



# Defense Acquisition Workforce Key Information

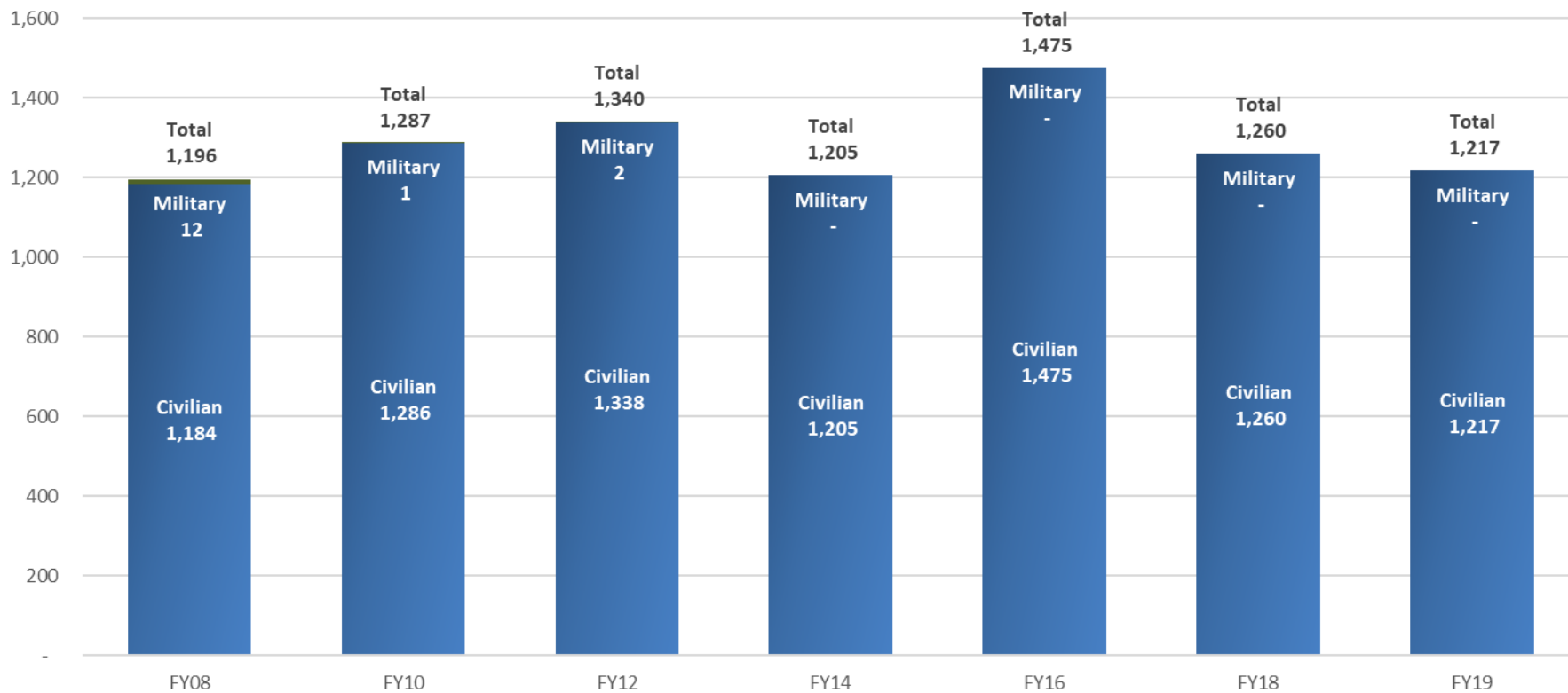
Purchasing

As of FY19 (30 Sept 2019)



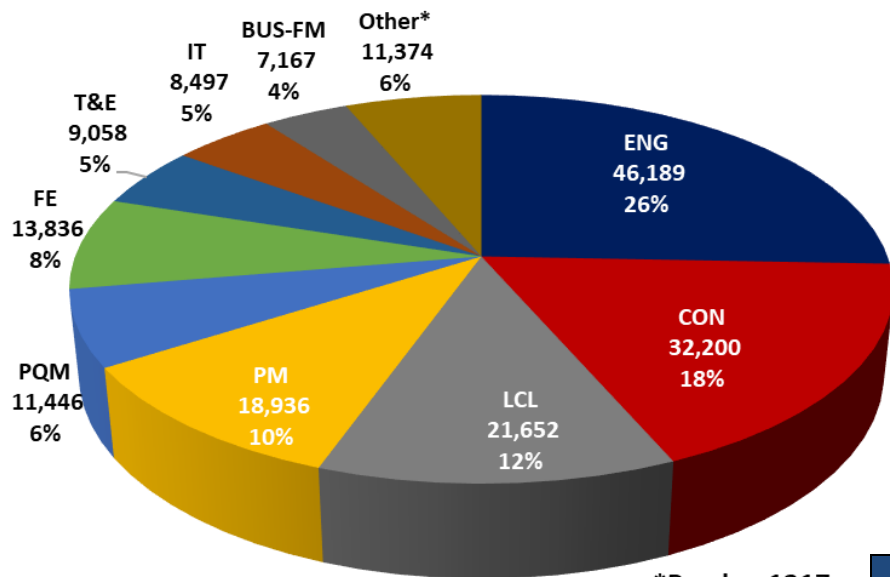
# Total Historic Workforce

## Purchasing





# AWF by Component and Career Field



\*Purch = 1217

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%
<b>Purchasing</b>	<b>260</b>	<b>386</b>	<b>29</b>	<b>47</b>	<b>495</b>	<b>1,217</b>	<b>0.7%</b>
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>		



# Purchasing Workforce Historical Size by Agency FY08 – FY19



Purchasing Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19	% Change Since FY08	% Change Since FY18
Navy	478	497	455	442	424	386	386	-19%	0%
MARINE CORPS	67	65	67	59	52	39	29	-57%	-26%
ARMY	319	351	382	265	365	315	260	-18%	-17%
AIR FORCE	142	145	113	80	67	48	47	-67%	-2%
DLA	153	188	270	289	485	438	455	197%	4%
DISA	13	17	15	15	16	12	13	0%	8%
DHA	2	-	11	24	15	12	11	450%	-8%
DCAA	-	3	8	8	6	6	6		0%
DCMA	3	3	3	7	35	-	4	33%	
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	3		200%
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>1,217</b>	<b>↑ 2%</b>	<b>↓ -3%</b>



# Purchasing Workforce Historical (Quarterly) Size by Agency



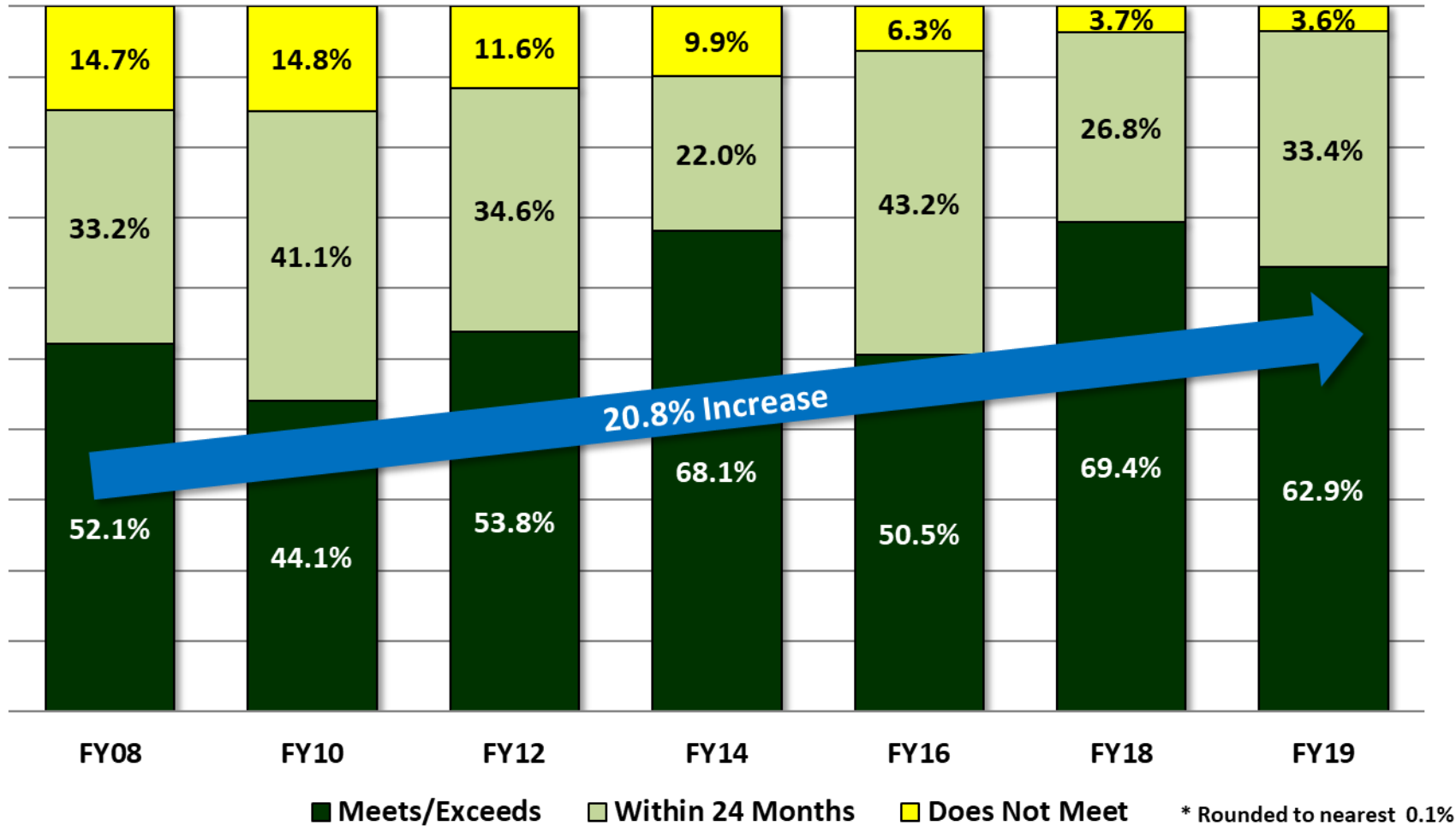
Purchasing Defense Acq Workforce Agency	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	FY19Q4	% Change Since FY18Q4
Navy	407	392	372	381	386	368	373	370	386	0%
MARINE CORPS	50	47	48	42	39	40	37	33	29	-26%
ARMY	409	389	365	344	315	290	273	268	260	-17%
AIR FORCE	62	62	59	52	48	47	47	45	47	-2%
DLA	502	481	481	464	438	442	440	484	455	4%
DISA	13	13	12	14	12	13	11	9	13	8%
DHA	13	12	11	12	12	12	12	11	11	-8%
DCAA	7	7	5	7	6	5	5	7	6	0%
DCMA	5	3	2	1	-	-	2	5	4	
DTRA	1	1	1	1	1	1	1	1	1	0%
DoD HRA	-	1	1	1	1	1	1	1	1	0%
DSCA	-	1	1	1	1	1	1	1	1	0%
DSS	1	1	1	1	1	1	1	1	3	200%
DoDEA	-	-	-	-	-	-	-	-	-	
<b>TOTAL</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>1,217</b>	<b>↓ -3%</b>



# Purchasing Historical DAWIA Certification FY08 – FY19



## Purchasing



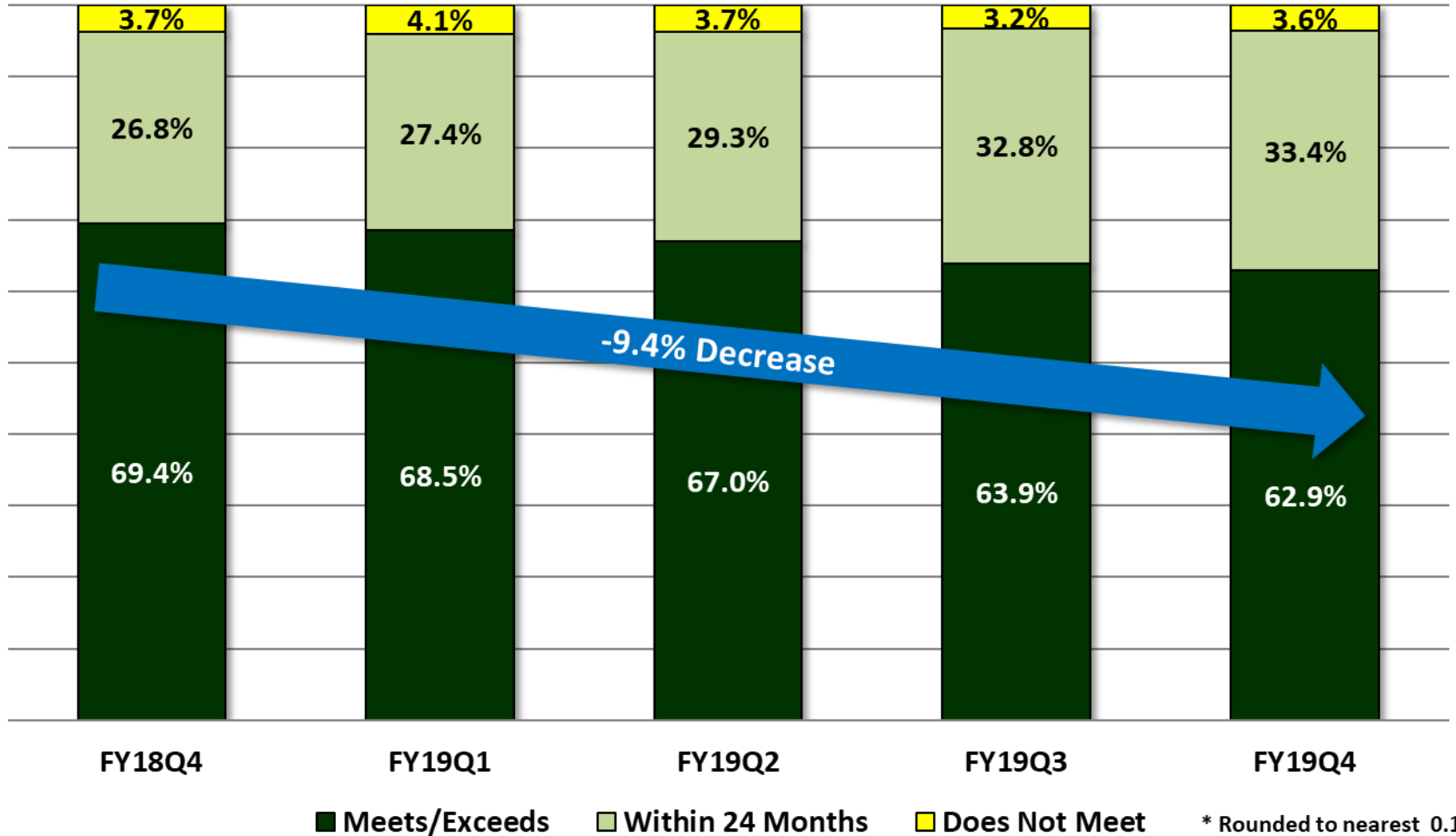
20.8% Increase



# Purchasing Historical (Quarterly) DAWIA Certification



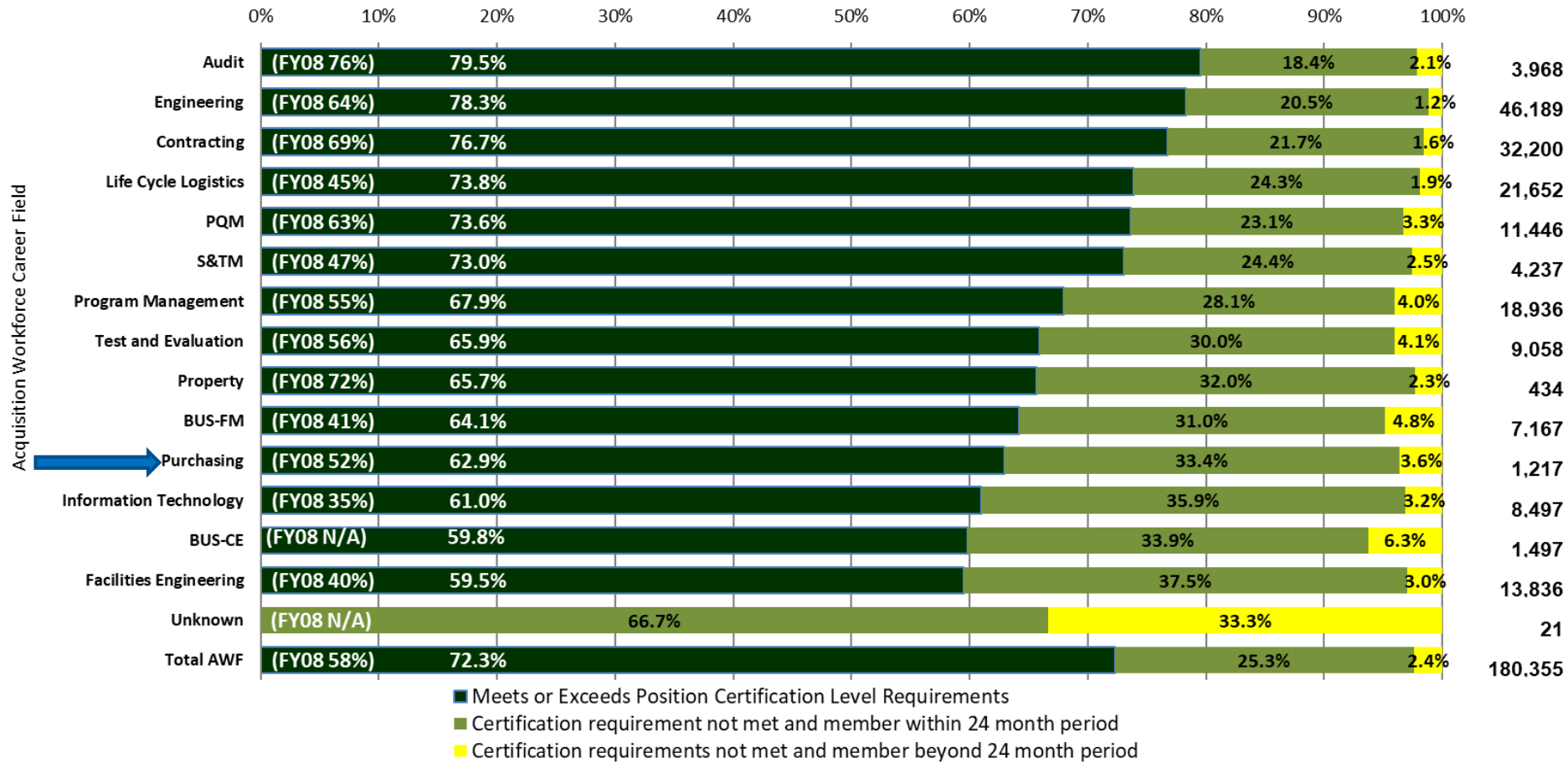
## Purchasing





# Purchasing DAWIA Certification by Career Field

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

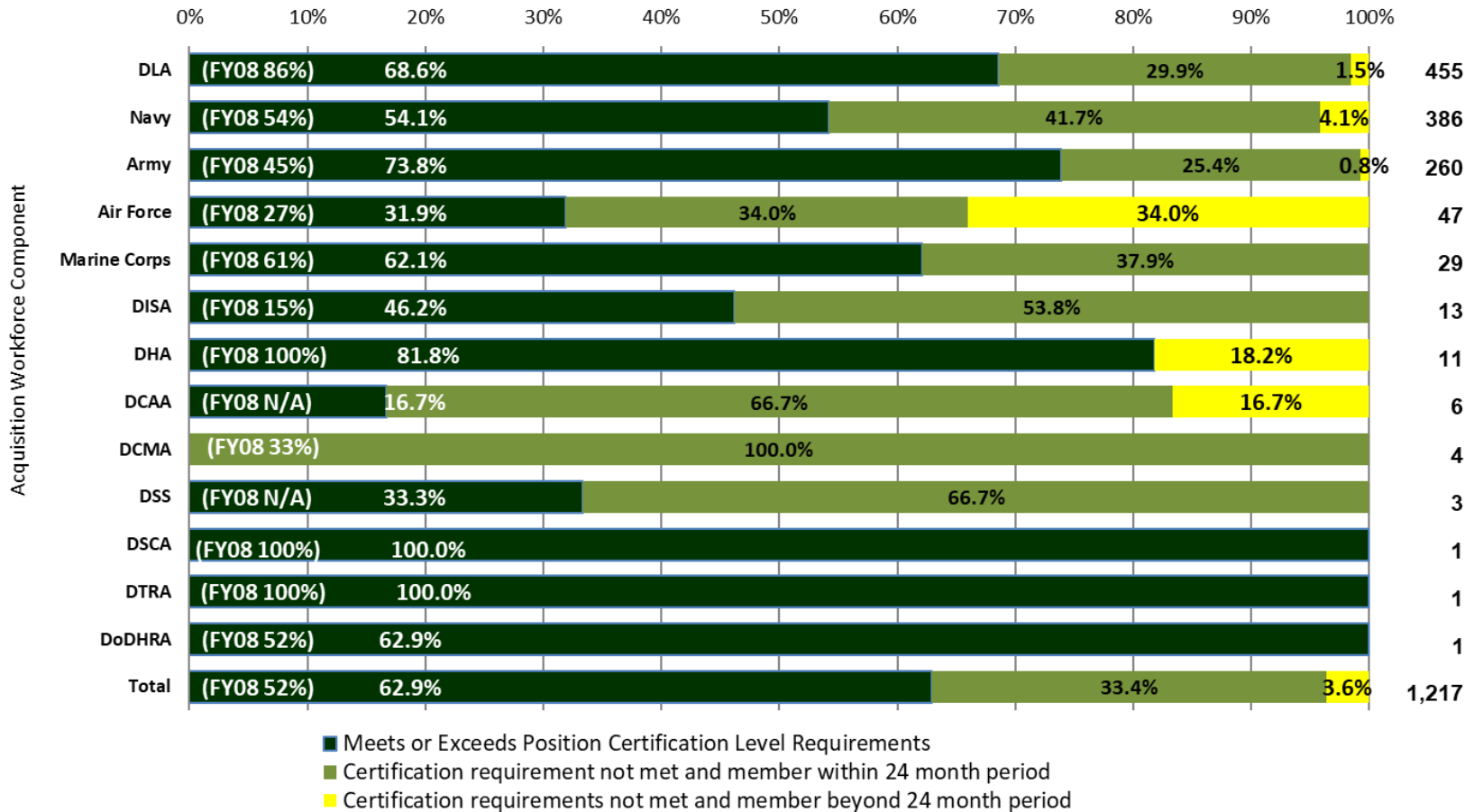






# Purchasing DAWIA Certification by Component

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





# Purchasing 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	175	65	82	3	325	46.2%
Level II	210	48	590	25	873	70.4%
Level III	-	-	1	1	2	50.0%
<b>Unspecified</b>	12	1	4	-	17	
<b>FY19Q4 TOTAL</b>	397	114	677	29	1,217	62.9%
	32.6%	9.4%	55.6%	2.4%		

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>Purchasing</b>	766	62.9%	11 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	150	150	25	325	26.7%
Level II	615	247	11	873	71.7%
Level III	1	1	-	2	0.2%
<b>Unspecified</b>	-	9	8	17	1.4%
<b>Purchasing TOTAL</b>	766	407	44	1,217	
	62.9%	33.4%	3.6%		

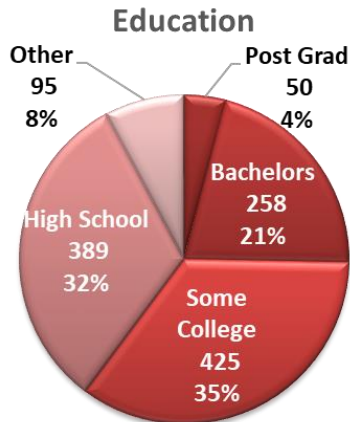
= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

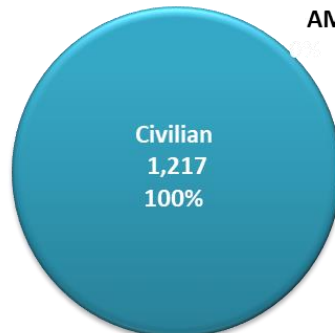


# Purchasing Demographics

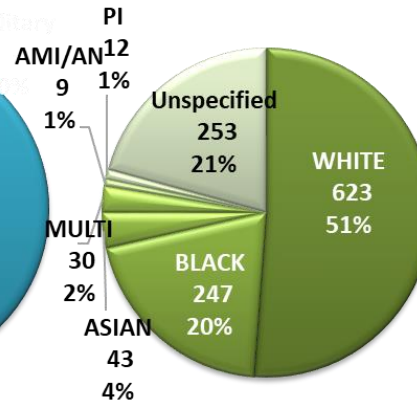
KLP - CAP - Non-CAP



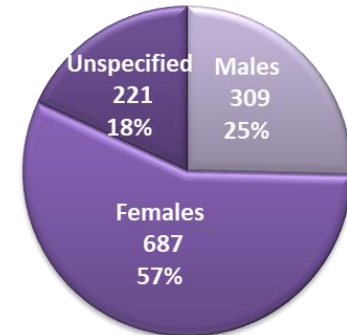
Civilian / Military



Race



Gender



Occupied Position Type	Purch TOTAL	Entire AWF
Key Leadership Positions (KLPs)	-	1,262
Critical Acquisition Positions (CAPs) *	-	16,850
Non-CAP Positions	1,217	162,243
Unknown	-	-
<b>TOTAL</b>	<b>1,217</b>	<b>180,355</b>

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

Race	Purch TOTAL	Entire DAW
WHITE	623	124,352
BLACK	247	20,560
ASIAN	43	11,804
MULTI	30	4,751
AMI/AN	9	1,127
PI	12	904
Unspecified	253	16,857
<b>TOTAL</b>	<b>1,217</b>	<b>180,355</b>

Highest Level of Education	Purch TOTAL	Entire AWF
Post Grad	50	68,893
Bachelors	258	75,106
Some College	425	11,844
High School	389	12,311
Other	95	12,201
<b>TOTAL</b>	<b>1,217</b>	<b>180,355</b>

Gender	Purch TOTAL	Entire DAW
Males	309	119,066
Females	687	49,475
Unspecified	221	11,814
<b>TOTAL</b>	<b>1,217</b>	<b>180,355</b>

Type	Purch TOTAL	Entire AWF
Civilian	1,217	164,118
Military	-	16,237
<b>TOTAL</b>	<b>1,217</b>	<b>180,355</b>



## Purchasing Size by Occupational Series

Civilian Occupational Series	Purch TOTAL	
1105 - Purchasing Agent	1,150	94.5%
1101 - Business and Industry Specialist	43	3.5%
0343 - Management and Program Analyst	7	0.6%
1106 - Procurement Clerk / Technician	7	0.6%
2003 - Supply Management Specialist	2	0.2%
0301 - Administration & Program Staff	2	0.2%
Other	6	0.5%
<b>TOTAL CIVILIAN</b>	<b>1,217</b>	<b>Civilians</b>



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



# Fact Sheet

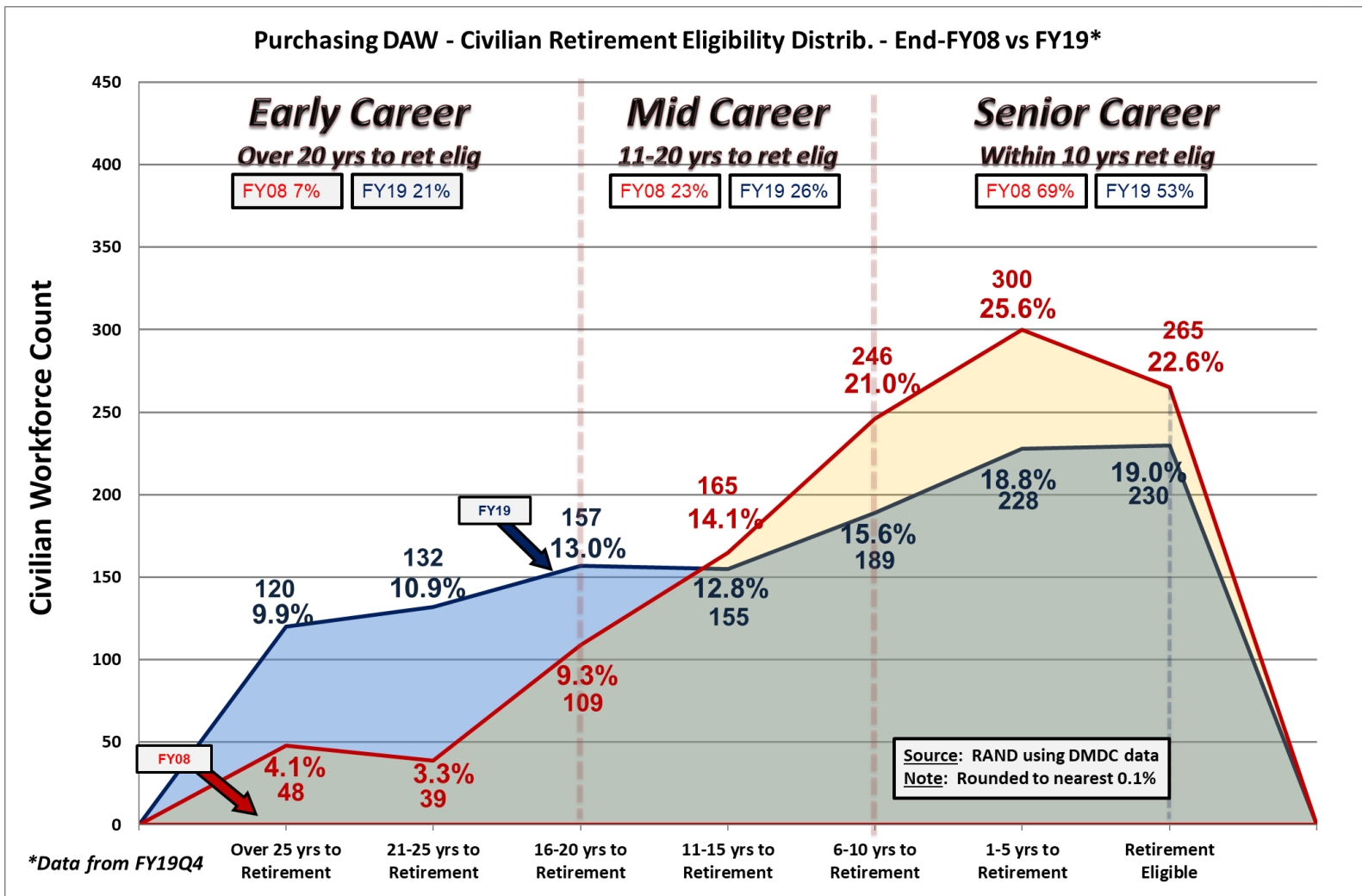


Human Capital Fact Sheet								
Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2019Q1			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	1,184	12	1,196	125,879	1,221	0	1,221	173,599
Change in size from 2008	-		-	-	3%	-100%	2%	38%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%		-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	13%	200%	13%	77%	28%		28%	84%
Graduate Degree	2%	0%	2%	29%	5%		5%	40%
<b>Certification</b>								
Level I or Higher Achieved	59%	0%	59%	72%	74%		74%	83%
Level II or Higher Achieved	42%	0%	41%	61%	61%		61%	70%
Level III Achieved	21%	0%	20%	36%	3%		3%	40%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	68%		68%	74%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	27%		27%	23%
Does Not Meet Certification Requirement	15%	0%	15%	14%	4%		4%	3%
<b>Planning Considerations</b>								
Average Age	51	30	50	46	48		48	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	0/2/98(%)		-	20/23/57 (%)(Civ)	18/29/53(%)		-	26/27/47(%)
Average Years of Service	20	10	20	17	13		13	15
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	232(17%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	300(24%)	-	-	21,315(19%) (Civ)	208(18%)	-	-	25,072(16%)
Total Gains/Losses*	337 / 320	-	-	14,245/15,030 (Civ)	227/419	-	-	20,099/12,261

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



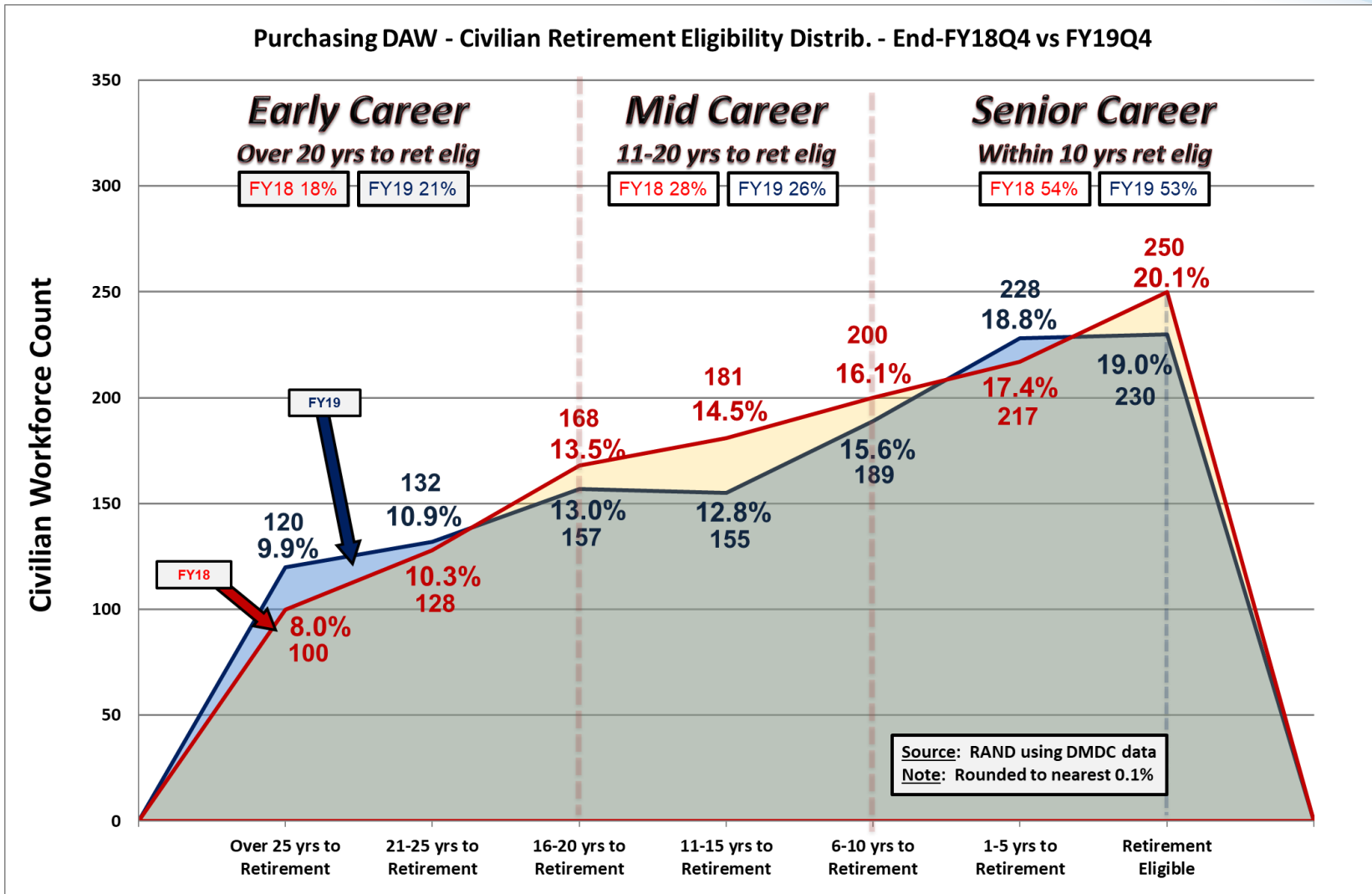
# Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY19







# Purchasing Civilian Retirement Eligibility Distribution – 1 year



As of 31 Mar 2019

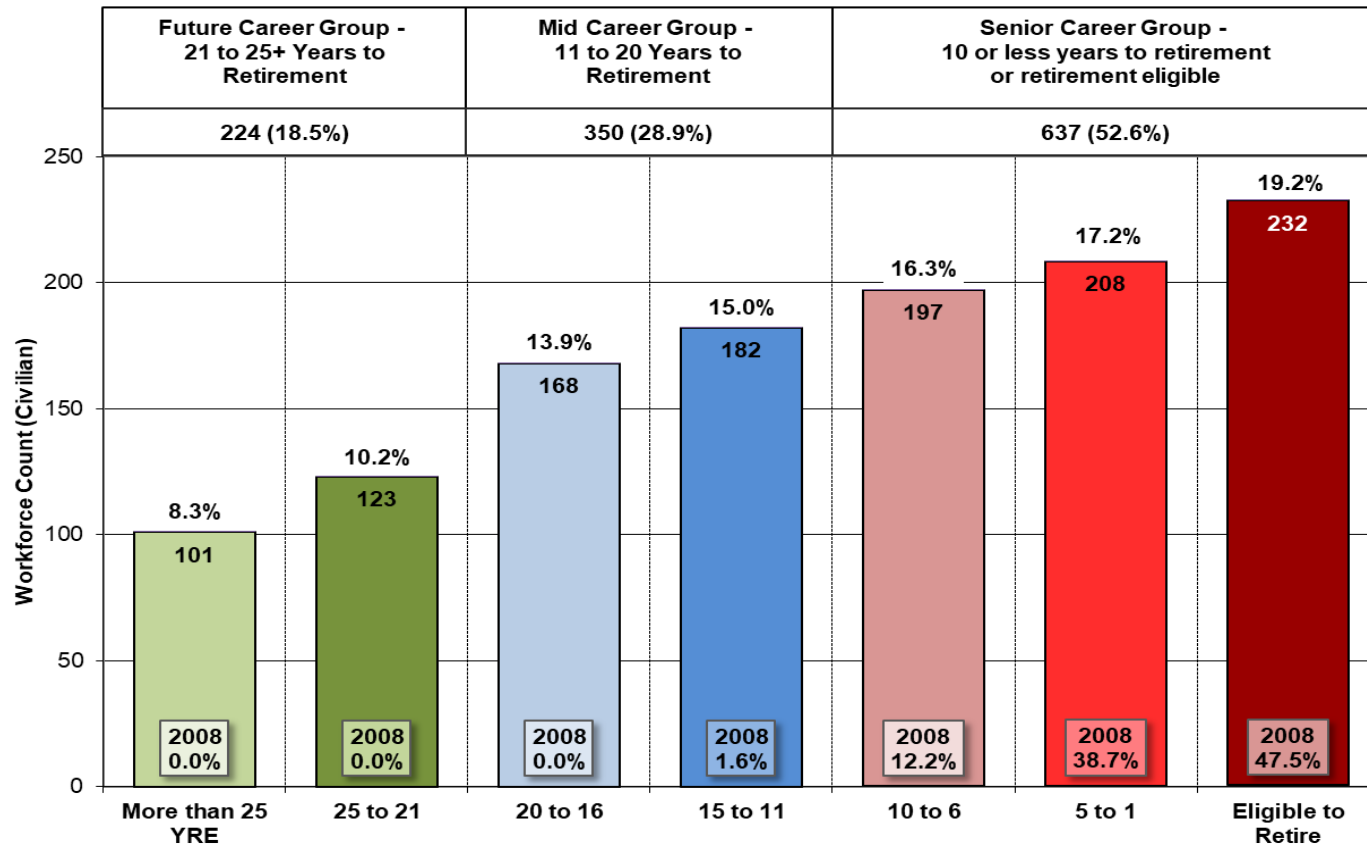




# Purchasing Workforce Lifecycle Model by YRE



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

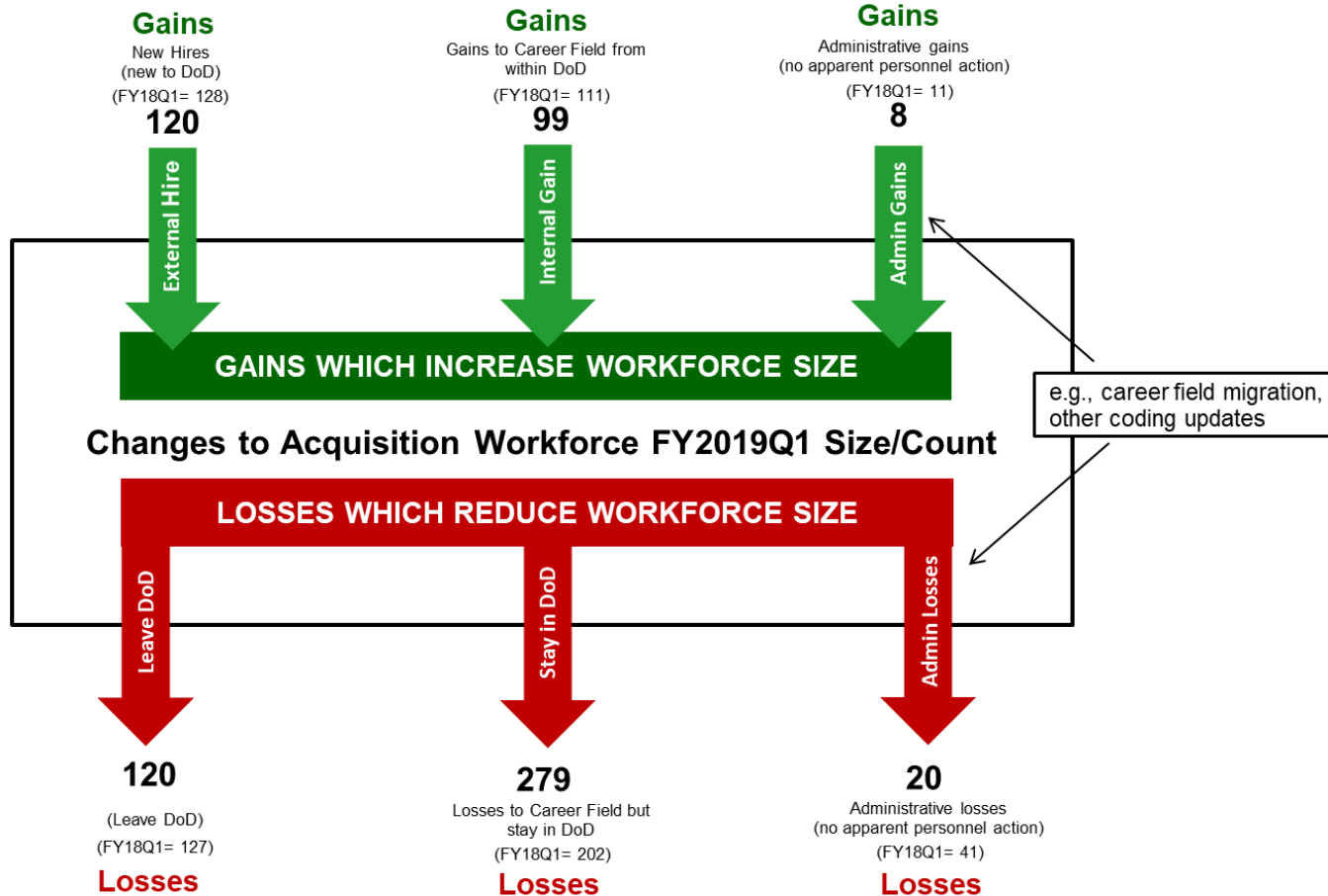




# Purchasing Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q1)

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



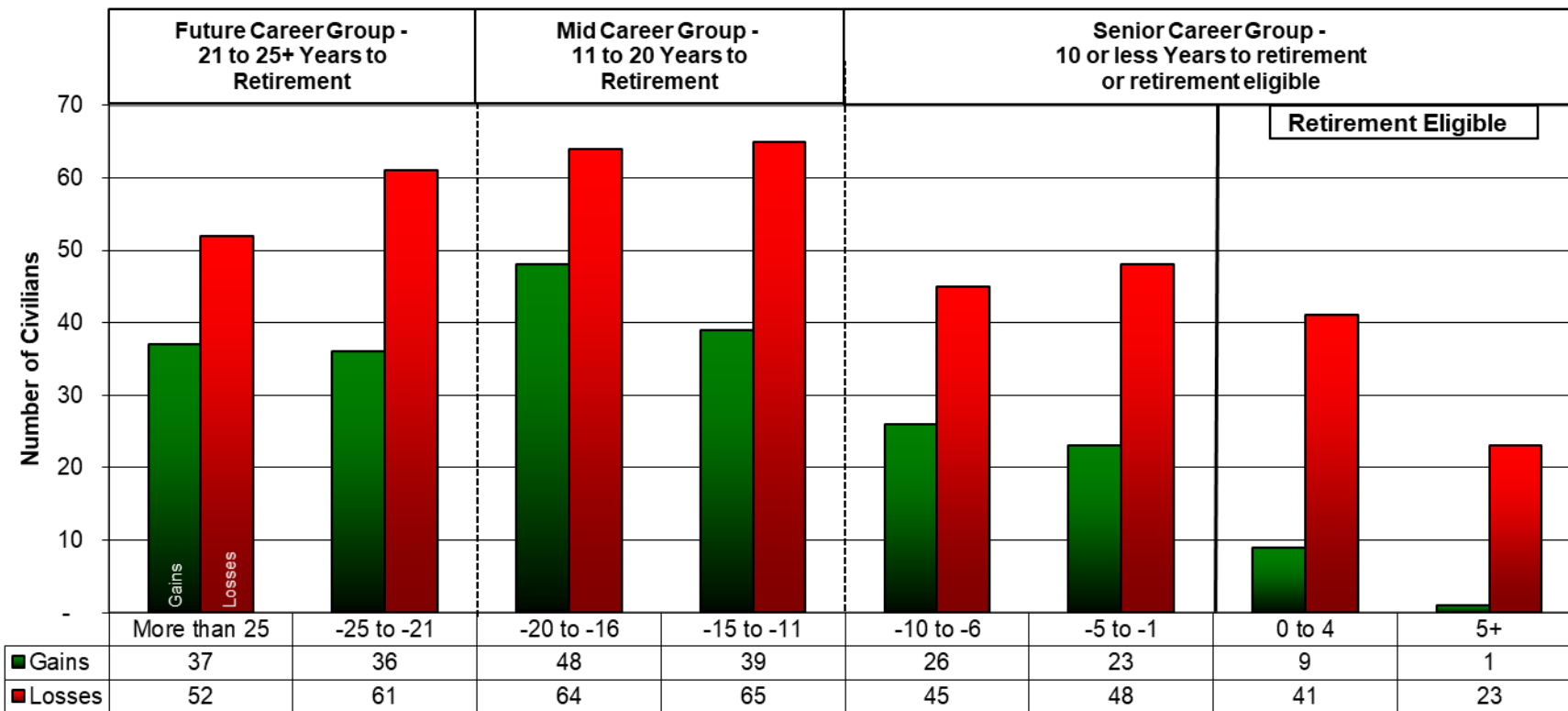


# Purchasing Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses\*

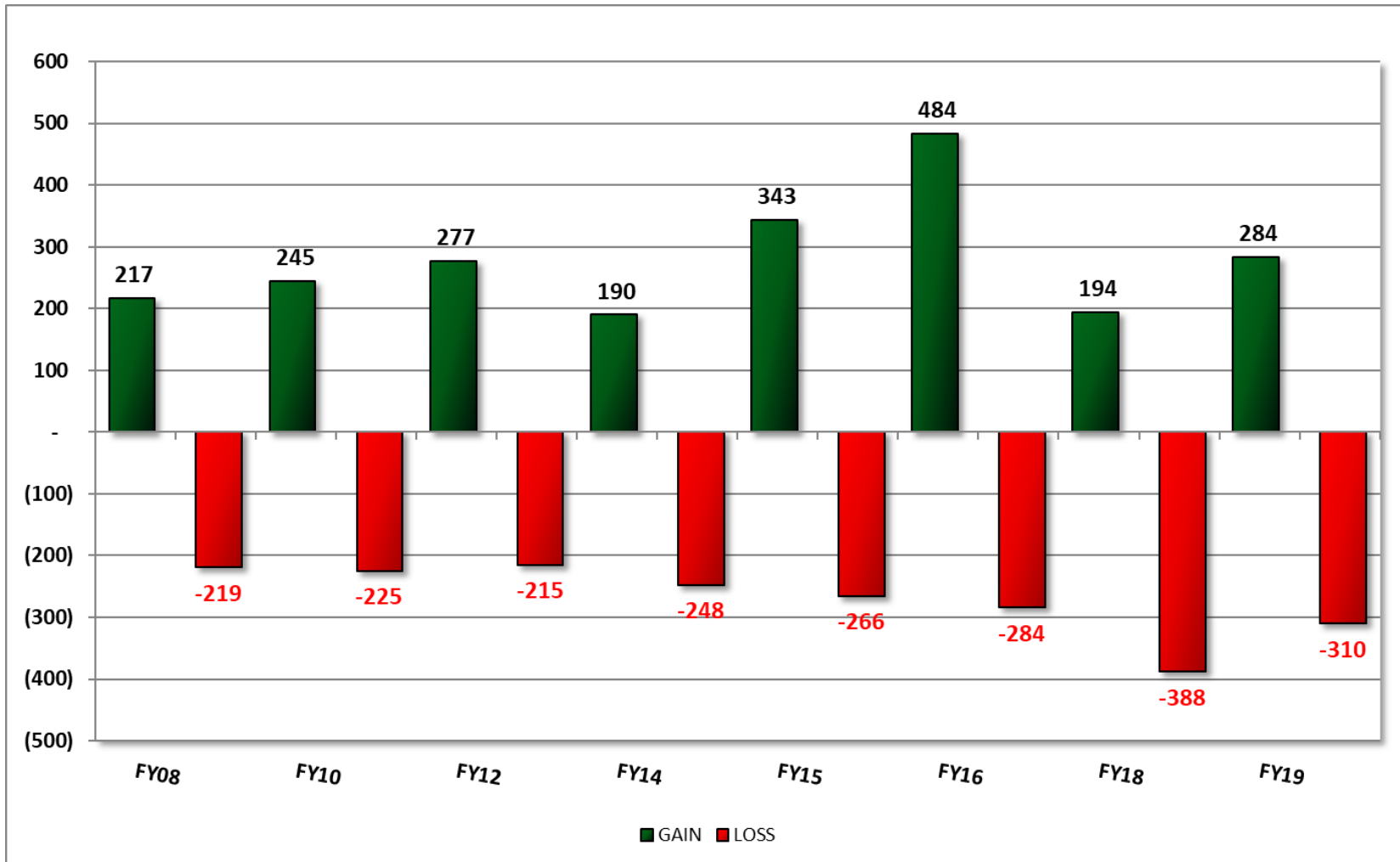


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Purchasing Historical Gains and Losses FY08 – FY19



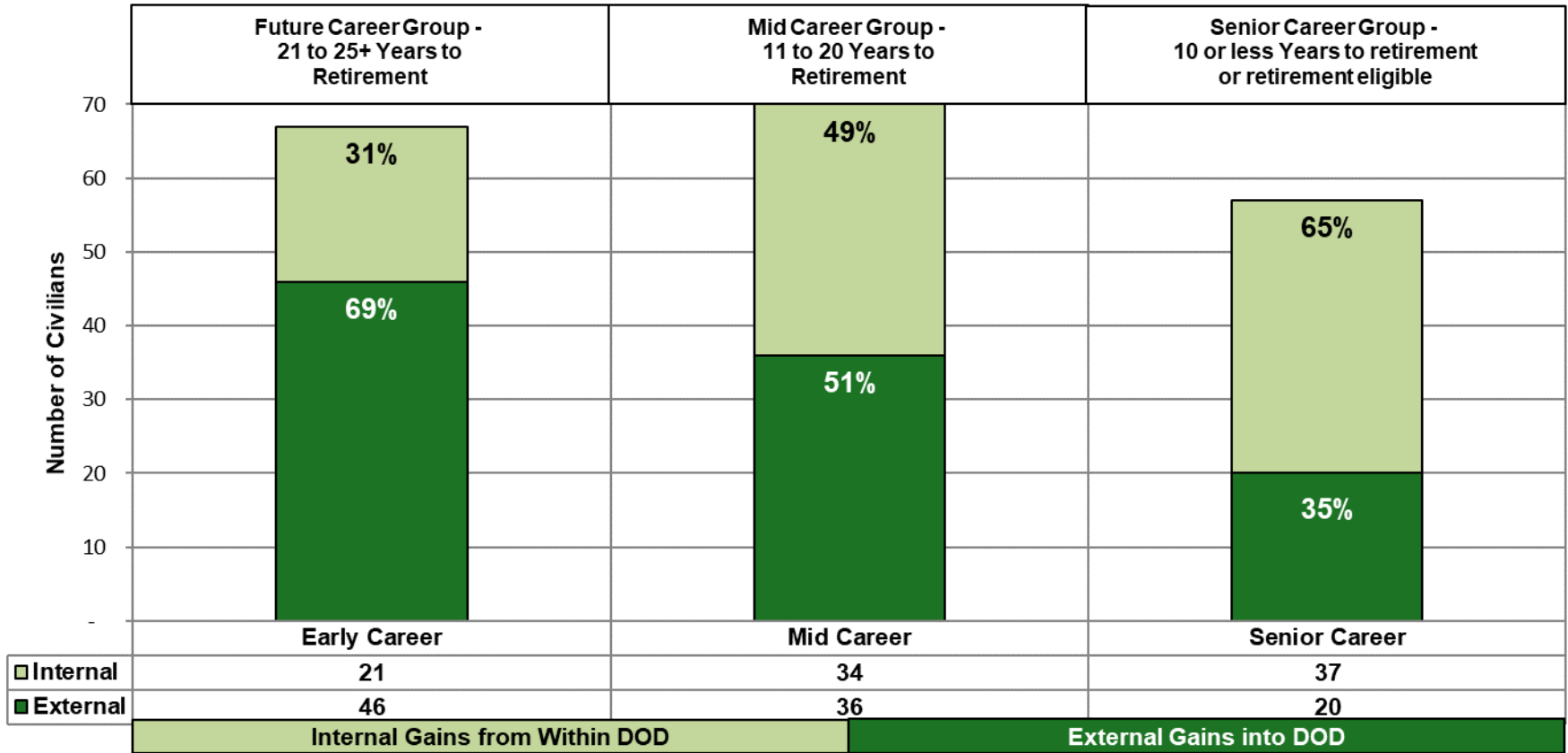
As of 31 Mar 2019



# Purchasing Internal/External Gains % by Career Group



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



\*Does not include administrative gains

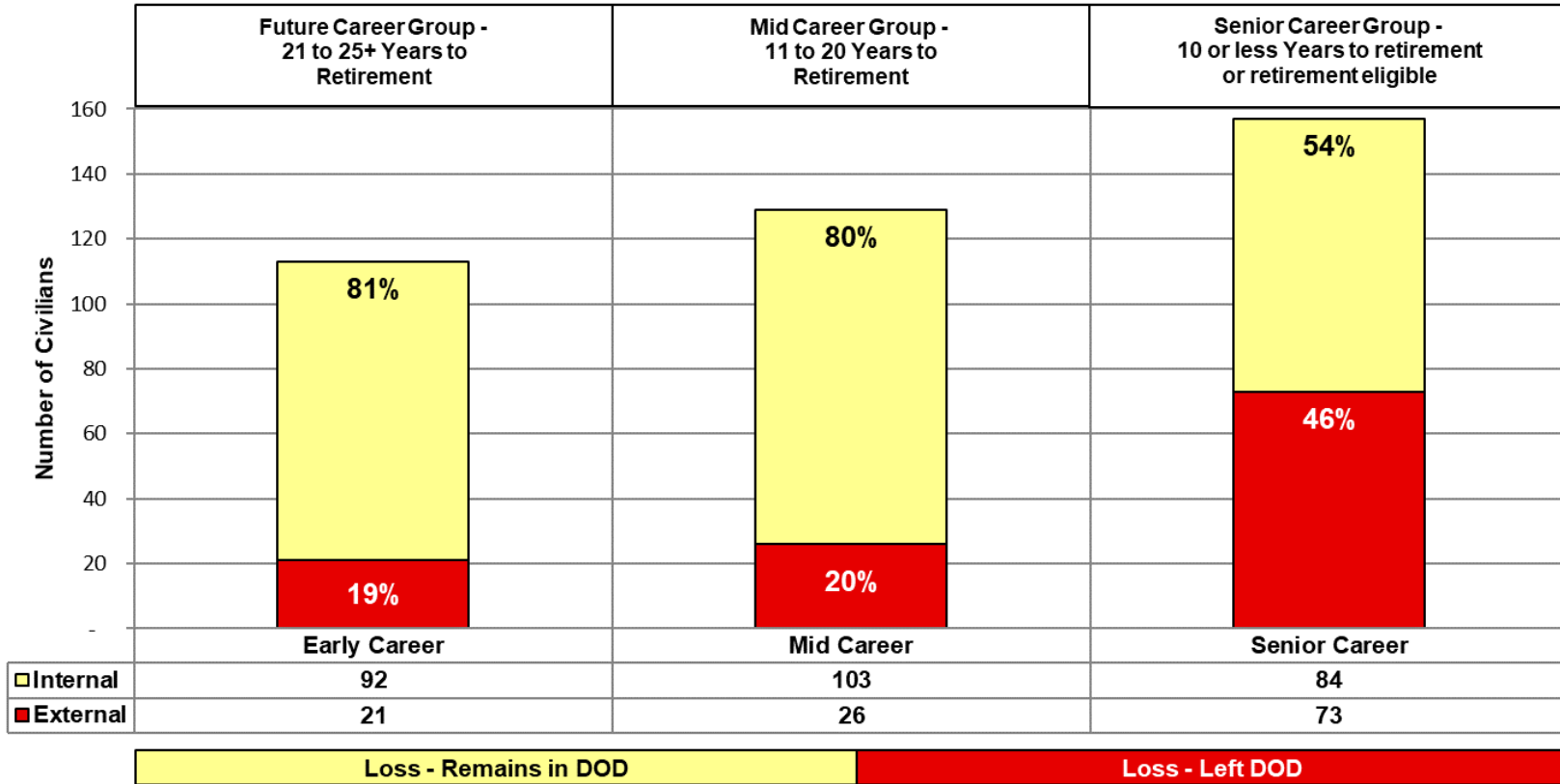


# Purchasing Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

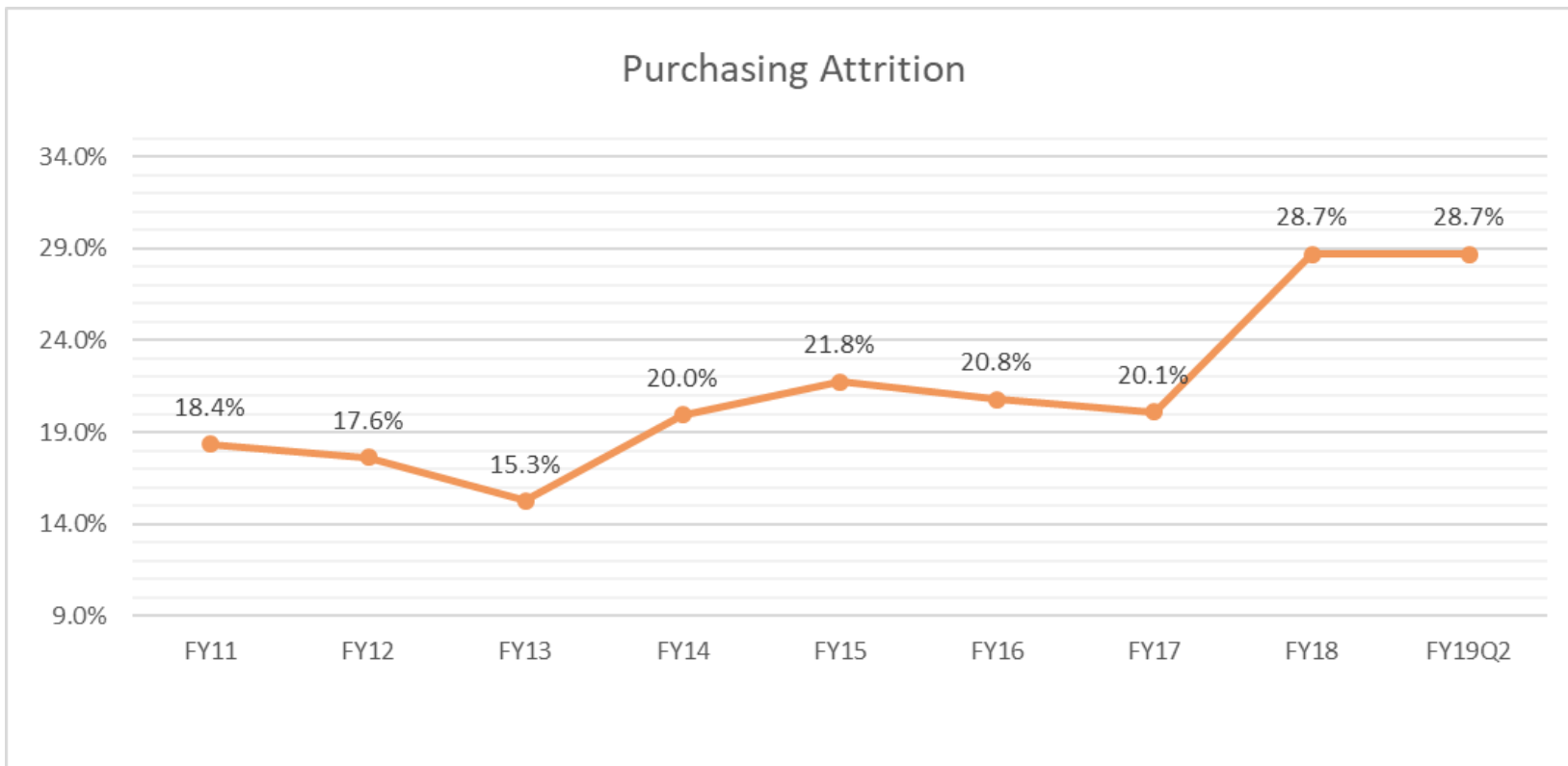
### Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates

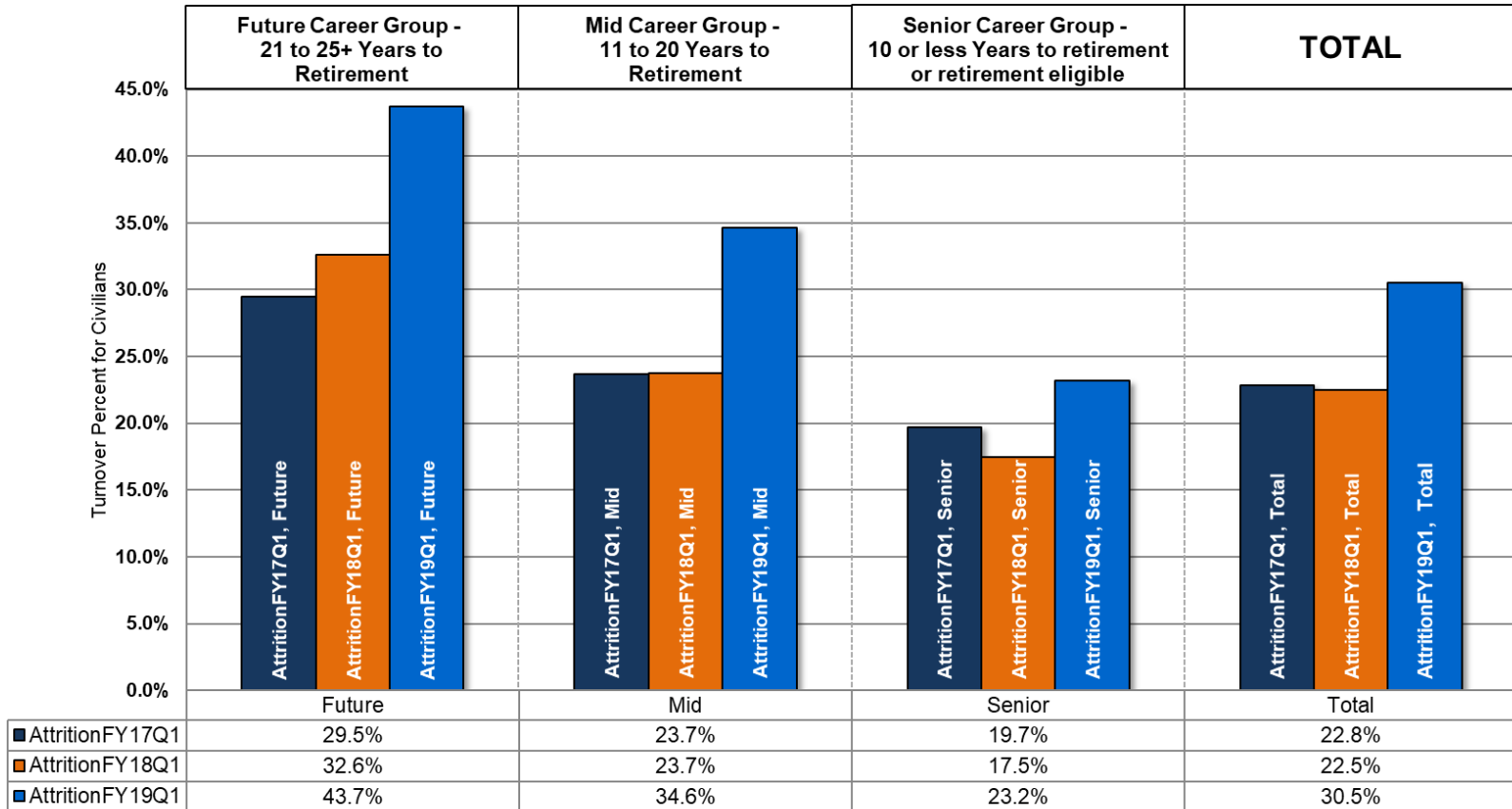


\*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



# Purchasing Attrition Rates by Career Group

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



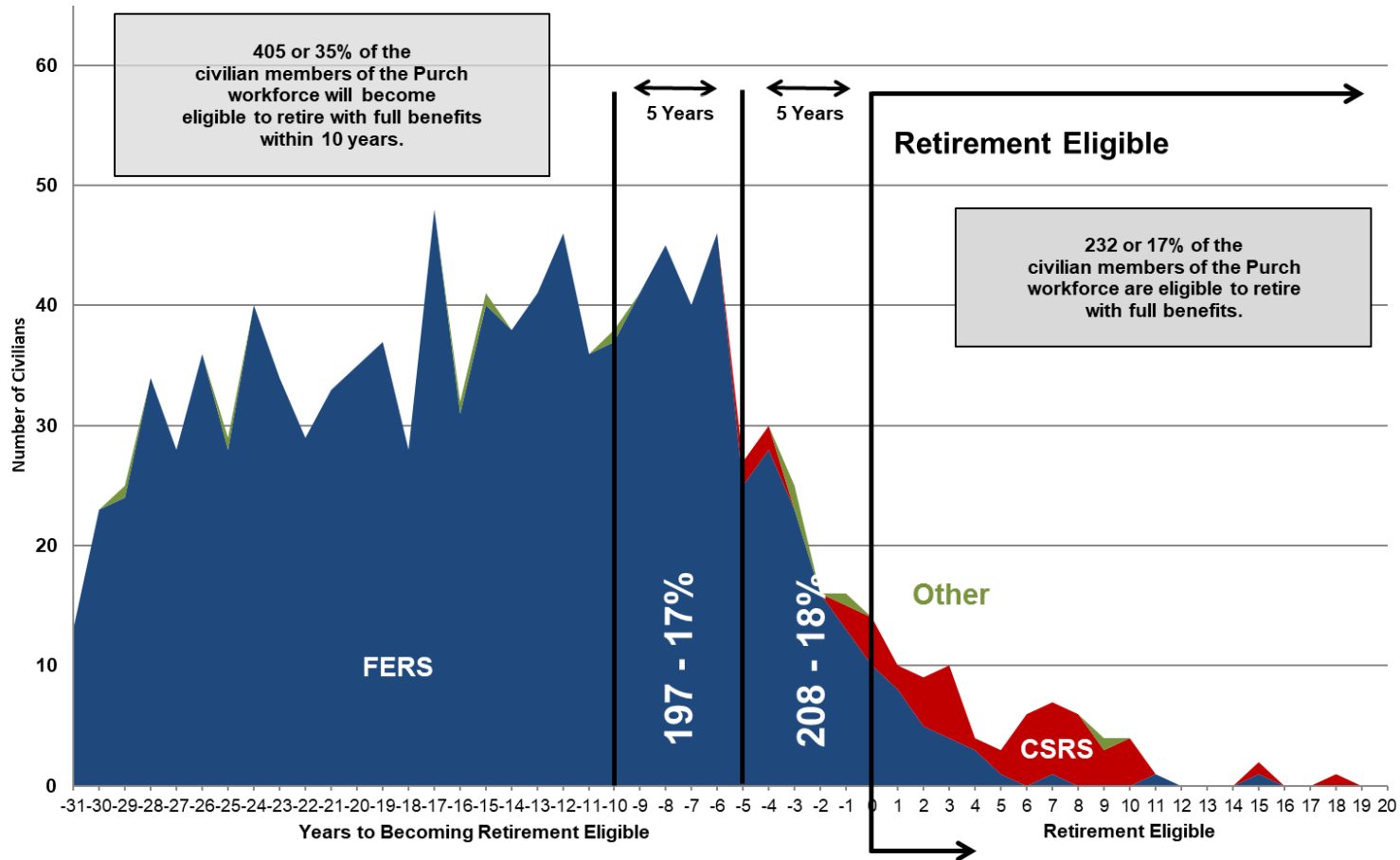




# Purchasing Civilian Distribution by Years to Retirement Eligibility



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



As of 31 Mar 2019



***END***