



# Defense Acquisition Workforce Key Information

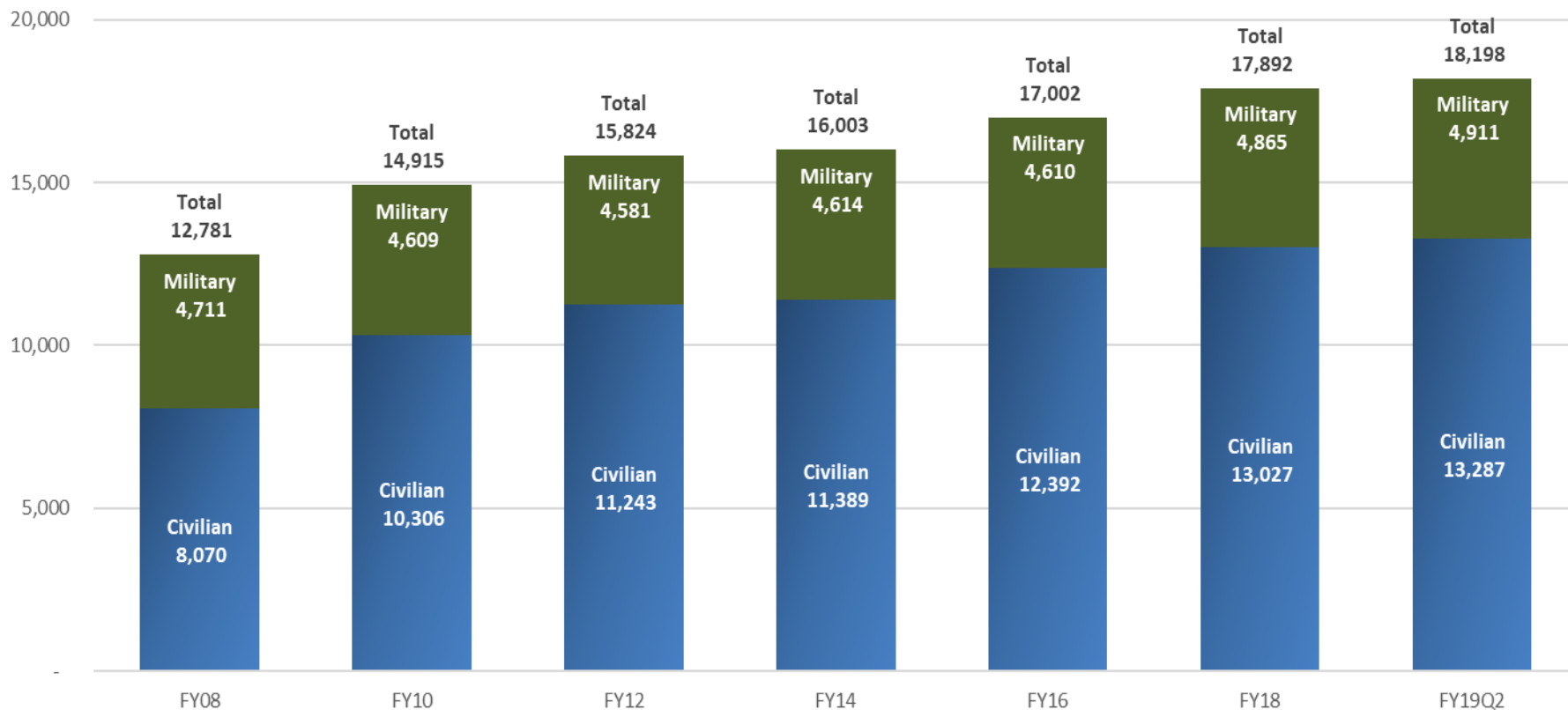
Program Management  
As of FY19Q2 (31 March 2019)



# Total Historic Workforce

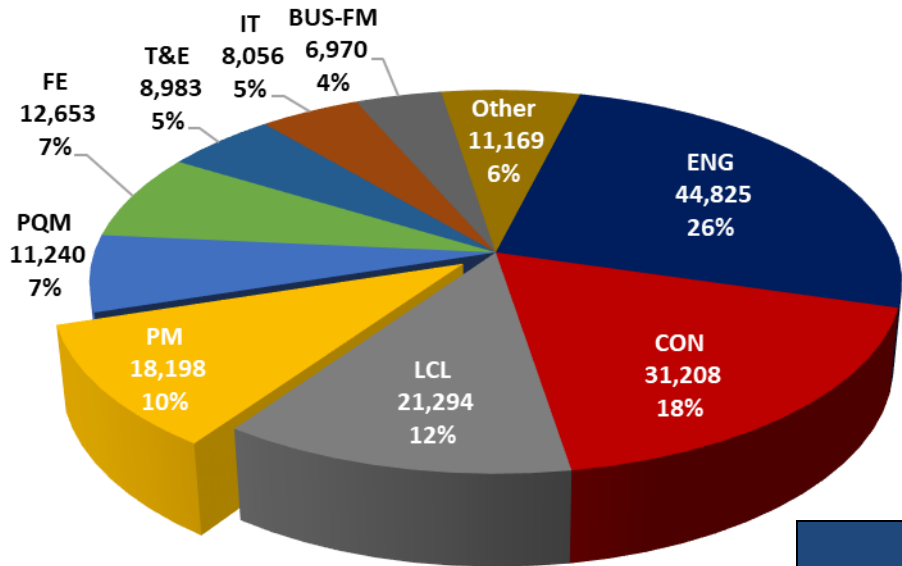


## Program Management





# 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>		



# Program Management Workforce Historical Size by Agency FY08 – FY19



Program Management Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
AIR FORCE	4,105	5,026	5,357	5,242	5,681	6,253	6,417	56%	3%
NAVY	3,435	4,348	4,955	5,137	5,560	5,619	5,780	68%	3%
ARMY	3,690	3,438	3,336	3,263	3,240	3,363	3,334	-10%	-1%
MARINE CORPS	650	910	838	812	802	758	761	17%	0%
DISA	122	134	146	242	257	364	354	190%	-3%
MDA	136	253	304	339	349	354	356	162%	1%
DCMA	309	342	341	388	381	330	329	6%	0%
DLA	16	10	40	88	181	287	295	1744%	3%
DTRA	79	89	131	133	133	150	154	95%	3%
DAU	91	148	168	139	154	135	137	51%	1%
DHA	26	78	93	91	78	88	99	281%	13%
OSD	42	42	68	70	76	65	55	31%	-15%
NRO	-	-	-	-	42	61	61		0%
DTIC	-	-	3	12	22	24	24		0%
JCS	1	-	36	32	27	17	17	1600%	0%
DFAS	1	-	-	1	5	6	6	500%	0%
DeCA	1	1	1	5	5	5	7	600%	40%
DoD HRA	10	-	1	1	3	3	3	-70%	0%
NDU	6	2	4	4	3	2	1	-83%	-50%
TRMC	-	-	-	1	2	2	2		0%
WHS	5	1	1	-	1	1	1	-80%	0%
DCAA	-	1	1	-	-	-	-		
IG	-	-	-	-	-	5	5		0%
DoDEA	-	-	-	-	-	-	-		
DMEA	-	1	-	-	-	-	-		
DSS	1	-	-	-	-	-	-	-100%	
DSCA	5	2	-	3	-	-	-	-100%	
4th Estate Other	50	84	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>12,781</b>	<b>14,910</b>	<b>15,824</b>	<b>16,003</b>	<b>17,002</b>	<b>17,892</b>	<b>18,198</b>	<b>↑ 42%</b>	<b>↑ 2%</b>



# Program Management Workforce Historical (Quarterly) Size by Agency



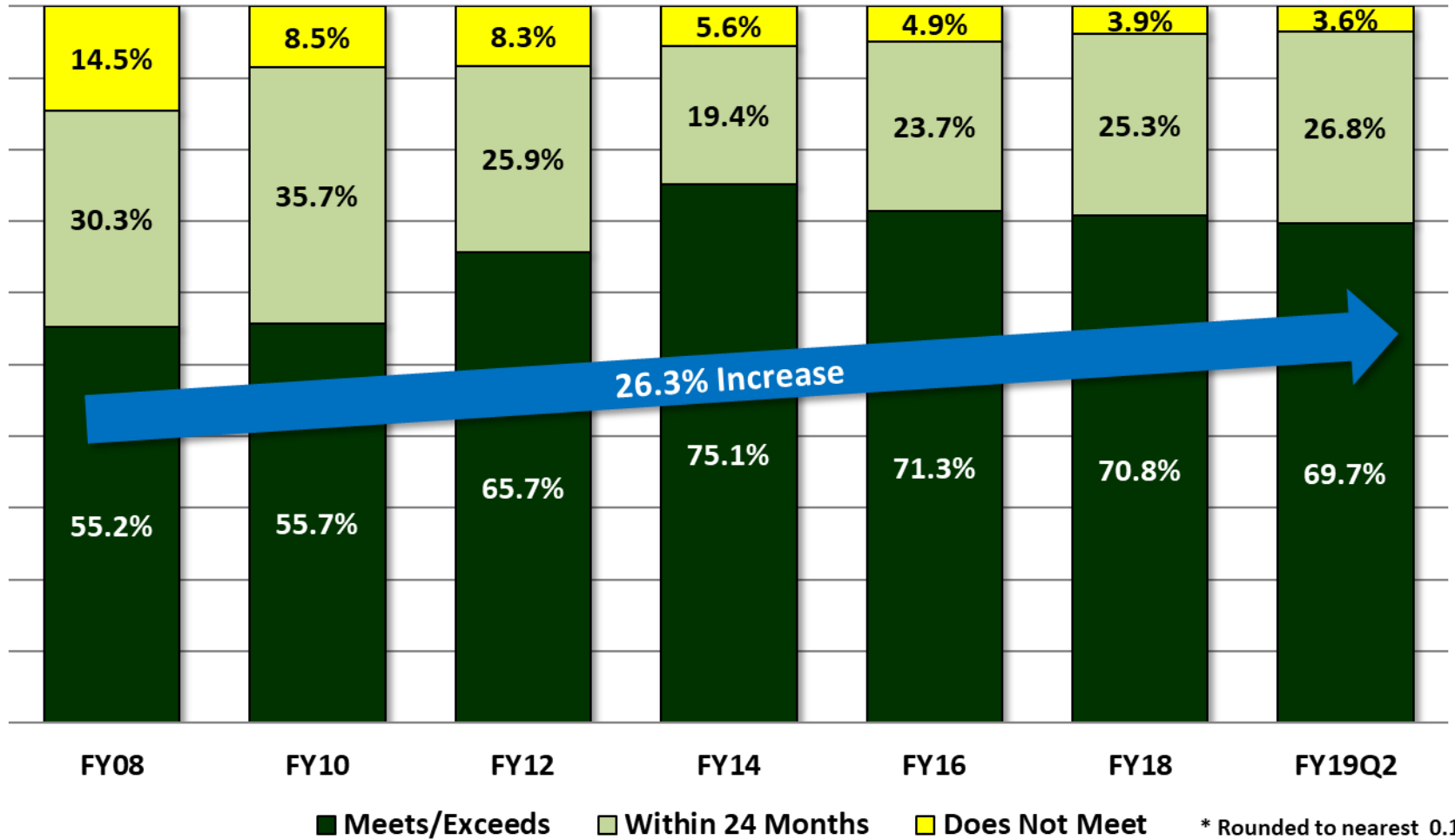
Program Management Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
AIR FORCE	5,720	5,774	5,885	5,892	5,934	6,141	6,253	6,342	6,417	8%
NAVY	5,497	5,516	5,450	5,467	5,519	5,571	5,619	5,708	5,780	5%
ARMY	3,261	3,217	3,313	3,305	3,330	3,352	3,363	3,351	3,334	0%
MARINE CORPS	790	785	763	756	756	758	758	756	761	1%
DISA	277	288	340	333	373	384	364	368	354	-5%
MDA	357	354	350	348	347	347	354	354	356	3%
DCMA	370	361	342	329	322	327	330	323	329	2%
DLA	182	182	277	284	281	286	287	283	295	5%
DTRA	134	136	149	150	150	152	150	148	154	3%
DAU	142	141	131	133	131	131	135	138	137	5%
DHA	70	71	69	72	76	81	88	91	99	30%
OSD	78	78	76	74	74	73	65	60	55	-26%
NRO	44	47	48	50	46	63	61	61	61	33%
DTIC	21	18	20	20	25	24	24	23	24	-4%
JCS	25	22	18	18	16	16	17	18	17	6%
DFAS	5	5	5	5	6	6	6	6	6	0%
DeCA	6	5	5	3	4	4	5	6	7	75%
DoD HRA	5	4	3	3	3	3	3	3	3	0%
NDU	3	3	4	3	3	3	2	2	1	-67%
TRMC	2	2	2	2	2	2	2	2	2	0%
WHS	1	1	1	1	1	1	1	1	1	0%
DCAA	-	-	-	-	1	1	-	-	-	-100%
IG	-	-	-	-	-	1	5	5	5	
<b>TOTAL</b>	<b>16,990</b>	<b>17,010</b>	<b>17,251</b>	<b>17,248</b>	<b>17,400</b>	<b>17,727</b>	<b>17,892</b>	<b>18,049</b>	<b>18,198</b>	<b>↑ 5%</b>



# Program Management Historical DAWIA Certification FY08 – FY19



## Program Management



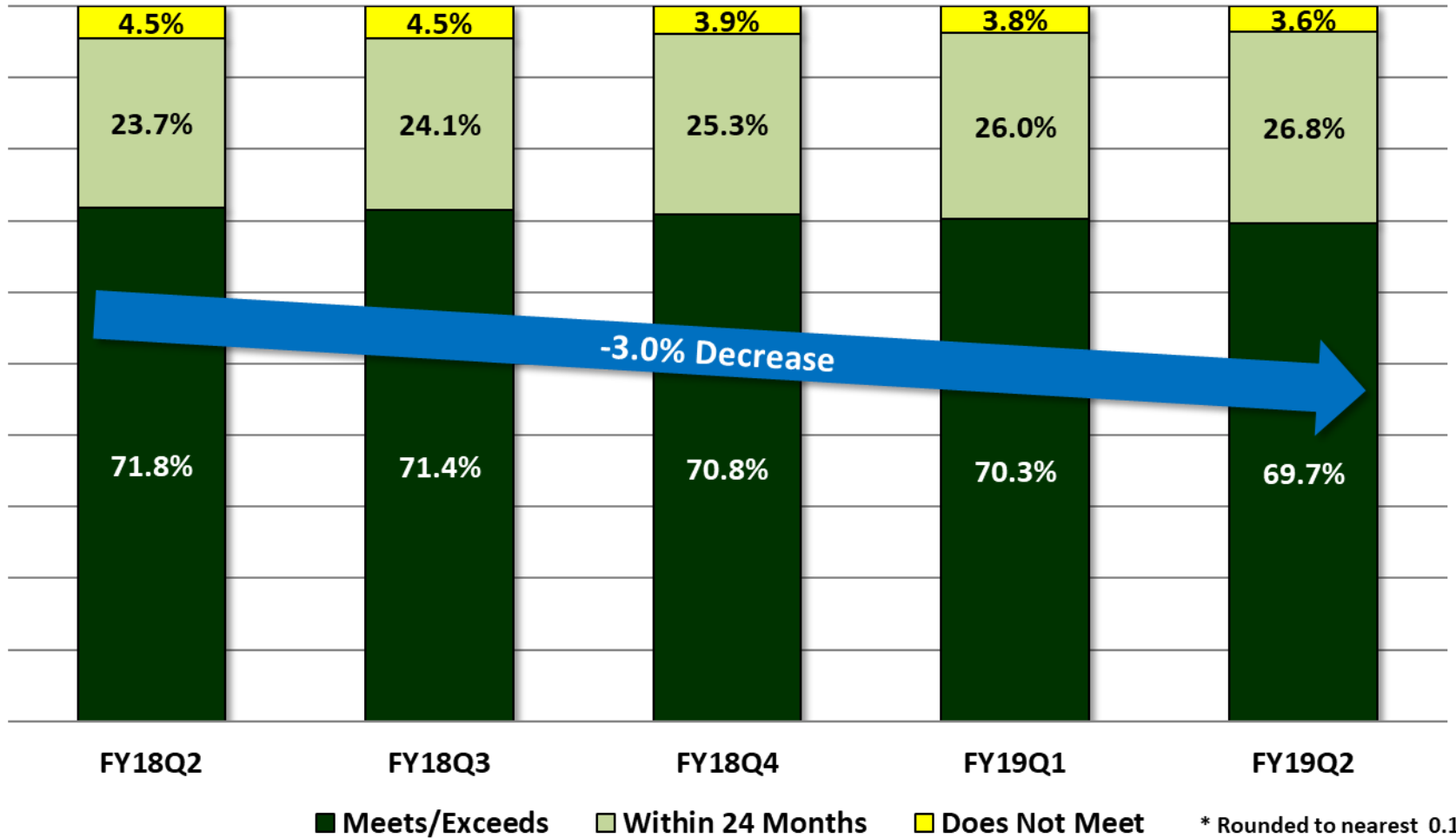
26.3% Increase



# Program Management Historical (Quarterly) DAWIA Certification



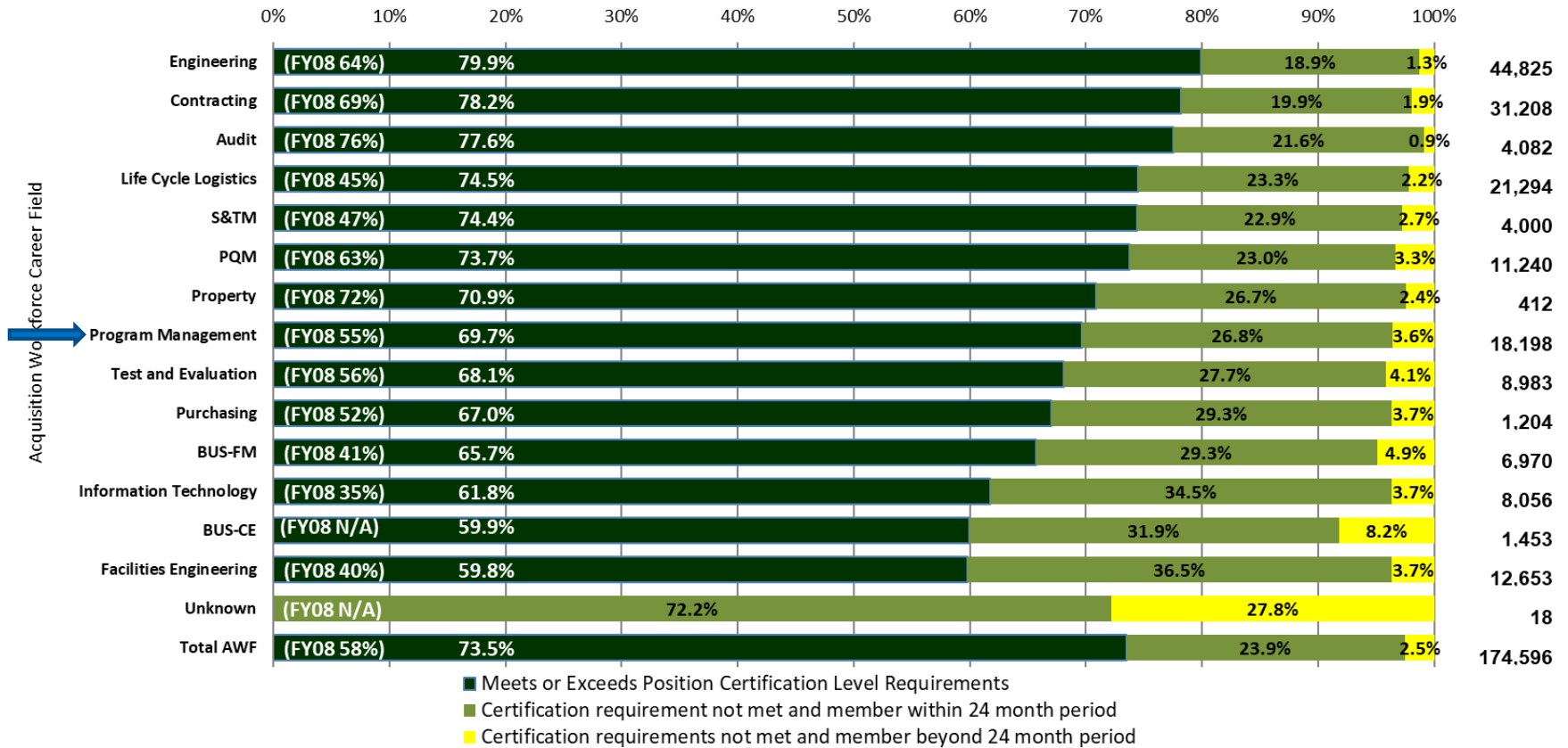
## Program Management





# DAWIA Certification by Career Field

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



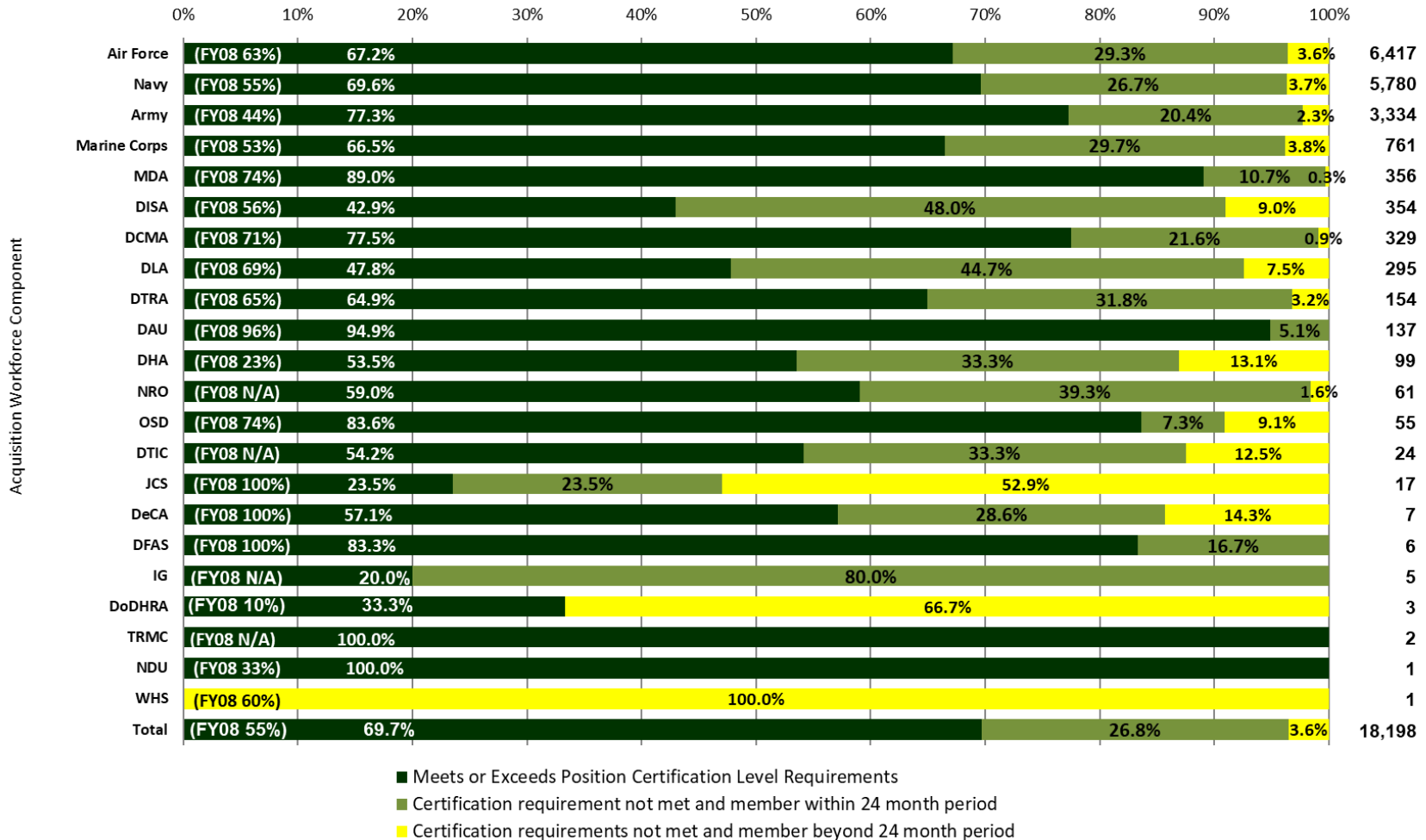
- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period





# Program Management DAWIA Certification by Component

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





# Program Management 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	661	681	229	41	1,612	59.0%
Level II	1,509	1,413	4,090	1,223	8,235	64.5%
Level III	630	484	781	6,408	8,303	77.2%
<i>Unspecified</i>	15	10	18	5	48	
<b>FY19Q2 TOTAL</b>	<b>2,815</b>	<b>2,588</b>	<b>5,118</b>	<b>7,677</b>	<b>18,198</b>	<b>69.7%</b>
	15.5%	14.2%	28.1%	42.2%		

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>Program M</b>	<b>12,672</b>	<b>69.7%</b>	<b>8 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	951	650	11	1,612	8.9%
Level II	5,313	2,640	282	8,235	45.3%
Level III	6,408	1,542	353	8,303	45.6%
<i>Unspecified</i>	5	41	2	48	0.3%
<b>Program Management TOTAL</b>	<b>12,677</b>	<b>4,873</b>	<b>648</b>	<b>18,198</b>	
	69.7%	26.8%	3.6%		

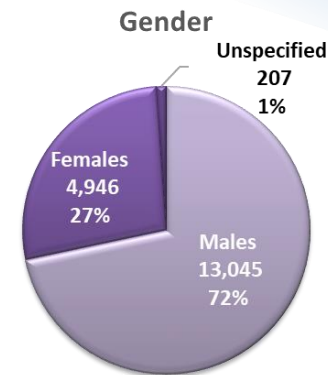
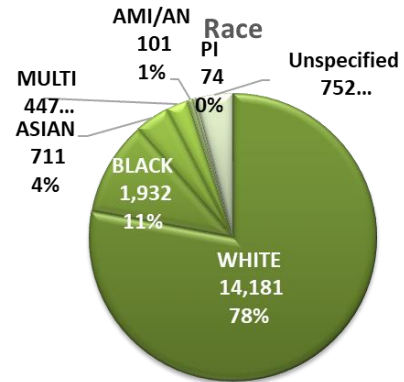
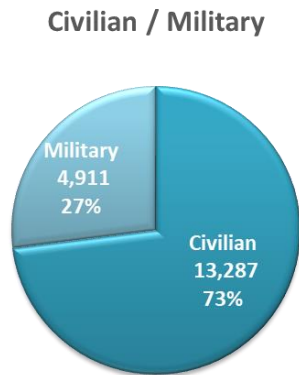
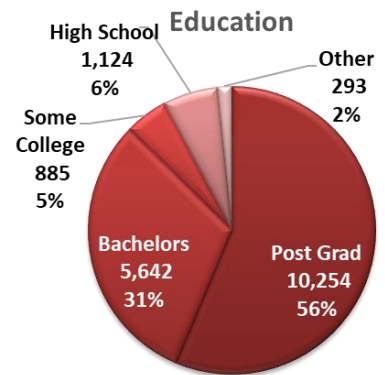
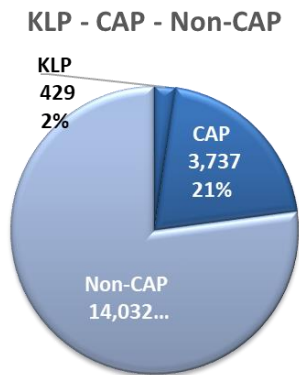
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Program Management Demographics



Occupied Position Type	PM TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	429	2.4%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	3,737	20.5%	16,708	9.6%
Non-CAP Positions	14,032	77.1%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>18,198</b>		<b>174,596</b>	

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

Race	PM TOTAL		Entire DAW	
WHITE	14,181	77.9%	127,583	73.1%
BLACK	1,932	10.6%	21,036	12.0%
ASIAN	711	3.9%	11,990	6.9%
MULTI	447	2.5%	4,829	2.8%
AMI/AN	101	0.6%	1,133	0.6%
PI	74	0.4%	903	0.5%
Unspecified	752	4.1%	7,122	4.1%
<b>TOTAL</b>	<b>18,198</b>		<b>174,596</b>	

Highest Level of Education	PM TOTAL		Entire AWF	
Post Grad	10,254	56.3%	70,018	40.1%
Bachelors	5,642	31.0%	77,243	44.2%
Some College	885	4.9%	12,151	7.0%
High School	1,124	6.2%	12,718	7.3%
Other	293	1.6%	2,466	1.4%
<b>TOTAL</b>	<b>18,198</b>		<b>174,596</b>	

Gender	PM TOTAL		Entire DAW	
Males	13,045	71.7%	122,206	70.0%
Females	4,946	27.2%	50,436	28.9%
Unspecified	207	1.1%	1,954	1.1%
<b>TOTAL</b>	<b>18,198</b>		<b>174,596</b>	

Type	PM TOTAL		Entire AWF	
Civilian	13,287	73.0%	158,922	91.0%
Military	4,911	27.0%	15,674	9.0%
<b>TOTAL</b>	<b>18,198</b>		<b>174,596</b>	



# Program Management Size by Occupational Series

Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,894	29.3%
0340 - Program Manager	3,760	28.3%
0343 - Management and Program Analyst	3,123	23.5%
0301 - Administration & Program Staff	1,224	9.2%
0801 - Engineer, General	656	4.9%
2210 - Information Technology Management Spec	161	1.2%
0855 - Engineer, Electronics	92	0.7%
1515 - Operations Research Analyst	53	0.4%
0830 - Engineer, Mechanical	22	0.2%
<i>Other</i>	287	2.2%
<b>Total Civilian</b>	<b>13,287</b>	<b>Civilians</b>



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



# Fact Sheet



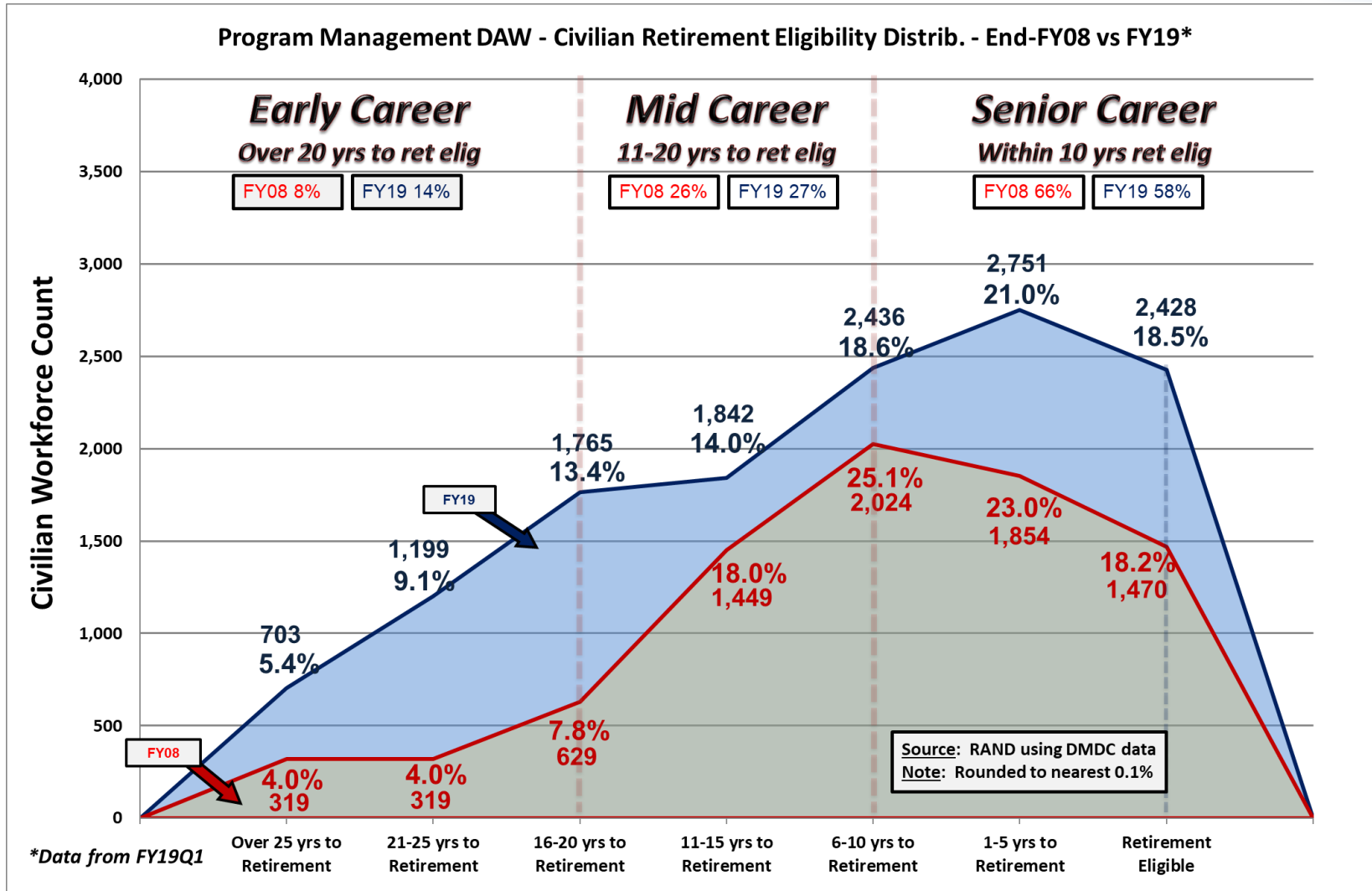
## Human Capital Fact Sheet

Defense Acquisition Workforce Program Management	FY 2008				FY2019Q1			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,070	4,711	12,781	125,879	13,160	4,889	18,049	173,599
Change in size from 2008	-		-	-	63%	4%	41%	38%
Civilian/Military Composition	63%	37%	-	88% / 12%	73%	27%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	75%	94%	82%	77%	85%	95%	87%	84%
Graduate Degree	37%	62%	46%	29%	51%	70%	56%	40%
<b>Certification</b>								
Level I or Higher Achieved	71%	76%	73%	72%	86%	82%	85%	83%
Level II or Higher Achieved	62%	61%	61%	61%	75%	59%	71%	70%
Level III Achieved	46%	31%	40%	36%	46%	33%	43%	40%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	74%	61%	70%	74%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	23%	35%	26%	23%
Does Not Meet Certification Requirement	19%	8%	15%	14%	4%	4%	4%	3%
<b>Planning Considerations</b>								
Average Age	50	39	46	46	49	37	46	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)		-	20/23/57 (%)(Civ)	14/27/58(%)		-	26/27/47(%)
Average Years of Service	19	16	18	17	15	15	15	15
Retirement Eligible*	1,342(18%)	-	-	19,051(17%) (Civ)	2,428(18%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	1,754(23%)	-	-	21,315(19%) (Civ)	2,751(21%)	-	-	25,072(16%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	2,191/1,496	-	-	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.



# Program Management Civilian Retirement Eligibility Distribution – FY08 / FY19



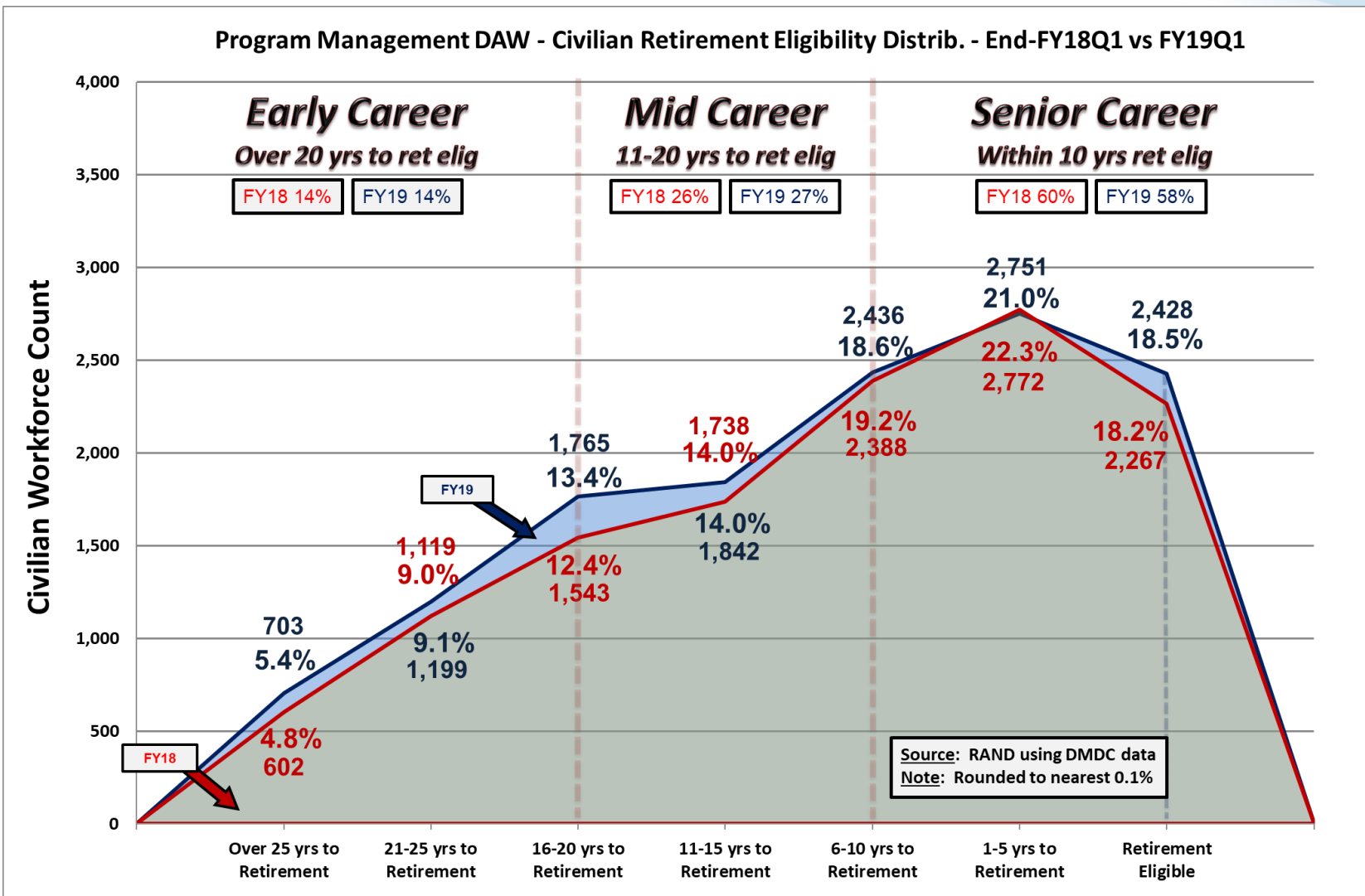
As of 31 Dec 2018



# Program Management Civilian Retirement Eligibility Distribution - 1 Year



Program Management DAW - Civilian Retirement Eligibility Distrib. - End-FY18Q1 vs FY19Q1



As of 31 Dec 2018

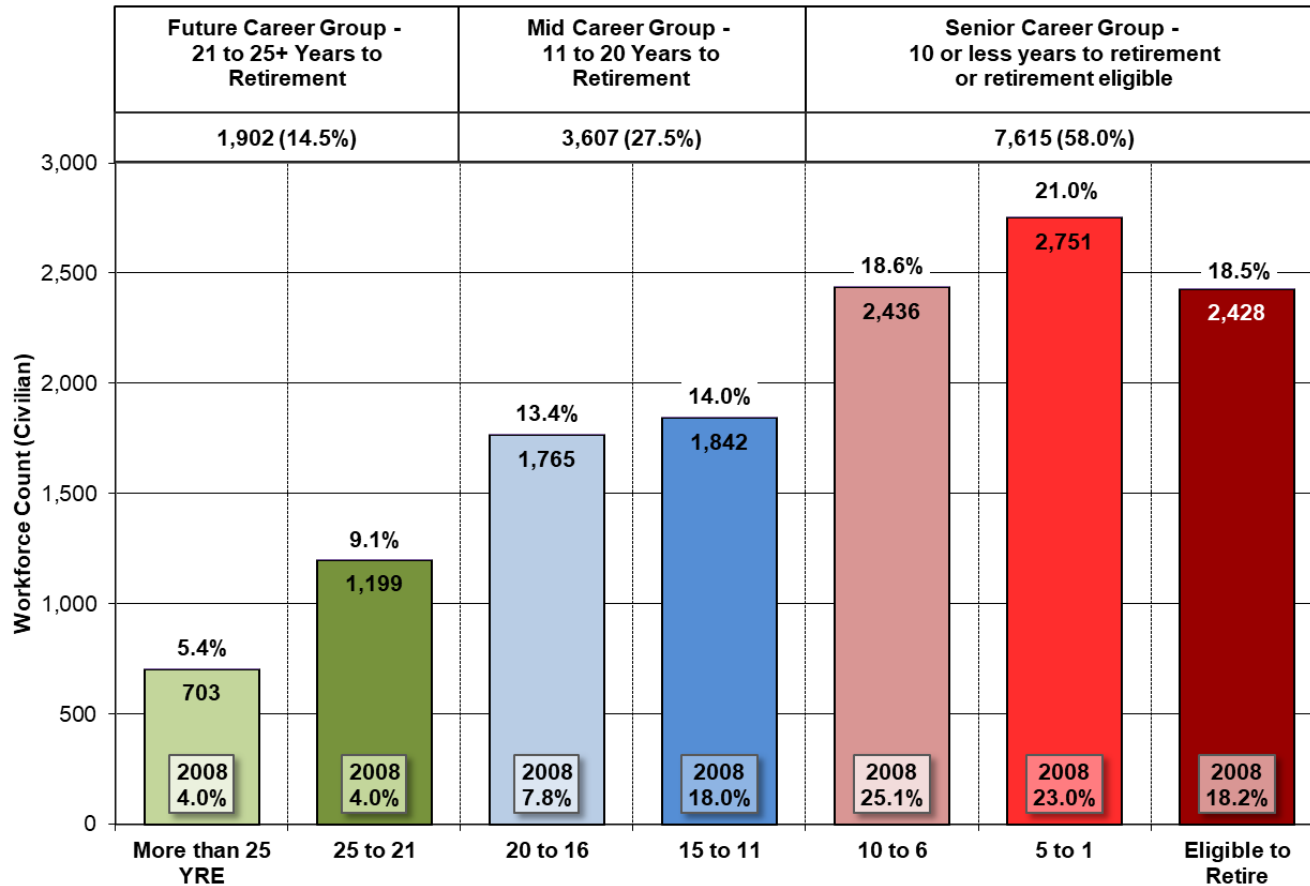




# Program Management Workforce Lifecycle Model by YRE



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



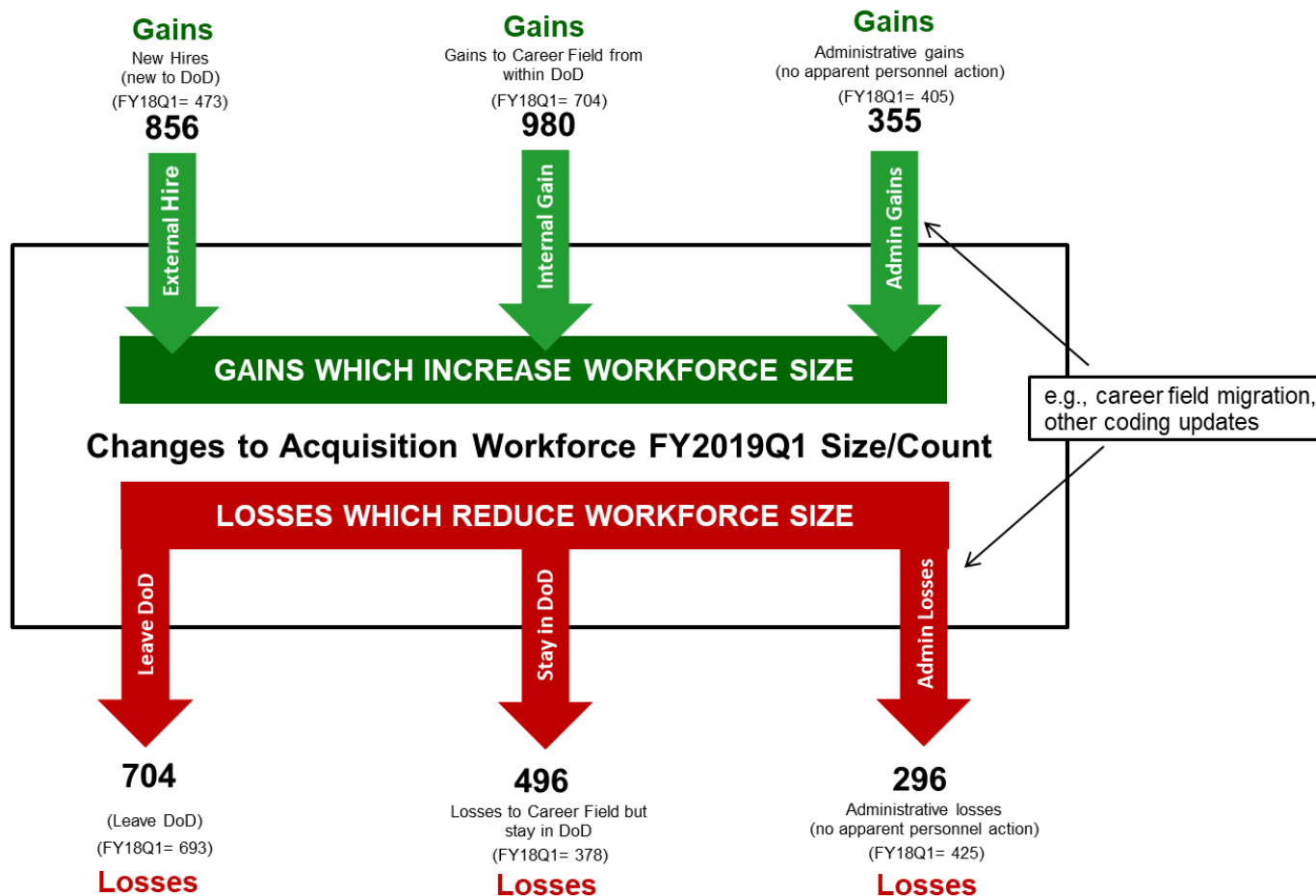
As of 31 Dec 2018



# Program Management 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



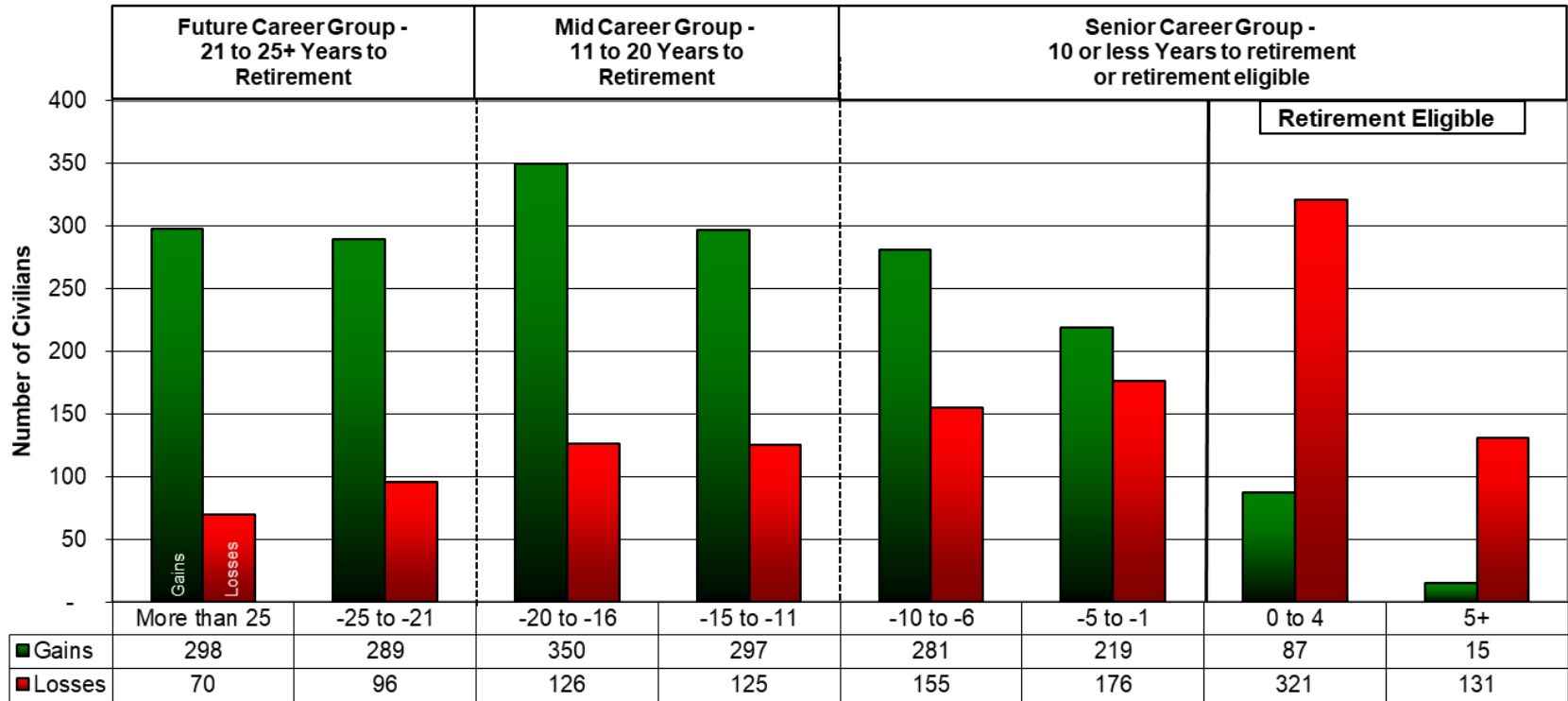


# Program Management Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses\*

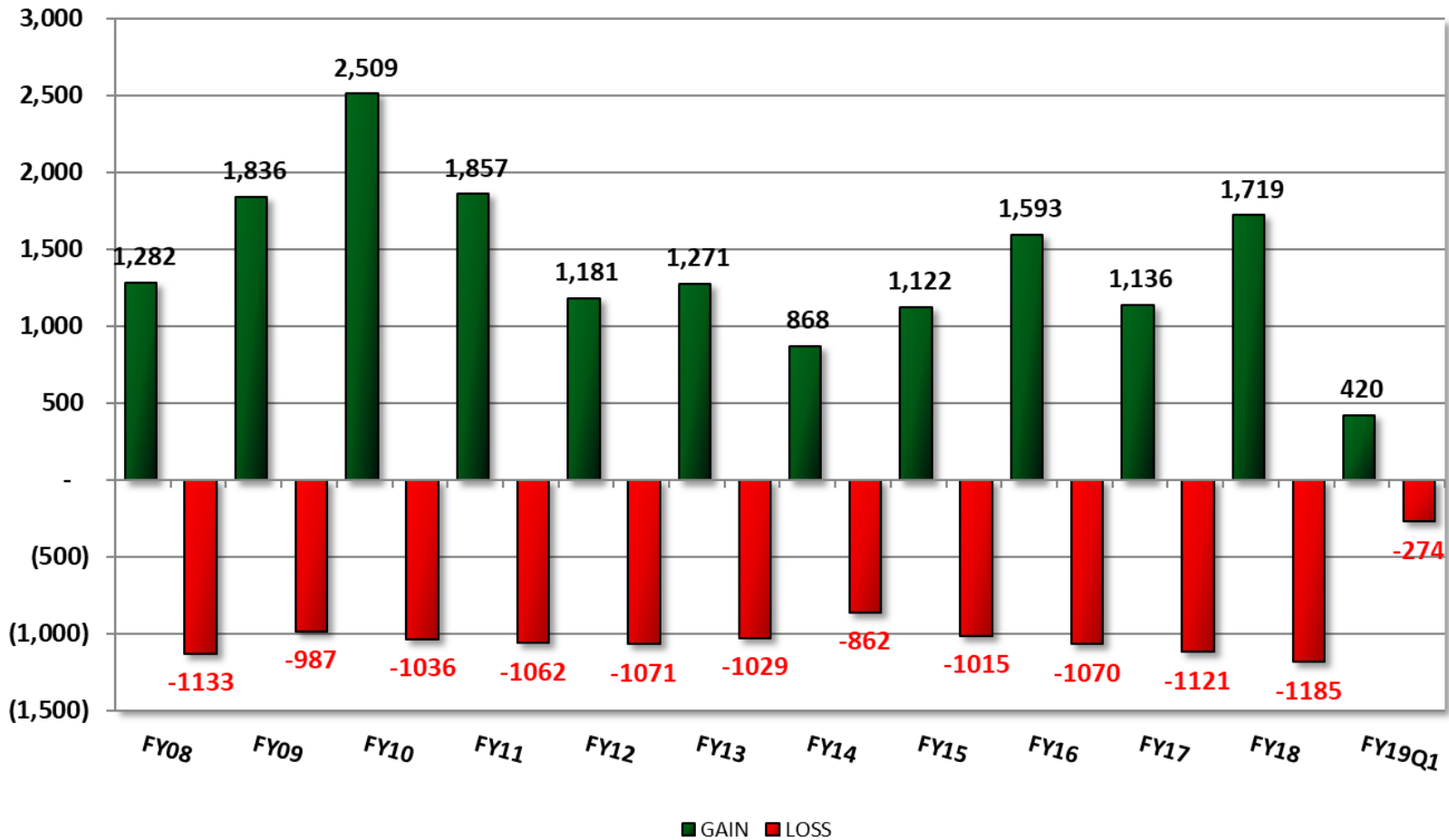


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Program Management Historical Gains and Losses FY08 – FY19



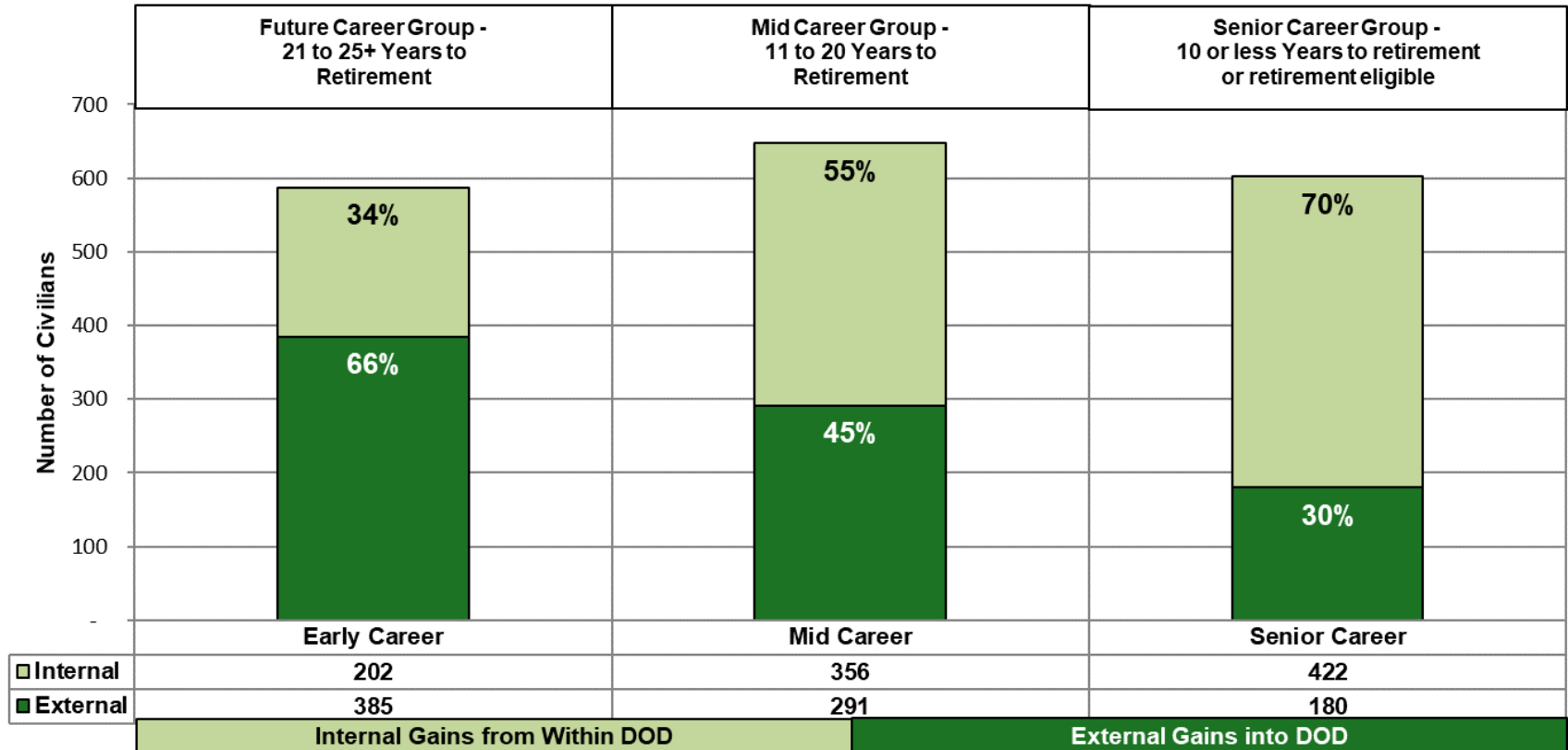
As of 31 Dec 2018



# Program Management Internal/External Gains % by Career Group



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



\*Does not include administrative gains

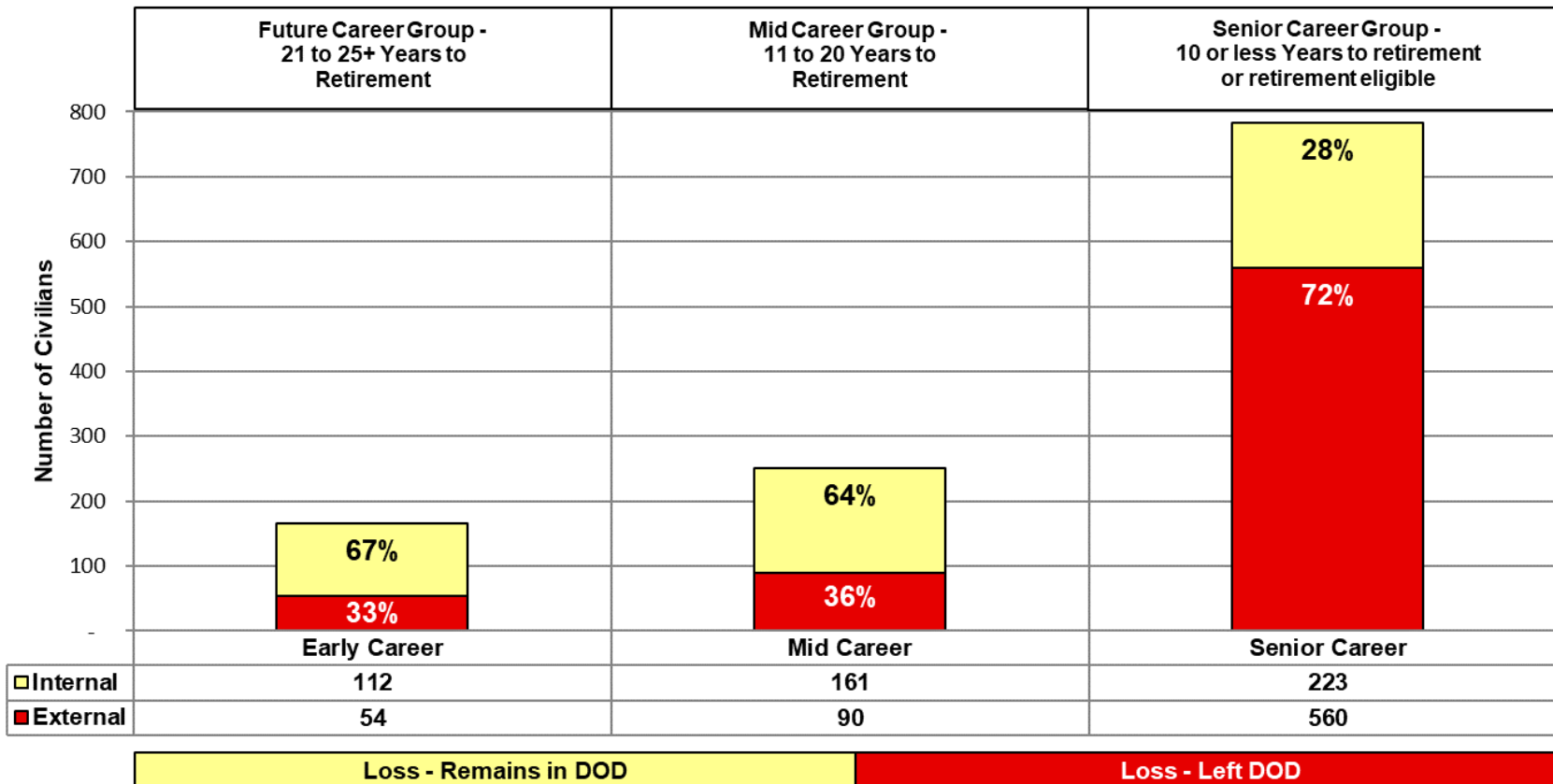


# Program Management Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

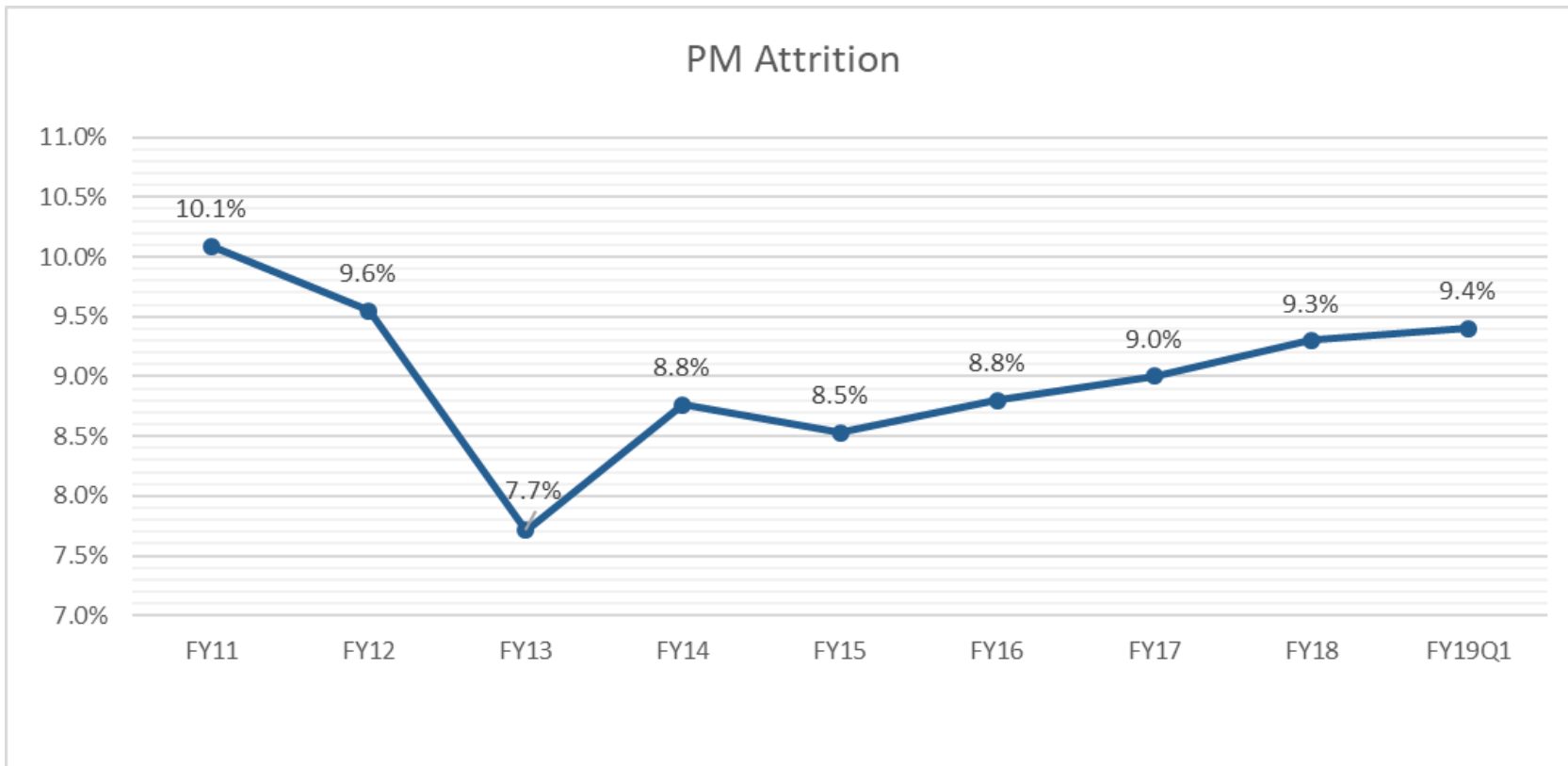
### Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates



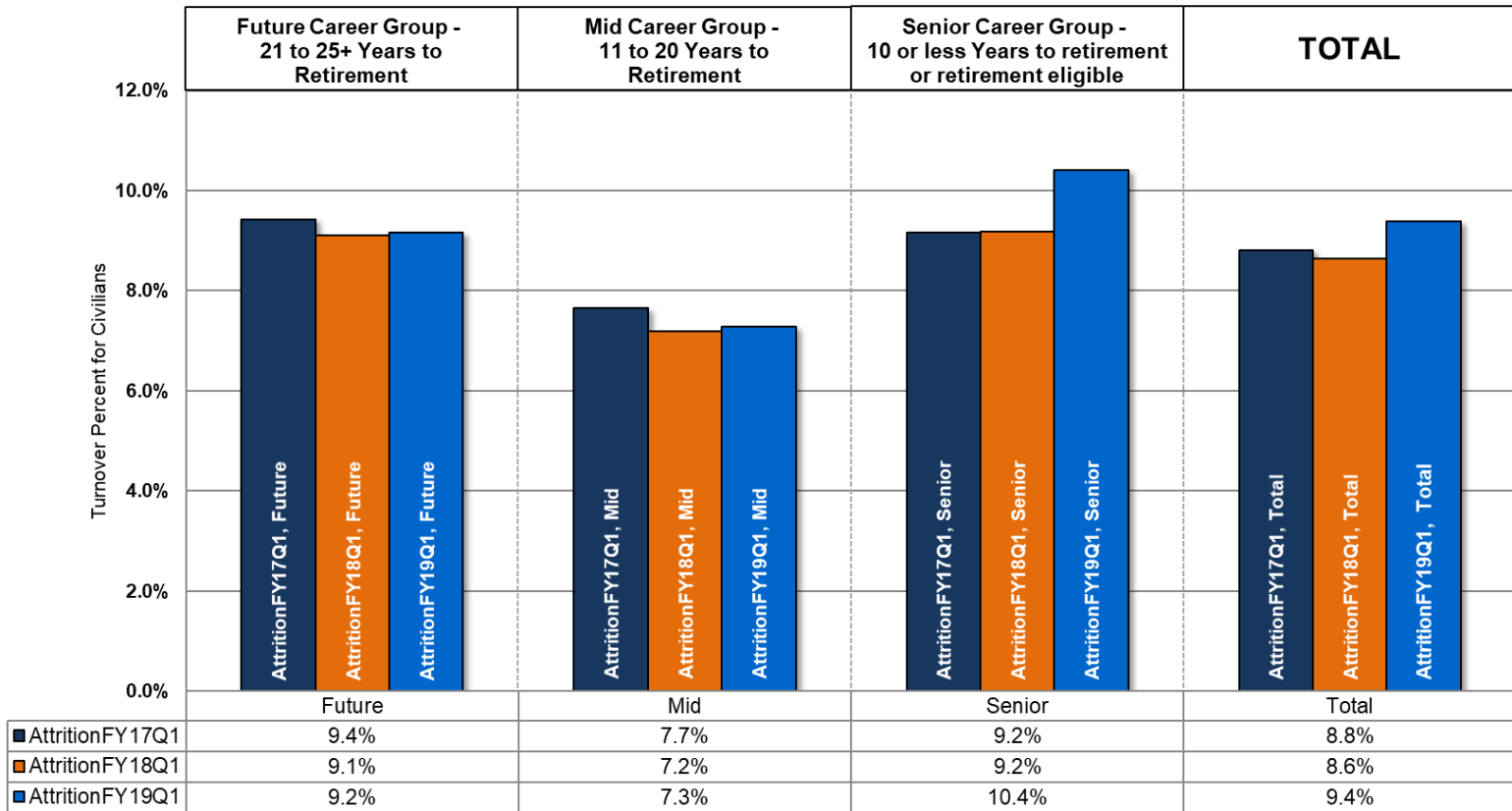
\*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



# Program Management Attrition Rates by Career Group



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



As of 31 Dec 2018

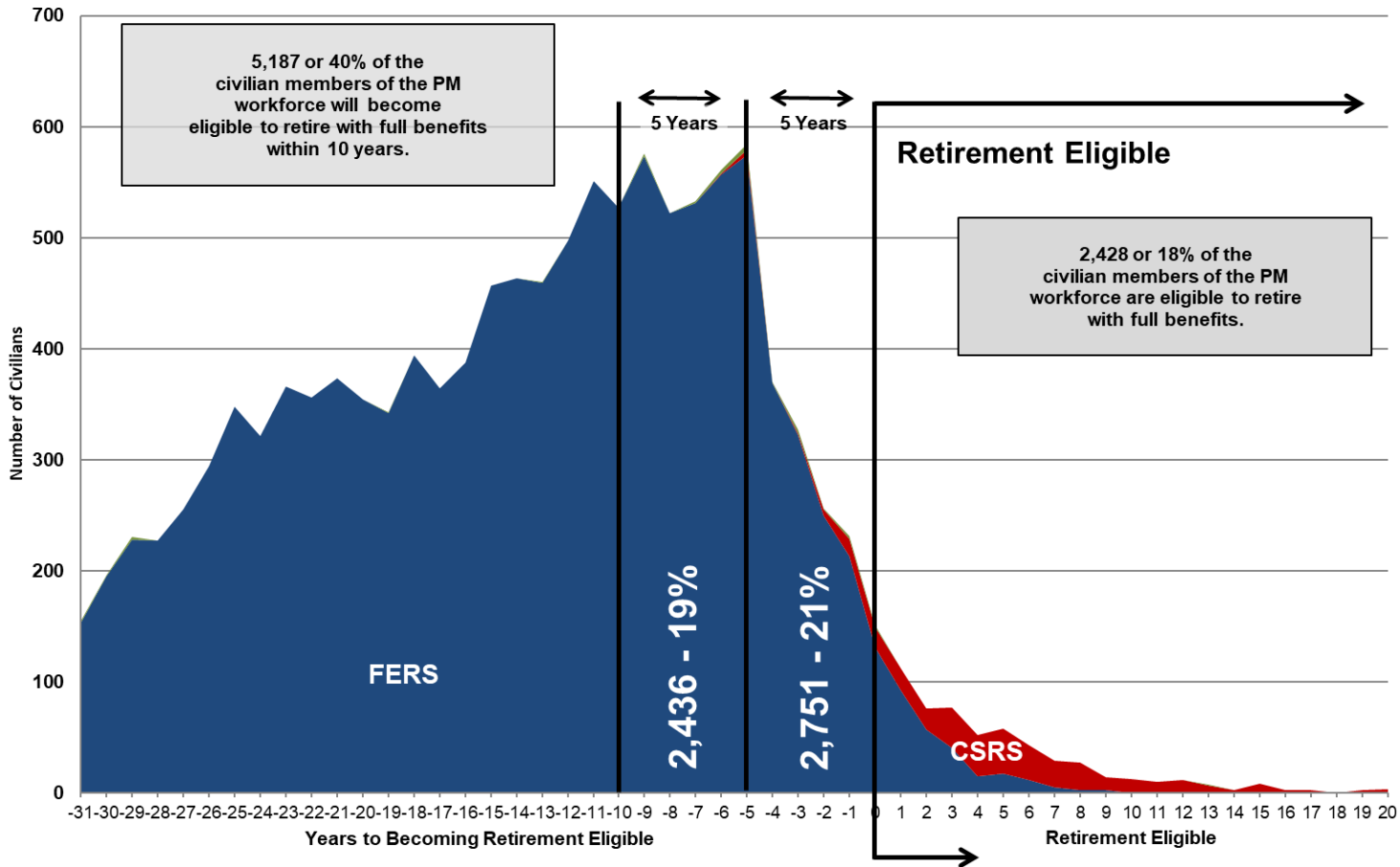




# Program Management Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Dec 2018



***END***