



Defense Acquisition Workforce Key Information

Property

As of FY19Q1 (31 Dec 2018)



Fact Sheet



Human Capital Fact Sheet

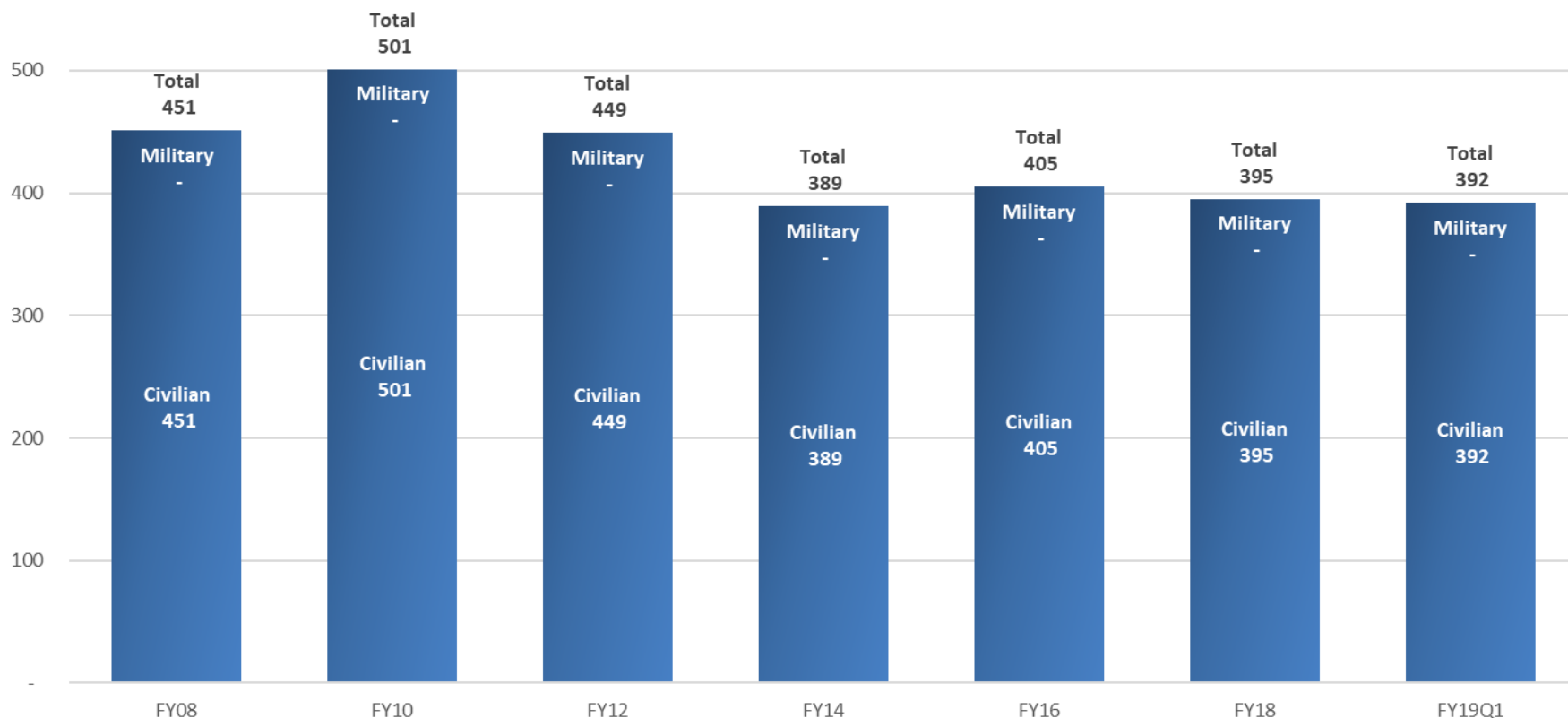
Defense Acquisition Workforce Property	FY 2008				FY2018Q4			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	395	0	395	172,736
Change in size from 2008	-	-	-	-	-12%	-	-12%	37%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	53%		53%	84%
Graduate Degree	6%		6%	29%	17%		17%	40%
Certification								
Level I or Higher Achieved	77%		77%	72%	83%		83%	84%
Level II or Higher Achieved	74%		74%	61%	77%		77%	71%
Level III Achieved	14%		14%	36%	17%		17%	40%
Position Certification Requirement Met or Exceeded	72%		72%	58%	77%		77%	74%
Within 24 Months of Certification Requirement	17%		17%	27%	22%		22%	23%
Does Not Meet Certification Requirement	12%		12%	14%	2%		2%	3%
Planning Considerations								
Average Age	54		54	46	49		49	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	15/26/59(%)		-	26/26/48(%)
Average Years of Service	23		23	17	16		16	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	100(25%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	67(16%)	-	-	25,048(16%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	51/55	-	-	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.



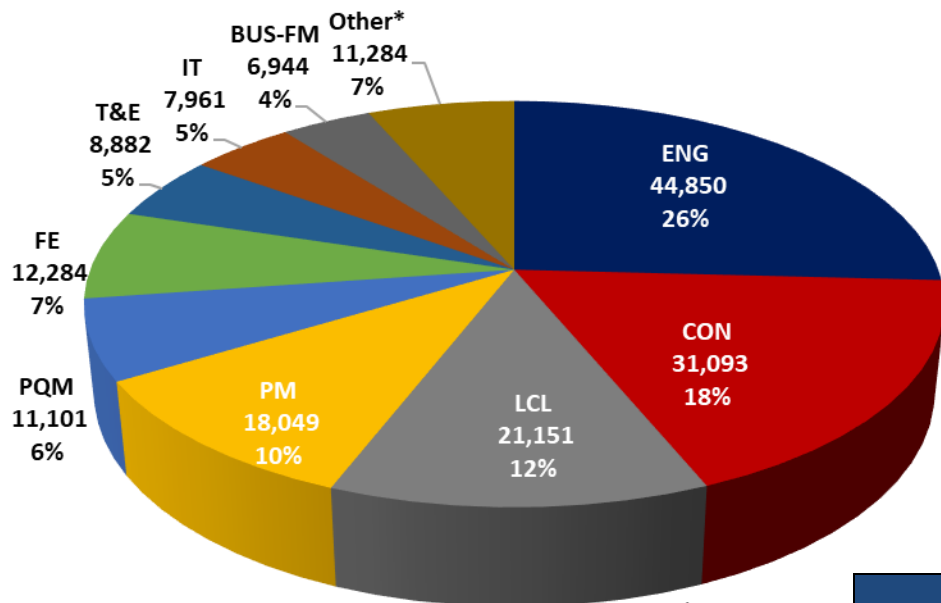
Total Historic Workforce

Property





AWF by Component and Career Field



*Prop = 392

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%		



Property Workforce Historical Size by Agency FY08-FY19Q1



Annual

Property Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
Navy	58	73	59	57	65	69	73	26%	6%
MARINE CORPS	4	5	3	-	-	-	-	-100%	
ARMY	99	84	65	49	53	50	49	-51%	-2%
AIR FORCE	26	28	24	22	14	16	14	-46%	-13%
DCMA	253	295	282	256	261	248	244	-4%	-2%
DAU	3	4	2	2	2	4	4	33%	0%
NRO	-	-	-	-	7	4	4		0%
DLA	8	12	14	3	1	2	2	-75%	0%
MDA	-	-	-	-	2	2	2		0%
TOTAL	451	501	449	389	405	395	392	↓ -13%	↓ -1%

Quarterly

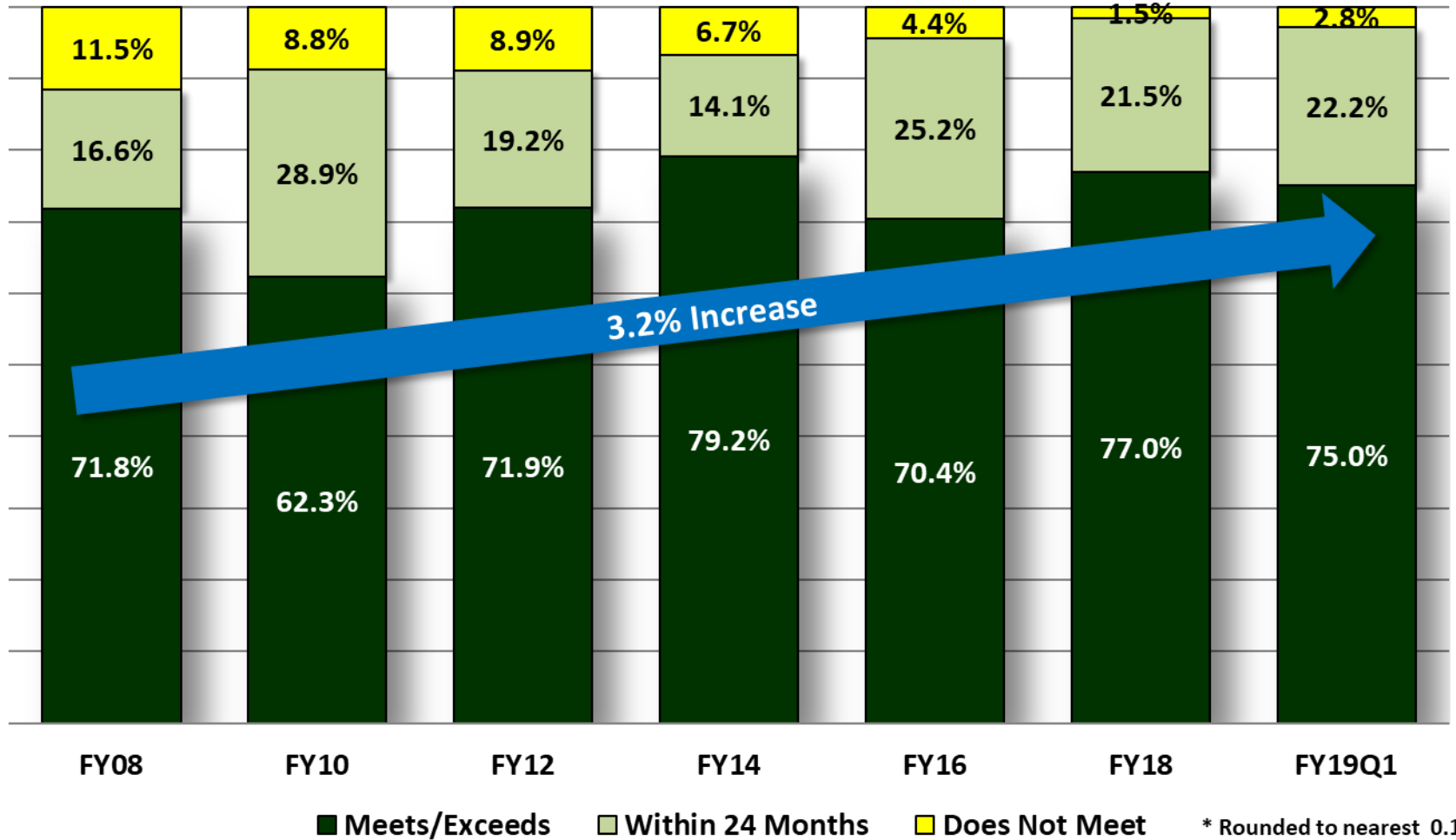
Property Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
Navy	64	66	70	70	67	66	64	69	73	9%
ARMY	52	54	51	49	47	49	51	50	49	4%
AIR FORCE	13	13	14	16	18	18	17	16	14	-22%
DCMA	260	255	247	252	252	248	247	248	244	-3%
DAU	2	2	2	3	6	5	4	4	4	-33%
NRO	7	7	7	7	6	6	4	4	4	-33%
DLA	1	1	2	2	2	2	2	2	2	0%
MDA	2	2	2	2	2	2	2	2	2	0%
TOTAL	401	400	395	401	400	396	391	395	392	↓ -2%



Property Historical DAWIA Certification FY08 – FY19



Property

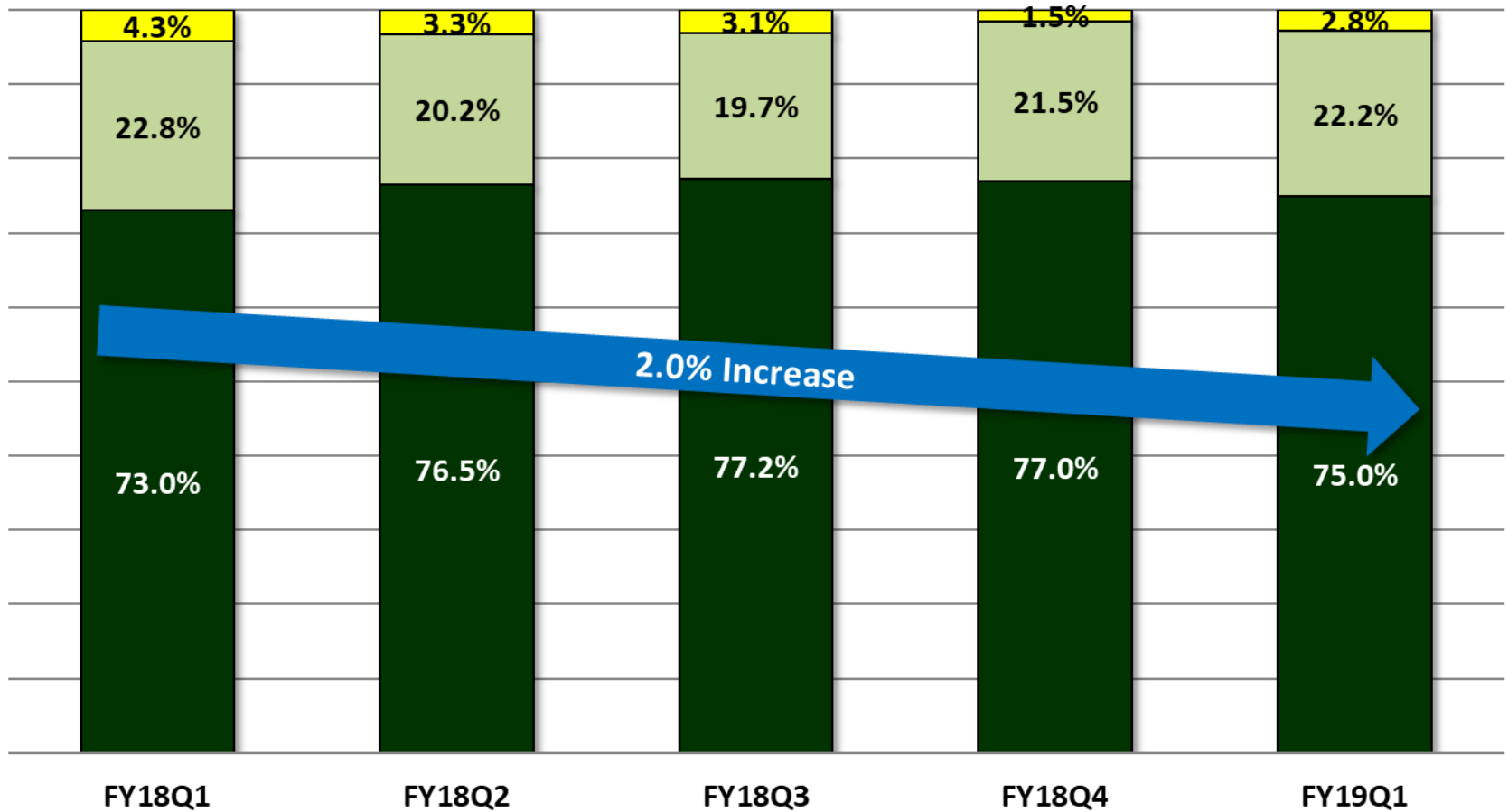




Property Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



Property



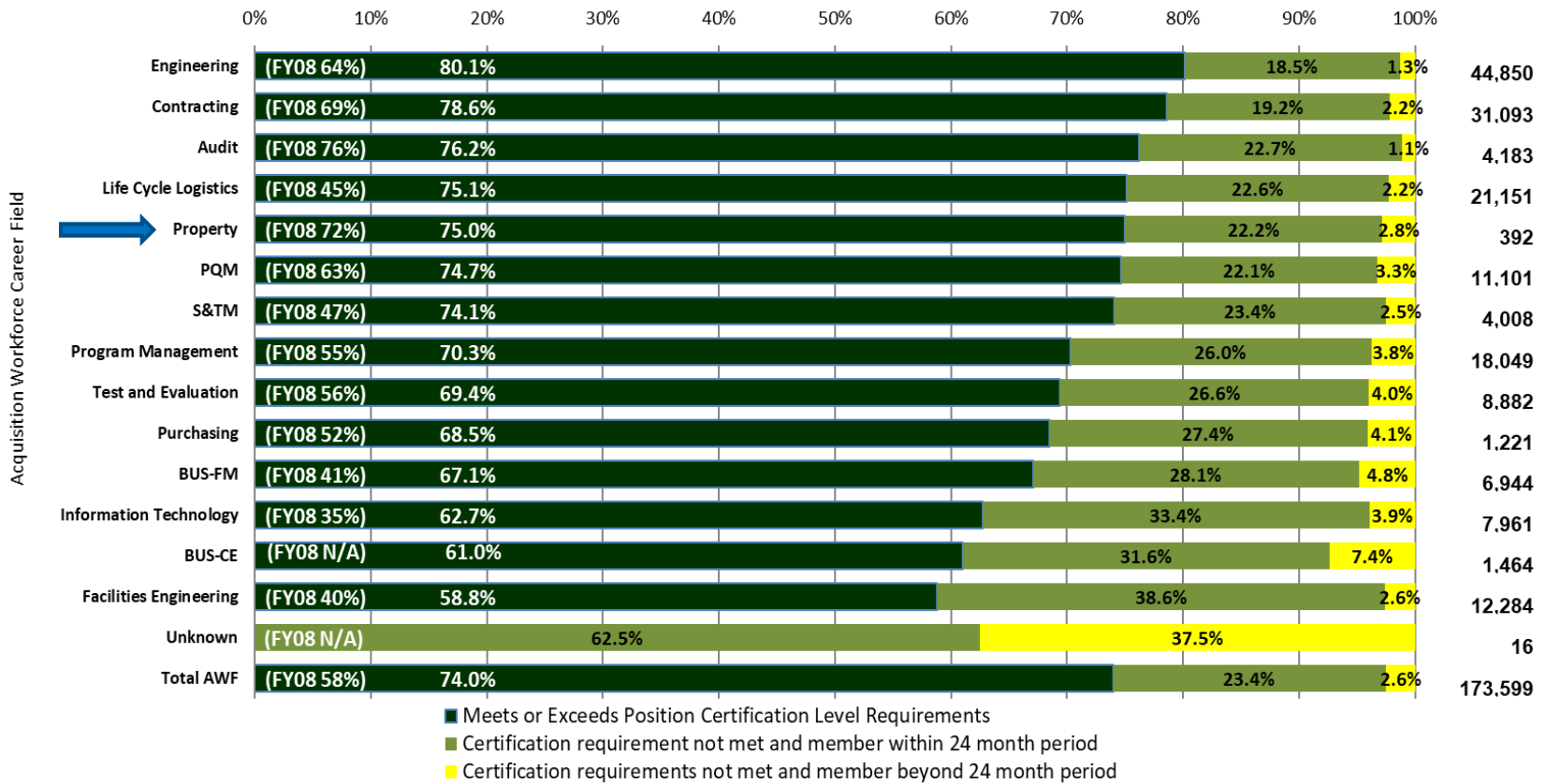
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



DAWIA Certification by Career Field



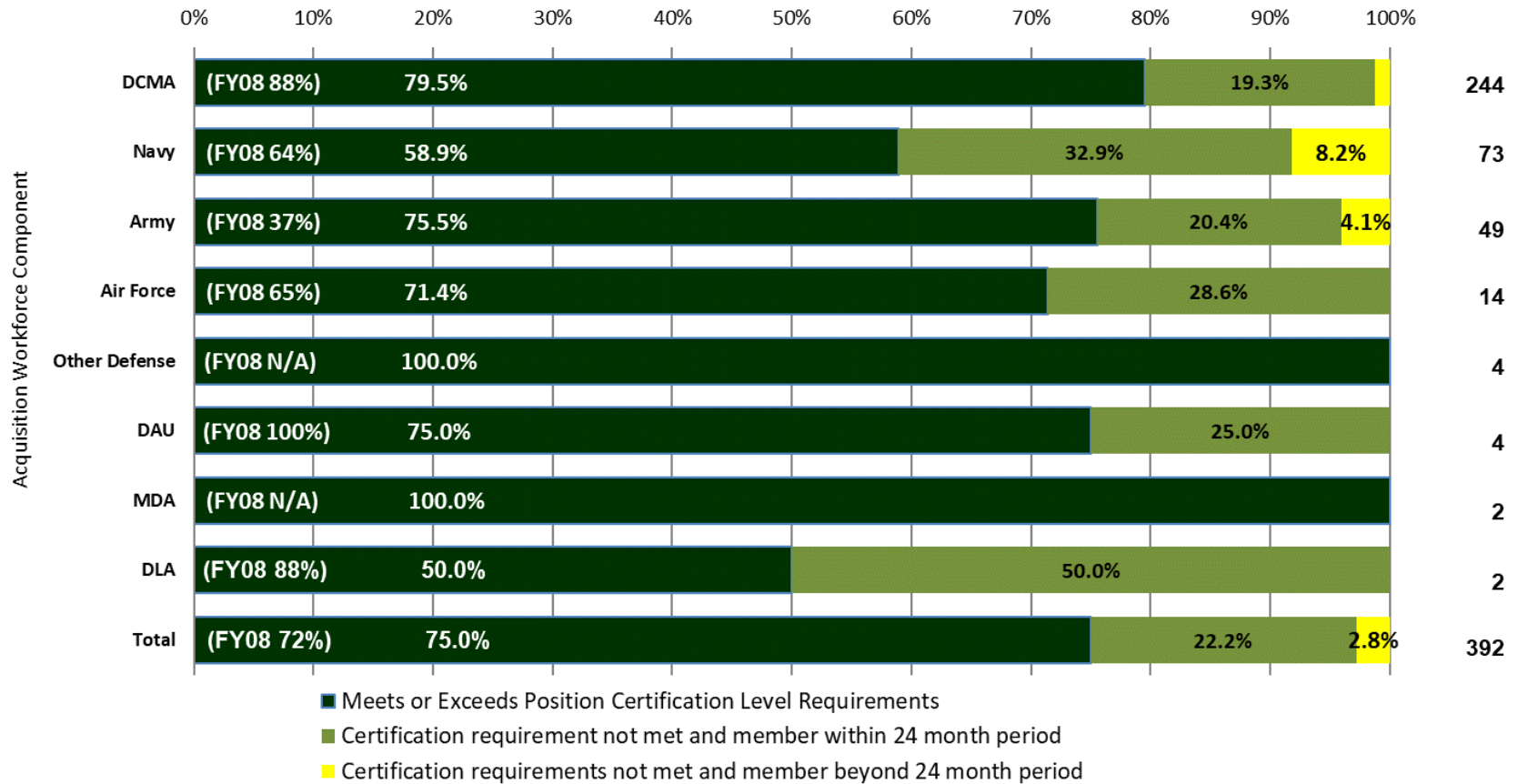
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Property DAWIA Certification by Component

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





Property 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	16	8	7	-	31	48.4%
Level II	53	15	214	22	304	77.6%
Level III	2	1	9	43	55	78.2%
<i>Unspecified</i>	2	-	-	-	2	
FY19Q1 TOTAL	73	24	230	65	392	75.0%
	18.6%	6.1%	58.7%	16.6%		

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%	
Property	294	75.0%	5 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	15	16	-	31	7.9%
Level II	236	62	6	304	77.6%
Level III	43	9	3	55	14.0%
<i>Unspecified</i>	-	-	2	2	0.5%
Property TOTAL	294	87	11	392	
	75.0%	22.2%	2.8%		

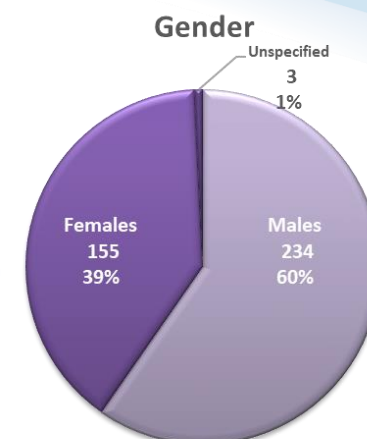
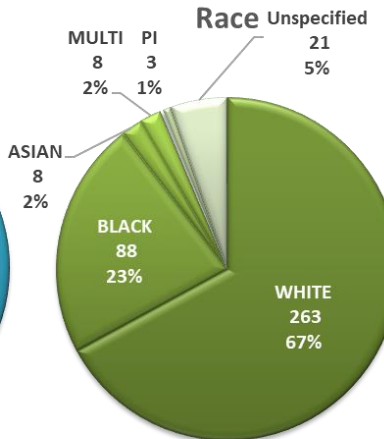
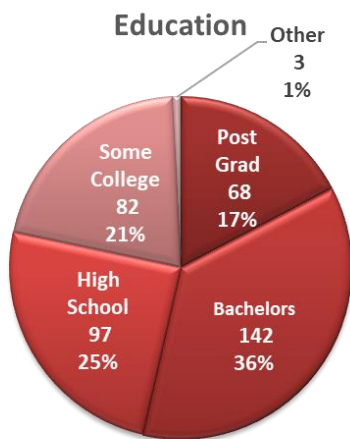
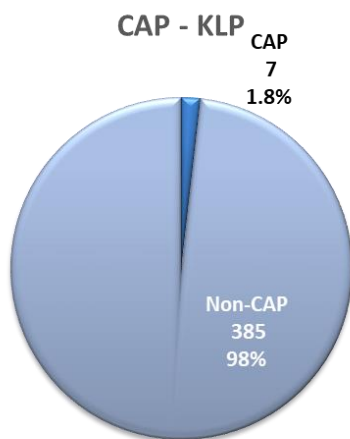
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property	Entire DAW
Key Leadership Positions (KLPs)	-	0.0%
Critical Acquisition Positions (CAPs) *	7	1.8%
Non-CAP Positions	385	98.2%
Unknown	-	0.0%
TOTAL	392	173,599

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

Race	Property	Entire DAW
WHITE	263	67.1%
BLACK	88	22.4%
ASIAN	8	2.0%
MULTI	8	2.0%
AMI/AN	1	0.3%
PI	3	0.8%
Unspecified	21	5.4%
TOTAL	392	173,599

Highest Level of Education	Property	Entire DAW
Post Grad	68	17.3%
Bachelors	142	36.2%
High School	97	24.7%
Some College	82	20.9%
Other	3	0.8%
TOTAL	392	173,599

Gender	Property	Entire DAW
Males	234	59.7%
Females	155	39.5%
Unspecified	3	0.8%
TOTAL	392	173,599

Military / Civilian	Property	Entire DAW
Civilian	392	100.0%
Military	-	0.0%
TOTAL	392	173,599



Property Size by Occupational Series

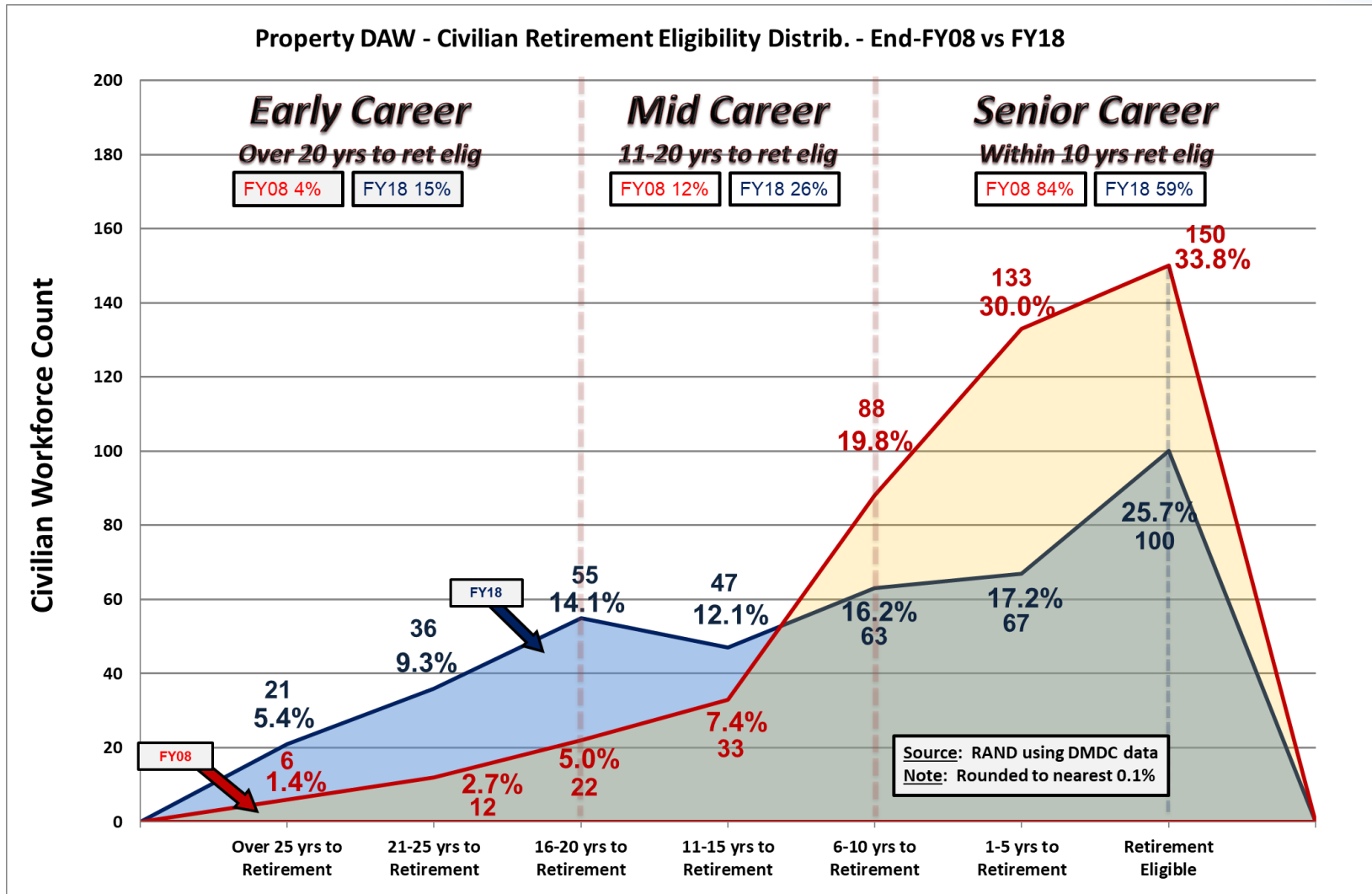
Civilian Occupational Series	Property	
1103 - Industrial Property Mgmt Specialist	378	96.4%
1150 - Industrial Specialist	4	1.0%
1101 - Business and Industry Specialist	4	1.0%
0802 - Engineering Technician	1	0.3%
<i>Other</i>	5	1.3%
TOTAL CIVILIAN	392	Civilians



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



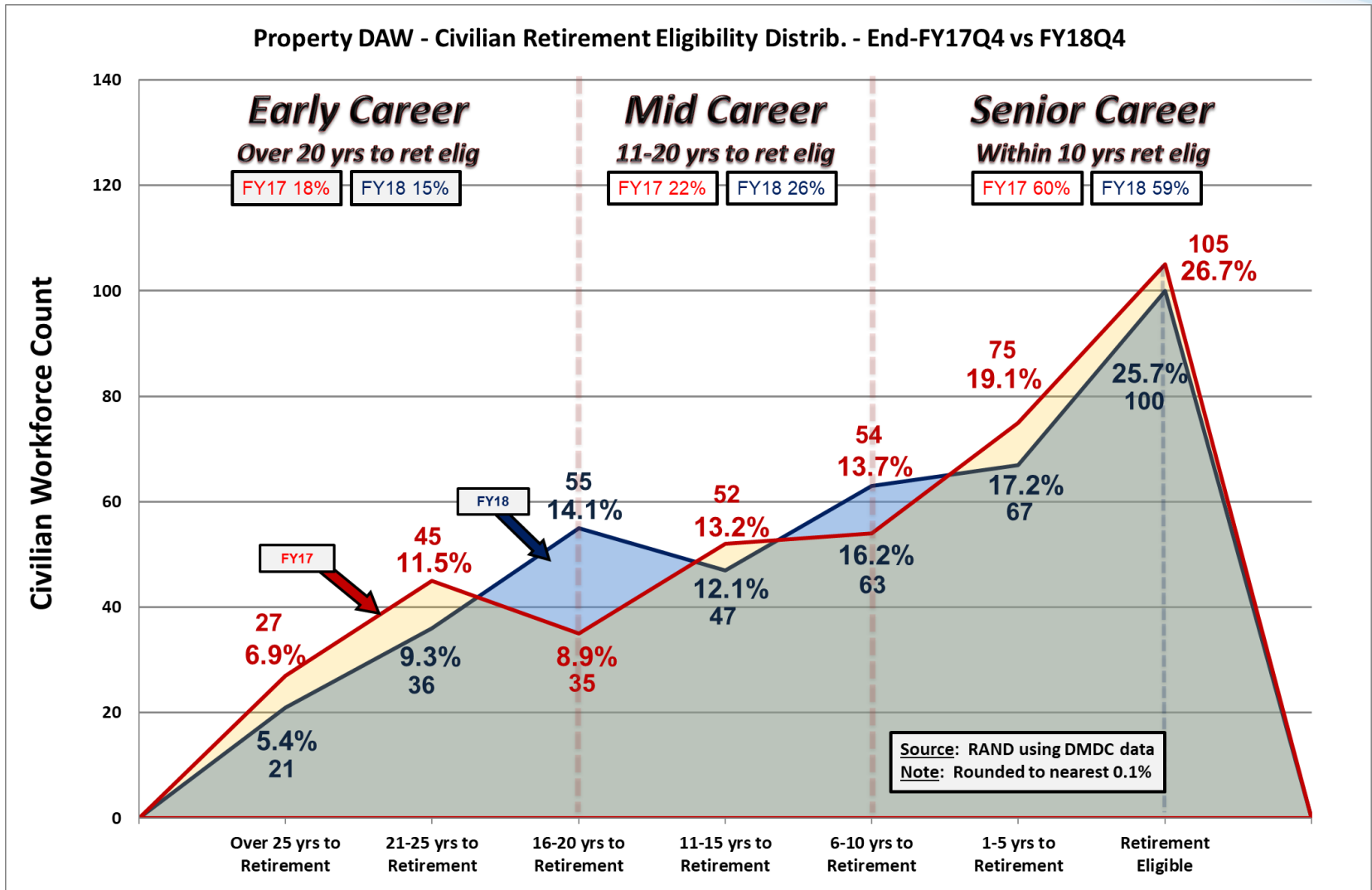
Property Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



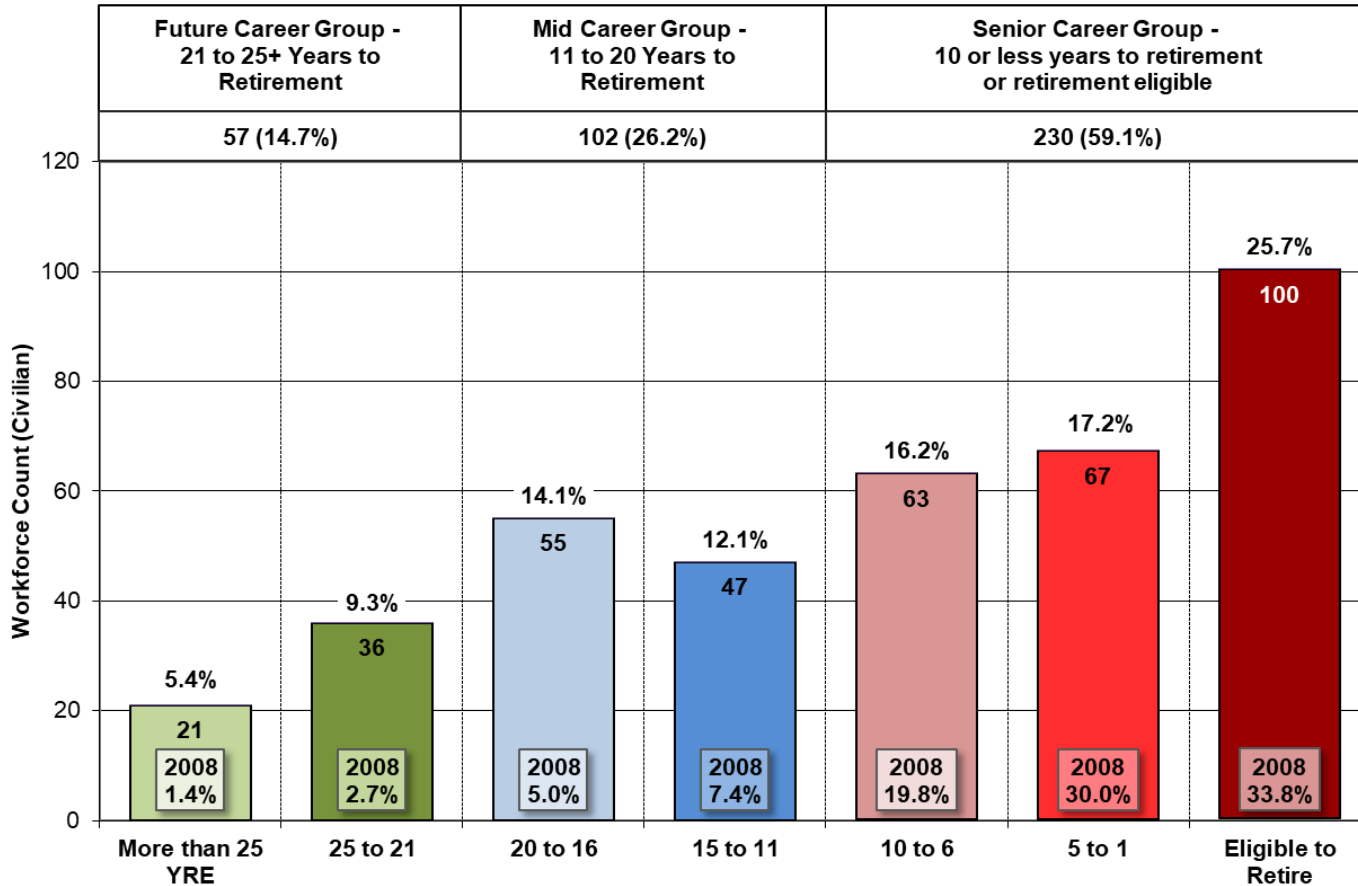
Property Civilian Retirement Eligibility Distribution – (1 year) FY17Q4 / FY18Q4





Property Workforce Lifecycle Model by YRE

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



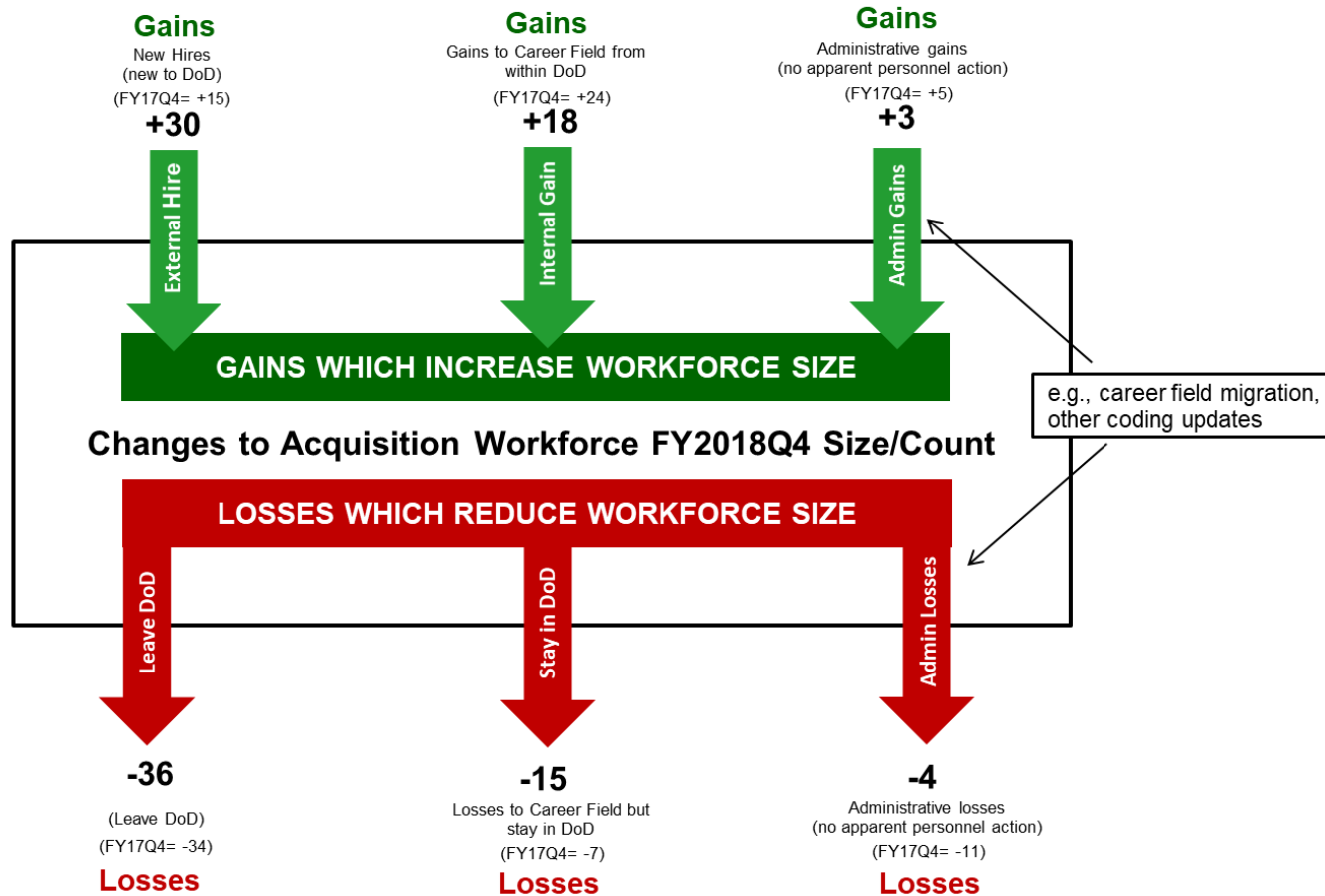
As of 30 Sept 2018



Property 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



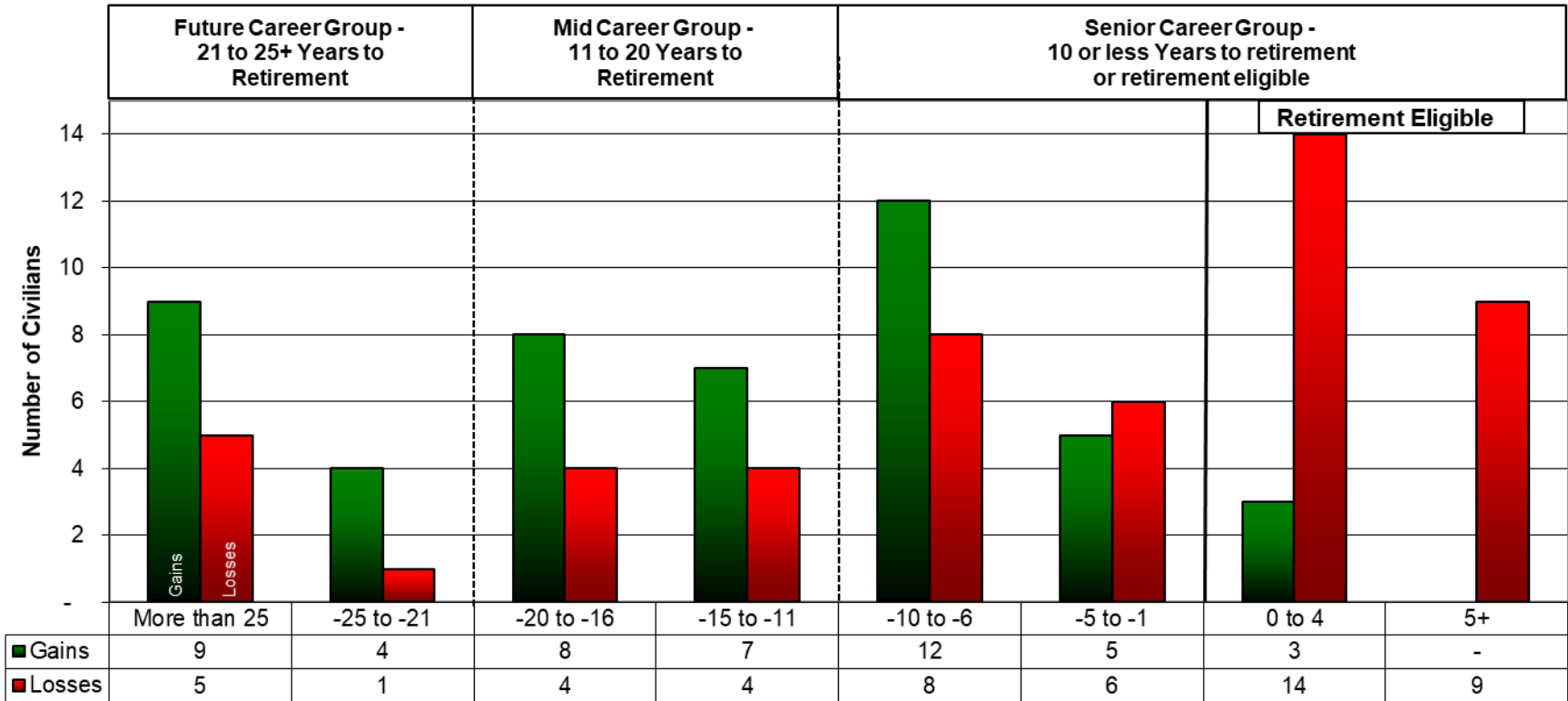


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

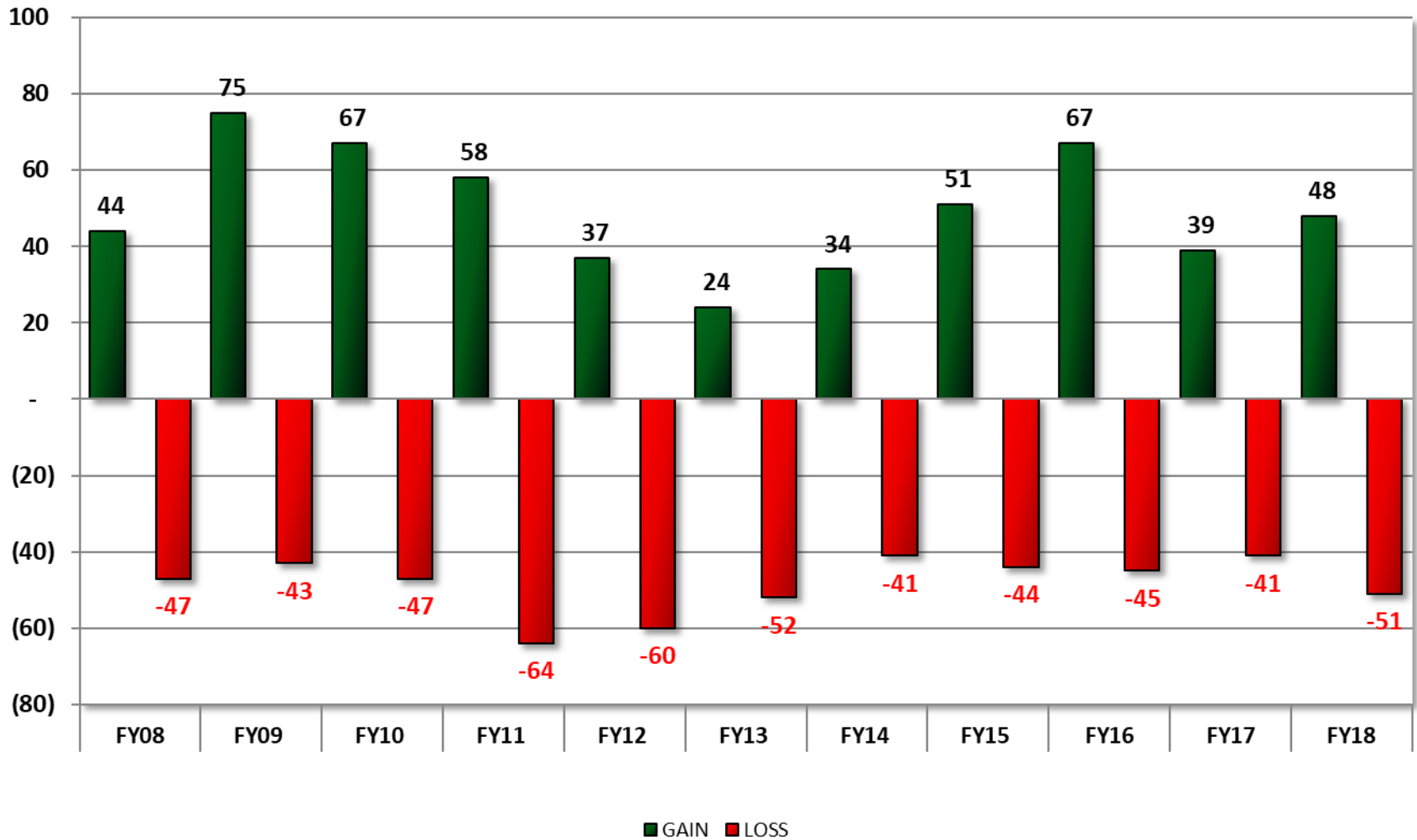


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Property Historical Gains and Losses FY08 – FY18



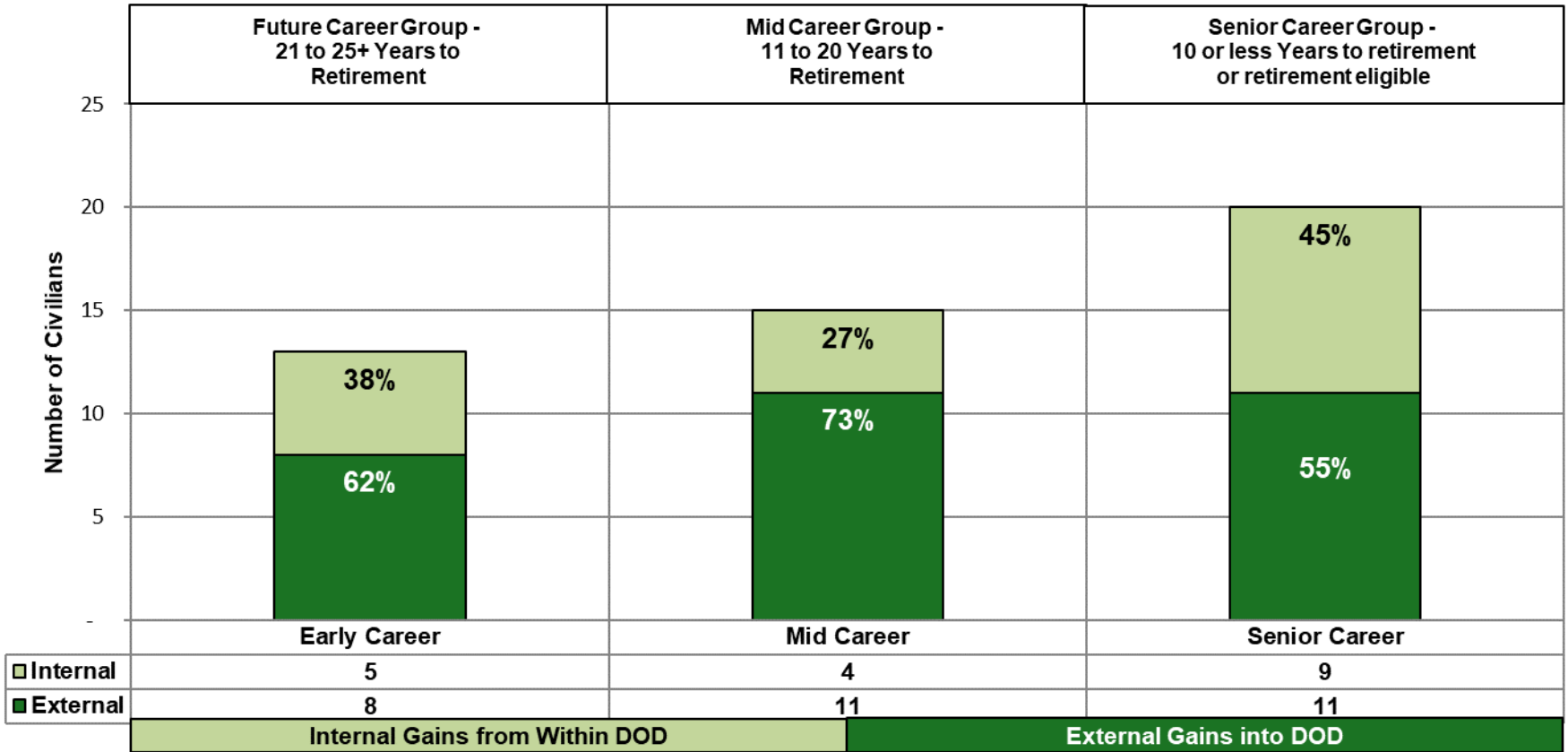
As of 30 Sept 2018



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

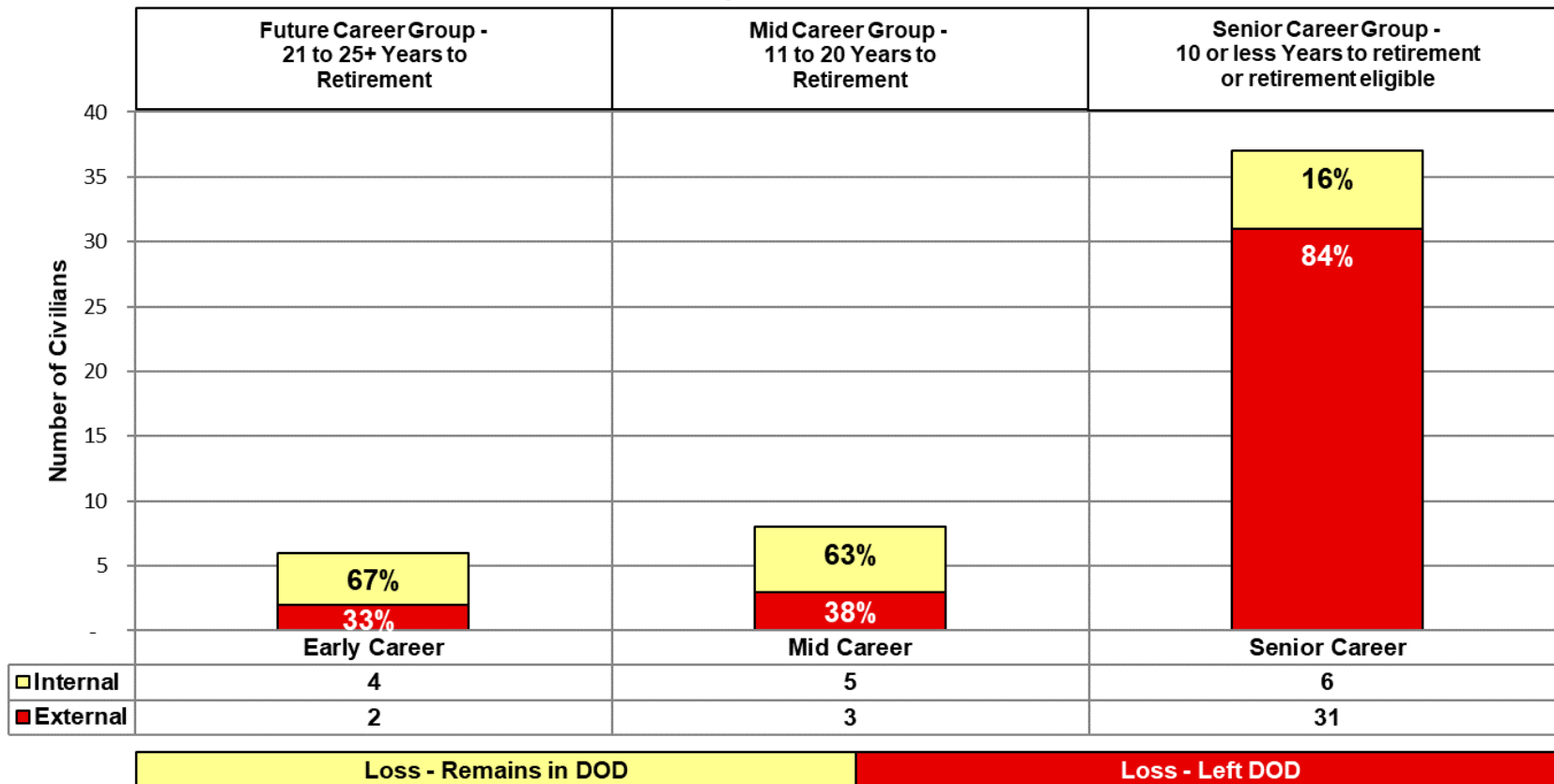


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses

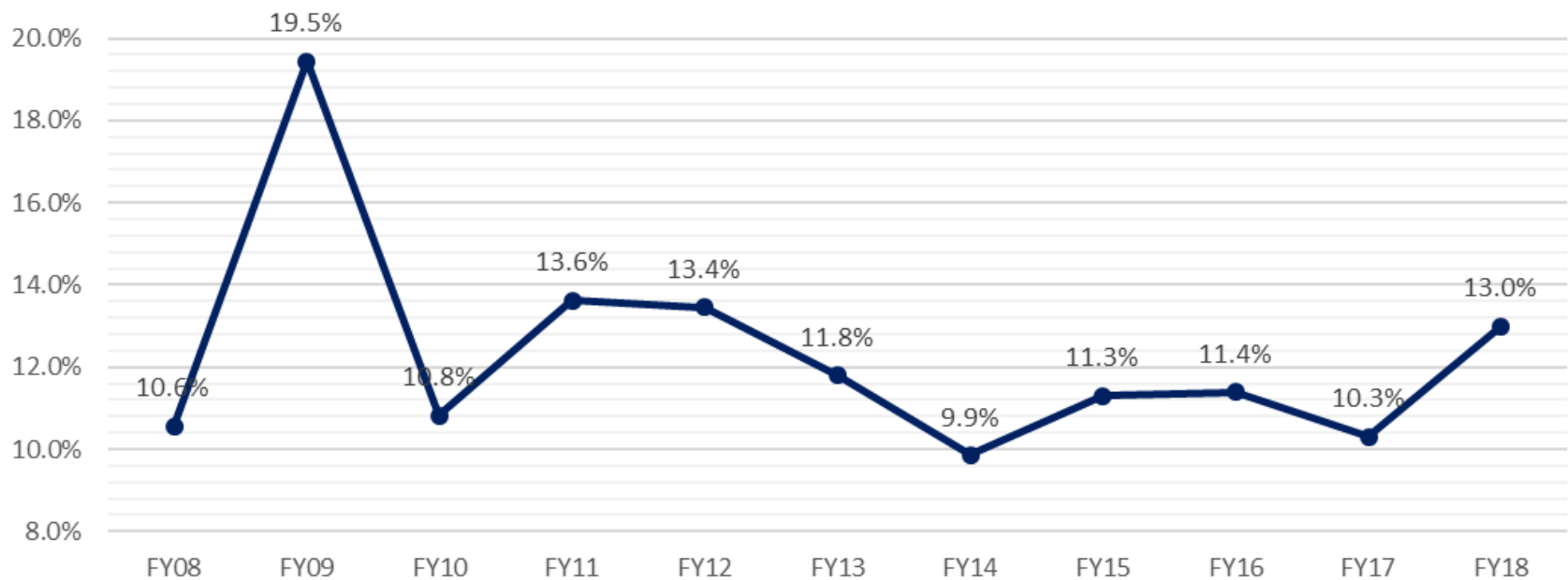
As of 30 Sept 2018



Annual Attrition Rates



Property Attrition

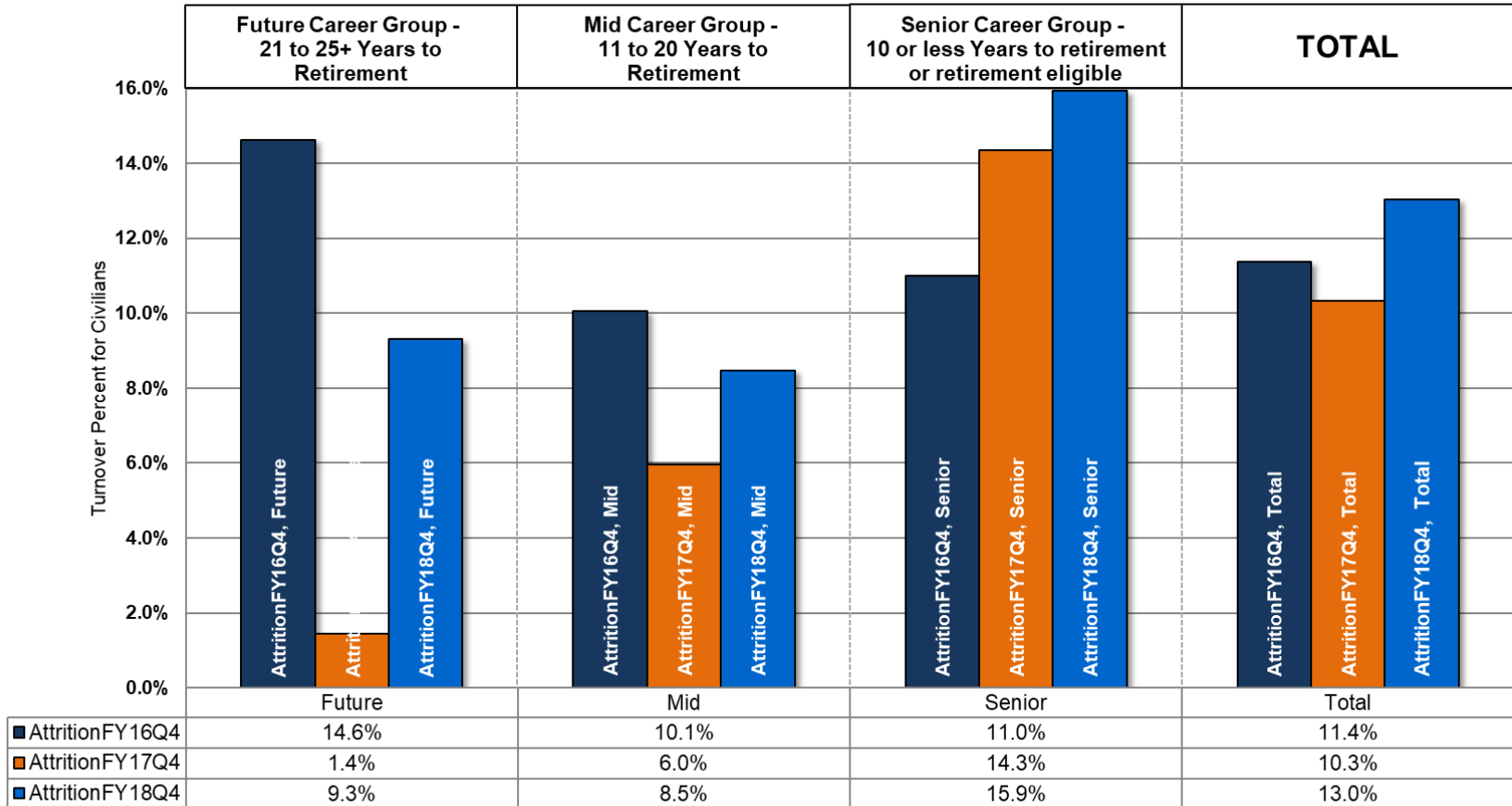


As of 30 Sept 2018



Property Attrition Rates by Career Group

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



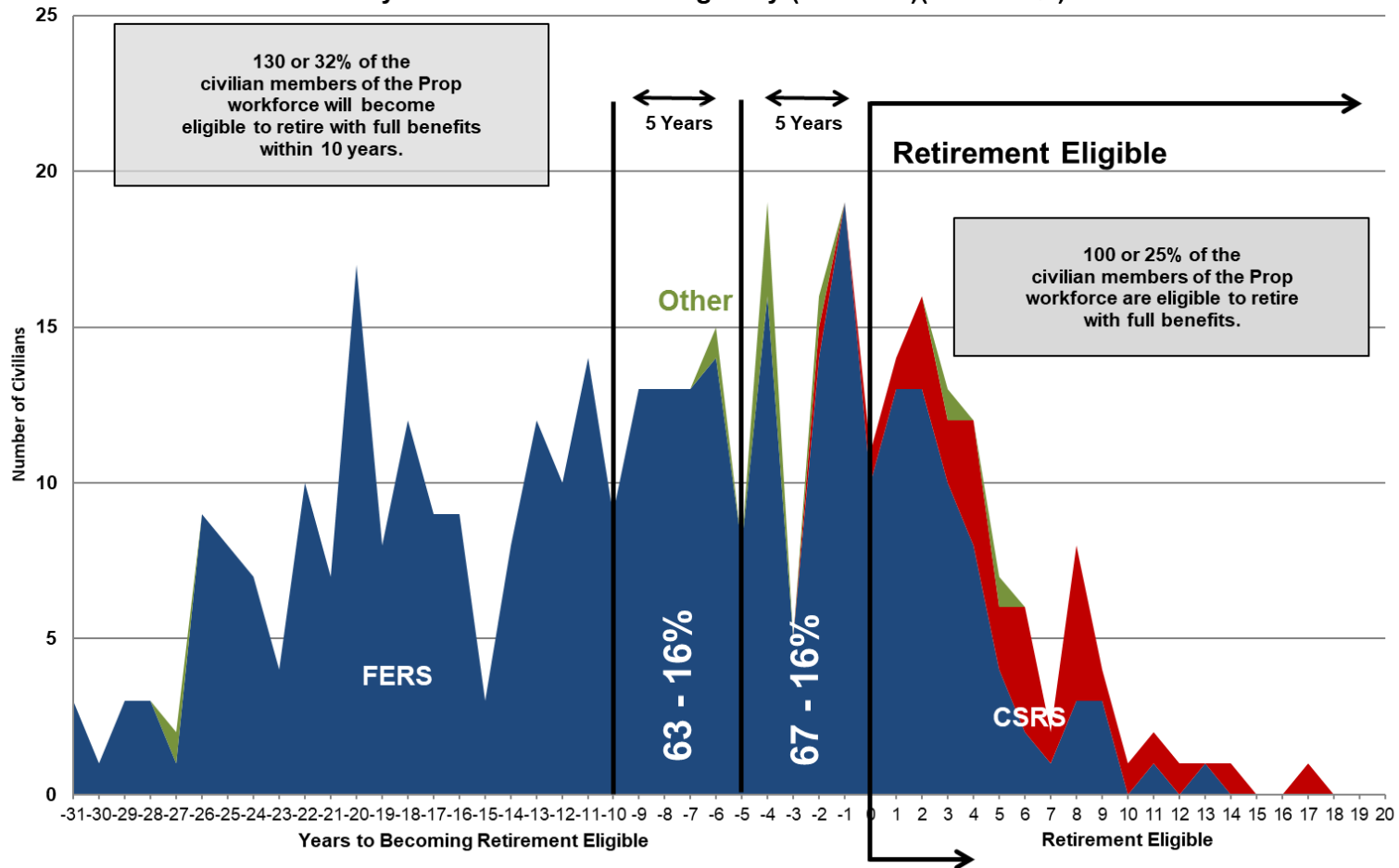


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END