



# Defense Acquisition Workforce Key Information

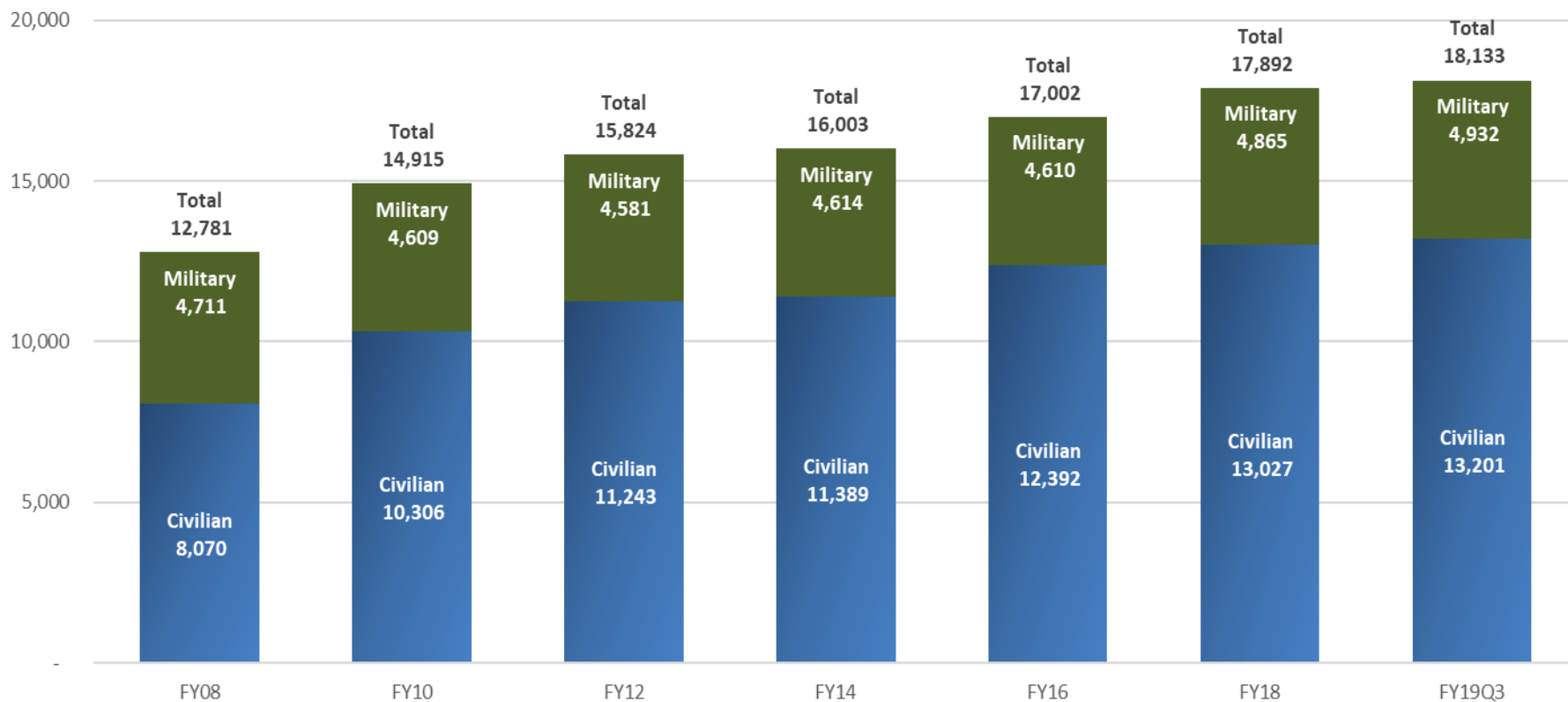
Program Management  
As of FY19Q3 (30 Jun 2019)



# Total Historic Workforce

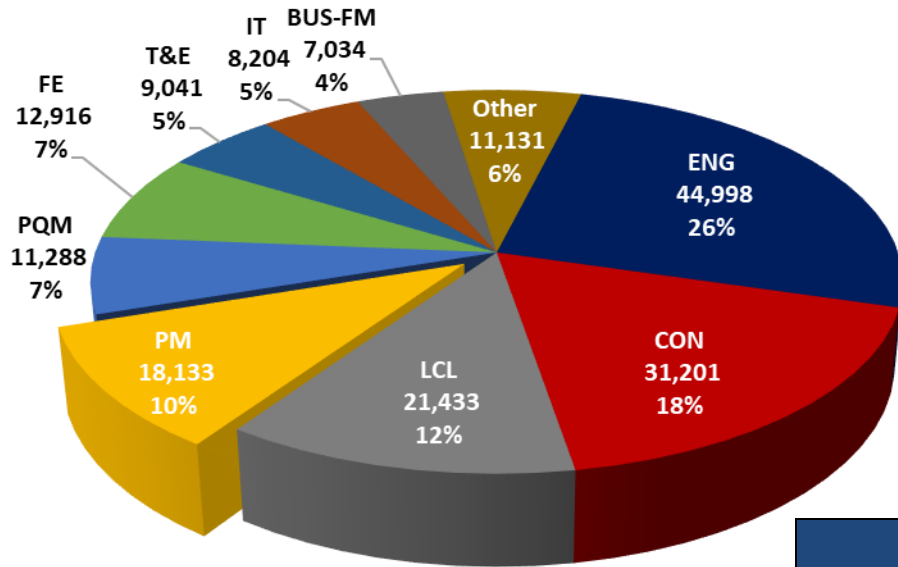


## Program Management





# 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%         |
| <b>Program Management</b>   | <b>3,348</b>  | <b>5,824</b>  | <b>757</b>   | <b>6,261</b>  | <b>1,943</b>  | <b>18,133</b>  | <b>10.3%</b> |
| 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>  |                |              |



# Program Management Workforce Historical Size by Agency FY08 – FY19



| Program Management<br>Defense Acq Workforce<br>Agency | FY17Q3        | FY17Q4        | FY18Q1        | FY18Q2        | FY18Q3        | FY18Q4        | FY19Q1        | FY19Q2        | FY19Q3        | % Change Since<br>FY18Q3 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|
| AIR FORCE   | 5,774         | 5,885         | 5,892         | 5,934         | 6,141         | 6,253         | 6,342         | 6,417         | 6,261         | 2%                       |
| NAVY  | 5,516         | 5,450         | 5,467         | 5,519         | 5,571         | 5,619         | 5,708         | 5,780         | 5,824         | 5%                       |
| ARMY  | 3,217         | 3,313         | 3,305         | 3,330         | 3,352         | 3,363         | 3,351         | 3,334         | 3,348         | 0%                       |
| MARINE CORPS  | 785           | 763           | 756           | 756           | 758           | 758           | 756           | 761           | 757           | 0%                       |
| DISA  | 288           | 340           | 333           | 373           | 384           | 364           | 368           | 354           | 349           | -9%                      |
| MDA   | 354           | 350           | 348           | 347           | 347           | 354           | 354           | 356           | 356           | 3%                       |
| DCMA  | 361           | 342           | 329           | 322           | 327           | 330           | 323           | 329           | 349           | 7%                       |
| DLA   | 182           | 277           | 284           | 281           | 286           | 287           | 283           | 295           | 304           | 6%                       |
| DTRA  | 136           | 149           | 150           | 150           | 152           | 150           | 148           | 154           | 155           | 2%                       |
| DAU   | 141           | 131           | 133           | 131           | 131           | 135           | 138           | 137           | 141           | 8%                       |
| DHA   | 71            | 69            | 72            | 76            | 81            | 88            | 91            | 99            | 97            | 20%                      |
| OSD   | 78            | 76            | 74            | 74            | 73            | 65            | 60            | 55            | 57            | -22%                     |
| NRO   | 47            | 48            | 50            | 46            | 63            | 61            | 61            | 61            | 71            | 13%                      |
| DTIC  | 18            | 20            | 20            | 25            | 24            | 24            | 23            | 24            | 24            | 0%                       |
| JCS   | 22            | 18            | 18            | 16            | 16            | 17            | 18            | 17            | 17            | 6%                       |
| DFAS  | 5             | 5             | 5             | 6             | 6             | 6             | 6             | 6             | 6             | 0%                       |
| DeCA  | 5             | 5             | 3             | 4             | 4             | 5             | 6             | 7             | 5             | 25%                      |
| DoD HRA   | 4             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 0%                       |
| NDU   | 3             | 4             | 3             | 3             | 3             | 2             | 2             | 1             | 1             | -67%                     |
| TRMC  | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 0%                       |
| WHS   | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 0%                       |
| DCAA  | -             | -             | -             | 1             | 1             | -             | -             | -             | -             | -100%                    |
| IG  | -             | -             | -             | -             | 1             | 5             | 5             | 5             | 3             | 200%                     |
| <b>TOTAL</b>  | <b>17,010</b> | <b>17,251</b> | <b>17,248</b> | <b>17,400</b> | <b>17,727</b> | <b>17,892</b> | <b>18,049</b> | <b>18,198</b> | <b>18,131</b> | <b>↑<br/>2%</b>          |



# Program Management Workforce Historical (Quarterly) Size by Agency



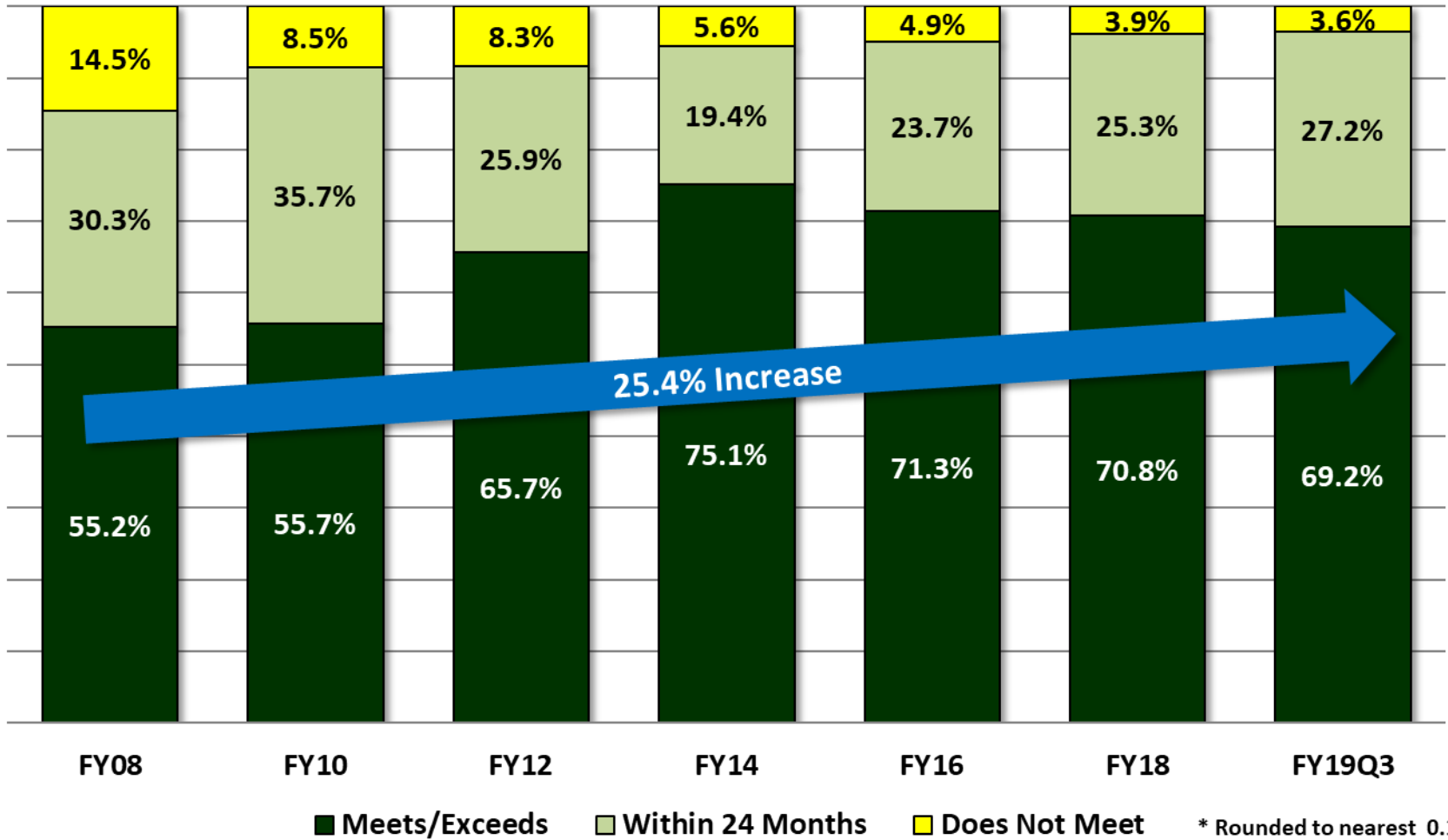
| Program Management<br>Defense Acq Workforce<br>Agency | FY17Q3        | FY17Q4        | FY18Q1        | FY18Q2        | FY18Q3        | FY18Q4        | FY19Q1        | FY19Q2        | FY19Q3        | % Change Since<br>FY18Q3 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|
| AIR FORCE   | 5,774         | 5,885         | 5,892         | 5,934         | 6,141         | 6,253         | 6,342         | 6,417         | 6,261         | 2%                       |
| NAVY  | 5,516         | 5,450         | 5,467         | 5,519         | 5,571         | 5,619         | 5,708         | 5,780         | 5,824         | 5%                       |
| ARMY  | 3,217         | 3,313         | 3,305         | 3,330         | 3,352         | 3,363         | 3,351         | 3,334         | 3,348         | 0%                       |
| MARINE CORPS  | 785           | 763           | 756           | 756           | 758           | 758           | 756           | 761           | 757           | 0%                       |
| DISA  | 288           | 340           | 333           | 373           | 384           | 364           | 368           | 354           | 349           | -9%                      |
| MDA   | 354           | 350           | 348           | 347           | 347           | 354           | 354           | 356           | 356           | 3%                       |
| DCMA  | 361           | 342           | 329           | 322           | 327           | 330           | 323           | 329           | 349           | 7%                       |
| DLA   | 182           | 277           | 284           | 281           | 286           | 287           | 283           | 295           | 304           | 6%                       |
| DTRA  | 136           | 149           | 150           | 150           | 152           | 150           | 148           | 154           | 155           | 2%                       |
| DAU   | 141           | 131           | 133           | 131           | 131           | 135           | 138           | 137           | 141           | 8%                       |
| DHA   | 71            | 69            | 72            | 76            | 81            | 88            | 91            | 99            | 97            | 20%                      |
| OSD   | 78            | 76            | 74            | 74            | 73            | 65            | 60            | 55            | 57            | -22%                     |
| NRO   | 47            | 48            | 50            | 46            | 63            | 61            | 61            | 61            | 71            | 13%                      |
| DTIC  | 18            | 20            | 20            | 25            | 24            | 24            | 23            | 24            | 24            | 0%                       |
| JCS   | 22            | 18            | 18            | 16            | 16            | 17            | 18            | 17            | 17            | 6%                       |
| DFAS  | 5             | 5             | 5             | 6             | 6             | 6             | 6             | 6             | 6             | 0%                       |
| DeCA  | 5             | 5             | 3             | 4             | 4             | 5             | 6             | 7             | 5             | 25%                      |
| DoD HRA   | 4             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 0%                       |
| NDU   | 3             | 4             | 3             | 3             | 3             | 2             | 2             | 1             | 1             | -67%                     |
| TRMC  | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 0%                       |
| WHS   | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 1             | 0%                       |
| DCAA  | -             | -             | -             | 1             | 1             | -             | -             | -             | -             | -100%                    |
| IG  | -             | -             | -             | -             | 1             | 5             | 5             | 5             | 3             | 200%                     |
| <b>TOTAL</b>  | <b>17,010</b> | <b>17,251</b> | <b>17,248</b> | <b>17,400</b> | <b>17,727</b> | <b>17,892</b> | <b>18,049</b> | <b>18,198</b> | <b>18,131</b> | <b>↑<br/>2%</b>          |



# Program Management Historical DAWIA Certification FY08 – FY19



## Program Management

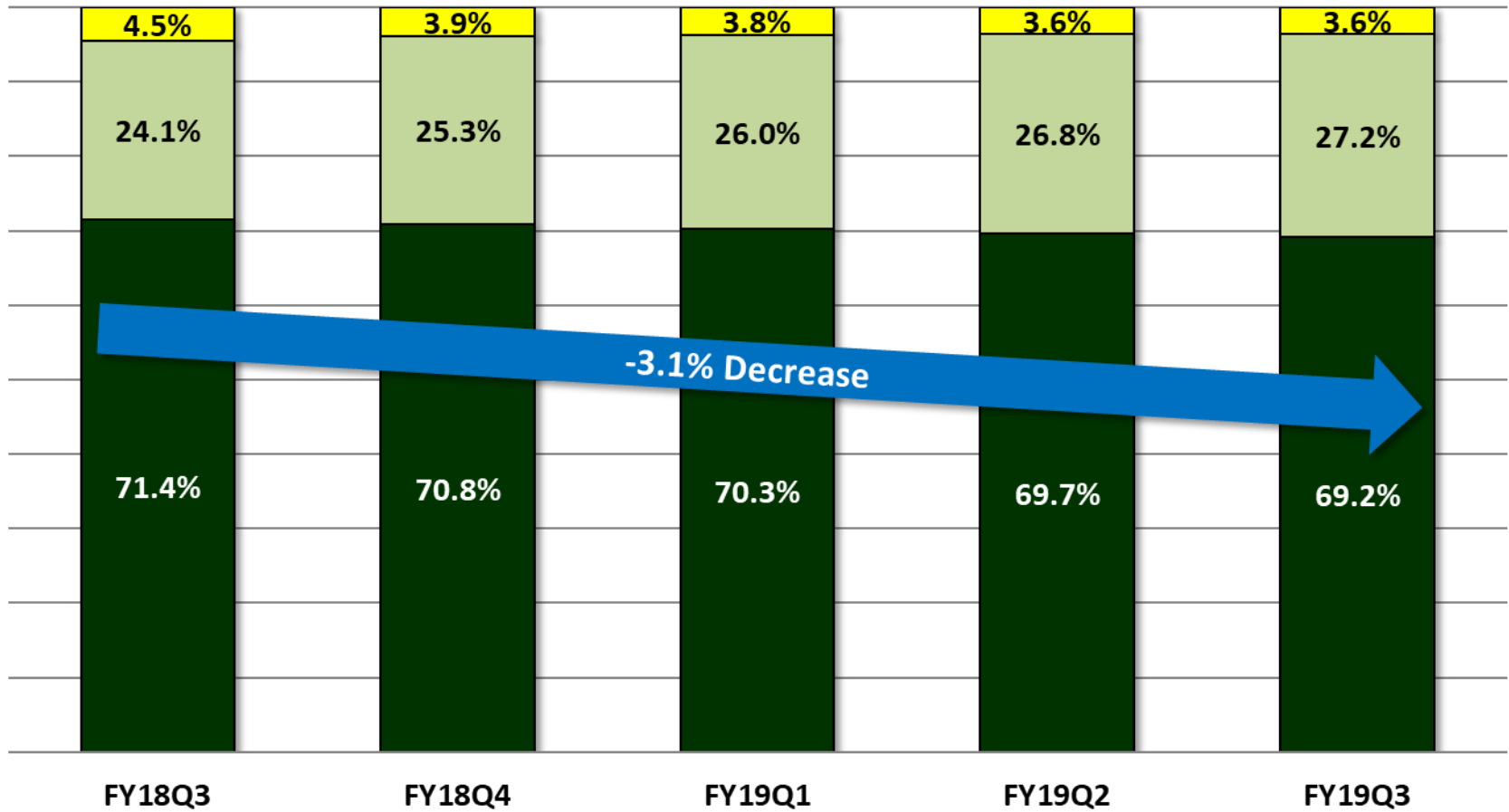




# Program Management Historical (Quarterly) DAWIA Certification



## Program Management



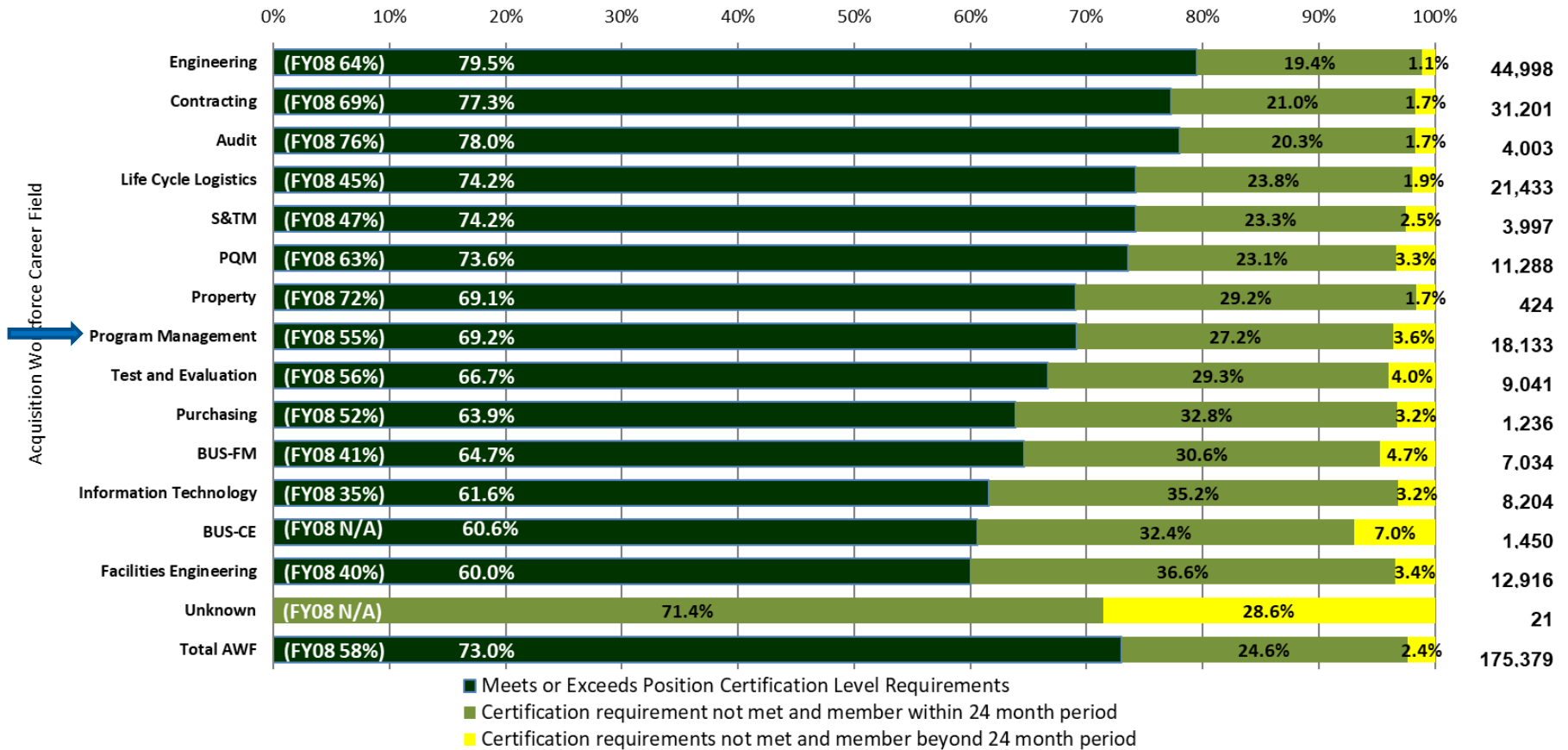
■ Meets/Exceeds    ■ Within 24 Months    ■ Does Not Meet    \* Rounded to nearest 0.1%



# DAWIA Certification by Career Field



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



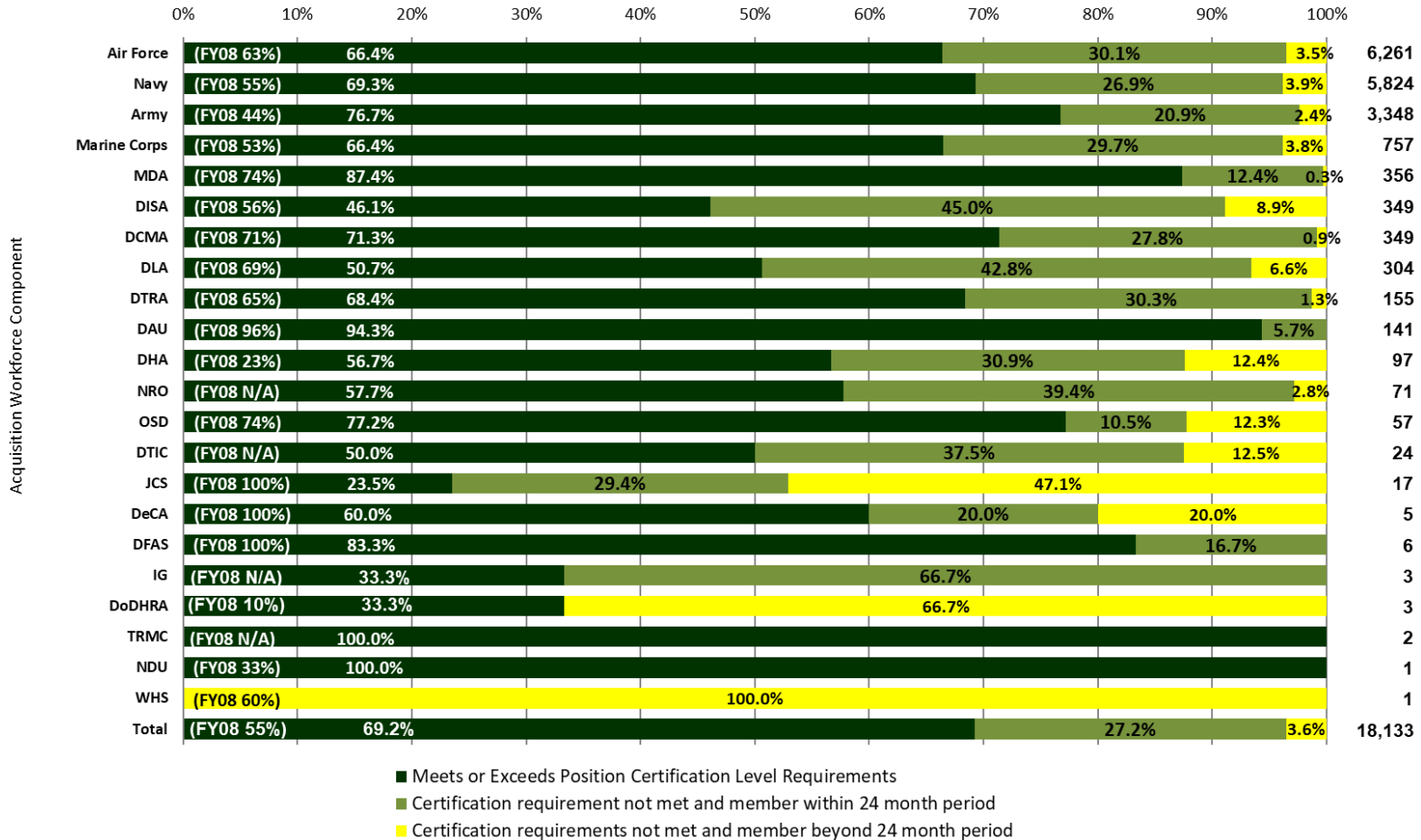




# Program Management DAWIA Certification by Component



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





# Program Management 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                      | 689                          | 706          | 242          | 44           | 1,681         | 59.0%                             |
| Level II                     | 1,543                        | 1,407        | 4,105        | 1,192        | 8,247         | 64.2%                             |
| Level III                    | 636                          | 496          | 766          | 6,223        | 8,121         | 76.6%                             |
| <i>Unspecified</i>           | 14                           | 13           | 23           | 34           | 84            |                                   |
| <b>FY19Q3 TOTAL</b>          | <b>2,882</b>                 | <b>2,622</b> | <b>5,136</b> | <b>7,493</b> | <b>18,133</b> | <b>69.2%</b>                      |
|                              | 15.9%                        | 14.5%        | 28.3%        | 41.3%        |               |                                   |

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%               |                   |
| Program IV     | 12,512            | 69.2%               | 5 of 14           |

\*\* Based on population total without unspecified positions

| Certification Requirement       | Meets         | Within 24 Months | Does Not Meet | DAW TOTAL     |       |
|---------------------------------|---------------|------------------|---------------|---------------|-------|
| Level I                         | 992           | 683              | 6             | 1,681         | 9.3%  |
| Level II                        | 5,297         | 2,688            | 262           | 8,247         | 45.5% |
| Level III                       | 6,223         | 1,522            | 376           | 8,121         | 44.8% |
| <i>Unspecified</i>              | 34            | 48               | 2             | 84            | 0.5%  |
| <b>Program Management TOTAL</b> | <b>12,546</b> | <b>4,941</b>     | <b>646</b>    | <b>18,133</b> |       |
|                                 | 69.2%         | 27.2%            | 3.6%          |               |       |

= Compliance

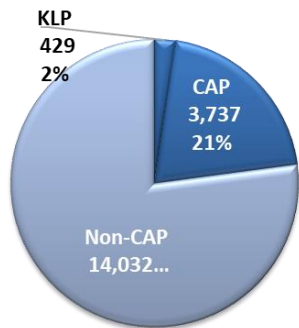
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

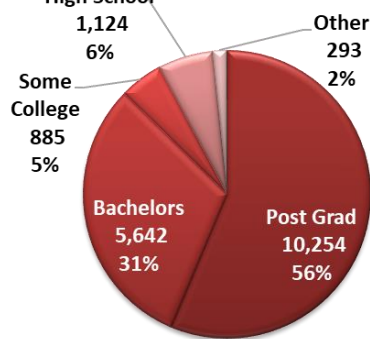


# Program Management Demographics

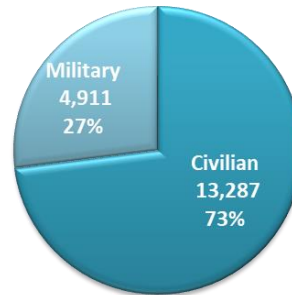
**KLP - CAP - Non-CAP**



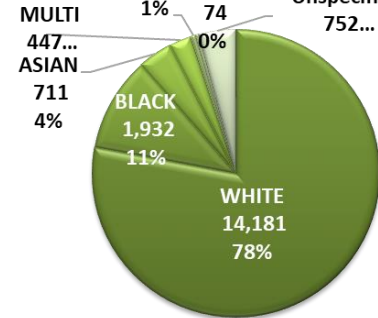
**Education**



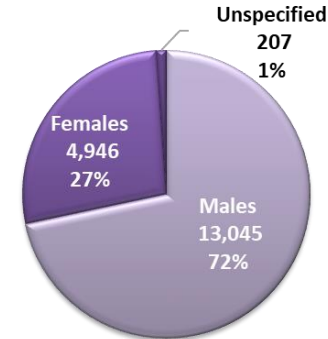
**Civilian / Military**



**Race**



**Gender**



| Occupied Position Type                  | PM TOTAL      |       | Entire AWF     |       |
|---|---------------|-------|----------------|-------|
| Key Leadership Positions (KLPs)         | 429           | 2.4%  | 1,242          | 0.7%  |
| Critical Acquisition Positions (CAPs) * | 3,737         | 20.5% | 16,708         | 9.6%  |
| Non-CAP Positions                       | 14,032        | 77.1% | 156,646        | 89.7% |
| Unknown                                 | -             | 0.0%  | -              | 0.0%  |
| <b>TOTAL</b>                            | <b>18,198</b> |       | <b>174,596</b> |       |

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

| Race         | PM TOTAL      |       | Entire DAW     |       |
|--------------|---------------|-------|----------------|-------|
| WHITE        | 14,181        | 77.9% | 127,583        | 73.1% |
| BLACK        | 1,932         | 10.6% | 21,036         | 12.0% |
| ASIAN        | 711           | 3.9%  | 11,990         | 6.9%  |
| MULTI        | 447           | 2.5%  | 4,829          | 2.8%  |
| AMI/AN       | 101           | 0.6%  | 1,133          | 0.6%  |
| PI           | 74            | 0.4%  | 903            | 0.5%  |
| Unspecified  | 752           | 4.1%  | 7,122          | 4.1%  |
| <b>TOTAL</b> | <b>18,198</b> |       | <b>174,596</b> |       |

| Highest Level of Education | PM TOTAL      |       | Entire AWF     |       |
|----------------------------|---------------|-------|----------------|-------|
| Post Grad                  | 10,254        | 56.3% | 70,018         | 40.1% |
| Bachelors                  | 5,642         | 31.0% | 77,243         | 44.2% |
| Some College               | 885           | 4.9%  | 12,151         | 7.0%  |
| High School                | 1,124         | 6.2%  | 12,718         | 7.3%  |
| Other                      | 293           | 1.6%  | 2,466          | 1.4%  |
| <b>TOTAL</b>               | <b>18,198</b> |       | <b>174,596</b> |       |

| Gender       | PM TOTAL      |       | Entire DAW     |       |
|--------------|---------------|-------|----------------|-------|
| Males        | 13,045        | 71.7% | 122,206        | 70.0% |
| Females      | 4,946         | 27.2% | 50,436         | 28.9% |
| Unspecified  | 207           | 1.1%  | 1,954          | 1.1%  |
| <b>TOTAL</b> | <b>18,198</b> |       | <b>174,596</b> |       |

| Type         | PM TOTAL      |       | Entire AWF     |       |
|--------------|---------------|-------|----------------|-------|
| Civilian     | 13,287        | 73.0% | 158,922        | 91.0% |
| Military     | 4,911         | 27.0% | 15,674         | 9.0%  |
| <b>TOTAL</b> | <b>18,198</b> |       | <b>174,596</b> |       |

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



# Program Management Size by Occupational Series

| Civilian Occupational Series                  | PM TOTAL      |                  |
|---|---------------|------------------|
| 1101 - Business and Industry Specialist       | 3,894         | 29.3%            |
| 0340 - Program Manager                        | 3,760         | 28.3%            |
| 0343 - Management and Program Analyst         | 3,123         | 23.5%            |
| 0301 - Administration & Program Staff         | 1,224         | 9.2%             |
| 0801 - Engineer, General                      | 656           | 4.9%             |
| 2210 - Information Technology Management Spec | 161           | 1.2%             |
| 0855 - Engineer, Electronics                  | 92            | 0.7%             |
| 1515 - Operations Research Analyst            | 53            | 0.4%             |
| 0830 - Engineer, Mechanical                   | 22            | 0.2%             |
| <i>Other</i>                                  | 287           | 2.2%             |
| <b>Total Civilian</b>                         | <b>13,287</b> | <b>Civilians</b> |

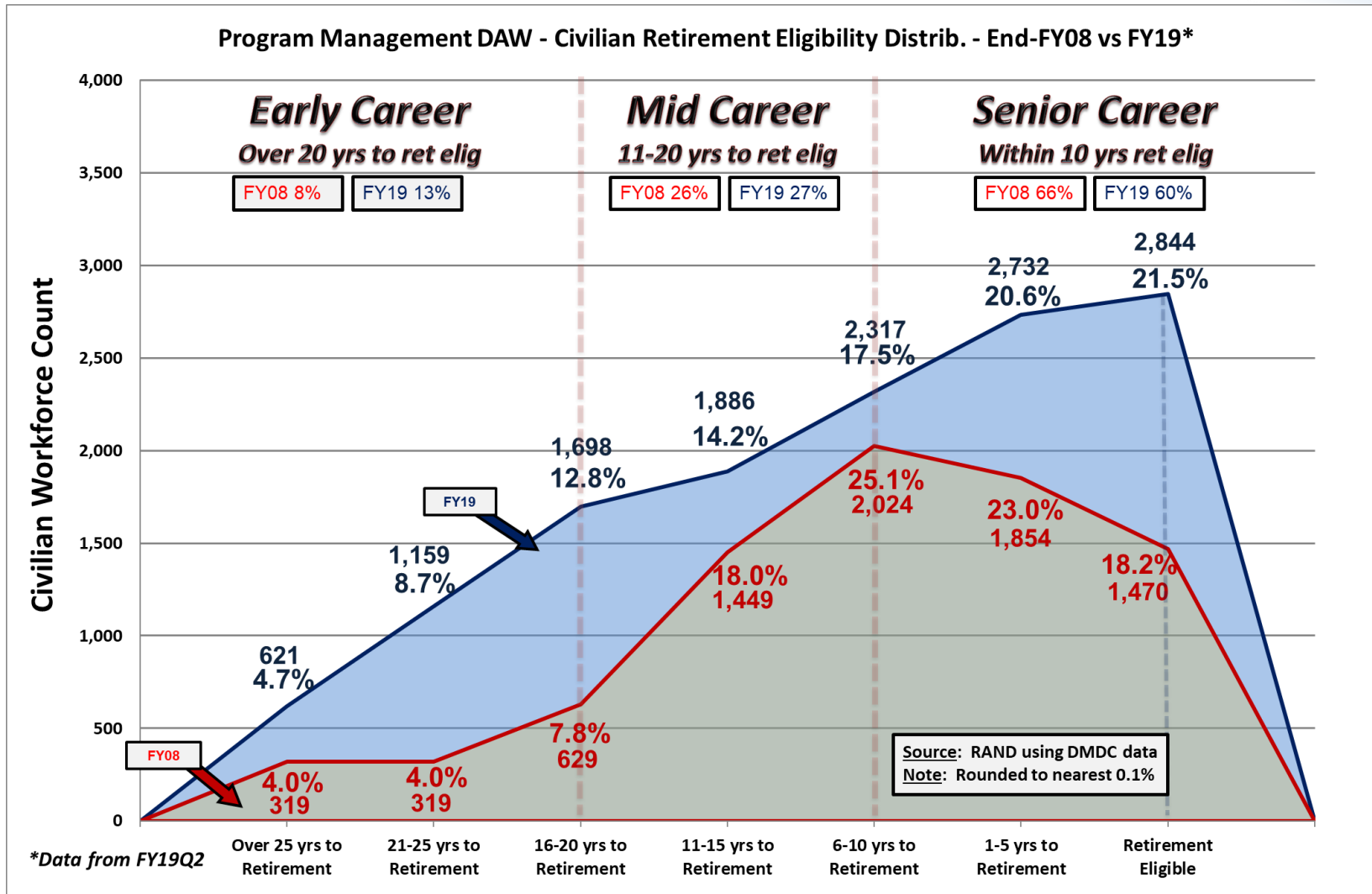
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



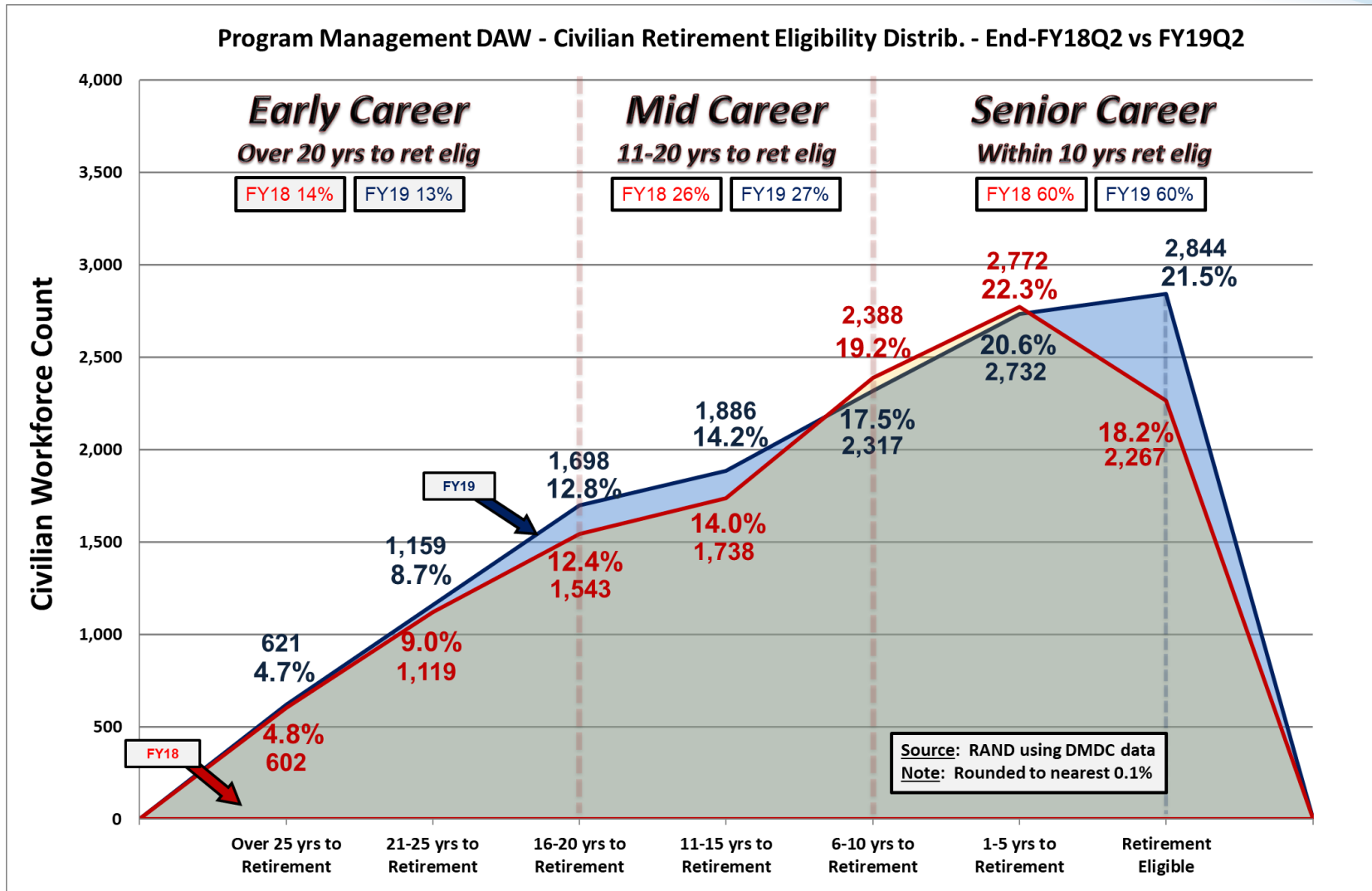
# Program Management Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



# Program Management Civilian Retirement Eligibility Distribution - 1 Year



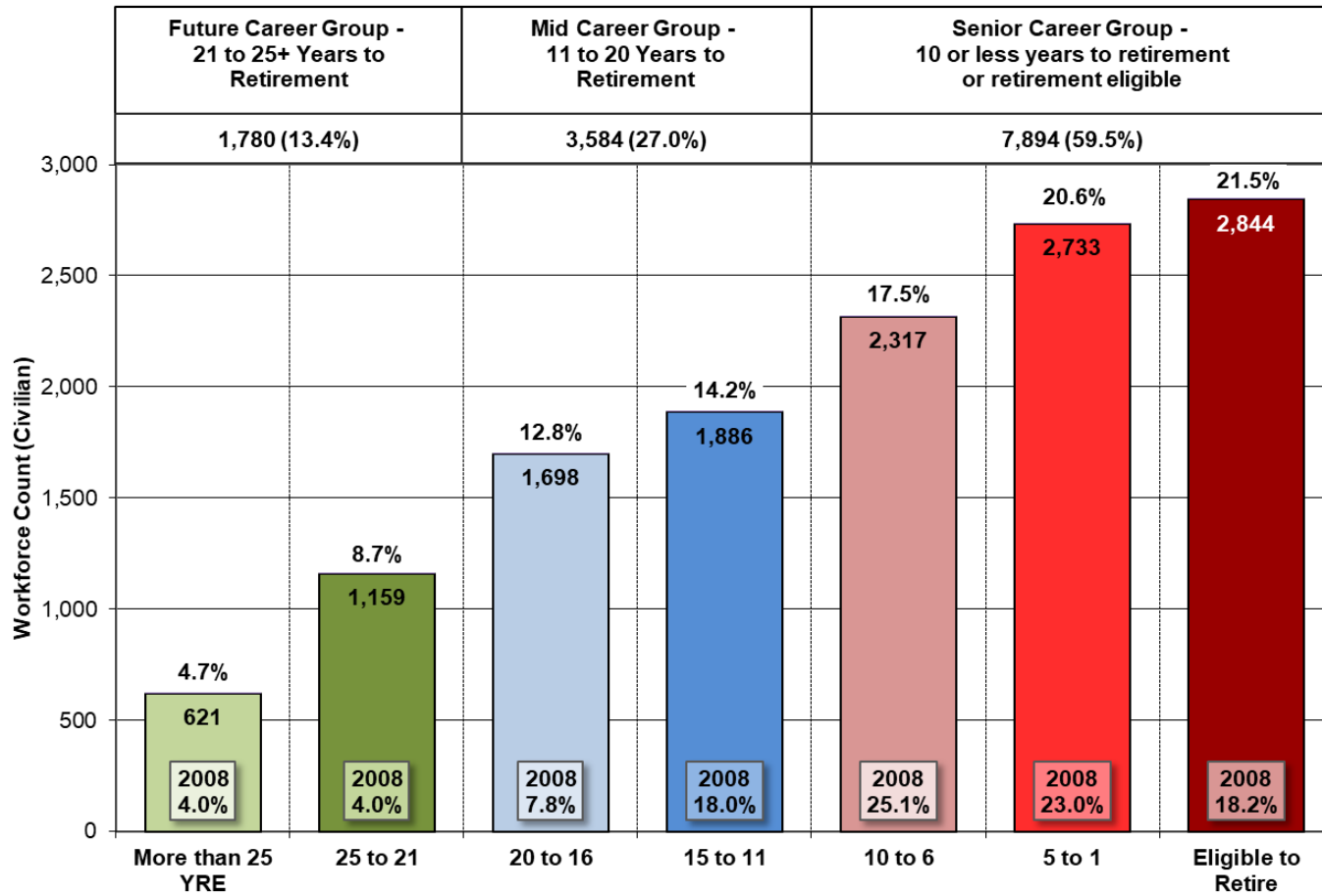
As of 31 Mar 2019



# Program Management Workforce Lifecycle Model by YRE



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



As of 31 Mar 2019

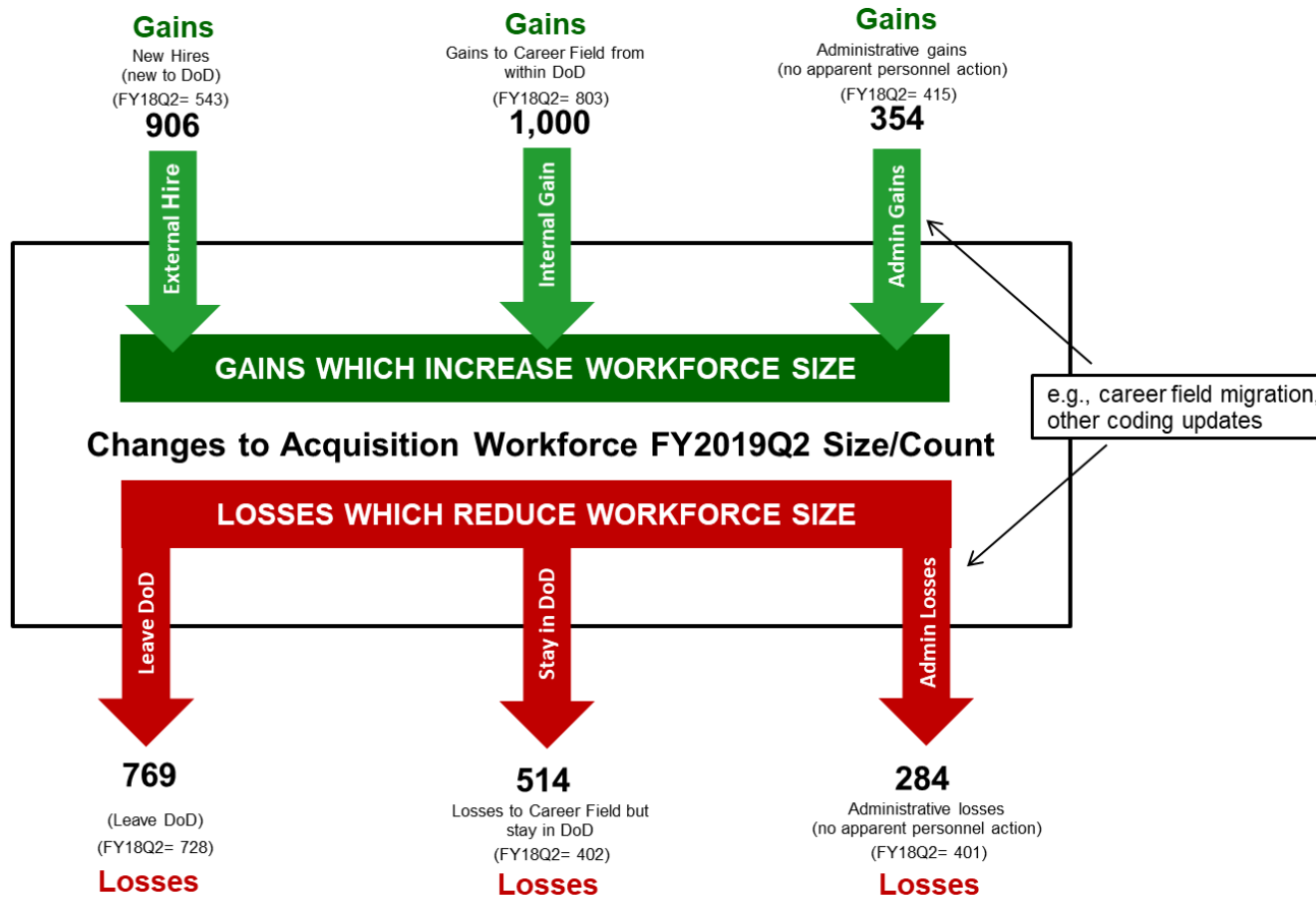




# Program Management Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q2)

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



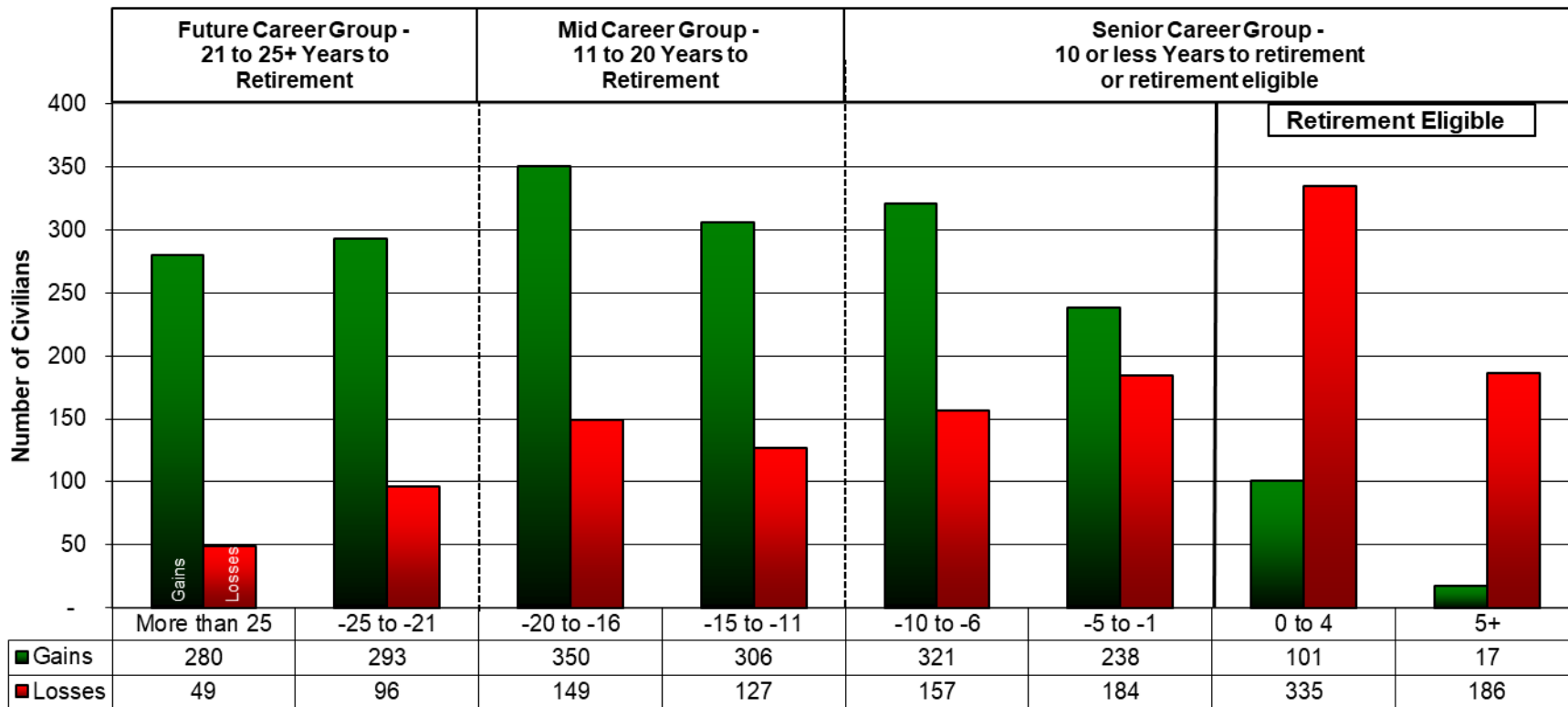


# Program Management Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses\*

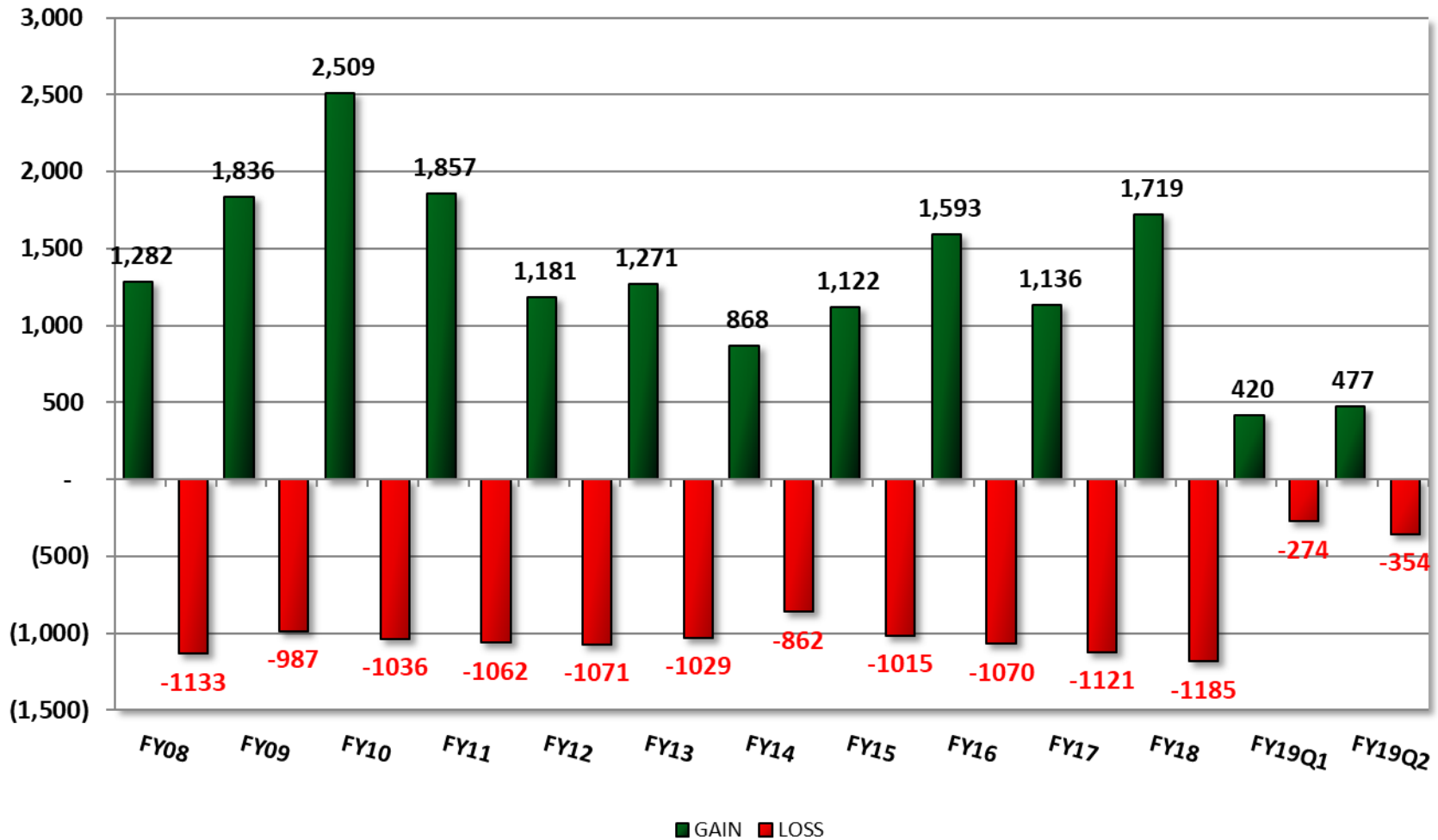


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Program Management Historical Gains and Losses FY08 – FY19



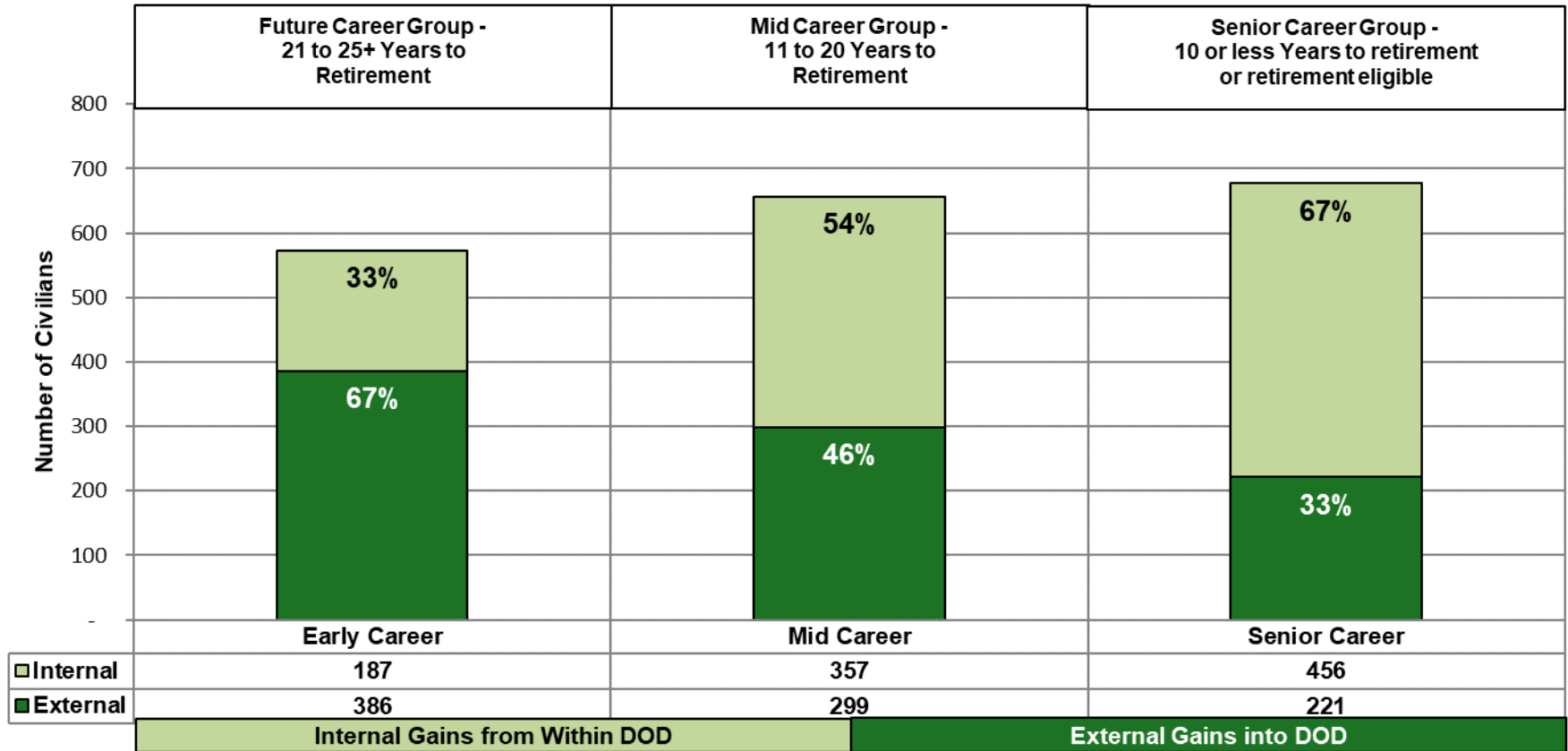
As of 31 Mar 2019



# Program Management Internal/External Gains % by Career Group



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



\*Does not include administrative gains

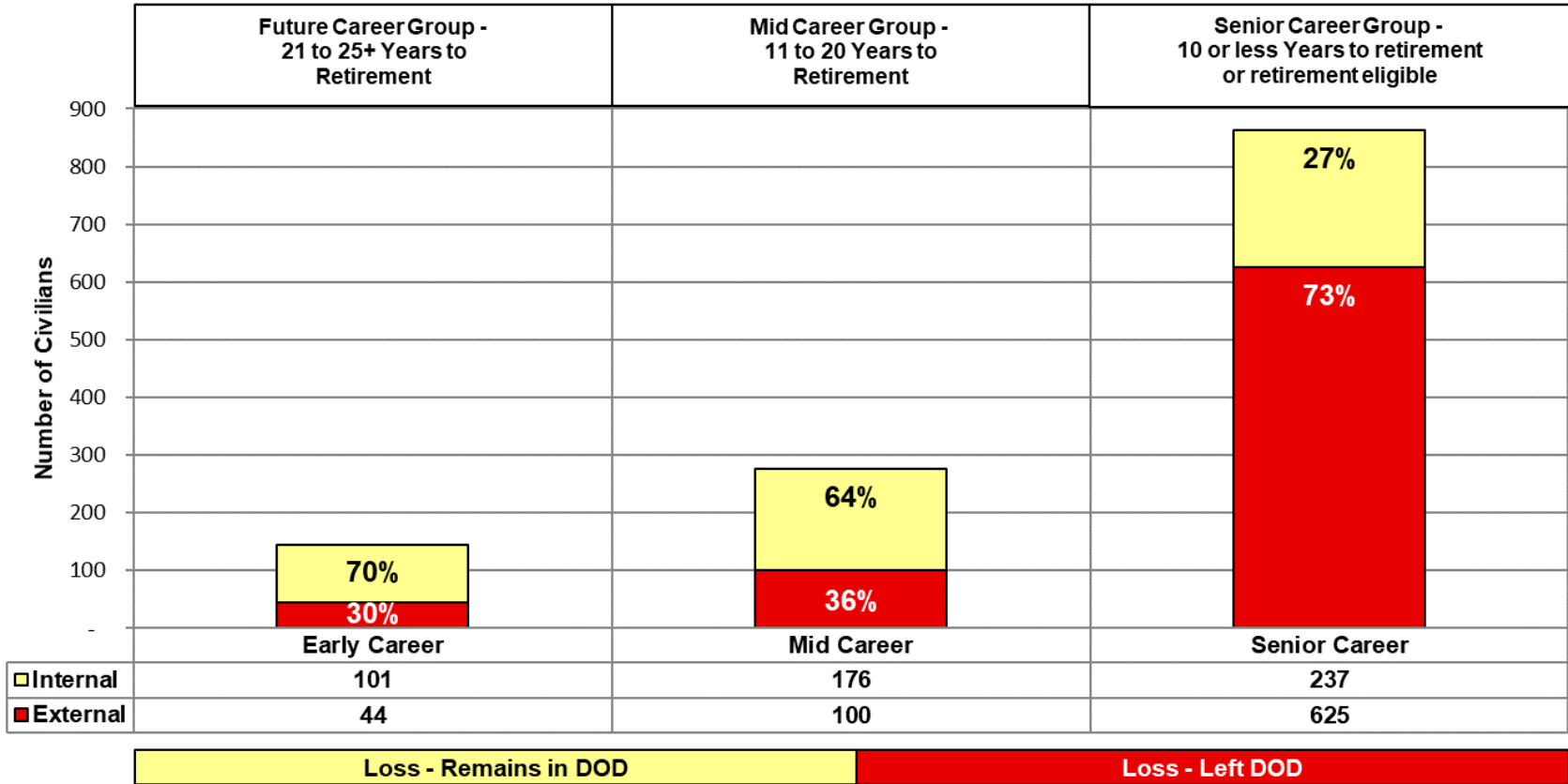


# Program Management Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

### Workforce Lifecycle FY2019Q2 Losses\*

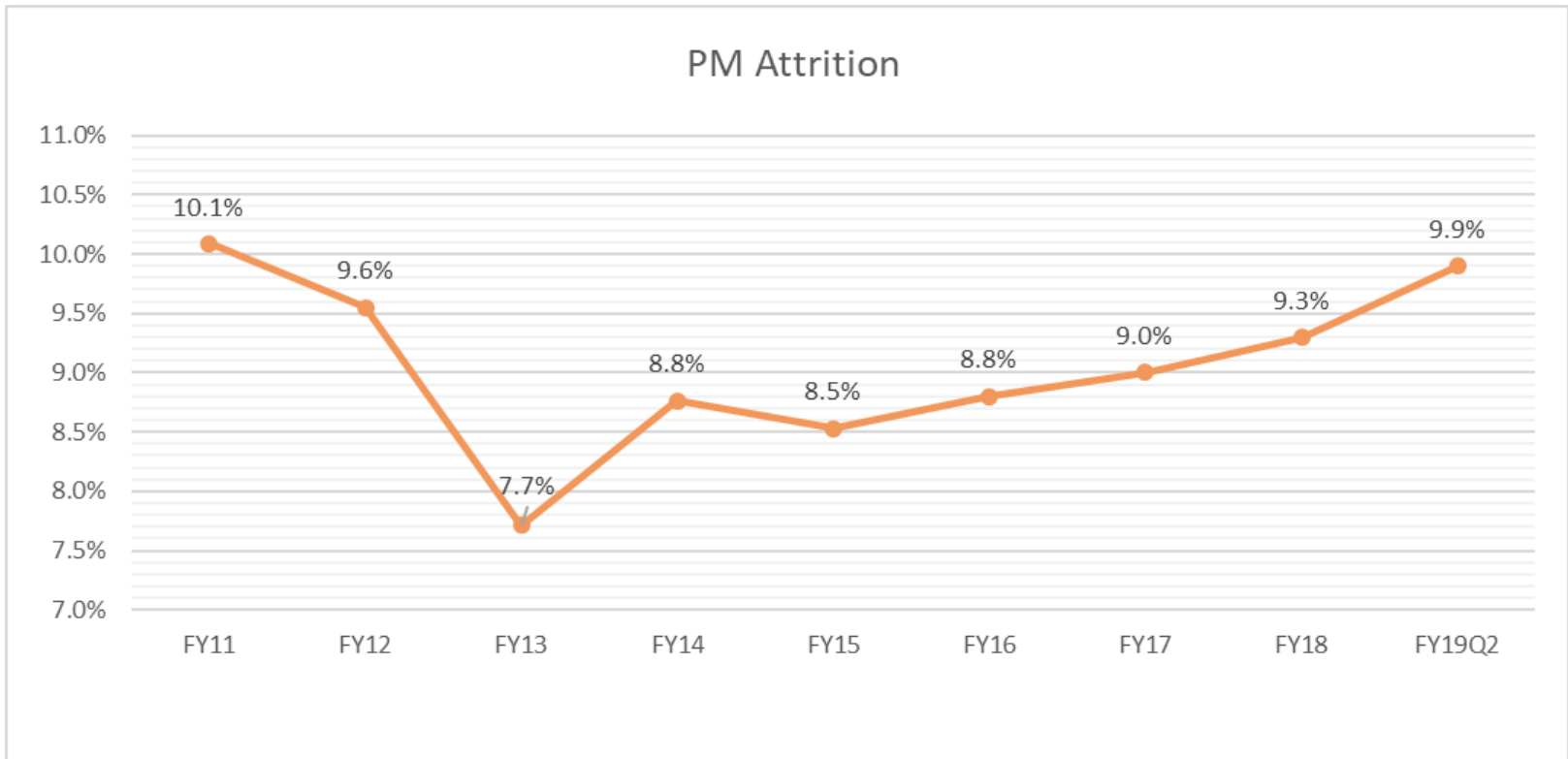


\*Does not include administrative losses

As of 31 Mar 2019



# Annual Attrition Rates



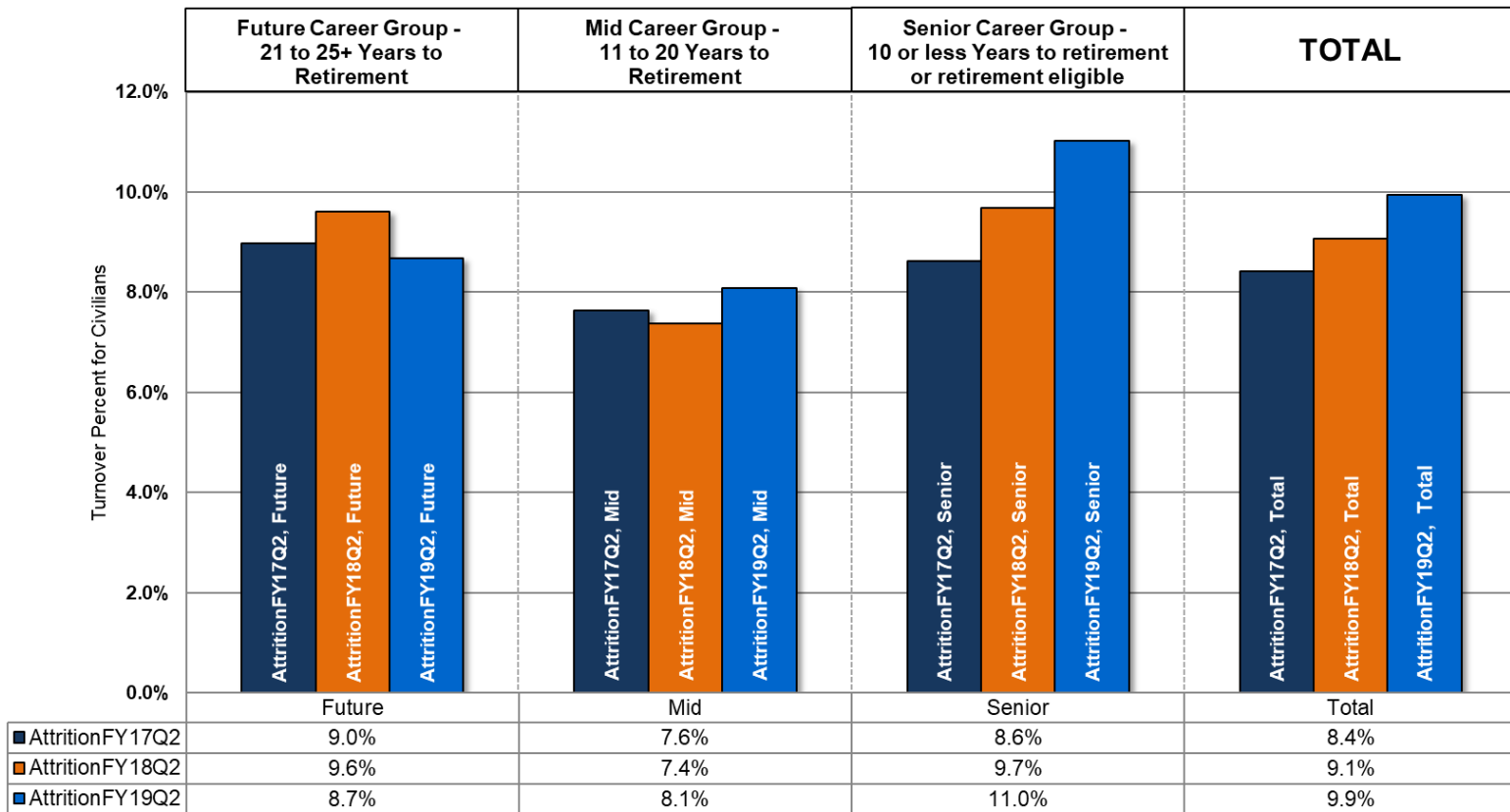
\*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



# Program Management Attrition Rates by Career Group



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

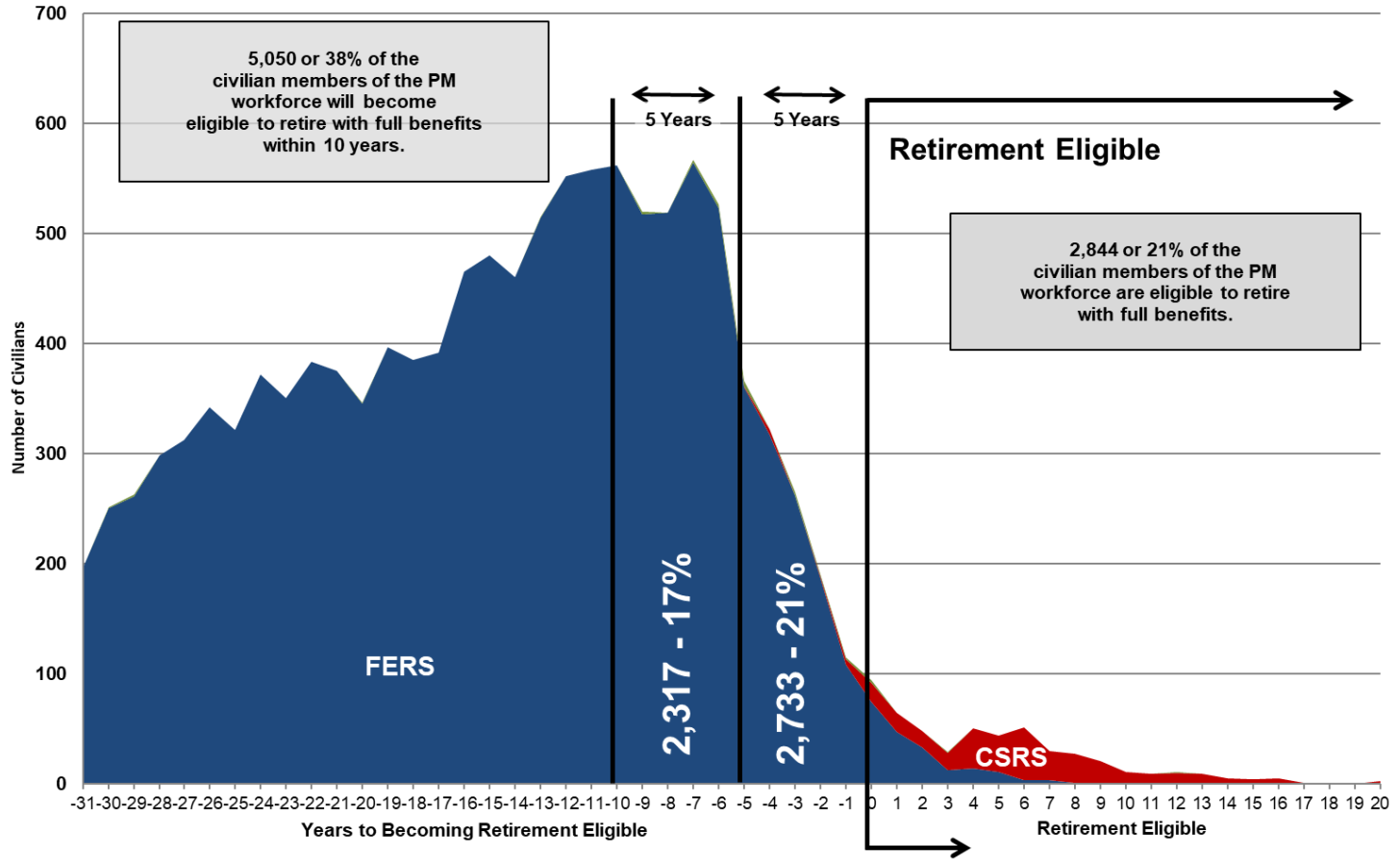




# Program Management Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019