



# Defense Acquisition Workforce Key Information

OVERALL

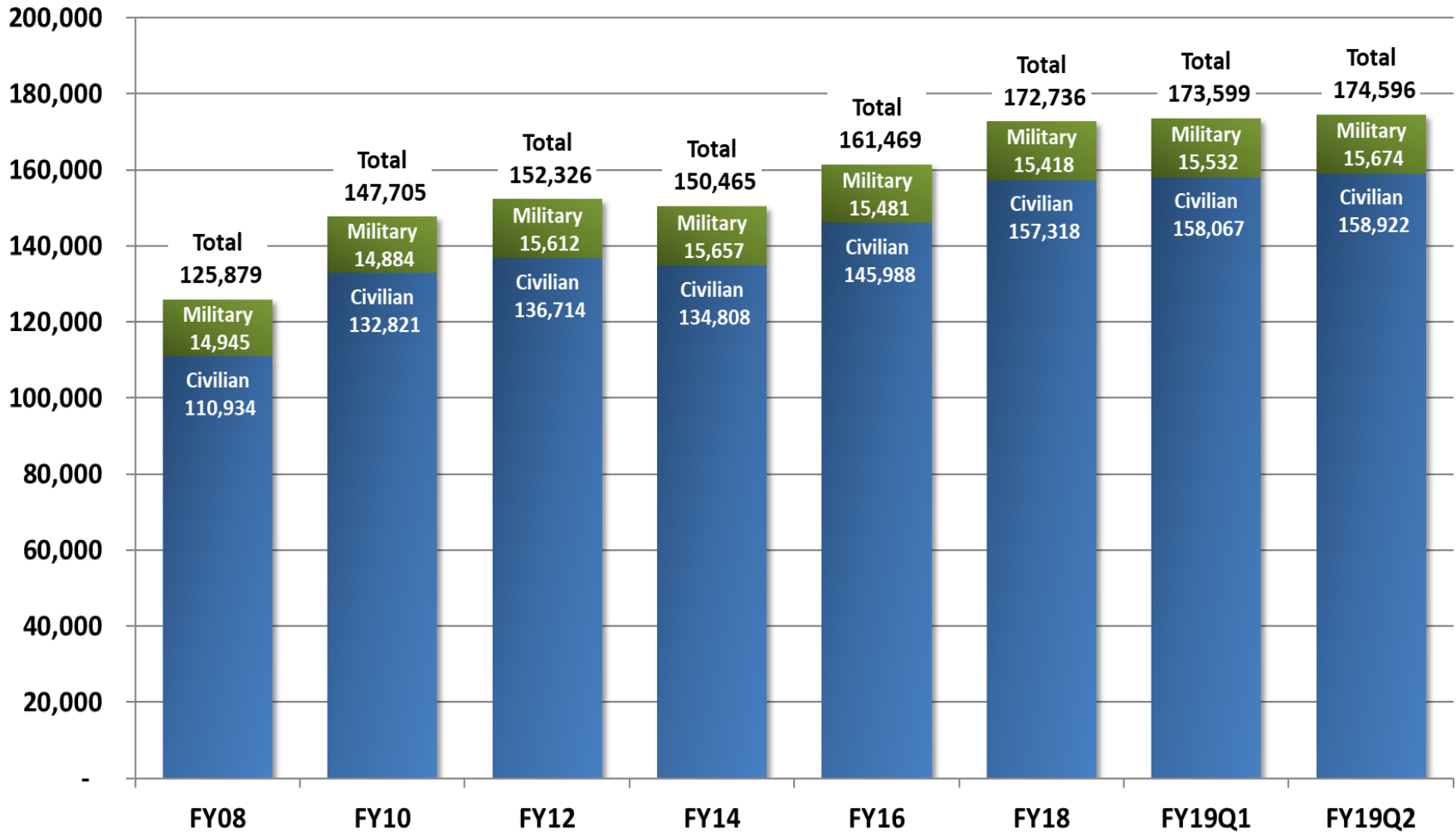
As of FY19Q2 (31 March 2019)



# AWF – Annual Historical Workforce Size FY08 – FY19

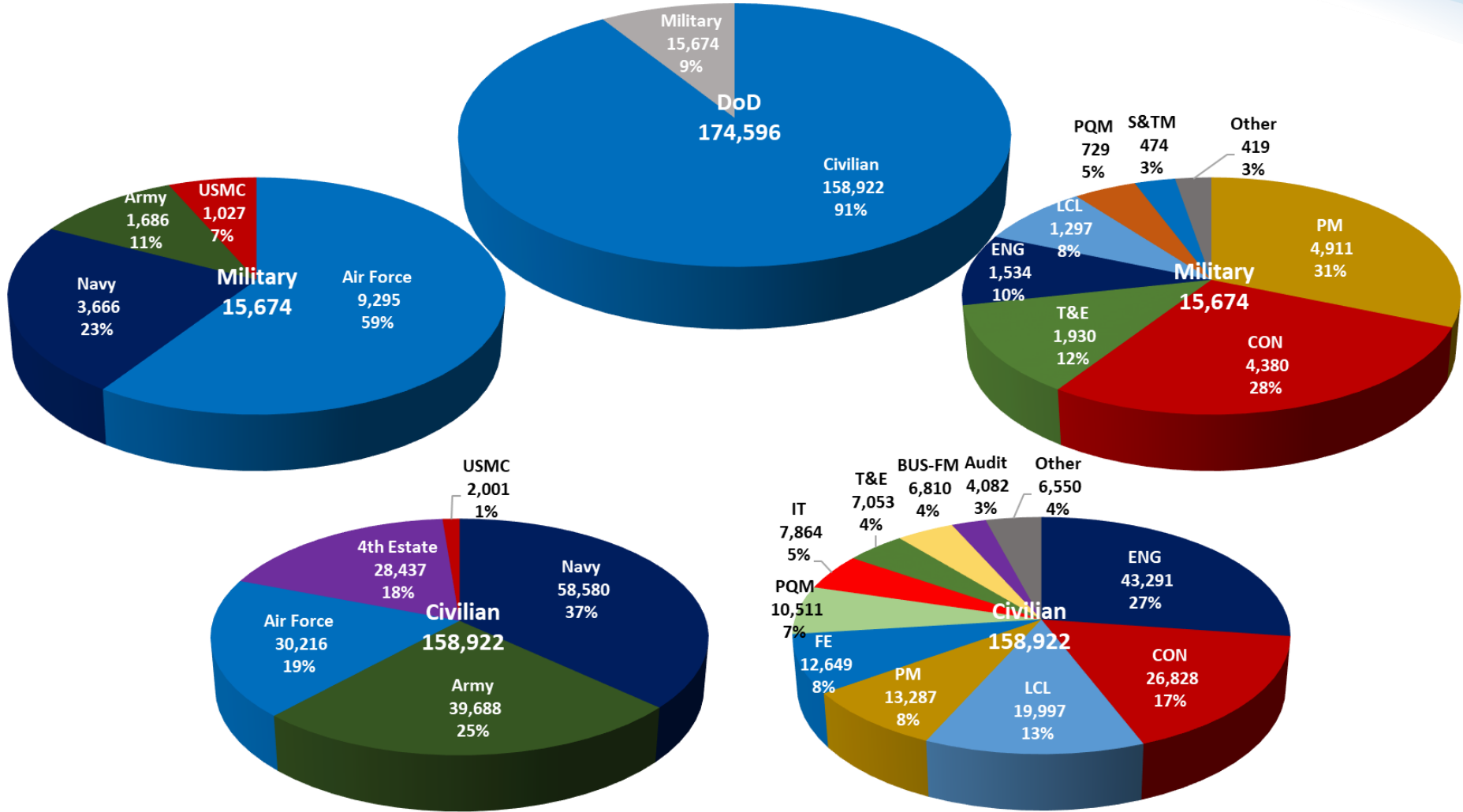


### Overall AWF Total





# AWF – Military and Civilian By Component and Career Field





# AWF Size 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>		



# AWF Historical Size Detail by Component (Civilian & Military)



Components/Agencies  
over 1% of Workforce

Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2
Defense Acq Workforce Agency							
NAVY	41,078	48,556	50,156	50,822	57,086	61,696	62,246
MARINE CORPS	1,988	2,862	2,902	2,863	3,002	2,952	3,028
ARMY	40,269	43,634	41,877	37,342	37,146	40,718	41,374
AIR FORCE	24,827	31,382	34,637	34,395	36,975	39,027	39,511
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	9,747
DLA	3,913	4,272	4,915	5,753	7,857	8,867	8,909
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	4,087
MDA	788	1,638	1,828	1,916	1,962	2,084	2,114
Other 4th Estate	2,074	2,493	2,797	3,162	3,433	3,585	3,580
<b>TOTAL</b>	<b>125,879</b>	<b>147,705</b>	<b>152,326</b>	<b>150,465</b>	<b>161,469</b>	<b>172,736</b>	<b>174,596</b>

% Change Since FY08	% Change Since FY14	% Change Since FY18
52%	22%	1%
52%	6%	3%
3%	11%	2%
59%	15%	1%
33%	1%	2%
128%	55%	0%
14%	-11%	-3%
168%	10%	1%
73%	13%	0%
↑	↑	↑
39%	16%	1%



# AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2
DoN	38,579	47,009	48,862	49,220	55,367	60,024	60,283
AIR FORCE	16,067	22,526	25,019	25,299	28,123	29,976	30,192
ARMY	38,689	42,015	40,079	35,246	35,238	38,975	39,469
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	9,486
DLA	3,913	4,272	4,915	5,753	7,857	8,867	8,783
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	4,189
MDA	787	1,638	1,828	1,916	1,962	2,084	2,080
4th Estate Other	1,957	2,493	2,797	3,162	3,433	3,585	3,585
<b>TOTAL</b>	<b>110,934</b>	<b>132,821</b>	<b>136,714</b>	<b>134,808</b>	<b>145,988</b>	<b>157,318</b>	<b>158,067</b>

% Change Since FY08	% Change Since FY14	% Change Since FY18
56%	22%	0%
88%	19%	-1%
2%	12%	-1%
29%	-2%	1%
124%	53%	1%
16%	-8%	1%
164%	9%	0%
83%	13%	0%
↑	↑	↓
42%	17%	0%



# AWF Historical Size Detail by Component (Military)



Overall (Military) Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY14	% Change Since FY18
Navy	3,742	3,527	3,317	3,641	3,712	3,654	3,666	-2%	1%	0%
MARINE CORPS	745	882	877	824	1,009	970	1,027	38%	25%	6%
ARMY	1,580	1,619	1,798	2,096	1,908	1,743	1,686	7%	-20%	-3%
AIR FORCE	8,760	8,856	9,277	9,096	8,852	9,051	9,295	6%	2%	3%
4th ESTATE	118	-	-	-	-	-	-			
<b>Total</b>	<b>14,945</b>	<b>14,884</b>	<b>15,269</b>	<b>15,657</b>	<b>15,481</b>	<b>15,418</b>	<b>15,674</b>	<b>↑ 5%</b>	<b>↑ 0%</b>	<b>↑ 2%</b>



# AWF Historical Size Detail by Career Field (Civilian and Military)



Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2
Defense Acq Workforce Career Field							
Engineering	34,537	39,201	39,807	39,242	42,438	44,850	44,825
Contracting	25,680	29,792	30,292	29,826	30,669	31,136	31,208
Life Cycle Logistics	13,361	16,861	17,539	17,724	19,929	20,997	21,294
Program Management	12,781	14,915	15,824	16,003	17,002	17,892	18,198
Facilities Engineering	4,920	6,911	7,290	6,617	7,870	11,880	12,653
Production, Quality and Man	9,138	9,727	9,458	9,671	10,544	11,081	11,240
Test and Evaluation	7,420	8,446	8,603	8,569	8,738	8,852	8,983
Information Technology	3,934	5,165	5,832	5,776	6,836	7,839	8,056
Business - FM	7,085	7,054	6,761	6,142	6,327	6,882	6,970
Auditing	3,638	4,143	4,505	4,560	4,011	4,219	4,082
S&T Manager	480	2,561	3,209	3,401	3,814	3,986	4,000
Business - CE	-	1,070	1,278	1,309	1,378	1,449	1,453
Purchasing	1,196	1,287	1,340	1,205	1,475	1,260	1,204
Property	451	501	449	389	405	395	412
Unknown/Other	1,258	71	139	31	33	18	18
<b>TOTAL</b>	<b>125,879</b>	<b>147,705</b>	<b>152,326</b>	<b>150,465</b>	<b>161,469</b>	<b>172,736</b>	<b>174,596</b>

% Change Since FY08	% Change Since FY14	% Change Since FY18
30%	14%	0%
22%	5%	0%
59%	20%	1%
42%	14%	2%
157%	91%	7%
23%	16%	1%
21%	5%	1%
105%	39%	3%
-2%	13%	1%
12%	-10%	-3%
733%	18%	0%
	11%	0%
1%	0%	-4%
-9%	6%	4%
↑	↑	↑
39%	16%	1%

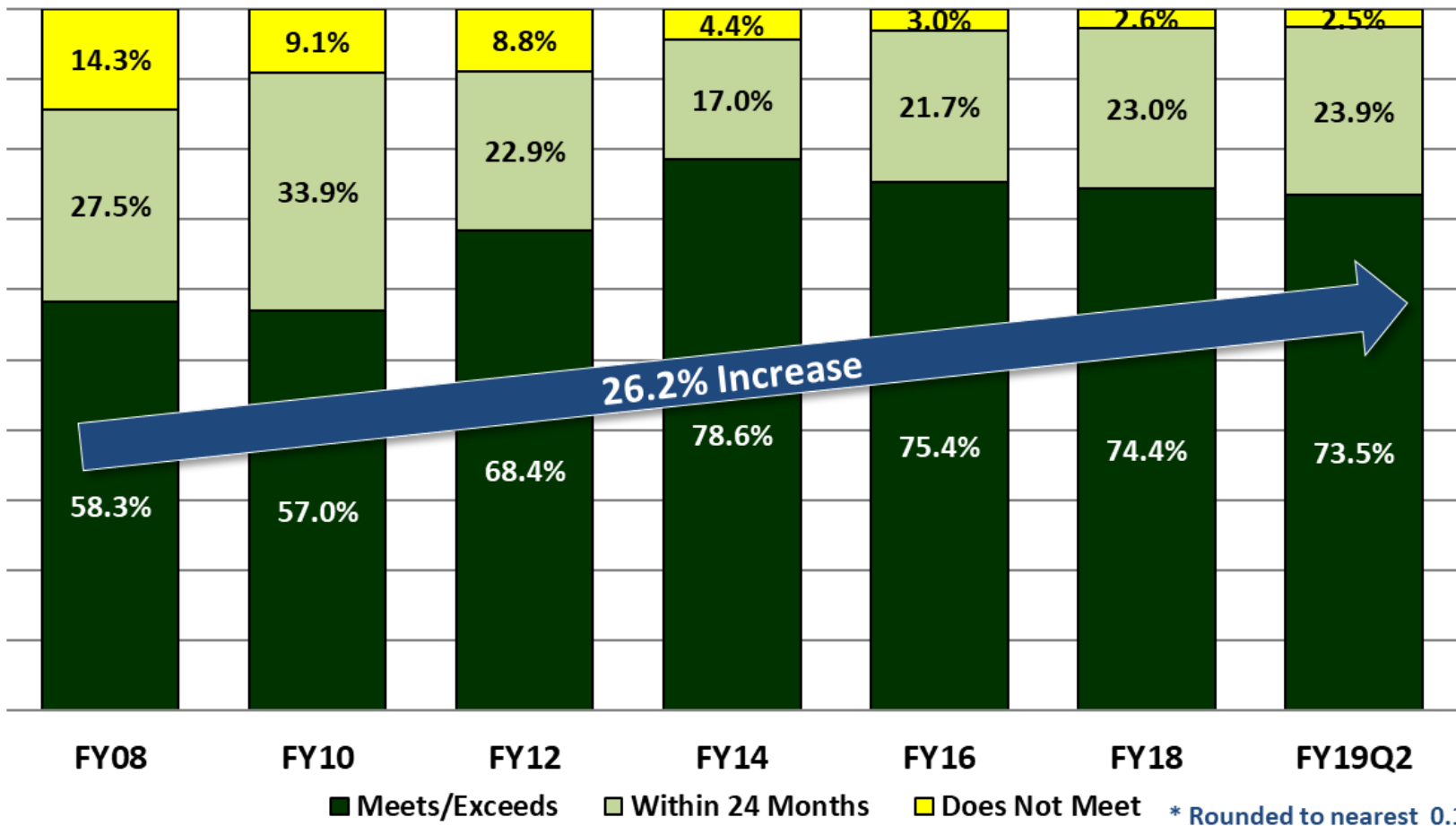




# AWF Historical DAWIA Certification FY08 – FY19Q2



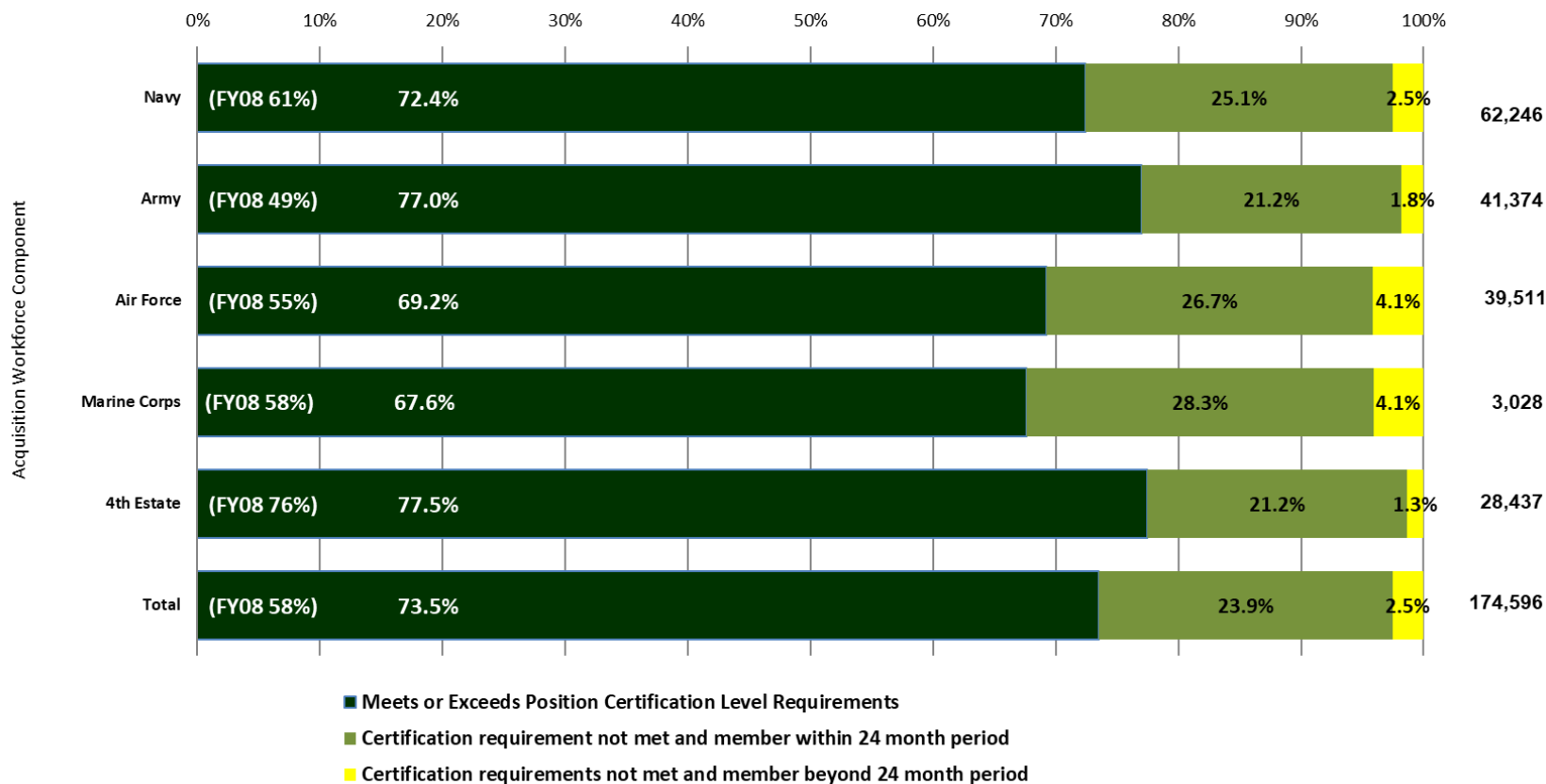
## AWF Overall





# AWF DAWIA Certification by Major Component

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

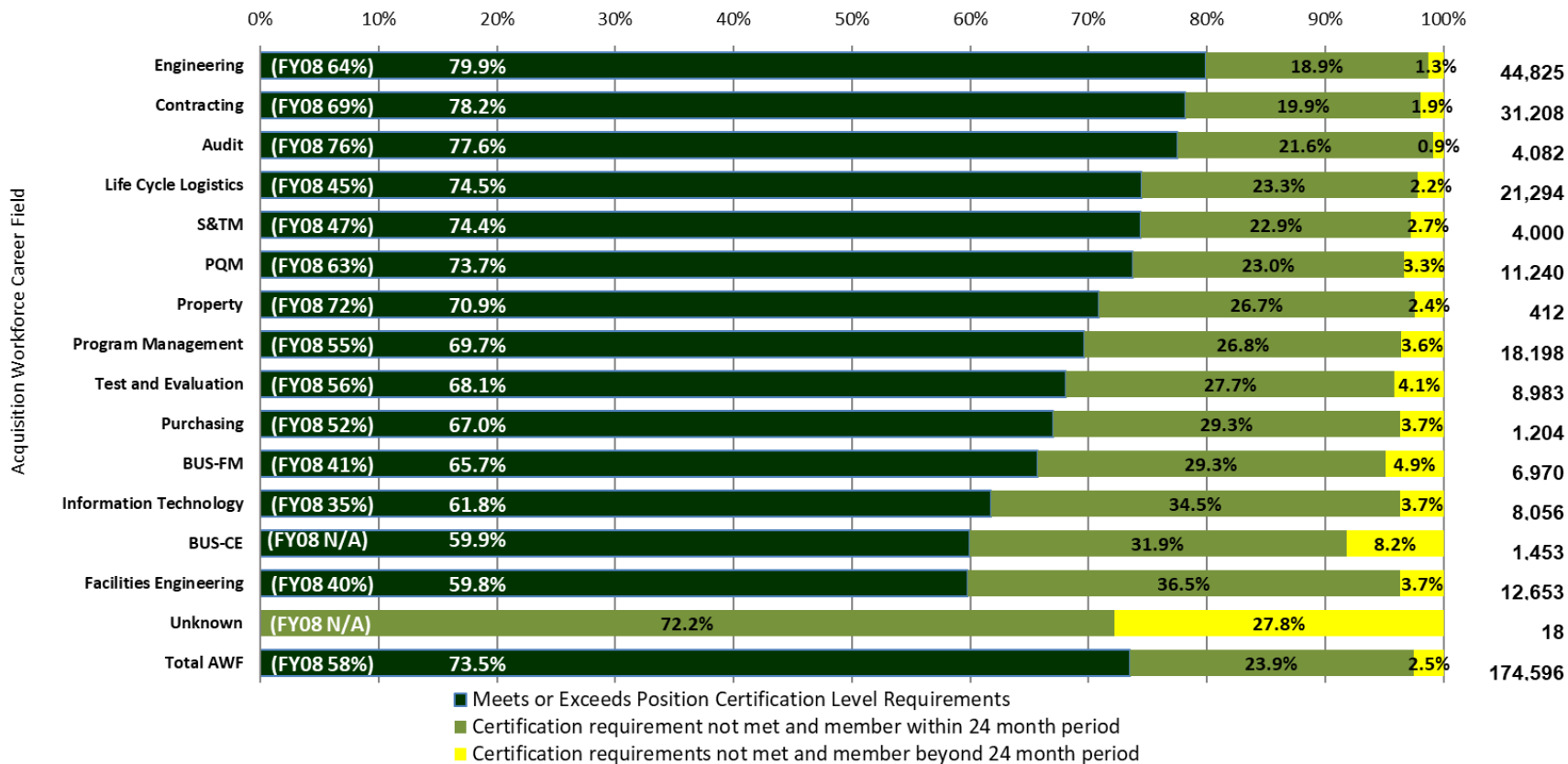




# AWF DAWIA Certification by Career Field



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





# AWF DAWIA Certification



Required Certification Level	Achieved Certification Level				FY19Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	11,080	11,427	3,532	2,186	28,225	60.7%
Level II	14,446	10,015	44,985	17,977	87,423	72.0%
Level III	4,143	1,581	4,772	48,259	58,755	82.1%
<i>Unspecified</i>	108	23	48	14	193	
<b>% TOTAL</b>	<b>29777</b>	<b>23046</b>	<b>53337</b>	<b>68436</b>	<b>174596</b>	

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Org	# Meet or Exceeds	or Exceeds*
DAW	128,380	73.5%
Army	31,862	77.0%
Navy	45,086	72.4%
Marine Corp	2,047	67.6%
Air Force	27,352	69.2%
4th Estate	22,033	77.5%

Certification Requirement	Meets/ Exceeds	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	17,145	10,753	327	28,225	16.2%
Level II	62,962	21,890	2,571	87,423	50.1%
Level III	48,259	8,961	1,535	58,755	33.7%
<i>Unspecified</i>	14	164	15	193	0.1%
<b>AWF Total</b>	<b>128,380</b>	<b>41,768</b>	<b>4,448</b>	<b>174,596</b>	
<b>% TOTAL</b>	<b>73.5%</b>	<b>23.9%</b>	<b>2.5%</b>		

= Compliance  
= Exceeds Requirement

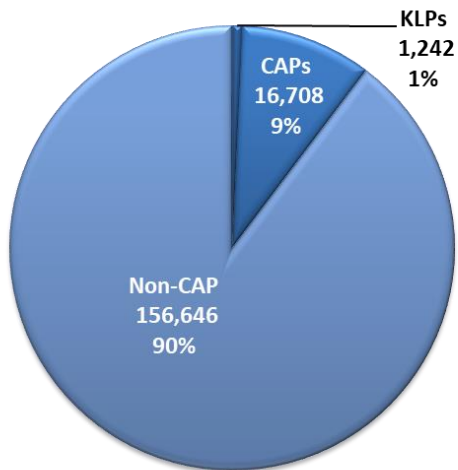
\* NOTE: Rounded to nearest 0.1%



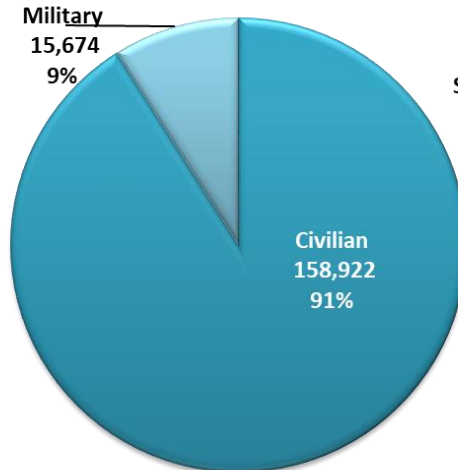
# AWF Demographics



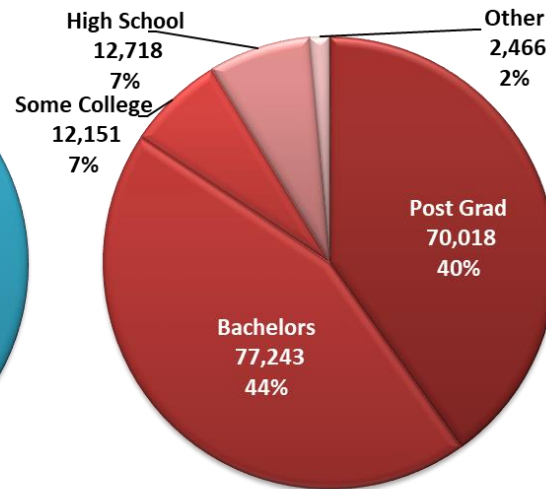
### CAP / KLP



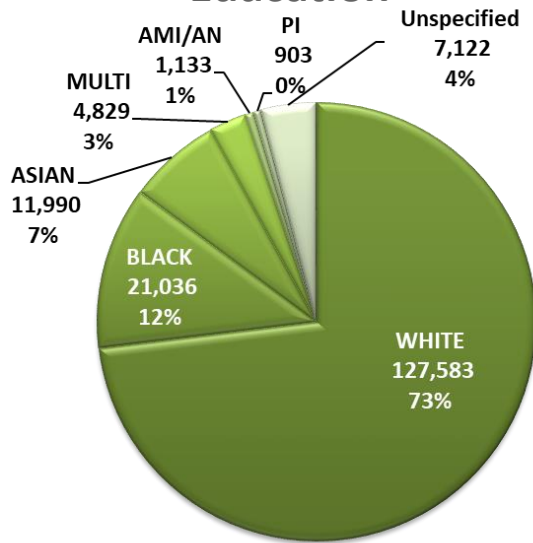
### Mil / Civ



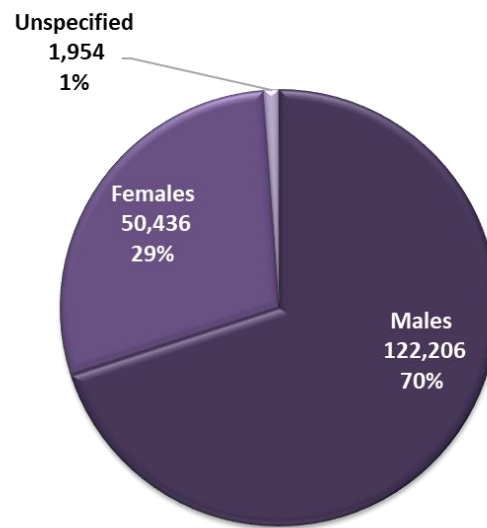
### Gender



### Education

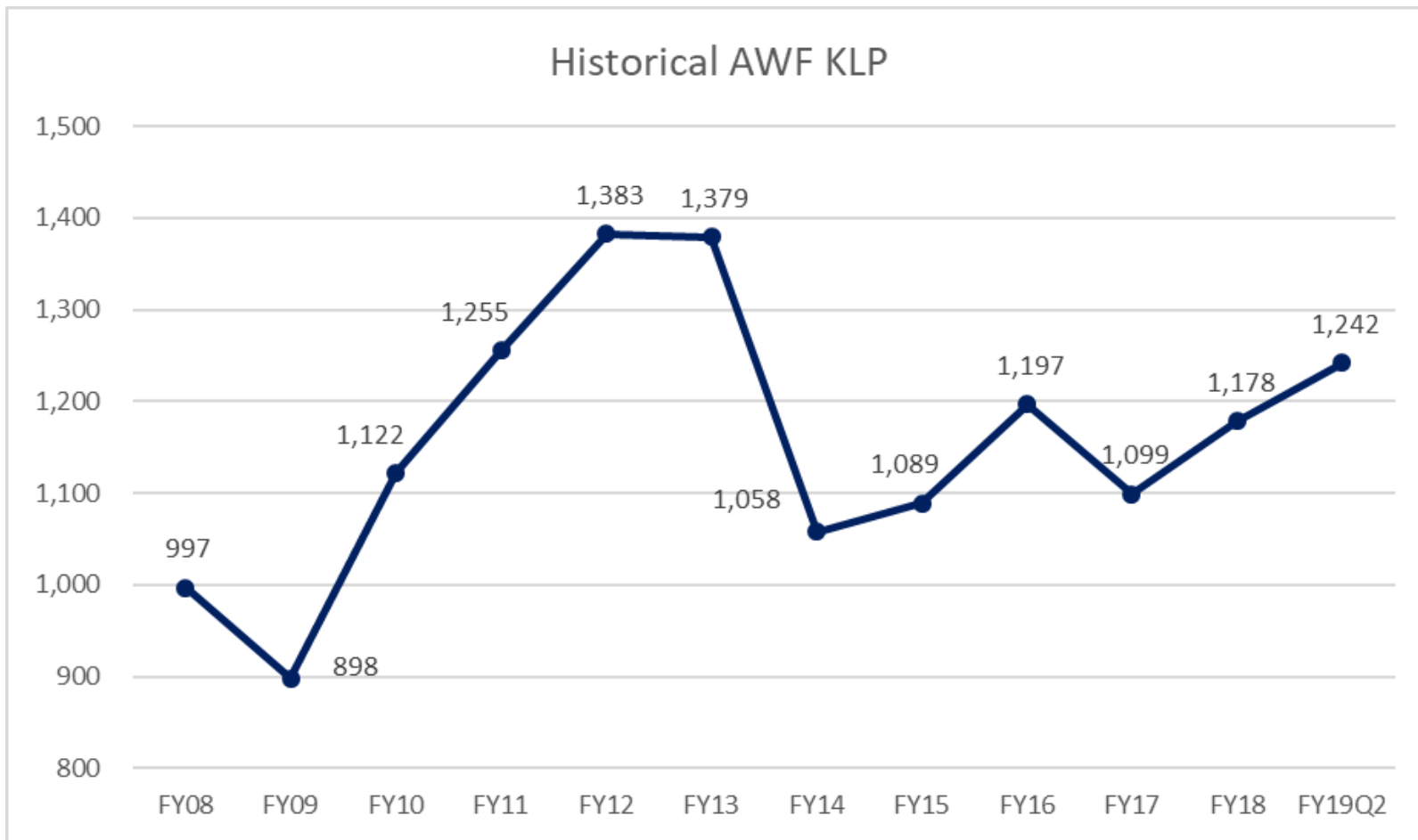


### Race





# AWF KLP Count





RAND NDRI Forces and Resources  
Policy Center Data  
Retirement, Gains/Losses Slides  
FY19Q1



## Human Capital Fact Sheet

Defense Acquisition Workforce	FY 2008			FY2019Q1		
	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)
<b>Size &amp; Composition</b>						
Workforce Size	110,934	14,945	125,879	158,067	15,532	173,599
Change in size from 2008	-	-	-	42%	4%	38%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
<b>Educational Attainment</b>						
Bachelor's Degree or Higher	77%	81%	77%	84%	84%	84%
Post Graduate Degree	26%	44%	29%	39%	53%	40%
<b>Certification (Cert)</b>						
Level I or Higher Achieved	73%	61%	72%	84%	75%	83%
Level II or Higher Achieved	63%	41%	61%	72%	50%	70%
Level III Achieved	38%	19%	36%	72%	50%	40%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	76%	58%	74%
Within 24 Months of Cert Rqmt	25%	46%	27%	22%	37%	23%
Does Not Meet Cert Rqmt	15%	12%	14%	2%	5%	3%
<b>Planning Considerations</b>						
Average Age	46.9	36.4	45.7	45.3	35.3	44.5
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	26/27/47(%)	-	
Average Years of Service	18	13	17	15	13	15
Retirement Eligible	19,051(17%)	-	-	27,402(17%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	25,072(16%)	-	
Total Gains/Losses	14,245/15,030	-	-	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.

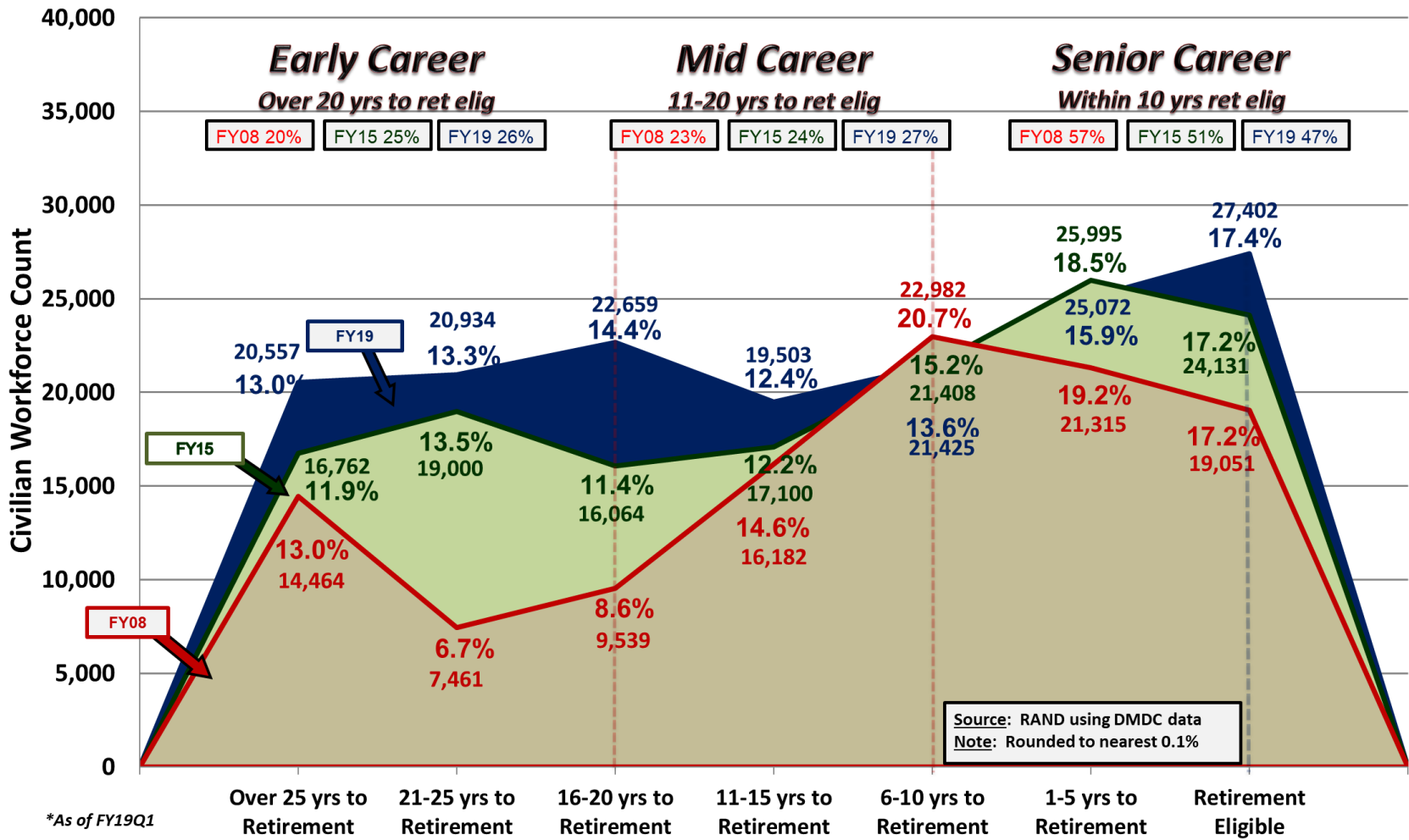




# Overall Civilian Retirement Eligibility Distribution – FY08/FY15/FY19Q1



Overall DAW - Civilian Retirement Eligibility Distribution - FY08, FY15 & \*FY19



Source: RAND using DMDC data  
Note: Rounded to nearest 0.1%

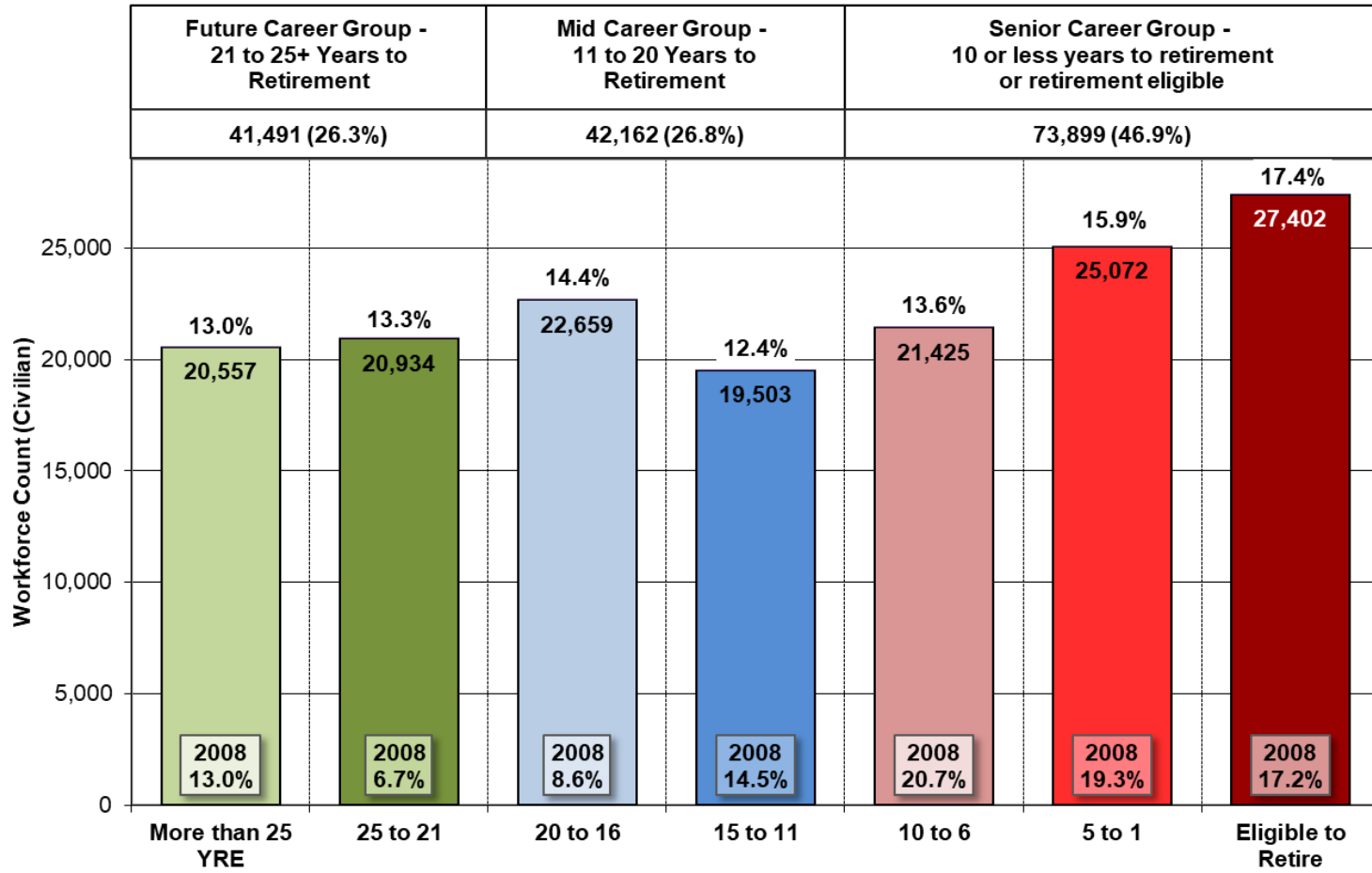
\*As of FY19Q1

RAND NDRI (\*As of 09-30-2015)



# Workforce Lifecycle Model by YRE

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



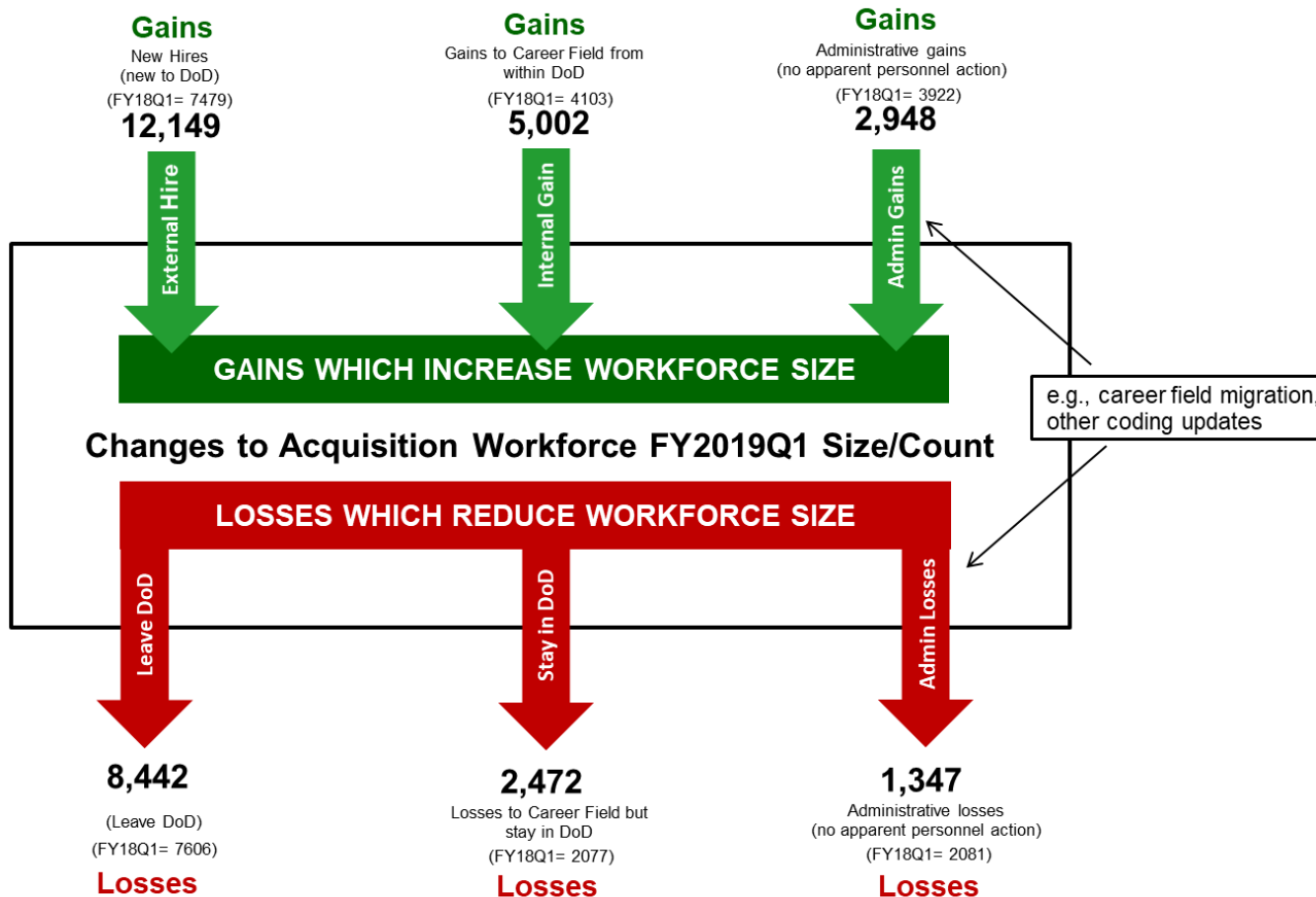


# Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2019Q1) - Marine Corps

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



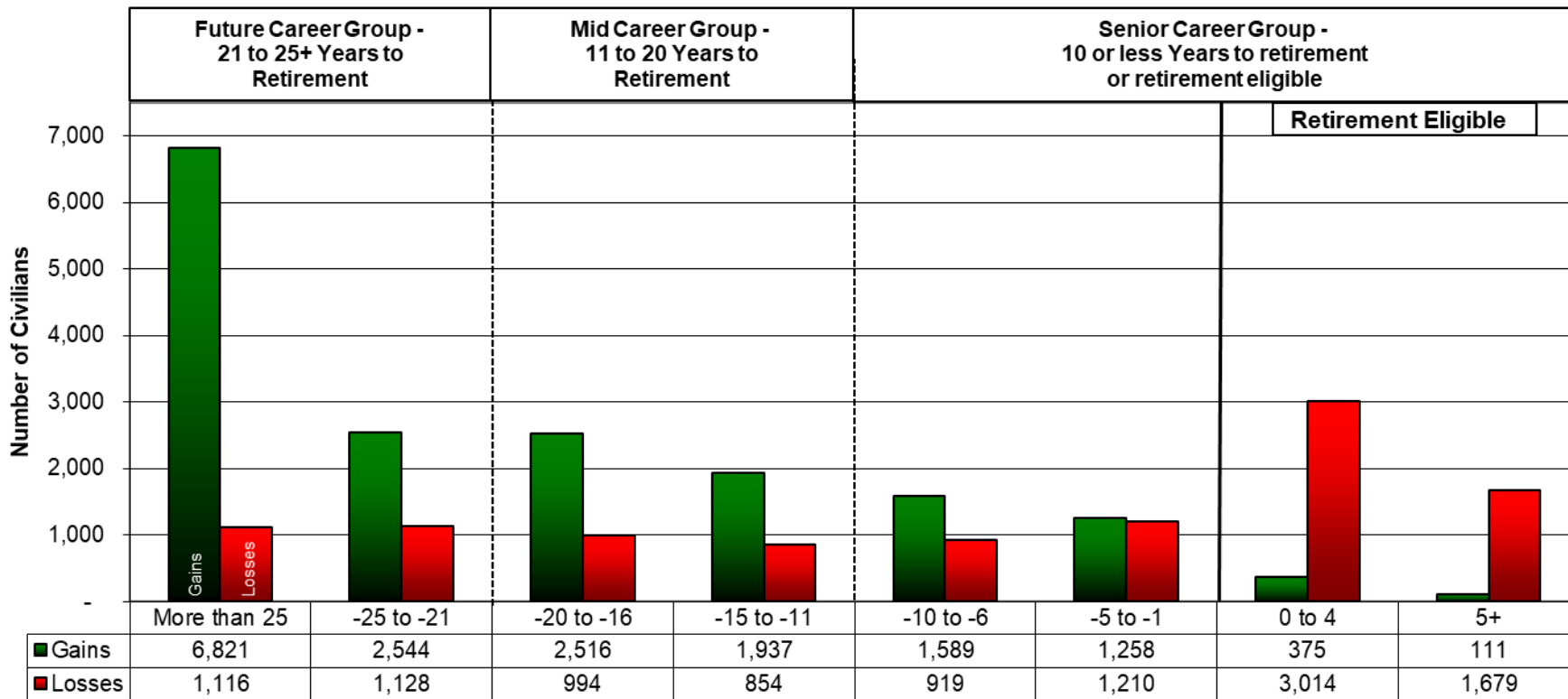


# AWF Gains and Losses Civilian by Workforce Lifecycle



## Defense Acquisition Workforce (Civilian)

### Workforce Lifecycle Gains & Losses

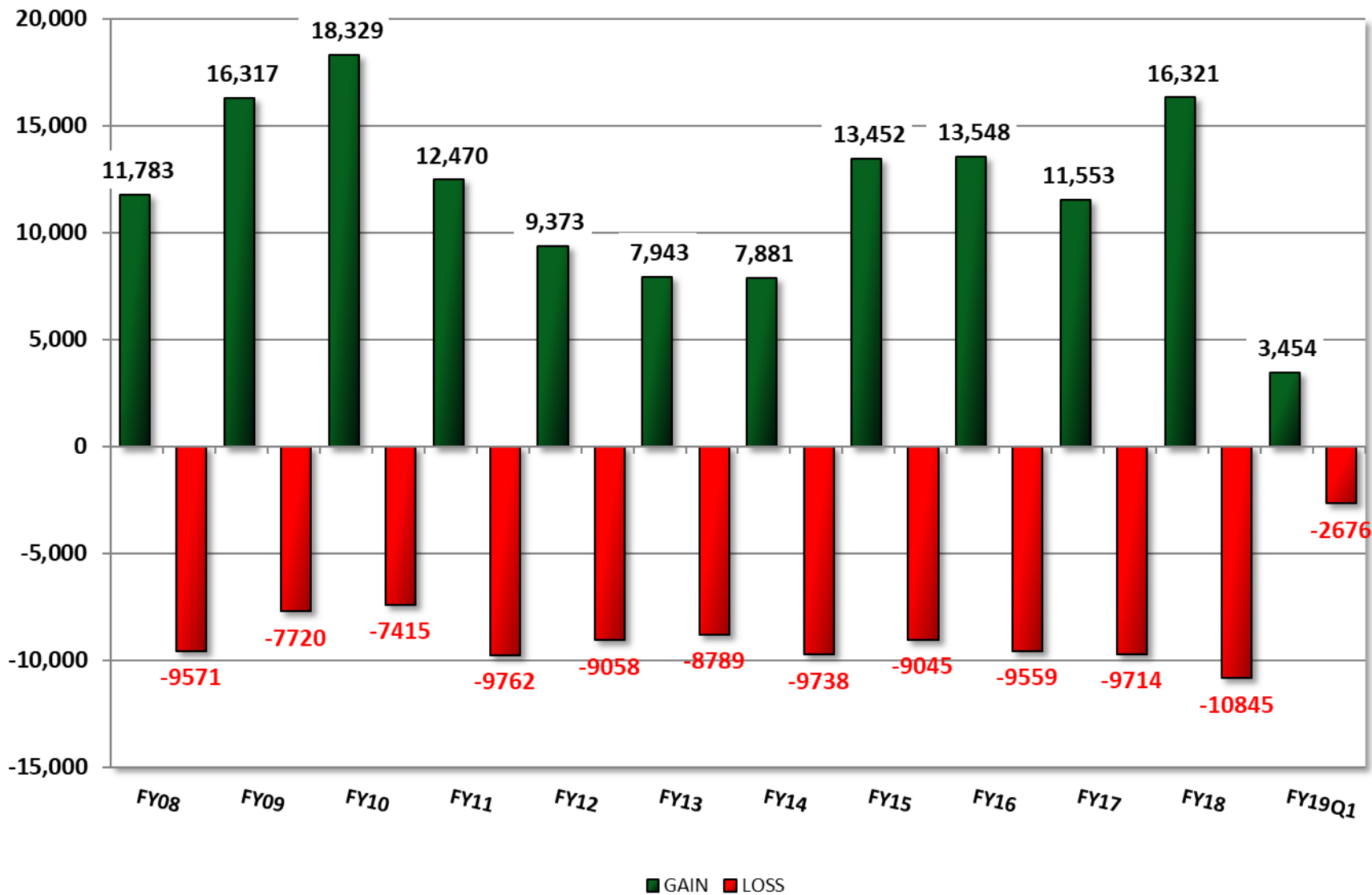


### Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Historical Gains and Losses FY08 – FY19Q1

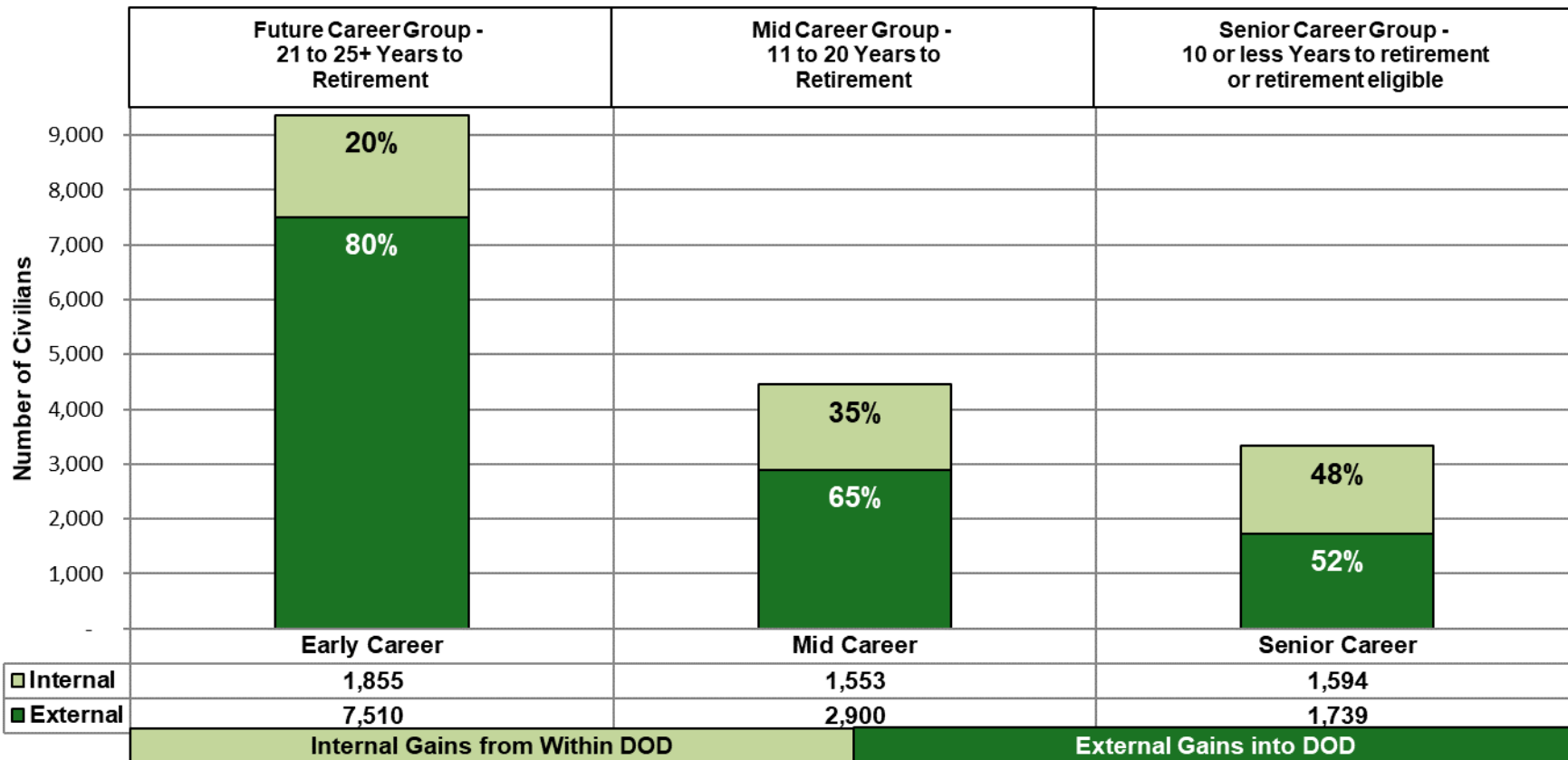




# Internal/External Gains % by Career Group



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



\*Does not include administrative gains

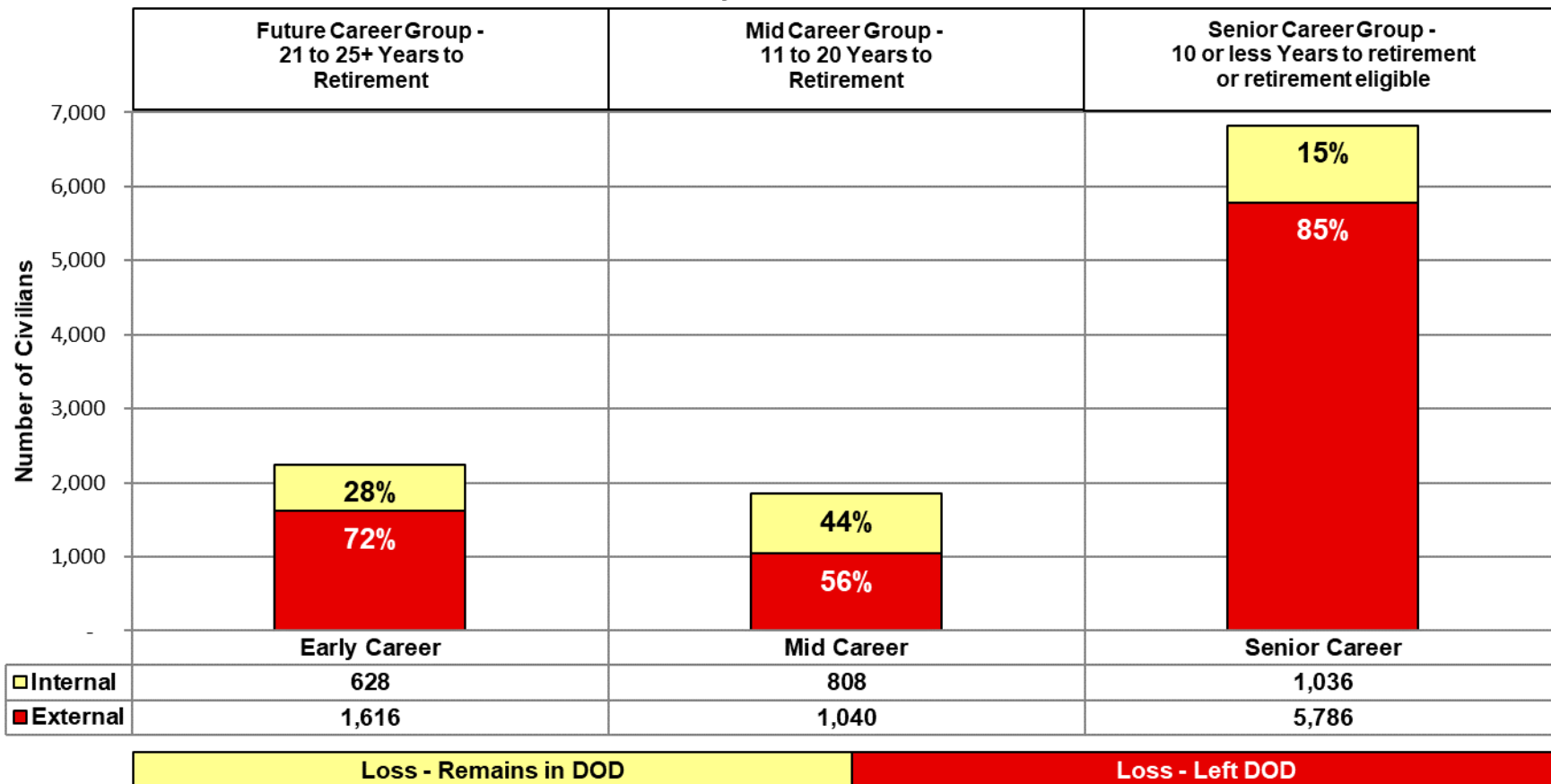


# Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

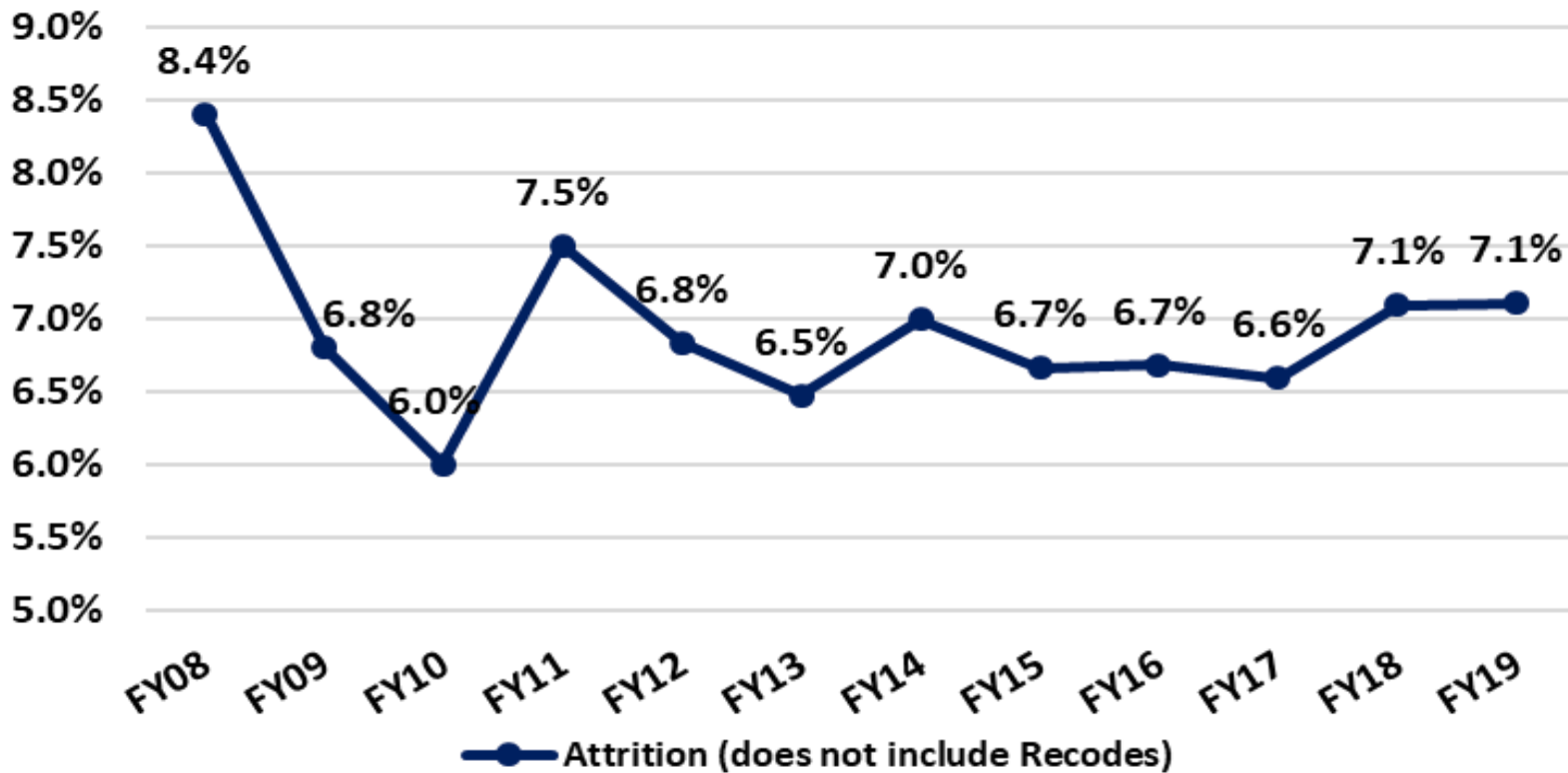
### Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates



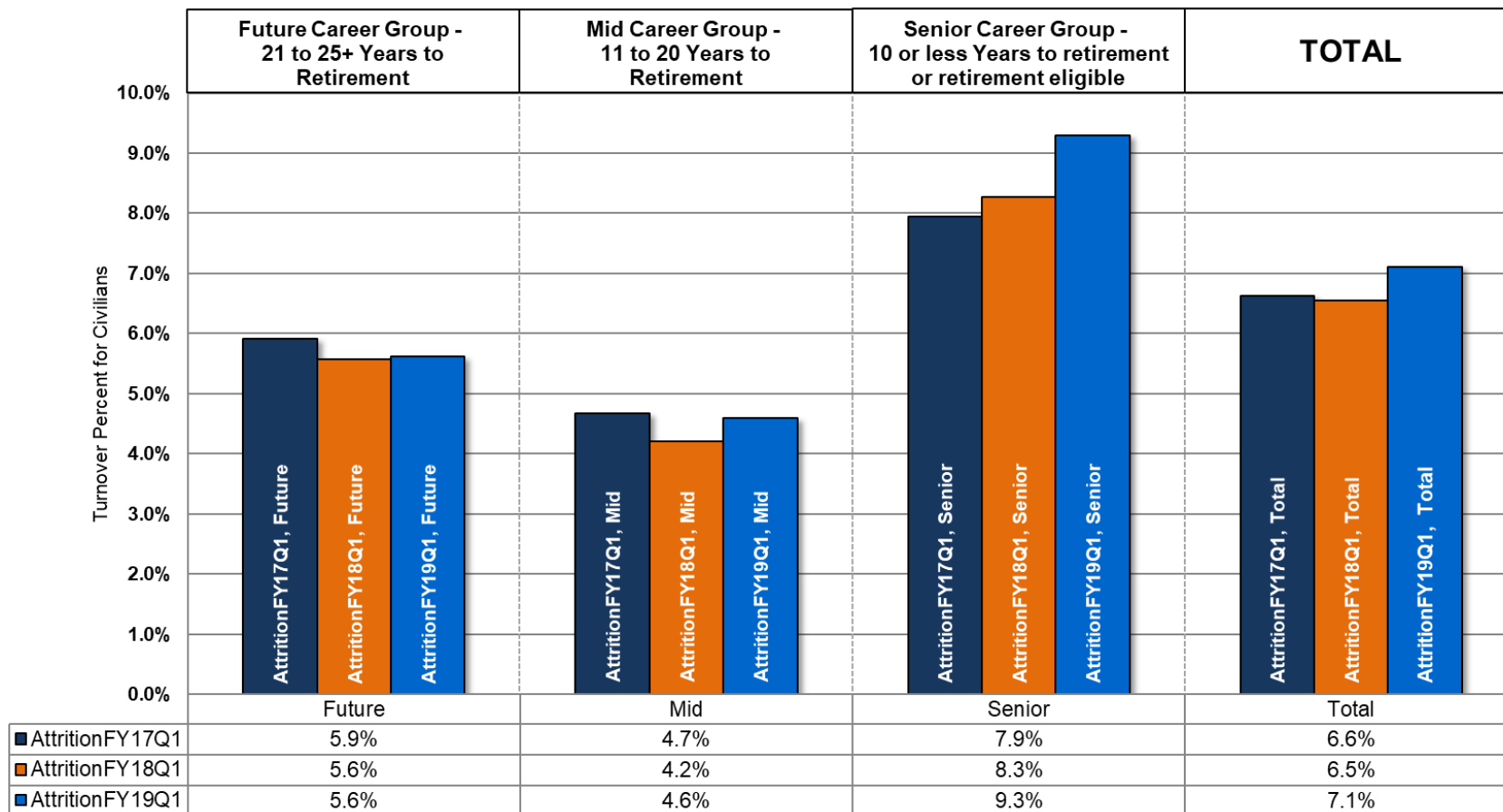
\*FY19 attrition rate is from the end of FY18Q1 through FY19Q1





# Attrition Rates by Career Group

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





# Civilian Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce

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

