



Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY19Q1 (31 Dec 2018)



Fact Sheet



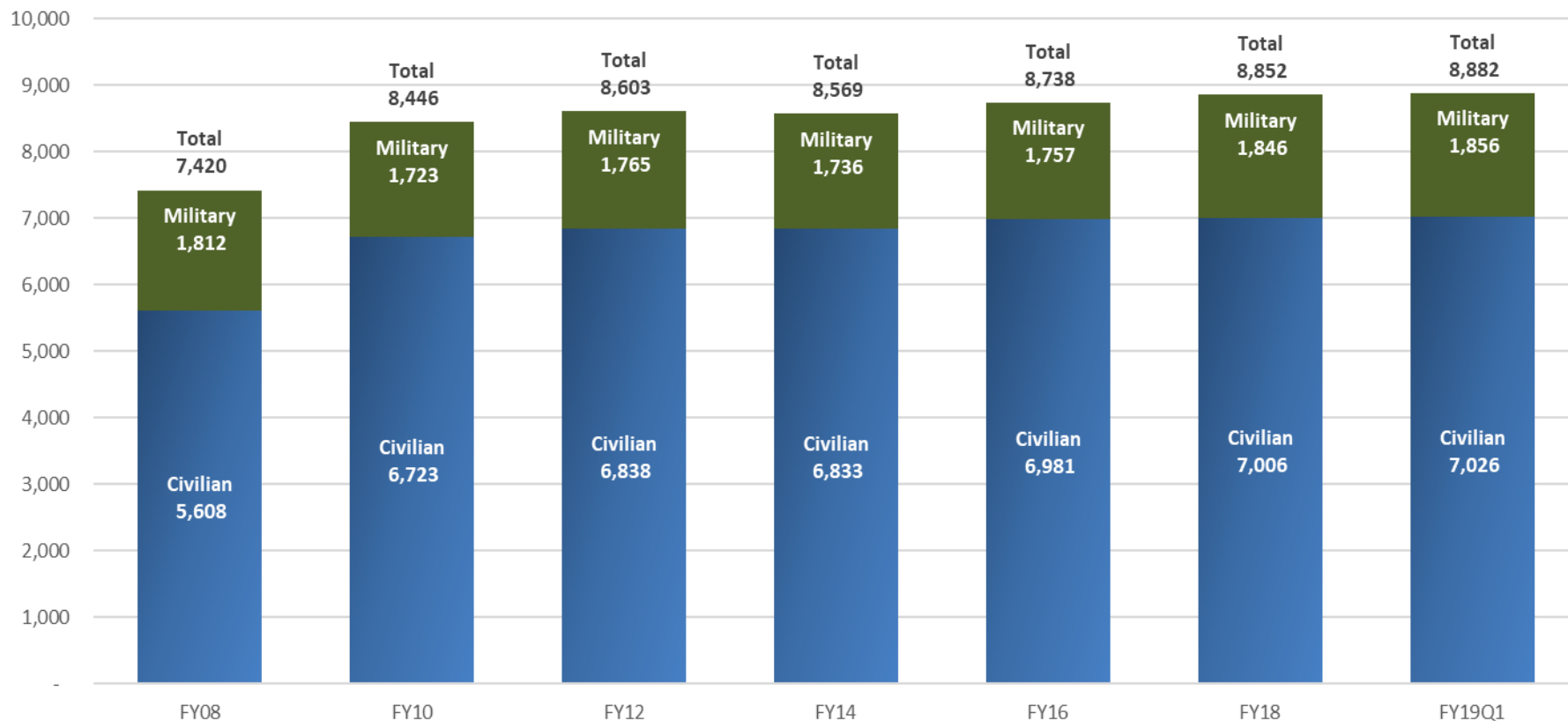
Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2018Q4			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	7,006	1,846	8,852	172,736
Change in size from 2008	-	-	-	-	25%	2%	19%	37%
Civilian/Military Composition	76%	24%	-	88% / 12%	79%	21%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	97%	88%	95%	84%
Graduate Degree	30%	43%	33%	29%	40%	54%	43%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	86%	59%	80%	84%
Level II or Higher Achieved	68%	24%	57%	61%	74%	30%	65%	71%
Level III Achieved	52%	8%	41%	36%	54%	15%	46%	40%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	77%	41%	70%	74%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	20%	50%	26%	23%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	9%	4%	3%
Planning Considerations								
Average Age	44	35	42	46	44	34	42	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	34/22/44(%)	-	-	26/26/48(%)
Average Years of Service	15	11	14	17	15	12	14	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,246(18%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,120(16%)	-	-	25,048(16%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	873/838	-	-	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.



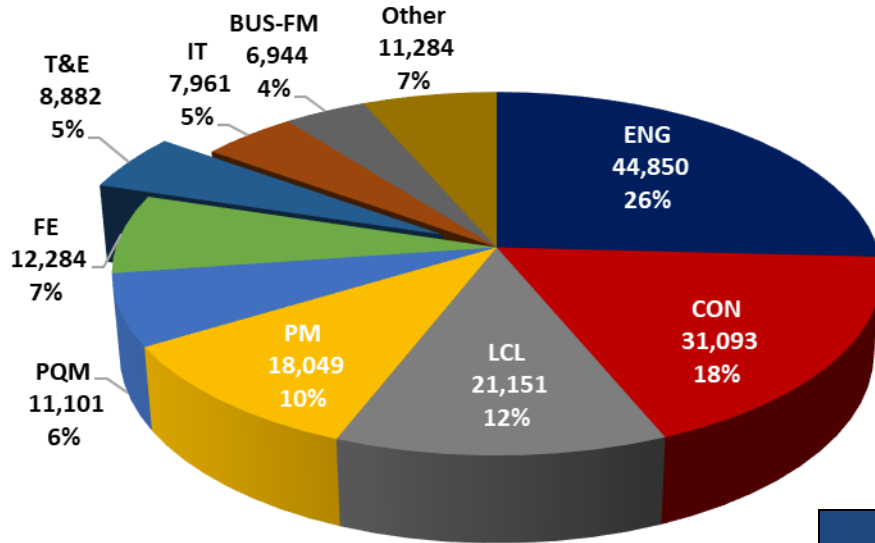
Total Historic Workforce

T&E





AWF by Component and Career Field



FY 2019 Q1	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	%
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%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY19



Test and Evaluation Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1
Navy	2,360	2,877	2,952	3,053	3,239	3,276	3,263
MARINE CORPS	116	123	134	126	133	130	134
AIR FORCE	2,622	2,838	3,033	2,975	3,082	3,184	3,205
ARMY	2,135	2,304	2,116	2,037	1,903	1,909	1,929
MDA	86	201	245	262	257	246	244
DISA	37	47	53	53	53	44	43
TRMC	6	8	12	17	17	16	16
DTRA	11	9	8	6	7	13	13
JCS	-	-	22	18	18	13	13
DAU	6	6	8	7	8	6	6
OSD	3	5	7	6	7	5	6
DHA	-	1	5	4	4	5	5
DCMA	31	20	5	3	8	4	4
DeCA	-	-	-	1	2	1	1
DLA	1	4	3	1	-	-	-
NDU	1	-	-	-	-	-	-
IG	1	-	-	-	-	-	-
4th Estate Other	4	3	-	-	-	-	-
TOTAL	7,420	8,446	8,603	8,569	8,738	8,852	8,882

% Change Since FY08	% Change Since FY18
38%	0%
16%	3%
22%	1%
-10%	1%
184%	-1%
16%	-2%
167%	0%
18%	0%
	0%
0%	0%
100%	20%
	0%
-87%	0%
	0%
-100%	
-100%	
-100%	
-100%	
↑ 20%	↑ 0%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency FY17Q1 – FY19Q1



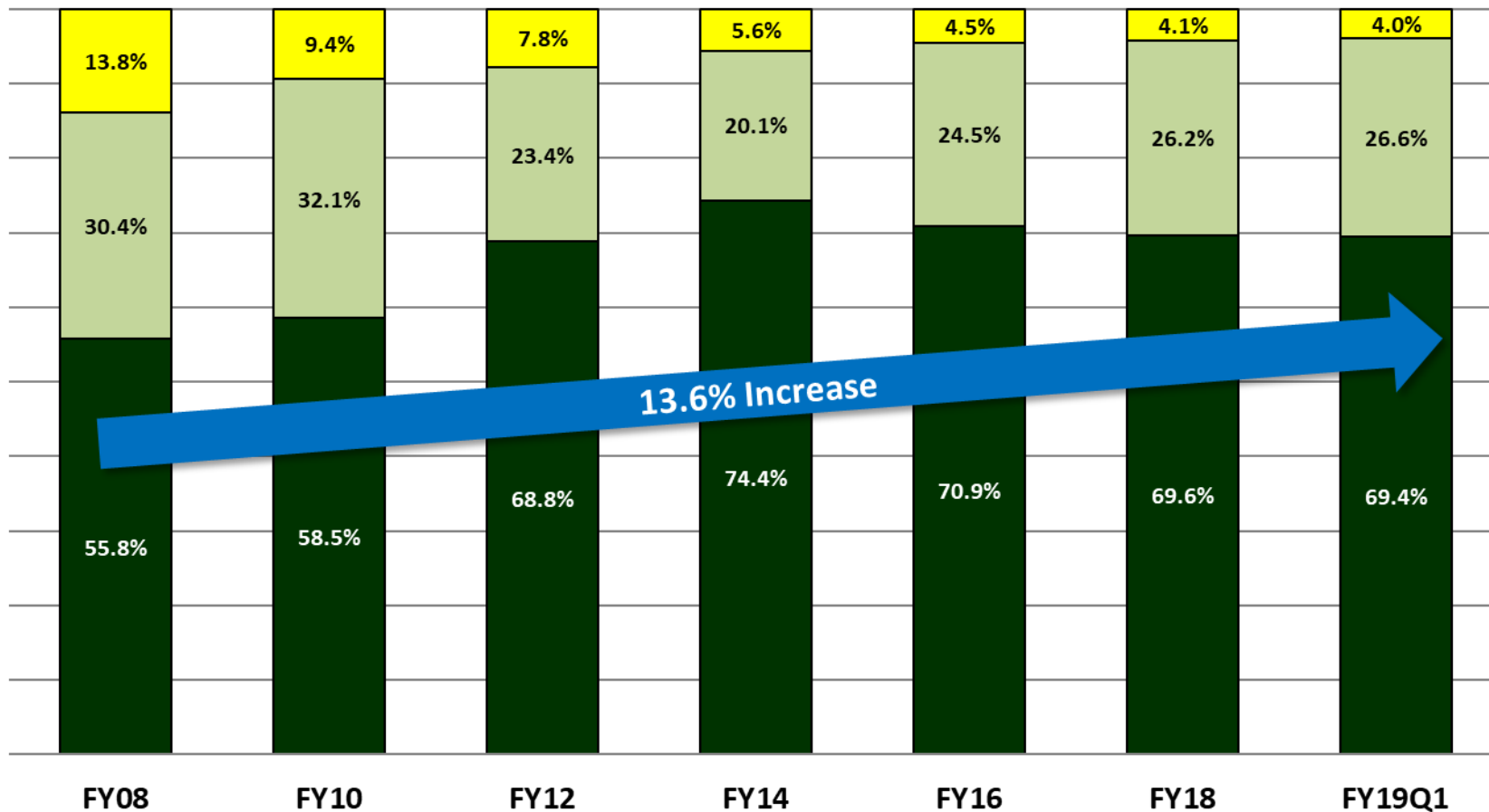
Test and Evaluation Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
Navy	3,227	3,195	3,200	3,227	3,229	3,203	3,214	3,276	3,263	1%
MARINE CORPS	132	139	134	129	128	130	127	130	134	5%
AIR FORCE	3,135	3,147	3,111	3,153	3,170	3,150	3,201	3,184	3,205	1%
ARMY	1,885	1,886	1,870	1,877	1,860	1,861	1,896	1,909	1,929	4%
MDA	260	257	259	257	252	247	247	246	244	-3%
DISA	42	43	53	51	48	50	52	44	43	-10%
TRMC	19	18	18	18	18	17	17	16	16	-11%
DTRA	11	11	11	13	14	15	15	13	13	-7%
JCS	18	18	18	17	15	14	14	13	13	-13%
DAU	8	8	7	7	7	7	7	6	6	-14%
OSD	7	6	6	6	6	7	7	5	6	0%
DHA	3	3	3	4	4	5	5	5	5	25%
DCMA	6	5	4	5	5	4	4	4	4	-20%
DeCA	1	1	1	1	1	1	1	1	1	0%
TOTAL	8,754	8,737	8,695	8,765	8,757	8,711	8,807	8,852	8,882	↑ 1%



Test and Evaluation Historical DAWIA Certification FY08 – FY19



Test and Evaluation



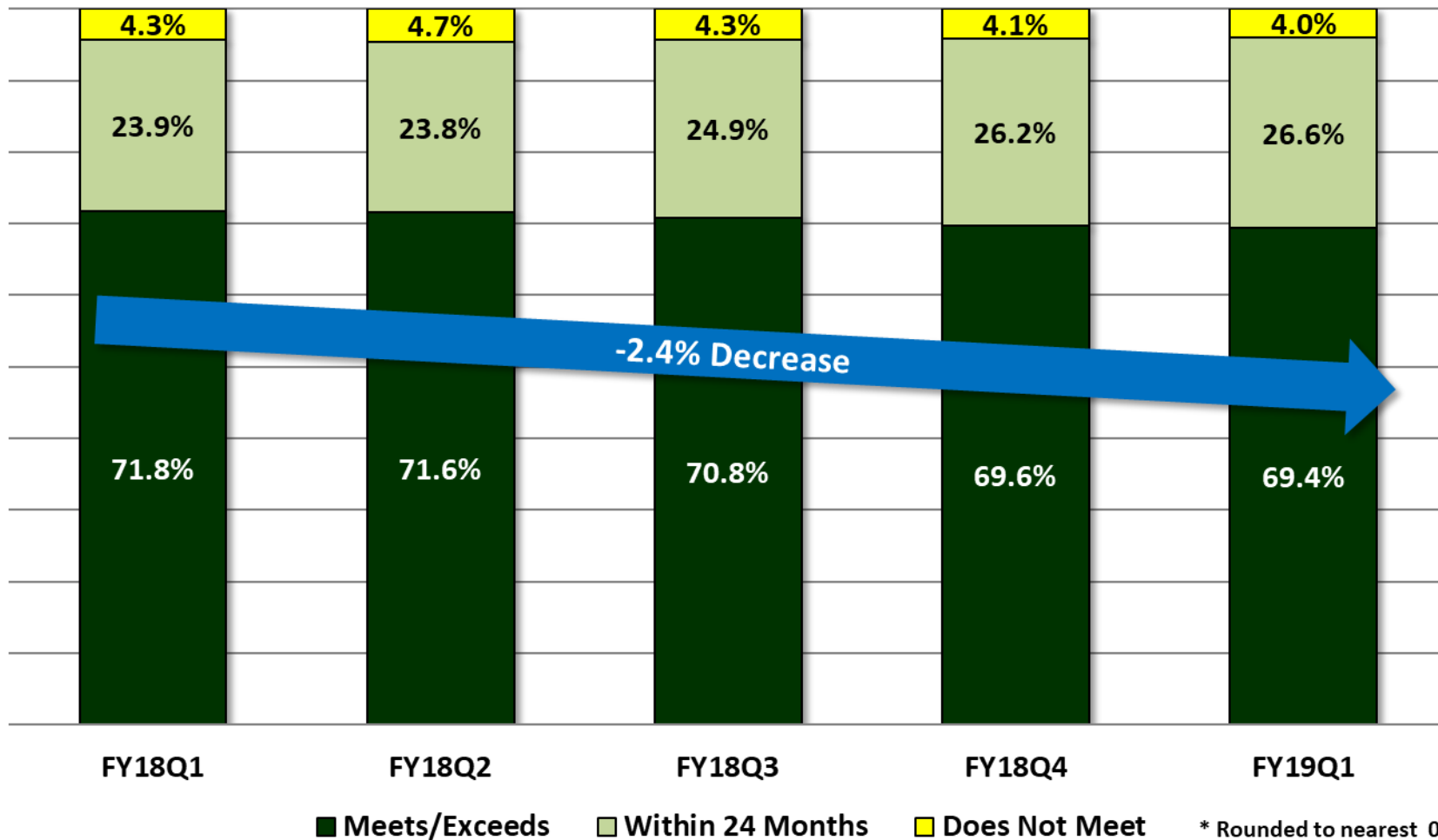
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Test and Evaluation Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



T&E

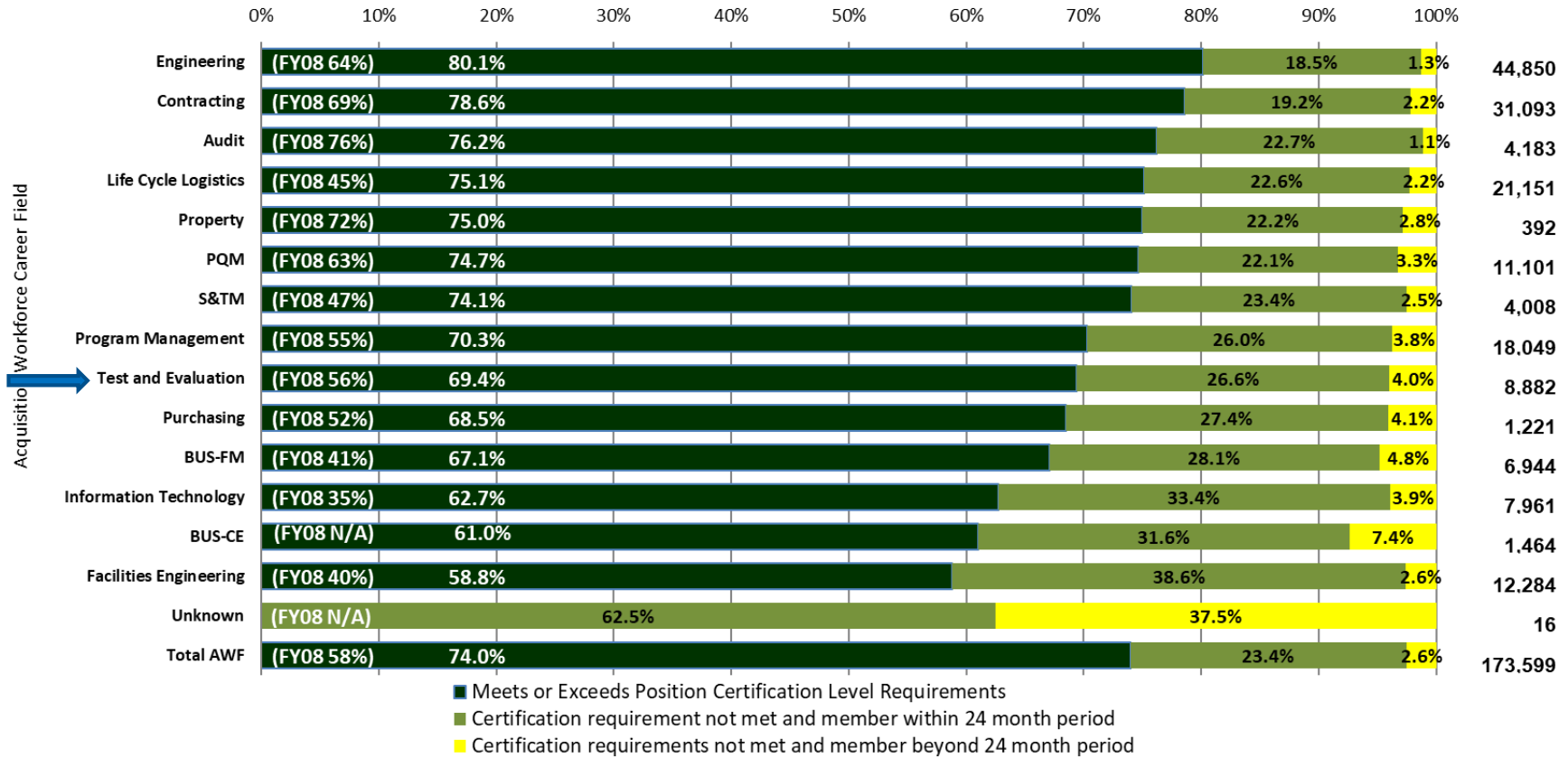


-2.4% Decrease



Test and Evaluation DAWIA Certification by Career Field

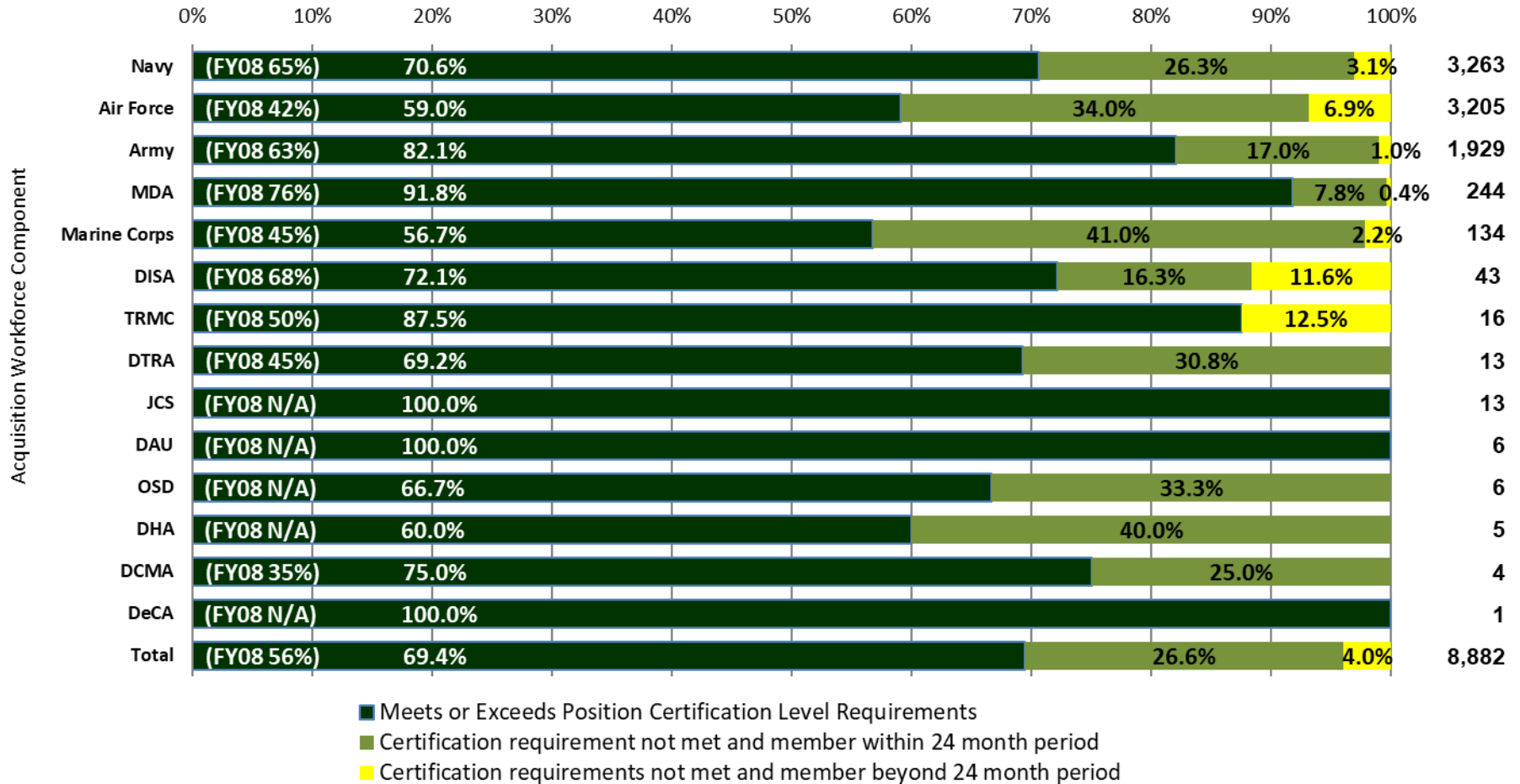
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY19Q1)





Test and Evaluation 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	787	570	132	144	1,633	51.8%
Level II	813	743	1,433	1,392	4,381	64.5%
Level III	171	73	131	2,493	2,868	86.9%
<i>Unspecified</i>	-	-	-	-	-	
FY19Q1 TOTAL	1,771	1,386	1,696	4,029	8,882	69.4%
	19.9%	15.6%	19.1%	45.4%		

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%	
Test and Ev	6,164	69.4%	9 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	846	764	23	1,633	18.4%
Level II	2,825	1,288	268	4,381	49.3%
Level III	2,493	313	62	2,868	32.3%
<i>Unspecified</i>	-	-	-	-	0.0%
Test and Evaluation TOTAL	6,164	2,365	353	8,882	
	69.4%	26.6%	4.0%		

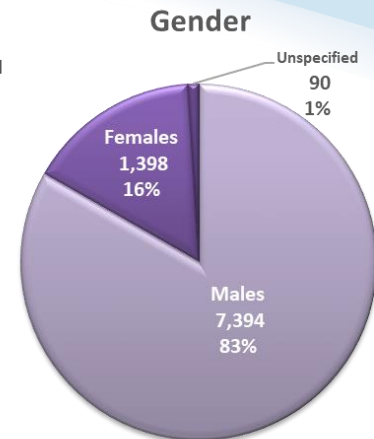
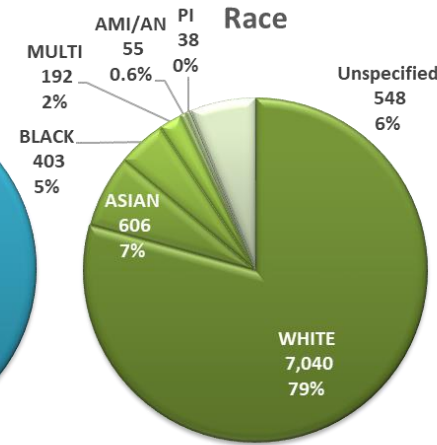
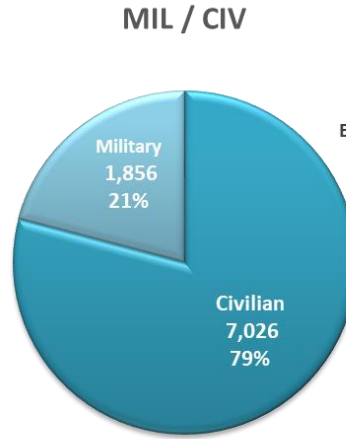
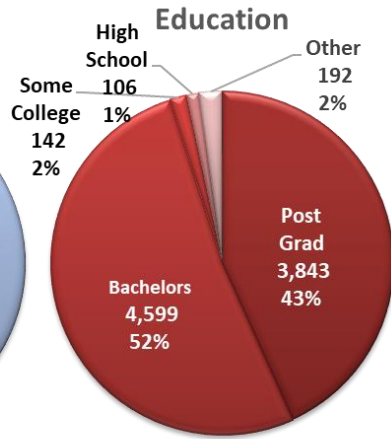
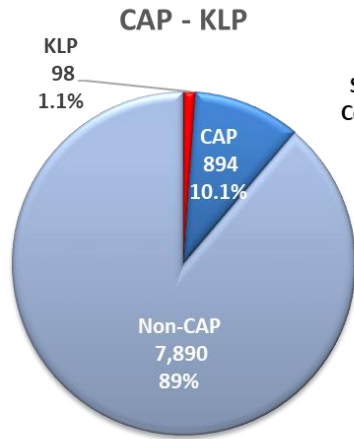
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



T & E Demographics



Occupied Position Type	T&E		Entire DAW	
Key Leadership Positions (KLPs)	98	1.1%	1,263	0.7%
Critical Acquisition Positions (CAPs) *	894	10.1%	16,612	9.6%
Non-CAP Positions	7,890	88.8%	155,724	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	8,882		173,599	

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

Highest Level of Education	T&E		Entire DAW	
Post Grad	3,843	43.3%	69,463	40.0%
Bachelors	4,599	51.8%	76,804	44.2%
Some College	142	1.6%	12,063	6.9%
High School	106	1.2%	12,639	7.3%
Other	192	2.2%	2,630	1.5%
TOTAL	8,882		173,599	

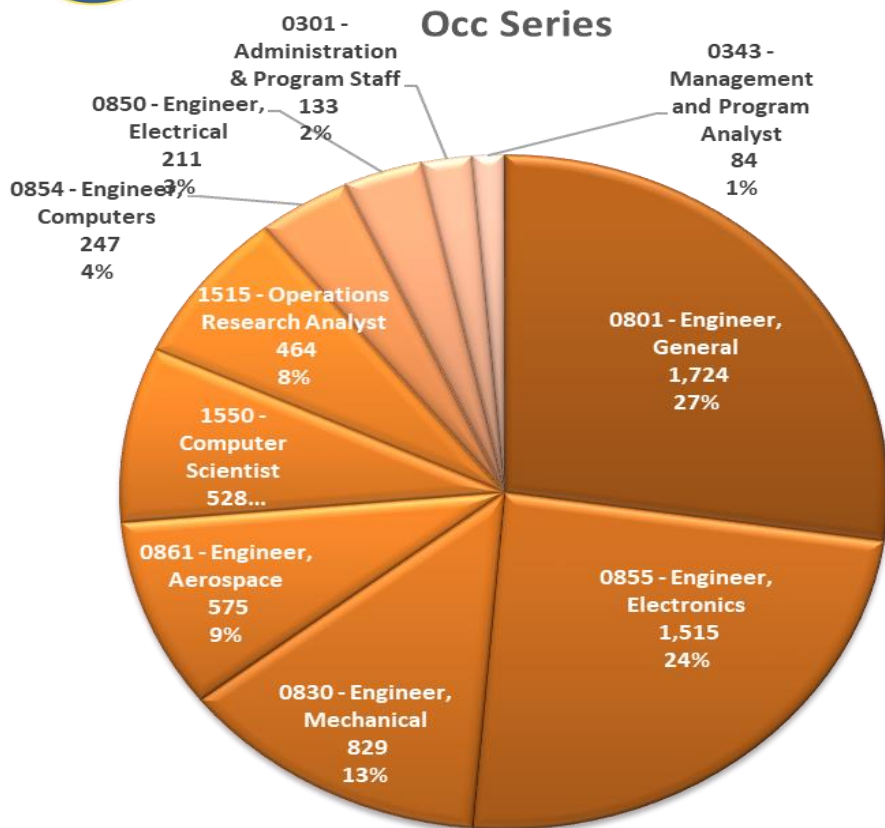
Military / Civilian	T&E		Entire DAW	
Civilian	7,026	79.1%	158,067	91.1%
Military	1,856	20.9%	15,532	8.9%
TOTAL	8,882		173,599	

Race	T&E		Entire DAW	
WHITE	7,040	79.3%	126,779	73.0%
ASIAN	606	6.8%	20,843	12.0%
BLACK	403	4.5%	11,892	6.9%
MULTI	192	2.2%	4,832	2.8%
AMI/AN	55	0.6%	1,110	0.6%
PI	38	0.4%	879	0.5%
Unspecified	548	6.2%	7,264	4.2%
TOTAL	8,882		173,599	

Gender	T&E		Entire DAW	
Males	7,394	83.2%	121,434	70.0%
Females	1,398	15.7%	50,076	28.8%
Unspecified	90	1.0%	2,089	1.2%
TOTAL	8,882		173,599	



T & E Size by Occupational Series



Civilian Occupational Series	T&E	
0801 - Engineer, General	1,724	24.5%
0855 - Engineer, Electronics	1,515	21.6%
0830 - Engineer, Mechanical	829	11.8%
0861 - Engineer, Aerospace	575	8.2%
1550 - Computer Scientist	528	7.5%
1515 - Operations Research Analyst	464	6.6%
0854 - Engineer, Computers	247	3.5%
0850 - Engineer, Electrical	211	3.0%
0301 - Administration & Program Staff	133	1.9%
0343 - Management and Program Analyst	84	1.2%
Other	637	9.1%
TOTAL CIVILIAN	7,026	Civilians

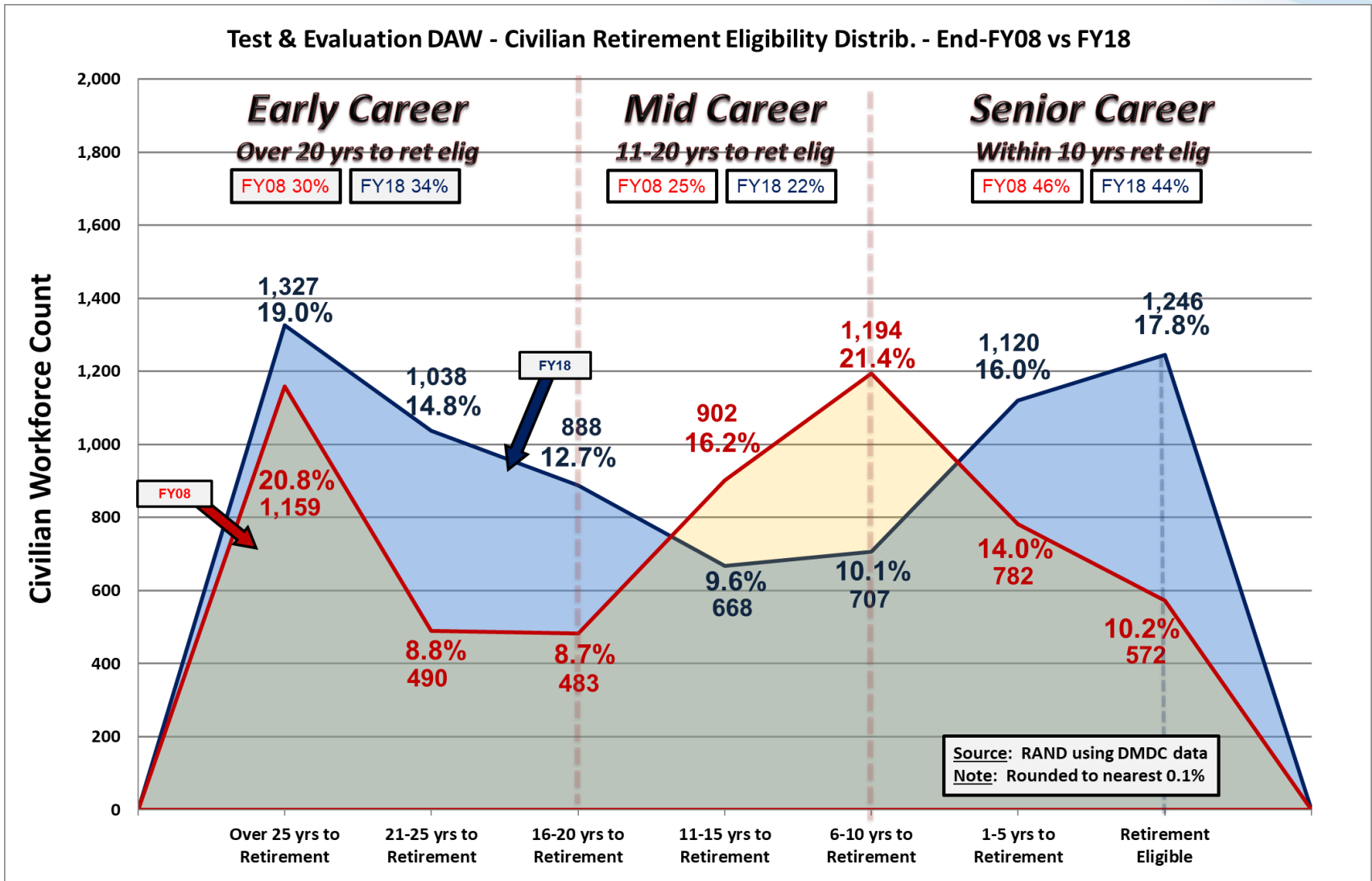


RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY18



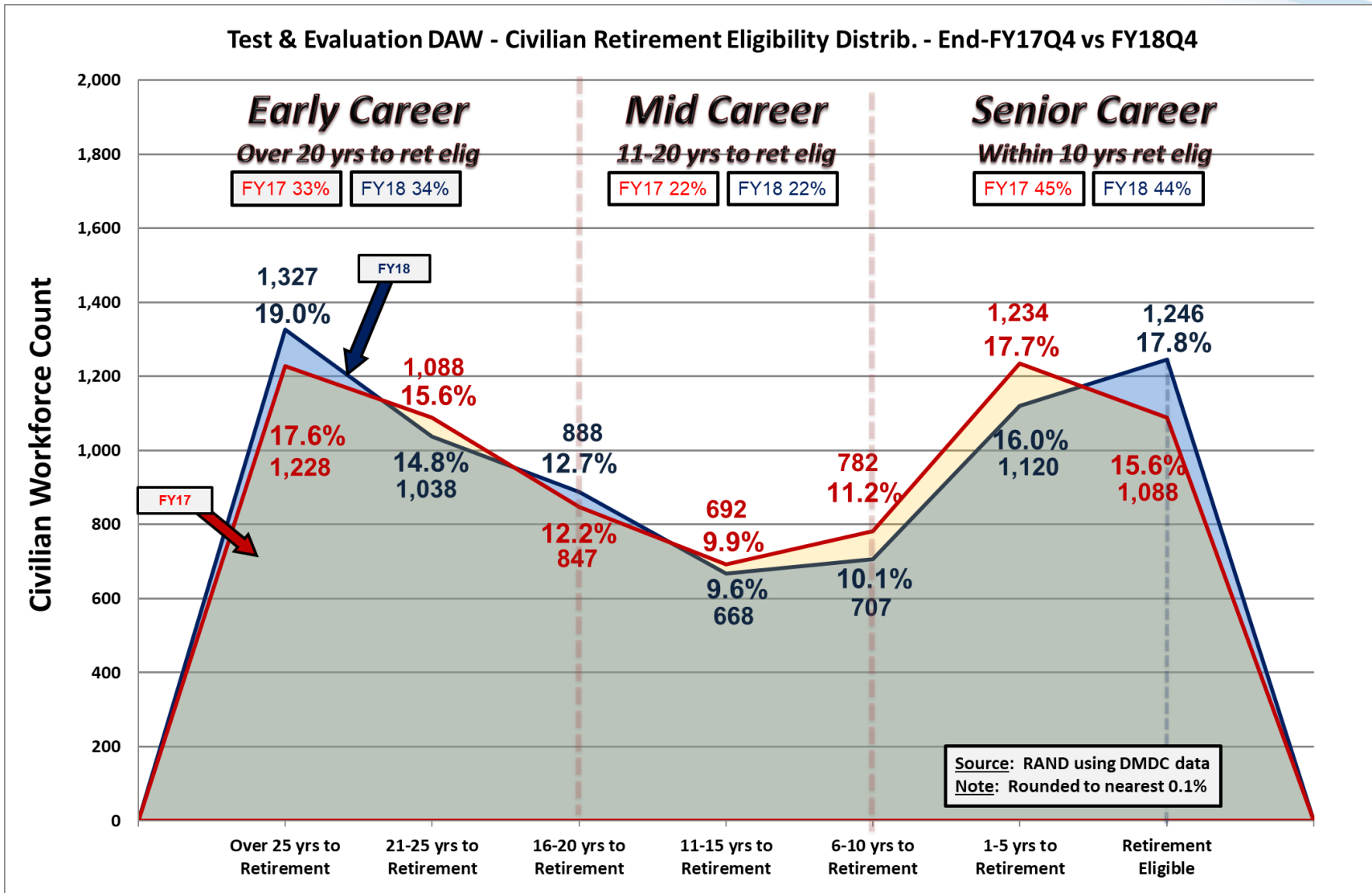
Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY18

Test & Evaluation DAW - Civilian Retirement Eligibility Distrib. - End-FY08 vs FY18





Test and Evaluation Civilian Retirement Eligibility Distribution (1 yr) – FY17Q4 / FY18Q4



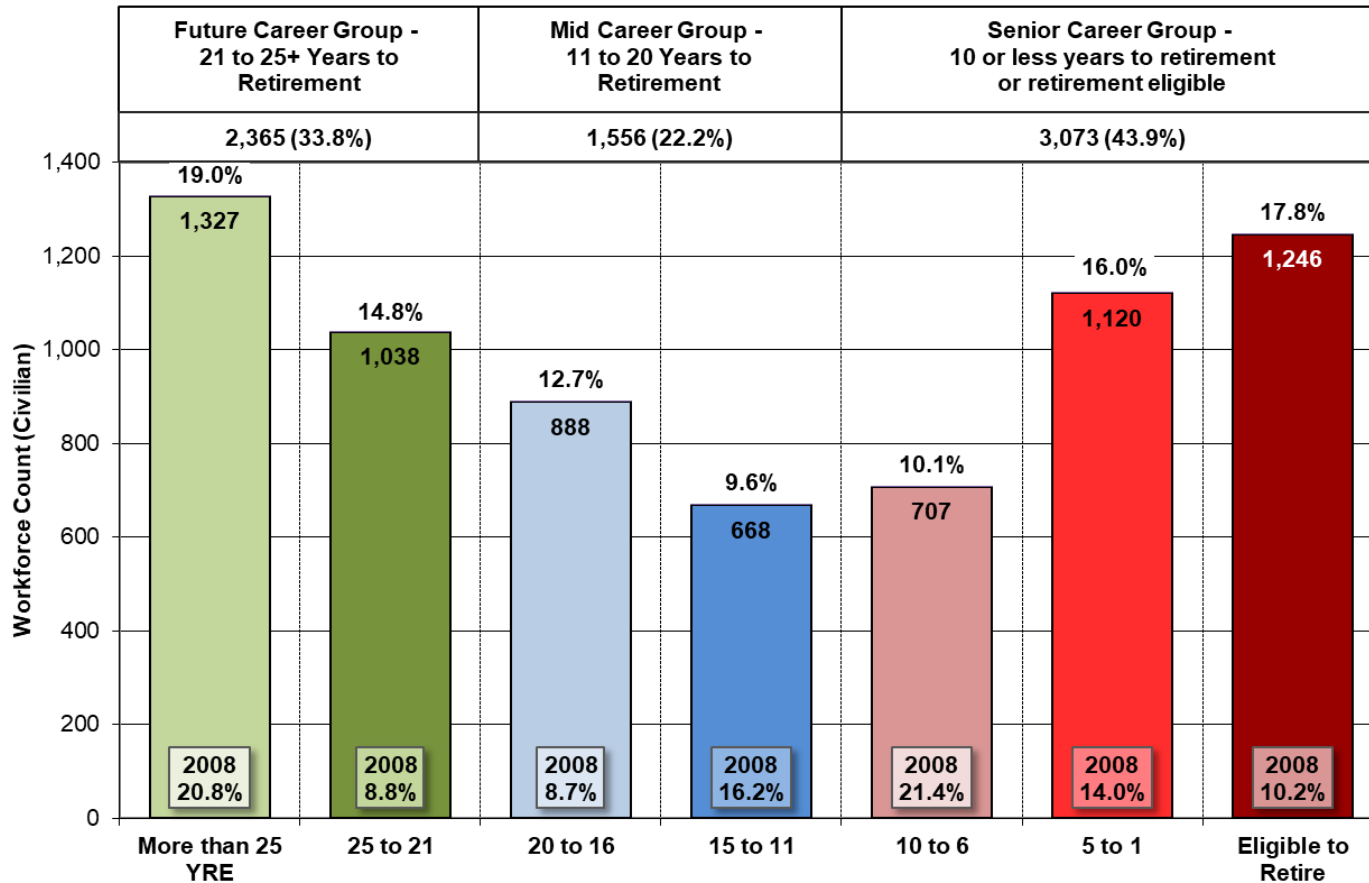
As of 30 Sept 2018



Test and Evaluation Workforce Lifecycle Model by YRE



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



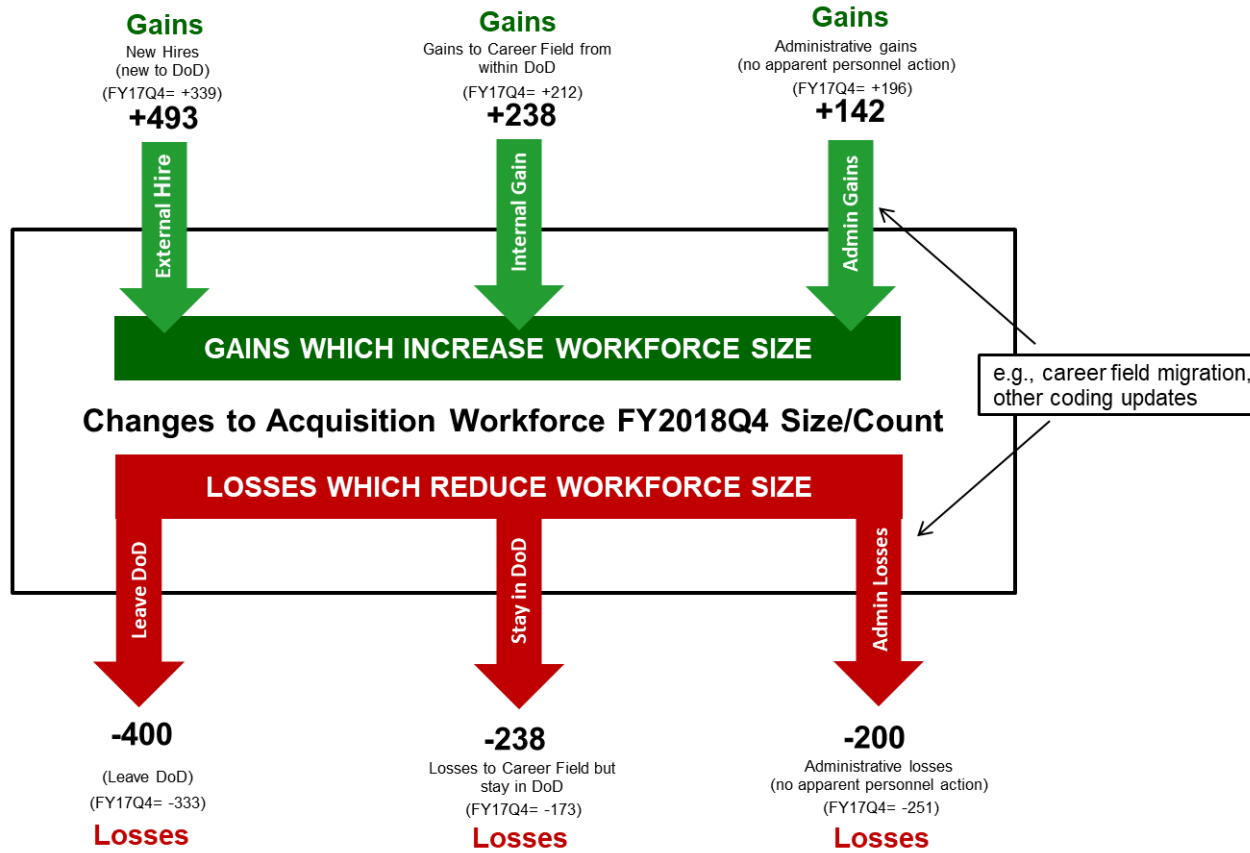
As of 30 Sept 2018



Test and Evaluation 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



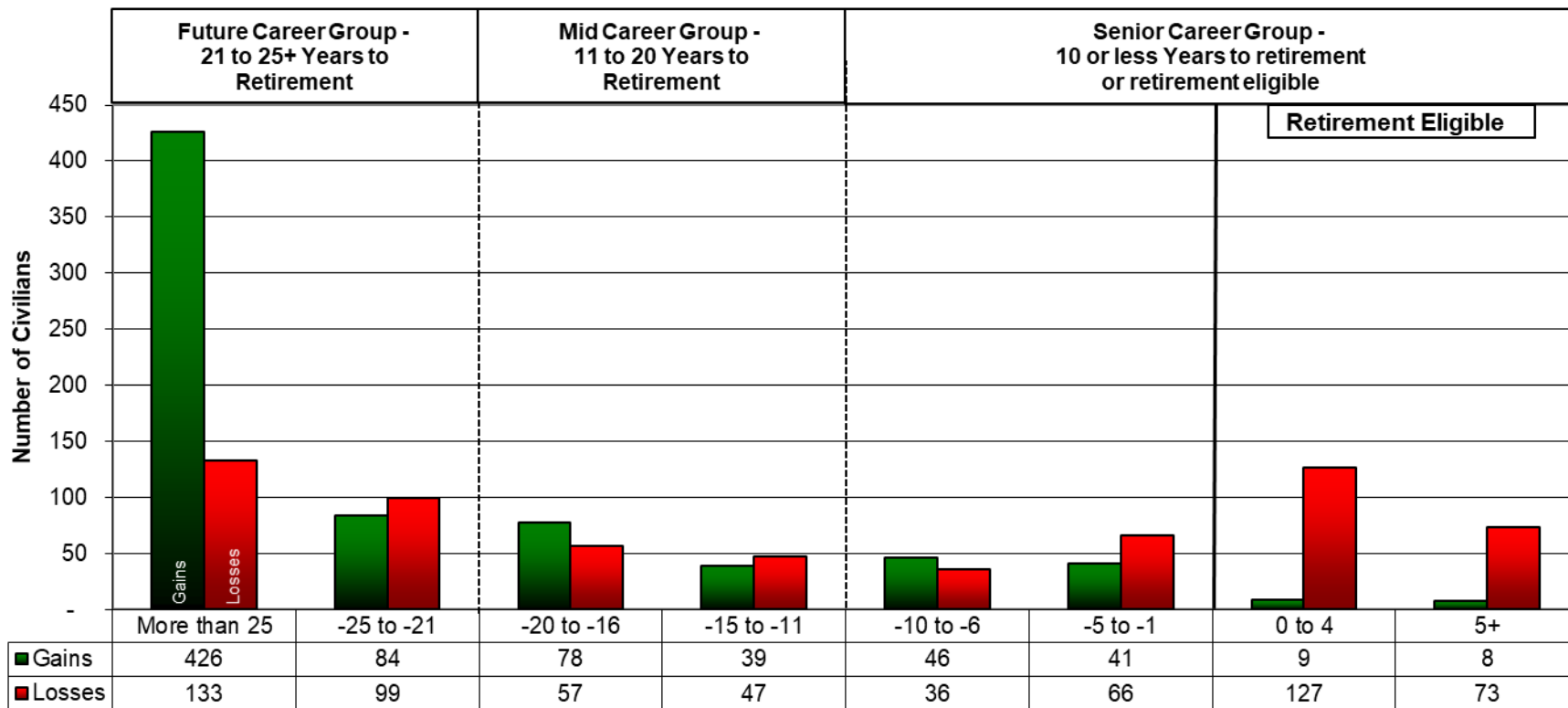


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

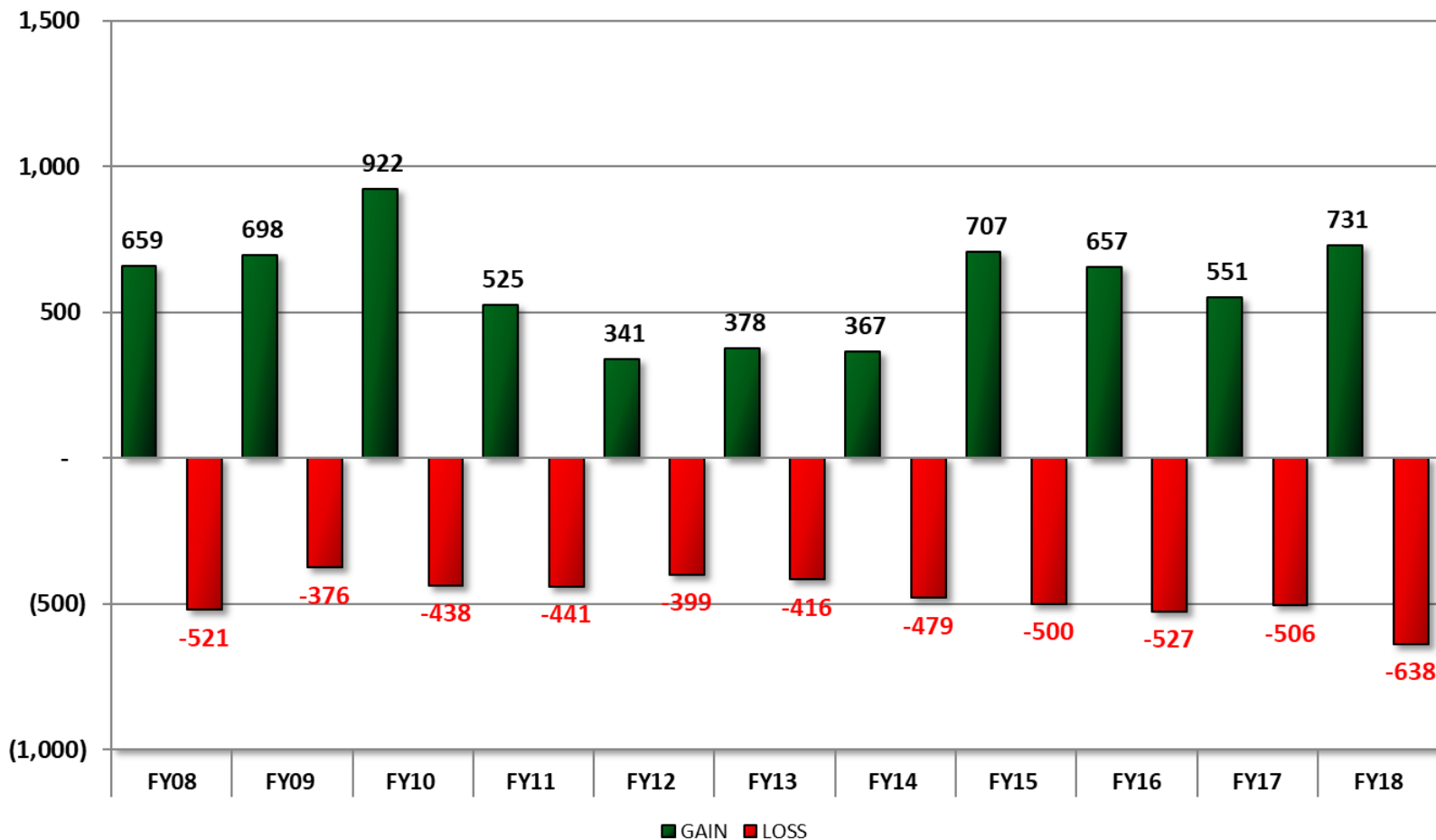


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY18



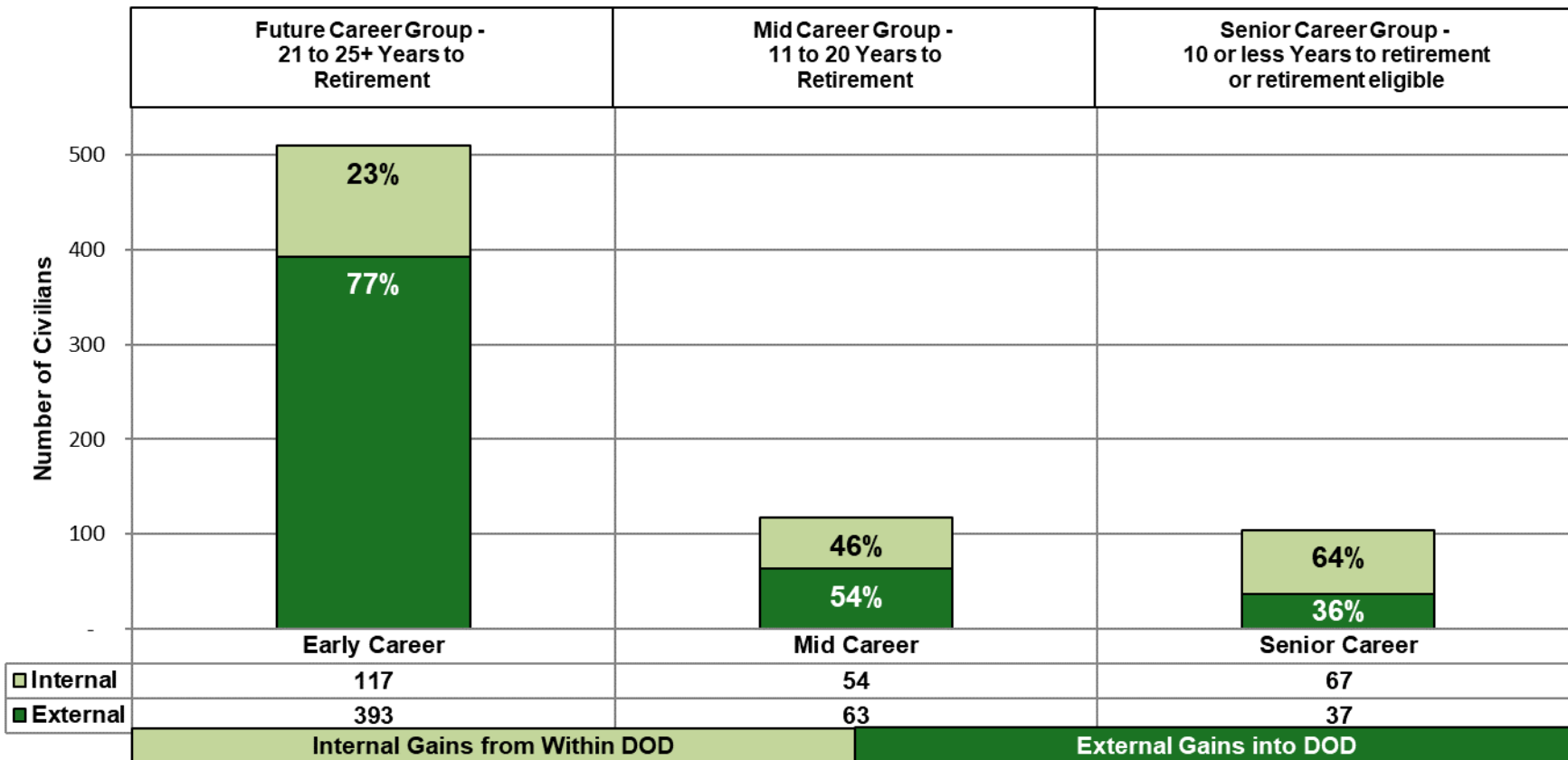
As of 30 Sept 2018



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



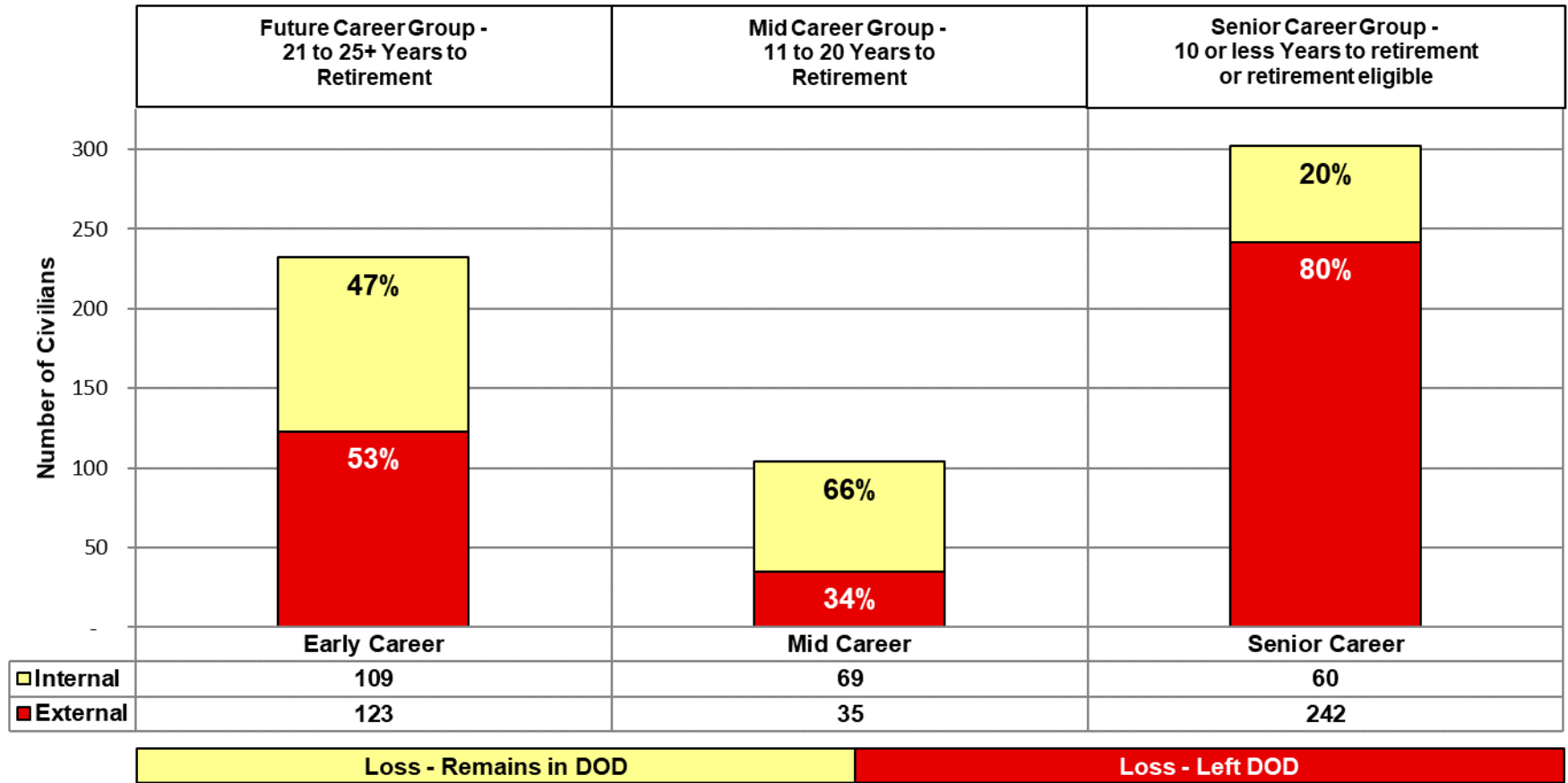
*Does not include administrative gains



Test and Evaluation Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian)

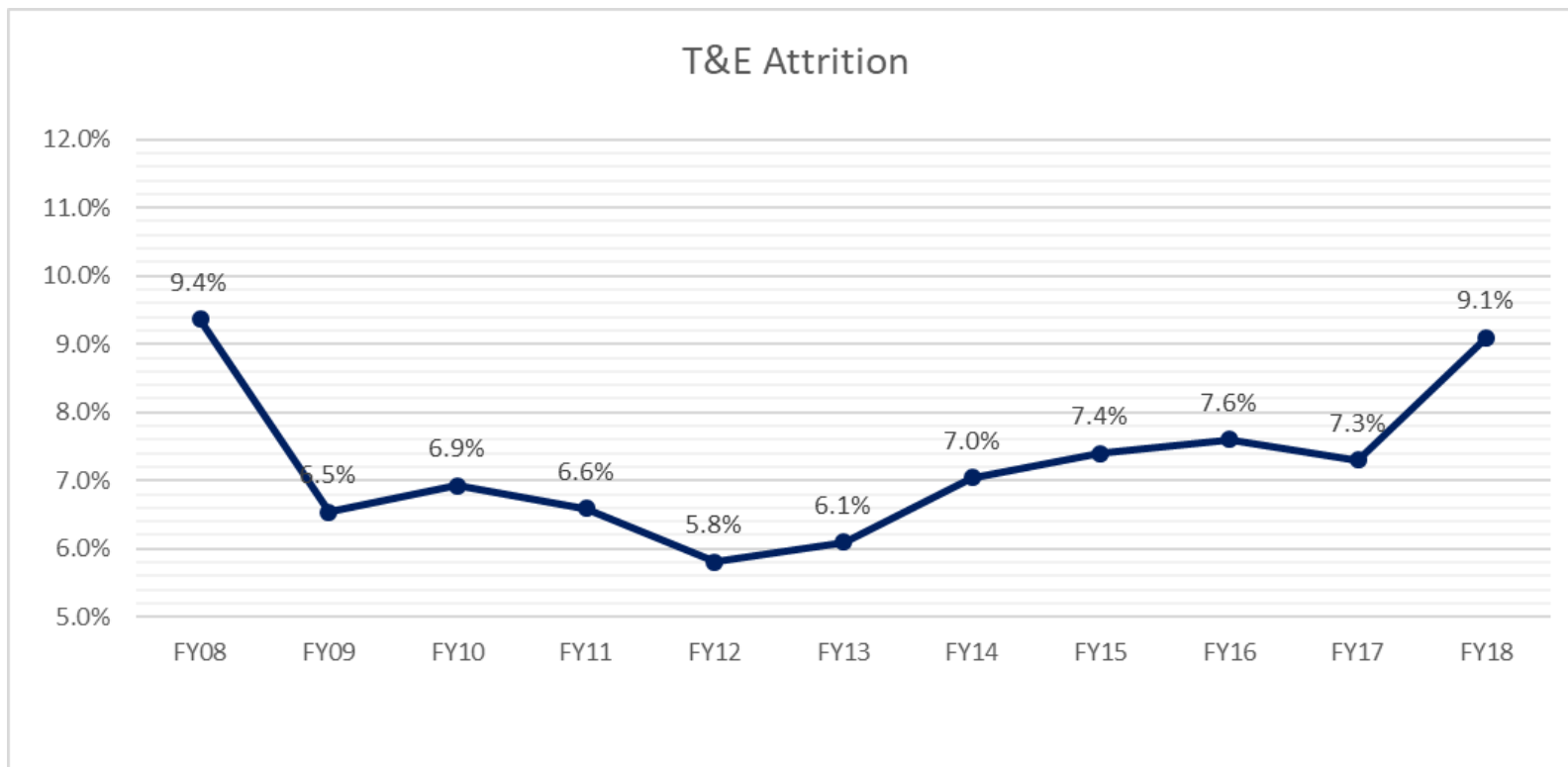
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



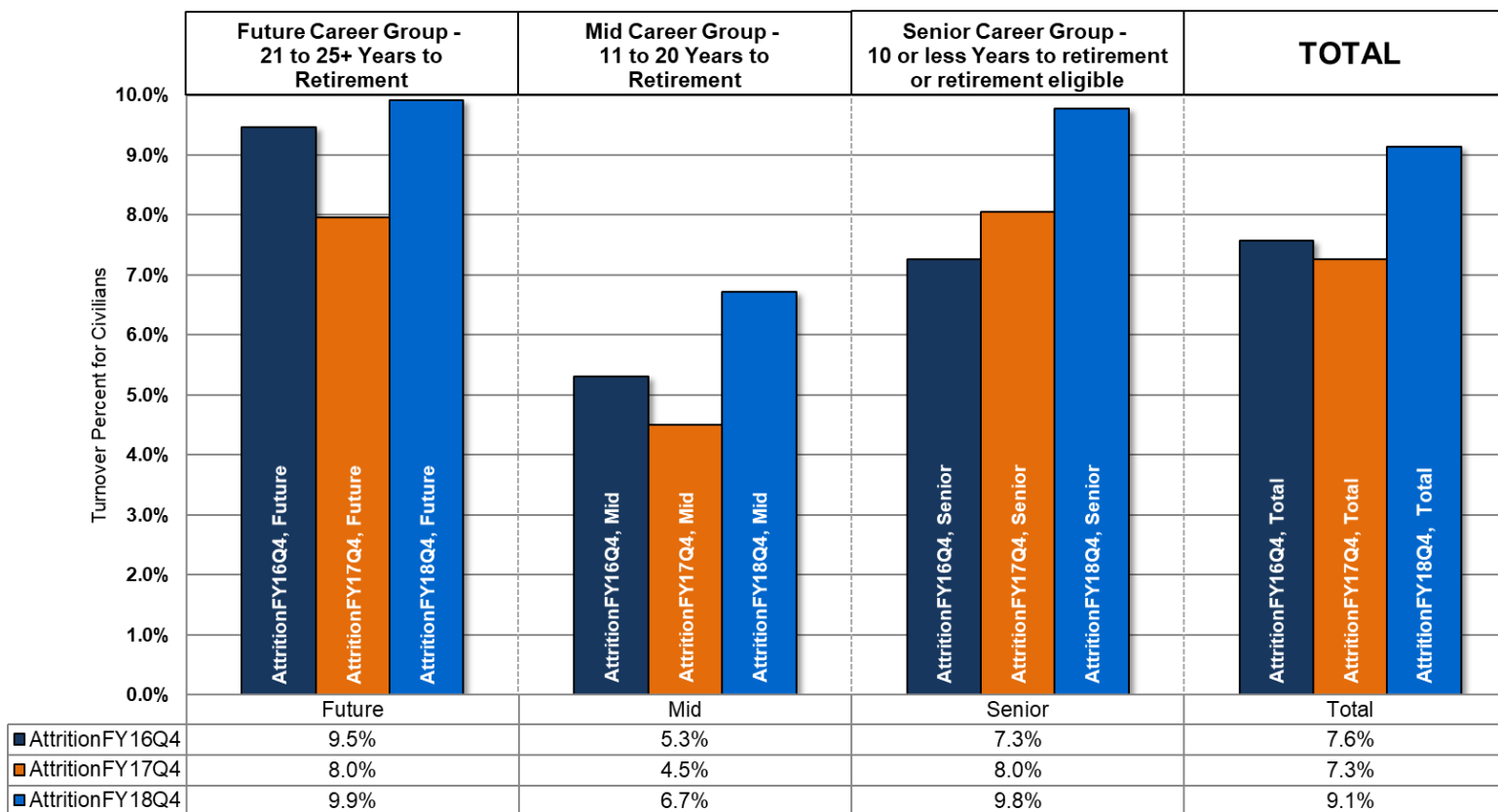
Annual Attrition Rates





Test and Evaluation Attrition Rates by Career Group

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



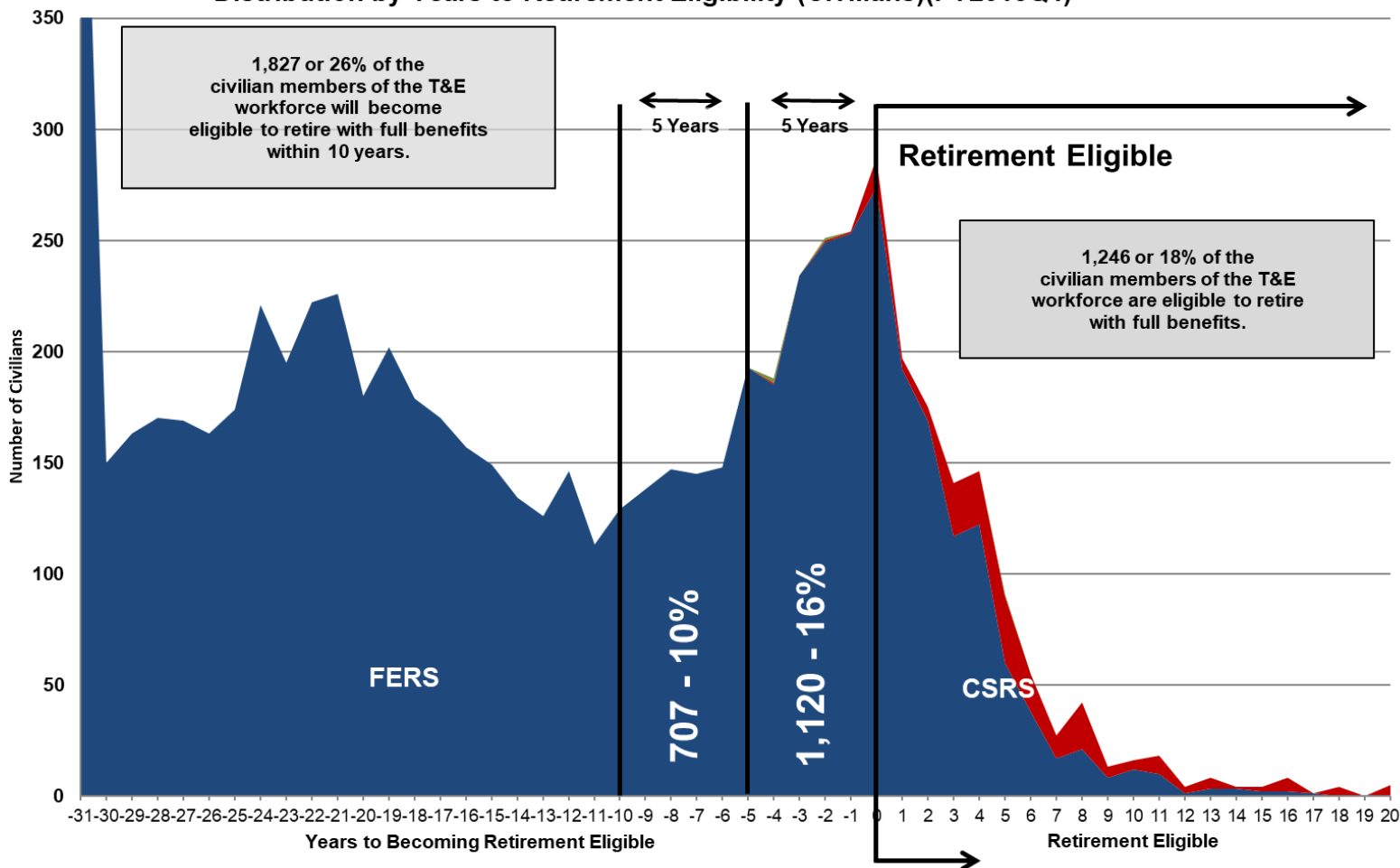


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



END