

Department of Defense

Mission Statement: “To provide the military forces needed to deter war and to protect the security of our country.” (Source: [defense.gov](https://www.defense.gov))

DEPARTMENTAL FACTS

EMPLOYEES*

89,937

TOP 5 EMPLOYEE LOCATIONS



1. **Virginia:** 20,581
2. **Ohio:** 8,950
3. **Maryland:** 8,205
4. **Pennsylvania:** 7,896
5. **California:** 4,757



BUDGET INFORMATION

USASpending.gov is an official website of the U.S. government that provides an interactive way to explore federal funding.

For DOD profile: usaspending.gov/#/agency/1173

For FY 2020 spending by agency: usaspending.gov/#/explorer/agency

EDUCATIONAL BACKGROUND

Below High School	187
High School or Equivalency	23,322
Between HS & Bachelors	12,915
Bachelors	26,913
Masters	21,385
Doctorate	1,875
Other	3,340

*Employment numbers do not include civilian employees of the Departments of the Army (231,121 as of December 2020), Navy (220,790) and Air Force (164,338). These employees are counted separately from Department of Defense civilian employees in the federal civil service database. Employment data for intelligence agencies that are part of DOD also are excluded, as these data are not collected by the Office of Personnel Management. Employment numbers at DOD exclude uniformed military members. Find more information at dmdc.osd.mil/appj/dwp/dwp_reports.jsp

Unless otherwise noted, all data are for full-time, nonseasonal, permanent civilian employees as of December 2020. ([fedscope.opm.gov](https://www.fedscope.opm.gov))

EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

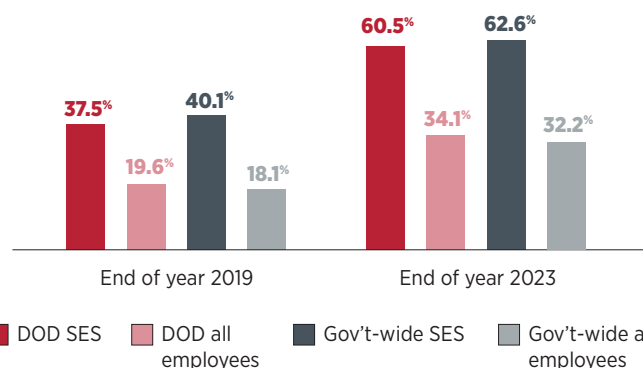
DOD	4.5%
Government-wide	6.8%
U.S. Labor Force	19.7%

ATTRITION RATES (FY 2019)

DOD	5.9%
Government-wide	6.1%

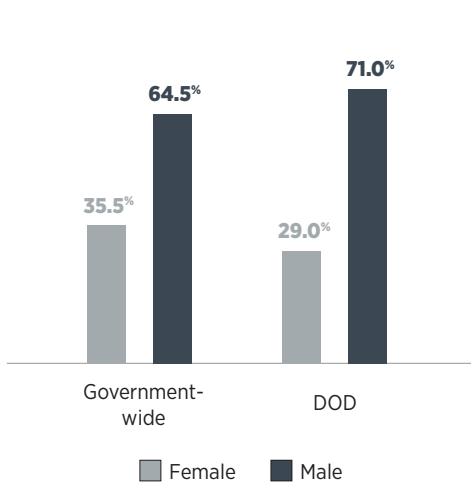
Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

EMPLOYEES ELIGIBLE FOR RETIREMENT

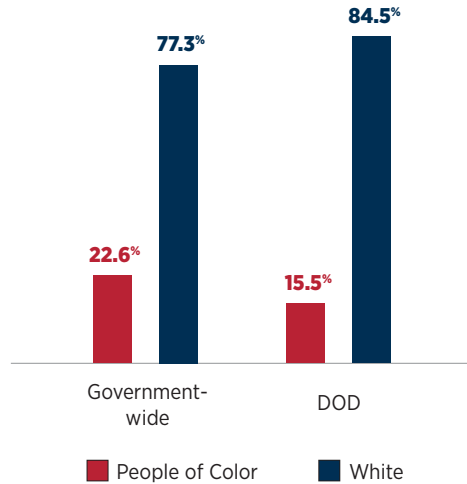


DIVERSITY OF LEADERSHIP

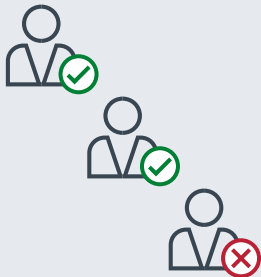
CAREER SENIOR EXECUTIVE SERVICE
BY SEX



CAREER SENIOR EXECUTIVE
SERVICE BY RACE AND ETHNICITY



KEY LEADERSHIP VACANCIES



Key leadership positions include presidential appointments such as Cabinet secretaries, deputy and assistant secretaries, and other full-time critical leadership positions needing Senate confirmation.

See: Partnership for Public Service and Washington Post Political Appointee Tracker (ourpublicservice.org/political-appointee-tracker/)

SOCIAL MEDIA PRESENCE

TWITTER FOLLOWERS

 **6,327,569**
twitter.com/DeptofDefense

FACEBOOK FOLLOWERS

 **1,944,558**
facebook.com/DeptofDefense

INSTAGRAM FOLLOWERS

 **984,313**
instagram.com/deptofdefense

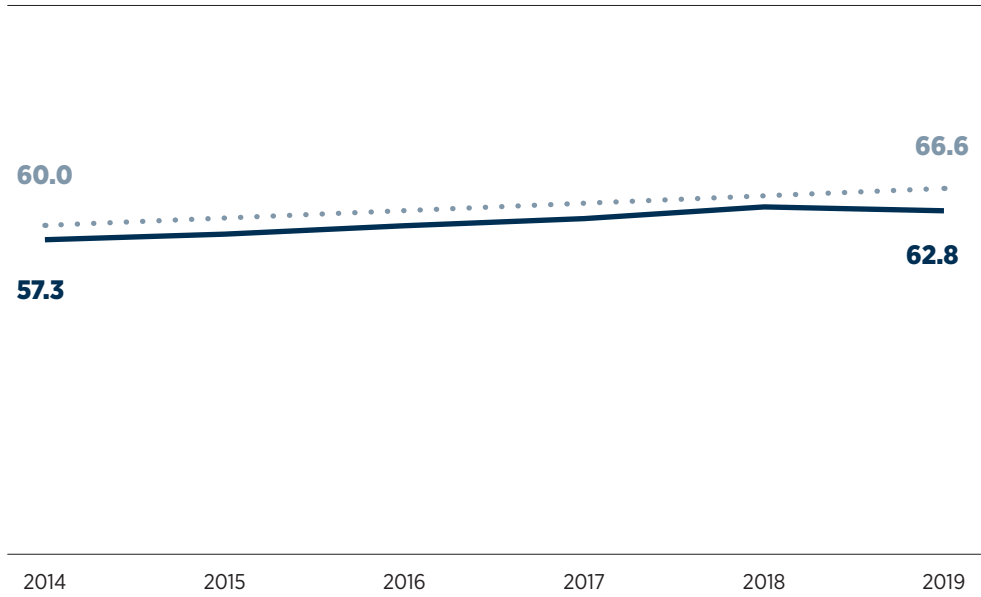
LINKEDIN FOLLOWERS

 **810,203**
linkedin.com/company/deptofdefense

Numbers are current as of March 3, 2021.

EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)



8

out of 17 large agencies
(2019 rankings)

DOD BPTW Engagement Score

2019 Government-wide BPTW Engagement Score: 61.7

DOD Innovation Category Score

2019 Government-wide Innovation Category Score: 64.4

Employee engagement is defined as employee satisfaction, commitment, and willingness to put in discretionary effort.

See: Best Places to Work in the Federal Government® (bestplacestowork.org)

EMPLOYEE CONFIDENCE IN WHISTLEBLOWER PROTECTIONS



Percentage of respondents who agreed or strongly agreed that "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal."

See: Best Places to Work in the Federal Government®

PERFORMANCE INDICATORS

2021 HIGH RISK AREAS

- U.S. government environmental liability (multiple agencies).*
- DOD approach to business transformation.
- DOD business systems modernization.*
- DOD contract management.*
- DOD financial management.*
- DOD weapon systems acquisition.
- Government-wide personnel security clearance process.
- Ensuring the effective protection of technologies critical to U.S. national security interests (multiple agencies).
- National efforts to prevent, respond to, and recover from drug misuse (multiple agencies)

*High risk areas as related to skills gaps caused by insufficient number of staff, inadequate workforce planning, and a lack of training in critical skills.

See: Government Accountability Office 2021 High Risk List ([gao.gov/highrisk/overview](https://www.gao.gov/highrisk/overview))

PERFORMANCE INDICATORS

(CONTINUED)

GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE*



*Defined as the percentage of GAO’s recommendations from 2014 that the agency has implemented as of November 2018

See: Priority Open Recommendations, Department of Defense ([gao.gov/assets/700/698308.pdf](https://www.gao.gov/assets/700/698308.pdf))

IT MODERNIZATION



The House Committee on Oversight and Reform issues report cards that grade each agency’s compliance with the Federal Information Technology Acquisition Reform Act.

See: House Committee on Oversight and Reform Biannual Scorecard - December 2020. (oversight.house.gov/sites/democrats.oversight.house.gov/files/FITARA%20Scorecard%2011.pdf)

TOP MANAGEMENT CHALLENGES



See: Fiscal Year 2021 Top DoD Management Challenges, October 2020 (media.defense.gov/2020/Nov/18/2002537497/-1/-1/1/TOP%20DOD%20MANAGEMENT%20CHALLENGES%20FISCAL%20YEAR%202021.PDF)

AUTHORIZING LEGISLATION NEEDED

Some programs lack reauthorization and continue to receive funding. Operating on a long-term basis without a reauthorization bill means that agencies lose an opportunity to obtain legislative changes addressing policy and programmatic challenges or to make adjustment to operate more effectively.

See: Expired and Expiring Authorizations of Appropriations for Fiscal Year 2021—Information for Legislation Enacted Through December 23, 2020 ([cbo.gov/publication/56959](https://www.cbo.gov/publication/56959))