



Defense Acquisition Workforce Key Information

Life Cycle Logistics

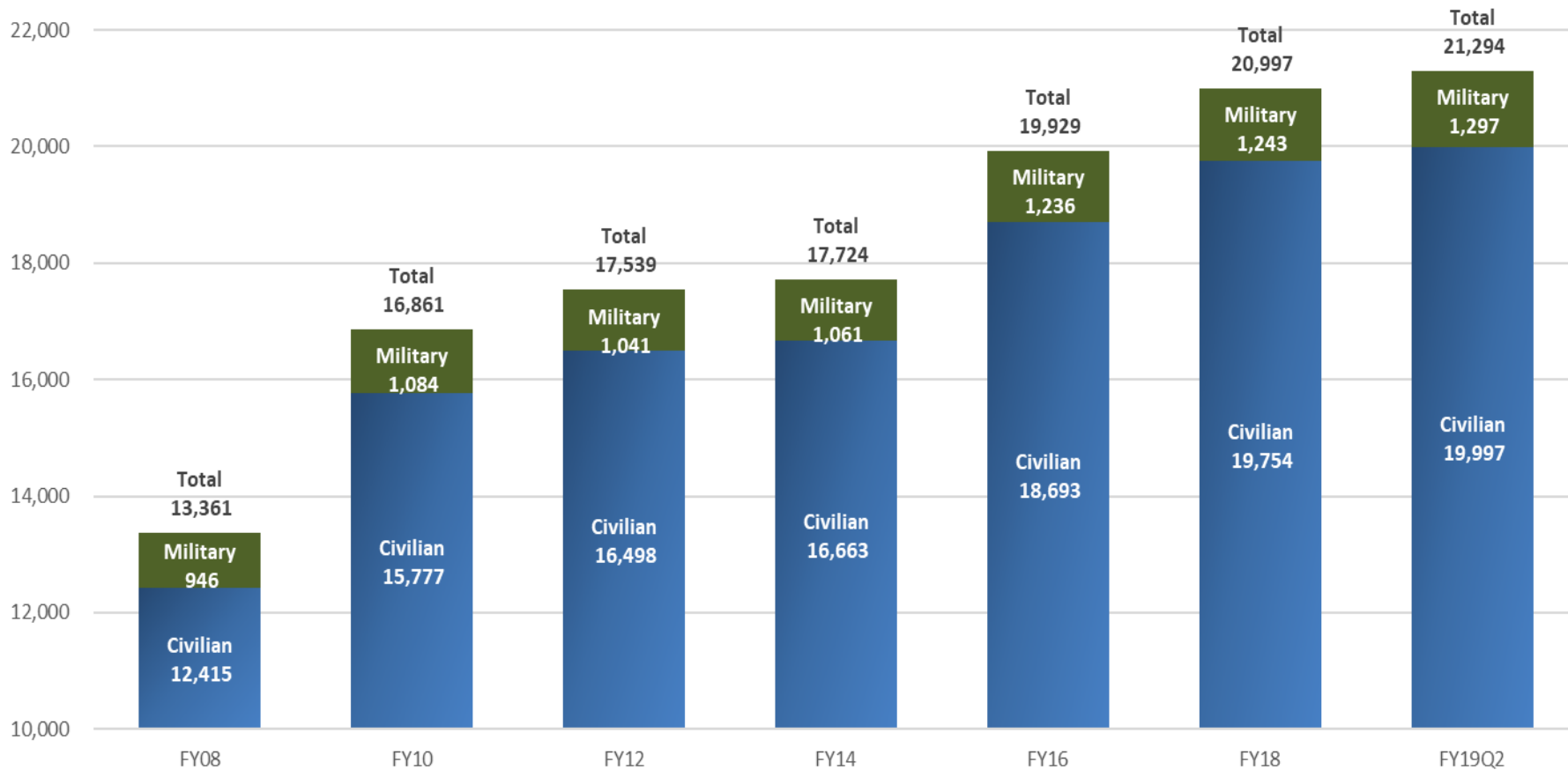
As of FY19Q2 (31 March 2019)



Total Historic Workforce

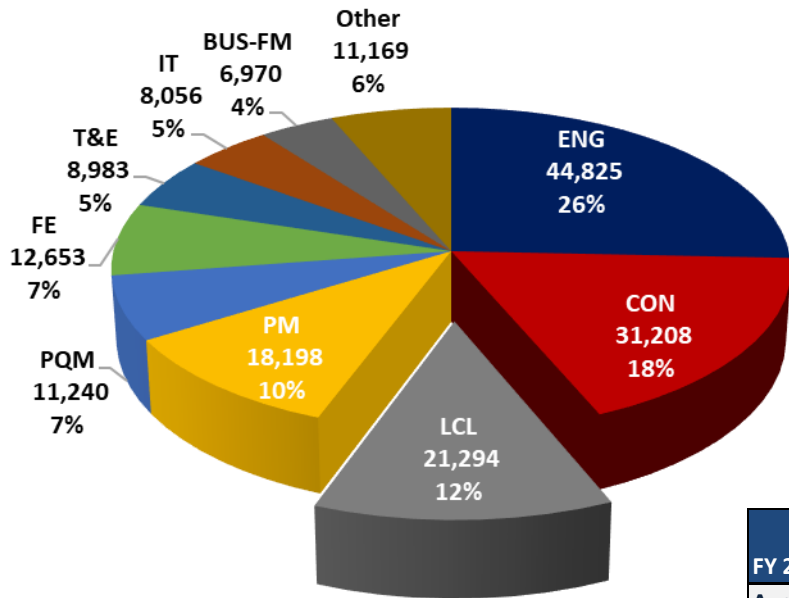


Life Cycle Logistics





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	174,596	
Component %	23.7%	35.7%	1.7%	22.6%	16.3%		



Logistics Workforce Historical Size by Agency FY08 – FY19



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
ARMY	7,134	9,045	8,677	7,554	7,160	6,912	6,941	-3%	0.0042
Navy	4,104	4,825	5,046	5,256	5,961	6,344	6,451	57%	0.0169
MARINE CORPS	251	394	451	459	595	644	705	181%	0.0947
AIR FORCE	1,727	2,427	2,789	2,907	3,237	3,662	3,762	118%	0.0273
DLA	40	21	317	1,272	2,683	3,129	3,126	7715%	-0.001
DCMA	29	37	132	127	128	143	143	393%	0
MDA	5	44	57	64	85	102	107	2040%	0.049
DAU	24	37	41	36	36	30	29	21%	-0.0333
DISA	38	17	15	32	18	12	10	-74%	-0.1667
OSD	2	10	12	12	11	7	8	300%	0.1429
DTRA	1	1	-	-	5	4	4	300%	0
DHA	-	2	1	3	3	6	7		0.1667
NRO	-	-	-	-	4	-	-		
DSS	-	-	-	1	1	1	-		-1
JCS	-	-	1	1	1	-	-		
DoDEA	-	-	-	-	1	-	-		
DSCA	2	-	-	-	-	-	-	-100%	
IG	-	-	-	-	-	1	1		0
4th Estate Other	4	1	-	-	-	-	-	-100%	
TOTAL	13,361	16,861	17,539	17,724	19,929	20,997	21,294	↑ 59%	↑ 1%



Logistics Workforce Historical Size (Quarterly) by Agency



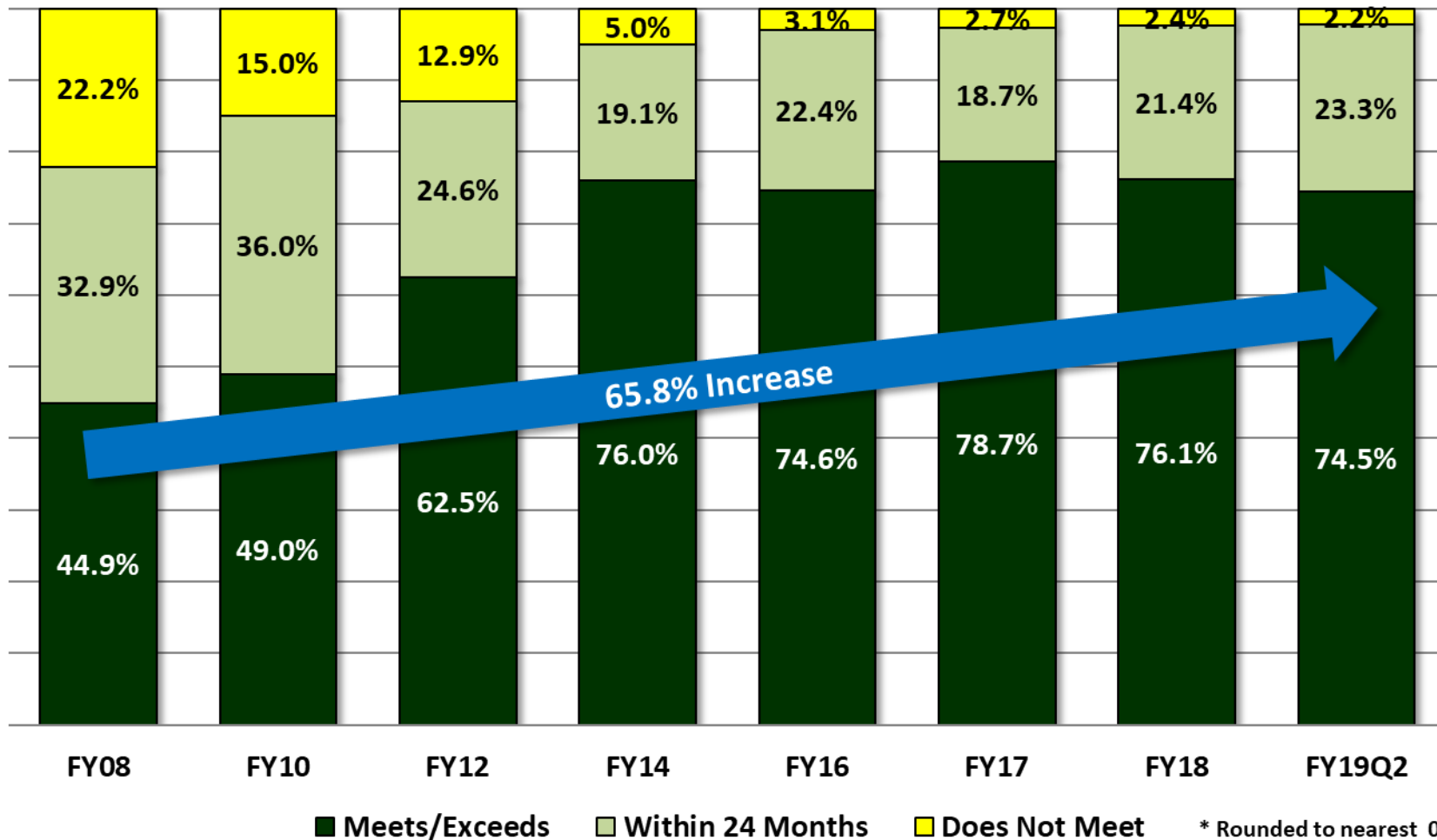
Life Cycle Logistics Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
ARMY	7,103	7,044	7,047	7,011	6,952	6,907	6,912	6,946	6,941	0%
Navy	5,994	6,001	5,919	5,858	5,974	6,124	6,344	6,408	6,451	8%
MARINE CORPS	598	594	612	612	626	621	644	673	705	13%
AIR FORCE	3,262	3,240	3,297	3,301	3,347	3,514	3,662	3,715	3,762	12%
DLA	2,711	2,719	2,810	2,824	2,846	3,050	3,129	3,106	3,126	10%
DCMA	127	125	131	127	133	133	143	143	143	8%
MDA	89	93	101	101	99	96	102	102	107	8%
DAU	33	32	30	30	29	30	30	27	29	0%
DISA	16	14	13	13	13	12	12	12	10	-23%
OSD	11	11	10	10	10	8	7	7	8	-20%
DTRA	6	7	4	4	4	3	4	4	4	0%
DHA	4	4	4	4	3	6	6	7	7	133%
NRO	3	3	3	4	3	2	-	-	-	-100%
DSS	1	1	1	1	1	1	1	-	-	-100%
JCS	1	1	-	-	-	-	-	-	-	
DoDEA	-	-	-	-	-	-	-	-	-	
IG	-	-	-	-	-	1	1	1	1	
TOTAL	19,959	19,889	19,982	19,900	20,040	20,508	20,997	21,151	21,294	↑ 6%



Logistics Historical DAWIA Certification FY08 – FY19



Life Cycle Logistics

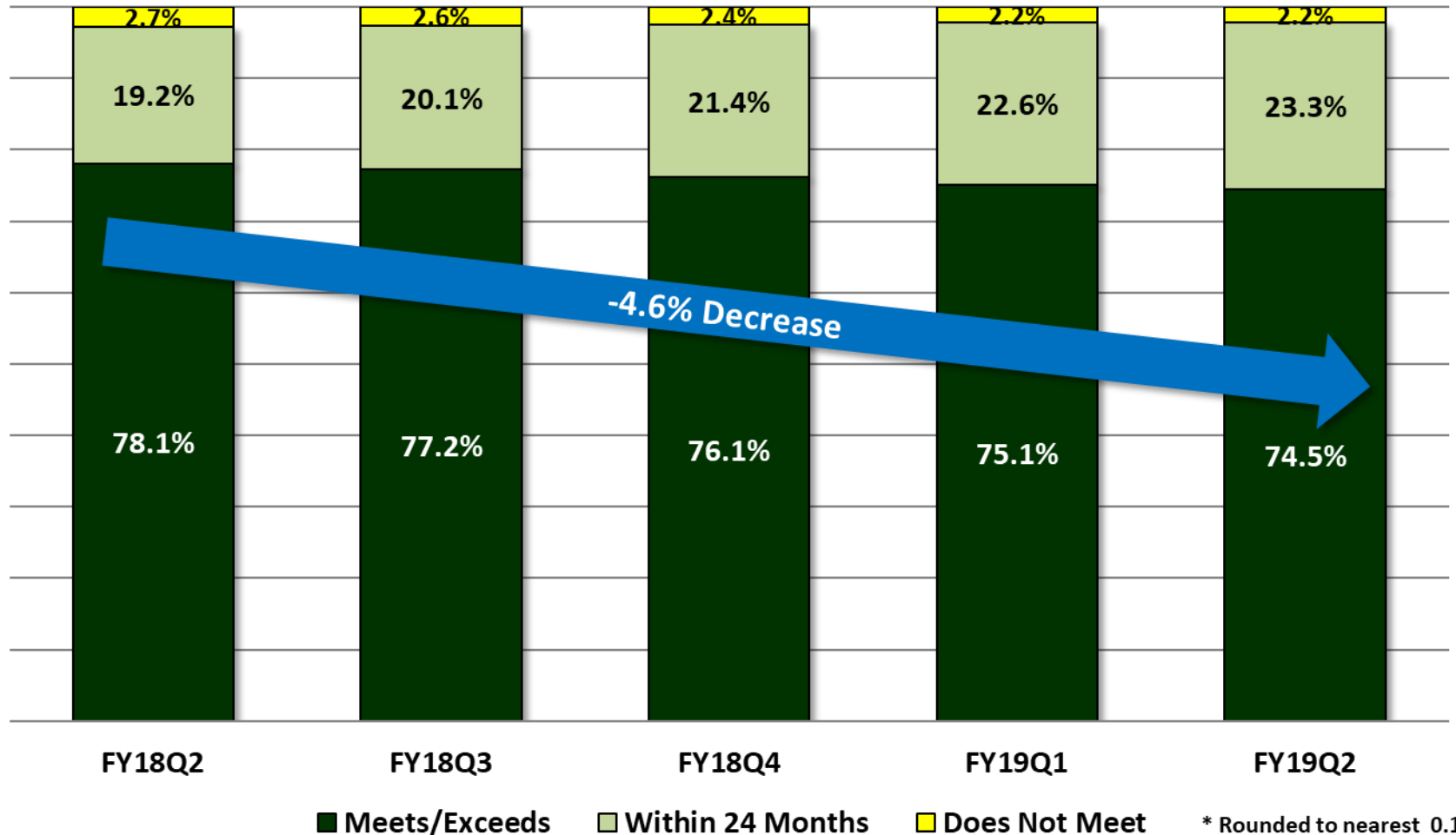




Logistics Historical (Quarterly) DAWIA Certification



Life Cycle Logistics

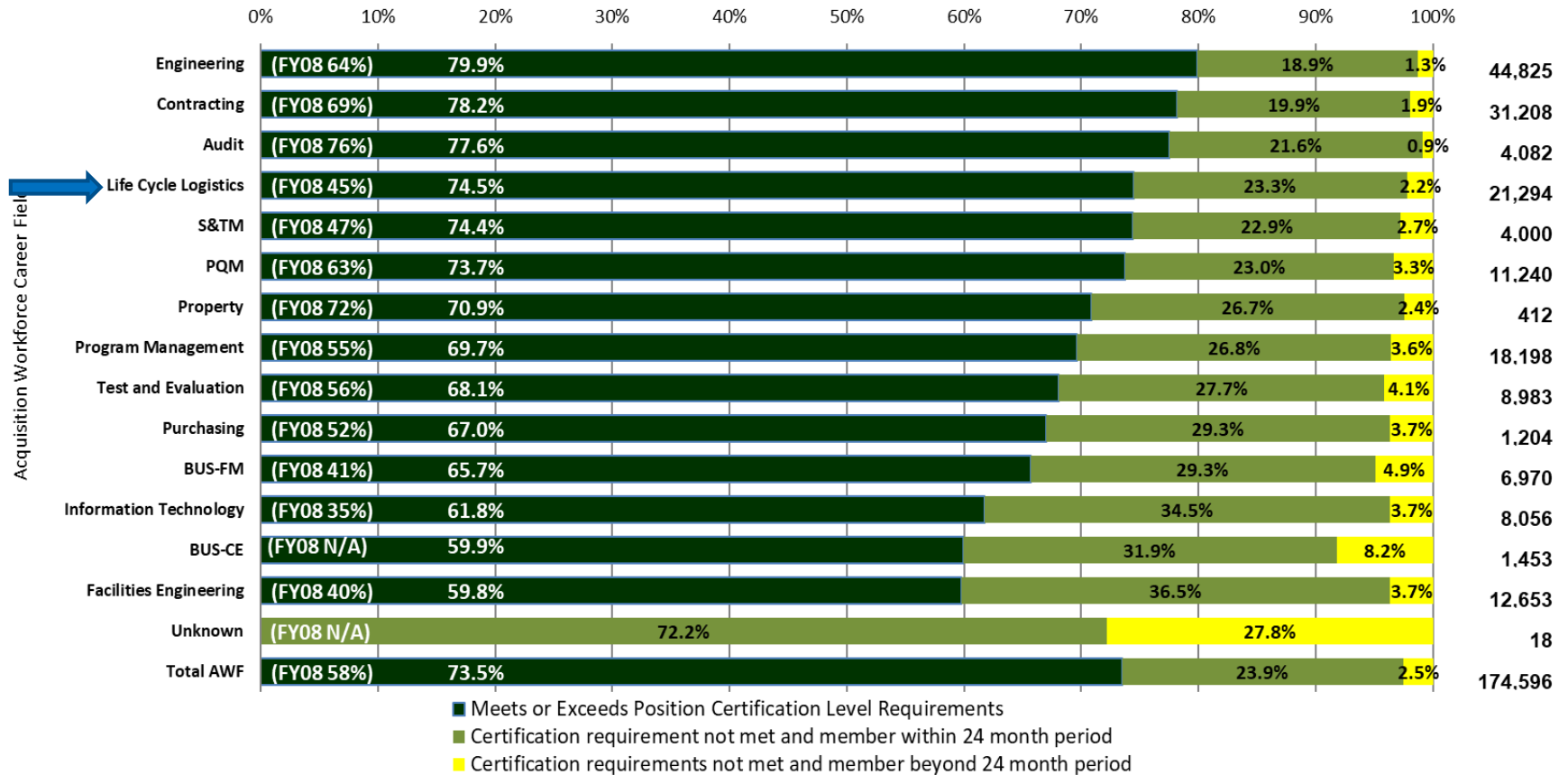


-4.6% Decrease



DAWIA Certification by Career Field

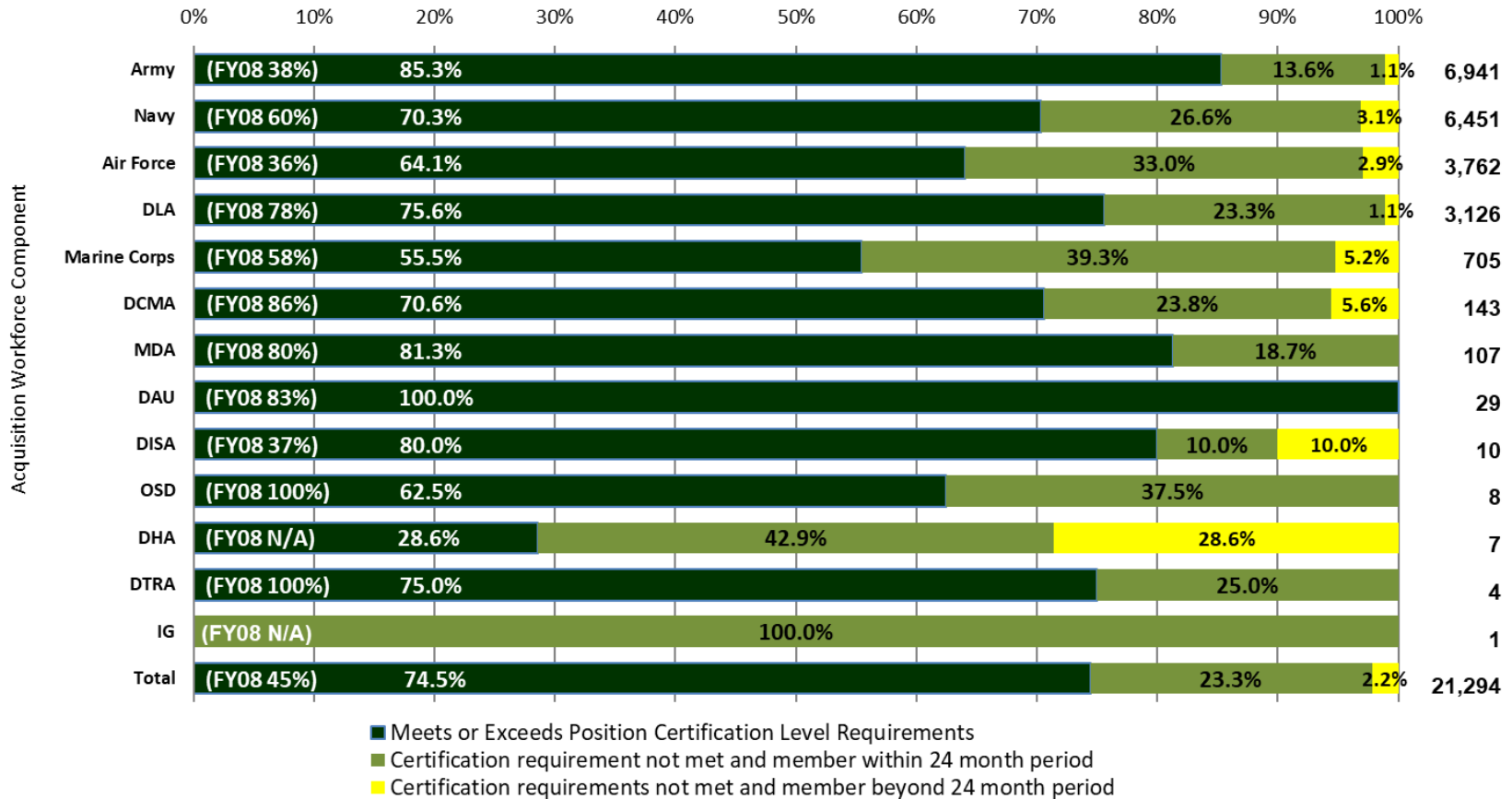
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY19Q2)





Logistics 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	1,486	1,834	537	86	3,943	62.3%
Level II	1,636	1,214	5,812	2,223	10,885	73.8%
Level III	420	184	490	5,366	6,460	83.1%
<i>Unspecified</i>	4	2	-	-	6	
FY19Q2 TOTAL	3,546	3,234	6,839	7,675	21,294	74.5%
	16.7%	15.2%	32.1%	36.0%		

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%	
Life Cycle L	15,858	74.5%	4 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,457	1,447	39	3,943	18.5%
Level II	8,035	2,604	246	10,885	51.1%
Level III	5,366	914	180	6,460	30.3%
<i>Unspecified</i>	-	6	-	6	0.0%
Life Cycle Logistics TOTAL	15,858	4,971	465	21,294	
	74.5%	23.3%	2.2%		

= Compliance

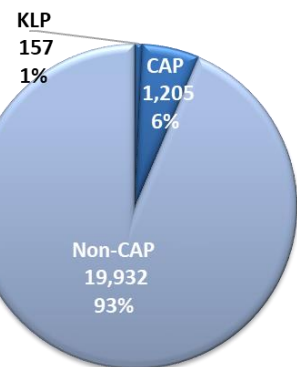
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

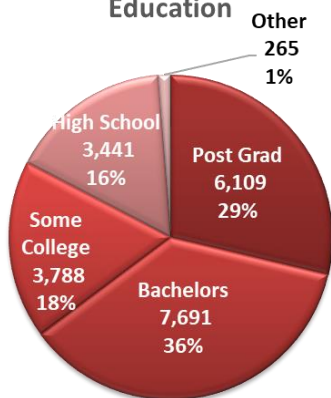


Logistics Demographics

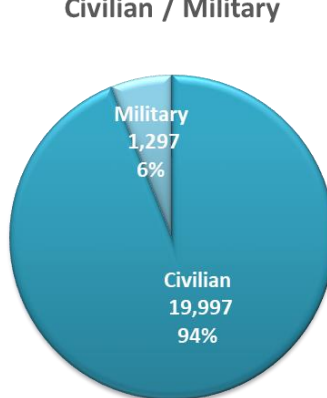
KLP - CAP - Non-CAP



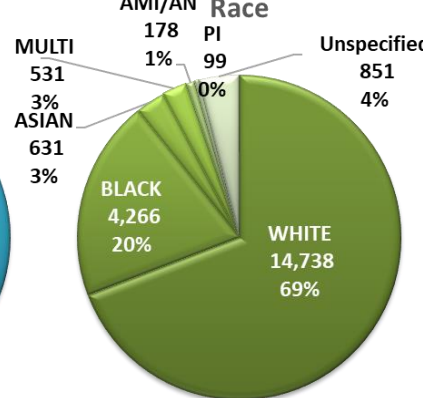
Education



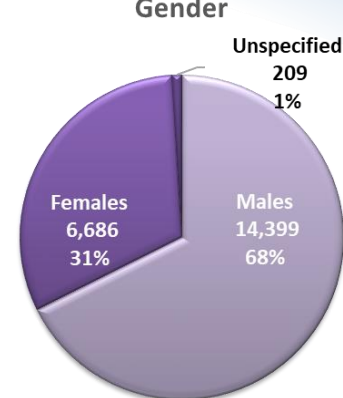
Civilian / Military



Race



Gender



Occupied Position Type	LCL TOTAL	Entire AWF
Key Leadership Positions (KLPs)	157	0.7%
Critical Acquisition Positions (CAPs) *	1,205	5.7%
Non-CAP Positions	19,932	93.6%
Unknown	-	0.0%
TOTAL	21,294	174,596

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

Race	LCL TOTAL	Entire DAW
WHITE	14,738	69.2%
BLACK	4,266	20.0%
ASIAN	631	3.0%
MULTI	531	2.5%
AMI/AN	178	0.8%
PI	99	0.5%
Unspecified	851	4.0%
TOTAL	21,294	174,596

Highest Level of Education	LCL TOTAL	Entire AWF
Post Grad	6,109	28.7%
Bachelors	7,691	36.1%
Some College	3,788	17.8%
High School	3,441	16.2%
Other	265	1.2%
TOTAL	21,294	174,596

Gender	LCL TOTAL	Entire DAW
Males	14,399	67.6%
Females	6,686	31.4%
Unspecified	209	1.0%
TOTAL	21,294	174,596

Type	LCL TOTAL	Entire AWF
Civilian	19,997	93.9%
Military	1,297	6.1%
TOTAL	21,294	174,596



Logistics Size by Occupational Series

Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	12,562	62.8%
2010 - Inventory Management Specialist	1,886	9.4%
0301 - Administration & Program Staff	1,649	8.2%
1670 - Equipment Specialist	1,141	5.7%
2003 - Supply Management Specialist	708	3.5%
2001 - Supply Specialist	610	3.1%
1712 - Training Instructor	249	1.2%
1083 - Technical Writer / Editor	249	1.2%
0343 - Management and Program Analyst	252	1.3%
<i>Other</i>	513	2.6%
TOTAL CIVILIAN	19,997	Civilians



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



Fact Sheet



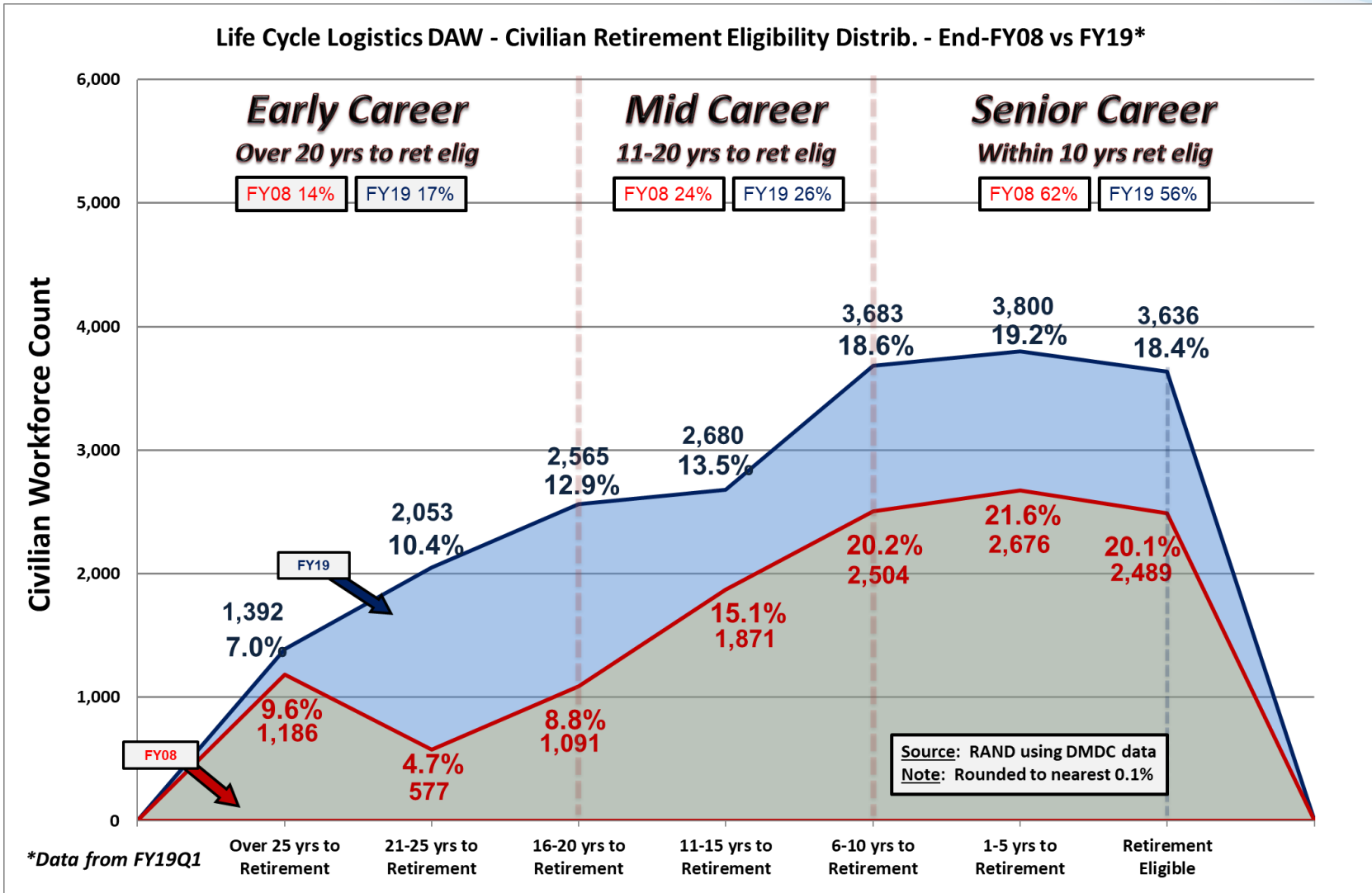
Human Capital Fact Sheet

Defense Acquisition Workforce Life Cycle Logistics	FY 2008				FY2019Q1			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	19,897	1,254	21,151	173,599
Change in size from 2008	-		-	-	60%	33%	58%	38%
Civilian/Military Composition	93%	7%	-	88% / 12%	94%	6%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	52%	229%	52%	77%	65%	60%	64%	84%
Graduate Degree	15%	23%	16%	29%	28%	31%	28%	40%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	86%	54%	84%	83%
Level II or Higher Achieved	49%	16%	47%	61%	72%	25%	69%	70%
Level III Achieved	28%	7%	27%	36%	39%	6%	37%	40%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	78%	34%	75%	74%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	20%	57%	23%	23%
Does Not Meet Certification Requirement	22%	20%	22%	14%	2%	9%	2%	3%
Planning Considerations								
Average Age	49	40	48	46	48	39	47	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	14/24/62(%)		-	20/23/57 (%)(Civ)	17/26/56(%)		-	26/27/47(%)
Average Years of Service	18	17	18	17	15	18	15	15
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,636(18%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,800(19%)	-	-	25,072(16%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	3,068/1,886	-	-	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.



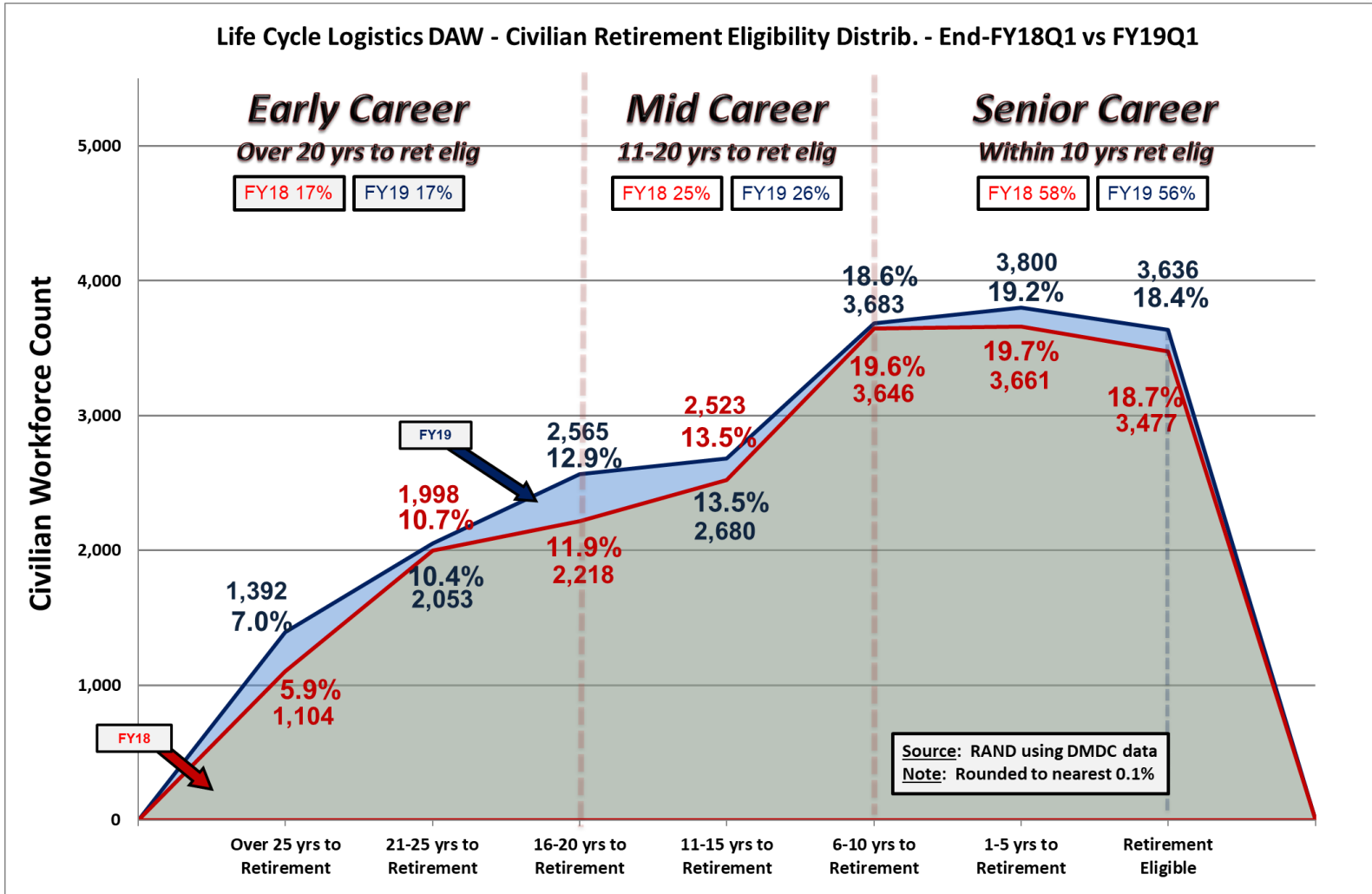
Logistics Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Dec 2018



Logistics Civilian Retirement Eligibility Distribution



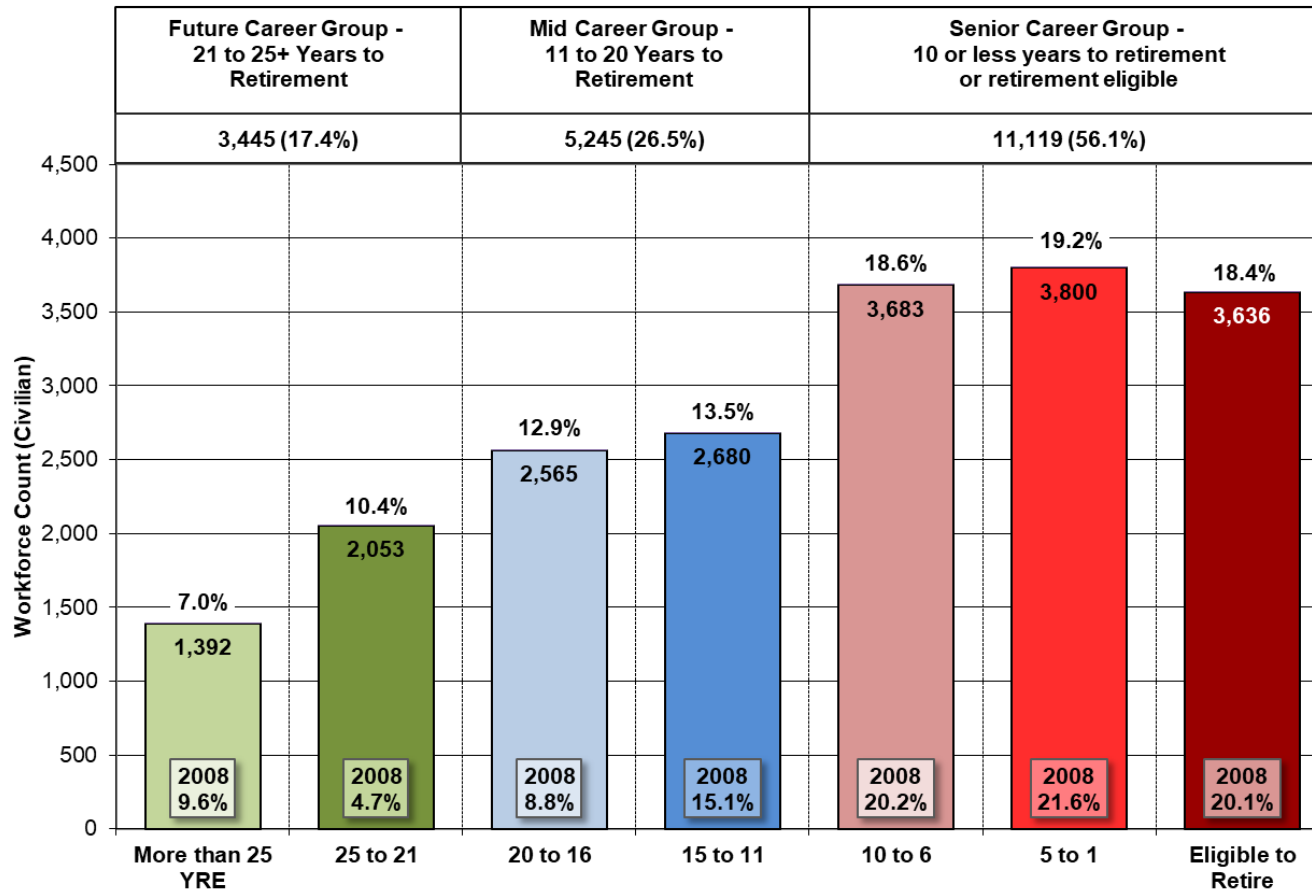
As of 31 Dec 2018



Logistics Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q1)



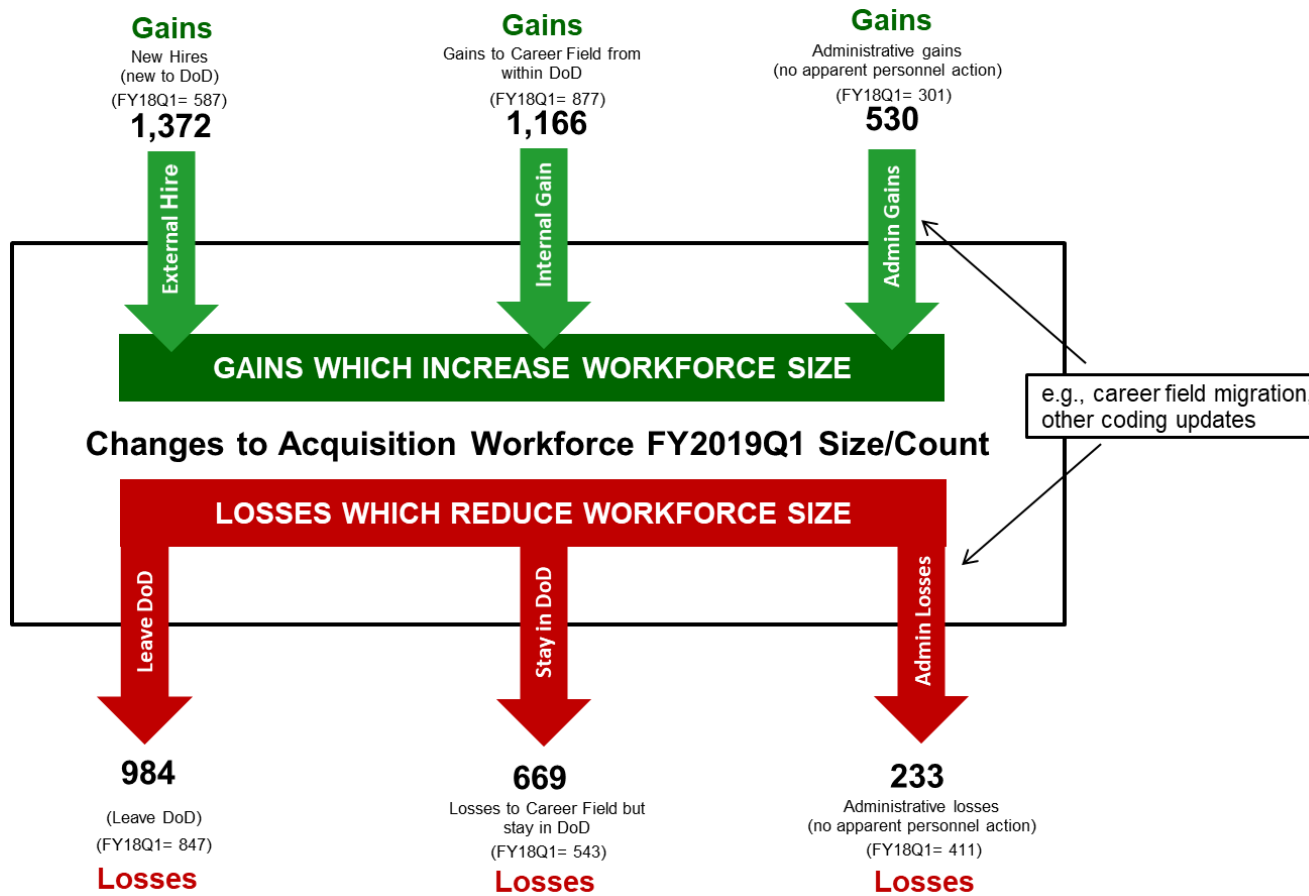
As of 31 Dec 2018



Logistics 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



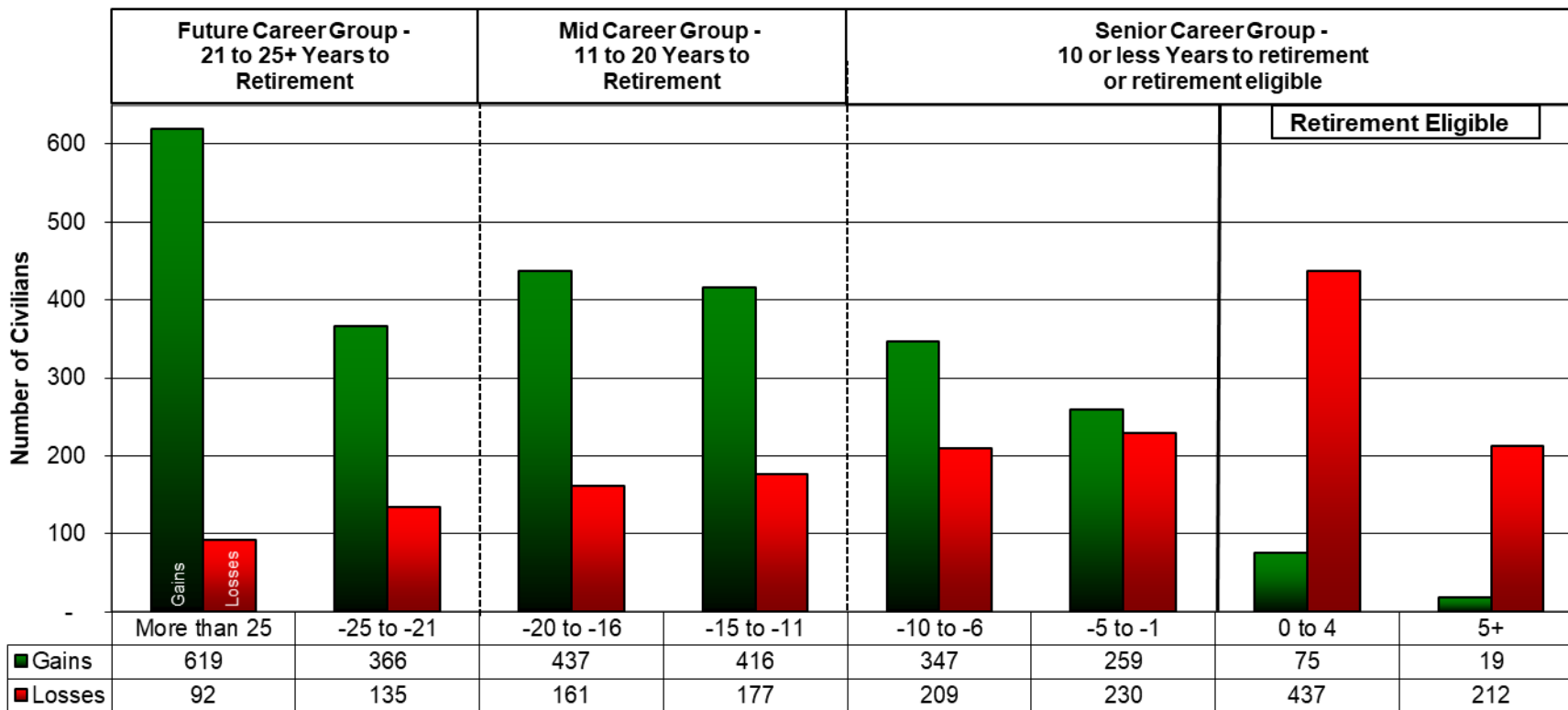


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses*

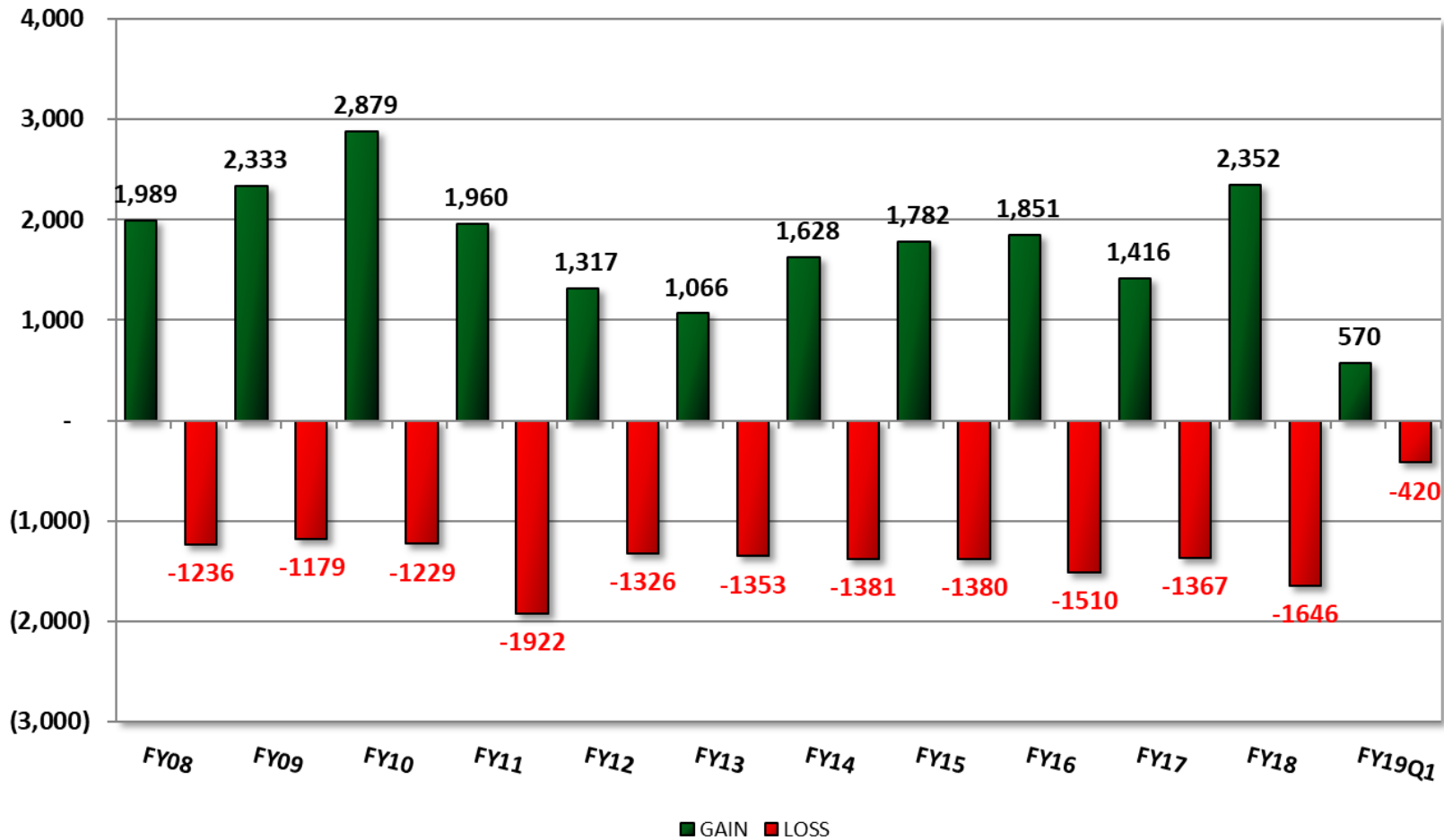


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Logistics Historical Gains and Losses FY08 – FY19



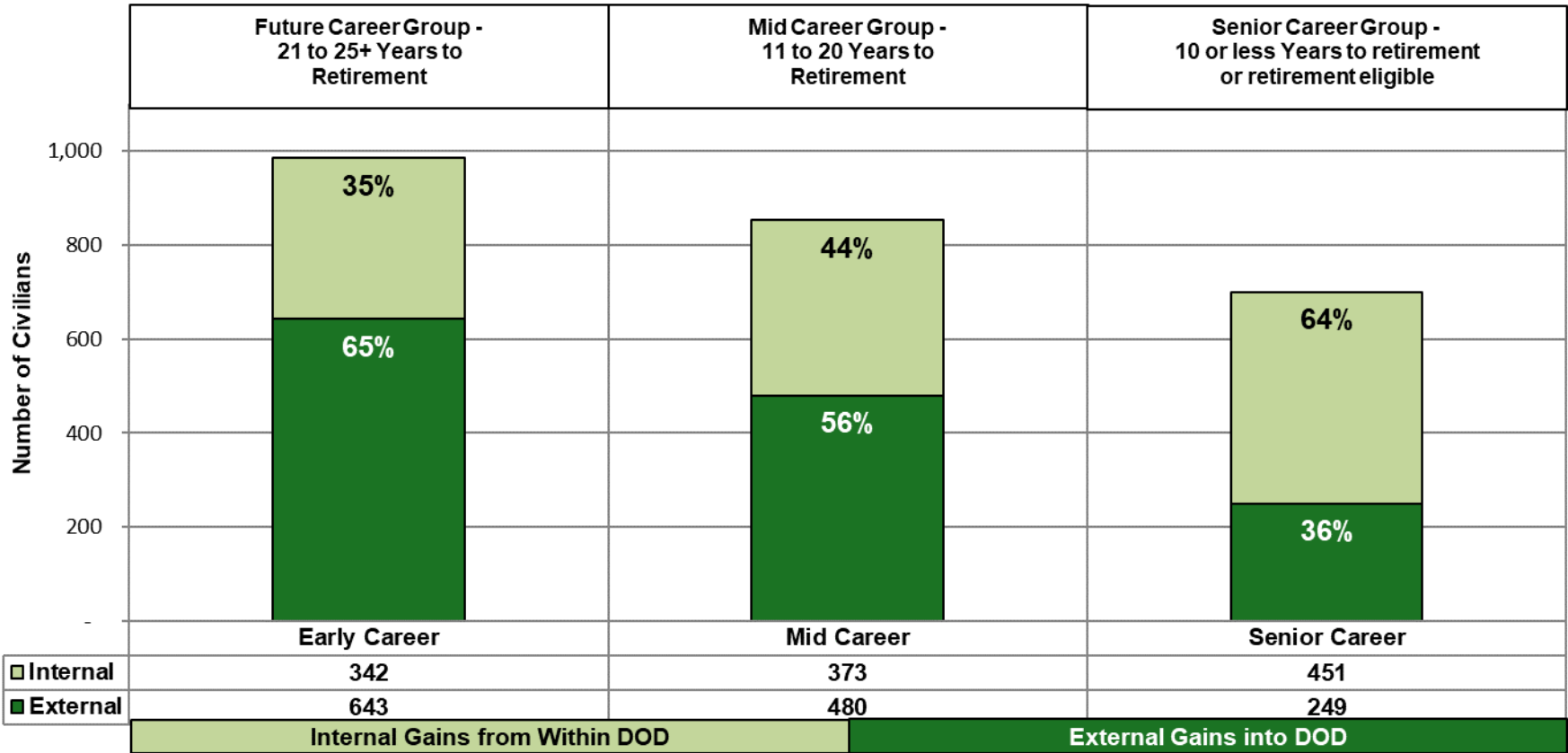
As of 31 Dec 2018



Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q1 Gains*



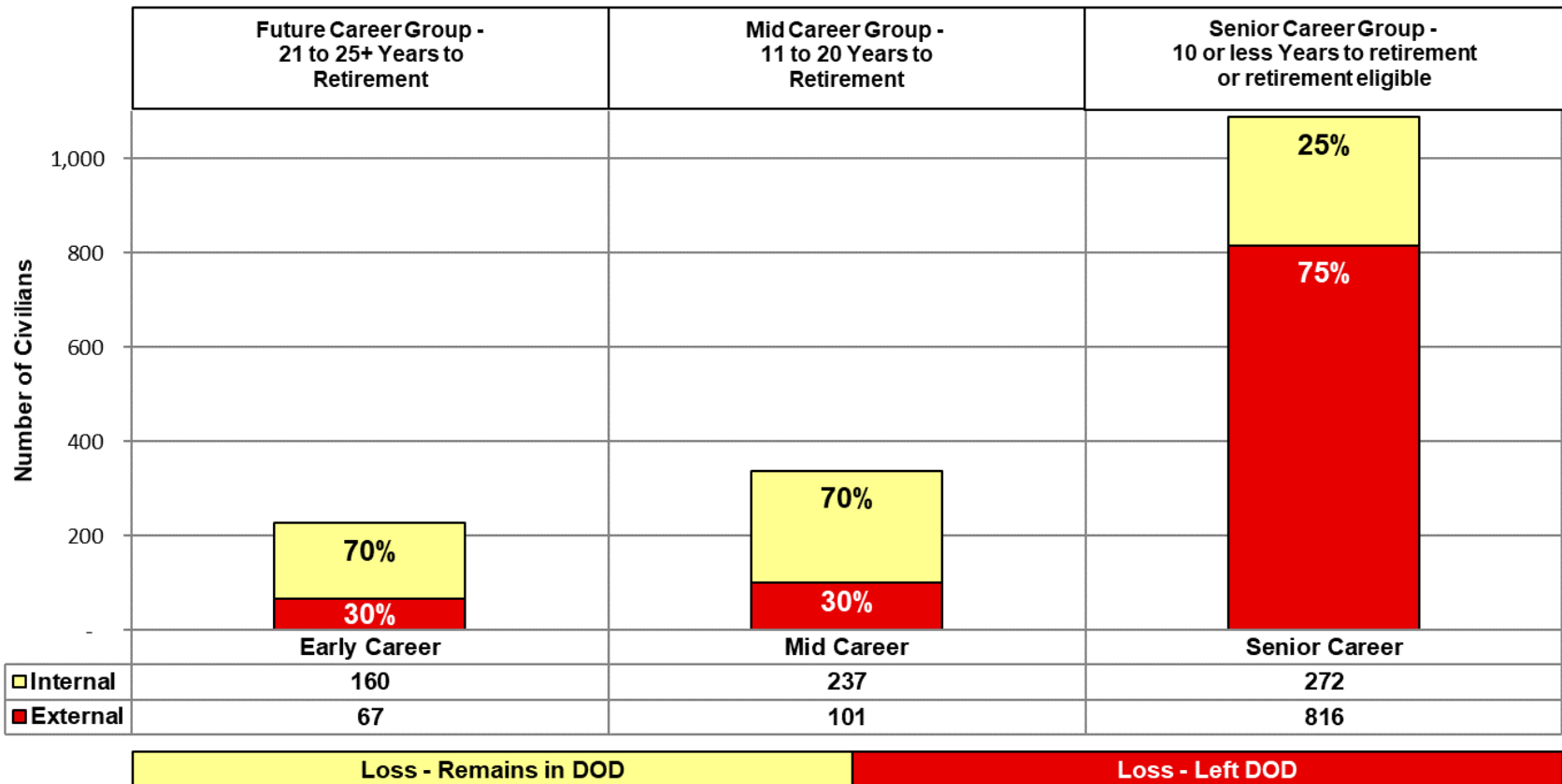
*Does not include administrative gains



Logistics Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Losses*



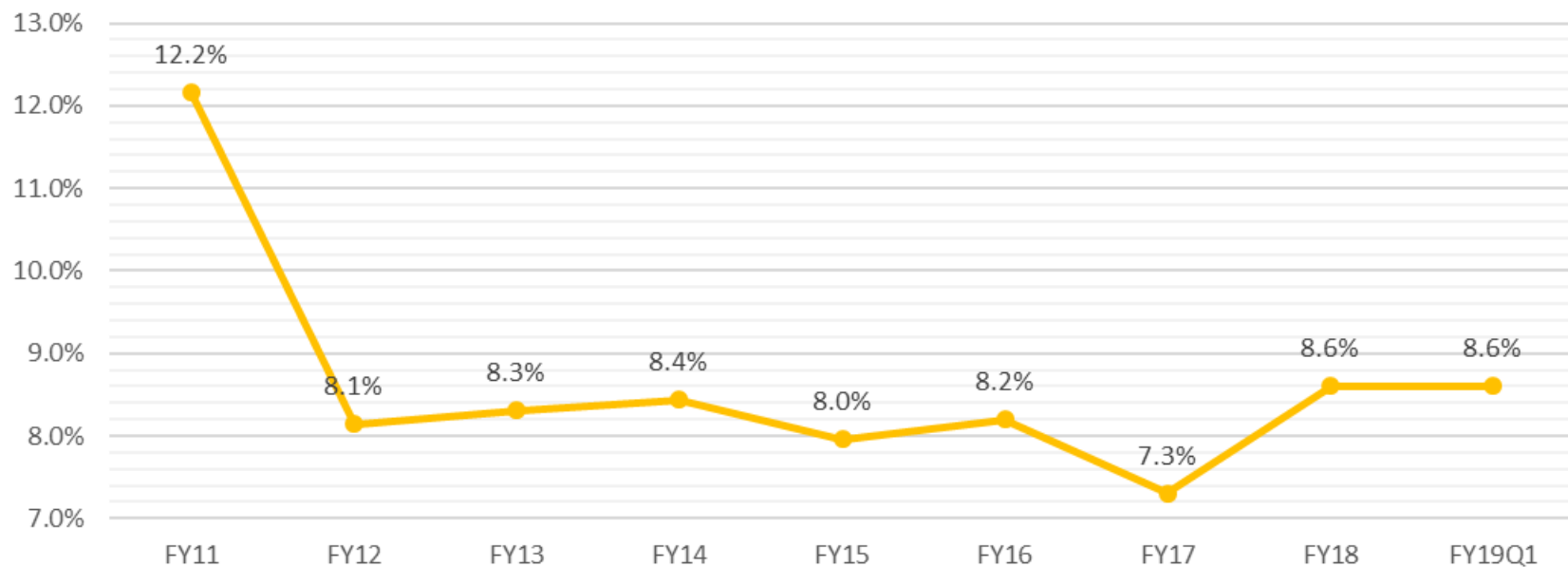
*Does not include administrative losses



Annual Attrition Rates



LCL Attrition

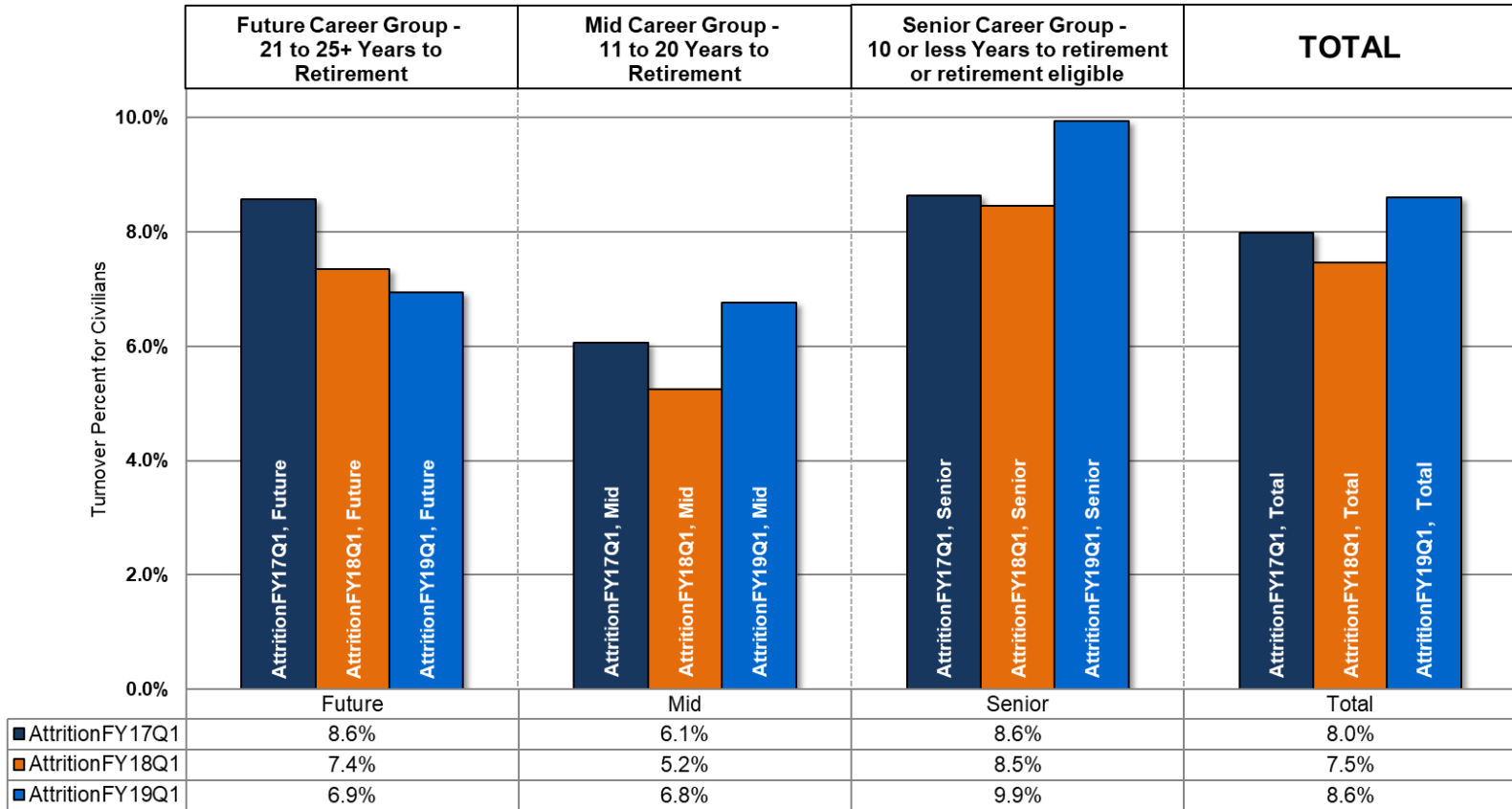


*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



Logistics Attrition Rates by Career Group

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

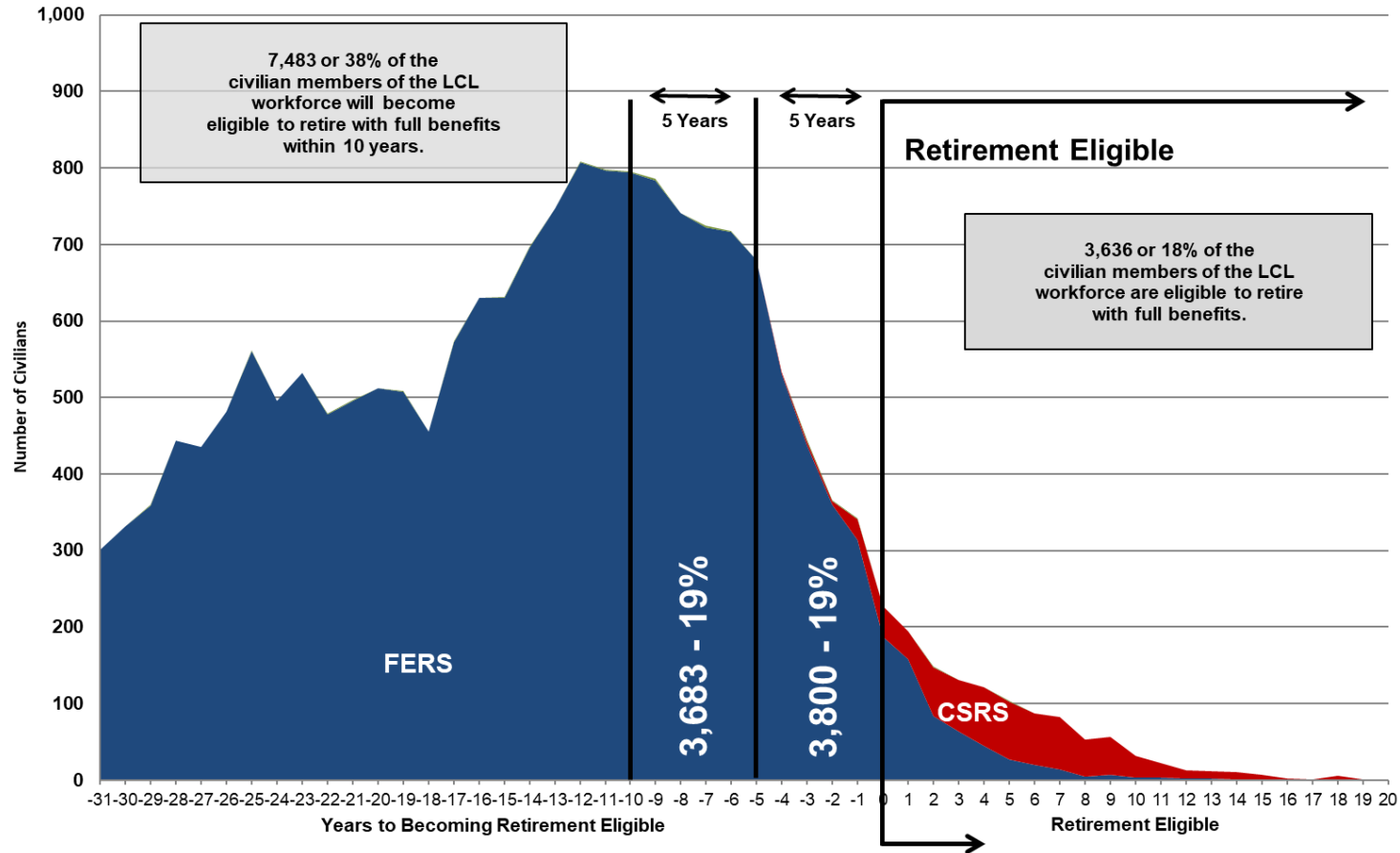




Logistics Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Dec 2018



END