Defense Acquisition Workforce Key Information

Information Technology

As of FY16Q2 (31 March 2016)

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)**

Slide Index

Human Capital Fact Sheet

Defense Acquisition Workforce Information Technology	FY 2008				FY2016Q2			
	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	6,455	221	6,676	158,212
Change in size from 2008	-	-	-	-	80%	-38%	70%	26%
Civilian/Military Composition	91%	9%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	64%	77%	65%	82%
Graduate Degree	18%	43%	20%	29%	25%	39%	25%	39%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	75%	25%	73%	85%
Level II or Higher Achieved	40%	9%	37%	61%	57%	6%	55%	74%
Level III Achieved	20%	4%	19%	36%	29%	2%	28%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	63%	13%	61%	75%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	31%	80%	33%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	8%	5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	45%	2%	43%	39%
Average Age	48.7	37.2	47.7	45.7	47.3	33.8	46.9	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	16/31/53(%)	-	-	28/29/43(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.7	12.6	13.6	15.0
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,047(16%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,223(19%)	-	-	25,977(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,201/696	-	-	15,983/10,440

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q2 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 FY2016Q2 DMDC data.

Highlights

Defense Acquisition Workforce Size Highlights

- The current Information Technology Defense Acquisition Workforce count is 6,676, up from 3,934 in FY08, a total increase of 2,742
- The Information Technology Defense Acquisition Workforce count was at its highest point (6,676) in FY16Q2, 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 2,037 (226%), 254 (27%), and 177 (1180%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and DSCA with decreases of 98 (-6%), 1 (-33%), and 1 (-50%) respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Information Technology Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 61.5%; up from 38.4% in FY08
- The current Information Technology Meets/Exceeds certification rate is up 26.7% from FY08
- The current Information Technology Defense Acquisition Workforce DAWIA 24 month grace period rate is 33%; 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 53.4% (3,437) (10 years or less to retirement eligibility or retirement eligible)
- 16.3% (1047) are currently eligible to retire, down from 17.9% in FY08
- Mid Career Group 30.6% (1,967) (11 to 20 years to retirement), up from 26.4% in FY08
- Future Career Group 16% (1,033) (21 to 25+ years to retirement), up from 12.9% in FY08

Information Technology
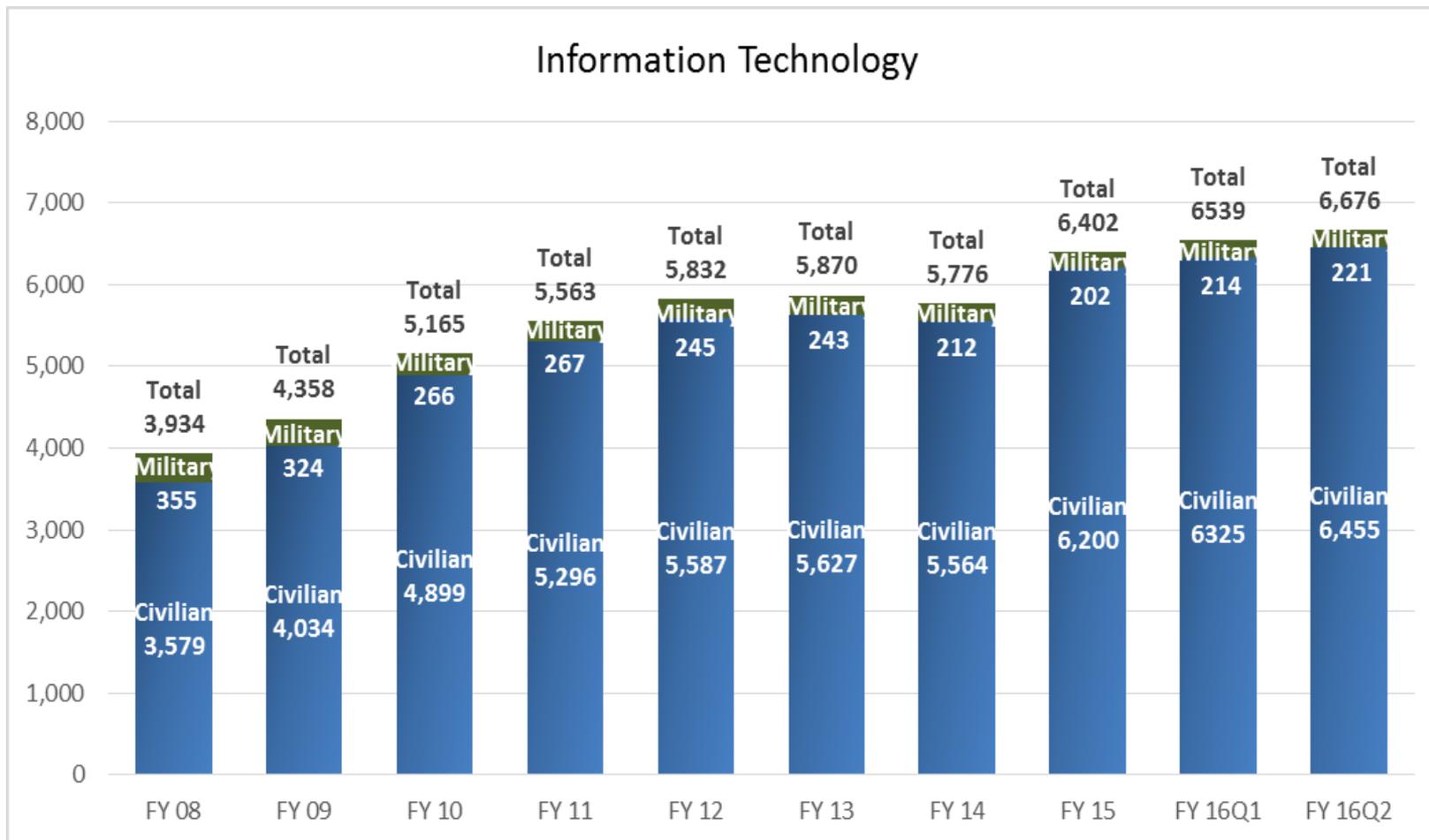
AWF by Component and Career Field

DoD
158,212
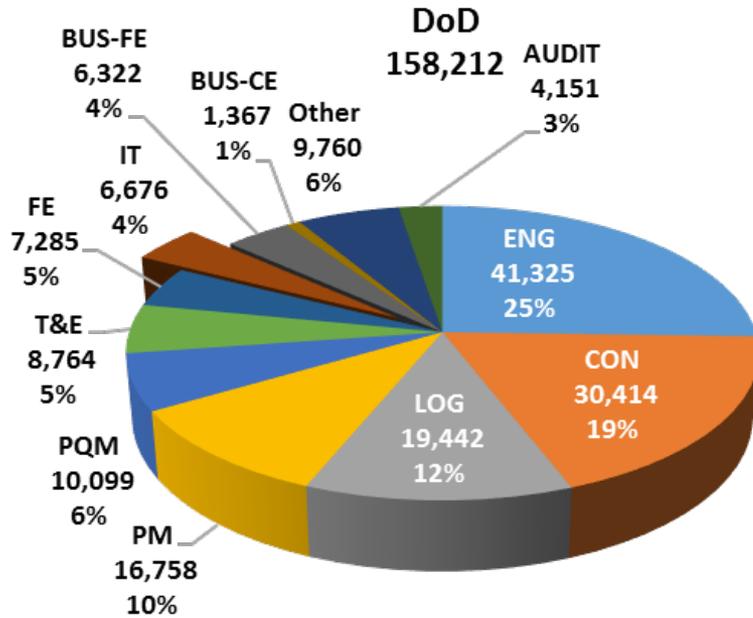
AWF Count by Career Category FY16Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,151	4,151	2.6%
Business - CE	245	572	467	83	1,367	0.9%
Business - FM	1,705	2,053	1,965	599	6,322	4.0%
Contracting	7,955	6,250	8,407	7,802	30,414	19.2%
Engineering	9,063	21,243	8,949	2,070	41,325	26.1%
Facilities Engineering	1,498	5,440	270	77	7,285	4.6%
Information Technology	1,666	2,940	1,204	866	6,676	4.2%
Life Cycle Logistics	7,149	6,296	3,087	2,910	19,442	12.3%
Production, Quality and Man	1,376	2,931	391	5,401	10,099	6.4%
Program Management	3,215	6,381	5,492	1,670	16,758	10.6%
Property	48	65	14	266	393	0.2%
Purchasing	293	484	73	571	1,421	0.9%
S&T Manager	435	510	2,681	128	3,754	2.4%
Test and Evaluation	1,905	3,409	3,071	379	8,764	5.5%
Unknown/Other	9	1	5	26	41	*0.03%*
FY16Q2 Totals (*as of 3-31-2016*)	36,562	58,575	36,076	26,999	158,212	
Component %	23.1%	37.0%	22.8%	17.1%		

Information Technology Workforce Historical Size by Agency FY05 – FY16Q2

Information Technology (Defense Acq Workforce)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
ARMY	2,999	2,735	2,432	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,682	1,666	-6%	-1%
DoN	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,765	2,940	226%	6%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,133	1,204	27%	6%
DCMA	85	85	53	111	124	158	147	156	186	197	197	200	80%	2%
DLA	3	6	6	9	7	4	2	13	16	43	113	138	1433%	22%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	51	54	100%	6%
DISA	50	71	109	99	80	71	78	83	79	140	137	155	57%	13%
DHA	-	-	2	15	4	8	14	12	13	244	209	192	1180%	-8%
DTRA	3	44	41	39	35	43	48	54	57	54	49	51	31%	4%
DAU	1	3	-	6	7	7	14	12	3	6	5	6	0%	20%
National Reconnaissance Office	-	-	-	-	-	-	-	-	-	-	-	6		
OSD	2	2	1	1	-	-	-	-	-	-	-	-	-100%	
JCS	-	1	-	-	-	-	1	40	36	34	31	29		-6%
DeCA	2	3	-	-	1	-	-	-	14	11	20	22		10%
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	1	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6	6		0%
DoD HRA	-	1	-	3	-	-	-	-	-	1	1	2	-33%	100%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	3	2	2	2	3	2	-	-	1	-	-	1	-50%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	1	3	3	3	3		0%
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	1	-	2	-	-	-	-	-		
Uniformed Services University of T...	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Age...	-	-	-	-	-	-	-	-	-	-	-	1		
ASD	-	-	-	-	3	2	1	1	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	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	6,676	↑ 69.7%	↑ 4.3%

Certification Level "Meet/Exceed" Rates by Component
Information Technology (FY16Q2)

Acquisition Workforce Component	Meets or Exceeds	Within 24 month	Beyond 24 month	Total
DoN	(FY08 31.2%) 56.3%	38.3%	5.4%	2,940
Army	(FY08 37.8%) 80.3%	18.4%	1.3%	1,666
Air Force	(FY08 28.4%) 54.5%	38.8%	6.7%	1,204
DCMA	(FY08 60.4%) 71.0%	23.0%	6.0%	200
DHA	(FY08 13.3%) 79.7%	5.7%	14.6%	192
DISA	(FY08 33.3%) 31.0%	51.6%	17.4%	155
DLA	(FY08 0.0%) 7.2%	92.0%	0.7%	138
MDA	(FY08 0.0%) 75.9%	24.1%	0.0%	54
DTRA	(FY08 56.4%) 68.6%	7.8%	23.5%	51
JCS	(FY08 0.0%) 20.7% 3.4%	75.9%		29
Other Defense	(FY08 30.0%) 46.2%	38.5%	0.0%	13
DAU	(FY08 100.0%) 83.3%	16.7%	0.0%	6
Total	(FY08 34.8%) 61.5%	33.0%	5.5%	6,676

■ Meets or Exceeds Position Certification Level Requirements
■ Certification requirement not met and member within 24 month period
■ Certification requirements not met and member beyond 24 month period

Information Technology

	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13	FY 14	FY15	FY16 Q2
Does Not Meet	26.8%	19.2%	15.8%	15.3%	15.7%	10.6%	7.5%	5.8%	5.5%
24 Month	38.4%	44.4%	47.2%	45.3%	36.7%	28.4%	22.5%	29.8%	33.0%
Meets/Exceeds	34.8%	36.5%	37.1%	39.4%	47.6%	61.0%	70.0%	64.4%	61.5%

26.7% Increase

■ Meets/Exceeds ☐ 24 Month ☐ Does Not Meet   * Rounded to nearest 0.1%

Information Technology DAWIA Certification Matrix + Bench Strength

Information Technology	Achieved Certification Level					
Required Certification Level	**No Level Achieved**	**Level I**	**Level II**	**Level III**	**FY16Q2 TOTAL**	**% Meets Certification Requirement**
Level I	526	591	69	20	1,206	*56.4%*
Level II	893	428	1,568	421	3,310	*60.1%*
Level III	366	176	178	1,436	2,156	*66.6%*
Unspecified	3	-	1	-	4	
FY16Q2 TOTAL	1,788	1,195	1,816	1,877	6,676	*61.5%*
	26.8%	*17.9%*	*27.2%*	*28.1%*		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	**# Exceeds**	**% Exceeds****	**Career Field Rank**
DAW	20,288	*12.8%*	
Army	5,130	*14.0%*	
DoN	6,881	*11.8%*	
Air Force	6,577	*18.3%*	
4th Estate	1,700	*6.3%*	
Information	510	*7.6%*	*10 of 13*

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	680	495	31	1,206	*18.1%*
Level II	1,989	1,105	216	3,310	*49.6%*
Level III	1,436	602	118	2,156	*32.3%*
Unspecified	-	2	2	4	*0.1%*
Information Technology TOTAL	4,105	2,204	367	6,676	
	61.5%	*33.0%*	*5.5%*		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

Information Technology Demographics

CAP - KLP / Education / MIL / CIV / RACE / Gender pie charts
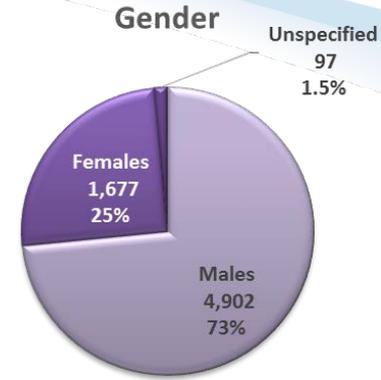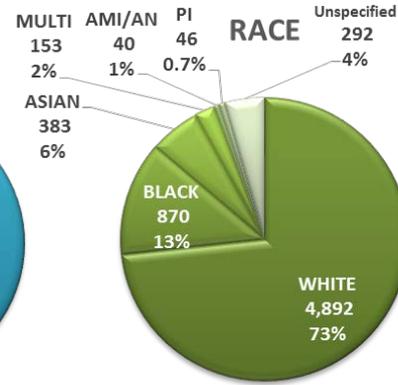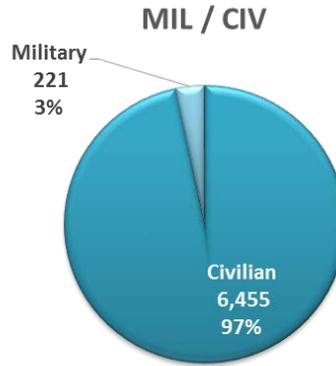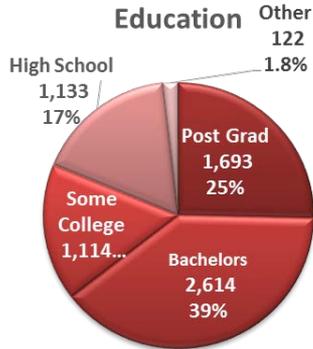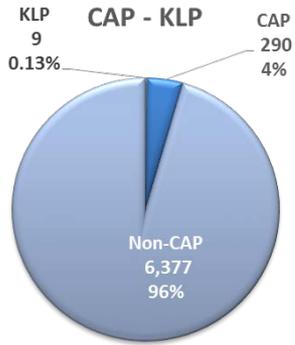
Occupied Position Type	IT TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	9	0.1%	1,128	0.7%
Critical Acquisition Positions (CAPs) *	290	4.3%	15,701	9.9%
Non-CAP Positions	6,377	95.5%	141,383	89.4%
TOTAL	6,676		158,212	

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

Highest Level of Education	IT TOTAL		Entire DAW	
Post Grad	1,693	25.4%	61,428	38.8%
Bachelors	2,614	39.2%	69,007	43.6%
Some College	1,114	16.7%	11,791	7.5%
High School	1,133	17.0%	12,464	7.9%
Other	122	1.8%	3,522	2.2%
TOTAL	6,676		158,212	

Military / Civilian	IT TOTAL		Entire DAW	
Civilian	6,455	96.7%	142,728	90.2%
Military	221	3.3%	15,484	9.8%
TOTAL	6,676		158,212	

Race	IT TOTAL		Entire DAW	
WHITE	4,892	73.3%	116,320	73.5%
BLACK	870	13.0%	18,633	11.8%
ASIAN	383	5.7%	10,154	6.4%
MULTI	153	2.3%	3,381	2.1%
AMI/AN	40	0.6%	844	0.5%
PI	46	0.7%	748	0.5%
Unspecified	292	4.4%	8,132	5.1%
TOTAL	6,676		158,212	

Gender	IT TOTAL		Entire DAW	
Males	4,902	73.4%	110,062	69.6%
Females	1,677	25.1%	45,274	28.6%
Unspecified	97	1.5%	2,876	1.8%
TOTAL	6,676		158,212	

Information Technology Size by Occupational Series
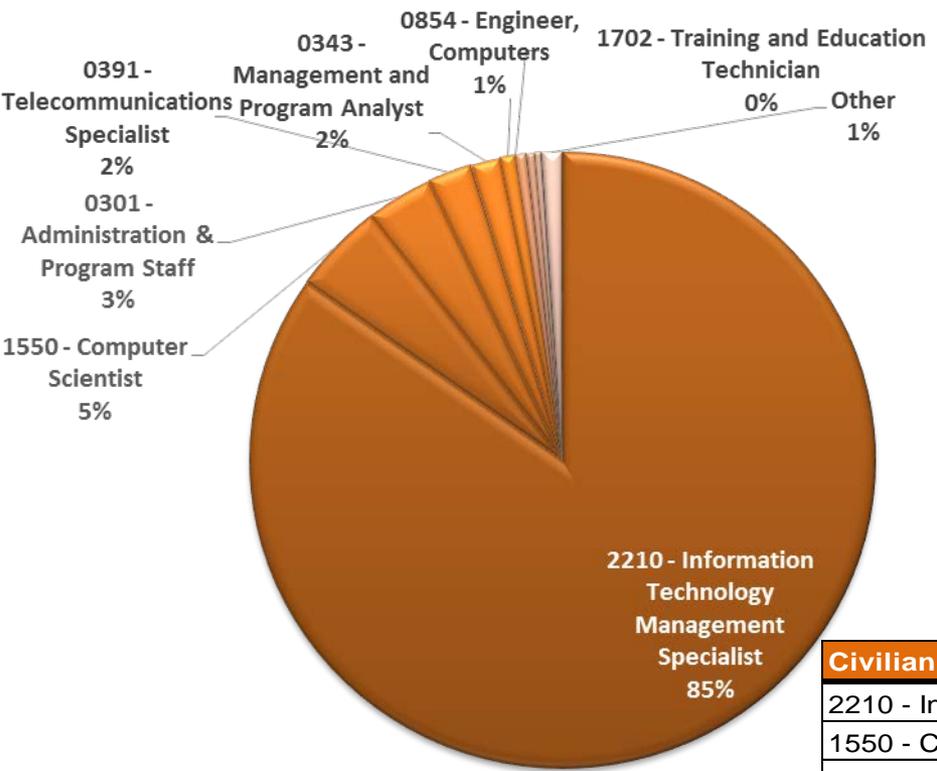
Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	5,473	84.8%
1550 - Computer Scientist	308	4.8%
0301 - Administration & Program Staff	224	3.5%
0391 - Telecommunications Specialist	146	2.26%
0343 - Management and Program Analyst	98	1.52%
0854 - Engineer, Computers	53	0.82%
1702 - Training and Education Technician	-	0.00%
0855 - Engineer, Electronics	37	0.57%
0856 - Engineering Technician, Electronics	27	0.42%
1101 - Business and Industry Specialist	22	0.34%
Other	67	1.04%
TOTAL CIVILIAN	6,455	Civilians

Information Technology Age Demographics
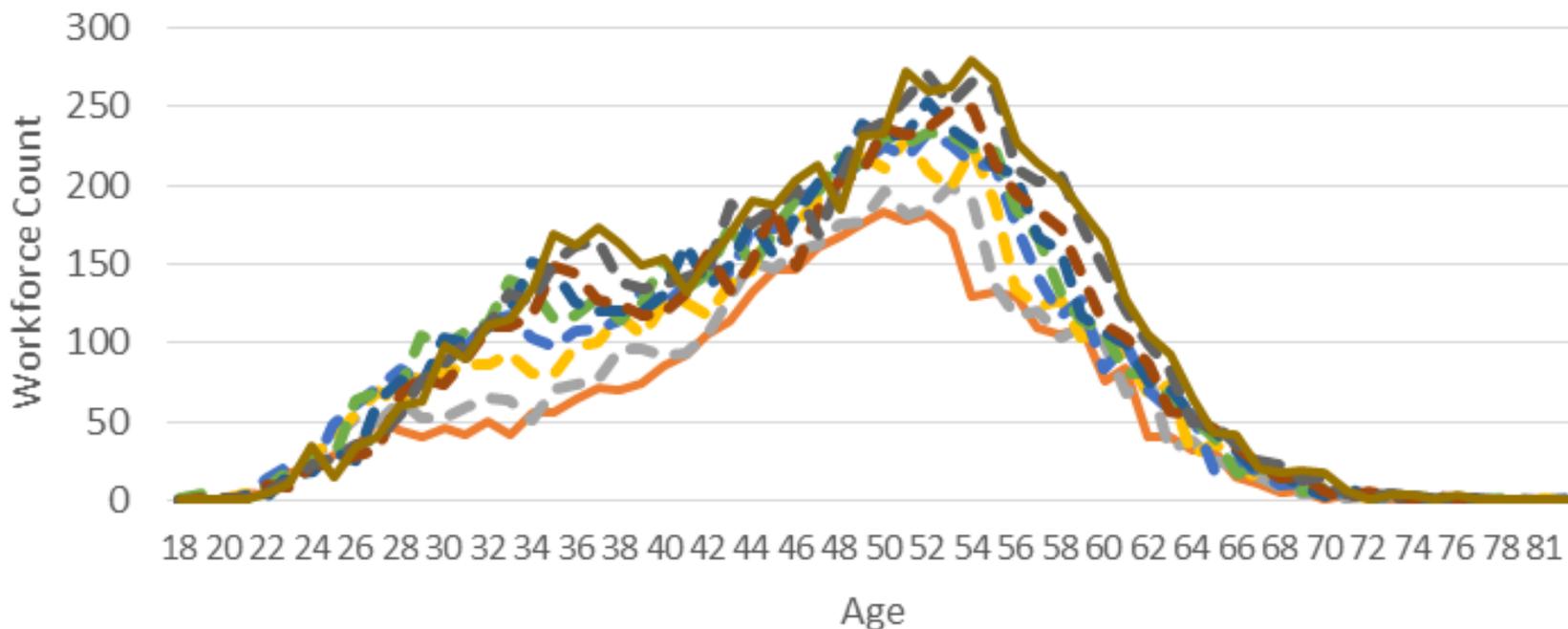
RAND NDRI Forces and Resources Policy Center Data
# Retirement / Loss Slides

Info. Tech. DAW - Civilian Retirement Elig. Distrib. - End-FY08 vs FY16Q2
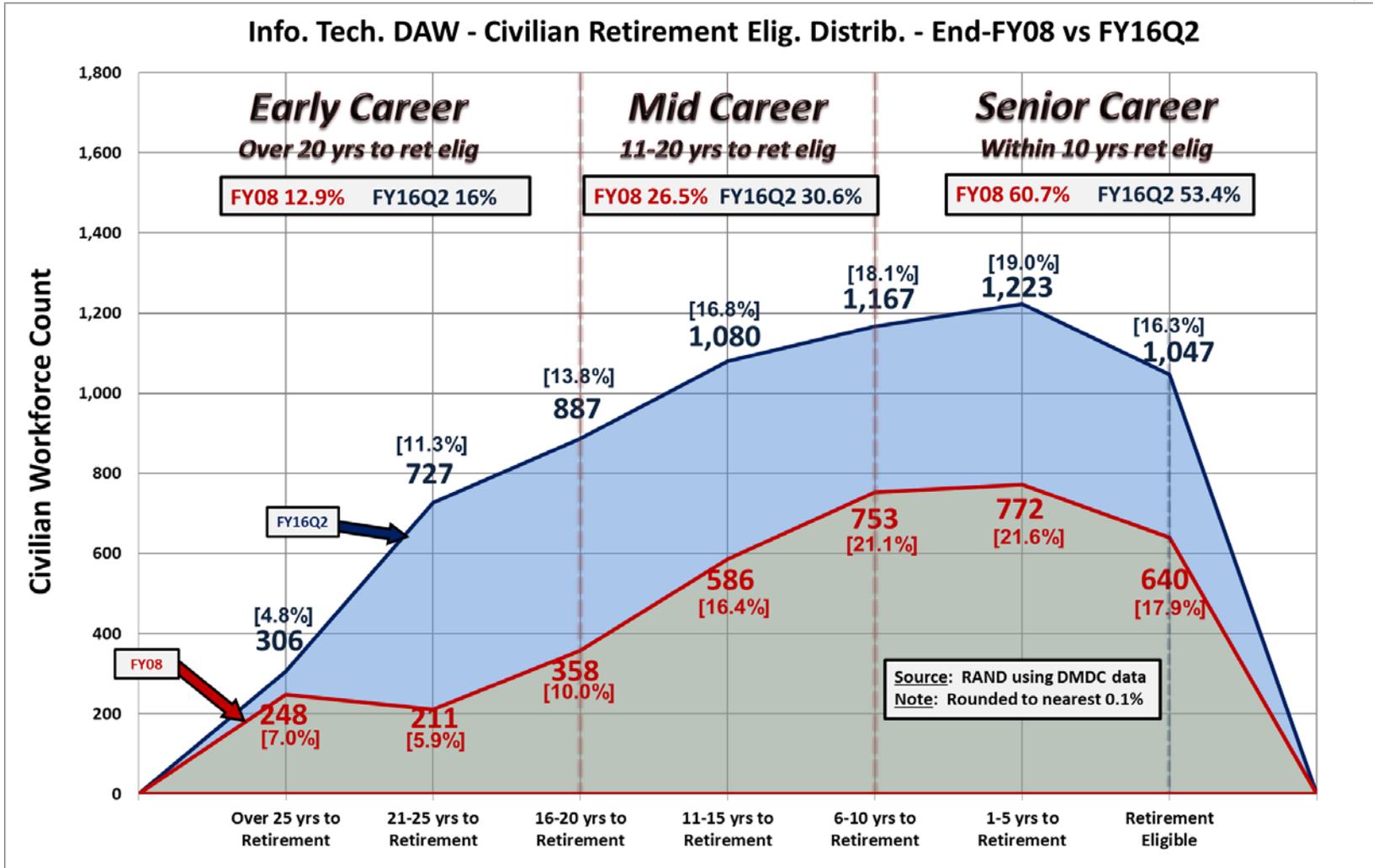
As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q2) - Information Technology

Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less years to retirement or retirement eligible		
1,033 (16.0%)		1,967 (30.6%)		3,437 (53.4%)		

Workforce Count (Civilian)

	More than 25 YRE	25 to 21	20 to 16	15 to 11	10 to 6	5 to 1	Eligible to Retire
%	4.8%	11.3%	13.8%	16.8%	18.1%	19.0%	16.3%
Count	306	727	887	1,080	1,167	1,223	1,047
2008	7.0%	5.9%	10.0%	16.4%	21.1%	21.6%	17.9%
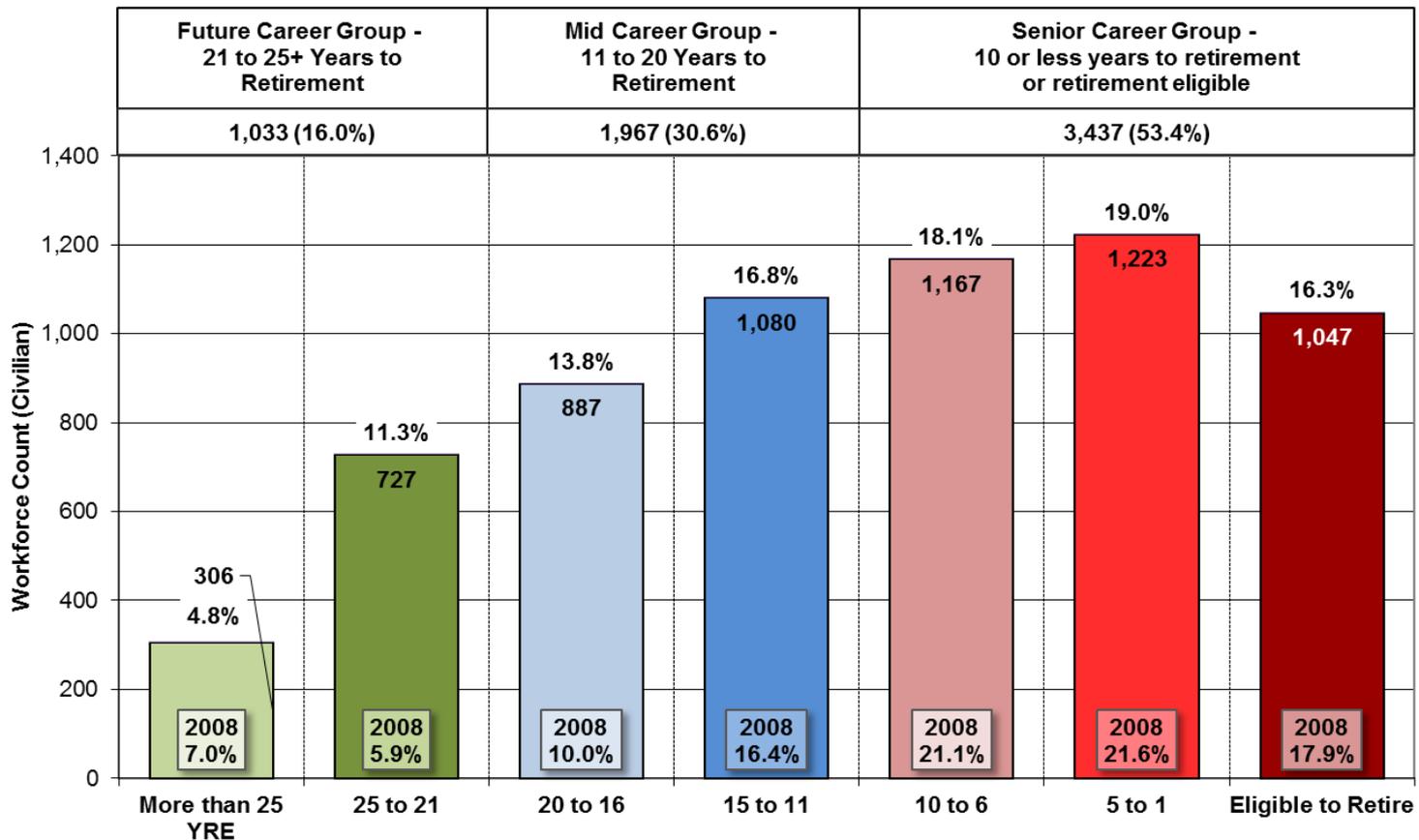
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce (Civilian) (FY2016Q2) - Information Technology

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

Gains
New Hires
(new to DoD)
(FY15Q2= +370)
+521

Gains
Gains to Career Field from within DoD
(FY15Q2= +332)
+369

Gains
Administrative gains
(no apparent personnel action)
(FY15Q2= +473)
+311

e.g., assimilation, career field migration, other coding updates

External Hire

Internal Gain

Admin Gains

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY2016Q2 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD

Stay in DoD

Admin Losses

e.g., career field migration, other coding updates

-305
(Leave DoD)
(FY15Q2= -342)
Losses

-249
Losses to Career Field but stay in DoD
(FY15Q2= -199)
Losses

-142
Administrative losses
(no apparent personnel action)
(FY15Q2= -210)
Losses

* As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecycle FY2016Q2 Gains & Losses*
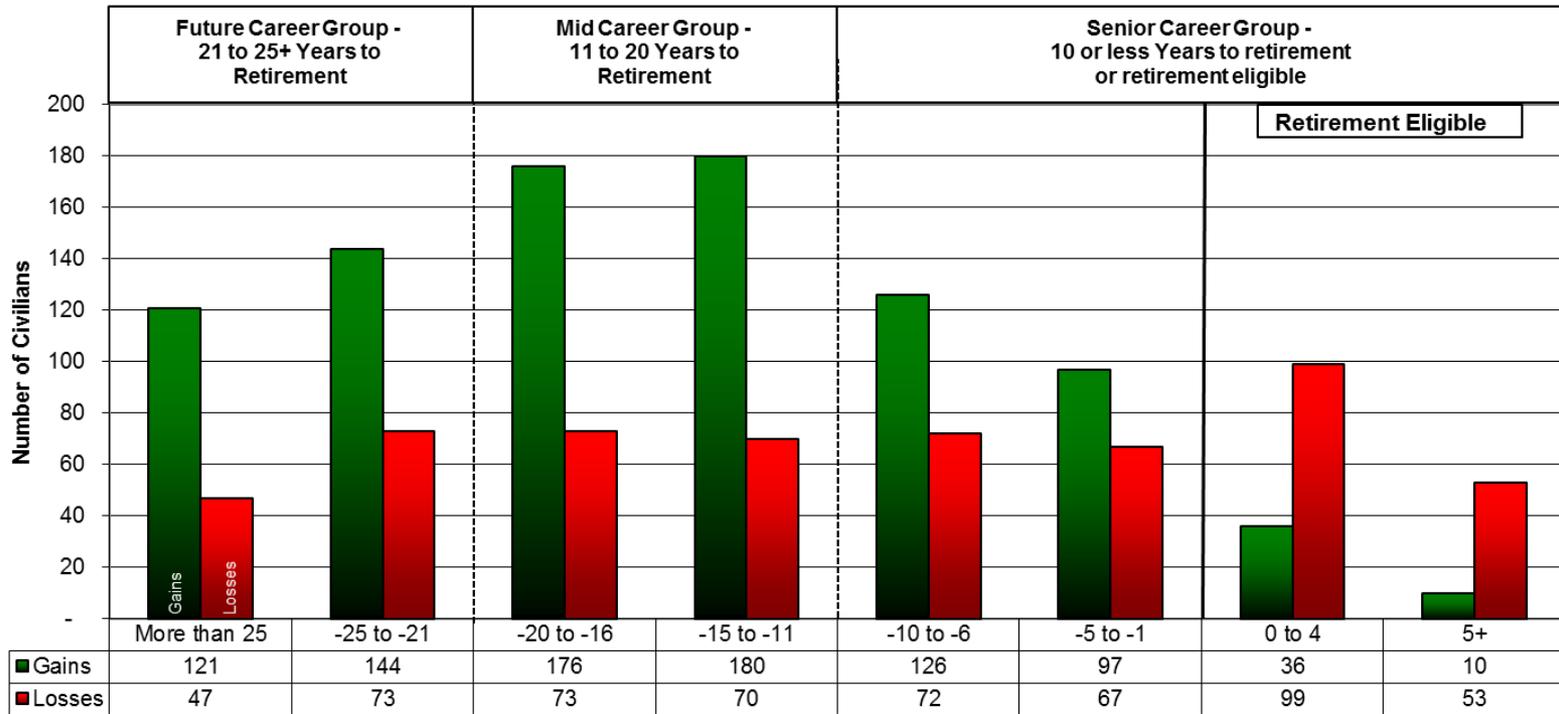
|	Future Career Group - 21 to 25+ Years to Retirement		Mid Career Group - 11 to 20 Years to Retirement		Senior Career Group - 10 or less Years to retirement or retirement eligible		Retirement Eligible	
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	121	144	176	180	126	97	36	10
Losses	47	73	73	70	72	67	99	53

Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)
*Does not include administrative gains and losses

As of FY16Q2 (31 Mar 2016)

*Does not include Administrative gains and losses

* As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecycle FY2016Q2 Gains*

Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible

	Early Career	Mid Career	Senior Career
Internal	85	144	140
External	180	212	129

Internal Gains from Within DOD — External Gains into DOD
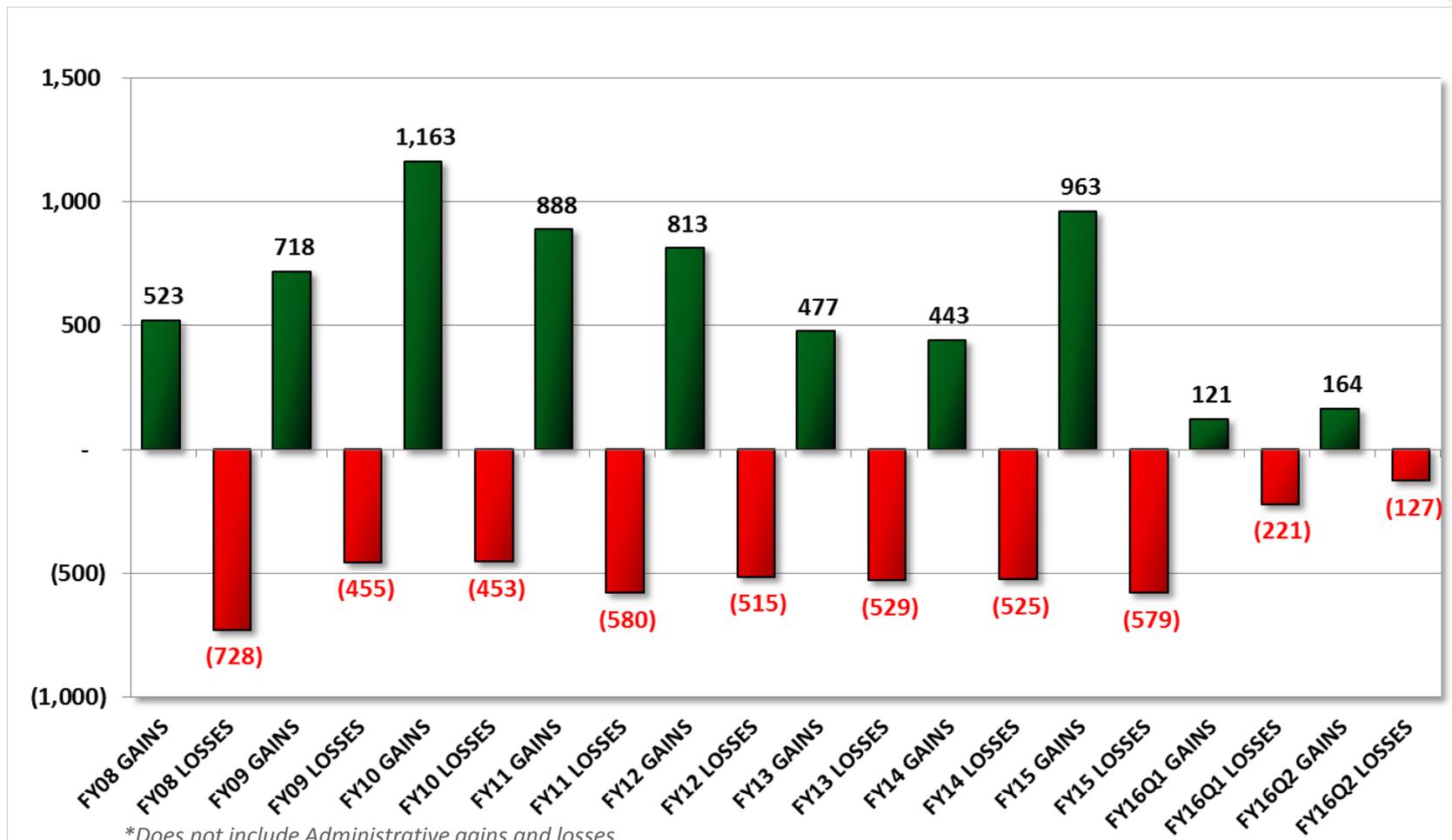
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)
*Does not include administrative gains

As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecycle FY2016Q2 Losses*
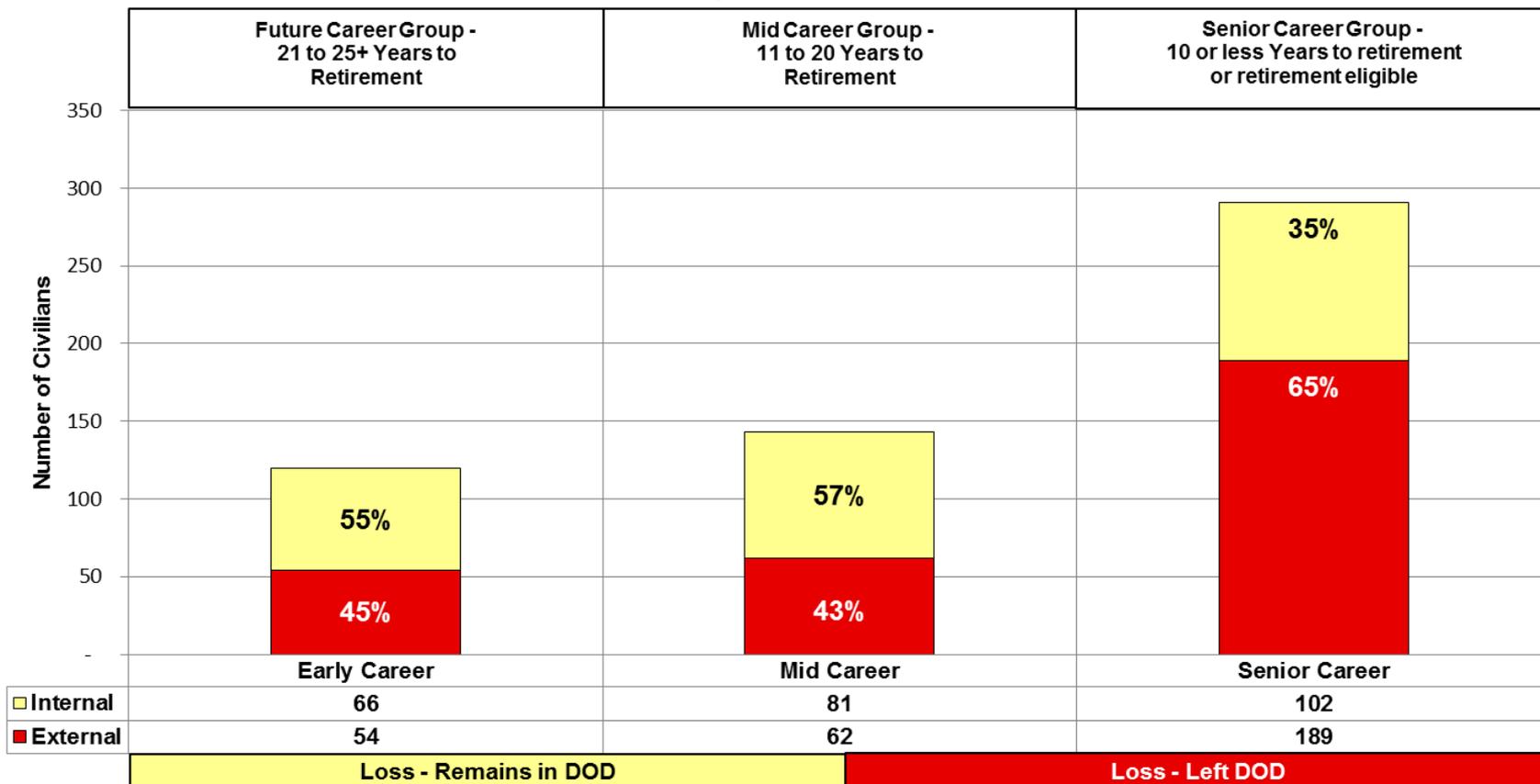
Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible

Number of Civilians

	Early Career	Mid Career	Senior Career
☐ Internal	66	81	102
■ External	54	62	189

Loss - Remains in DOD | Loss - Left DOD

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative losses

As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce Turnover - IT (Civilian)
(FY14Q2, FY15Q2, FY16Q2)(by Career Lifecycle Group)

	Future Career Group - 21 to 25+ Years to Retirement	Mid Career Group - 11 to 20 Years to Retirement	Senior Career Group - 10 or less Years to retirement or retirement eligible	TOTAL
	Future	Mid	Senior	Total
Turnover FY14Q2	10.4%	7.5%	9.2%	8.9%
Turnover FY15Q2	13.1%	8.2%	9.0%	9.5%
Turnover FY16Q2	11.9%	7.6%	8.8%	9.0%
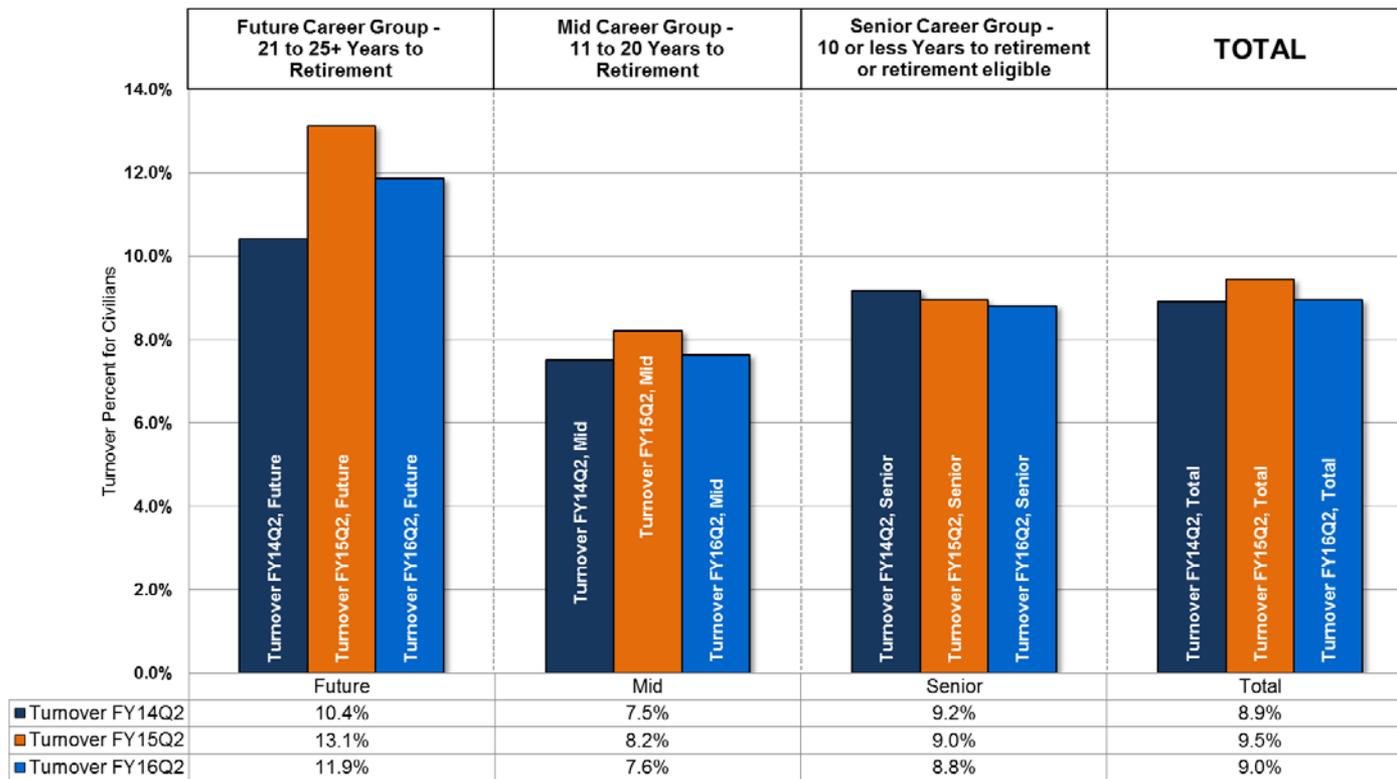
Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

Defense Acquisition Workforce - IT

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q2)

2,390 or 37% of the civilian members of the IT workforce will become eligible to retire with full benefits within 10 years.

1,047 or 16% of the civilian members of the IT workforce are eligible to retire with full benefits.

Retirement Eligible

5 Years

5 Years

1,167 - 18%

1,223 - 19%

FERS

CSRS

Number of Civilians

Years to Becoming Retirement Eligible

Retirement Eligible
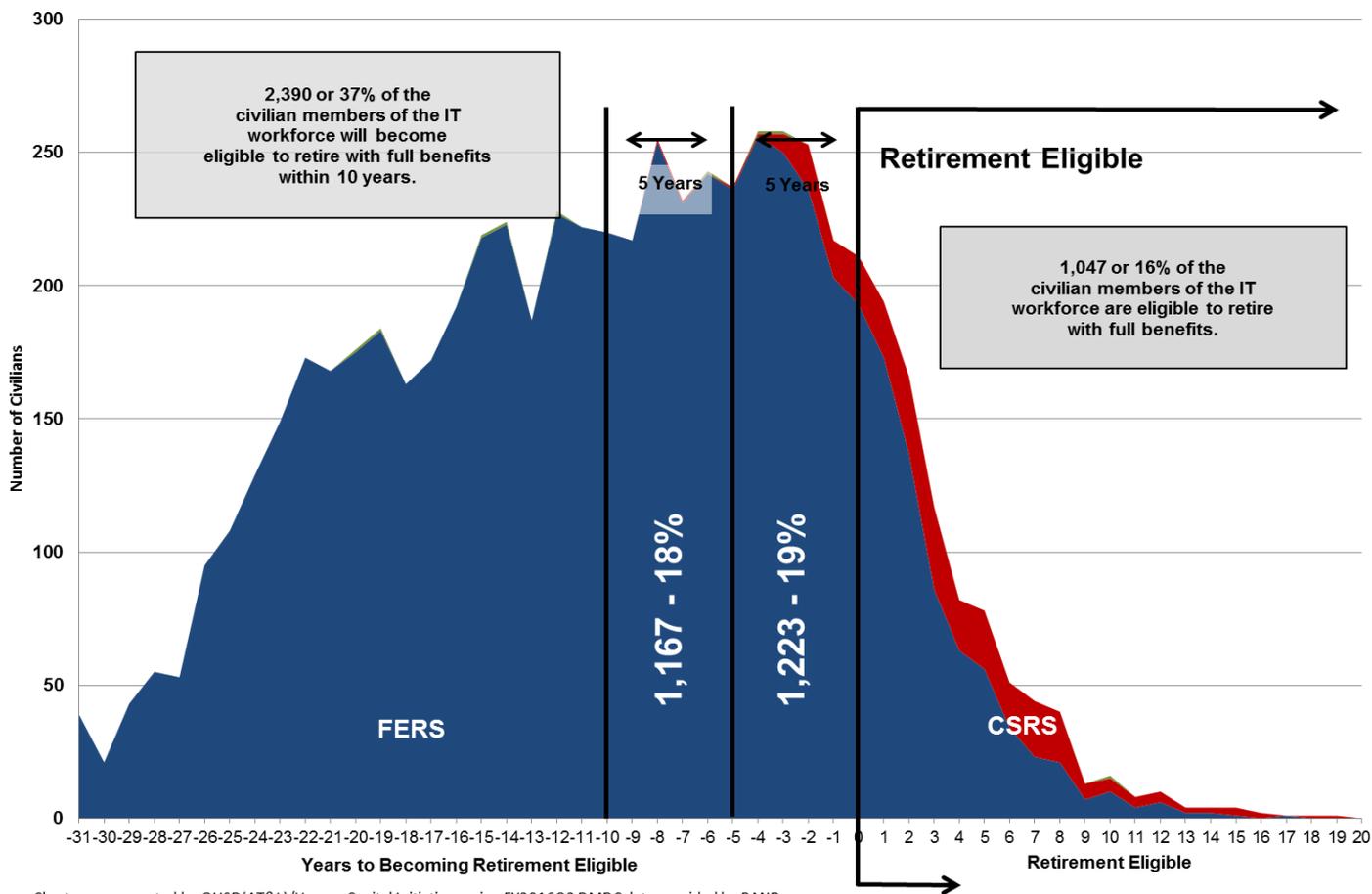
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016Q2 DMDC data provided by RAND.

As of FY16Q2 (31 Mar 2016)

END