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)

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

*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

EDUCATIONAL BACKGROUND

<table>
<thead>
<tr>
<th>Degree Level</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below High School</td>
<td>187</td>
</tr>
<tr>
<td>High School or Equiv</td>
<td>23,322</td>
</tr>
<tr>
<td>Between HS &amp; Bachelors</td>
<td>12,915</td>
</tr>
<tr>
<td>Bachelors</td>
<td>26,913</td>
</tr>
<tr>
<td>Masters</td>
<td>21,385</td>
</tr>
<tr>
<td>Doctorate</td>
<td>1,875</td>
</tr>
<tr>
<td>Other</td>
<td>3,340</td>
</tr>
</tbody>
</table>

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

ATTRITION RATES (FY 2019)

<table>
<thead>
<tr>
<th>DOD</th>
<th>5.9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government-wide</td>
<td>6.1%</td>
</tr>
</tbody>
</table>

End of year 2019

End of year 2023

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.
**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/)

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**SOCIAL MEDIA PRESENCE**

**TWITTER FOLLOWERS**

/twitter.com/DeptOfDefense

**FACEBOOK FOLLOWERS**

/facebook.com/DeptOfDefense

**INSTAGRAM FOLLOWERS**

/instagram.com/deptofdefense

**LINKEDIN FOLLOWERS**

/linkedin.com/company/deptofdefense

Numbers are current as of March 3, 2021.
EMPLEYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)

\[
\begin{align*}
\text{2014} & & \text{2015} & & \text{2016} & & \text{2017} & & \text{2018} & & \text{2019} \\
57.3 & & & & & & & & & \\
60.0 & & & & & & & & & \\
62.8 & & & & & & & & & \\
66.6 & & & & & & & & & \\
\end{align*}
\]

EMPLOYEE CONFIDENCE IN WHISTLEBLOWER PROTECTIONS

DOD 65.3%  
Gov't-wide 64.5%

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)
PERFORMANCE INDICATORS (CONTINUED)

**GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE**

<table>
<thead>
<tr>
<th></th>
<th>DOD</th>
<th>Government-wide</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>67%</strong></td>
<td>77%</td>
<td></td>
</tr>
</tbody>
</table>

*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)

**IT MODERNIZATION**

C+

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%202011.pdf)

**TOP MANAGEMENT CHALLENGES**

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

**AUTORIZING 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.