



Defense Acquisition Workforce Key Information

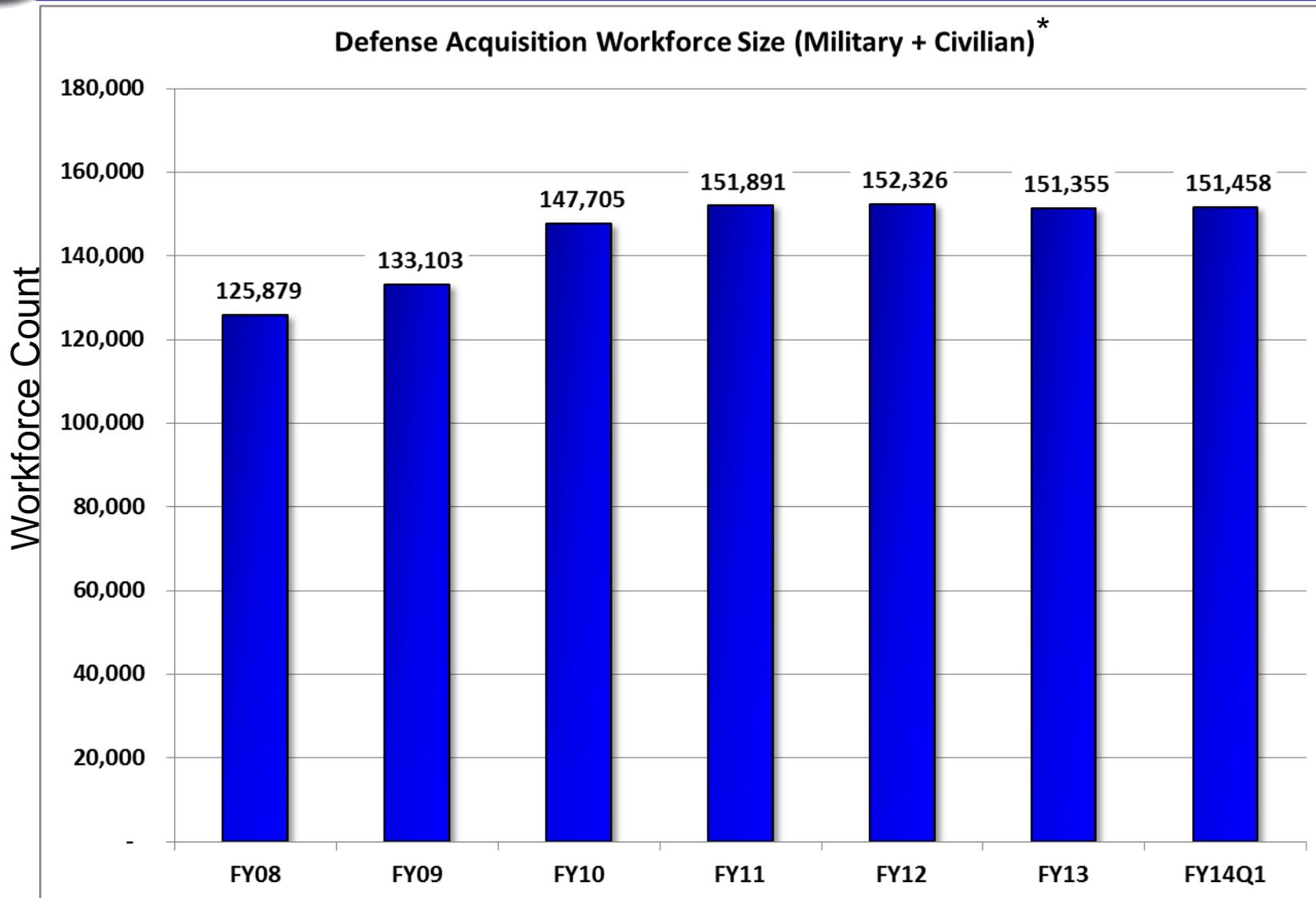
Information Technology

Quarterly Information
As of FY14Q1

Source: AT&L HCI, 14 March 2014



FY 14Q1 – DAW Information Summary – OVERALL Workforce Historical Count FY 2008 – 2014Q1



*Incumbents on positions designated as acquisition



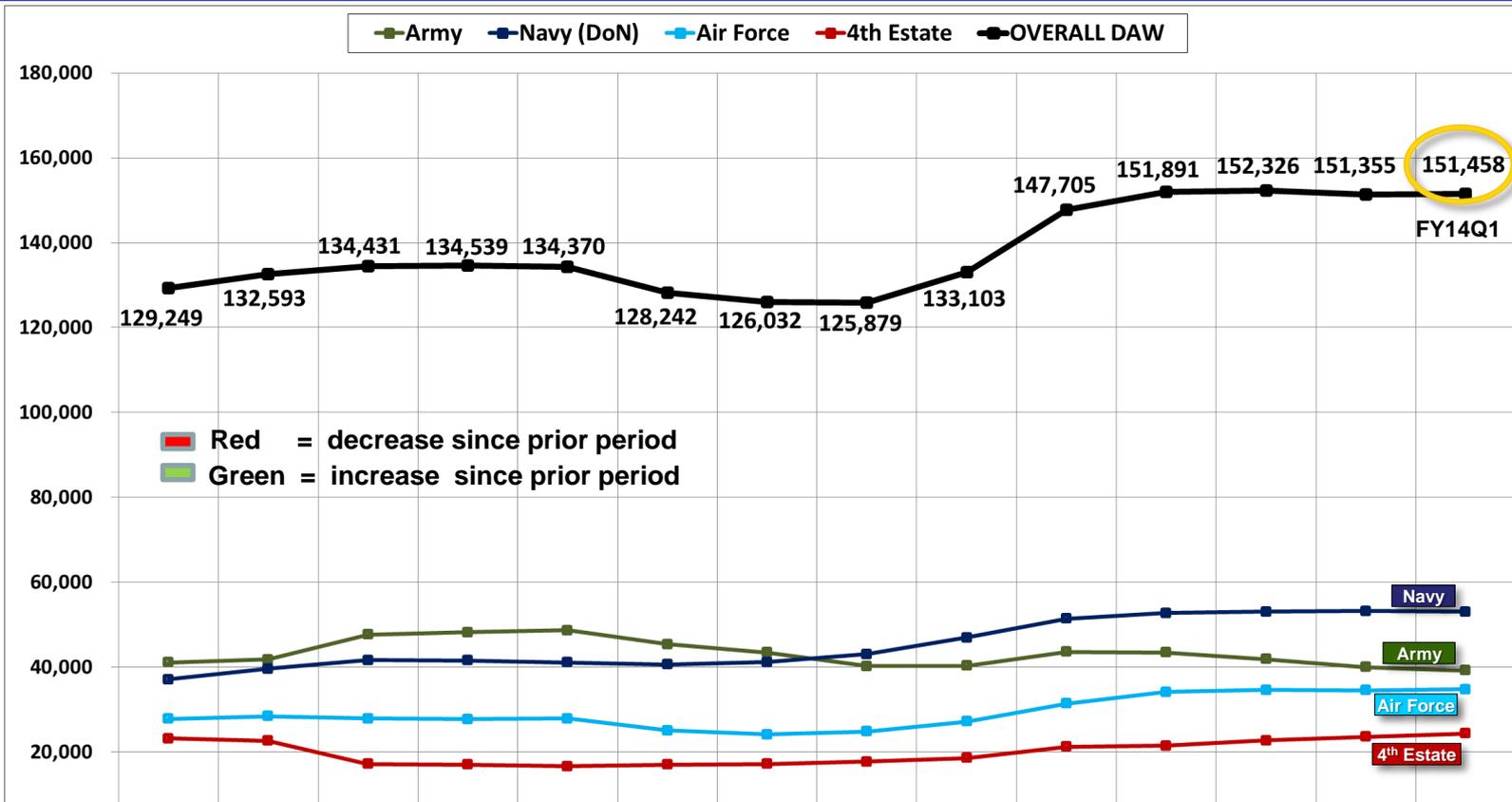
FY 14Q1 – DAW Information Summary – OVERALL

Workforce Count by Service and Career Field

Workforce Count by Career Category (as of FY14Q1)	Army	Navy	Air Force	4th Estate	Totals
Auditing				4,241	4,241
Business - Cost Estimating	262	523	433	80	1,298
Business - Financial Mgmt	2,044	1,916	1,826	643	6,429
Contracting	8,548	5,698	8,454	7,454	30,154
Engineering	9,292	19,534	8,589	2,023	39,438
Facilities Engineering	1,645	5,257	4	33	6,939
Information Technology	1,863	2,093	1,150	712	5,818
Life Cycle Logistics	7,992	5,501	2,846	1,476	17,815
Production, Quality and Manufacturing	1,565	2,503	332	5,189	9,589
Program Management	3,348	5,910	5,399	1,433	16,090
Property	53	60	22	260	395
Purchasing	324	494	95	339	1,252
Science & Technology Manager	252	406	2,536	122	3,316
Test and Evaluation	2,067	3,122	3,070	381	8,640
<i>Unspecified</i>	12	15	2	15	44
FY14Q1 Totals (as of 12-31-2013)	39,267	53,032	34,758	24,401	151,458



FY 14Q1 – DAW Information Summary – OVERALL Count by Component 2001 - 2014Q1

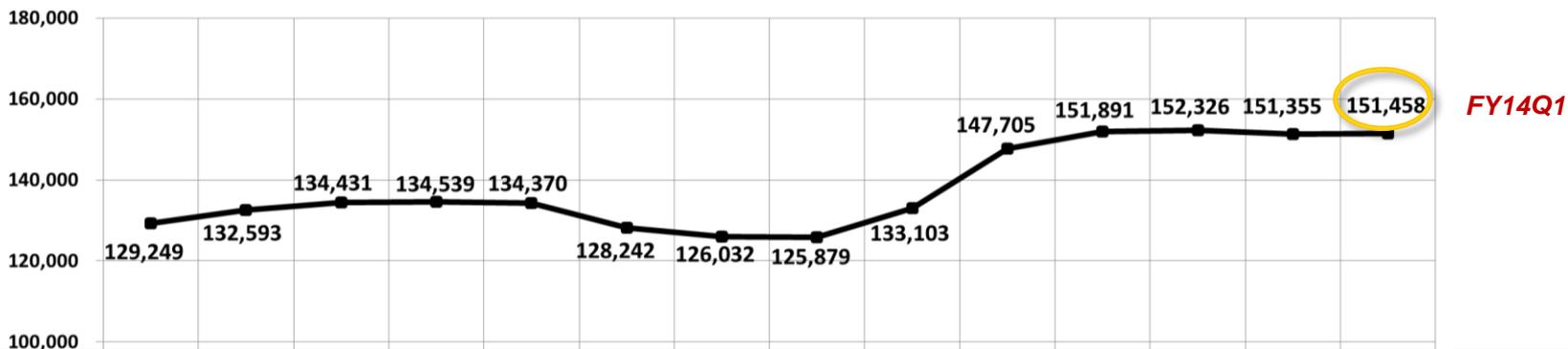


Component	End FY01	End FY02	End FY03	End FY04	End FY05	End FY06	End FY07	End FY08	End FY09	End FY10	End FY11	End FY12	End FY13	FY14 Q1
Army	41,074	41,783	47,697	48,188	48,697	45,443	43,473	40,269	40,356	43,634	43,476	41,877	40,037	39,267
Navy (DoN)	37,158	39,661	41,622	41,552	41,070	40,651	41,177	43,066	46,972	51,418	52,791	53,058	53,214	53,032
Air Force	27,820	28,444	27,888	27,775	27,932	25,075	24,172	24,827	27,174	31,382	34,147	34,637	34,534	34,758
4th Estate	23,197	22,705	17,224	17,024	16,671	17,073	17,210	17,717	18,601	21,271	21,477	22,754	23,570	24,401
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	151,458
Change From		3,344	1,838	108	(169)	(6,128)	(2,210)	(153)	7,224	14,602	4,186	435	(971)	103
Prior Period		2.6%	1.4%	0.1%	-0.1%	-4.6%	-1.7%	-0.1%	5.7%	11.0%	2.8%	0.3%	-0.6%	0.1%



FY 14Q1 – DAW Information Summary – OVERALL Count by Career Field 2001 - 2014Q1

■ Red = decrease since prior period
■ Green = increase since prior period



DAW Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY01	% Change Since FY05	% Change Since FY08
Engineering	34,899	34,620	33,711	35,080	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,807	39,544	39,438	13%	13%	14%
Contracting	25,413	27,884	26,987	26,248	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	30,154	19%	16%	17%
Life Cycle Logistics	11,060	11,145	11,711	11,121	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,815	61%	43%	33%
Program Management	14,031	14,302	12,026	13,306	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,090	15%	31%	26%
Production, Quality and Man	10,547	9,888	9,296	9,280	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,589	-9%	2%	5%
Test and Evaluation	5,113	6,197	6,602	7,192	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,640	69%	17%	16%
Business (Cost Est & Fin Mgt)	10,279	10,252	8,404	8,189	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,727	-25%	-5%	9%
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,939		-17%	41%
Information Technology	5,612	6,139	5,330	5,522	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,818	4%	6%	48%
Auditing	3,457	3,531	3,481	3,508	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,241	23%	20%	17%
Purchasing	4,121	3,043	3,058	2,820	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,252	-70%	-49%	5%
S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062	3,209	3,293	3,316		956%	591%
Property	620	653	656	674	571	530	481	451	475	501	483	449	402	395	-36%	-31%	-12%
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	139	48	44	-99%	-99%	-97%
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	151,458	17%	13%	20%



FY 14Q1 – DAW Information Summary – Information Technology Count by Component 2005 – 2014Q1

Low Point

Defense Acq Workforce INFORMATION TECH.	FY05	FY06	FY07	↓ FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	2,999	2,735	2,432	1,764	1,843	2,168	2,301	2,364	2,166	1,863	-38%	6%
DoN (Navy & MC)	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,093	176%	132%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,150	-26%	21%
DCMA	85	85	53	111	124	158	147	156	186	185	118%	67%
DLA	3	6	6	9	7	4	2	13	16	17	467%	89%
DCAA											0%	0%
MDA	14	20	10	27	27	39	39	42	52	51	264%	89%
DISA	50	71	109	99	80	71	78	83	79	84	68%	-15%
DAU	1	3		6	7	7	14	12	3	3	200%	-50%
DTRA	3	44	41	39	35	43	48	54	57	57	1800%	46%
DHP (TMA & USUHS)			2	15	4	8	14	12	13	259	0%	1627%
OSD & Staff	2	2	1	1							-100%	-100%
JCS		1					1	40	36	36	0%	0%
DeCA	2	3			1				14	16	700%	0%
WHS											0%	0%
DoDEA			3					1			0%	0%
DFAS		9									0%	0%
DMEA											0%	0%
DoD HRA		1		3							0%	-100%
DSCA	3	2	2	2	3	2			1	1	-67%	-50%
DoD TRMC											0%	0%
DMACT											0%	0%
DARPA											0%	0%
DSS				1							0%	-100%
DTIC								1	3	3	0%	0%
NDU					1		2				0%	0%
ASD					3	2	1	1			0%	0%
DoD IG											0%	0%
PPFA											0%	0%
OTHER 4th ESTATE		1	5	4	17	21					0%	-100%
DAW TOTAL	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,818	6%	48%

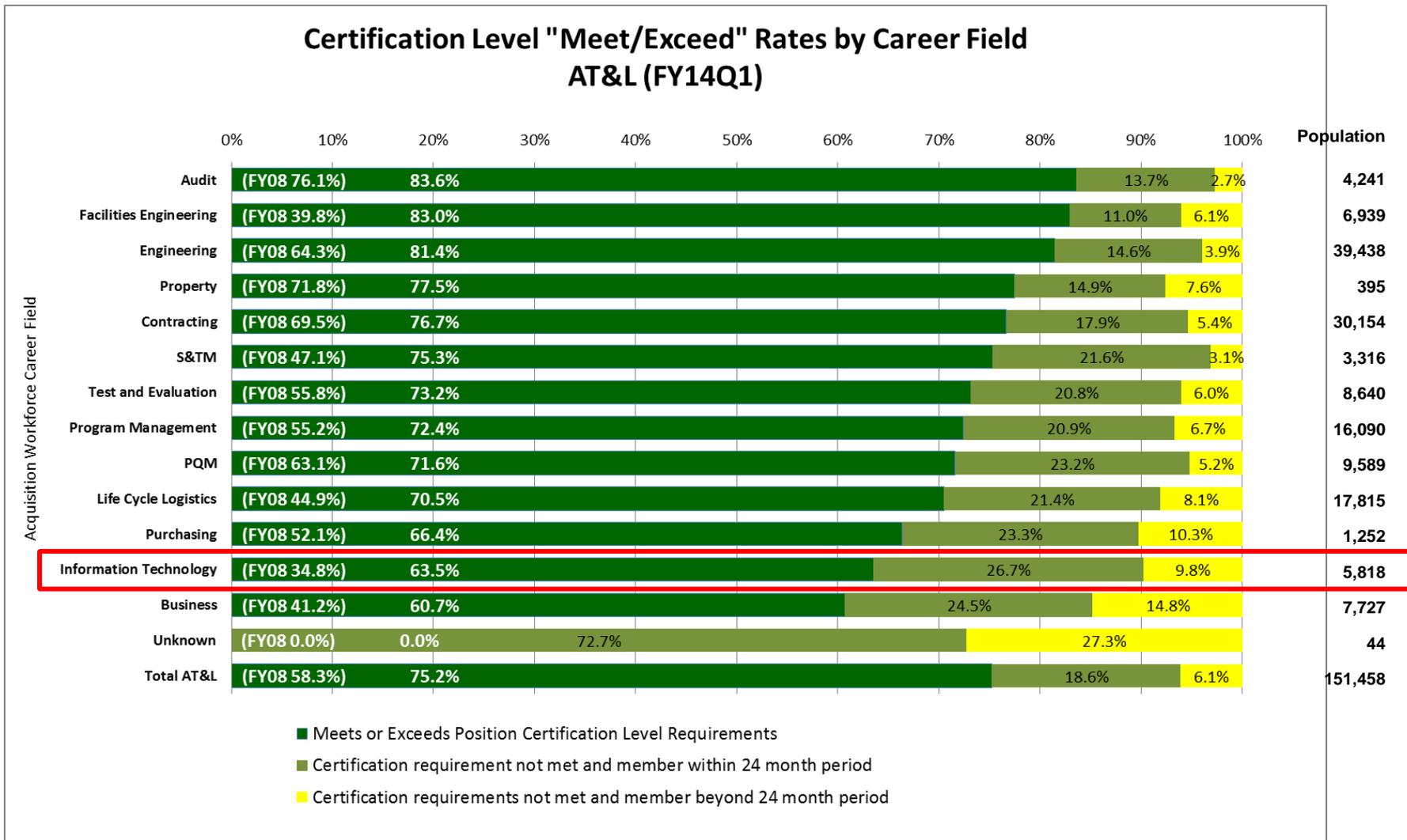


Red = decline since prior period

Green = increase since prior period



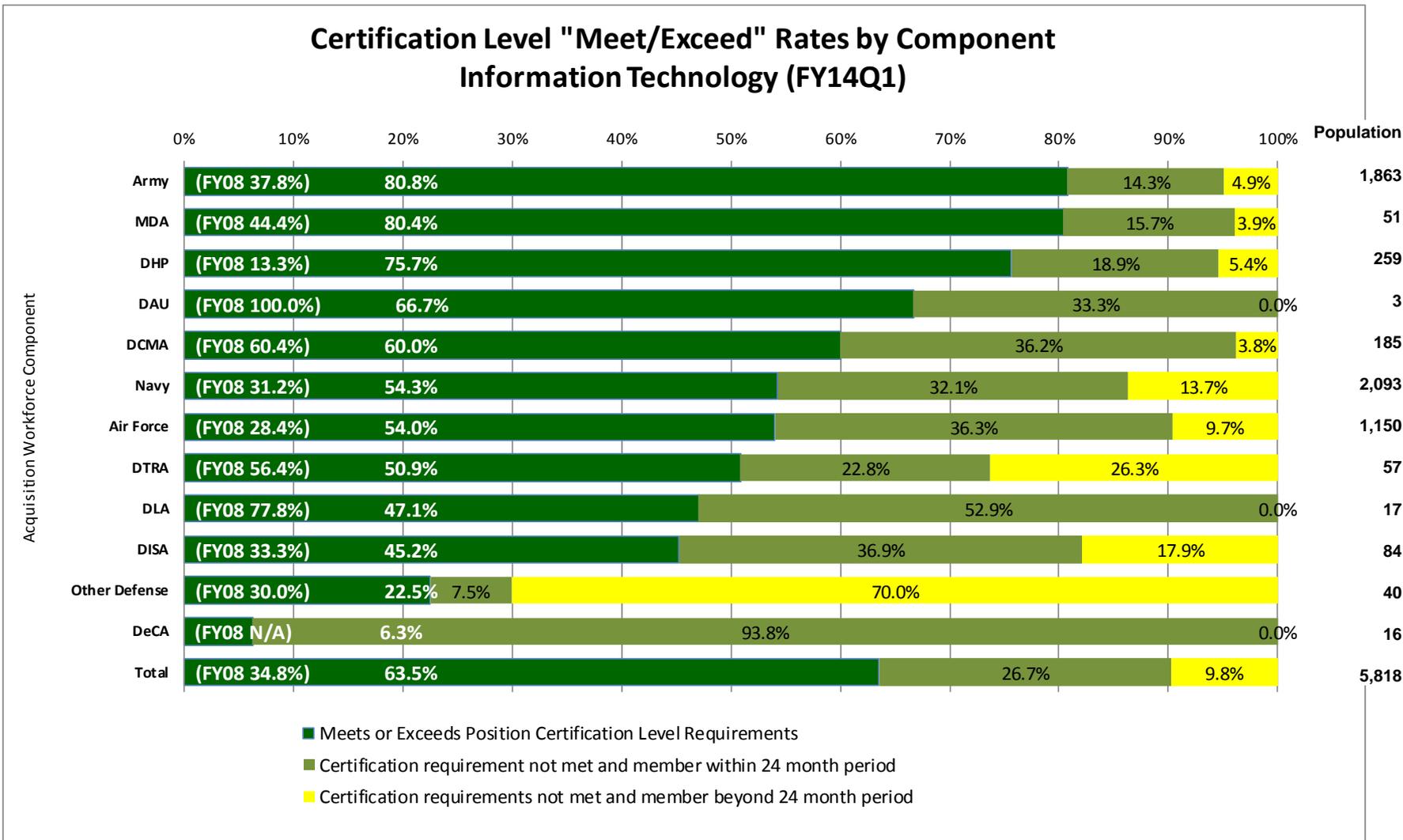
FY 14Q1 – DAW Information Summary – Information Technology Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Information Technology Certification “Meets/Exceeds” by Component

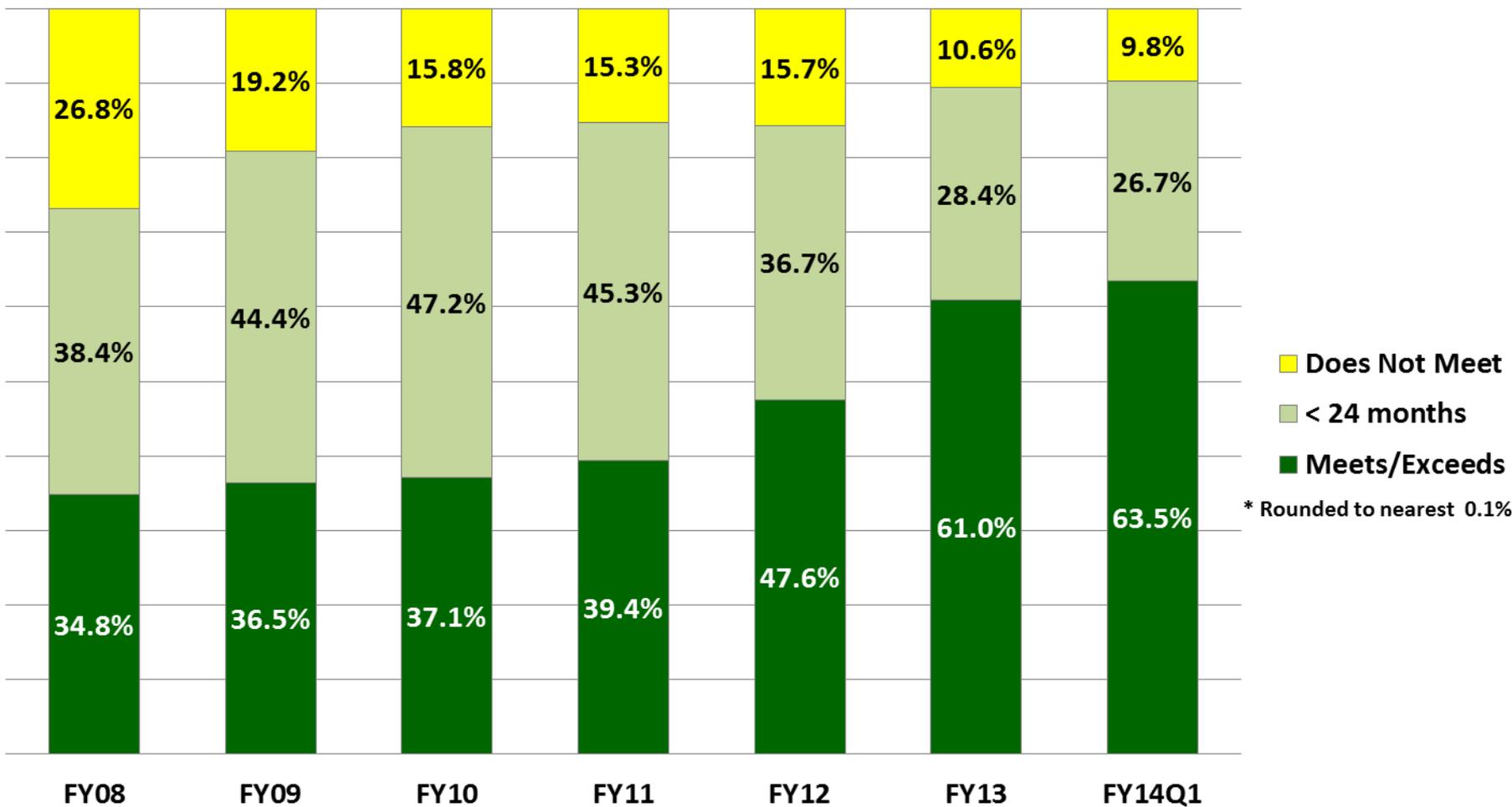


Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Information Technology Certification “Meets/Exceeds” Historical 2008 – 2014Q1

Information Technology



* Rounded to nearest 0.1%

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Information Technology Certification Level Tables Required by Achieved and Compliance

Information Technology Required Certification Level	Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
	Level I	Level II	Level III	No Level Achieved		
Level I	433	48	20	293	794	63.1%
Level II	480	1,494	345	729	3,048	60.3%
Level III	150	202	1,357	266	1,975	68.7%
<i>Unspecified</i>	-	-	-	1	1	
FY14Q1 TOTAL	1,063	1,744	1,722	1,289	5,818	63.5%
	18.3%	30.0%	29.6%	22.2%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	501	276	17	794	13.6%
Level II	1,839	906	303	3,048	52.4%
Level III	1,357	369	249	1,975	33.9%
<i>Unspecified</i>	-	1	-	1	0.0%
Information Technology TOTAL	3,697	1,552	569	5,818	
	63.5%	26.7%	9.8%		

= Compliance

*** NOTE: Rounded to nearest 0.1%**

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Information Technology

KLPs – Level of Education – Military / Civilian

Occupied Position Type	IT TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	6	0.1%	985	0.7%
Critical Acquisition Positions (CAPs) *	323	5.6%	15,904	10.5%
Non-CAP Positions	5,489	94.3%	134,569	88.8%
TOTAL	5,818		151,458	

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

Highest Level of Education	IT TOTAL		Entire DAW	
Post Grad	1,384	23.8%	55,530	36.7%
Bachelors	2,215	38.1%	69,731	46.0%
Some College	1,034	17.8%	12,241	8.1%
High School	1,174	20.2%	13,316	8.8%
Other	11	0.2%	640	0.4%
TOTAL	5,818		151,458	

Type	IT TOTAL		Entire DAW	
Civilian	5,578	95.9%	135,499	89.5%
Military	240	4.1%	15,959	10.5%
TOTAL	5,818		151,458	

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Information Technology

Top Occupational Series

Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	4,583	78.8%
0301 - Administration & Program Staff	258	4.4%
1550 - Computer Scientist	252	4.3%
0391 - Telecommunications Specialist	145	2.49%
0343 - Management and Program Analyst	83	1.43%
1702 - Training and Education Technician	64	1.10%
0854 - Engineer, Computers	45	0.77%
0855 - Engineer, Electronics	28	0.48%
1101 - Business and Industry Specialist	27	0.46%
1515 - Operations Research Analyst	16	0.28%
	<i>Other</i>	317
		5.45%
TOTAL CIVILIAN	5,818	Civilians

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – Information Technology Demographics

Race	IT TOTAL		Entire DAW	
WHITE	4,347	74.7%	114,680	75.7%
BLACK	801	13.8%	17,675	11.7%
ASIAN	305	5.2%	9,663	6.4%
MULTI	113	1.9%	2,488	1.6%
AMI/AN	45	0.8%	855	0.6%
PI	21	0.4%	626	0.4%
<i>Unspecified</i>	186	3.2%	5,471	3.6%
TOTAL	5,818		151,458	

Gender	IT TOTAL		Entire DAW	
Males	4,277	73.5%	106,949	70.6%
Females	1,537	26.4%	44,370	29.3%
<i>Unspecified</i>	4	0.1%	139	0.1%
TOTAL	5,818		151,458	

Numbers may not add to 100% due to rounding



RAND End of FY13 Retirement/Loss Slides



End of FY 13 – DAW Information Summary – Info Technology Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Information Technology	FY 2008				FY 2013			
	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,579	355	3,934	125,879	5,627	243	5,870	151,355
Change in size from 2008	-	-	-	-	57%	-32%	49%	20%
Civilian/Military Composition	91%	9%	-	-	96%	4%	-	-
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	60%	84%	61%	83%
Graduate Degree	18%	43%	20%	29%	23%	47%	24%	36%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	78%	32%	76%	86%
Level II or Higher Achieved	40%	9%	37%	61%	60%	5%	58%	74%
Level III Achieved	20%	4%	19%	36%	30%	0%	29%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	63%	12%	61%	75%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	26%	74%	28%	19%
Does Not Meet Certification Requirement	28%	16%	27%	14%	10%	15%	11%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	50%	4%	48%	45%
Average Age	48.7	37.2	47.7	45.7	47.1	35.7	46.6	44.9
Workforce Life-Cycle Model (YRE)*	13/26/61(%)	-	-	20/23/57 (%)(Civ)	20/31/50(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	18.2	13.7	17.8	17.3	13.1	13.6	13.2	15.2
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	714(13%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,009(18%)	-	-	26,858(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	852/799	-	-	9,961/10,917

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2013 DMDC data.

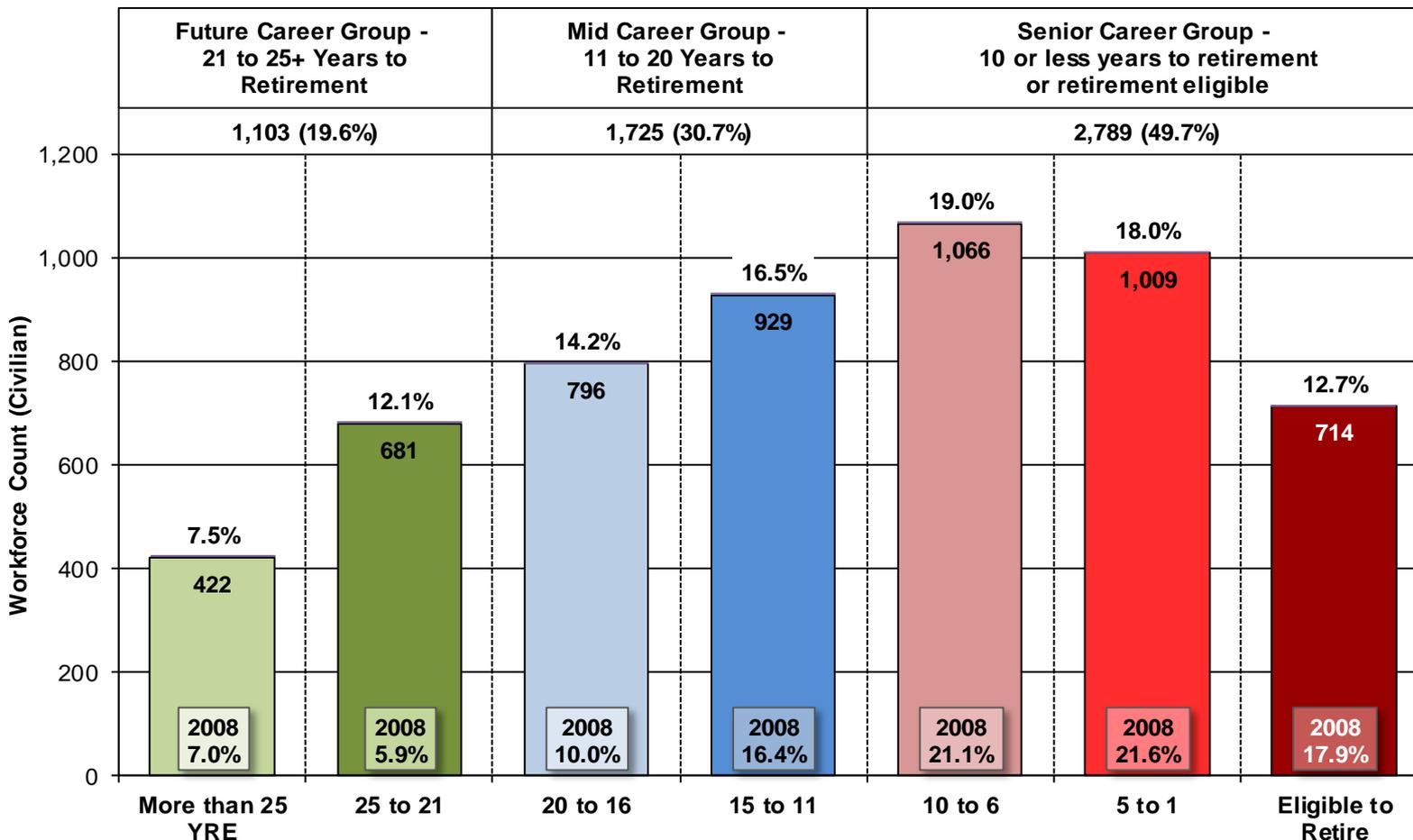


End of FY 13 – DAW Information Summary – Info Technology

Workforce Lifecycle Model by Years to Retirement Eligibility

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2013) - Information Technology



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.

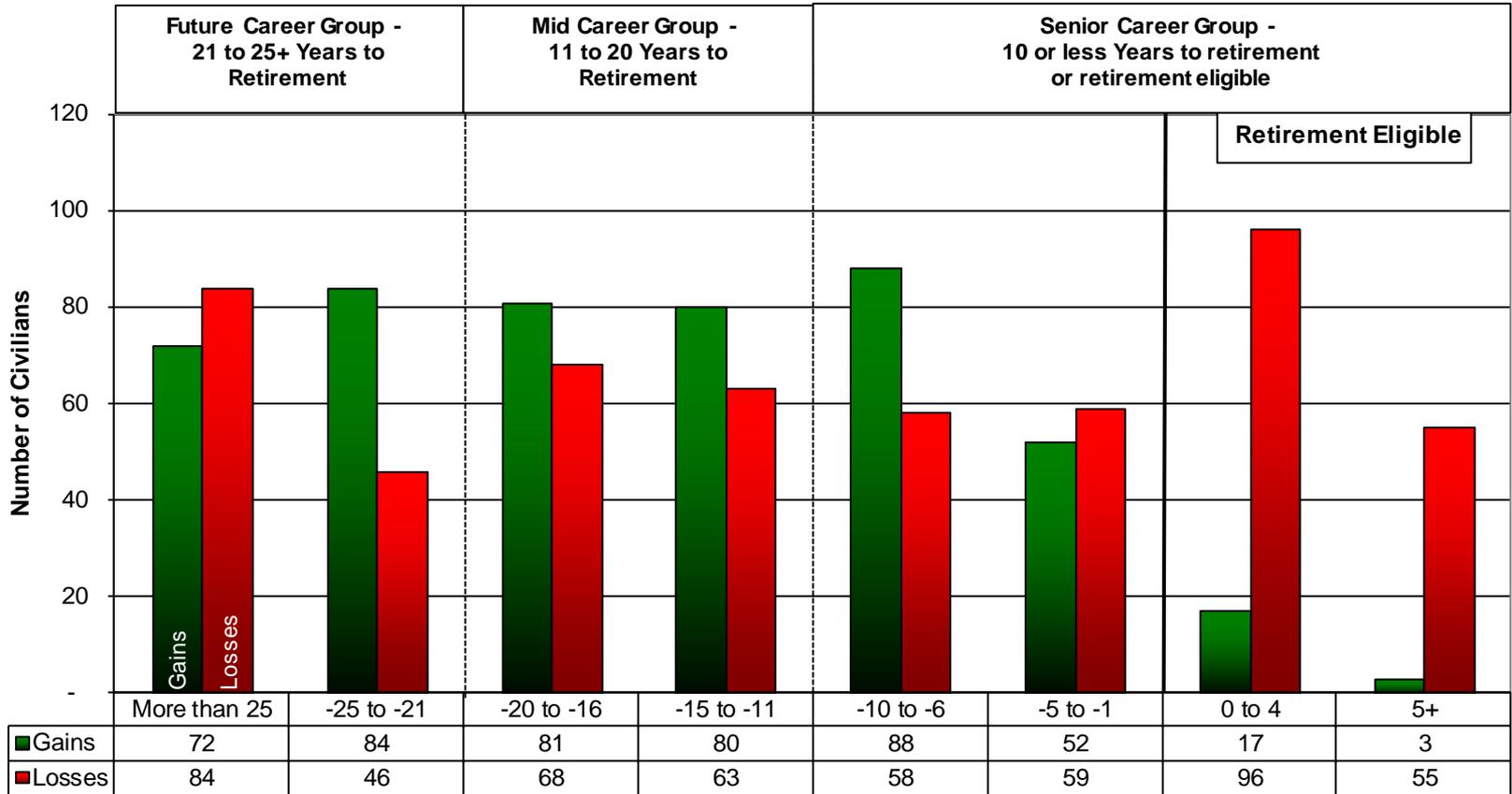


End of FY 13 – DAW Information Summary – Info Technology

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian)- Information Technology

Workforce Lifecycle FY2013 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

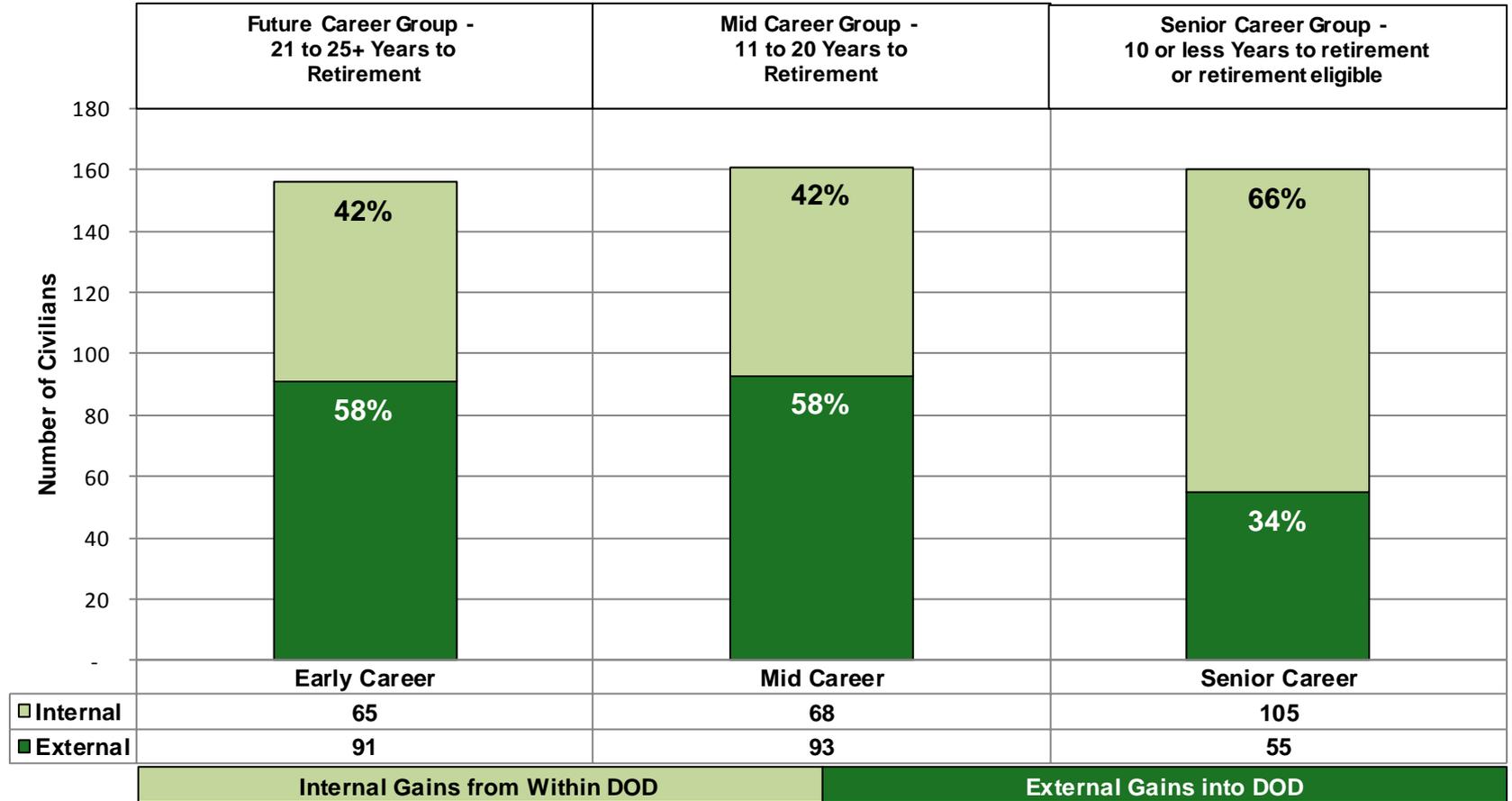
*Does not include administrative gains and losses



End of FY 13 – DAW Information Summary – Info Technology

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Information Technology
 Workforce Lifecycle FY2013 Gains*



Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

*Does not include administrative gains

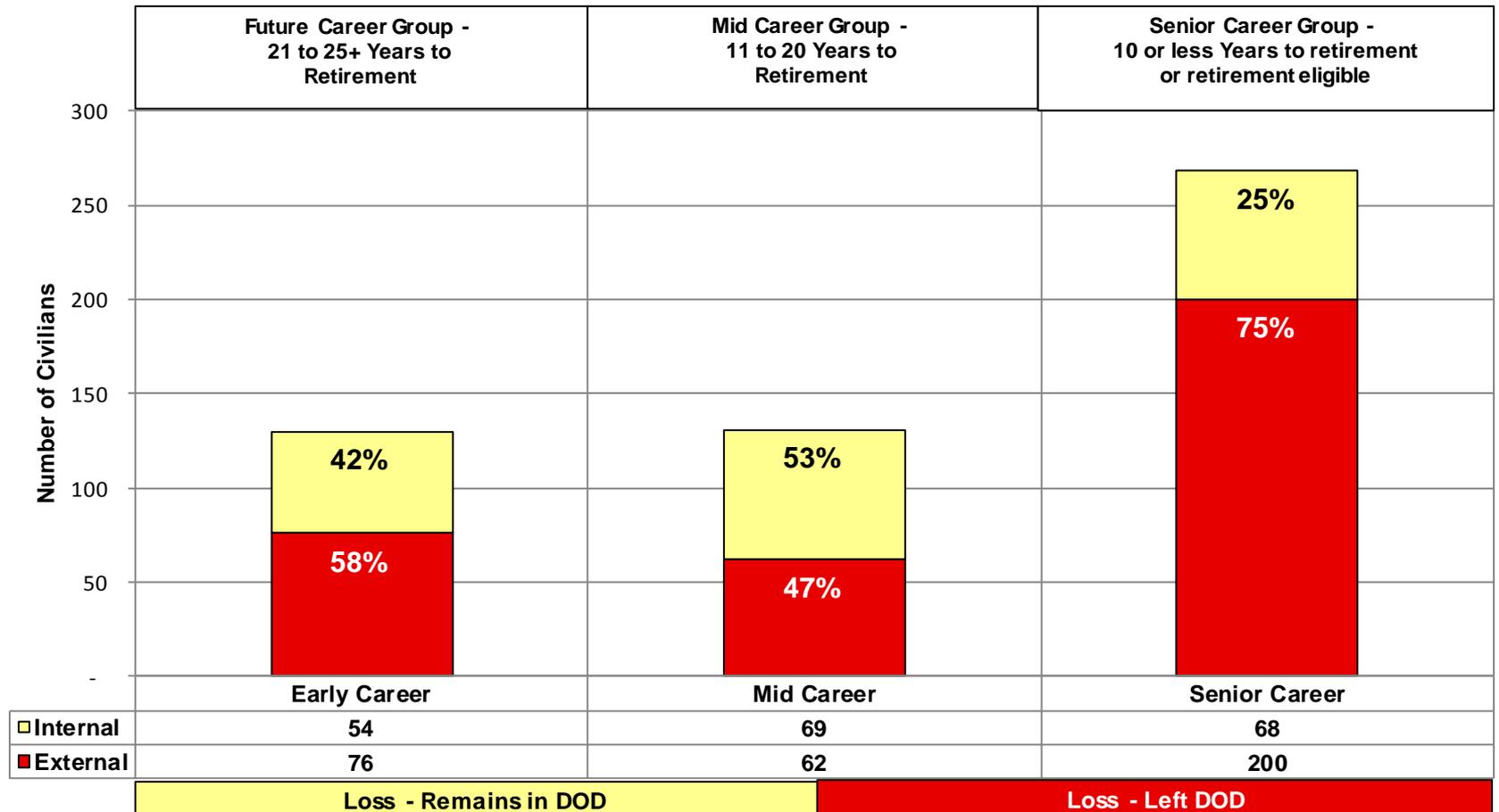


End of FY 13 – DAW Information Summary – Info Technology

Losses – DoD Internal/External

Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2013 Losses*



Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

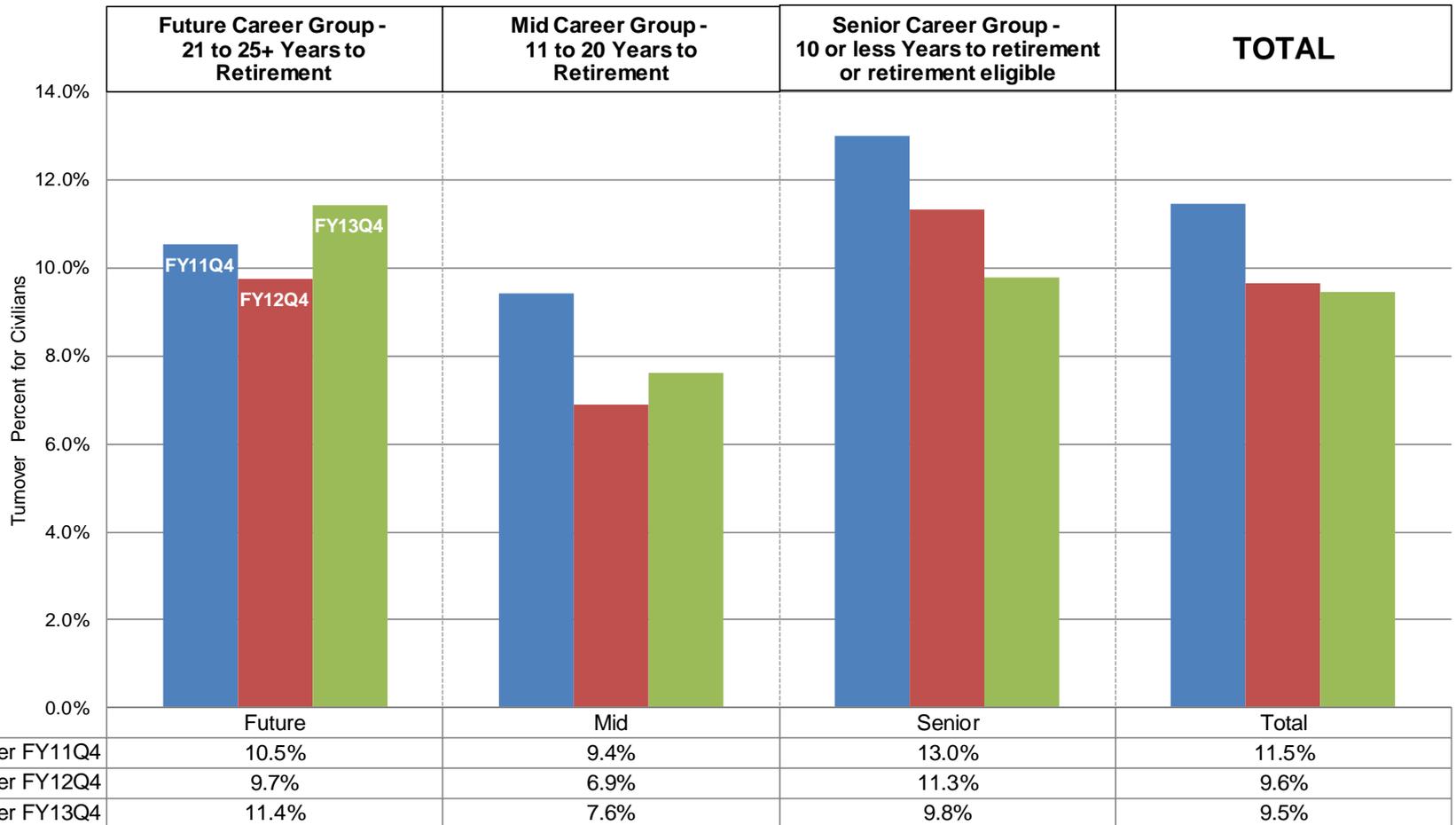
*Does not include administrative losses



End of FY 13 – DAW Information Summary – Info Technology

Turnover Rate for Civilian Career Lifecycle Groups

Defense Acquisition Workforce Turnover - IT (Civilian) (FY11Q4, FY12Q4, FY13Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups



End of FY 13 – DAW Information Summary – Info Technology Workforce Distribution by Years to Retirement Eligibility

Defense Acquisition Workforce - Information Technology

Distribution by Years to Retirement Eligibility (Civilians)(FY2013)

