



Defense Acquisition Workforce Key Information

OVERALL

As of FY18 (30 September 2018)



Human Capital Fact Sheet

Defense Acquisition Workforce	FY 2008			FY2018Q4		
	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	157,318	15,418	172,736
Change in size from 2008	-	-	-	42%	3%	37%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	84%	84%
Post Graduate Degree	26%	44%	29%	39%	53%	40%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	85%	75%	84%
Level II or Higher Achieved	63%	41%	61%	73%	50%	71%
Level III Achieved	38%	19%	36%	73%	50%	40%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	76%	58%	74%
Within 24 Months of Cert Rqmt	25%	46%	27%	22%	37%	23%
Does Not Meet Cert Rqmt	15%	12%	14%	2%	6%	3%
Planning Considerations						
Average Age	47	36	46	45	35	45
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	26/26/48(%)	-	
Average Years of Service	18	13	17	15	13	15
Retirement Eligible	19,051(17%)	-	-	28,432(18%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,048(16%)	-	
Total Gains/Losses	14,245/15,030	-	-	19,614/12,308	-	

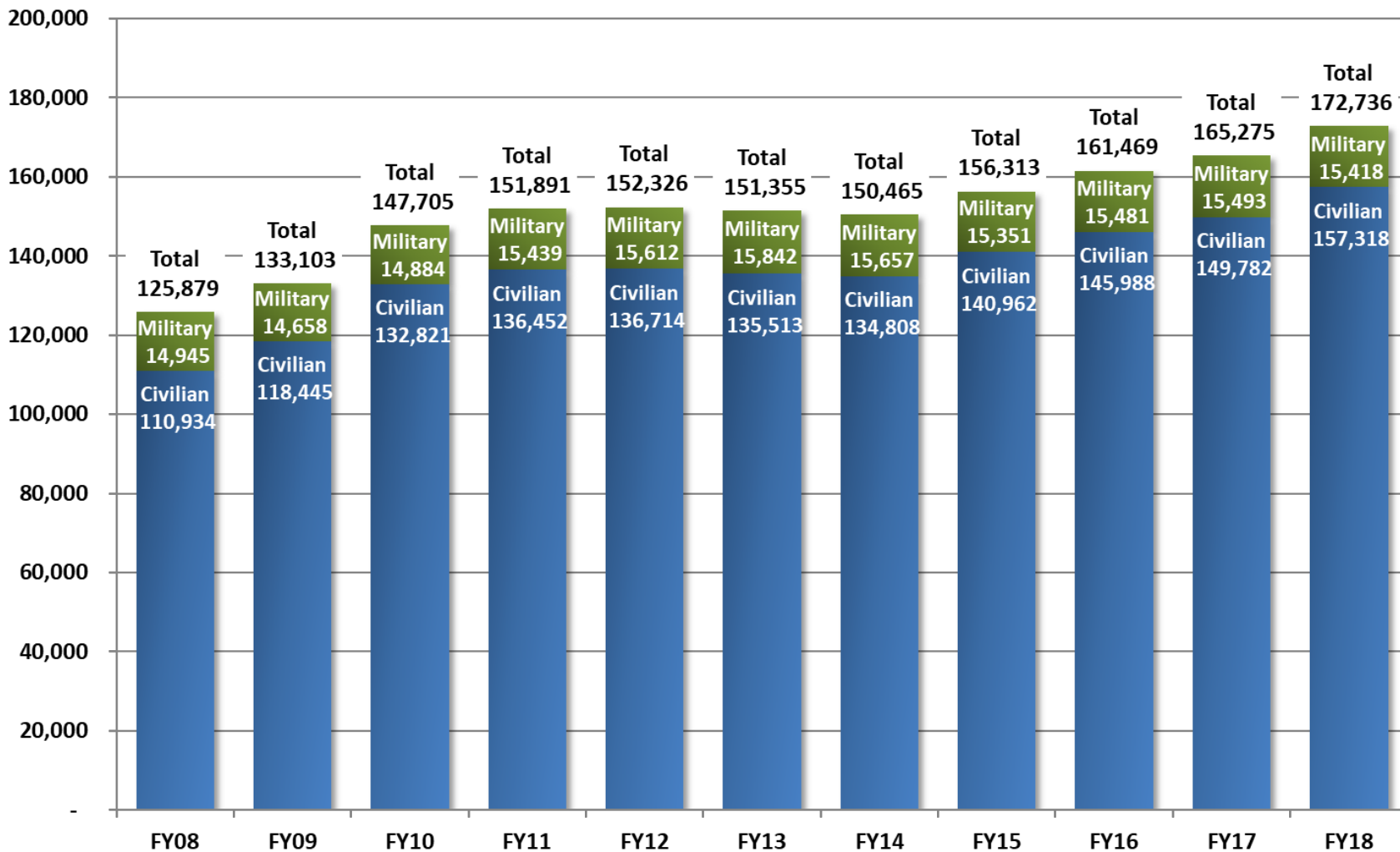
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



AWF – Annual Historical Workforce Size FY08 – FY18

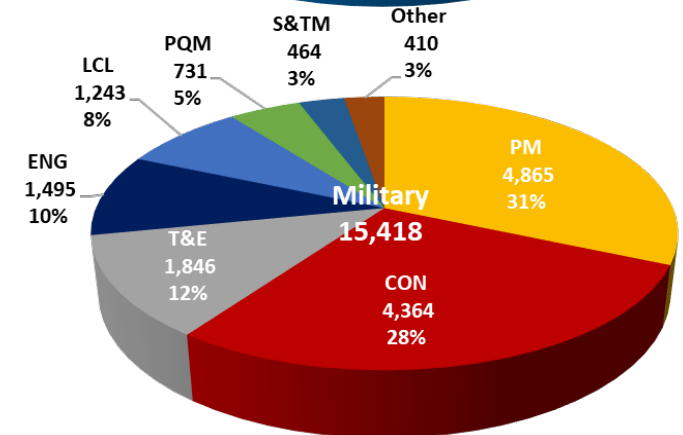
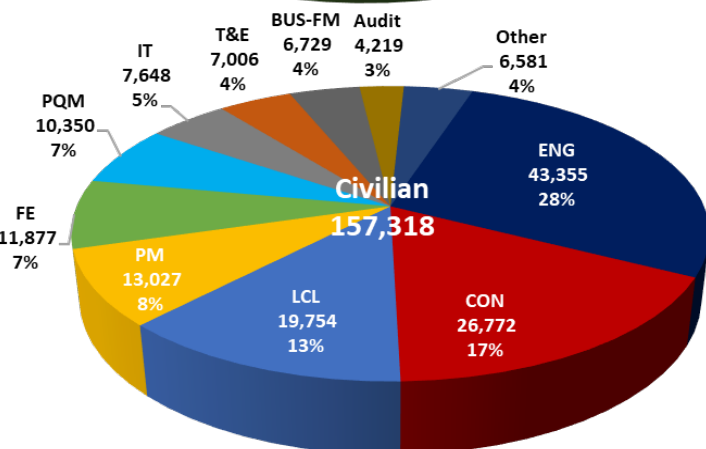
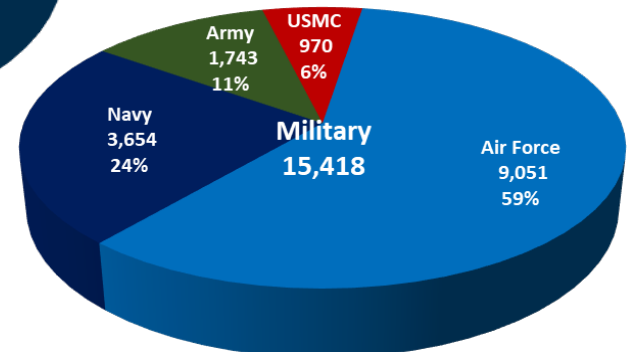
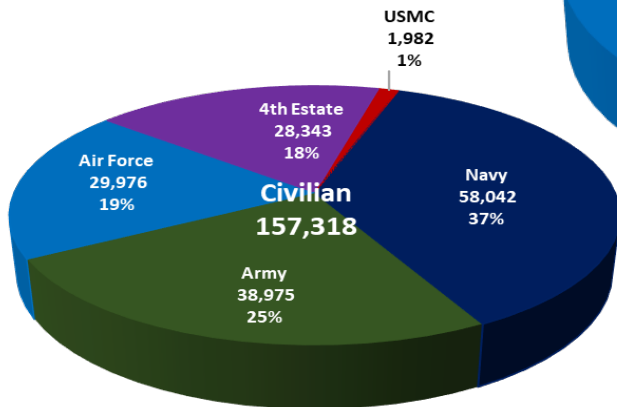
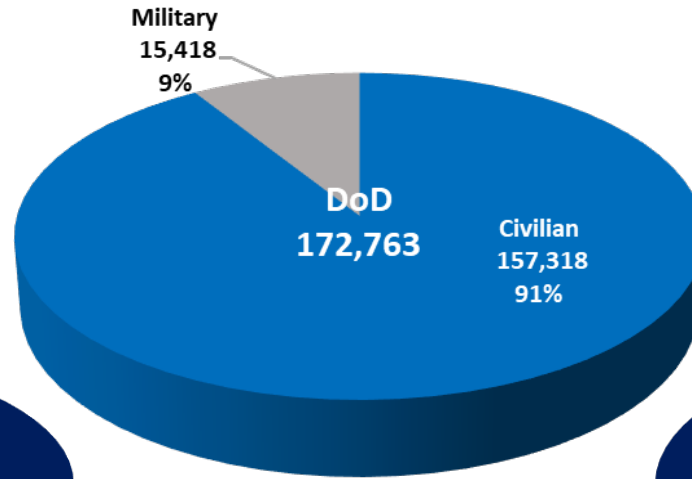


Overall AWF Total





AWF – Military and Civilian By Component and Career Field





AWF Size 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%		



AWF Historical Size Detail by Component (Civilian & Military)



Components/Agencies
over 1% of Workforce

Overall	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3
Defense Acq Workforce Agency							
NAVY	41,078	48,556	50,156	50,822	57,086	58,072	61,696
MARINE CORPS	1,988	2,862	2,902	2,863	3,002	2,931	2,952
ARMY	40,269	43,634	41,877	37,342	37,146	38,900	40,718
AIR FORCE	24,827	31,382	34,637	34,395	36,975	37,805	39,027
DCMA	7,344	8,722	8,699	9,645	9,993	9,542	9,581
DLA	3,913	4,272	4,915	5,753	7,857	8,434	8,867
DCAA	3,598	4,146	4,515	4,567	4,015	4,158	4,226
MDA	788	1,638	1,828	1,916	1,962	2,021	2,084
Other 4th Estate	2,074	2,493	2,797	3,162	3,433	3,412	3,585
TOTAL	125,879	147,705	152,326	150,465	161,469	165,275	172,736

% Change Since FY08	% Change Since FY12	% Change Since FY17
50%	23%	6%
48%	2%	1%
1%	-3%	5%
57%	13%	3%
30%	10%	0%
127%	80%	5%
17%	-6%	2%
164%	14%	3%
73%	28%	5%
↑	↑	↑
37%	13%	5%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY12	% Change Since FY17
DoN	38,579	47,009	48,862	49,220	55,367	56,322	60,024	56%	23%	7%
AIR FORCE	16,067	22,526	25,019	25,299	28,123	28,813	29,976	87%	20%	4%
ARMY	38,689	42,015	40,079	35,246	35,238	37,080	38,975	1%	-3%	5%
DCMA	7,344	8,722	8,699	9,645	9,993	9,542	9,581	30%	10%	0%
DLA	3,913	4,272	4,915	5,753	7,857	8,434	8,867	127%	80%	5%
DCAA	3,598	4,146	4,515	4,567	4,015	4,158	4,226	17%	-6%	2%
MDA	787	1,638	1,828	1,916	1,962	2,021	2,084	165%	14%	3%
4th Estate Other	1,957	2,493	2,797	3,162	3,433	3,412	3,585	83%	28%	5%
TOTAL	110,934	132,821	136,714	134,808	145,988	149,782	157,318	↑ 42%	↑ 15%	↑ 5%



AWF Historical Size Detail by Component (Military)



Overall Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY12	% Change Since FY17
Navy	3,742	3,527	3,317	3,641	3,712	3,696	3,654	-2%	10%	-1%
MARINE CORPS	745	882	877	824	1,009	985	970	30%	11%	-2%
ARMY	1,580	1,619	1,798	2,096	1,908	1,820	1,743	10%	-3%	-4%
AIR FORCE	8,760	8,856	9,277	9,096	8,852	8,992	9,051	3%	-2%	1%
4th ESTATE	118	-	-	-	-	-	-	-100%		
OVERALL DAW	14,945	14,884	15,269	15,657	15,481	15,493	15,418	↑ 3%	↑ 1%	↓ 0%



AWF Historical Size Detail by Career Field (Civilian and Military)



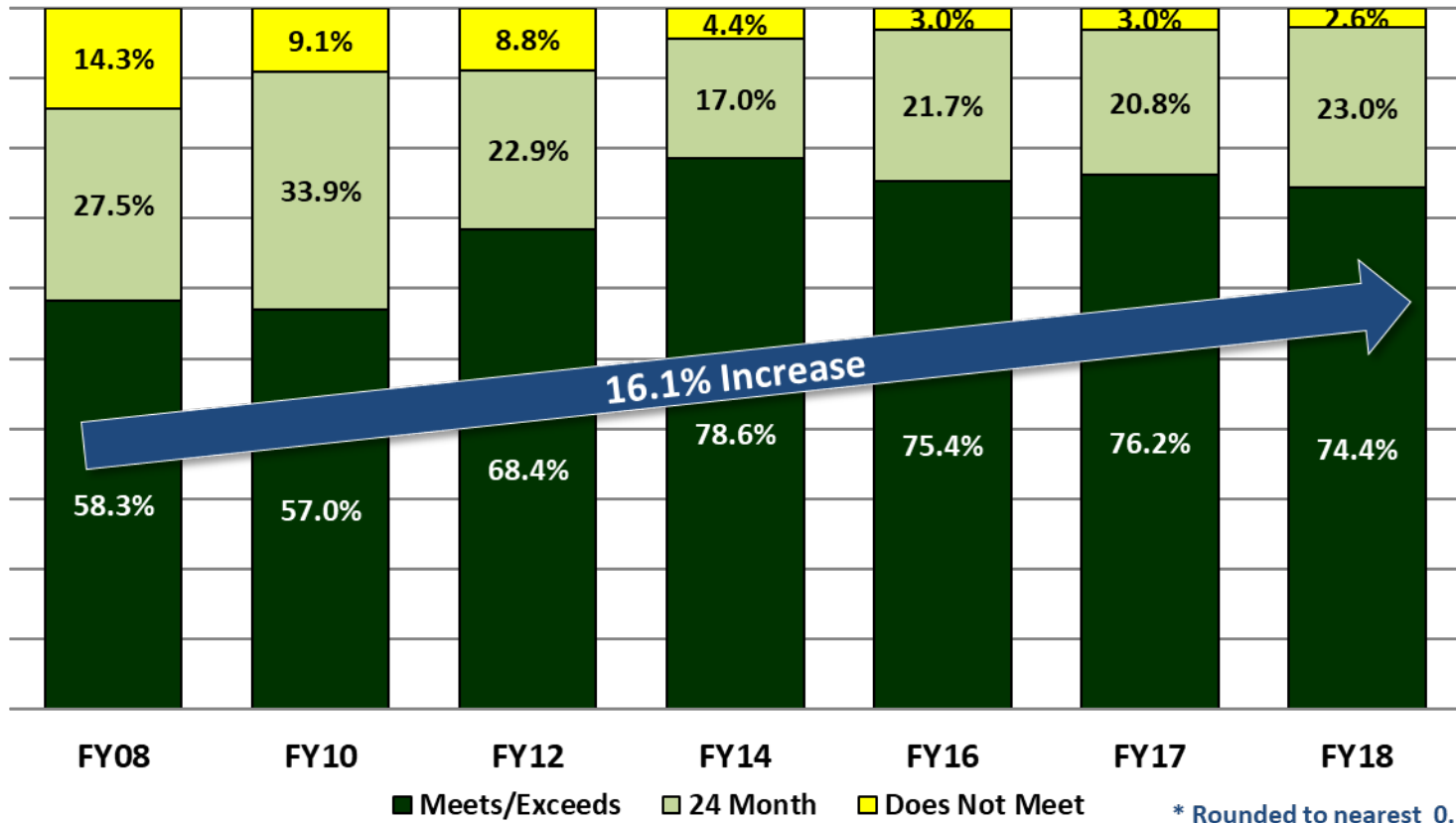
Overall Defense Acq Workforce Career Field	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY12	% Change Since FY17
Engineering	34,537	39,201	39,807	39,242	42,438	43,149	44,850	30%	13%	4%
Contracting	25,680	29,792	30,292	29,826	30,669	30,829	31,136	21%	3%	1%
Life Cycle Logistics	13,361	16,861	17,539	17,724	19,929	19,982	20,997	57%	20%	5%
Program Management	12,781	14,915	15,824	16,003	17,002	17,252	17,892	40%	13%	4%
Facilities Engineering	4,920	6,911	7,290	6,617	7,870	9,831	11,880	141%	63%	21%
Production, Quality and Man	9,138	9,727	9,458	9,671	10,544	10,517	11,081	21%	17%	5%
Test and Evaluation	7,420	8,446	8,603	8,569	8,738	8,765	8,852	19%	3%	1%
Information Technology	3,934	5,165	5,832	5,776	6,836	7,132	7,839	99%	34%	10%
Business - FM	7,085	7,054	6,761	6,142	6,327	6,487	6,882	-3%	2%	6%
Auditing	3,638	4,143	4,505	4,560	4,011	4,151	4,219	16%	-6%	2%
S&T Manager	480	2,561	3,209	3,401	3,814	3,887	3,986	730%	24%	3%
Business - CE	-	1,070	1,278	1,309	1,378	1,406	1,449		13%	3%
Purchasing	1,196	1,287	1,340	1,205	1,475	1,470	1,260	5%	-6%	-14%
Property	451	501	449	389	405	401	395	-12%	-12%	-1%
Unknown/Other	1,258	71	139	31	33	16	18			
TOTAL	125,879	147,705	152,326	150,465	161,469	165,275	172,736	↑ 37%	↑ 13%	↑ 5%



AWF Historical DAWIA Certification FY08 – FY18



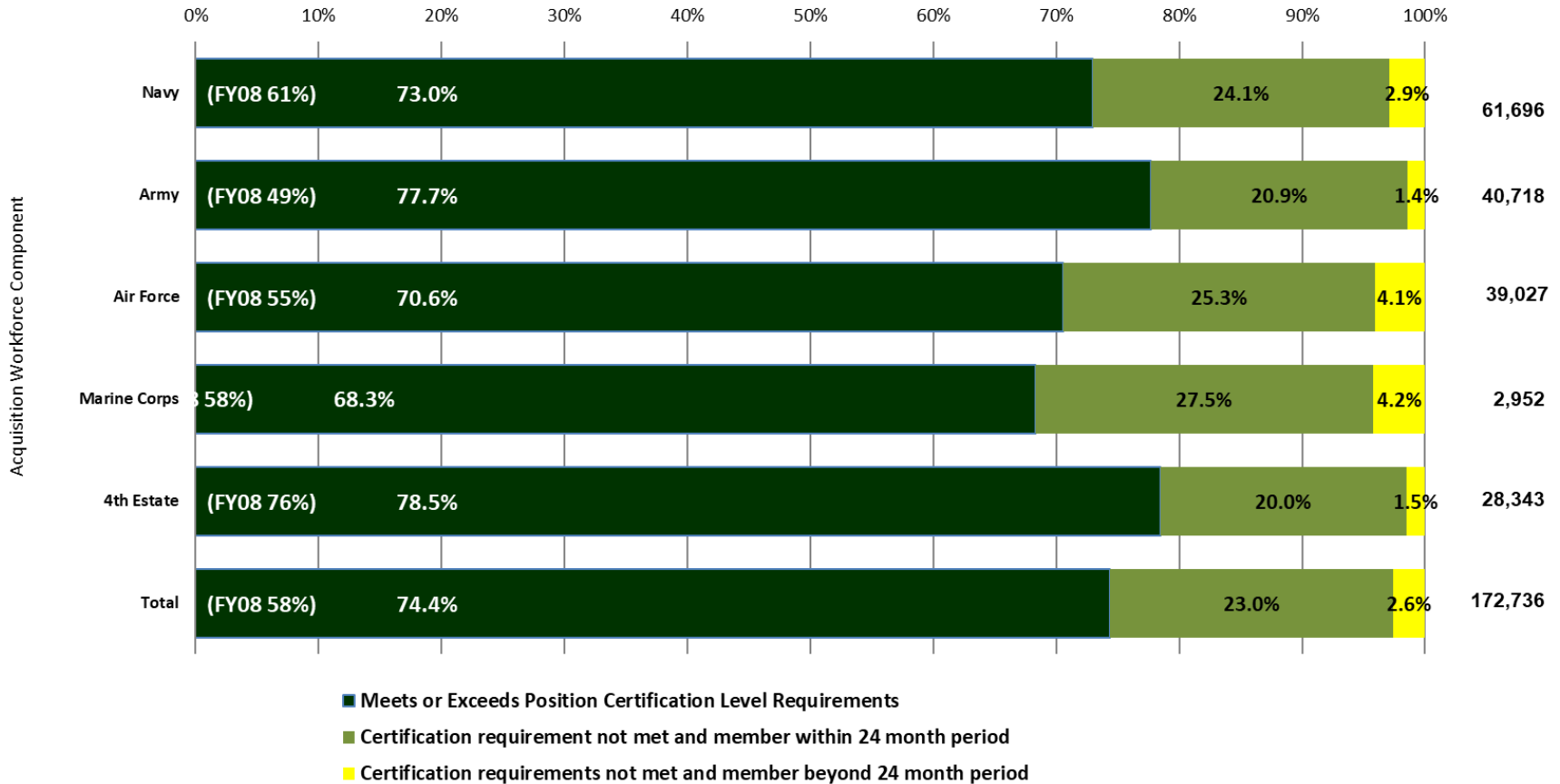
AWF Overall





AWF DAWIA Certification by Major Component

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

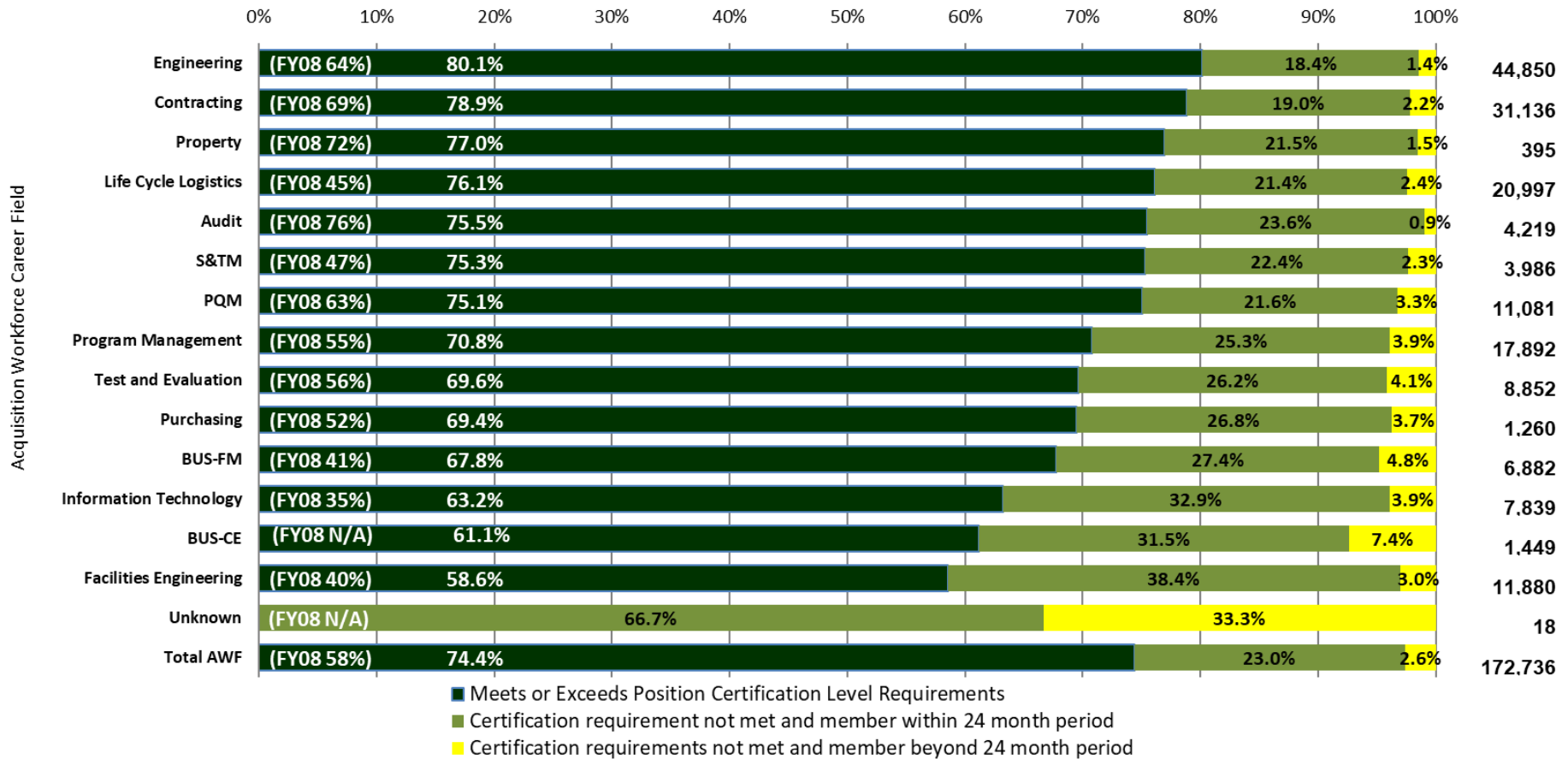




AWF DAWIA Certification by Career Field



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





AWF DAWIA Certification



Required Certification Level	Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	10,572	11,062	3,547	2,289	27,470	61.5%
Level II	13,450	9,772	44,874	18,575	86,671	73.2%
Level III	4,034	1,597	4,632	48,096	58,359	82.4%
Unspecified	132	25	56	23	236	
% TOTAL	28188	22456	53109	68983	172736	

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Org	# Meet or Exceeds	or Exceeds*
DAW	128,466	74.4%
Army	31,625	77.7%
Navy	45,031	73.0%
Marine Corp	2,016	68.3%
Air Force	27,549	70.6%
4th Estate	22,245	78.5%

Certification Requirement	Meets/ Exceeds	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	16,898	10,231	341	27,470	15.9%
Level II	63,449	20,551	2,671	86,671	50.2%
Level III	48,096	8,754	1,509	58,359	33.8%
Unspecified	23	195	18	236	0.1%
AWF Total	128,466	39,731	4,539	172,736	
% TOTAL	74.4%	23.0%	2.6%		

= Compliance
= Exceeds Requirement

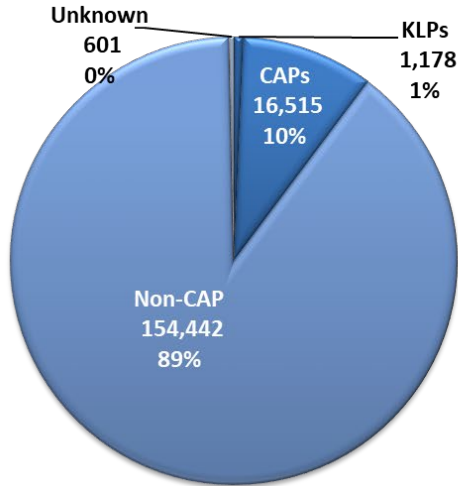
* NOTE: Rounded to nearest 0.1%



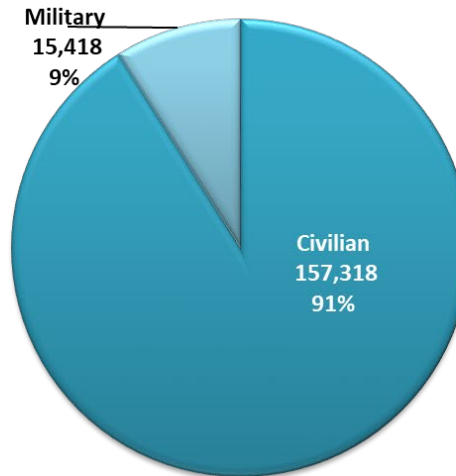
AWF Demographics



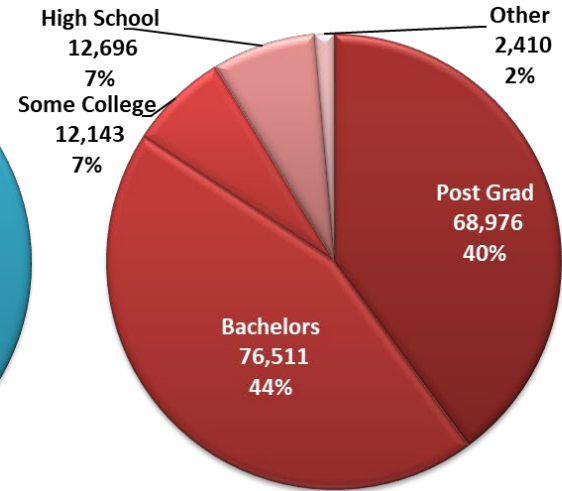
CAP / KLP



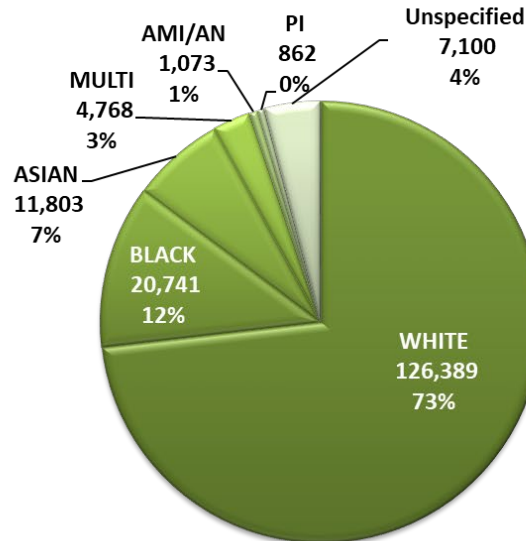
Mil / Civ



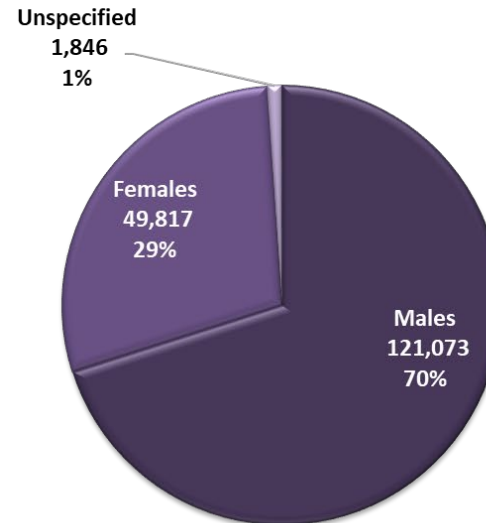
Gender



Education

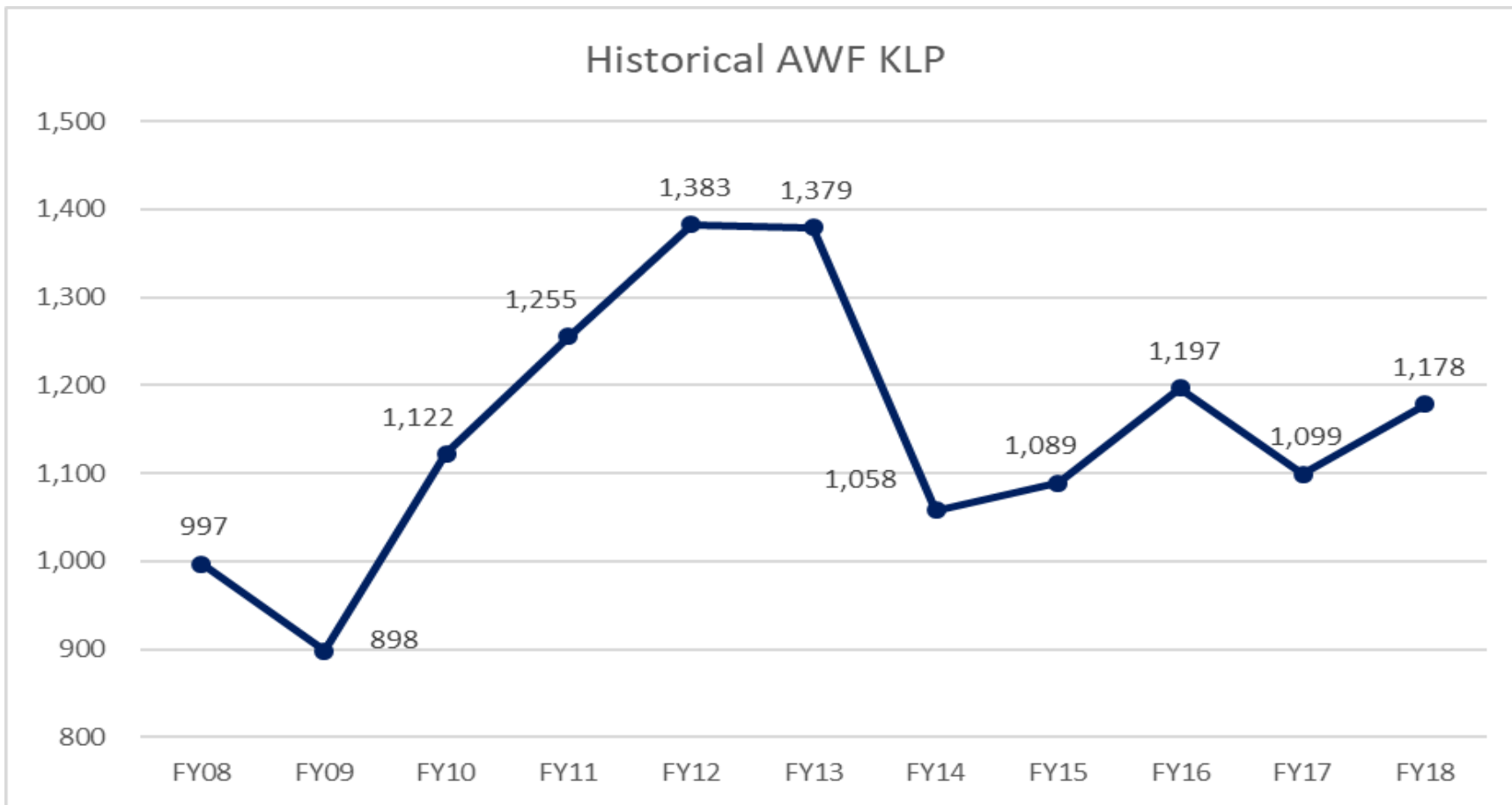


Race





AWF KLP Count





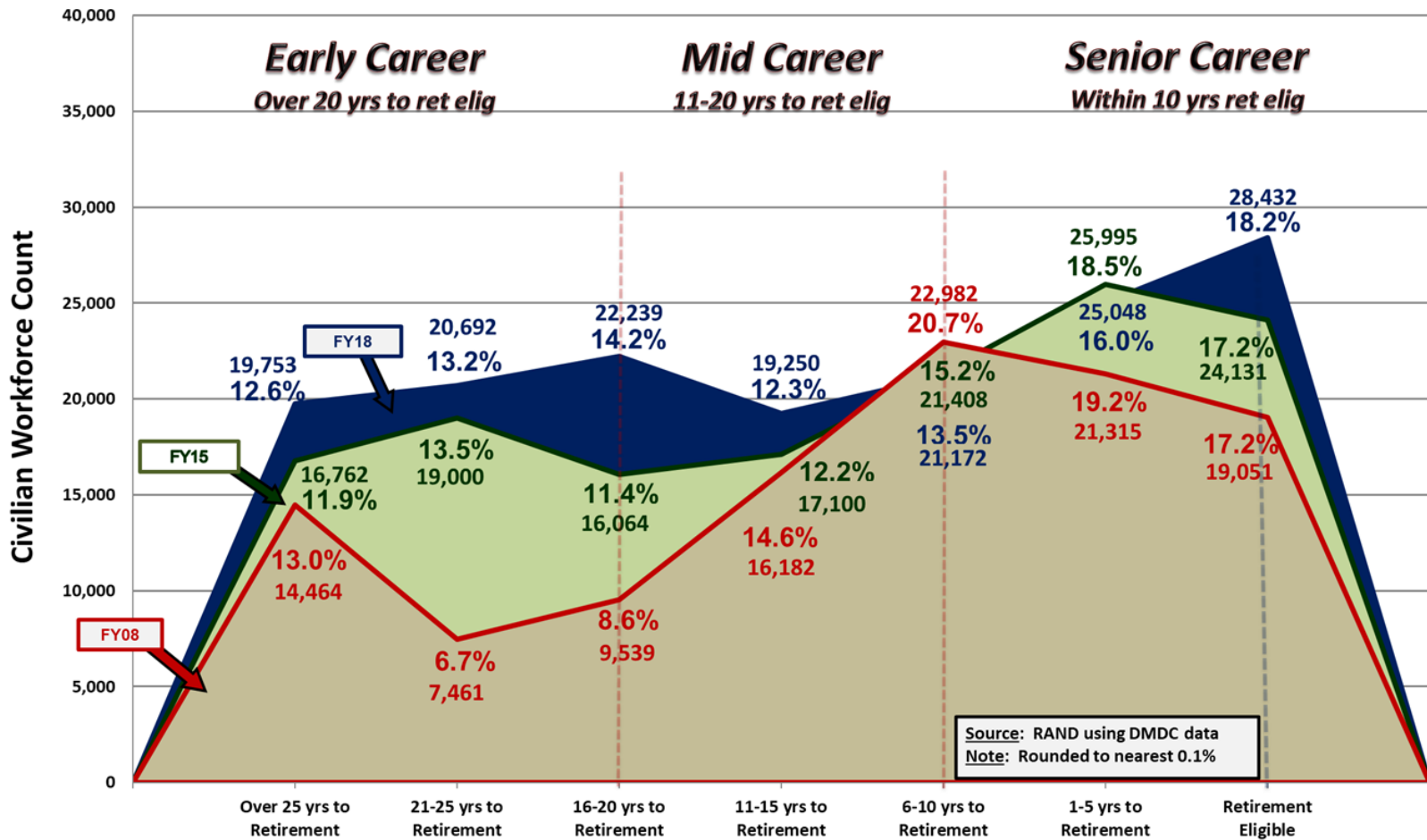
RAND NDRI Forces and Resources
Policy Center Data
Retirement, Gains/Losses Slides
FY18Q4



Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY18



Overall DAW - Civilian Retirement Eligibility Distribution - End FY08, FY15 & FY18



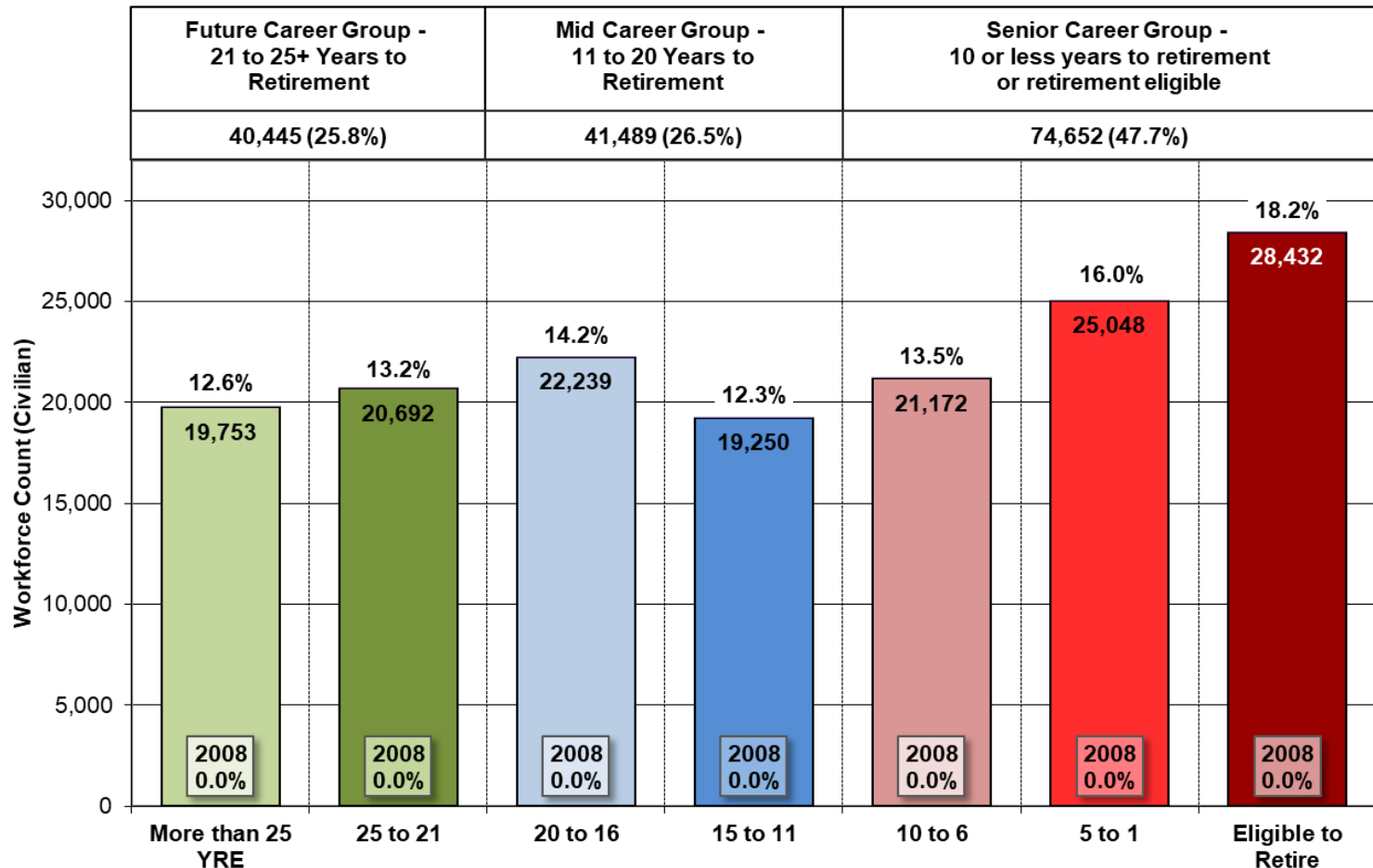
Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

RAND NDRI (*As of 09-30-2015)



Workforce Lifecycle Model by YRE

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



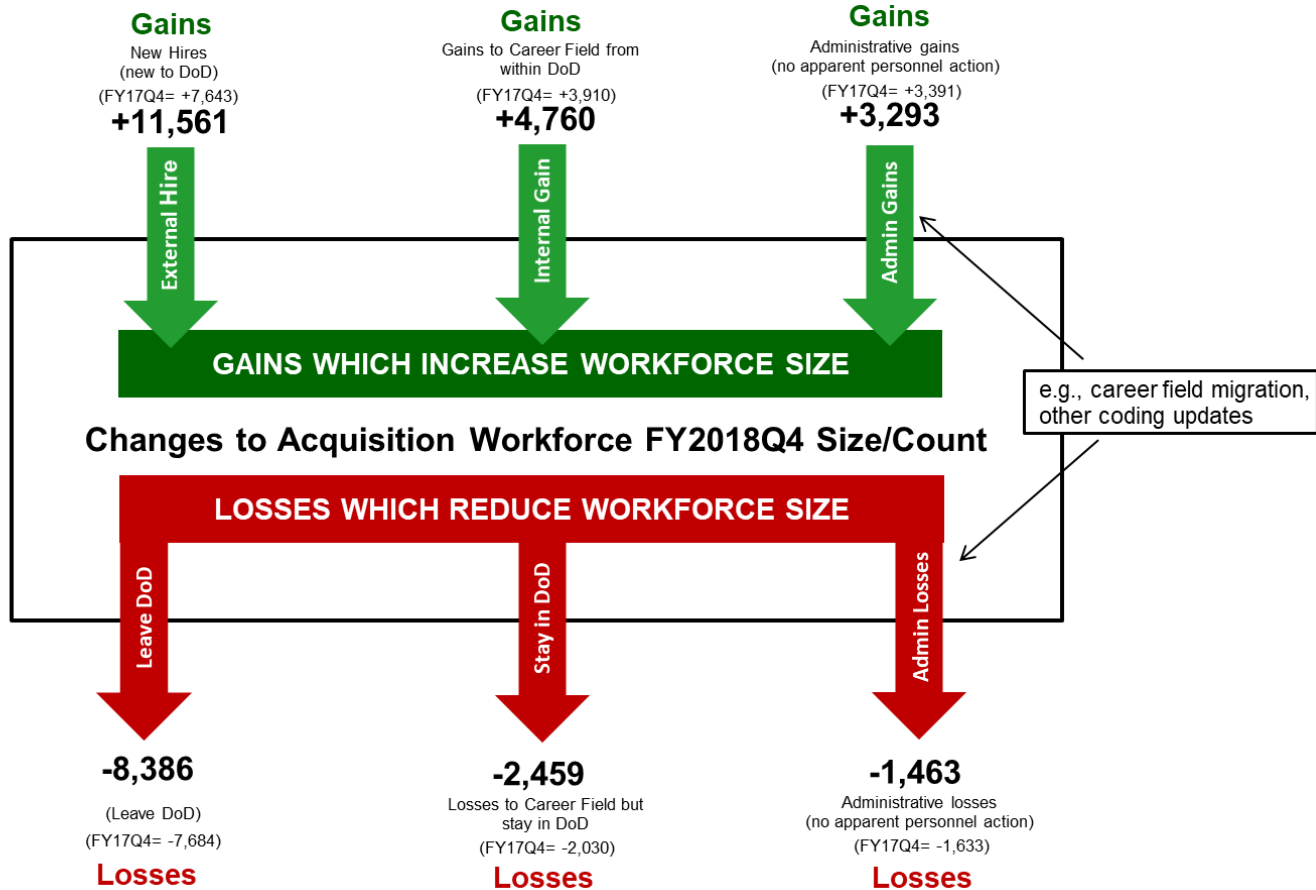


Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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

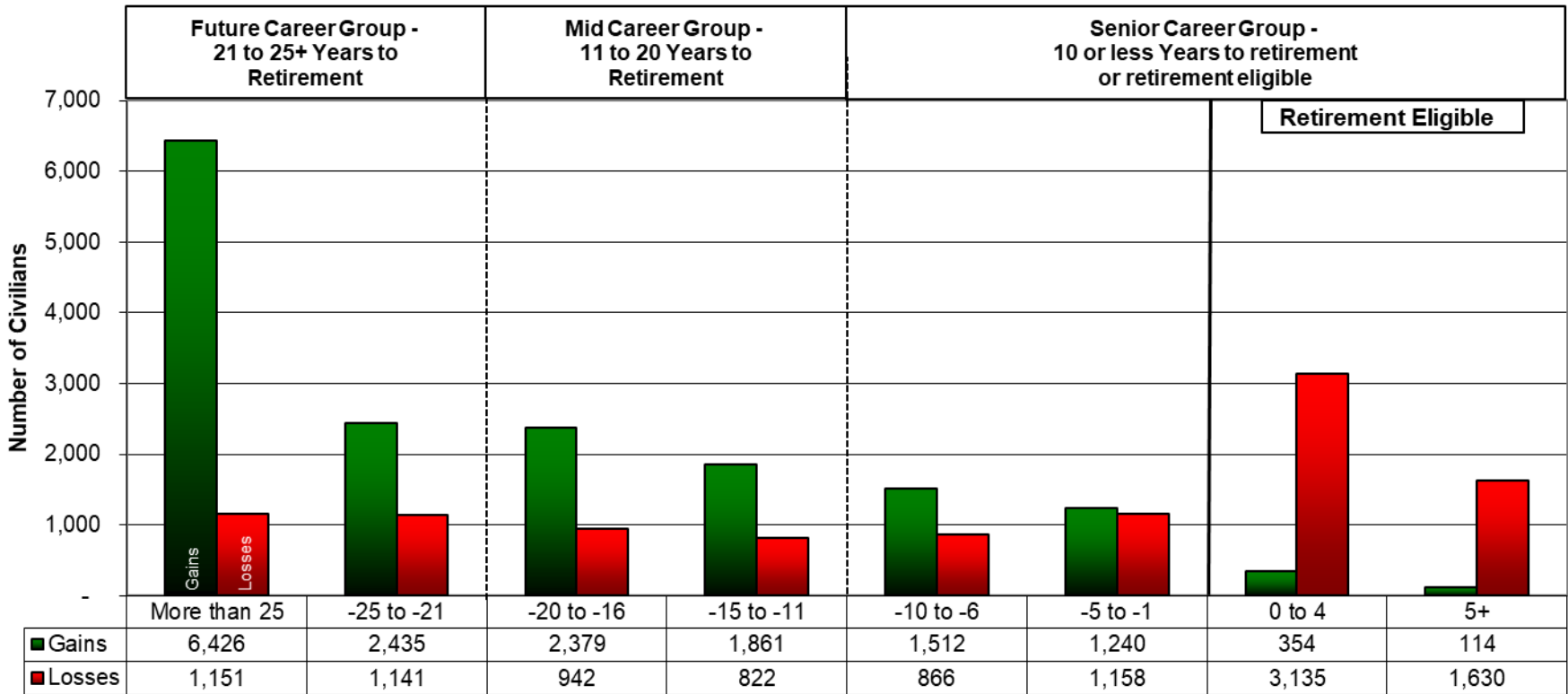




AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains & Losses*

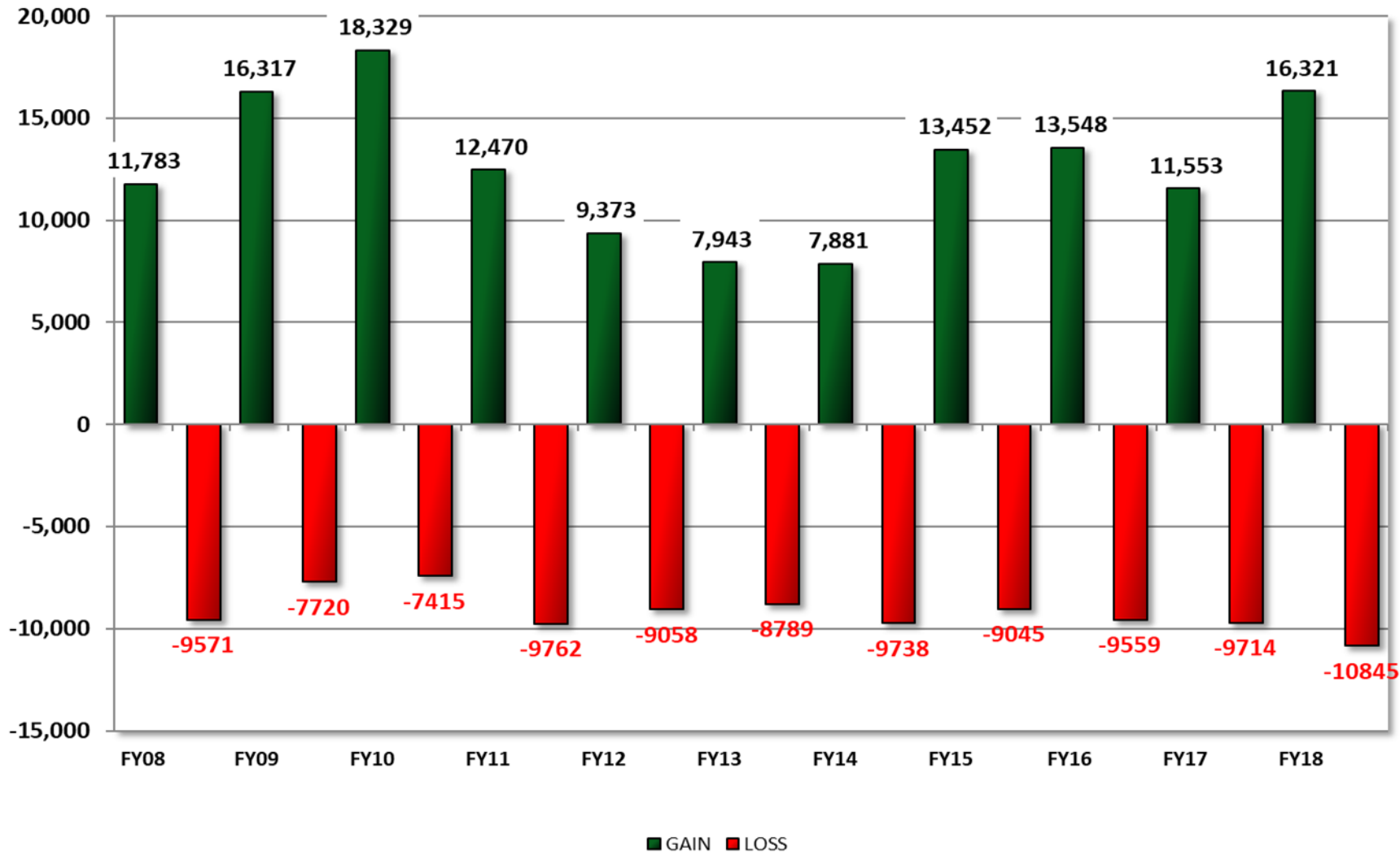


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY18



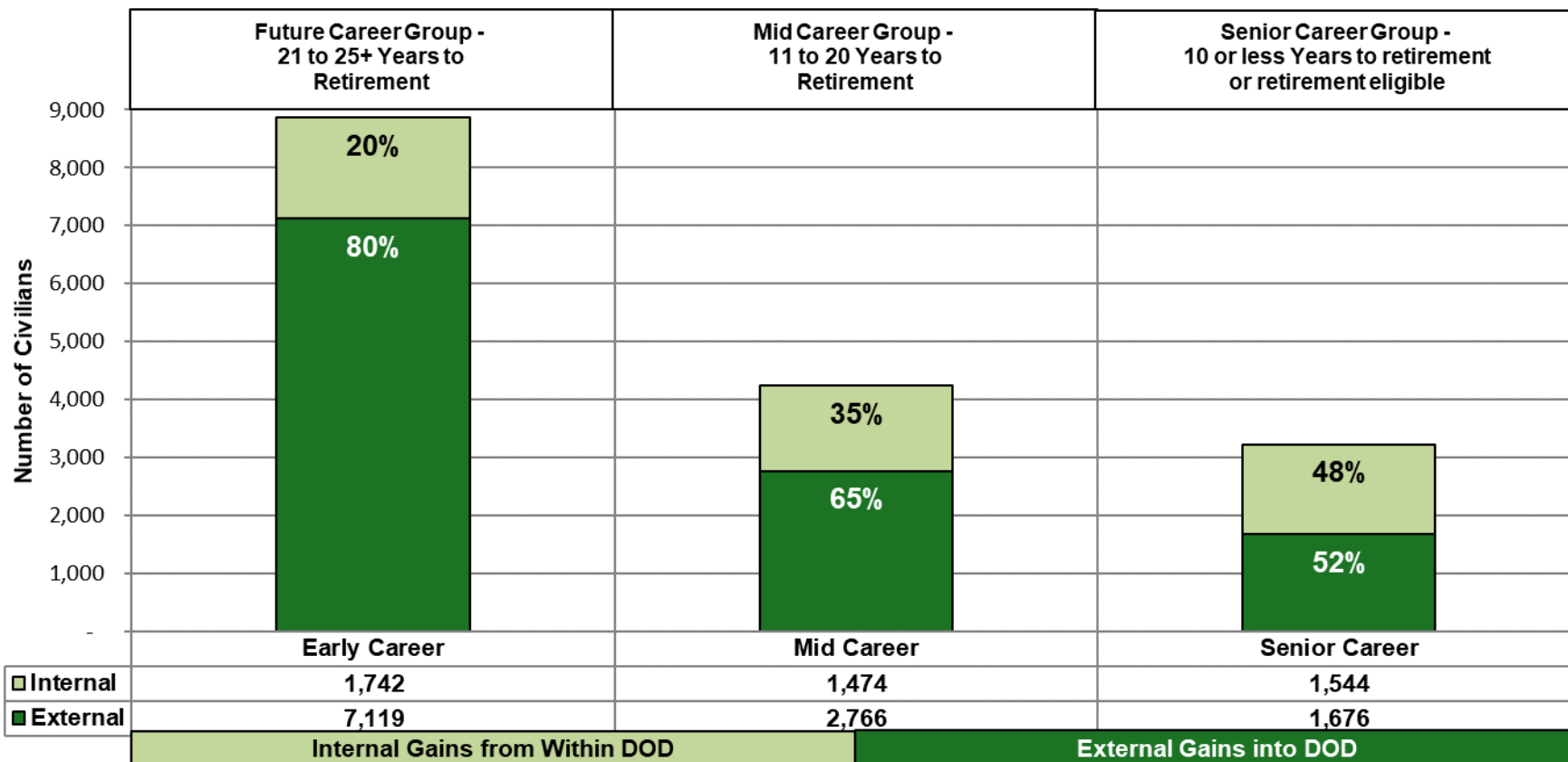


Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

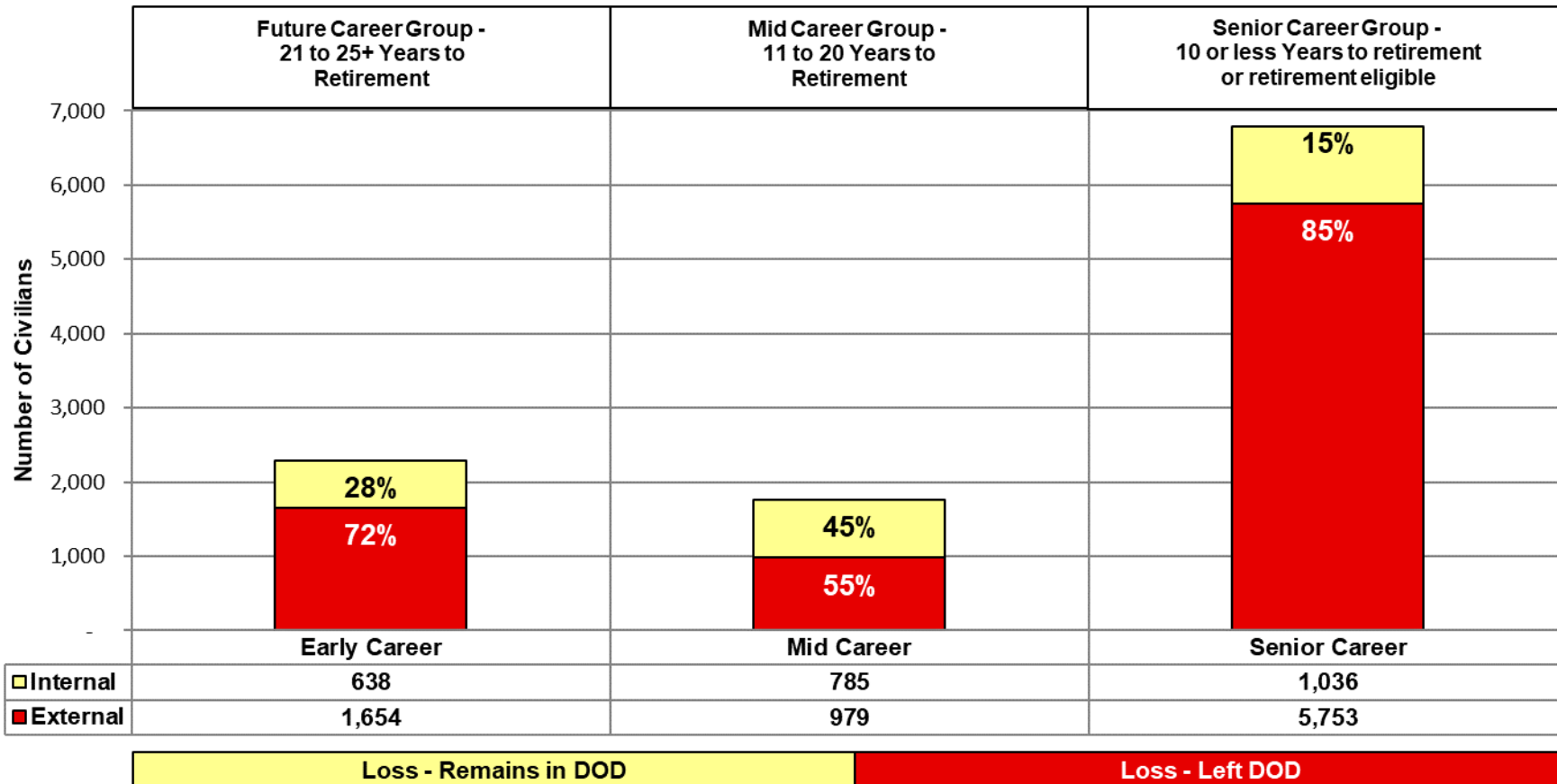


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

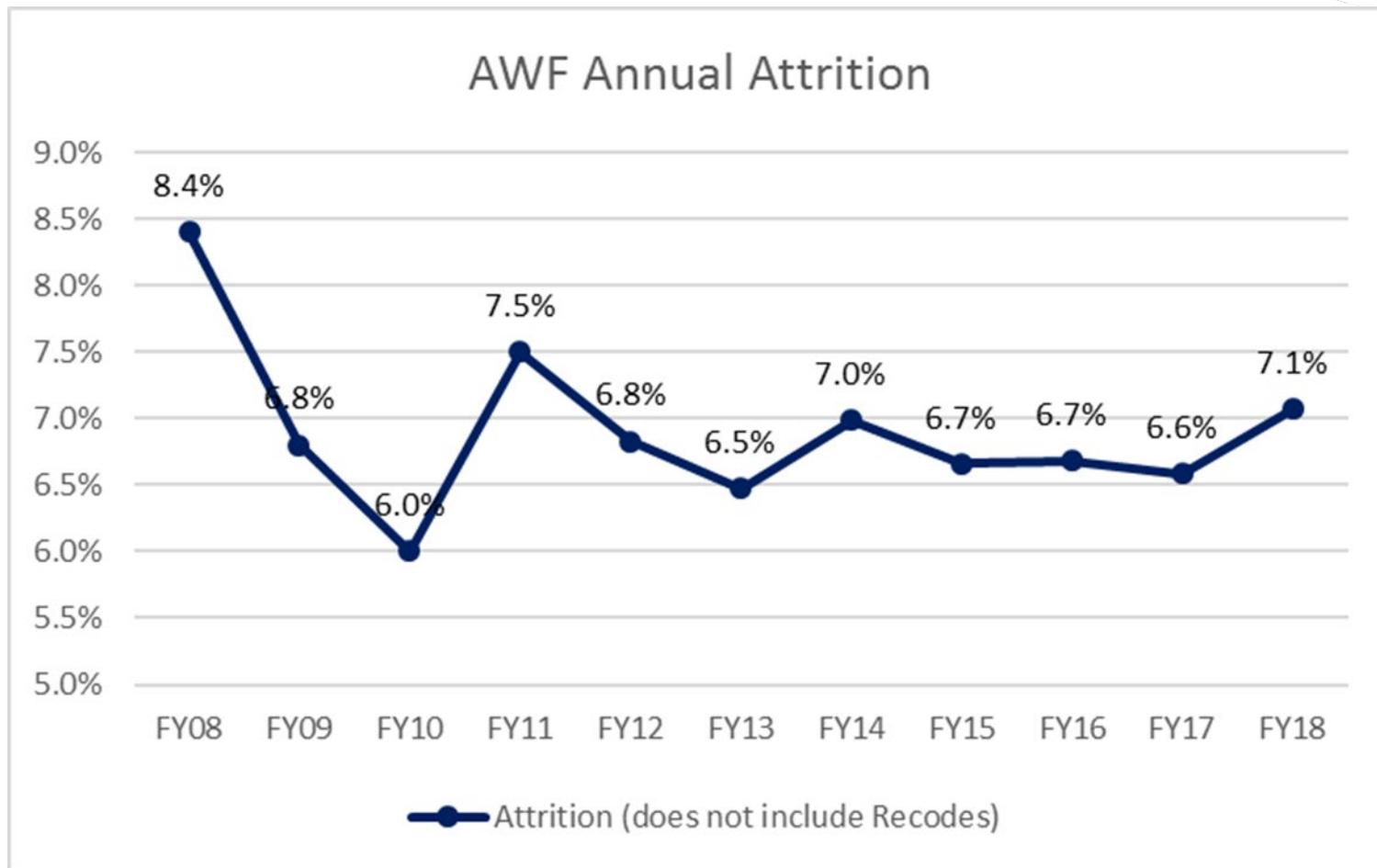
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates

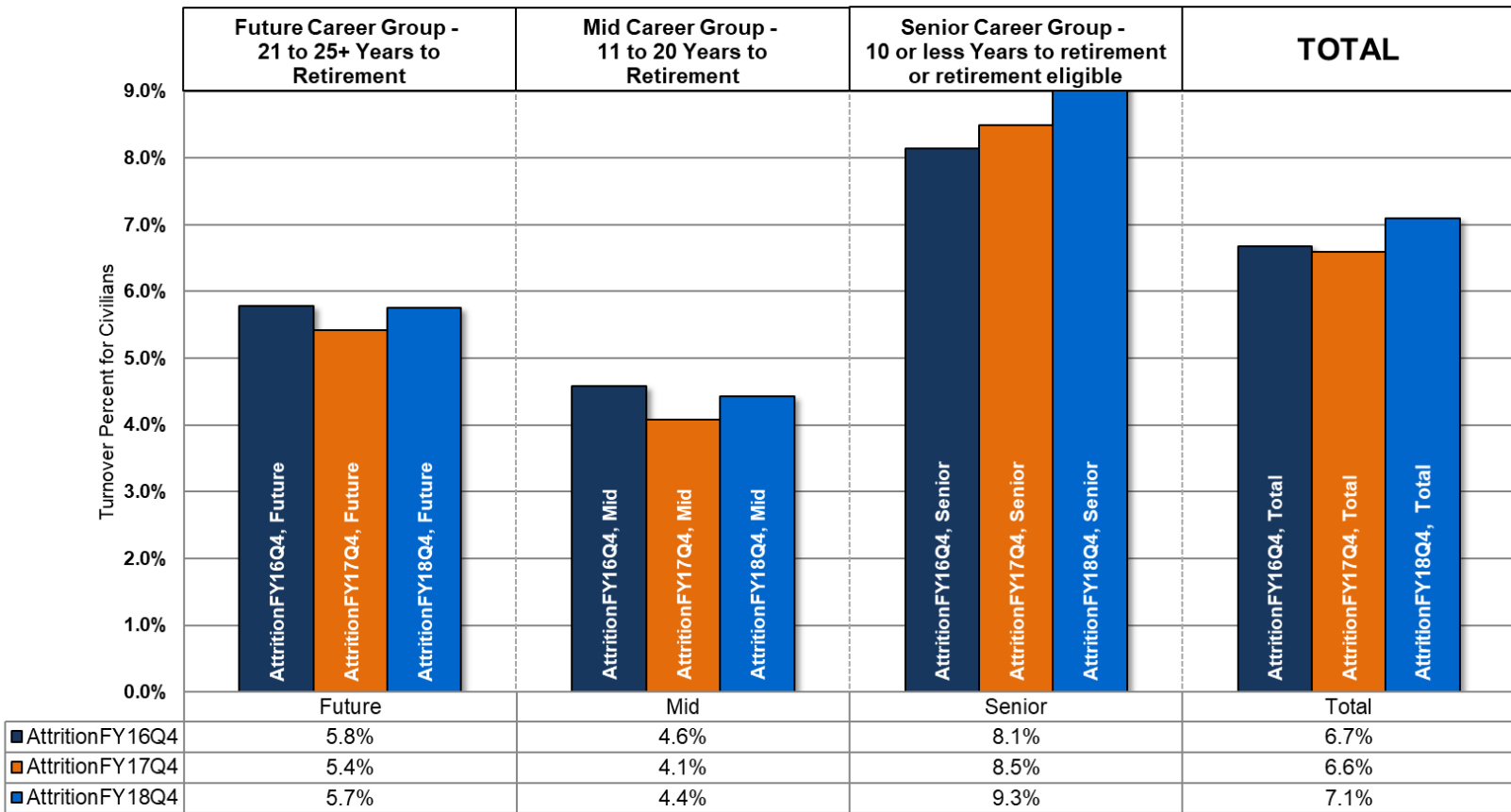




Attrition Rates by Career Group



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





Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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

