



Defense Acquisition Workforce Key Information

Information Technology
As of FY15Q1 (31 December 2014)



Fact Sheet



Human Capital Fact Sheet (FY 2014)								
Defense Acquisition Workforce Information Technology	FY 2008				FY 2014			
	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	5,564	212	5,776	151,355
Change in size from 2008	-	-	-	-	55%	-40%	47%	20%
Civilian/Military Composition	91%	9%	-	88% / 12%	96%	4%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	62%	80%	63%	83%
Graduate Degree	18%	43%	20%	29%	24%	46%	25%	36%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	83%	36%	81%	86%
Level II or Higher Achieved	40%	9%	37%	61%	66%	9%	63%	74%
Level III Achieved	20%	4%	19%	36%	33%	1%	32%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	72%	18%	70%	75%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	21%	68%	23%	19%
Does Not Meet Certification Requirement	28%	16%	27%	14%	7%	14%	7%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	48%	2%	46%	45%
Average Age	48.7	37.2	47.7	45.7	47.3	35.2	46.9	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	18/30/52(%)	-	-	26/23/51(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.4	13.4	13.4	15.2
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	747(14%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,022(19%)	-	-	26,858(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	678/800	-	-	9,961/10,917

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2014 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 FY2014 DMDC data.



Information Technology Workforce Historical Size by Agency FY05 – FY15Q1

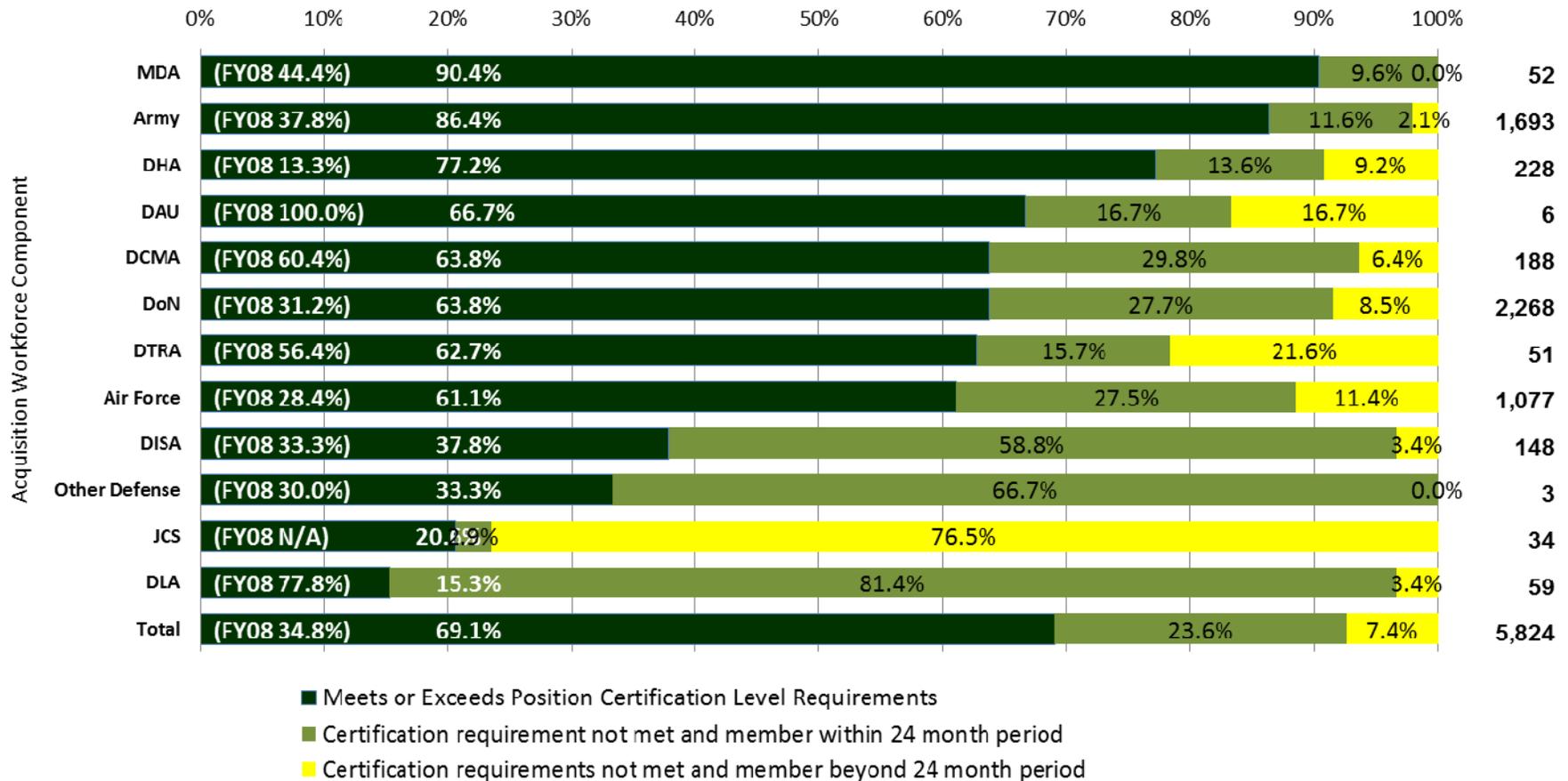


Information Technology	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q1	% Change Since FY05	% Change Since FY08
<i>Defense Acq Workforce</i>													
ARMY	2,999	2,735	2,432	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,693	-44%	-4%
NAVY	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,268	199%	151%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,077	-31%	13%
DCMA	85	85	53	111	124	158	147	156	186	197	188	121%	69%
DLA	3	6	6	9	7	4	2	13	16	43	59	1867%	556%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	52	271%	93%
DISA	50	71	109	99	80	71	78	83	79	140	148	196%	49%
DHA	-	-	2	15	4	8	14	12	13	244	228		1420%
DTRA	3	44	41	39	35	43	48	54	57	54	51	1600%	31%
DAU	1	3	-	6	7	7	14	12	3	6	6	500%	0%
OSD & Staff	2	2	1	1	-	-	-	-	-	-	-	-100%	-100%
JCS	-	1	-	-	-	-	1	40	36	34	34		
DeCA	2	3	-	-	1	-	-	-	14	11	11	450%	
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	9	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	1	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6		
DoD HRA	-	1	-	3	-	-	-	-	-	1	1		-67%
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	3	2	2	2	3	2	-	-	1	-	-	-100%	-100%
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-		-100%
DTIC	-	-	-	-	-	-	-	1	3	3	2		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	1	-	2	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	2	1	1	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	4	17	21	-	-	-	-	-		-100%
TOTAL	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,776	5,824	6.4%	48.0%



Information Technology DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Information Technology (FY15Q1)

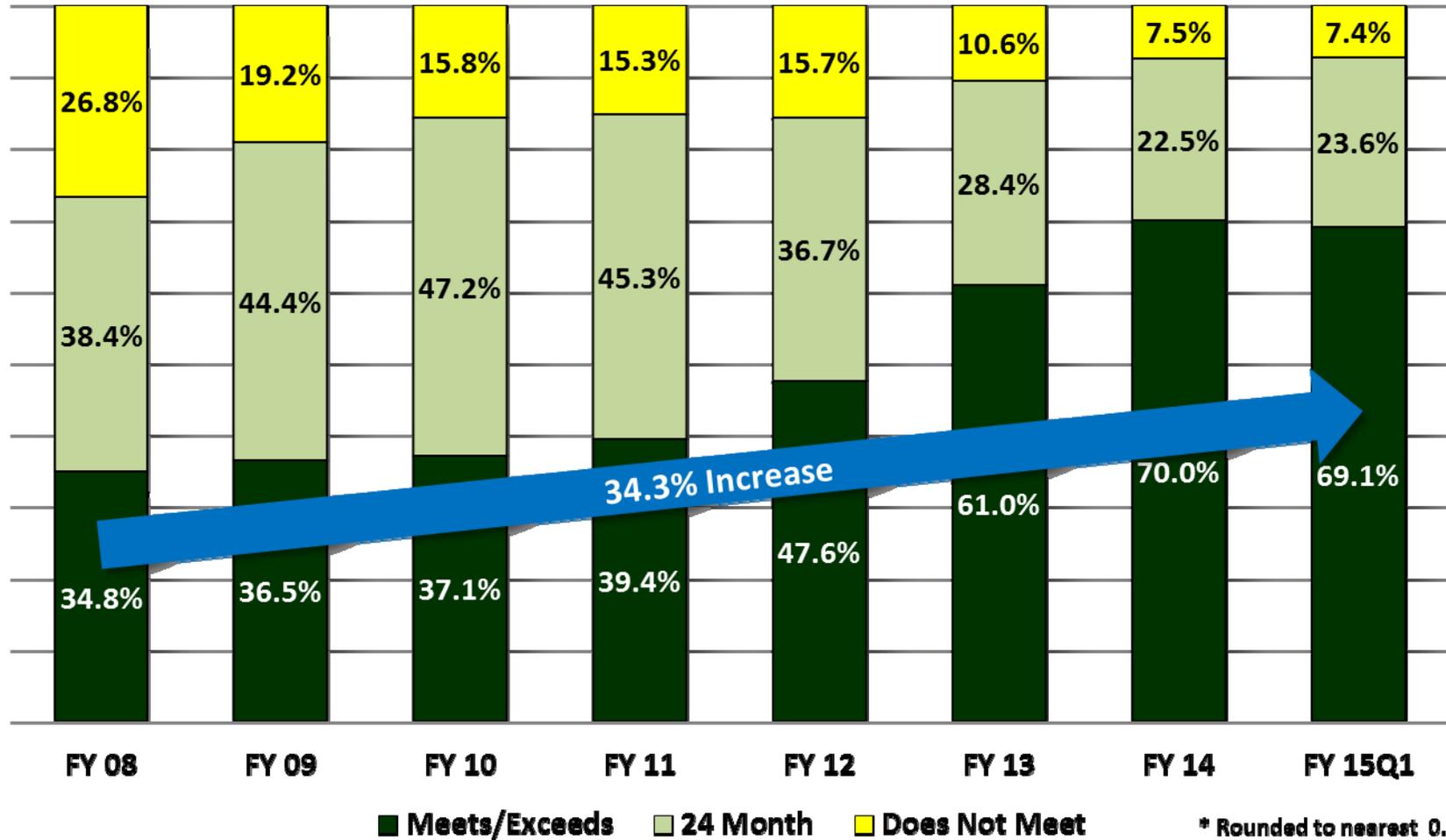




Information Technology Historical DAWIA Certification FY08 – FY15Q1



Information Technology





Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology Required Certification Level	Achieved Certification Level				FY15Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	236	517	58	17	828	71.5%
Level II	661	354	1,580	404	2,999	66.2%
Level III	296	103	148	1,446	1,993	72.6%
<i>Unspecified</i>	2	-	2	-	4	
FY15Q1 TOTAL	1,195	974	1,788	1,867	5,824	69.1%
	20.5%	16.7%	30.7%	32.1%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,445	13.0%	
Army	5,106	13.7%	
DoN	6,641	12.3%	
Air Force	6,154	18.0%	
4th Estate	1,544	6.2%	
Information	479	8.2%	10 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	592	210	26	828	14.2%
Level II	1,984	760	255	2,999	51.5%
Level III	1,446	399	148	1,993	34.2%
<i>Unspecified</i>	-	4	-	4	0.1%
Information Technology TOTAL	4,022	1,373	429	5,824	
	69.1%	23.6%	7.4%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology CAP + KLPs / Education / Military-Civilian



Occupied Position Type	IT TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	6	0.1%	968	0.6%
Critical Acquisition Positions (CAPs) *	282	4.8%	15,559	10.4%
Non-CAP Positions	5,536	95.1%	133,750	89.0%
TOTAL	5,824		150,277	

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

Highest Level of Education	IT TOTAL		Entire DAW	
Post Grad	1,476	25.3%	57,410	38.2%
Bachelors	2,215	38.0%	67,663	45.0%
Some College	983	16.9%	11,470	7.6%
High School	1,079	18.5%	12,549	8.4%
Other	71	1.2%	1,185	0.8%
TOTAL	5,824		150,277	

Type	IT TOTAL		Entire DAW	
Civilian	5,618	96.5%	134,733	89.7%
Military	206	3.5%	15,544	10.3%
TOTAL	5,824		150,277	



Information Technology Size by Occupational Series

Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	4,688	83.4%
1550 - Computer Scientist	279	5.0%
0301 - Administration & Program Staff	214	3.8%
0391 - Telecommunications Specialist	148	2.63%
0343 - Management and Program Analyst	84	1.50%
0854 - Engineer, Computers	43	0.77%
1702 - Training and Education Technician	34	0.61%
0855 - Engineer, Electronics	26	0.46%
0856 - Engineering Technician, Electronics	21	0.37%
1101 - Business and Industry Specialist	20	0.36%
	<i>Other</i>	61
		1.09%
TOTAL CIVILIAN	5,618	Civilians



Information Technology Demographics



Race	IT TOTAL		Entire DAW	
WHITE	4,305	73.9%	112,764	75.0%
BLACK	798	13.7%	17,634	11.7%
ASIAN	299	5.1%	9,595	6.4%
MULTI	125	2.1%	2,959	2.0%
AMI/AN	39	0.7%	813	0.5%
PI	21	0.4%	633	0.4%
<i>Unspecified</i>	237	4.1%	5,879	3.9%
TOTAL	5,824		150,277	

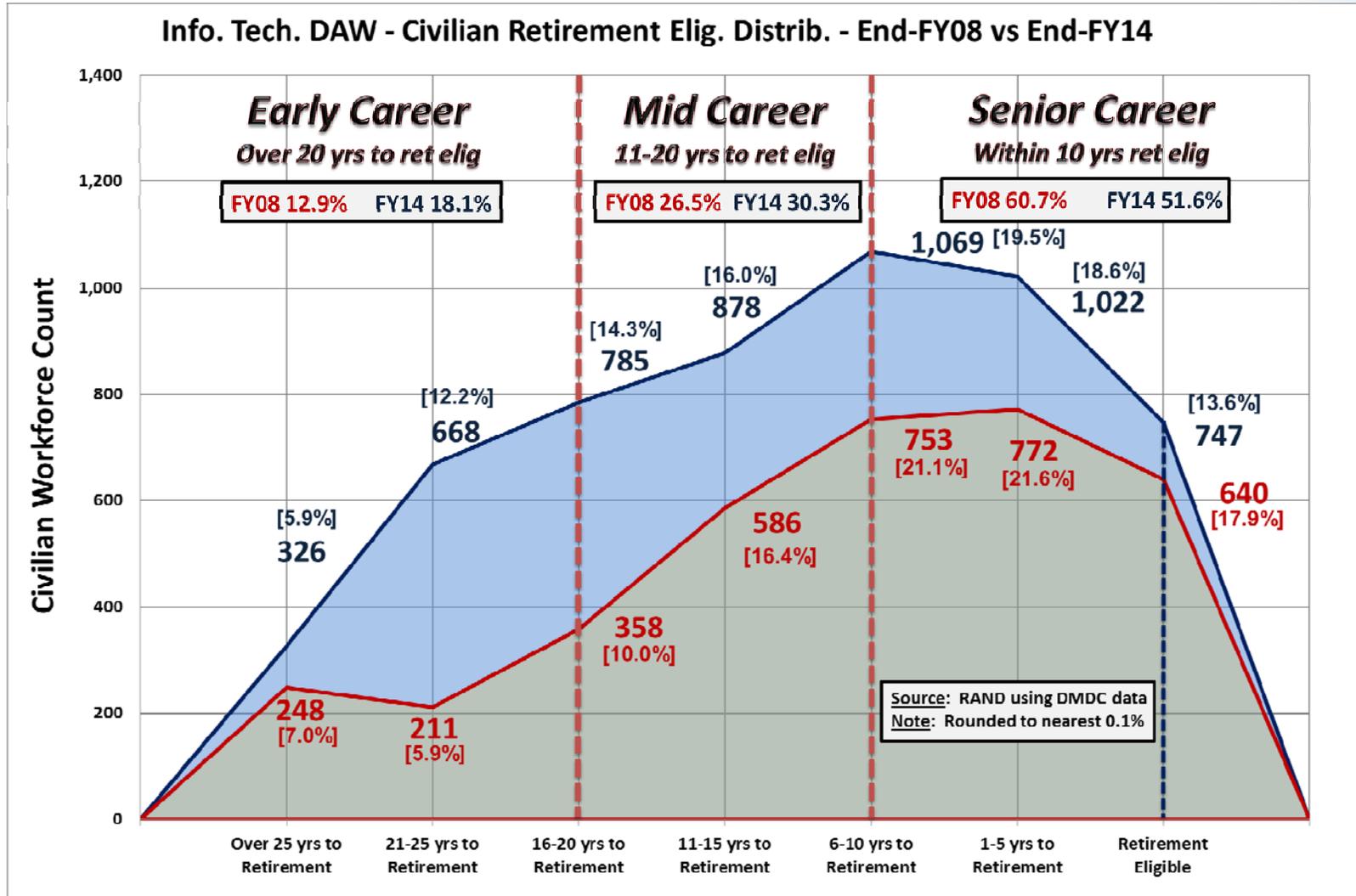
Gender	IT TOTAL		Entire DAW	
Males	4,275	73.4%	105,930	70.5%
Females	1,507	25.9%	43,678	29.1%
<i>Unspecified</i>	42	0.7%	669	0.4%
TOTAL	5,824		150,277	



RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY14



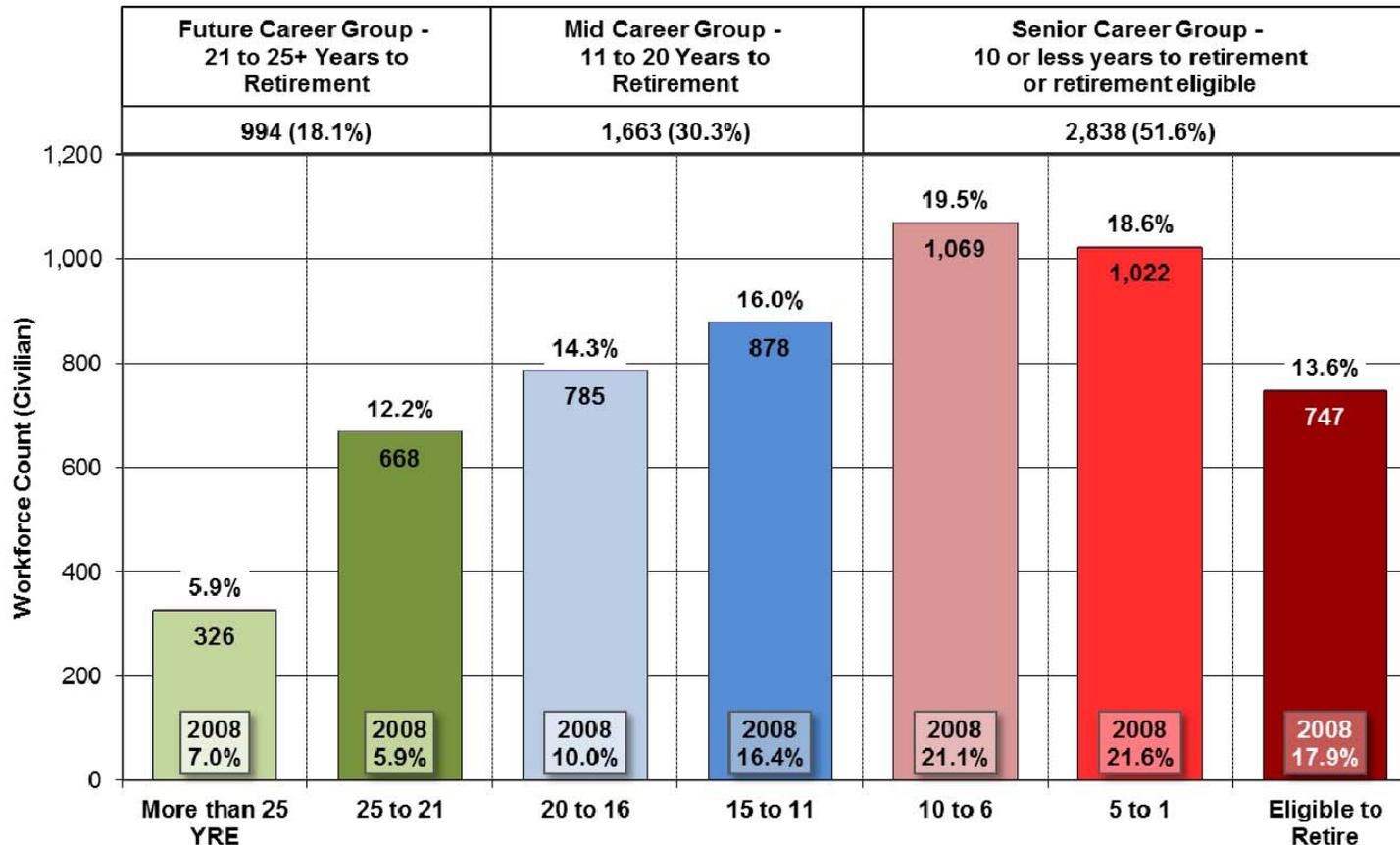
As of the end of FY14 (30 September 2014)



Information Technology Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Information Technology



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2014 DMDC data provided by RAND.

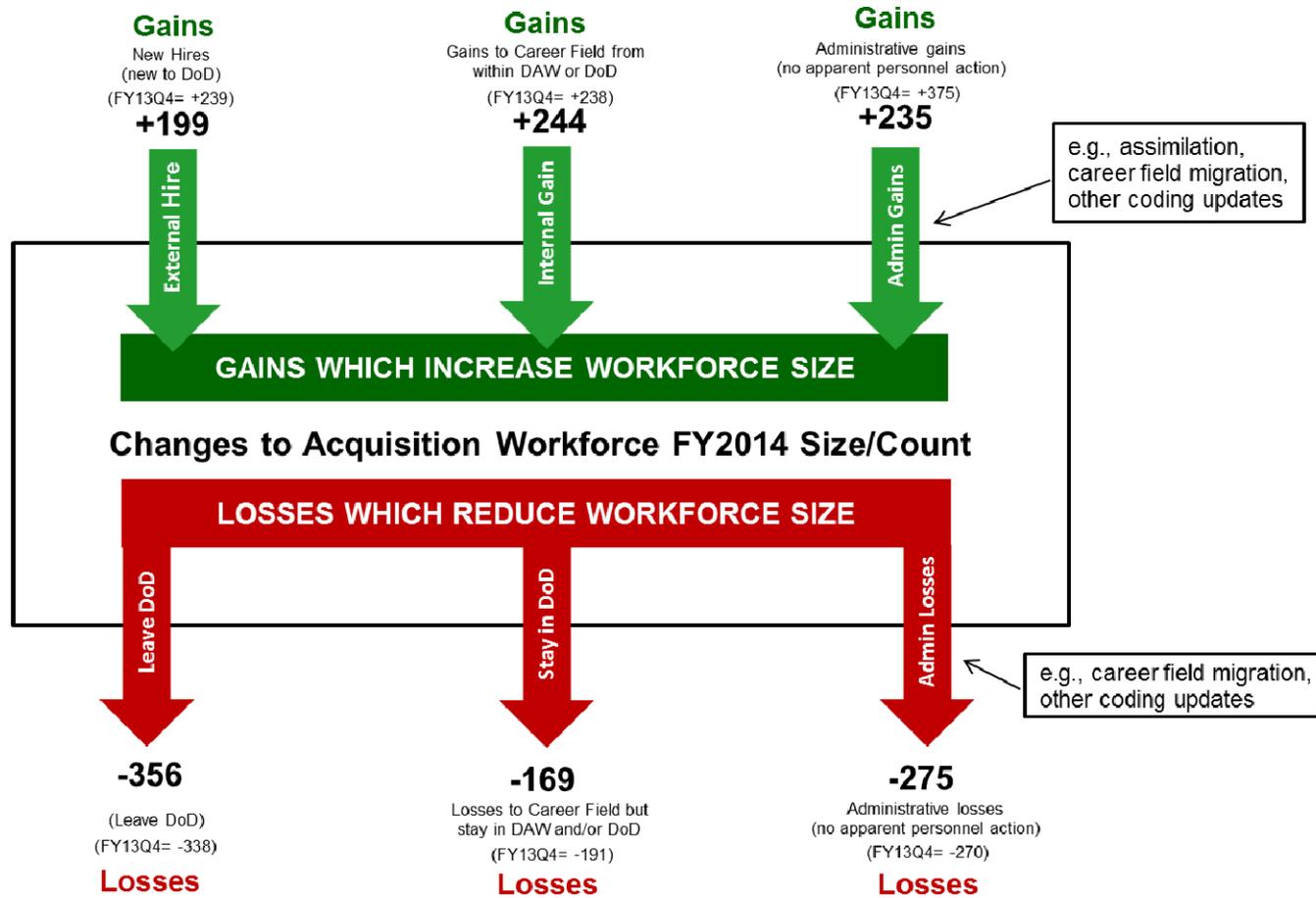
As of the end of FY14 (30 September 2014)



Information Technology Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2014) - Information Technology

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



As of the end of FY14 (30 September 2014)

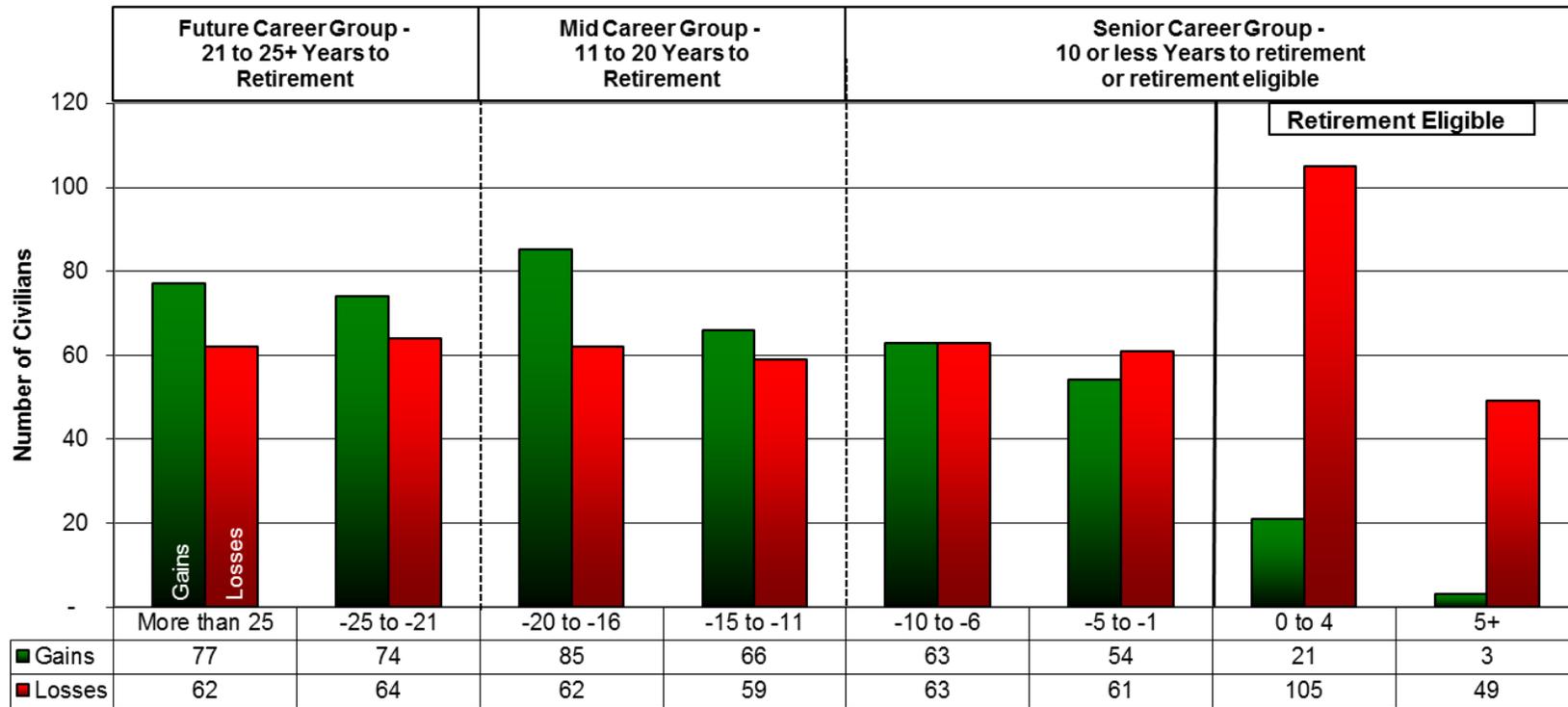


Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2014 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

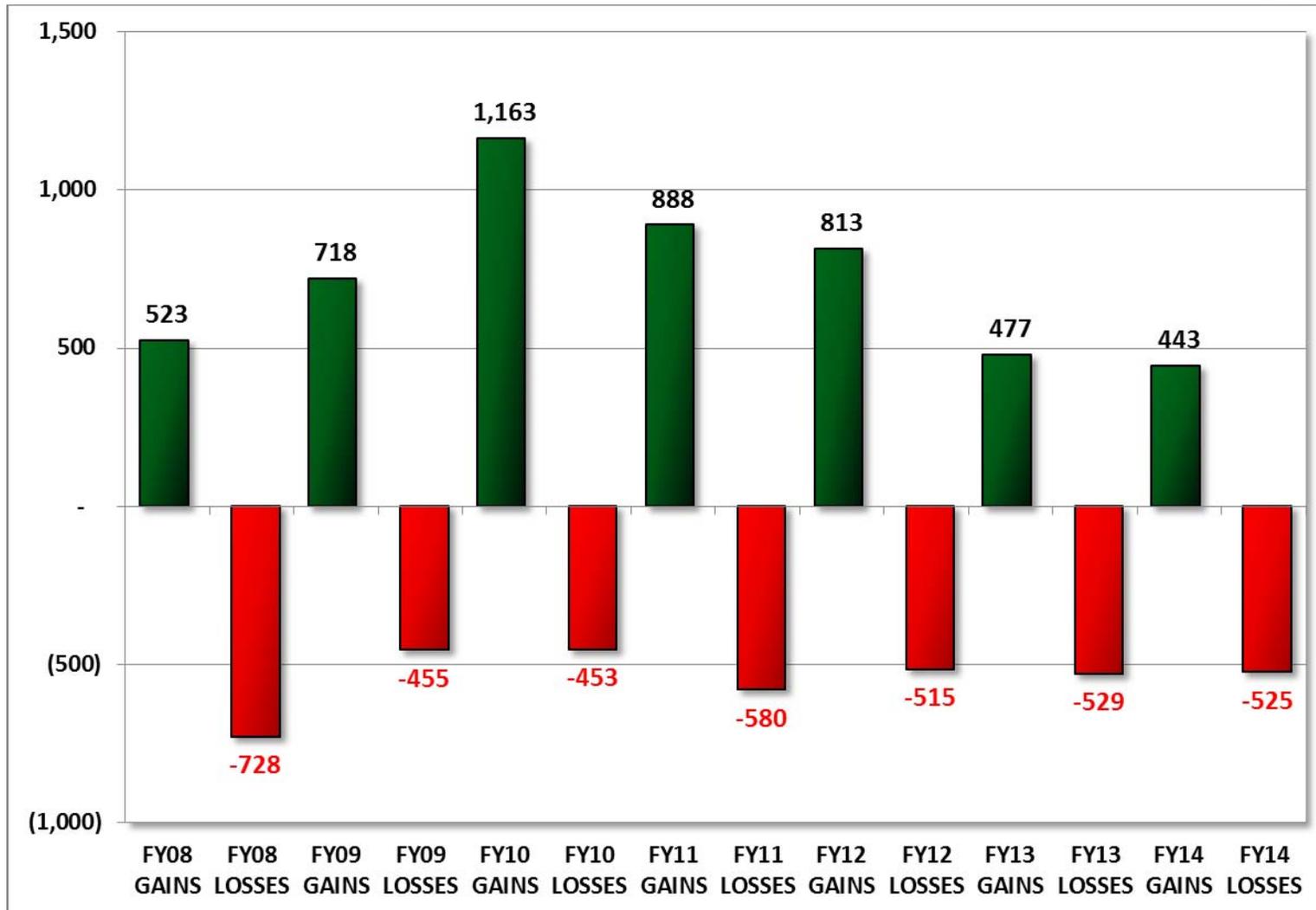
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



Information Technology Historical Gains and Losses FY08 – FY14



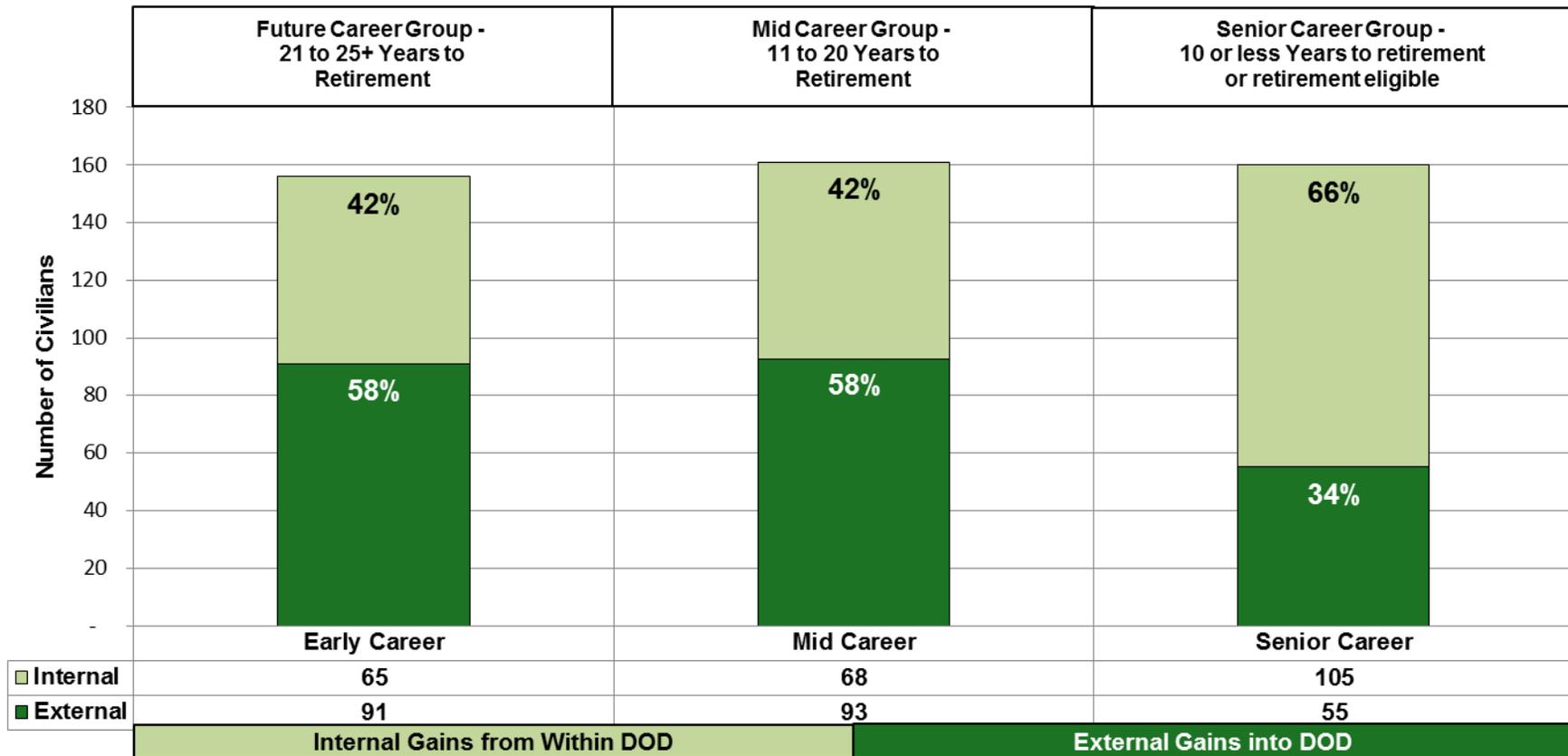
As of the end of FY14 (30 September 2014)



Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - IT Workforce Lifecycle FY2013 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2013 and Previous FY Data)
*Does not include administrative gains

As of the end of FY14 (30 September 2014)

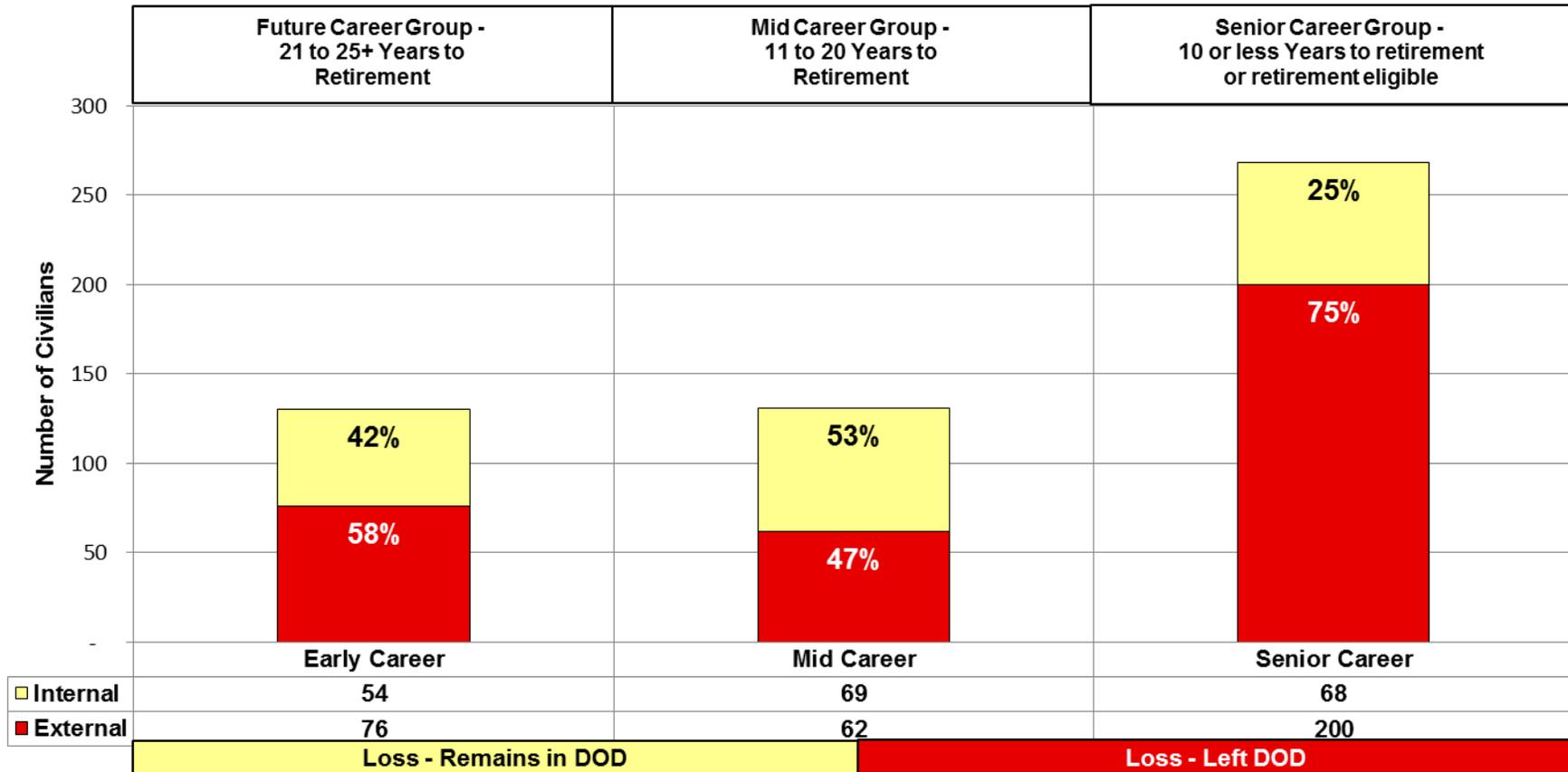


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY2013 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2013 and Previous FY Data)

*Does not include administrative losses

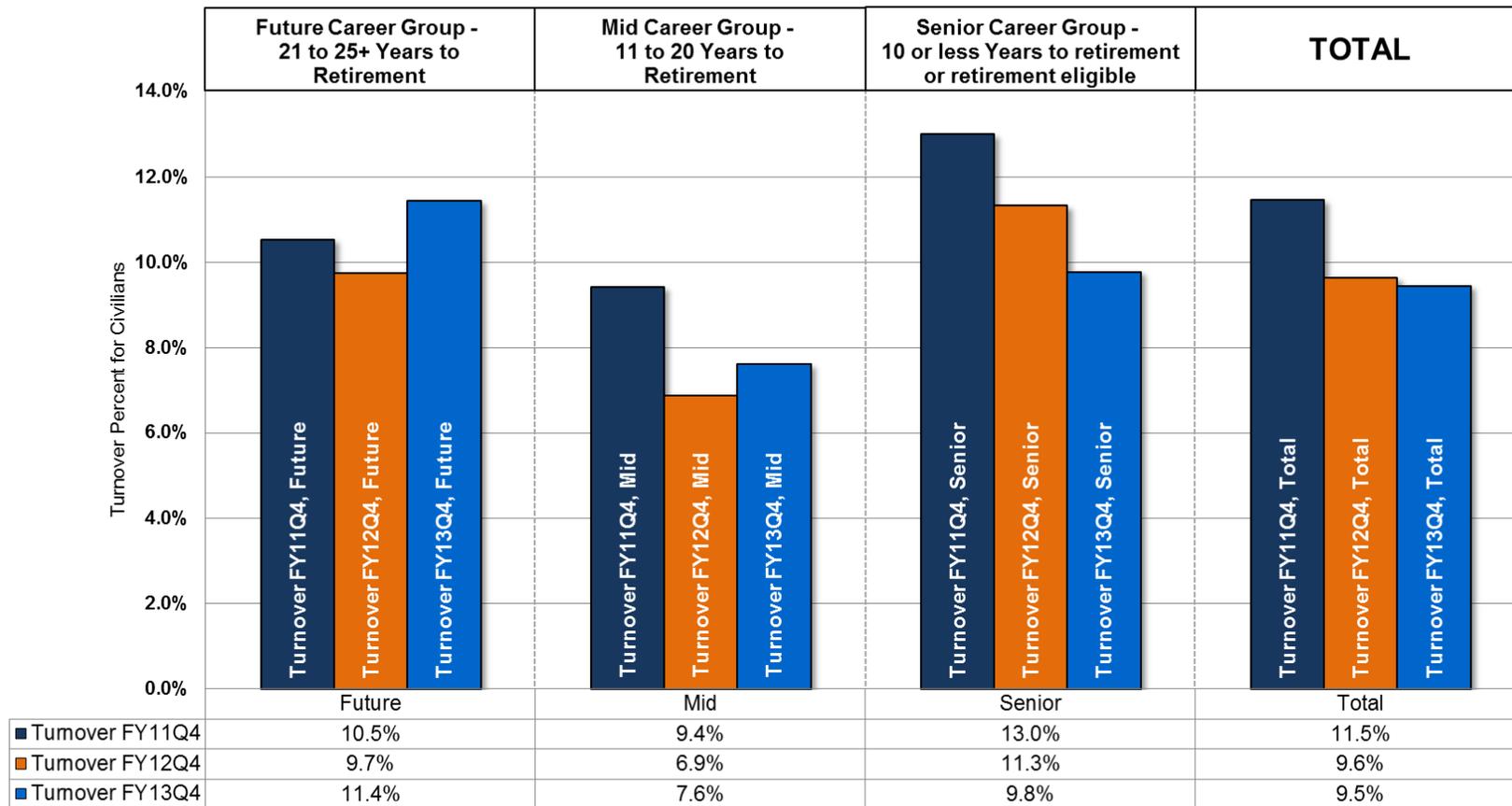
As of the end of FY14 (30 September 2014)



Information Technology Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

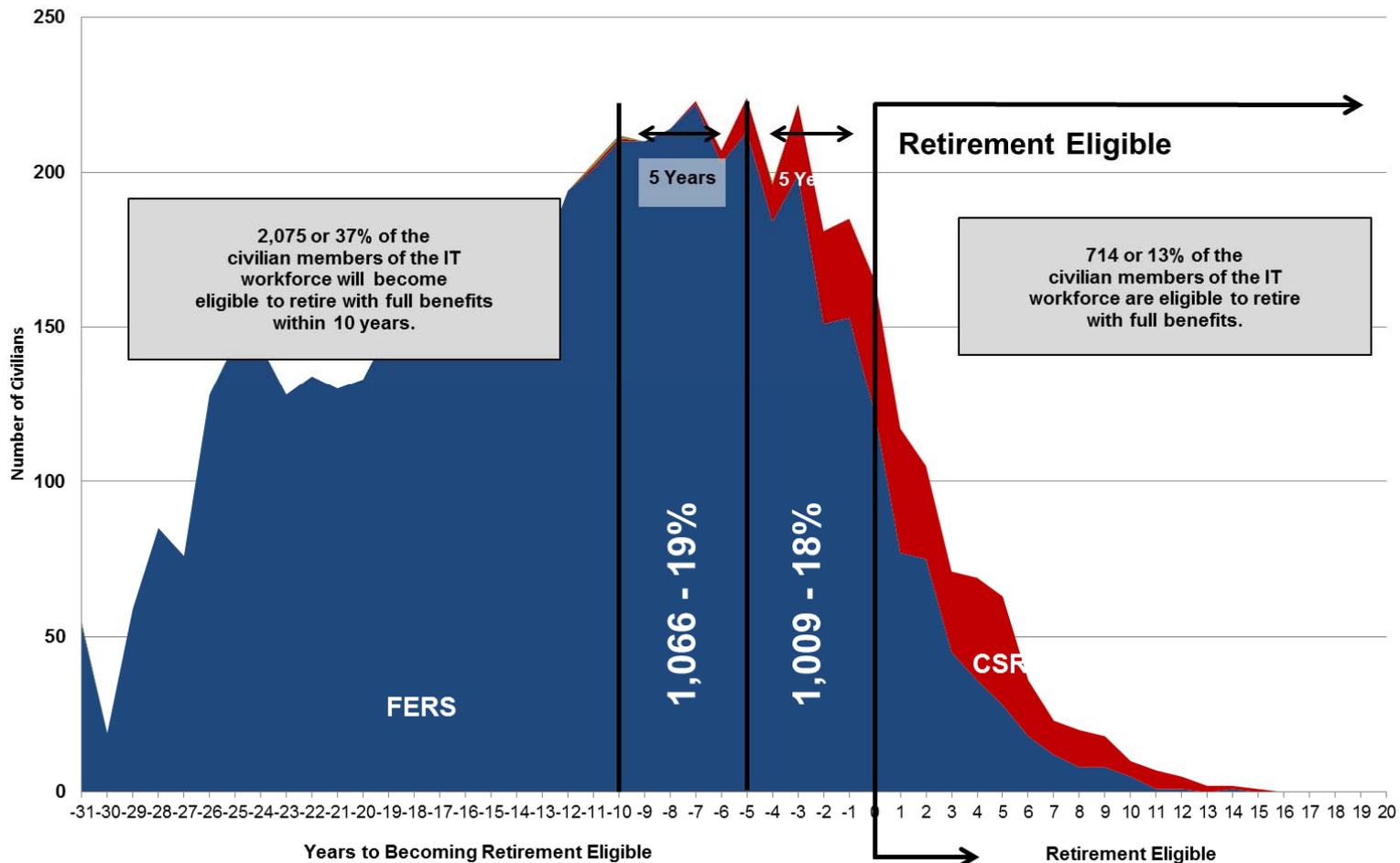


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - IT

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



As of the end of FY14 (30 September 2014)



END