Defense Acquisition Workforce Key Information

Purchasing

As of FY18 (30 Sept 2018)

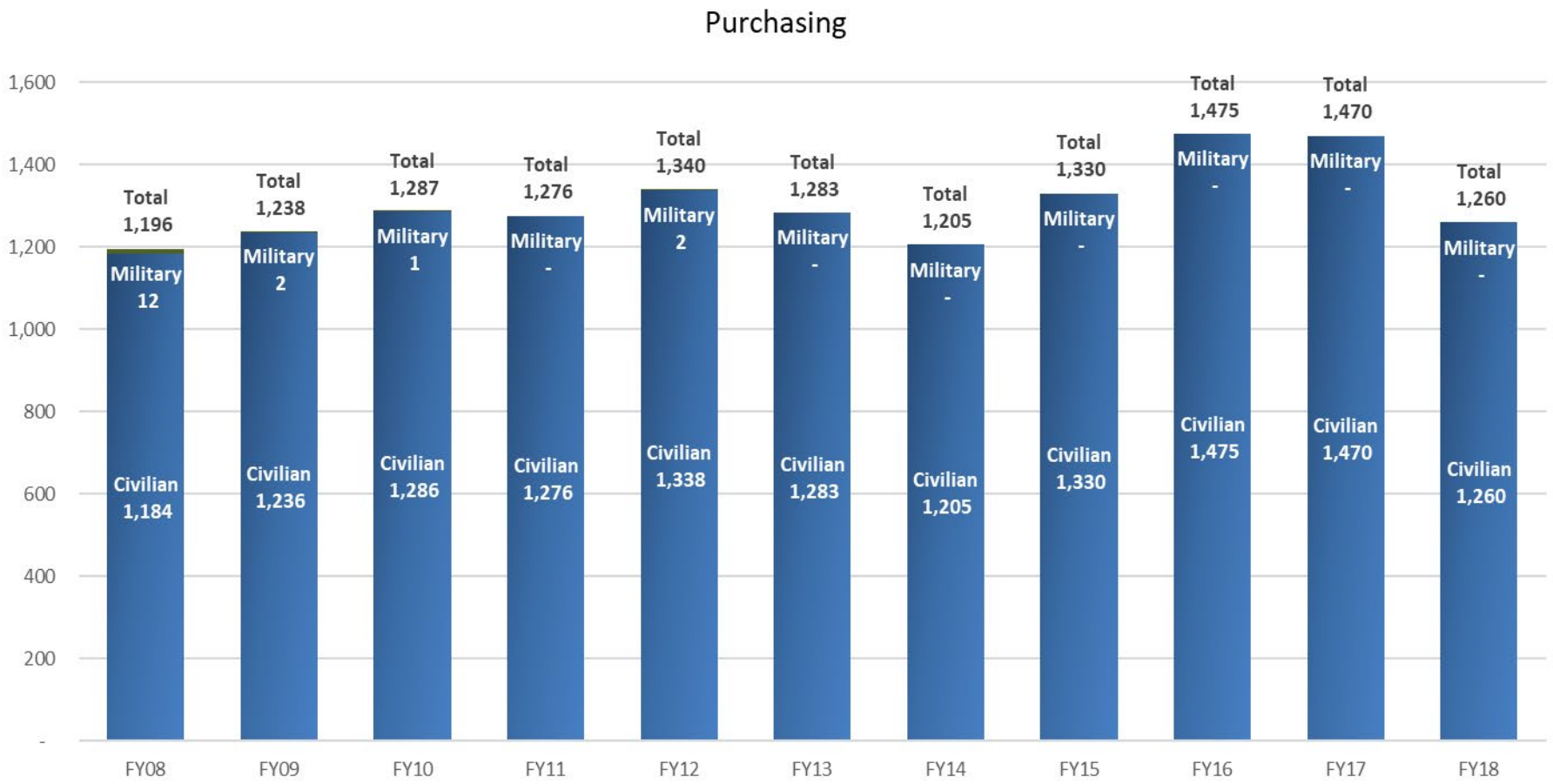
Fact Sheet

Human Capital Fact Sheet

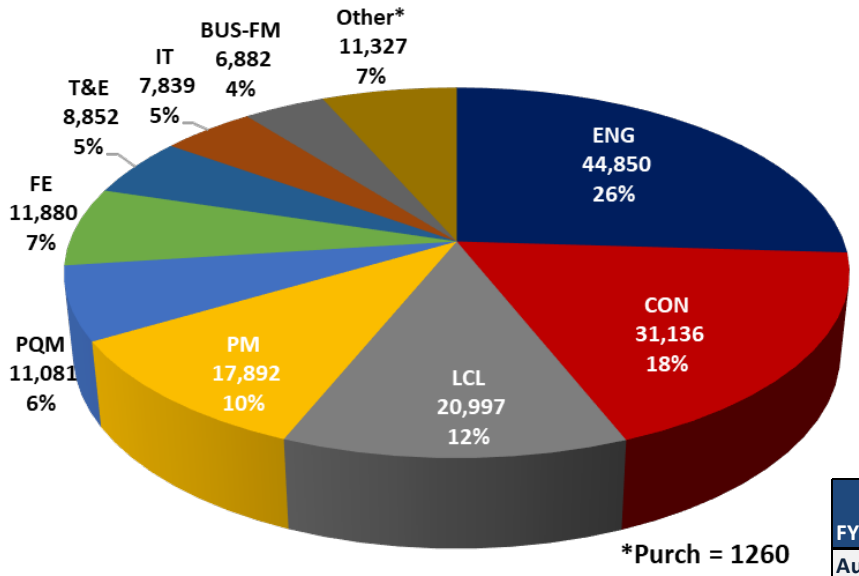
Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2018Q4			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,260	0	1,260	172,736
Change in size from 2008	-	-	-	-	6%	-100%	5%	37%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	28%		28%	84%
Graduate Degree	2%	0%	2%	29%	5%		5%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	77%		77%	84%
Level II or Higher Achieved	42%	0%	41%	61%	61%		61%	71%
Level III Achieved	21%	0%	20%	36%	3%		3%	40%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	69%		69%	74%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	27%		27%	23%
Does Not Meet Certification Requirement	15%	0%	15%	14%	4%		4%	3%
Planning Considerations								
Average Age	51	30	50	46	48		48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	18/28/54(%)		-	26/26/48(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	250(20%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	217(17%)	-	-	25,048(16%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	204/422	-	-	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



*Purch = 1260

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%		

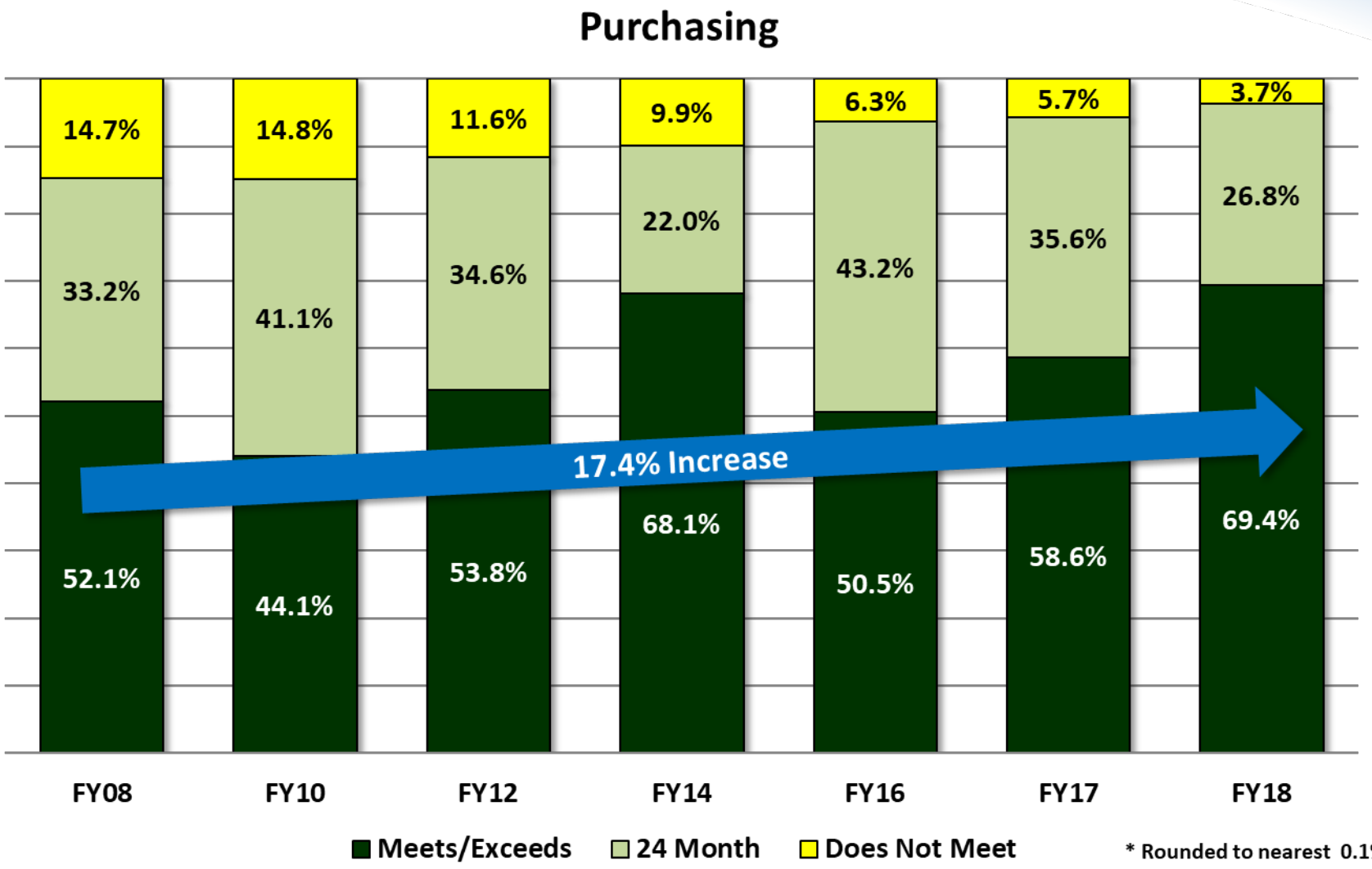
Purchasing Workforce
Historical Size by Agency FY08 – FY18

Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	478	497	455	442	424	407	386	-19%	-5%
MARINE CORPS	67	65	67	59	52	50	39	-42%	-22%
ARMY	319	351	382	265	365	409	315	-1%	-23%
AIR FORCE	142	145	113	80	67	62	48	-66%	-23%
DLA	153	188	270	289	485	502	438	186%	-13%
DISA	13	17	15	15	16	13	12	-8%	-8%
DHA	2	-	11	24	15	13	12	500%	-8%
DCAA	-	3	8	8	6	7	6		-14%
DCMA	3	3	3	7	35	5	-	-100%	-100%
DTRA	1	2	2	2	1	1	1	0%	0%
DoD HRA	1	2	3	1	1	-	1	0%	
DSCA	1	1	1	1	1	-	1	0%	
DSS	-	1	1	1	1	1	1		0%
MDA	3	1	1	1	1	-	-	-100%	
DAU	-	2	-	-	-	-	-		
DeCA	-	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-100%	
DoDEA	9	5	4	7	3	-	-	-100%	
DTIC	1	-	-	-	-	-	-	-100%	
DMA	-	1	2	2	-	-	-		
USUHS	-	-	-	-	2	-	-		
NDU	1	2	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-		
TOTAL	1,196	1,287	1,340	1,205	1,475	1,470	1,260	↑ 5%	↓ -14%

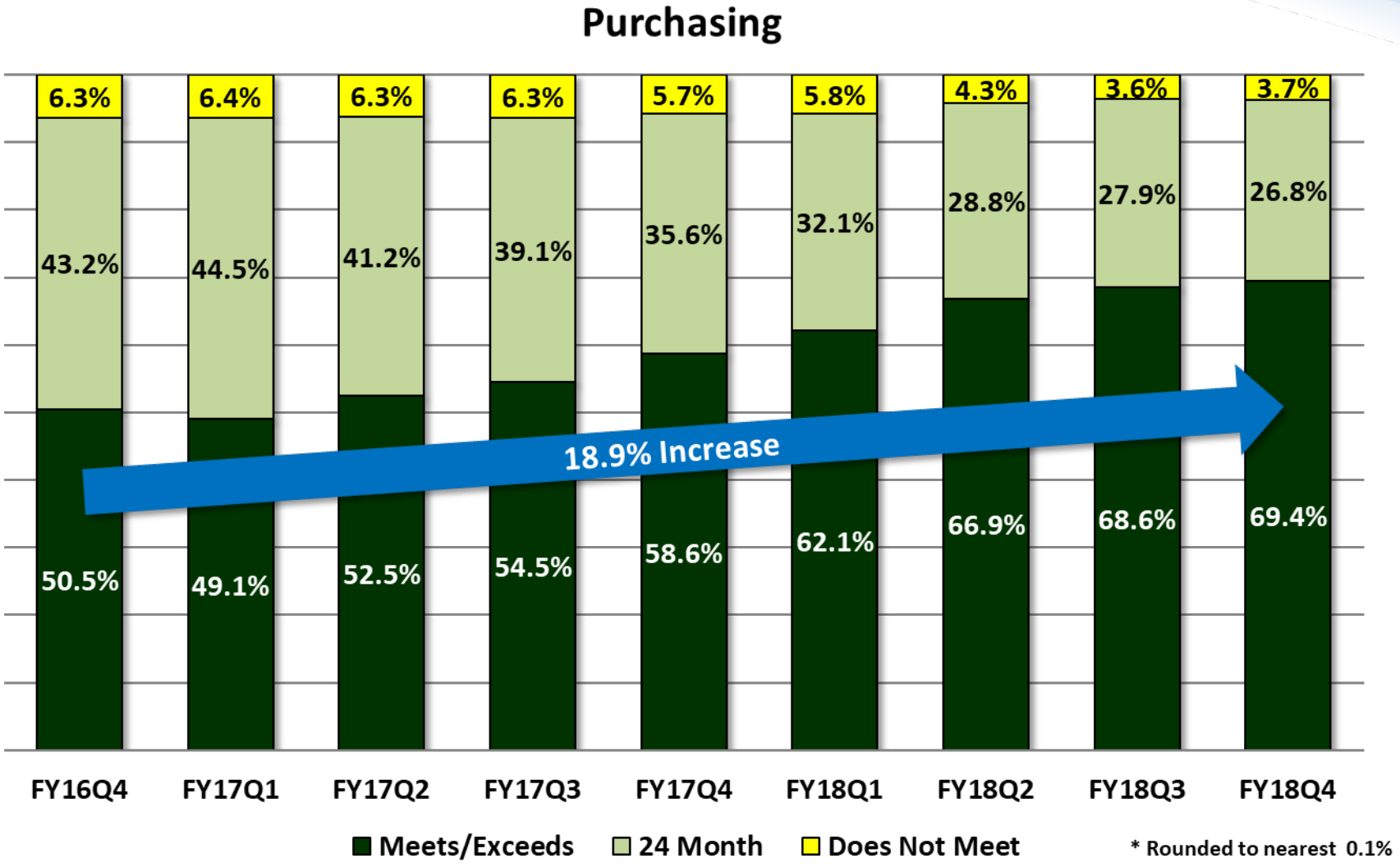
Purchasing Workforce Historical (Quarterly) Size by Agency FY16Q4 – FY18Q4

Purchasing Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	424	417	414	409	407	392	372	381	386	-5%
MARINE CORPS	52	54	52	52	50	47	48	42	39	-22%
ARMY	365	432	441	426	409	389	365	344	315	-23%
AIR FORCE	67	64	63	61	62	62	59	52	48	-23%
DLA	485	499	495	511	502	481	481	464	438	-13%
DISA	16	16	16	12	13	13	12	14	12	-8%
DHA	15	16	15	15	13	12	11	12	12	-8%
DCAA	6	6	6	6	7	7	5	7	6	-14%
DCMA	35	27	24	20	5	3	2	1	-	-100%
DTRA	1	1	1	1	1	1	1	1	1	0%
DoD HRA	1	-	-	-	-	1	1	1	1	
DSCA	1	-	-	-	-	1	1	1	1	
DSS	1	1	1	1	1	1	1	1	1	0%
MDA	1	-	-	-	-	-	-	-	-	
DoDEA	3	2	2	1	-	-	-	-	-	
USUHS	2	1	1	-	-	-	-	-	-	
TOTAL	1,475	1,536	1,531	1,515	1,470	1,410	1,359	1,321	1,260	↓ -14%

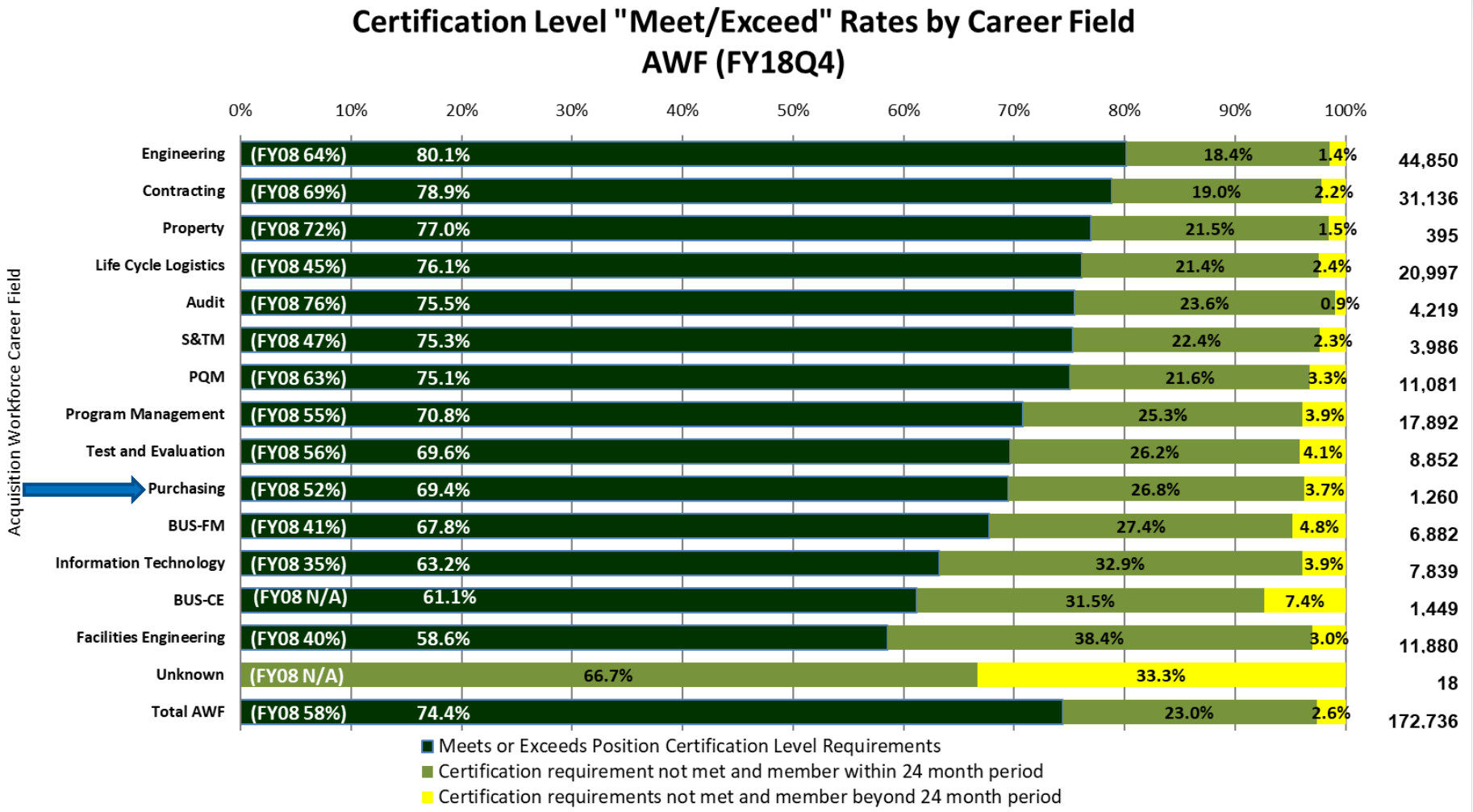
Purchasing Historical DAWIA Certification FY08 – FY18



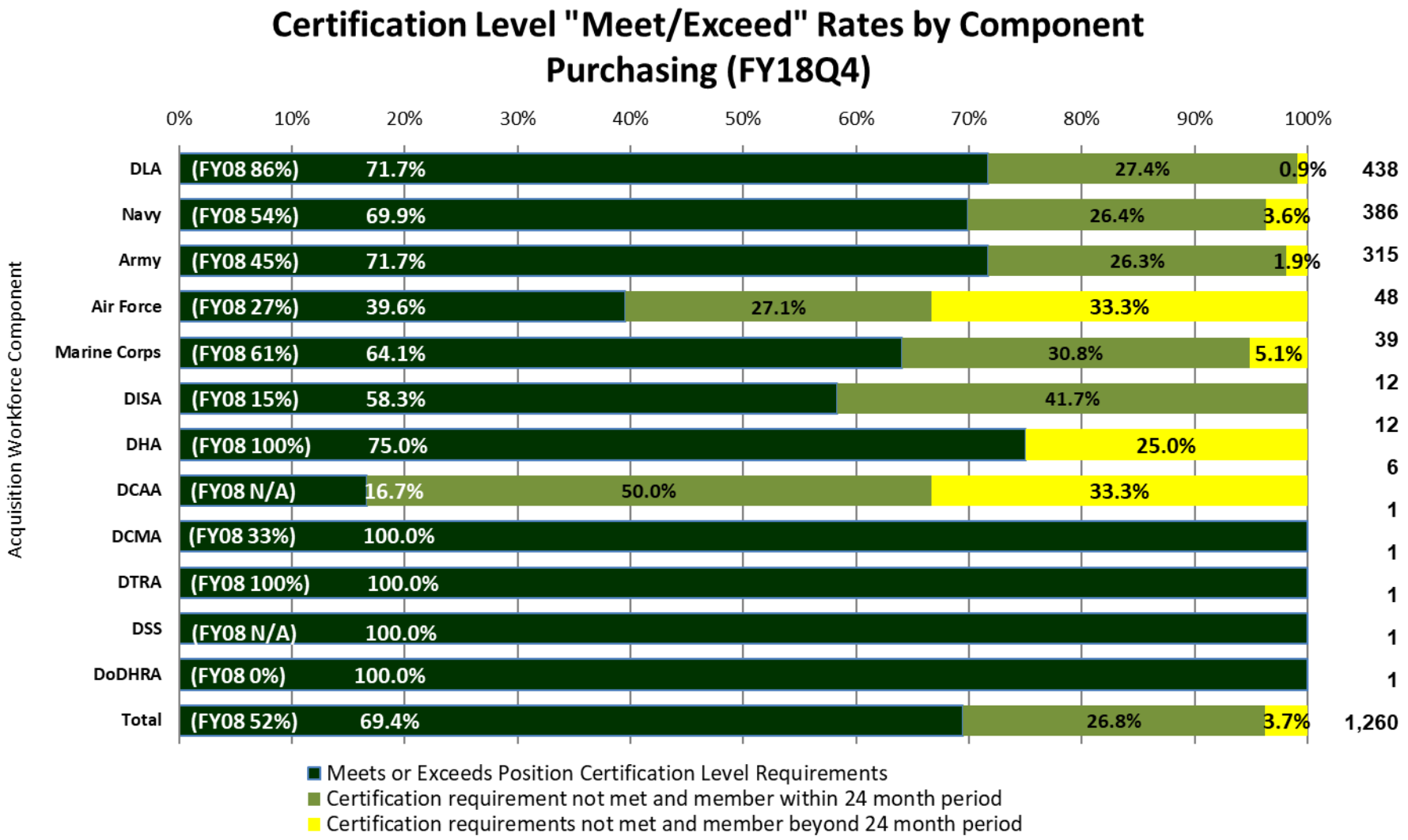
Purchasing Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Purchasing DAWIA Certification by Career Field



Purchasing DAWIA Certification by Component



Purchasing 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	123	107	89	5	324	*62.0%*
Level II	144	86	635	36	901	*74.5%*
Level III	2	-	-	3	5	*60.0%*
Unspecified	25	1	4	-	*30*	
FY18Q4 TOTAL	294	194	728	44	1,260	*69.4%*
	23.3%	*15.4%*	*57.8%*	*3.5%*		

No Level Achieved includes those within the 24 month grace period

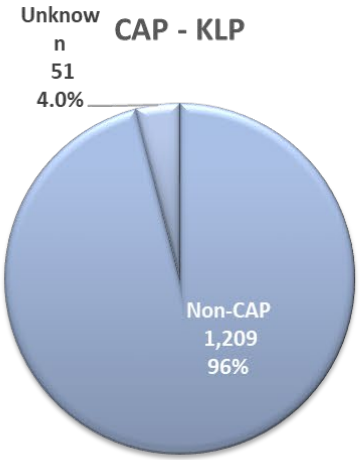
Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,466	*74.4%*	
Army	31,625	*77.7%*	
Navy	45,031	*73.0%*	
Marine Cor	2,016	*68.3%*	
Air Force	27,549	*70.6%*	
4th Estate	22,245	*78.5%*	
Purchasing	875	*69.4%*	*10 of 14*

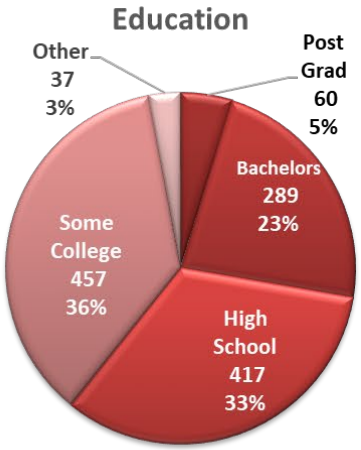
***** Based on population total without unspecified positions***

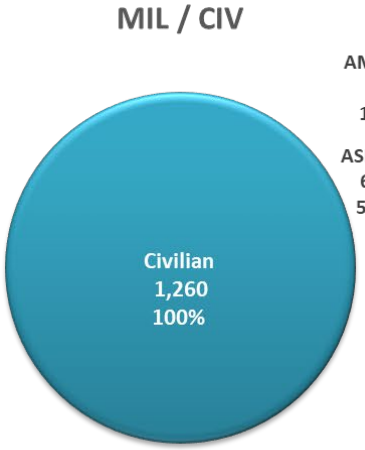
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	201	97	26	324	*25.7%*
Level II	671	216	14	901	*71.5%*
Level III	3	2	-	5	*0.4%*
Unspecified	-	23	7	30	*2.4%*
Purchasing TOTAL	875	338	47	1,260	= Compliance
	69.4%	*26.8%*	*3.7%*		= Exceeds Requirements

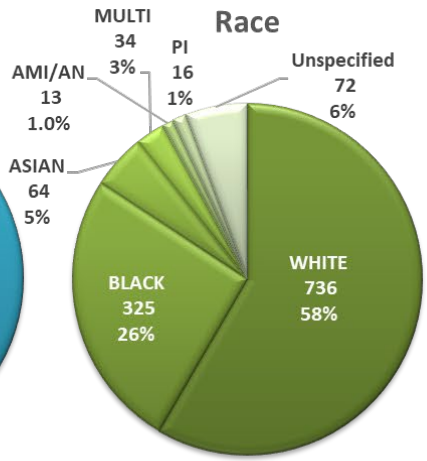
**** NOTE: Rounded to nearest 0.1%***

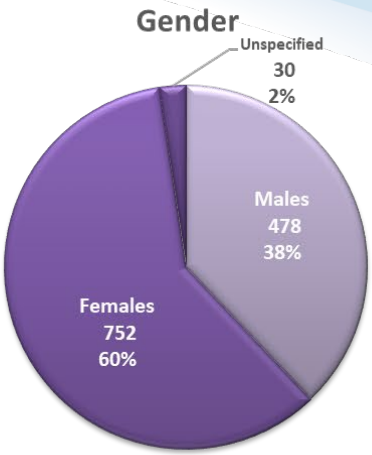
Purchasing Demographics











Occupied Position Type	Purchasing		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,178	0.7%
Critical Acquisition Positions (CAPs) *	-	0.0%	16,515	9.6%
Non-CAP Positions	1,209	96.0%	154,442	89.4%
Unknown	51	4.0%	601	0.3%
TOTAL	**1,260**		172,736	

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

Highest Level of Education	Purchasing		Entire DAW	
Post Grad	60	4.8%	68,976	39.9%
Bachelors	289	22.9%	76,511	44.3%
High School	417	33.1%	12,143	7.0%
Some College	457	36.3%	12,696	7.3%
Other	37	2.9%	2,410	1.4%
TOTAL	**1,260**		172,736	

Military / Civilian	Purchasing		Entire DAW	
Civilian	1,260	100.0%	157,318	91.1%
Military	-	0.0%	15,418	8.9%
TOTAL	**1,260**		172,736	

Race	Purchasing		Entire DAW	
WHITE	736	58.4%	126,389	73.2%
BLACK	325	25.8%	20,741	12.0%
ASIAN	64	5.1%	11,803	6.8%
MULTI	34	2.7%	4,768	2.8%
AMI/AN	13	1.0%	1,073	0.6%
PI	16	1.3%	862	0.5%
Unspecified	72	5.7%	7,100	4.1%
TOTAL	**1,260**		172,736	

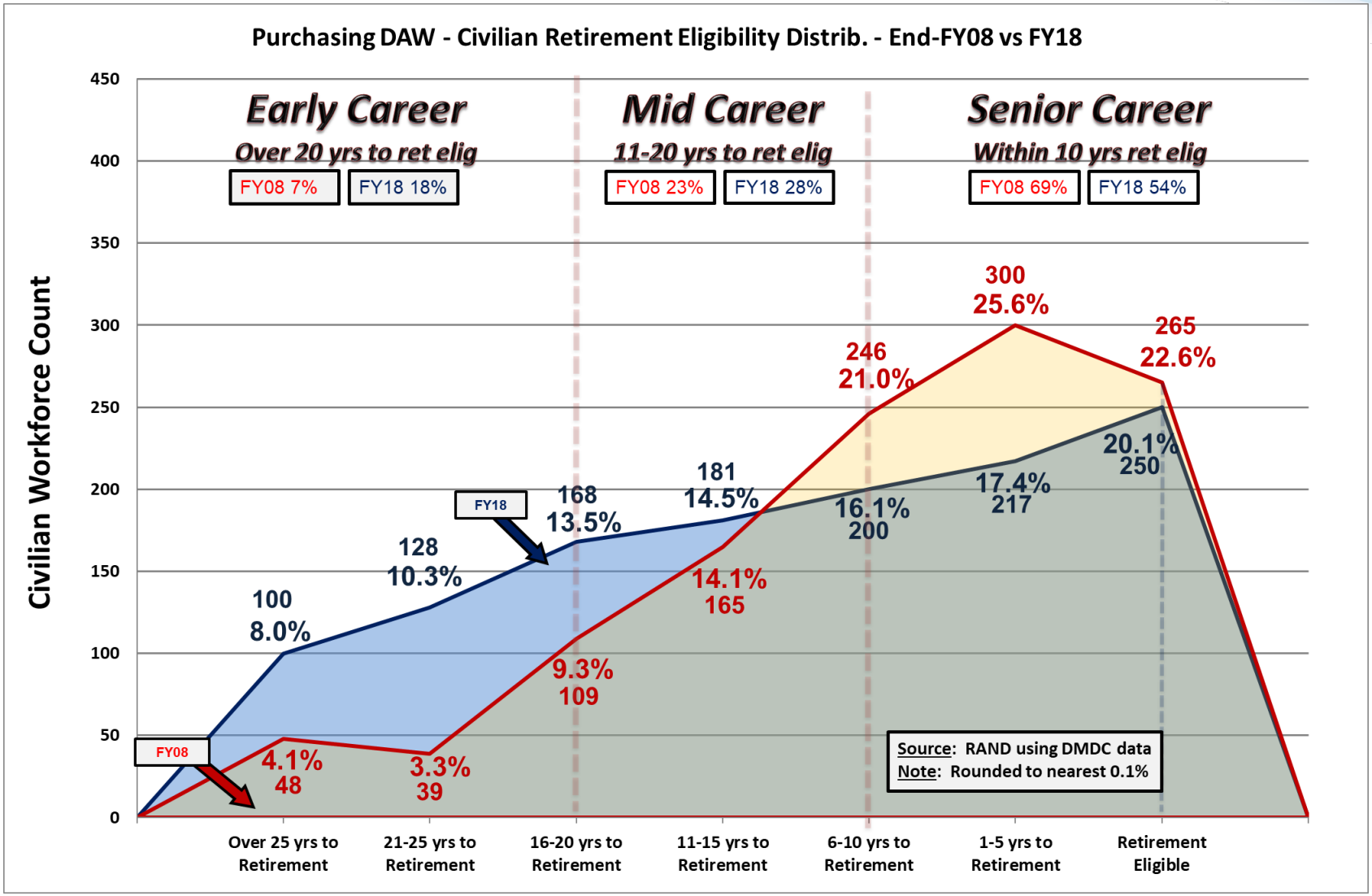
Gender	Purchasing		Entire DAW	
Males	478	37.9%	121,073	70.1%
Females	752	59.7%	49,817	28.8%
Unspecified	30	2.4%	1,846	1.1%
TOTAL	**1,260**		172,736	

Purchasing Size by Occupational Series

Civilian Occupational Series	Purchasing	
1105 - Purchasing Agent	1,195	*94.8%*
1101 - Business and Industry Specialist	49	*3.9%*
0301 - Administration & Program Staff	1	*0.1%*
0343 - Management and Program Analyst	5	*0.4%*
2003 - Supply Management Specialist	2	*0.2%*
Other	7	*0.6%*
TOTAL CIVILIAN	**1,260**	***Civilians***

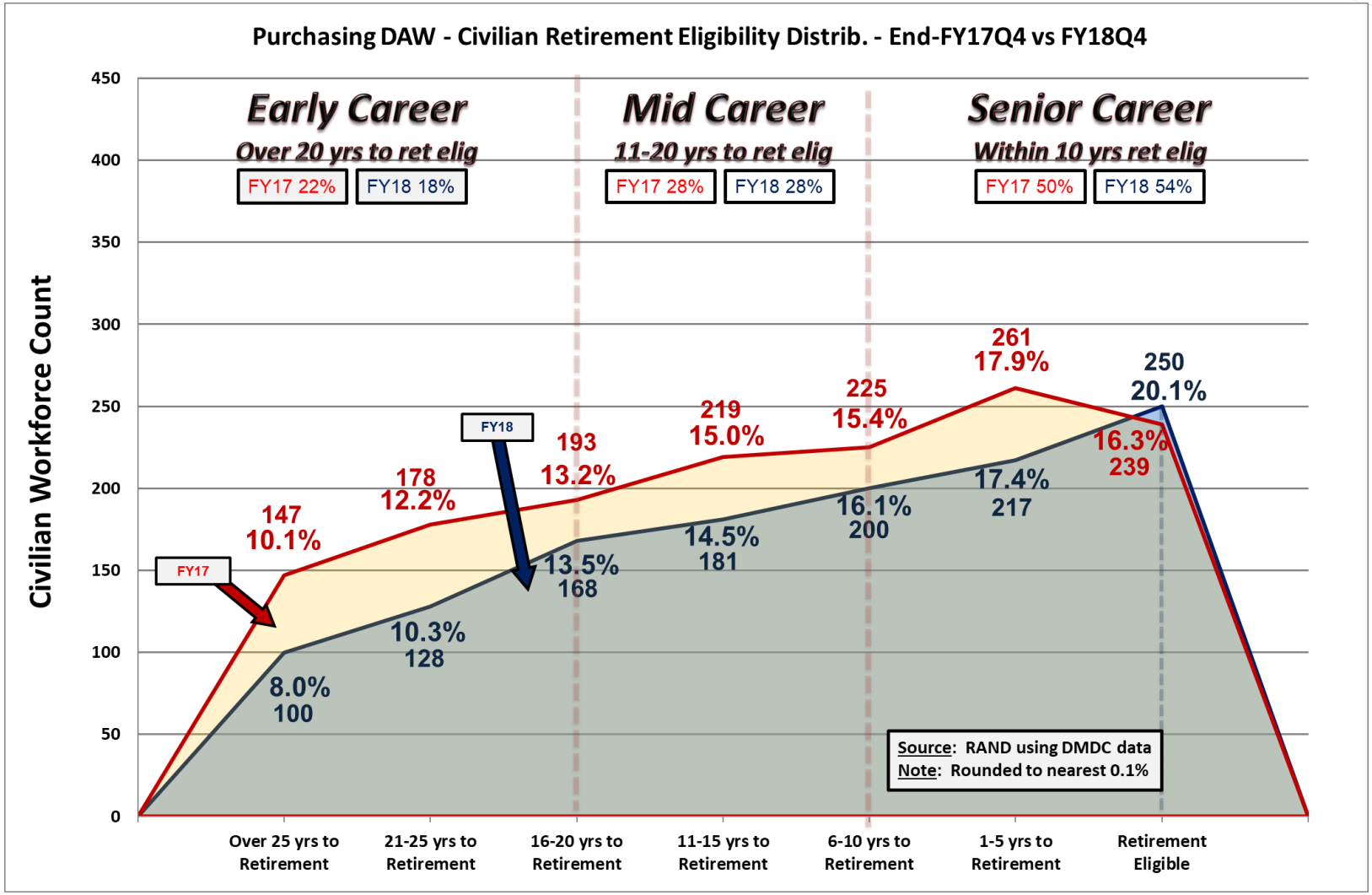
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY18

Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY18



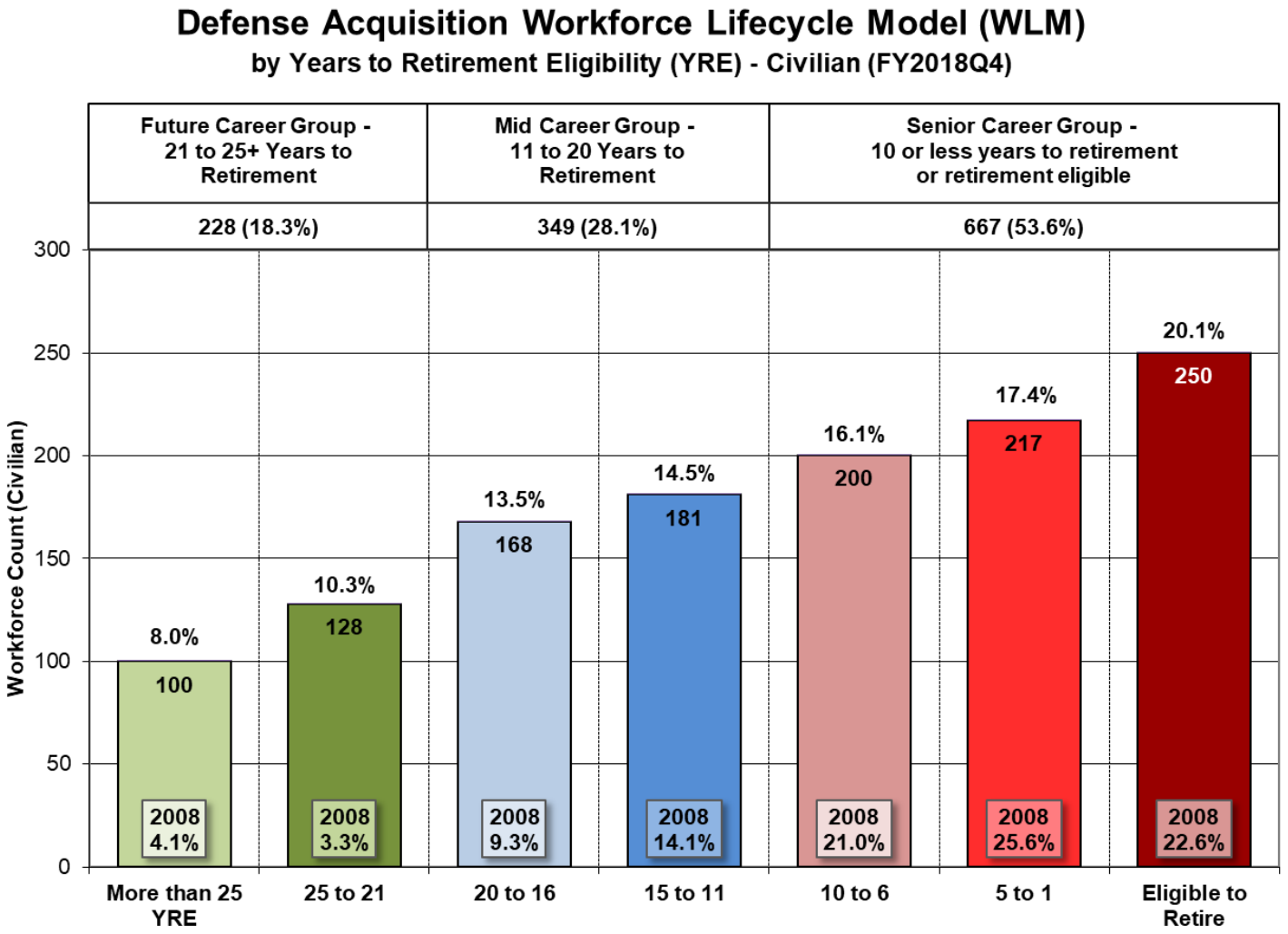
As of 30 Sept 2018

Purchasing Civilian Retirement Eligibility Distribution – 1 yr- FY17Q4 / FY18Q4



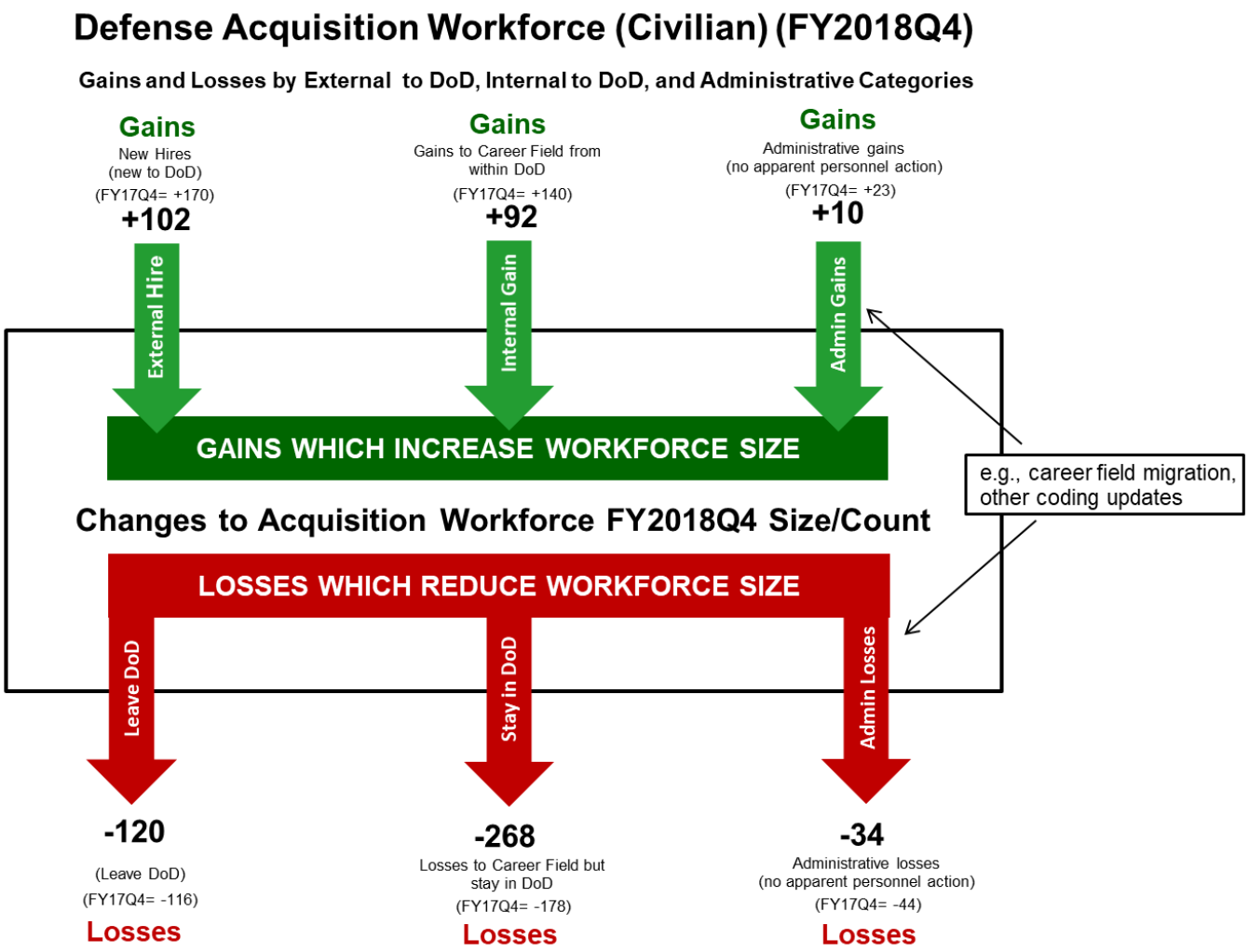
As of 30 Sept 2018

Purchasing Workforce Lifecycle Model by YRE



As of 30 Sept 2018

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

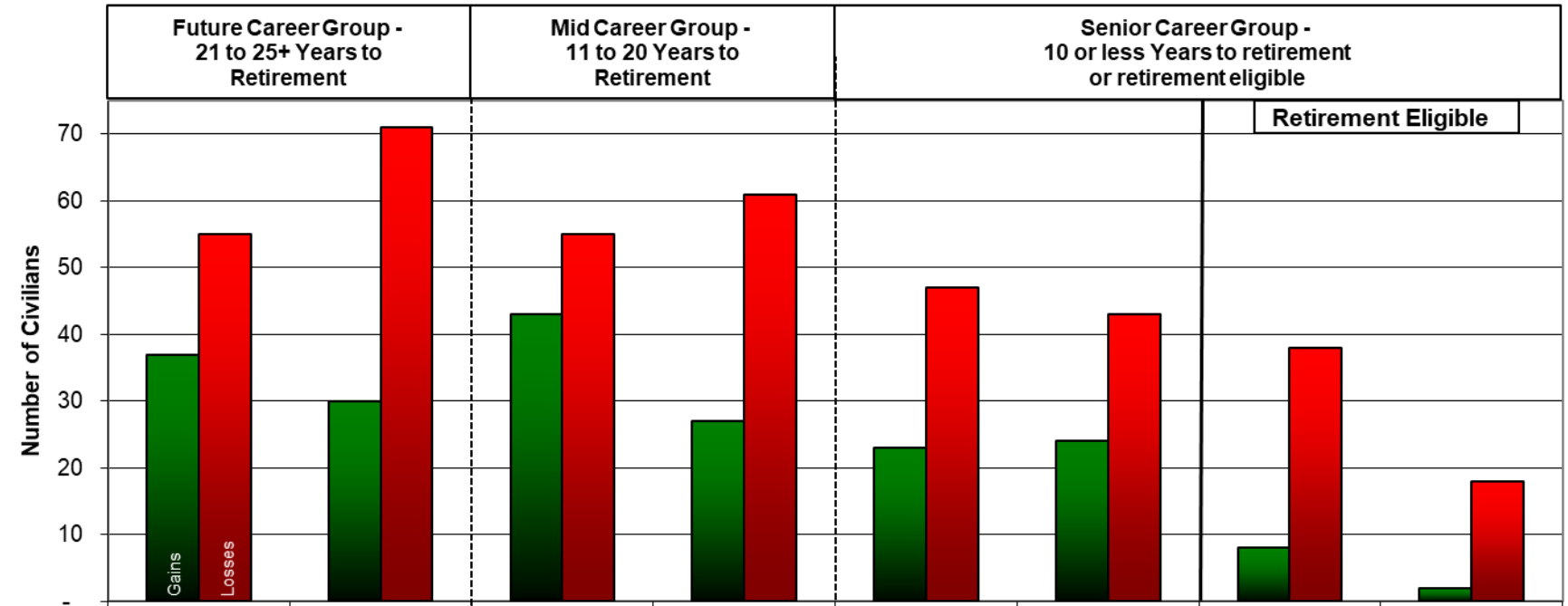


As of 30 Sept 2018

Purchasing Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*



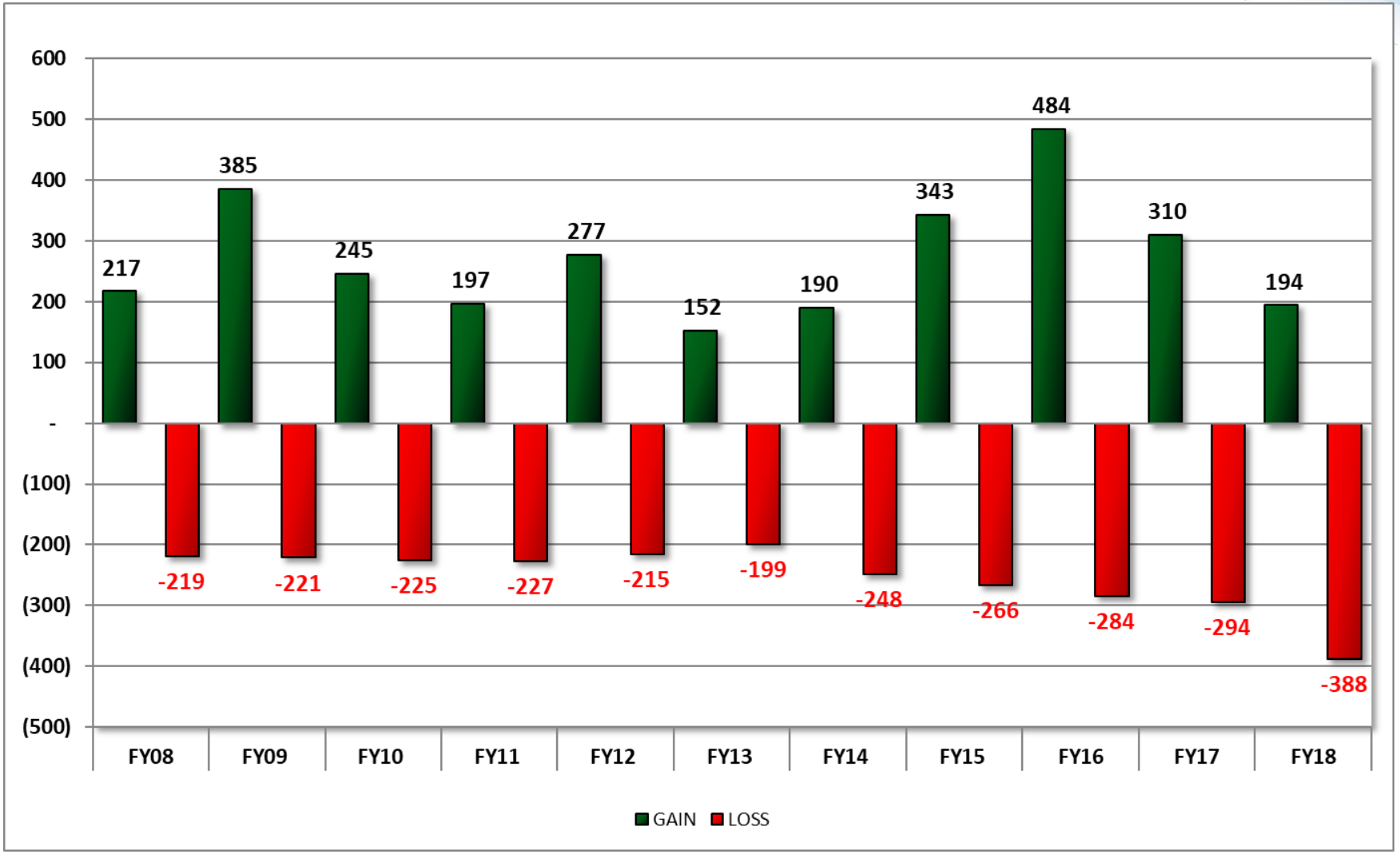
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	37	30	43	27	23	24	8	2
Losses	55	71	55	61	47	43	38	18

Career Lifecyle by Years to Retirement Eligibilty

*Does not include administrative gains and losses

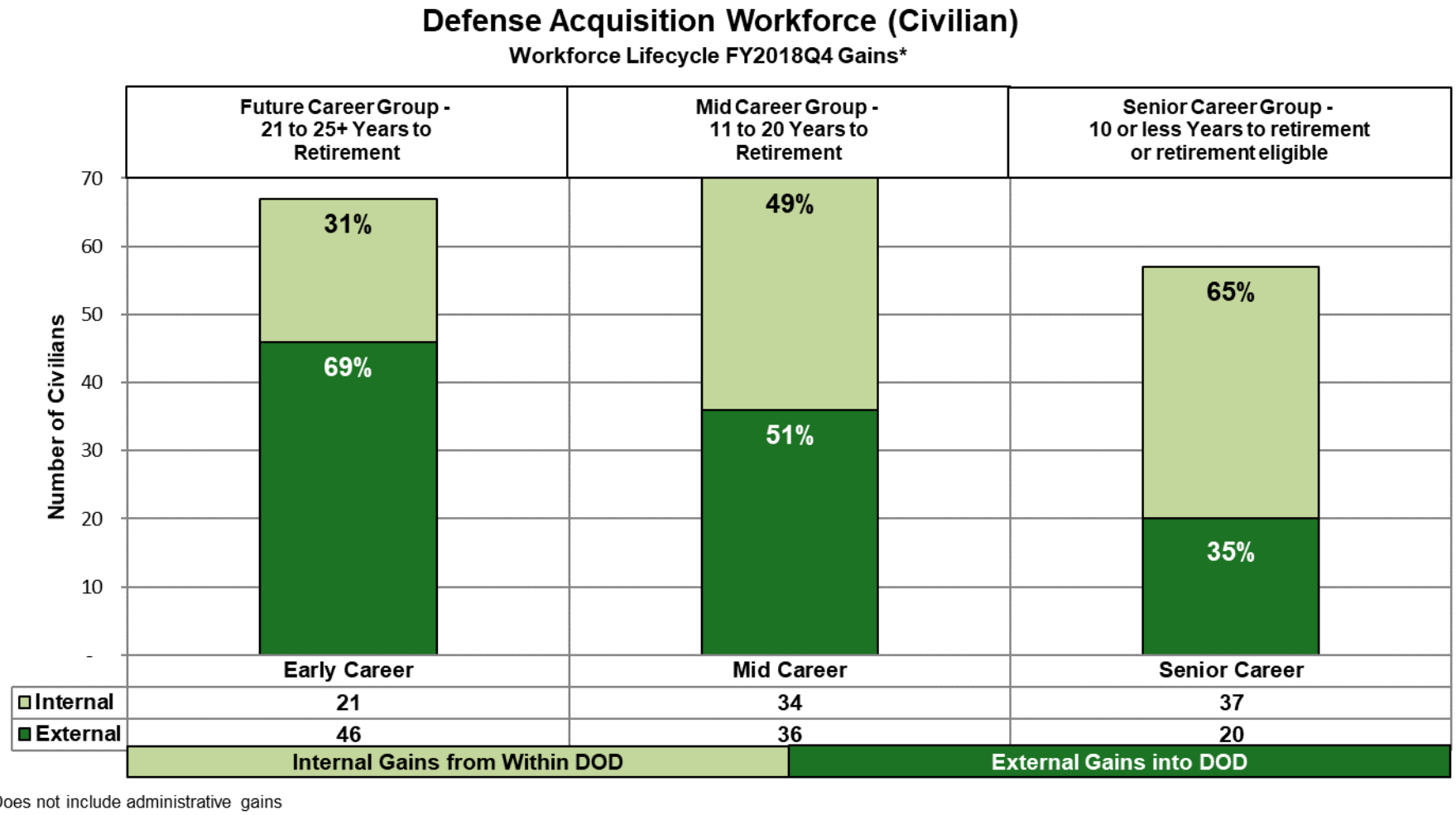
As of 30 Sept 2018

Purchasing
Historical Gains and Losses FY08 – FY18



As of 30 Sept 2018

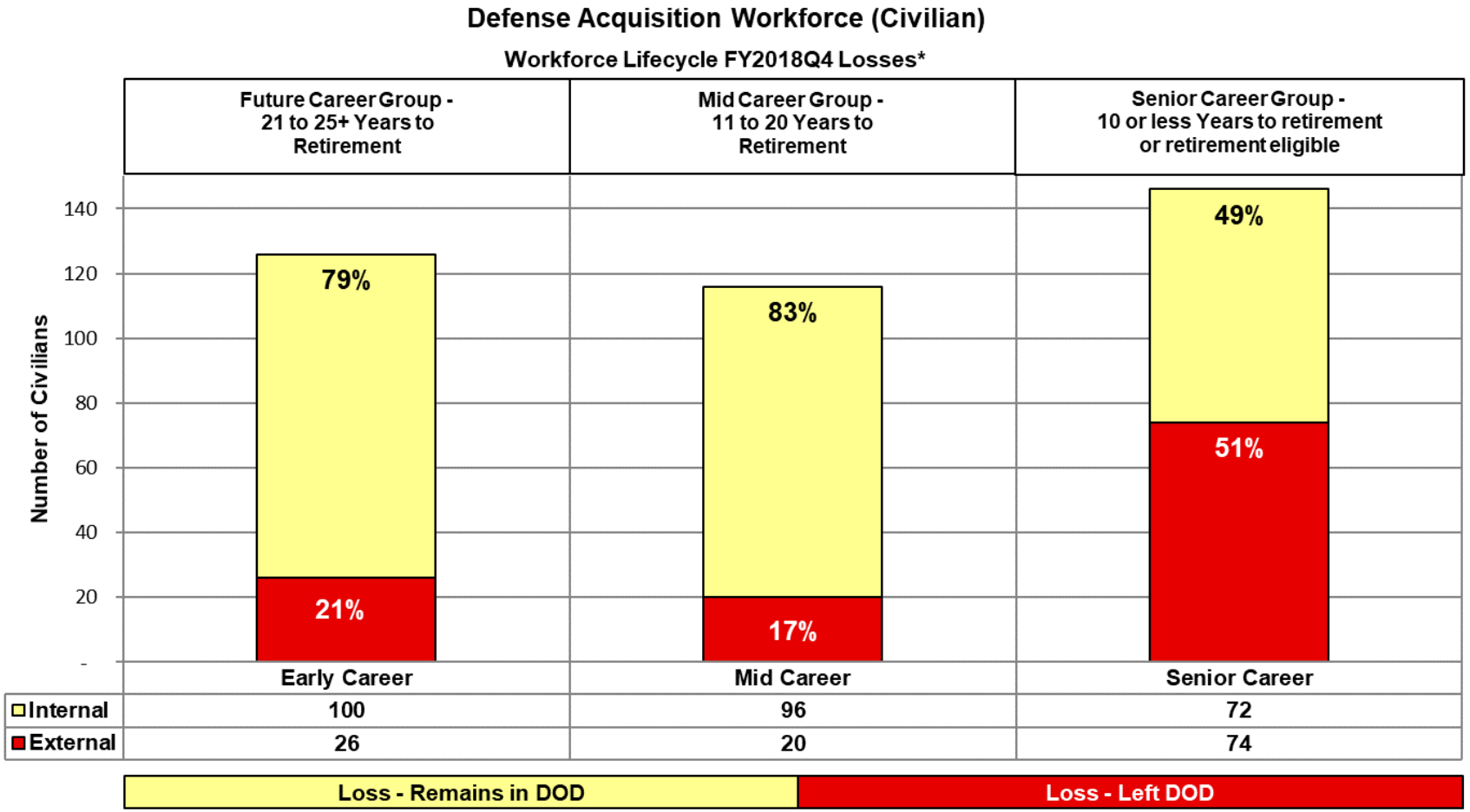
Purchasing Internal/External Gains % by Career Group



*Does not include administrative gains

As of 30 Sept 2018

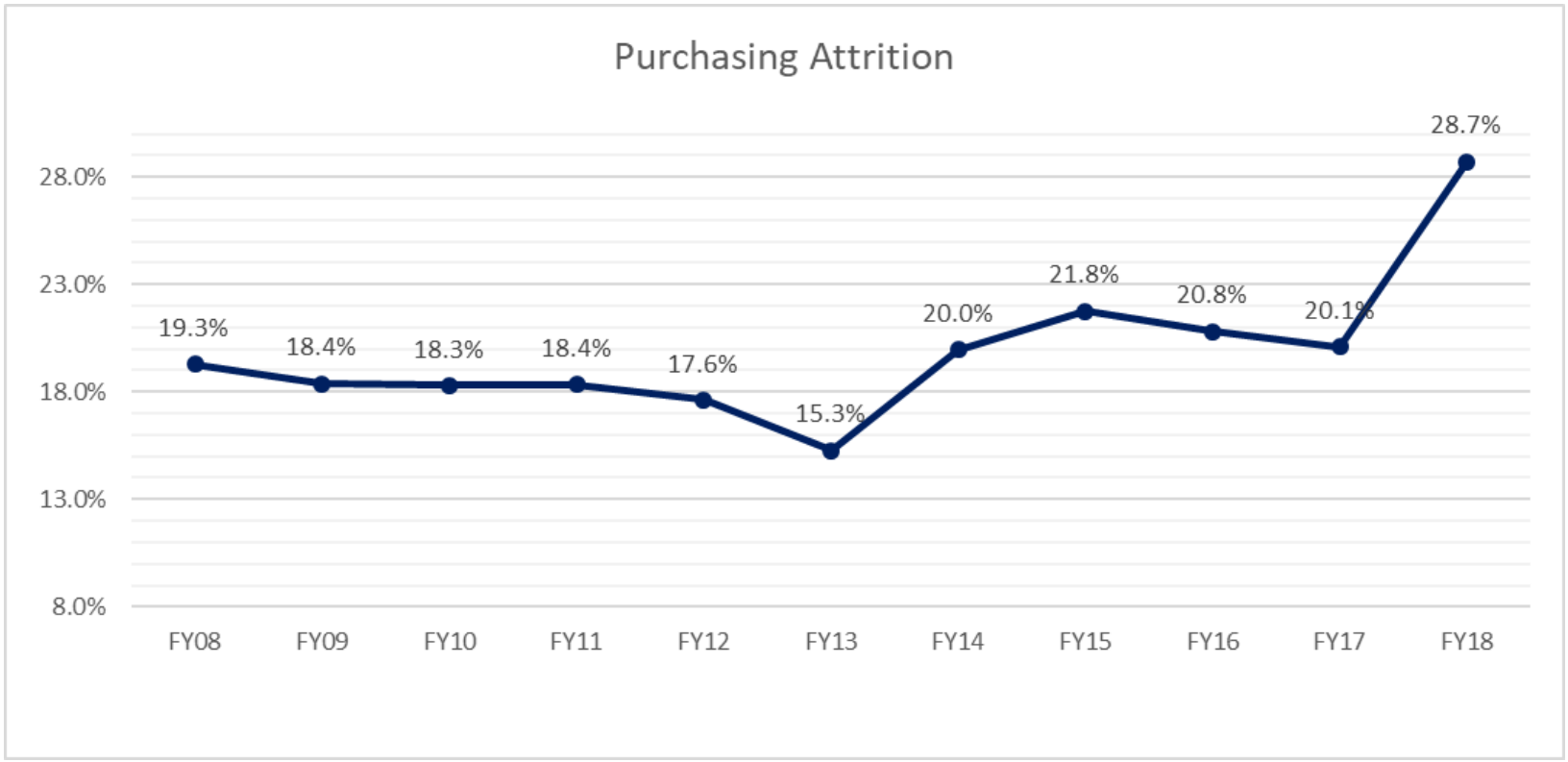
Purchasing Internal/External Loss % by Career Group



*Does not include administrative losses

As of 30 Sept 2018

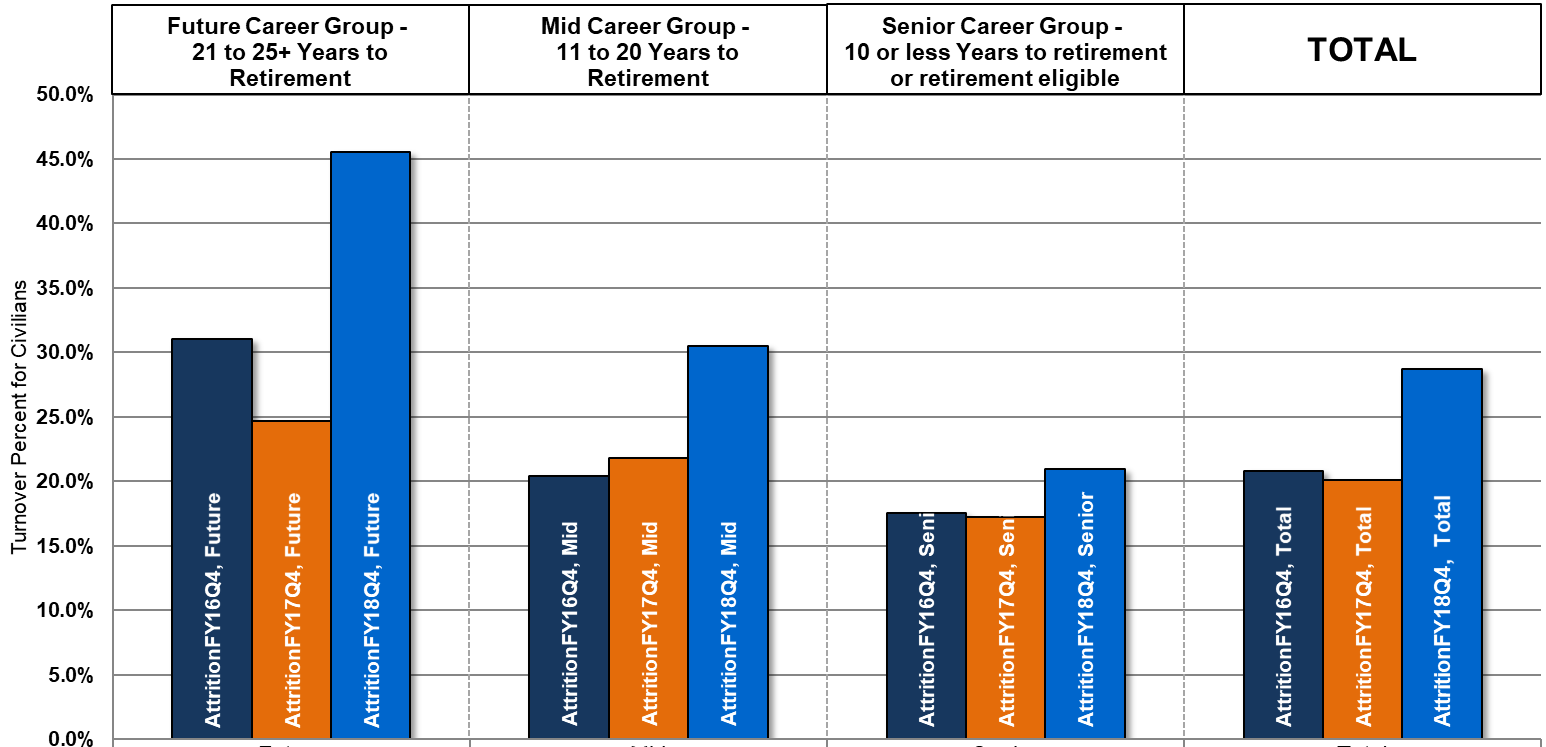
Annual Attrition Rates



As of 30 Sept 2018

Purchasing Attrition Rates by Career Group

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

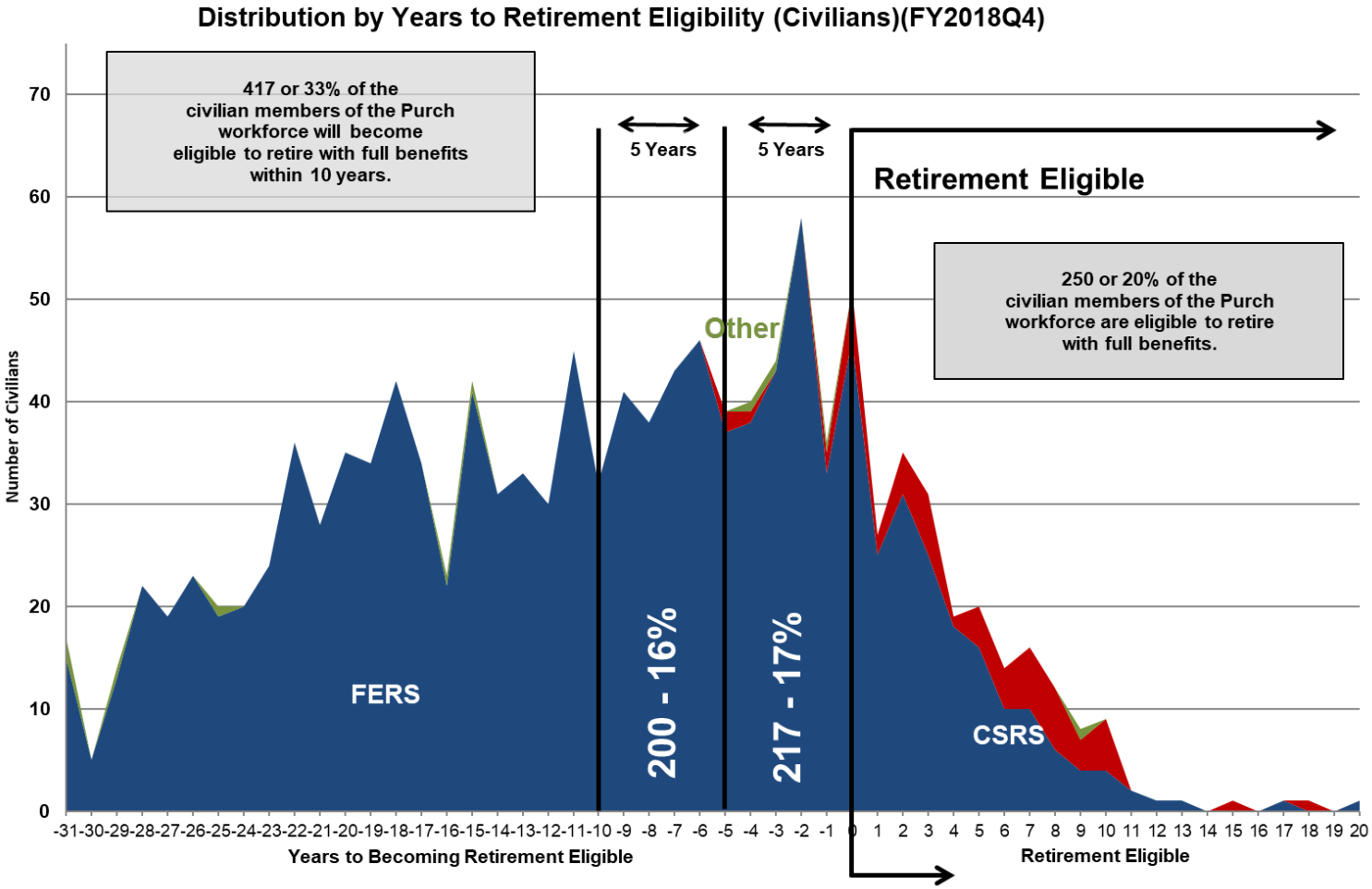


	Future	Mid	Senior	Total
AttritionFY16Q4	31.0%	20.4%	17.6%	20.8%
AttritionFY17Q4	24.7%	21.8%	17.2%	20.1%
AttritionFY18Q4	45.6%	30.5%	21.0%	28.7%

As of 30 Sept 2018

Purchasing Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce



As of 30 Sept 2018

END