



Defense Acquisition Workforce Key Information

Property

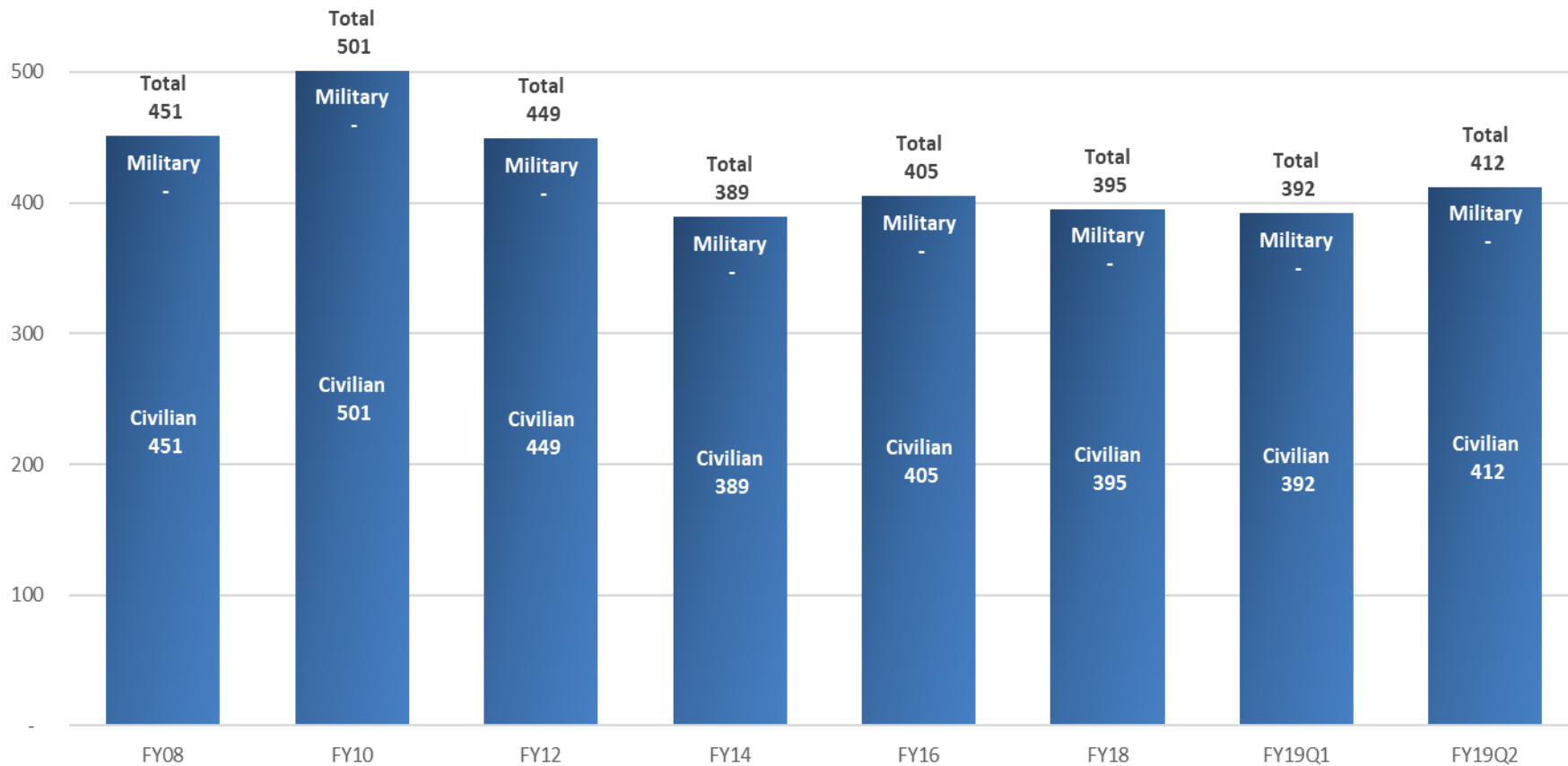
As of FY19Q2 (31 March 2019)



Total Historic Workforce

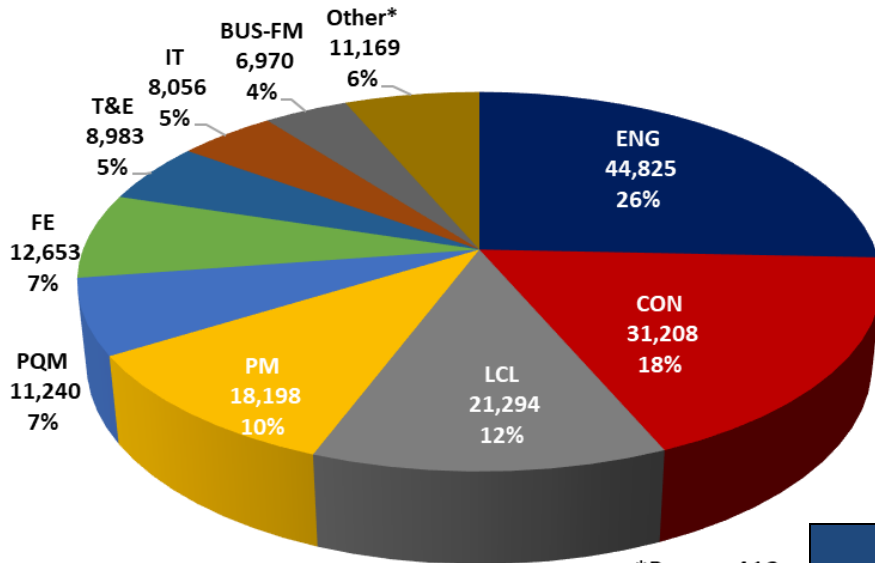


Property





AWF by Component and Career Field



*Prop = 412

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%		



Property Workforce Historical Size by Agency FY08-FY19



Annual

Property Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	58	73	59	57	65	69	71	22%	3%
MARINE CORPS	4	5	3	-	-	-	-	-100%	
ARMY	99	84	65	49	53	50	50	-49%	0%
AIR FORCE	26	28	24	22	14	16	14	-46%	-13%
DCMA	253	295	282	256	261	248	265	5%	7%
DAU	3	4	2	2	2	4	4	33%	0%
NRO	-	-	-	-	7	4	4		0%
DLA	8	12	14	3	1	2	2	-75%	0%
MDA	-	-	-	-	2	2	2		0%
TOTAL	451	501	449	389	405	395	412	↓ -9%	↑ 4%

Quarterly

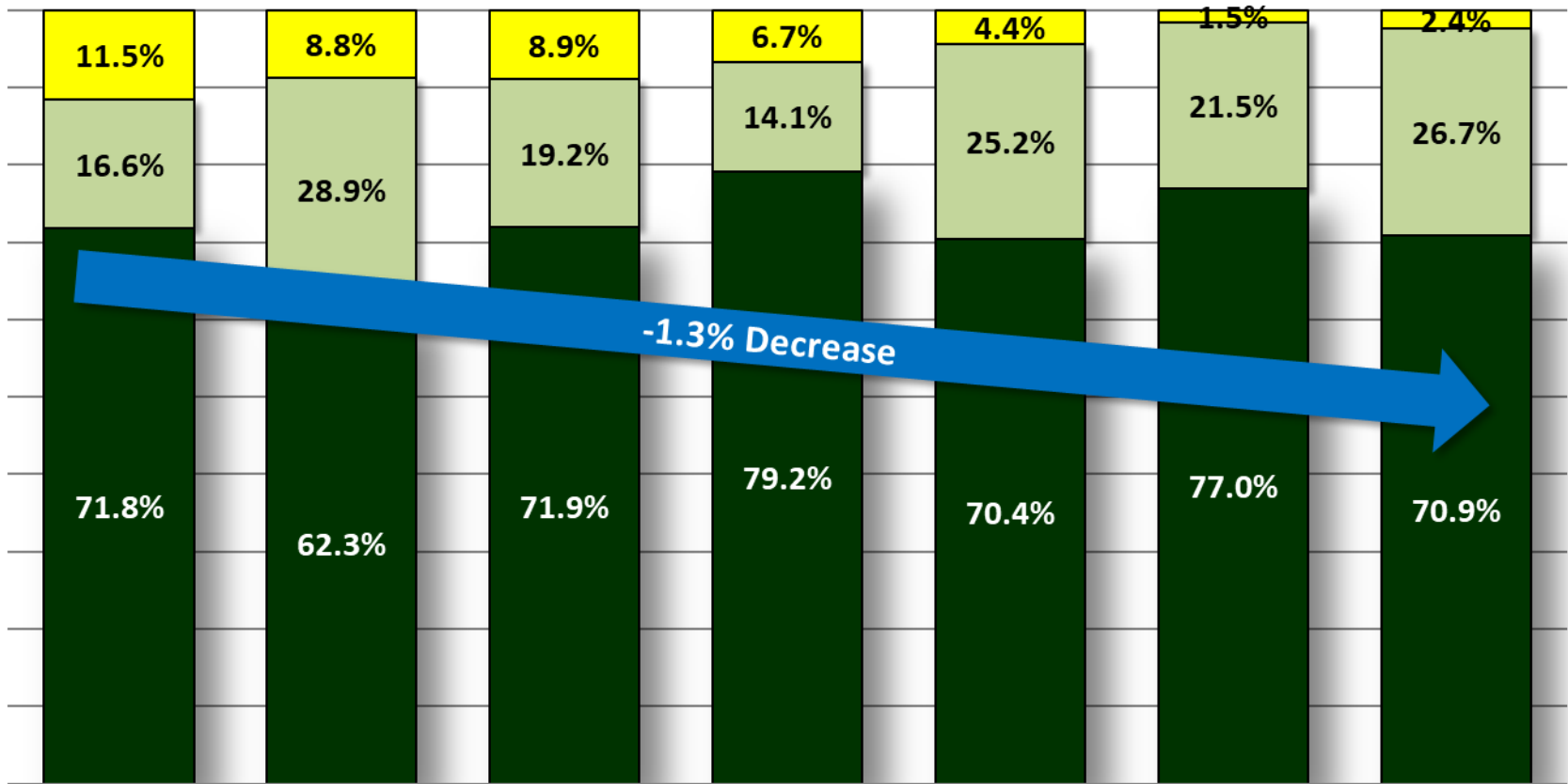
Property Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
Navy	66	70	70	67	66	64	69	73	71	8%
ARMY	54	51	49	47	49	51	50	49	50	2%
AIR FORCE	13	14	16	18	18	17	16	14	14	-22%
DCMA	255	247	252	252	248	247	248	244	265	7%
DAU	2	2	3	6	5	4	4	4	4	-20%
NRO	7	7	7	6	6	4	4	4	4	-33%
DLA	1	2	2	2	2	2	2	2	2	0%
MDA	2	2	2	2	2	2	2	2	2	0%
TOTAL	400	395	401	400	396	391	395	392	412	↑ 4%



Property Historical DAWIA Certification FY08 – FY19



Property



-1.3% Decrease

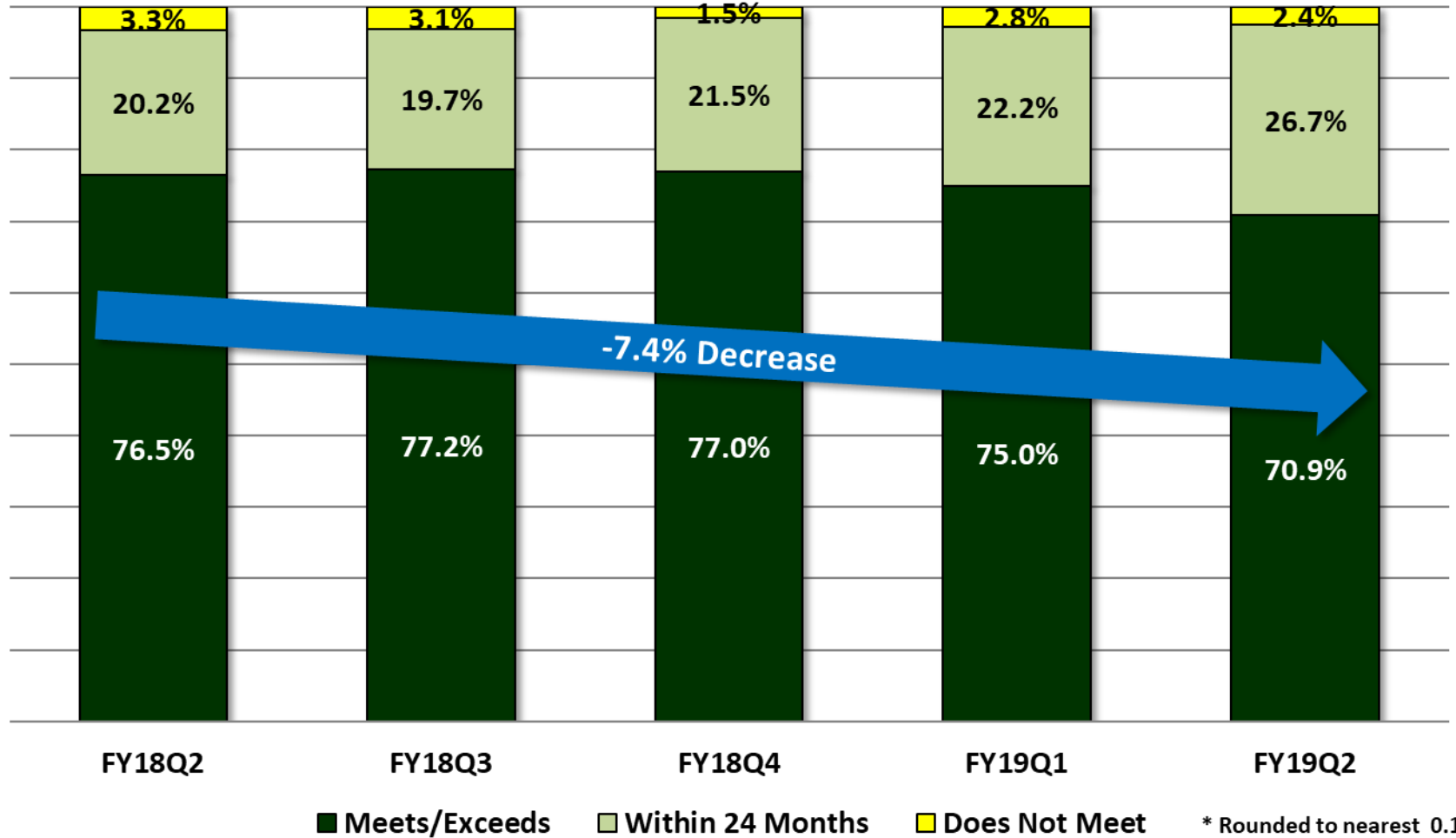
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Property Historical (Quarterly) DAWIA Certification



Property

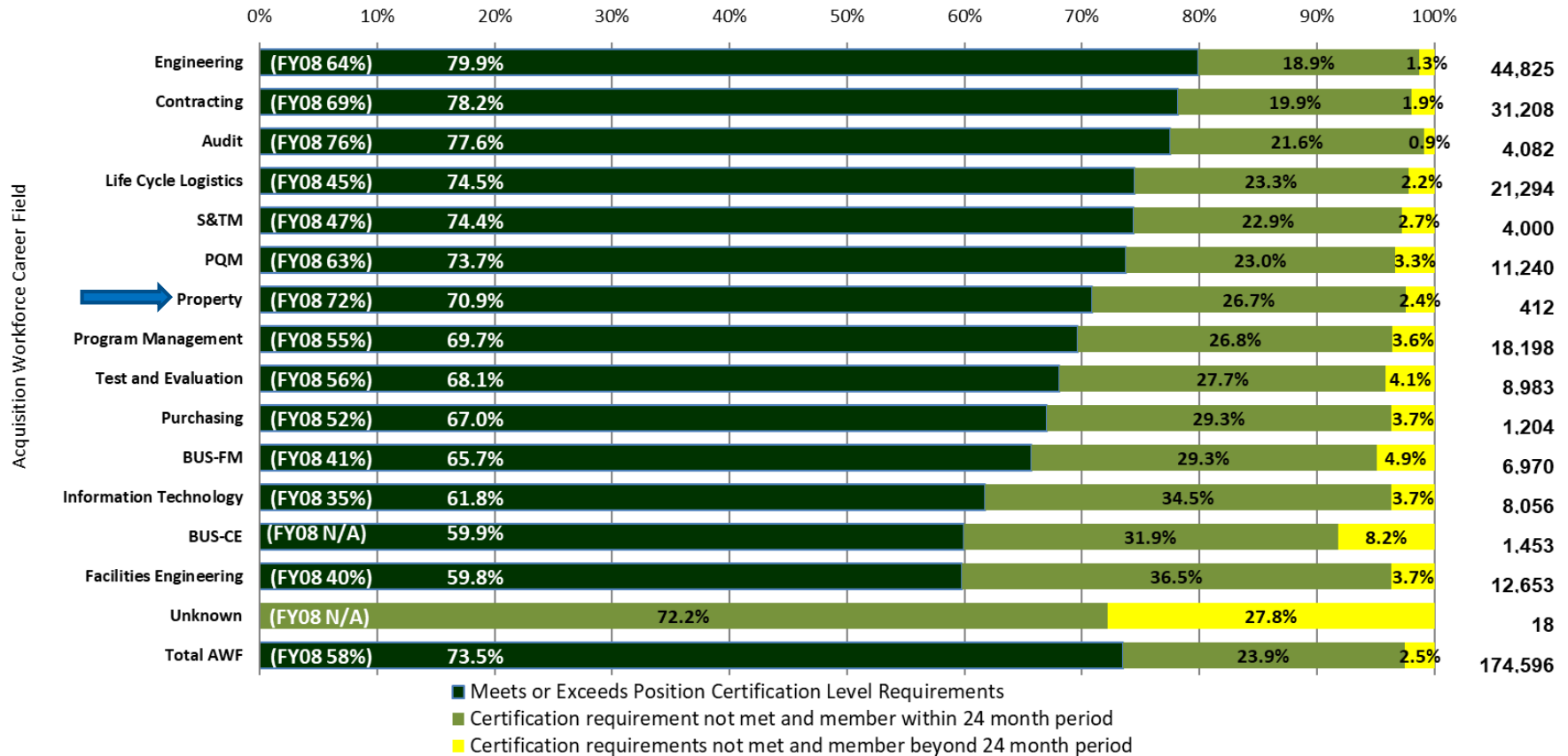




DAWIA Certification by Career Field



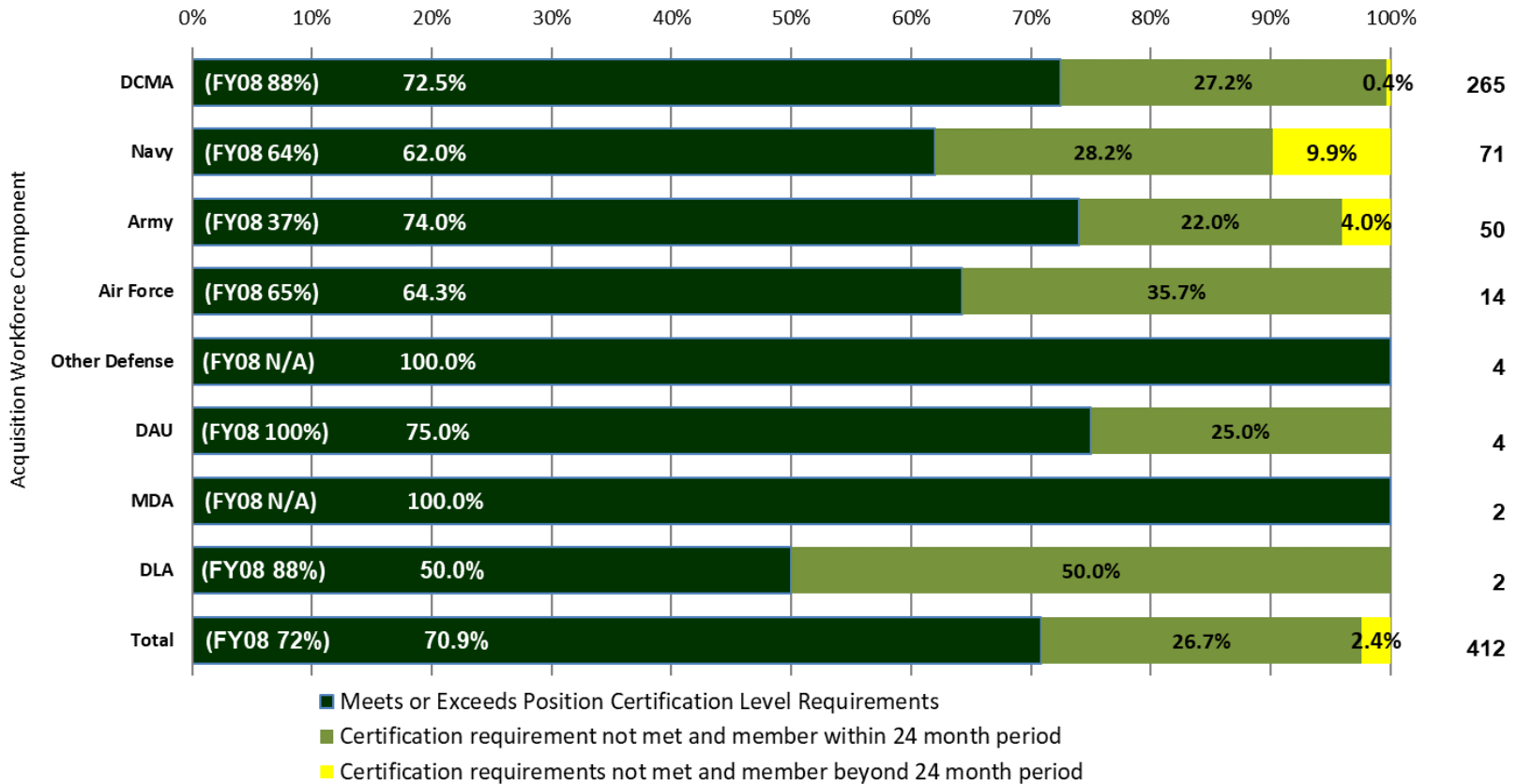
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





Property DAWIA Certification by Component

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





Property 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	25	5	8	-	38	34.2%
Level II	61	15	215	21	312	75.6%
Level III	3	1	13	43	60	71.7%
<i>Unspecified</i>	2	-	-	-	2	
FY19Q2 TOTAL	91	21	236	64	412	70.9%
	22.1%	5.1%	57.3%	15.5%		

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%	
Property	292	70.9%	5 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	13	25	-	38	9.2%
Level II	236	71	5	312	75.7%
Level III	43	14	3	60	14.6%
<i>Unspecified</i>	-	-	2	2	0.5%
Property TOTAL	292	110	10	412	
	70.9%	26.7%	2.4%		

= Compliance

= Exceeds Requirements

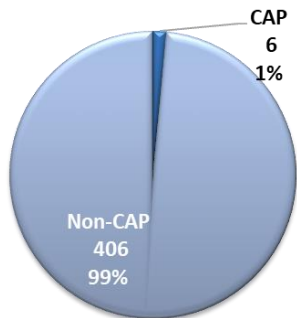
* NOTE: Rounded to nearest 0.1%



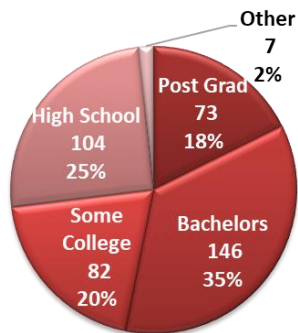
Property Demographics



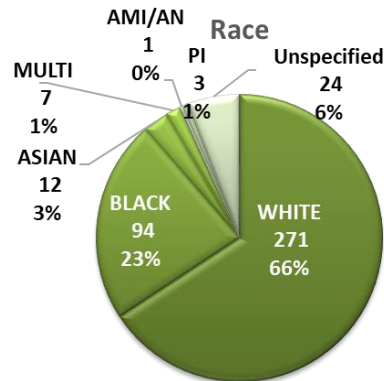
KLP - CAP - Non-CAP



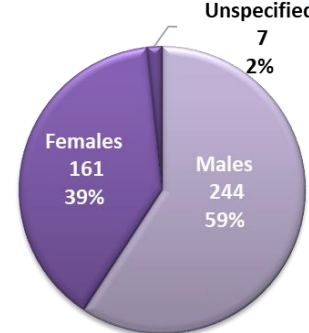
Education



Civilian / Military



Gender



Occupied Position Type	PROP TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	-	0.0%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	6	1.5%	16,708	9.6%
Non-CAP Positions	406	98.5%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	412		174,596	

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

Race	PROP TOTAL		Entire DAW	
WHITE	271	65.8%	127,583	73.1%
BLACK	94	22.8%	21,036	12.0%
ASIAN	12	2.9%	11,990	6.9%
MULTI	7	1.7%	4,829	2.8%
AMI/AN	1	0.2%	1,133	0.6%
PI	3	0.7%	903	0.5%
Unspecified	24	5.8%	7,122	4.1%
TOTAL	412		174,596	

Highest Level of Education	PROP TOTAL		Entire AWF	
Post Grad	73	17.7%	70,018	40.1%
Bachelors	146	35.4%	77,243	44.2%
Some College	82	19.9%	12,151	7.0%
High School	104	25.2%	12,718	7.3%
Other	7	1.7%	2,466	1.4%
TOTAL	412		174,596	

Gender	PROP TOTAL		Entire DAW	
Males	244	59.2%	122,206	70.0%
Females	161	39.1%	50,436	28.9%
Unspecified	7	1.7%	1,954	1.1%
TOTAL	412		174,596	

Type	PROP TOTAL		Entire AWF	
Civilian	412	100.0%	158,922	91.0%
Military	-	0.0%	15,674	9.0%
TOTAL	412		174,596	



Property Size by Occupational Series

Civilian Occupational Series	PROP TOTAL	
1103 - Industrial Property Mgmt Specialist	399	96.8%
1150 - Industrial Specialist	5	1.2%
1101 - Business and Industry Specialist	4	1.0%
0802 - Engineering Technician	1	0.2%
<i>Other</i>	2	0.5%
TOTAL CIVILIAN	412	Civilians



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



Fact Sheet

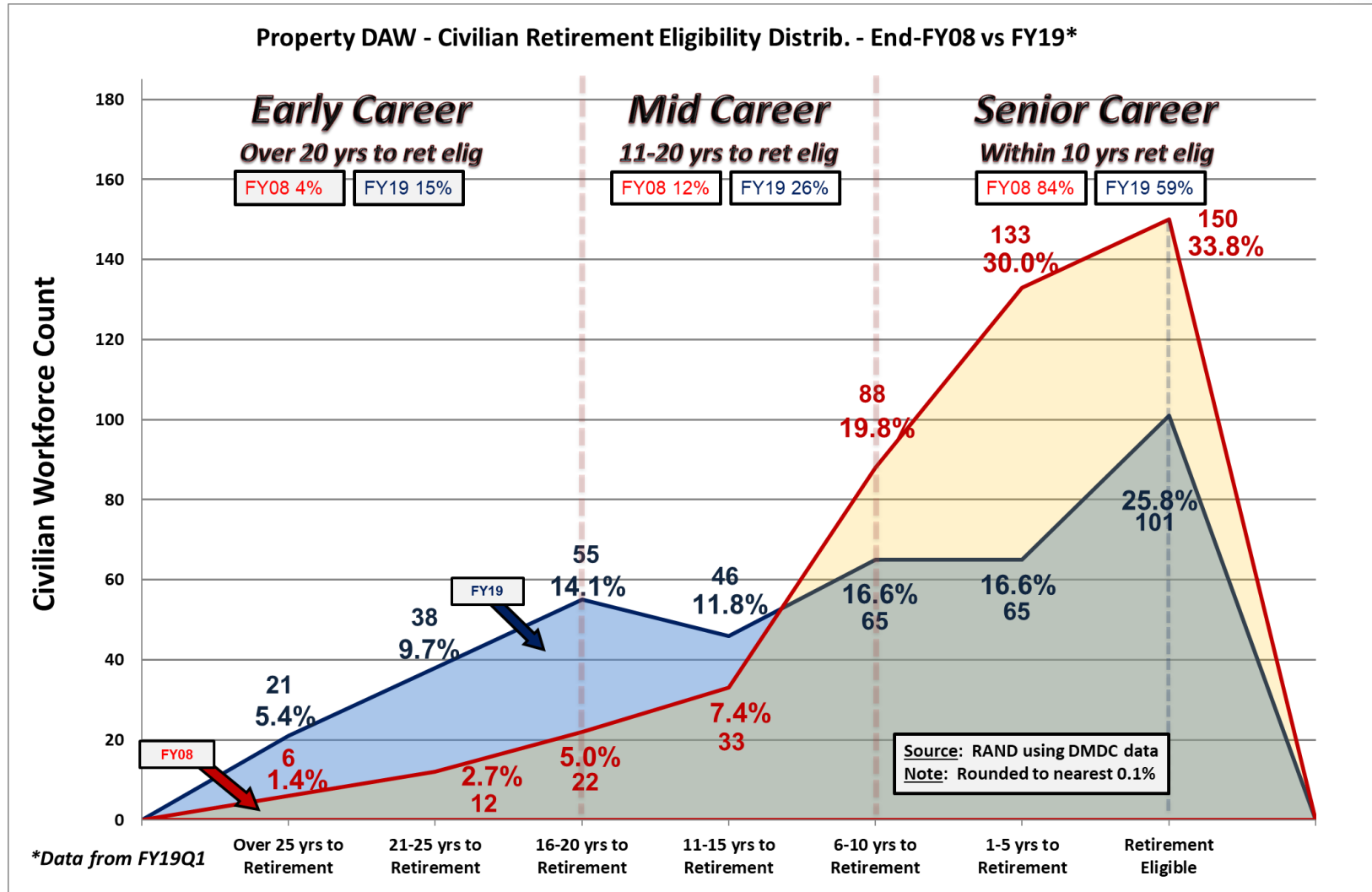


Human Capital Fact Sheet								
Defense Acquisition Workforce Property	FY 2008				FY2019Q1			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	392	0	392	173,599
Change in size from 2008	-		-	-	-13%		-13%	38%
Civilian/Military Composition	100%		-	88% / 12%	100%		-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	36%		36%	77%	54%		54%	84%
Graduate Degree	6%		6%	29%	17%		17%	40%
Certification								
Level I or Higher Achieved	77%		77%	72%	81%		81%	83%
Level II or Higher Achieved	74%		74%	61%	75%		75%	70%
Level III Achieved	14%		14%	36%	17%		17%	40%
Position Certification Requirement Met or Exceeded	72%		72%	58%	75%		75%	74%
Within 24 Months of Certification Requirement	17%		17%	27%	22%		22%	23%
Does Not Meet Certification Requirement	12%		12%	14%	3%		3%	3%
Planning Considerations								
Average Age	54		54	46	50		50	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	4/12/84(%)		-	20/23/57 (%)(Civ)	15/26/59(%)		-	26/27/47(%)
Average Years of Service	23		23	17	17		17	15
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	102(25%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	70(17%)	-	-	25,072(16%)
Total Gains/Losses*	78 / 106	-	-	14,245/15,030 (Civ)	52/60	-	-	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.



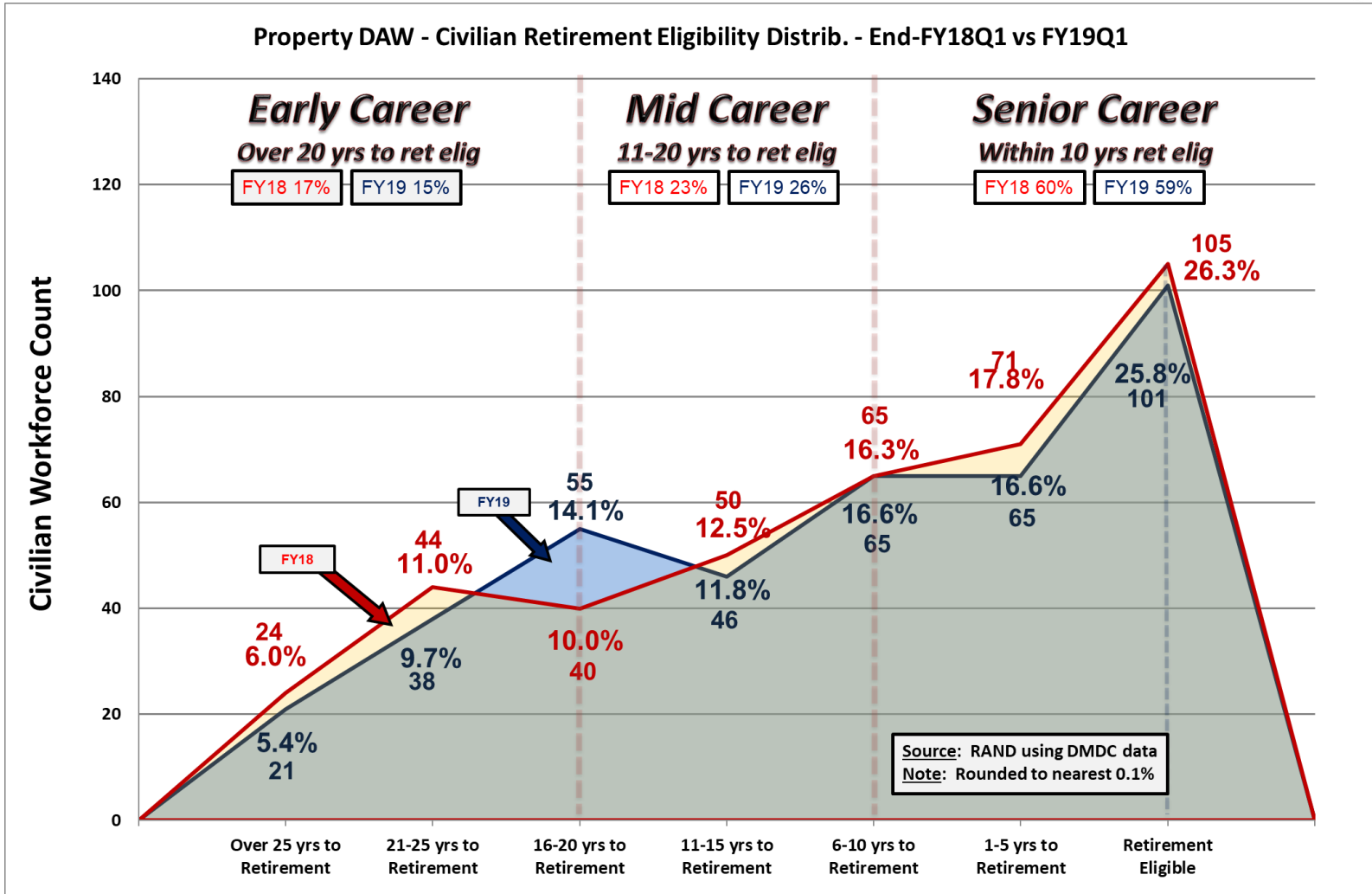
Property Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Dec 2018



Property Civilian Retirement Eligibility Distribution – 1 year

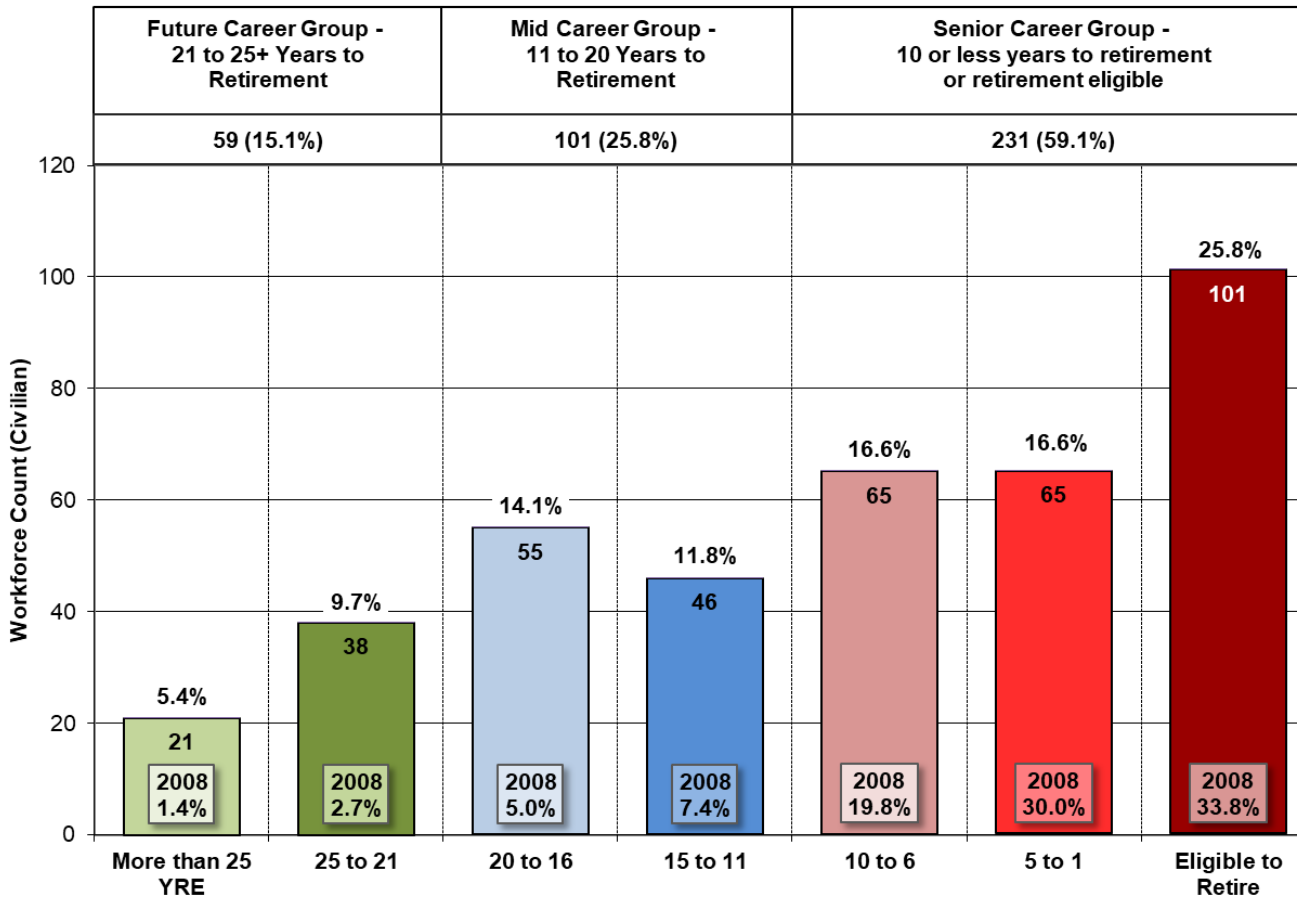


As of 31 Dec 2018



Property Workforce Lifecycle Model by YRE

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



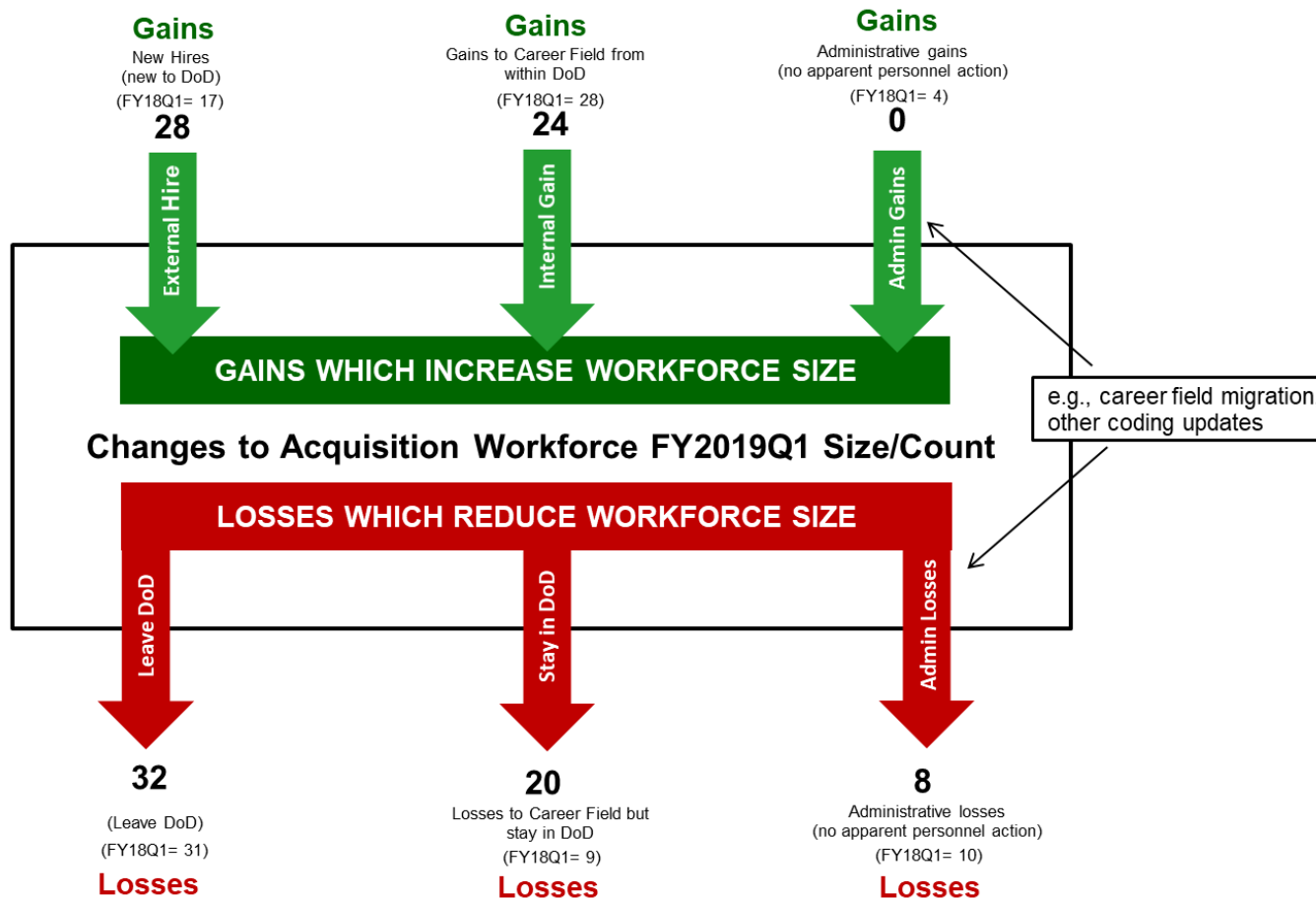
As of 31 Dec 2018



Property 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



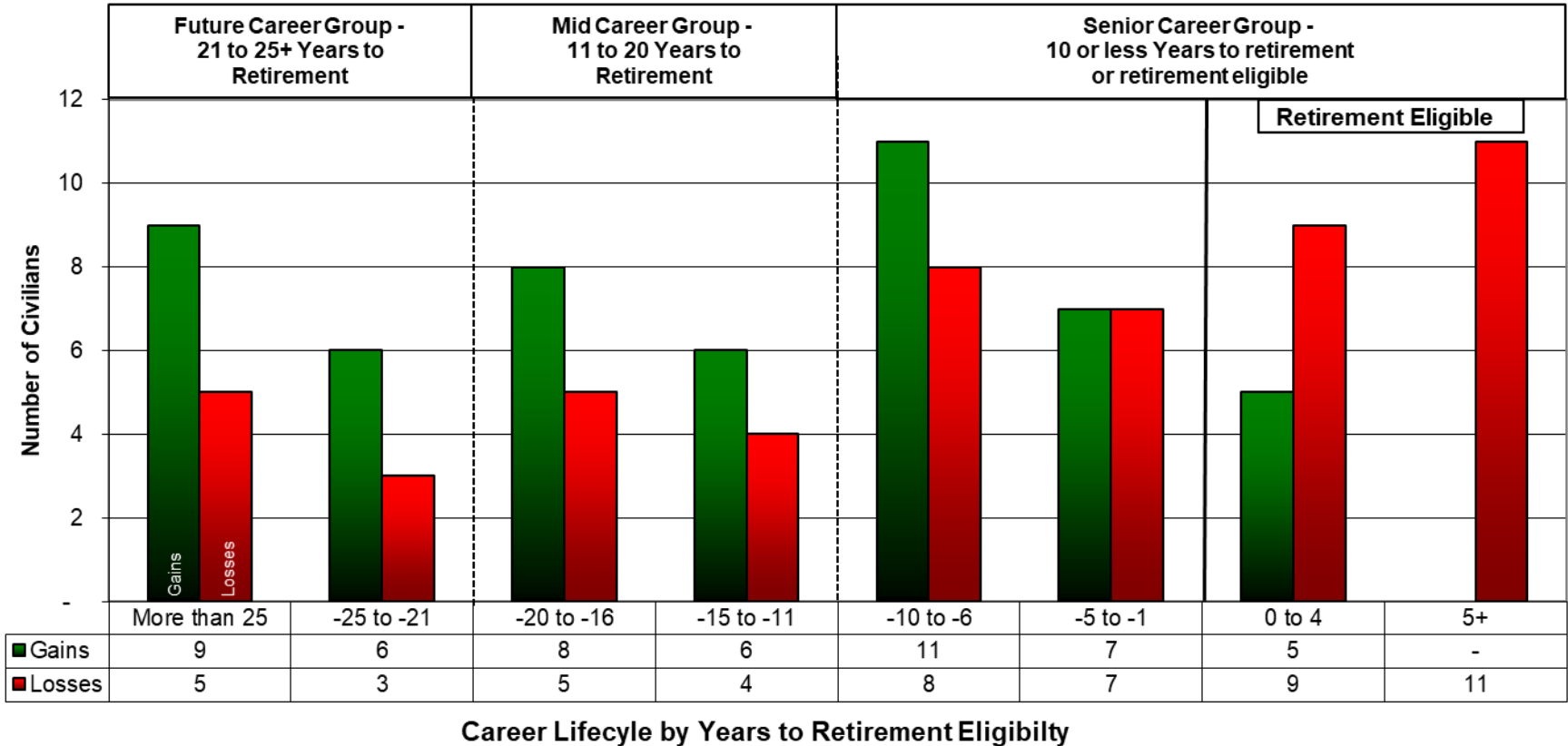


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses*

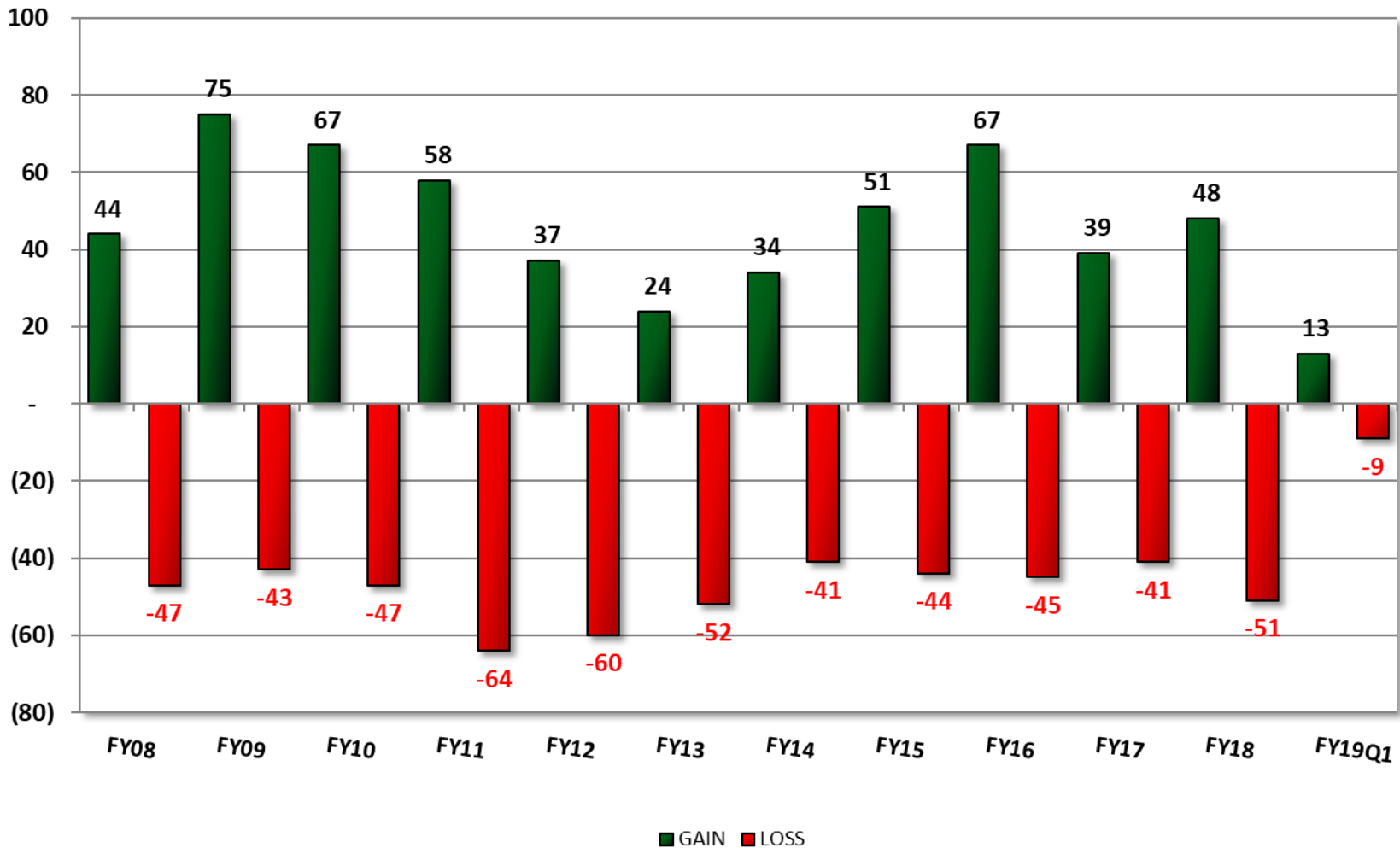


*Does not include administrative gains and losses

As of 31 Dec 2018



Property Historical Gains and Losses FY08 – FY19



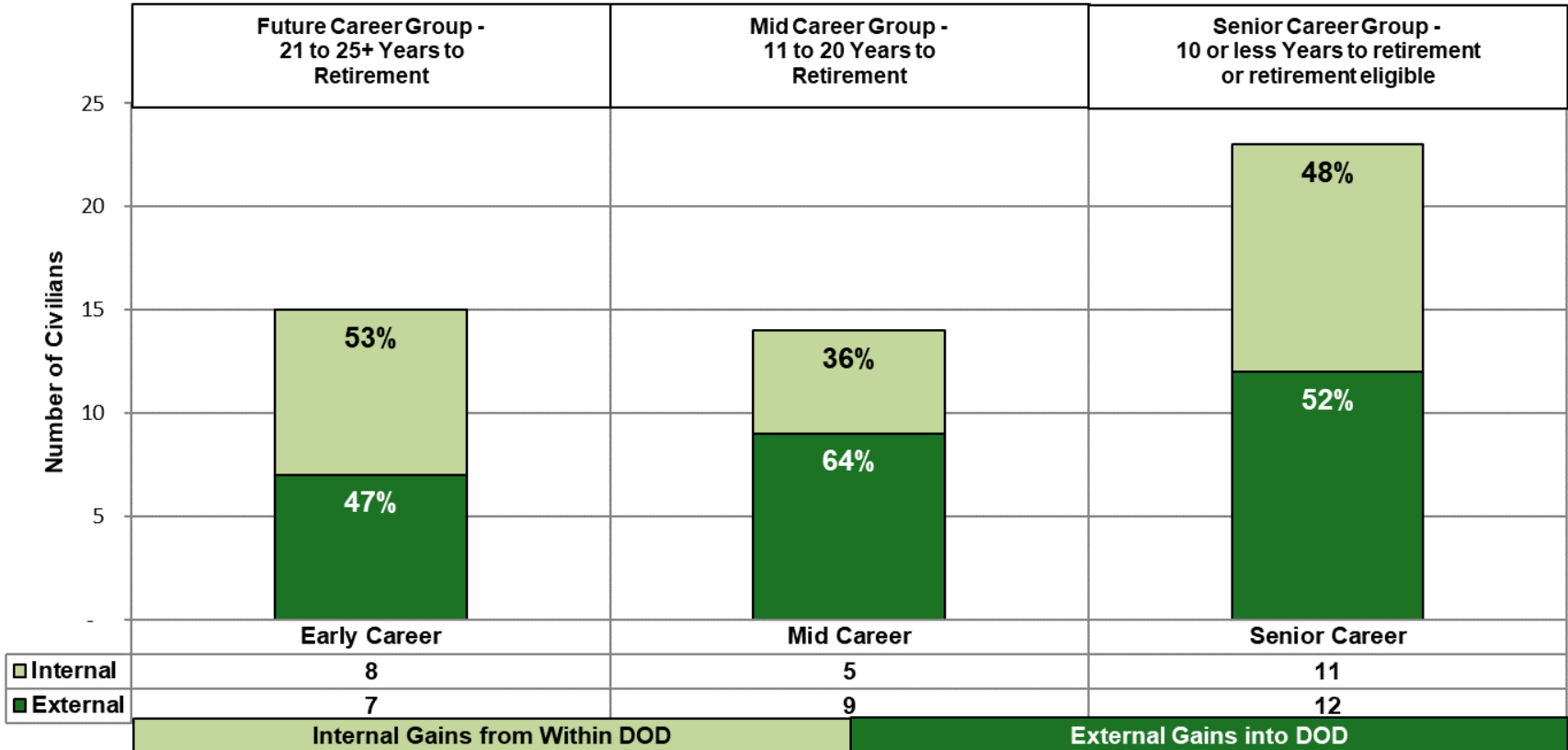
As of 31 Dec 2018



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q1 Gains*



*Does not include administrative gains

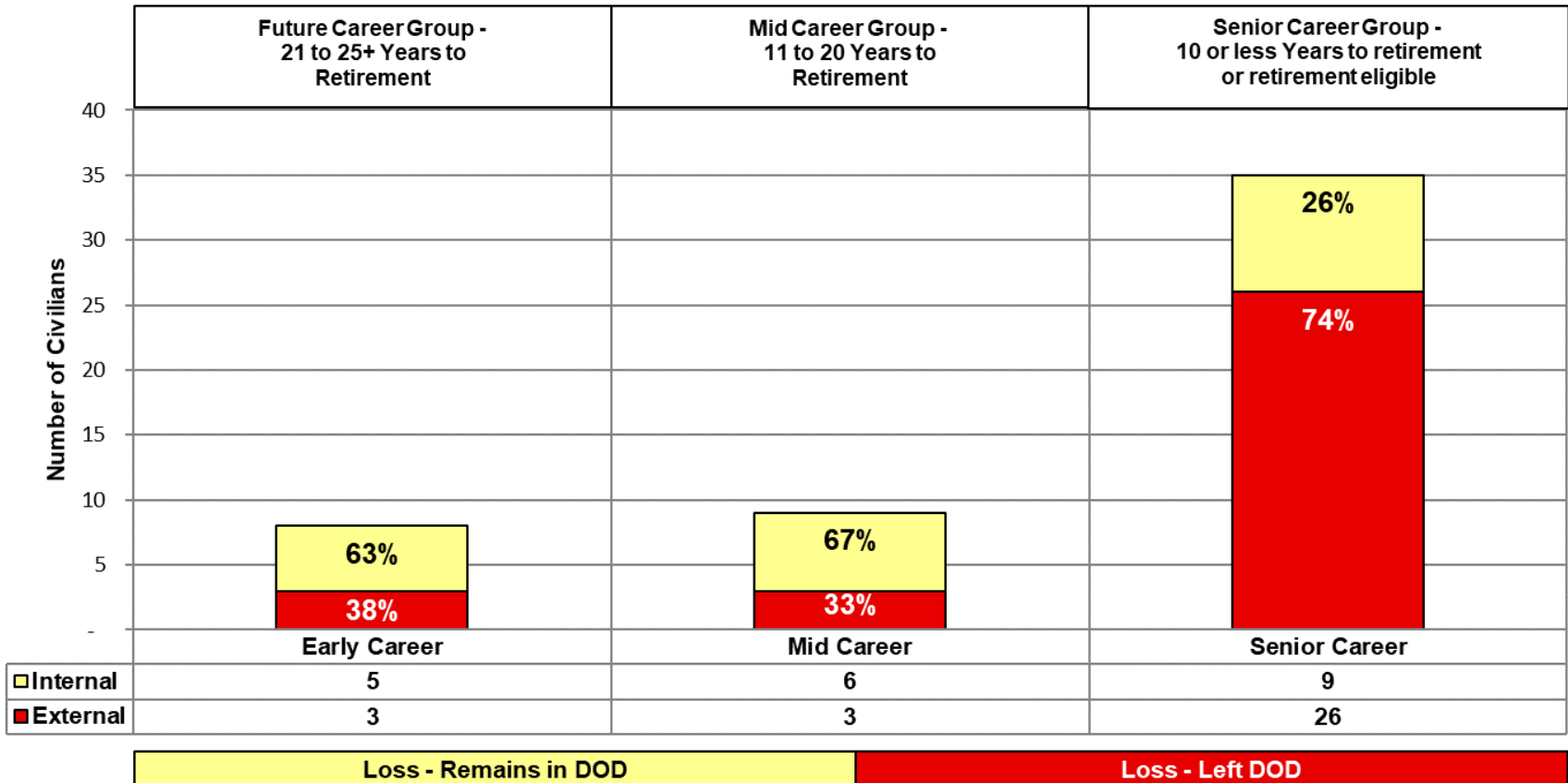


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Losses*



*Does not include administrative losses

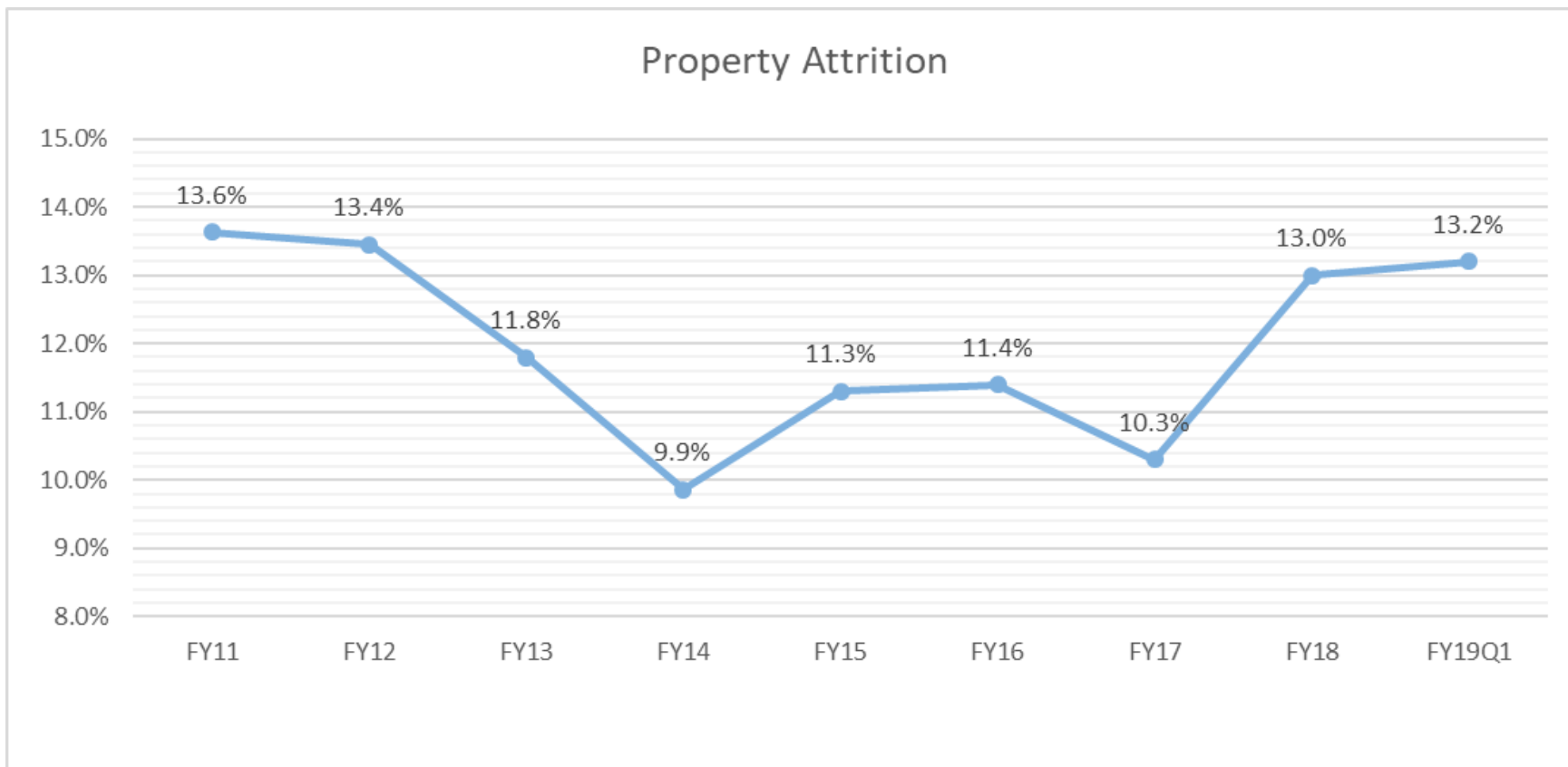
As of 31 Dec 2018



Annual Attrition Rates



Property Attrition

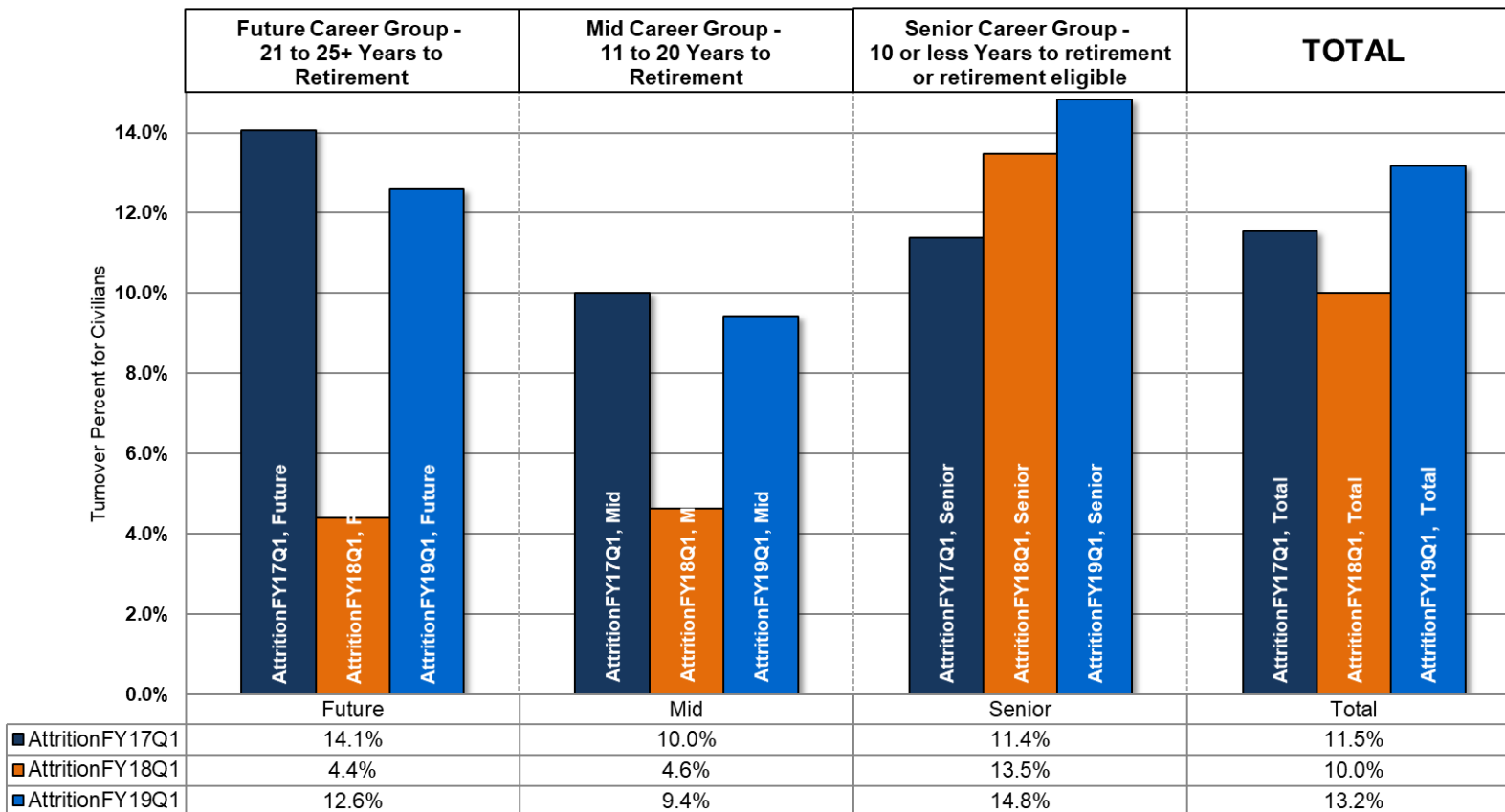


*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



Property Attrition Rates by Career Group

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

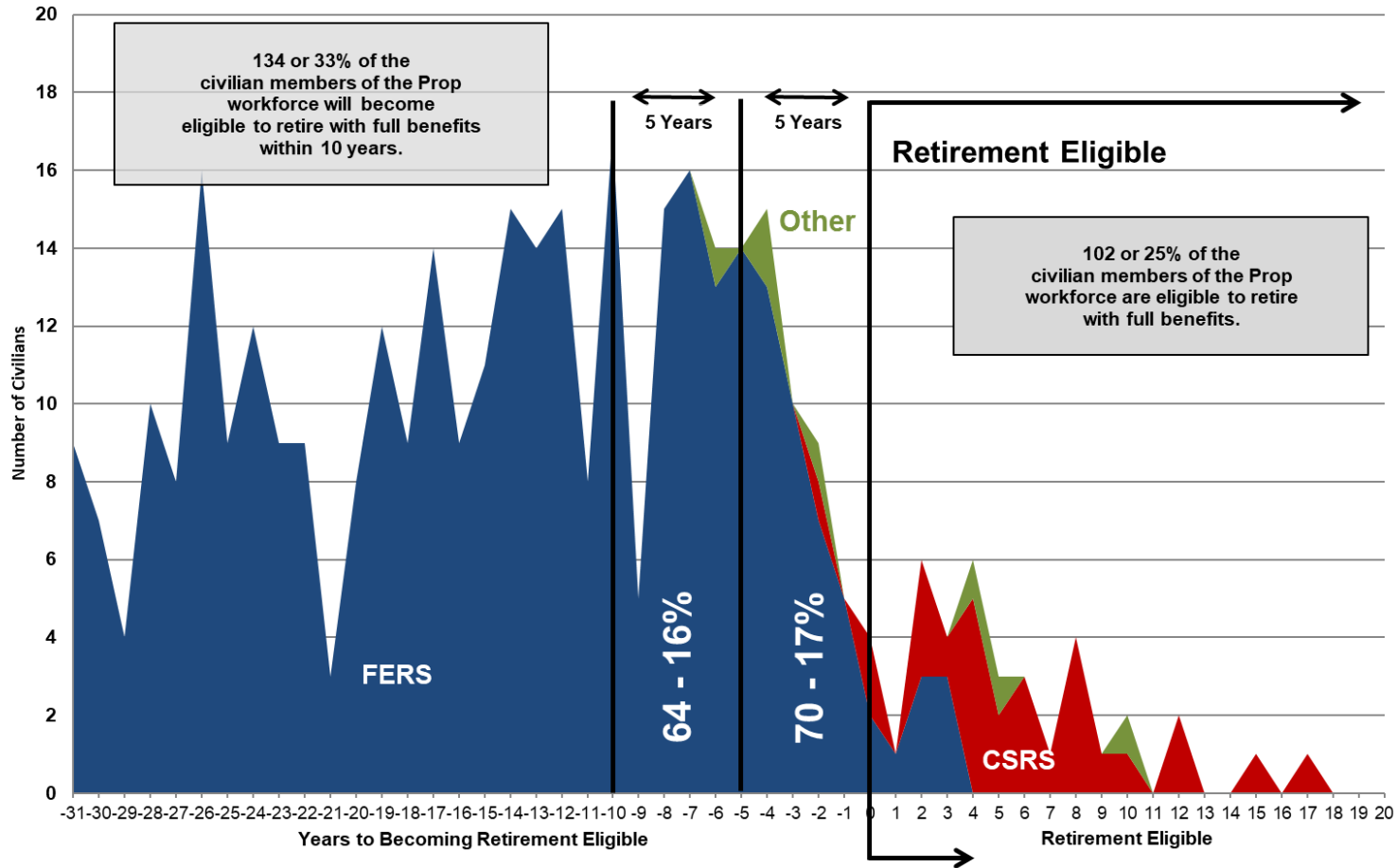




Property Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Dec 2018



END