



Defense Acquisition Workforce Key Information

Purchasing

As of FY19Q1 (31 Dec 2018)



Fact Sheet



Human Capital Fact Sheet

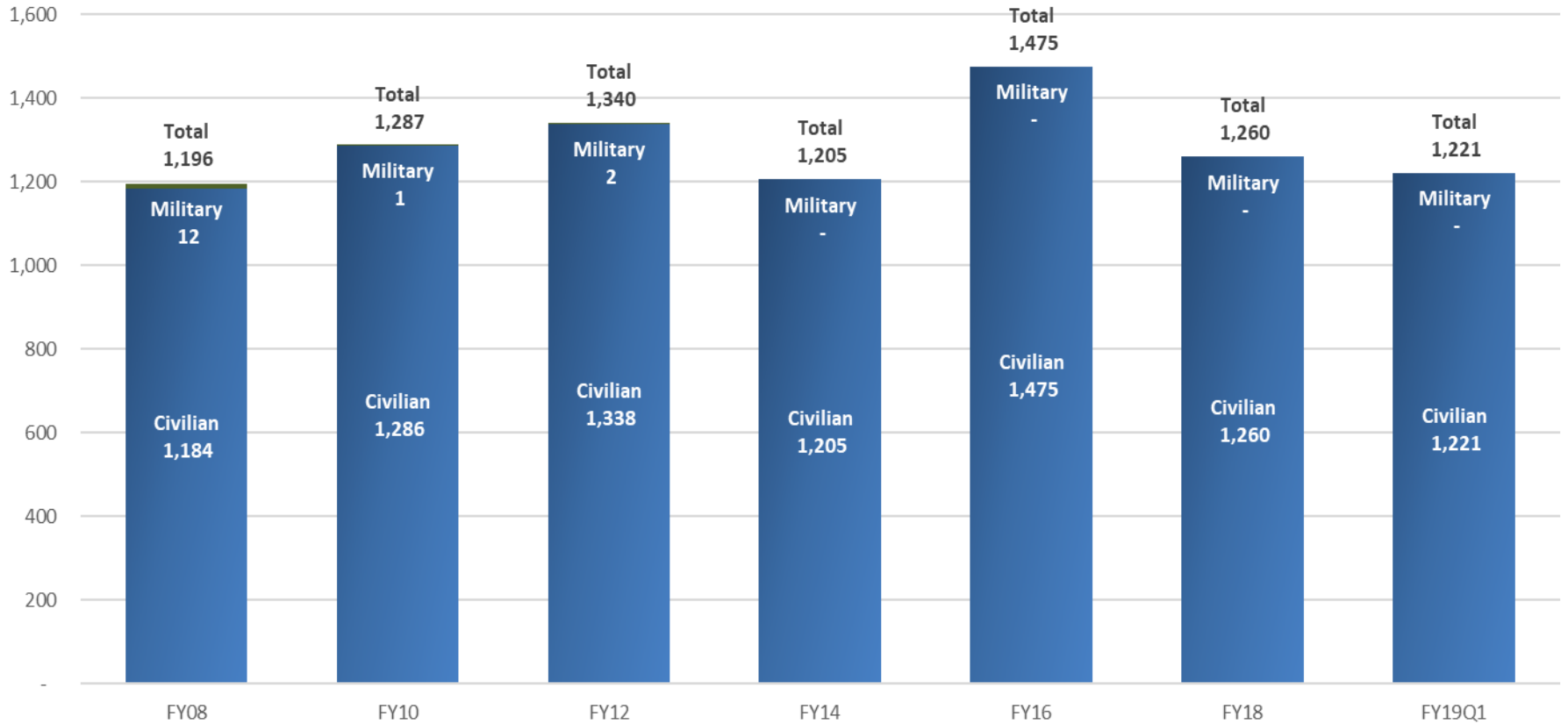
Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2018Q4			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,260	0	1,260	172,736
Change in size from 2008	-	-	-	-	6%	-100%	5%	37%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	28%		28%	84%
Graduate Degree	2%	0%	2%	29%	5%		5%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	77%		77%	84%
Level II or Higher Achieved	42%	0%	41%	61%	61%		61%	71%
Level III Achieved	21%	0%	20%	36%	3%		3%	40%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	69%		69%	74%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	27%		27%	23%
Does Not Meet Certification Requirement	15%	0%	15%	14%	4%		4%	3%
Planning Considerations								
Average Age	51	30	50	46	48		48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	18/28/54(%)		-	26/26/48(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	250(20%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	217(17%)	-	-	25,048(16%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	204/422	-	-	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.



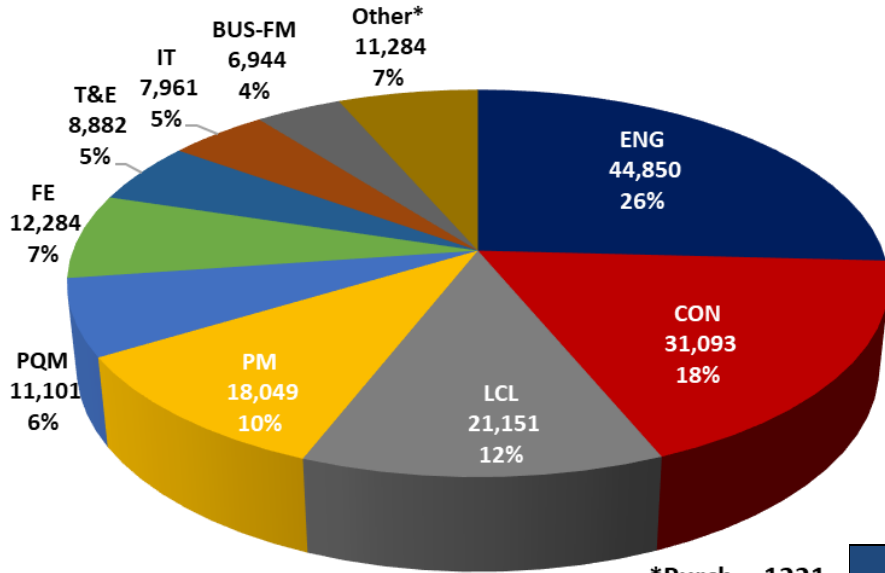
Total Historic Workforce

Purchasing





AWF by Component and Career Field



*Purch = 1221

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%		



Purchasing Workforce Historical Size by Agency FY08 – FY19



Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
Navy	478	497	455	442	424	386	368	-23%	-5%
MARINE CORPS	67	65	67	59	52	39	40	-40%	3%
ARMY	319	351	382	265	365	315	290	-9%	-8%
AIR FORCE	142	145	113	80	67	48	47	-67%	-2%
DLA	153	188	270	289	485	438	442	189%	1%
DISA	13	17	15	15	16	12	13	0%	8%
DHA	2	-	11	24	15	12	12	500%	0%
DCAA	-	3	8	8	6	6	5		-17%
DCMA	3	3	3	7	35	-	-	-100%	
DTRA	1	2	2	2	1	1	1	0%	0%
DoD HRA	1	2	3	1	1	1	1	0%	0%
DSCA	1	1	1	1	1	1	1	0%	0%
DSS	-	1	1	1	1	1	1		0%
MDA	3	1	1	1	1	-	-	-100%	
DAU	-	2	-	-	-	-	-		
DeCA	-	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-100%	
DoDEA	9	5	4	7	3	-	-	-100%	
DTIC	1	-	-	-	-	-	-	-100%	
DMA	-	1	2	2	-	-	-		
USUHS	-	-	-	-	2	-	-		
NDU	1	2	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-		
TOTAL	1,196	1,287	1,340	1,205	1,475	1,260	1,221	↑ 2%	↓ -3%



Purchasing Workforce Historical (Quarterly) Size by Agency FY17Q1 – FY19Q1



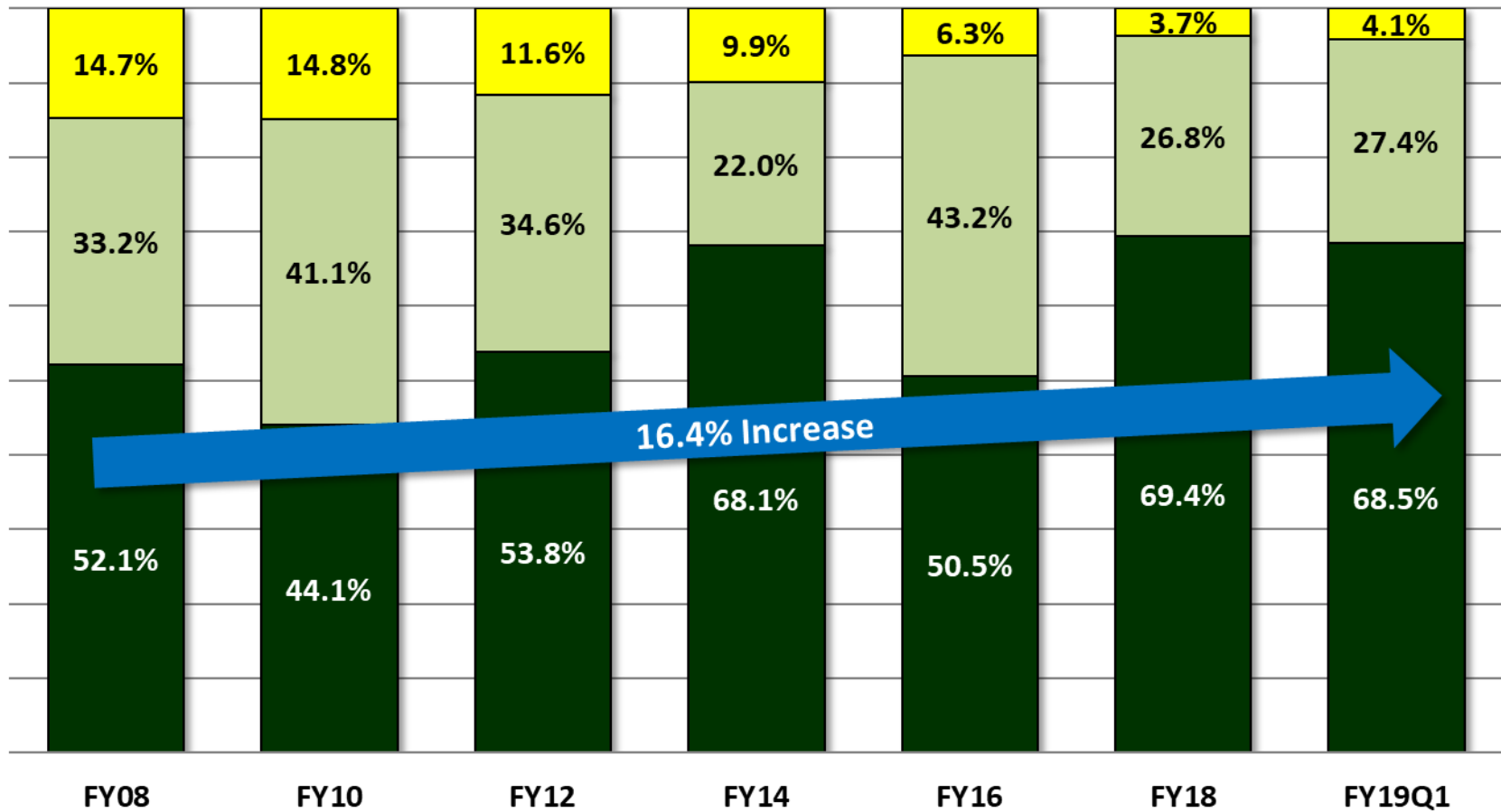
Purchasing Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
Navy	417	414	409	407	392	372	381	386	368	-6%
MARINE CORPS	54	52	52	50	47	48	42	39	40	-15%
ARMY	432	441	426	409	389	365	344	315	290	-25%
AIR FORCE	64	63	61	62	62	59	52	48	47	-24%
DLA	499	495	511	502	481	481	464	438	442	-8%
DISA	16	16	12	13	13	12	14	12	13	0%
DHA	16	15	15	13	12	11	12	12	12	0%
DCAA	6	6	6	7	7	5	7	6	5	-29%
DCMA	27	24	20	5	3	2	1	-	-	-100%
DTRA	1	1	1	1	1	1	1	1	1	0%
DoD HRA	-	-	-	-	1	1	1	1	1	0%
DSCA	-	-	-	-	1	1	1	1	1	0%
DSS	1	1	1	1	1	1	1	1	1	0%
MDA	-	-	-	-	-	-	-	-	-	
DoDEA	2	2	1	-	-	-	-	-	-	
USUHS	1	1	-	-	-	-	-	-	-	
TOTAL	1,536	1,531	1,515	1,470	1,410	1,359	1,321	1,260	1,221	↓ -13%



Purchasing Historical DAWIA Certification FY08 – FY19



Purchasing



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

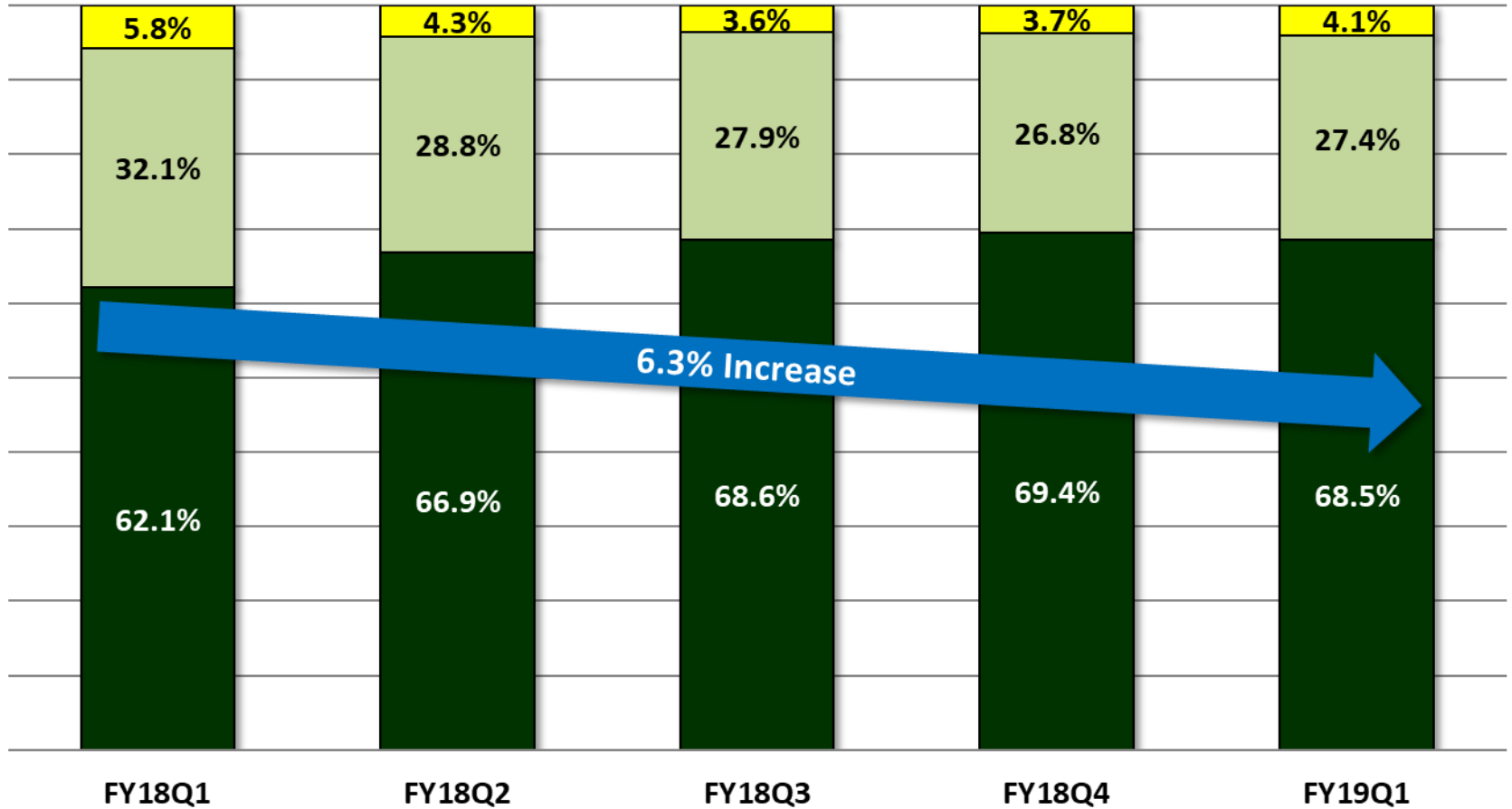
16.4% Increase



Purchasing Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



PURCH



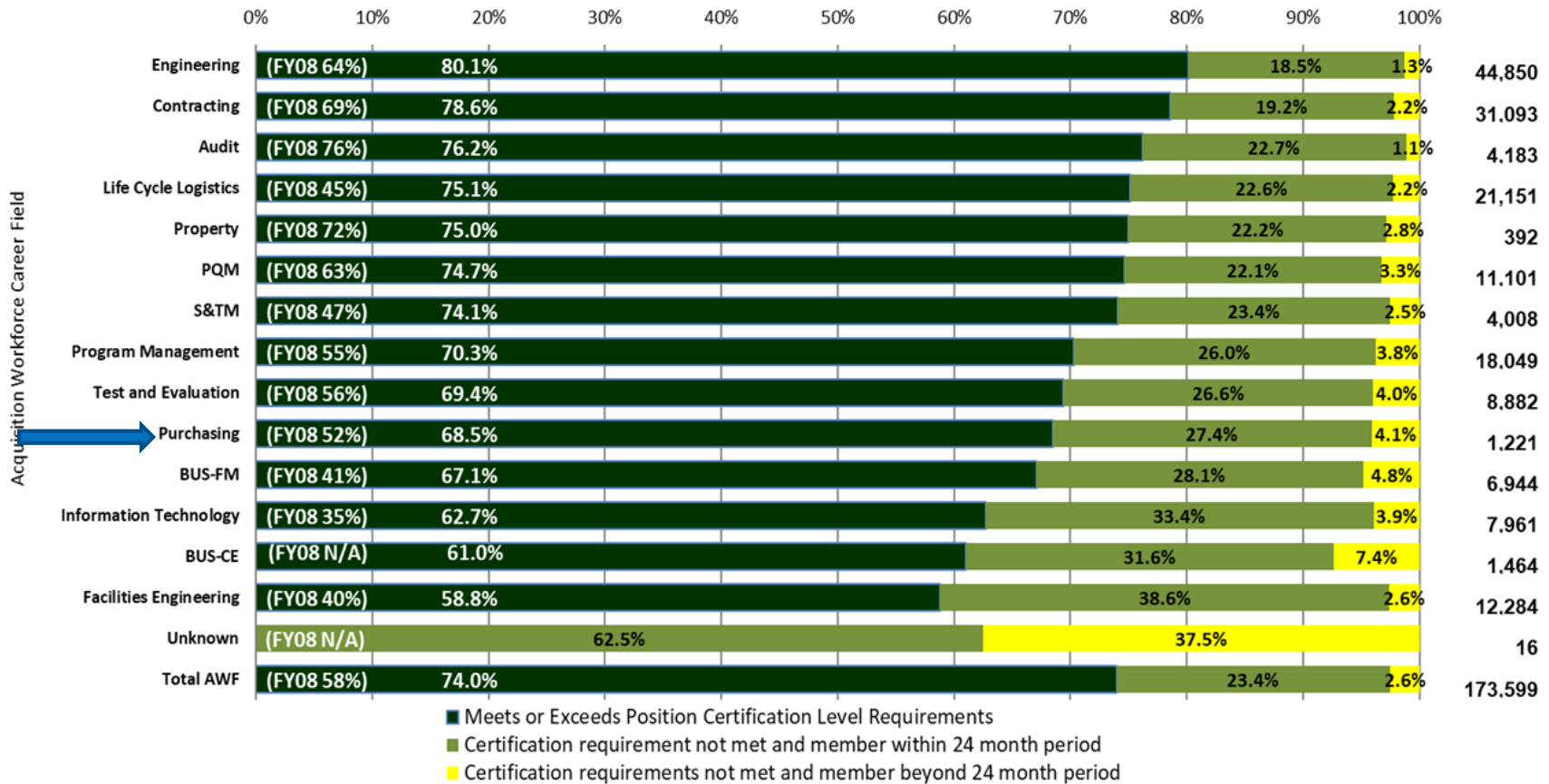
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Purchasing DAWIA Certification by Career Field



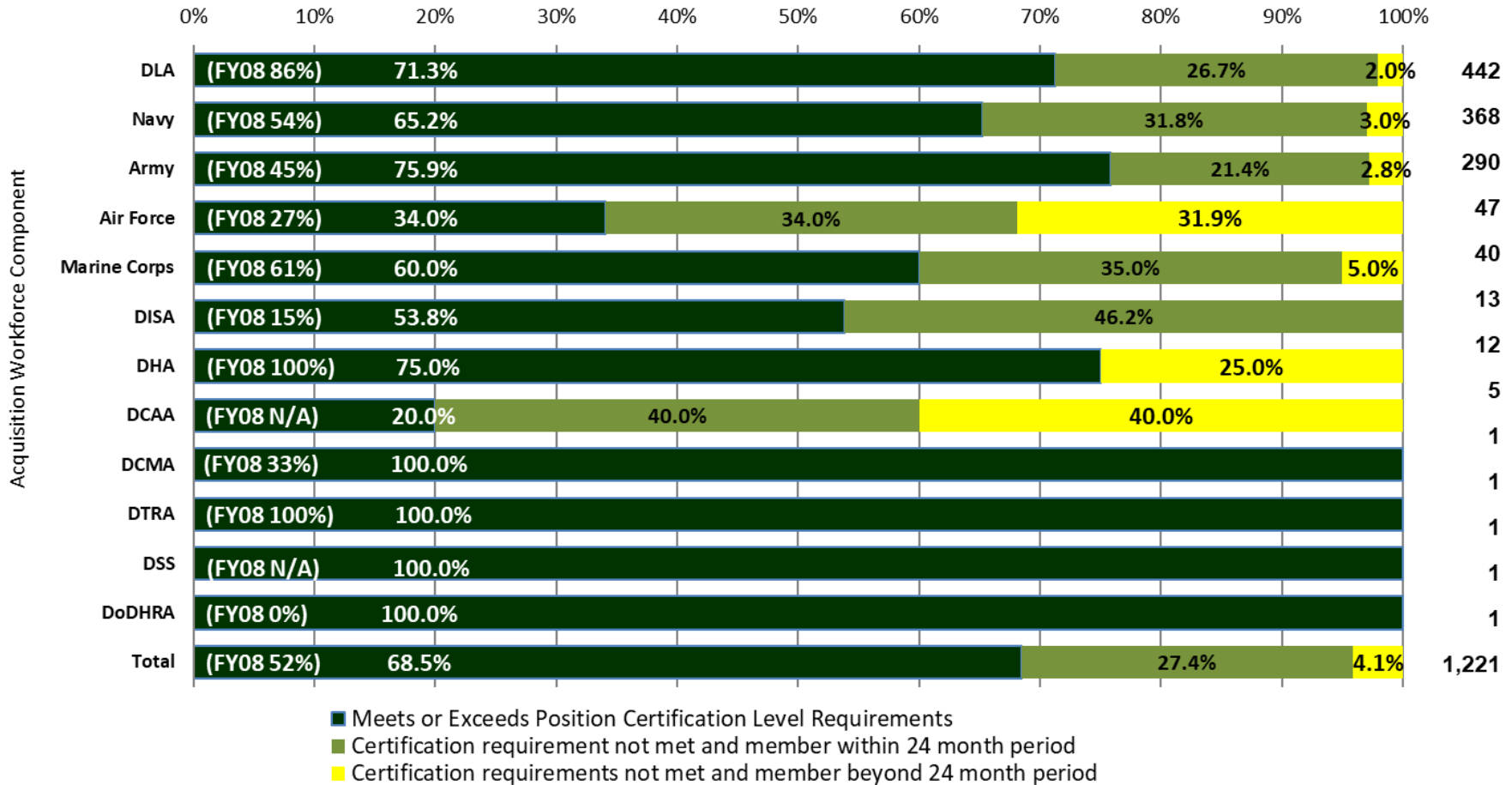
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Purchasing DAWIA Certification by Component

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





Purchasing 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	145	93	85	3	326	55.5%
Level II	157	65	622	32	876	74.7%
Level III	-	-	-	1	1	100.0%
Unspecified	13	2	3	-	18	
FY19Q1 TOTAL	315	160	710	36	1,221	68.5%
	25.8%	13.1%	58.1%	2.9%		

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%	
Purchasing	836	68.5%	10 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	181	119	26	326	26.7%
Level II	654	204	18	876	71.7%
Level III	1	-	-	1	0.1%
Unspecified	-	12	6	18	1.5%
Purchasing TOTAL	836	335	50	1,221	
	68.5%	27.4%	4.1%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

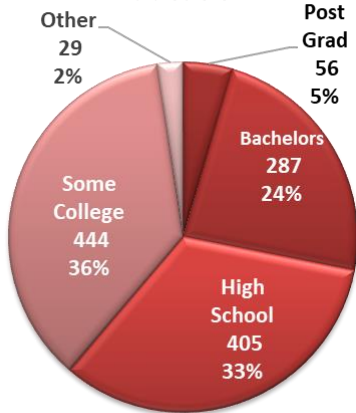


Purchasing Demographics

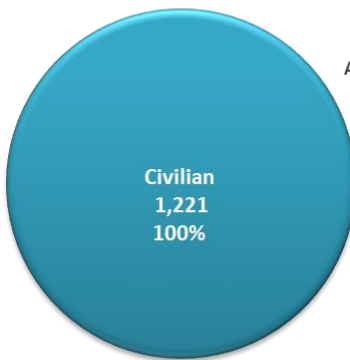
CAP - KLP



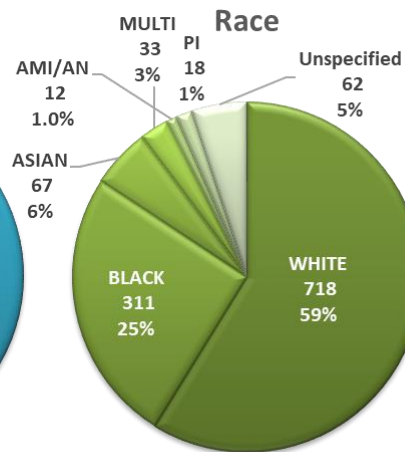
Education



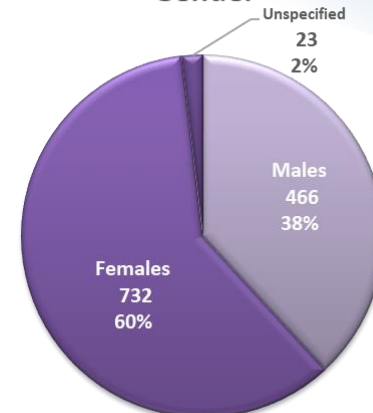
MIL / CIV



Race



Gender



Occupied Position Type	Purchasing	Entire DAW
Key Leadership Positions (KLPs)	- 0.0%	1,263 0.7%
Critical Acquisition Positions (CAPs) *	- 0.0%	16,612 9.6%
Non-CAP Positions	1,221 100.0%	155,724 89.7%
Unknown	- 0.0%	- 0.0%
TOTAL	1,221	173,599

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

Race	Purchasing	Entire DAW
WHITE	718 58.8%	126,779 73.0%
BLACK	311 25.5%	20,843 12.0%
ASIAN	67 5.5%	11,892 6.9%
MULTI	33 2.7%	4,832 2.8%
AMI/AN	12 1.0%	1,110 0.6%
PI	18 1.5%	879 0.5%
Unspecified	62 5.1%	7,264 4.2%
TOTAL	1,221	173,599

Highest Level of Education	Purchasing	Entire DAW
Post Grad	56 4.6%	69,463 40.0%
Bachelors	287 23.5%	76,804 44.2%
High School	405 33.2%	12,063 6.9%
Some College	444 36.4%	12,639 7.3%
Other	29 2.4%	2,630 1.5%
TOTAL	1,221	173,599

Gender	Purchasing	Entire DAW
Males	466 38.2%	121,434 70.0%
Females	732 60.0%	50,076 28.8%
Unspecified	23 1.9%	2,089 1.2%
TOTAL	1,221	173,599

Military / Civilian	Purchasing	Entire DAW
Civilian	1,221 100.0%	158,067 91.1%
Military	- 0.0%	15,532 8.9%
TOTAL	1,221	173,599



Purchasing Size by Occupational Series

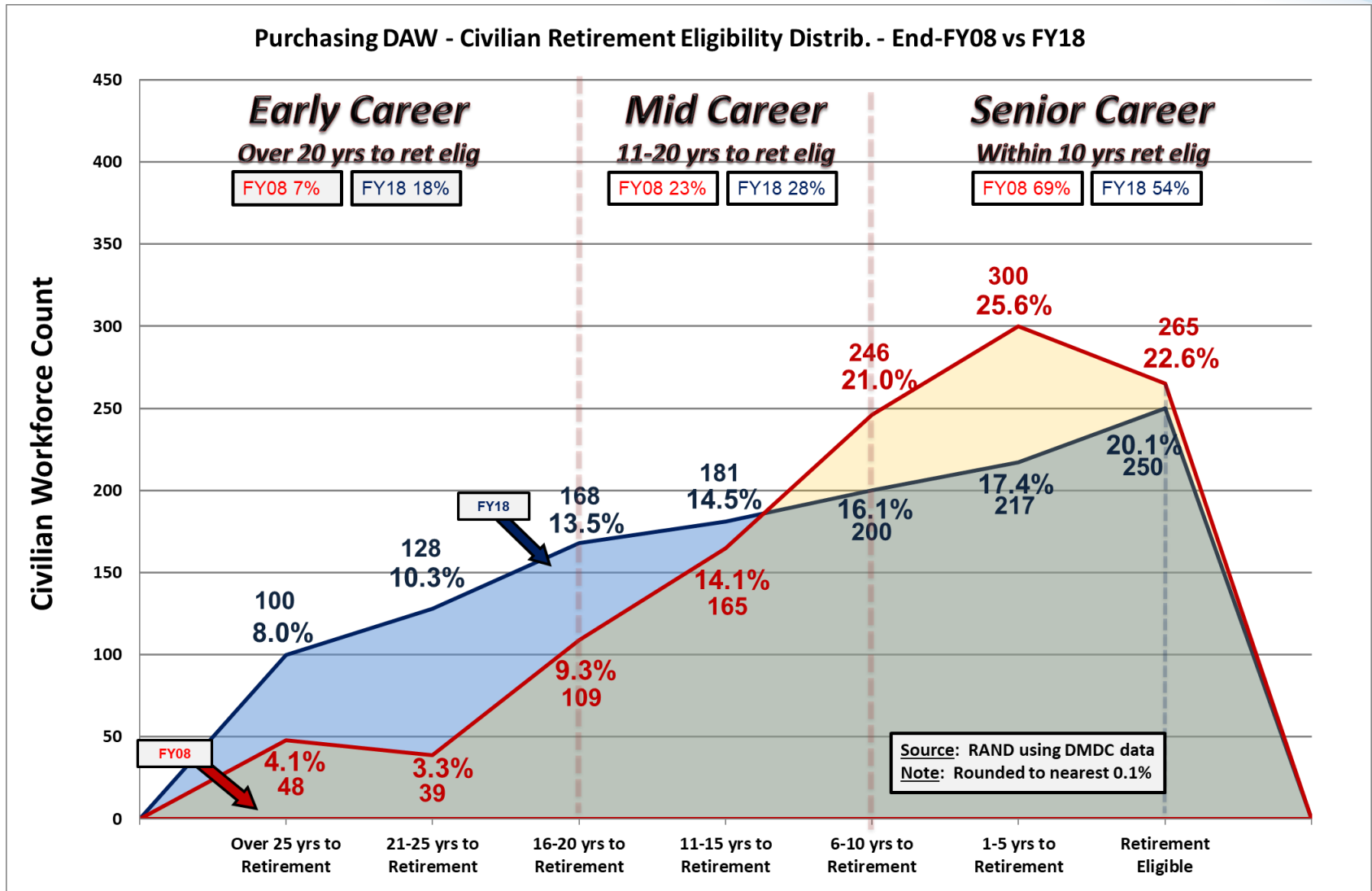
Civilian Occupational Series	Purchasing	
1105 - Purchasing Agent	1,164	95.3%
1101 - Business and Industry Specialist	39	3.2%
0301 - Administration & Program Staff	1	0.1%
0343 - Management and Program Analyst	6	0.5%
2003 - Supply Management Specialist	2	0.2%
<i>Other</i>	7	0.6%
TOTAL CIVILIAN	1,221	Civilians



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



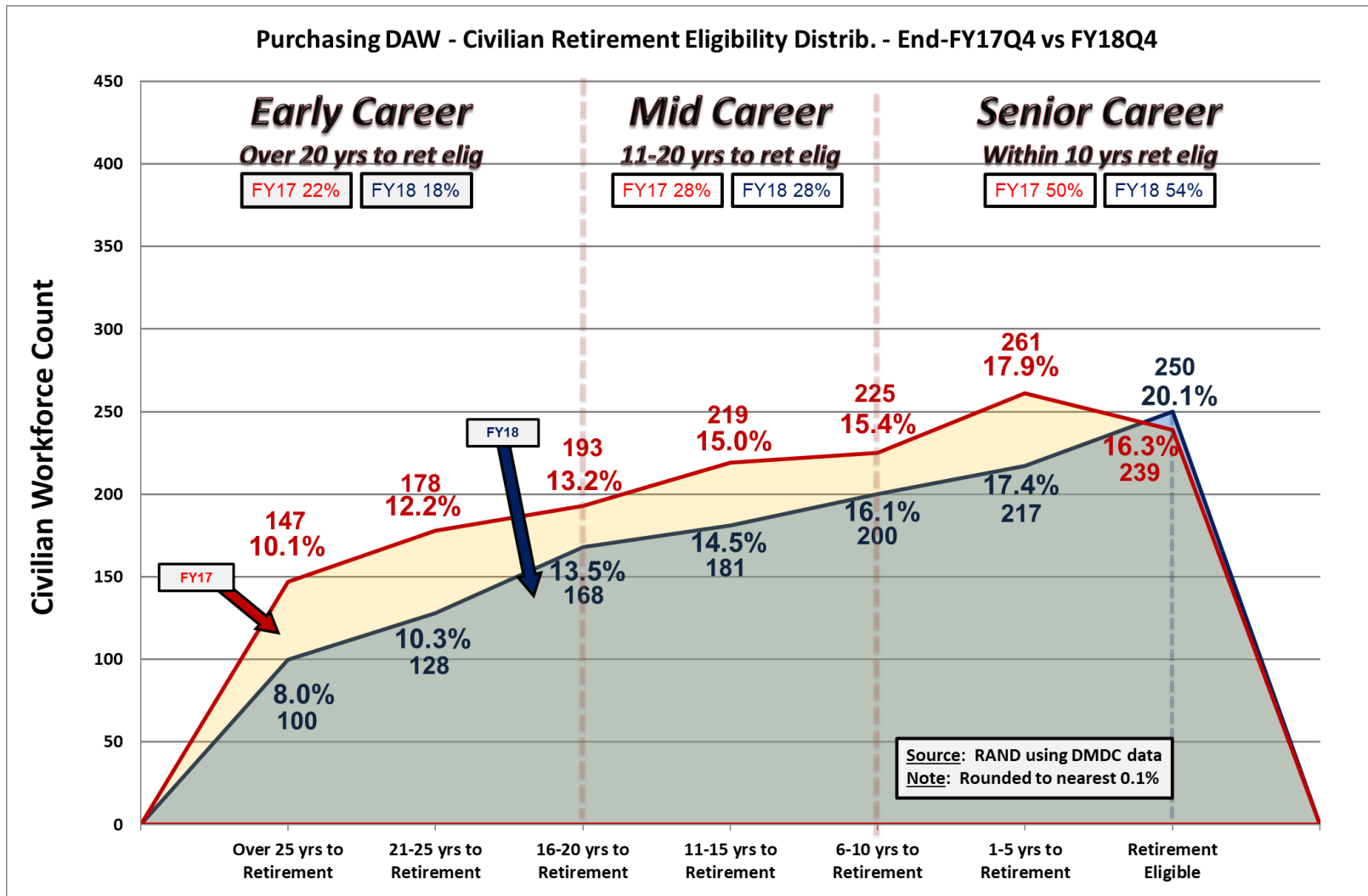
Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



Purchasing Civilian Retirement Eligibility Distribution – 1 yr- FY17Q4 / FY18Q4



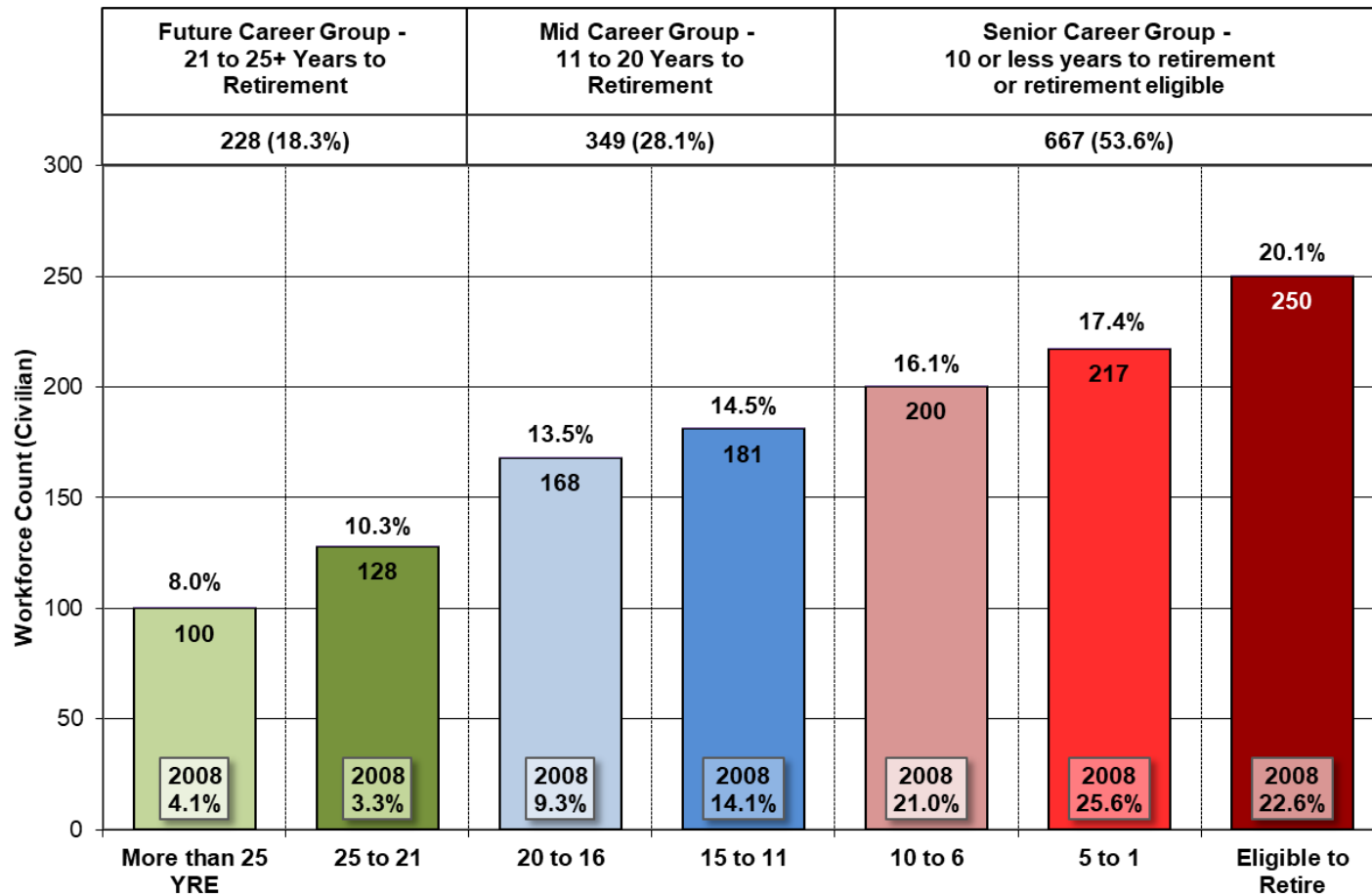
As of 30 Sept 2018



Purchasing Workforce Lifecycle Model by YRE



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



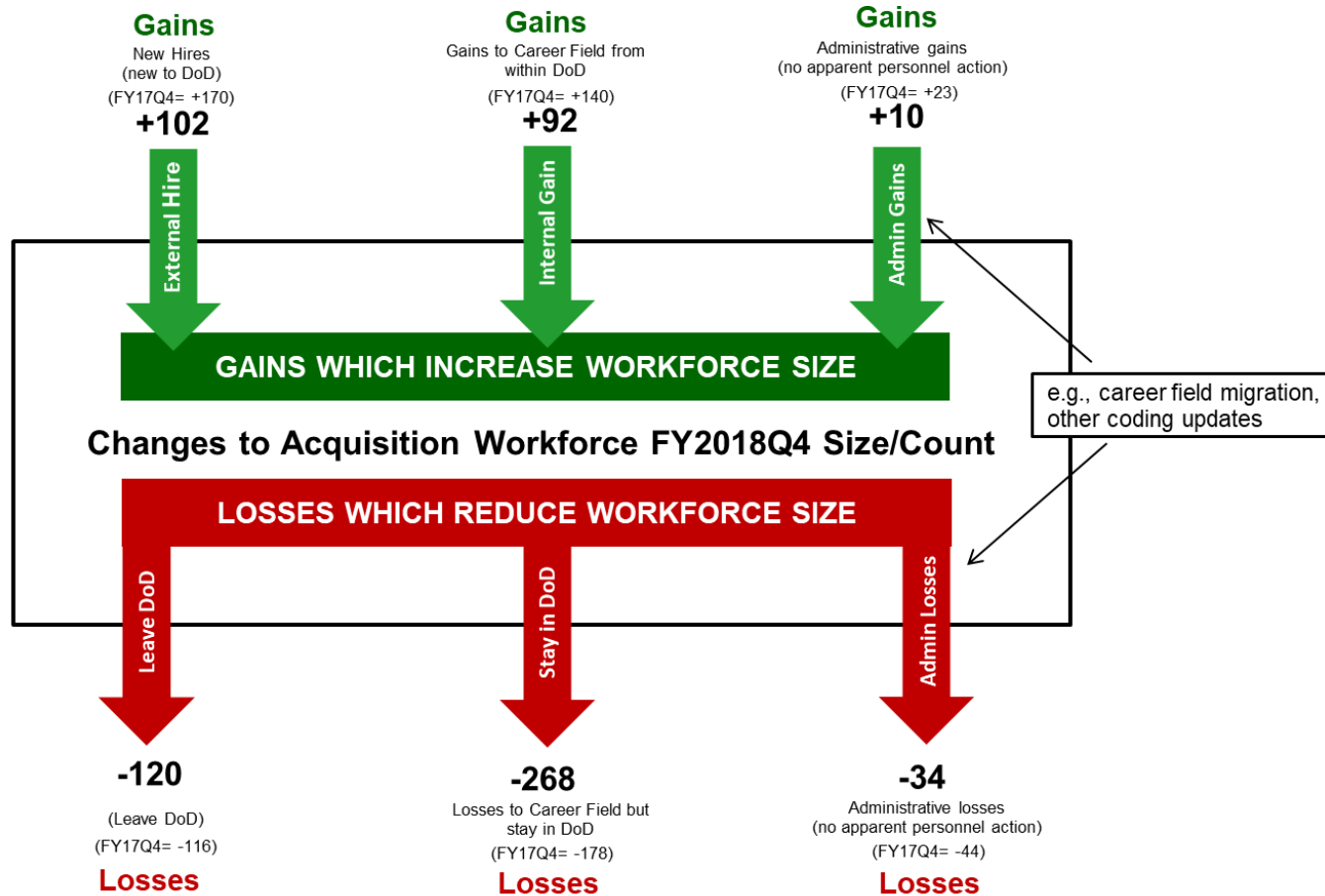
As of 30 Sept 2018



Purchasing 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



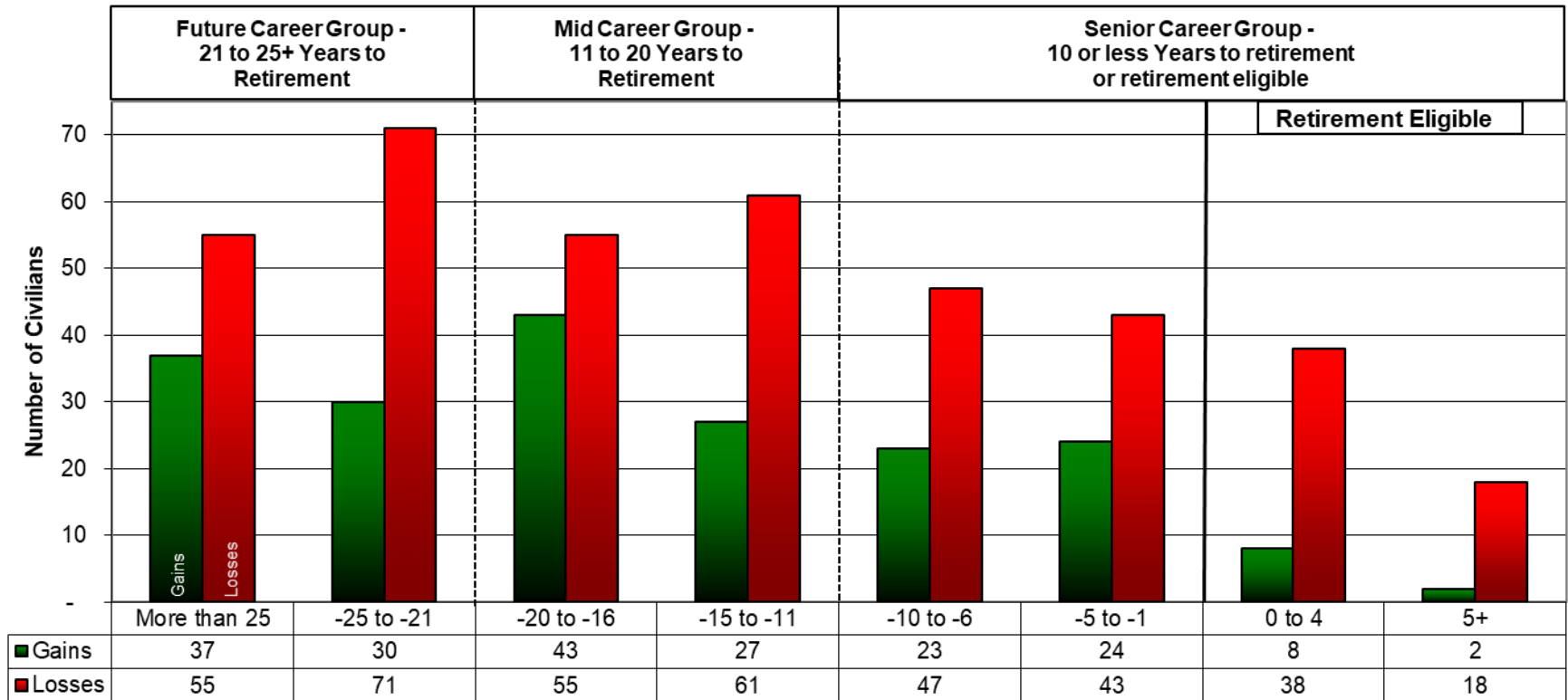


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

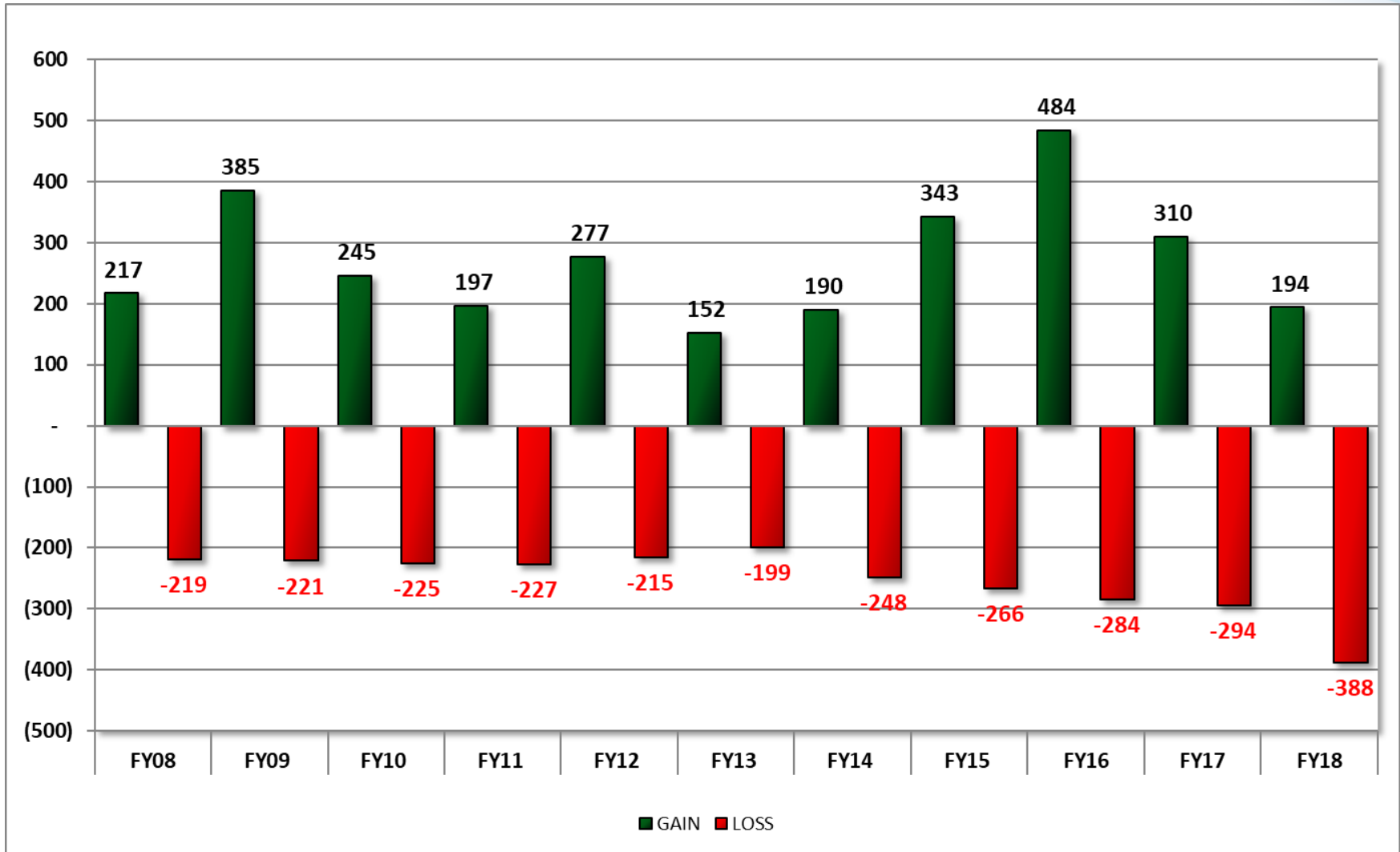


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Purchasing Historical Gains and Losses FY08 – FY18



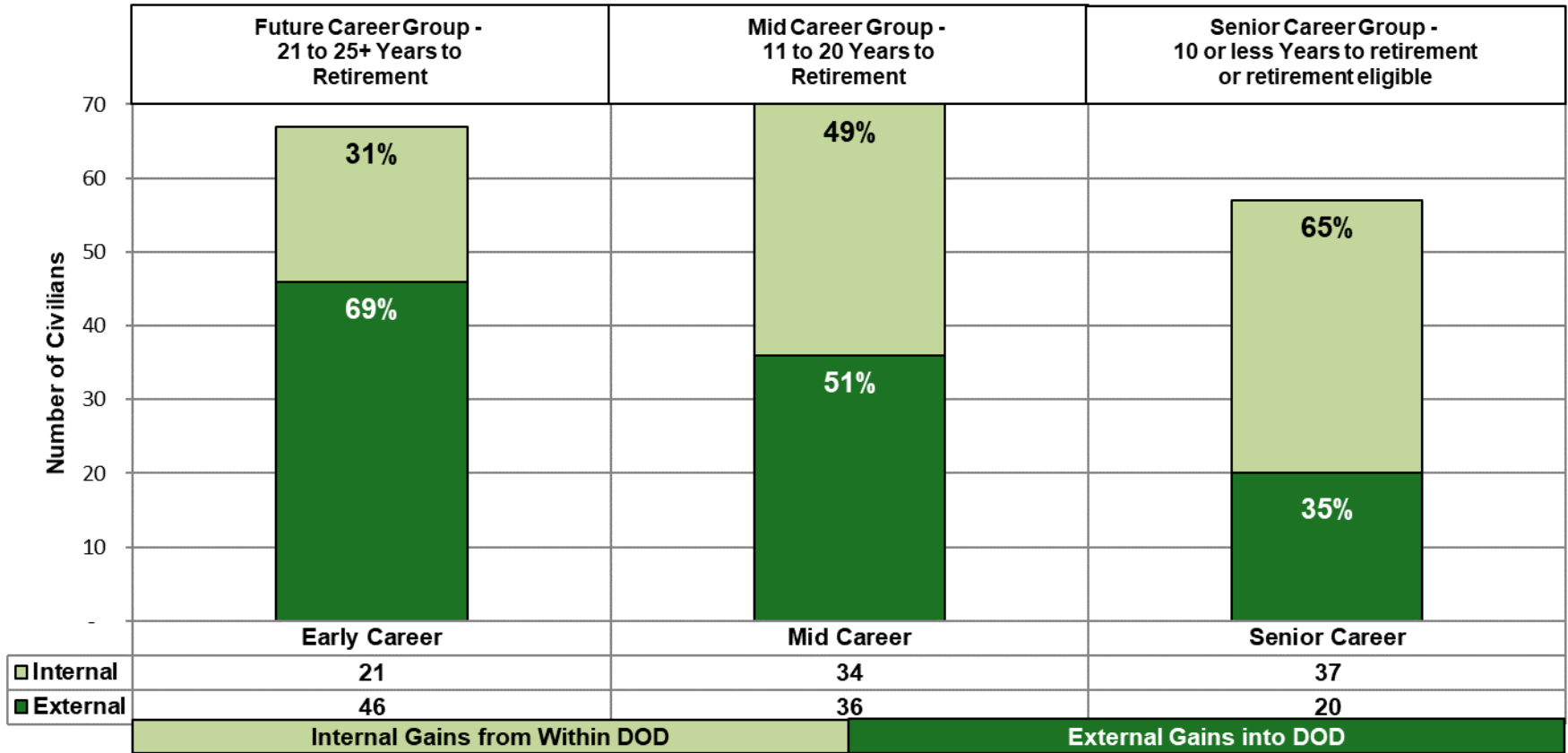
As of 30 Sept 2018



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

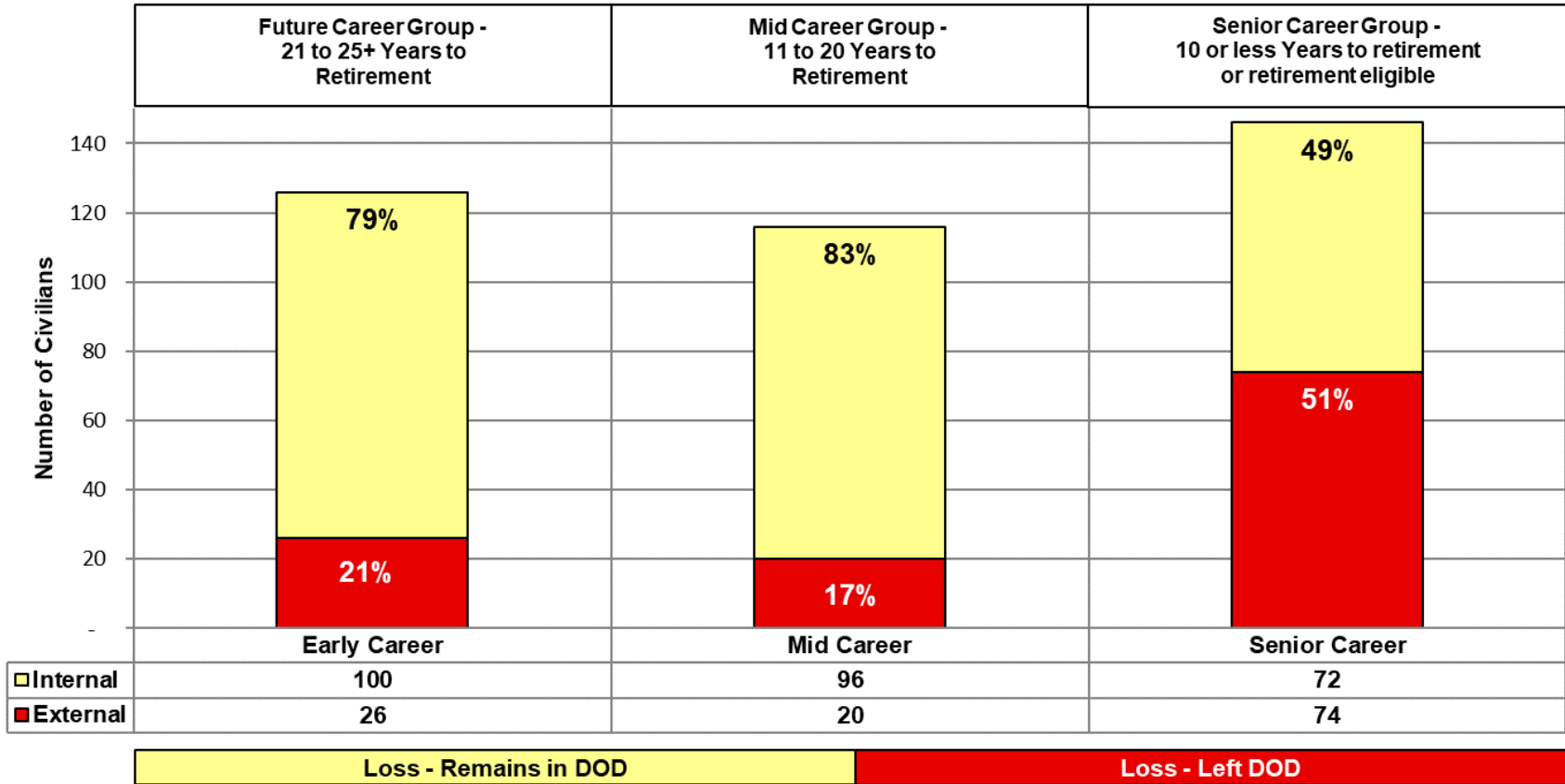


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Losses*

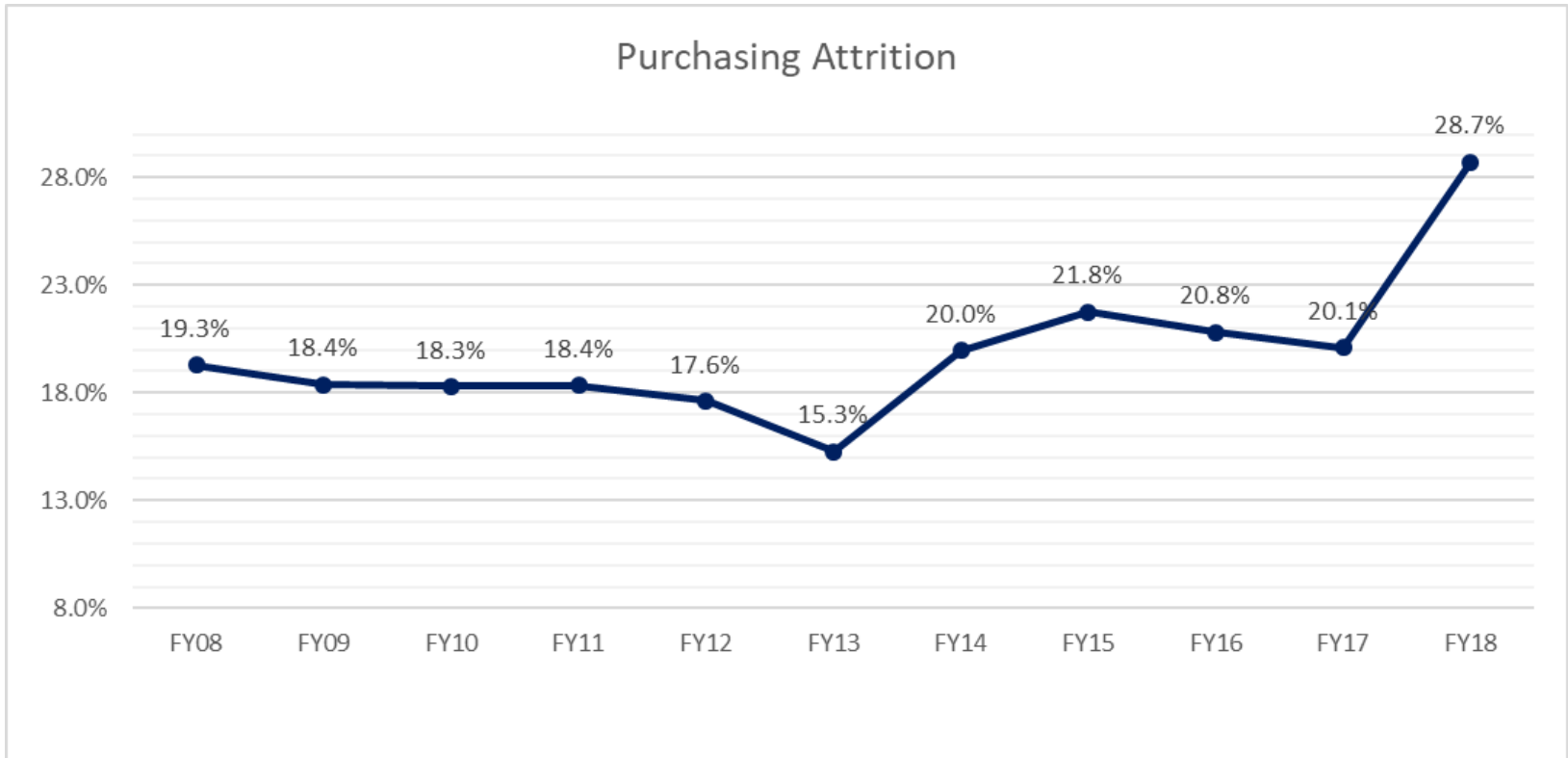


*Does not include administrative losses

As of 30 Sept 2018



Annual Attrition Rates

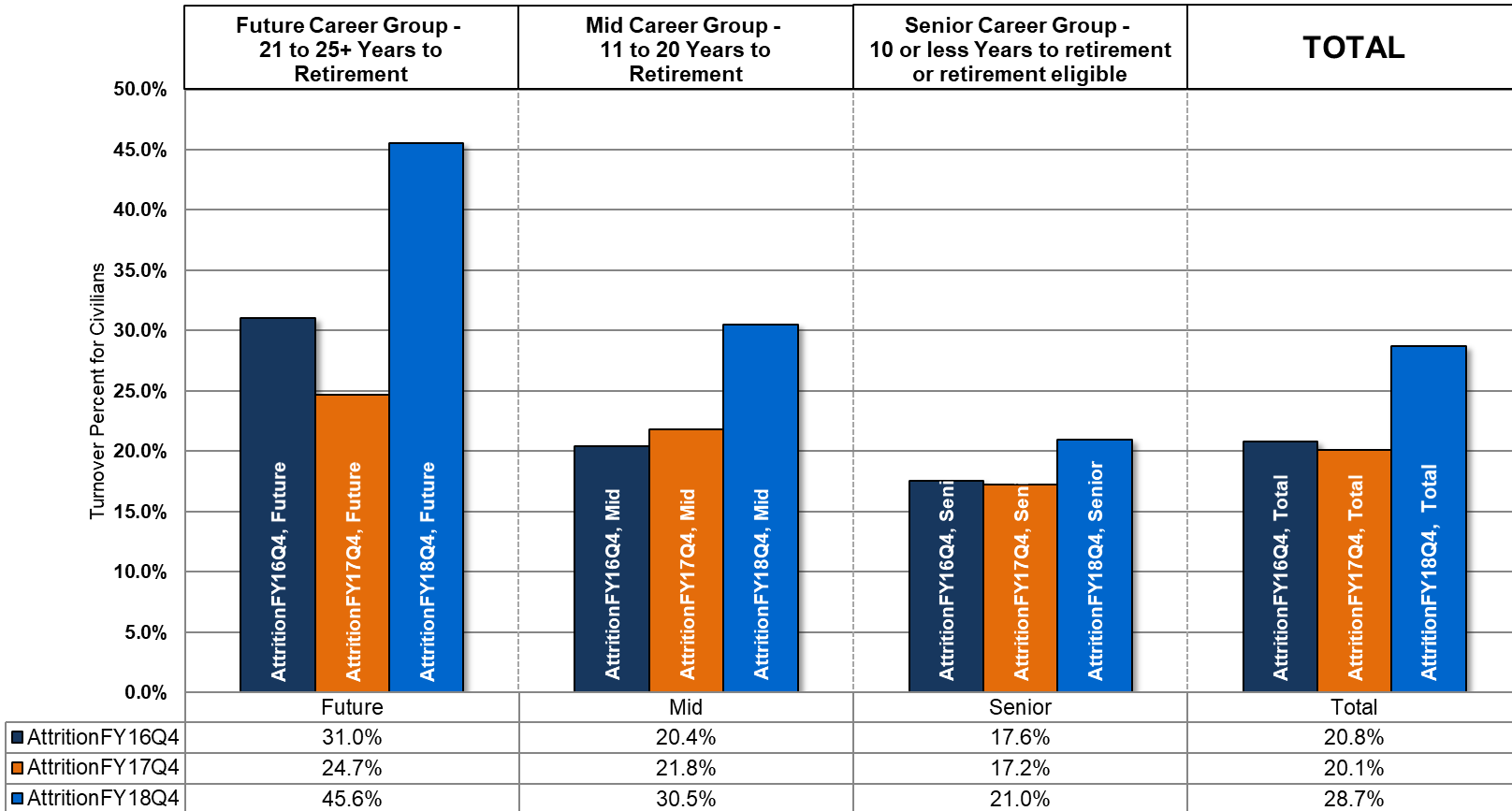


As of 30 Sept 2018



Purchasing Attrition Rates by Career Group

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



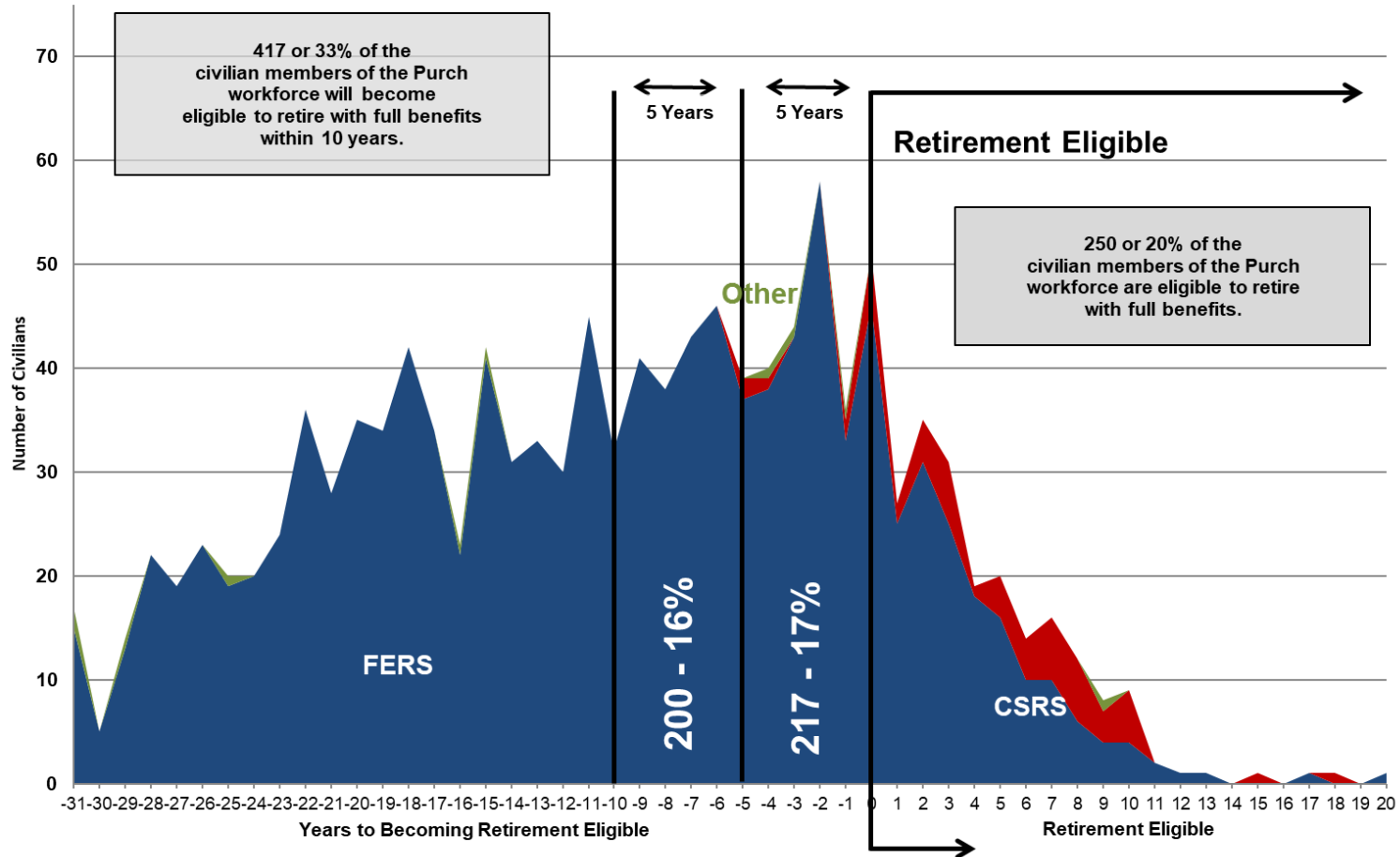


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END