



# Defense Acquisition Workforce Key Information

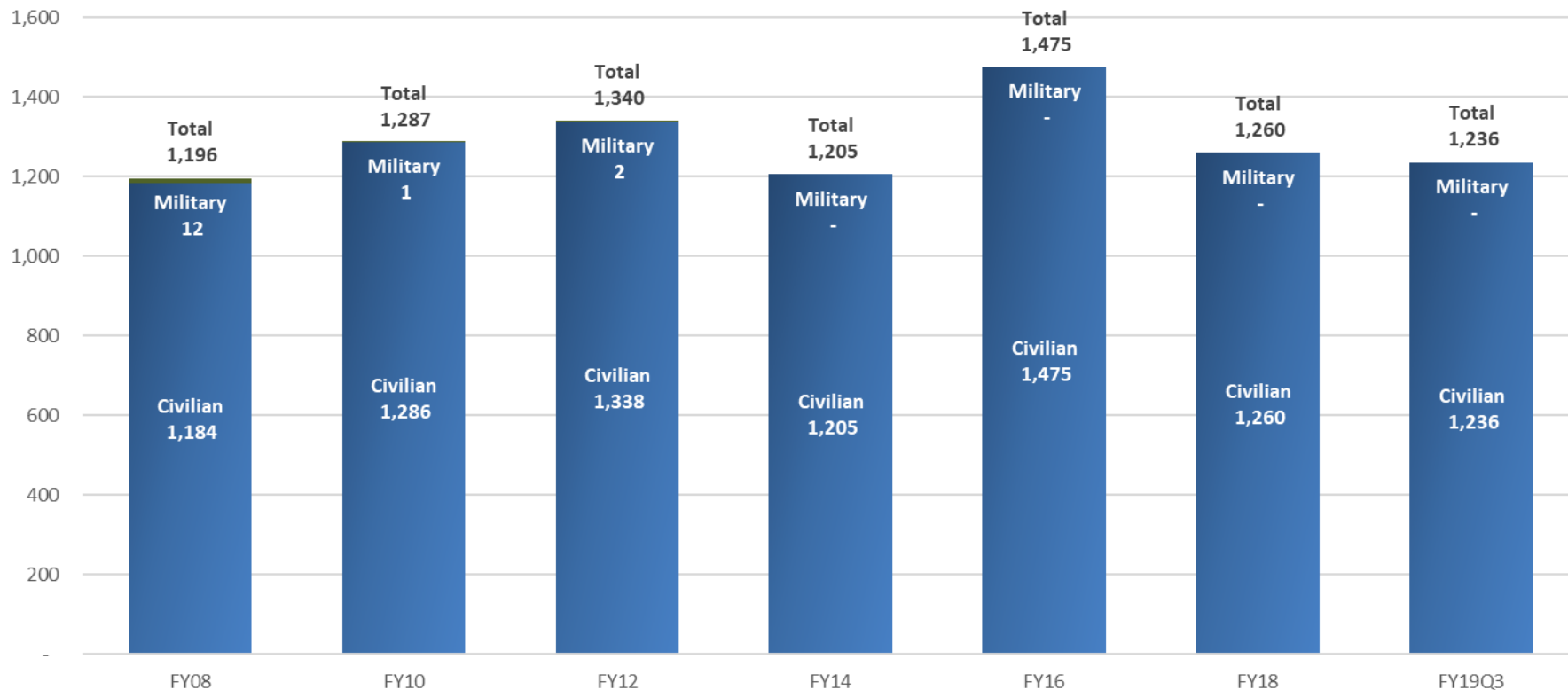
Purchasing

As of FY19Q3 (30 June 2019)



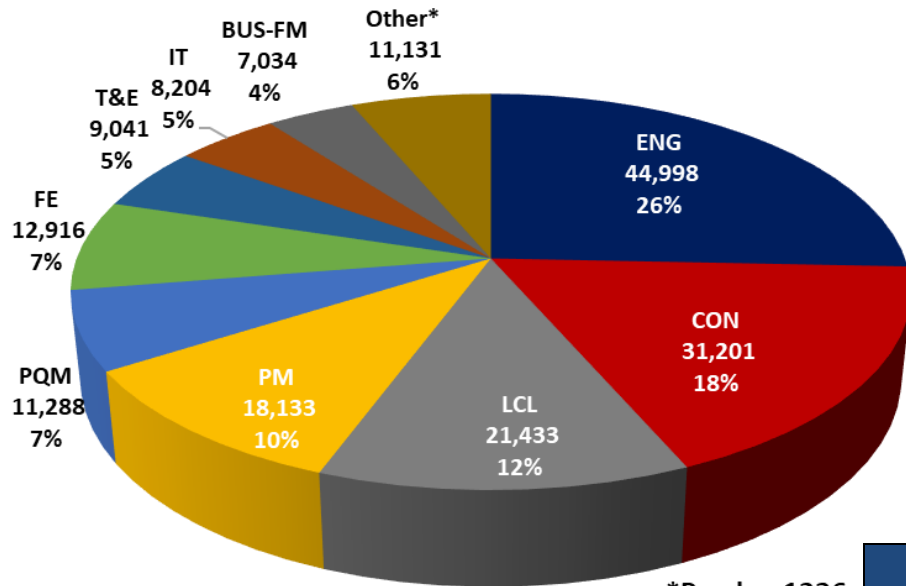
# Total Historic Workforce

## Purchasing





# AWF by Component and Career Field



\*Purch = 1236

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>		



# Purchasing Workforce Historical Size by Agency FY08 – FY19



Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
Navy	478	497	455	442	424	386	370	-23%	-4%
MARINE CORPS	67	65	67	59	52	39	33	-51%	-15%
ARMY	319	351	382	265	365	315	268	-16%	-15%
AIR FORCE	142	145	113	80	67	48	45	-68%	-6%
DLA	153	188	270	289	485	438	484	216%	11%
DISA	13	17	15	15	16	12	9	-31%	-25%
DHA	2	-	11	24	15	12	11	450%	-8%
DCAA	-	3	8	8	6	6	7		17%
DCMA	3	3	3	7	35	-	5	67%	
DTRA	1	2	2	2	1	1	1	0%	0%
DoD HRA	1	2	3	1	1	1	1	0%	0%
DSCA	1	1	1	1	1	1	1	0%	0%
DSS	-	1	1	1	1	1	1		0%
MDA	3	1	1	1	1	-	-	-100%	
DAU	-	2	-	-	-	-	-		
DeCA	-	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-100%	
DoDEA	9	5	4	7	3	-	-	-100%	
DTIC	1	-	-	-	-	-	-	-100%	
DMA	-	1	2	2	-	-	-		
USUHS	-	-	-	-	2	-	-		
NDU	1	2	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-		
<b>TOTAL</b>	<b>1,196</b>	<b>1,287</b>	<b>1,340</b>	<b>1,205</b>	<b>1,475</b>	<b>1,260</b>	<b>1,236</b>	<b>↑ 3%</b>	<b>↓ -2%</b>



# Purchasing Workforce Historical (Quarterly) Size by Agency



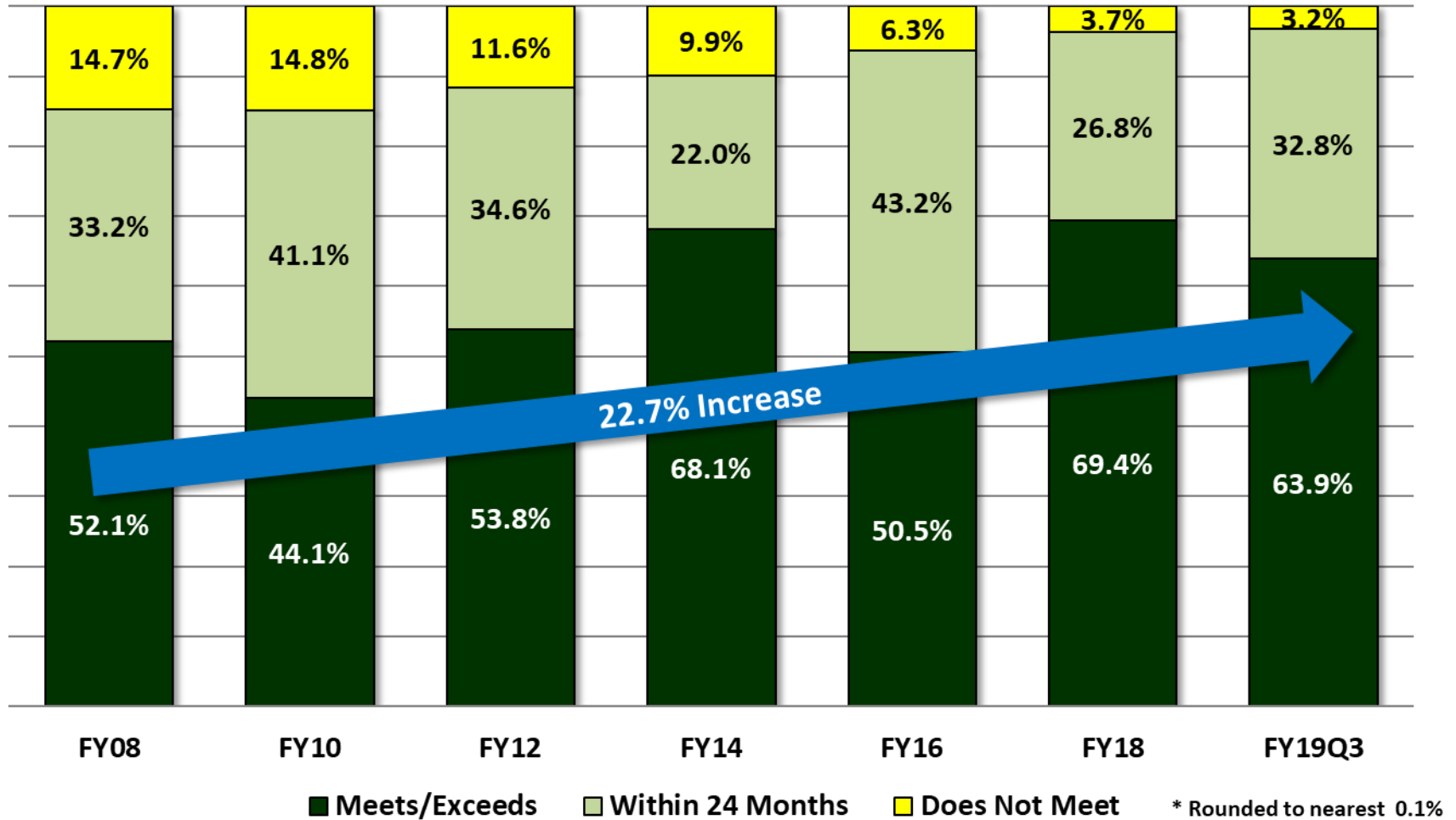
Purchasing Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	409	407	392	372	381	386	368	373	370	-3%
MARINE CORPS	52	50	47	48	42	39	40	37	33	-21%
ARMY	426	409	389	365	344	315	290	273	268	-22%
AIR FORCE	61	62	62	59	52	48	47	47	45	-13%
DLA	511	502	481	481	464	438	442	440	484	4%
DISA	12	13	13	12	14	12	13	11	9	-36%
DHA	15	13	12	11	12	12	12	12	11	-8%
DCAA	6	7	7	5	7	6	5	5	7	0%
DCMA	20	5	3	2	1	-	-	2	5	400%
DTRA	1	1	1	1	1	1	1	1	1	0%
DoD HRA	-	-	1	1	1	1	1	1	1	0%
DSCA	-	-	1	1	1	1	1	1	1	0%
DSS	1	1	1	1	1	1	1	1	1	0%
DoDEA	1	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>1,515</b>	<b>1,470</b>	<b>1,410</b>	<b>1,359</b>	<b>1,321</b>	<b>1,260</b>	<b>1,221</b>	<b>1,204</b>	<b>1,236</b>	<b>↓ -6%</b>



# Purchasing Historical DAWIA Certification FY08 – FY19



## Purchasing



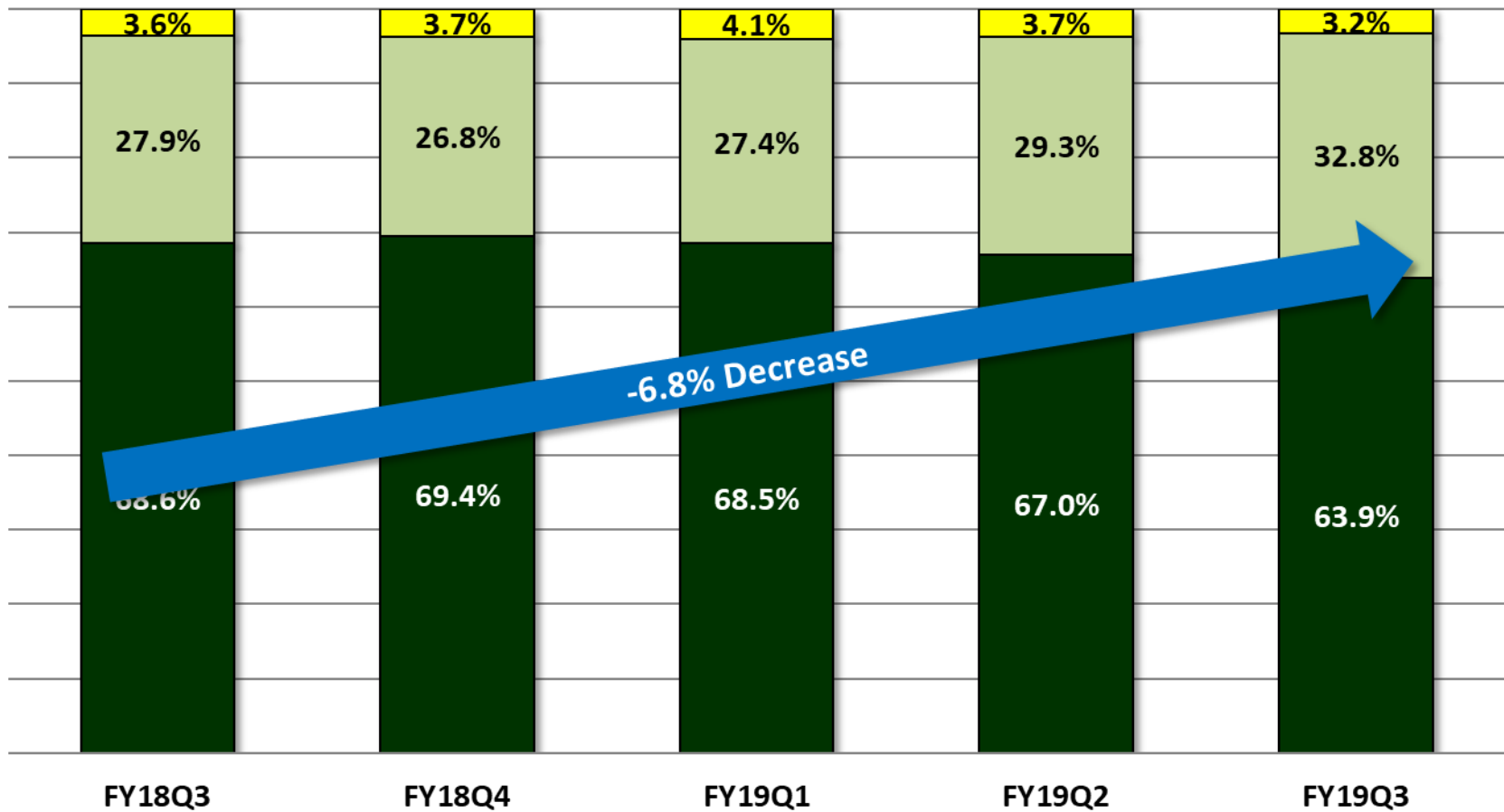
22.7% Increase



# Purchasing Historical (Quarterly) DAWIA Certification



## Purchasing



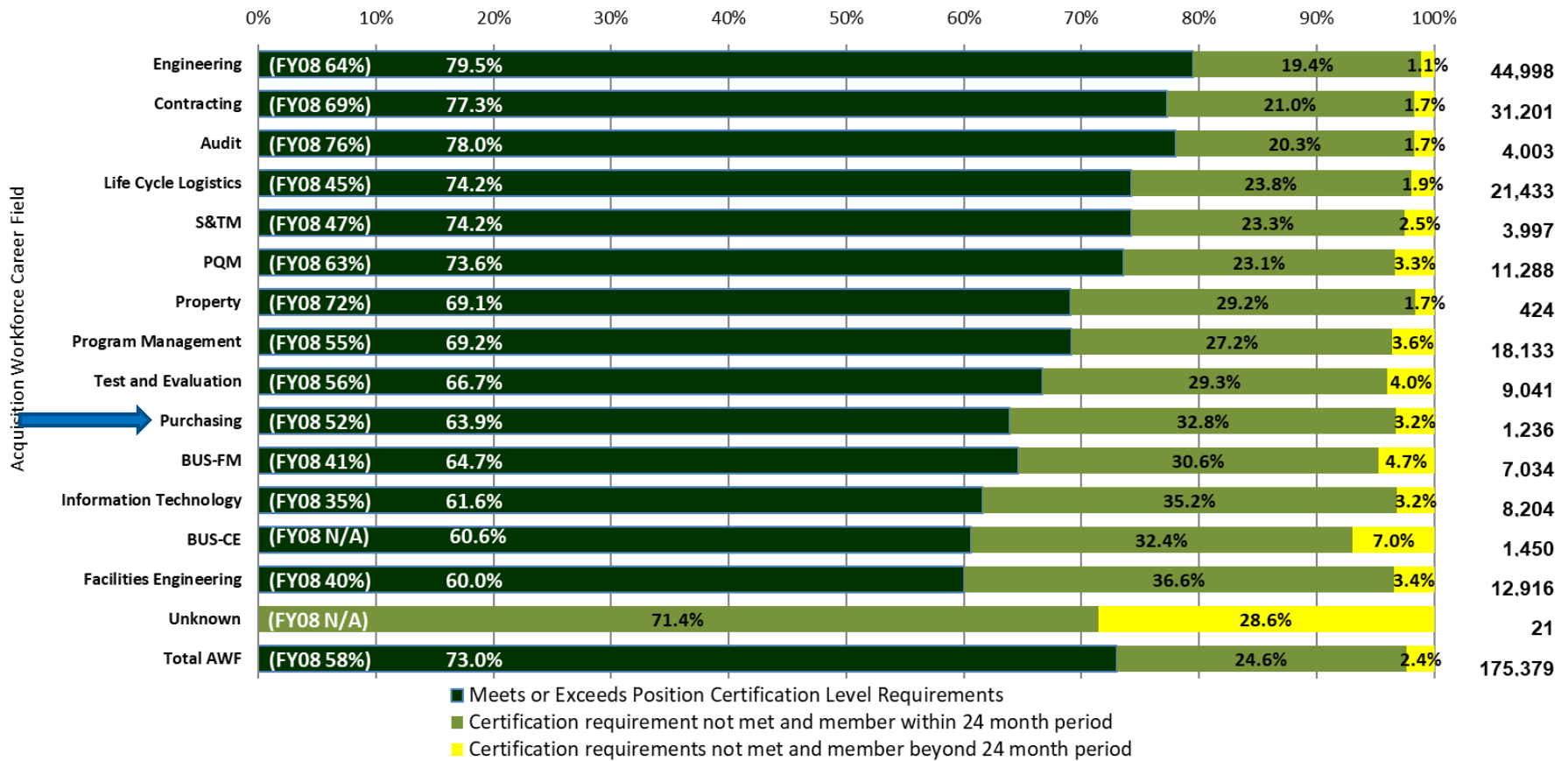
-6.8% Decrease

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



# Purchasing DAWIA Certification by Career Field

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

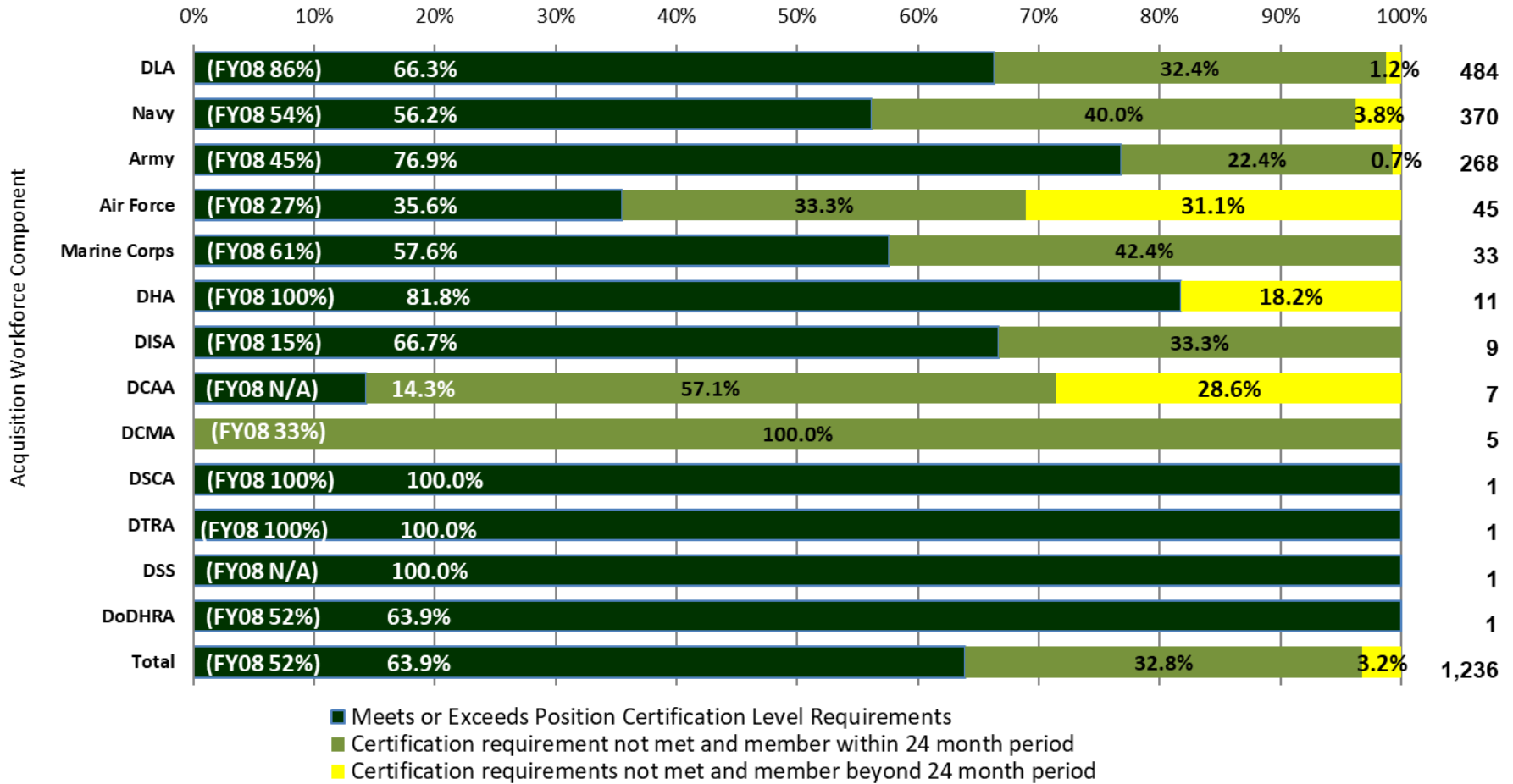






# Purchasing DAWIA Certification by Component

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





# Purchasing 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	163	77	80	3	323	49.5%
Level II	208	54	602	27	891	70.6%
Level III	-	-	2	1	3	33.3%
Unspecified	14	1	4	-	19	
<b>FY19Q3 TOTAL</b>	<b>385</b>	<b>132</b>	<b>688</b>	<b>31</b>	<b>1,236</b>	<b>63.9%</b>
	31.1%	10.7%	55.7%	2.5%		

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%	
<b>Purchasing</b>	<b>790</b>	<b>63.9%</b>	<b>11 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	160	137	26	323	26.1%
Level II	629	255	7	891	72.1%
Level III	1	2	-	3	0.2%
Unspecified	-	12	7	19	1.5%
<b>Purchasing TOTAL</b>	<b>790</b>	<b>406</b>	<b>40</b>	<b>1,236</b>	
	63.9%	32.8%	3.2%		

= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

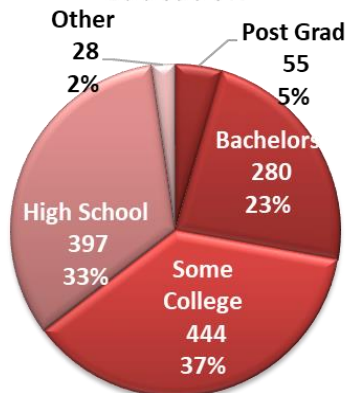


# Purchasing Demographics

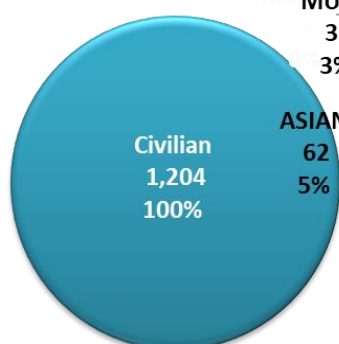
KLP - CAP - Non-CAP



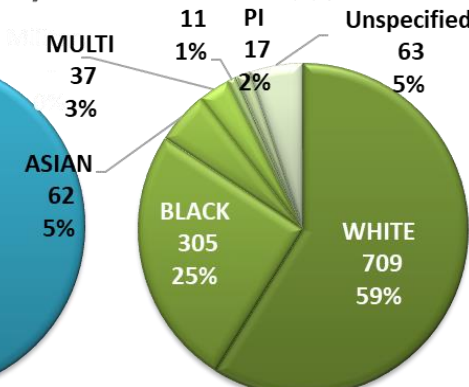
Education



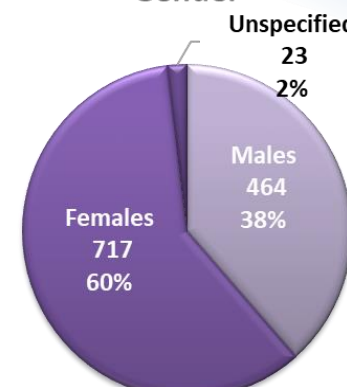
Civilian / Military



AMI/AN Race



Gender



Occupied Position Type	Purch TOTAL	Entire AWF
Key Leadership Positions (KLPs)	-	1,242
Critical Acquisition Positions (CAPs) *	-	16,708
Non-CAP Positions	1,204	156,646
Unknown	-	-
<b>TOTAL</b>	<b>1,204</b>	<b>174,596</b>

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

Race	Purch TOTAL	Entire DAW
WHITE	709	127,583
BLACK	305	21,036
ASIAN	62	11,990
MULTI	37	4,829
AMI/AN	11	1,133
PI	17	903
Unspecified	63	7,122
<b>TOTAL</b>	<b>1,204</b>	<b>174,596</b>

Gender	Purch TOTAL	Entire DAW
Males	464	122,206
Females	717	50,436
Unspecified	23	1,954
<b>TOTAL</b>	<b>1,204</b>	<b>174,596</b>

Highest Level of Education	Purch TOTAL	Entire AWF
Post Grad	55	70,018
Bachelors	280	77,243
Some College	444	12,151
High School	397	12,718
Other	28	2,466
<b>TOTAL</b>	<b>1,204</b>	<b>174,596</b>

Type	Purch TOTAL	Entire AWF
Civilian	1,204	158,922
Military	-	15,674
<b>TOTAL</b>	<b>1,204</b>	<b>174,596</b>

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



## Purchasing Size by Occupational Series

Civilian Occupational Series	Purch TOTAL	
1105 - Purchasing Agent	1,140	94.7%
1101 - Business and Industry Specialist	42	3.5%
0343 - Management and Program Analyst	8	0.7%
1106 - Procurement Clerk / Technician	4	0.3%
2003 - Supply Management Specialist	2	0.2%
0301 - Administration & Program Staff	1	0.1%
2210 - Information Technology Management Spec	-	0.0%
1102 - Contract Specialist	-	0.0%
1910 - Quality Assurance Specialist	-	0.0%
<i>Other</i>	7	0.6%
<b>TOTAL CIVILIAN</b>	<b>1,204</b>	<b>Civilians</b>

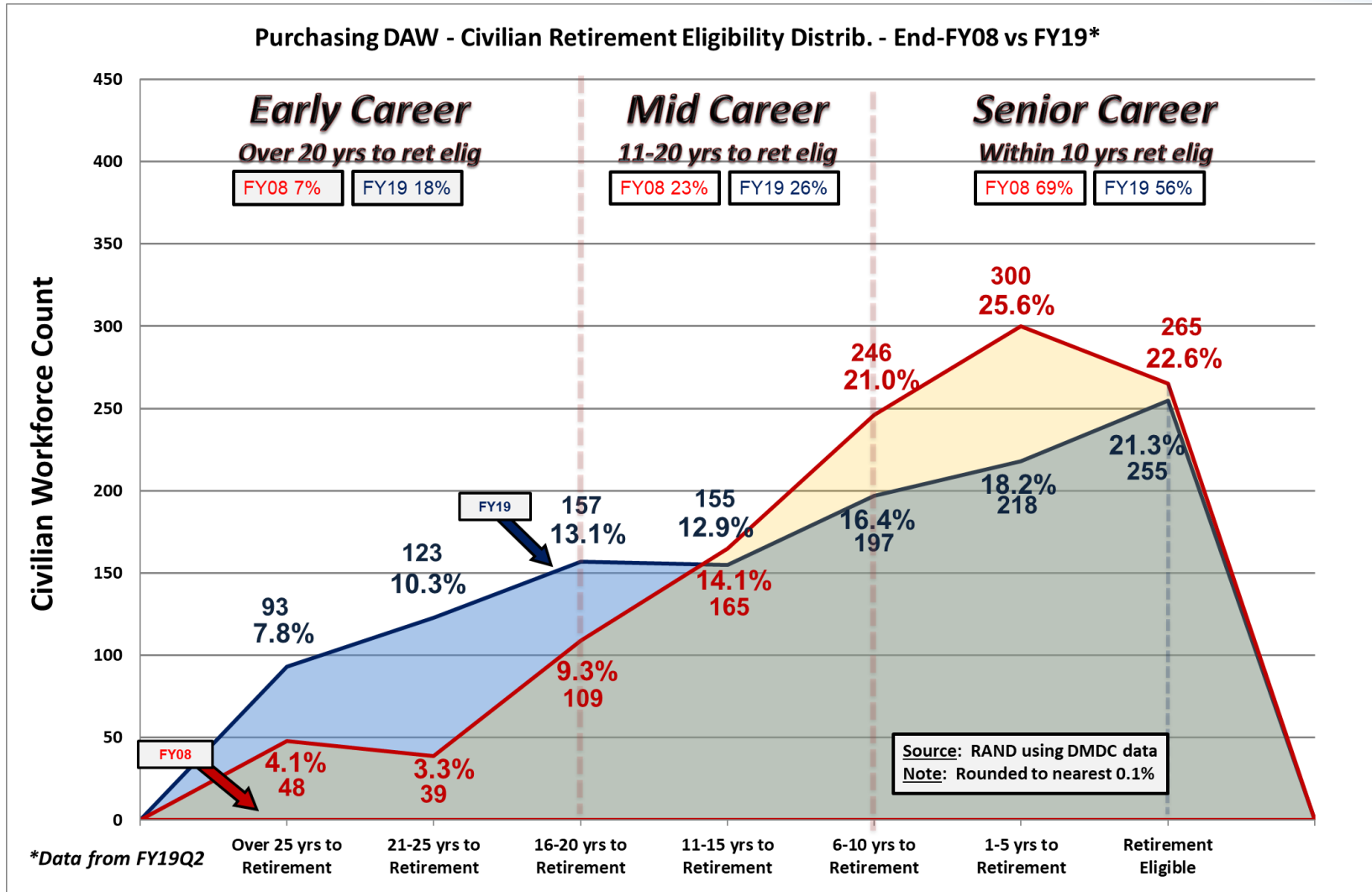
There was a problem with the production of Q3 demographic data so Q2 is provided.



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

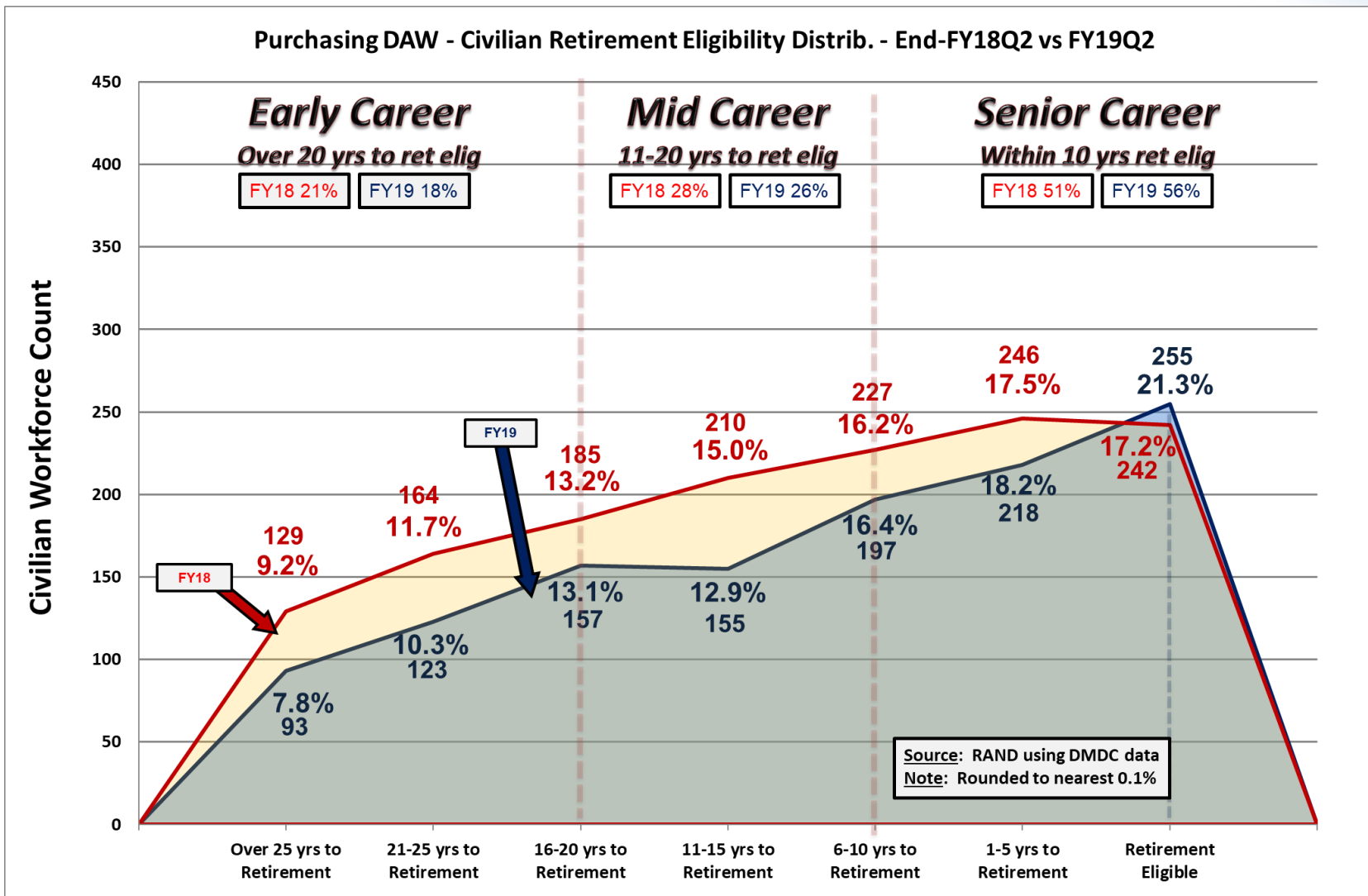


# Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY19





# Purchasing Civilian Retirement Eligibility Distribution – 1 year



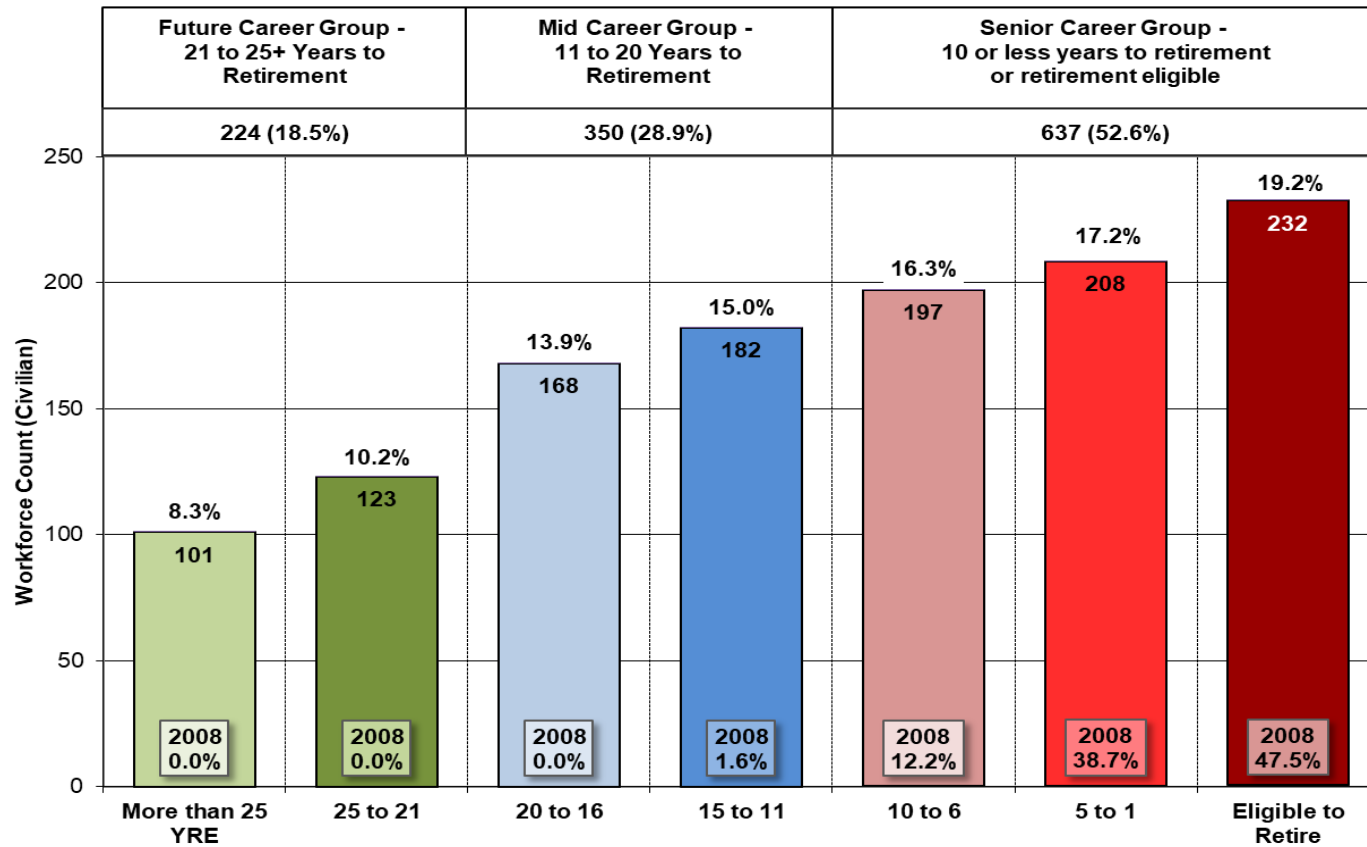
As of 31 Mar 2019



# Purchasing Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q1)



As of 31 Mar 2019

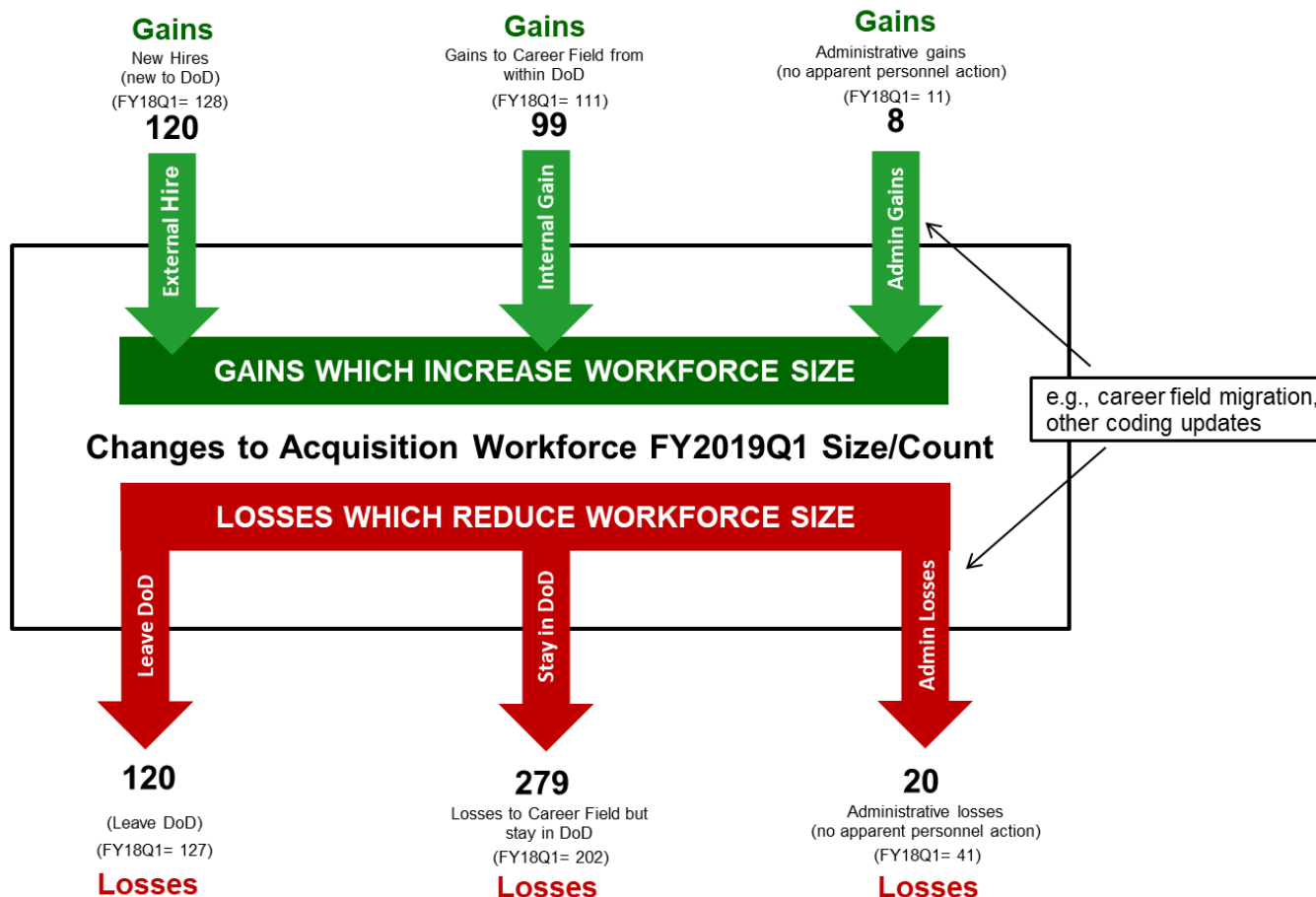




# Purchasing Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q1)

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



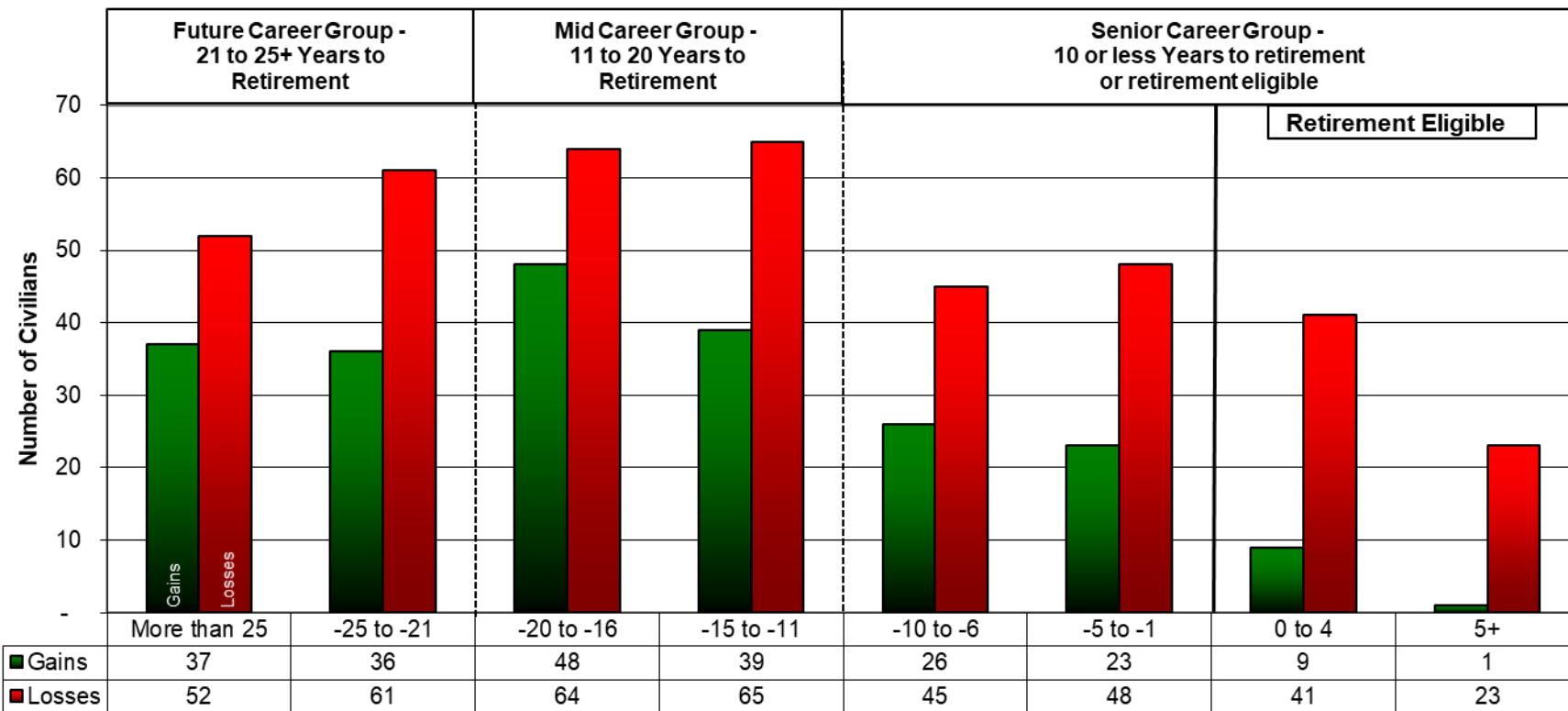


# Purchasing Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses\*

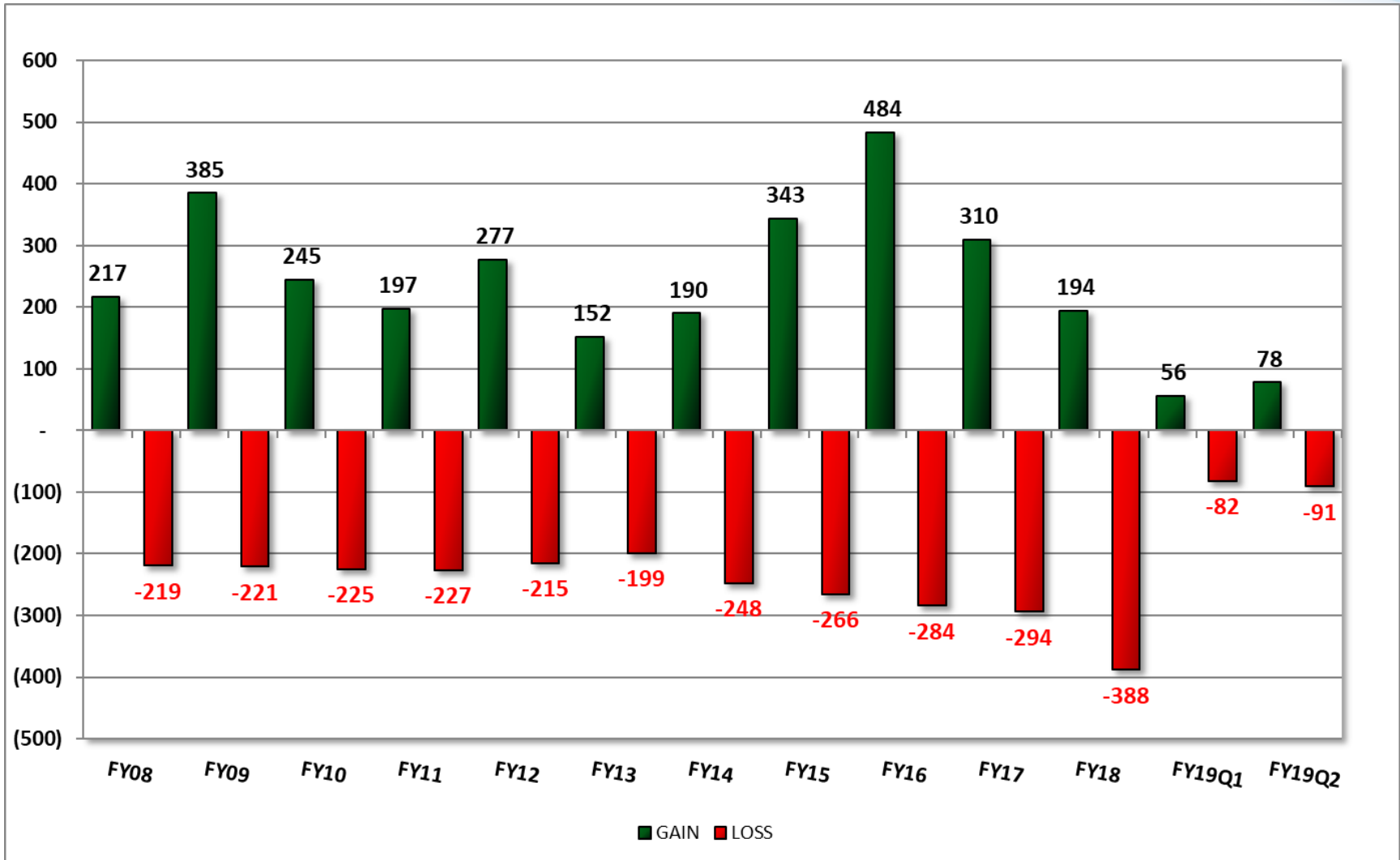


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Purchasing Historical Gains and Losses FY08 – FY19



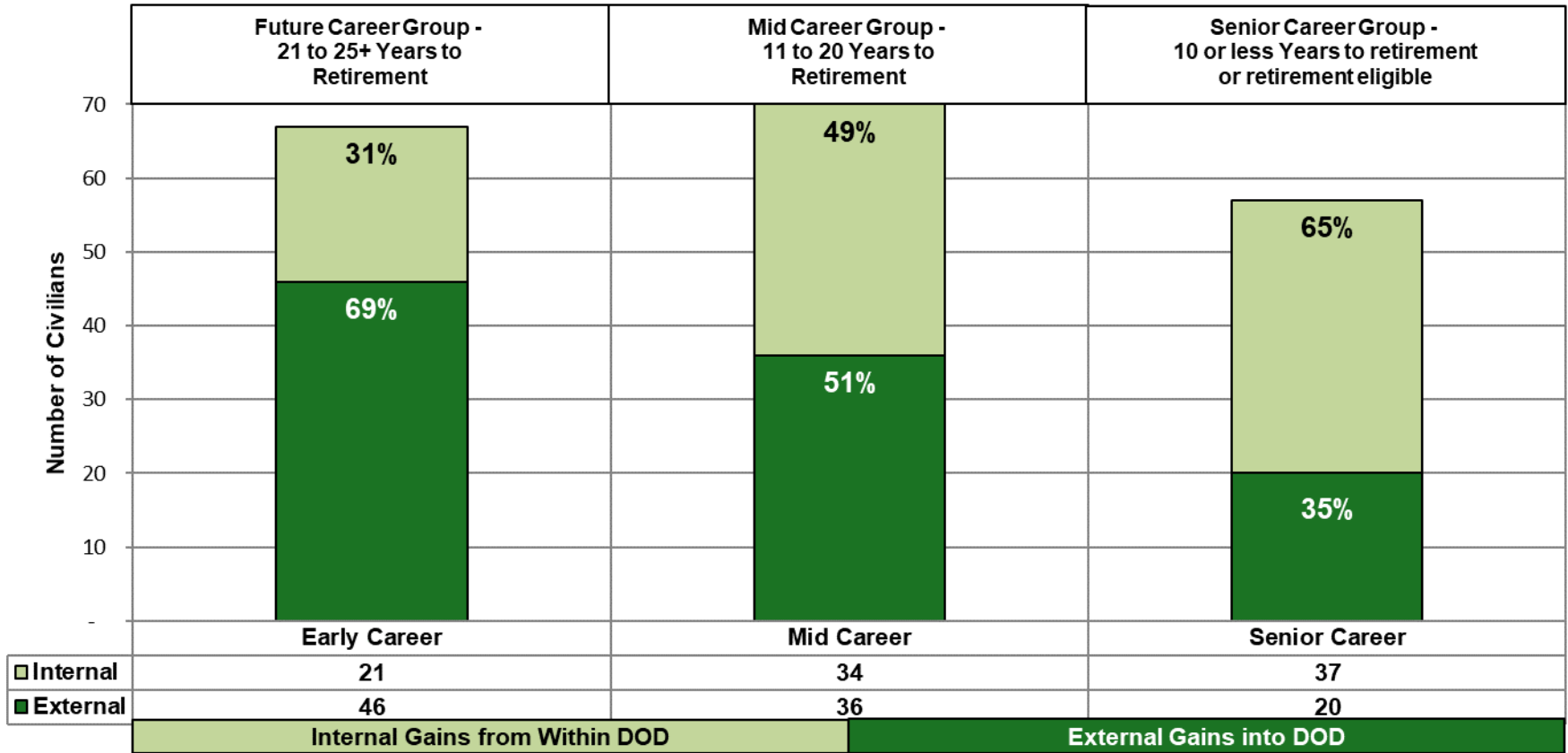
As of 31 Mar 2019



# Purchasing Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian)**  
Workforce Lifecycle FY2018Q4 Gains\*



\*Does not include administrative gains

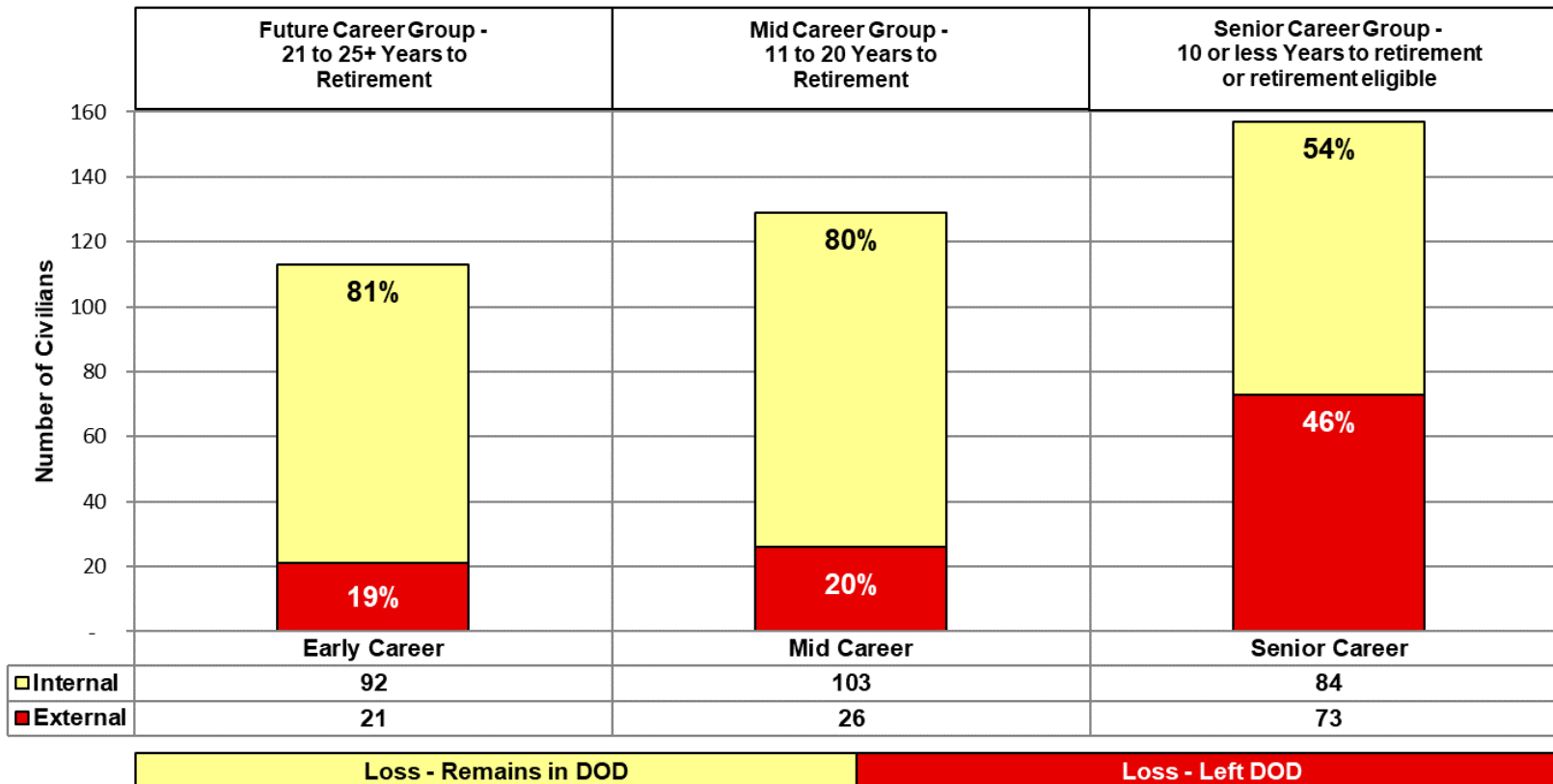


# Purchasing Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

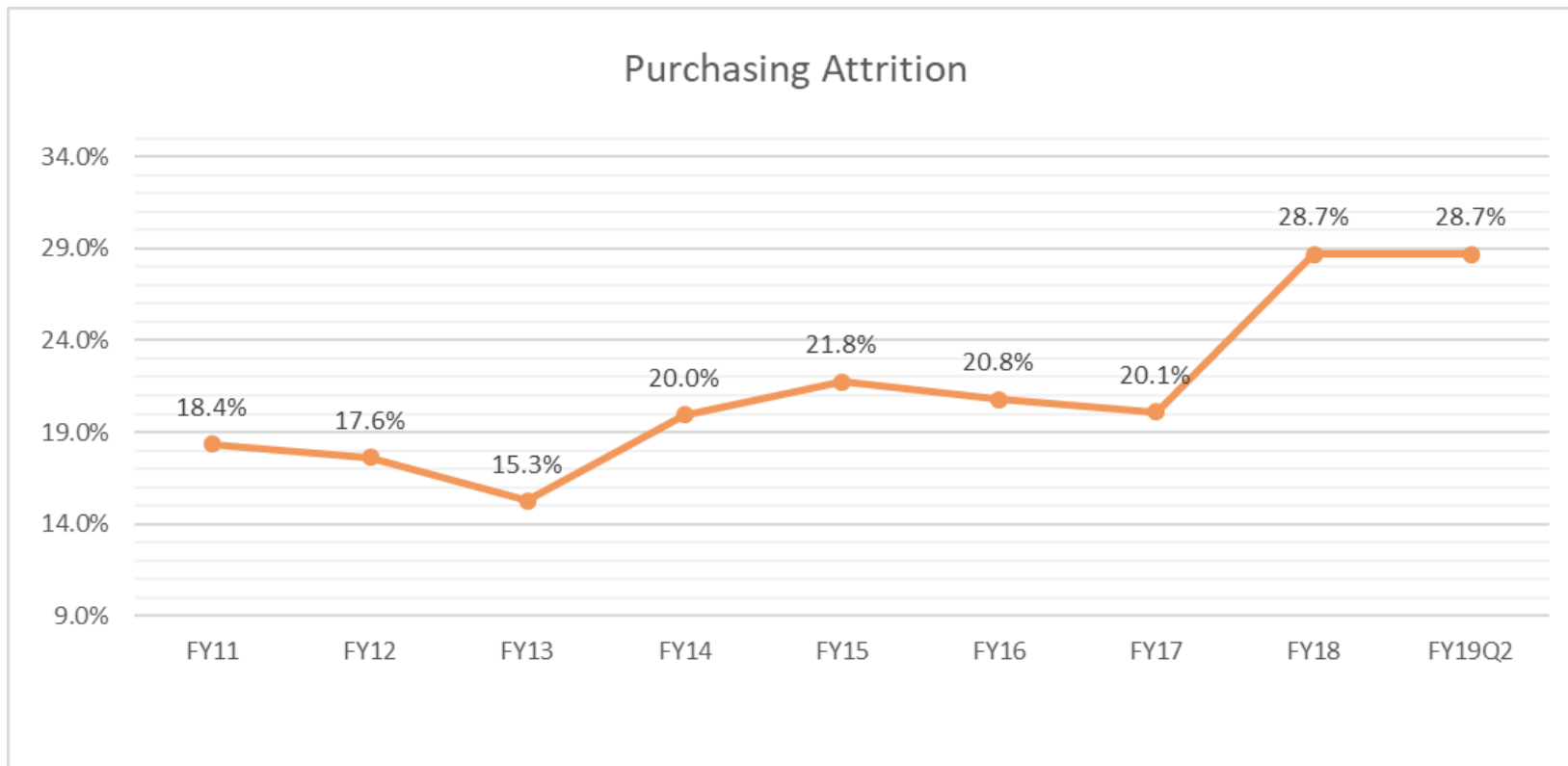
### Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

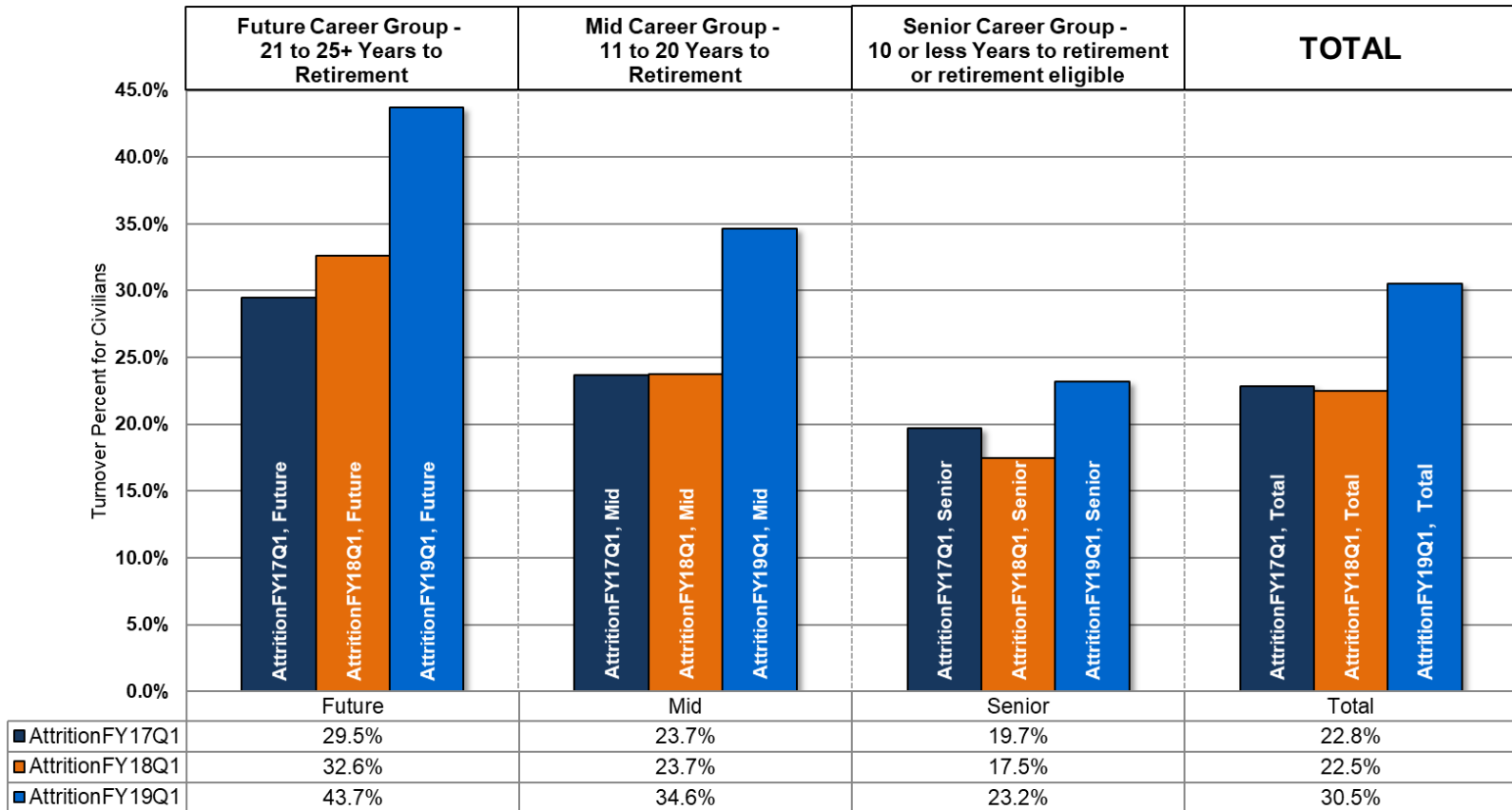


\*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



# Purchasing Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition, (Civilian) (FY17Q1, FY18Q1, FY19Q1)(by Career Lifecycle Group)

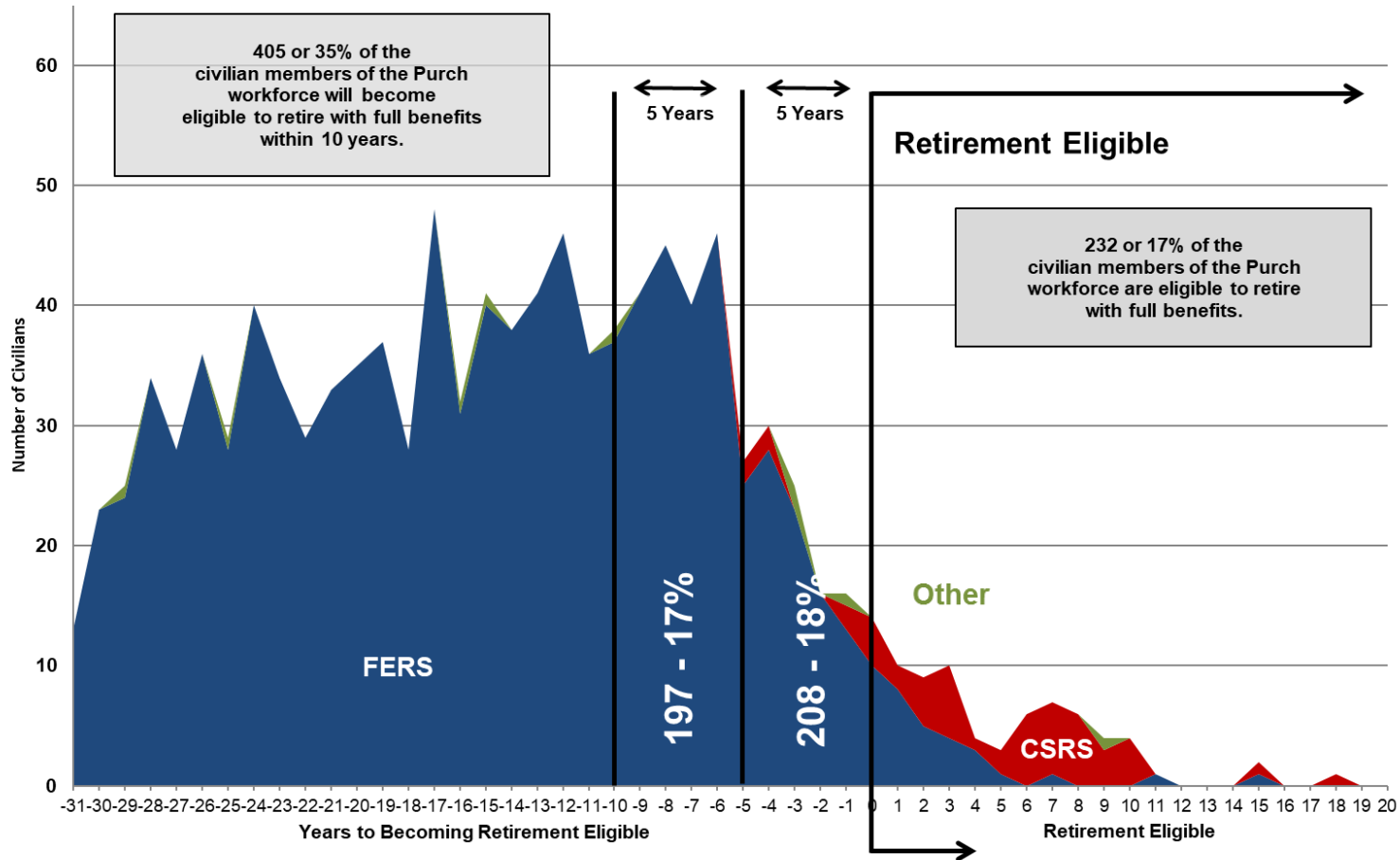




# Purchasing Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q1)



As of 31 Mar 2019





***END***