



# Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing  
As of FY19Q1 (31 Dec 2018)



## Human Capital Fact Sheet

Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2018Q4			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,445	693	9,138	125,879	10,350	731	11,081	172,736
Change in size from 2008	-	-	-	-	23%	5%	21%	37%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	40%	83%	43%	77%	44%	79%	46%	84%
Graduate Degree	9%	38%	12%	29%	15%	65%	18%	40%
<b>Certification</b>								
Level I or Higher Achieved	76%	56%	74%	72%	84%	69%	83%	84%
Level II or Higher Achieved	68%	42%	66%	61%	73%	46%	71%	71%
Level III Achieved	13%	23%	14%	36%	19%	29%	20%	40%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	76%	56%	75%	74%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	20%	39%	22%	23%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	5%	3%	3%
<b>Planning Considerations</b>								
Average Age	51	40	50	46	49	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	13/28/59(%)	-	-	26/26/48(%)
Average Years of Service	21	16	21	17	16	17	16	15
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,144(21%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	2,018(20%)	-	-	25,048(16%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,588/1,068	-	-	19,614/12,308

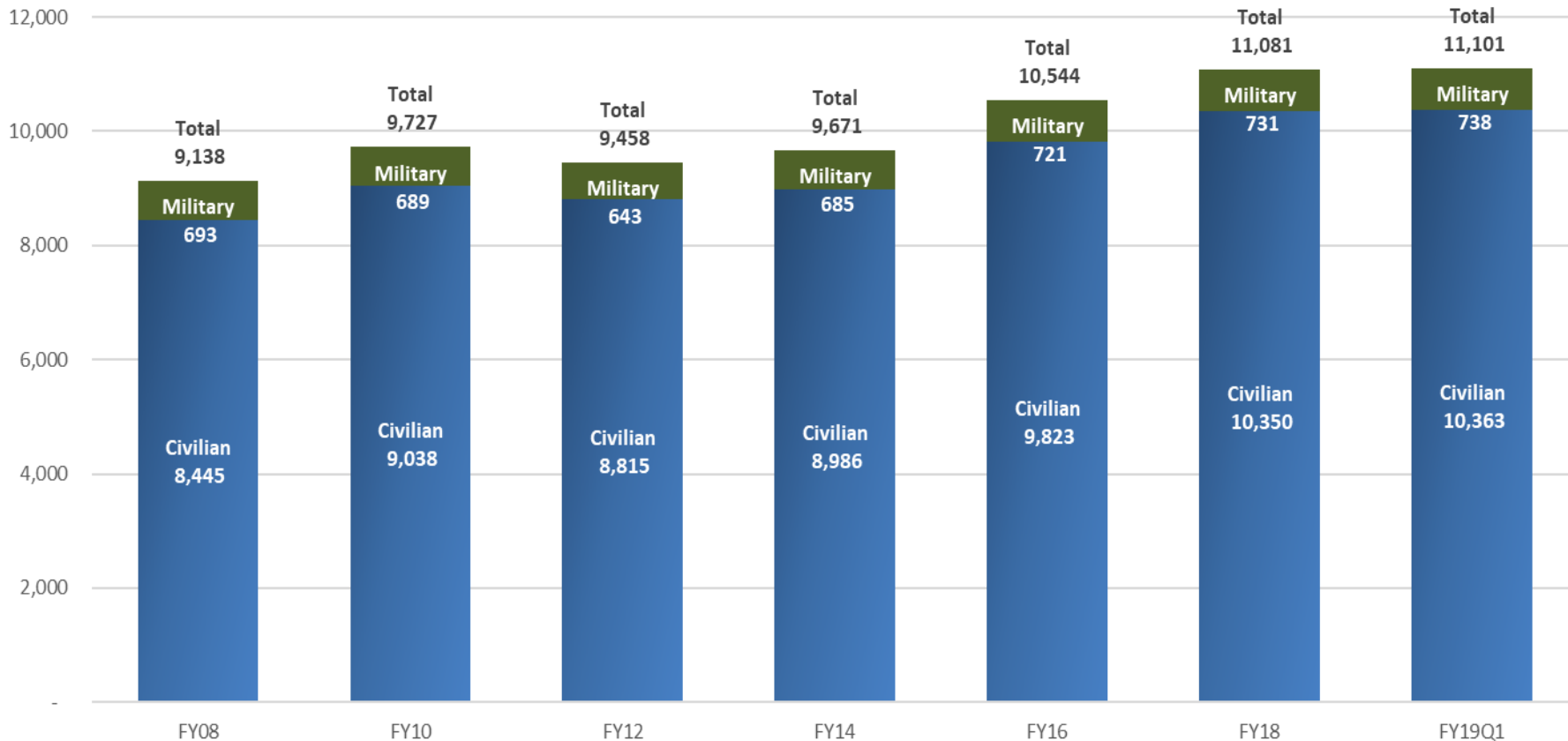
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# PQM Total Workforce

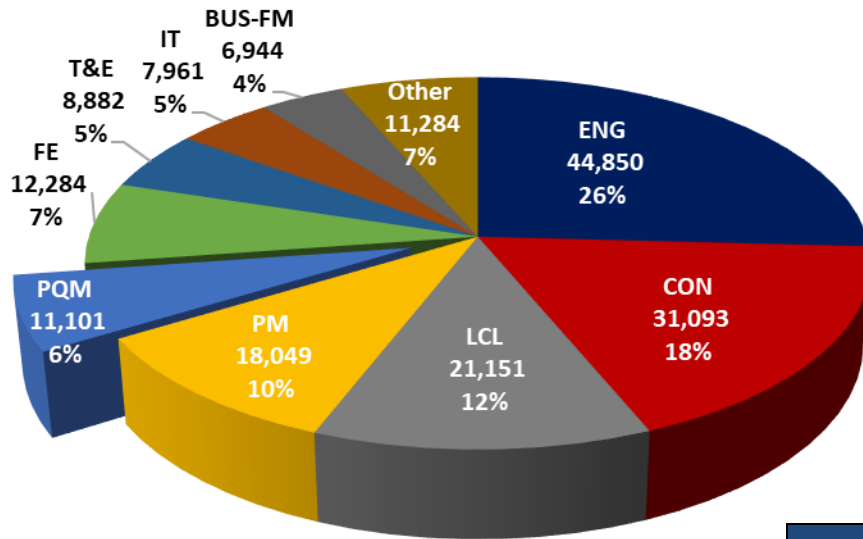


## PQM





# 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>		



# PQM 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>



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



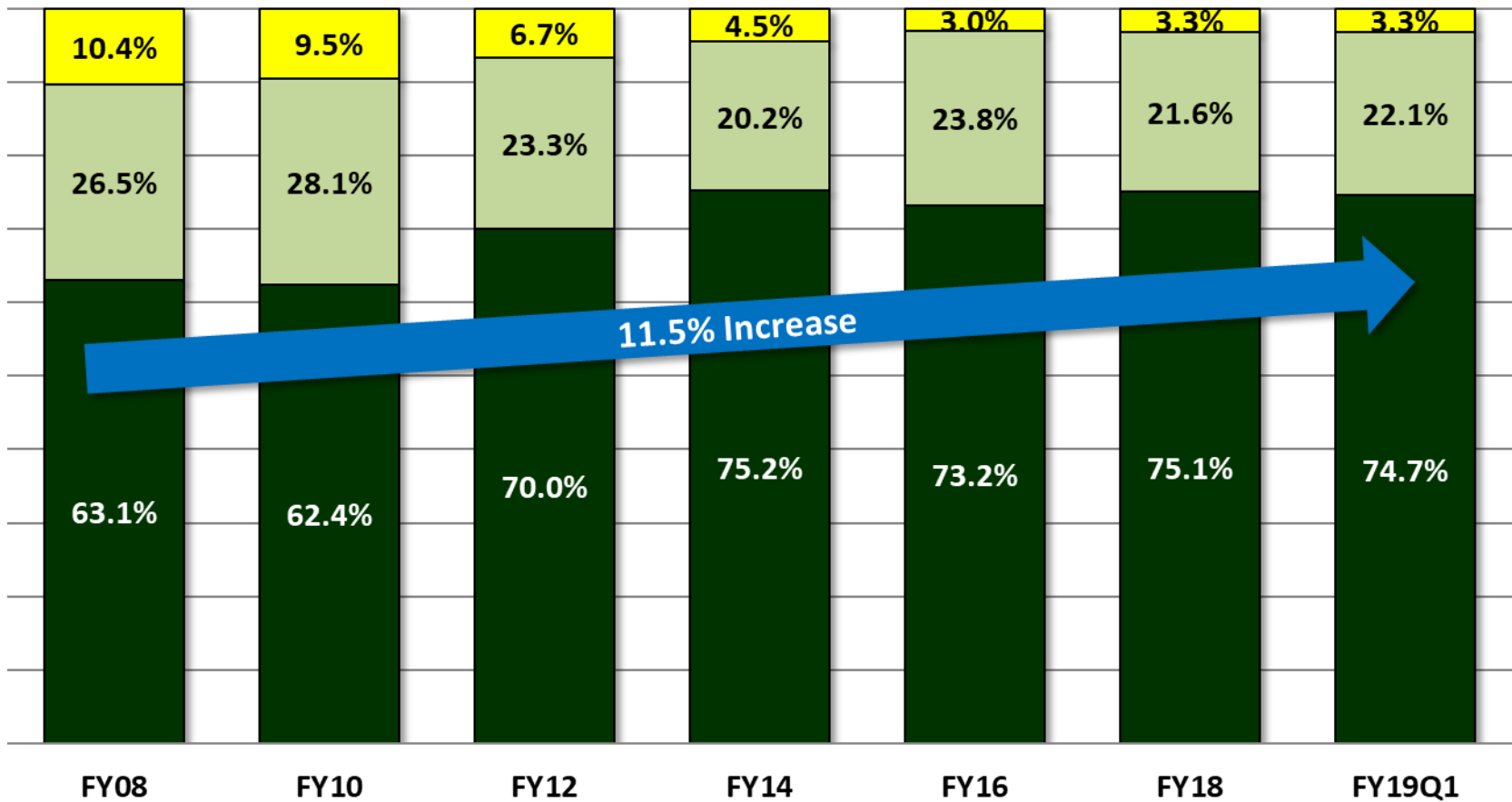
Facilities Engineering Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
Navy	5,481	5,458	5,507	5,541	5,573	5,575	5,634	5,755	5,832	5%
MARINE CORPS	33	33	34	30	31	30	33	33	35	13%
ARMY	1,842	2,981	3,233	3,581	4,207	4,297	4,705	5,329	5,660	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>



# PQM Manager Historical DAWIA Certification FY08 – FY19



## Production, Quality and Manufacturing



■ Meets/Exceeds

■ Within 24 Months

■ Does Not Meet

\* Rounded to nearest 0.1%

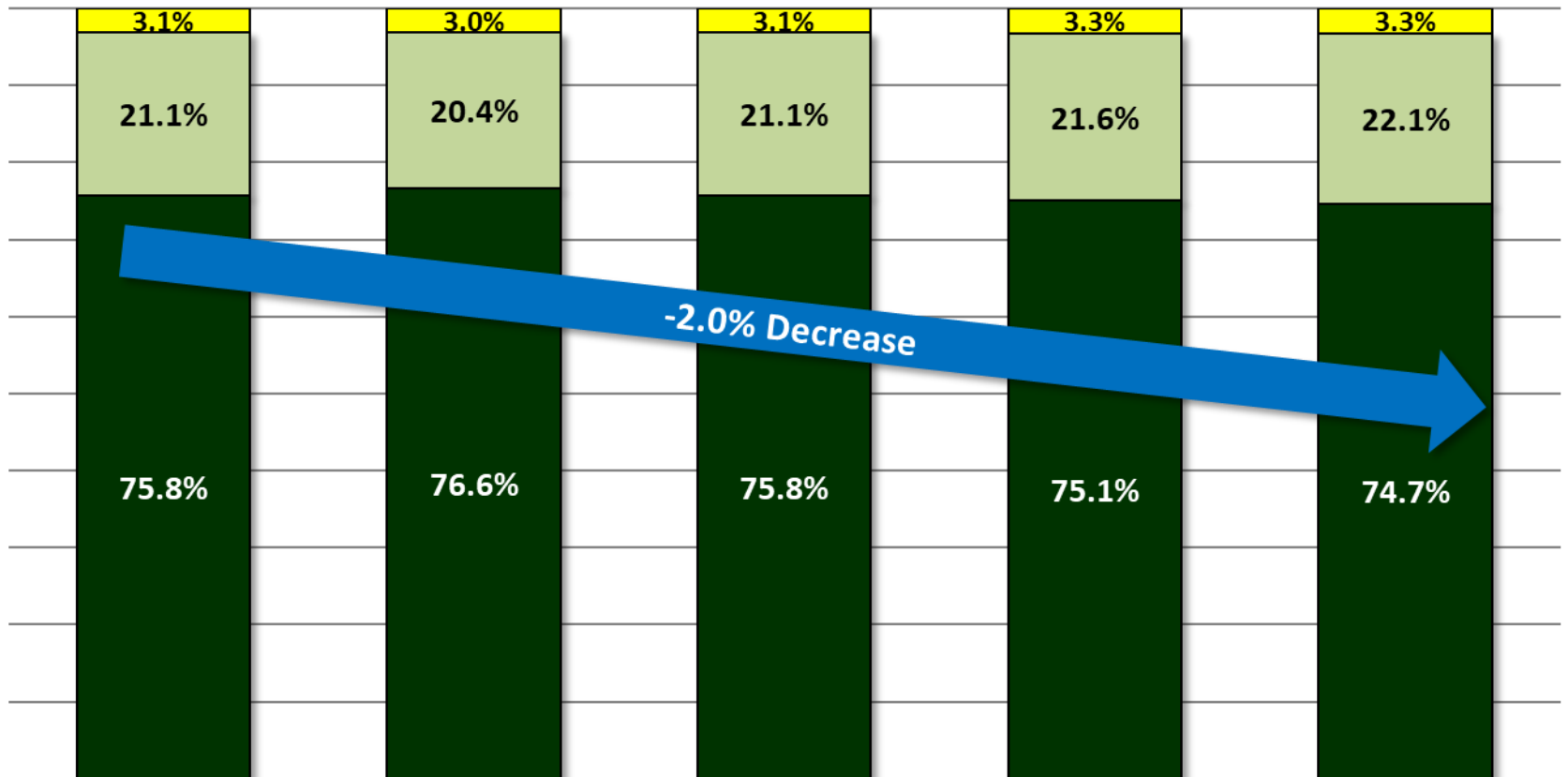
11.5% Increase



# PQM Manager Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



## PQM



FY18Q1

FY18Q2

FY18Q3

FY18Q4

FY19Q1

■ Meets/Exceeds

■ Within 24 Months

■ Does Not Meet

\* Rounded to nearest 0.1%

-2.0% Decrease

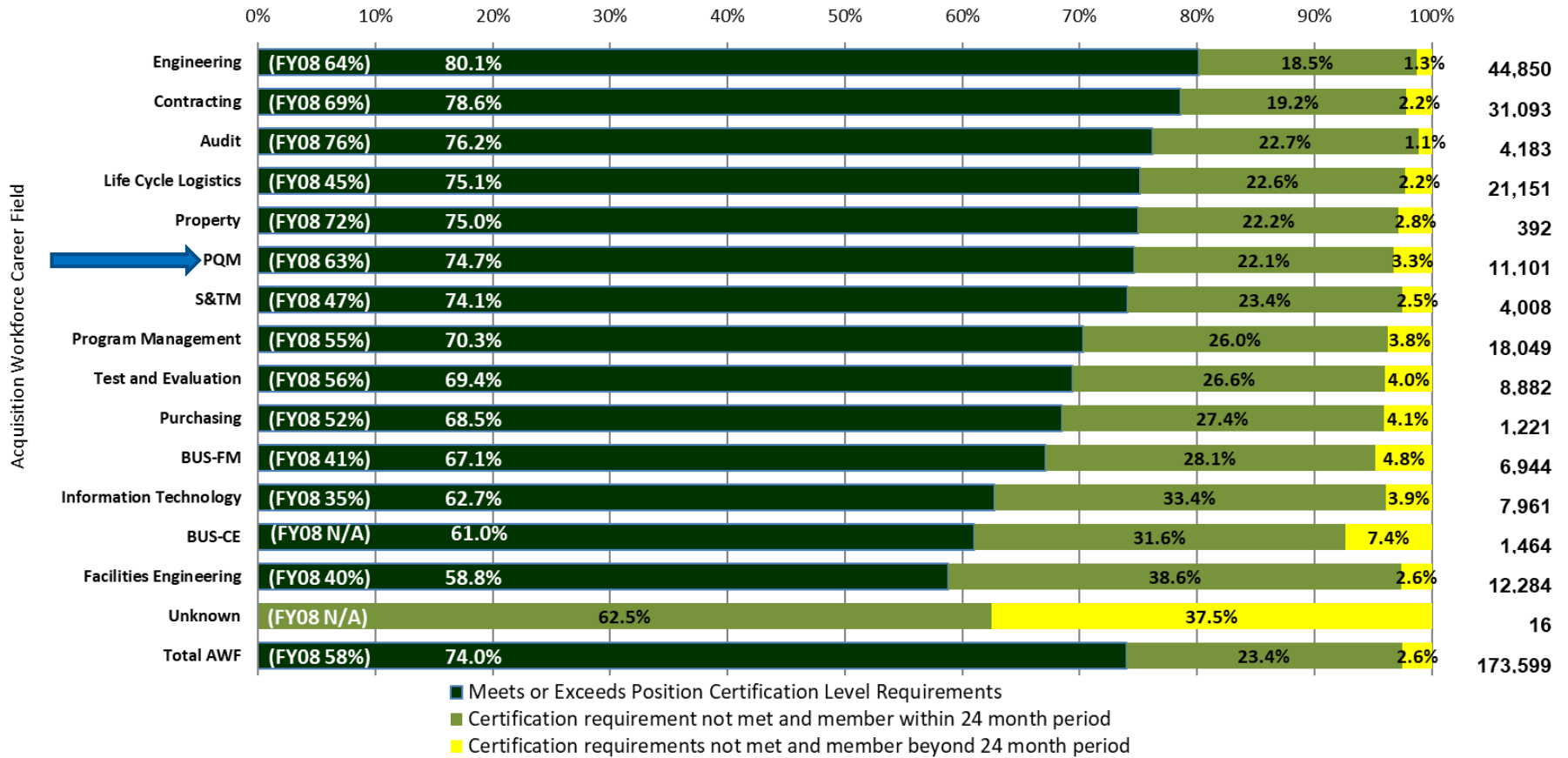




# DAWIA Certification by Career Field



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

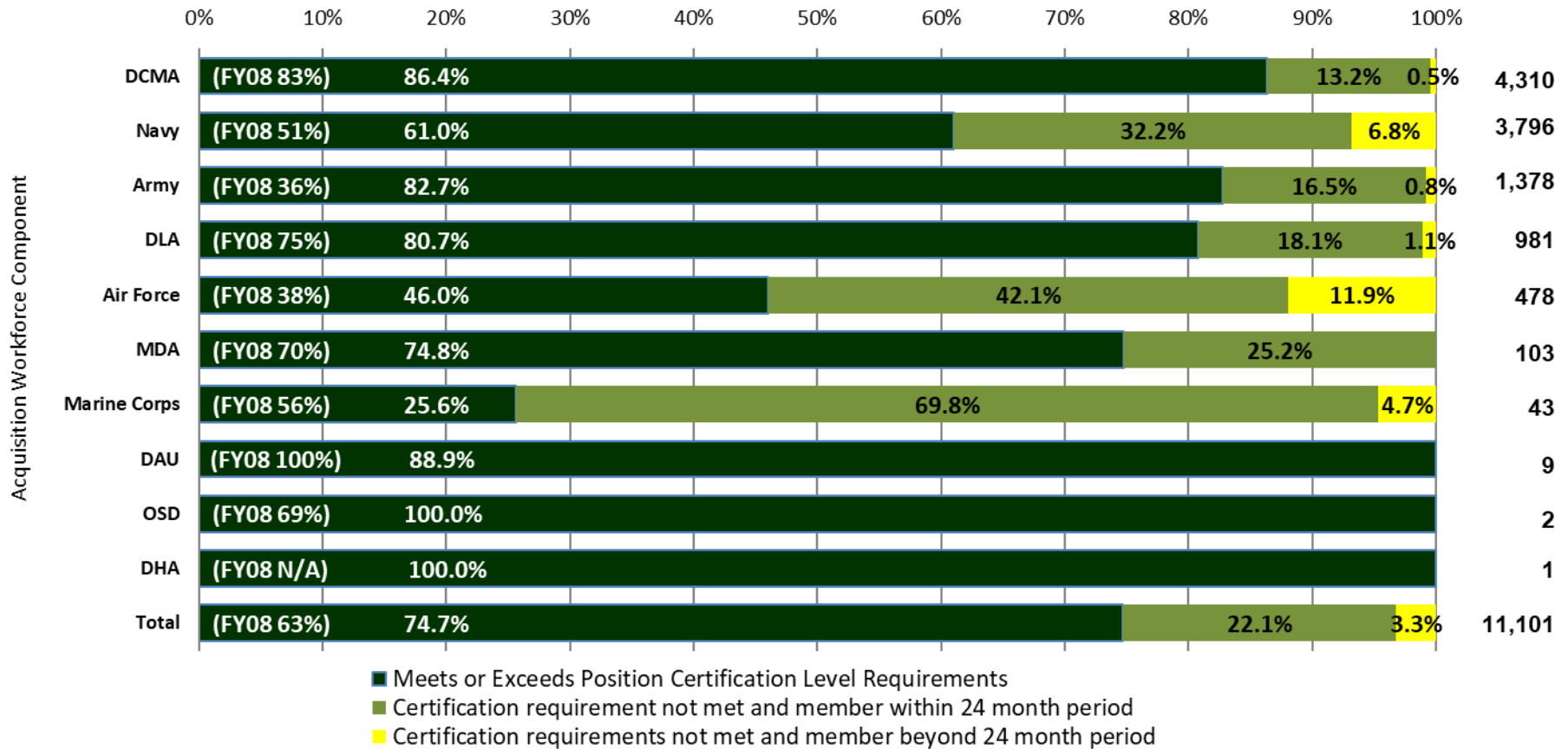




# PQM DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component PQM (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



# PQM 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	759	669	145	35	1,608	52.8%
Level II	977	643	5,305	486	7,411	78.1%
Level III	147	76	210	1,648	2,081	79.2%
<i>Unspecified</i>	-	-	1	-	1	
<b>FY19Q1 TOTAL</b>	<b>1,883</b>	<b>1,388</b>	<b>5,661</b>	<b>2,169</b>	<b>11,101</b>	<b>74.7%</b>
	17.0%	12.5%	51.0%	19.5%		

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%	
<b>PQM</b>	<b>8,288</b>	<b>74.7%</b>	<b>6 of 14</b>

\*\* Based on population total without unspecified positions

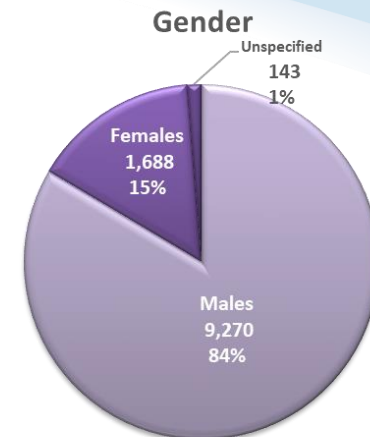
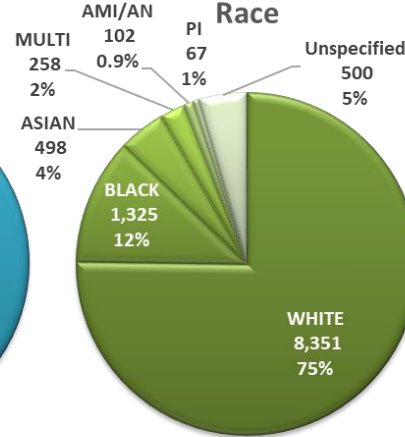
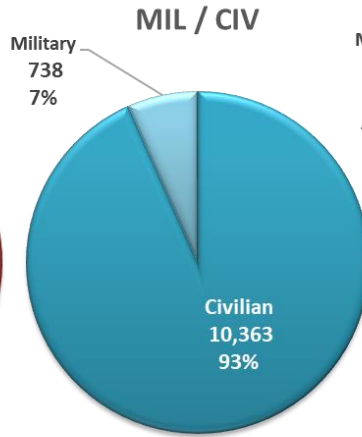
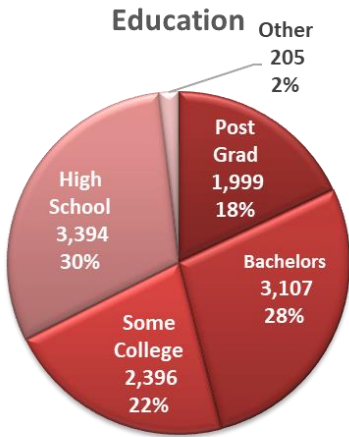
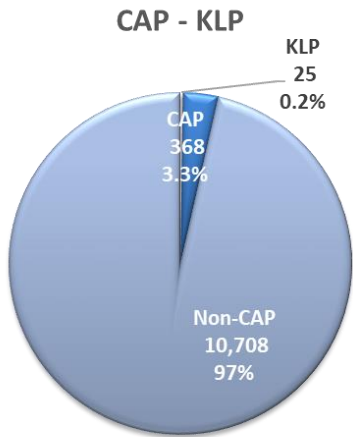
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	849	713	46	1,608	14.5%
Level II	5,791	1,374	246	7,411	66.8%
Level III	1,648	364	69	2,081	18.7%
<i>Unspecified</i>	-	1	-	1	0.0%
<b>PQM TOTAL</b>	<b>8,288</b>	<b>2,452</b>	<b>361</b>	<b>11,101</b>	
	74.7%	22.1%	3.3%		

= Compliance  
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# PQM Demographics



Occupied Position Type	PQM	Entire DAW
Key Leadership Positions (KLPs)	25	0.2%
Critical Acquisition Positions (CAPs) *	368	3.3%
Non-CAP Positions	10,708	96.5%
Unknown	-	0.0%
<b>TOTAL</b>	<b>11,101</b>	<b>173,599</b>

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

Highest Level of Education	PQM	Entire DAW
Post Grad	1,999	18.0%
Bachelors	3,107	28.0%
Some College	2,396	21.6%
High School	3,394	30.6%
Other	205	1.8%
<b>TOTAL</b>	<b>11,101</b>	<b>173,599</b>

Military / Civilian	PQM	Entire DAW
Civilian	10,363	93.4%
Military	738	6.6%
<b>TOTAL</b>	<b>11,101</b>	<b>173,599</b>

Race	PQM	Entire DAW
WHITE	8,351	75.2%
BLACK	1,325	11.9%
ASIAN	498	4.5%
MULTI	258	2.3%
AMI/AN	102	0.9%
PI	67	0.6%
Unspecified	500	4.5%
<b>TOTAL</b>	<b>11,101</b>	<b>173,599</b>

Gender	PQM	Entire DAW
Males	9,270	83.5%
Females	1,688	15.2%
Unspecified	143	1.3%
<b>TOTAL</b>	<b>11,101</b>	<b>173,599</b>



# PQM Size by Occupational Series

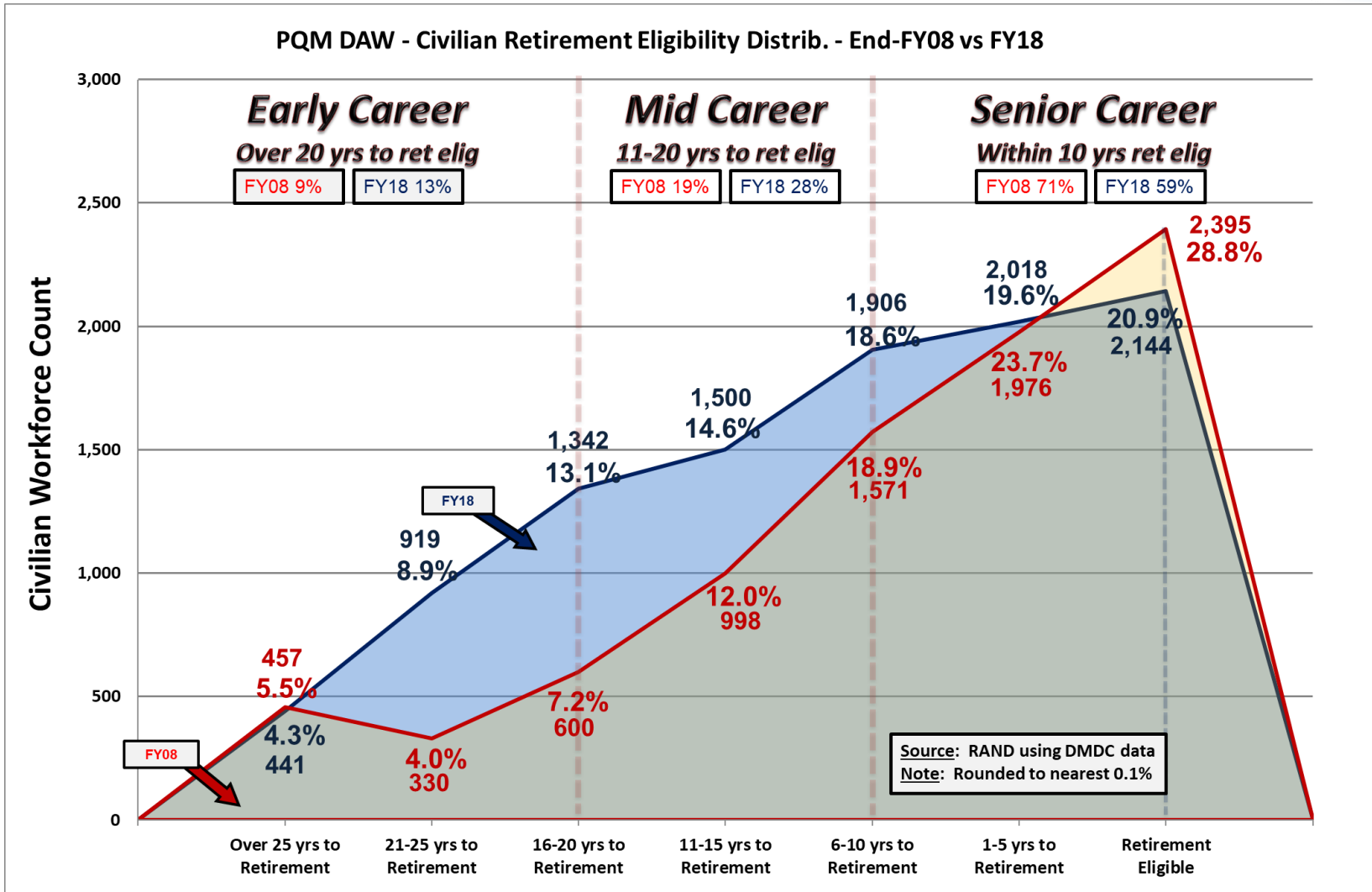
Civilian Occupational Series	PQM	
1910 - Quality Assurance Specialist	5,888	56.8%
1150 - Industrial Specialist	984	9.5%
1101 - Business and Industry Specialist	947	9.1%
0801 - Engineer, General	521	5.0%
0301 - Administration & Program Staff	372	3.6%
1152 - Production Controller	296	2.9%
0802 - Engineering Technician	200	1.9%
0856 - Engineering Technician, Electronics	213	2.1%
0896 - Engineer, Industrial	128	1.2%
0830 - Engineer, Mechanical	114	1.1%
0343 - Management and Program Analyst	101	1.0%
1670 - Equipment Specialist	52	0.5%
<i>Other</i>	547	5.3%
<b>TOTAL CIVILIAN</b>	<b>10,363</b>	<b>Civilians</b>



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



# PQM Civilian Retirement Eligibility Distribution – FY08 / FY18

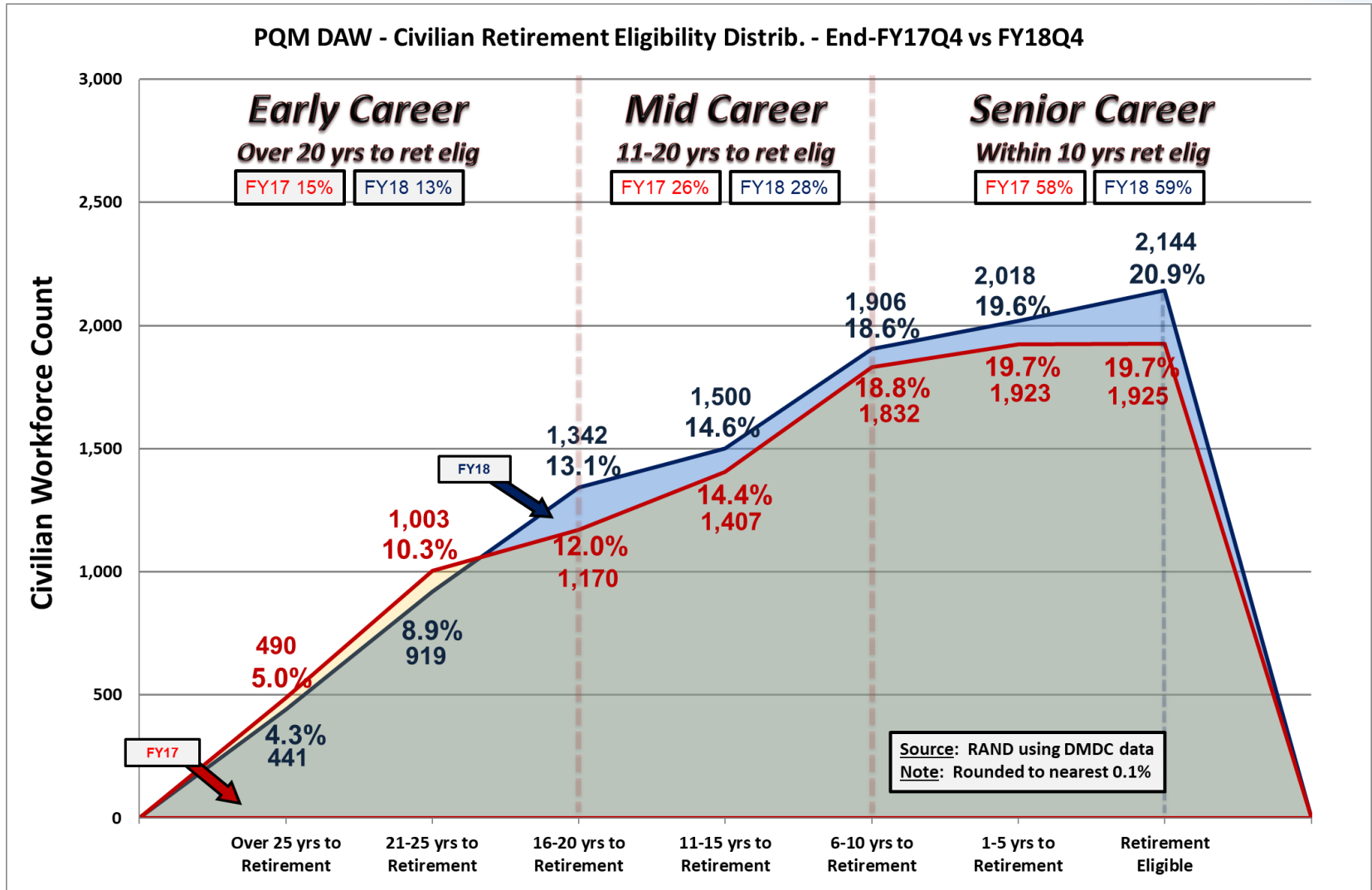


As of 30 Sept 2018





# PQM Civilian Retirement Eligibility Distribution – (1 Year) FY17Q4 / FY18Q4



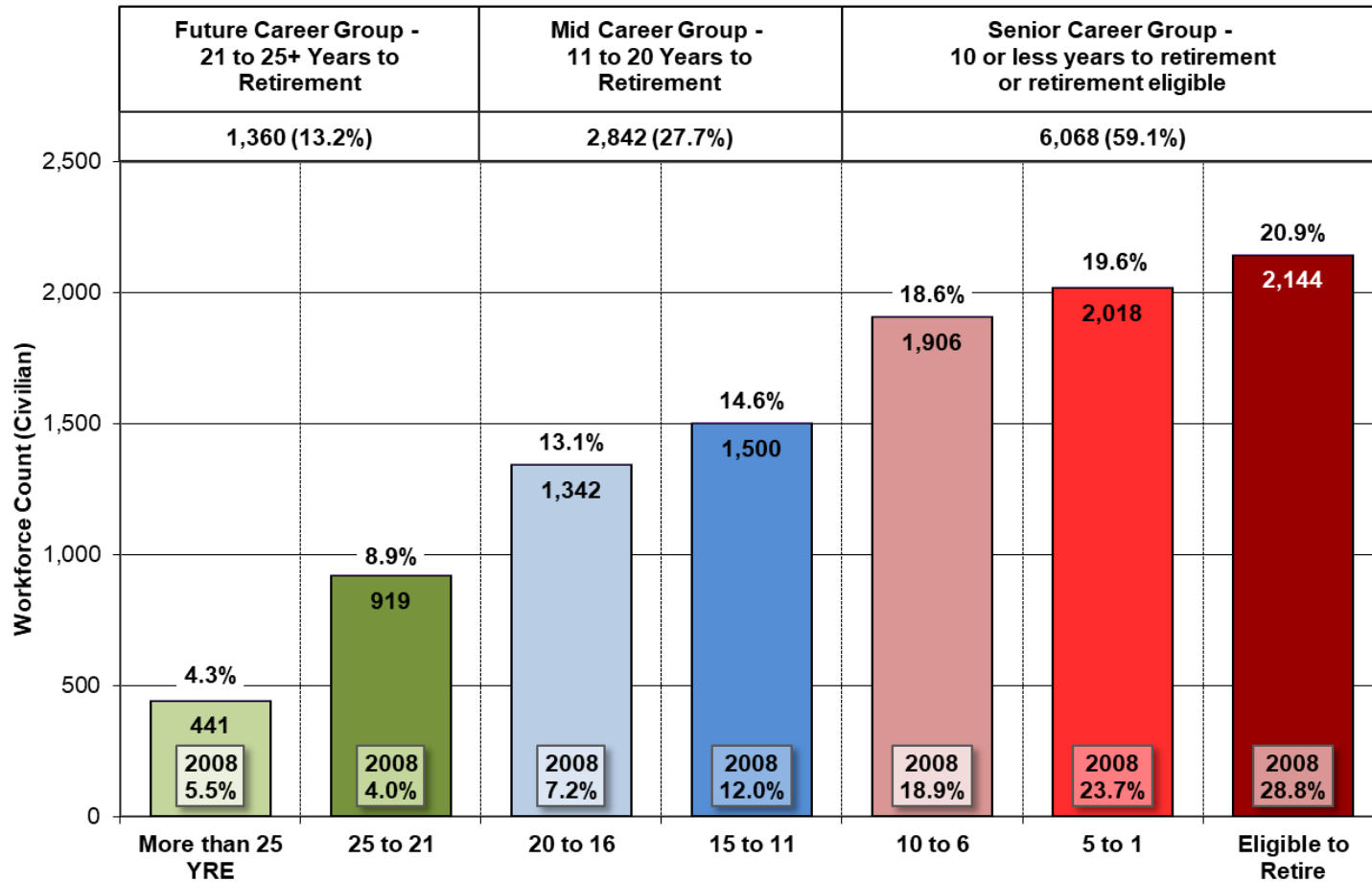
As of 30 Sept 2018





# PQM Workforce Lifecycle Model by YRE

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

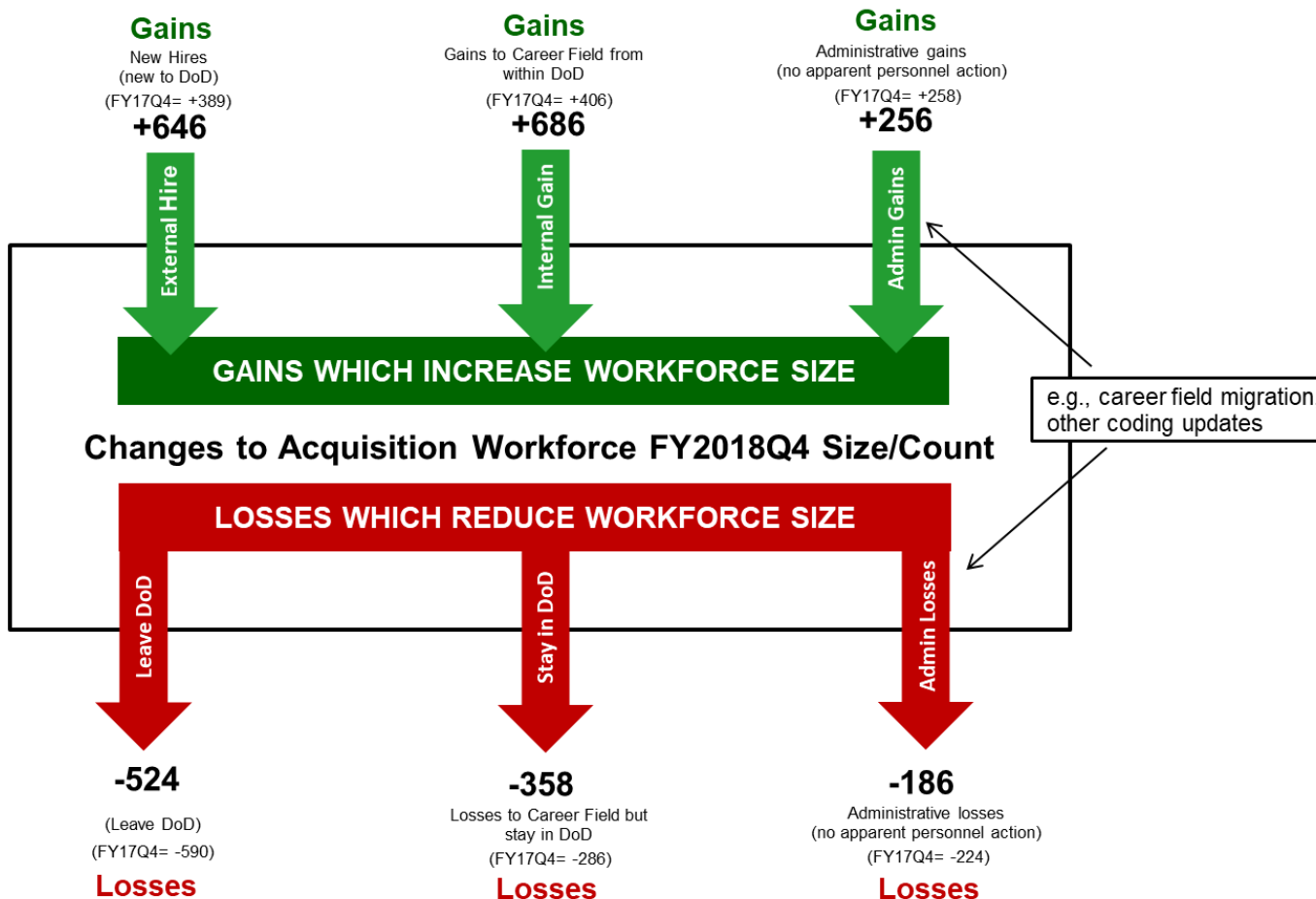




# PQM Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



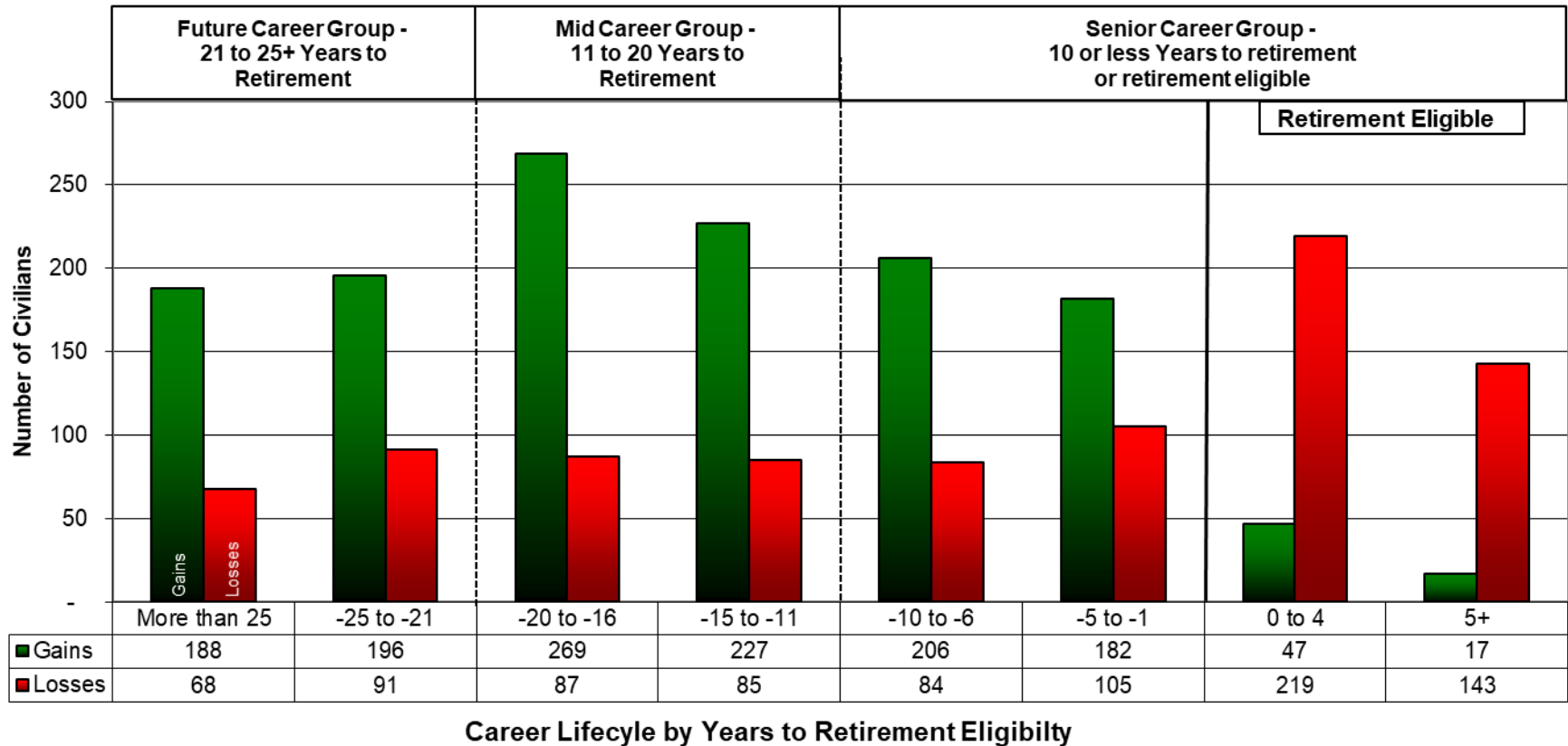


# PQM Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses\*

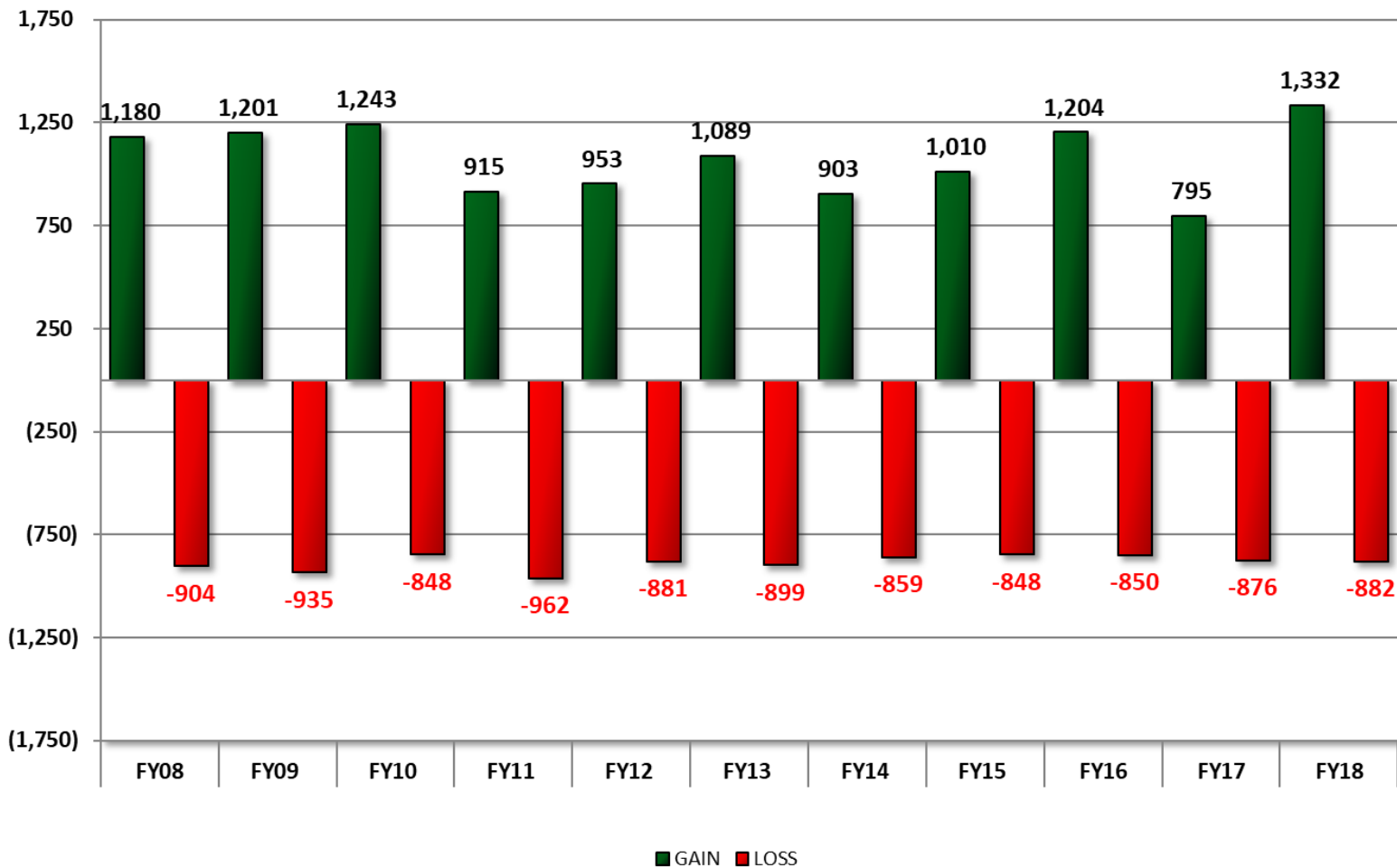


\*Does not include administrative gains and losses



# PQM

## Historical Gains and Losses FY08 – FY18



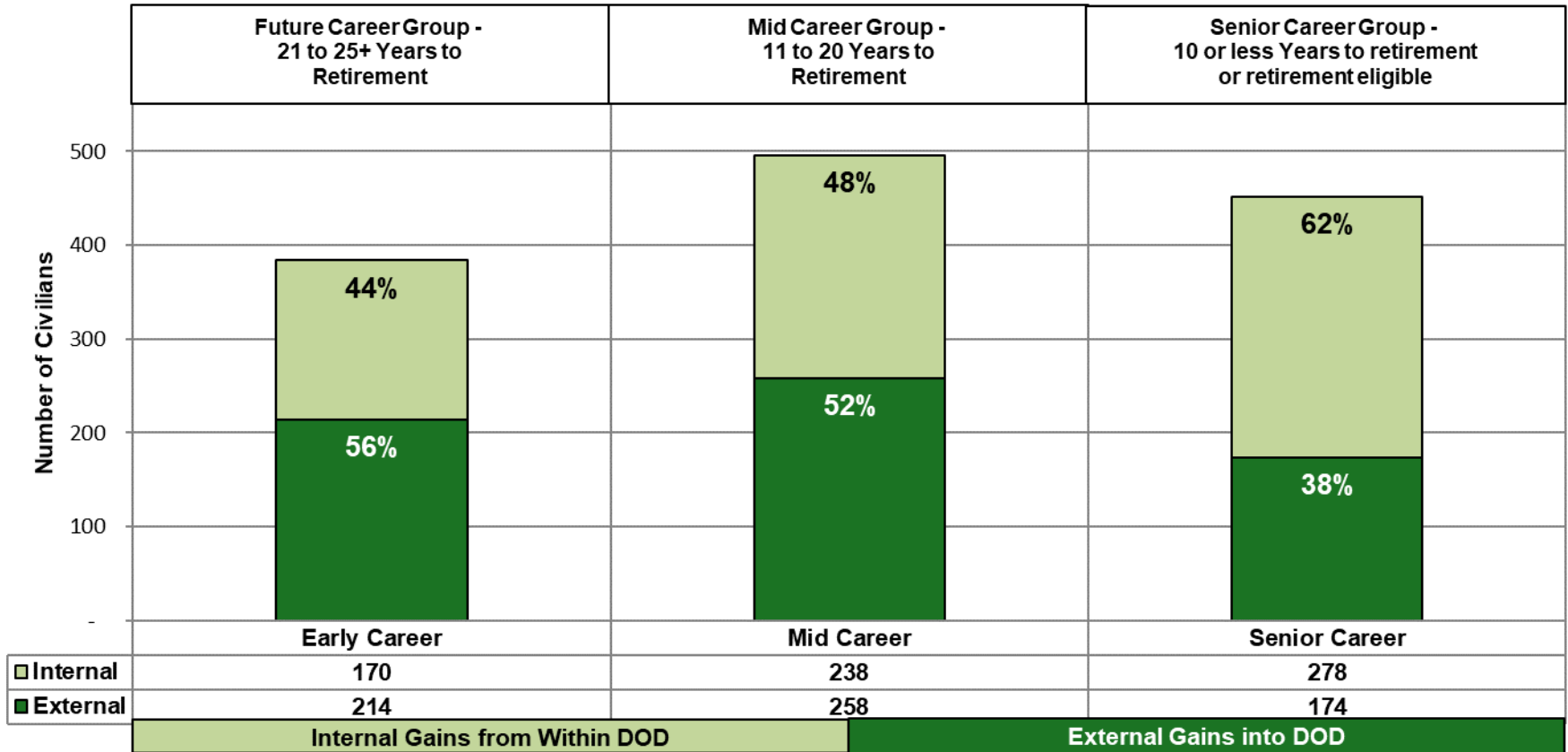
As of 30 Sept 2018



# PQM Internal/External Gains % by Career Group



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



\*Does not include administrative gains

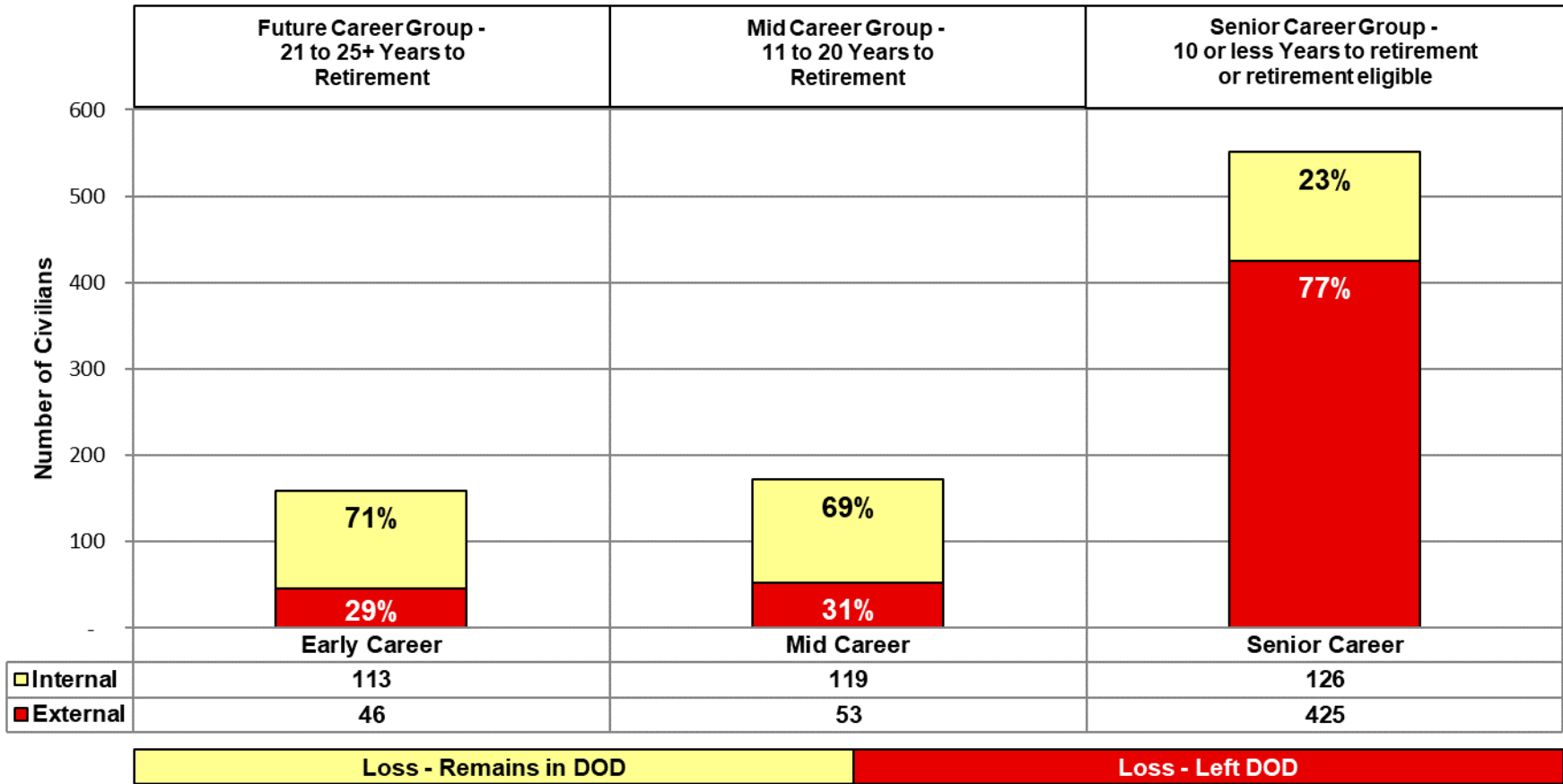


# PQM Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

### Workforce Lifecycle FY2018Q4 Losses\*



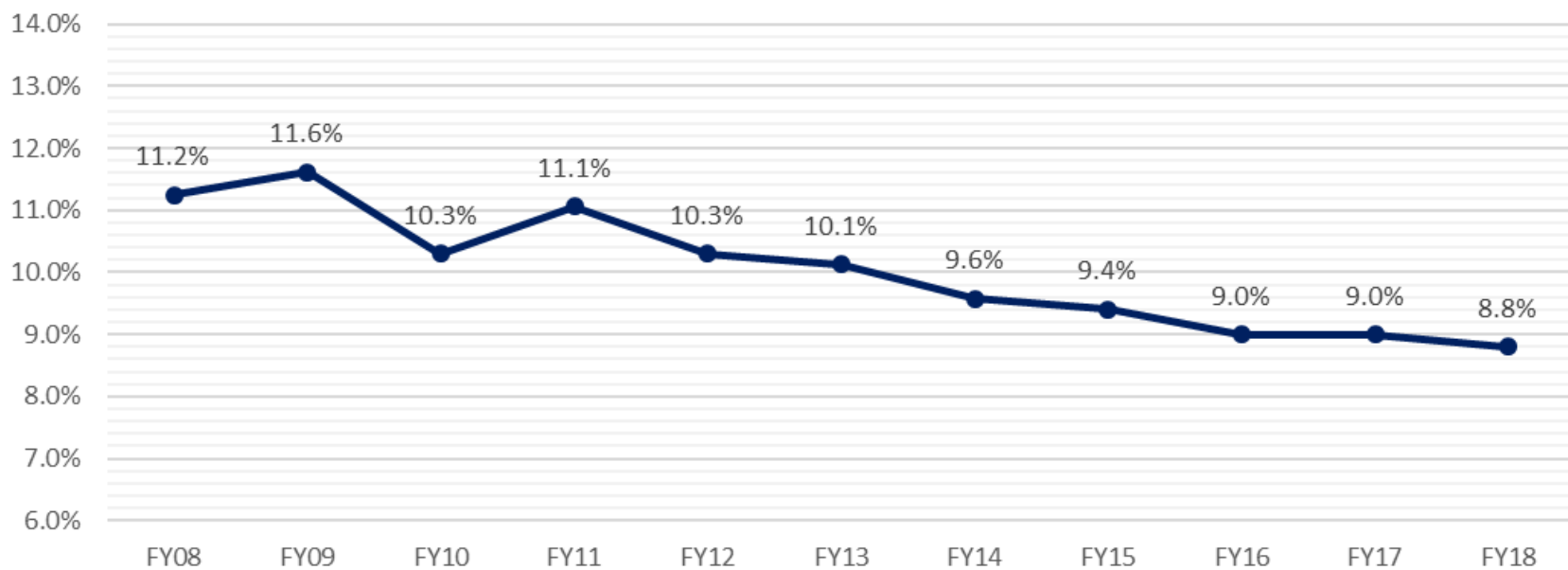
\*Does not include administrative losses

As of 30 Sept 2018



# Annual Attrition Rates

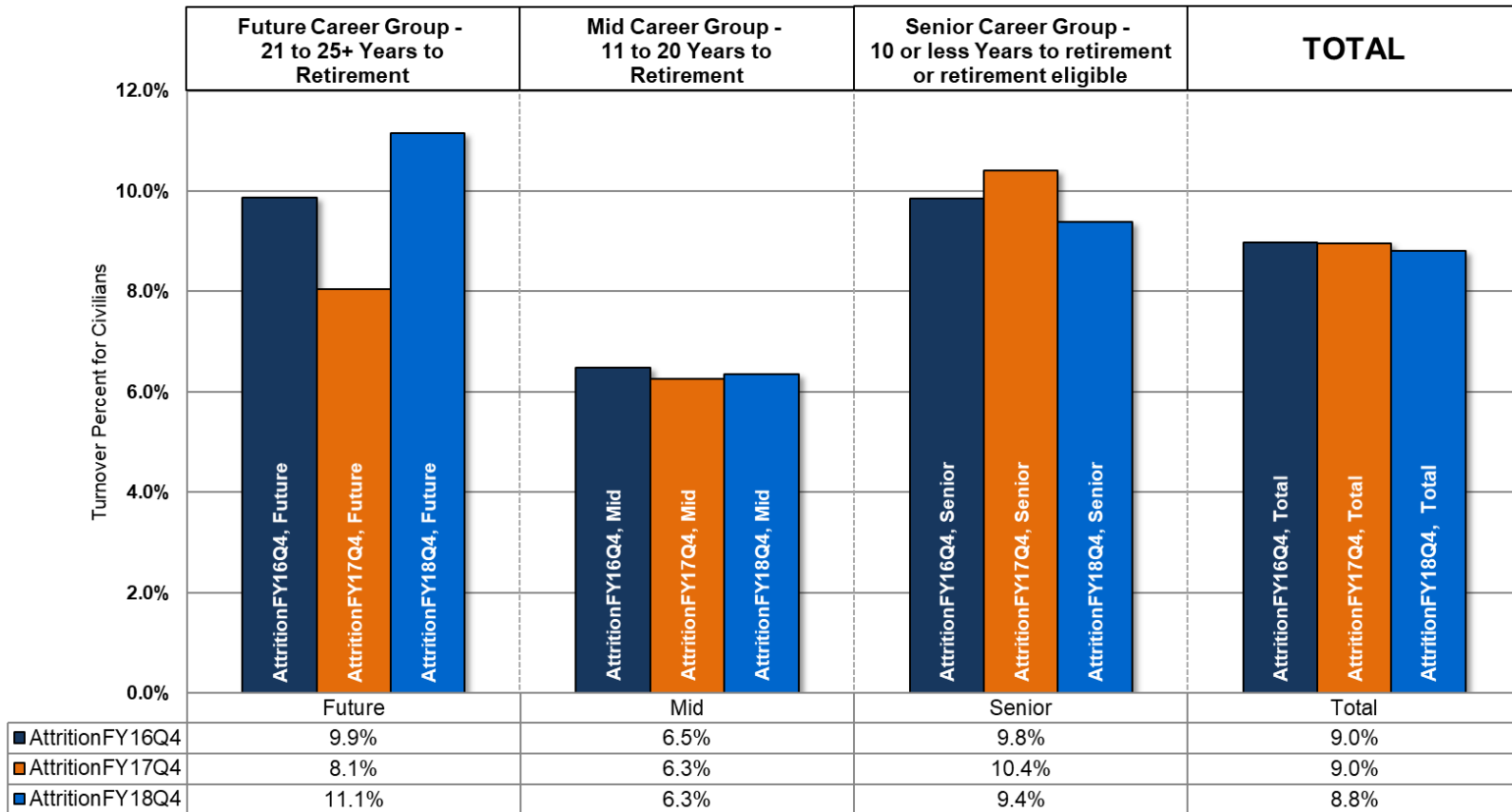
### PQM Attrition





# PQM Attrition Rates by Career Group

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





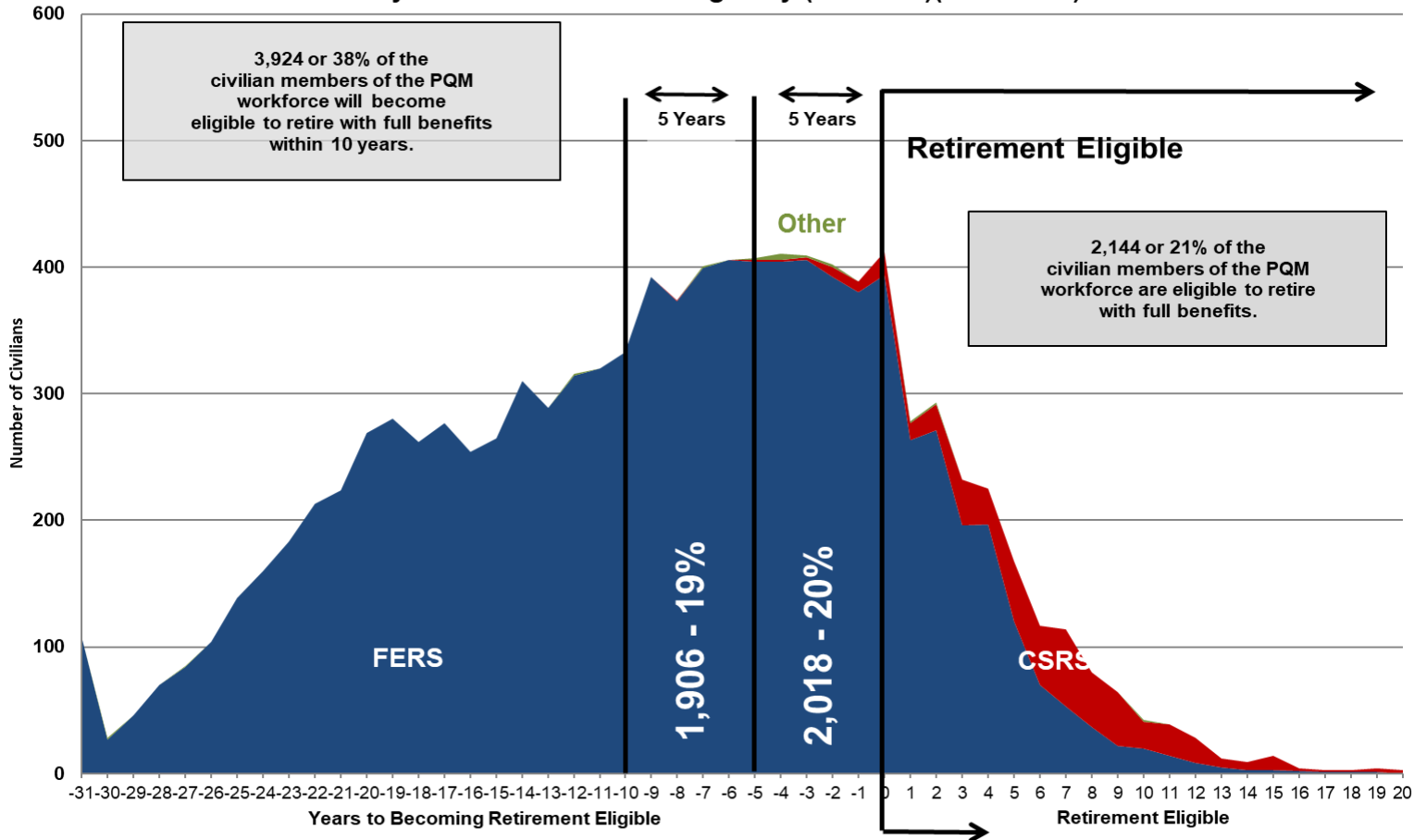


# PQM Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce

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



As of 30 Sept 2018



***END***