%
Level II	1,522	1,139	5,882	2,310	10,853	75.5%
Level III	435	182	468	5,373	6,458	83.2%
<i>Unspecified</i>	3	2	-	-	5	
FY18Q4 TOTAL	3,219	3,096	6,912	7,770	20,997	76.1%
	15.3%	14.7%	32.9%	37.0%		

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%	
Life Cycle L	15,987	76.1%	4 of 14

** Based on population total without unspecified positions

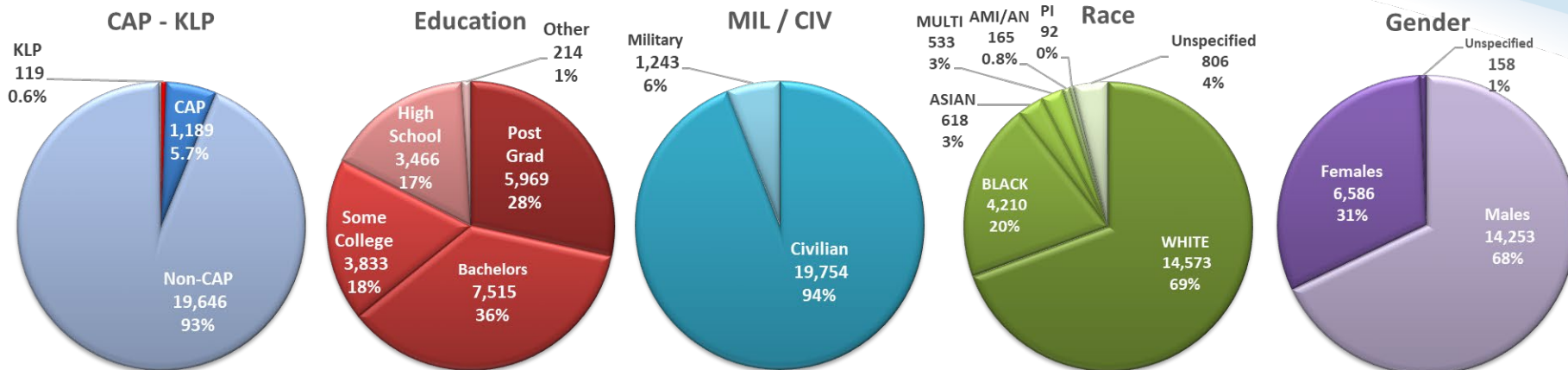
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,422	1,221	38	3,681	17.5%
Level II	8,192	2,401	260	10,853	51.7%
Level III	5,373	877	208	6,458	30.8%
<i>Unspecified</i>	-	4	1	5	0.0%
Life Cycle Logistics TOTAL	15,987	4,503	507	20,997	
	76.1%	21.4%	2.4%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL	Entire DAW
Key Leadership Positions (KLPs)	119 <i>0.6%</i>	1,178 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	1,189 <i>5.7%</i>	16,515 <i>9.6%</i>
Non-CAP Positions	19,646 <i>93.6%</i>	154,442 <i>89.4%</i>
Unknown	43 <i>0.2%</i>	601 <i>0.3%</i>
TOTAL	20,997	172,736

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

Highest Level of Education	LCL	Entire DAW
Post Grad	5,969 <i>28.4%</i>	68,976 <i>39.9%</i>
Bachelors	7,515 <i>35.8%</i>	76,511 <i>44.3%</i>
Some College	3,833 <i>18.3%</i>	12,143 <i>7.0%</i>
High School	3,466 <i>16.5%</i>	12,696 <i>7.3%</i>
Other	214 <i>1.0%</i>	2,410 <i>1.4%</i>
TOTAL	20,997	172,736

Military / Civilian	LCL	Entire DAW
Civilian	19,754 <i>94.1%</i>	157,318 <i>91.1%</i>
Military	1,243 <i>5.9%</i>	15,418 <i>8.9%</i>
TOTAL	20,997	172,736

Race	LCL	Entire DAW
WHITE	14,573 <i>69.4%</i>	126,389 <i>73.2%</i>
BLACK	4,210 <i>20.1%</i>	20,741 <i>12.0%</i>
ASIAN	618 <i>2.9%</i>	11,803 <i>6.8%</i>
MULTI	533 <i>2.5%</i>	4,768 <i>2.8%</i>
AMI/AN	165 <i>0.8%</i>	1,073 <i>0.6%</i>
PI	92 <i>0.4%</i>	862 <i>0.5%</i>
Unspecified	806 <i>3.8%</i>	7,100 <i>4.1%</i>
TOTAL	20,997	172,736

Gender	LCL	Entire DAW
Males	14,253 <i>67.9%</i>	121,073 <i>70.1%</i>
Females	6,586 <i>31.4%</i>	49,817 <i>28.8%</i>
Unspecified	158 <i>0.8%</i>	1,846 <i>1.1%</i>
TOTAL	20,997	172,736



Logistics Size by Occupational Series

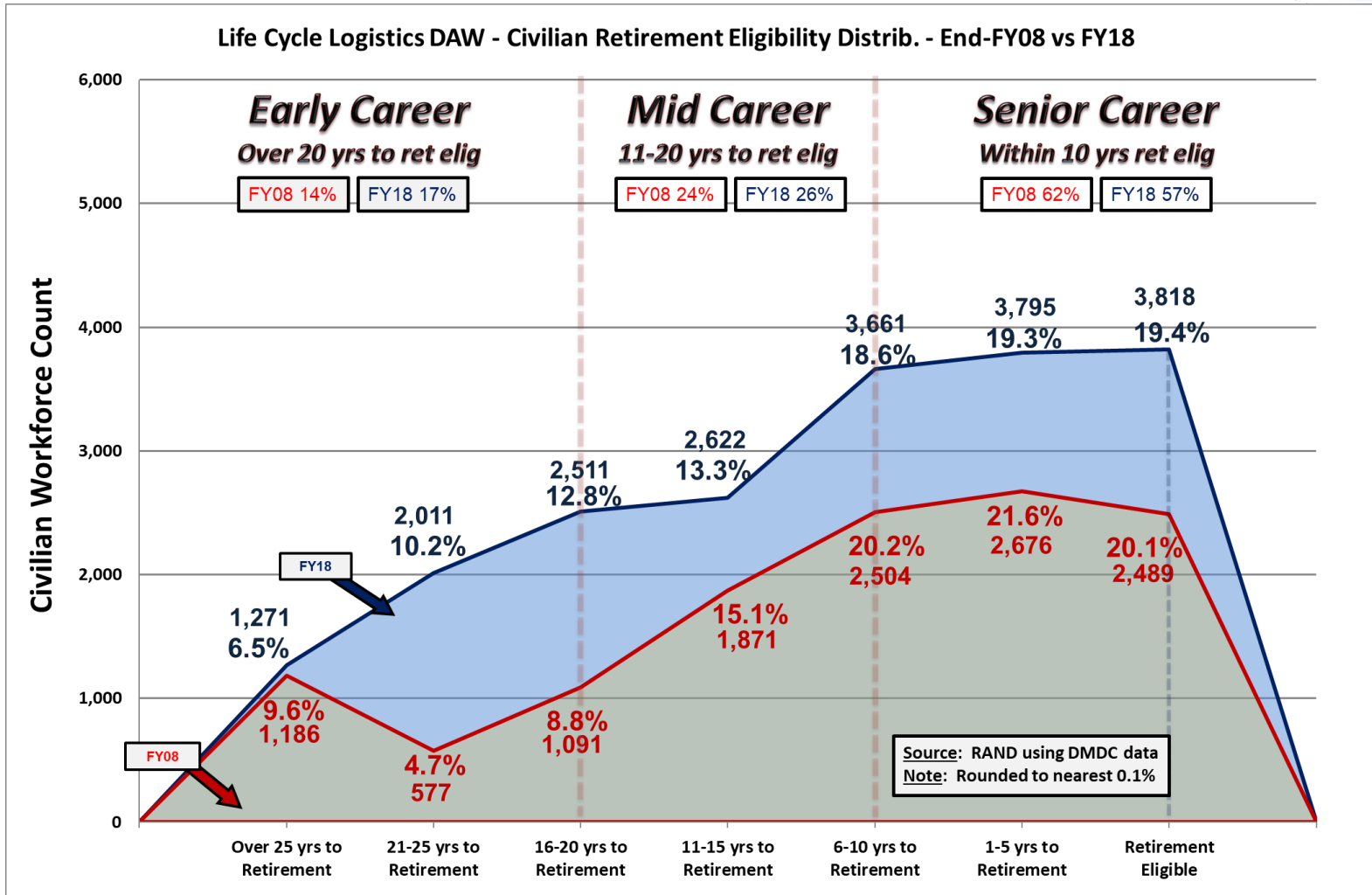
Civilian Occupational Series	LCL	
0346 - Logistics Management Specialist	12,421	62.9%
2010 - Inventory Management Specialist	1,849	9.4%
0301 - Administration & Program Staff	1,628	8.2%
1670 - Equipment Specialist	1,127	5.71%
2003 - Supply Management Specialist	696	3.52%
2001 - Supply Specialist	595	3.01%
1712 - Training Instructor	256	1.30%
1083 - Technical Writer / Editor	241	1.22%
0343 - Management and Program Analyst	250	1.27%
2130 - Traffic Management Specialist	175	0.89%
<i>Other</i>	516	2.61%
TOTAL CIVILIAN	19,754	Civilians



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



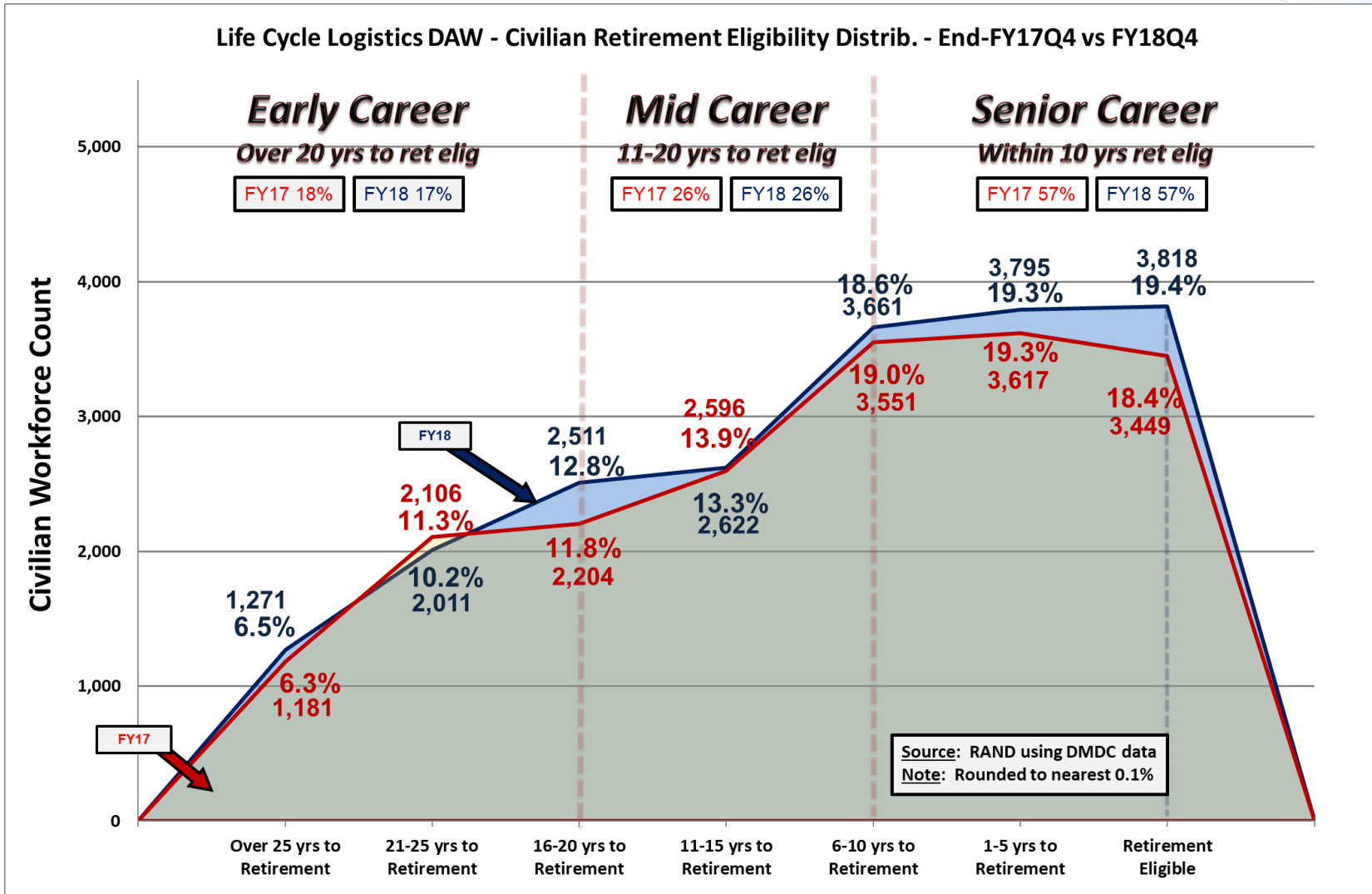
Logistics Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



Logistics Civilian Retirement Eligibility Distribution – FY17Q4 / FY18Q4

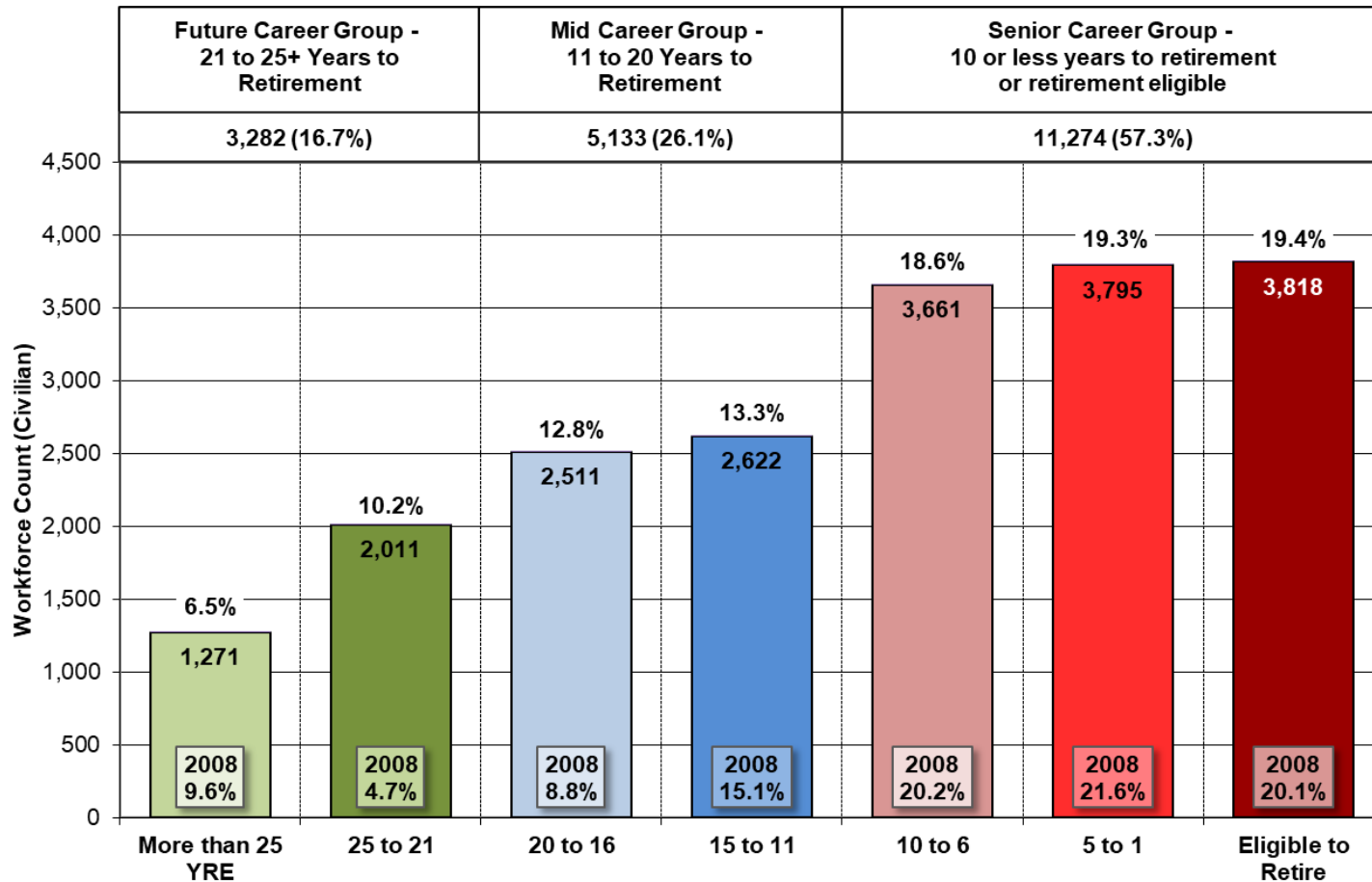


As of 30 Sept 2018



Logistics Workforce Lifecycle Model by YRE

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



As of 30 Sept 2018

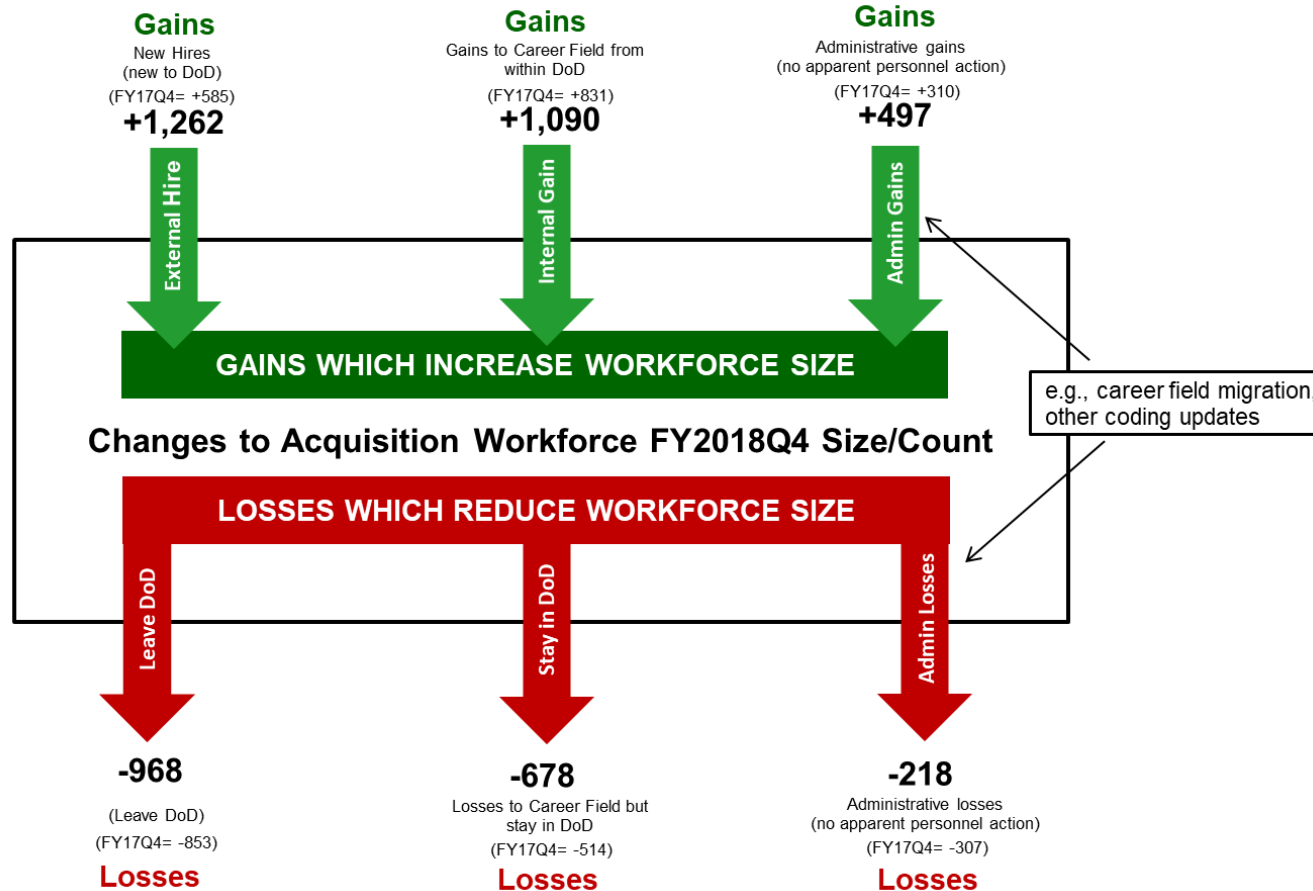


Logistics Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



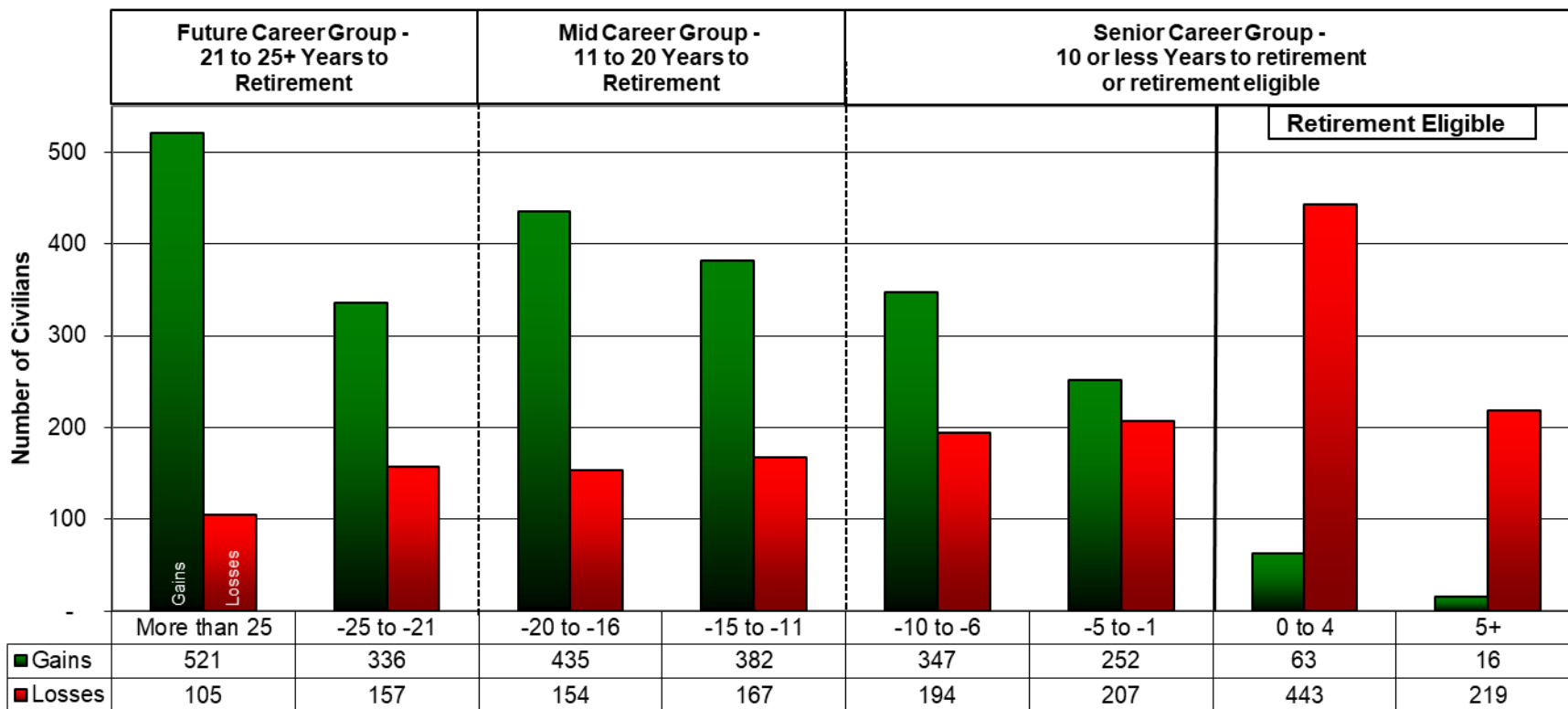


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

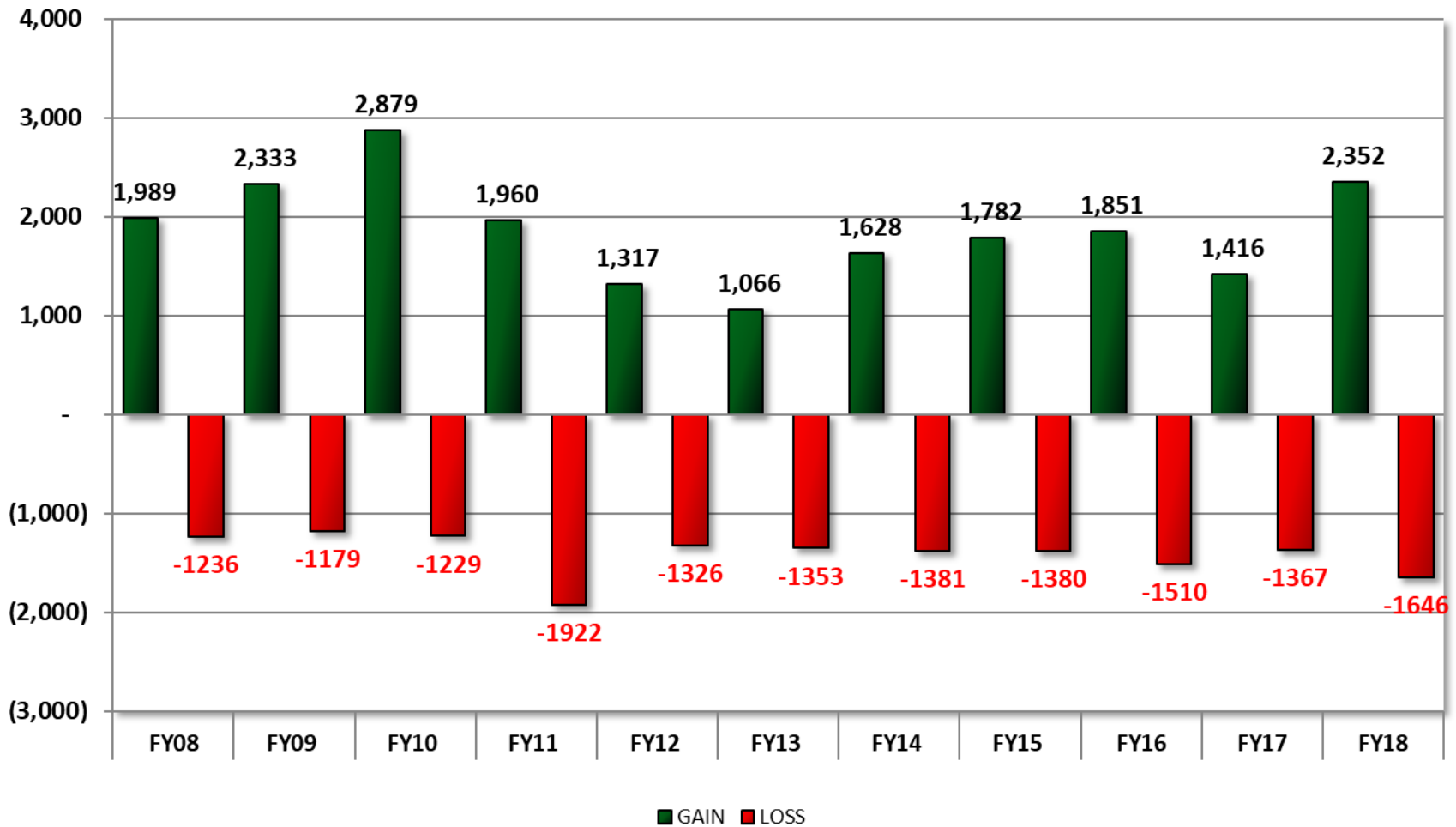


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Logistics Historical Gains and Losses FY08 – FY18



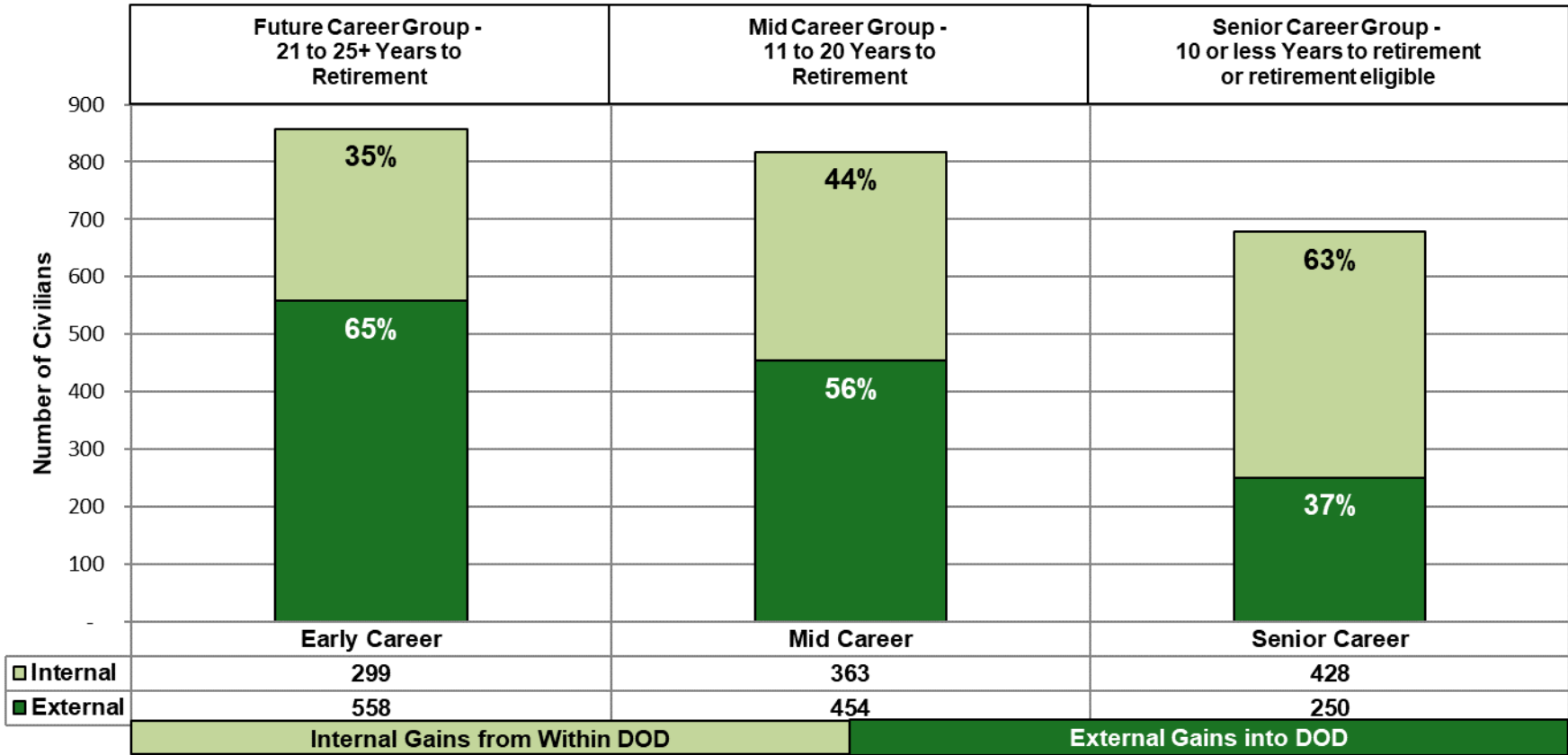
As of 30 Sept 2018



Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



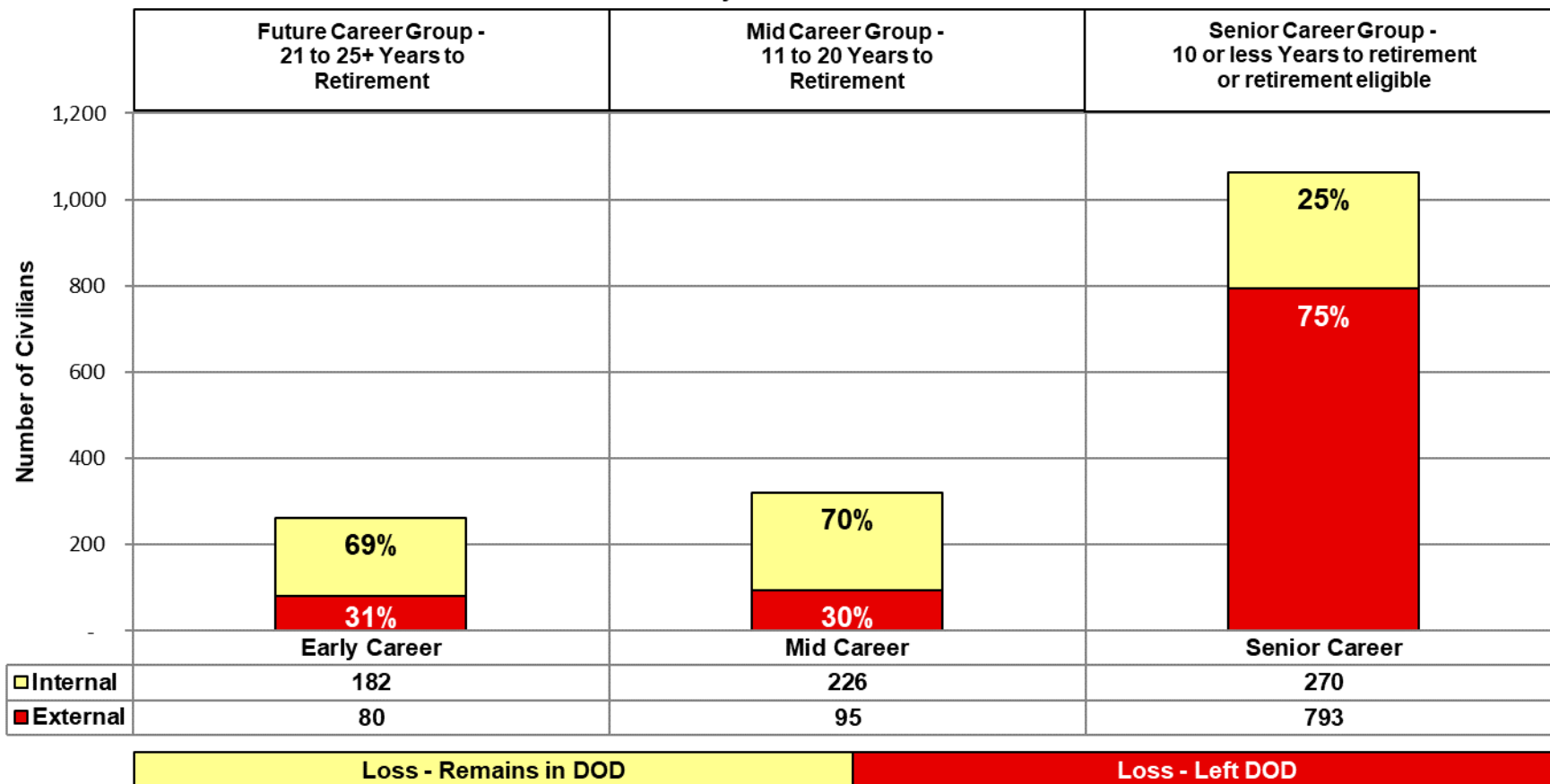
*Does not include administrative gains



Logistics Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian)

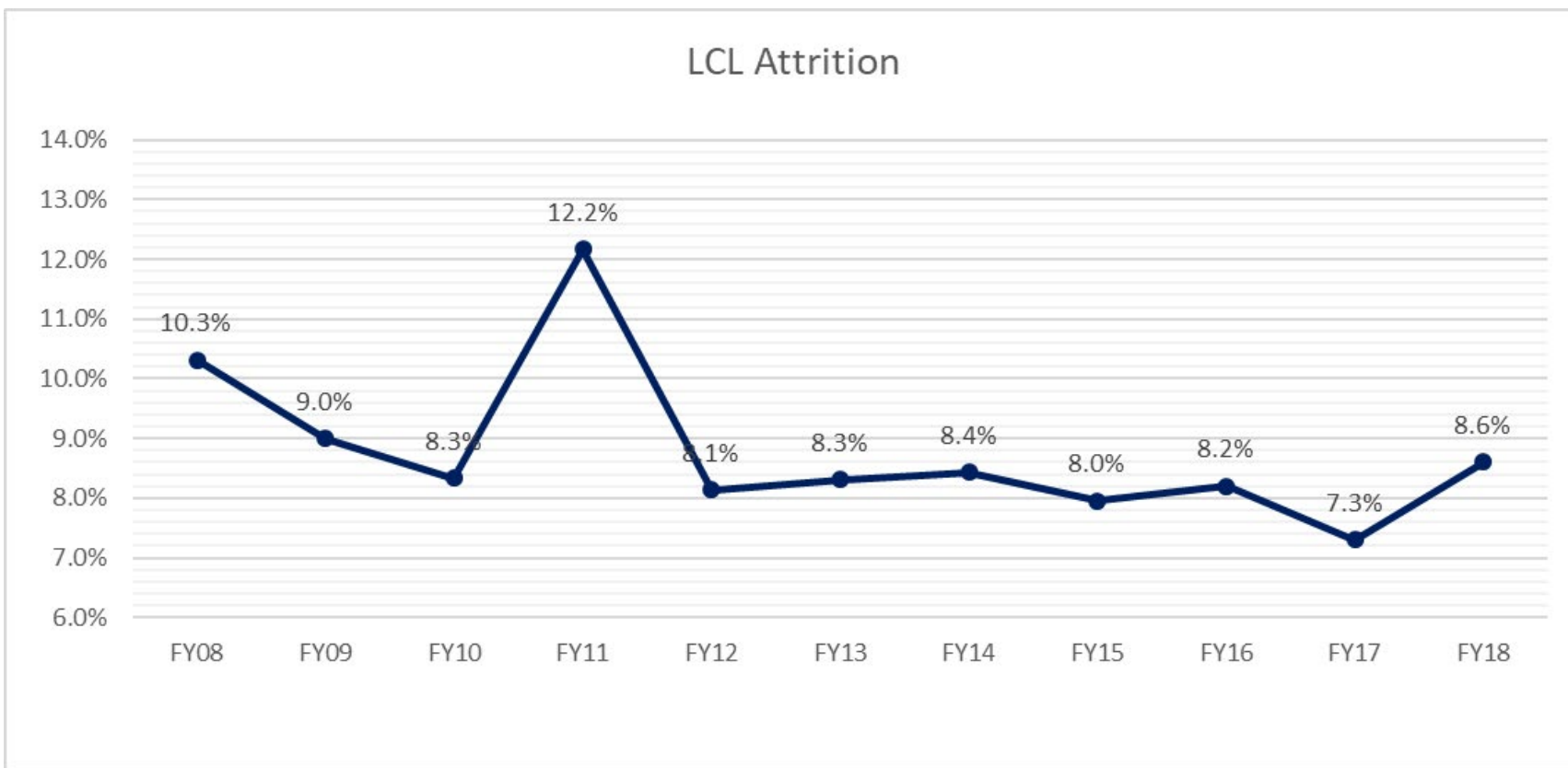
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



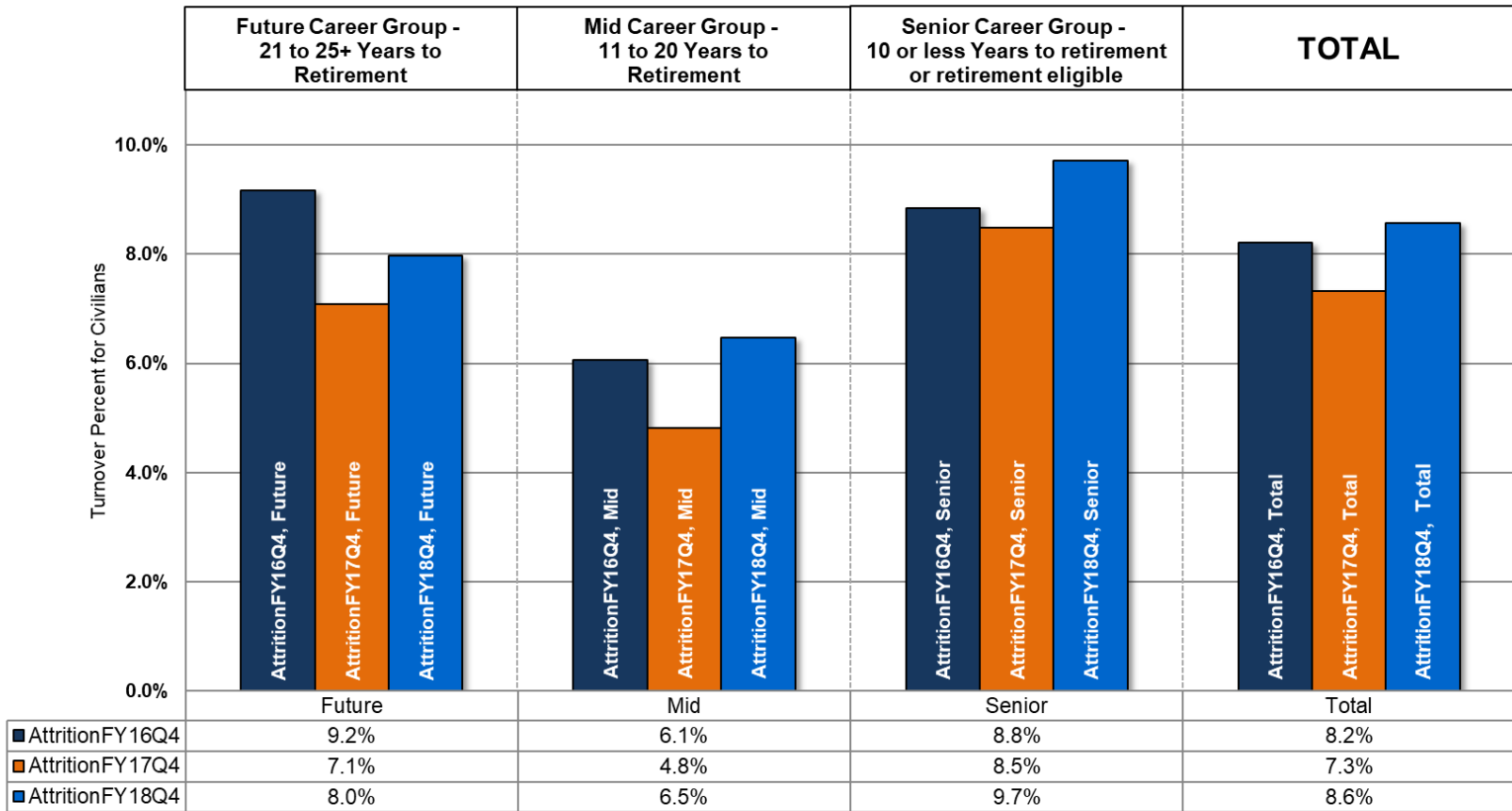
Annual Attrition Rates





Logistics Attrition Rates by Career Group

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



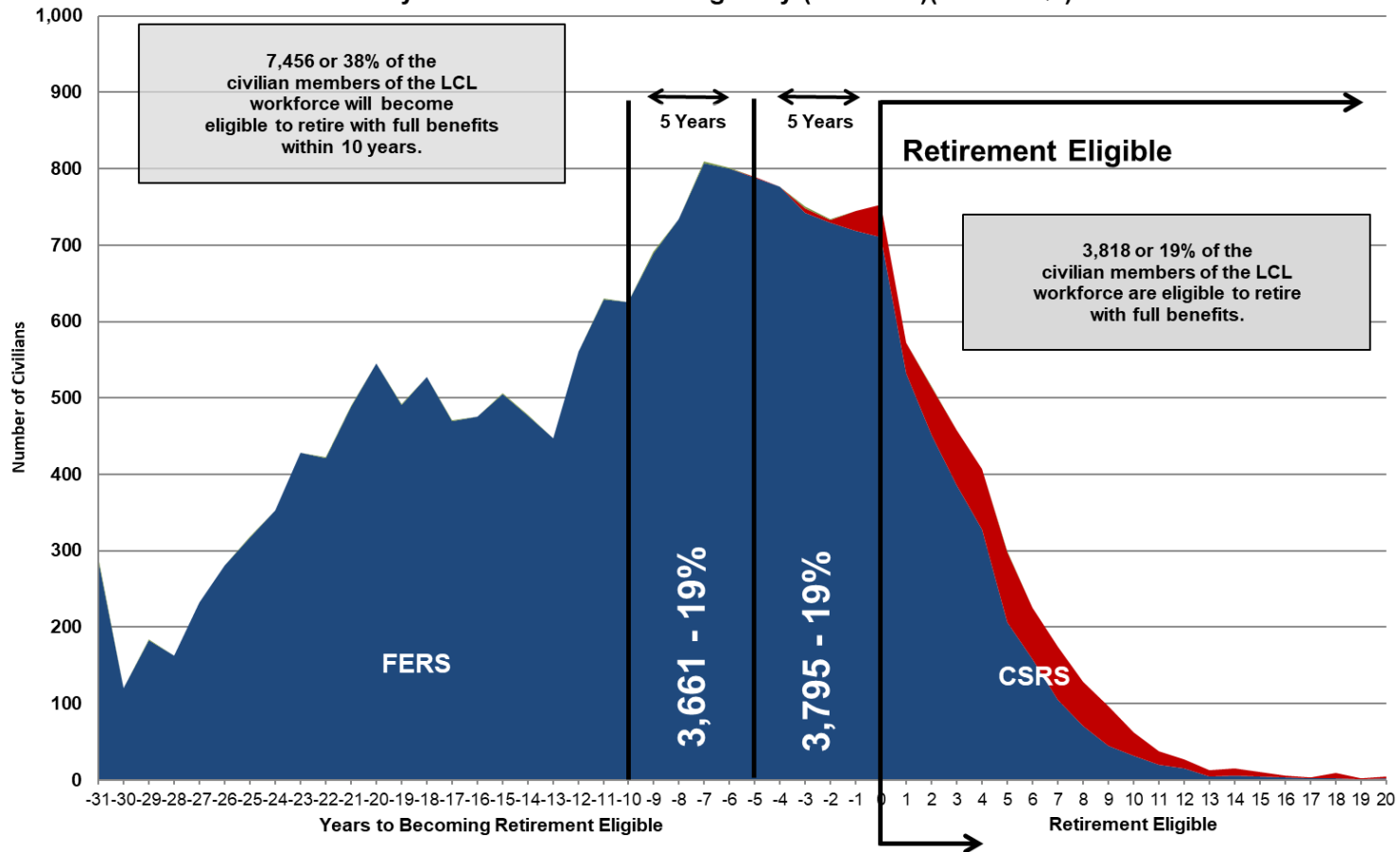


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END