



# Defense Acquisition Workforce Key Information

Audit

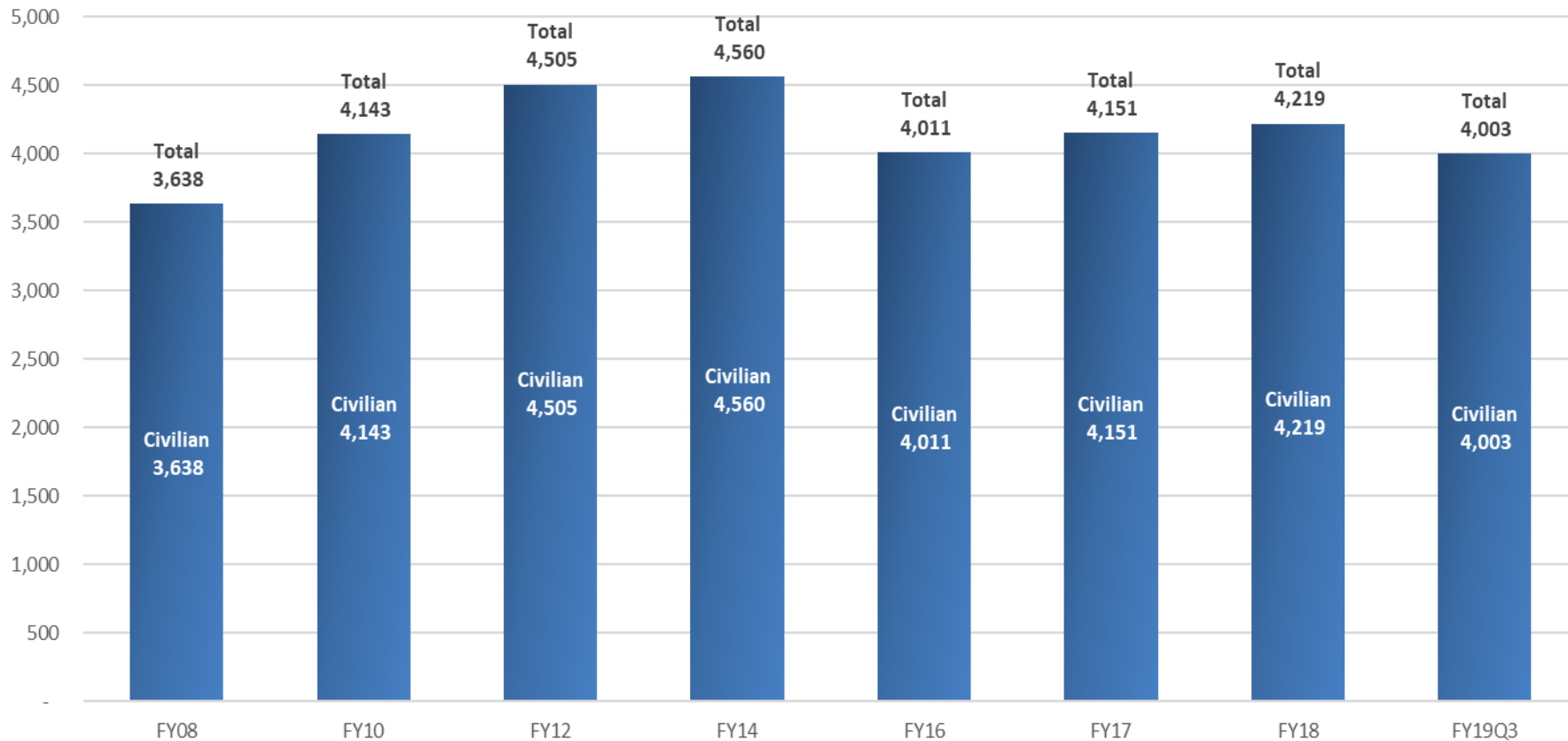
As of FY19Q3 (30 June 2019)



# Total Workforce

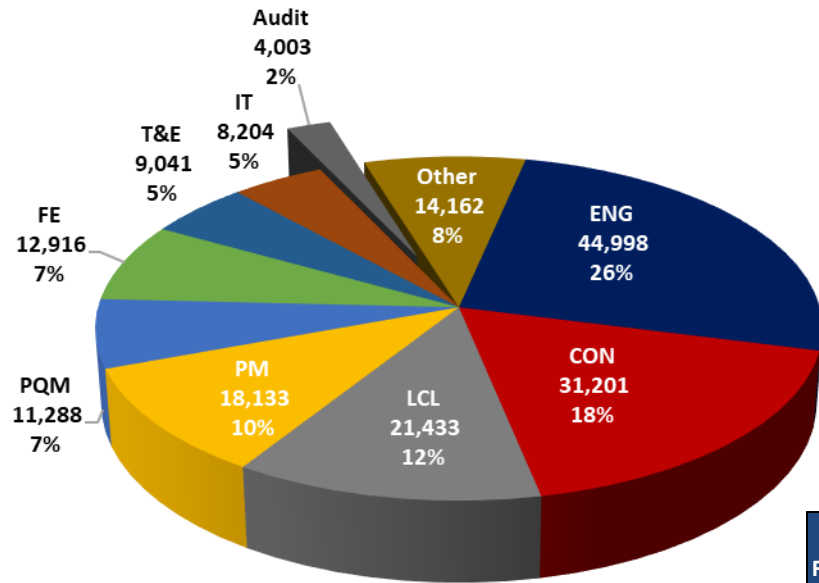


## Auditing





# AWF by Component and Career Field



FY2019 Q3	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
<b>Auditing</b>	-	-	-	-	4,003	4,003	2.3%
Business - CE	251	562	35	505	97	1,450	0.8%
Business - FM	1,765	2,279	175	2,188	627	7,034	4.0%
Contracting	8,065	6,319	551	8,051	8,215	31,201	17.8%
Engineering	9,090	23,834	321	9,572	2,181	44,998	25.7%
Facilities Engineering	6,144	5,947	30	697	98	12,916	7.4%
Information Technology	1,873	3,614	223	1,419	1,075	8,204	4.7%
Life Cycle Logistics	6,943	6,568	697	3,739	3,486	21,433	12.2%
Production, Quality and Man	1,359	3,798	30	478	5,623	11,288	6.4%
Program Management	3,348	5,824	757	6,261	1,943	18,133	10.3%
Property	49	76	-	15	284	424	0.2%
Purchasing	268	370	33	45	520	1,236	0.7%
S&T Manager	513	526	4	2,818	136	3,997	2.3%
Test and Evaluation	1,935	3,248	138	3,371	349	9,041	5.2%
Unknown/Other	7	2	1	2	9	21	0.0%
<b>Totals</b>	<b>41,610</b>	<b>62,967</b>	<b>2,995</b>	<b>39,161</b>	<b>28,646</b>	<b>175,379</b>	
<b>Component %</b>	<b>24.1%</b>	<b>36.5%</b>	<b>1.7%</b>	<b>22.7%</b>	<b>16.6%</b>		



# Audit Workforce Annual Historical Size by Component FY08 – FY19



## Annually

Auditing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
Navy	-	1	-	-	-	-	-		
DCAA	3,593	4,140	4,505	4,557	4,008	4,219	4,003	11%	-5%
DCMA	5	-	-	1	2	-	-	-100%	
IG	29	1	-	1	1	-	-	-100%	
MDA	-	-	-	1	-	-	-		
DAU	1	1	-	-	-	-	-	-100%	
OSD	2	-	-	-	-	-	-	-100%	
DLA	8	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>3,638</b>	<b>4,143</b>	<b>4,505</b>	<b>4,560</b>	<b>4,011</b>	<b>4,219</b>	<b>4,003</b>	<b>↑ 16%</b>	<b>↓ -5%</b>

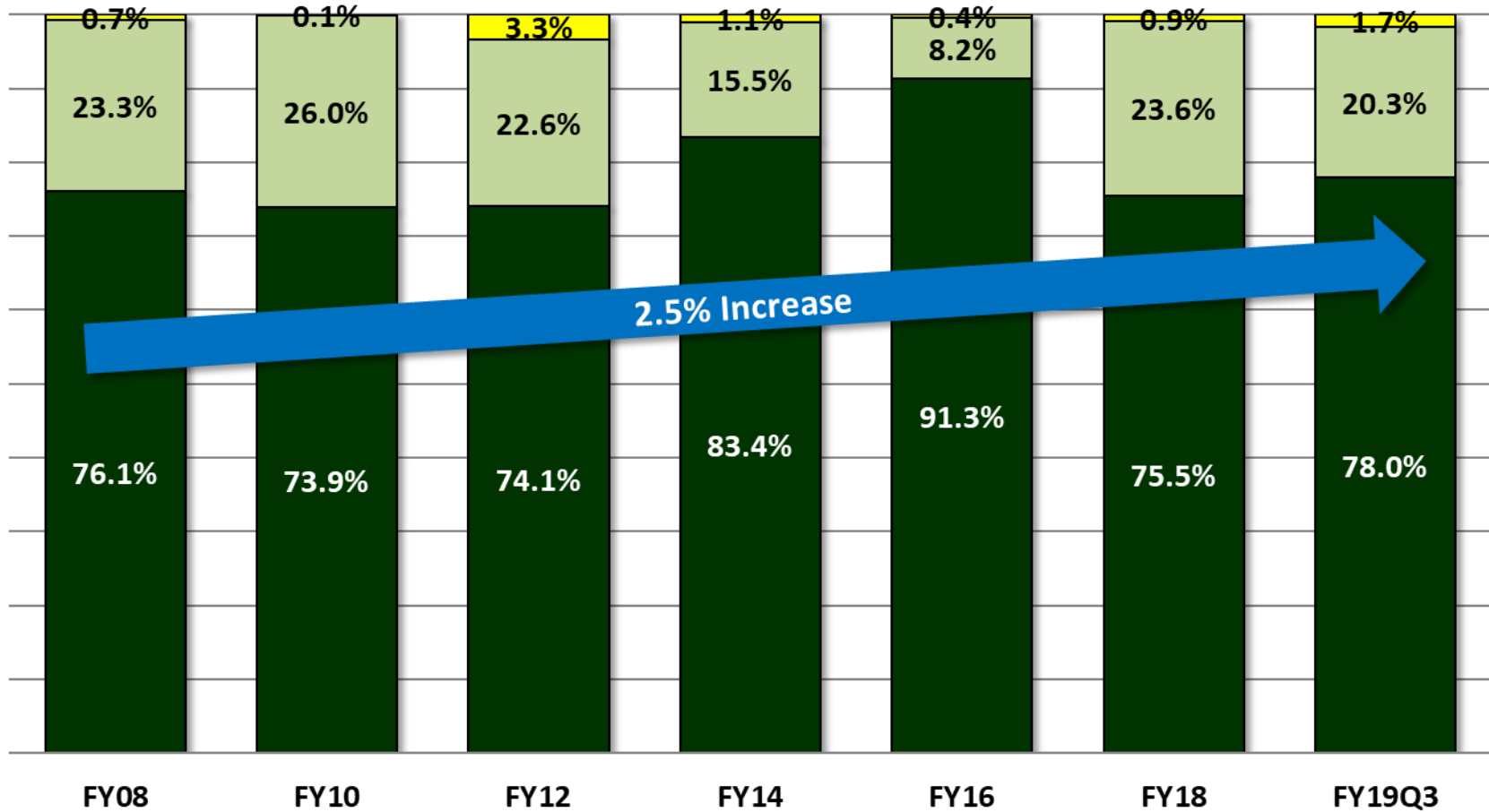
## Quarterly

Auditing Defense Acq Workforce	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
DCAA	4,024	4,150	4,120	4,182	4,207	4,219	4,183	4,081	4,003	-5%
DCMA	-	1	-	-	2	-	-	1	-	-100%
<b>TOTAL</b>	<b>4,024</b>	<b>4,151</b>	<b>4,120</b>	<b>4,182</b>	<b>4,209</b>	<b>4,219</b>	<b>4,183</b>	<b>4,082</b>	<b>4,003</b>	<b>↓ -5%</b>



# Audit Annual Historical DAWIA Certification FY08 – FY19

## Auditing



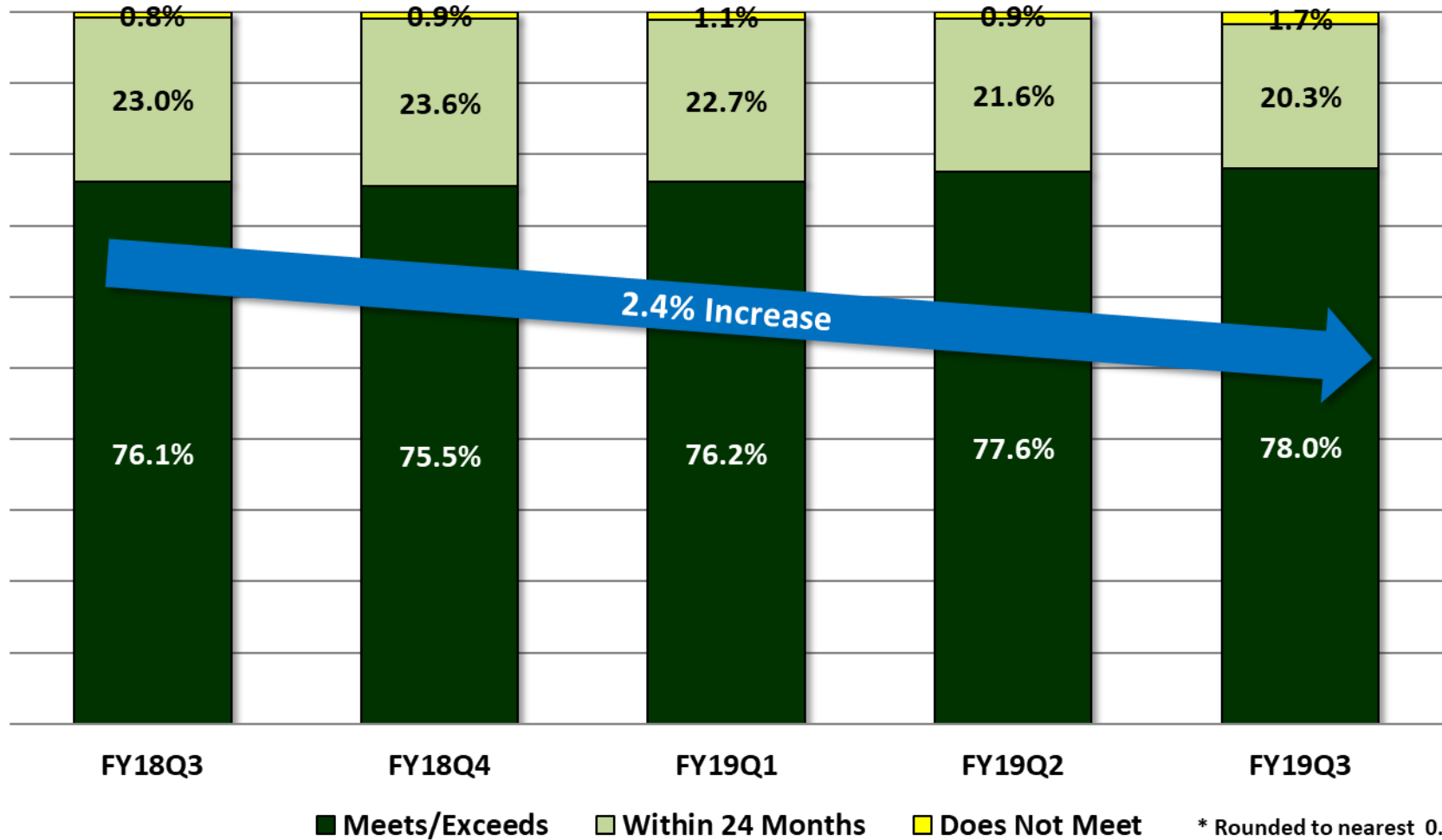
■ Meets/Exceeds   ■ Within 24 Months   ■ Does Not Meet   \* Rounded to nearest 0.1%



# Audit Quarterly Historical DAWIA Certification



## Auditing



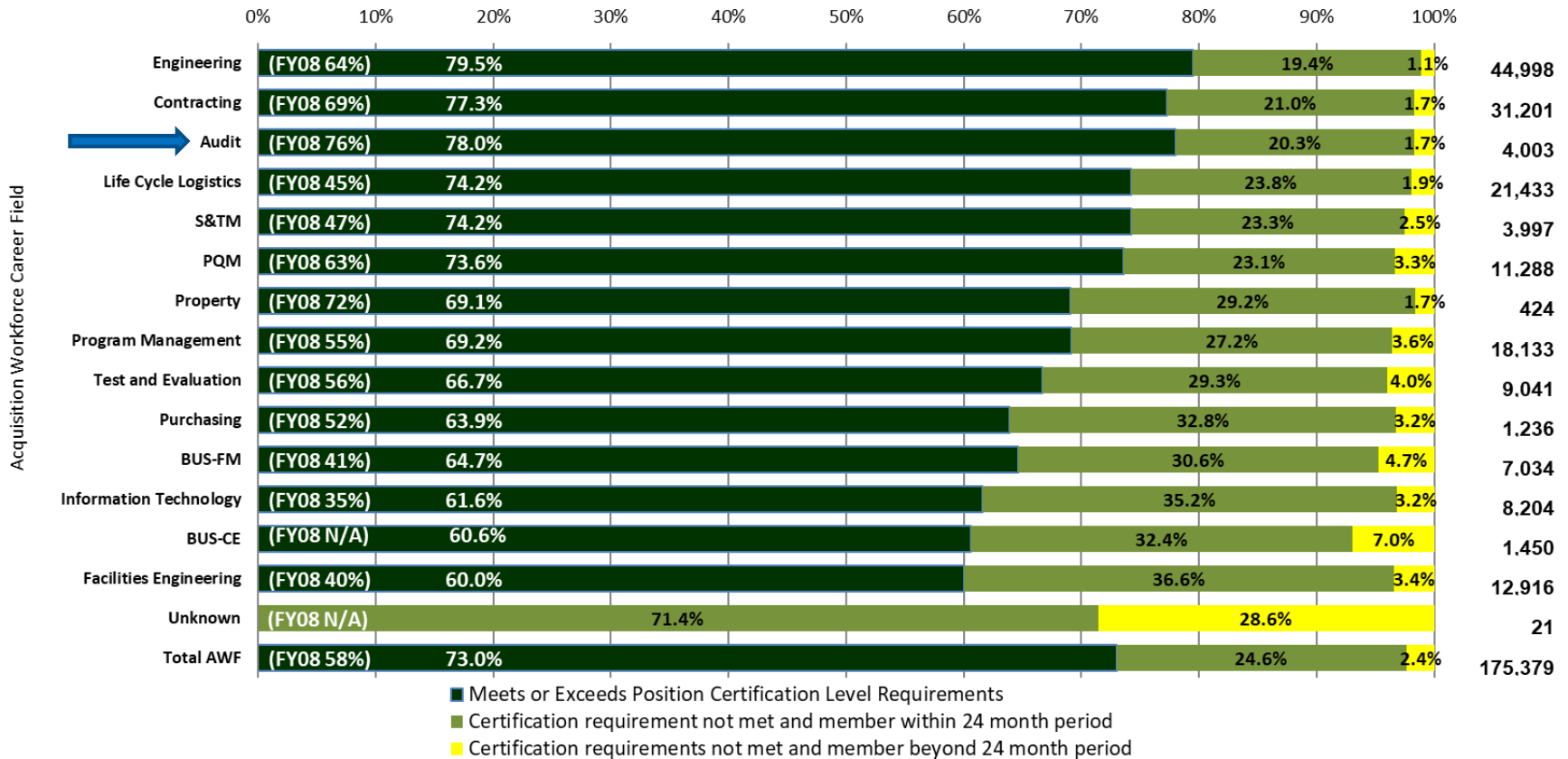
2.4% Increase



# DAWIA Certification by Career Field



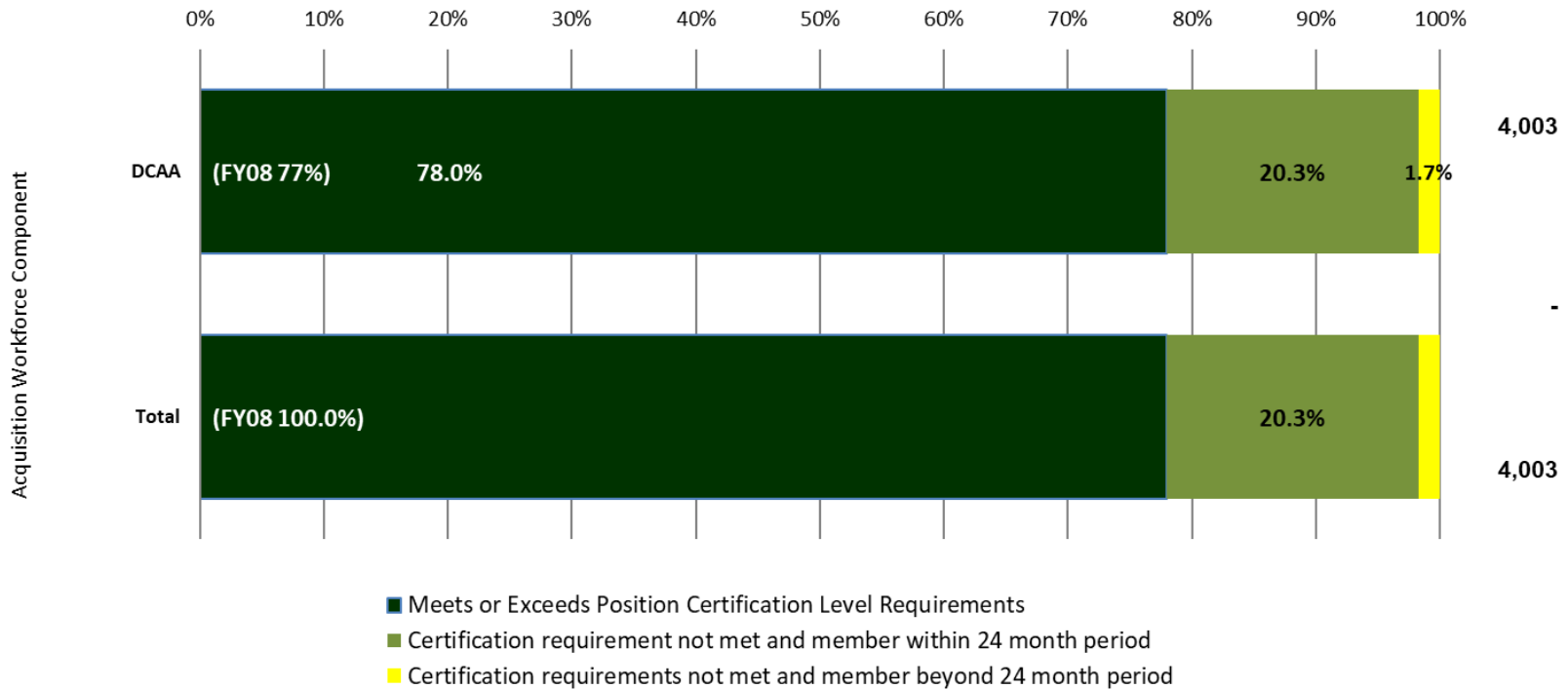
## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)





# Audit DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Audit (FY19Q3)







# Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	110	32	1	-	143	23.1%
Level II	177	433	1,917	180	2,707	77.5%
Level III	7	-	153	992	1,152	86.1%
Unspecified	-	-	1	-	1	
<b>FY19Q3 TOTAL</b>	<b>294</b>	<b>465</b>	<b>2,072</b>	<b>1,172</b>	<b>4,003</b>	<b>78.0%</b>
	7.3%	11.6%	51.8%	29.3%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,105	73.0%	
Army	32,054	77.0%	
Navy	45,274	71.9%	
Marine Cor	2,041	68.1%	
Air Force	26,880	68.6%	
4th Estate	21,856	76.3%	
<b>Audit</b>	<b>3,122</b>	<b>78.0%</b>	<b>2 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	33	110	-	143	3.6%
Level II	2,097	563	47	2,707	67.6%
Level III	992	138	22	1,152	28.8%
Unspecified	-	1	-	1	0.0%
<b>Audit TOTAL</b>	<b>3,122</b>	<b>812</b>	<b>69</b>	<b>4,003</b>	
	78.0%	20.3%	1.7%		

= Compliance

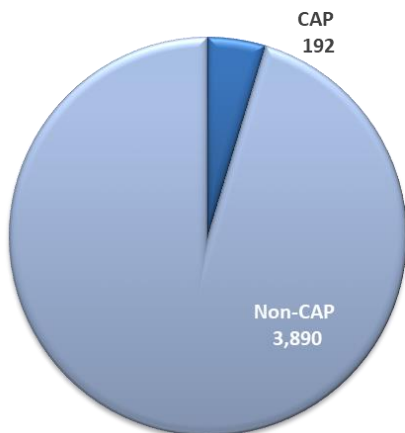
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

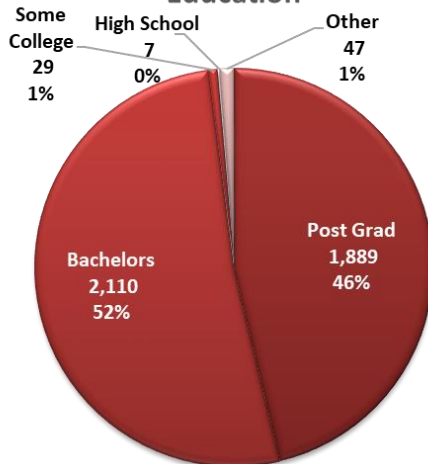


# Audit Demographics

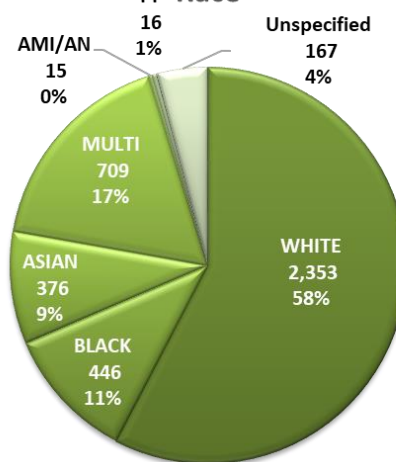
KLP - CAP - Non-CAP



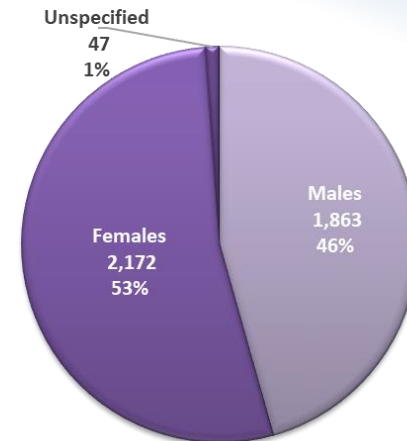
Education



PI Race



Gender



Occupied Position Type	Auditing TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	-	0.0%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	192	4.7%	16,708	9.6%
Non-CAP Positions	3,890	95.3%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

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

Race	Auditing TOTAL		Entire DAW	
WHITE	2,353	57.6%	127,583	73.1%
BLACK	446	10.9%	21,036	12.0%
ASIAN	376	9.2%	11,990	6.9%
MULTI	709	17.4%	4,829	2.8%
AMI/AN	15	0.4%	1,133	0.6%
PI	16	0.4%	903	0.5%
Unspecified	167	4.1%	7,122	4.1%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

Highest Level of Education	Auditing TOTAL		Entire AWF	
Post Grad	1,889	46.3%	70,018	40.1%
Bachelors	2,110	51.7%	77,243	44.2%
Some College	29	0.7%	12,151	7.0%
High School	7	0.2%	12,718	7.3%
Other	47	1.2%	2,466	1.4%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

Gender	Auditing TOTAL		Entire DAW	
Males	1,863	45.6%	122,206	70.0%
Females	2,172	53.2%	50,436	28.9%
Unspecified	47	1.2%	1,954	1.1%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

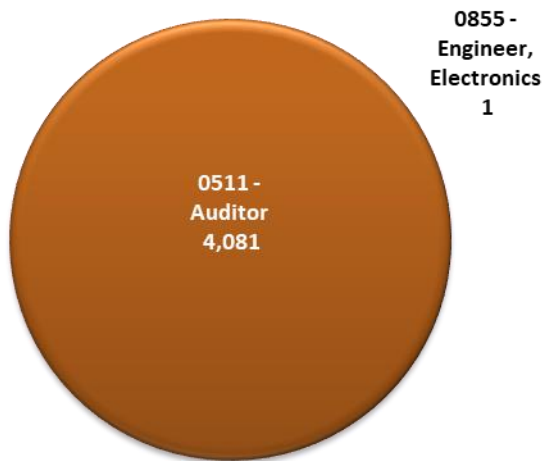
Type	Auditing TOTAL		Entire AWF	
Civilian	4,082	100.0%	158,922	91.0%
Military	-	0.0%	15,674	9.0%
<b>TOTAL</b>	<b>4,082</b>		<b>174,596</b>	

**There was a problem with the production of Q3 demographic data so Q2 is provided.**



# Audit Size by Occupational Series

### Civilian Occ Series



There was a problem with the production of Q3 demographic data so Q2 is provided.

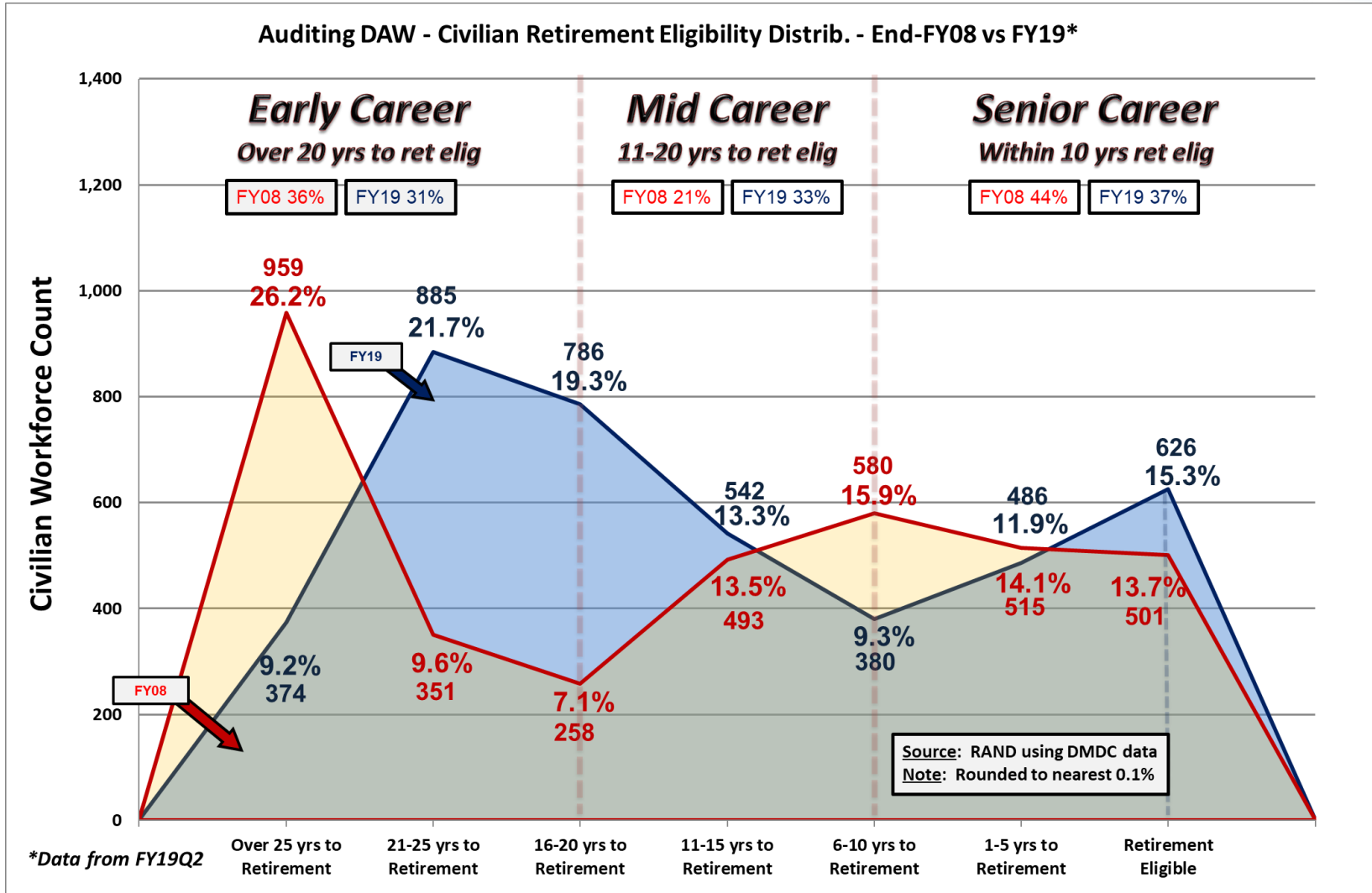
Civilian Occupational Series (TOP 10)	Auditing TOTAL	
0511 - Auditor	4,081	100.0%
0855 - Engineer, Electronics	1	0.0%
Other	-	0.0%
<b>TOTAL CIVILIAN</b>	<b>4,082</b>	<b>Civilians</b>



**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY19Q2**

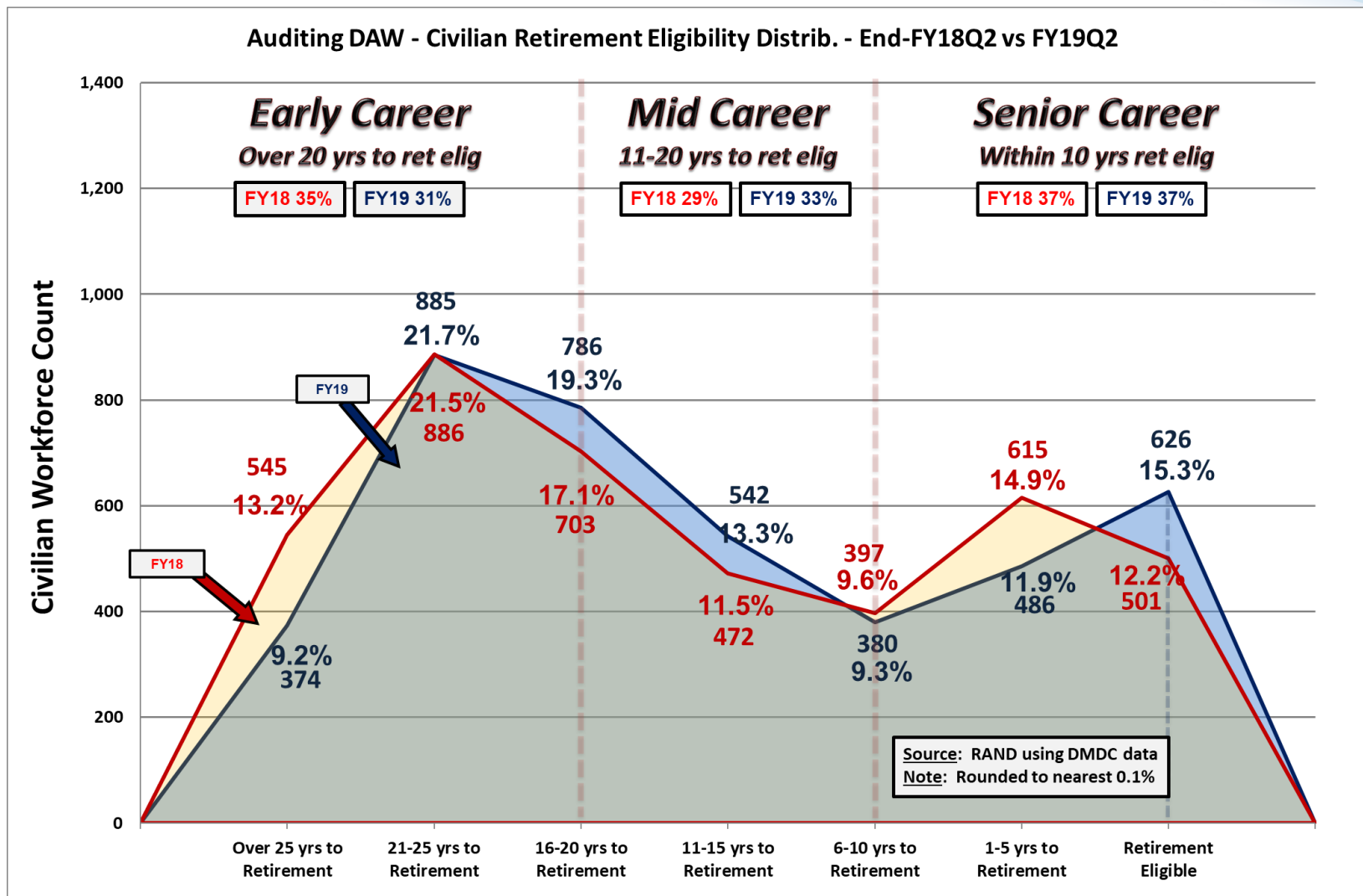


# Audit Civilian Retirement Eligibility Distribution – FY08 / FY19





# Audit Civilian Retirement Eligibility Distribution – 1 year

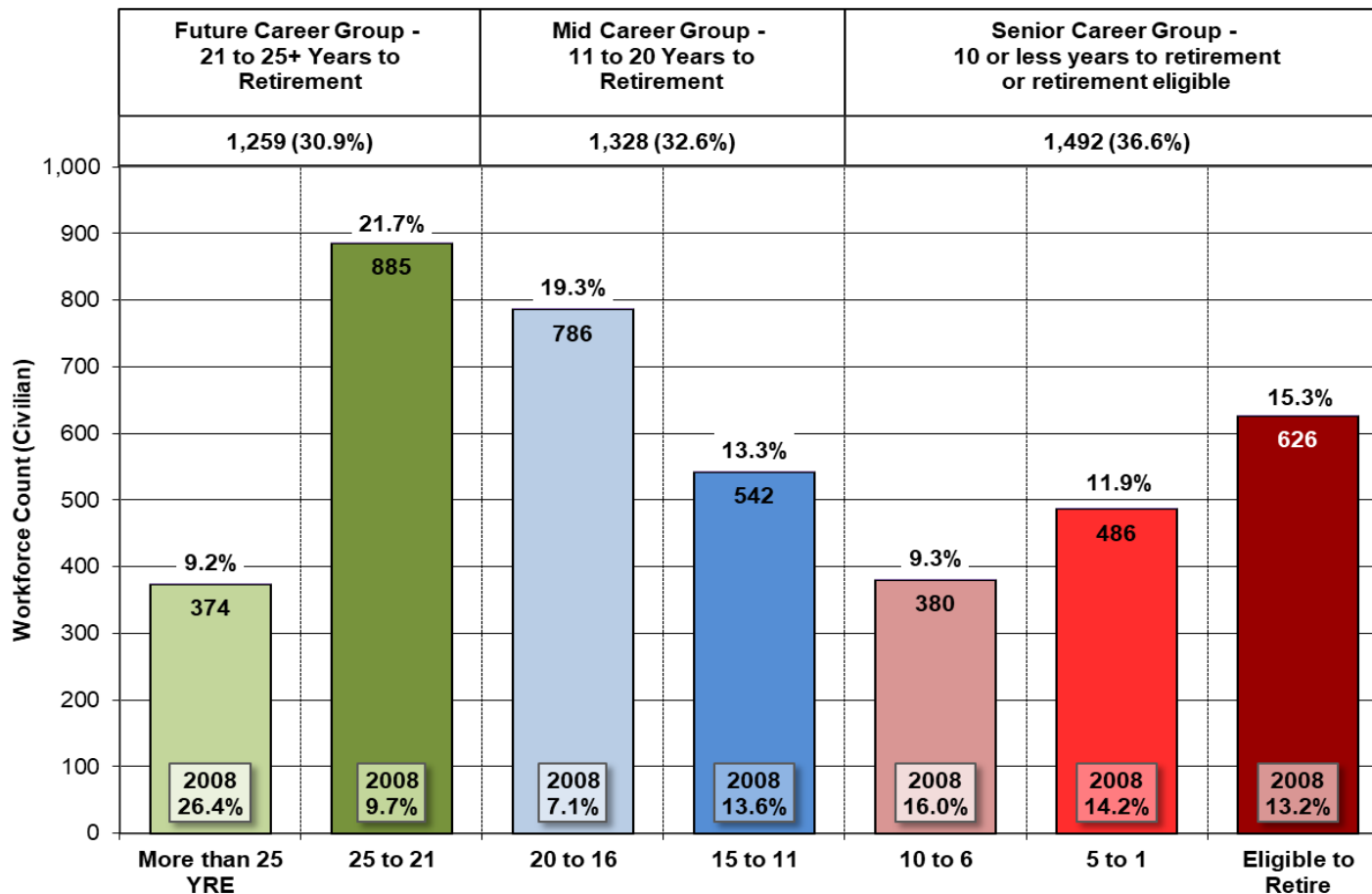


As of 31 Mar 2019



# Audit Workforce Lifecycle Model by YRE

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q2)



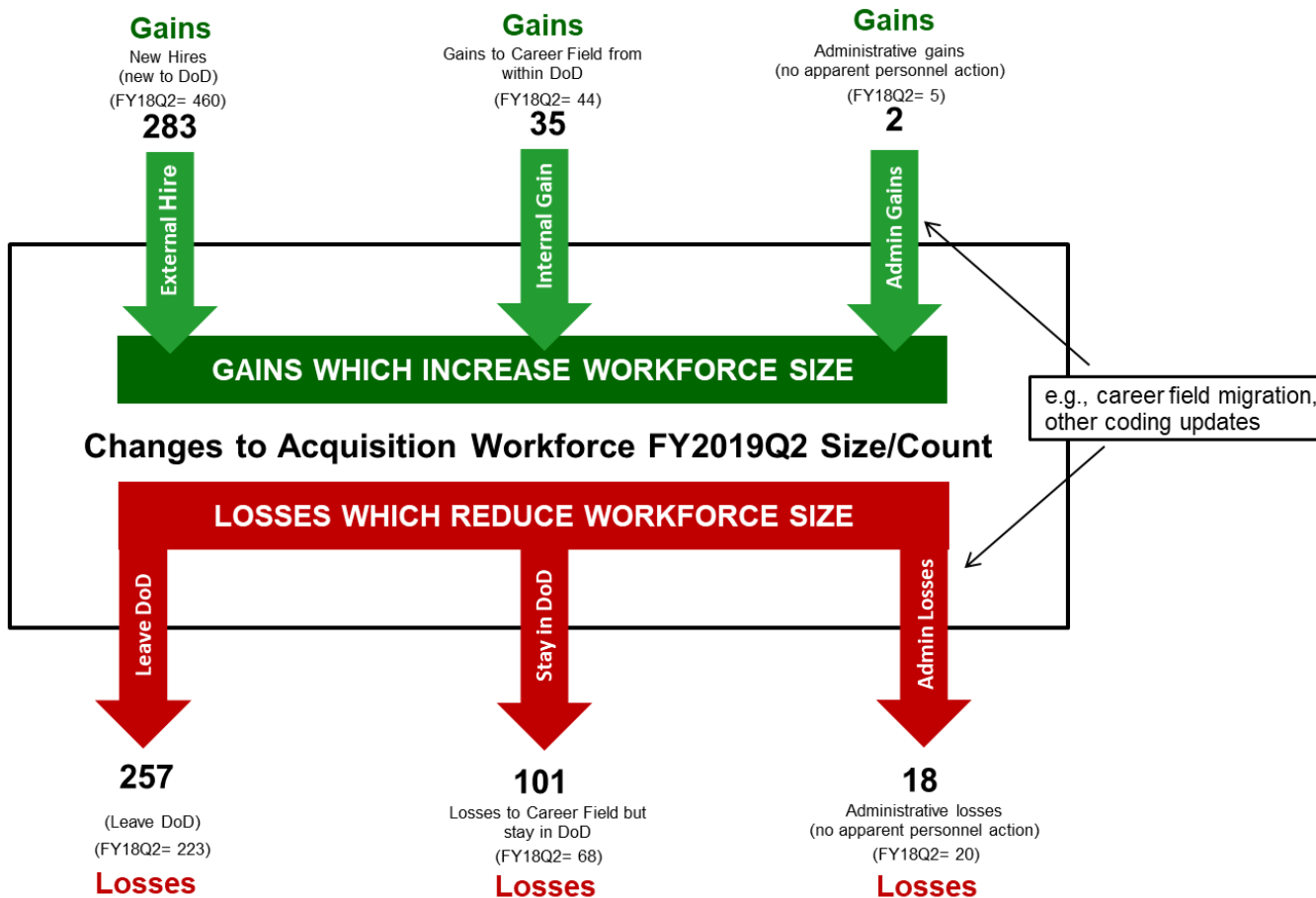


# Audit Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2019Q2)

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



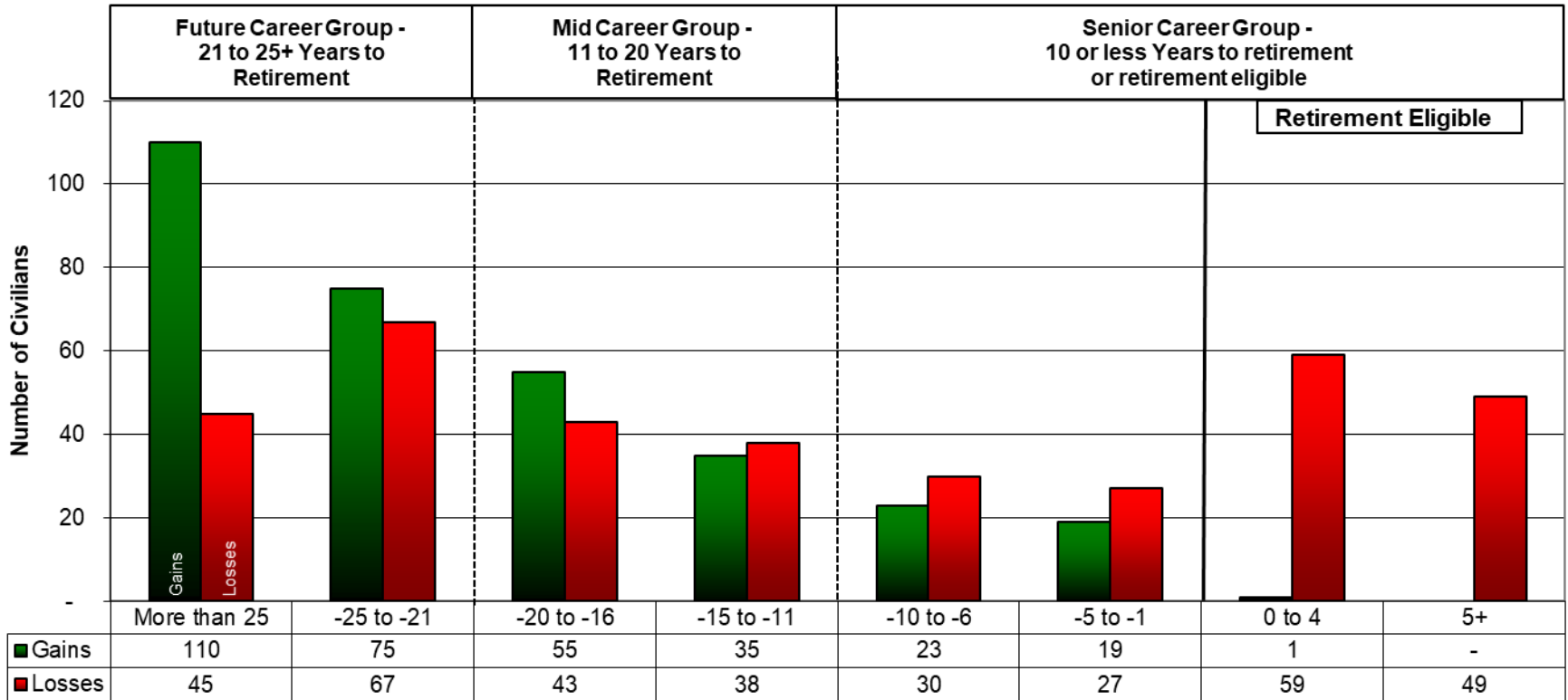




# Audit Gains and Losses by YRE Groups

## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses\*

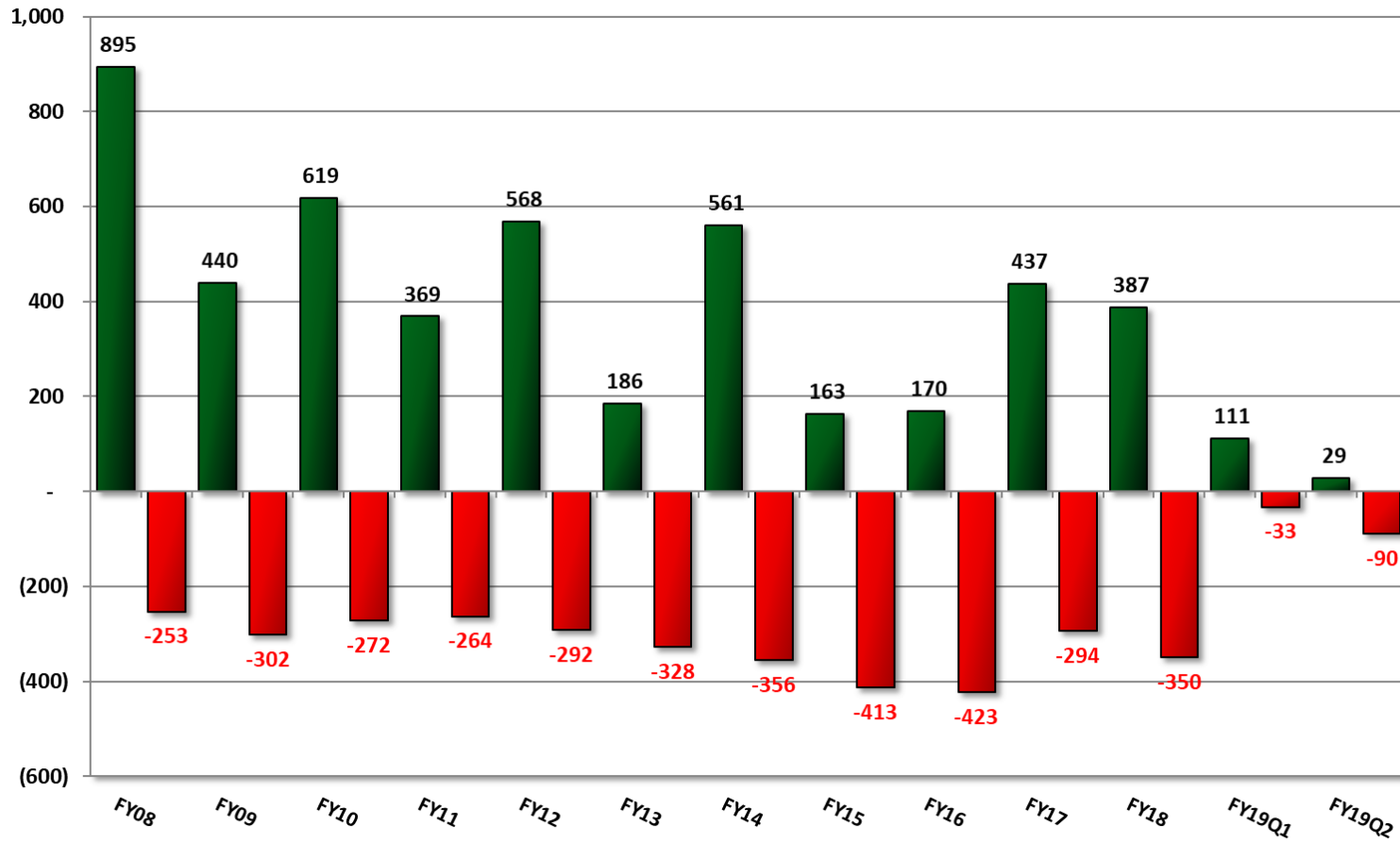


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Audit Historical Gains and Losses



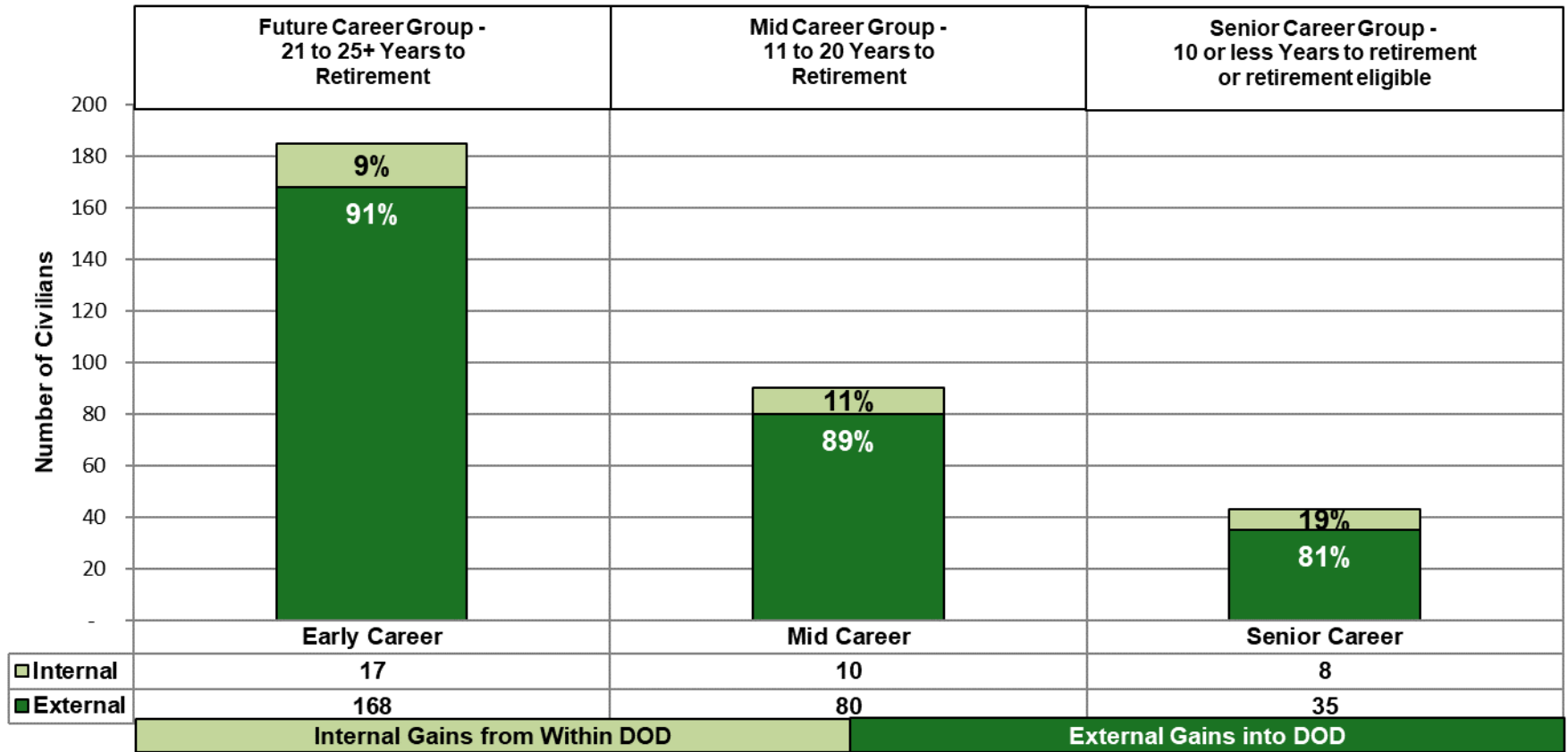
\*Does not include Administrative Gains and Losses

■ GAIN ■ LOSS



# Audit Internal/External Gains % by Career Group

## Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2019Q2 Gains\*



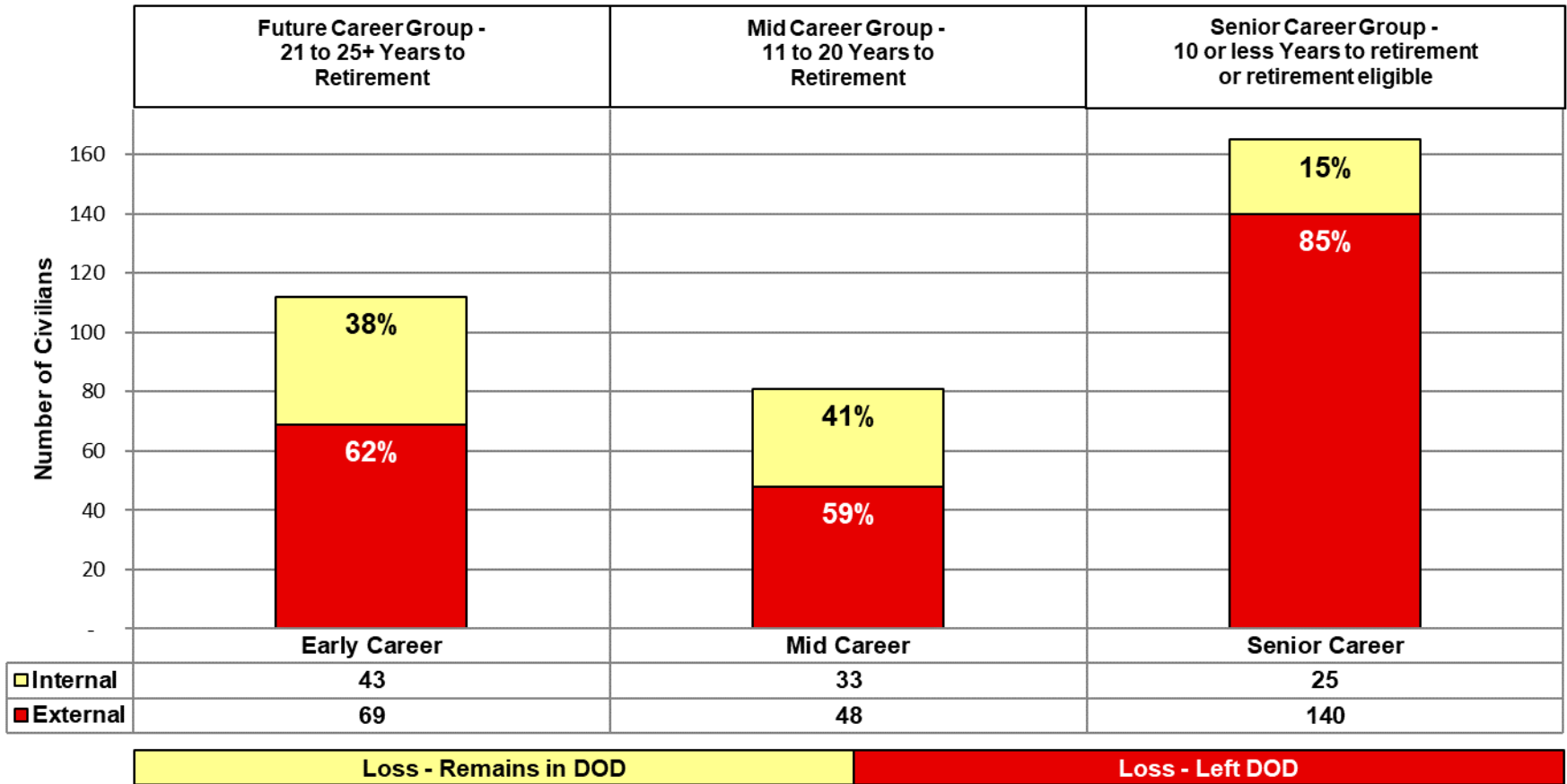
\*Does not include administrative gains



# Audit Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian)

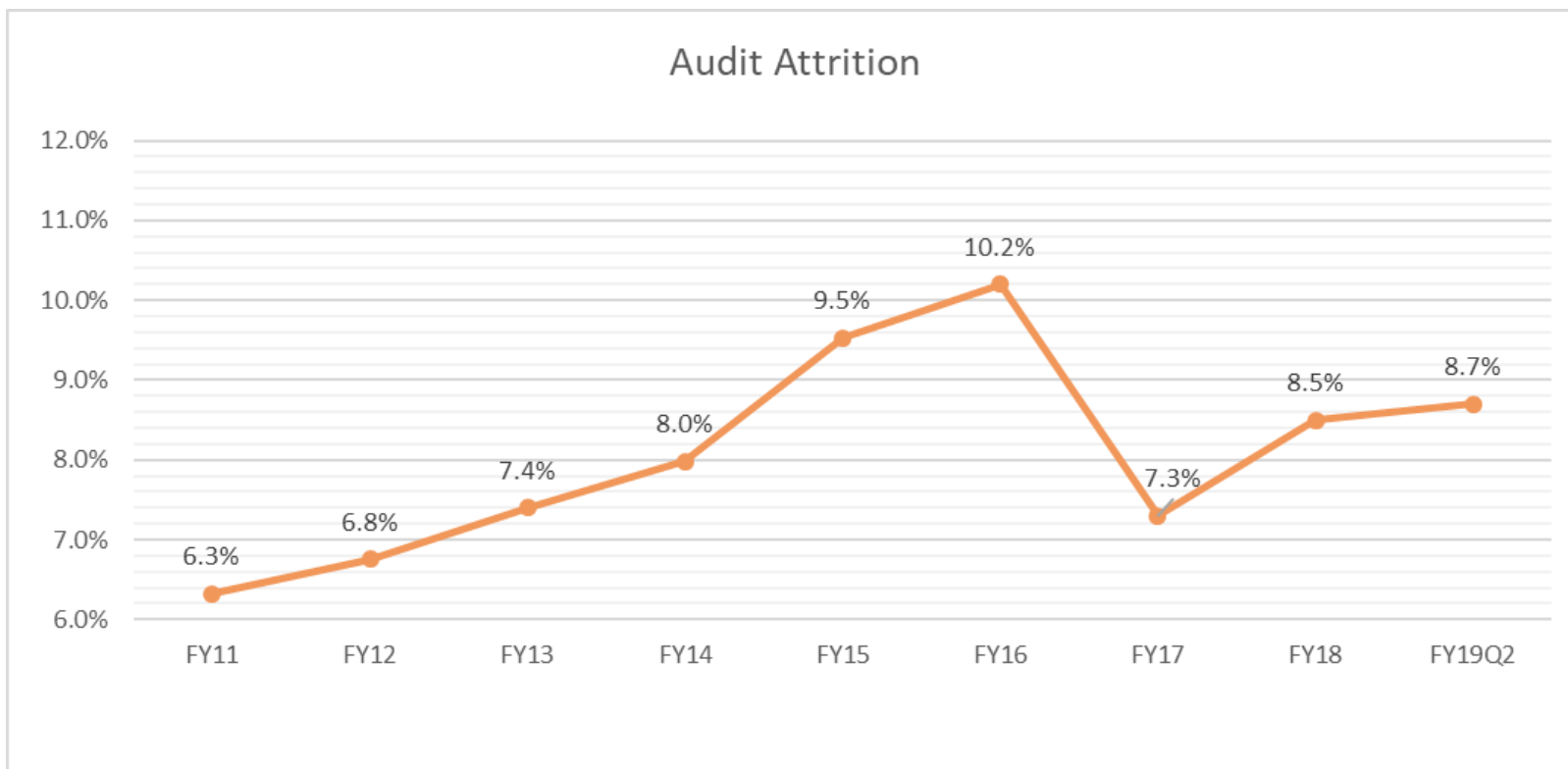
### Workforce Lifecycle FY2019Q2 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

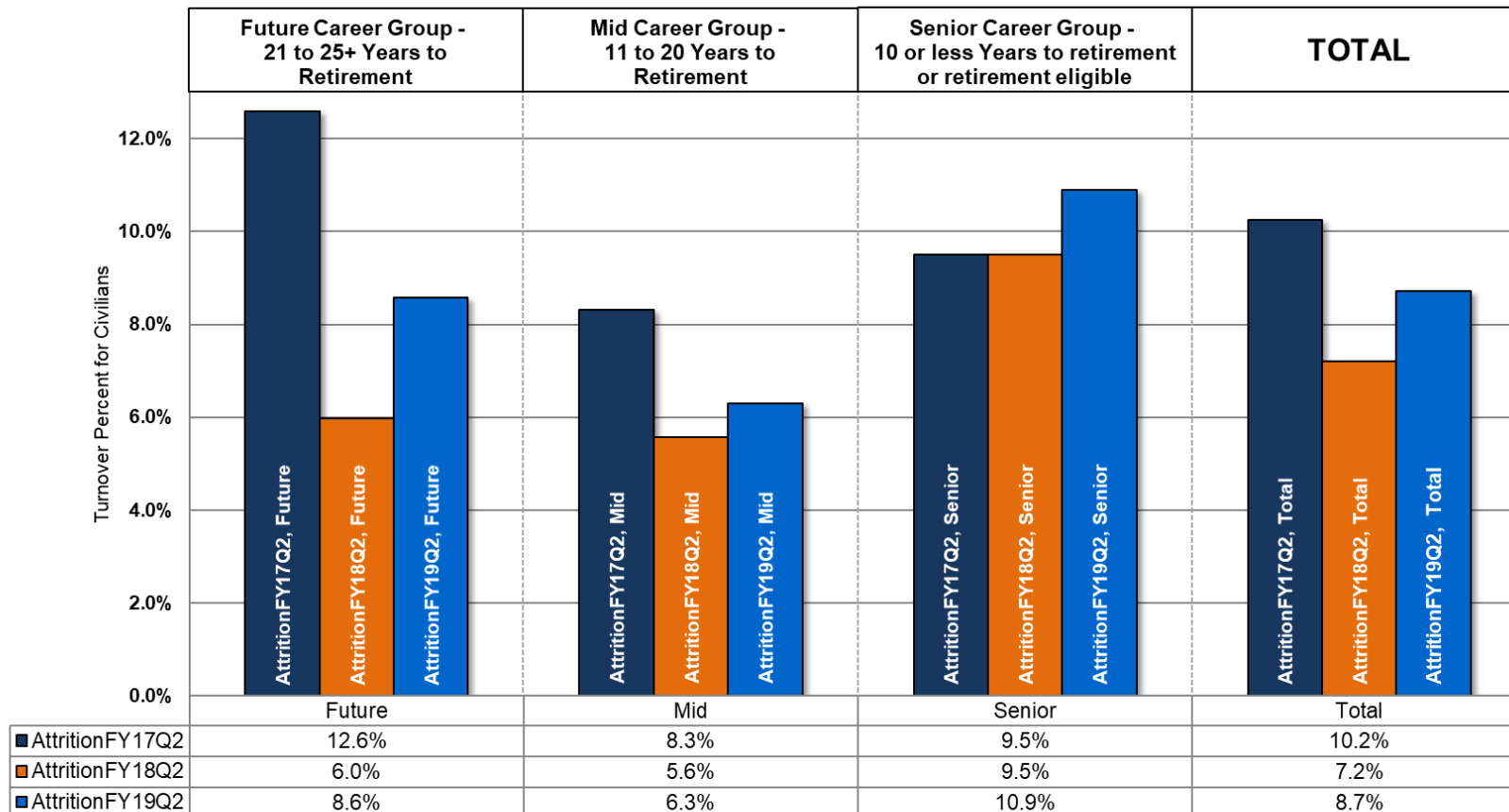


\*FY19Q2 includes attrition rate from end of FY18Q2 through FY19Q2



# Audit Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition, (Civilian) (FY17Q2, FY18Q2, FY19Q2)(by Career Lifecycle Group)

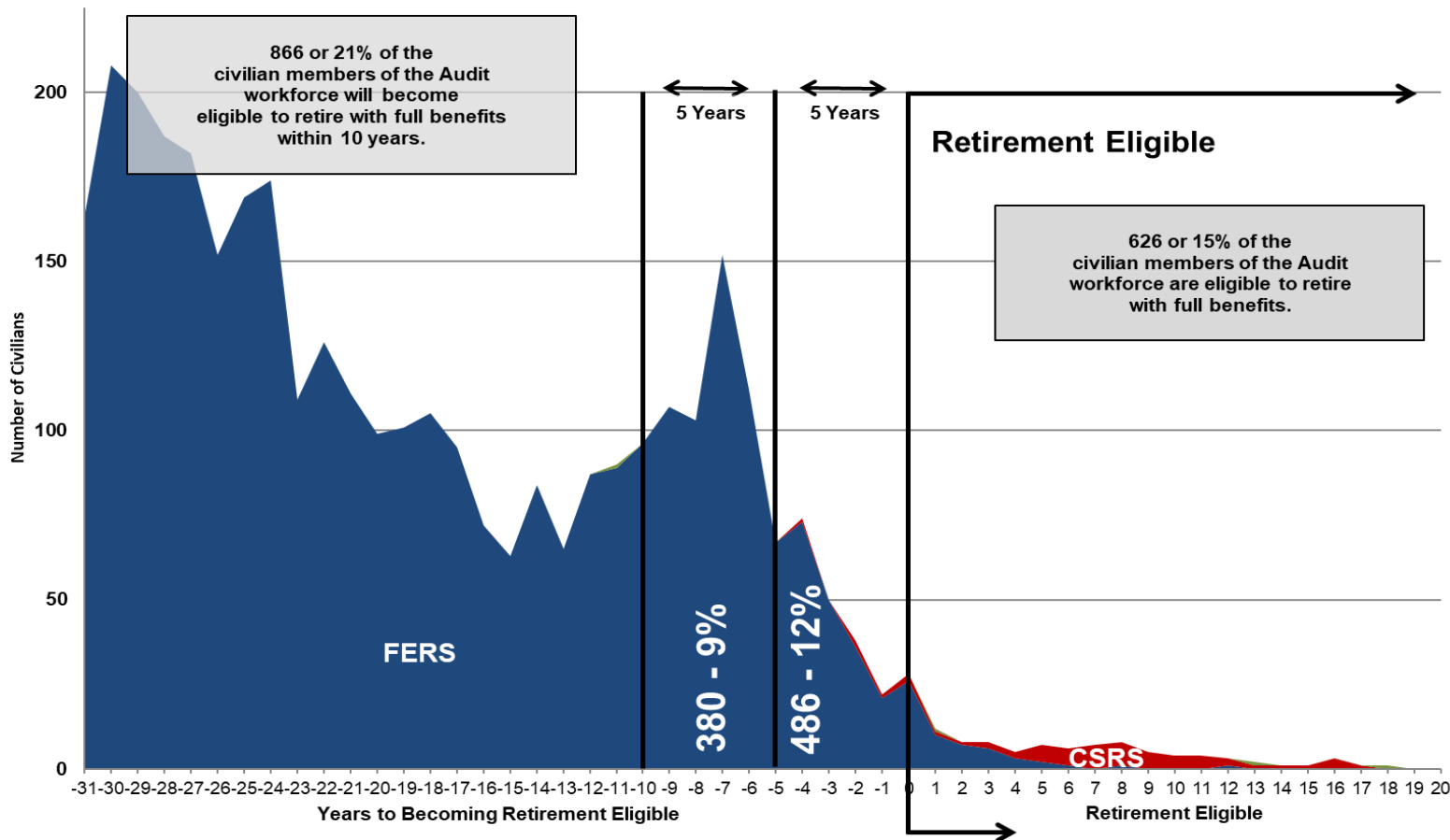




# Audit Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q2)



As of 31 Mar 2019