



# Defense Acquisition Workforce Key Information

Audit

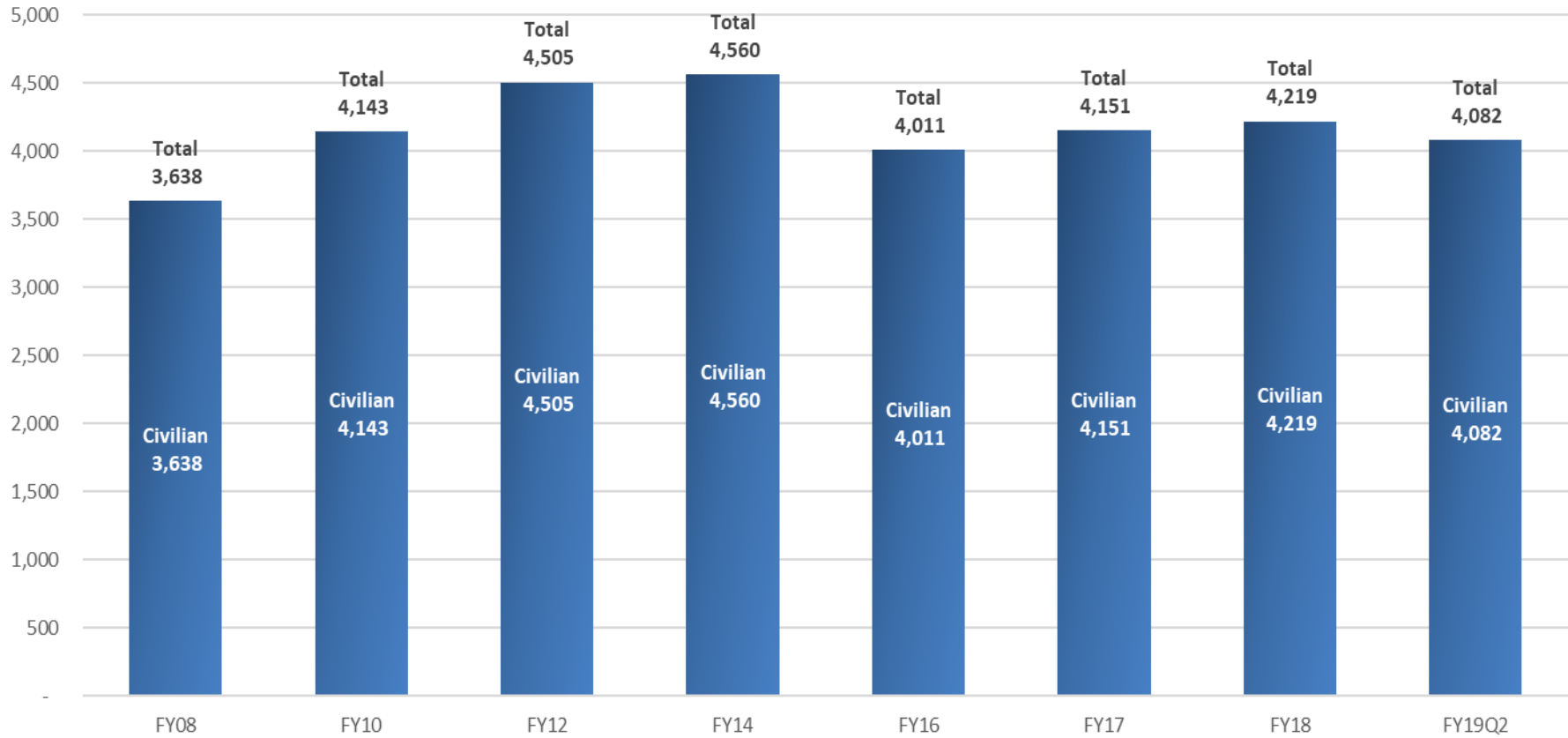
As of FY19Q2 (31 March 2019)



# Total Workforce

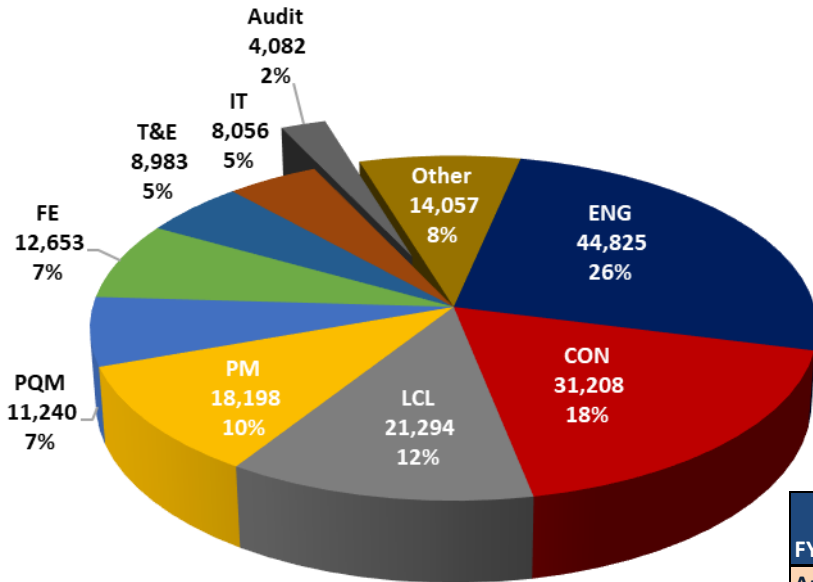


## Auditing





# AWF by Component and Career Field



FY 2019 Q2	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,082	4,082	2.3%
Business - CE	254	555	35	517	92	1,453	0.8%
Business - FM	1,775	2,194	179	2,218	604	6,970	4.0%
Contracting	8,045	6,250	538	8,170	8,205	31,208	17.9%
Engineering	9,094	23,608	325	9,652	2,146	44,825	25.7%
Facilities Engineering	5,954	5,871	32	701	95	12,653	7.2%
Information Technology	1,860	3,477	226	1,422	1,071	8,056	4.6%
Life Cycle Logistics	6,941	6,451	705	3,762	3,435	21,294	12.2%
Production, Quality and Man	1,368	3,804	43	472	5,553	11,240	6.4%
Program Management	3,334	5,780	761	6,417	1,906	18,198	10.4%
Property	50	71	-	14	277	412	0.2%
Purchasing	273	373	37	47	474	1,204	0.7%
S&T Manager	489	518	4	2,854	135	4,000	2.3%
Test and Evaluation	1,930	3,292	142	3,265	354	8,983	5.1%
Unknown/Other	7	2	1	-	8	18	0.01%
<b>Totals</b>	<b>41,374</b>	<b>62,246</b>	<b>3,028</b>	<b>39,511</b>	<b>28,437</b>	<b>174,596</b>	
<b>Component %</b>	<b>23.7%</b>	<b>35.7%</b>	<b>1.7%</b>	<b>22.6%</b>	<b>16.3%</b>		



# Audit Workforce Annual Historical Size by Component FY08 – FY19



## Annually

Auditing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	-	1	-	-	-	-	-		
DCAA	3,593	4,140	4,505	4,557	4,008	4,219	4,081	14%	-3%
DCMA	5	-	-	1	2	-	1	-80%	
IG	29	1	-	1	1	-	-	-100%	
MDA	-	-	-	1	-	-	-		
DAU	1	1	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-100%	
DLA	8	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>3,638</b>	<b>4,143</b>	<b>4,505</b>	<b>4,560</b>	<b>4,011</b>	<b>4,219</b>	<b>4,082</b>	<b>↑ 16%</b>	<b>↓ -3%</b>

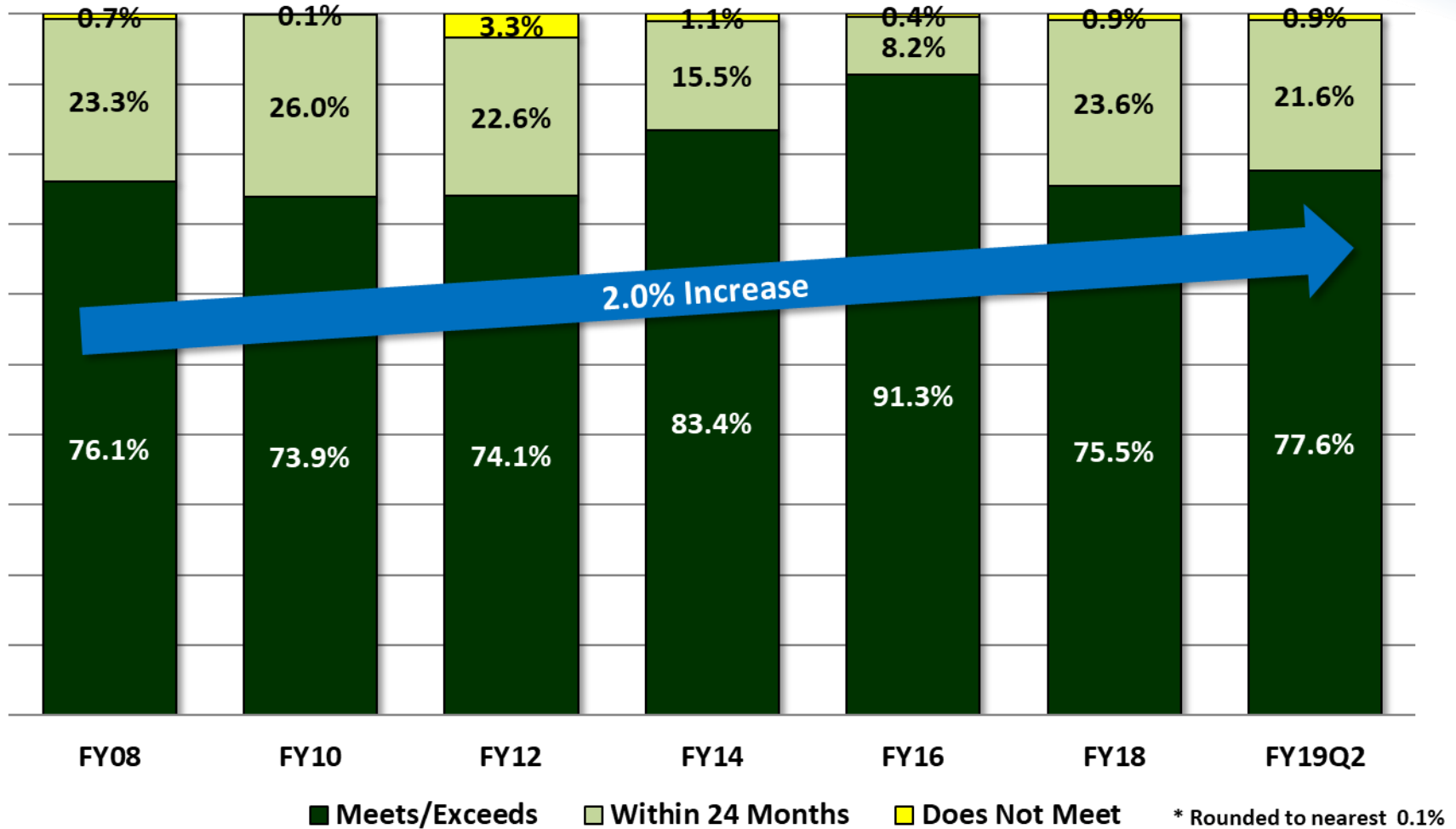
## Quarterly

Auditing Defense Acq Workforce	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
DCAA	3,937	4,024	4,150	4,120	4,182	4,207	4,219	4,183	4,081	-2%
DCMA	-	-	1	-	-	2	-	-	1	
<b>TOTAL</b>	<b>3,937</b>	<b>4,024</b>	<b>4,151</b>	<b>4,120</b>	<b>4,182</b>	<b>4,209</b>	<b>4,219</b>	<b>4,183</b>	<b>4,082</b>	<b>↓ -2%</b>



# Audit Annual Historical DAWIA Certification FY08 – FY19

## Auditing



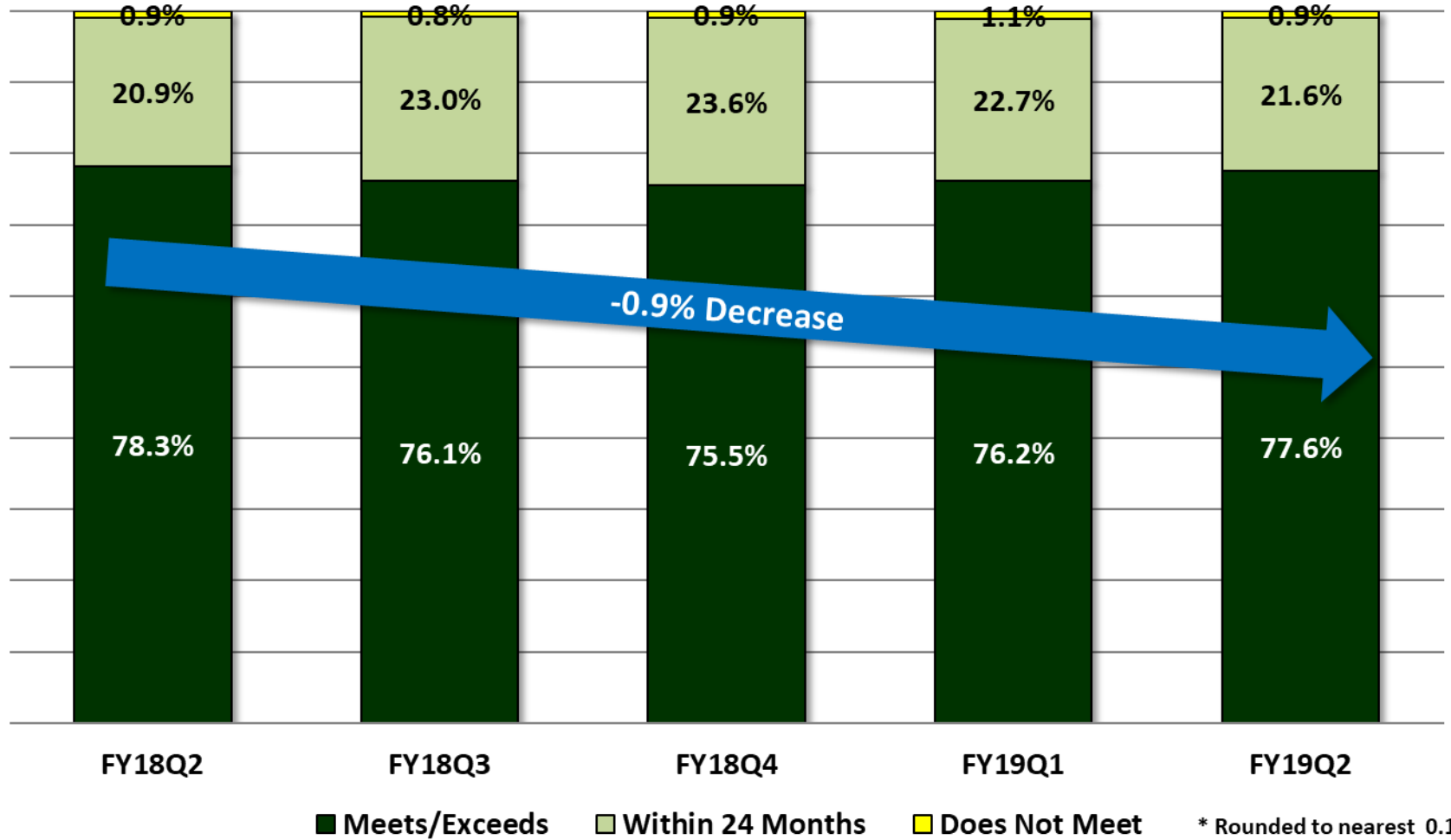
2.0% Increase



# Audit Quarterly Historical DAWIA Certification



## Auditing

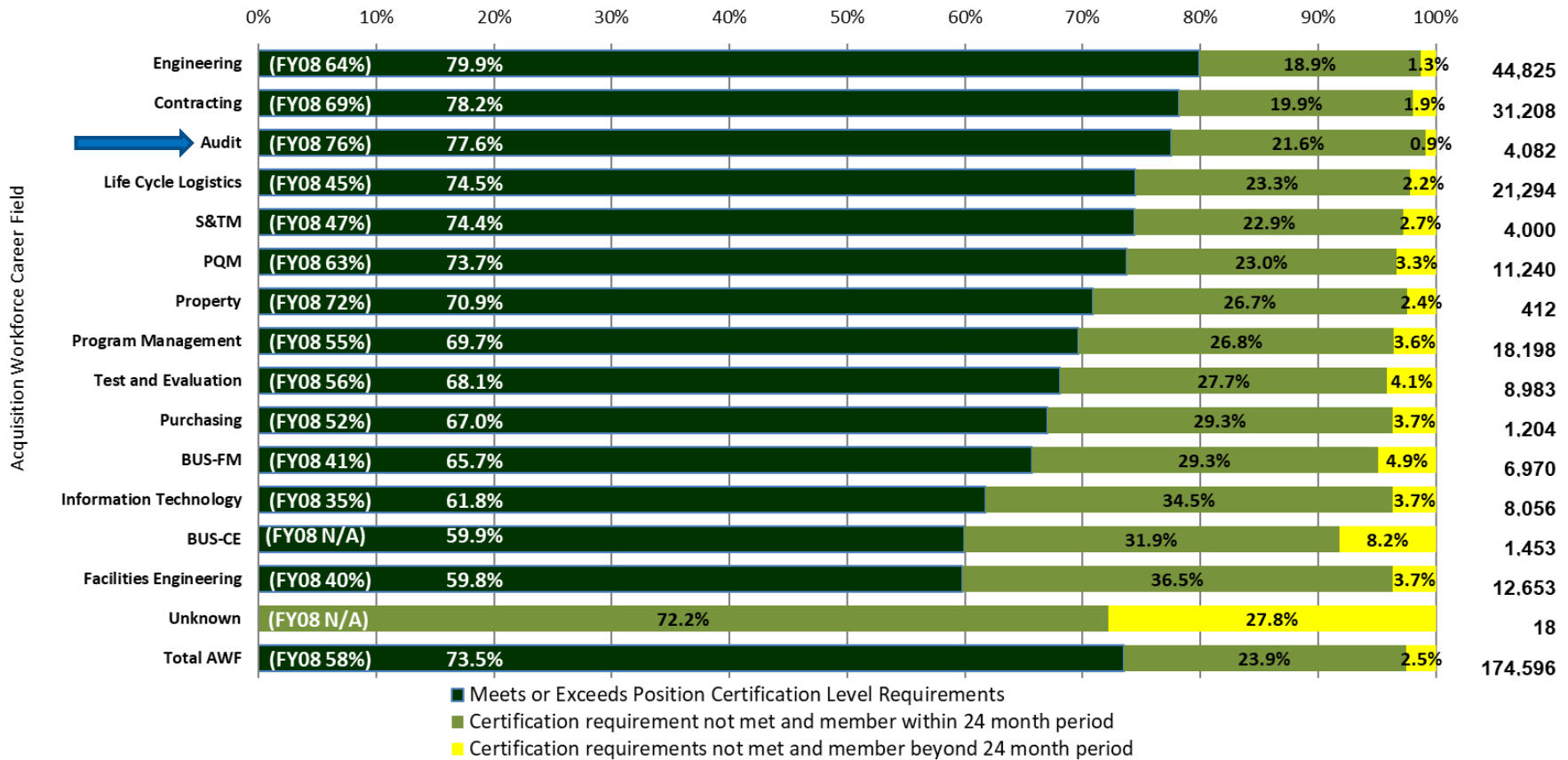




# DAWIA Certification by Career Field



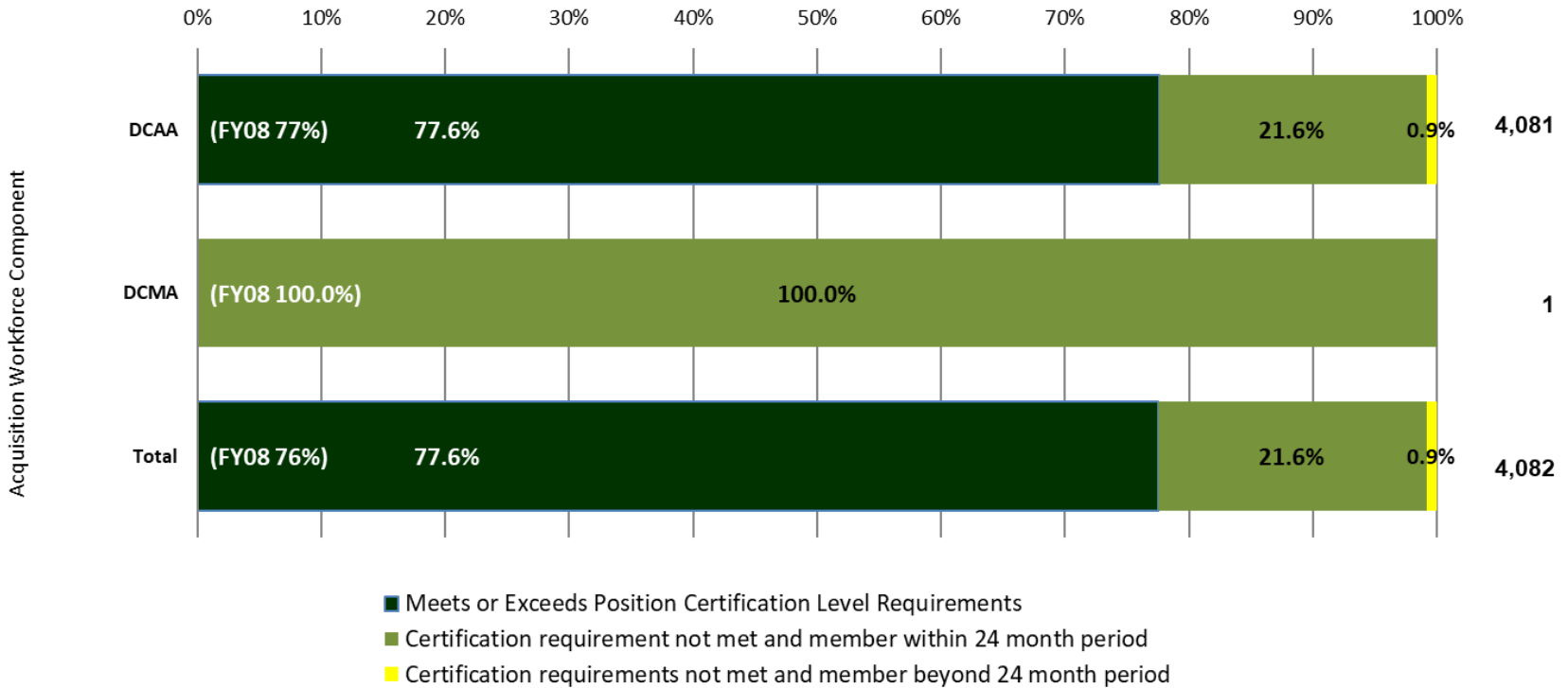
## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





# Audit DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Audit (FY19Q2)







# Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY19Q2 TOTAL	% Meets Certification Requirement
	Required Certification Level	No Level Achieved	Level I	Level II		
Level I	156	11	1	-	168	7.1%
Level II	311	283	1,972	189	2,755	78.4%
Level III	6	-	158	993	1,157	85.8%
Unspecified	1	-	1	-	2	
<b>FY19Q2 TOTAL</b>	<b>474</b>	<b>294</b>	<b>2,132</b>	<b>1,182</b>	<b>4,082</b>	<b>77.6%</b>
	11.6%	7.2%	52.2%	29.0%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,380	73.5%	
Army	31,862	77.0%	
Navy	45,086	72.4%	
Marine Cor	2,047	67.6%	
Air Force	27,352	69.2%	
4th Estate	22,033	77.5%	
<b>Audit</b>	<b>3,166</b>	<b>77.6%</b>	<b>3 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	12	156	-	168	4.1%
Level II	2,161	583	11	2,755	67.5%
Level III	993	140	24	1,157	28.3%
Unspecified	-	2	-	2	0.0%
<b>Audit TOTAL</b>	<b>3,166</b>	<b>881</b>	<b>35</b>	<b>4,082</b>	
	77.6%	21.6%	0.9%		

= Compliance

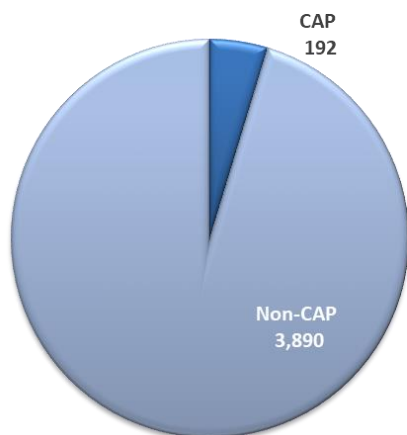
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

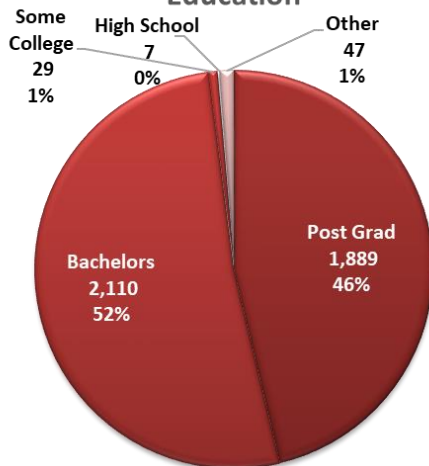


# Audit Demographics

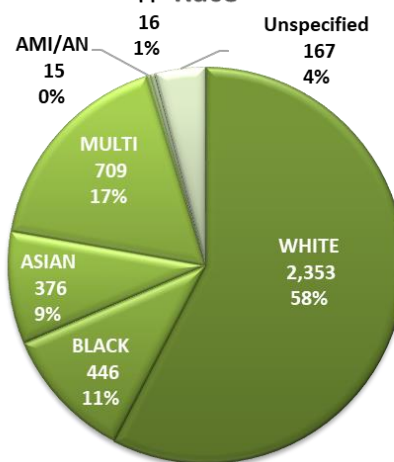
**KLP - CAP - Non-CAP**



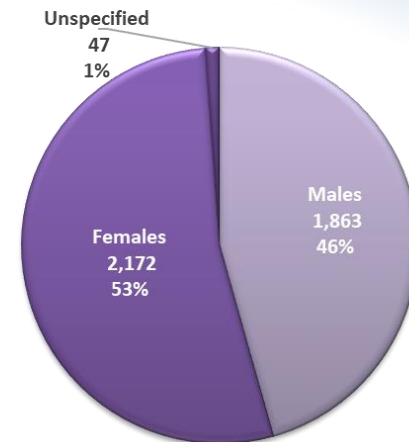
**Education**



**PI Race**



**Gender**



Occupied Position Type	Auditing TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	-	0.0%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	192	4.7%	16,708	9.6%
Non-CAP Positions	3,890	95.3%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

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

Race	Auditing TOTAL		Entire DAW	
WHITE	2,353	57.6%	127,583	73.1%
BLACK	446	10.9%	21,036	12.0%
ASIAN	376	9.2%	11,990	6.9%
MULTI	709	17.4%	4,829	2.8%
AMI/AN	15	0.4%	1,133	0.6%
PI	16	0.4%	903	0.5%
Unspecified	167	4.1%	7,122	4.1%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

Highest Level of Education	Auditing TOTAL		Entire AWF	
Post Grad	1,889	46.3%	70,018	40.1%
Bachelors	2,110	51.7%	77,243	44.2%
Some College	29	0.7%	12,151	7.0%
High School	7	0.2%	12,718	7.3%
Other	47	1.2%	2,466	1.4%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

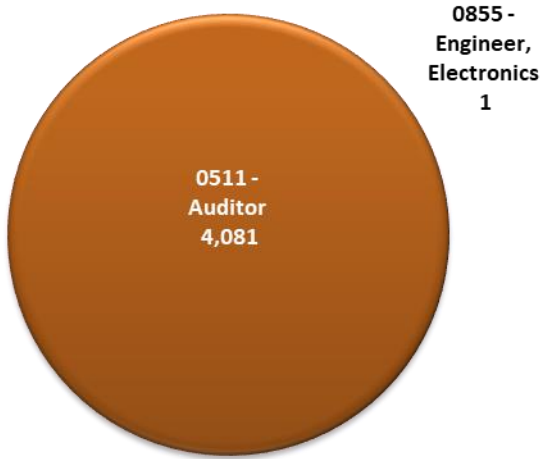
Gender	Auditing TOTAL		Entire DAW	
Males	1,863	45.6%	122,206	70.0%
Females	2,172	53.2%	50,436	28.9%
Unspecified	47	1.2%	1,954	1.1%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

Type	Auditing TOTAL		Entire AWF	
Civilian	4,082	100.0%	158,922	91.0%
Military	-	0.0%	15,674	9.0%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	



# Audit Size by Occupational Series

## Civilian Occ Series



Civilian Occupational Series (TOP 10)	Auditing TOTAL	
0511 - Auditor	4,081	100.0%
0855 - Engineer, Electronics	1	0.0%
Other	-	0.0%
<b>TOTAL CIVILIAN</b>	<b>4,082</b>	<b>Civilians</b>



**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY19Q1**



# Fact Sheet



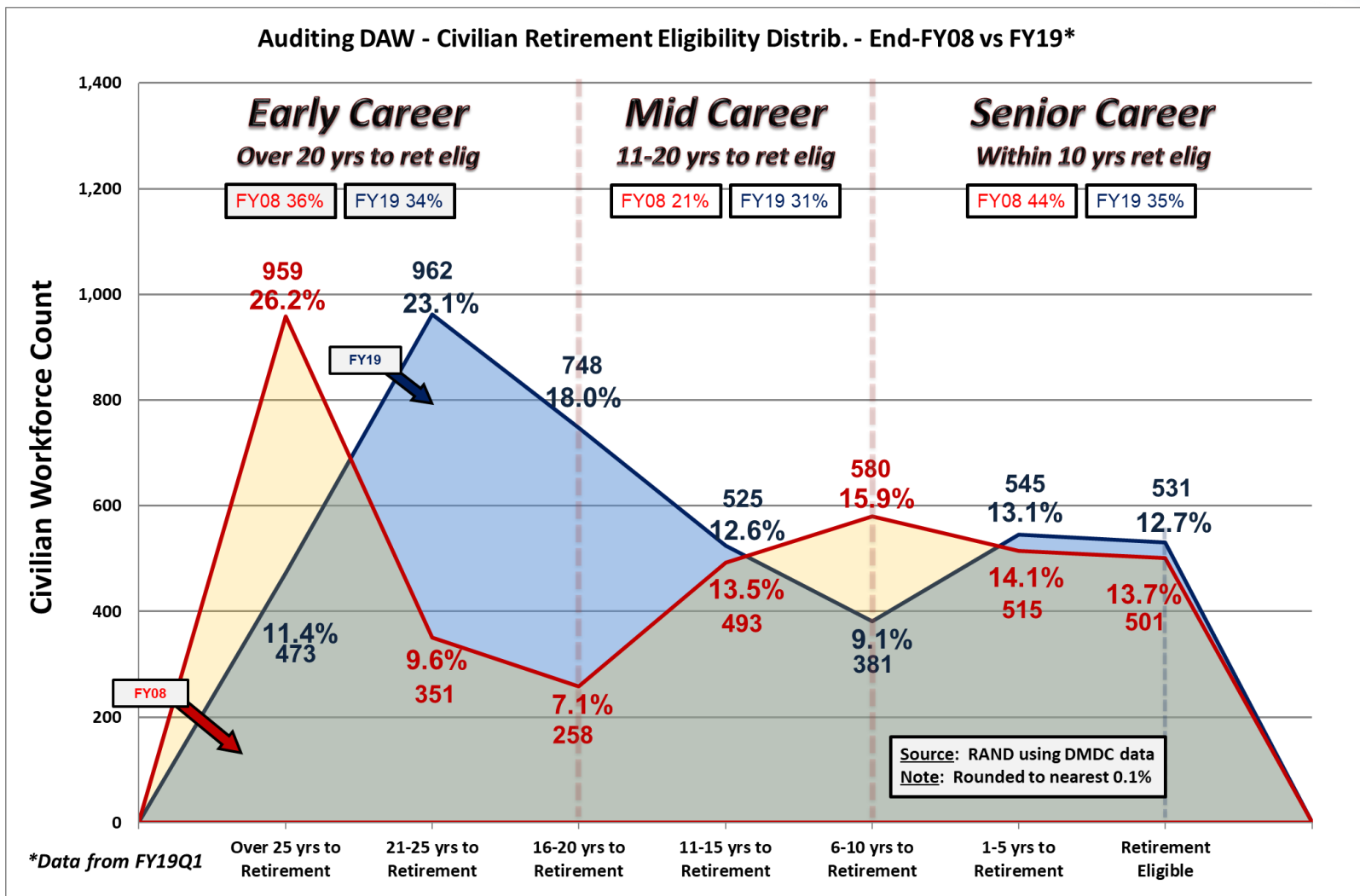
## Human Capital Fact Sheet

Defense Acquisition Workforce Audit	FY 2008				FY2019Q1			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	3,638	0	3,638	125,879	4,183	0	4,183	173,599
Change in size from 2008	-		-	-	15%		15%	38%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%		-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	99%		99%	77%	98%		98%	84%
Graduate Degree	26%		26%	29%	46%		46%	40%
<b>Certification</b>								
Level I or Higher Achieved	87%		87%	72%	88%		88%	83%
Level II or Higher Achieved	78%		78%	61%	80%		80%	70%
Level III Achieved	26%		26%	36%	29%		29%	40%
Position Certification Requirement Met or Exceeded	76%		76%	58%	76%		76%	74%
Within 24 Months of Certification Requirement	23%		23%	27%	23%		23%	23%
Does Not Meet Certification Requirement	1%		1%	14%	1%		1%	3%
<b>Planning Considerations</b>								
Average Age	43		43	46	43		43	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)		-	20/23/57 (%)(Civ)	34/31/35(%)		-	26/27/47(%)
Average Years of Service	14		14	17	12		12	15
Retirement Eligible*	2,007(56%)	-	-	19,051(17%) (Civ)	531(13%)		-	27,402(17%)
Retirement Eligible w/in 5 Years*	258(7%)	-	-	21,315(19%) (Civ)	545(13%)		-	25,072(16%)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	406/360		-	20,099/12,261

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

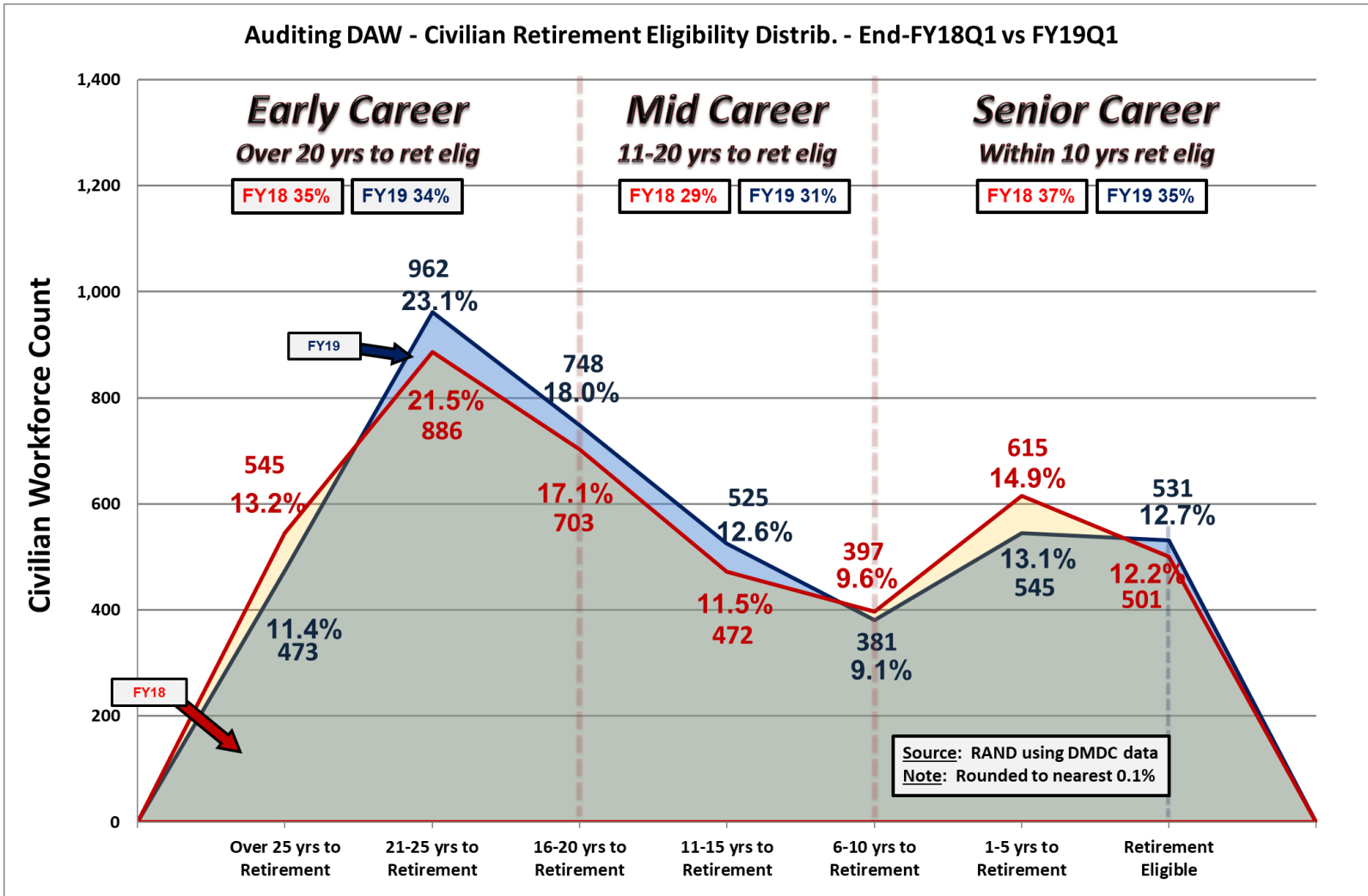


# Audit Civilian Retirement Eligibility Distribution – FY08 / FY19





# Audit Civilian Retirement Eligibility Distribution – 1 yr - FY18Q1/ FY19Q1

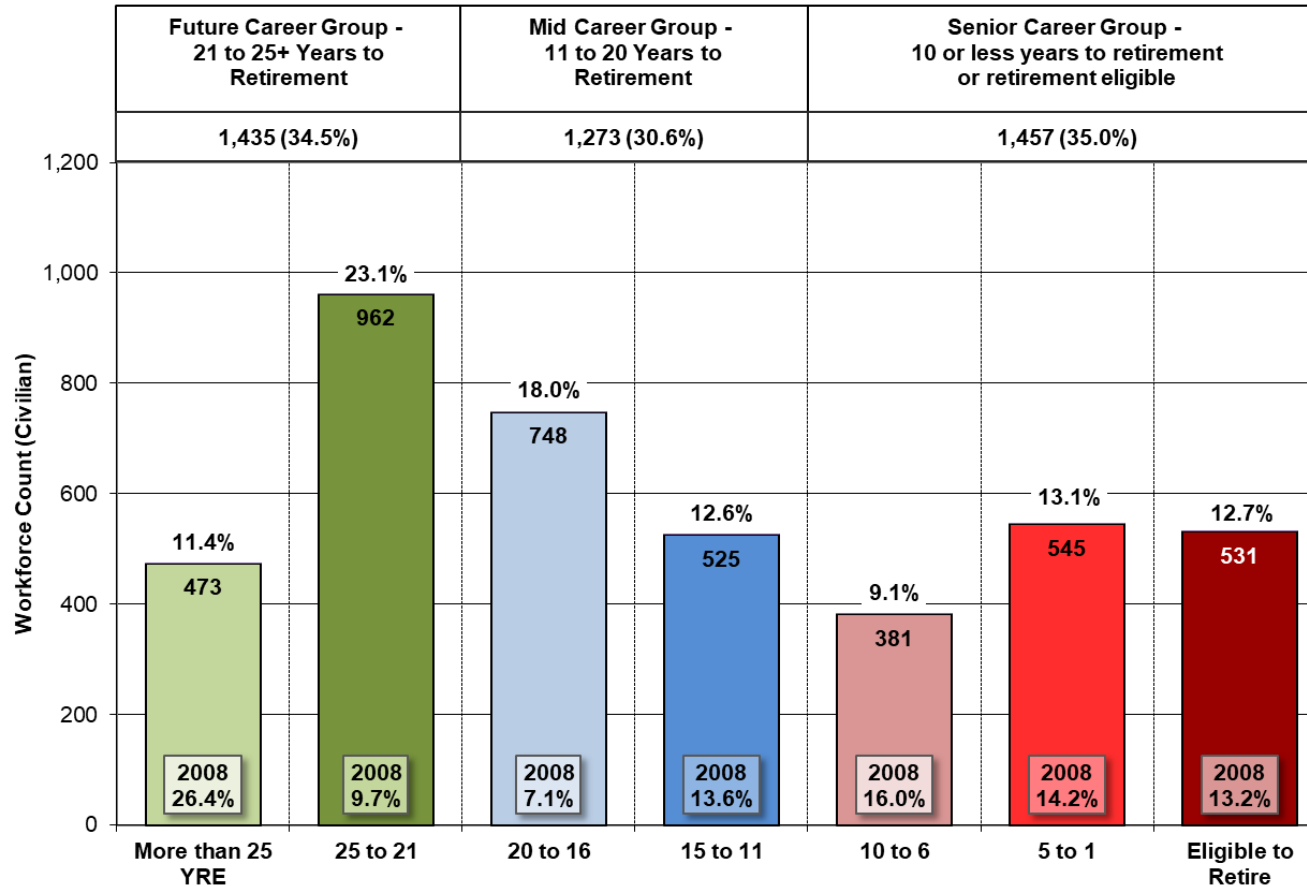


As of 31 Dec 2018



# Audit Workforce Lifecycle Model by YRE

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q1)



As of 31 Dec 2018



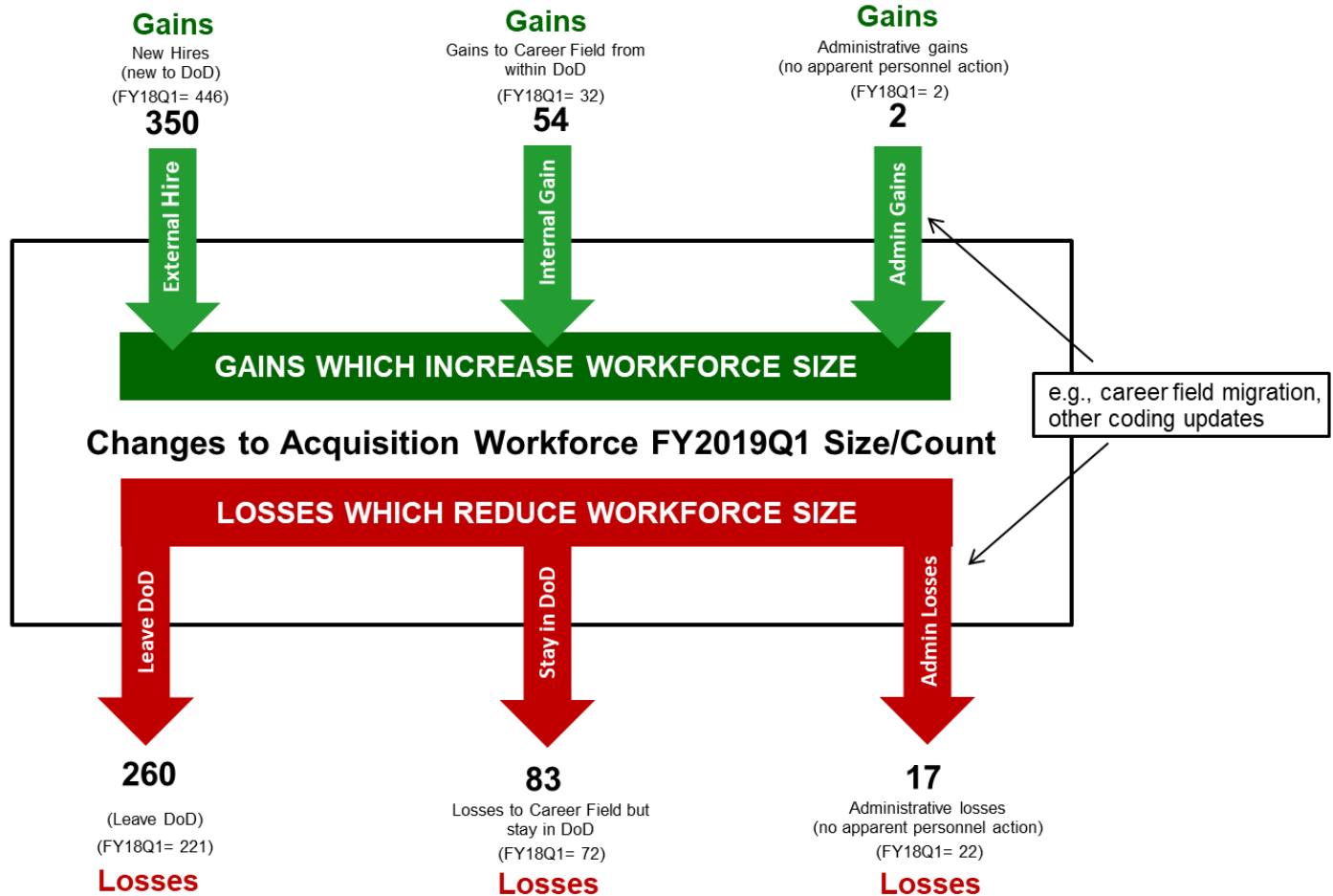


# Audit Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2019Q1)

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

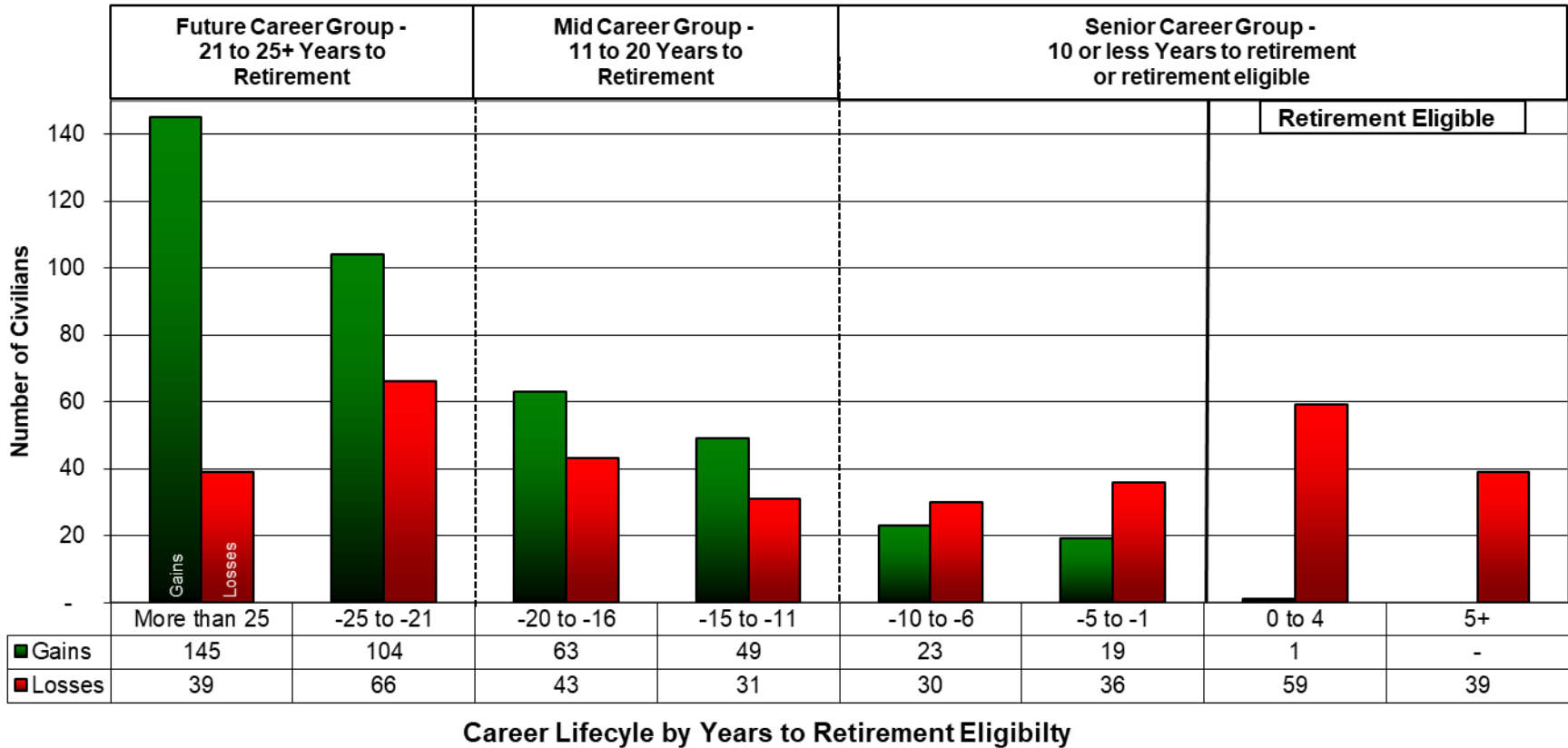




# Audit Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian)

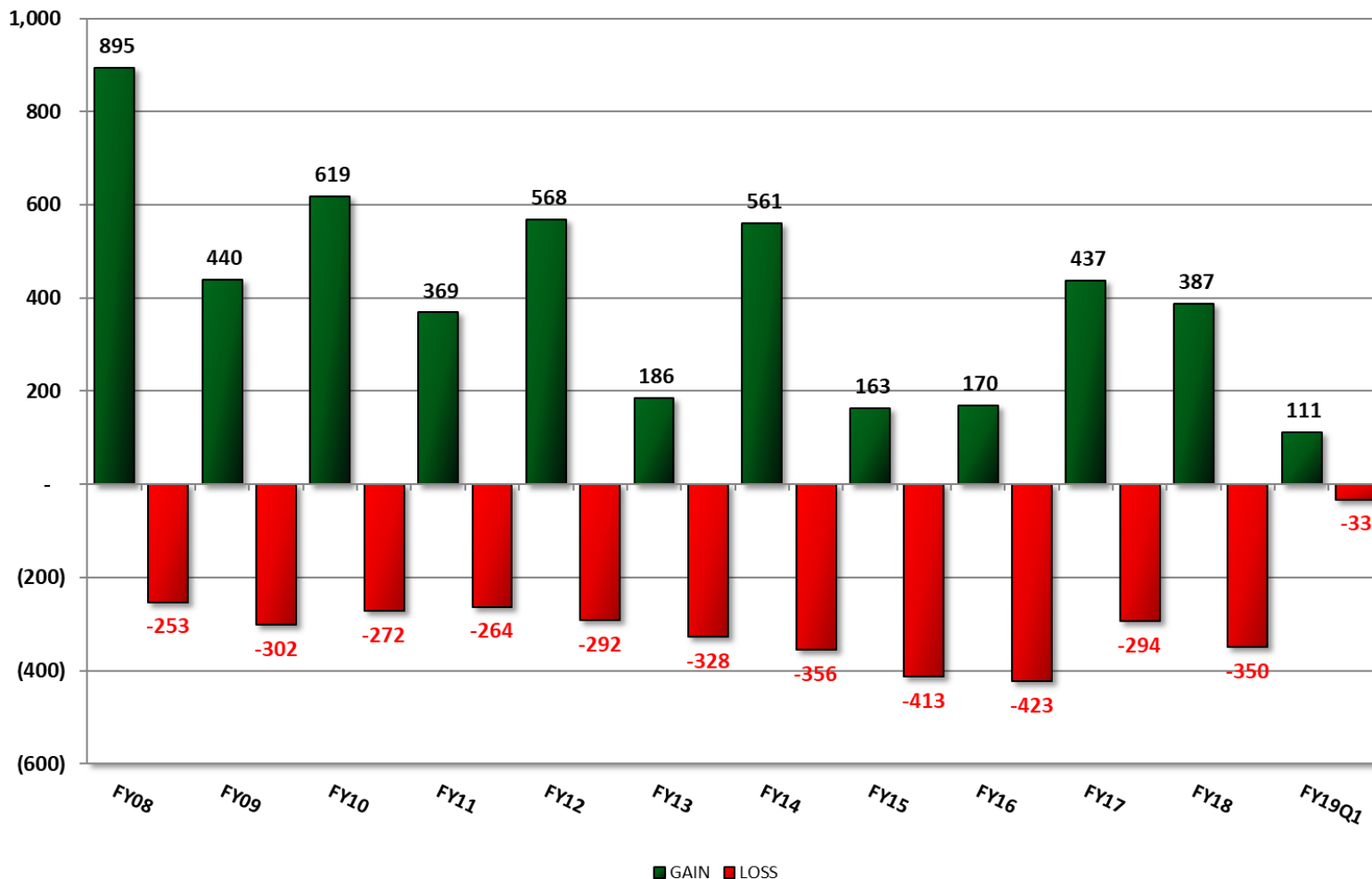
Workforce Lifecycle FY2019Q1 Gains & Losses\*



\*Does not include administrative gains and losses



# Audit Historical Gains and Losses



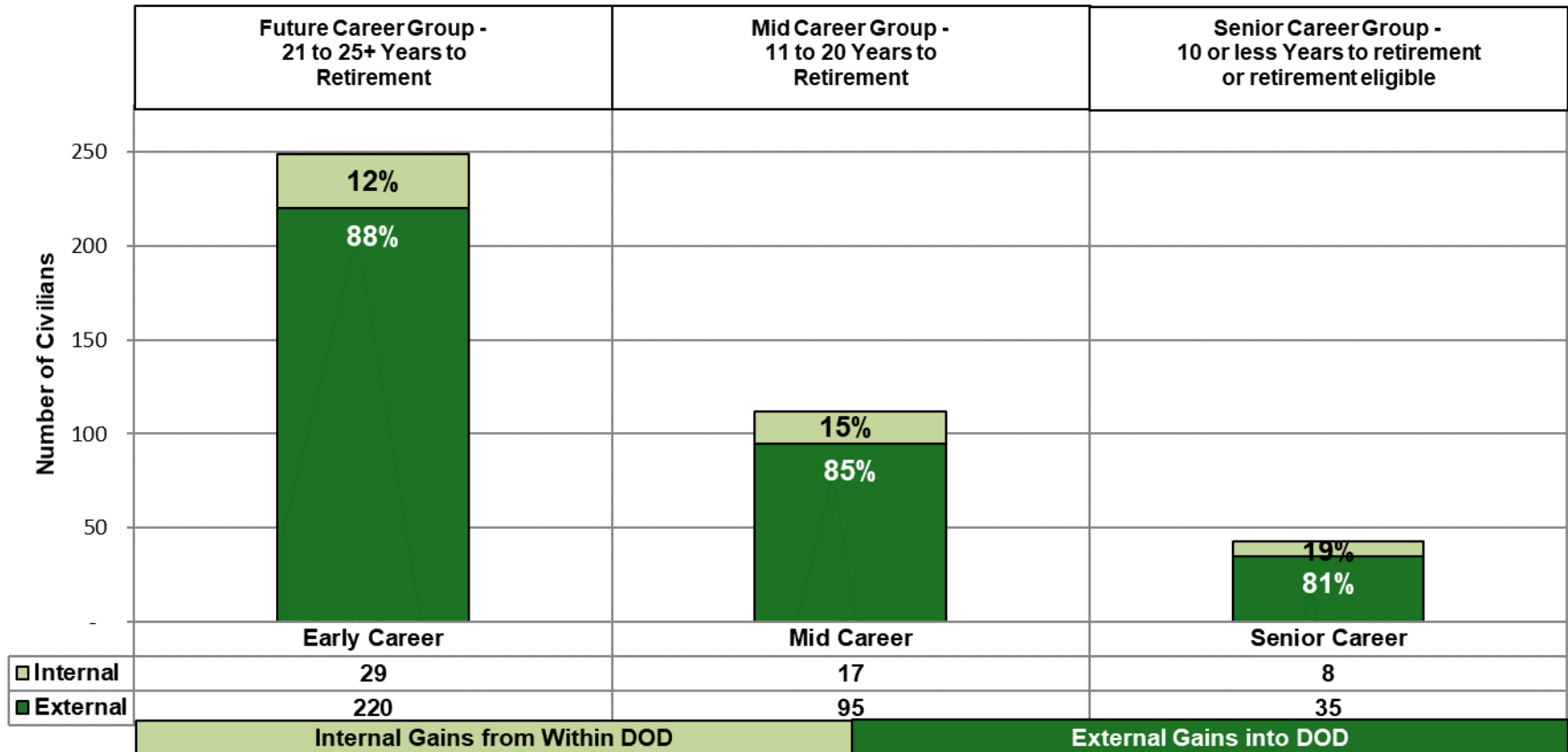
As of 31 Dec 2018



# Audit Internal/External Gains % by Career Group

## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains\*



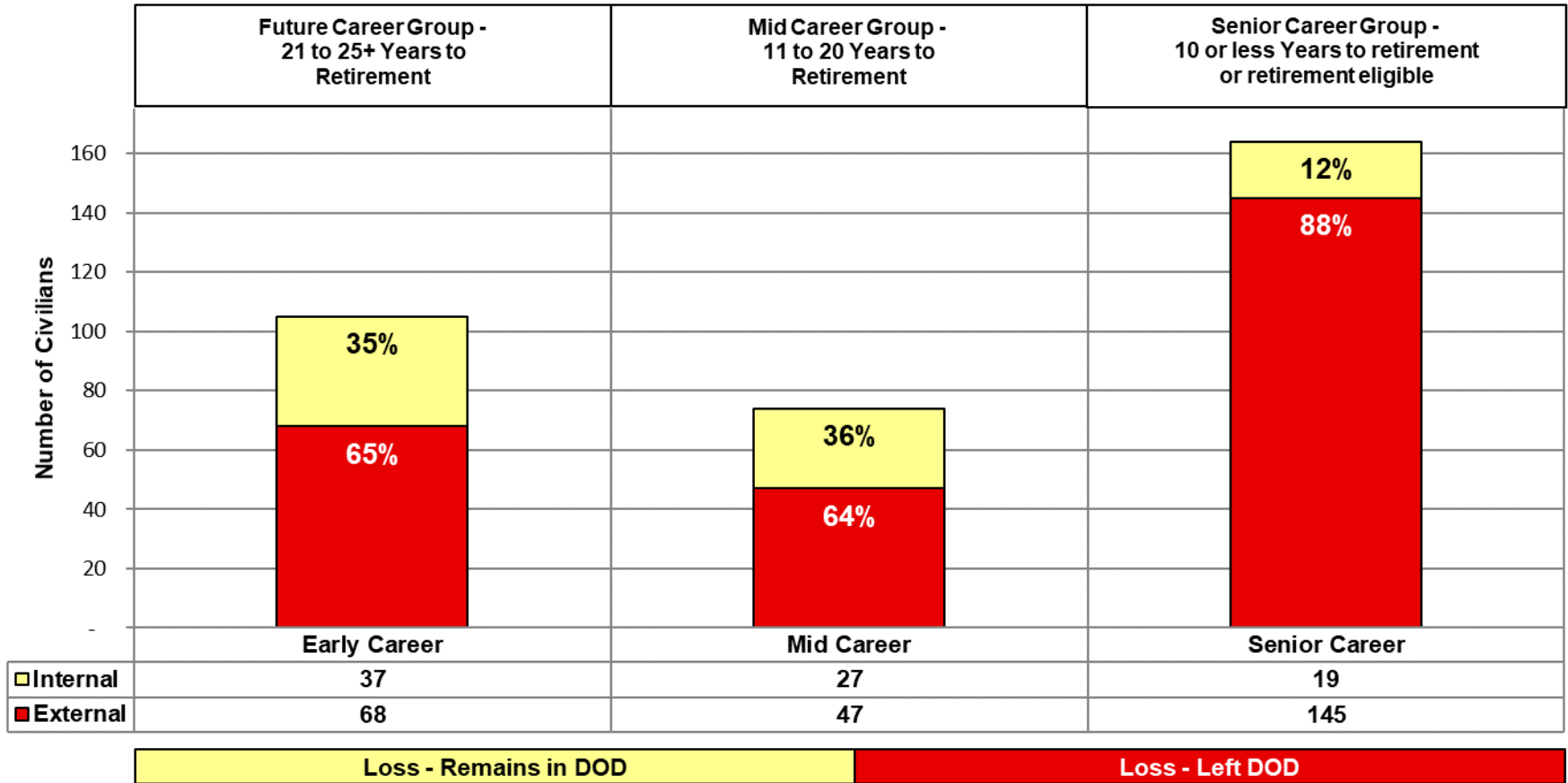
\*Does not include administrative gains



# Audit Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian)

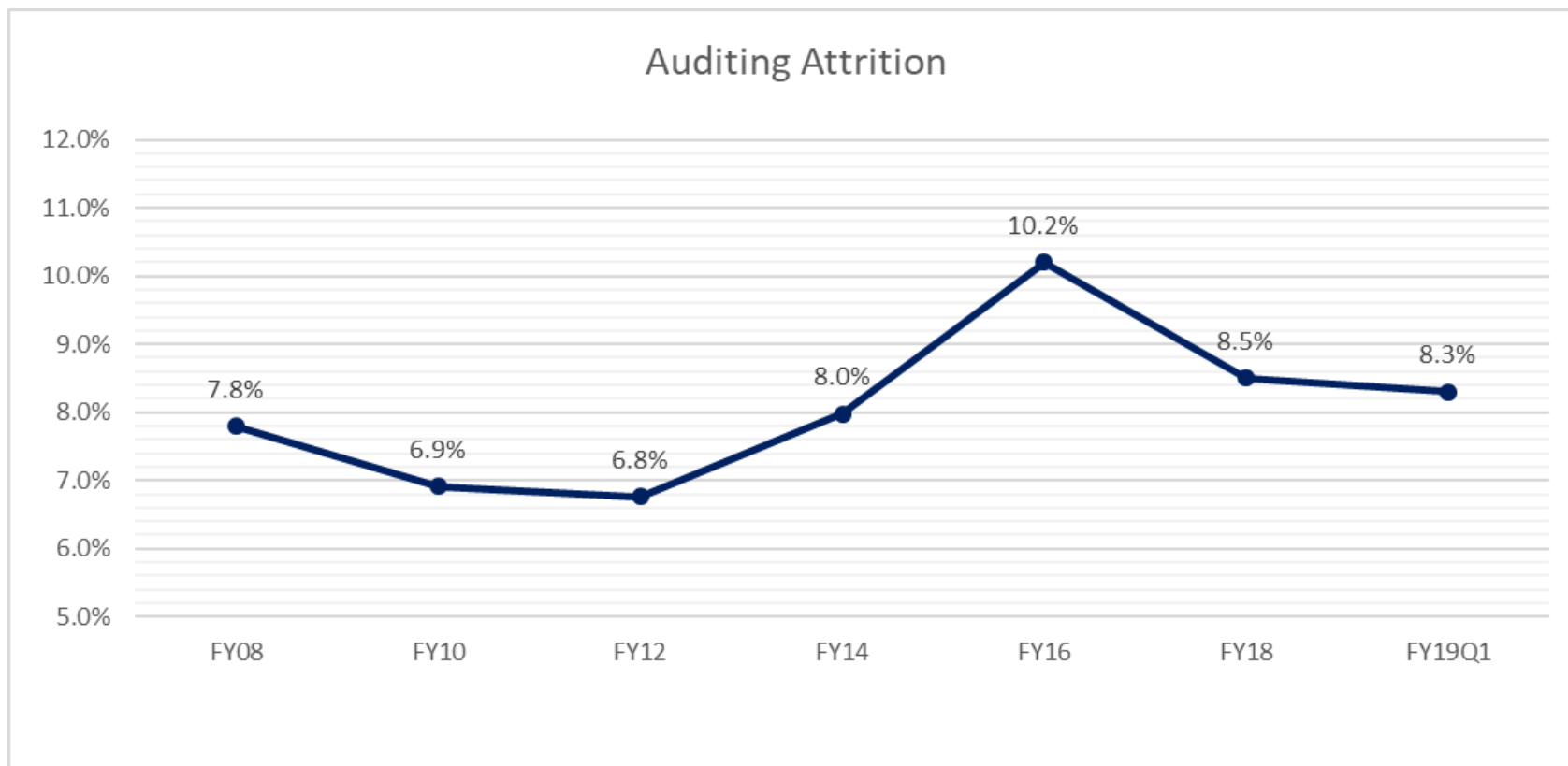
Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

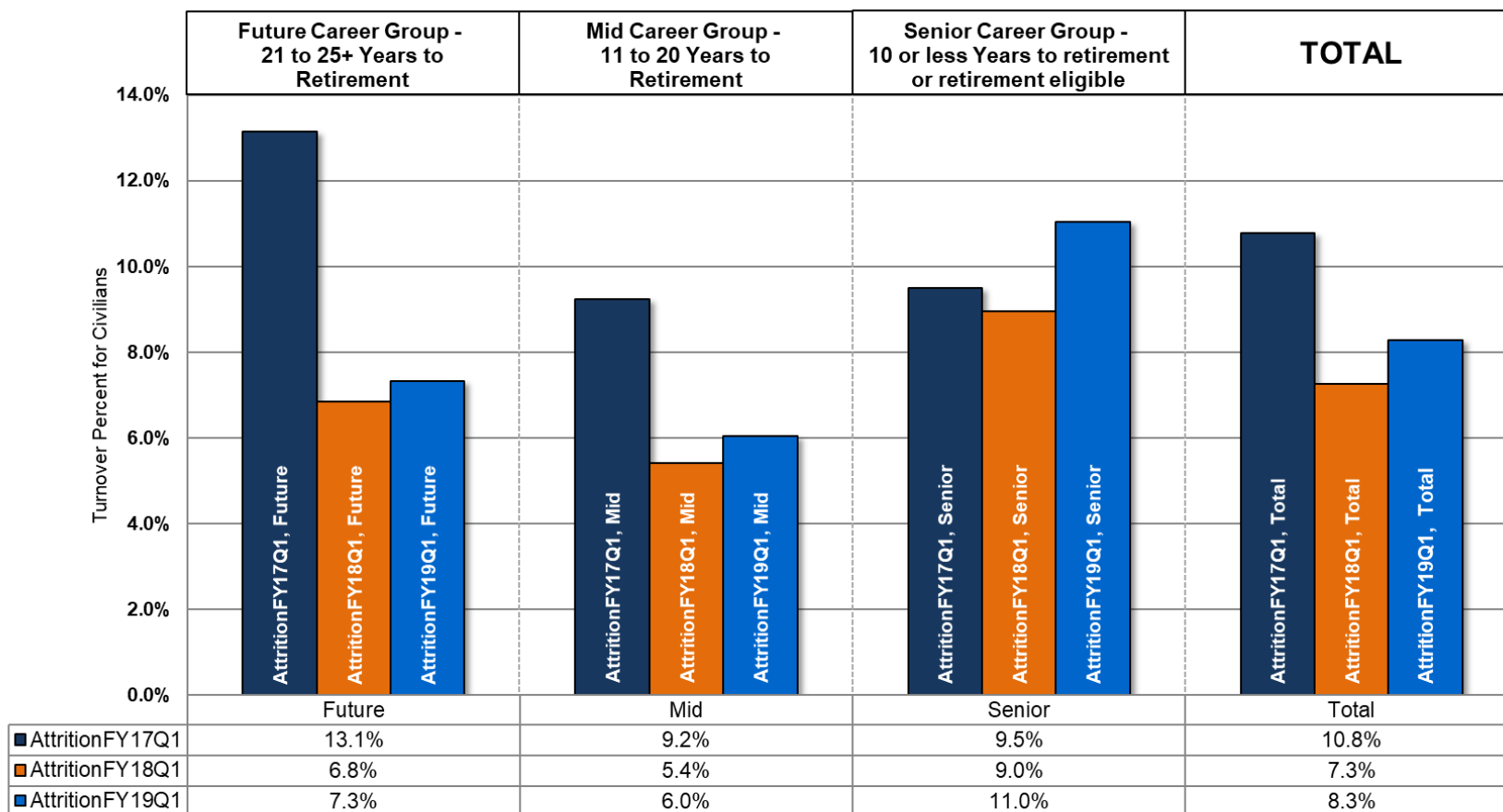


\*FY19 includes attrition rate from end of FY18Q1 through FY19Q1



# Audit Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition, (Civilian) (FY17Q1, FY18Q1, FY19Q1)(by Career Lifecycle Group)



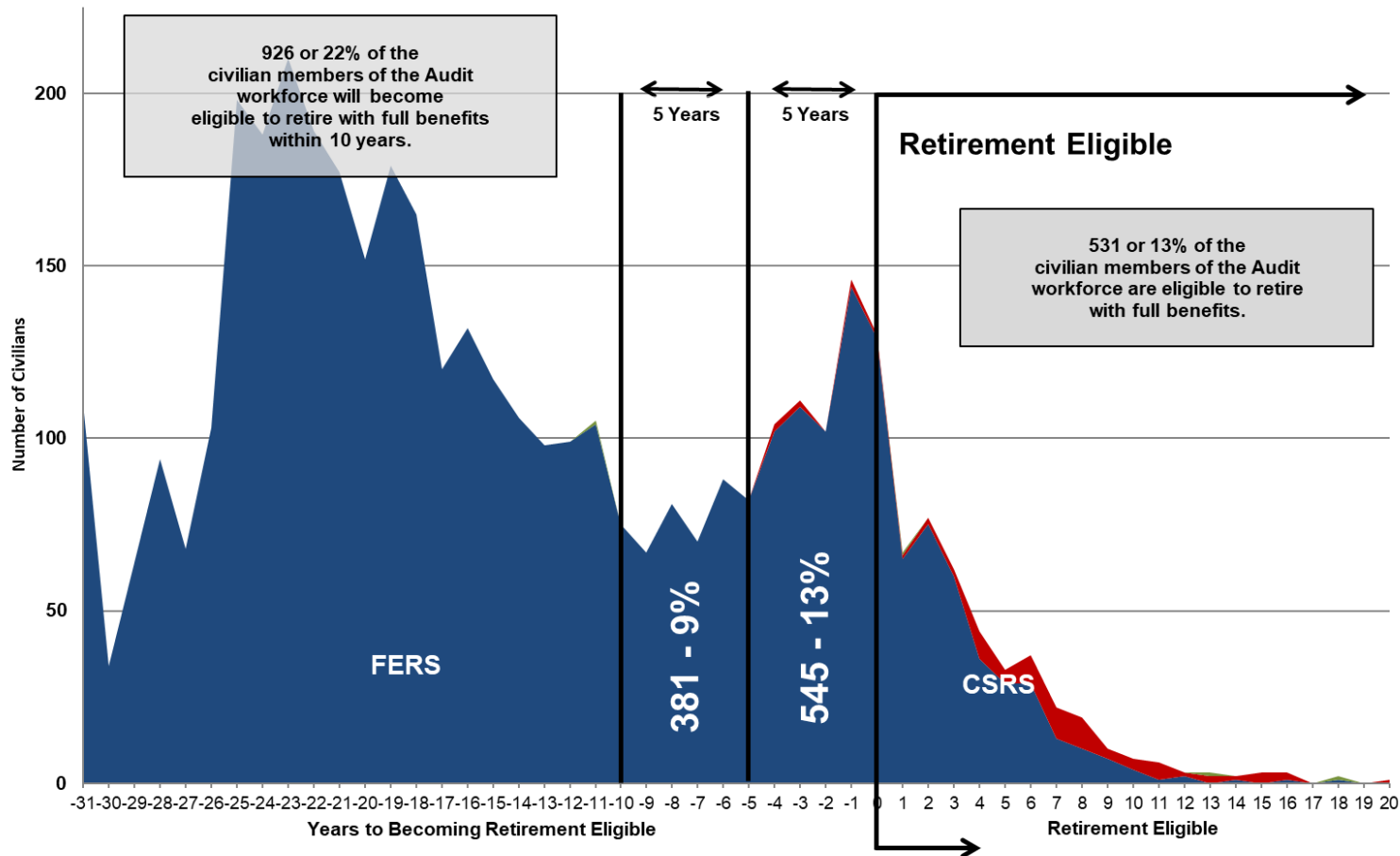


# Audit Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce

Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q1)



As of 31 Dec 2018





***END***