



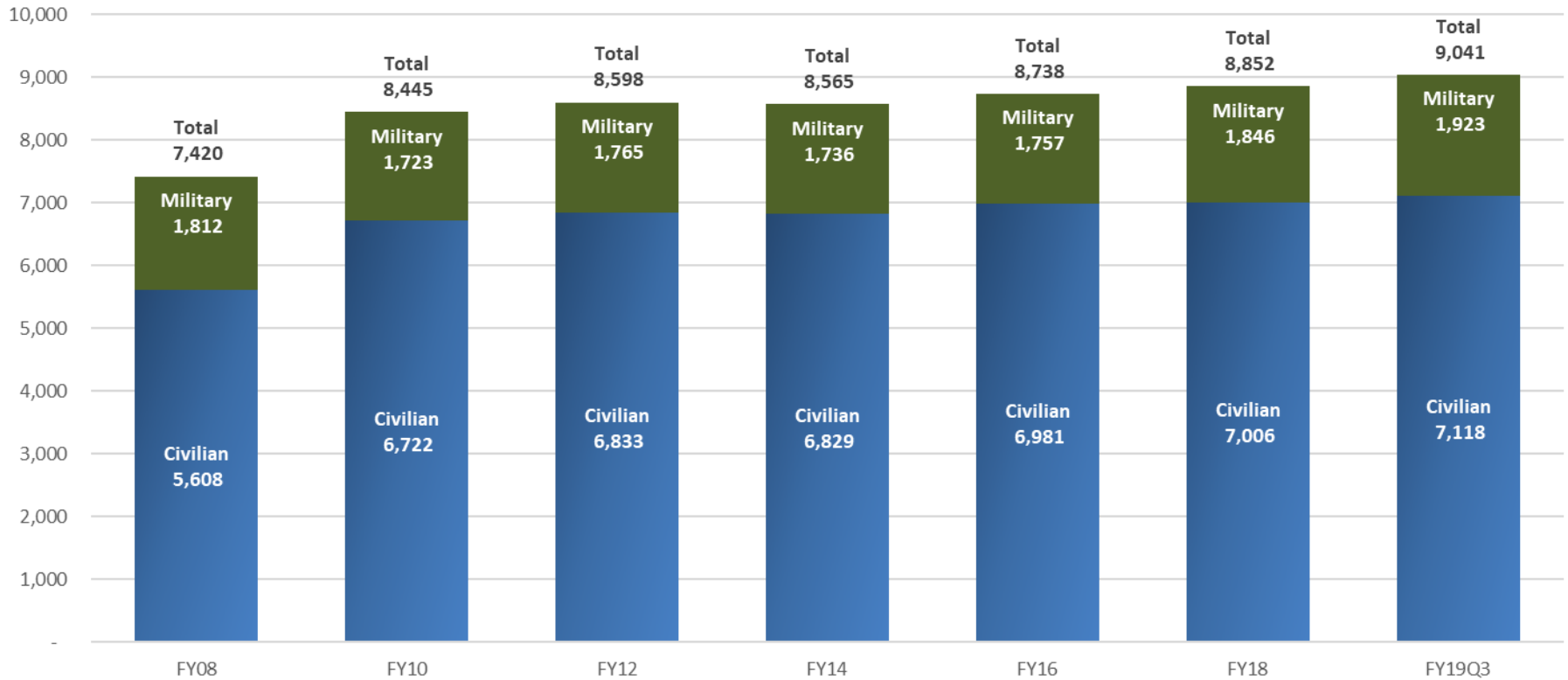
Defense Acquisition Workforce Key Information

Test and Evaluation
As of FY19Q3 (30 June 2019)



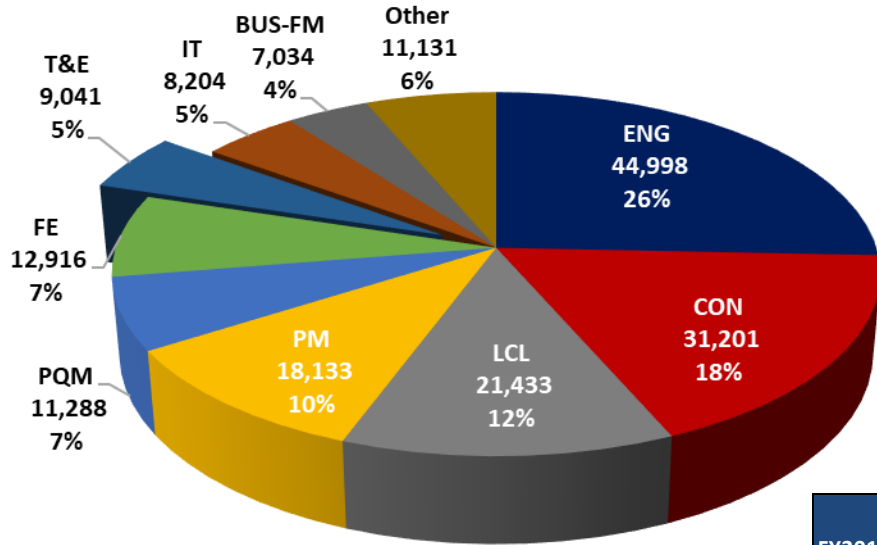
Total Historic Workforce

T&E





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%
Totals	41,610	62,967	2,995	39,161	28,646	175,379	
Component %	24.1%	36.5%	1.7%	22.7%	16.6%		



Test and Evaluation Workforce Historical Size by Agency FY08 – FY19



Test and Evaluation Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3
Navy	2,360	2,877	2,952	3,053	3,239	3,276	3,248
MARINE CORPS	116	123	134	126	133	130	138
AIR FORCE	2,622	2,838	2,936	2,975	3,082	3,184	3,371
ARMY	2,135	2,304	2,116	2,037	1,903	1,909	1,935
MDA	86	201	245	262	257	246	244
DISA	37	47	53	53	53	44	42
TRMC	6	8	12	17	17	16	14
DTRA	11	9	8	6	7	13	13
JCS	-	-	22	18	18	13	14
DAU	6	6	8	7	8	6	6
OSD	3	5	7	6	7	5	6
DHA	-	1	5	4	4	5	5
DCMA	31	20	5	3	8	4	4
DeCA	-	-	-	1	2	1	1
DLA	1	4	3	1	-	-	-
NDU	1	-	-	-	-	-	-
IG	1	-	-	-	-	-	-
4th Estate Other	-	-	-	-	-	-	-
TOTAL	7,416	8,443	8,506	8,569	8,738	8,852	9,041

% Change Since FY08	% Change Since FY18
38%	-1%
19%	6%
29%	6%
-9%	1%
184%	-1%
14%	-5%
133%	-13%
18%	0%
	8%
0%	0%
100%	20%
	0%
-87%	0%
	0%
-100%	
-100%	
-100%	
↑ 22%	↑ 2%



Test and Evaluation Workforce Historical (Quarterly) Size by Agency



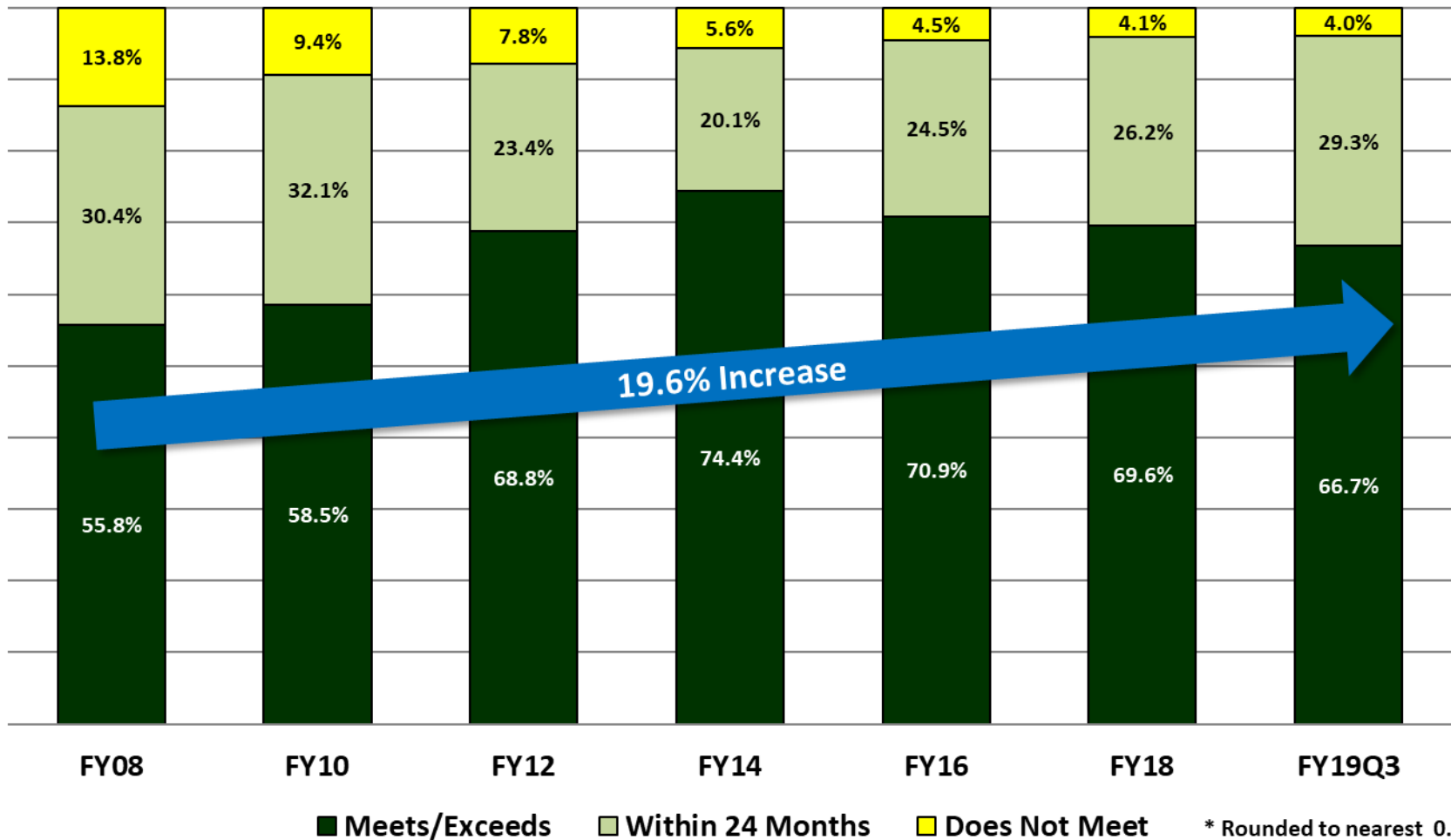
Test and Evaluation Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	3,200	3,227	3,229	3,203	3,214	3,276	3,263	3,292	3,248	1%
MARINE CORPS	134	129	128	130	127	130	134	142	138	9%
AIR FORCE	3,111	3,153	3,170	3,150	3,201	3,184	3,205	3,265	3,371	5%
ARMY	1,870	1,877	1,860	1,861	1,896	1,909	1,929	1,930	1,935	2%
MDA	259	257	252	247	247	246	244	251	244	-1%
DISA	53	51	48	50	52	44	43	41	42	-19%
TRMC	18	18	18	17	17	16	16	14	14	-18%
DTRA	11	13	14	15	15	13	13	13	13	-13%
JCS	18	17	15	14	14	13	13	14	14	0%
DAU	7	7	7	7	7	6	6	6	6	-14%
OSD	6	6	6	7	7	5	6	6	6	-14%
DHA	3	4	4	5	5	5	5	5	5	0%
DCMA	4	5	5	4	4	4	4	3	4	0%
DeCA	1	1	1	1	1	1	1	1	1	0%
TOTAL	8,695	8,765	8,757	8,711	8,807	8,852	8,882	8,983	9,041	↑ 3%



Test and Evaluation Historical DAWIA Certification FY08 – FY19



Test and Evaluation



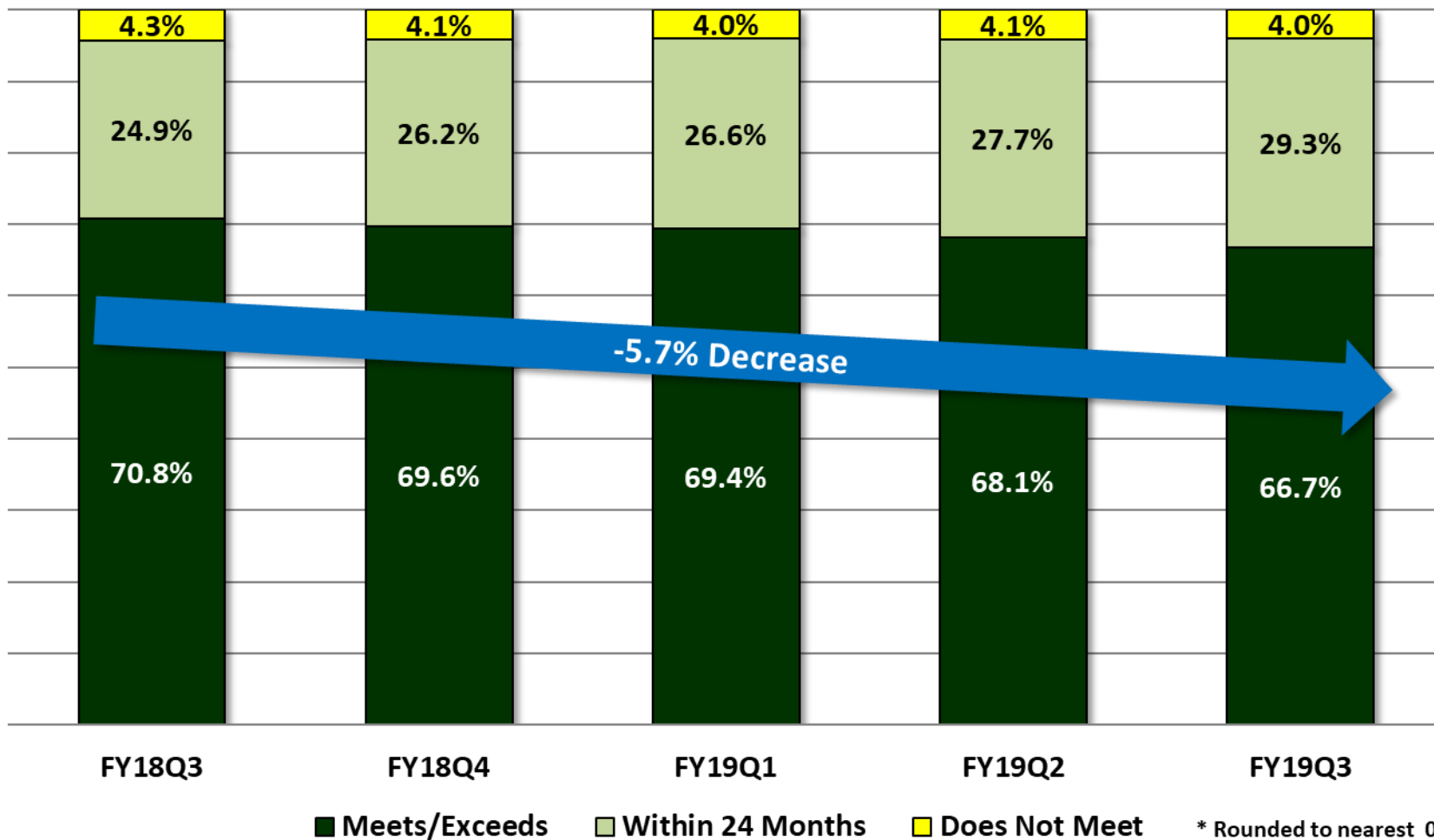
19.6% Increase



Test and Evaluation Historical (Quarterly) DAWIA Certification



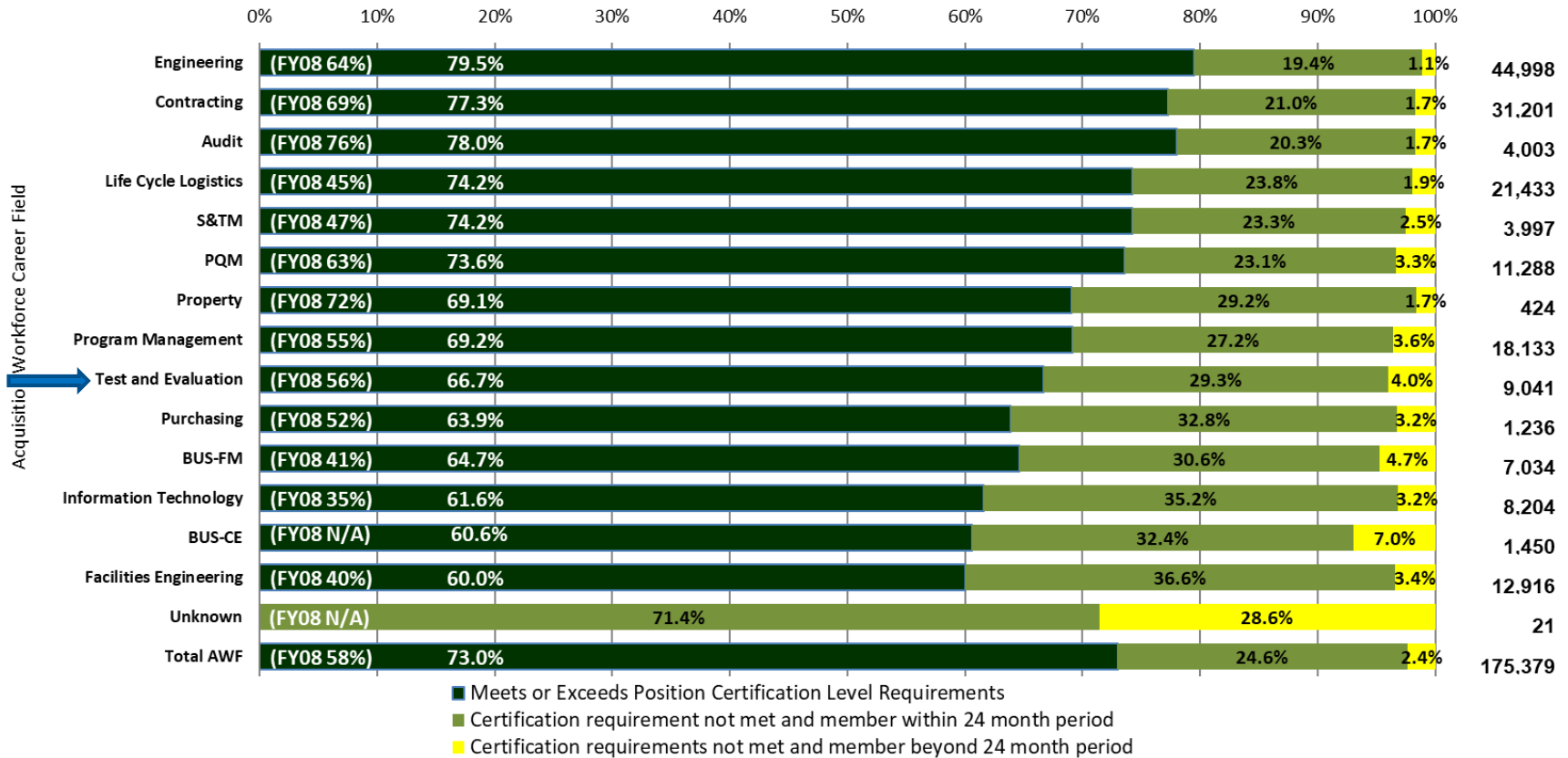
Test and Evaluation





Test and Evaluation DAWIA Certification by Career Field

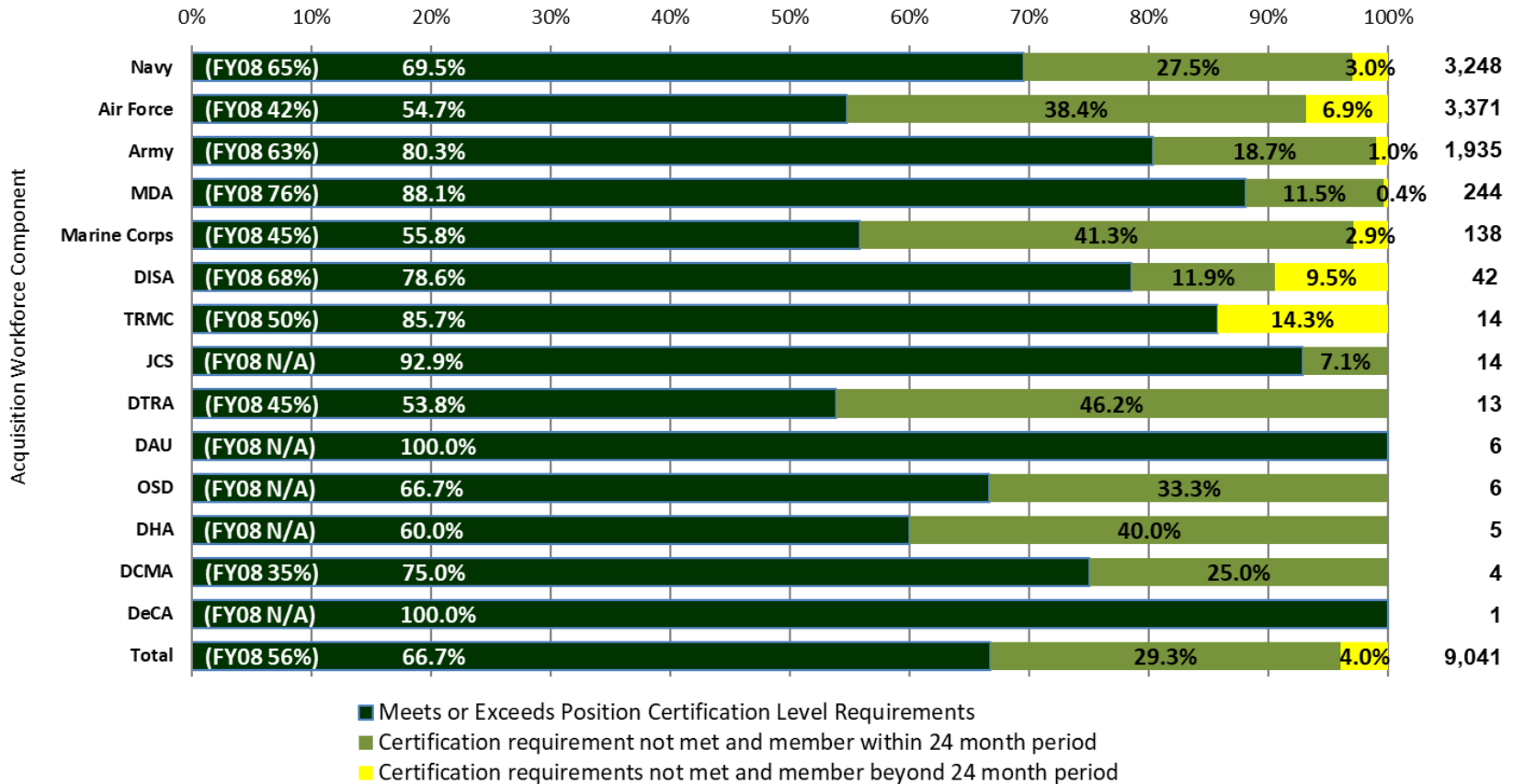
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY19Q3)





Test and Evaluation 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	875	549	129	134	1,687	48.1%
Level II	965	752	1,421	1,328	4,466	61.6%
Level III	182	83	150	2,467	2,882	85.6%
<i>Unspecified</i>	3	-	-	3	6	
FY19Q3 TOTAL	2,025	1,384	1,700	3,932	9,041	66.7%
	22.4%	15.3%	18.8%	43.5%		

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%	
Test and Ev	6,028	66.7%	9 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	812	854	21	1,687	18.7%
Level II	2,749	1,455	262	4,466	49.4%
Level III	2,467	339	76	2,882	31.9%
<i>Unspecified</i>	3	3	-	6	0.1%
Test and Evaluation TOTAL	6,031	2,651	359	9,041	
	66.7%	29.3%	4.0%		

= Compliance

= Exceeds Requirements

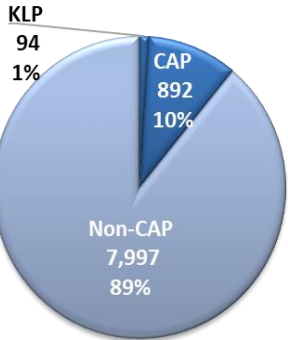
* NOTE: Rounded to nearest 0.1%



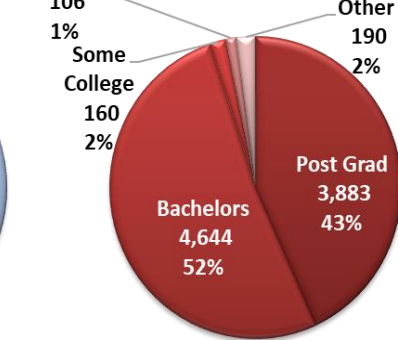
T & E Demographics



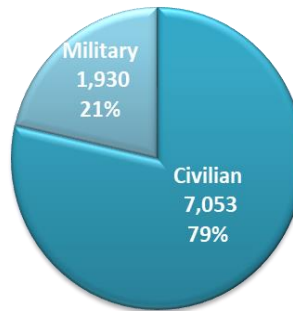
KLP - CAP - Non-CAP



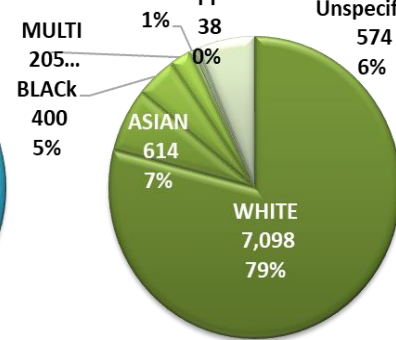
High School Education



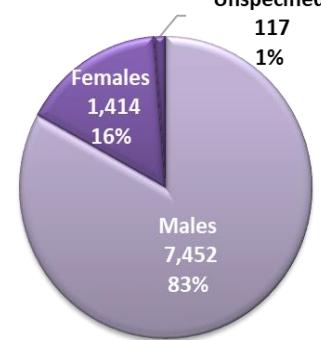
Civilian / Military



Race



Gender



Occupied Position Type	T&E TOTAL	Entire AWF
Key Leadership Positions (KLPs)	94	1.0%
Critical Acquisition Positions (CAPs) *	892	9.9%
Non-CAP Positions	7,997	89.0%
Unknown	-	0.0%
TOTAL	8,983	174,596

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

Race	T&E TOTAL	Entire DAW
WHITE	7,098	79.0%
ASIAN	614	6.8%
BLACK	400	4.5%
MULTI	205	2.3%
AMI/AN	54	0.6%
PI	38	0.4%
Unspecified	574	6.4%
TOTAL	8,983	174,596

Highest Level of Education	T&E TOTAL	Entire AWF
Post Grad	3,883	43.2%
Bachelors	4,644	51.7%
Some College	160	1.8%
High School	106	1.2%
Other	190	2.1%
TOTAL	8,983	174,596

Gender	T&E TOTAL	Entire DAW
Males	7,452	83.0%
Females	1,414	15.7%
Unspecified	117	1.3%
TOTAL	8,983	174,596

Type	T&E TOTAL	Entire AWF
Civilian	7,053	78.5%
Military	1,930	21.5%
TOTAL	8,983	174,596

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



T & E Size by Occupational Series

Civilian Occupational Series	T&E TOTAL		
0801 - Engineer, General	1,732	24.6%	
0855 - Engineer, Electronics	1,507	21.4%	
0830 - Engineer, Mechanical	856	12.1%	
0861 - Engineer, Aerospace	576	8.2%	
1550 - Computer Scientist	505	7.2%	
1515 - Operations Research Analyst	467	6.6%	
0854 - Engineer, Computers	249	3.5%	
0850 - Engineer, Electrical	218	3.1%	
0301 - Administration & Program Staff	139	2.0%	
	<i>Other</i>	<i>719</i>	<i>10.2%</i>
TOTAL CIVILIAN	7,053	Civilians	

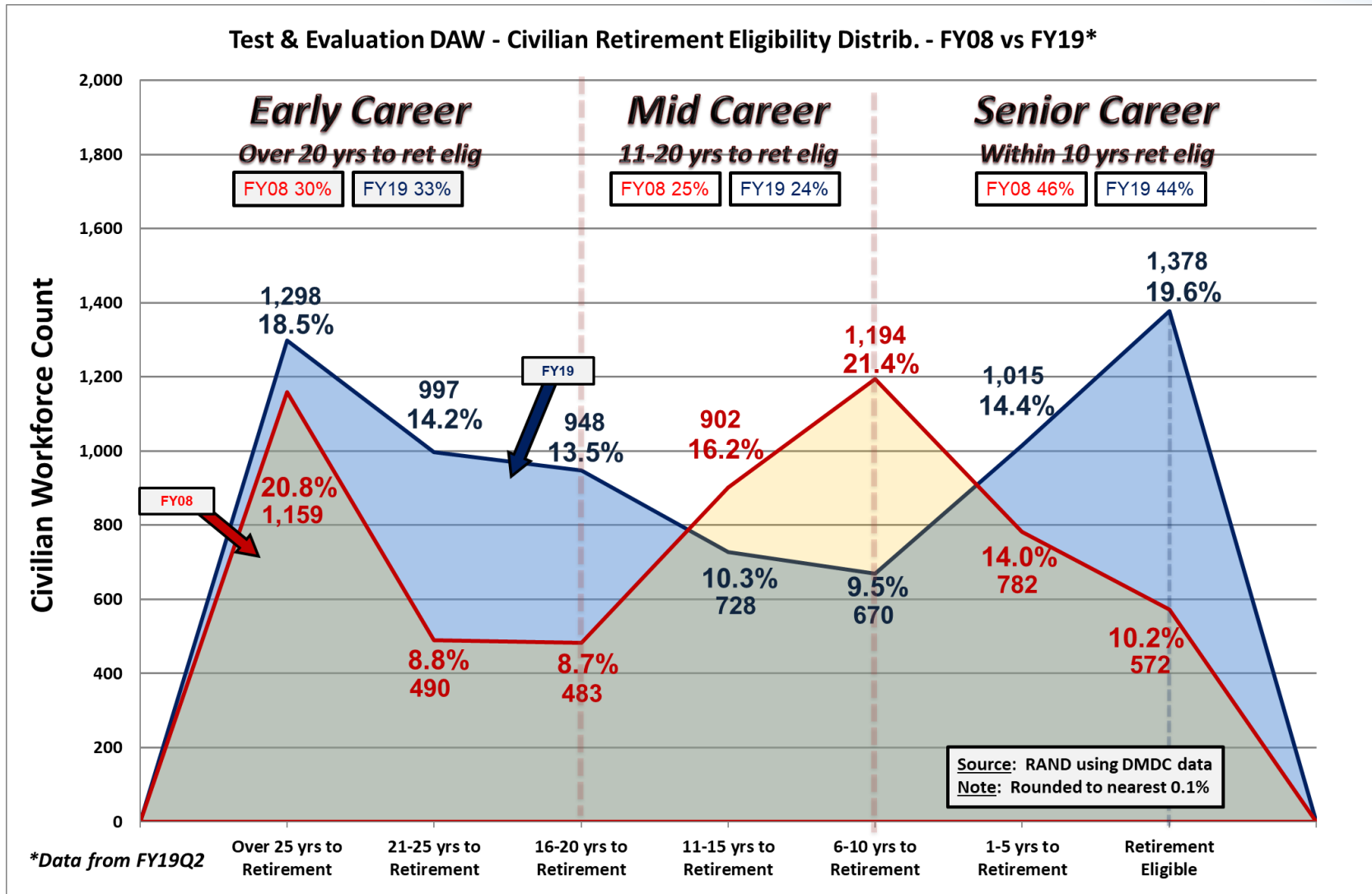
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



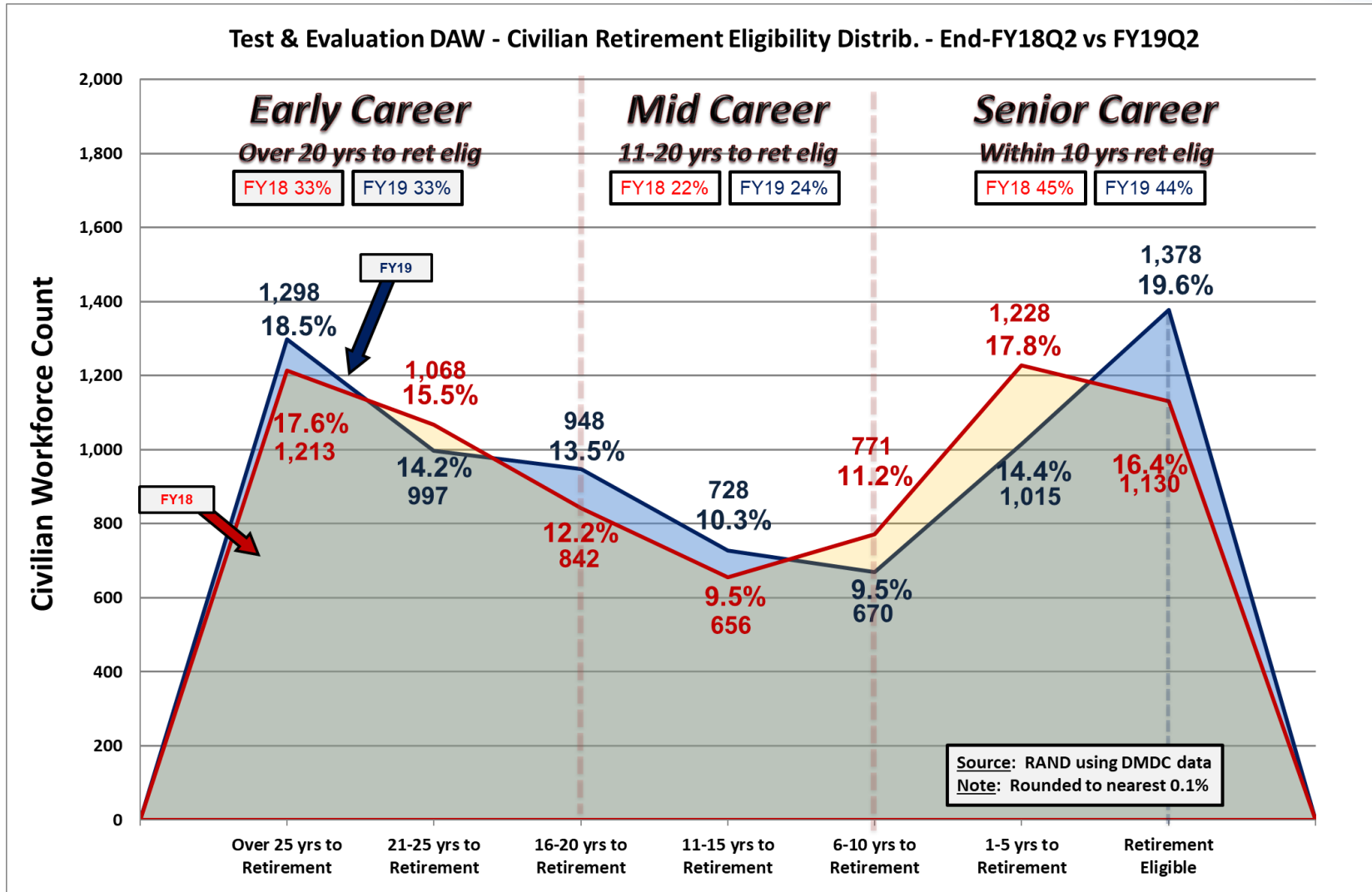
Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



Test and Evaluation Civilian Retirement Eligibility Distribution - 1 year



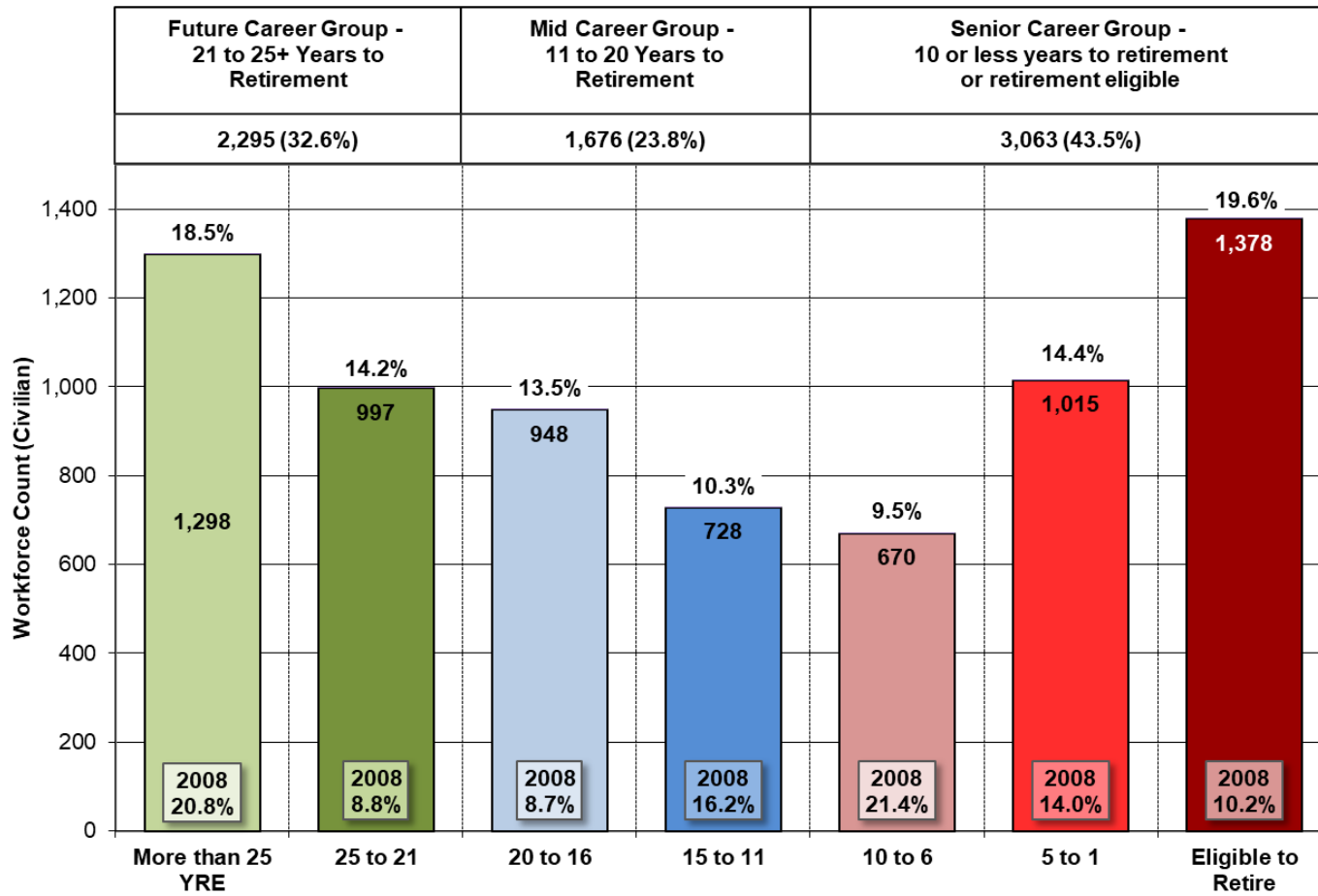
As of 31 Mar 2019



Test and Evaluation Workforce Lifecycle Model by YRE



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



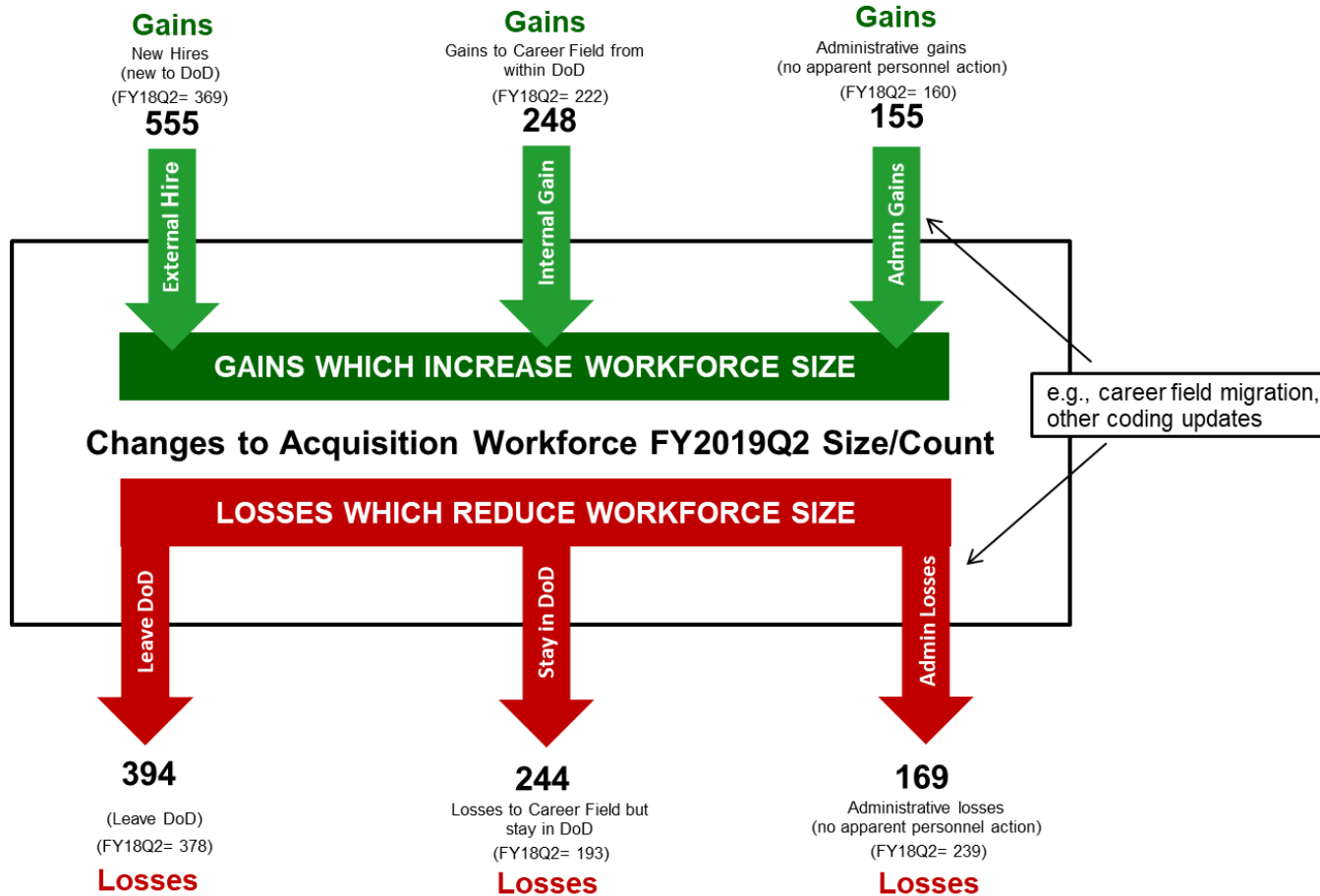
As of 31 Mar 2019



Test and Evaluation 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



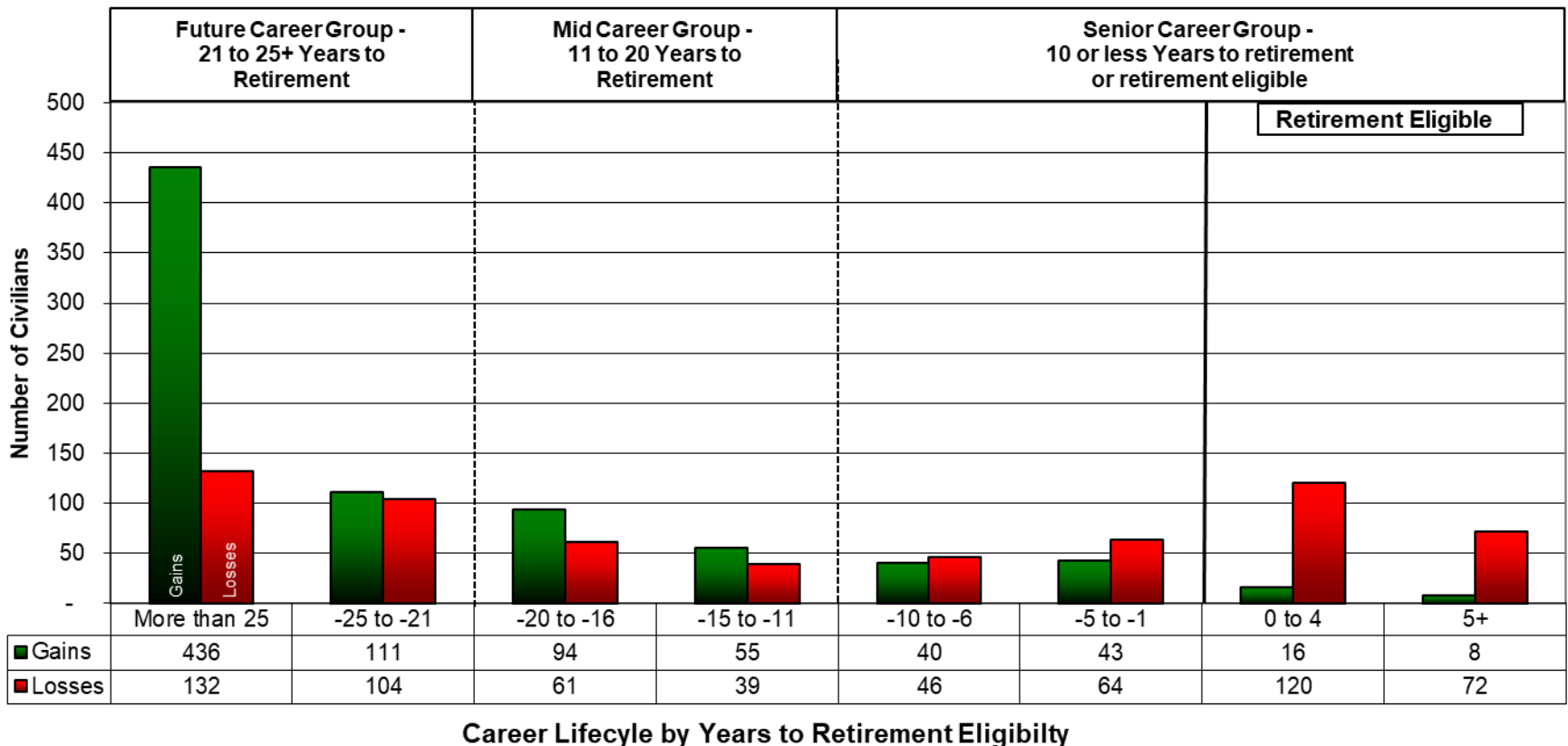


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

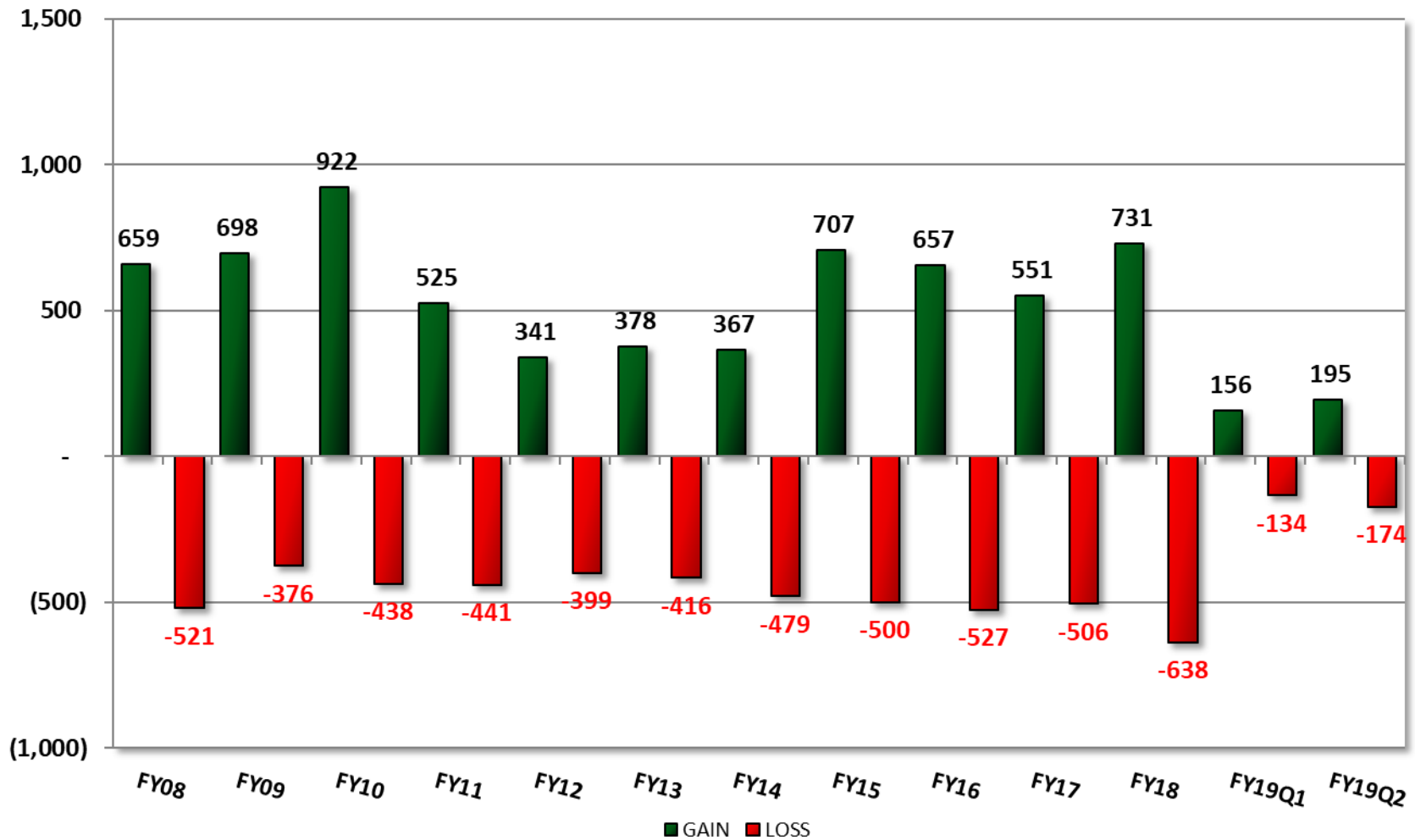
Workforce Lifecycle FY2019Q2 Gains & Losses*



*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY19



As of 31 Mar 2019

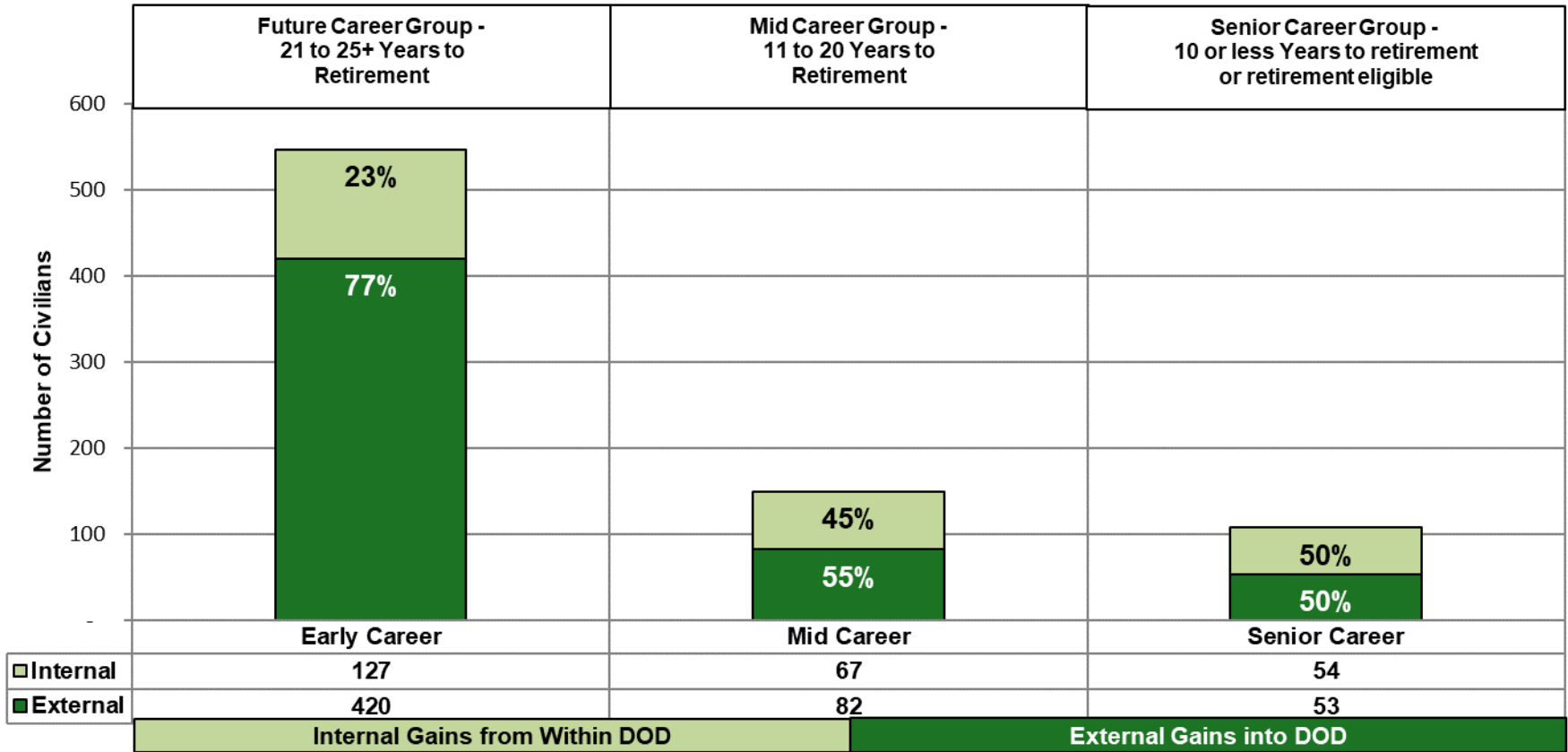


Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains*



*Does not include administrative gains

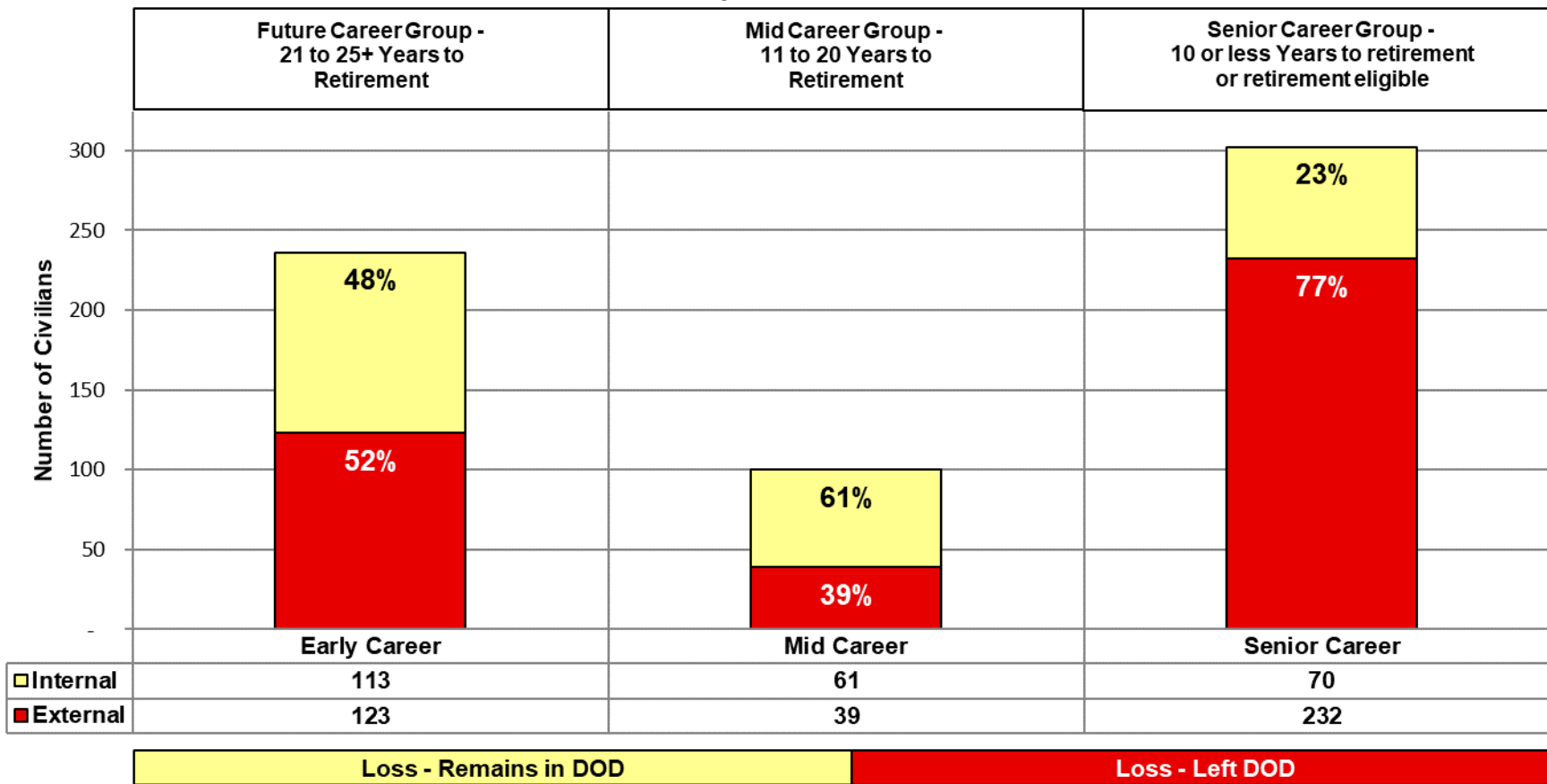


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

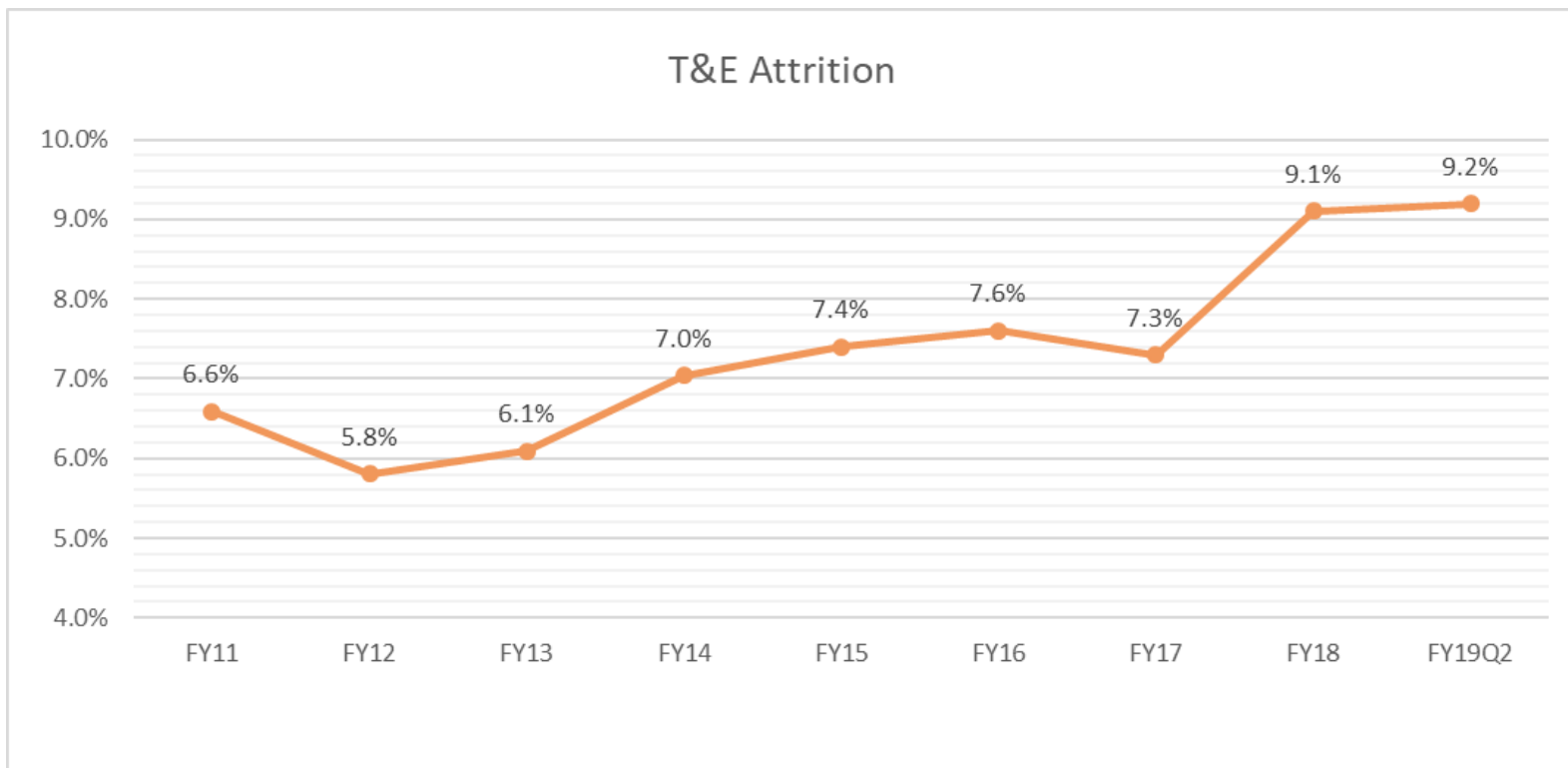
Workforce Lifecycle FY2019Q2 Losses*



*Does not include administrative losses



Annual Attrition Rates



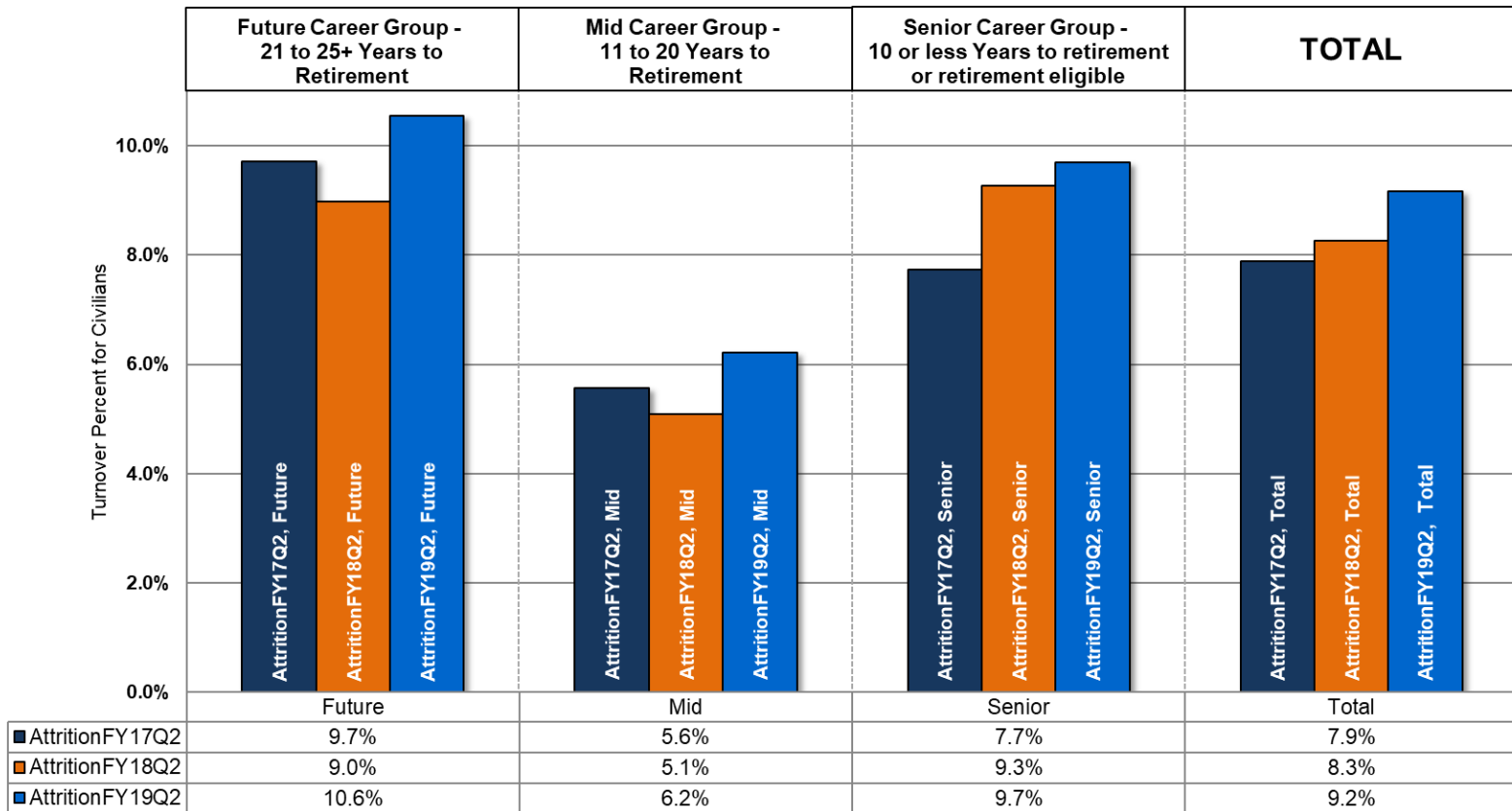
*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



Test and Evaluation Attrition Rates by Career Group



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



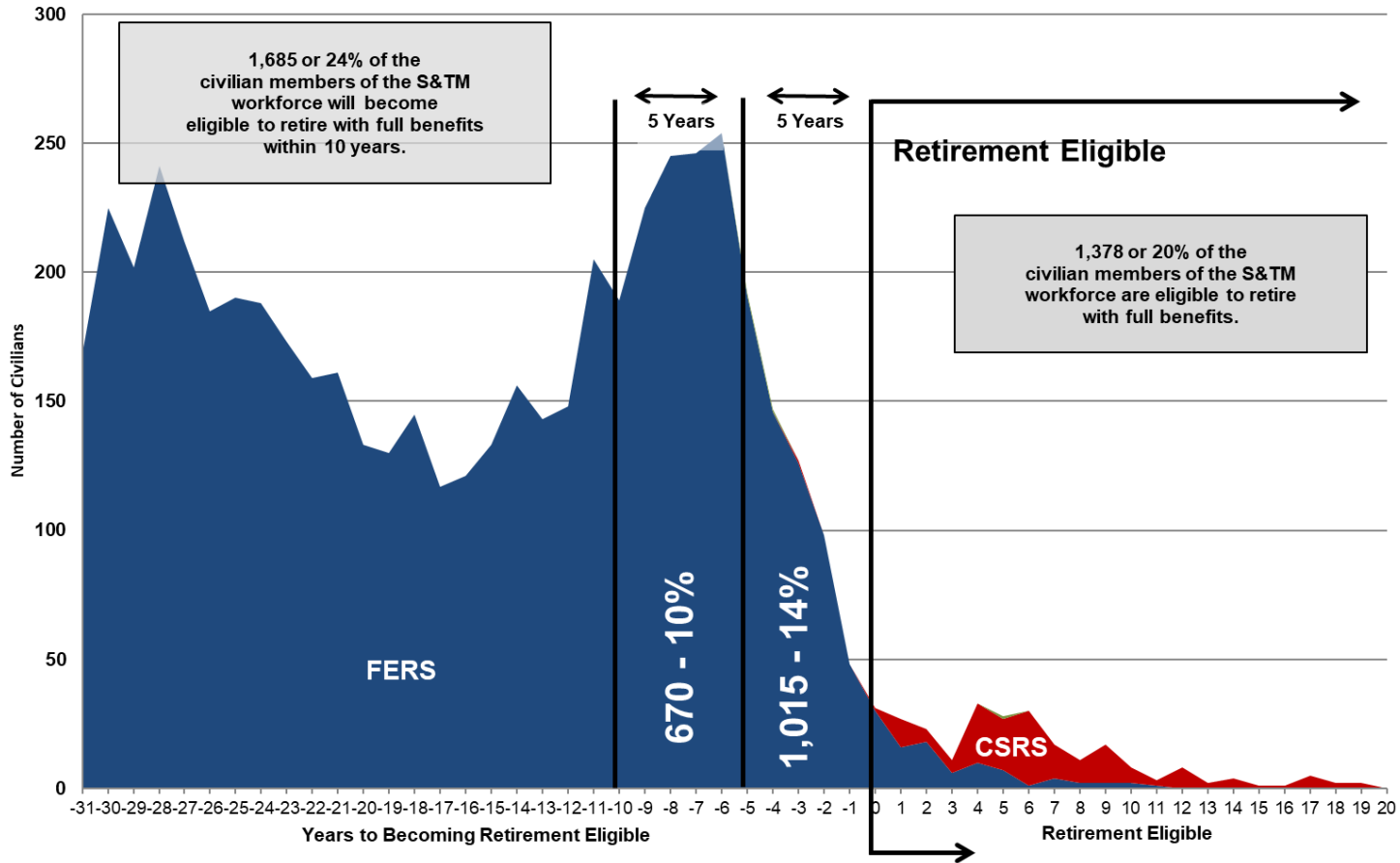
As of 31 Mar 2019



Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019