



# Defense Acquisition Workforce Key Information

Facilities Engineering  
As of FY19Q1 (31 Dec 2018)



# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2018Q4			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	4,919	1	4,920	125,879	11,877	3	11,880	172,736
Change in size from 2008	-	-	-	-	141%	200%	141%	37%
Civilian/Military Composition	100%	0%	-	88%/ 12%	100%	0%	-	91%/ 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	77%	0%	77%	77%	83%	100%	83%	84%
Graduate Degree	20%	0%	20%	29%	31%	67%	31%	40%
<b>Certification</b>								
Level I or Higher Achieved	47%	0%	47%	72%	69%	0%	69%	84%
Level II or Higher Achieved	41%	0%	41%	61%	65%	0%	65%	71%
Level III Achieved	0%	0%	0%	36%	26%	0%	26%	40%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	59%	0%	59%	74%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	38%	100%	38%	23%
Does Not Meet Certification Requirement	16%	0%	16%	14%	3%	0%	3%	3%
<b>Planning Considerations</b>								
Average Age	49	23	49	46	48	34	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	17/27/56(%)	-	-	26/26/48(%)
Average Years of Service	19	1	19	17	17	11	17	15
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	2,711(23%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	2,057(17%)	-	-	25,048(16%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	3,316/1,272	-	-	19,614/12,308

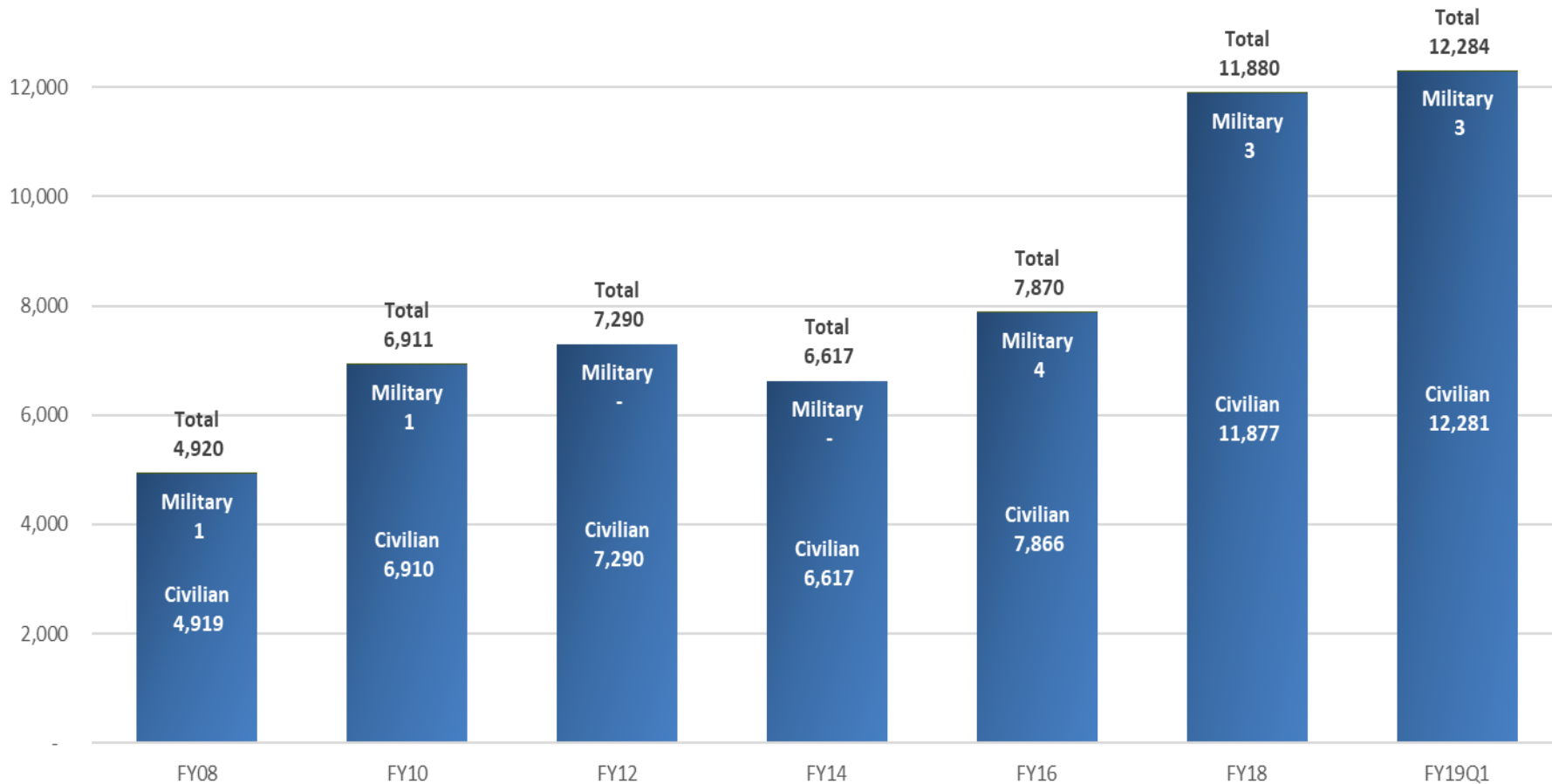
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Total Historic Workforce

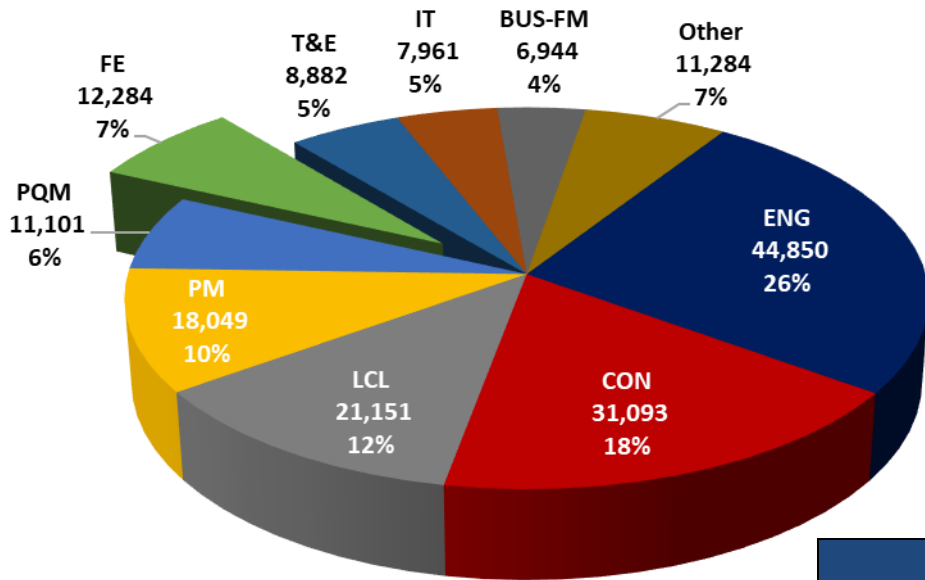


## Facilities Engineering





# 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%
<b>Totals</b>	<b>41,183</b>	<b>61,993</b>	<b>2,984</b>	<b>39,316</b>	<b>28,123</b>	<b>173,599</b>	
<b>Component %</b>	<b>23.7%</b>	<b>35.7%</b>	<b>1.7%</b>	<b>22.6%</b>	<b>16.2%</b>		



# Facilities Engineering Workforce Historical Size by Agency FY08 – FY19



Facilities Engineering Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
Navy	3,902	5,301	5,508	4,998	5,456	5,755	5,832	49%	0.0134
MARINE CORPS	-	18	23	41	34	33	35		0.0606
ARMY	988	1,564	1,708	1,530	1,797	5,329	5,660	473%	0.0621
AIR FORCE	6	20	29	4	498	668	663	10950%	-0.0075
MDA	1	4	19	42	42	46	46	4500%	0
DeCA	-	-	-	-	30	31	30		-0.0323
DISA	-	-	-	-	8	14	14		0
DAU	1	-	-	-	2	2	2	100%	0
DCMA	6	1	1	-	1	1	1	-83%	0
DTRA	2	1	1	1	1	1	1	-50%	0
DLA	13	2	1	1	1	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>4,920</b>	<b>6,911</b>	<b>7,290</b>	<b>6,617</b>	<b>7,870</b>	<b>11,880</b>	<b>12,284</b>	<b>↑ 150%</b>	<b>↑ 3%</b>



# Facilities Engineering Workforce Historical Size (Quarterly) by Agency FY17Q1 – FY19Q1



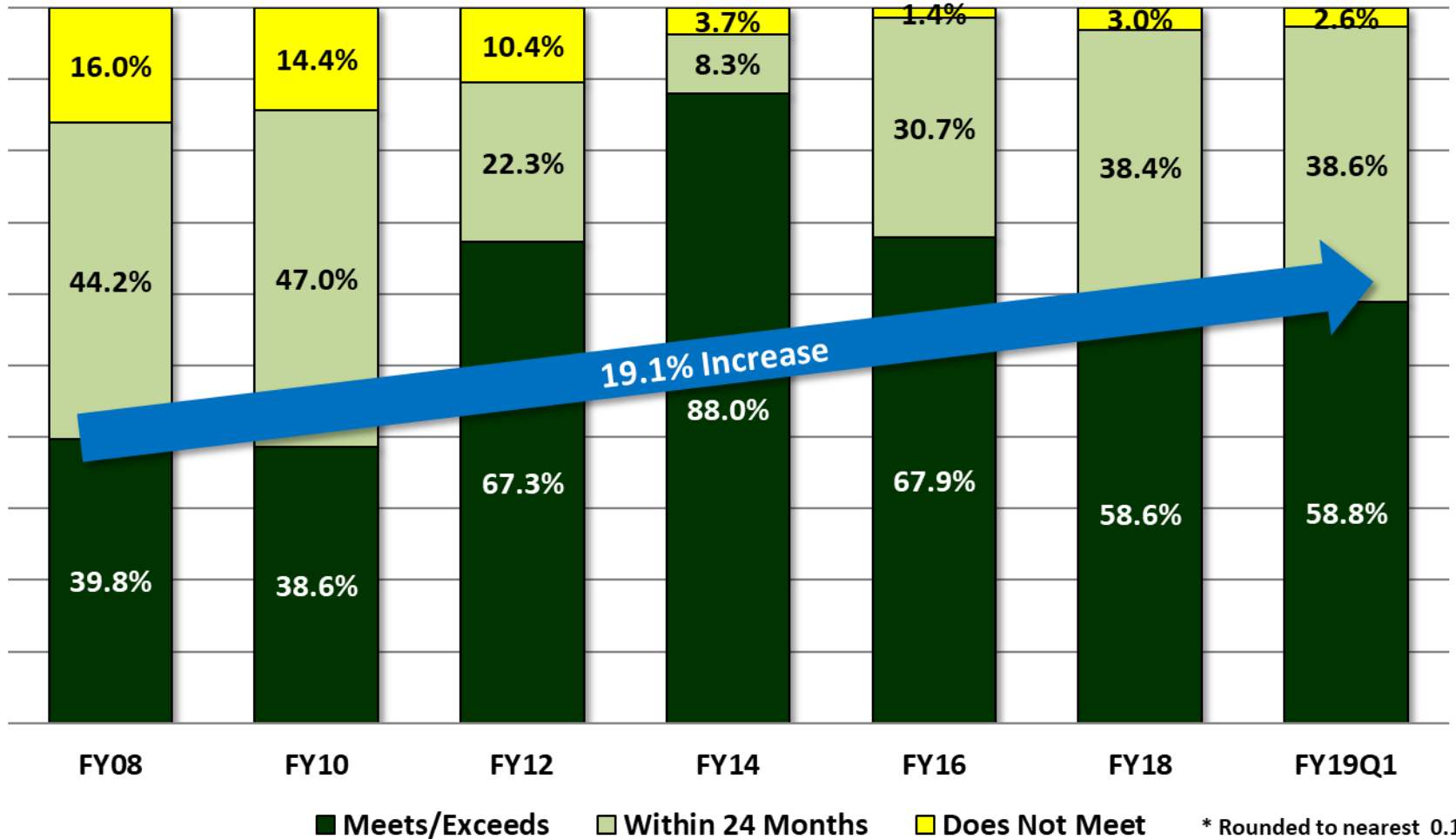
Facilities Engineering Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
Navy	5,481	5,458	5,507	5,541	5,573	5,575	5,634	5,755	5,832	5%
MARINE CORPS	33	33	34	30	31	30	33	33	35	13%
ARMY	1,842	2,981	3,233	3,581	4,207	4,297	4,705	5,329	5,660	35%
AIR FORCE	498	512	520	591	573	585	670	668	663	16%
MDA	41	43	44	46	46	48	47	46	46	0%
DeCA	29	28	28	26	28	31	31	31	30	7%
DISA	8	9	13	13	13	14	14	14	14	8%
DAU	1	1	1	1	2	2	2	2	2	0%
DCMA	1	1	1	1	1	1	1	1	1	0%
DTRA	1	-	-	1	1	1	-	1	1	0%
DLA	1	1	1	-	-	-	-	-	-	
<b>TOTAL</b>	<b>7,936</b>	<b>9,067</b>	<b>9,382</b>	<b>9,831</b>	<b>10,475</b>	<b>10,584</b>	<b>11,137</b>	<b>11,880</b>	<b>12,284</b>	<b>↑ 17%</b>



# Facilities Engineering Historical DAWIA Certification FY08 – FY19

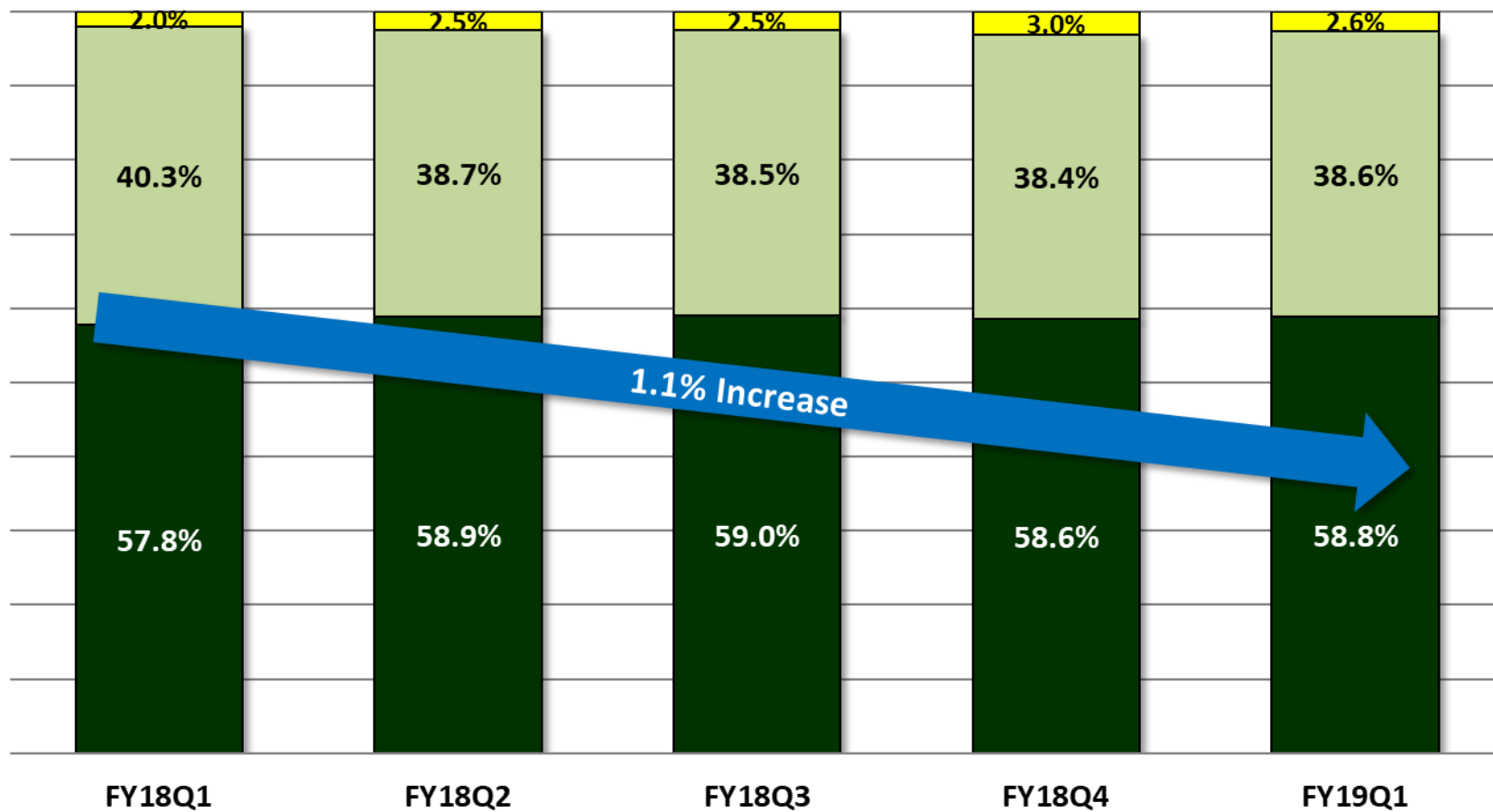


## Facilities Engineering





# Facilities Engineering Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



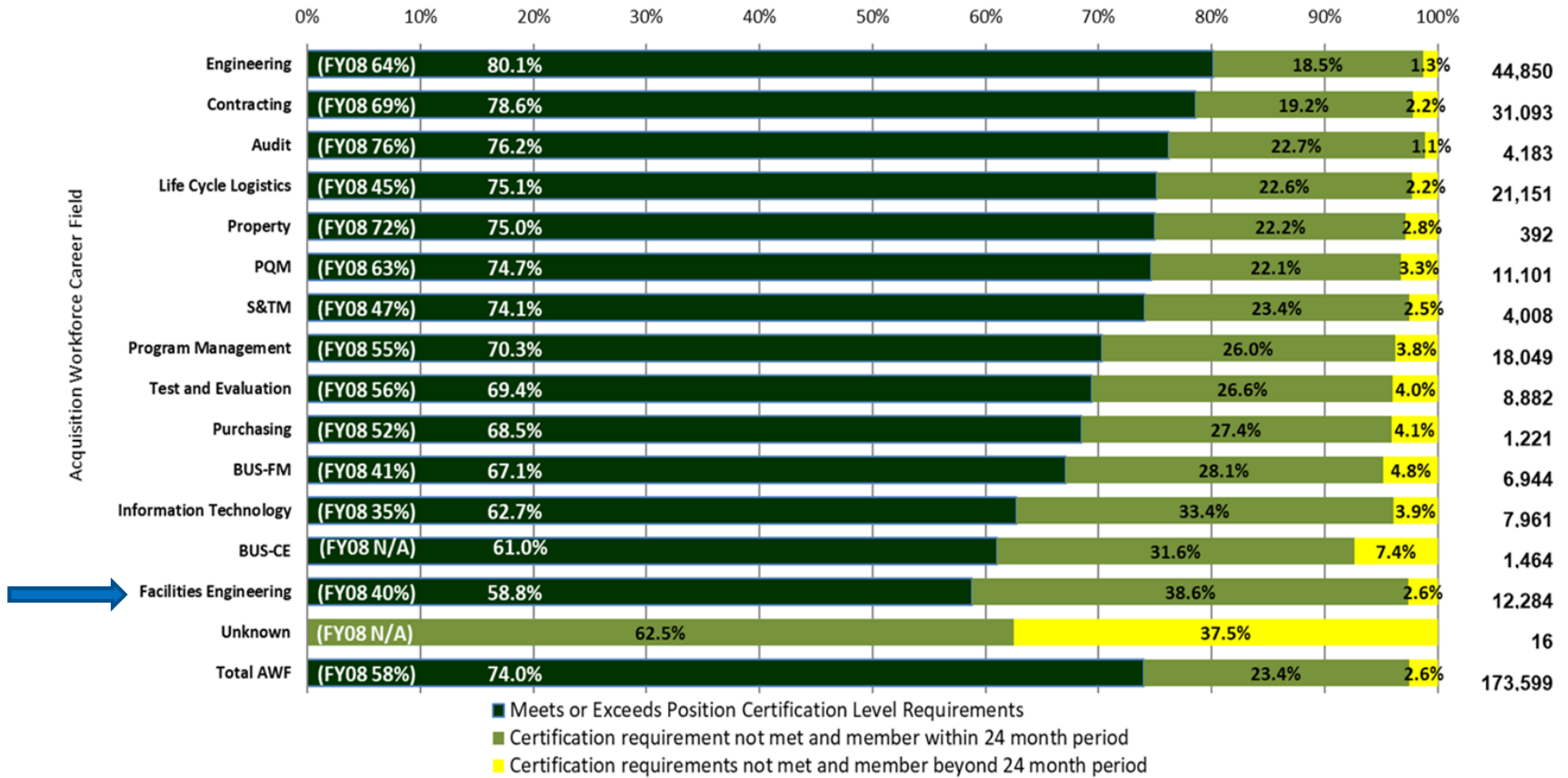
■ Meets/Exceeds    ■ Within 24 Months    ■ Does Not Meet    \* Rounded to nearest 0.1%





# DAWIA Certification by Career Field

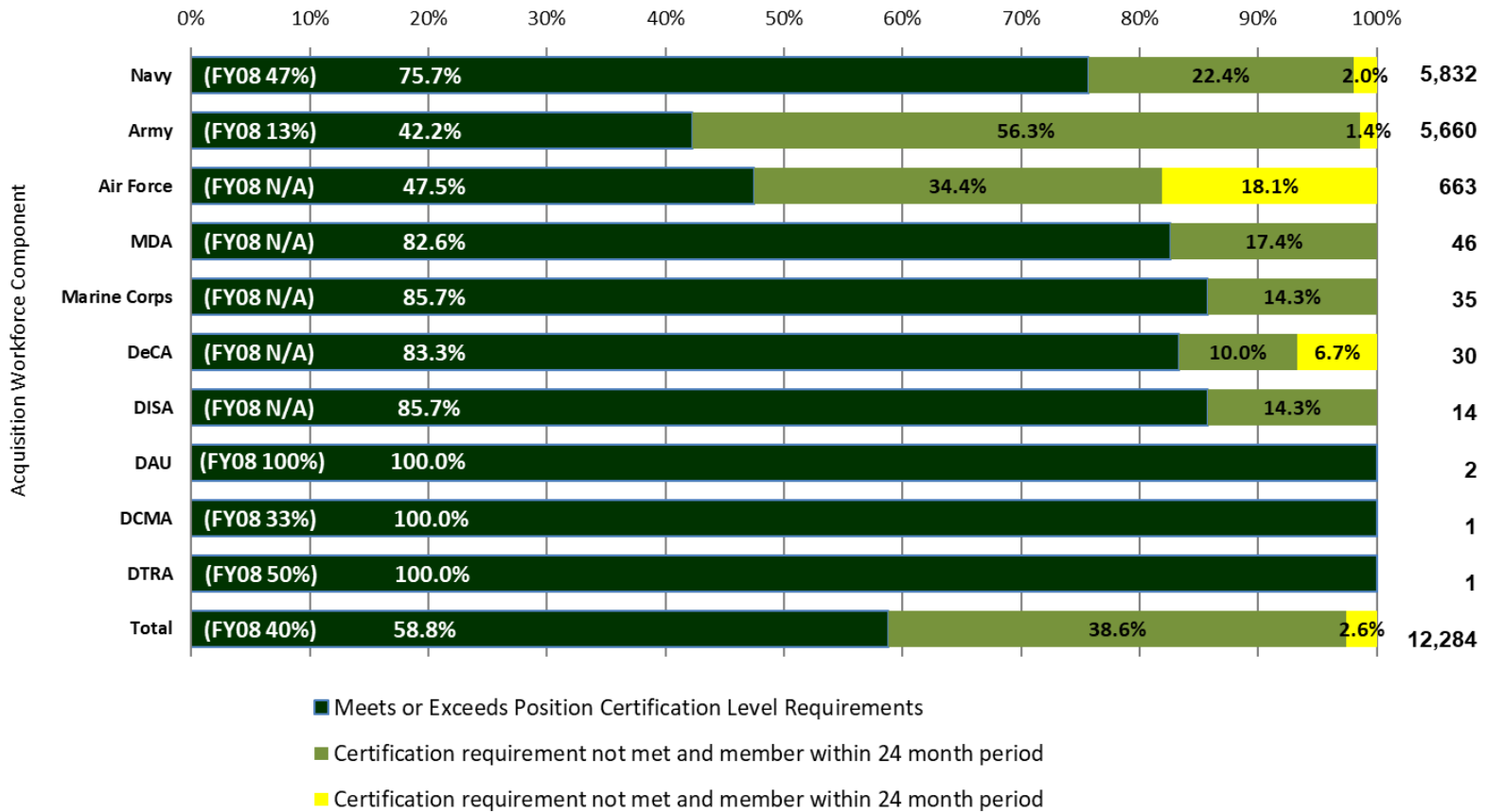
## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





# Facilities Engineering DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Facilities Engineering (FY19Q1)



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



# Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering Required Certification Level	Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	170	102	83	16	371	54.2%
Level II	2,497	256	3,775	289	6,817	59.6%
Level III	1,232	58	842	2,963	5,095	58.2%
Unspecified	1	-	-	-	1	
<b>FY19Q1 TOTAL</b>	<b>3,900</b>	<b>416</b>	<b>4,700</b>	<b>3,268</b>	<b>12,284</b>	<b>58.8%</b>
	31.7%	3.4%	38.3%	26.6%		

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%	
Facilities E	7,228	58.8%	14 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	201	167	3	371	3.0%
Level II	4,064	2,575	178	6,817	55.5%
Level III	2,963	1,995	137	5,095	41.5%
Unspecified	-	1	-	1	0.0%
<b>Facilities Engineering TOTAL</b>	<b>7,228</b>	<b>4,738</b>	<b>318</b>	<b>12,284</b>	
	58.8%	38.6%	2.6%		

= Compliance

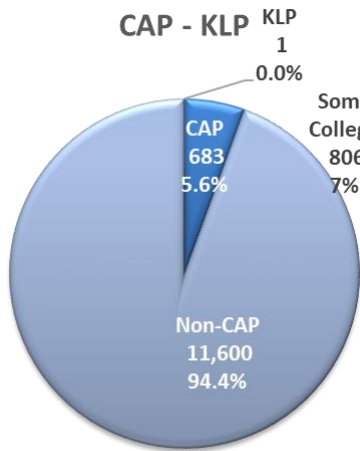
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

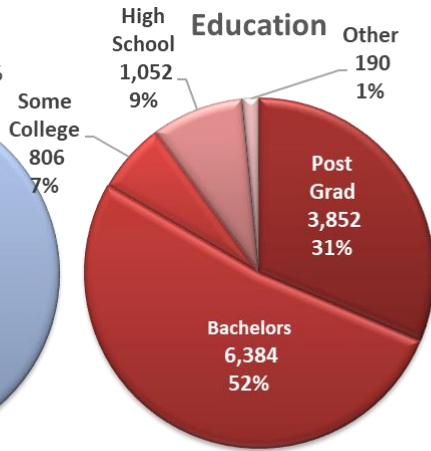


# Facilities Engineering Demographics

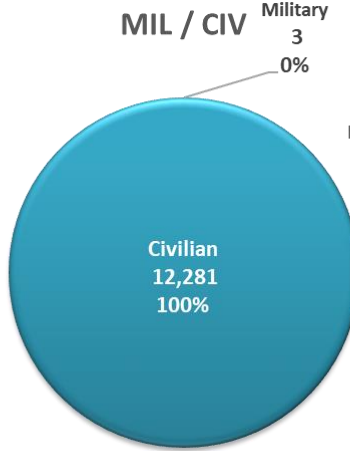
**CAP - KLP**



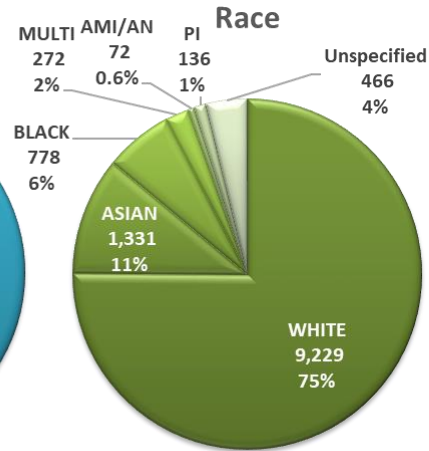
**Education**



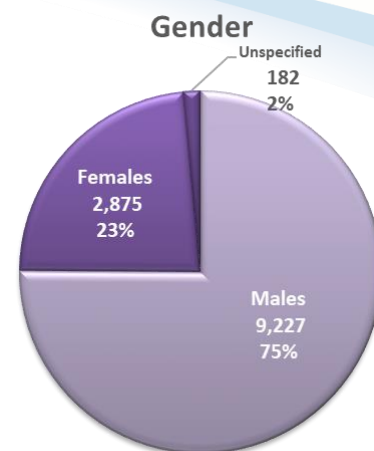
**MIL / CIV**



**Race**



**Gender**



Occupied Position Type	FE	Entire DAW
Key Leadership Positions (KLPs)	1	1,263
Critical Acquisition Positions (CAPs) *	683	16,612
Non-CAP Positions	11,600	155,724
Unknown	-	-
<b>TOTAL</b>	<b>12,284</b>	<b>173,599</b>

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

Highest Level of Education	FE	Entire DAW
Post Grad	3,852	69,463
Bachelors	6,384	76,804
Some College	806	12,063
High School	1,052	12,639
Other	190	2,630
<b>TOTAL</b>	<b>12,284</b>	<b>173,599</b>

Military / Civilian	FE	Entire DAW
Civilian	12,281	158,067
Military	3	15,532
<b>TOTAL</b>	<b>12,284</b>	<b>173,599</b>

Race	FE	Entire DAW
WHITE	9,229	126,779
ASIAN	1,331	20,843
BLACK	778	11,892
MULTI	272	4,832
AMI/AN	72	1,110
PI	136	879
Unspecified	466	7,264
<b>TOTAL</b>	<b>12,284</b>	<b>173,599</b>

Gender	FE	Entire DAW
Males	9,227	121,434
Females	2,875	50,076
Unspecified	182	2,089
<b>TOTAL</b>	<b>12,284</b>	<b>173,599</b>



# Facilities Engineering Size by Occupational Series

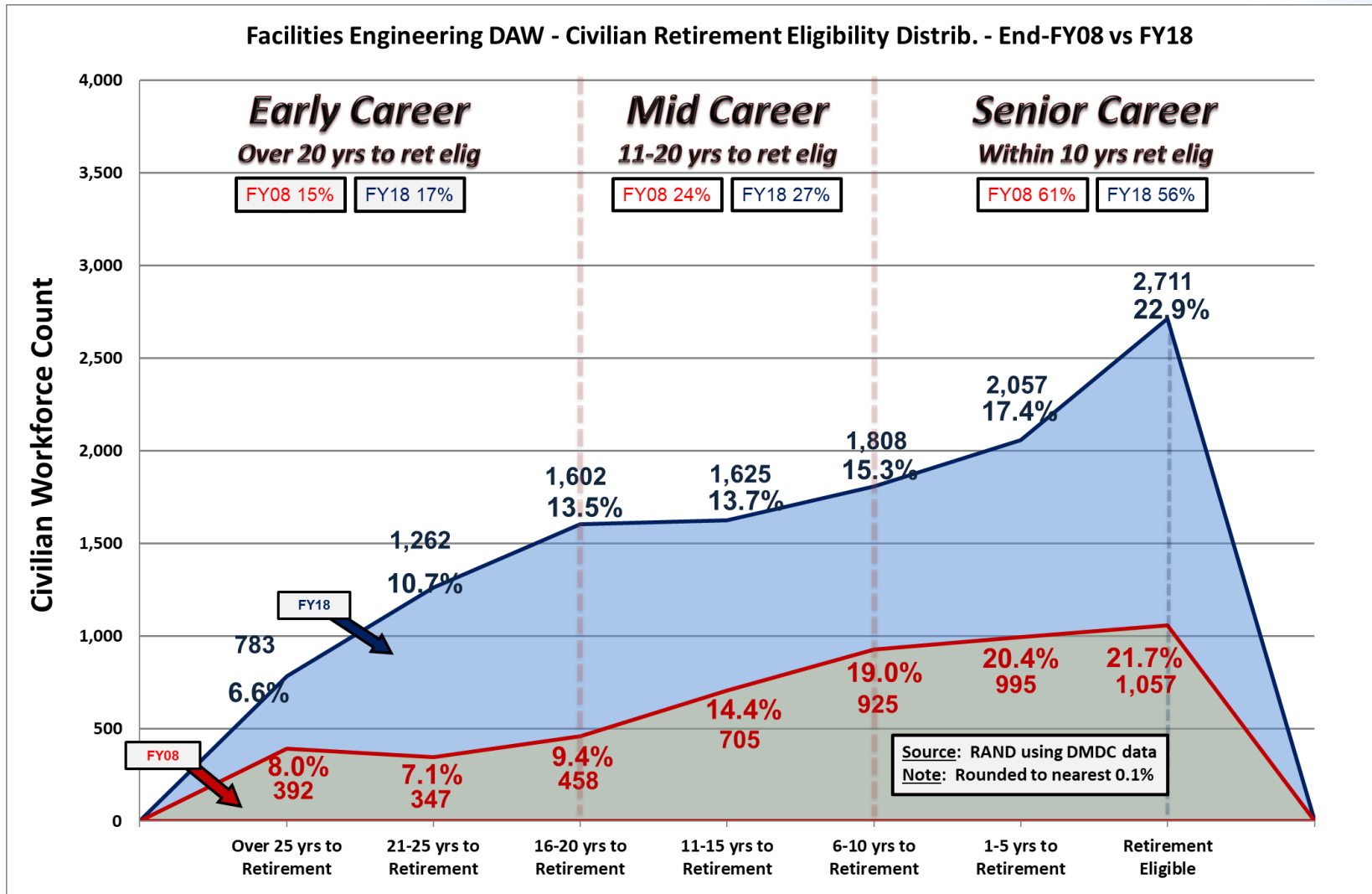
Civilian Occupational Series	FE	
0810 - Engineer, Civil	3,031	24.7%
0801 - Engineer, General	1,209	9.8%
0802 - Engineering Technician	1,128	9.2%
0819 - Engineer, Environmental	736	5.99%
0830 - Engineer, Mechanical	810	6.60%
0808 - Architect	625	5.09%
1101 - Business and Industry Specialist	547	4.45%
0850 - Engineer, Electrical	618	5.03%
0340 - Program Manager	473	3.85%
0020 - Community Planner	329	2.68%
<i>Other</i>	<b>2,775</b>	<b>22.60%</b>
<b>TOTAL CIVILIAN</b>	<b>12,281</b>	<b>Civilians</b>



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



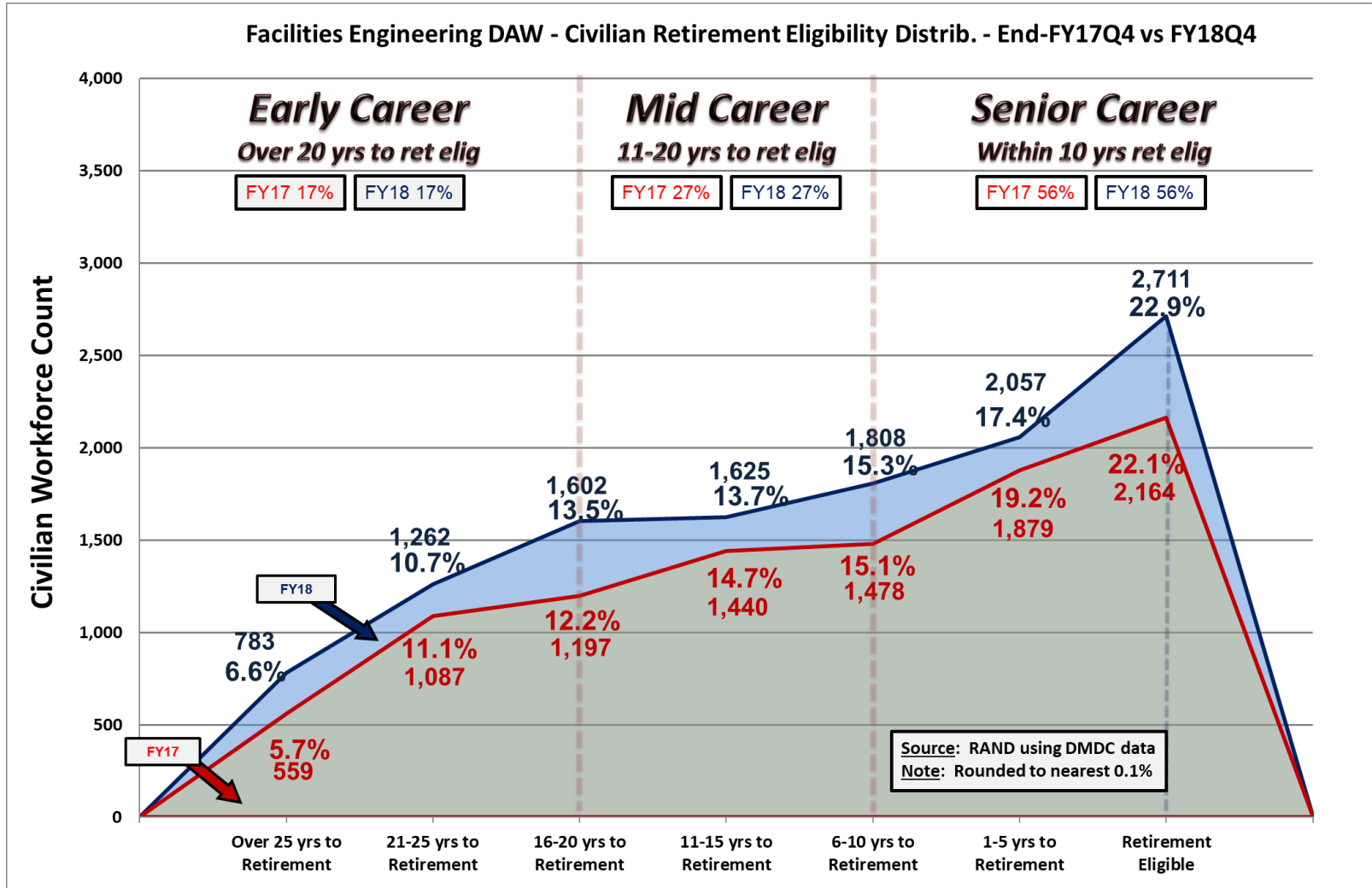
# Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



# Facilities Engineering Civilian Retirement Eligibility Distribution, 1 year – FY17Q4 / FY18Q4



As of 30 Sept 2018

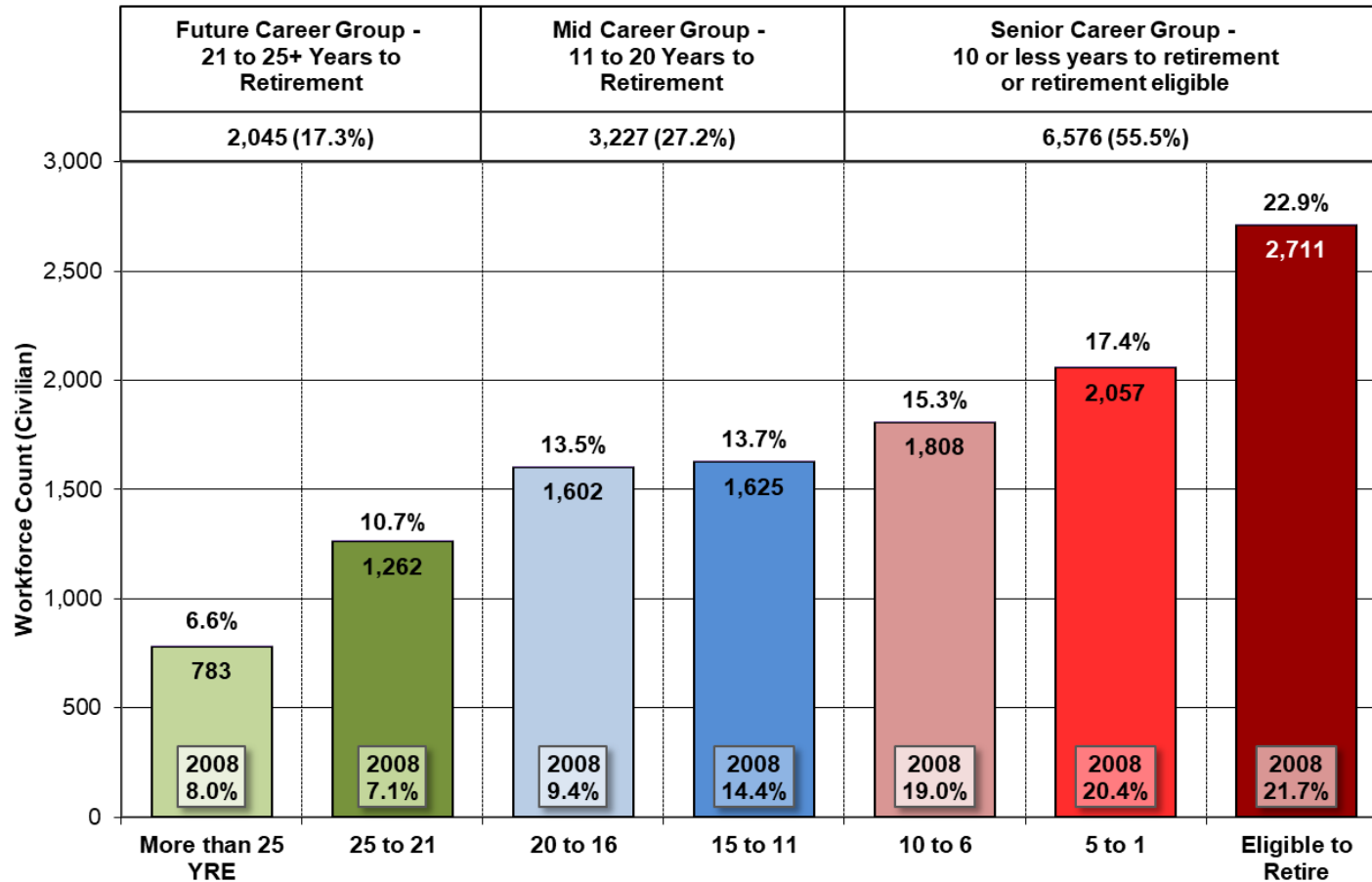




# Facilities Engineering Workforce Lifecycle Model by YRE



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



As of 30 Sept 2018

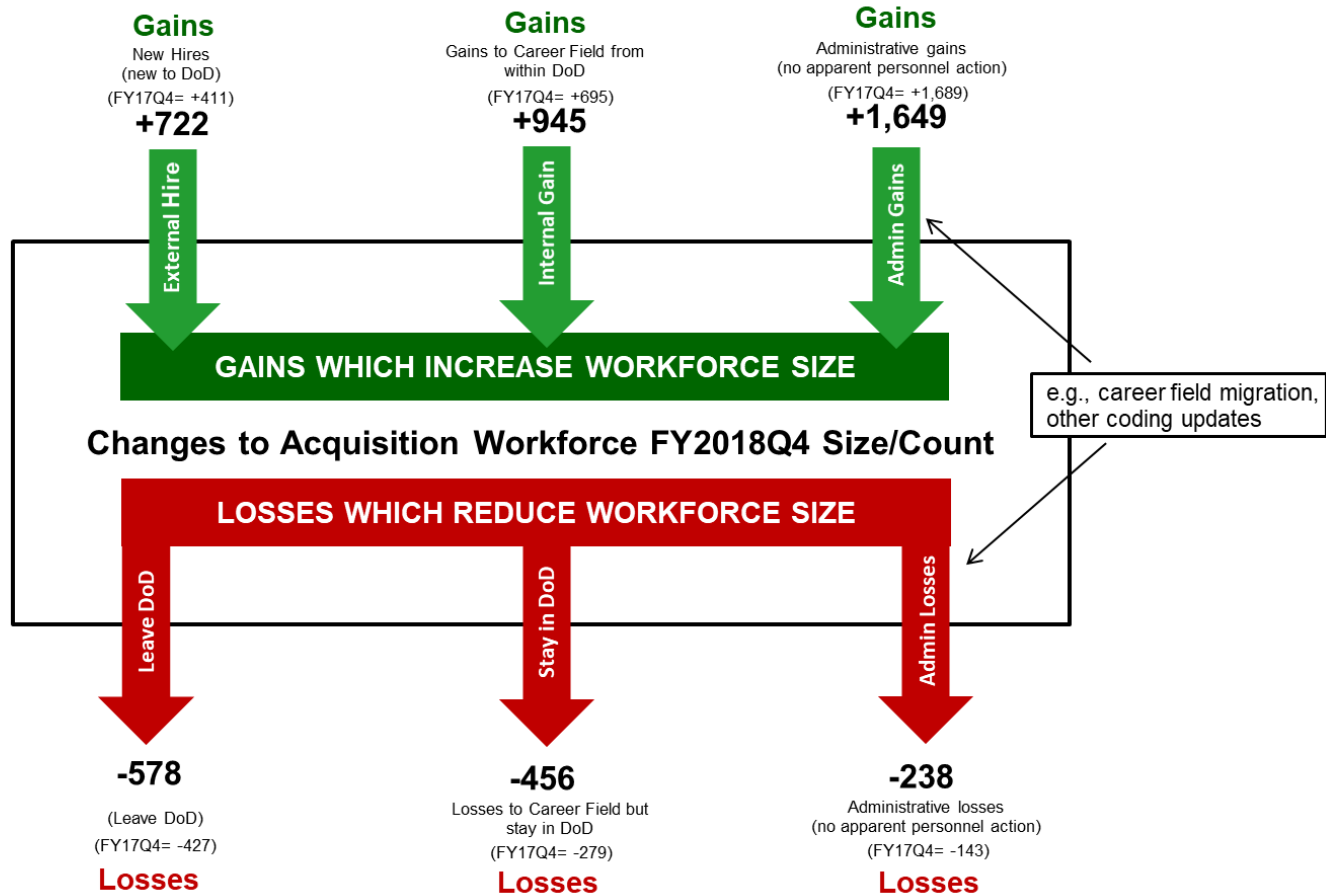


# Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



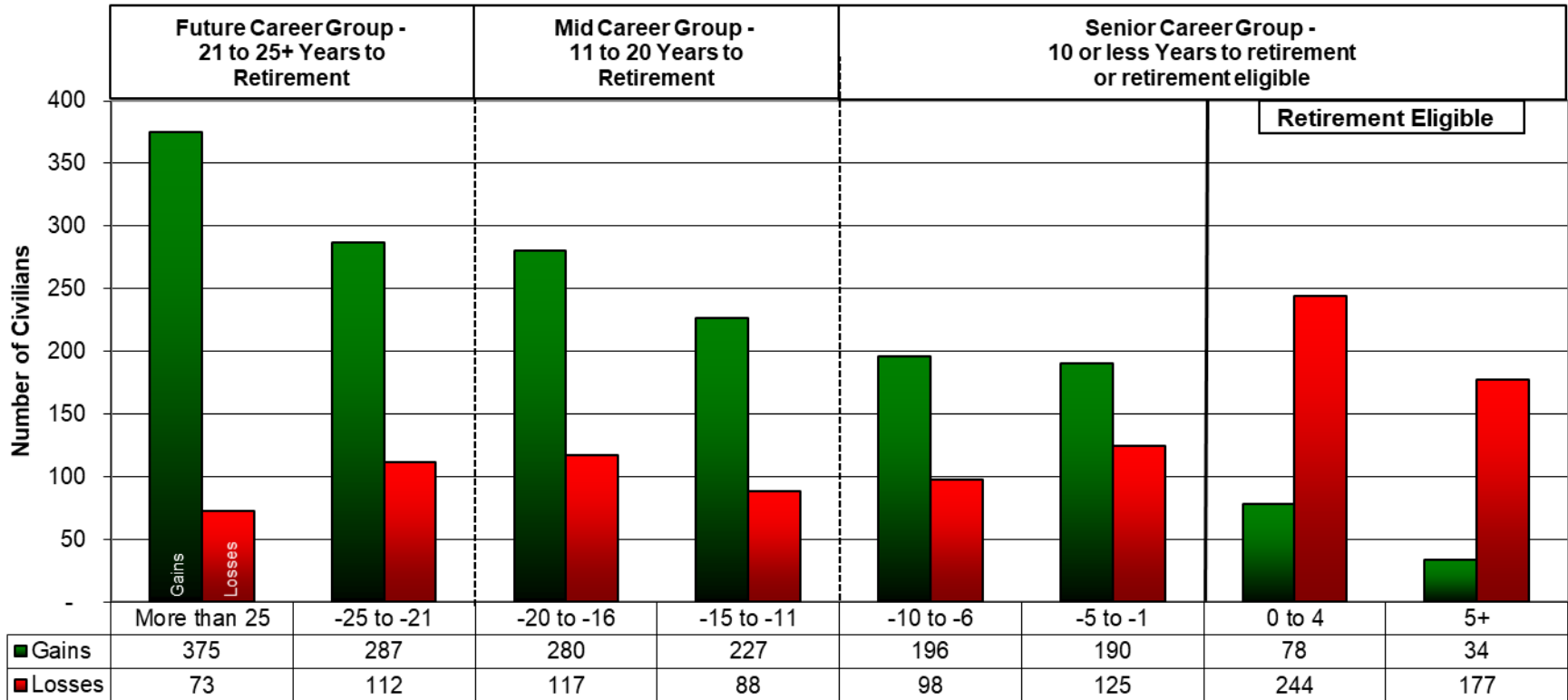


# Facilities Engineering Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses\*

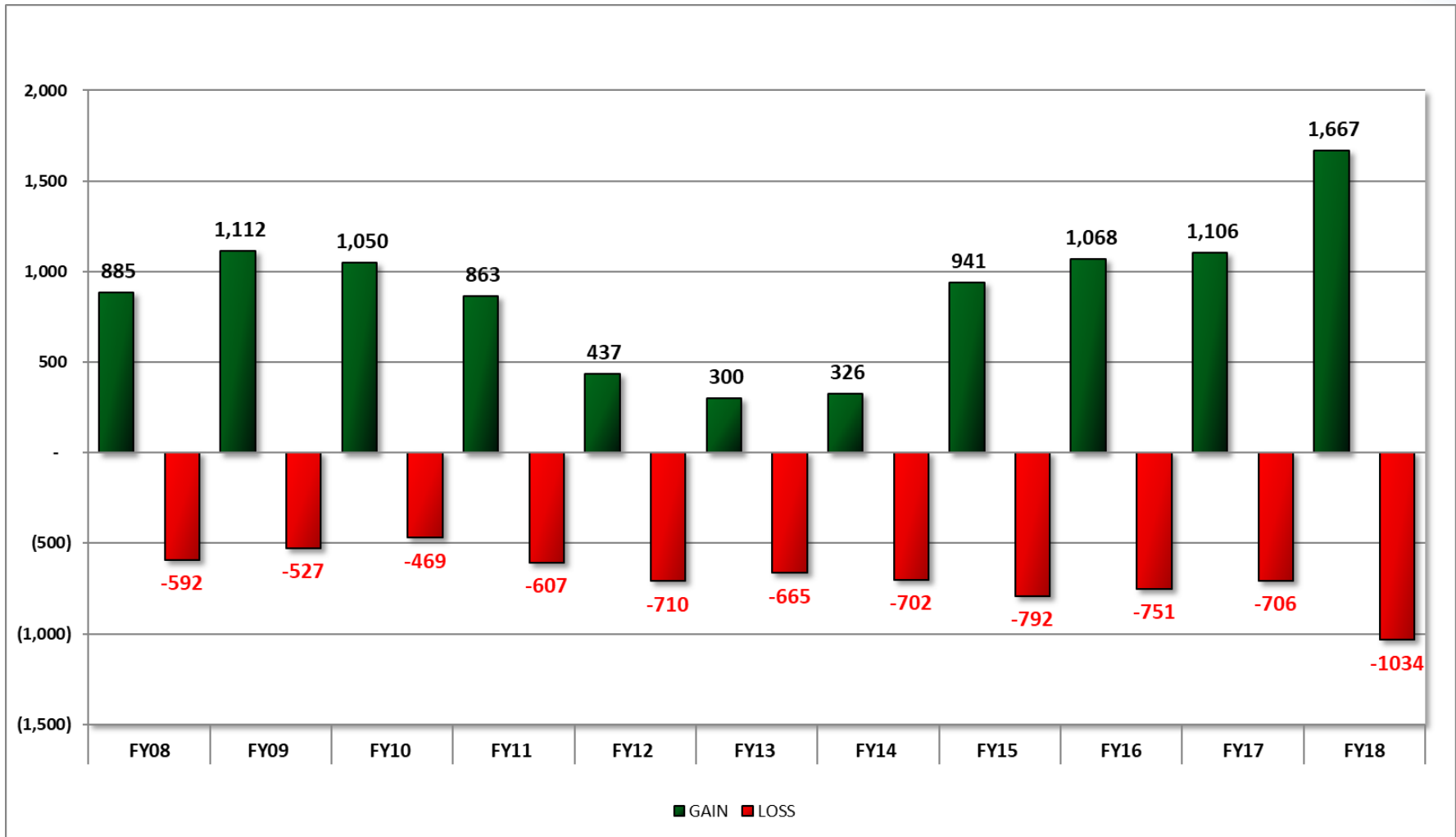


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Facilities Engineering Historical Gains and Losses FY08 – FY18



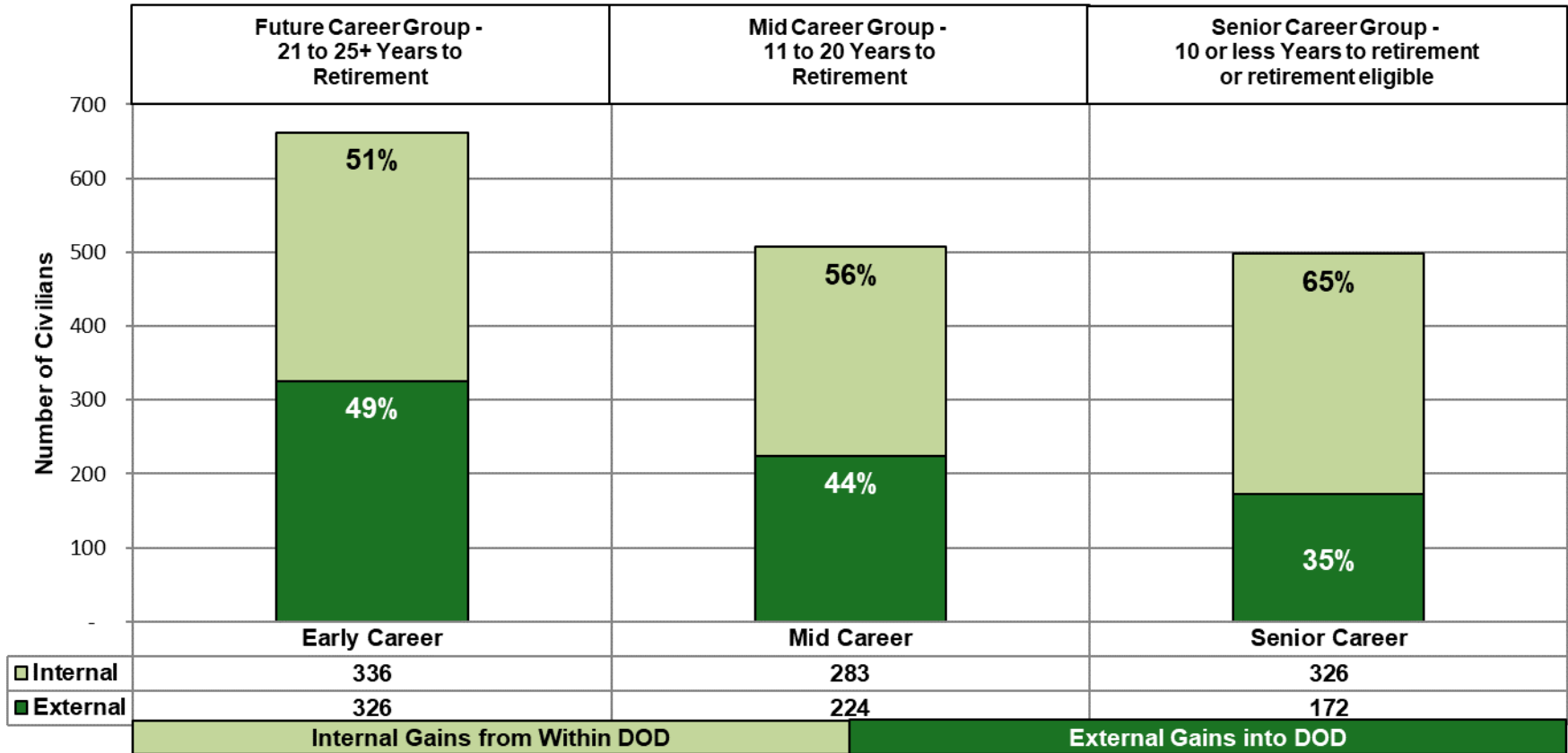
As of 30 Sept 2018



# Facilities Engineering Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian)**  
Workforce Lifecycle FY2018Q4 Gains\*



\*Does not include administrative gains

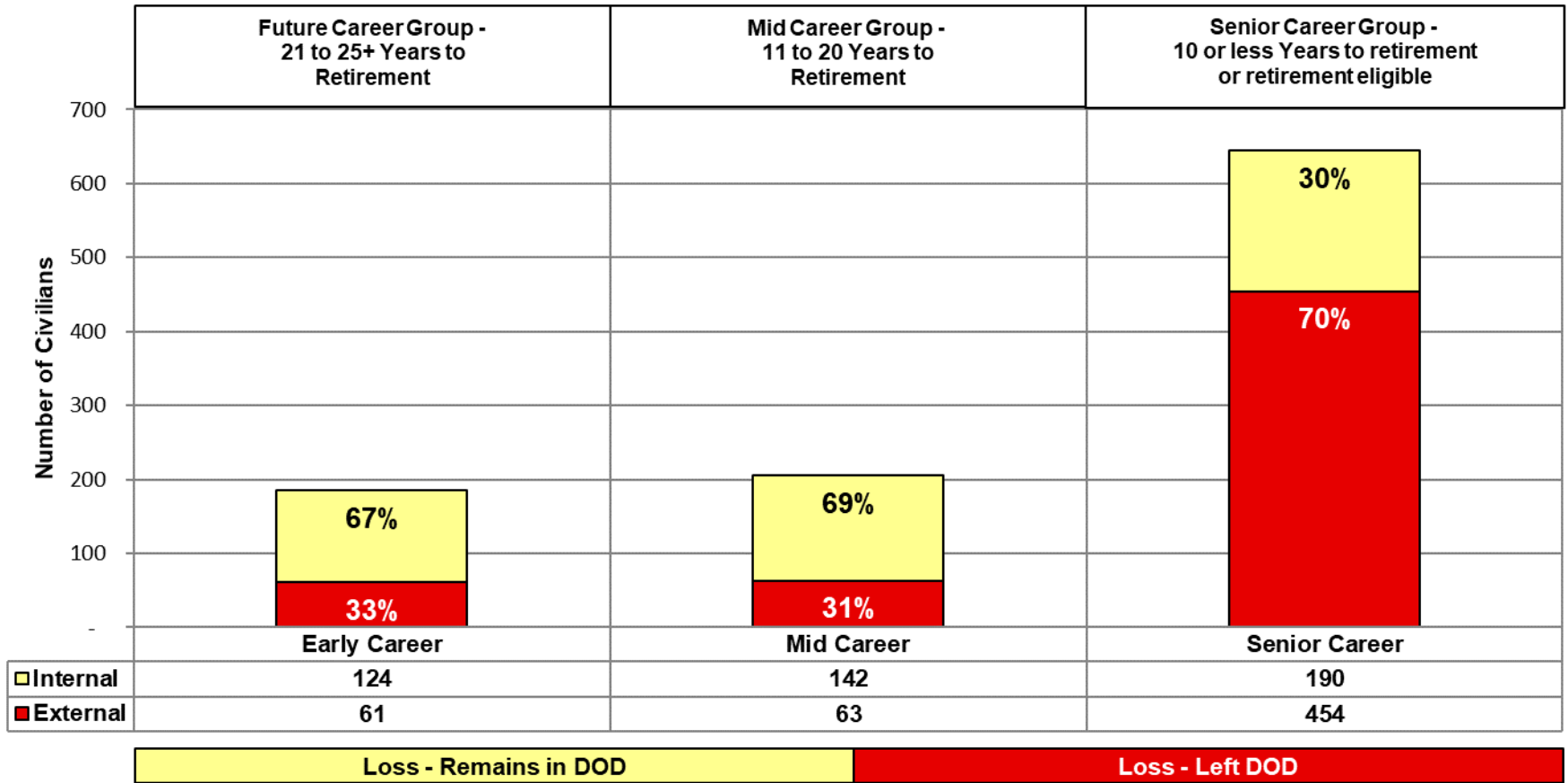


# Facilities Engineering Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

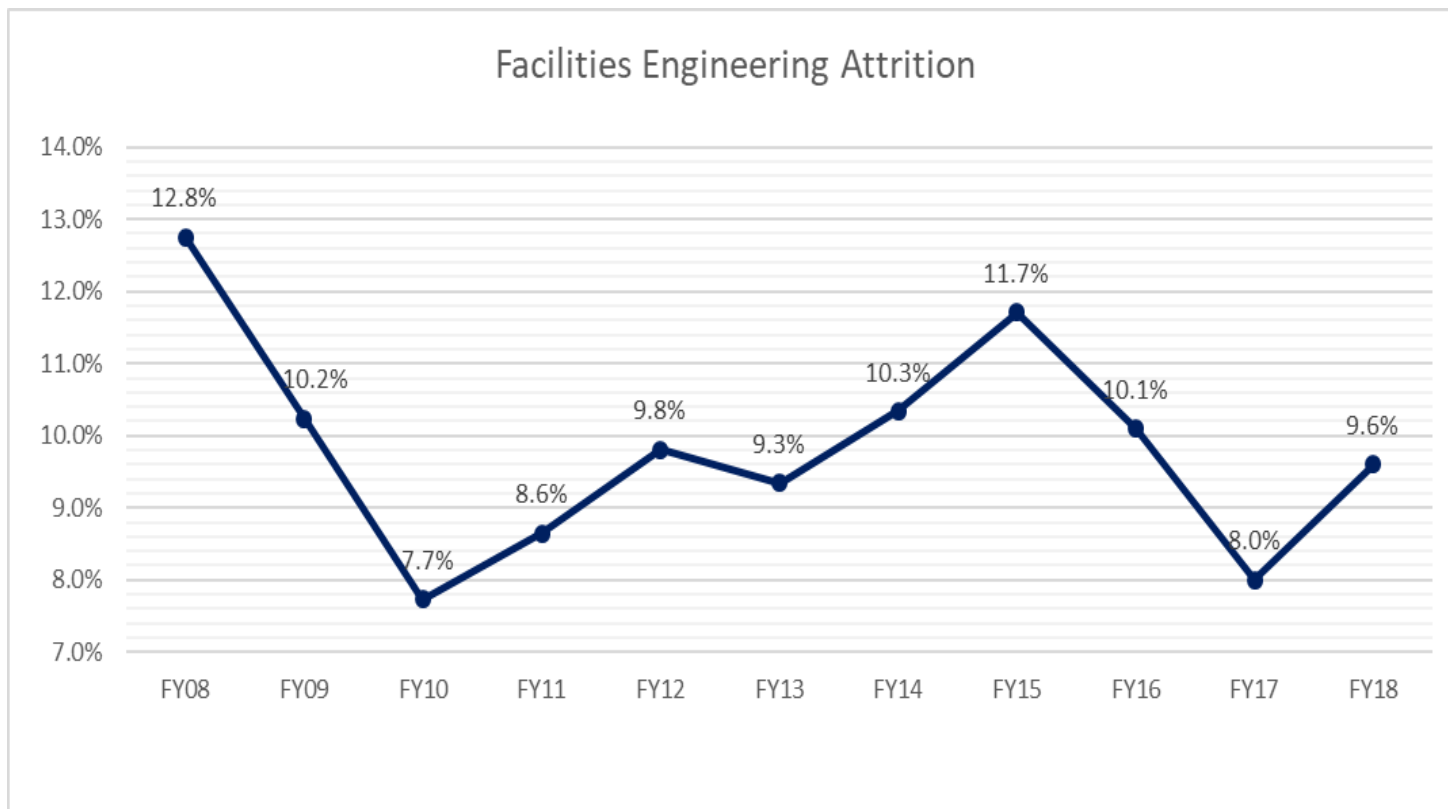
Workforce Lifecycle FY2018Q4 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

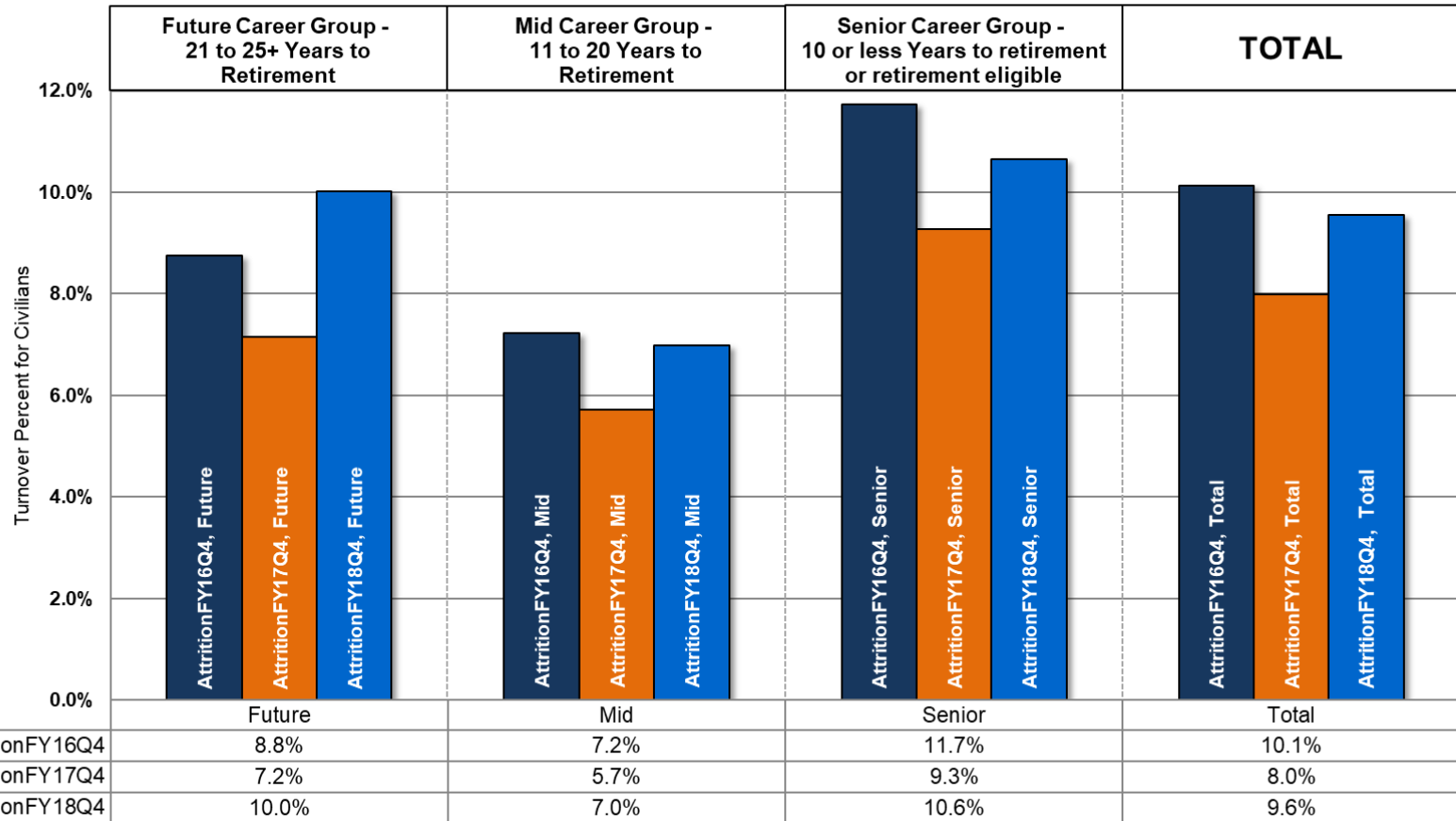




# Facilities Engineering Attrition Rates by Career Group



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



As of 30 Sept 2018



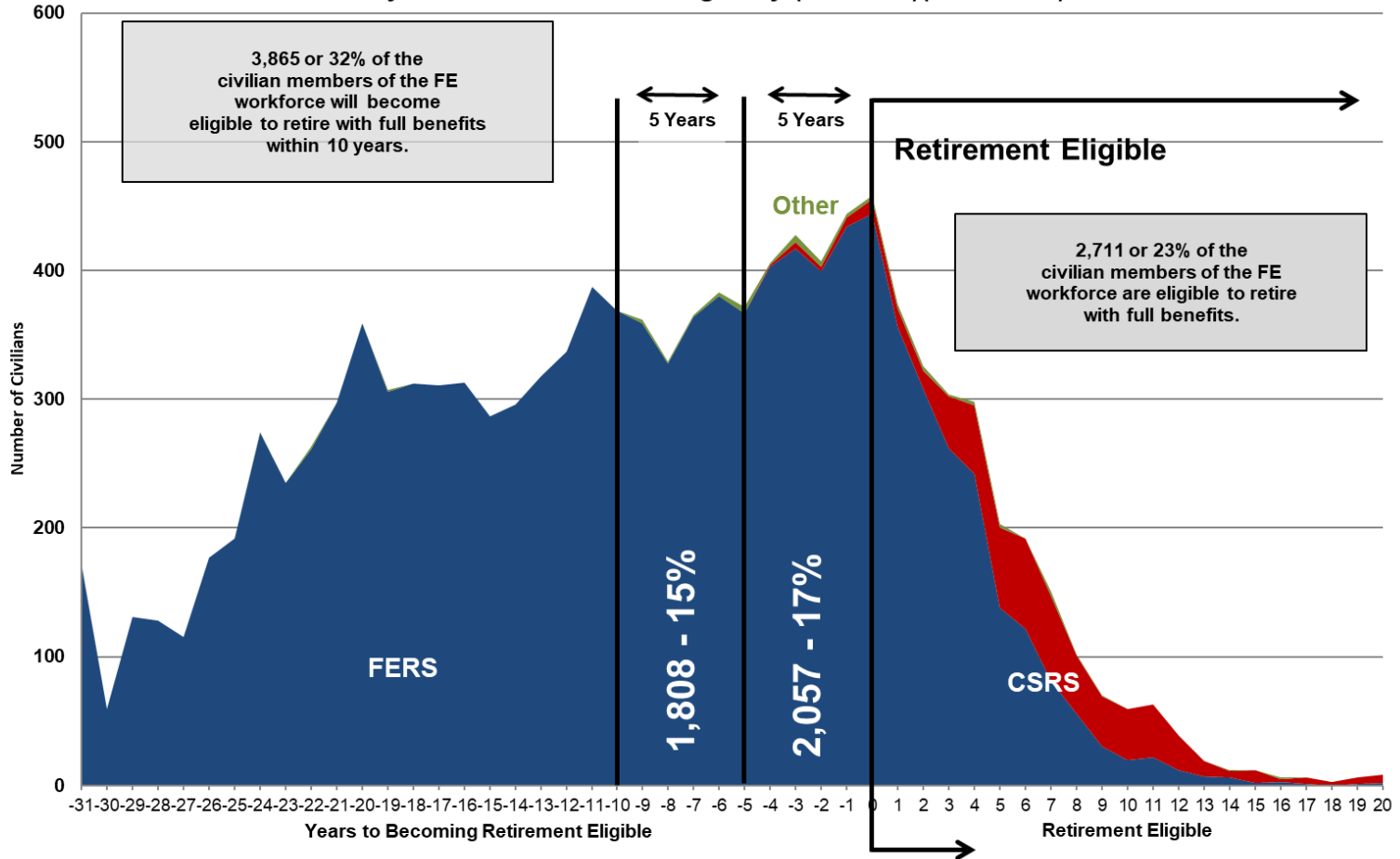


# Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce

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



As of 30 Sept 2018



***END***