



Defense Acquisition Workforce Key Information

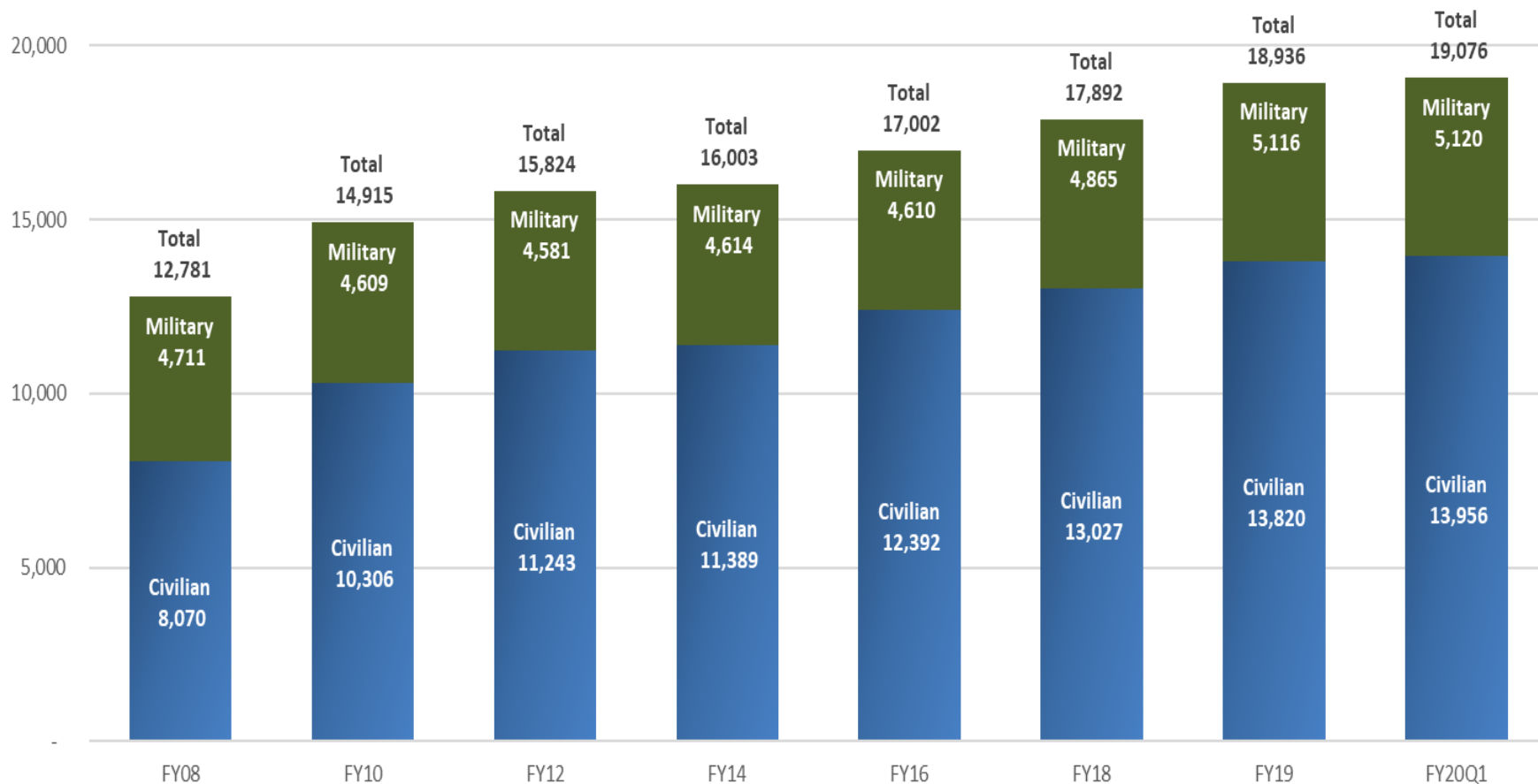
Program Management
As of FY20Q1 (31 Dec 2019)



Total Historic Workforce

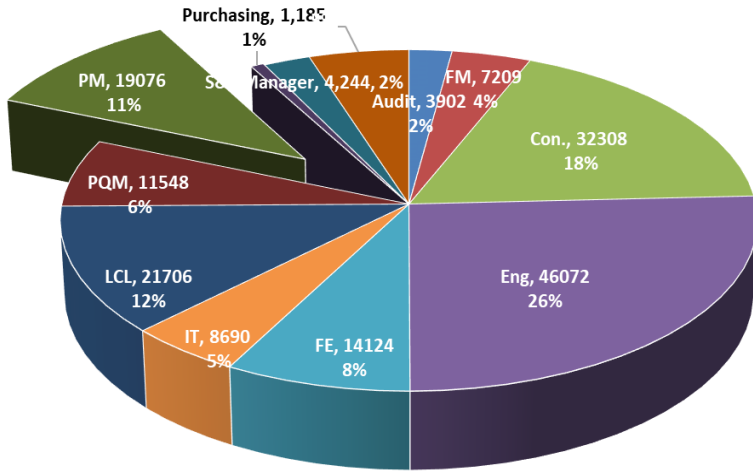


Program Management





AWF by Component and Career Field



| FY2020Q1 | Army | Navy | Marine Corps | Air Force | 4th Estate | Totals | % Total |
|-----------------------------|---------------|---------------|--------------|---------------|---------------|----------------|---------|
| Auditing | - | - | - | - | 3,902 | 3,902 | 2.2% |
| Business - CE | 260 | 565 | 34 | 528 | 99 | 1,486 | 0.8% |
| Business - FM | 1,779 | 2,381 | 178 | 2,243 | 628 | 7,209 | 4.0% |
| Contracting | 8,533 | 6,405 | 564 | 8,374 | 8,432 | 32,308 | 17.8% |
| Engineering | 9,189 | 24,334 | 328 | 10,007 | 2,214 | 46,072 | 25.4% |
| Facilities Engineering | 6,494 | 6,749 | 35 | 741 | 105 | 14,124 | 7.8% |
| Information Technology | 1,973 | 3,816 | 226 | 1,524 | 1,151 | 8,690 | 4.8% |
| Life Cycle Logistics | 6,880 | 6,680 | 684 | 3,918 | 3,544 | 21,706 | 12.0% |
| Production, Quality and Man | 1,391 | 3,908 | 25 | 489 | 5,735 | 11,548 | 6.4% |
| Program Management | 3,539 | 5,904 | 786 | 6,868 | 1,979 | 19,076 | 10.5% |
| Property | 56 | 72 | - | 20 | 295 | 443 | 0.2% |
| Purchasing | 246 | 381 | 31 | 43 | 484 | 1,185 | 0.00654 |
| S&T Manager | 687 | 528 | 3 | 2,883 | 143 | 4,244 | 2.3% |
| Test and Evaluation | 1,933 | 3,255 | 135 | 3,401 | 364 | 9,088 | 5.0% |
| Unknown/Other | 7 | 2 | 1 | 5 | 8 | 23 | 0.0% |
| Totals | 42,967 | 64,980 | 3,030 | 41,044 | 29,083 | 181,104 | |
| Component % | 24.1% | 36.5% | 1.7% | 23.0% | 16.3% | | |



Program Management Workforce Historical Size by Agency FY08 – FY19



| Program Management Defense Acq Workforce Agency | FY08 | FY10 | FY12 | FY14 | FY16 | FY18 | FY19 | % Change Since FY08 | % Change Since FY18 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------------|------------------------|
| AIR FORCE | 4,105 | 5,026 | 5,280 | 5,242 | 5,681 | 6,253 | 6,765 | 65% | 8% |
| NAVY | 3,435 | 4,348 | 4,955 | 5,137 | 5,560 | 5,619 | 5,885 | 71% | 5% |
| ARMY | 3,690 | 3,438 | 3,336 | 3,263 | 3,240 | 3,363 | 3,555 | -4% | 6% |
| MARINE CORPS | 650 | 910 | 836 | 812 | 802 | 758 | 772 | 19% | 2% |
| DISA | 122 | 134 | 146 | 242 | 257 | 364 | 350 | 187% | -4% |
| MDA | 136 | 253 | 304 | 339 | 349 | 354 | 375 | 176% | 6% |
| DCMA | 309 | 342 | 341 | 388 | 381 | 330 | 339 | 10% | 3% |
| DLA | 16 | 10 | 40 | 88 | 181 | 287 | 299 | 1769% | 4% |
| DTRA | 79 | 89 | 131 | 133 | 133 | 150 | 162 | 105% | 8% |
| DAU | 91 | 148 | 168 | 139 | 154 | 135 | 148 | 63% | 10% |
| DHA | 26 | 78 | 93 | 91 | 78 | 88 | 97 | 273% | 10% |
| OSD | 42 | 42 | 68 | 70 | 76 | 65 | 51 | 21% | -22% |
| NRO | - | - | - | - | 42 | 61 | 72 | | 18% |
| DTIC | - | - | 3 | 12 | 22 | 24 | 26 | | 8% |
| JCS | 1 | - | 36 | 32 | 27 | 17 | 17 | 1600% | 0% |
| DFAS | 1 | - | - | 1 | 5 | 6 | 6 | 500% | 0% |
| DeCA | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 400% | 0% |
| DoD HRA | 10 | - | 1 | 1 | 3 | 3 | 3 | -70% | 0% |
| NDU | 6 | 2 | 4 | 4 | 3 | 2 | 1 | -83% | -50% |
| TRMC | - | - | - | 1 | 2 | 2 | 2 | | 0% |
| WHS | 5 | 1 | 1 | - | 1 | 1 | 1 | -80% | 0% |
| DCAA | - | 1 | 1 | - | - | - | - | | |
| IG | - | - | - | - | - | 5 | 3 | | -40% |
| DMEA | - | 1 | - | - | - | - | 2 | | |
| DSS | 1 | - | - | - | - | - | - | -100% | |
| DSCA | 5 | 2 | - | 3 | - | - | - | -100% | |
| TOTAL | 12,731 | 14,826 | 15,745 | 16,003 | 17,002 | 17,892 | 18,936 | ↑ 49% | ↑ 6% |



Program Management Workforce Historical (Quarterly) Size by Agency



| Program Management Defense Acq Workforce Agency | FY17Q4 | FY18Q1 | FY18Q2 | FY18Q3 | FY18Q4 | FY19Q1 | FY19Q2 | FY19Q3 | FY19Q4 | FY20Q1 | % Change Since FY18Q4 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------------------|
| AIR FORCE | 5,885 | 5,892 | 5,934 | 6,141 | 6,253 | 6,342 | 6,417 | 6,261 | 6,765 | 6,868 | 10% |
| NAVY | 5,450 | 5,467 | 5,519 | 5,571 | 5,619 | 5,708 | 5,780 | 5,824 | 5,885 | 5,904 | 5% |
| ARMY | 3,313 | 3,305 | 3,330 | 3,352 | 3,363 | 3,351 | 3,334 | 3,348 | 3,555 | 3,539 | 5% |
| MARINE CORPS | 763 | 756 | 756 | 758 | 758 | 756 | 761 | 757 | 772 | 786 | 4% |
| MDA | 350 | 348 | 347 | 347 | 354 | 354 | 356 | 356 | 375 | 375 | 6% |
| DISA | 340 | 333 | 373 | 384 | 364 | 368 | 354 | 349 | 350 | 354 | -3% |
| DCMA | 342 | 329 | 322 | 327 | 330 | 323 | 329 | 349 | 339 | 349 | 6% |
| DLA | 277 | 284 | 281 | 286 | 287 | 283 | 295 | 304 | 299 | 301 | 5% |
| DTRA | 149 | 150 | 150 | 152 | 150 | 148 | 154 | 155 | 162 | 160 | 7% |
| DAU | 131 | 133 | 131 | 131 | 135 | 138 | 137 | 141 | 148 | 143 | 6% |
| DHA | 69 | 72 | 76 | 81 | 88 | 91 | 99 | 97 | 97 | 96 | 9% |
| NRO | 48 | 50 | 46 | 63 | 61 | 61 | 61 | 71 | 72 | 74 | 21% |
| OSD | 76 | 74 | 74 | 73 | 65 | 60 | 55 | 57 | 51 | - | -100% |
| DTIC | 20 | 20 | 25 | 24 | 24 | 23 | 24 | 24 | 26 | 25 | 4% |
| JCS | 18 | 18 | 16 | 16 | 17 | 18 | 17 | 17 | 17 | 19 | 12% |
| DFAS | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 0% |
| DeCA | 5 | 3 | 4 | 4 | 5 | 6 | 7 | 5 | 5 | - | -100% |
| IG | - | - | - | 1 | 5 | 5 | 5 | 3 | 3 | 12 | 140% |
| DoD HRA | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | -33% |
| TRMC | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | - | -100% |
| DMEA | - | - | - | - | - | - | - | 2 | 2 | 2 | |
| WHS | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% |
| NDU | 4 | 3 | 3 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | -50% |
| DCAA | - | - | 1 | 1 | - | - | - | - | - | - | |
| TOTAL | 17,251 | 17,248 | 17,400 | 17,727 | 17,892 | 18,049 | 18,198 | 18,133 | 18,936 | 19,017 | 6% |

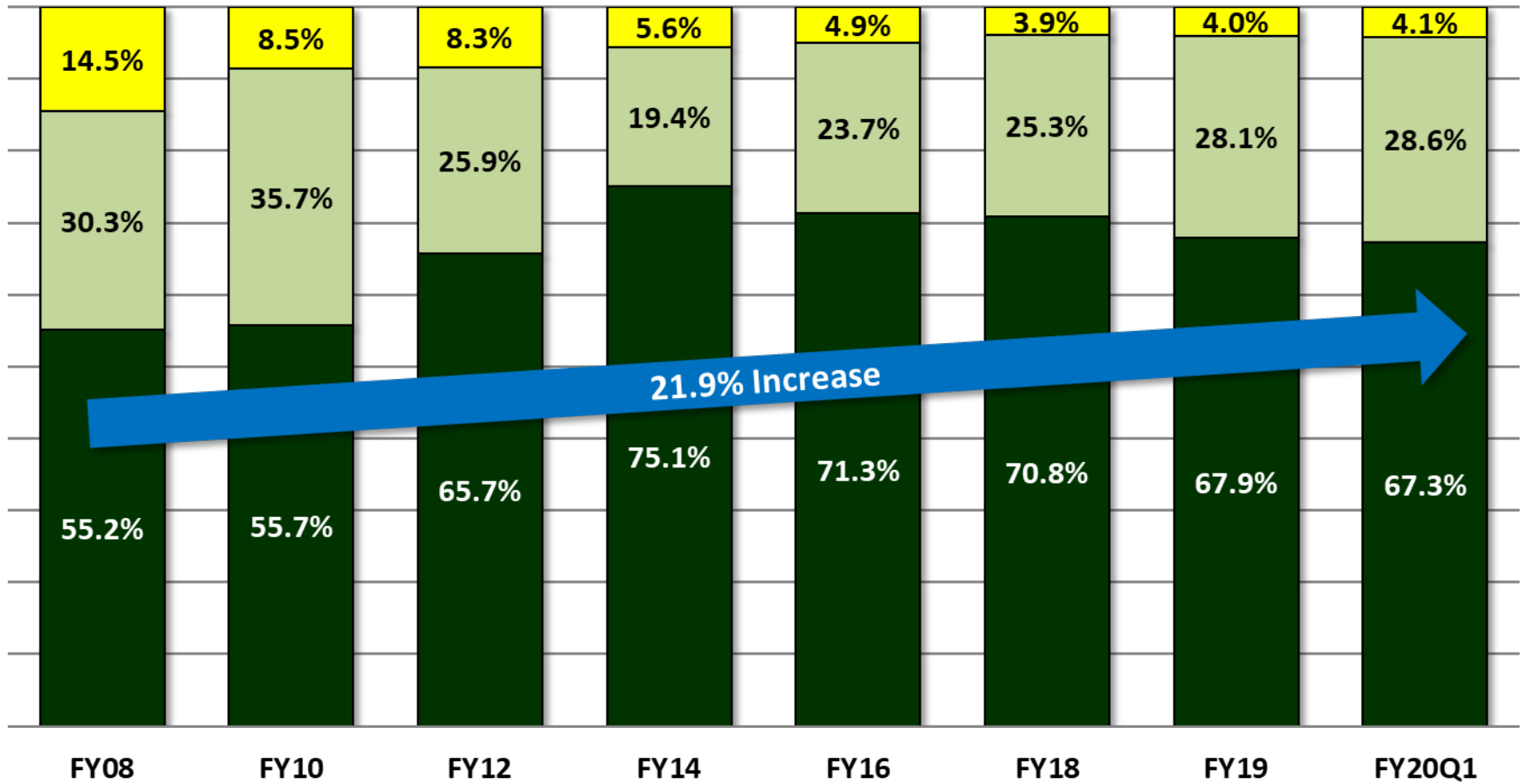




Program Management Historical DAWIA Certification FY08 – FY20



Program Management



■ Meets/Exceeds

■ Within 24 Months

■ Does Not Meet

* Rounded to nearest 0.1%

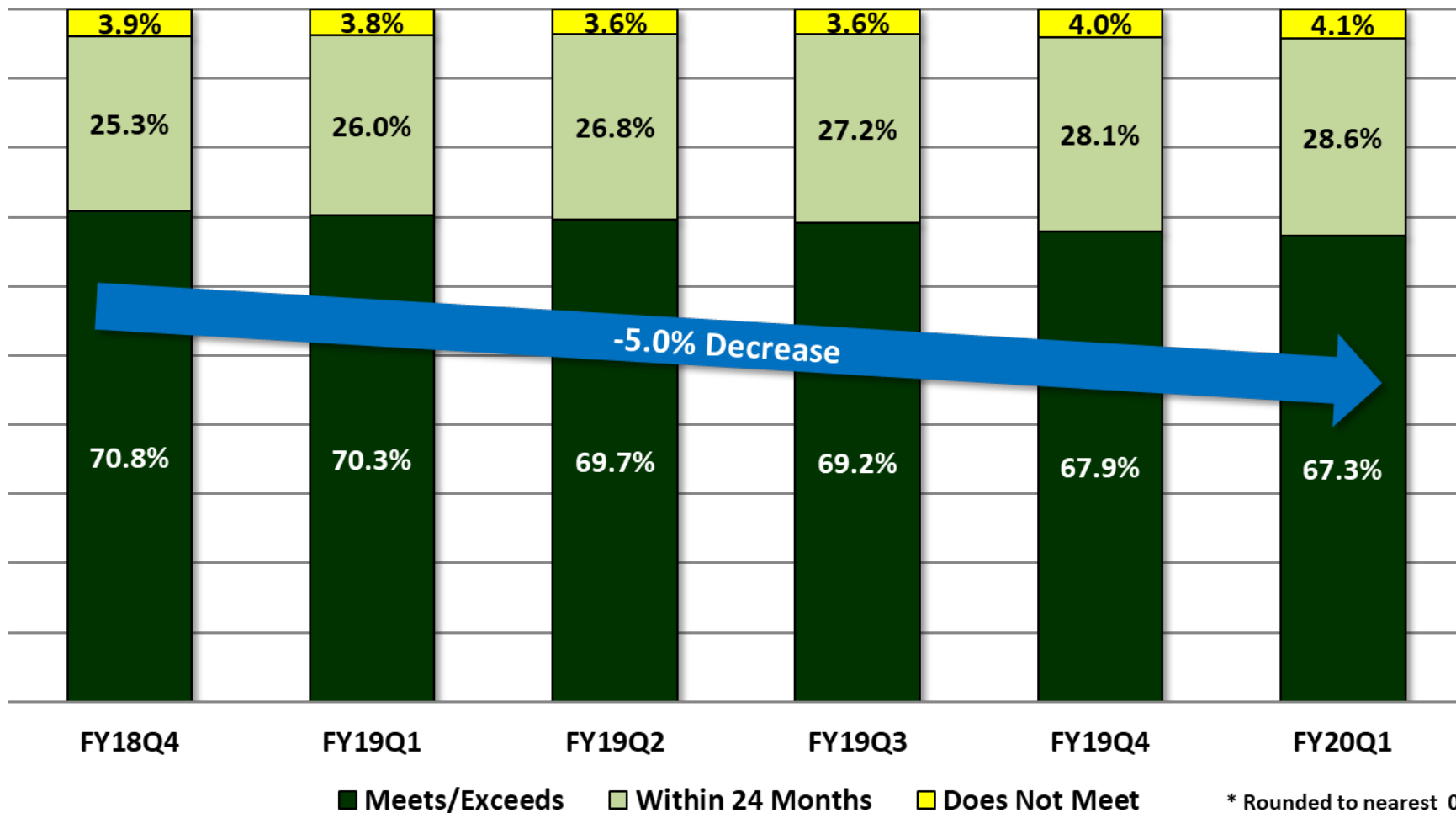
21.9% Increase



Program Management Historical (Quarterly) DAWIA Certification



Program Management



-5.0% Decrease

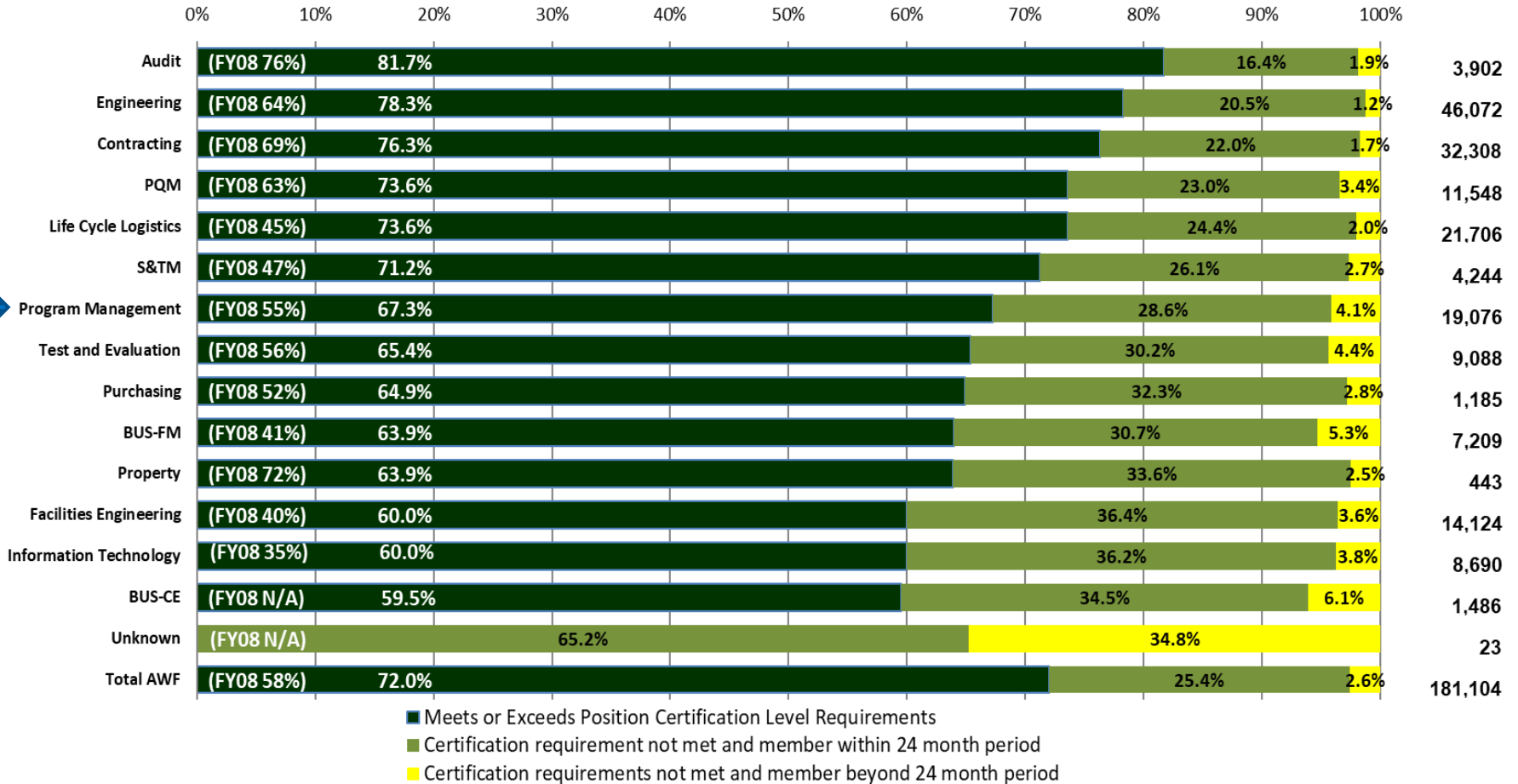


DAWIA Certification by Career Field



Certification Level "Meet/Exceed" Rates by Career Field AWF (FY20Q1)

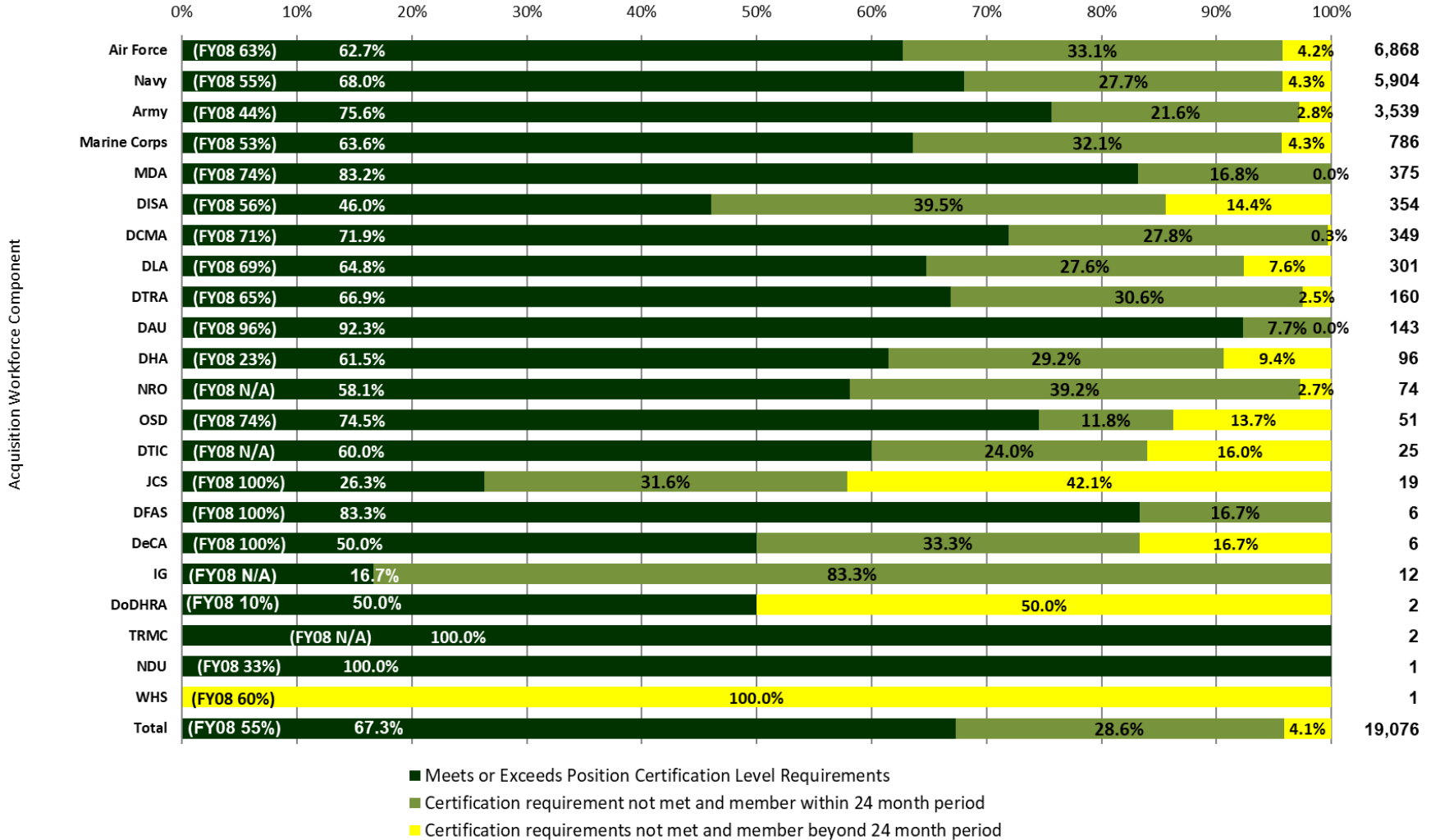
Acquisition Workforce Career Field





Program Management DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Program Management (FY20Q1)





Program Management DAWIA Certification Matrix + Bench Strength



| Required Certification Level | Achieved Certification Level | | | | FY2020Q1 TOTAL | % Meets Certification Requirement |
|------------------------------|------------------------------|--------------|--------------|--------------|----------------|-----------------------------------|
| | No Level Achieved | Level I | Level II | Level III | | |
| Level I | 915 | 715 | 230 | 49 | 1,909 | 52.1% |
| Level II | 1,670 | 1,540 | 4,218 | 1,191 | 8,619 | 62.8% |
| Level III | 712 | 519 | 845 | 6,430 | 8,506 | 75.6% |
| <i>Unspecified</i> | 16 | 11 | 13 | 2 | 42 | |
| FY2020Q1 TOTAL | 3,313 | 2,785 | 5,306 | 7,672 | 19,076 | 67.3% |
| | 17.4% | 14.6% | 27.8% | 40.2% | | |

No Level Achieved includes those within the 24 month grace period

| Bench Strength | | | |
|------------------|-------------------|---------------------|-------------------|
| Org | # Meet or Exceeds | % Meets or Exceeds* | Career Field Rank |
| DAW | 130,398 | 72.0% | |
| Army | 32,897 | 76.6% | |
| Navy | 46,049 | 70.9% | |
| Marine Corp | 1,999 | 66.0% | |
| Air Force | 27,019 | 65.8% | |
| 4th Estate | 22,434 | 77.1% | |
| Program M | 12,833 | 67.3% | 5 of 14 |

** Based on population total without unspecified positions

| Certification Requirement | Meets | Within 24 Months | Does Not Meet | DAW TOTAL | |
|---------------------------------|---------------|------------------|---------------|---------------|-------|
| Level I | 994 | 899 | 16 | 1,909 | 10.0% |
| Level II | 5,409 | 2,872 | 338 | 8,619 | 45.2% |
| Level III | 6,430 | 1,645 | 431 | 8,506 | 44.6% |
| <i>Unspecified</i> | 2 | 38 | 2 | 42 | 0.2% |
| Program Management TOTAL | 12,835 | 5,454 | 787 | 19,076 | |
| | 67.3% | 28.6% | 4.1% | | |

= Compliance

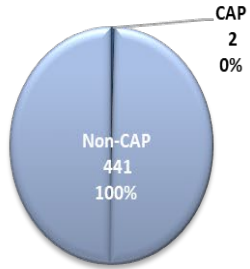
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

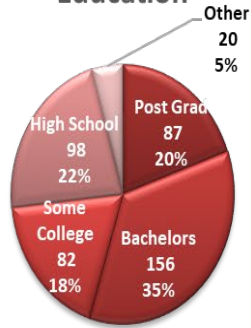


Program Management Demographics

KLP - CAP - Non-CAP



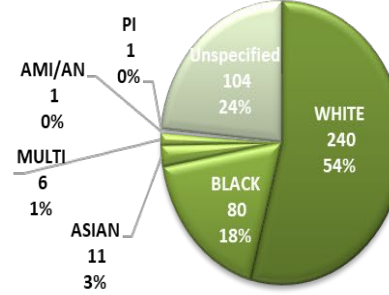
Education



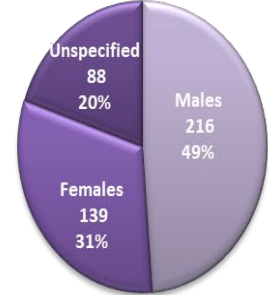
Civilian / Military



Race



Gender



| Occupied Position Type | PROP TOTAL | | Entire AWF | |
|---|------------|-------|----------------|-------|
| Key Leadership Positions (KLPs) | - | 0.0% | 1,238 | 0.7% |
| Critical Acquisition Positions (CAPs) * | 2 | 0.5% | 16,971 | 9.4% |
| Non-CAP Positions | 441 | 99.5% | 162,896 | 89.9% |
| Unknown | - | 0.0% | - | 0.0% |
| TOTAL | 443 | | 181,105 | |

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

| Race | PROP TOTAL | | Entire DAW | |
|--------------|------------|-------|----------------|-------|
| WHITE | 240 | 54.2% | 128,458 | 70.9% |
| BLACK | 80 | 18.1% | 21,174 | 11.7% |
| ASIAN | 11 | 2.5% | 12,209 | 6.7% |
| MULTI | 6 | 1.4% | 5,659 | 3.1% |
| AMI/AN | 1 | 0.2% | 1,214 | 0.7% |
| PI | 1 | 0.2% | 949 | 0.5% |
| Unspecified | 104 | 23.5% | 11,442 | 6.3% |
| TOTAL | 443 | | 181,105 | |

| Highest Level of Education | PROP TOTAL | | Entire AWF | |
|----------------------------|------------|-------|----------------|-------|
| Post Grad | 87 | 19.6% | 71,052 | 39.2% |
| Bachelors | 156 | 35.2% | 77,690 | 42.9% |
| Some College | 82 | 18.5% | 12,228 | 6.8% |
| High School | 98 | 22.1% | 12,785 | 7.1% |
| Other | 20 | 4.5% | 7,350 | 4.1% |
| TOTAL | 443 | | 181,105 | |

| Gender | PROP TOTAL | | Entire DAW | |
|--------------|------------|-------|----------------|-------|
| Males | 216 | 48.8% | 123,123 | 68.0% |
| Females | 139 | 31.4% | 51,093 | 28.2% |
| Unspecified | 88 | 19.9% | 6,889 | 3.8% |
| TOTAL | 443 | | 181,105 | |

| Type | PROP TOTAL | | Entire AWF | |
|--------------|------------|--------|----------------|-------|
| Civilian | 443 | 100.0% | 164,902 | 91.1% |
| Military | - | 0.0% | 16,201 | 8.9% |
| TOTAL | 443 | | 181,103 | |



Program Management Size by Occupational Series

| Civilian Occupational Series | PM TOTAL | |
|---|---------------|------------------|
| 1101 - Business and Industry Specialist | 4,116 | 29.5% |
| 0340 - Program Manager | 3,929 | 28.2% |
| 0343 - Management and Program Analyst | 3,248 | 23.3% |
| 0301 - Administration & Program Staff | 1,247 | 8.9% |
| 0801 - Engineer, General | 630 | 4.5% |
| 2210 - Information Technology Management Specialist | 152 | 1.1% |
| 0855 - Engineer, Electronics | 83 | 0.6% |
| 1515 - Operations Research Analyst | 51 | 0.4% |
| 0830 - Engineer, Mechanical | 15 | 0.1% |
| | <i>Other</i> | 485 3.5% |
| TOTAL CIVILIAN | 13,956 | Civilians |