



Defense Acquisition Workforce Key Information

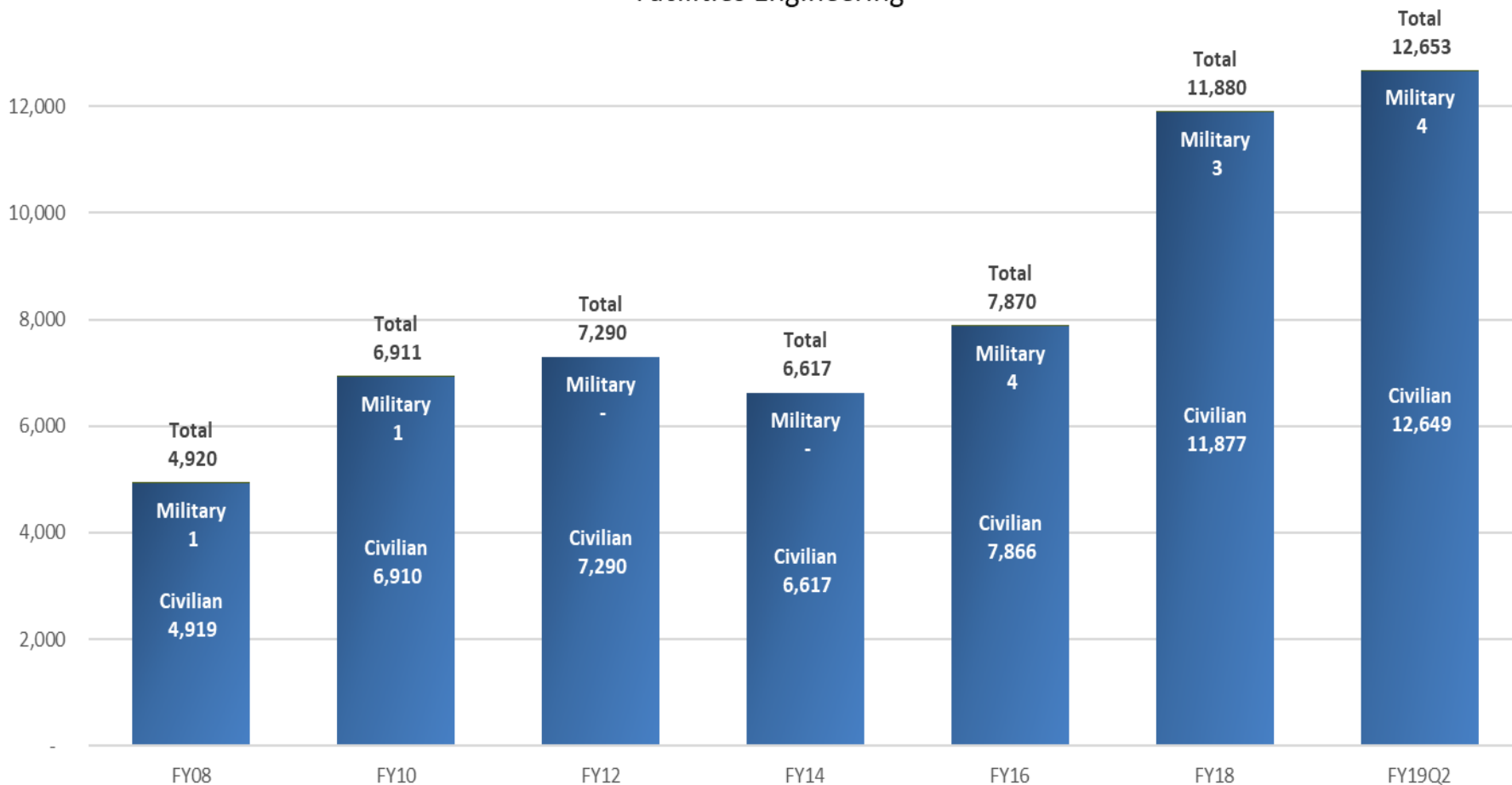
Facilities Engineering
As of FY19Q2 (31 March 2019)



Total Historic Workforce

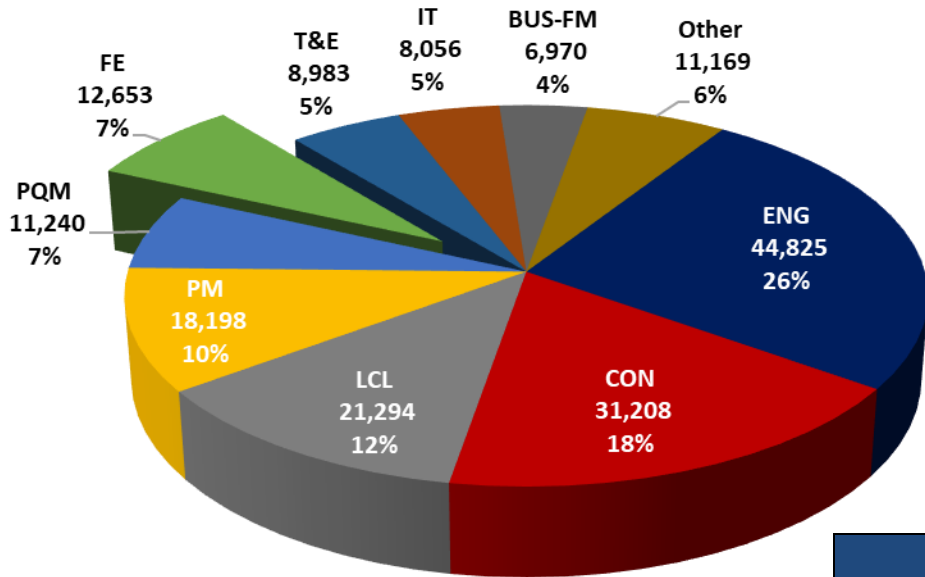


Facilities Engineering





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%
Totals	41,374	62,246	3,028	39,511	28,437		
Component %	23.7%	35.7%	1.7%	22.6%	16.3%		174,596



Facilities Engineering Workforce Historical Size by Agency FY08 – FY19



Facilities Engineering Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	3,902	5,301	5,508	4,998	5,456	5,755	5,871	50%	2%
MARINE CORPS	-	18	23	41	34	33	32		-3%
ARMY	988	1,564	1,708	1,530	1,797	5,329	5,954	503%	12%
AIR FORCE	6	20	29	4	498	668	701	11583%	5%
MDA	1	4	19	42	42	46	46	4500%	0%
DeCA	-	-	-	-	30	31	30		-3%
DISA	-	-	-	-	8	14	14		0%
DAU	1	-	-	-	2	2	2	100%	0%
DCMA	6	1	1	-	1	1	2	-67%	100%
DTRA	2	1	1	1	1	1	1	-50%	0%
DLA	13	2	1	1	1	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
TOTAL	4,920	6,911	7,290	6,617	7,870	11,880	12,653	↑ 157%	↑ 7%



Facilities Engineering Workforce Historical Size (Quarterly) by Agency



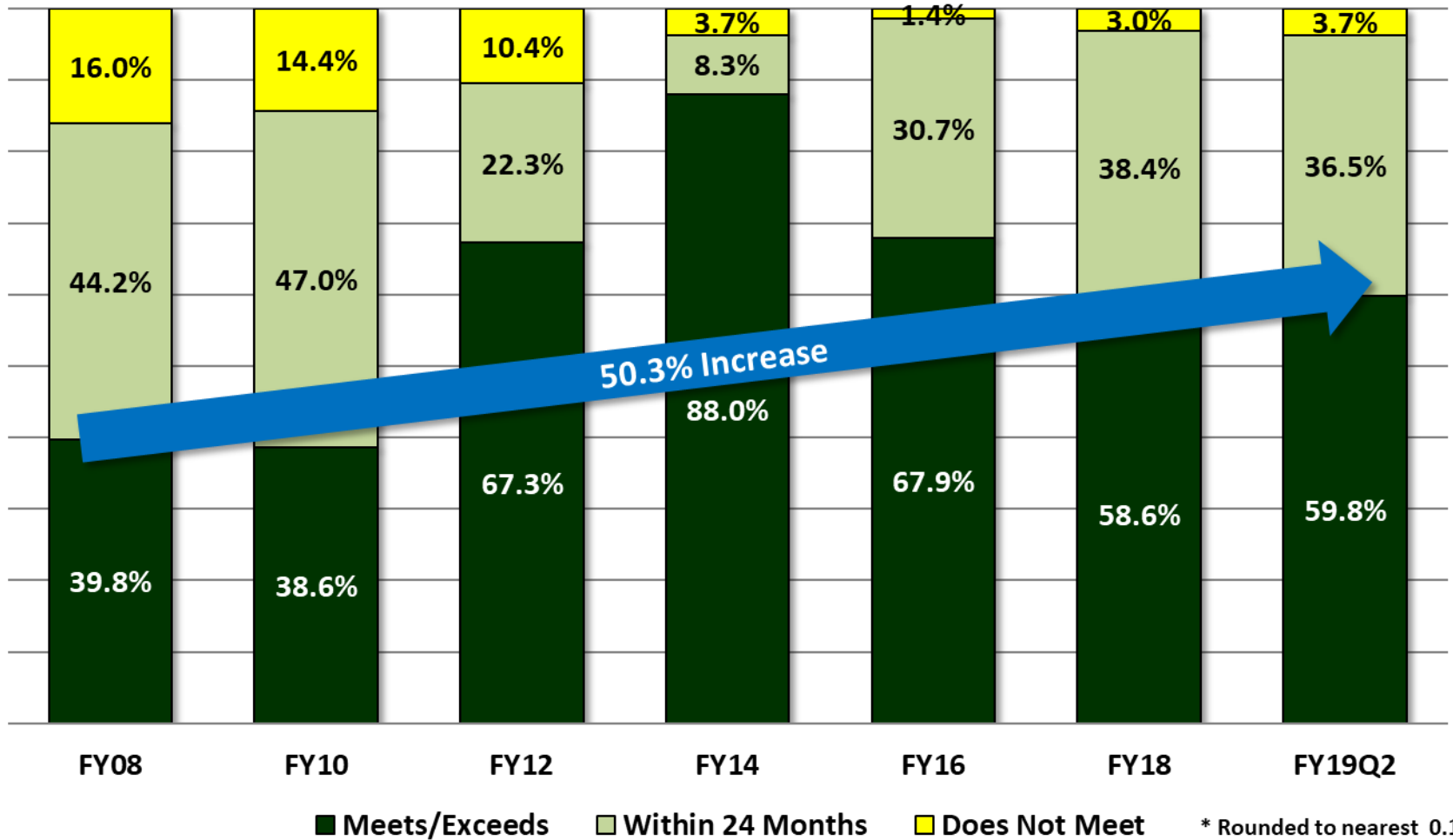
Facilities Engineering Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
Navy	5,458	5,507	5,541	5,573	5,575	5,634	5,755	5,832	5,871	5%
MARINE CORPS	33	34	30	31	30	33	33	35	32	7%
ARMY	2,981	3,233	3,581	4,207	4,297	4,705	5,329	5,660	5,954	39%
AIR FORCE	512	520	591	573	585	670	668	663	701	20%
MDA	43	44	46	46	48	47	46	46	46	-4%
DeCA	28	28	26	28	31	31	31	30	30	-3%
DISA	9	13	13	13	14	14	14	14	14	0%
DAU	1	1	1	2	2	2	2	2	2	0%
DCMA	1	1	1	1	1	1	1	1	2	100%
DTRA	-	-	1	1	1	-	1	1	1	0%
DLA	1	1	-	-	-	-	-	-	-	
TOTAL	9,067	9,382	9,831	10,475	10,584	11,137	11,880	12,284	12,653	↑ 20%



Facilities Engineering Historical DAWIA Certification FY08 – FY19

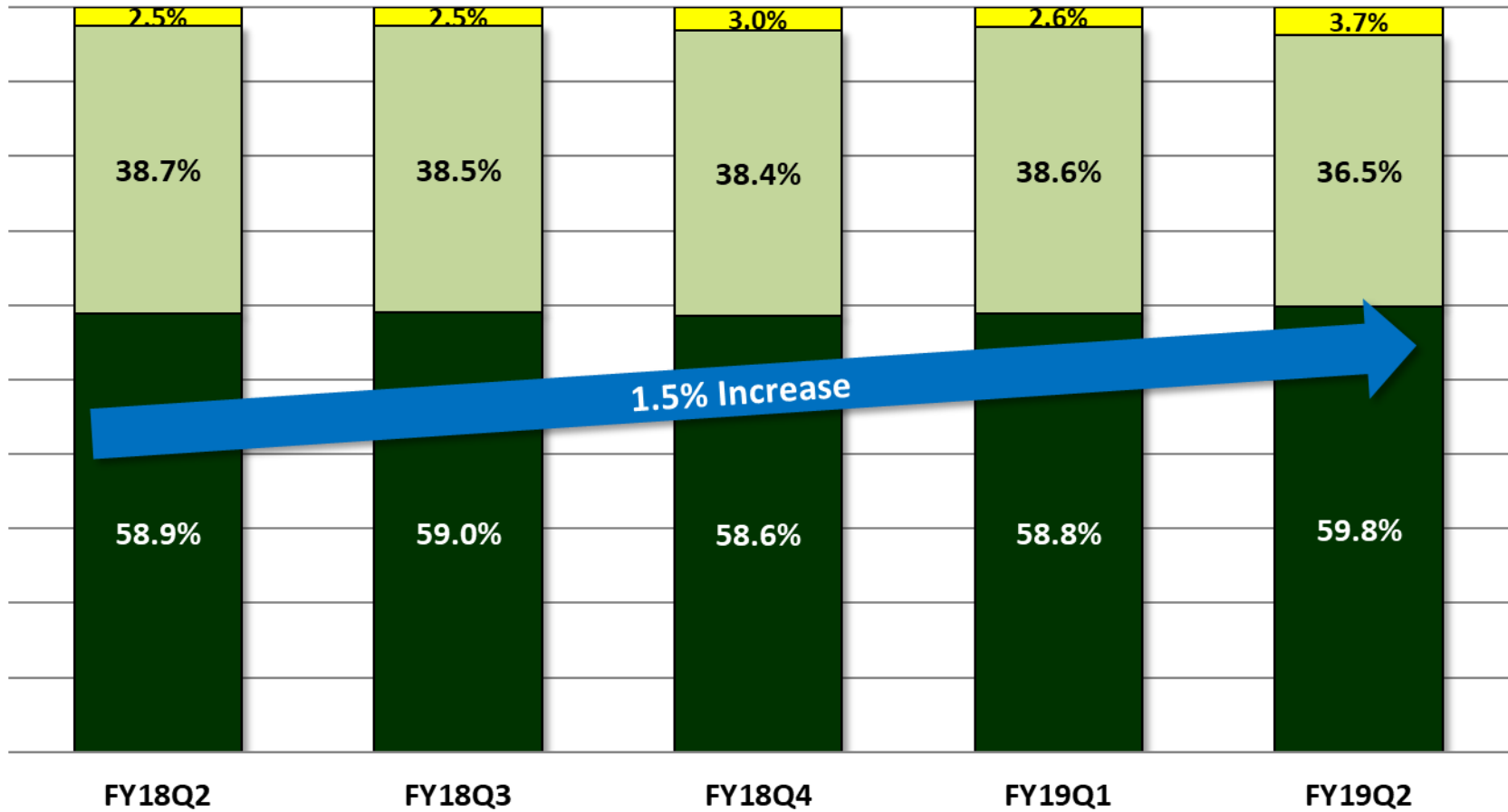


Facilities Engineering





Facilities Engineering Historical (Quarterly) DAWIA Certification



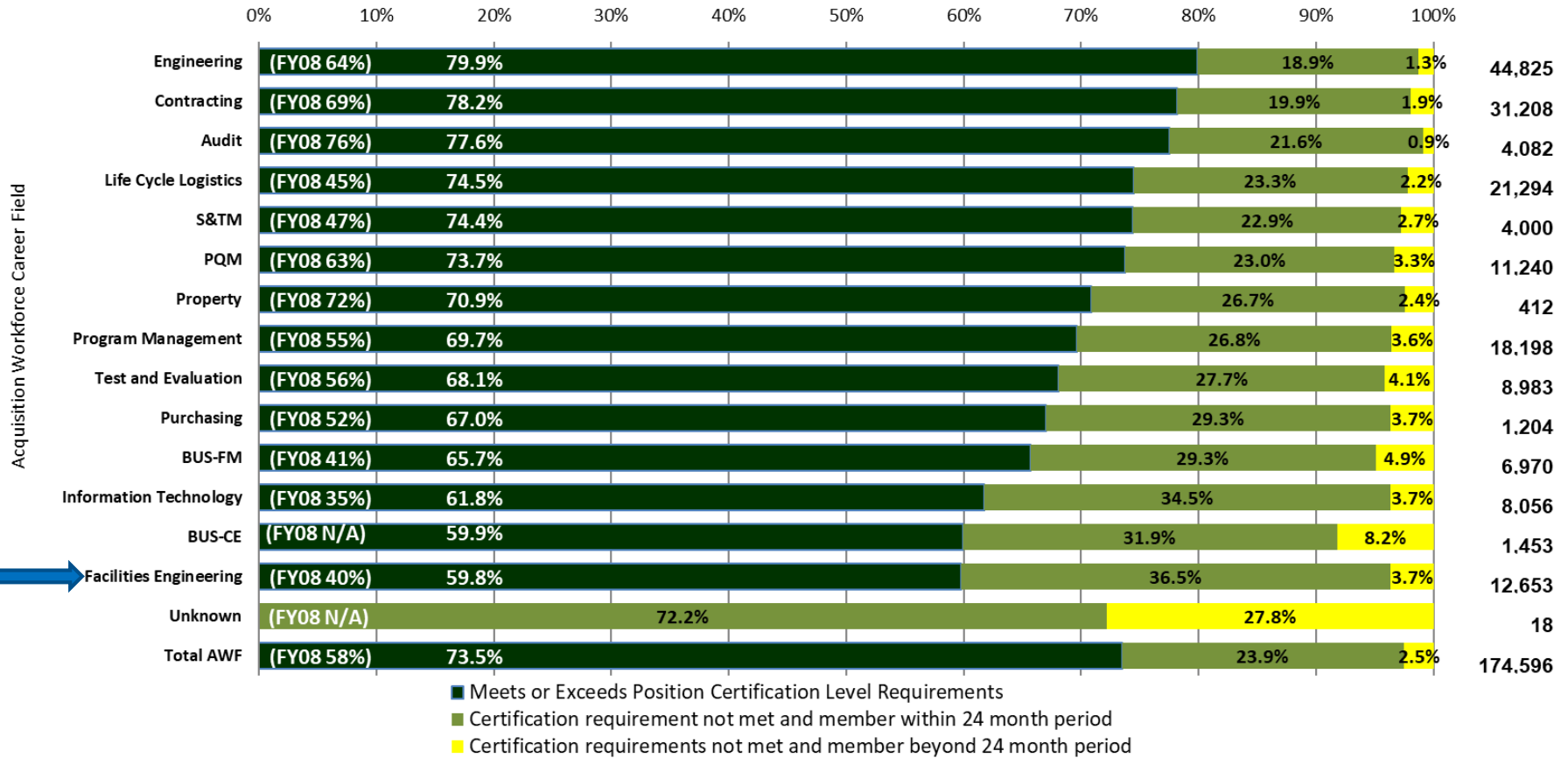
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



DAWIA Certification by Career Field



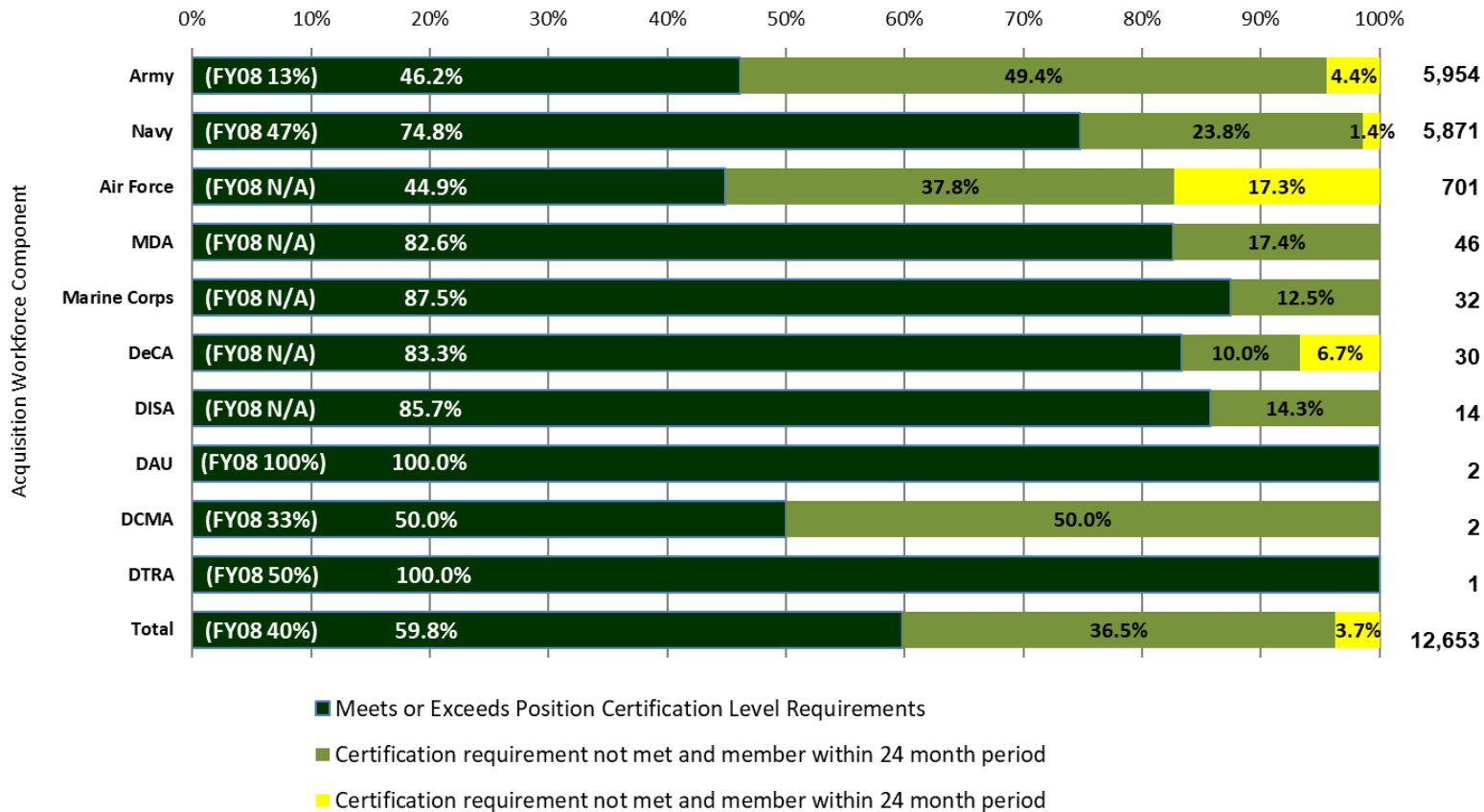
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





Facilities Engineering DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Facilities Engineering (FY19Q2)



- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirement not met and member within 24 month period



Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering		Achieved Certification Level				FY19Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	201	104	81	18	404	50.2%	
Level II	2,579	279	3,836	296	6,990	59.1%	
Level III	1,228	46	756	3,228	5,258	61.4%	
Unspecified	1	-	-	-	1		
FY19Q2 TOTAL	4,009	429	4,673	3,542	12,653	59.8%	
	31.7%	3.4%	36.9%	28.0%			

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%	
Facilities En	7,563	59.8%	14 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	203	197	4	404	3.2%
Level II	4,132	2,681	177	6,990	55.2%
Level III	3,228	1,743	287	5,258	41.6%
Unspecified	-	1	-	1	0.0%
Facilities Engineering TOTAL	7,563	4,622	468	12,653	
	59.8%	36.5%	3.7%		

= Compliance

= Exceeds Requirements

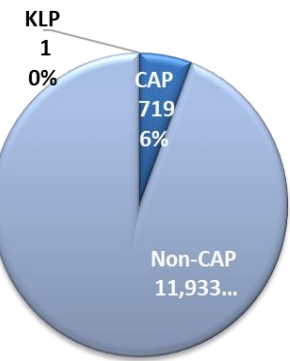
* NOTE: Rounded to nearest 0.1%



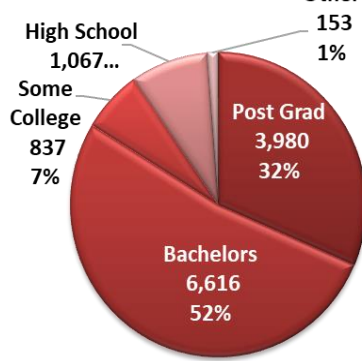
Facilities Engineering Demographics



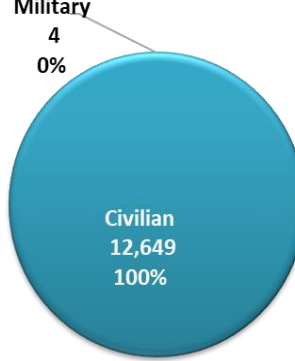
KLP - CAP - Non-CAP



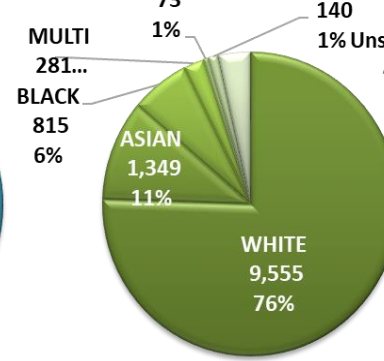
Education



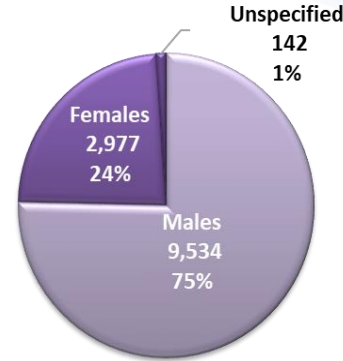
Civilian / Military



Race



Gender



Occupied Position Type	FE TOTAL	Entire AWF
Key Leadership Positions (KLPs)	1	1,242
Critical Acquisition Positions (CAPs) *	719	16,708
Non-CAP Positions	11,933	156,646
Unknown	-	-
TOTAL	12,653	174,596

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

Race	FE TOTAL	Entire DAW
WHITE	9,555	127,583
ASIAN	1,349	21,036
BLACK	815	11,990
MULTI	281	4,829
AMI/AN	73	1,133
PI	140	903
Unspecified	440	7,122
TOTAL	12,653	174,596

Highest Level of Education	FE TOTAL	Entire AWF
Post Grad	3,980	70,018
Bachelors	6,616	77,243
Some College	837	12,151
High School	1,067	12,718
Other	153	2,466
TOTAL	12,653	174,596

Gender	FE TOTAL	Entire DAW
Males	9,534	122,206
Females	2,977	50,436
Unspecified	142	1,954
TOTAL	12,653	174,596

Type	FE TOTAL	Entire AWF
Civilian	12,649	158,922
Military	4	15,674
TOTAL	12,653	174,596



Facilities Engineering Size by Occupational Series

Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	3,173	25.1%
0801 - Engineer, General	1,231	9.7%
0802 - Engineering Technician	1,146	9.1%
0819 - Engineer, Environmental	727	5.7%
0830 - Engineer, Mechanical	831	6.6%
0808 - Architect	630	5.0%
1101 - Business and Industry Specialist	550	4.3%
0850 - Engineer, Electrical	649	5.1%
0340 - Program Manager	487	3.9%
<i>Other</i>	2,886	22.8%
TOTAL CIVILIAN	12,649	Civilians



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



Fact Sheet

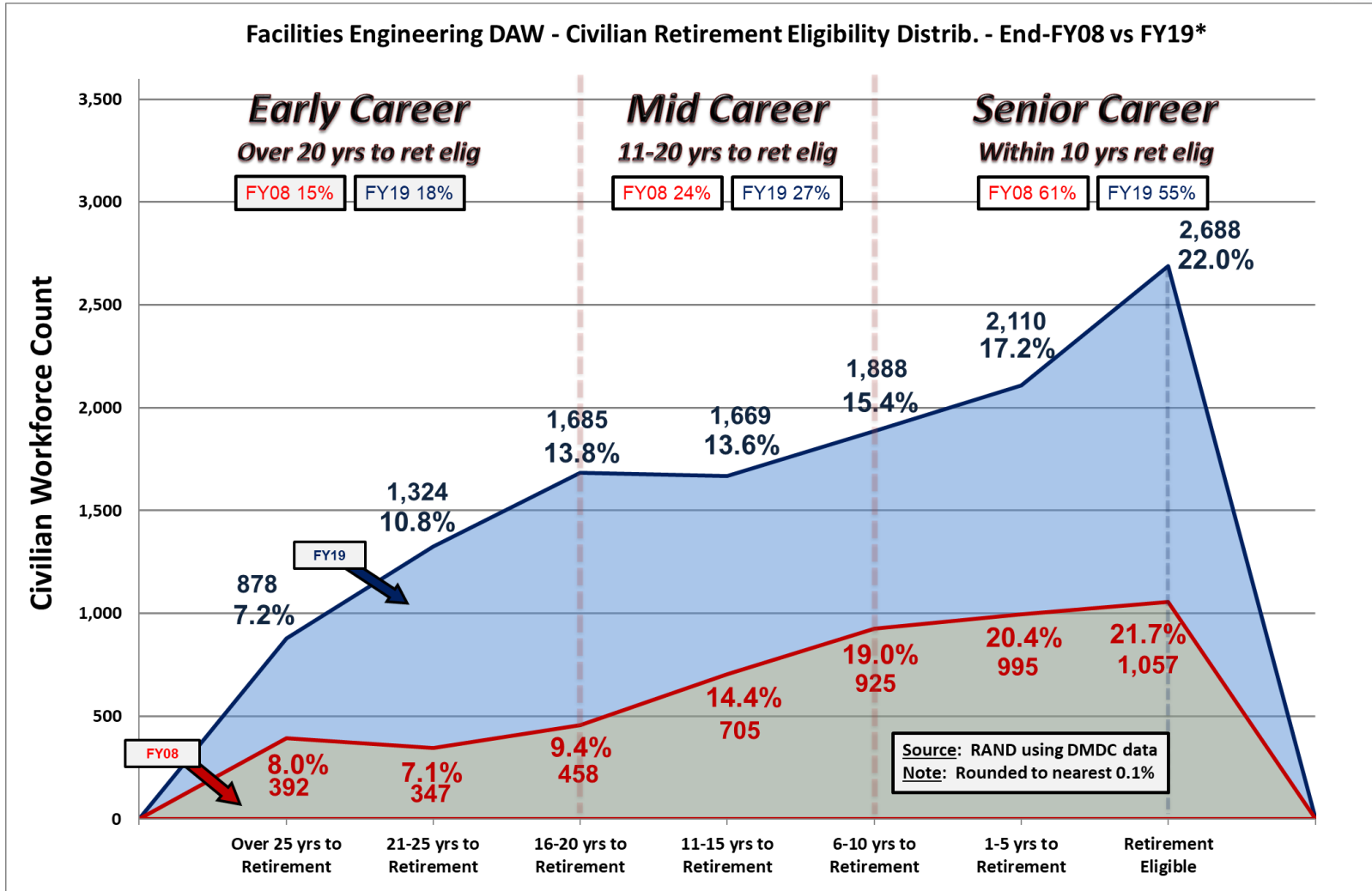


Human Capital Fact Sheet								
Defense Acquisition Workforce Facilities Engineering	FY 2008				FY2018Q4			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	11,877	3	11,880	172,736
Change in size from 2008	-	-	-	-	141%	200%	141%	37%
Civilian/Military Composition	100%	0%	-	88%/ 12%	100%	0%	-	91%/ 9%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	83%	100%	83%	84%
Graduate Degree	20%	0%	20%	29%	31%	67%	31%	40%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	69%	0%	69%	84%
Level II or Higher Achieved	41%	0%	41%	61%	65%	0%	65%	71%
Level III Achieved	0%	0%	0%	36%	26%	0%	26%	40%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	59%	0%	59%	74%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	38%	100%	38%	23%
Does Not Meet Certification Requirement	16%	0%	16%	14%	3%	0%	3%	3%
Planning Considerations								
Average Age	49	23	49	46	48	34	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	17/27/56(%)	-	-	26/26/48(%)
Average Years of Service	19	1	19	17	17	11	17	15
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	2,711(23%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	2,057(17%)	-	-	25,048(16%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	3,316/1,272	-	-	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.



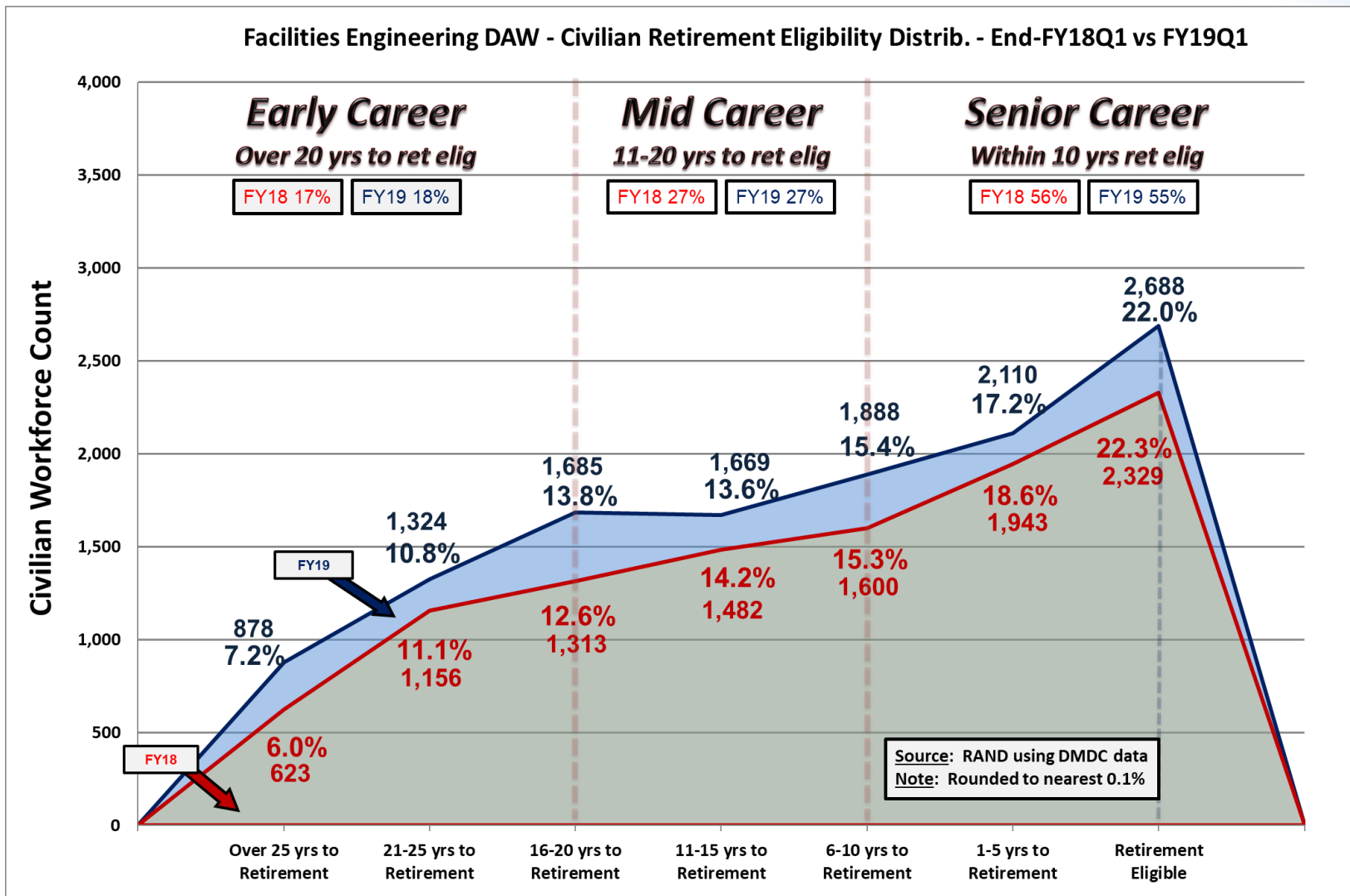
Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Dec 2018



Facilities Engineering Civilian Retirement Eligibility Distribution, 1 year



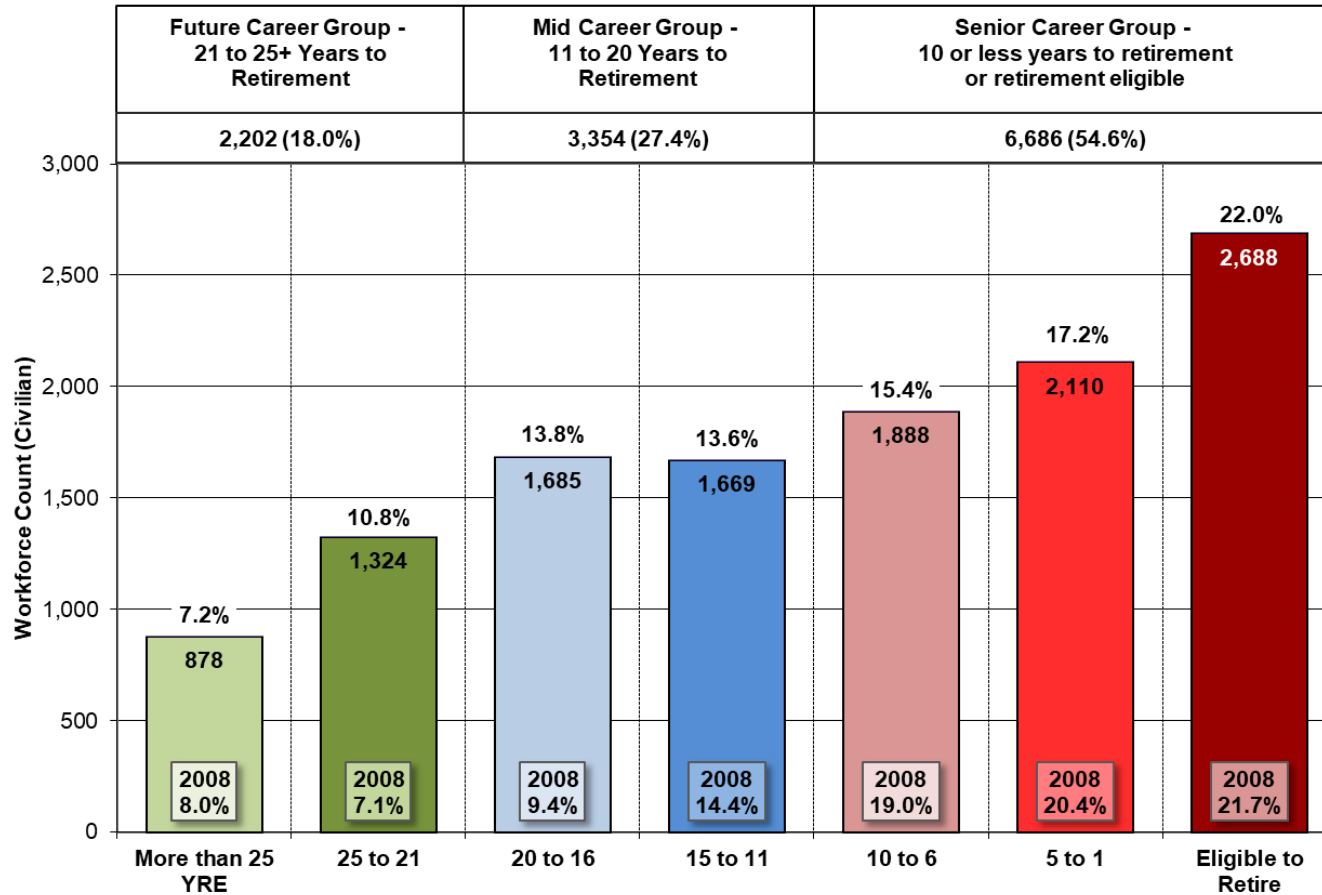
As of 31 Dec 2018



Facilities Engineering Workforce Lifecycle Model by YRE



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



As of 31 Dec 2018

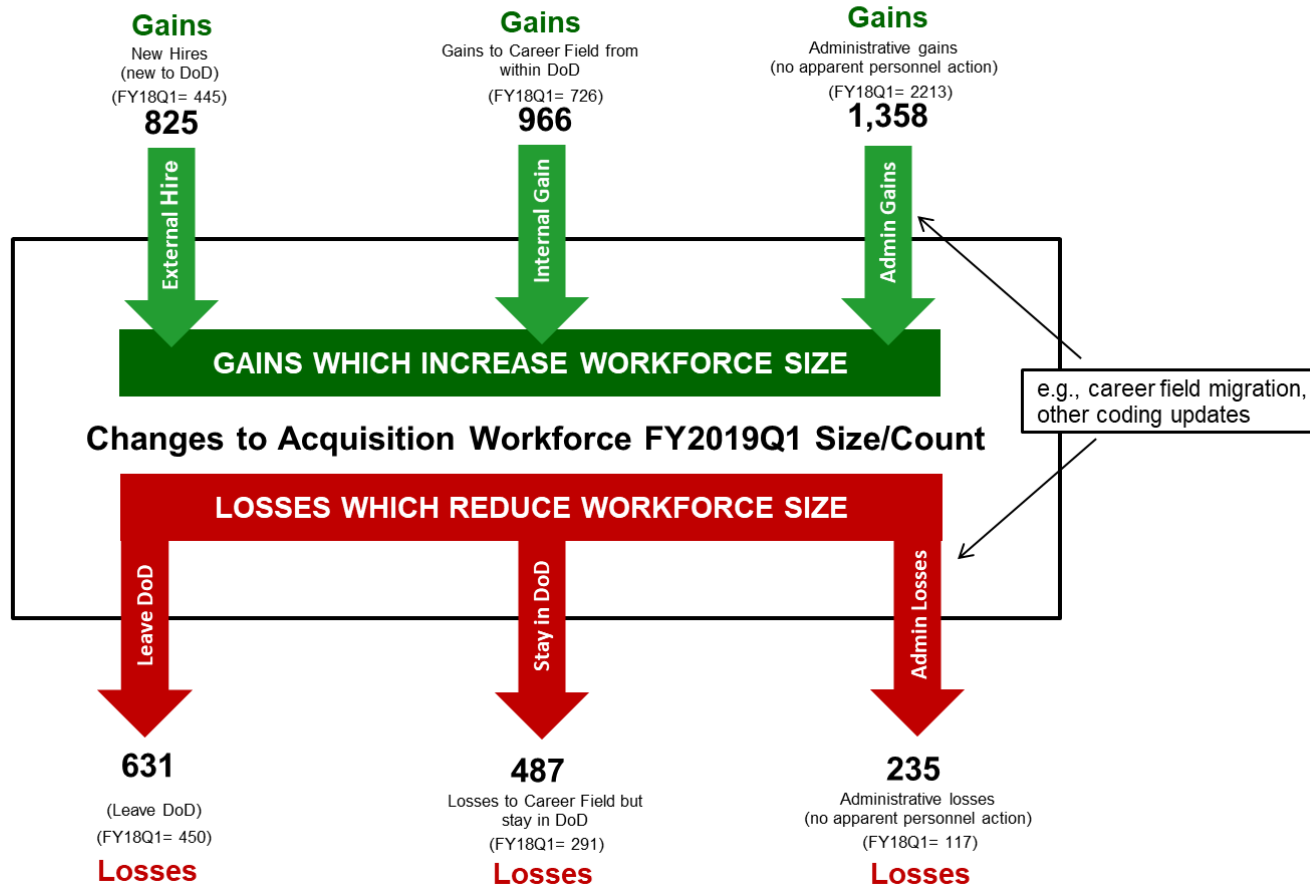


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2019Q1)

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



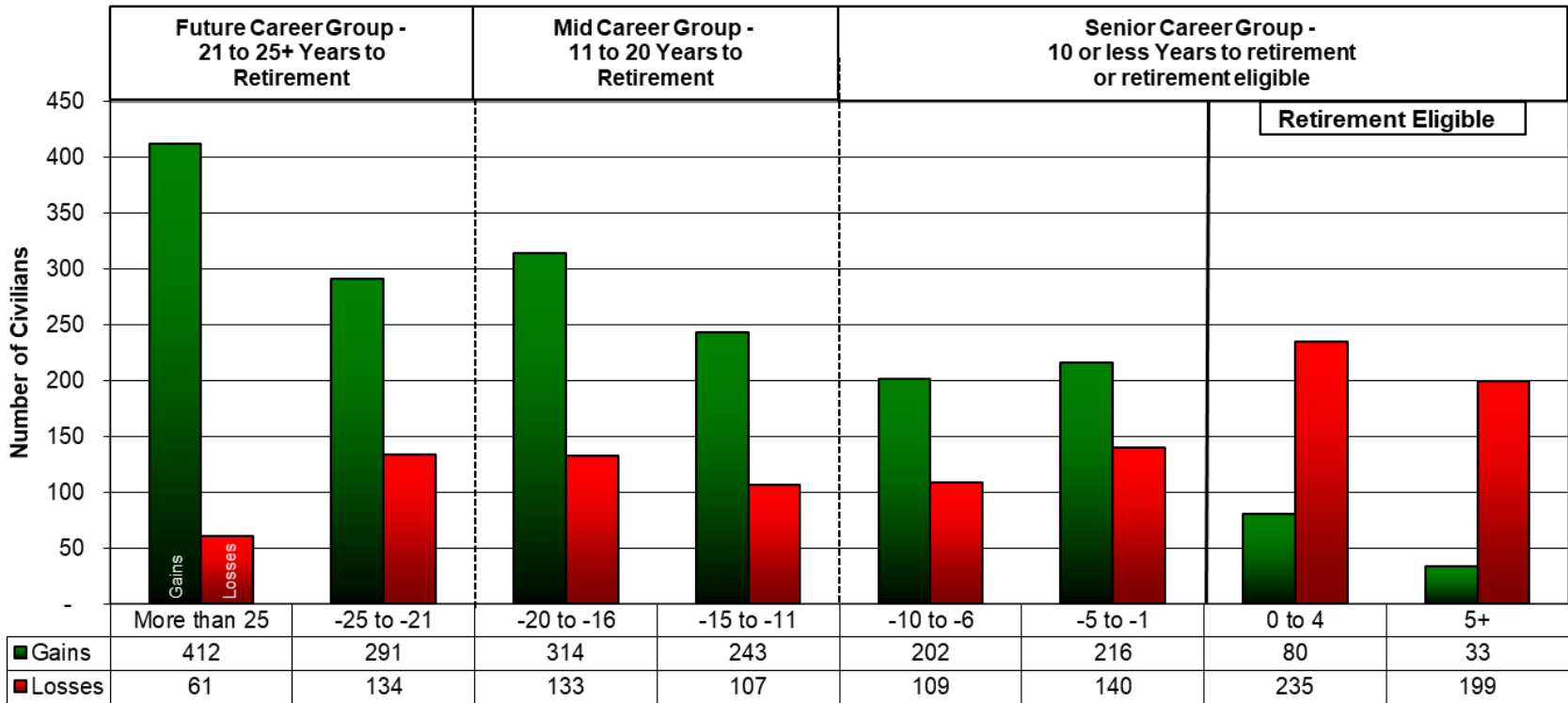


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses*

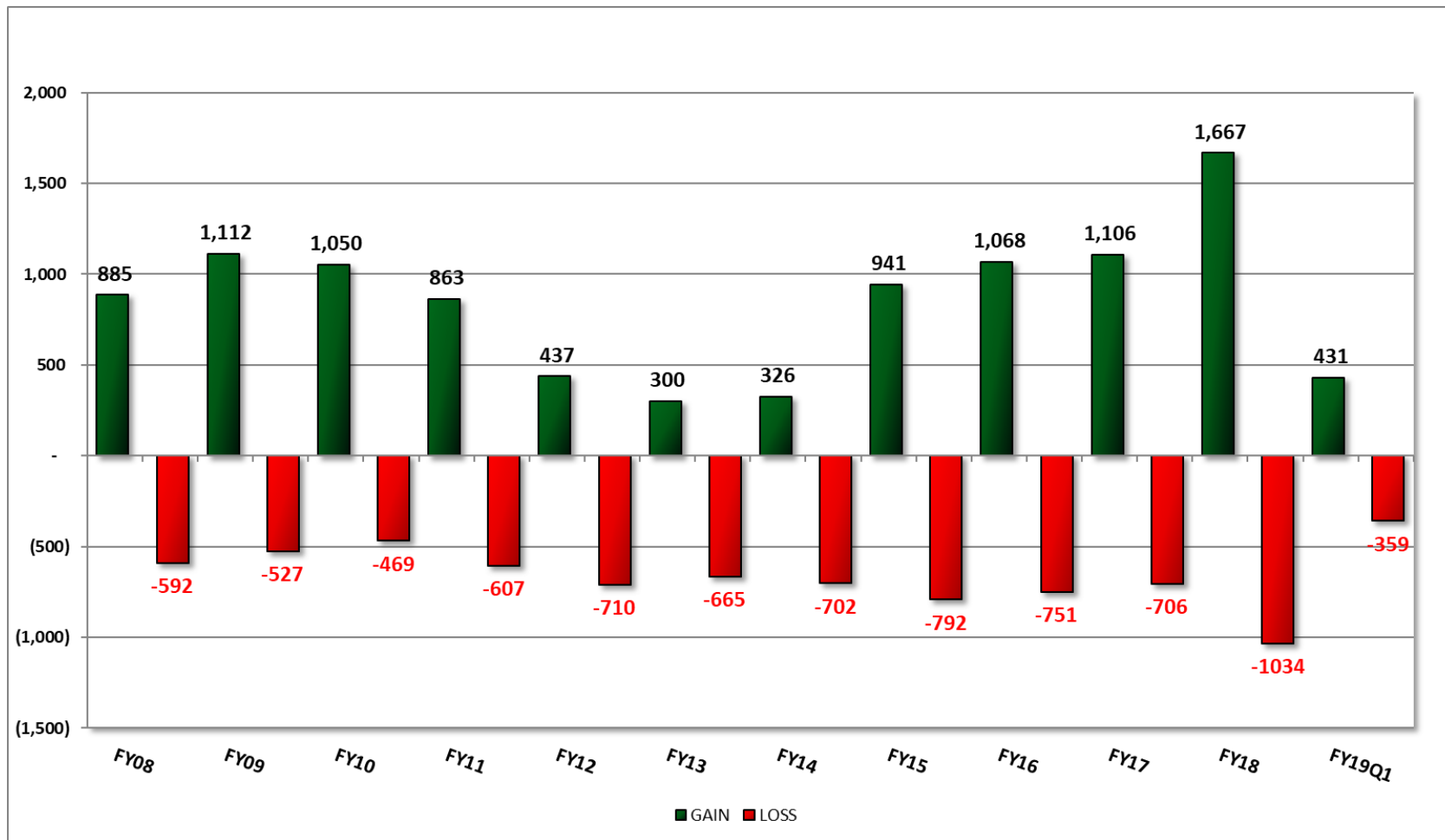


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Facilities Engineering Historical Gains and Losses FY08 – FY19



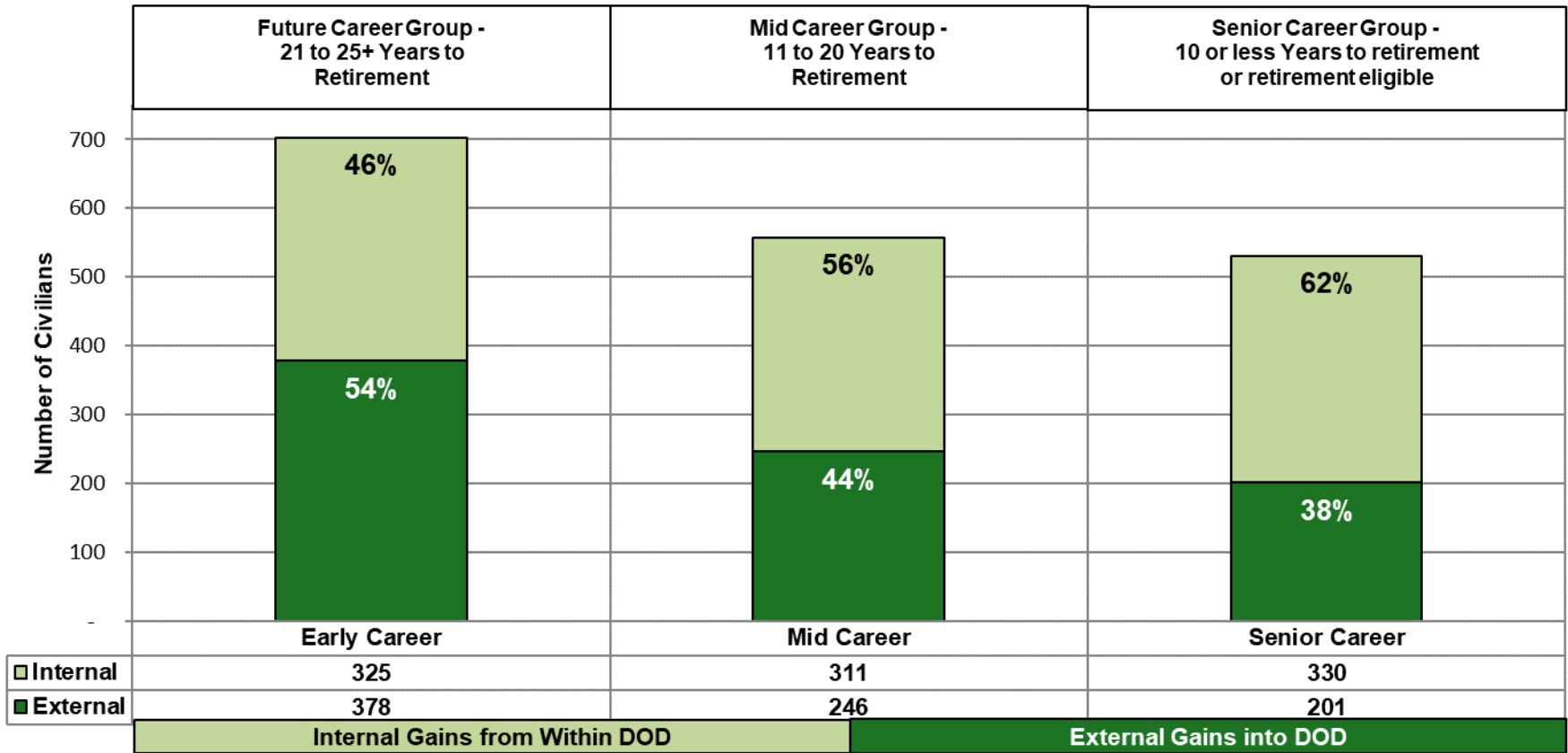
As of 31 Dec 2018



Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q1 Gains*



*Does not include administrative gains

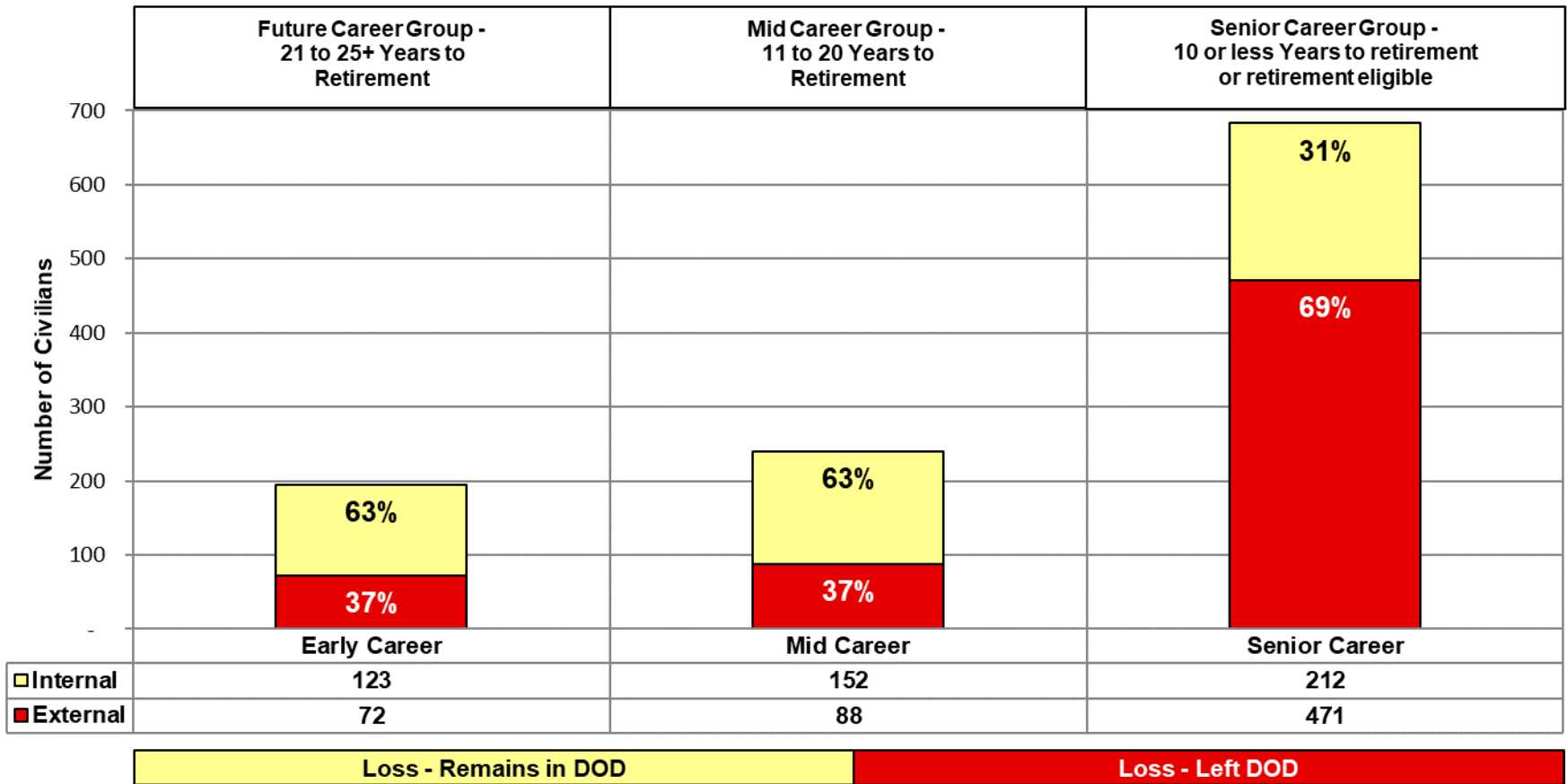


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Losses*

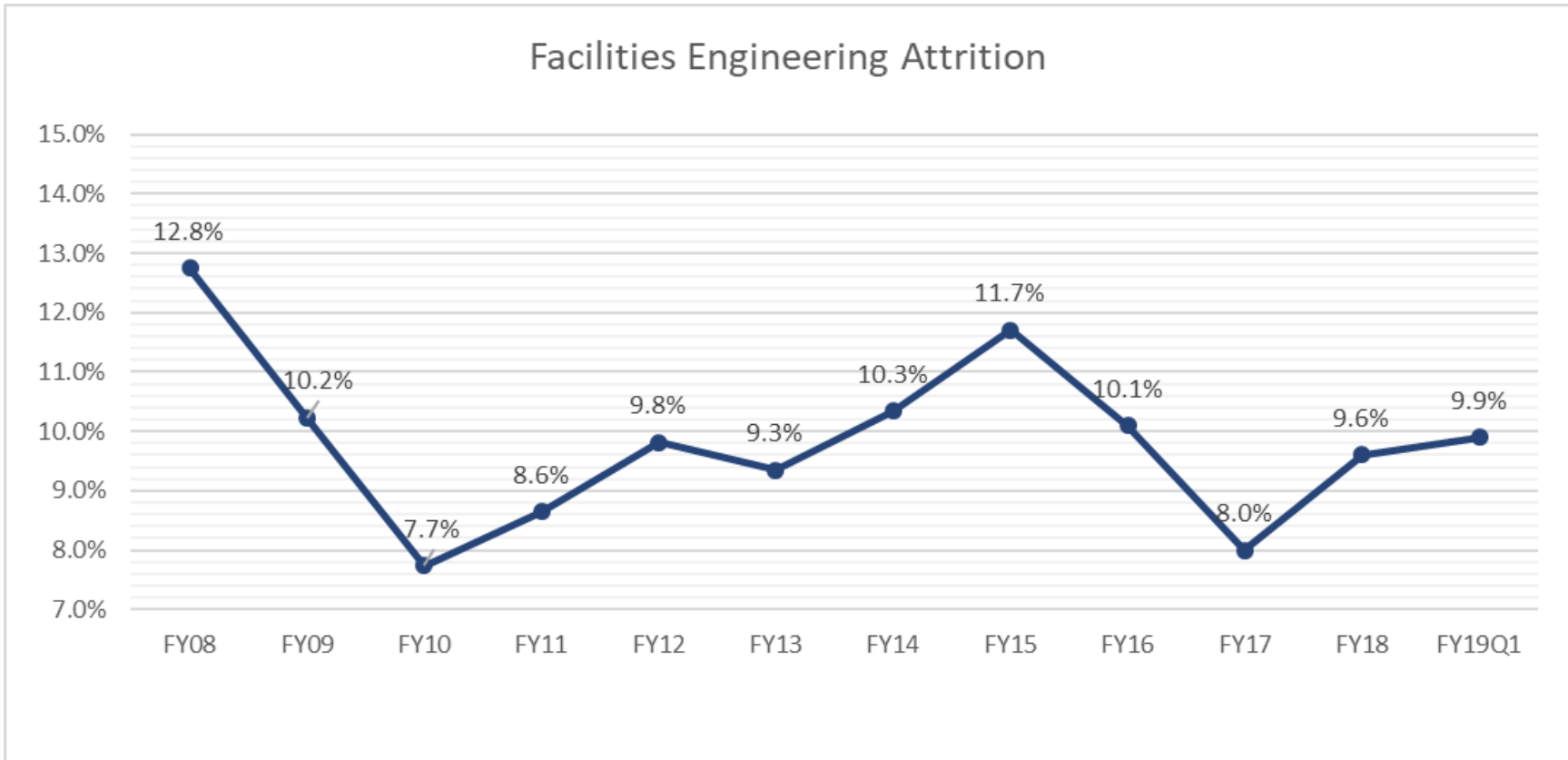


*Does not include administrative losses



Annual Attrition Rates

Facilities Engineering Attrition



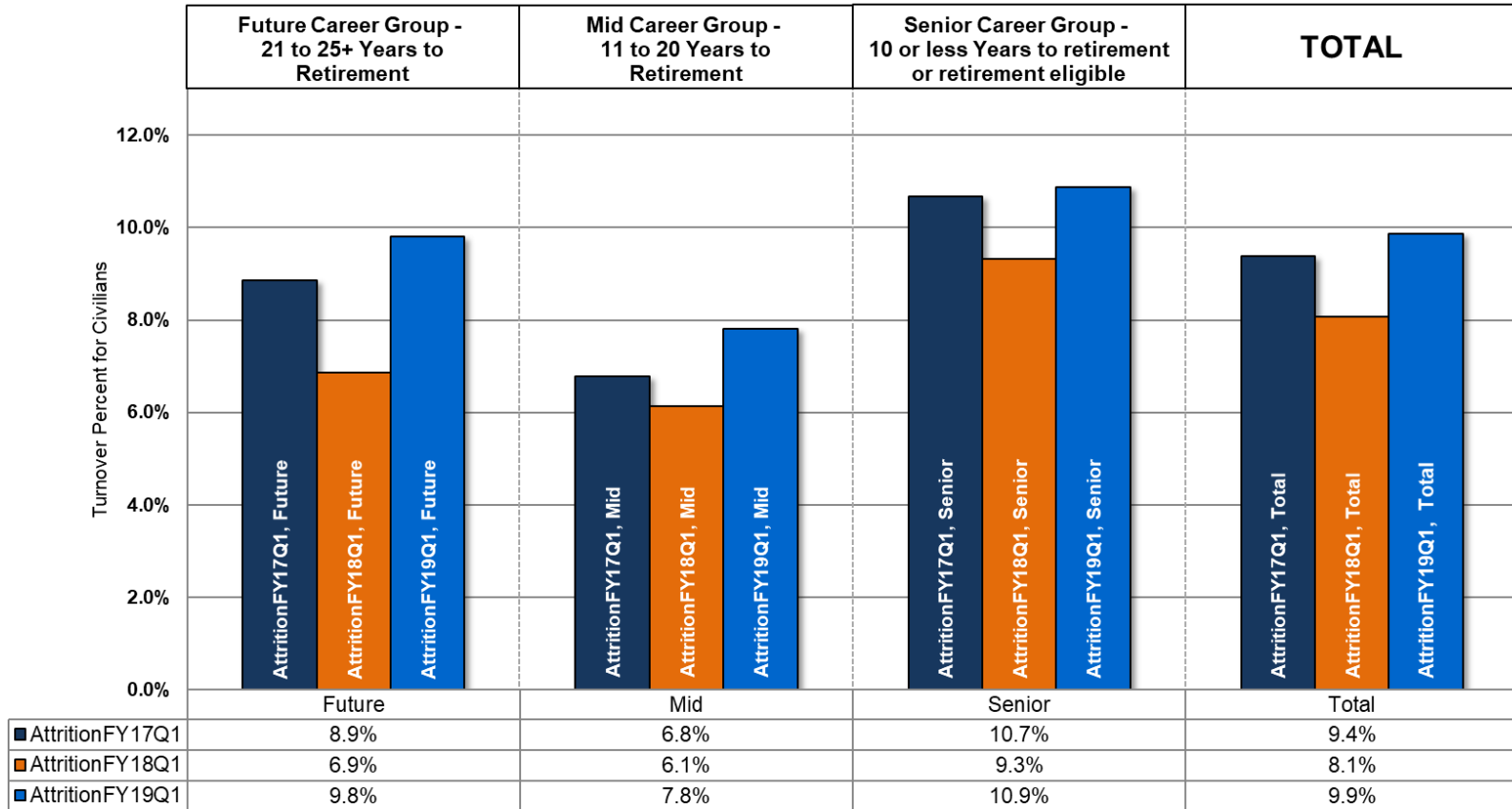
*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



Facilities Engineering Attrition Rates by Career Group



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



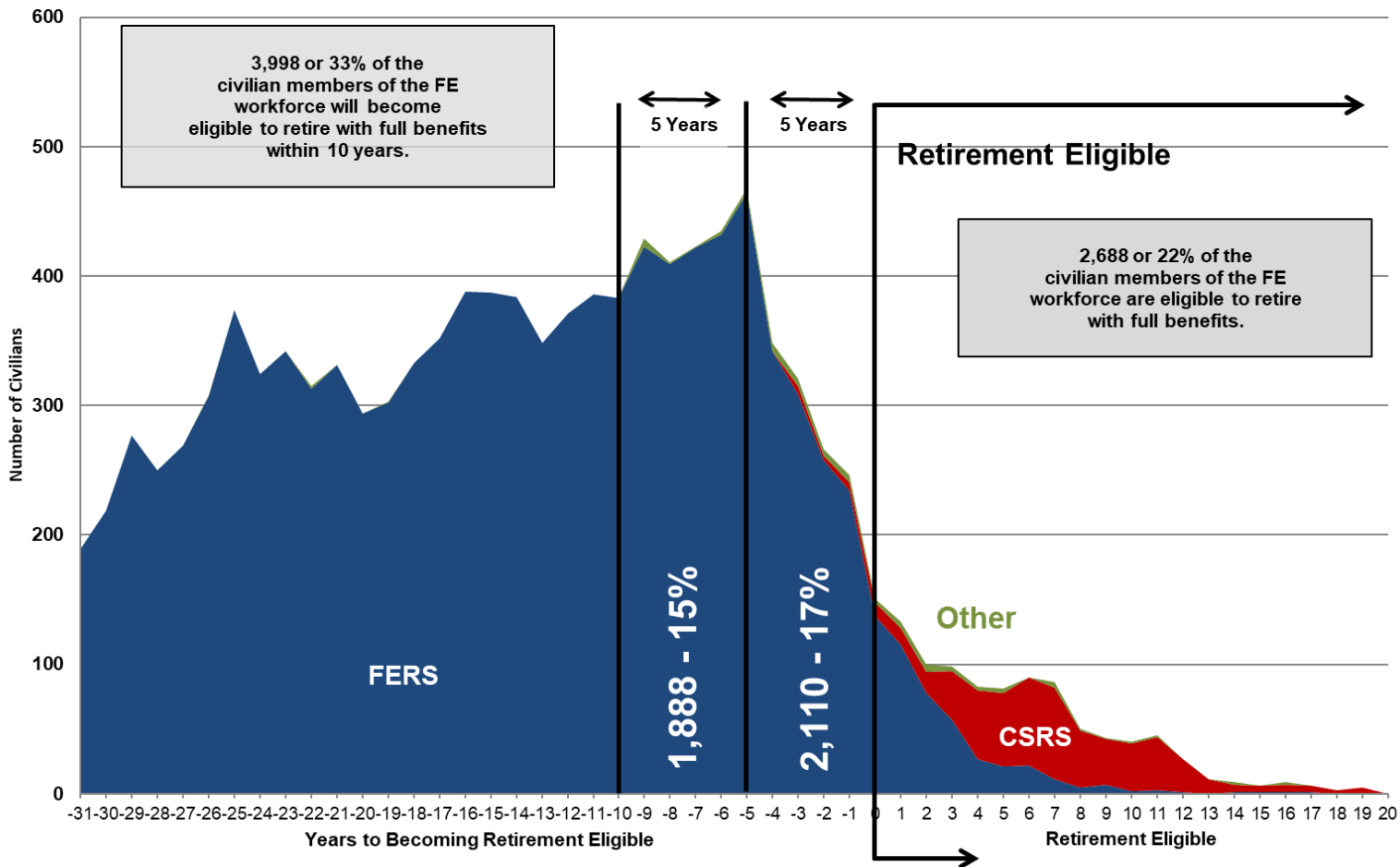
As of 31 Dec 2018



Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q1)



As of 31 Dec 2018



END