



Defense Acquisition Workforce Key Information

Information Technology
As of FY16Q1 (31 December 2015)



Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at Key <http://www.hci.mil/>
- HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (Adrienne. evertson@hci.mil)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Information Technology	FY 2008				FY2016Q1			
	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	6,325	214	6,539	156,457
Change in size from 2008	-	-	-	-	77%	-40%	66%	24%
Civilian/Military Composition	91%	9%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	65%	79%	65%	84%
Graduate Degree	18%	43%	20%	29%	25%	42%	26%	39%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	75%	27%	73%	85%
Level II or Higher Achieved	40%	9%	37%	61%	58%	8%	56%	74%
Level III Achieved	20%	4%	19%	36%	30%	2%	29%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	64%	15%	62%	76%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	31%	76%	32%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	9%	5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	45%	3%	44%	40%
Average Age	48.7	37.2	47.7	45.7	47.9	34.8	47.5	45.3
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	18/31/51(%)	-	-	26/24/50(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.7	13.1	13.7	15.2
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	875(14%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,182(19%)	-	-	26,095(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,439/676	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 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 FY2016Q1 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Information Technology Defense Acquisition Workforce count is 6,539, up from 3,934 in FY08, a total increase of 2,605
- The Information Technology Defense Acquisition Workforce count was at its highest point (6,539) in FY16Q1, and its lowest point (3,934) in FY08
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and DHA, with increases of 1,960 (217%), 208 (19%), and 185 (1233%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and DAU with decreases of 82 (-5%), 2 (-67%), and 1 (17%) respectively

Defense Acquisition Workforce DAWIA Certification Highlights

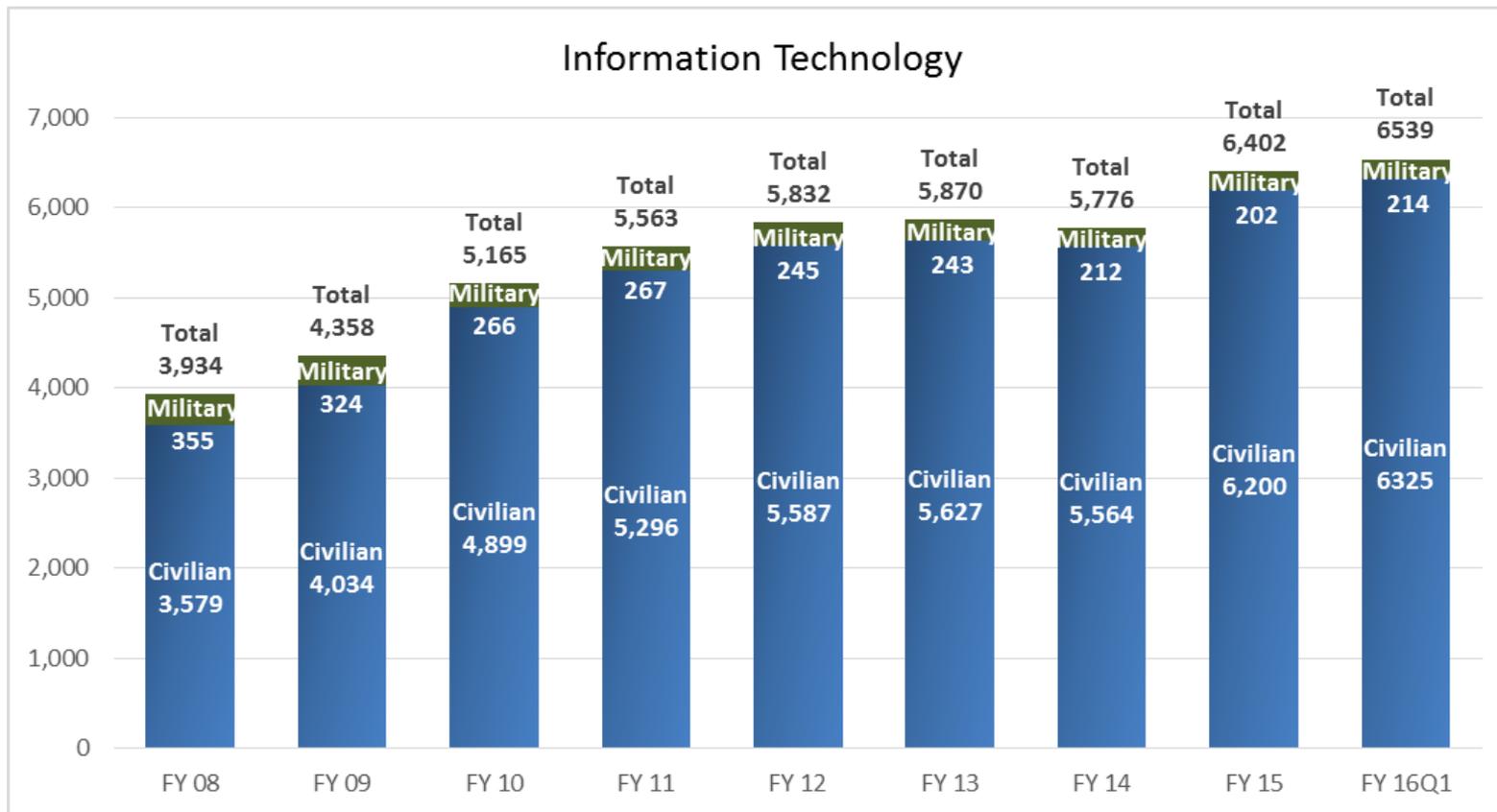
- The current Information Technology Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 62.5%; up from 38.4% in FY08
- The current Information Technology Meets/Exceeds certification rate is up 27.7% from FY08
- The current Information Technology Defense Acquisition Workforce DAWIA 24 month grace period rate is 32%; down from 38.4% in FY08
- The current Information Technology Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.5%; down from 26.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 51.1% (3,225) (10 years or less to retirement eligibility or retirement eligible)
- 13.9% (875) are currently eligible to retire, down from 17.9% in FY08
- Mid Career Group 31% (1,960) (11 to 20 years to retirement), 26.4% in FY08
- Future Career Group 17.9% (1,131) (21 to 25+ years to retirement), up from 12.9% in FY08

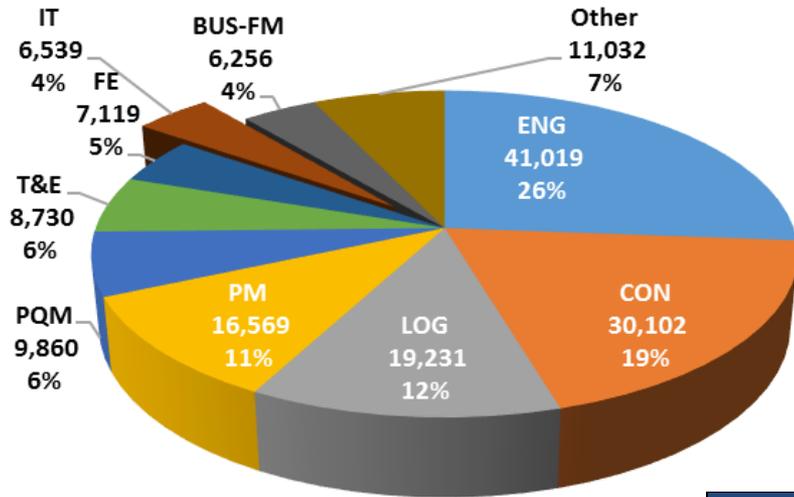


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category FY16Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities Engineering	1,514	5,353	186	66	7,119	4.6%
Information Technology	1,690	2,863	1,158	828	6,539	4.2%
Life Cycle Logistics	7,191	6,214	3,017	2,809	19,231	12.3%
Production, Quality and Man	1,399	2,850	378	5,233	9,860	6.3%
Program Management	3,263	6,367	5,351	1,588	16,569	10.6%
Property	47	63	13	257	380	0.2%
Purchasing	286	489	74	526	1,375	0.9%
S&T Manager	423	492	2,537	131	3,583	2.3%
Test and Evaluation	1,934	3,370	3,052	374	8,730	5.6%
Unknown/Other	10	1	31	30	72	0.05%
FY16Q1 Totals (as of 12-31-2015)	36,798	58,041	35,335	26,283	156,457	
Component %	23.5%	37.1%	22.6%	16.8%		



Information Technology Workforce Historical Size by Agency FY05 – FY16Q1



Information Technology	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
<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	1,682	1,690	-4%	0%
DoN	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,765	2,863	217%	4%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,133	1,158	22%	2%
DCMA	85	85	53	111	124	158	147	156	186	197	197	199	79%	1%
DLA	3	6	6	9	7	4	2	13	16	43	113	126	1300%	12%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	51	53	96%	4%
DISA	50	71	109	99	80	71	78	83	79	140	137	135	36%	-1%
DHA	-	-	2	15	4	8	14	12	13	244	209	200	1233%	-4%
DTRA	3	44	41	39	35	43	48	54	57	54	49	50	28%	2%
DAU	1	3	-	6	7	7	14	12	3	6	5	5	-17%	0%
OSD	2	2	1	1	-	-	-	-	-	-	-	-	-100%	
JCS	-	1	-	-	-	-	1	40	36	34	31	31		0%
DeCA	2	3	-	-	1	-	-	-	14	11	20	19		-5%
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	1	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6	6		0%
DoD HRA	-	1	-	3	-	-	-	-	-	1	1	1	-67%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	3	2	2	2	3	2	-	-	1	-	-	-	-100%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	1	3	3	3	3		0%
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	1	-	2	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	2	1	1	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	1	5	4	17	21	-	-	-	-	-	-		
TOTAL	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,776	6,402	6,539	↑	↑
													66.2%	2.1%



President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
Engineering	40,829	41,655	41,446	41,126	41,046	41,078	41,053	224	0.5%
Contracting	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%
Life Cycle Logistics	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%
Program Management	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%
Production, Quality & Manufacturing	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%
Test and Evaluation	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%
Business, Cost Estimating, Financial Management	7,545	7,667	7,552	7,399	7,360	7,356	7,349	(196)	-2.6%
Facilities Engineering	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%
Information Technology	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%
Auditing	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
SPRDE - S&T Manager	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%
Purchasing	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
Industrial and Contract Property Management	368	407	400	397	397	397	397	29	7.9%
Grand Total	153,417	155,971	154,871	153,534	153,211	153,122	153,032	-385	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections

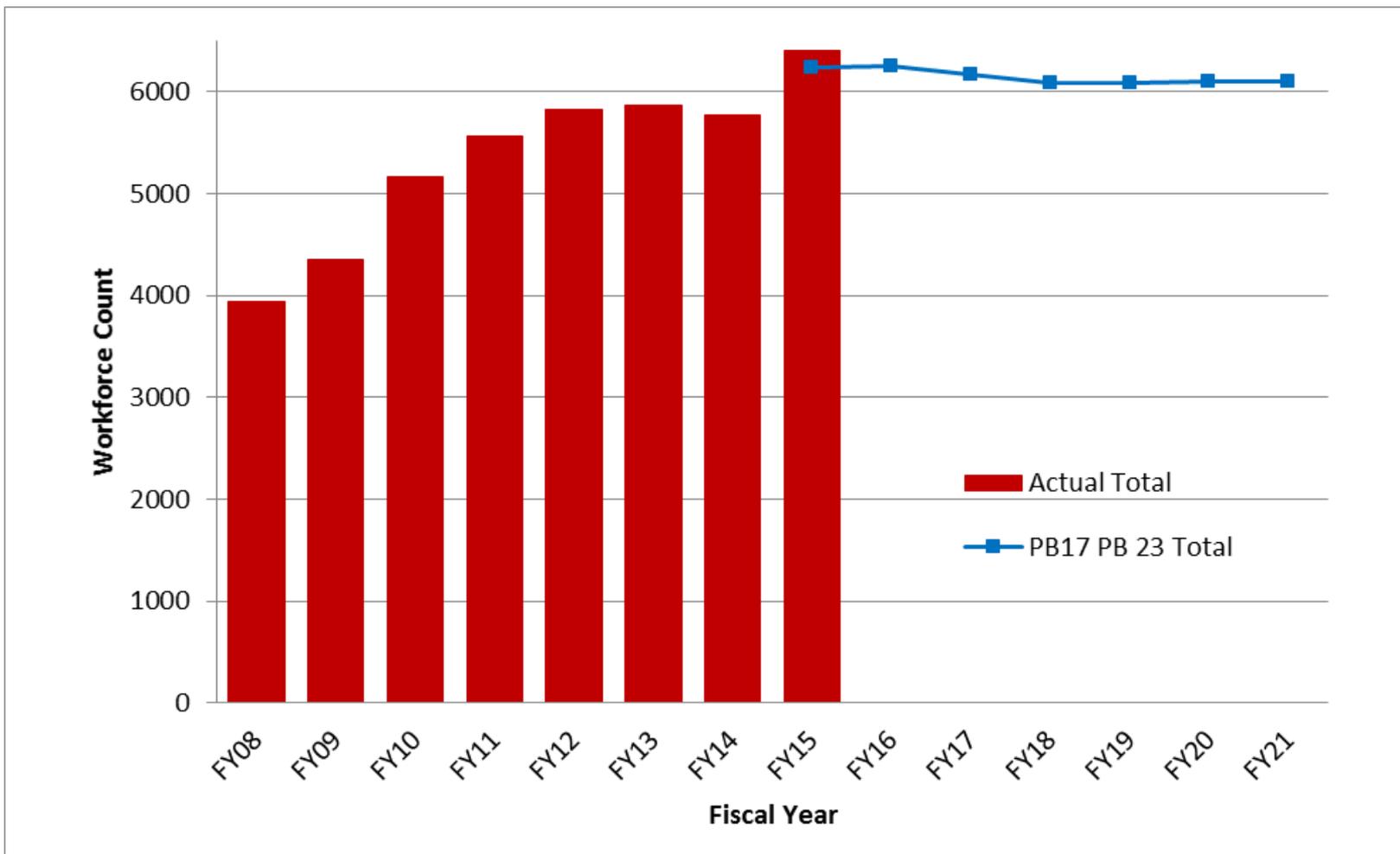


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
Information Technology Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	1,684	1,648	1,579	1,515	1,515	1,515	1,515	(169)	-10.0%
DAU	Civilian FTE	8	7	7	7	7	7	7	(1)	-12.5%
DCMA	Civilian FTE	173	176	176	176	176	176	176	3	1.7%
DECA	Civilian FTE	12	12	13	13	13	13	13	1	8.3%
DHA	Civilian FTE	241	241	241	241	241	241	241	0	0.0%
DISA	Civilian FTE	159	176	182	184	186	188	188	29	18.2%
DLA	Civilian FTE	6	7	7	7	7	7	7	1	16.7%
DTRA	Civilian FTE	52	53	53	53	53	53	53	1	1.9%
MDA	Civilian FTE	61	56	52	50	50	51	51	(10)	-16.4%
NAVY	Civilian FTE	2,442	2,332	2,330	2,320	2,318	2,322	2,326	(116)	-4.8%
NDU	Civilian FTE	31	31	31	31	31	31	31	0	0.0%
SOCOM	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
USAF	Civilian FTE	961	1,011	1,002	988	988	988	988	27	2.8%
USMC	Civilian FTE	191	213	213	213	213	213	213	22	11.5%
ARMY	Military ES	0	2	2	2	2	2	2	2	0.0%
NAVY	Military ES	23	22	22	22	22	22	22	(1)	-4.3%
USAF	Military ES	173	250	250	250	250	250	250	77	44.5%
USMC	Military ES	16	16	14	14	14	14	14	(2)	-12.5%
	Civilian FTE Total	6,023	5,965	5,888	5,800	5,800	5,807	5,811	(212)	-3.5%
	Military ES Total	212	290	288	288	288	288	288	76	35.8%
	IT Total	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%

Data Source: OSD CAPE SNAP Database;



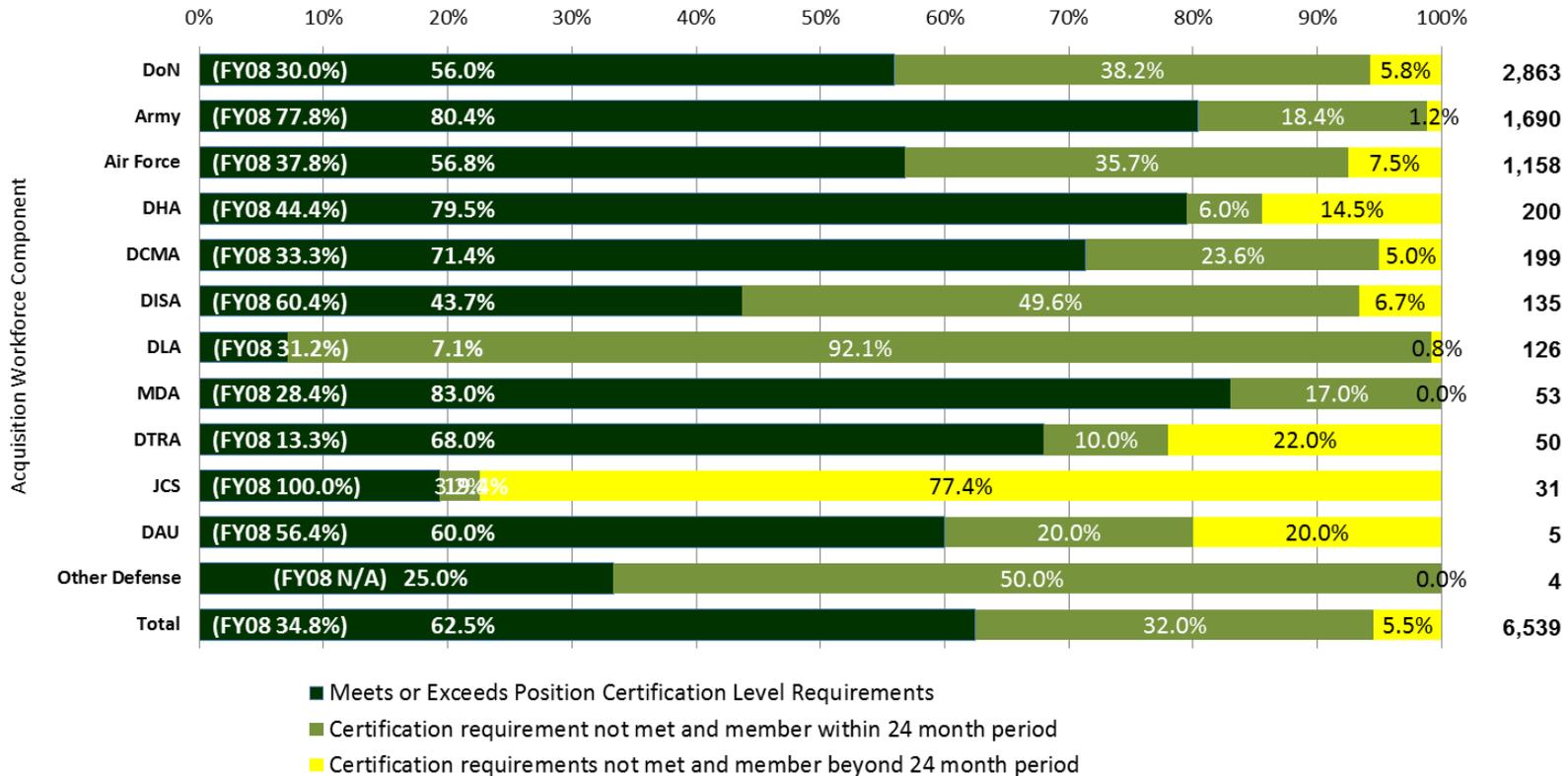
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Information Technology DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Information Technology (FY16Q1)

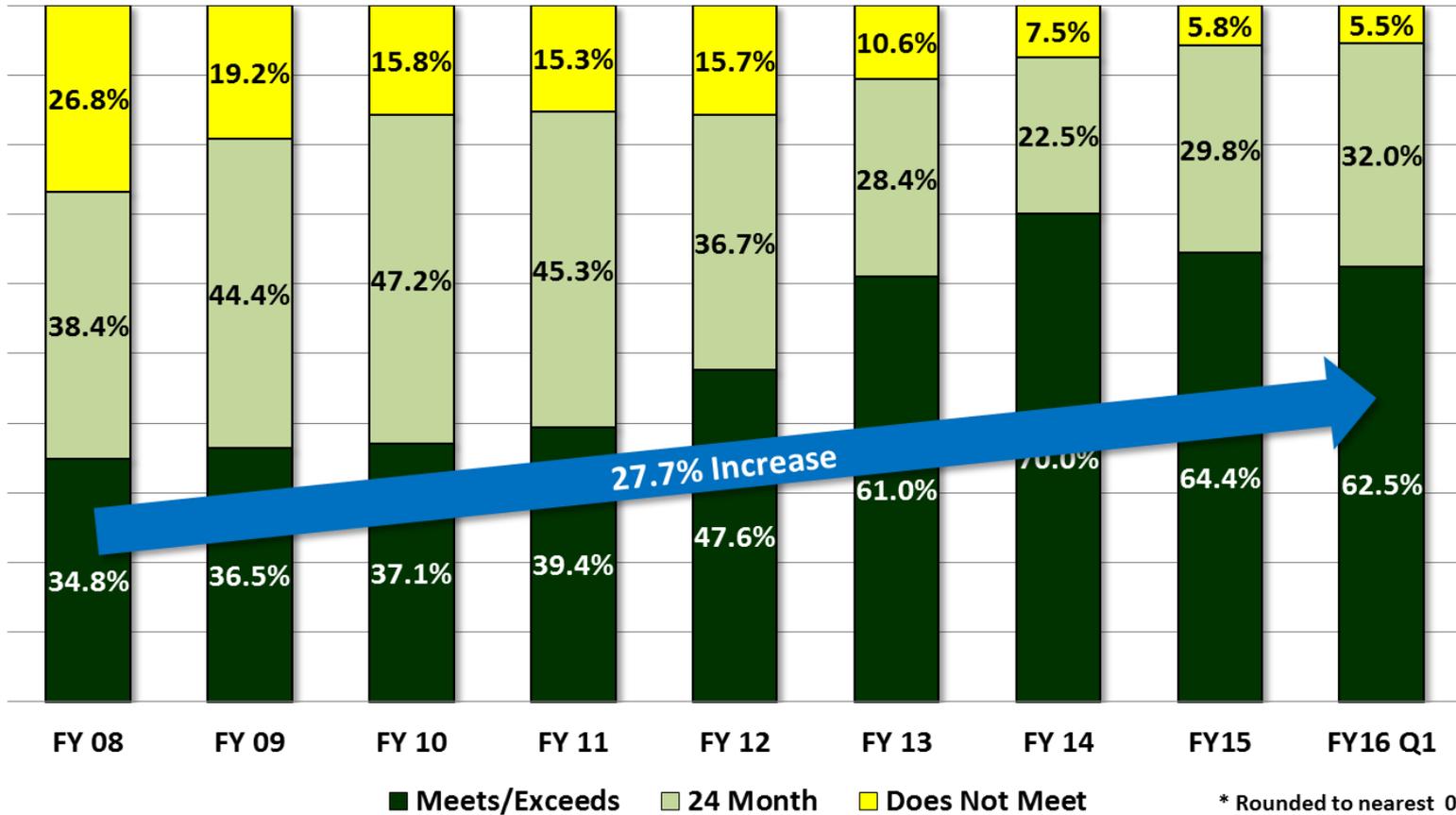




Information Technology Historical DAWIA Certification FY08 – FY16Q1



Information Technology



27.7% Increase



Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	480	572	64	22	1,138	57.8%
Level II	894	385	1,571	425	3,275	60.9%
Level III	364	176	149	1,432	2,121	67.5%
<i>Unspecified</i>	4	-	1	-	5	
FY16Q1 TOTAL	1,742	1,133	1,785	1,879	6,539	62.5%
	26.6%	17.3%	27.3%	28.7%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,103	12.9%	
Army	5,117	13.9%	
DoN	6,852	11.8%	
Air Force	6,411	18.2%	
4th Estate	1,723	6.6%	
Information Technology	511	7.8%	10 of 13

** Based on population total without unspecified positions

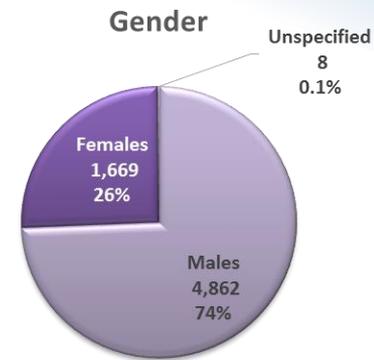
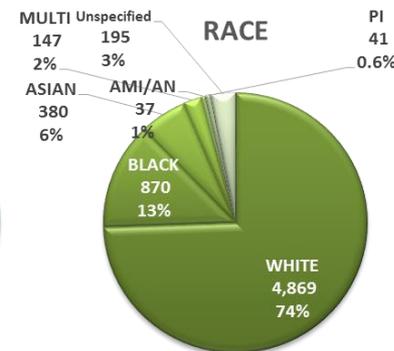
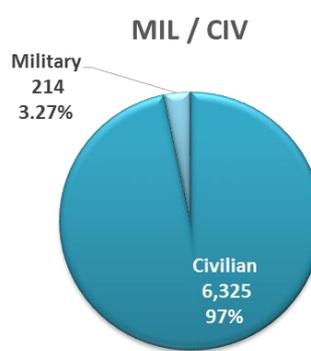
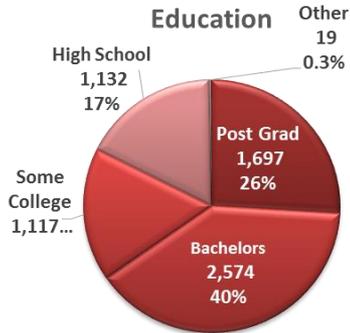
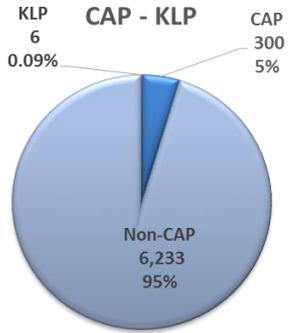
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	658	448	32	1,138	17.4%
Level II	1,996	1,080	199	3,275	50.1%
Level III	1,432	563	126	2,121	32.4%
<i>Unspecified</i>	-	4	1	5	0.1%
Information Technology TOTAL	4,086	2,095	358	6,539	
	62.5%	32.0%	5.5%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology Demographics



Occupied Position Type	IT TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	6	0.1%	1,045	0.7%
Critical Acquisition Positions (CAPs) *	300	4.6%	15,648	10.0%
Non-CAP Positions	6,233	95.3%	139,764	89.3%
TOTAL	6,539		156,457	

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

Highest Level of Education	IT TOTAL		Entire DAW	
Post Grad	1,697	26.0%	61,677	39.4%
Bachelors	2,574	39.4%	69,639	44.5%
Some College	1,117	17.1%	11,962	7.6%
High School	1,132	17.3%	12,560	8.0%
Other	19	0.3%	619	0.4%
TOTAL	6,539		156,457	

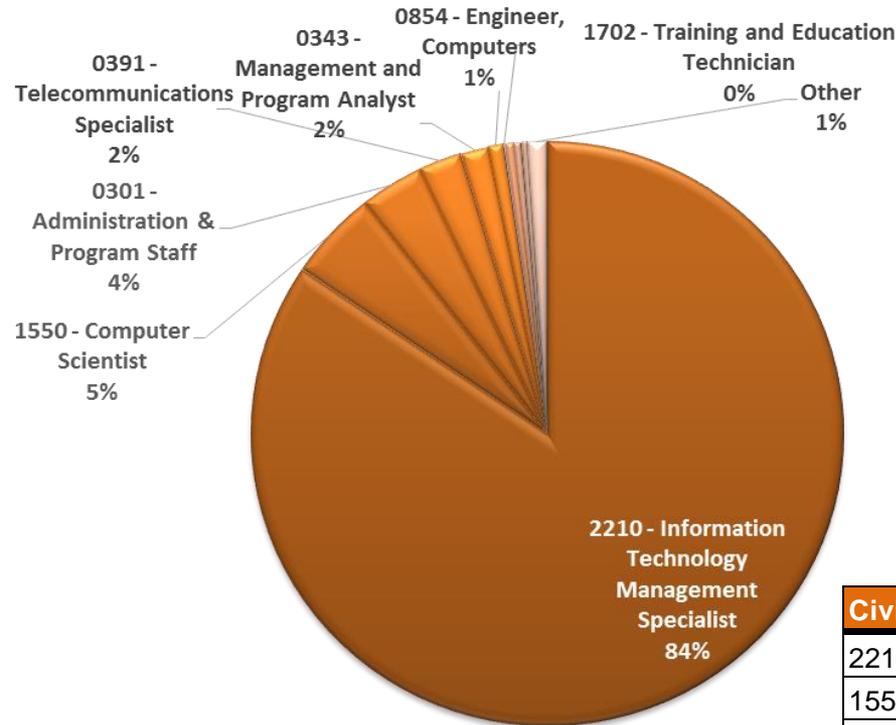
Military / Civilian	IT TOTAL		Entire DAW	
Civilian	6,325	96.7%	141,089	90.2%
Military	214	3.3%	15,368	9.8%
TOTAL	6,539		156,457	

Race	IT TOTAL		Entire DAW	
WHITE	4,869	74.5%	117,200	74.9%
BLACK	870	13.3%	18,728	12.0%
ASIAN	380	5.8%	10,191	6.5%
MULTI	147	2.2%	3,378	2.2%
AMI/AN	37	0.6%	858	0.5%
PI	41	0.6%	744	0.5%
Unspecified	195	3.0%	5,358	3.4%
TOTAL	6,539		156,457	

Gender	IT TOTAL		Entire DAW	
Males	4,862	74.4%	110,589	70.7%
Females	1,669	25.5%	45,715	29.2%
Unspecified	8	0.1%	153	0.1%
TOTAL	6,539		156,457	



Information Technology Size by Occupational Series



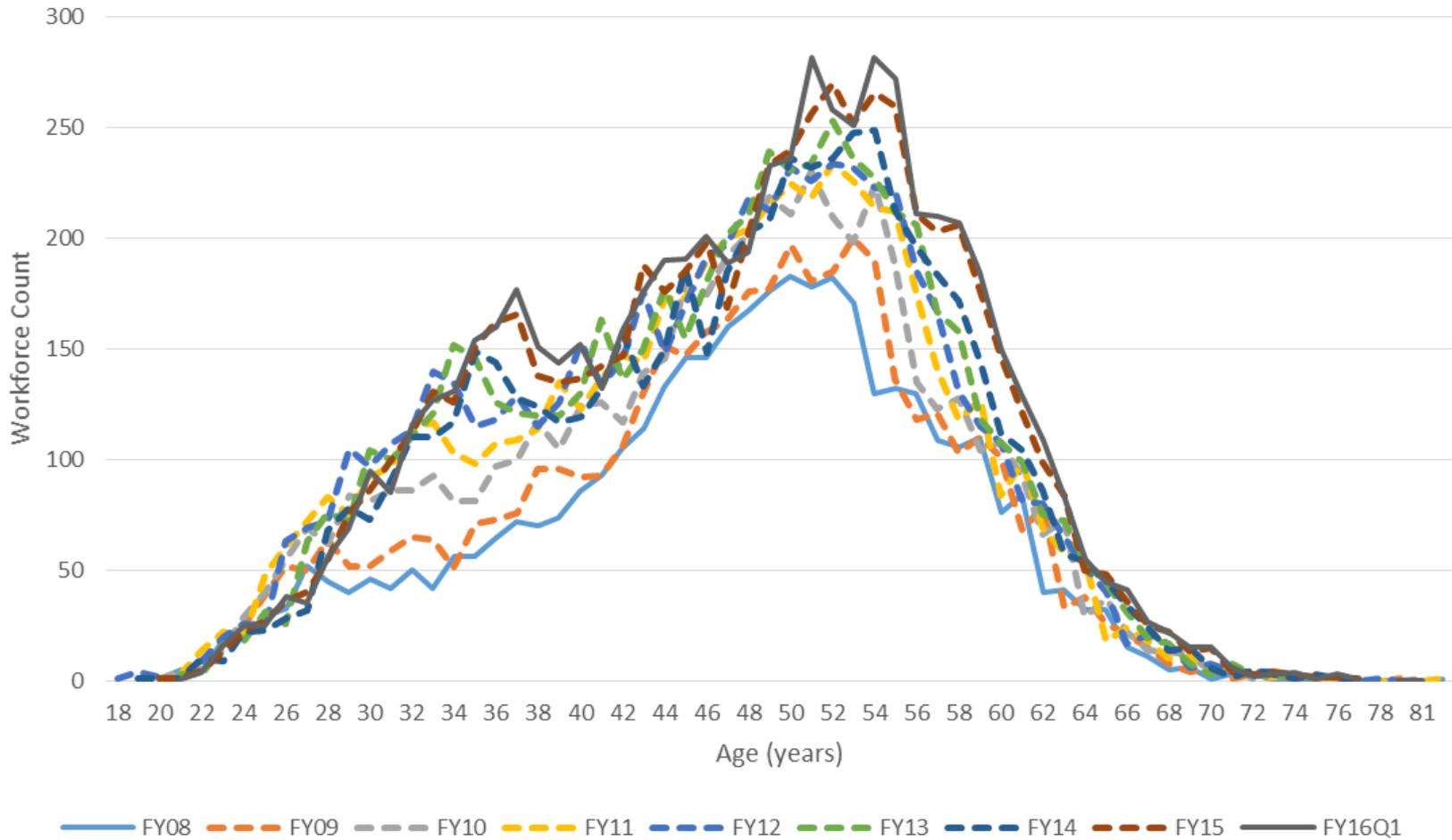
Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	5,344	84.5%
1550 - Computer Scientist	313	4.9%
0301 - Administration & Program Staff	222	3.5%
0391 - Telecommunications Specialist	148	2.34%
0343 - Management and Program Analyst	96	1.52%
0854 - Engineer, Computers	54	0.85%
1702 - Training and Education Technician	3	0.05%
0855 - Engineer, Electronics	33	0.52%
0856 - Engineering Technician, Electronics	26	0.41%
1101 - Business and Industry Specialist	19	0.30%
Other	67	1.06%
TOTAL CIVILIAN	6,325	Civilians



Age Demographics



Information Technology Age Demographics

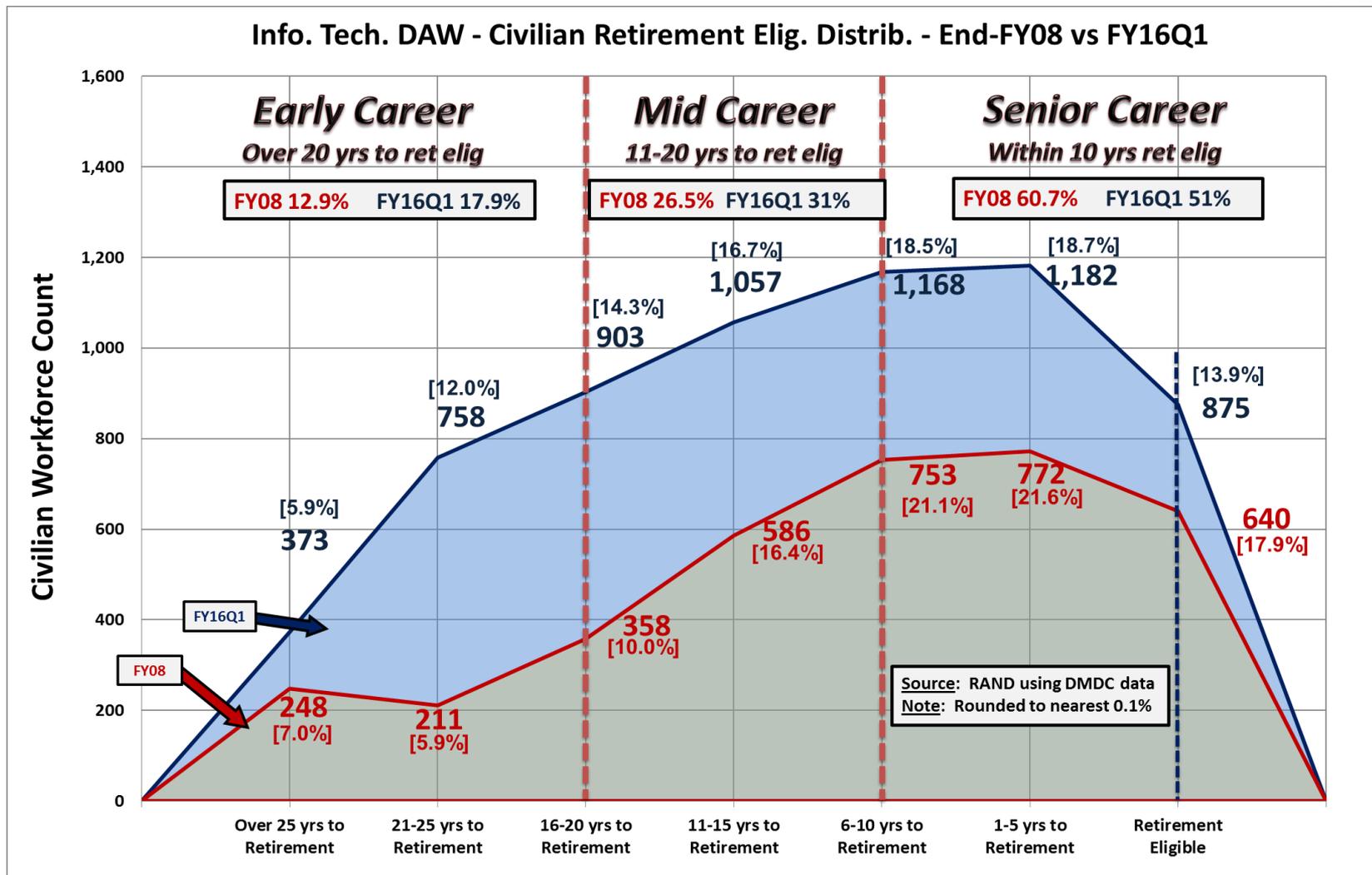




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY16Q1

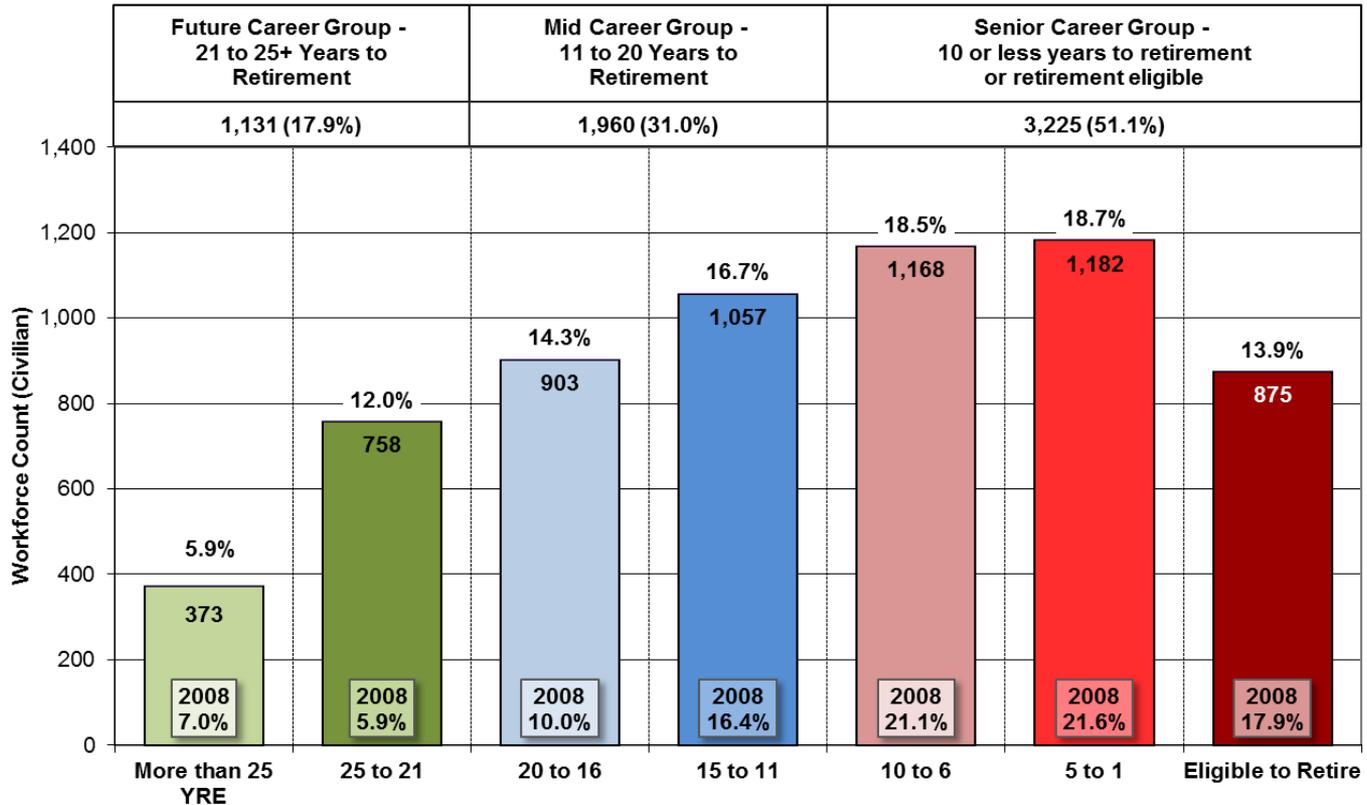


* As of FY16Q1 (31 Dec 2015)



Workforce Lifecycle Model

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Information Technology



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

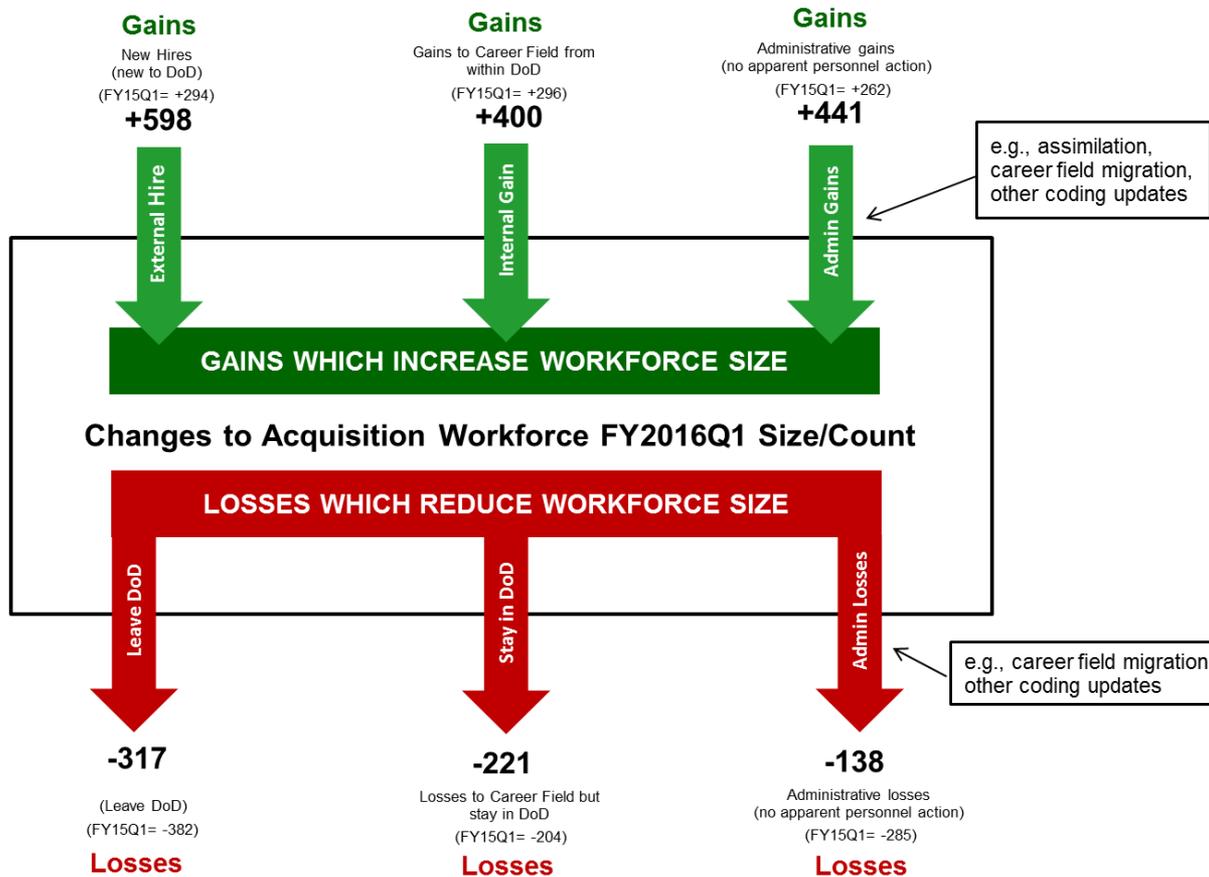
* As of FY16Q1 (31 Dec 2015)



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

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Information Technology

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



* As of FY16Q1 (31 Dec 2015)

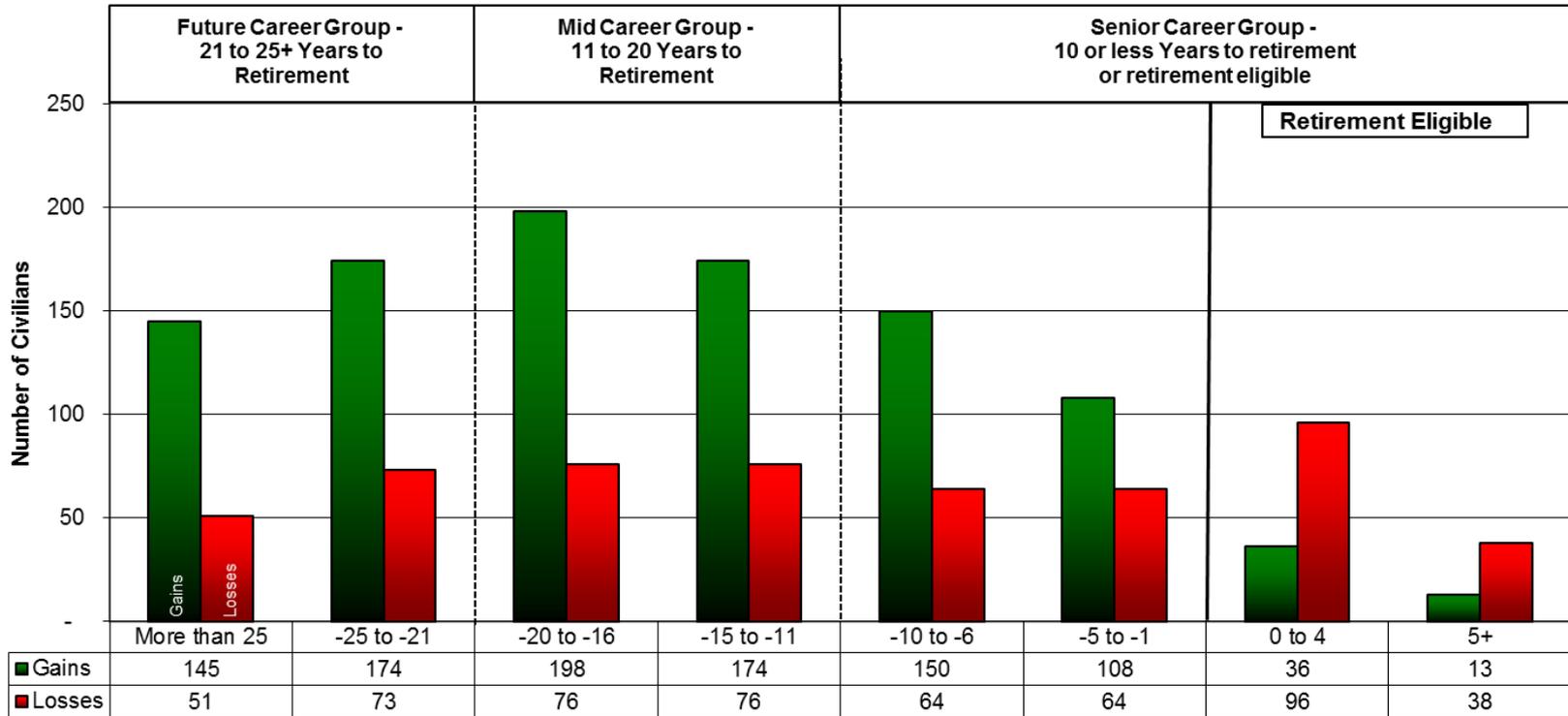


Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

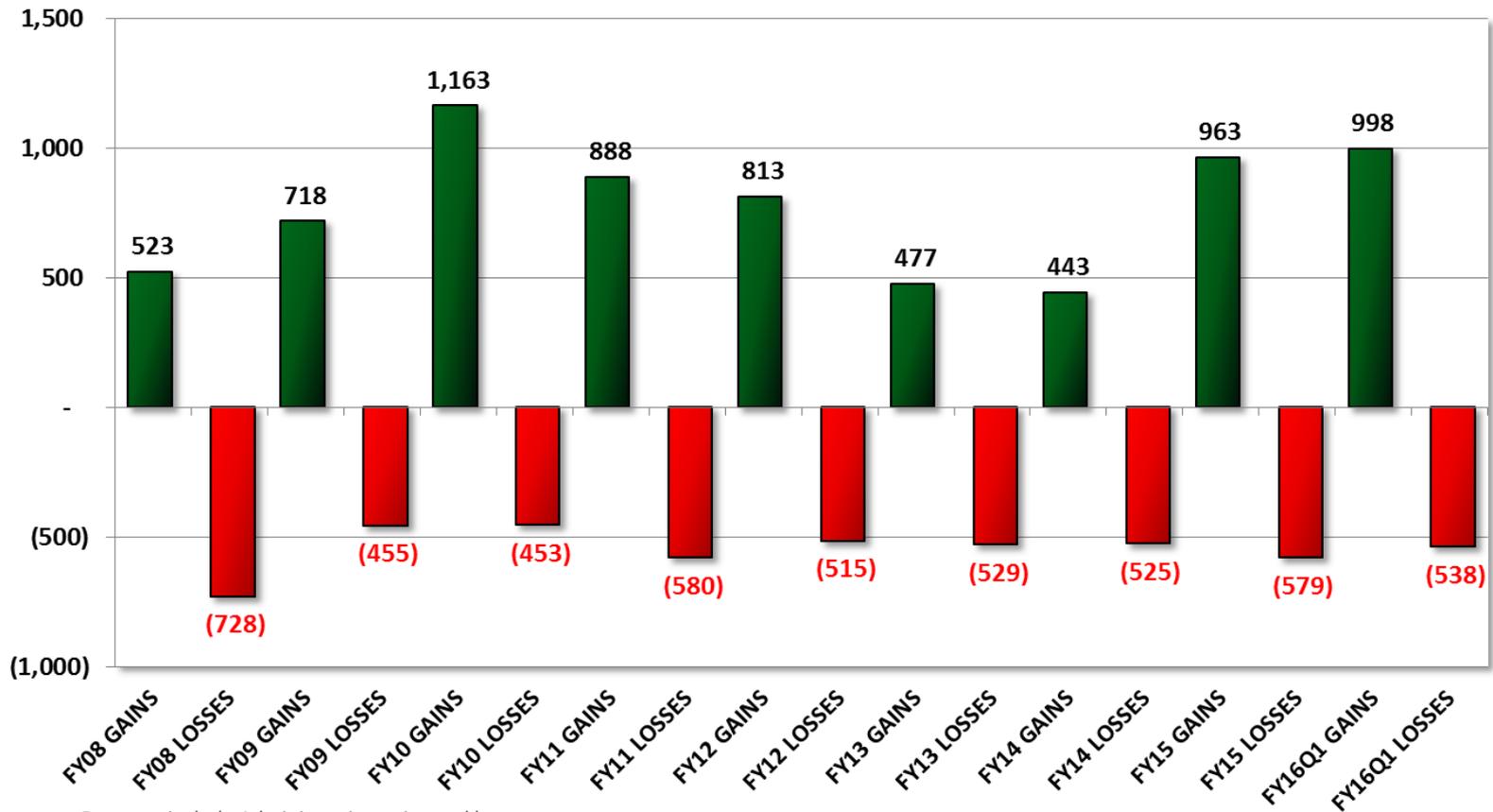
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

* As of FY16Q1 (31 Dec 2015)



Information Technology Historical Gains and Losses FY08 – FY16Q1



Does not include Administrative gains and losses

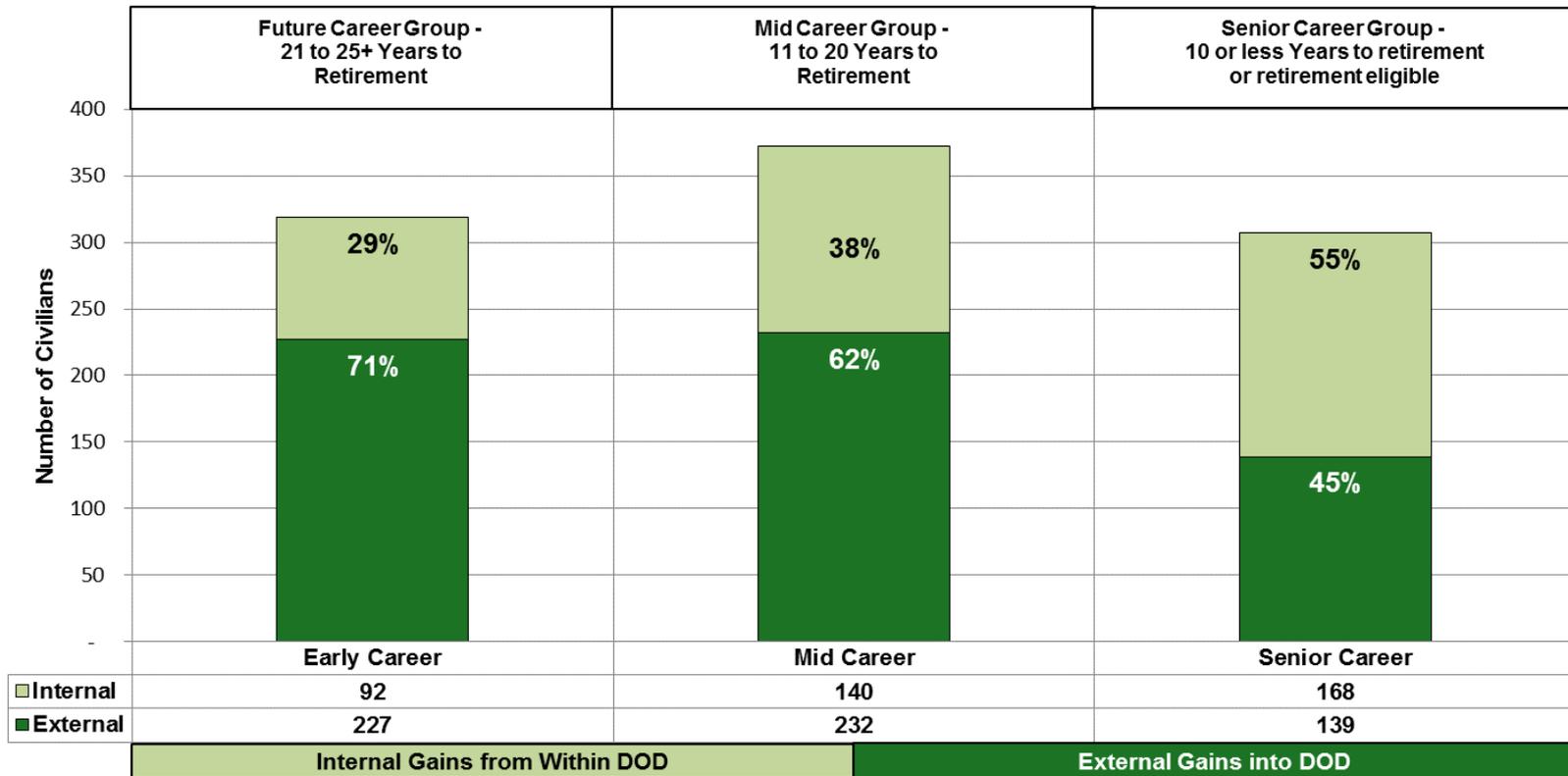
* As of FY16Q1 (31 Dec 2015)



Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - IT Workforce Lifecycle FY2016Q1 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains

* As of FY16Q1 (31 Dec 2015)

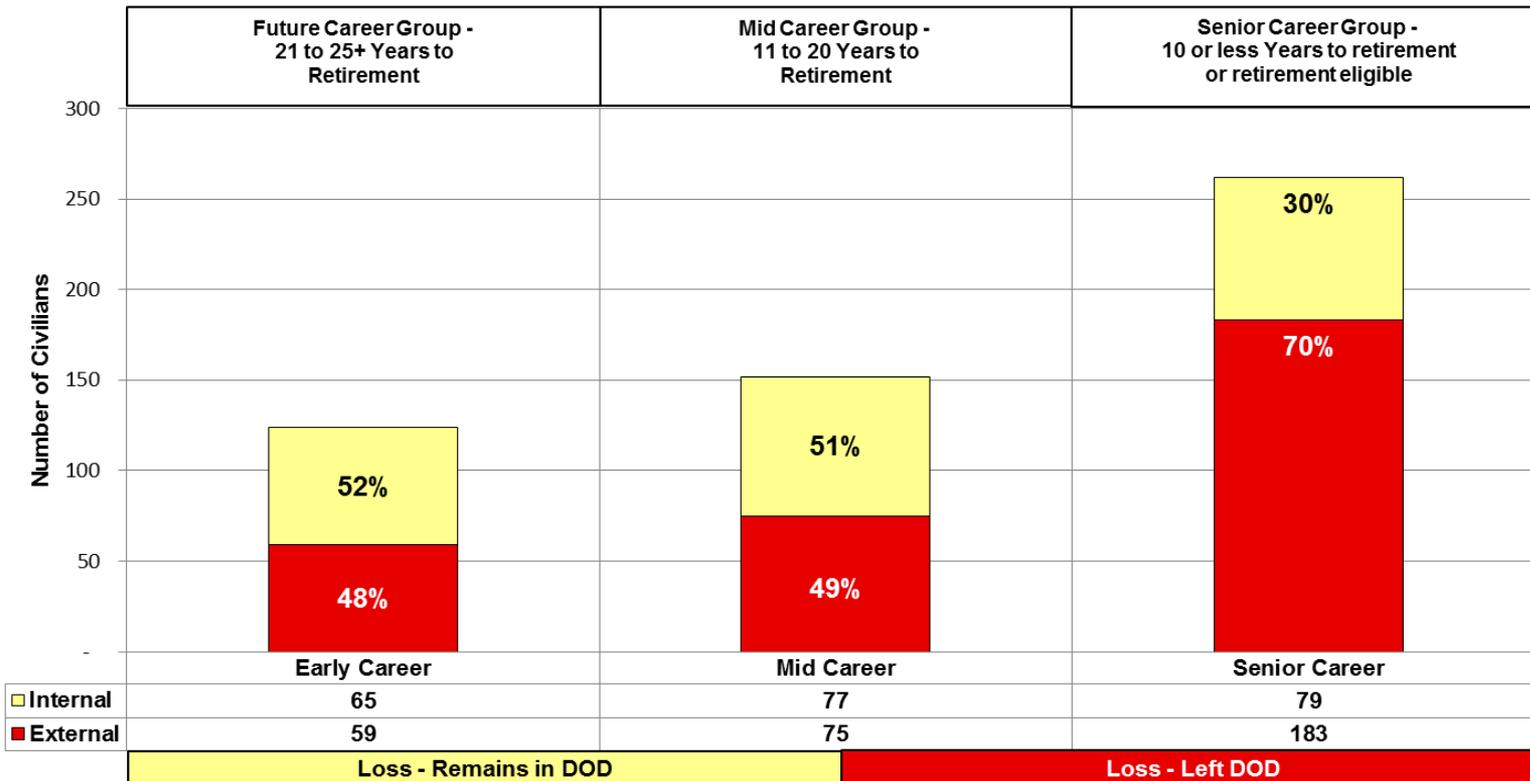


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY2016Q1 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative losses

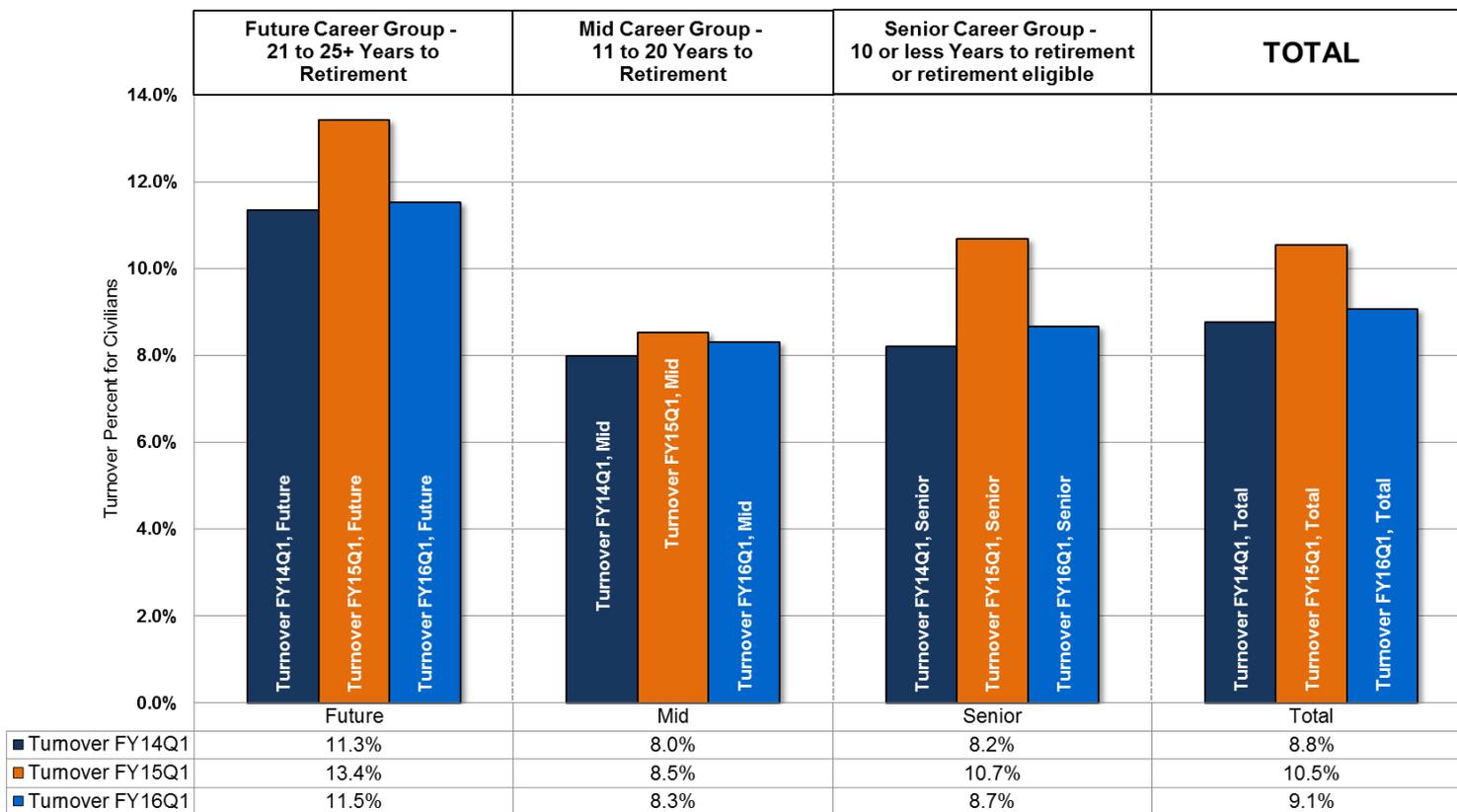
* As of FY16Q1 (31 Dec 2015)



Information Technology Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - IT (Civilian) (FY14Q1, FY15Q1, FY16Q1)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

* As of FY16Q1 (31 Dec 2015)

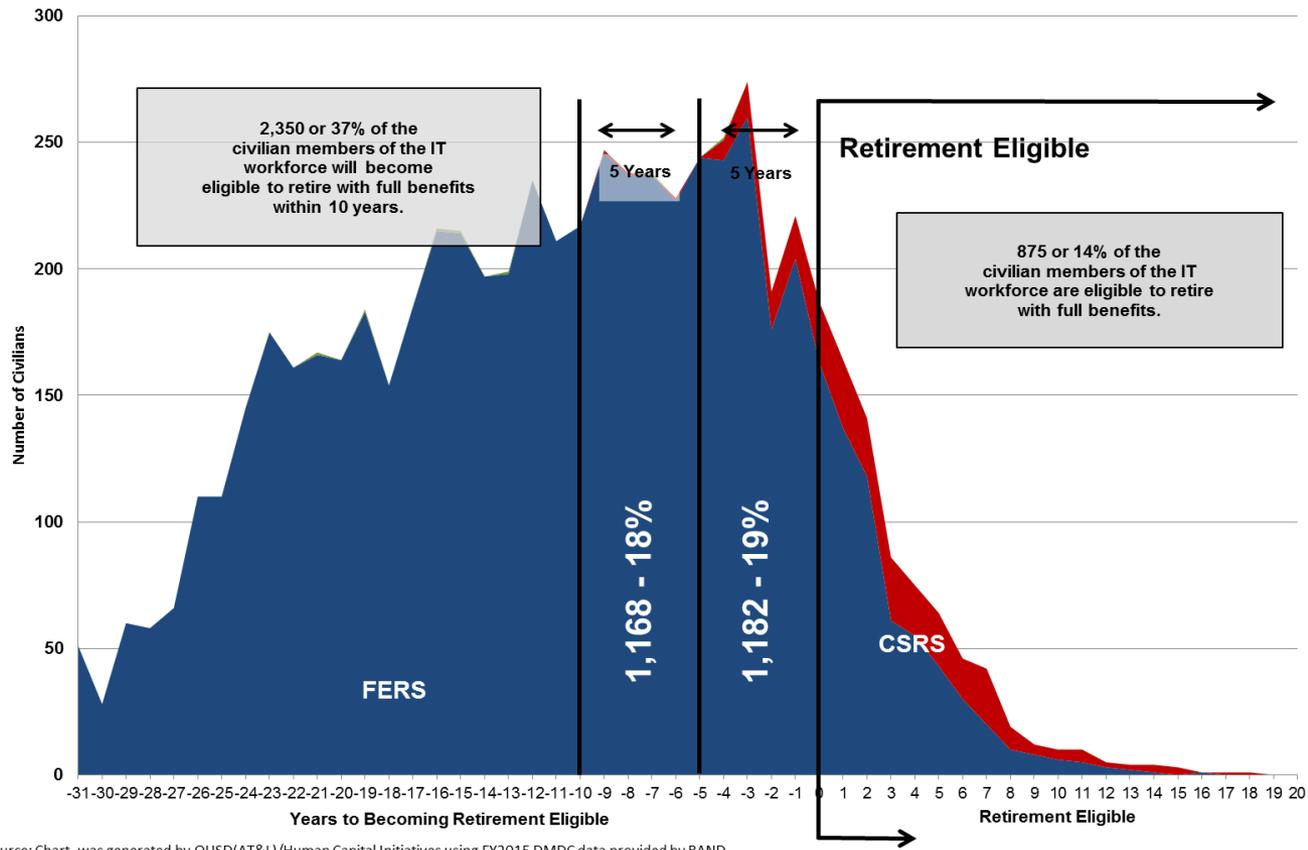


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - IT

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q1)



* As of FY16Q1 (31 Dec 2015)



END