Defense Acquisition Workforce Key Information

Information Technology

As of FY16Q3 (30 Jun 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. Bell Costa**
  - **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				FY2016Q3			
	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	6,483	213	6,696	158,508
Change in size from 2008	-	-	-	-	81%	-40%	70%	26%
Civilian/Military Composition	91%	9%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	65%	75%	65%	83%
Graduate Degree	18%	43%	20%	29%	25%	39%	26%	39%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	76%	28%	75%	85%
Level II or Higher Achieved	40%	9%	37%	61%	57%	6%	55%	74%
Level III Achieved	20%	4%	19%	36%	29%	1%	28%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	64%	13%	62%	76%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	31%	80%	32%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	8%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	41%	1%	40%	36%
Average Age	48.7	37.2	47.7	45.7	47.5	33.7	47.1	44.6
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	17/31/53(%)	-	-	25/24/51(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.7	12.7	13.7	15.2
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,030(16%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,213(19%)	-	-	26,095(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,138/707	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q3 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 FY2016Q3 DMDC data.

Highlights

Defense Acquisition Workforce Size Highlights

- The current Information Technology Defense Acquisition Workforce count is 6,696, up from 3,934 in FY08, a total increase of 2,762
- The Information Technology Defense Acquisition Workforce count was at its highest point (6,696) in FY16Q3, 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 2,072 (229%), 242 (25%), and 163 (1087%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and DSCA with decreases of 95(-5%), 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 62.2%; up from 38.4% in FY08
- The current Information Technology Meets/Exceeds certification rate is up 27.4% from FY08
- The current Information Technology Defense Acquisition Workforce DAWIA 24 month grace period rate is 32.3%; 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

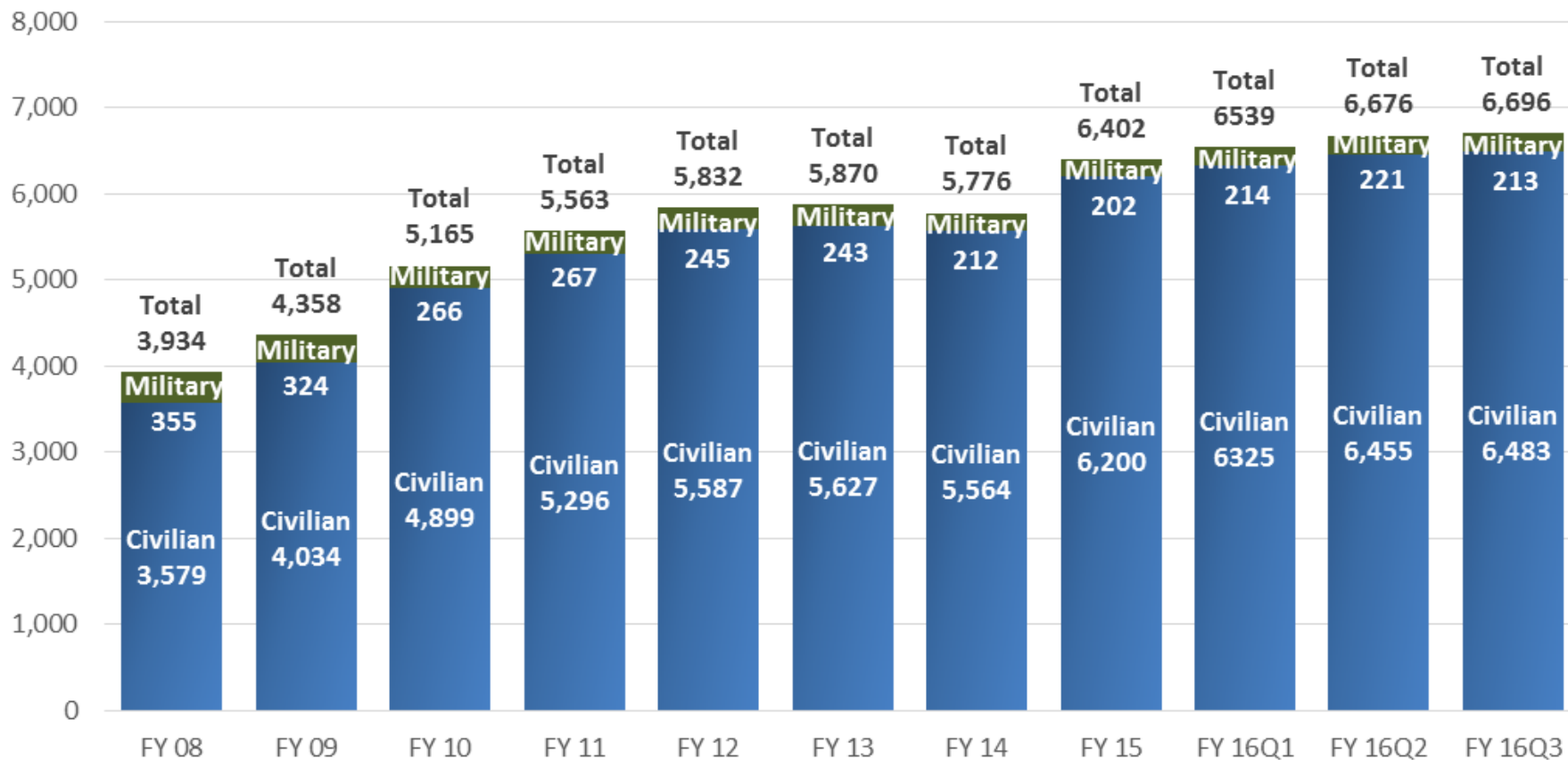- Senior Career Group 52.5% (3,401) (10 years or less to retirement eligibility or retirement eligible)
- 15.9% (1030) are currently eligible to retire, down from 17.9% in FY08
- Mid Career Group 30.9% (2,000) (11 to 20 years to retirement), up from 26.4% in FY08
- Future Career Group 16.6% (1,076) (21 to 25+ years to retirement), up from 12.9% in FY08
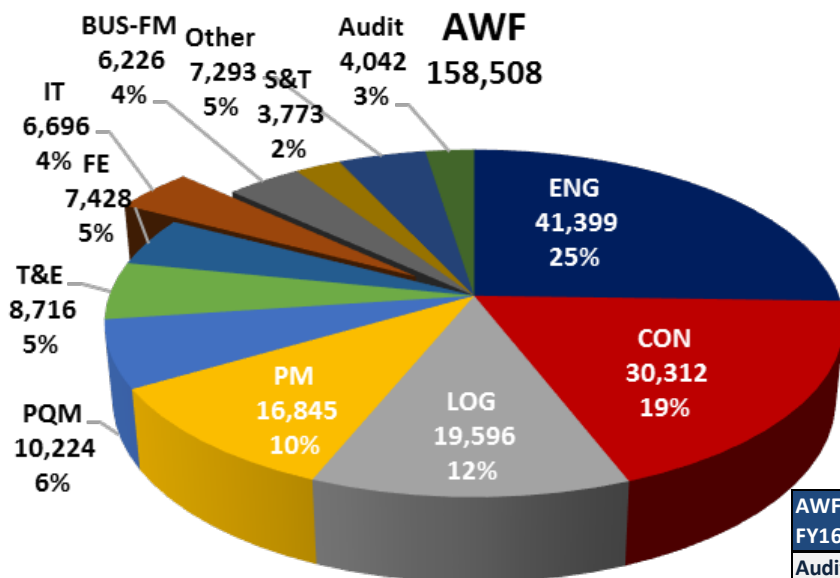
Total Historic Workforce

Information Technology

AWF by Component and Career Field

AWF pie chart showing career fields: ENG 41,399 (25%), CON 30,312 (19%), LOG 19,596 (12%), PM 16,845 (10%), PQM 10,224 (6%), T&E 8,716 (5%), FE 7,428 (5%), IT 6,696 (4%), BUS-FM 6,226 (4%), Other 7,293 (5%), S&T 3,773 (2%), Audit 4,042 (3%). AWF 158,508.

AWF Count by Career Category FY16Q3	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,042	4,042	2.6%
Business - CE	244	576	455	84	1,359	0.9%
Business - FM	1,709	2,035	1,888	594	6,226	3.9%
Contracting	7,904	6,308	8,236	7,864	30,312	19.1%
Engineering	9,061	21,549	8,686	2,103	41,399	26.1%
Facilities Engineering	1,557	5,510	283	78	7,428	4.7%
Information Technology	1,669	2,975	1,192	860	6,696	4.2%
Life Cycle Logistics	7,105	6,451	3,126	2,914	19,596	12.4%
Production, Quality and Man	1,368	3,016	379	5,461	10,224	6.5%
Program Management	3,227	6,395	5,536	1,687	16,845	10.6%
Property	48	65	14	267	394	0.2%
Purchasing	309	486	72	591	1,458	0.9%
S&T Manager	442	528	2,680	123	3,773	2.4%
Test and Evaluation	1,910	3,419	3,004	383	8,716	5.5%
Unknown/Other	7	2	-	31	40	*0.03%*
FY16Q3 Totals (*as of 6-30-2016*)	36,560	59,315	35,551	27,082	**158,508**	
Component %	23.1%	37.4%	22.4%	17.1%		

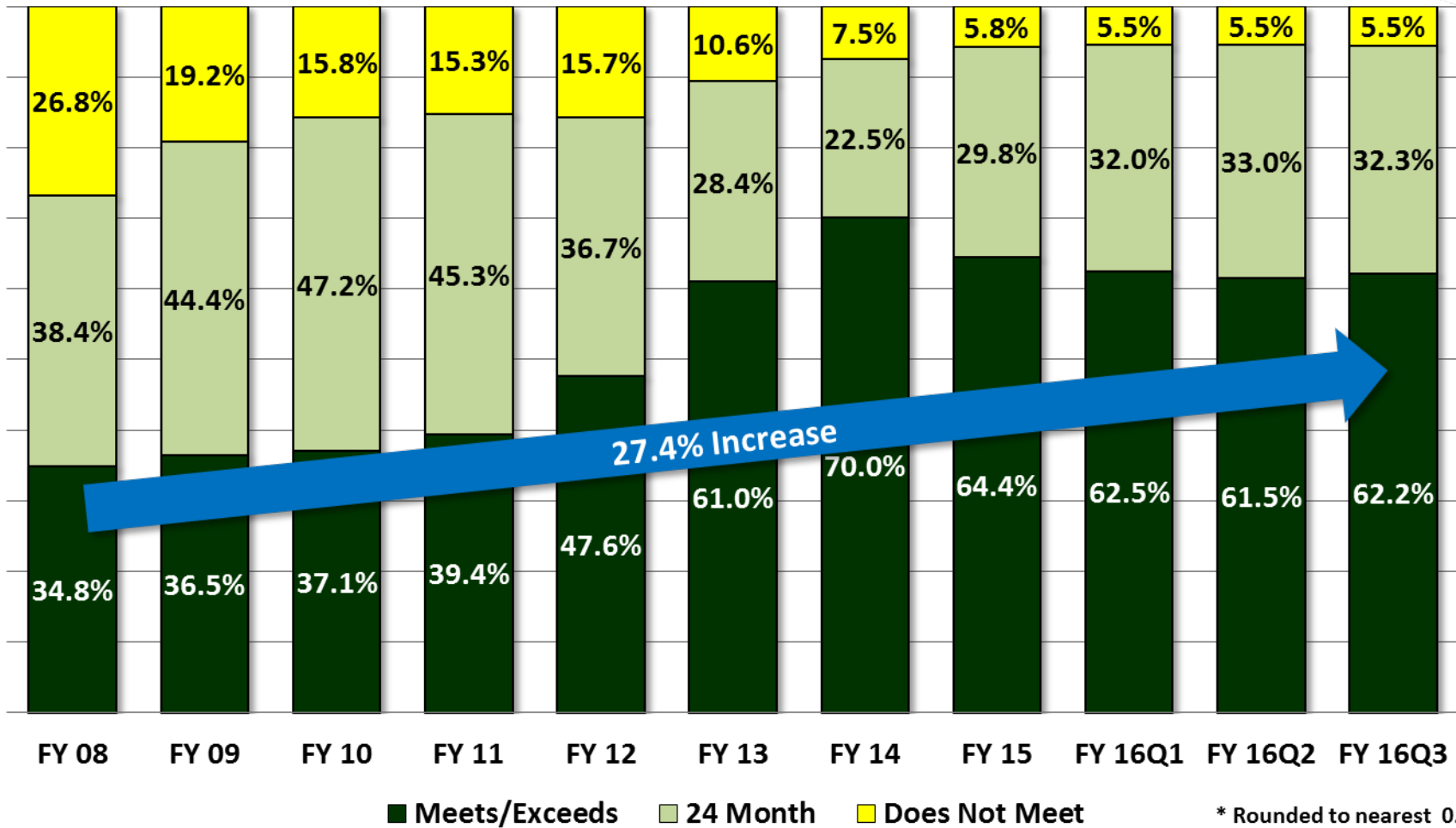| Information Technology Defense Acq Workforce	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
ARMY	2,999	2,735	2,432	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,682	1,690	1,666	1,669	-5%	-1%
DoN	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,765	2,863	2,940	2,975	229%	8%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,133	1,158	1,204	1,192	25%	5%
DCMA	85	85	53	111	124	158	147	156	186	197	197	199	200	199	79%	1%
DLA	3	6	6	9	7	4	2	13	16	43	113	126	138	152	1589%	35%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	51	53	54	54	100%	6%
DISA	50	71	109	99	80	71	78	83	79	140	137	135	155	155	57%	13%
DHA	-	-	2	15	4	8	14	12	13	244	209	200	192	178	1087%	-15%
DTRA	3	44	41	39	35	43	48	54	57	54	49	50	51	51	31%	4%
DAU	1	3	-	6	7	7	14	12	3	6	5	5	6	10	67%	100%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	6	6		
OSD	2	2	1	1	-	-	-	-	-	-	-	-	-	-	-100%	
JCS	-	1	-	-	-	-	1	40	36	34	31	31	29	29		-6%
DeCA	2	3	-	-	1	-	-	-	14	11	20	19	22	13		-35%
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	9	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	1	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6	6	6	6		0%
DoD HRA	-	1	-	3	-	-	-	-	-	1	1	1	2	2	-33%	100%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	3	2	2	2	3	2	-	-	1	-	-	-	1	1	-50%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	1	3	3	3	3	3	3		0%
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	1	-	2	-	-	-	-	-	-	1		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	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	6,539	6,676	6,696	↑ 70%	↑ 5%

Information Technology

	Meets/Exceeds	24 Month	Does Not Meet
FY 08	34.8%	38.4%	26.8%
FY 09	36.5%	44.4%	19.2%
FY 10	37.1%	47.2%	15.8%
FY 11	39.4%	45.3%	15.3%
FY 12	47.6%	36.7%	15.7%
FY 13	61.0%	28.4%	10.6%
FY 14	70.0%	22.5%	7.5%
FY 15	64.4%	29.8%	5.8%
FY 16Q1	62.5%	32.0%	5.5%
FY 16Q2	61.5%	33.0%	5.5%
FY 16Q3	62.2%	32.3%	5.5%

27.4% Increase

■ Meets/Exceeds   □ 24 Month   □ Does Not Meet

* Rounded to nearest 0.1%

Certification Level "Meet/Exceed" Rates by Component
Information Technology (FY16Q3)

Component	Meets/Exceeds	Within 24mo	Beyond 24mo	N
DoN (FY08 31.2%)	57.8%	37.0%	5.2%	2,975
Army (FY08 37.8%)	79.3%	18.6%	2.0%	1,669
Air Force (FY08 28.4%)	55.5%	38.5%	6.0%	1,192
DCMA (FY08 60.4%)	72.4%	20.1%	7.5%	199
DHA (FY08 13.3%)	79.2%	7.3%	13.5%	178
DISA (FY08 33.3%)	34.8%	43.9%	21.3%	155
DLA (FY08 0.0%)	11.8%	86.2%	2.0%	152
MDA (FY08 0.0%)	81.5%	18.5%	0.0%	54
DTRA (FY08 56.4%)	68.6%	9.8%	21.6%	51
JCS (FY08 0.0%)	20.7%	6.9%	72.4%	29
DeCA (FY08 N/A)	53.8%	46.2%	0.0%	13
Other Defense (FY08 30.0%)	38.5%	53.8%	0.0%	13
DAU (FY08 100.0%)	60.0%	40.0%	0.0%	10
DMEA (FY08 N/A)	16.7%	83.3%	0.0%	6
Total (FY08 34.8%)	62.2%	32.3%	5.5%	6,696

(FY08 N/A) 16.7%

- 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 DAWIA Certification Matrix + Bench Strength

Information Technology	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY16Q3 TOTAL	% Meets Certification Requirement
Level I	517	635	69	17	1,238	58.2%
Level II	838	463	1,595	421	3,317	60.8%
Level III	346	178	185	1,428	2,137	66.8%
Unspecified	3	-	1	-	4	
FY16Q3 TOTAL	1,704	1,276	1,850	1,866	6,696	62.2%
	25.4%	19.1%	27.6%	27.9%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,609	13.0%	
Army	5,195	14.2%	
DoN	7,274	12.3%	
Air Force	6,428	18.2%	
4th Estate	1,712	6.3%	
Information	507	7.6%	9 of 14

**** Based on population total without unspecified positions**

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	721	489	28	1,238	18.5%
Level II	2,016	1,094	207	3,317	49.5%
Level III	1,428	575	134	2,137	31.9%
Unspecified	-	3	1	4	0.1%
Information Technology TOTAL	4,165	2,161	370	6,696	
	62.2%	32.3%	5.5%		

■ = Compliance
■ = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

Information Technology Demographics

CAP - KLP · Education · MIL / CIV · RACE · Gender pie charts
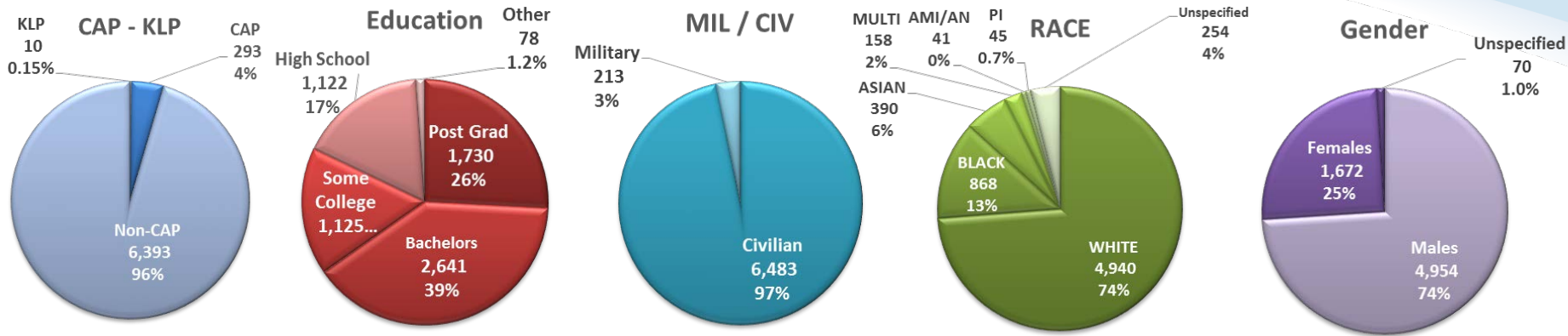
Occupied Position Type	IT TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	10	0.1%	1,138	0.7%
Critical Acquisition Positions (CAPs) *	293	4.4%	15,694	9.9%
Non-CAP Positions	6,393	95.5%	141,676	89.4%
TOTAL	6,696		158,508	

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

| Highest Level of Education	IT TOTAL		Entire DAW	
Post Grad	1,730	25.8%	62,129	39.2%
Bachelors	2,641	39.4%	69,413	43.8%
Some College	1,125	16.8%	11,837	7.5%
High School	1,122	16.8%	12,478	7.9%
Other	78	1.2%	2,651	1.7%
TOTAL	6,696		158,508	

Military / Civilian	IT TOTAL		Entire DAW	
Civilian	6,483	96.8%	142,987	90.2%
Military	213	3.2%	15,521	9.8%
TOTAL	6,696		158,508	

Race	IT TOTAL		Entire DAW	
WHITE	4,940	73.8%	117,004	73.8%
BLACK	868	13.0%	18,850	11.9%
ASIAN	390	5.8%	10,260	6.5%
MULTI	158	2.4%	3,415	2.2%
AMI/AN	41	0.6%	860	0.5%
PI	45	0.7%	759	0.5%
Unspecified	254	3.8%	7,360	4.6%
TOTAL	6,696		158,508	

Gender	IT TOTAL		Entire DAW	
Males	4,954	74.0%	110,710	69.8%
Females	1,672	25.0%	45,575	28.8%
Unspecified	70	1.0%	2,223	1.4%
TOTAL	6,696		158,508	

Information Technology Size by Occupational Series
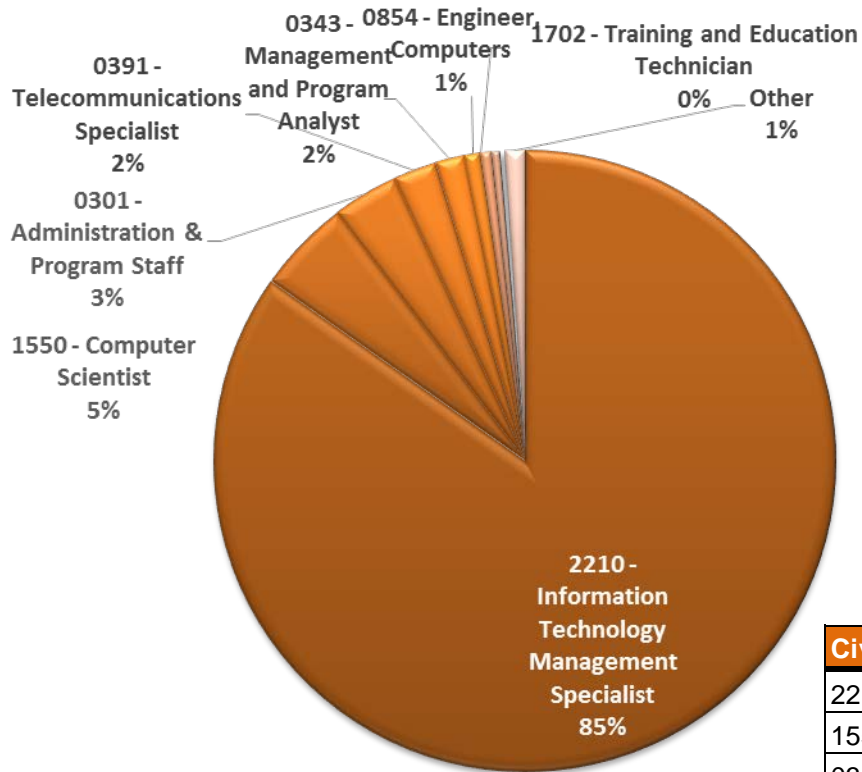
Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	5,498	*84.8%*
1550 - Computer Scientist	316	*4.9%*
0301 - Administration & Program Staff	223	*3.4%*
0391 - Telecommunications Specialist	144	*2.22%*
0343 - Management and Program Analyst	98	*1.51%*
0854 - Engineer, Computers	55	*0.85%*
0855 - Engineer, Electronics	37	*0.57%*
0856 - Engineering Technician, Electronics	27	*0.42%*
1101 - Business and Industry Specialist	18	*0.28%*
Other	67	*1.03%*
TOTAL CIVILIAN	**6,483**	*Civilians*

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

Info. Tech. DAW - Civilian Retirement Elig. Distrib. - End-FY08 vs FY16Q3
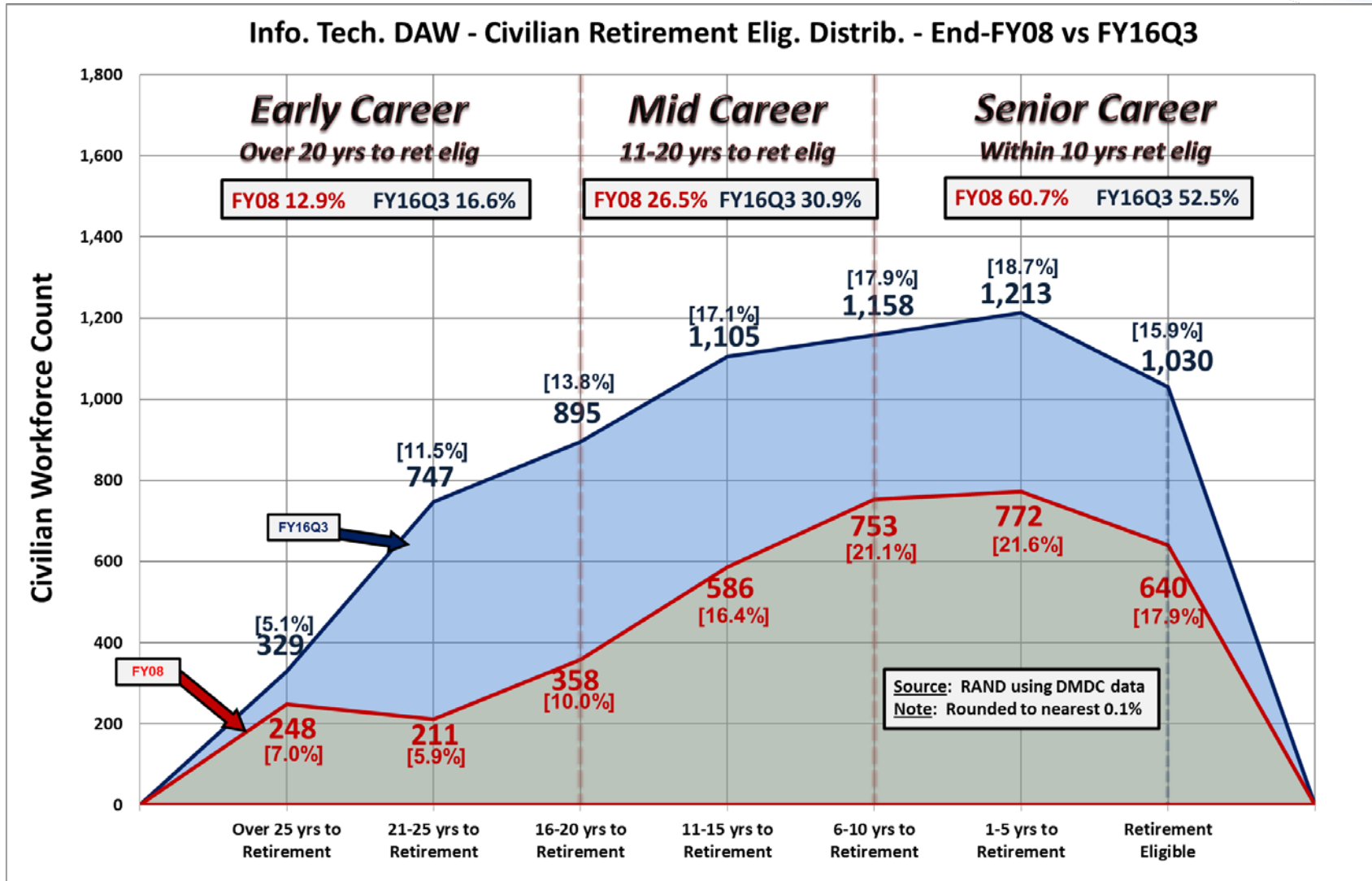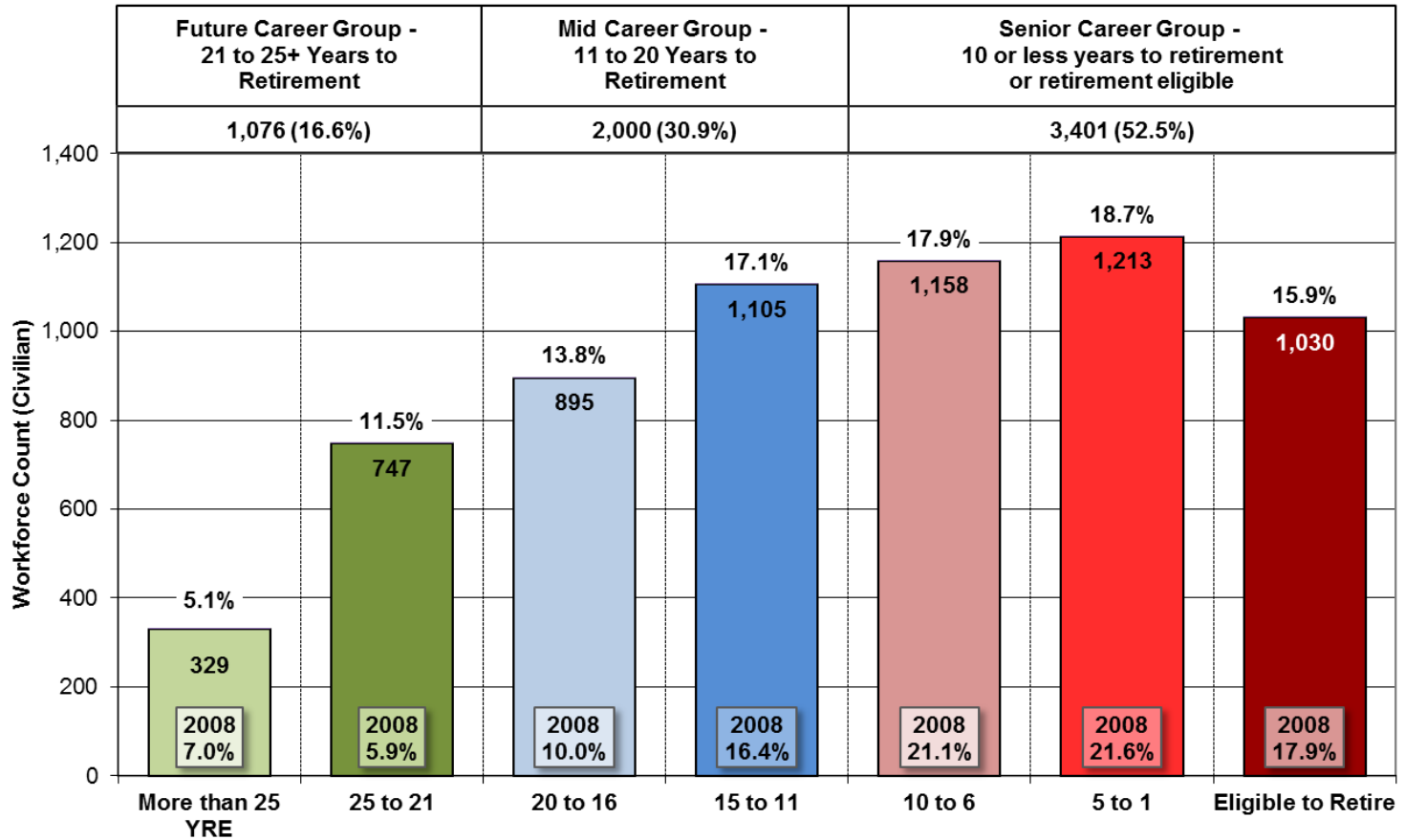
As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q3) - 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 FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Information Technology

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

Gains
New Hires
(new to DoD)
(FY15Q3= +442)
+491

Gains
Gains to Career Field from
within DoD
(FY15Q3= +370)
+338

Gains
Administrative gains
(no apparent personnel action)
(FY15Q3= +453)
+309

External Hire

Internal Gain

Admin Gains

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

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY2016Q3 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD

Stay in DoD

Admin Losses

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

-278
(Leave DoD)
(FY15Q3= -354)
Losses

-252
Losses to Career Field but
stay in DoD
(FY15Q3= -223)
Losses

-177
Administrative losses
(no apparent personnel action)
(FY15Q3= -179)
Losses

As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecyle FY2016Q3 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			
	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	127	138	162	160	117	87	27	11
Losses	37	78	61	76	76	70	82	50
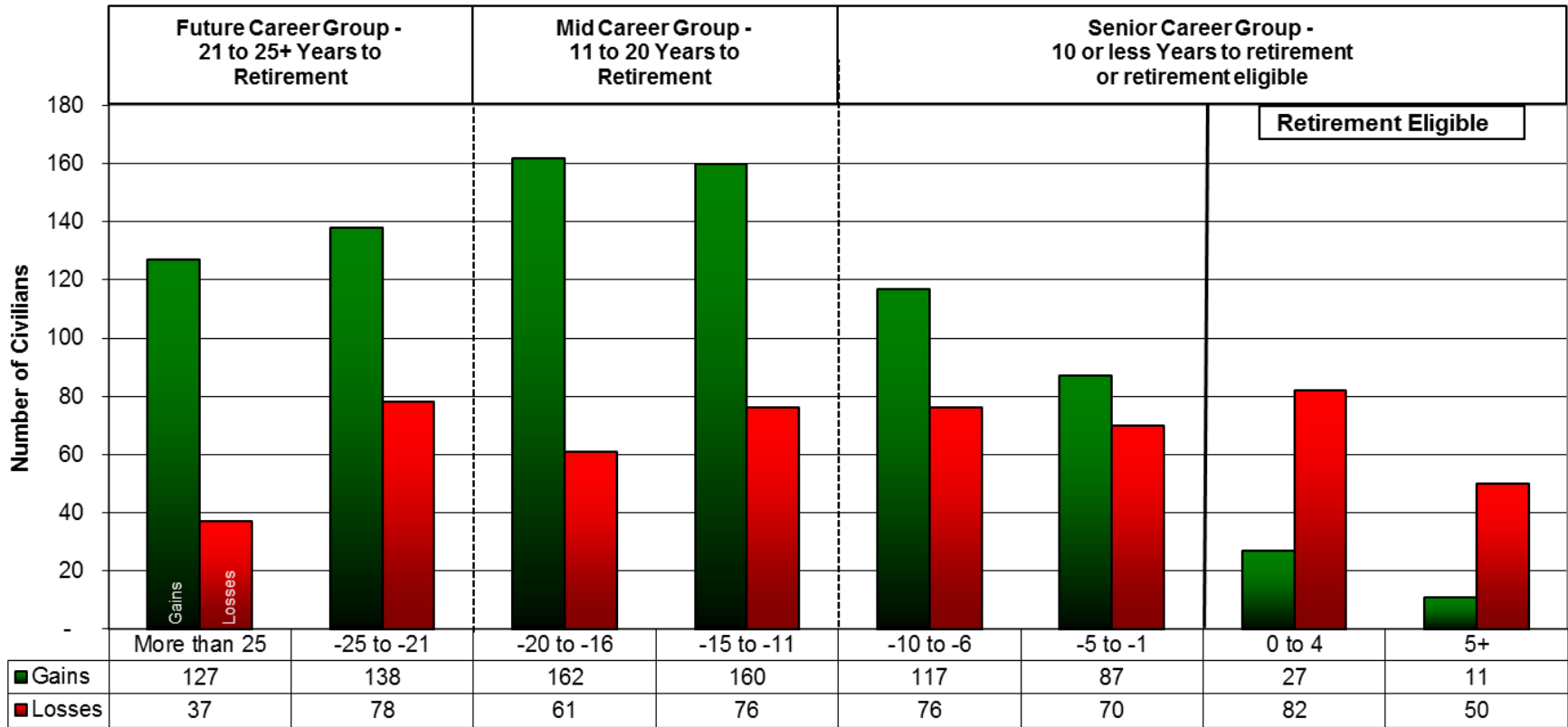
Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)
*Does not include administrative gains and losses

As of FY16Q3 (30 Jun 2016)

* As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecycle FY2016Q3 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	84	126	128
External	181	196	114

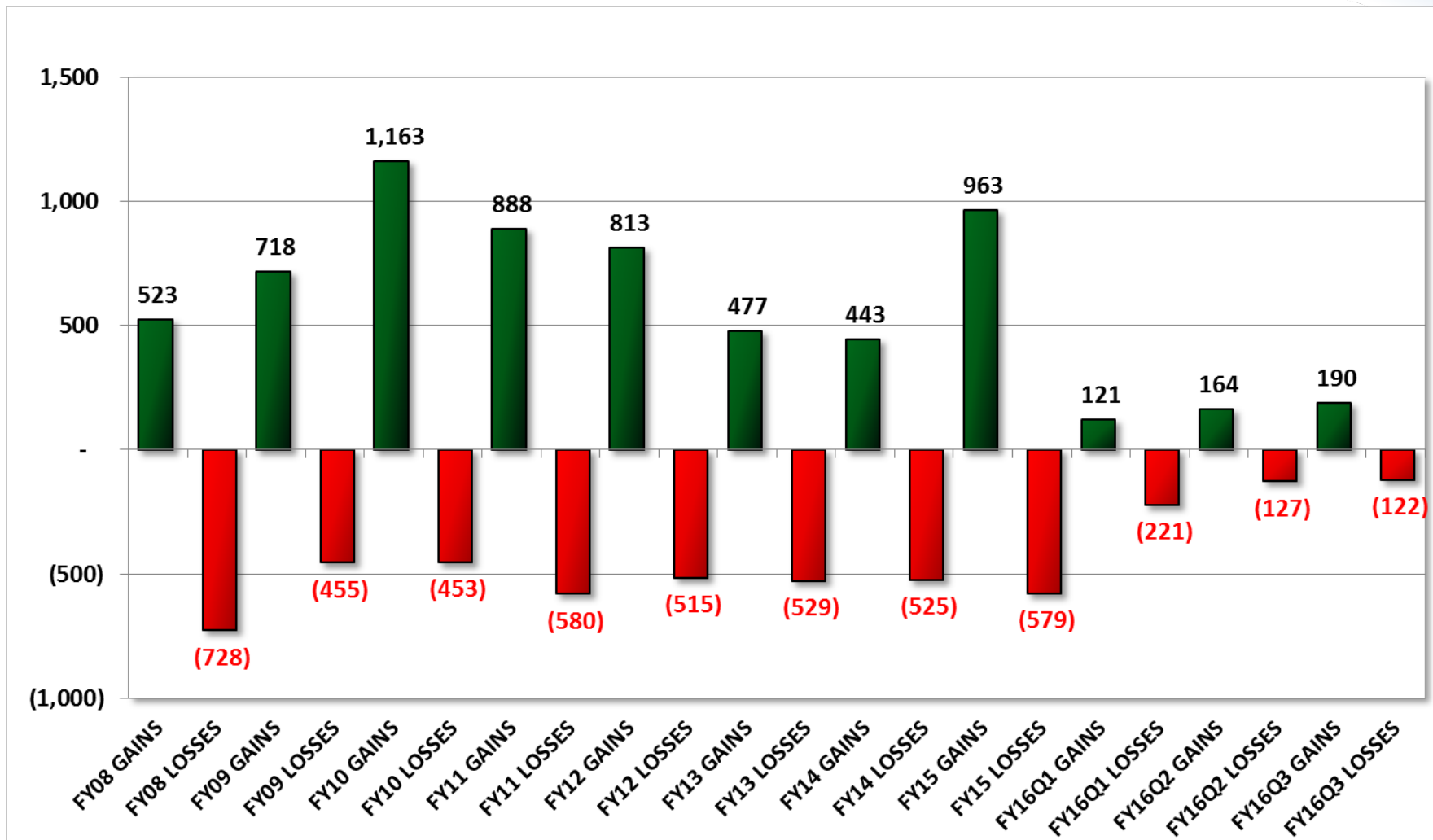Internal Gains from Within DOD | External Gains into DOD
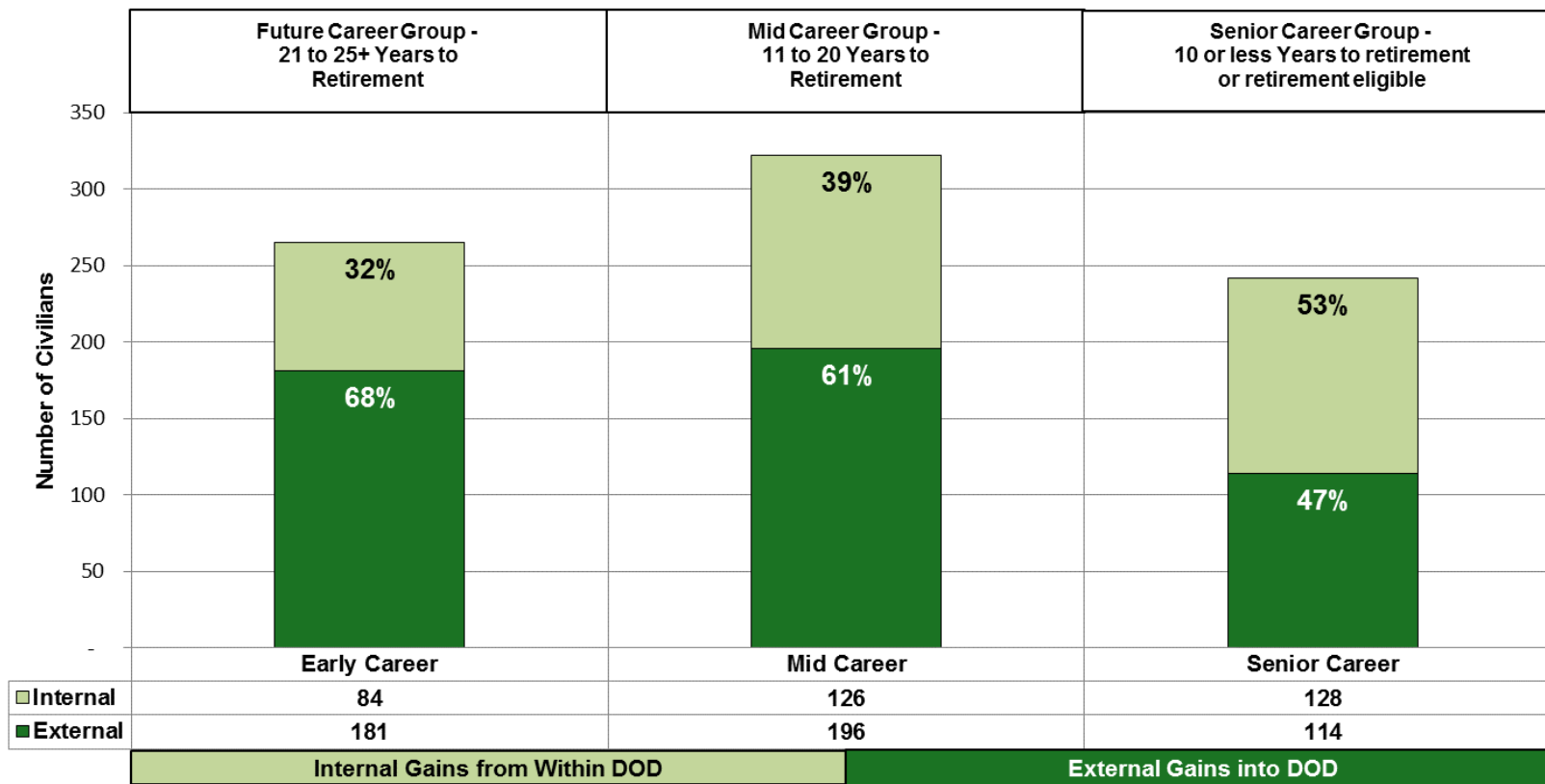
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)
*Does not include administrative gains

As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY2016Q3 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
	Early Career	Mid Career	Senior Career
Internal	70	82	100
External	45	55	178

Early Career: 61% / 39%
Mid Career: 60% / 40%
Senior Career: 36% / 64%

Loss - Remains in DOD | **Loss - Left DOD**

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

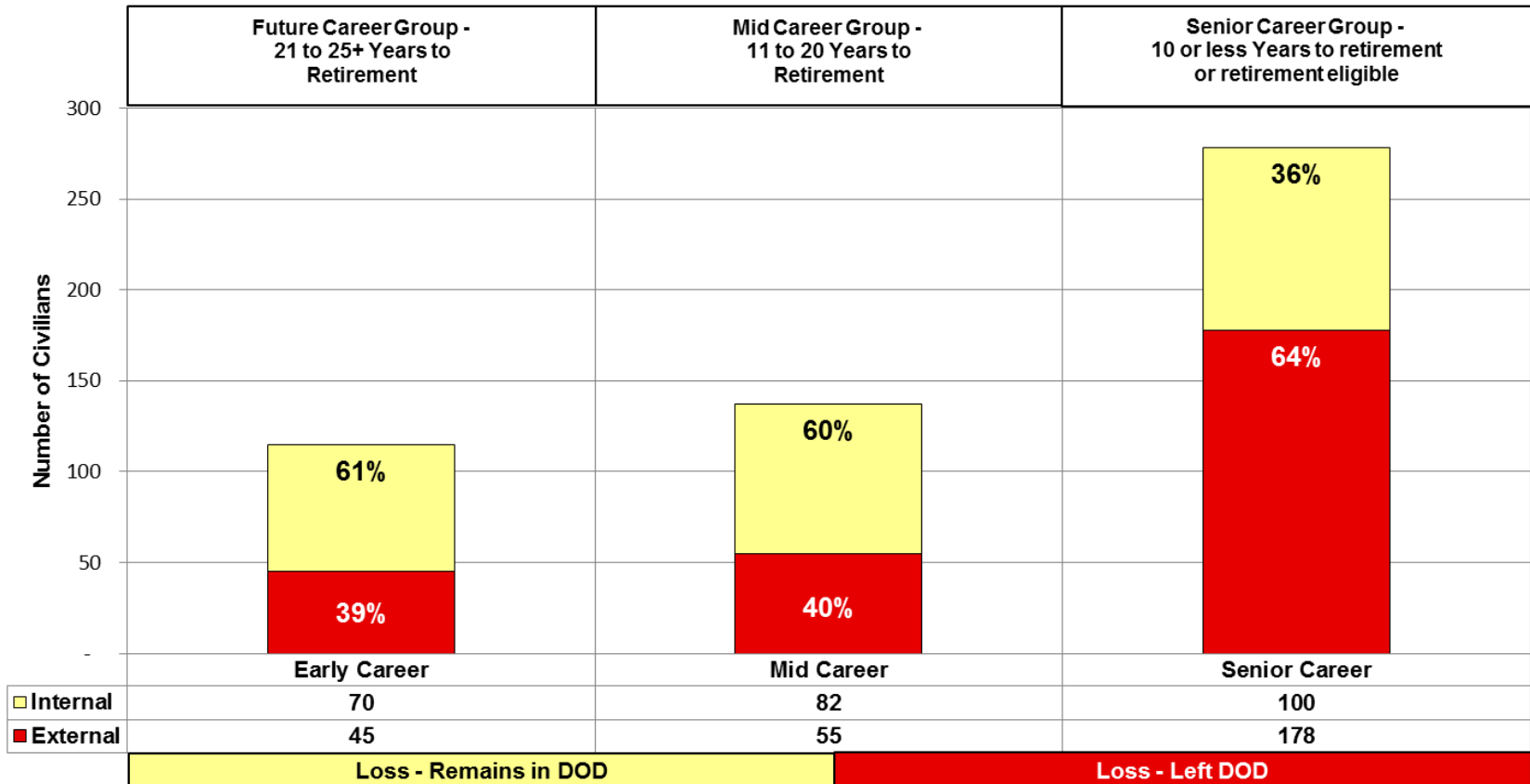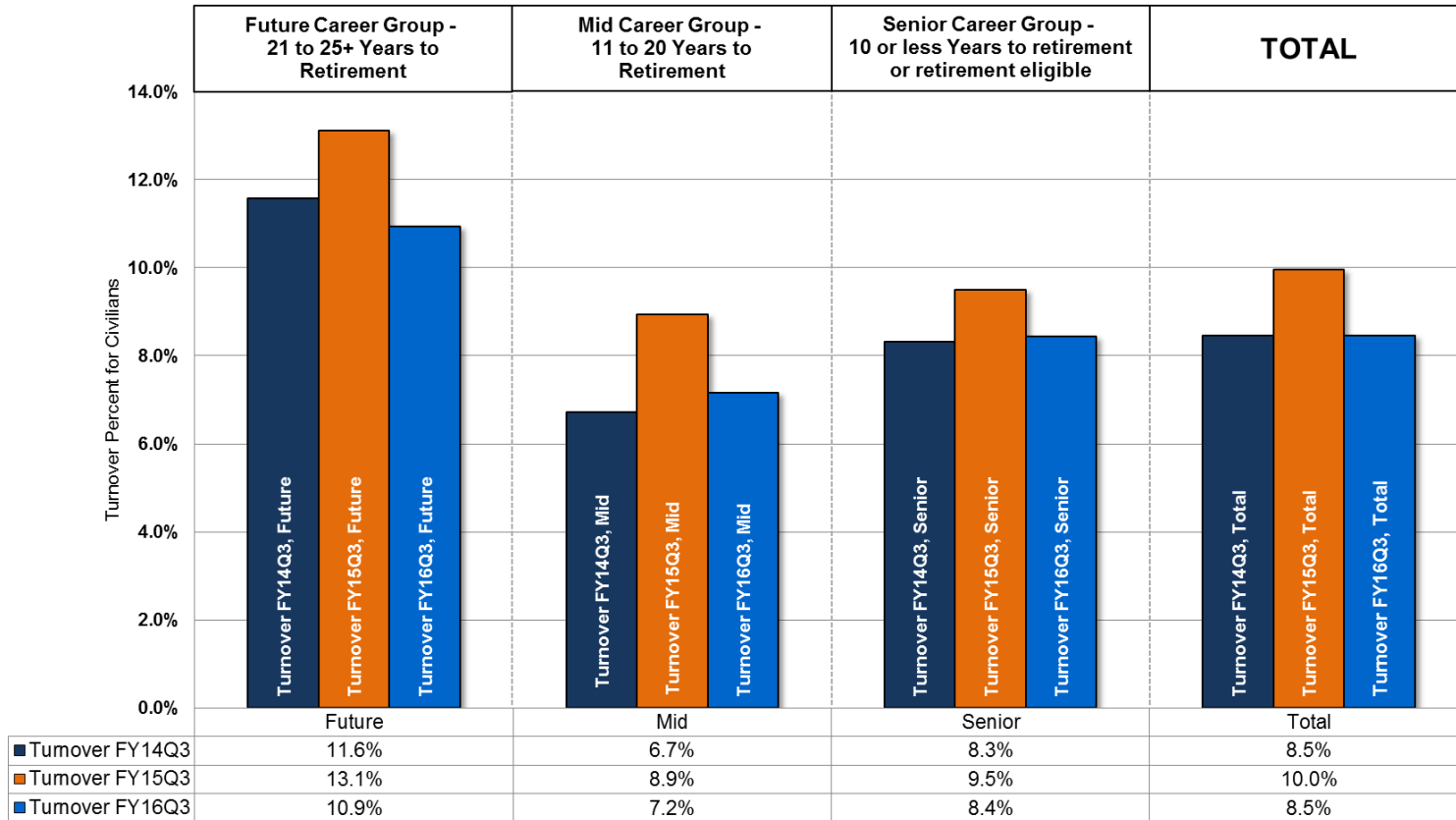*Does not include administrative losses

As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce Turnover - IT (Civilian) (FY14Q3, FY15Q3, FY16Q3)(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 FY14Q3	11.6%	6.7%	8.3%	8.5%
Turnover FY15Q3	13.1%	8.9%	9.5%	10.0%
Turnover FY16Q3	10.9%	7.2%	8.4%	8.5%

Turnover Percent by Career Lifecycle Groups

* As of FY16Q3 (30 Jun 2016)

Defense Acquisition Workforce - IT

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q3)

2,371 or 37% of the civilian members of the IT workforce will become eligible to retire with full benefits within 10 years.

5 Years

5 Years

Retirement Eligible

1,030 or 16% of the civilian members of the IT workforce are eligible to retire with full benefits.

1,158 - 18%

1,213 - 19%

FERS

CSRS

Number of Civilians

Years to Becoming Retirement Eligible

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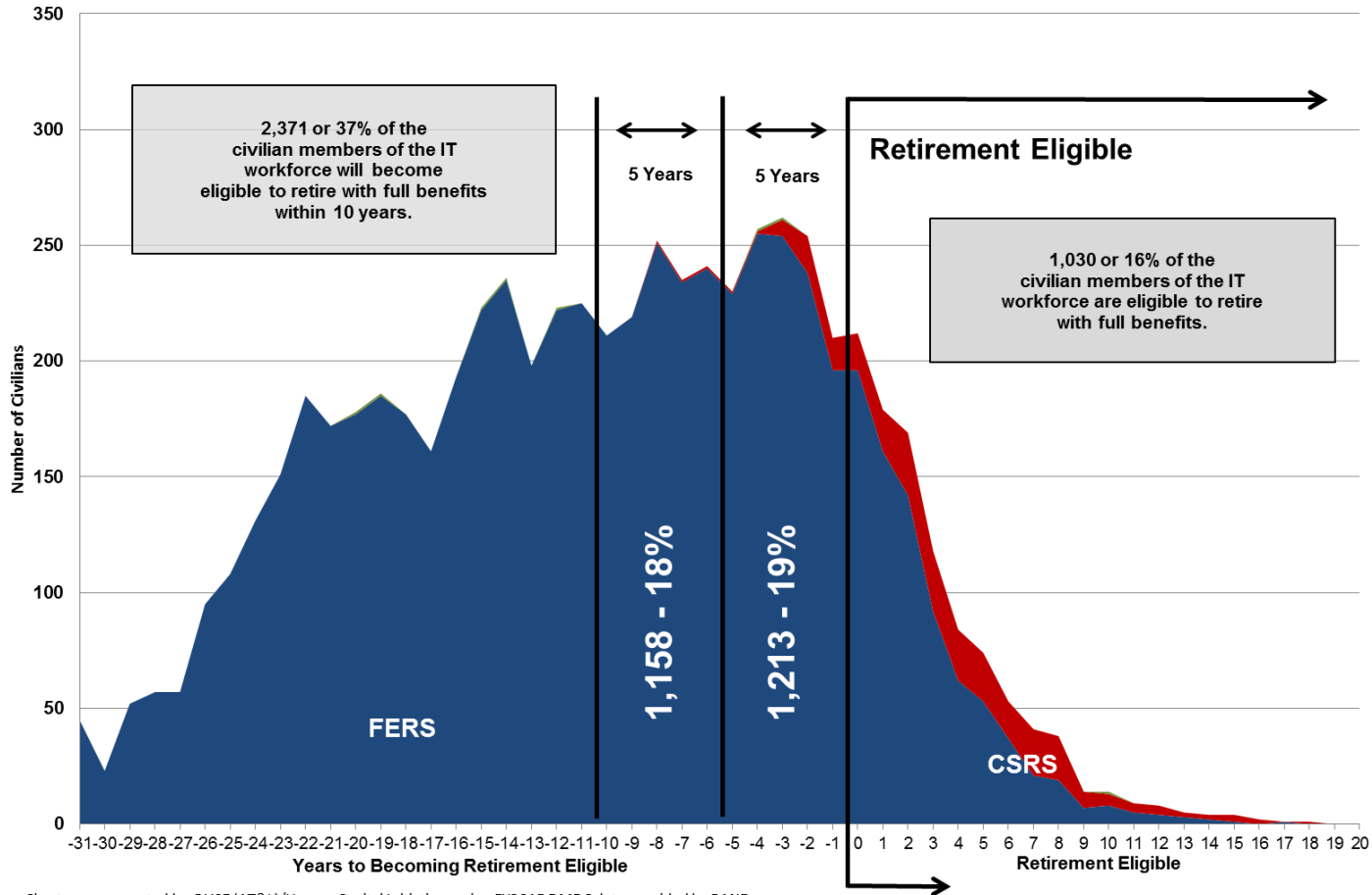
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2015 DMDC data provided by RAND.

* As of FY16Q3 (30 Jun 2016)

END