



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

As of FY18Q4 (30 Sept 2018)



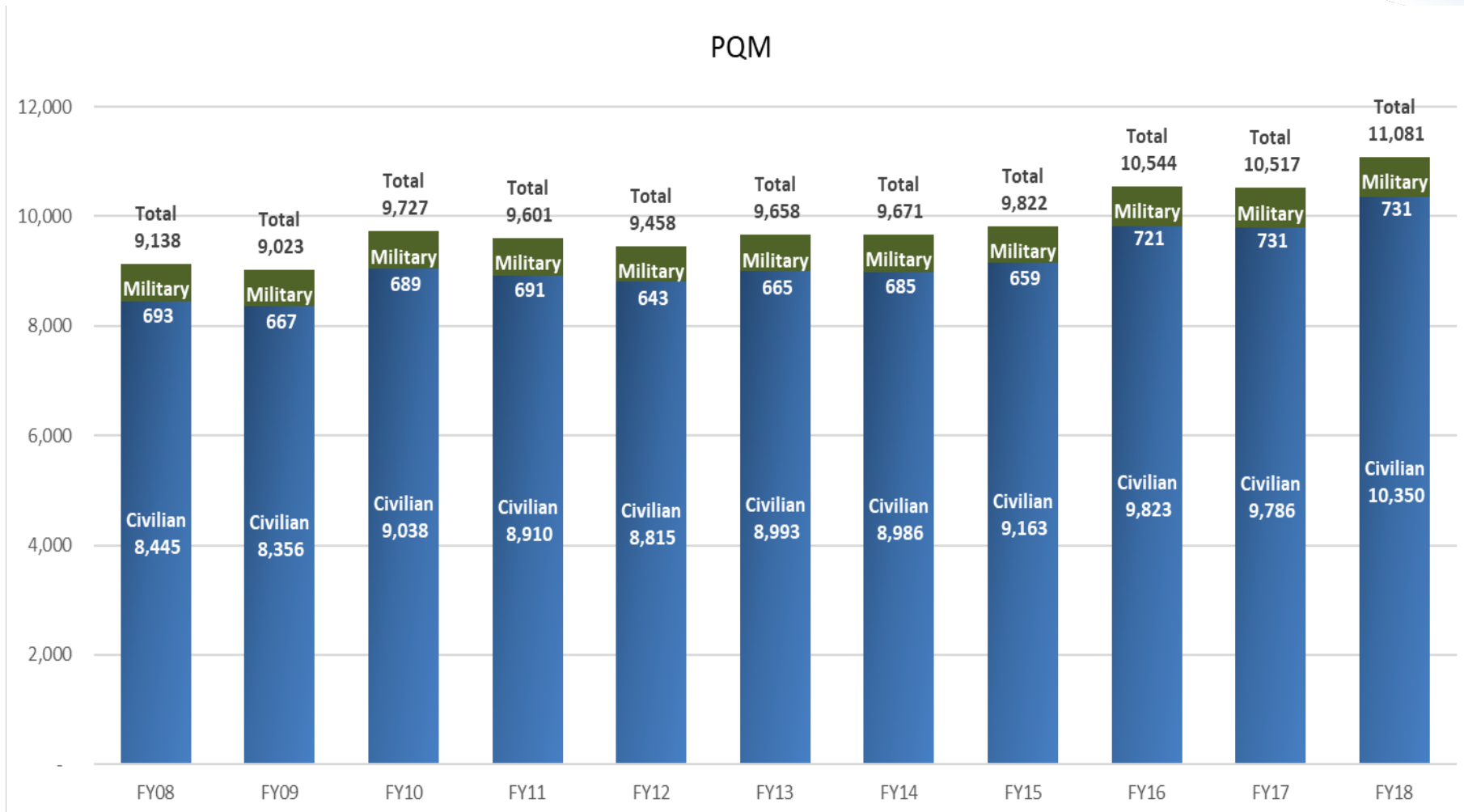
Human Capital Fact Sheet

Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2018Q4			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	10,350	731	11,081	172,736
Change in size from 2008	-	-	-	-	23%	5%	21%	37%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	44%	79%	46%	84%
Graduate Degree	9%	38%	12%	29%	15%	65%	18%	40%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	84%	69%	83%	84%
Level II or Higher Achieved	68%	42%	66%	61%	73%	46%	71%	71%
Level III Achieved	13%	23%	14%	36%	19%	29%	20%	40%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	76%	56%	75%	74%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	20%	39%	22%	23%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	5%	3%	3%
Planning Considerations								
Average Age	51	40	50	46	49	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	13/28/59(%)	-	-	26/26/48(%)
Average Years of Service	21	16	21	17	16	17	16	15
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,144(21%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	2,018(20%)	-	-	25,048(16%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,588/1,068	-	-	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.

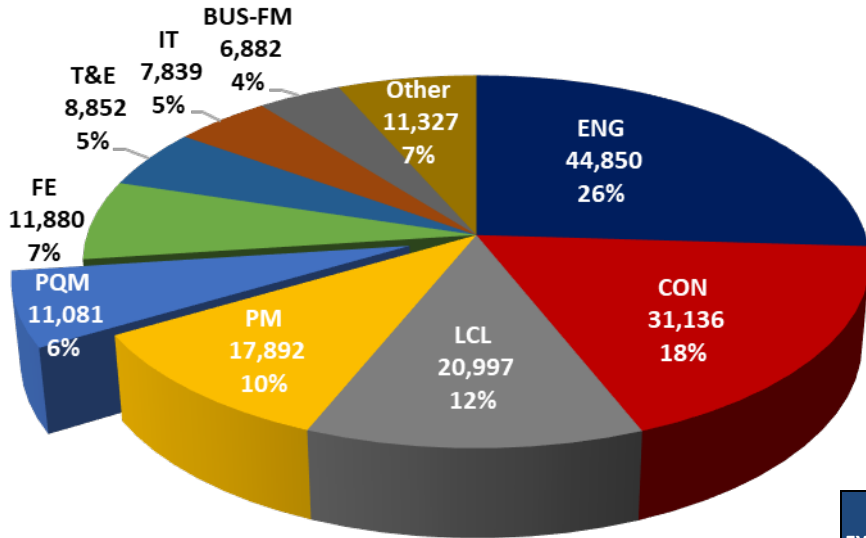


PQM Total Workforce





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%		



PQM Workforce Historical Size by Agency FY08 – FY18



Production, Quality and Man Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	1,980	2,146	2,356	2,638	3,210	3,330	3,755	90%	13%
MARINE CORPS	25	35	23	37	39	40	41	64%	3%
ARMY	1,952	2,081	1,777	1,432	1,407	1,387	1,373	-30%	-1%
AIR FORCE	383	404	405	330	393	421	451	18%	7%
DCMA	3,858	4,259	4,026	4,352	4,471	4,280	4,345	13%	2%
DLA	865	769	823	815	943	959	999	15%	4%
MDA	37	23	41	54	67	88	105	184%	19%
DAU	5	5	5	9	10	9	9	80%	0%
OSD	13	3	1	1	2	2	2	-85%	0%
DHA	2	2	1	3	1	1	1	-50%	0%
NRO	-	-	-	-	1	-	-		
DoD HRA	1	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-100%	
4th Estate Other	5	-	-	-	-	-	-	-100%	
TOTAL	9,135	9,727	9,458	9,671	10,544	10,517	11,081	↑ 21%	↑ 5%



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



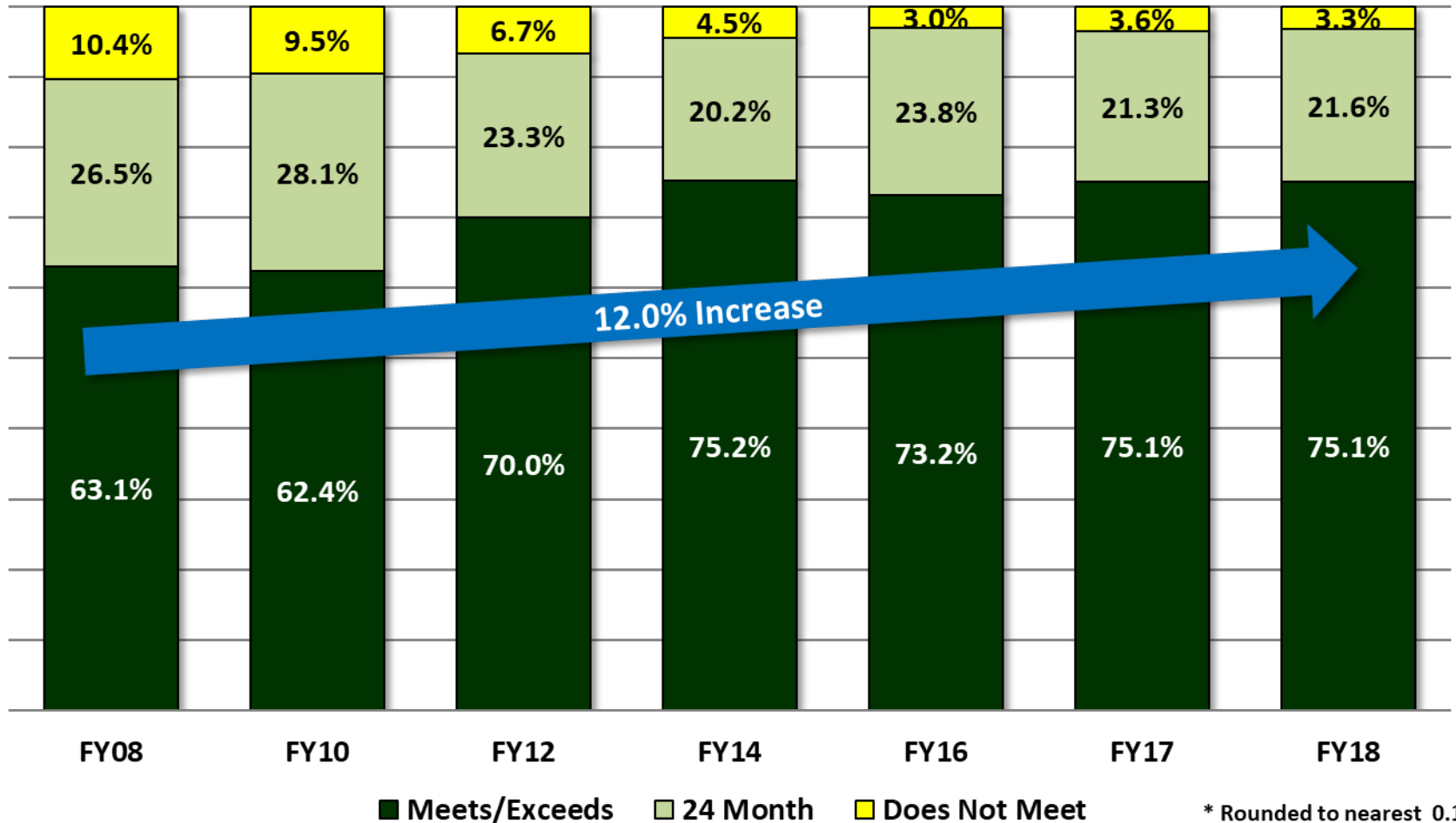
Production, Quality and Man Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	3,210	3,240	3,293	3,395	3,330	3,406	3,508	3,689	3,755	13%
MARINE CORPS	39	38	39	38	40	43	46	42	41	3%
ARMY	1,407	1,405	1,389	1,377	1,387	1,395	1,397	1,387	1,373	-1%
AIR FORCE	393	391	396	405	421	431	442	454	451	7%
DCMA	4,471	4,428	4,423	4,345	4,280	4,226	4,243	4,236	4,345	2%
DLA	943	926	927	943	959	954	968	973	999	4%
MDA	67	69	74	84	88	89	89	97	105	19%
DAU	10	10	11	11	9	9	10	9	9	0%
OSD	2	2	2	2	2	2	2	2	2	0%
DHA	1	1	1	1	1	1	1	1	1	0%
NRO	1	-	-	-	-	-	-	-	-	
TOTAL	10,544	10,510	10,555	10,601	10,517	10,556	10,706	10,890	11,081	↑ 5%



PQM Manager Historical DAWIA Certification FY08 – FY18



Production, Quality and Manufacturing

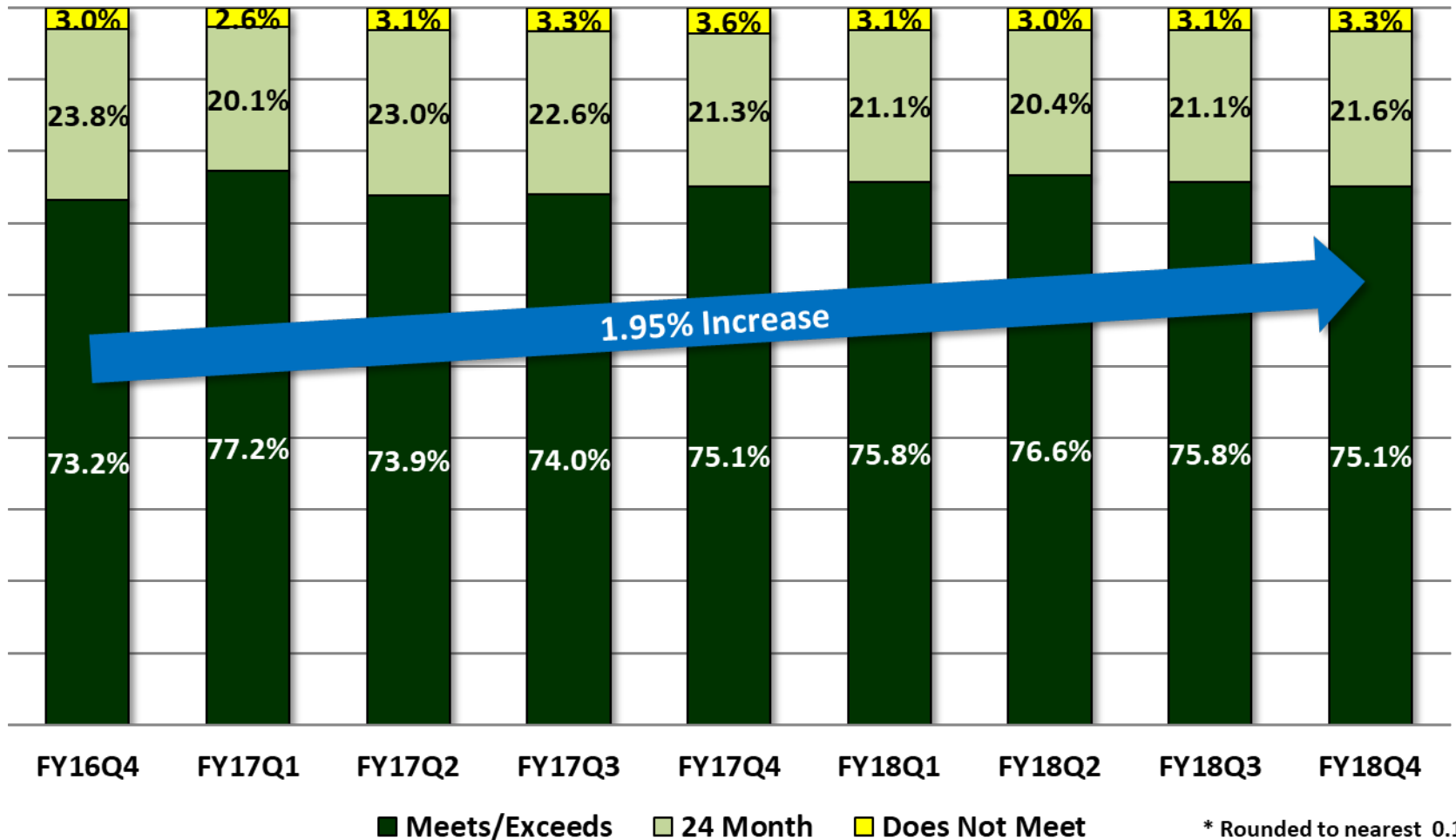




PQM Manager Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Production, Quality and Manufacturing

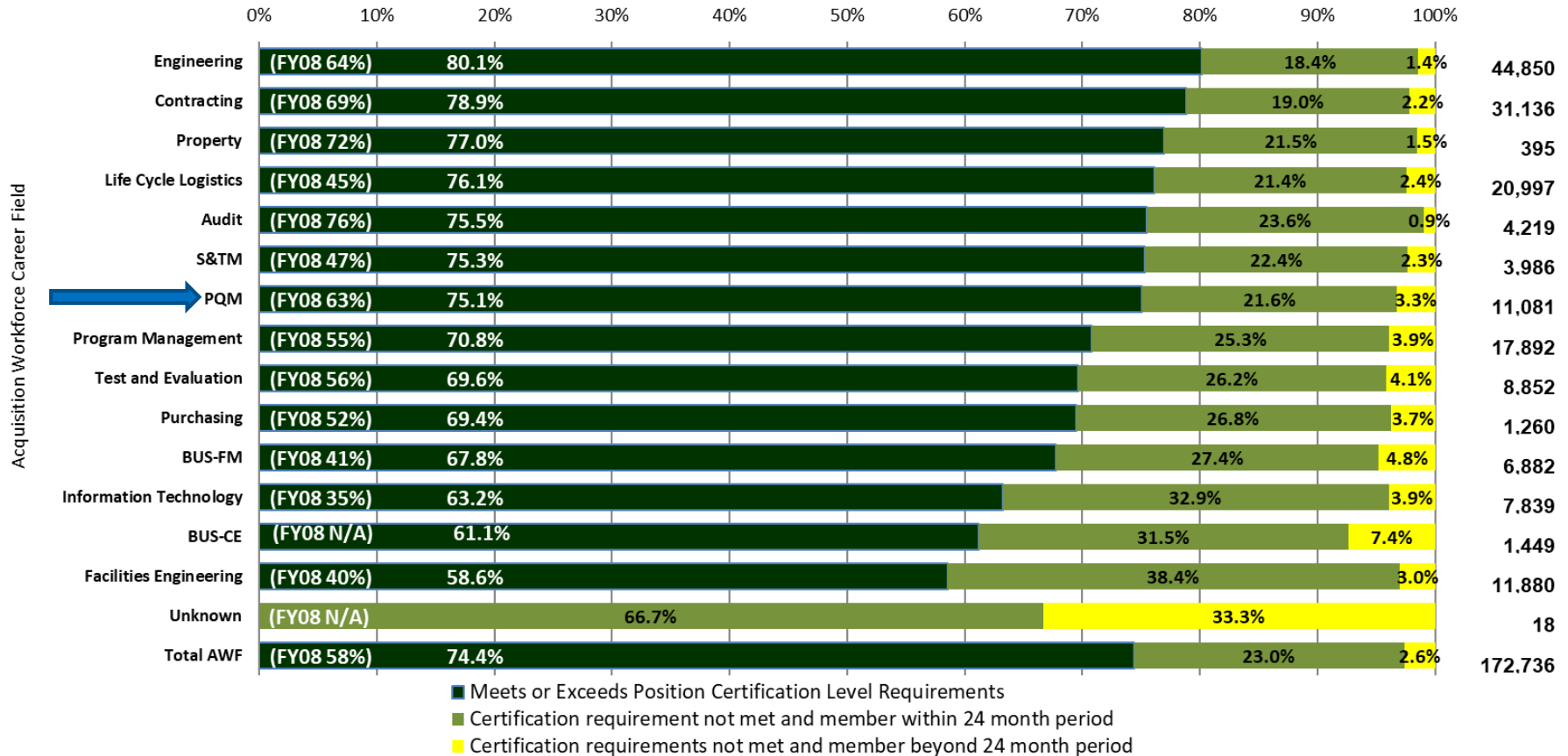




DAWIA Certification by Career Field



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

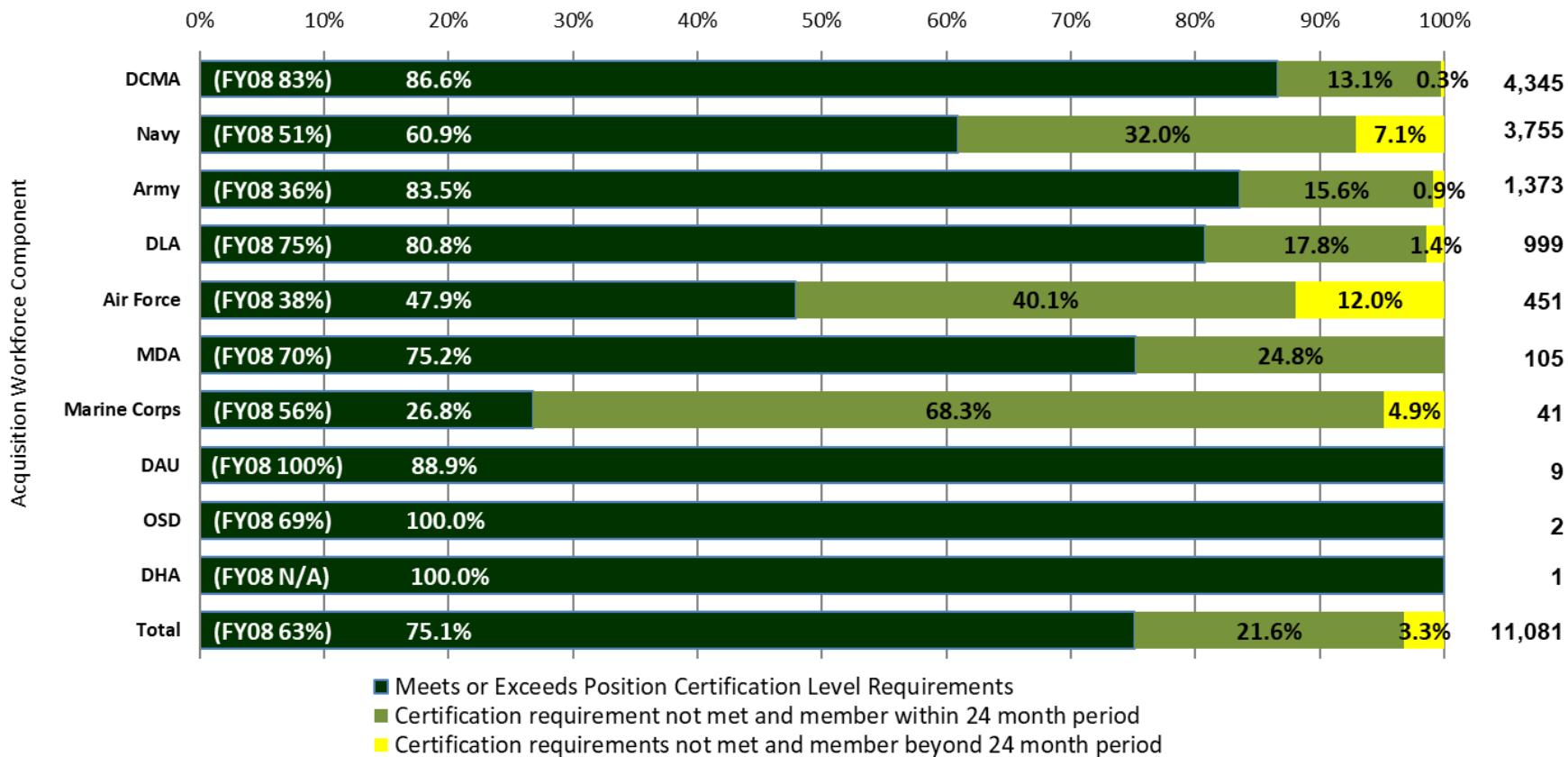




PQM DAWIA Certification by Component



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





PQM 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	753	642	137	35	1,567	51.9%
Level II	955	630	5,351	489	7,425	78.7%
Level III	142	71	205	1,668	2,086	80.0%
<i>Unspecified</i>	-	-	3	-	3	
FY18Q4 TOTAL	1,850	1,343	5,696	2,192	11,081	75.1%
	16.7%	12.1%	51.4%	19.8%		

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%	
PQM	8,322	75.1%	7 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	814	698	55	1,567	14.1%
Level II	5,840	1,351	234	7,425	67.0%
Level III	1,668	346	72	2,086	18.8%
<i>Unspecified</i>	-	3	-	3	0.0%
PQM TOTAL	8,322	2,398	361	11,081	
	75.1%	21.6%	3.3%		

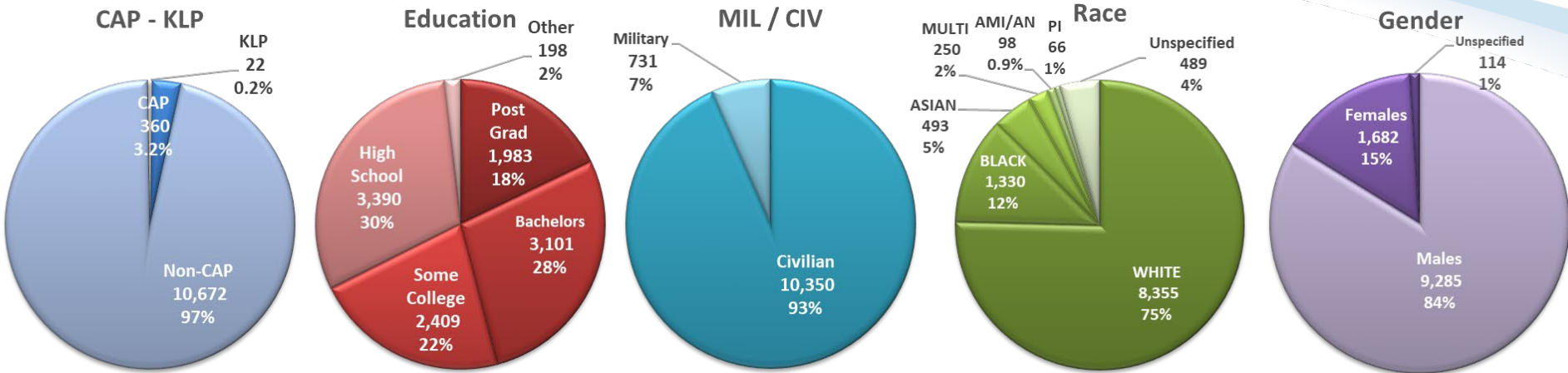
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



PQM Demographics



Occupied Position Type	PQM	Entire DAW
Key Leadership Positions (KLPs)	22 <i>0.2%</i>	1,178 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	360 <i>3.2%</i>	16,515 <i>9.6%</i>
Non-CAP Positions	10,672 <i>96.3%</i>	154,442 <i>89.4%</i>
Unknown	27 <i>0.2%</i>	601 <i>0.3%</i>
TOTAL	11,081	172,736

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

Highest Level of Education	PQM	Entire DAW
Post Grad	1,983 <i>17.9%</i>	68,976 <i>39.9%</i>
Bachelors	3,101 <i>28.0%</i>	76,511 <i>44.3%</i>
Some College	2,409 <i>21.7%</i>	12,143 <i>7.0%</i>
High School	3,390 <i>30.6%</i>	12,696 <i>7.3%</i>
Other	198 <i>1.8%</i>	2,410 <i>1.4%</i>
TOTAL	11,081	172,736

Military / Civilian	PQM	Entire DAW
Civilian	10,350 <i>93.4%</i>	157,318 <i>91.1%</i>
Military	731 <i>6.6%</i>	15,418 <i>8.9%</i>
TOTAL	11,081	172,736

Race	PQM	Entire DAW
WHITE	8,355 <i>75.4%</i>	126,389 <i>73.2%</i>
BLACK	1,330 <i>12.0%</i>	20,741 <i>12.0%</i>
ASIAN	493 <i>4.4%</i>	11,803 <i>6.8%</i>
MULTI	250 <i>2.3%</i>	4,768 <i>2.8%</i>
AMI/AN	98 <i>0.9%</i>	1,073 <i>0.6%</i>
PI	66 <i>0.6%</i>	862 <i>0.5%</i>
Unspecified	489 <i>4.4%</i>	7,100 <i>4.1%</i>
TOTAL	11,081	172,736

Gender	PQM	Entire DAW
Males	9,285 <i>83.8%</i>	121,073 <i>70.1%</i>
Females	1,682 <i>15.2%</i>	49,817 <i>28.8%</i>
Unspecified	114 <i>1.0%</i>	1,846 <i>1.1%</i>
TOTAL	11,081	172,736



PQM Size by Occupational Series

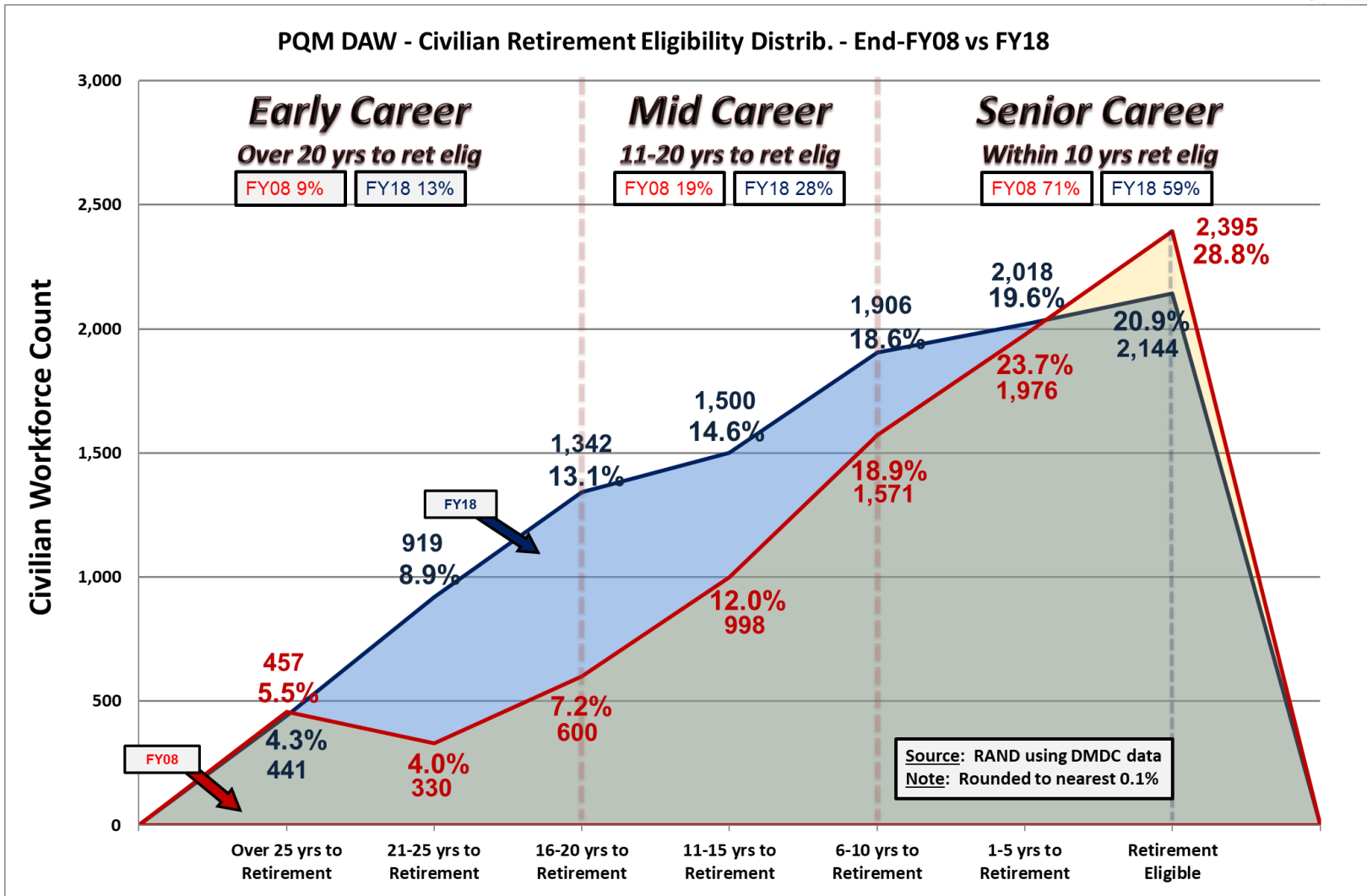
Civilian Occupational Series	PQM	
1910 - Quality Assurance Specialist	5,936	57.4%
1150 - Industrial Specialist	985	9.5%
1101 - Business and Industry Specialist	928	9.0%
0801 - Engineer, General	525	5.1%
0301 - Administration & Program Staff	361	3.5%
1152 - Production Controller	288	2.8%
0802 - Engineering Technician	196	1.9%
0856 - Engineering Technician, Electronics	214	2.1%
0896 - Engineer, Industrial	134	1.3%
0830 - Engineer, Mechanical	108	1.0%
0343 - Management and Program Analyst	105	1.0%
1670 - Equipment Specialist	52	0.5%
<i>Other</i>	518	5.0%
TOTAL CIVILIAN	10,350	Civilians



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



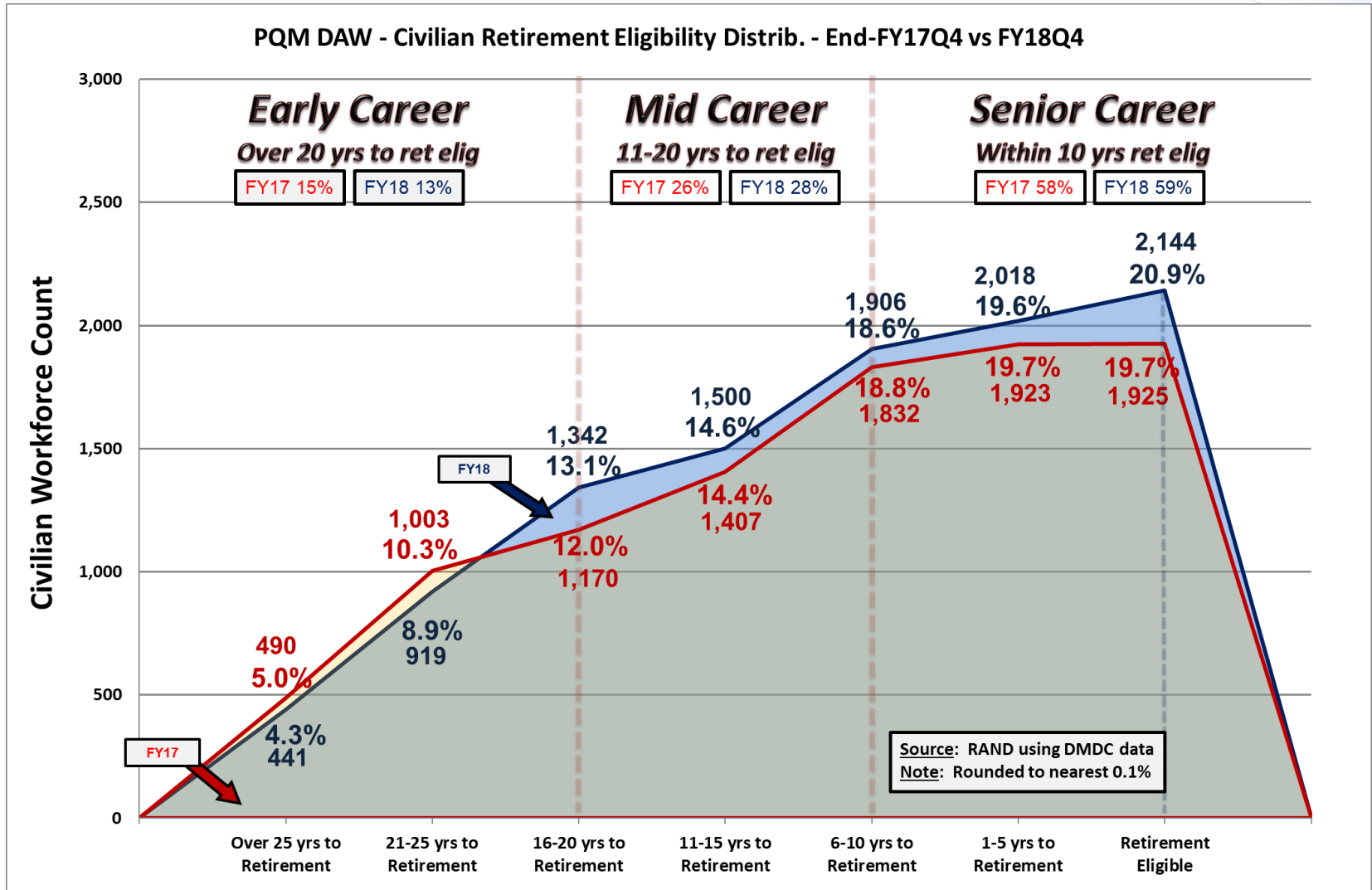
PQM Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



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

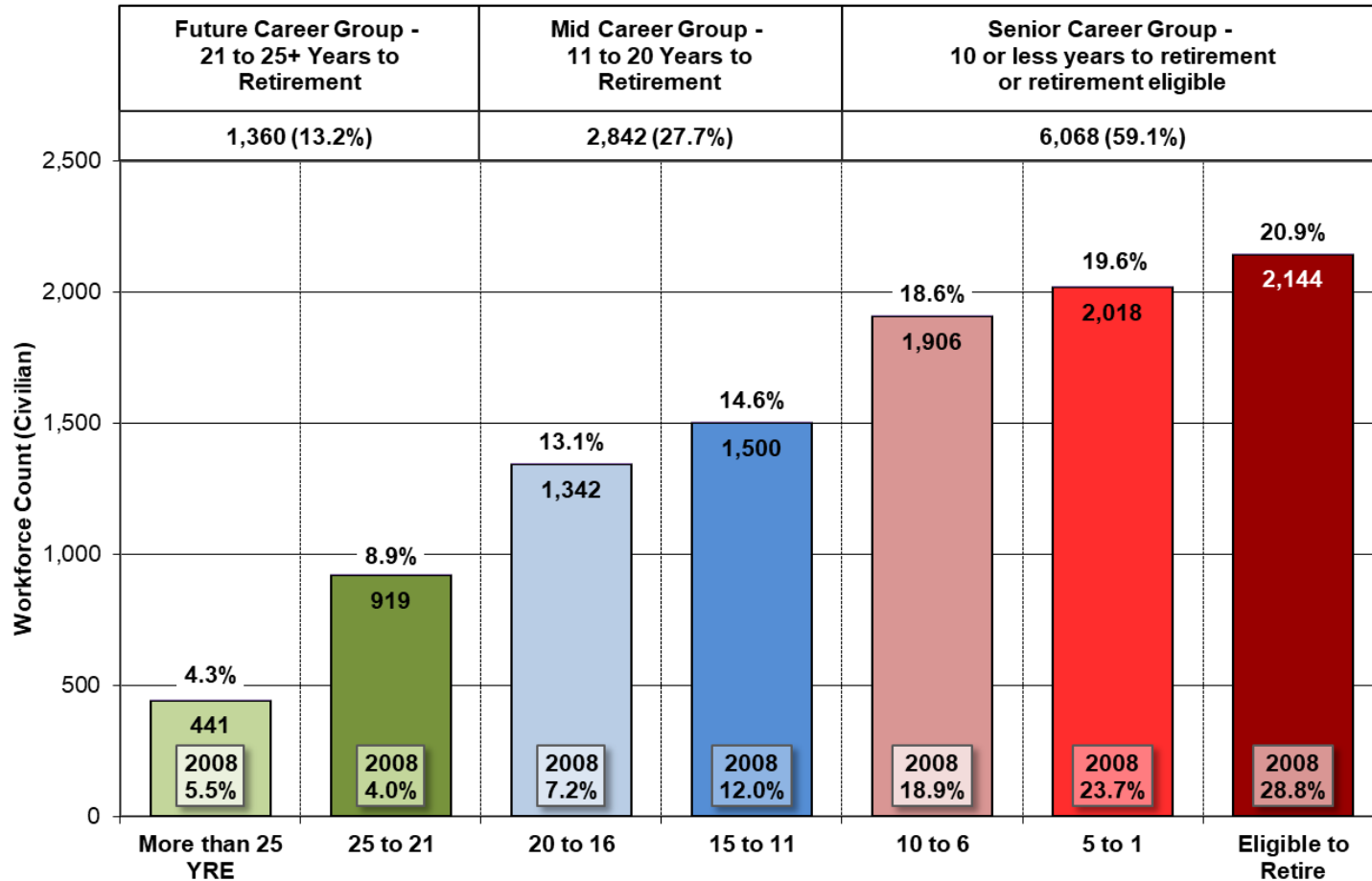


As of 30 Sept 2018



PQM Workforce Lifecycle Model by YRE

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



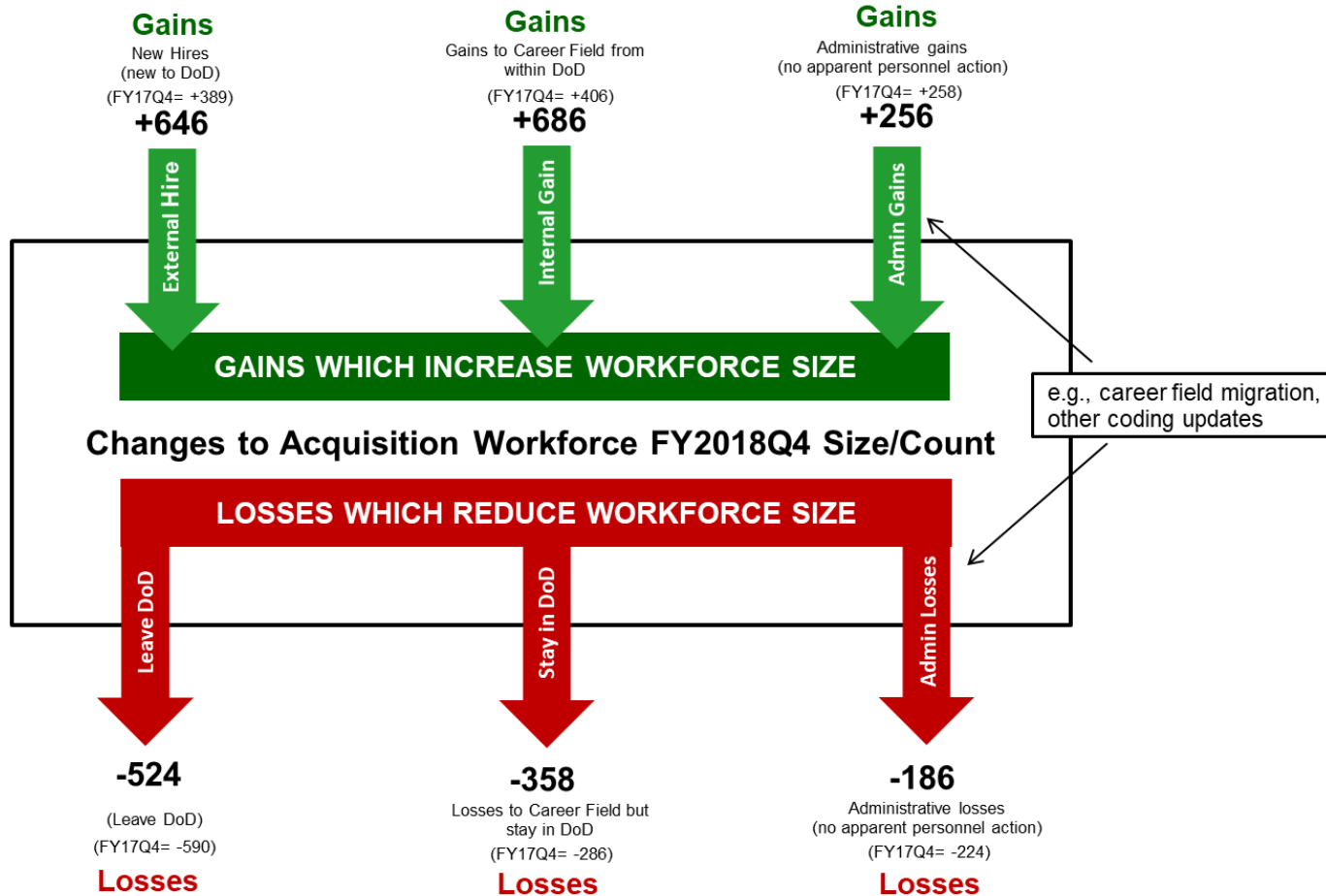
As of 30 Sept 2018



PQM 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



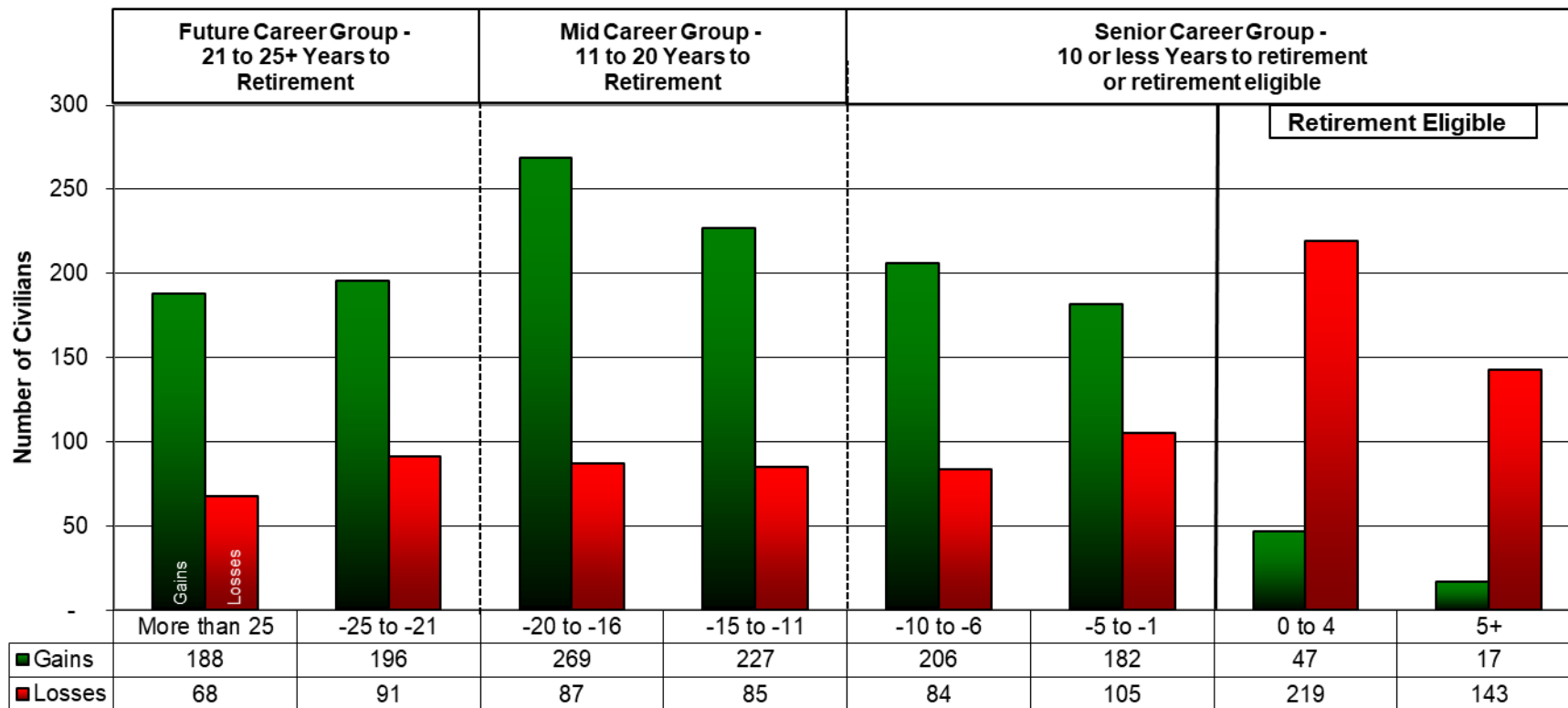


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*



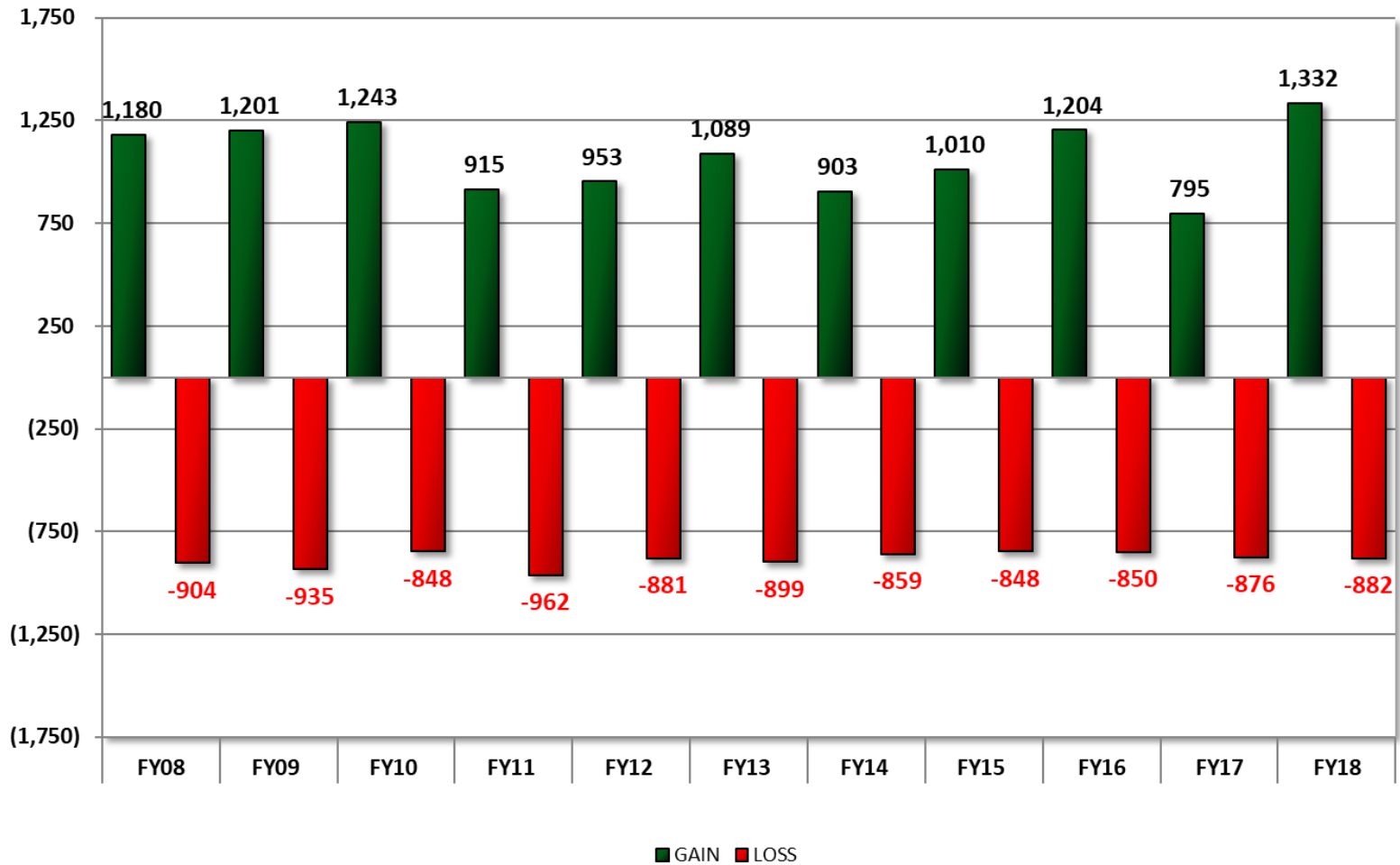
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



PQM

Historical Gains and Losses FY08 – FY18



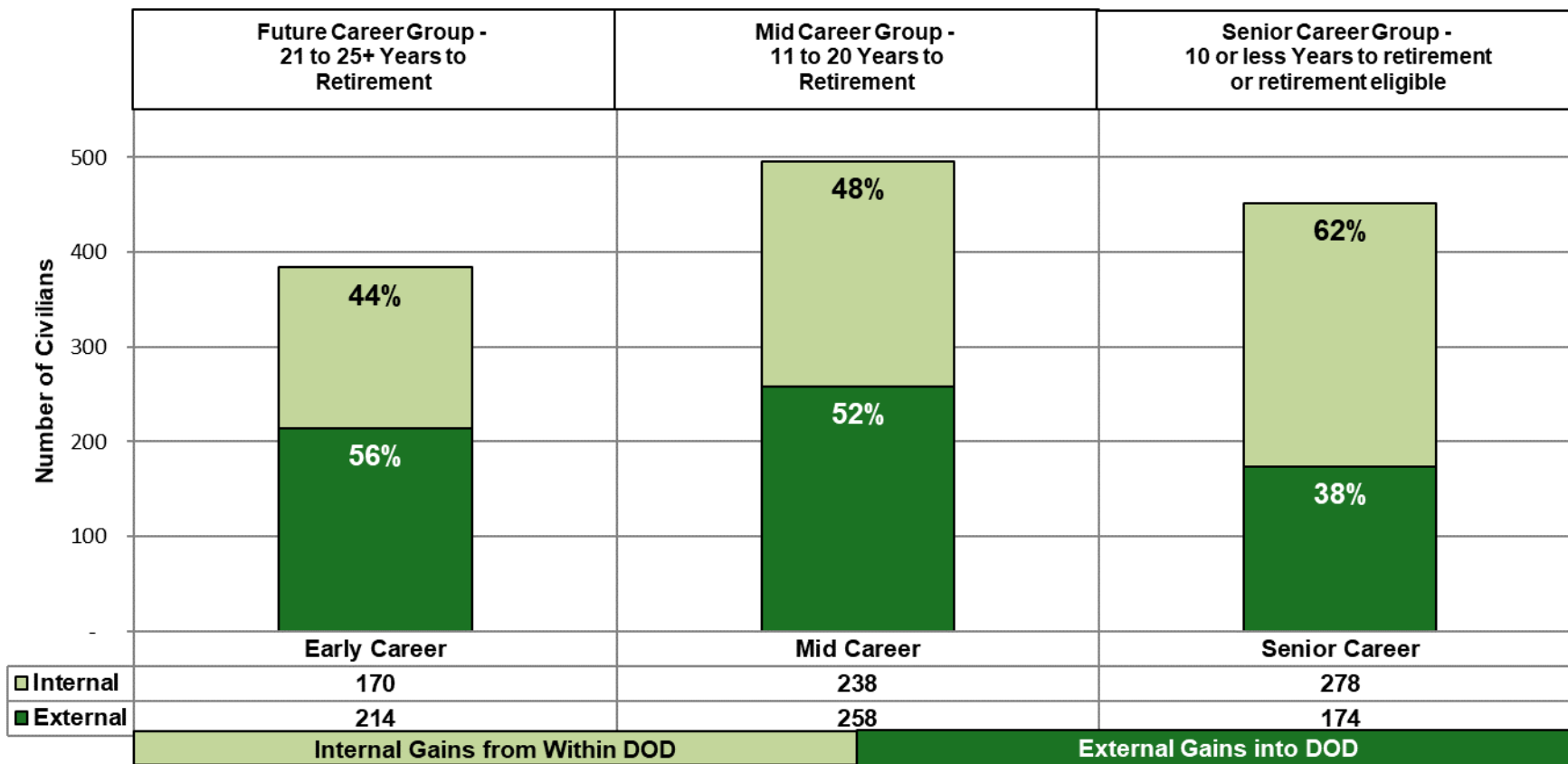
As of 30 Sept 2018



PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

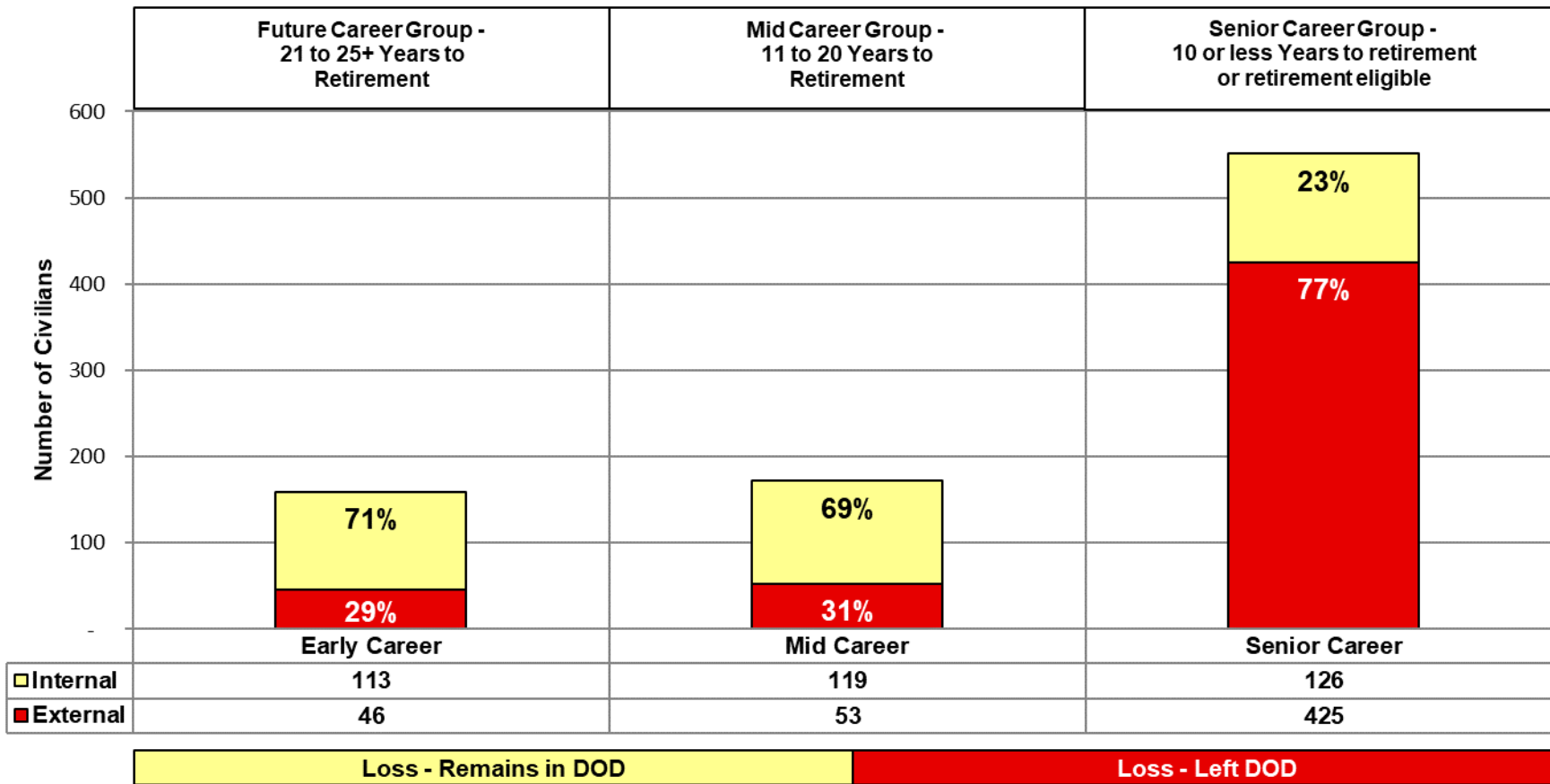


PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Losses*

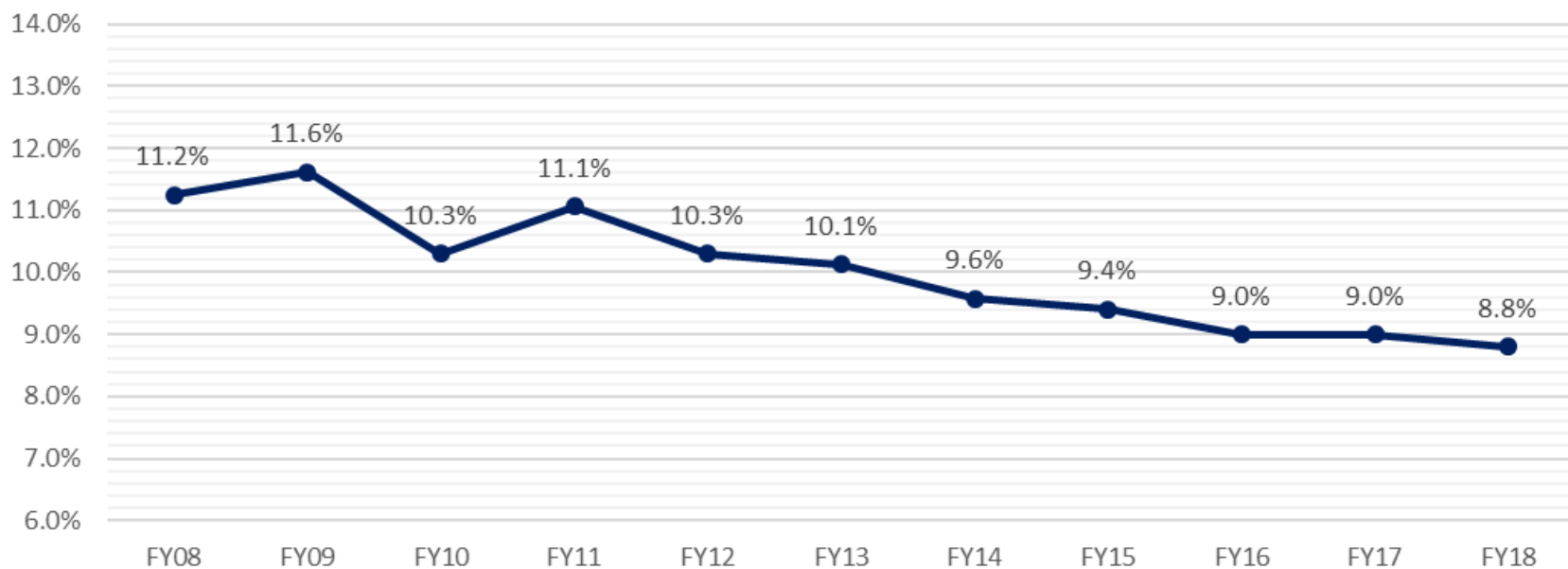


*Does not include administrative losses



Annual Attrition Rates

PQM Attrition

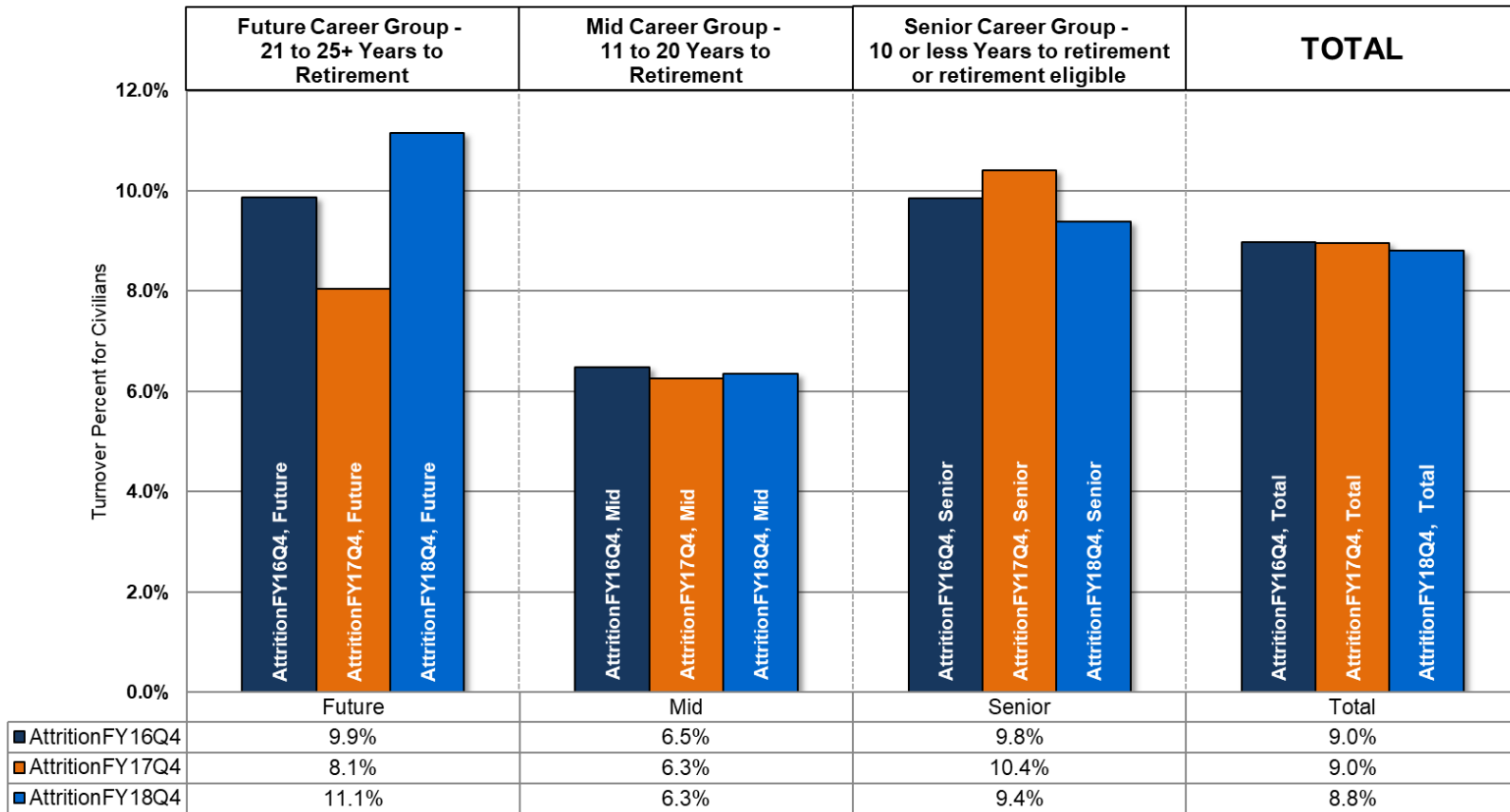




PQM Attrition Rates by Career Group



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



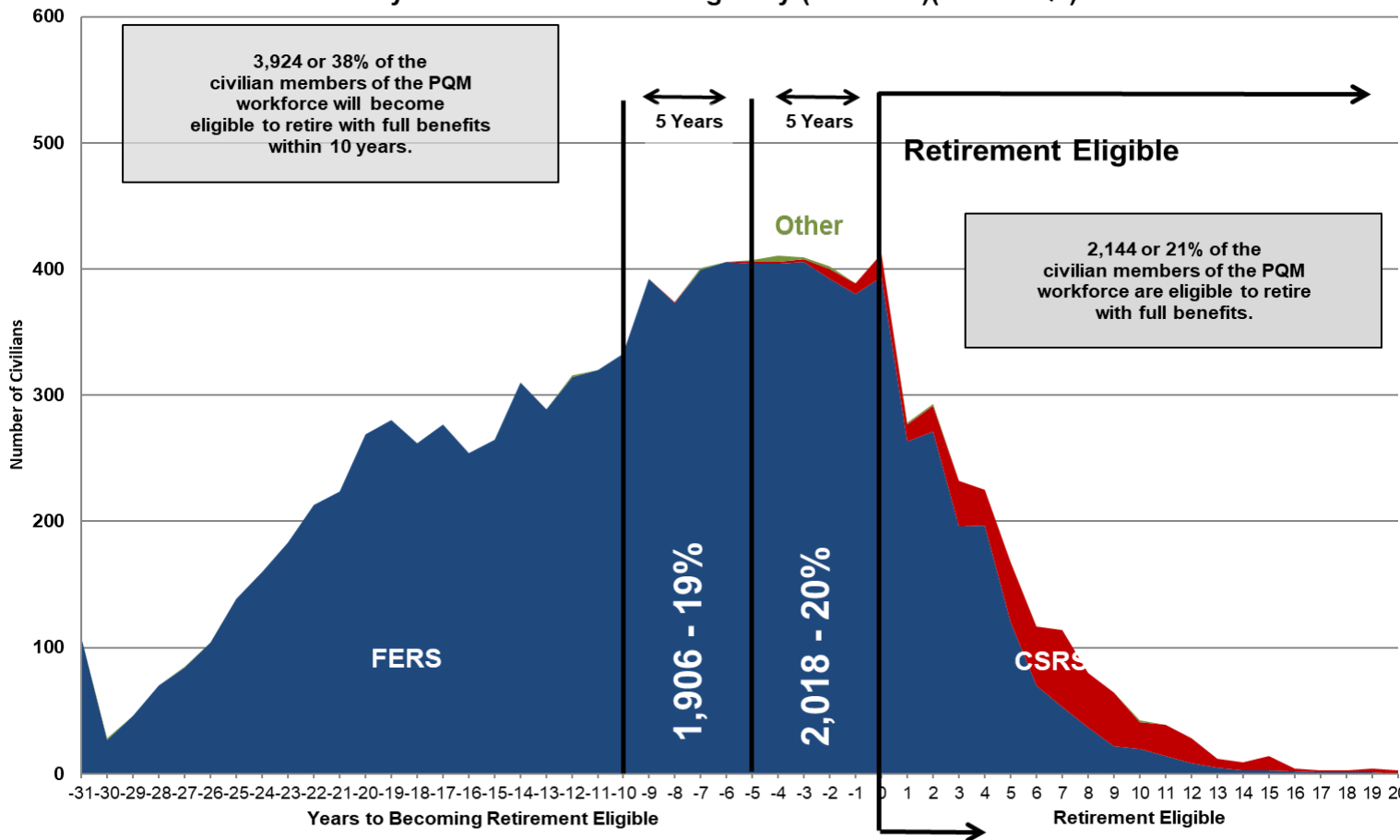


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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