Defense Acquisition Workforce Key Information

Information Technology

As of FY16 (30 September 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 is currently vacant**
  - **HCI Data/Analysis**
    - **Ms. Adrienne Evertson (Adrienne. evertson@hci.mil)(703-805-2338)**

Slide Index

Fact Sheet

Human Capital Fact Sheet

Defense Acquisition Workforce Information Technology	FY 2008				FY2016Q4			
	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	6,608	228	6,836	161,469
Change in size from 2008	-	-	-	-	85%	-36%	74%	28%
Civilian/Military Composition	91%	9%	-	88% / 12%	96.7%	3.3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	66%	77%	66%	84%
Graduate Degree	18%	43%	20%	29%	26%	39%	26%	39%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	77%	25%	75%	85%
Level II or Higher Achieved	40%	9%	37%	61%	58%	7%	56%	73%
Level III Achieved	20%	4%	19%	36%	29%	1%	28%	43%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	65%	14%	63%	75%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	30%	78%	31%	22%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	8%	5%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	38%	0%	36%	33%
Average Age	48.7	37.2	47.7	45.7	47.7	34.2	47.3	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	17/31/51(%)	-	-	26/25/50(%)
Average Years of Service	18.2	13.7	17.8	17.3	13.7	12.5	13.6	15.0
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,014(15%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,208(18%)	-	-	25,920(18%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,134/712	-	-	15,815/10,997

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q4 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 FY2016Q4 DMDC data.

Highlights

Defense Acquisition Workforce Size Highlights

- The current Information Technology Defense Acquisition Workforce count is 6,836, up from 3,934 in FY08, a total increase of 2,902
- The Information Technology Defense Acquisition Workforce count was at its highest point (6,836) in FY16Q4, and its lowest point (3,934) in FY08
- The Agencies with the largest increases, since FY08, are DLA, DHA, and DoN, with increases of 159 (1,767%), 63 (980%), and 2141 (237%), respectively
- The Agencies with the largest decreases, since FY08, are DSCA, DoD HRA, and Army with decreases of 1(-50%), 1 (-33%), and 63 (-4%) respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Information Technology Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 63.3%; up from 38.4% in FY08
- The current Information Technology Meets/Exceeds certification rate is up 28.4% from FY08
- The current Information Technology Defense Acquisition Workforce DAWIA 24 month grace period rate is 31.4%; down from 38.4% in FY08
- The current Information Technology Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.3%; down from 26.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

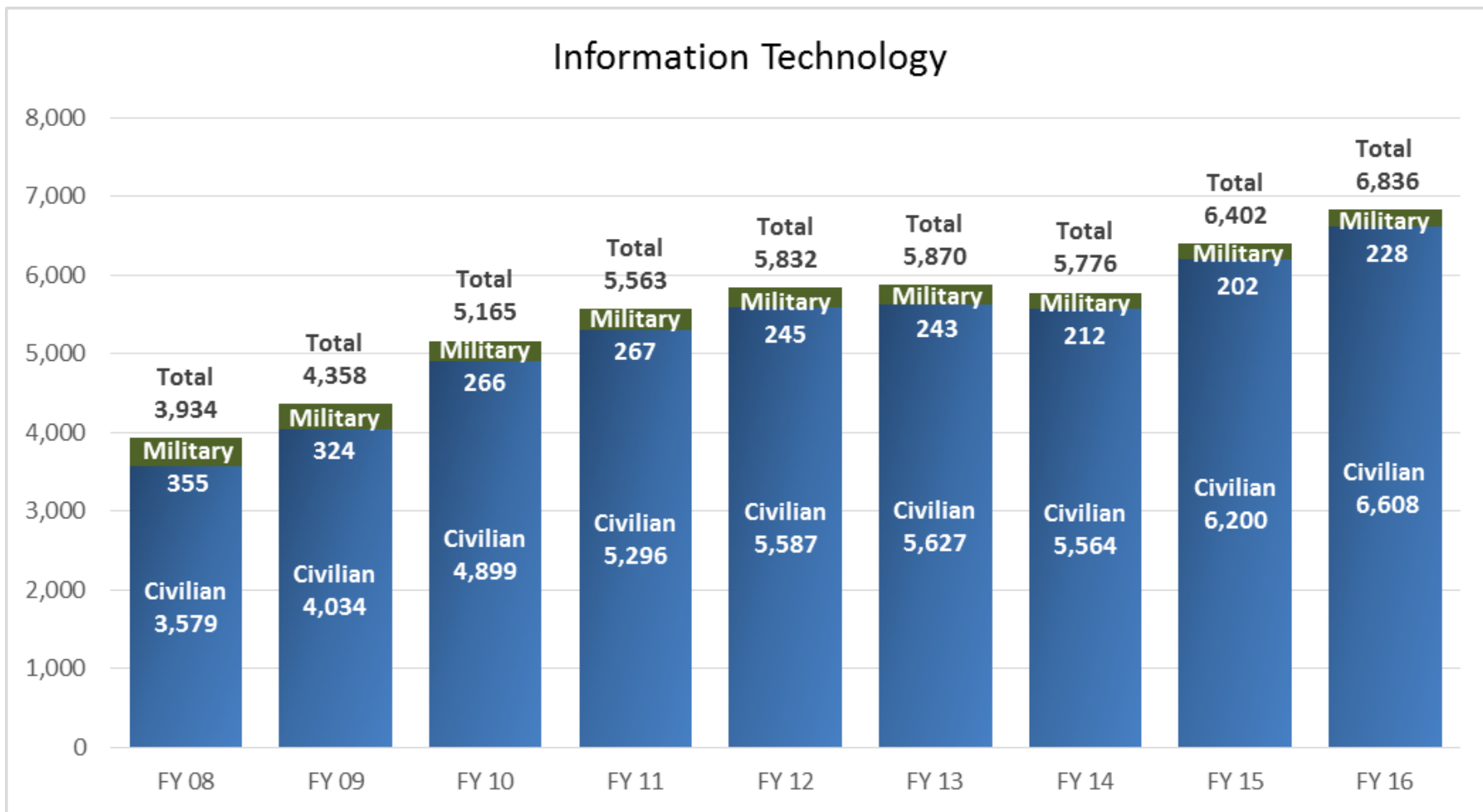- Senior Career Group 51.5% (3,390) (10 years or less to retirement eligibility or retirement eligible)
- 15.4% (1,014) are currently eligible to retire, down from 17.9% in FY08
- Mid Career Group 31.2% (2,056) (11 to 20 years to retirement), up from 26.4% in FY08
- Future Career Group 17.3% (1,142) (21 to 25+ years to retirement), up from 12.9% in FY08
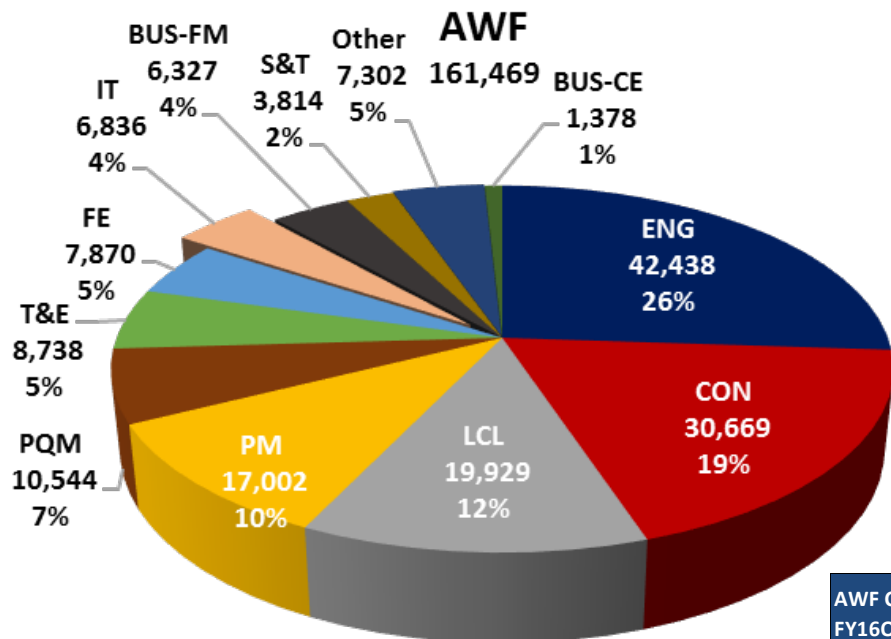
Total Historic Workforce

Information Technology

AWF by Component and Career Field

AWF 161,469

Pie chart:
- ENG 42,438 — 26%
- CON 30,669 — 19%
- LCL 19,929 — 12%
- PM 17,002 — 10%
- PQM 10,544 — 7%
- T&E 8,738 — 5%
- FE 7,870 — 5%
- IT 6,836 — 4%
- BUS-FM 6,327 — 4%
- S&T 3,814 — 2%
- Other 7,302 — 5%
- BUS-CE 1,378 — 1%

AWF Count by Career Category FY16Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,011	4,011	2.5%
Business - CE	249	552	36	458	83	1,378	0.9%
Business - FM	1,718	1,849	172	2,008	580	6,327	3.9%
Contracting	7,959	5,802	545	8,452	7,911	30,669	19.0%
Engineering	9,140	21,623	354	9,139	2,182	42,438	26.3%
Facilities Engineering	1,797	5,456	34	498	85	7,870	4.9%
Information Technology	1,701	2,806	238	1,235	856	6,836	4.2%
Life Cycle Logistics	7,160	5,961	595	3,237	2,976	19,929	12.3%
Production, Quality and Man	1,407	3,210	39	393	5,495	10,544	6.5%
Program Management	3,240	5,560	802	5,681	1,719	17,002	10.5%
Property	53	65	-	14	273	405	0.3%
Purchasing	365	424	52	67	567	1,475	0.9%
S&T Manager	447	537	2	2,708	120	3,814	2.4%
Test and Evaluation	1,903	3,239	133	3,082	381	8,738	5.4%
Unknown/Other	7	2	-	3	21	33	0.02%
FY16Q4 Totals (*as of 9-30-2016*)	37,146	57,086	3,002	36,975	27,260	161,469	
Component %	23.0%	35.4%	1.9%	22.9%	16.9%		

Information Technology Defense Acq Workforce	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% 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	1,701	-4%	1%
DoN	759	744	747	903	1,240	1,634	1,830	1,927	2,098	2,185	2,765	3,044	237%	10%
AIR FORCE	1,551	1,116	1,012	950	966	1,008	1,086	1,126	1,146	1,098	1,133	1,235	30%	9%
DCMA	85	85	53	111	124	158	147	156	186	197	197	197	77%	0%
DLA	3	6	6	9	7	4	2	13	16	43	113	168	1767%	49%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	14	20	10	27	27	39	39	42	52	53	51	51	89%	0%
DISA	50	71	109	99	80	71	78	83	79	140	137	162	64%	18%
DHA	-	-	2	15	4	8	14	12	13	244	209	162	980%	-22%
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	8	33%	60%
NRO	-	-	-	-	-	-	-	-	-	-	-	6		
0SD	2	2	1	1	-	-	-	-	-	-	-	-	-100%	
JCS	-	1	-	-	-	-	1	40	36	34	31	27		-13%
DeCA	2	3	-	-	1	-	-	-	14	11	20	9		-55%
DFAS	-	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	3	-	-	-	-	-	1	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	3	6	8		33%
DoD HRA	-	1	-	3	-	-	-	-	-	1	1	2	-33%	100%
DSCA	3	2	2	2	3	2	-	-	1	-	-	1	-50%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	-	1	3	3	3		0%
NDU	-	-	-	-	1	-	2	-	-	-	-	1		
ASD	-	-	-	-	3	2	1	1	-	-	-	-		
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	6,836	↑ 74%	↑ 7%

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 16	63.3%	31.4%	5.3%

28.4% Increase

* Rounded to nearest 0.1%
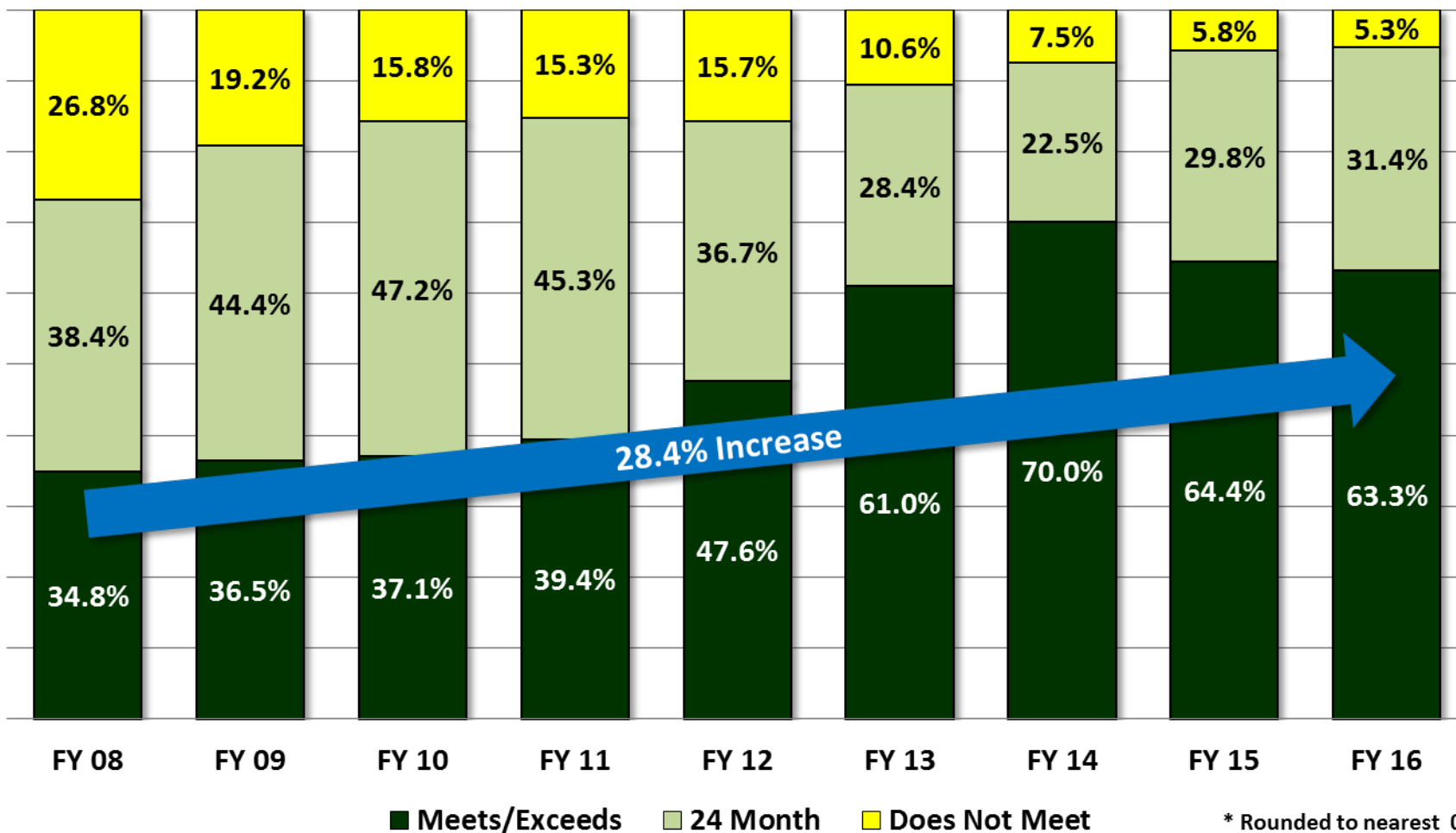
**Certification Level "Meet/Exceed" Rates by Component
Information Technology (FY16Q4)**

Acquisition Workforce Component			
Navy (FY08 29.5%)	60.1%	34.9%	5.0% — 2,806
Army (FY08 37.8%)	79.2%	18.9%	1.8% — 1,701
Air Force (FY08 28.4%)	55.1%	39.2%	5.7% — 1,235
Marine Corps (FY08 44.7%)	66.8%	28.6%	4.6% — 238
DCMA (FY08 60.4%)	70.1%	21.3%	8.6% — 197
DLA (FY08 77.8%)	15.5%	81.0%	3.6% — 162
DHA (FY08 13.3%)	80.9%	7.4%	11.7% — 162
DISA (FY08 33.3%)	33.3%	45.7%	21.0% — 51
MDA (FY08 44.4%)	80.4%	17.6%	2.0% — 51
DTRA (FY08 56.4%)	66.7%	9.8%	23.5% — 27
JCS (FY08 N/A)	22.2% / 3.7%	74.1%	— 13
Other Defense (FY08 30.0%)	38.5%	46.2%	0.0% — 9
DeCA (FY08 N/A)	66.7%	33.3%	0.0% — 8
DAU (FY08 100.0%)	62.5%	37.5%	0.0% — 8
DMEA (FY08 N/A)	50.0%	37.5%	12.5% — 8
Total (FY08 34.8%)	63.3%	31.4%	5.3% — 6,836

(FY08 N/A)   50.0%

■ 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

Required Certification Level	Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	506	693	71	18	1,288	60.7%
Level II	860	454	1,645	415	3,374	61.1%
Level III	343	155	189	1,482	2,169	68.3%
Unspecified	4	-	1	-	5	
FY16Q4 TOTAL	1,713	1,302	1,906	1,915	6,836	63.3%
	25.1%	19.0%	27.9%	28.0%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,638	12.8%	
Army	5,124	13.8%	
Navy	6,995	12.3%	
Marine Cor	212	7.1%	
Air Force	6,545	17.7%	
4th Estate	1,762	6.5%	
Information	504	7.4%	9 of 14

** Based on population total without unspecified positions

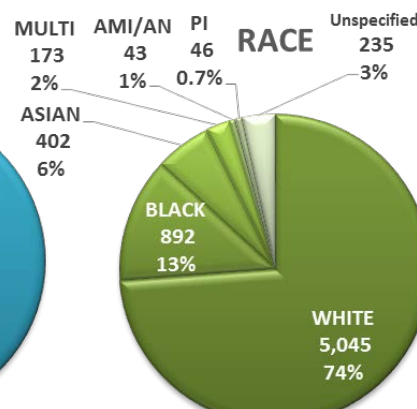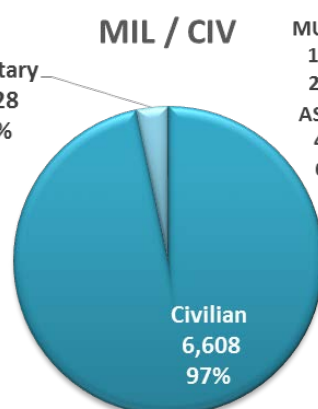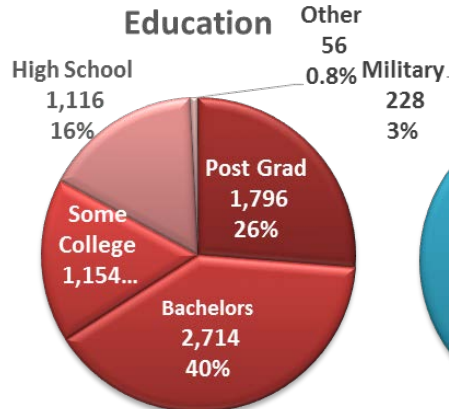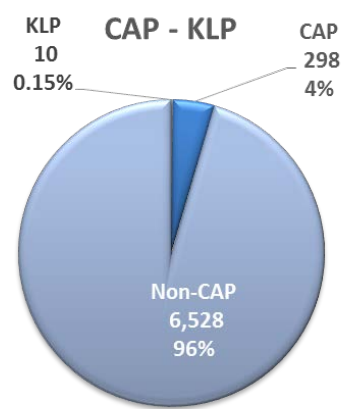| Certification Requirement					
Level I	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level II	782	479	27	1,288	18.8%
Level III	2,060	1,110	204	3,374	49.4%
Unspecified	1,482	557	130	2,169	31.7%
Information Technology TOTAL	-	2	3	5	0.1%
	4,324	2,148	364	6,836	
	63.3%	31.4%	5.3%		

= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

Information Technology Demographics
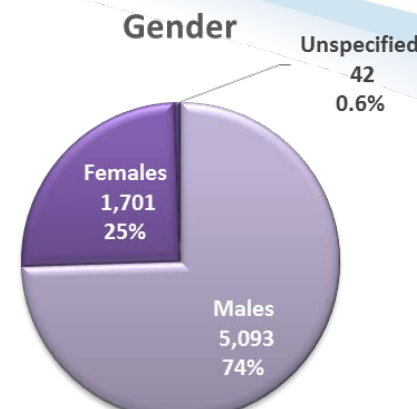
Occupied Position Type	IT		Entire DAW	
Key Leadership Positions (KLPs)	10	0.1%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	298	4.4%	15,791	9.8%
Non-CAP Positions	6,528	95.5%	144,481	89.5%
TOTAL	6,836		161,469	

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

Highest Level of Education	IT		Entire DAW	
Post Grad	1,796	26.3%	63,772	39.5%
Bachelors	2,714	39.7%	71,199	44.1%
Some College	1,154	16.9%	12,023	7.4%
High School	1,116	16.3%	12,767	7.9%
Other	56	0.8%	1,708	1.1%
TOTAL	6,836		161,469	

Military / Civilian	IT		Entire DAW	
Civilian	6,608	96.7%	145,988	90.4%
Military	228	3.3%	15,481	9.6%
TOTAL	6,836		161,469	

Race	IT		Entire DAW	
WHITE	5,045	73.8%	119,897	74.3%
BLACK	892	13.0%	19,270	11.9%
ASIAN	402	5.9%	10,551	6.5%
MULTI	173	2.5%	3,591	2.2%
AMI/AN	43	0.6%	898	0.6%
PI	46	0.7%	787	0.5%
Unspecified	235	3.4%	6,475	4.0%
TOTAL	6,836		161,469	

Gender	IT		Entire DAW	
Males	5,093	74.5%	113,498	70.3%
Females	1,701	24.9%	46,704	28.9%
Unspecified	42	0.6%	1,267	0.8%
TOTAL	6,836		161,469	

Information Technology Size by Occupational Series
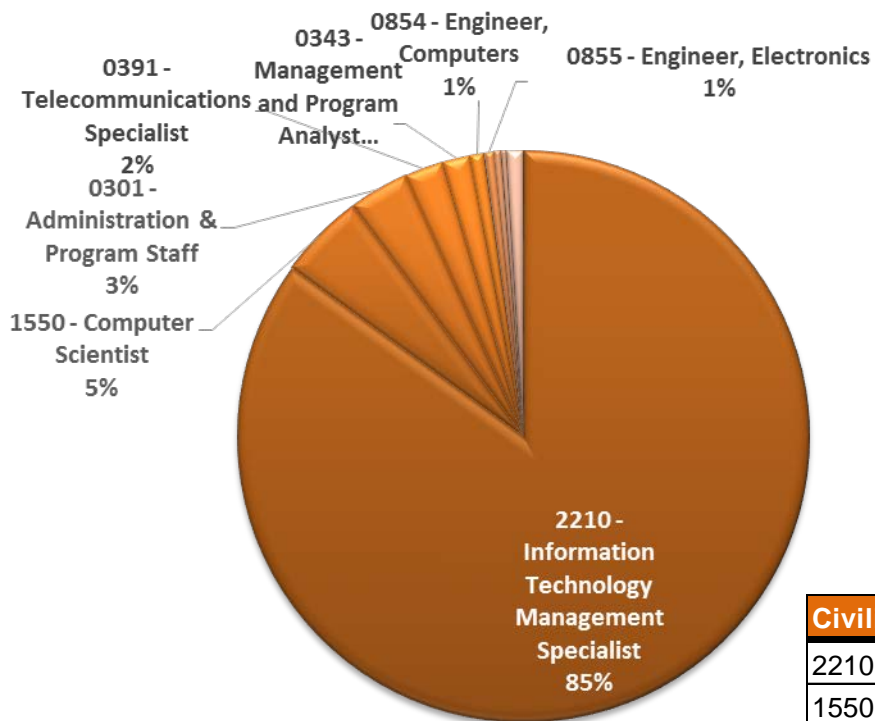
Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	5,618	85.0%
1550 - Computer Scientist	321	4.9%
0301 - Administration & Program Staff	224	3.4%
0391 - Telecommunications Specialist	145	2.19%
0343 - Management and Program Analyst	103	1.56%
0854 - Engineer, Computers	54	0.82%
0855 - Engineer, Electronics	36	0.54%
0856 - Engineering Technician, Electronics	27	0.41%
1101 - Business and Industry Specialist	19	0.29%
Other	61	0.92%
TOTAL CIVILIAN	6,608	Civilians

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

Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY16Q4

Info. Tech. DAW - Civilian Retirement Elig. Distrib. - End-FY08 vs FY16Q4

Early Career — Over 20 yrs to ret elig — FY08 12.9% FY16Q4 17.3%
Mid Career — 11-20 yrs to ret elig — FY08 26.5% FY16Q4 31.2%
Senior Career — Within 10 yrs ret elig — FY08 60.7% FY16Q4 51.5%

Civilian Workforce Count

FY16Q4 values:
- Over 25 yrs to Retirement: [5.5%] 361
- 21-25 yrs to Retirement: [11.9%] 781
- 16-20 yrs to Retirement: [14.0%] 921
- 11-15 yrs to Retirement: [17.2%] 1,135
- 6-10 yrs to Retirement: [17.7%] 1,168
- 1-5 yrs to Retirement: [18.3%] 1,208
- Retirement Eligible: [15.4%] 1,014

FY08 values:
- Over 25 yrs to Retirement: 248 [7.0%]
- 21-25 yrs to Retirement: 211 [5.9%]
- 16-20 yrs to Retirement: 358 [10.0%]
- 11-15 yrs to Retirement: 586 [16.4%]
- 6-10 yrs to Retirement: 753 [21.1%]
- 1-5 yrs to Retirement: 772 [21.6%]
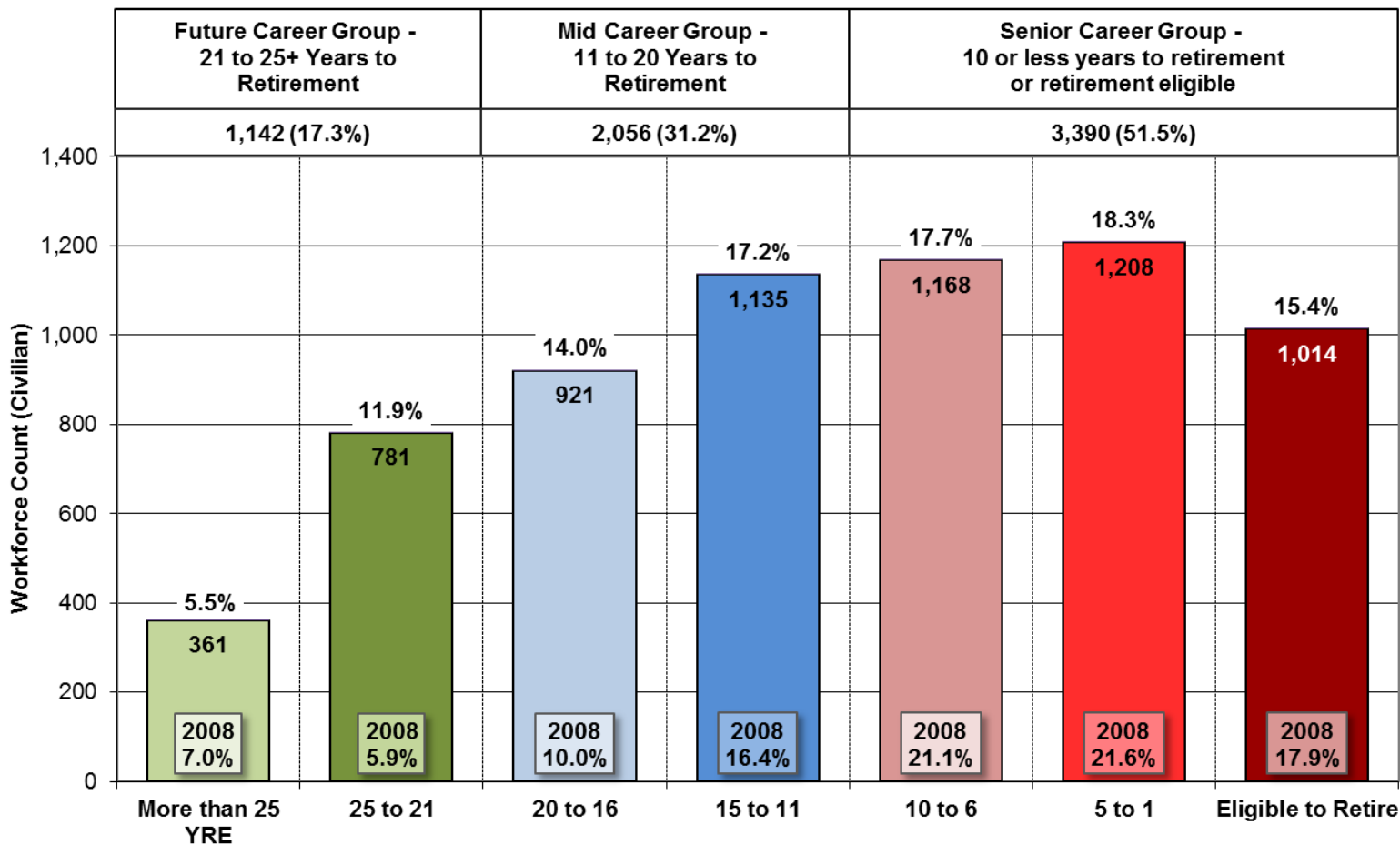- Retirement Eligible: 640 [17.9%]

Source: RAND using DMDC data
Note: Rounded to nearest 0.1%

As of 30 Sept 2016

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q4) - 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		
1,142 (17.3%)		2,056 (31.2%)		3,390 (51.5%)		

Workforce Count (Civilian)

Category	More than 25 YRE	25 to 21	20 to 16	15 to 11	10 to 6	5 to 1	Eligible to Retire
Percent	5.5%	11.9%	14.0%	17.2%	17.7%	18.3%	15.4%
Count	361	781	921	1,135	1,168	1,208	1,014
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 (Q4) DMDC data provided by RAND.

As of 30 Sept 2016
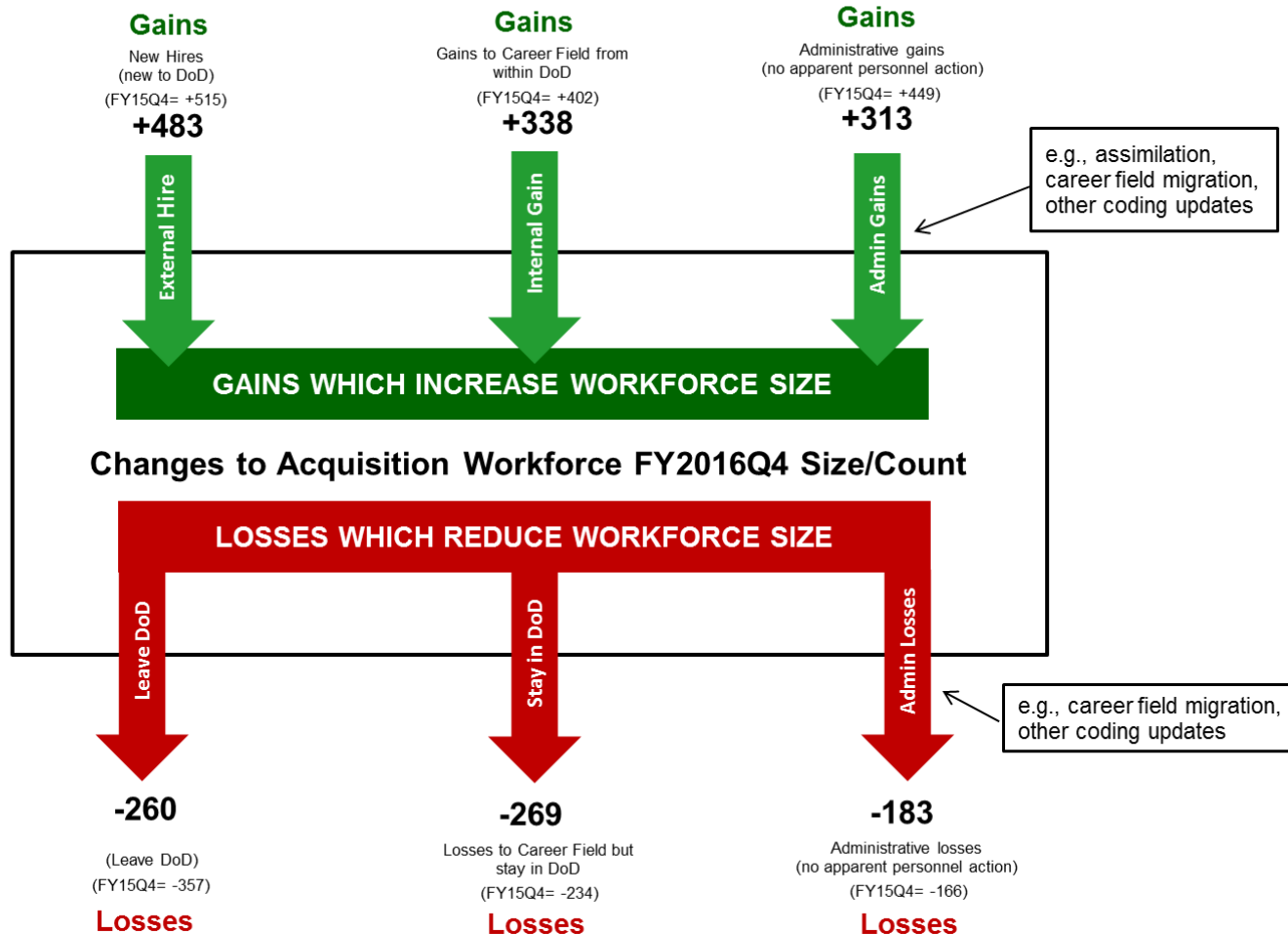
Defense Acquisition Workforce (Civilian) (FY2016Q4) - Information Technology

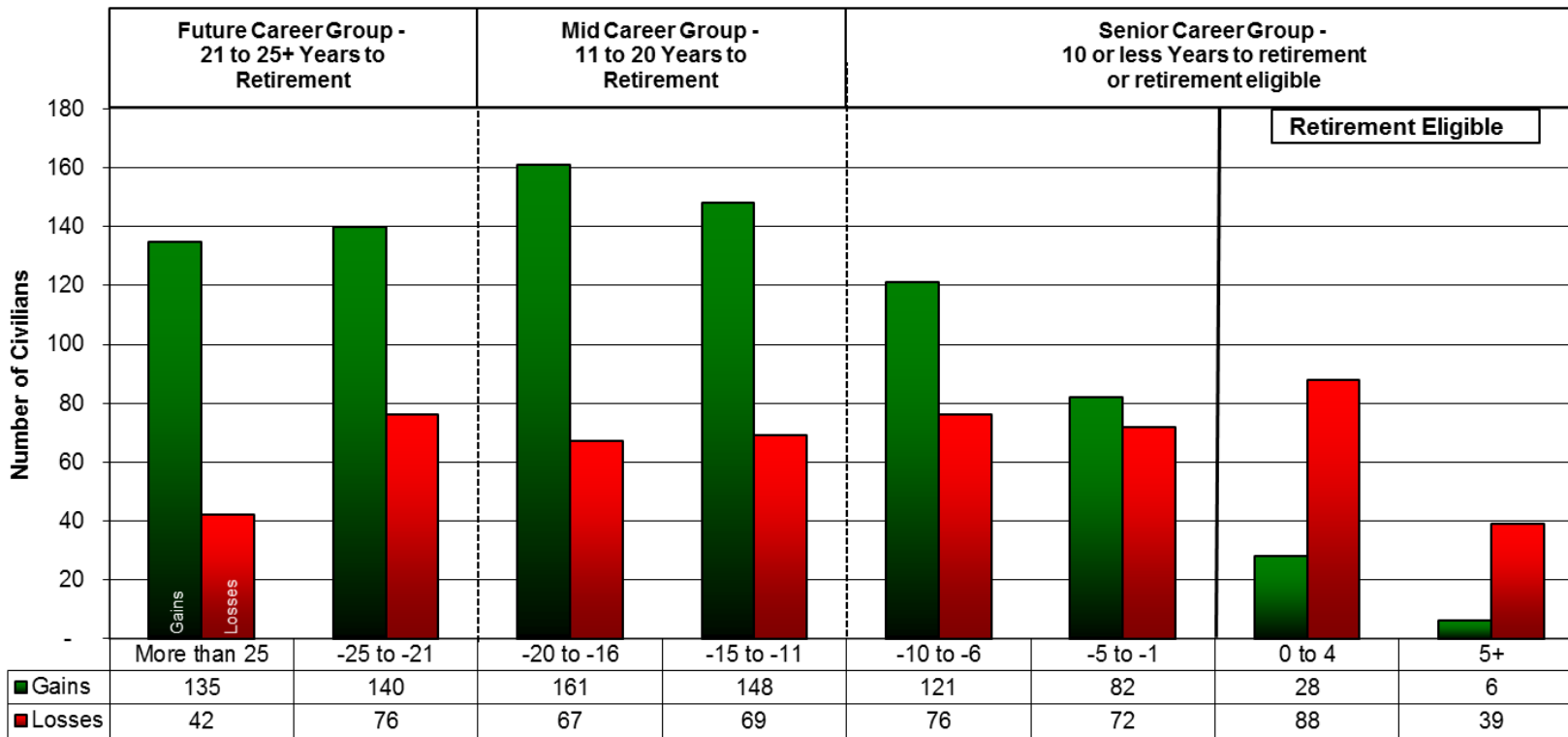### Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories

Gains
New Hires
(new to DoD)
(FY15Q4= +515)
+483

Gains
Gains to Career Field from within DoD
(FY15Q4= +402)
+338

Gains
Administrative gains
(no apparent personnel action)
(FY15Q4= +449)
+313

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

External Hire | Internal Gain | Admin Gains

GAINS WHICH INCREASE WORKFORCE SIZE

Changes to Acquisition Workforce FY2016Q4 Size/Count

LOSSES WHICH REDUCE WORKFORCE SIZE

Leave DoD | Stay in DoD | Admin Losses

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

-260
(Leave DoD)
(FY15Q4= -357)
Losses

-269
Losses to Career Field but stay in DoD
(FY15Q4= -234)
Losses

-183
Administrative losses
(no apparent personnel action)
(FY15Q4= -166)
Losses

* As of 30 Sept 2016

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecycle FY2016Q4 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	135	140	161	148	121	82	28	6
Losses	42	76	67	69	76	72	88	39

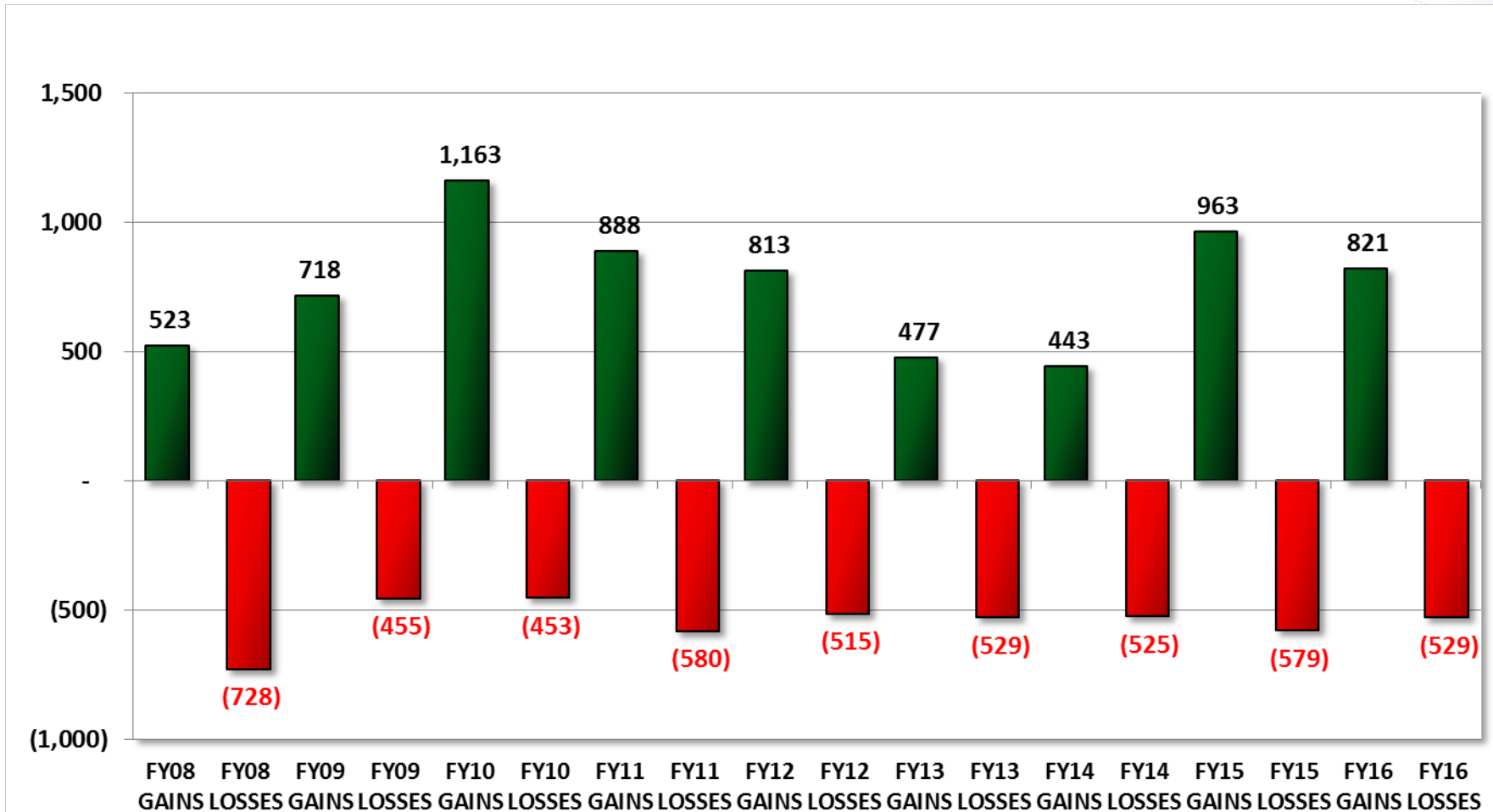**Career Lifecyle by Years to Retirement Eligibilty**

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)
*Does not include administrative gains and losses

* As of 30 Sept 2016

* As of 30 Sept 2016

Defense Acquisition Workforce (Civilian) - IT
Workforce Lifecycle FY2016Q4 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	92	124	122
External	183	185	115

Internal bars: 33% (Future), 40% (Mid), 51% (Senior)
External bars: 67% (Future), 60% (Mid), 49% (Senior)

Internal Gains from Within DOD — External Gains into DOD
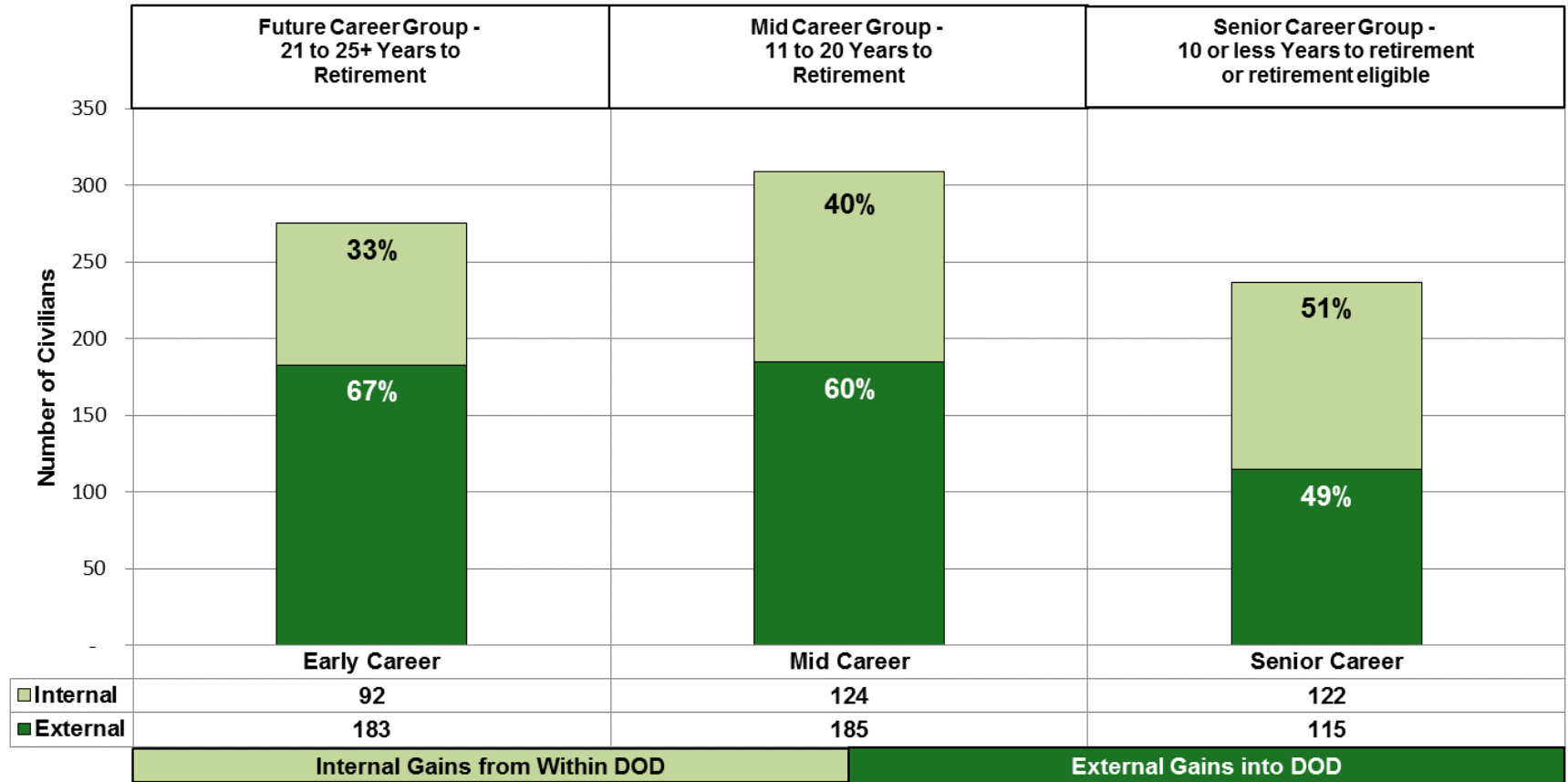
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)
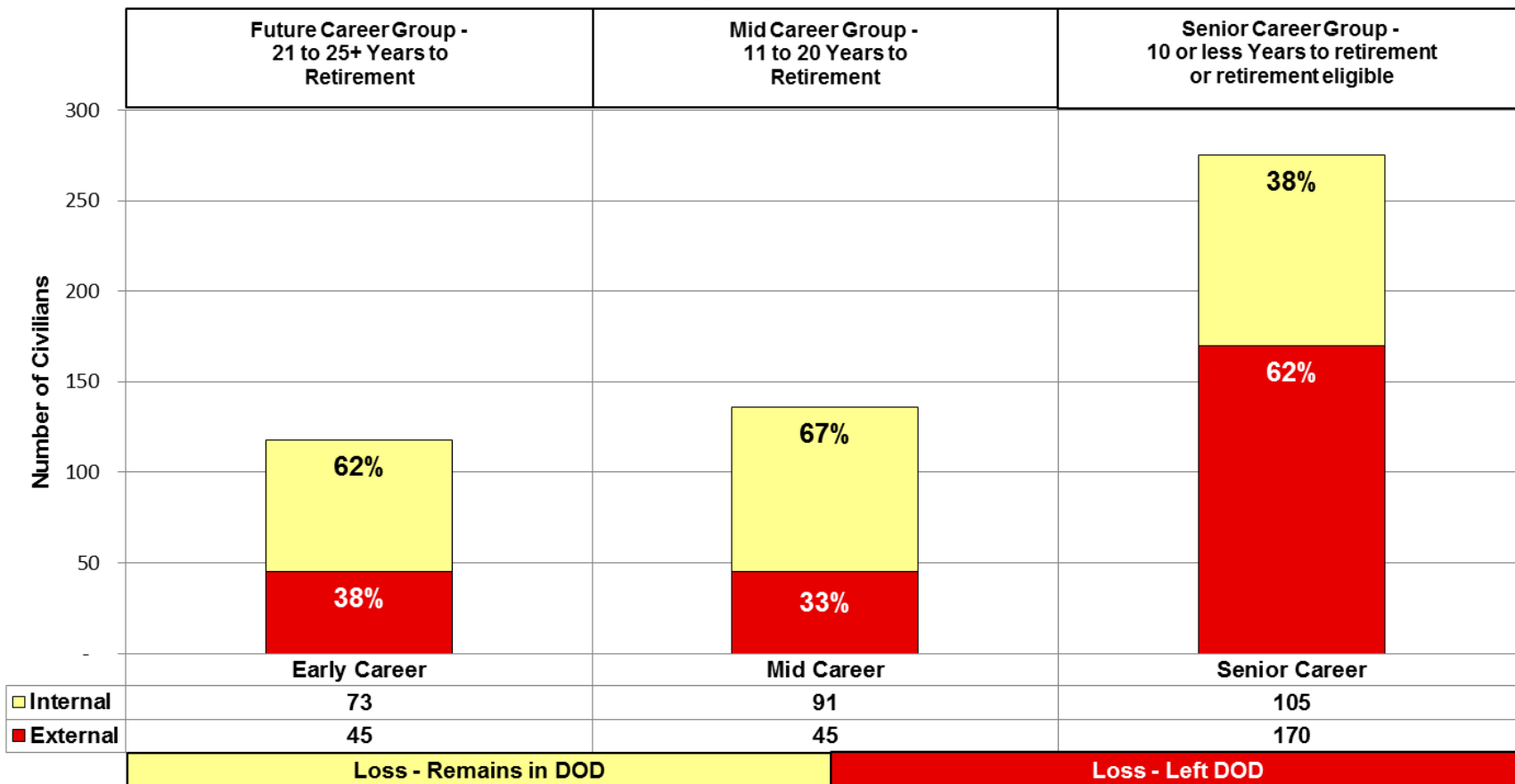*Does not include administrative gains

As of 30 Sept 2016

Defense Acquisition Workforce (Civilian) - IT

Workforce Lifecycle FY2016Q4 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	73	91	105
External	45	45	170

Loss - Remains in DOD | Loss - Left DOD

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative losses

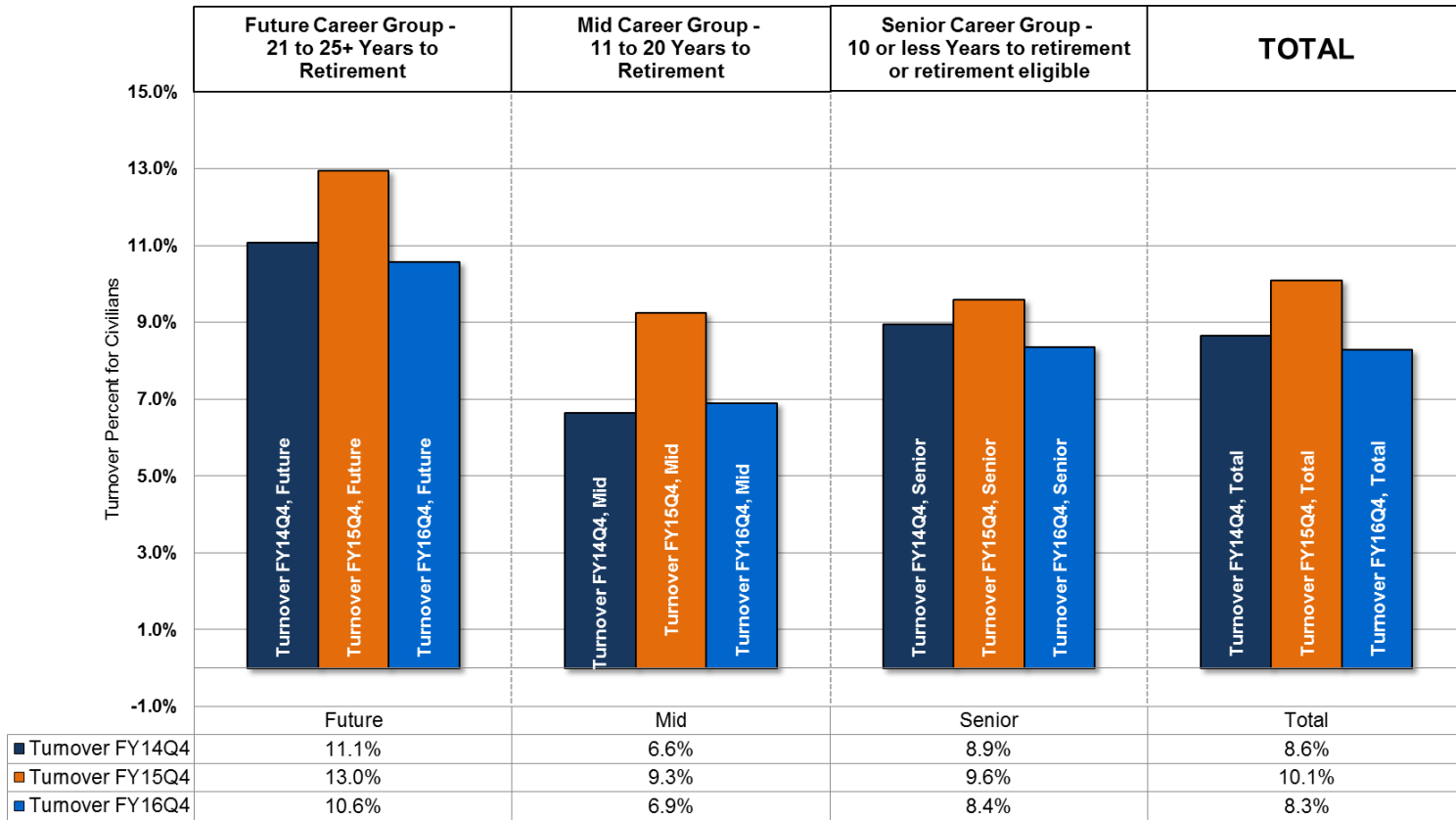*As of 30 Sept 2016*

Defense Acquisition Workforce Turnover - IT (Civilian) (FY14Q4, FY15Q4, FY16Q4)(by Career Lifecycle Group)

	Future	Mid	Senior	Total
Turnover FY14Q4	11.1%	6.6%	8.9%	8.6%
Turnover FY15Q4	13.0%	9.3%	9.6%	10.1%
Turnover FY16Q4	10.6%	6.9%	8.4%	8.3%

Column headers above chart:
- 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

Turnover Percent by Career Lifecycle Groups

As of 30 Sept 2016

Defense Acquisition Workforce - IT

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q4)

2,376 or 36% 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

1,014 or 15% of the civilian members of the IT workforce are eligible to retire with full benefits.

1,168 – 18%

1,208 – 18%

FERS

CSRS

Number of Civilians

Years to Becoming Retirement Eligible

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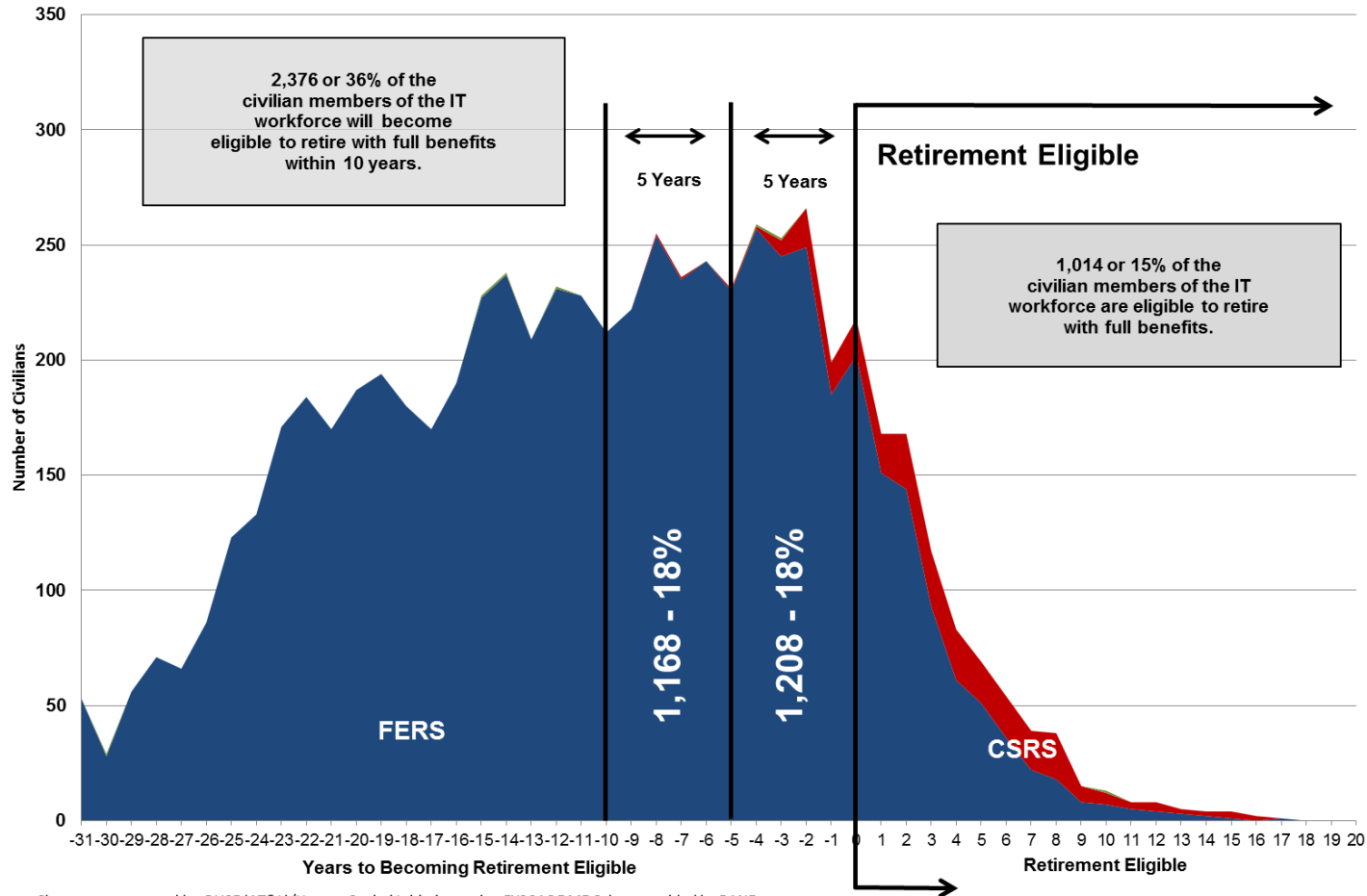
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016 DMDC data provided by RAND.

* As of 30 Sept 2016

END