



# Defense Acquisition Workforce Key Information

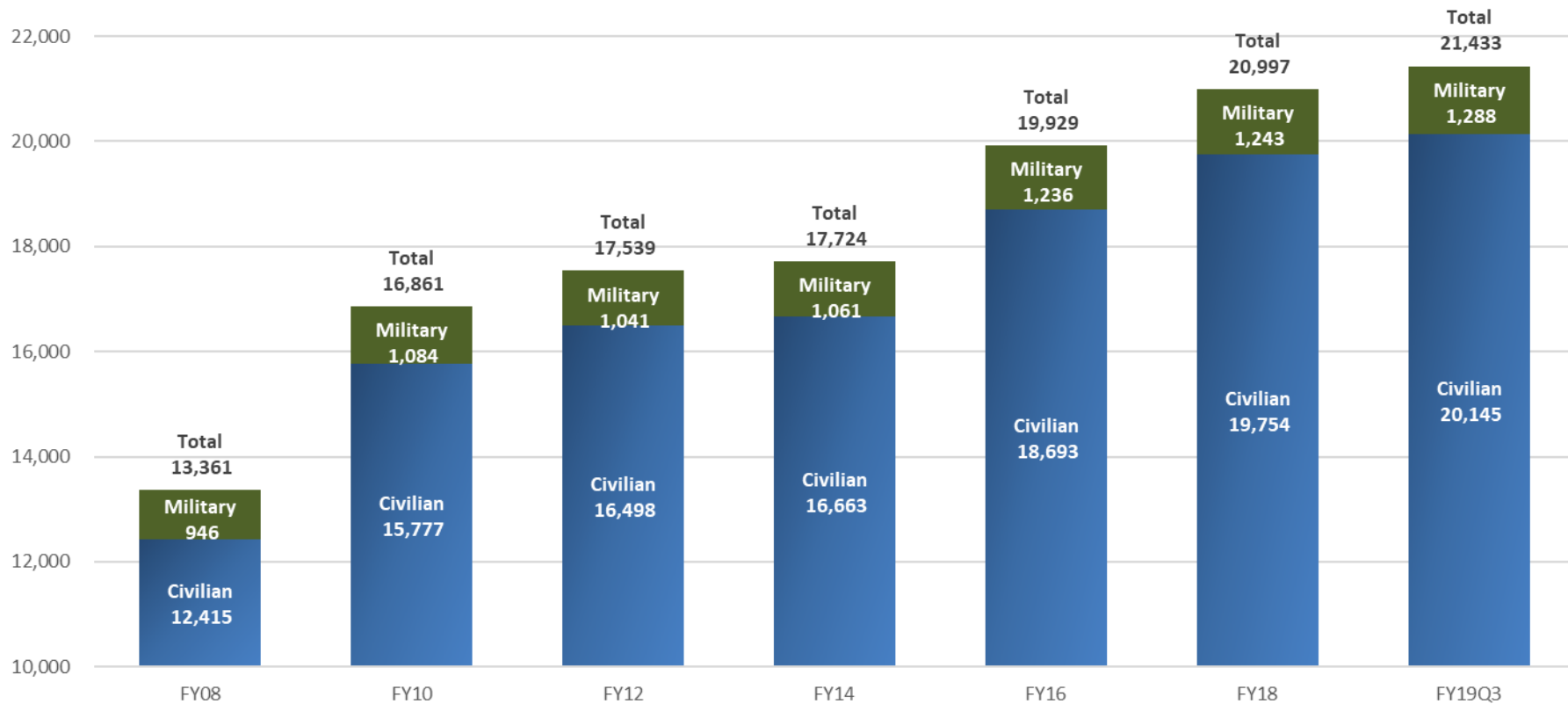
Life Cycle Logistics  
As of FY19Q3 (30 Jun 2019)



# Total Historic Workforce

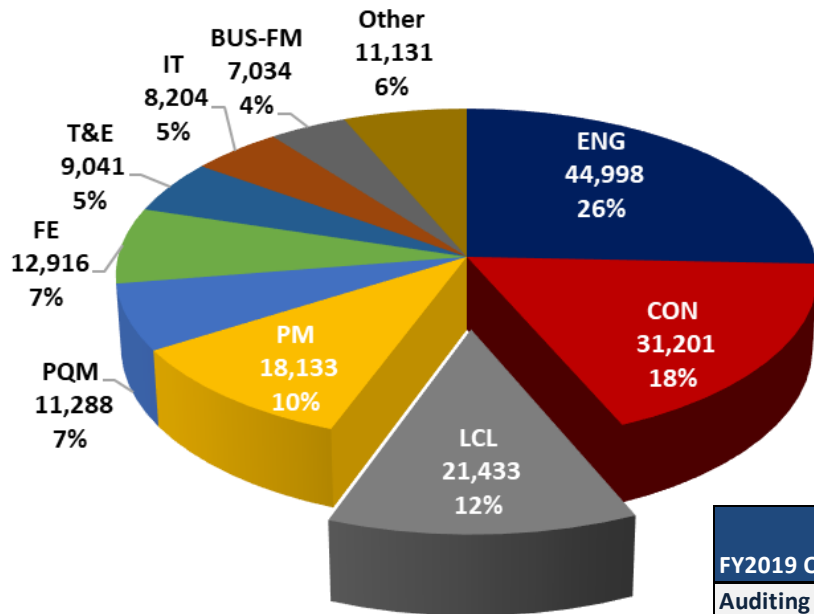


## Life Cycle Logistics





# 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%
<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>		



# Logistics Workforce Historical Size by Agency FY08 – FY19



Life Cycle Logistics Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
ARMY	7,134	9,045	8,677	7,554	7,160	6,912	6,943	-3%	0.0045
Navy	4,104	4,825	5,046	5,256	5,961	6,344	6,568	60%	0.0353
MARINE CORPS	251	394	451	459	595	644	697	178%	0.0823
AIR FORCE	1,727	2,427	2,763	2,907	3,237	3,662	3,739	117%	0.021
DLA	40	21	317	1,272	2,683	3,129	3,174	7835%	0.0144
DCMA	29	37	132	127	128	143	149	414%	0.042
MDA	5	44	57	64	85	102	101	1920%	-0.0098
DAU	24	37	41	36	36	30	32	33%	0.0667
DISA	38	17	15	32	18	12	10	-74%	-0.1667
OSD	2	10	12	12	11	7	7	250%	0
DTRA	1	1	-	-	5	4	5	400%	0.25
DHA	-	2	1	3	3	6	5		-0.1667
NRO	-	-	-	-	4	-	-		
DSS	-	-	-	1	1	1	-		-1
JCS	-	-	1	1	1	-	-		
DoDEA	-	-	-	-	1	-	-		
DSCA	2	-	-	-	-	-	-	-100%	
IG	-	-	-	-	-	1	3		2
4th Estate Other	-	-	-	-	-	-	-		
<b>TOTAL</b>	<b>13,357</b>	<b>16,860</b>	<b>17,513</b>	<b>17,724</b>	<b>19,929</b>	<b>20,997</b>	<b>21,433</b>	<b>↑ 60%</b>	<b>↑ 2%</b>



# Logistics Workforce Historical Size (Quarterly) by Agency



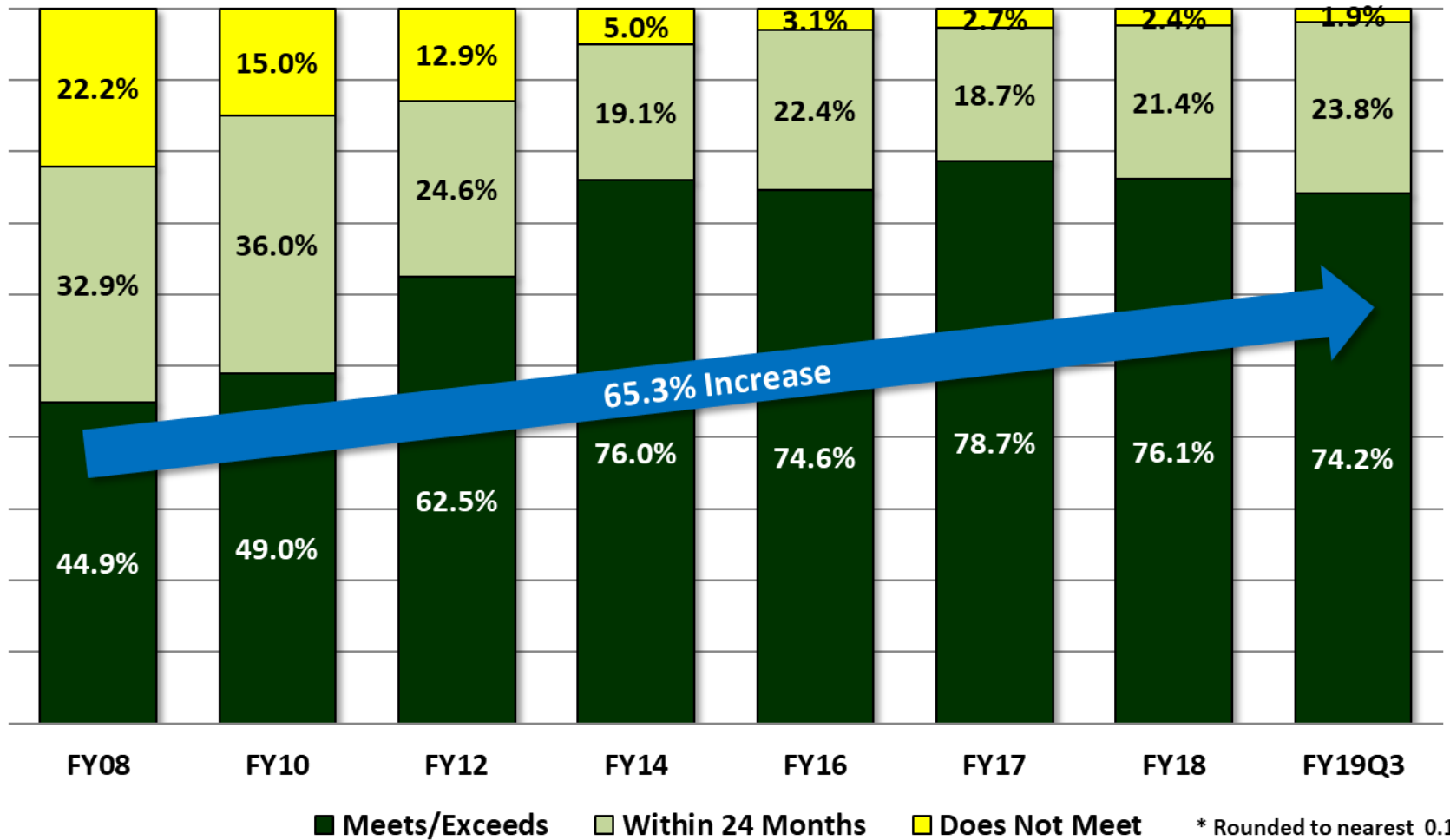
Life Cycle Logistics Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
ARMY	7,044	7,047	7,011	6,952	6,907	6,912	6,946	6,941	6,943	1%
Navy	6,001	5,919	5,858	5,974	6,124	6,344	6,408	6,451	6,568	7%
MARINE CORPS	594	612	612	626	621	644	673	705	697	12%
AIR FORCE	3,240	3,297	3,301	3,347	3,514	3,662	3,715	3,762	3,739	6%
DLA	2,719	2,810	2,824	2,846	3,050	3,129	3,106	3,126	3,174	4%
DCMA	125	131	127	133	133	143	143	143	149	12%
MDA	93	101	101	99	96	102	102	107	101	5%
DAU	32	30	30	29	30	30	27	29	32	7%
DISA	14	13	13	13	12	12	12	10	10	-17%
OSD	11	10	10	10	8	7	7	8	7	-13%
DTRA	7	4	4	4	3	4	4	4	5	67%
DHA	4	4	4	3	6	6	7	7	5	-17%
NRO	3	3	4	3	2	-	-	-	-	-100%
DSS	1	1	1	1	1	1	-	-	-	-100%
JCS	1	-	-	-	-	-	-	-	-	
IG	-	-	-	-	1	1	1	1	3	200%
<b>TOTAL</b>	<b>19,889</b>	<b>19,982</b>	<b>19,900</b>	<b>20,040</b>	<b>20,508</b>	<b>20,997</b>	<b>21,151</b>	<b>21,294</b>	<b>21,433</b>	<b>↑ 5%</b>



# Logistics Historical DAWIA Certification FY08 – FY19



## Life Cycle Logistics

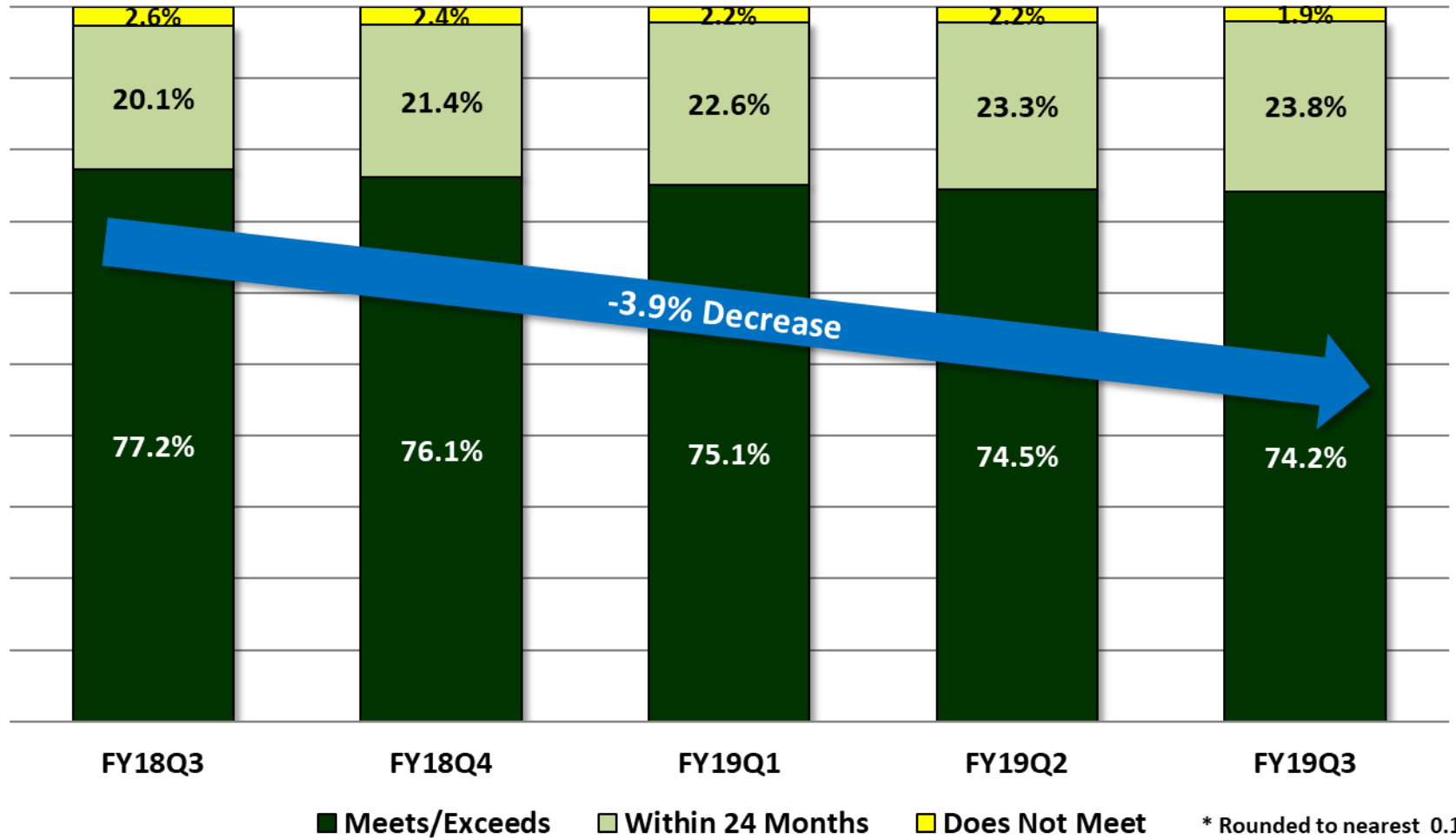




# Logistics Historical (Quarterly) DAWIA Certification



## Life Cycle Logistics

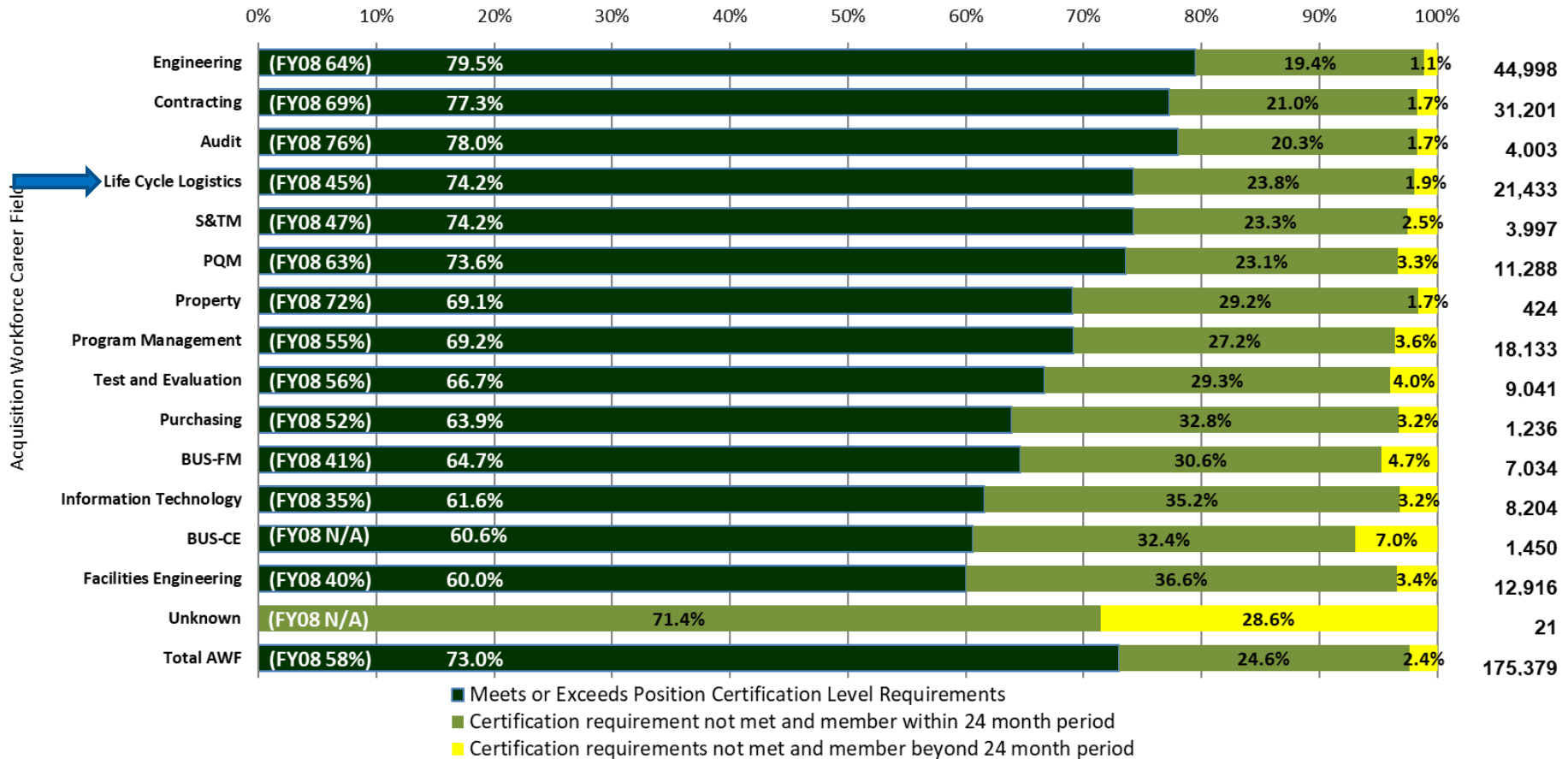




# DAWIA Certification by Career Field



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

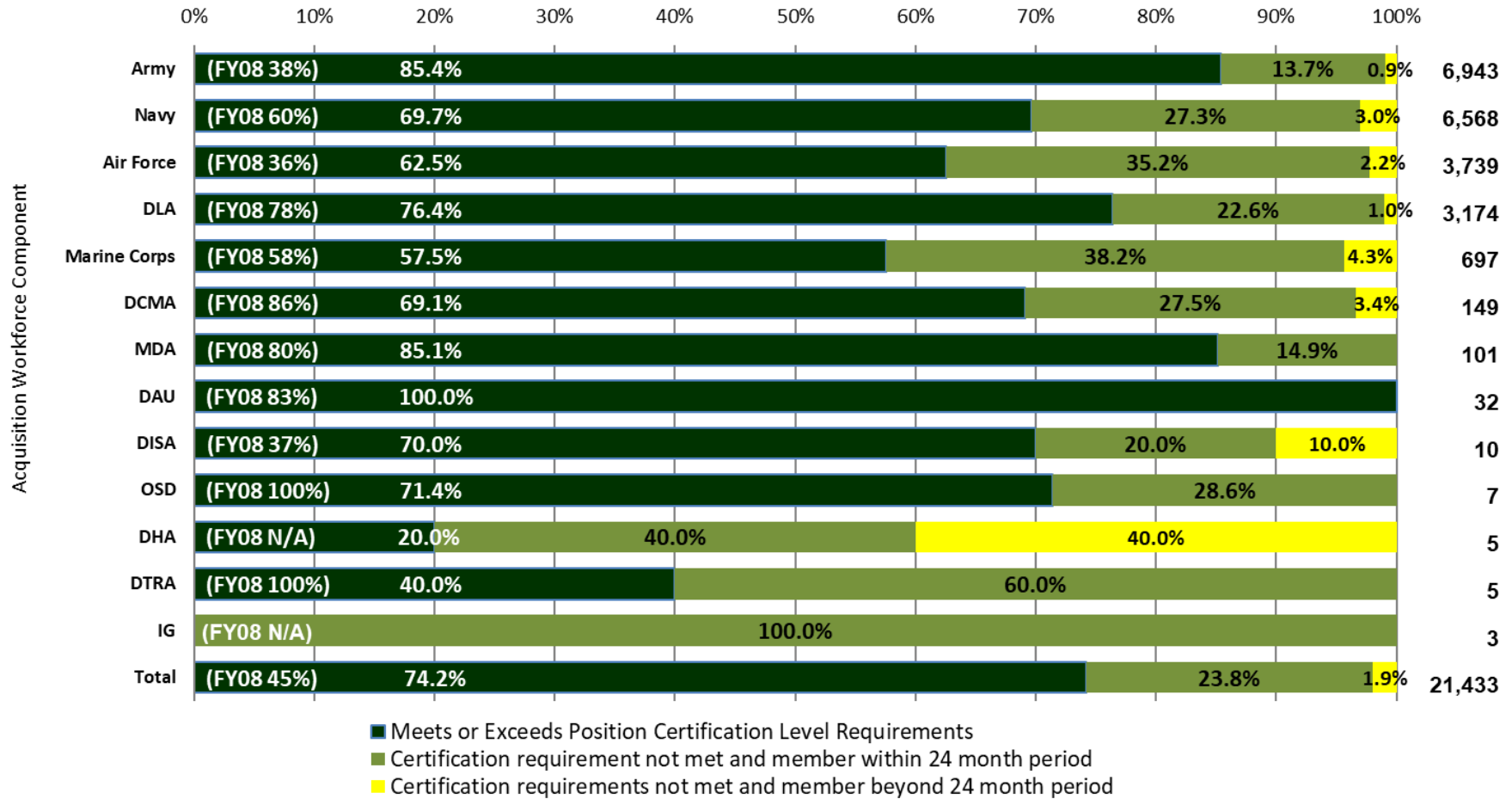






# Logistics DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY19Q3)





# Logistics 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	1,542	1,879	559	91	4,071	62.1%
Level II	1,663	1,251	5,788	2,170	10,872	73.2%
Level III	423	181	464	5,413	6,481	83.5%
<i>Unspecified</i>	3	-	-	6	9	
<b>FY19Q3 TOTAL</b>	<b>3,631</b>	<b>3,311</b>	<b>6,811</b>	<b>7,680</b>	<b>21,433</b>	<b>74.2%</b>
	16.9%	15.4%	31.8%	35.8%		

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%	
Life Cycle L	15,900	74.2%	7 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	2,529	1,504	38	4,071	19.0%
Level II	7,958	2,704	210	10,872	50.7%
Level III	5,413	900	168	6,481	30.2%
<i>Unspecified</i>	6	3	-	9	0.0%
<b>Life Cycle Logistics TOTAL</b>	<b>15,906</b>	<b>5,111</b>	<b>416</b>	<b>21,433</b>	
	74.2%	23.8%	1.9%		

= Compliance

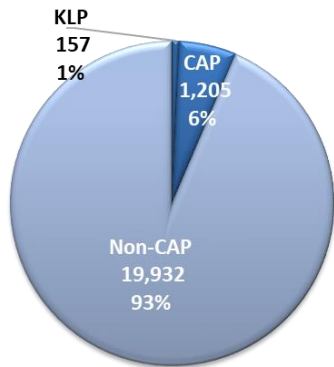
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

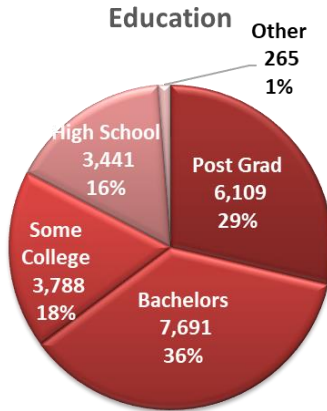


# Logistics Demographics

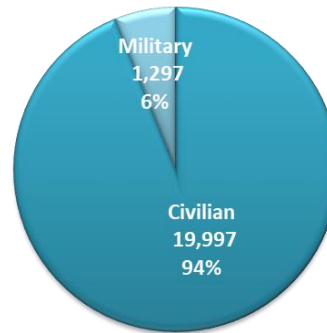
**KLP - CAP - Non-CAP**



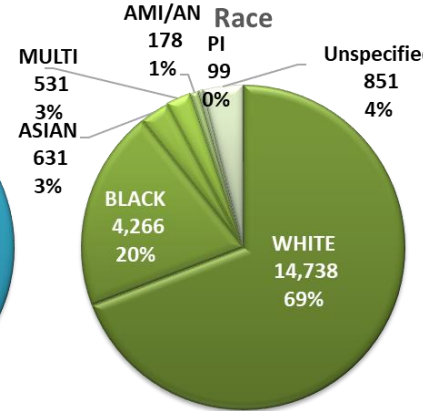
**Education**



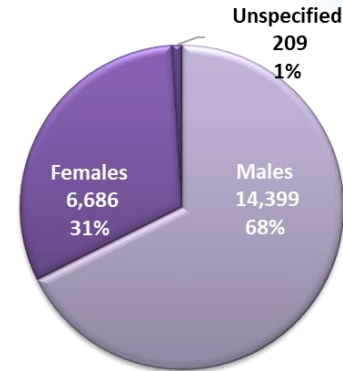
**Civilian / Military**



**Race**



**Gender**



Occupied Position Type	LCL TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	157	0.7%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	1,205	5.7%	16,708	9.6%
Non-CAP Positions	19,932	93.6%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>21,294</b>		<b>174,596</b>	

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

Race	LCL TOTAL		Entire DAW	
WHITE	14,738	69.2%	127,583	73.1%
BLACK	4,266	20.0%	21,036	12.0%
ASIAN	631	3.0%	11,990	6.9%
MULTI	531	2.5%	4,829	2.8%
AMI/AN	178	0.8%	1,133	0.6%
PI	99	0.5%	903	0.5%
Unspecified	851	4.0%	7,122	4.1%
<b>TOTAL</b>	<b>21,294</b>		<b>174,596</b>	

Highest Level of Education	LCL TOTAL		Entire AWF	
Post Grad	6,109	28.7%	70,018	40.1%
Bachelors	7,691	36.1%	77,243	44.2%
Some College	3,788	17.8%	12,151	7.0%
High School	3,441	16.2%	12,718	7.3%
Other	265	1.2%	2,466	1.4%
<b>TOTAL</b>	<b>21,294</b>		<b>174,596</b>	

Gender	LCL TOTAL		Entire DAW	
Males	14,399	67.6%	122,206	70.0%
Females	6,686	31.4%	50,436	28.9%
Unspecified	209	1.0%	1,954	1.1%
<b>TOTAL</b>	<b>21,294</b>		<b>174,596</b>	

Type	LCL TOTAL		Entire AWF	
Civilian	19,997	93.9%	158,922	91.0%
Military	1,297	6.1%	15,674	9.0%
<b>TOTAL</b>	<b>21,294</b>		<b>174,596</b>	

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



# Logistics Size by Occupational Series

Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	12,562	62.8%
2010 - Inventory Management Specialist	1,886	9.4%
0301 - Administration & Program Staff	1,649	8.2%
1670 - Equipment Specialist	1,141	5.7%
2003 - Supply Management Specialist	708	3.5%
2001 - Supply Specialist	610	3.1%
1712 - Training Instructor	249	1.2%
1083 - Technical Writer / Editor	249	1.2%
0343 - Management and Program Analyst	252	1.3%
Other	513	2.6%
<b>TOTAL CIVILIAN</b>	<b>19,997</b>	<b>Civilians</b>

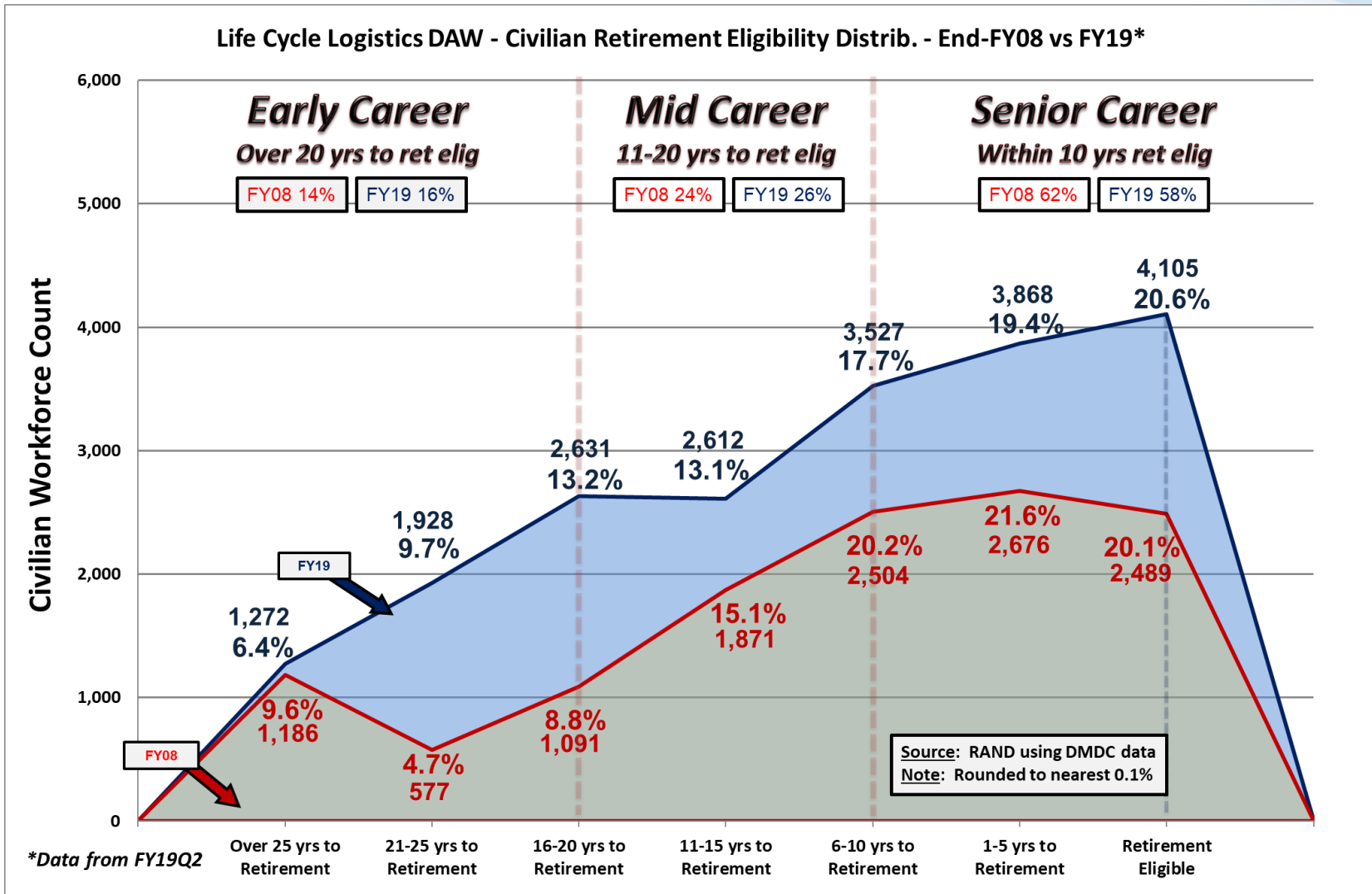
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



# Logistics Civilian Retirement Eligibility Distribution – FY08 / FY19

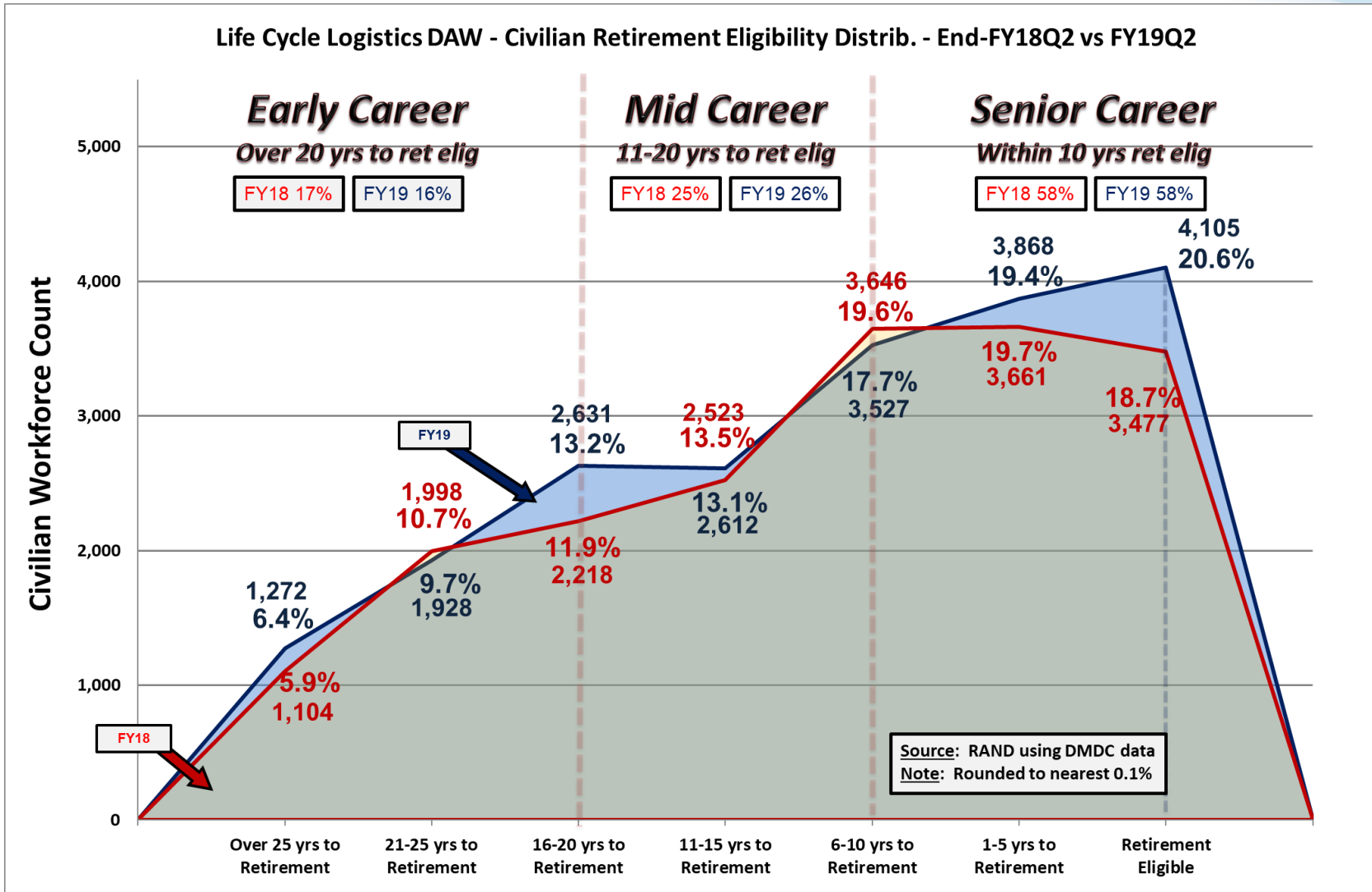




# Logistics Civilian Retirement Eligibility Distribution



Life Cycle Logistics DAW - Civilian Retirement Eligibility Distrib. - End-FY18Q2 vs FY19Q2



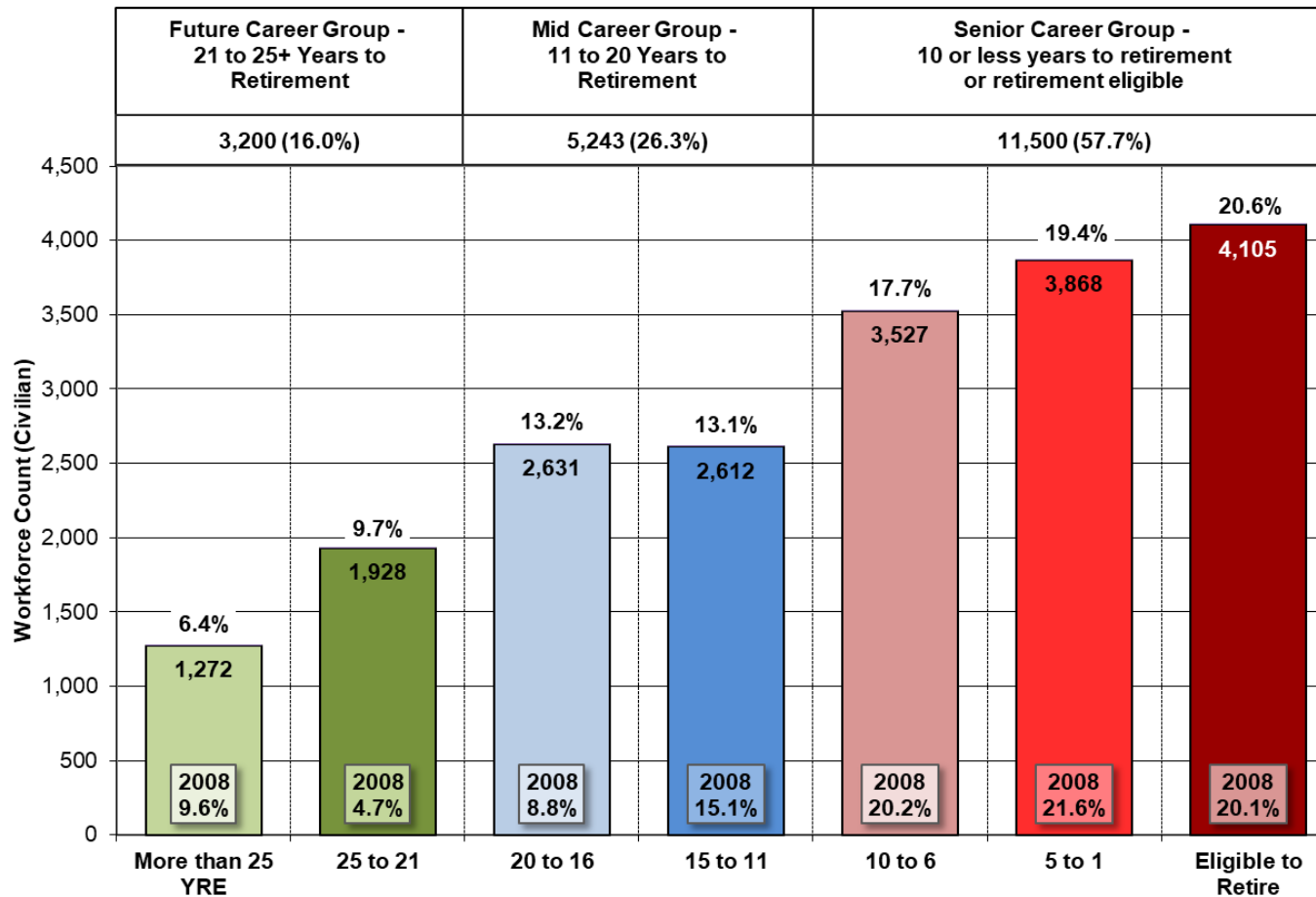
As of 31 Mar 2019



# Logistics Workforce Lifecycle Model by YRE

## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q2)



As of 31 Mar 2019

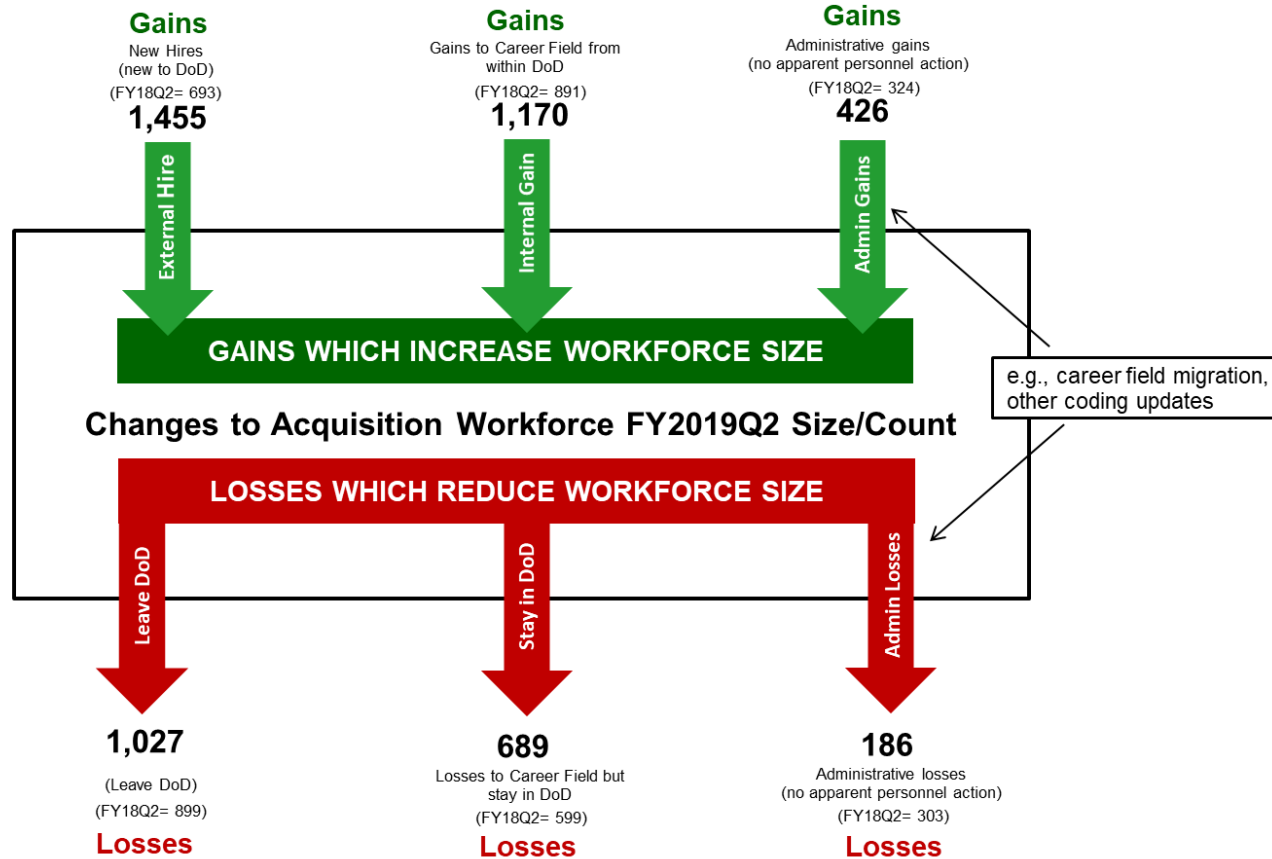




# Logistics Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q2)

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



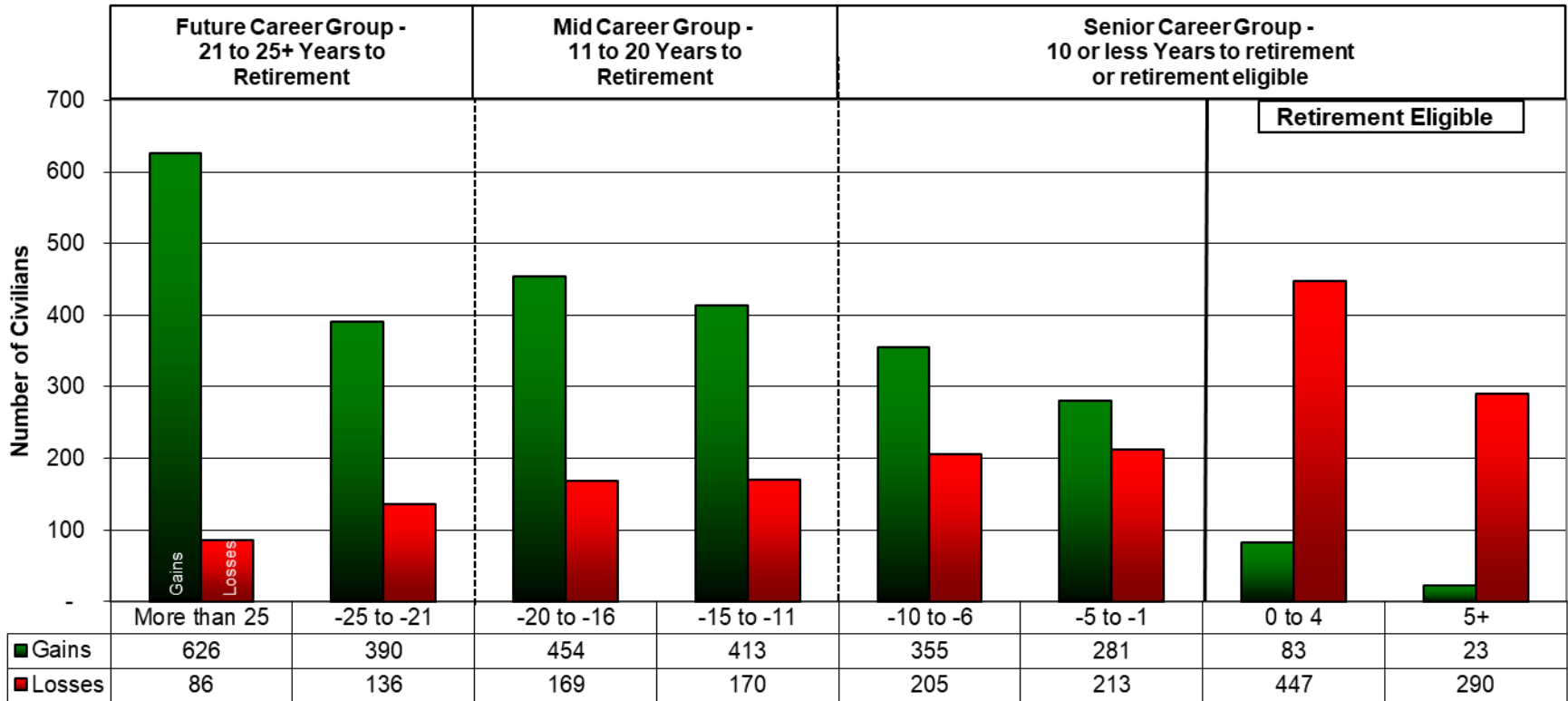


# Logistics Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses\*

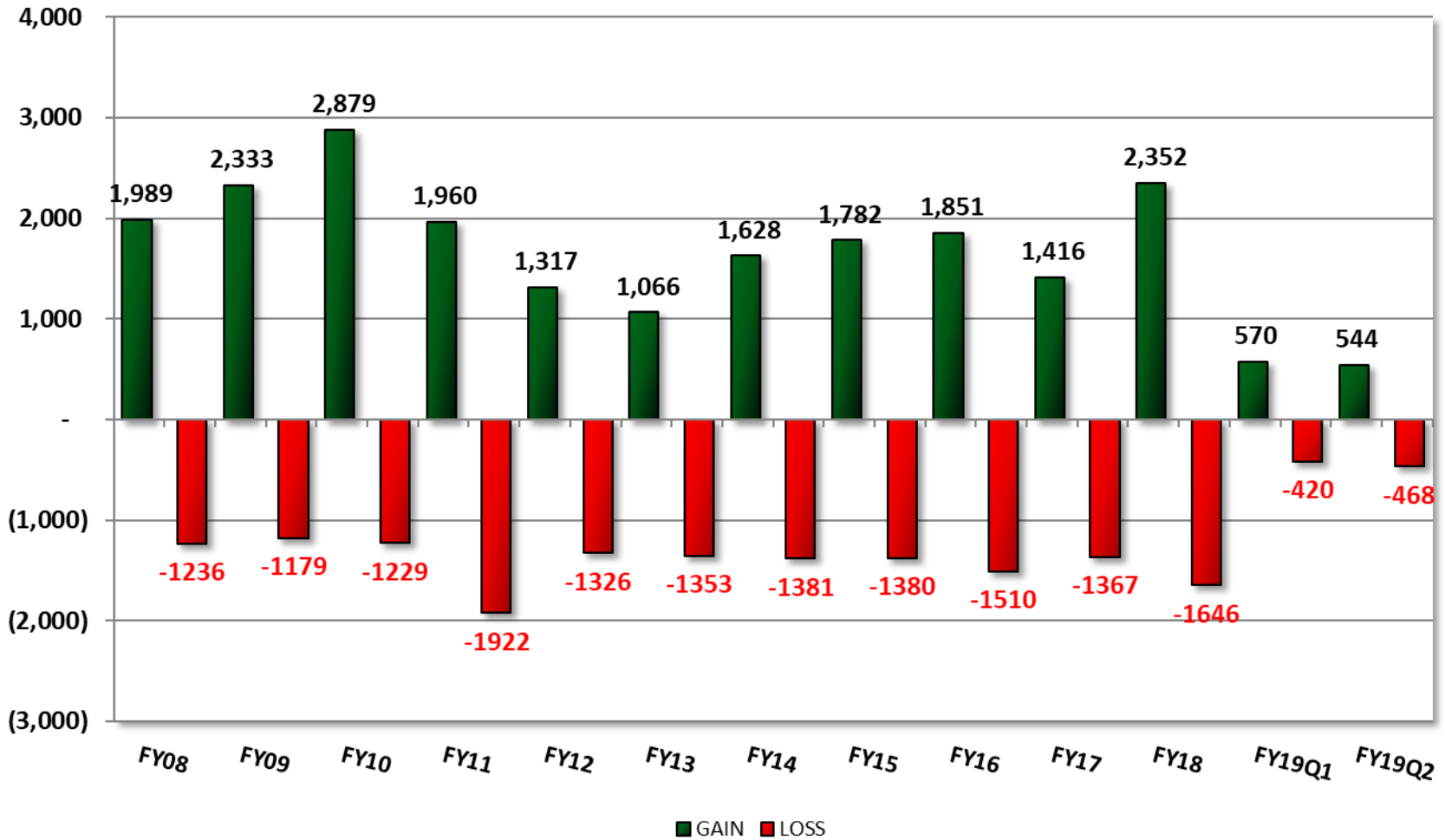


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Logistics Historical Gains and Losses FY08 – FY19



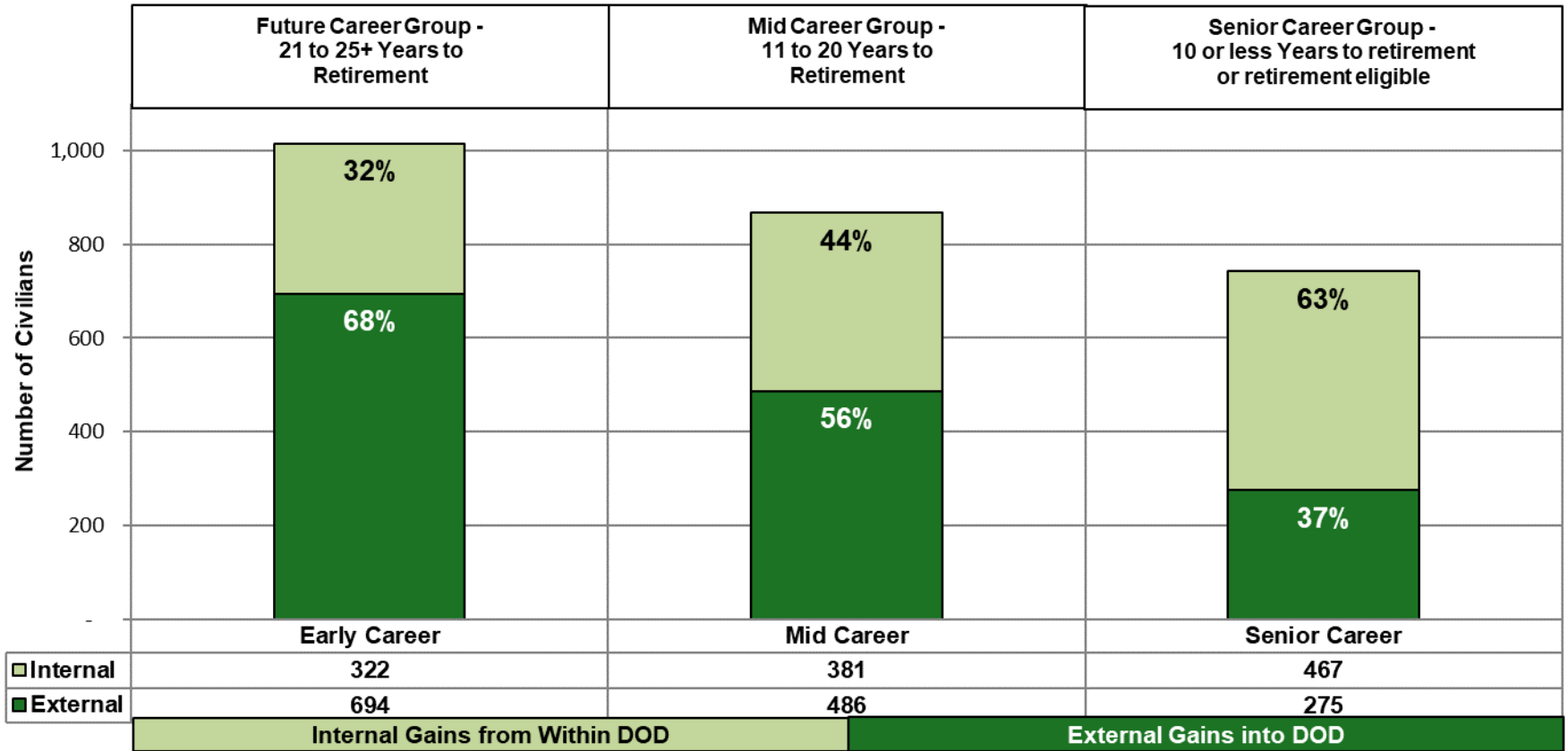
As of 31 Mar 2019



# Logistics Internal/External Gains % by Career Group



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



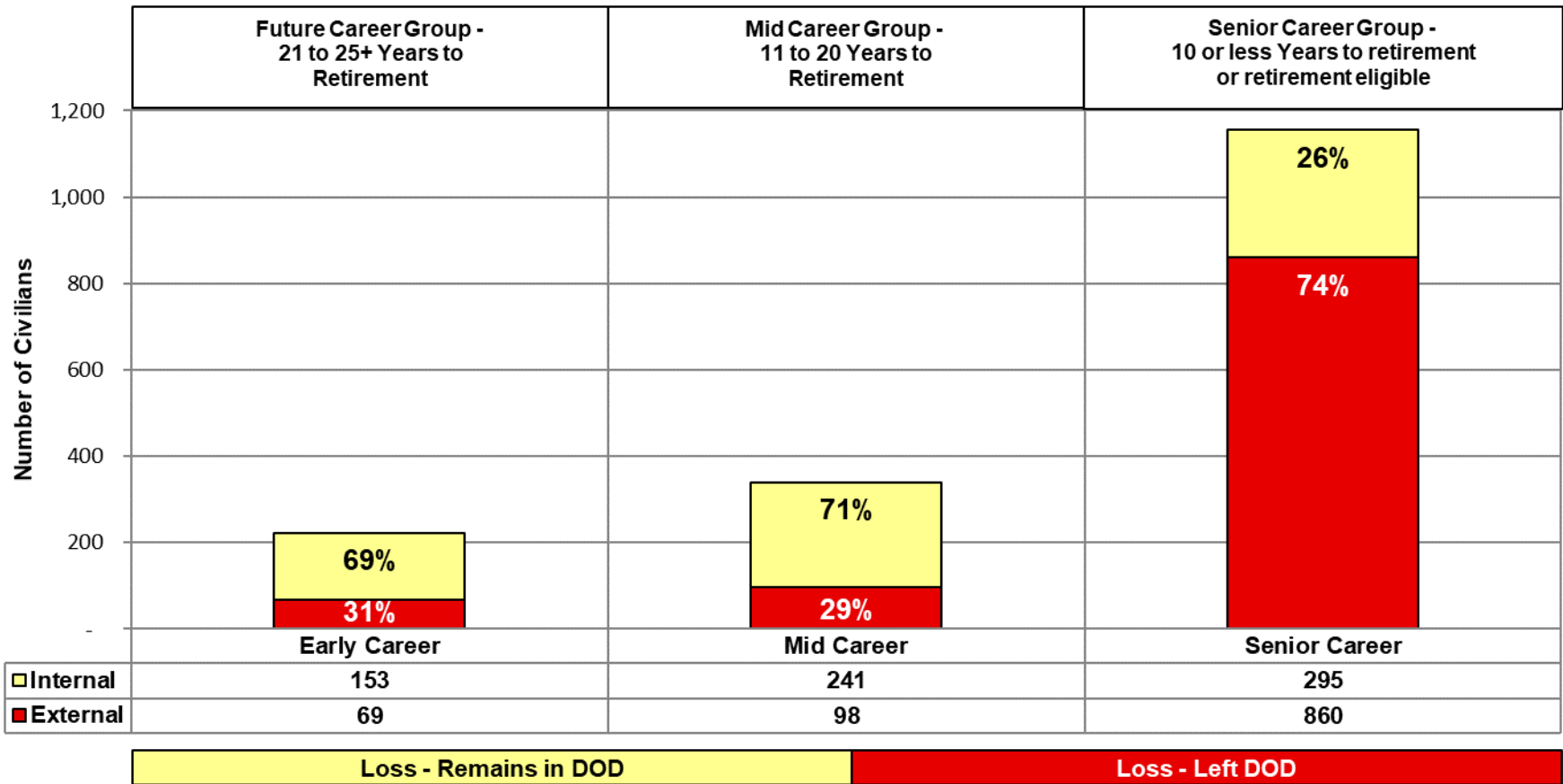
\*Does not include administrative gains



# Logistics Internal/External Loss % by Career Group

## Defense Acquisition Workforce (Civilian)

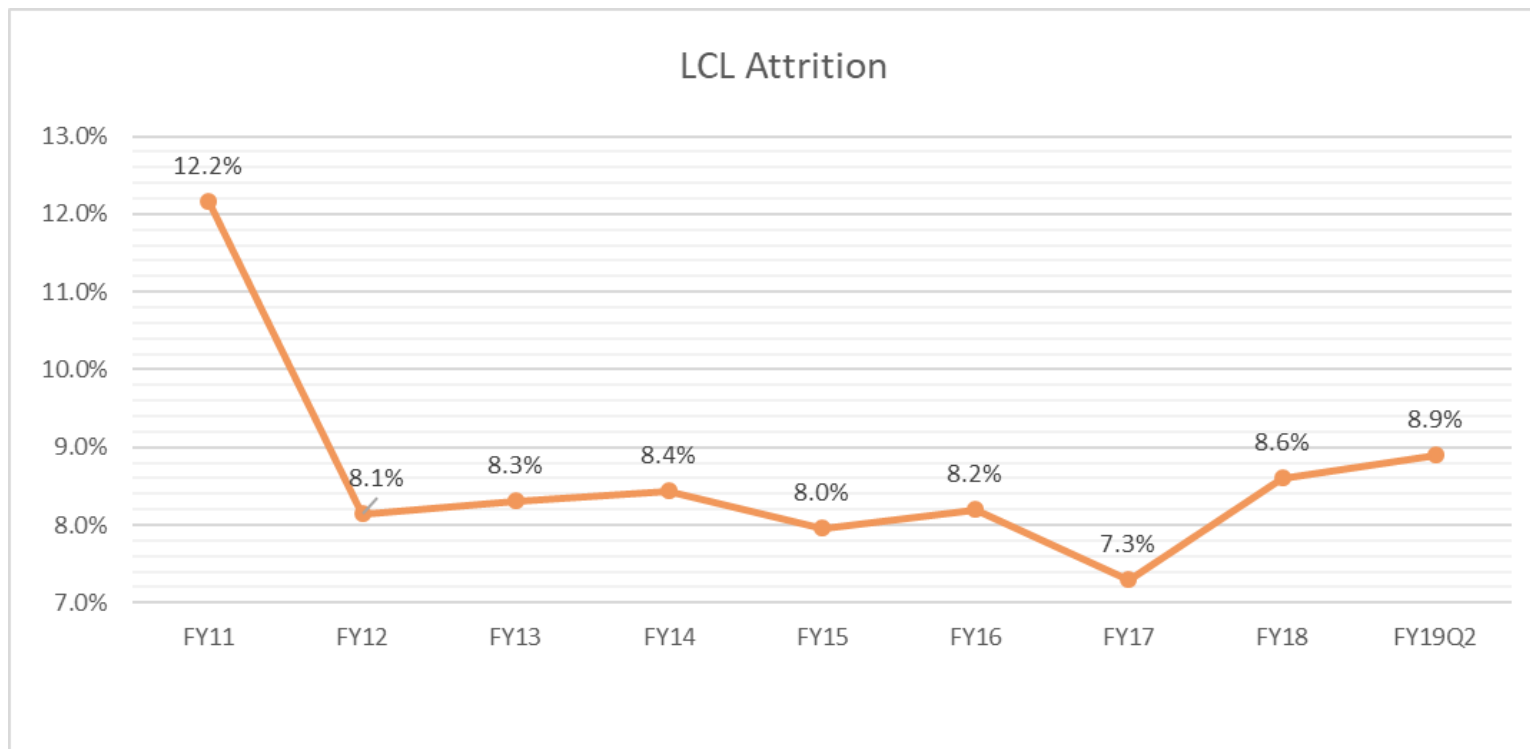
### Workforce Lifecycle FY2019Q2 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

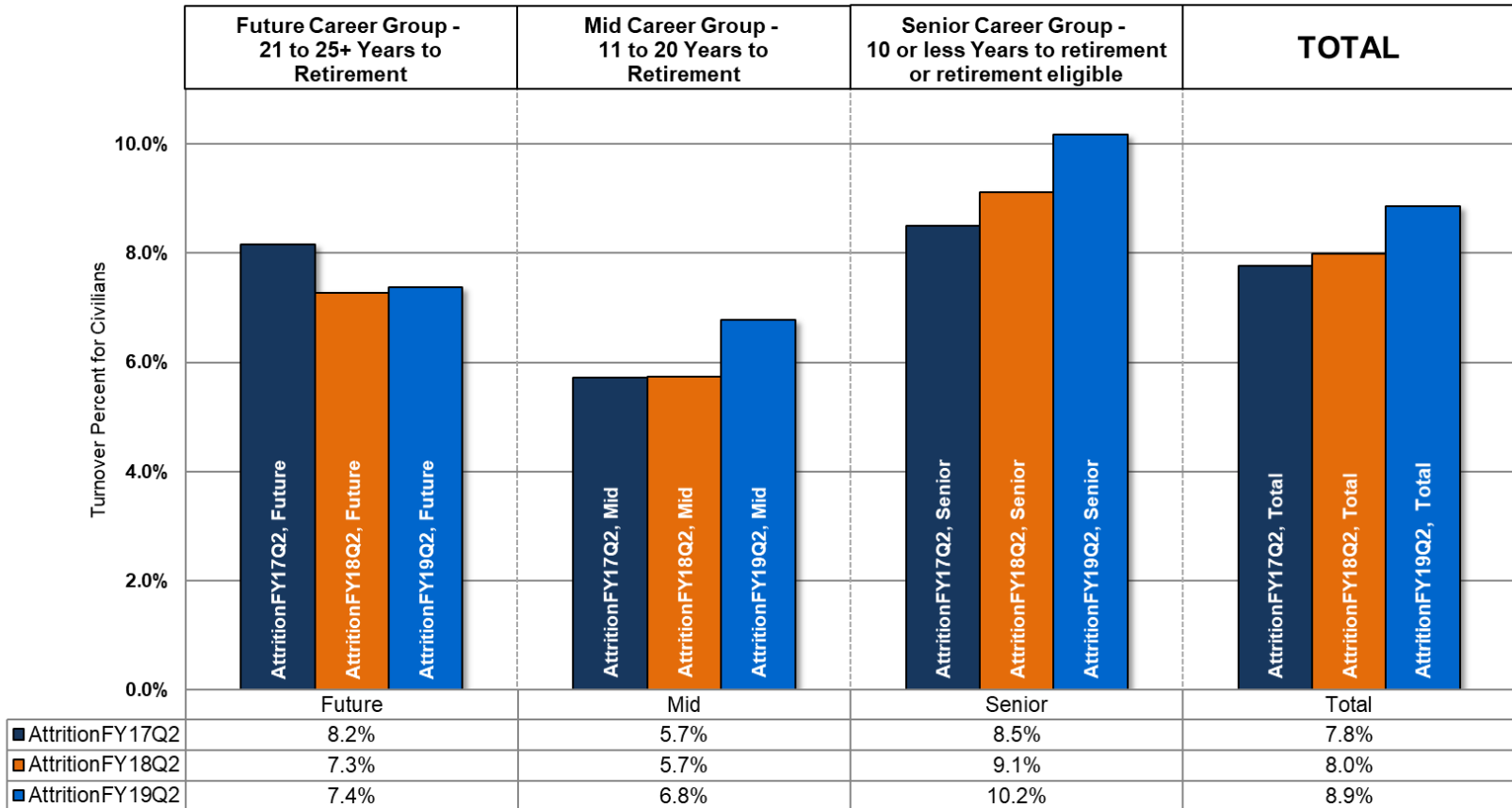


\*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



# Logistics Attrition Rates by Career Group

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

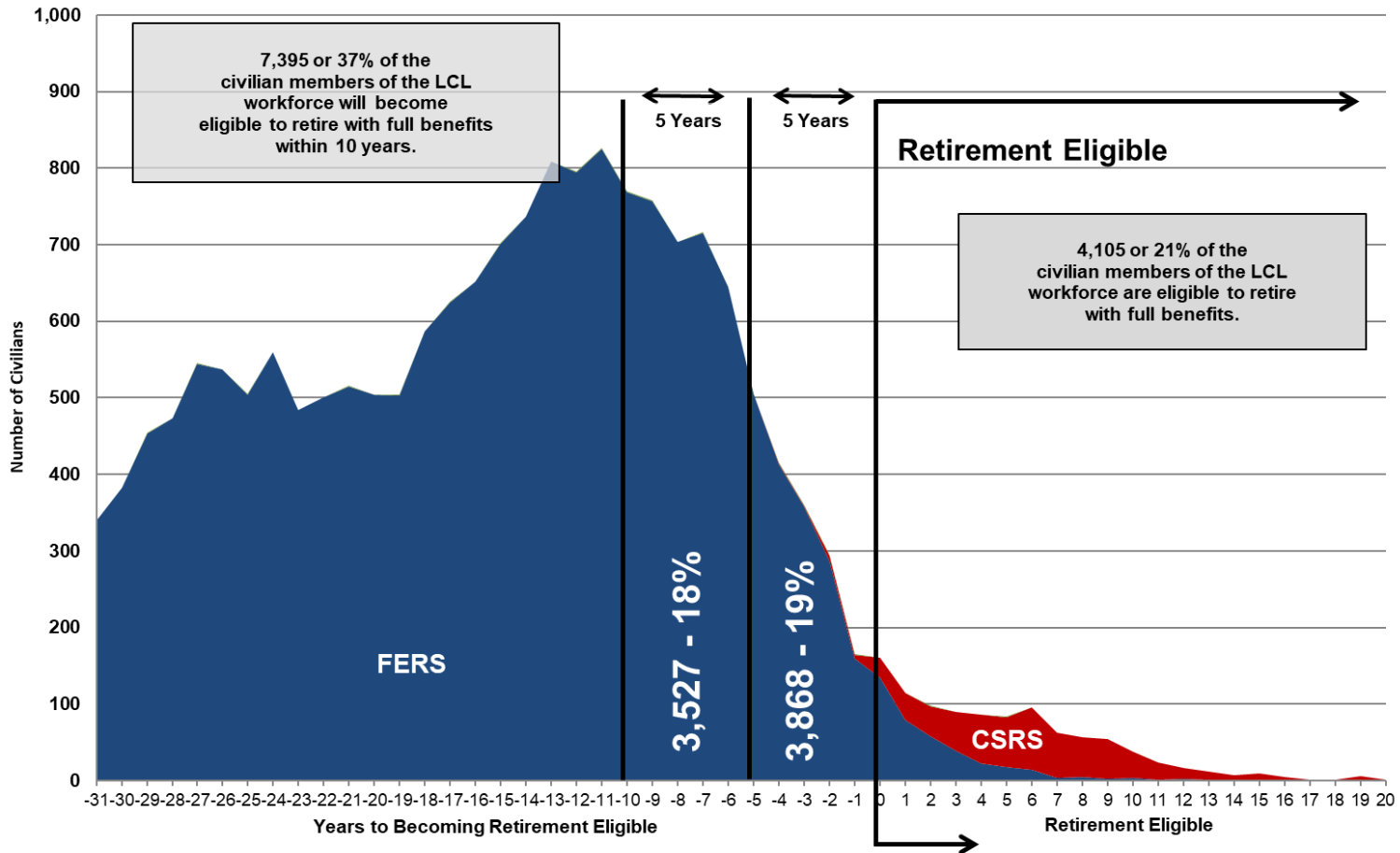




# Logistics Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019