



# Defense Acquisition Workforce Key Information

Life Cycle Logistics

As of FY19Q1 (31 Dec 2018)



# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2018Q4			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	12,415	946	13,361	125,879	19,754	1,243	20,997	172,736
Change in size from 2008	-	-	-	-	59%	31%	57%	37%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	52%	55%	52%	77%	65%	58%	64%	84%
Graduate Degree	15%	23%	16%	29%	28%	32%	28%	40%
<b>Certification</b>								
Level I or Higher Achieved	70%	40%	68%	72%	87%	55%	85%	84%
Level II or Higher Achieved	49%	16%	47%	61%	73%	25%	70%	71%
Level III Achieved	28%	7%	27%	36%	39%	6%	37%	40%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	79%	34%	76%	74%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	19%	56%	21%	23%
Does Not Meet Certification Requirement	22%	20%	22%	14%	2%	10%	2%	3%
<b>Planning Considerations</b>								
Average Age	49	40	48	46	48	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)	-	-	20/23/57 (%)(Civ)	17/26/57(%)	-	-	26/26/48(%)
Average Years of Service	18	17	18	17	15	18	15	15
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,818(19%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,795(19%)	-	-	25,048(16%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,849/1,864	-	-	19,614/12,308

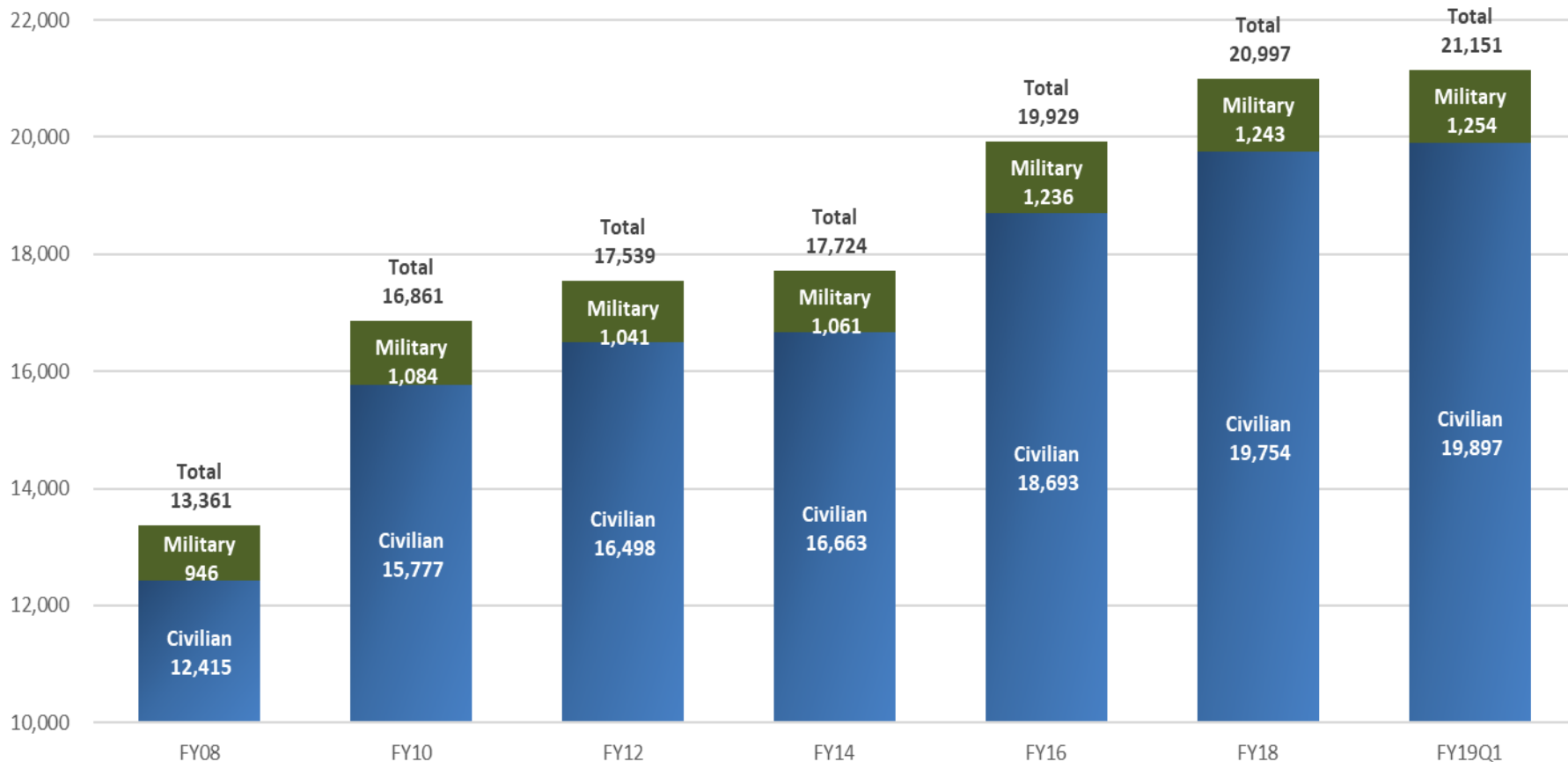
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Total Historic Workforce

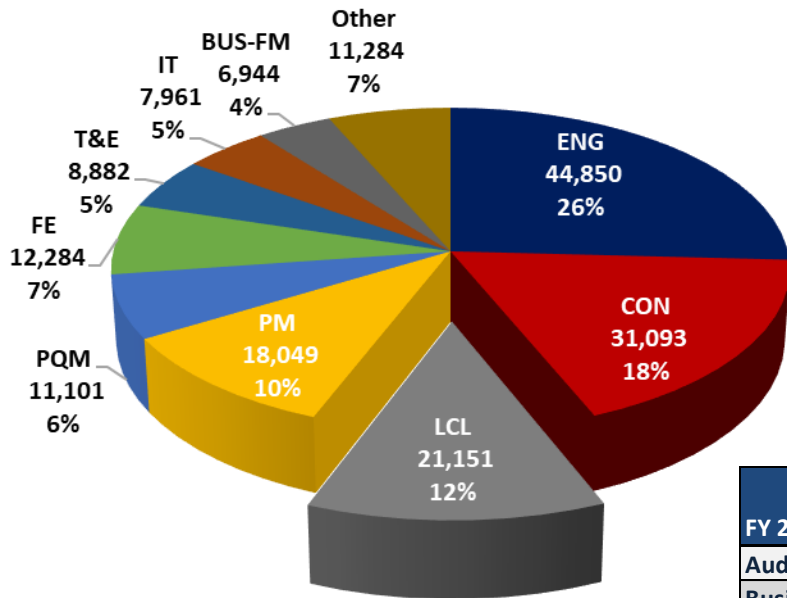


## Life Cycle Logistics





# 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>		



# Logistics Workforce Historical Size by Agency FY08 – FY19



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
ARMY	7,134	9,045	8,677	7,554	7,160	6,912	6,946	-3%	0.0049
Navy	4,104	4,825	5,046	5,256	5,961	6,344	6,408	56%	0.0101
MARINE CORPS	251	394	451	459	595	644	673	168%	0.045
AIR FORCE	1,727	2,427	2,789	2,907	3,237	3,662	3,715	115%	0.0145
DLA	40	21	317	1,272	2,683	3,129	3,106	7665%	-0.0074
DCMA	29	37	132	127	128	143	143	393%	0
MDA	5	44	57	64	85	102	102	1940%	0
DAU	24	37	41	36	36	30	27	13%	-0.1
DISA	38	17	15	32	18	12	12	-68%	0
OSD	2	10	12	12	11	7	7	250%	0
DTRA	1	1	-	-	5	4	4	300%	0
DHA	-	2	1	3	3	6	7		0.1667
NRO	-	-	-	-	4	-	-		
DSS	-	-	-	1	1	1	-		-1
JCS	-	-	1	1	1	-	-		
DoDEA	-	-	-	-	1	-	-		
DSCA	2	-	-	-	-	-	-	-100%	
IG	-	-	-	-	-	1	1		0
4th Estate Other	4	1	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>13,361</b>	<b>16,861</b>	<b>17,539</b>	<b>17,724</b>	<b>19,929</b>	<b>20,997</b>	<b>21,151</b>	<b>↑ 58%</b>	<b>↑ 1%</b>



# Logistics Workforce Historical Size (Quarterly) by Agency FY17Q1 – FY19Q2



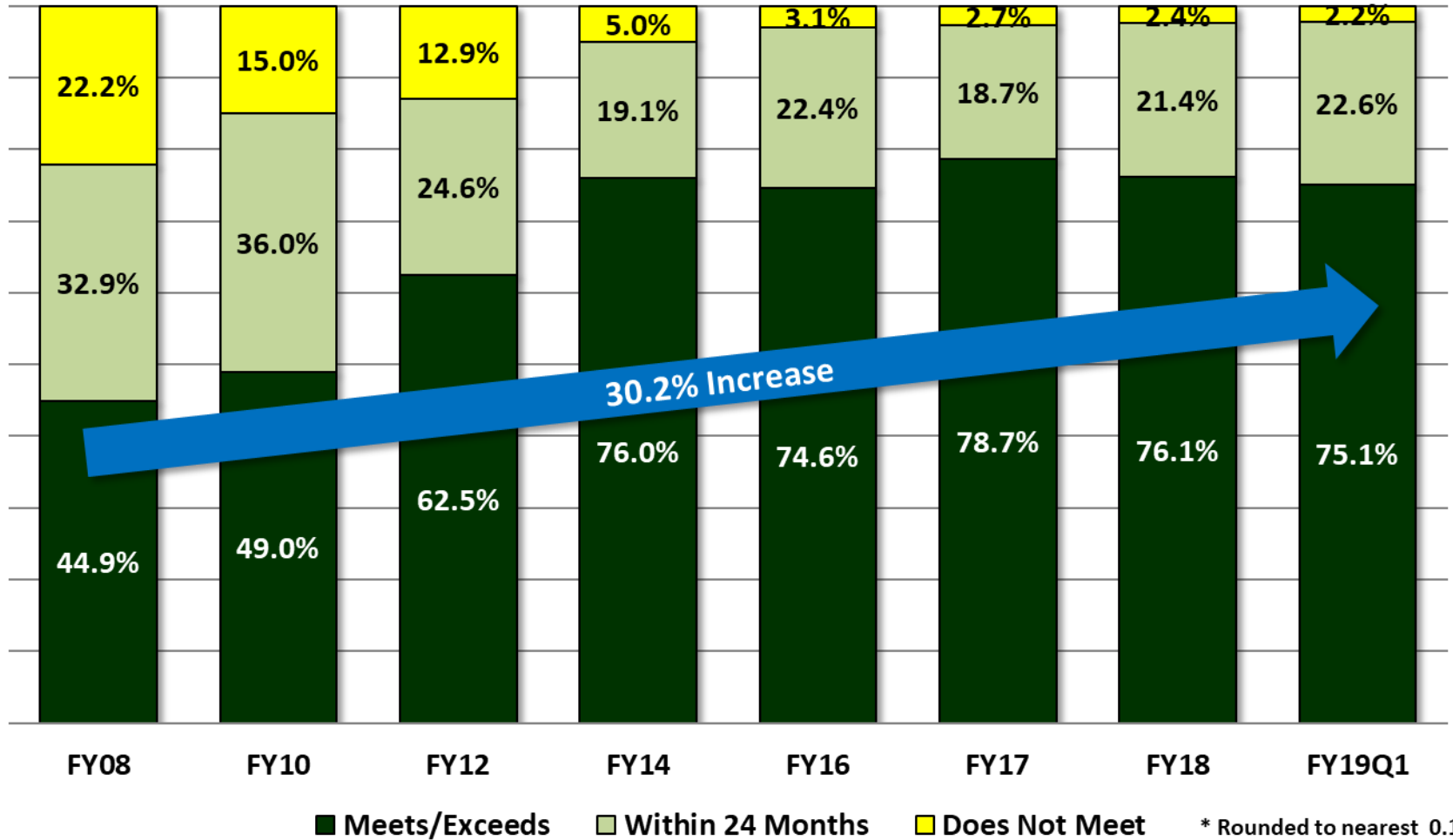
Life Cycle Logistics Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
ARMY	7,147	7,103	7,044	7,047	7,011	6,952	6,907	6,912	6,946	-1%
Navy	5,981	5,994	6,001	5,919	5,858	5,974	6,124	6,344	6,408	9%
MARINE CORPS	604	598	594	612	612	626	621	644	673	10%
AIR FORCE	3,227	3,262	3,240	3,297	3,301	3,347	3,514	3,662	3,715	13%
DLA	2,667	2,711	2,719	2,810	2,824	2,846	3,050	3,129	3,106	10%
DCMA	126	127	125	131	127	133	133	143	143	13%
MDA	90	89	93	101	101	99	96	102	102	1%
DAU	36	33	32	30	30	29	30	30	27	-10%
DISA	17	16	14	13	13	13	12	12	12	-8%
OSD	11	11	11	10	10	10	8	7	7	-30%
DTRA	5	6	7	4	4	4	3	4	4	0%
DHA	4	4	4	4	4	3	6	6	7	75%
NRO	3	3	3	3	4	3	2	-	-	-100%
DSS	1	1	1	1	1	1	1	1	-	-100%
JCS	1	1	1	-	-	-	-	-	-	
DoDEA	1	-	-	-	-	-	-	-	-	
IG	-	-	-	-	-	-	1	1	1	
<b>TOTAL</b>	<b>19,921</b>	<b>19,959</b>	<b>19,889</b>	<b>19,982</b>	<b>19,900</b>	<b>20,040</b>	<b>20,508</b>	<b>20,997</b>	<b>21,151</b>	<b>↑ 6%</b>



# Logistics Historical DAWIA Certification FY08 – FY19



## Life Cycle Logistics

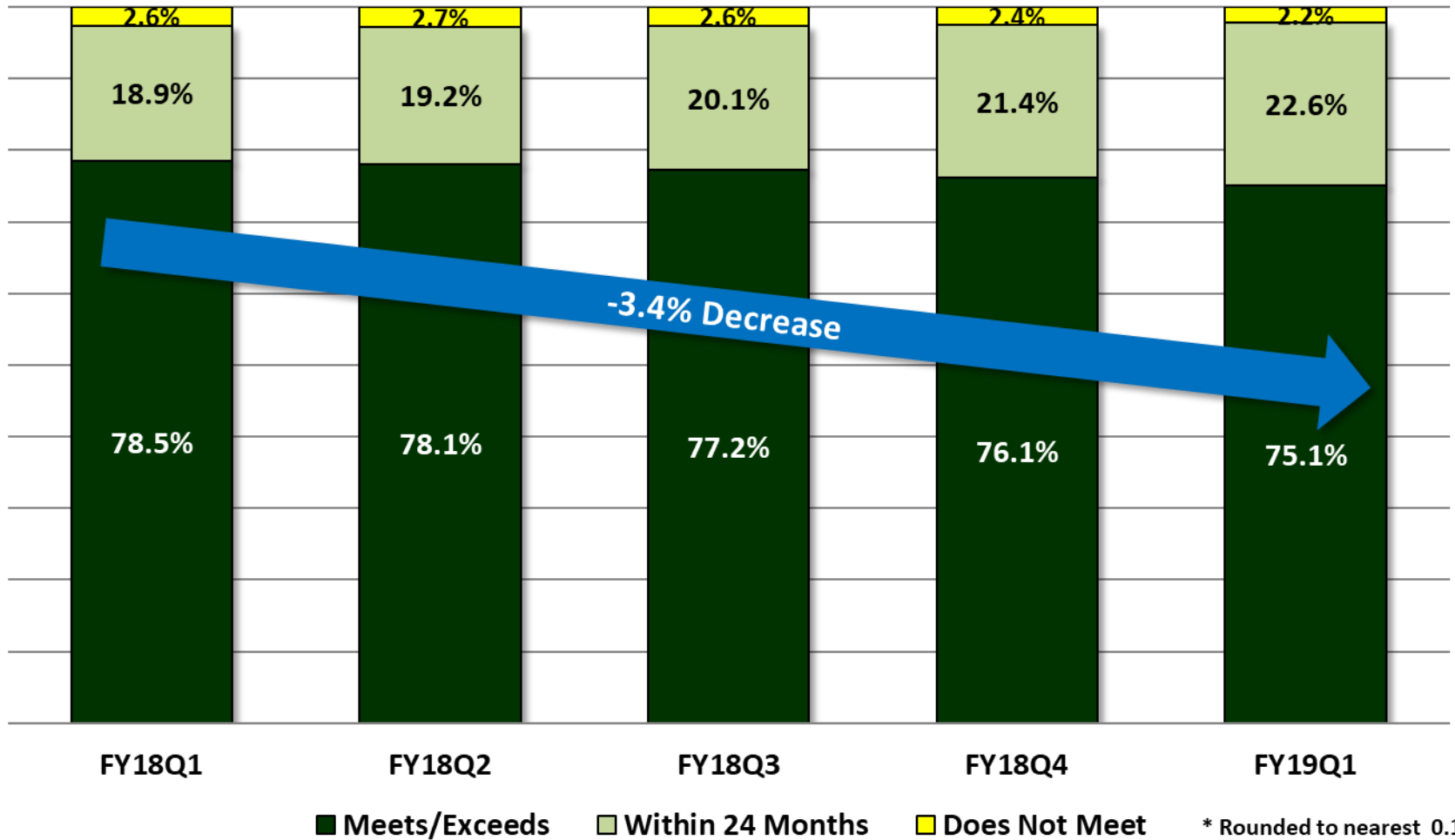




# Logistics Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



## LCL



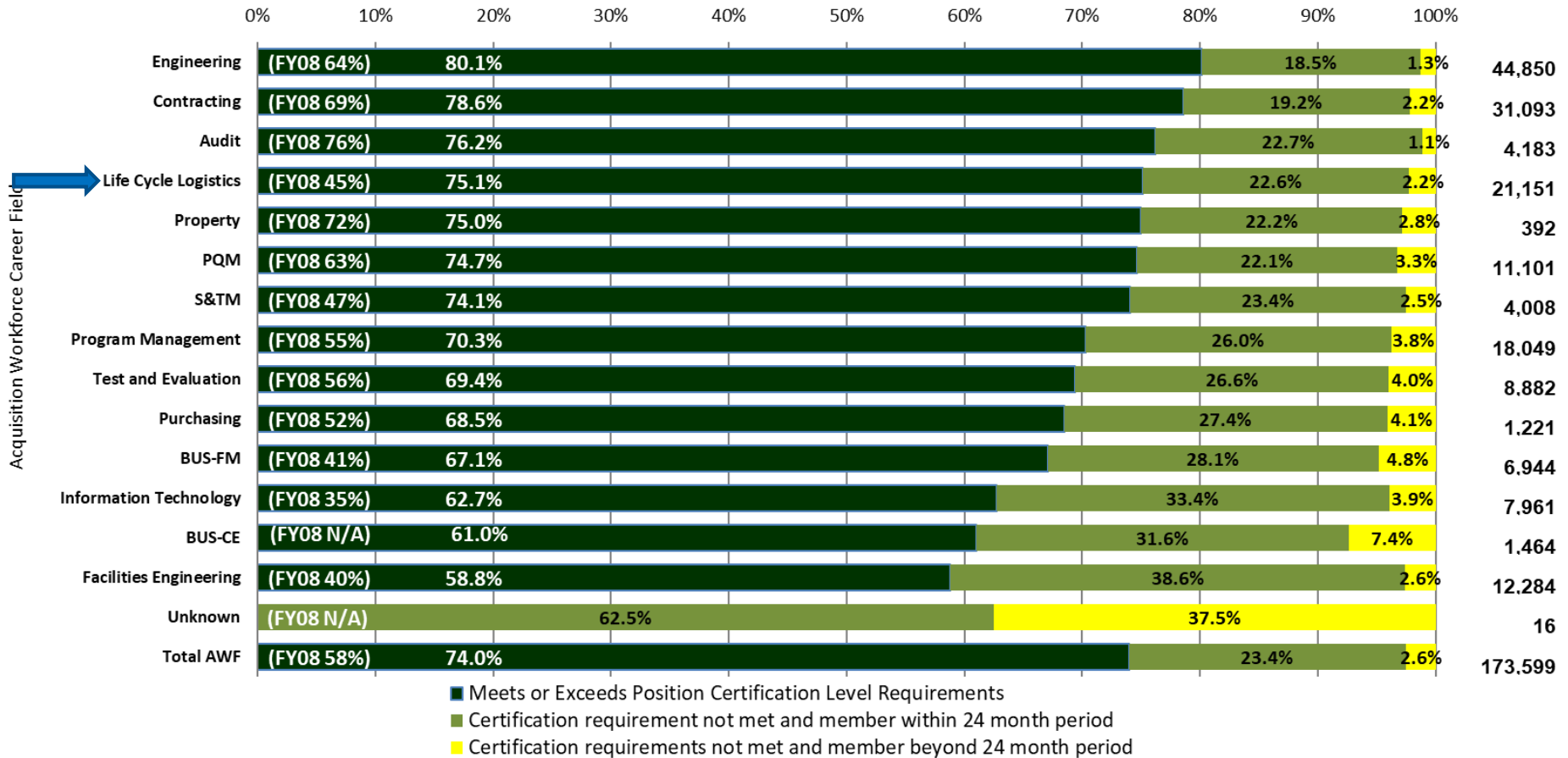




# DAWIA Certification by Career Field



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

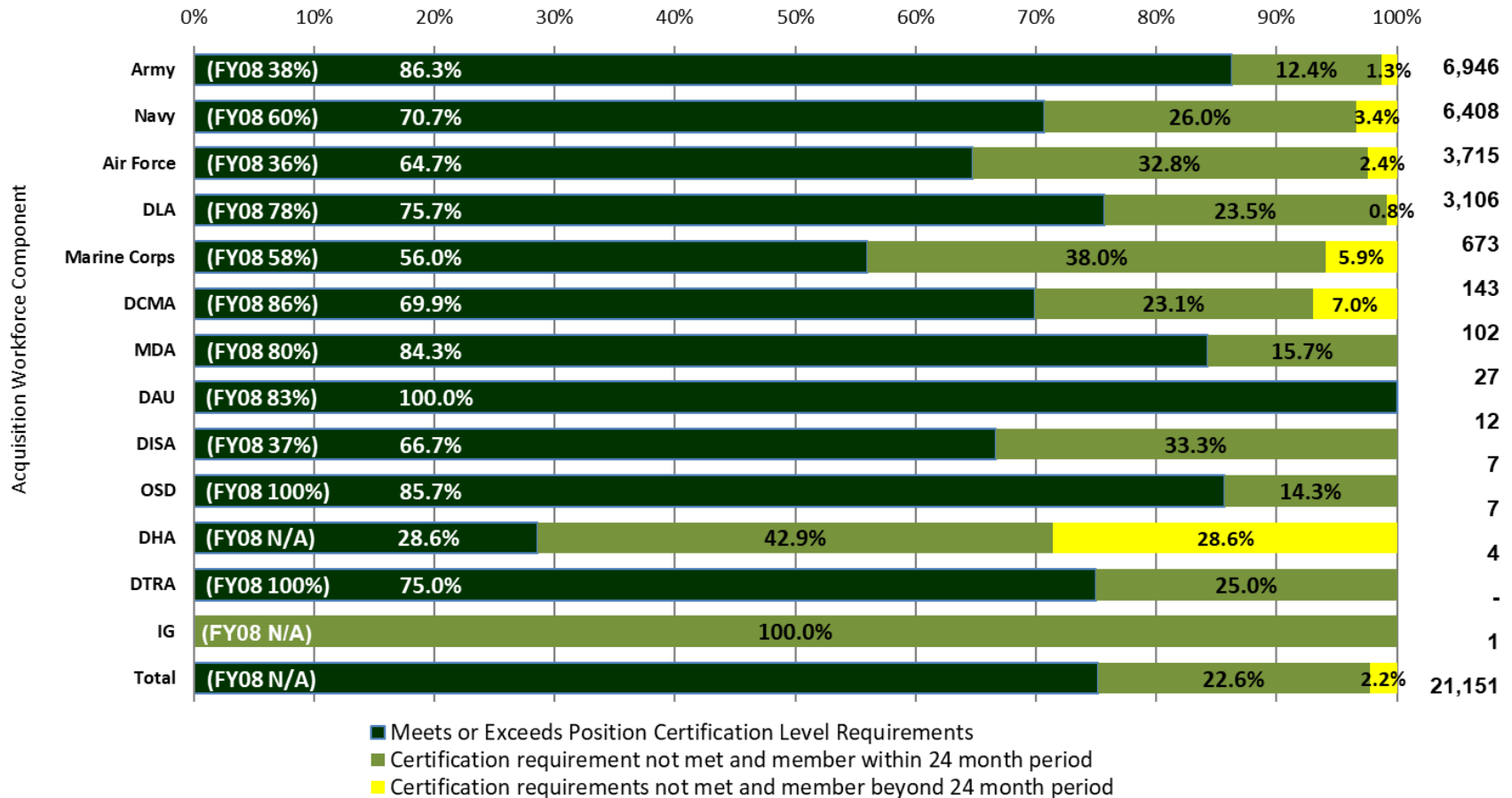


■ Meets or Exceeds Position Certification Level Requirements  
■ Certification requirement not met and member within 24 month period  
■ Certification requirements not met and member beyond 24 month period



# Logistics DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY19Q1)





# Logistics 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	1,391	1,772	552	93	3,808	63.5%
Level II	1,609	1,176	5,829	2,267	10,881	74.4%
Level III	435	189	457	5,376	6,457	83.3%
Unspecified	2	2	-	1	5	
<b>FY19Q1 TOTAL</b>	<b>3,437</b>	<b>3,139</b>	<b>6,838</b>	<b>7,737</b>	<b>21,151</b>	<b>75.1%</b>
	16.2%	14.8%	32.3%	36.6%		

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%	
Life Cycle L	15,889	75.1%	4 of 14

\*\* Based on population total without unspecified positions

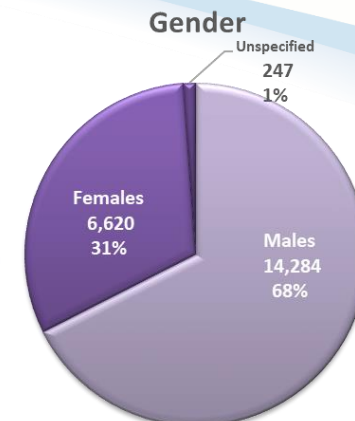
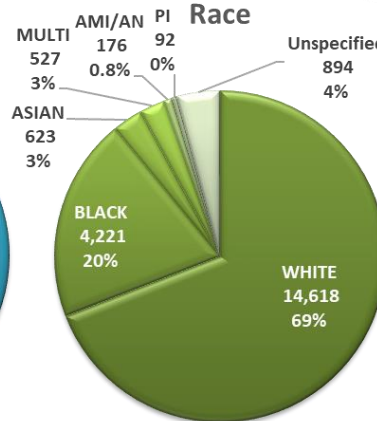
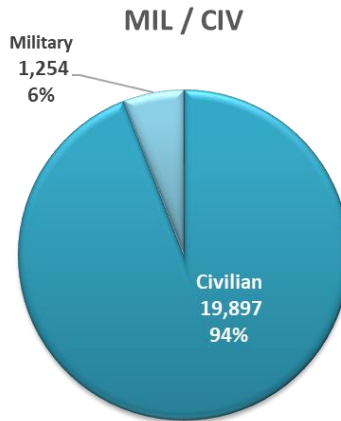
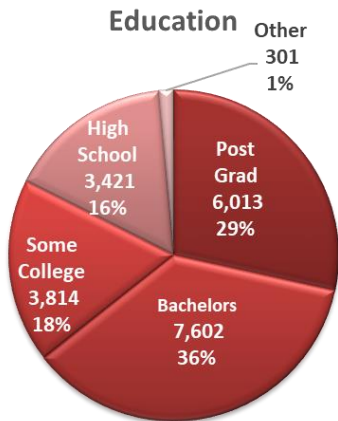
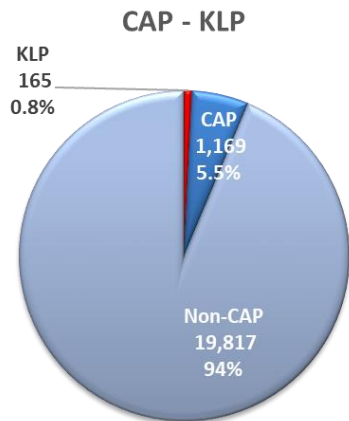
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,417	1,349	42	3,808	18.0%
Level II	8,096	2,550	235	10,881	51.4%
Level III	5,376	886	195	6,457	30.5%
Unspecified	1	4	-	5	0.0%
<b>Life Cycle Logistics TOTAL</b>	<b>15,890</b>	<b>4,789</b>	<b>472</b>	<b>21,151</b>	
	75.1%	22.6%	2.2%		

= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Logistics Demographics



Occupied Position Type	LCL		Entire DAW	
Key Leadership Positions (KLPs)	165	0.8%	1,263	0.7%
Critical Acquisition Positions (CAPs) *	1,169	5.5%	16,612	9.6%
Non-CAP Positions	19,817	93.7%	155,724	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>21,151</b>		<b>173,599</b>	

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

Race	LCL		Entire DAW	
WHITE	14,618	69.1%	126,779	73.0%
BLACK	4,221	20.0%	20,843	12.0%
ASIAN	623	2.9%	11,892	6.9%
MULTI	527	2.5%	4,832	2.8%
AMI/AN	176	0.8%	1,110	0.6%
PI	92	0.4%	879	0.5%
Unspecified	894	4.2%	7,264	4.2%
<b>TOTAL</b>	<b>21,151</b>		<b>173,599</b>	

Highest Level of Education	LCL		Entire DAW	
Post Grad	6,013	28.4%	69,463	40.0%
Bachelors	7,602	35.9%	76,804	44.2%
Some College	3,814	18.0%	12,063	6.9%
High School	3,421	16.2%	12,639	7.3%
Other	301	1.4%	2,630	1.5%
<b>TOTAL</b>	<b>21,151</b>		<b>173,599</b>	

Gender	LCL		Entire DAW	
Males	14,284	67.5%	121,434	70.0%
Females	6,620	31.3%	50,076	28.8%
Unspecified	247	1.2%	2,089	1.2%
<b>TOTAL</b>	<b>21,151</b>		<b>173,599</b>	

Military / Civilian	LCL		Entire DAW	
Civilian	19,897	94.1%	158,067	91.1%
Military	1,254	5.9%	15,532	8.9%
<b>TOTAL</b>	<b>21,151</b>		<b>173,599</b>	



# Logistics Size by Occupational Series

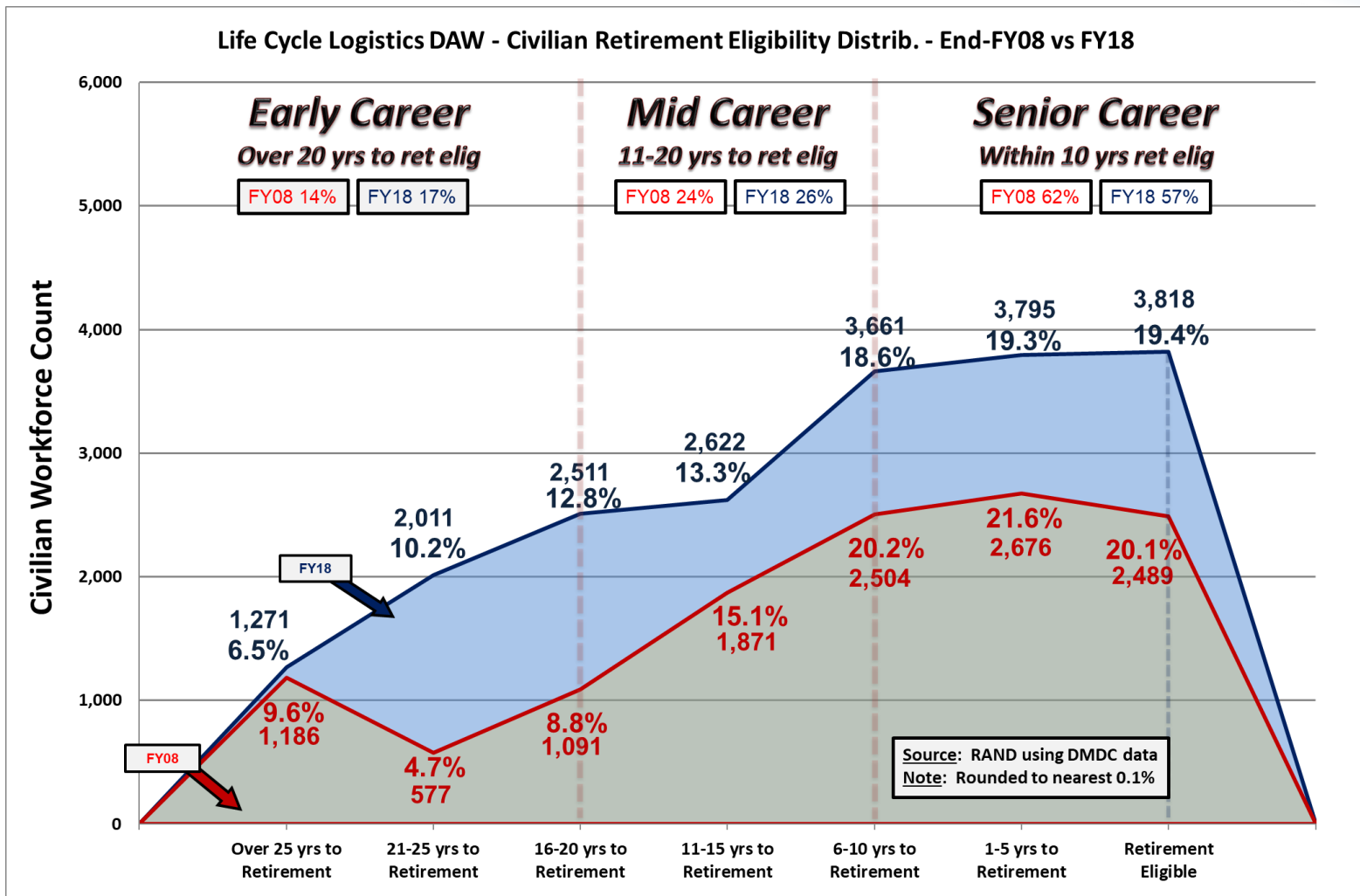
Civilian Occupational Series	LCL	
0346 - Logistics Management Specialist	12,526	63.0%
2010 - Inventory Management Specialist	1,878	9.4%
0301 - Administration & Program Staff	1,643	8.3%
1670 - Equipment Specialist	1,131	5.68%
2003 - Supply Management Specialist	708	3.56%
2001 - Supply Specialist	600	3.02%
1712 - Training Instructor	251	1.26%
1083 - Technical Writer / Editor	241	1.21%
0343 - Management and Program Analyst	247	1.24%
2130 - Traffic Management Specialist	177	0.89%
<i>Other</i>	<b>495</b>	<b>2.49%</b>
<b>TOTAL CIVILIAN</b>	<b>19,897</b>	<b>Civilians</b>



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



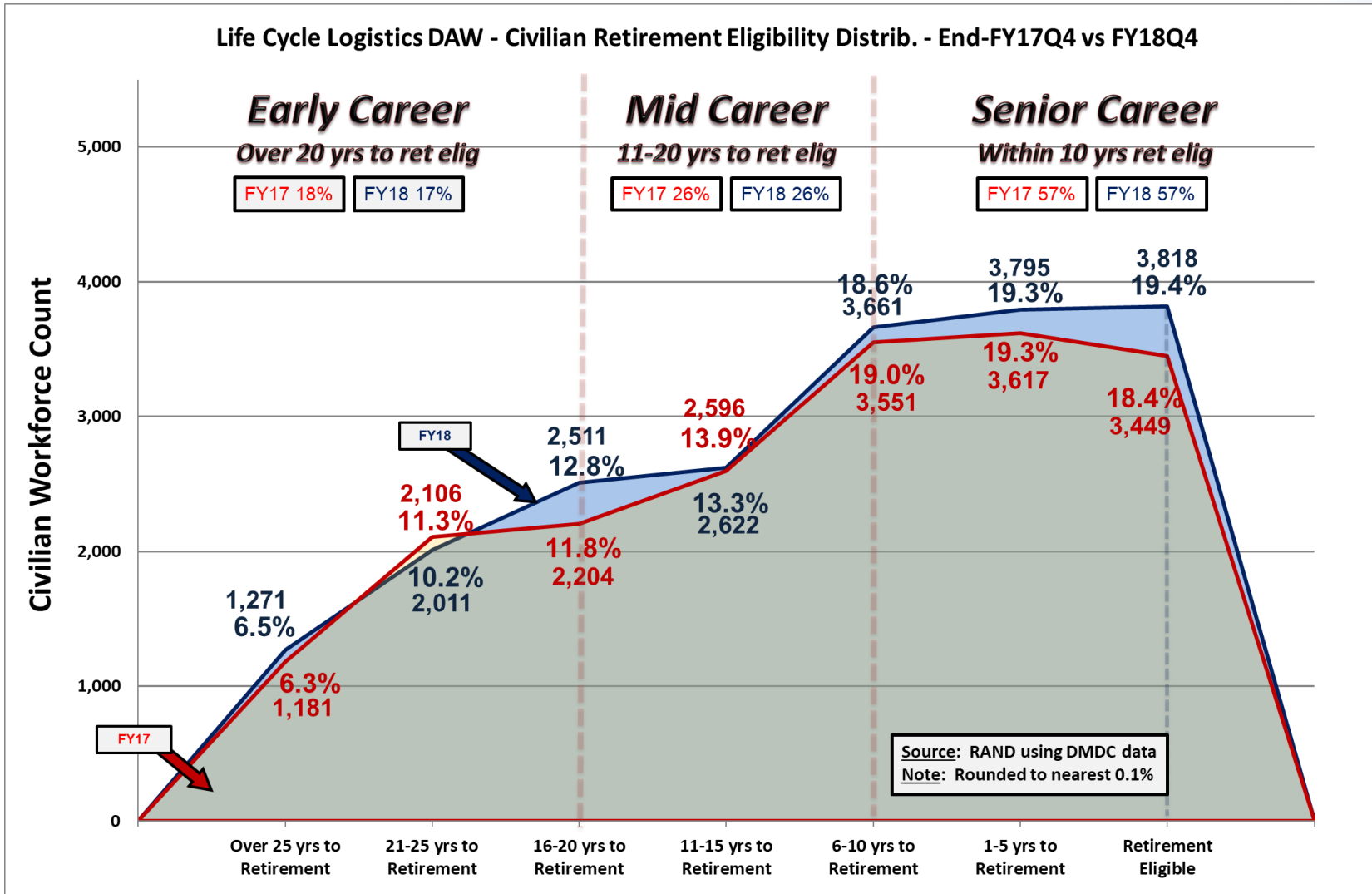
# Logistics Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



# Logistics Civilian Retirement Eligibility Distribution – FY17Q4 / FY18Q4



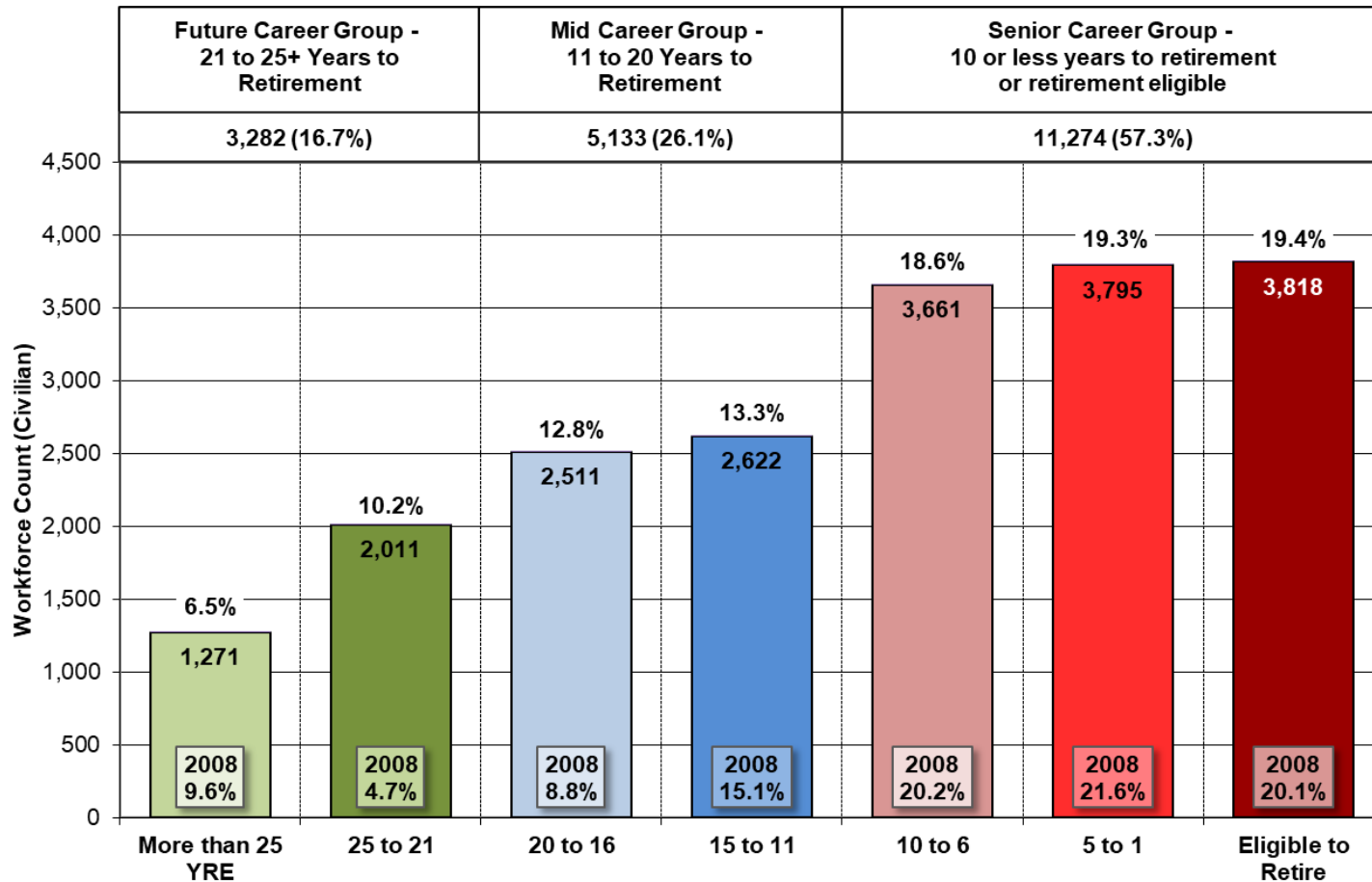
As of 30 Sept 2018





# Logistics Workforce Lifecycle Model by YRE

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



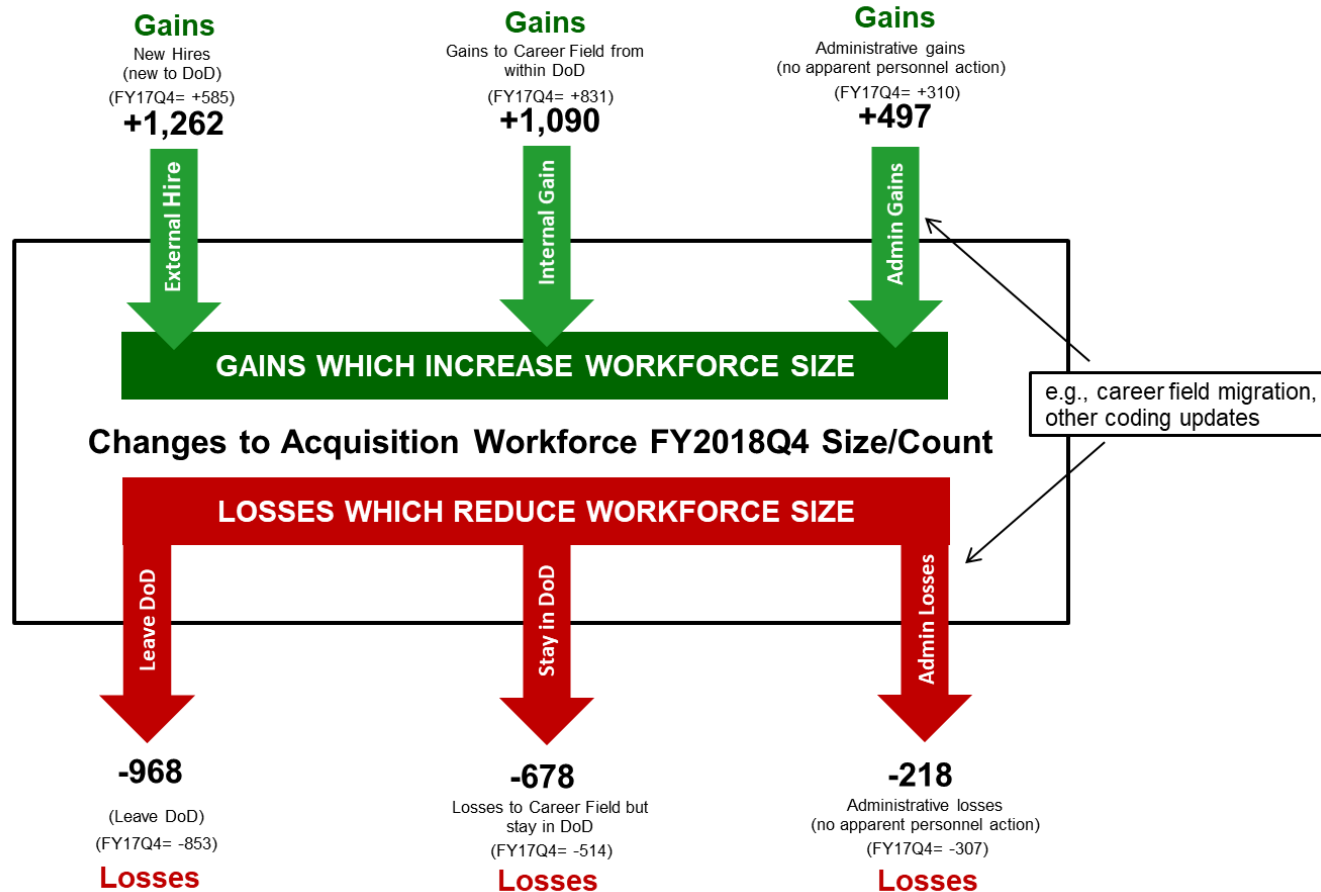
As of 30 Sept 2018



# Logistics 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



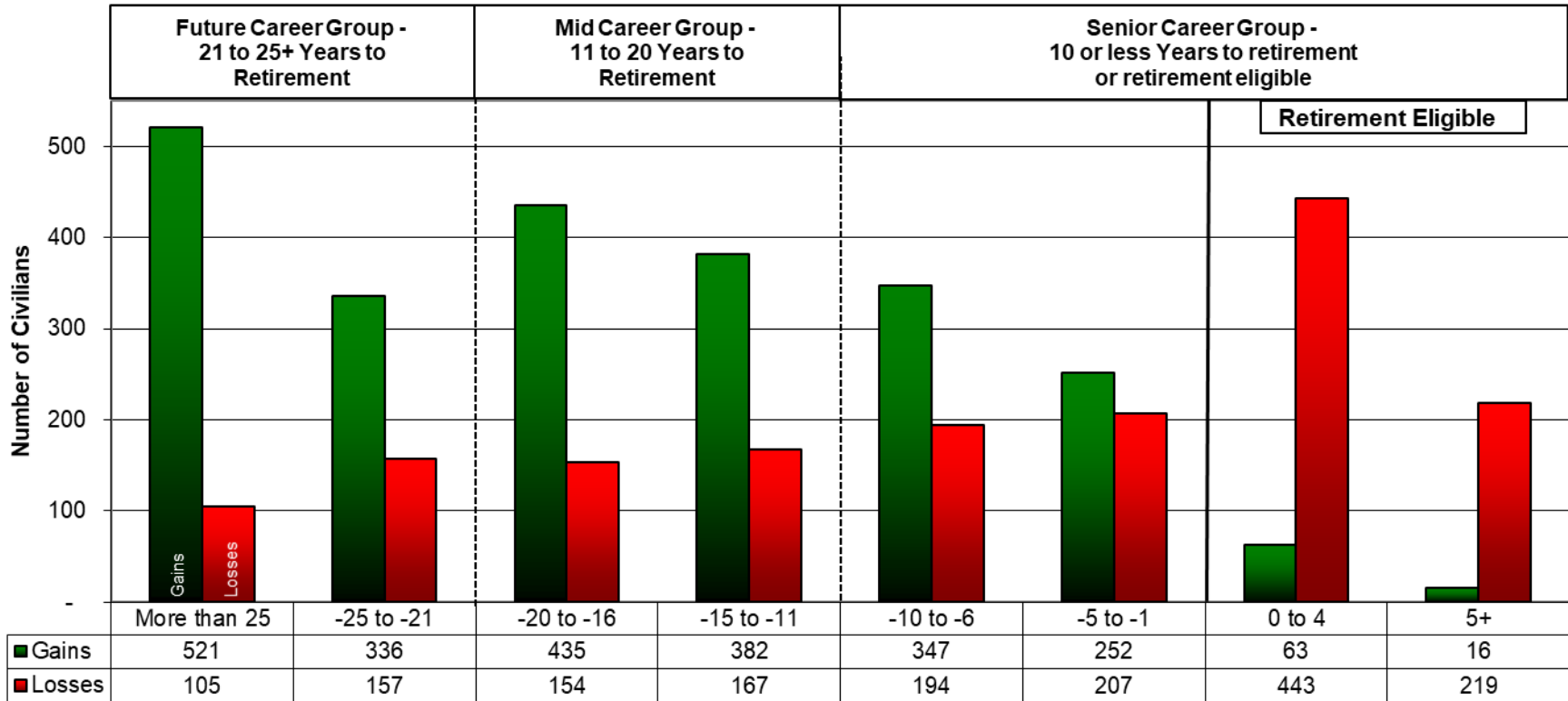


# Logistics Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses\*

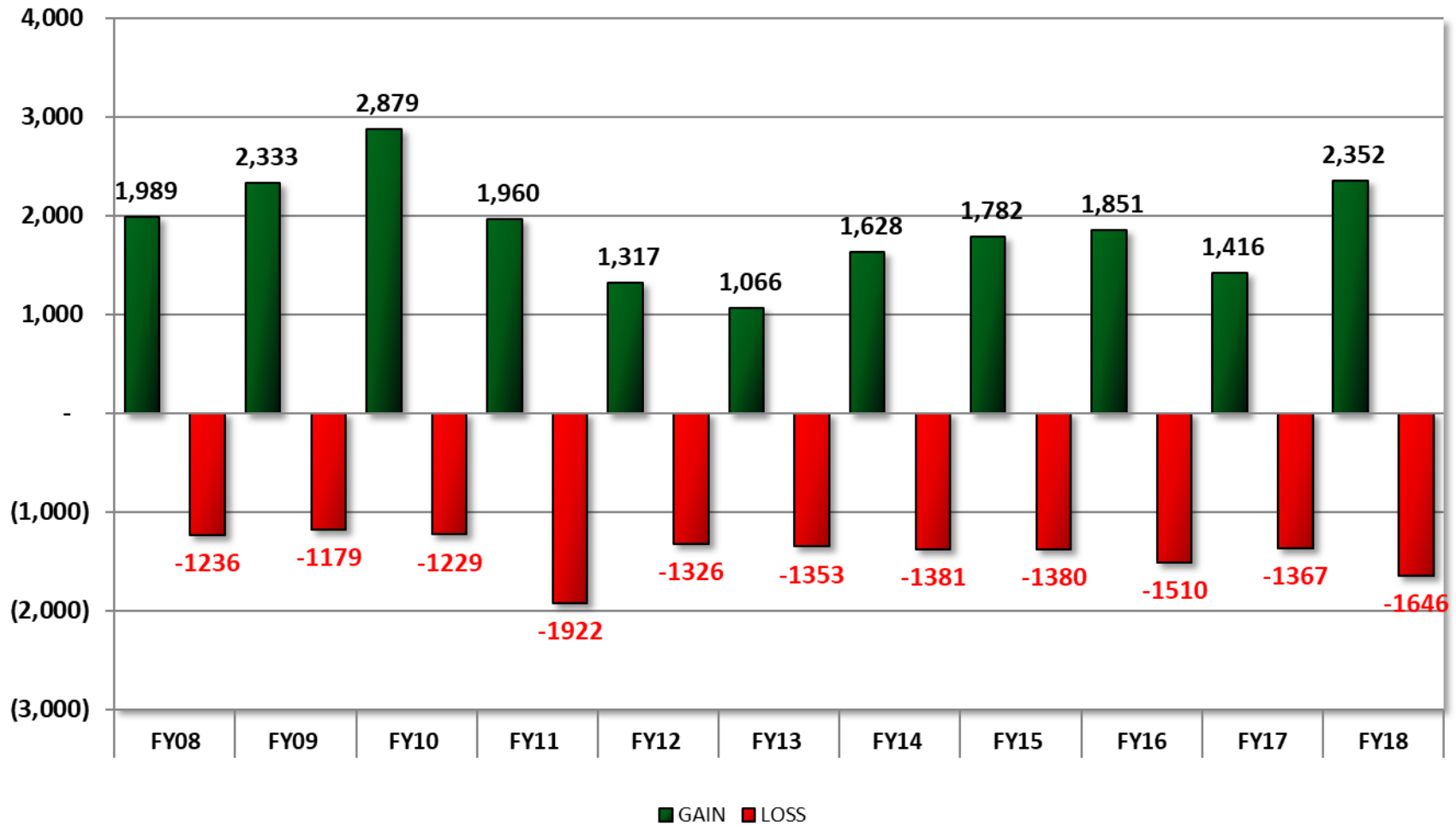


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Logistics Historical Gains and Losses FY08 – FY18



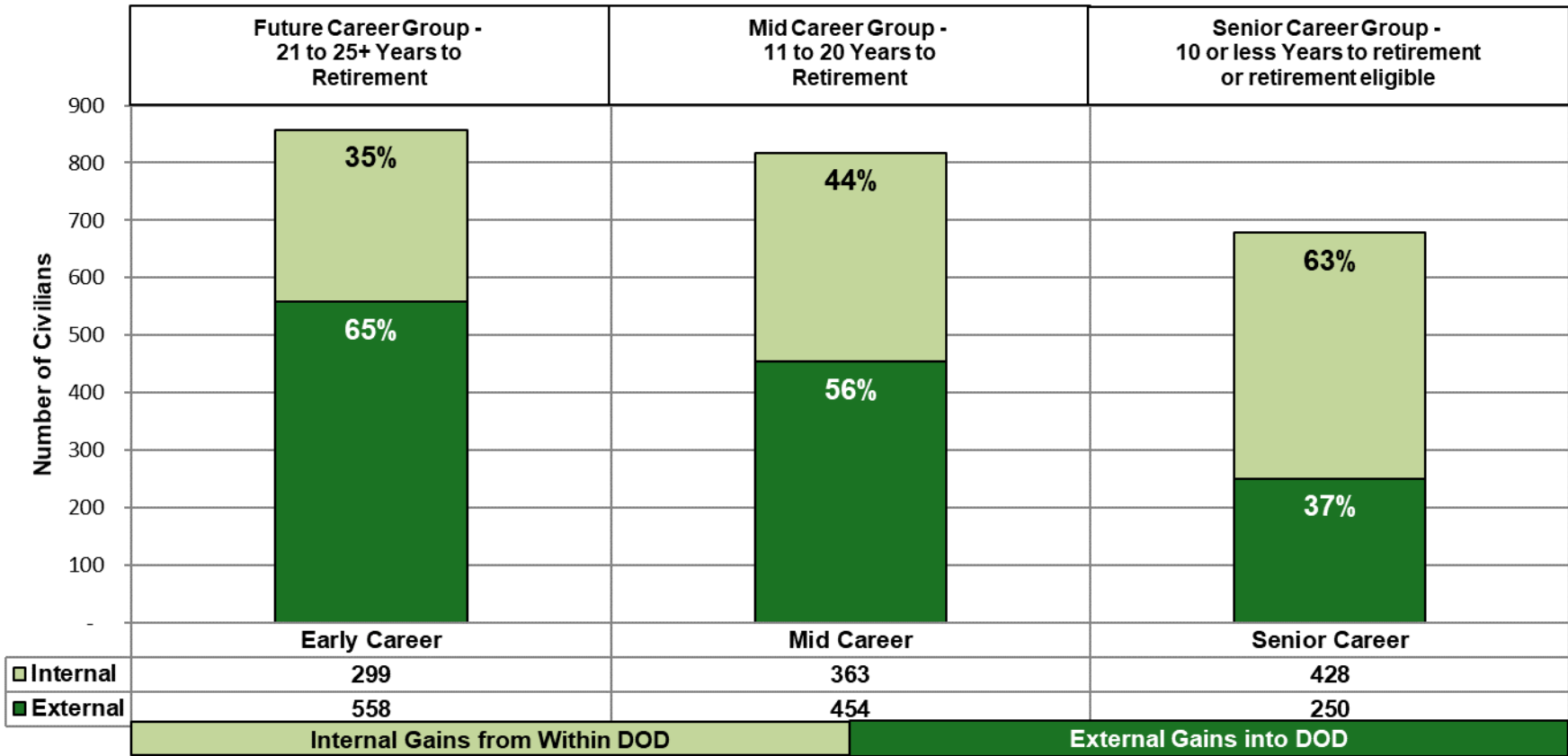
As of 30 Sept 2018



# Logistics Internal/External Gains % by Career Group



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



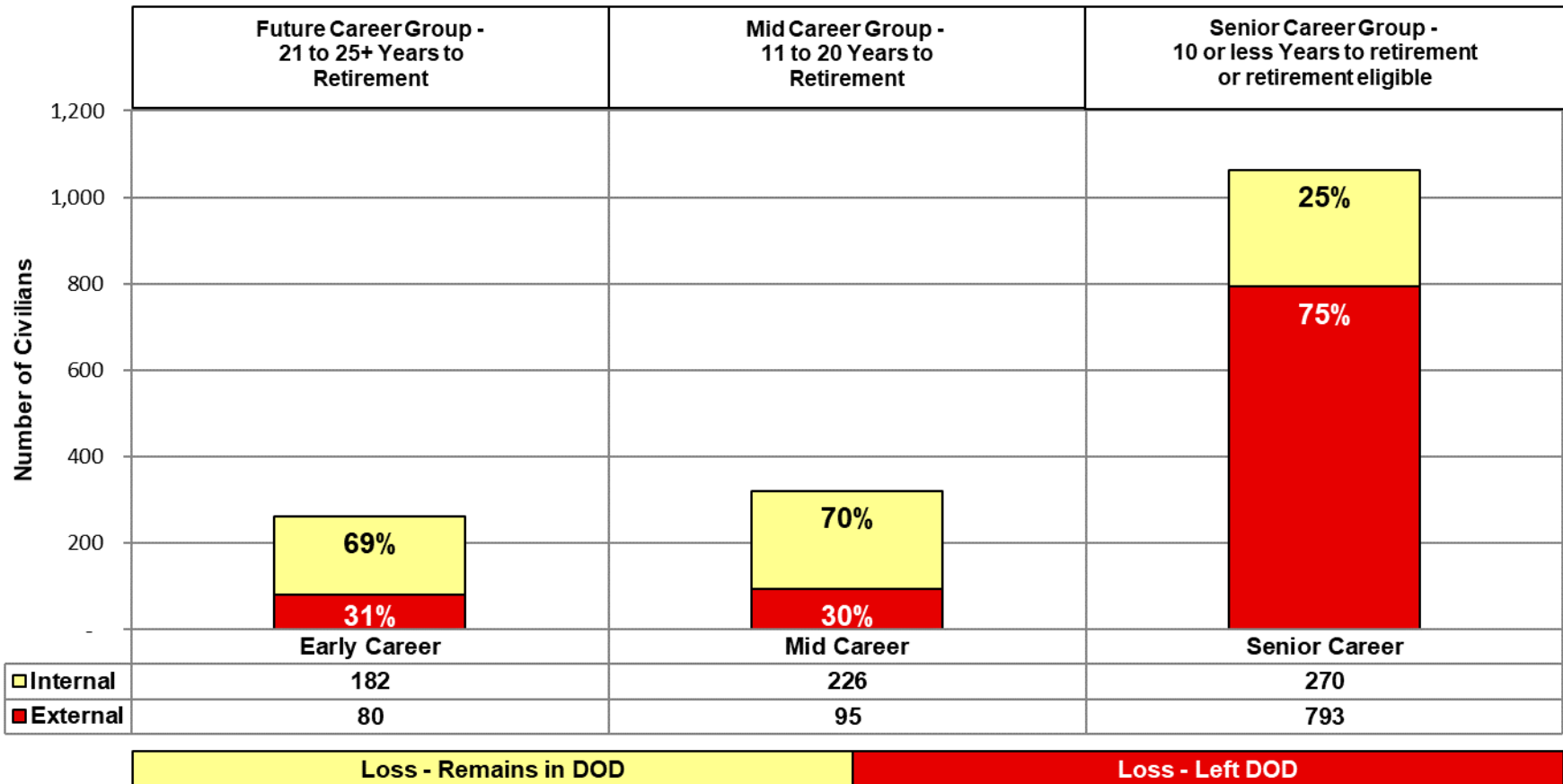
\*Does not include administrative gains



# Logistics Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian)

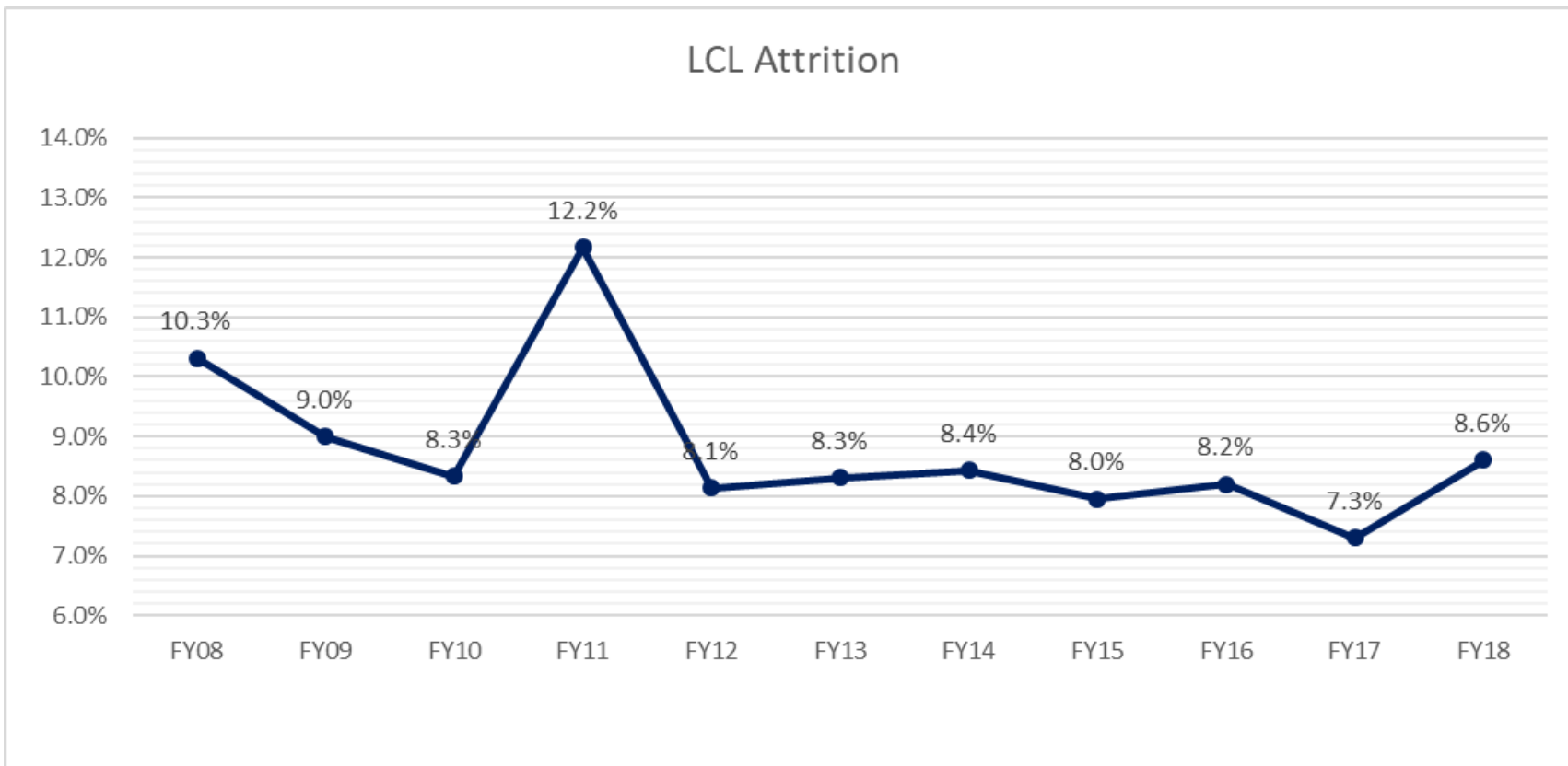
### Workforce Lifecycle FY2018Q4 Losses\*



\*Does not include administrative losses



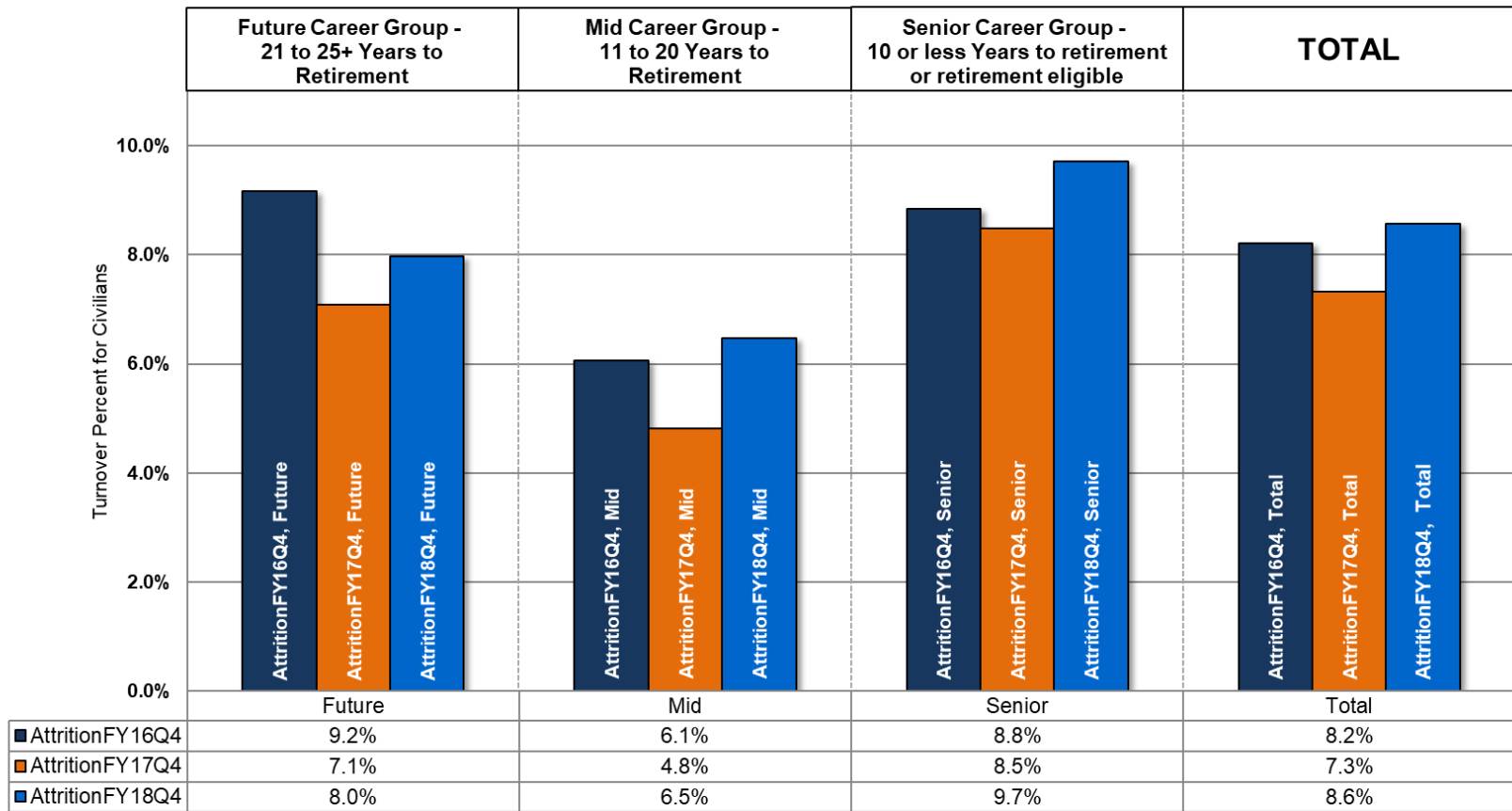
# Annual Attrition Rates





# Logistics Attrition Rates by Career Group

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





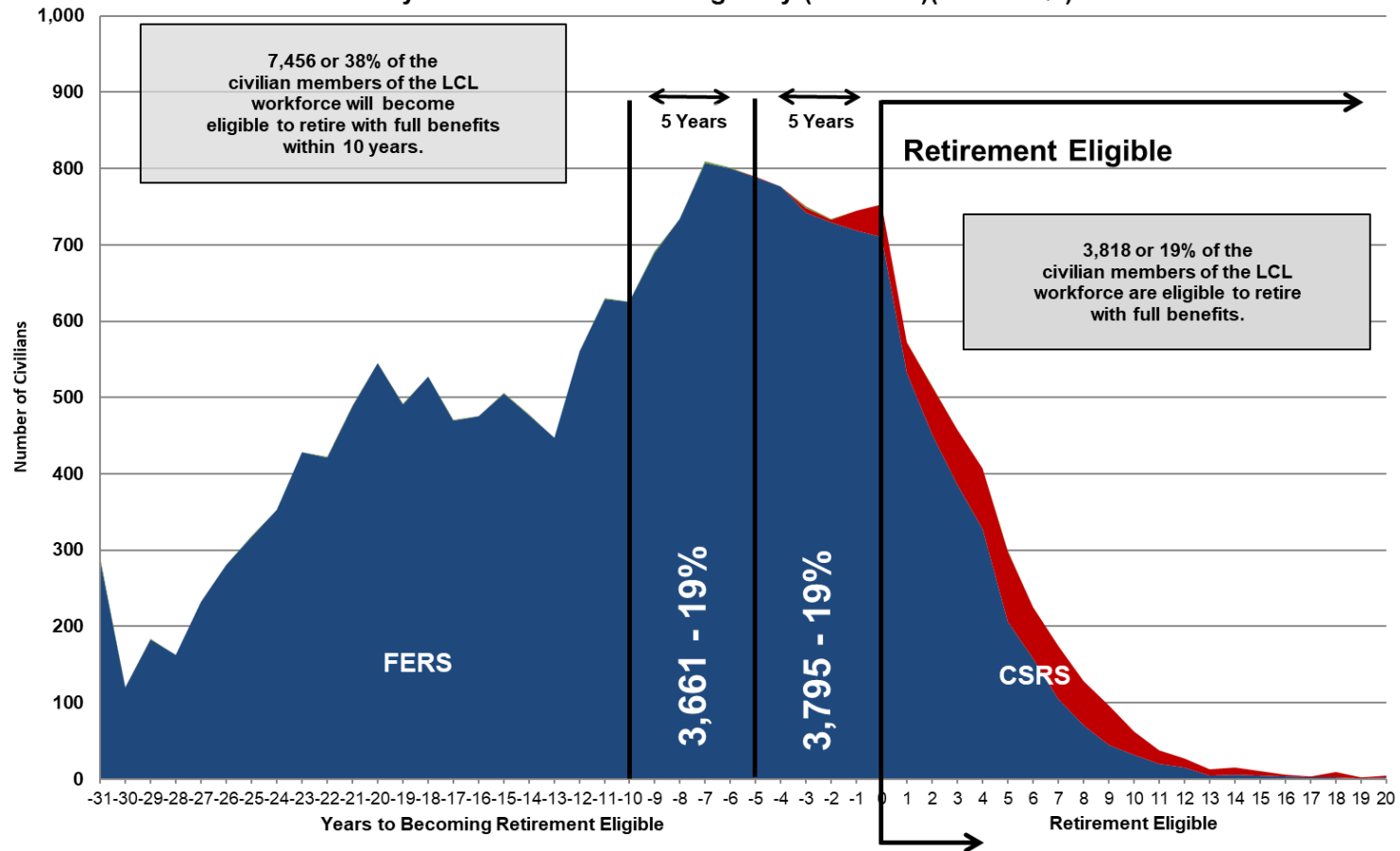


# Logistics Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce

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



As of 30 Sept 2018



***END***