



Defense Acquisition Workforce Key Information

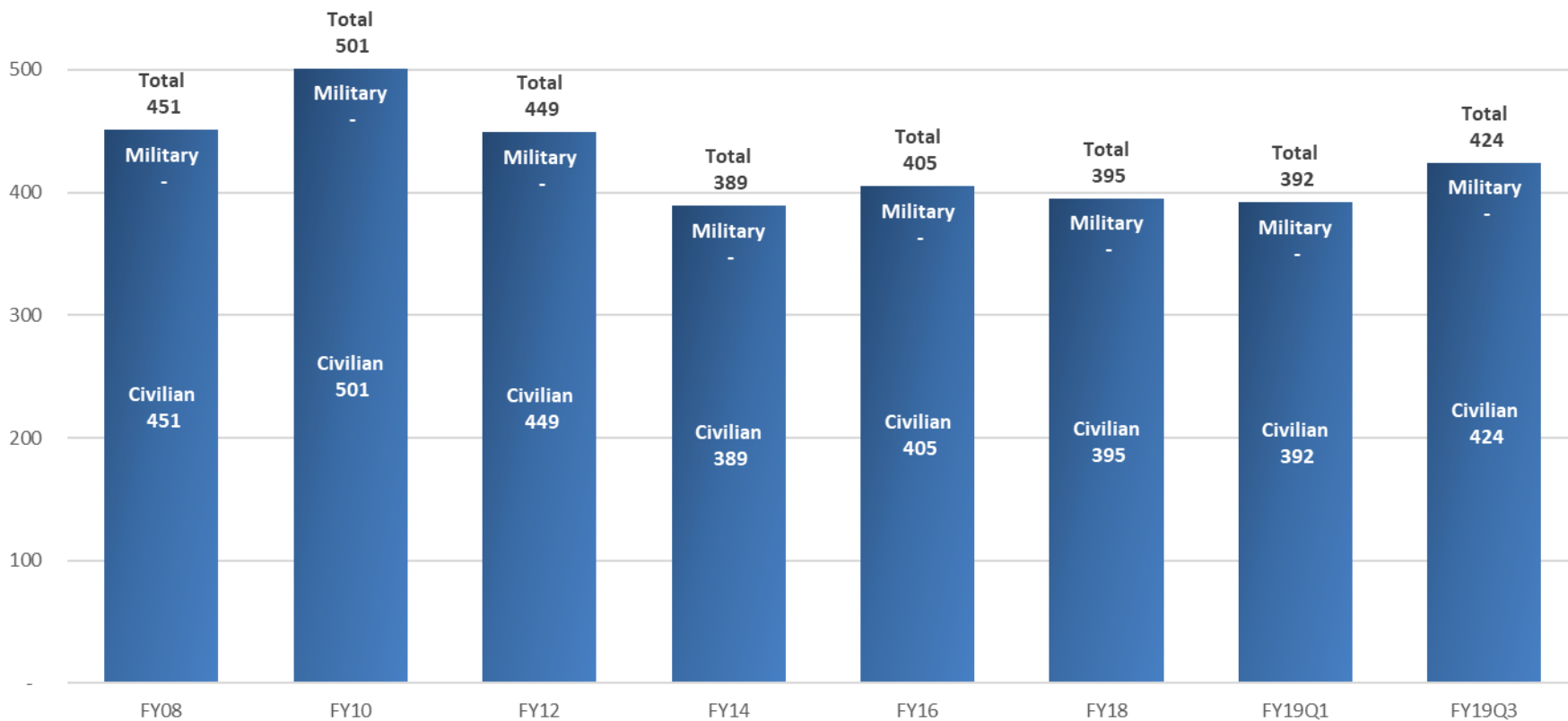
Property

As of FY19Q3 (30 June 2019)



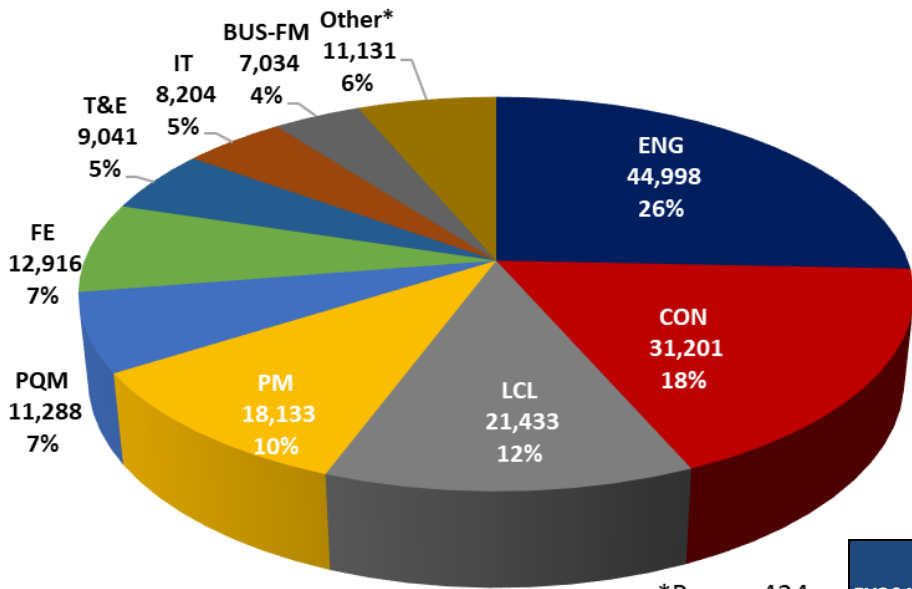
Total Historic Workforce

Property





AWF by Component and Career Field



*Prop = 424

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%		



Property Workforce Historical Size by Agency FY08-FY19



Annual

Property Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
Navy	58	73	59	57	65	69	76	31%	10%
MARINE CORPS	4	5	3	-	-	-	-	-100%	
ARMY	99	84	65	49	53	50	49	-51%	-2%
AIR FORCE	26	28	24	22	14	16	15	-42%	-6%
DCMA	253	295	282	256	261	248	274	8%	10%
DAU	3	4	2	2	2	4	3	0%	-25%
NRO	-	-	-	-	7	4	3		-25%
DLA	8	12	14	3	1	2	2	-75%	0%
MDA	-	-	-	-	2	2	2		0%
TOTAL	451	501	449	389	405	395	424	↓ -6%	↑ 7%

Quarterly

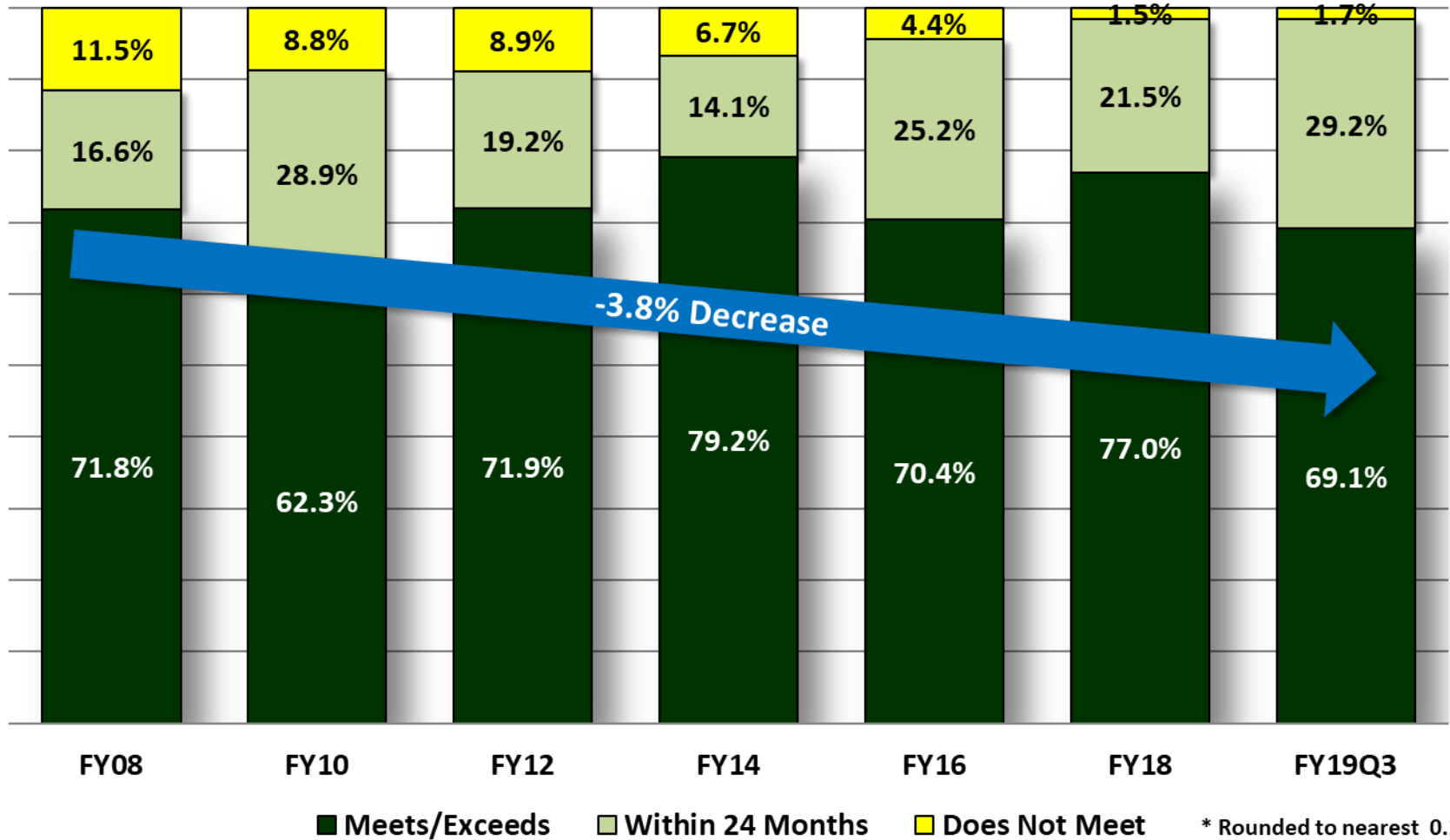
Property Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	70	70	67	66	64	69	73	71	76	19%
ARMY	51	49	47	49	51	50	49	50	49	-4%
AIR FORCE	14	16	18	18	17	16	14	14	15	-12%
DCMA	247	252	252	248	247	248	244	265	274	11%
DAU	2	3	6	5	4	4	4	4	3	-25%
NRO	7	7	6	6	4	4	4	4	3	-25%
DLA	2	2	2	2	2	2	2	2	2	0%
MDA	2	2	2	2	2	2	2	2	2	0%
TOTAL	395	401	400	396	391	395	392	412	424	↑ 8%



Property Historical DAWIA Certification FY08 – FY19



Property



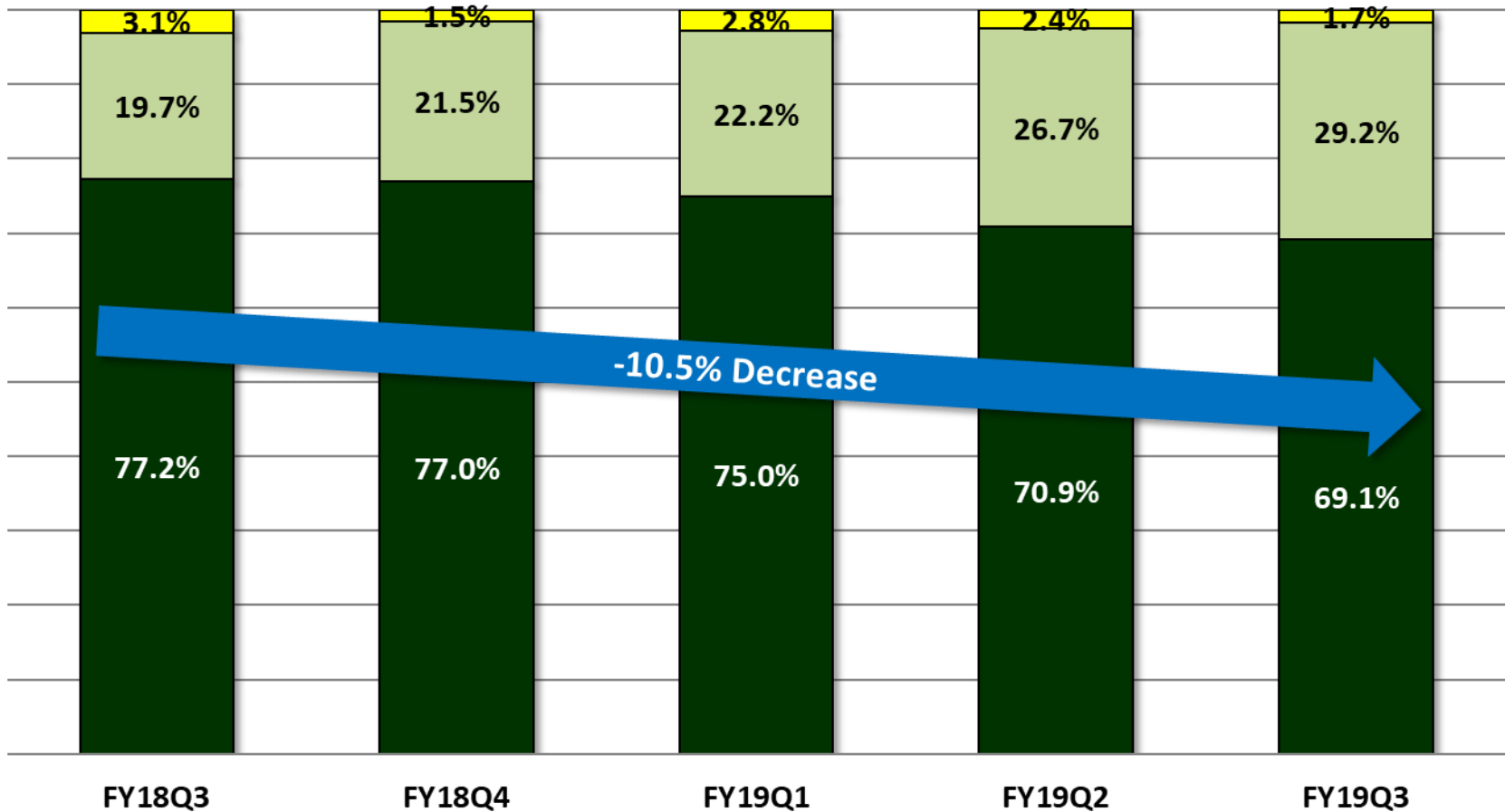
-3.8% Decrease



Property Historical (Quarterly) DAWIA Certification



Property



-10.5% Decrease

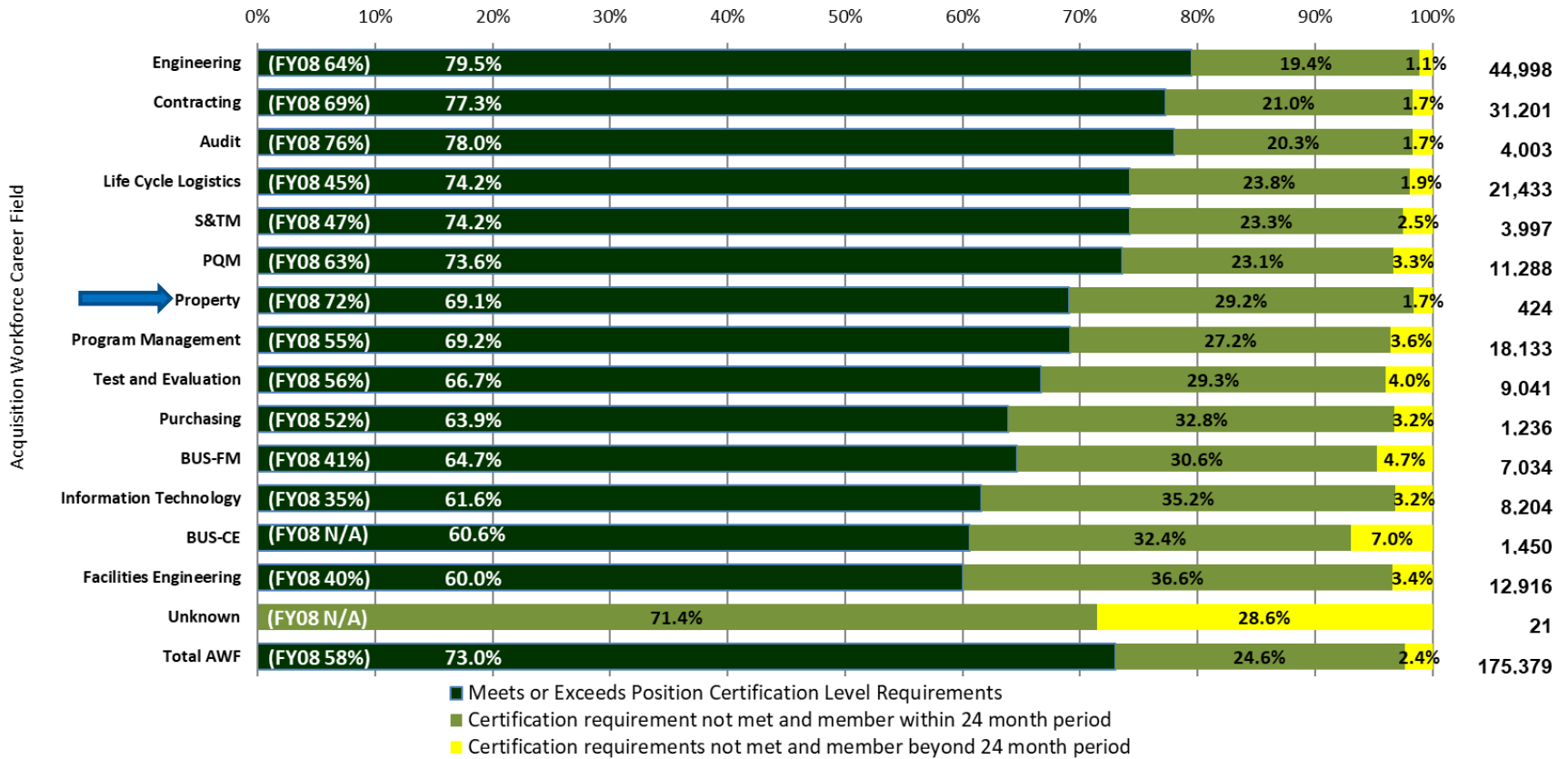
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



DAWIA Certification by Career Field



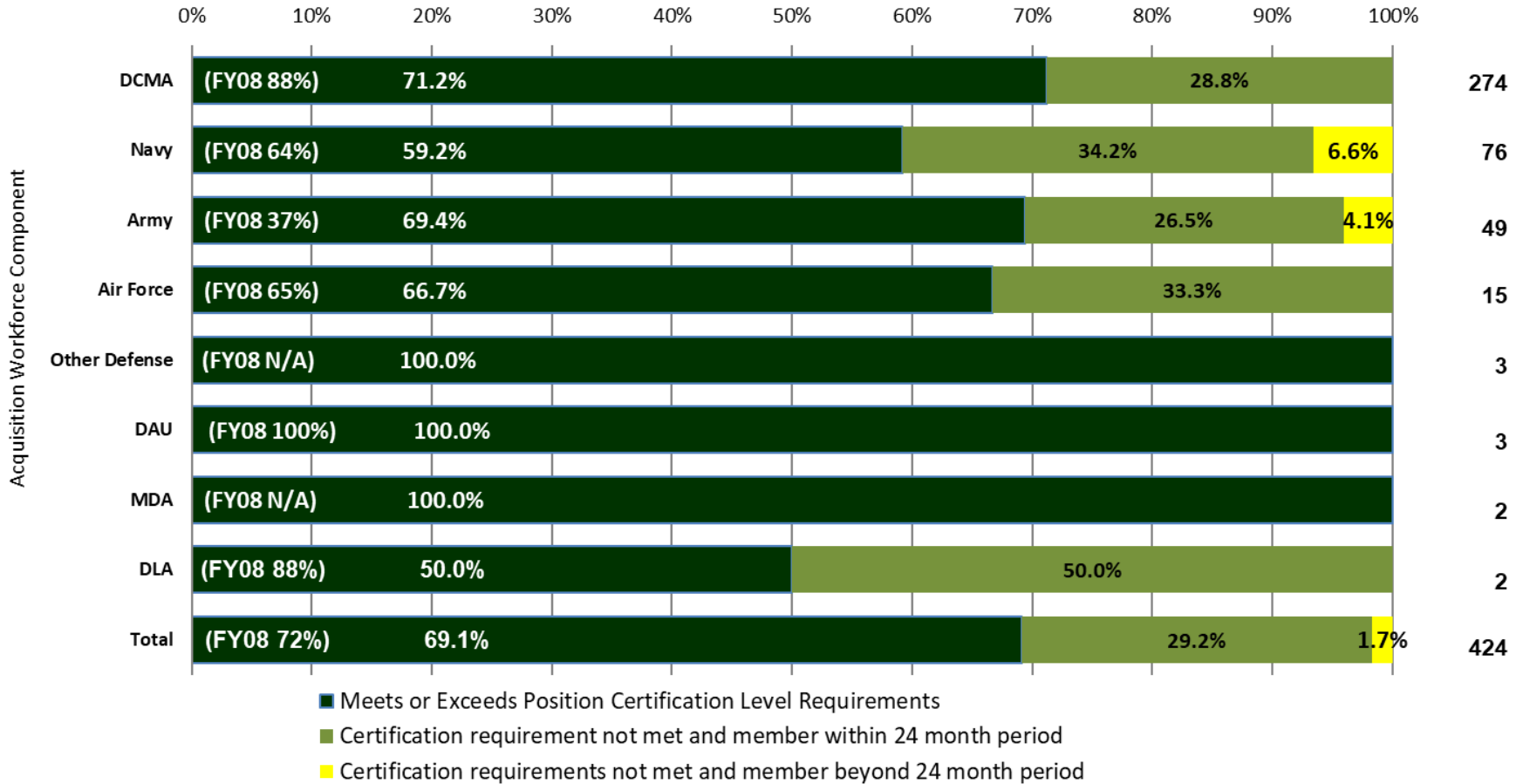
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)





Property DAWIA Certification by Component

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





Property 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	30	5	7	-	42	28.6%
Level II	61	16	218	22	317	75.7%
Level III	5	-	15	41	61	67.2%
Unspecified	4	-	-	-	4	
FY19Q3 TOTAL	100	21	240	63	424	69.1%
	23.6%	5.0%	56.6%	14.9%		

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%	
Property	293	69.1%	8 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	12	30	-	42	9.9%
Level II	240	74	3	317	74.8%
Level III	41	18	2	61	14.4%
Unspecified	-	2	2	4	0.9%
Property TOTAL	293	124	7	424	
	69.1%	29.2%	1.7%		

= Compliance
= Exceeds Requirements

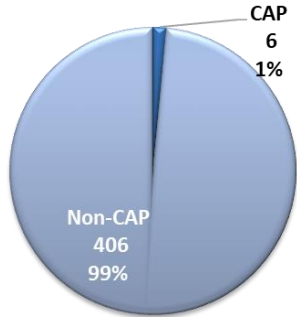
* NOTE: Rounded to nearest 0.1%



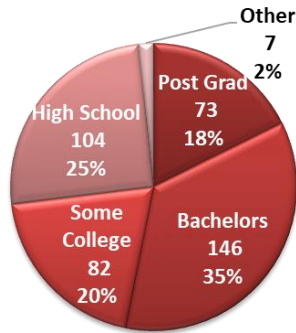
Property Demographics



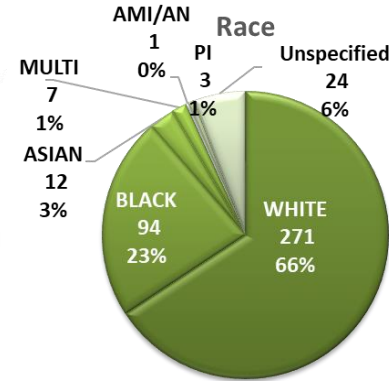
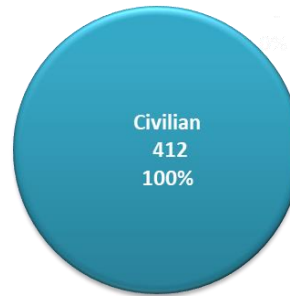
KLP - CAP - Non-CAP



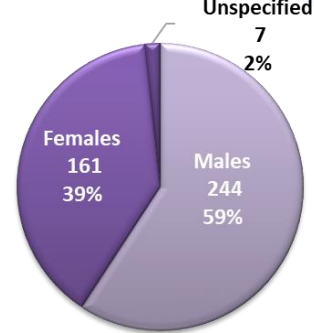
Education



Civilian / Military



Gender



Occupied Position Type	PROP TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	-	0.0%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	6	1.5%	16,708	9.6%
Non-CAP Positions	406	98.5%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	412		174,596	

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

Highest Level of Education	PROP TOTAL		Entire AWF	
Post Grad	73	17.7%	70,018	40.1%
Bachelors	146	35.4%	77,243	44.2%
Some College	82	19.9%	12,151	7.0%
High School	104	25.2%	12,718	7.3%
Other	7	1.7%	2,466	1.4%
TOTAL	412		174,596	

Type	PROP TOTAL		Entire AWF	
Civilian	412	100.0%	158,922	91.0%
Military	-	0.0%	15,674	9.0%
TOTAL	412		174,596	

Race	PROP TOTAL		Entire DAW	
WHITE	271	65.8%	127,583	73.1%
BLACK	94	22.8%	21,036	12.0%
ASIAN	12	2.9%	11,990	6.9%
MULTI	7	1.7%	4,829	2.8%
AMI/AN	1	0.2%	1,133	0.6%
PI	3	0.7%	903	0.5%
Unspecified	24	5.8%	7,122	4.1%
TOTAL	412		174,596	

Gender	PROP TOTAL		Entire DAW	
Males	244	59.2%	122,206	70.0%
Females	161	39.1%	50,436	28.9%
Unspecified	7	1.7%	1,954	1.1%
TOTAL	412		174,596	

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



Property Size by Occupational Series

Civilian Occupational Series	PROP TOTAL	
1103 - Industrial Property Mgmt Specialist	399	96.8%
1150 - Industrial Specialist	5	1.2%
1101 - Business and Industry Specialist	4	1.0%
0802 - Engineering Technician	1	0.2%
<i>Other</i>	2	0.5%
TOTAL CIVILIAN	412	Civilians

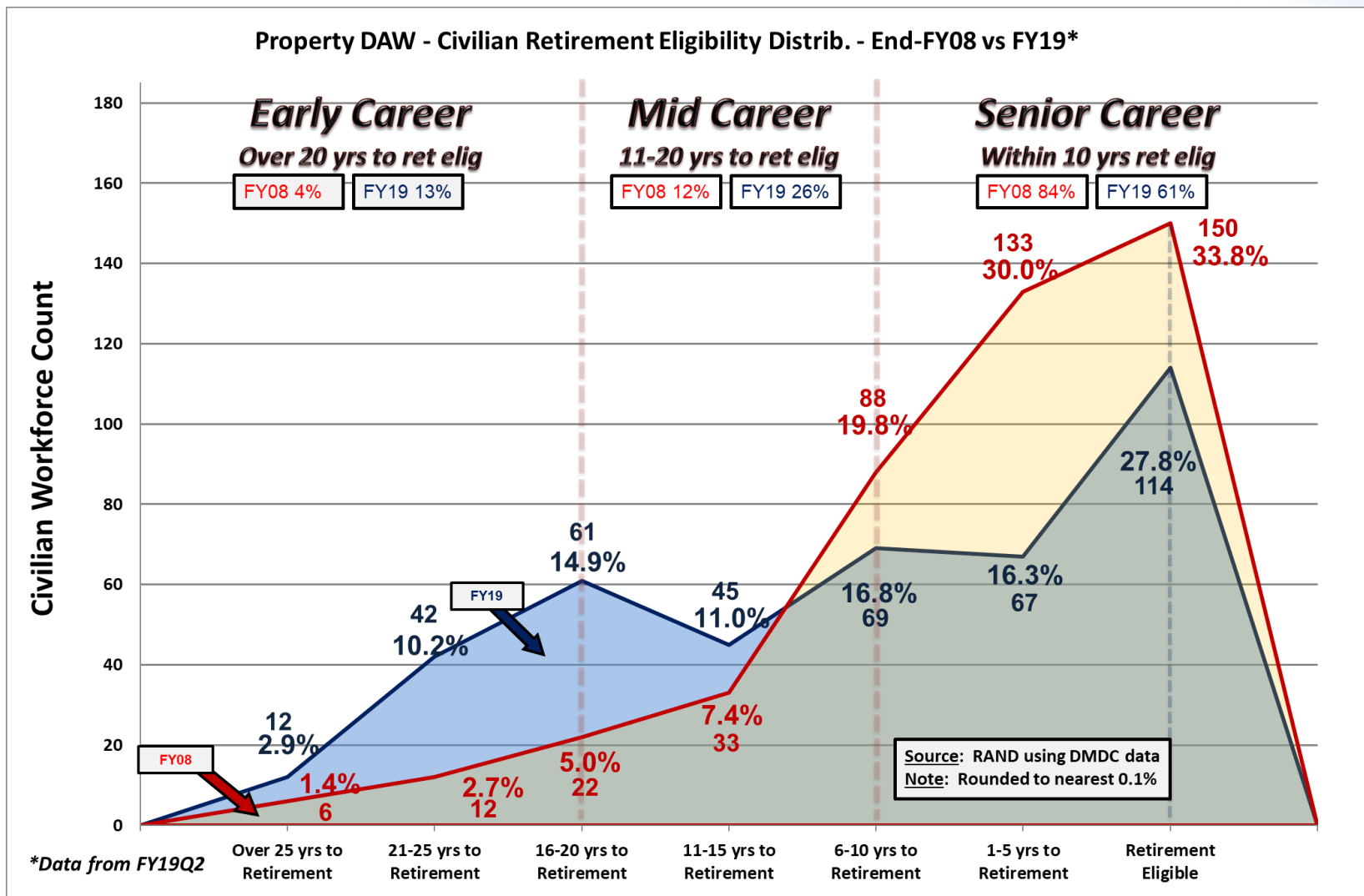
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



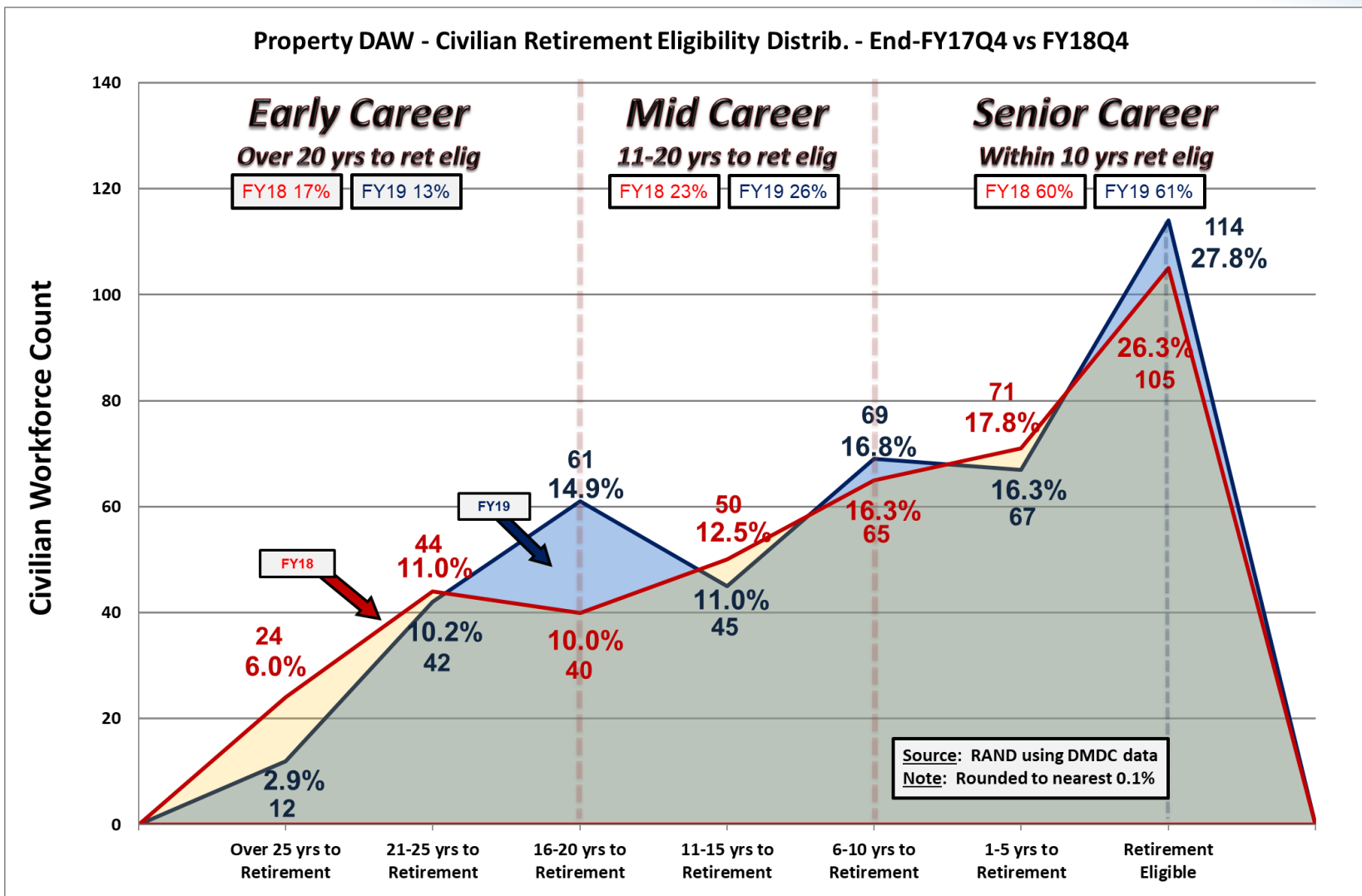
Property Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



Property Civilian Retirement Eligibility Distribution – 1 year

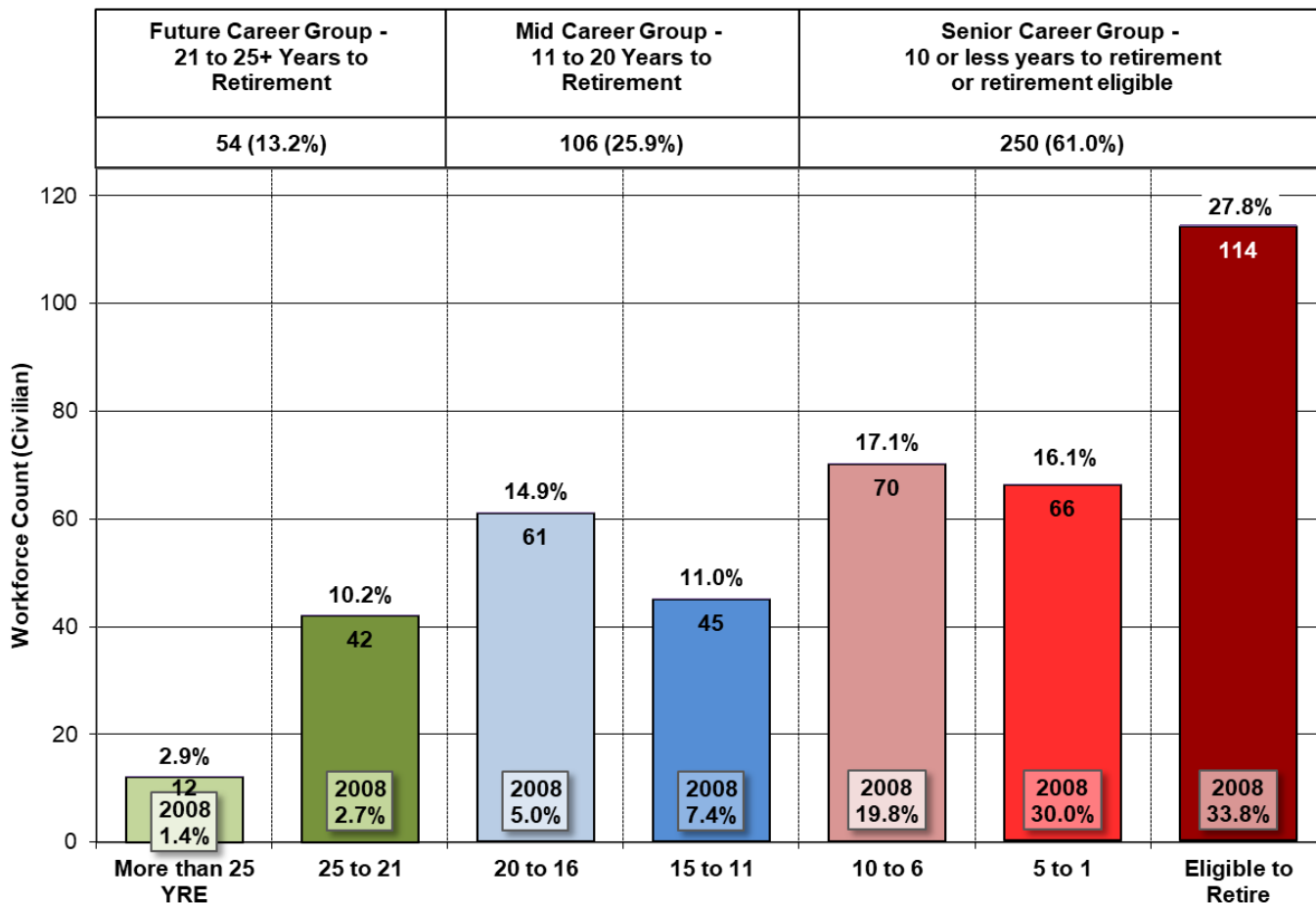


As of 31 Mar 2019



Property Workforce Lifecycle Model by YRE

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



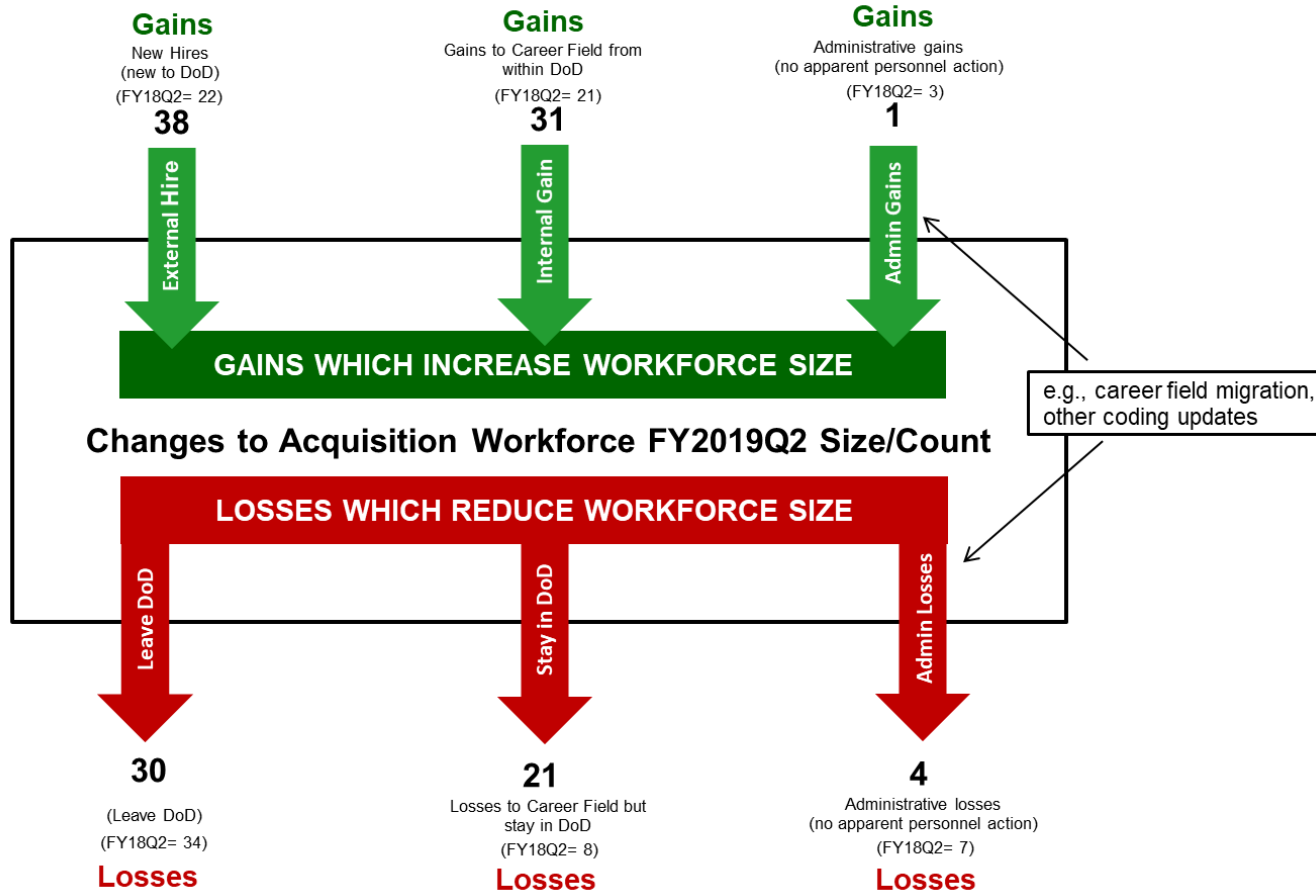
As of 31 Mar 2019



Property 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



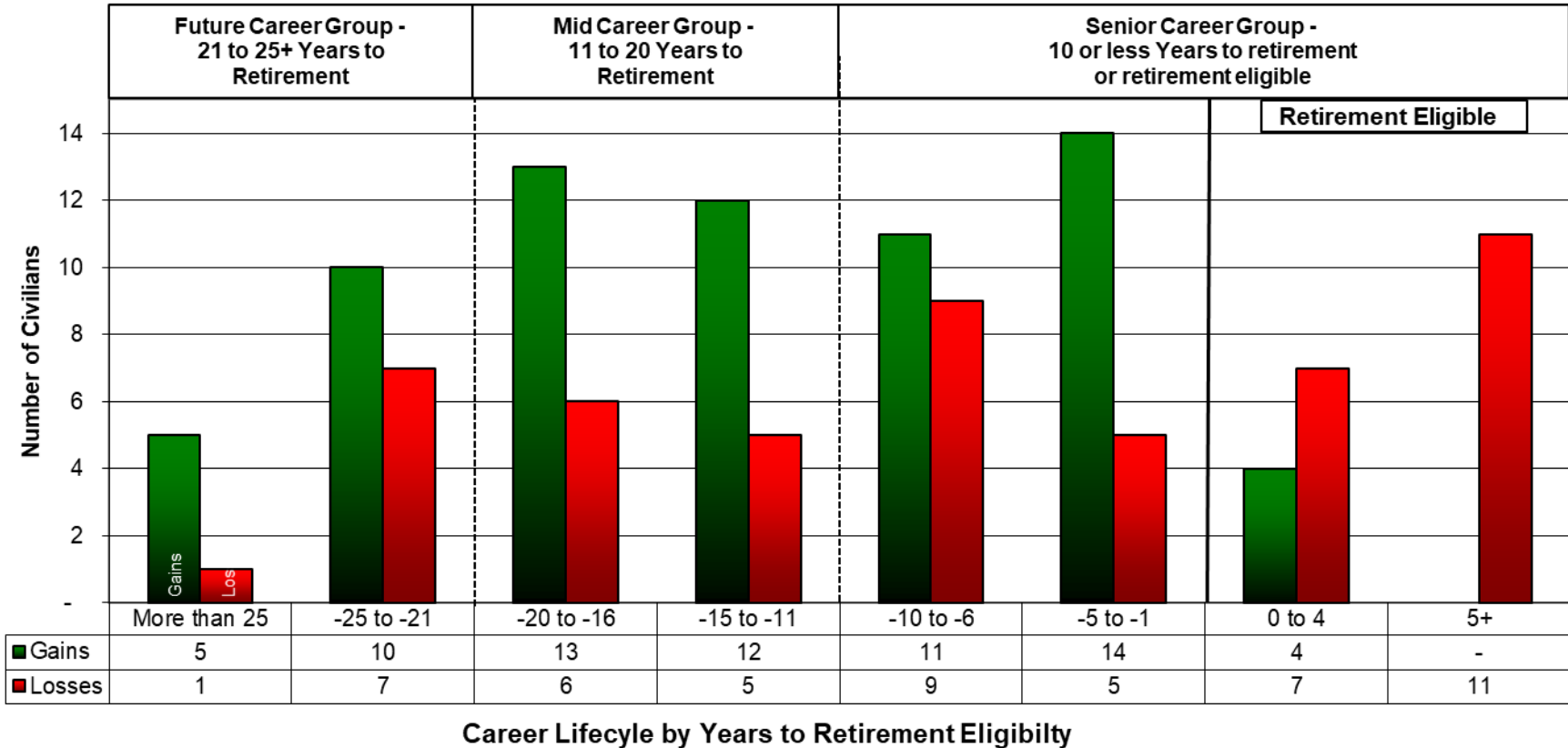


Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses*

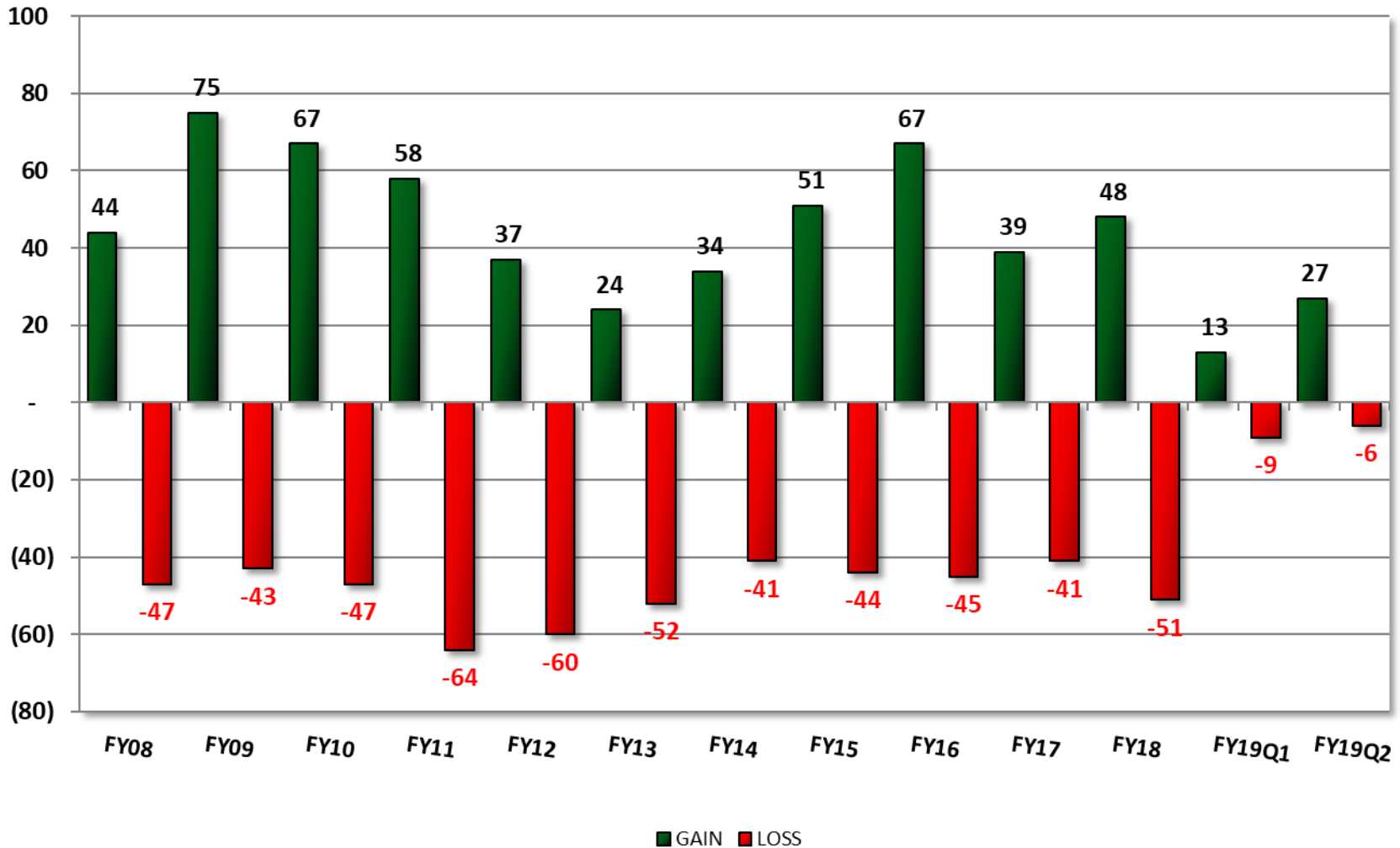


*Does not include administrative gains and losses

As of 31 Mar 2019



Property Historical Gains and Losses FY08 – FY19



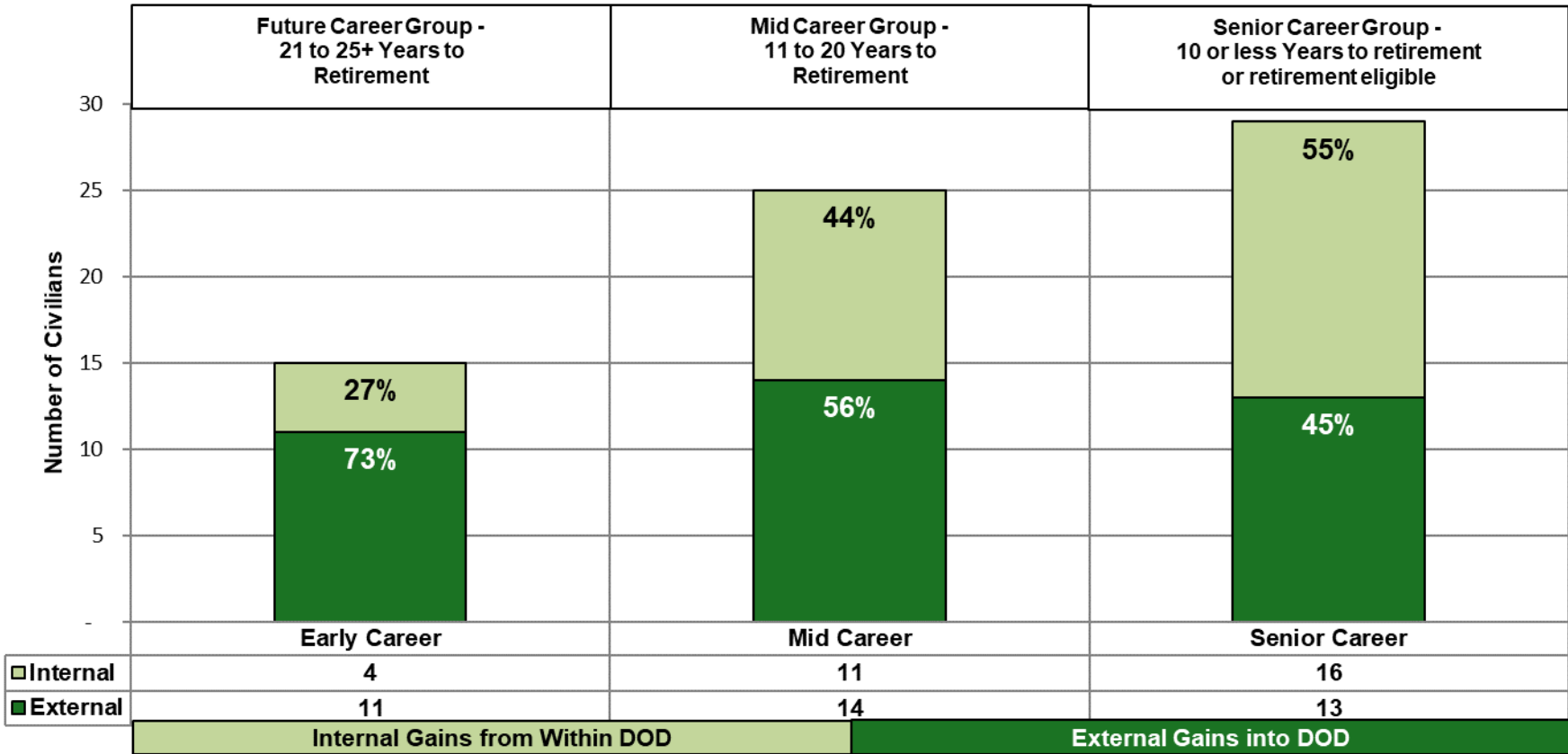
As of 31 Mar 2019



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)
Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

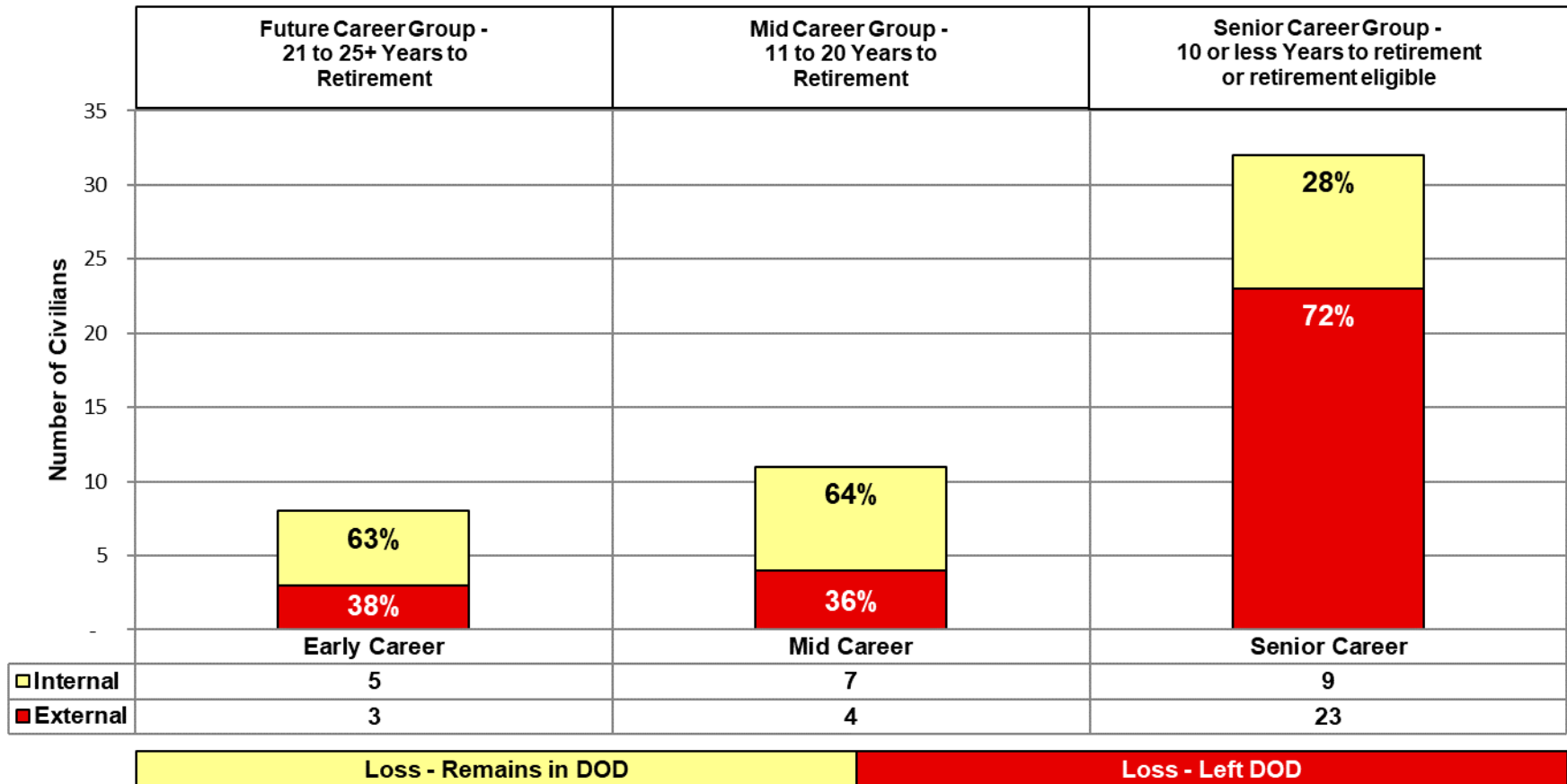


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Losses*

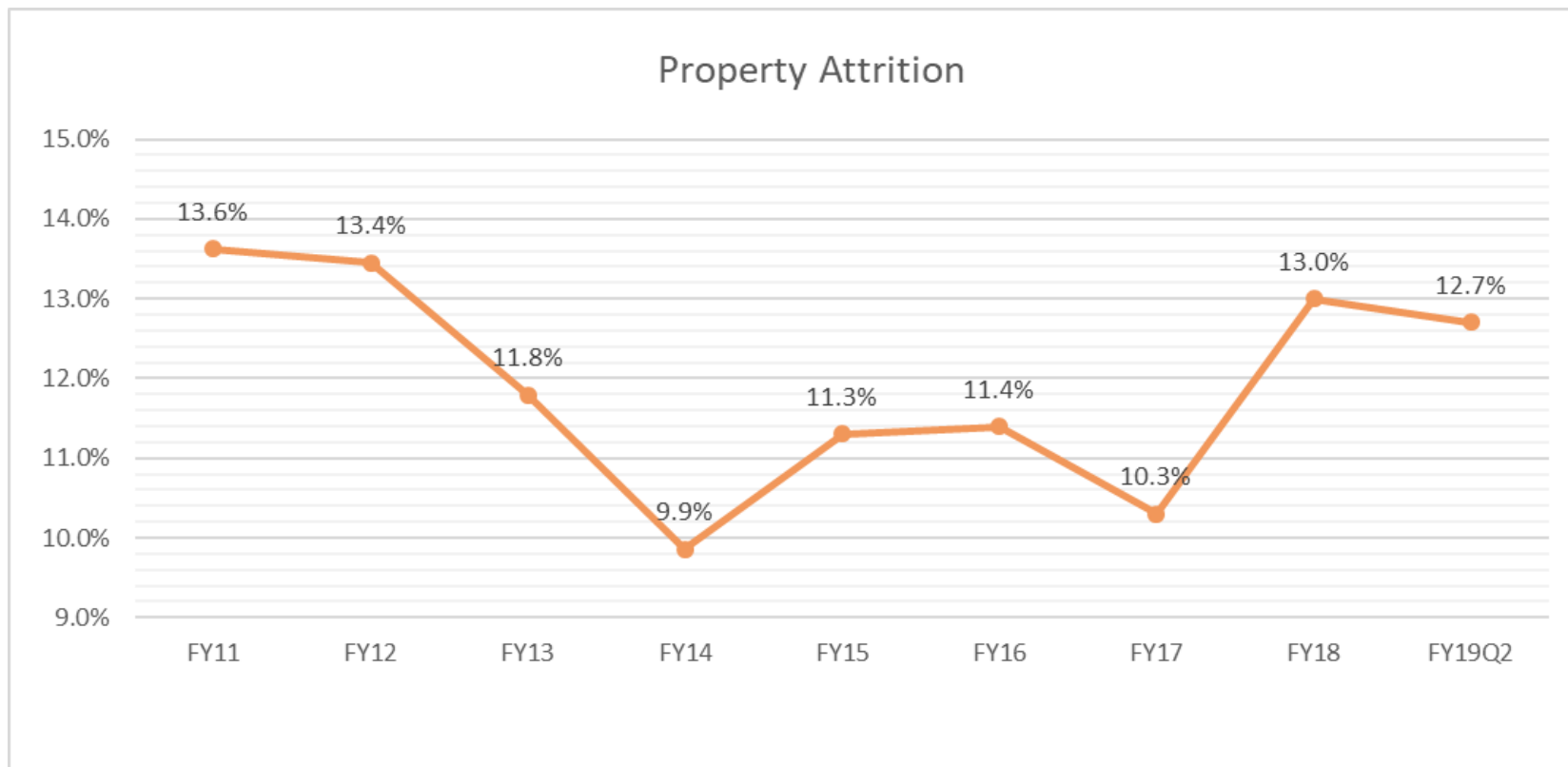


*Does not include administrative losses

As of 31 Mar 2019



Annual Attrition Rates

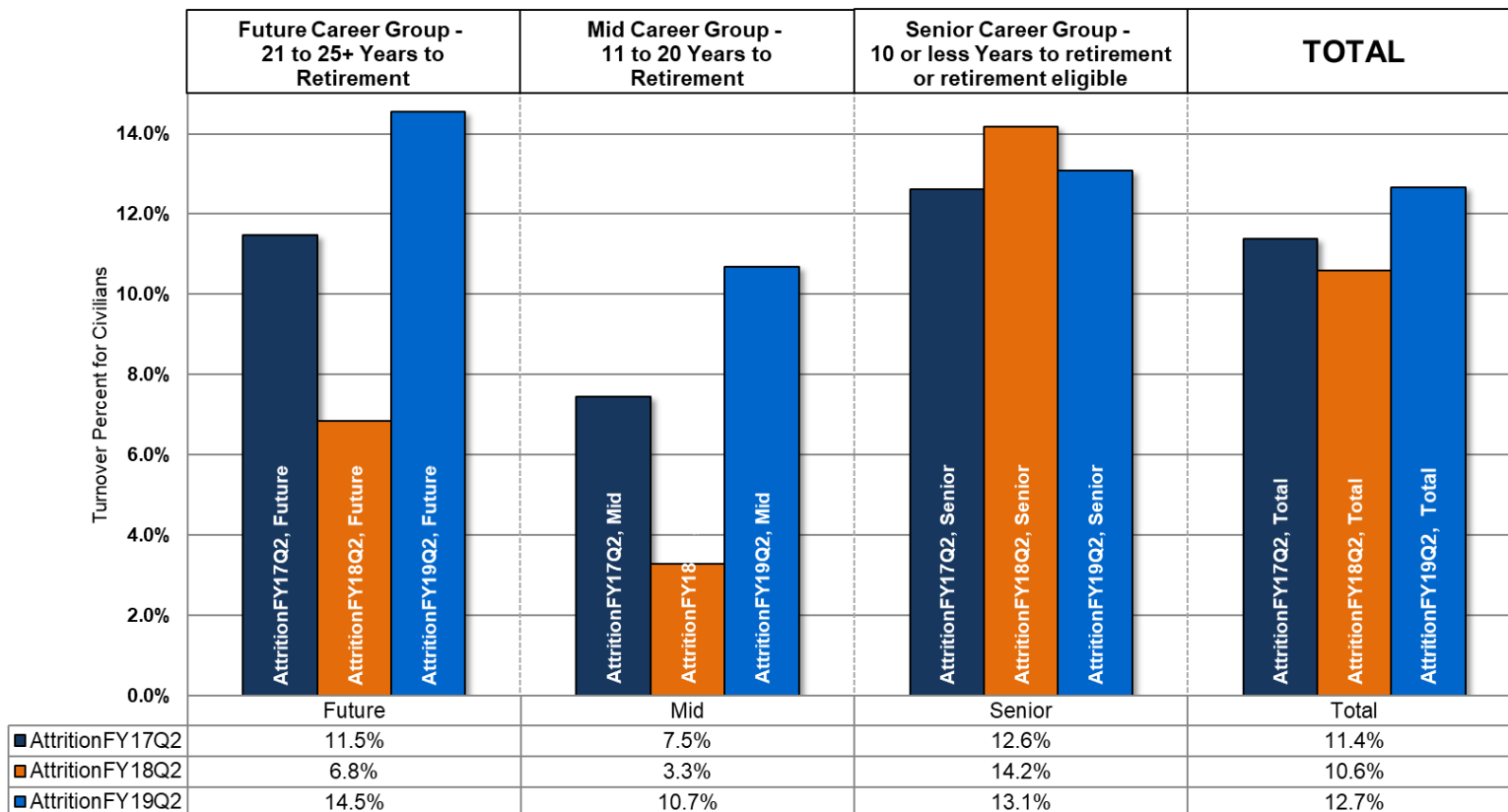


*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



Property Attrition Rates by Career Group

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

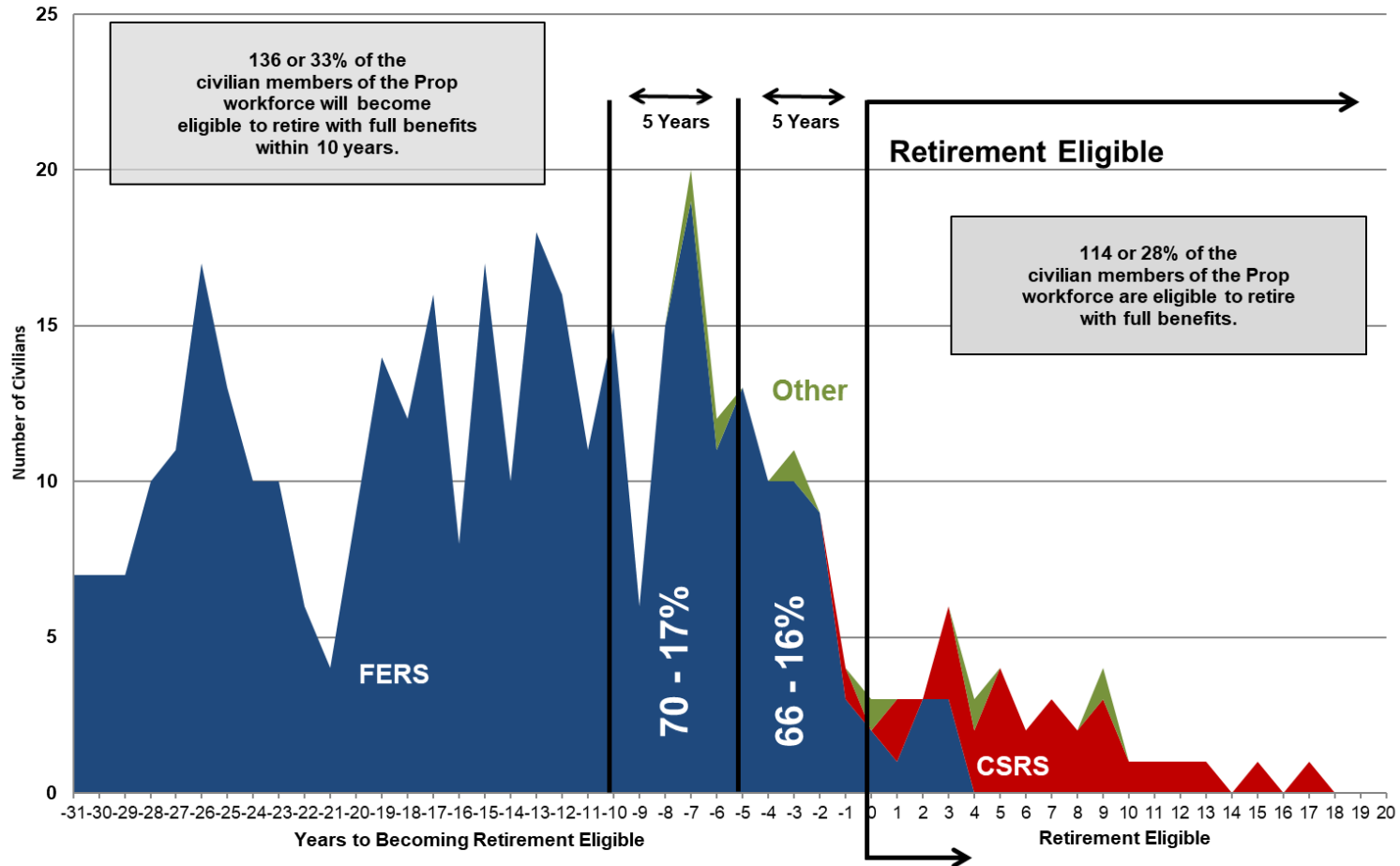




Property Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019