



# Defense Acquisition Workforce Key Information

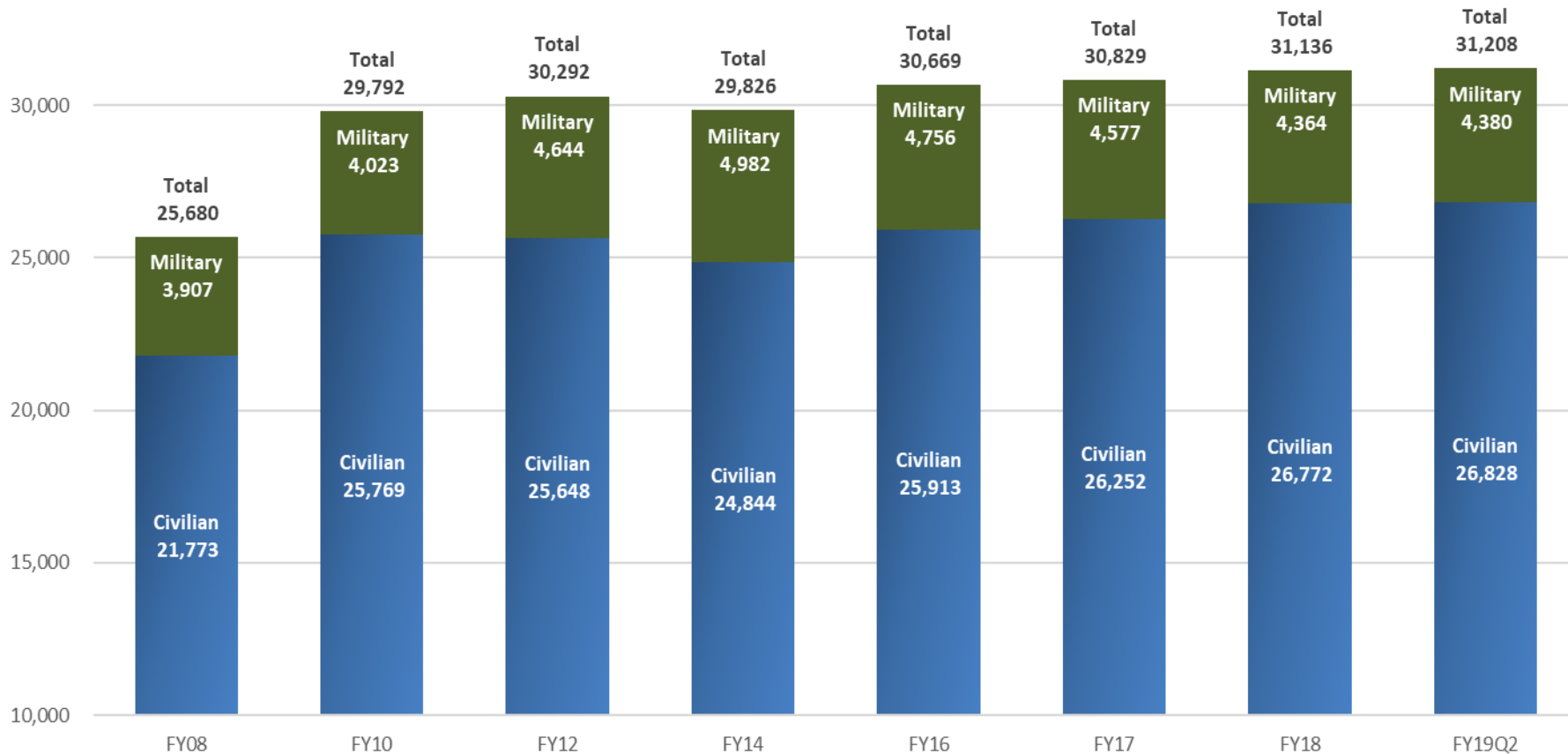
Contracting

As of FY19Q2 (31 March 2019)



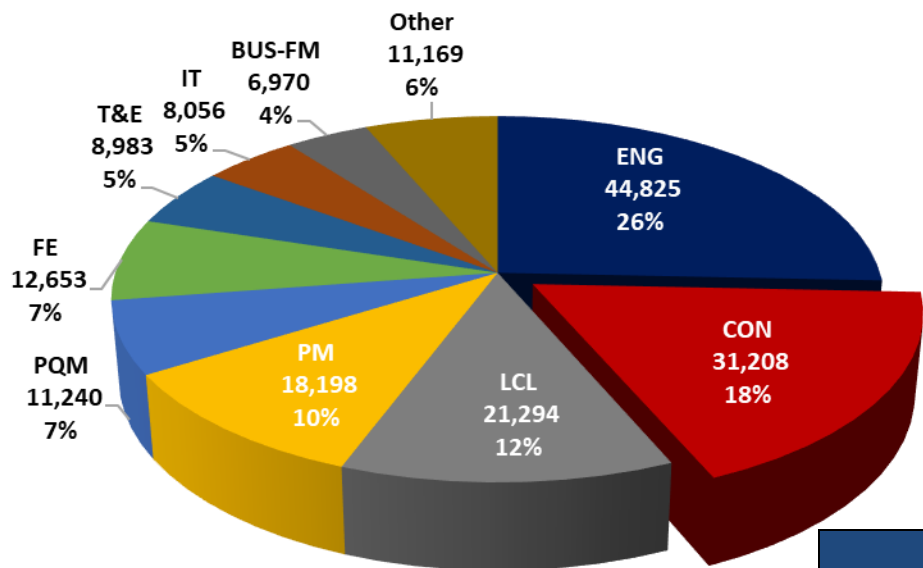
# Total Historic Workforce

## Contracting





# 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>		



# Contracting Workforce Historical Size by Agency FY08 – FY19

Contracting Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2
AIR FORCE	6,834	7,865	8,339	8,413	8,452	8,250	8,170
ARMY	7,714	8,839	8,834	8,211	7,959	8,007	8,045
Navy	4,866	5,459	5,204	5,202	5,802	6,234	6,250
MARINE CORPS	379	542	567	523	545	533	538
DLA	2,736	3,227	3,409	3,220	3,375	3,574	3,602
DCMA	2,220	2,622	2,573	2,917	3,043	2,981	3,022
DISA	265	305	374	365	367	356	358
MDA	117	191	206	200	220	256	264
DAU	87	141	149	123	135	144	144
WHS	41	37	103	123	117	121	136
DeCA	87	107	113	108	114	111	113
DHA	45	71	69	89	105	98	89
NRO	-	-	-	-	91	97	103
DTRA	72	88	80	77	78	83	86
DFAS	57	69	65	60	63	58	58
DoDEA	41	58	64	51	41	60	70
DoD HRA	4	21	19	21	21	34	34
OSD	50	49	42	39	38	29	26
DMEA	-	17	17	24	24	21	22
DSS	5	11	9	14	13	18	20
DARPA	12	12	13	12	14	17	16
USUHS	-	-	-	-	13	13	14
DSCA	12	14	15	14	15	14	1
DMA	-	19	16	12	11	12	12
JCS	-	2	8	4	6	7	7
NDU	3	2	2	2	3	4	4
DPAA	-	-	-	-	3	3	3
DCAA	-	2	1	2	1	1	1
IG	1	-	-	-	-	-	-
PFPA	2	1	1	-	-	-	-
4th Estate Other	30	21	-	-	-	-	-
<b>TOTAL</b>	<b>25,680</b>	<b>29,792</b>	<b>30,292</b>	<b>29,826</b>	<b>30,669</b>	<b>31,136</b>	<b>31,208</b>

% Change Since FY08	% Change Since FY18
20%	-1%
4%	0%
28%	0%
42%	1%
32%	1%
36%	1%
35%	1%
126%	3%
66%	0%
232%	12%
30%	2%
98%	-9%
-	6%
19%	4%
2%	0%
71%	17%
750%	0%
-48%	-10%
-	5%
300%	11%
33%	-6%
-	8%
-92%	-93%
-	0%
-	0%
33%	0%
-	0%
-	0%
-100%	-
-100%	-
-100%	-
↑ 22%	↑ 0%



# Contracting Workforce Historical Size by Agency (Quarterly)

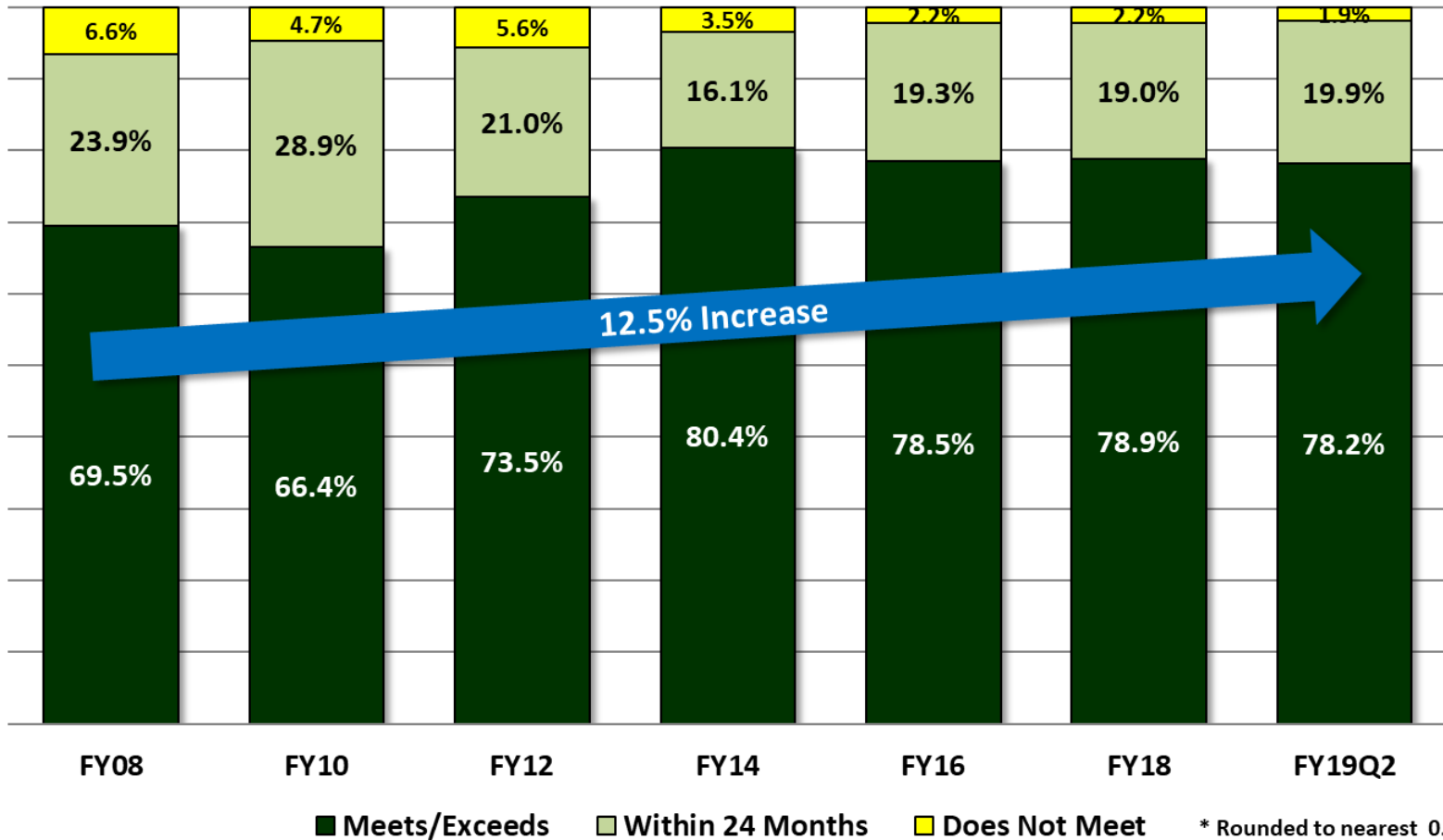


Contracting Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
AIR FORCE	8,426	8,451	8,445	8,289	8,255	8,246	8,250	8,225	8,170	-1%
ARMY	7,942	7,886	7,978	7,943	7,869	7,895	8,007	8,050	8,045	2%
Navy	5,869	5,851	5,906	5,984	5,999	6,115	6,234	6,239	6,250	4%
DLA	3,336	3,327	3,496	3,500	3,536	3,518	3,574	3,538	3,602	2%
DCMA	3,064	3,003	2,981	2,931	2,931	2,908	2,981	2,938	3,022	3%
MARINE CORPS	538	550	537	531	531	541	533	537	538	1%
DISA	359	362	359	358	347	344	356	354	358	3%
MDA	212	229	226	233	231	236	256	261	264	14%
DAU	135	132	128	135	139	148	144	143	144	4%
WHS	113	117	119	118	117	121	121	132	136	16%
DeCA	110	109	108	113	114	112	111	111	113	-1%
DHA	96	102	96	101	100	100	98	97	89	-11%
NRO	95	96	97	98	99	97	97	97	103	4%
DTRA	85	85	82	80	81	80	83	85	86	6%
DFAS	60	60	59	59	55	55	58	58	58	5%
DoDEA	39	43	44	46	54	63	60	62	70	30%
DoD HRA	30	30	36	33	33	35	34	34	34	3%
OSD	35	33	30	30	29	29	29	28	26	-10%
DMEA	23	22	22	22	23	23	21	22	22	-4%
DSS	13	13	15	16	15	14	18	20	20	33%
DARPA	15	16	16	16	15	15	17	16	16	7%
USUHS	11	11	12	11	14	13	13	15	14	0%
DSCA	14	14	13	14	13	14	14	3	1	-92%
DMA	11	11	11	11	10	12	12	13	12	20%
JCS	6	7	6	6	7	7	7	7	7	0%
NDU	3	3	3	4	4	4	4	4	4	0%
DPAA	3	3	3	3	3	2	3	3	3	0%
DCAA	1	1	1	1	1	1	1	1	1	0%
<b>TOTAL</b>	<b>30,644</b>	<b>30,567</b>	<b>30,829</b>	<b>30,686</b>	<b>30,625</b>	<b>30,748</b>	<b>31,136</b>	<b>31,093</b>	<b>31,208</b>	<b>↑ 2%</b>



# Contracting Historical DAWIA Certification FY08 – FY19

## Contracting

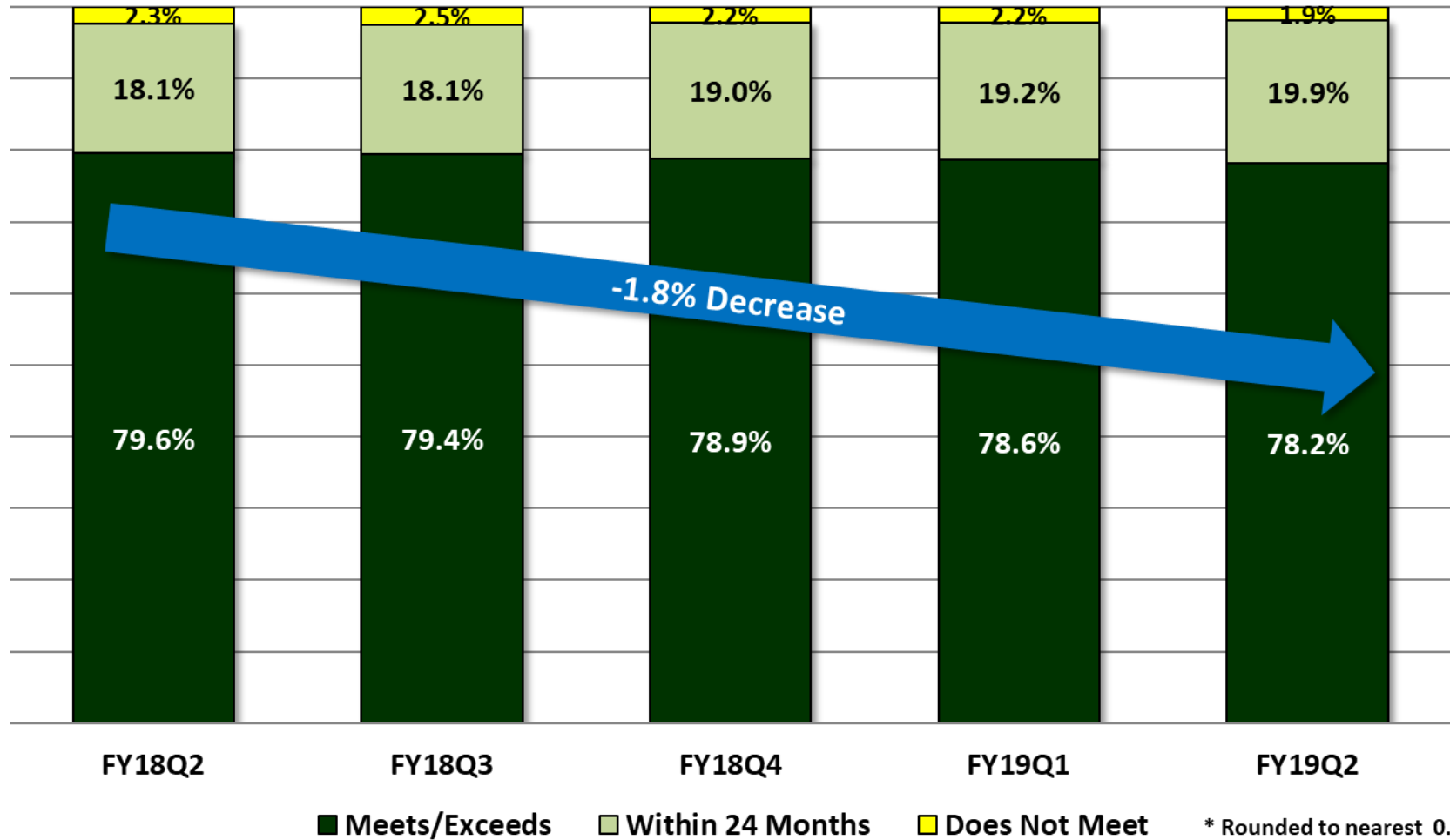




# Contracting Historical (Quarterly) DAWIA Certification



## Contracting

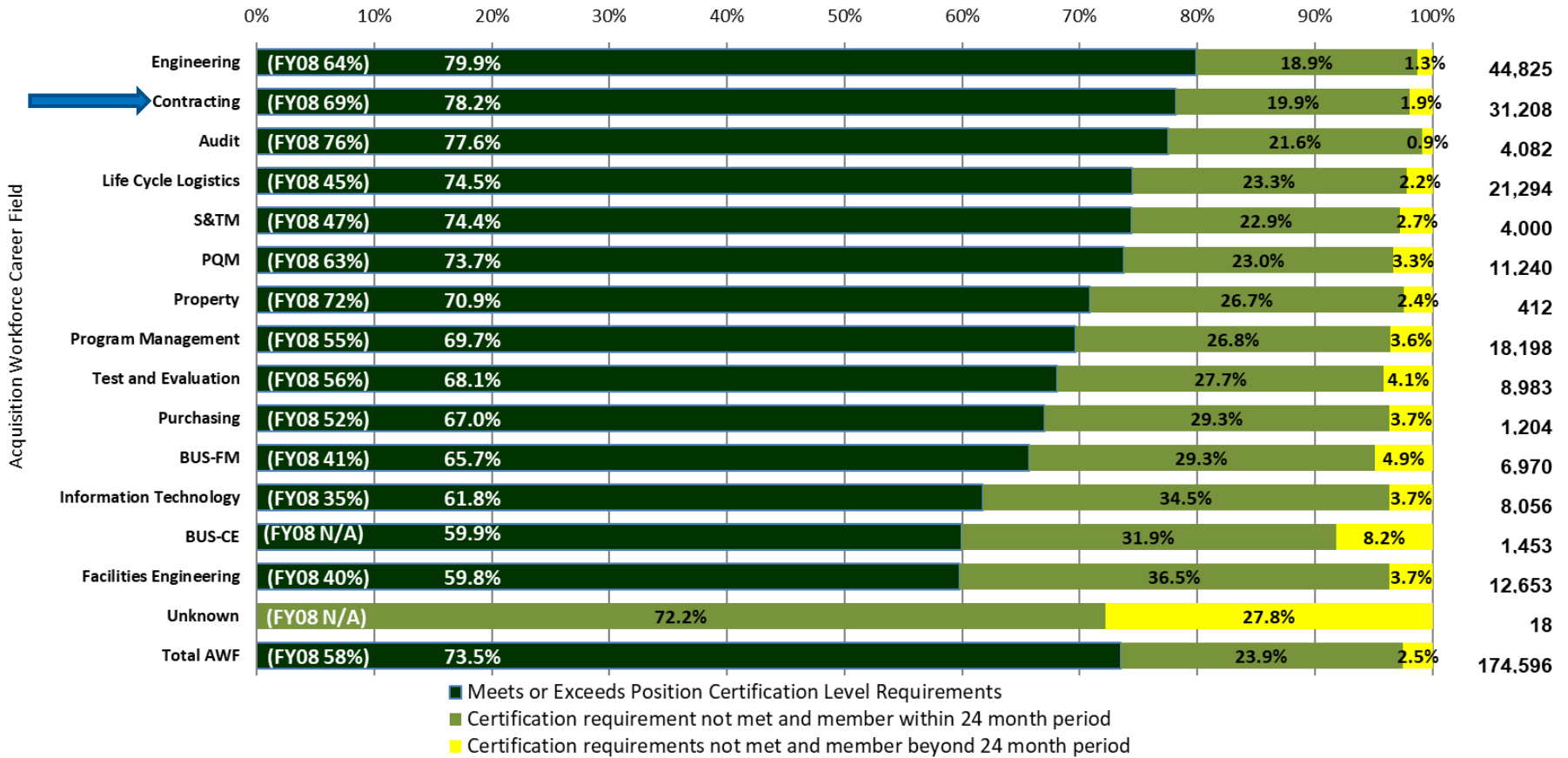




# DAWIA Certification by Career Field



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

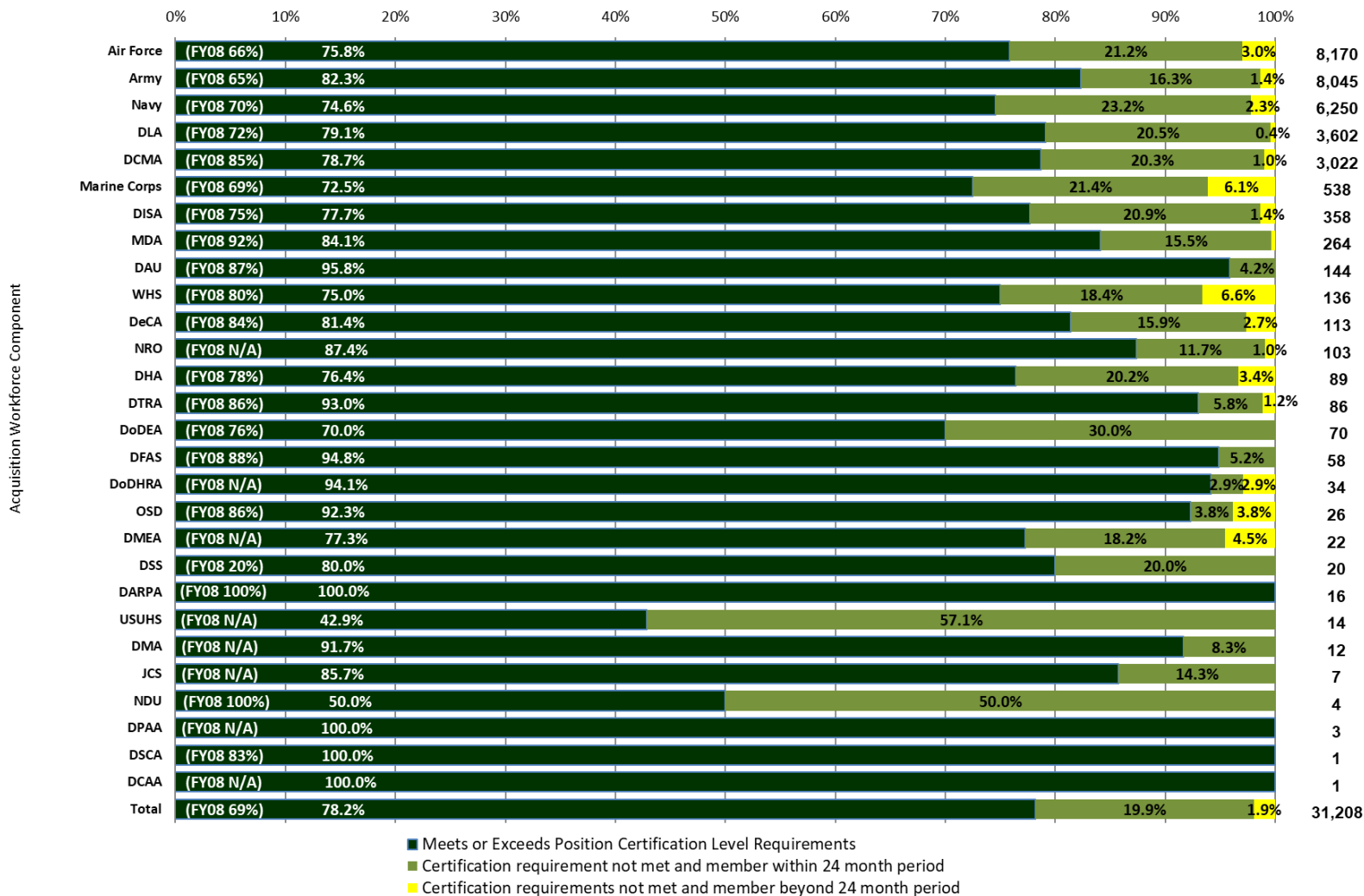






# Contracting DAWIA Certification by Component

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





# Contracting DAWIA Certification Matrix + Bench Strength

Required Certification Level	Achieved Certification Level				FY19Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,508	752	457	127	2,844	47.0%
Level II	2,105	1,937	10,171	3,791	18,004	77.5%
Level III	172	60	924	9,096	10,252	88.7%
Unspecified	65	10	25	8	108	
<b>FY19Q2 TOTAL</b>	<b>3,850</b>	<b>2,759</b>	<b>11,577</b>	<b>13,022</b>	<b>31,208</b>	<b>78.2%</b>
	12.3%	8.8%	37.1%	41.7%		

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%	
Contracting	24,394	78.2%	2 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,336	1,424	84	2,844	9.1%
Level II	13,962	3,654	388	18,004	57.7%
Level III	9,096	1,033	123	10,252	32.9%
Unspecified	8	96	4	108	0.3%
<b>Contracting TOTAL</b>	<b>24,402</b>	<b>6,207</b>	<b>599</b>	<b>31,208</b>	
	78.2%	19.9%	1.9%		

= Compliance

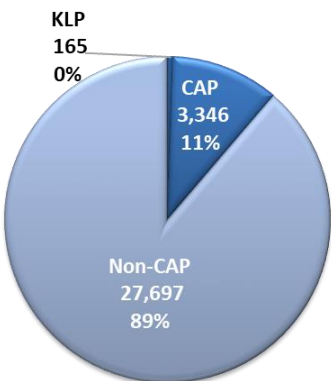
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

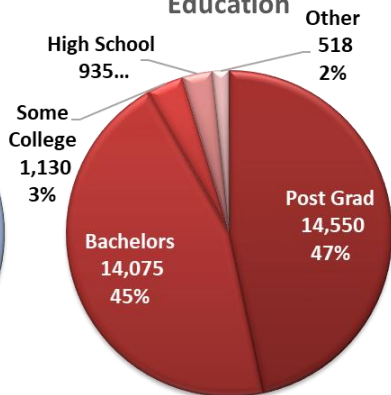


# Contracting Demographics

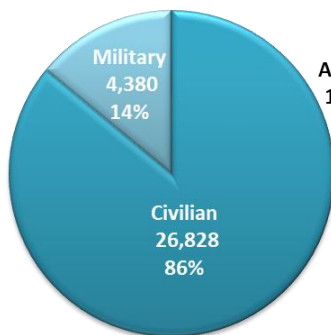
**KLP - CAP - Non-CAP**



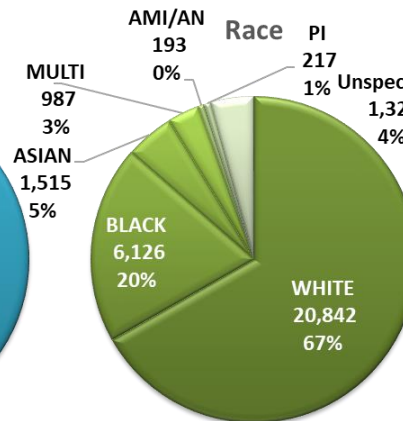
**Education**



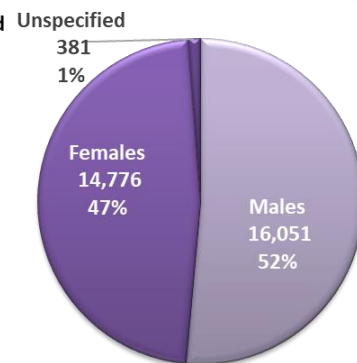
**Civilian / Military**



**Race**



**Gender**



Occupied Position Type	CON TOTAL	Entire AWF
Key Leadership Positions (KLPs)	165	0.5%
Critical Acquisition Positions (CAPs) *	3,346	10.7%
Non-CAP Positions	27,697	88.7%
Unknown	-	0.0%
<b>TOTAL</b>	<b>31,208</b>	<b>174,596</b>

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

Race	CON TOTAL	Entire DAW
WHITE	20,842	66.8%
BLACK	6,126	19.6%
ASIAN	1,515	4.9%
MULTI	987	3.2%
AMI/AN	193	0.6%
PI	217	0.7%
Unspecified	1,328	4.3%
<b>TOTAL</b>	<b>31,208</b>	<b>174,596</b>

Highest Level of Education	CON TOTAL	Entire AWF
Post Grad	14,550	46.6%
Bachelors	14,075	45.1%
Some College	1,130	3.6%
High School	935	3.0%
Other	518	1.7%
<b>TOTAL</b>	<b>31,208</b>	<b>174,596</b>

Gender	CON TOTAL	Entire DAW
Males	16,051	51.4%
Females	14,776	47.3%
Unspecified	381	1.2%
<b>TOTAL</b>	<b>31,208</b>	<b>174,596</b>

Type	CON TOTAL	Entire AWF
Civilian	26,828	86.0%
Military	4,380	14.0%
<b>TOTAL</b>	<b>31,208</b>	<b>174,596</b>



# Contracting Size by Occupational Series

Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	25,153	93.8%
1101 - Business and Industry Specialist	820	3.1%
0810 - Engineer, Civil	676	2.5%
0830 - Engineer, Mechanical	49	0.2%
0850 - Engineer, Electrical	20	0.1%
0301 - Administration & Program Staff	22	0.1%
1160 - Financial Analyst	15	0.1%
0343 - Management and Program Analyst	7	0.0%
0801 - Engineer, General	16	0.1%
<i>Other</i>	50	0.2%
<b>TOTAL CIVILIAN</b>	<b>26,828</b>	<b>Civilians</b>



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



# Fact Sheet



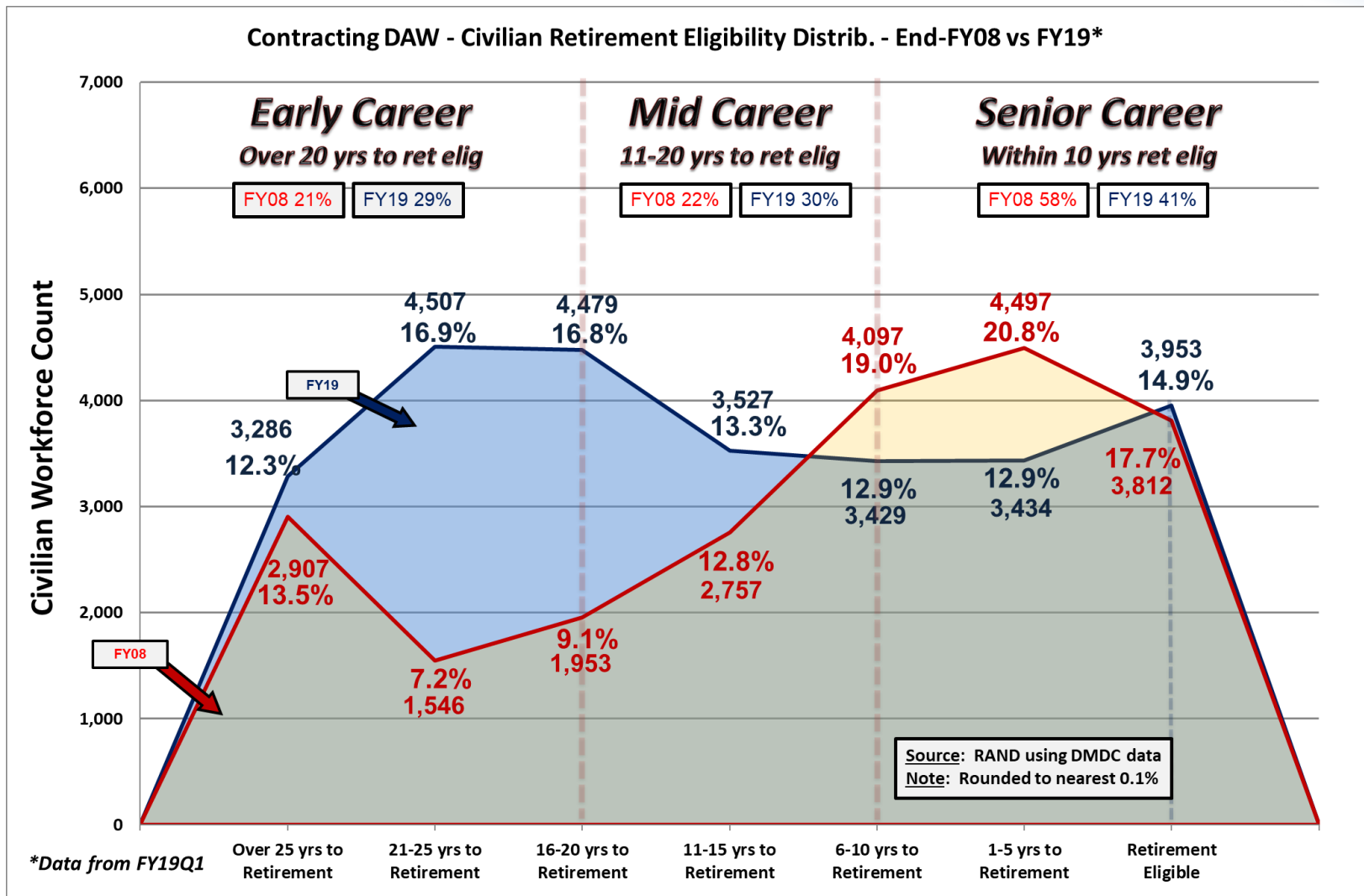
## Human Capital Fact Sheet

Defense Acquisition Workforce Contracting	FY 2008				FY2019Q1			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	21,773	3,907	25,680	125,879	26,709	4,384	31,093	173,599
Change in size from 2008	-		-	-	23%	12%	21%	38%
Civilian/Military Composition	85%	15%	-	88% / 12%	86%	14%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	79%	183%	77%	77%	95%	71%	91%	84%
Graduate Degree	27%	28%	27%	29%	48%	35%	46%	40%
<b>Certification</b>								
Level I or Higher Achieved	82%	61%	78%	72%	89%	84%	88%	83%
Level II or Higher Achieved	75%	44%	70%	61%	82%	61%	79%	70%
Level III Achieved	37%	19%	34%	36%	45%	27%	42%	40%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	80%	73%	79%	74%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	19%	23%	19%	23%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	4%	2%	3%
<b>Planning Considerations</b>								
Average Age	47	35	45	46	44	34	43	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	21/22/58(%)		-	20/23/57 (%)(Civ)	29/30/41(%)		-	26/27/47(%)
Average Years of Service	18	12	17	17	14	12	14	15
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	3,953(15%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,434(13%)	-	-	25,072(16%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,892/2,342	-	-	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.



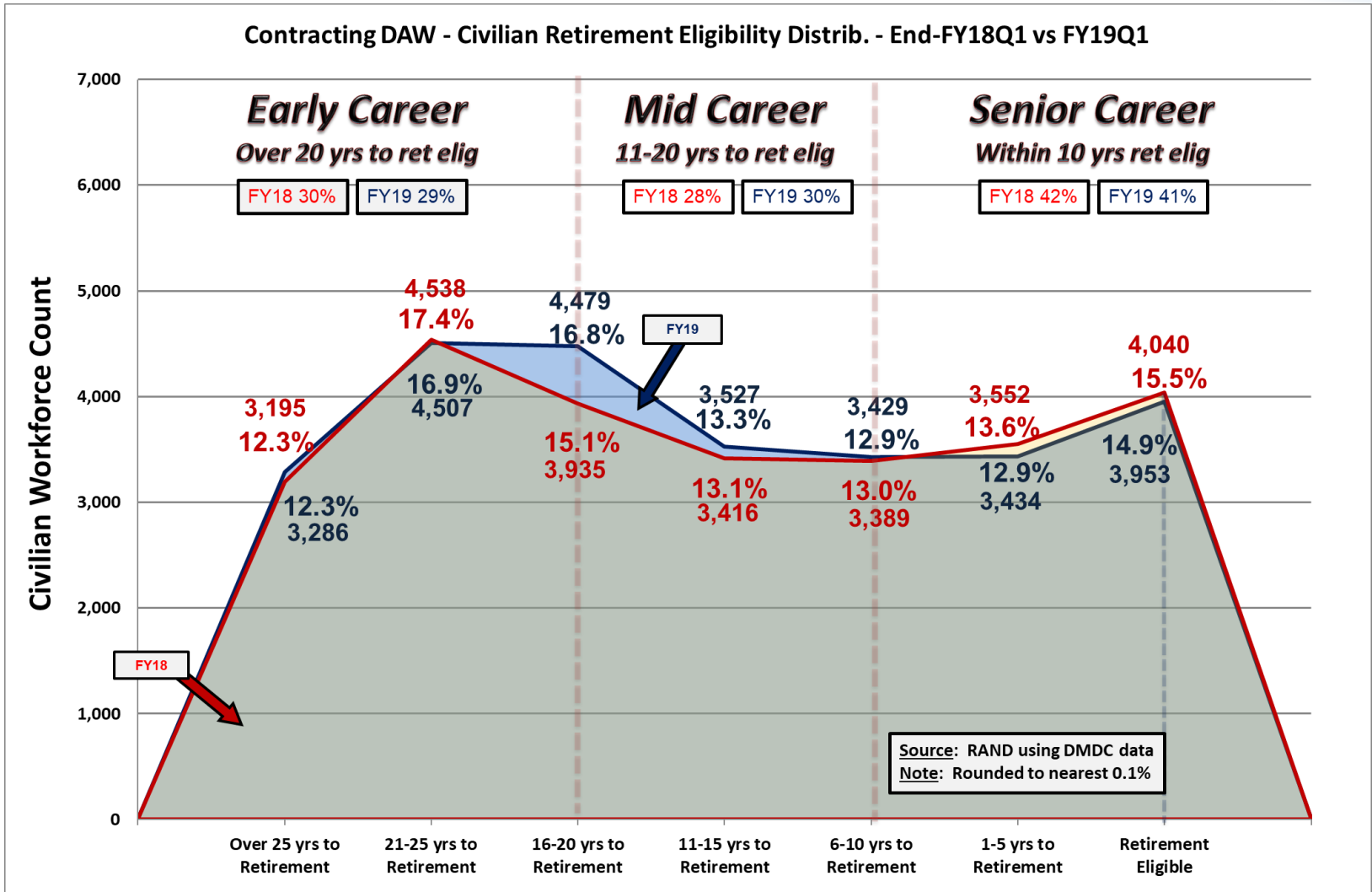
# Contracting Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Dec 2018



# Contracting Civilian Retirement Eligibility Distribution – 1 year



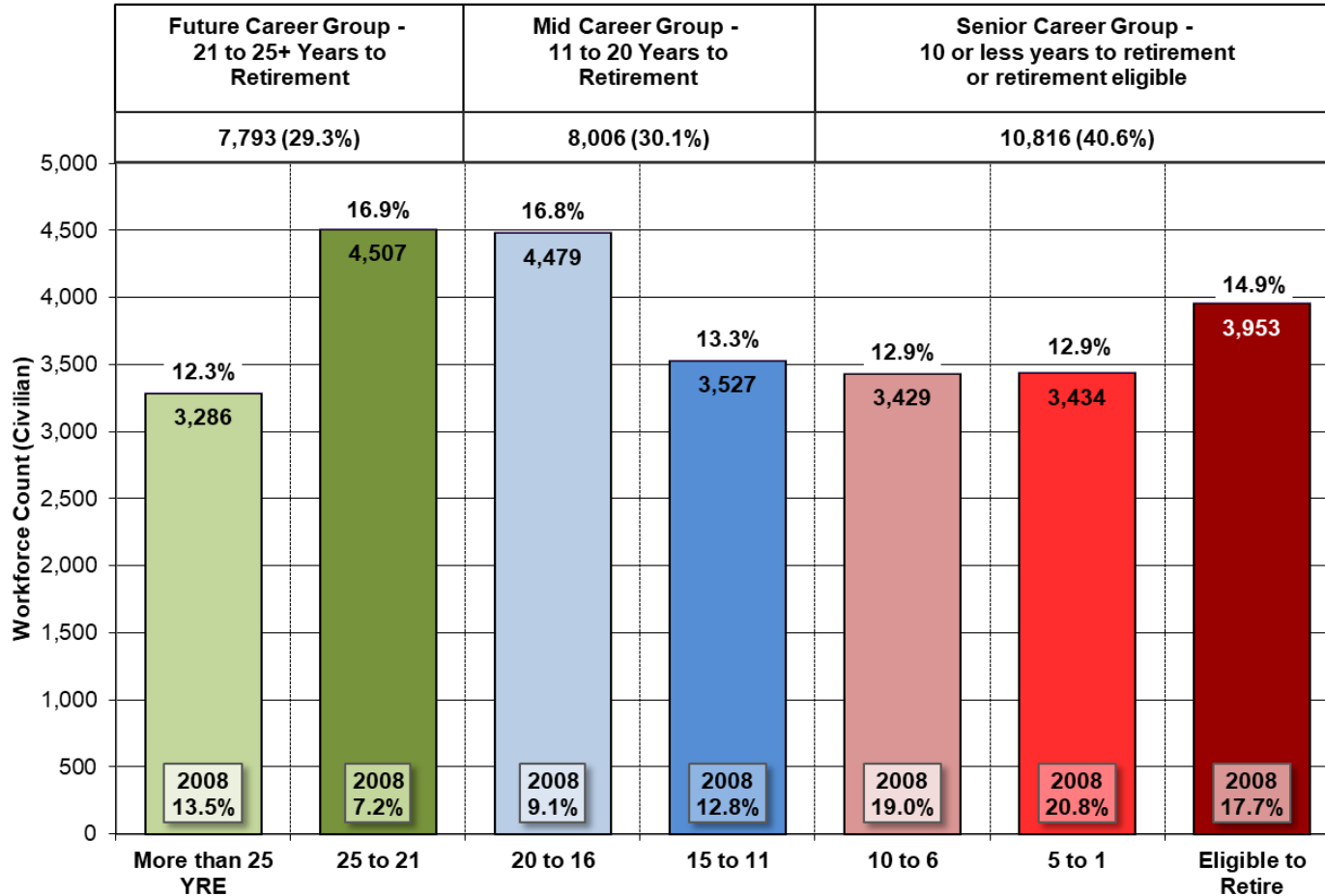
As of 31 Dec 2018





# Workforce Lifecycle Model

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



As of 31 Dec 2018

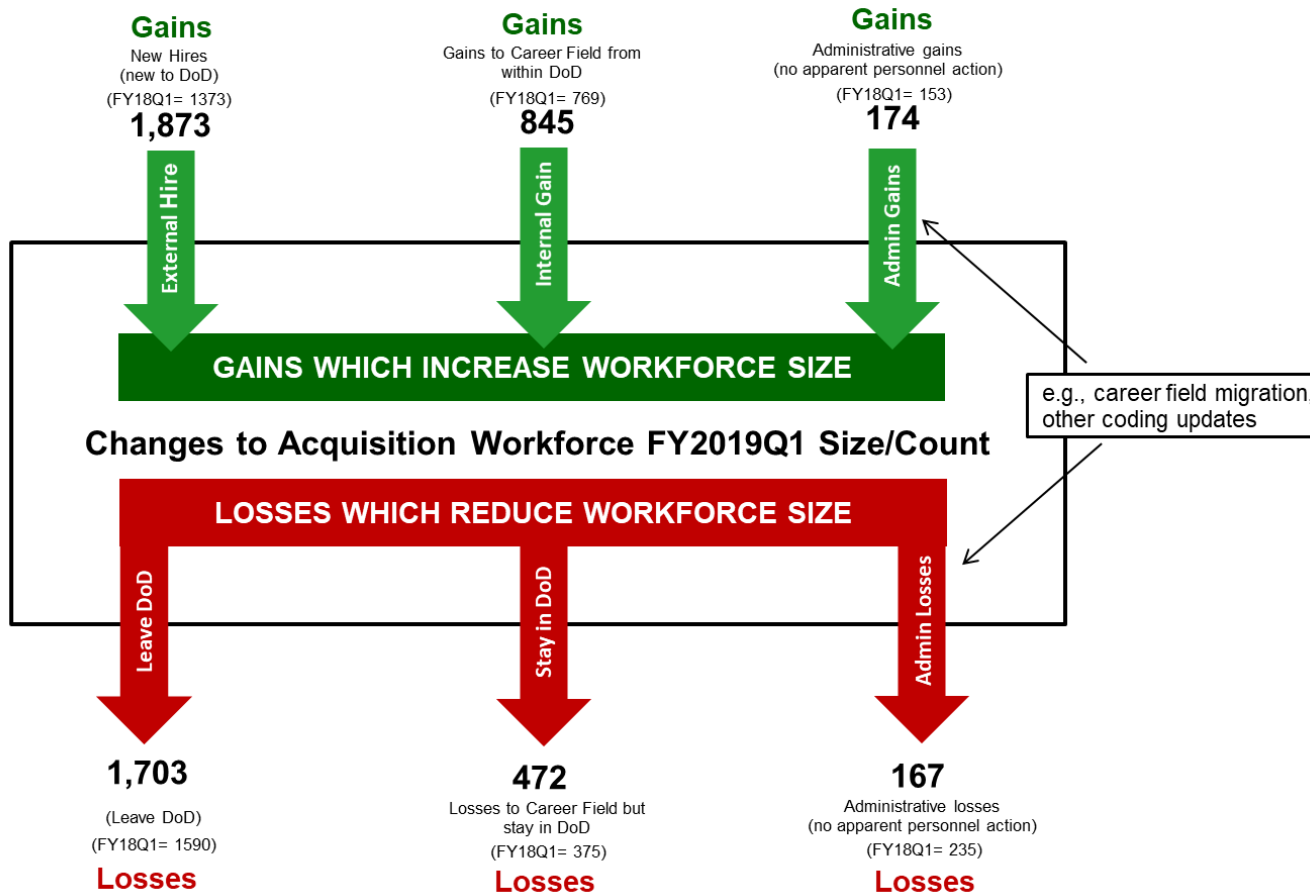


# Contracting Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2019Q1)

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

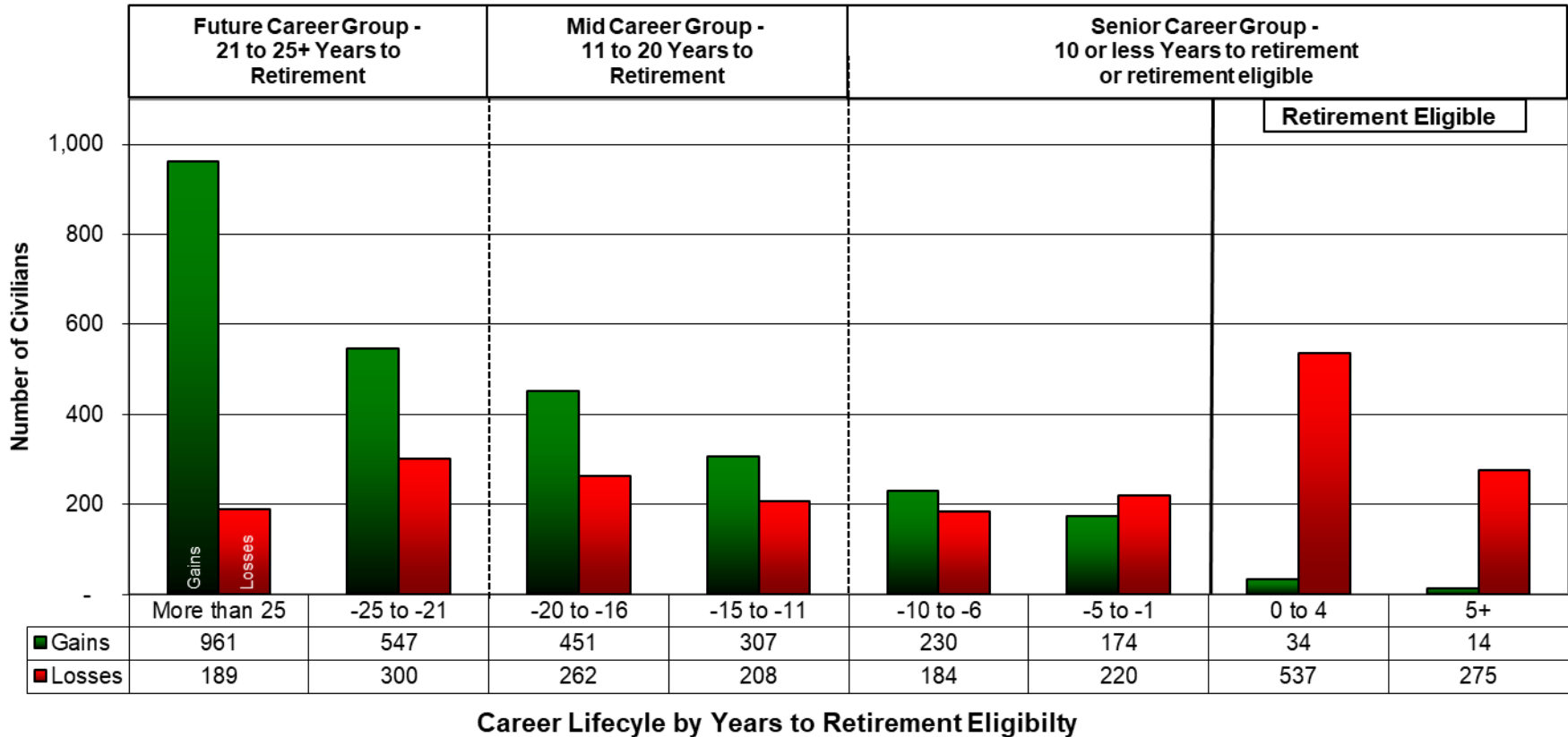




# Contracting Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian)

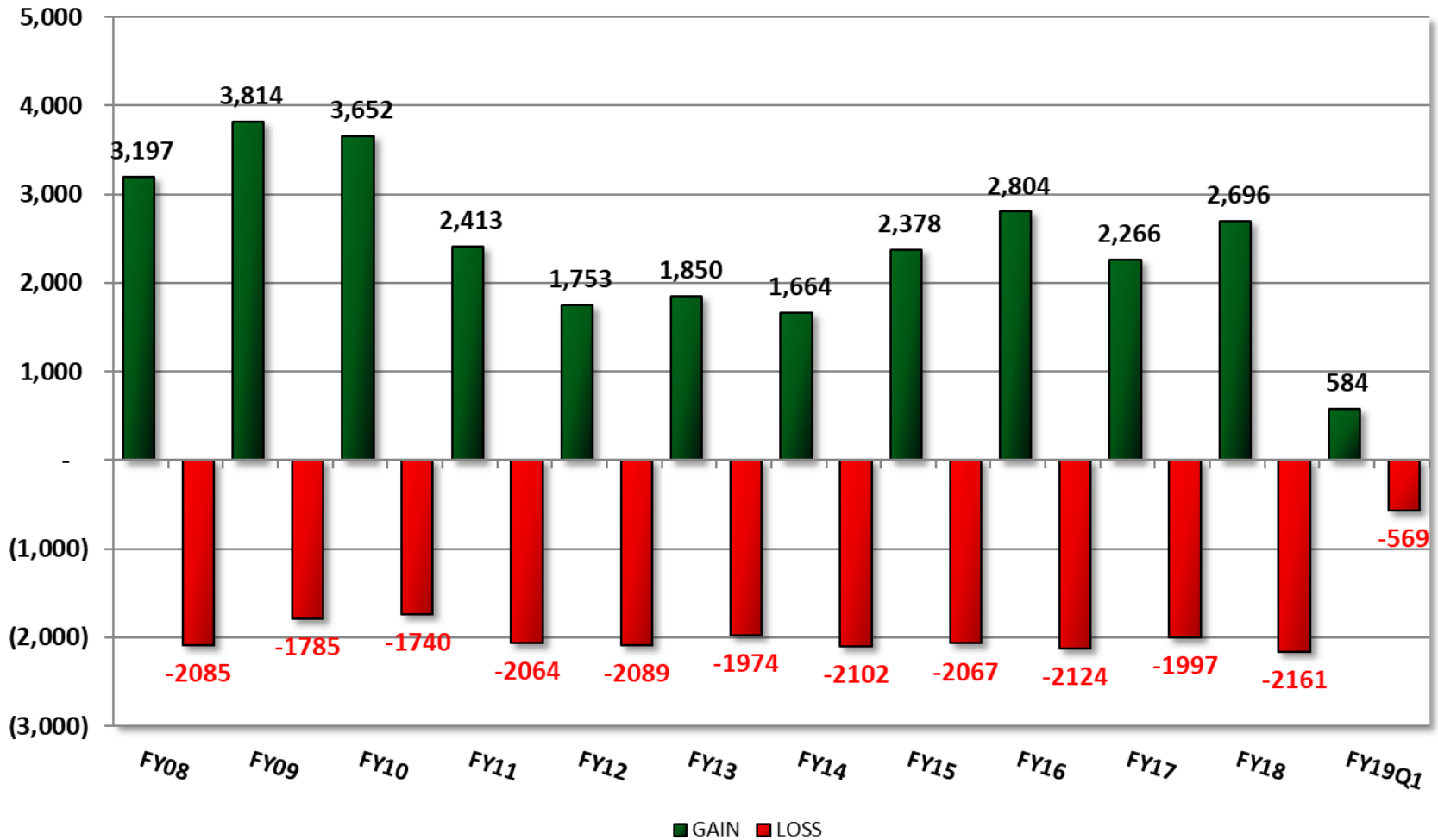
Workforce Lifecycle FY2019Q1 Gains & Losses\*



\*Does not include administrative gains and losses



# Contracting Historical Gains and Losses FY08 – FY19



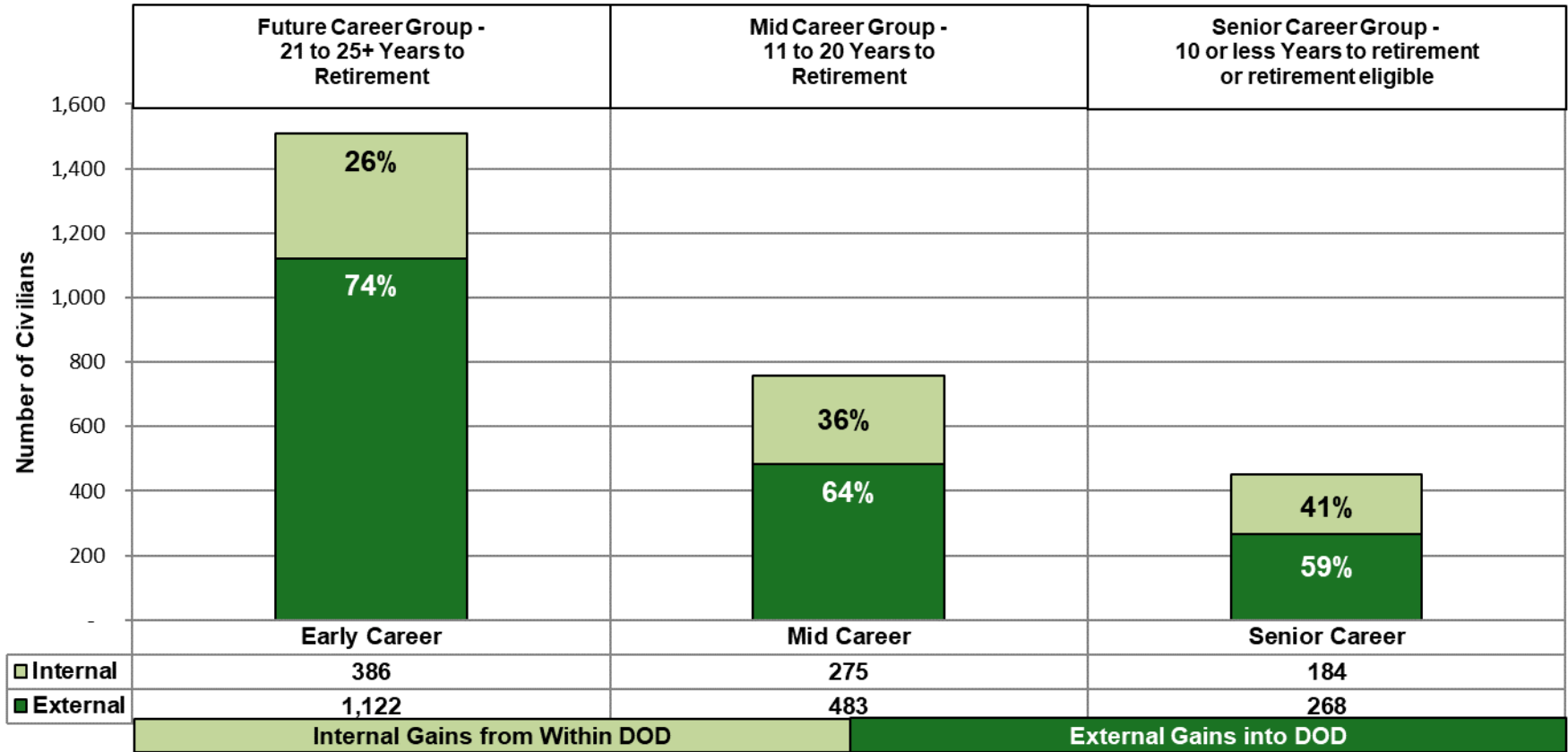
As of 31 Dec 2018



# Contracting Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2019Q1 Gains\*



\*Does not include administrative gains

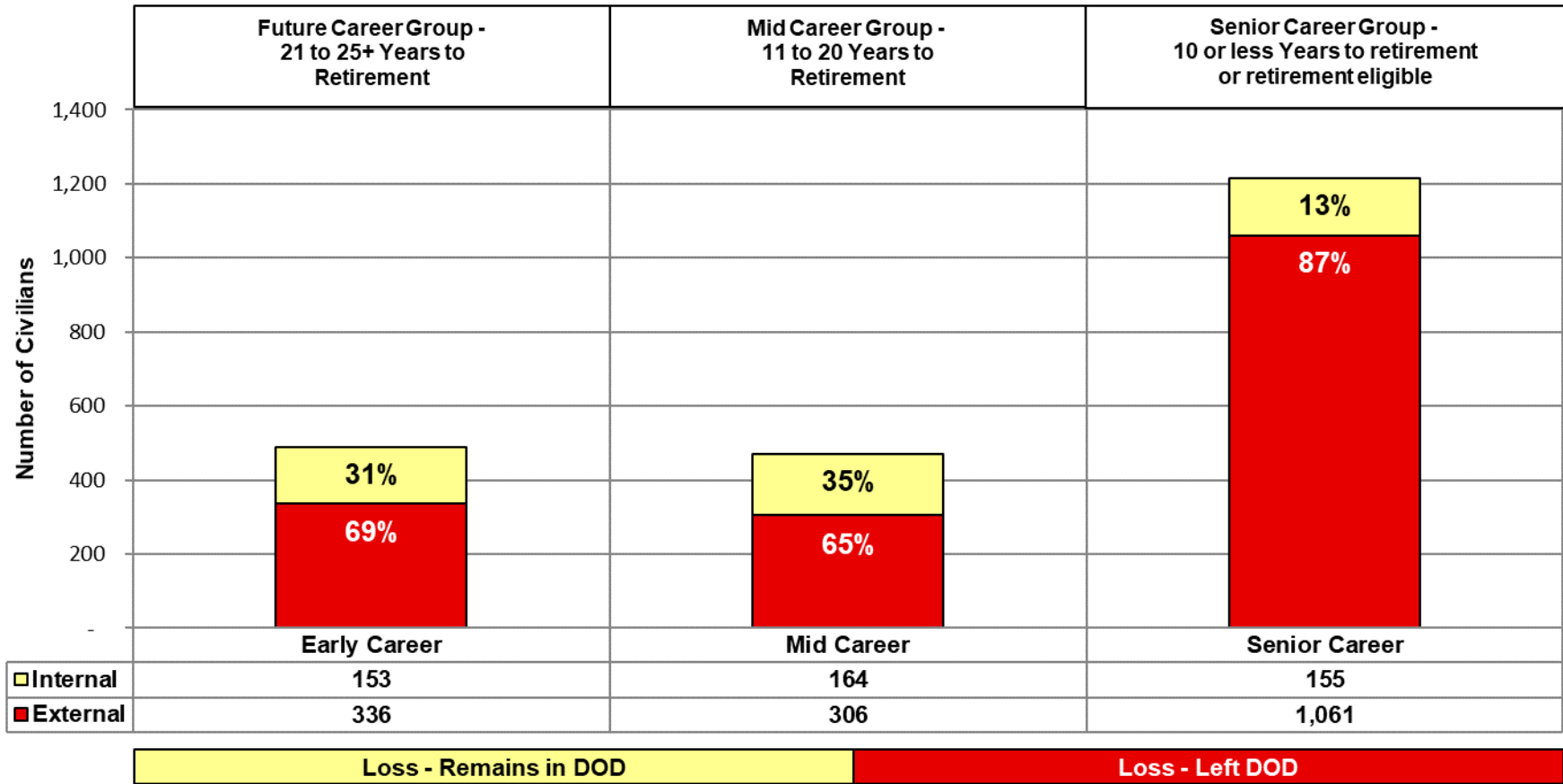


# Contracting Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

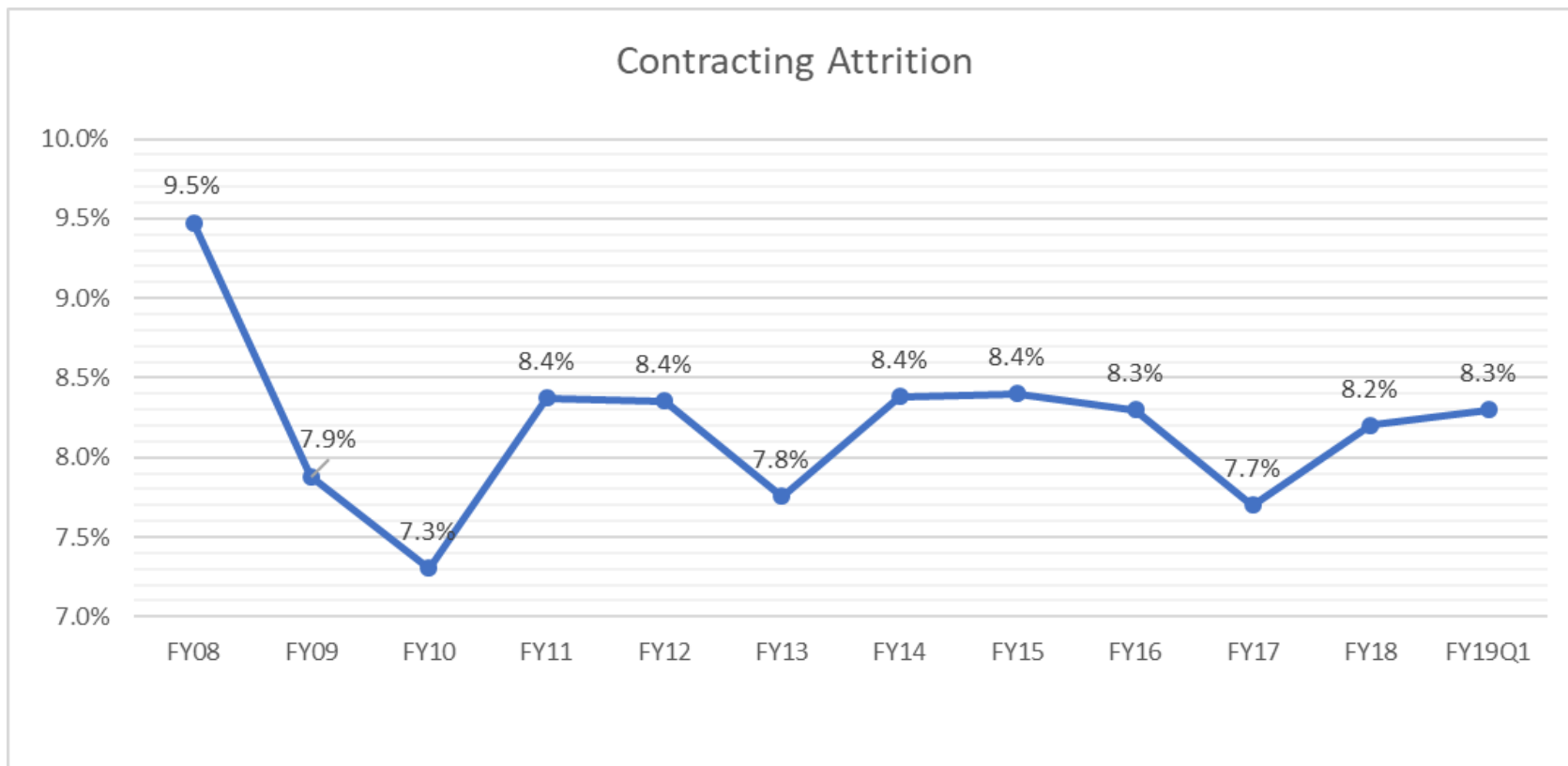
### Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates



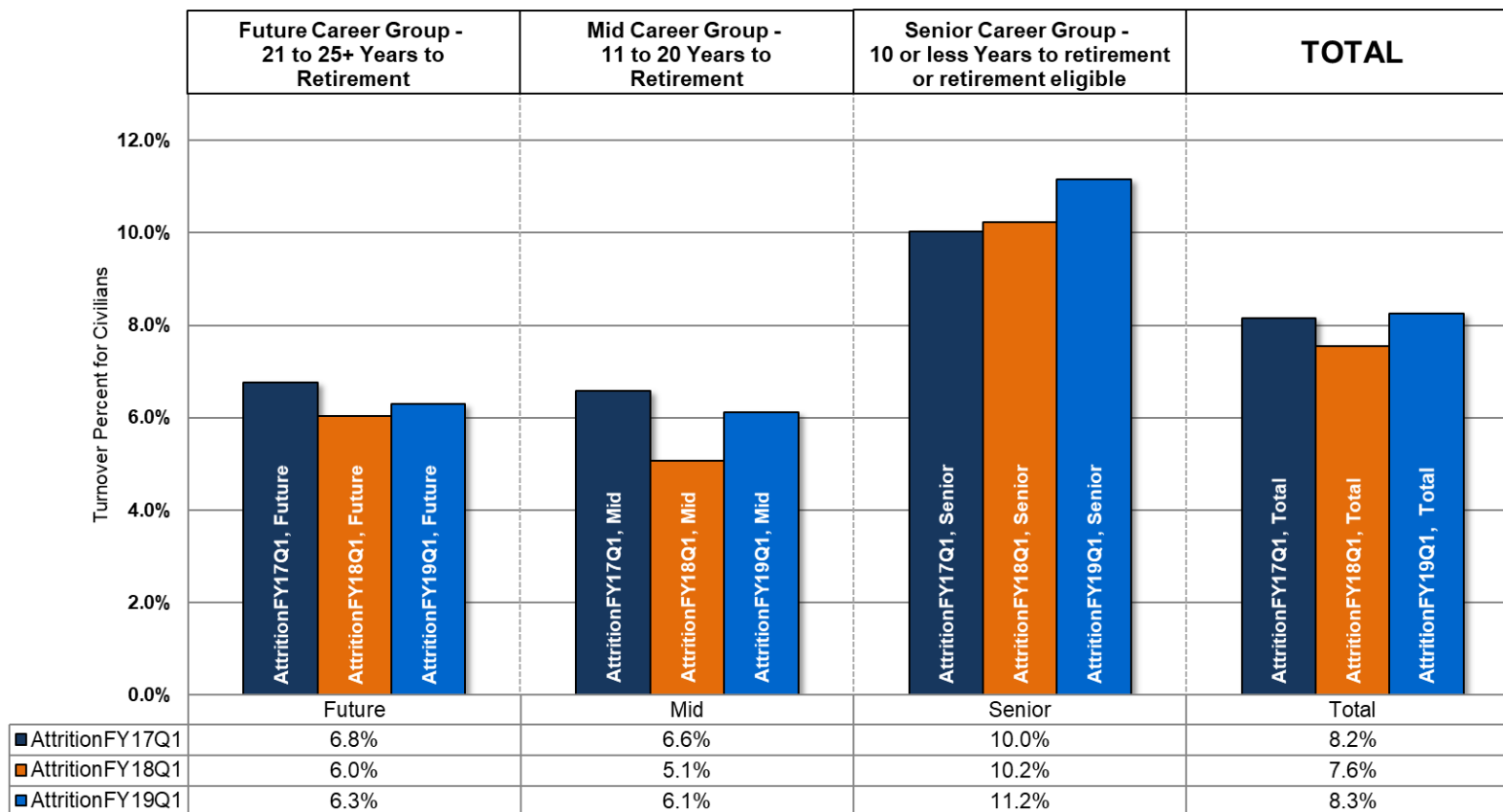
\*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



# Contracting Attrition Rates by Career Group



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



As of 31 Dec 2018



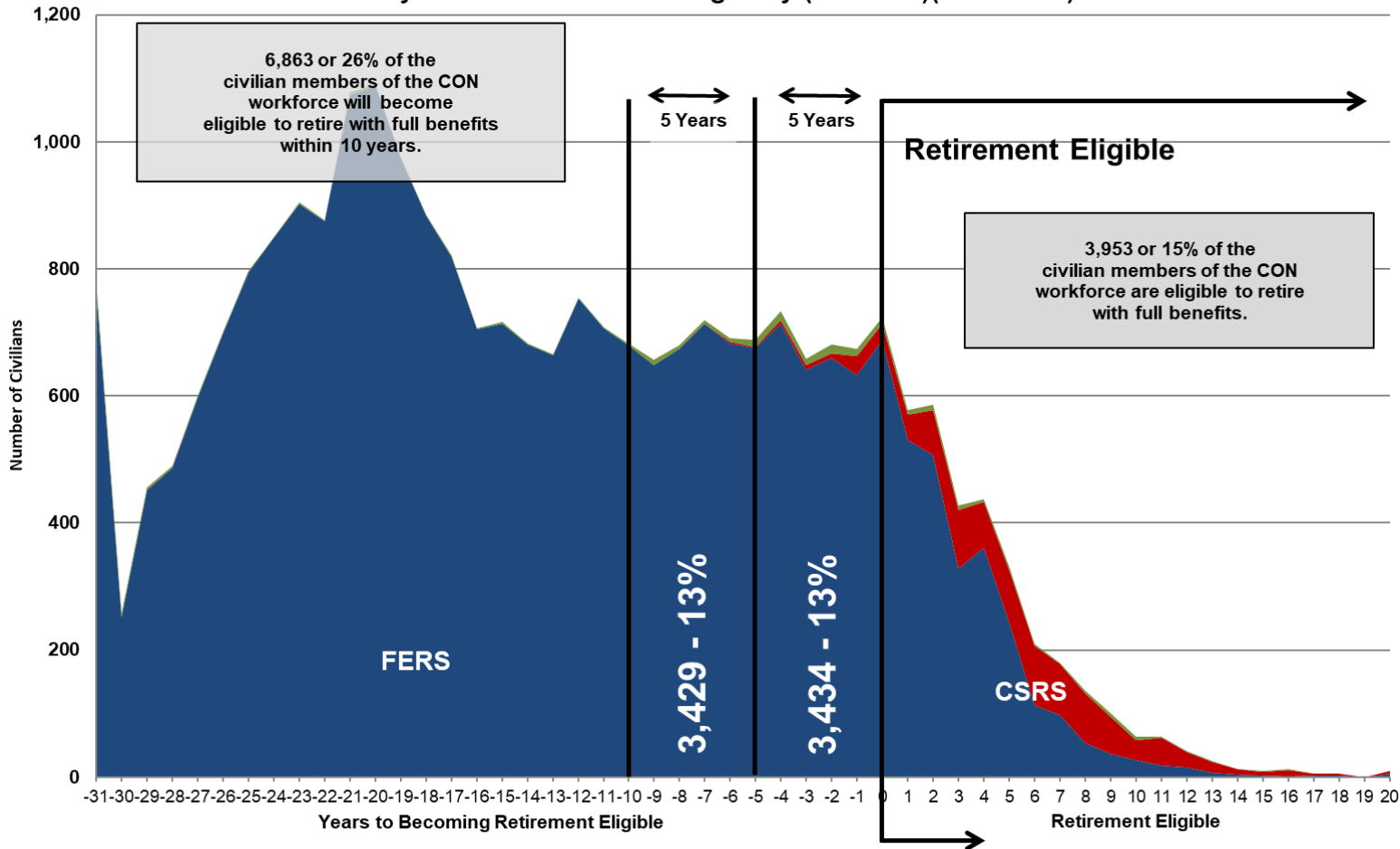


# Contracting Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce

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



As of 31 Dec 2018