



Defense Acquisition Workforce Key Information

OVERALL

As of FY19Q1 (31 December 2018)



Human Capital Fact Sheet

Defense Acquisition Workforce	FY 2008			FY2018Q4		
	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	157,318	15,418	172,736
Change in size from 2008	-	-	-	42%	3%	37%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	84%	84%
Post Graduate Degree	26%	44%	29%	39%	53%	40%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	85%	75%	84%
Level II or Higher Achieved	63%	41%	61%	73%	50%	71%
Level III Achieved	38%	19%	36%	73%	50%	40%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	76%	58%	74%
Within 24 Months of Cert Rqmt	25%	46%	27%	22%	37%	23%
Does Not Meet Cert Rqmt	15%	12%	14%	2%	6%	3%
Planning Considerations						
Average Age	47	36	46	45	35	45
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	26/26/48(%)	-	
Average Years of Service	18	13	17	15	13	15
Retirement Eligible	19,051(17%)	-	-	28,432(18%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,048(16%)	-	
Total Gains/Losses	14,245/15,030	-	-	19,614/12,308	-	

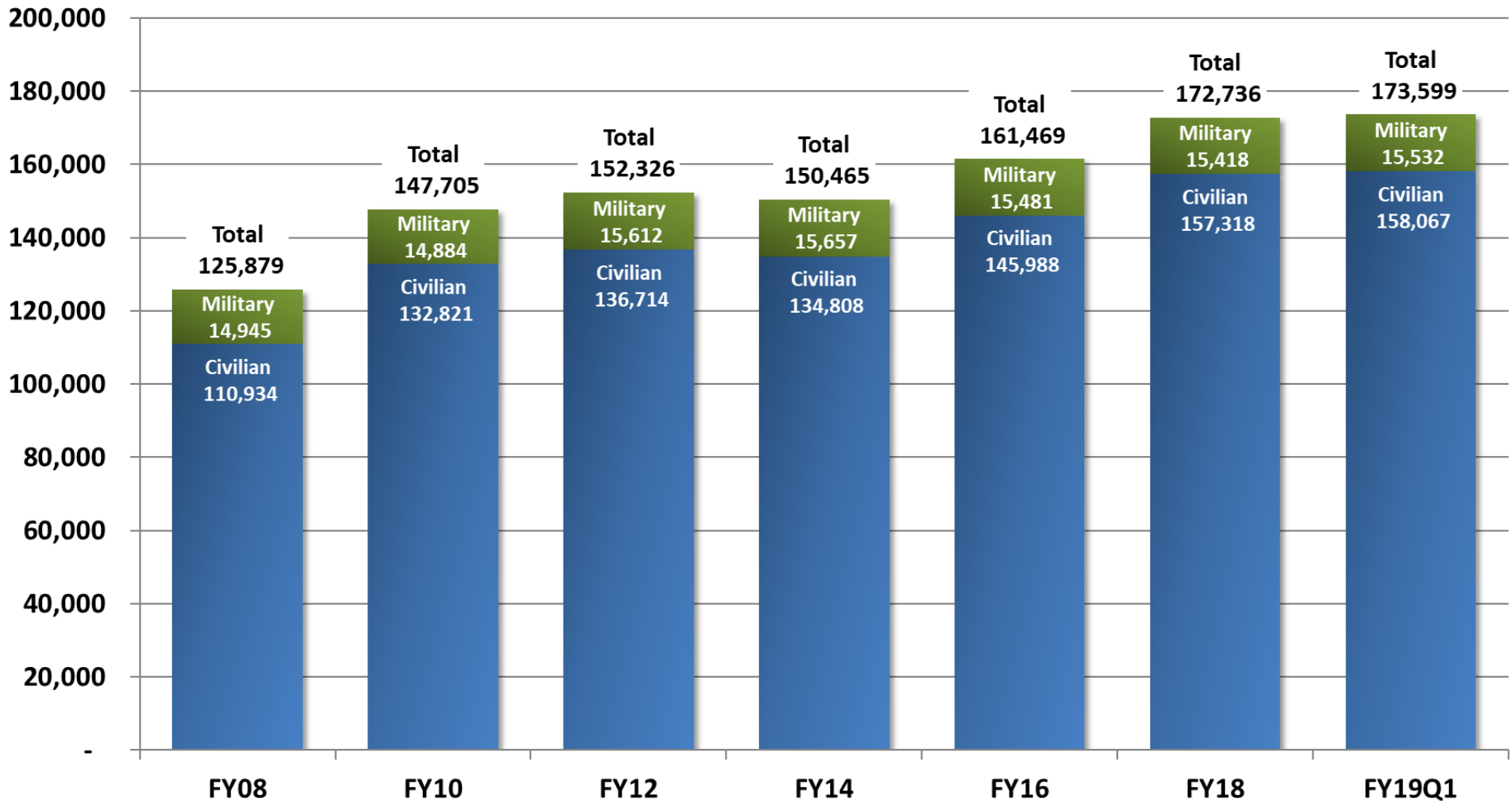
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



AWF – Annual Historical Workforce Size FY08 – FY19Q1

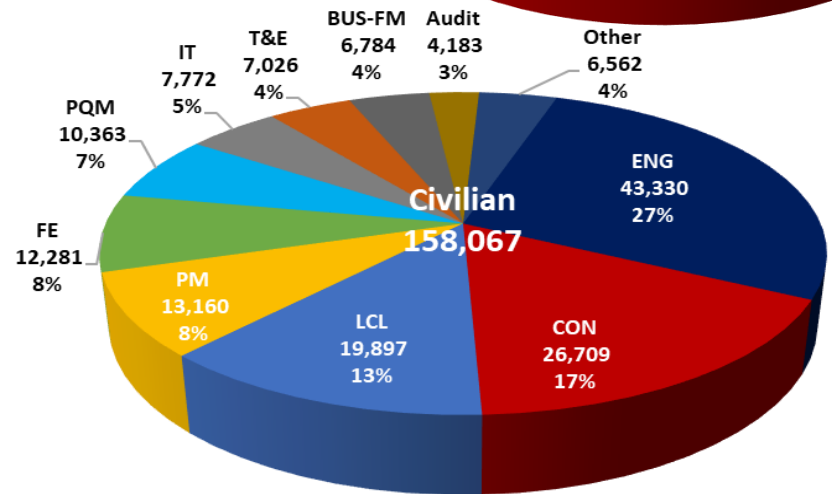
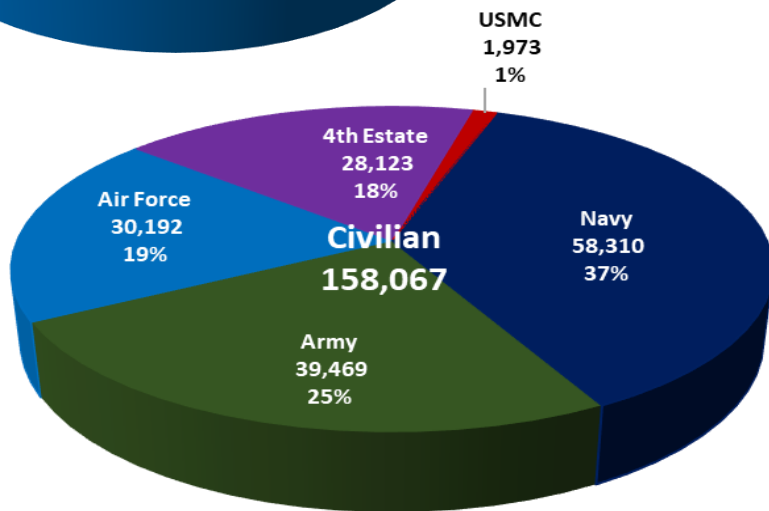
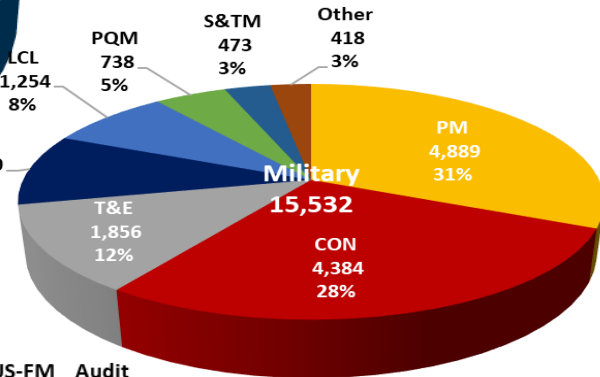
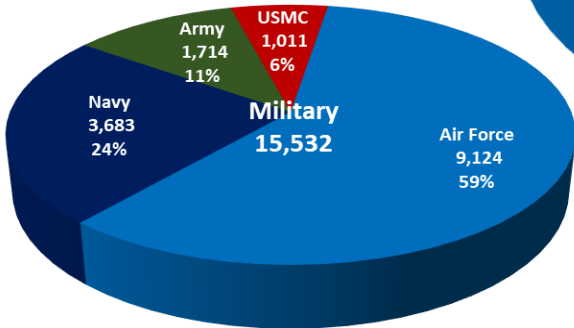
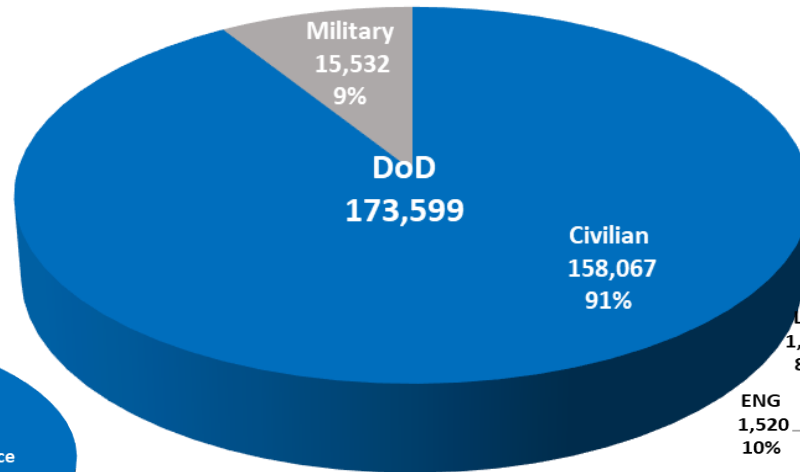


Overall AWF Total





AWF – Military and Civilian By Component and Career Field





AWF Size 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%		



AWF Historical Size Detail by Component (Civilian & Military)



Components/Agencies
over 1% of Workforce

Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1
Defense Acq Workforce Agency							
NAVY	41,078	48,556	50,156	50,822	57,086	61,696	61,993
MARINE CORPS	1,988	2,862	2,902	2,863	3,002	2,952	2,984
ARMY	40,269	43,634	41,877	37,342	37,146	40,718	41,183
AIR FORCE	24,827	31,382	34,637	34,395	36,975	39,027	39,316
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	9,486
DLA	3,913	4,272	4,915	5,753	7,857	8,867	8,783
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	4,189
MDA	788	1,638	1,828	1,916	1,962	2,084	2,080
Other 4th Estate	2,074	2,493	2,797	3,162	3,433	3,585	3,585
TOTAL	125,879	147,705	152,326	150,465	161,469	172,736	173,599

% Change Since FY08	% Change Since FY14	% Change Since FY18
51%	22%	0%
50%	4%	1%
2%	10%	1%
58%	14%	1%
29%	-2%	-1%
124%	53%	-1%
16%	-8%	-1%
164%	9%	0%
73%	13%	0%
↑	↑	↑
38%	15%	0%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY14	% Change Since FY18
DoN	38,579	47,009	48,862	49,220	55,367	60,024	60,283	56%	22%	0%
AIR FORCE	16,067	22,526	25,019	25,299	28,123	29,976	30,192	88%	19%	-1%
ARMY	38,689	42,015	40,079	35,246	35,238	38,975	39,469	2%	12%	-1%
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	9,486	29%	-2%	1%
DLA	3,913	4,272	4,915	5,753	7,857	8,867	8,783	124%	53%	1%
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	4,189	16%	-8%	1%
MDA	787	1,638	1,828	1,916	1,962	2,084	2,080	164%	9%	0%
4th Estate Other	1,957	2,493	2,797	3,162	3,433	3,585	3,585	83%	13%	0%
TOTAL	110,934	132,821	136,714	134,808	145,988	157,318	158,067	↑ 42%	↑ 17%	↓ 0%



AWF Historical Size Detail by Component (Military)



Overall (Military) Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY14	% Change Since FY18
Navy	3,742	3,527	3,317	3,641	3,712	3,654	3,683	-2%	1%	1%
MARINE CORPS	745	882	877	824	1,009	970	1,011	36%	23%	4%
ARMY	1,580	1,619	1,798	2,096	1,908	1,743	1,714	8%	-18%	-2%
AIR FORCE	8,760	8,856	9,277	9,096	8,852	9,051	9,124	4%	0%	1%
4th ESTATE	118	-	-	-	-	-	-			
Total	14,945	14,884	15,269	15,657	15,481	15,418	15,532	↑ 4%	↓ -1%	↑ 1%



AWF Historical Size Detail by Career Field (Civilian and Military)



Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1
Defense Acq Workforce Career Field							
Engineering	34,537	39,201	39,807	39,242	42,438	44,850	44,850
Contracting	25,680	29,792	30,292	29,826	30,669	31,136	31,093
Life Cycle Logistics	13,361	16,861	17,539	17,724	19,929	20,997	21,151
Program Management	12,781	14,915	15,824	16,003	17,002	17,892	18,049
Facilities Engineering	4,920	6,911	7,290	6,617	7,870	11,880	12,284
Production, Quality and Man	9,138	9,727	9,458	9,671	10,544	11,081	11,101
Test and Evaluation	7,420	8,446	8,603	8,569	8,738	8,852	8,882
Information Technology	3,934	5,165	5,832	5,776	6,836	7,839	7,961
Business - FM	7,085	7,054	6,761	6,142	6,327	6,882	6,944
Auditing	3,638	4,143	4,505	4,560	4,011	4,219	4,183
S&T Manager	480	2,561	3,209	3,401	3,814	3,986	4,008
Business - CE	-	1,070	1,278	1,309	1,378	1,449	1,464
Purchasing	1,196	1,287	1,340	1,205	1,475	1,260	1,221
Property	451	501	449	389	405	395	392
Unknown/Other	1,258	71	139	31	33	18	16
TOTAL	125,879	147,705	152,326	150,465	161,469	172,736	173,599

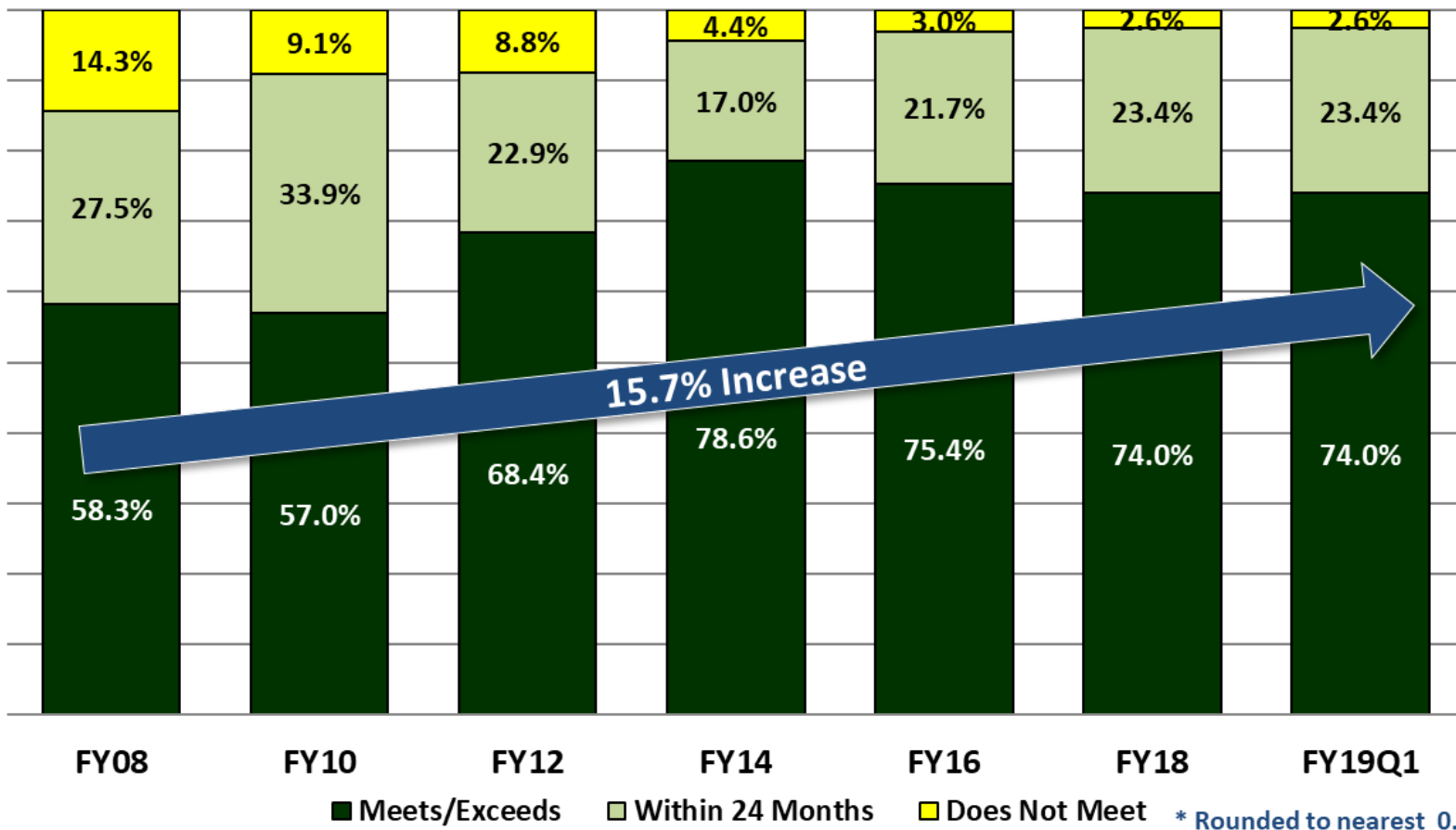
% Change Since FY08	% Change Since FY14	% Change Since FY18
30%	14%	0%
21%	4%	0%
58%	19%	1%
41%	13%	1%
150%	86%	3%
21%	15%	0%
20%	4%	0%
102%	38%	2%
-2%	13%	1%
15%	-8%	-1%
735%	18%	1%
	12%	1%
2%	1%	-3%
-13%	1%	-1%
↑	↑	↑
38%	15%	0%



AWF Historical DAWIA Certification FY08 – FY19Q1



AWF Overall

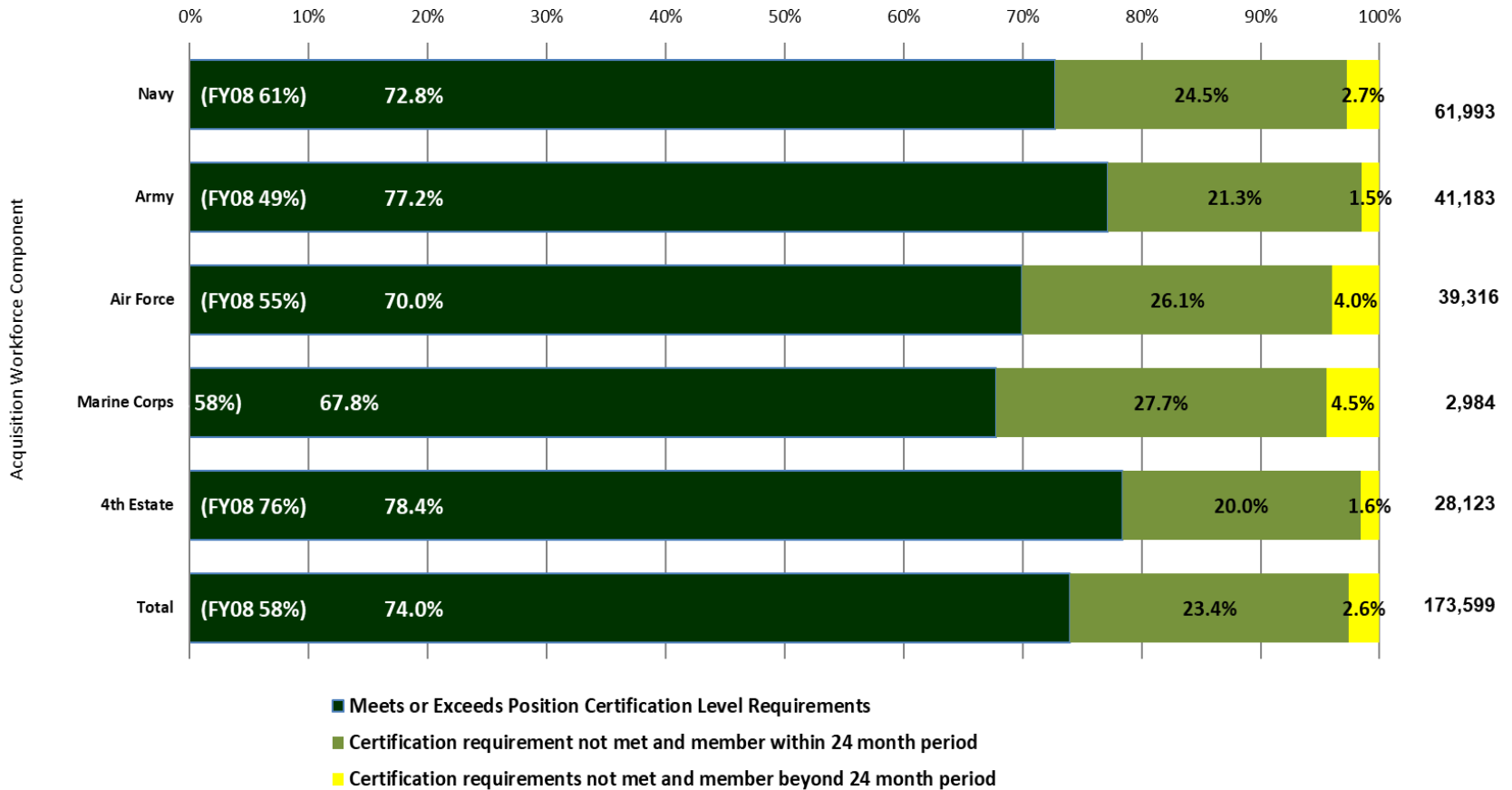


15.7% Increase



AWF DAWIA Certification by Major Component

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

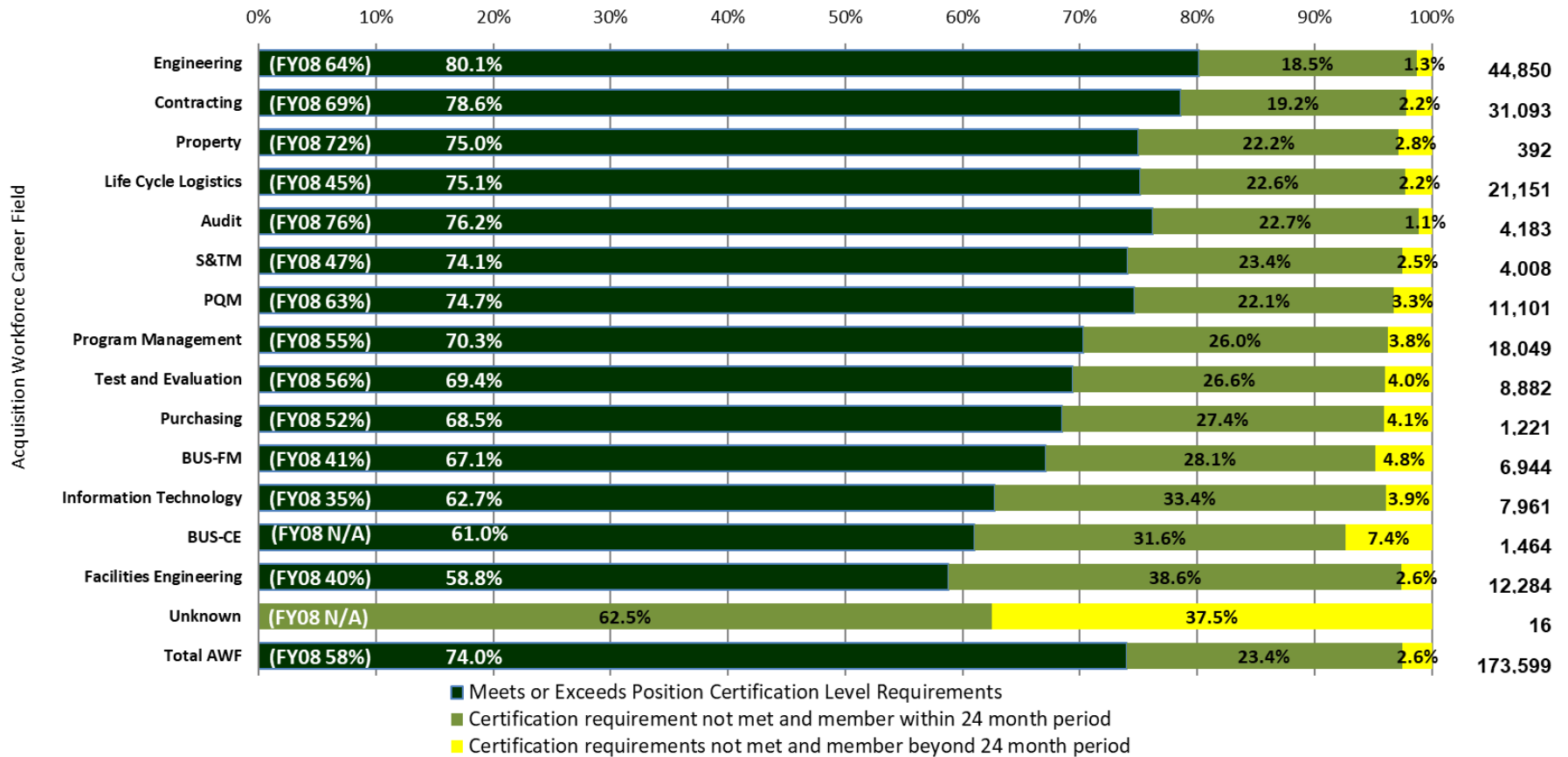




AWF DAWIA Certification by Career Field



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





AWF DAWIA Certification



Required Certification Level	Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	10,832	11,175	3,576	2,235	27,818	61.1%
Level II	13,781	9,930	44,924	18,270	86,905	72.7%
Level III	4,102	1,612	4,714	48,265	58,693	82.2%
<i>Unspecified</i>	91	31	44	17	183	
% TOTAL	28806	22748	53258	68787	173599	

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Org	# Meet or Exceeds	or Exceeds*
DAW	128,462	74.0%
<i>Army</i>	31,784	77.2%
<i>Navy</i>	45,107	72.8%
<i>Marine Corp</i>	2,022	67.8%
<i>Air Force</i>	27,509	70.0%
<i>4th Estate</i>	22,040	78.4%

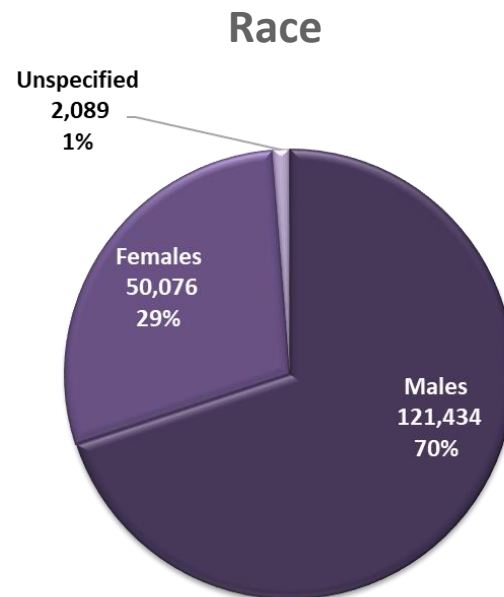
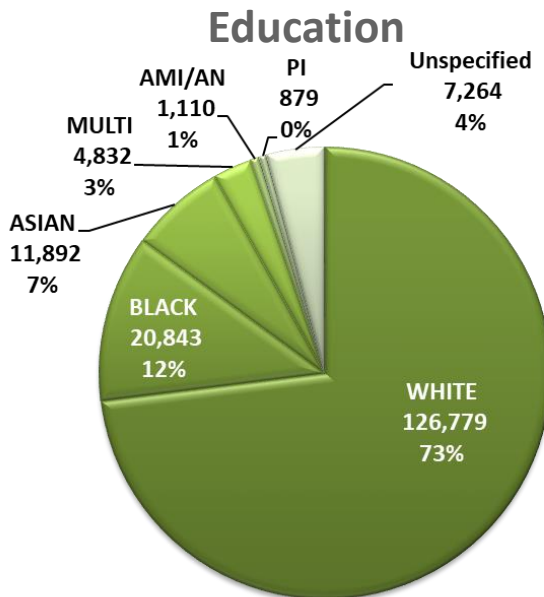
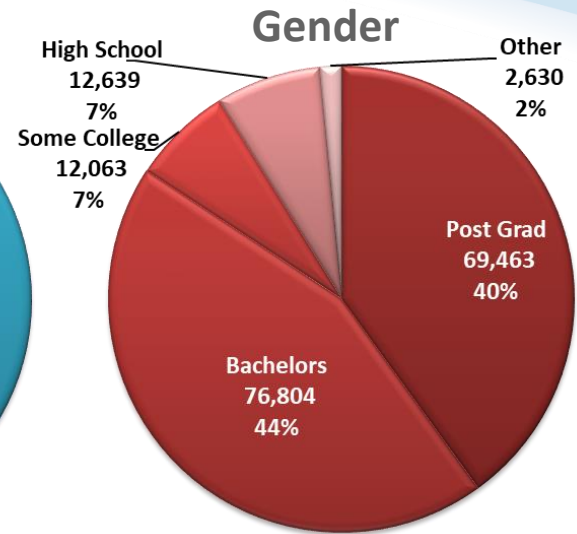
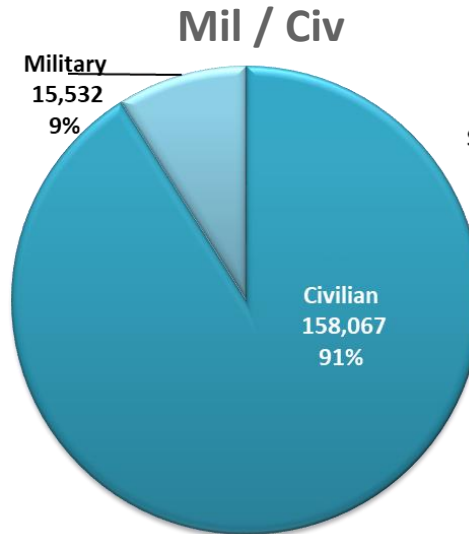
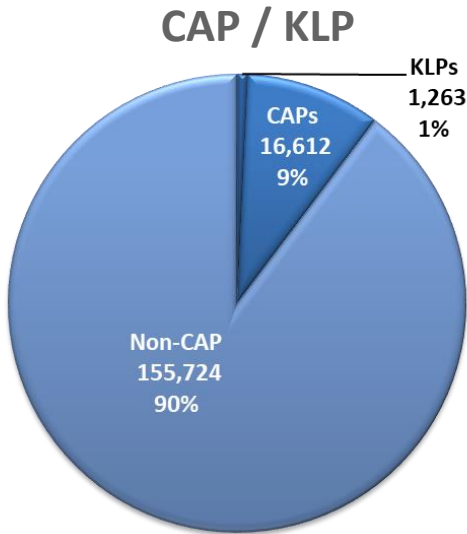
Certification Requirement	Meets/ Exceeds	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	16,986	10,497	335	27,818	16.0%
Level II	63,194	21,080	2,631	86,905	50.1%
Level III	48,265	8,974	1,454	58,693	33.8%
<i>Unspecified</i>	17	150	16	183	0.1%
AWF Total	128,462	40,701	4,436	173,599	
% TOTAL	74.0%	23.4%	2.6%		

= Compliance
= Exceeds Requirement

* NOTE: Rounded to nearest 0.1%

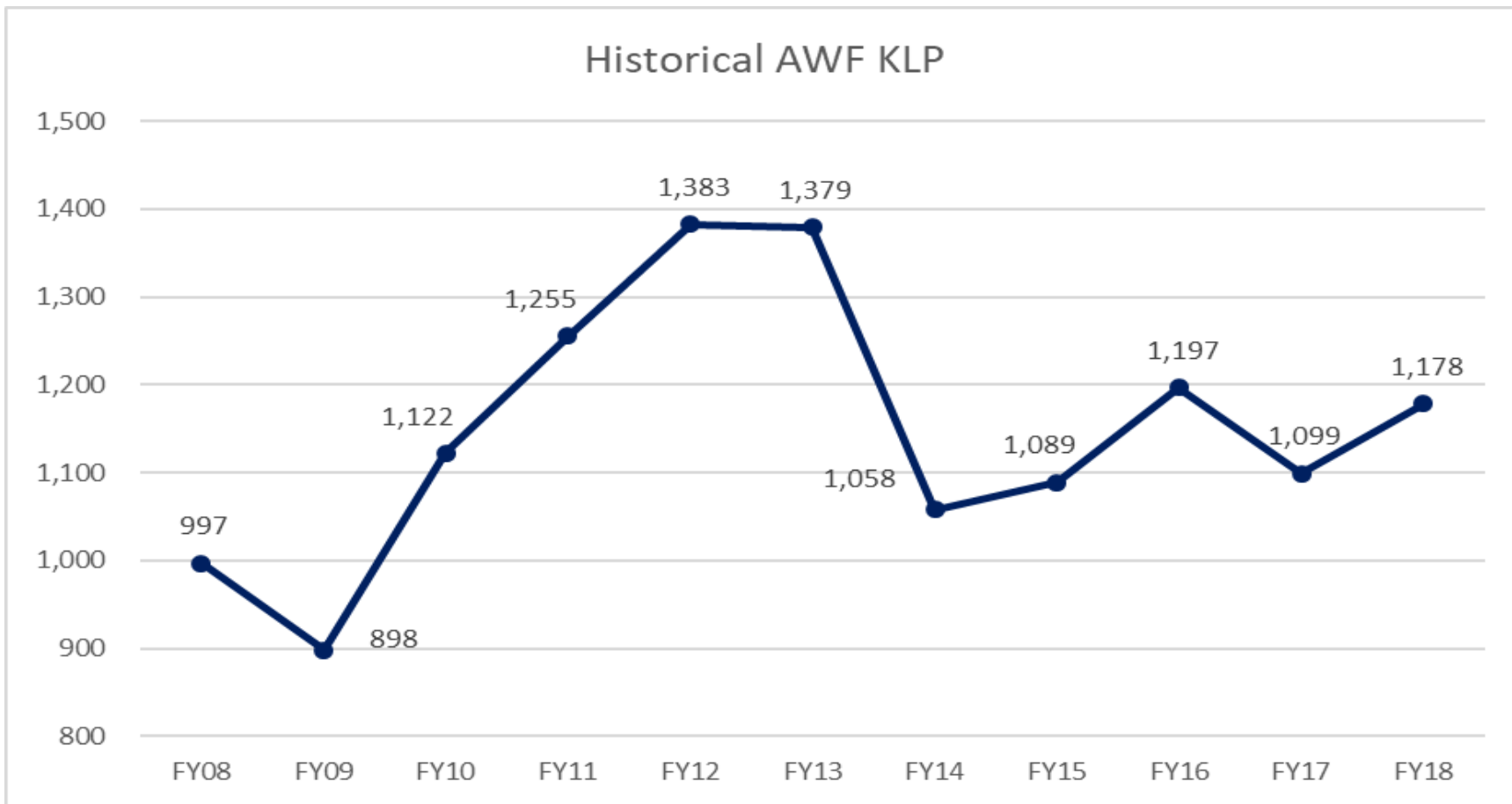


AWF Demographics





AWF KLP Count





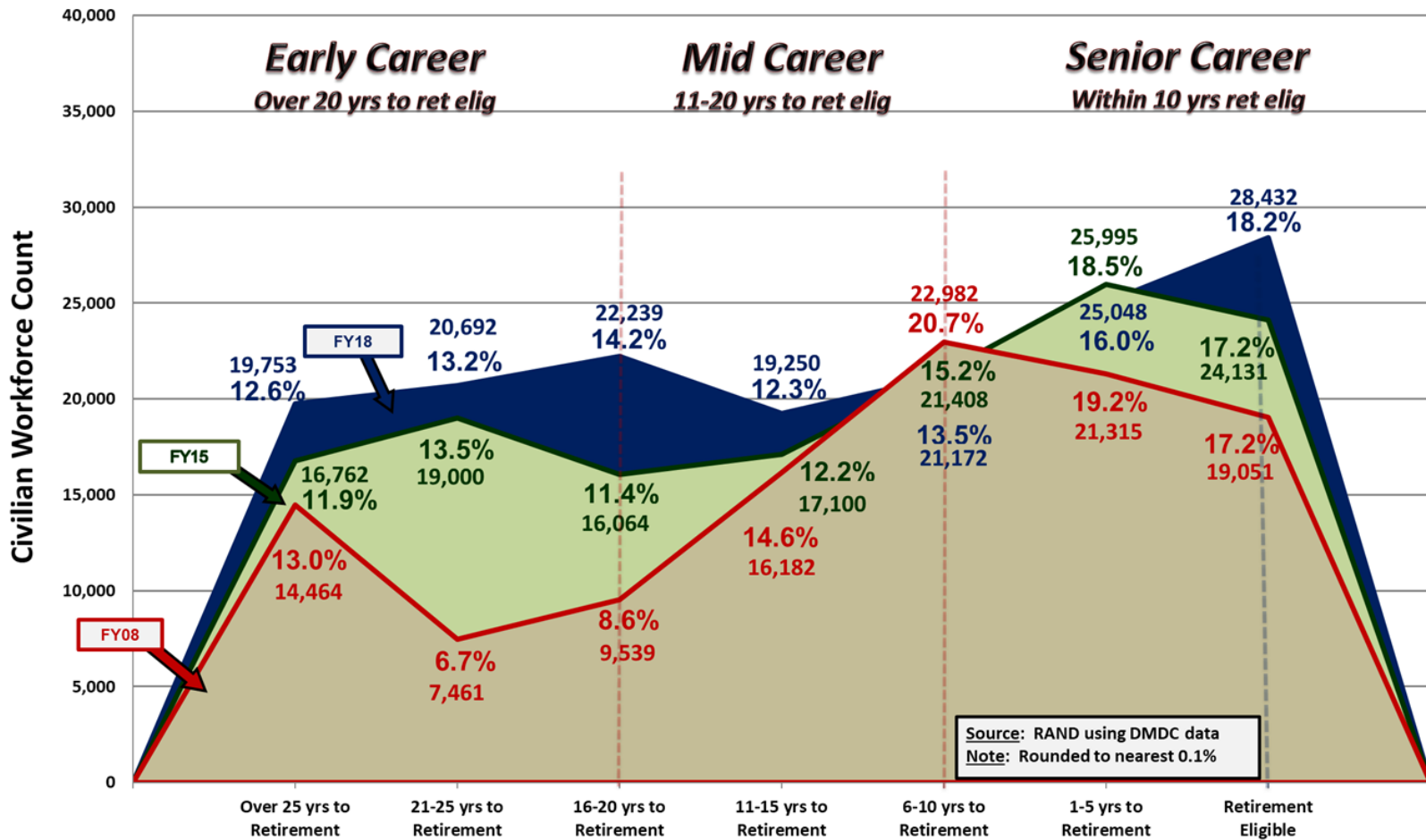
RAND NDRI Forces and Resources
Policy Center Data
Retirement, Gains/Losses Slides
FY19Q1Q4



Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY19Q1



Overall DAW - Civilian Retirement Eligibility Distribution - End FY08, FY15 & FY18



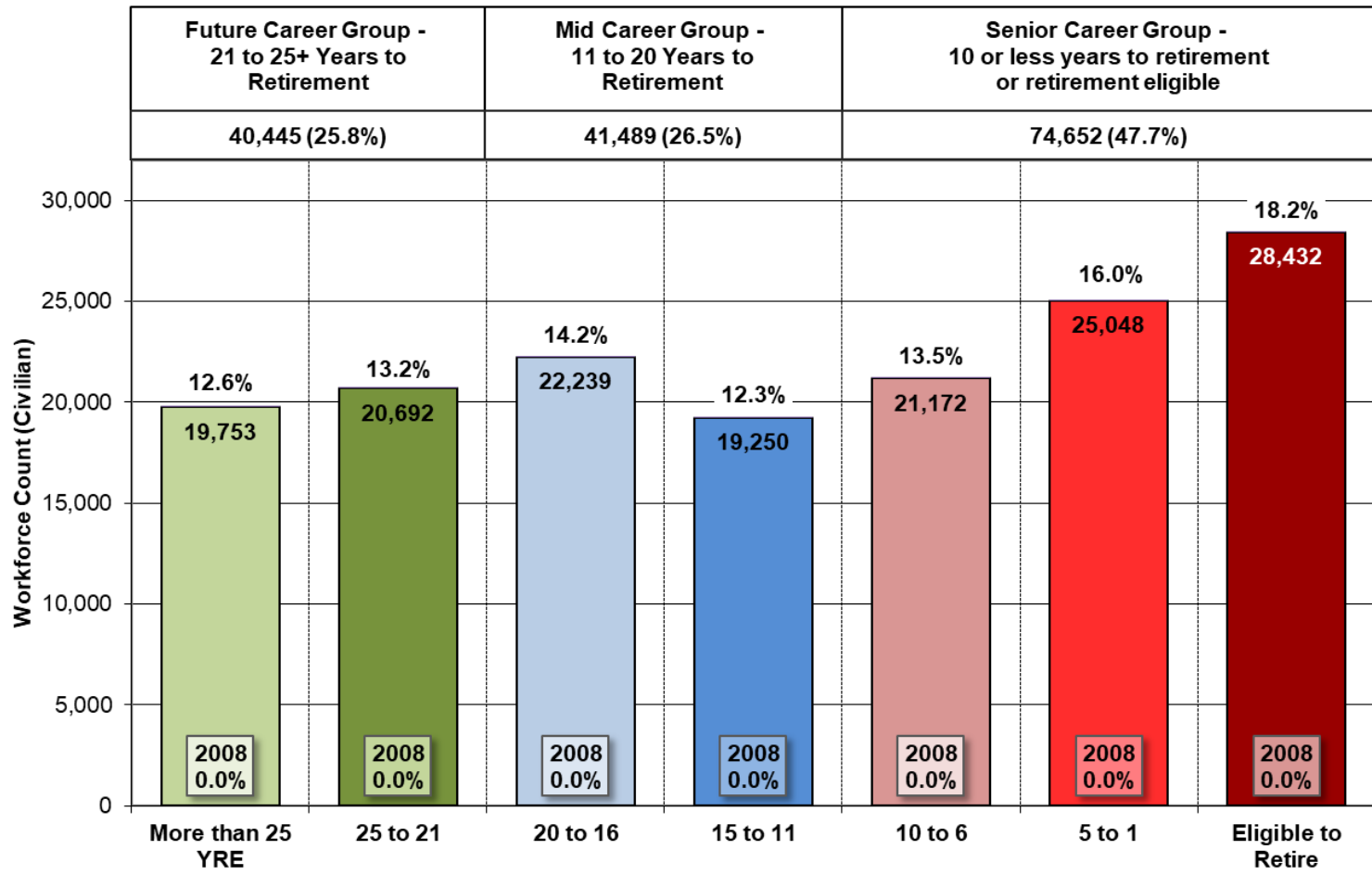
Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

RAND NDRI (*As of 09-30-2015)



Workforce Lifecycle Model by YRE

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

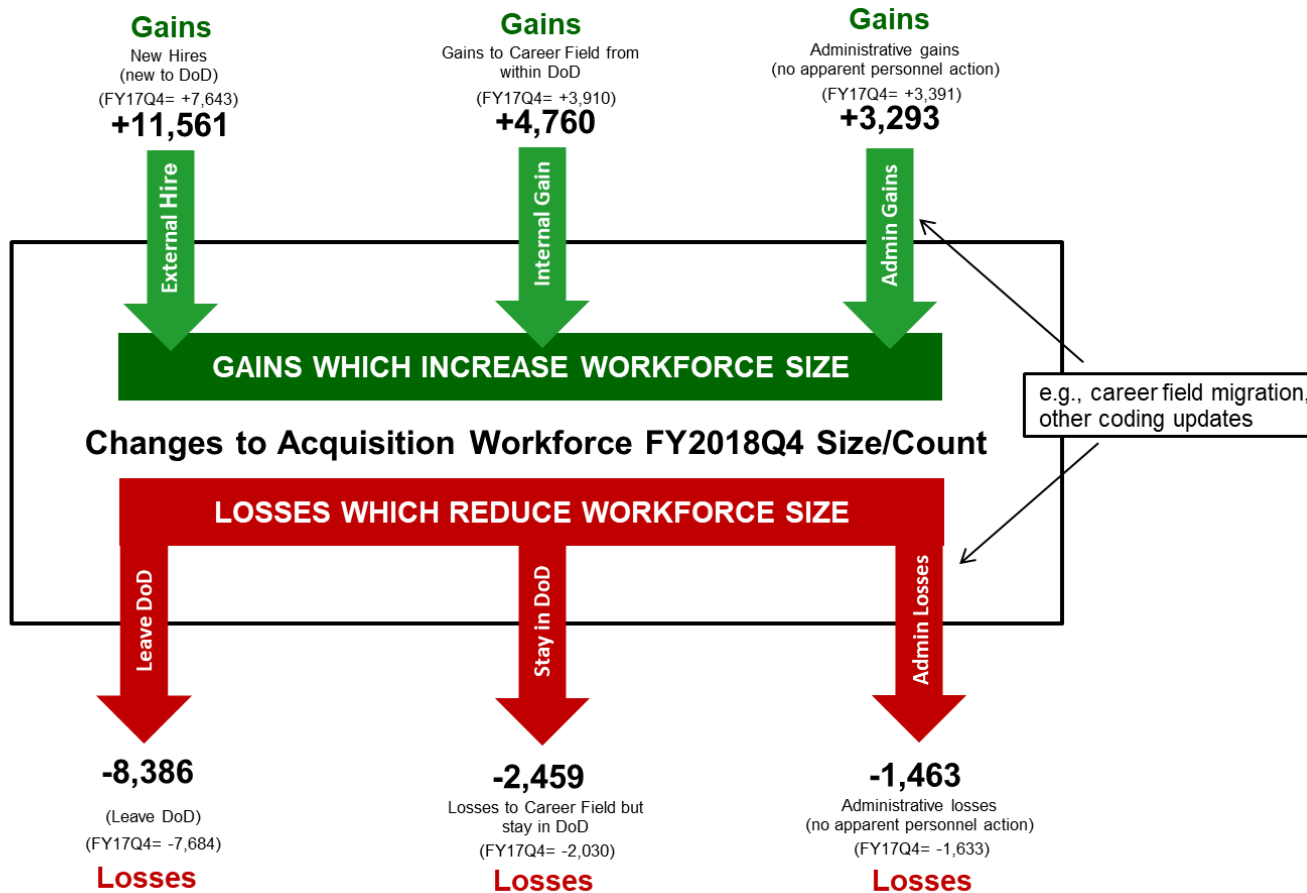




Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2018Q4)

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

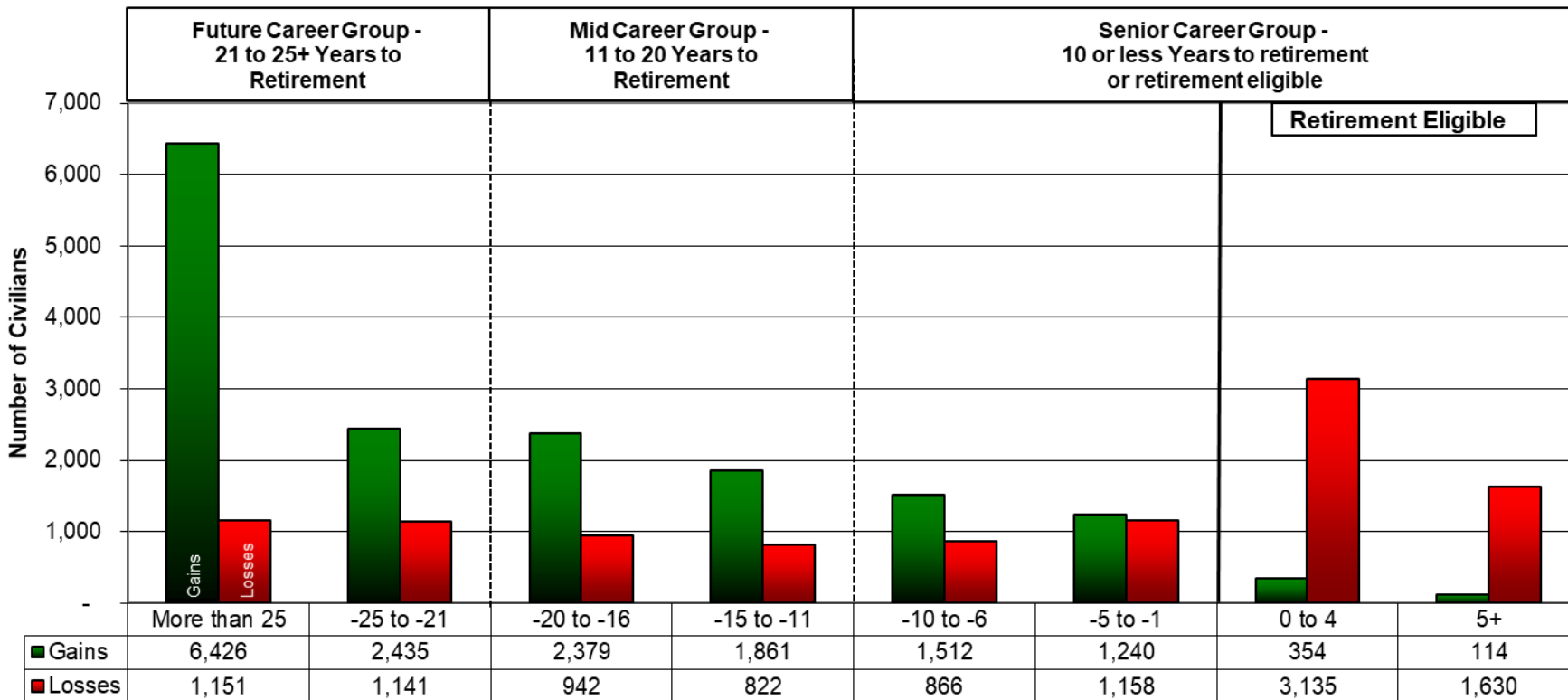




AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains & Losses*

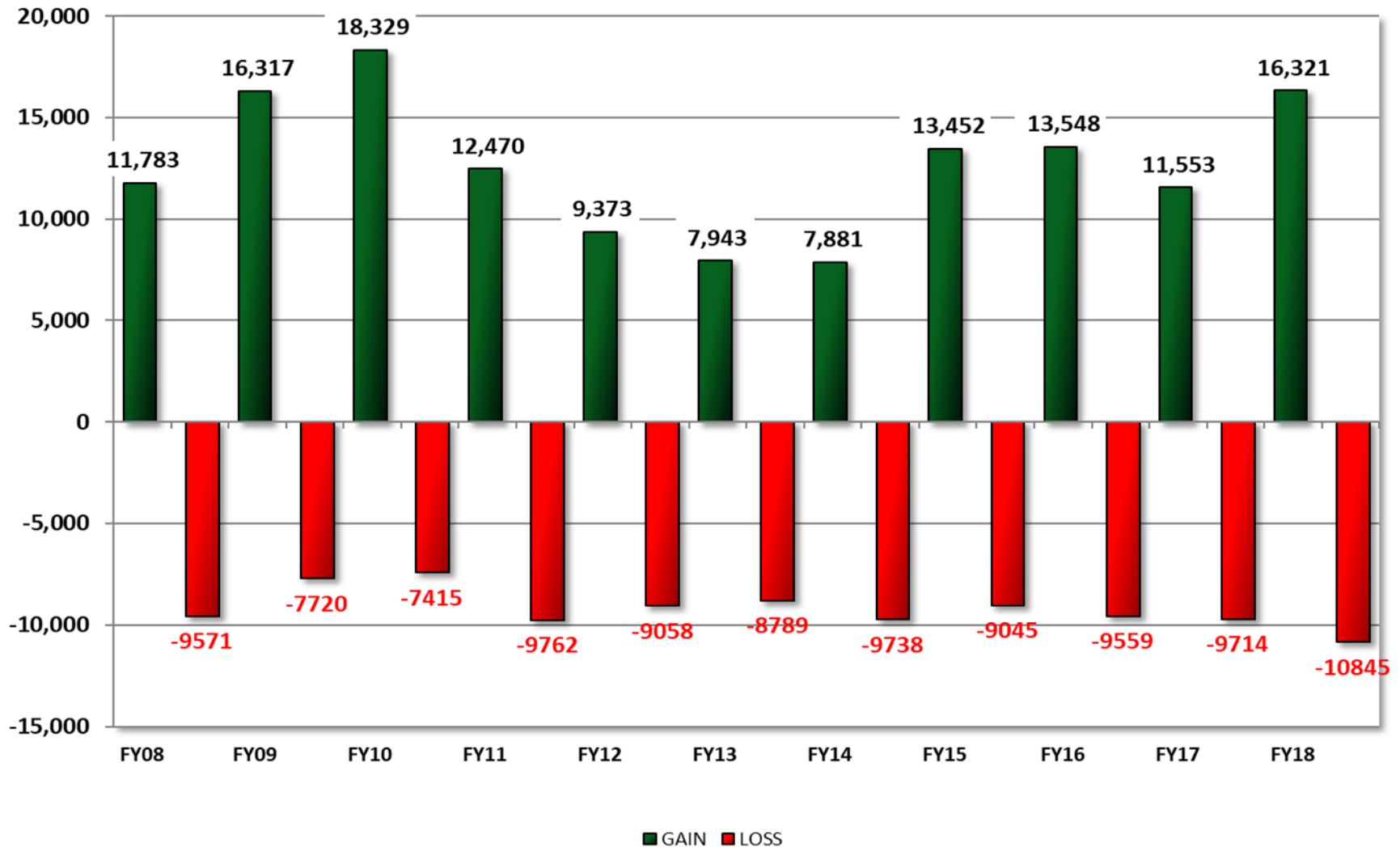


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY19Q1



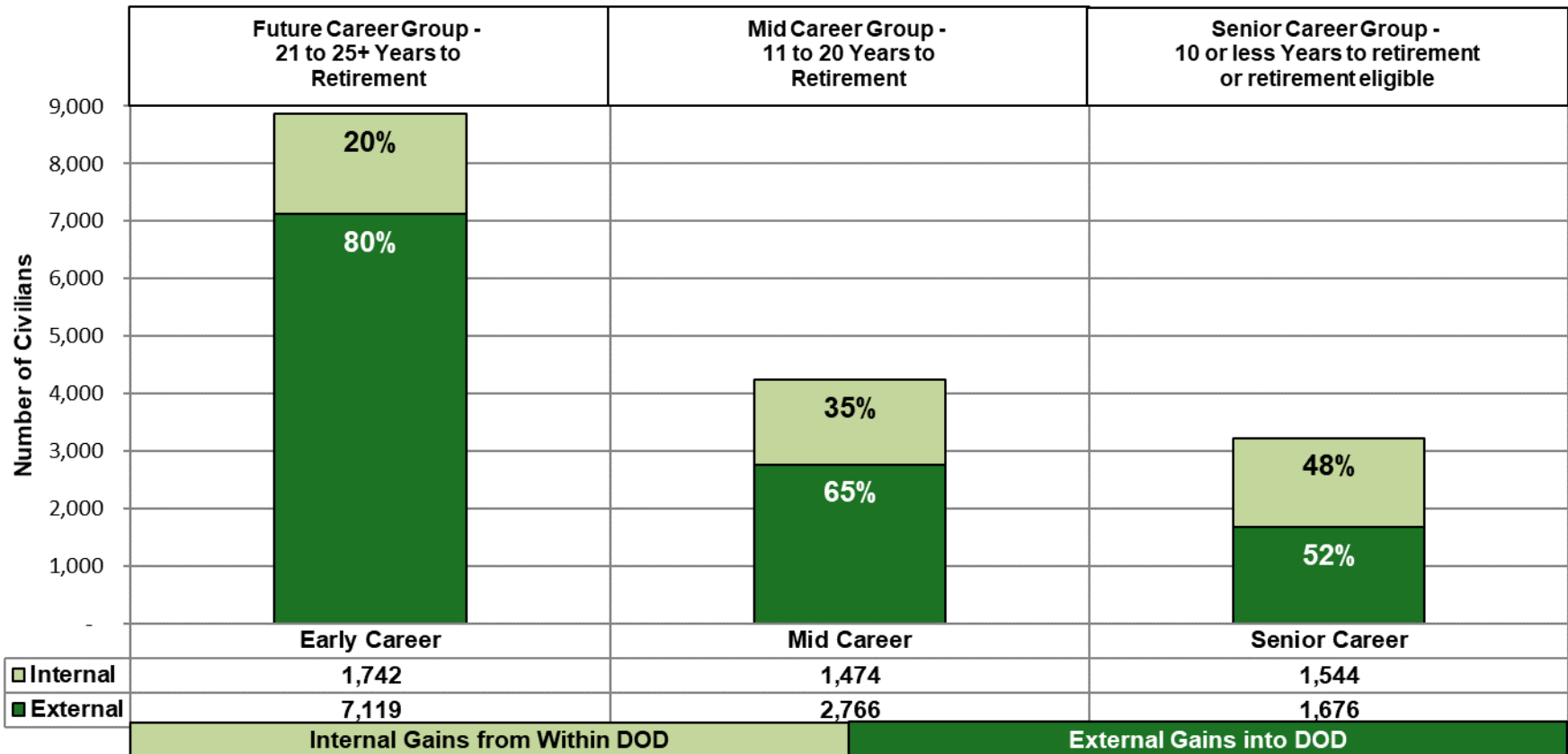


Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

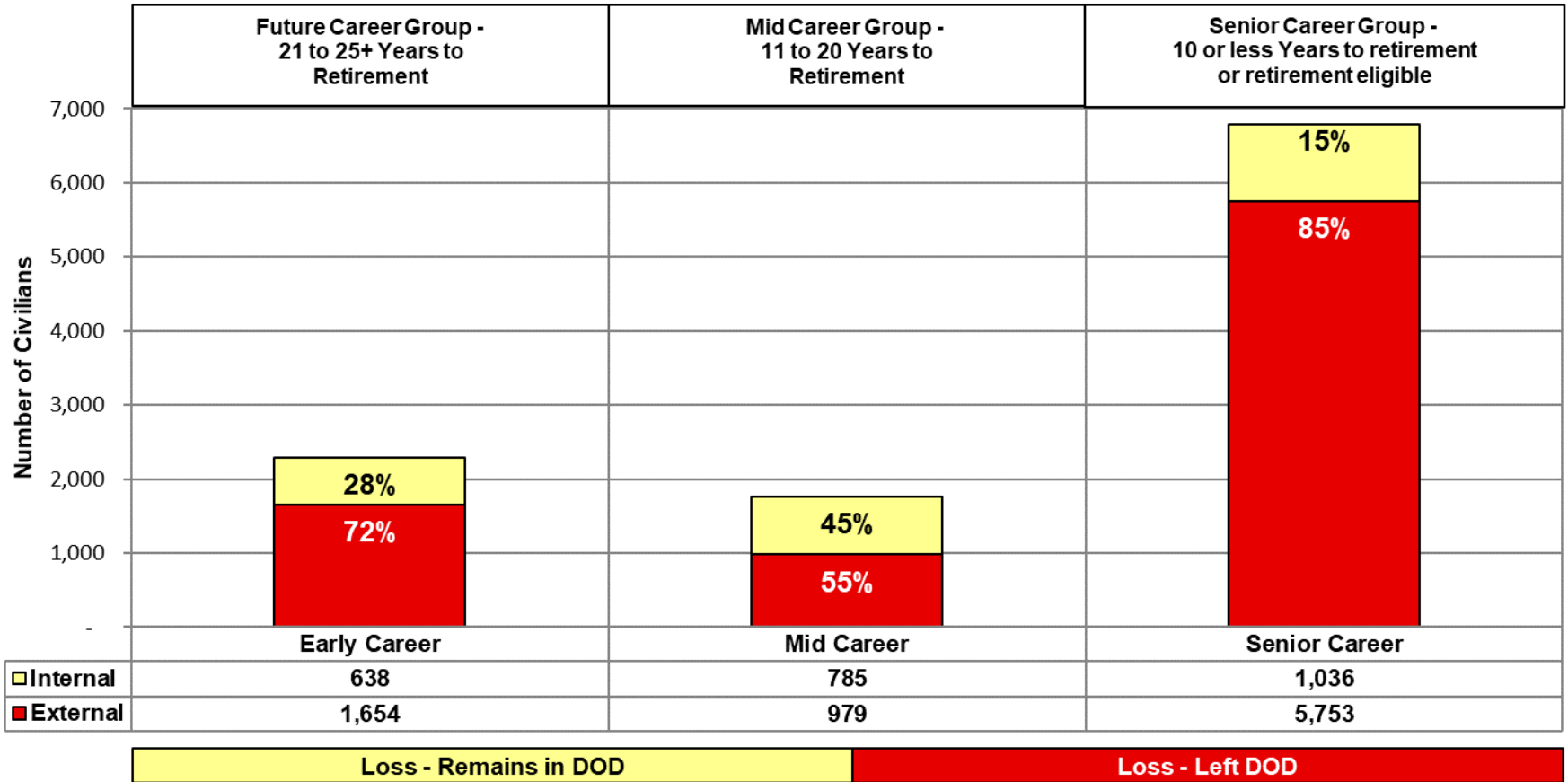


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

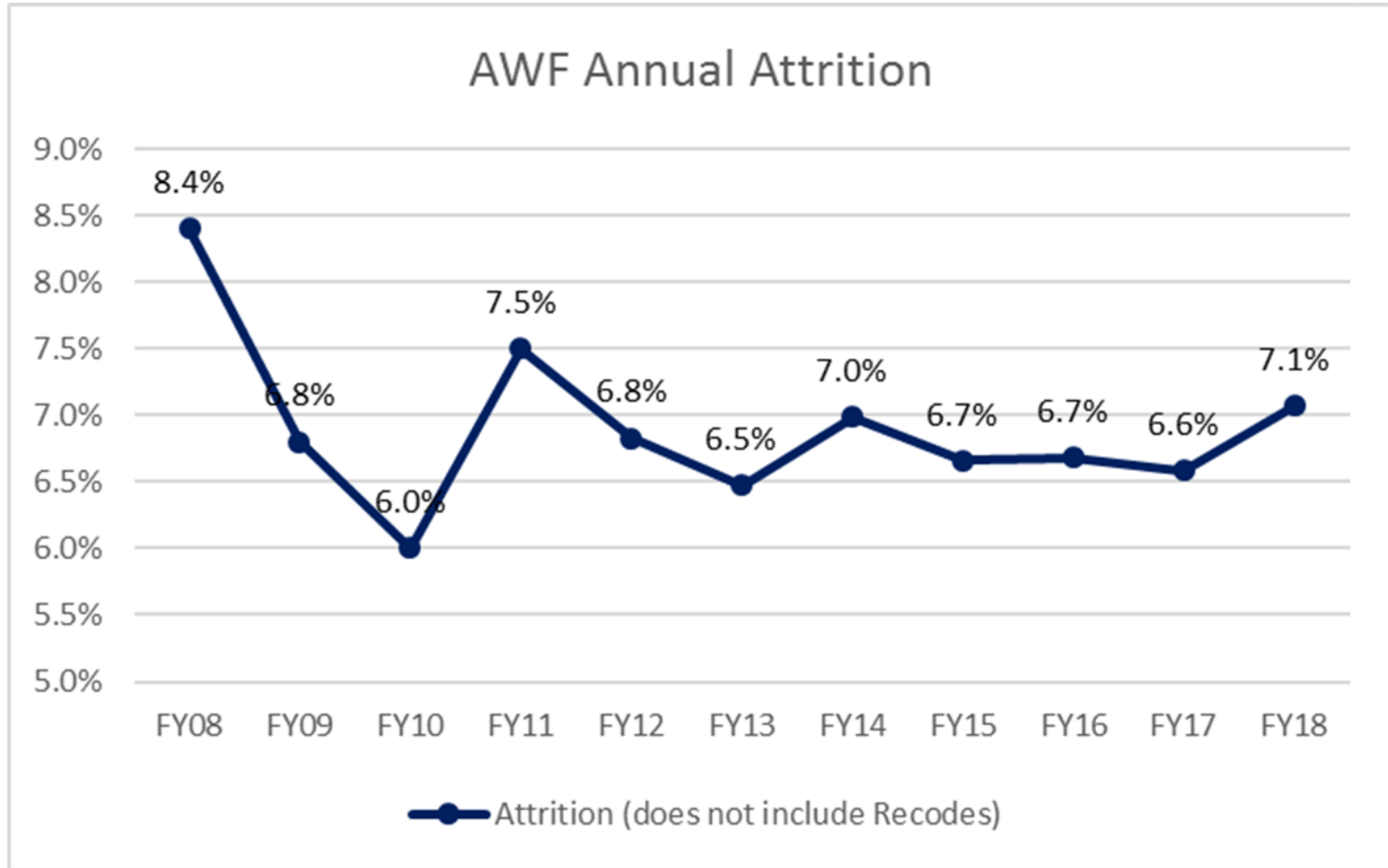
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



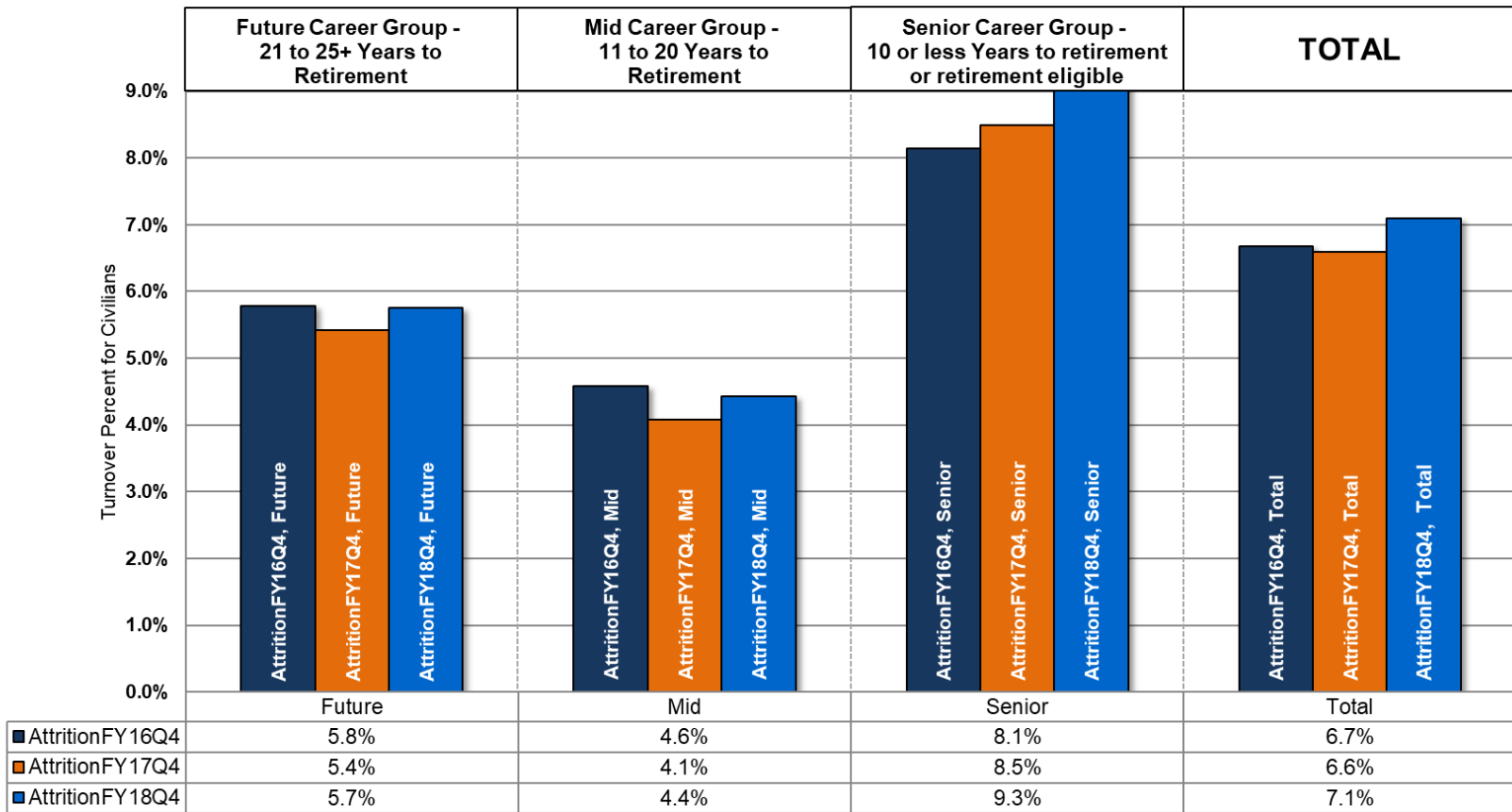
Annual Attrition Rates





Attrition Rates by Career Group

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





Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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

