



Defense Acquisition Workforce Key Information

OVERALL

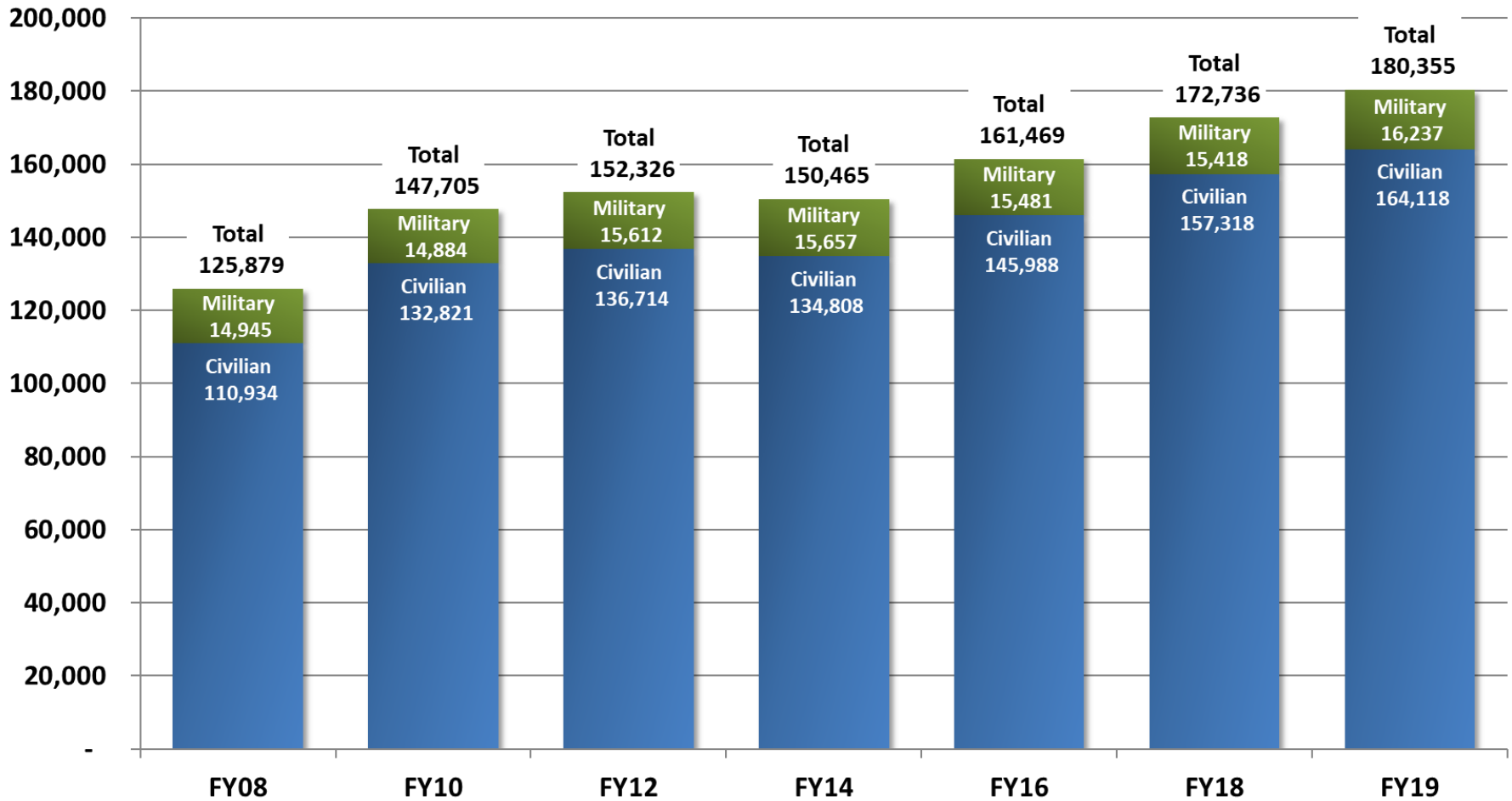
As of FY19Q4 (30 Sept 2019)



AWF – Annual Historical Workforce Size FY08 – FY19

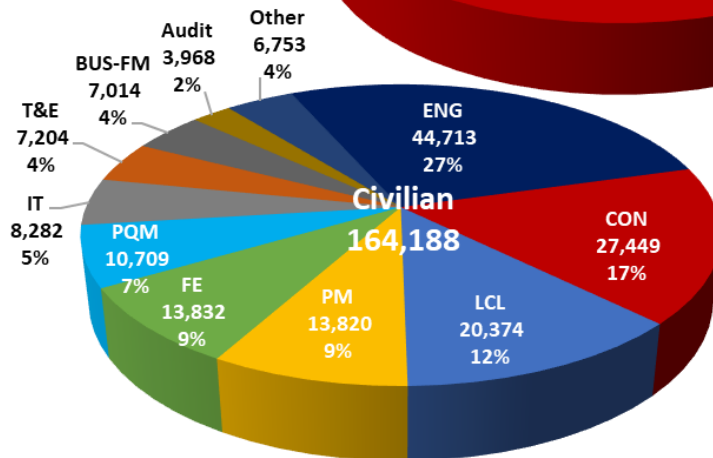
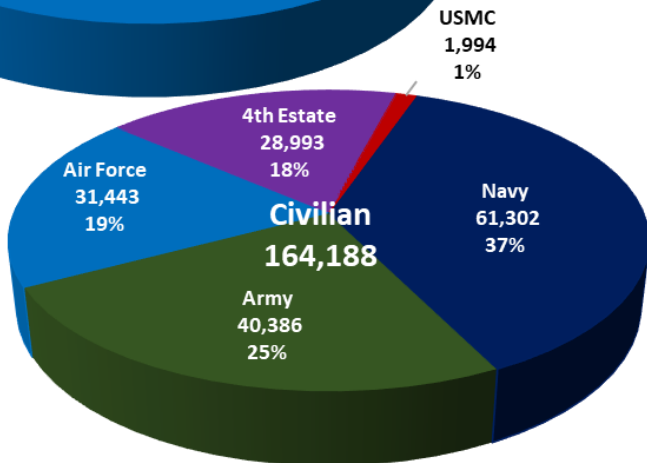
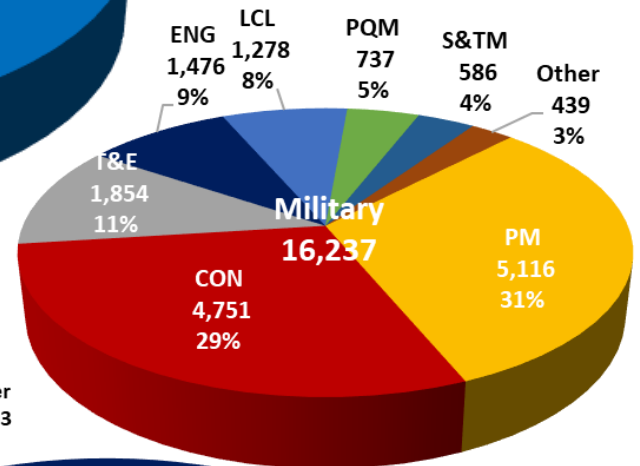
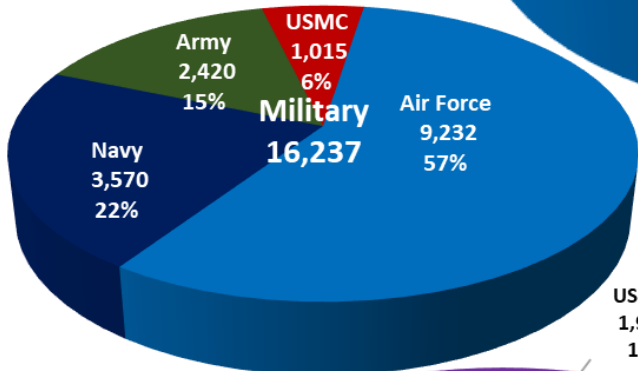
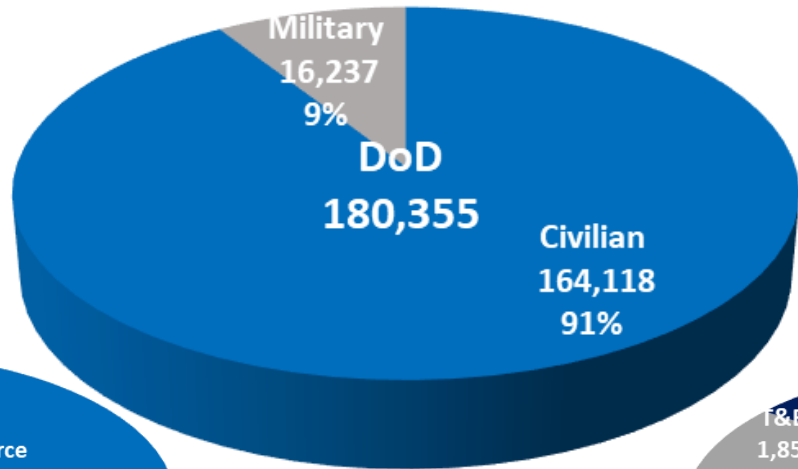


Overall AWF Total





AWF – Military and Civilian By Component and Career Field





AWF Size by Component and Career Field

FY 2019 Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	3,968	3,968	2.2%
Business - CE	262	566	32	539	98	1,497	0.8%
Business - FM	1,770	2,360	176	2,231	630	7,167	4.0%
Contracting	8,543	6,406	555	8,298	8,398	32,200	17.9%
Engineering	9,207	24,470	327	9,974	2,211	46,189	25.6%
Facilities Engineering	6,312	6,684	36	701	103	13,836	7.7%
Information Technology	1,947	3,727	225	1,481	1,117	8,497	4.7%
Life Cycle Logistics	6,901	6,654	684	3,885	3,528	21,652	12.0%
Production, Quality and Man	1,361	3,874	31	485	5,695	11,446	6.3%
Program Management	3,555	5,885	772	6,765	1,959	18,936	10.5%
Property	55	68	-	19	292	434	0.2%
Purchasing	260	386	29	47	495	1,217	0.7%
S&T Manager	685	526	4	2,880	142	4,237	2.3%
Test and Evaluation	1,941	3,264	137	3,365	351	9,058	5.0%
Unknown/Other	7	2	1	5	6	21	0.0%
Totals	42,806	64,872	3,009	40,675	28,993	180,355	
Component %	23.7%	36.0%	1.7%	22.6%	16.1%		



AWF Historical Size Detail by Component (Civilian & Military)



Components/Agencies
over 1% of Workforce

Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19
Defense Acq Workforce Agency							
NAVY	41,078	48,556	50,156	50,822	57,086	61,696	64,872
MARINE CORPS	1,988	2,862	2,900	2,863	3,002	2,952	3,009
ARMY	40,269	43,634	41,877	37,342	37,146	40,718	42,806
AIR FORCE	24,827	31,382	34,296	34,395	36,975	39,027	40,675
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	10,096
DLA	3,913	4,272	4,915	5,753	7,857	8,867	9,093
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	3,975
MDA	788	1,638	1,828	1,916	1,962	2,084	2,142
Other 4th Estate	2,075	2,494	2,797	3,162	3,433	3,585	3,687
TOTAL	125,880	147,706	151,983	150,465	161,469	172,736	180,355

% Change Since FY08	% Change Since FY14	% Change Since FY18
58%	28%	5%
51%	5%	2%
6%	15%	5%
64%	18%	4%
37%	5%	5%
132%	58%	3%
10%	-13%	-6%
172%	12%	3%
78%	17%	3%
↑	↑	↑
43%	20%	4%



AWF Historical Size Detail by Component (Civilian)



Overall (Civilian) Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19	% Change Since FY08	% Change Since FY14	% Change Since FY18
DoN	38,579	47,009	48,862	49,220	55,367	60,024	63,296	64%	29%	5%
AIR FORCE	16,067	22,526	25,019	25,299	28,123	29,976	31,443	96%	24%	5%
ARMY	38,689	42,015	40,079	35,246	35,238	38,975	40,386	4%	15%	4%
DCMA	7,344	8,722	8,699	9,645	9,993	9,581	10,096	37%	5%	5%
DLA	3,913	4,272	4,915	5,753	7,857	8,867	9,093	132%	58%	3%
DCAA	3,598	4,146	4,515	4,567	4,015	4,226	3,975	10%	-13%	-6%
MDA	787	1,638	1,828	1,916	1,962	2,084	2,142	172%	12%	3%
4th Estate Other	1,957	2,493	2,797	3,162	3,433	3,585	3,687	88%	17%	3%
TOTAL	110,934	132,821	136,714	134,808	145,988	157,318	164,118	↑ 48%	↑ 22%	↑ 4%



AWF Historical Size Detail by Component (Military)



Overall (Military) Defense Acq Workforce Service	FY08	FY10	FY12	FY14	FY16	FY18	FY19	% Change Since FY08	% Change Since FY14	% Change Since FY18
Navy	3,742	3,527	3,317	3,641	3,712	3,654	3,570	-5%	-2%	-2%
MARINE CORPS	745	882	877	824	1,009	970	1,015	36%	23%	5%
ARMY	1,580	1,619	1,798	2,096	1,908	1,743	2,420	53%	15%	39%
AIR FORCE	8,760	8,856	9,277	9,096	8,852	9,051	9,232	5%	1%	2%
4th ESTATE	118	-	-	-	-	-	-			
Total	14,945	14,884	15,269	15,657	15,481	15,418	16,237	↑ 9%	↑ 4%	↑ 5%



AWF Historical Size Detail by Career Field (Civilian and Military)



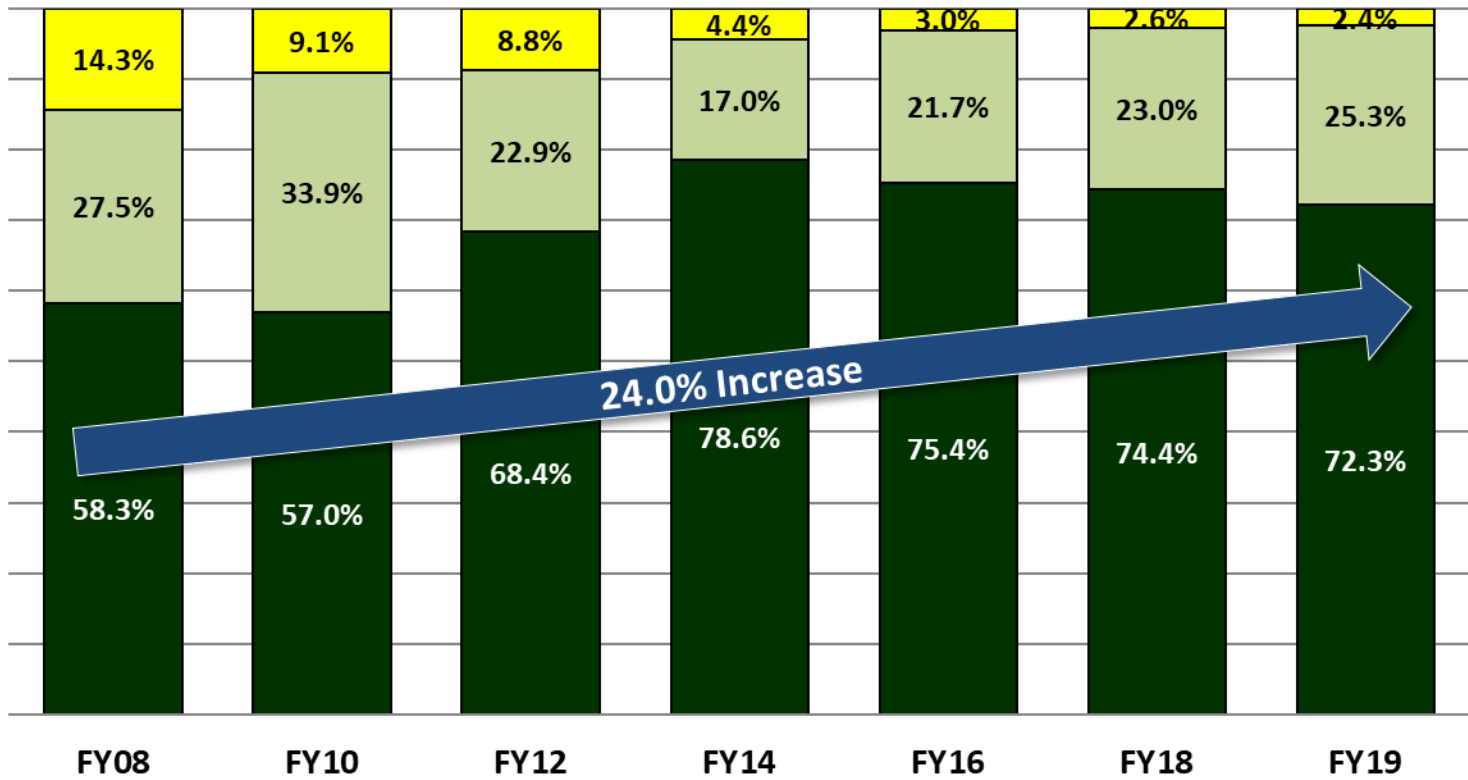
Overall	FY08	FY10	FY12	FY14	FY16	FY18	FY19	% Change Since FY08	% Change Since FY14	% Change Since FY18
Defense Acq Workforce Career Field										
Engineering	34,537	39,201	39,728	39,242	42,438	44,850	46,189	34%	18%	3%
Contracting	25,680	29,792	30,292	29,826	30,669	31,136	32,200	25%	8%	3%
Life Cycle Logistics	13,361	16,861	17,513	17,724	19,929	20,997	21,652	62%	22%	3%
Program Management	12,781	14,915	15,745	16,003	17,002	17,892	18,936	48%	18%	6%
Facilities Engineering	4,920	6,911	7,290	6,617	7,870	11,880	13,836	181%	109%	16%
Production, Quality and Man	9,138	9,727	9,458	9,671	10,544	11,081	11,446	25%	18%	3%
Test and Evaluation	7,420	8,446	8,506	8,569	8,738	8,852	9,058	22%	6%	2%
Information Technology	3,934	5,165	5,825	5,776	6,836	7,839	8,497	116%	47%	8%
Business - FM	7,085	7,054	6,759	6,142	6,327	6,882	7,167	1%	17%	4%
Auditing	3,638	4,143	4,505	4,560	4,011	4,219	3,968	9%	-13%	-6%
S&T Manager	480	2,561	3,159	3,401	3,814	3,986	4,237	783%	25%	6%
Business - CE	-	1,070	1,275	1,309	1,378	1,449	1,497		14%	3%
Purchasing	1,196	1,287	1,340	1,205	1,475	1,260	1,217	2%	1%	-3%
Property	451	501	449	389	405	395	434	-4%	12%	10%
Unknown/Other	1,259	72	139	31	33	18	21			
TOTAL	125,880	147,706	151,983	150,465	161,469	172,736	180,355	↑ 43%	↑ 20%	↑ 4%



AWF Historical DAWIA Certification FY08 – FY19



AWF Overall

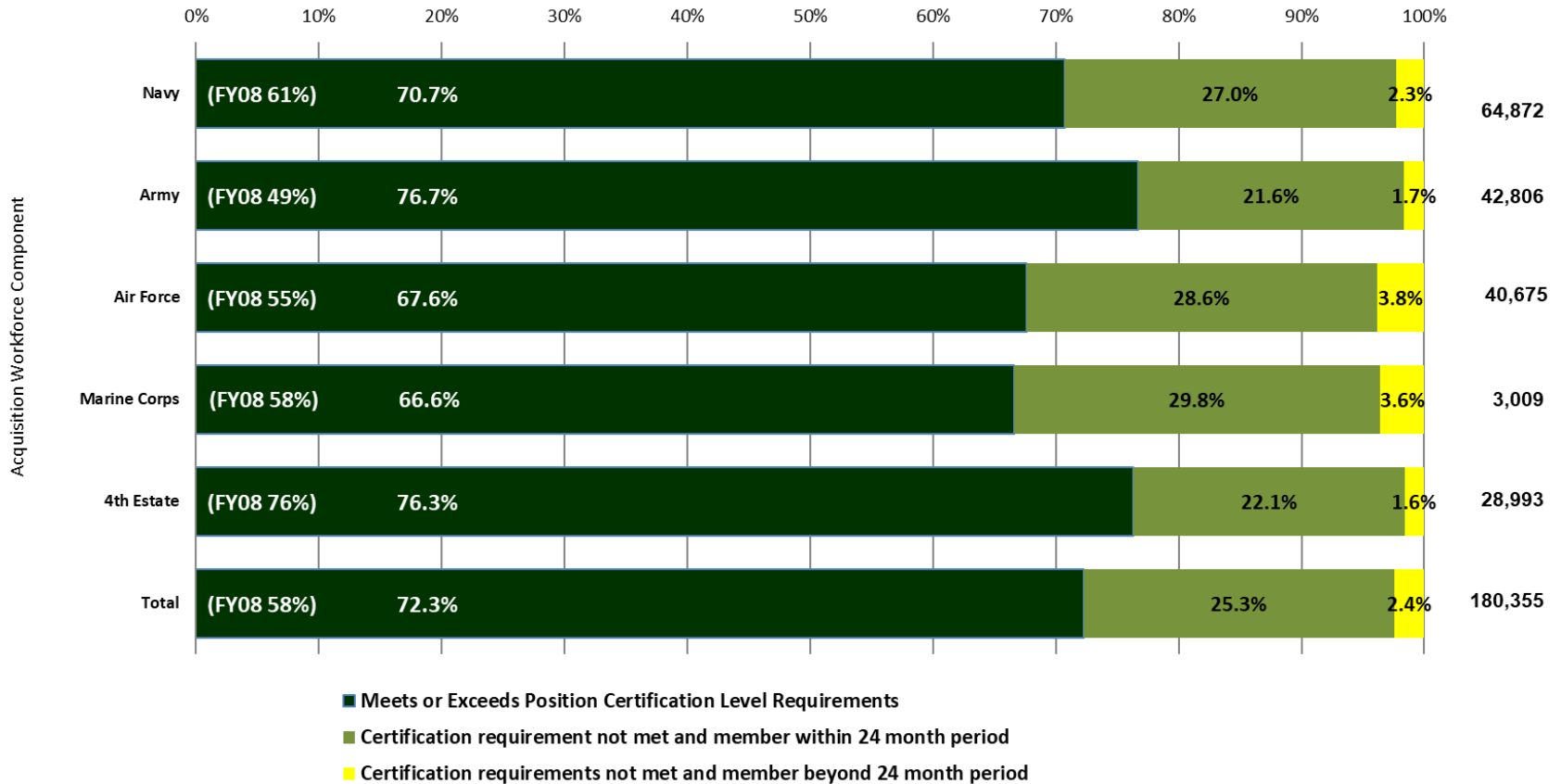


■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



AWF DAWIA Certification by Major Component

Certification Level "Meet/Exceed" Rates by Major Component AWF (FY19Q4)

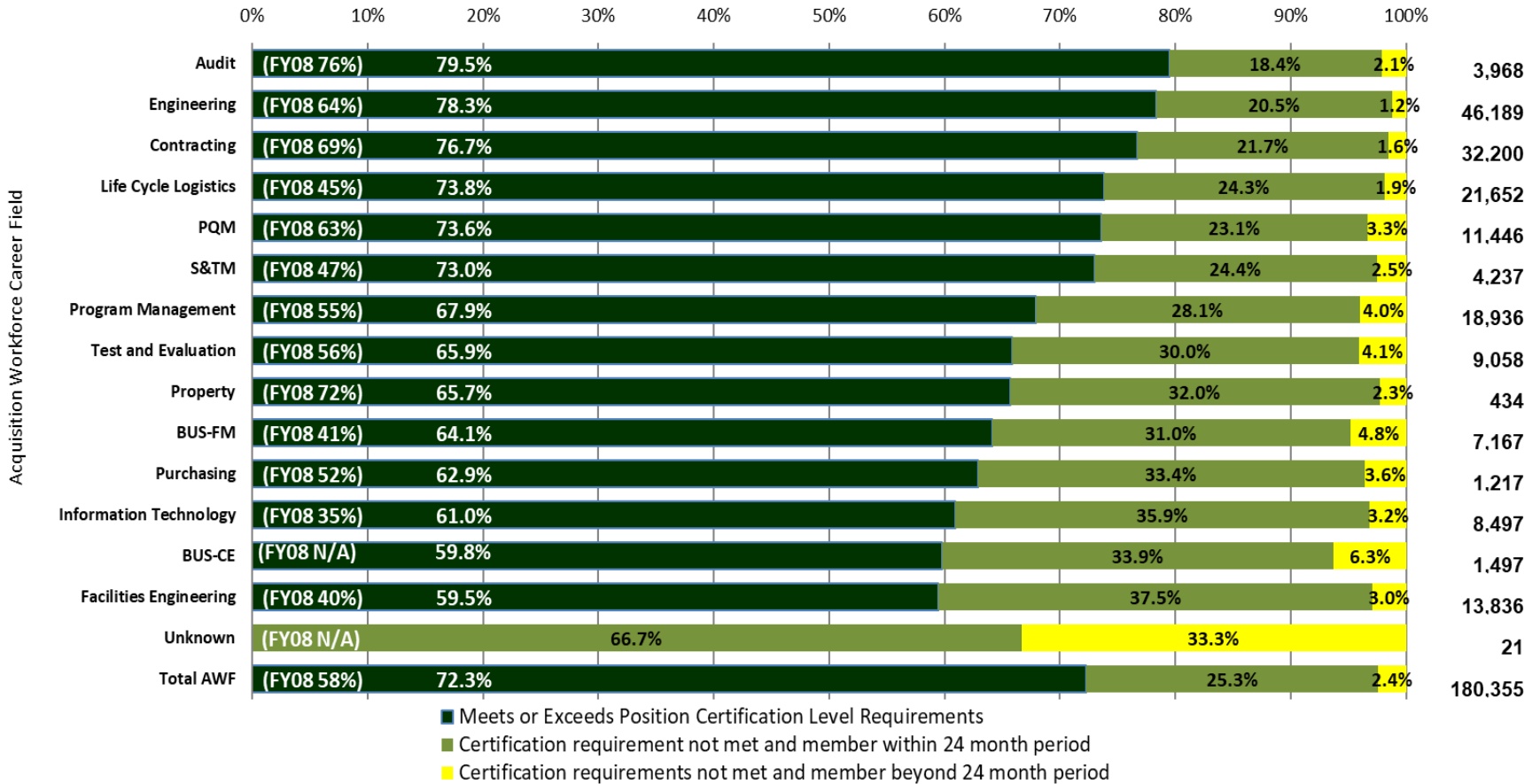




AWF DAWIA Certification by Career Field



Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q4)





AWF DAWIA Certification



Required Certification Level	Achieved Certification Level				FY19Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	12,163	12,340	3,544	2,166	30,213	59.7%
Level II	16,006	10,619	45,498	17,618	89,741	70.3%
Level III	4,429	1,592	5,042	49,139	60,202	81.6%
<i>Unspecified</i>	91	31	53	24	199	
FY19Q4 TOTAL	32689	24582	54137	68947	180355	

No Level Achieved includes those within the 24 month grace period

Bench Strength		
Org	# Meet or Exceeds	or Exceeds*
<i>DAW</i>	130,329	72.3%
<i>Army</i>	32,841	76.7%
<i>Navy</i>	45,858	70.7%
<i>Marine Corp</i>	2,004	66.6%
<i>Air Force</i>	27,499	67.6%
<i>4th Estate</i>	22,127	76.3%

Certification Requirement	Meets/ Exceeds	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	18,050	11,798	365	30,213	16.8%
Level II	63,116	24,131	2,494	89,741	49.8%
Level III	49,139	9,601	1,463	60,203	33.4%
<i>Unspecified</i>	24	157	18	199	0.1%
AWF Total	130,329	45,687	4,340	180,356	
% TOTAL	72.3%	25.3%	2.4%		

= Compliance

= Exceeds Requirement

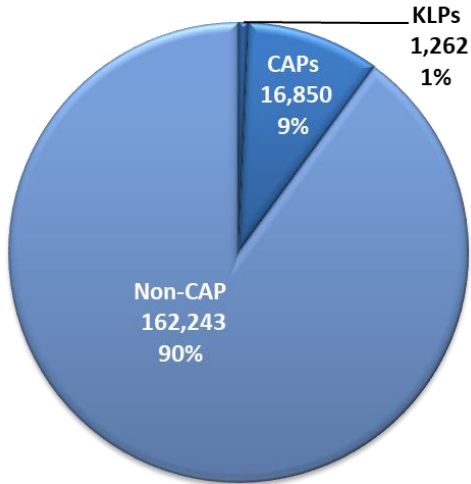
* NOTE: Rounded to nearest 0.1%



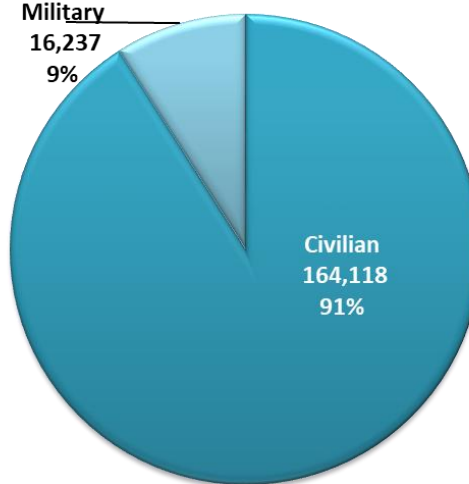
AWF Demographics



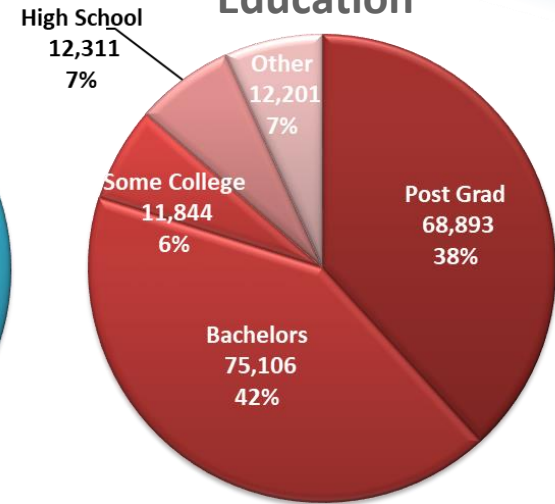
CAP / KLP



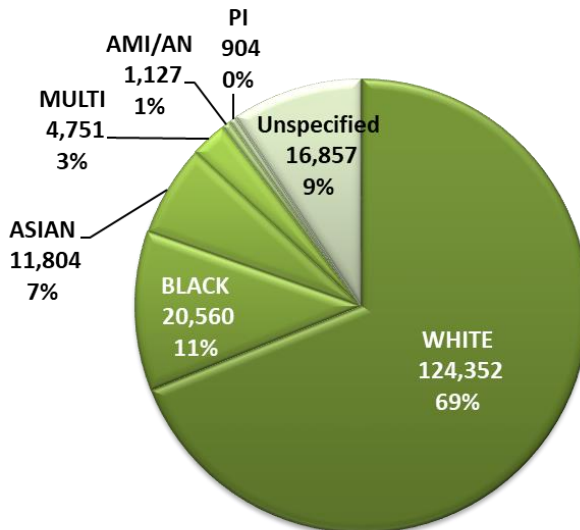
Mil / Civ



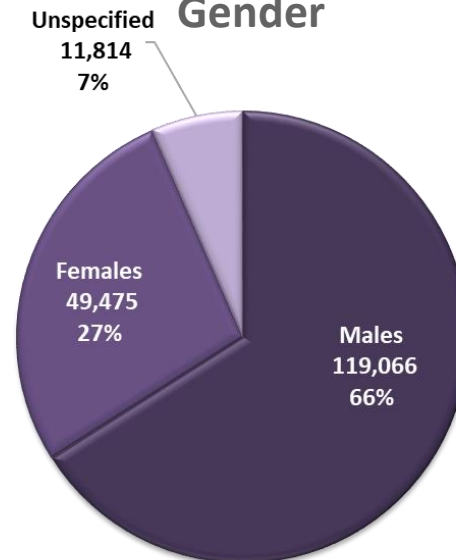
Education



Race

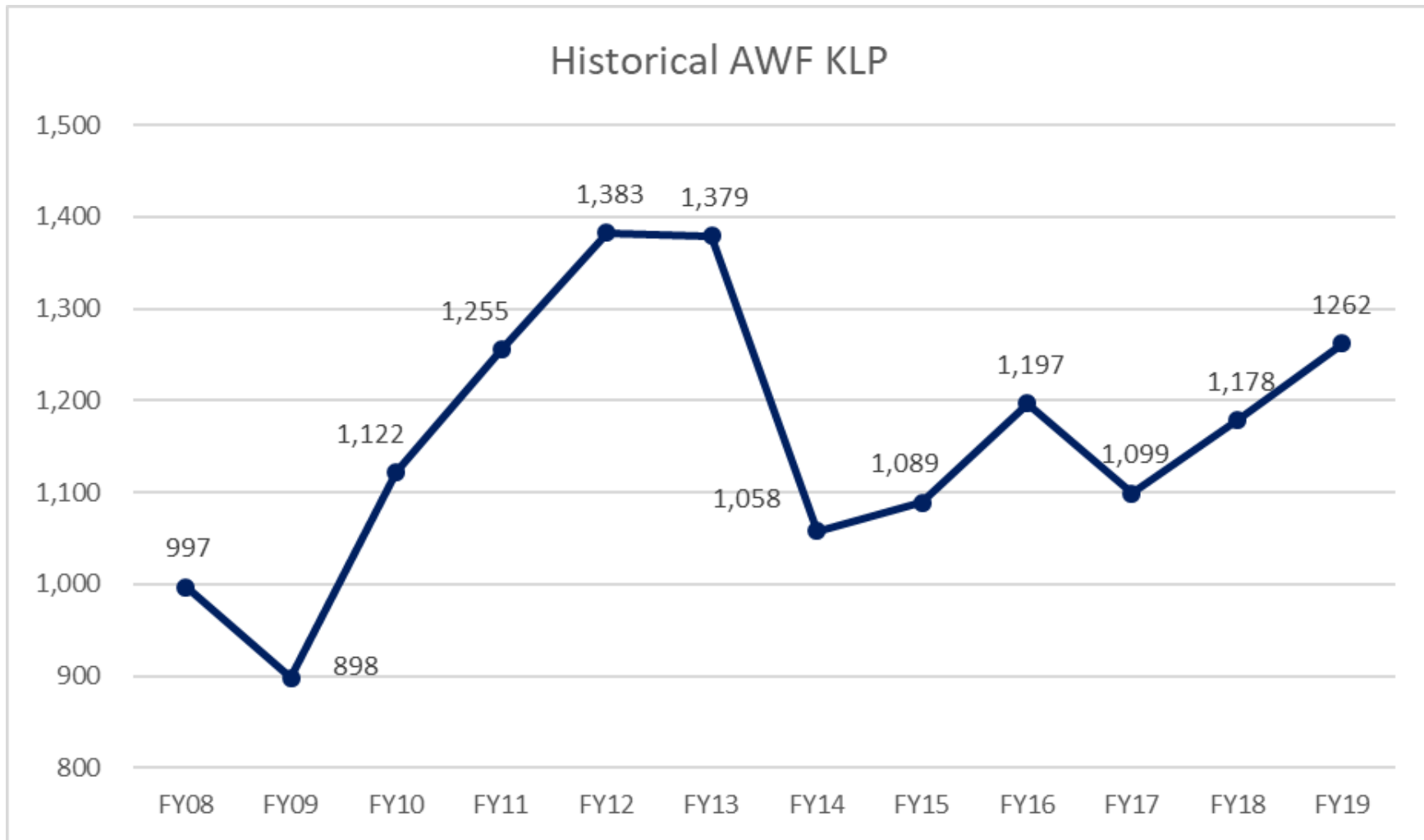


Gender





AWF KLP Count





RAND NDRI Forces and Resources
Policy Center Data
Retirement, Gains/Losses Slides
FY19Q4



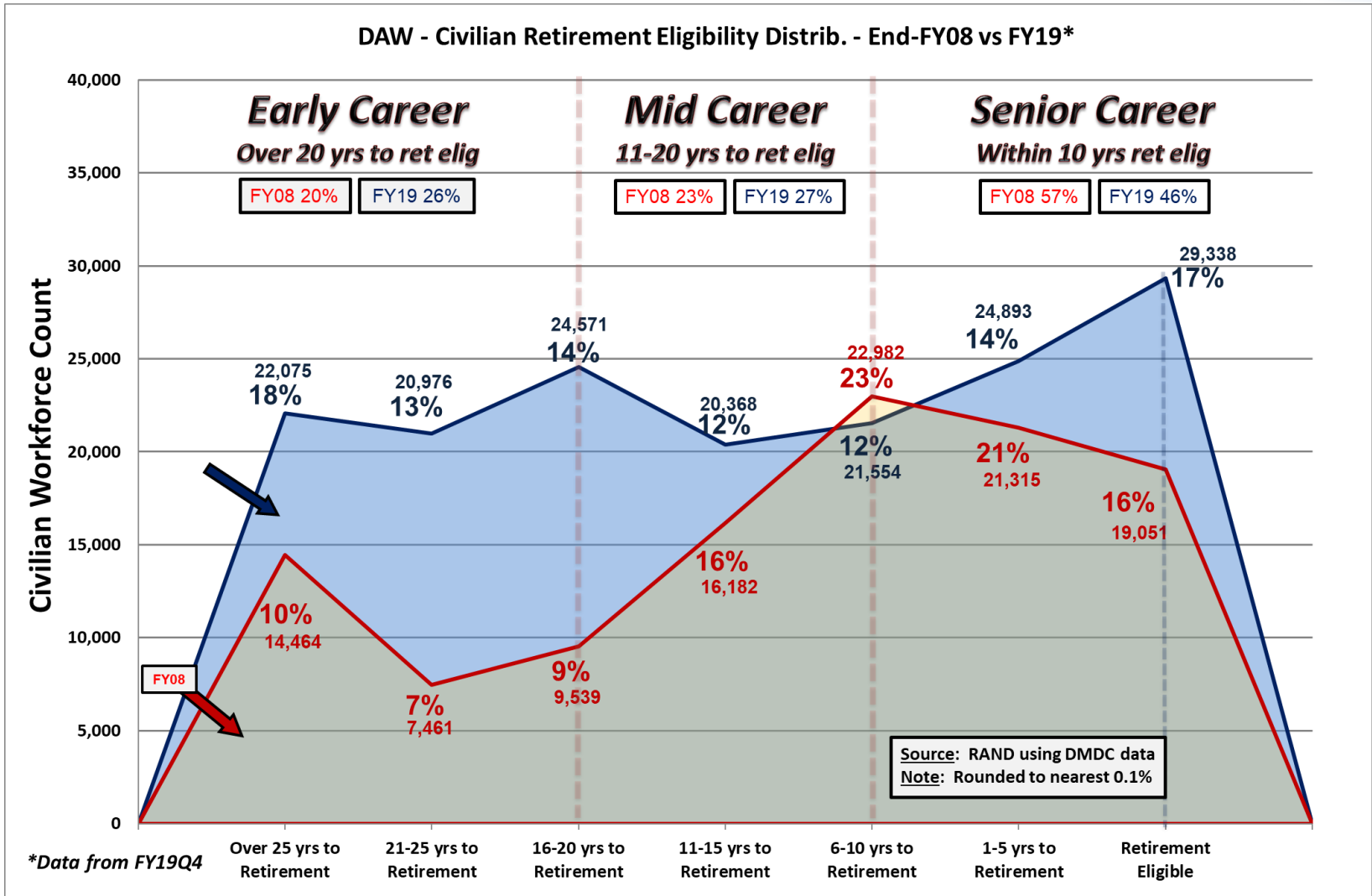
Human Capital Fact Sheet

Defense Acquisition Workforce	FY 2008			FY2019Q4		
	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)	AWF Civilian (Civ)	AWF Military (Mil)	Total AWF (Civ+Mil)
Size & Composition						
Workforce Size	110,934	14,945	125,879	164,118	16,237	180,355
Change in size from 2008	-	-	-	48%	9%	43%
Civilian/Military Composition	88%	12%	-	91%	9%	91% / 9%
Educational Attainment						
Bachelor's Degree or Higher	77%	81%	77%	80%	75%	80%
Post Graduate Degree	26%	44%	29%	25%	48%	38%
Certification (Cert)						
Level I or Higher Achieved	73%	61%	72%	83%	74%	82%
Level II or Higher Achieved	63%	41%	61%	70%	50%	68%
Level III Achieved	38%	19%	36%	40%	25%	38%
Position Cert Rqmt Met or Exceeded	61%	41%	58%	74%	57%	72%
Within 24 Months of Cert Rqmt	25%	46%	27%	24%	38%	25%
Does Not Meet Cert Rqmt	15%	12%	14%	2%	5%	2%
Planning Considerations						
Average Age	47	36	46	43	31	42
Workforce Life-Cycle Model (YRE) % Future/Mid-Career/Senior	20/23/57(%)	-	-	26/27/46(%)	-	
Average Years of Service	18	13	17	0	0	0
Retirement Eligible	19,051(17%)	-	-	29,315(18%)	-	
Retirement Eligible w/in 5 Years	21,315(19%)	-	-	24,894(15%)	-	
Total Gains/Losses	14,245/15,030	-	-	25,028/9,475	-	

Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Overall Civilian Retirement Eligibility Distribution – FY08/FY19

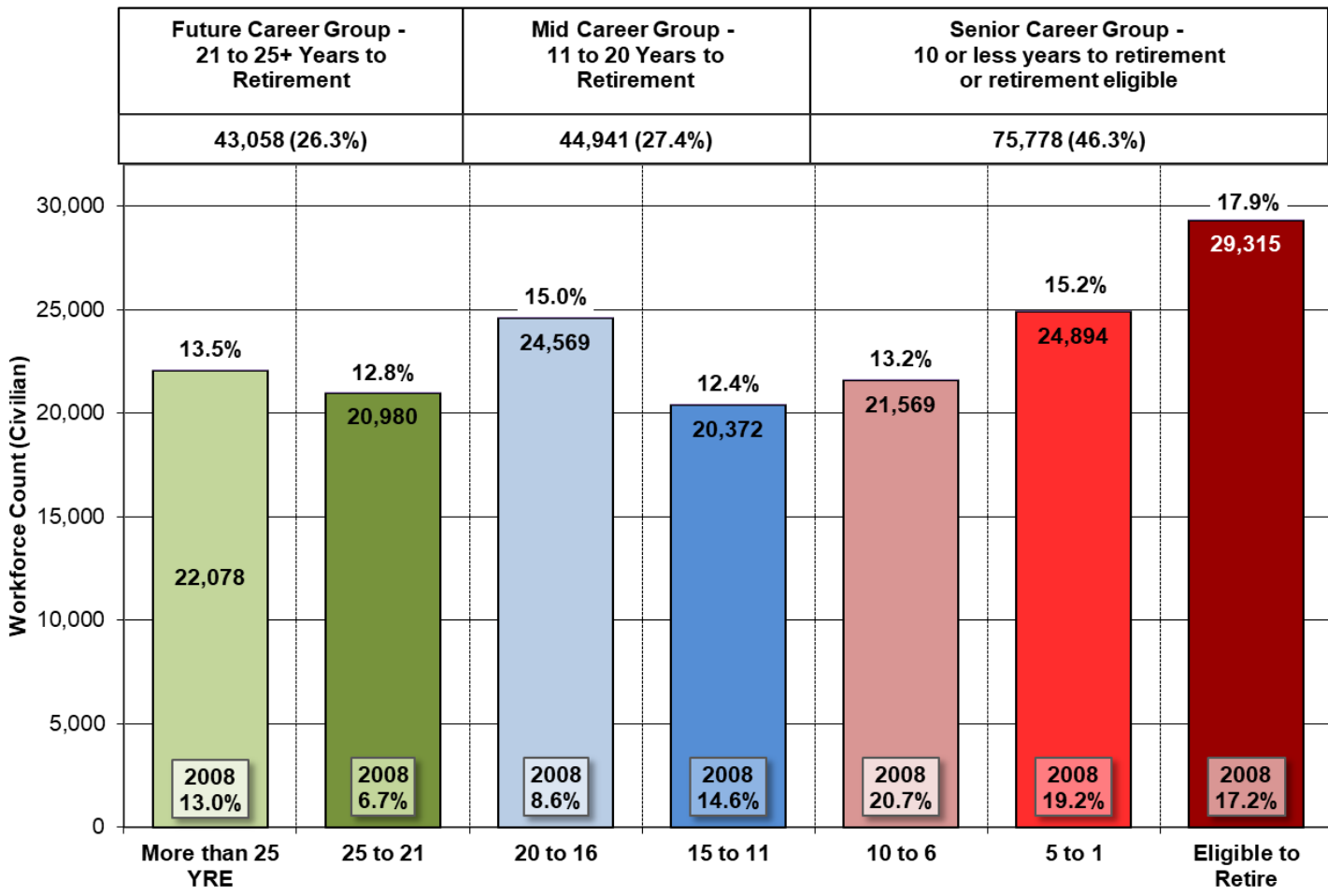


RAND NDRI (As of 09-30-2019)



Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q4)

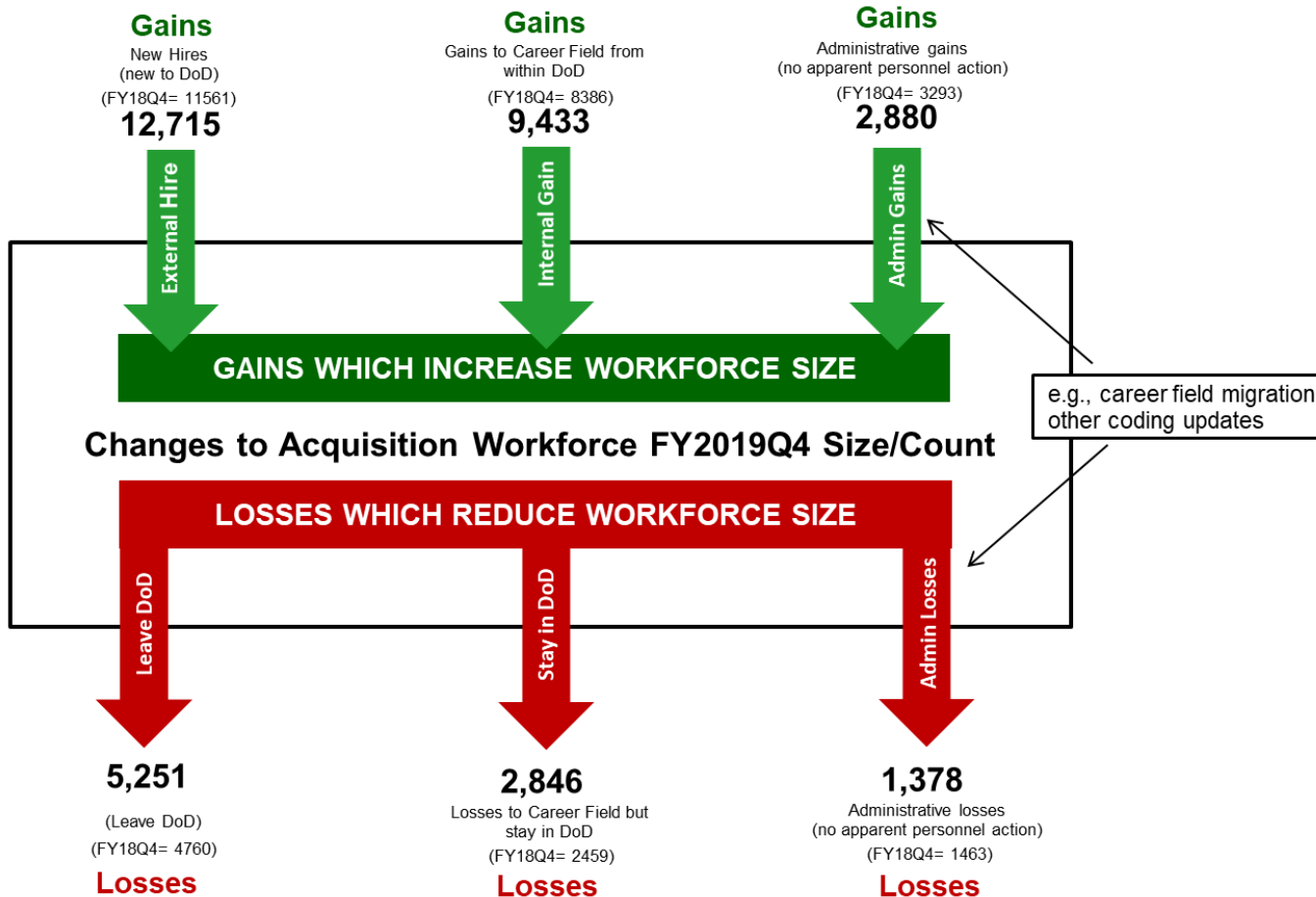




Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2019Q4)

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



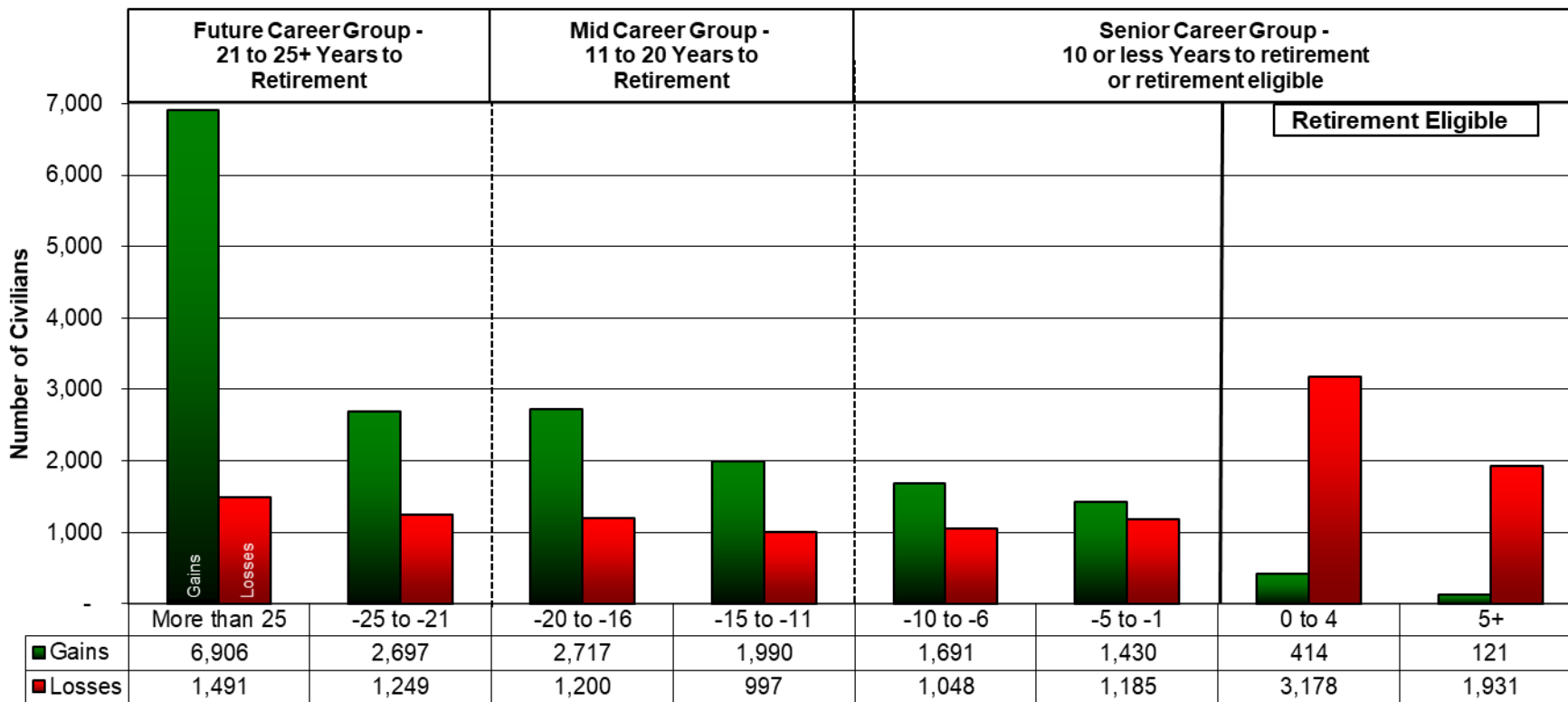


AWF Gains and Losses Civilian by Workforce Lifecycle



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q4 Gains & Losses*

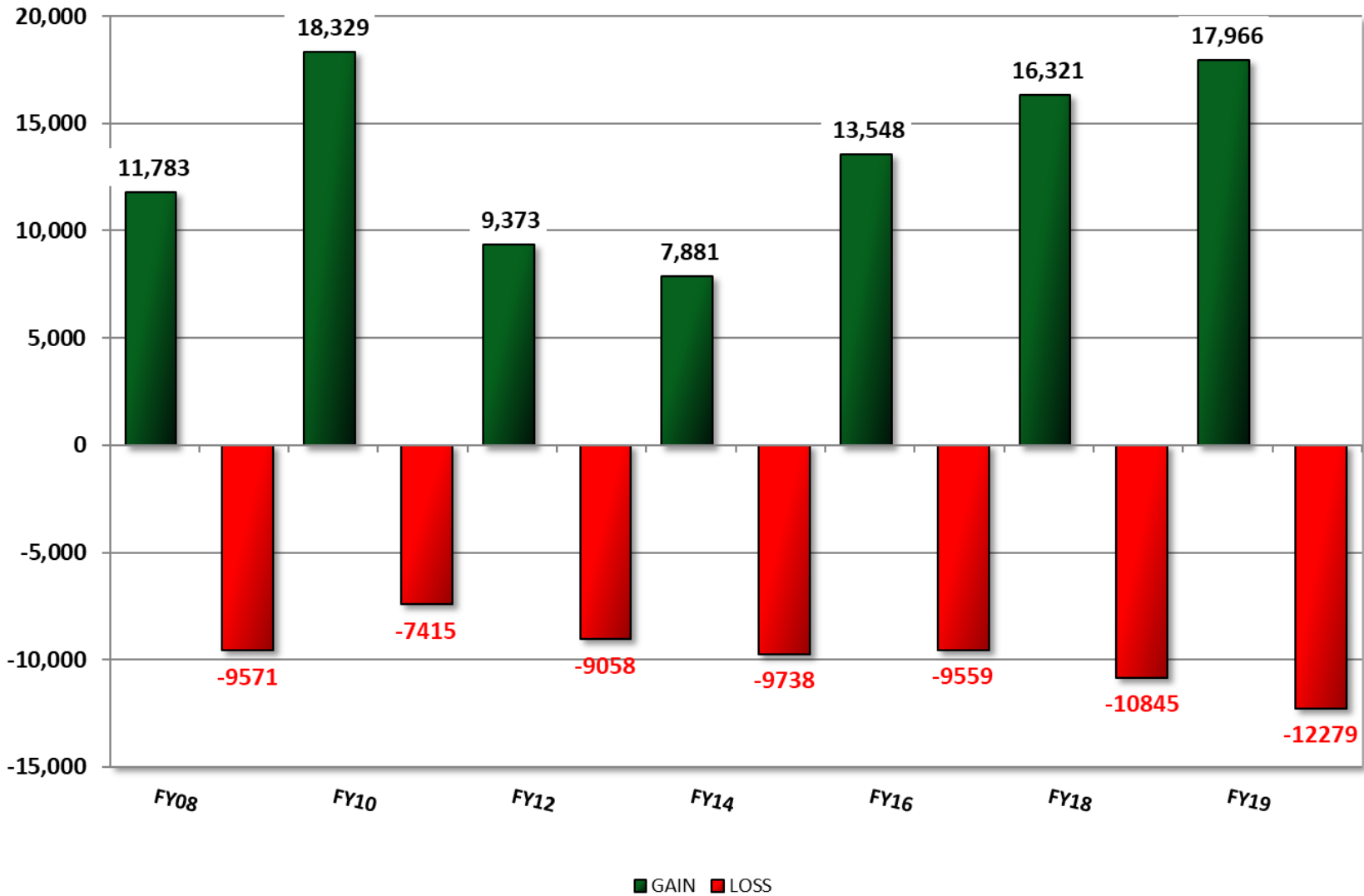


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Historical Gains and Losses FY08 – FY19

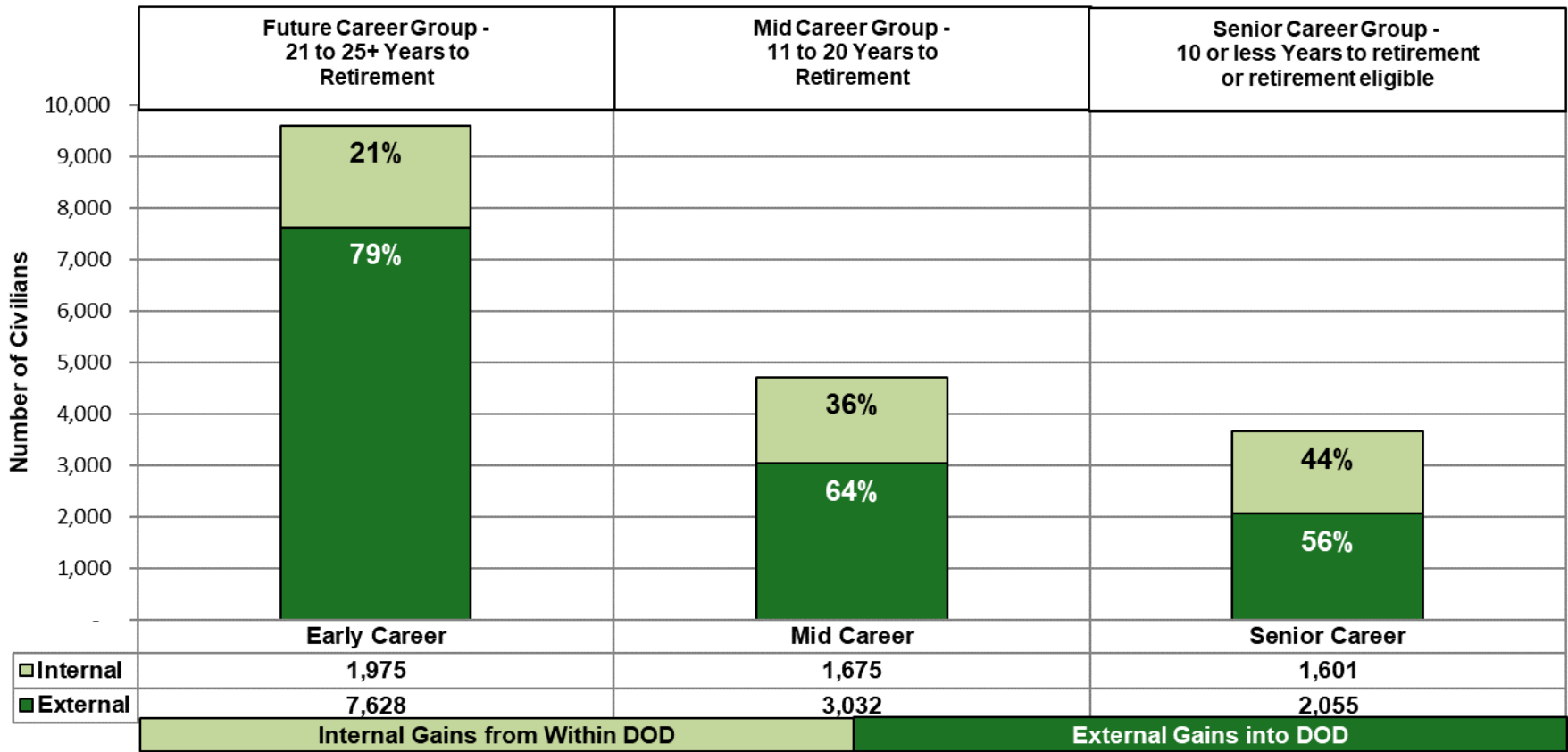




Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q4 Gains*



*Does not include administrative gains

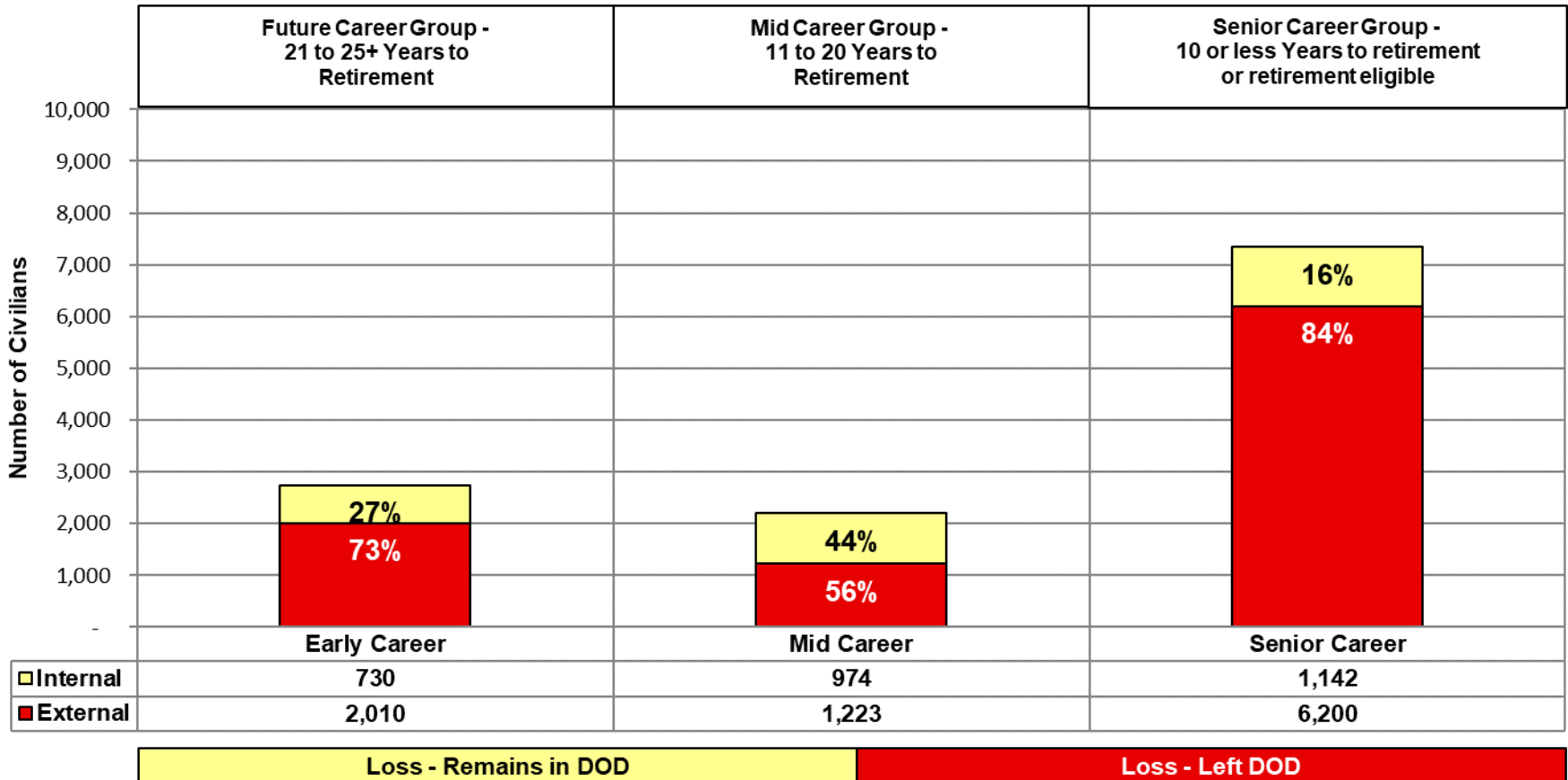


Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q4 Losses*

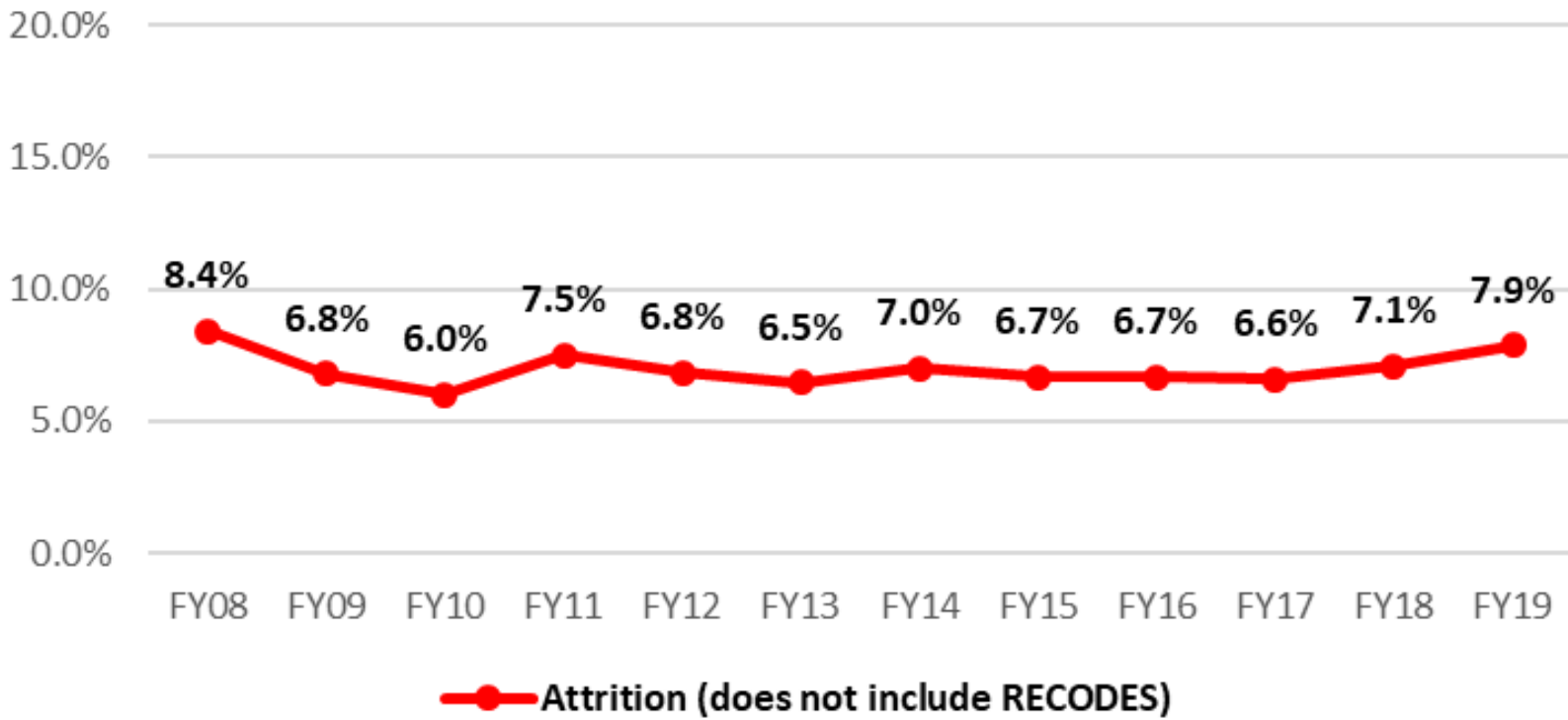


*Does not include administrative losses



Annual Attrition Rates

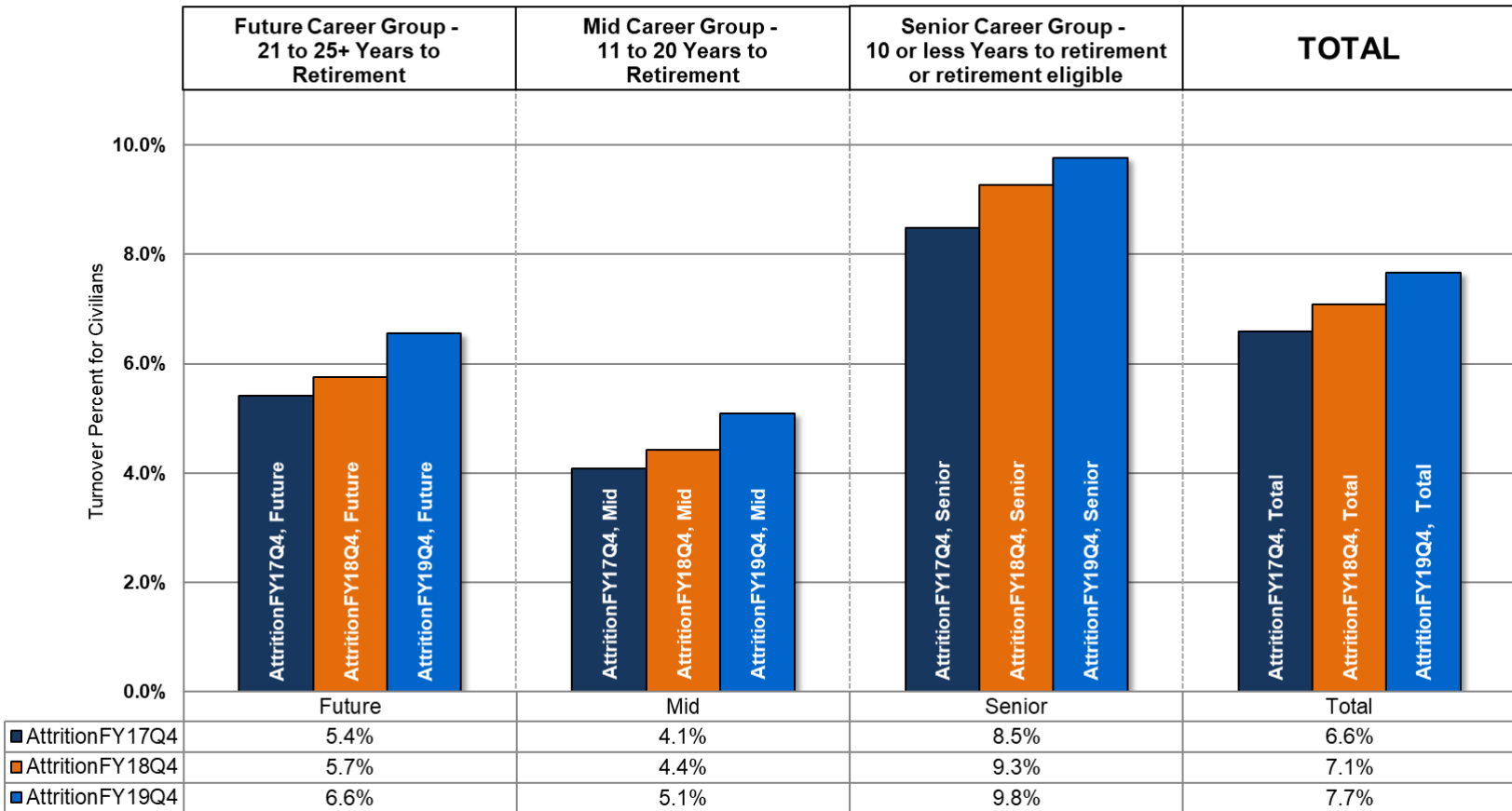
AWF Attrition Does not include RECODES





Attrition Rates by Career Group

Defense Acquisition Workforce Attrition, (Civilian) (FY17Q4, FY18Q4, FY19Q4)(by Career Lifecycle Group)





Civilian Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q4)

