



Defense Acquisition Workforce Key Information

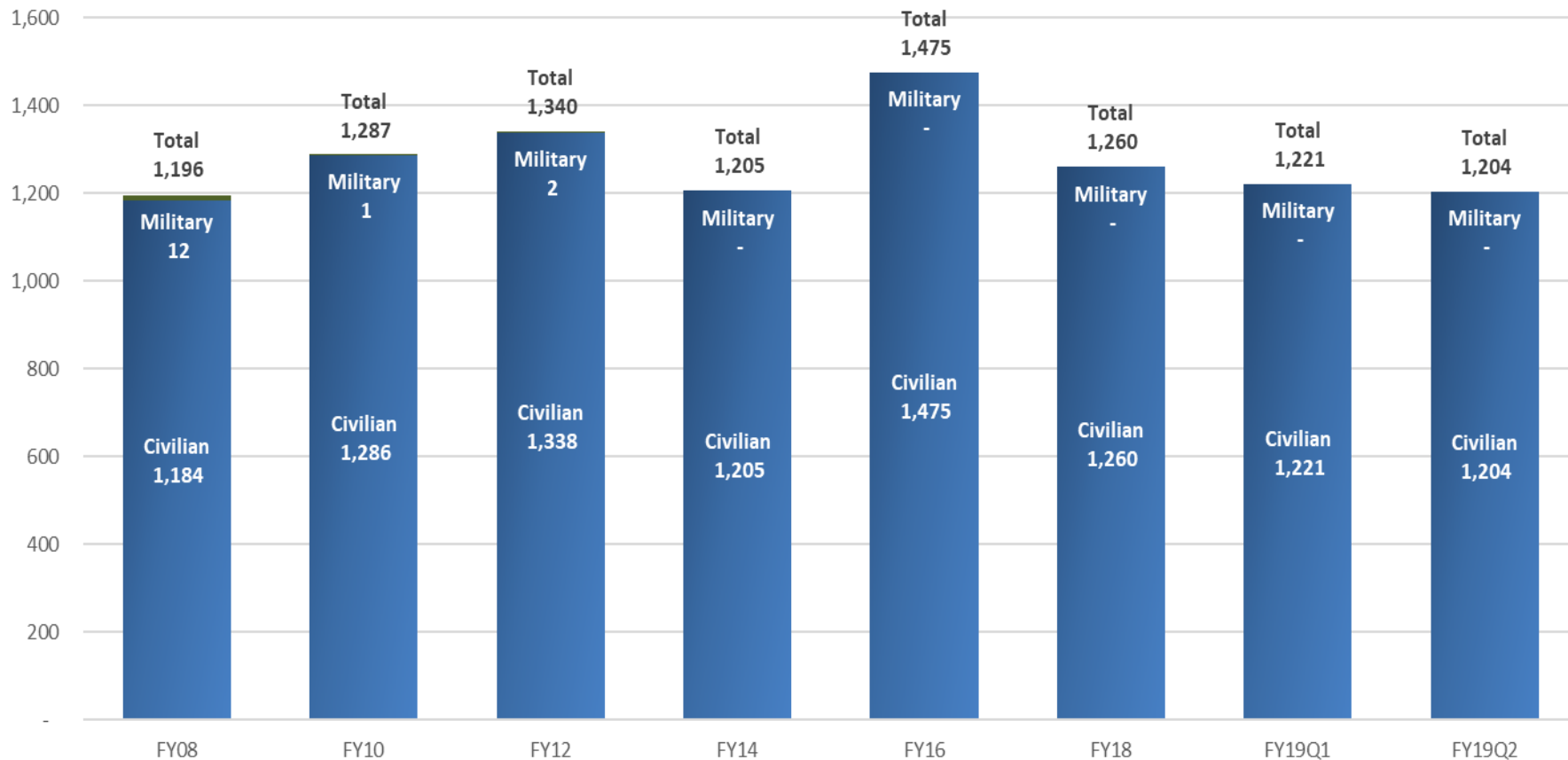
Purchasing

As of FY19Q2 (31 March 2019)



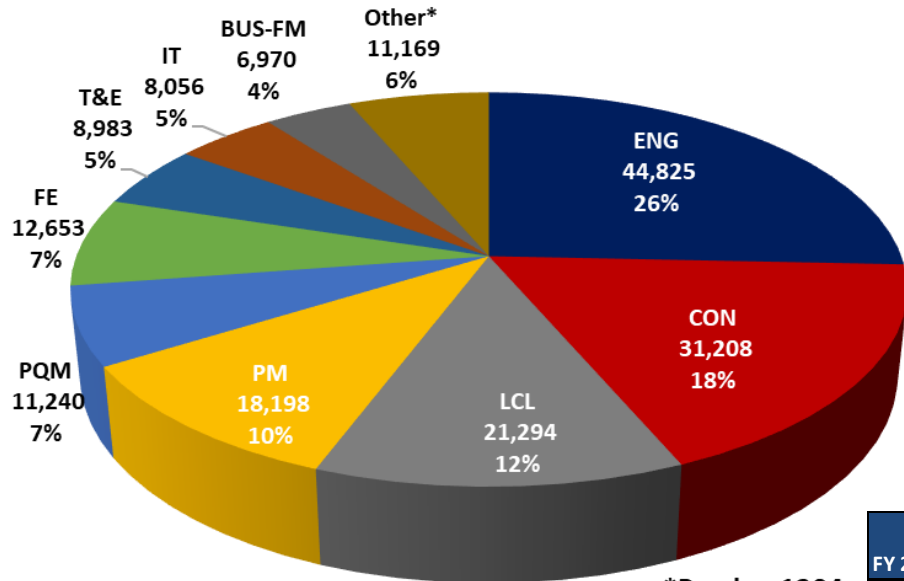
Total Historic Workforce

Purchasing





AWF by Component and Career Field



*Purch = 1204

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%		



Purchasing Workforce Historical Size by Agency FY08 – FY19



Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	478	497	455	442	424	386	373	-22%	-3%
MARINE CORPS	67	65	67	59	52	39	37	-45%	-5%
ARMY	319	351	382	265	365	315	273	-14%	-13%
AIR FORCE	142	145	113	80	67	48	47	-67%	-2%
DLA	153	188	270	289	485	438	440	188%	0%
DISA	13	17	15	15	16	12	11	-15%	-8%
DHA	2	-	11	24	15	12	12	500%	0%
DCAA	-	3	8	8	6	6	5		-17%
DCMA	3	3	3	7	35	-	2	-33%	
DTRA	1	2	2	2	1	1	1	0%	0%
DoD HRA	1	2	3	1	1	1	1	0%	0%
DSCA	1	1	1	1	1	1	1	0%	0%
DSS	-	1	1	1	1	1	1		0%
MDA	3	1	1	1	1	-	-	-100%	
DAU	-	2	-	-	-	-	-		
DeCA	-	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-100%	
DoDEA	9	5	4	7	3	-	-	-100%	
DTIC	1	-	-	-	-	-	-	-100%	
DMA	-	1	2	2	-	-	-		
USUHS	-	-	-	-	2	-	-		
NDU	1	2	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-		
TOTAL	1,196	1,287	1,340	1,205	1,475	1,260	1,204	↑ 1%	↓ -4%



Purchasing Workforce Historical (Quarterly) Size by Agency



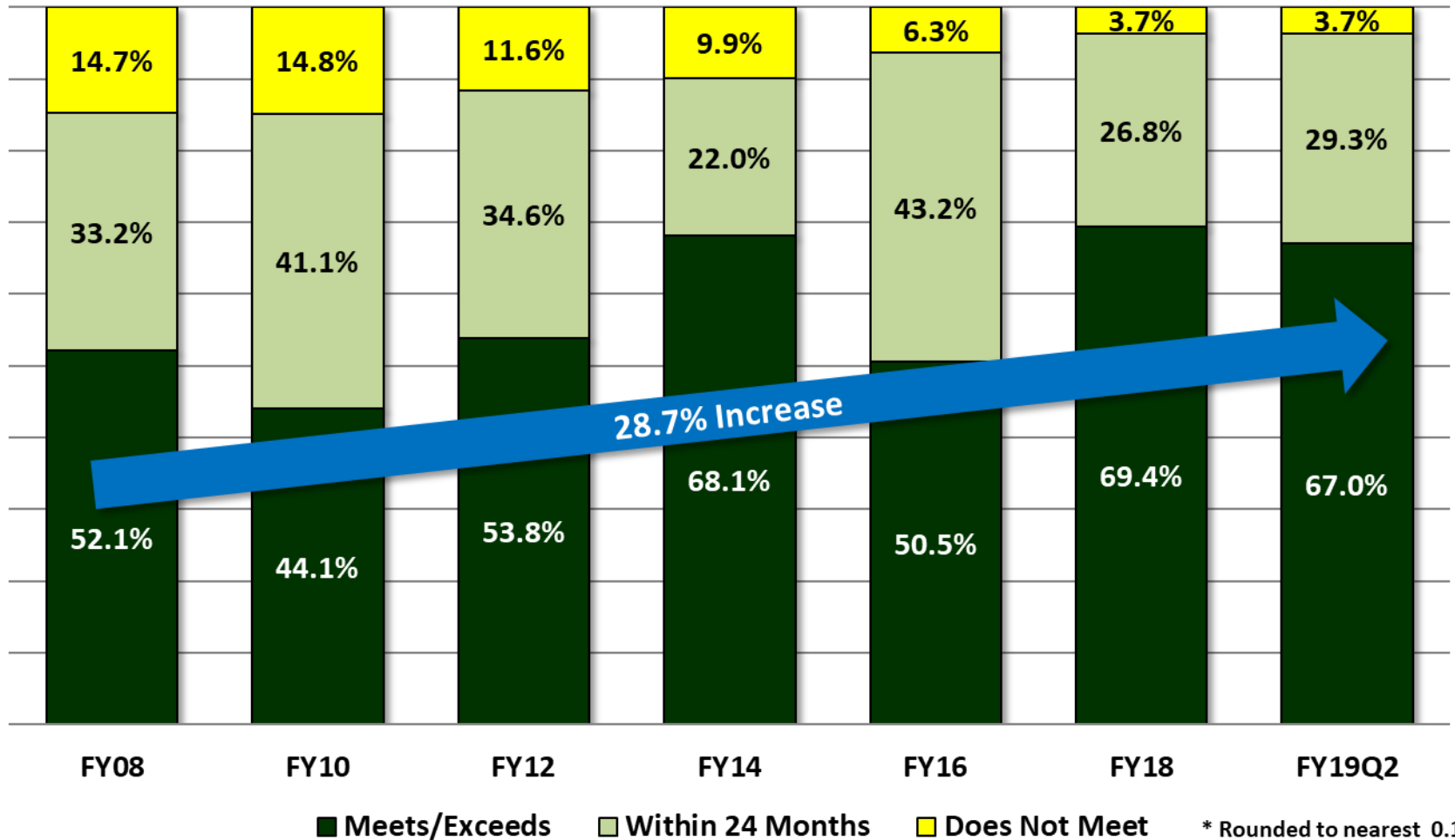
Purchasing Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
Navy	414	409	407	392	372	381	386	368	373	0%
MARINE CORPS	52	52	50	47	48	42	39	40	37	-23%
ARMY	441	426	409	389	365	344	315	290	273	-25%
AIR FORCE	63	61	62	62	59	52	48	47	47	-20%
DLA	495	511	502	481	481	464	438	442	440	-9%
DISA	16	12	13	13	12	14	12	13	11	-8%
DHA	15	15	13	12	11	12	12	12	12	9%
DCAA	6	6	7	7	5	7	6	5	5	0%
DCMA	24	20	5	3	2	1	-	-	2	0%
DTRA	1	1	1	1	1	1	1	1	1	0%
DoD HRA	-	-	-	1	1	1	1	1	1	0%
DSCA	-	-	-	1	1	1	1	1	1	0%
DSS	1	1	1	1	1	1	1	1	1	0%
DoDEA	2	1	-	-	-	-	-	-	-	
USUHS	1	-	-	-	-	-	-	-	-	
TOTAL	1,531	1,515	1,470	1,410	1,359	1,321	1,260	1,221	1,204	↓ -11%



Purchasing Historical DAWIA Certification FY08 – FY19



Purchasing

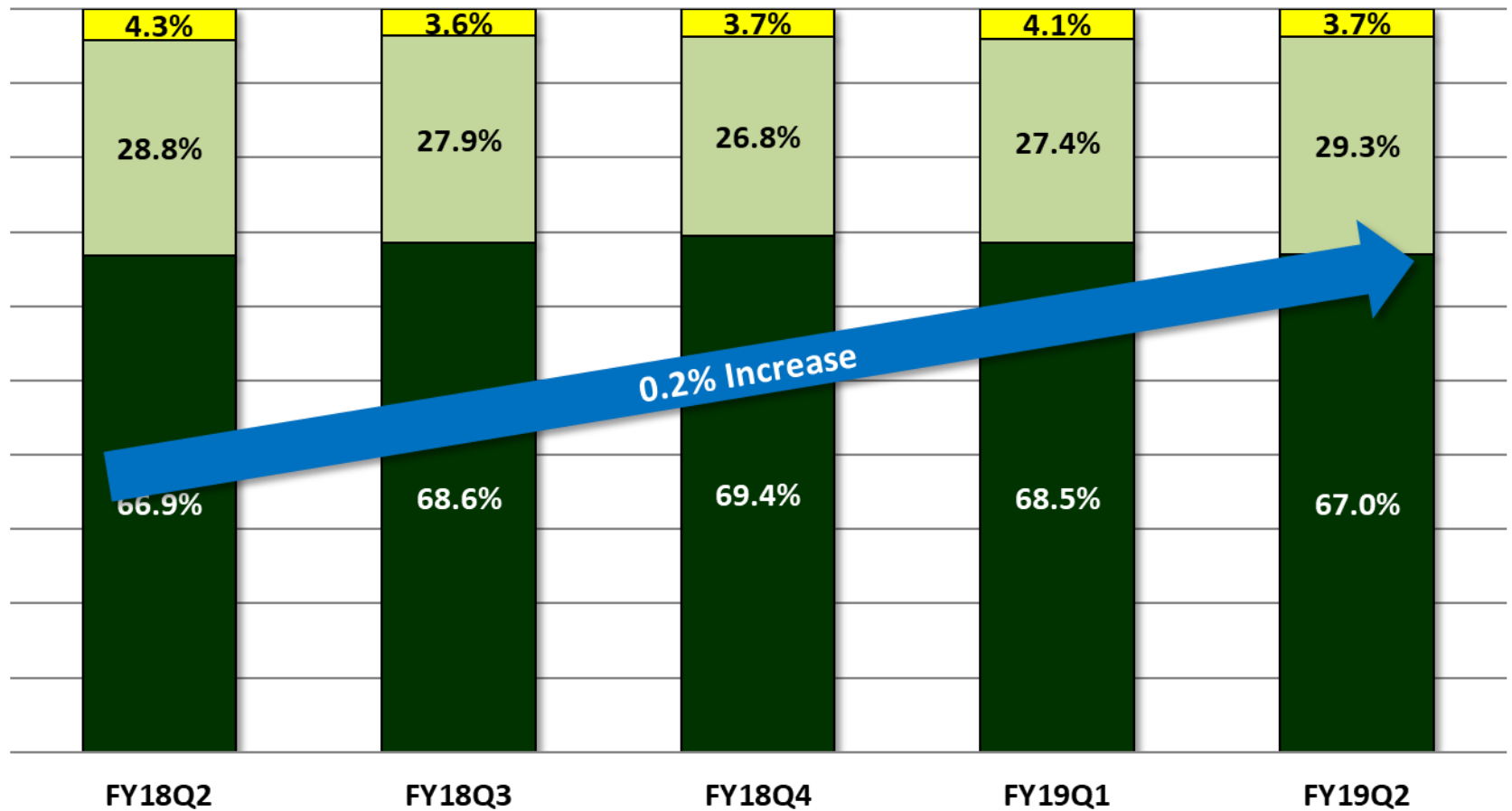




Purchasing Historical (Quarterly) DAWIA Certification



Purchasing

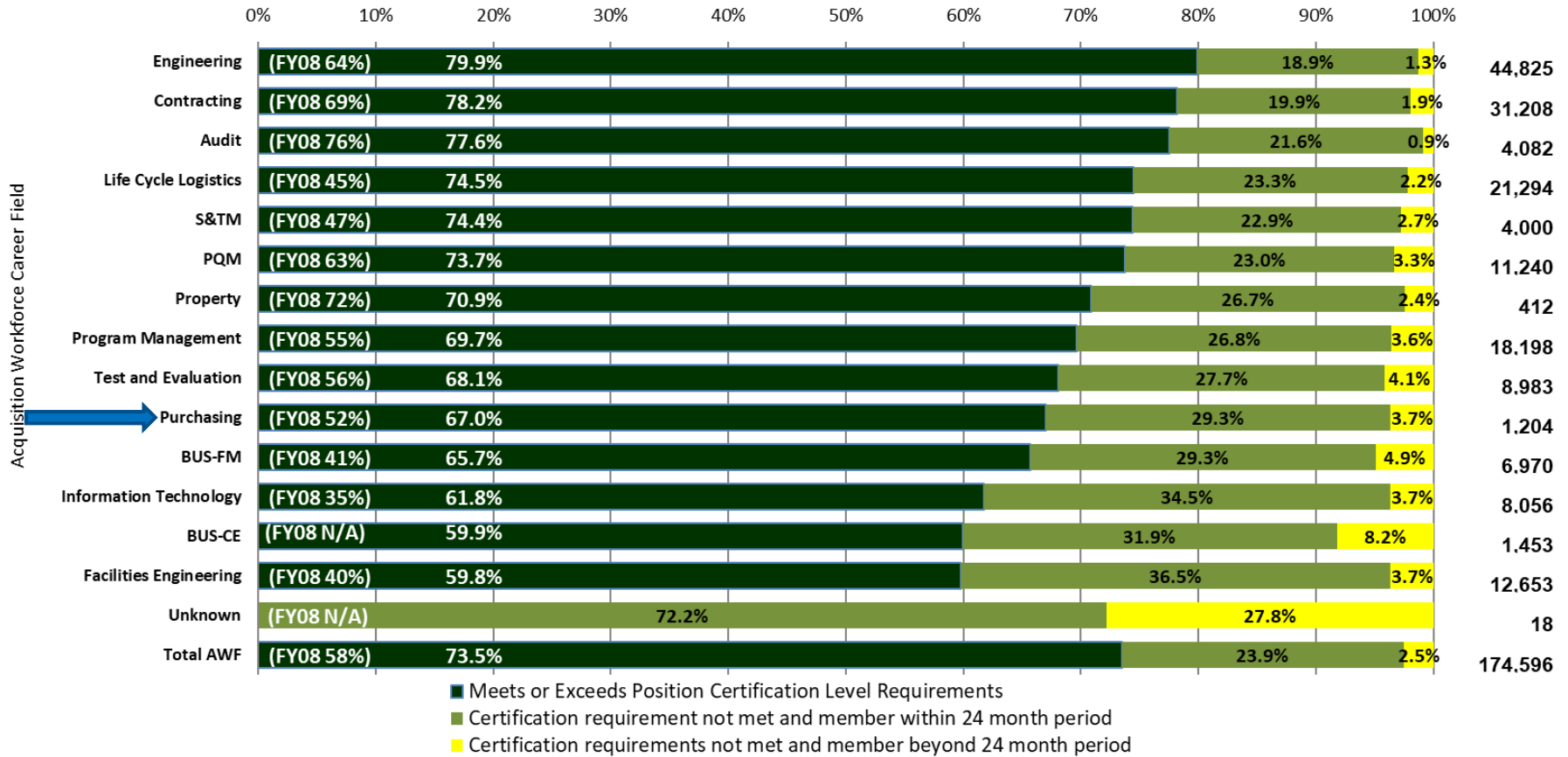


■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Purchasing DAWIA Certification by Career Field

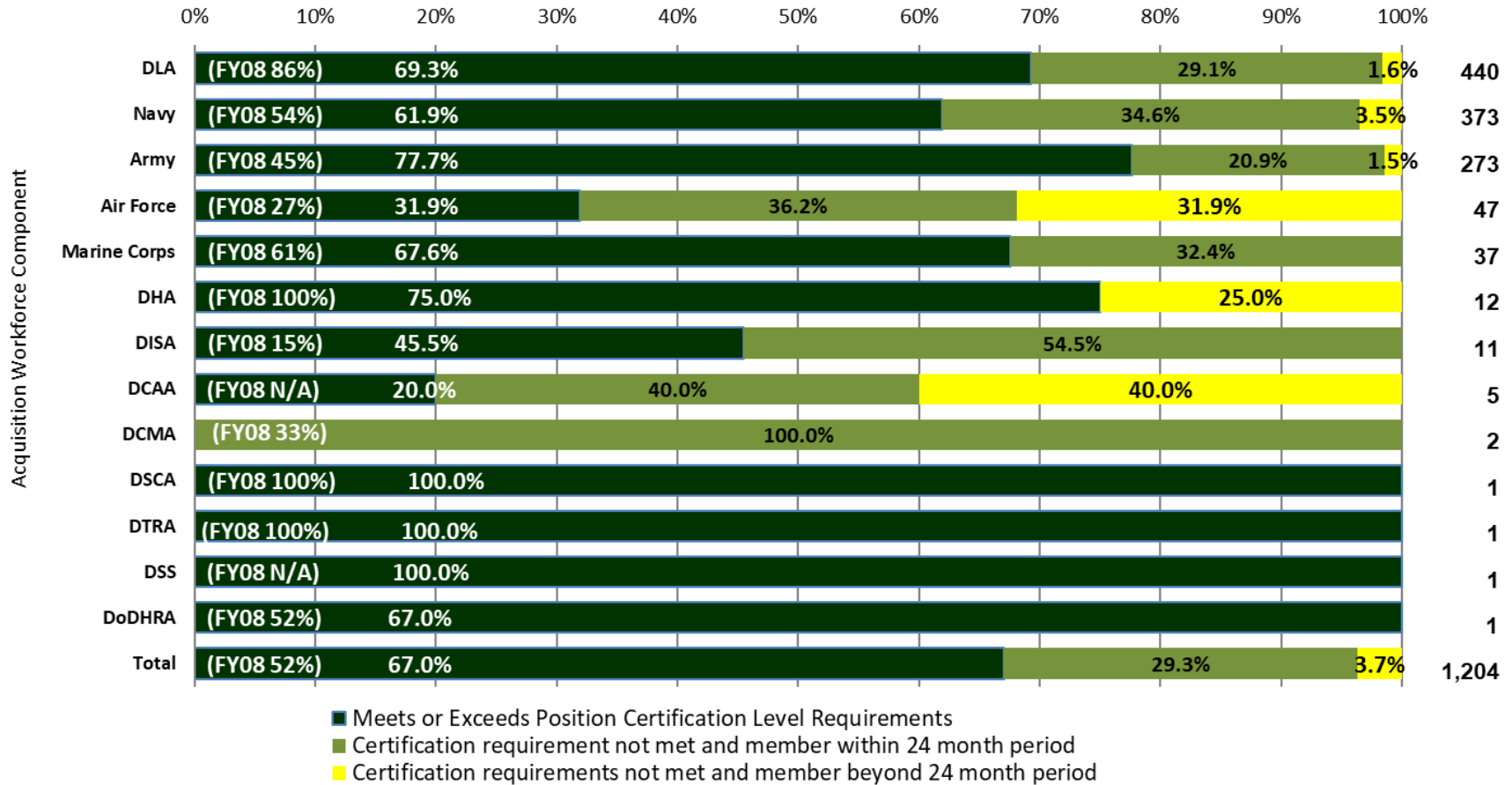
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





Purchasing DAWIA Certification by Component

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





Purchasing 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	147	83	79	3	312	52.9%
Level II	174	62	609	32	877	73.1%
Level III	-	-	-	1	1	100.0%
Unspecified	12	-	2	-	14	
FY19Q2 TOTAL	333	145	690	36	1,204	67.0%
	27.7%	12.0%	57.3%	3.0%		

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%	
Purchasing	807	67.0%	10 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	165	122	25	312	25.9%
Level II	641	223	13	877	72.8%
Level III	1	-	-	1	0.1%
Unspecified	-	8	6	14	1.2%
Purchasing TOTAL	807	353	44	1,204	
	67.0%	29.3%	3.7%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

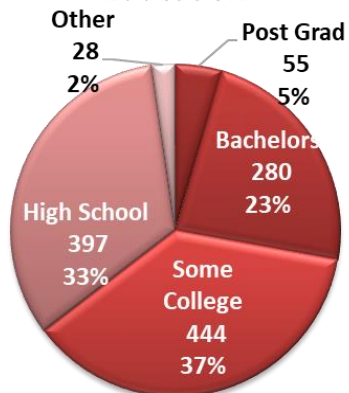


Purchasing Demographics

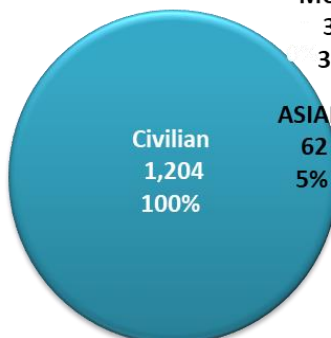
KLP - CAP - Non-CAP



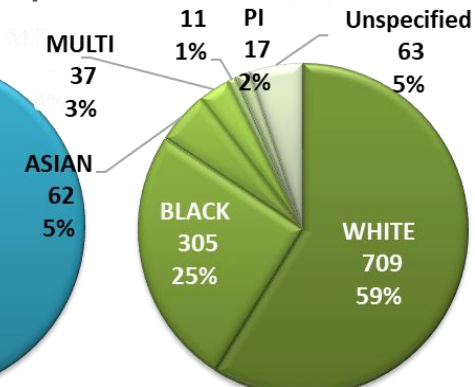
Education



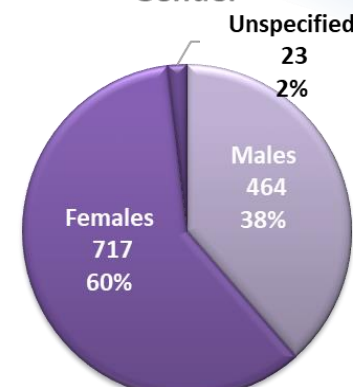
Civilian / Military



AMI/AN Race



Gender



Occupied Position Type	Purch TOTAL	Entire AWF
Key Leadership Positions (KLPs)	-	1,242
Critical Acquisition Positions (CAPs) *	-	16,708
Non-CAP Positions	1,204	156,646
Unknown	-	-
TOTAL	1,204	174,596

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

Highest Level of Education	Purch TOTAL	Entire AWF
Post Grad	55	70,018
Bachelors	280	77,243
Some College	444	12,151
High School	397	12,718
Other	28	2,466
TOTAL	1,204	174,596

Type	Purch TOTAL	Entire AWF
Civilian	1,204	158,922
Military	-	15,674
TOTAL	1,204	174,596

Race	Purch TOTAL	Entire DAW
WHITE	709	127,583
BLACK	305	21,036
ASIAN	62	11,990
MULTI	37	4,829
AMI/AN	11	1,133
PI	17	903
Unspecified	63	7,122
TOTAL	1,204	174,596

Gender	Purch TOTAL	Entire DAW
Males	464	122,206
Females	717	50,436
Unspecified	23	1,954
TOTAL	1,204	174,596



Purchasing Size by Occupational Series

Civilian Occupational Series	Purch TOTAL	
1105 - Purchasing Agent	1,140	94.7%
1101 - Business and Industry Specialist	42	3.5%
0343 - Management and Program Analyst	8	0.7%
1106 - Procurement Clerk / Technician	4	0.3%
2003 - Supply Management Specialist	2	0.2%
0301 - Administration & Program Staff	1	0.1%
2210 - Information Technology Management Spec	-	0.0%
1102 - Contract Specialist	-	0.0%
1910 - Quality Assurance Specialist	-	0.0%
<i>Other</i>	7	0.6%
TOTAL CIVILIAN	1,204	Civilians



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



Fact Sheet

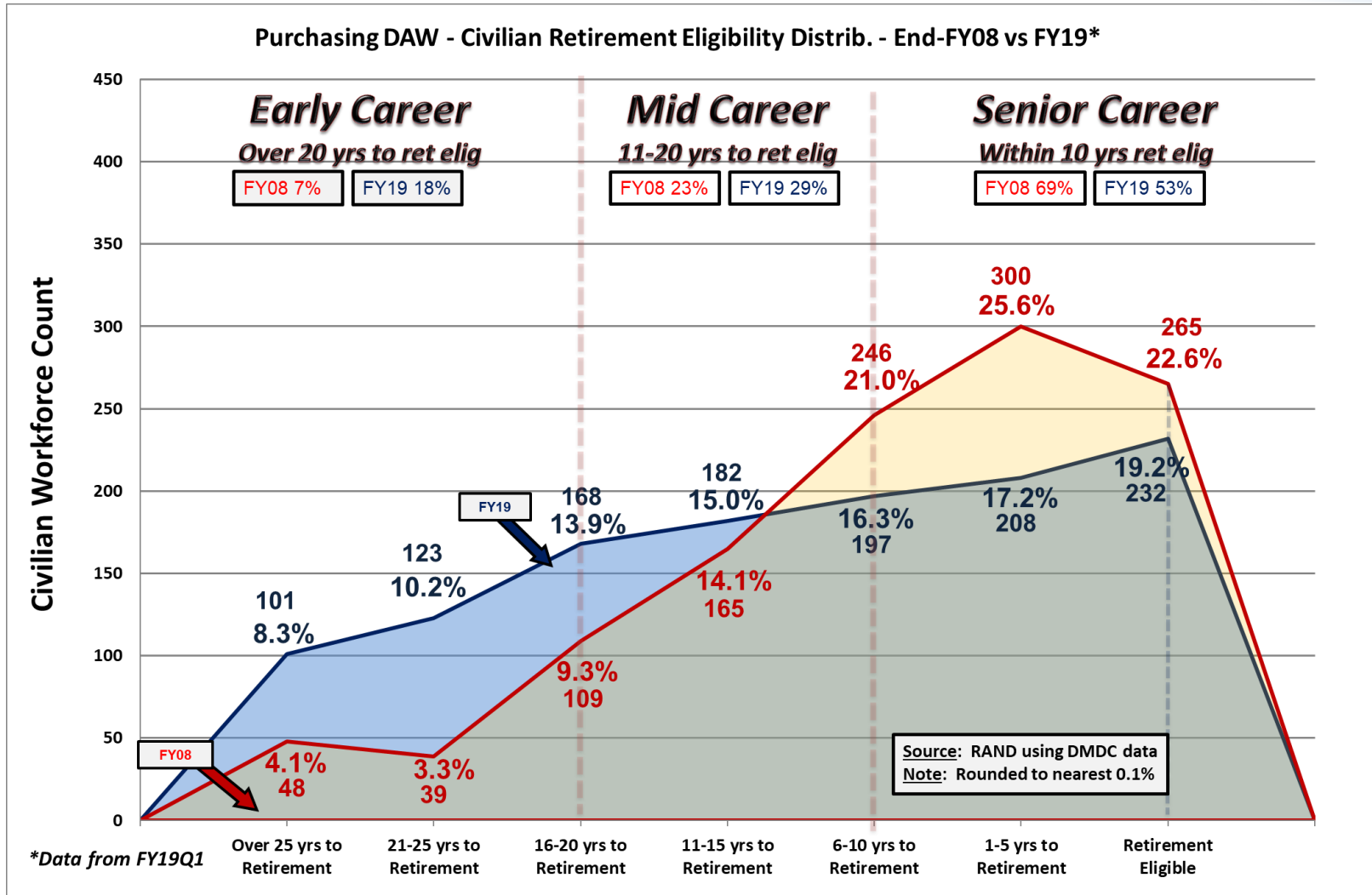


Human Capital Fact Sheet								
Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2019Q1			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,221	0	1,221	173,599
Change in size from 2008	-		-	-	3%	-100%	2%	38%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%		-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	13%	200%	13%	77%	28%		28%	84%
Graduate Degree	2%	0%	2%	29%	5%		5%	40%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	74%		74%	83%
Level II or Higher Achieved	42%	0%	41%	61%	61%		61%	70%
Level III Achieved	21%	0%	20%	36%	3%		3%	40%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	68%		68%	74%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	27%		27%	23%
Does Not Meet Certification Requirement	15%	0%	15%	14%	4%		4%	3%
Planning Considerations								
Average Age	51	30	50	46	48		48	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	0/2/98(%)		-	20/23/57 (%)(Civ)	18/29/53(%)		-	26/27/47(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	232(17%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	300(24%)	-	-	21,315(19%) (Civ)	208(18%)	-	-	25,072(16%)
Total Gains/Losses*	337 / 320	-	-	14,245/15,030 (Civ)	227/419	-	-	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.

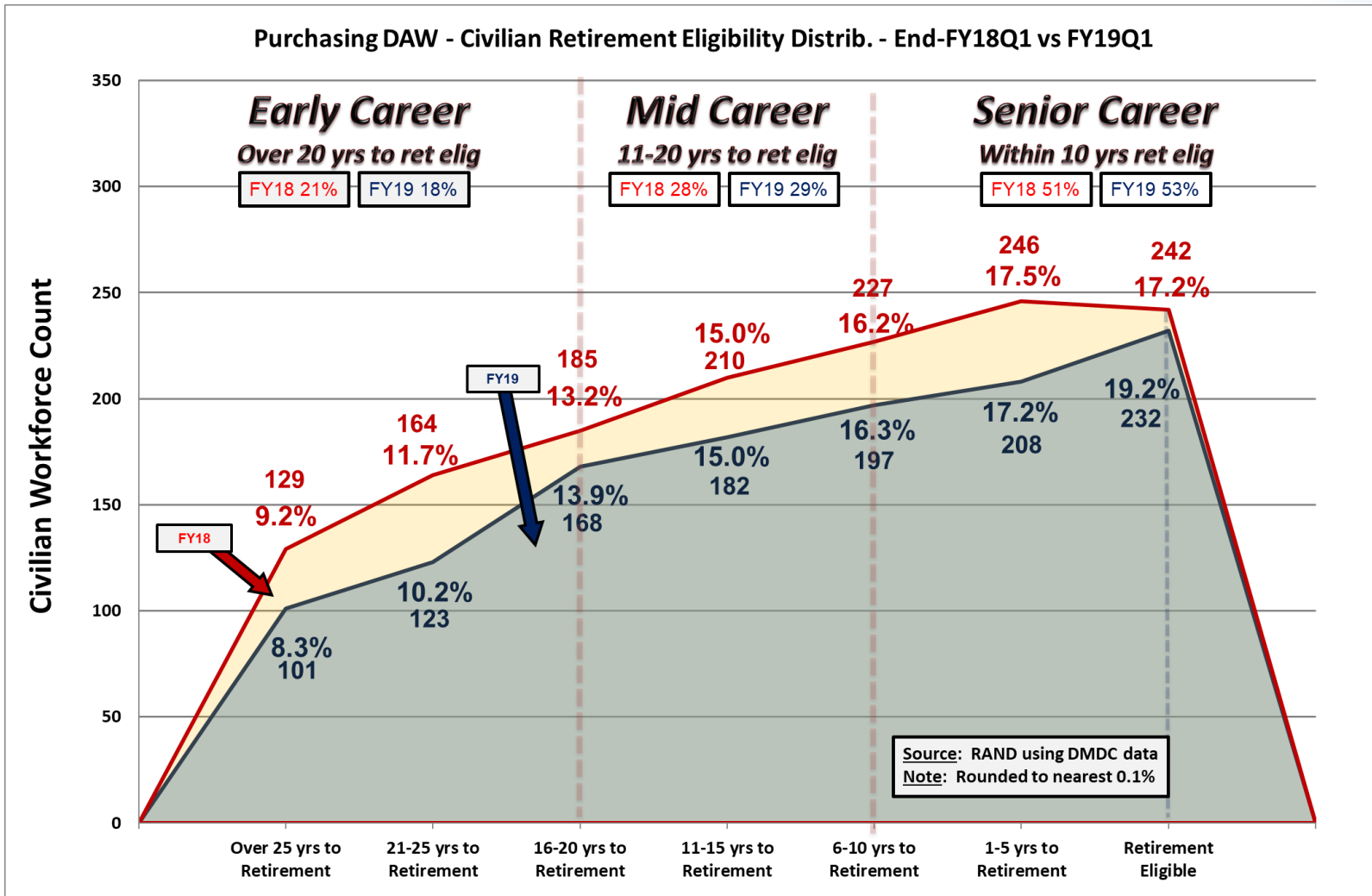


Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY19





Purchasing Civilian Retirement Eligibility Distribution – 1 year



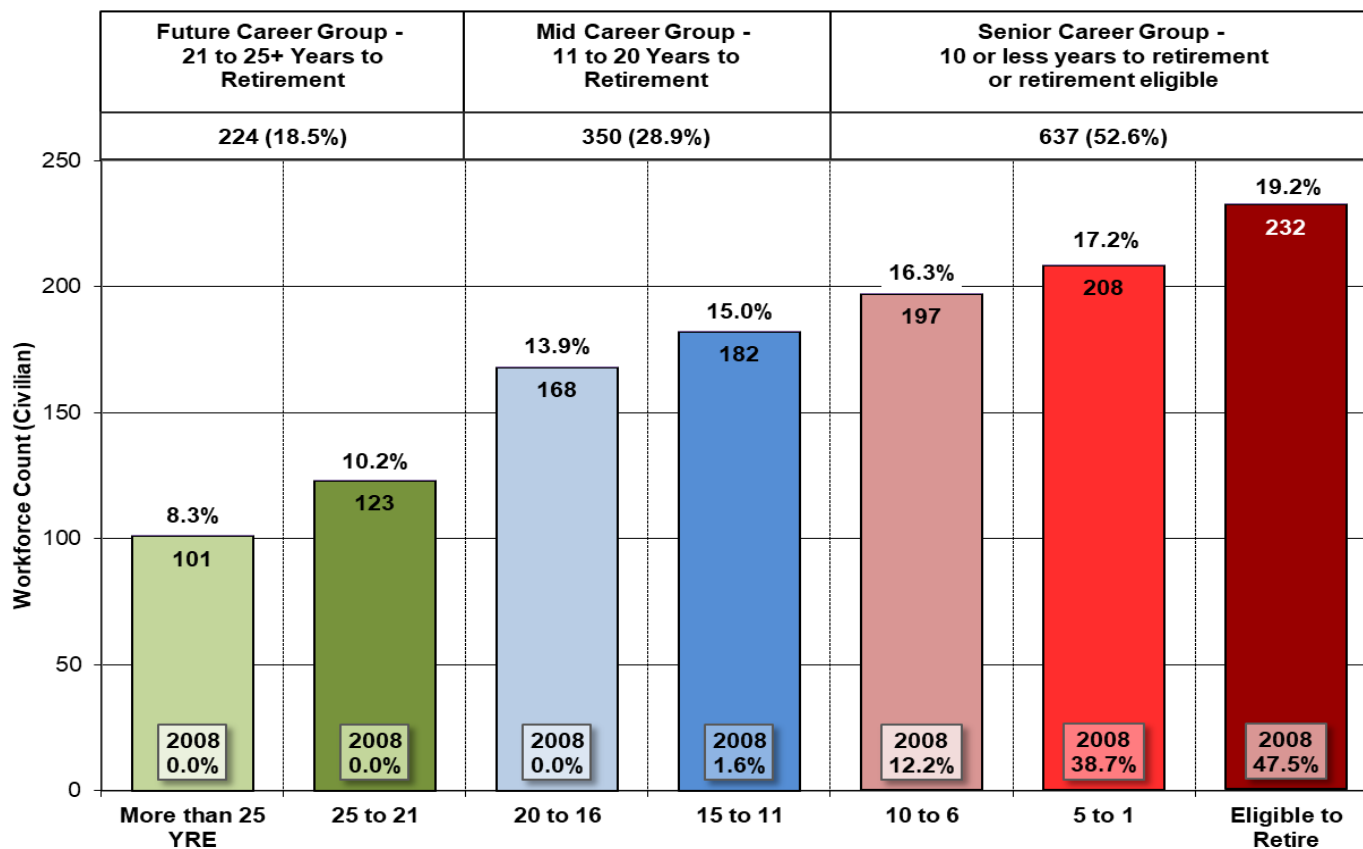
As of 31 Dec 2018



Purchasing Workforce Lifecycle Model by YRE



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



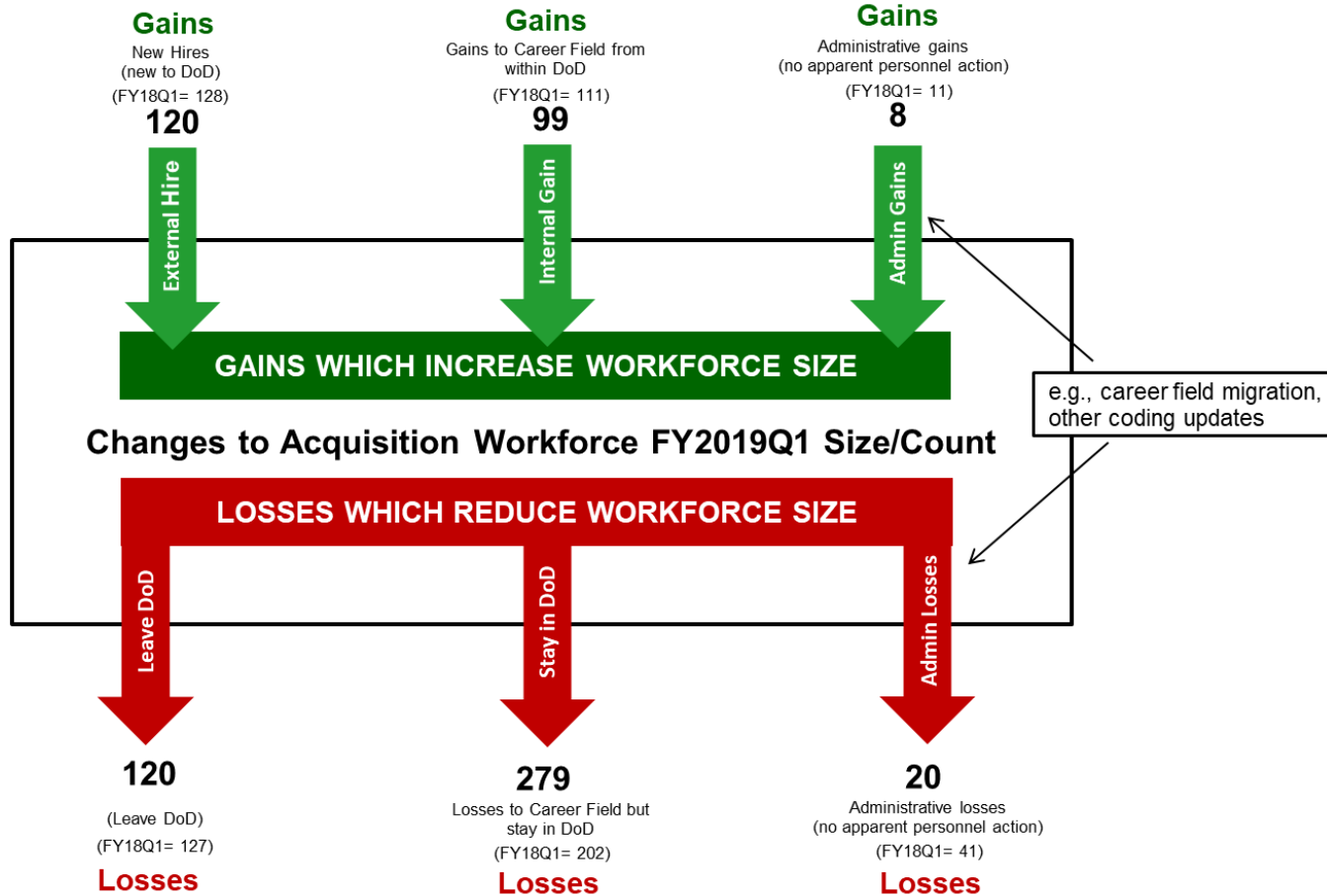
As of 31 Dec 2018



Purchasing 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



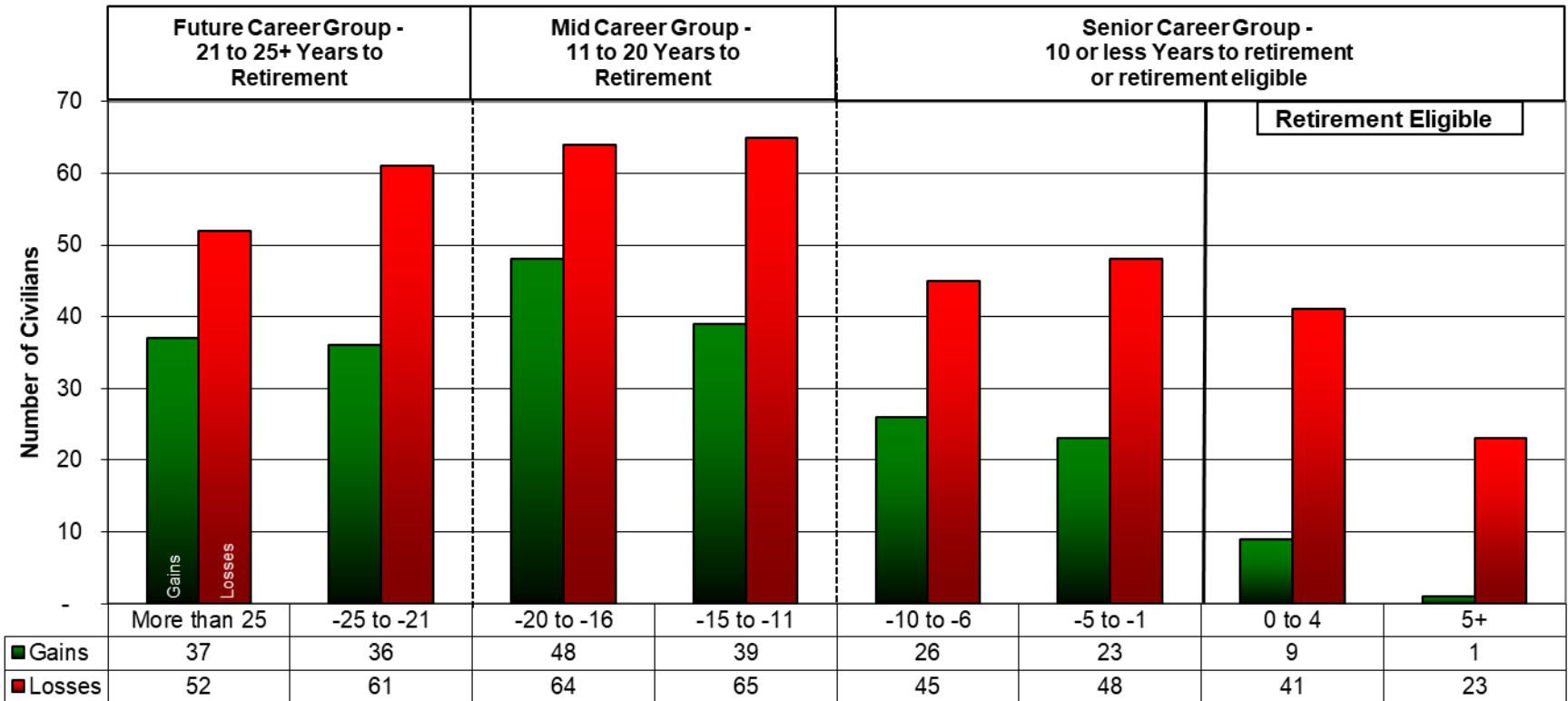


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses*



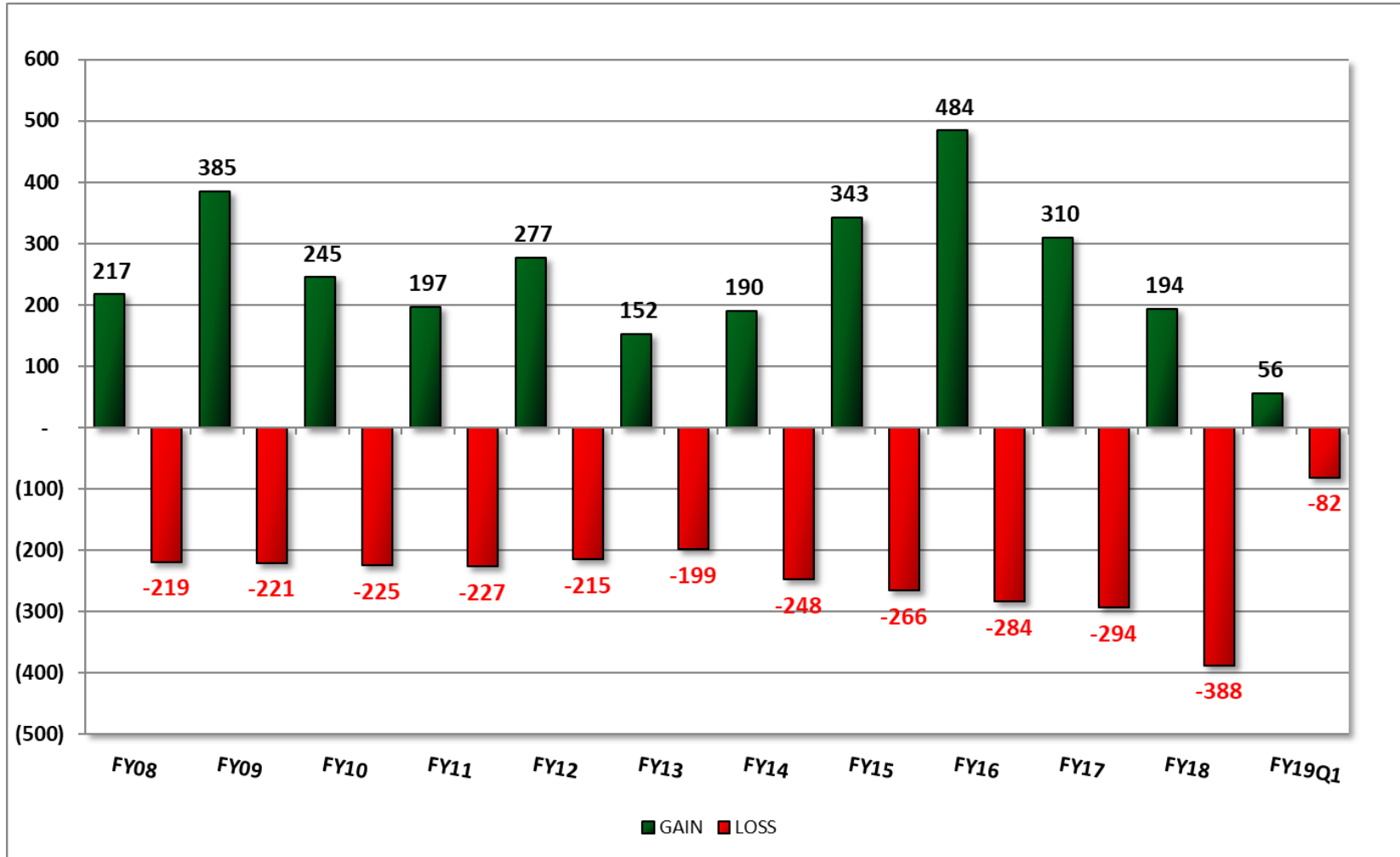
Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses

As of 31 Dec 2018



Purchasing Historical Gains and Losses FY08 – FY19



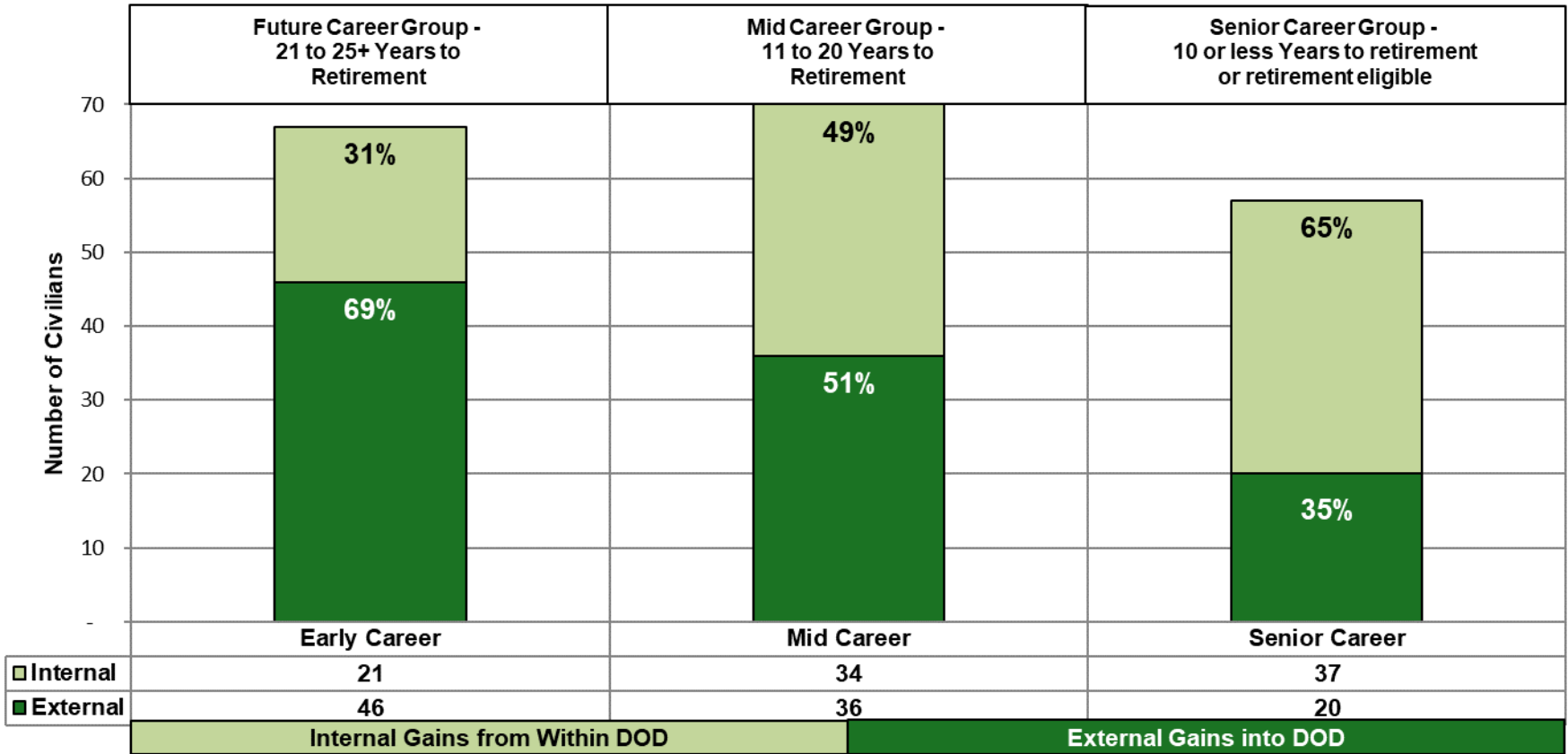
As of 31 Dec 2018



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

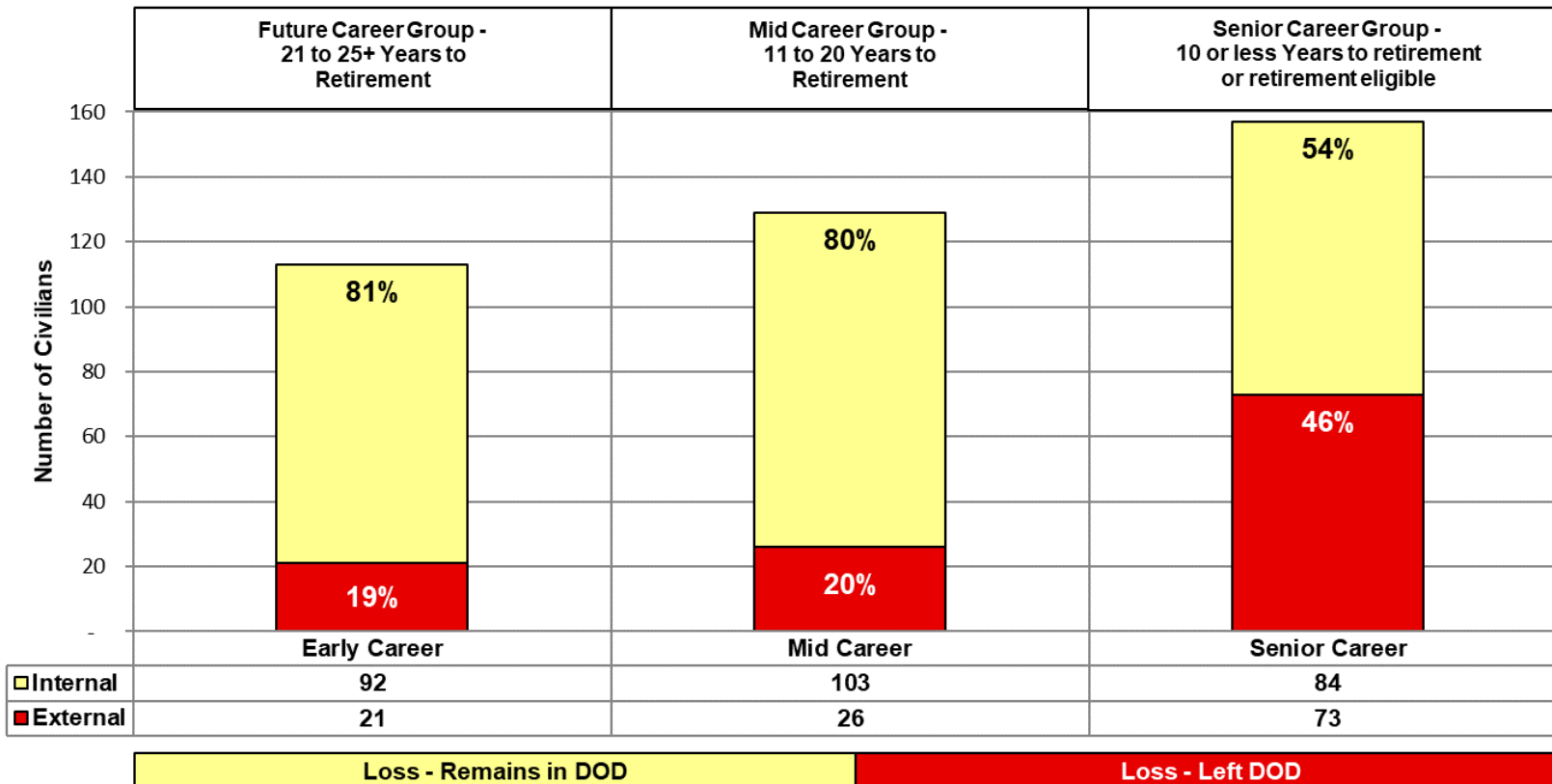


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

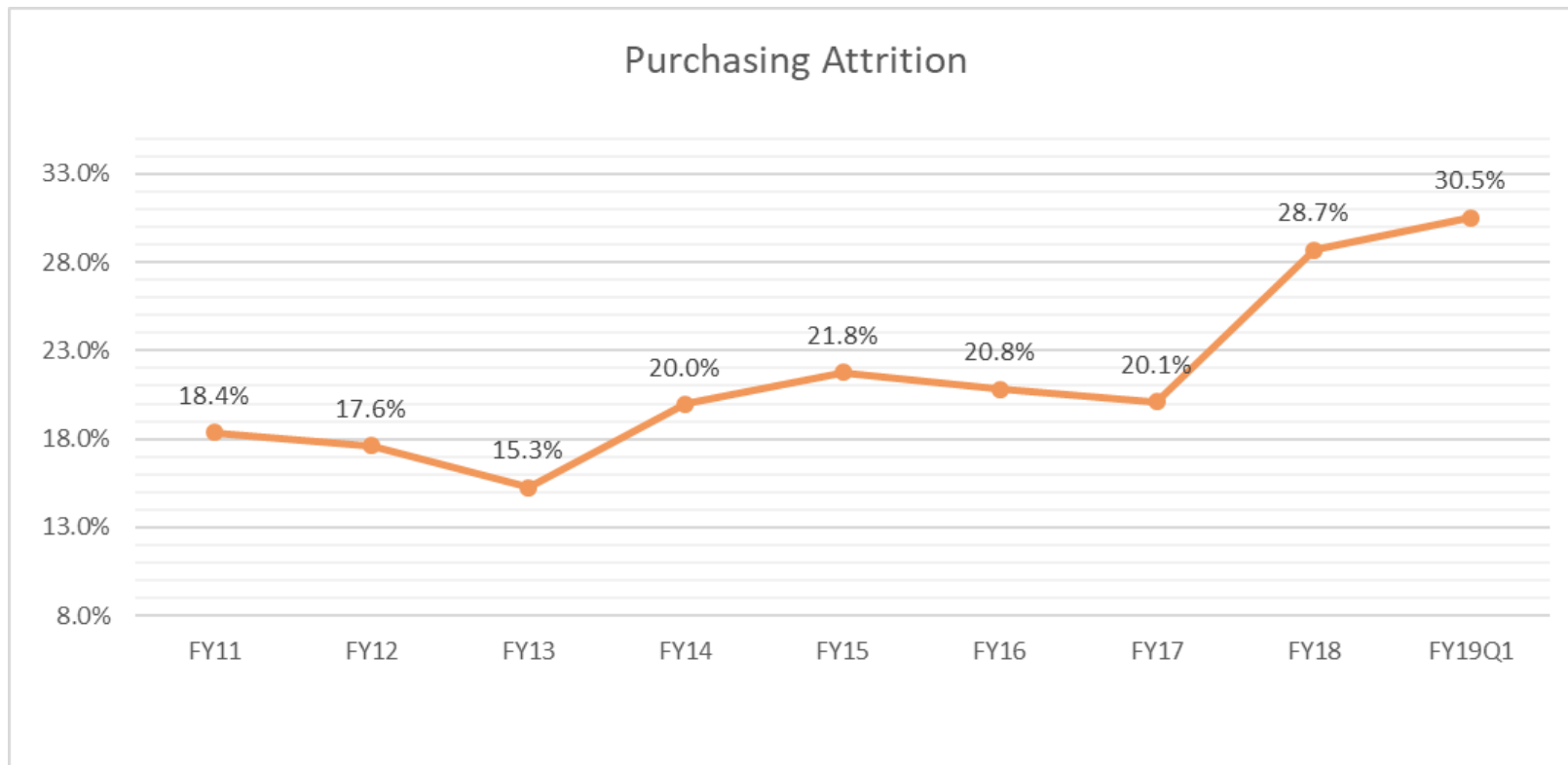
Workforce Lifecycle FY2019Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates

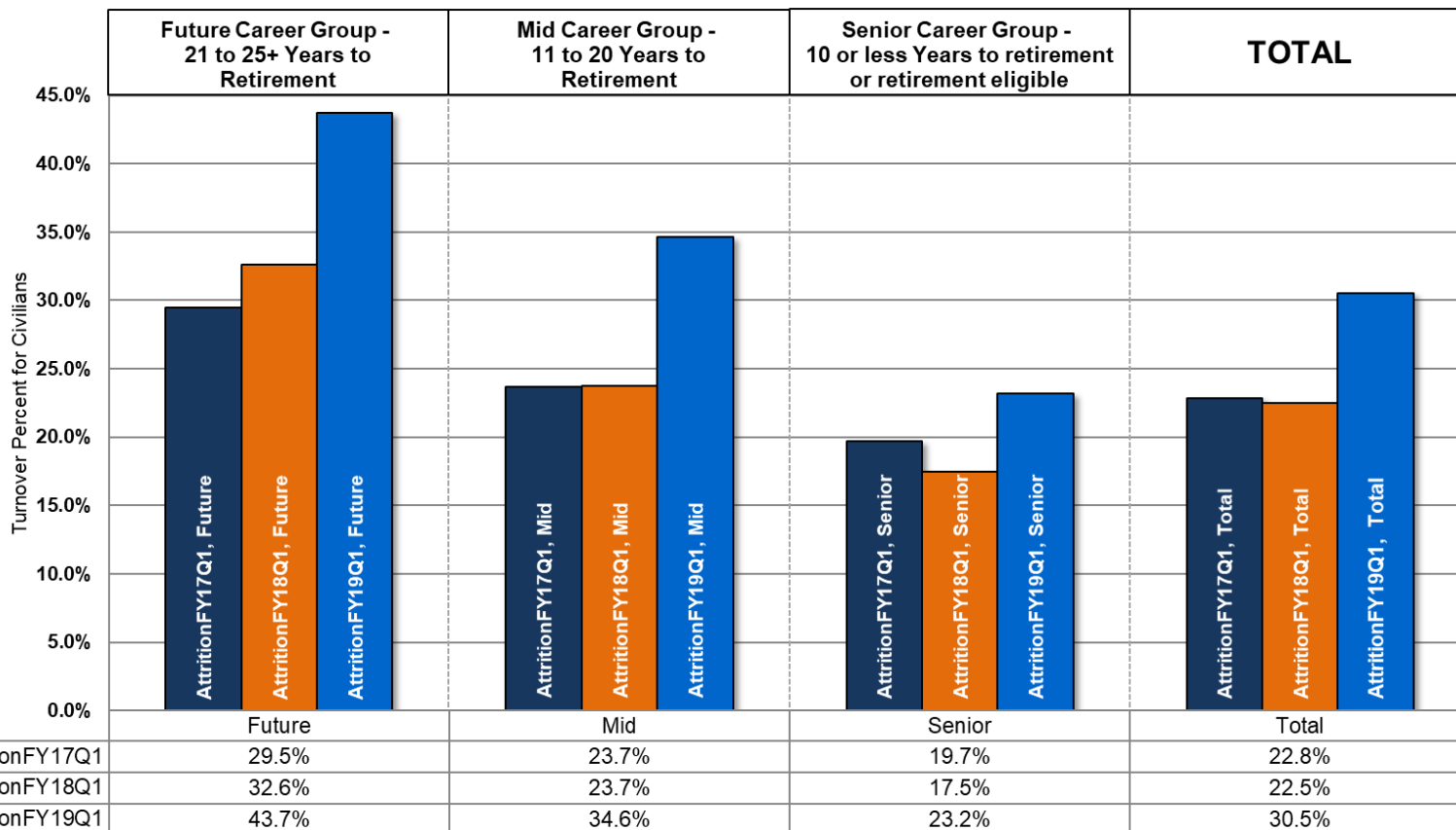


*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



Purchasing Attrition Rates by Career Group

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

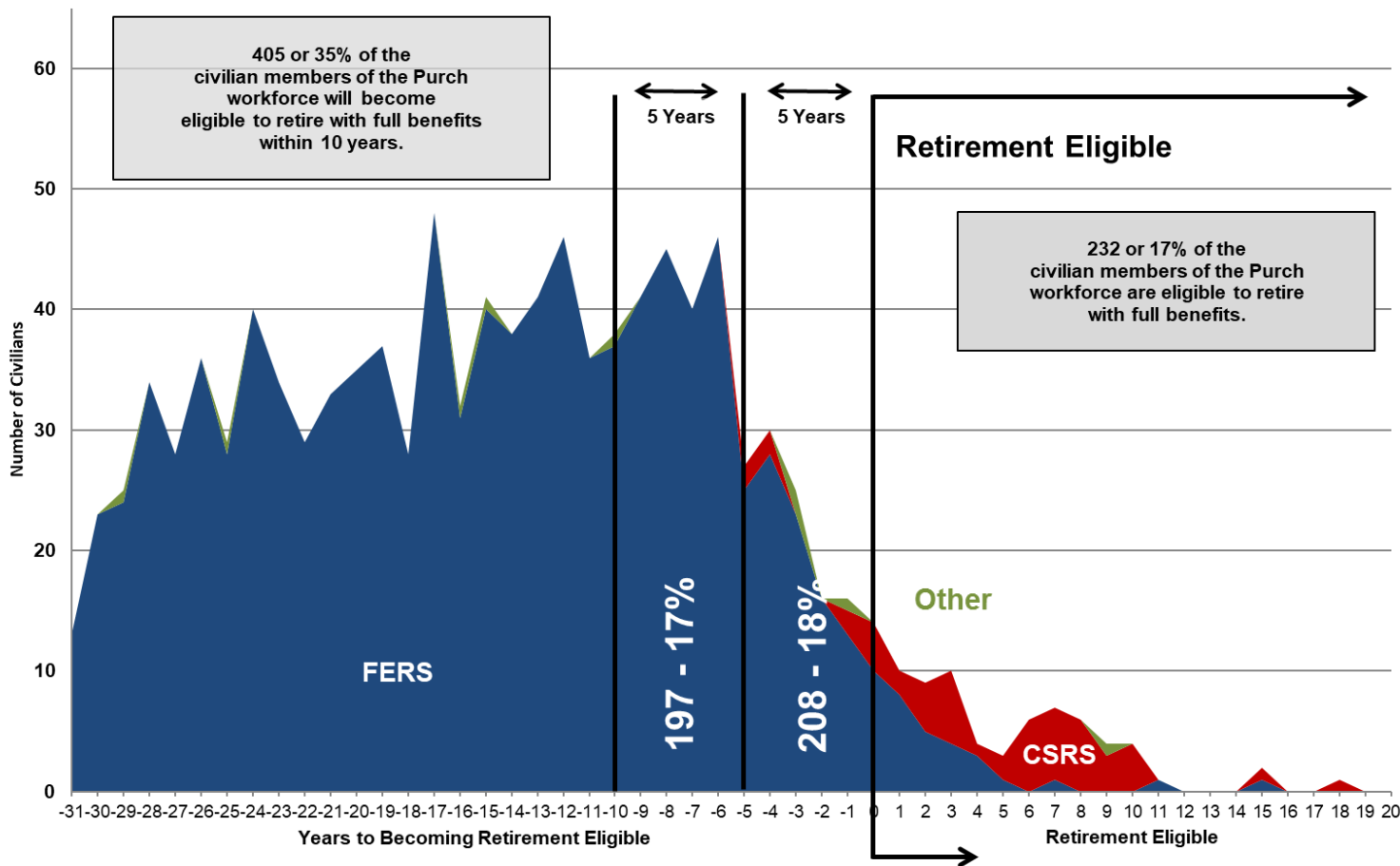




Purchasing Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Dec 2018



END