



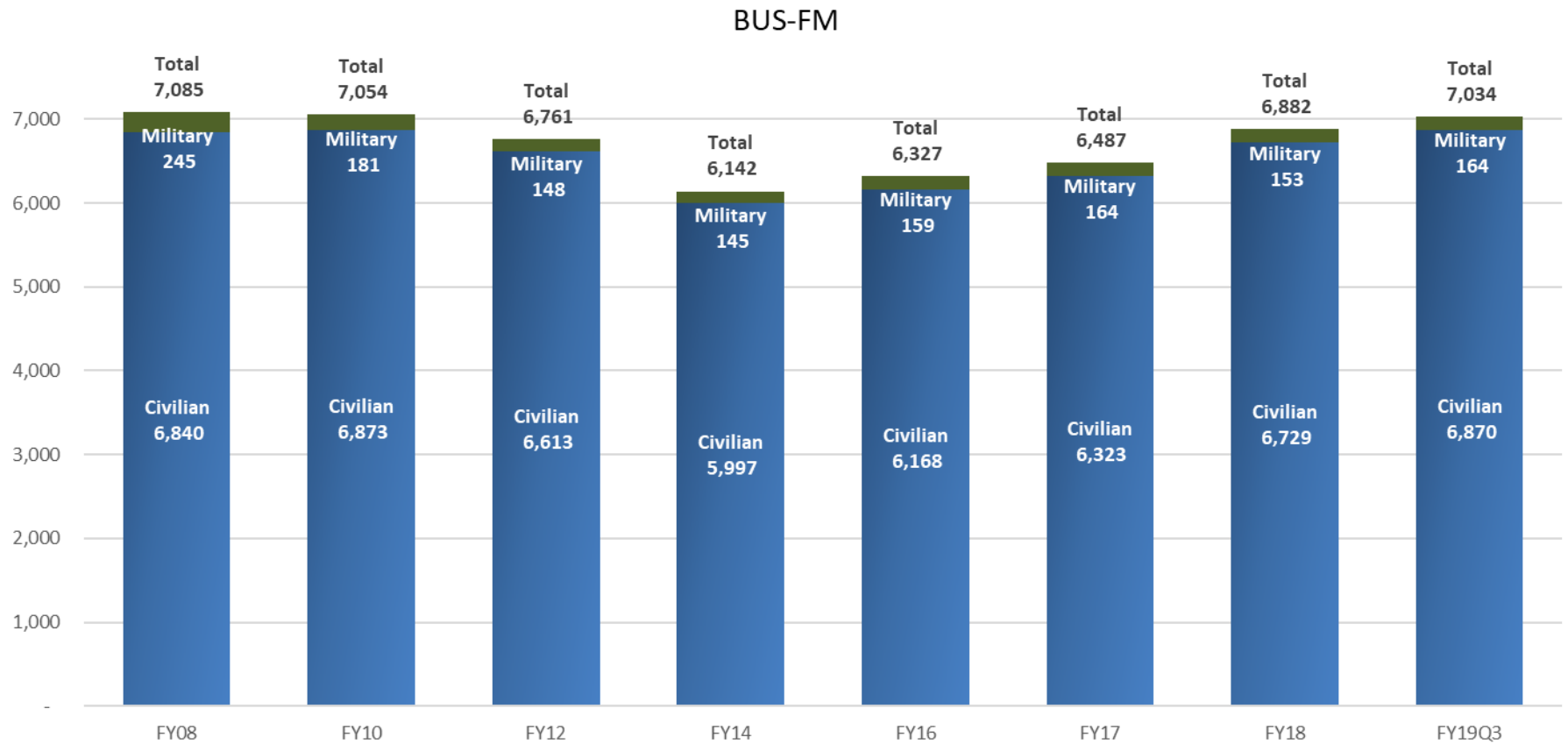
Defense Acquisition Workforce Key Information

Business- Financial Management

As of FY19Q3 (30 June 2019)

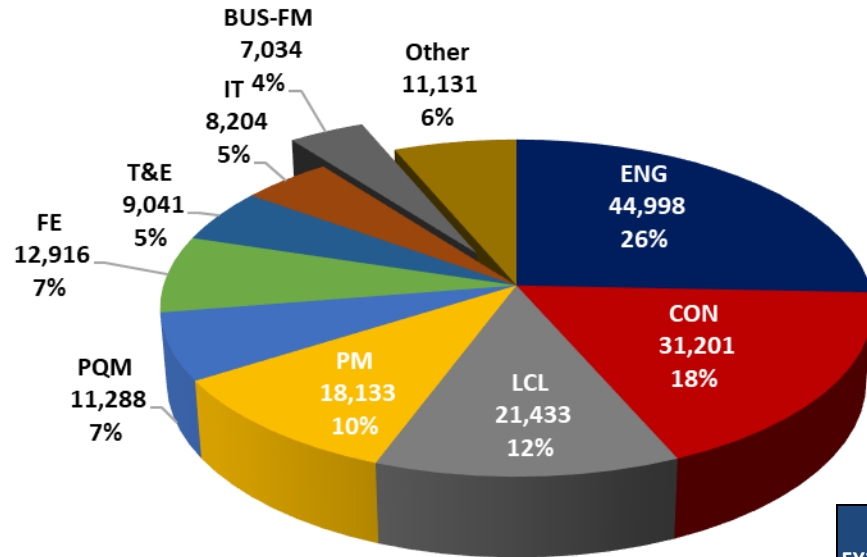


Total Historic Workforce





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 FM Workforce Historical Size by Agency FY08 – FY19



Business - FM Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
AIR FORCE	1,530	1,818	1,817	1,850	2,008	2,200	2,188	43%	-1%
Navy	1,792	1,943	1,889	1,699	1,849	2,156	2,279	27%	6%
MARINE CORPS	143	191	181	180	172	174	175	22%	1%
ARMY	3,350	2,590	2,281	1,766	1,718	1,768	1,765	-47%	0%
MDA	90	203	217	239	230	232	238	164%	3%
DCMA	46	151	190	217	172	120	145	215%	21%
DTRA	48	64	65	79	72	85	87	81%	2%
NRO	-	-	-	-	17	59	64		8%
DAU	25	32	42	31	28	30	29	16%	-3%
DHA	6	18	22	30	15	18	17	183%	-6%
OSD	14	11	14	11	11	8	7	-50%	-13%
JCS	-	-	14	8	9	7	5		-29%
DISA	17	11	10	16	9	5	7	-59%	40%
DMEA	-	4	4	4	5	6	9		50%
IG	-	-	-	-	-	5	3		-40%
USUHS	-	-	-	-	2	4	7		75%
TRMC	5	4	4	4	4	2	2	-60%	0%
DeCA	-	-	-	3	4	2	3		50%
DLA	7	2	6	3	1	1	4	-43%	300%
DCAA	1	-	-	-	-	-	-	-100%	
DoD HRA	1	-	1	-	-	-	-	-100%	
DSCA	2	1	1	1	1	-	-	-100%	
DSS	-	-	1	1	-	-	-		
DMA	-	1	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-		
TOTAL	7,077	7,044	6,759	6,142	6,327	6,882	7,034	↓ -1%	↑ 2%



Business FM Workforce Historical Size by Agency (Quarterly)



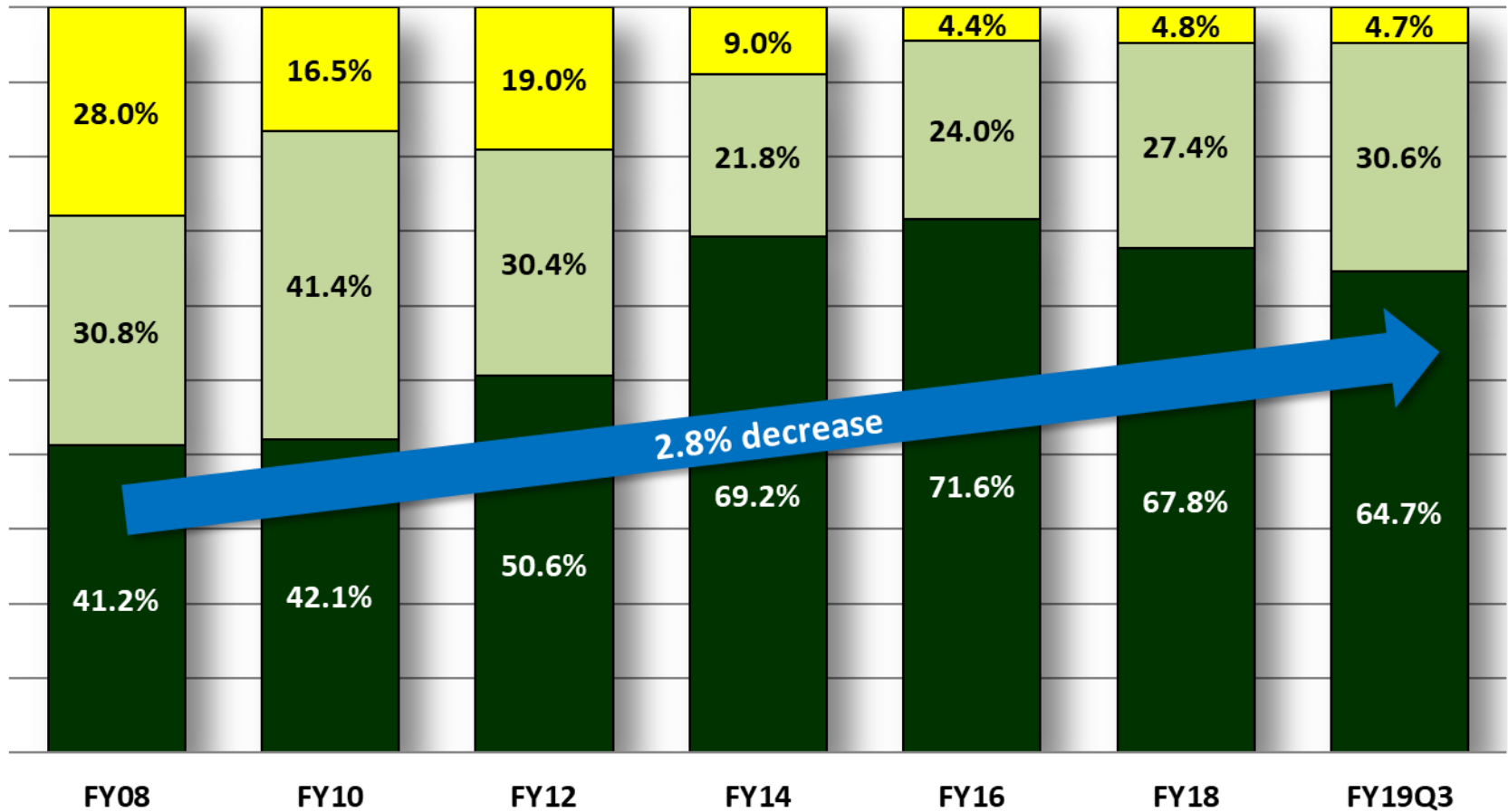
Business - FM Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
AIR FORCE	2,042	2,094	2,080	2,097	2,123	2,200	2,232	2,218	2,188	3%
Navy	1,936	1,978	2,029	2,048	2,086	2,156	2,155	2,194	2,279	9%
MARINE CORPS	170	171	174	179	179	174	173	179	175	-2%
ARMY	1,707	1,714	1,737	1,743	1,743	1,768	1,792	1,775	1,765	1%
MDA	227	226	224	217	224	232	230	234	238	6%
DCMA	142	131	118	114	120	120	127	139	145	21%
DTRA	66	68	75	87	82	85	87	86	87	6%
NRO	18	21	29	46	63	59	59	60	64	2%
DAU	27	27	28	29	29	30	29	28	29	0%
DHA	15	16	17	18	19	18	19	19	17	-11%
OSD	9	8	8	9	9	8	8	8	7	-22%
JCS	10	10	8	8	7	7	7	5	5	-29%
DISA	11	9	7	6	7	5	6	7	7	0%
DMEA	5	5	5	6	6	6	5	2	9	50%
IG	-	-	-	-	5	5	5	3	3	-40%
USUHS	3	3	3	4	4	4	5	6	7	75%
TRMC	4	3	3	3	3	2	2	2	2	-33%
DeCA	2	2	2	2	2	2	2	1	3	50%
DLA	1	1	1	1	1	1	1	4	4	300%
TOTAL	6,395	6,487	6,548	6,617	6,712	6,882	6,944	6,970	7,034	↑ 5%



Business – FM Historical DAWIA Certification FY08 – FY19



Business - FM



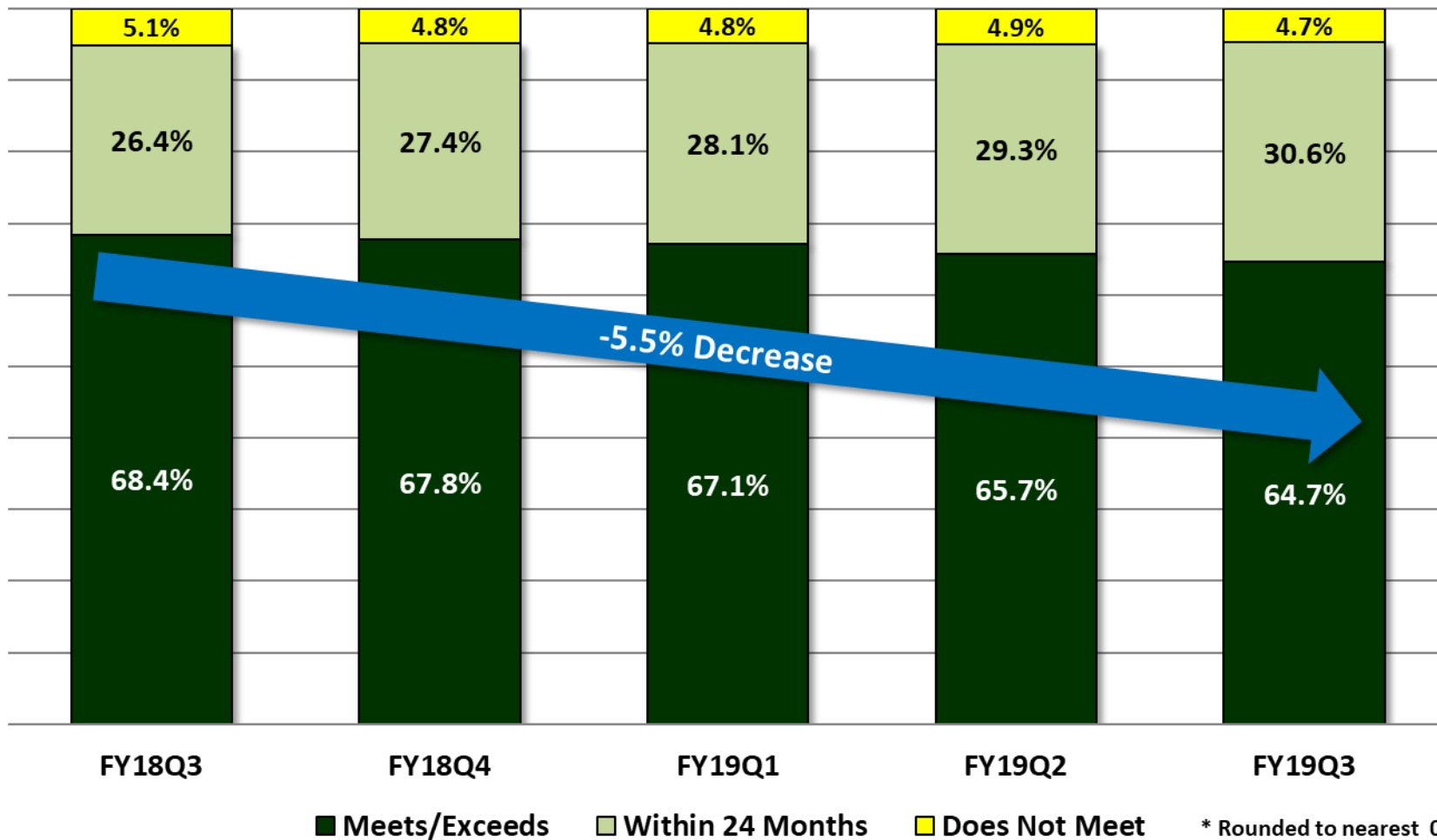
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



Business – FM Historical (Quarterly) DAWIA Certification



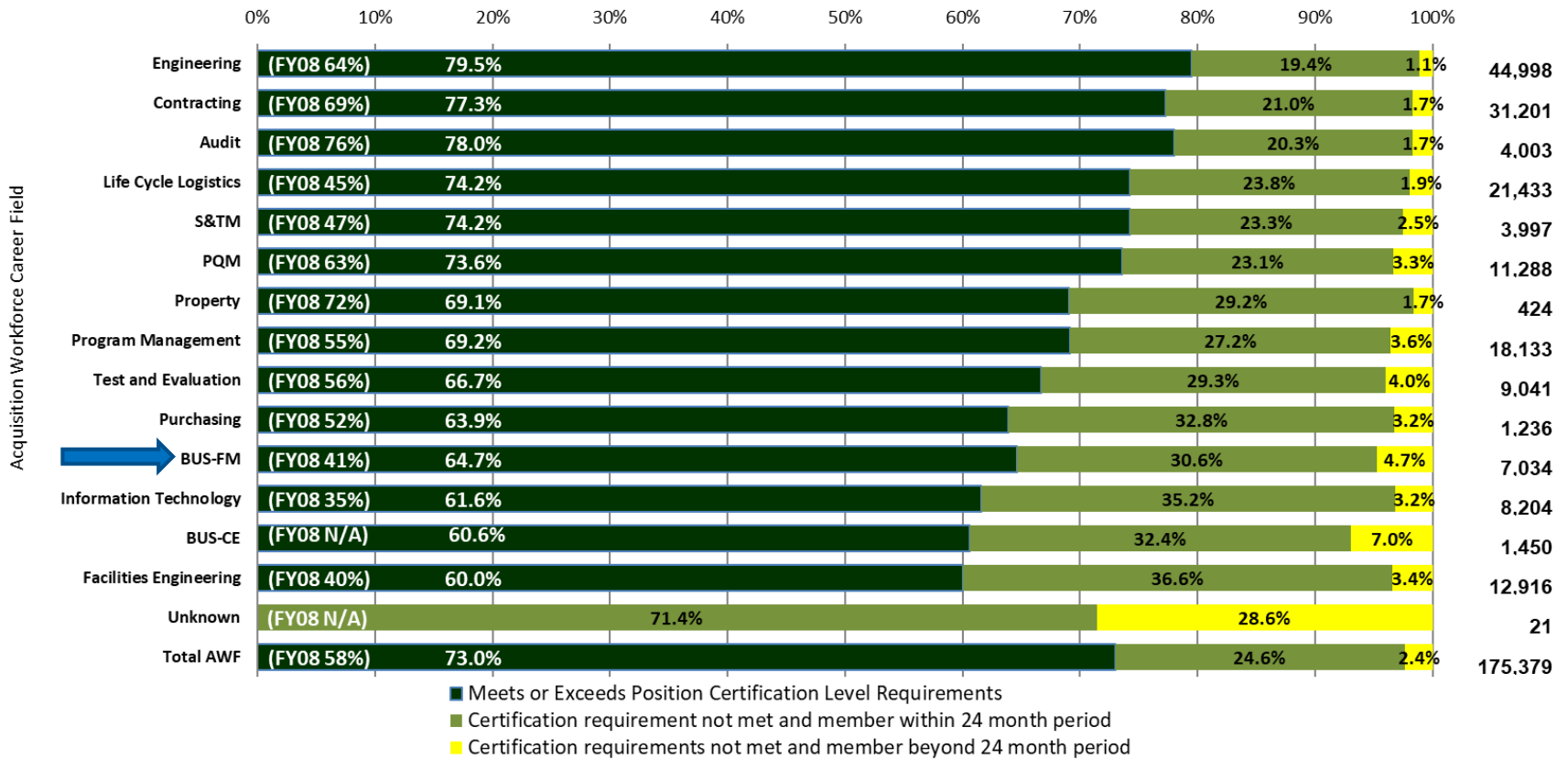
Business - FM





Business - FM DAWIA Certification by Career Field

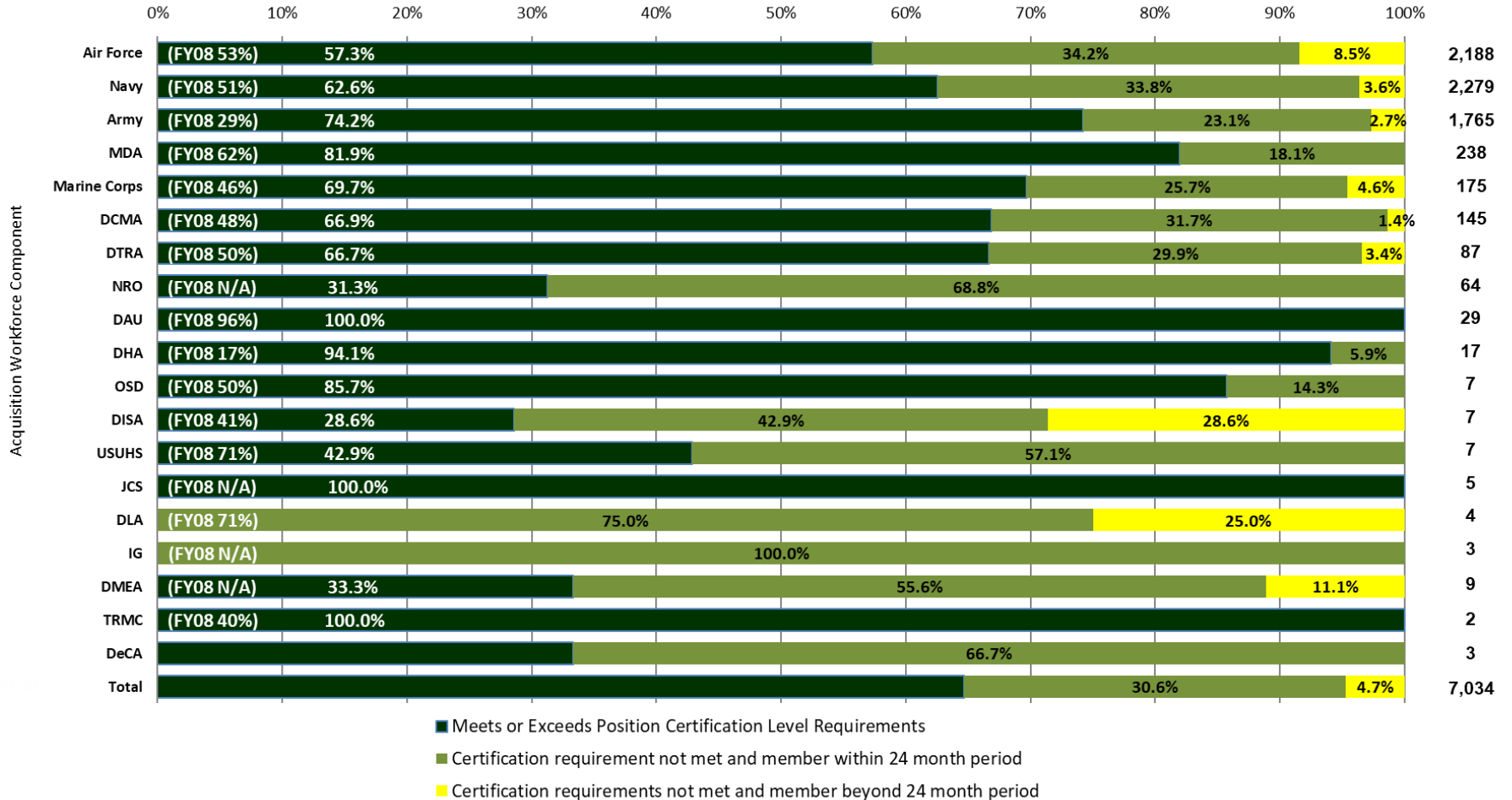
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)





Business - FM DAWIA Certification by Component

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





Business - FM DAWIA Certification Matrix + Bench Strength



Business - FM Required Certification Level	Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	554	381	48	22	1,005	44.9%
Level II	816	601	1,606	644	3,667	61.4%
Level III	197	136	178	1,846	2,357	78.3%
<i>Unspecified</i>	3	-	-	2	5	
FY19Q3 TOTAL	1,570	1,118	1,832	2,514	7,034	64.7%
	22.3%	15.9%	26.0%	35.7%		

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 - I	4,547	64.7%	10 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	451	538	16	1,005	14.3%
Level II	2,250	1,177	240	3,667	52.1%
Level III	1,846	436	75	2,357	33.5%
<i>Unspecified</i>	2	3	-	5	0.1%
Business - FM TOTAL	4,549	2,154	331	7,034	
	64.7%	30.6%	4.7%		

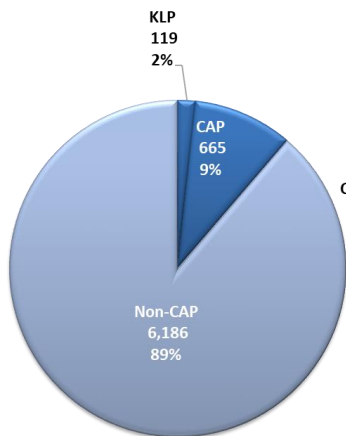
= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

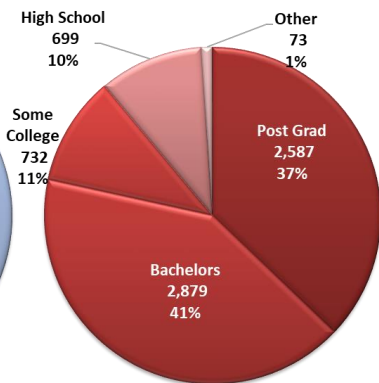


Business FM Demographics

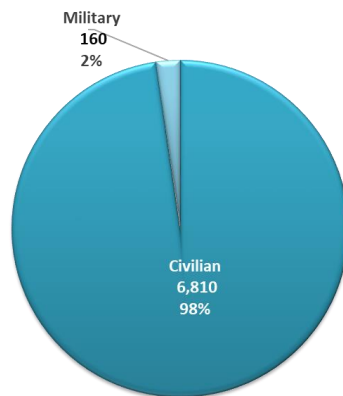
KLP - CAP - Non-CAP



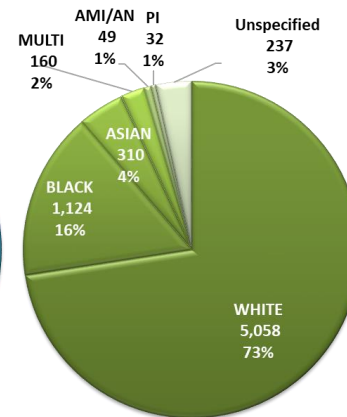
Education



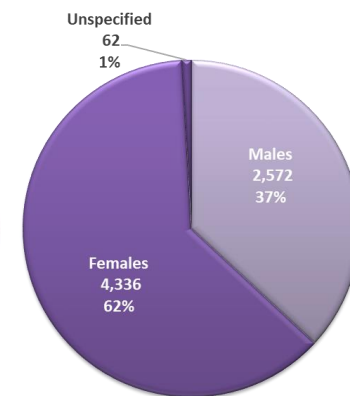
Civilian / Military



Race



Gender



Occupied Position Type	BUS-FM TOTAL	Entire AWF
Key Leadership Positions (KLPs)	119	1,242
Critical Acquisition Positions (CAPs) *	665	16,708
Non-CAP Positions	6,186	156,646
Unknown	-	-
TOTAL	6,970	174,596

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

Highest Level of Education	BUS-FM TOTAL	Entire AWF
Post Grad	2,587	70,018
Bachelors	2,879	77,243
Some College	732	12,151
High School	699	12,718
Other	73	2,466
TOTAL	6,970	174,596

Type	BUS-FM TOTAL	Entire AWF
Civilian	6,810	158,922
Military	160	15,674
TOTAL	6,970	174,596

Race	BUS-FM TOTAL	Entire DAW
WHITE	5,058	127,583
BLACK	1,124	21,036
ASIAN	310	11,990
MULTI	160	4,829
AMI/AN	49	1,133
PI	32	903
Unspecified	237	7,122
TOTAL	6,970	174,596

Gender	BUS-FM TOTAL	Entire DAW
Males	2,572	122,206
Females	4,336	50,436
Unspecified	62	1,954
TOTAL	6,970	174,596

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



Business FM Occupational Series

Civilian Occupational Series	BUS-FM TOTAL	
0501 - Financial Administrator	3,250	46.6%
0343 - Management and Program Analyst	1,652	23.7%
0560 - Budget Analyst	1,030	14.8%
1515 - Operations Research Analyst	220	3.2%
1101 - Business and Industry Specialist	220	3.2%
0301 - Administration & Program Staff	151	2.2%
0510 - Accountant	113	1.6%
0505 - Financial Program Specialist	97	1.4%
0801 - Engineer, General	29	0.4%
0896 - Engineer, Industrial	17	0.2%
<i>Other</i>	191	2.7%
TOTAL CIVILIAN	6,970	Civilians

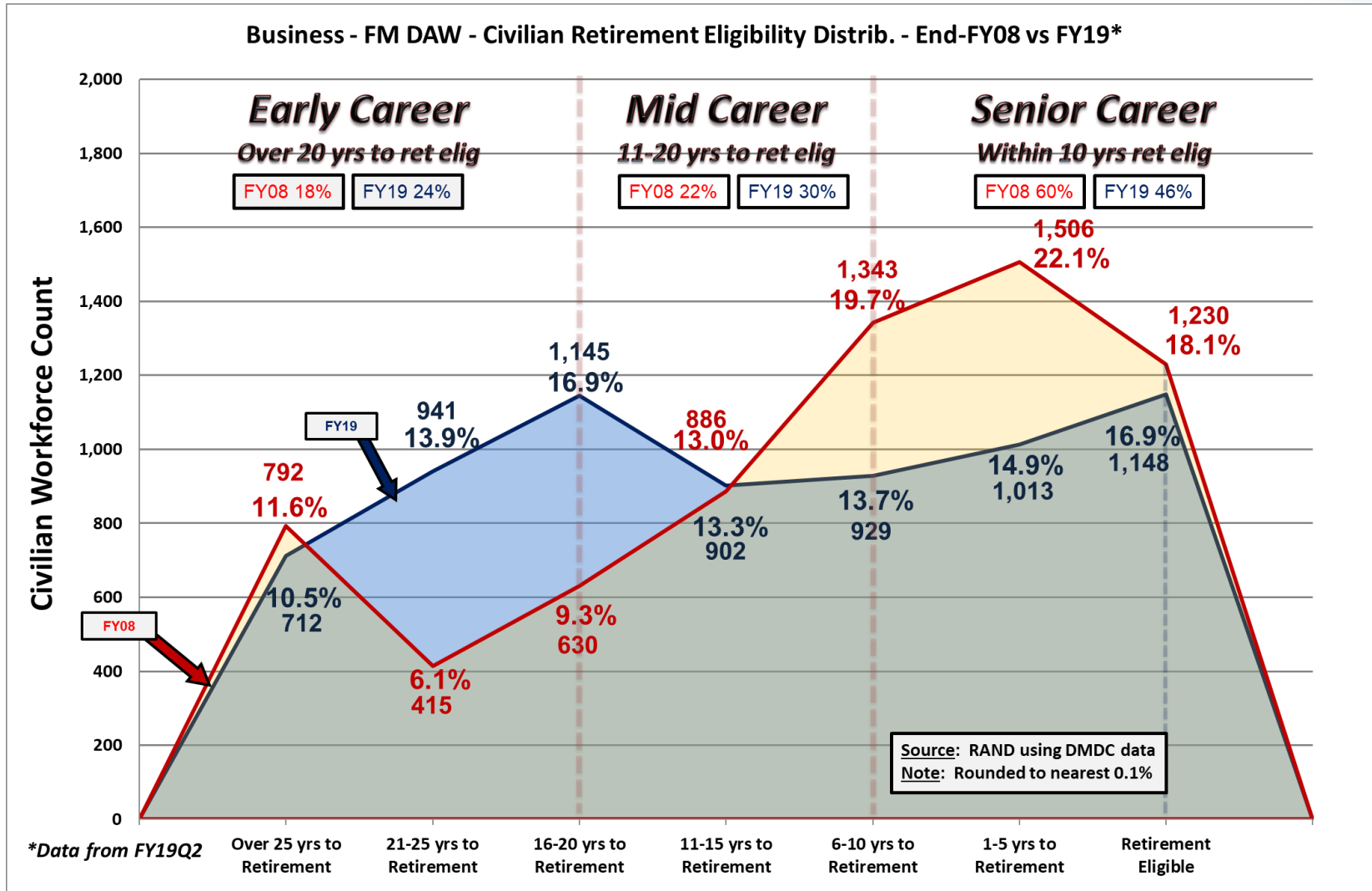
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



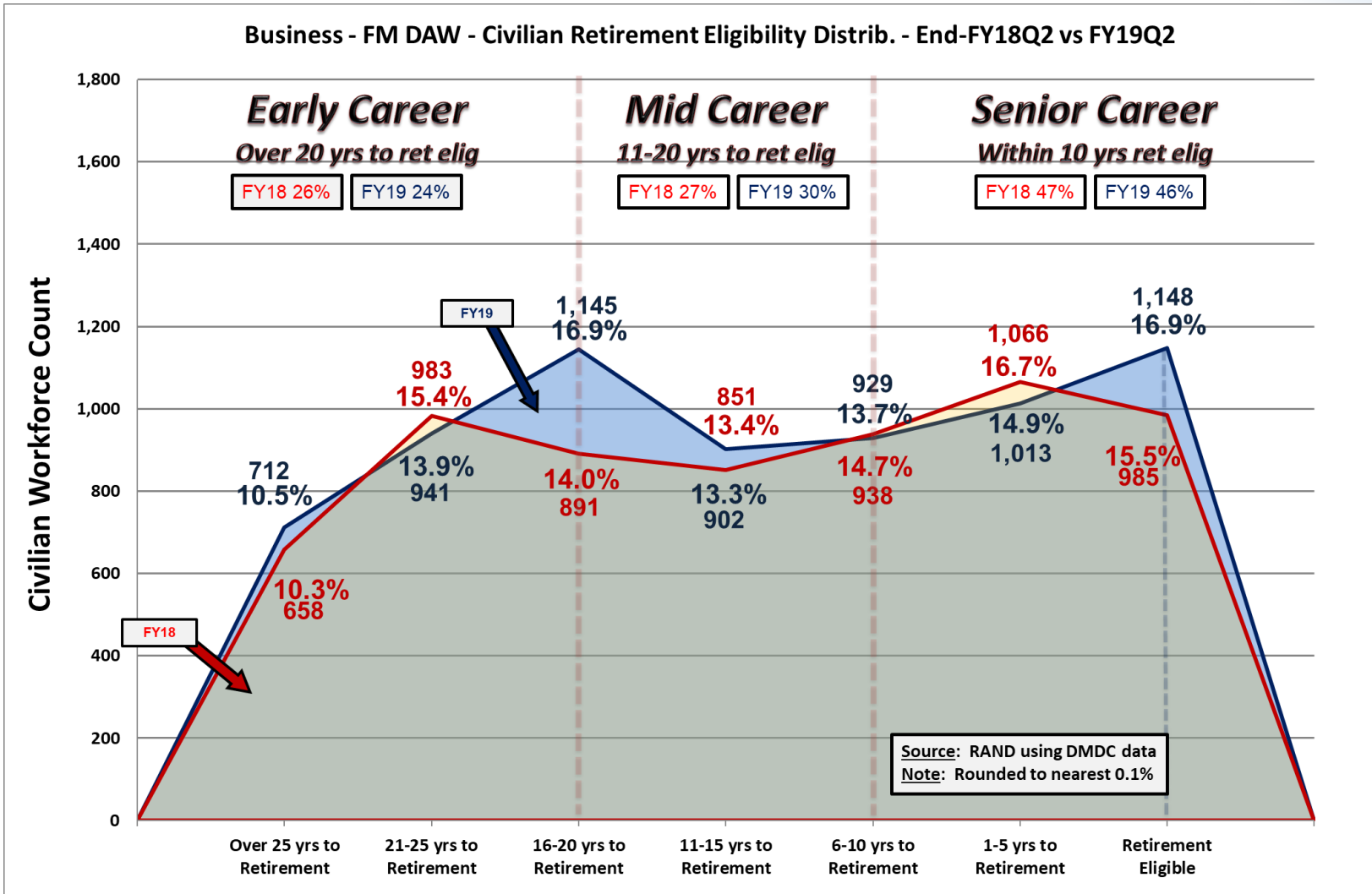
Business - FM Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



Business – FM Civilian Retirement Eligibility Distribution (1 Year)

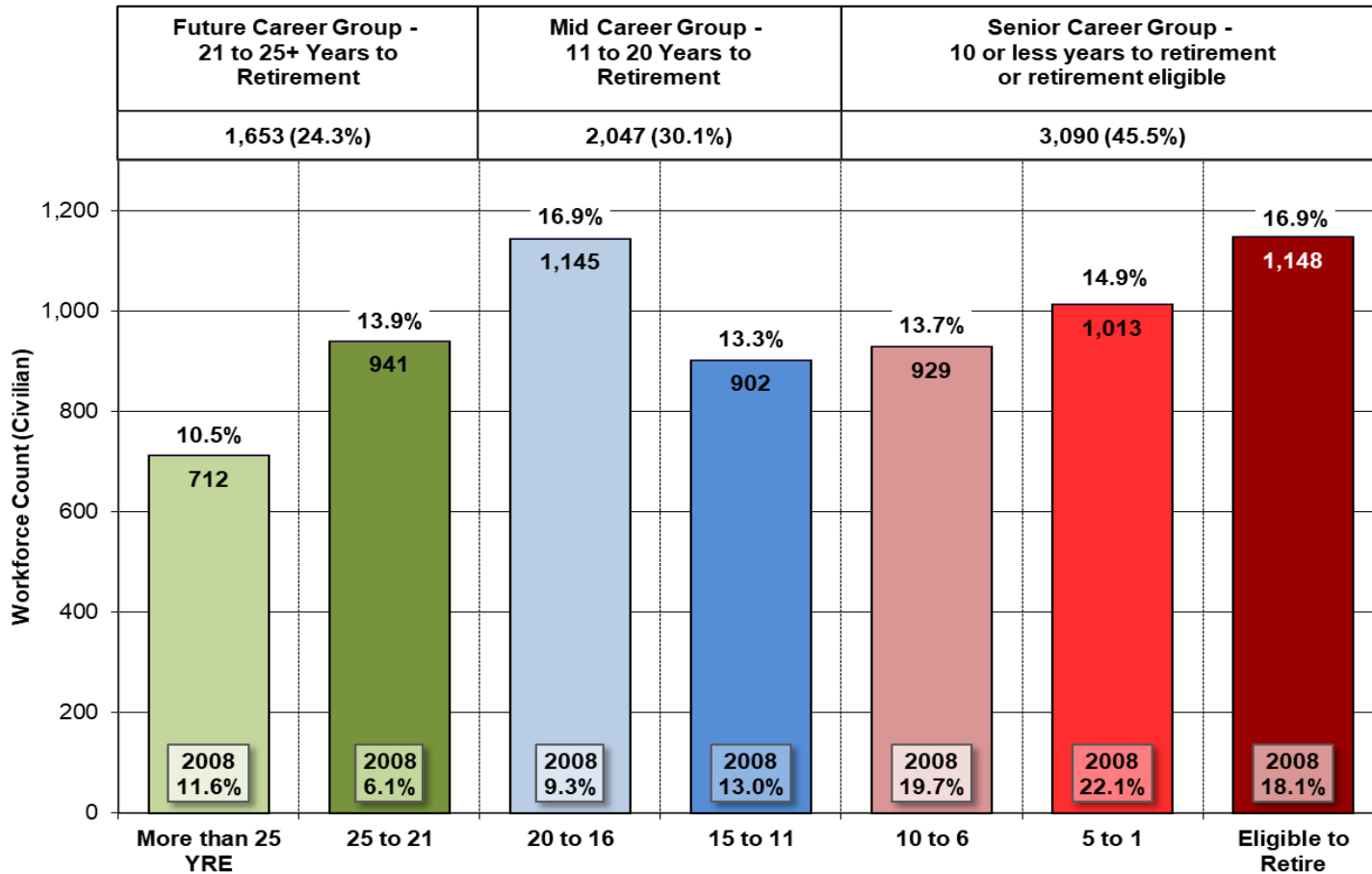


As of 31 Mar 2019



Workforce Lifecycle Model

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



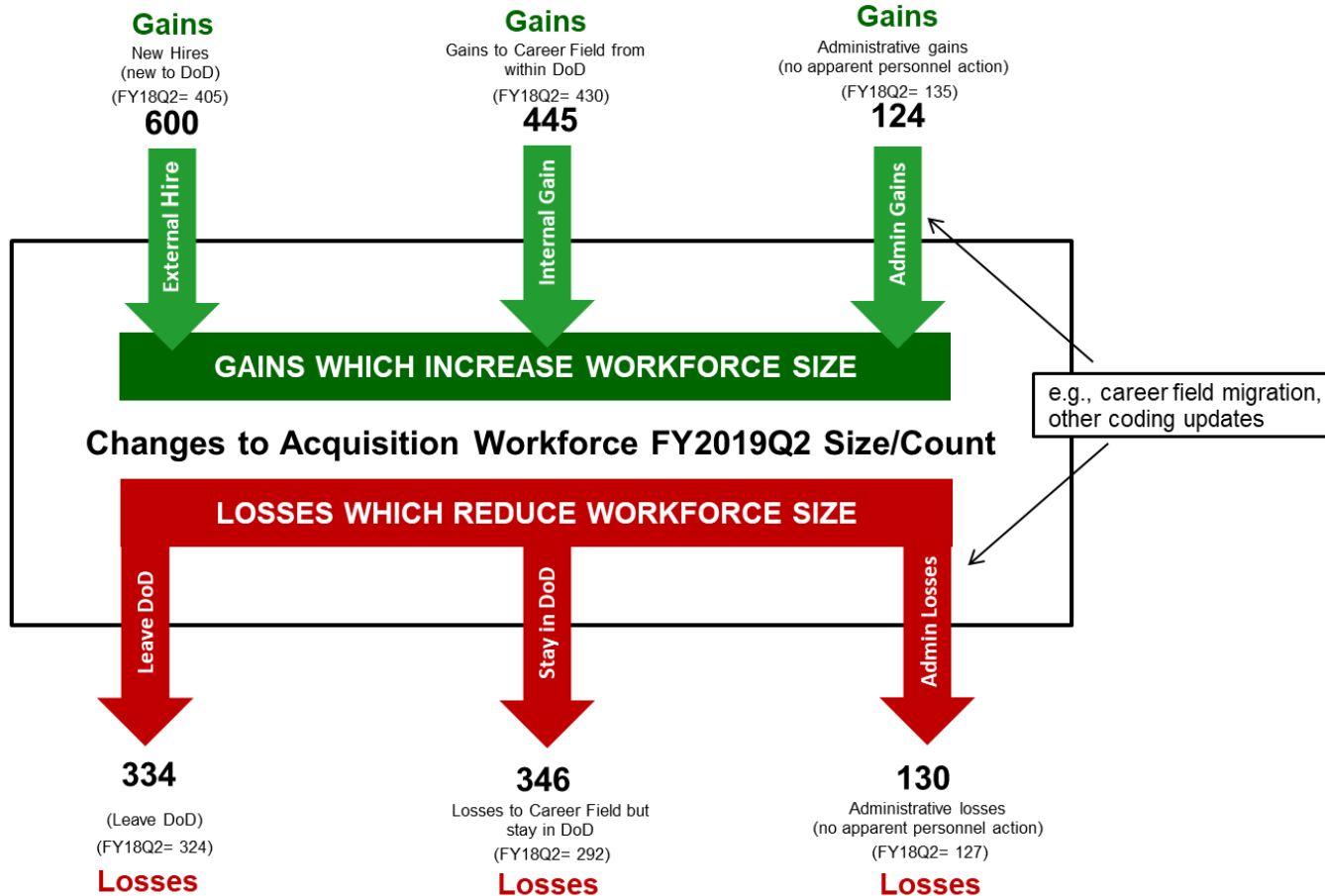
As of 31 Mar 2019



Business – FM 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



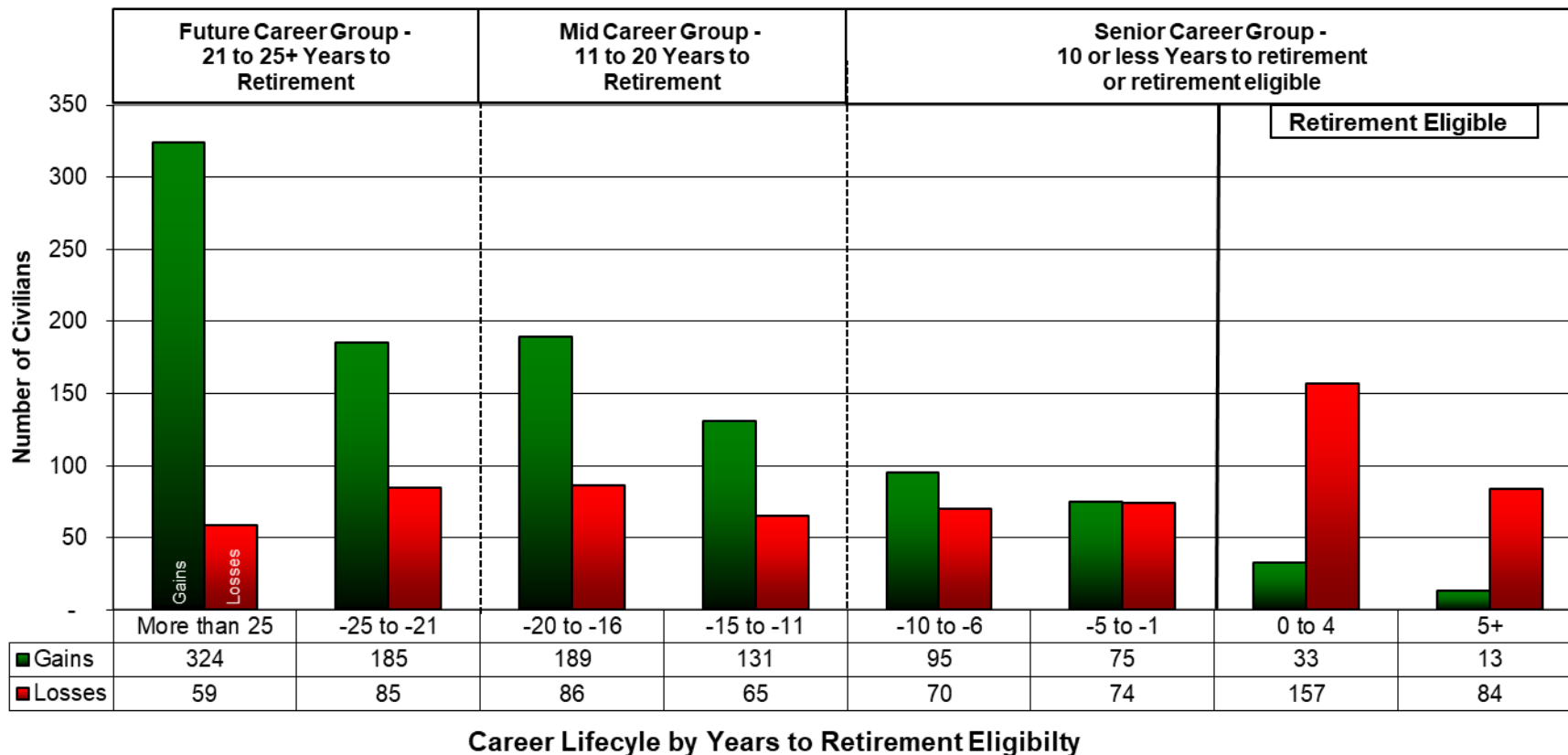


Business – FM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

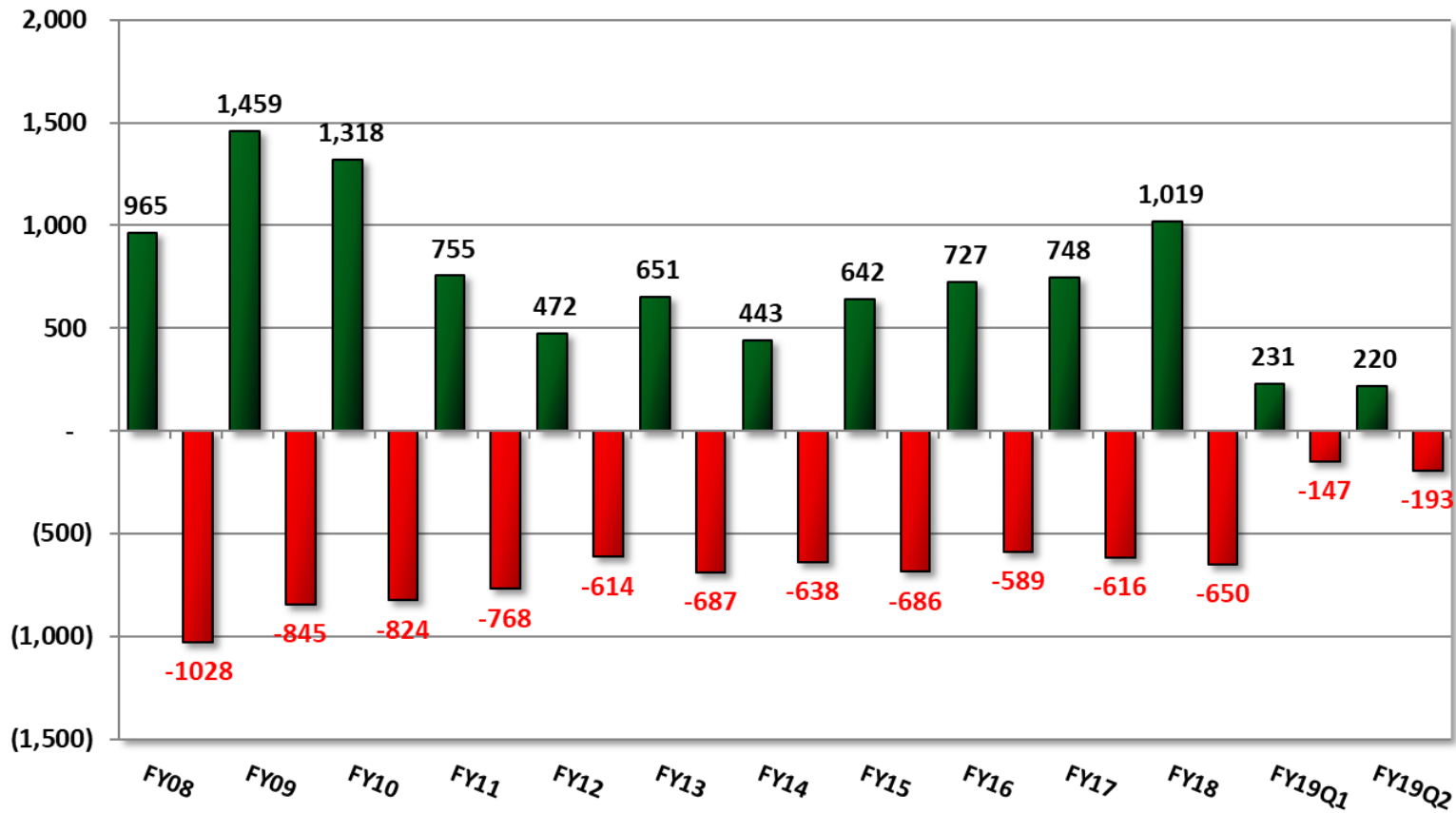
Workforce Lifecycle FY2019Q2 Gains & Losses*



*Does not include administrative gains and losses



Business - FM Historical Gains and Losses FY08 – FY19



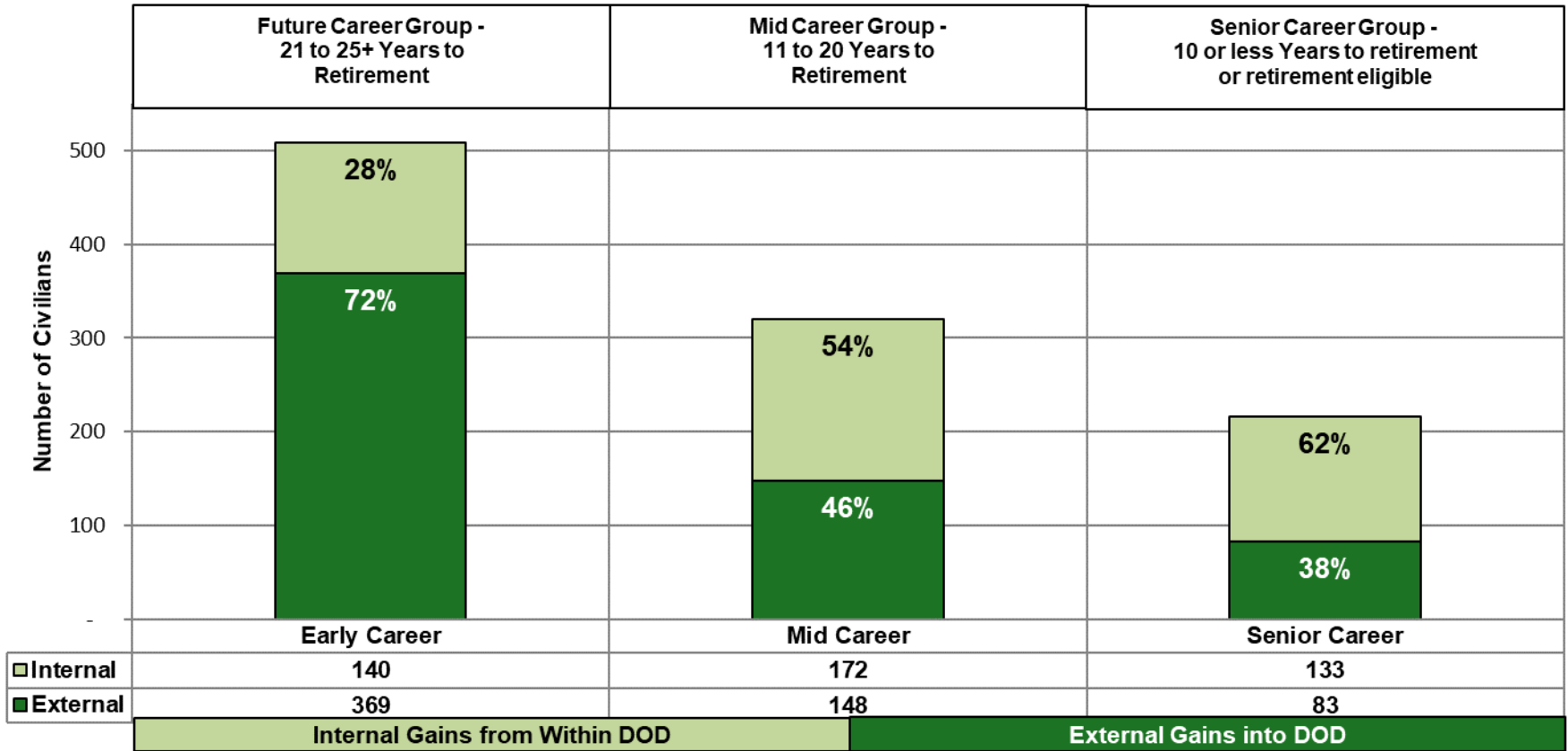
As of 31 Mar 2019



Business - FM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

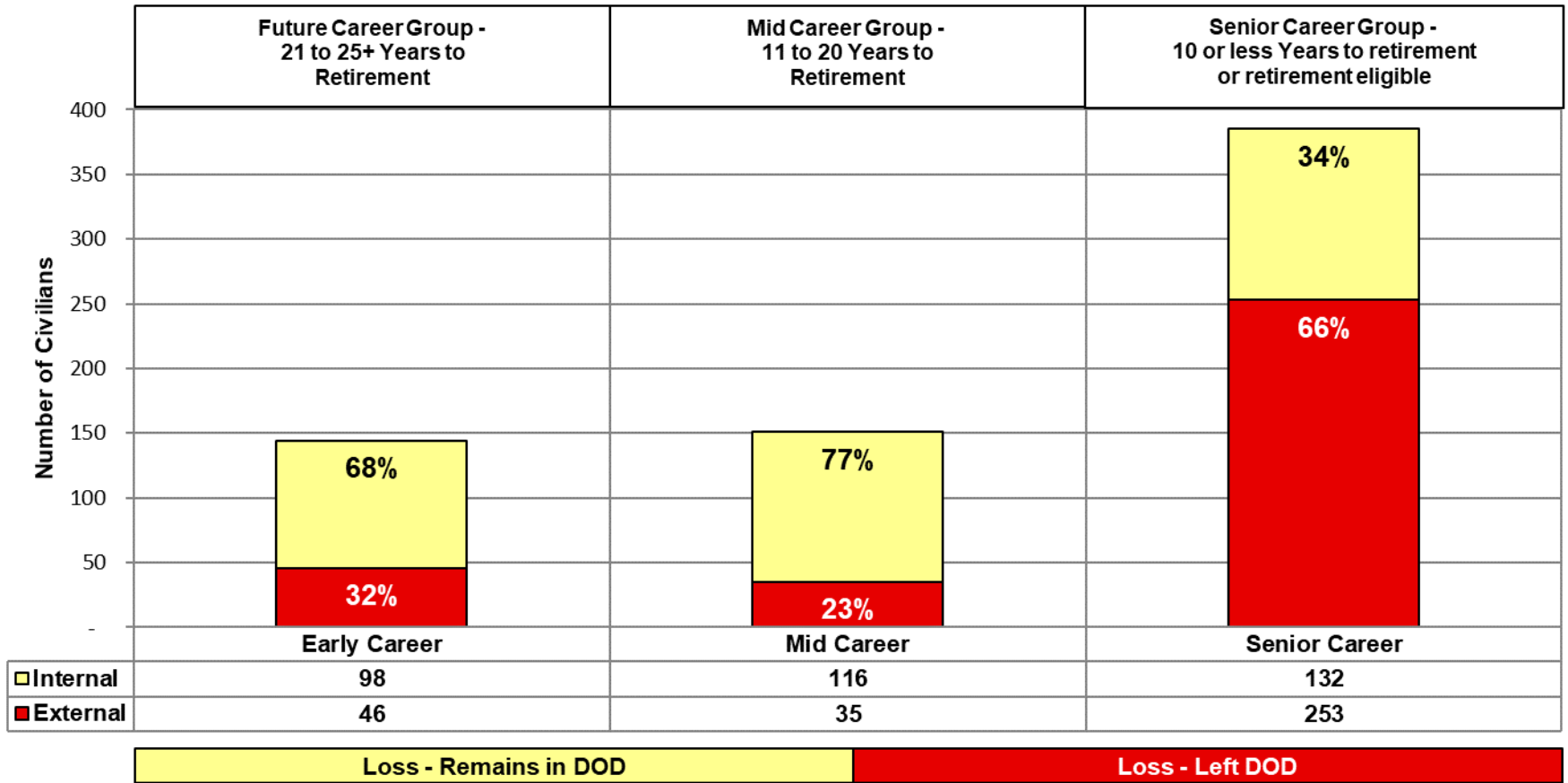


Business - FM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

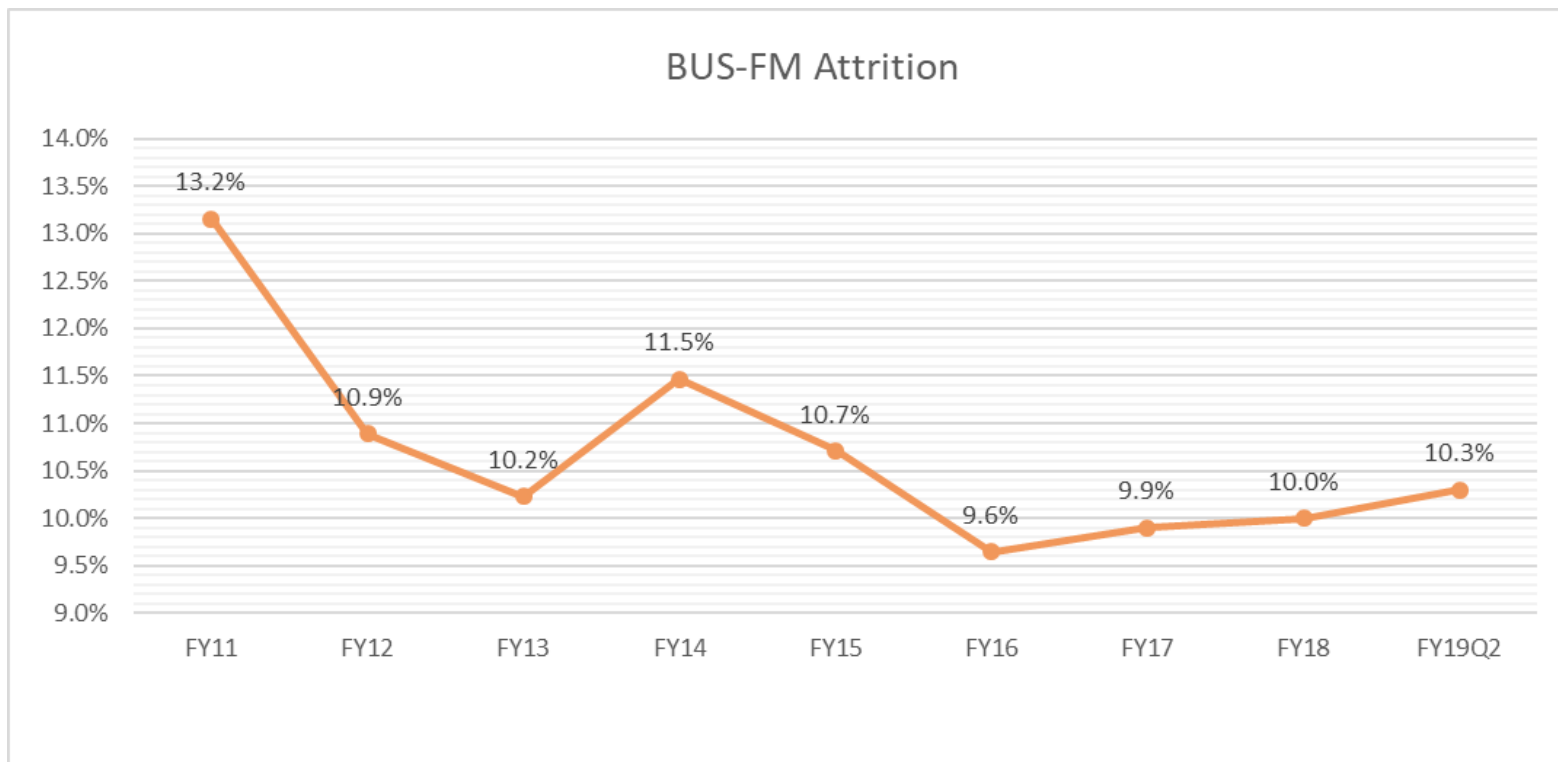
Workforce Lifecycle FY2019Q2 Losses*



*Does not include administrative losses



Annual Attrition Rates

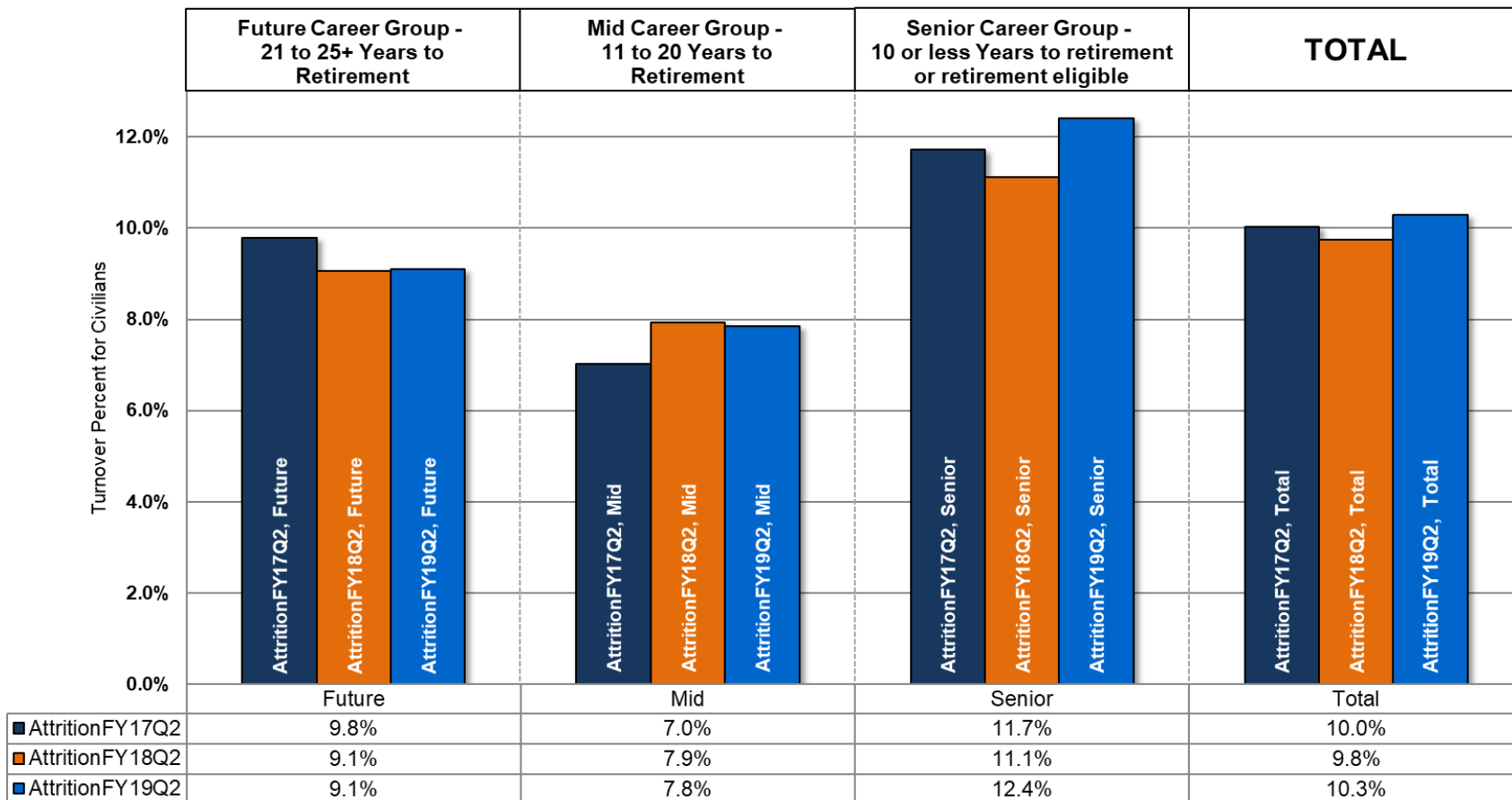


*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



Business - FM Attrition Rates by Career Group

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

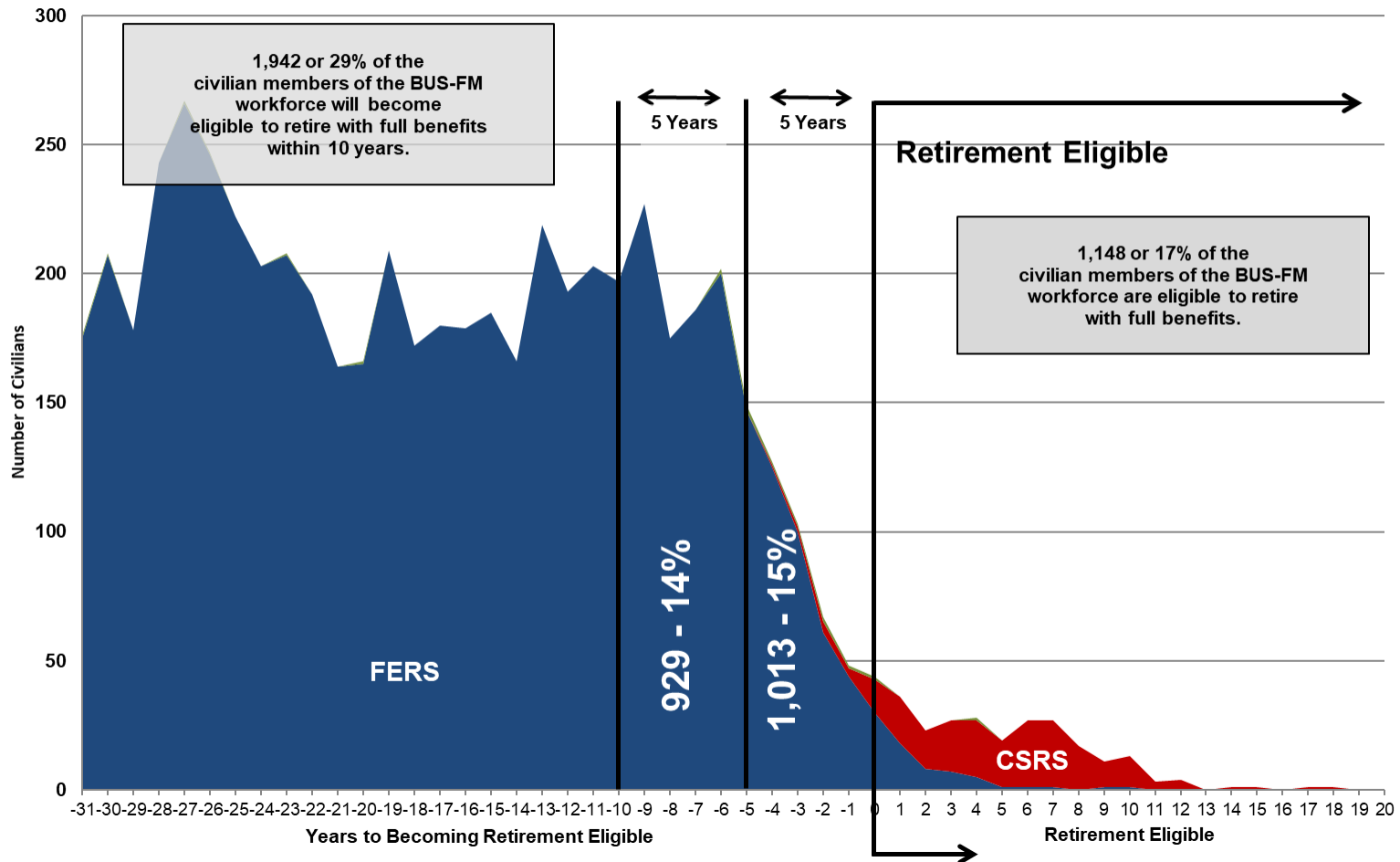




Business - FM Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019