



Defense Acquisition Workforce Key Information

Contracting

As of FY19Q1 (30 Dec 2018)



Fact Sheet

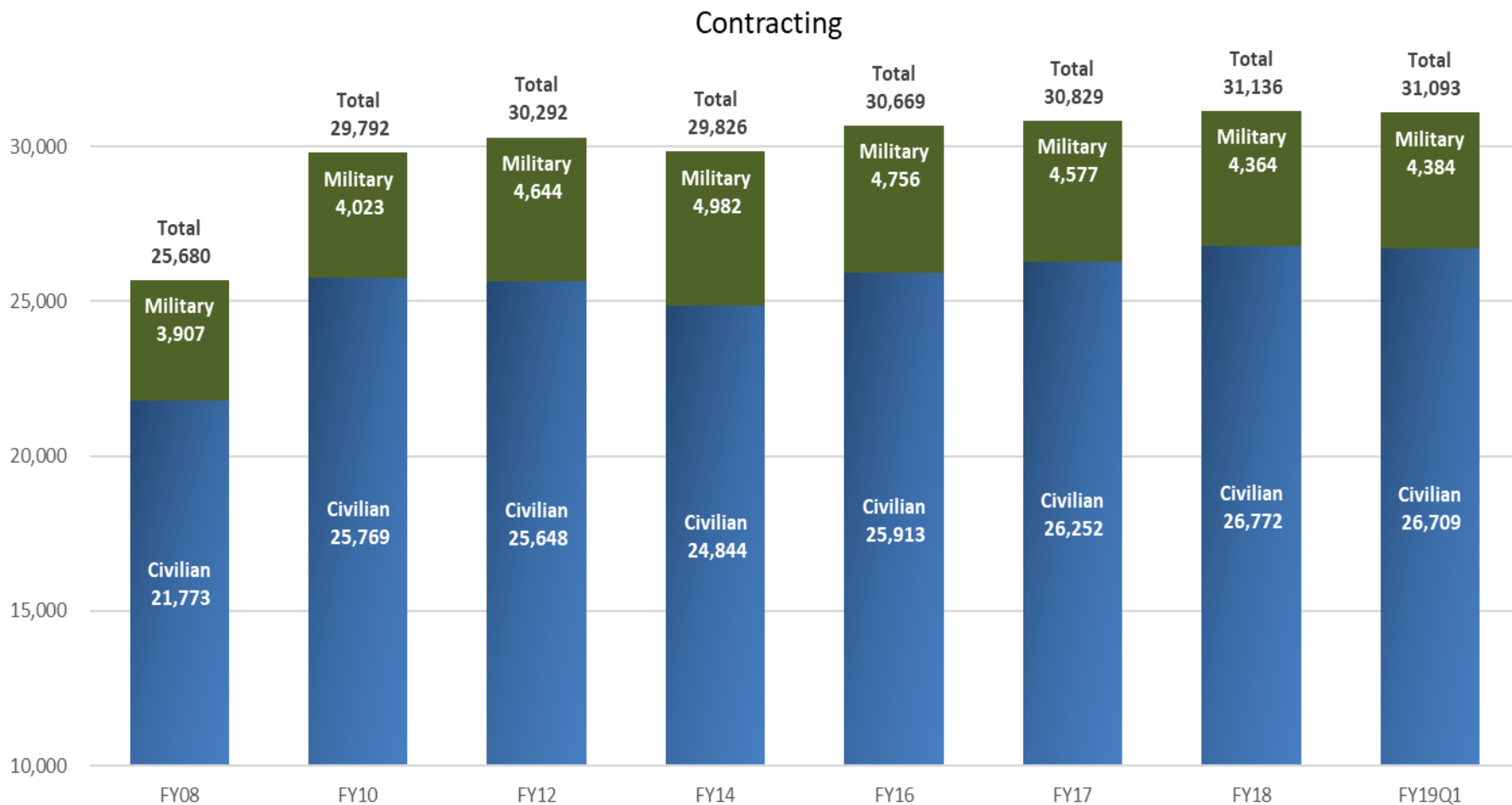


Human Capital Fact Sheet								
Defense Acquisition Workforce Contracting	FY 2008				FY2018Q4			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	26,772	4,364	31,136	172,736
Change in size from 2008	-	-	-	-	23%	12%	21%	37%
Civilian/Military Composition	85%	15%	-	88%/ 12%	86%	14%	-	91%/ 9%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	95%	71%	91%	84%
Graduate Degree	27%	28%	27%	29%	48%	34%	46%	40%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	89%	84%	89%	84%
Level II or Higher Achieved	75%	44%	70%	61%	82%	61%	79%	71%
Level III Achieved	37%	19%	34%	36%	45%	27%	42%	40%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	80%	73%	79%	74%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	18%	23%	19%	23%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	5%	2%	3%
Planning Considerations								
Average Age	47	35	45	46	44	34	43	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	21/22/58(%)	-	-	20/23/57 (%)(Civ)	29/30/41(%)	-	-	26/26/48(%)
Average Years of Service	18	12	17	17	14	12	14	15
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,186(15%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,445(13%)	-	-	25,048(16%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,860/2,379	-	-	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.

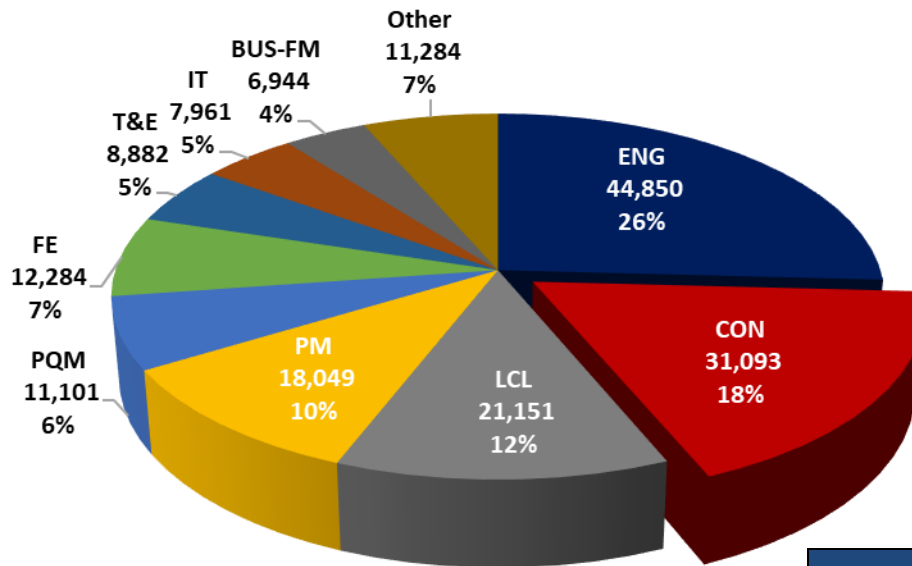


Total Historic Workforce





AWF by Component and Career Field



FY 2019 Q1	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	%
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%		



Contracting Workforce Historical Size by Agency FY08 – FY19



Contracting Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
AIR FORCE	6,834	7,865	8,339	8,413	8,452	8,250	8,225	20%	0%
ARMY	7,714	8,839	8,834	8,211	7,959	8,007	8,050	4%	1%
Navy	4,866	5,459	5,204	5,202	5,802	6,234	6,239	28%	0%
MARINE CORPS	379	542	567	523	545	533	537	42%	1%
DLA	2,736	3,227	3,409	3,220	3,375	3,574	3,538	29%	-1%
DCMA	2,220	2,622	2,573	2,917	3,043	2,981	2,938	32%	-1%
DISA	265	305	374	365	367	356	354	34%	-1%
MDA	117	191	206	200	220	256	261	123%	2%
DAU	87	141	149	123	135	144	143	64%	-1%
WHS	41	37	103	123	117	121	132	222%	9%
DeCA	87	107	113	108	114	111	111	28%	0%
DHA	45	71	69	89	105	98	97	116%	-1%
NRO	-	-	-	-	91	97	97		0%
DTRA	72	88	80	77	78	83	85	18%	2%
DFAS	57	69	65	60	63	58	58	2%	0%
DoDEA	41	58	64	51	41	60	62	51%	3%
DoD HRA	4	21	19	21	21	34	34	750%	0%
OSD	50	49	42	39	38	29	28	-44%	-3%
DMEA	-	17	17	24	24	21	22		5%
DSS	5	11	9	14	13	18	20	300%	11%
DARPA	12	12	13	12	14	17	16	33%	-6%
USUHS	-	-	-	-	13	13	15		15%
DSCA	12	14	15	14	15	14	3	-75%	-79%
DMA	-	19	16	12	11	12	13		8%
JCS	-	2	8	4	6	7	7		0%
NDU	3	2	2	2	3	4	4	33%	0%
DPAA	-	-	-	-	3	3	3		0%
DCAA	-	2	1	2	1	1	1		0%
IG	1	-	-	-	-	-	-	-100%	
PFPA	2	1	1	-	-	-	-	-100%	
4th Estate Other	30	21	-	-	-	-	-	-100%	
TOTAL	25,680	29,792	30,292	29,826	30,669	31,136	31,093	↑ 21%	↓ 0%



Contracting Workforce Historical Size (Quarterly) by Agency FY17Q1 – FY19Q1

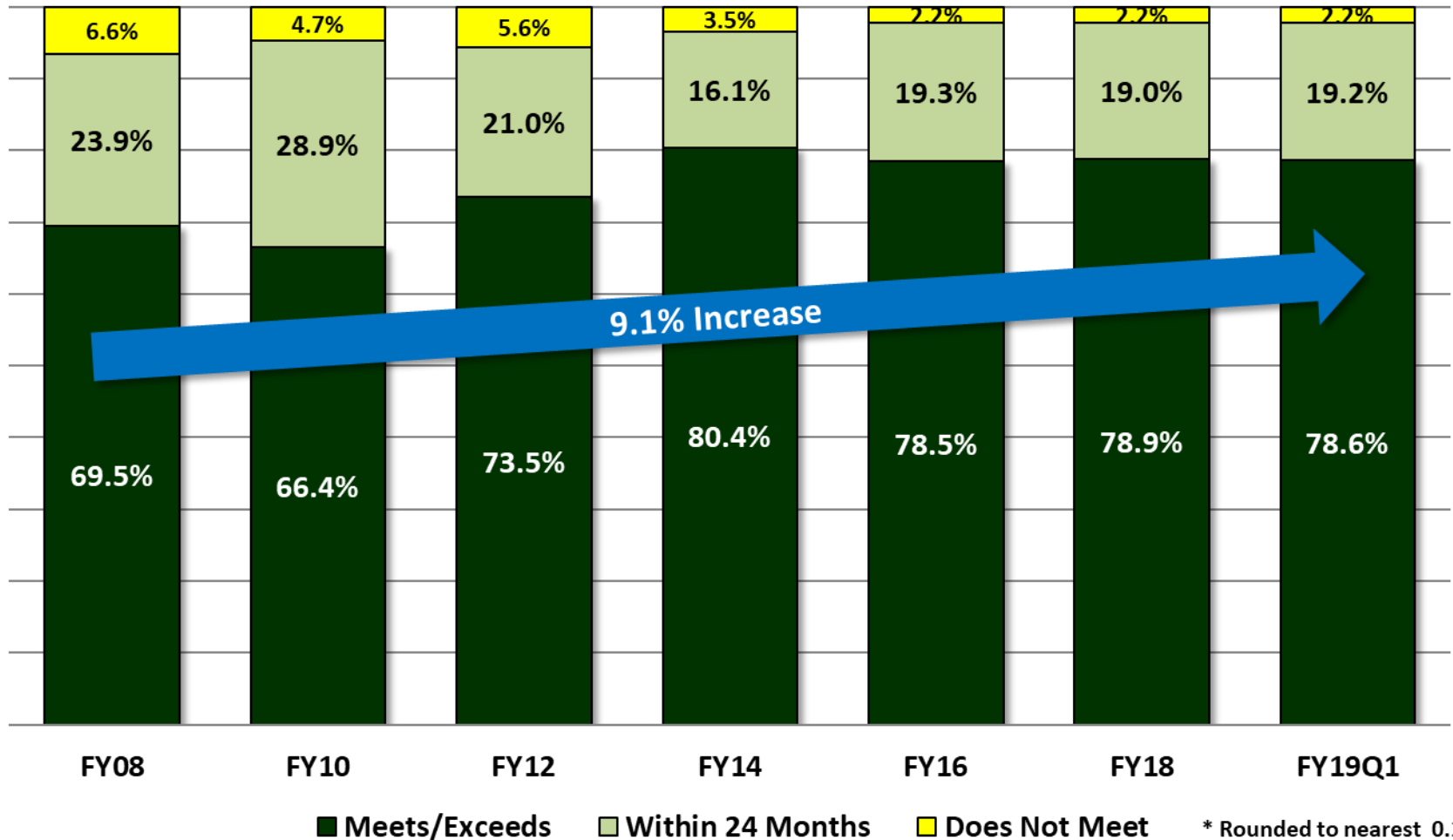


Contracting Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
AIR FORCE	8,476	8,426	8,451	8,445	8,289	8,255	8,246	8,250	8,225	-1%
ARMY	7,990	7,942	7,886	7,978	7,943	7,869	7,895	8,007	8,050	1%
Navy	5,859	5,869	5,851	5,906	5,984	5,999	6,115	6,234	6,239	4%
DLA	3,336	3,336	3,327	3,496	3,500	3,536	3,518	3,574	3,538	1%
DCMA	3,061	3,064	3,003	2,981	2,931	2,931	2,908	2,981	2,938	0%
MARINE CORPS	549	538	550	537	531	531	541	533	537	1%
DISA	364	359	362	359	358	347	344	356	354	-1%
MDA	214	212	229	226	233	231	236	256	261	12%
DAU	139	135	132	128	135	139	148	144	143	6%
WHS	119	113	117	119	118	117	121	121	132	12%
DeCA	113	110	109	108	113	114	112	111	111	-2%
DHA	98	96	102	96	101	100	100	98	97	-4%
NRO	93	95	96	97	98	99	97	97	97	-1%
DTRA	88	85	85	82	80	81	80	83	85	6%
DFAS	63	60	60	59	59	55	55	58	58	-2%
DoDEA	40	39	43	44	46	54	63	60	62	35%
DoD HRA	27	30	30	36	33	33	35	34	-	-100%
OSD	35	35	33	30	30	29	29	29	28	-7%
DMEA	24	23	22	22	22	23	23	21	22	0%
DSS	14	13	13	15	16	15	14	18	20	25%
DARPA	15	15	16	16	16	15	15	17	16	0%
USUHS	13	11	11	12	11	14	13	13	15	36%
DSCA	14	14	14	13	14	13	14	14	3	-79%
DMA	12	11	11	11	11	10	12	12	13	18%
JCS	6	6	7	6	6	7	7	7	7	17%
NDU	3	3	3	3	4	4	4	4	4	0%
DPAA	3	3	3	3	3	3	2	3	3	0%
DCAA	1	1	1	1	1	1	1	1	1	0%
TOTAL	30,769	30,644	30,567	30,829	30,686	30,625	30,748	31,136	31,059	↑ 1%



Contracting Historical DAWIA Certification FY08 – FY19

Contracting

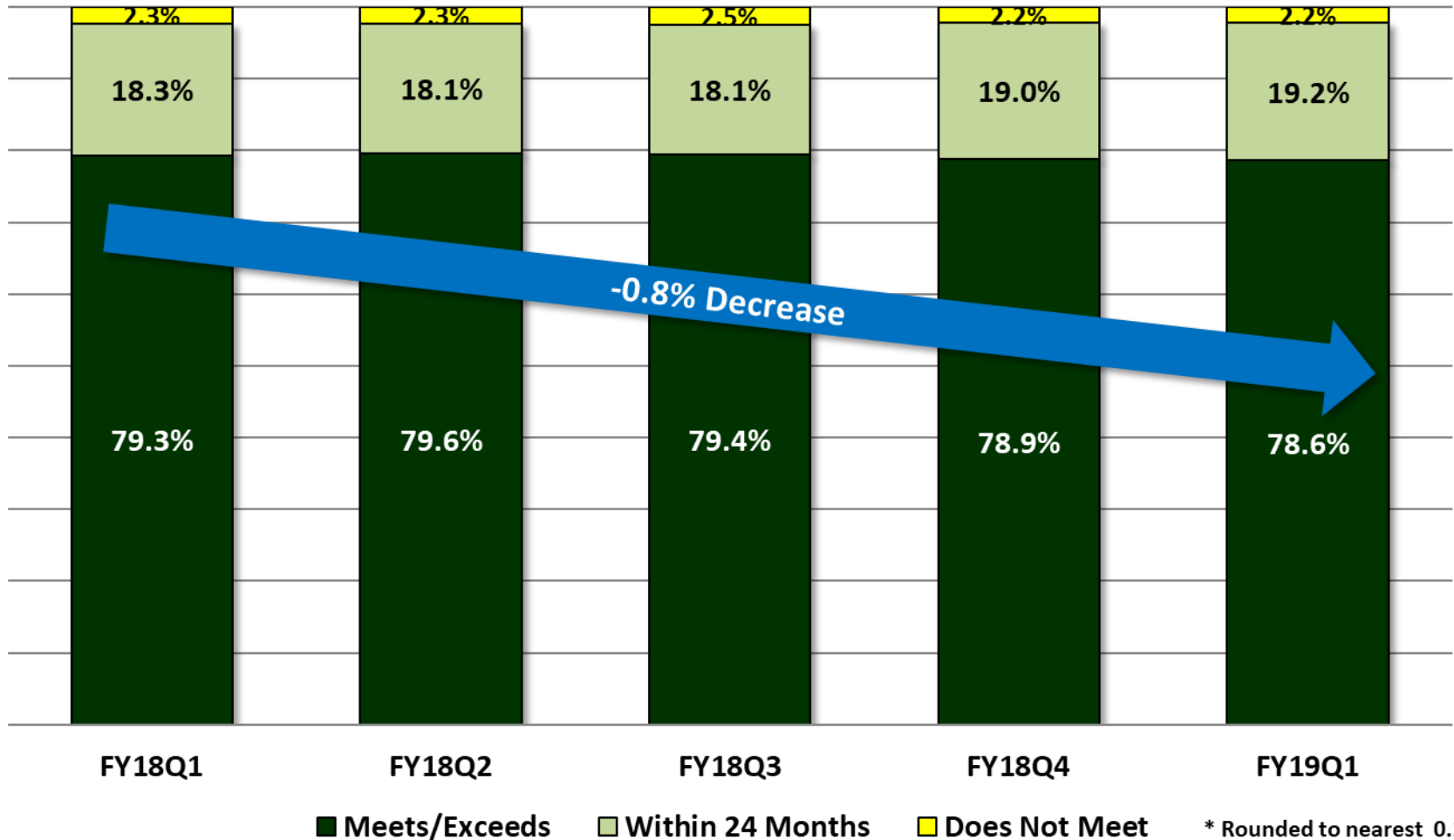




Contracting Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



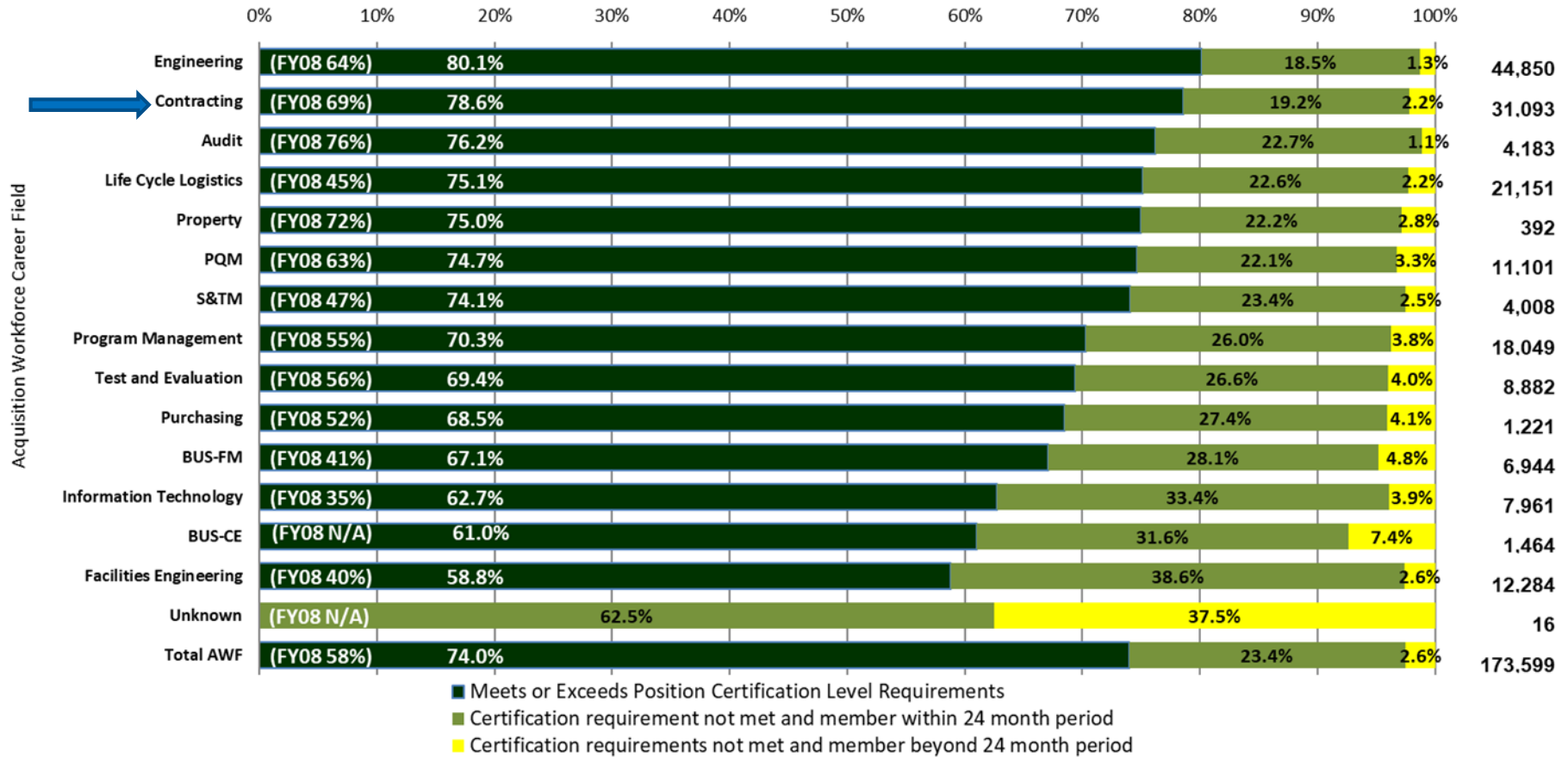
Contracting





DAWIA Certification by Career Field

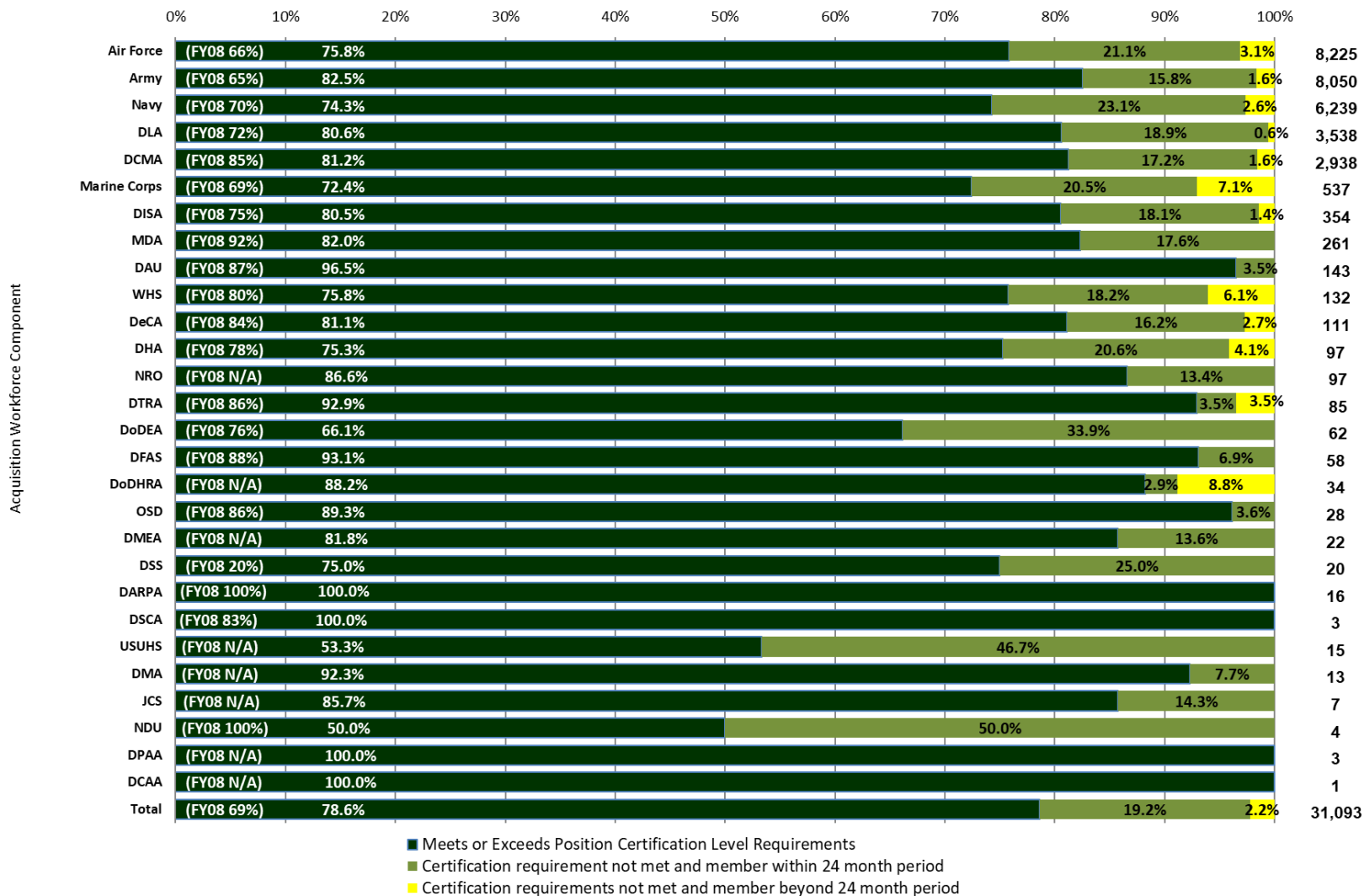
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Contracting DAWIA Certification by Component

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





Contracting DAWIA Certification Matrix + Bench Strength

Required Certification Level	Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,483	764	465	125	2,837	47.7%
Level II	1,943	2,026	10,116	3,880	17,965	77.9%
Level III	173	62	891	9,077	10,203	89.0%
<i>Unspecified</i>	47	14	19	8	88	
FY19Q1 TOTAL	3,646	2,866	11,491	13,090	31,093	78.6%
	11.7%	9.2%	37.0%	42.1%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,462	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%	
Contracting	24,427	78.6%	2 of 14

** Based on population total without unspecified positions

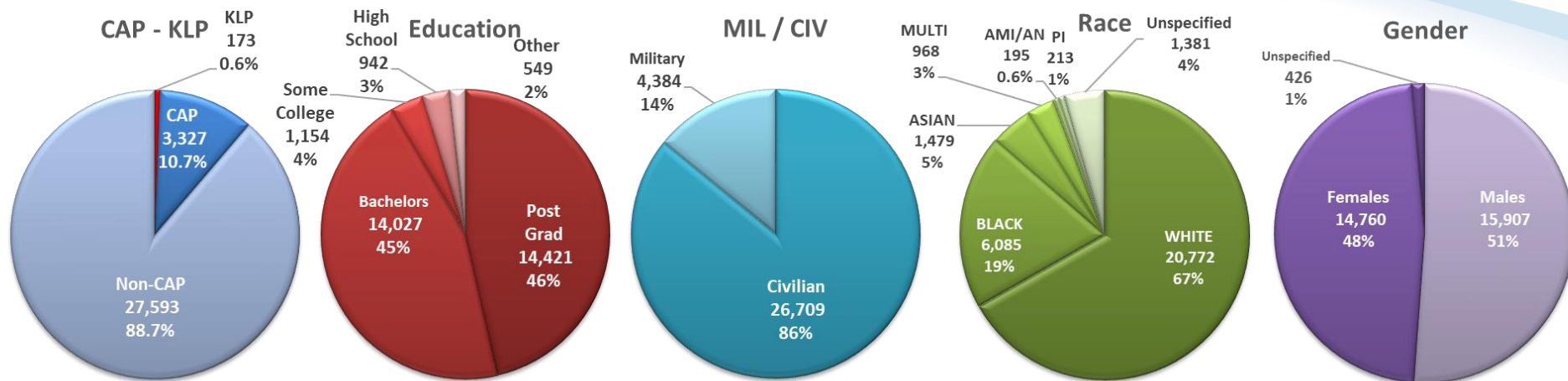
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,354	1,391	92	2,837	9.1%
Level II	13,996	3,515	454	17,965	57.8%
Level III	9,077	987	139	10,203	32.8%
<i>Unspecified</i>	8	77	3	88	0.3%
Contracting TOTAL	24,435	5,970	688	31,093	
	78.6%	19.2%	2.2%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON		Entire DAW	
Key Leadership Positions (KLPs)	173	0.6%	1,263	0.7%
Critical Acquisition Positions (CAPs) *	3,327	10.7%	16,612	9.6%
Non-CAP Positions	27,593	88.7%	155,724	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	31,093		173,599	

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

Highest Level of Education	CON		Entire DAW	
Post Grad	14,421	46.4%	69,463	40.0%
Bachelors	14,027	45.1%	76,804	44.2%
Some College	1,154	3.7%	12,063	6.9%
High School	942	3.0%	12,639	7.3%
Other	549	1.8%	2,630	1.5%
TOTAL	31,093		173,599	

Military / Civilian	CON		Entire DAW	
Civilian	26,709	85.9%	158,067	91.1%
Military	4,384	14.1%	15,532	8.9%
TOTAL	31,093		173,599	

Race	CON		Entire DAW	
WHITE	20,772	66.8%	126,779	73.0%
BLACK	6,085	19.6%	20,843	12.0%
ASIAN	1,479	4.8%	11,892	6.9%
MULTI	968	3.1%	4,832	2.8%
AMI/AN	195	0.6%	1,110	0.6%
PI	213	0.7%	879	0.5%
Unspecified	1,381	4.4%	7,264	4.2%
TOTAL	31,093		173,599	

Gender	CON		Entire DAW	
Males	15,907	51.2%	121,434	70.0%
Females	14,760	47.5%	50,076	28.8%
Unspecified	426	1.4%	2,089	1.2%
TOTAL	31,093		173,599	



Contracting Size by Occupational Series

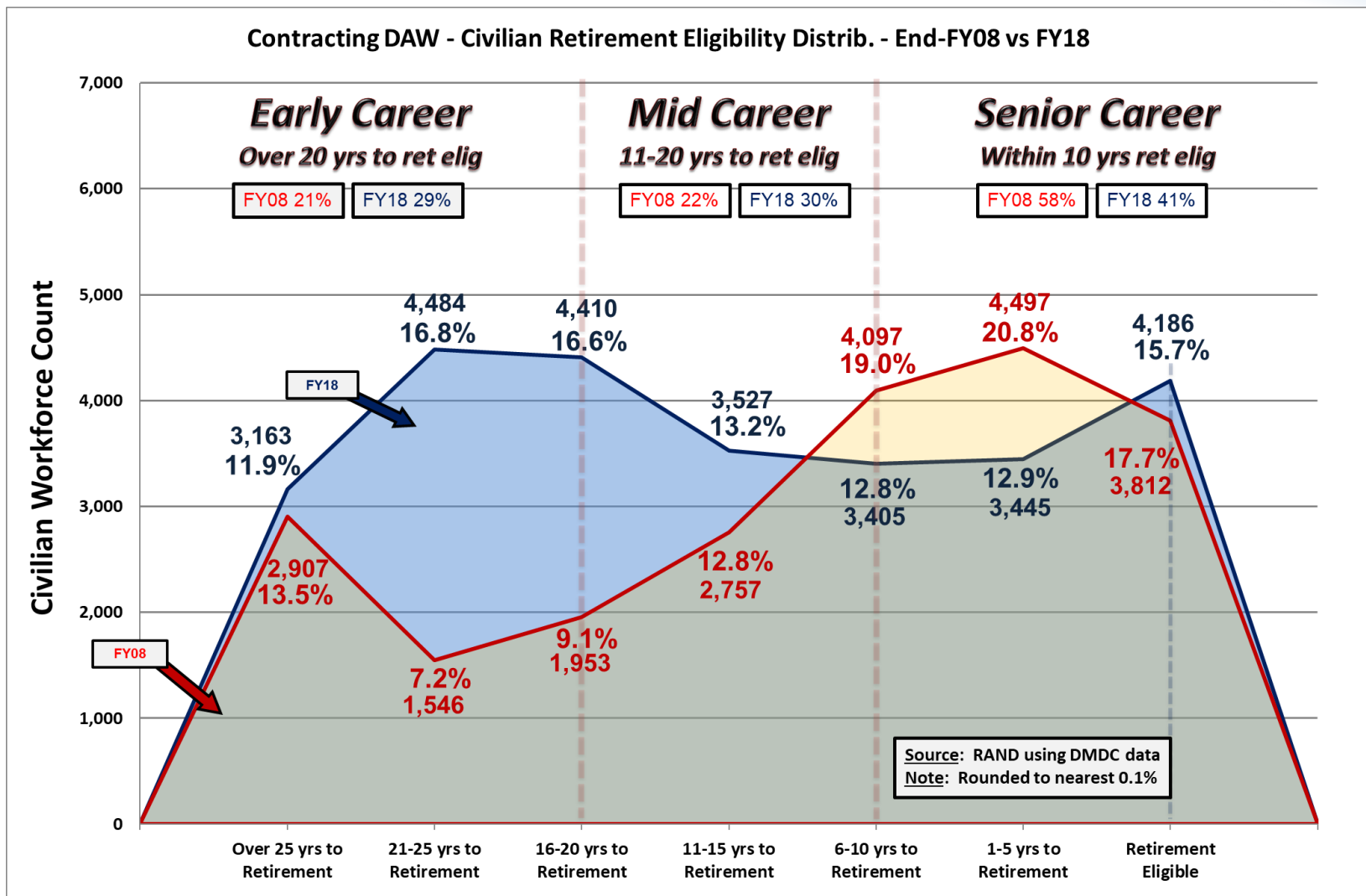
Civilian Occupational Series	CON	
1102 - Contract Specialist	25,072	93.9%
1101 - Business and Industry Specialist	824	3.1%
0810 - Engineer, Civil	653	2.4%
0830 - Engineer, Mechanical	48	0.18%
0850 - Engineer, Electrical	18	0.07%
0301 - Administration & Program Staff	21	0.08%
1160 - Financial Analyst	15	0.06%
0343 - Management and Program Analyst	7	0.03%
0801 - Engineer, General	12	0.04%
<i>Other</i>	39	0.15%
TOTAL CIVILIAN	26,709	Civilians



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



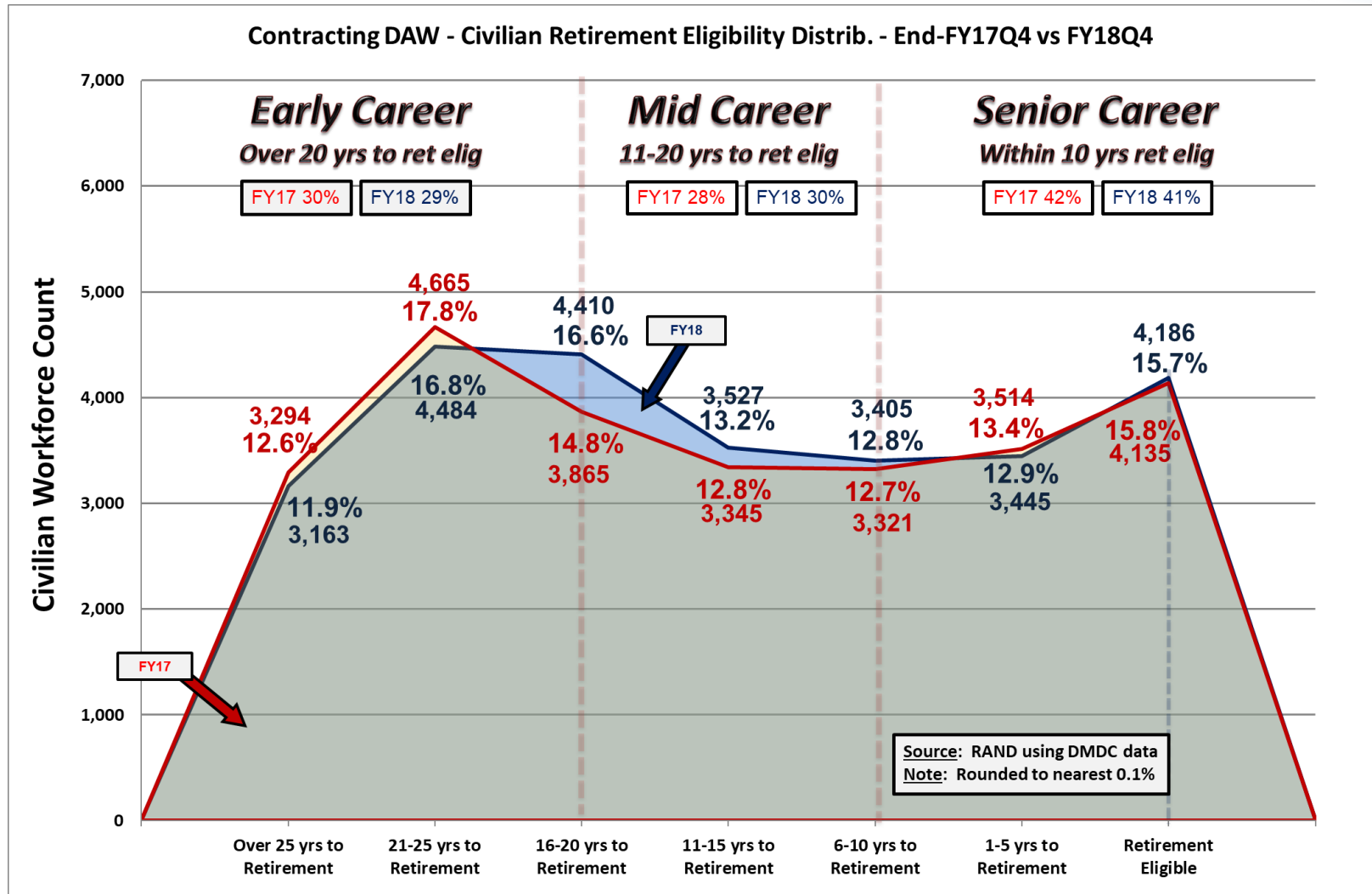
Contracting Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



Contracting Civilian Retirement Eligibility Distribution – FY17Q4 / FY18Q4

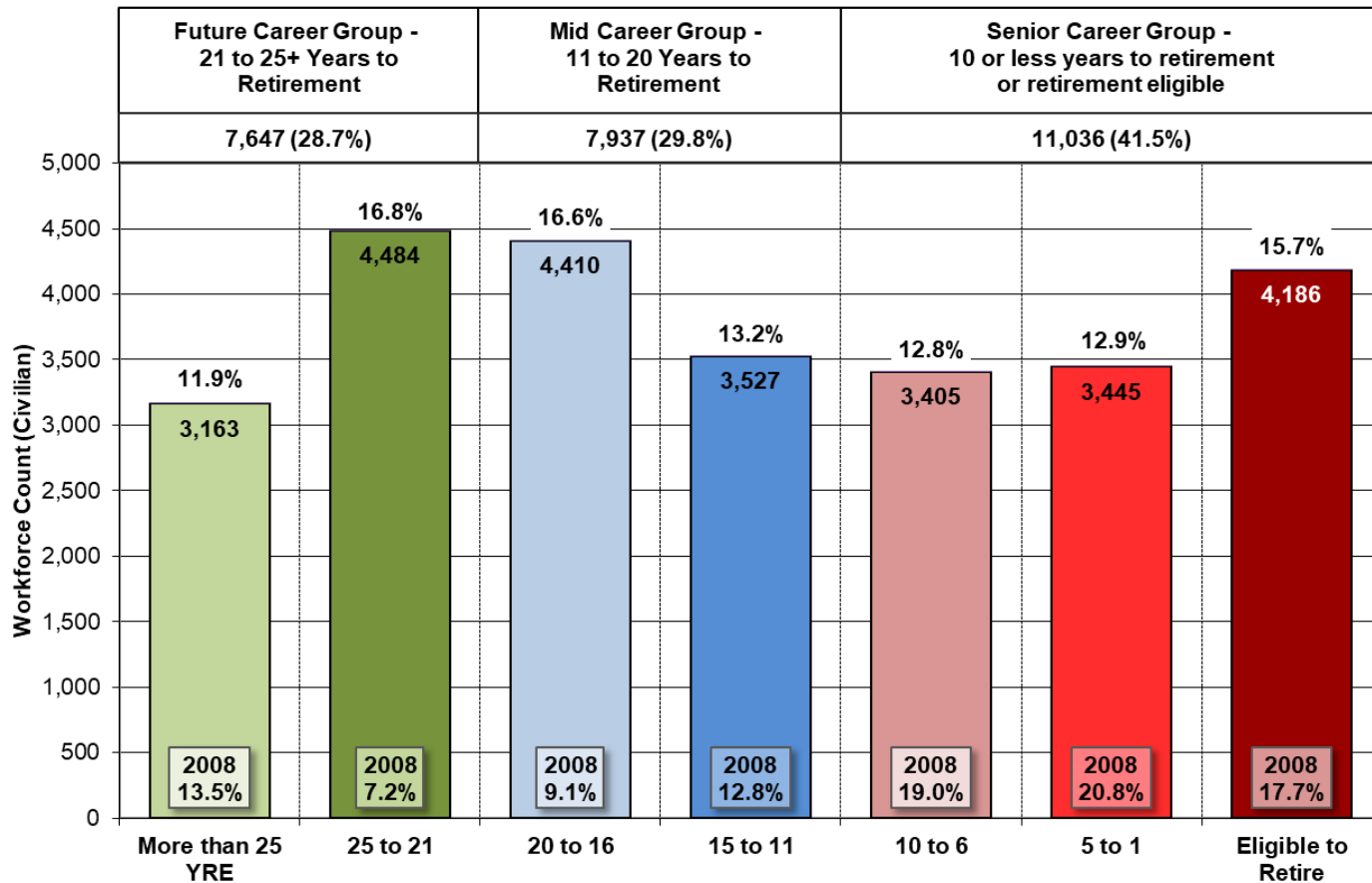


As of 30 Sept 2018



Workforce Lifecycle Model

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



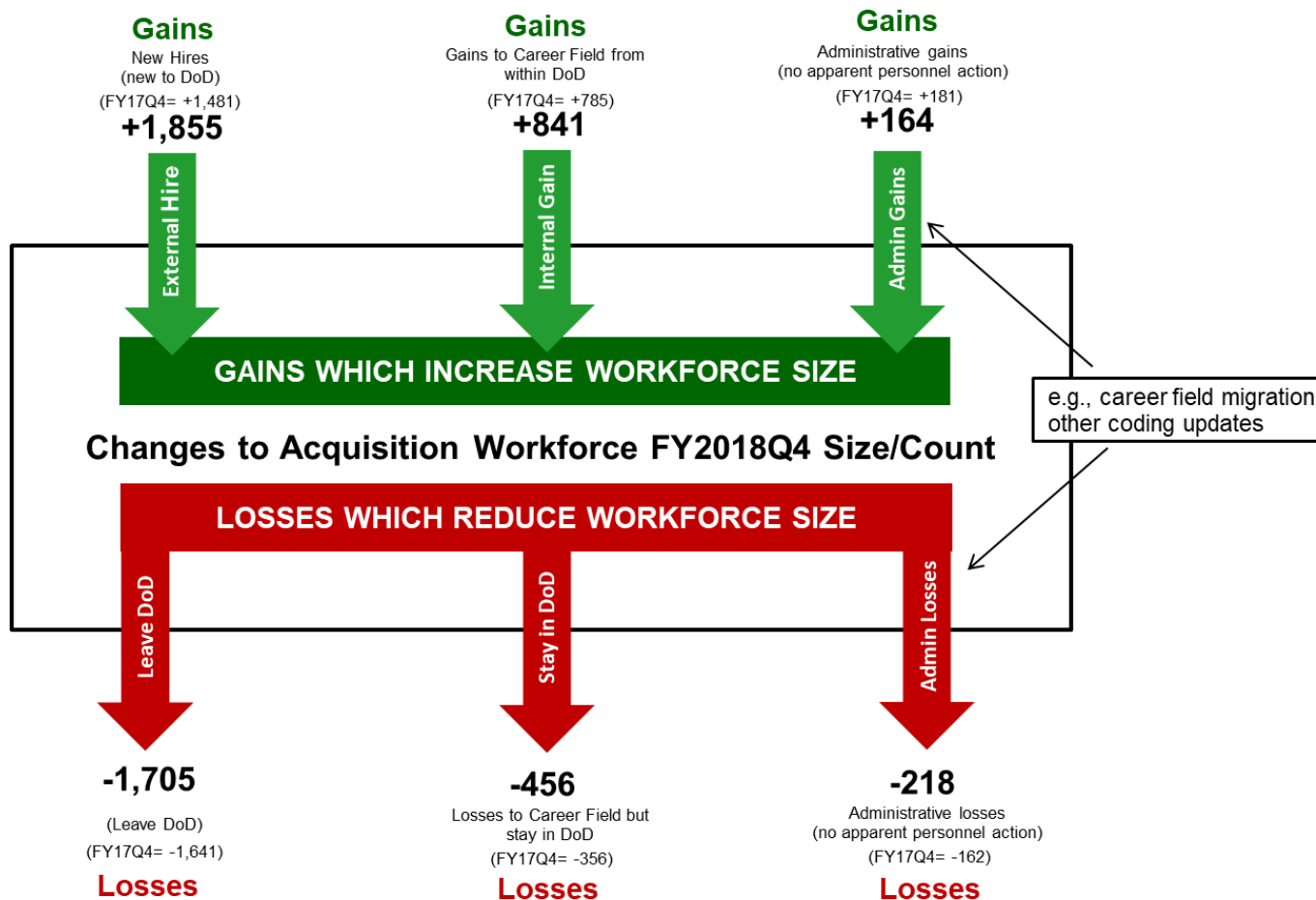


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2018Q4)

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

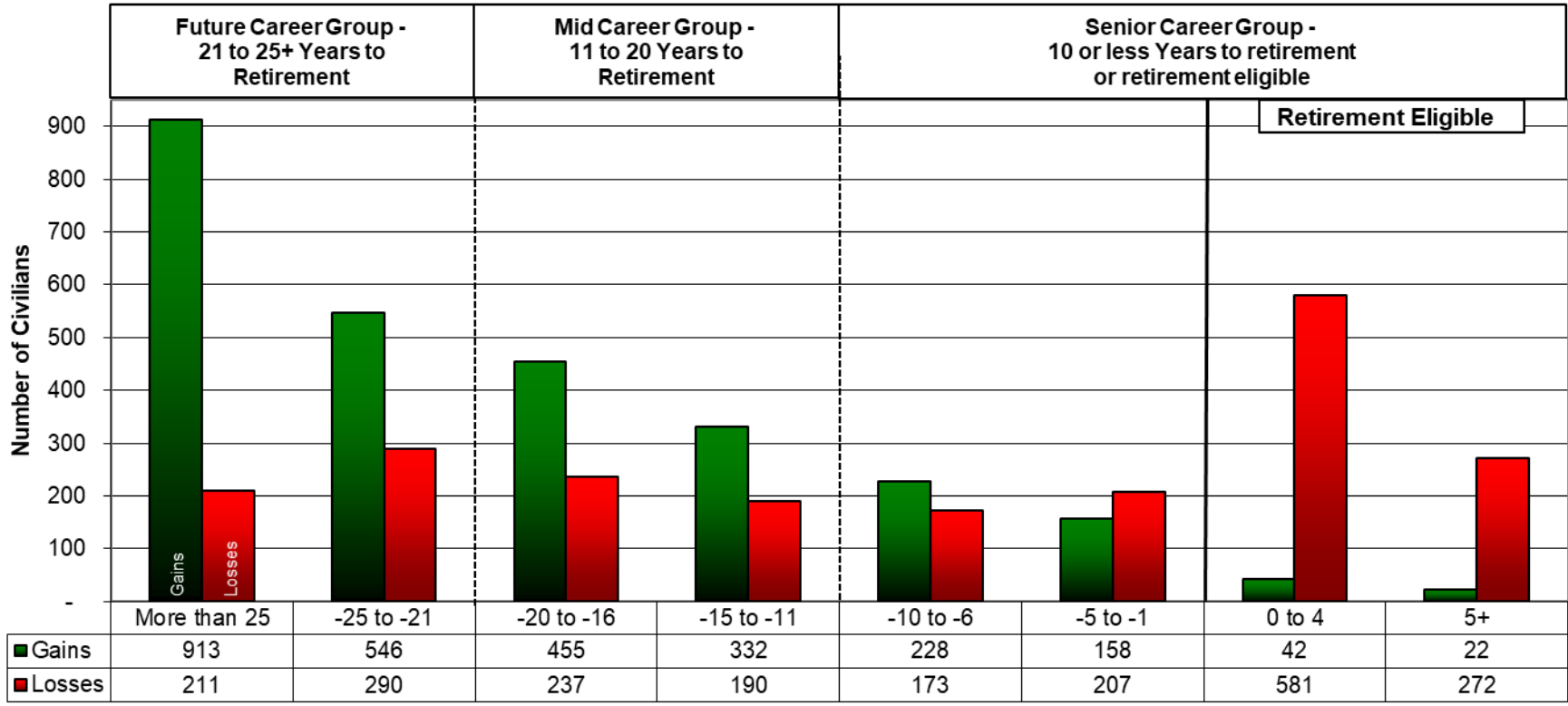




Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

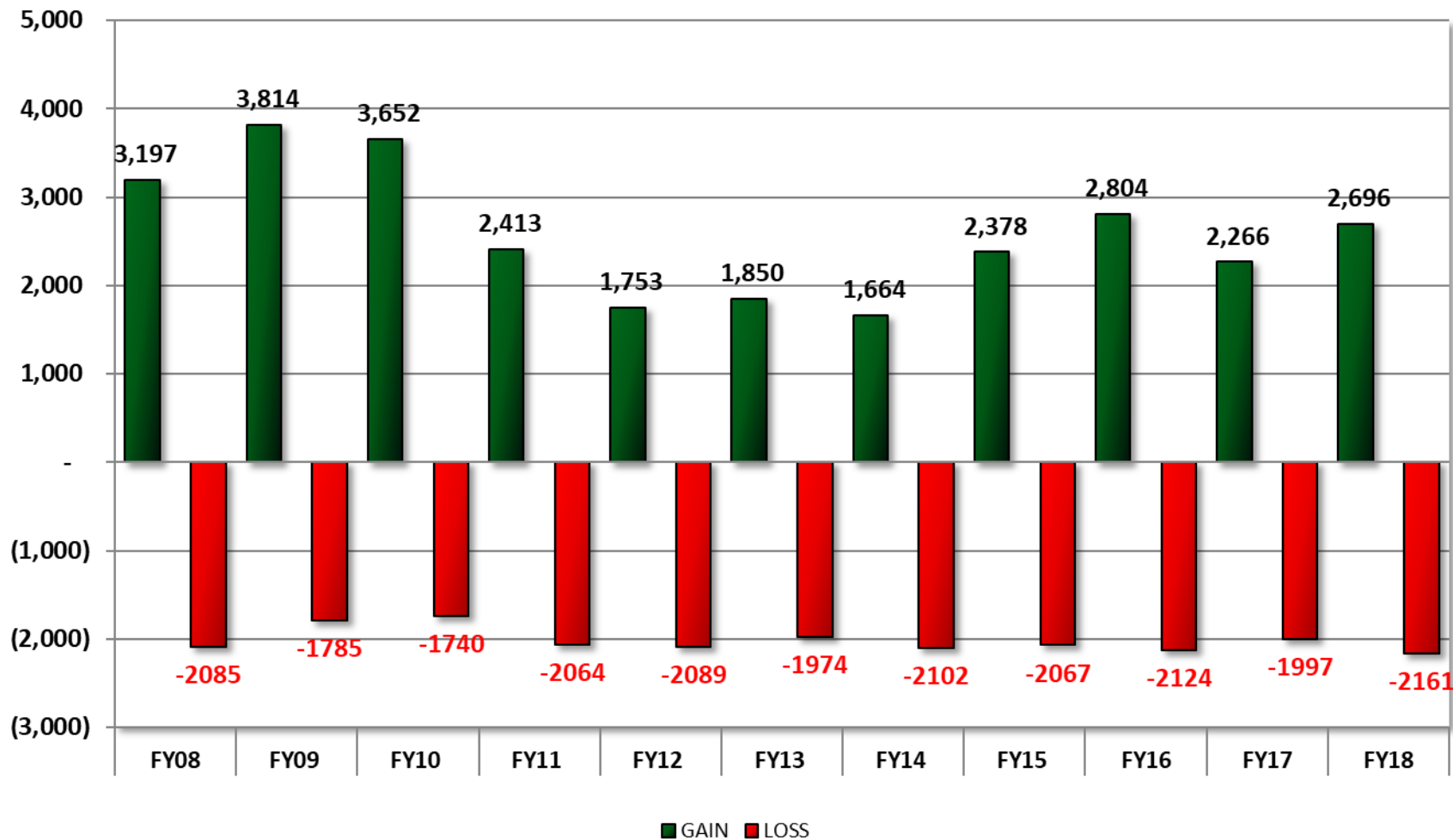


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY18



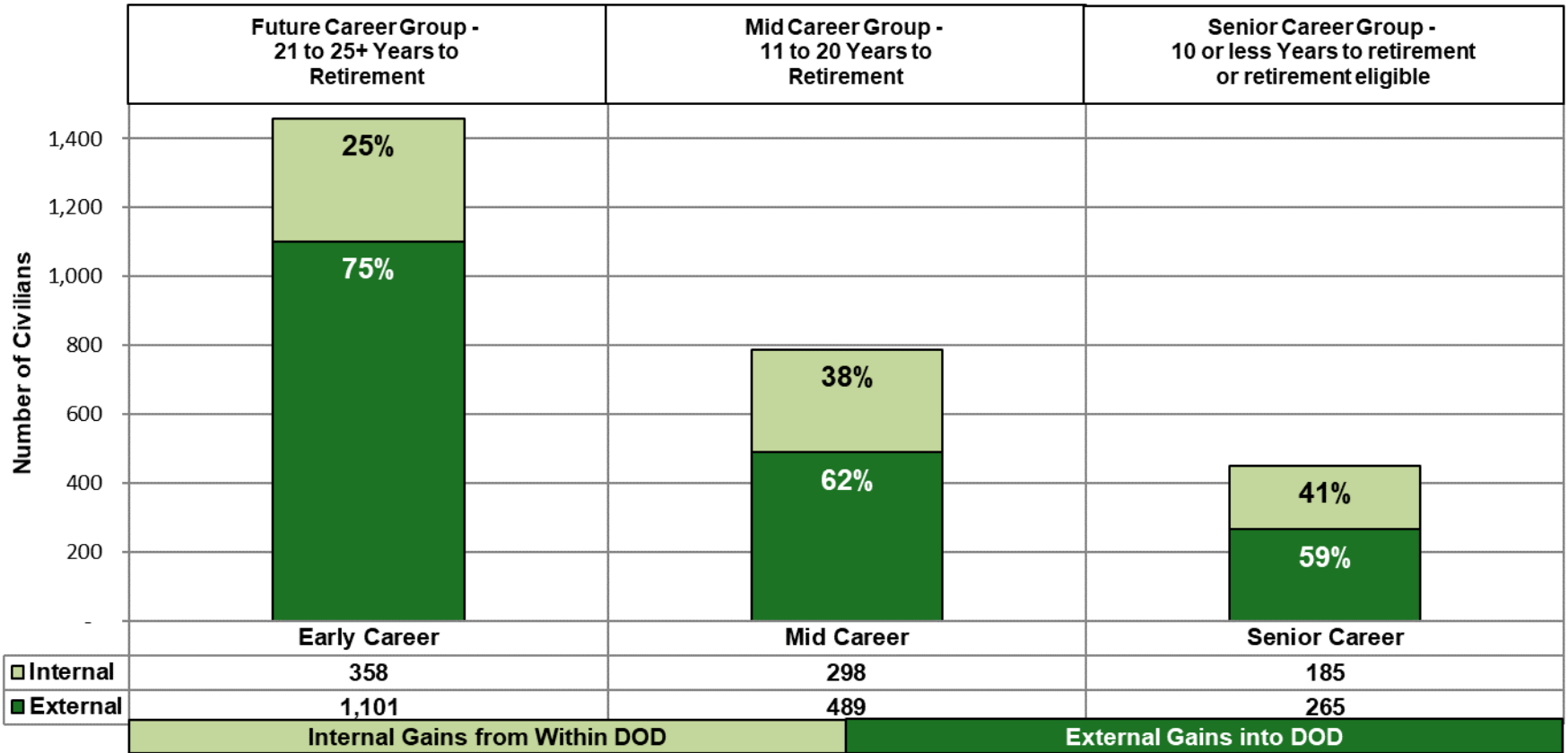
As of 30 Sept 2018



Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

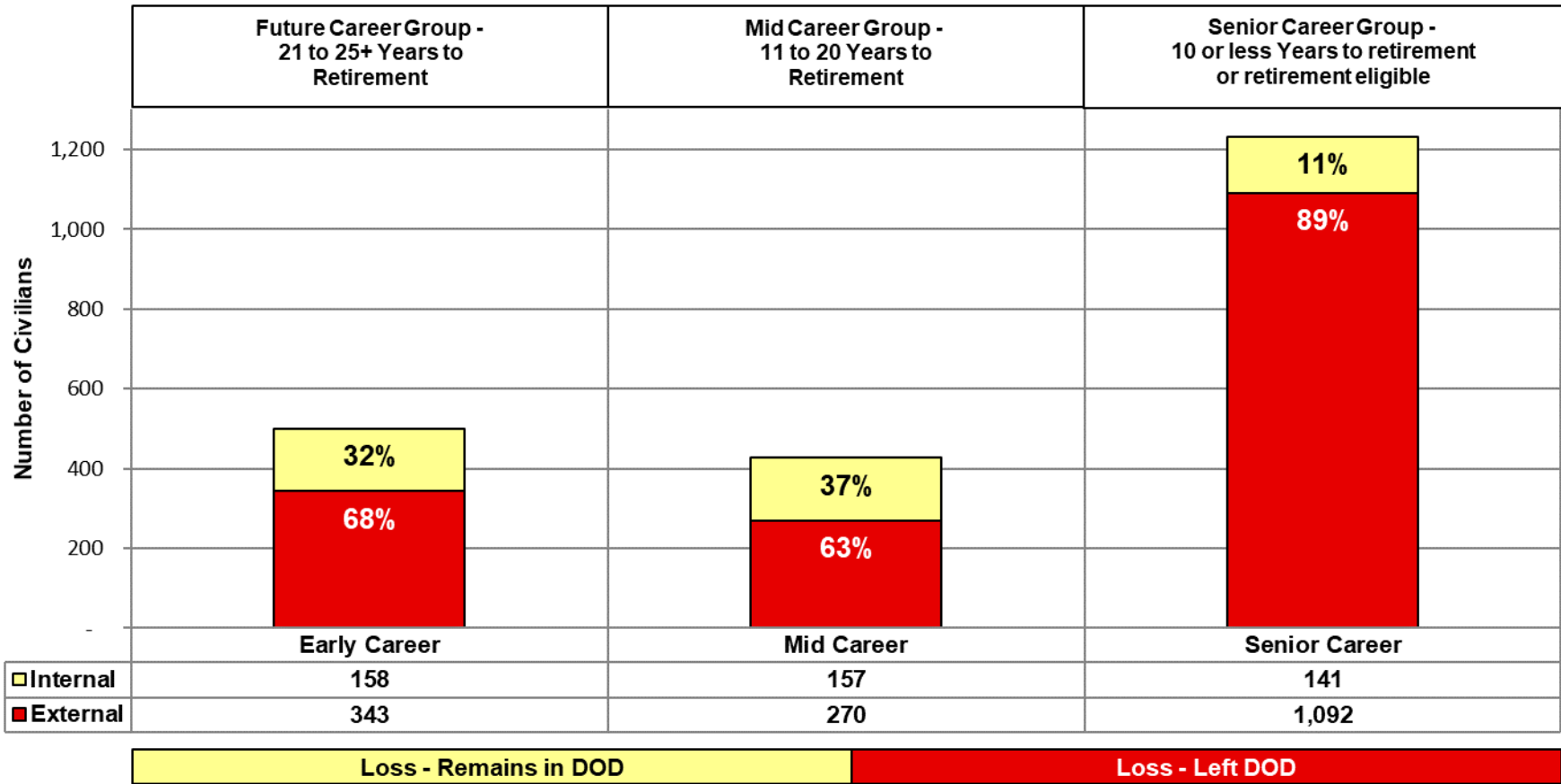


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

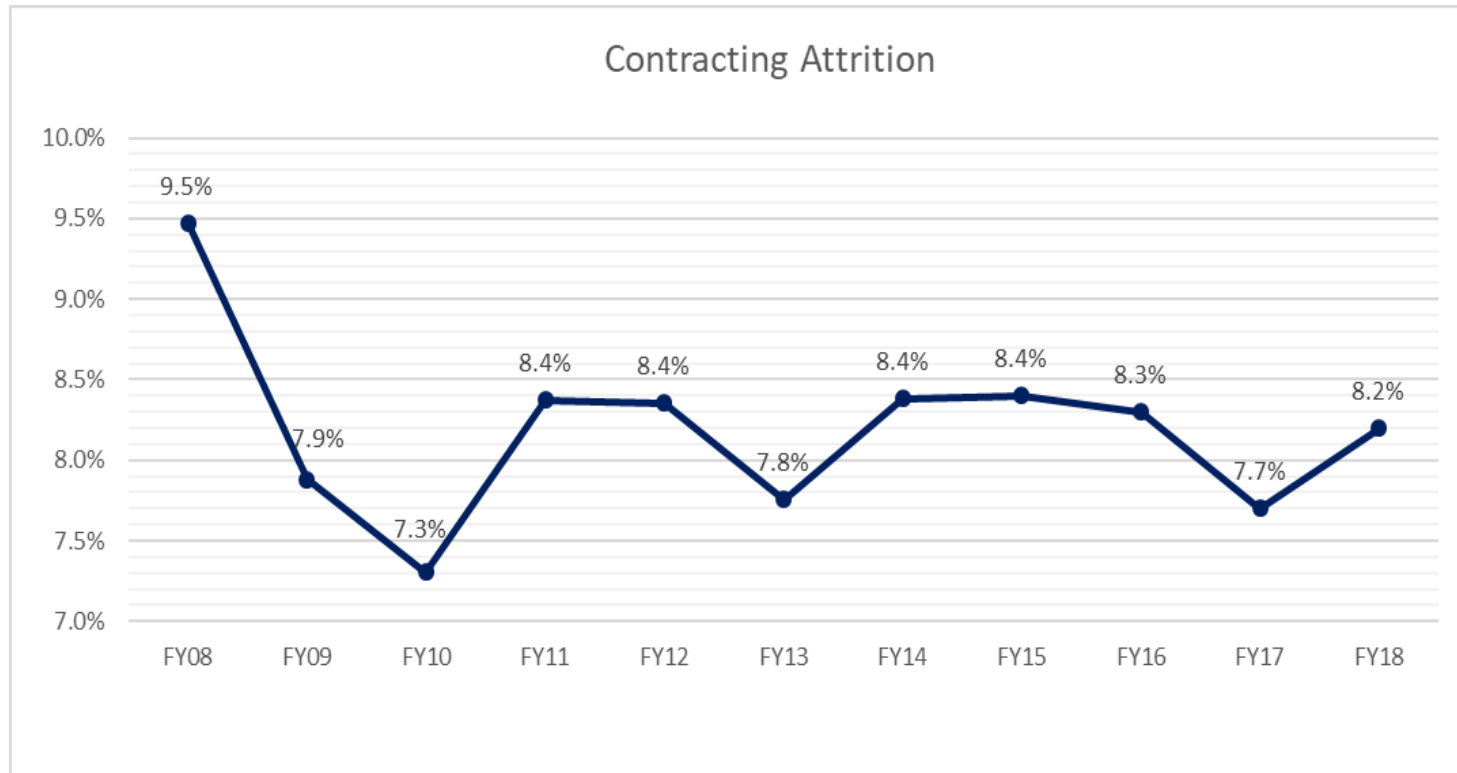
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



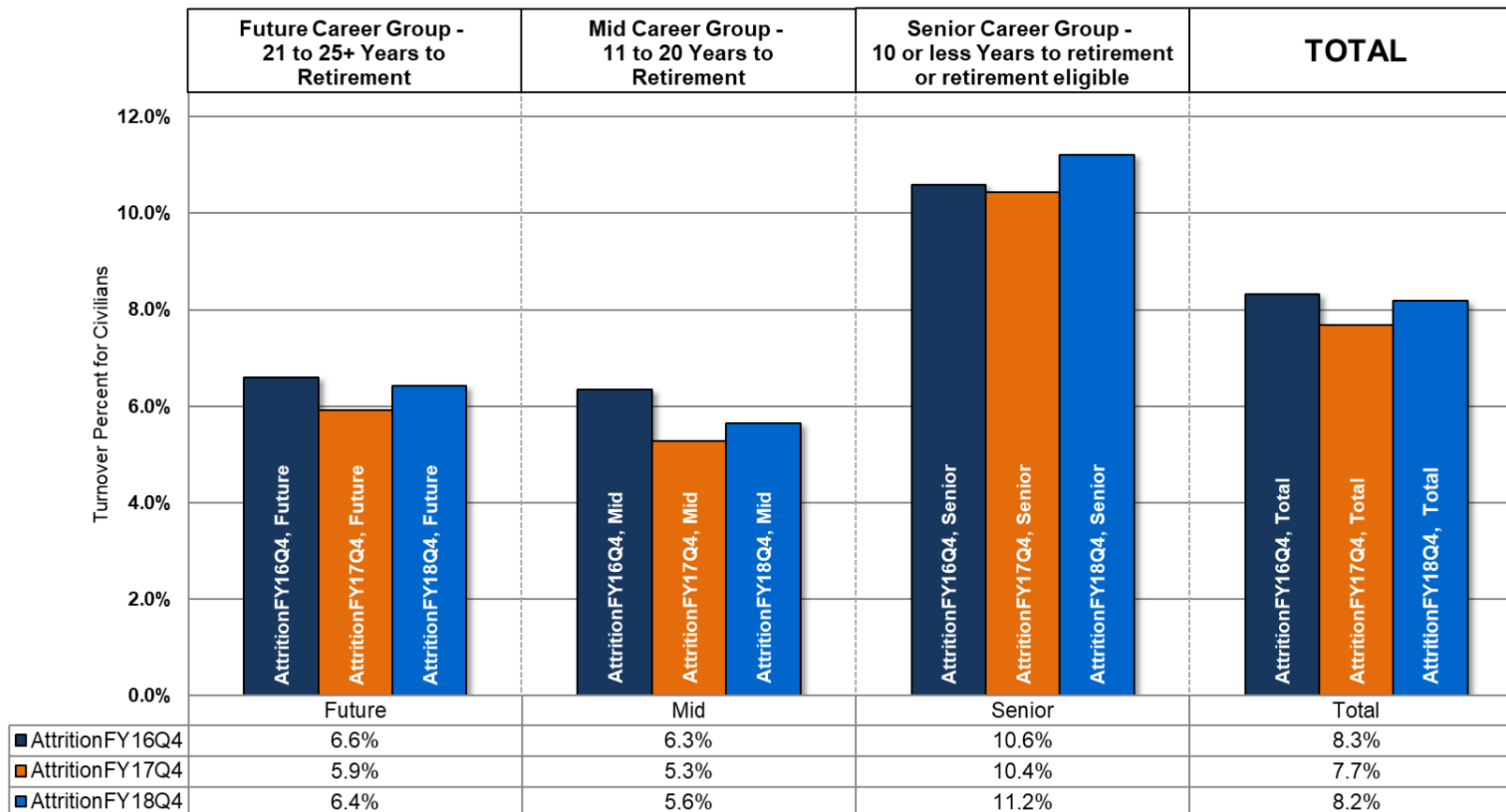
Annual Attrition Rates





Contracting Attrition Rates by Career Group

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



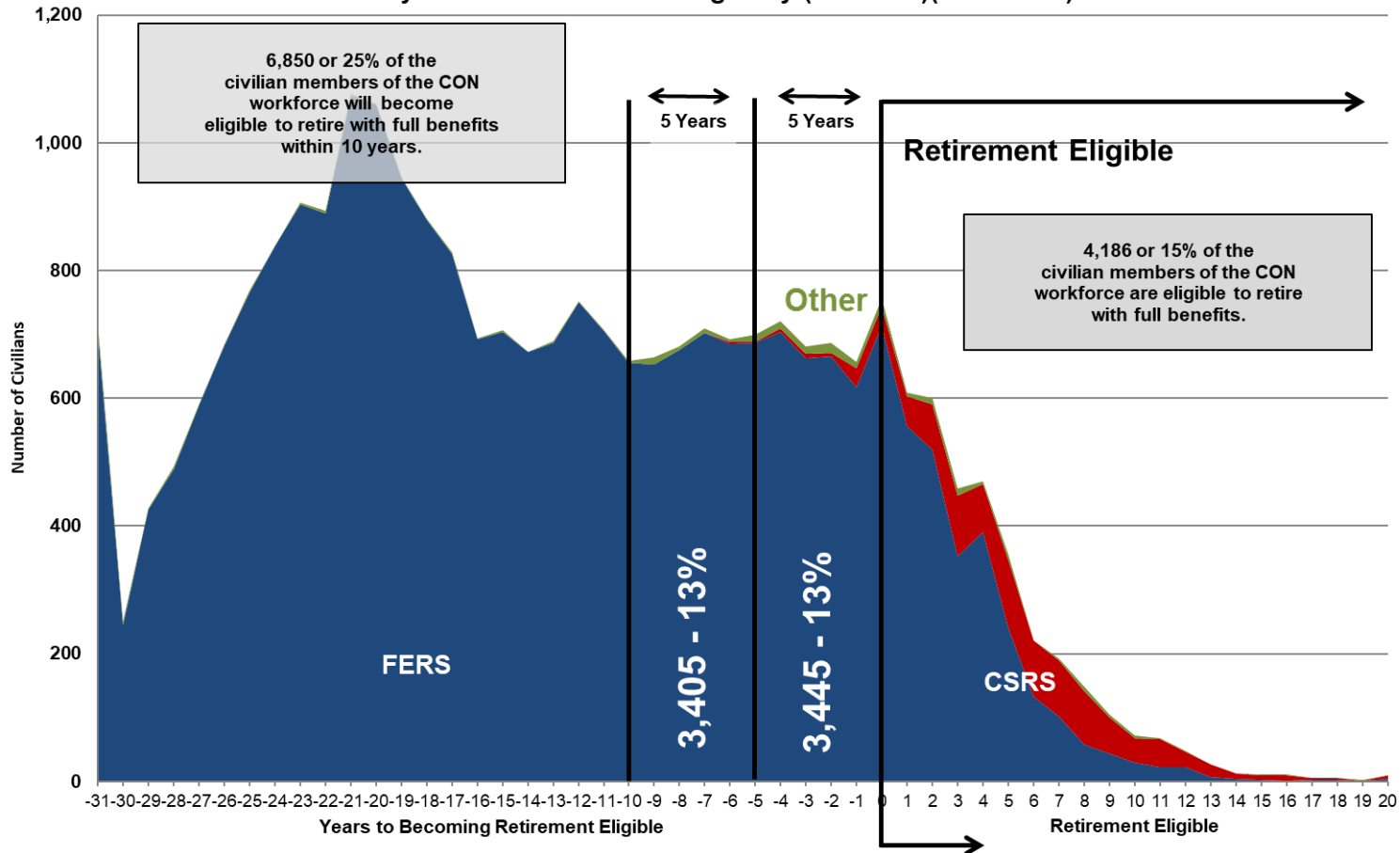


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END