



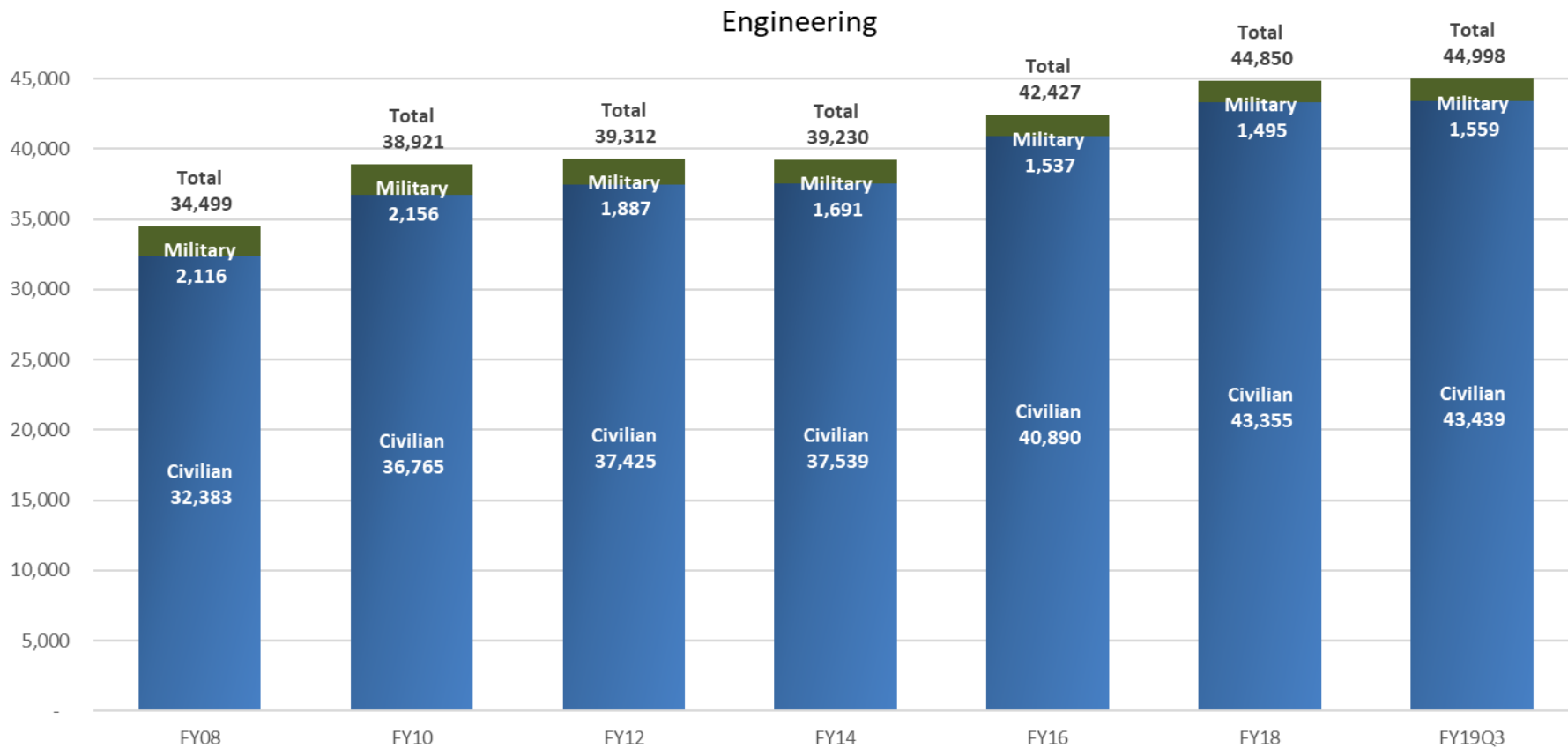
Defense Acquisition Workforce Key Information

Engineering

As of FY19Q3 (30 Jun 2018)

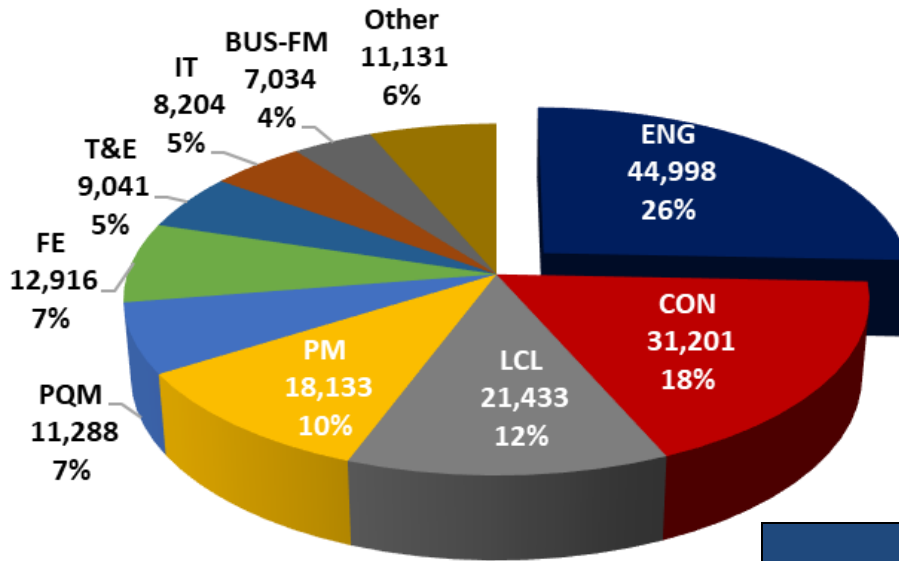


Engineering Total Workforce





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%		



Engineering Workforce Historical Size by Agency FY08 – FY19



Engineering Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
Navy	16,353	18,932	19,121	19,423	21,623	23,678	23,834	46%	1%
MARINE CORPS	223	338	377	374	354	336	321	44%	-4%
AIR FORCE	6,429	7,625	8,570	8,473	9,139	9,535	9,572	49%	0%
ARMY	10,769	10,644	9,810	8,981	9,140	9,160	9,090	-16%	-1%
DCMA	282	813	974	1,157	1,271	1,238	1,263	348%	2%
MDA	281	623	644	605	601	604	609	117%	1%
DISA	89	58	69	74	70	89	83	-7%	-7%
NRO	-	-	-	-	66	64	75		17%
DAU	33	46	49	40	45	48	49	48%	2%
DTRA	7	27	35	44	47	21	19	171%	-10%
DMEA	-	29	23	20	32	27	33		22%
OSD	31	25	21	23	22	16	16	-48%	0%
DLA	19	16	11	11	13	12	12	-37%	0%
DHA	2	9	10	6	4	9	9	350%	0%
JCS	-	-	12	10	7	8	7		-13%
DeCA	-	-	-	-	3	4	5		25%
TRMC	-	-	1	1	1	1	1		0%
DTIC	1	-	-	-	-	-	-	-100%	
DSCA	1	-	-	-	-	-	-	-100%	
IG	1	-	-	-	-	-	-	-100%	
ASD	-	4	1	-	-	-	-		
TOTAL	34,521	39,189	39,728	39,242	42,438	44,850	44,998	↑ 30%	↑ 0%



Engineering Workforce Historical Size by Agency (Quarterly)



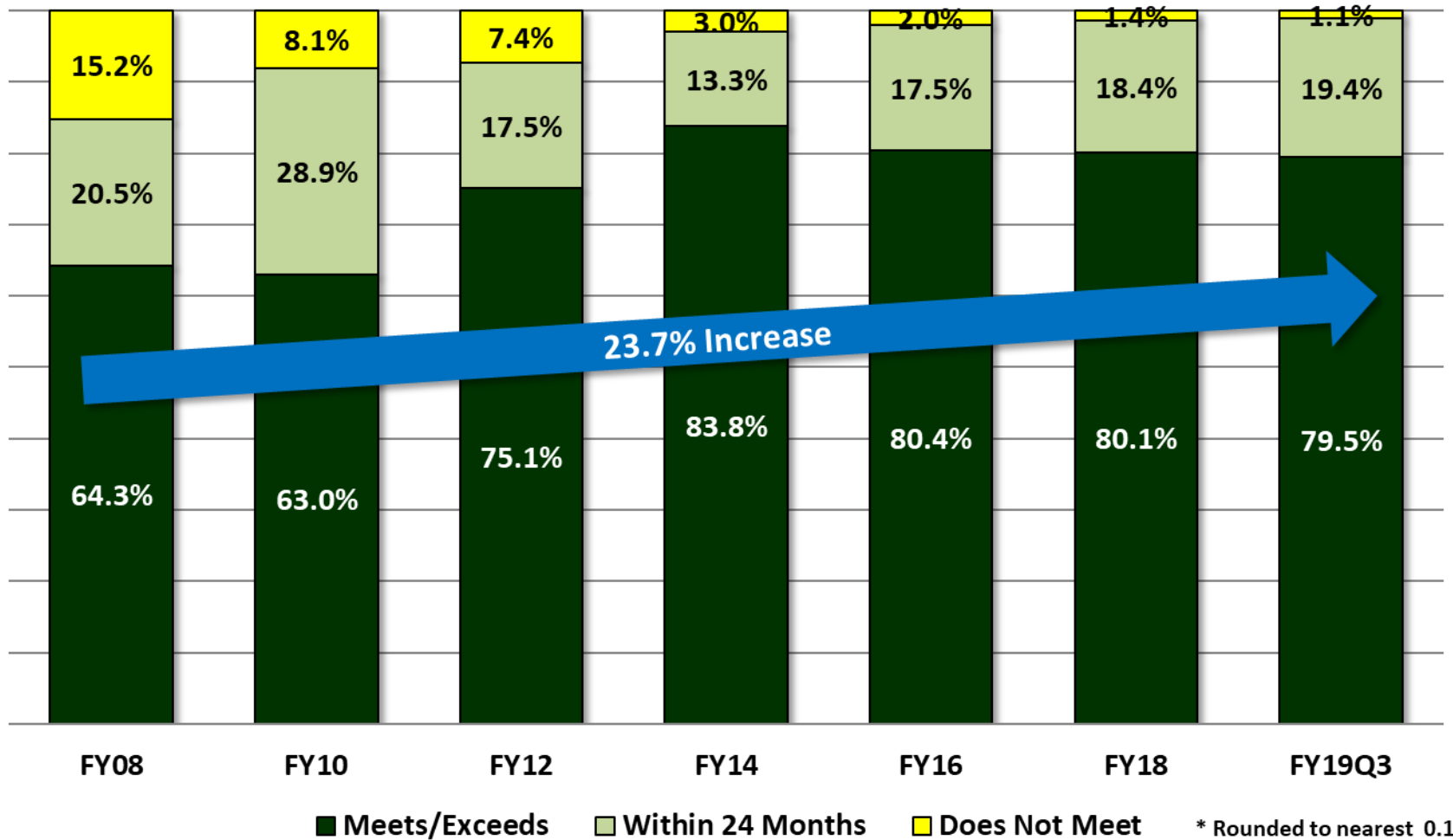
Engineering Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	21,777	22,297	22,276	22,376	22,726	23,678	23,650	23,608	23,834	5%
MARINE CORPS	357	341	339	336	342	336	328	325	321	-6%
AIR FORCE	9,211	9,276	9,178	9,271	9,385	9,535	9,604	9,652	9,572	2%
ARMY	9,008	9,096	9,084	9,060	9,024	9,160	9,148	9,094	9,090	1%
DCMA	1,239	1,229	1,226	1,231	1,220	1,238	1,223	1,241	1,263	4%
MDA	605	603	597	594	594	604	602	606	609	3%
DISA	72	66	68	66	68	89	88	87	83	22%
NRO	75	78	78	72	56	64	64	69	75	34%
DAU	46	43	46	47	48	48	48	48	49	2%
DTRA	39	35	31	30	30	21	18	18	19	-37%
DMEA	31	31	32	31	29	27	27	27	33	14%
OSD	23	22	22	22	21	16	16	14	16	-24%
DLA	13	14	14	14	15	12	12	13	12	-20%
DHA	6	8	8	9	9	9	10	10	9	0%
JCS	7	6	6	8	7	8	8	8	7	0%
DeCA	1	3	4	4	5	4	3	4	5	0%
TRMC	1	1	1	1	1	1	1	1	1	0%
TOTAL	42,511	43,149	43,010	43,172	43,580	44,850	44,850	44,825	44,998	↑ 3%



Engineering Manager Historical DAWIA Certification FY08 – FY19



Engineering



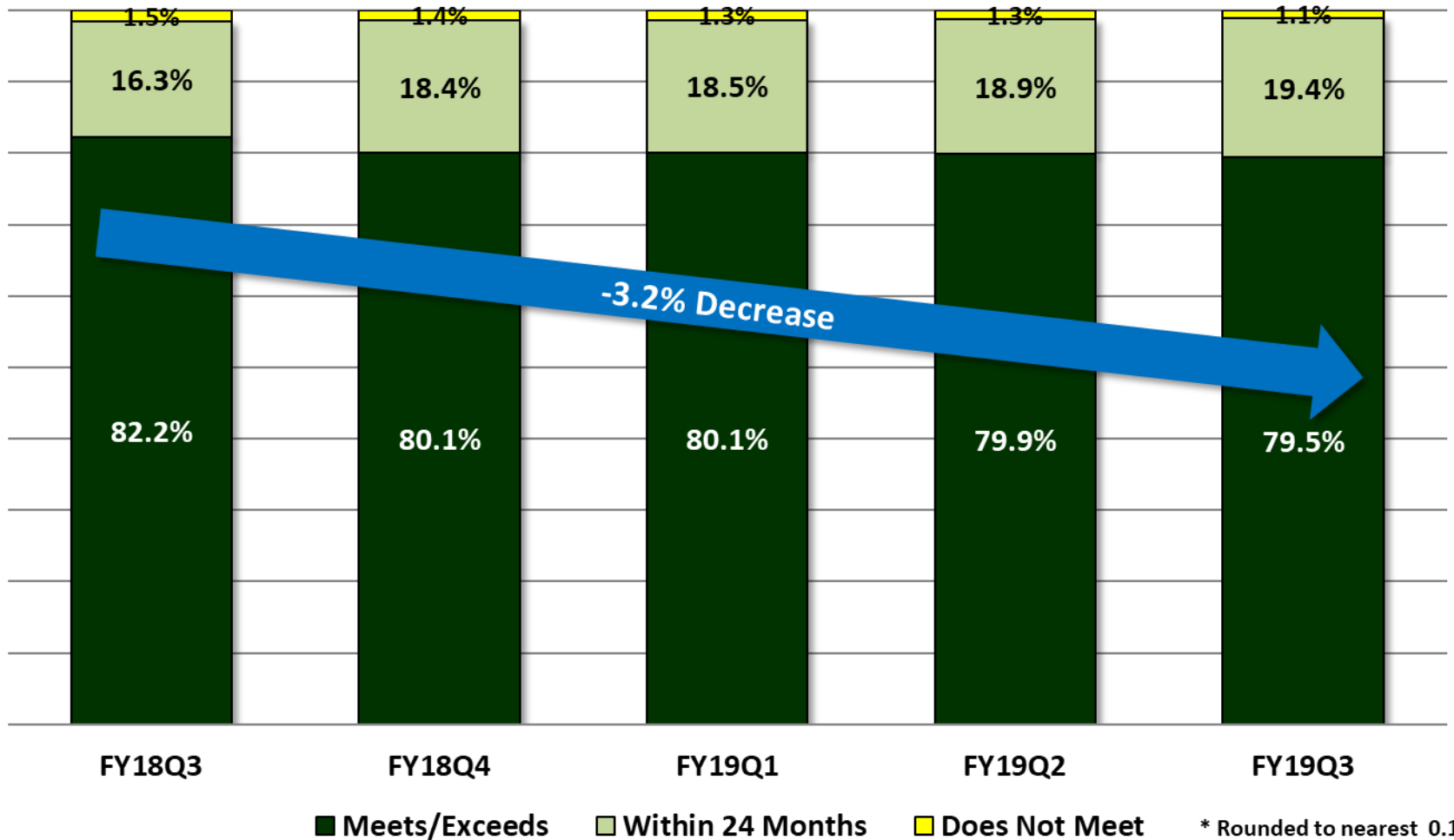
23.7% Increase



Engineering Manager Historical (Quarterly) DAWIA Certification



Engineering

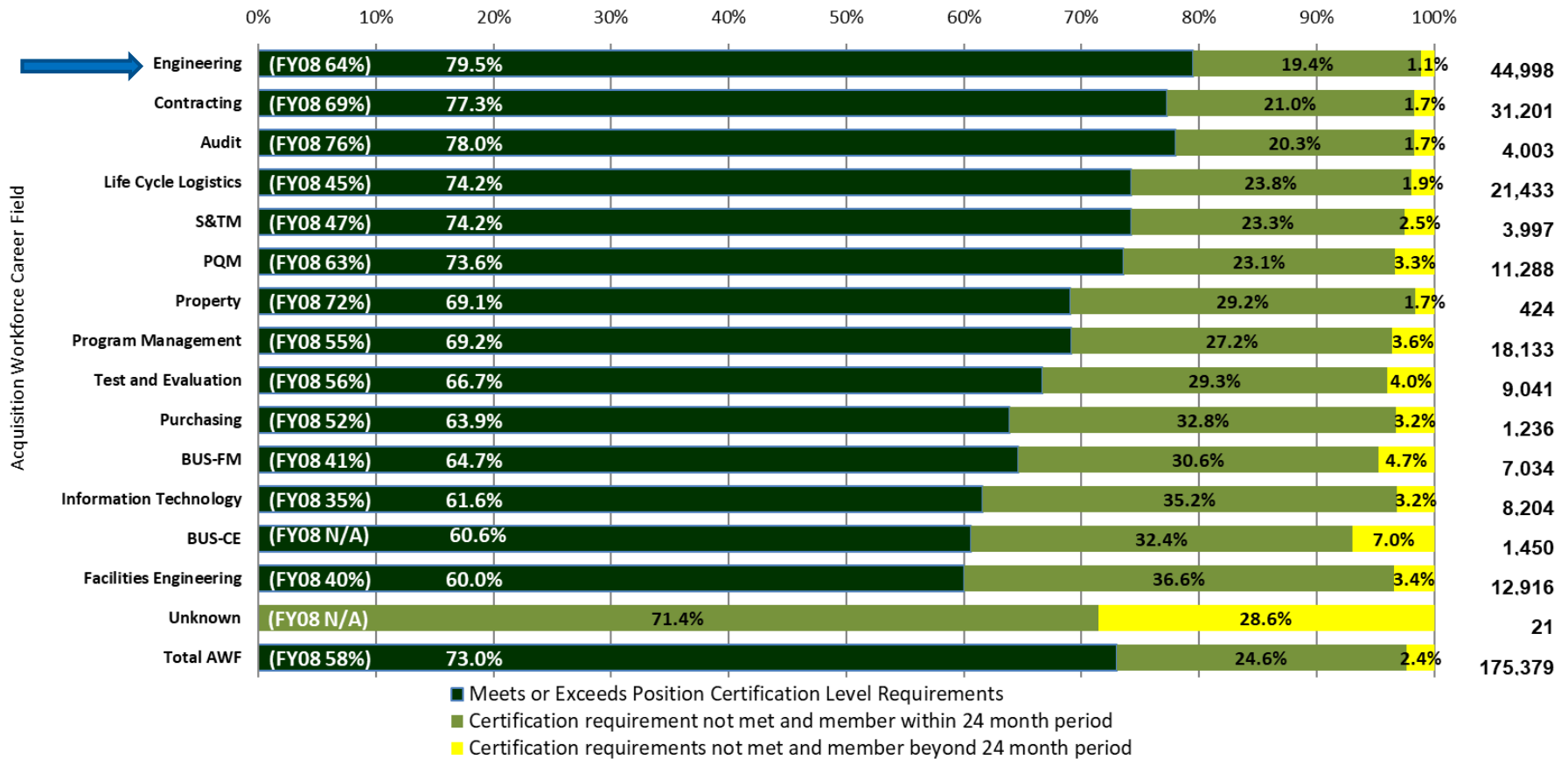




DAWIA Certification by Career Field



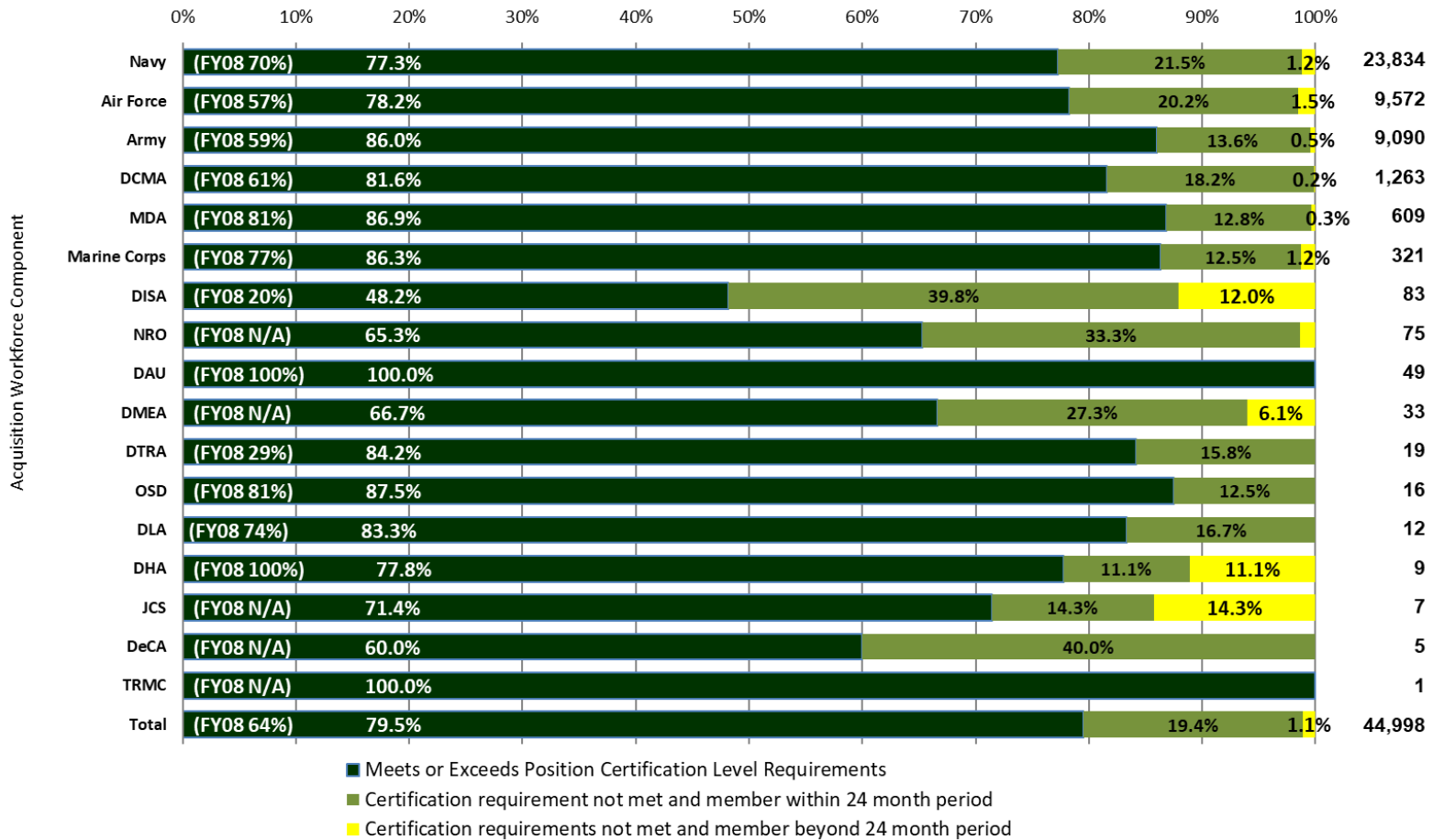
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)





Engineering DAWIA Certification by Component

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





Engineering DAWIA Certification Matrix + Bench Strength

Engineering		Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	3,800	5,072	1,614	1,575	12,061	68.5%	
Level II	1,876	1,882	7,285	6,715	17,758	78.8%	
Level III	605	298	752	13,518	15,173	89.1%	
Unspecified	2	-	1	3	6		
FY19Q3 TOTAL	6,283	7,252	9,652	21,811	44,998	79.5%	
	14.0%	16.1%	21.4%	48.5%			

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%	
Engineering	35,779	79.5%	1 of 14

** Based on population total without unspecified positions

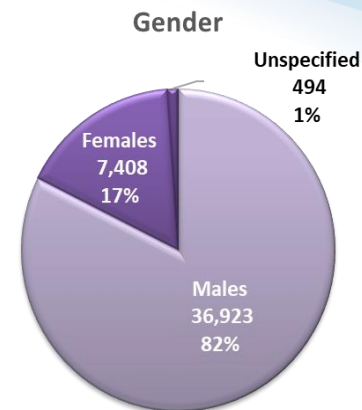
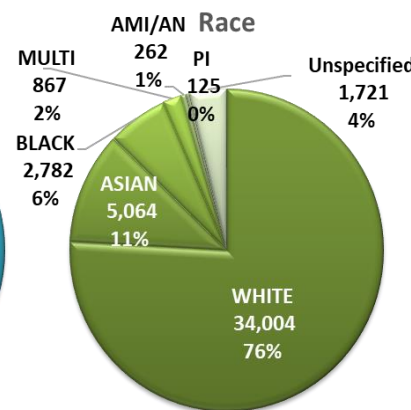
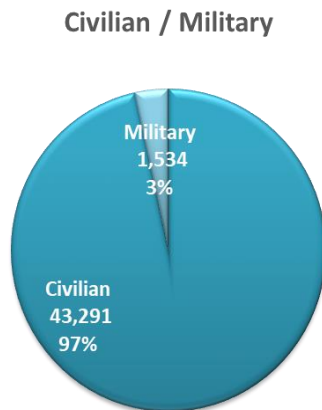
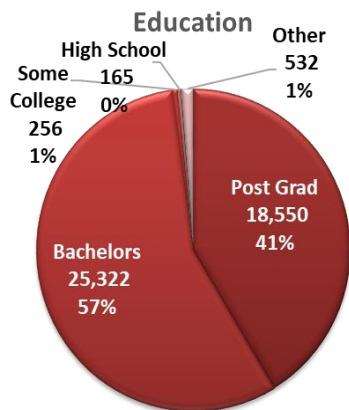
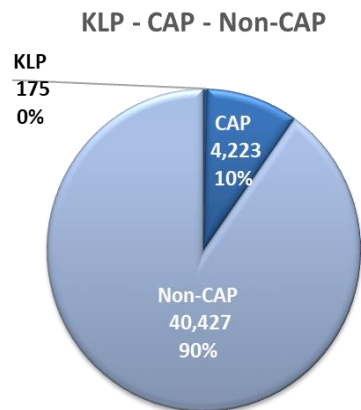
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	8,261	3,754	46	12,061	26.8%
Level II	14,000	3,464	294	17,758	39.5%
Level III	13,518	1,493	162	15,173	33.7%
Unspecified	3	3	-	6	0.0%
Engineering TOTAL	35,782	8,714	502	44,998	
	79.5%	19.4%	1.1%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Demographics



Occupied Position Type	ENG TOTAL	Entire AWF
Key Leadership Positions (KLPs)	175 <i>0.4%</i>	1,242 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	4,223 <i>9.4%</i>	16,708 <i>9.6%</i>
Non-CAP Positions	40,427 <i>90.2%</i>	156,646 <i>89.7%</i>
Unknown	- <i>0.0%</i>	- <i>0.0%</i>
TOTAL	44,825	174,596

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

Race	ENG TOTAL	Entire DAW
WHITE	34,004 <i>75.9%</i>	127,583 <i>73.1%</i>
ASIAN	5,064 <i>11.3%</i>	21,036 <i>12.0%</i>
BLACK	2,782 <i>6.2%</i>	11,990 <i>6.9%</i>
MULTI	867 <i>1.9%</i>	4,829 <i>2.8%</i>
AMI/AN	262 <i>0.6%</i>	1,133 <i>0.6%</i>
PI	125 <i>0.3%</i>	903 <i>0.5%</i>
Unspecified	1,721 <i>3.8%</i>	7,122 <i>4.1%</i>
TOTAL	44,825	174,596

Highest Level of Education	ENG TOTAL	Entire AWF
Post Grad	18,550 <i>41.4%</i>	70,018 <i>40.1%</i>
Bachelors	25,322 <i>56.5%</i>	77,243 <i>44.2%</i>
Some College	256 <i>0.6%</i>	12,151 <i>7.0%</i>
High School	165 <i>0.4%</i>	12,718 <i>7.3%</i>
Other	532 <i>1.2%</i>	2,466 <i>1.4%</i>
TOTAL	44,825	174,596

Gender	ENG TOTAL	Entire DAW
Males	36,923 <i>82.4%</i>	122,206 <i>70.0%</i>
Females	7,408 <i>16.5%</i>	50,436 <i>28.9%</i>
Unspecified	494 <i>1.1%</i>	1,954 <i>1.1%</i>
TOTAL	44,825	174,596

Type	ENG TOTAL	Entire AWF
Civilian	43,291 <i>96.6%</i>	158,922 <i>91.0%</i>
Military	1,534 <i>3.4%</i>	15,674 <i>9.0%</i>
TOTAL	44,825	174,596

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



Engineering Size by Occupational Series

Civilian Occupational Series	ENG TOTAL	
0855 - Engineer, Electronics	10,452	24.1%
0801 - Engineer, General	8,908	20.6%
0830 - Engineer, Mechanical	6,849	15.8%
0861 - Engineer, Aerospace	3,074	7.1%
0854 - Engineer, Computers	2,694	6.2%
0850 - Engineer, Electrical	1,740	4.0%
1550 - Computer Scientist	4,415	10.2%
1515 - Operations Research Analyst	683	1.6%
1310 - Physicist	636	1.5%
Other	3,337	7.7%
TOTAL CIVILIAN	43,291	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

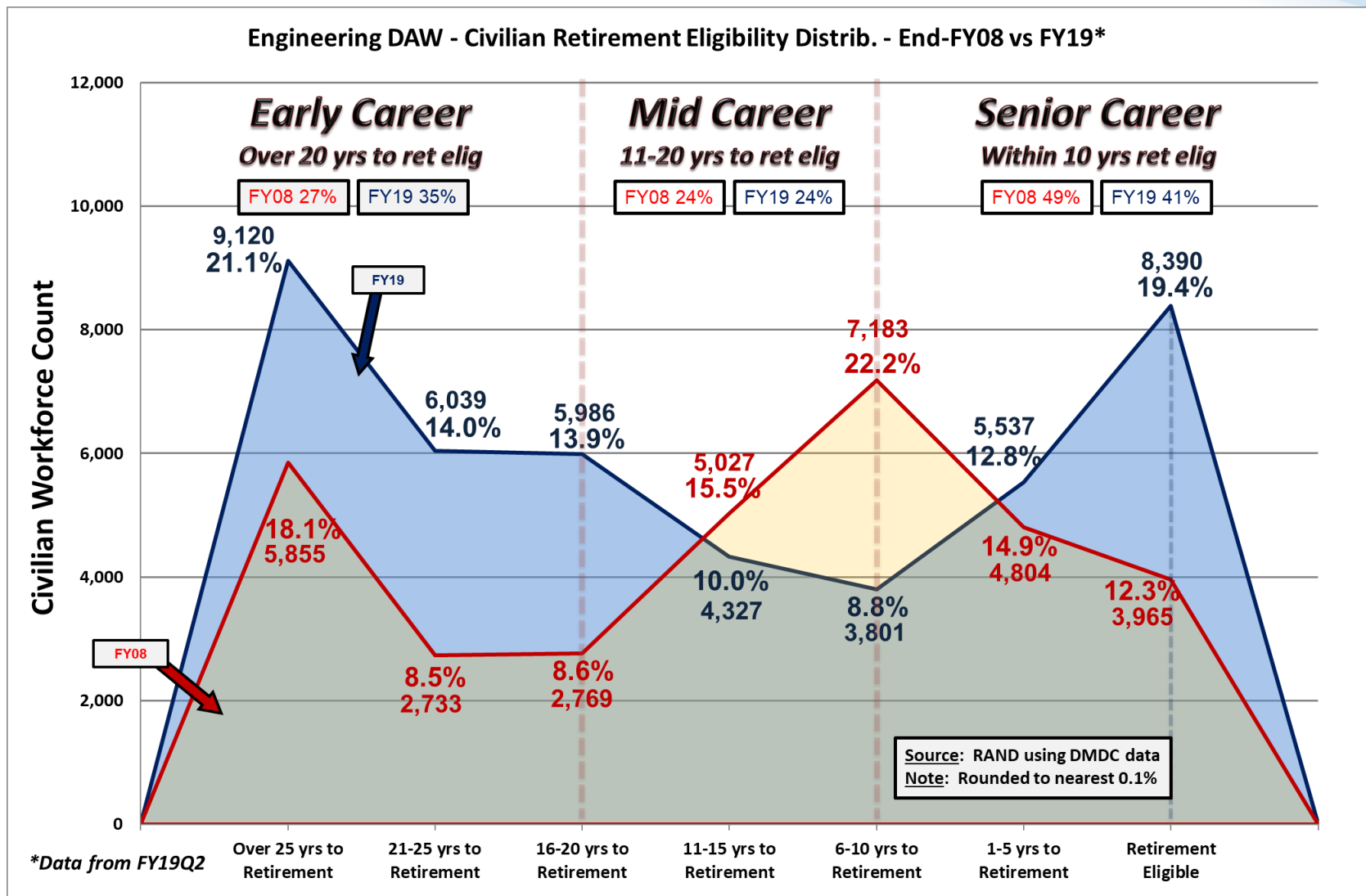


Fact Sheet





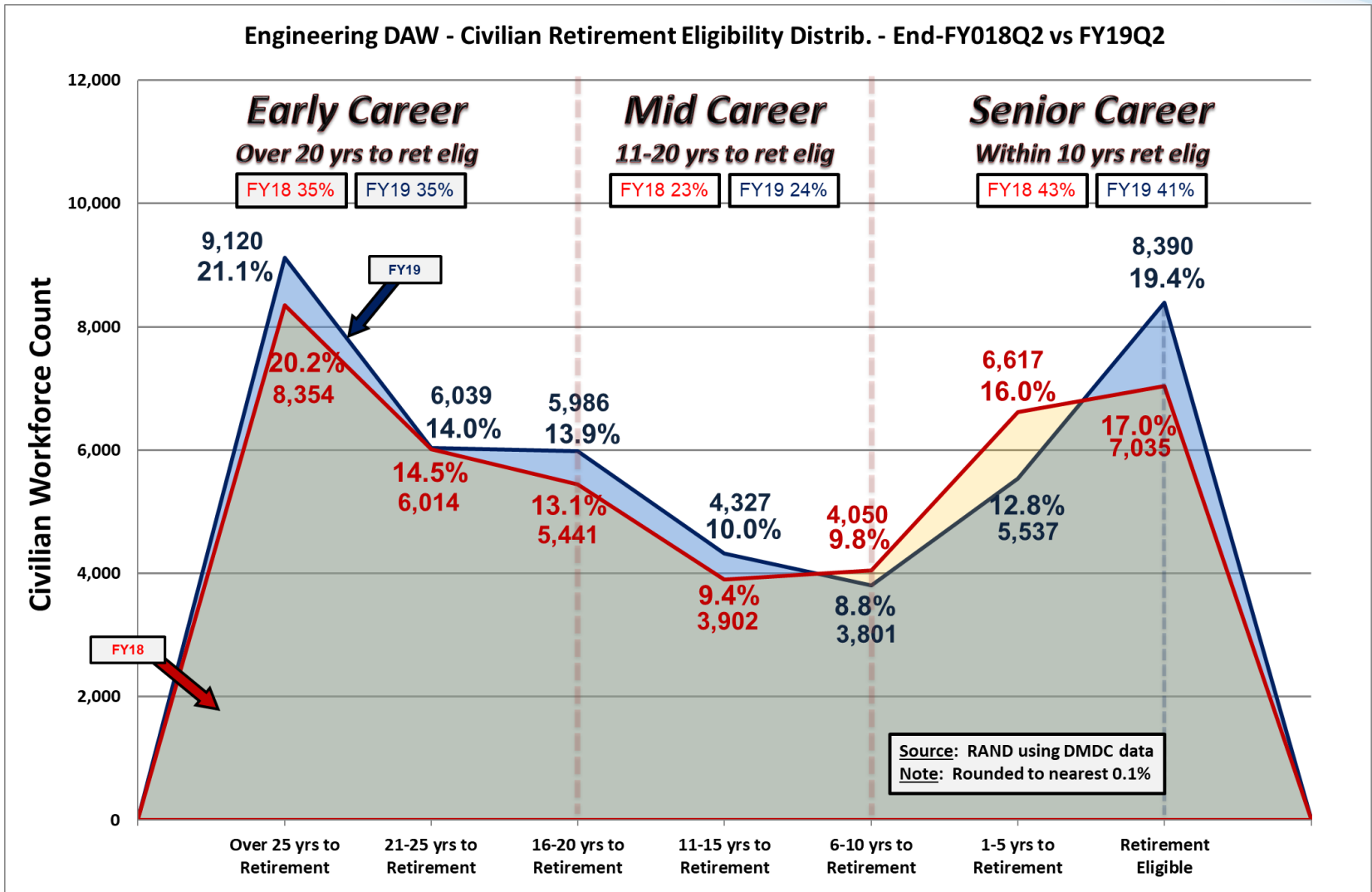
Engineering Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



Engineering Civilian Retirement Eligibility Distribution – 1 year

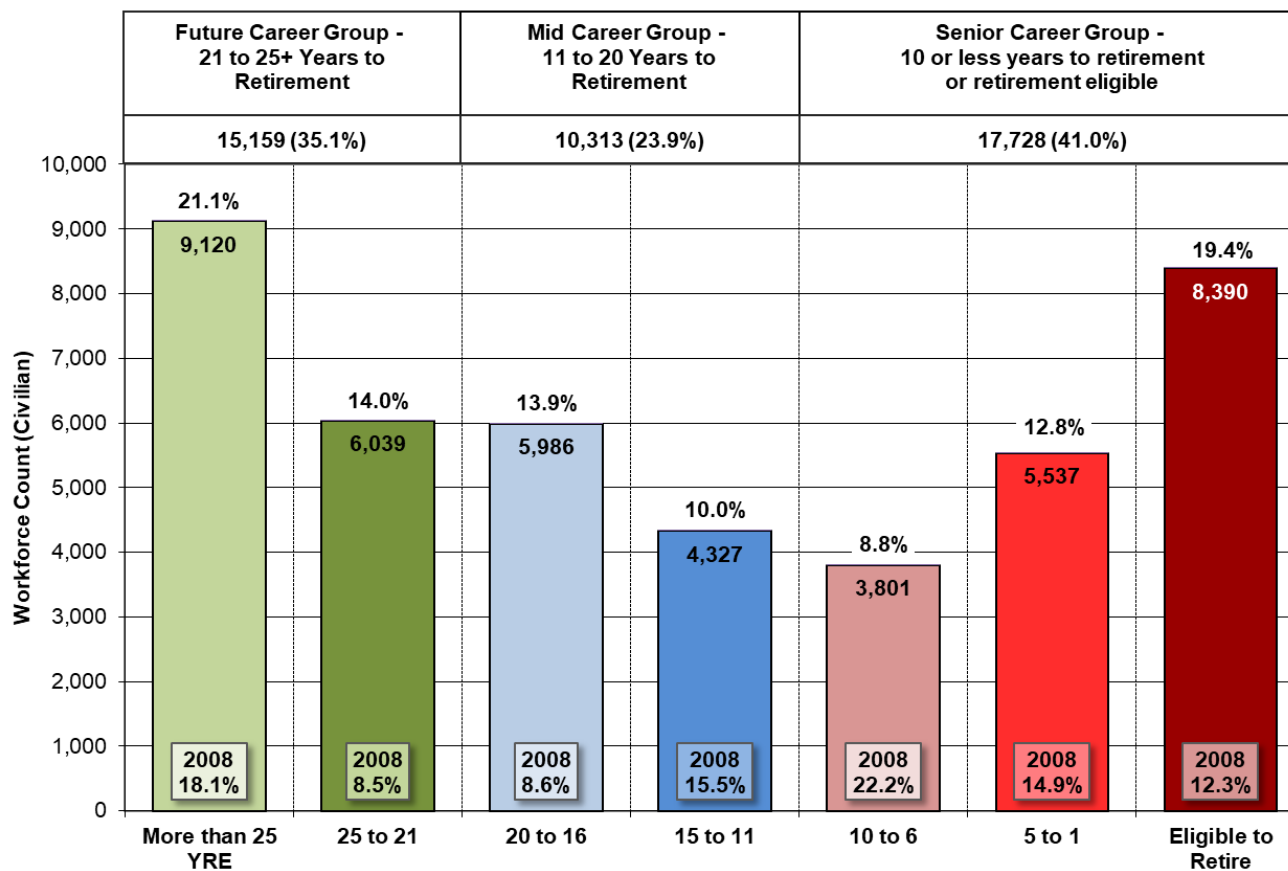


As of 31 Mar 2019



Engineering Workforce Lifecycle Model by YRE

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



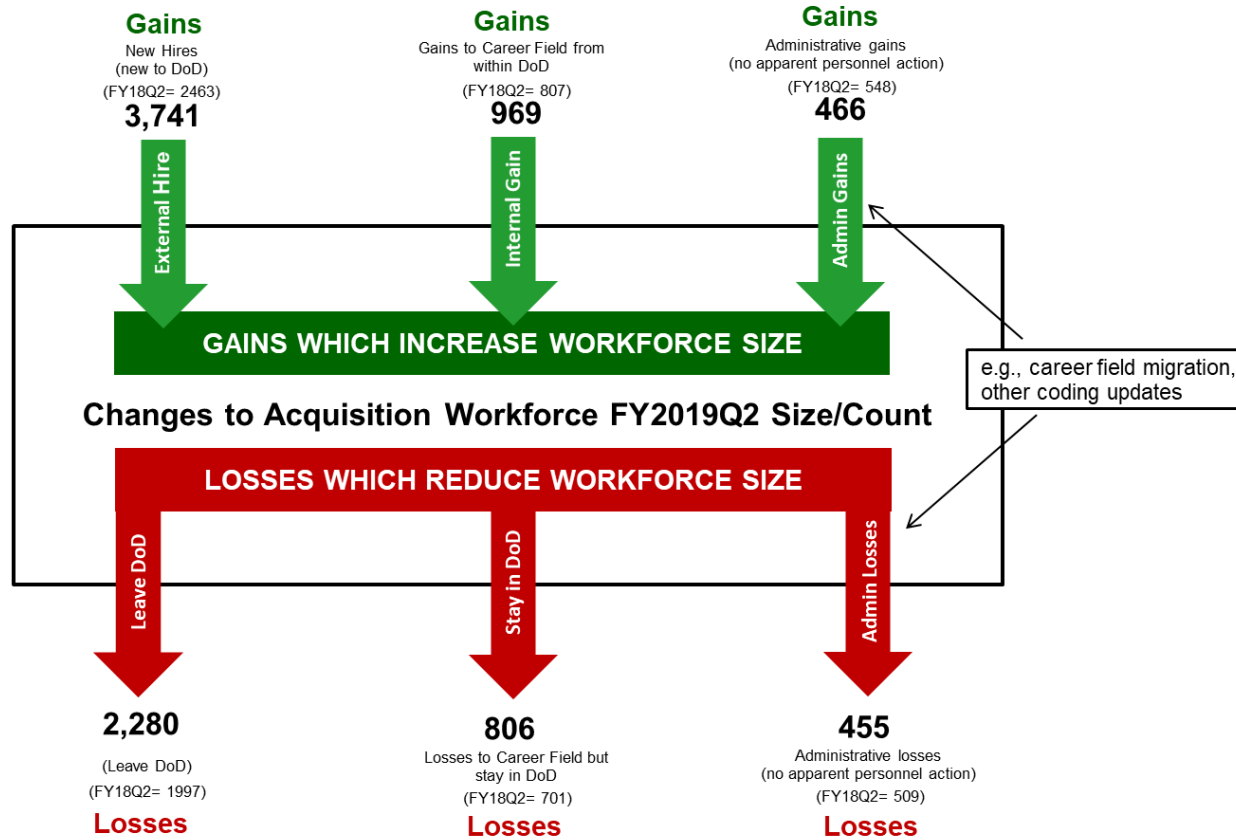


Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2019Q2)

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

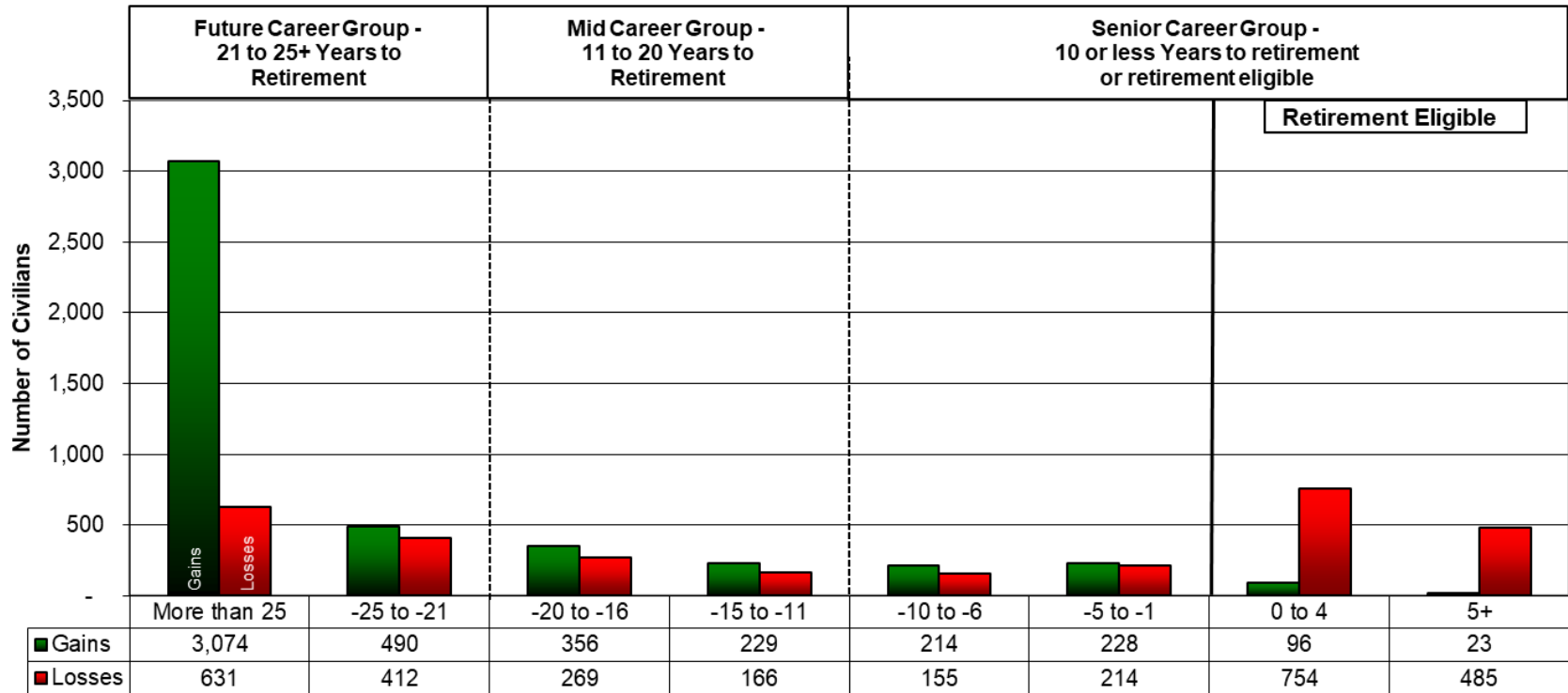




Engineering Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses*

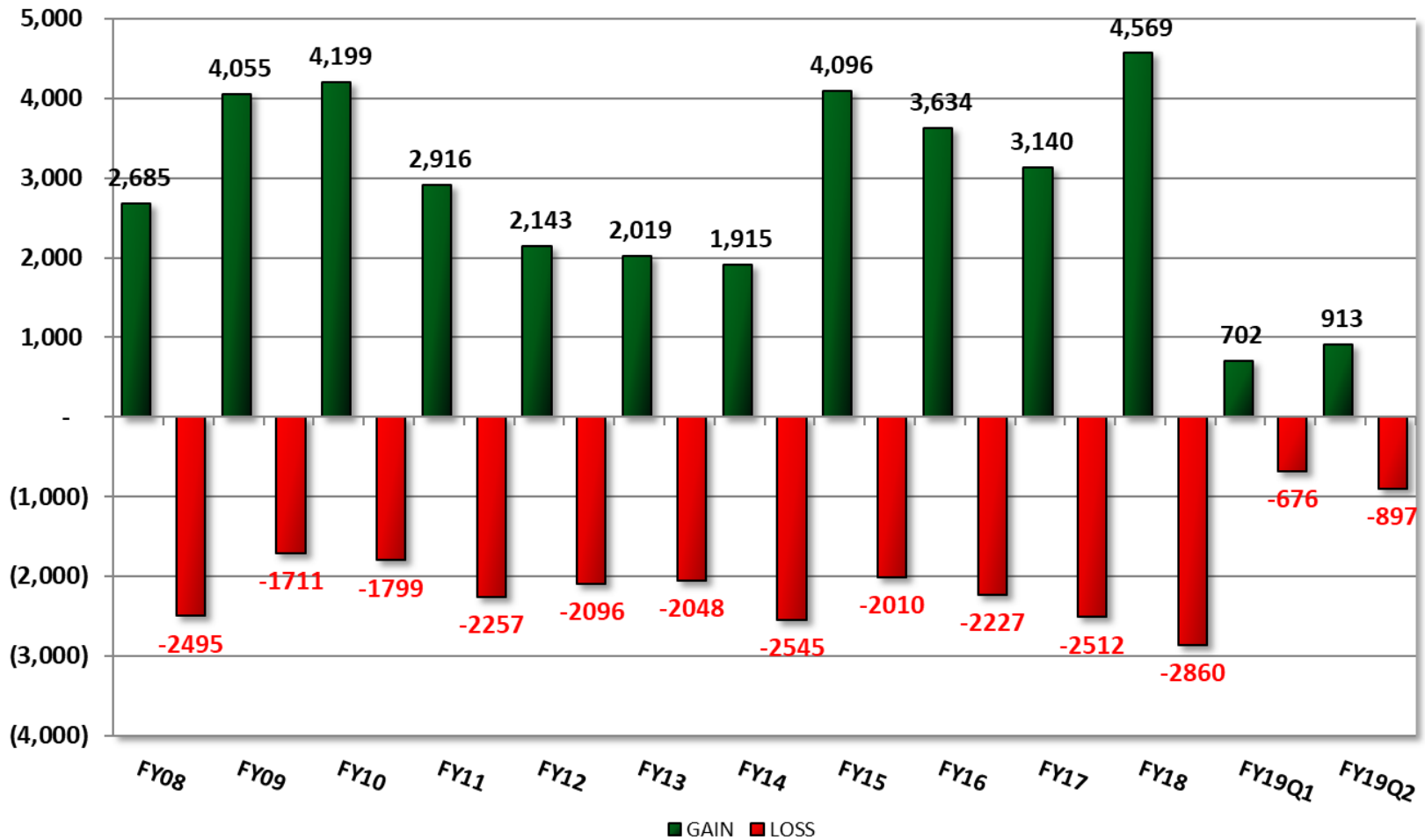


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Engineering Historical Gains and Losses FY08 – FY19



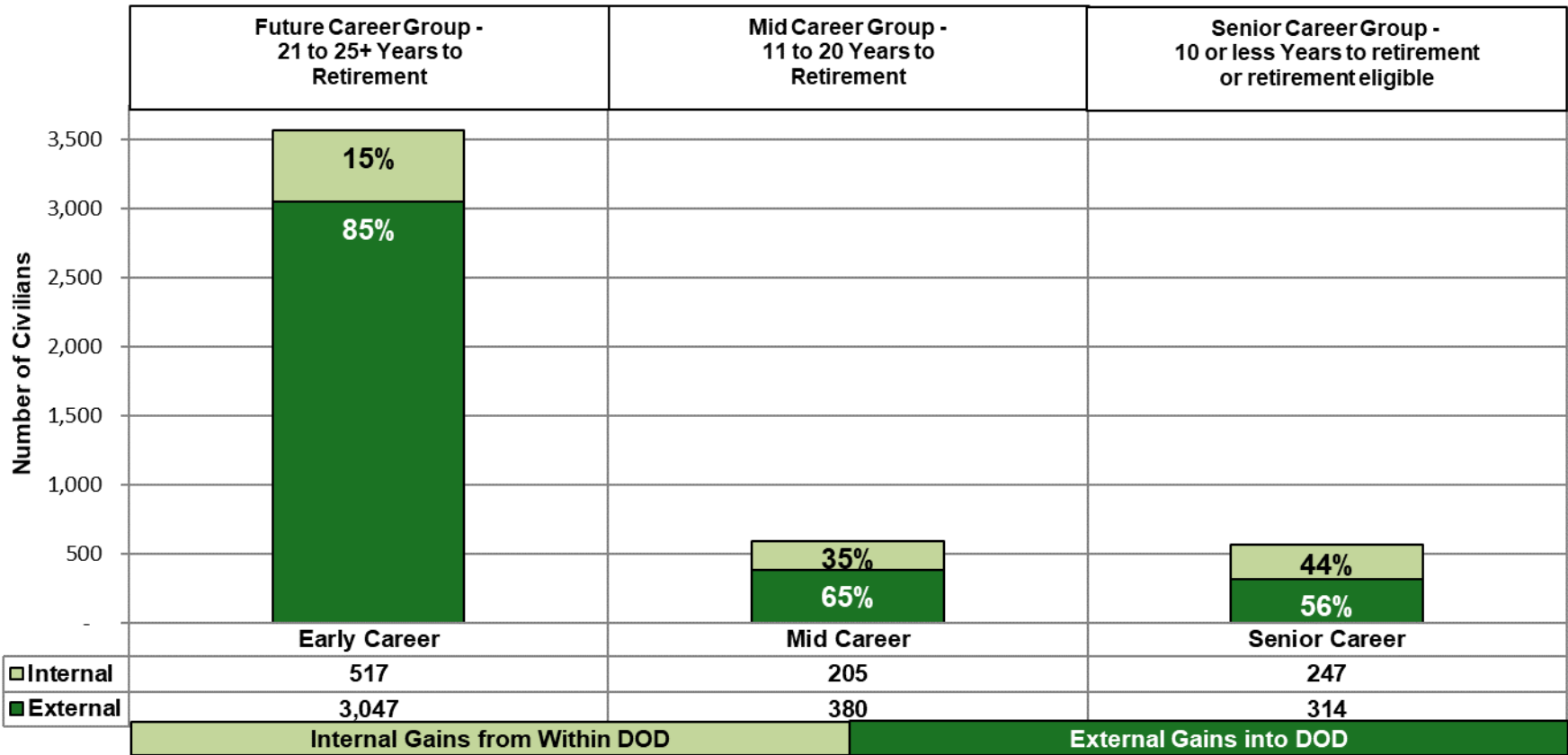
As of 31 Mar 2019



Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

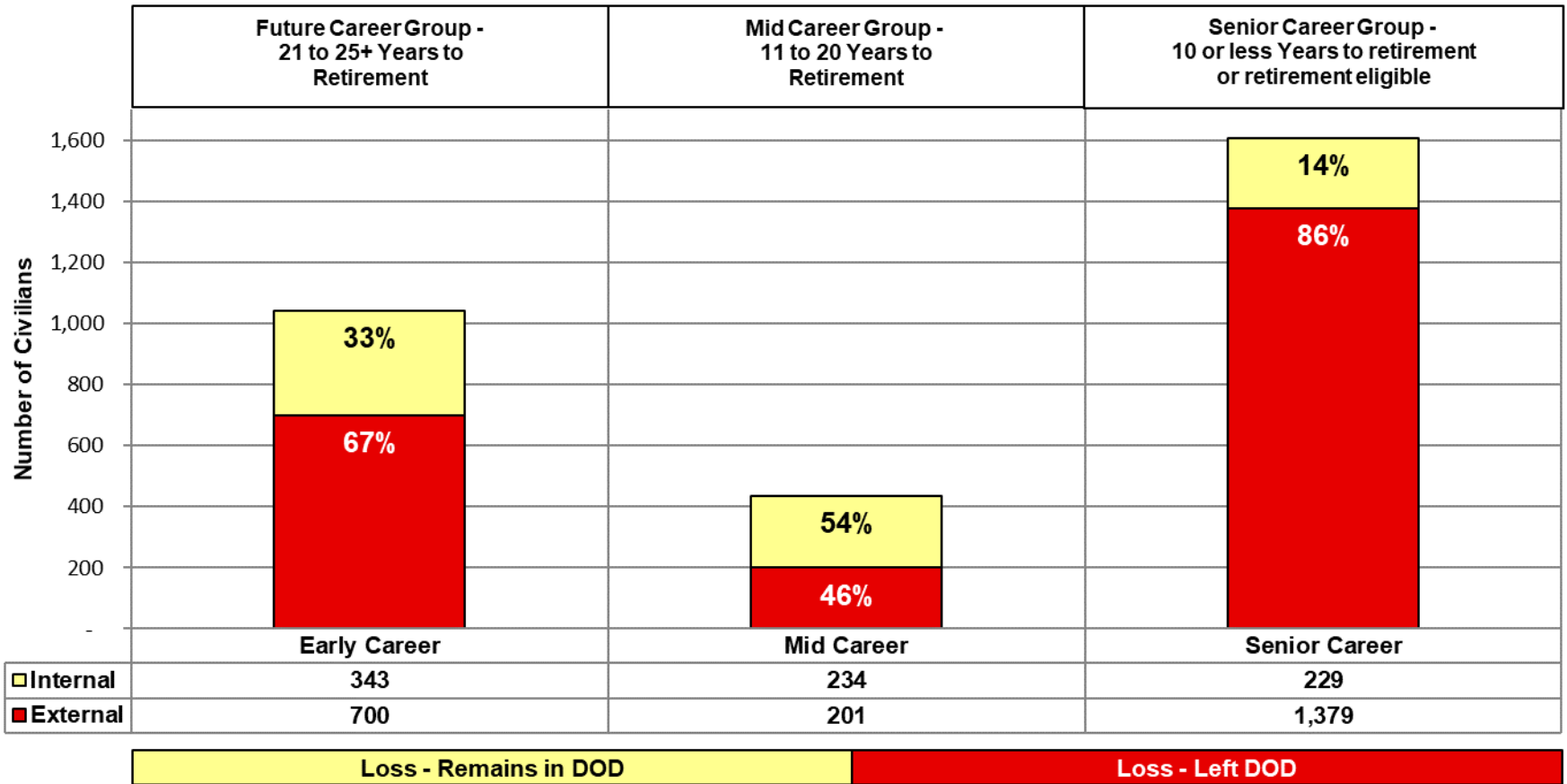


Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

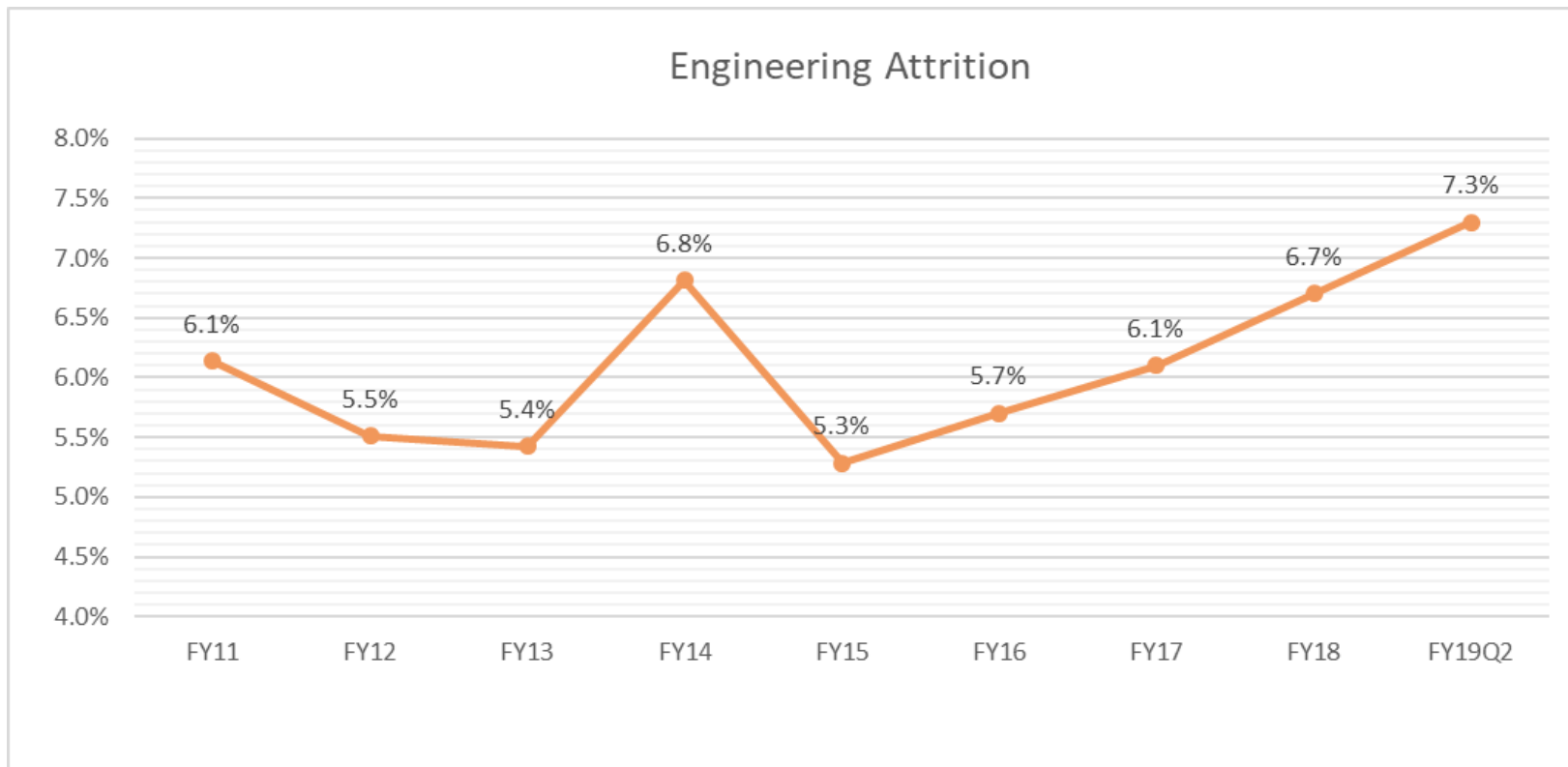
Workforce Lifecycle FY2019Q2 Losses*



*Does not include administrative losses



Attrition Rates

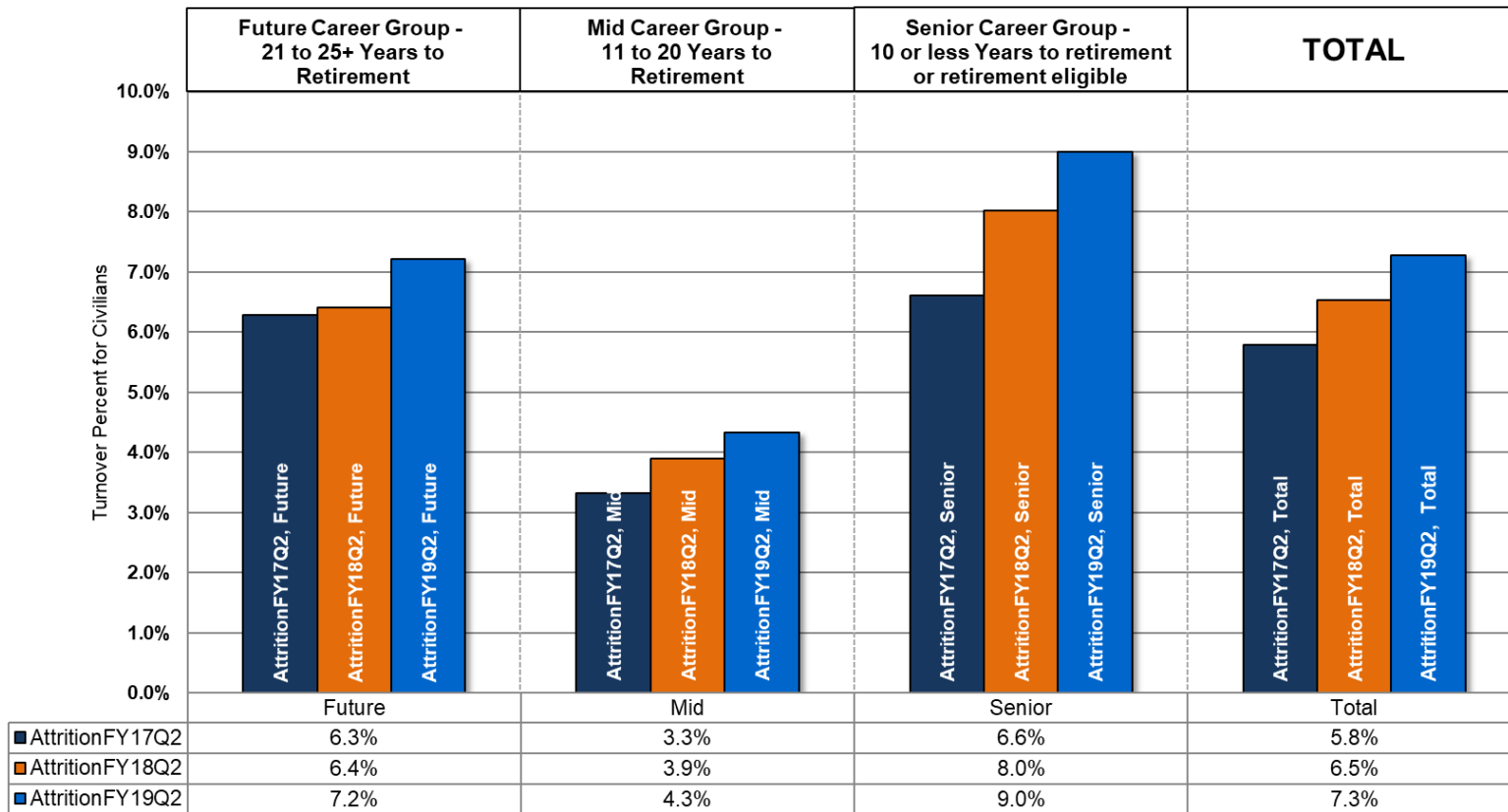


*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



Engineering Attrition Rates by Career Group

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

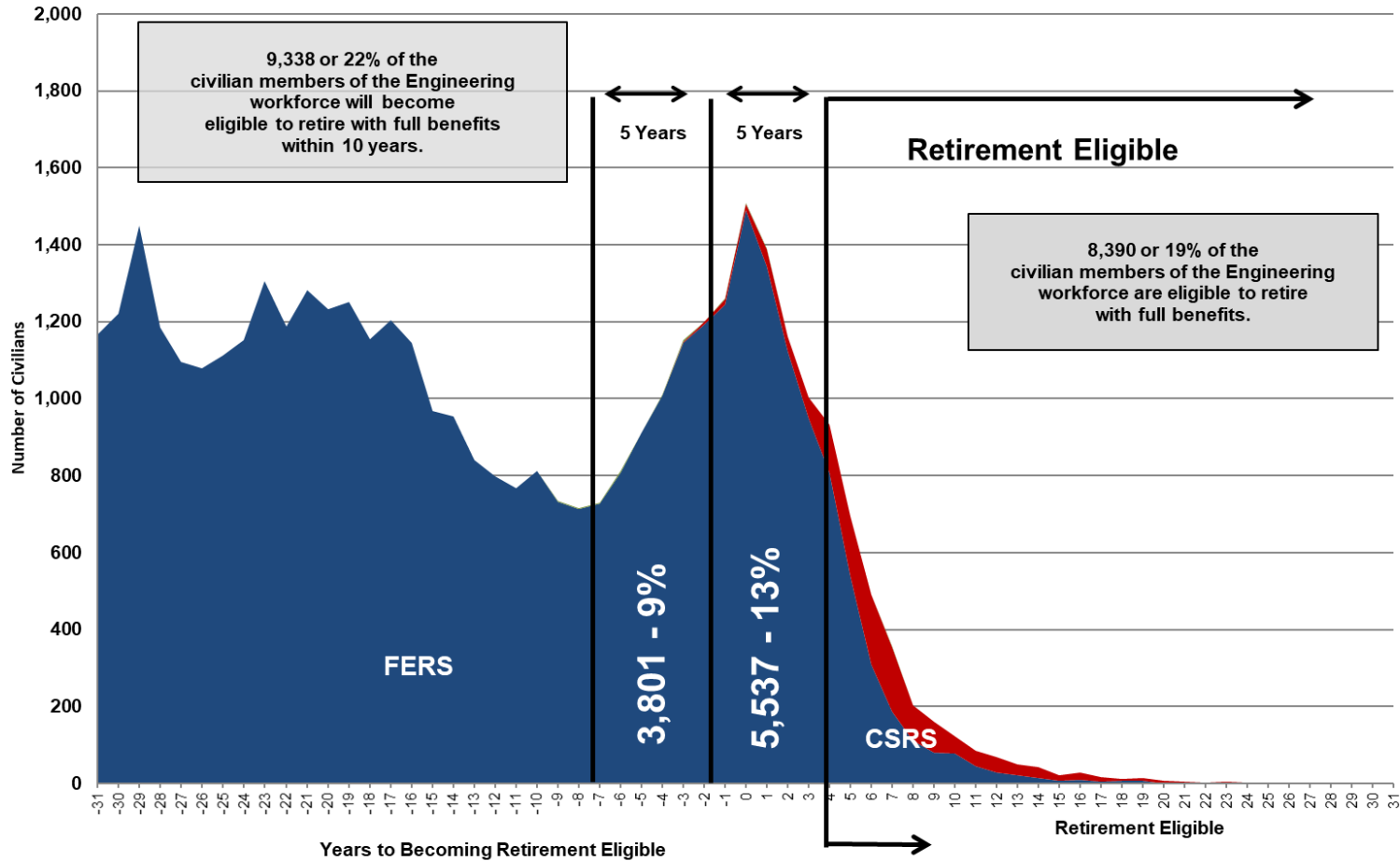




Engineering Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019



END