



Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY18 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2018Q4			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	7,006	1,846	8,852	172,736
Change in size from 2008	-	-	-	-	25%	2%	19%	37%
Civilian/Military Composition	76%	24%	-	88% / 12%	79%	21%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	88%	95%	84%
Graduate Degree	30%	43%	33%	29%	40%	54%	43%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	86%	59%	80%	84%
Level II or Higher Achieved	68%	24%	57%	61%	74%	30%	65%	71%
Level III Achieved	52%	8%	41%	36%	54%	15%	46%	40%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	77%	41%	70%	74%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	20%	50%	26%	23%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	9%	4%	3%
Planning Considerations								
Average Age	44	35	42	46	44	34	42	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	34/22/44(%)	-	-	26/26/48(%)
Average Years of Service	15	11	14	17	15	12	14	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,246(18%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,120(16%)	-	-	25,048(16%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	873/838	-	-	19,614/12,308

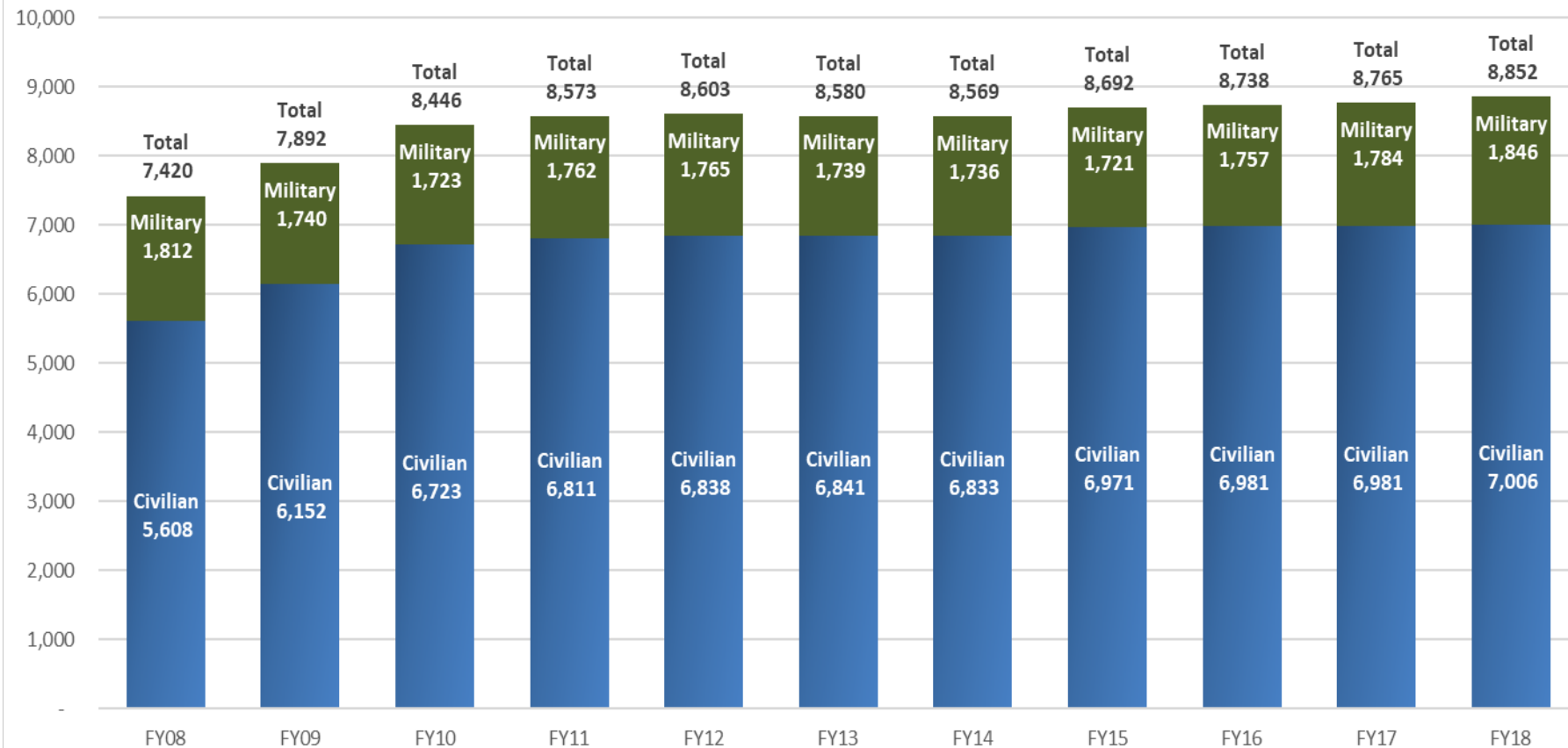
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

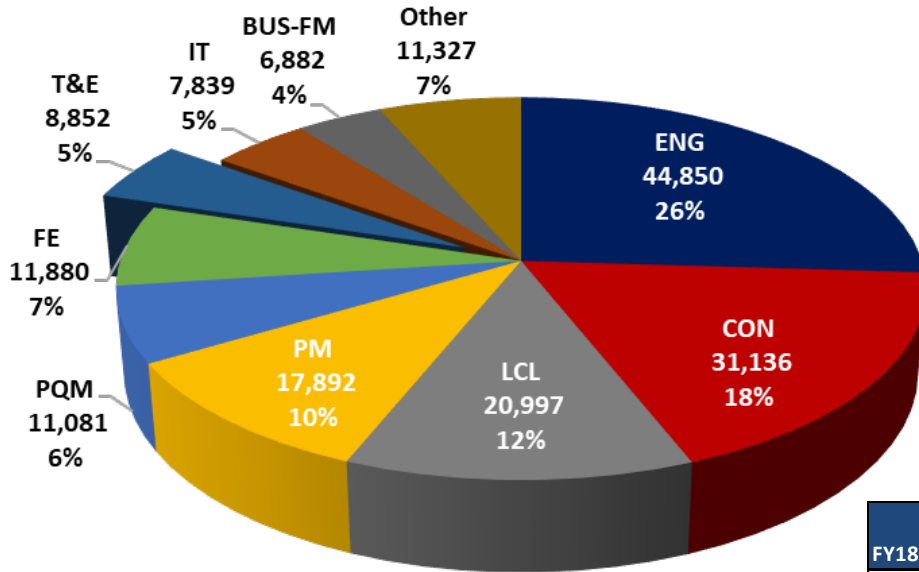


T&E





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%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY18



Test and Evaluation Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	2,360	2,877	2,952	3,053	3,239	3,227	3,276	39%	2%
MARINE CORPS	116	123	134	126	133	129	130	12%	1%
AIR FORCE	2,622	2,838	3,033	2,975	3,082	3,153	3,184	21%	1%
ARMY	2,135	2,304	2,116	2,037	1,903	1,877	1,909	-11%	2%
MDA	86	201	245	262	257	257	246	186%	-4%
DISA	37	47	53	53	53	51	44	19%	-14%
TRMC	6	8	12	17	17	18	16	167%	-11%
DTRA	11	9	8	6	7	13	13	18%	0%
JCS	-	-	22	18	18	17	13		-24%
DAU	6	6	8	7	8	7	6	0%	-14%
OSD	3	5	7	6	7	6	5	67%	-17%
DHA	-	1	5	4	4	4	5		25%
DCMA	31	20	5	3	8	5	4	-87%	-20%
DeCA	-	-	-	1	2	1	1		0%
DLA	1	4	3	1	-	-	-	-100%	
NDU	1	-	-	-	-	-	-	-100%	
IG	1	-	-	-	-	-	-	-100%	
4th Estate Other	4	3	-	-	-	-	-	-100%	
TOTAL	7,420	8,446	8,603	8,569	8,738	8,765	8,852	↑ 19%	↑ 1%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency FY16Q4 – FY18Q4



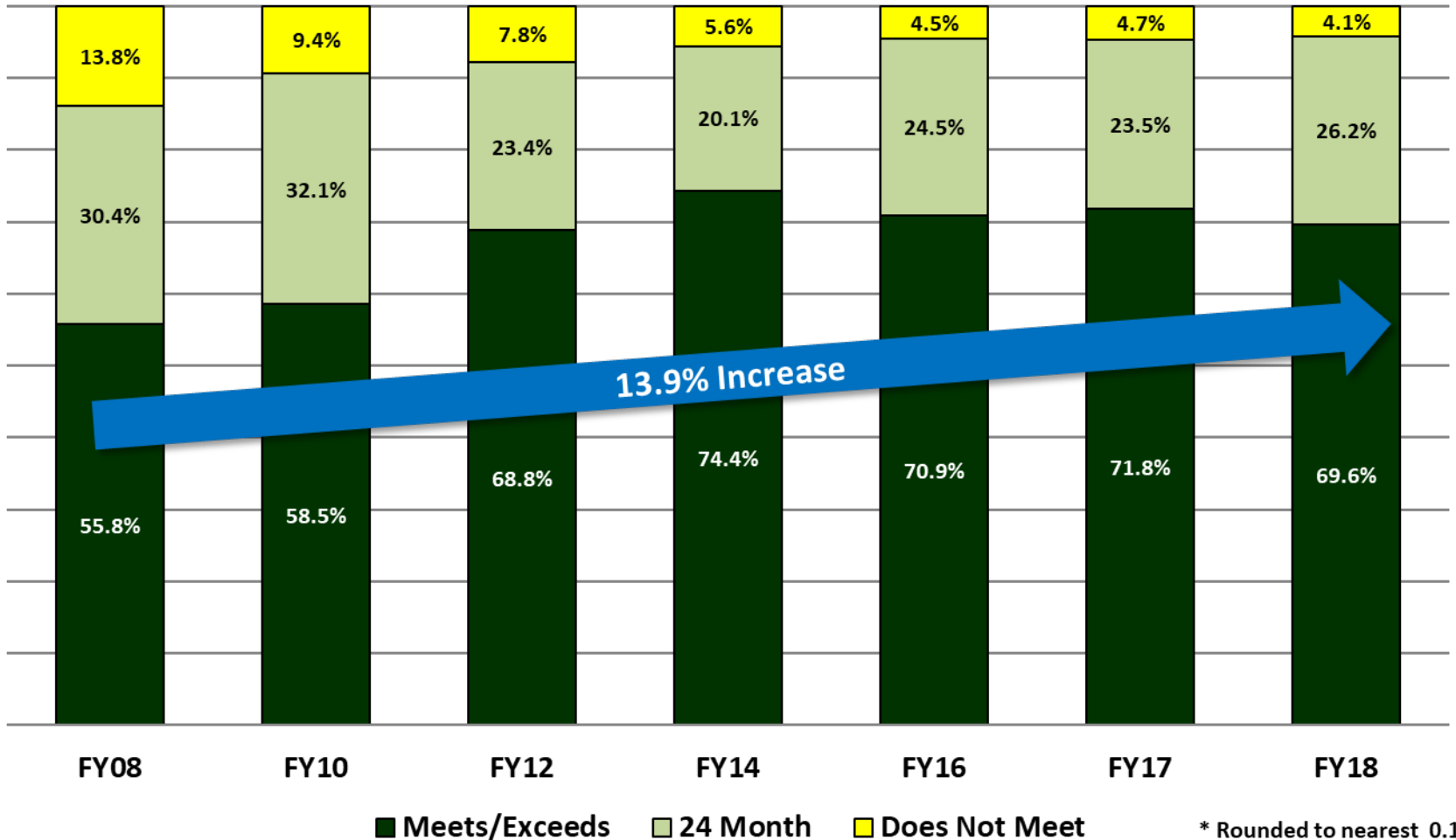
Test and Evaluation Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	3,239	3,227	3,195	3,200	3,227	3,229	3,203	3,214	3,276	2%
MARINE CORPS	133	132	139	134	129	128	130	127	130	1%
AIR FORCE	3,082	3,135	3,147	3,111	3,153	3,170	3,150	3,201	3,184	1%
ARMY	1,903	1,885	1,886	1,870	1,877	1,860	1,861	1,896	1,909	2%
MDA	257	260	257	259	257	252	247	247	246	-4%
DISA	53	42	43	53	51	48	50	52	44	-14%
TRMC	17	19	18	18	18	18	17	17	16	-11%
DTRA	7	11	11	11	13	14	15	15	13	0%
JCS	18	18	18	18	17	15	14	14	13	-24%
DAU	8	8	8	7	7	7	7	7	6	-14%
OSD	7	7	6	6	6	6	7	7	5	-17%
DHA	4	3	3	3	4	4	5	5	5	25%
DCMA	8	6	5	4	5	5	4	4	4	-20%
DeCA	2	1	1	1	1	1	1	1	1	0%
TOTAL	8,738	8,754	8,737	8,695	8,765	8,757	8,711	8,807	8,852	↑ 1%



Test and Evaluation Historical DAWIA Certification FY08 – FY18



Test and Evaluation



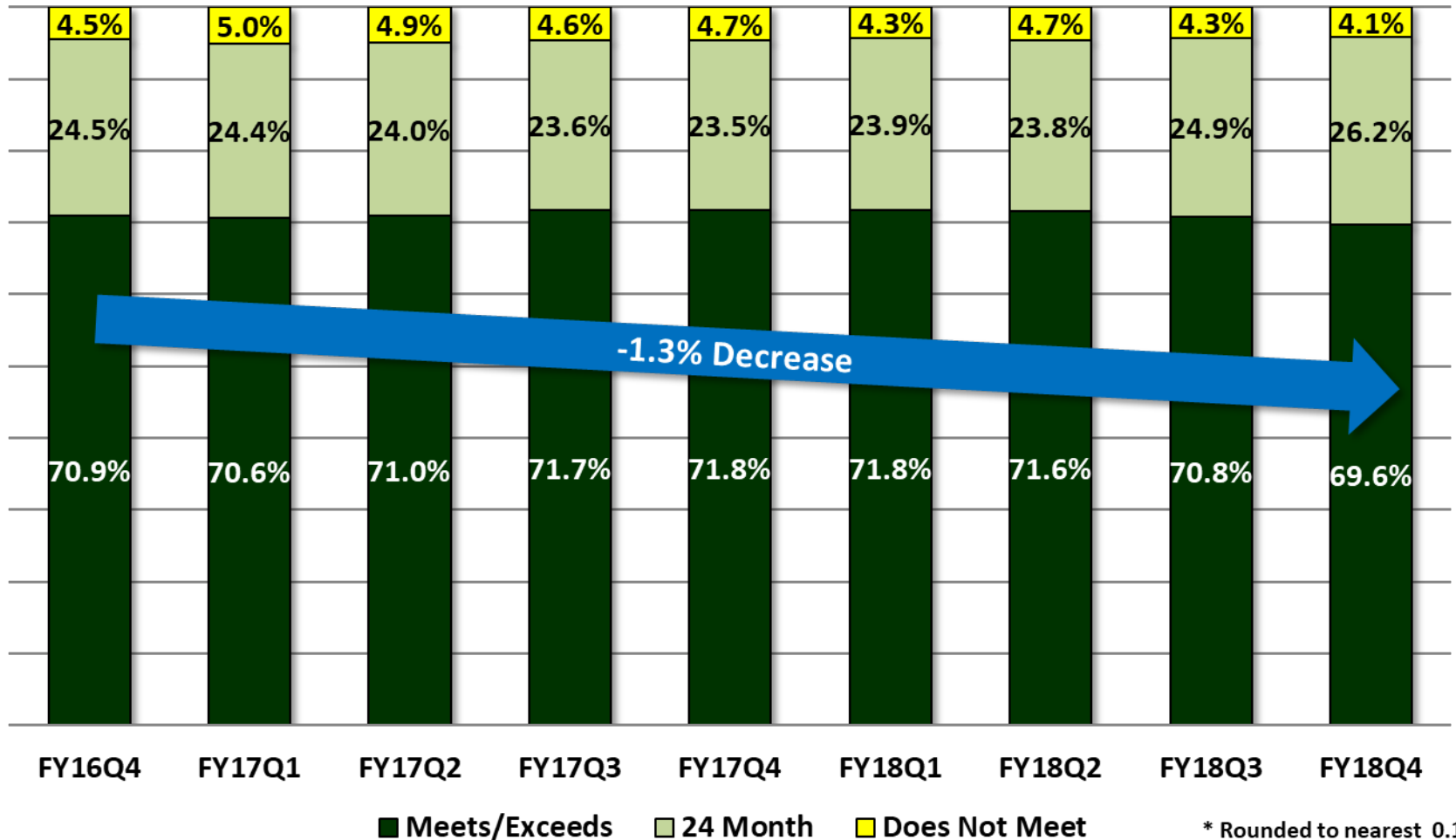
13.9% Increase



Test and Evaluation Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



Test and Evaluation

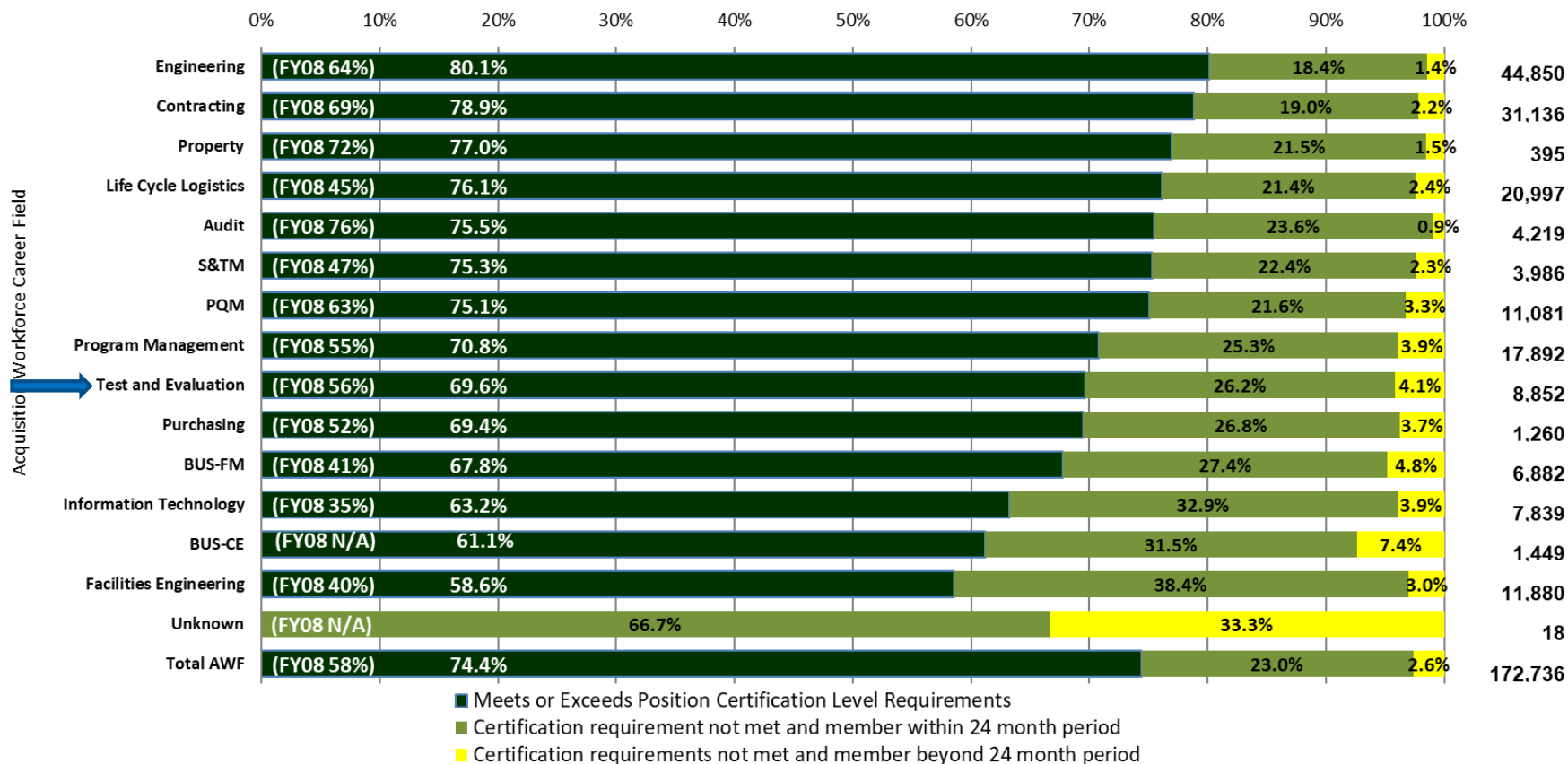


-1.3% Decrease



Test and Evaluation DAWIA Certification by Career Field

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

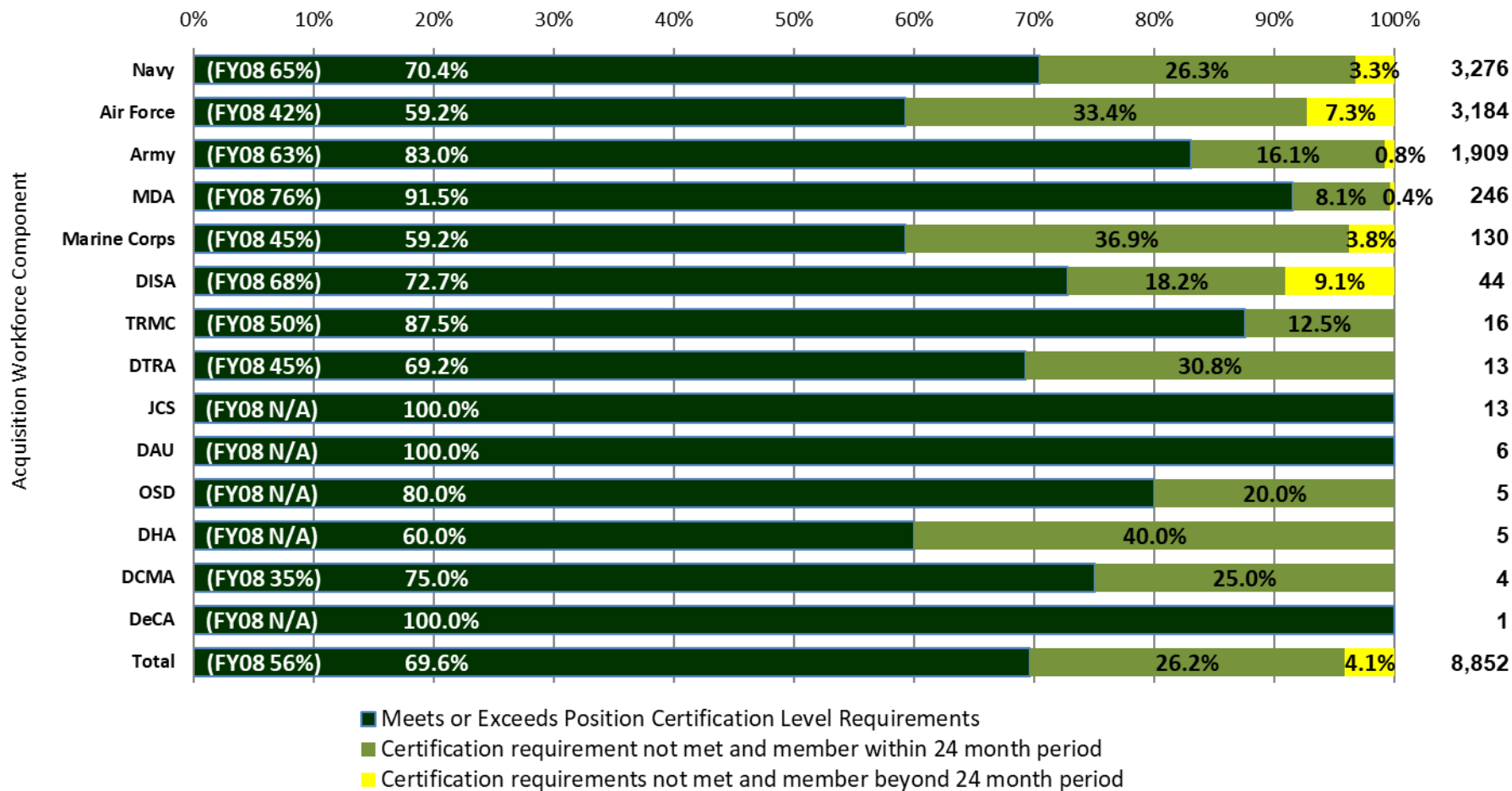


■ Meets or Exceeds Position Certification Level Requirements
■ Certification requirement not met and member within 24 month period
■ Certification requirements not met and member beyond 24 month period



Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY18Q4)





Test and Evaluation 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	805	564	117	150	1,636	50.8%
Level II	766	749	1,399	1,423	4,337	65.1%
Level III	165	72	130	2,511	2,878	87.2%
Unspecified	1	-	-	-	1	
FY18Q4 TOTAL	1,737	1,385	1,646	4,084	8,852	69.6%
	19.6%	15.6%	18.6%	46.1%		

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%	
Test and Ev	6,164	69.6%	9 of 14

** Based on population total without unspecified positions

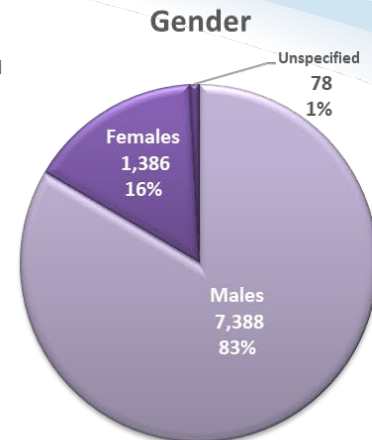
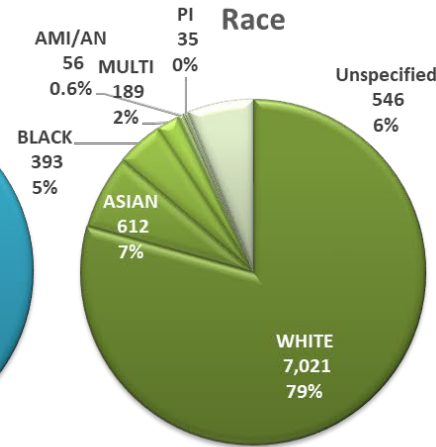
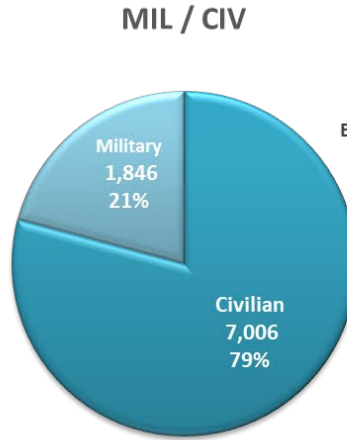
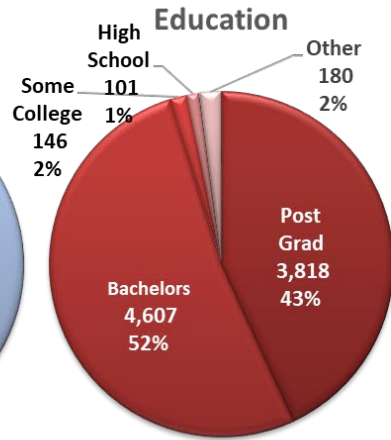
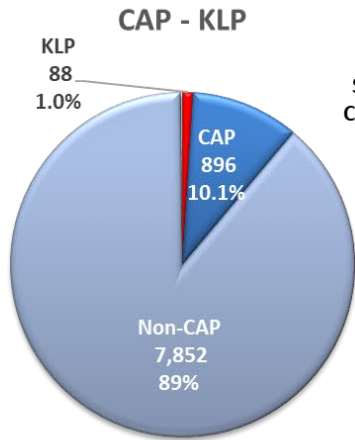
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	831	778	27	1,636	18.5%
Level II	2,822	1,241	274	4,337	49.0%
Level III	2,511	301	66	2,878	32.5%
Unspecified	-	1	-	1	0.0%
Test and Evaluation TOTAL	6,164	2,321	367	8,852	
	69.6%	26.2%	4.1%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



Occupied Position Type	T&E	Entire DAW
Key Leadership Positions (KLPs)	88	1,178
Critical Acquisition Positions (CAPs) *	896	16,515
Non-CAP Positions	7,852	154,442
Unknown	16	601
TOTAL	8,852	172,736

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

Highest Level of Education	T&E	Entire DAW
Post Grad	3,818	68,976
Bachelors	4,607	76,511
Some College	146	12,143
High School	101	12,696
Other	180	2,410
TOTAL	8,852	172,736

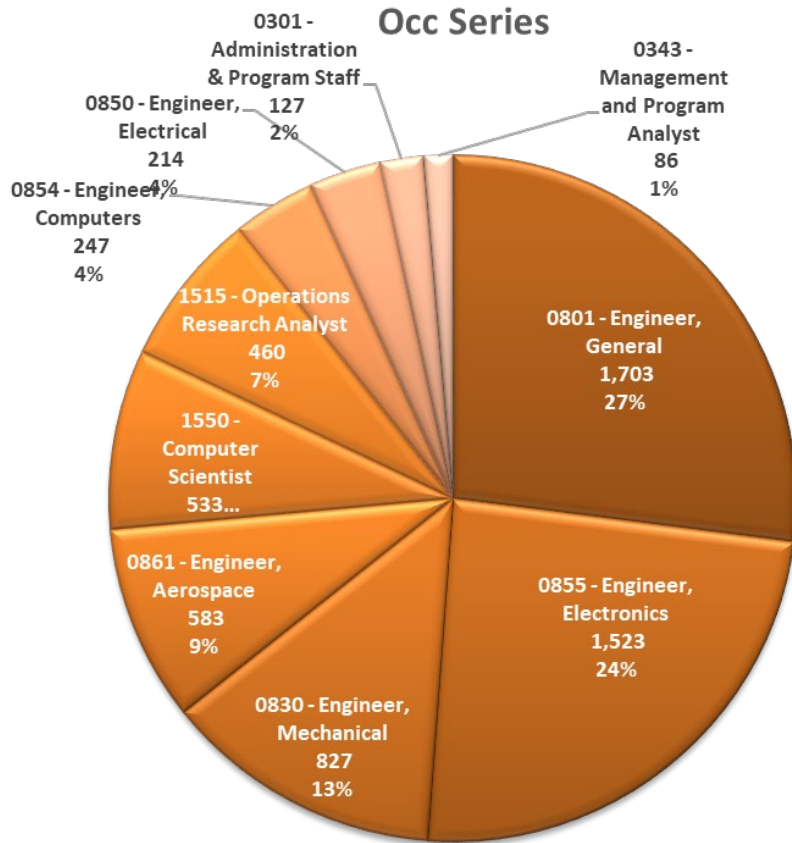
Military / Civilian	T&E	Entire DAW
Civilian	7,006	157,318
Military	1,846	15,418
TOTAL	8,852	172,736

Race	T&E	Entire DAW
WHITE	7,021	126,389
ASIAN	612	20,741
BLACK	393	11,803
MULTI	189	4,768
AMI/AN	56	1,073
PI	35	862
Unspecified	546	7,100
TOTAL	8,852	172,736

Gender	T&E	Entire DAW
Males	7,388	121,073
Females	1,386	49,817
Unspecified	78	1,846
TOTAL	8,852	172,736



T & E Size by Occupational Series



Civilian Occupational Series	T&E	
0801 - Engineer, General	1,703	24.3%
0855 - Engineer, Electronics	1,523	21.7%
0830 - Engineer, Mechanical	827	11.8%
0861 - Engineer, Aerospace	583	8.3%
1550 - Computer Scientist	533	7.6%
1515 - Operations Research Analyst	460	6.6%
0854 - Engineer, Computers	247	3.5%
0850 - Engineer, Electrical	214	3.1%
0301 - Administration & Program Staff	127	1.8%
0343 - Management and Program Analyst	86	1.2%
Other	623	8.9%
TOTAL CIVILIAN	7,006	Civilians



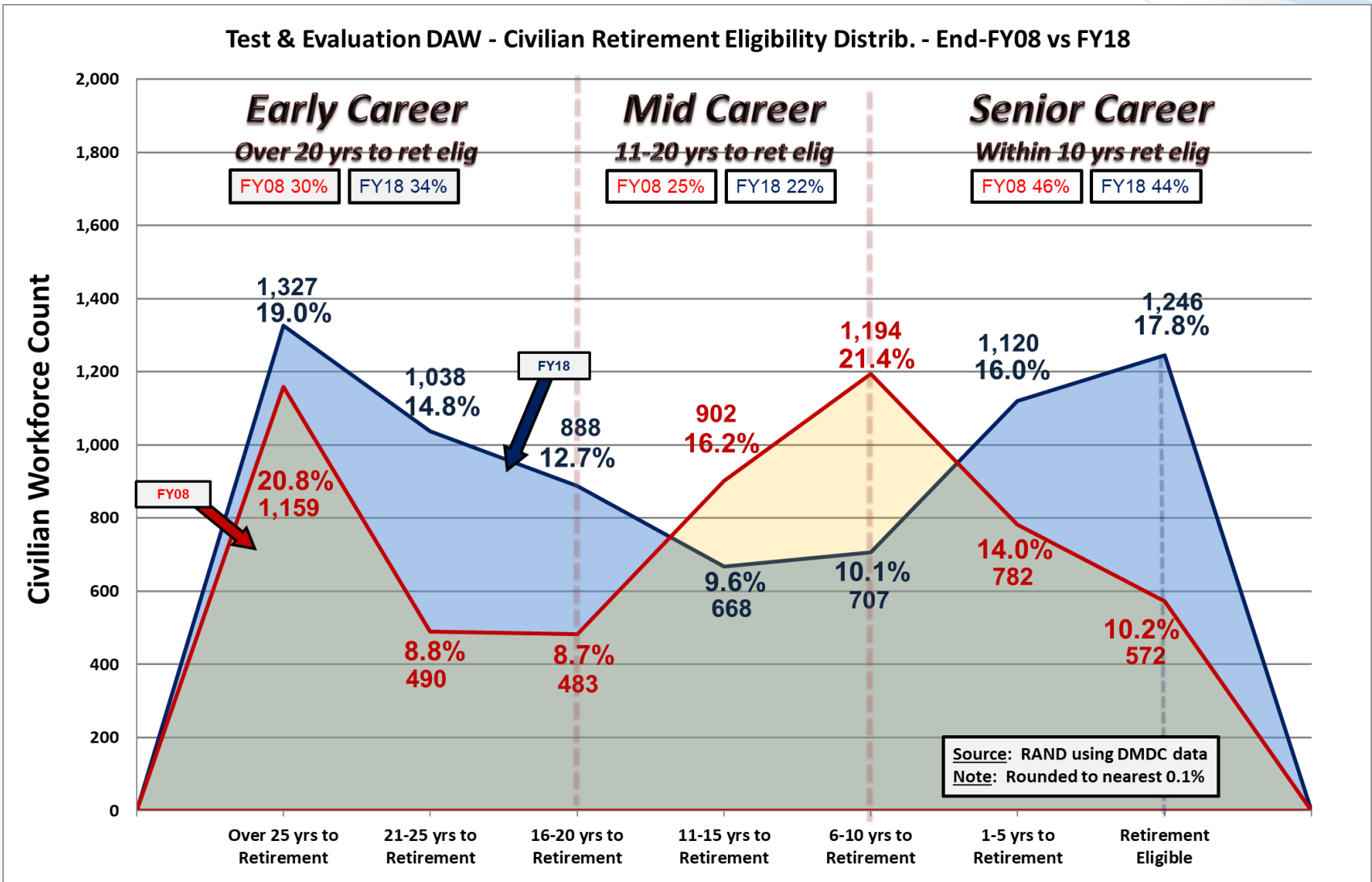
**RAND NDRI Forces and Resources
Policy Center Data
Retirement / Loss Slides
FY18**



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY18



Test & Evaluation DAW - Civilian Retirement Eligibility Distrib. - End-FY08 vs FY18

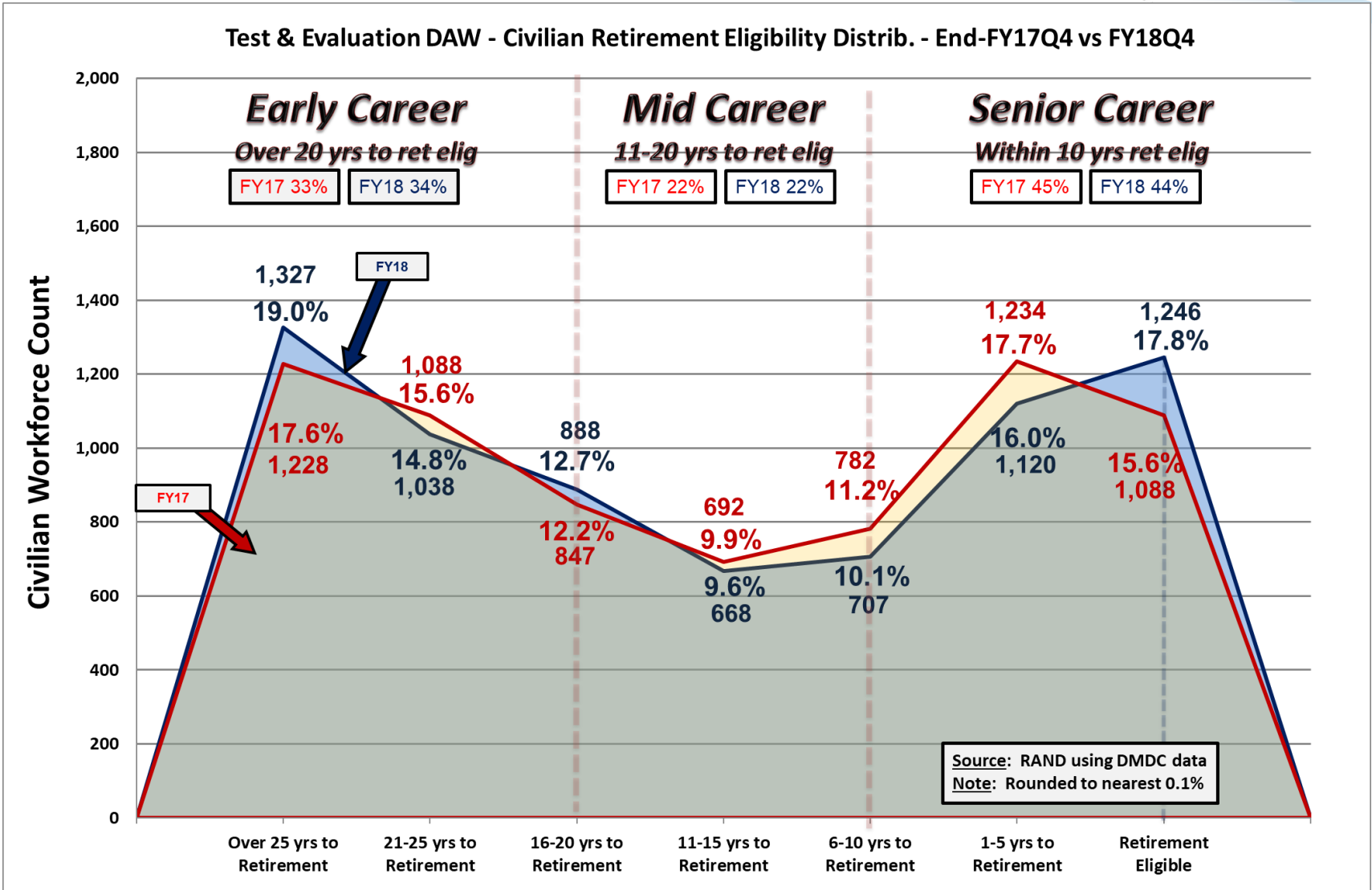


Source: RAND using DMDC data
 Note: Rounded to nearest 0.1%

As of 30 Sept 2018



Test and Evaluation Civilian Retirement Eligibility Distribution (1 yr) – FY17Q4 / FY18Q4



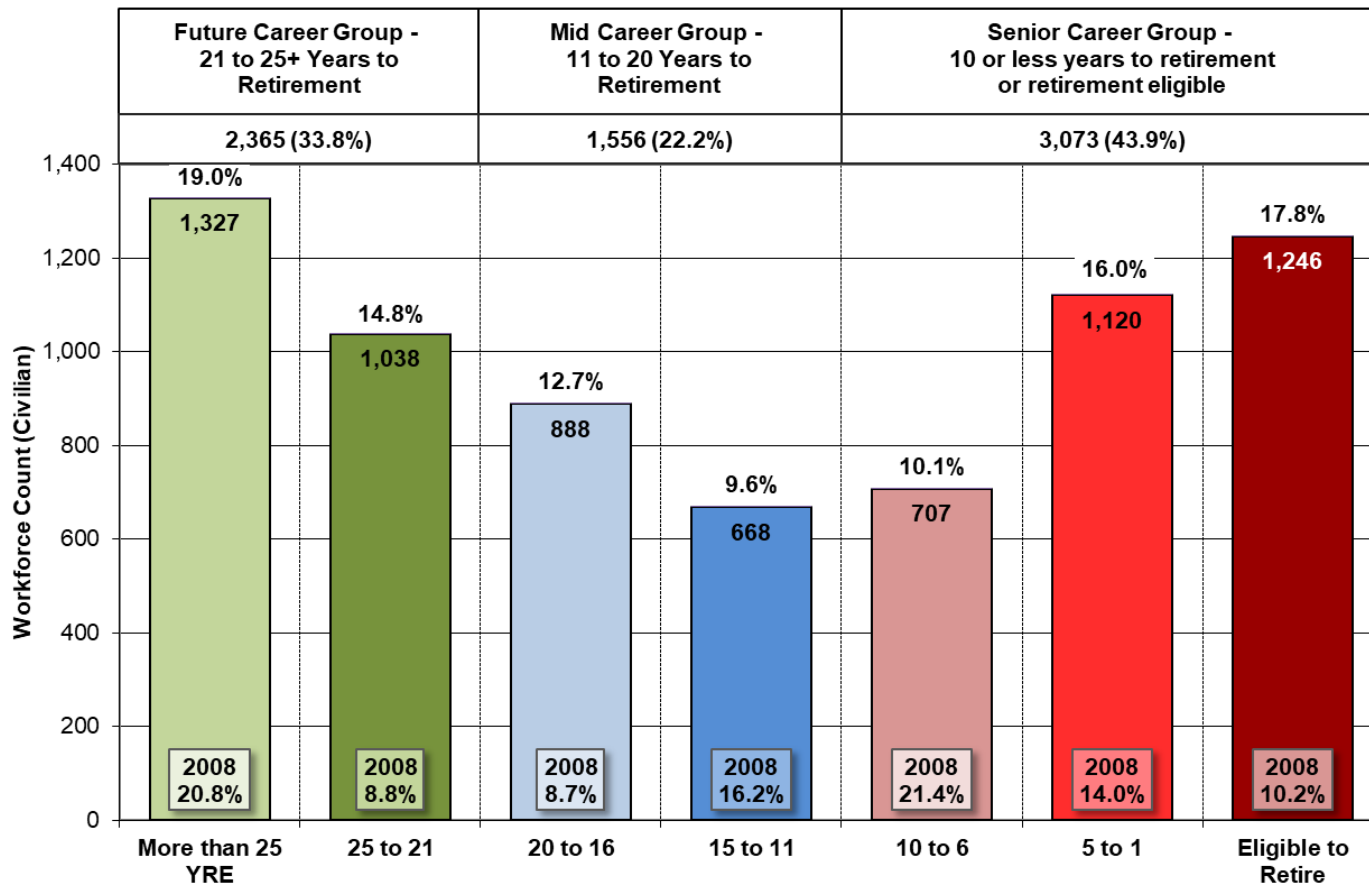
As of 30 Sept 2018



Test and Evaluation Workforce Lifecycle Model by YRE



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



As of 30 Sept 2018

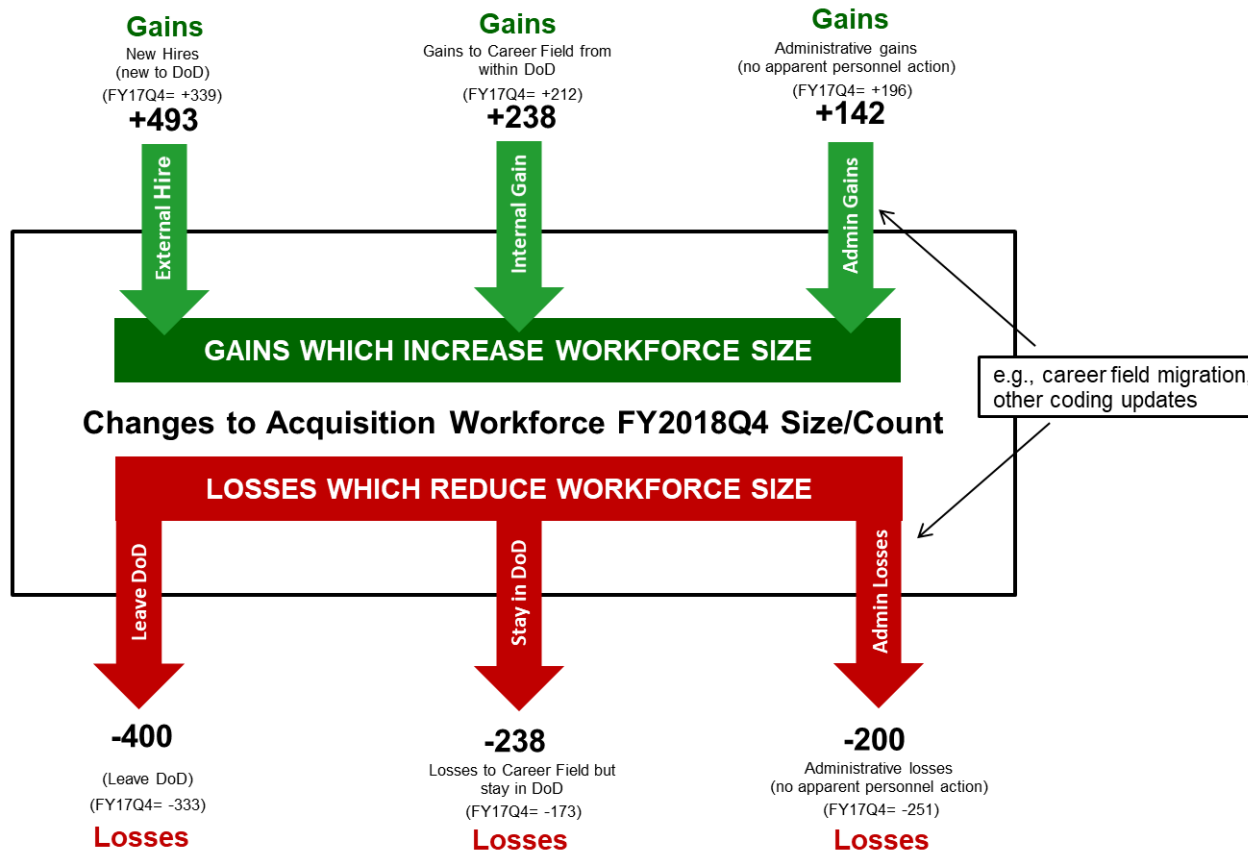


Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



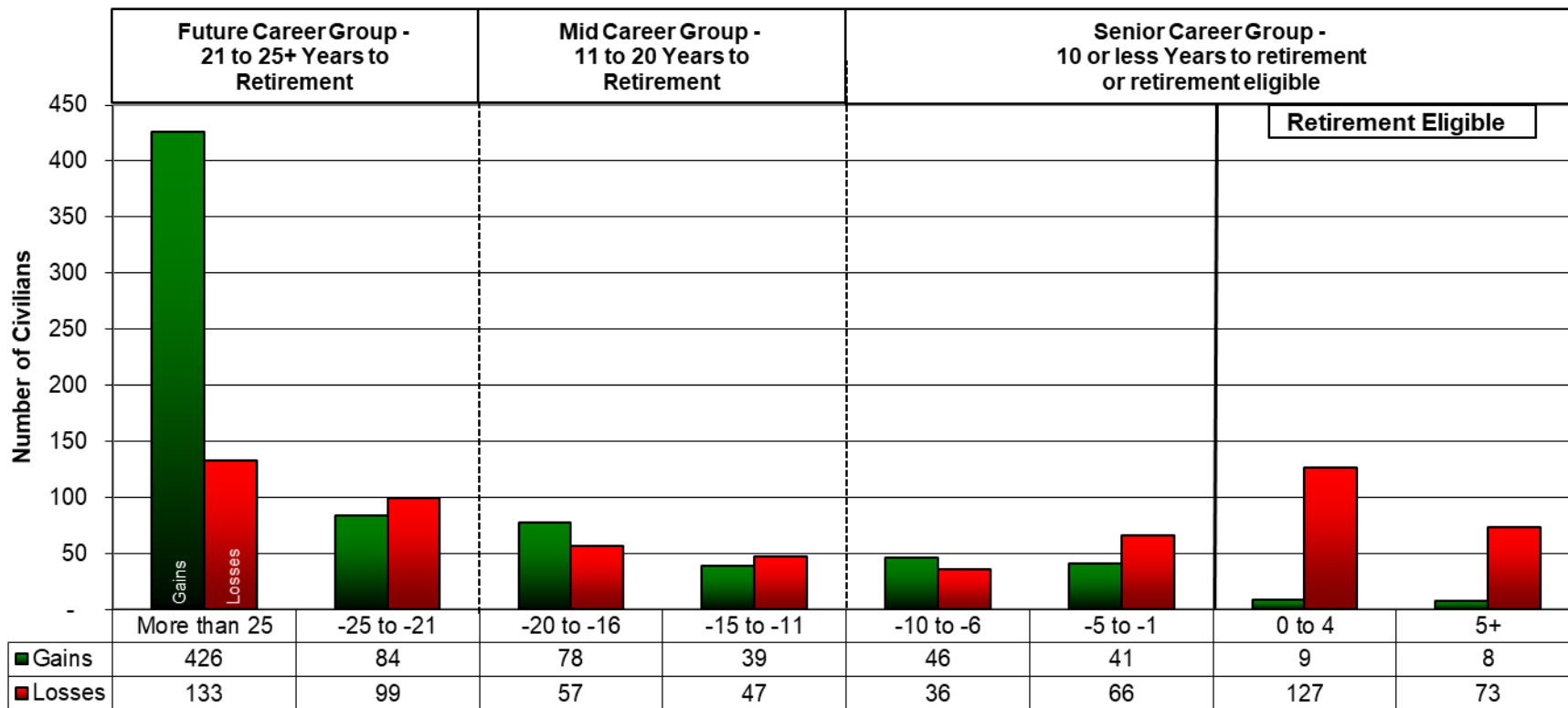


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

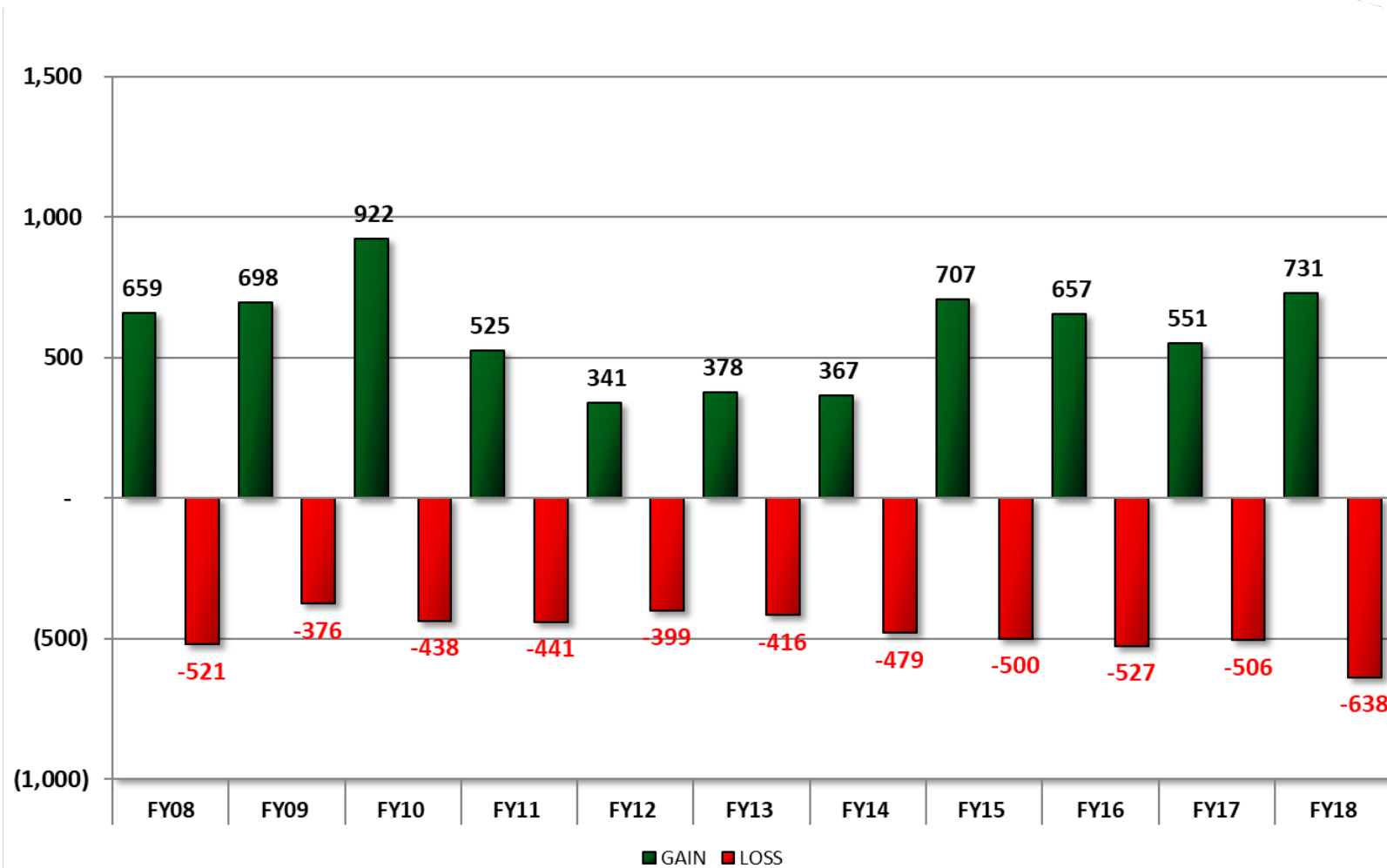


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY18



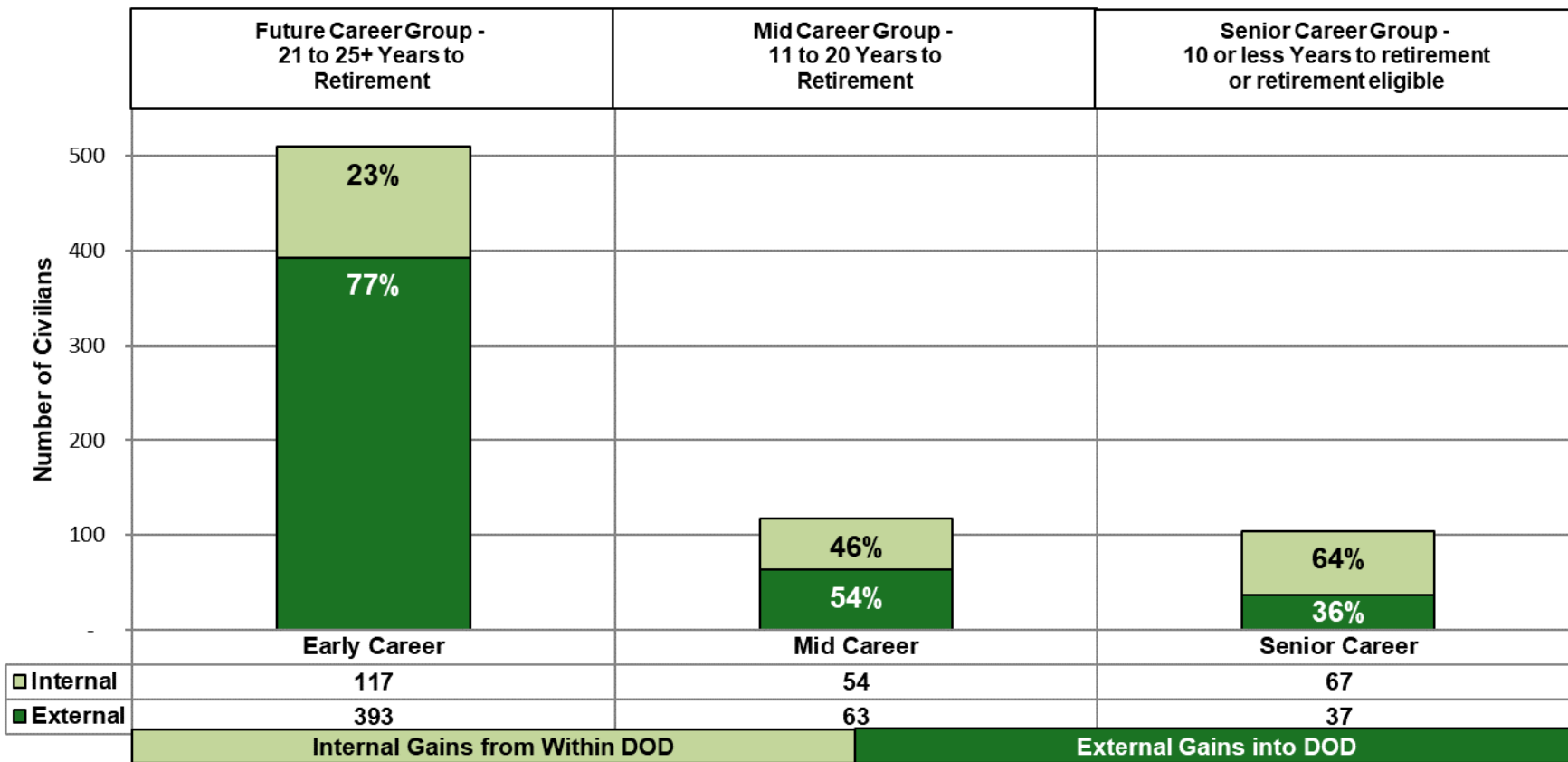
As of 30 Sept 2018



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

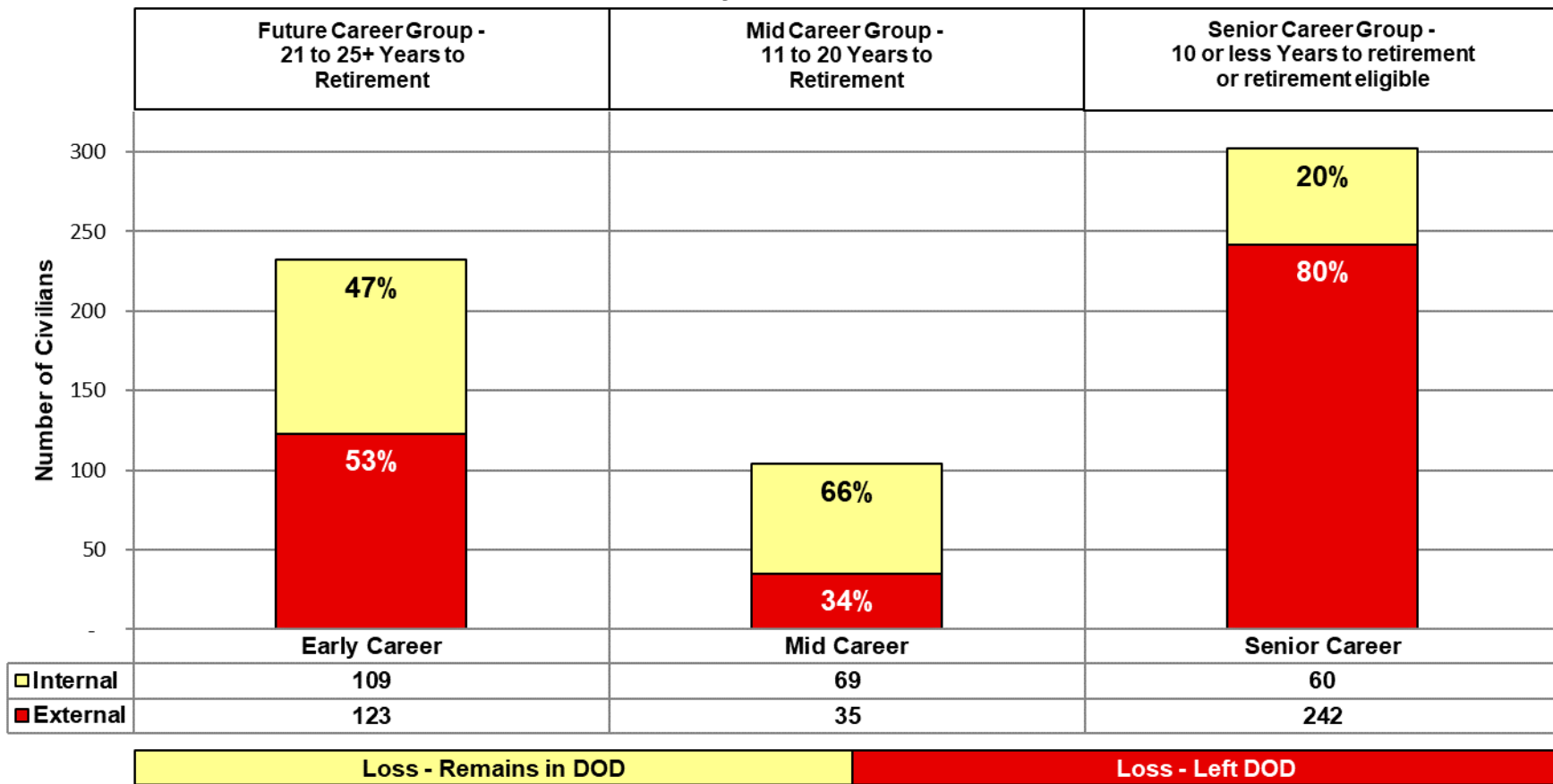


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

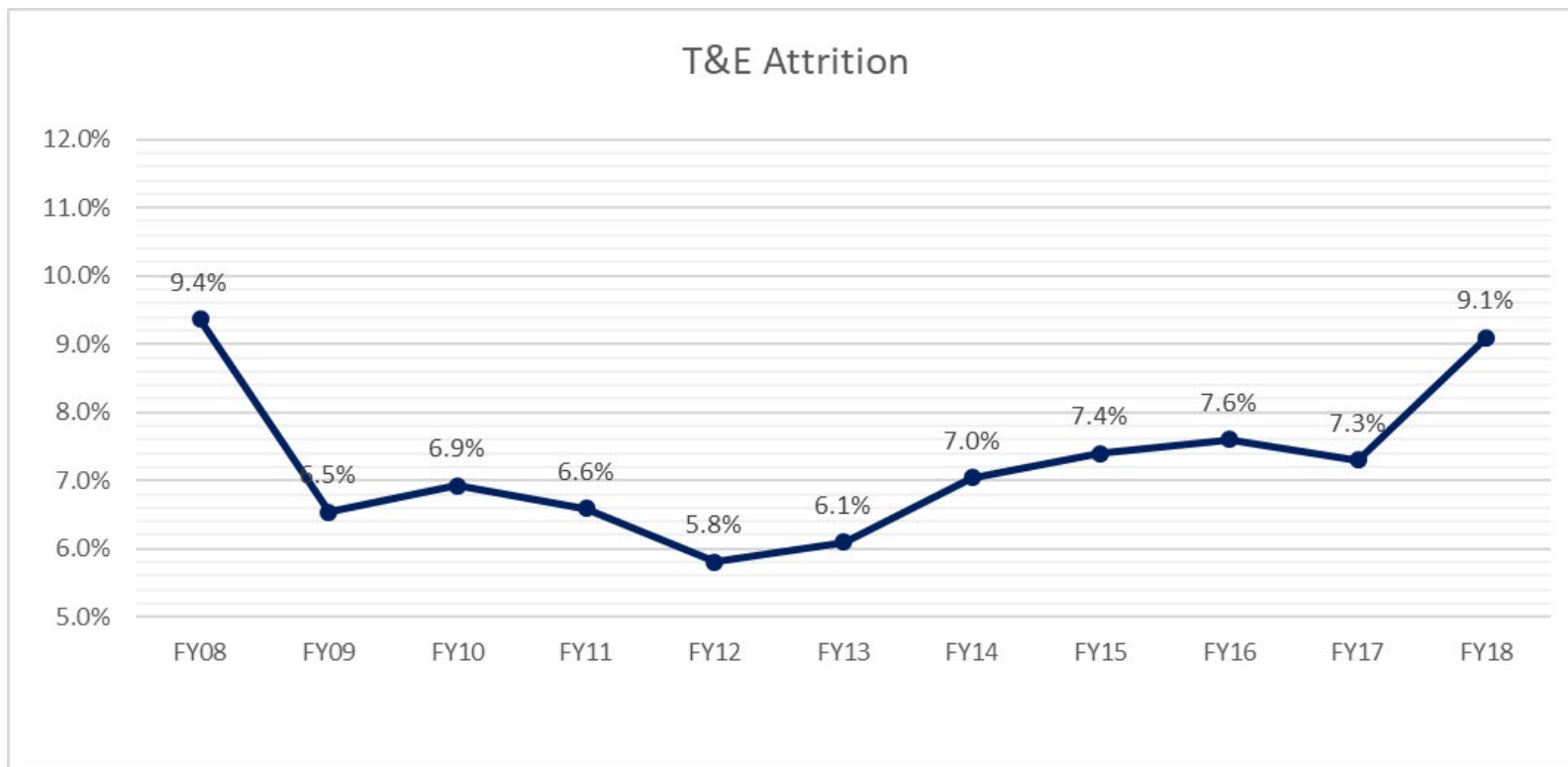
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates



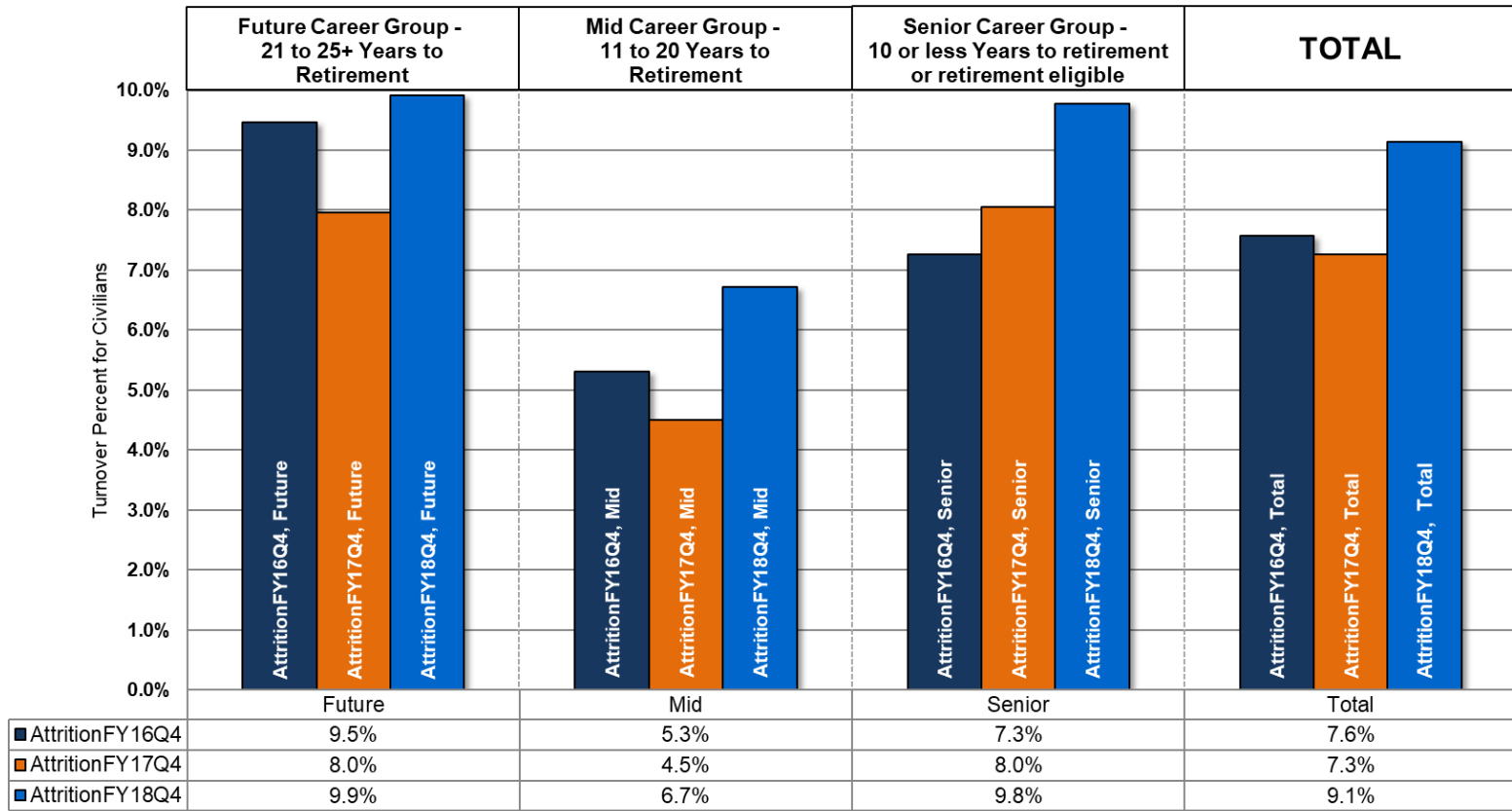
As of 30 Sept 2018



Test and Evaluation Attrition Rates by Career Group



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



As of 30 Sept 2018

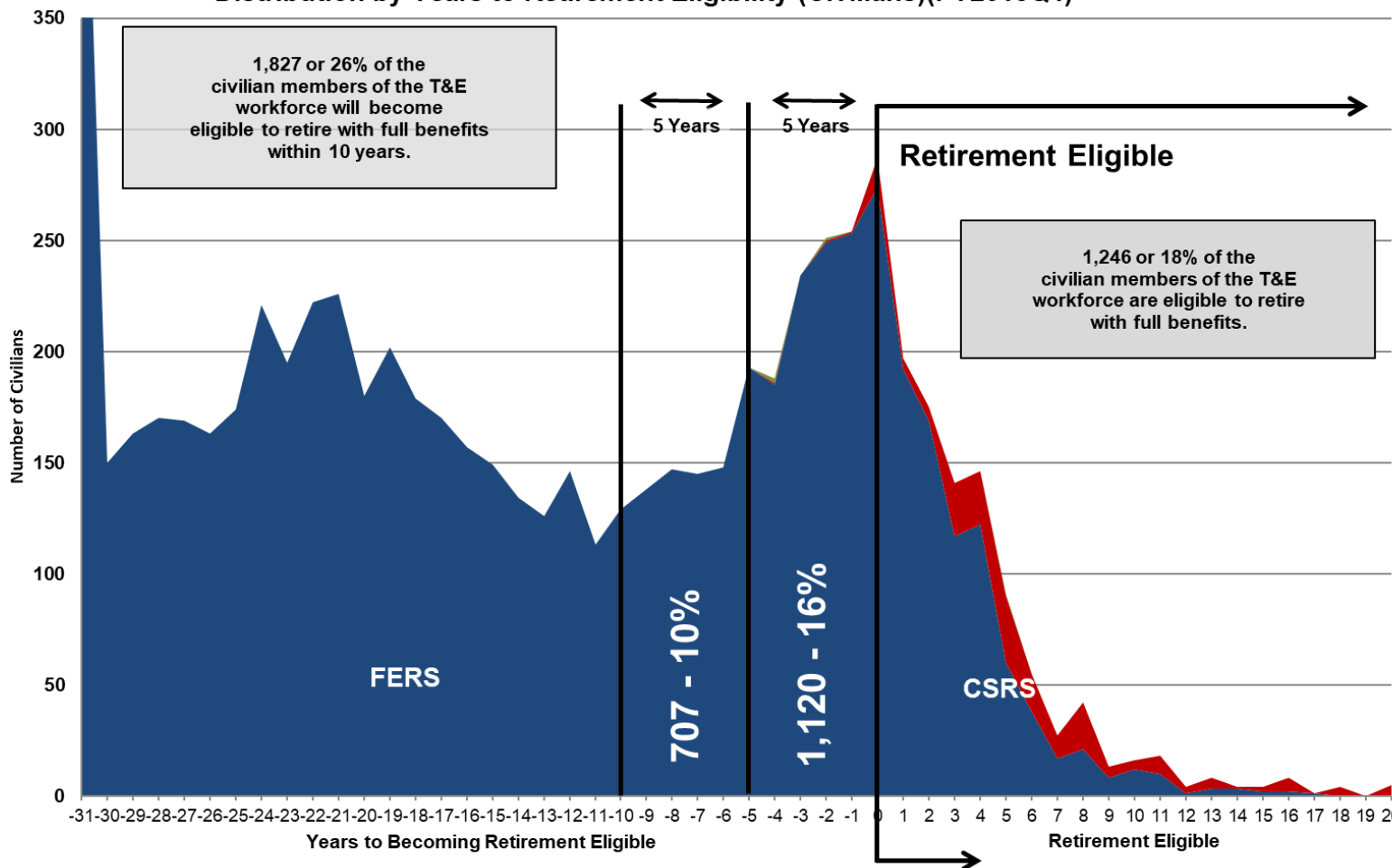


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END