



# Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

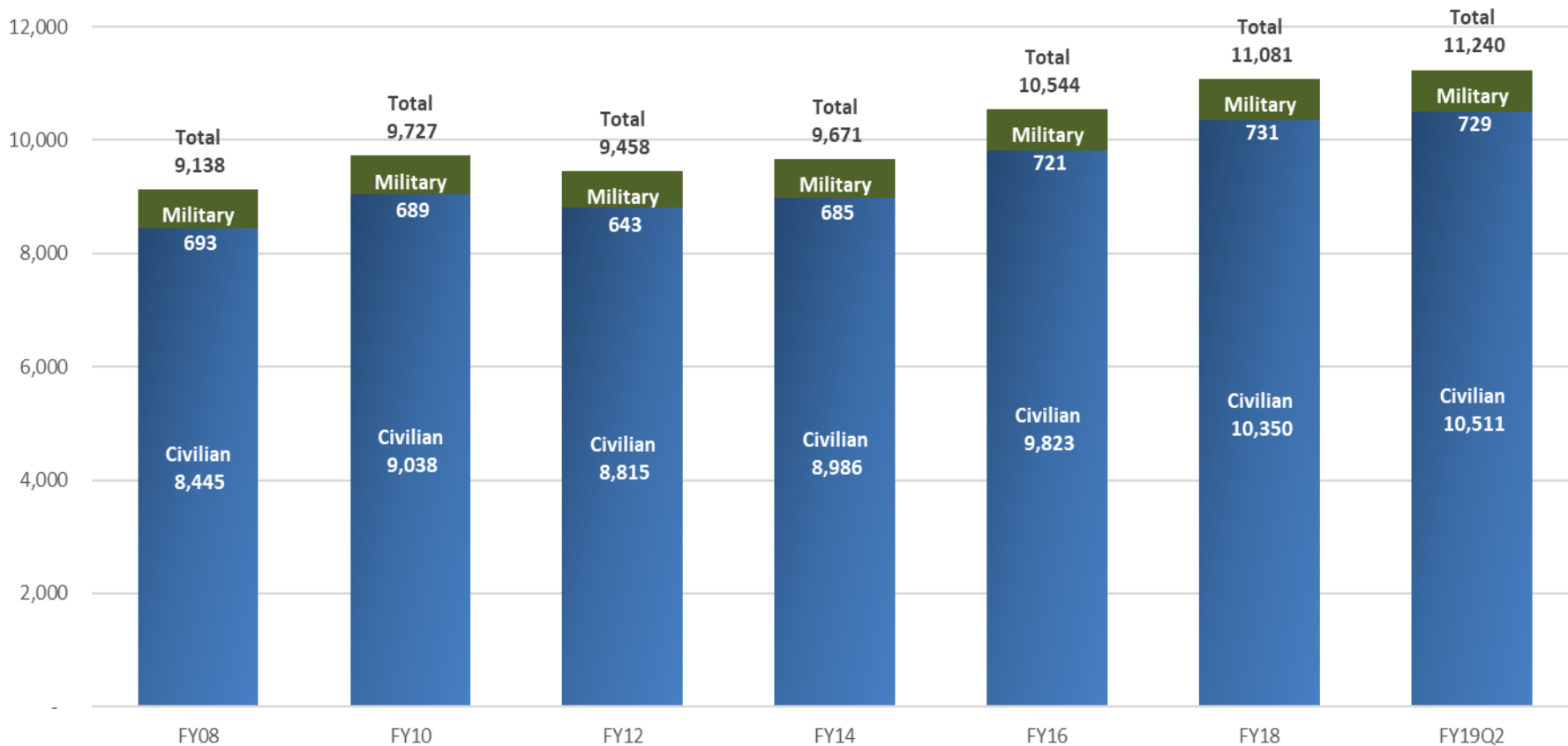
As of FY19Q2 (31 March 2019)



# PQM Total Workforce

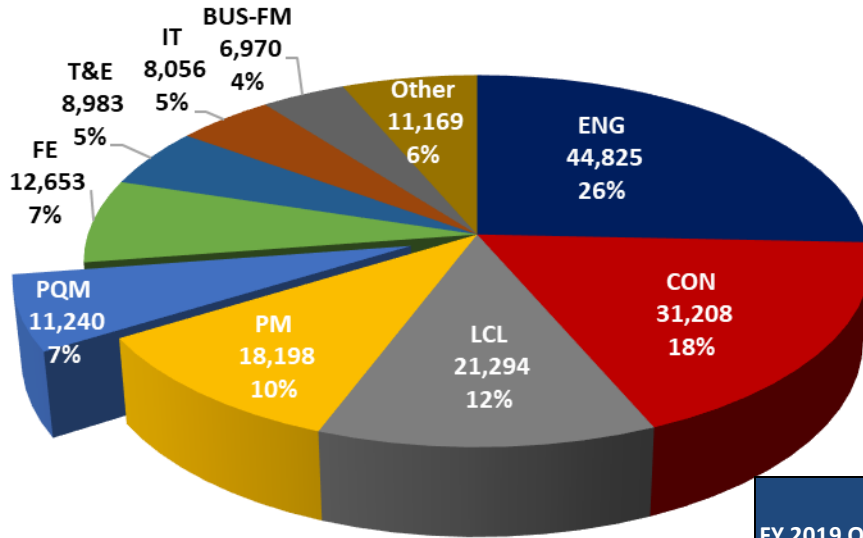


## PQM





# 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>		



# PQM Workforce Historical Size by Agency FY08 – FY19



Production, Quality and Man Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	1,980	2,146	2,356	2,638	3,210	3,755	3,804	92%	1%
MARINE CORPS	25	35	23	37	39	41	43	72%	5%
ARMY	1,952	2,081	1,777	1,432	1,407	1,373	1,368	-30%	0%
AIR FORCE	383	404	405	330	393	451	472	23%	5%
DCMA	3,858	4,259	4,026	4,352	4,471	4,345	4,428	15%	2%
DLA	865	769	823	815	943	999	1,006	16%	1%
MDA	37	23	41	54	67	105	107	189%	2%
DAU	5	5	5	9	10	9	9	80%	0%
OSD	13	3	1	1	2	2	2	-85%	0%
DHA	2	2	1	3	1	1	1	-50%	0%
NRO	-	-	-	-	1	-	-		
DoD HRA	1	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-100%	
4th Estate Other	5	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>9,135</b>	<b>9,727</b>	<b>9,458</b>	<b>9,671</b>	<b>10,544</b>	<b>11,081</b>	<b>11,240</b>	<b>↑ 23%</b>	<b>↑ 1%</b>



# PQM Workforce Historical (Quarterly) Size by Agency



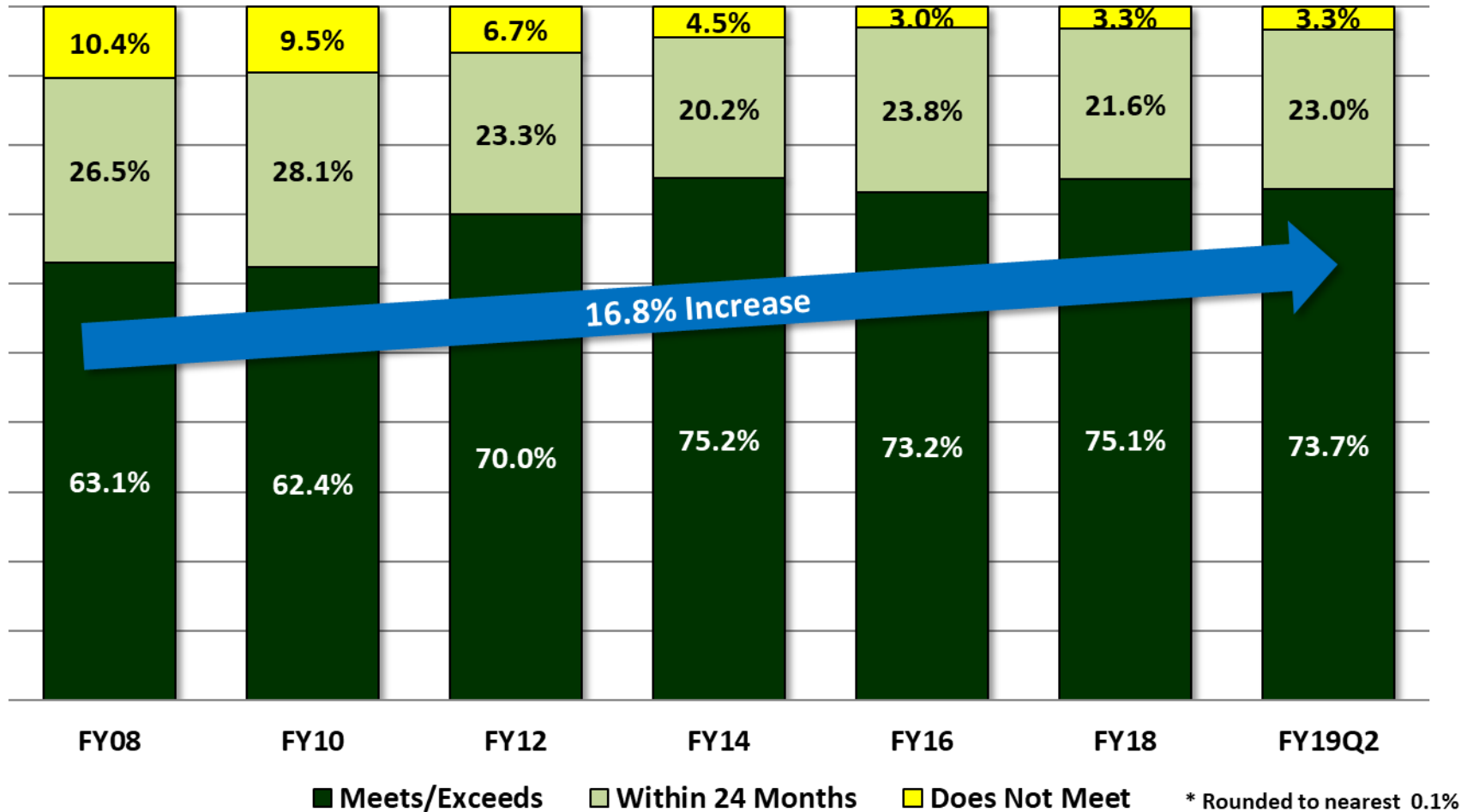
Production, Quality and Man Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
Navy	3,293	3,395	3,330	3,406	3,508	3,689	3,755	3,796	3,804	8%
MARINE CORPS	39	38	40	43	46	42	41	43	43	-7%
ARMY	1,389	1,377	1,387	1,395	1,397	1,387	1,373	1,378	1,368	-2%
AIR FORCE	396	405	421	431	442	454	451	478	472	7%
DCMA	4,423	4,345	4,280	4,226	4,243	4,236	4,345	4,310	4,428	4%
DLA	927	943	959	954	968	973	999	981	1,006	4%
MDA	74	84	88	89	89	97	105	103	107	20%
DAU	11	11	9	9	10	9	9	9	9	-10%
OSD	2	2	2	2	2	2	2	2	2	0%
DHA	1	1	1	1	1	1	1	1	1	0%
NRO	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>10,555</b>	<b>10,601</b>	<b>10,517</b>	<b>10,556</b>	<b>10,706</b>	<b>10,890</b>	<b>11,081</b>	<b>11,101</b>	<b>11,240</b>	<b>↑ 5%</b>



# PQM Manager Historical DAWIA Certification FY08 – FY19



## Production, Quality and Manufacturing



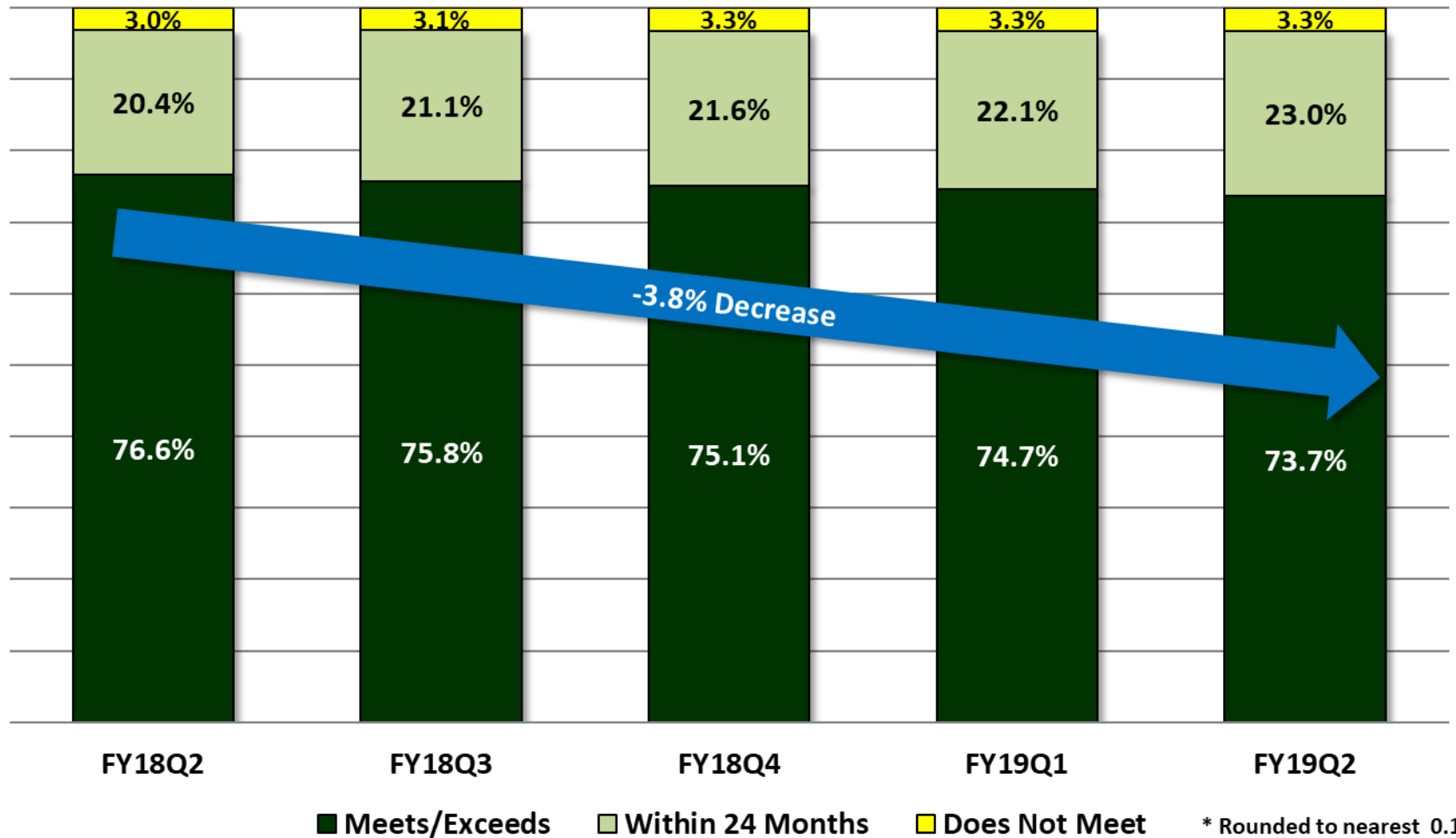
16.8% Increase



# PQM Manager Historical (Quarterly) DAWIA Certification



## Production, Quality and Manufacturing

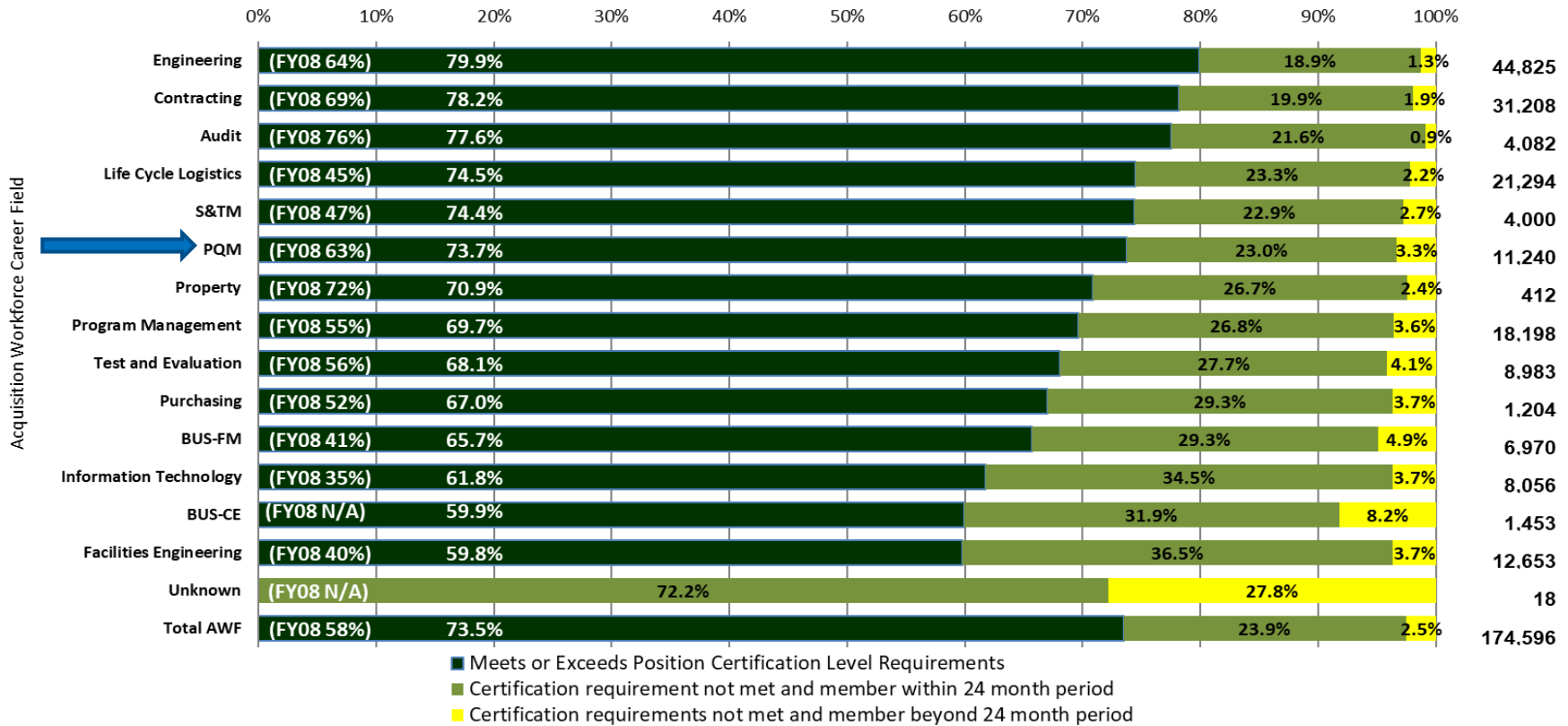




# DAWIA Certification by Career Field



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



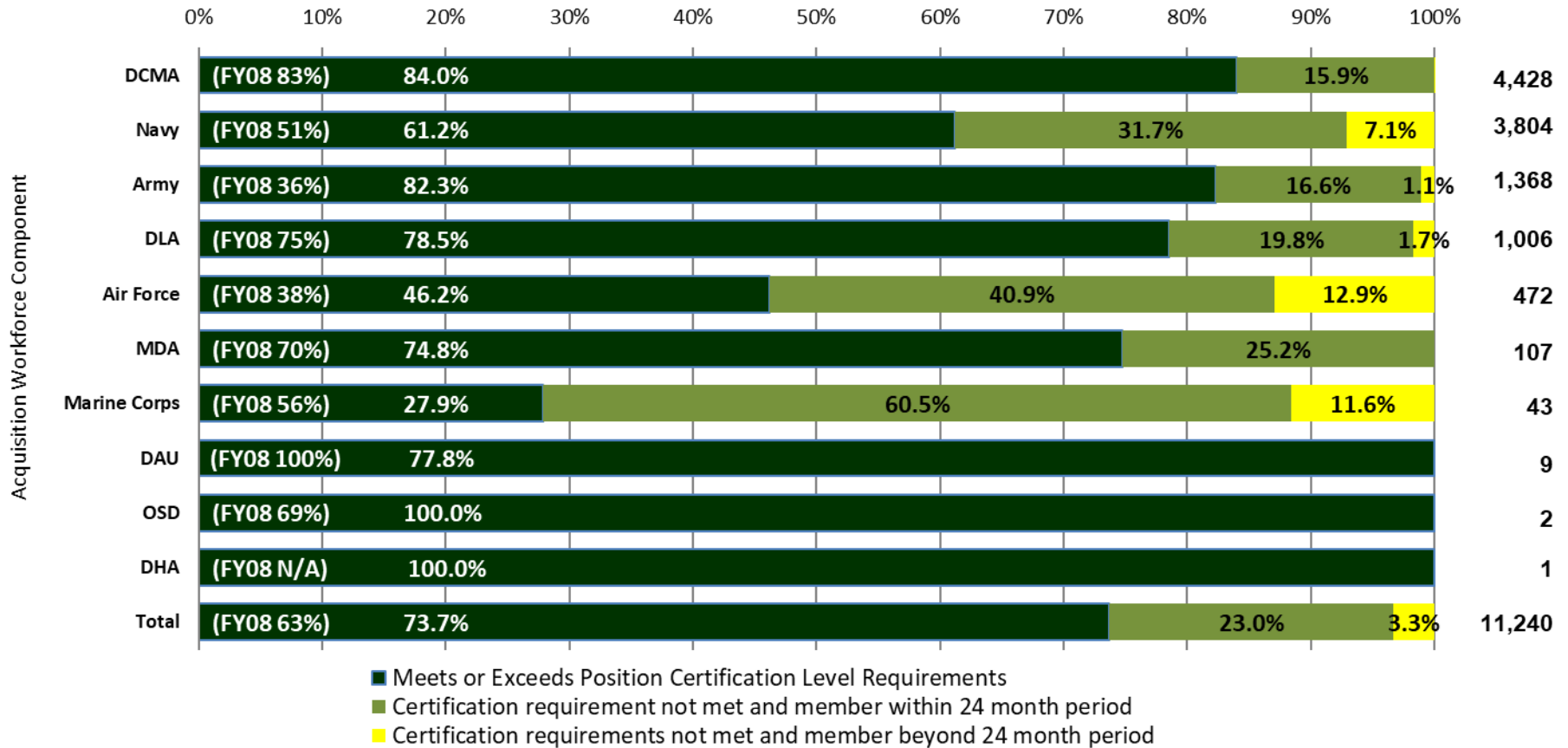




# PQM DAWIA Certification by Component



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





# PQM 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	793	703	136	35	1,667	52.4%
Level II	1,077	670	5,263	484	7,494	76.7%
Level III	146	66	200	1,664	2,076	80.2%
<i>Unspecified</i>	1	1	1	-	3	
<b>FY19Q2 TOTAL</b>	<b>2,017</b>	<b>1,440</b>	<b>5,600</b>	<b>2,183</b>	<b>11,240</b>	<b>73.7%</b>
	17.9%	12.8%	49.8%	19.4%		

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>PQM</b>	<b>8,285</b>	<b>73.7%</b>	<b>6 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	874	737	56	1,667	14.8%
Level II	5,747	1,505	242	7,494	66.7%
Level III	1,664	339	73	2,076	18.5%
<i>Unspecified</i>	-	3	-	3	0.0%
<b>PQM TOTAL</b>	<b>8,285</b>	<b>2,584</b>	<b>371</b>	<b>11,240</b>	
	73.7%	23.0%	3.3%		

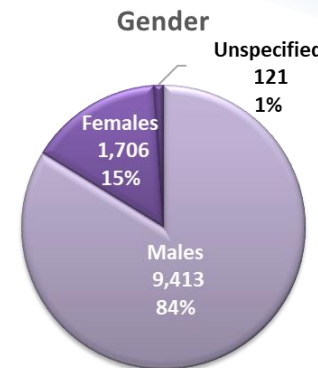
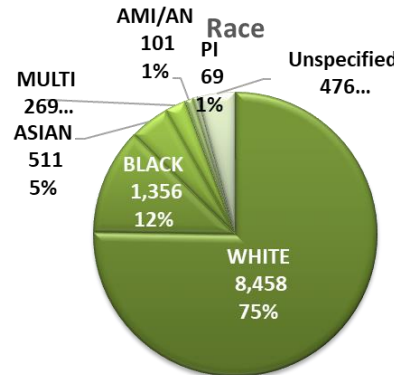
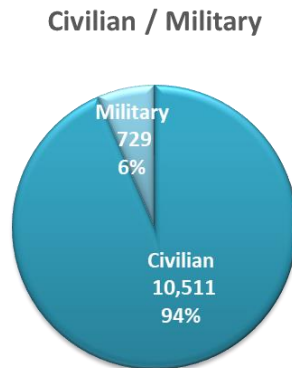
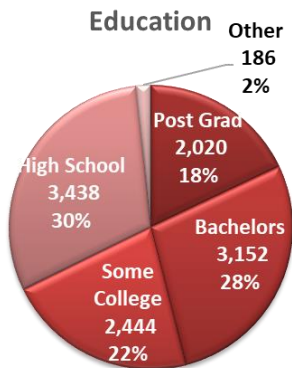
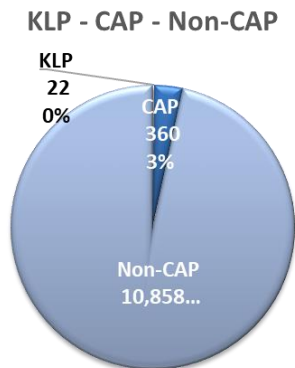
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# PQM Demographics



Occupied Position Type	PQM TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	22	0.2%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	360	3.2%	16,708	9.6%
Non-CAP Positions	10,858	96.6%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

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

Race	PQM TOTAL		Entire DAW	
WHITE	8,458	75.2%	127,583	73.1%
BLACK	1,356	12.1%	21,036	12.0%
ASIAN	511	4.5%	11,990	6.9%
MULTI	269	2.4%	4,829	2.8%
AMI/AN	101	0.9%	1,133	0.6%
PI	69	0.6%	903	0.5%
Unspecified	476	4.2%	7,122	4.1%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

Highest Level of Education	PQM TOTAL		Entire AWF	
Post Grad	2,020	18.0%	70,018	40.1%
Bachelors	3,152	28.0%	77,243	44.2%
Some College	2,444	21.7%	12,151	7.0%
High School	3,438	30.6%	12,718	7.3%
Other	186	1.7%	2,466	1.4%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

Gender	PQM TOTAL		Entire DAW	
Males	9,413	83.7%	122,206	70.0%
Females	1,706	15.2%	50,436	28.9%
Unspecified	121	1.1%	1,954	1.1%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

Type	PQM TOTAL		Entire AWF	
Civilian	10,511	93.5%	158,922	91.0%
Military	729	6.5%	15,674	9.0%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	



## PQM Size by Occupational Series

Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,977	56.9%
1150 - Industrial Specialist	1,025	9.8%
1101 - Business and Industry Specialist	970	9.2%
0801 - Engineer, General	518	4.9%
0301 - Administration & Program Staff	380	3.6%
1152 - Production Controller	296	2.8%
0856 - Engineering Technician, Electronics	230	2.2%
0802 - Engineering Technician	197	1.9%
0896 - Engineer, Industrial	127	1.2%
<i>Other</i>	682	6.5%
<b>Total Civilian</b>	<b>10,511</b>	<b>Civilians</b>



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

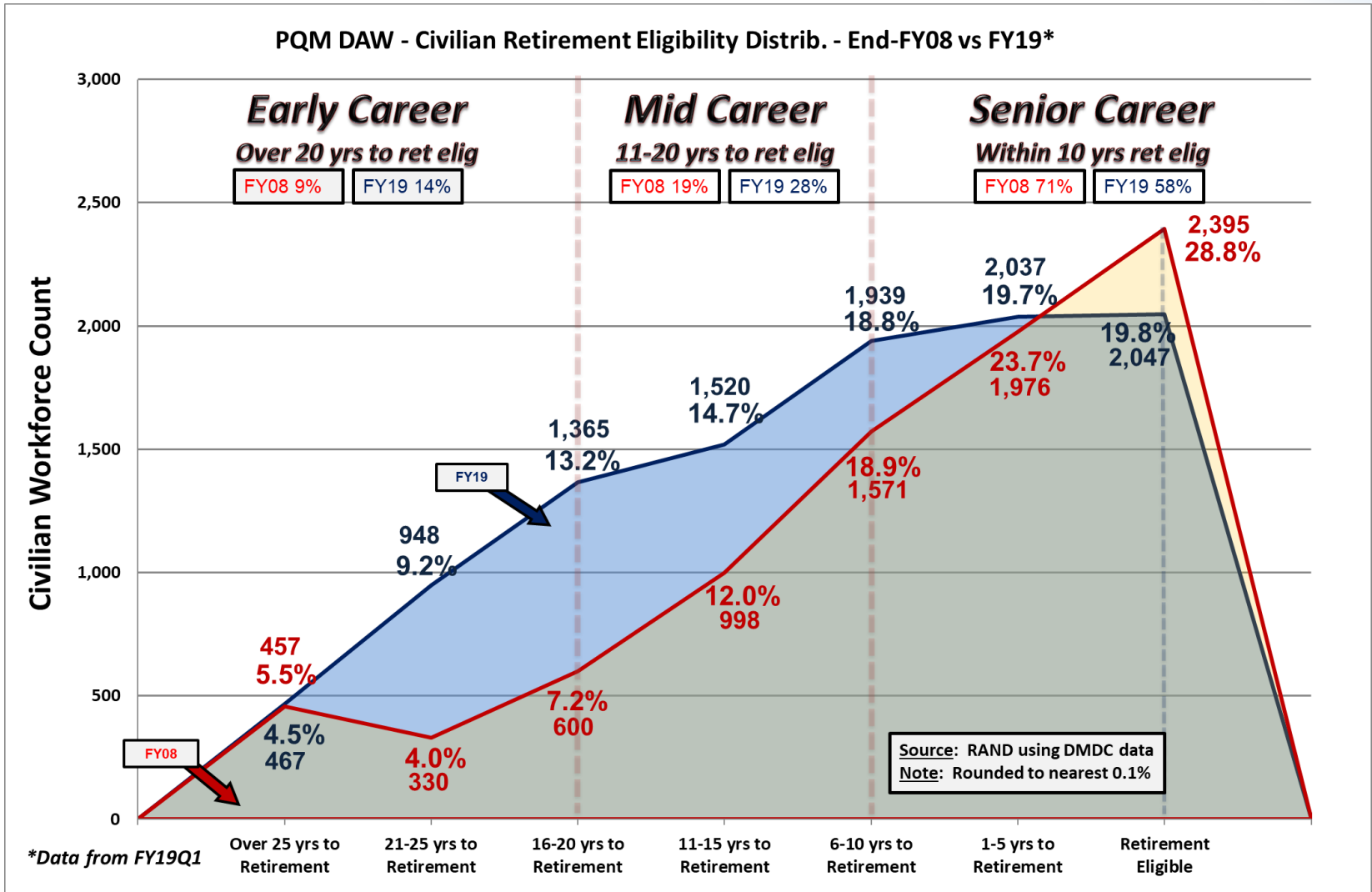


Human Capital Fact Sheet								
Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2018Q4			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,445	693	9,138	125,879	10,350	731	11,081	172,736
Change in size from 2008	-	-	-	-	23%	5%	21%	37%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	40%	83%	43%	77%	44%	79%	46%	84%
Graduate Degree	9%	38%	12%	29%	15%	65%	18%	40%
<b>Certification</b>								
Level I or Higher Achieved	76%	56%	74%	72%	84%	69%	83%	84%
Level II or Higher Achieved	68%	42%	66%	61%	73%	46%	71%	71%
Level III Achieved	13%	23%	14%	36%	19%	29%	20%	40%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	76%	56%	75%	74%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	20%	39%	22%	23%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	5%	3%	3%
<b>Planning Considerations</b>								
Average Age	51	40	50	46	49	38	48	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	13/28/59(%)	-	-	26/26/48(%)
Average Years of Service	21	16	21	17	16	17	16	15
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	2,144(21%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	2,018(20%)	-	-	25,048(16%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,588/1,068	-	-	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.



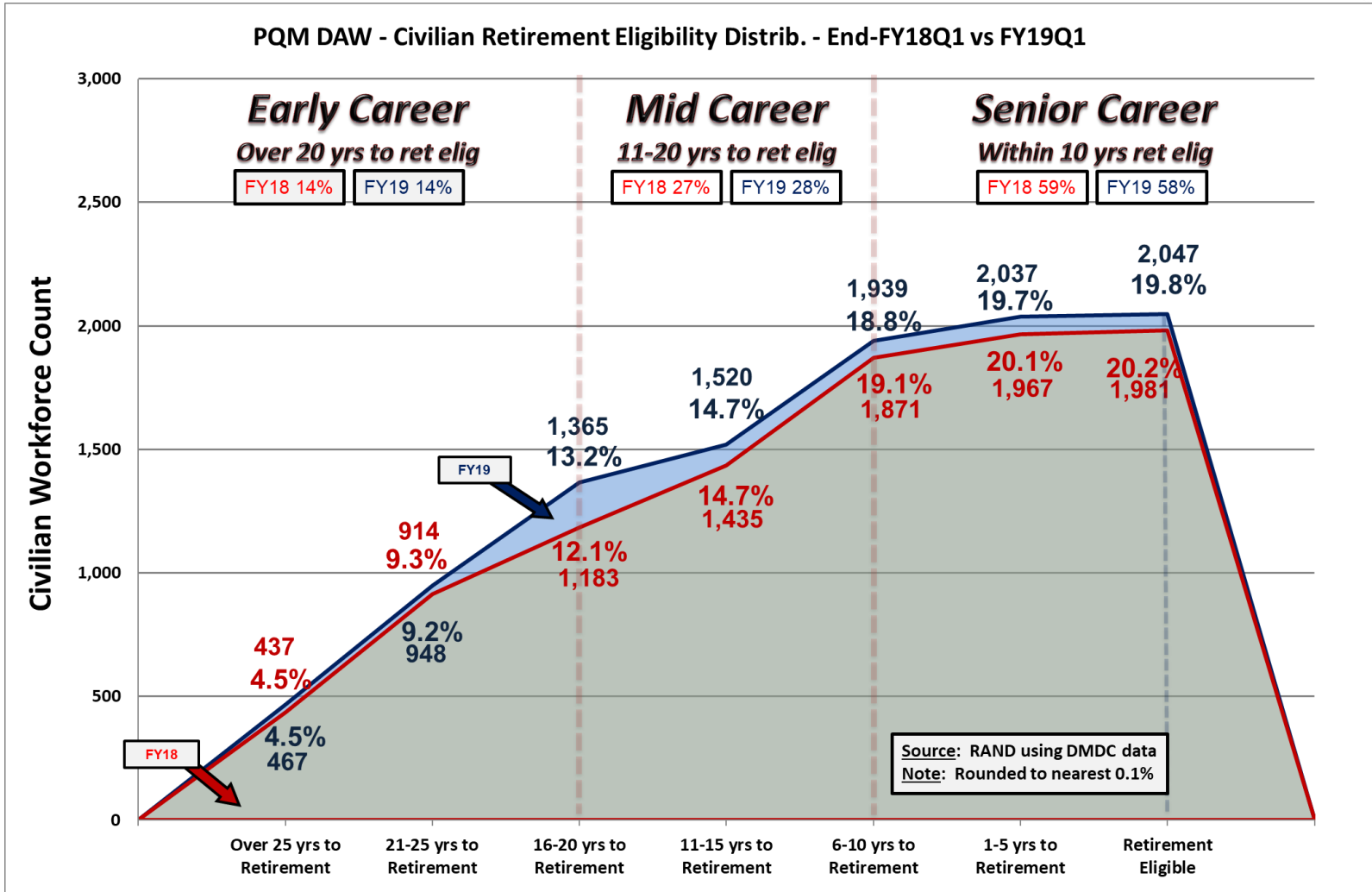
# PQM Civilian Retirement Eligibility Distribution – FY08 / FY19







# PQM Civilian Retirement Eligibility Distribution - 1 Year



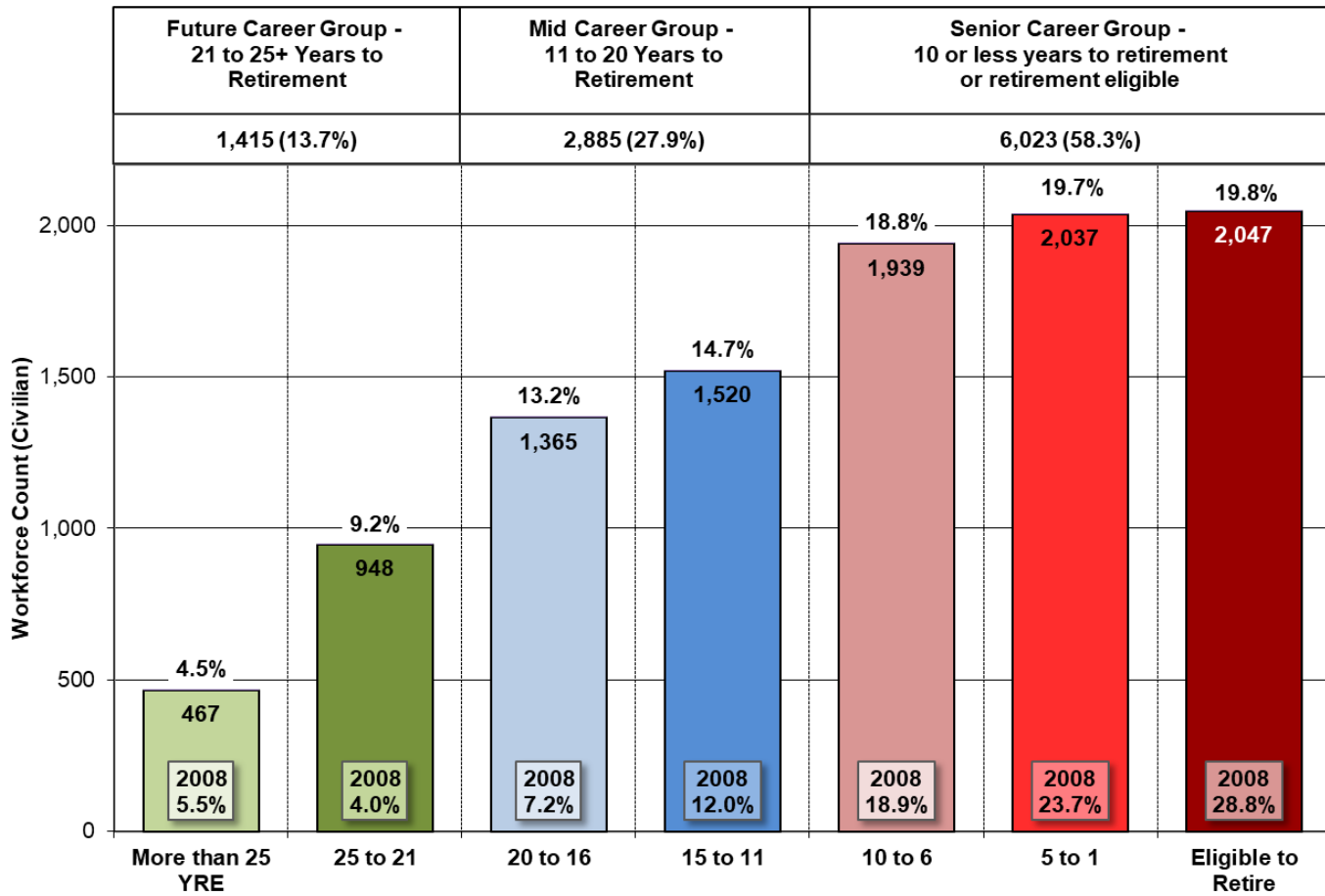
As of 31 Dec 2018





# PQM Workforce Lifecycle Model by YRE

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



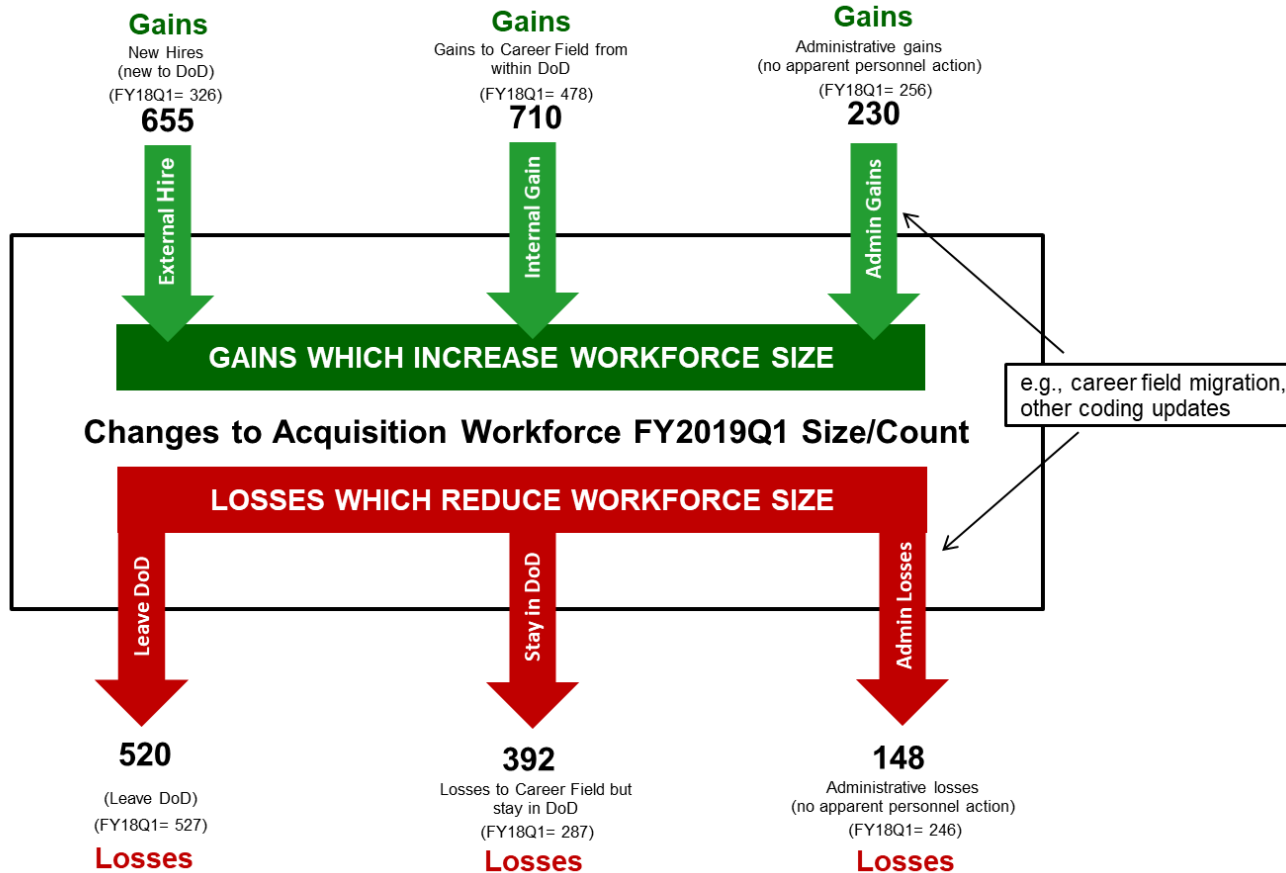
As of 31 Dec 2018



# PQM 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



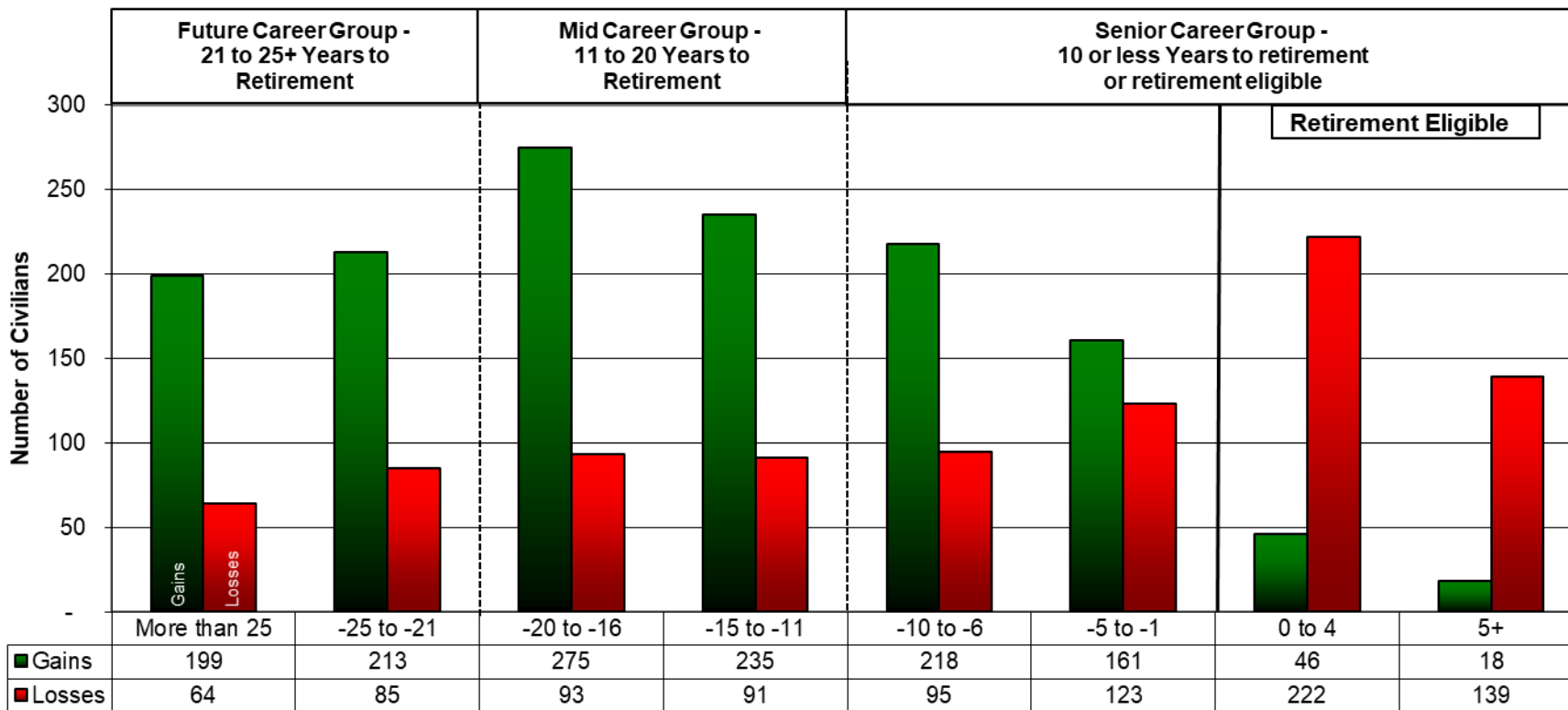


# PQM Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses\*



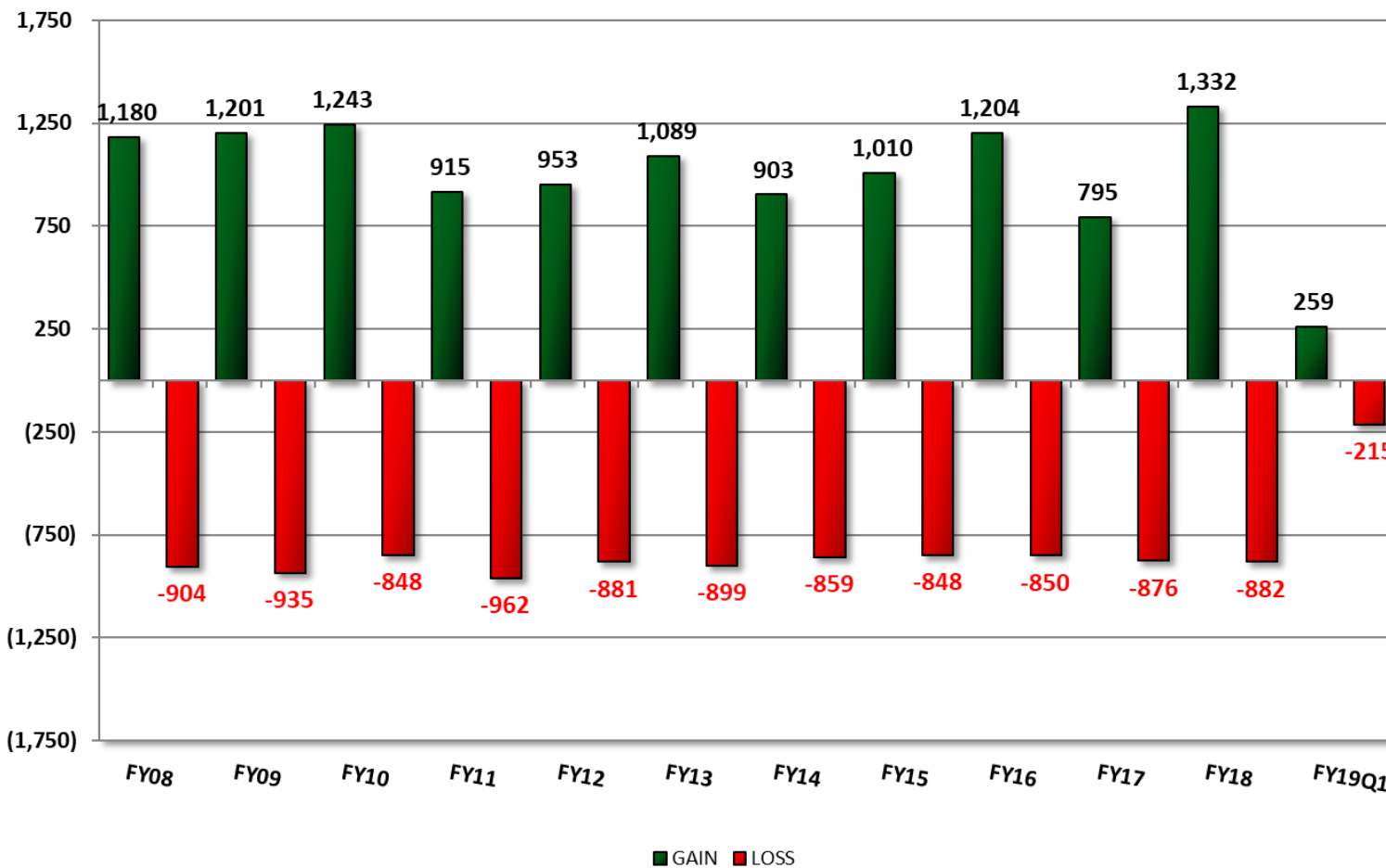
Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# PQM

## Historical Gains and Losses FY08 – FY19



As of 31 Dec 2018

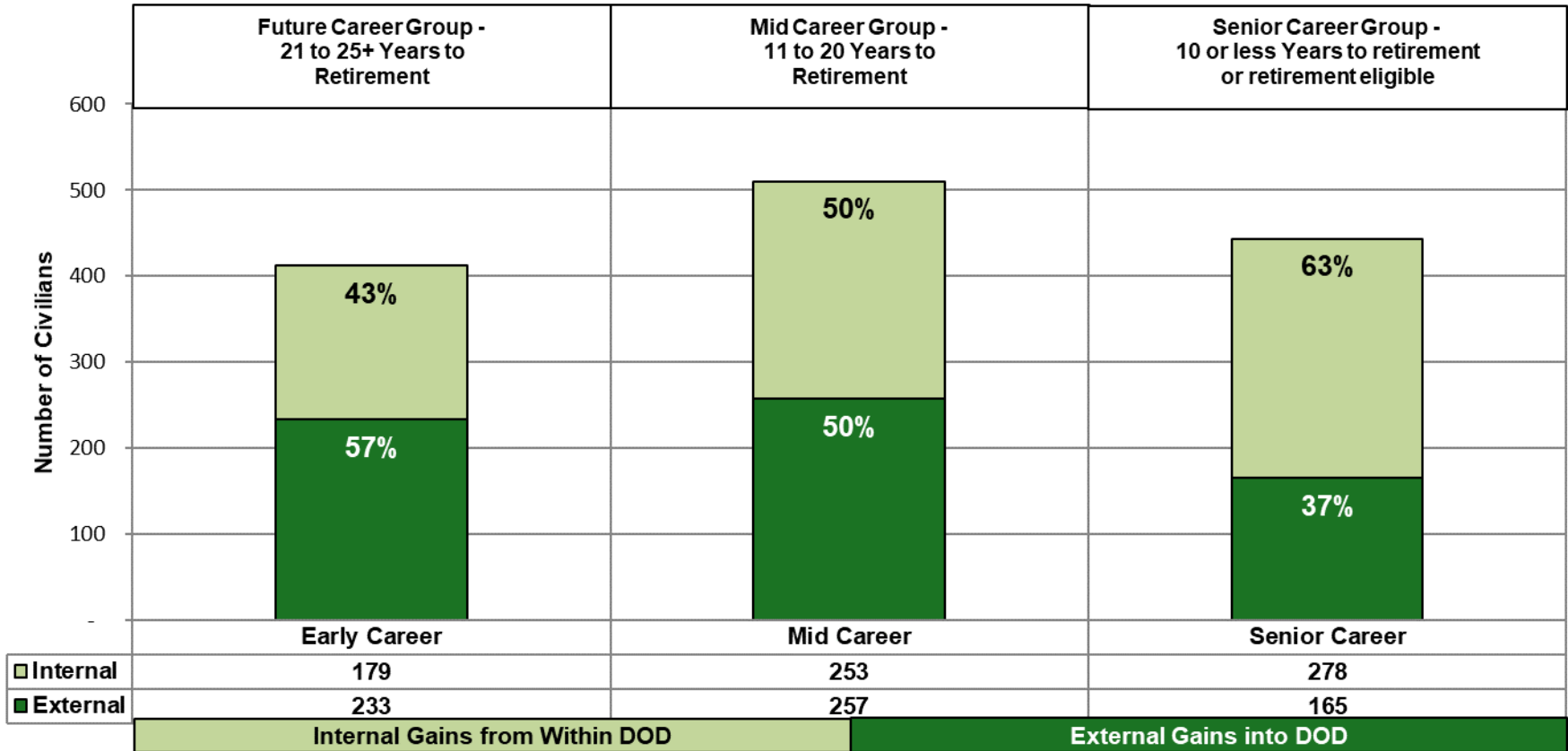


# PQM Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains\*



\*Does not include administrative gains

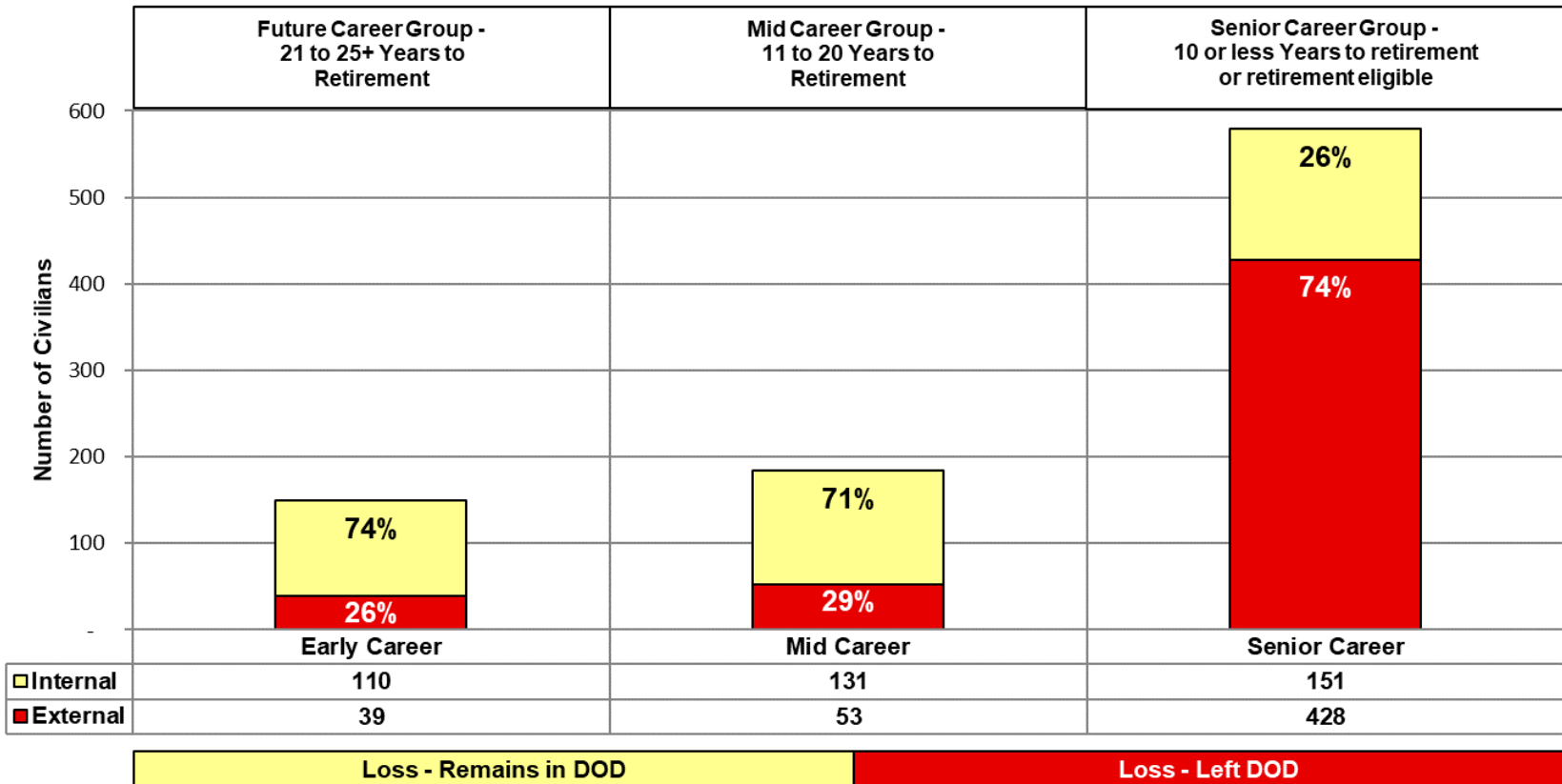


# PQM Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Losses\*



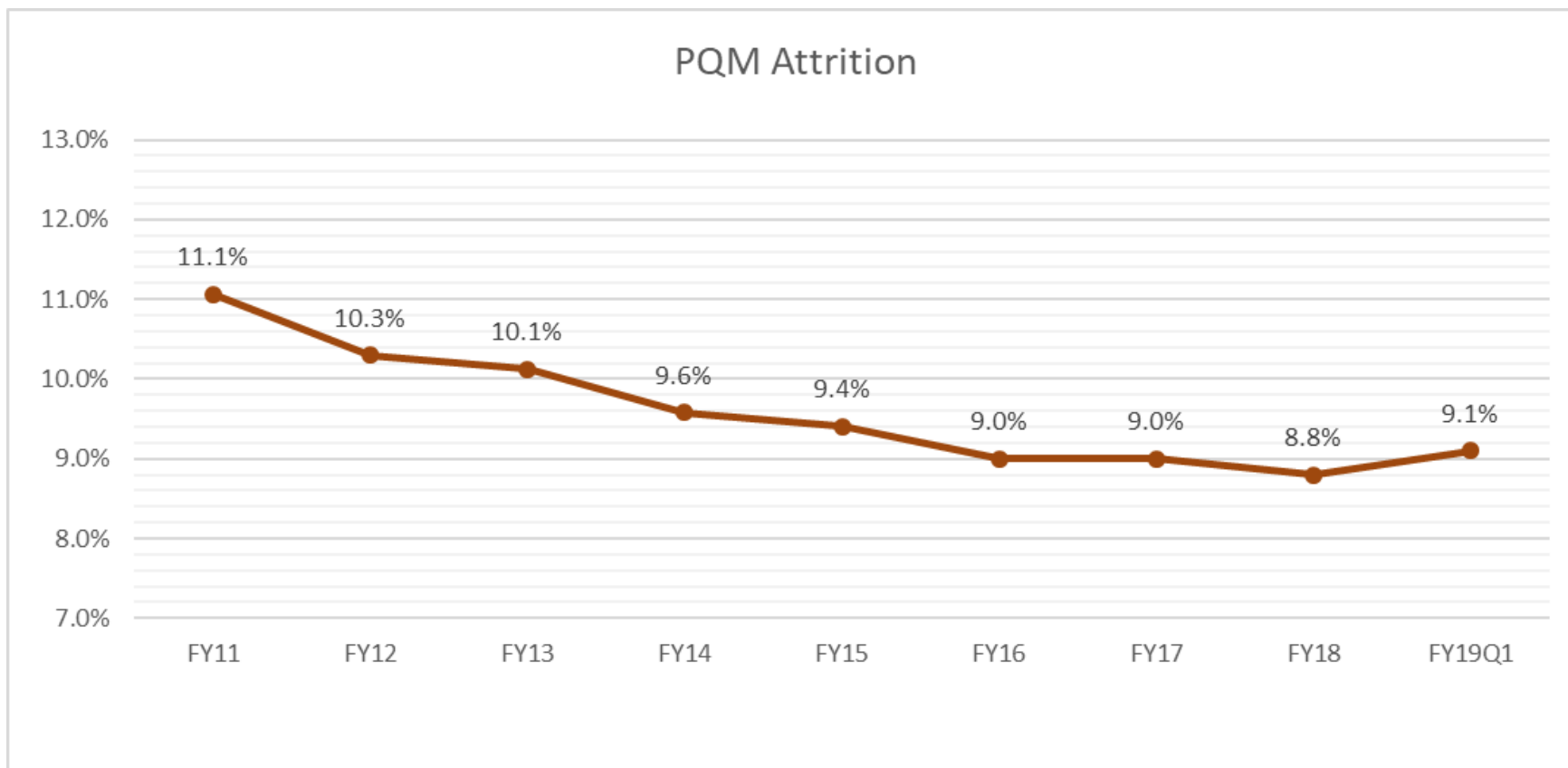
\*Does not include administrative losses



# Annual Attrition Rates



### PQM Attrition

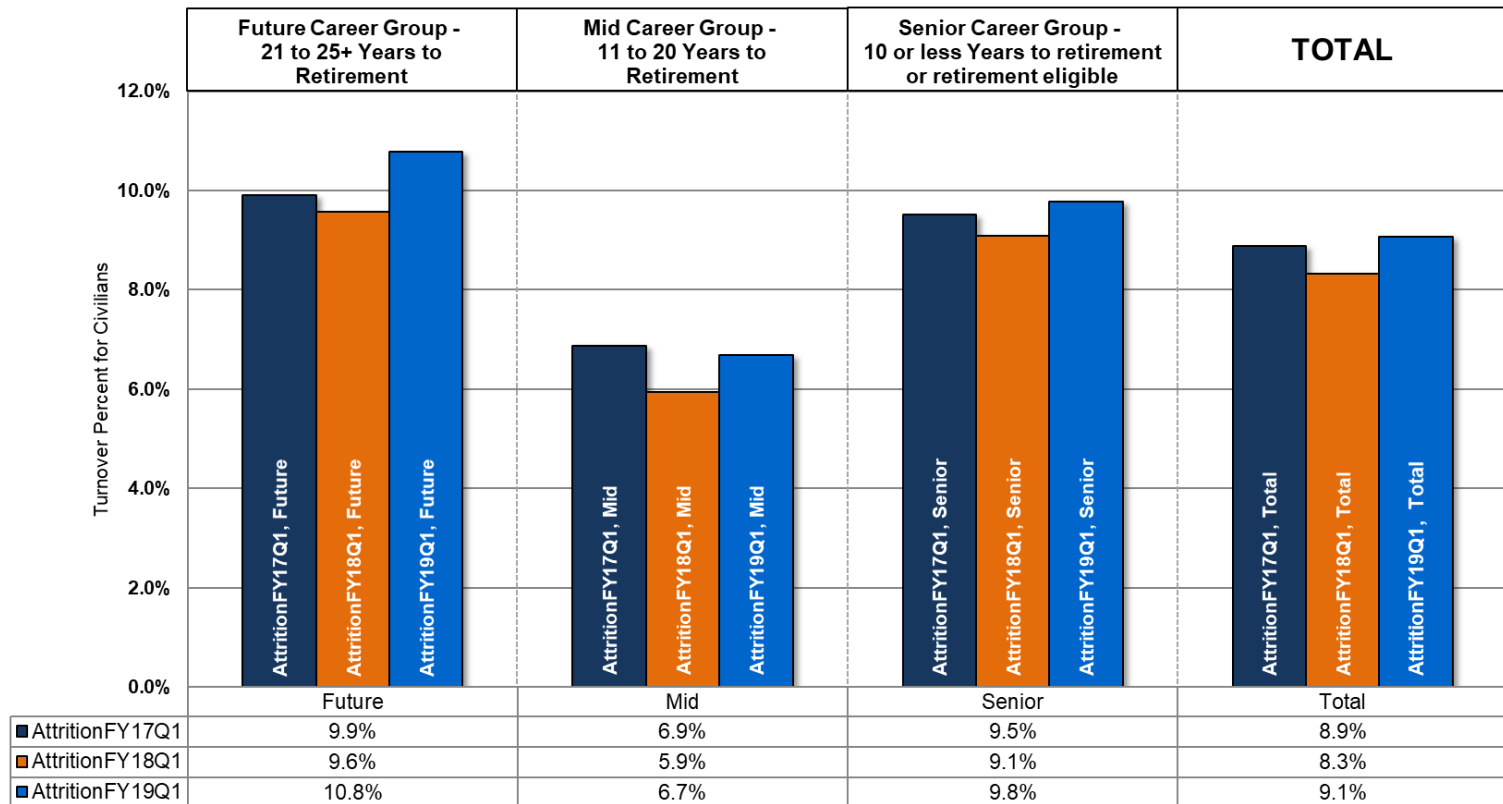


\*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



# PQM Attrition Rates by Career Group

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



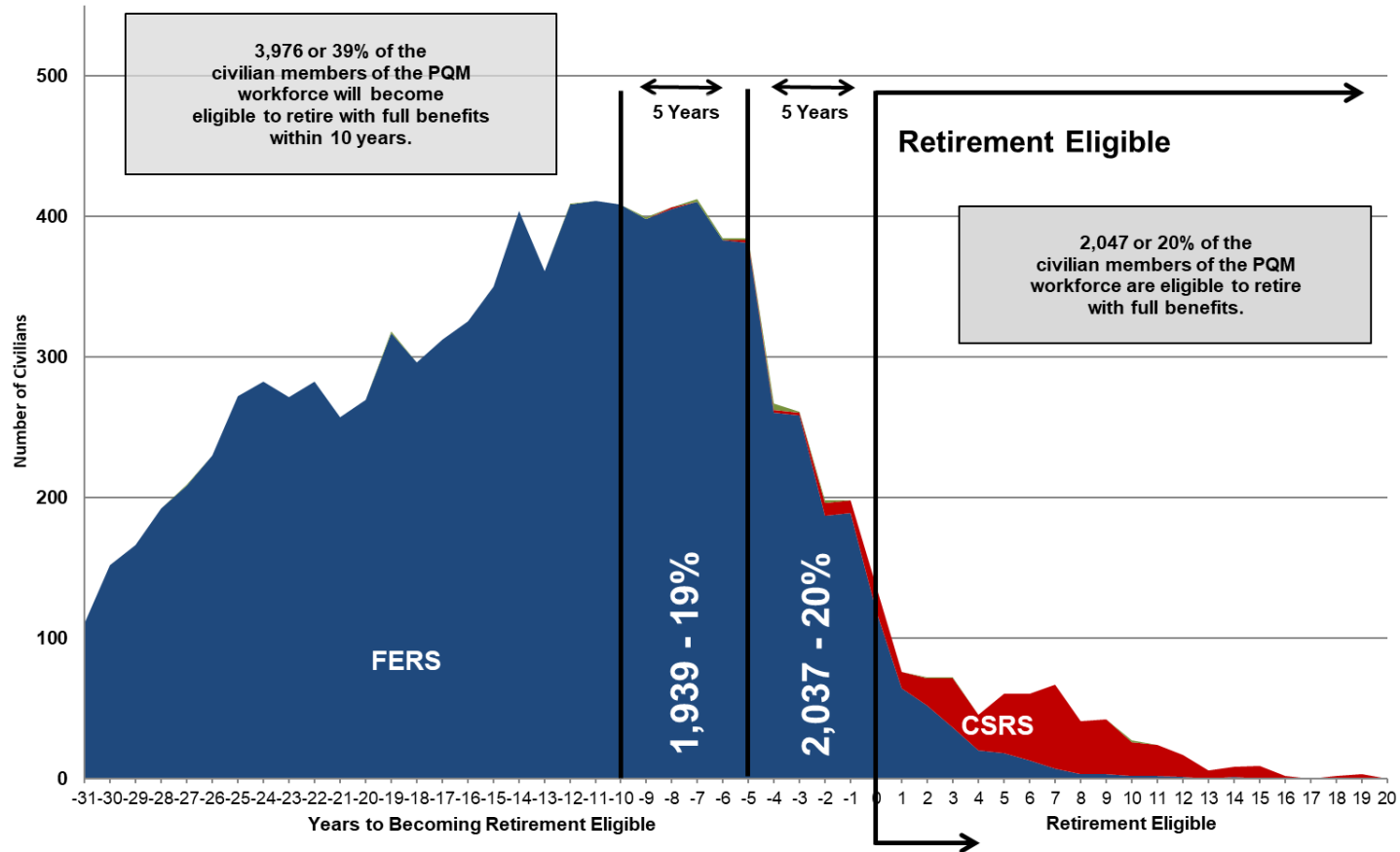




# PQM Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Dec 2018



***END***