



# Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing

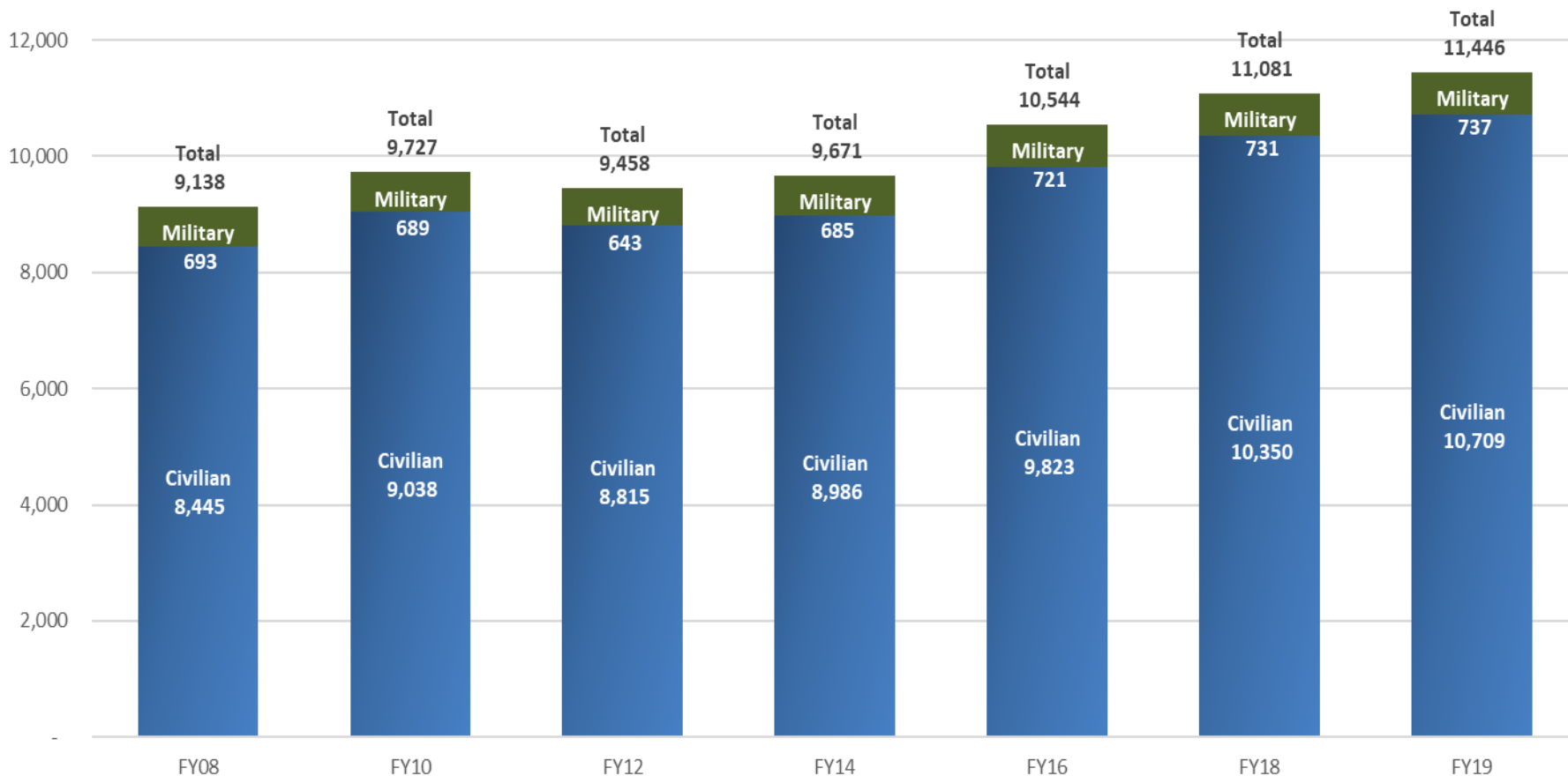
As of FY19 (30 Sept 2019)



# PQM Total Workforce

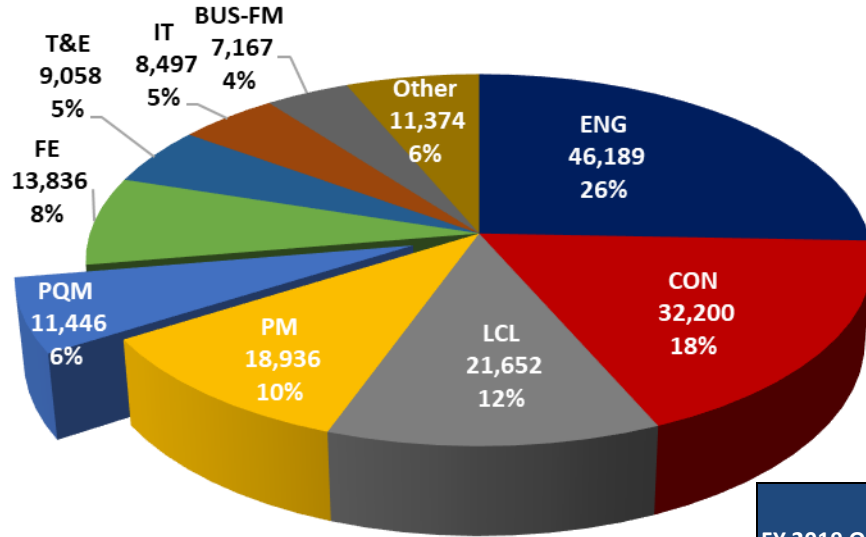


## PQM





# AWF 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%
<b>Totals</b>	<b>42,806</b>	<b>64,872</b>	<b>3,009</b>	<b>40,675</b>	<b>28,993</b>	<b>180,355</b>	
<b>Component %</b>	<b>23.7%</b>	<b>36.0%</b>	<b>1.7%</b>	<b>22.6%</b>	<b>16.1%</b>		



# PQM Workforce Historical Size by Agency FY08 – FY19



Production, Quality and Man Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19	% Change Since FY08	% Change Since FY18
Navy	1,980	2,146	2,356	2,638	3,210	3,755	3,874	96%	3%
MARINE CORPS	25	35	23	37	39	41	31	24%	-24%
ARMY	1,952	2,081	1,777	1,432	1,407	1,373	1,361	-30%	-1%
AIR FORCE	383	404	405	330	393	451	485	27%	8%
DCMA	3,858	4,259	4,026	4,352	4,471	4,345	4,539	18%	4%
DLA	865	769	823	815	943	999	1,046	21%	5%
MDA	37	23	41	54	67	105	101	173%	-4%
DAU	5	5	5	9	10	9	8	60%	-11%
OSD	13	3	1	1	2	2	-	-100%	-100%
DHA	2	2	1	3	1	1	1	-50%	0%
NRO	-	-	-	-	1	-	-		
DoD HRA	1	-	-	-	-	-	-	-100%	
TRMC	2	-	-	-	-	-	-	-100%	
DARPA	1	-	-	-	-	-	-	-100%	
NDU	2	-	-	-	-	-	-	-100%	
IG	4	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>9,130</b>	<b>9,727</b>	<b>9,458</b>	<b>9,671</b>	<b>10,544</b>	<b>11,081</b>	<b>11,446</b>	<b>↑ 25%</b>	<b>↑ 3%</b>



# PQM Workforce Historical (Quarterly) Size by Agency



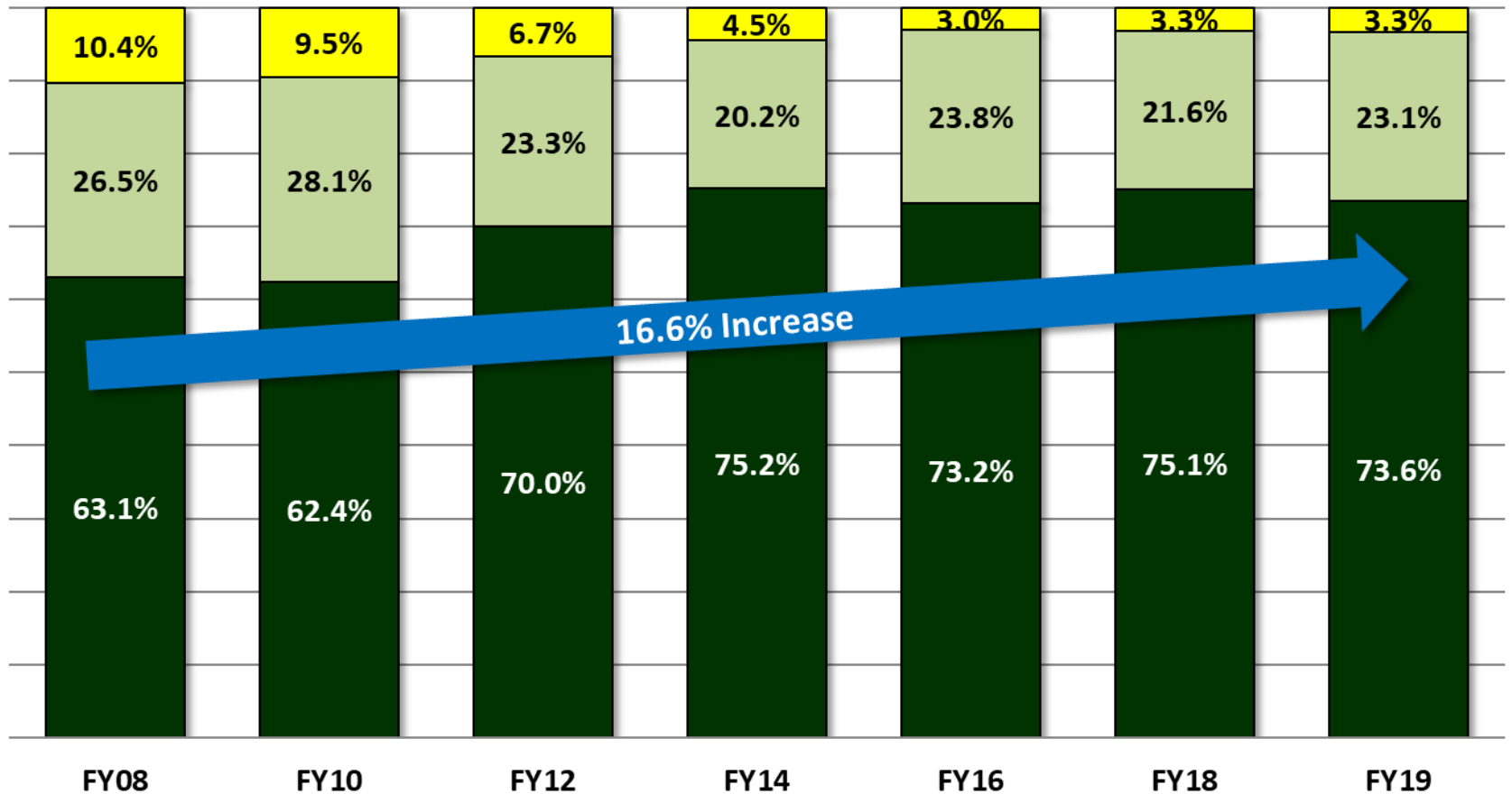
Production, Quality and Man Defense Acq Workforce Agency	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	FY19Q4	% Change Since FY18Q4
Navy	3,330	3,406	3,508	3,689	3,755	3,796	3,804	3,798	3,874	3%
MARINE CORPS	40	43	46	42	41	43	43	30	31	-24%
ARMY	1,387	1,395	1,397	1,387	1,373	1,378	1,368	1,359	1,361	-1%
AIR FORCE	421	431	442	454	451	478	472	478	485	8%
DCMA	4,280	4,226	4,243	4,236	4,345	4,310	4,428	4,492	4,539	4%
DLA	959	954	968	973	999	981	1,006	1,019	1,046	5%
MDA	88	89	89	97	105	103	107	101	101	-4%
DAU	9	9	10	9	9	9	9	9	8	-11%
OSD	2	2	2	2	2	2	2	1	-	-100%
DHA	1	1	1	1	1	1	1	1	1	0%
NRO	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>10,517</b>	<b>10,556</b>	<b>10,706</b>	<b>10,890</b>	<b>11,081</b>	<b>11,101</b>	<b>11,240</b>	<b>11,288</b>	<b>11,446</b>	<b>↑ 3%</b>



# PQM Manager Historical DAWIA Certification FY08 – FY19



## Production, Quality and Manufacturing



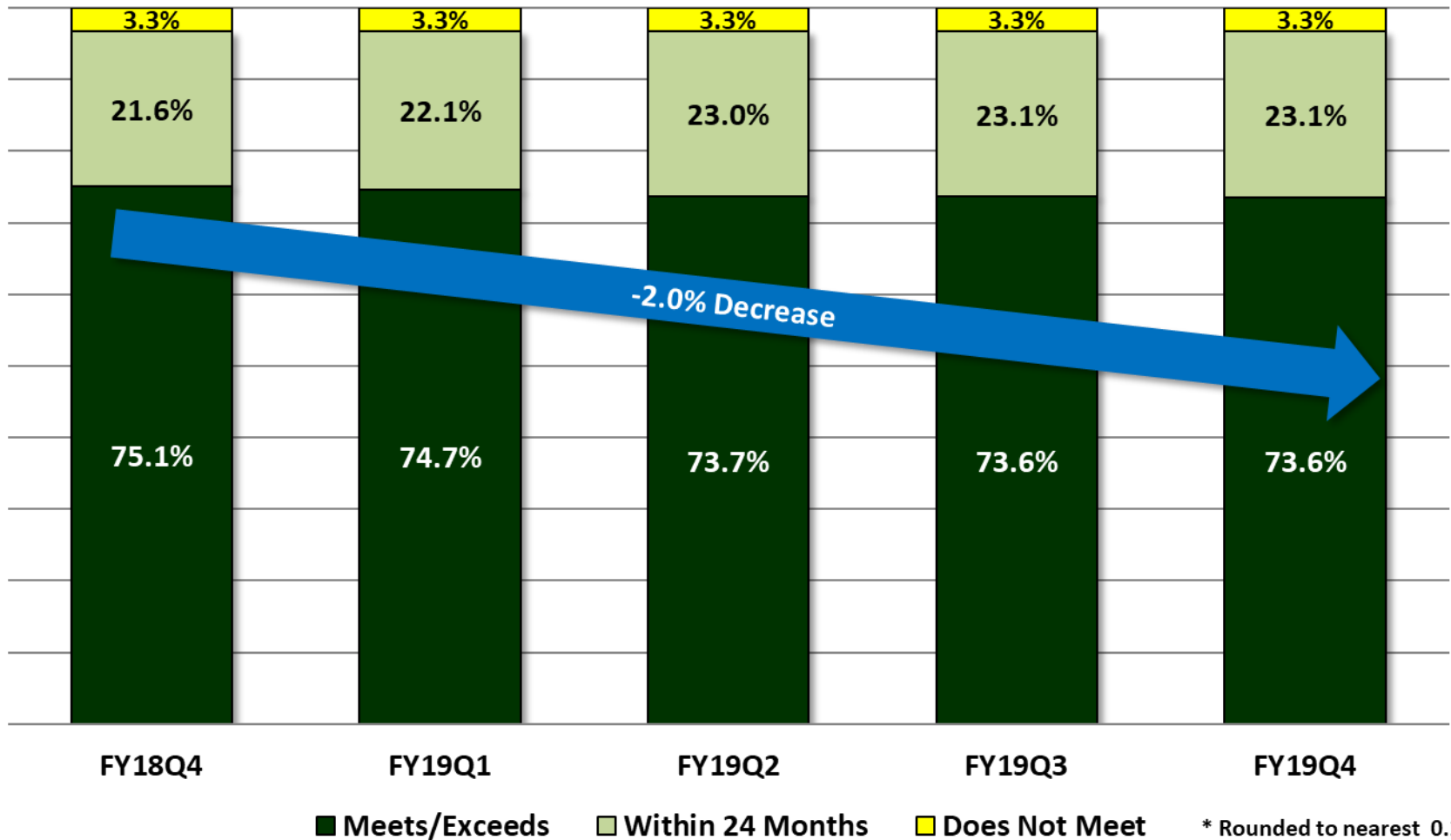
Meets/Exceeds  
  Within 24 Months  
  Does Not Meet  
 \* Rounded to nearest 0.1%



# PQM Manager Historical (Quarterly) DAWIA Certification



## Production, Quality and Manufacturing



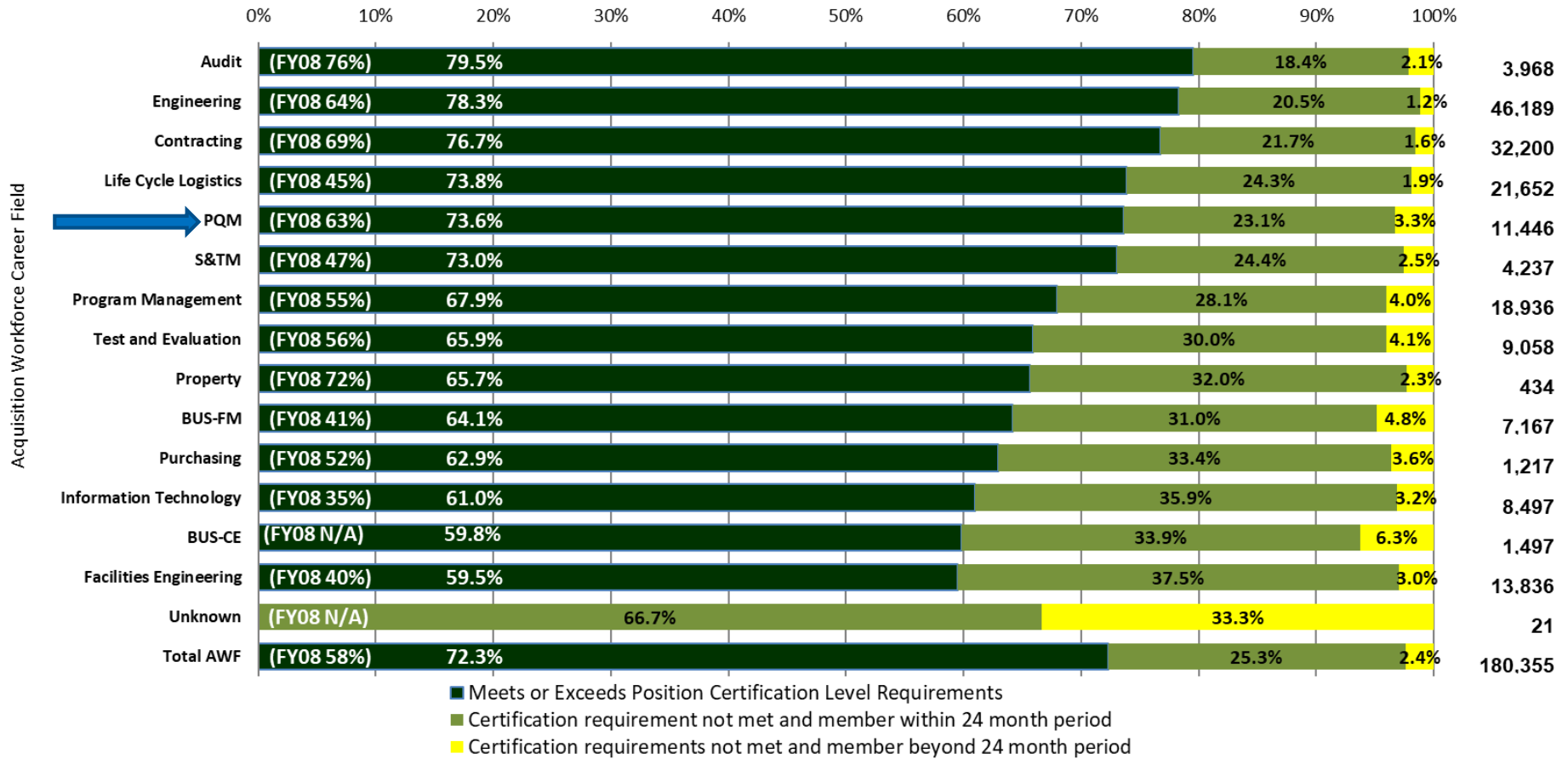
-2.0% Decrease



# DAWIA Certification by Career Field



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



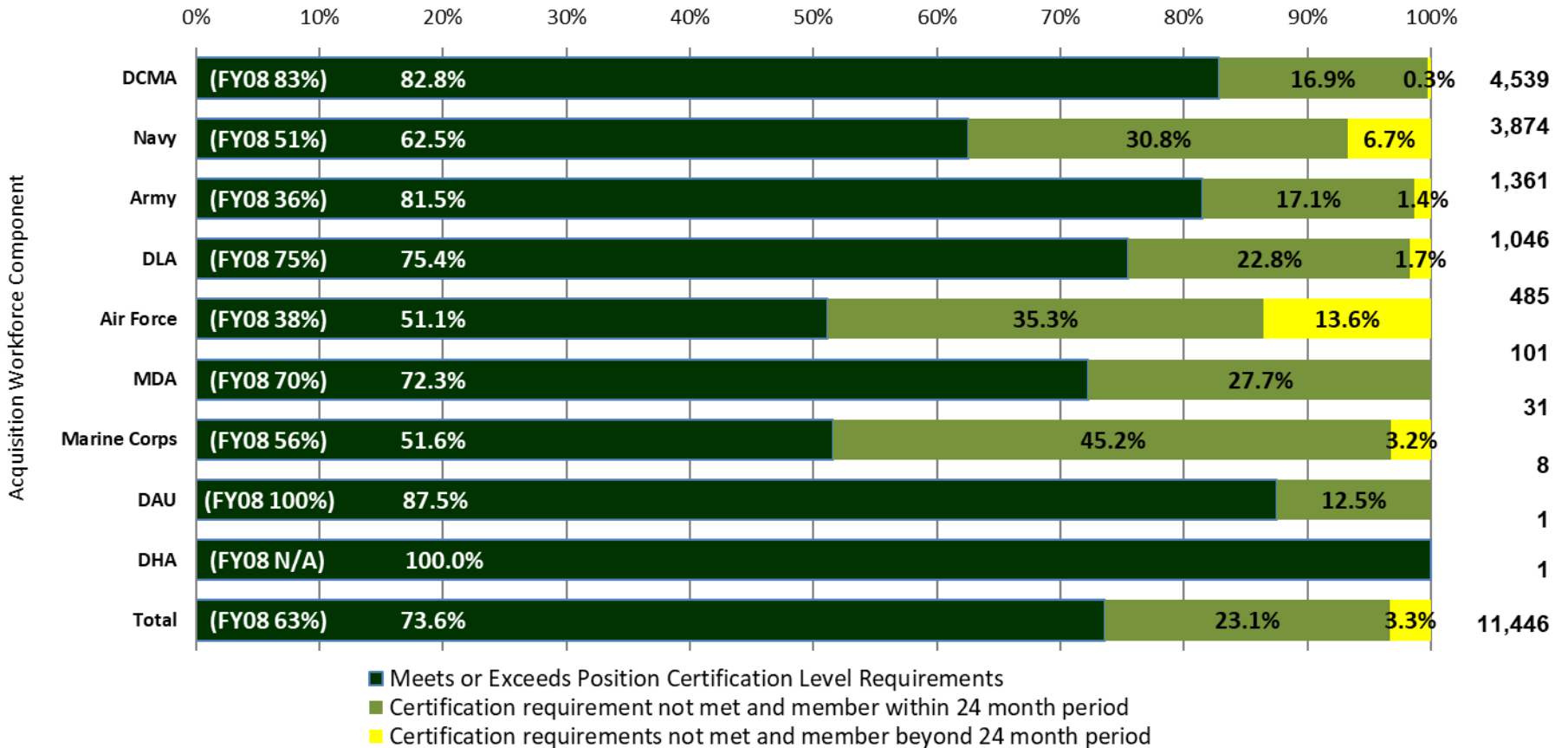




# PQM DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component PQM (FY19Q4)



- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirements not met and member beyond 24 month period



# PQM DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	723	756	138	37	1,654	56.3%
Level II	1,199	720	5,322	476	7,717	75.1%
Level III	131	68	181	1,693	2,073	81.7%
Unspecified	-	1	1	-	2	
<b>FY19Q4 TOTAL</b>	<b>2,053</b>	<b>1,545</b>	<b>5,642</b>	<b>2,206</b>	<b>11,446</b>	<b>73.6%</b>
	17.9%	13.5%	49.3%	19.3%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	130,329	72.3%	
Army	32,841	76.7%	
Navy	45,858	70.7%	
Marine Cor	2,004	66.6%	
Air Force	27,499	67.6%	
4th Estate	22,127	76.3%	
<b>PQM</b>	<b>8,422</b>	<b>73.6%</b>	<b>6 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	931	672	51	1,654	14.5%
Level II	5,798	1,663	256	7,717	67.4%
Level III	1,693	310	70	2,073	18.1%
Unspecified	-	1	1	2	0.0%
<b>PQM TOTAL</b>	<b>8,422</b>	<b>2,646</b>	<b>378</b>	<b>11,446</b>	
	73.6%	23.1%	3.3%		

= Compliance  
= Exceeds Requirements

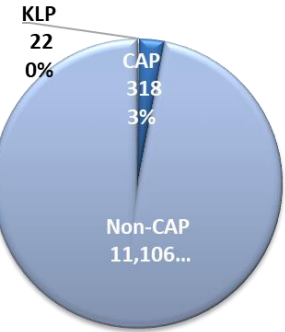
\* NOTE: Rounded to nearest 0.1%



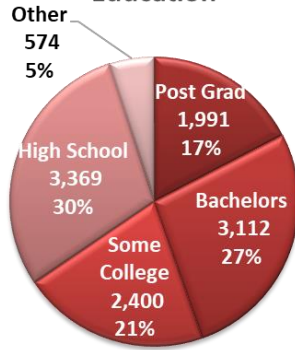
# PQM Demographics



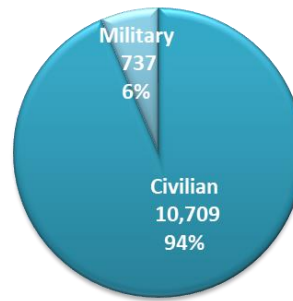
KLP - CAP - Non-CAP



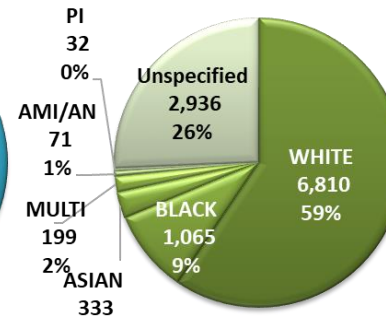
Education



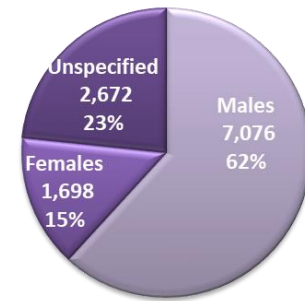
Civilian / Military



Race



Gender



Occupied Position Type	PQM TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	22	0.2%	1,262	0.7%
Critical Acquisition Positions (CAPs) *	318	2.8%	16,850	9.3%
Non-CAP Positions	11,106	97.0%	162,243	90.0%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>11,446</b>		<b>180,355</b>	

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

Race	PQM TOTAL		Entire DAW	
WHITE	6,810	59.5%	124,352	68.9%
BLACK	1,065	9.3%	20,560	11.4%
ASIAN	333	2.9%	11,804	6.5%
MULTI	199	1.7%	4,751	2.6%
AMI/AN	71	0.6%	1,127	0.6%
PI	32	0.3%	904	0.5%
Unspecified	2,936	25.7%	16,857	9.3%
<b>TOTAL</b>	<b>11,446</b>		<b>180,355</b>	

Highest Level of Education	PQM TOTAL		Entire AWF	
Post Grad	1,991	17.4%	68,893	38.2%
Bachelors	3,112	27.2%	75,106	41.6%
Some College	2,400	21.0%	11,844	6.6%
High School	3,369	29.4%	12,311	6.8%
Other	574	5.0%	12,201	6.8%
<b>TOTAL</b>	<b>11,446</b>		<b>180,355</b>	

Gender	PQM TOTAL		Entire DAW	
Males	7,076	61.8%	119,066	66.0%
Females	1,698	14.8%	49,475	27.4%
Unspecified	2,672	23.3%	11,814	6.6%
<b>TOTAL</b>	<b>11,446</b>		<b>180,355</b>	

Type	PQM TOTAL		Entire AWF	
Civilian	10,709	93.6%	164,118	91.0%
Military	737	6.4%	16,237	9.0%
<b>TOTAL</b>	<b>11,446</b>		<b>180,355</b>	



## PQM Size by Occupational Series

Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	6,097	56.9%
1150 - Industrial Specialist	1,019	9.5%
1101 - Business and Industry Specialist	1,009	9.4%
0801 - Engineer, General	514	4.8%
0301 - Administration & Program Staff	384	3.6%
1152 - Production Controller	314	2.9%
0856 - Engineering Technician, Electronics	244	2.3%
0802 - Engineering Technician	207	1.9%
0896 - Engineer, Industrial	118	1.1%
<i>Other</i>	743	6.9%
<b>TOTAL CIVILIAN</b>	<b>10,709</b>	<b>Civilians</b>