



# Defense Acquisition Workforce Key Information

OVERALL

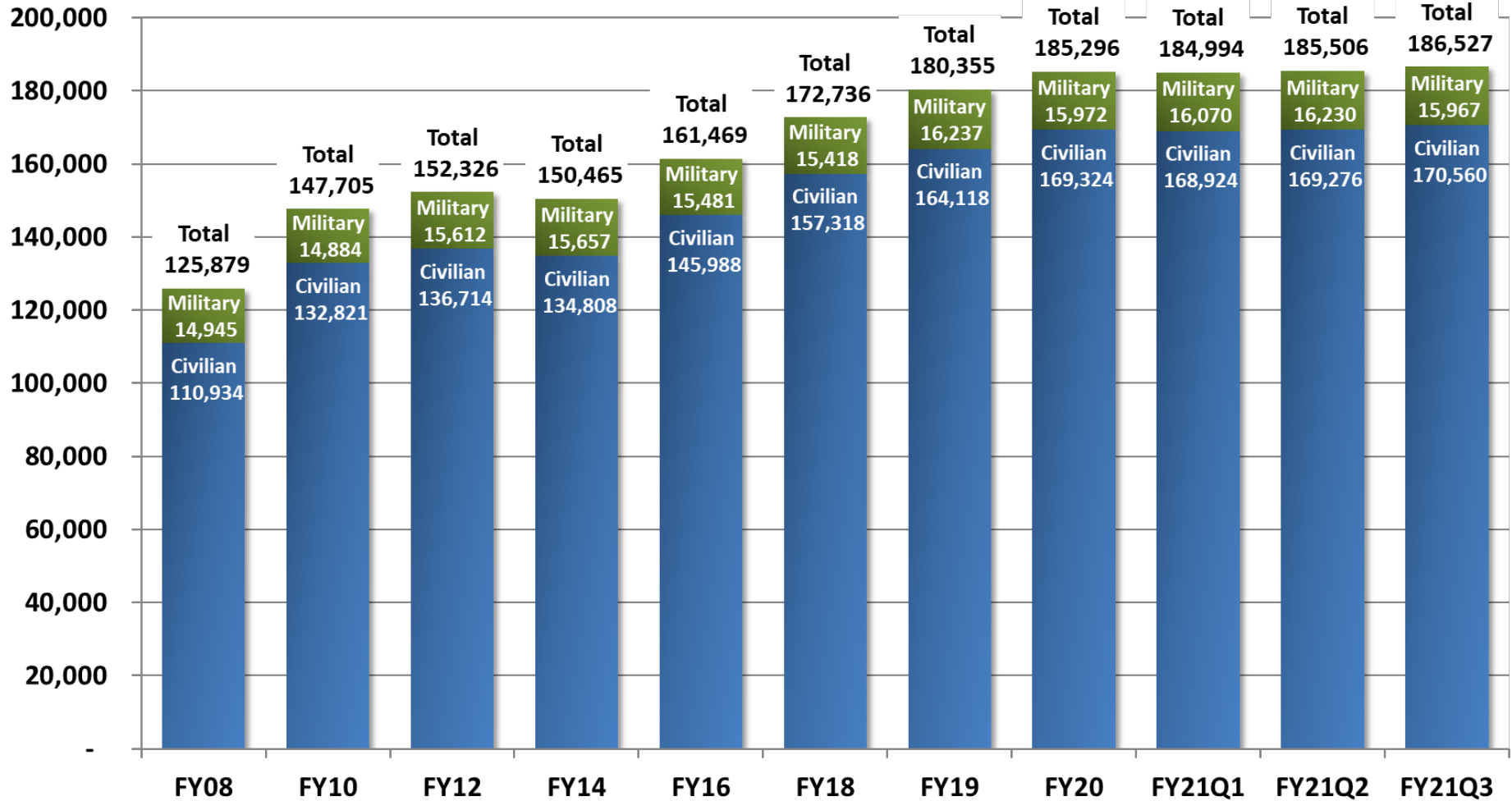
As of FY21Q3 (30 June 2021)



# AWF – Annual Historical Workforce Size FY08– FY21Q2

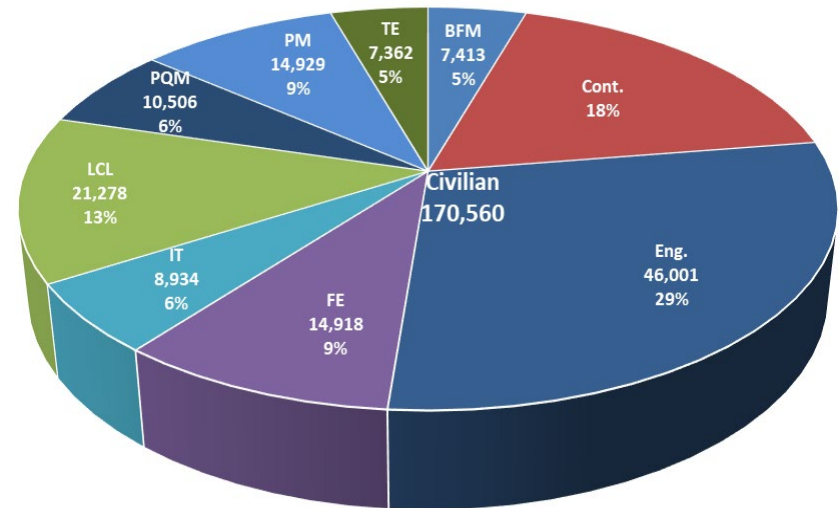
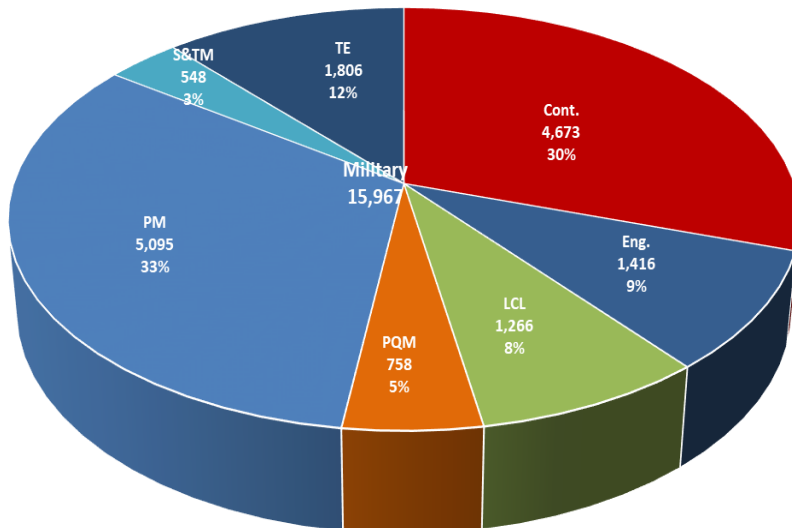
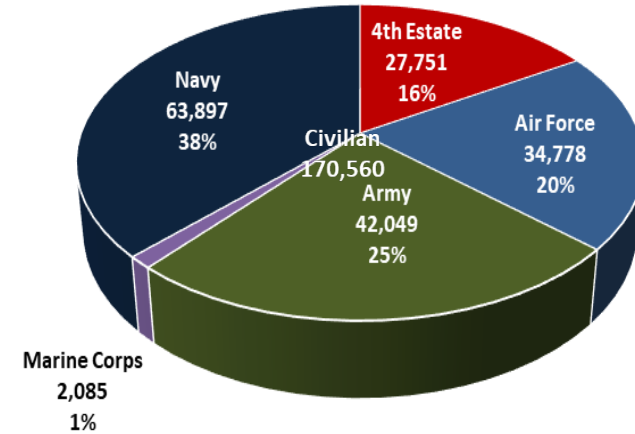
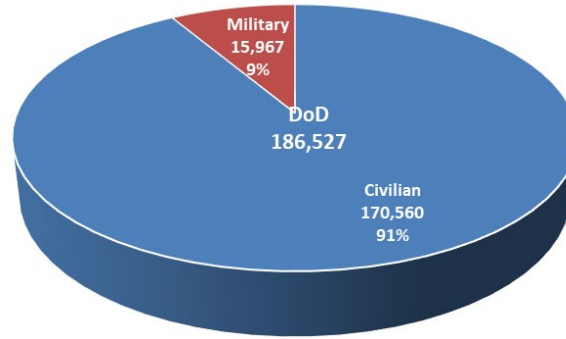
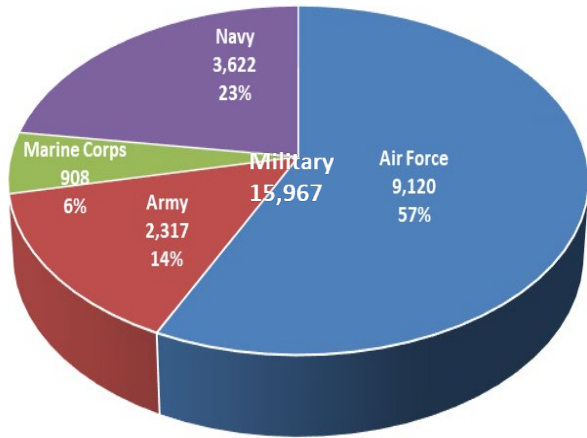


## Overall AWF Total





# AWF – Military and Civilian By Component and Career Field





# AWF Size by Component and Career Field



| FY21Q3                      | Army          | Navy          | Marine Corps | Air Force     | 4th Estate    | Totals         | % Total |
|-----------------------------|---------------|---------------|--------------|---------------|---------------|----------------|---------|
| Auditing                    | -             | -             | -            | 16            | 3,652         | 3,668          | 2%      |
| Business - CE               | 246           | 542           | 35           | 558           | 111           | 1,492          | 1%      |
| Business - FM               | 1,822         | 2,524         | 183          | 2,401         | 639           | 7,569          | 4%      |
| Contracting                 | 9,008         | 6,598         | 616          | 9,002         | 8,143         | 33,367         | 18%     |
| Engineering                 | 9,313         | 24,963        | 330          | 10,724        | 2,087         | 47,417         | 25%     |
| Facilities Engineering      | 6,879         | 7,044         | 49           | 837           | 112           | 14,921         | 8%      |
| Information Technology      | 2,093         | 4,151         | 230          | 1,629         | 1,018         | 9,121          | 5%      |
| Life Cycle Logistics        | 7,030         | 7,062         | 600          | 4,353         | 3,499         | 22,544         | 12%     |
| Production, Quality and Man | 1,368         | 3,998         | 23           | 529           | 5,346         | 11,264         | 6%      |
| Program Management          | 3,659         | 6,437         | 780          | 7,264         | 1,884         | 20,024         | 11%     |
| Property                    | 55            | 77            | 1            | 19            | 264           | 416            | 0%      |
| Purchasing                  | 245           | 378           | 28           | 48            | 454           | 1,153          | 1%      |
| S&T Manager                 | 659           | 565           | 1            | 2,969         | 155           | 4,349          | 2%      |
| Test and Evaluation         | 1,980         | 3,179         | 116          | 3,525         | 368           | 9,168          | 5%      |
| Unknown/Other               | 9             | 1             | 1            | 21            | 19            | 51             | 0%      |
| <b>Totals</b>               | <b>44,366</b> | <b>67,519</b> | <b>2,993</b> | <b>43,898</b> | <b>27,751</b> | <b>186,527</b> |         |
| <b>Component %</b>          | <b>23.8%</b>  | <b>36.2%</b>  | <b>1.6%</b>  | <b>23.5%</b>  | <b>14.9%</b>  |                |         |



# AWF Historical Size Detail by Component (Civilian & Military)



| Overall<br>Defense Acq Workforce<br>Agency | FY08           | FY10           | FY12           | FY14           | FY15           | FY16           | FY17           | FY18           | FY19           | FY20           | FY21Q1         | FY21Q2         | FY21Q3         | % Change<br>Since FY08 | % Change<br>Since FY15 | % Change<br>Since FY20 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------------------|------------------------|------------------------|
| NAVY                                       | 41,078         | 48,556         | 50,156         | 50,822         | 54,736         | 57,086         | 58,072         | 61,696         | 64,872         | 67,361         | 67,448         | 67,529         | 67,519         | 64%                    | 23%                    | 0%                     |
| MARINE CORPS                               | 1,988          | 2,862          | 2,900          | 2,863          | 2,829          | 3,002          | 2,931          | 2,952          | 3,009          | 3,050          | 3,011          | 2,995          | 2,993          | 51%                    | 6%                     | -2%                    |
| ARMY                                       | 40,269         | 43,634         | 41,877         | 37,342         | 36,633         | 37,146         | 38,900         | 40,718         | 42,806         | 43,882         | 44,148         | 44,133         | 44,366         | 10%                    | 21%                    | 1%                     |
| AIR FORCE                                  | 24,827         | 31,382         | 34,296         | 34,395         | 35,665         | 36,975         | 37,805         | 39,027         | 40,675         | 42,852         | 42,583         | 43,049         | 43,898         | 77%                    | 23%                    | 2%                     |
| DCMA                                       | 7,344          | 8,722          | 8,699          | 9,645          | 9,773          | 9,993          | 9,542          | 9,581          | 10,096         | 9,601          | 9,413          | 9,299          | 9,165          | 25%                    | -6%                    | -5%                    |
| DLA  | 3,913          | 4,272          | 4,915          | 5,753          | 7,329          | 7,857          | 8,434          | 8,867          | 9,093          | 8,924          | 8,886          | 8,988          | 9,042          | 131%                   | 23%                    | 1%                     |
| DCAA                                       | 3,598          | 4,146          | 4,515          | 4,567          | 4,322          | 4,015          | 4,158          | 4,226          | 3,975          | 3,864          | 3,744          | 3,680          | 3,659          | 2%                     | -15%                   | -5%                    |
| MDA  | 788            | 1,638          | 1,828          | 1,916          | 1,892          | 1,962          | 2,021          | 2,084          | 2,142          | 2,212          | 2,193          | 2,166          | 2,165          | 175%                   | 14%                    | -2%                    |
| Other 4th Estate                           | 2,075          | 2,494          | 2,797          | 3,162          | 3,134          | 3,433          | 3,412          | 3,585          | 3,688          | 3,550          | 3,513          | 3,670          | 3,720          | 79%                    | 19%                    | 5%                     |
| <b>TOTAL</b>                               | <b>125,880</b> | <b>147,706</b> | <b>151,983</b> | <b>150,465</b> | <b>156,313</b> | <b>161,469</b> | <b>165,275</b> | <b>172,736</b> | <b>180,356</b> | <b>185,296</b> | <b>184,939</b> | <b>185,509</b> | <b>186,527</b> | <b>↑</b><br>48%        | <b>↑</b><br>19%        | <b>↑</b><br>1%         |



# AWF Historical Size Detail by Component (Civilian)



| Overall (Civilian)<br>Defense Acq Workforce<br>Service | FY08           | FY09           | FY10           | FY11           | FY12           | FY13           | FY14           | FY15           | FY16           | FY17           | FY19           | FY20           | FY21Q1         | FY21Q2         | FY21Q3         | % Change<br>Since FY08 | % Change<br>Since FY15 | % Change<br>Since FY20 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------------------|------------------------|------------------------|
| Navy   | 37,336         | 41,220         | 45,029         | 46,234         | 46,839         | 46,671         | 47,181         | 51,033         | 53,374         | 54,376         | 61,302         | 63,853         | 63,836         | 63,918         | 63,897         | 71%                    | 25%                    | 0%                     |
| Marine Corps   | 1,243          | 1,506          | 1,980          | 2,083          | 2,023          | 2,194          | 2,039          | 2,011          | 1,993          | 1,946          | 1,994          | 2,093          | 2,094          | 2,085          | 2,085          | 68%                    | 4%                     | 0%                     |
| Air Force  | 16,067         | 18,506         | 22,526         | 24,962         | 25,019         | 24,986         | 25,299         | 26,837         | 28,123         | 28,813         | 31,443         | 33,622         | 33,325         | 33,644         | 34,778         | 116%                   | 30%                    | 3%                     |
| Army   | 38,689         | 38,612         | 42,015         | 41,696         | 40,079         | 38,092         | 35,246         | 34,631         | 35,238         | 37,080         | 40,386         | 41,605         | 41,865         | 41,826         | 42,049         | 9%                     | 21%                    | 1%                     |
| 4th Estate   | 17,599         | 18,601         | 21,271         | 21,477         | 22,754         | 23,570         | 25,043         | 26,450         | 27,260         | 27,567         | 28,993         | 28,151         | 27,804         | 27,803         | 27,750         | 58%                    | 5%                     | -1%                    |
| <b>OVERALL DAW</b>                                     | <b>110,934</b> | <b>118,445</b> | <b>132,821</b> | <b>136,452</b> | <b>136,714</b> | <b>135,513</b> | <b>134,808</b> | <b>140,962</b> | <b>145,988</b> | <b>149,782</b> | <b>164,118</b> | <b>169,324</b> | <b>168,924</b> | <b>169,276</b> | <b>170,559</b> | <b>↑</b><br>54%        | <b>↑</b><br>21%        | <b>↑</b><br>1%         |



# AWF Historical Size Detail by Component (Military)



| Overall (Military)<br>Defense Acq Workforce<br>Service | FY08          | FY10          | FY12          | FY14          | FY15          | FY16          | FY17          | FY18          | FY19          | FY20 FY21Q1 FY21Q2 FY21Q3 |               |               |               | % Change<br>Since FY08 | % Change<br>Since FY15 | % Change<br>Since FY20 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------------------|---------------|---------------|---------------|------------------------|------------------------|------------------------|
|  |               |               |               |               |               |               |               |               |               | FY20                      | FY21Q1        | FY21Q2        | FY21Q3        |                        |                        |                        |
| Navy   | 3,742         | 3,527         | 3,317         | 3,641         | 3,703         | 3,712         | 3,696         | 3,654         | 3,570         | 3,508                     | 3,612         | 3,611         | 3,622         | -3%                    | -2%                    | 3%                     |
| MARINE CORPS   | 745           | 882           | 877           | 824           | 818           | 1,009         | 985           | 970           | 1,015         | 957                       | 917           | 910           | 908           | 22%                    | 11%                    | -5%                    |
| ARMY   | 1,580         | 1,619         | 1,798         | 2,096         | 2,002         | 1,908         | 1,820         | 1,743         | 2,420         | 2,277                     | 2,283         | 2,304         | 2,317         | 47%                    | 16%                    | 2%                     |
| AIR FORCE  | 8,760         | 8,856         | 9,277         | 9,096         | 8,828         | 8,852         | 8,992         | 9,051         | 9,232         | 9,230                     | 9,258         | 9,405         | 9,120         | 4%                     | 3%                     | -1%                    |
| 4th ESTATE   | 118           | -             | -             | -             | -             | -             | -             | -             | -             | -                         | -             | -             | -             | -100%                  |                        |                        |
| <b>Total</b>   | <b>14,945</b> | <b>14,884</b> | <b>15,269</b> | <b>15,657</b> | <b>15,351</b> | <b>15,481</b> | <b>15,493</b> | <b>15,418</b> | <b>16,237</b> | <b>15,972</b>             | <b>16,070</b> | <b>16,230</b> | <b>15,967</b> | <b>↑<br/>7%</b>        | <b>↑<br/>4%</b>        | <b>↓<br/>0%</b>        |



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



| Overall<br>Defense Acq Workforce<br>Career Field | FY08           | FY10           | FY12           | FY14           | FY15           | FY16           | FY18           | FY19           | FY20Q3         | FY20           | FY21Q1         | FY21Q2         | FY21Q3         | % Change<br>Since FY08 | % Change<br>Since FY15 | % Change<br>Since FY20 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------------------|------------------------|------------------------|
| Engineering                                      | 34,537         | 39,201         | 39,728         | 39,242         | 41,050         | 42,438         | 44,850         | 46,185         | 46,349         | 47,343         | 47,136         | 47,153         | 47,417         | 37%                    | 16%                    | 0.2%                   |
| Contracting                                      | 25,680         | 29,792         | 30,292         | 29,826         | 30,230         | 30,669         | 31,136         | 32,200         | 32,561         | 32,880         | 32,789         | 32,981         | 33,367         | 30%                    | 10%                    | 1.5%                   |
| Life Cycle Logistics                             | 13,361         | 16,861         | 17,513         | 17,724         | 19,222         | 19,929         | 20,997         | 21,652         | 21,862         | 22,113         | 22,130         | 22,280         | 22,544         | 69%                    | 17%                    | 1.9%                   |
| Program Management                               | 12,781         | 14,915         | 15,745         | 16,003         | 16,585         | 17,002         | 17,892         | 18,940         | 19,322         | 19,672         | 19,804         | 19,941         | 20,024         | 57%                    | 21%                    | 1.8%                   |
| Facilities Engineering                           | 4,920          | 6,911          | 7,290          | 6,617          | 6,986          | 7,870          | 11,880         | 13,836         | 14,713         | 15,031         | 15,109         | 15,052         | 14,921         | 203%                   | 114%                   | -0.7%                  |
| Production, Quality and Man                      | 9,138          | 9,727          | 9,458          | 9,671          | 9,822          | 10,544         | 11,081         | 11,446         | 11,468         | 11,437         | 11,296         | 11,321         | 11,264         | 23%                    | 15%                    | -1.5%                  |
| Test and Evaluation                              | 7,420          | 8,446          | 8,506          | 8,569          | 8,692          | 8,738          | 8,852          | 9,058          | 9,012          | 9,127          | 9,131          | 9,135          | 9,168          | 24%                    | 5%                     | 0.4%                   |
| Information Technology                           | 3,934          | 5,165          | 5,825          | 5,776          | 6,402          | 6,836          | 7,839          | 8,497          | 8,864          | 9,022          | 9,059          | 9,111          | 9,121          | 132%                   | 42%                    | 1.1%                   |
| Business - FM                                    | 7,085          | 7,054          | 6,759          | 6,142          | 6,205          | 6,327          | 6,882          | 7,167          | 7,332          | 7,421          | 7,454          | 7,469          | 7,569          | 7%                     | 22%                    | 2.0%                   |
| Auditing   | 3,638          | 4,143          | 4,505          | 4,560          | 4,316          | 4,011          | 4,219          | 3,968          | 3,799          | 3,856          | 3,735          | 3,672          | 3,668          | 1%                     | -15%                   | -4.9%                  |
| S&T Manager                                      | 480            | 2,561          | 3,159          | 3,401          | 3,681          | 3,814          | 3,986          | 4,237          | 4,279          | 4,301          | 4,267          | 4,319          | 4,349          | 806%                   | 18%                    | 1.1%                   |
| Business - CE                                    | -              | 1,070          | 1,275          | 1,309          | 1,346          | 1,378          | 1,449          | 1,497          | 1,482          | 1,477          | 1,472          | 1,472          | 1,492          |                        | 11%                    | 1.0%                   |
| Purchasing                                       | 1,196          | 1,287          | 1,340          | 1,205          | 1,330          | 1,475          | 1,260          | 1,217          | 1,170          | 1,160          | 1,153          | 1,150          | 1,153          | -4%                    | -13%                   | -0.6%                  |
| Property   | 451            | 501            | 449            | 389            | 400            | 405            | 395            | 434            | 426            | 423            | 424            | 414            | 416            | -8%                    | 4%                     | -1.7%                  |
| Unknown/Other                                    | 1,259          | 72             | 139            | 31             | 46             | 33             | 18             | 21             | 32             | 33             | 35             | 39             | 51             | -96%                   | 11%                    | 54.5%                  |
| <b>TOTAL</b>                                     | <b>125,880</b> | <b>147,706</b> | <b>151,983</b> | <b>150,465</b> | <b>156,313</b> | <b>161,469</b> | <b>172,736</b> | <b>180,356</b> | <b>182,671</b> | <b>185,296</b> | <b>184,994</b> | <b>185,509</b> | <b>186,527</b> | <b>↑</b><br>48%        | <b>↑</b><br>19%        | <b>↑</b><br>0.66%      |

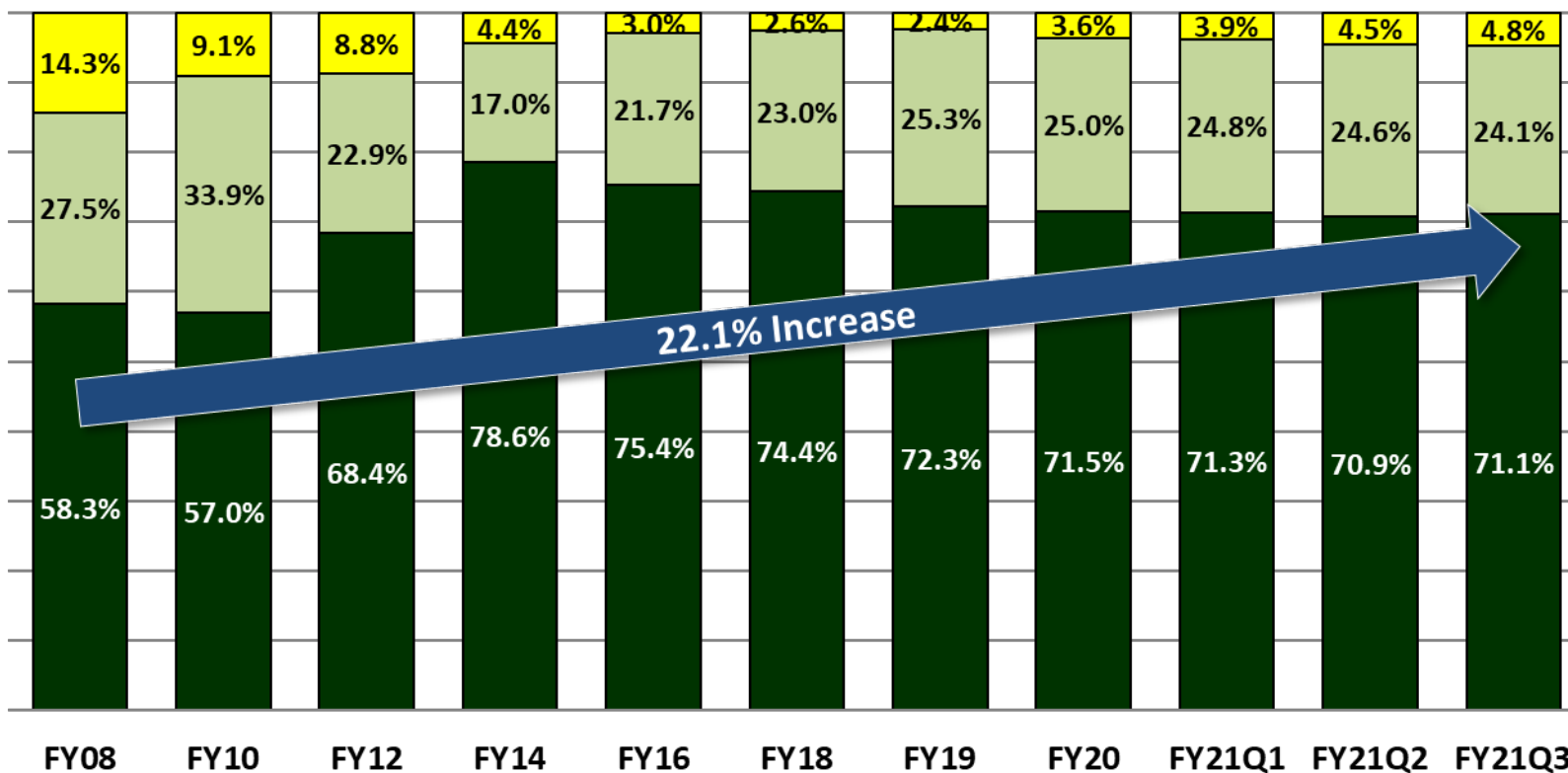




# AWF Historical DAWIA Certification FY08 – FY21Q2



## AWF Overall



■ Meets/Exceeds    ■ Within 24 Months    ■ Does Not Meet

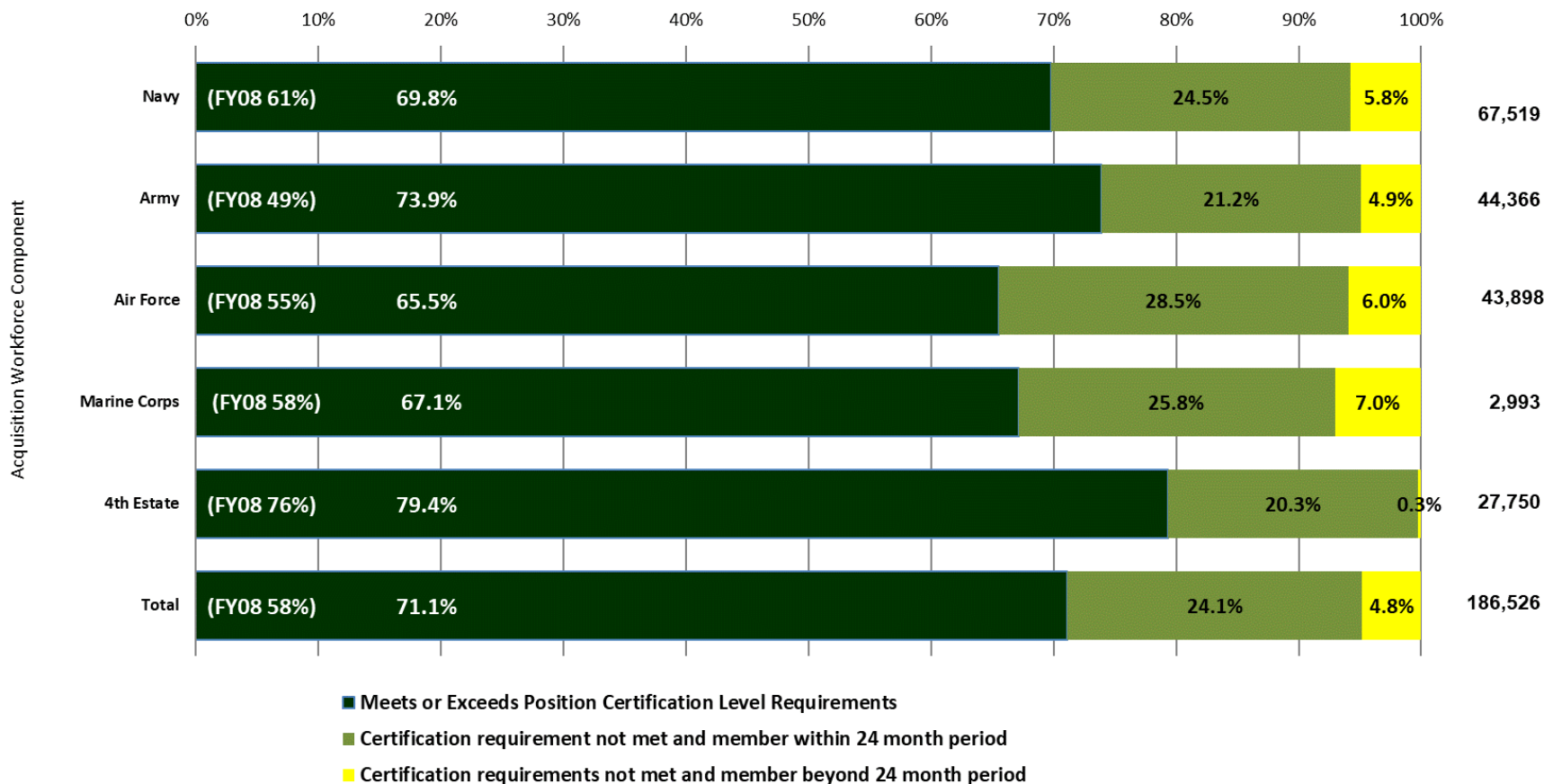
\* Rounded to nearest 0.1%

22.1% Increase



# AWF DAWIA Certification by Major Component

## Certification Level "Meet/Exceed" Rates by Major Component AWF (FY21Q3)

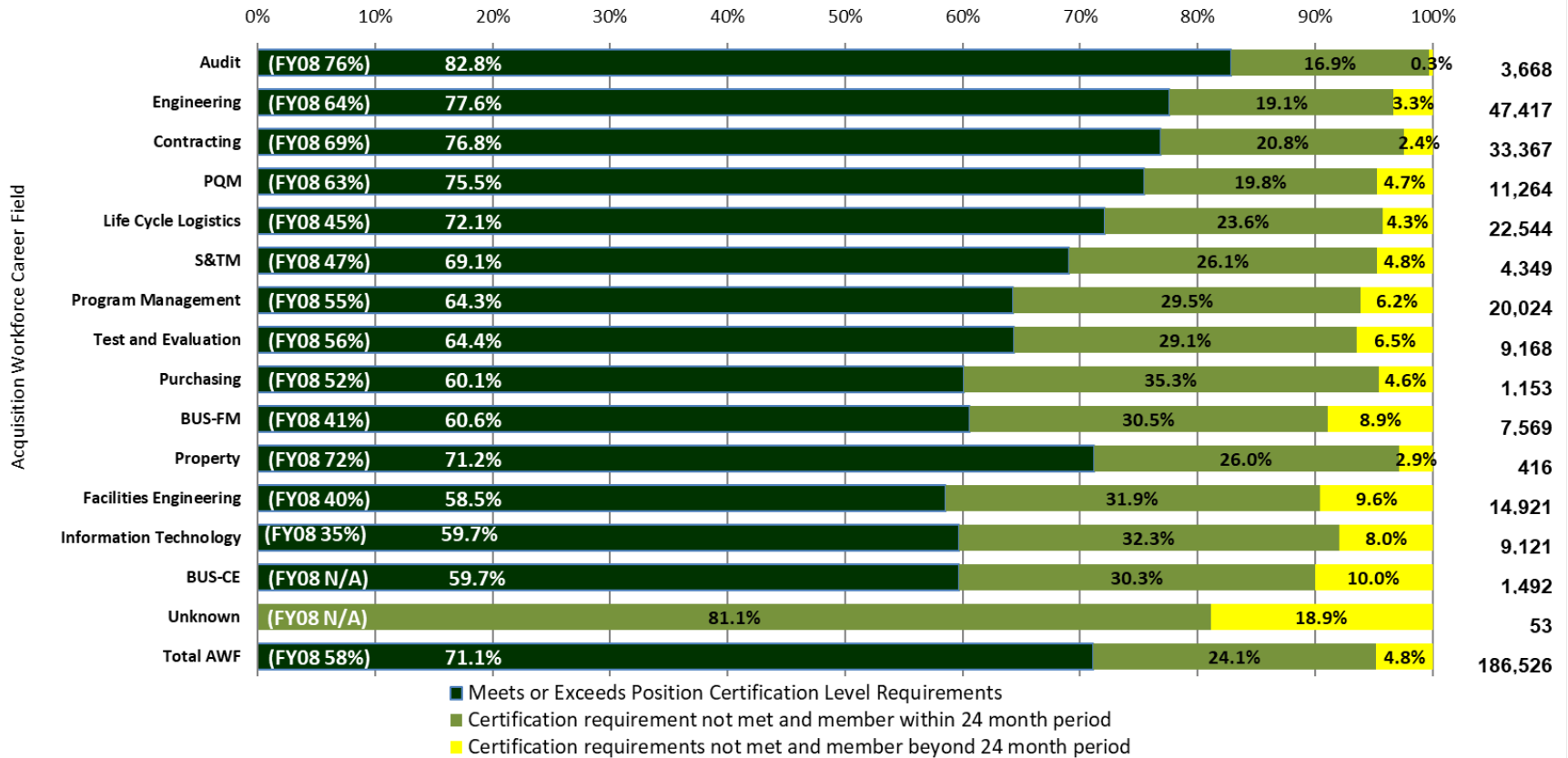




# AWF DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY21Q3)





# AWF DAWIA Certification



| Required Certification Level | Achieved Certification Level |               |               |               | FY2021Q3 TOTAL | % Meets Certification Requirement |
|------------------------------|------------------------------|---------------|---------------|---------------|----------------|-----------------------------------|
|                              | No Level Achieved            | Level I       | Level II      | Level III     |                |                                   |
| Level I                      | 11,448                       | 14,495        | 3,429         | 1,803         | 31,175         | 63.3%                             |
| Level II                     | 16,933                       | 12,220        | 47,192        | 16,066        | 92,411         | 68.5%                             |
| Level III                    | 5,161                        | 2,055         | 5,890         | 49,681        | 62,787         | 79.1%                             |
| <i>Unspecified</i>           | 115                          | 4             | 17            | 17            | 153            |                                   |
| <b>FY2021Q3 TOTAL</b>        | <b>33,657</b>                | <b>28,774</b> | <b>56,528</b> | <b>67,567</b> | <b>186,526</b> |                                   |

No Level Achieved includes those within the 24 month grace period

| Bench Strength |                   |             |
|----------------|-------------------|-------------|
| Org            | # Meet or Exceeds | or Exceeds* |
| DAW            | 132,683           | 71.1%       |
| Army           | 32,787            | 73.9%       |
| Navy           | 47,095            | 69.8%       |
| Marine Corp    | 2,009             | 67.1%       |
| Air Force      | 28,769            | 65.5%       |
| 4th Estate     | 22,023            | 79.4%       |

| Certification Requirement | Meets/ Exceeds | Within 24 Months | Does Not Meet | DAW TOTAL      |       |
|---------------------------|----------------|------------------|---------------|----------------|-------|
| Level I                   | 19,727         | 10,276           | 1,172         | 31,175         | 16.7% |
| Level II                  | 63,258         | 23,998           | 5,156         | 92,412         | 49.5% |
| Level III                 | 49,681         | 10,468           | 2,638         | 62,787         | 33.7% |
| <i>Unspecified</i>        | 17             | 125              | 11            | 153            | 0.1%  |
| <b>AWF Total</b>          | <b>132,683</b> | <b>44,867</b>    | <b>8,977</b>  | <b>186,527</b> |       |
| <b>% TOTAL</b>            | <b>71.1%</b>   | <b>24.1%</b>     | <b>4.8%</b>   |                |       |

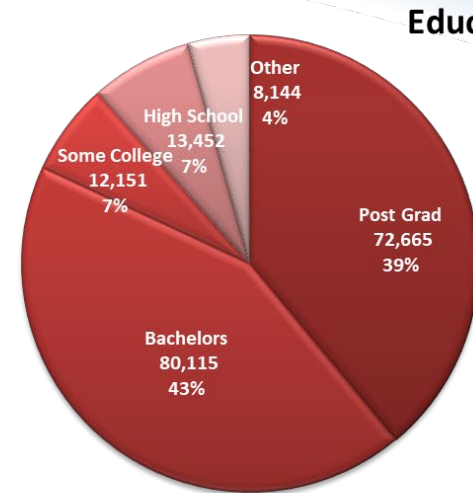
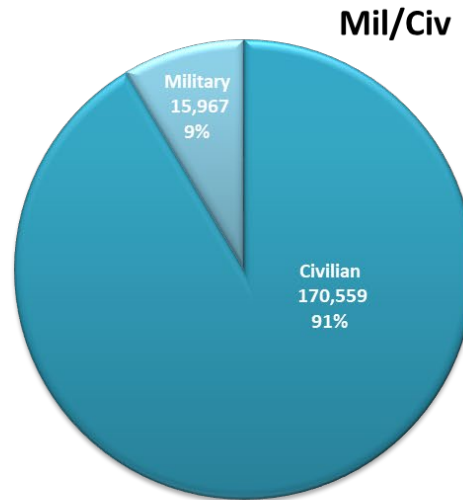
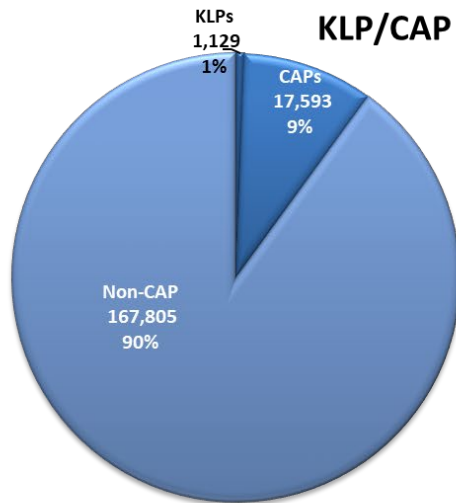
= Compliance

= Exceeds Requirement

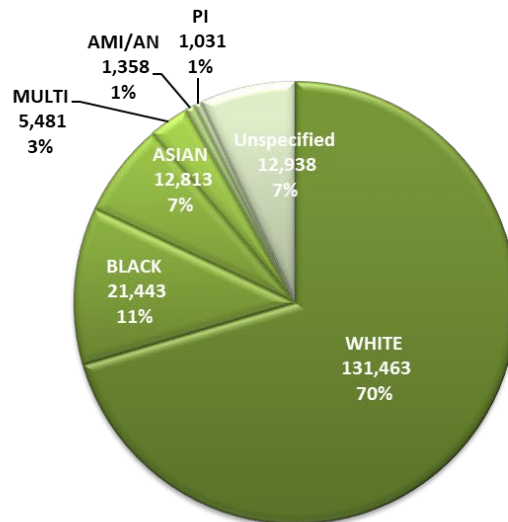
\* NOTE: Rounded to nearest 0.1%



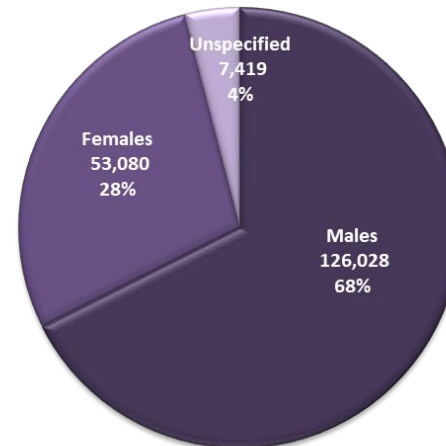
# AWF Demographics



## Race



## Gender





RAND NDRI Forces and Resources  
Policy Center Data  
Retirement, Gains/Losses Slides  
FY21Q3



## Human Capital Fact Sheet

| Defense Acquisition Workforce                                  | FY 2008            |                    |                     | FY2021Q3           |                    |                     |
|--|--------------------|--------------------|---------------------|--------------------|--------------------|---------------------|
|  | AWF Civilian (Civ) | AWF Military (Mil) | Total AWF (Civ+Mil) | AWF Civilian (Civ) | AWF Military (Mil) | Total AWF (Civ+Mil) |
| <b>Size &amp; Composition</b>                                  |                    |                    |                     |                    |                    |                     |
| Workforce Size   | 110,934            | 14,945             | 125,879             | 170,559            | 15,967             | 186,527             |
| Change in size from 2008                                       | -                  | -                  | -                   | 54%                | 7%                 | 48%                 |
| Civilian/Military Composition                                  | 88%                | 12%                | -                   | 91%                | 9%                 | 91% / 9%            |
| <b>Educational Attainment</b>                                  |                    |                    |                     |                    |                    |                     |
| Bachelor's Degree or Higher                                    | 77%                | 81%                | 77%                 | 82%                | 80%                | 82%                 |
| Post Graduate Degree   | 26%                | 44%                | 29%                 | 38%                | 52%                | 39%                 |
| <b>Certification (Cert)</b>                                    |                    |                    |                     |                    |                    |                     |
| Level I or Higher Achieved                                     | 73%                | 61%                | 72%                 | 83%                | 73%                | 82%                 |
| Level II or Higher Achieved                                    | 63%                | 41%                | 61%                 | 68%                | 49%                | 67%                 |
| Level III Achieved   | 38%                | 19%                | 36%                 | 37%                | 24%                | 36%                 |
| Position Cert Rqmt Met or Exceeded                             | 61%                | 41%                | 58%                 | 73%                | 55%                | 71%                 |
| Within 24 Months of Cert Rqmt                                  | 25%                | 46%                | 27%                 | 23%                | 38%                | 24%                 |
| Does Not Meet Cert Rqmt  | 15%                | 12%                | 14%                 | 5%                 | 7%                 | 5%                  |
| <b>Planning Considerations</b>                                 |                    |                    |                     |                    |                    |                     |
| Average Age  | 47                 | 36                 | 46                  | 44                 | 34                 | 43                  |
| Workforce Life-Cycle Model (YRE)<br>% Future/Mid-Career/Senior | 20/23/57(%)        | -                  | -                   | 26/29/45(%)        | 0.0                |                     |
| Average Years of Service                                       | 18                 | 13                 | 17                  | 0                  | 0                  | 0                   |
| Retirement Eligible  | 19,051(17%)        | -                  | -                   | 30,728(18%)        | -                  |                     |
| Retirement Eligible w/in 5 Years                               | 21,315(19%)        | -                  | -                   | 24,129(14%)        | -                  |                     |
| Total Gains/Losses   | 14,245/15,030      | -                  | -                   | 19,533/13,663      | -                  |                     |

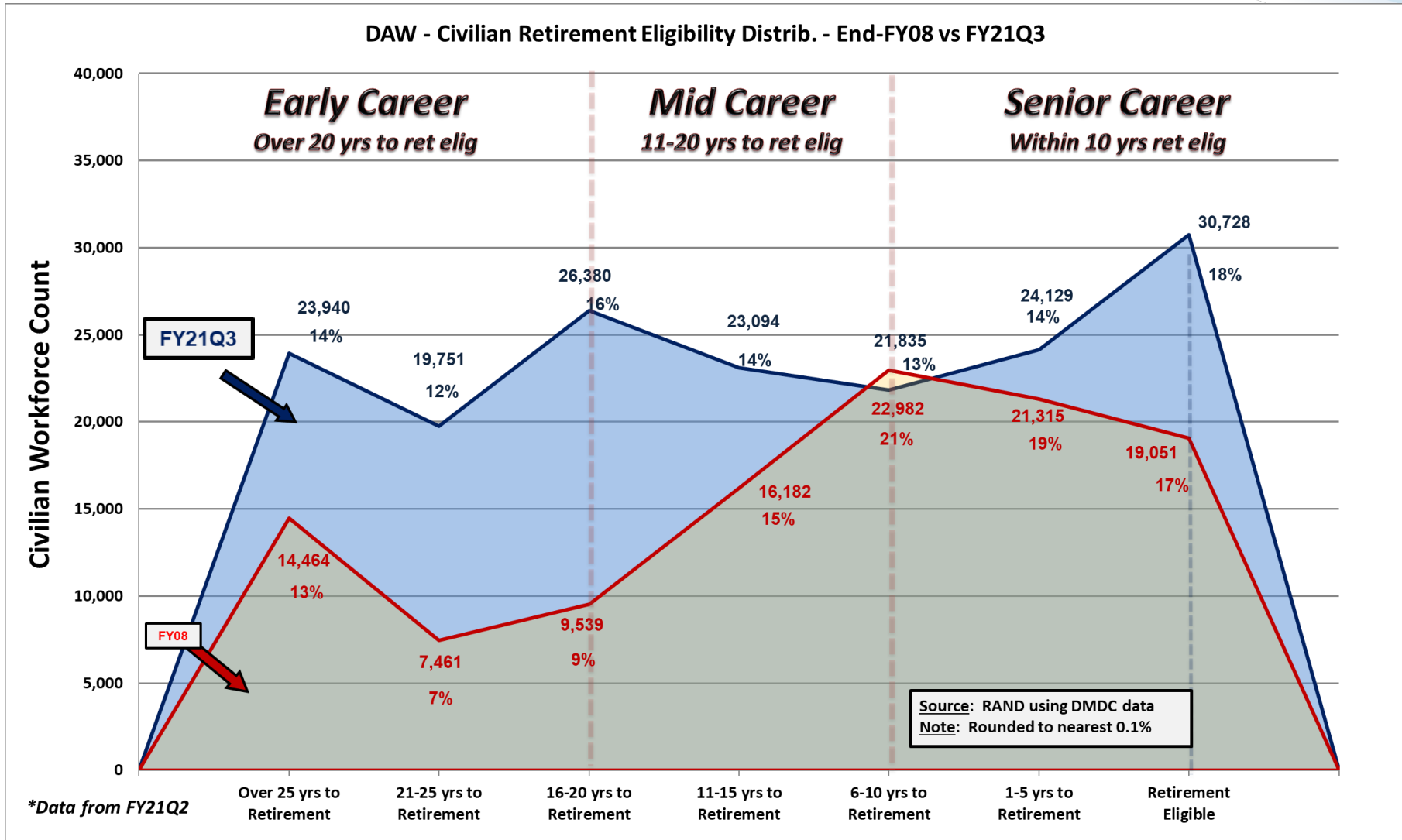
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Overall Civilian Retirement Eligibility Distribution – FY08/FY21Q2



DAW - Civilian Retirement Eligibility Distrib. - End-FY08 vs FY21Q3

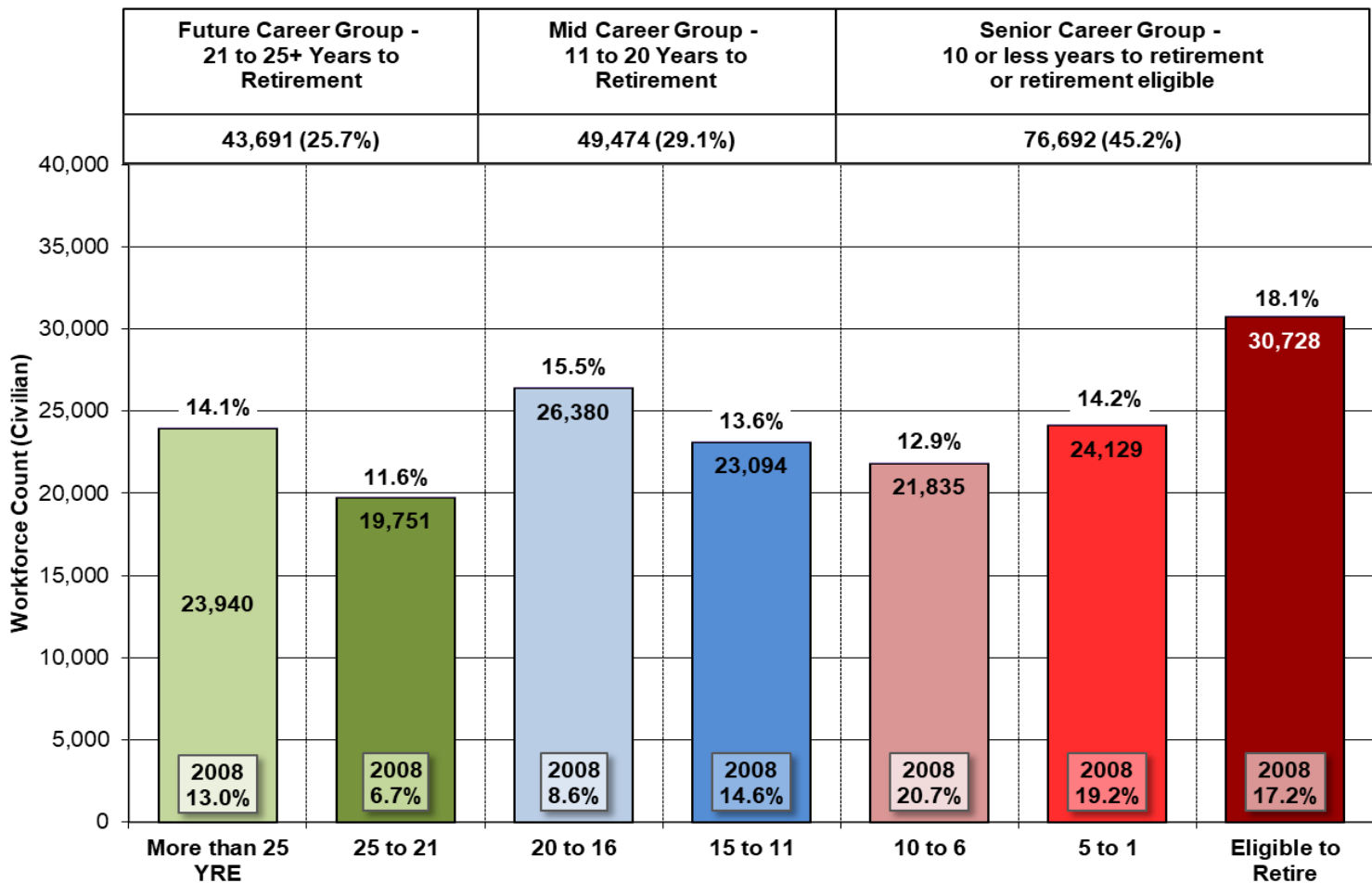






# Workforce Lifecycle Model by YRE

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2021Q3)



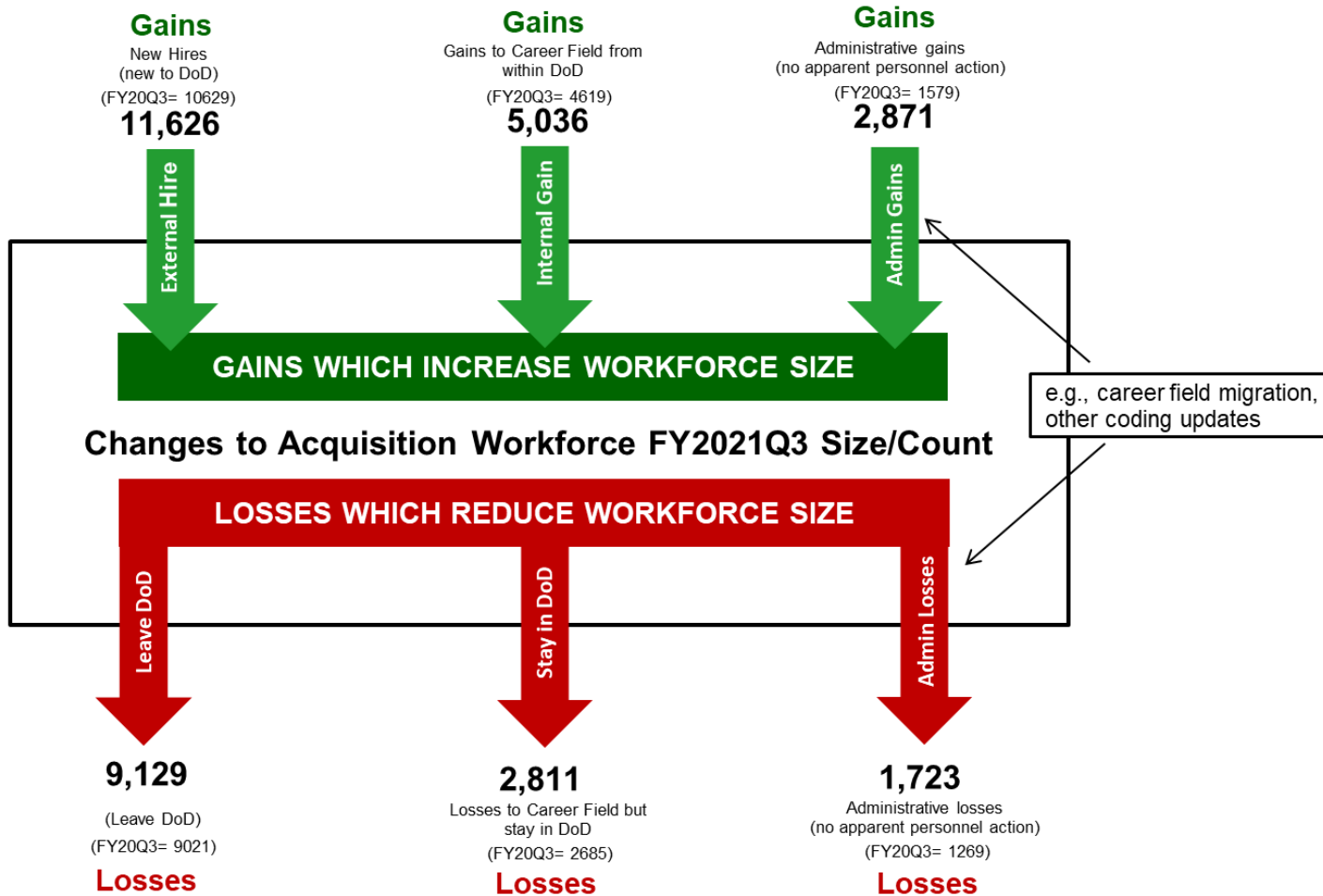


# Gains/Losses – New Hires Internal/External, Administrative



## Defense Acquisition Workforce (Civilian) (FY2021Q3)

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



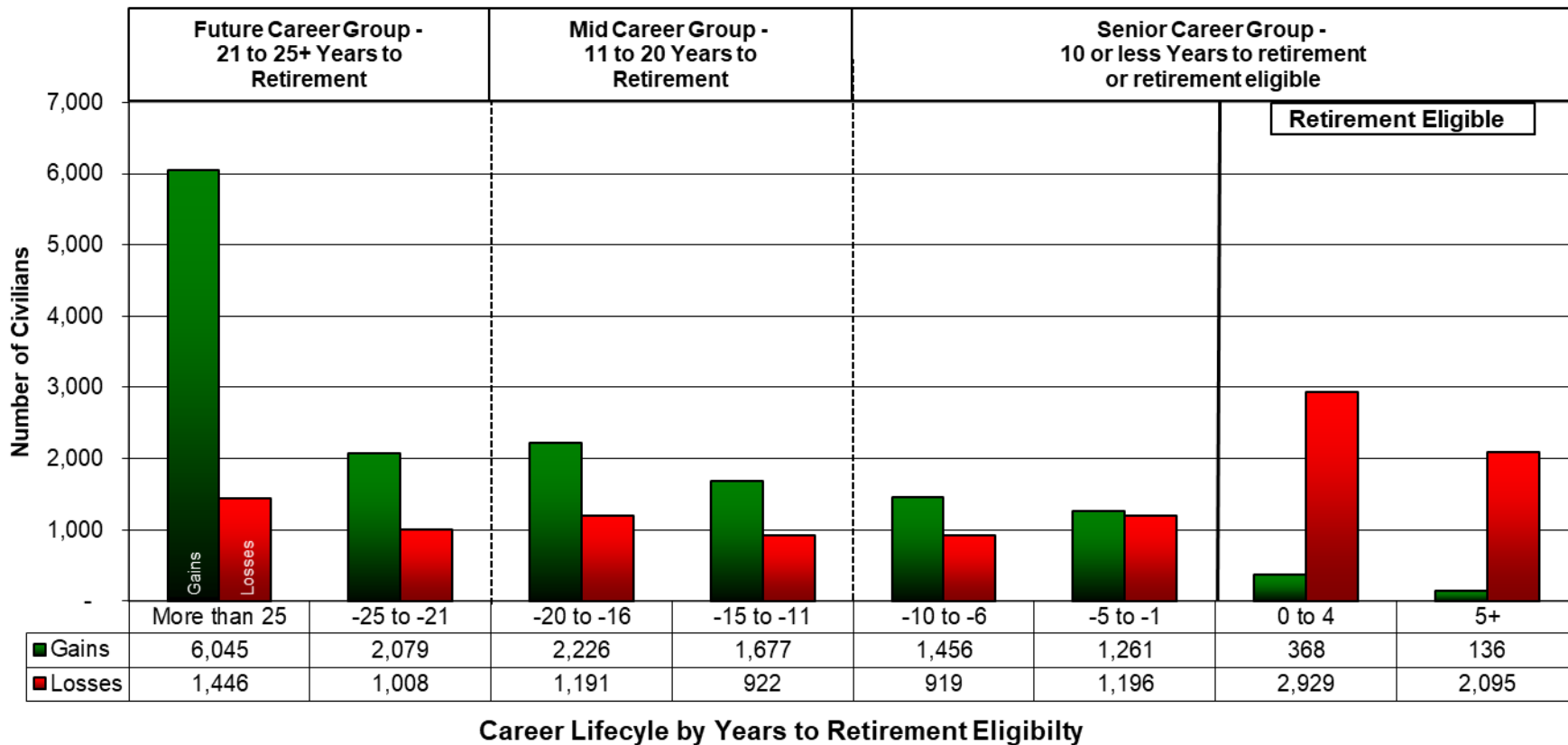


# AWF Gains and Losses Civilian by Workforce Lifecycle



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2021Q3 Gains & Losses\*

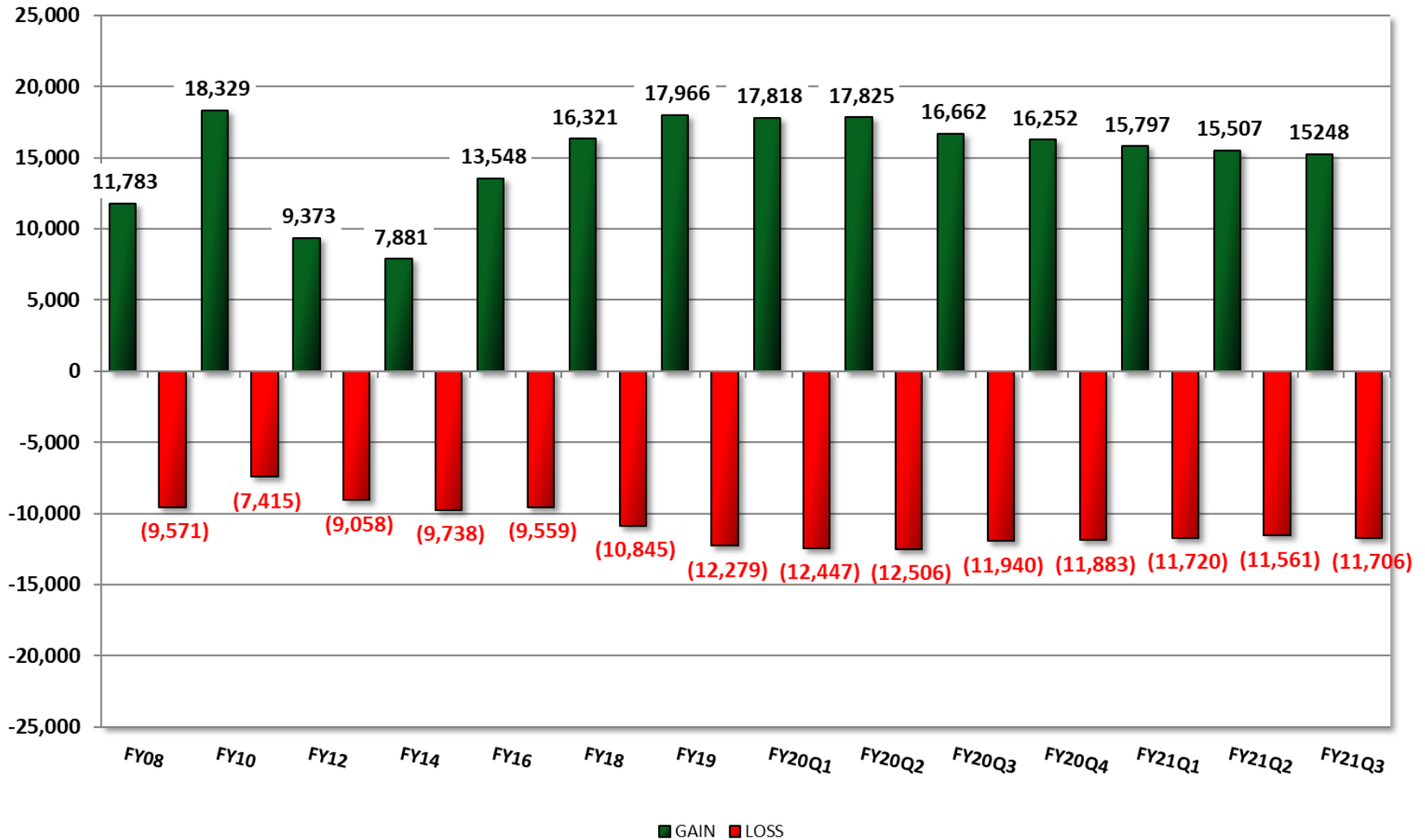


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Historical Gains and Losses FY08 – FY21Q3

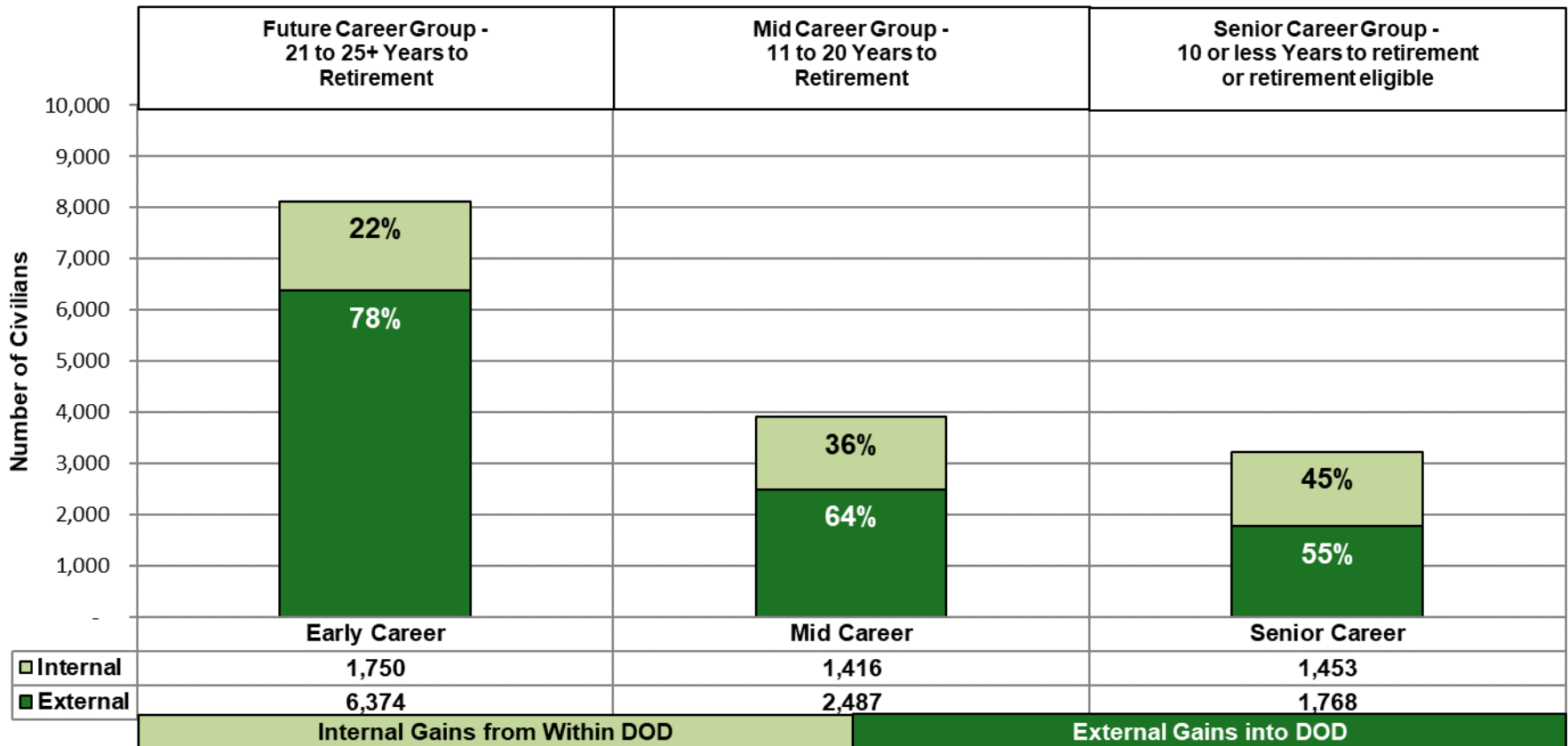




# Internal/External Gains % by Career Group

## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2021Q3 Gains\*



\*Does not include administrative gains

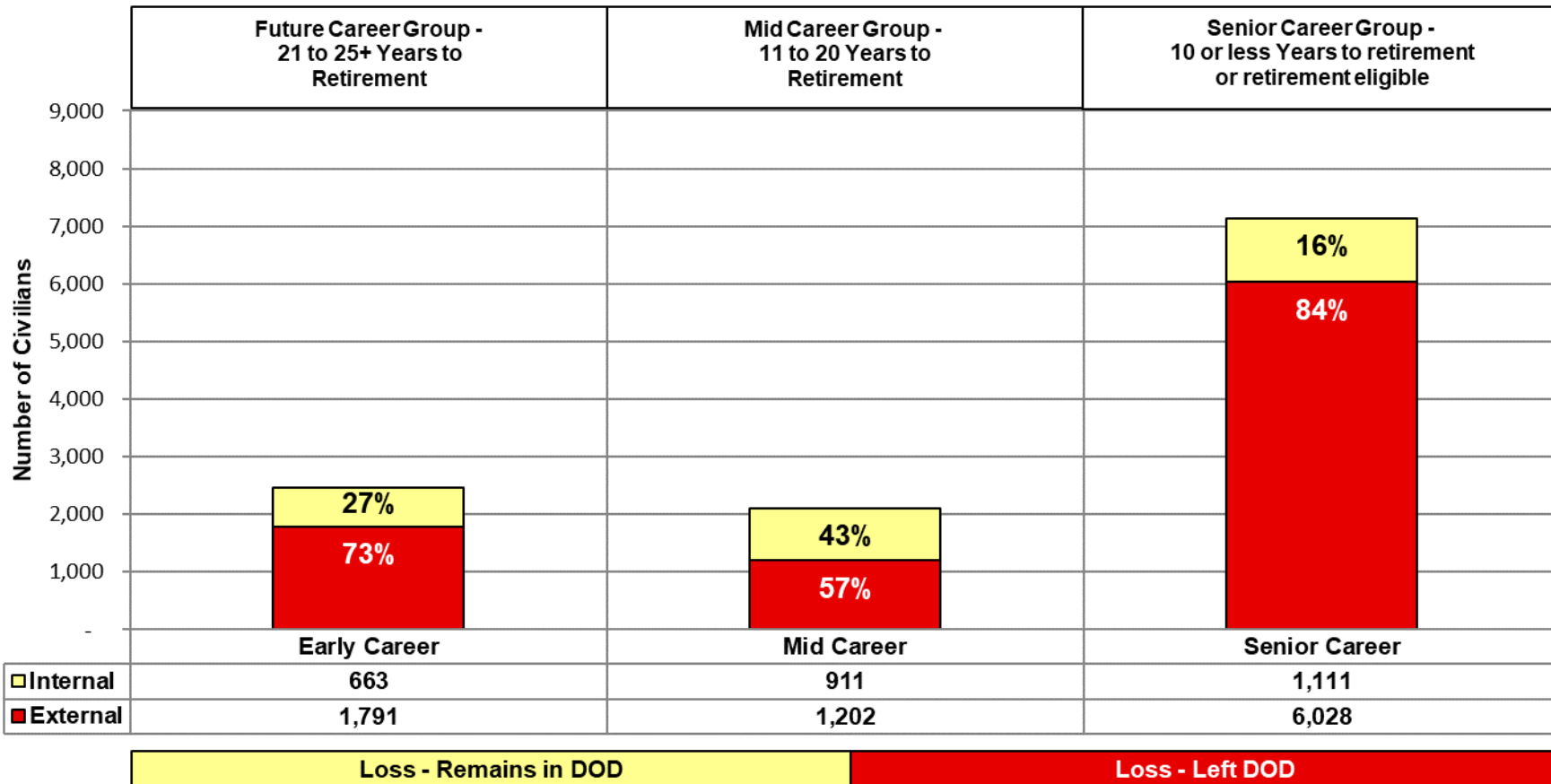


# Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

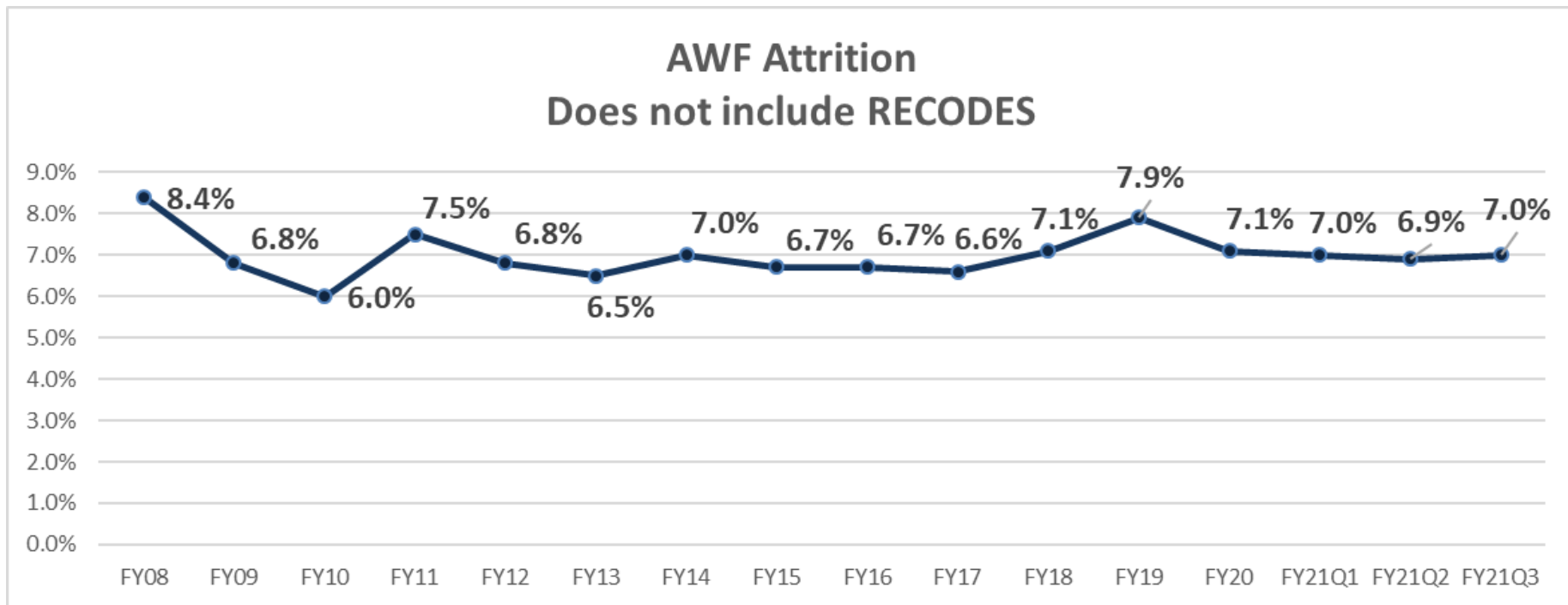
### Workforce Lifecycle FY2021Q3 Losses\*



\*Does not include administrative losses



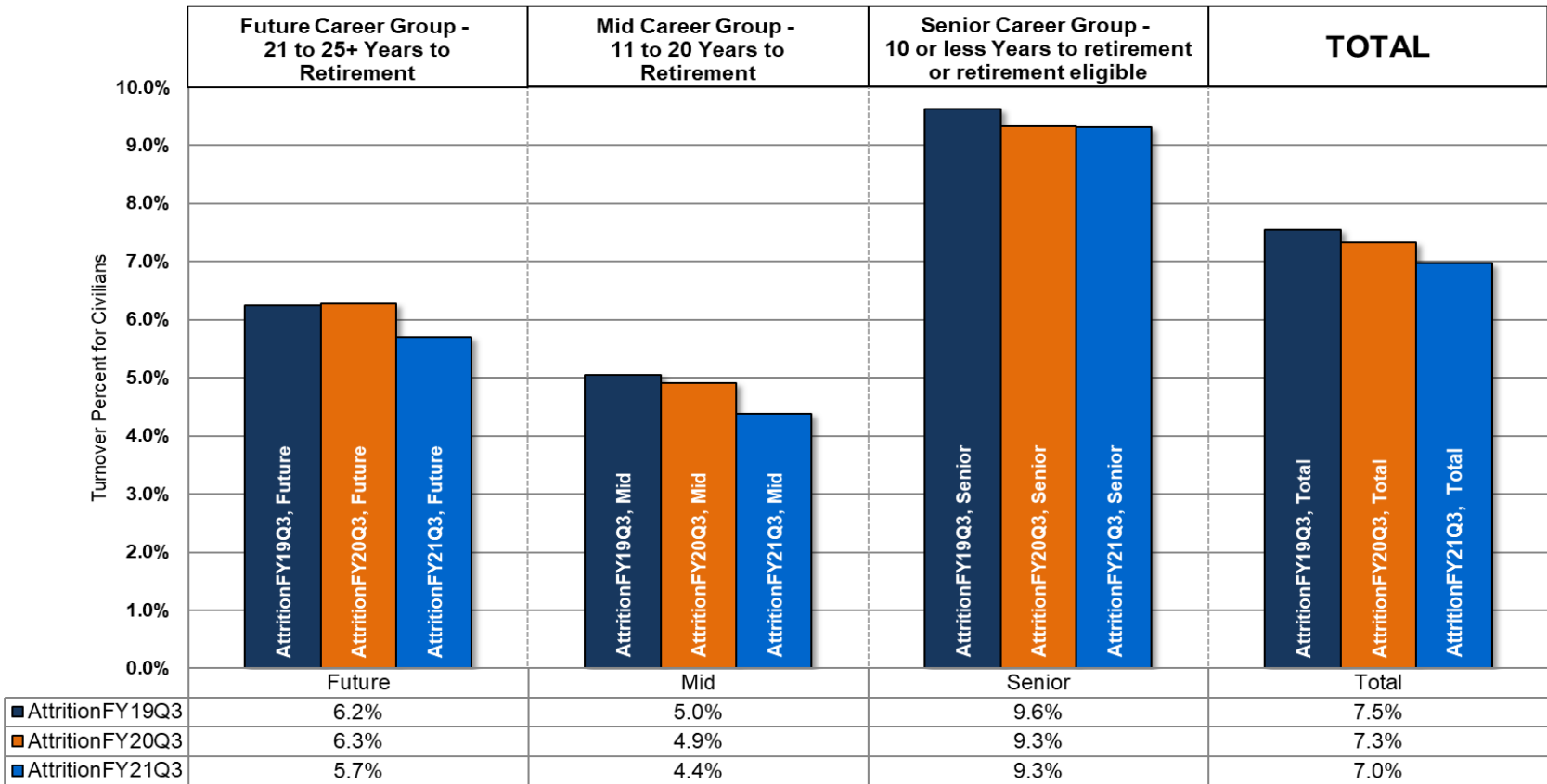
# Annual Attrition Rates





# Attrition Rates by Career Group

## Defense Acquisition Workforce Attrition, (Civilian) (FY19Q3, FY20Q3, FY21Q3)(by Career Lifecycle Group)







# Civilian Distribution by Years to Retirement Eligibility

## Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2021Q3)

