



Defense Acquisition Workforce Key Information

OVERALL

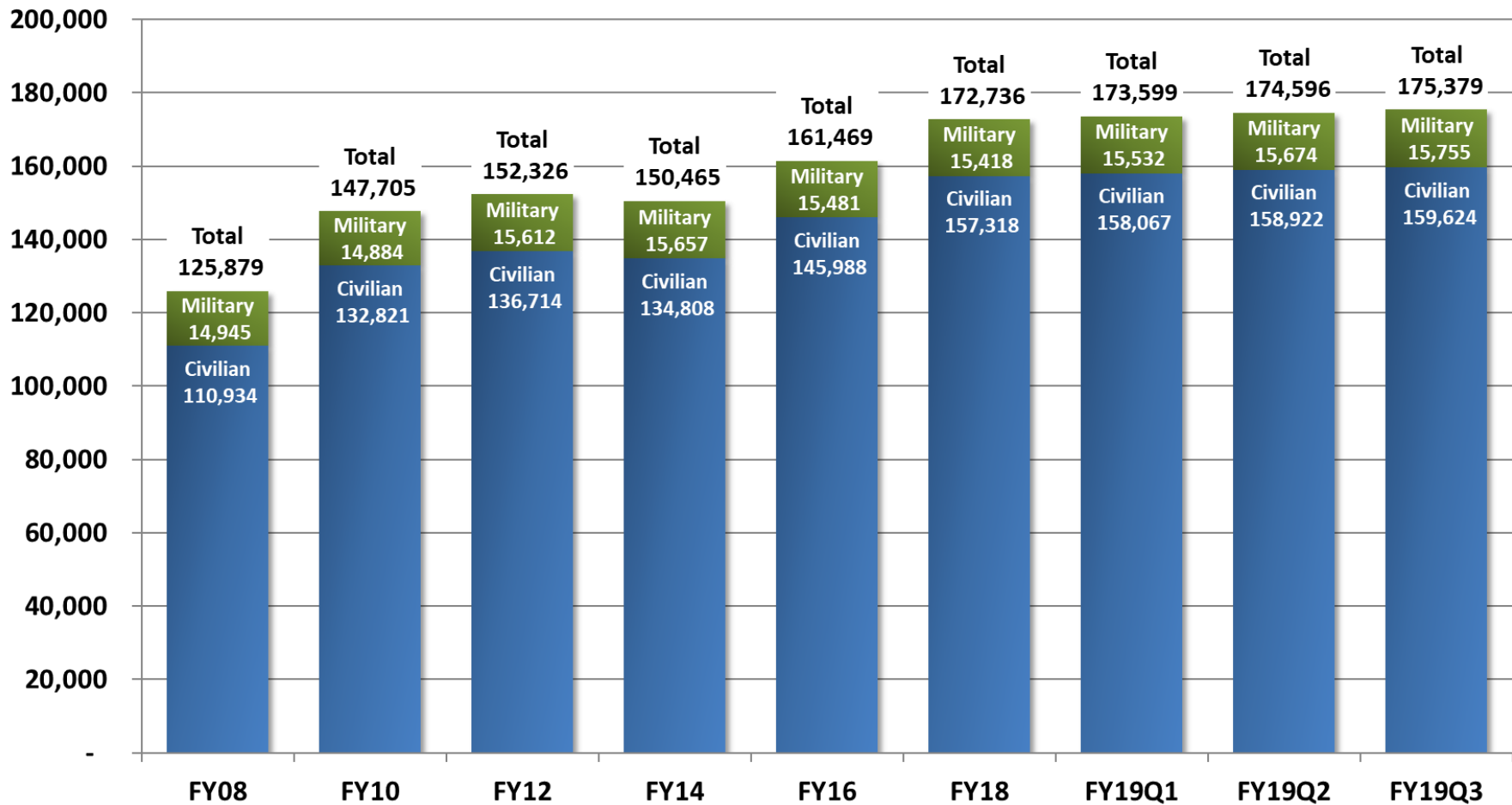
As of FY19Q3 (30 June 2019)



AWF – Annual Historical Workforce Size FY08 – FY19

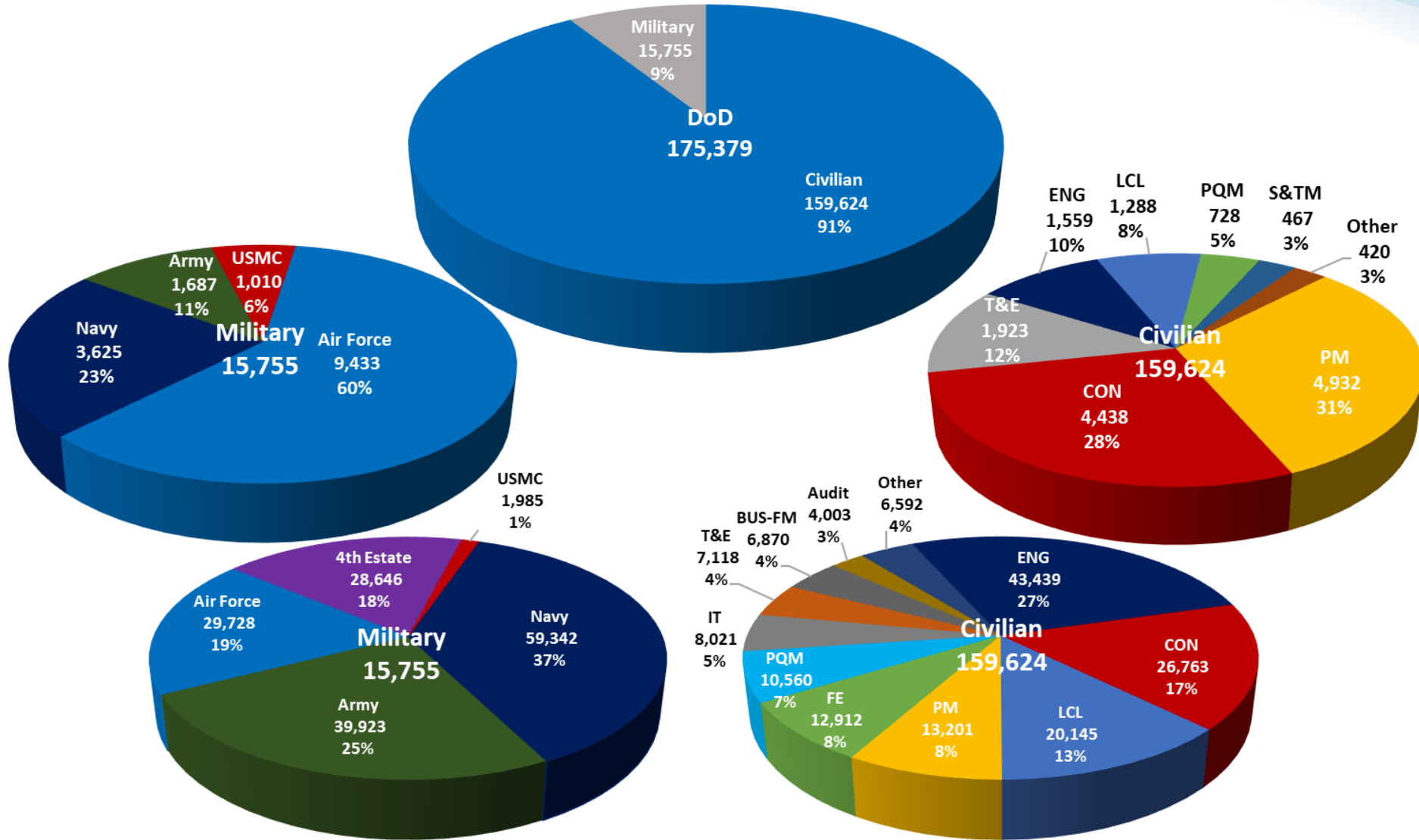


Overall AWF Total





AWF – Military and Civilian By Component and Career Field





AWF Size 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%		



AWF Historical Size Detail by Component (Civilian & Military)



Components/Agencies
over 1% of Workforce

Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3
Defense Acq Workforce Agency							
NAVY	41,078	48,556	50,156	50,822	57,086	61,696	62,967
MARINE CORPS	1,988	2,862	2,900	2,863	3,002	2,952	2,995
ARMY	40,269	43,634	41,877	37,342	37,146	40,718	41,610
AIR FORCE	24,827	31,382	34,296	34,395	36,975	39,027	39,161
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	9,958
DLA	3,913	4,272	4,915	5,753	7,857	8,867	8,965
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	4,011
MDA	788	1,638	1,828	1,916	1,962	2,084	2,087
Other 4th Estate	2,075	2,494	2,797	3,162	3,433	3,585	3,625
TOTAL	125,880	147,706	151,983	150,465	161,469	172,736	175,379

% Change Since FY08	% Change Since FY14	% Change Since FY18
53%	24%	2%
51%	5%	1%
3%	11%	2%
58%	14%	0%
36%	3%	4%
129%	56%	1%
11%	-12%	-5%
165%	9%	0%
75%	15%	1%
↑	↑	↑
39%	17%	2%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY14	% Change Since FY18
DoN	38,579	47,009	48,862	49,220	55,367	60,024	61,327	59%	25%	-2%
AIR FORCE	16,067	22,526	25,019	25,299	28,123	29,976	29,728	85%	18%	1%
ARMY	38,689	42,015	40,079	35,246	35,238	38,975	39,923	3%	13%	-2%
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	9,486	29%	-2%	1%
DLA	3,913	4,272	4,915	5,753	7,857	8,867	8,783	124%	53%	1%
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	4,189	16%	-8%	1%
MDA	787	1,638	1,828	1,916	1,962	2,084	2,080	164%	9%	0%
4th Estate Other	1,957	2,493	2,797	3,162	3,433	3,585	4,108	110%	30%	-13%
TOTAL	110,934	132,821	136,714	134,808	145,988	157,318	159,624	↑ 44%	↑ 18%	↓ -1%



AWF Historical Size Detail by Component (Military)



Overall (Military) Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY14	% Change Since FY18
Navy	3,742	3,527	3,317	3,641	3,712	3,654	3,625	-3%	0%	-1%
MARINE CORPS	745	882	877	824	1,009	970	1,010	36%	23%	4%
ARMY	1,580	1,619	1,798	2,096	1,908	1,743	1,687	7%	-20%	-3%
AIR FORCE	8,760	8,856	9,277	9,096	8,852	9,051	9,433	8%	4%	4%
4th ESTATE	118	-	-	-	-	-	-			
Total	14,945	14,884	15,269	15,657	15,481	15,418	15,755	↑ 5%	↑ 1%	↑ 2%



AWF Historical Size Detail by Career Field (Civilian and Military)



Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3
Defense Acq Workforce Career Field							
Engineering	34,537	39,201	39,728	39,242	42,438	44,850	44,998
Contracting	25,680	29,792	30,292	29,826	30,669	31,136	31,201
Life Cycle Logistics	13,361	16,861	17,513	17,724	19,929	20,997	21,433
Program Management	12,781	14,915	15,745	16,003	17,002	17,892	18,133
Facilities Engineering	4,920	6,911	7,290	6,617	7,870	11,880	12,916
Production, Quality and Man	9,138	9,727	9,458	9,671	10,544	11,081	11,288
Test and Evaluation	7,420	8,446	8,506	8,569	8,738	8,852	9,041
Information Technology	3,934	5,165	5,825	5,776	6,836	7,839	8,204
Business - FM	7,085	7,054	6,759	6,142	6,327	6,882	7,034
Auditing	3,638	4,143	4,505	4,560	4,011	4,219	4,003
S&T Manager	480	2,561	3,159	3,401	3,814	3,986	3,997
Business - CE	-	1,070	1,275	1,309	1,378	1,449	1,450
Purchasing	1,196	1,287	1,340	1,205	1,475	1,260	1,236
Property	451	501	449	389	405	395	424
Unknown/Other	1,259	72	139	31	33	18	21
TOTAL	125,880	147,706	151,983	150,465	161,469	172,736	175,379

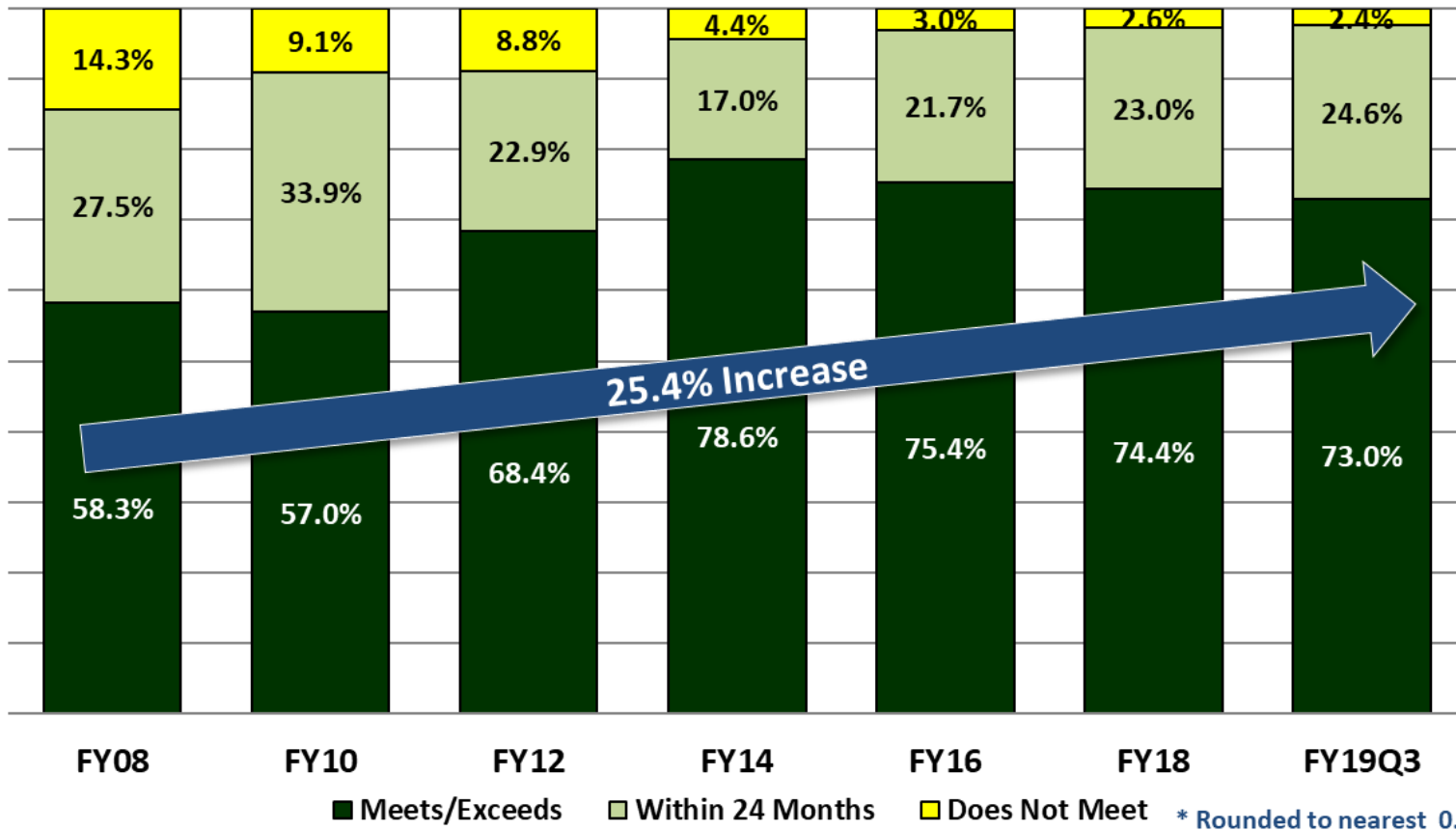
% Change Since FY08	% Change Since FY14	% Change Since FY18
30%	15%	0%
21%	5%	0%
60%	21%	2%
42%	13%	1%
163%	95%	9%
24%	17%	2%
22%	6%	2%
109%	42%	5%
-1%	15%	2%
10%	-12%	-5%
733%	18%	0%
	11%	0%
3%	3%	-2%
-6%	9%	7%
↑	↑	↑
39%	17%	2%



AWF Historical DAWIA Certification FY08 – FY19



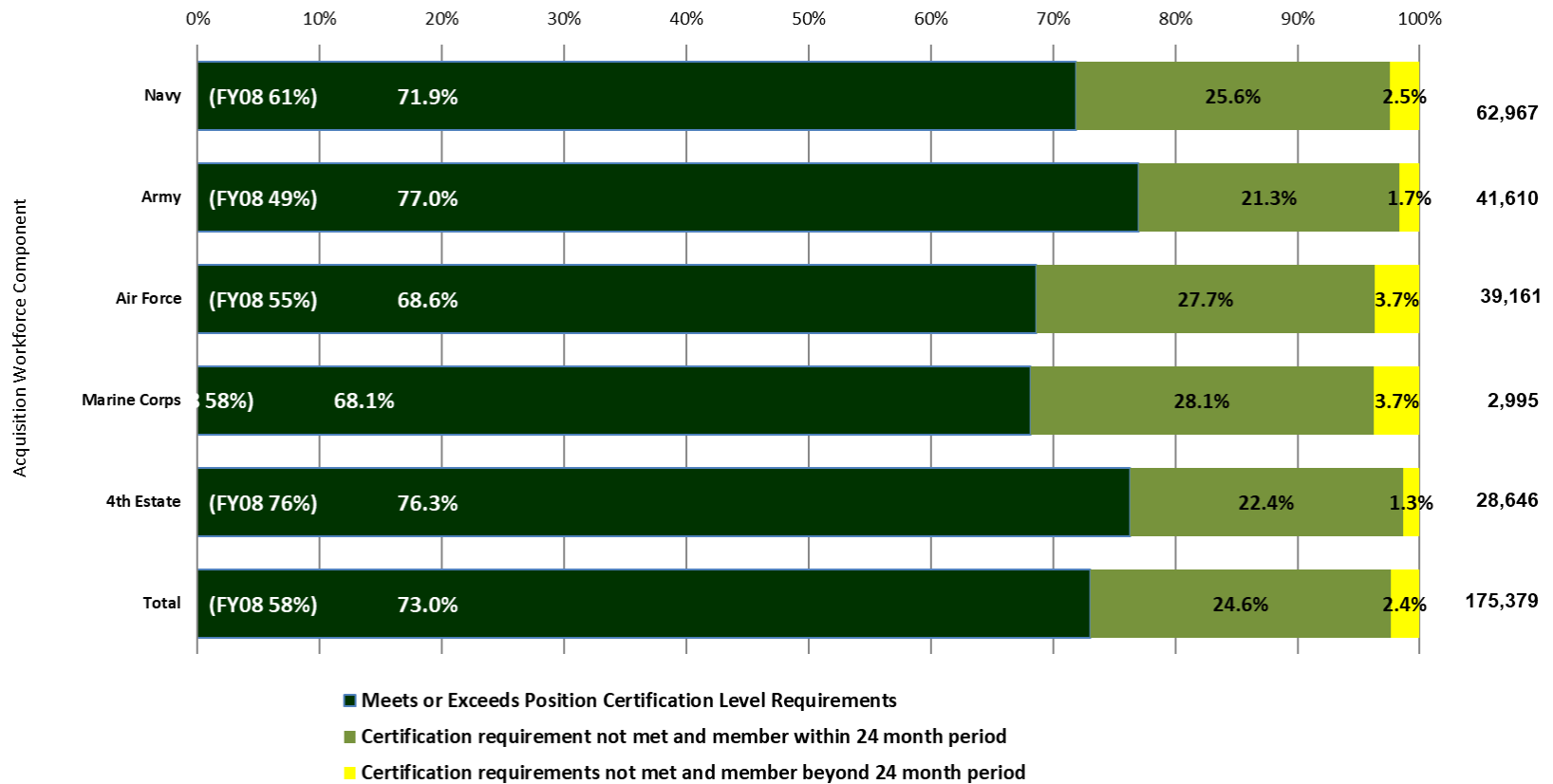
AWF Overall





AWF DAWIA Certification by Major Component

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

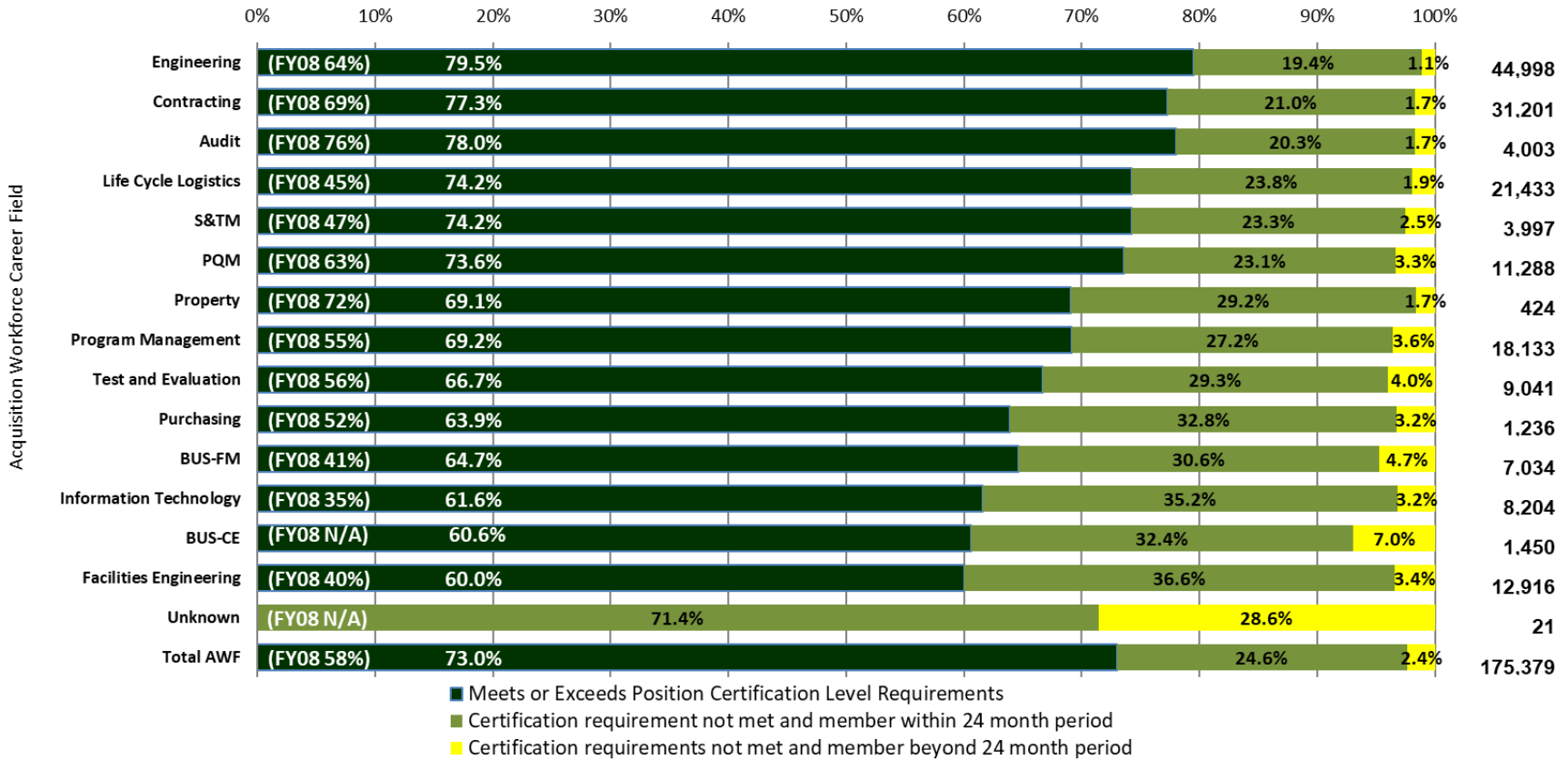




AWF DAWIA Certification by Career Field



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





AWF DAWIA Certification



Required Certification Level	Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	11,338	11,618	3,568	2,158	28,682	60.5%
Level II	14,783	10,135	44,712	17,563	87,193	71.4%
Level III	4,217	1,589	5,042	48,418	59,266	81.7%
<i>Unspecified</i>	95	25	50	68	238	
FY19Q3 TOTAL	30433	23367	53372	68207	175379	

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Org	# Meet or Exceeds	or Exceeds*
DAW	128,105	73.0%
Army	32,054	77.0%
Navy	45,274	71.9%
Marine Corp	2,041	68.1%
Air Force	26,880	68.6%
4th Estate	21,856	76.3%

Certification Requirement	Meets/ Exceeds	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	17,344	11,010	328	28,682	16.4%
Level II	62,275	22,555	2,363	87,193	49.7%
Level III	48,418	9,369	1,479	59,266	33.8%
<i>Unspecified</i>	68	152	18	238	0.1%
AWF Total	128,105	43,086	4,188	175,379	
% TOTAL	73.0%	24.6%	2.4%		

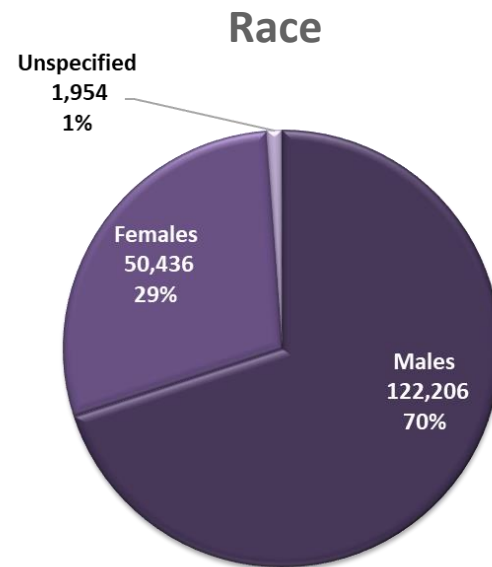
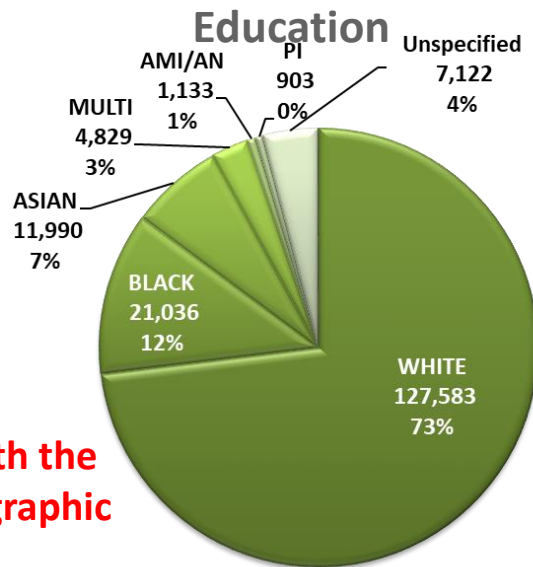
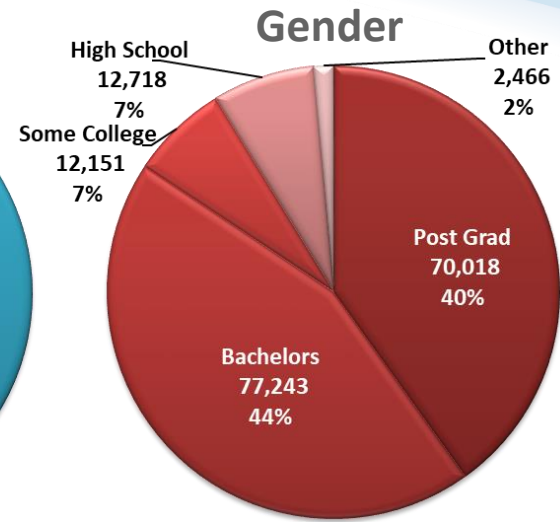
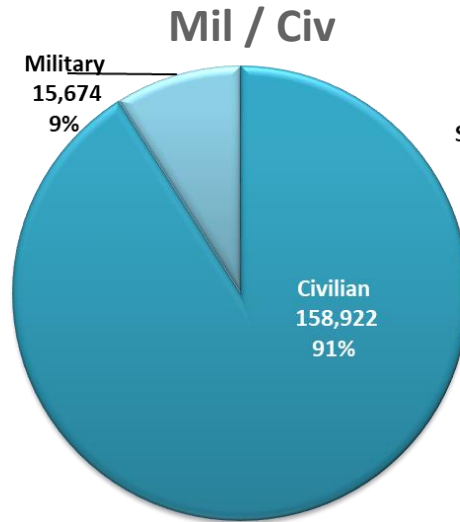
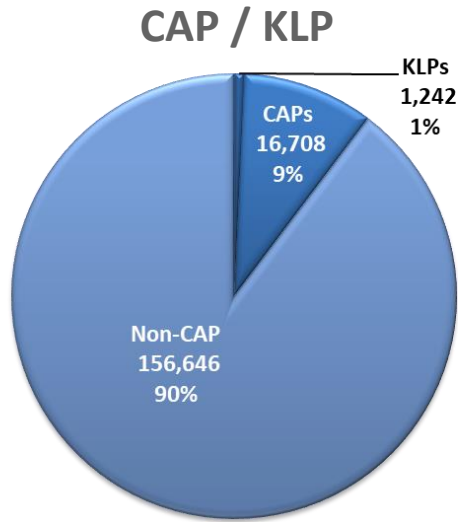
= Compliance

= Exceeds Requirement

* NOTE: Rounded to nearest 0.1%



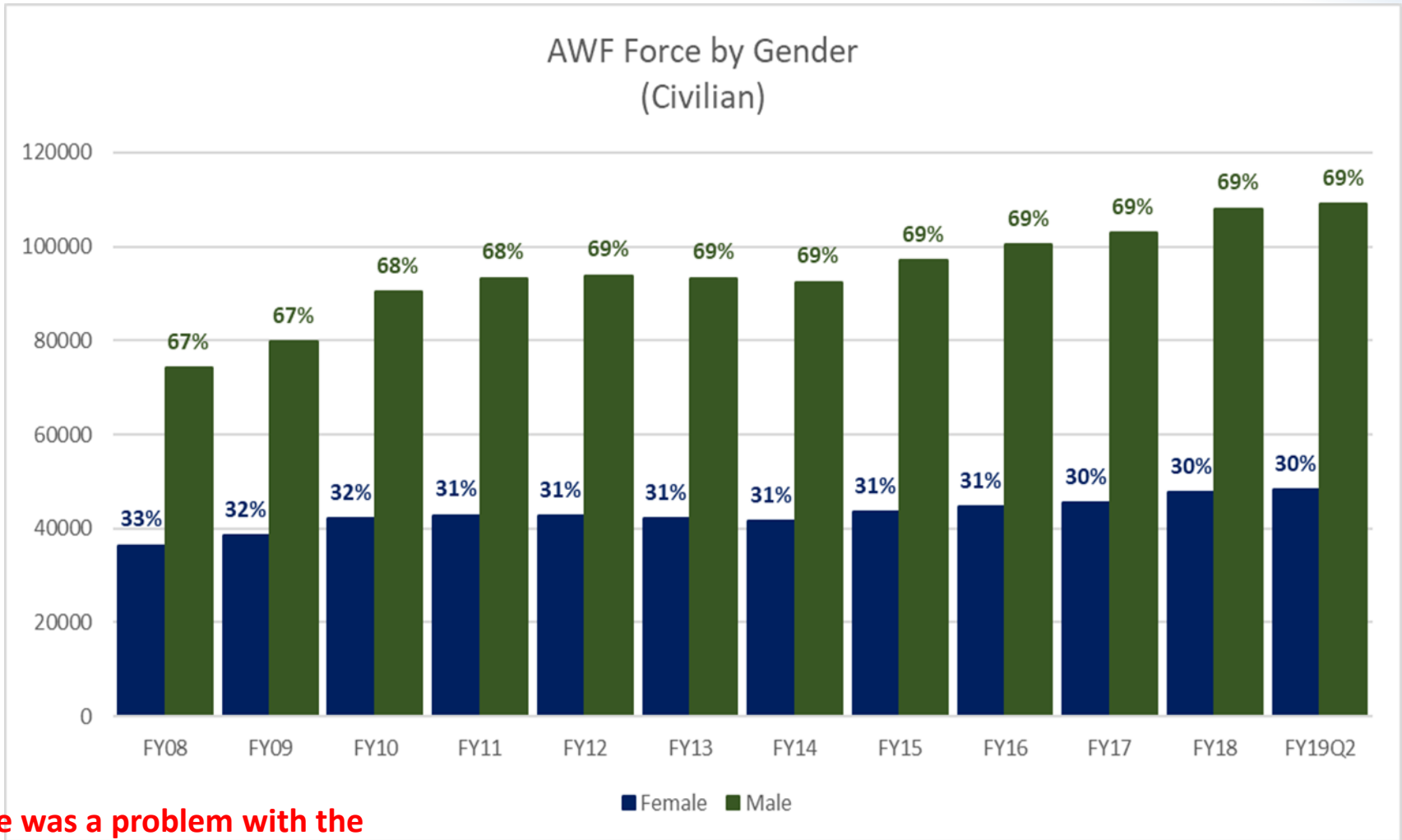
AWF Demographics



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



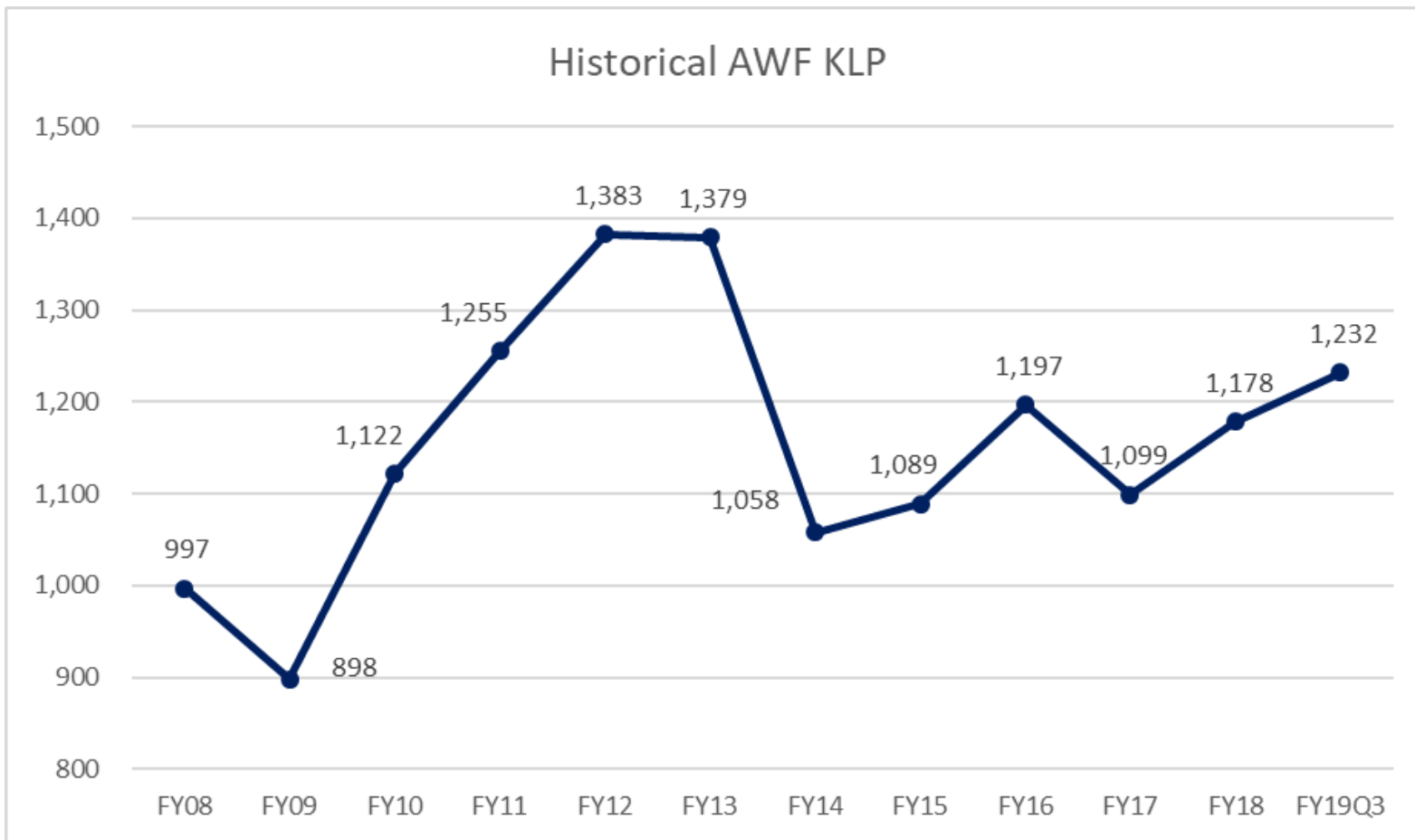
AWF Demographics



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



AWF KLP Count





RAND NDRI Forces and Resources
Policy Center Data
Retirement, Gains/Losses Slides
FY19Q2

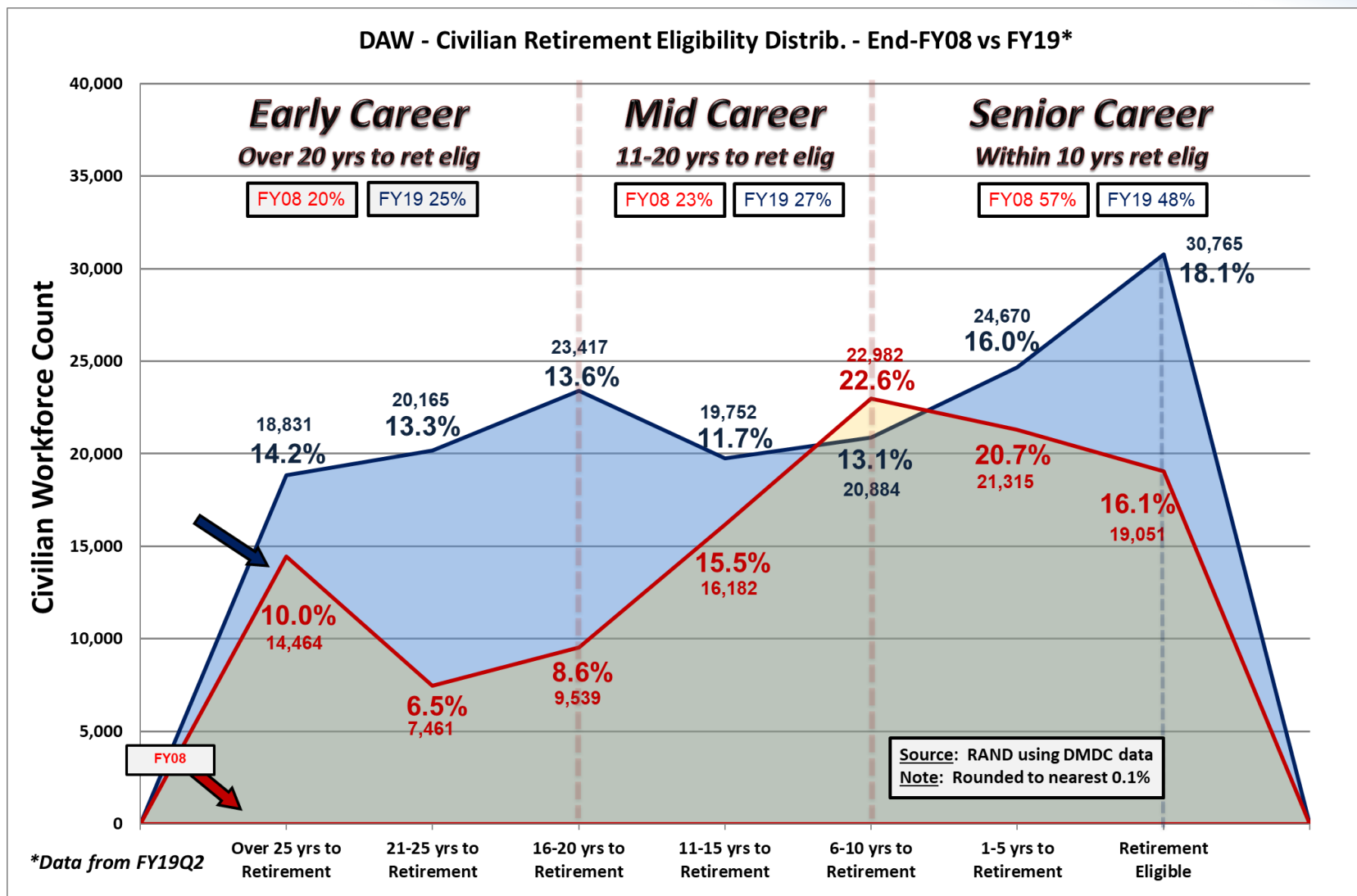


Human Capital Fact Sheet						
Defense Acquisition Workforce	FY 2008			FY2019Q2		
	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	158,922	15,674	174,596
Change in size from 2008	-	-	-	43%	5%	39%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	84%	84%	84%
Post Graduate Degree	26%	44%	29%	27%	53%	40%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	54%	74%	83%
Level II or Higher Achieved	63%	41%	61%	48%	50%	70%
Level III Achieved	38%	19%	36%	48%	24%	39%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	49%	57%	74%
Within 24 Months of Cert Rqmt	25%	46%	27%	14%	37%	24%
Does Not Meet Cert Rqmt	15%	12%	14%	1%	6%	3%
Planning Considerations						
Average Age	47	36	46	45	35	44
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	25/27/48(%)	-	
Average Years of Service	18	13	17	15	13	15
Retirement Eligible	19,051(17%)	-	-	30,765(19%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	24,670(16%)	-	
Total Gains/Losses	14,245/15,030	-	-	20,595/12,757	-	

Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



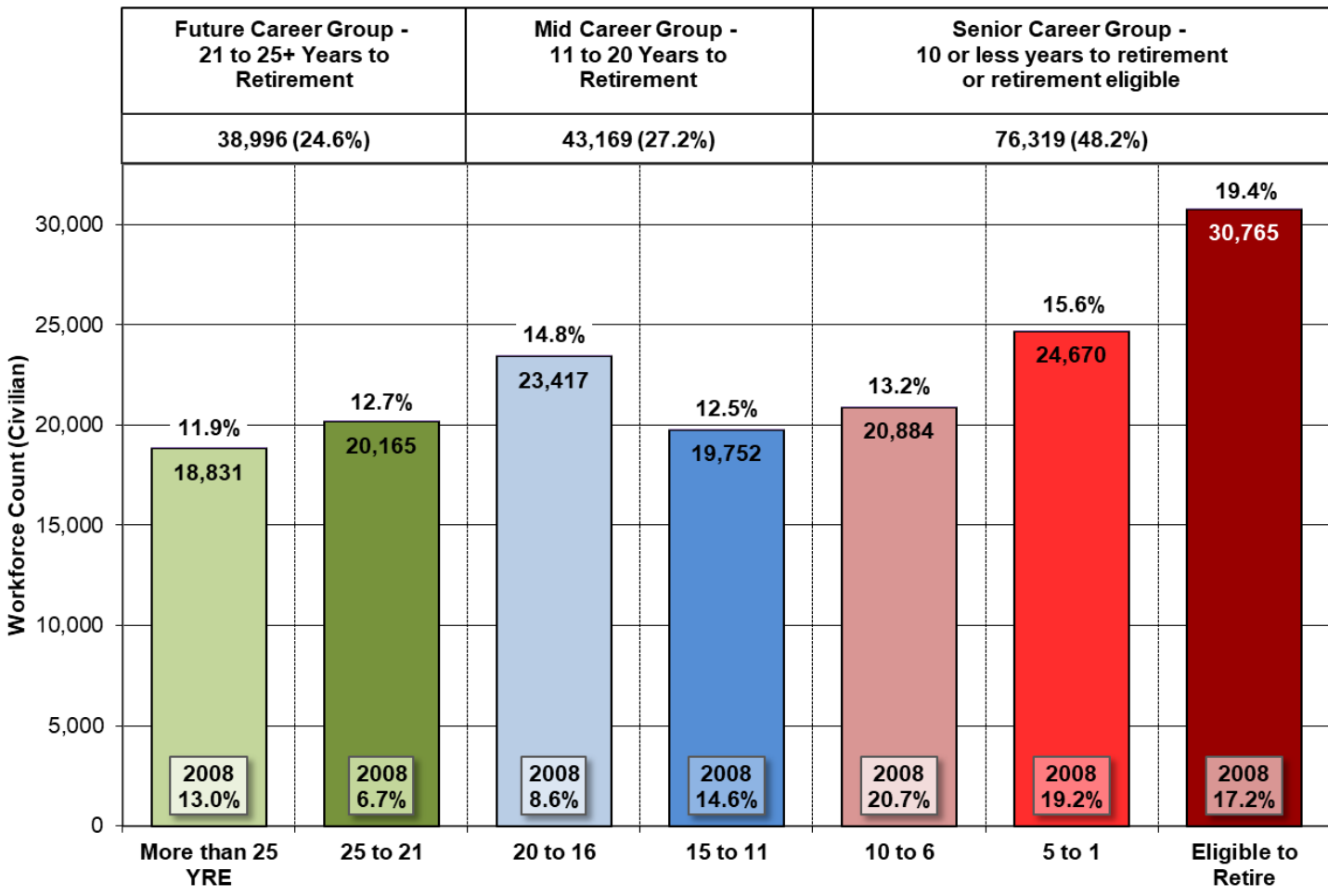
Overall Civilian Retirement Eligibility Distribution – FY08/FY19Q2





Workforce Lifecycle Model by YRE

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

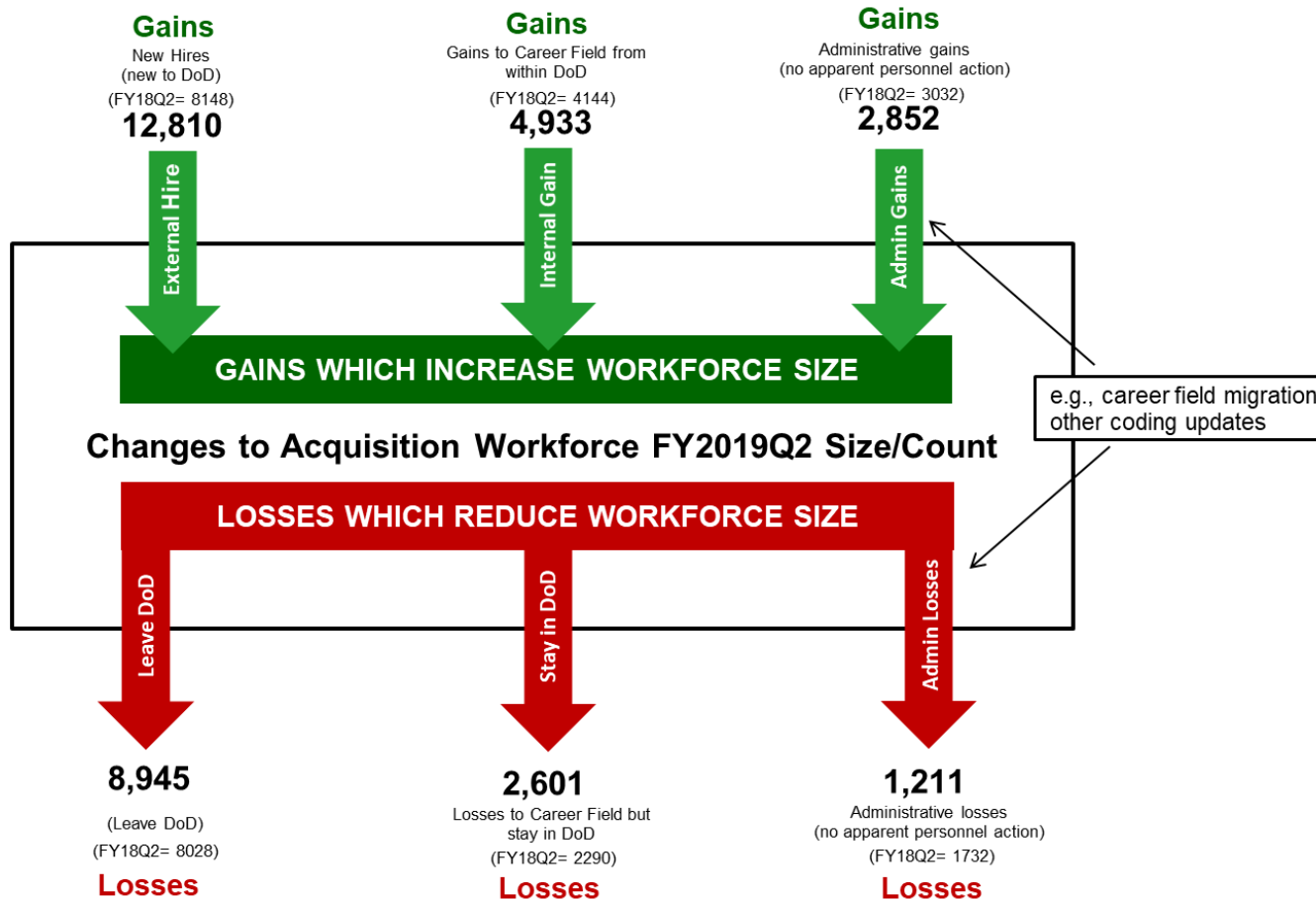




Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2019Q2)

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



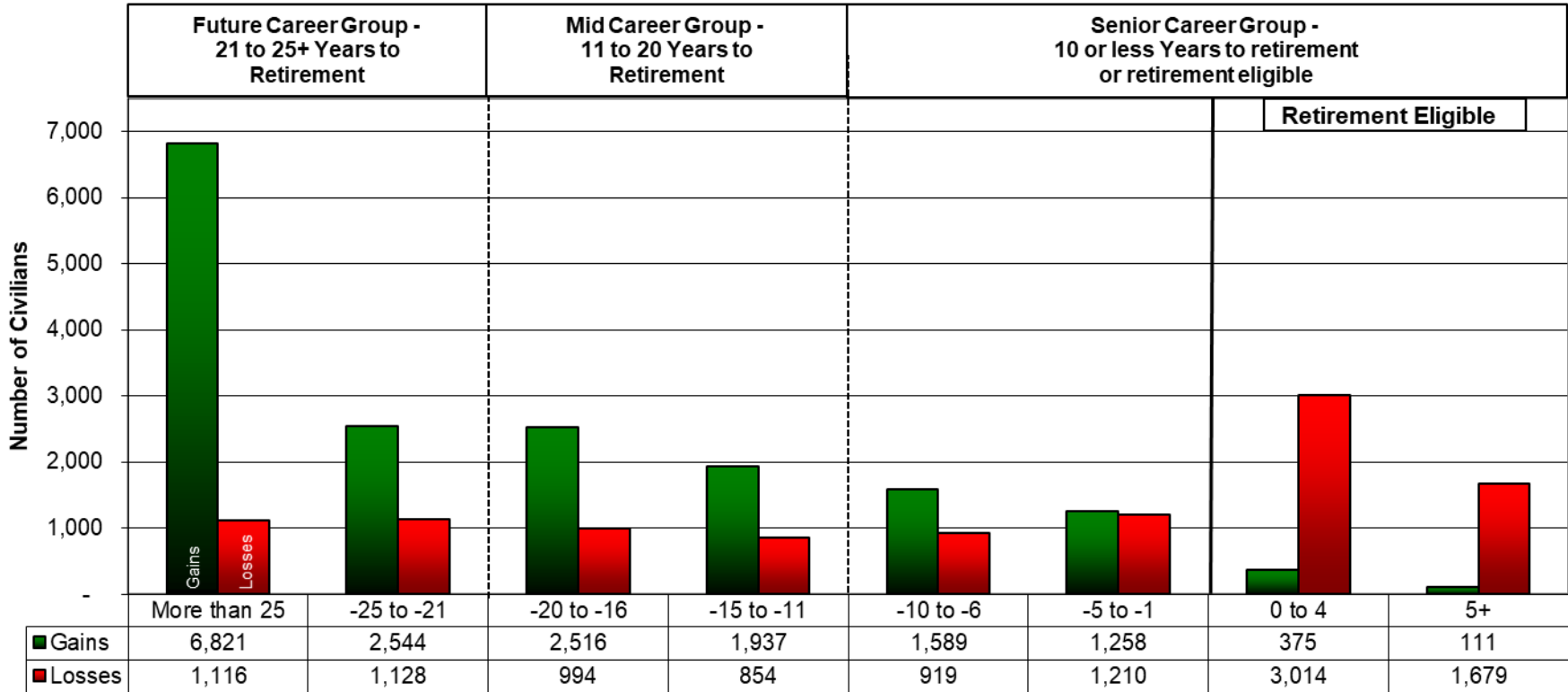


AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle Gains & Losses

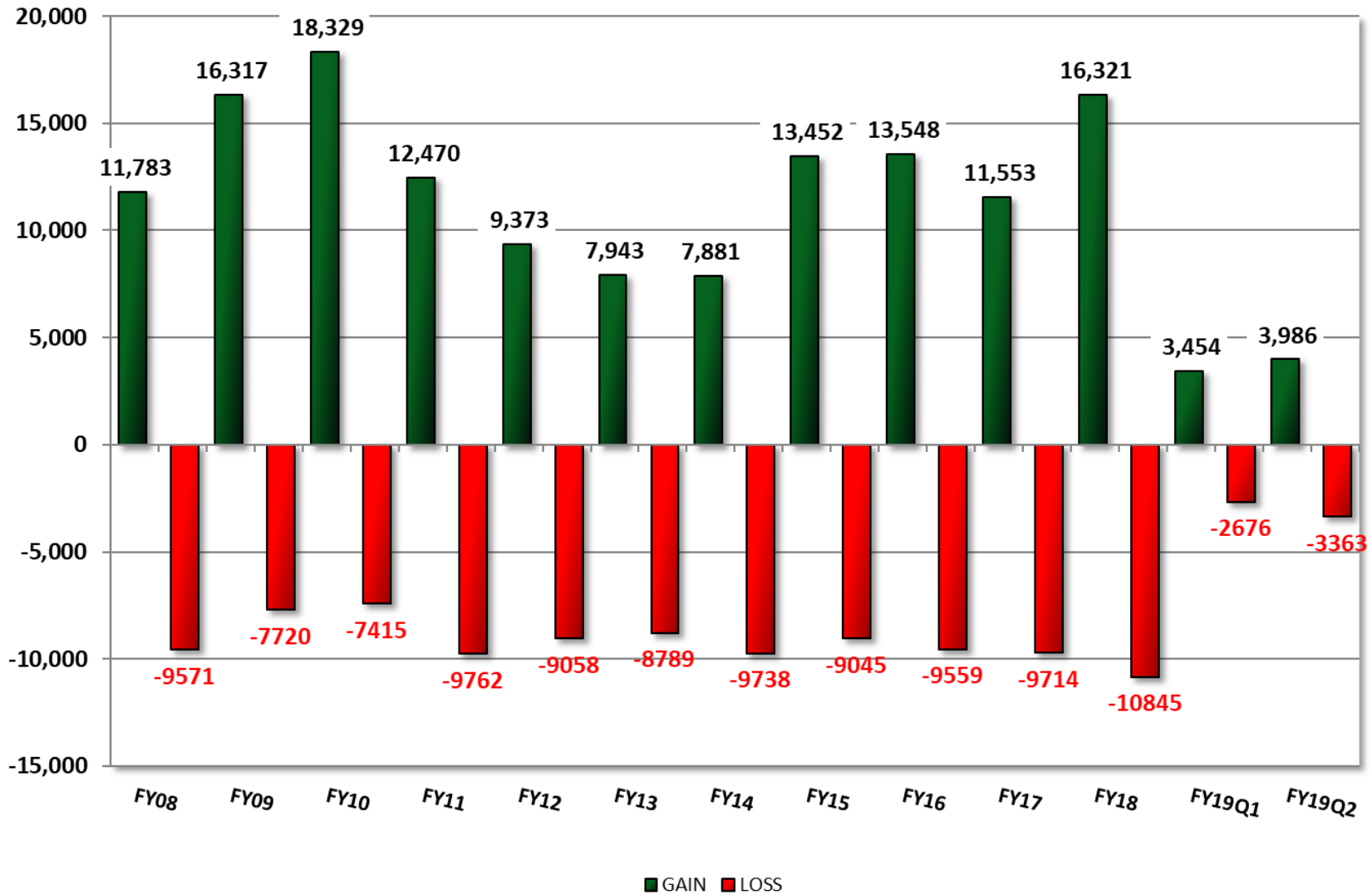


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY19

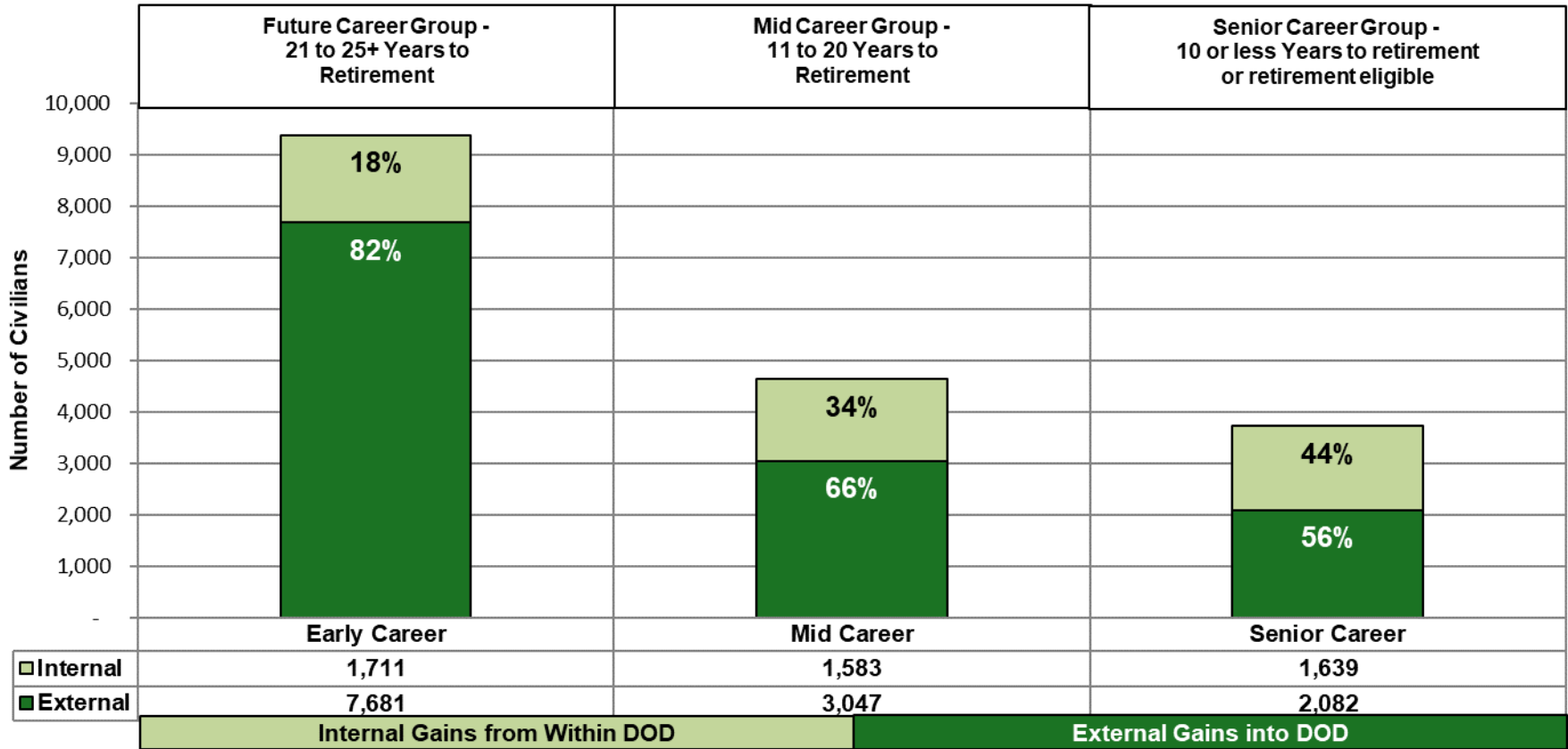




Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

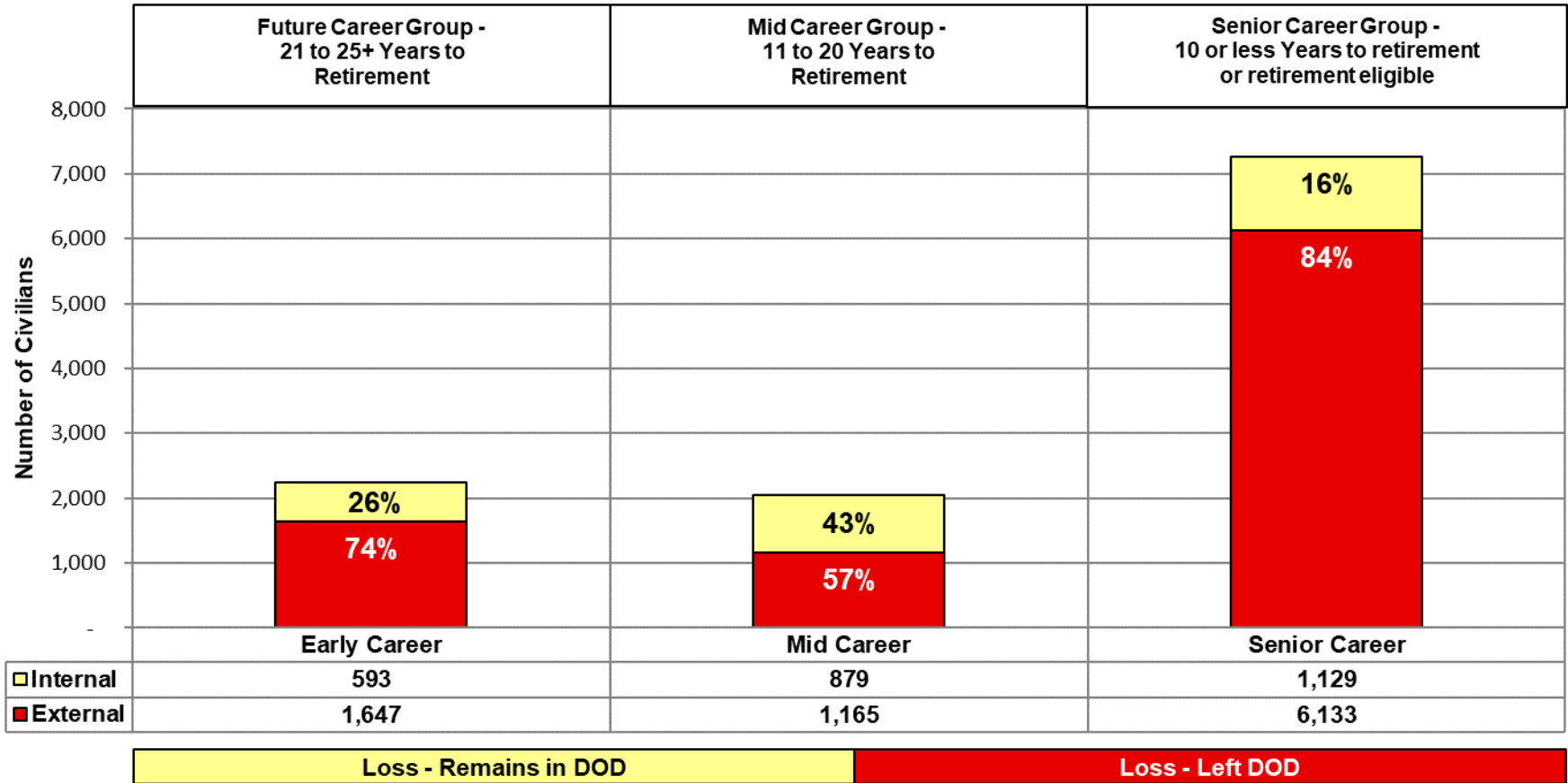


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

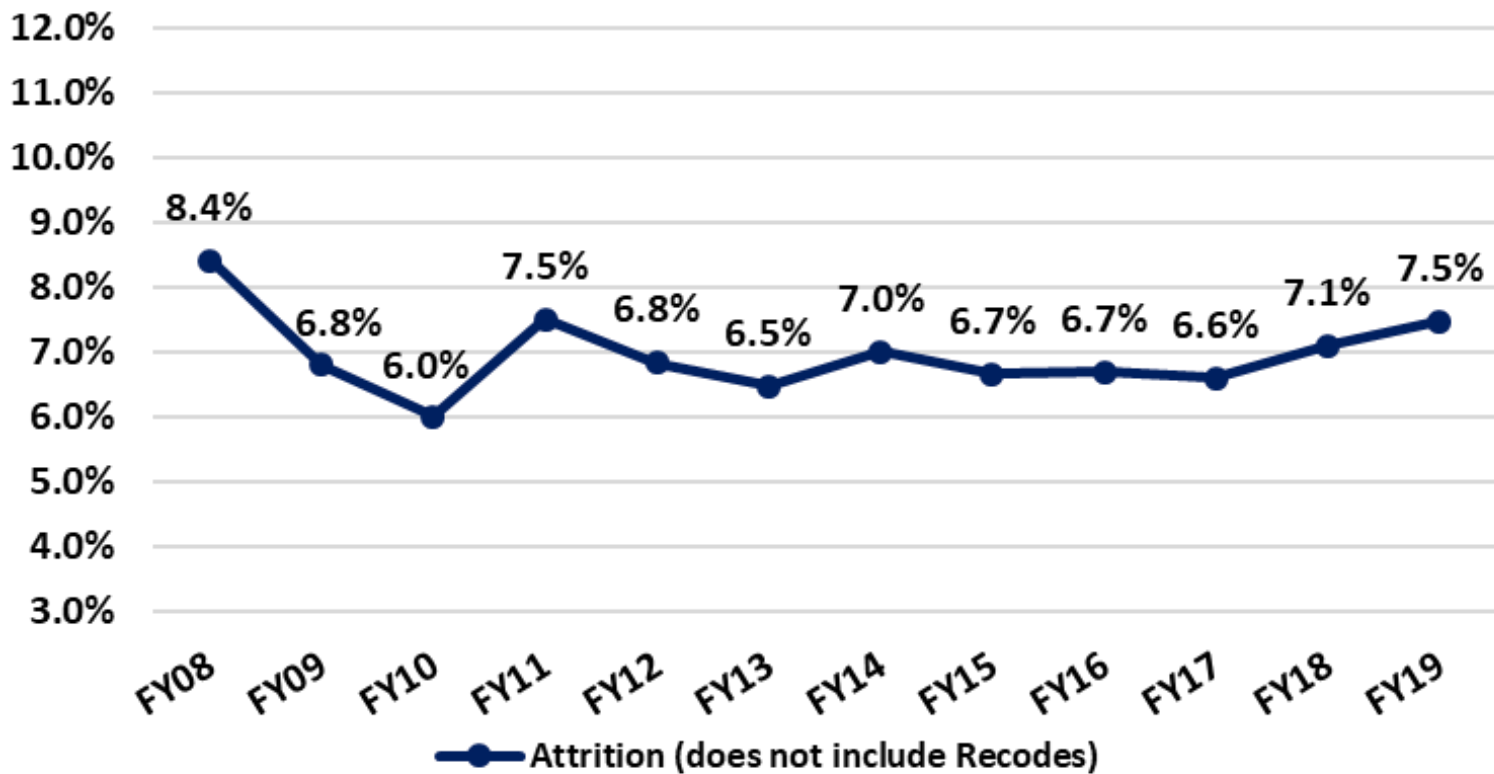
Workforce Lifecycle FY2019Q2 Losses*



*Does not include administrative losses



Annual Attrition Rates

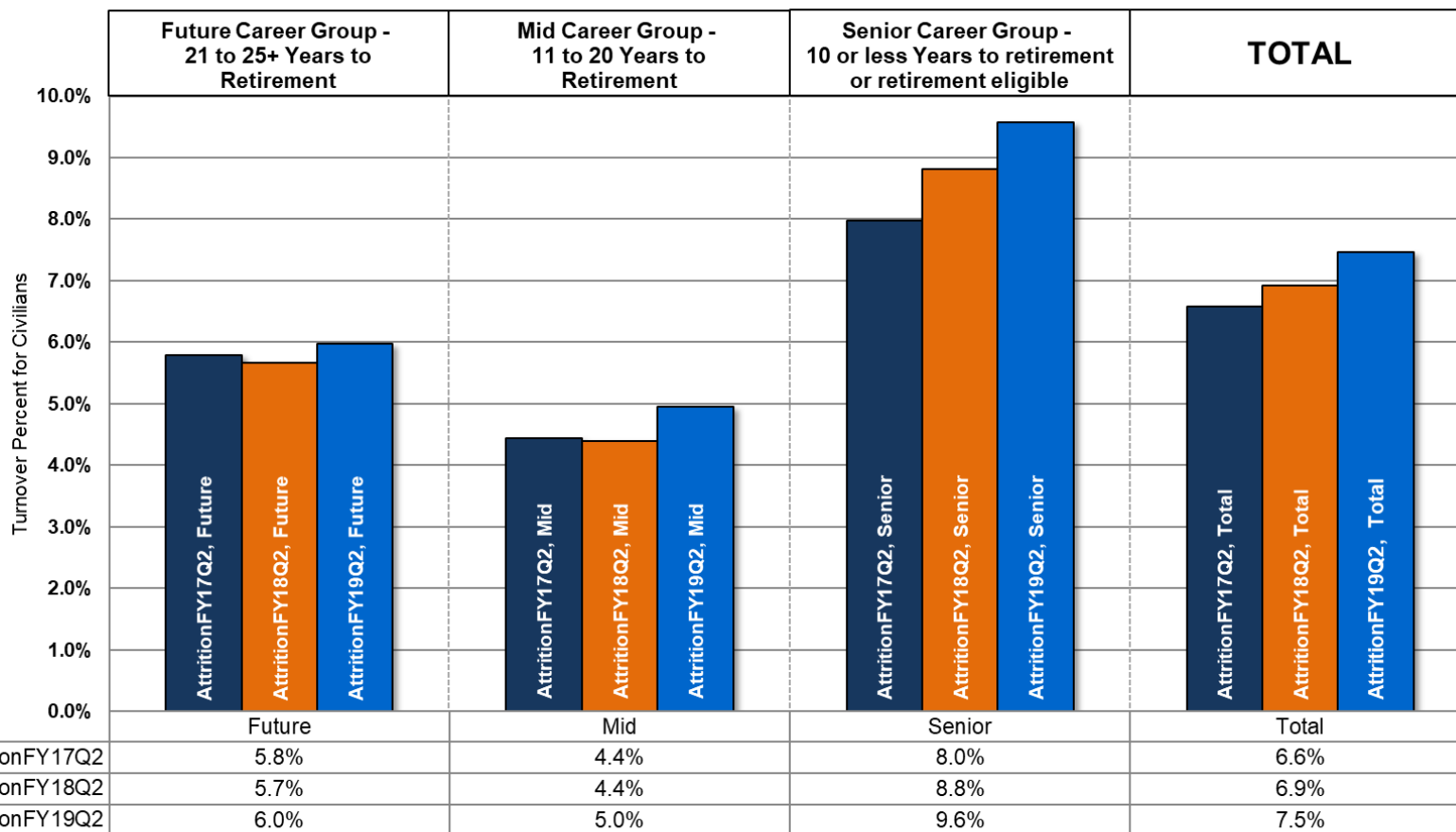


*FY19 attrition rate is from the end of FY18Q2 through FY19Q2



Attrition Rates by Career Group

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





Civilian Distribution by Years to Retirement Eligibility

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

