



Defense Acquisition Workforce Key Information

Business- Financial Management

As of FY19Q1 (31 Dec 2018)



Fact Sheet



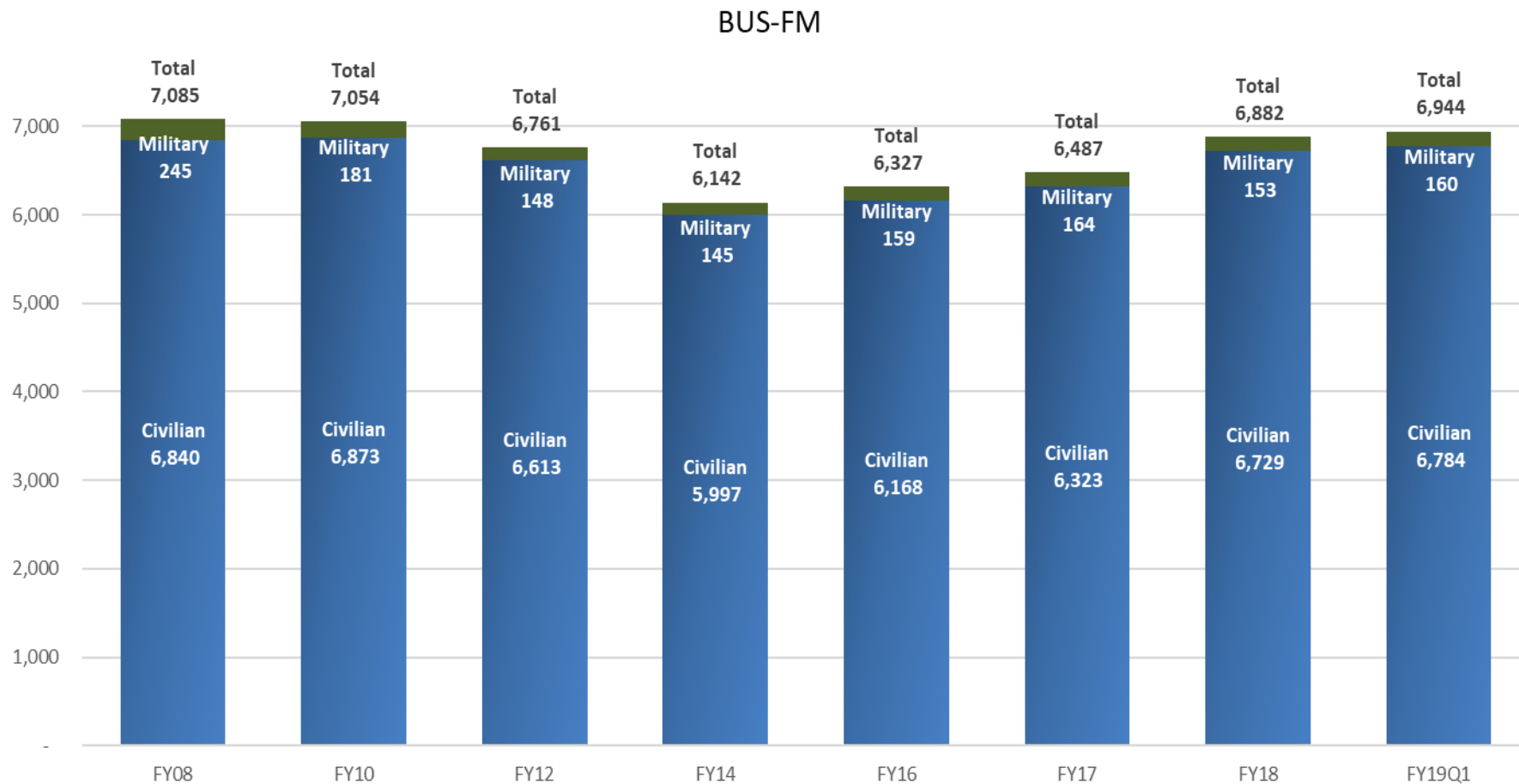
Human Capital Fact Sheet

Defense Acquisition Workforce Business - FM	FY 2008				FY2018Q4			
	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce	BUS-FM Civilian (Civ)	BUS-FM Military (Mil)	Total BUS-FM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	6,729	153	6,882	172,736
Change in size from 2008	-	-	-	-	-2%	-38%	-3%	37%
Civilian/Military Composition	97%	3%	-	88% / 12%	98%	2%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	78%	96%	78%	84%
Graduate Degree	21%	44%	22%	29%	36%	58%	37%	40%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	80%	52%	80%	84%
Level II or Higher Achieved	43%	28%	43%	61%	66%	22%	65%	71%
Level III Achieved	30%	14%	30%	36%	38%	11%	37%	40%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	69%	27%	68%	74%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	27%	59%	27%	23%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	14%	5%	3%
Planning Considerations								
Average Age	47	37	47	46	45	35	45	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	26/29/46(%)	-	-	26/26/48(%)
Average Years of Service	19	13	19	17	15	12	15	15
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,081(16%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,032(15%)	-	-	25,048(16%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	897/752	-	-	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.

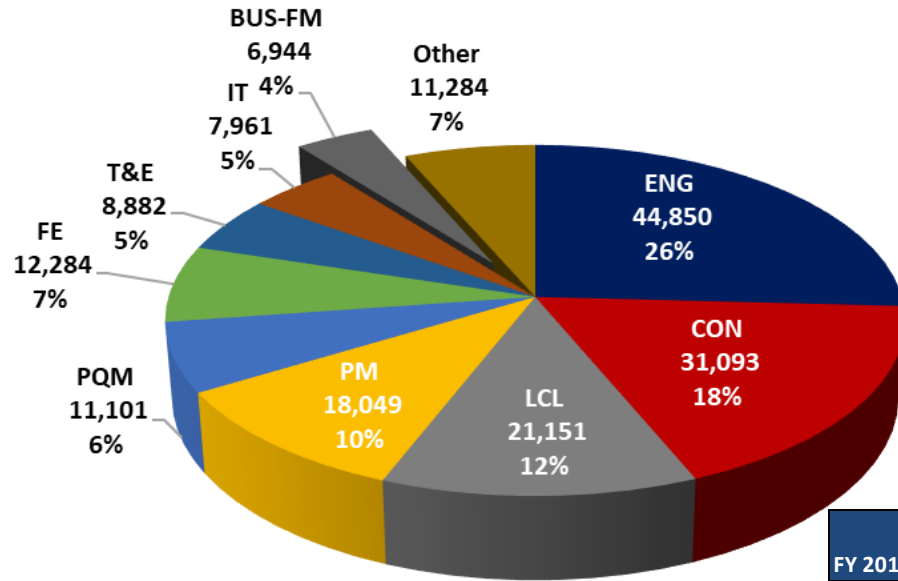


Total Historic Workforce





AWF by Component and Career Field



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 FM Workforce Historical Size by Agency FY08 – FY19



Business - FM Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
AIR FORCE	1,530	1,818	1,819	1,850	2,008	2,200	2,232	46%	1%
Navy	1,792	1,943	1,889	1,699	1,849	2,156	2,155	20%	0%
MARINE CORPS	143	191	181	180	172	174	173	21%	-1%
ARMY	3,350	2,590	2,281	1,766	1,718	1,768	1,792	-47%	1%
MDA	90	203	217	239	230	232	230	156%	-1%
DCMA	46	151	190	217	172	120	127	176%	6%
DTRA	48	64	65	79	72	85	87	81%	2%
NRO	-	-	-	-	17	59	59		0%
DAU	25	32	42	31	28	30	29	16%	-3%
DHA	6	18	22	30	15	18	19	217%	6%
OSD	14	11	14	11	11	8	8	-43%	0%
JCS	-	-	14	8	9	7	7		0%
DISA	17	11	10	16	9	5	6	-65%	20%
DMEA	-	4	4	4	5	6	5		-17%
IG	-	-	-	-	-	5	5		0%
USUHS	-	-	-	-	2	4	5		25%
TRMC	5	4	4	4	4	2	2	-60%	0%
DeCA	-	-	-	3	4	2	2		0%
DLA	7	2	6	3	1	1	1	-86%	0%
DCAA	1	-	-	-	-	-	-	-100%	
DoD HRA	1	-	1	-	-	-	-	-100%	
DSCA	2	1	1	1	1	-	-	-100%	
DSS	-	-	1	1	-	-	-		
DMA	-	1	-	-	-	-	-		
4th Estate Other	8	10	-	-	-	-	-	-100%	
TOTAL	7,085	7,054	6,761	6,142	6,327	6,882	6,944	↓ -2%	↑ 1%



Business FM Workforce Historical (Quarterly) Size by Agency FY17Q1 – FY19Q1



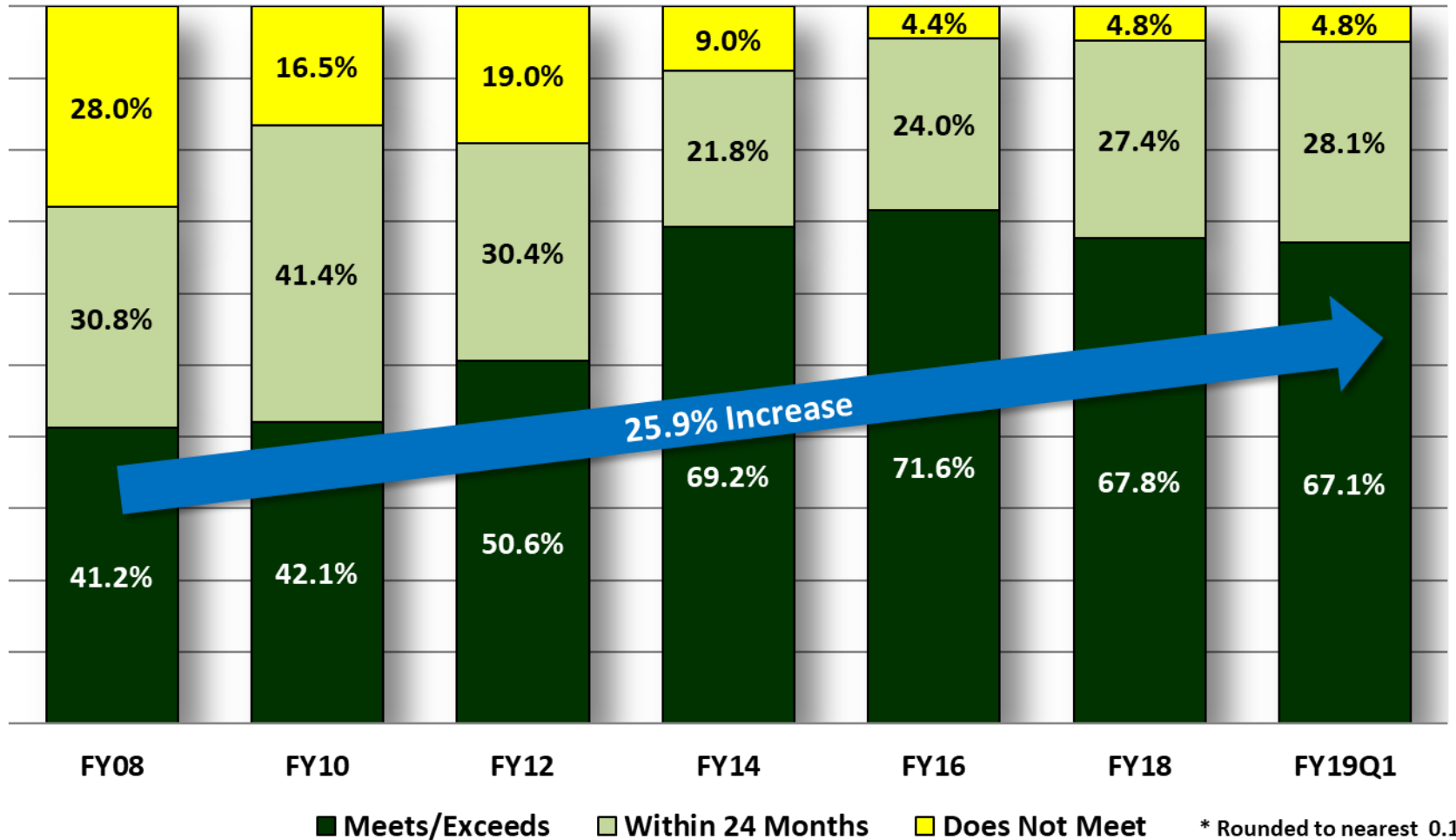
Business - FM Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
AIR FORCE	2,046	2,050	2,042	2,094	2,080	2,097	2,123	2,200	2,232	7%
Navy	1,866	1,896	1,936	1,978	2,029	2,048	2,086	2,156	2,155	6%
MARINE CORPS	169	169	170	171	174	179	179	174	173	-1%
ARMY	1,732	1,715	1,707	1,714	1,737	1,743	1,743	1,768	1,792	3%
MDA	235	226	227	226	224	217	224	232	230	3%
DCMA	162	153	142	131	118	114	120	120	127	8%
DTRA	68	62	66	68	75	87	82	85	87	16%
NRO	18	19	18	21	29	46	63	59	59	103%
DAU	29	27	27	27	28	29	29	30	29	4%
DHA	14	14	15	16	17	18	19	18	19	12%
OSD	9	9	9	8	8	9	9	8	8	0%
JCS	9	10	10	10	8	8	7	7	7	-13%
DISA	9	10	11	9	7	6	7	5	6	-14%
DMEA	5	5	5	5	5	6	6	6	5	0%
IG	-	-	-	-	-	-	5	5	5	
USUHS	3	3	3	3	3	4	4	4	5	67%
TRMC	4	4	4	3	3	3	3	2	2	-33%
DeCA	2	2	2	2	2	2	2	2	2	0%
DLA	2	2	1	1	1	1	1	1	1	0%
TOTAL	6,382	6,376	6,395	6,487	6,548	6,617	6,712	6,882	6,944	↑ 6%



Business – FM Historical DAWIA Certification FY08 – FY19



Business - FM

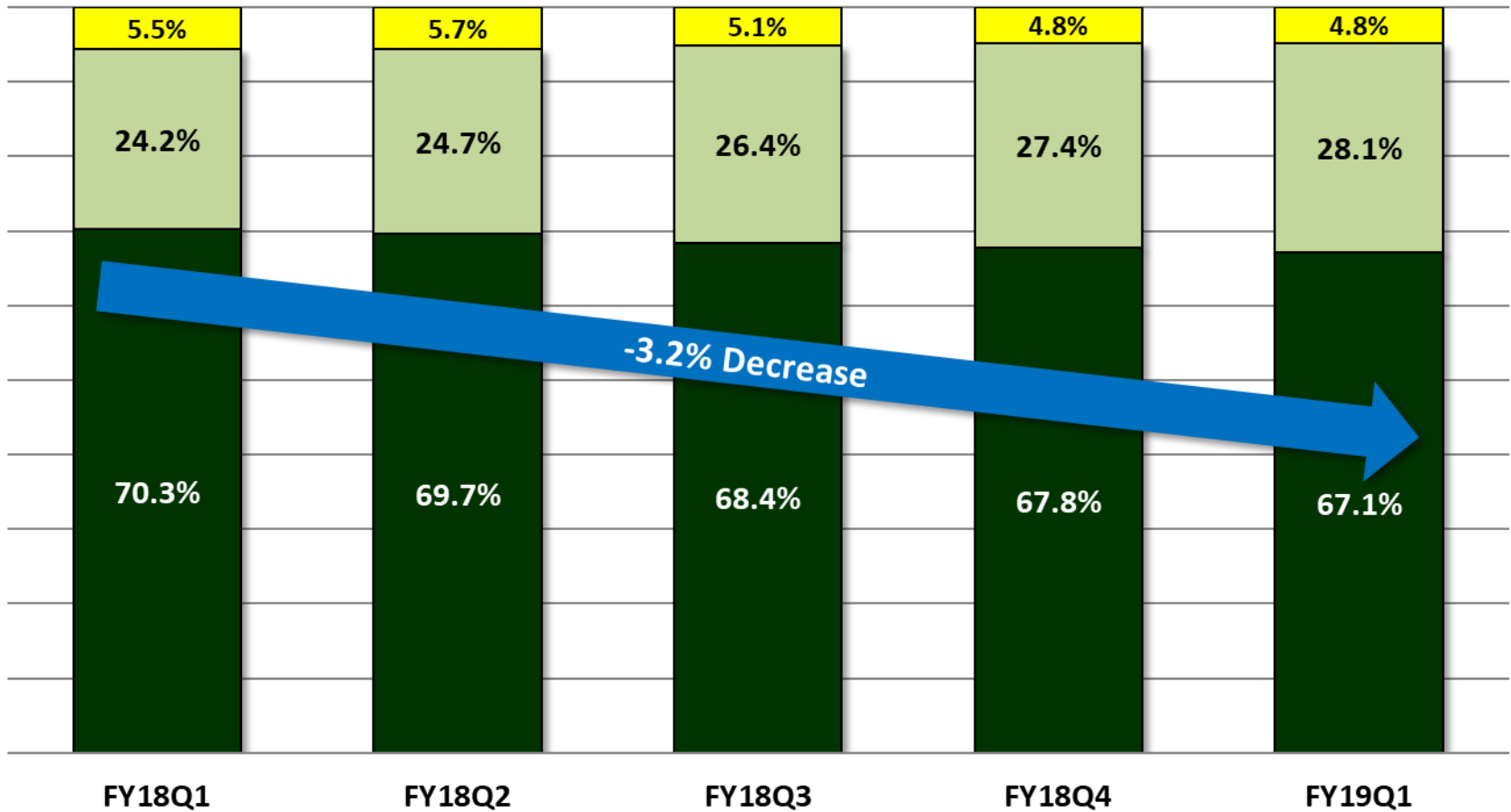




Business – FM Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



BUS-FM



■ Meets/Exceeds

■ Within 24 Months

■ Does Not Meet

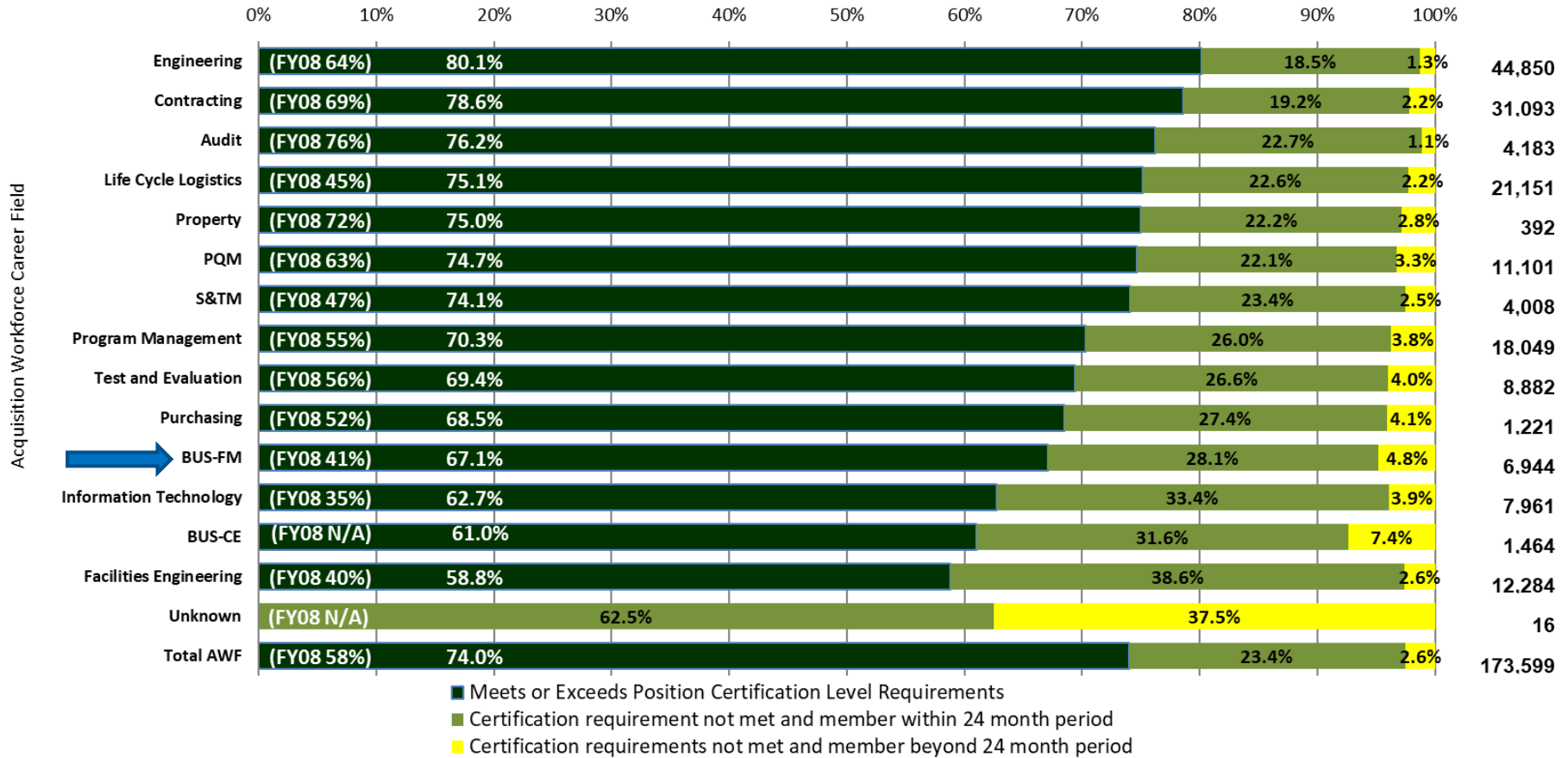
* Rounded to nearest 0.1%

-3.2% Decrease



Business - FM DAWIA Certification by Career Field

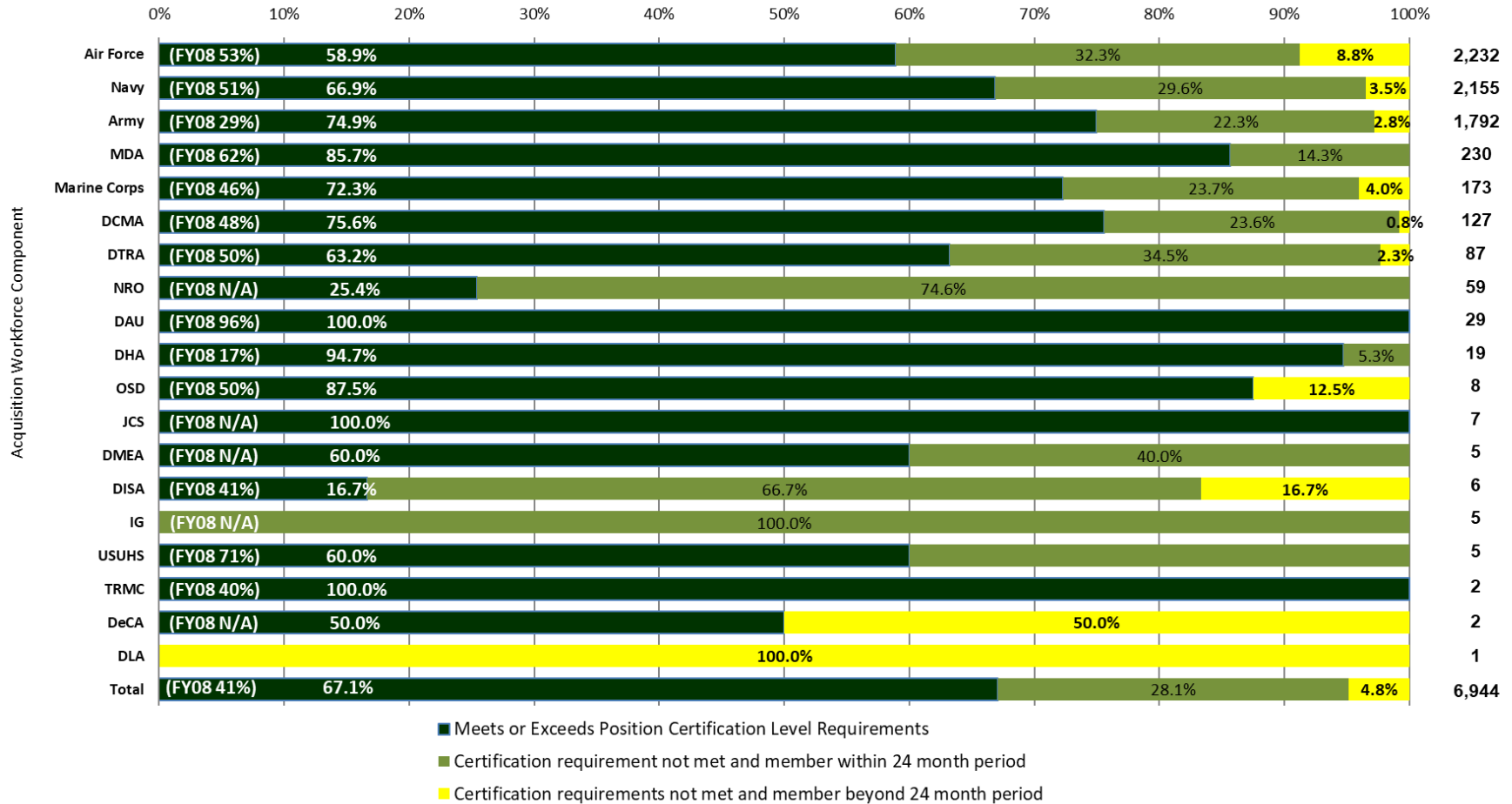
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Business - FM DAWIA Certification by Component

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





Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM		Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	483	367	50	21	921	47.6%	
Level II	773	562	1,686	674	3,695	63.9%	
Level III	173	113	178	1,859	2,323	80.0%	
<i>Unspecified</i>	4	-	-	1	5		
FY19Q1 TOTAL	1,433	1,042	1,914	2,555	6,944	67.1%	
	20.6%	15.0%	27.6%	36.8%			

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 - FM	4,657	67.1%	11 of 14

** Based on population total without unspecified positions

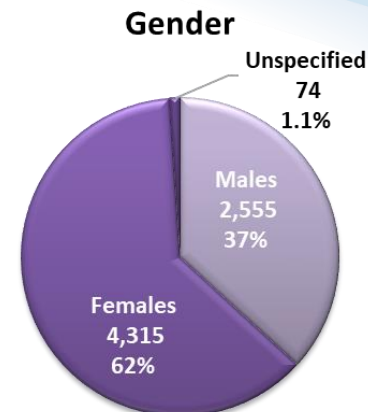
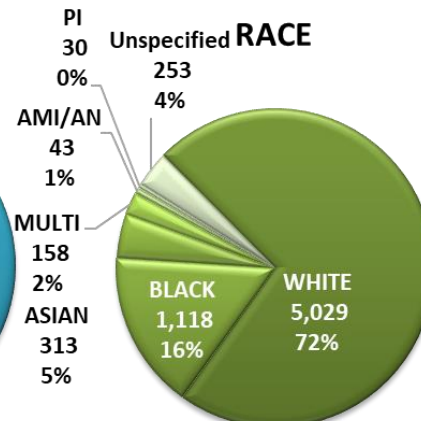
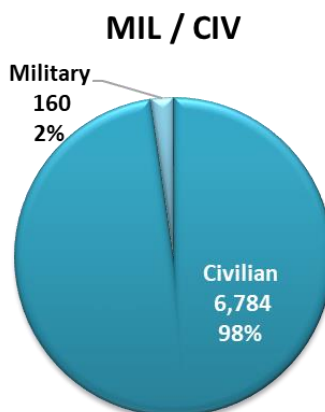
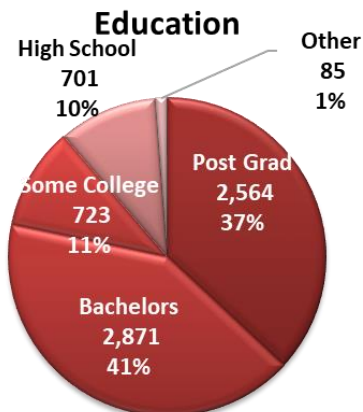
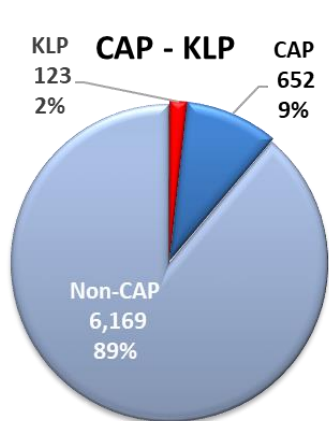
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	438	472	11	921	13.3%
Level II	2,360	1,084	251	3,695	53.2%
Level III	1,859	391	73	2,323	33.5%
<i>Unspecified</i>	1	3	1	5	0.1%
Business - FM TOTAL	4,658	1,950	336	6,944	
	67.1%	28.1%	4.8%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business FM Demographics



Occupied Position Type	BUS-FM		Entire DAW	
Key Leadership Positions (KLPs)	123	1.8%	1,263	0.7%
Critical Acquisition Positions (CAPs) *	652	9.4%	16,612	9.6%
Non-CAP Positions	6,169	88.8%	155,724	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	6,944		173,599	

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

Highest Level of Education	BUS-FM		Entire DAW	
Post Grad	2,564	36.9%	69,463	40.0%
Bachelors	2,871	41.3%	76,804	44.2%
Some College	723	10.4%	12,063	6.9%
High School	701	10.1%	12,639	7.3%
Other	85	1.2%	2,630	1.5%
TOTAL	6,944		173,599	

Military / Civilian	BUS-FM		Entire DAW	
Civilian	6,784	97.7%	158,067	91.1%
Military	160	2.3%	15,532	8.9%
TOTAL	6,944		173,599	

Race	BUS-FM		Entire DAW	
WHITE	5,029	72.4%	126,779	73.0%
BLACK	1,118	16.1%	20,843	12.0%
ASIAN	313	4.5%	11,892	6.9%
MULTI	158	2.3%	4,832	2.8%
AMI/AN	43	0.6%	1,110	0.6%
PI	30	0.4%	879	0.5%
Unspecified	253	3.6%	7,264	4.2%
TOTAL	6,944		173,599	

Gender	BUS-FM		Entire DAW	
Males	2,555	36.8%	121,434	70.0%
Females	4,315	62.1%	50,076	28.8%
Unspecified	74	1.1%	2,089	1.2%
TOTAL	6,944		173,599	



Business FM Occupational Series

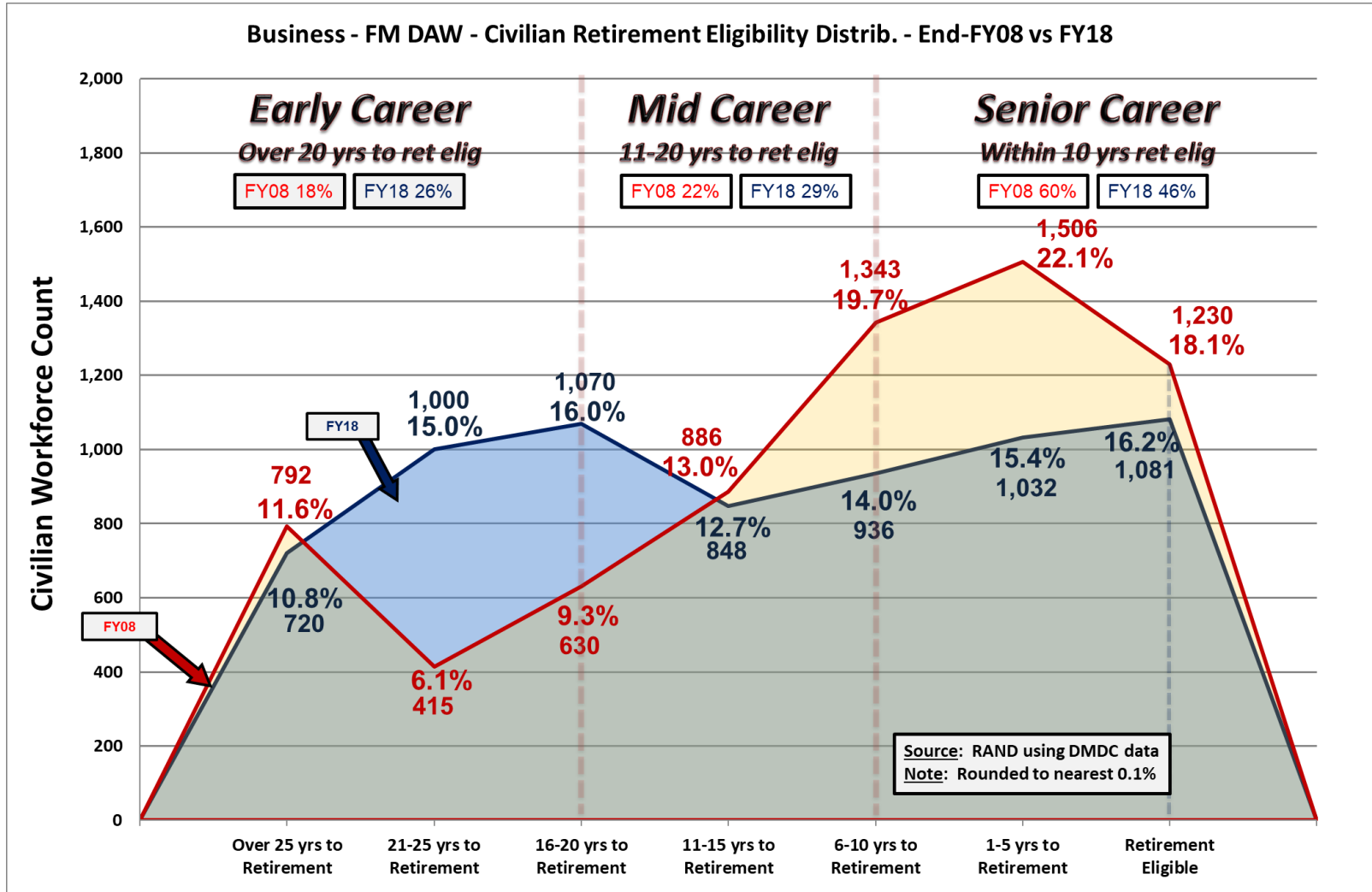
Civilian Occupational Series	BUS-FM	
0501 - Financial Administrator	3,217	47.4%
0343 - Management and Program Analyst	1,663	24.5%
0560 - Budget Analyst	1,035	15.3%
1515 - Operations Research Analyst	223	3.3%
1101 - Business and Industry Specialist	217	3.2%
0301 - Administration & Program Staff	151	2.2%
0510 - Accountant	113	1.7%
0505 - Financial Program Specialist	94	1.4%
0801 - Engineer, General	22	0.3%
0896 - Engineer, Industrial	17	0.3%
<i>Other</i>	32	0.47%
TOTAL CIVILIAN	6,784	Civilians



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

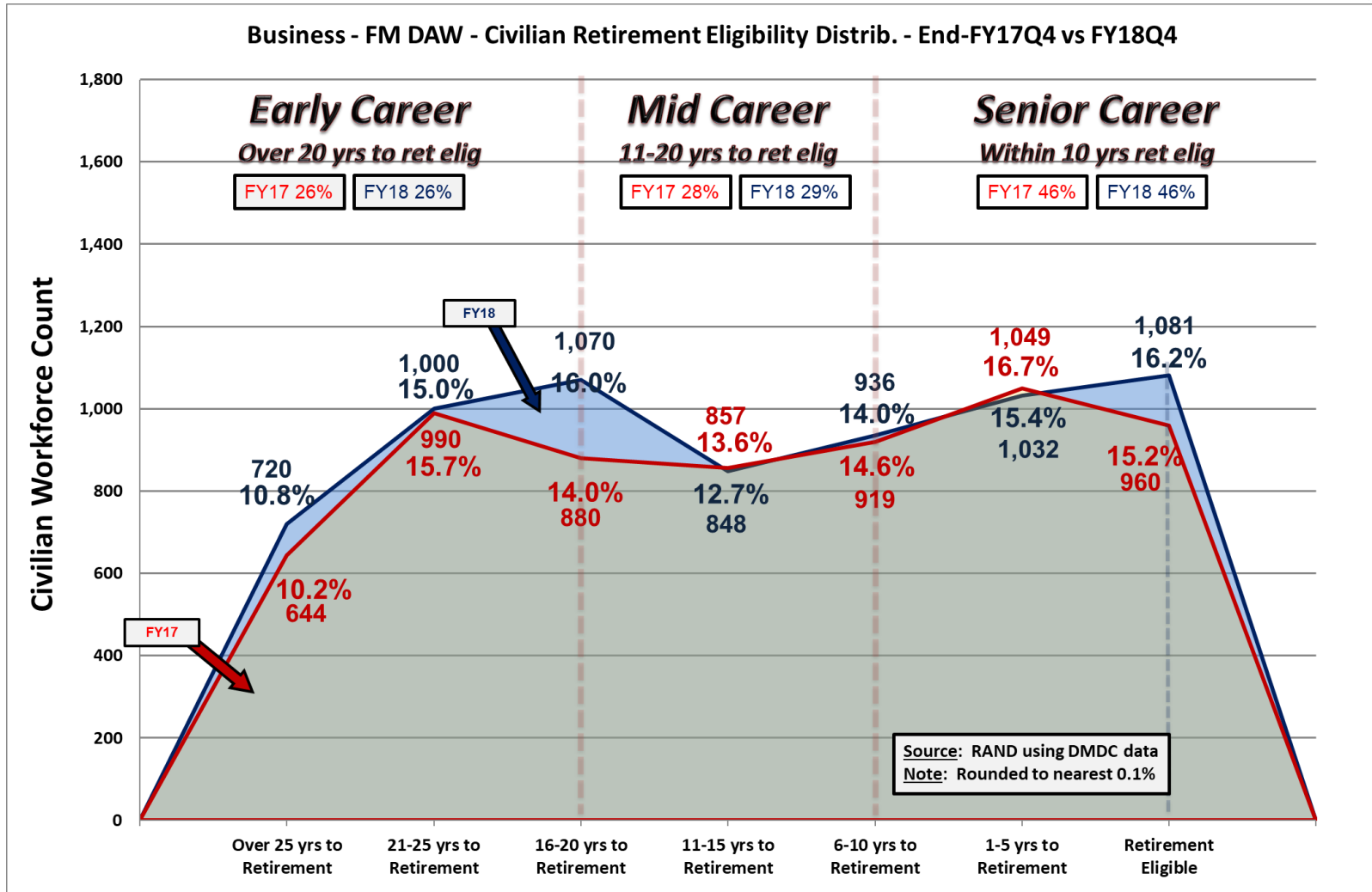


Business - FM Civilian Retirement Eligibility Distribution – FY08 / FY18





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

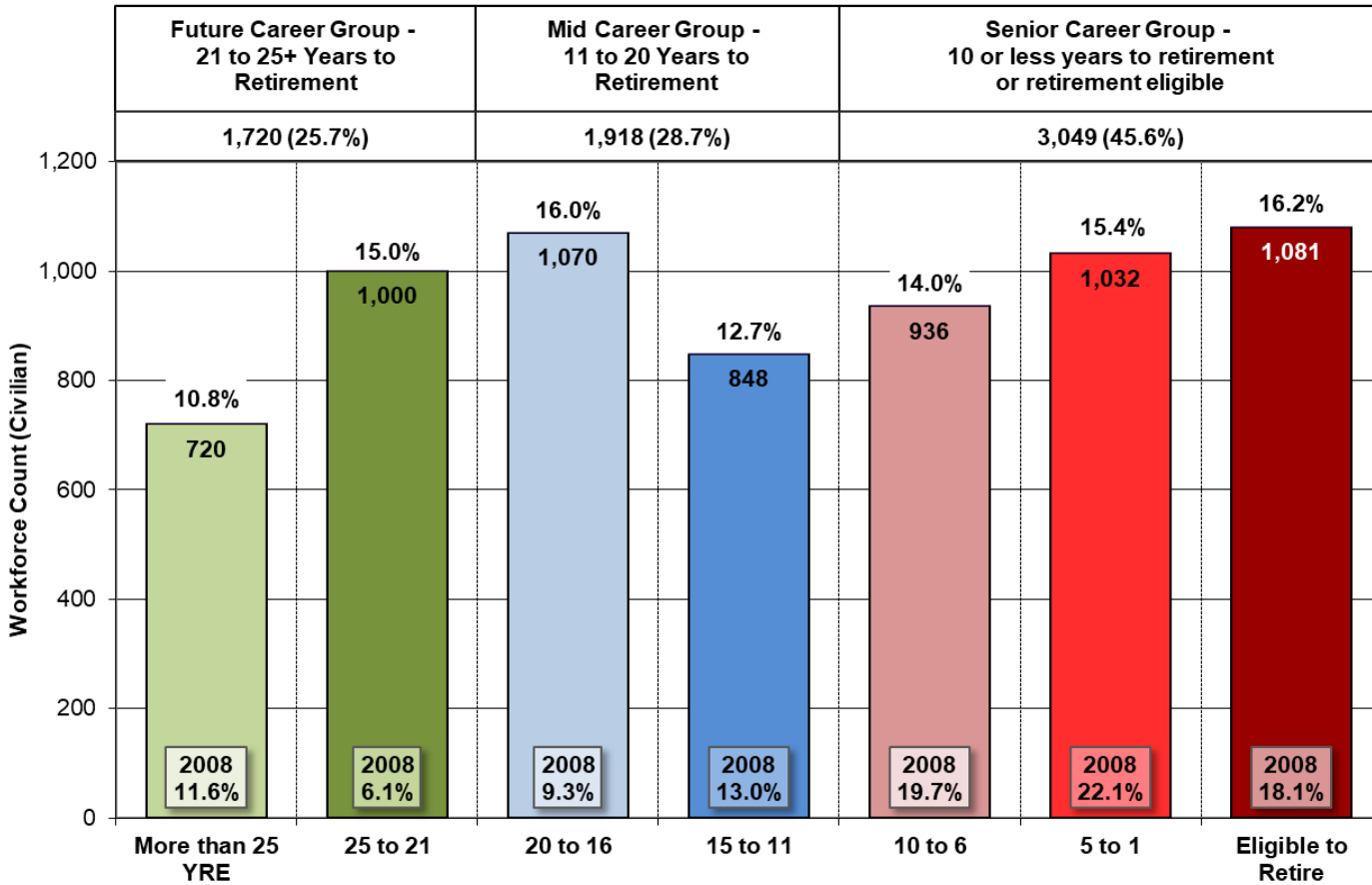


As of 30 Sept 2018



Workforce Lifecycle Model

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



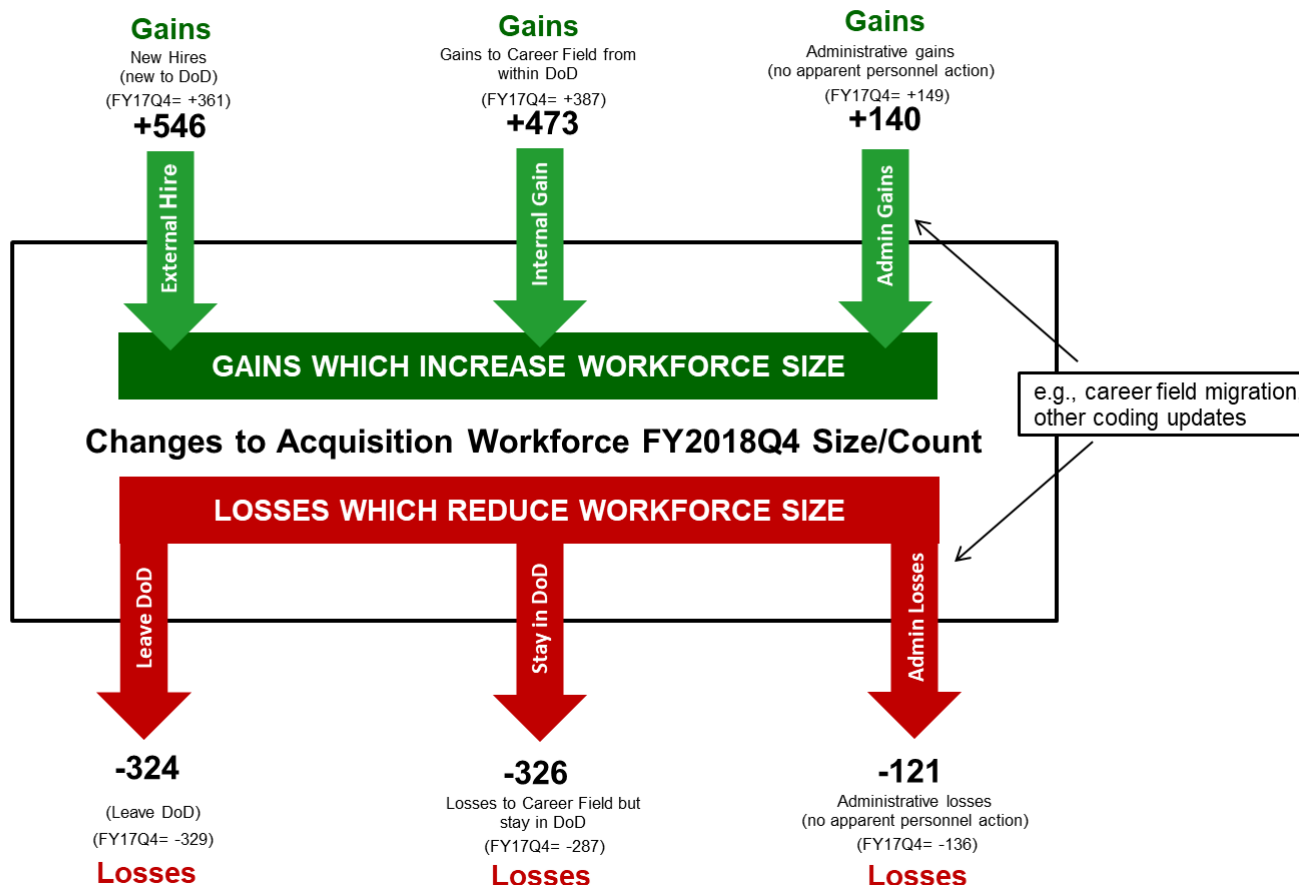
As of 30 Sept 2018



Business – FM 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



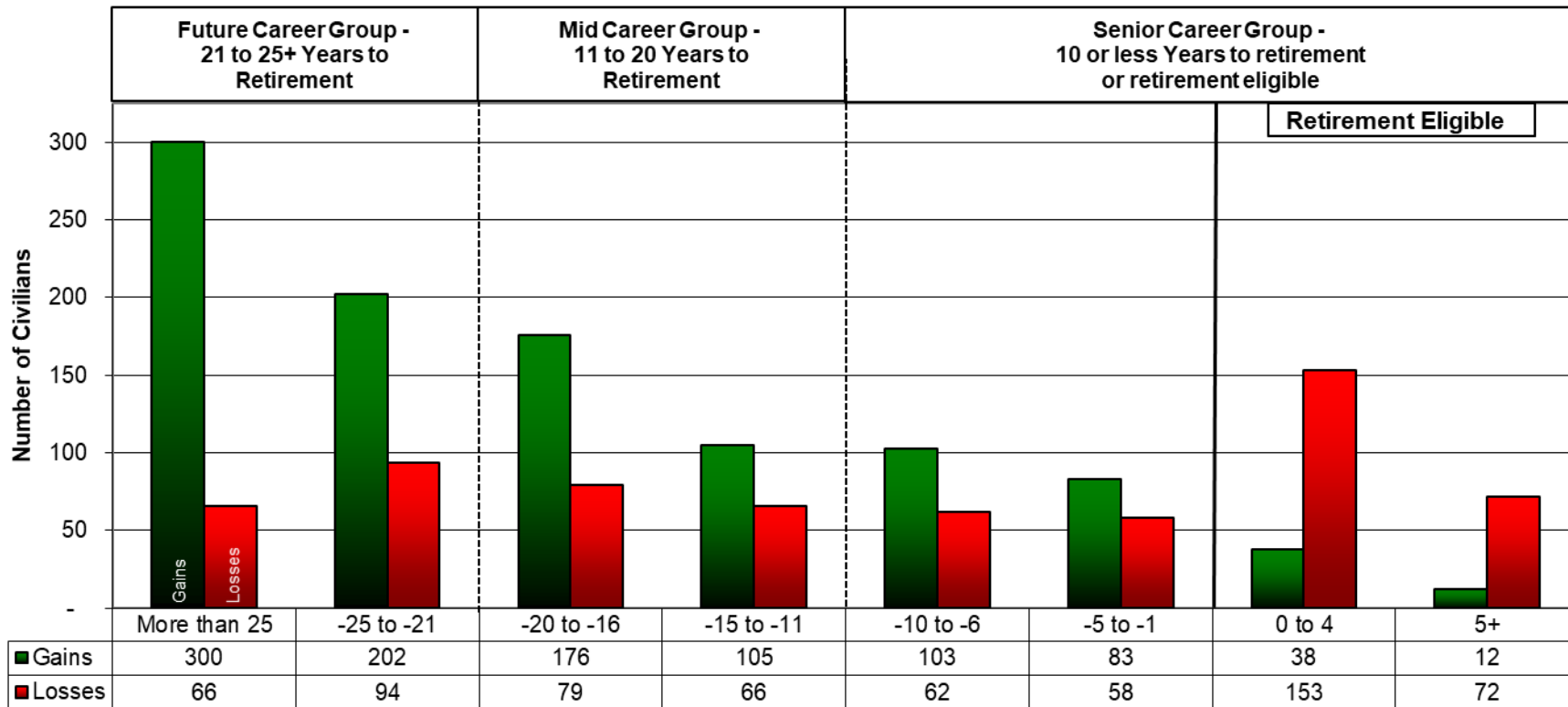


Business – FM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

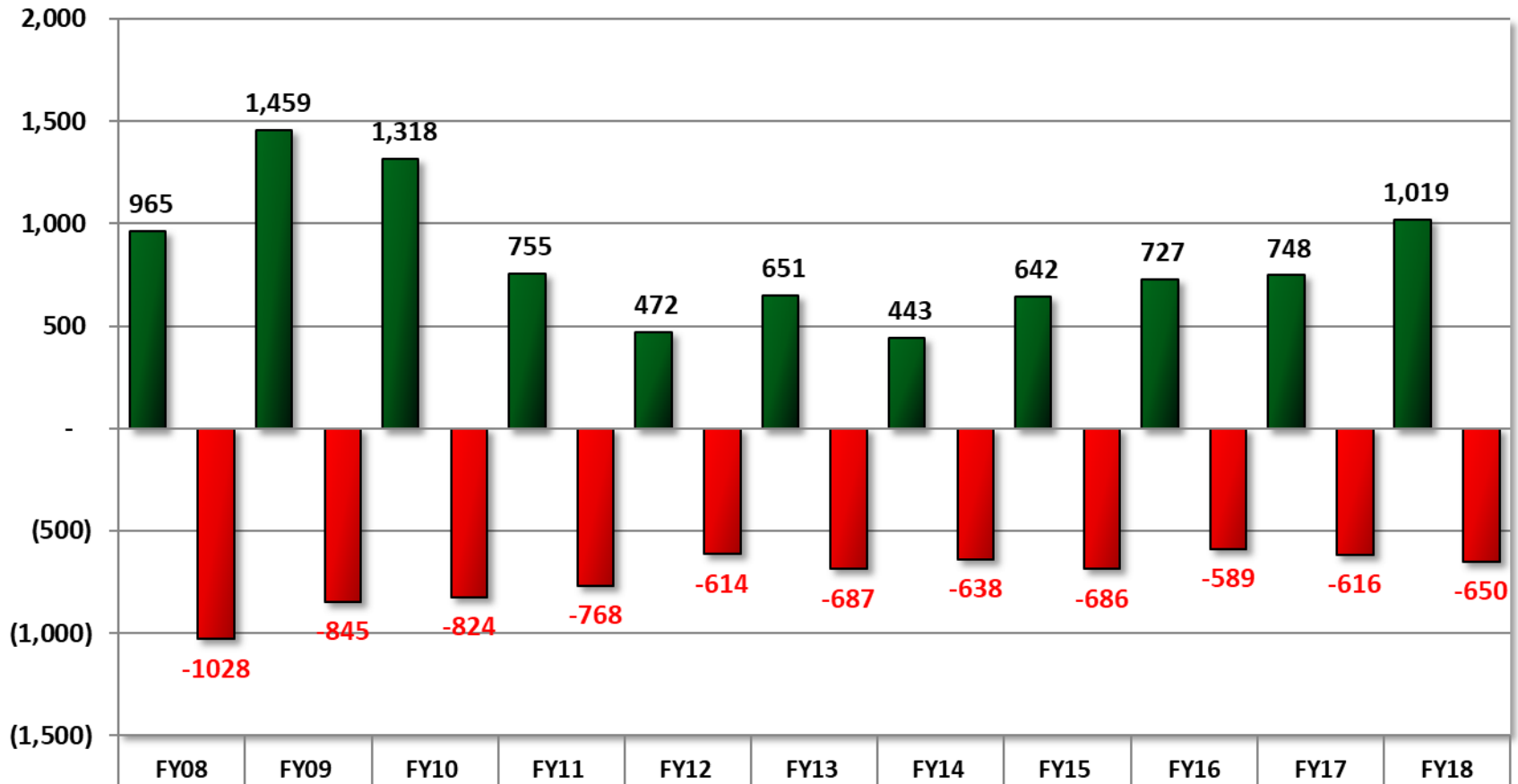


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Business - FM Historical Gains and Losses FY08 – FY18



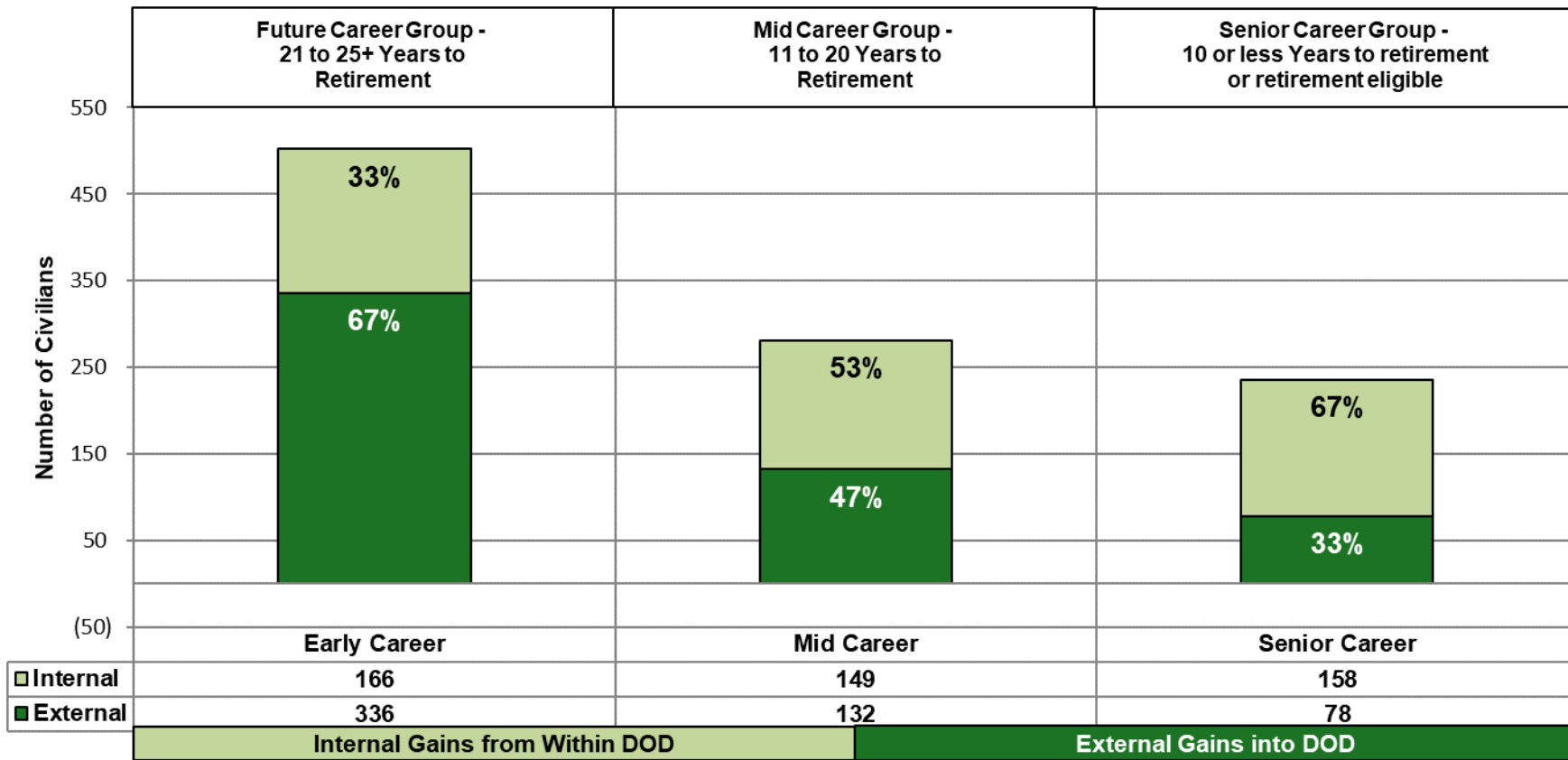
As of 30 Sept 2018



Business - FM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

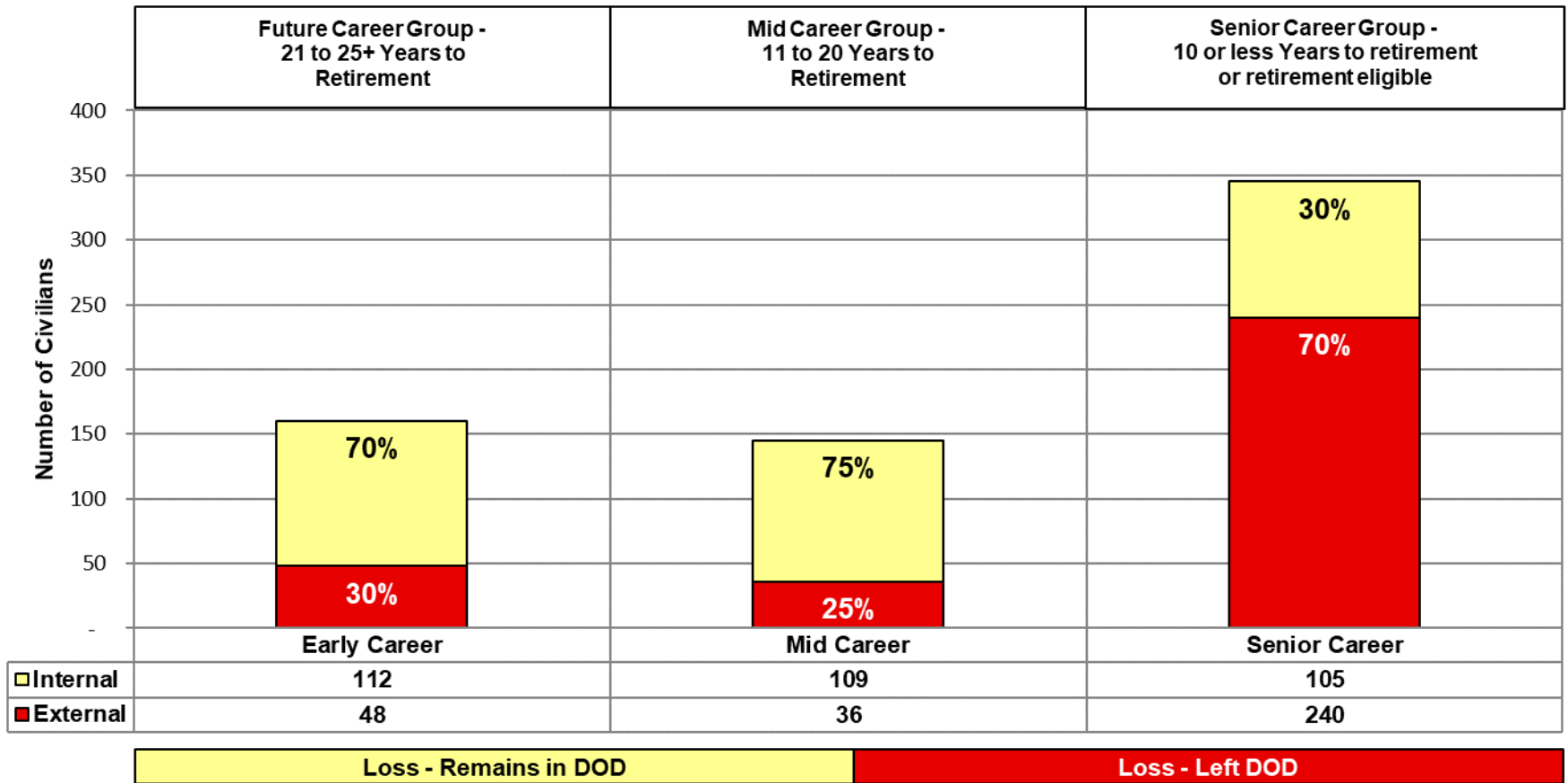


Business - FM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

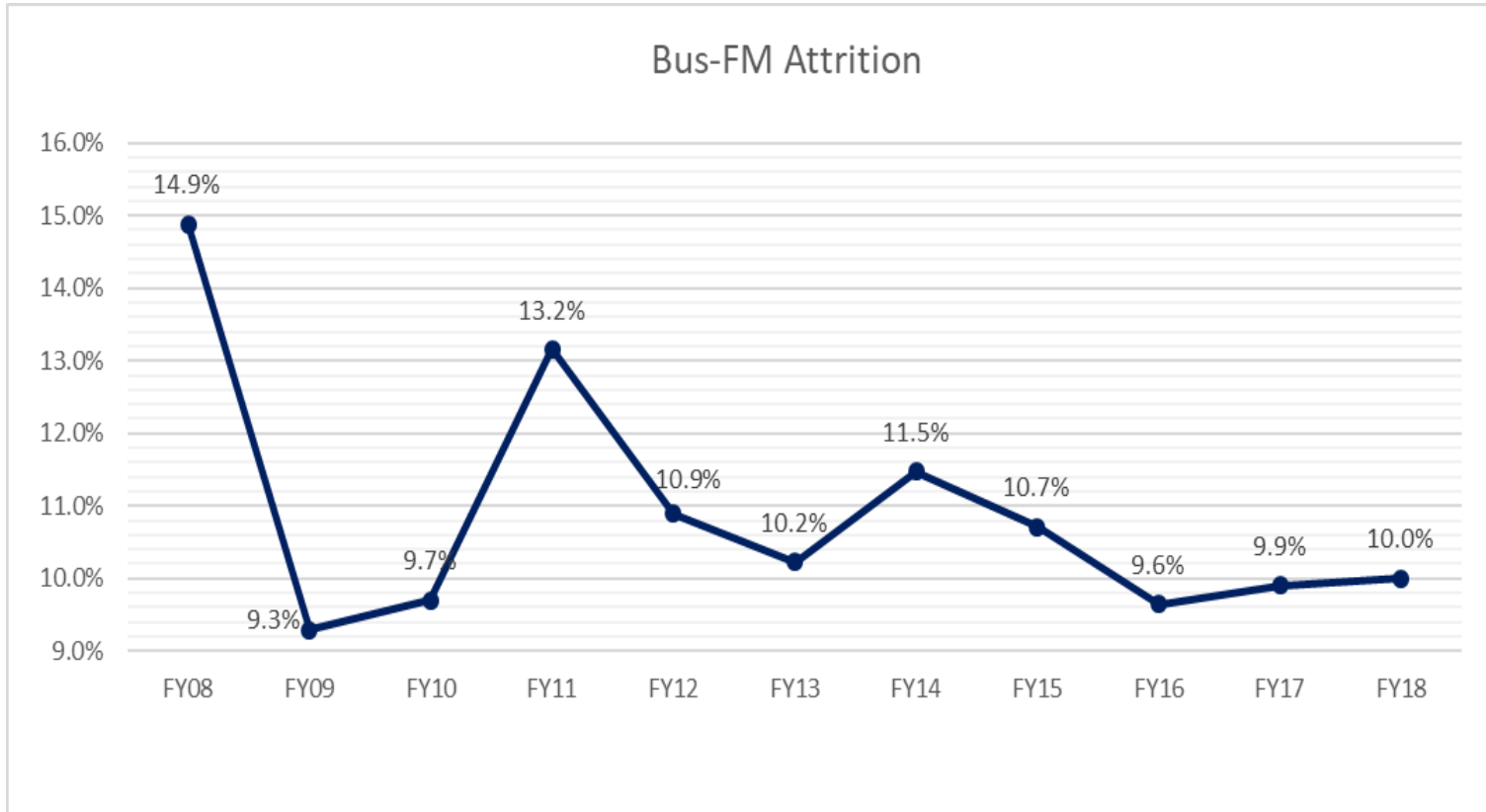
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



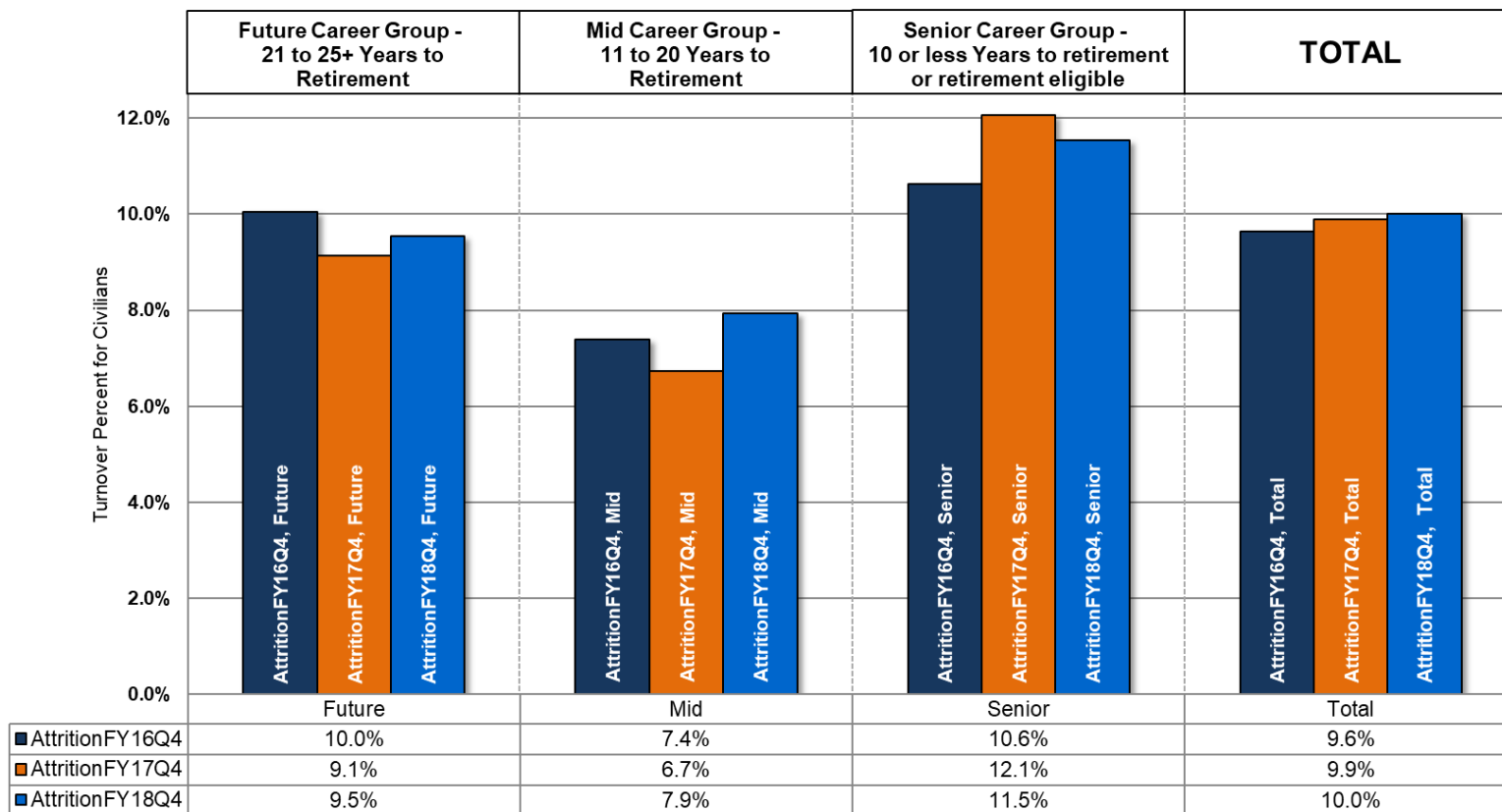
Annual Attrition Rates





Business - FM Attrition Rates by Career Group

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



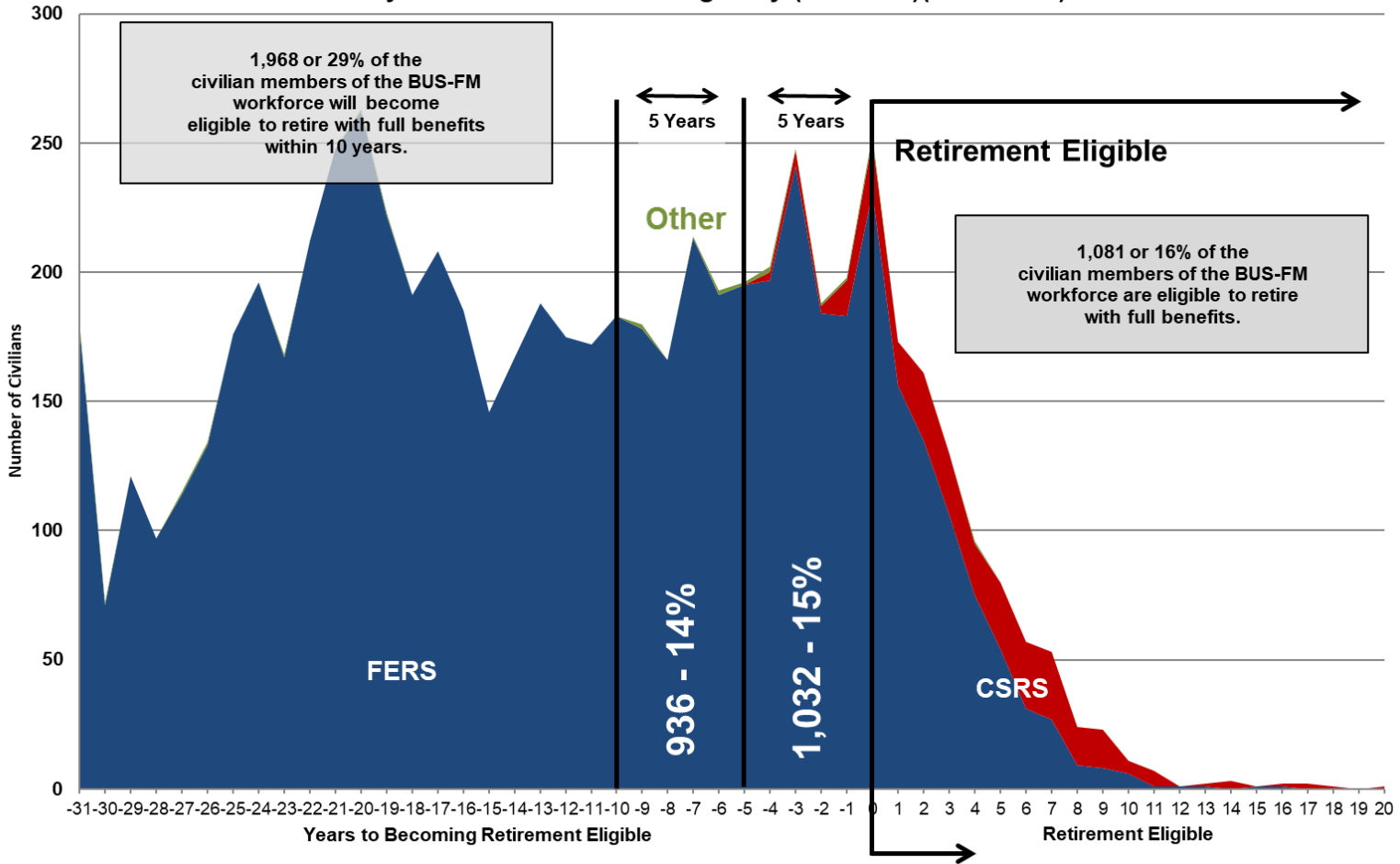


Business - FM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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