



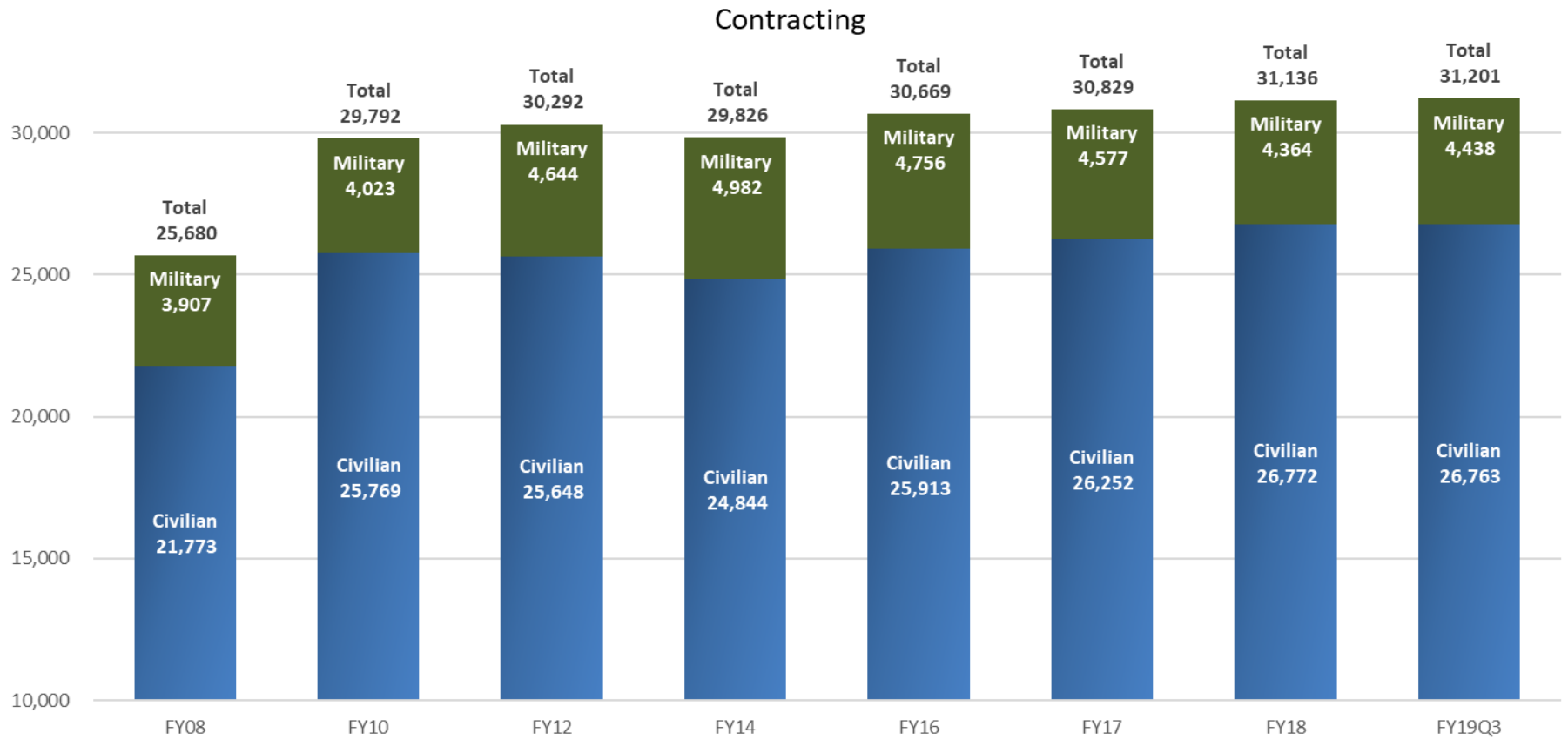
Defense Acquisition Workforce Key Information

Contracting

As of FY19Q3 (30 June 2019)

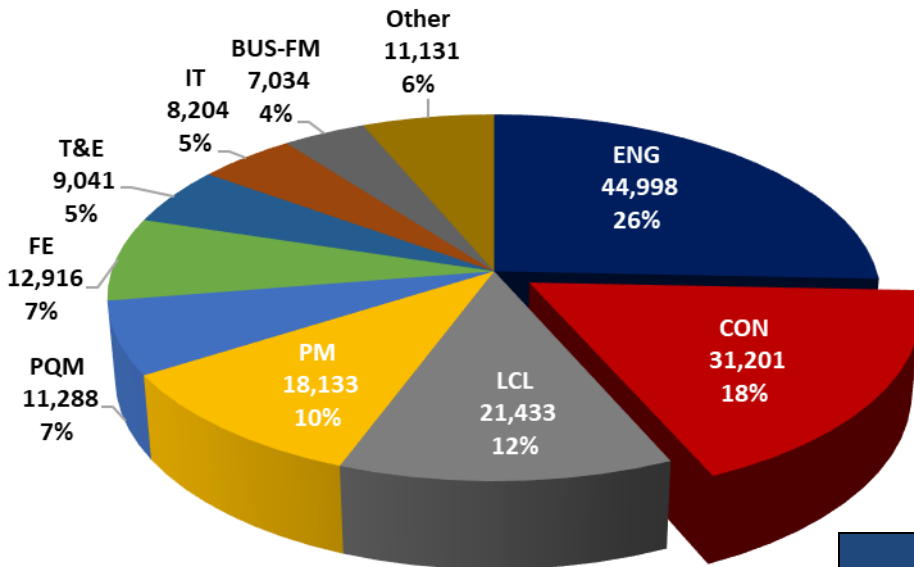


Total Historic Workforce





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%		



Contracting Workforce Historical Size by Agency FY08 – FY19



Contracting Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
AIR FORCE	6,834	7,865	8,339	8,413	8,452	8,250	8,051	18%	-2%
ARMY	7,714	8,839	8,834	8,211	7,959	8,007	8,065	5%	1%
Navy	4,866	5,459	5,204	5,202	5,802	6,234	6,319	30%	1%
MARINE CORPS	379	542	567	523	545	533	551	45%	3%
DLA	2,736	3,227	3,409	3,220	3,375	3,574	3,549	30%	-1%
DCMA	2,220	2,622	2,573	2,917	3,043	2,981	3,089	39%	4%
DISA	265	305	374	365	367	356	364	37%	2%
MDA	117	191	206	200	220	256	250	114%	-2%
DAU	87	141	149	123	135	144	147	69%	2%
WHS	41	37	103	123	117	121	143	249%	18%
DeCA	87	107	113	108	114	111	112	29%	1%
DHA	45	71	69	89	105	98	97	116%	-1%
NRO	-	-	-	-	91	97	107		10%
DTRA	72	88	80	77	78	83	87	21%	5%
DFAS	57	69	65	60	63	58	60	5%	3%
DoDEA	41	58	64	51	41	60	65	59%	8%
DoD HRA	4	21	19	21	21	34	31	675%	-9%
OSD	50	49	42	39	38	29	23	-54%	-21%
DMEA	-	17	17	24	24	21	23		10%
DSS	5	11	9	14	13	18	18	260%	0%
DARPA	12	12	13	12	14	17	14	17%	-18%
USUHS	-	-	-	-	13	13	12		-8%
DSCA	12	14	15	14	15	14	1	-92%	-93%
DMA	-	19	16	12	11	12	12		0%
JCS	-	2	8	4	6	7	5		-29%
NDU	3	2	2	2	3	4	3	0%	-25%
DPAA	-	-	-	-	3	3	2		-33%
DCAA	-	2	1	2	1	1	1		0%
IG	1	-	-	-	-	-	-	-100%	
TOTAL	25,648	29,770	30,291	29,826	30,669	31,136	31,201	↑ 22%	↑ 0%



Contracting Workforce Historical Size by Agency (Quarterly)

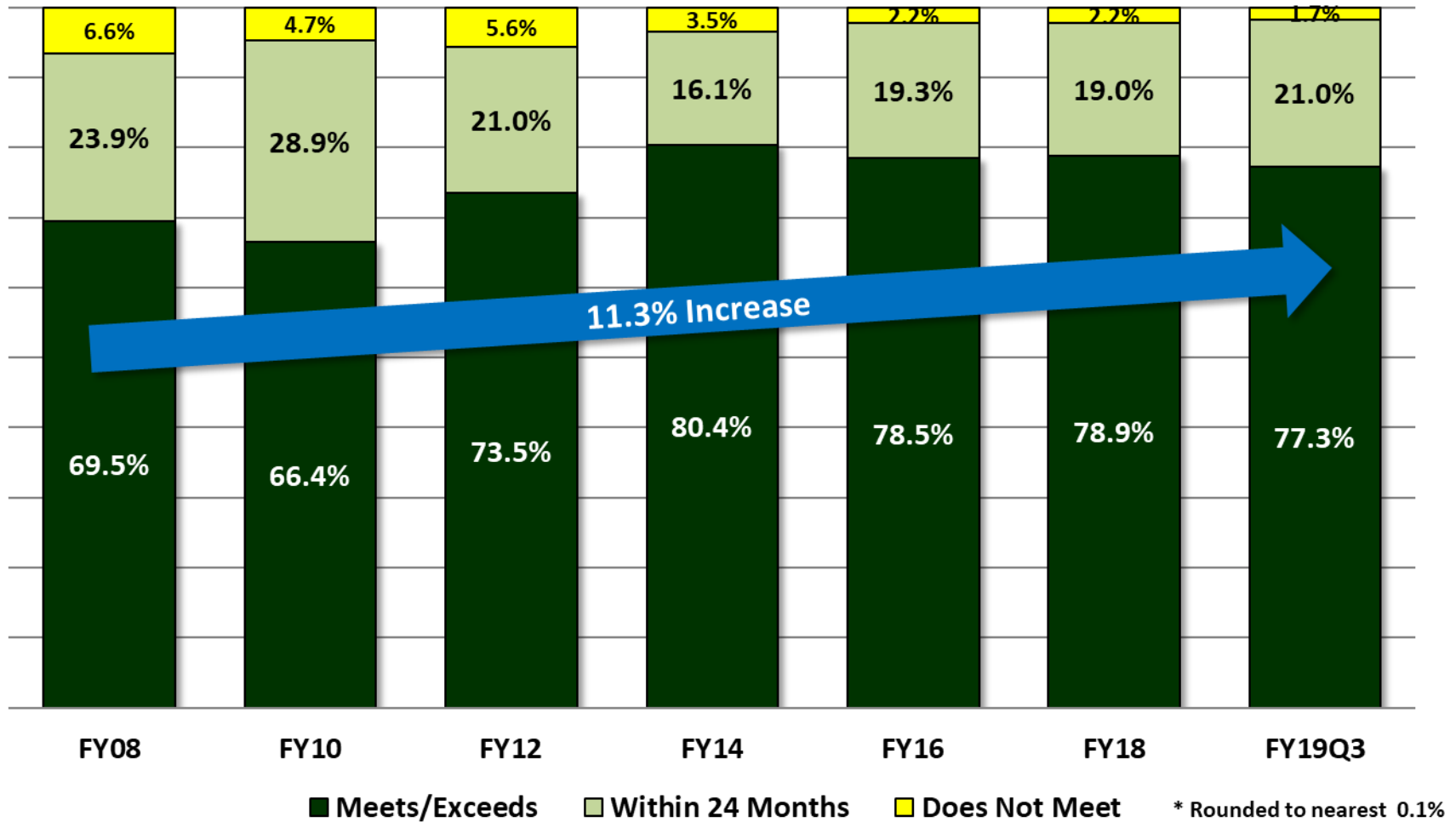


Contracting Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
AIR FORCE	8,451	8,445	8,289	8,255	8,246	8,250	8,225	8,170	8,051	-2%
ARMY	7,886	7,978	7,943	7,869	7,895	8,007	8,050	8,045	8,065	2%
Navy	5,851	5,906	5,984	5,999	6,115	6,234	6,239	6,250	6,319	3%
DLA	3,327	3,496	3,500	3,536	3,518	3,574	3,538	3,602	3,549	1%
DCMA	3,003	2,981	2,931	2,931	2,908	2,981	2,938	3,022	3,089	6%
MARINE CORPS	550	537	531	531	541	533	537	538	551	2%
DISA	362	359	358	347	344	356	354	358	364	6%
MDA	229	226	233	231	236	256	261	264	250	6%
DAU	132	128	135	139	148	144	143	144	147	-1%
WHS	117	119	118	117	121	121	132	136	143	18%
DeCA	109	108	113	114	112	111	111	113	112	0%
DHA	102	96	101	100	100	98	97	89	97	-3%
NRO	96	97	98	99	97	97	97	103	107	10%
DTRA	85	82	80	81	80	83	85	86	87	9%
DFAS	60	59	59	55	55	58	58	58	60	9%
DoDEA	43	44	46	54	63	60	62	70	65	3%
DoD HRA	30	36	33	33	35	34	34	34	31	-11%
OSD	33	30	30	29	29	29	28	26	23	-21%
DMEA	22	22	22	23	23	21	22	22	23	0%
DSS	13	15	16	15	14	18	20	20	18	29%
DARPA	16	16	16	15	15	17	16	16	14	-7%
USUHS	11	12	11	14	13	13	15	14	12	-8%
DSCA	14	13	14	13	14	14	3	1	1	-93%
DMA	11	11	11	10	12	12	13	12	12	0%
JCS	7	6	6	7	7	7	7	7	5	-29%
NDU	3	3	4	4	4	4	4	4	3	-25%
DPAA	3	3	3	3	2	3	3	3	2	0%
DCAA	1	1	1	1	1	1	1	1	1	0%
TOTAL	30,567	30,829	30,686	30,625	30,748	31,136	31,093	31,208	31,201	↑ 1%



Contracting Historical DAWIA Certification FY08 – FY19

Contracting



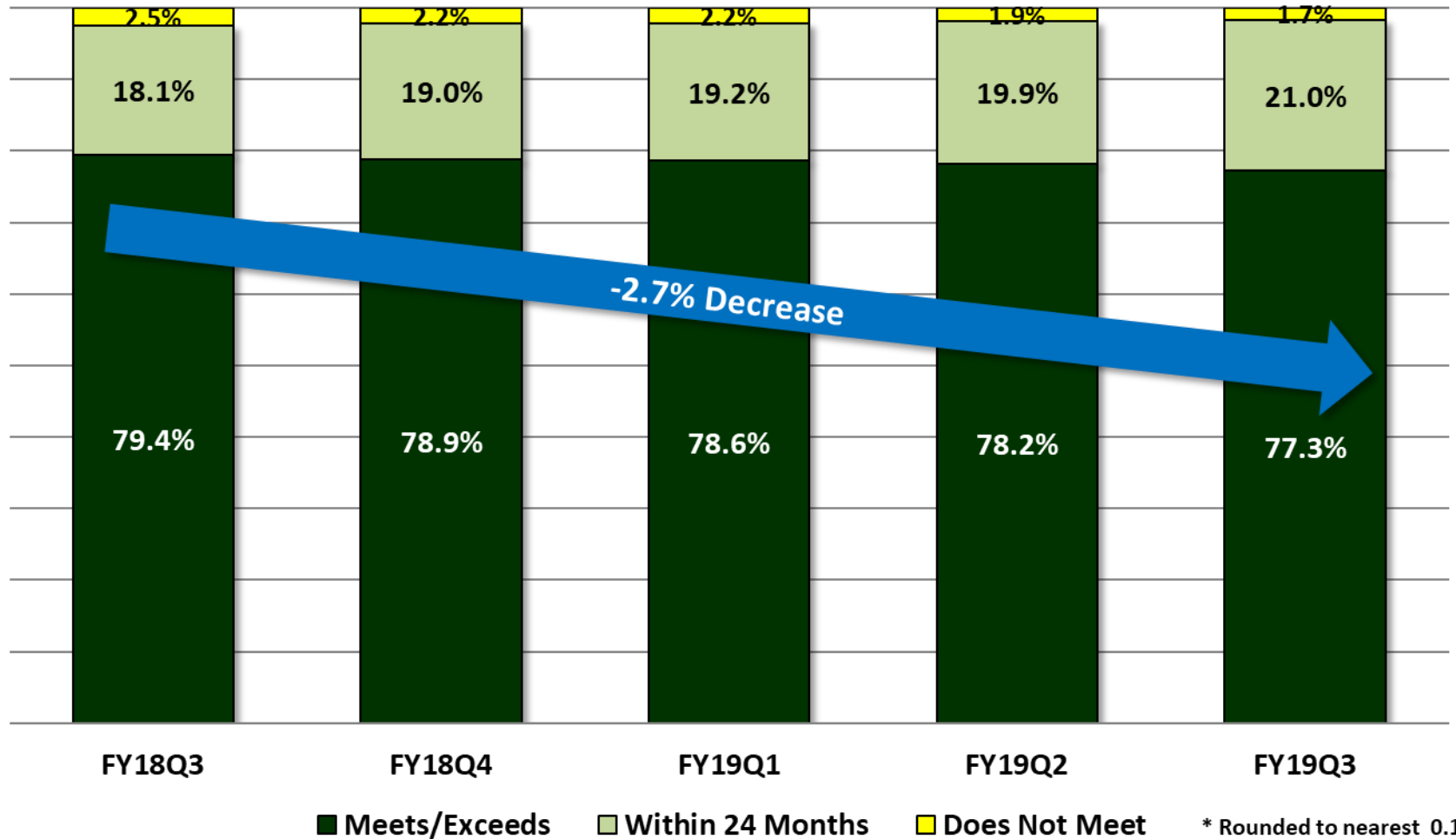
11.3% Increase



Contracting Historical (Quarterly) DAWIA Certification



Contracting

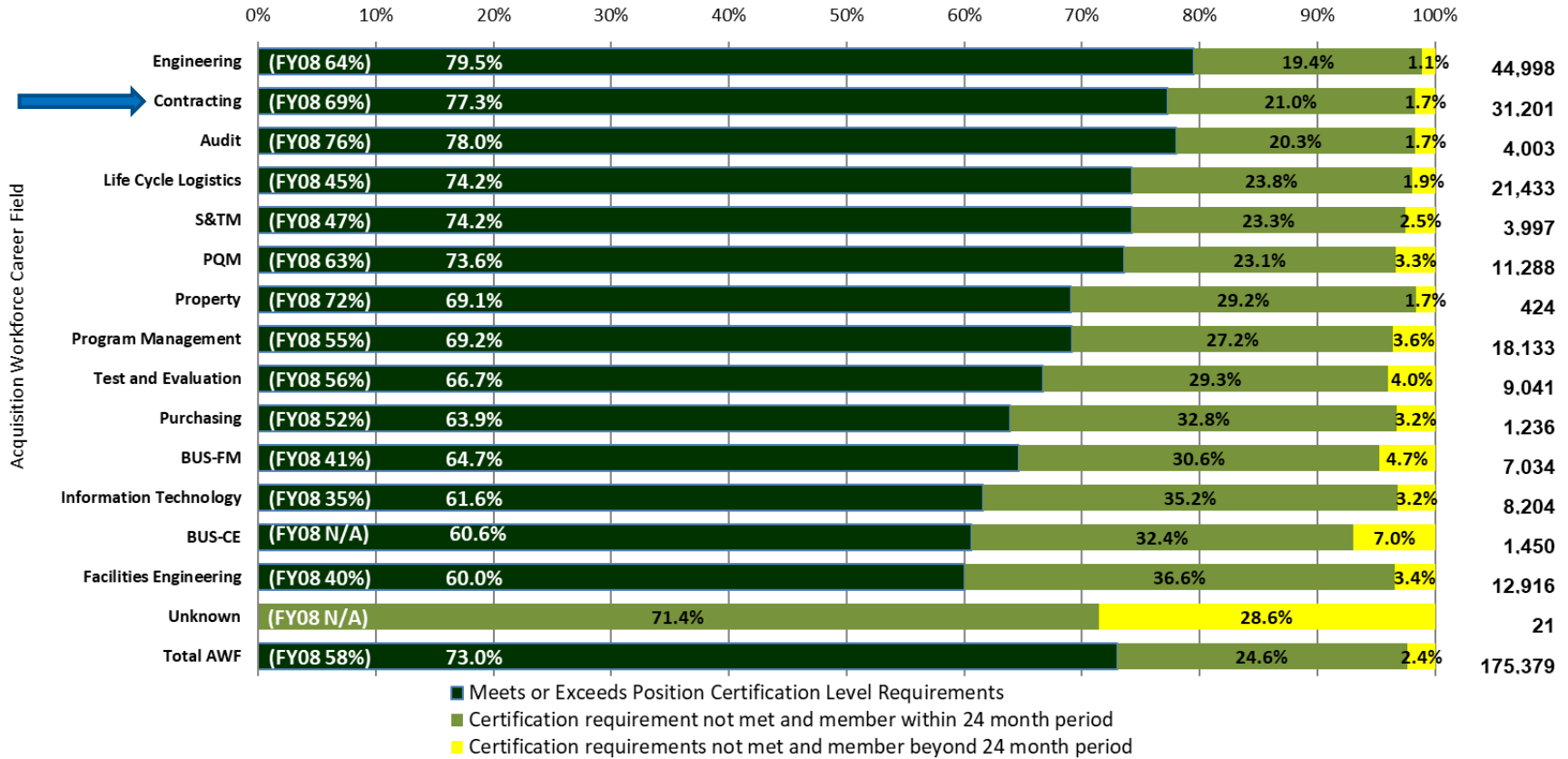




DAWIA Certification by Career Field



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

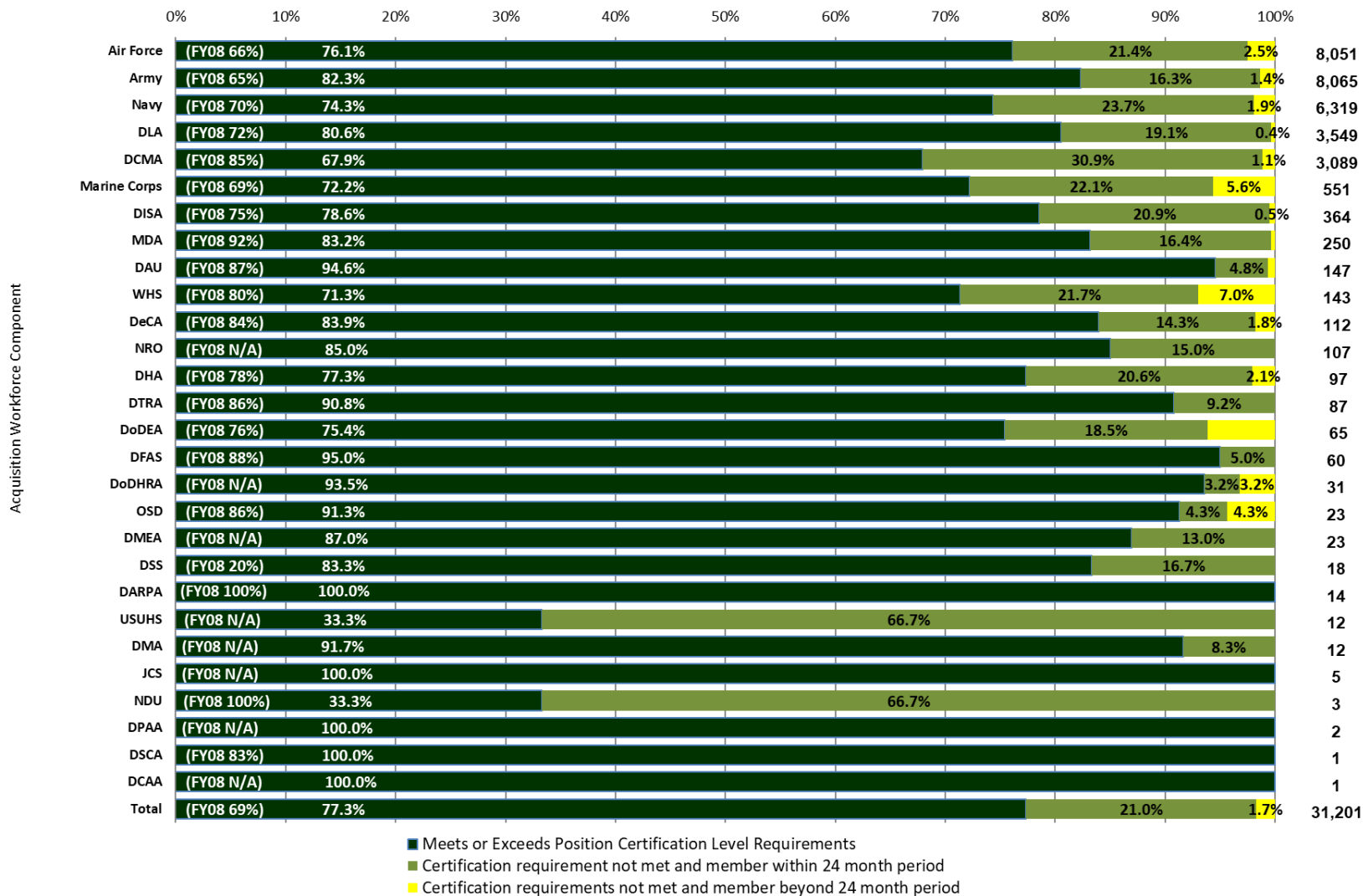


- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



Contracting DAWIA Certification by Component

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





Contracting DAWIA Certification Matrix + Bench Strength

Required Certification Level	Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,552	739	439	145	2,875	46.0%
Level II	2,139	1,877	9,814	3,683	17,513	77.1%
Level III	173	52	1,211	9,284	10,720	86.6%
<i>Unspecified</i>	45	10	18	20	93	
FY19Q3 TOTAL	3,909	2,678	11,482	13,132	31,201	77.3%
	12.5%	8.6%	36.8%	42.1%		

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%	
Contracting	24,104	77.3%	3 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,323	1,479	73	2,875	9.2%
Level II	13,497	3,663	353	17,513	56.1%
Level III	9,284	1,329	107	10,720	34.4%
<i>Unspecified</i>	20	67	6	93	0.3%
Contracting TOTAL	24,124	6,538	539	31,201	
	77.3%	21.0%	1.7%		

= Compliance

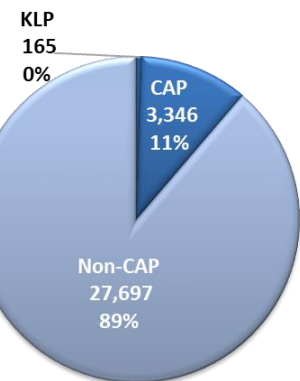
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

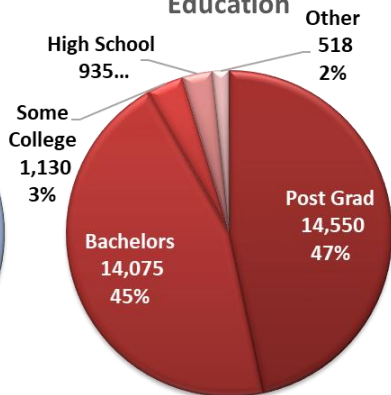


Contracting Demographics

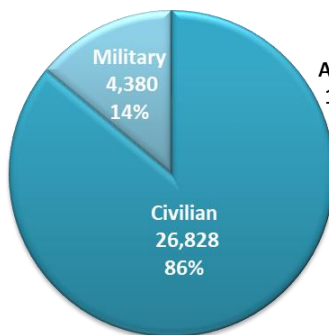
KLP - CAP - Non-CAP



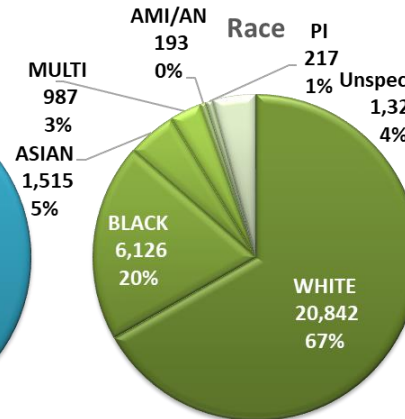
Education



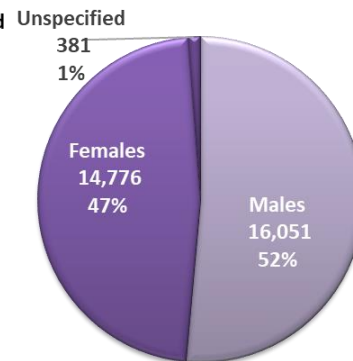
Civilian / Military



Race



Gender



Occupied Position Type	CON TOTAL	Entire AWF
Key Leadership Positions (KLPs)	165	1,242
Critical Acquisition Positions (CAPs) *	3,346	16,708
Non-CAP Positions	27,697	156,646
Unknown	-	-
TOTAL	31,208	174,596

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

Race	CON TOTAL	Entire DAW
WHITE	20,842	127,583
BLACK	6,126	21,036
ASIAN	1,515	11,990
MULTI	987	4,829
AMI/AN	193	1,133
PI	217	903
Unspecified	1,328	7,122
TOTAL	31,208	174,596

Highest Level of Education	CON TOTAL	Entire AWF
Post Grad	14,550	70,018
Bachelors	14,075	77,243
Some College	1,130	12,151
High School	935	12,718
Other	518	2,466
TOTAL	31,208	174,596

Gender	CON TOTAL	Entire DAW
Males	16,051	122,206
Females	14,776	50,436
Unspecified	381	1,954
TOTAL	31,208	174,596

Type	CON TOTAL	Entire AWF
Civilian	26,828	158,922
Military	4,380	15,674
TOTAL	31,208	174,596

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



Contracting Size by Occupational Series

Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	25,153	93.8%
1101 - Business and Industry Specialist	820	3.1%
0810 - Engineer, Civil	676	2.5%
0830 - Engineer, Mechanical	49	0.2%
0850 - Engineer, Electrical	20	0.1%
0301 - Administration & Program Staff	22	0.1%
1160 - Financial Analyst	15	0.1%
0343 - Management and Program Analyst	7	0.0%
0801 - Engineer, General	16	0.1%
<i>Other</i>	50	0.2%
TOTAL CIVILIAN	26,828	Civilians

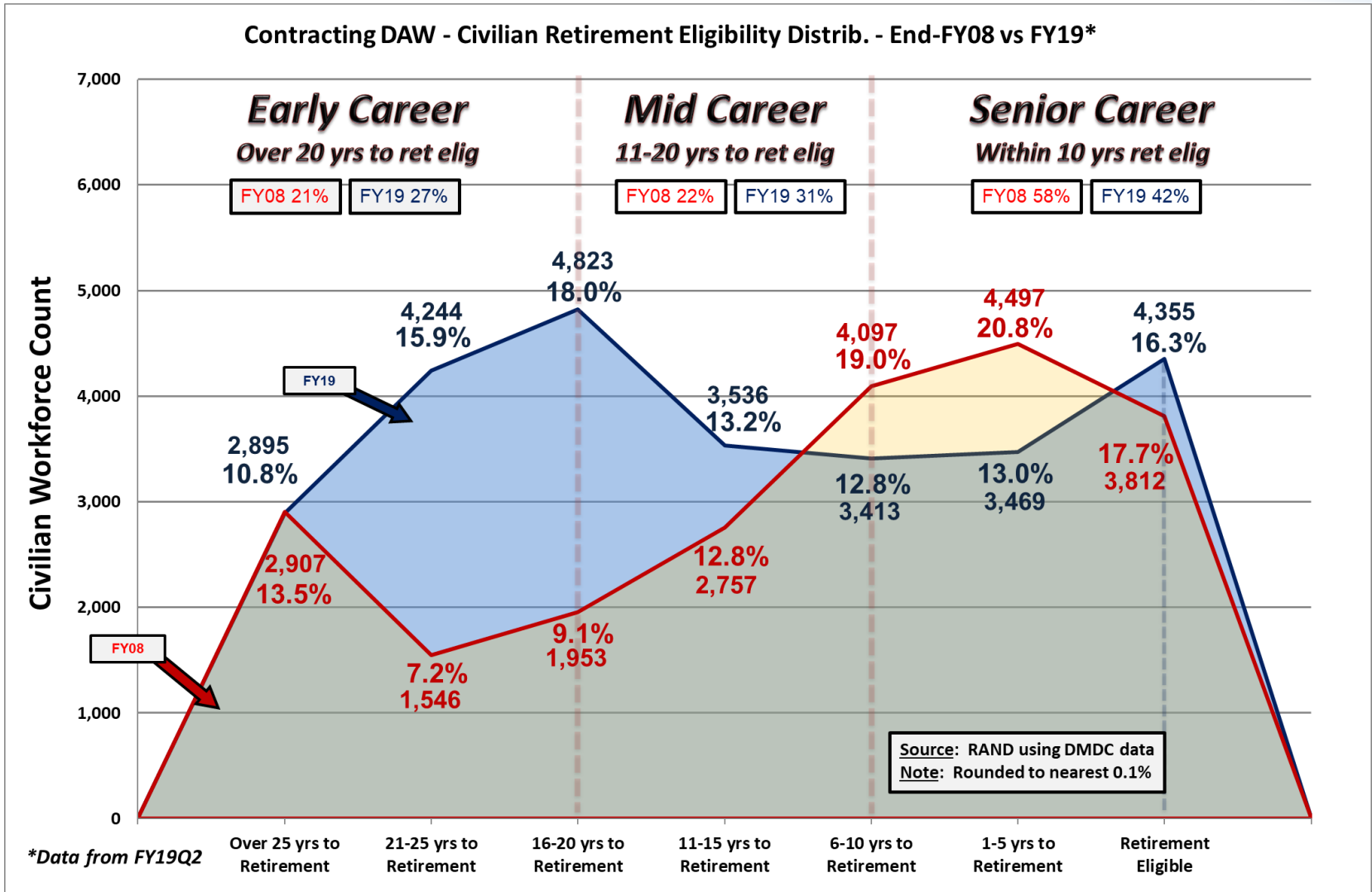
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



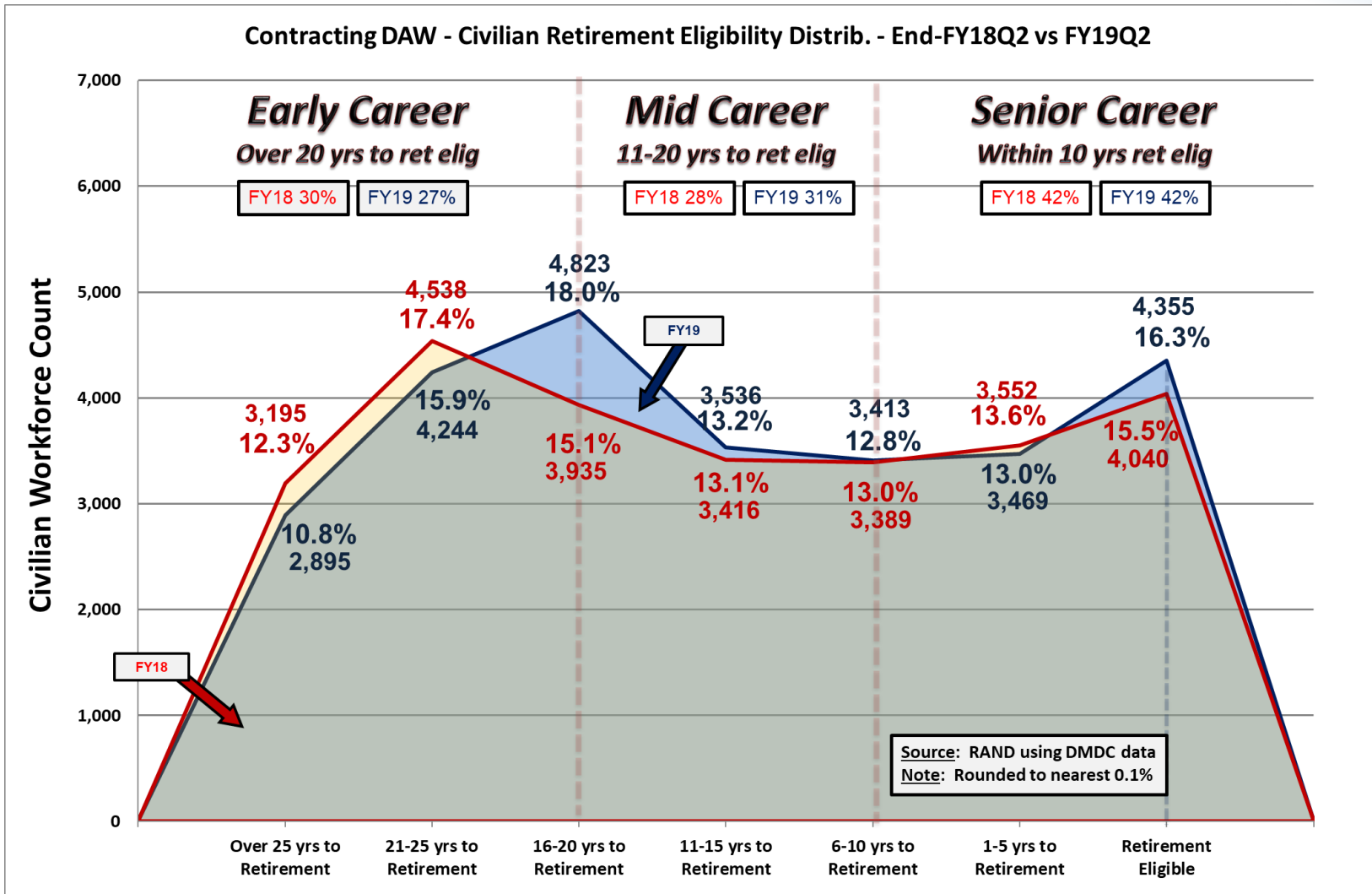
Contracting Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



Contracting Civilian Retirement Eligibility Distribution – 1 year

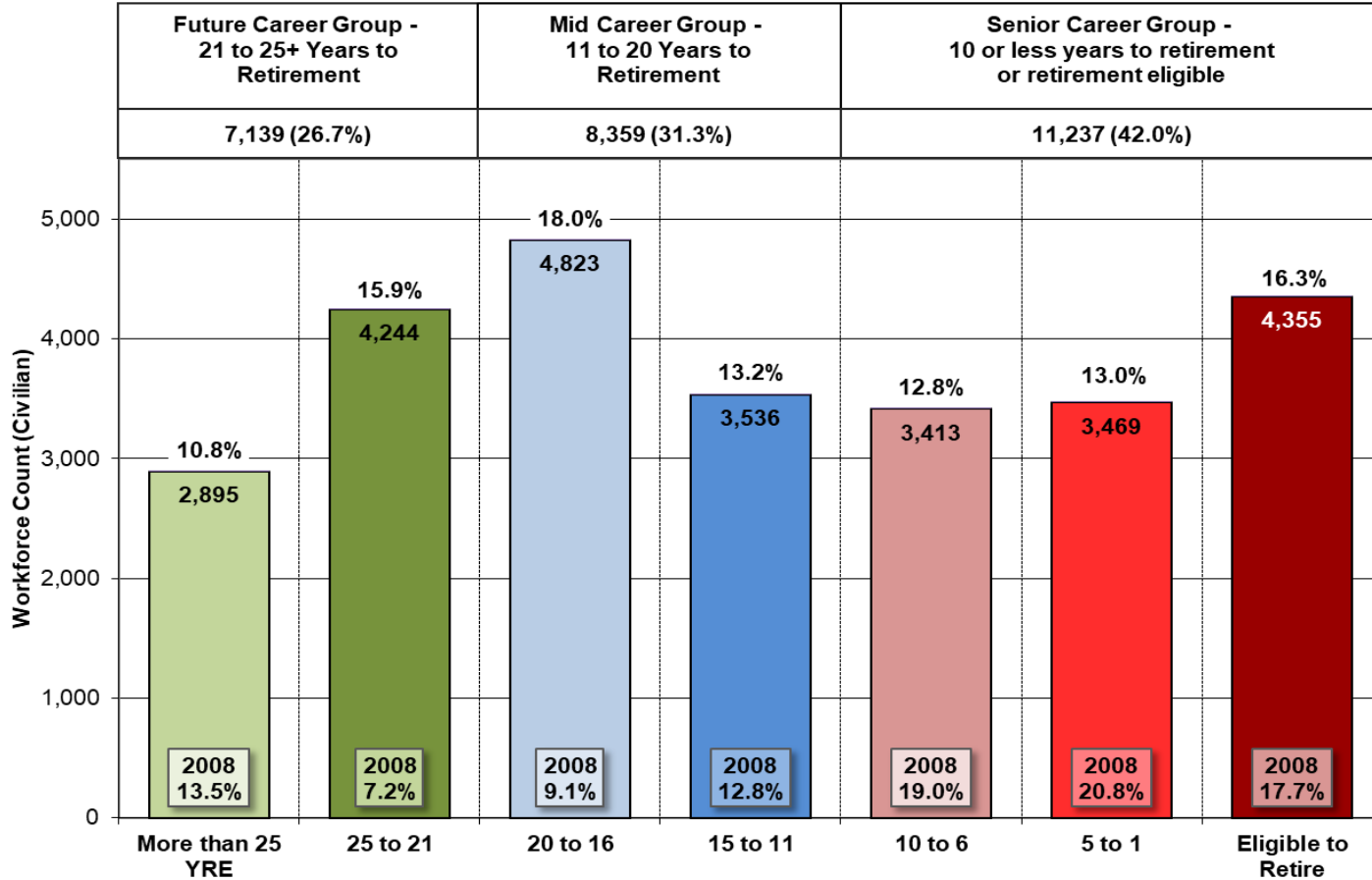


As of 31 Mar 2019



Workforce Lifecycle Model

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



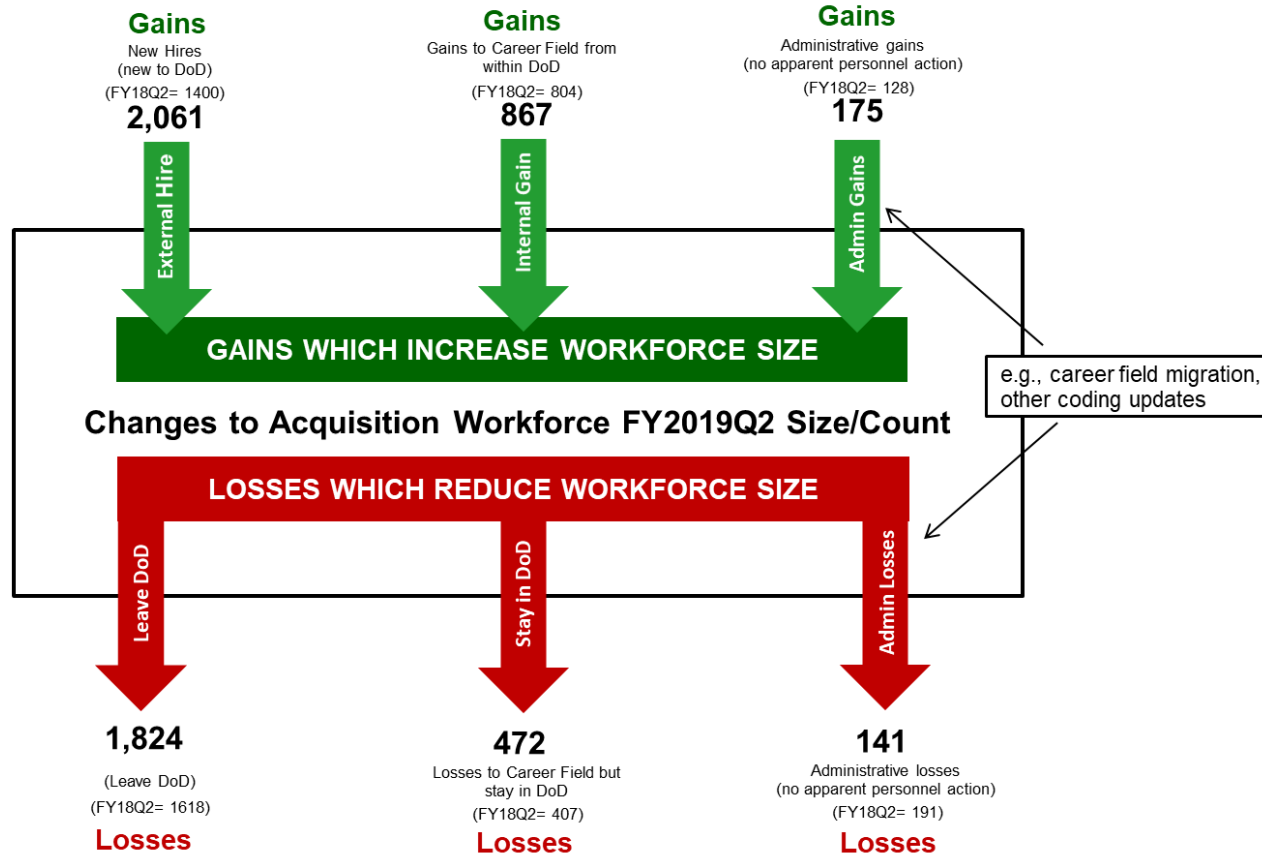


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2019Q2)

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

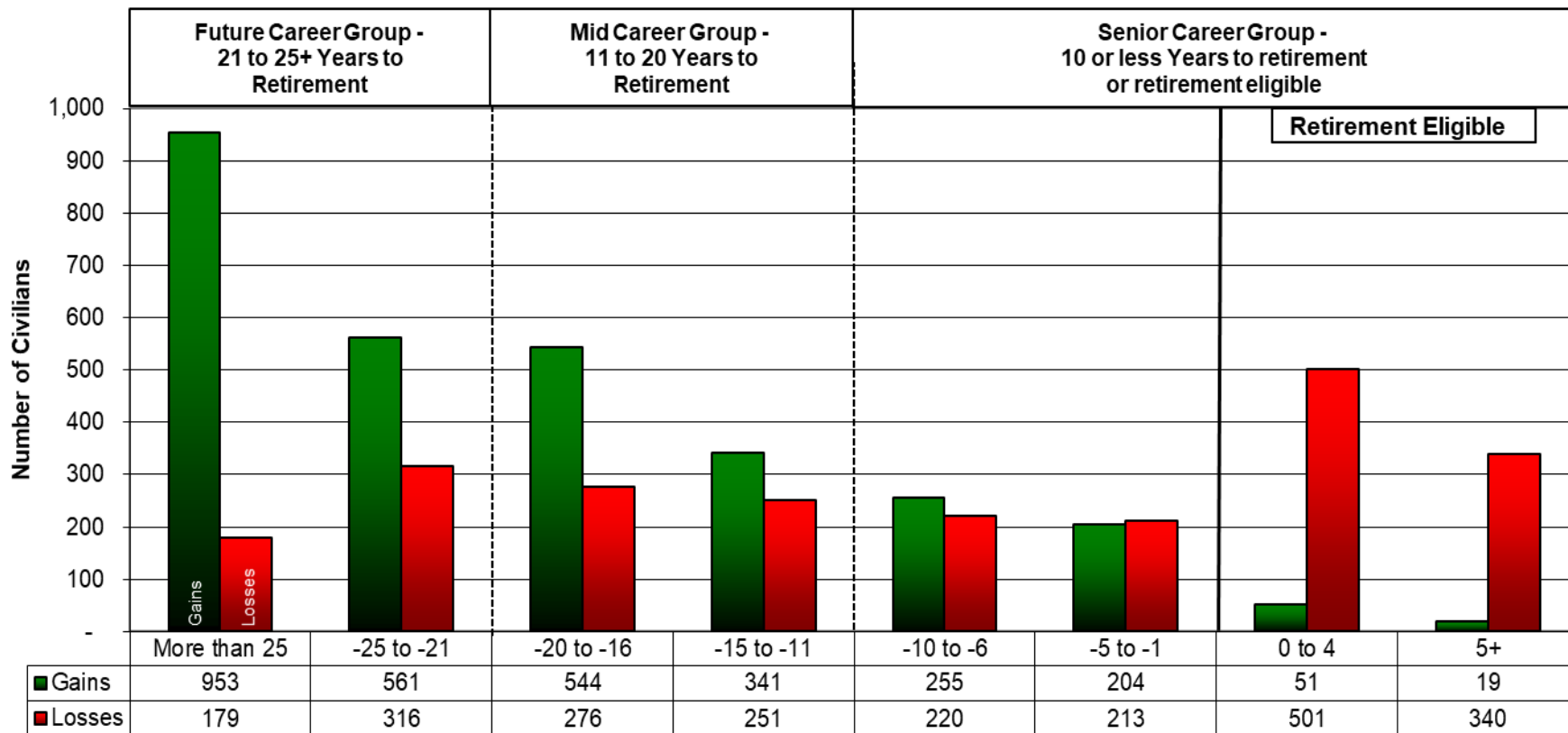




Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses*

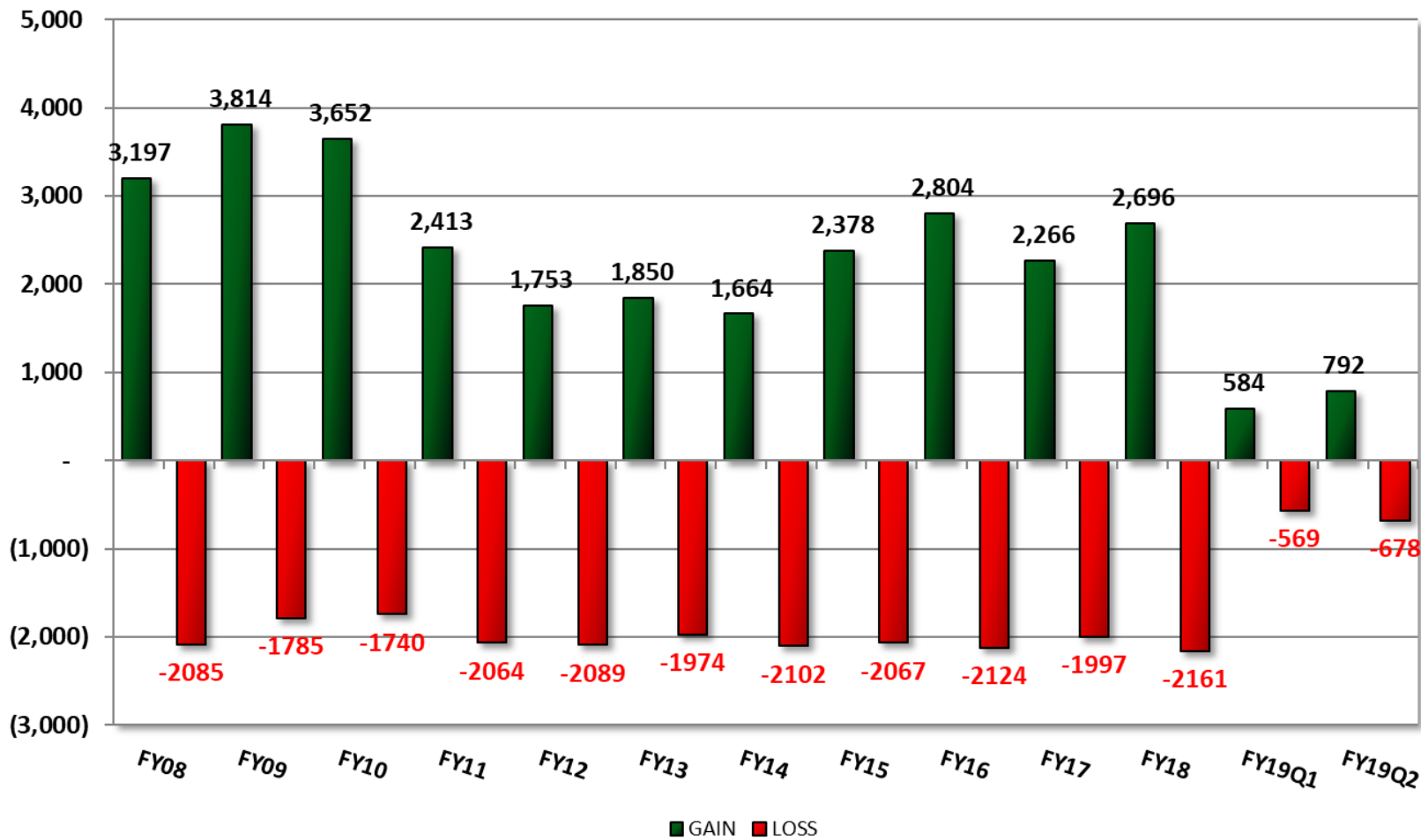


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY19



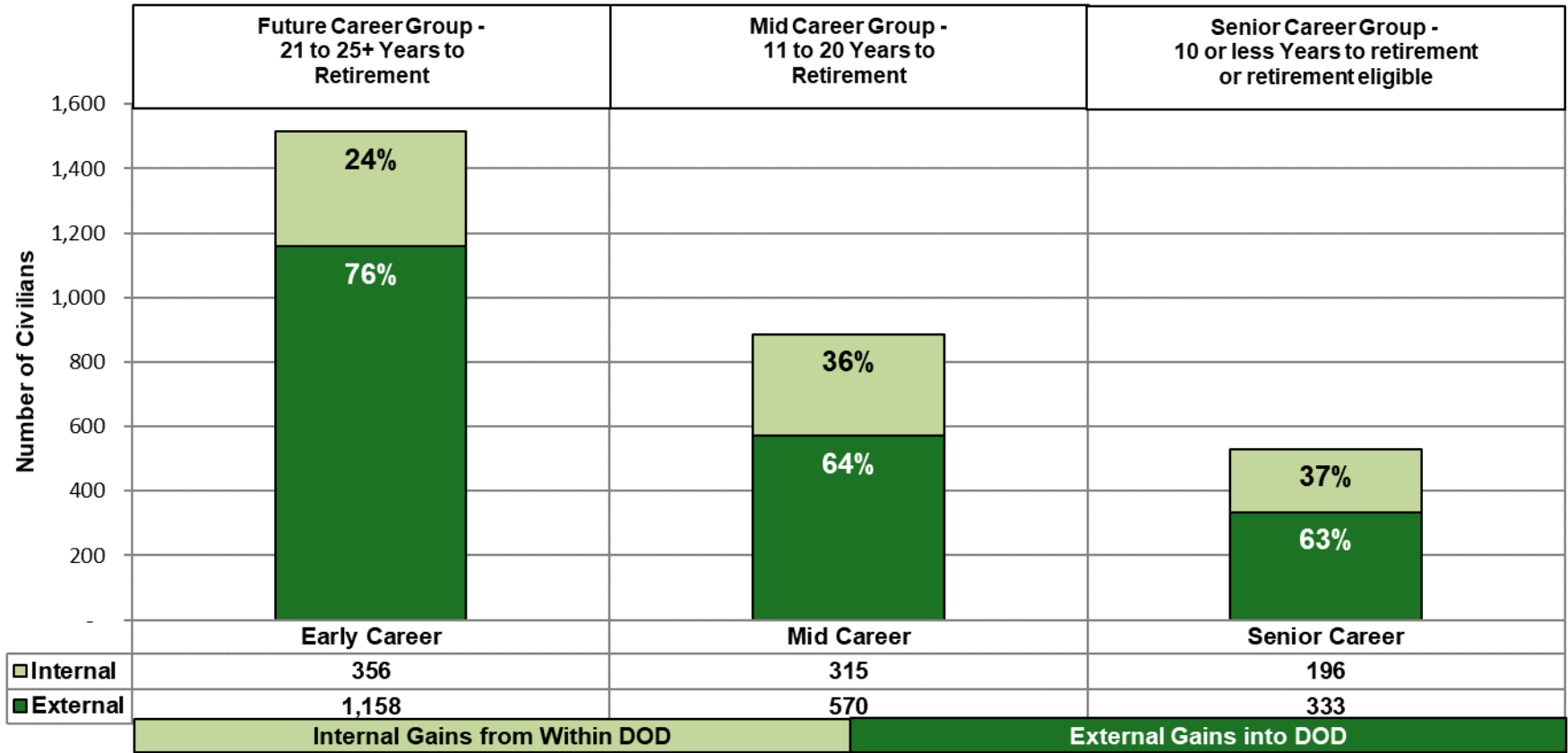
As of 31 Mar 2019



Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

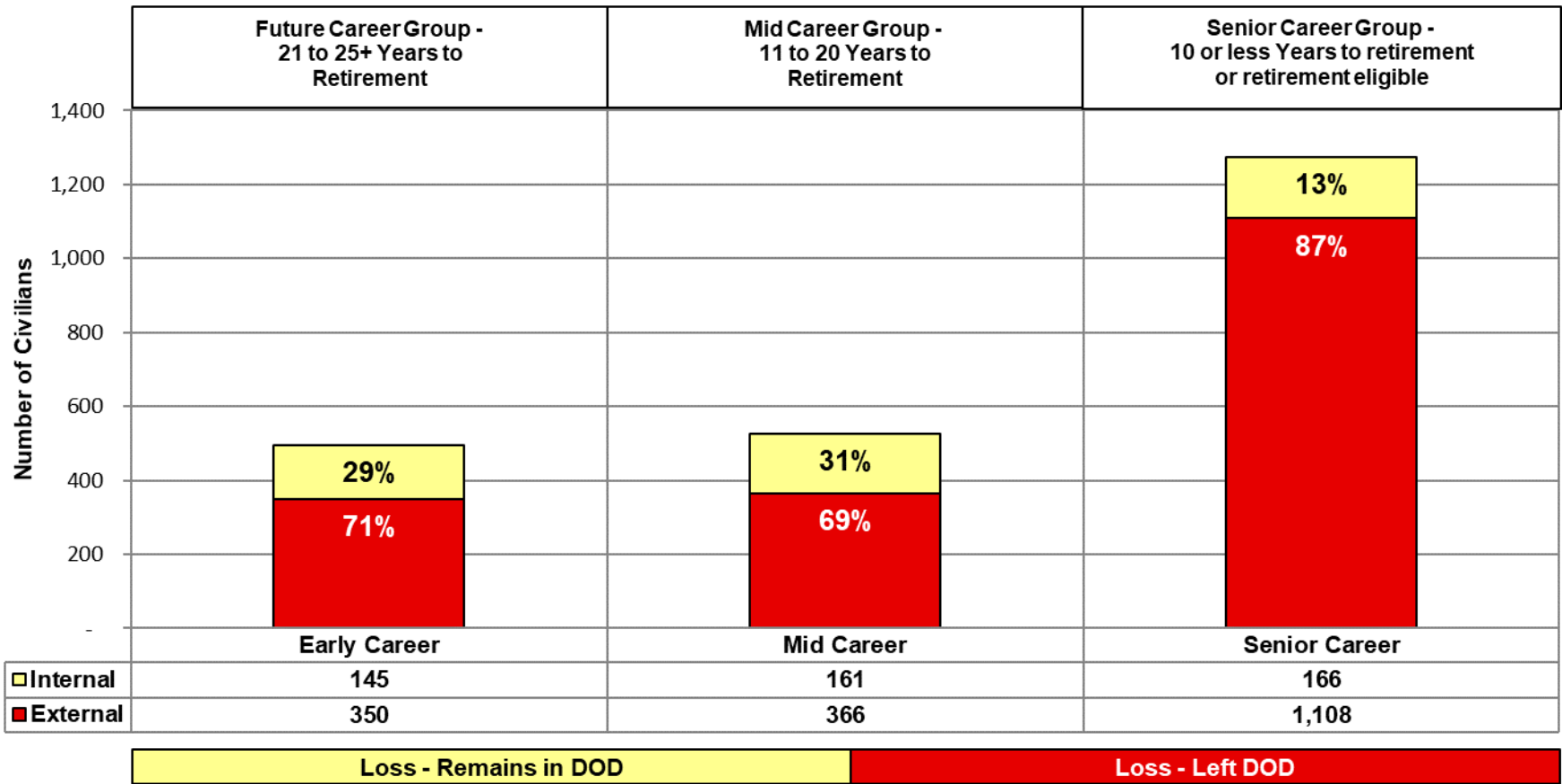


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

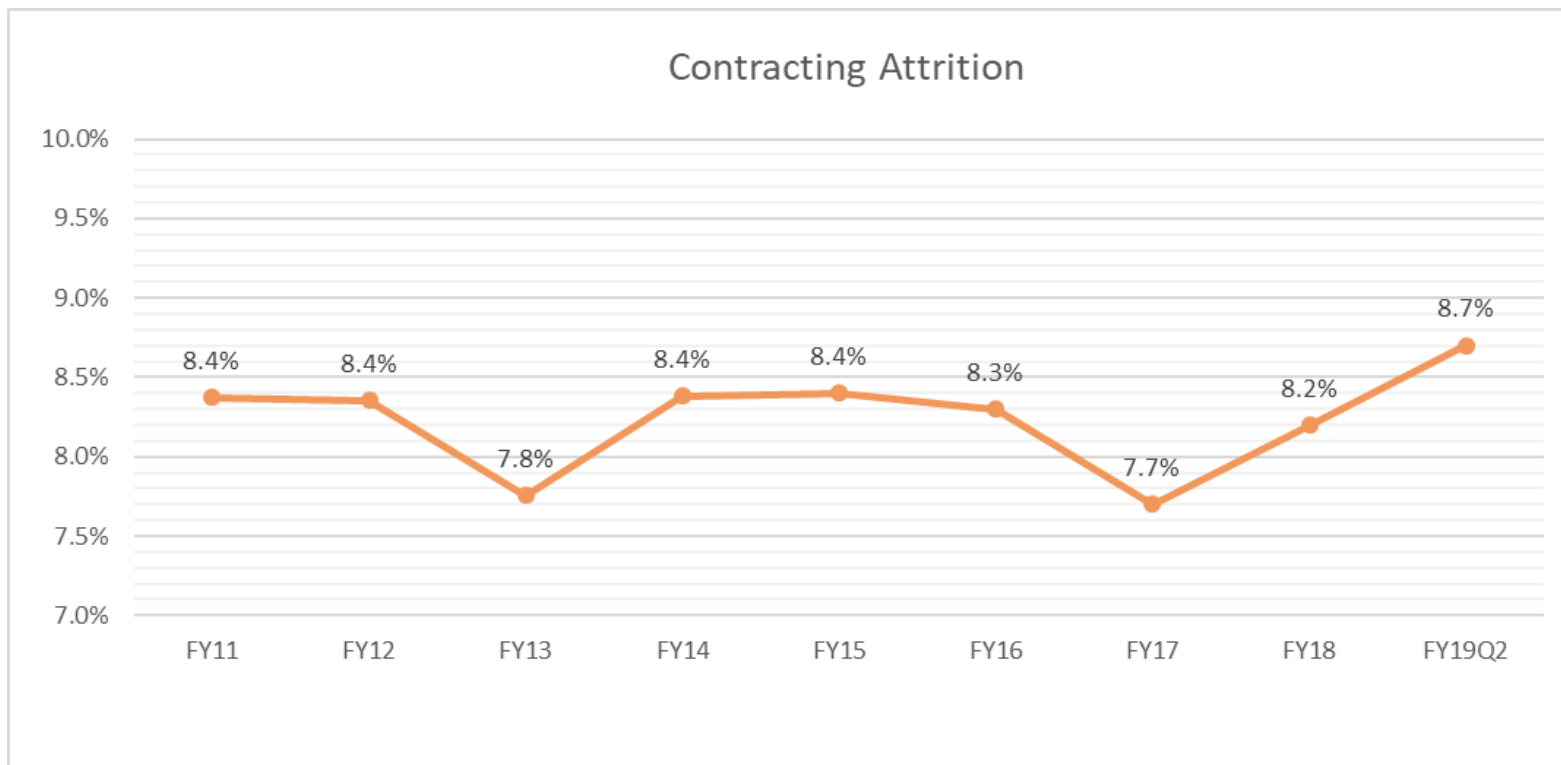
Workforce Lifecycle FY2019Q2 Losses*



*Does not include administrative losses



Annual Attrition Rates



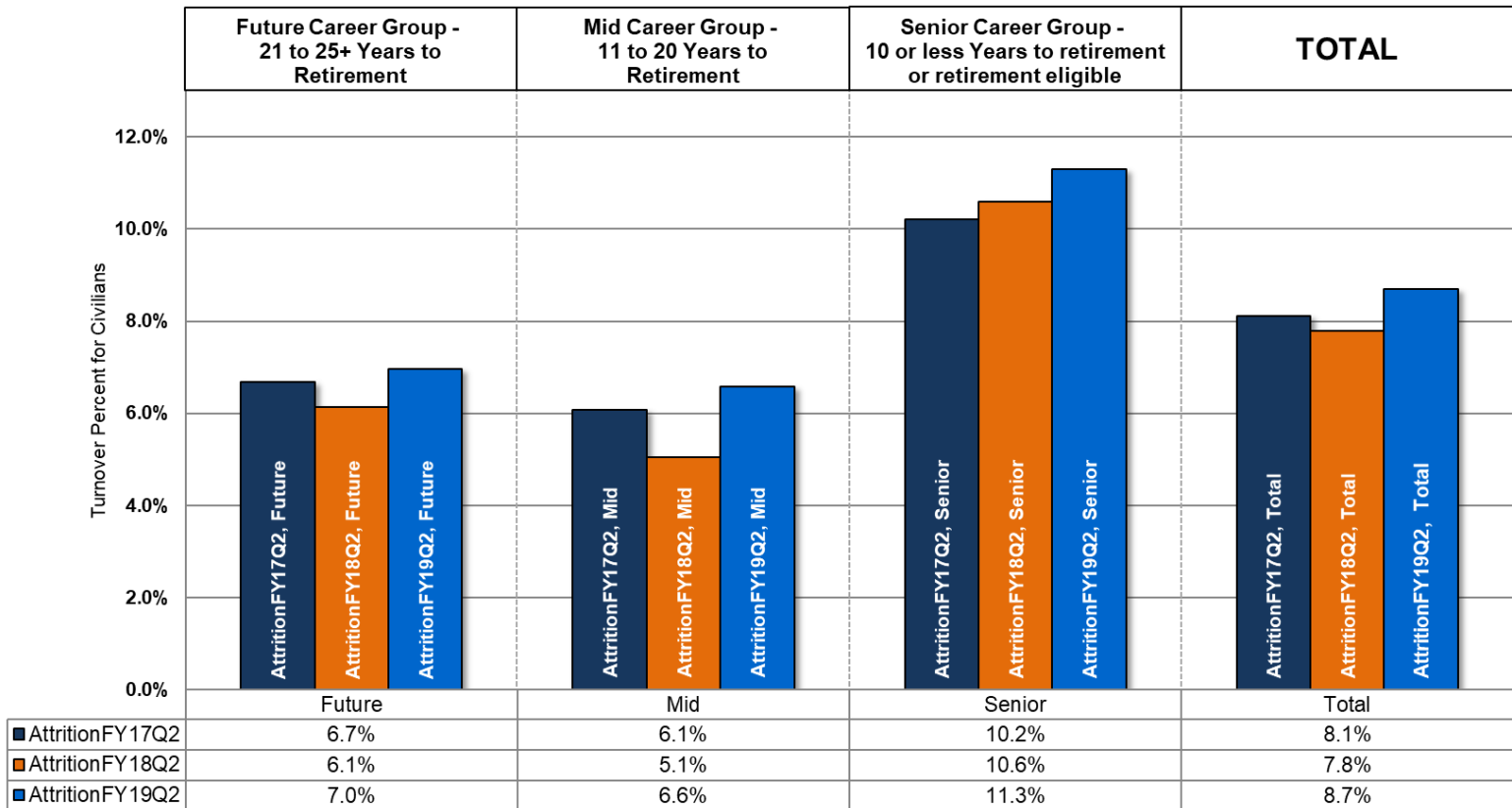
*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



Contracting Attrition Rates by Career Group



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



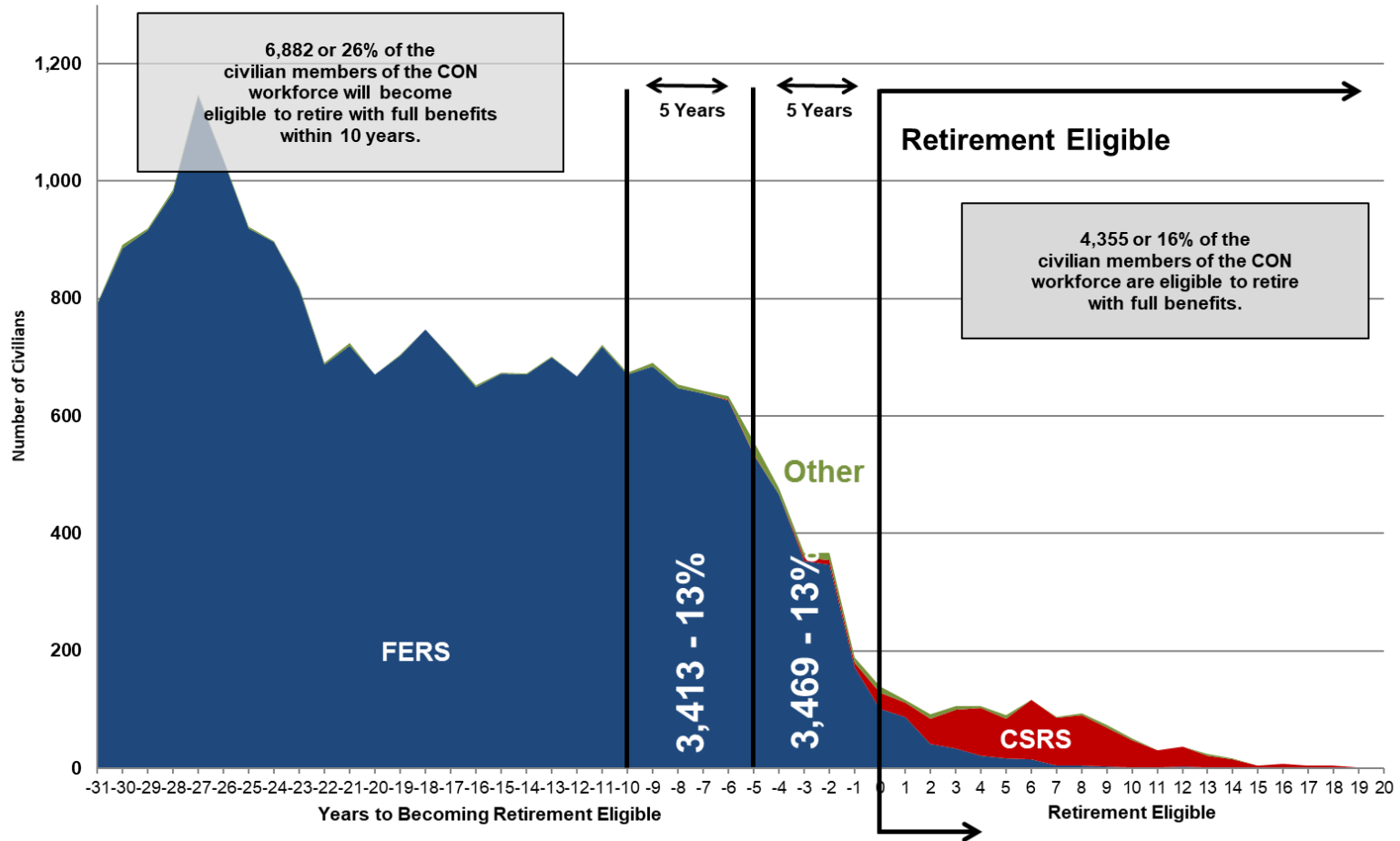
As of 31 Mar 2019



Contracting Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019