Defense Acquisition Workforce Key Information

Program Management

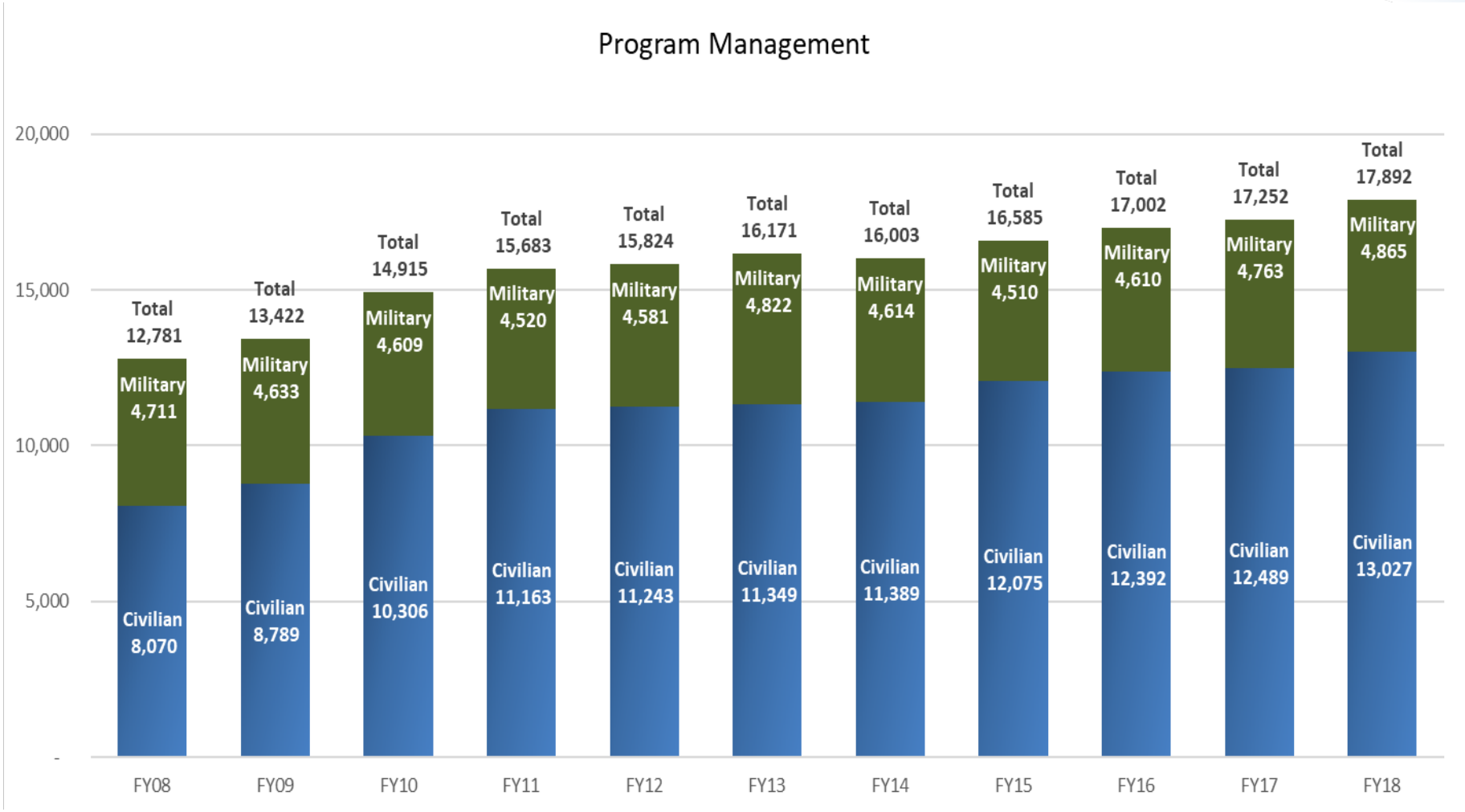
As of FY18Q4 (30 Sept 2018)

Fact Sheet

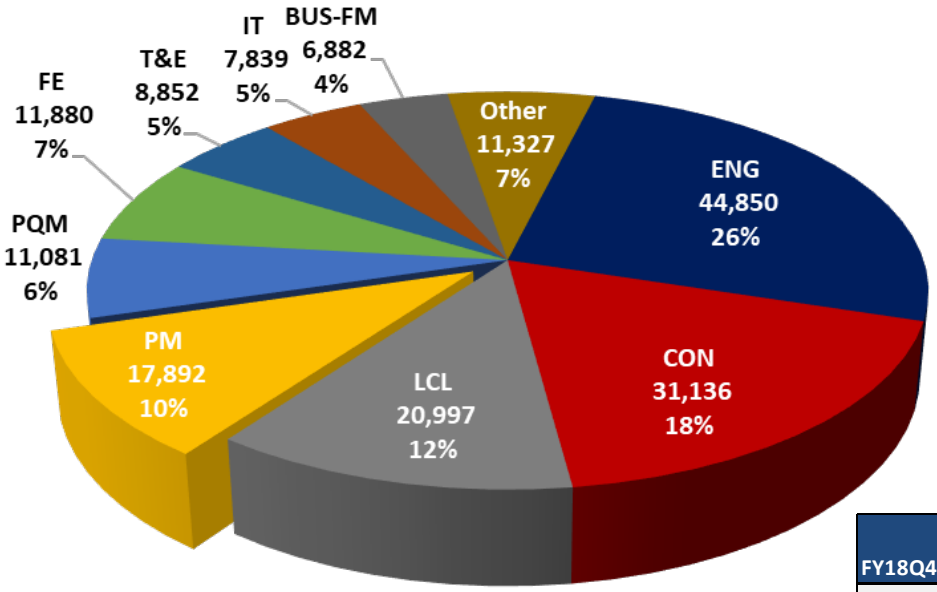
Human Capital Fact Sheet								
Defense Acquisition Workforce Program Management	FY 2008				FY2018Q4			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,070	4,711	12,781	125,879	13,027	4,865	17,892	172,736
Change in size from 2008	-	-	-	-	61%	3%	40%	37%
Civilian/Military Composition	63%	37%	-	88% / 12%	73%	27%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	75%	92%	82%	77%	85%	95%	87%	84%
Graduate Degree	37%	62%	46%	29%	51%	70%	56%	40%
Certification								
Level I or Higher Achieved	71%	76%	73%	72%	87%	82%	85%	84%
Level II or Higher Achieved	62%	61%	61%	61%	76%	59%	71%	71%
Level III Achieved	46%	31%	40%	36%	47%	33%	43%	40%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	75%	61%	71%	74%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	22%	35%	25%	23%
Does Not Meet Certification Requirement	19%	8%	15%	14%	4%	4%	4%	3%
Planning Considerations								
Average Age	50	39	46	46	49	37	46	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	14/27/59(%)	-	-	26/26/48(%)
Average Years of Service	19	16	18	17	16	15	15	15
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	2,531(19%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,737(21%)	-	-	25,048(16%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	2,047/1,489	-	-	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%		

Program Management Workforce Historical Size by Agency FY08 – FY18

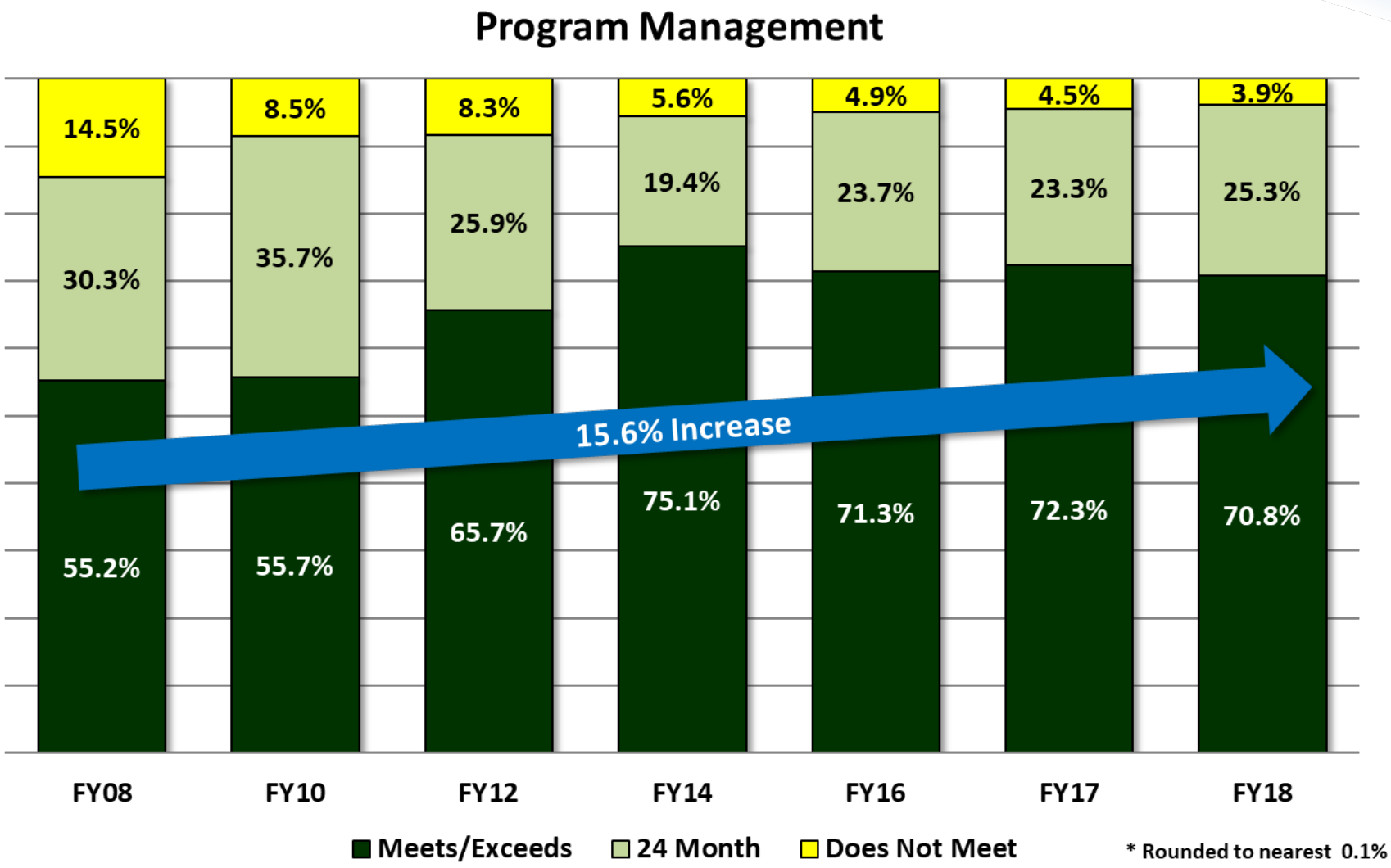
Program Management Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
AIR FORCE	4,105	5,026	5,357	5,242	5,681	5,885	6,253	52%	6%
NAVY	3,435	4,348	4,955	5,137	5,560	5,450	5,619	64%	3%
ARMY	3,690	3,438	3,336	3,263	3,240	3,313	3,363	-9%	2%
MARINE CORPS	650	910	838	812	802	763	758	17%	-1%
DISA	122	134	146	242	257	340	364	198%	7%
MDA	136	253	304	339	349	350	354	160%	1%
DCMA	309	342	341	388	381	342	330	7%	-4%
DLA	16	10	40	88	181	277	287	1694%	4%
DTRA	79	89	131	133	133	149	150	90%	1%
DAU	91	148	168	139	154	131	135	48%	3%
DHA	26	78	93	91	78	69	88	238%	28%
0SD	42	42	68	70	76	76	65	55%	-14%
NRO	-	-	-	-	42	48	61		27%
DTIC	-	-	3	12	22	20	24		20%
JCS	1	-	36	32	27	18	17	1600%	-6%
DFAS	1	-	-	1	5	5	6	500%	20%
DeCA	1	1	1	5	5	5	5	400%	0%
DoD HRA	10	-	1	1	3	3	3	-70%	0%
NDU	6	2	4	4	3	4	2	-67%	-50%
TRMC	-	-	-	1	2	2	2		0%
WHS	5	1	1	-	1	1	1	-80%	0%
DCAA	-	1	1	-	-	-	-		
IG	-	-	-	-	-	-	5		
DoDEA	-	-	-	-	-	1	-		-100%
DMEA	-	1	-	-	-	-	-		
DSS	1	-	-	-	-	-	-	-100%	
DSCA	5	2	-	3	-	-	-	-100%	
4th Estate Other	50	84	-	-	-	-	-	-100%	
TOTAL	12,781	14,910	15,824	16,003	17,002	17,252	17,892	↑ 40%	↑ 4%

Data Source: A&S DataMart as of 30 Sept 2018

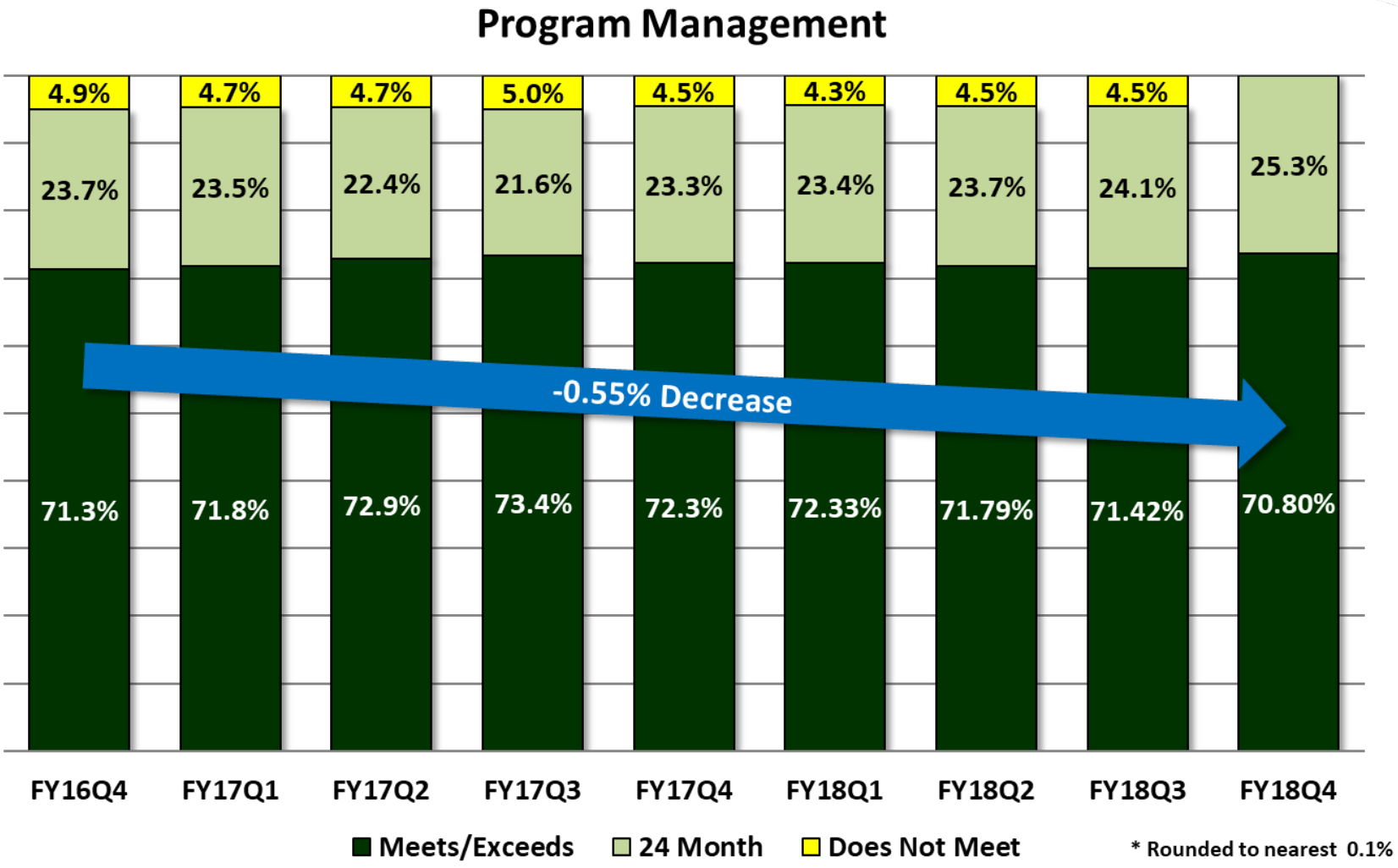
Program Management Workforce
Historical (Quarterly) Size by Agency FY16Q4 – FY18Q4

Program Management Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
AIR FORCE	5,681	5,658	5,720	5,774	5,885	5,892	5,934	6,141	6,253	6%
NAVY	5,560	5,514	5,497	5,516	5,450	5,467	5,519	5,571	5,619	3%
ARMY	3,240	3,284	3,261	3,217	3,313	3,305	3,330	3,352	3,363	2%
MARINE CORPS	802	794	790	785	763	756	756	758	758	-1%
DISA	257	264	277	288	340	333	373	384	364	7%
MDA	349	355	357	354	350	348	347	347	354	1%
DCMA	381	379	370	361	342	329	322	327	330	-4%
DLA	181	179	182	182	277	284	281	286	287	4%
DTRA	133	139	134	136	149	150	150	152	150	1%
DAU	154	145	142	141	131	133	131	131	135	3%
DHA	78	73	70	71	69	72	76	81	88	28%
0SD	76	77	78	78	76	74	74	73	65	-14%
NRO	42	44	44	47	48	50	46	63	61	27%
DTIC	22	21	21	18	20	20	25	24	24	20%
JCS	27	25	25	22	18	18	16	16	17	-6%
DFAS	5	5	5	5	5	5	6	6	6	20%
DeCA	5	6	6	5	5	3	4	4	5	0%
DoD HRA	3	4	5	4	3	3	3	3	3	0%
NDU	3	3	3	3	4	3	3	3	2	-50%
TRMC	2	2	2	2	2	2	2	2	2	0%
WHS	1	1	1	1	1	1	1	1	1	0%
DCAA	-	-	-	-	-	-	1	1	-	
IG	-	-	-	-	-	-	-	1	5	
TOTAL	17,002	16,972	16,990	17,010	17,251	17,248	17,400	17,727	17,892	↑ 4%

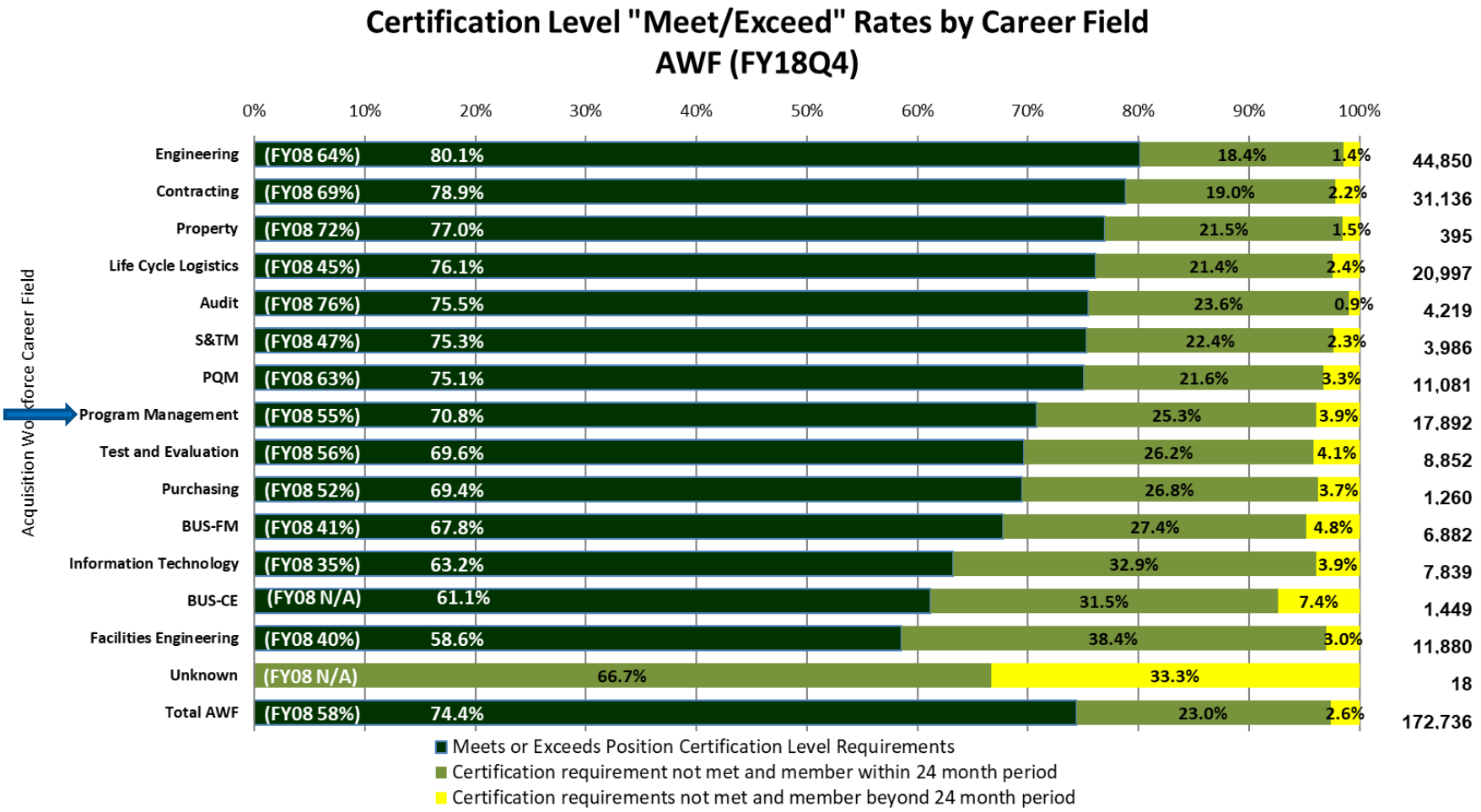
Program Management Historical DAWIA Certification FY08 – FY18



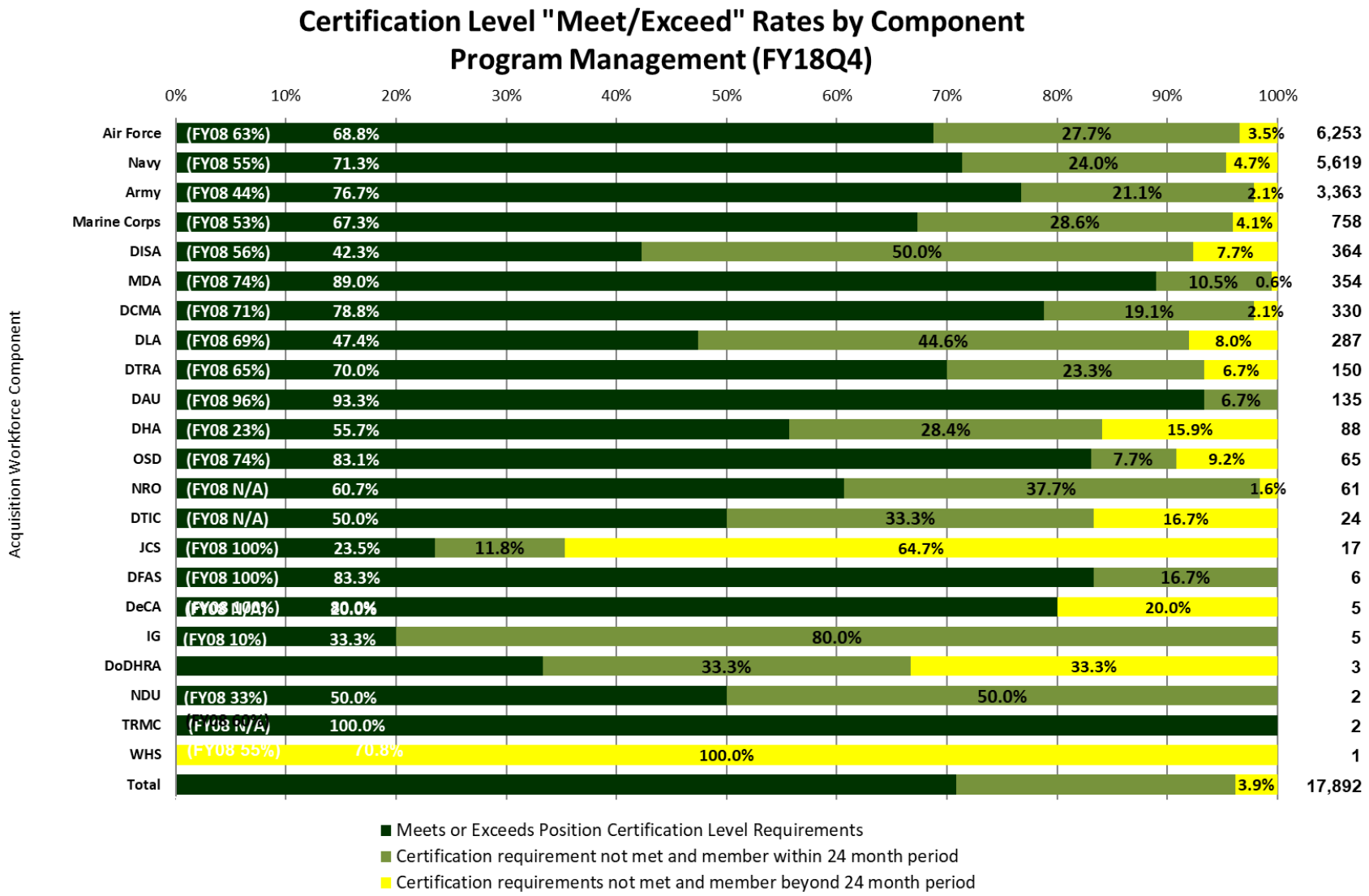
Program Management Historical (Quarterly)
DAWIA Certification FY16Q4 – FY18Q4



DAWIA Certification by Career Field



Program Management DAWIA Certification by Component



Program Management DAWIA Certification Matrix + Bench Strength

Required Certification Level	Achieved Certification Level: No Level Achieved	Level I	Level II	Level III	FY18Q4 TOTAL	% Meets Certification Requirement
Level I	617	682	220	49	1,568	*60.7%*
Level II	1,341	1,322	4,023	1,179	7,865	*66.1%*
Level III	613	506	764	6,508	8,391	*77.6%*
Unspecified	32	11	19	6	*68*	
FY18Q4 TOTAL	2,603	2,521	5,026	7,742	17,892	*70.8%*
	14.5%	*14.1%*	*28.1%*	*43.3%*		

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%*	
Program M	12,661	*70.8%*	*8 of 14*

***** Based on population total without unspecified positions***

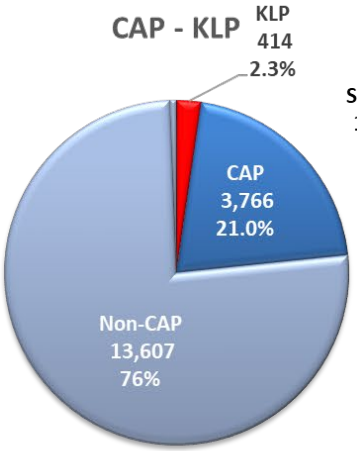
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	951	611	6	1,568	*8.8%*
Level II	5,202	2,388	275	7,865	*44.0%*
Level III	6,508	1,473	410	8,391	*46.9%*
Unspecified	6	60	2	68	*0.4%*
Program Management TOTAL	12,667	4,532	693	17,892	
	70.8%	*25.3%*	*3.9%*		

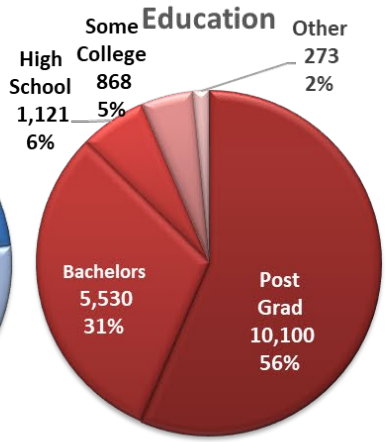
= Compliance

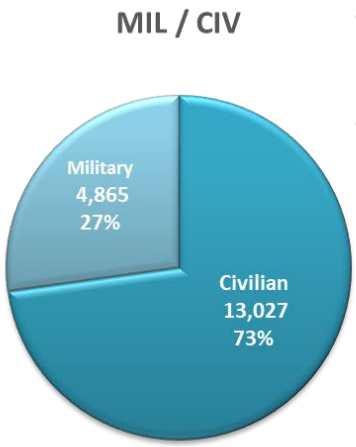
= Exceeds Requirements

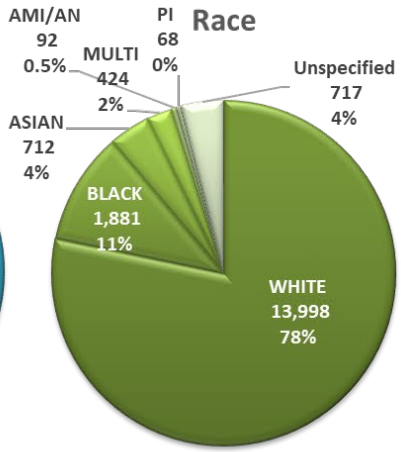
**** NOTE: Rounded to nearest 0.1%***

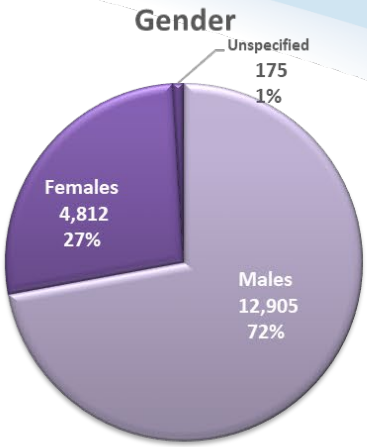
Program Management Demographics











Occupied Position Type	PM		Entire DAW	
Key Leadership Positions (KLPs)	414	2.3%	1,178	0.7%
Critical Acquisition Positions (CAPs) *	3,766	21.0%	16,515	9.6%
Non-CAP Positions	13,607	76.1%	154,442	89.4%
Unknown	105	0.6%	601	0.3%
TOTAL	**17,892**		172,736	

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

Highest Level of Education	PM		Entire DAW	
Post Grad	10,100	56.4%	68,976	39.9%
Bachelors	5,530	30.9%	76,511	44.3%
High School	1,121	6.3%	12,143	7.0%
Some College	868	4.9%	12,696	7.3%
Other	273	1.5%	2,410	1.4%
TOTAL	**17,892**		172,736	

Military / Civilian	PM		Entire DAW	
Civilian	13,027	72.8%	157,318	91.1%
Military	4,865	27.2%	15,418	8.9%
TOTAL	**17,892**		172,736	

Race	PM		Entire DAW	
WHITE	13,998	78.2%	126,389	73.2%
BLACK	1,881	10.5%	20,741	12.0%
ASIAN	712	4.0%	11,803	6.8%
MULTI	424	2.4%	4,768	2.8%
AMI/AN	92	0.5%	1,073	0.6%
PI	68	0.4%	862	0.5%
Unspecified	717	4.0%	7,100	4.1%
TOTAL	**17,892**		172,736	

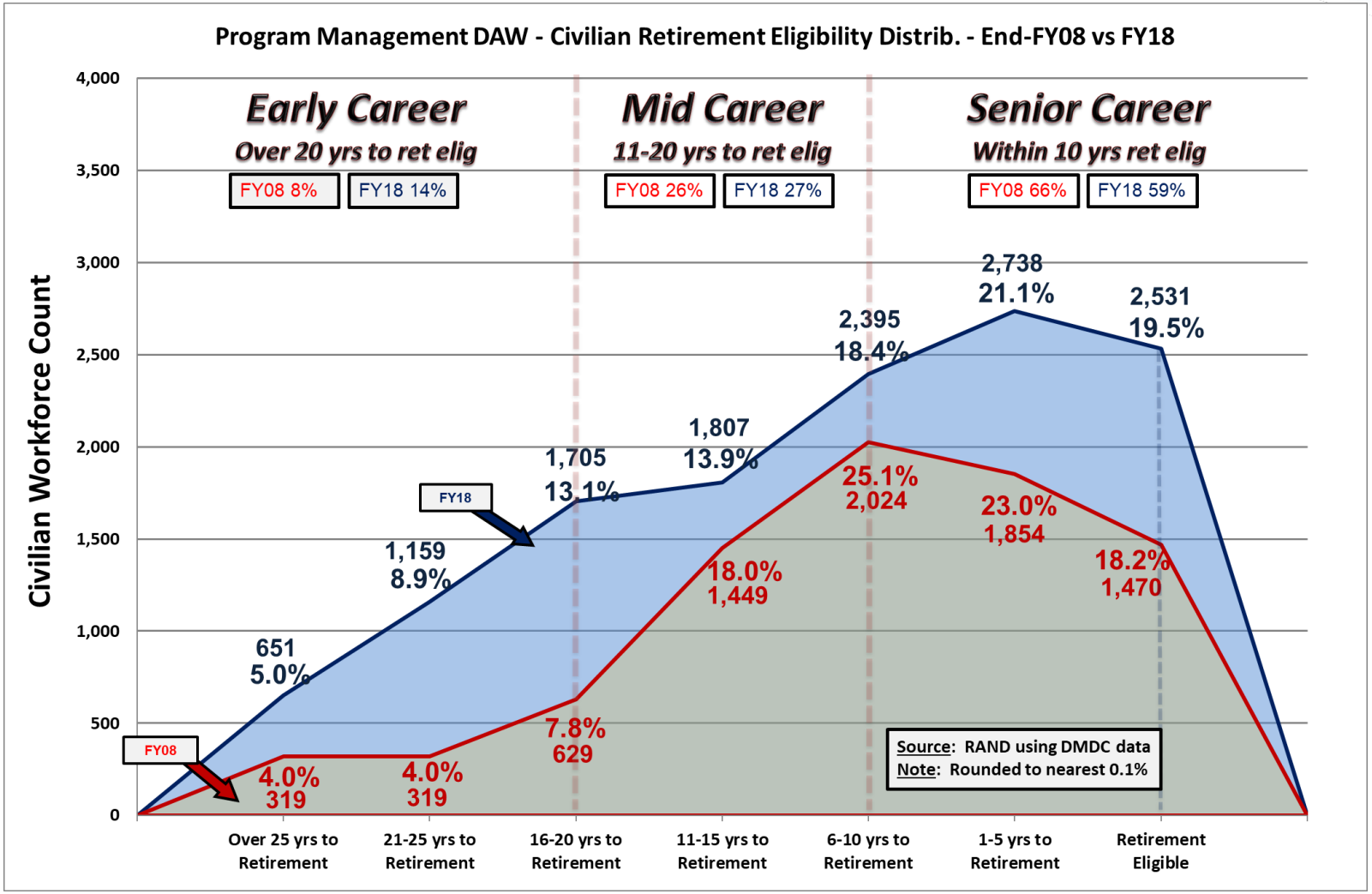
Gender	PM		Entire DAW	
Males	12,905	72.1%	121,073	70.1%
Females	4,812	26.9%	49,817	28.8%
Unspecified	175	1.0%	1,846	1.1%
TOTAL	**17,892**		172,736	

Program Management Size by Occupational Series

Civilian Occupational Series	PM	
1101 - Business and Industry Specialist	3,804	29.2%
0340 - Program Manager	3,613	27.7%
0343 - Management and Program Analyst	3,044	23.4%
0301 - Administration & Program Staff	1,235	9.5%
0801 - Engineer, General	660	5.1%
2210 - Information Technology Management Specialist	167	1.3%
0855 - Engineer, Electronics	96	0.7%
1515 - Operations Research Analyst	54	0.4%
0830 - Engineer, Mechanical	23	0.2%
0802 - Engineering Technician	15	0.1%
Other	316	2.4%
TOTAL CIVILIAN	**13,027**	***Civilians***

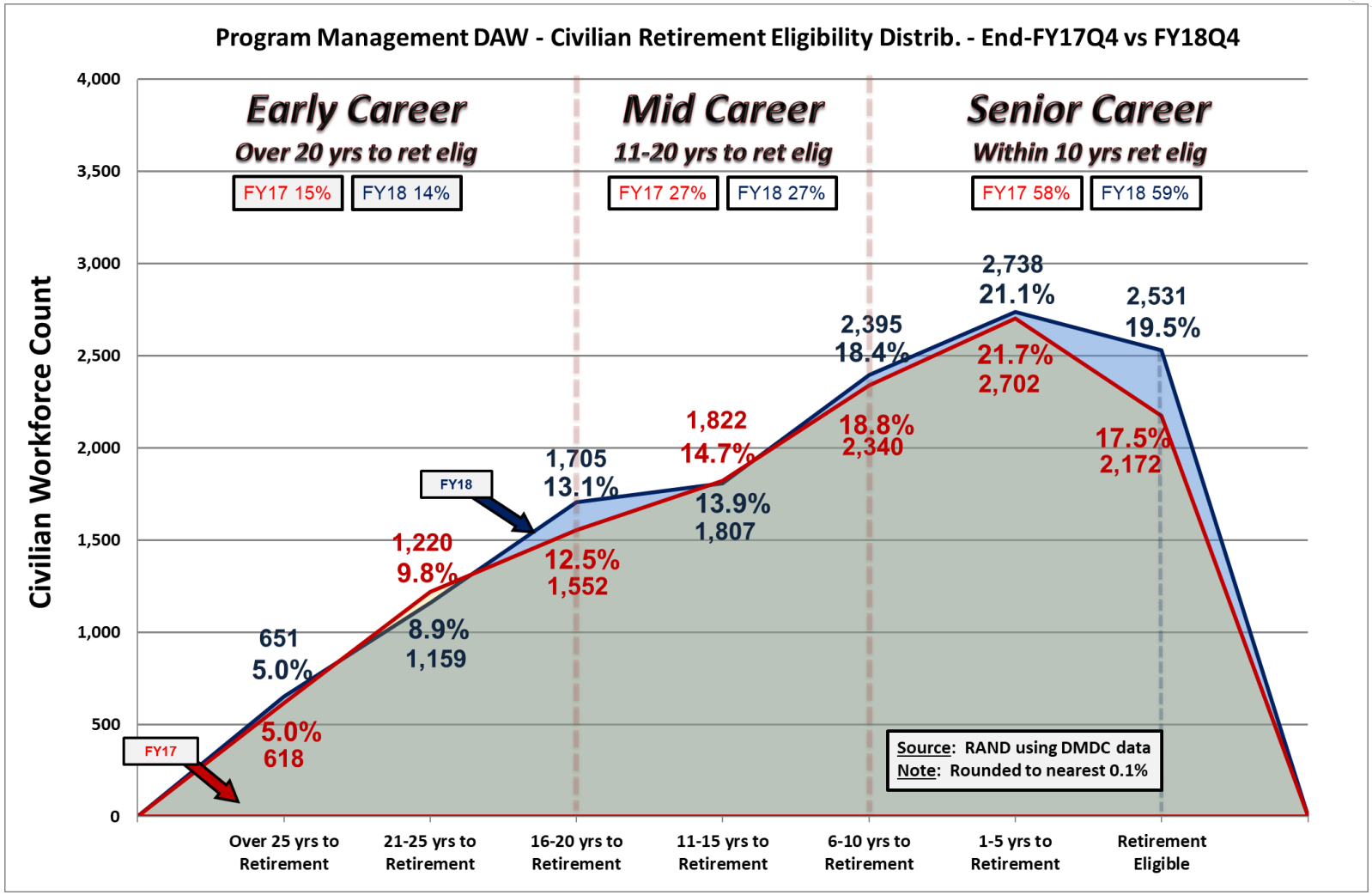
RAND NDRI Forces and Resources Policy Center Data Retirement & Gain/Loss Slides FY18

Program Management Civilian Retirement Eligibility Distribution – FY08 / FY18



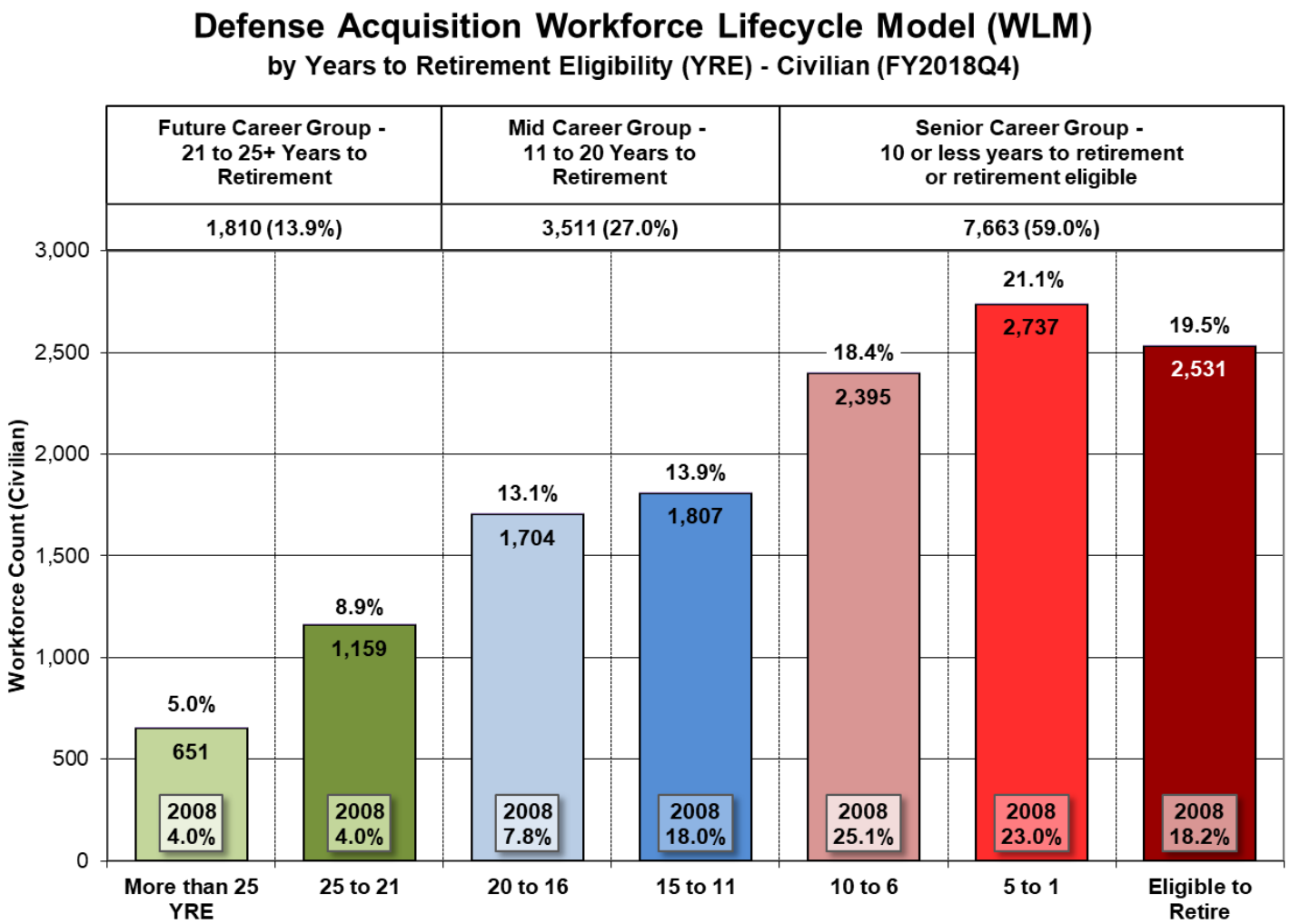
As of 30 Sept 2018

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



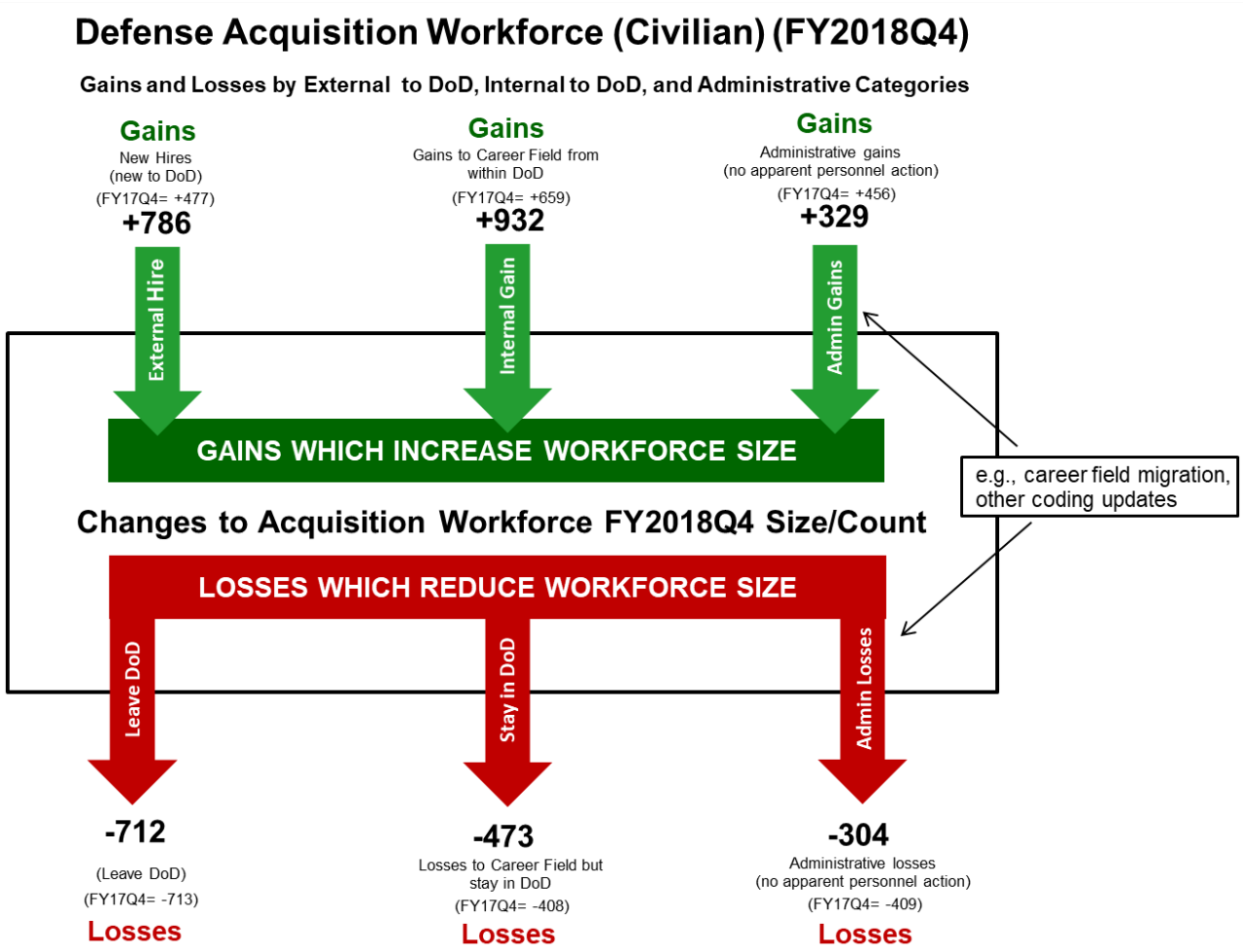
As of 30 Sept 2018

Program Management Workforce Lifecycle Model by YRE



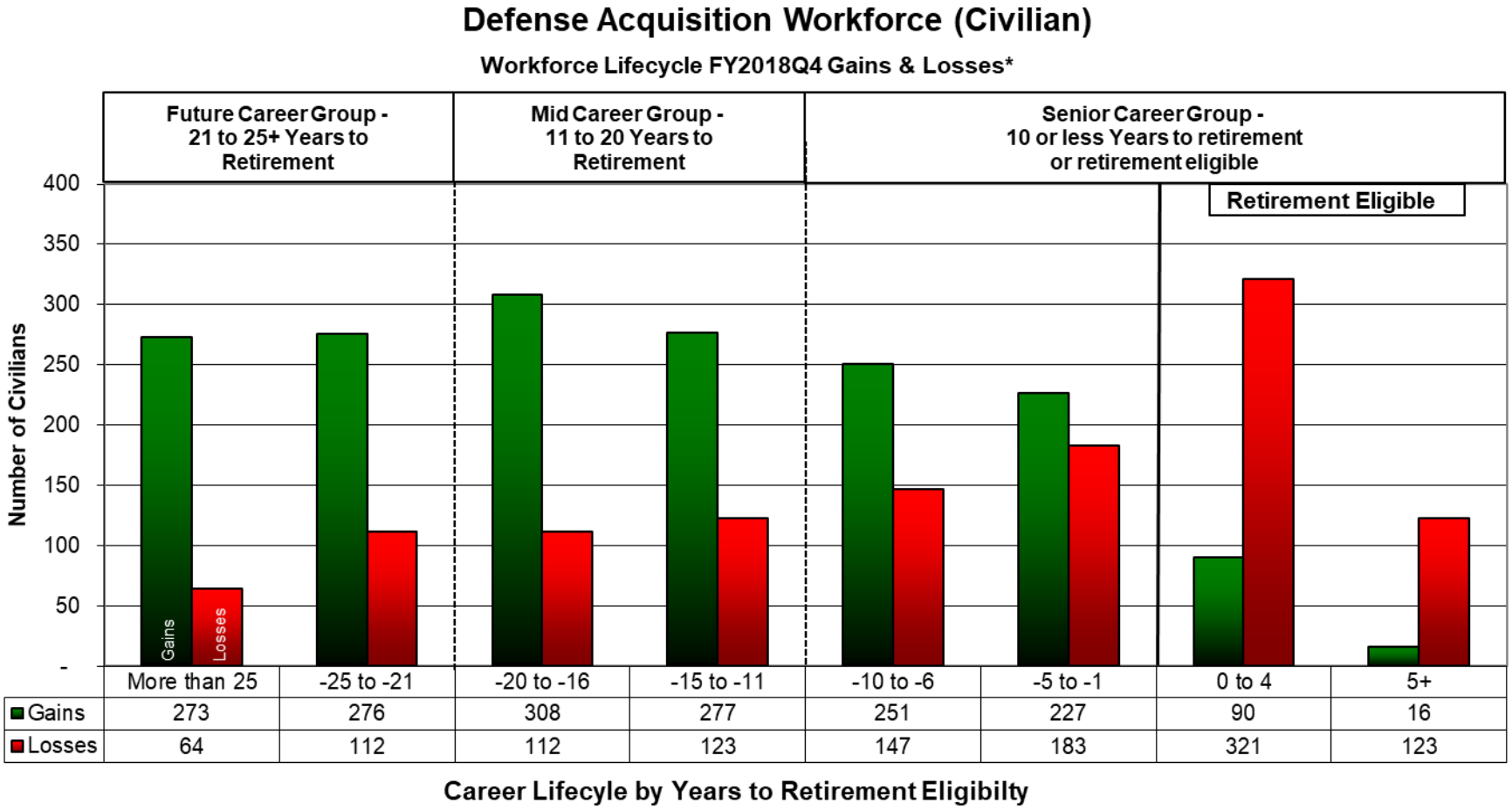
As of 30 Sept 2018

Program Management Gains/Losses – New Hires Internal/External, Administrative



As of 30 Sept 2018

Program Management Gains and Losses by YRE Groups

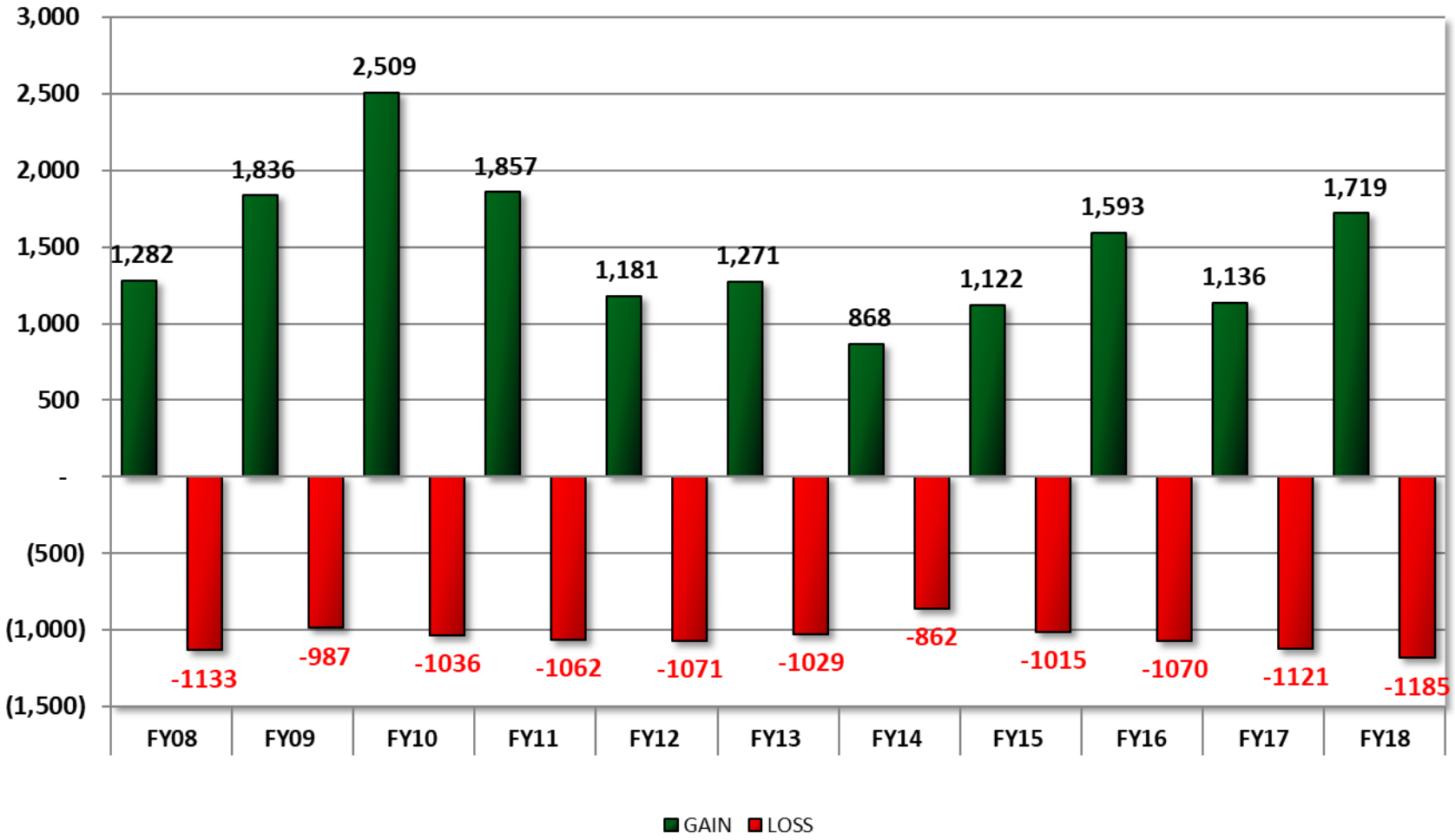


	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	273	276	308	277	251	227	90	16
Losses	64	112	112	123	147	183	321	123

*Does not include administrative gains and losses

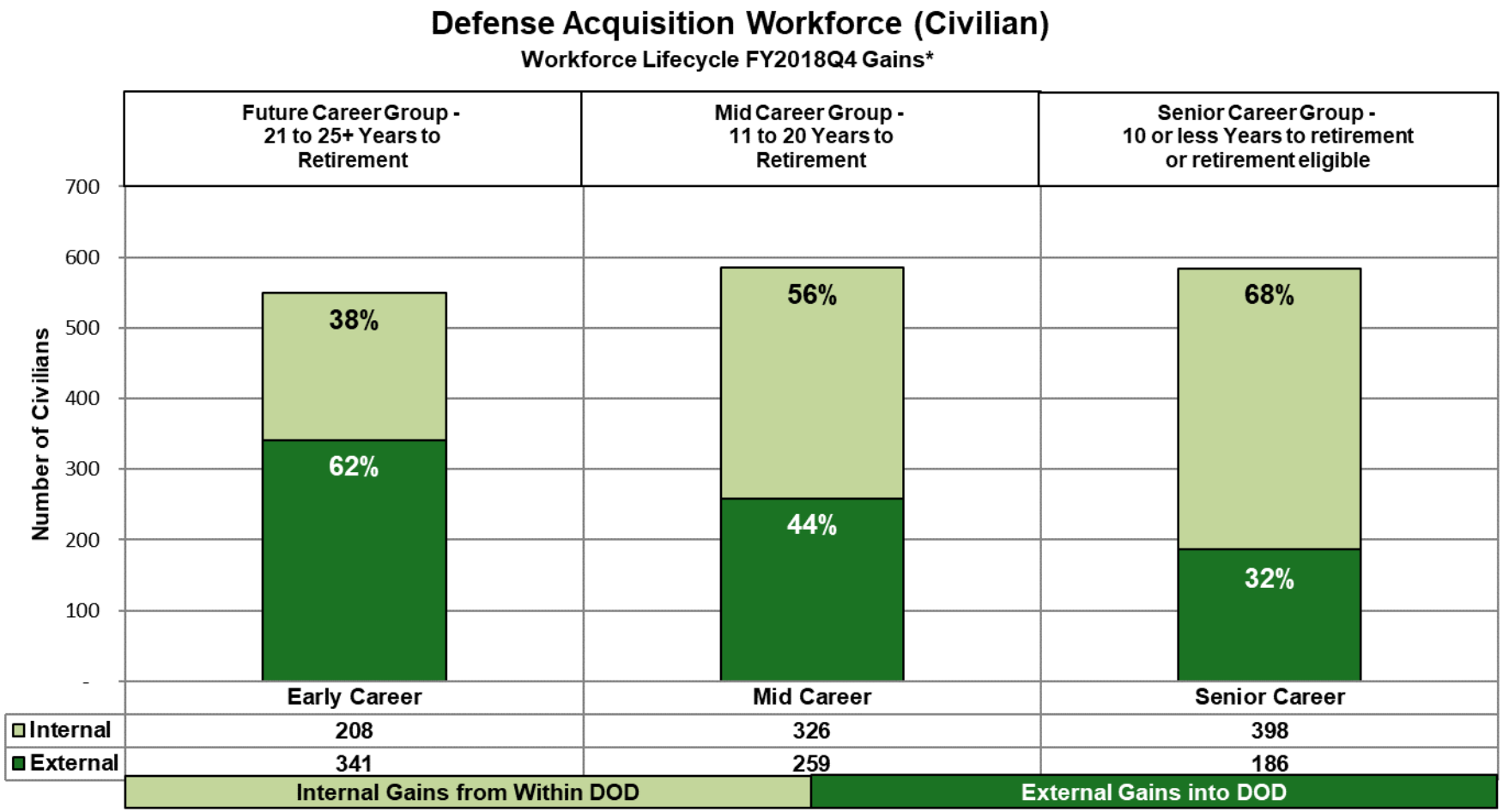
As of 30 Sept 2018

Program Management
Historical Gains and Losses FY08 – FY18



As of 30 Sept 2018

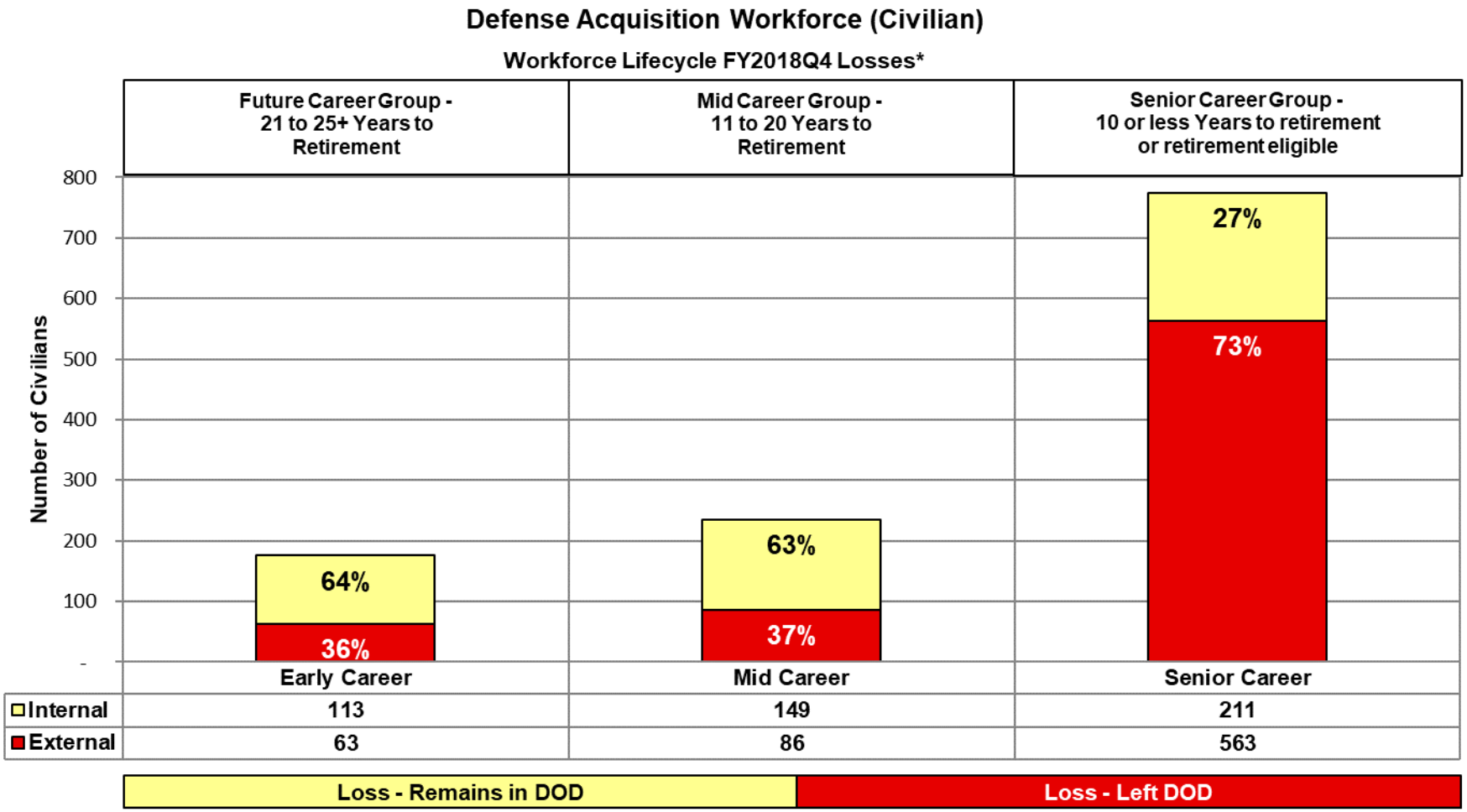
Program Management Internal/External Gains % by Career Group



*Does not include administrative gains

As of 30 Sept 2018

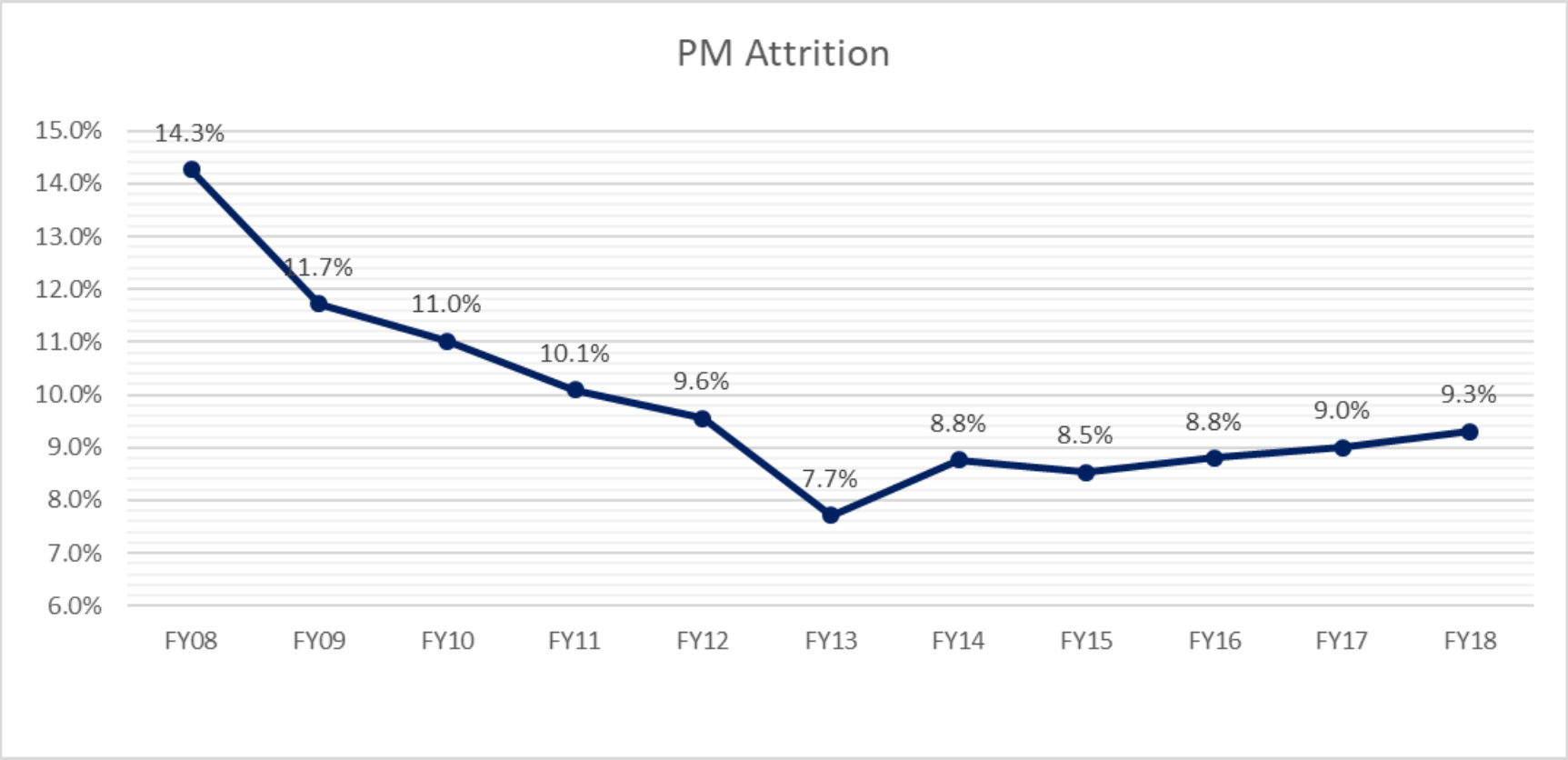
Program Management Internal/External Loss % by Career Group



*Does not include administrative losses

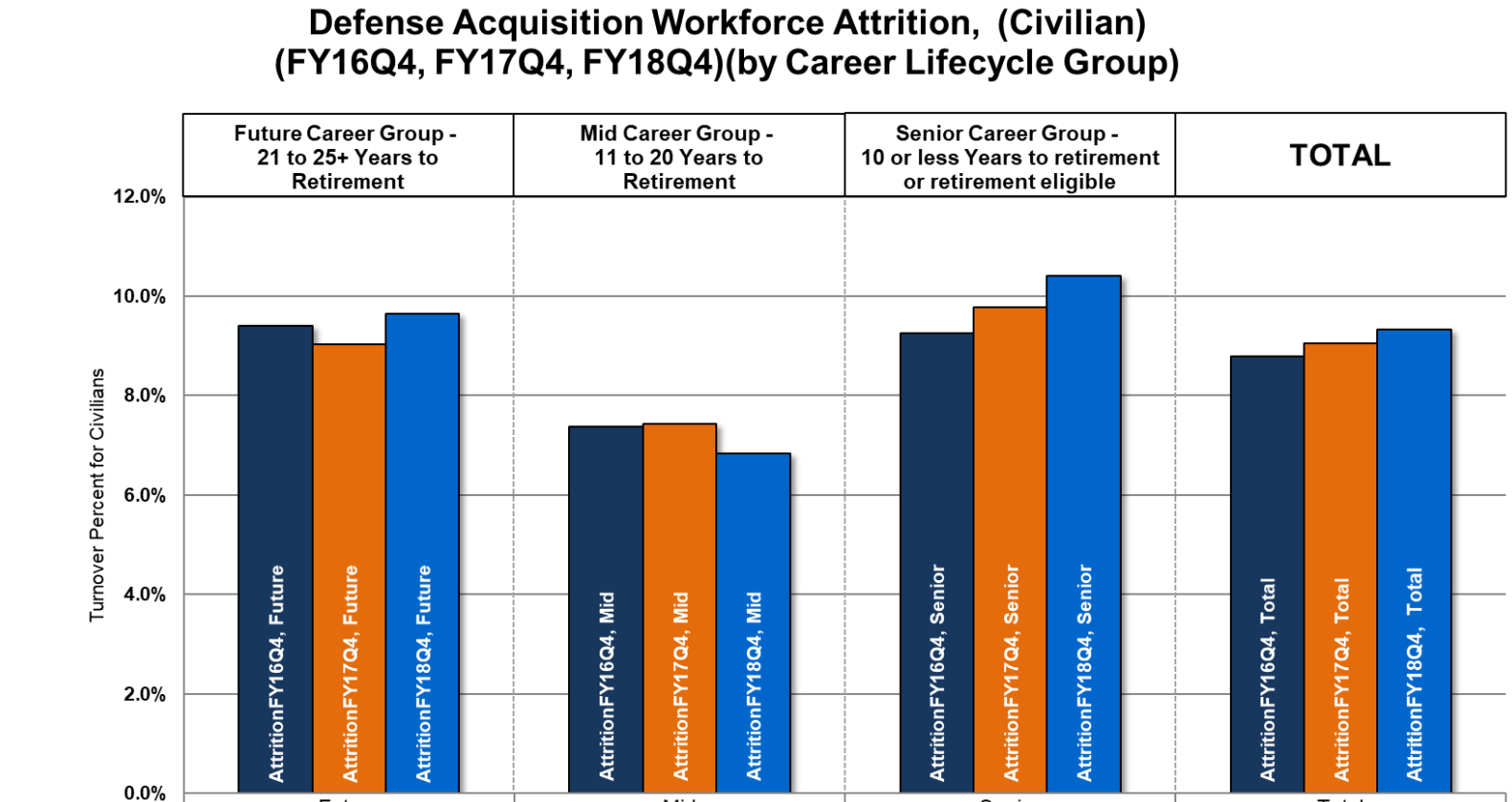
As of 30 Sept 2018

Annual Attrition Rates



As of 30 Sept 2018

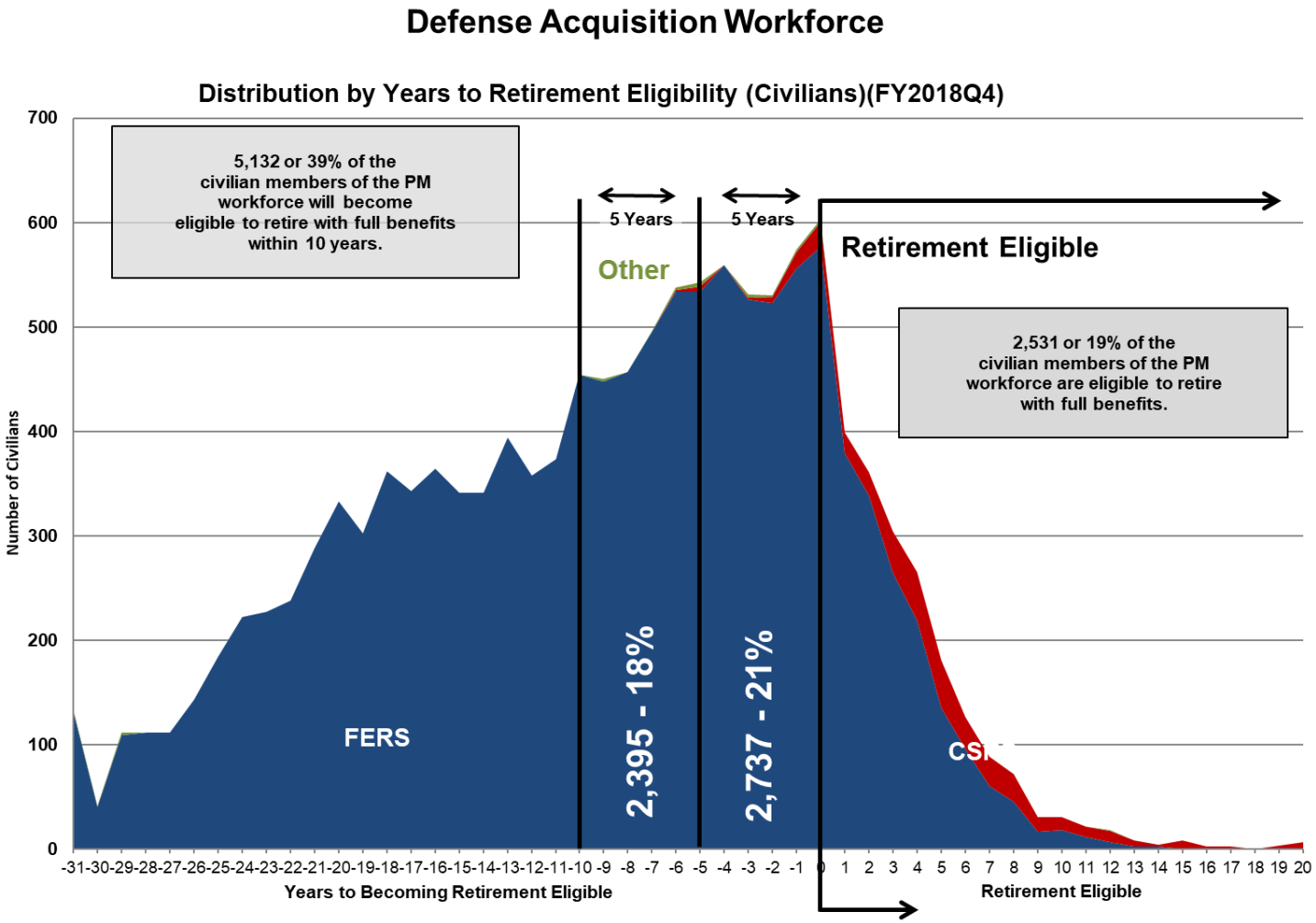
Program Management Attrition Rates by Career Group



	Future	Mid	Senior	Total
AttritionFY16Q4	9.4%	7.4%	9.3%	8.8%
AttritionFY17Q4	9.0%	7.4%	9.8%	9.0%
AttritionFY18Q4	9.6%	6.8%	10.4%	9.3%

As of 30 Sept 2018

Program Management Civilian Distribution by Years to Retirement Eligibility



As of 30 Sept 2018

END