



Defense Acquisition Workforce Key Information

Audit

As of FY19Q1 (31 Dec 2018)



Human Capital Fact Sheet								
Defense Acquisition Workforce Audit	FY 2008				FY2018Q4			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,219	0	4,219	172,736
Change in size from 2008	-	-	-	-	16%	-	16%	37%
Civilian/Military Composition	100%	-	-	88%/ 12%	100%	-	-	91%/ 9%
Educational Attainment								
Bachelor's Degree or Higher	99%	-	99%	77%	96%	-	96%	84%
Graduate Degree	26%	-	26%	29%	45%	-	45%	40%
Certification								
Level I or Higher Achieved	87%	-	87%	72%	85%	-	85%	84%
Level II or Higher Achieved	78%	-	78%	61%	79%	-	79%	71%
Level III Achieved	26%	-	26%	36%	29%	-	29%	40%
Position Certification Requirement Met or Exceeded	76%	-	76%	58%	75%	-	75%	74%
Within 24 Months of Certification Requirement	23%	-	23%	27%	24%	-	24%	23%
Does Not Meet Certification Requirement	1%	-	1%	14%	1%	-	1%	3%
Planning Considerations								
Average Age	43	-	43	46	43	-	43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)	-	-	20/23/57 (%)(Civ)	34/31/35(%)	-	-	26/26/48(%)
Average Years of Service	14	-	14	17	13	-	13	15
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	540(13%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	542(13%)	-	-	25,048(16%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	390/393	-	-	19,614/12,308

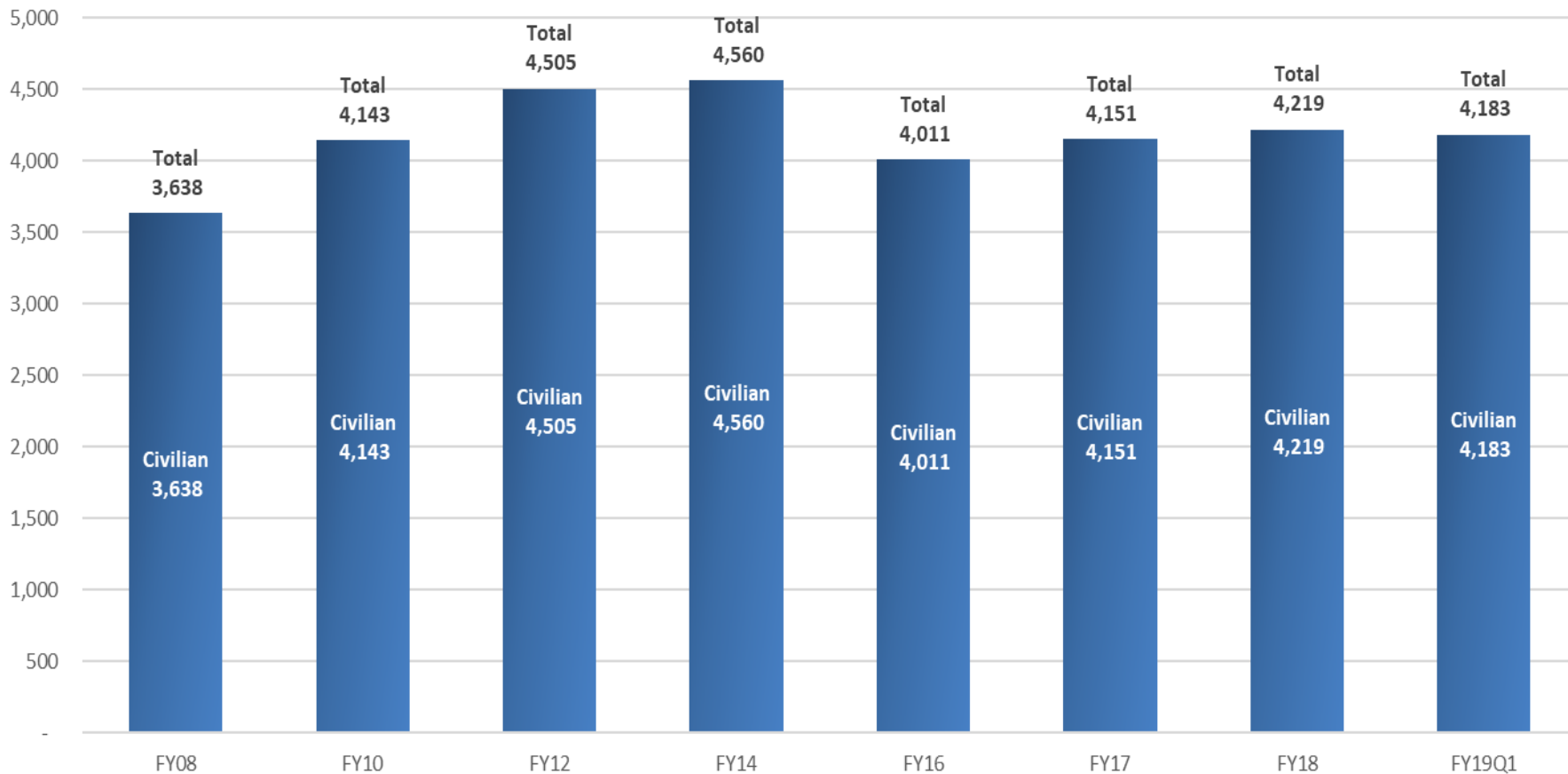
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Workforce

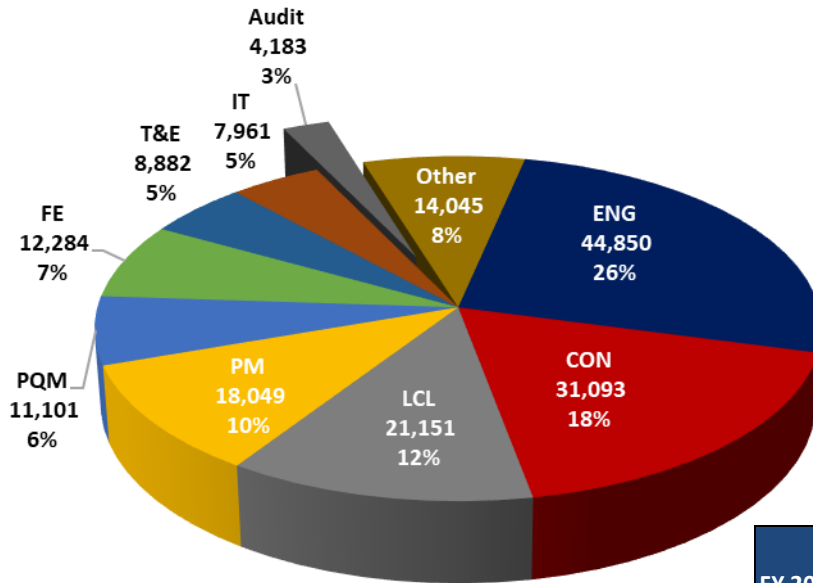


Auditing





AWF by Component and Career Field



FY 2019 Q1	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,183	4,183	2.4%
Business - CE	250	561	34	530	89	1,464	0.8%
Business - FM	1,792	2,155	173	2,232	592	6,944	4.0%
Contracting	8,050	6,239	537	8,225	8,042	31,093	17.9%
Engineering	9,148	23,650	328	9,604	2,120	44,850	25.8%
Facilities Engineering	5,660	5,832	35	663	94	12,284	7.1%
Information Technology	1,827	3,421	228	1,412	1,073	7,961	4.6%
Life Cycle Logistics	6,946	6,408	673	3,715	3,409	21,151	12.2%
Production, Quality and Man	1,378	3,796	43	478	5,406	11,101	6.4%
Program Management	3,351	5,708	756	6,342	1,892	18,049	10.4%
Property	49	73	-	14	256	392	0.2%
Purchasing	290	368	40	47	476	1,221	0.7%
S&T Manager	505	517	3	2,849	134	4,008	2.3%
Test and Evaluation	1,929	3,263	134	3,205	351	8,882	5.1%
Unknown/Other	8	2	-	-	6	16	0.01%
Totals	41,183	61,993	2,984	39,316	28,123	173,599	
Component %	23.7%	35.7%	1.7%	22.6%	16.2%		



Audit Workforce Annual Historical Size by Component FY08 – FY19Q1



Annually

Auditing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
Navy	-	1	-	-	-	-	-		
DCAA	3,593	4,140	4,505	4,557	4,008	4,219	4,183	16%	-1%
DCMA	5	-	-	1	2	-	-	-100%	
IG	29	1	-	1	1	-	-	-100%	
MDA	-	-	-	1	-	-	-		
DAU	1	1	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-100%	
DLA	8	-	-	-	-	-	-	-100%	
TOTAL	3,638	4,143	4,505	4,560	4,011	4,219	4,183	↑ 16%	↓ -1%

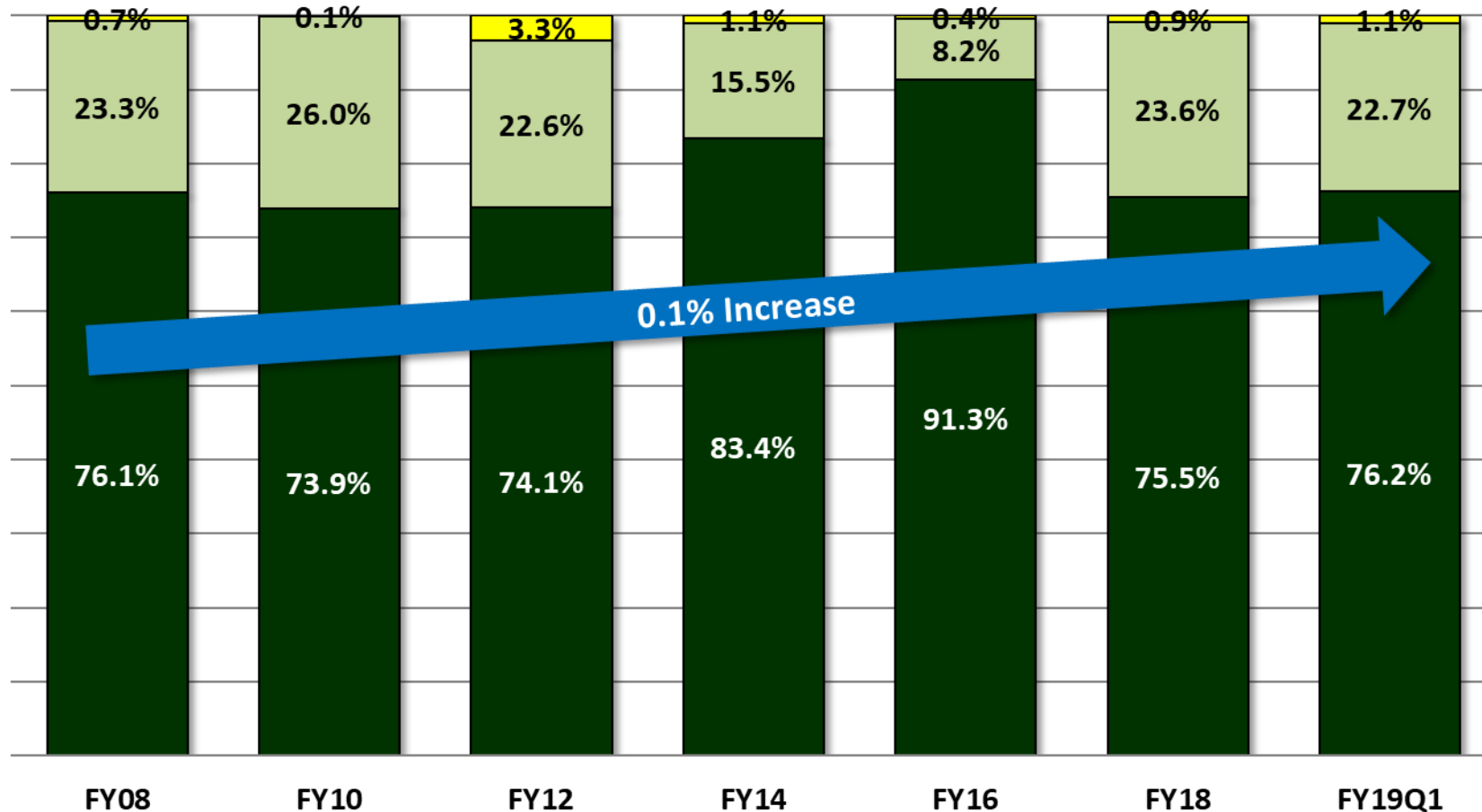
Quarterly

Auditing Defense Acq Workforce	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
DCAA	4,008	3,937	4,024	4,150	4,120	4,182	4,207	4,219	4,183	2%
DCMA	-	-	-	1	-	-	2	-	-	
TOTAL	4,008	3,937	4,024	4,151	4,120	4,182	4,209	4,219	4,183	↑ 2%



Audit Annual Historical DAWIA Certification FY08 – FY19Q1

Auditing



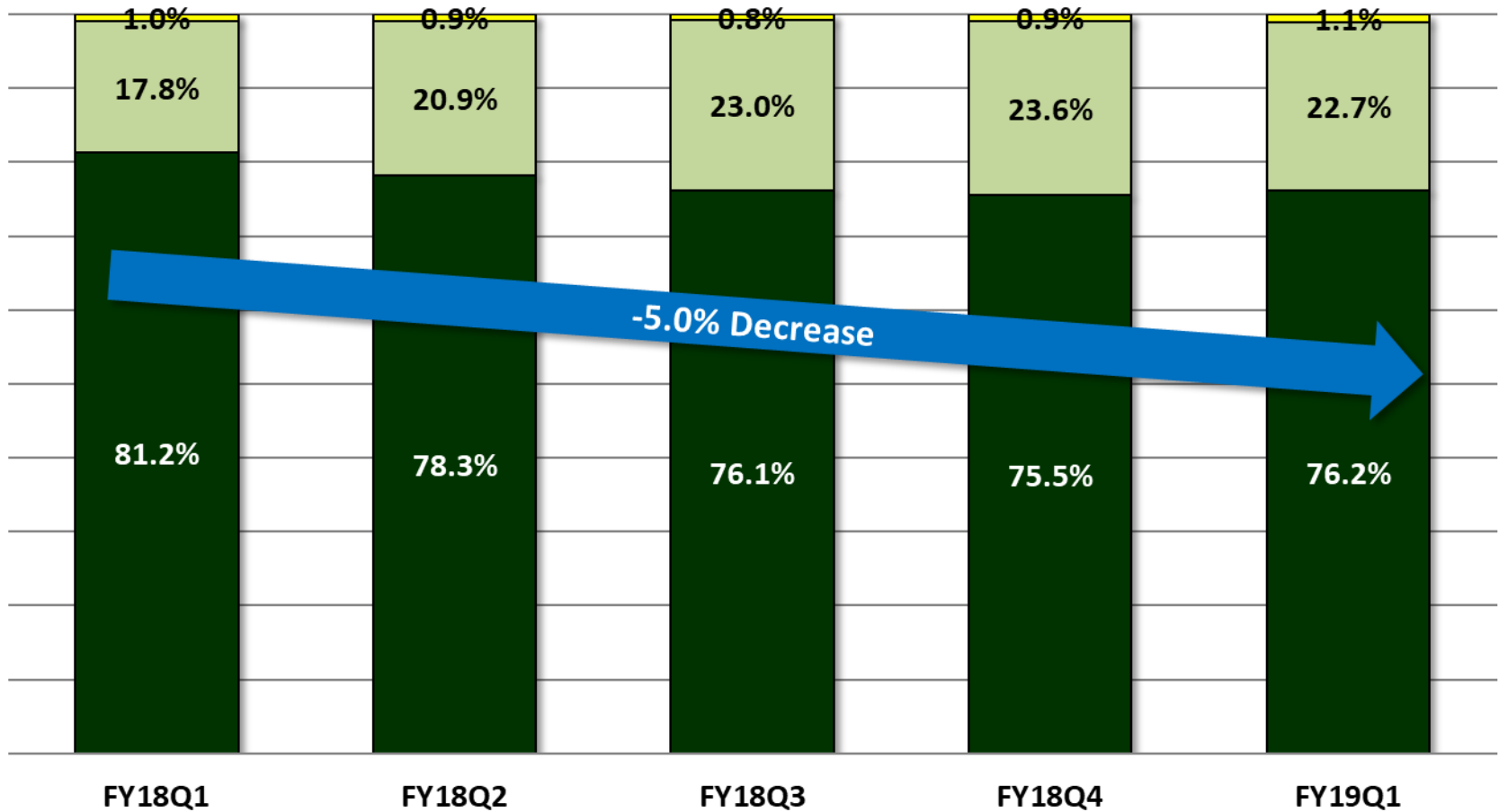
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Audit Quarterly Historical DAWIA Certification FY18Q1 – FY19Q1



Audit



-5.0% Decrease

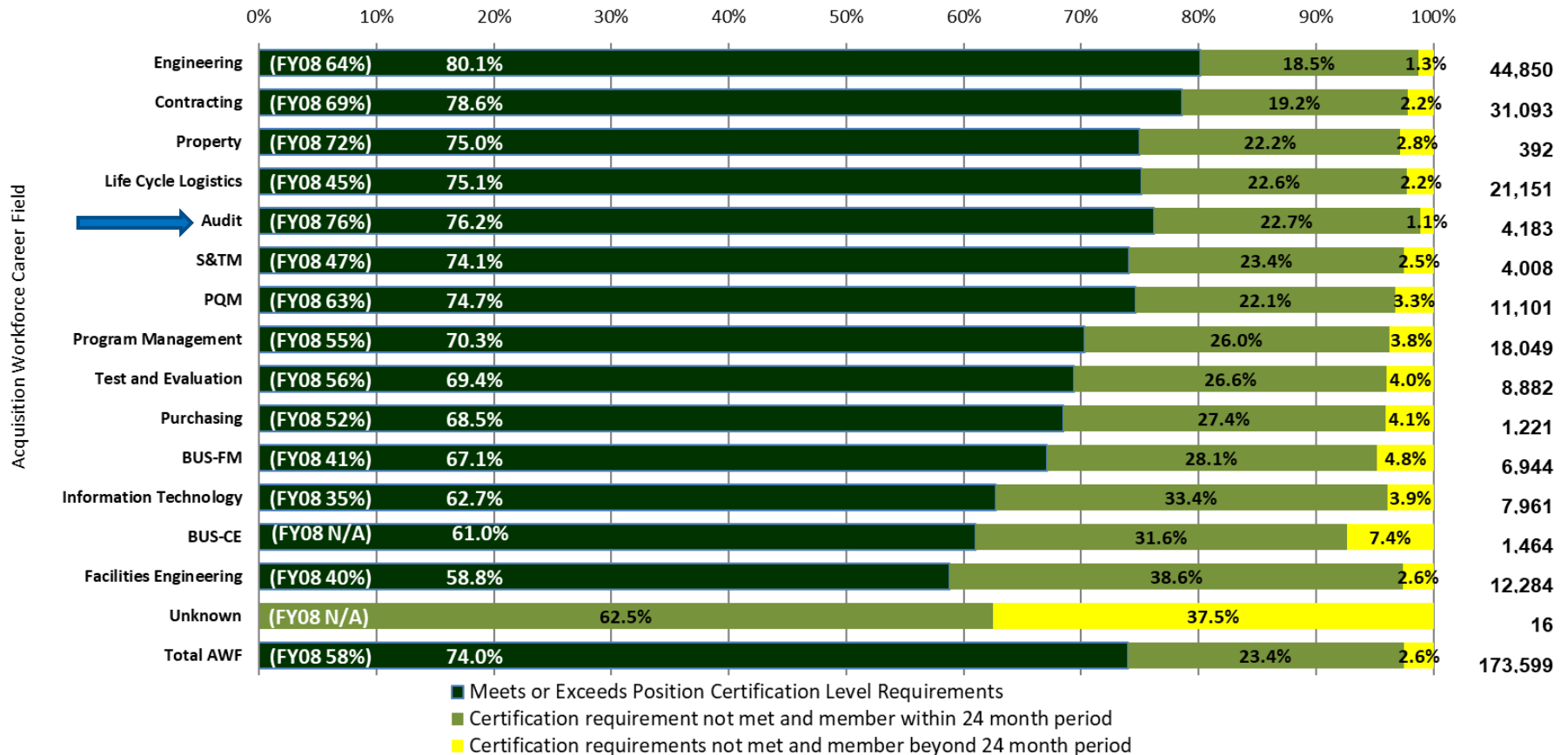
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



DAWIA Certification by Career Field



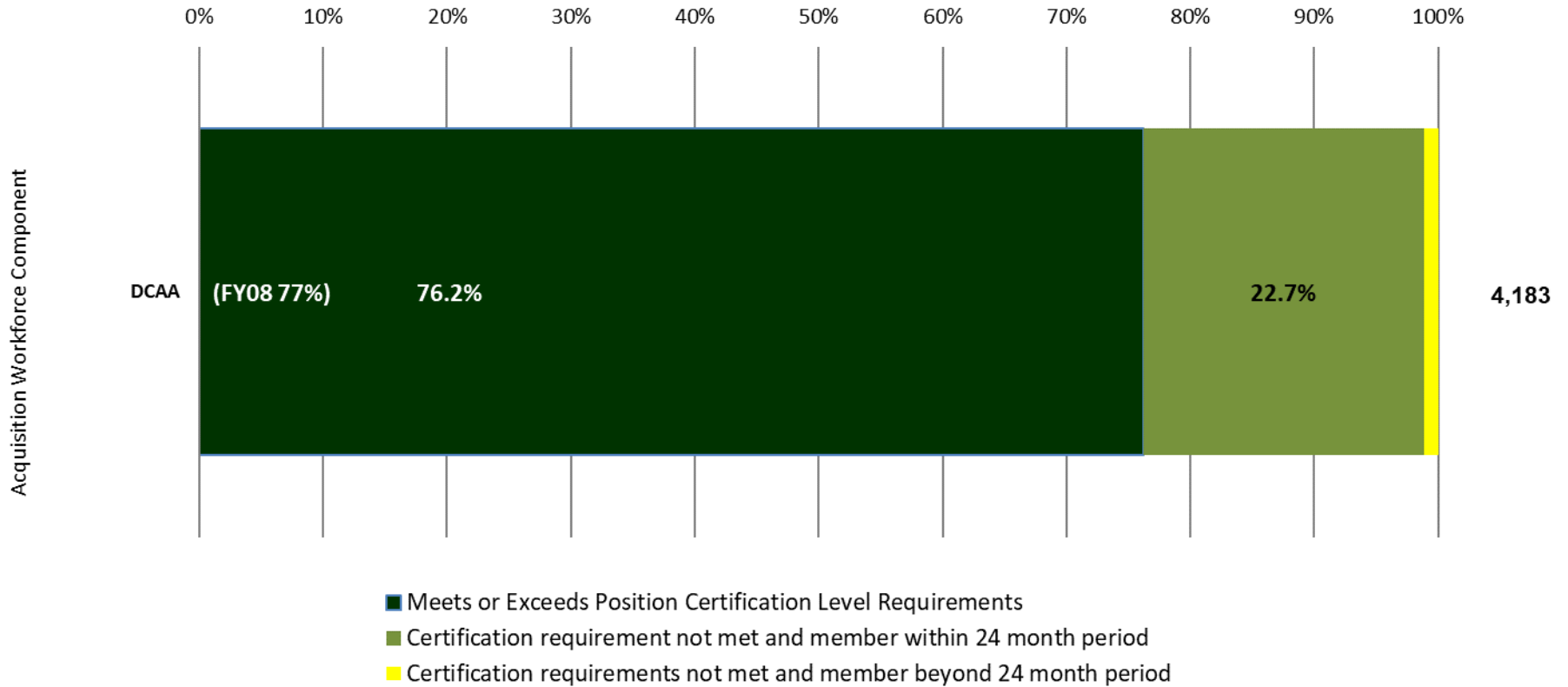
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Audit DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Audit (FY19Q1)





Audit DAWIA Certification Matrix + Bench Strength

Audit Required Certification Level	Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	179	10	2	-	191	6.3%
Level II	324	324	1,967	197	2,812	77.0%
Level III	6	-	159	1,010	1,175	86.0%
Unspecified	1	-	3	1	5	
FY19Q1 TOTAL	510	334	2,131	1,208	4,183	76.2%
	12.2%	8.0%	50.9%	28.9%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,462	74.0%	
Army	31,784	77.2%	
Navy	45,107	72.8%	
Marine Cor	2,022	67.8%	
Air Force	27,509	70.0%	
4th Estate	22,040	78.4%	
Audit	3,186	76.2%	3 of 14

** Based on population total without unspecified positions

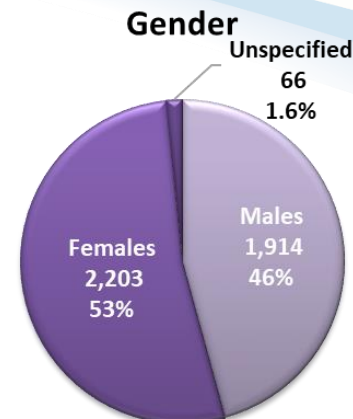
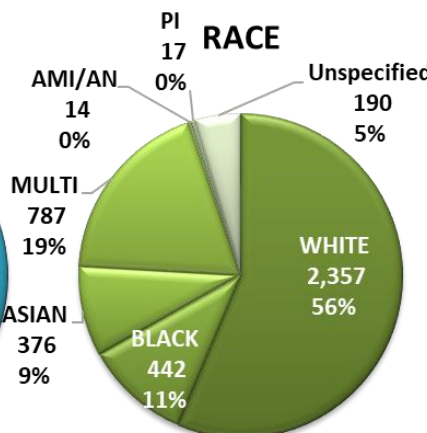
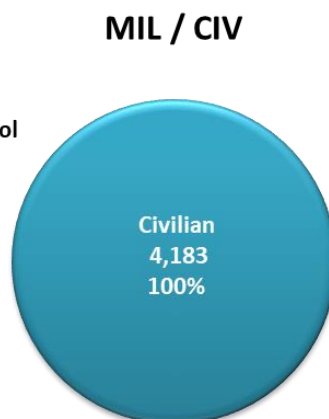
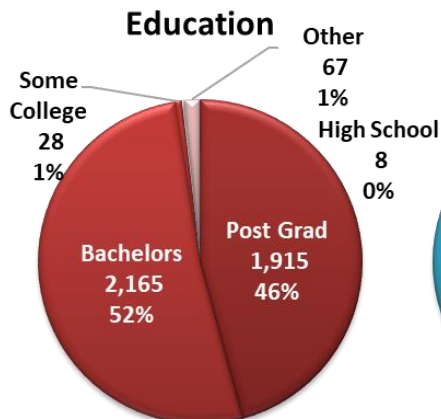
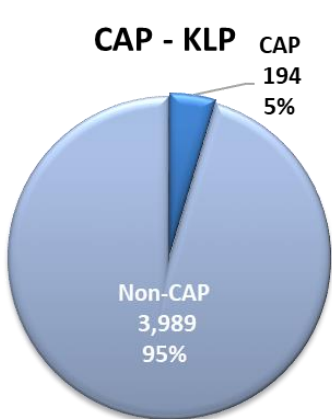
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	12	179	-	191	4.6%
Level II	2,164	631	17	2,812	67.2%
Level III	1,010	135	30	1,175	28.1%
Unspecified	1	4	-	5	0.1%
Audit TOTAL	3,187	949	47	4,183	
	76.2%	22.7%	1.1%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Audit		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,263	0.7%
Critical Acquisition Positions (CAPs)	194	4.6%	16,612	9.6%
Non-CAP Positions	3,989	95.4%	155,724	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	4,183		173,599	

Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	Audit		Entire DAW	
Post Grad	1,915	45.8%	69,463	40.0%
Bachelors	2,165	51.8%	76,804	44.2%
Some College	28	0.7%	12,063	6.9%
High School	8	0.2%	12,639	7.3%
Other	67	1.6%	2,630	1.5%
TOTAL	4,183		173,599	

Military / Civilian	Audit		Entire DAW	
Civilian	4,183	100.0%	158,067	91.1%
Military	-	0.0%	15,532	8.9%
TOTAL	4,183		173,599	

Race	Audit		Entire DAW	
WHITE	2,357	56.3%	126,779	73.0%
BLACK	442	10.6%	20,843	12.0%
ASIAN	376	9.0%	11,892	6.9%
MULTI	787	18.8%	4,832	2.8%
AMI/AN	14	0.3%	1,110	0.6%
PI	17	0.4%	879	0.5%
Unspecified	190	4.5%	7,264	4.2%
TOTAL	4,183		173,599	

Gender	Audit		Entire DAW	
Males	1,914	45.8%	121,434	70.0%
Females	2,203	52.7%	50,076	28.8%
Unspecified	66	1.6%	2,089	1.2%
TOTAL	4,183		173,599	



Audit Size by Occupational Series



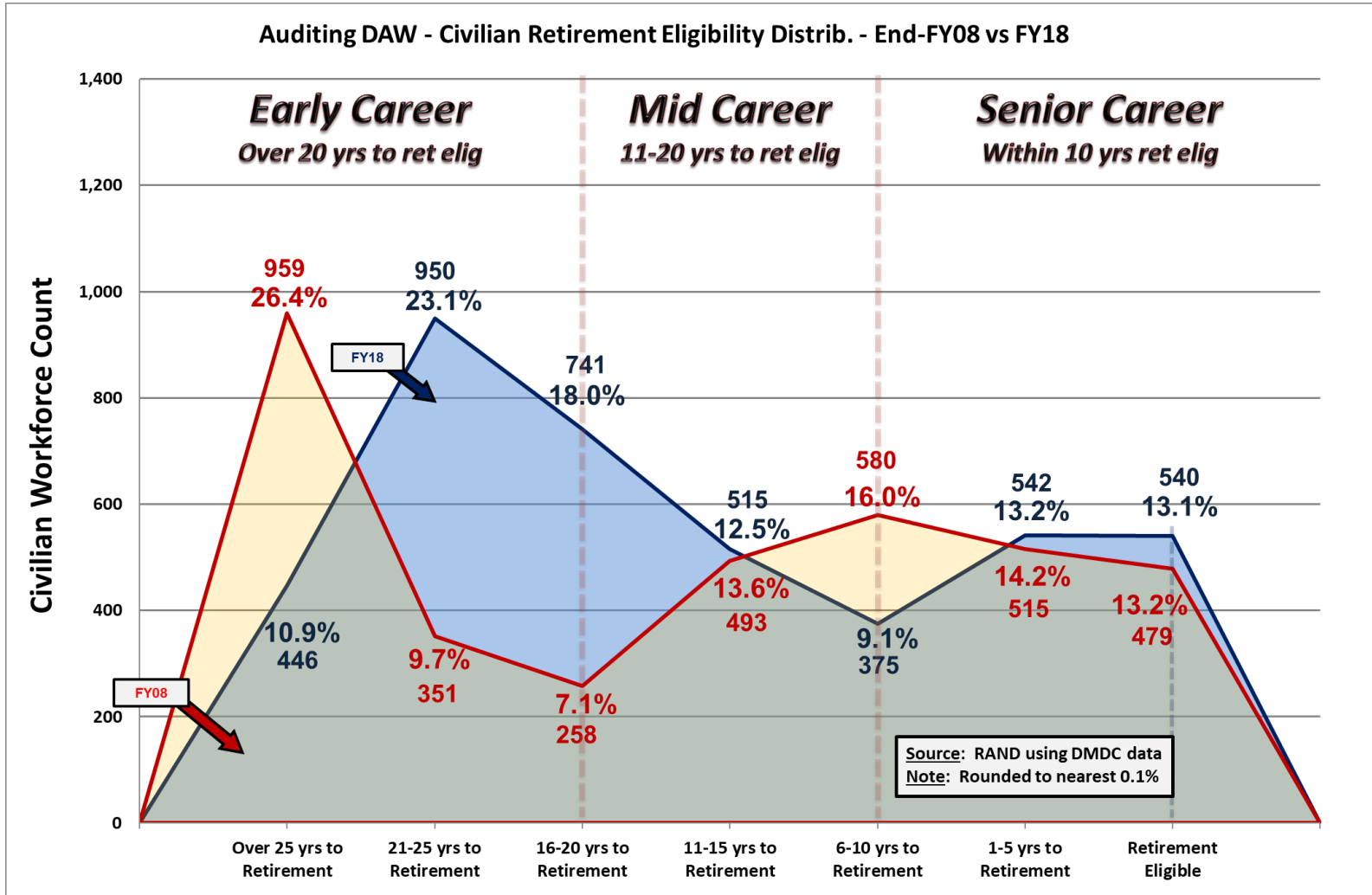
Civilian Occupational Series	Audit	
0511 - Auditor	4,183	100.0%
TOTAL CIVILIAN	4,183	Civilians



**RAND NDRI Forces and Resources
Policy Center Data
Retirement / Loss Slides
FY19Q1**



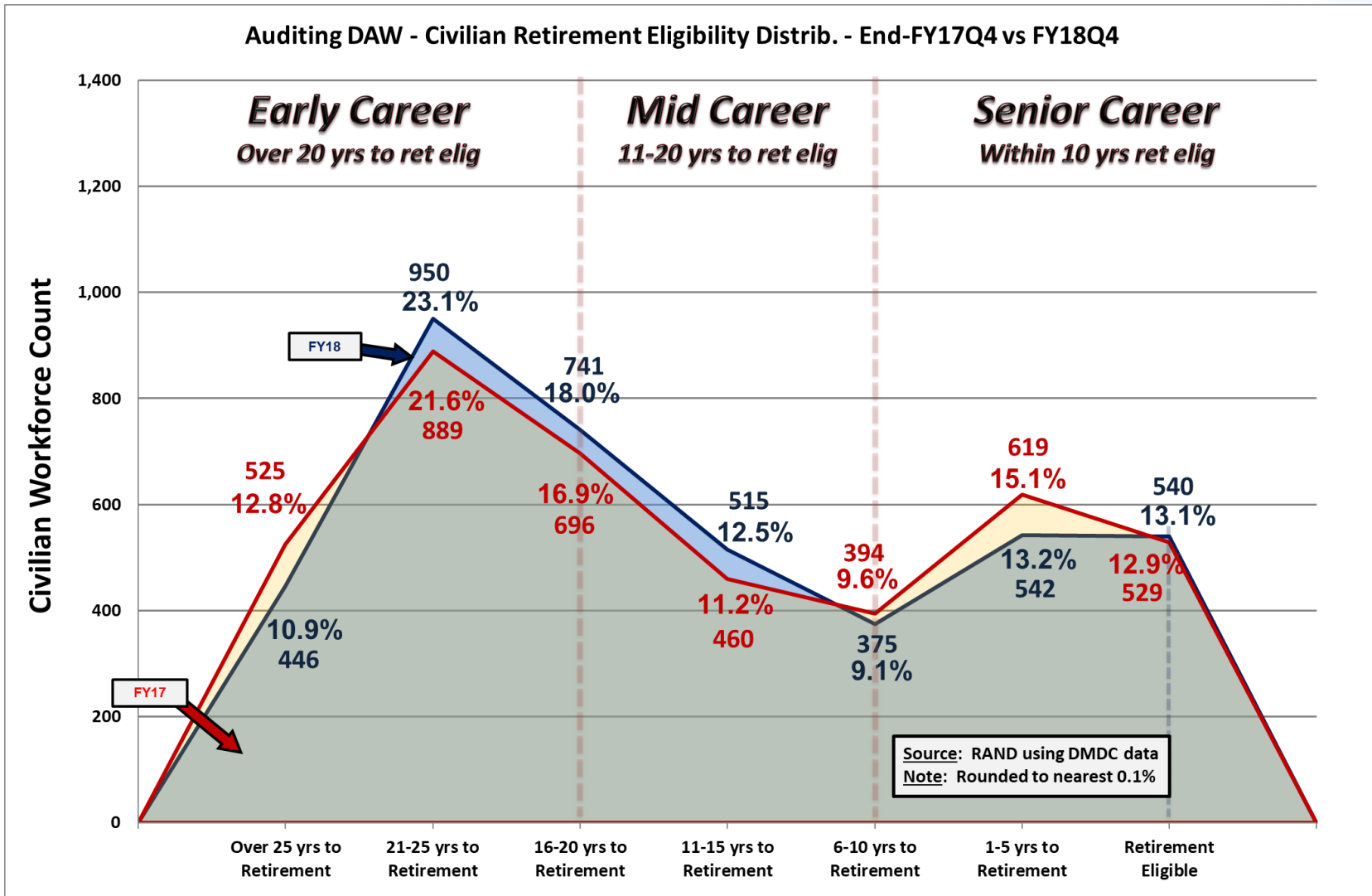
Audit Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



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

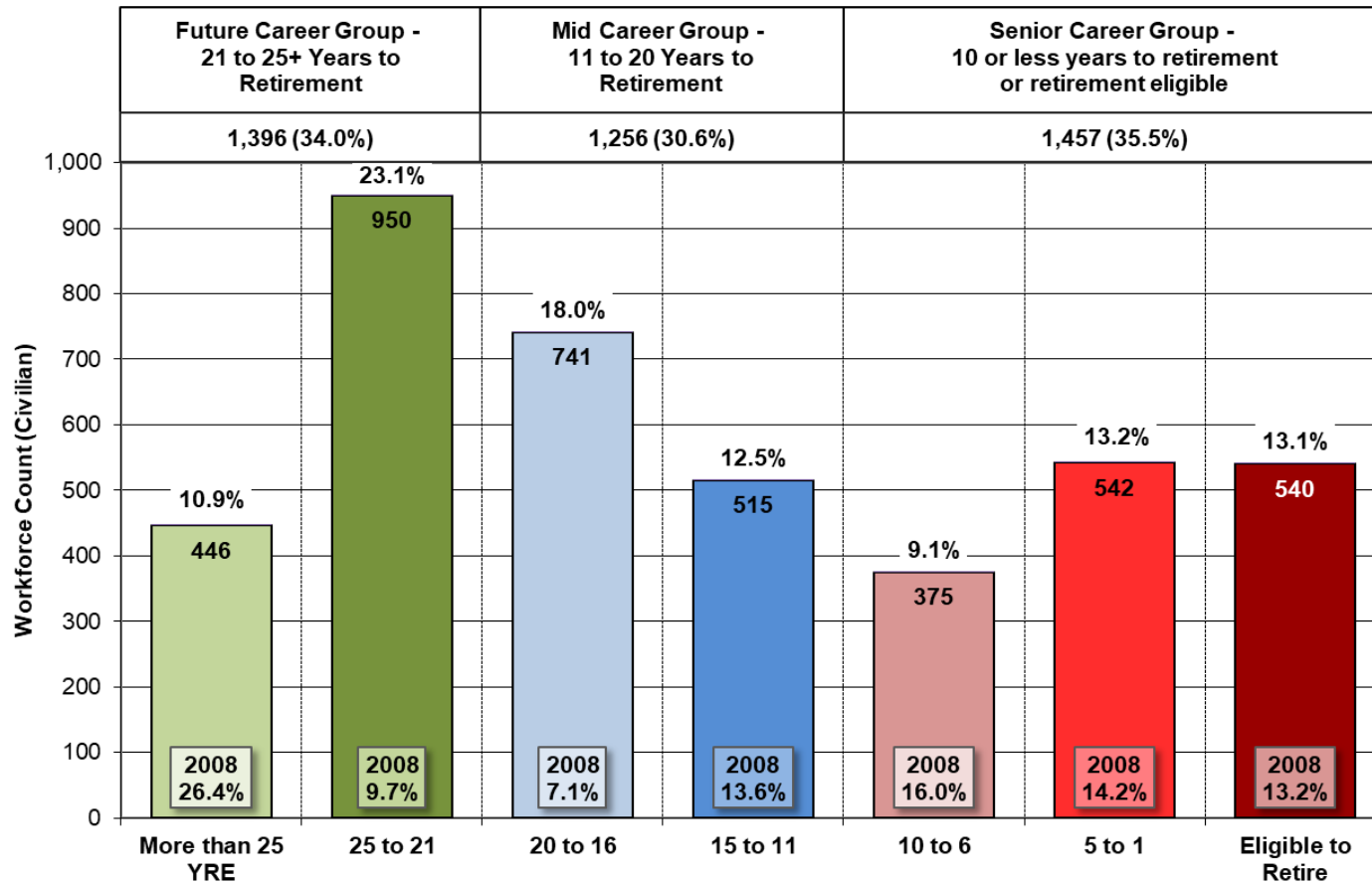


As of 30 Sept 2018



Audit Workforce Lifecycle Model by YRE

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



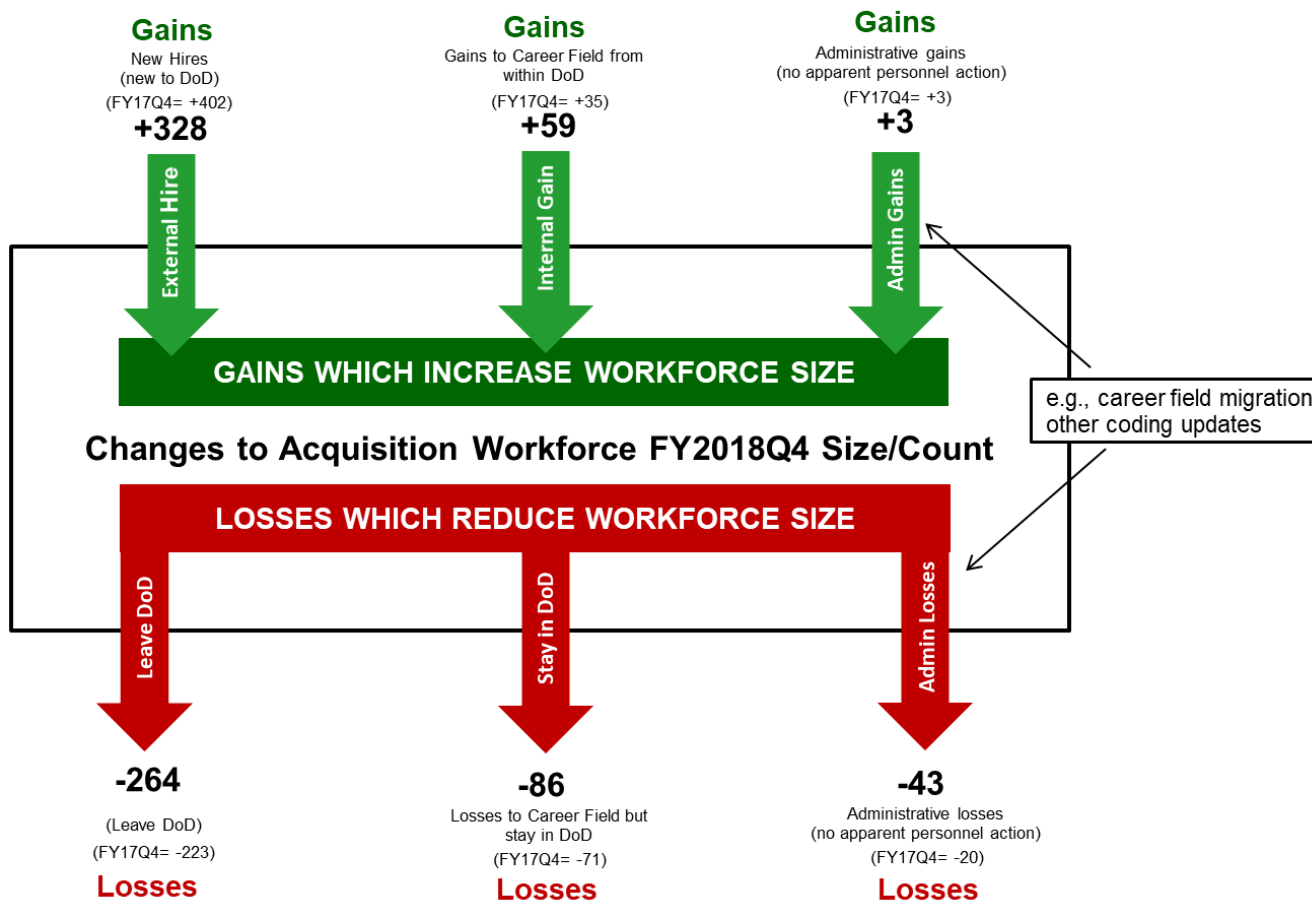


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



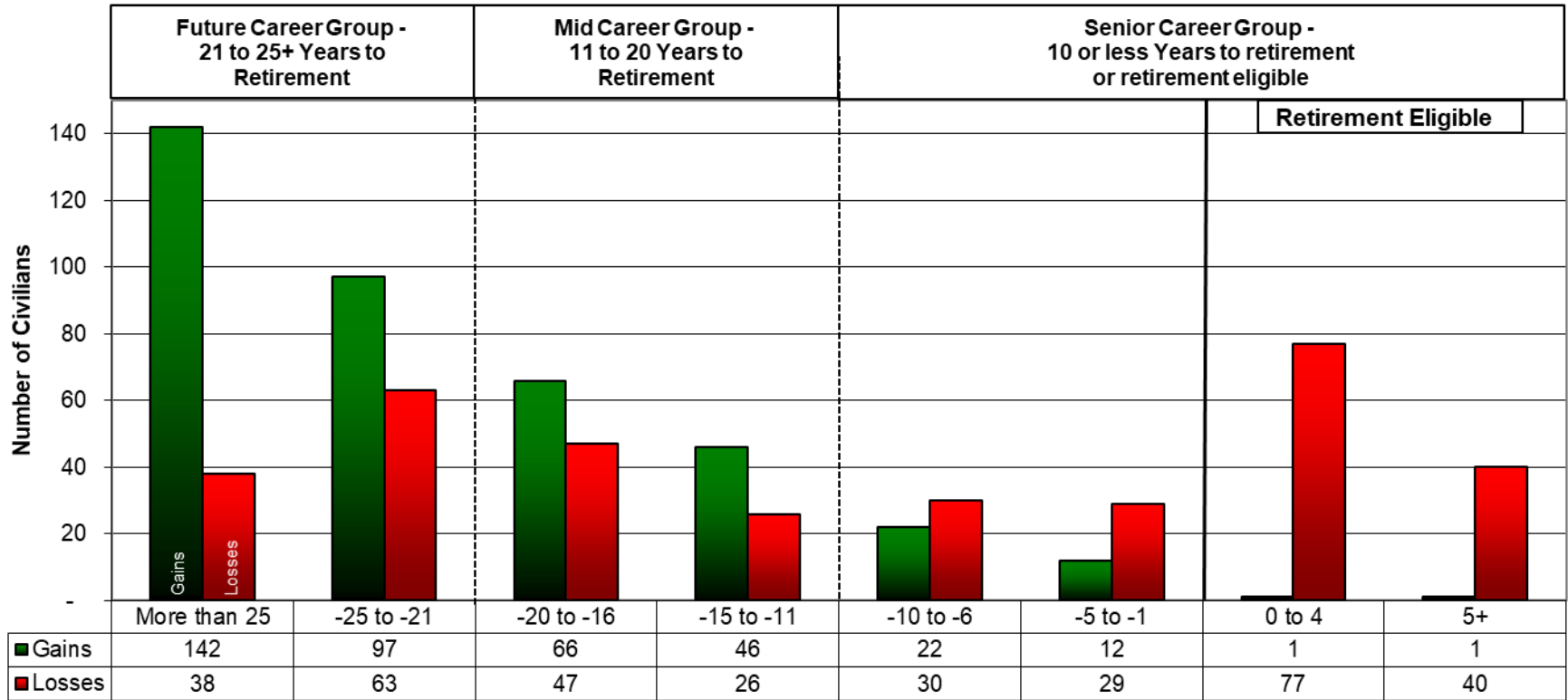
As of 30 Sept 2018



Audit Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

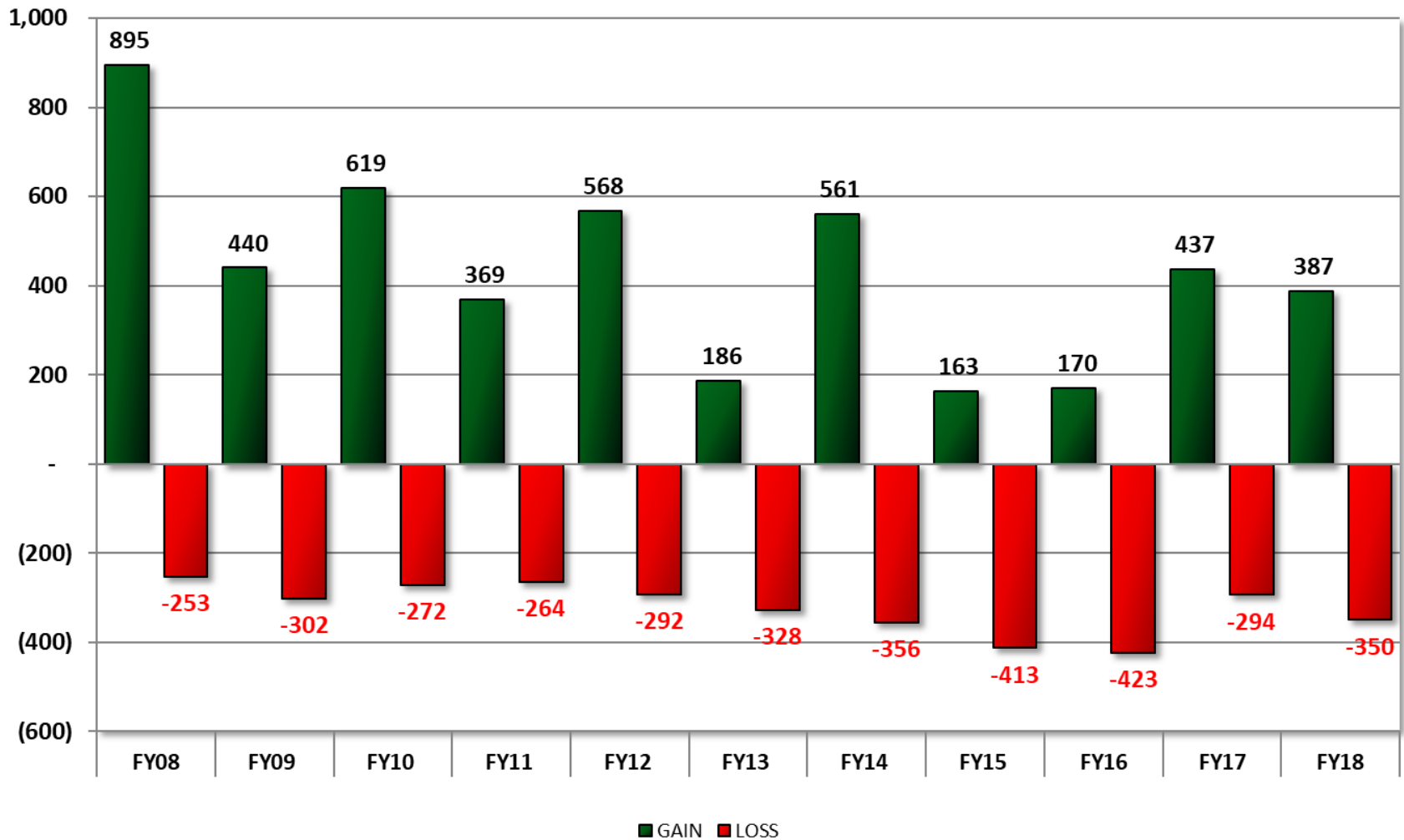


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Audit Historical Gains and Losses



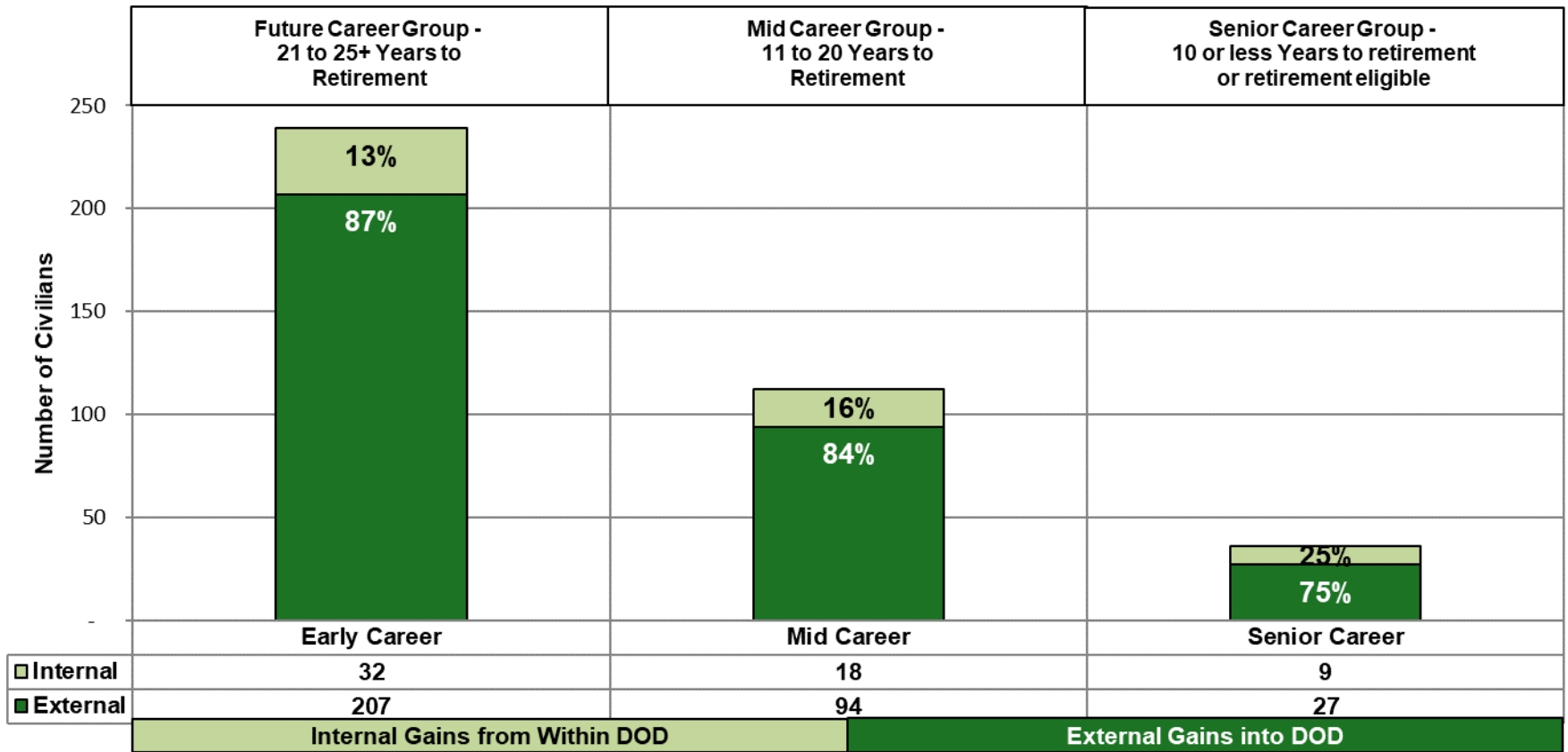
As of 30 Sept 2018



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

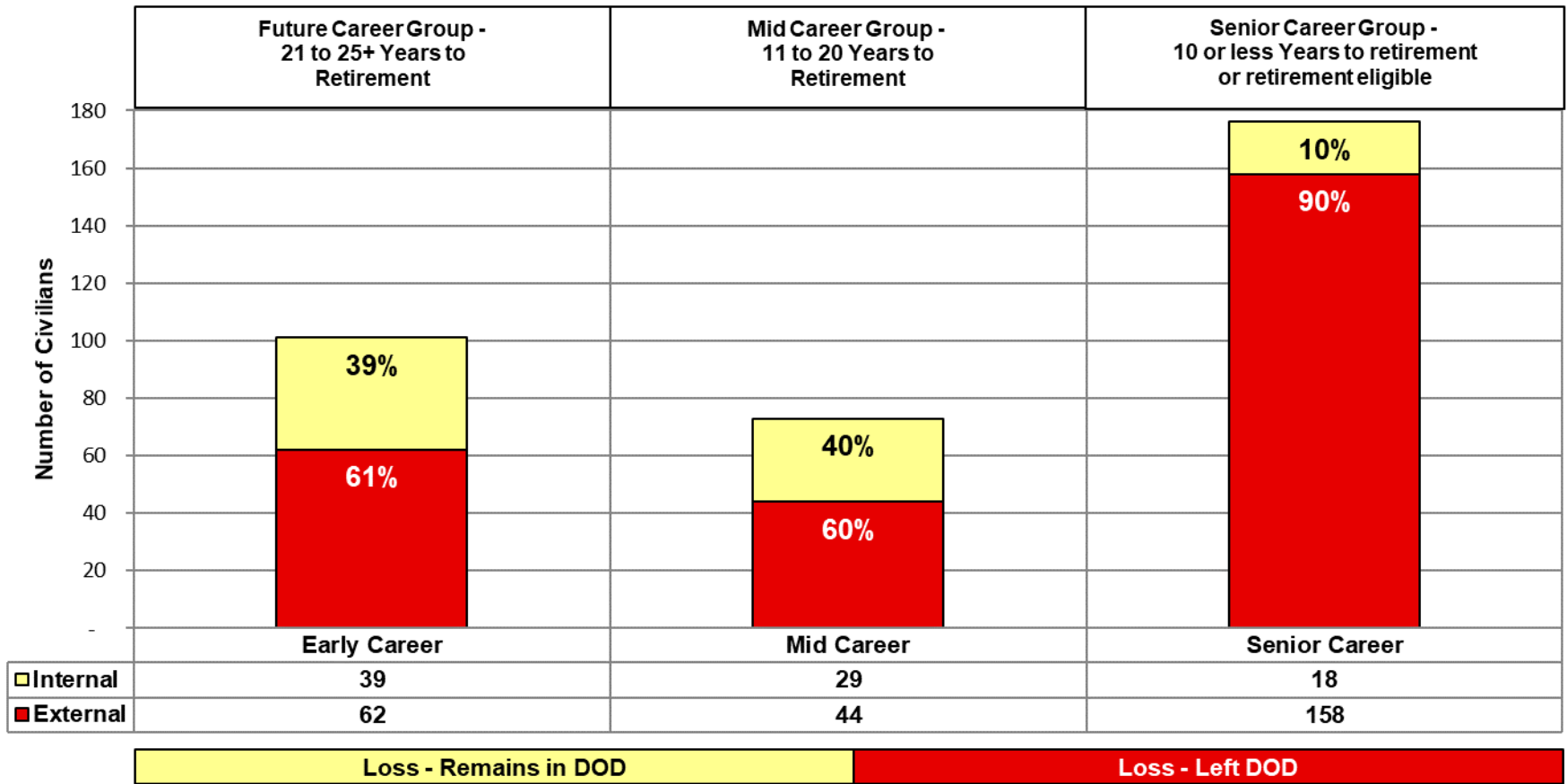
As of 30 Jun 2018



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian)

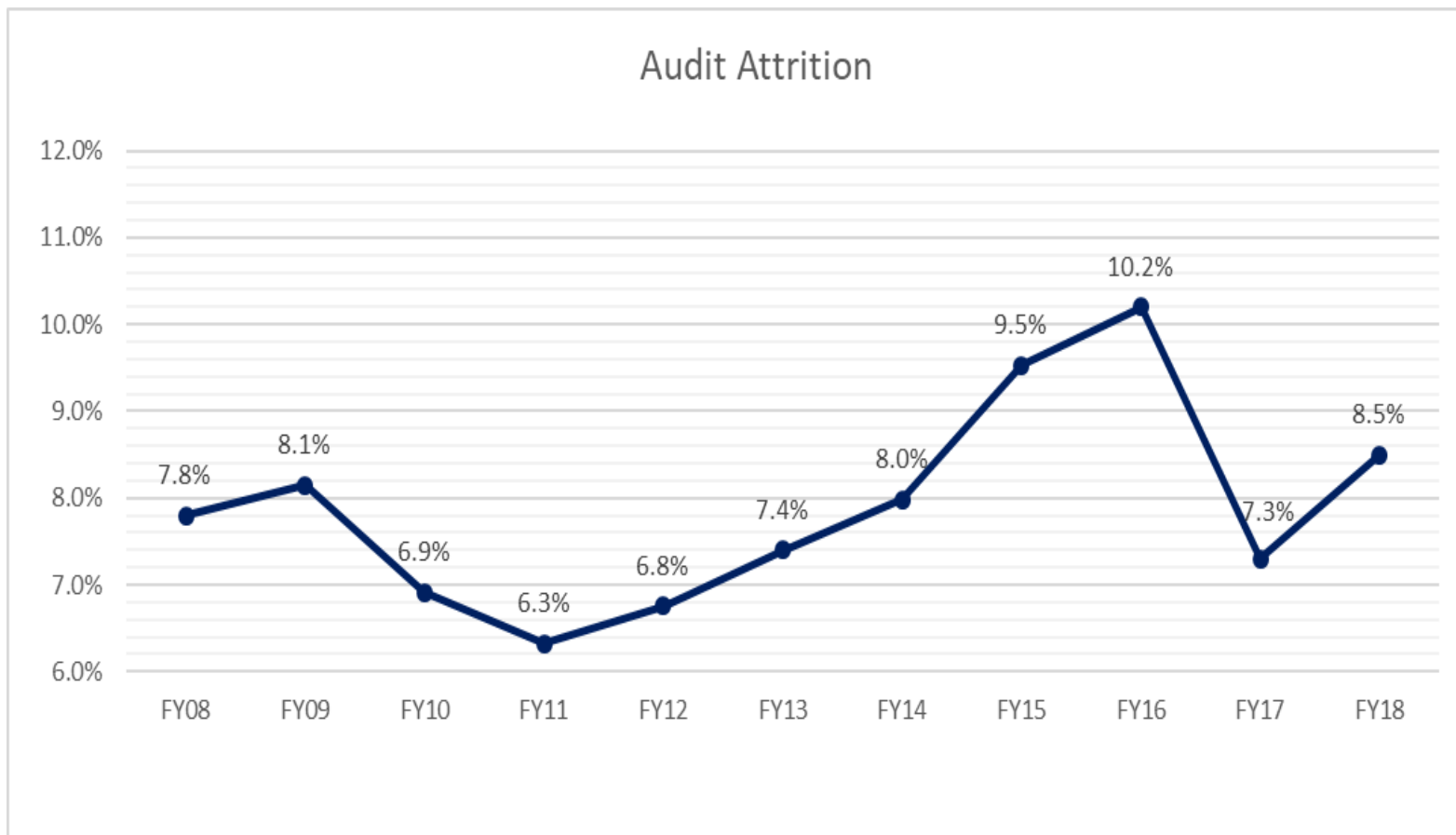
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates

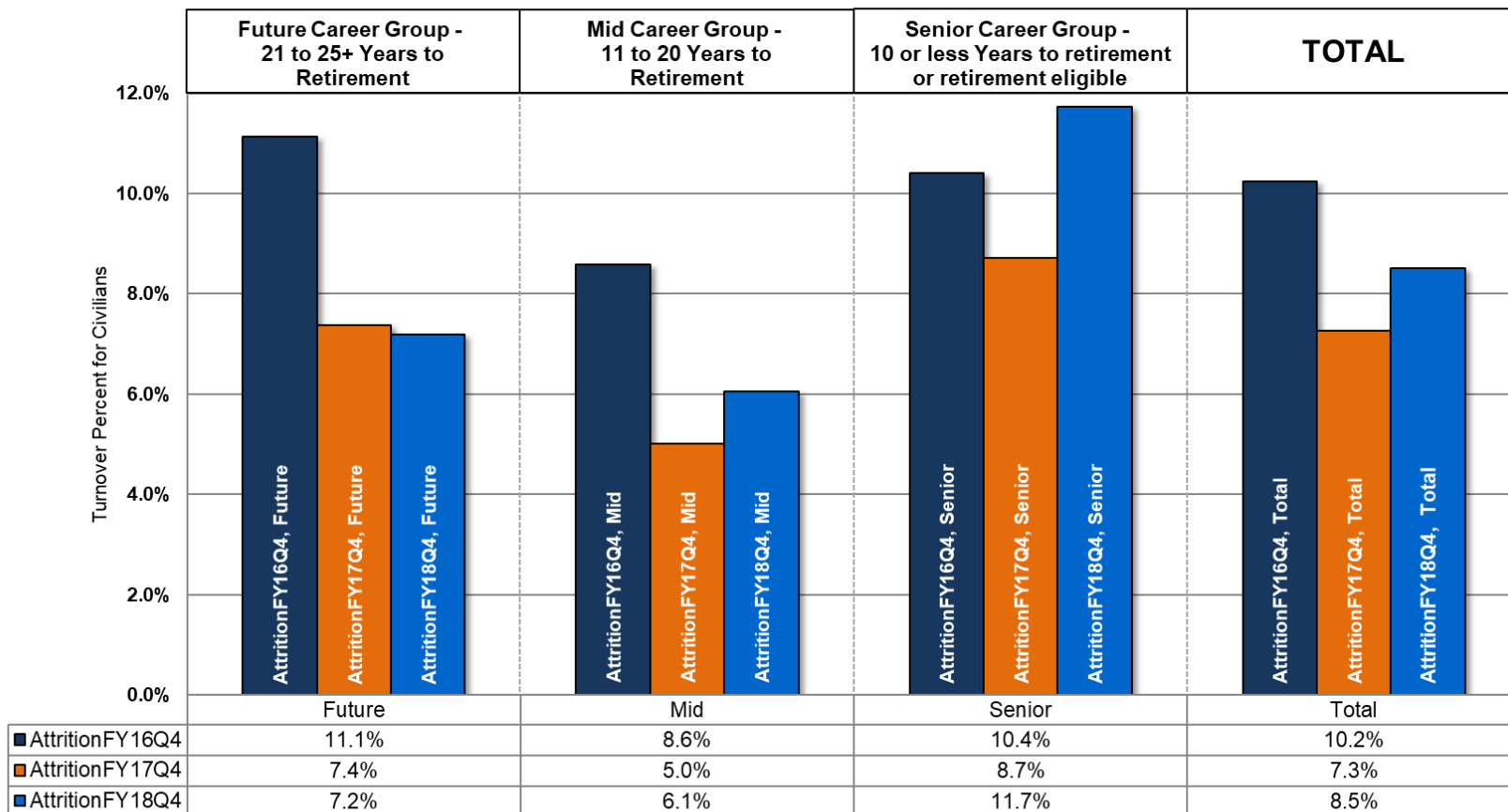


As of 30 Sept 2018



Audit Attrition Rates by Career Group

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



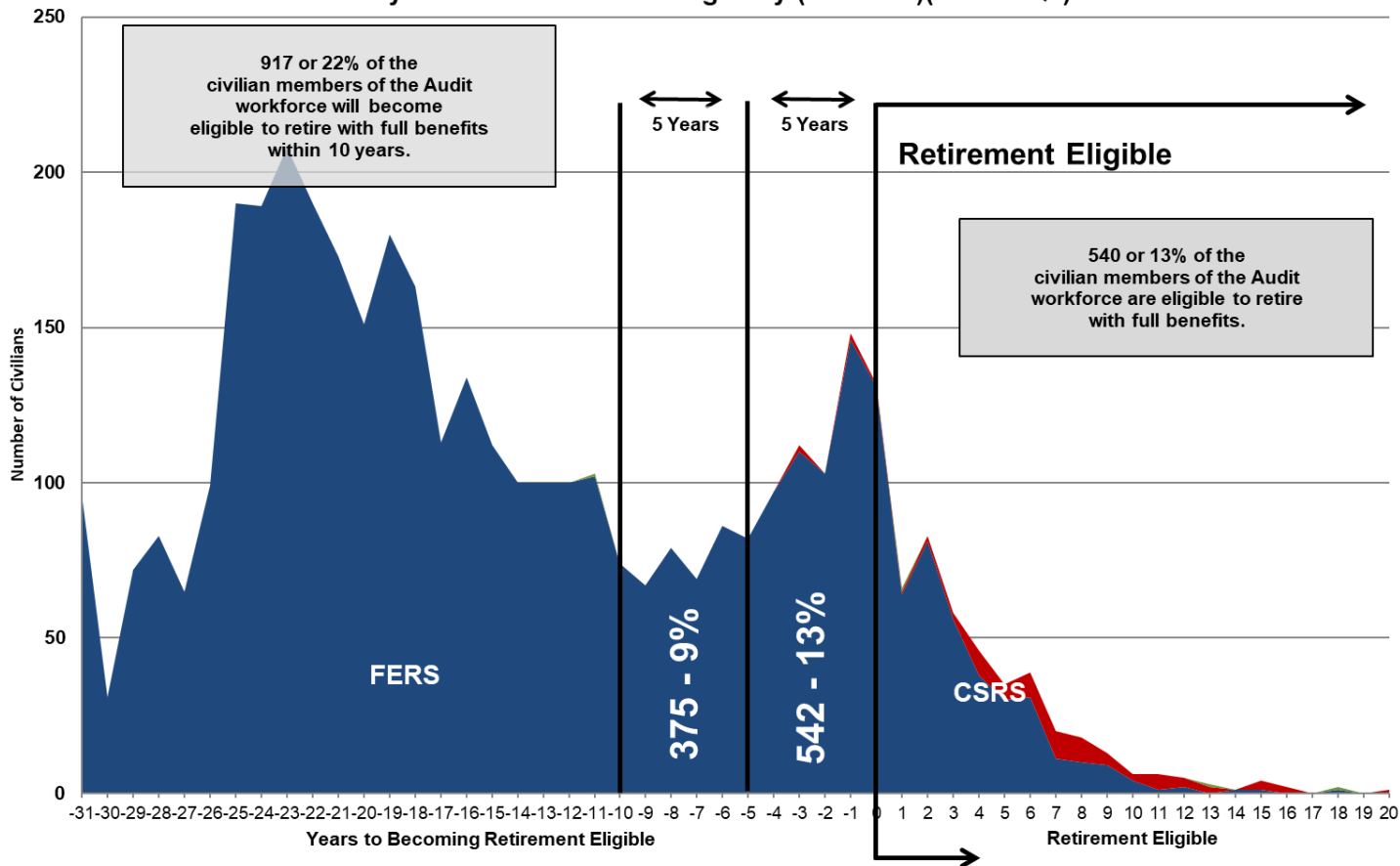


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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