



Defense Acquisition Workforce Key Information

Business- Cost Estimate
As of FY19Q1 (31 Dec 2018)



Fact Sheet



Human Capital Fact Sheet

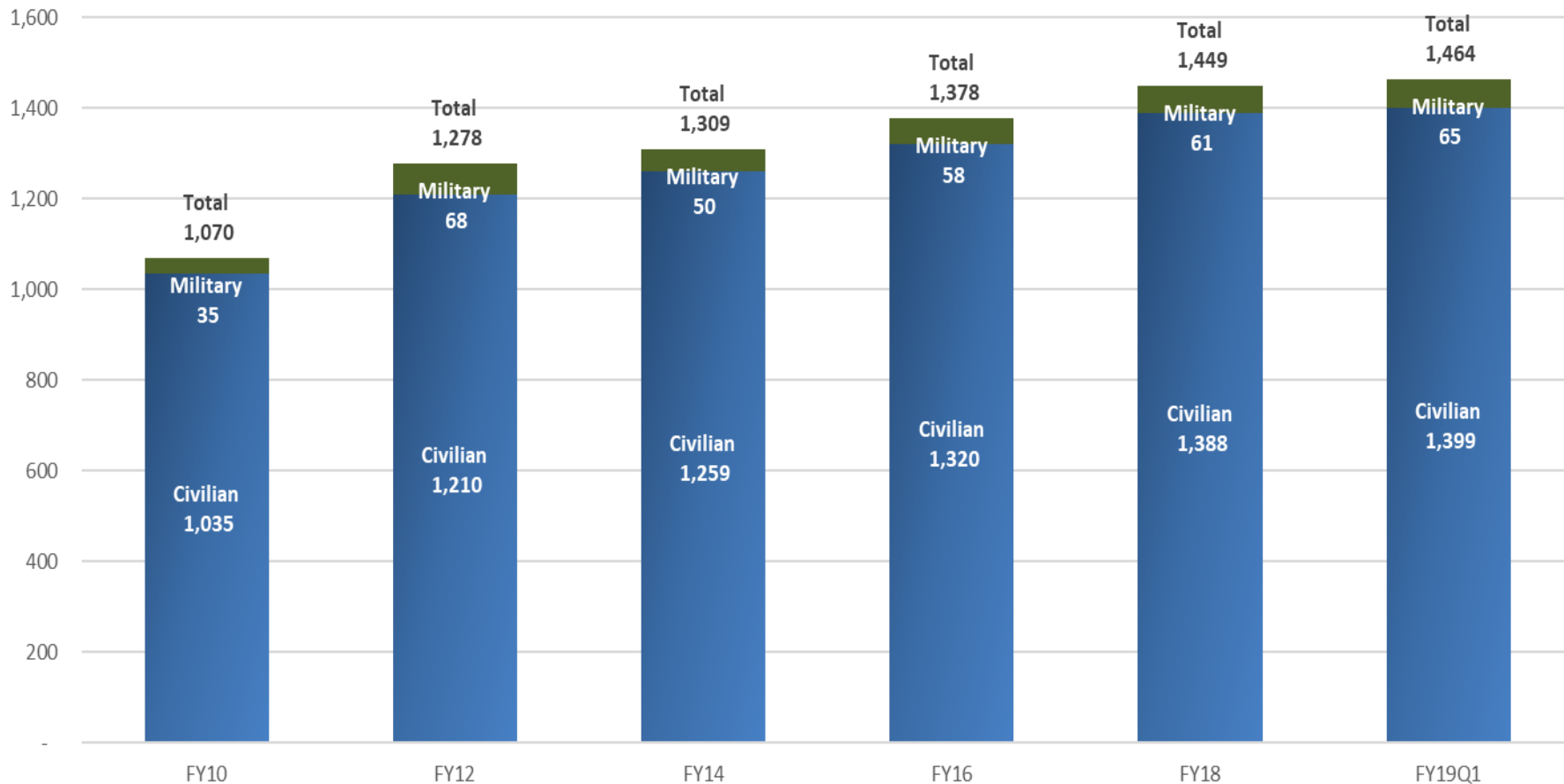
Defense Acquisition Workforce Business - CE	FY 2010				FY2018Q4			
	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce	BUS-CE Civilian (Civ)	BUS-CE Military (Mil)	Total BUS-CE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,035	35	1,070	147,705	1,388	61	1,449	172,736
Change in size from 2010	-	-	-	-	34%	74%	35%	32%
Civilian/Military Composition	97%	3%	-	90%/10%	96%	4%	-	91%/9%
Educational Attainment								
Bachelor's Degree or Higher	95%	97%	95%	77%	98%	97%	98%	84%
Graduate Degree	41%	80%	43%	48%	52%	69%	53%	40%
Certification								
Level I or Higher Achieved	25%	0%	24%	73%	78%	34%	76%	84%
Level II or Higher Achieved	3%	0%	3%	58%	66%	8%	63%	71%
Level III Achieved	2%	0%	2%	25%	45%	3%	43%	40%
Position Certification Requirement Met or Exceeded	7%	0%	7%	57%	63%	10%	61%	74%
Within 24 Months of Certification Requirement	93%	100%	93%	34%	30%	67%	31%	23%
Does Not Meet Certification Requirement	0%	0%	0%	9%	7%	23%	7%	3%
Planning Considerations								
Average Age	41	34	41	45	40	29	40	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	56/17/27(%)	-	-	20/23/57(%)	44/27/29(%)	-	-	26/26/48(%)
Average Years of Service	12	12	12	17	12	6	12	15
Retirement Eligible*	104(10%)	-	-	20,947(16%)	131(9%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	122(12%)	-	-	23,551(18%)	142(10%)	-	-	25,048(16%)
Total Gains/Losses*	1,124/76	-	-	23,909/9,889	221/172	-	-	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.



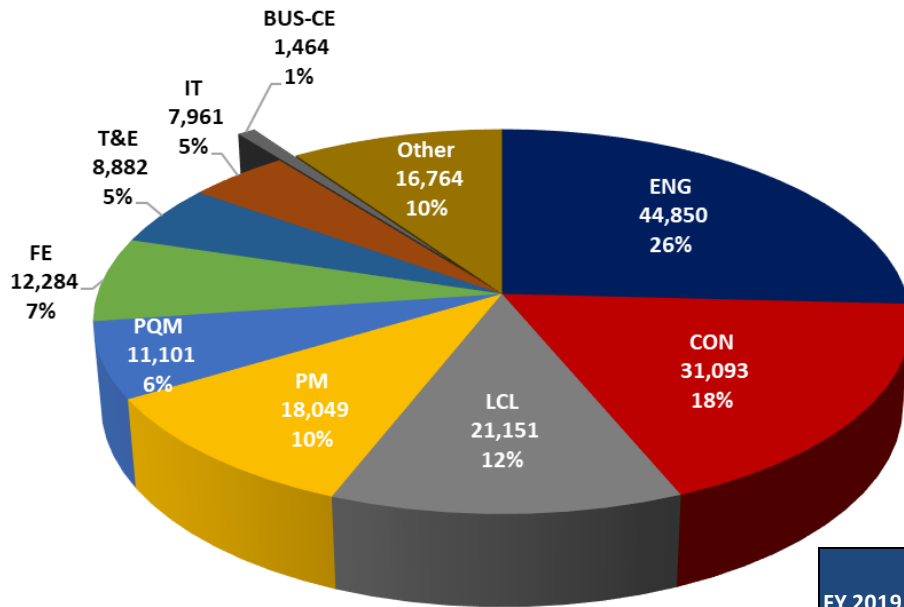
Total Historic Workforce

BUS-CE





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%		



Business-CE Workforce Annual Historical Size by Component FY08 – FY19



Annually

Business - CE Defense Acq Workforce Agency	FY10	FY12	FY14	FY16	FY18	FY19Q1
Navy	428	484	513	552	562	561
MARINE CORPS	22	28	35	36	35	34
AIR FORCE	300	429	438	458	526	530
ARMY	270	267	250	249	237	250
MDA	41	48	54	55	63	62
DISA	1	4	4	10	11	11
NRO	-	-	-	-	6	6
DAU	5	11	8	7	5	5
DHA	1	4	3	4	3	4
OSD	-	-	1	2	1	1
DCMA	2	2	2	4	-	-
DLA	-	1	1	1	-	-
TOTAL	1,070	1,278	1,309	1,378	1,449	1,464

% Change Since FY08	% Change Since FY18
31%	0%
55%	-3%
77%	1%
-7%	5%
51%	-2%
1000%	0%
	0%
0%	0%
300%	33%
	0%
-100%	
↑ 37%	↑ 1%

Quarterly

Business - CE Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1
Navy	539	539	530	533	527	523	535	562	561
MARINE CORPS	37	37	37	37	37	36	34	35	34
AIR FORCE	474	494	501	496	498	512	524	526	530
ARMY	257	258	253	258	257	259	250	237	250
MDA	58	58	54	60	59	62	63	63	62
DISA	9	5	7	9	8	11	13	11	11
NRO	-	-	1	2	2	3	5	6	6
DAU	6	6	6	6	5	6	4	5	5
DHA	4	4	4	4	3	2	3	3	4
OSD	2	2	2	1	1	2	2	1	1
DCMA	4	3	3	-	2	1	1	-	-
DLA	1	-	-	-	-	-	-	-	-
TOTAL	1,391	1,406	1,398	1,406	1,399	1,417	1,434	1,449	1,464

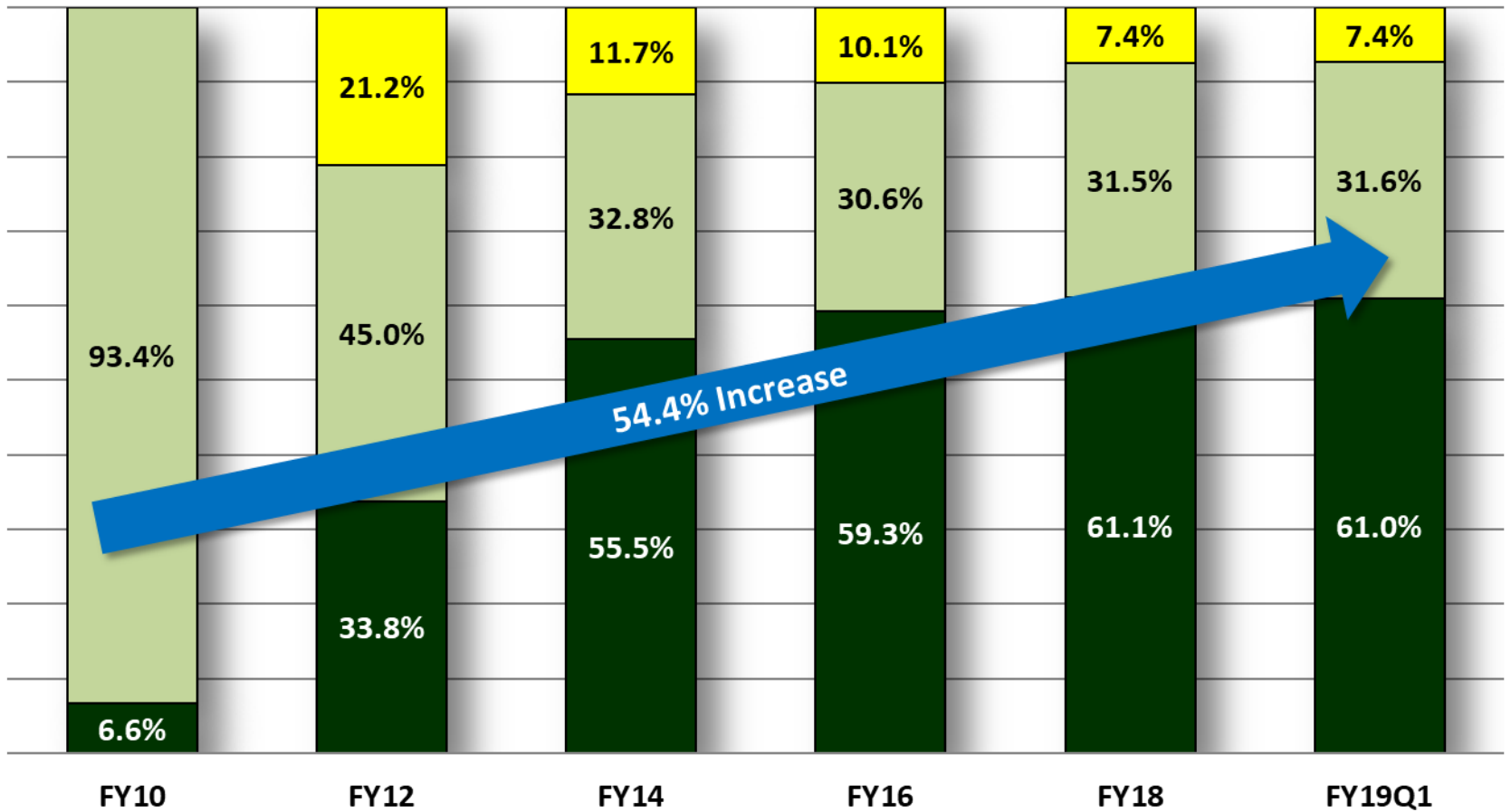
% Change Since FY18Q1
6%
-8%
6%
-3%
5%
38%
200%
0%
33%
0%
-100%
↑ 5%



Business - CE Historical DAWIA Certification FY10 – FY19



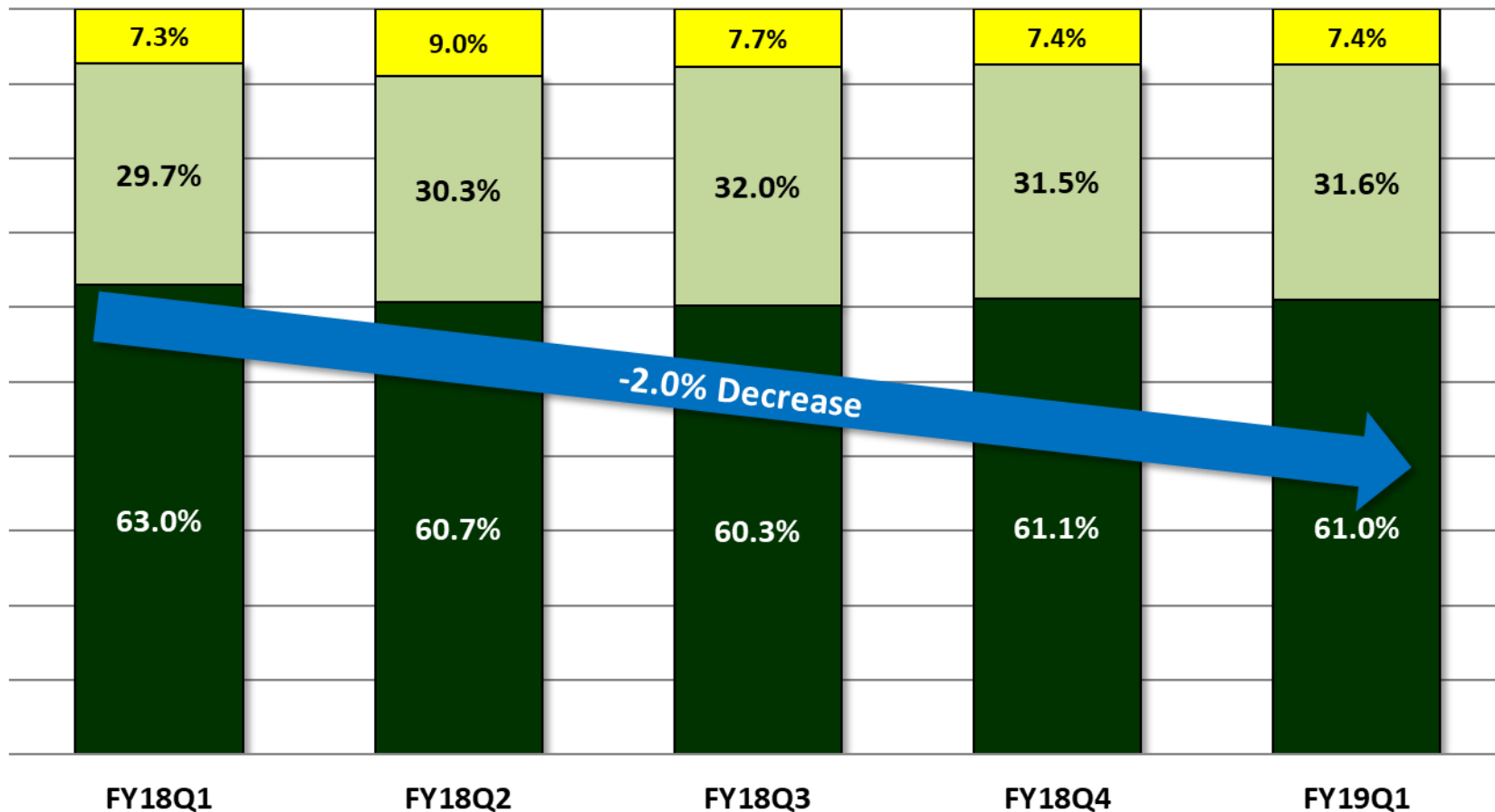
Business - CE



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



Business – CE Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



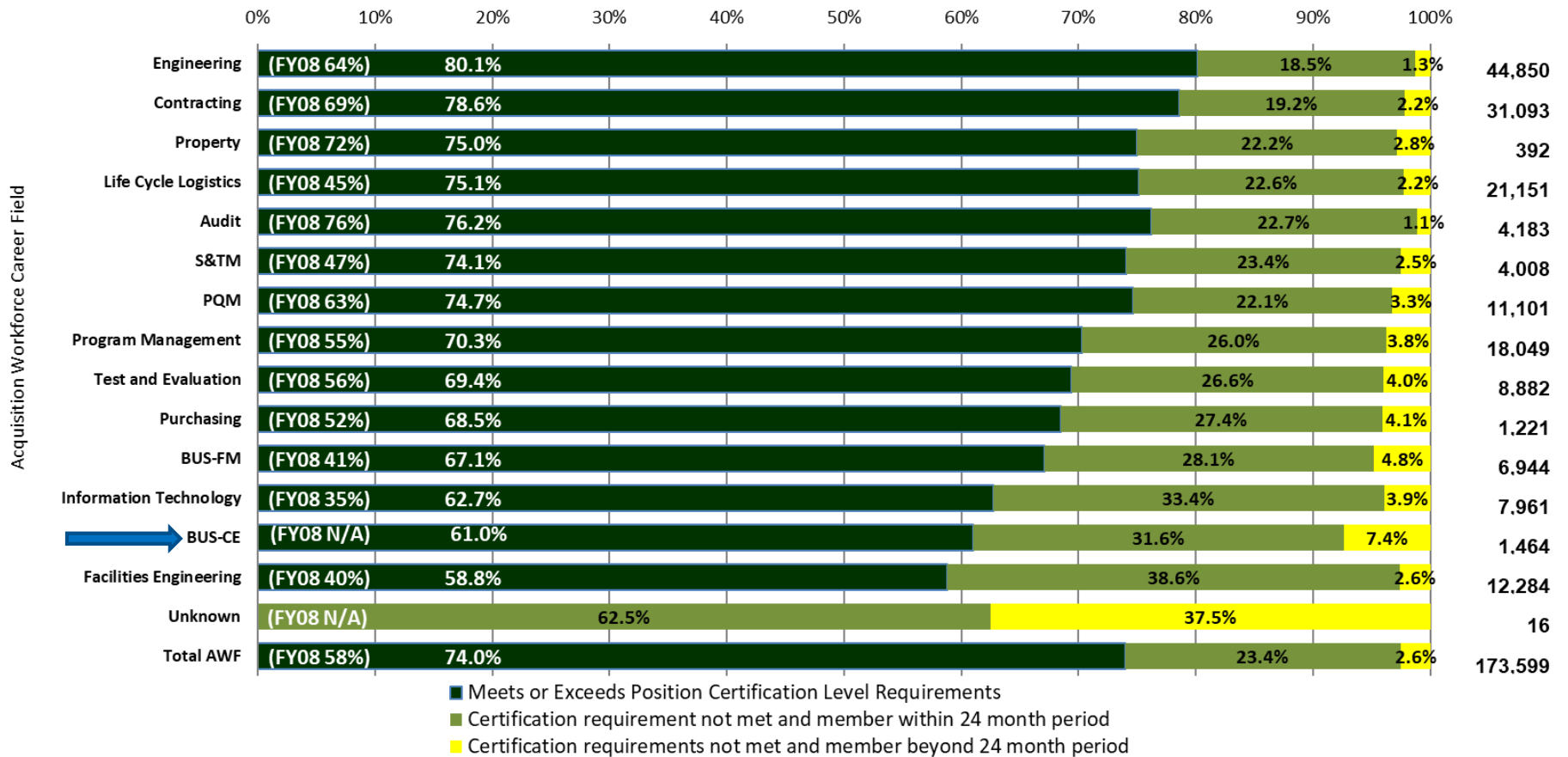
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Business DAWIA Certification by Career Field



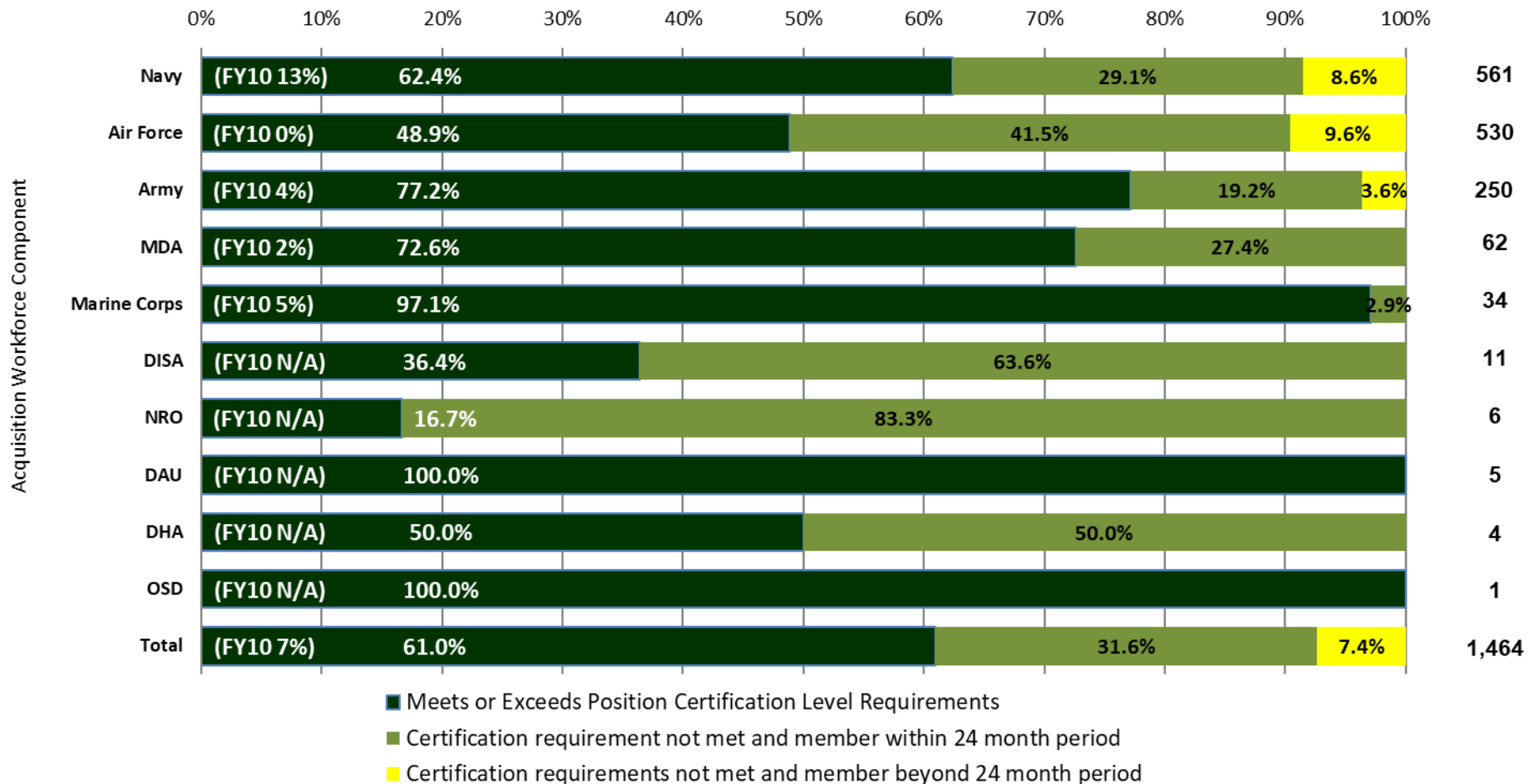
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Business - CE DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY19Q1)





Business - CE DAWIA Certification Matrix + Bench Strength



Business - CE		Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	150	39	7	6	202	25.7%	
Level II	172	125	218	111	626	52.6%	
Level III	43	21	60	512	636	80.5%	
<i>Unspecified</i>	-	-	-	-	-		
FY19Q1 TOTAL	365	185	285	629	1,464	61.0%	
	24.9%	12.6%	19.5%	43.0%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,462	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%	
Business - C	893	61.0%	13 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	52	143	7	202	13.8%
Level II	329	225	72	626	42.8%
Level III	512	95	29	636	43.4%
<i>Unspecified</i>	-	-	-	-	0.0%
Business - CE TOTAL	893	463	108	1,464	
	61.0%	31.6%	7.4%		

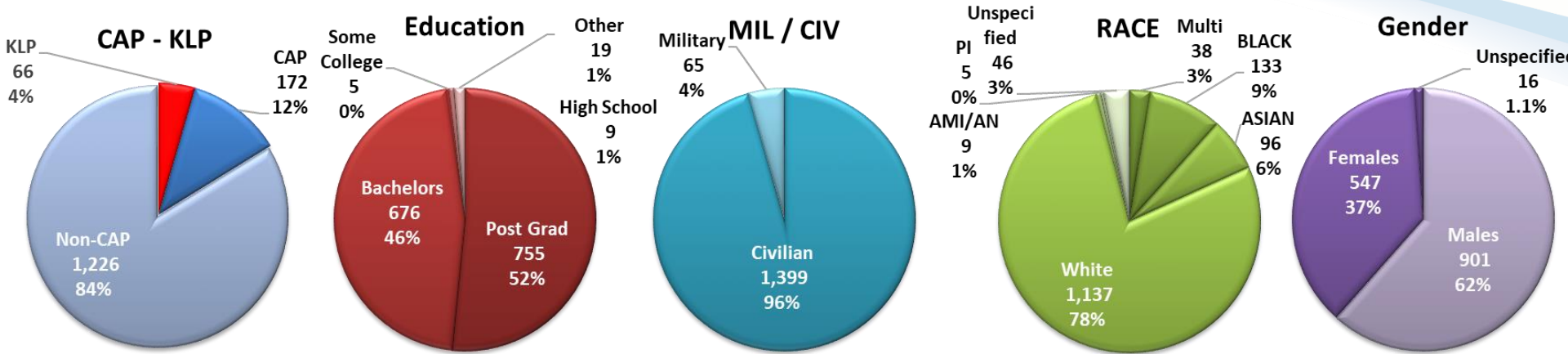
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CE Demographics



Occupied Position Type	BUS-CE	Entire DAW
Key Leadership Positions (KLPs)	66	4.5%
Critical Acquisition Positions (CAPs) *	172	11.7%
Non-CAP Positions	1,226	83.7%
Unknown	-	0.0%
TOTAL	1,464	173,599

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

Highest Level of Education	BUS-CE	Entire DAW
Post Grad	755	51.6%
Bachelors	676	46.2%
Some College	5	0.3%
High School	9	0.6%
Other	19	1.3%
TOTAL	1,464	173,599

Military / Civilian	BUS-CE	Entire DAW
Civilian	1,399	95.6%
Military	65	4.4%
TOTAL	1,464	173,599

Race	BUS-CE	Entire DAW
Multi	38	2.6%
BLACK	133	9.1%
ASIAN	96	6.6%
White	1,137	77.7%
AMI/AN	9	0.6%
PI	5	0.3%
Unspecified	46	3.1%
TOTAL	1,464	173,599

Gender	BUS-CE	Entire DAW
Males	901	61.5%
Females	547	37.4%
Unspecified	16	1.1%
TOTAL	1,464	173,599



Business CE Occupational Series



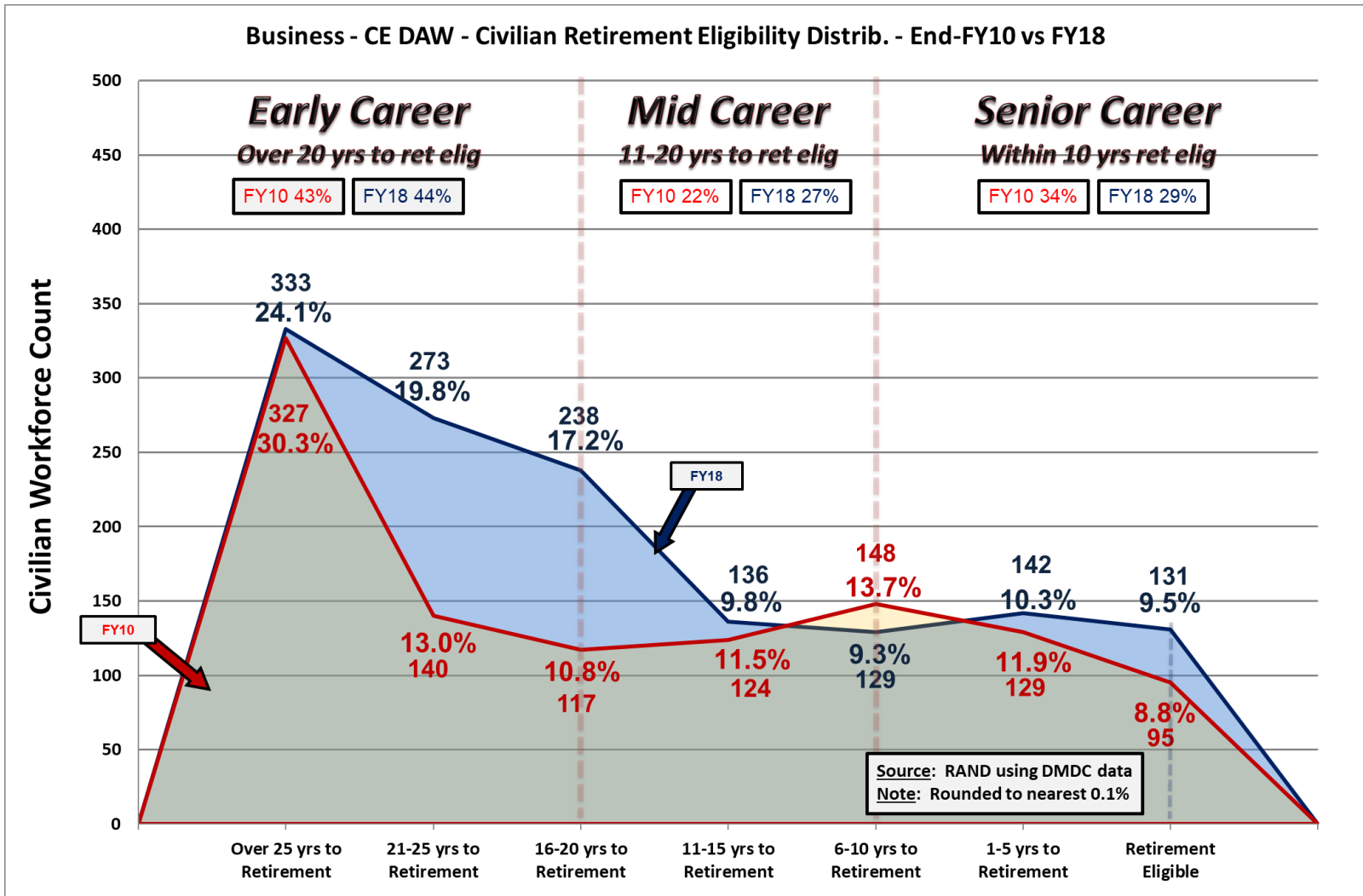
Civilian Occupational Series	BUS-CE	
1515 - Operations Research Analyst	1,107	79.1%
0501 - Financial Administrator	87	6.2%
0896 - Engineer, Industrial	88	6.3%
0801 - Engineer, General	55	3.9%
1520 - Mathematician	15	1.1%
0830 - Engineer, Mechanical	8	0.6%
0343 - Management and Program Analyst	8	0.6%
1101 - Business and Industry Specialist	9	0.6%
1101 - Business and Industry Specialist	9	0.6%
0301 - Administration & Program Staff	2	0.1%
<i>Other</i>	11	0.79%
TOTAL CIVILIAN	1,399	Civilians



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



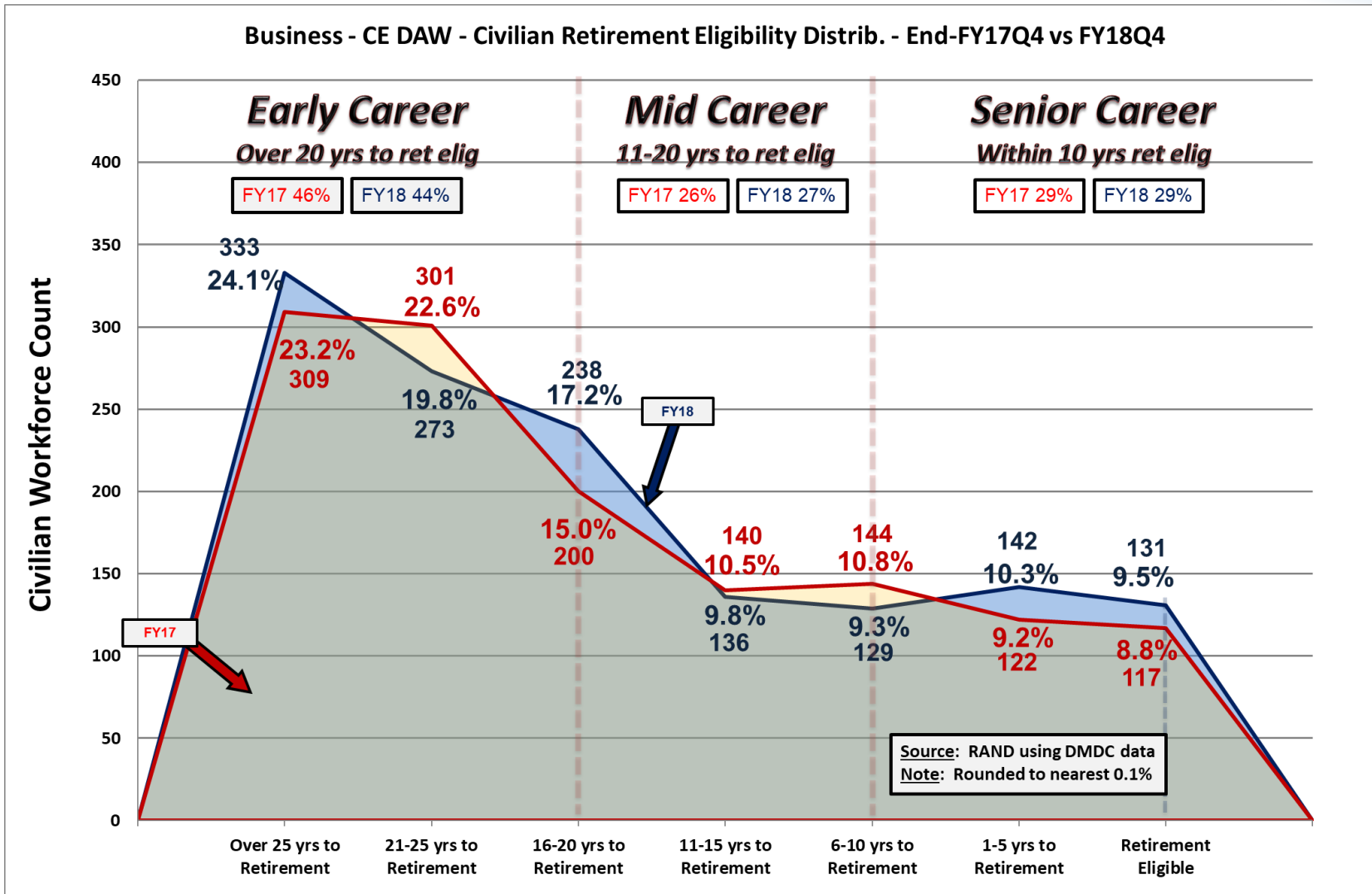
Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY18



As of 30 Sept 2018



Business-CE Civilian Retirement Eligibility Distribution (1 Year) – FY17Q4 / FY18Q4

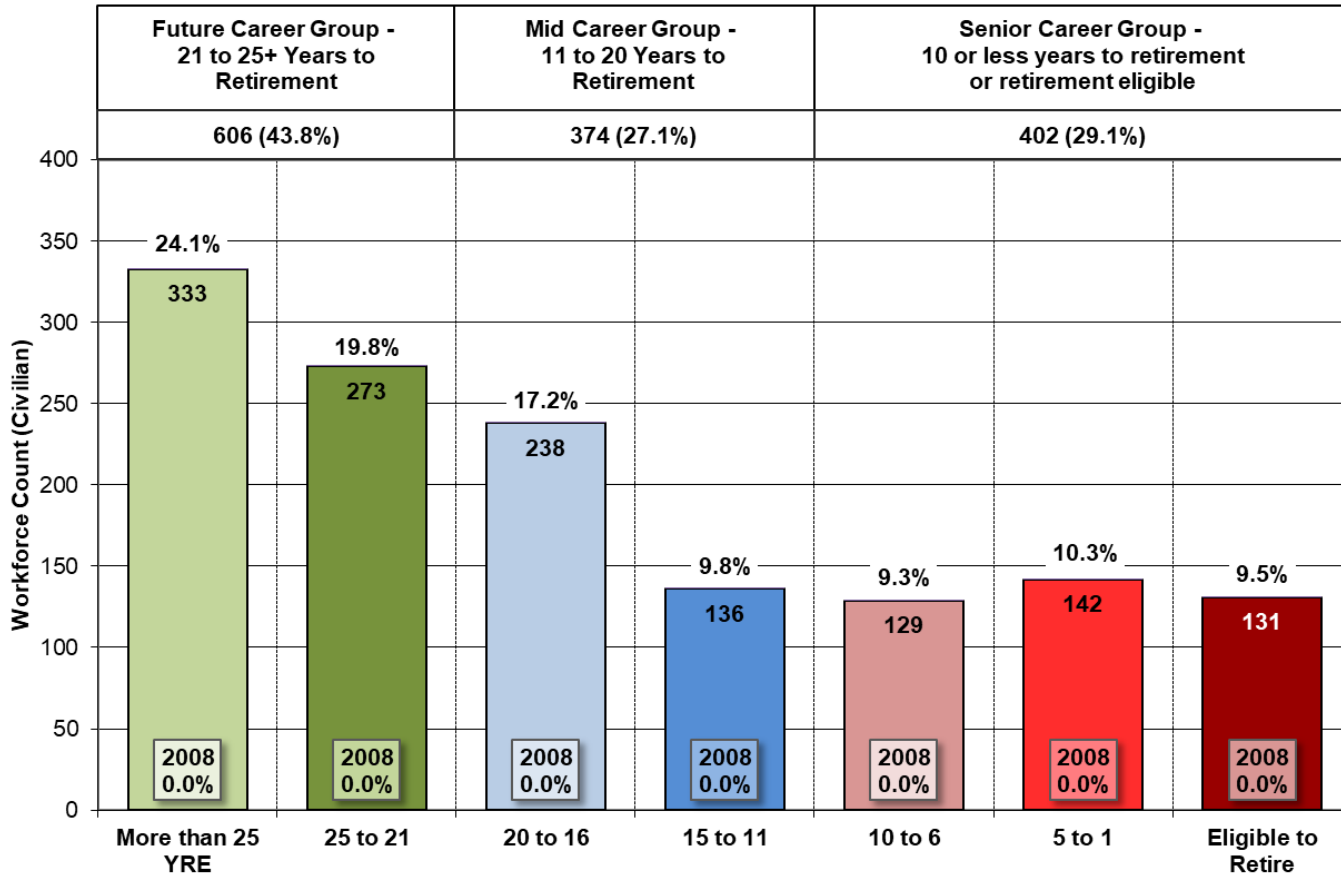


As of 30 Sept 2018



Workforce Lifecycle Model

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

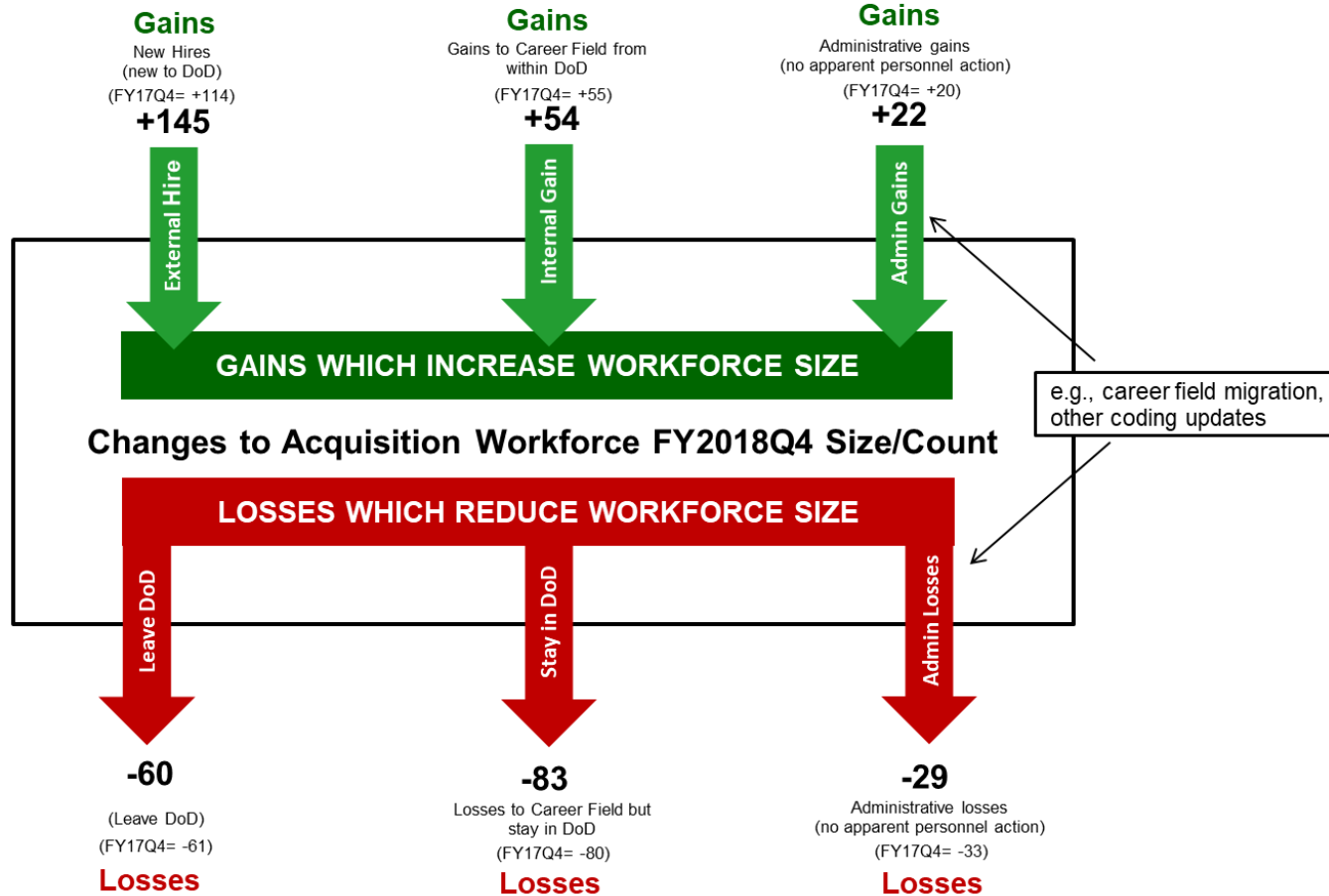




Business-CE Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



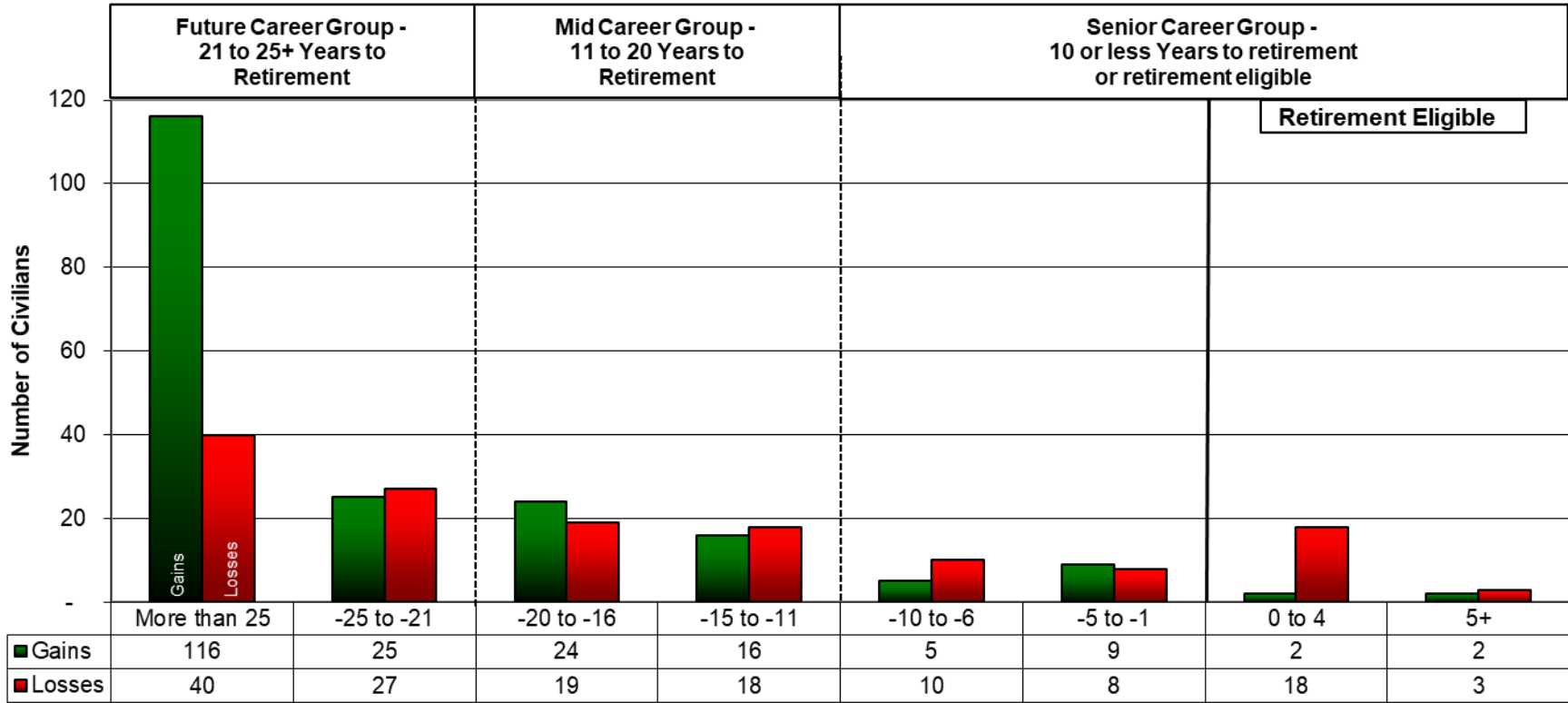


Business-CE Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*



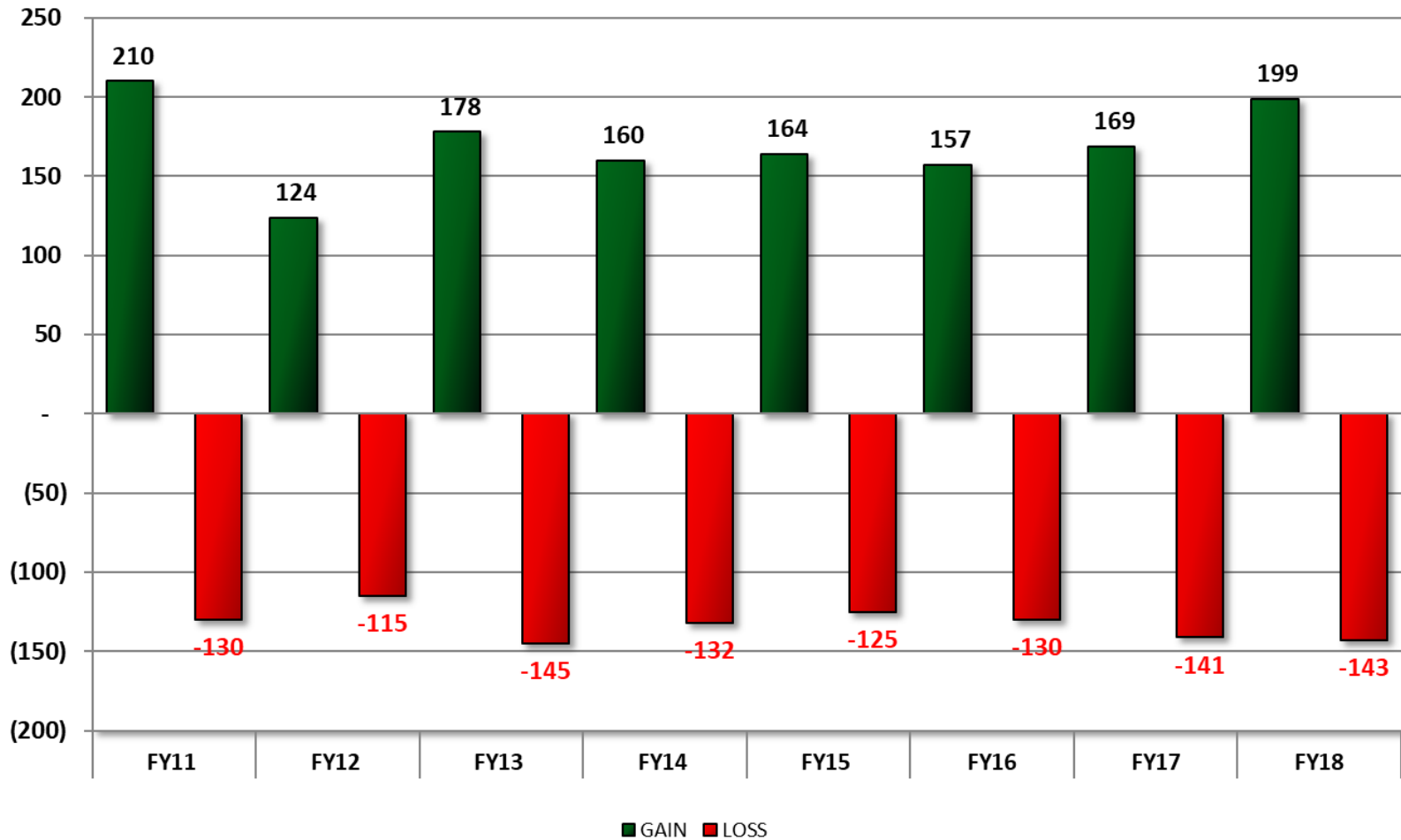
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses

As of 30 Sept 2018



Business-CE Historical Gains and Losses FY11 – FY18



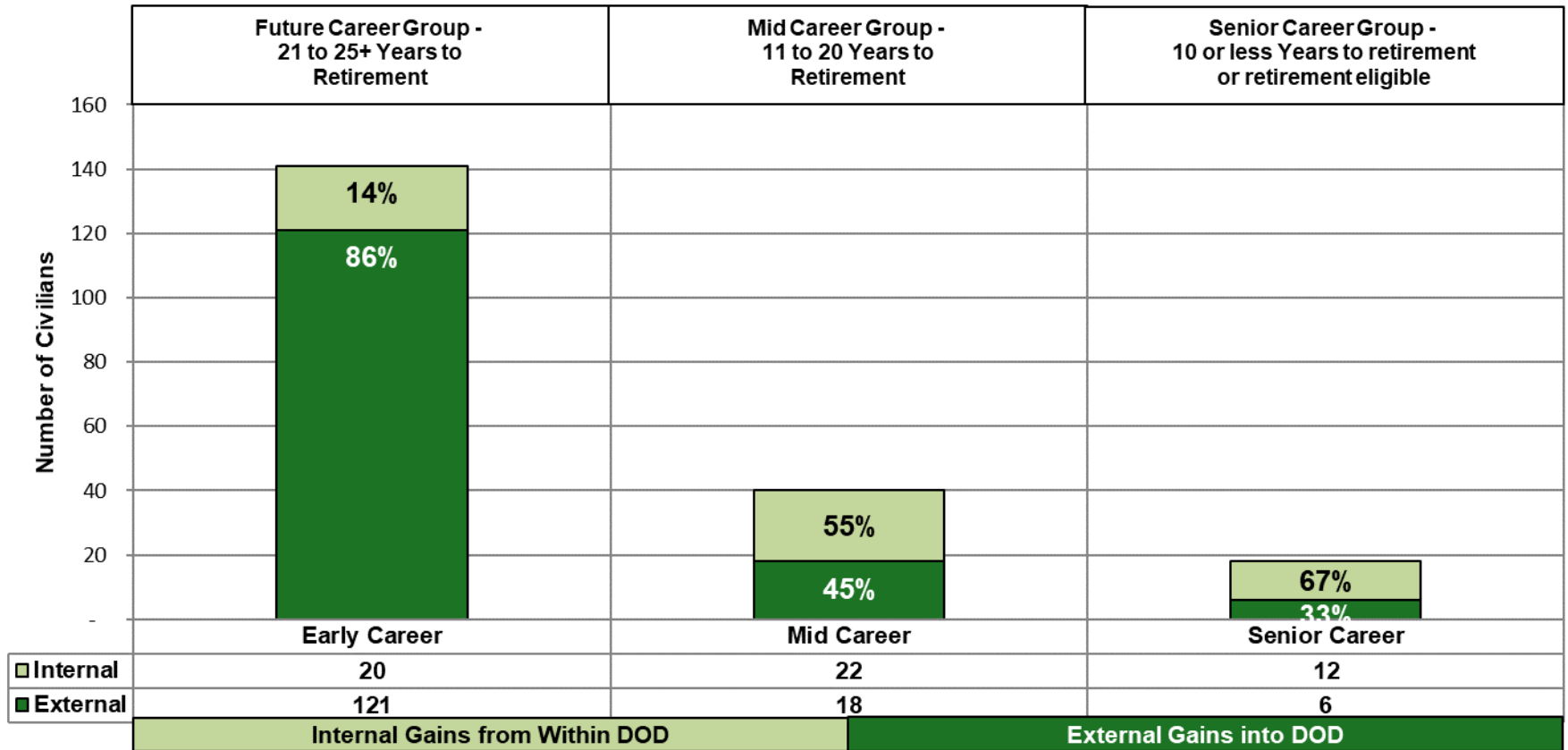
As of 30 Sept 2018



Business-CE Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

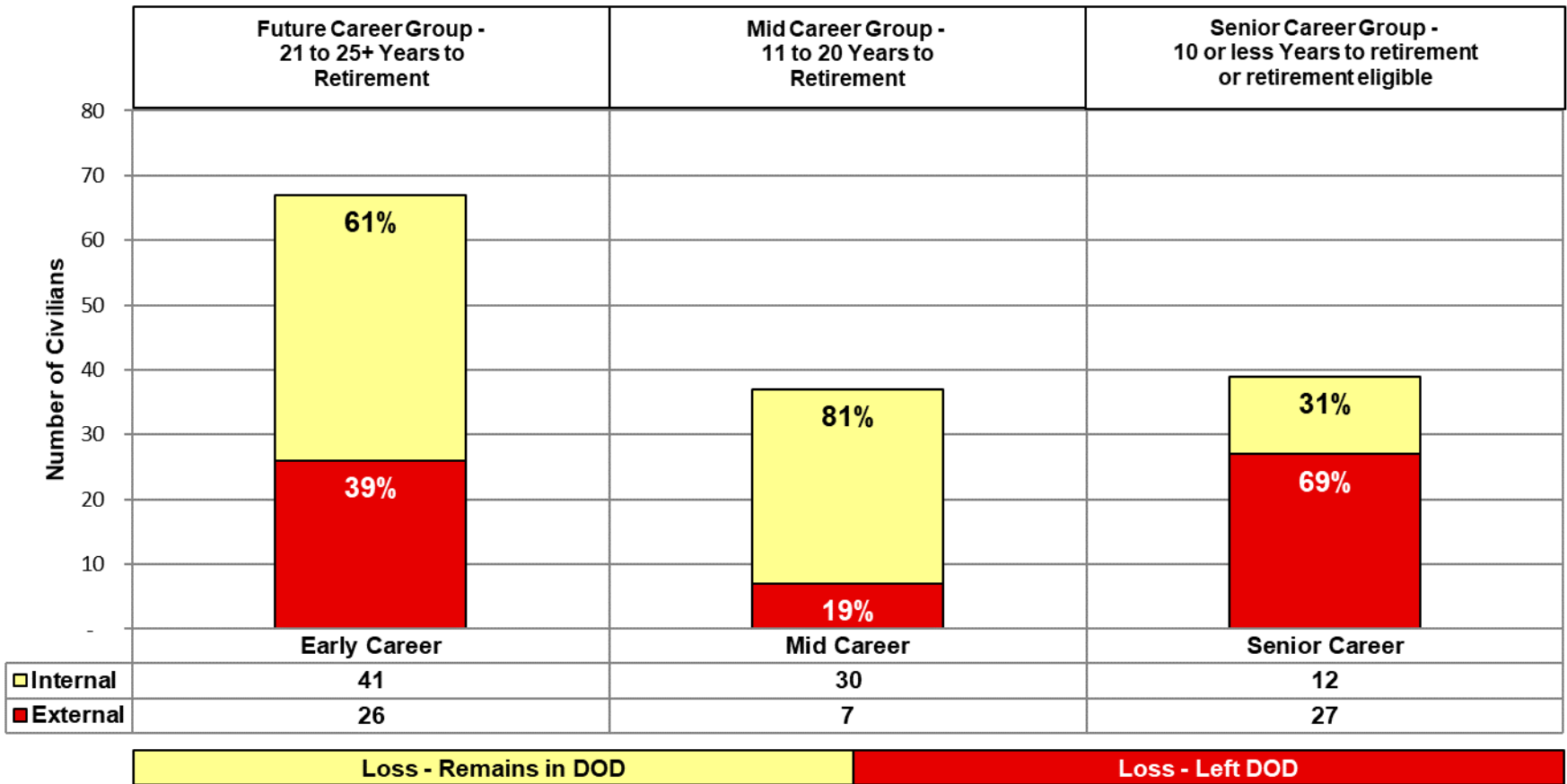


Business-CE Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

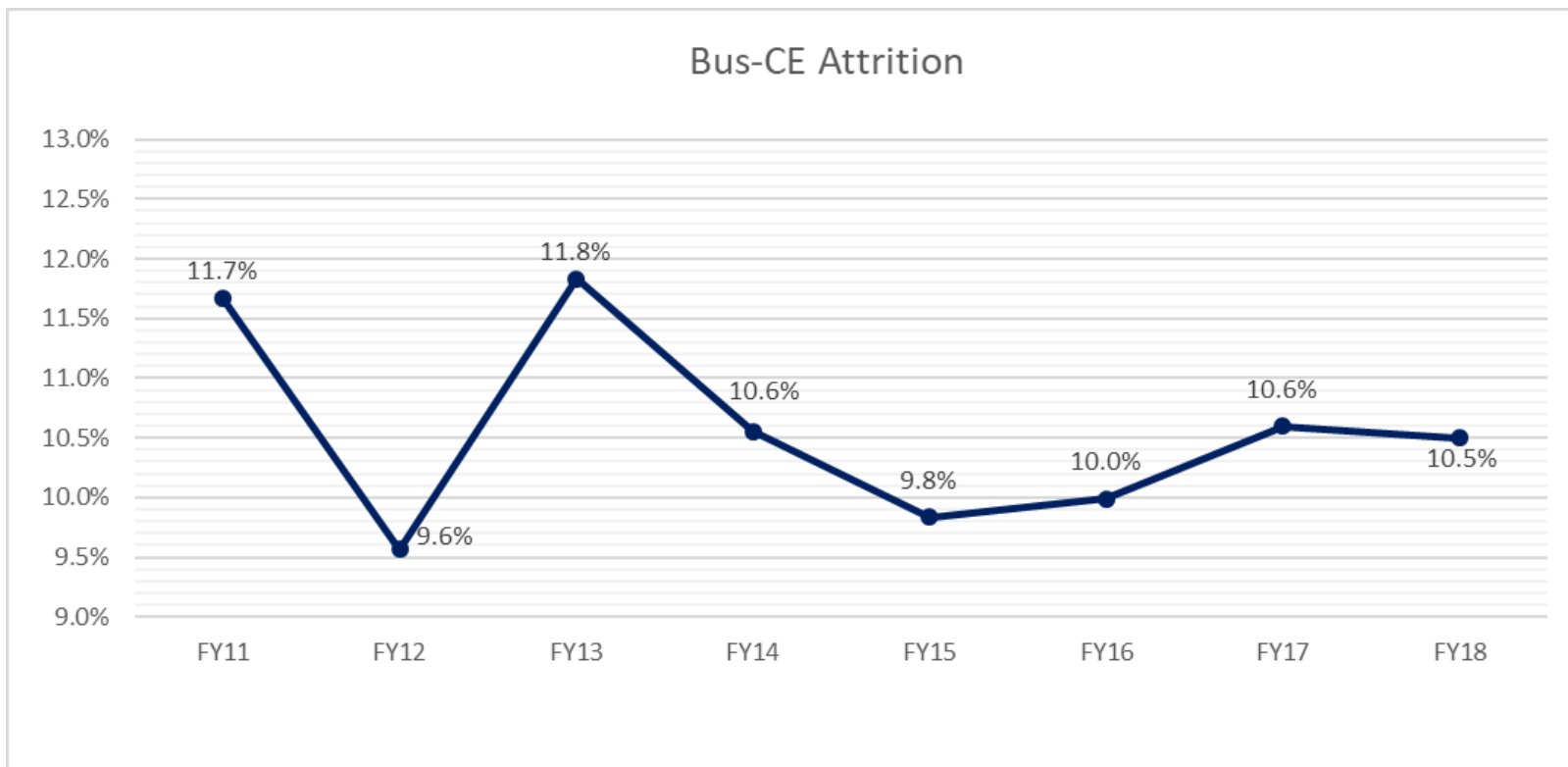
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates

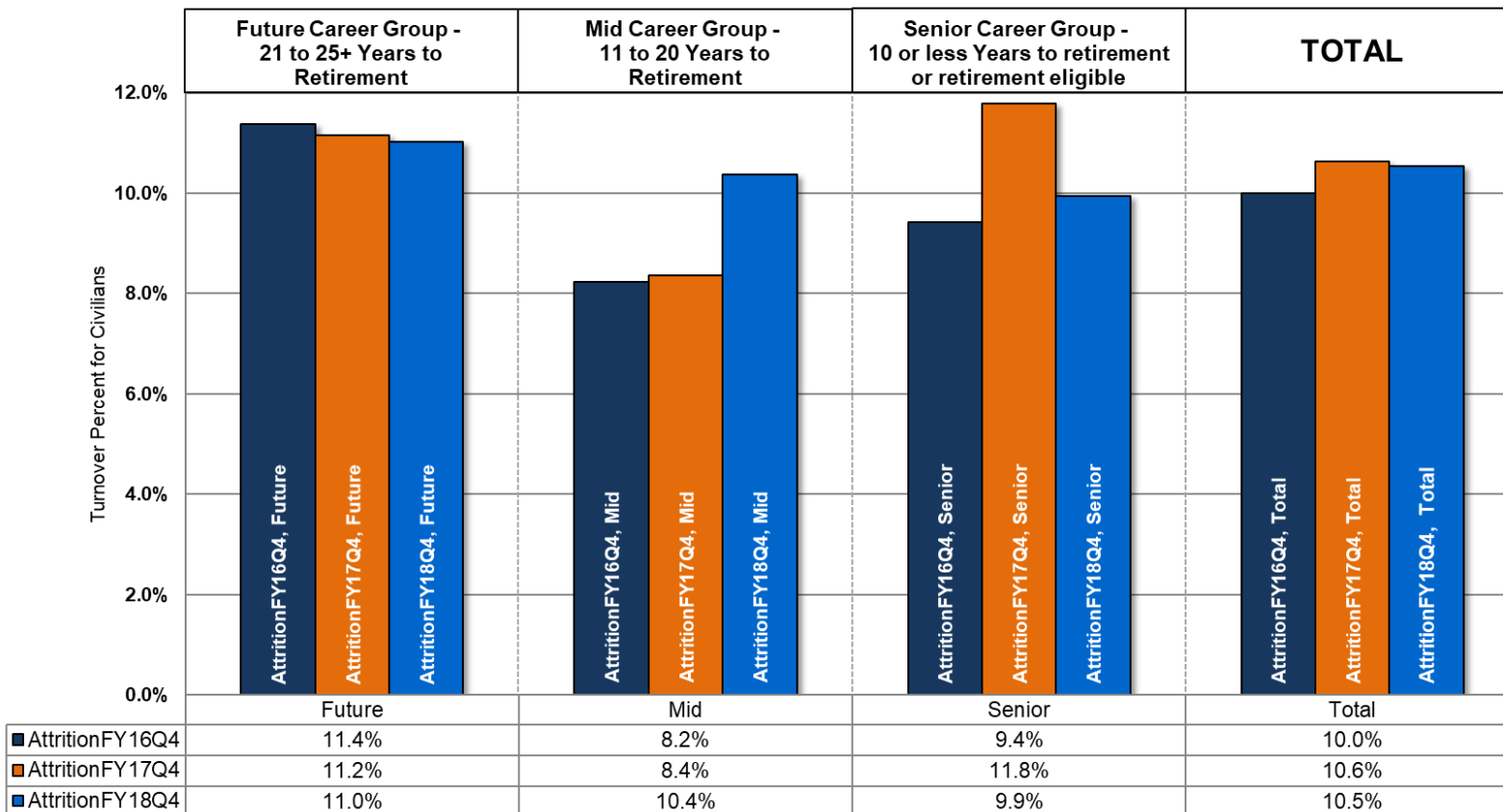


As of 30 Sept 2018



Business-CE Attrition Rates by Career Group

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

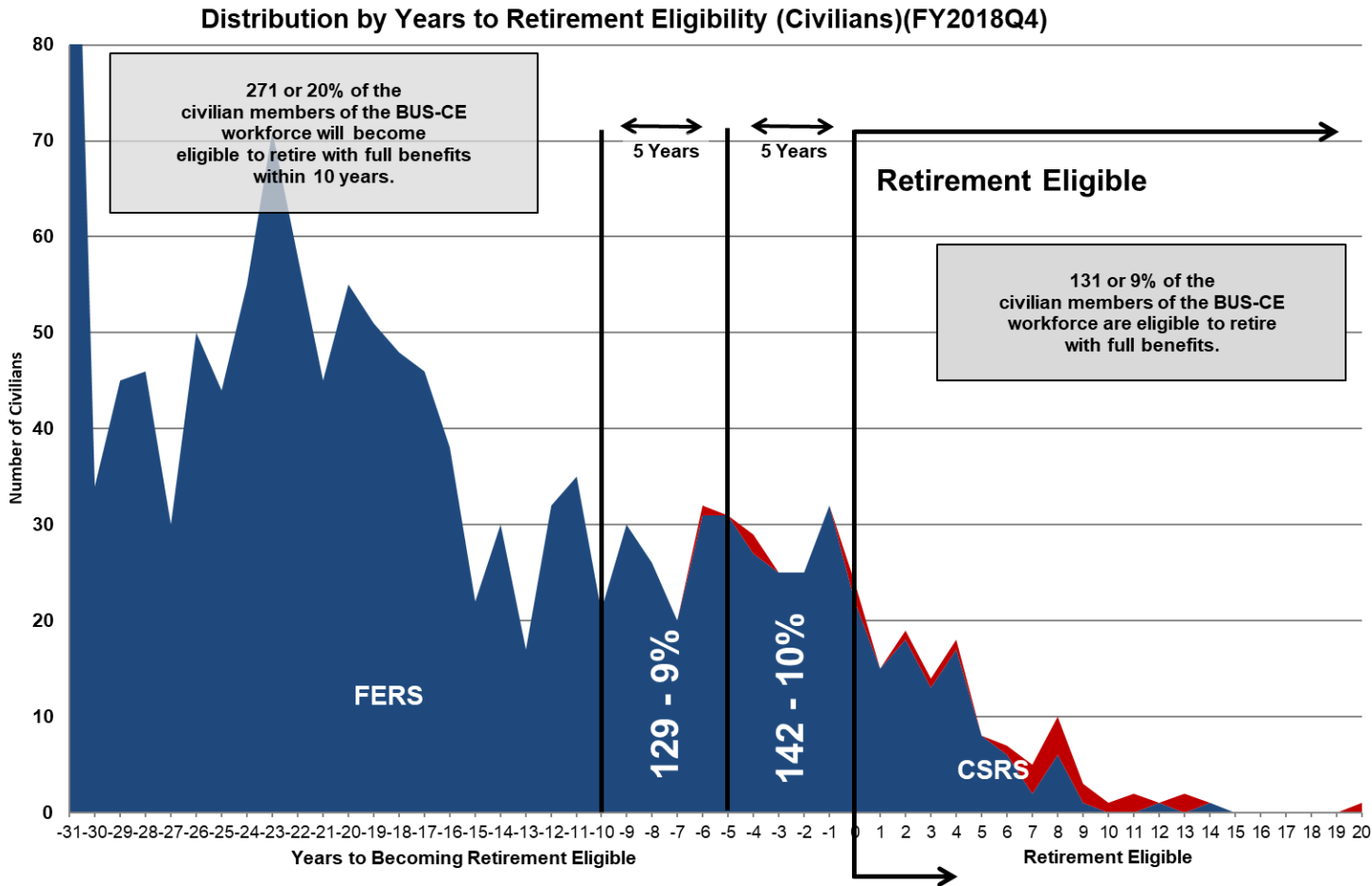




Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce



As of 30 Sept 2018



END