



Defense Acquisition Workforce Key Information

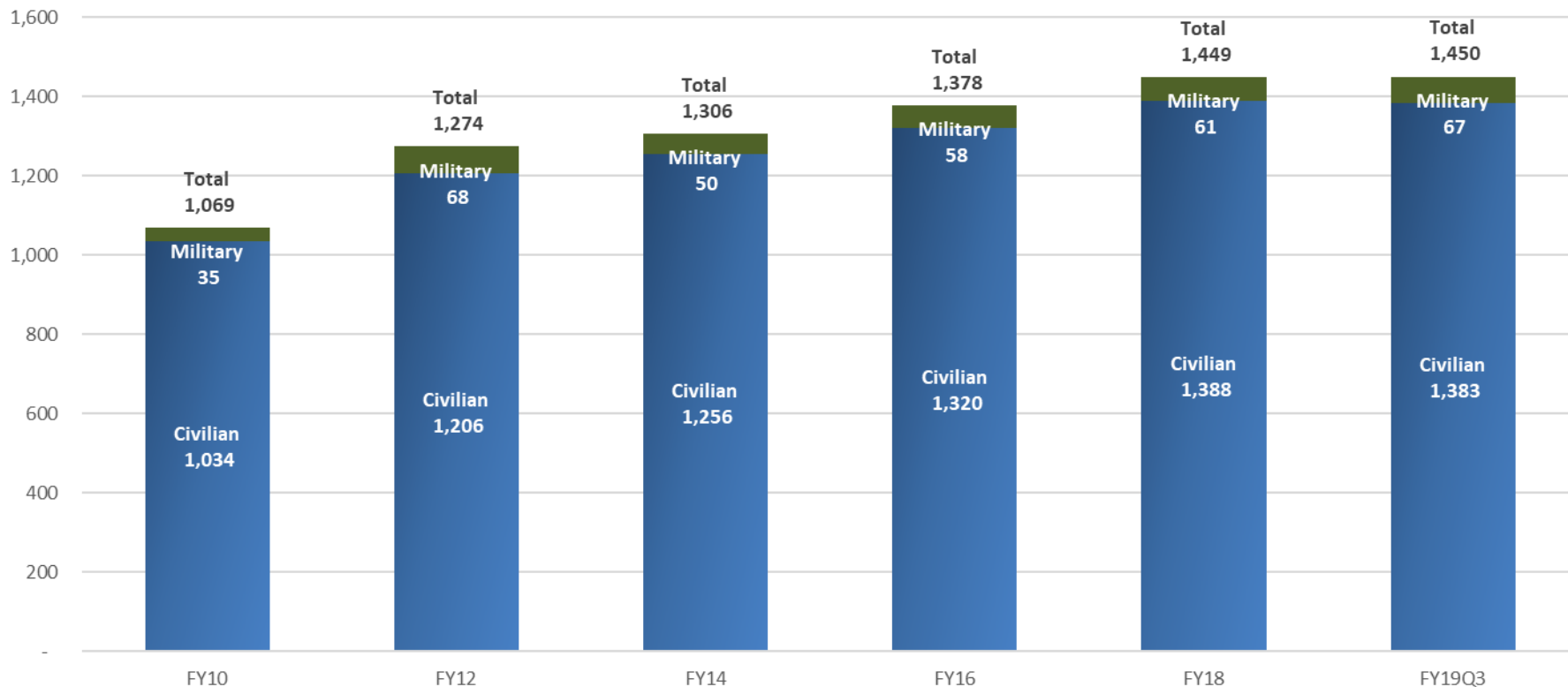
Business- Cost Estimate
As of FY19Q3 (30 June 2019)



Total Historic Workforce

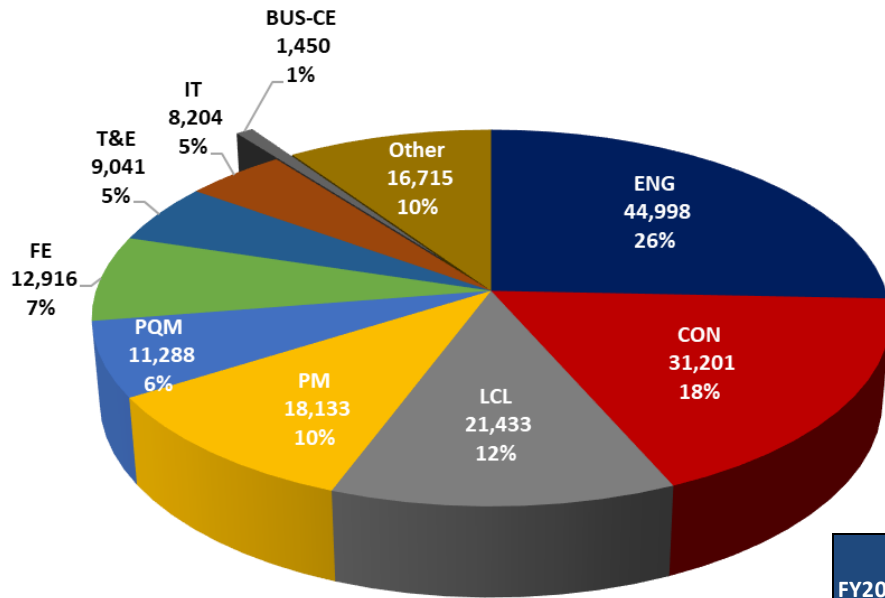


BUS-CE





AWF by Component and Career Field



FY2019 Q3	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	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%
Totals	41,610	62,967	2,995	39,161	28,646	175,379	
Component %	24.1%	36.5%	1.7%	22.7%	16.6%		



Business-CE Workforce Annual Historical Size by Component FY08 – FY19



Business - CE Defense Acq Workforce Agency	FY10	FY12	FY14	FY16	FY18	FY19Q3
Navy	428	484	513	552	562	562
MARINE CORPS	22	28	35	36	35	35
AIR FORCE	300	426	438	458	526	505
ARMY	270	267	250	249	237	251
DCMA	2	2	2	4	-	1
MDA	41	48	54	55	63	69
DISA	1	4	4	10	11	10
NRO	-	-	-	-	6	6
DAU	5	11	8	7	5	6
DHA	1	4	3	4	3	3
OSD	-	-	1	2	1	1
DCMA	2	2	2	4	-	1
DLA	-	1	1	1	-	-
TOTAL	1,072	1,277	1,311	1,382	1,449	1,450

% Change Since FY08	% Change Since FY18
31%	0%
59%	0%
68%	-4%
-7%	6%
-50%	
68%	10%
900%	-9%
	0%
20%	20%
200%	0%
	0%
-50%	
↑ 35%	↑ 0%



Business-CE Workforce Annual Historical Size by Component (Quarterly)



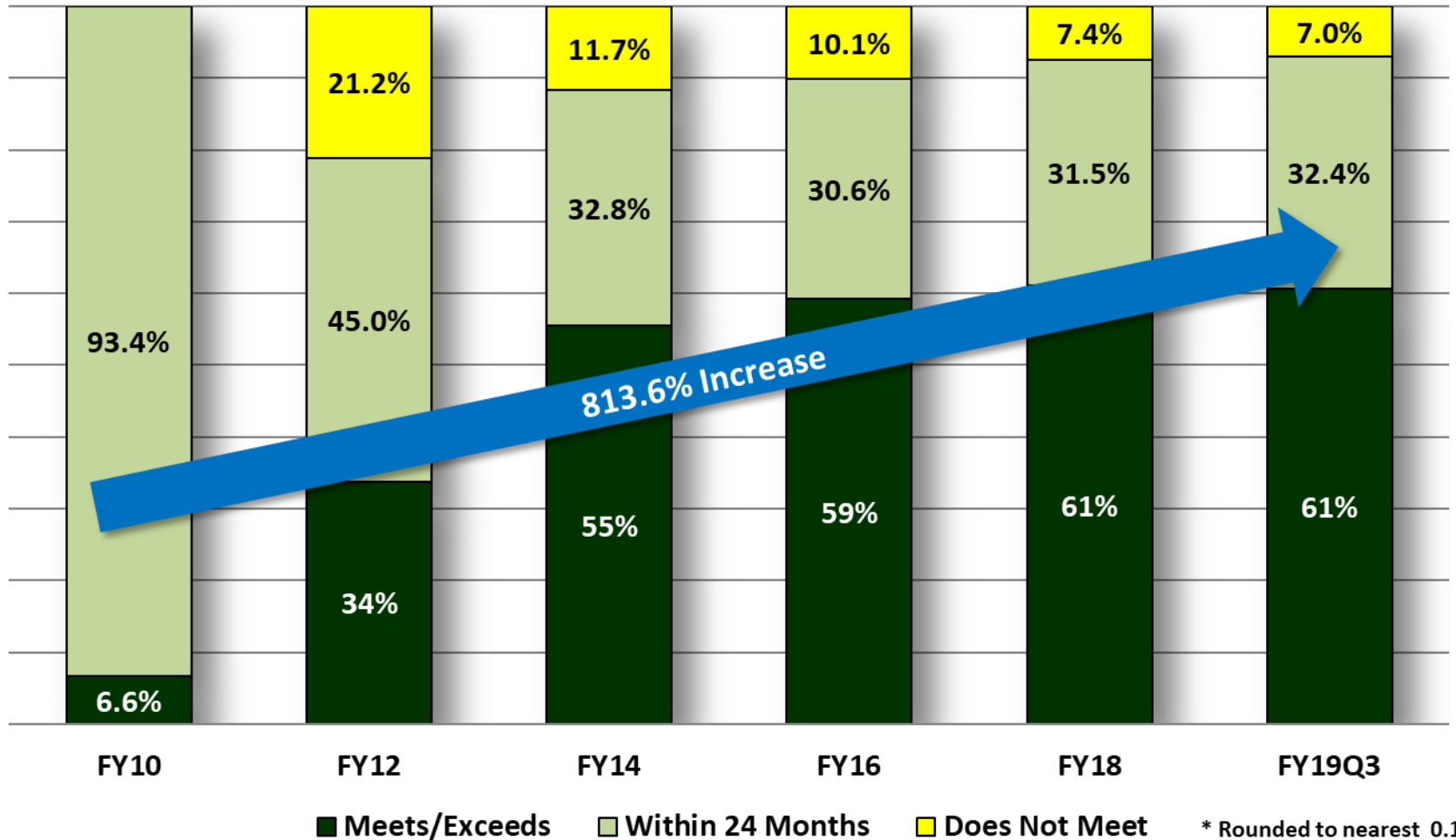
Business - CE Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	530	533	527	523	535	562	561	555	562	5%
MARINE CORPS	37	37	37	36	34	35	34	35	35	3%
AIR FORCE	501	496	498	512	524	526	530	517	505	-4%
ARMY	253	258	257	259	250	237	250	254	251	0%
MDA	54	60	59	62	63	63	62	65	69	10%
DISA	7	9	8	11	13	11	11	11	10	-23%
NRO	1	2	2	3	5	6	6	6	6	20%
DAU	6	6	5	6	4	5	5	6	6	50%
DHA	4	4	3	2	3	3	4	3	3	0%
OSD	2	1	1	2	2	1	1	1	1	-50%
DCMA	3	-	2	1	1	-	-	-	1	0%
IG	-	-	-	-	-	-	-	-	1	
TOTAL	1,398	1,406	1,399	1,417	1,434	1,449	1,464	1,453	1,450	↑ 1%



Business - CE Historical DAWIA Certification FY10 – FY19



Business - CE





Business – CE Historical (Quarterly) DAWIA Certification



Business - CE



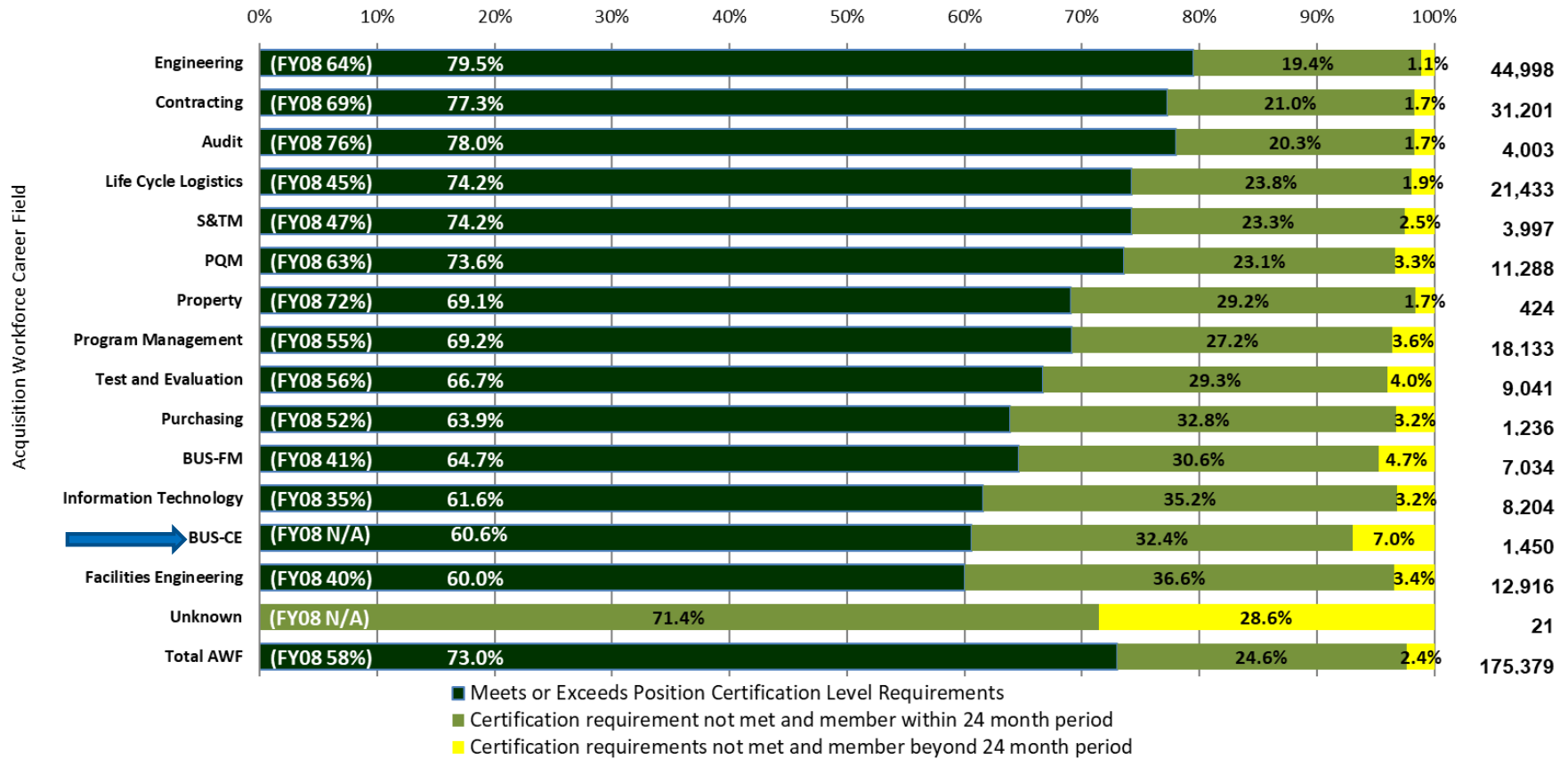
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Business DAWIA Certification by Career Field



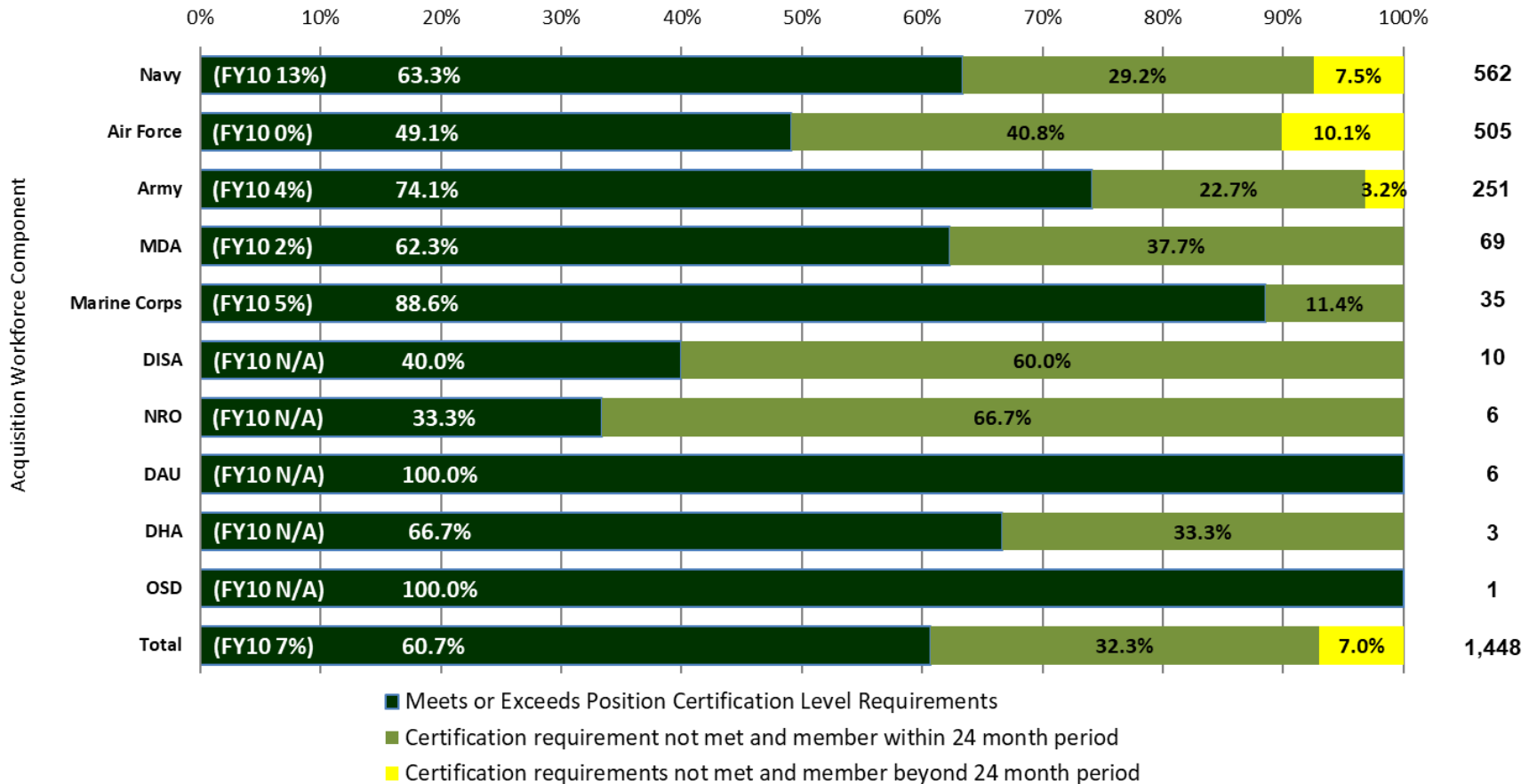
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)





Business - CE DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component BUS-CE (FY19Q3)





Business - CE DAWIA Certification Matrix + Bench Strength

Business - CE		Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	130	47	7	5	189	31.2%	
Level II	189	140	208	101	638	48.4%	
Level III	37	23	52	511	623	82.0%	
<i>Unspecified</i>	-	-	-	-	-		
FY19Q3 TOTAL	356	210	267	617	1,450	60.6%	
	24.6%	14.5%	18.4%	42.6%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,105	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%	
Business - C	879	60.6%	13 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	59	126	4	189	13.0%
Level II	309	254	75	638	44.0%
Level III	511	90	22	623	43.0%
<i>Unspecified</i>	-	-	-	-	0.0%
Business - CE TOTAL	879	470	101	1,450	
	60.6%	32.4%	7.0%		

= Compliance

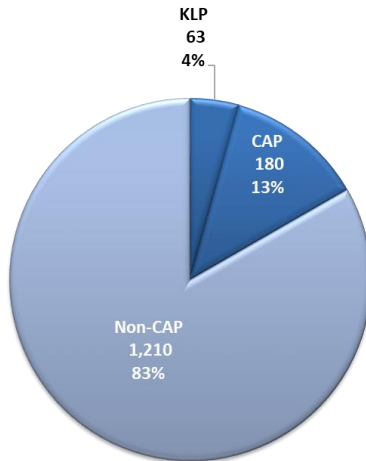
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

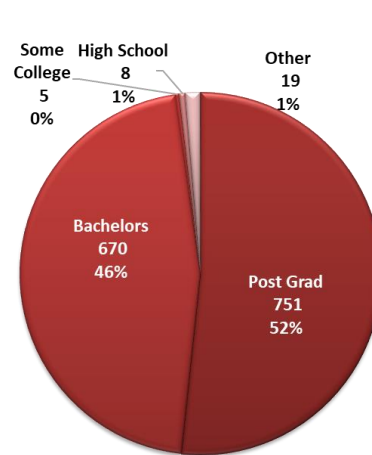


Business CE Demographics

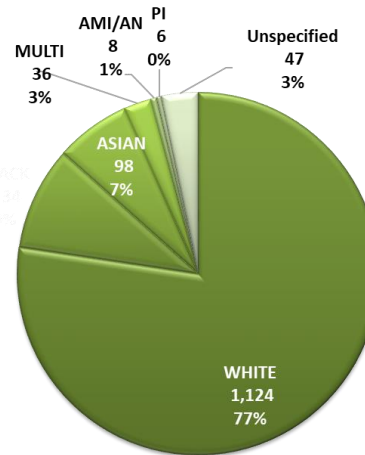
KLP - CAP - Non-CAP



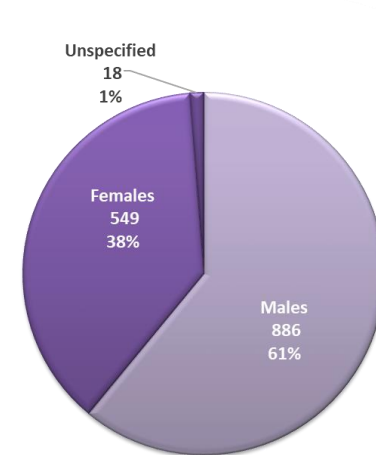
Education



Race



Gender



Occupied Position Type	BUS-CE TOTAL	Entire AWF
Key Leadership Positions (KLPs)	63 4.3%	1,242 0.7%
Critical Acquisition Positions (CAPs) *	180 12.4%	16,708 9.6%
Non-CAP Positions	1,210 83.3%	156,646 89.7%
Unknown	- 0.0%	- 0.0%
TOTAL	1,453	174,596

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

Race	BUS-CE TOTAL	Entire DAW
WHITE	1,124 77.4%	127,583 73.1%
BLACK	134 9.2%	21,036 12.0%
ASIAN	98 6.7%	11,990 6.9%
MULTI	36 2.5%	4,829 2.8%
AMI/AN	8 0.6%	1,133 0.6%
PI	6 0.4%	903 0.5%
Unspecified	47 3.2%	7,122 4.1%
TOTAL	1,453	174,596

Highest Level of Education	BUS-CE TOTAL	Entire AWF
Post Grad	751 51.7%	70,018 40.1%
Bachelors	670 46.1%	77,243 44.2%
Some College	5 0.3%	12,151 7.0%
High School	8 0.6%	12,718 7.3%
Other	19 1.3%	2,466 1.4%
TOTAL	1,453	174,596

Gender	BUS-CE TOTAL	Entire DAW
Males	886 61.0%	122,206 70.0%
Females	549 37.8%	50,436 28.9%
Unspecified	18 1.2%	1,954 1.1%
TOTAL	1,453	174,596

Type	BUS-CE TOTAL	Entire AWF
Civilian	1,391 95.7%	158,922 91.0%
Military	62 4.3%	15,674 9.0%
TOTAL	1,453	174,596

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



Business CE Occupational Series

Civilian Occupational Series	BUS-CE TOTAL	
1515 - Operations Research Analyst	1,109	76.3%
0896 - Engineer, Industrial	88	6.1%
0501 - Financial Administrator	80	5.5%
0801 - Engineer, General	54	3.7%
1101 - Business and Industry Specialist	8	0.6%
0343 - Management and Program Analyst	6	0.4%
0301 - Administration & Program Staff	2	0.1%
<i>Other</i>	106	7.3%
TOTAL CIVILIAN	1,453	Civilians

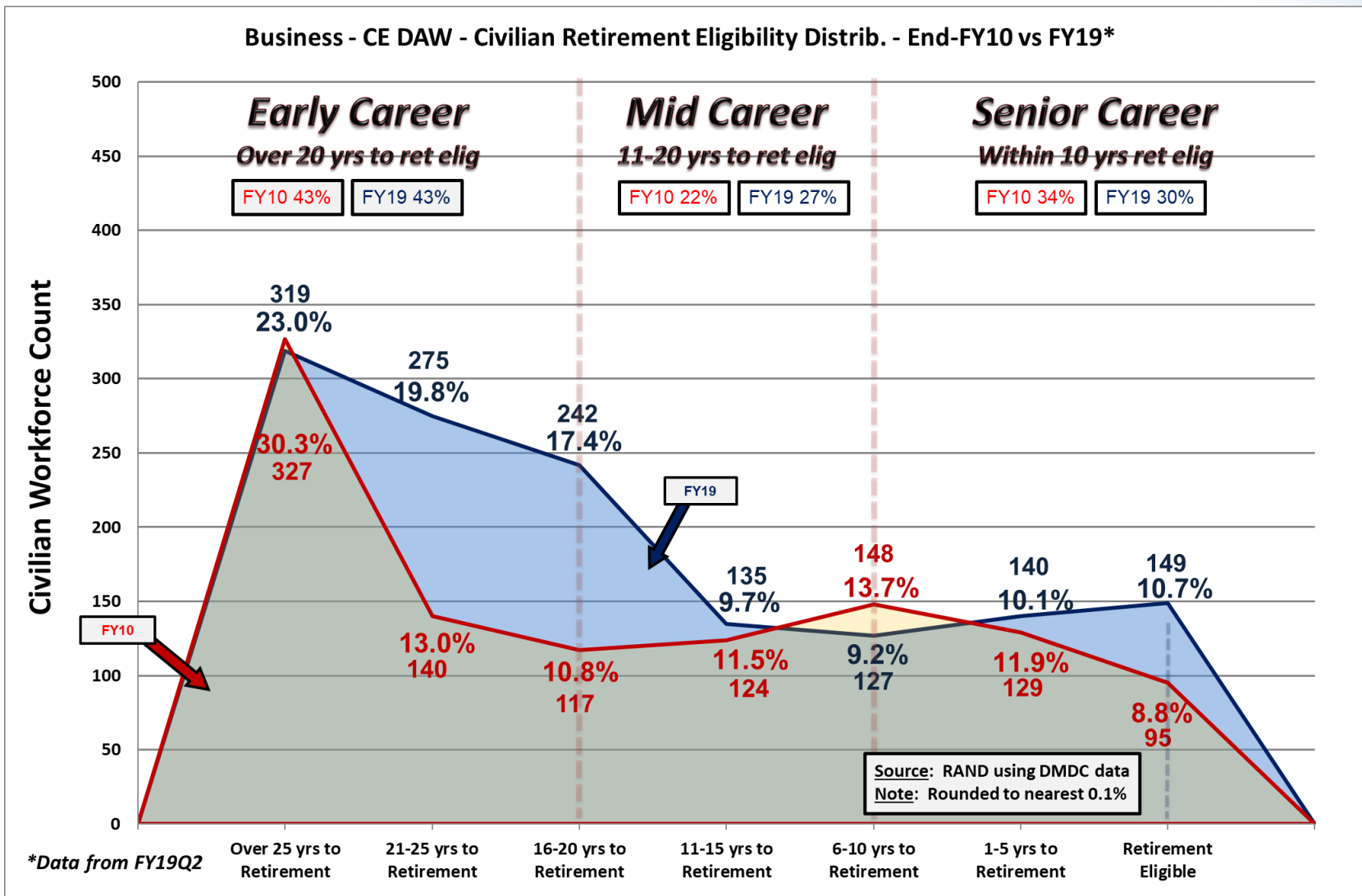
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



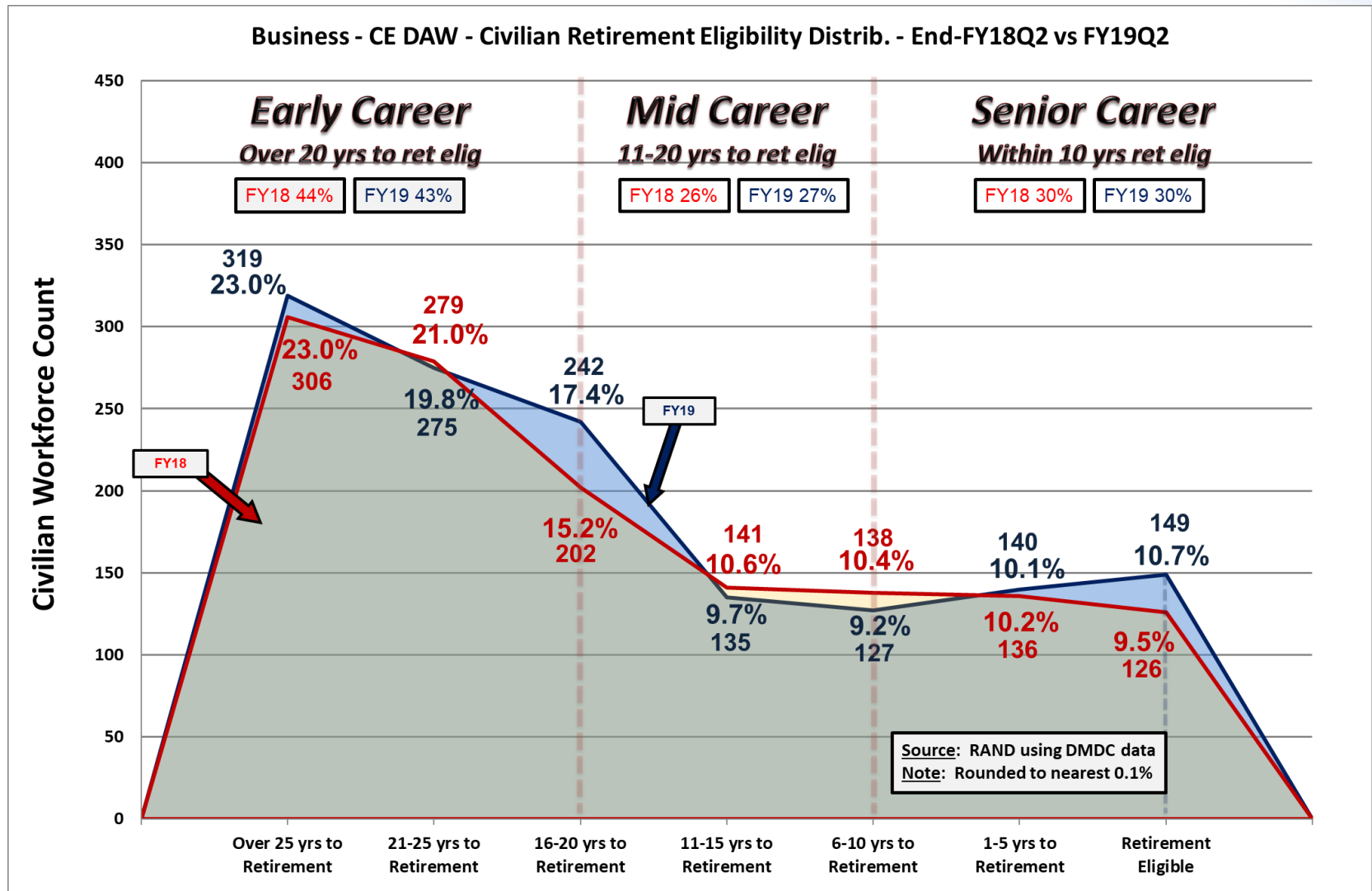
Business-CE Civilian Retirement Eligibility Distribution – FY10 / FY19



As of 31 Mar 2019



Business-CE Civilian Retirement Eligibility Distribution (1 Year)

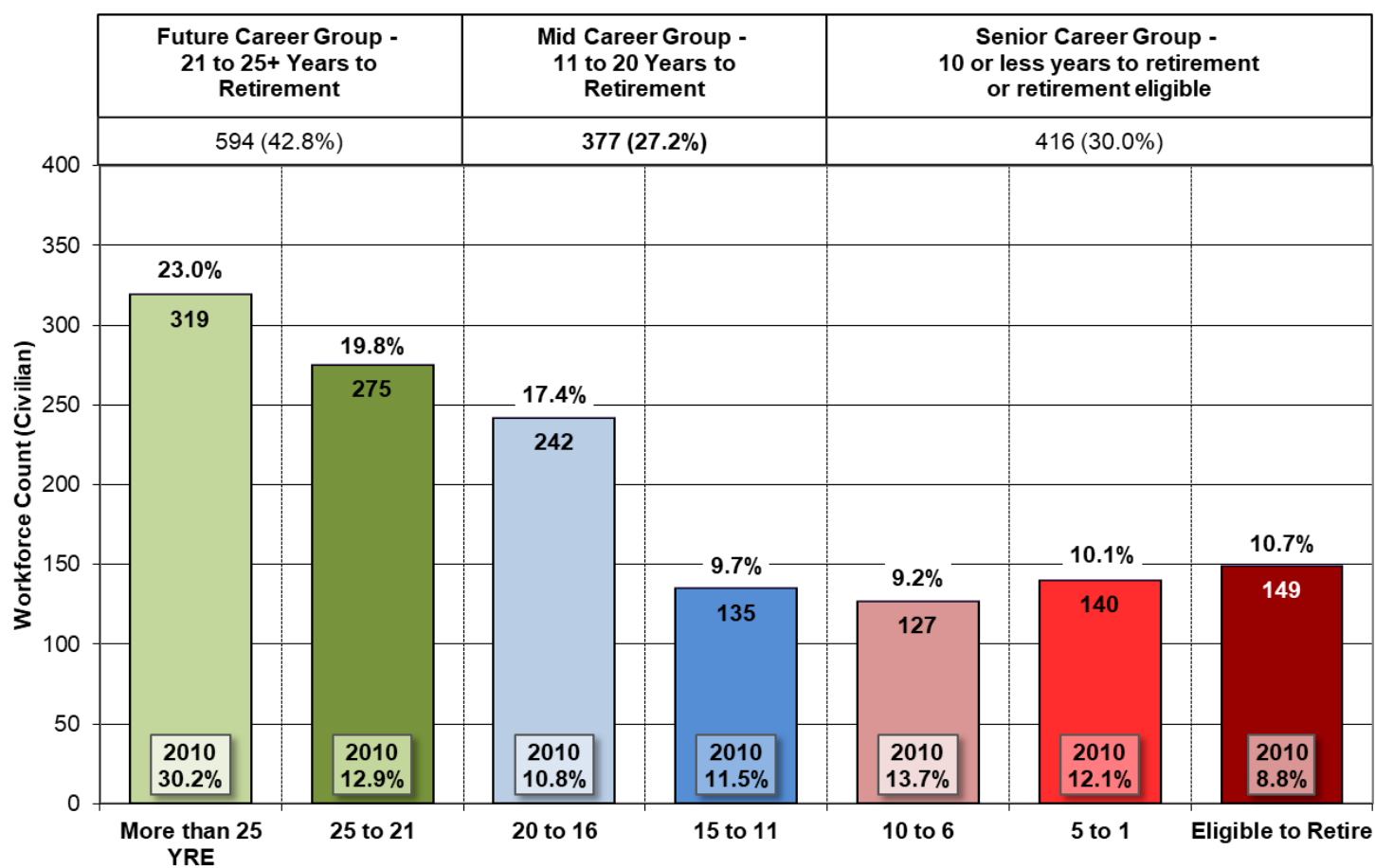


As of 31 Mar 2019



Workforce Lifecycle Model

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



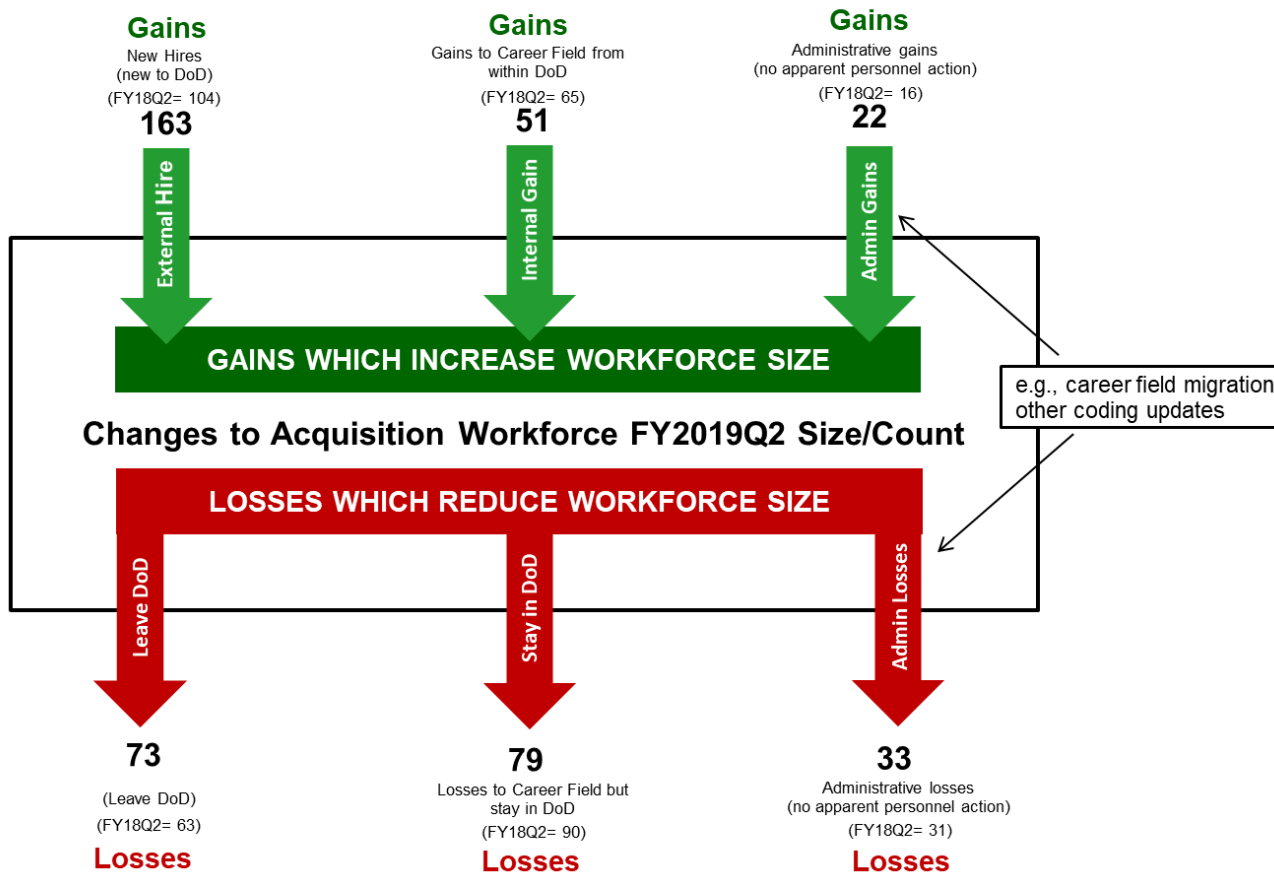
As of 31 Mar 2019



Business-CE 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



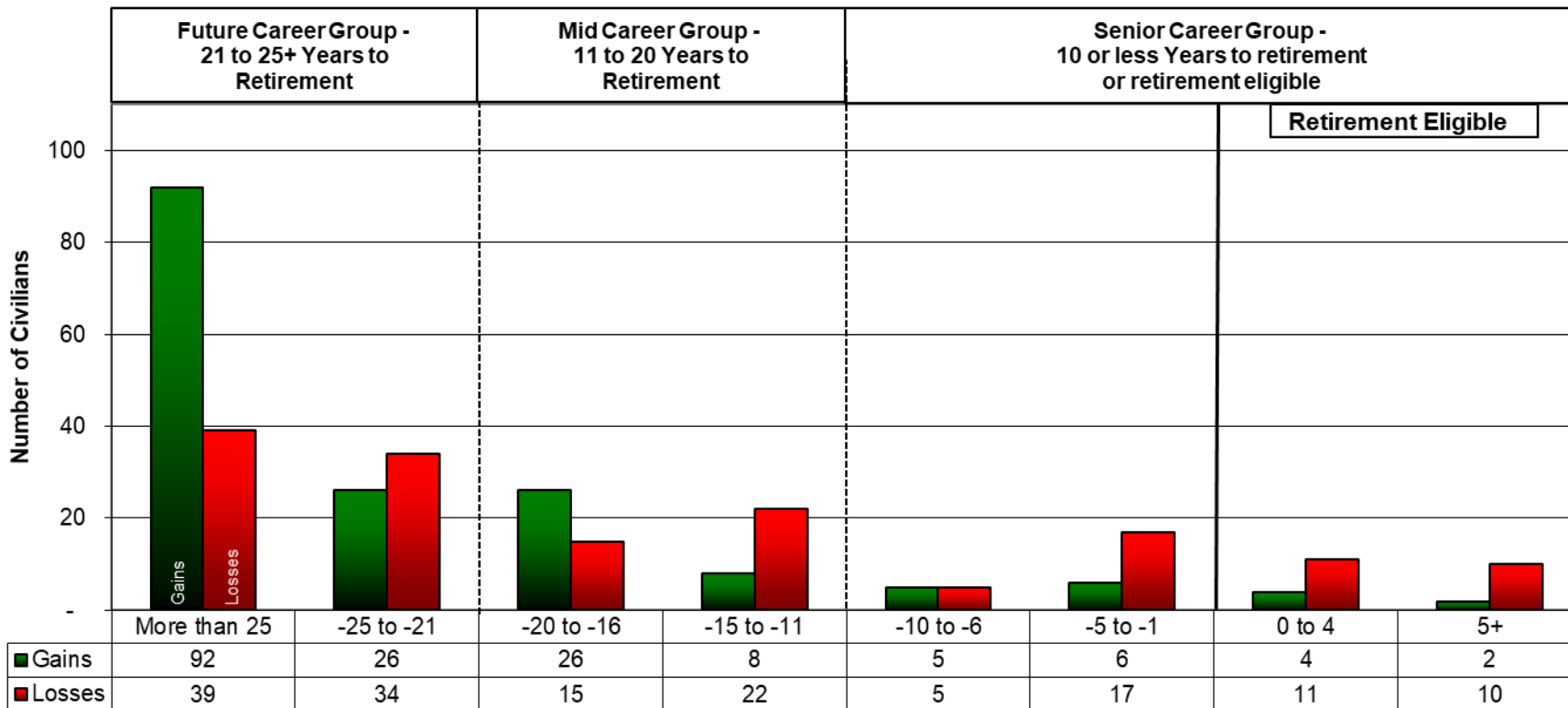


Business-CE Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses*

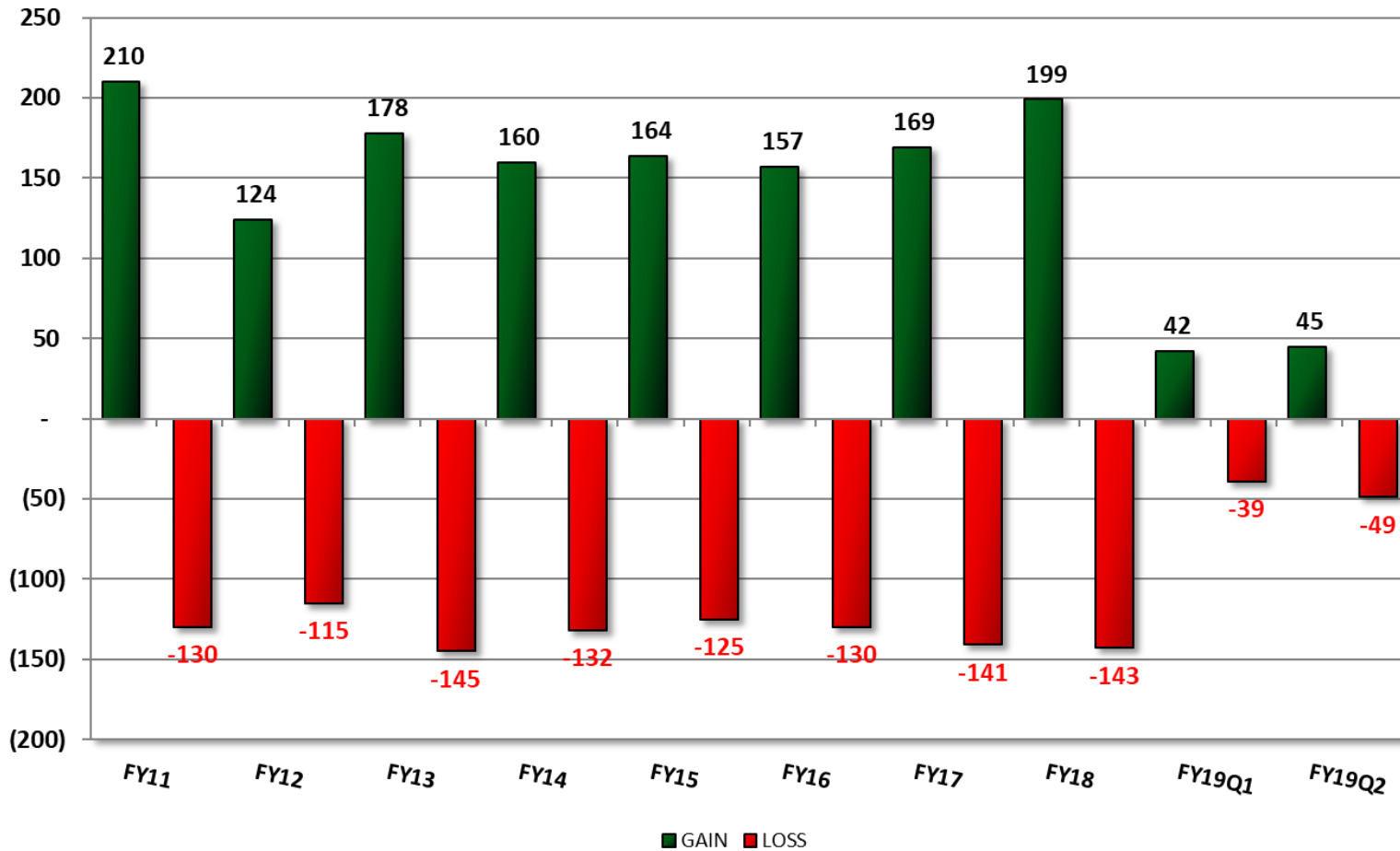


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Business-CE Historical Gains and Losses FY11 – FY18



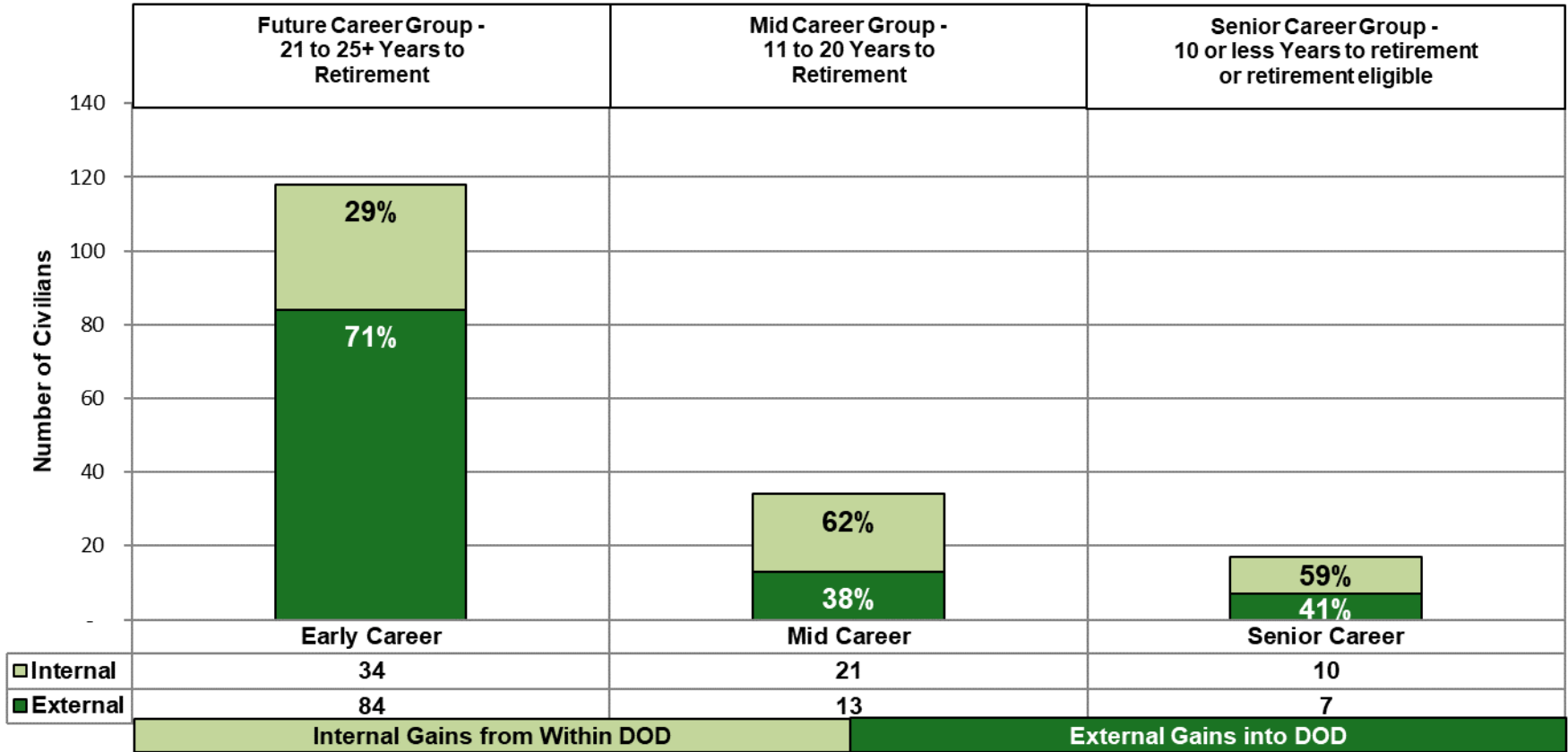
As of 31 Mar 2019



Business-CE Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

As of 31 Mar 2019

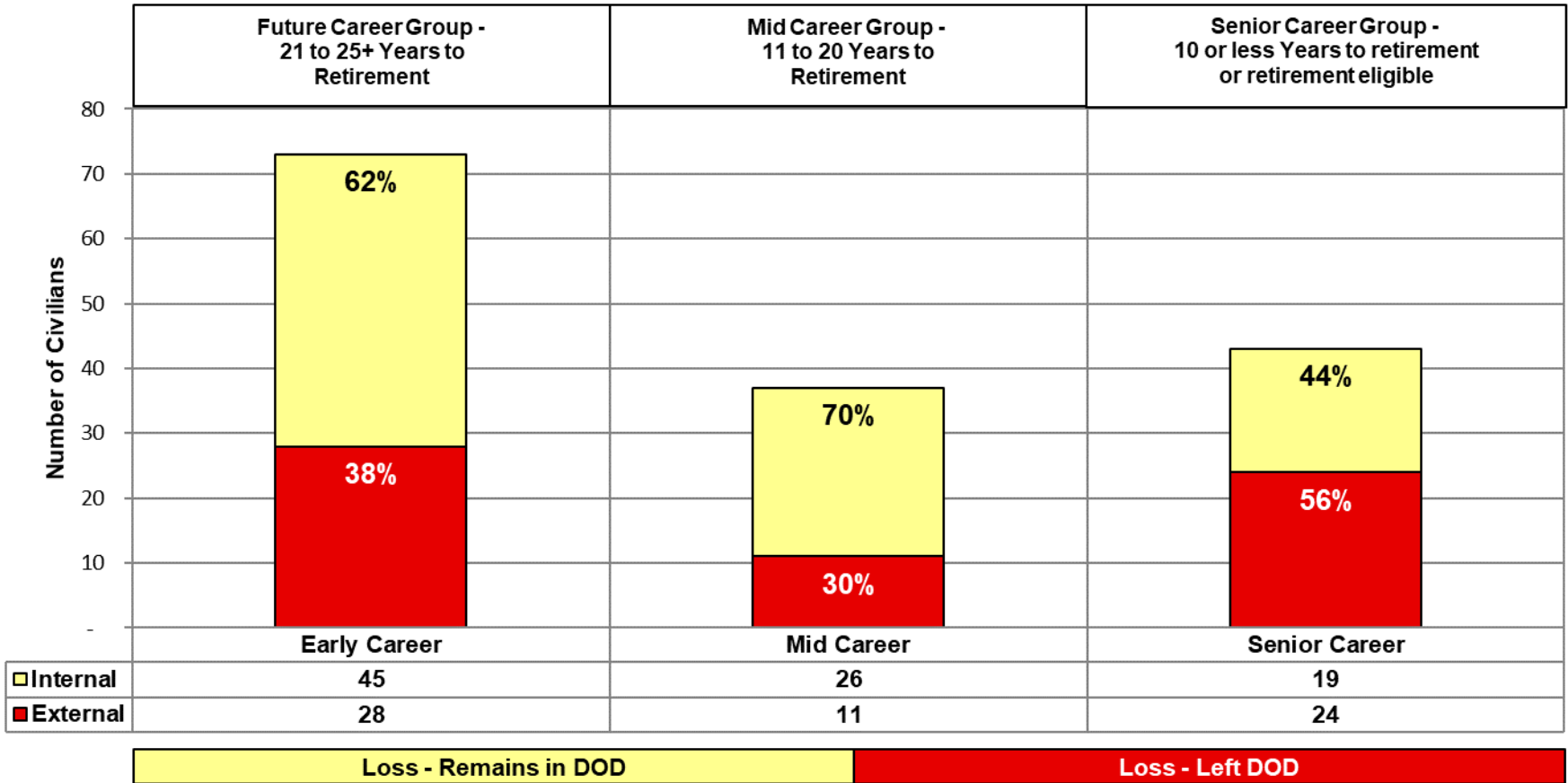


Business-CE Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

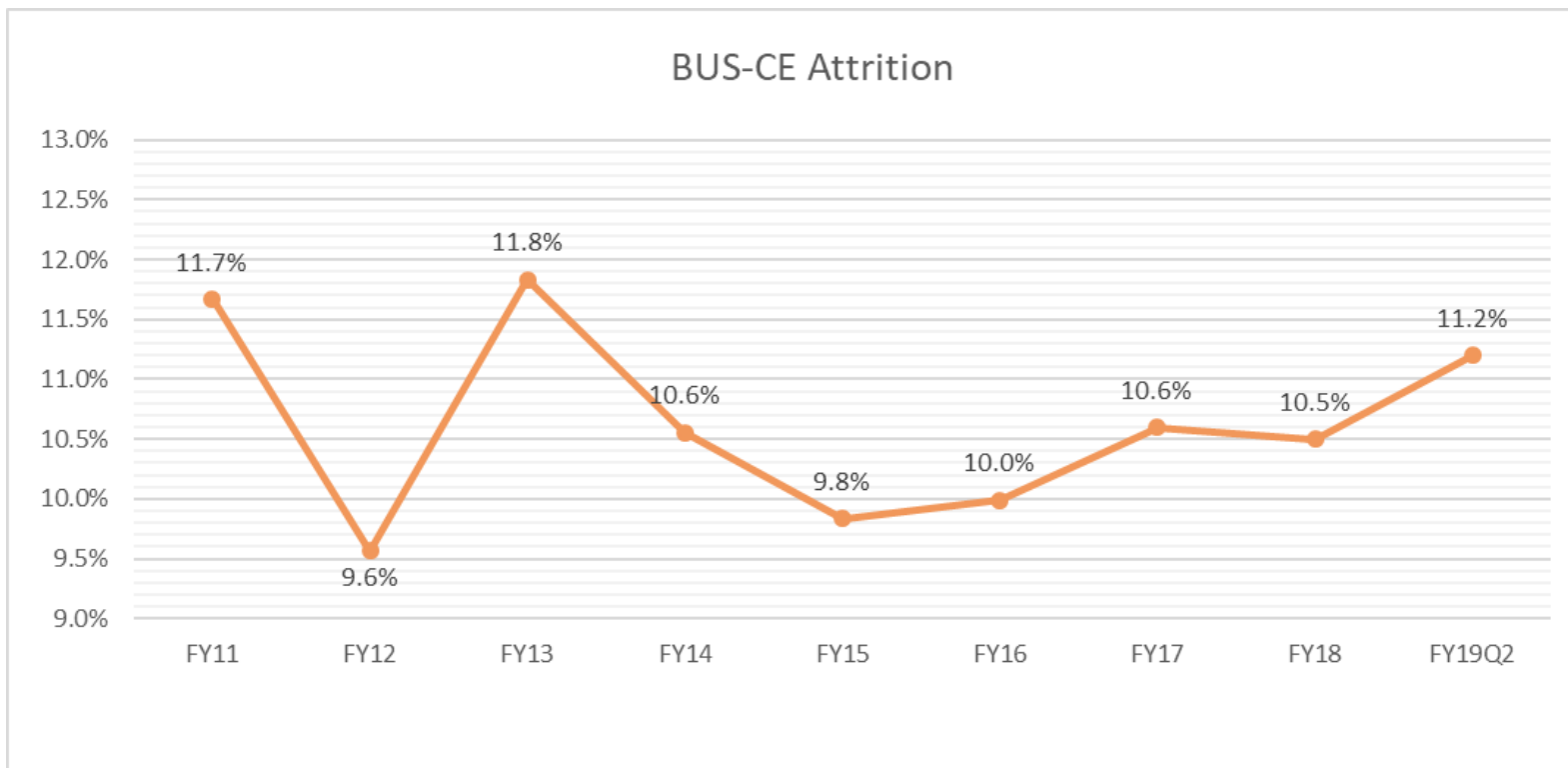
Workforce Lifecycle FY2019Q2 Losses*



*Does not include administrative losses



Annual Attrition Rates

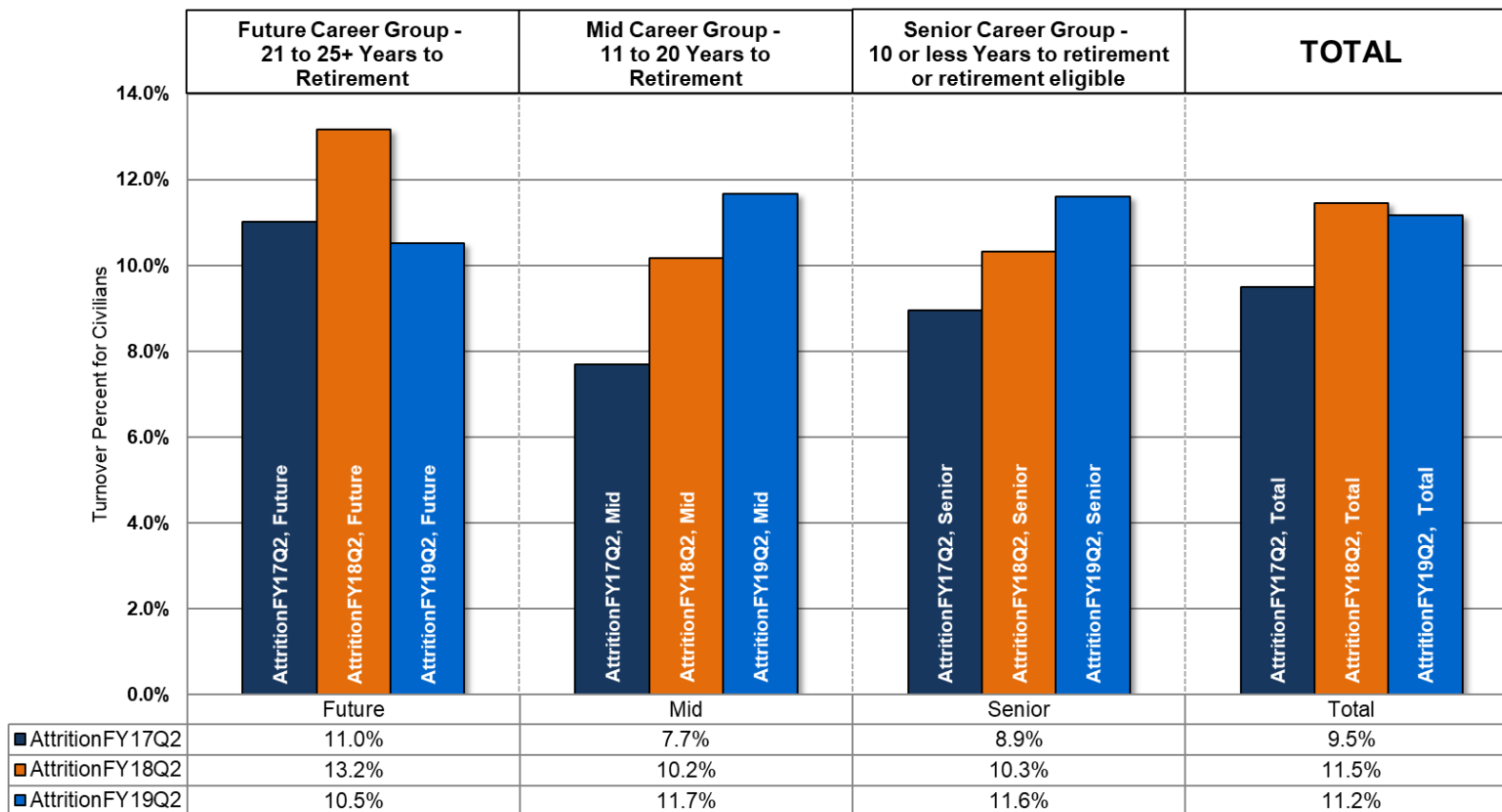


*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



Business-CE Attrition Rates by Career Group

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

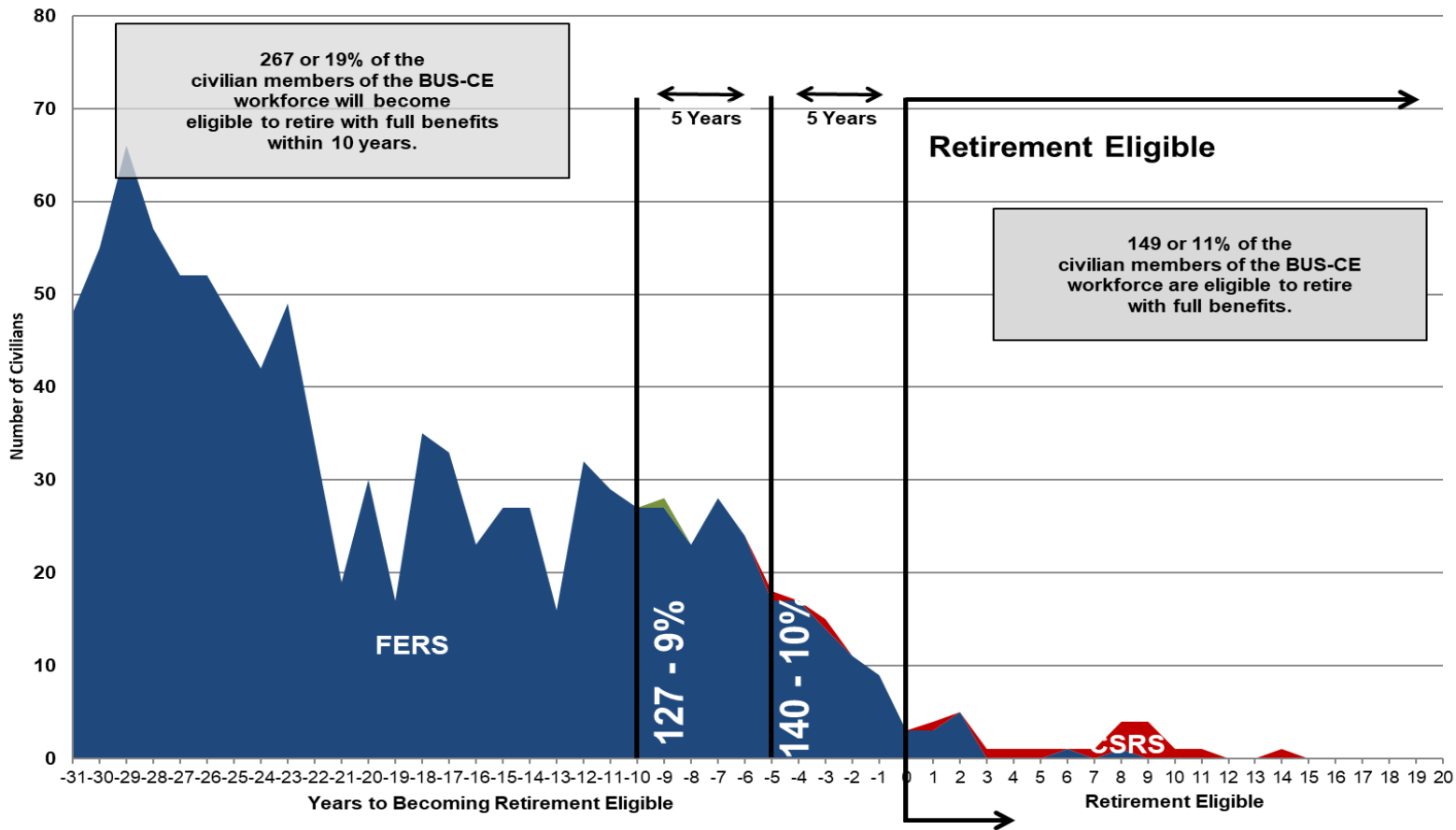




Business Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019