



# Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

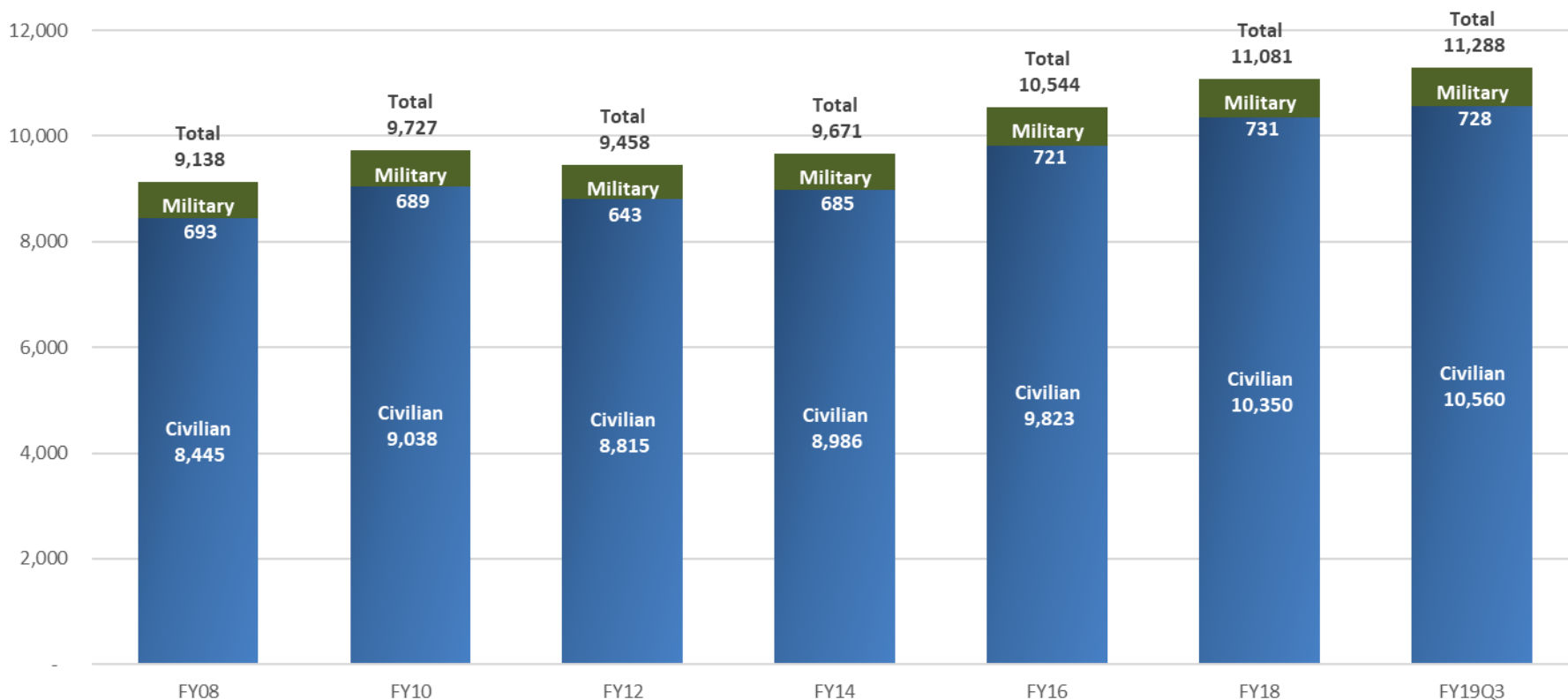
As of FY19Q3 (30 June 2019)



# PQM Total Workforce

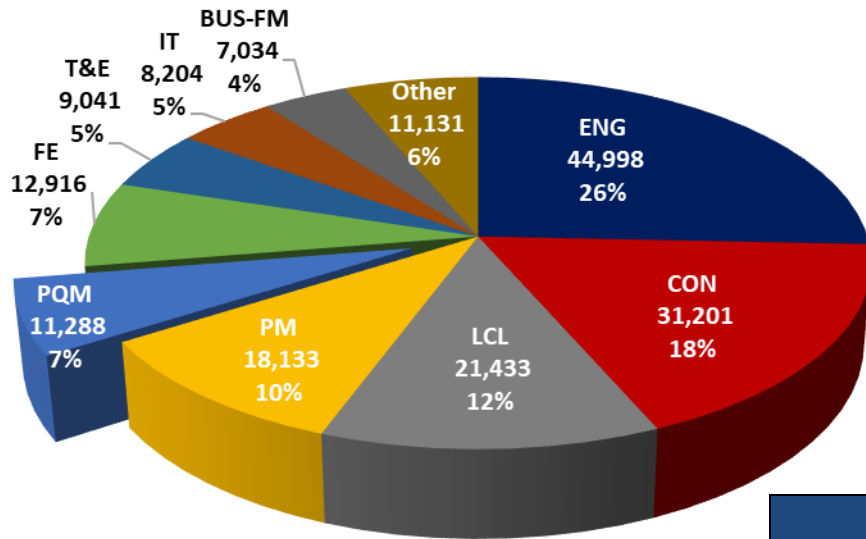


## PQM





# 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>		



# PQM Workforce Historical Size by Agency FY08 – FY19



Production, Quality and Man Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
Navy	1,980	2,146	2,356	2,638	3,210	3,755	3,798	92%	1%
MARINE CORPS	25	35	23	37	39	41	30	20%	-27%
ARMY	1,952	2,081	1,777	1,432	1,407	1,373	1,359	-30%	-1%
AIR FORCE	383	404	405	330	393	451	478	25%	6%
DCMA	3,858	4,259	4,026	4,352	4,471	4,345	4,492	16%	3%
DLA	865	769	823	815	943	999	1,019	18%	2%
MDA	37	23	41	54	67	105	101	173%	-4%
DAU	5	5	5	9	10	9	9	80%	0%
OSD	13	3	1	1	2	2	1	-92%	-50%
DHA	2	2	1	3	1	1	1	-50%	0%
NRO	-	-	-	-	1	-	-		
DoD HRA	1	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>9,130</b>	<b>9,727</b>	<b>9,458</b>	<b>9,671</b>	<b>10,544</b>	<b>11,081</b>	<b>11,288</b>	<b>↑ 24%</b>	<b>↑ 2%</b>



# PQM Workforce Historical (Quarterly) Size by Agency



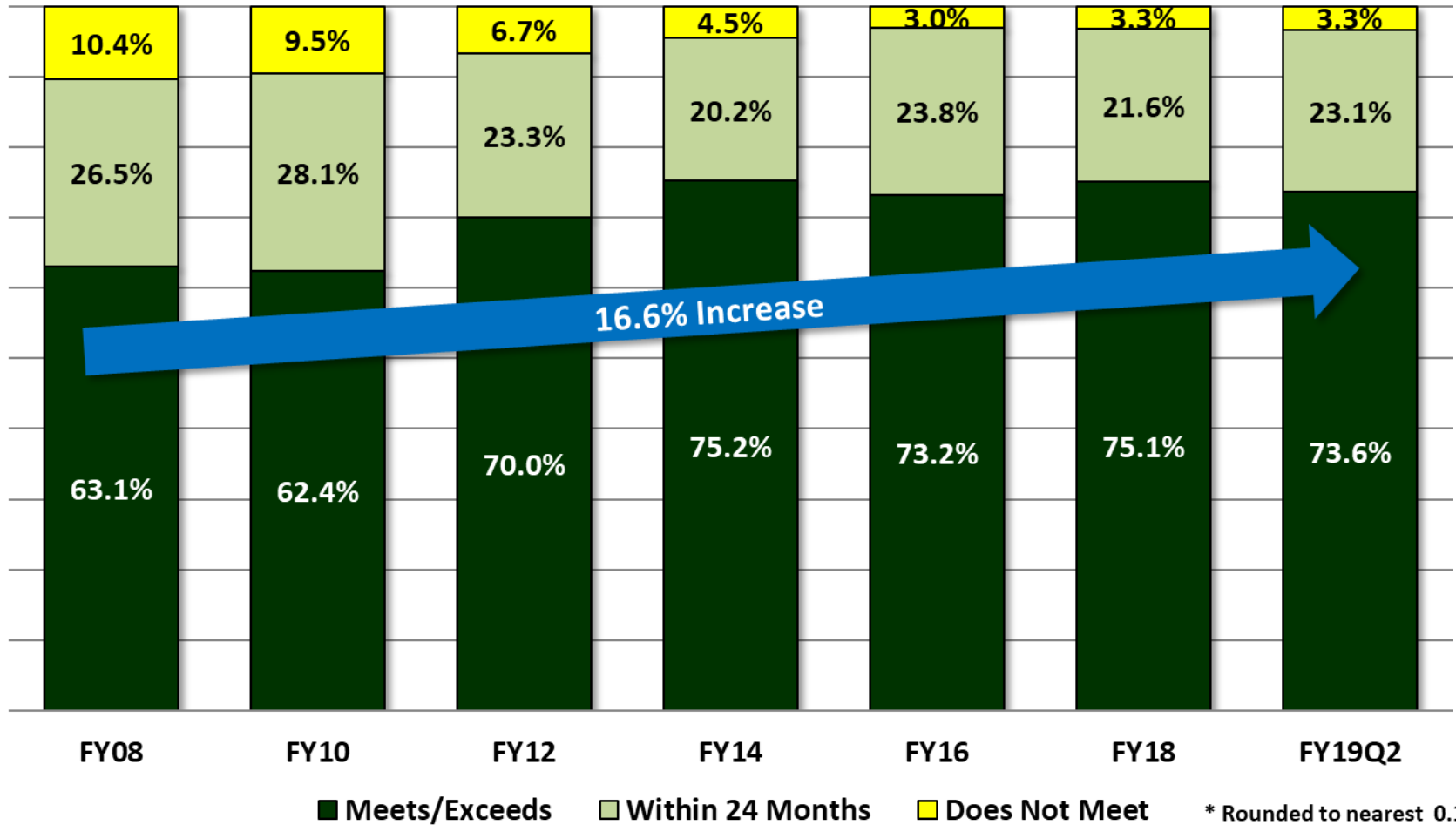
Production, Quality and Man Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	3,395	3,330	3,406	3,508	3,689	3,755	3,796	3,804	3,798	3%
MARINE CORPS	38	40	43	46	42	41	43	43	30	-29%
ARMY	1,377	1,387	1,395	1,397	1,387	1,373	1,378	1,368	1,359	-2%
AIR FORCE	405	421	431	442	454	451	478	472	478	5%
DCMA	4,345	4,280	4,226	4,243	4,236	4,345	4,310	4,428	4,492	6%
DLA	943	959	954	968	973	999	981	1,006	1,019	5%
MDA	84	88	89	89	97	105	103	107	101	4%
DAU	11	9	9	10	9	9	9	9	9	0%
OSD	2	2	2	2	2	2	2	2	1	-50%
DHA	1	1	1	1	1	1	1	1	1	0%
NRO	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>10,601</b>	<b>10,517</b>	<b>10,556</b>	<b>10,706</b>	<b>10,890</b>	<b>11,081</b>	<b>11,101</b>	<b>11,240</b>	<b>11,288</b>	<b>↑ 4%</b>



# PQM Manager Historical DAWIA Certification FY08 – FY19



## Production, Quality and Manufacturing

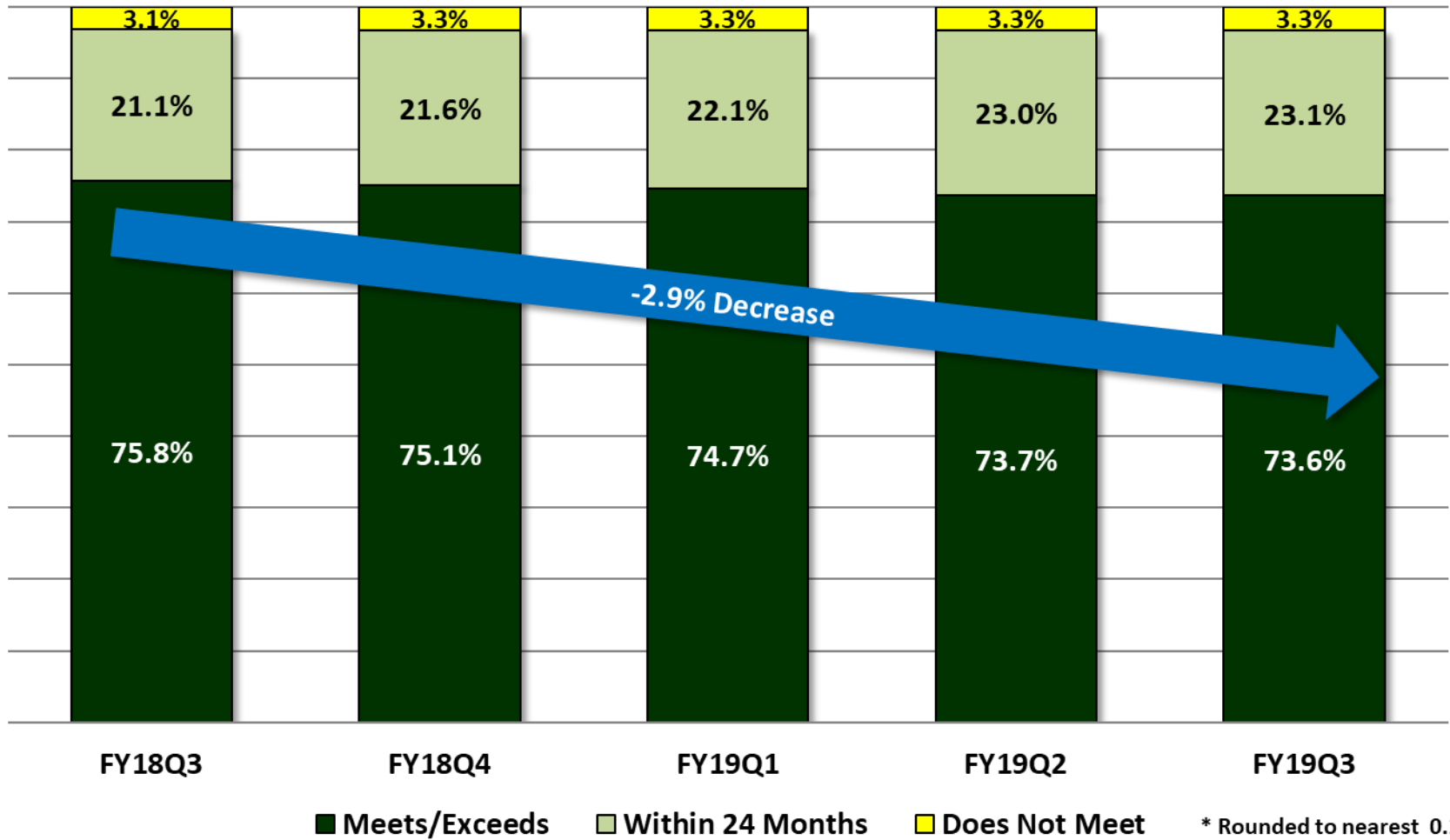




# PQM Manager Historical (Quarterly) DAWIA Certification



## Production, Quality and Manufacturing



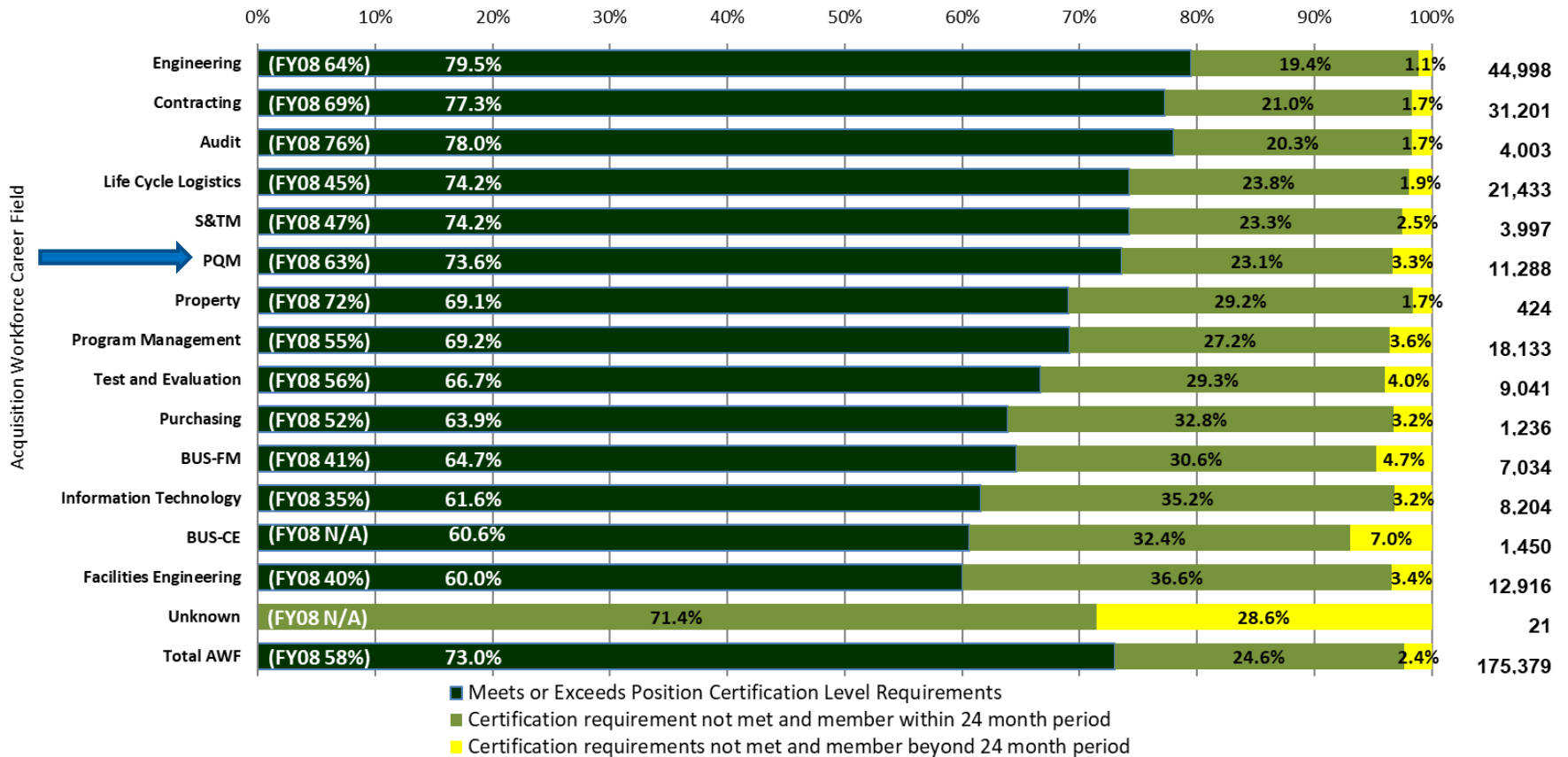
-2.9% Decrease



# DAWIA Certification by Career Field



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



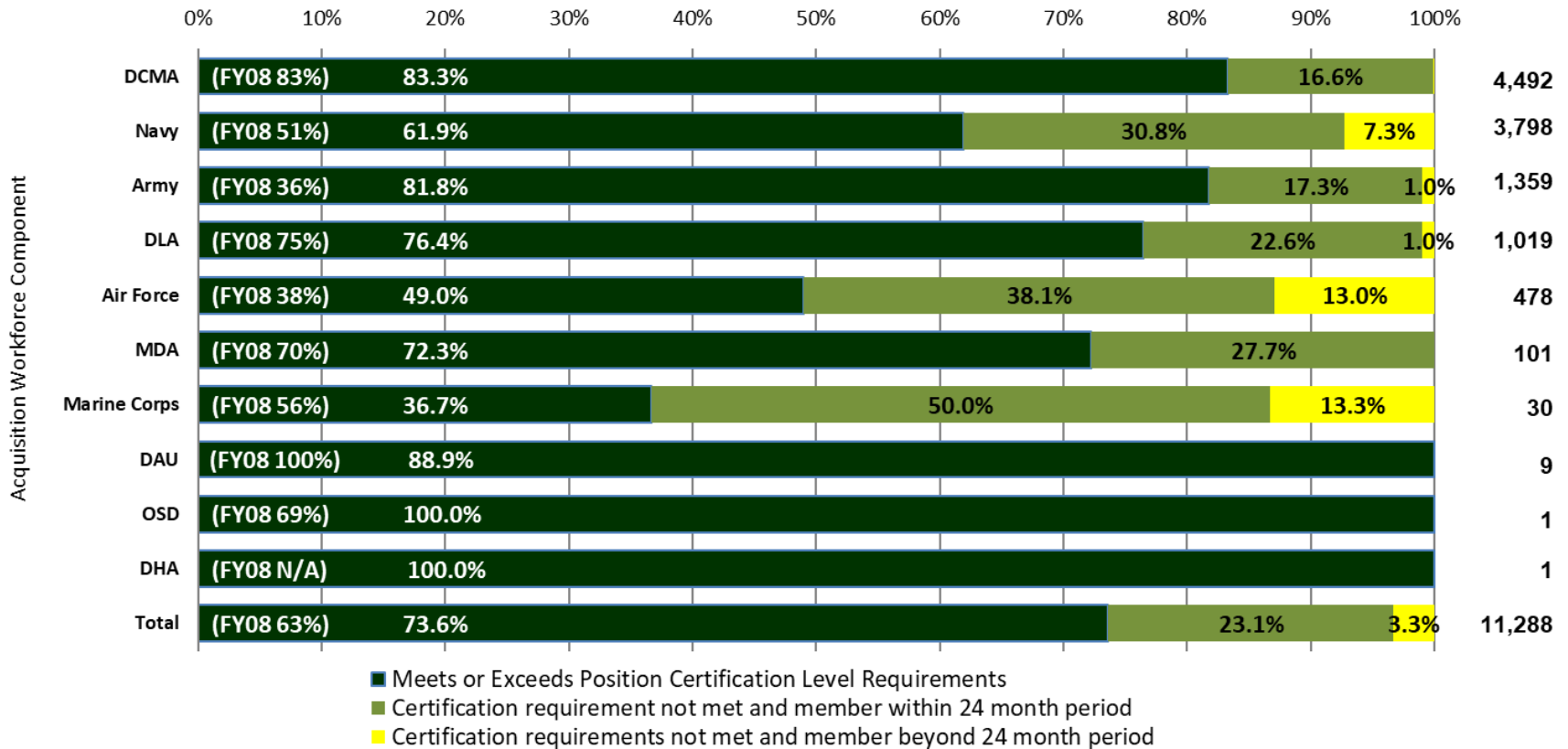




# PQM DAWIA Certification by Component



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





# PQM 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	744	700	141	35	1,620	54.1%
Level II	1,126	711	5,275	478	7,590	75.8%
Level III	129	68	198	1,680	2,075	81.0%
<b>Unspecified</b>	-	1	2	-	3	
<b>FY19Q3 TOTAL</b>	1,999	1,480	5,616	2,193	11,288	73.6%
	17.7%	13.1%	49.8%	19.4%		

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	
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%	
<b>PQM</b>	8,309	73.6%	6 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	876	690	54	1,620	14.4%
Level II	5,753	1,588	249	7,590	67.2%
Level III	1,680	325	70	2,075	18.4%
<b>Unspecified</b>	-	3	-	3	0.0%
<b>PQM TOTAL</b>	8,309	2,606	373	11,288	
	73.6%	23.1%	3.3%		

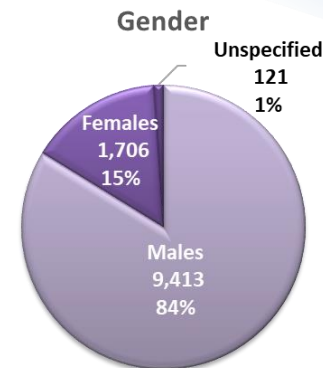
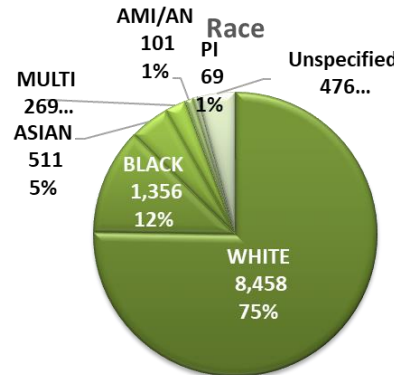
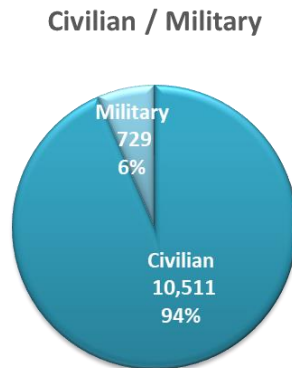
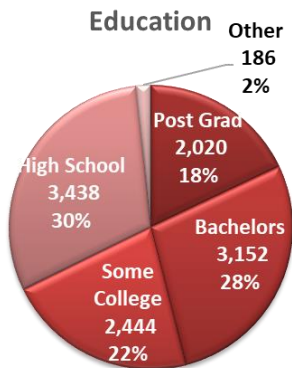
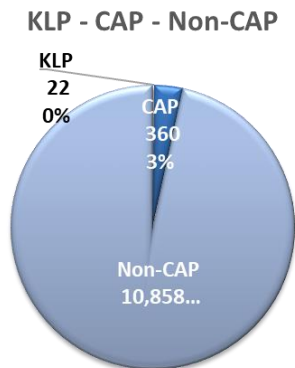
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# PQM Demographics



Occupied Position Type	PQM TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	22	0.2%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	360	3.2%	16,708	9.6%
Non-CAP Positions	10,858	96.6%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

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

Race	PQM TOTAL		Entire DAW	
WHITE	8,458	75.2%	127,583	73.1%
BLACK	1,356	12.1%	21,036	12.0%
ASIAN	511	4.5%	11,990	6.9%
MULTI	269	2.4%	4,829	2.8%
AMI/AN	101	0.9%	1,133	0.6%
PI	69	0.6%	903	0.5%
Unspecified	476	4.2%	7,122	4.1%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

Highest Level of Education	PQM TOTAL		Entire AWF	
Post Grad	2,020	18.0%	70,018	40.1%
Bachelors	3,152	28.0%	77,243	44.2%
Some College	2,444	21.7%	12,151	7.0%
High School	3,438	30.6%	12,718	7.3%
Other	186	1.7%	2,466	1.4%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

Gender	PQM TOTAL		Entire DAW	
Males	9,413	83.7%	122,206	70.0%
Females	1,706	15.2%	50,436	28.9%
Unspecified	121	1.1%	1,954	1.1%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

Type	PQM TOTAL		Entire AWF	
Civilian	10,511	93.5%	158,922	91.0%
Military	729	6.5%	15,674	9.0%
<b>TOTAL</b>	<b>11,240</b>		<b>174,596</b>	

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



## PQM Size by Occupational Series

Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,977	56.9%
1150 - Industrial Specialist	1,025	9.8%
1101 - Business and Industry Specialist	970	9.2%
0801 - Engineer, General	518	4.9%
0301 - Administration & Program Staff	380	3.6%
1152 - Production Controller	296	2.8%
0856 - Engineering Technician, Electronics	230	2.2%
0802 - Engineering Technician	197	1.9%
0896 - Engineer, Industrial	127	1.2%
<i>Other</i>	682	6.5%
<b>Total Civilian</b>	<b>10,511</b>	<b>Civilians</b>

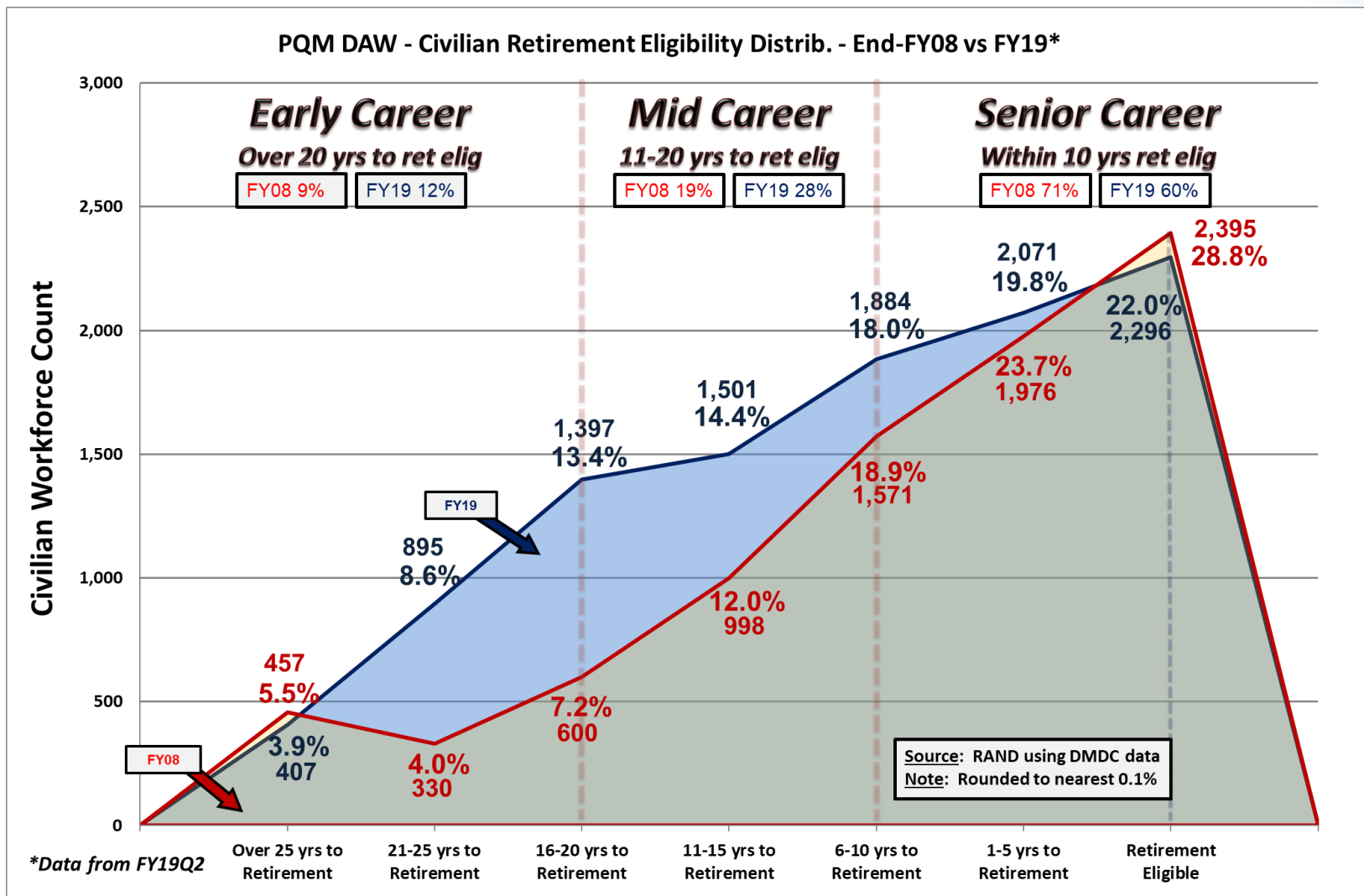
There was a problem with the production of Q3 demographic data so Q2 is provided.



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

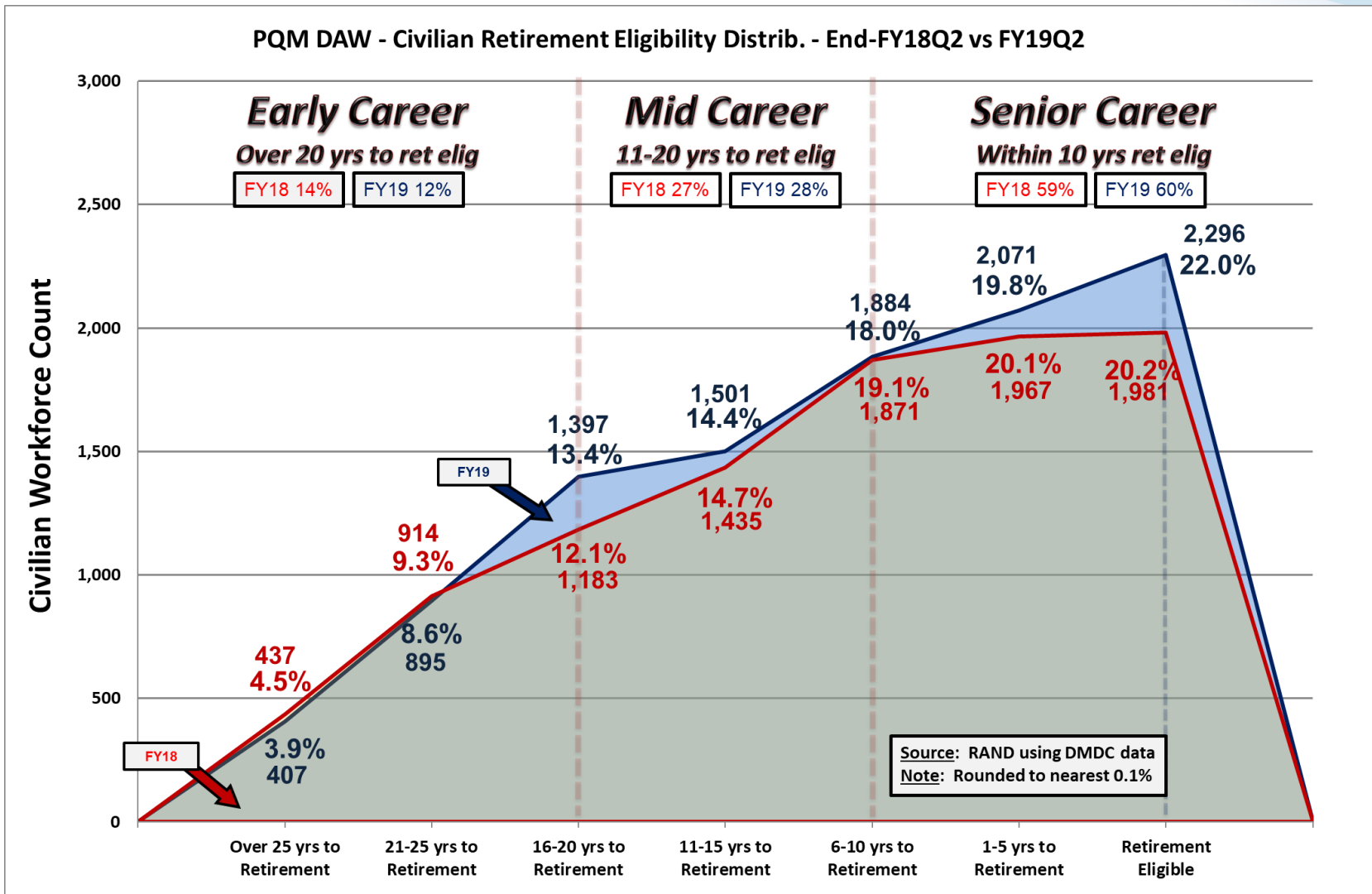


# PQM Civilian Retirement Eligibility Distribution – FY08 / FY19





# PQM Civilian Retirement Eligibility Distribution - 1 Year



As of 31 Mar 2019

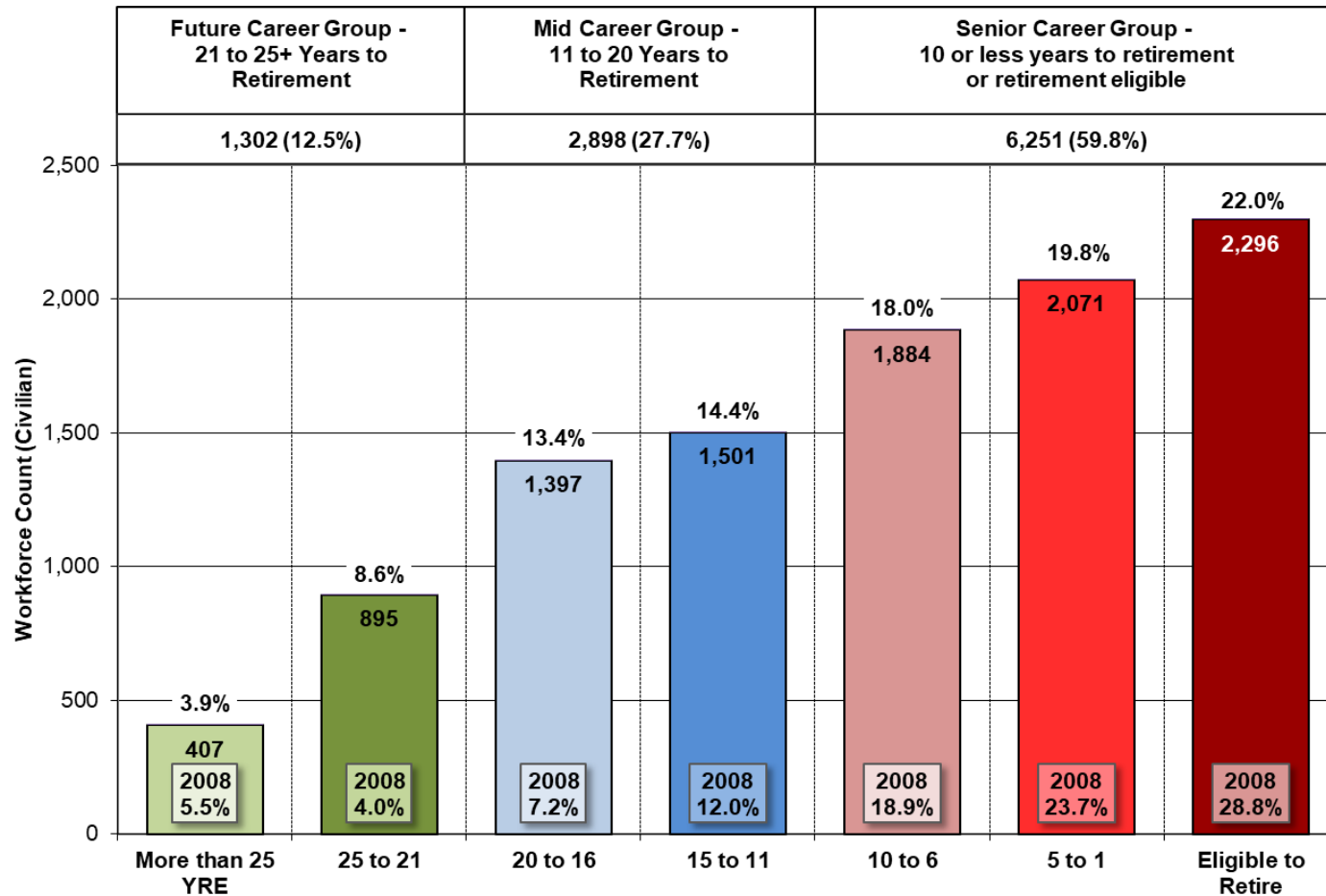




# PQM Workforce Lifecycle Model by YRE

## Defense Acquisition Workforce Lifecycle Model (WLM)

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



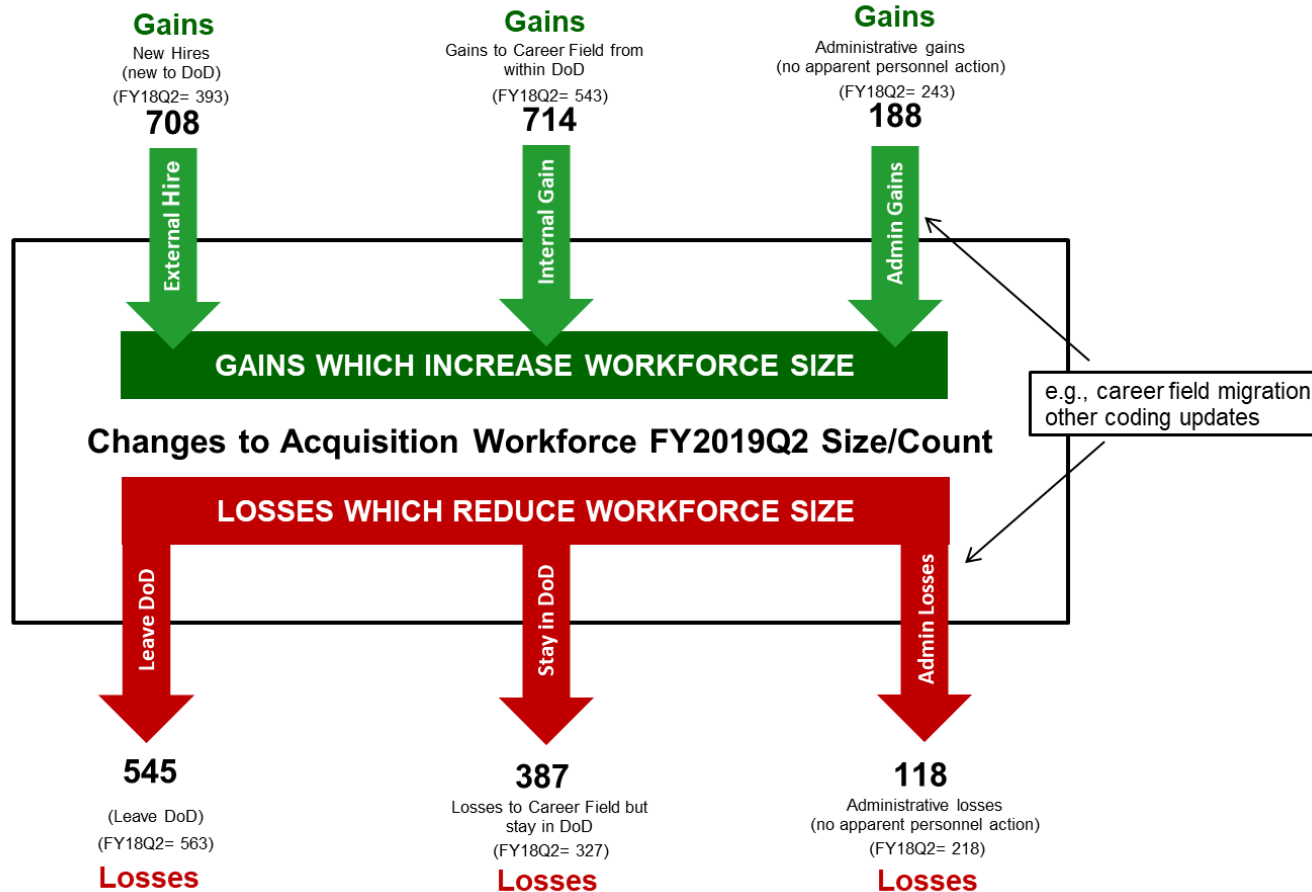




# PQM Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q2)

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



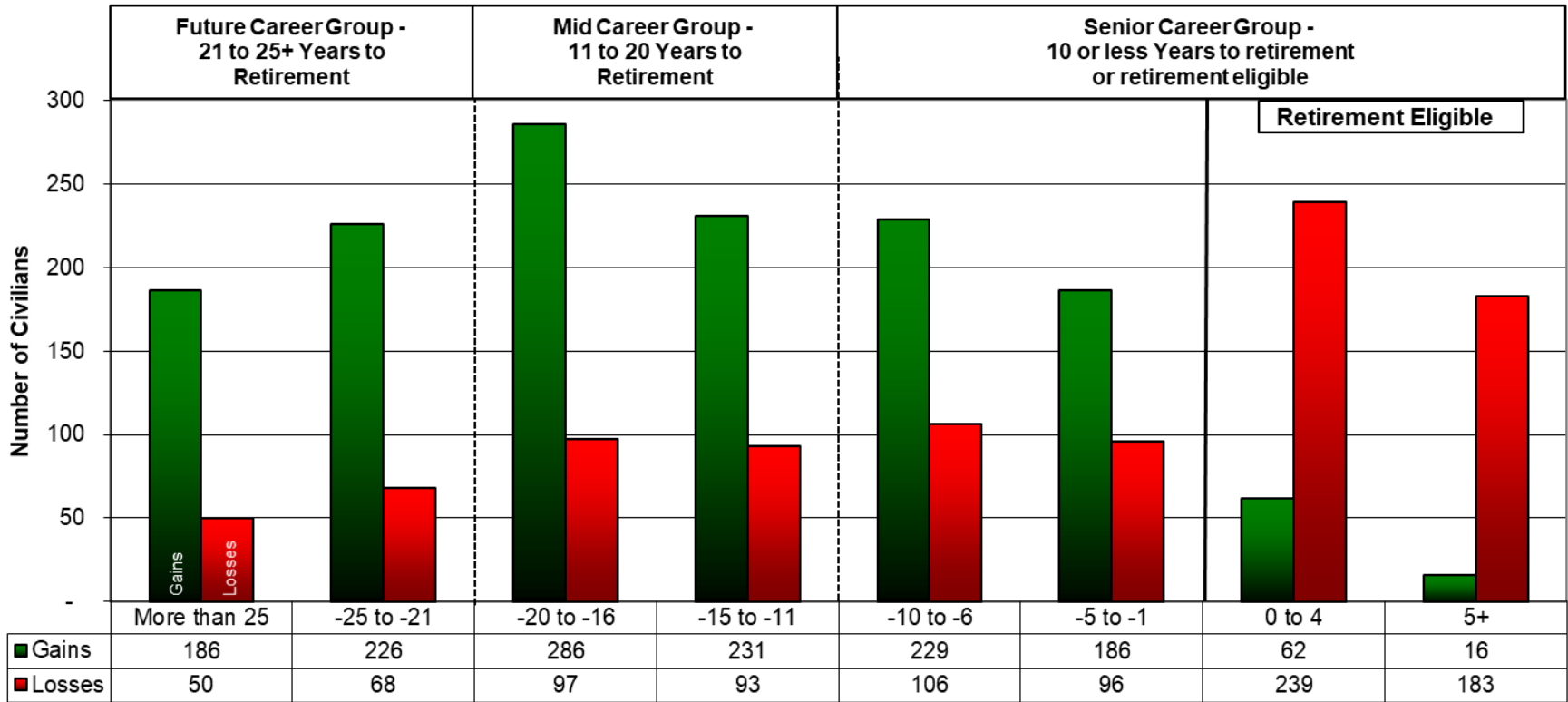


# PQM Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses\*



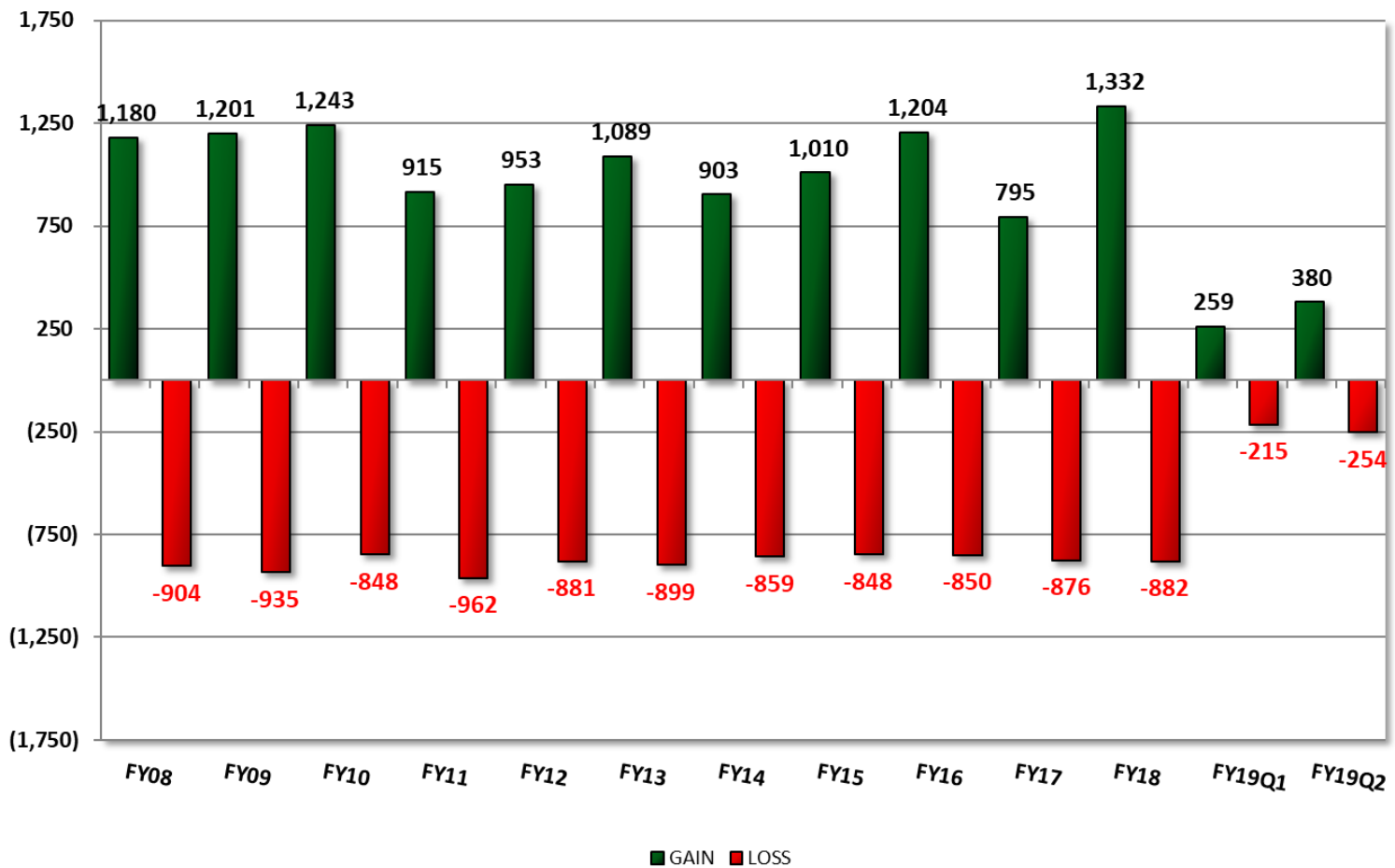
Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# PQM

## Historical Gains and Losses FY08 – FY19



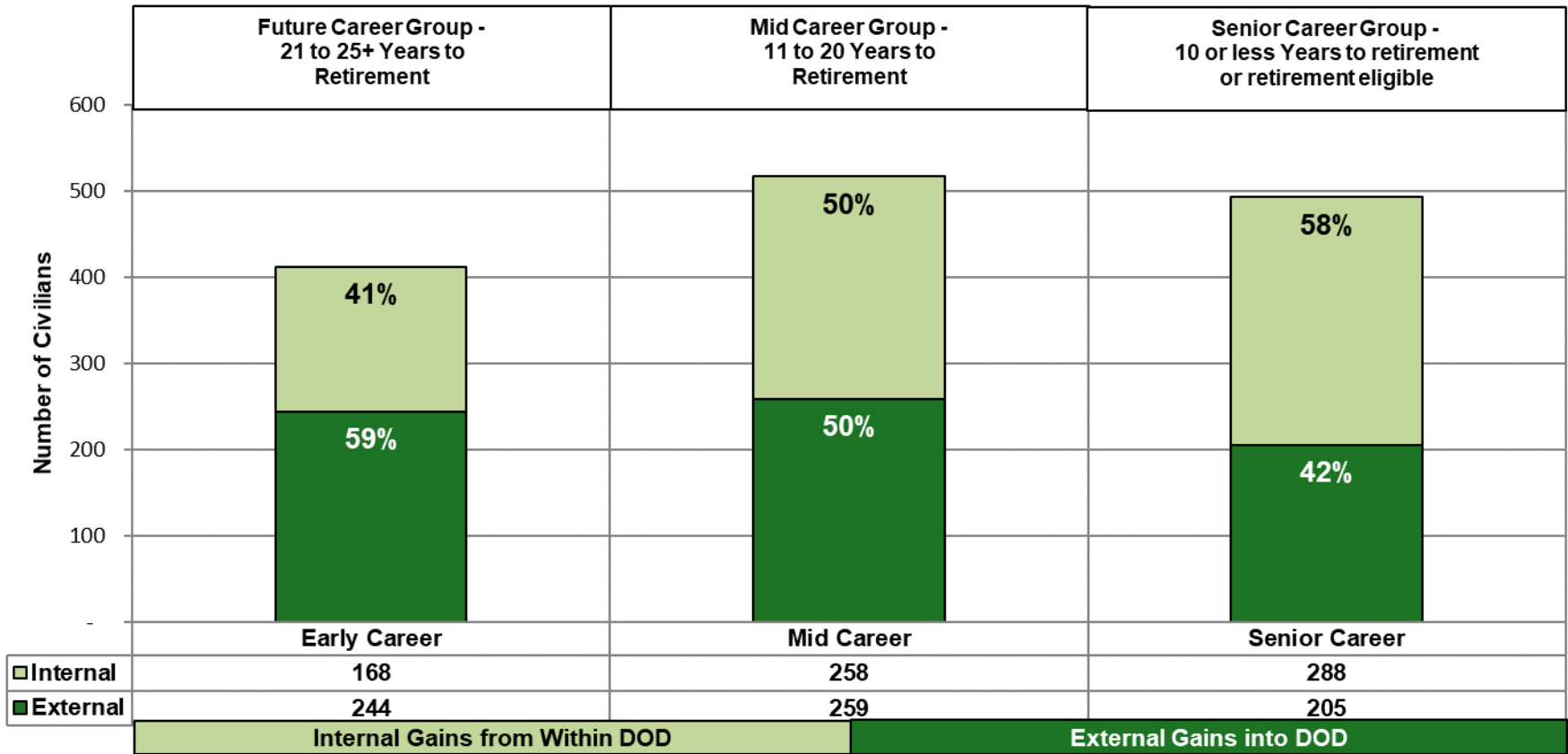
As of 31 Mar 2019



# PQM Internal/External Gains % by Career Group



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



\*Does not include administrative gains

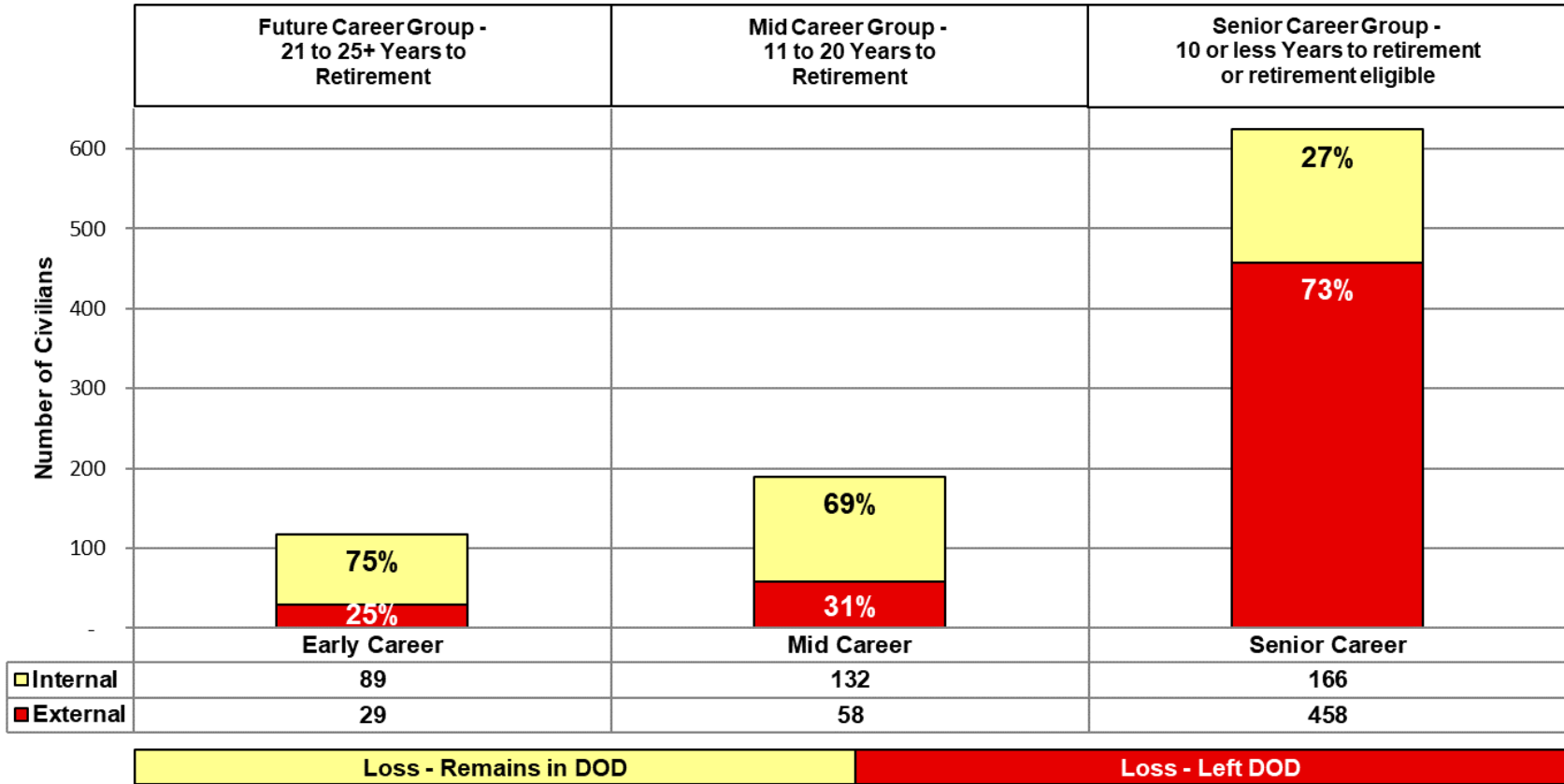


# PQM Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

### Workforce Lifecycle FY2019Q2 Losses\*

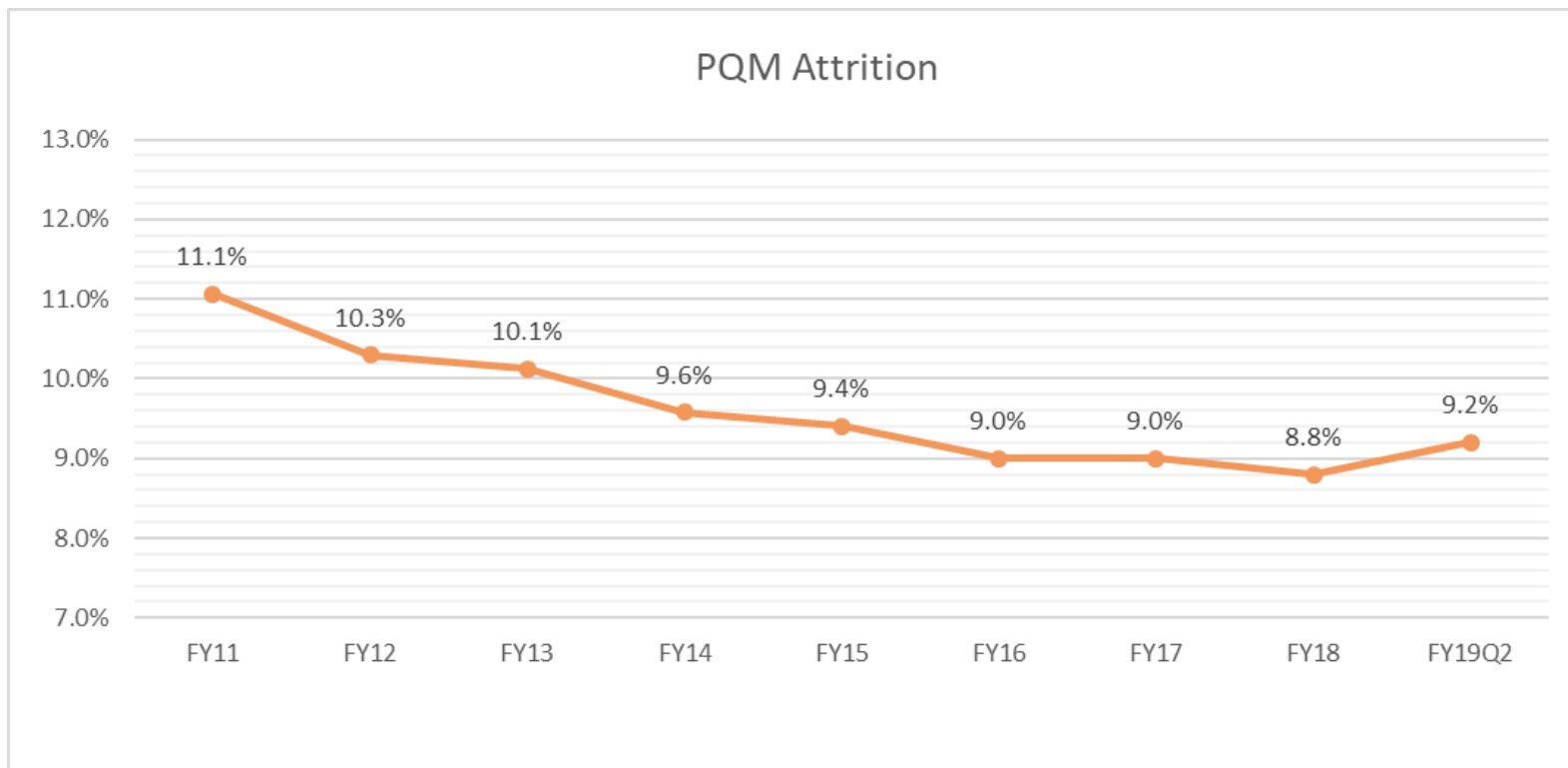


\*Does not include administrative losses

As of 31 Mar 2019



# Annual Attrition Rates

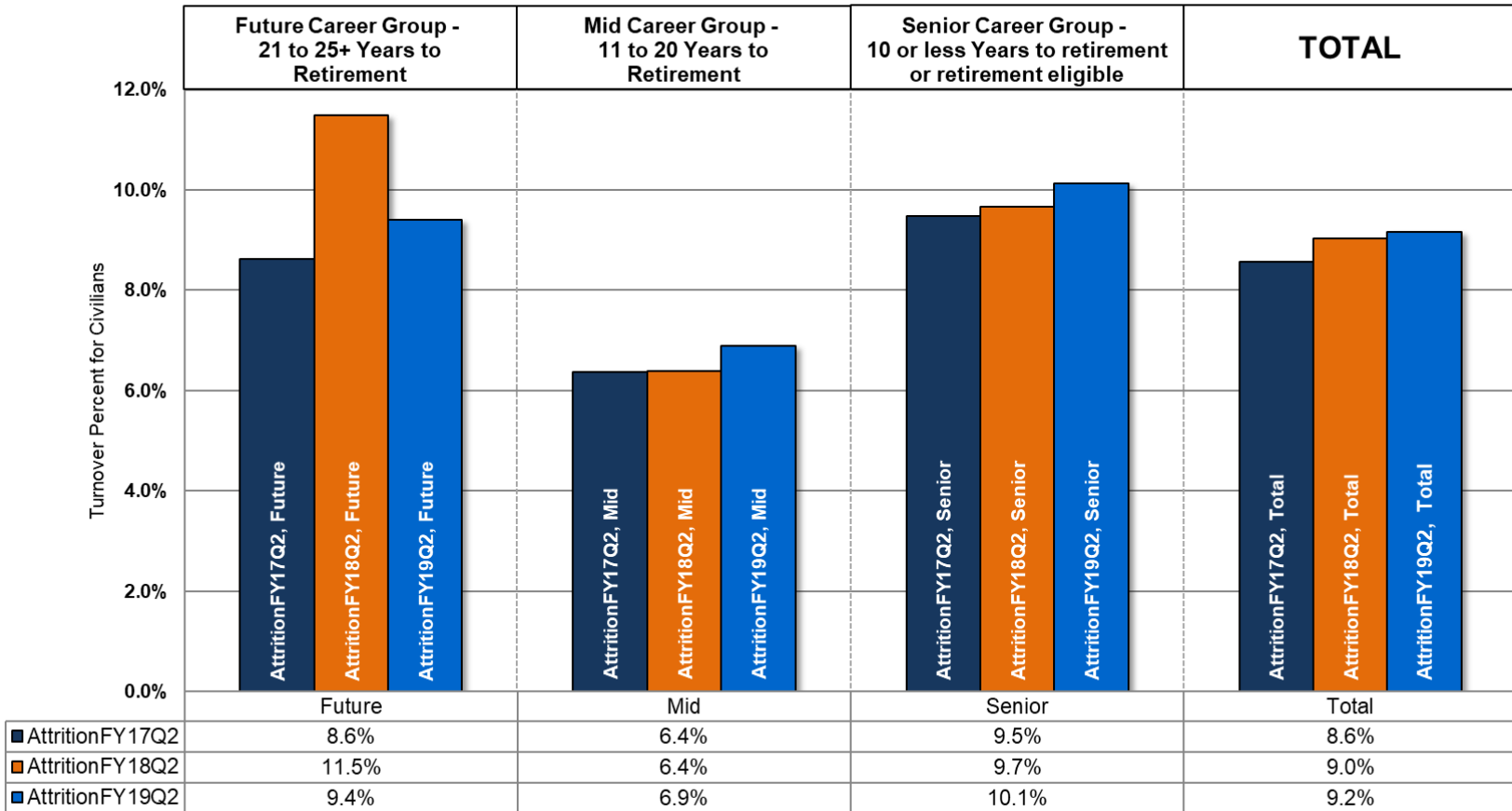


\*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



# PQM Attrition Rates by Career Group

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

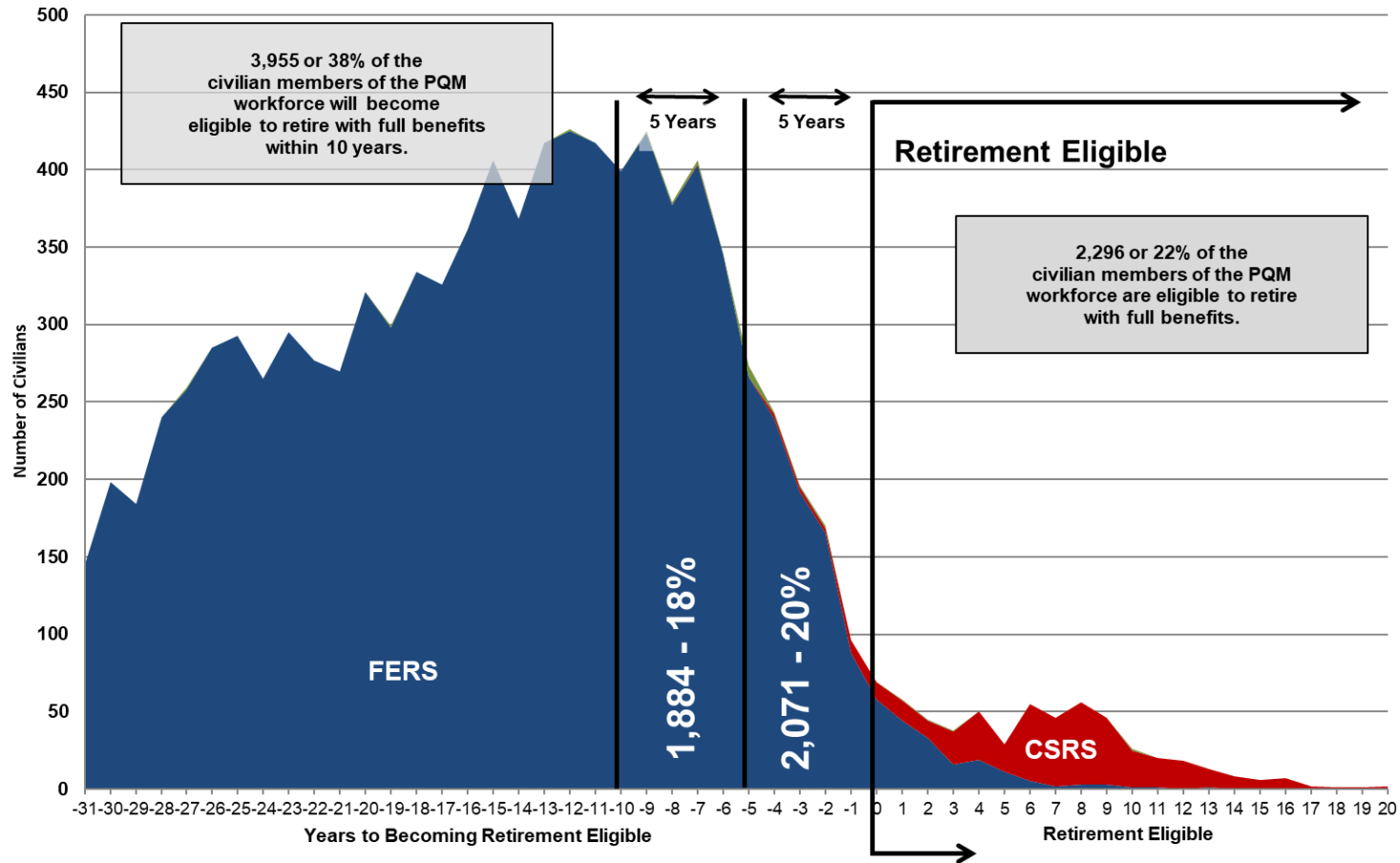




# PQM Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019