



Defense Acquisition Workforce Key Information

Information Technology
As of FY15 (30 September 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				FY 2015Q4			
	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	6,200	202	6,402	156,313
Change in size from 2008	-	-	-	-	73%	-43%	63%	24%
Civilian/Military Composition	91%	9%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	64%	82%	65%	84%
Graduate Degree	18%	43%	20%	29%	25%	43%	26%	39%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	75%	28%	74%	85%
Level II or Higher Achieved	40%	9%	37%	61%	59%	9%	58%	74%
Level III Achieved	20%	4%	19%	36%	31%	2%	30%	44%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	66%	16%	64%	76%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	28%	71%	30%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	6%	13%	6%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	45%	2%	43%	40%
Average Age	48.7	37.2	47.7	45.7	47.7	34.5	47.3	45.1
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	18/31/52(%)	-	-	25/23/52(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.7	12.5	13.7	15.2
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	886(14%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,162(19%)	-	-	25,749(19%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,413/742	-	-	17,044/10,596

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2015 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 FY2015 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Information Technology Defense Acquisition Workforce count is 6,402, up from 3,934 in FY08, a total increase of 2,468
- The Information Technology Defense Acquisition Workforce count was at its highest point (6,402) in FY15, and its lowest point (3,934) in FY08
- The Agencies with the largest increases, since FY08, are NAVY, DHA, and AIR FORCE, with increases of 1,862 (206%), 194 (1293%), and 183 (19%), 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

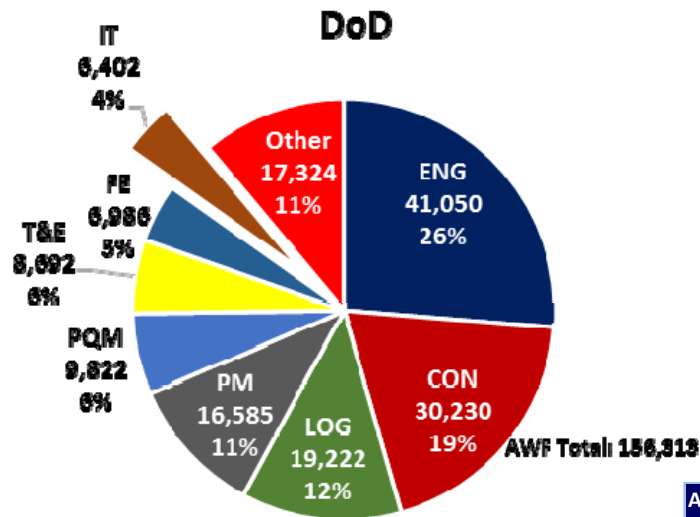
- The current Information Technology Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 64.4%; up from 34.8% in FY08
- The current Information Technology Meets/Exceeds certification rate is up 29.6% from FY08
- The current Information Technology Defense Acquisition Workforce DAWIA 24 month grace period rate is 29.8%; down from 38.4% in FY08
- The current Information Technology Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.8%; down from 26.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 51.7% (3,190) (10 years or less to retirement eligibility or retirement eligible)
- 14.4% (886) are currently eligible to retire, down from 17.9% in FY08
- Mid Career Group 30.6% (1,886) (11 to 20 years to retirement), 26.4% in FY08
- Future Career Group 17.7% (1090) (21 to 25+ years to retirement), up from 12.9% in FY08



AWF by Component and Career Field



AWF Count by Career Category						%
FY15Q4	Army	DoN	Air Force	4th Estate	Totals	Total
Auditing				4,316	4,316	2.8%
Business - CE	244	570	454	78	1,346	0.9%
Business - FM	1,662	2,000	1,944	599	6,205	4.0%
Contracting	8,010	6,114	8,534	7,572	30,230	19.3%
Engineering	8,986	21,181	8,903	1,980	41,050	26.3%
Facilities Engineering	1,497	5,261	166	62	6,986	4.5%
Property	45	61	20	274	400	0.3%
Information Technology	1,682	2,765	1,133	822	6,402	4.1%
Life Cycle Logistics	7,201	6,160	3,028	2,833	19,222	12.3%
Production, Quality and Man	1,393	2,810	331	5,288	9,822	6.3%
Program Management	3,281	6,335	5,366	1,603	16,585	10.6%
Purchasing	272	495	79	484	1,330	0.9%
S&T Manager	393	484	2,674	130	3,681	2.4%
Test and Evaluation	1,956	3,328	3,027	381	8,692	5.6%
Unknow/Other	11	1	6	28	46	0.03%
FY15Q4 Totals (as of 09-30-2015)	36,633	57,565	35,665	26,450	156,313	
Component %	23.4%	36.8%	22.8%	16.9%		



Information Technology Workforce Historical Size by Agency FY05 – FY15Q3



Information Technology	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
Defense Acq Workforce													
ARMY	2,999	2,735	2,432	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,682	-5%	-1%
DoN	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,765	206%	27%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,133	19%	3%
DCMA	85	85	53	111	124	158	147	156	186	197	197	77%	0%
DLA	3	6	6	9	7	4	2	13	16	43	113	1156%	163%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	51	89%	-4%
DISA	50	71	109	99	80	71	78	83	79	140	137	38%	-2%
DHA	-	-	2	15	4	8	14	12	13	244	209	1293%	-14%
DTRA	3	44	41	39	35	43	48	54	57	54	49	26%	-9%
DAU	1	3	-	6	7	7	14	12	3	6	5	-17%	-17%
OSD	2	2	1	1	-	-	-	-	-	-	-	-100%	
JCS	-	1	-	-	-	-	1	40	36	34	31		-9%
DeCA	2	3	-	-	1	-	-	-	14	11	20		82%
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	9	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	1	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6		100%
DoD HRA	-	1	-	3	-	-	-	-	-	1	1	-67%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	3	2	2	2	3	2	-	-	1	-	-	-100%	
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	1	3	3	3		0%
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	1	-	2	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	3	2	1	1	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
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	6,402	62.7%	10.8%



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

<i>Civ + Mil</i>	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
Auditing	4203	4132	4048	3986	4056	4009	4022	(181)	-4.3%
Business, Cost Estimating, Financial Management	7642	7714	7617	7465	7431	7436	7440	(202)	-2.6%
Contracting	29759	30231	30308	30197	30152	30138	30144	385	1.3%
Facilities Engineering	6683	6855	6878	6860	6861	6861	6861	178	2.7%
Property	367	411	405	403	403	403	403	36	9.8%
Information Technology	6012	6086	6012	5919	5915	5918	5918	(94)	-1.6%
Life Cycle Logistics	18288	18346	18156	17925	17882	17870	17869	(419)	-2.3%
Other	102	98	92	89	87	85	83	(19)	-18.6%
Production, Quality & Manufacturing	9101	9420	9450	9379	9364	9357	9349	248	2.7%
Program Management	16561	16950	16789	16575	16424	16386	16386	(175)	-1.1%
Purchasing	1510	1553	1543	1530	1526	1523	1520	10	0.7%
SPRDE - S&T Manager	3167	3298	3288	3286	3285	3285	3285	118	3.7%
Engineering	41321	41654	41477	41103	41026	41031	41031	(290)	-0.7%
Test and Evaluation	8698	8809	8771	8710	8713	8719	8719	21	0.2%
Grand Total	153414	155557	154834	153427	153125	153021	153030	(384)	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

INFO TECHNOLOGY Career Field Workforce	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
DAU	Civilian FTE	5	7	9	9	9	9	9	4	80.0%
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	243	243	243	243	243	243	243	-	0.0%
DISA	Civilian FTE	159	176	182	184	186	188	188	29	18.2%
DLA	Civilian FTE	0	0	6	6	6	6	6	6	#DIV/0!
DTRA	Civilian FTE	51	51	51	49	49	49	49	(2)	-3.9%
MDA	Civilian FTE	56	52	48	46	46	47	47	(9)	-16.1%
NAVY	Civilian FTE	2253	2,193	2,188	2,173	2,167	2,167	2,167	(86)	-3.8%
NDU	Civilian FTE	31	31	31	31	31	31	31	0	0.0%
USAF	Civilian FTE	918	994	984	971	971	971	971	53	5.8%
USMC	Civilian FTE	191	188	188	188	188	188	188	(3)	-1.6%
ARMY	Military ES	0	1	1	1	1	1	1	1	#DIV/0!
DISA	Military ES	4	4	4	4	4	4	4	0	0.0%
DTRA	Military ES	2	2	2	2	2	2	2	-	0.0%
MDA	Military ES	3	3	3	3	3	3	3	-	0.0%
NAVY	Military ES	24	24	23	23	23	23	23	-	-4.2%
USAF	Military ES	176	257	257	257	257	257	257	81	46.0%
USMC	Military ES	16	14	14	14	14	14	14	(2)	-12.5%
ALL CATEGORIES	Civilian FTE Total	5,787	5,781	5,708	5,615	5,611	5,614	5,614	(173)	-3.0%
ALL CATEGORIES	Military ES Total	225	305	304	304	304	304	304	79	35.1%
	IT TOTAL	6,012	6,086	6,012	5,919	5,915	5,918	5,918	(94)	-1.6%
	Civ Change		(6)	(73)	(93)	(4)	3	-		
	Mil Change		80	(1)	0	0	0	-		
	IT TOT Change		74	(74)	(93)	(4)	3	-		

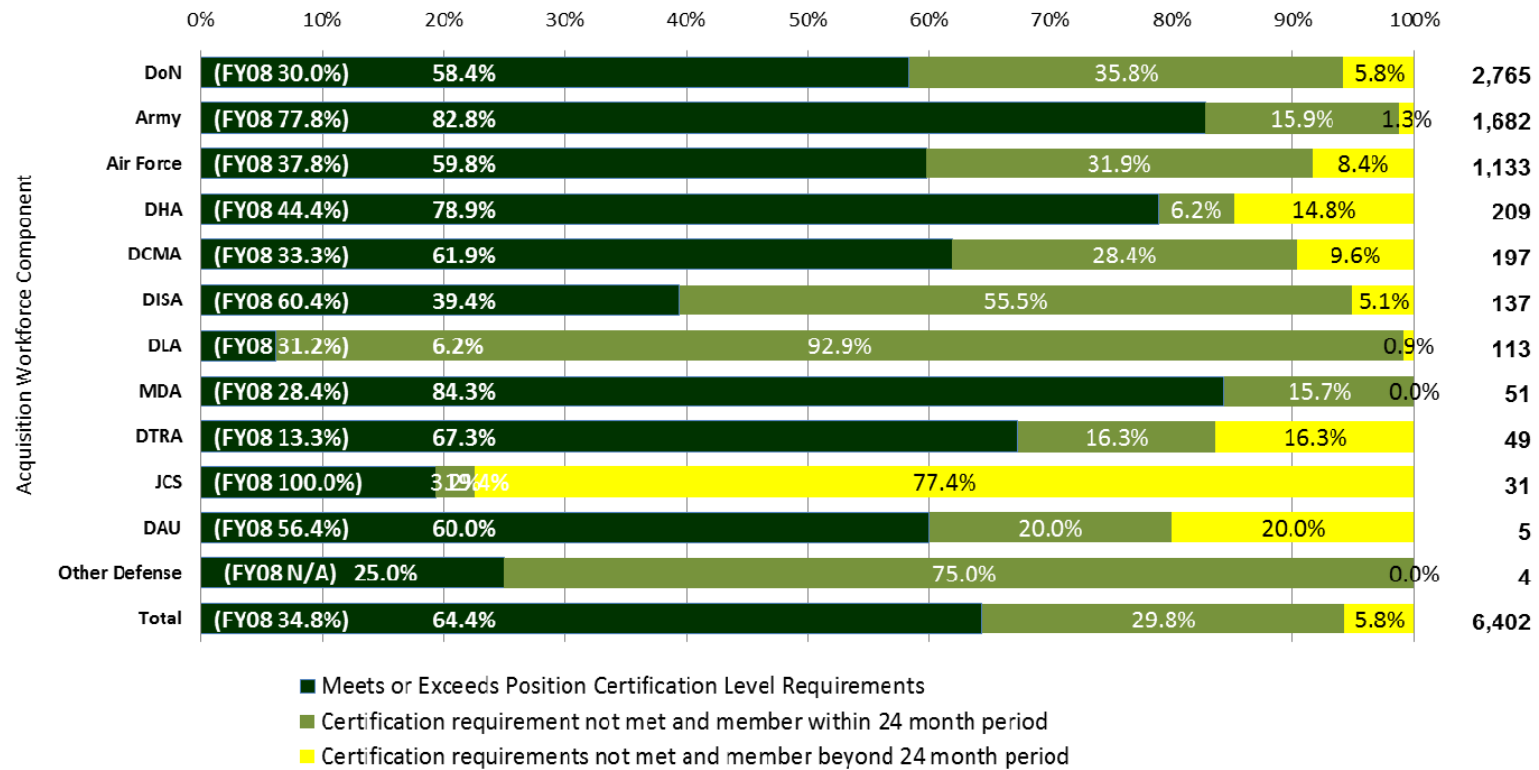
Data Source: OSD CAPE SNAP Database;



Information Technology DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component Information Technology (FY15)

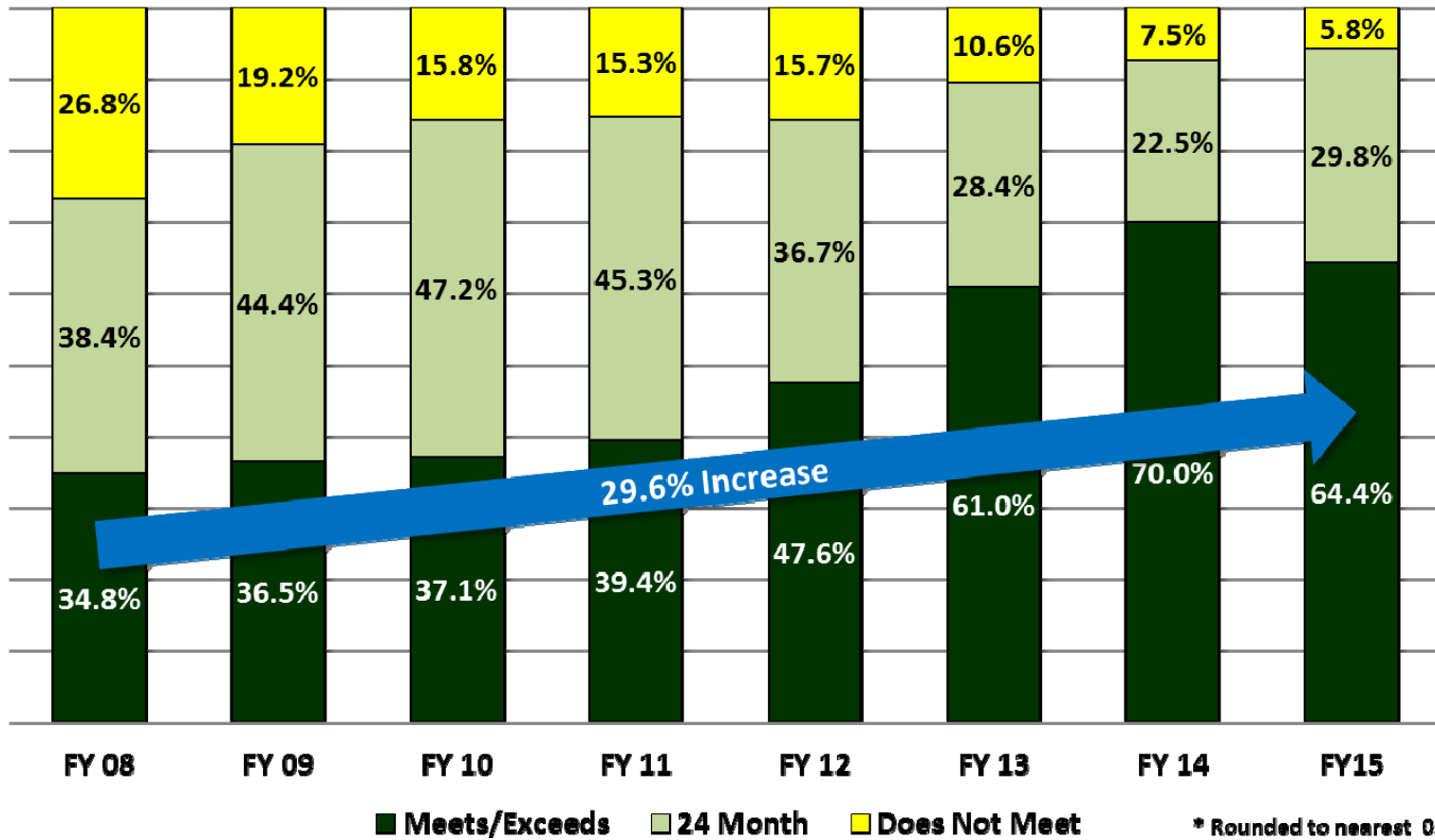




Information Technology Historical DAWIA Certification FY08 – FY15



Information Technology





Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology		Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	451	573	65	21	1,110	59.4%	
Level II	844	331	1,582	422	3,179	63.0%	
Level III	378	138	133	1,460	2,109	69.2%	
Unspecified	3	-	1	-	4		
FY15Q4 TOTAL	1,676	1,042	1,781	1,903	6,402	64.4%	
	26.2%	16.3%	27.8%	29.7%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,177	12.9%	
Army	5,172	14.1%	
DoN	6,900	12.0%	
Air Force	6,543	18.4%	
4th Estate	1,562	5.9%	
Information	508	7.9%	10 of 13

** Based on population total without unspecified positions

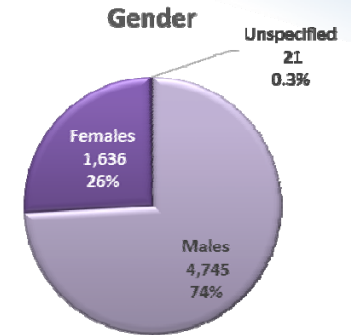
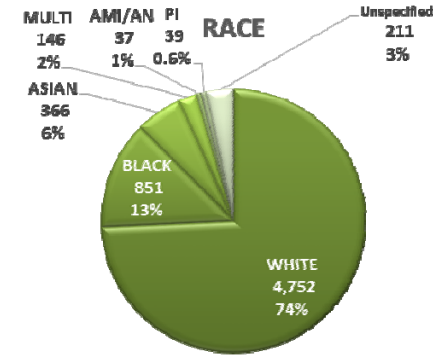
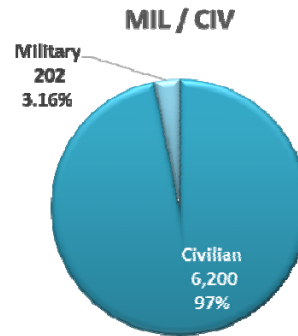
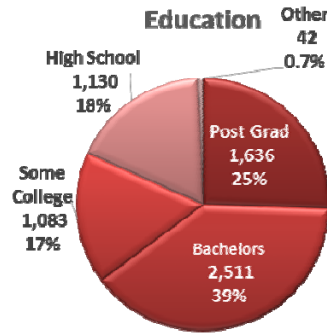
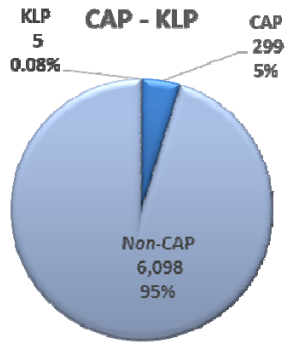
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	659	415	36	1,110	17.3%
Level II	2,004	965	210	3,179	49.7%
Level III	1,460	526	123	2,109	32.9%
Unspecified	-	3	1	4	0.1%
Information Technology TOTAL	4,123	1,909	370	6,402	
	64.4%	29.8%	5.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology Demographics



Occupied Position Type	IT TOTAL	Entire DAW
Key Leadership Positions (KLPs)	5	1,089
Critical Acquisition Positions (CAPs) *	299	15,728
Non-CAP Positions	6,098	139,496
TOTAL	6,402	156,313

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

Highest Level of Education	IT TOTAL	Entire DAW
Post Grad	1,636	61,177
Bachelors	2,511	69,485
Some College	1,083	11,992
High School	1,130	12,667
Other	42	992
TOTAL	6,402	156,313

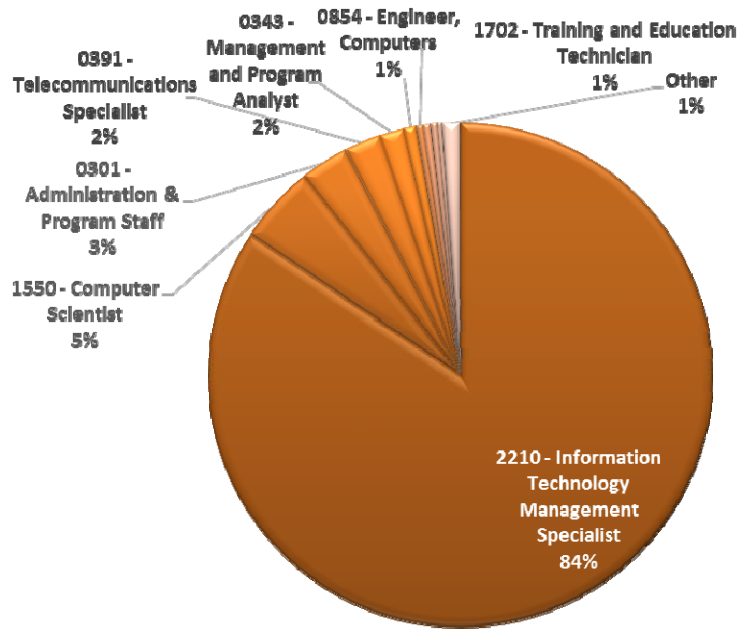
Military / Civilian	IT TOTAL	Entire DAW
Civilian	6,200	140,962
Military	202	15,351
TOTAL	6,402	156,313

Race	IT TOTAL	Entire DAW
WHITE	4,752	117,023
BLACK	851	18,589
ASIAN	366	10,128
MULTI	146	3,274
AMI/AN	37	850
PI	39	722
Unspecified	211	5,727
TOTAL	6,402	156,313

Gender	IT TOTAL	Entire DAW
Males	4,745	110,309
Females	1,636	45,555
Unspecified	21	448
TOTAL	6,402	156,312



Information Technology Size by Occupational Series



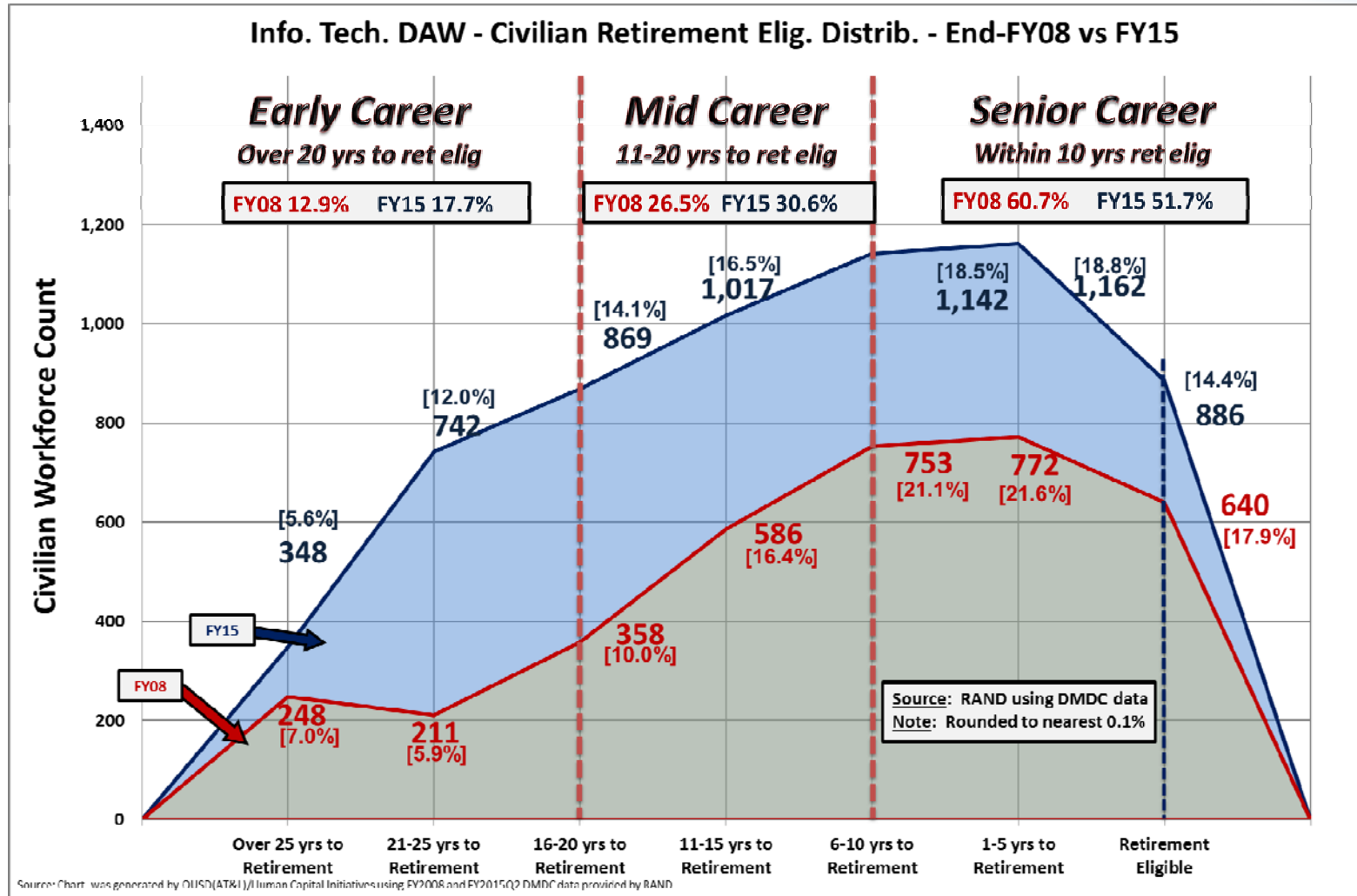
Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	5,231	84.4%
1550 - Computer Scientist	310	5.0%
0301 - Administration & Program Staff	193	3.1%
0391 - Telecommunications Specialist	146	2.35%
0343 - Management and Program Analyst	98	1.58%
0854 - Engineer, Computers	51	0.82%
1702 - Training and Education Technician	27	0.44%
0855 - Engineer, Electronics	31	0.50%
0856 - Engineering Technician, Electronics	26	0.42%
1101 - Business and Industry Specialist	19	0.31%
Other	68	1.10%
TOTAL CIVILIAN	6,200	Civilians



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



Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY15



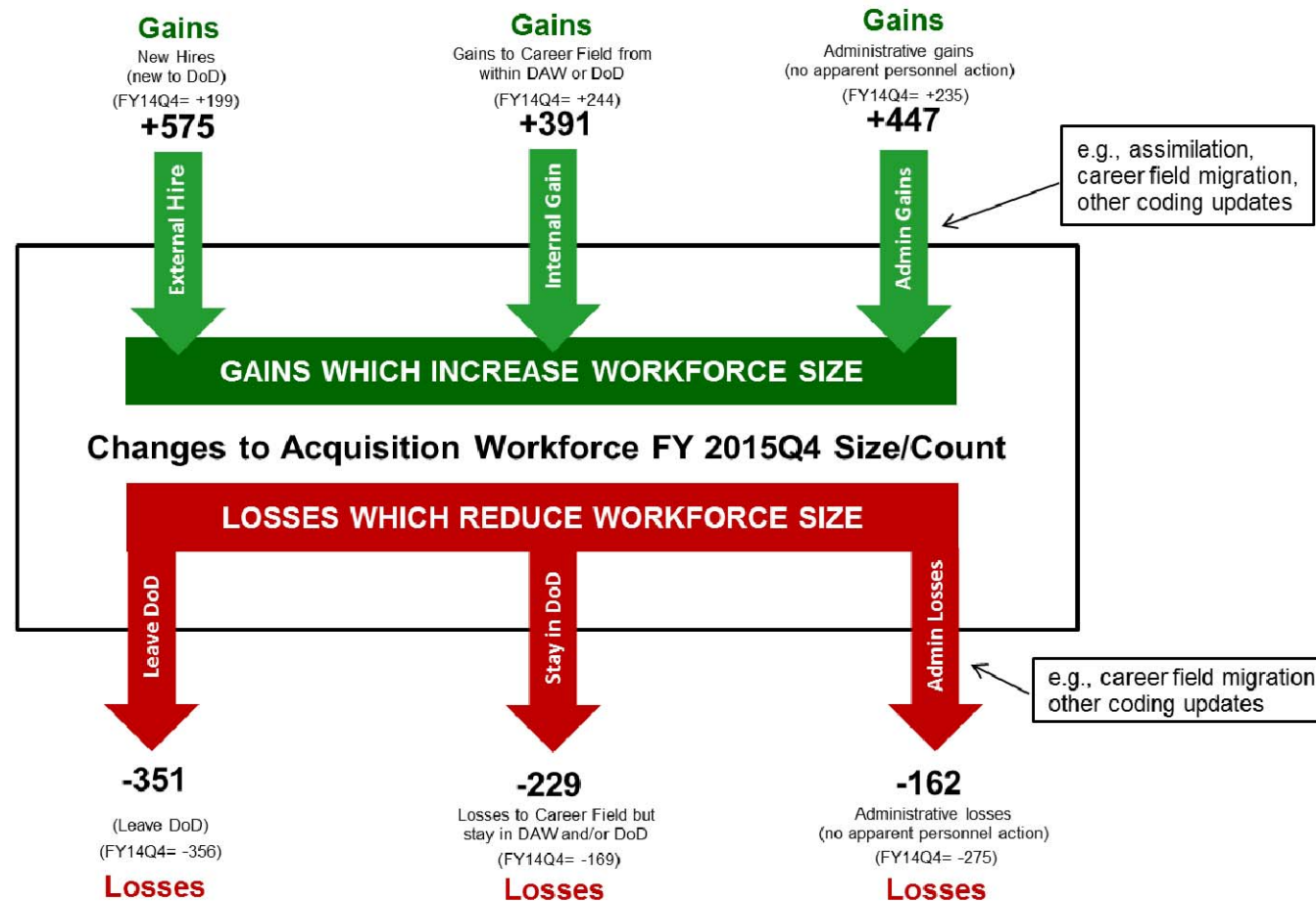
* As of FY15 (30 Sept 2015)



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

Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Information Technology

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



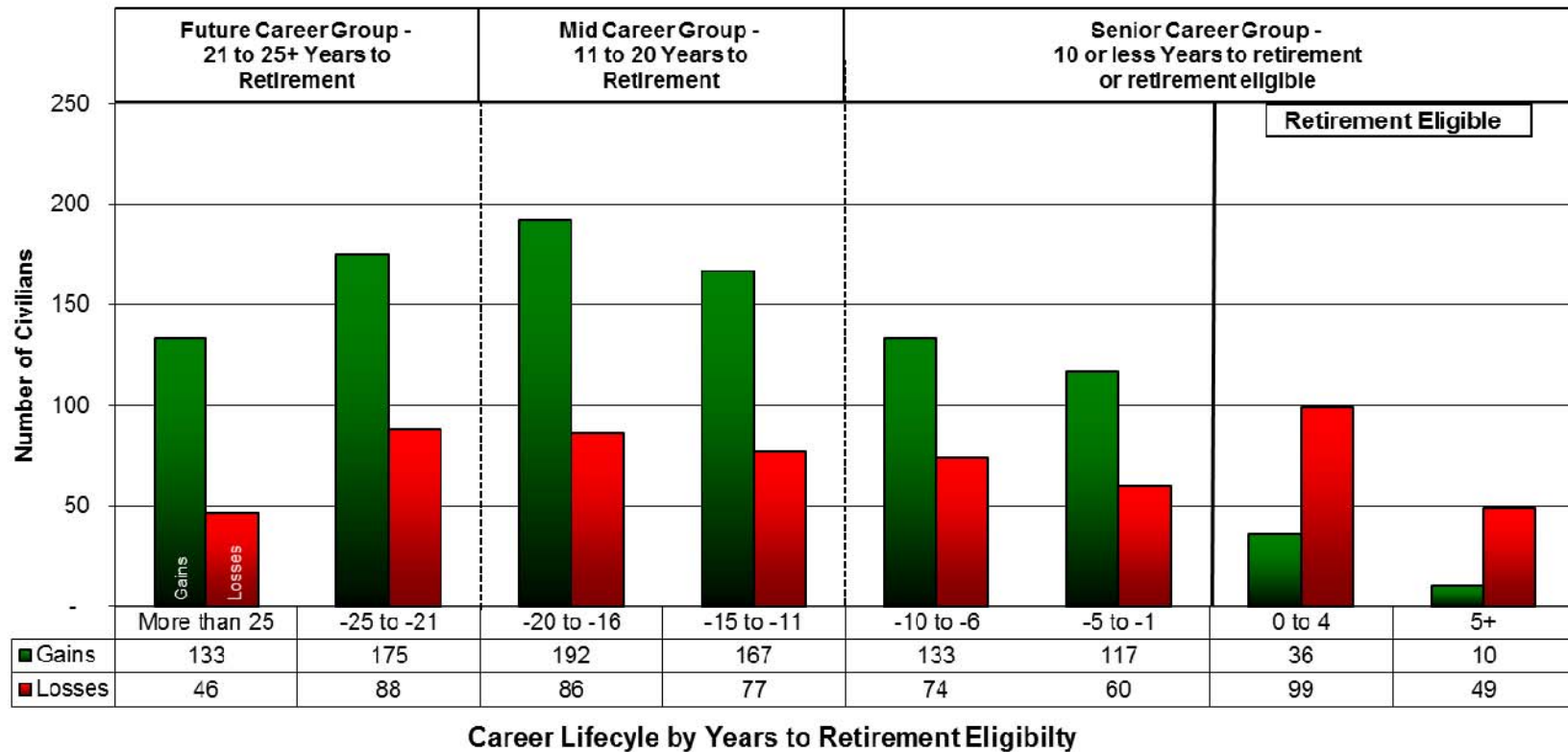
* As of FY15Q2 (31 March 2015)



Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - IT Workforce Lifecycle FY 2015Q4 Gains & Losses*

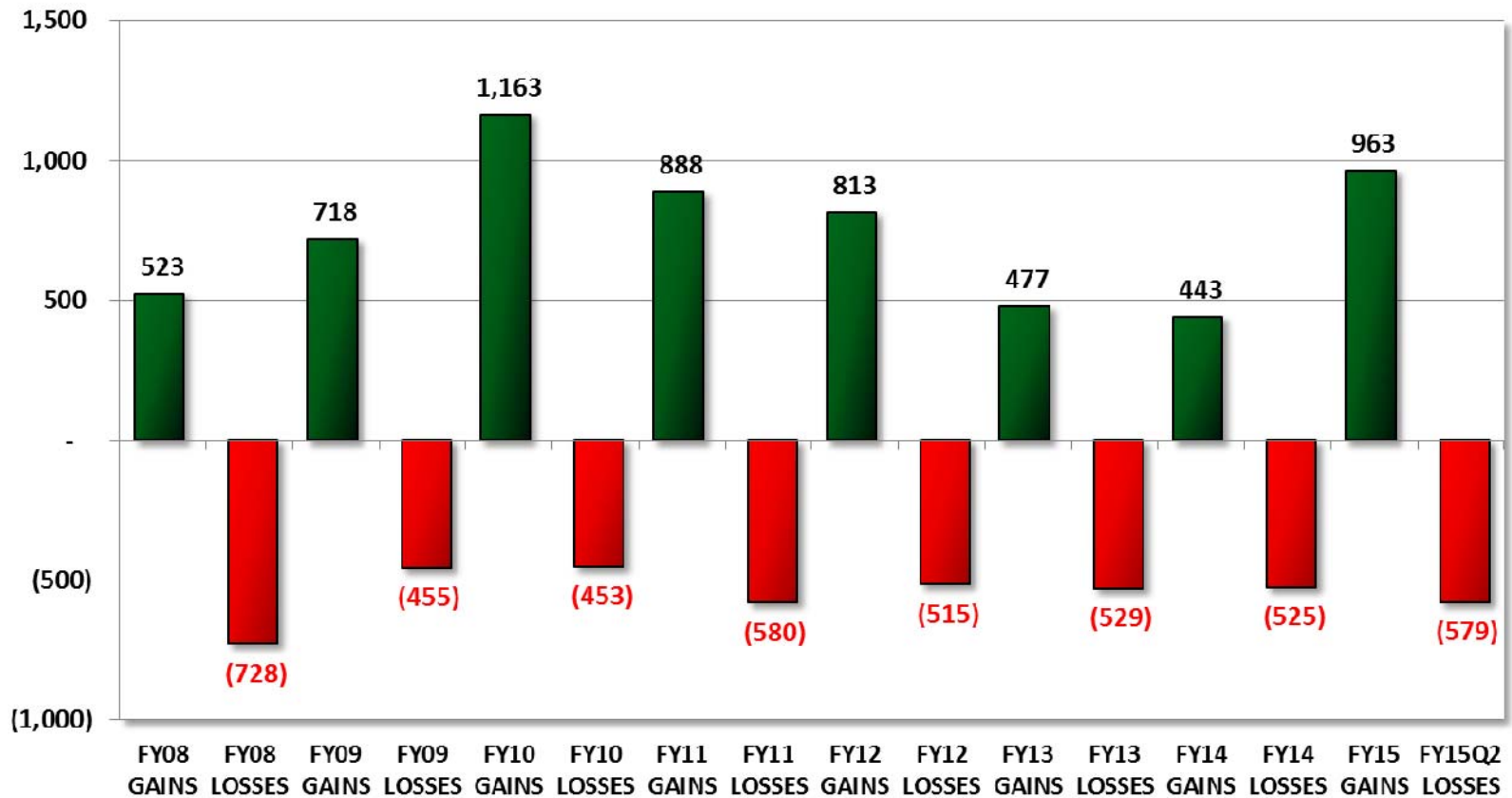


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)
*Does not include administrative gains and losses

* As of FY15 (30 Sept 2015)



Information Technology Historical Gains and Losses FY08 – FY15



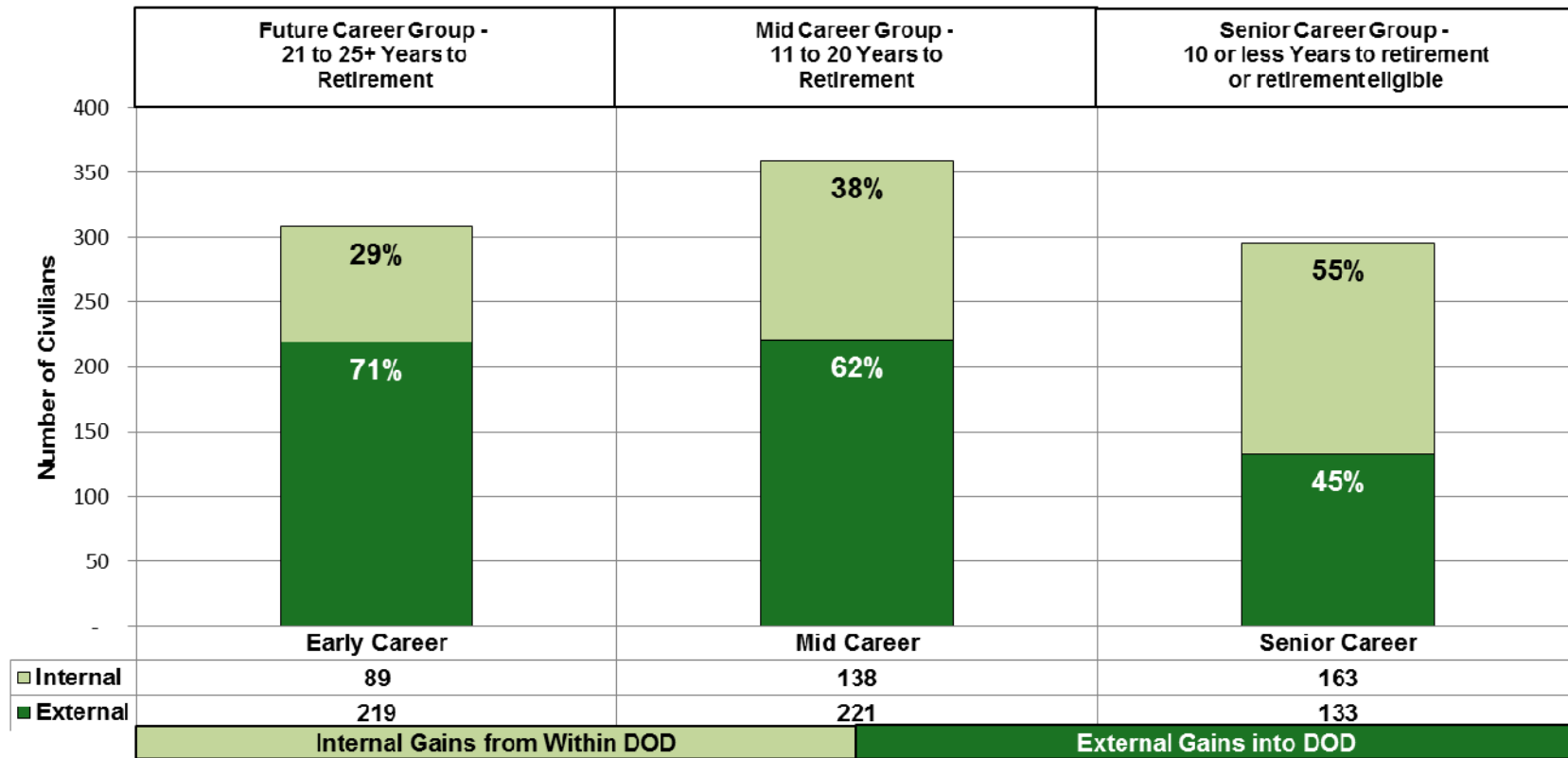
* As of FY15 (30 Sept 2015)



Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - IT Workforce Lifecycle FY 2015Q4 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)
*Does not include administrative gains

* As of FY15 (30 Sept 2015)

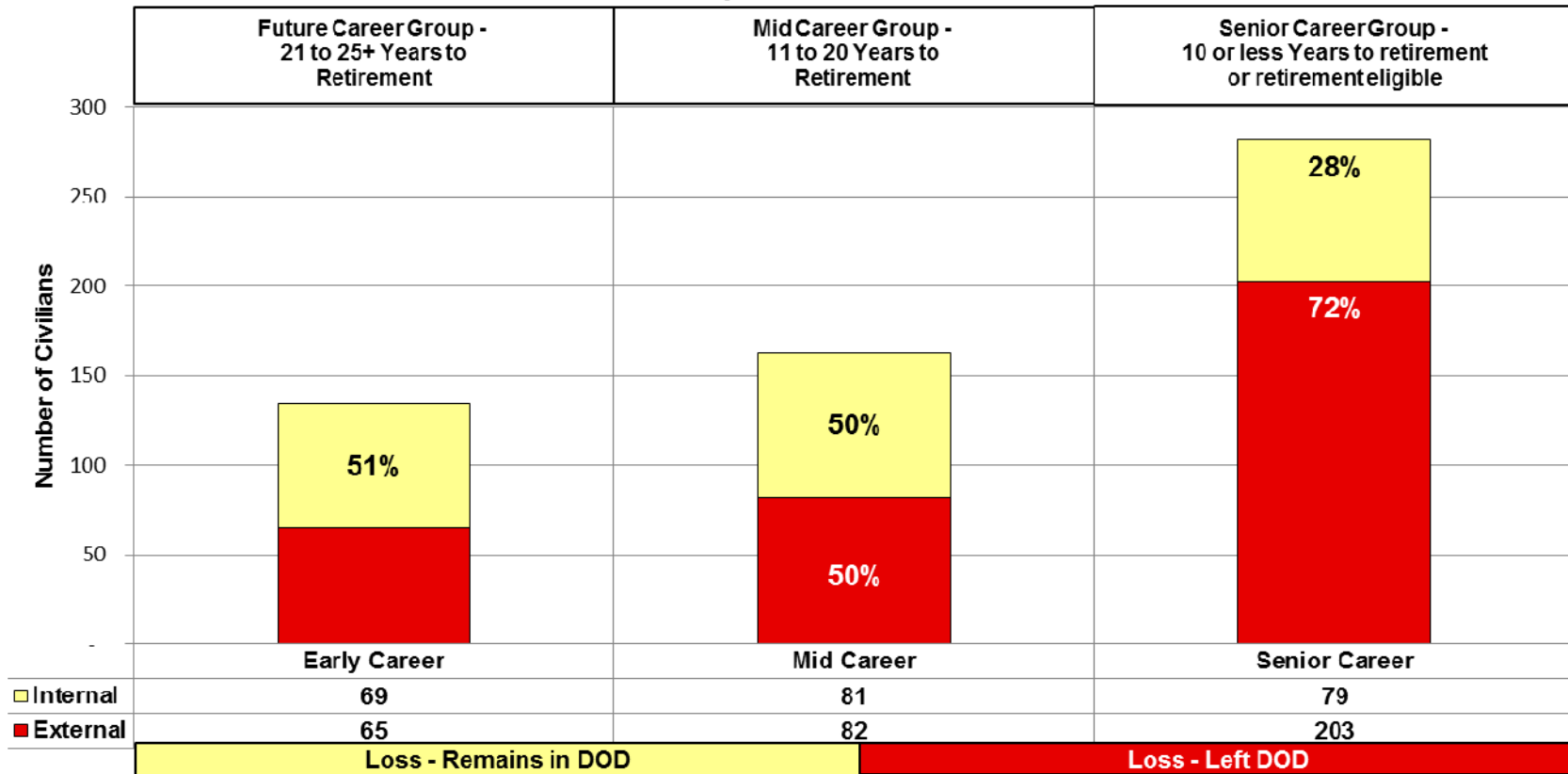


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY 2015Q4 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative losses

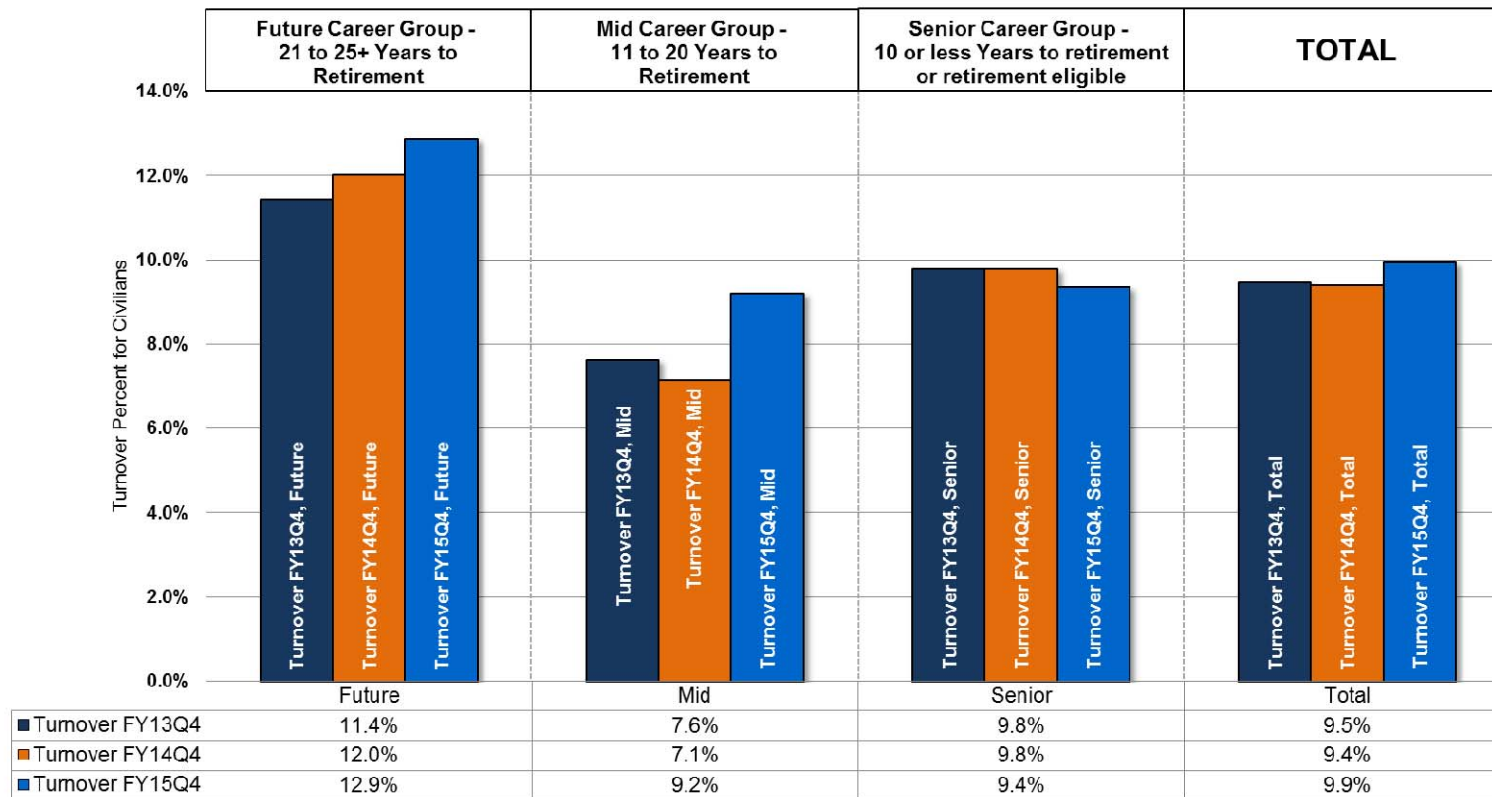
* As of FY15 (30 Sept 2015)



Information Technology Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - IT (Civilian) (FY13Q4, FY14Q4, FY15Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

* As of FY15 (30 Sept 2015)

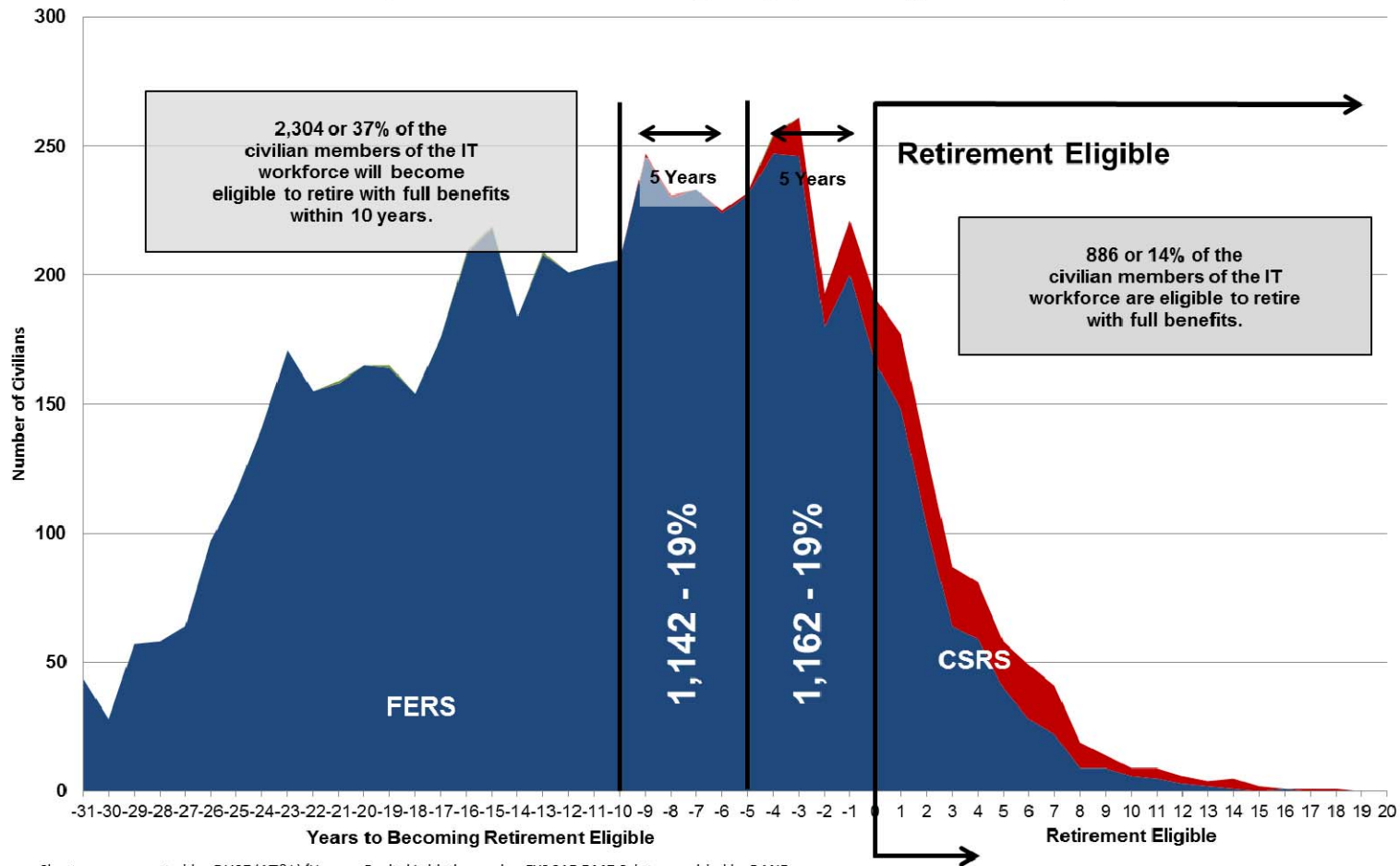


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - IT

Distribution by Years to Retirement Eligibility (Civilians)(FY 2015Q4)



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

* As of FY15 (30 Sept 2015)



END