



Defense Acquisition Workforce Key Information

Property

As of FY18 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Property	FY 2008				FY2018Q4			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	395	0	395	172,736
Change in size from 2008	-	-	-	-	-12%	-	-12%	37%
Civilian/Military Composition	100%	-	-	88% / 12%	100%	-	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	36%	-	36%	77%	53%	-	53%	84%
Graduate Degree	6%	-	6%	29%	17%	-	17%	40%
Certification								
Level I or Higher Achieved	77%	-	77%	72%	83%	-	83%	84%
Level II or Higher Achieved	74%	-	74%	61%	77%	-	77%	71%
Level III Achieved	14%	-	14%	36%	17%	-	17%	40%
Position Certification Requirement Met or Exceeded	72%	-	72%	58%	77%	-	77%	74%
Within 24 Months of Certification Requirement	17%	-	17%	27%	22%	-	22%	23%
Does Not Meet Certification Requirement	12%	-	12%	14%	2%	-	2%	3%
Planning Considerations								
Average Age	54	-	54	46	49	-	49	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)	-	-	20/23/57 (%)(Civ)	15/26/59(%)	-	-	26/26/48(%)
Average Years of Service	23	-	23	17	16	-	16	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	100(25%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	67(16%)	-	-	25,048(16%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	51/55	-	-	19,614/12,308

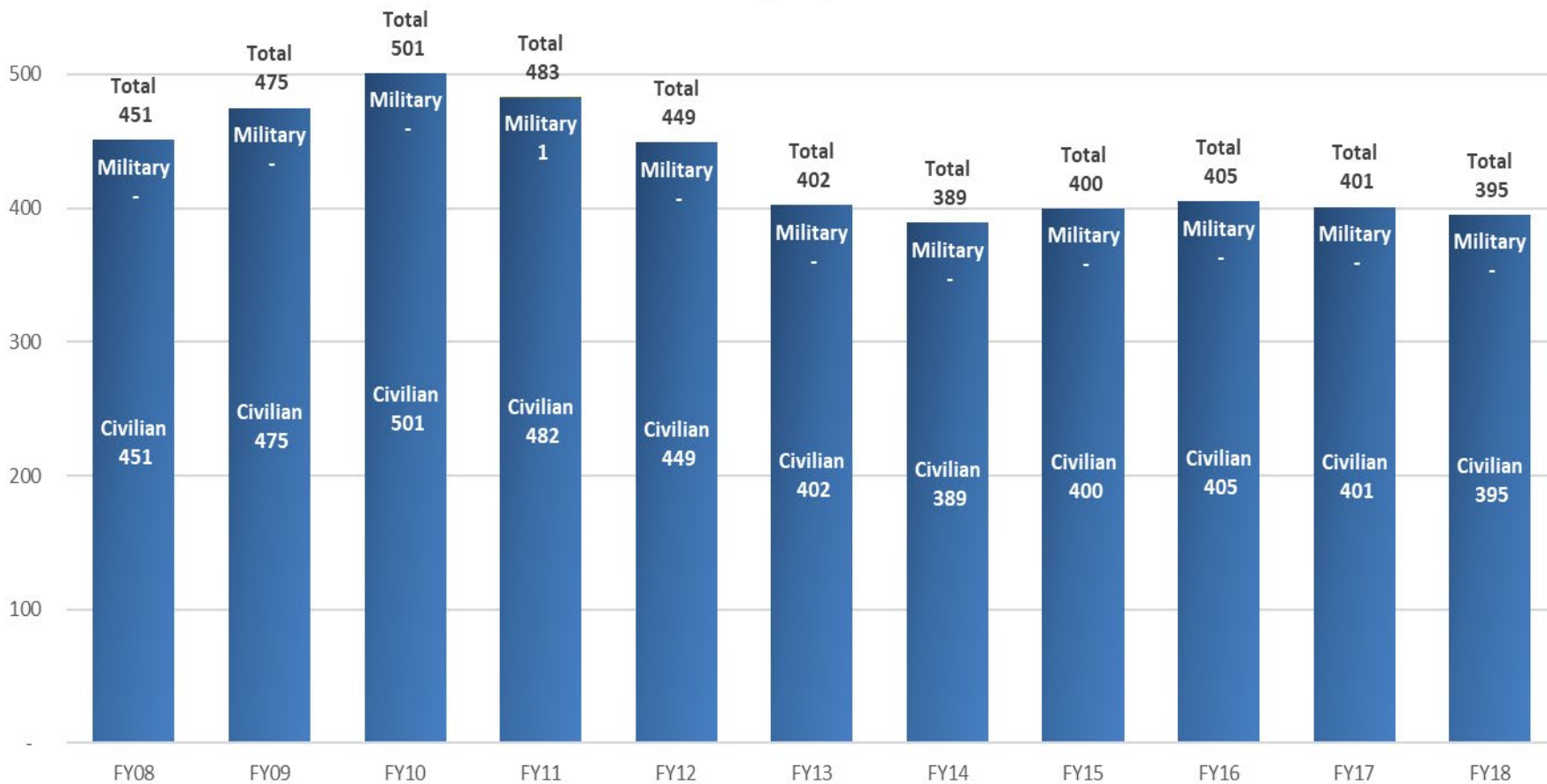
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

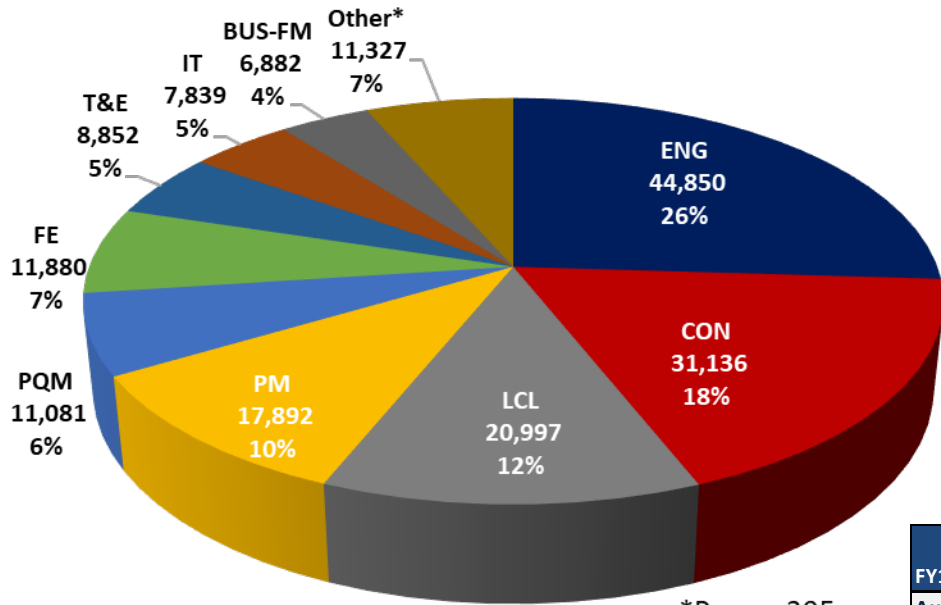


Property





AWF by Component and Career Field



*Prop = 395

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%		



Property Workforce Historical Size by Agency FY08-FY18



Annual

Property Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	58	73	59	57	65	70	69	19%	-1%
MARINE CORPS	4	5	3	-	-	-	-	-100%	
ARMY	99	84	65	49	53	49	50	-49%	2%
AIR FORCE	26	28	24	22	14	16	16	-38%	0%
DCMA	253	295	282	256	261	252	248	-2%	-2%
DAU	3	4	2	2	2	3	4	33%	33%
NRO	-	-	-	-	7	7	4		-43%
DLA	8	12	14	3	1	2	2	-75%	0%
MDA	-	-	-	-	2	2	2		0%
TOTAL	451	501	449	389	405	401	395	↓ -12%	↓ -1%

Quarterly

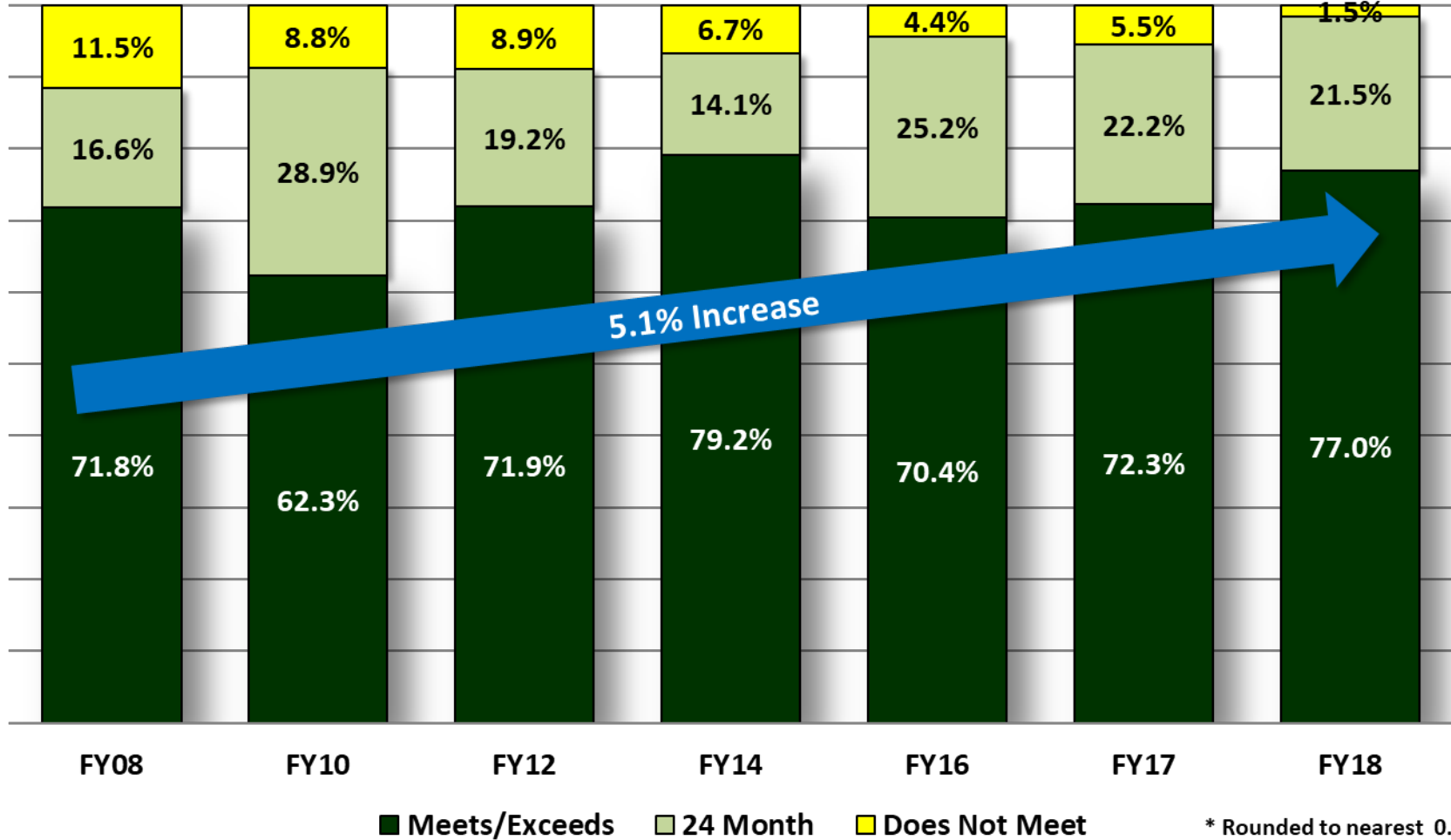
Property Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	65	64	66	70	70	67	66	64	69	-1%
ARMY	53	52	54	51	49	47	49	51	50	2%
AIR FORCE	14	13	13	14	16	18	18	17	16	0%
DCMA	261	260	255	247	252	252	248	247	248	-2%
DAU	2	2	2	2	3	6	5	4	4	33%
NRO	7	7	7	7	7	6	6	4	4	-43%
DLA	1	1	1	2	2	2	2	2	2	0%
MDA	2	2	2	2	2	2	2	2	2	0%
TOTAL	405	401	400	395	401	400	396	391	395	↓ -1%



Property Historical DAWIA Certification FY08 – FY18



Property

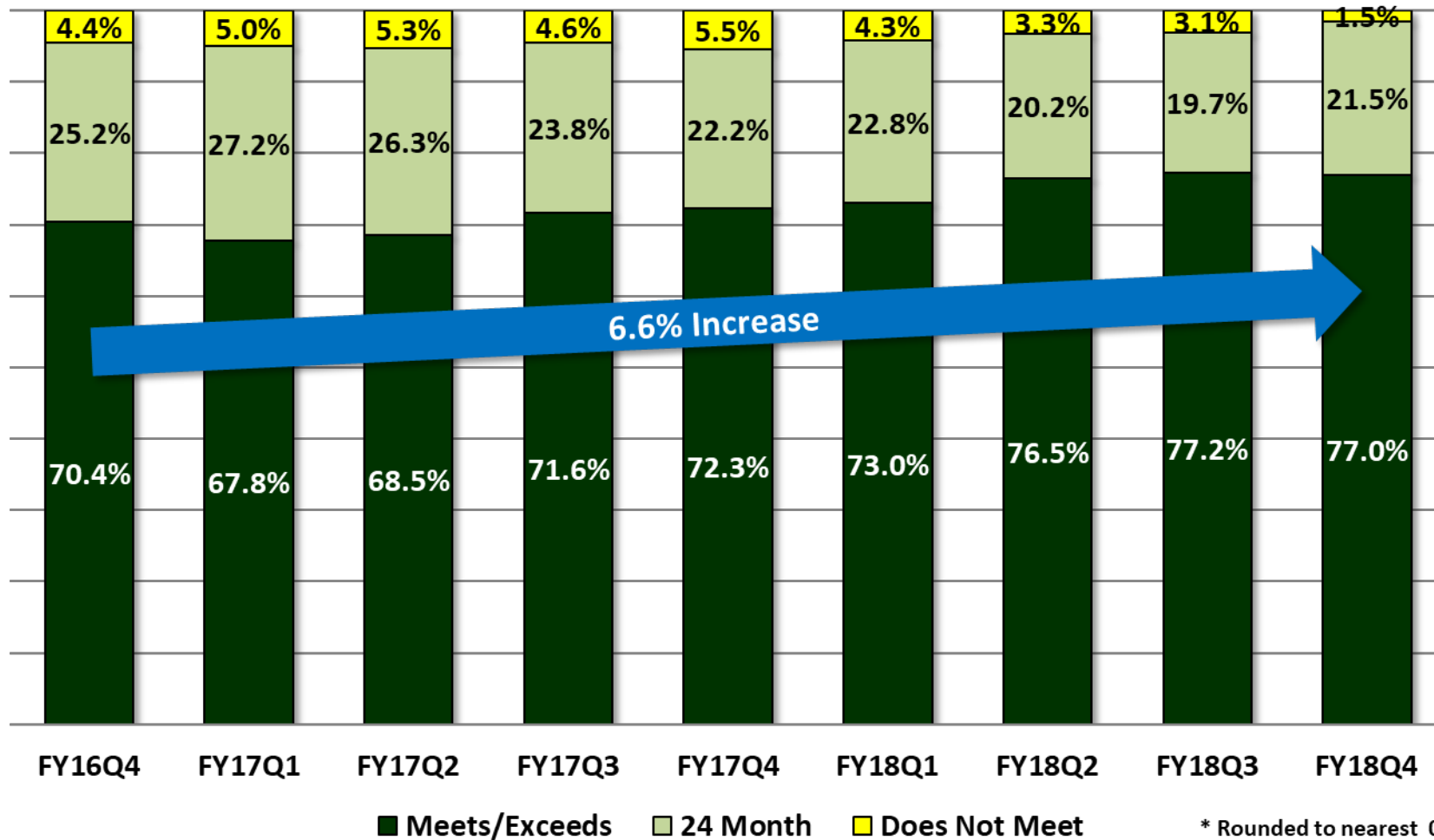




Property Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



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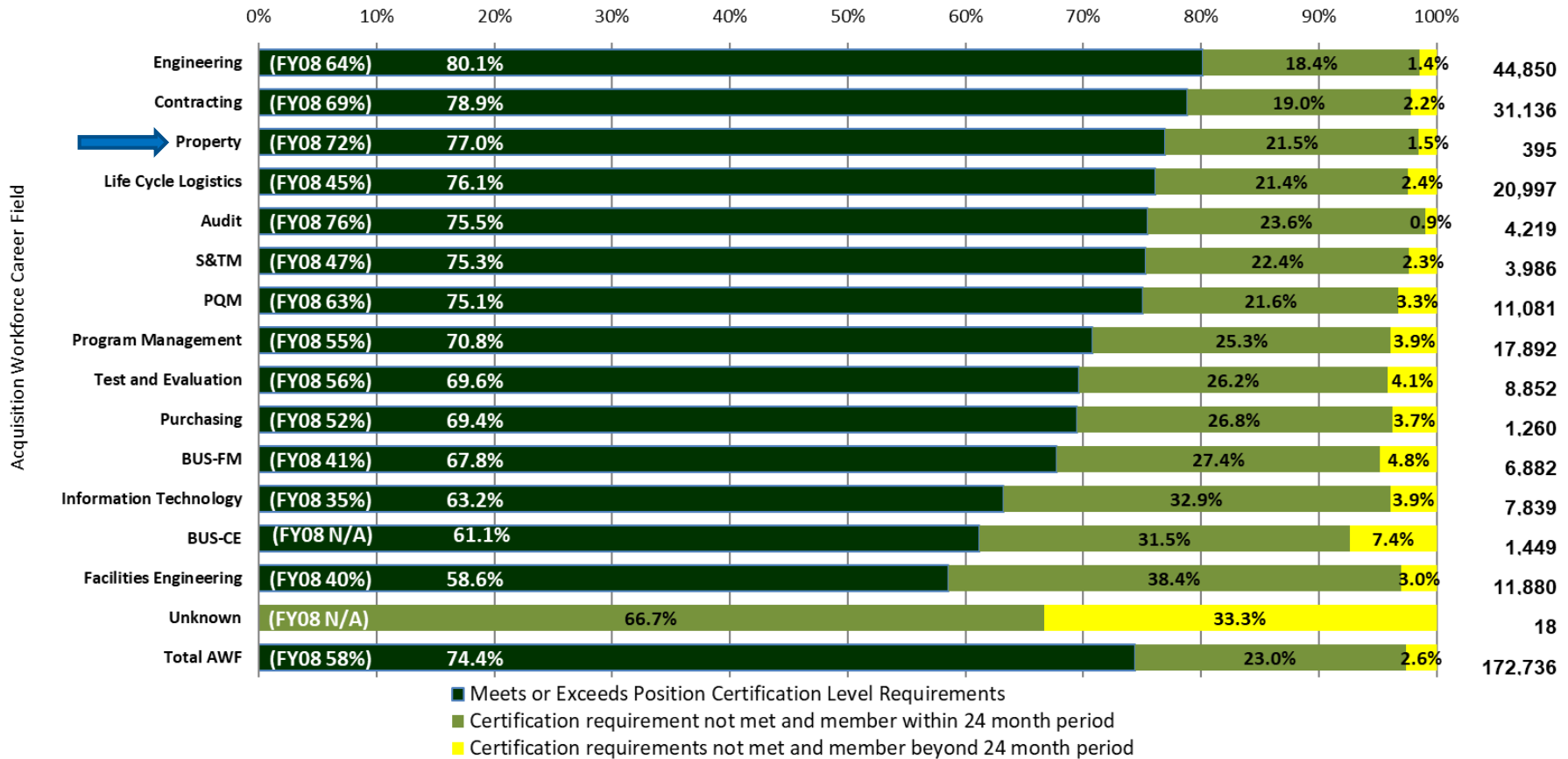




DAWIA Certification by Career Field



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

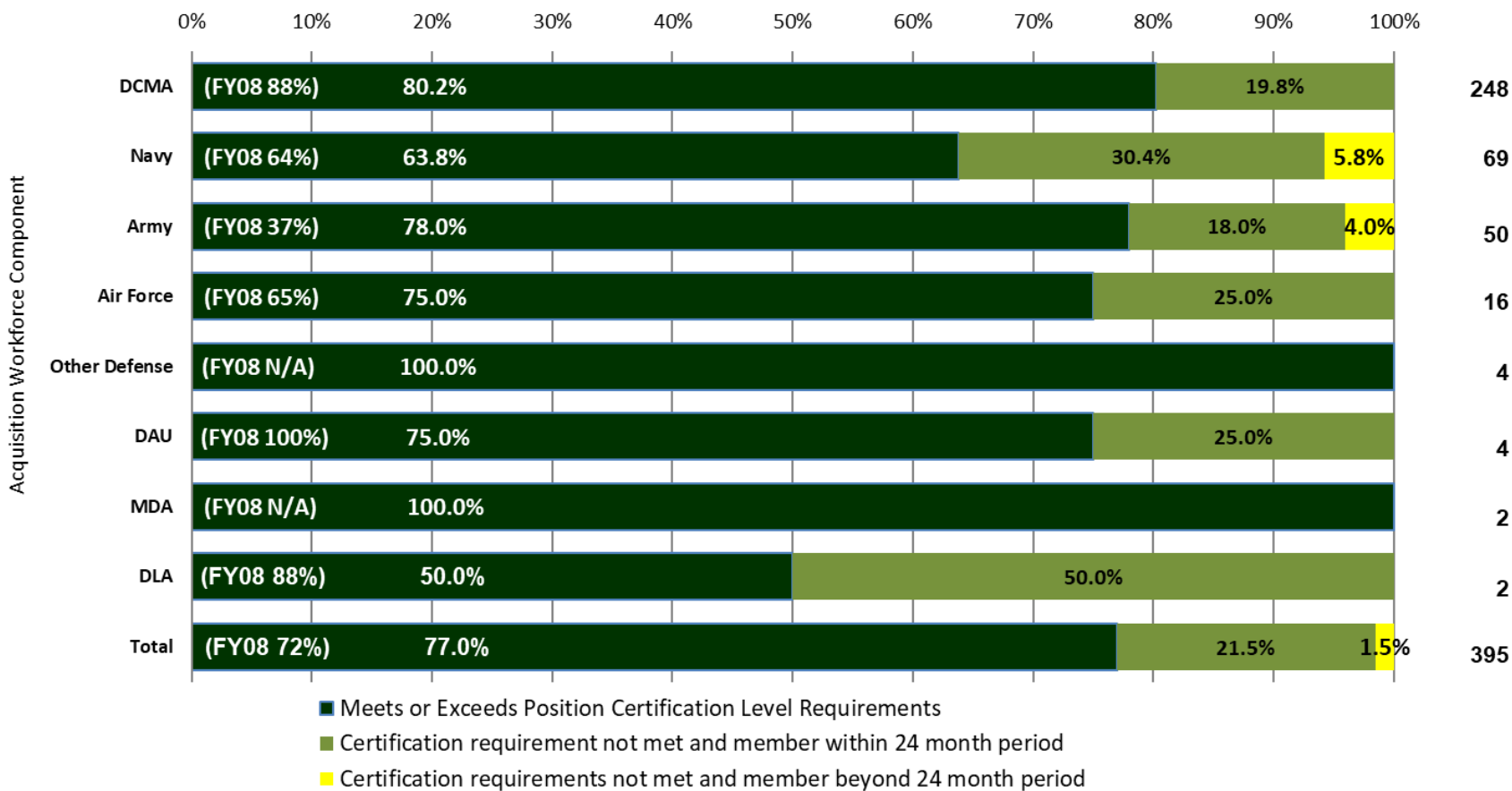




Property DAWIA Certification by Component



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





Property 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	14	8	7	-	29	51.7%
Level II	50	13	222	23	308	79.5%
Level III	3	2	7	44	56	78.6%
Unspecified	2	-	-	-	2	
FY18Q4 TOTAL	69	23	236	67	395	77.0%
	17.5%	5.8%	59.7%	17.0%		

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%	
Property	304	77.0%	3 of 14

** Based on population total without unspecified positions

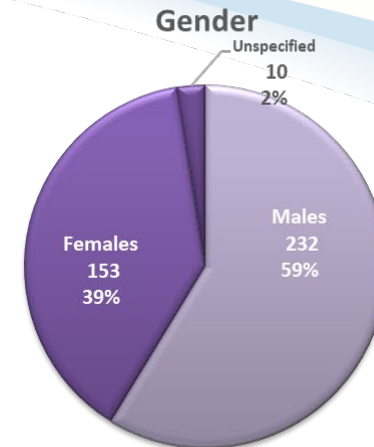
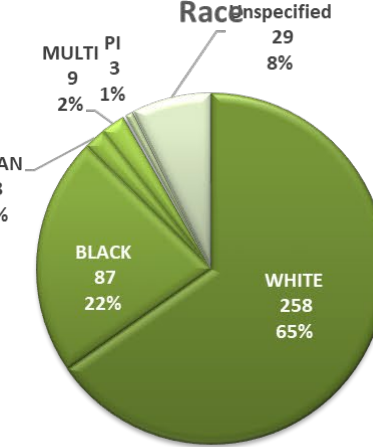
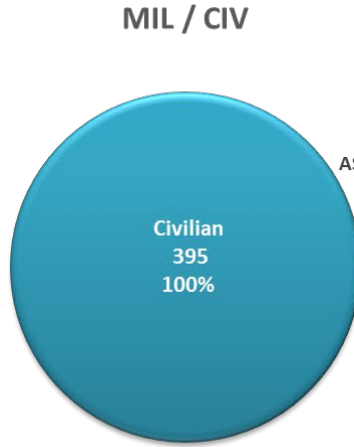
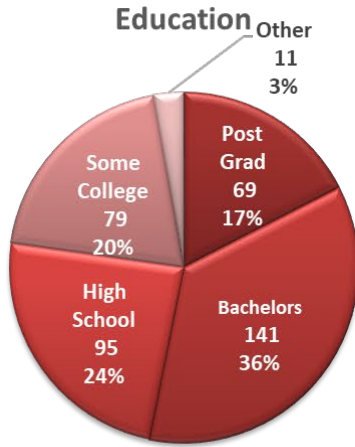
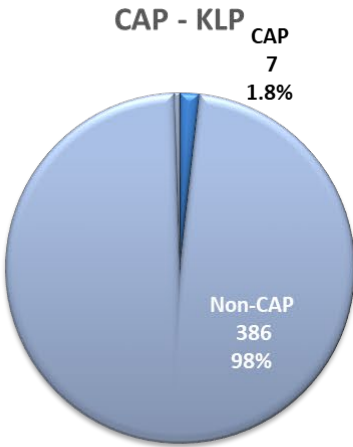
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	15	14	-	29	7.3%
Level II	245	60	3	308	78.0%
Level III	44	11	1	56	14.2%
Unspecified	-	-	2	2	0.5%
Property TOTAL	304	85	6	395	
	77.0%	21.5%	1.5%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	-	1,178
Critical Acquisition Positions (CAPs) *	7	16,515
Non-CAP Positions	386	154,442
Unknown	2	601
TOTAL	395	172,736

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

Highest Level of Education	Property	Entire DAW
Post Grad	69	68,976
Bachelors	141	76,511
High School	95	12,143
Some College	79	12,696
Other	11	2,410
TOTAL	395	172,736

Military / Civilian	Property	Entire DAW
Civilian	395	157,318
Military	-	15,418
TOTAL	395	172,736

Race	Property	Entire DAW
WHITE	258	126,389
BLACK	87	20,741
ASIAN	8	11,803
MULTI	9	4,768
AMI/AN	1	1,073
PI	3	862
Unspecified	29	7,100
TOTAL	395	172,736

Gender	Property	Entire DAW
Males	232	121,073
Females	153	49,817
Unspecified	10	1,846
TOTAL	395	172,736



Property Size by Occupational Series

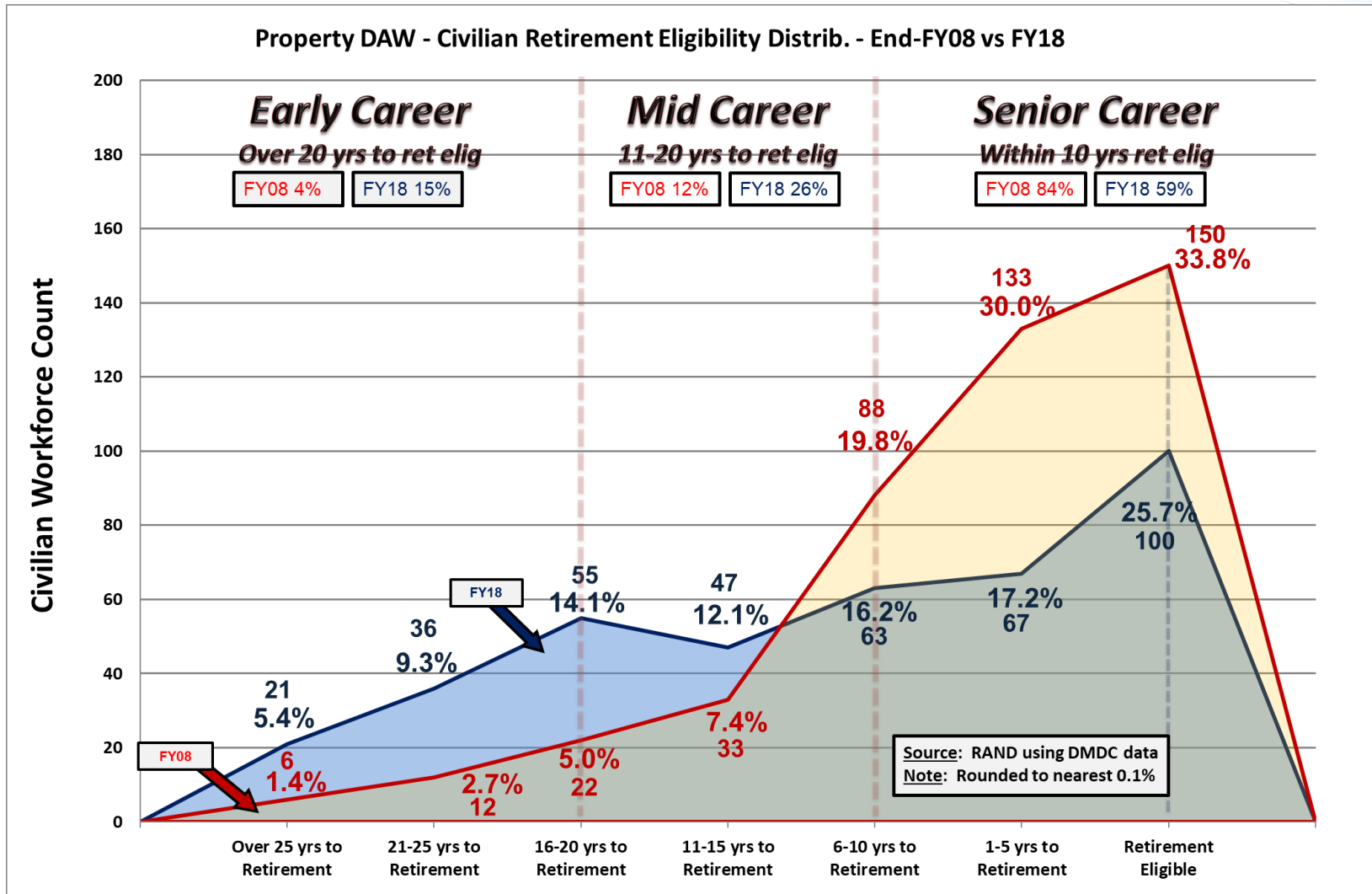
Civilian Occupational Series	Property	
1103 - Industrial Property Mgmt Specialist	382	96.7%
1150 - Industrial Specialist	3	0.8%
1101 - Business and Industry Specialist	4	1.0%
0802 - Engineering Technician	1	0.3%
<i>Other</i>	5	1.3%
TOTAL CIVILIAN	395	Civilians



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



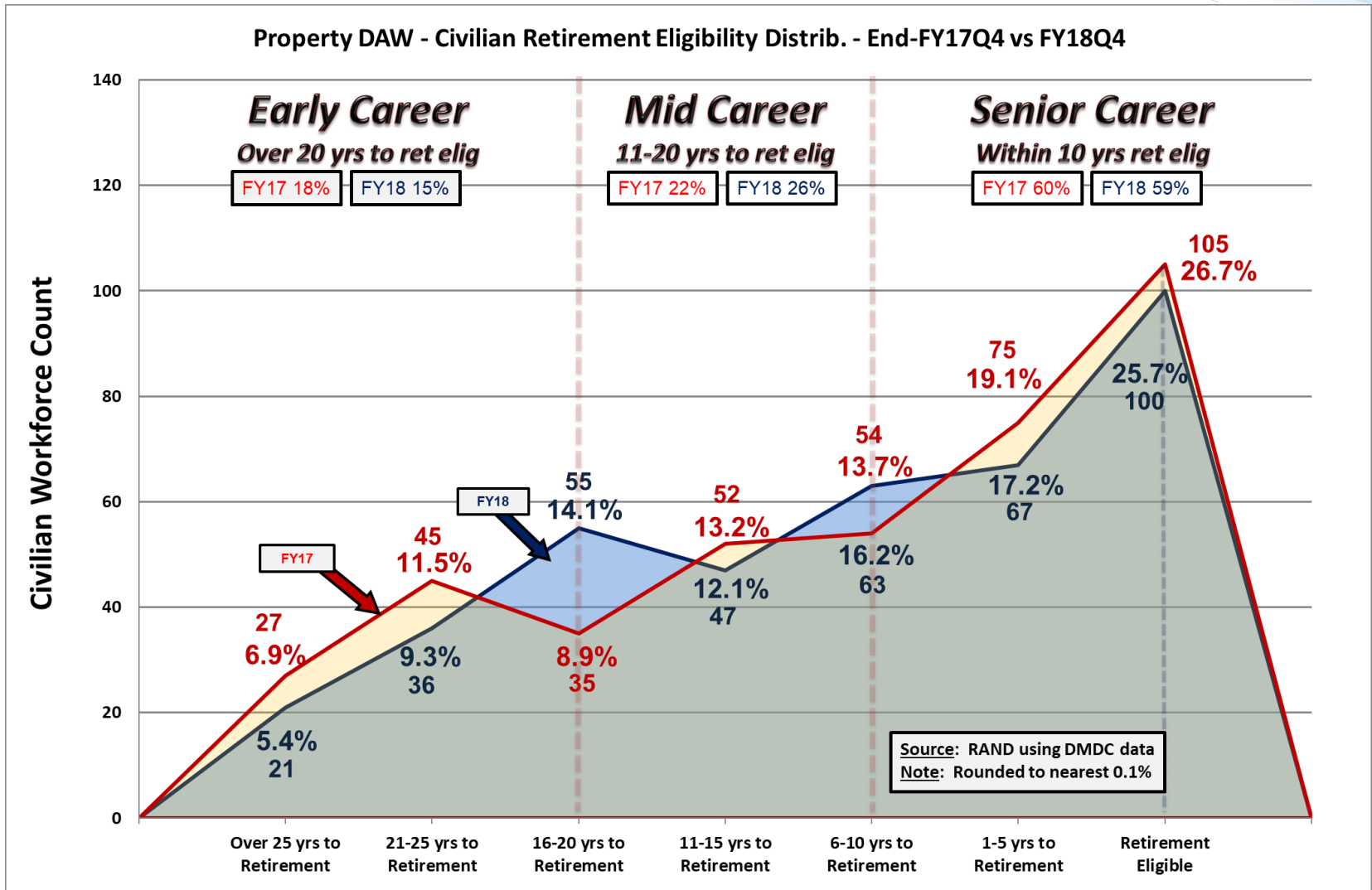
Property Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



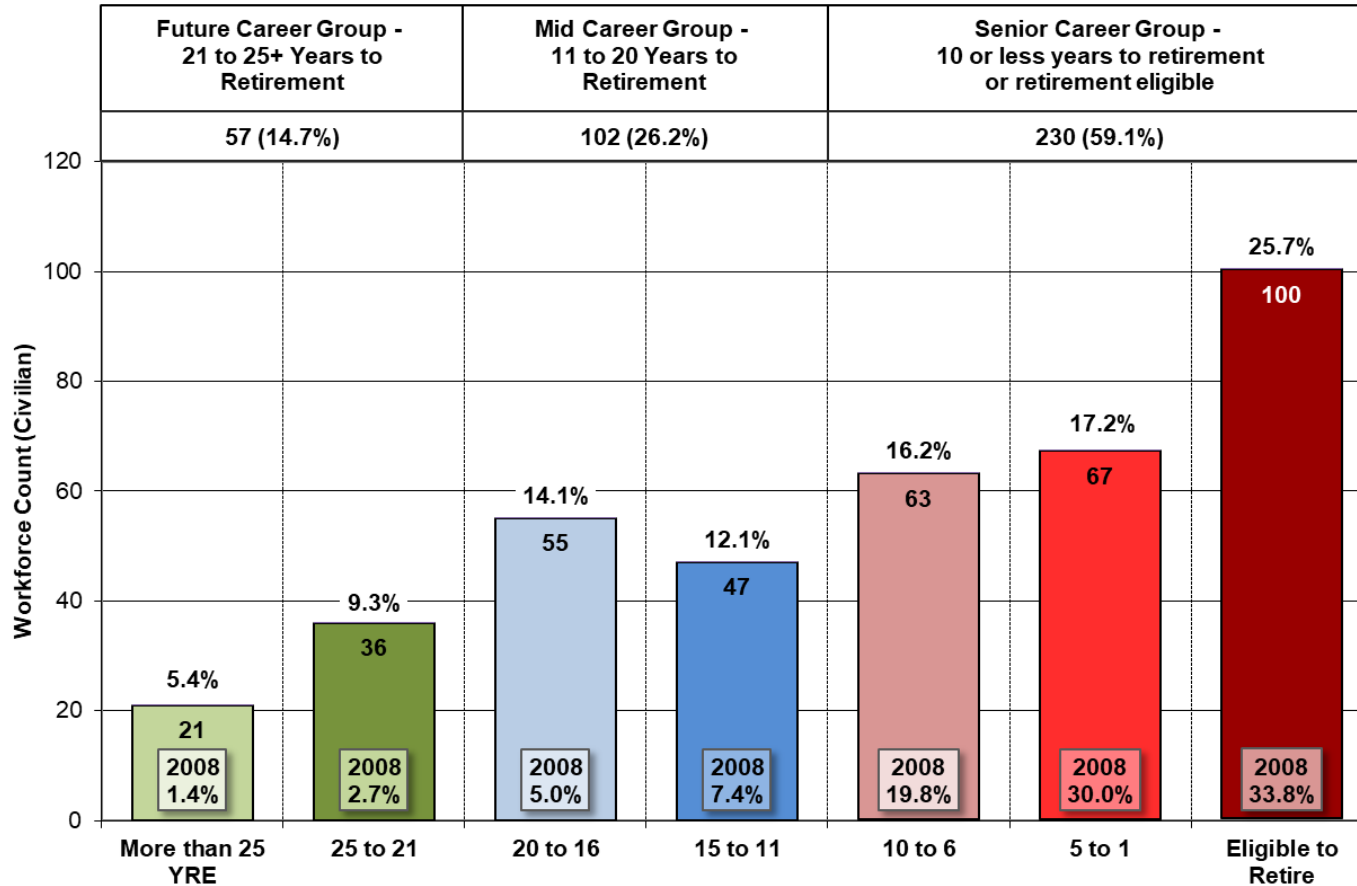
Property Civilian Retirement Eligibility Distribution – (1 year) FY17Q4 / FY18Q4





Property Workforce Lifecycle Model by YRE

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



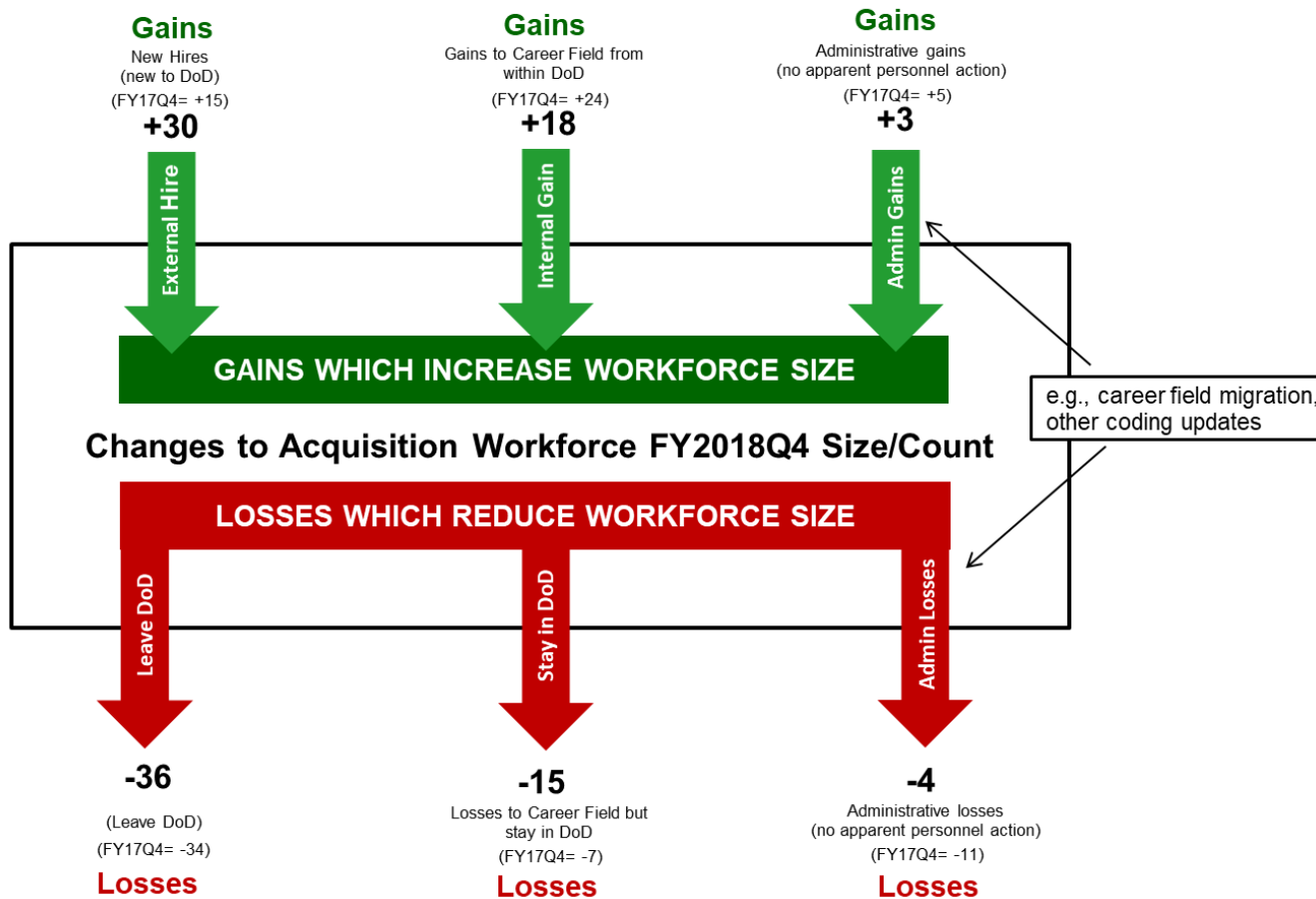
As of 30 Sept 2018



Property 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



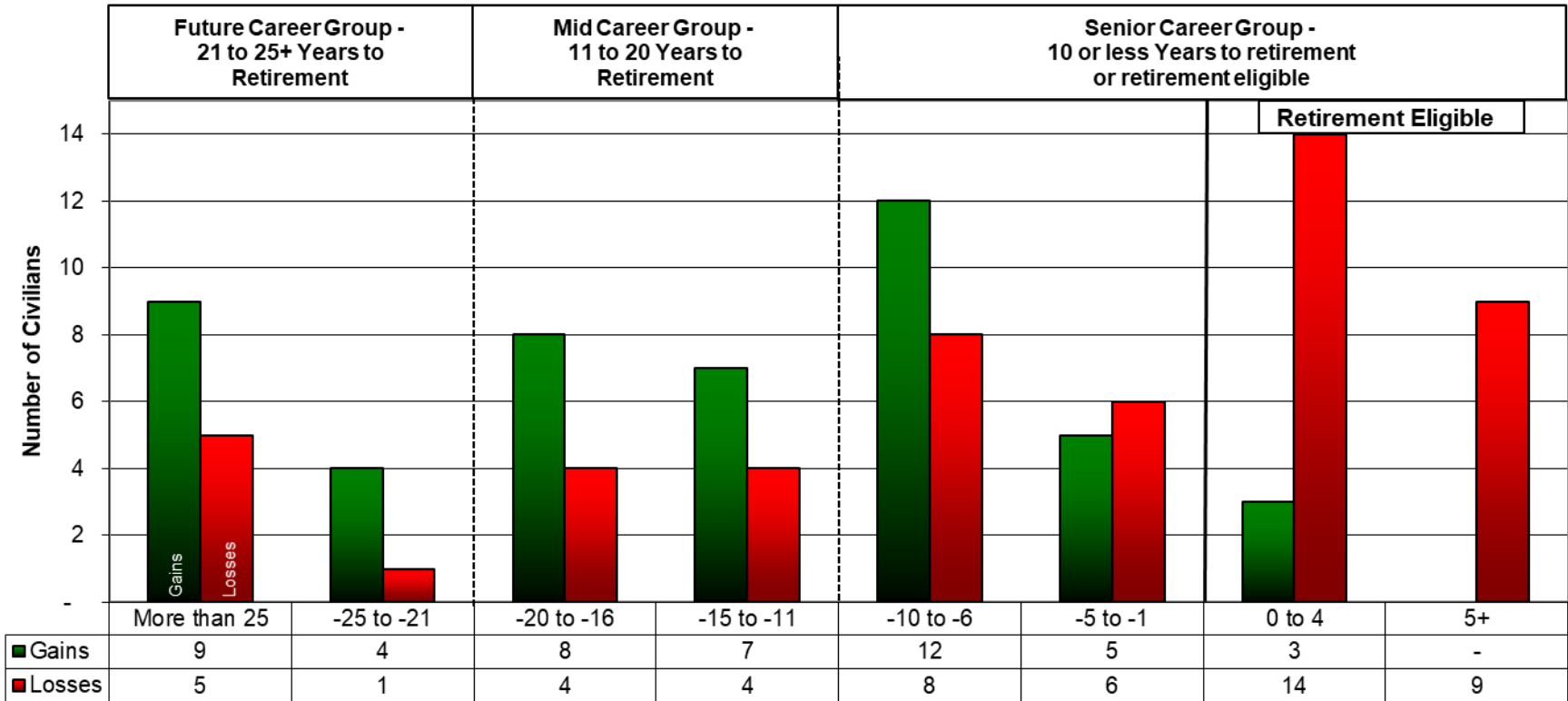


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

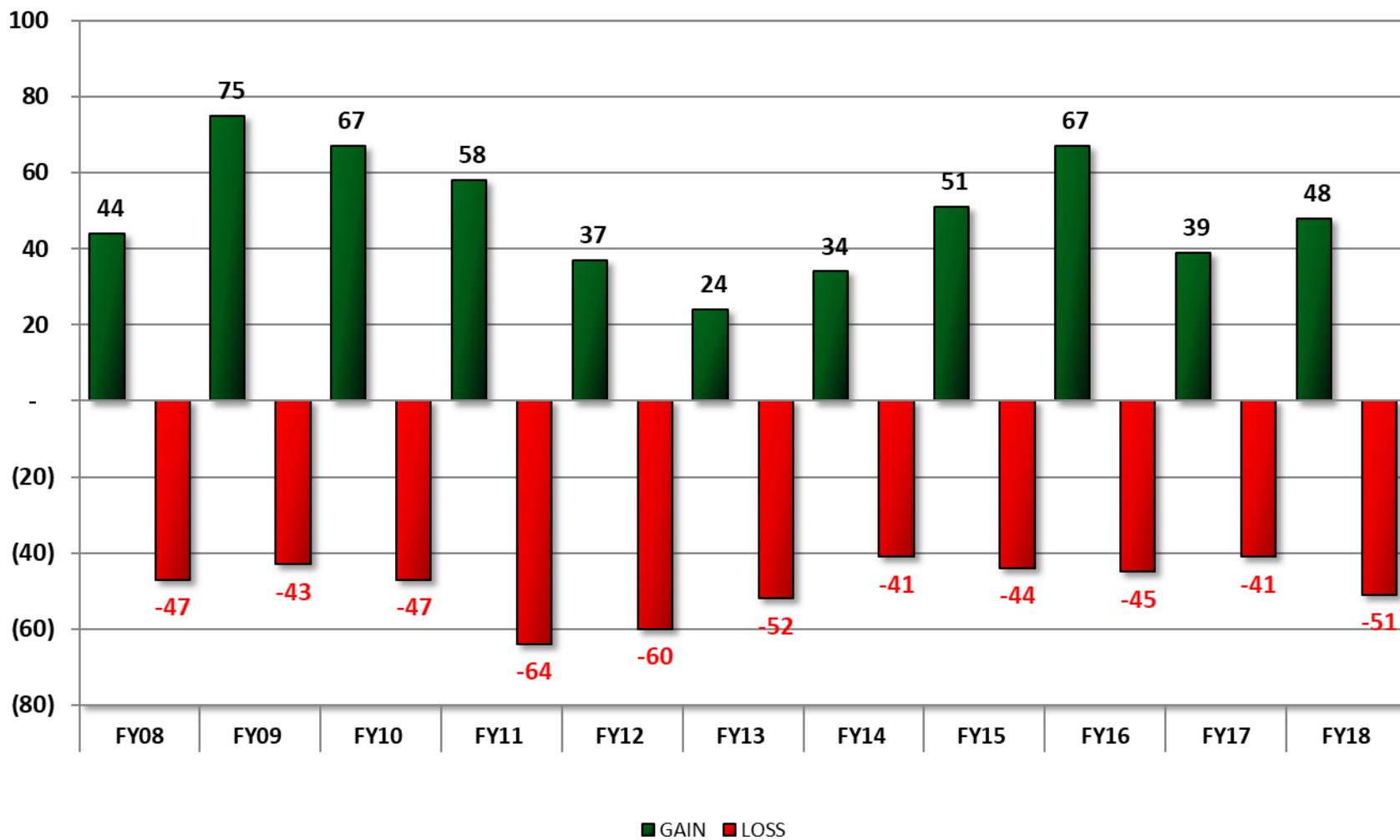


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Property Historical Gains and Losses FY08 – FY18



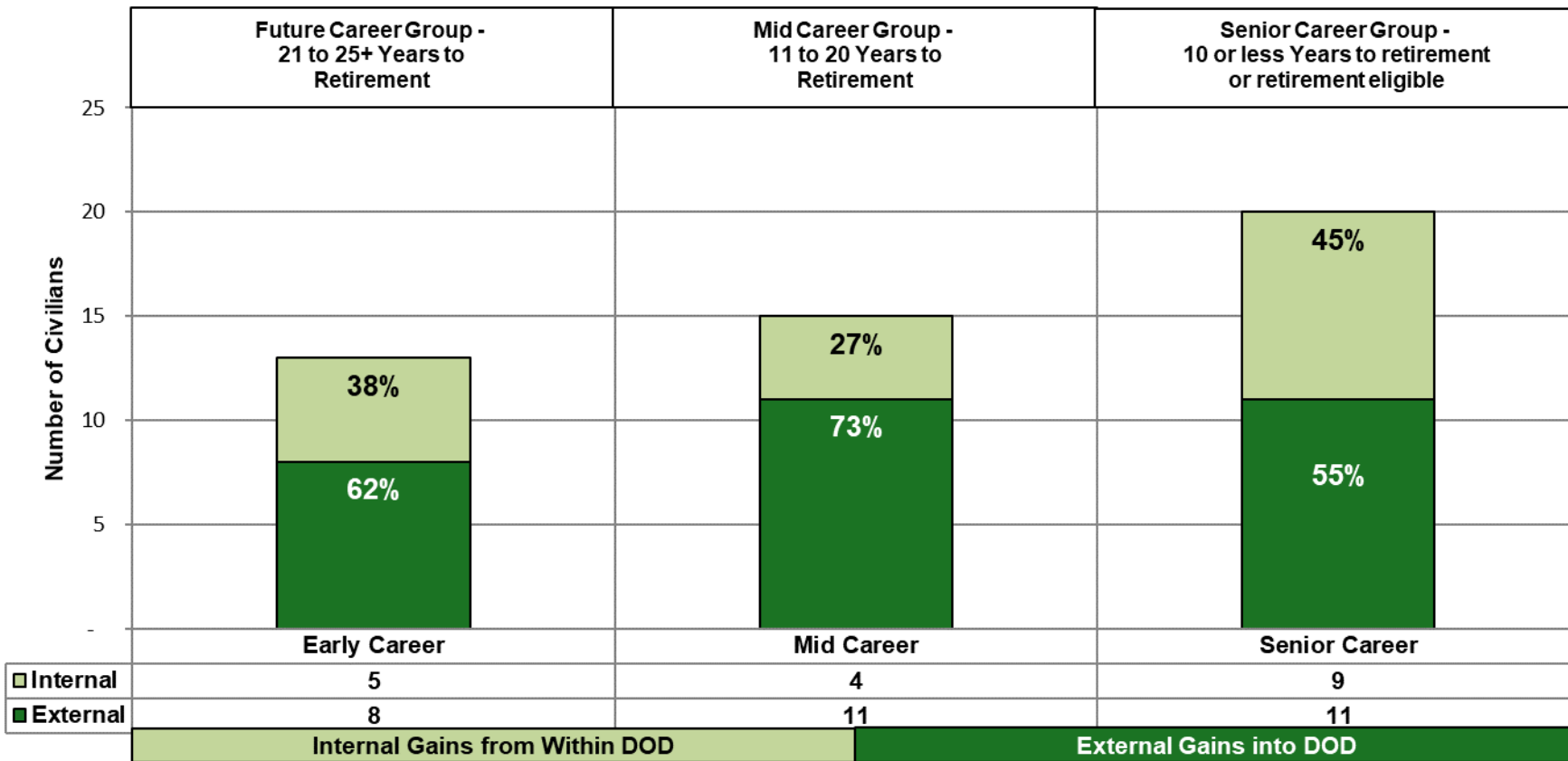
As of 30 Sept 2018



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

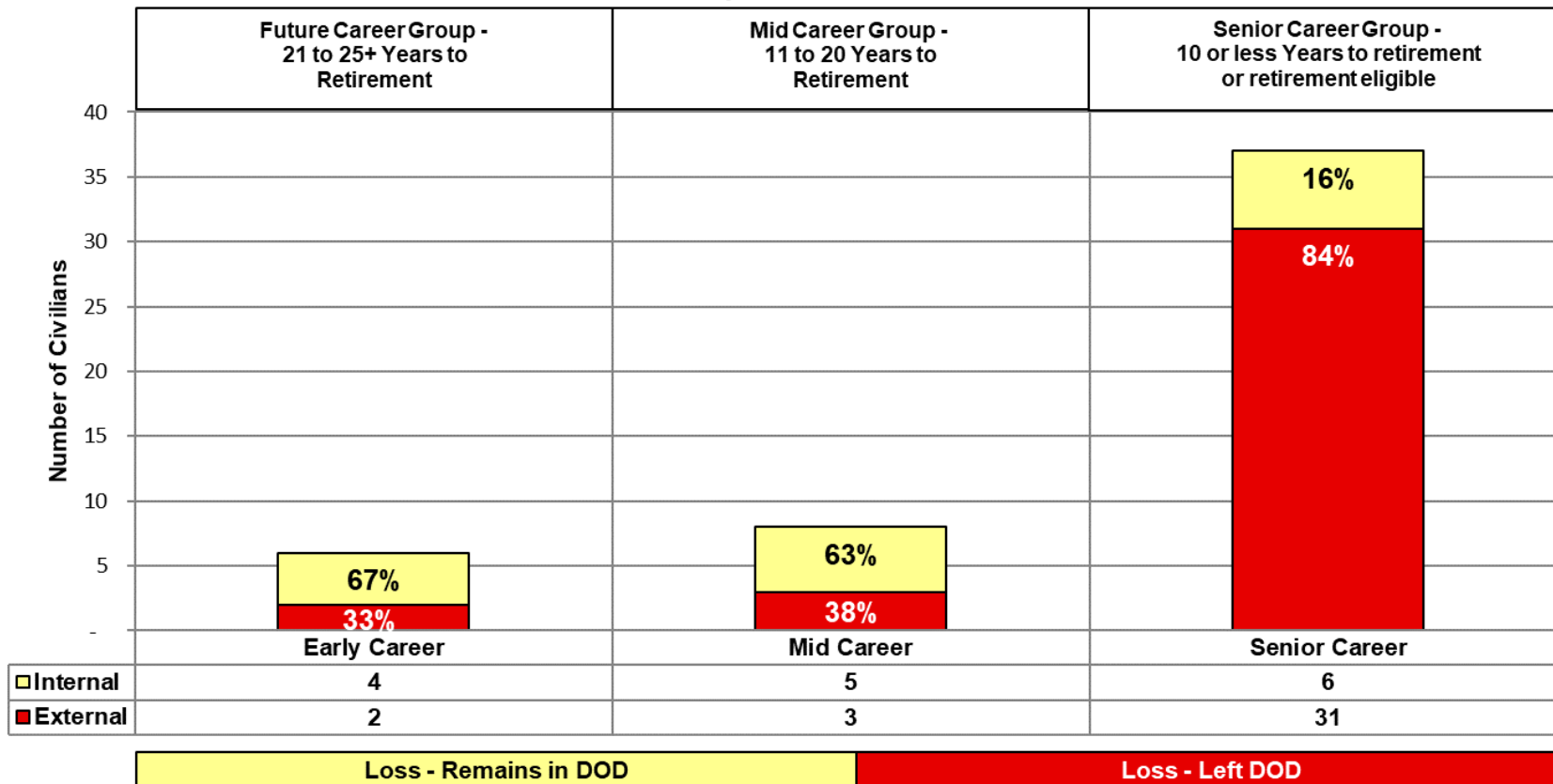


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Losses*



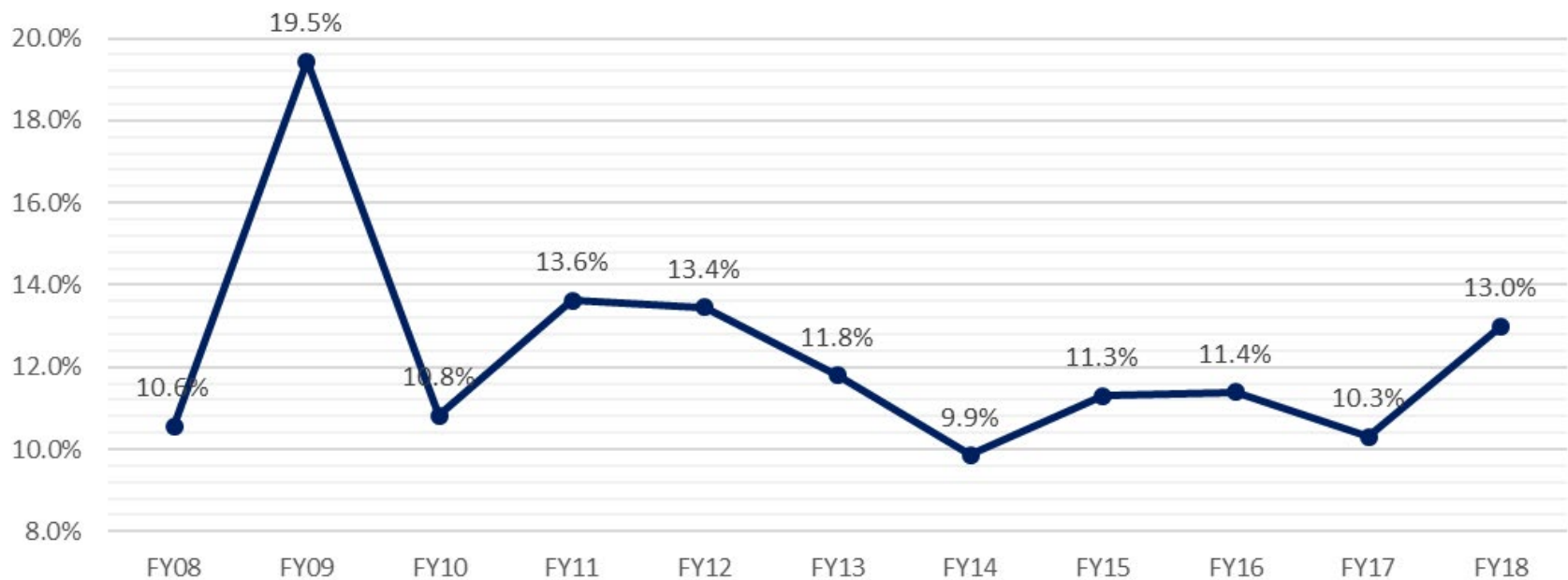
*Does not include administrative losses

As of 30 Sept 2018



Annual Attrition Rates

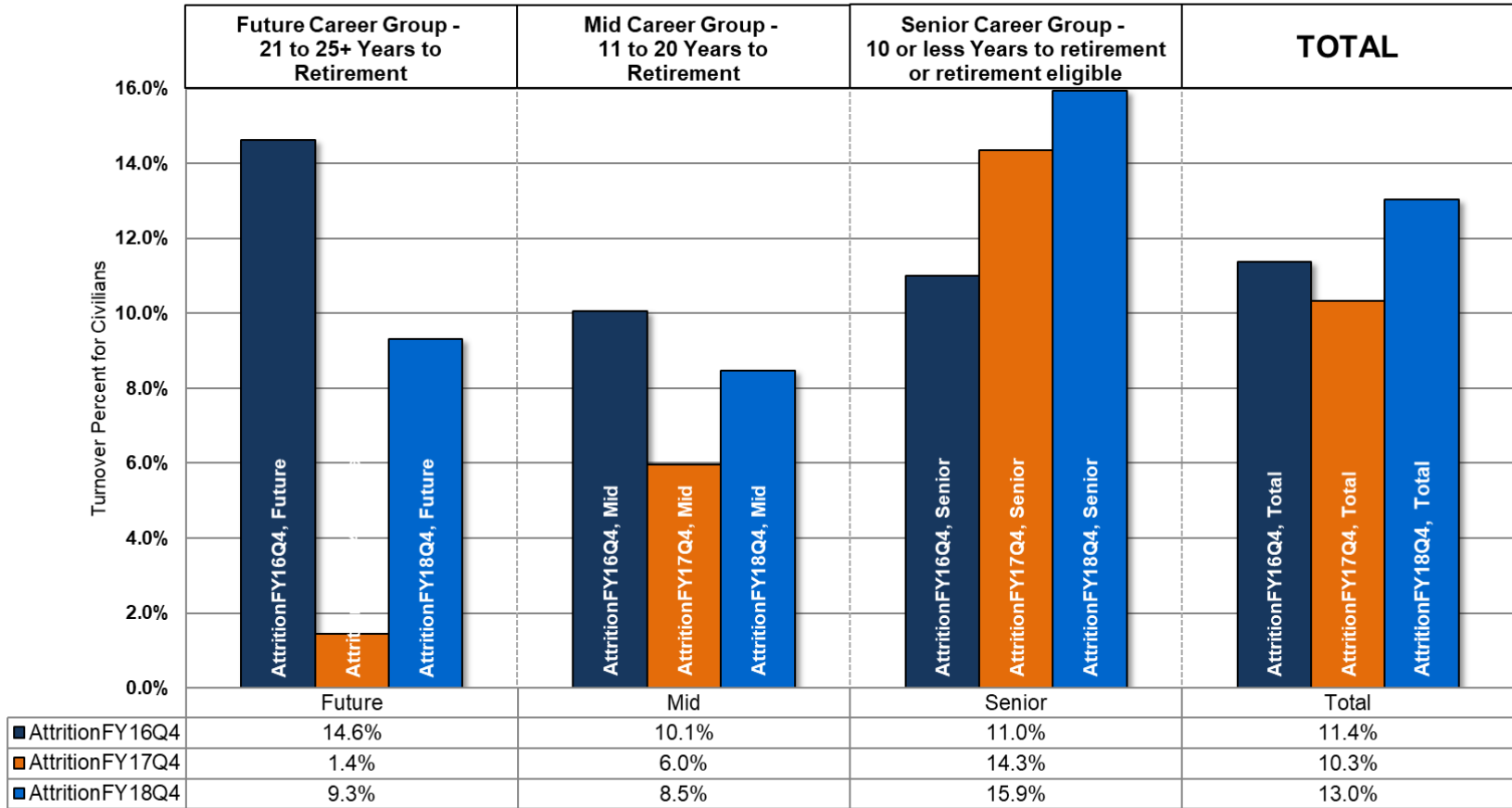
Property Attrition





Property Attrition Rates by Career Group

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



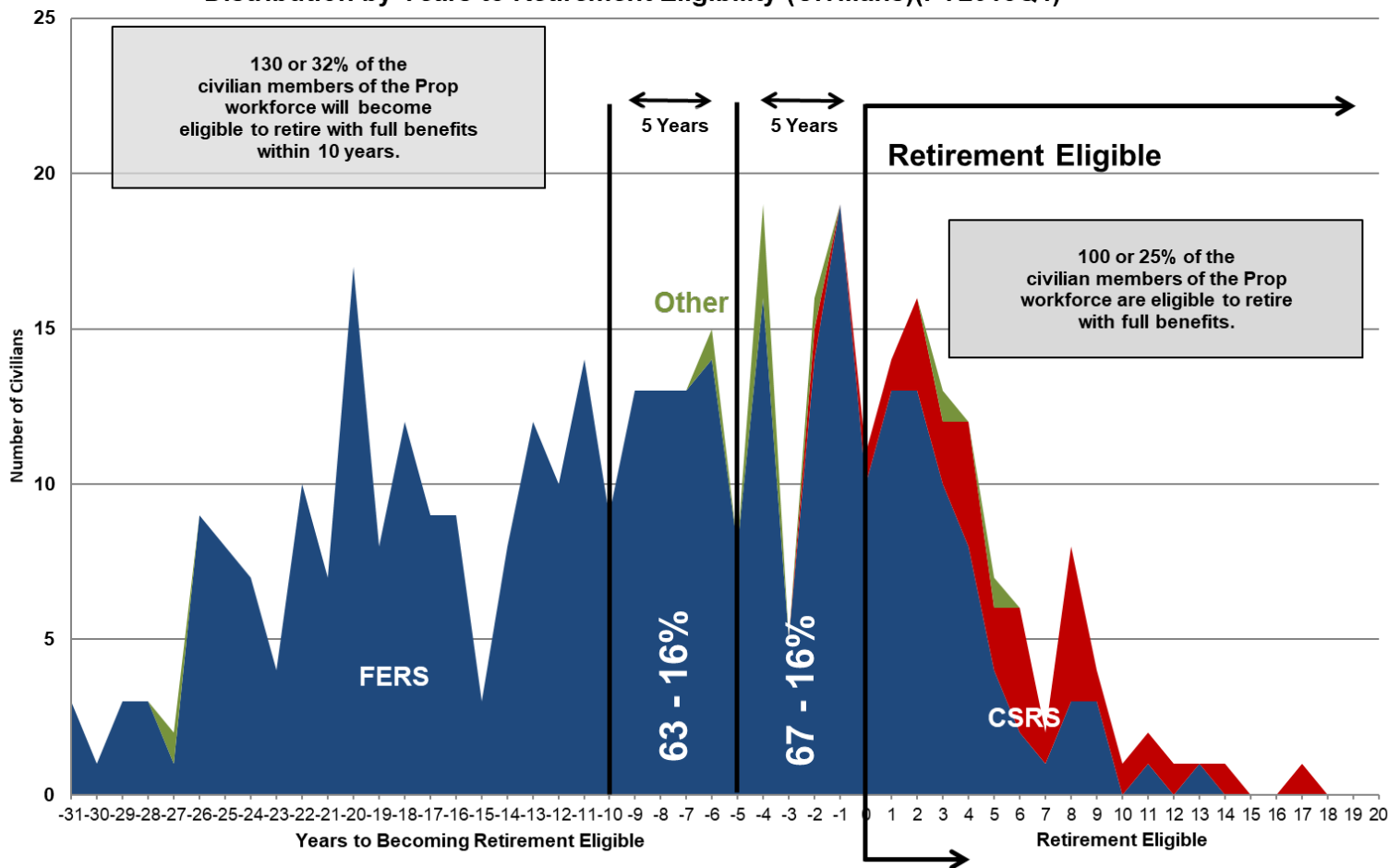


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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