



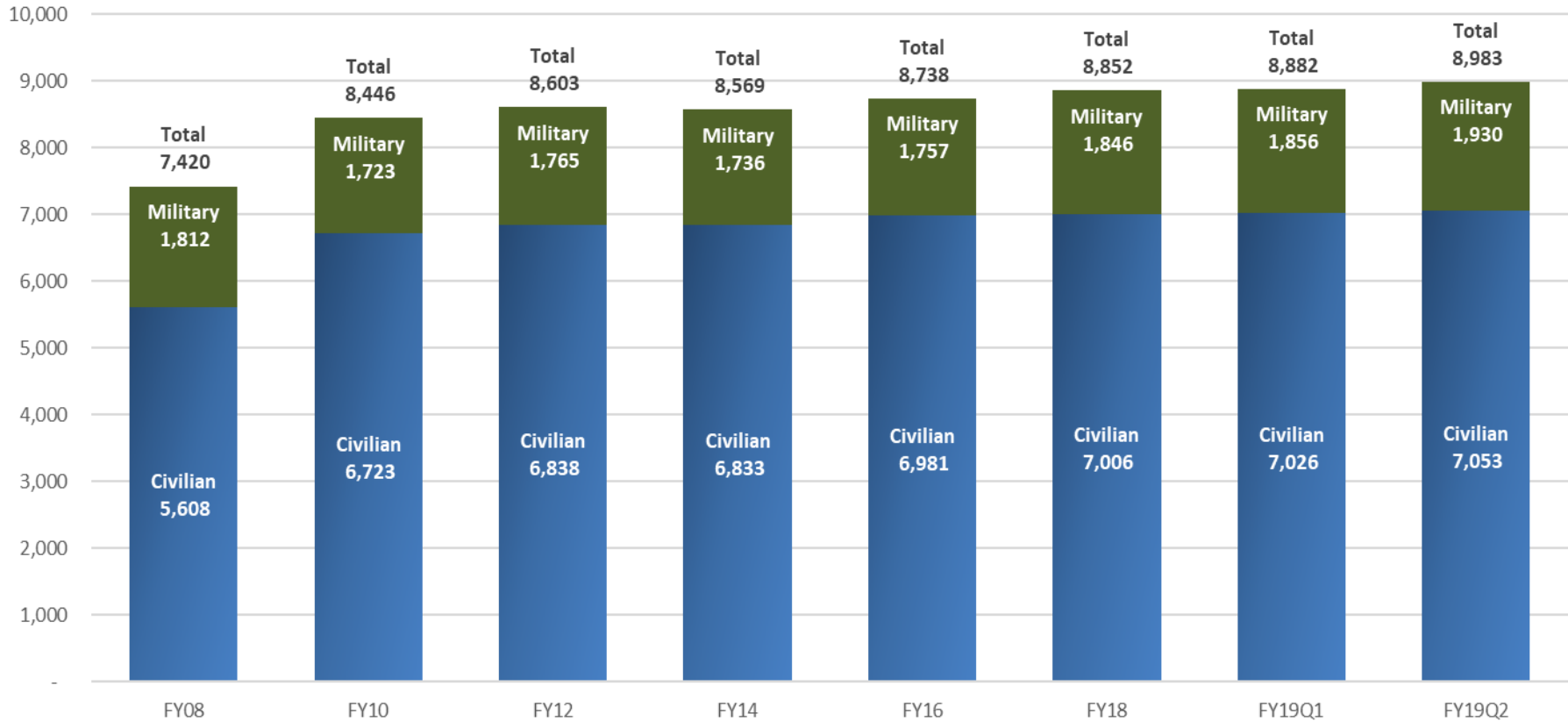
Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY19Q2 (31 March 2019)



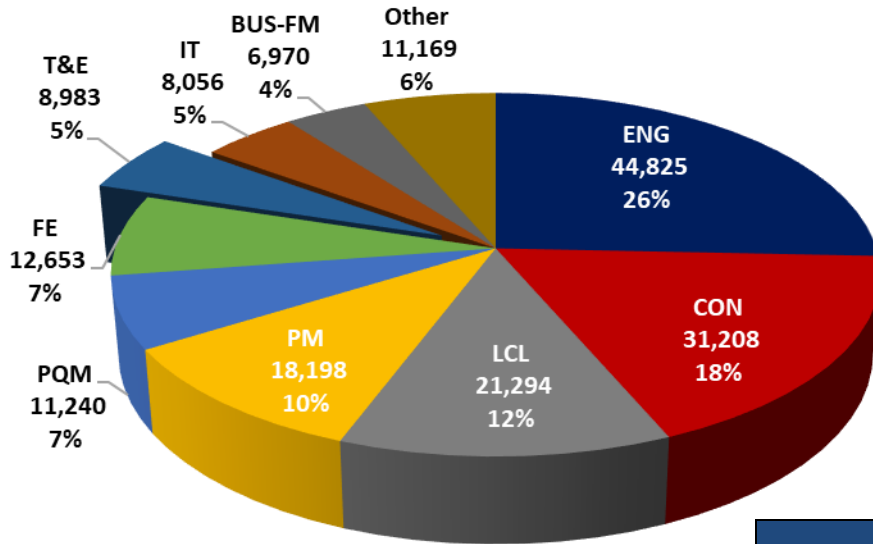
Total Historic Workforce

T&E





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%
Totals	41,374	62,246	3,028	39,511	28,437	174,596	
Component %	23.7%	35.7%	1.7%	22.6%	16.3%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY19



Test and Evaluation Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	2,360	2,877	2,952	3,053	3,239	3,276	3,292	39%	0%
MARINE CORPS	116	123	134	126	133	130	142	22%	9%
AIR FORCE	2,622	2,838	3,033	2,975	3,082	3,184	3,265	25%	3%
ARMY	2,135	2,304	2,116	2,037	1,903	1,909	1,930	-10%	1%
MDA	86	201	245	262	257	246	251	192%	2%
DISA	37	47	53	53	53	44	41	11%	-7%
TRMC	6	8	12	17	17	16	14	133%	-13%
DTRA	11	9	8	6	7	13	13	18%	0%
JCS	-	-	22	18	18	13	14		8%
DAU	6	6	8	7	8	6	6	0%	0%
OSD	3	5	7	6	7	5	6	100%	20%
DHA	-	1	5	4	4	5	5		0%
DCMA	31	20	5	3	8	4	3	-90%	-25%
DeCA	-	-	-	1	2	1	1		0%
DLA	1	4	3	1	-	-	-	-100%	
NDU	1	-	-	-	-	-	-	-100%	
IG	1	-	-	-	-	-	-	-100%	
4th Estate Other	4	3	-	-	-	-	-	-100%	
TOTAL	7,420	8,446	8,603	8,569	8,738	8,852	8,983	↑ 21%	↑ 1%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency



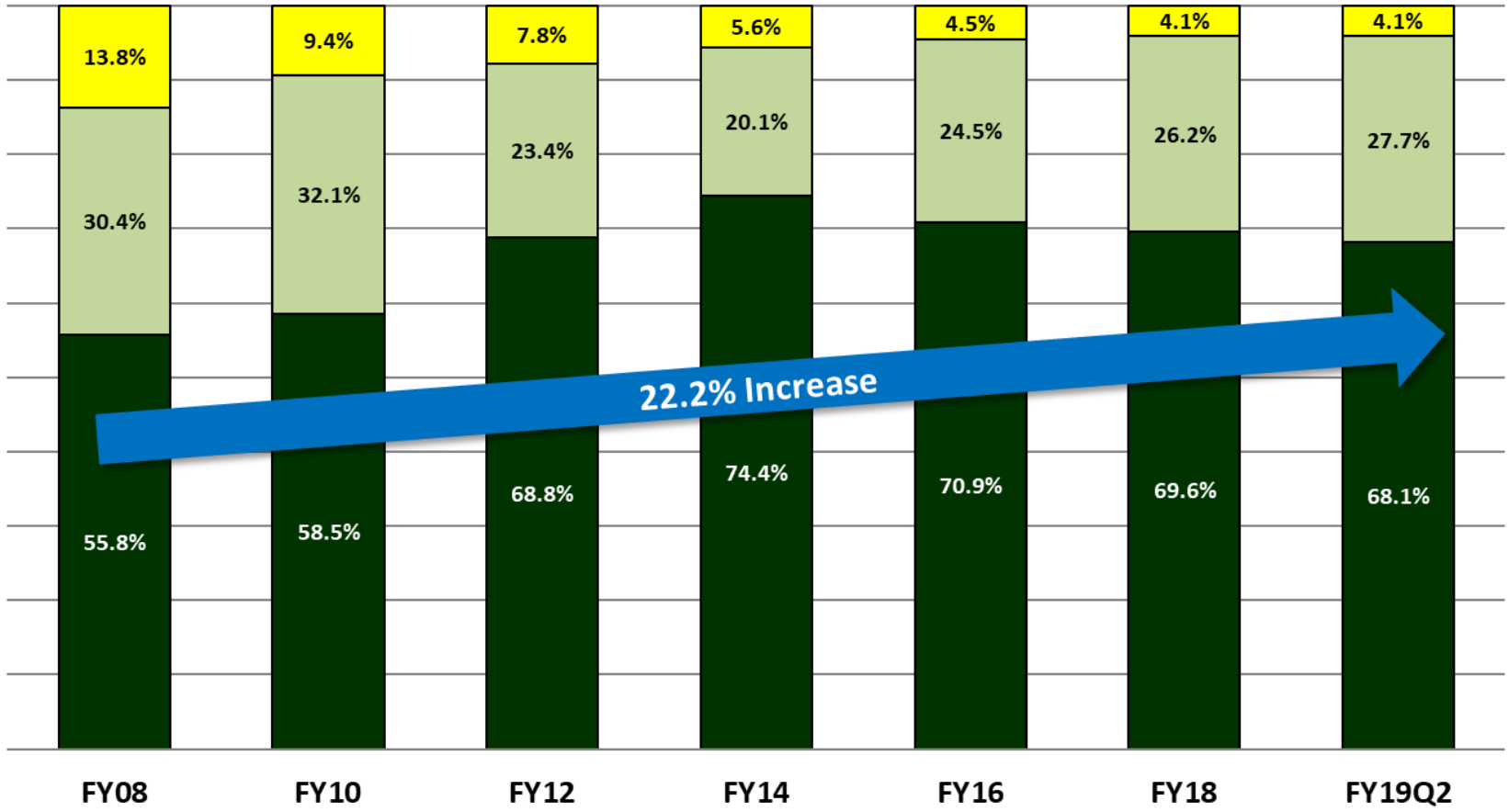
Test and Evaluation Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
Navy	3,195	3,200	3,227	3,229	3,203	3,214	3,276	3,263	3,292	3%
MARINE CORPS	139	134	129	128	130	127	130	134	142	9%
AIR FORCE	3,147	3,111	3,153	3,170	3,150	3,201	3,184	3,205	3,265	4%
ARMY	1,886	1,870	1,877	1,860	1,861	1,896	1,909	1,929	1,930	4%
MDA	257	259	257	252	247	247	246	244	251	2%
DISA	43	53	51	48	50	52	44	43	41	-18%
TRMC	18	18	18	18	17	17	16	16	14	-18%
DTRA	11	11	13	14	15	15	13	13	13	-13%
JCS	18	18	17	15	14	14	13	13	14	0%
DAU	8	7	7	7	7	7	6	6	6	-14%
OSD	6	6	6	6	7	7	5	6	6	-14%
DHA	3	3	4	4	5	5	5	5	5	0%
DCMA	5	4	5	5	4	4	4	4	3	-25%
DeCA	1	1	1	1	1	1	1	1	1	0%
TOTAL	8,737	8,695	8,765	8,757	8,711	8,807	8,852	8,882	8,983	↑ 3%



Test and Evaluation Historical DAWIA Certification FY08 – FY19



Test and Evaluation



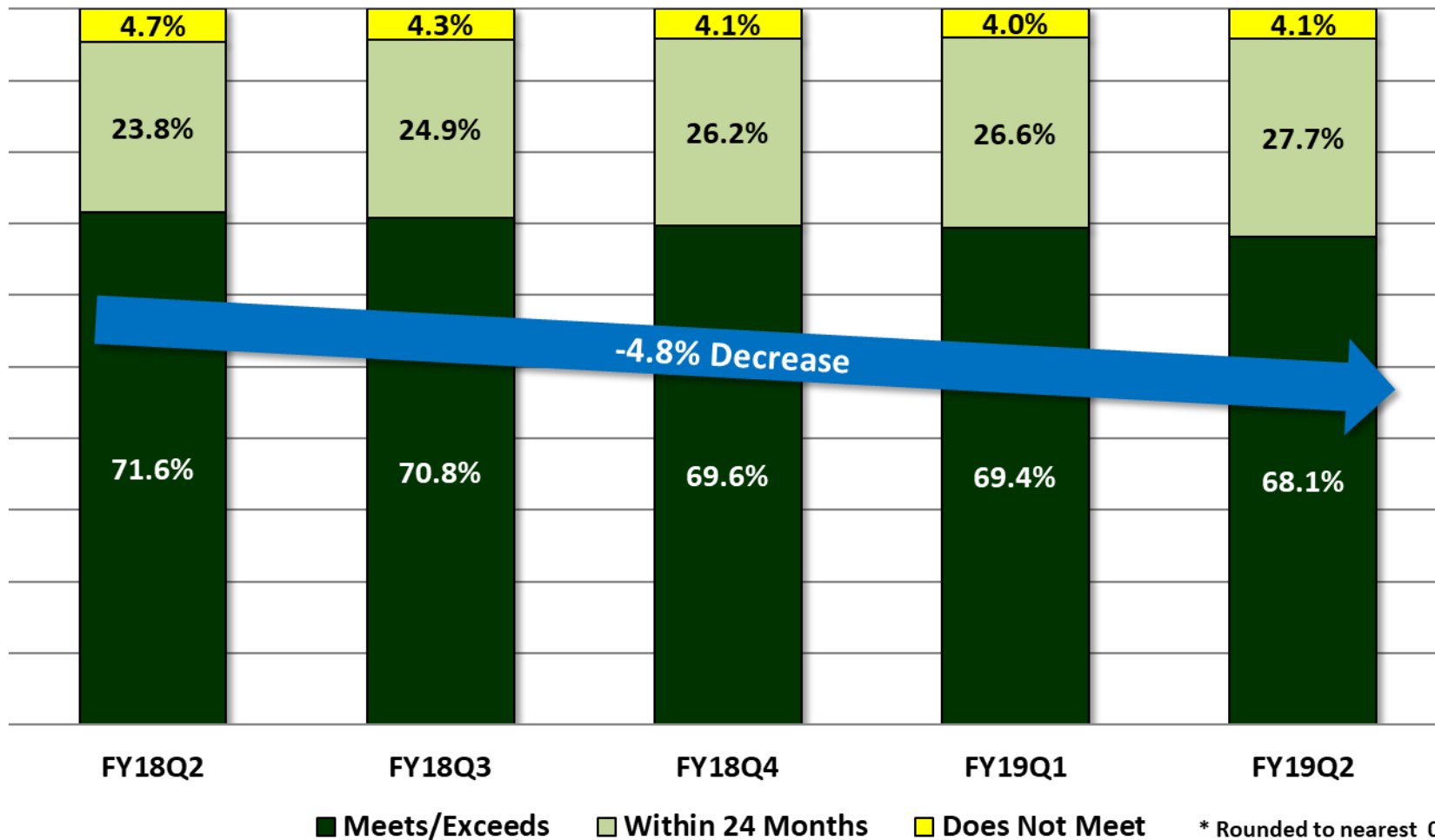
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Test and Evaluation Historical (Quarterly) DAWIA Certification



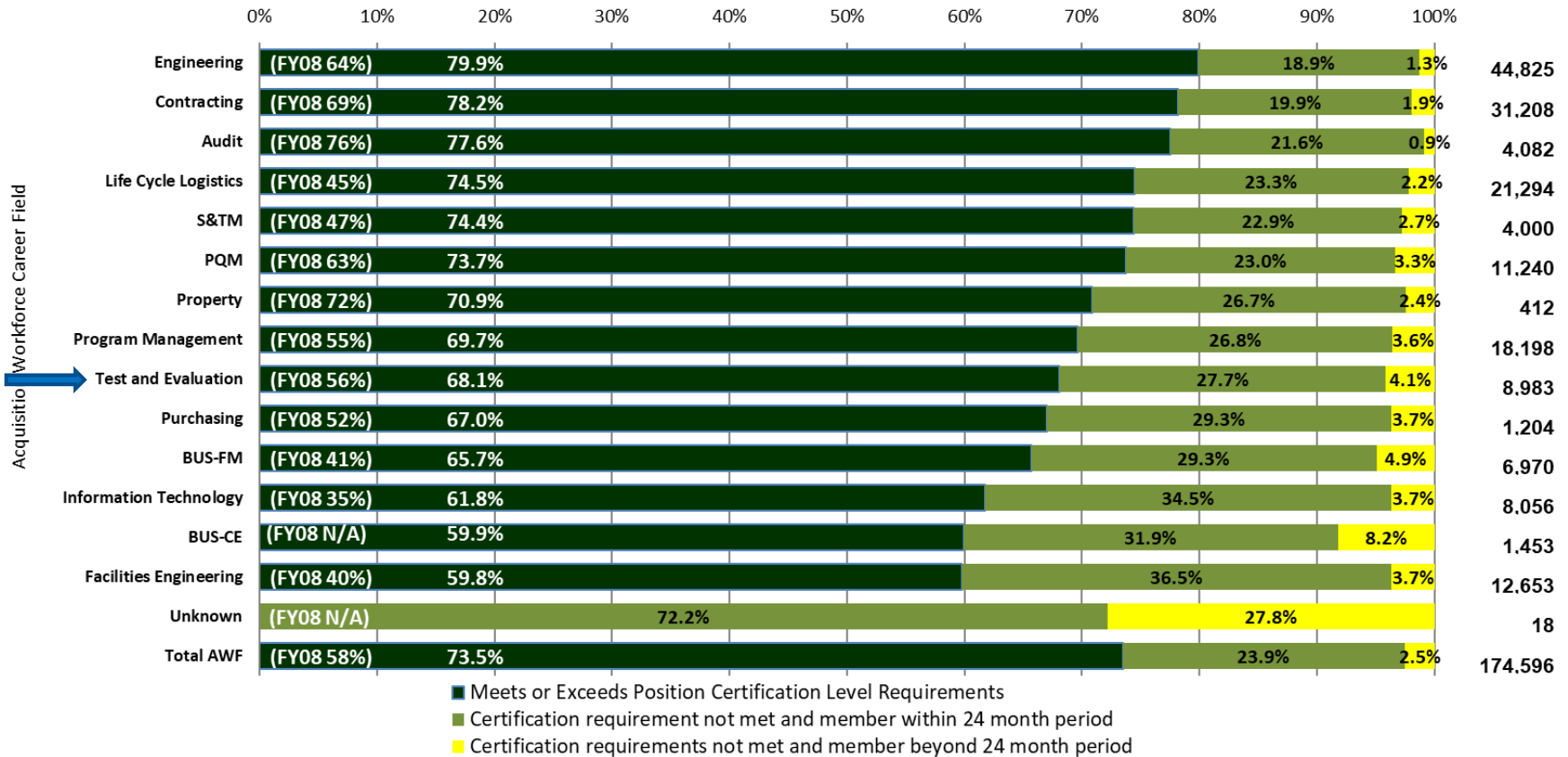
Test and Evaluation





Test and Evaluation DAWIA Certification by Career Field

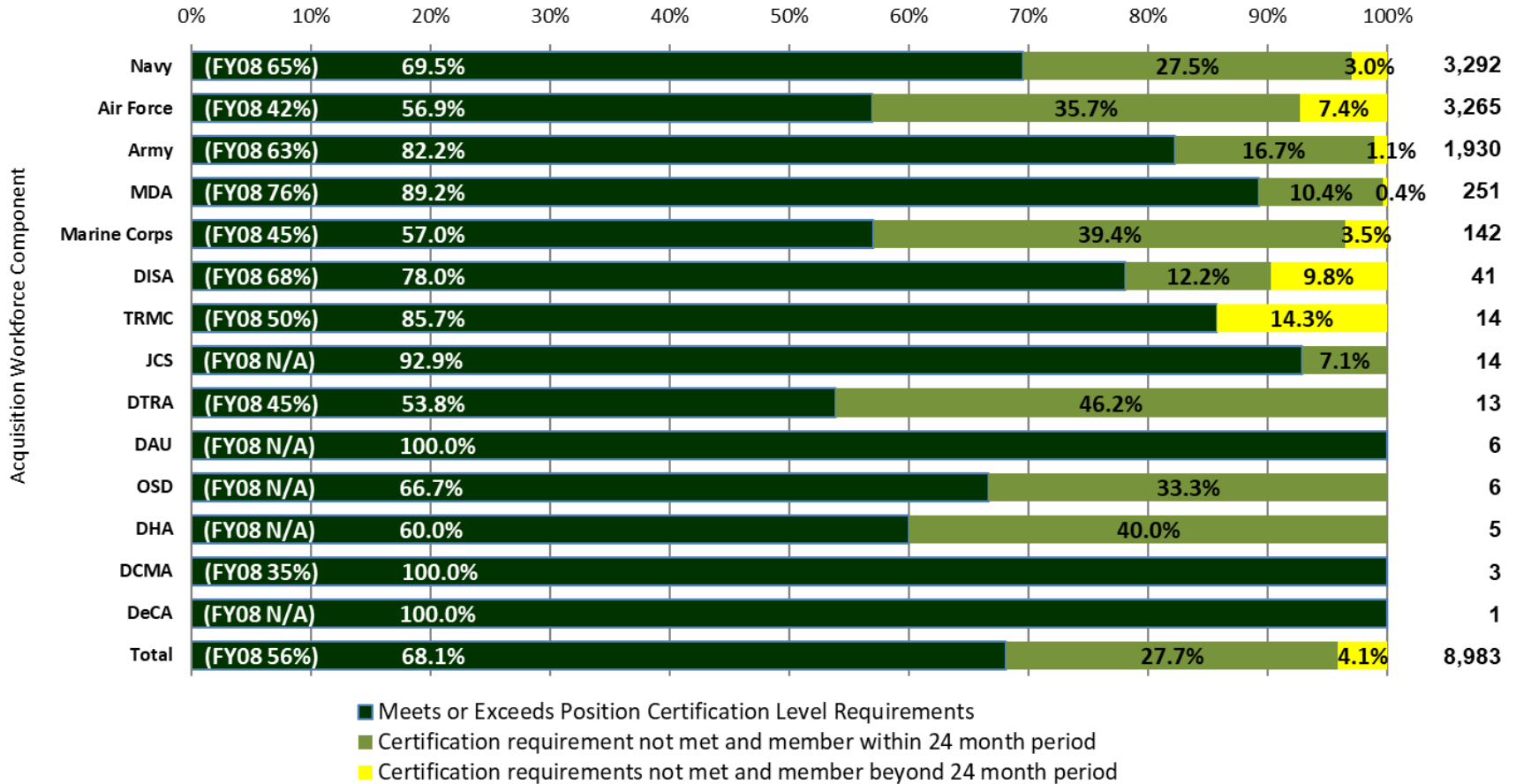
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY19Q2)





Test and Evaluation 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	867	572	120	139	1,698	48.9%
Level II	859	767	1,423	1,382	4,431	63.3%
Level III	175	69	126	2,483	2,853	87.0%
<i>Unspecified</i>	1	-	-	-	1	
FY19Q2 TOTAL	1,902	1,408	1,669	4,004	8,983	68.1%
	21.2%	15.7%	18.6%	44.6%		

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%	
Test and Ev	6,119	68.1%	9 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	831	845	22	1,698	18.9%
Level II	2,805	1,341	285	4,431	49.3%
Level III	2,483	305	65	2,853	31.8%
<i>Unspecified</i>	-	1	-	1	0.0%
Test and Evaluation TOTAL	6,119	2,492	372	8,983	
	68.1%	27.7%	4.1%		

= Compliance

= Exceeds Requirements

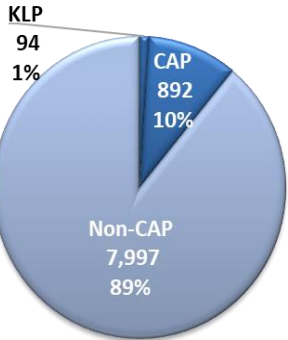
* NOTE: Rounded to nearest 0.1%



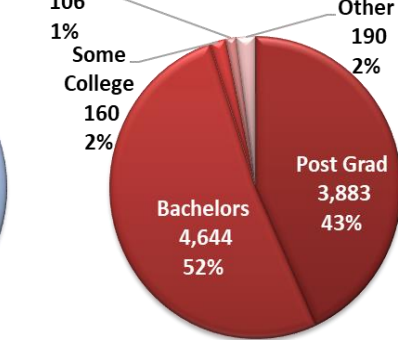
T & E Demographics



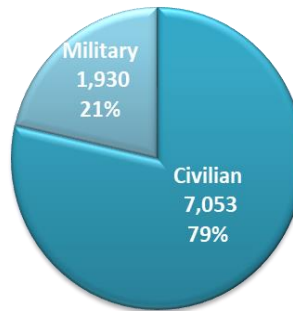
KLP - CAP - Non-CAP



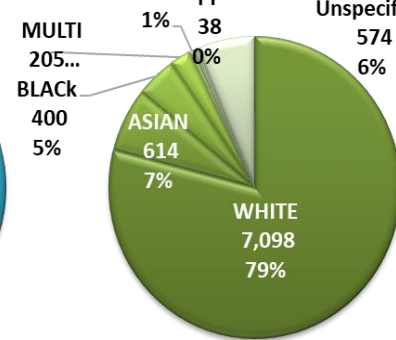
High School Education



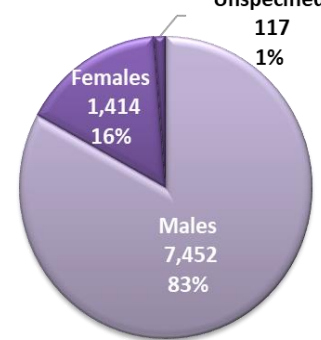
Civilian / Military



Race



Gender



Occupied Position Type	T&E TOTAL	Entire AWF
Key Leadership Positions (KLPs)	94 1.0%	1,242 0.7%
Critical Acquisition Positions (CAPs) *	892 9.9%	16,708 9.6%
Non-CAP Positions	7,997 89.0%	156,646 89.7%
Unknown	- 0.0%	- 0.0%
TOTAL	8,983	174,596

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

Race	T&E TOTAL	Entire DAW
WHITE	7,098 79.0%	127,583 73.1%
ASIAN	614 6.8%	21,036 12.0%
BLACK	400 4.5%	11,990 6.9%
MULTI	205 2.3%	4,829 2.8%
AMI/AN	54 0.6%	1,133 0.6%
PI	38 0.4%	903 0.5%
Unspecified	574 6.4%	7,122 4.1%
TOTAL	8,983	174,596

Highest Level of Education	T&E TOTAL	Entire AWF
Post Grad	3,883 43.2%	70,018 40.1%
Bachelors	4,644 51.7%	77,243 44.2%
Some College	160 1.8%	12,151 7.0%
High School	106 1.2%	12,718 7.3%
Other	190 2.1%	2,466 1.4%
TOTAL	8,983	174,596

Gender	T&E TOTAL	Entire DAW
Males	7,452 83.0%	122,206 70.0%
Females	1,414 15.7%	50,436 28.9%
Unspecified	117 1.3%	1,954 1.1%
TOTAL	8,983	174,596

Type	T&E TOTAL	Entire AWF
Civilian	7,053 78.5%	158,922 91.0%
Military	1,930 21.5%	15,674 9.0%
TOTAL	8,983	174,596



T & E Size by Occupational Series

Civilian Occupational Series	T&E TOTAL	
0801 - Engineer, General	1,732	24.6%
0855 - Engineer, Electronics	1,507	21.4%
0830 - Engineer, Mechanical	856	12.1%
0861 - Engineer, Aerospace	576	8.2%
1550 - Computer Scientist	505	7.2%
1515 - Operations Research Analyst	467	6.6%
0854 - Engineer, Computers	249	3.5%
0850 - Engineer, Electrical	218	3.1%
0301 - Administration & Program Staff	139	2.0%
<i>Other</i>	719	10.2%
TOTAL CIVILIAN	7,053	Civilians



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



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2019Q1			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	7,026	1,856	8,882	173,599
Change in size from 2008	-		-	-	25%	2%	20%	38%
Civilian/Military Composition	76%	24%	-	88% / 12%	79%	21%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	95%	140%	94%	77%	97%	88%	95%	84%
Graduate Degree	30%	43%	33%	29%	40%	54%	43%	40%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	85%	60%	80%	83%
Level II or Higher Achieved	68%	24%	57%	61%	74%	30%	64%	70%
Level III Achieved	52%	8%	41%	36%	54%	14%	45%	40%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	77%	42%	69%	74%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	20%	50%	27%	23%
Does Not Meet Certification Requirement	13%	17%	14%	14%	3%	8%	4%	3%
Planning Considerations								
Average Age	44	35	42	46	44	34	42	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)		-	20/23/57 (%)(Civ)	34/23/43(%)		-	26/27/47(%)
Average Years of Service	15	11	14	17	15	12	14	15
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,217(16%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,101(17%)	-	-	25,072(16%)
Total Gains/Losses*	926 / 934	-	-	14,245/15,030 (Civ)	914/815	-	-	20,099/12,261

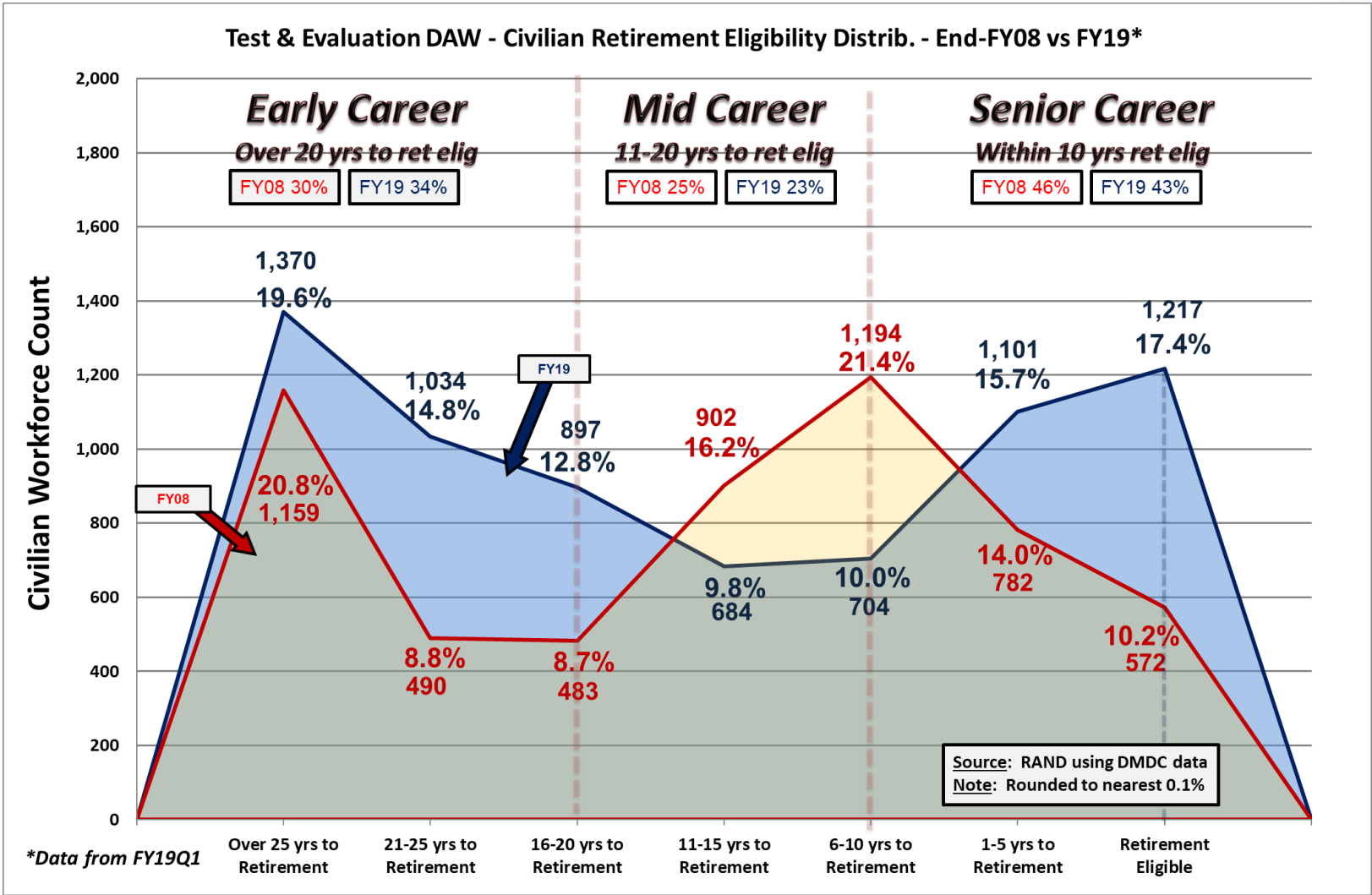
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY19



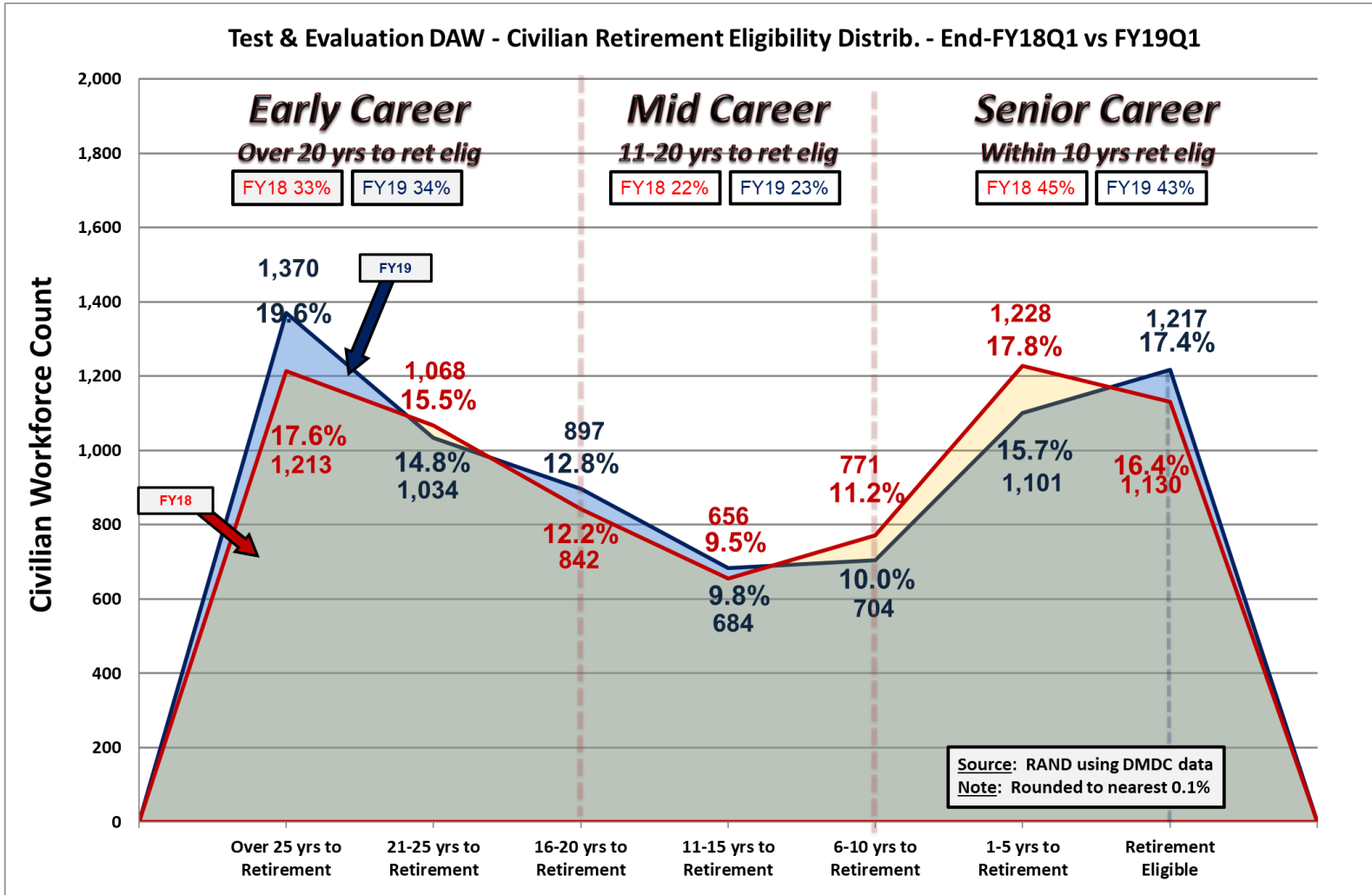
Test & Evaluation DAW - Civilian Retirement Eligibility Distrib. - End-FY08 vs FY19*



As of 31 Dec 2018



Test and Evaluation Civilian Retirement Eligibility Distribution - 1 year



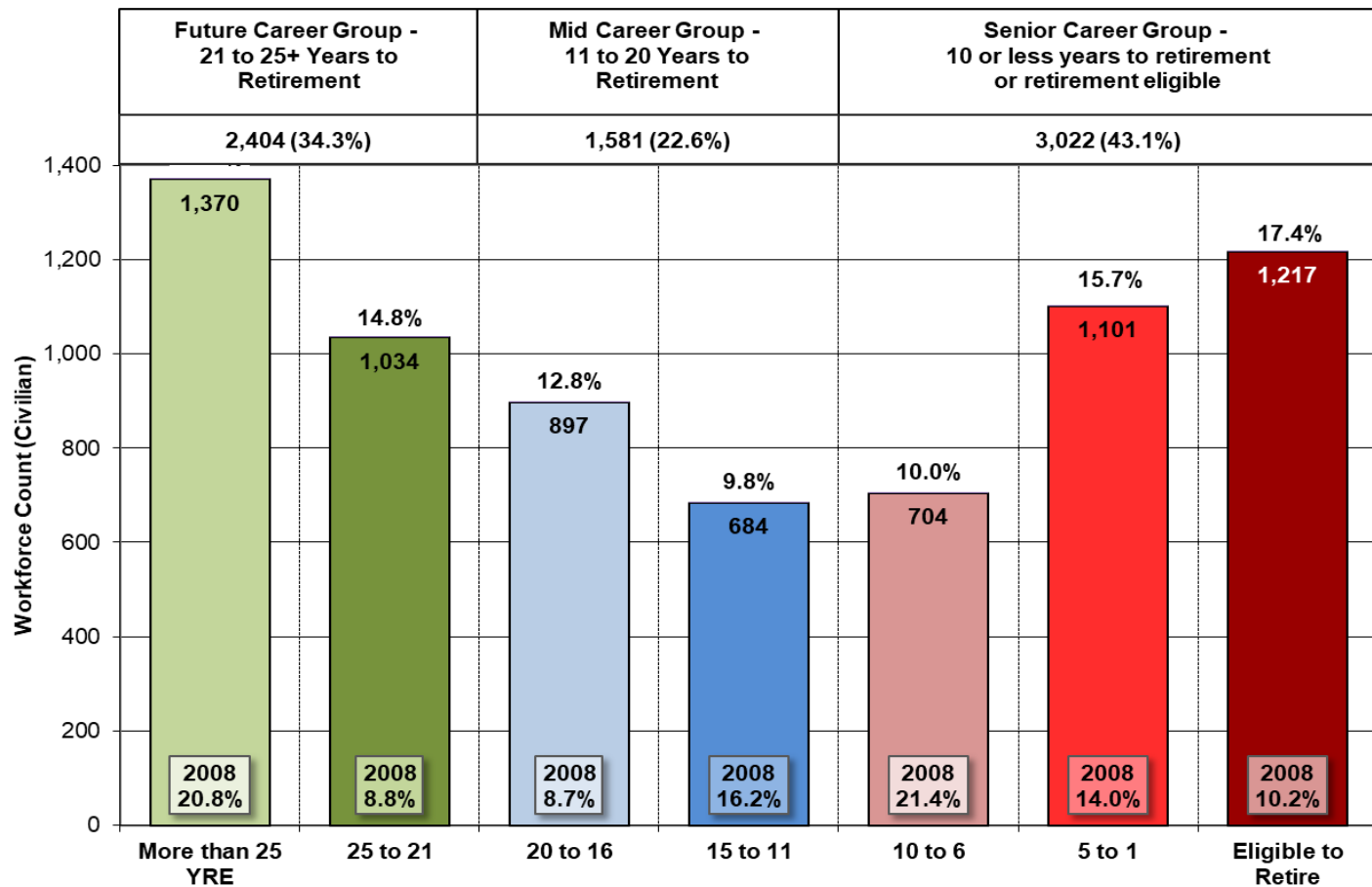
As of 31 Dec 2018



Test and Evaluation Workforce Lifecycle Model by YRE



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



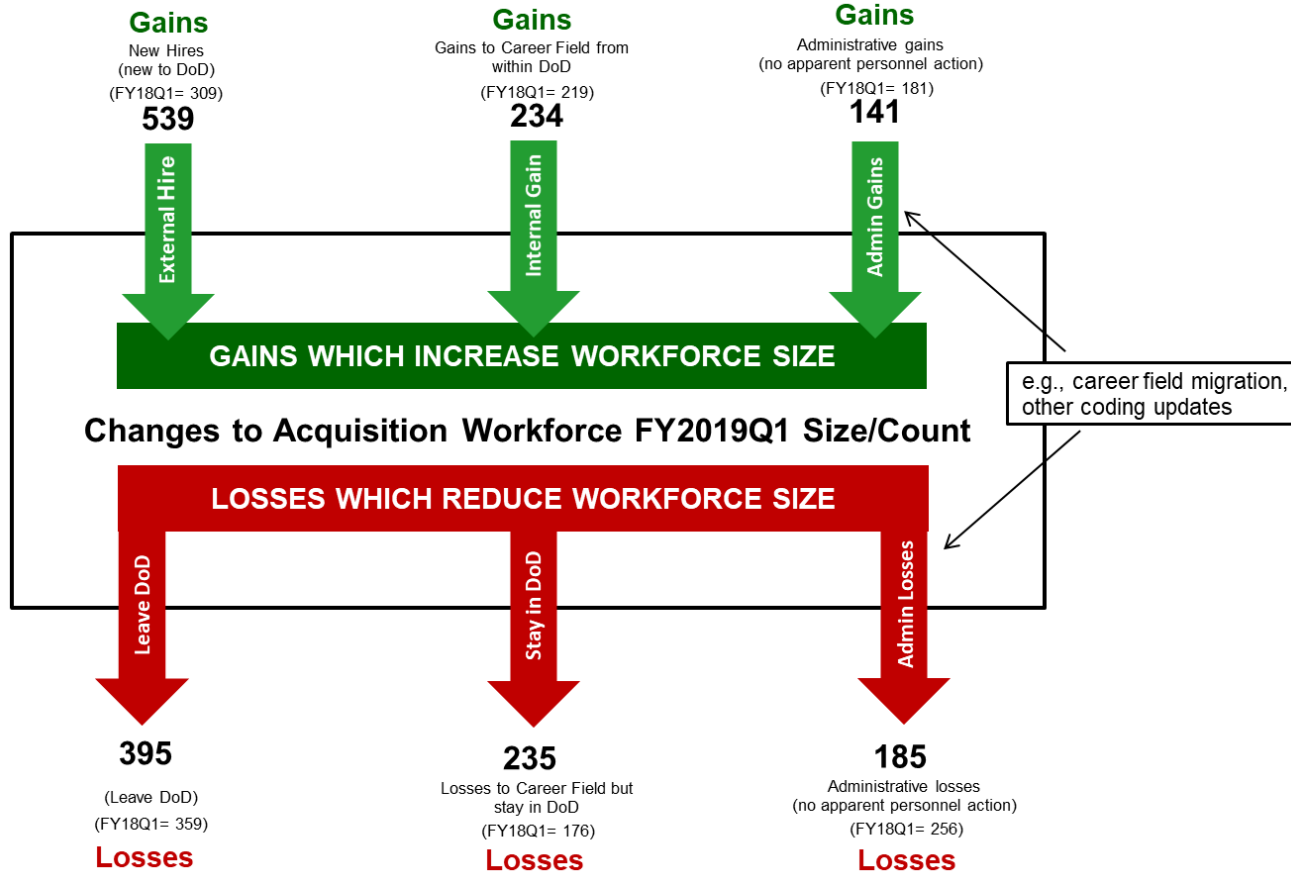
As of 31 Dec 2018



Test and Evaluation 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



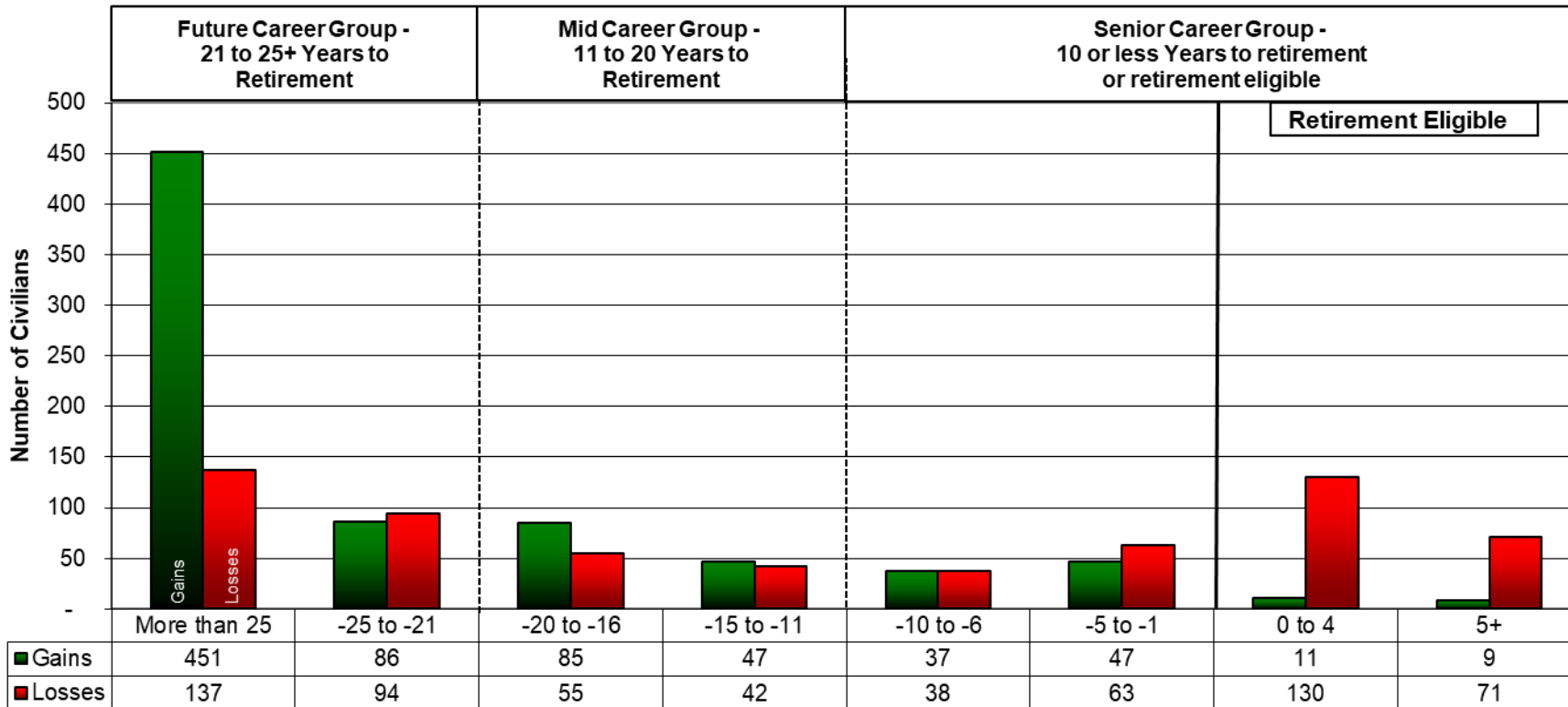


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses*

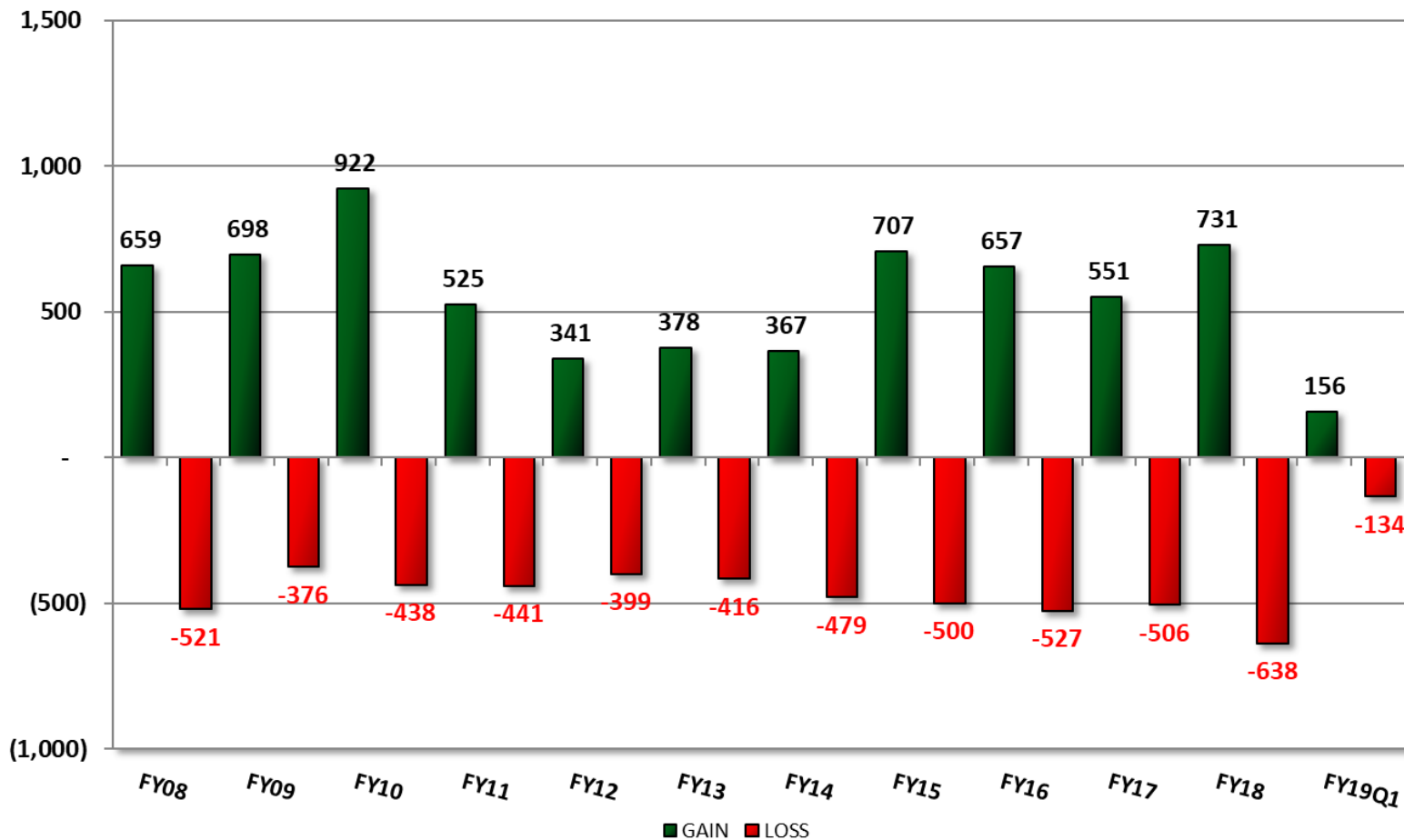


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY19



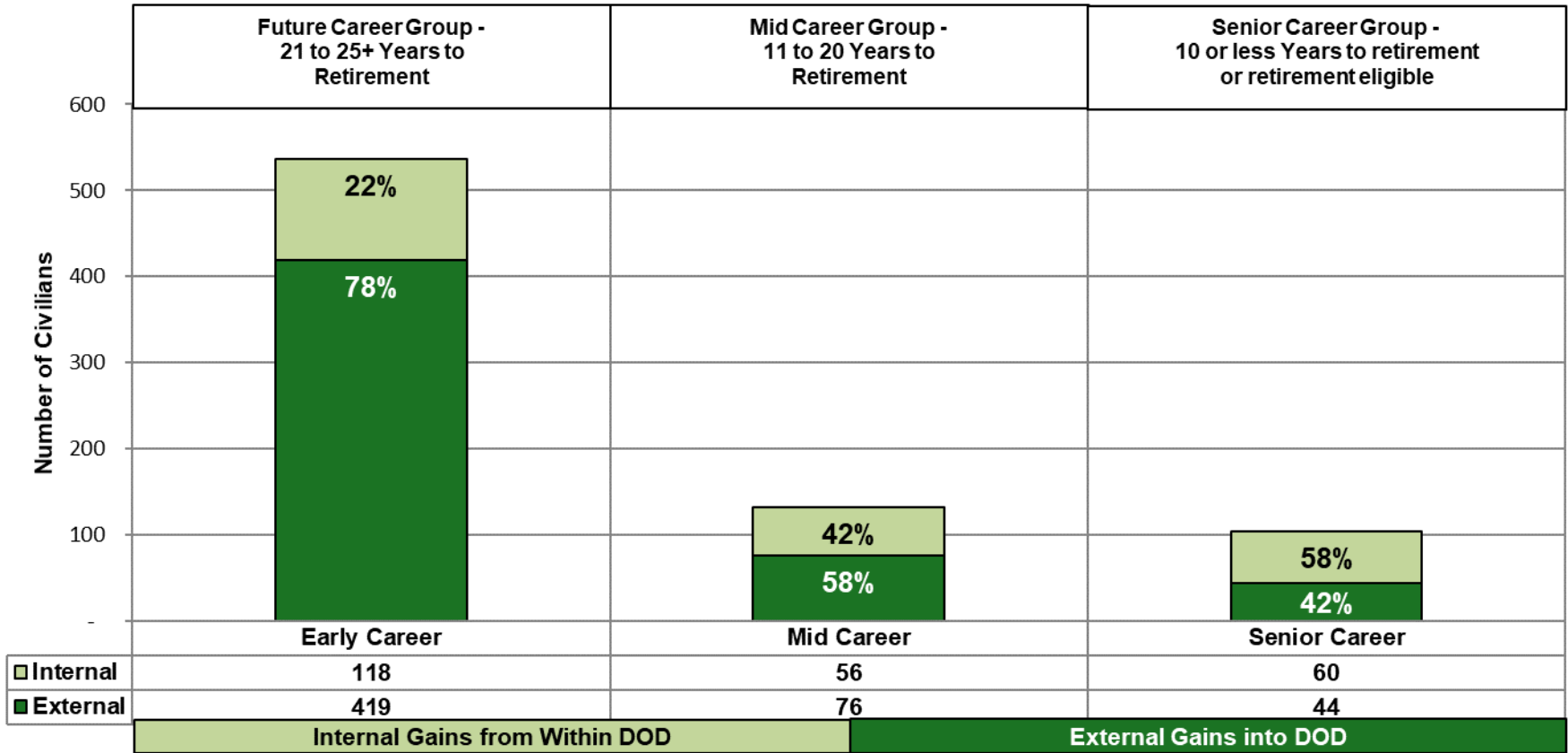
As of 31 Dec 2018



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q1 Gains*



*Does not include administrative gains

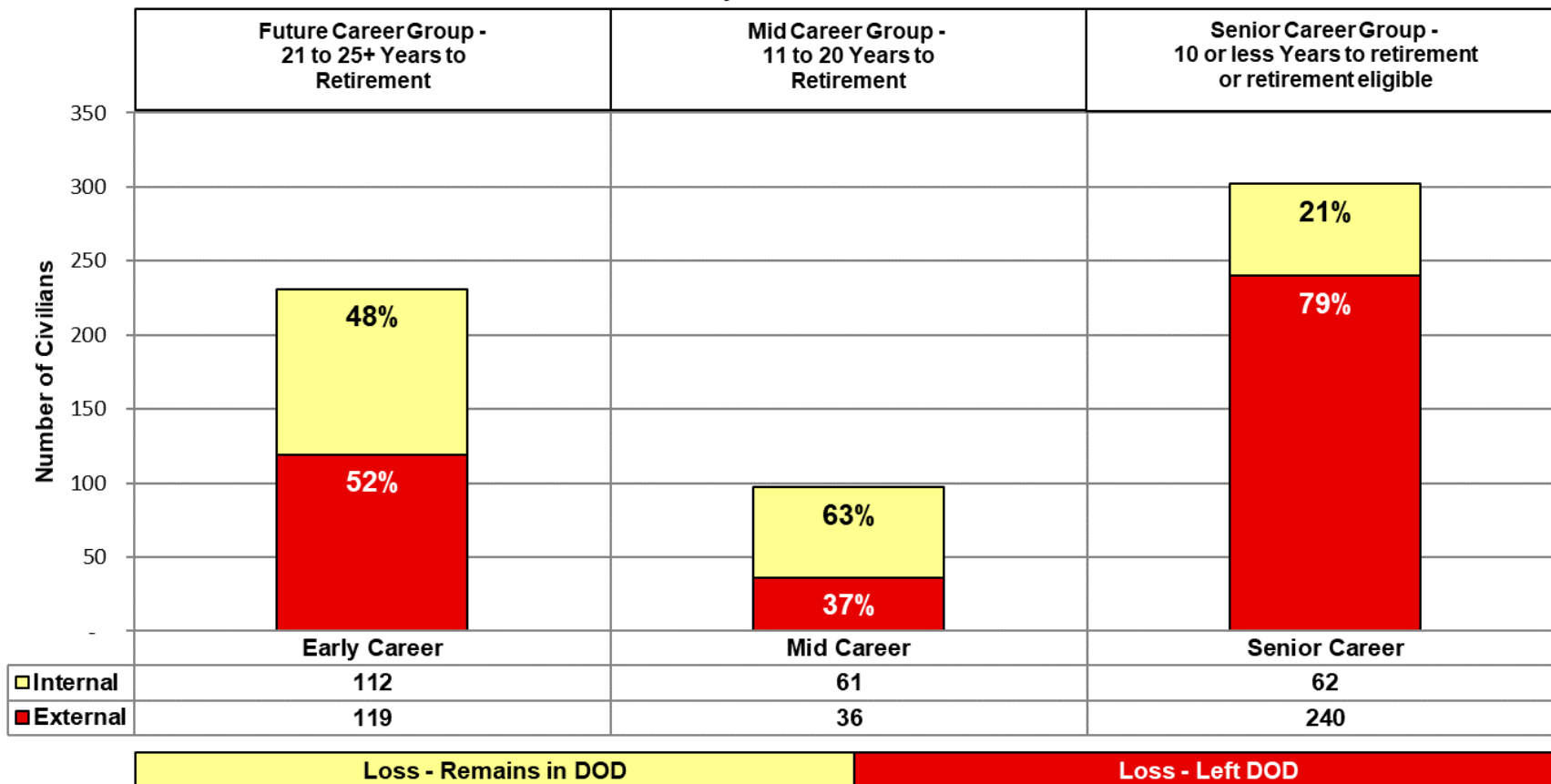


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

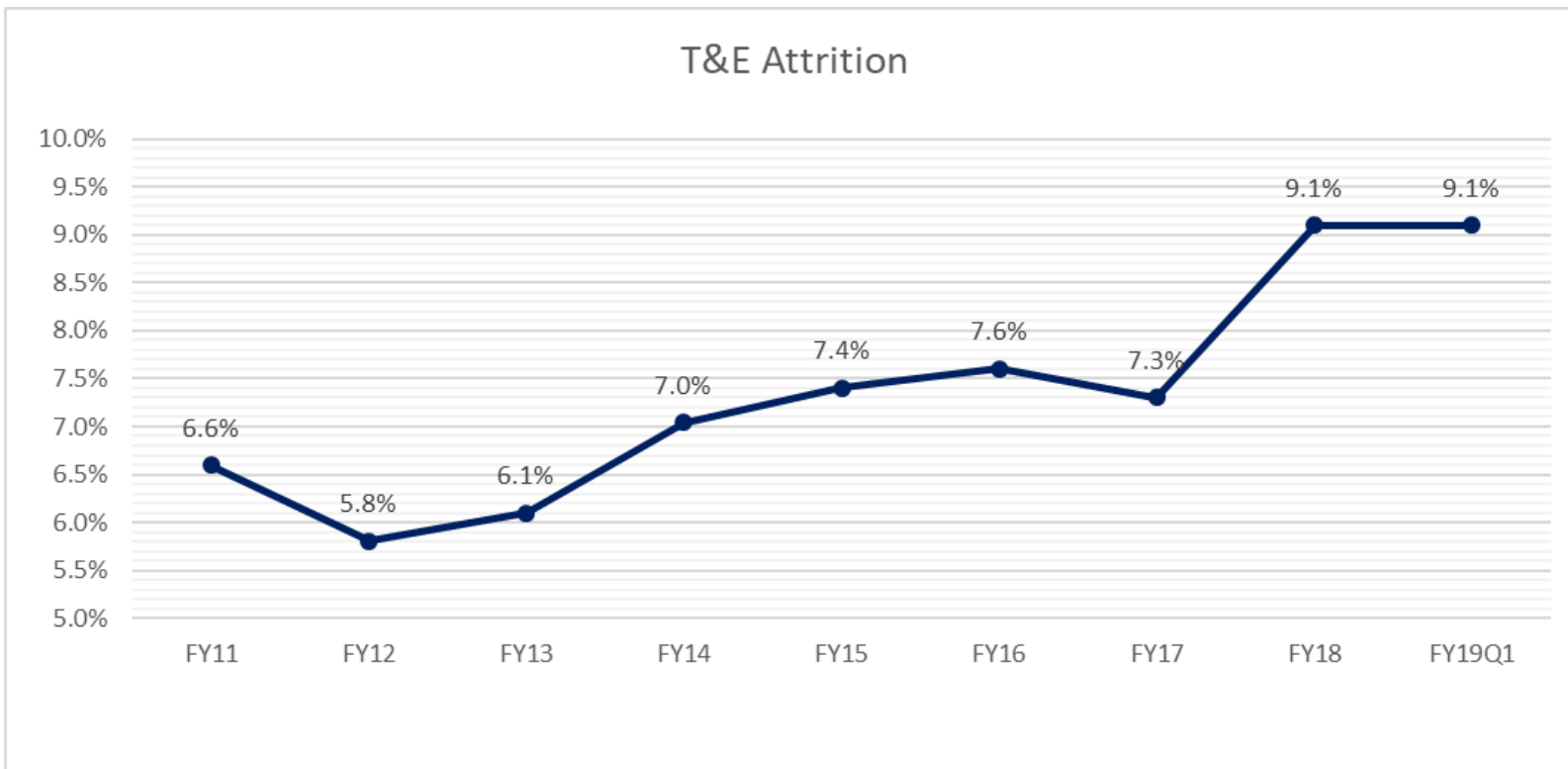
Workforce Lifecycle FY2019Q1 Losses*



*Does not include administrative losses



Annual Attrition Rates



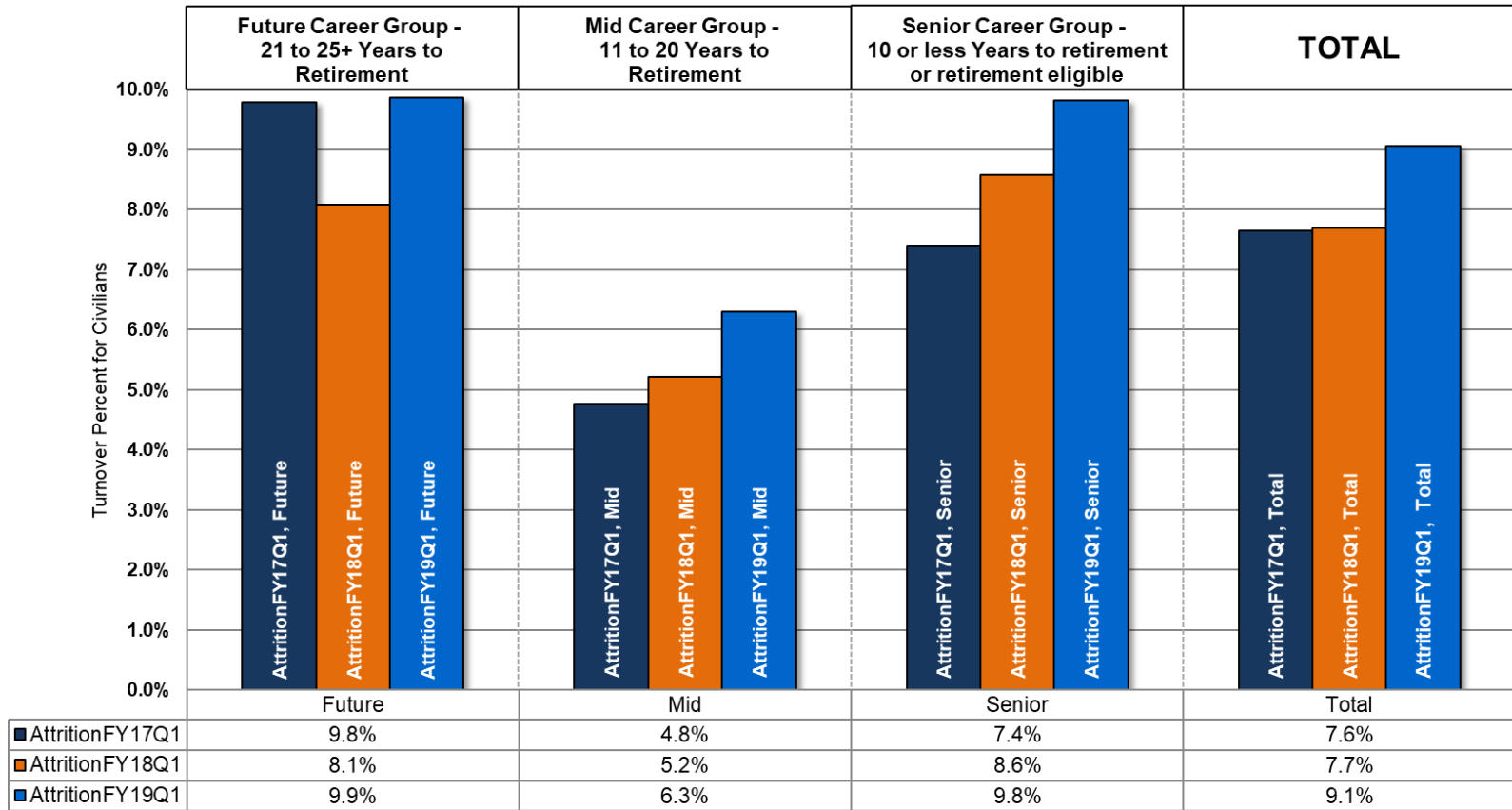
*FY19Q1 attrition rate is from the end of FY18Q1 through FY19Q1



Test and Evaluation Attrition Rates by Career Group



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



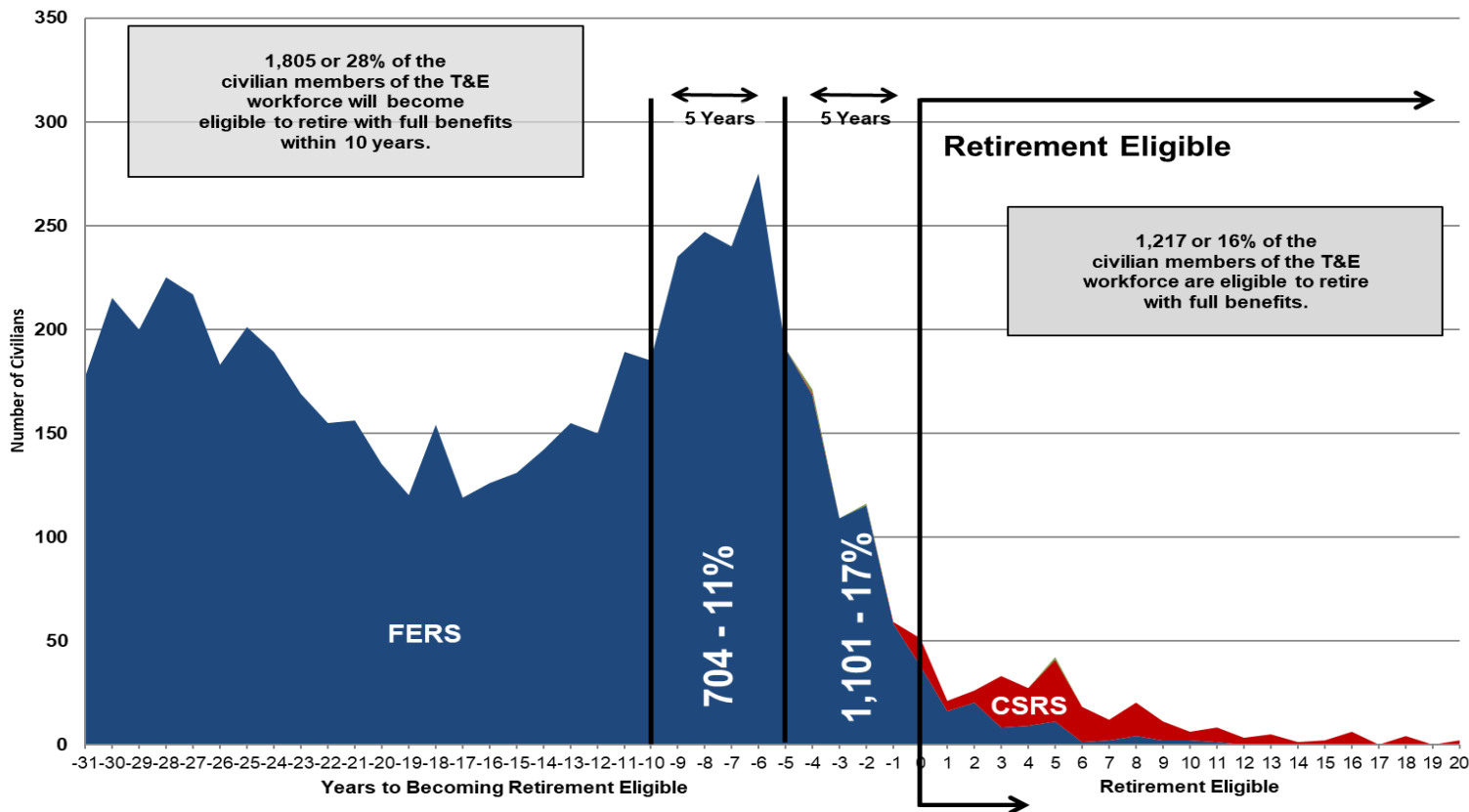
As of 31 Dec 2018



Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Dec 2018



END