



Defense Acquisition Workforce Key Information

Information Technology
As of FY17 (30 Sept 2017)



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Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Information Technology	FY 2008				FY2017Q3			
	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	6,743	212	6,955	163,279
Change in size from 2008	-	-	-	-	88%	-40%	77%	30%
Civilian/Military Composition	91%	9%	-	88% / 12%	97%	3%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	67%	75%	67%	84%
Graduate Degree	18%	43%	20%	29%	27%	38%	27%	40%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	80%	34%	79%	86%
Level II or Higher Achieved	40%	9%	37%	61%	58%	8%	57%	73%
Level III Achieved	20%	4%	19%	36%	29%	0%	28%	42%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	69%	18%	68%	76%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	25%	67%	27%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	15%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	13%	70%	62%	38%	0%	37%	33%
Average Age	49	37	48	46	48	33	47	45
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	18/31/51(%)	-	-	26/25/49(%)
Average Years of Service	18	14	18	17	14	12	14	15
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,035(15%)	-	-	26,261(18%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,236(18%)	-	-	25,606(17%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,018/761	-	-	15,463/10,675

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2017Q3 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 FY2017Q3 DMDC data.



Information Technology Acquisition Workforce Size Highlights

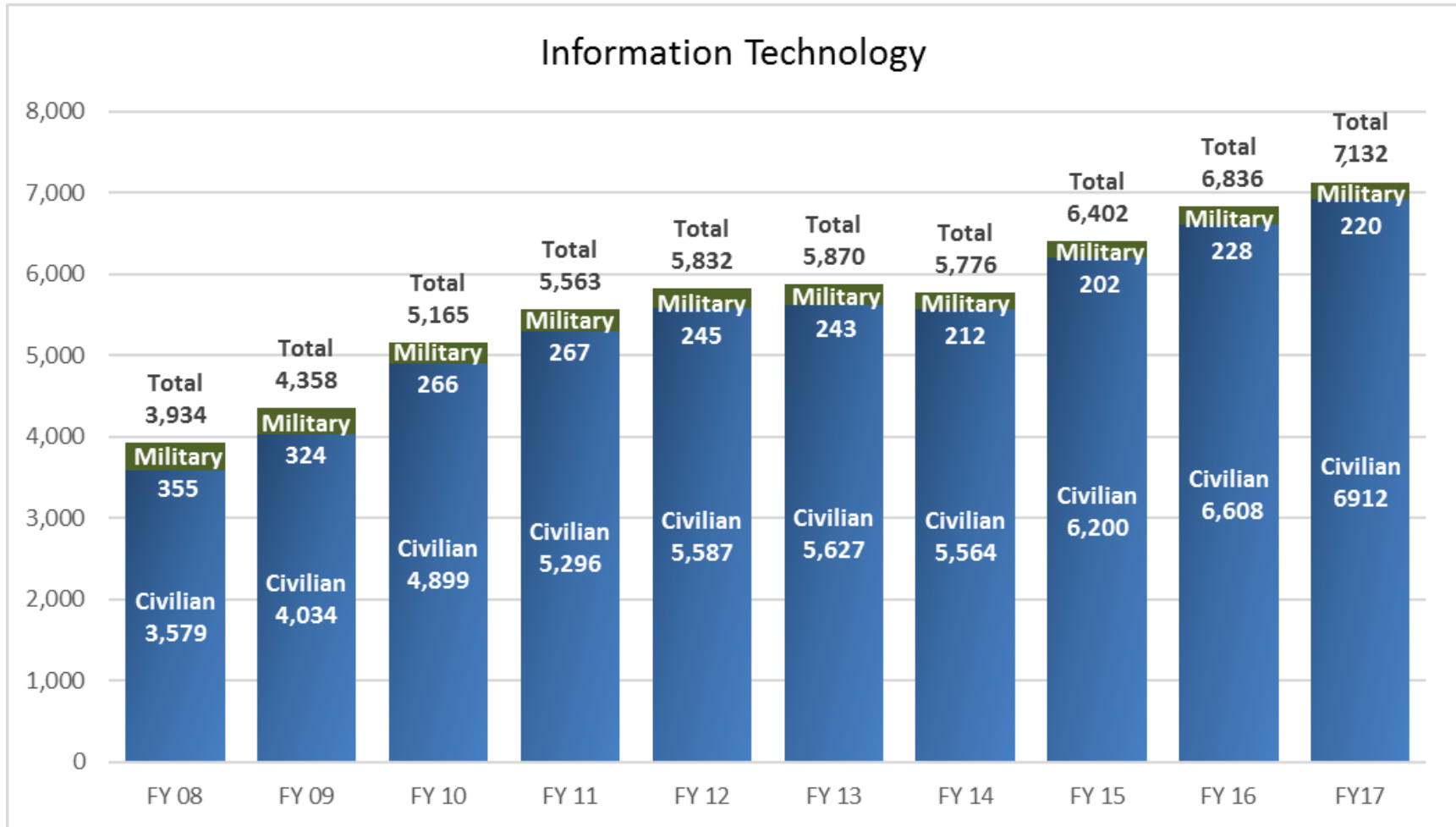
- The IT Career Field has experienced a steady increase in growth since FY14. Starting with 5,776 in FY14 and growing to 7,132 at the end of FY17, a 23% increase.
- Both Navy and DLA have seen significant increases since not only 2014, but since 2008 as well. Navy growth since 2014 has topped 48% and DLA has grown by 758% since FY2014.
- Attrition in the IT Career Field has increased from 8.3% at the end of FY16 to 8.8% this quarter.

Information Technology Acquisition Workforce DAWIA Certification Highlights

- The IT Career Field saw a dip in the Meets and Exceeds classification of certification compliance after 2014, but has experienced an increase since then going from 64% to 67%.

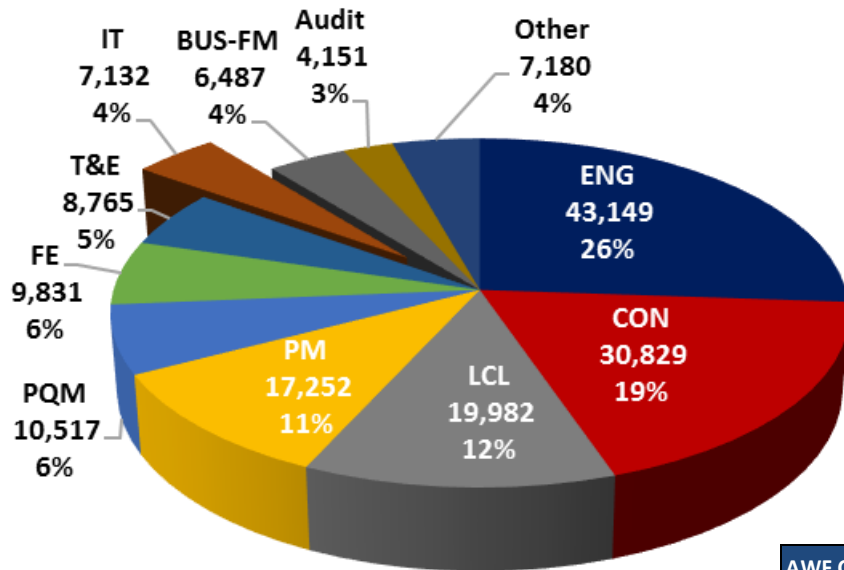


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category FY17	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,151	4,151	2.5%
Business - CE	258	533	37	496	82	1,406	0.9%
Business - FM	1,714	1,978	171	2,094	530	6,487	3.9%
Contracting	7,978	5,906	537	8,445	7,963	30,829	18.7%
Engineering	9,096	22,297	341	9,276	2,139	43,149	26.1%
Facilities Engineering	3,581	5,541	30	591	88	9,831	5.9%
Information Technology	1,720	2,918	217	1,262	1,015	7,132	4.3%
Life Cycle Logistics	7,047	5,919	612	3,297	3,107	19,982	12.1%
Production, Quality and Man	1,387	3,330	40	421	5,339	10,517	6.4%
Program Management	3,313	5,450	763	5,885	1,841	17,252	10.4%
Property	49	70	-	16	266	401	0.2%
Purchasing	409	407	50	62	542	1,470	0.9%
S&T Manager	463	495	4	2,806	119	3,887	2.4%
Test and Evaluation	1,877	3,227	129	3,153	379	8,765	5.3%
Unknown/Other	8	1	-	1	6	16	0.01%
FY17 Totals (as of 9-30-2017)	38,900	58,072	2,931	37,805	27,567	165,275	
Component %	23.5%	35.1%	1.8%	22.9%	16.7%		



Information Technology Workforce Historical Size by Agency FY08 – FY17



Information Technology Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	% Change Since FY08	% Change Since FY16
Navy	800	1,096	1,423	1,605	1,720	1,865	1,971	2,538	2,806	2,918	265%	4%
MARINE CORPS	103	144	211	225	207	233	214	227	238	217	111%	-9%
ARMY	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,682	1,701	1,720	-2%	1%
AIR FORCE	950	966	1,008	1,086	1,126	1,146	1,098	1,133	1,235	1,262	33%	2%
DCMA	111	124	158	147	156	186	197	197	197	179	61%	-9%
DLA	9	7	4	2	13	16	43	113	168	369	4000%	120%
MDA	27	27	39	39	42	52	53	51	51	60	122%	18%
DISA	99	80	71	78	83	79	140	137	162	164	66%	1%
DTRA	39	35	43	48	54	57	54	49	51	51	31%	0%
DHA	15	4	8	14	12	13	244	209	162	146	873%	-10%
DAU	6	7	7	14	12	3	6	5	8	10	67%	25%
NRO	-	-	-	-	-	-	-	-	6	5		-17%
OSD	1	-	-	-	-	-	-	-	-	-	-100%	
DeCA	-	1	-	-	-	14	11	20	9	10		11%
JCS	-	-	-	1	40	36	34	31	27	7		-74%
DoDEA	-	-	-	-	1	-	-	-	-	-		
DMEA	-	-	-	-	-	-	3	6	8	7		-13%
DoD HRA	3	-	-	-	-	-	1	1	2	2	-33%	0%
DTIC	-	-	-	-	1	3	3	3	3	3		0%
DSCA	2	3	2	-	-	1	-	-	1	1	-50%	0%
DSS	1	-	-	-	-	-	-	-	-	-	-100%	
NDU	-	1	-	2	-	-	-	-	1	1		
ASD	-	3	2	1	1	-	-	-	-	-		
4th Estate Other	4	17	21	-	-	-	-	-	-	-		
TOTAL	3,934	4,358	5,165	5,563	5,832	5,870	5,776	6,402	6,836	7,132	↑ 81%	↑ 4%



Information Technology Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY17Q4



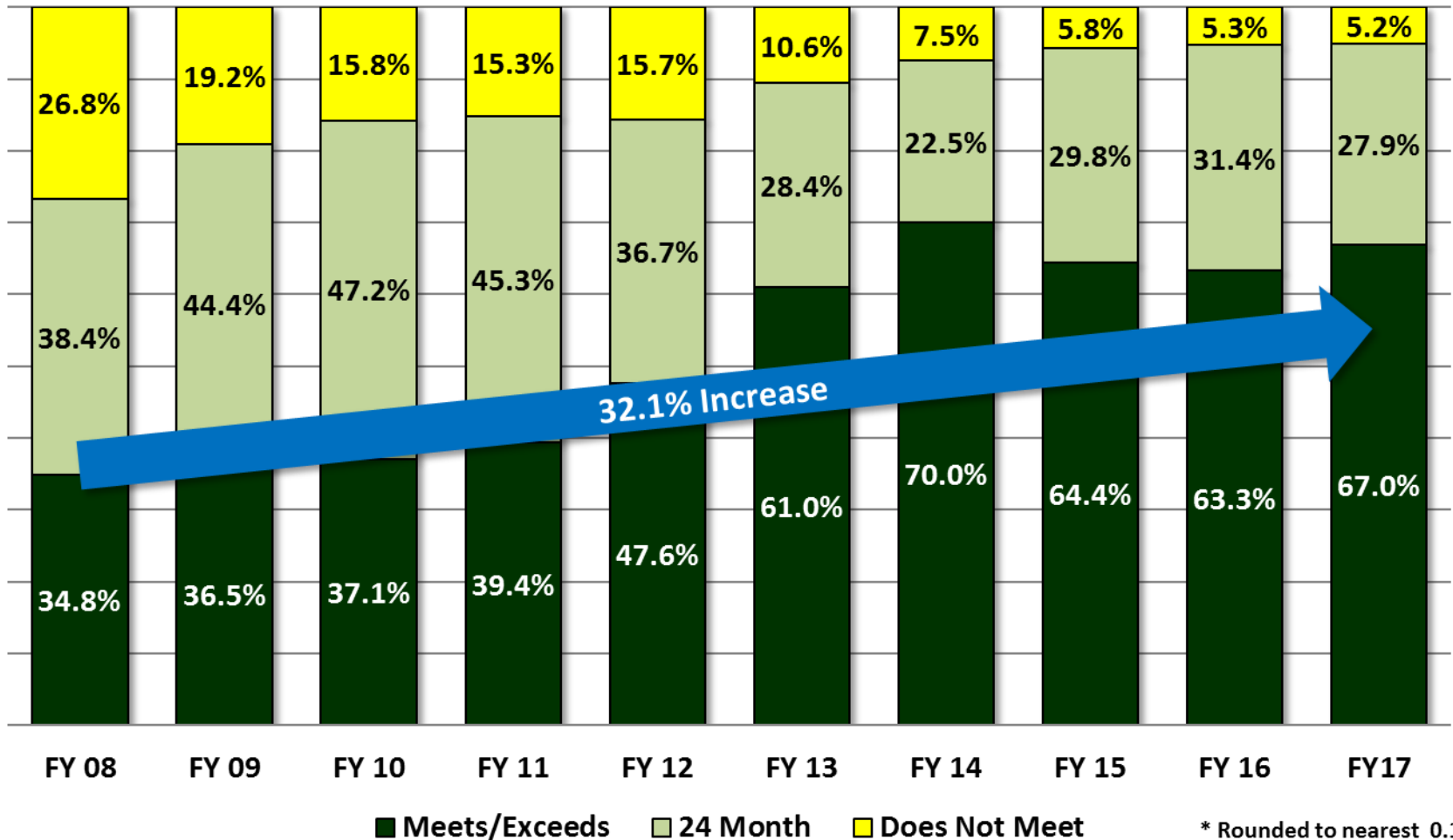
Information Technology Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	% Change Since FY16Q4
Navy	2,632	2,704	2,739	2,806	2,868	2,893	2,906	2,918	4%
ARMY	1,690	1,666	1,669	1,701	1,715	1,725	1,708	1,720	1%
AIR FORCE	1,158	1,204	1,192	1,235	1,230	1,262	1,242	1,262	2%
MARINE CORPS	231	236	236	238	229	227	226	217	-9%
DCMA	199	200	199	197	199	191	183	179	-9%
DLA	126	138	152	168	185	186	205	369	120%
MDA	53	54	54	51	56	56	60	60	18%
DISA	135	155	155	162	153	151	153	164	1%
DTRA	50	51	51	51	51	51	51	51	0%
DHA	200	192	178	162	160	155	152	146	-10%
DAU	5	6	10	8	11	12	10	10	25%
NRO	-	6	6	6	6	6	5	5	-17%
DeCA	19	22	13	9	10	10	11	10	11%
JCS	31	29	29	27	29	28	28	7	-74%
DFAS	-	-	-	-	-	-	-	-	
DMEA	6	6	6	8	8	8	8	7	-13%
DoD HRA	1	2	2	2	1	1	2	2	0%
DTIC	3	3	3	3	3	3	3	3	0%
DSCA	-	1	1	1	1	1	1	1	0%
NDU	-	-	1	1	1	1	1	1	0%
TOTAL	6,539	6,676	6,696	6,836	6,916	6,967	6,955	7,132	↑ 4%



Information Technology Historical DAWIA Certification FY08 – FY17



Information Technology

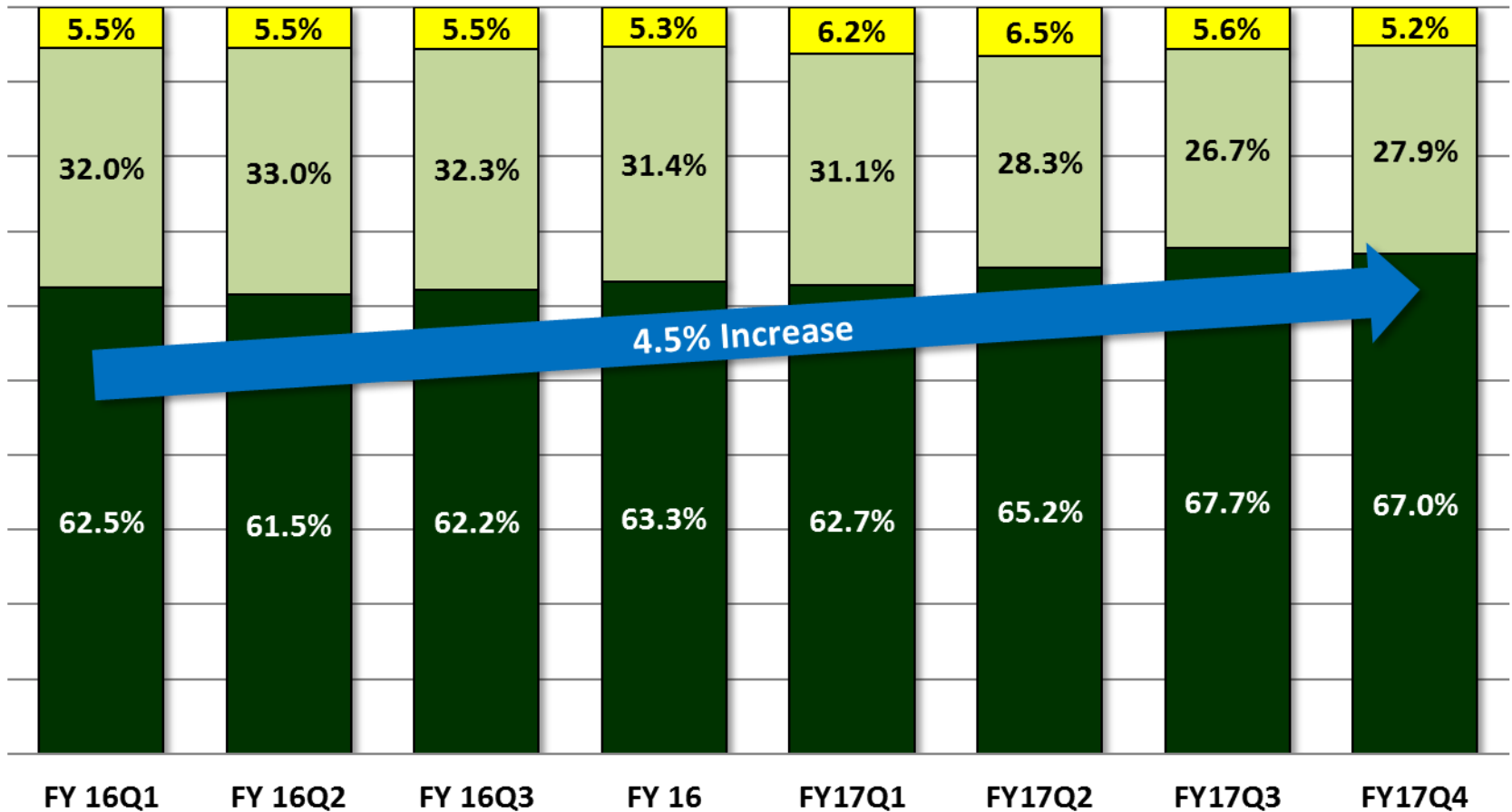




Information Technology Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



Information Technology



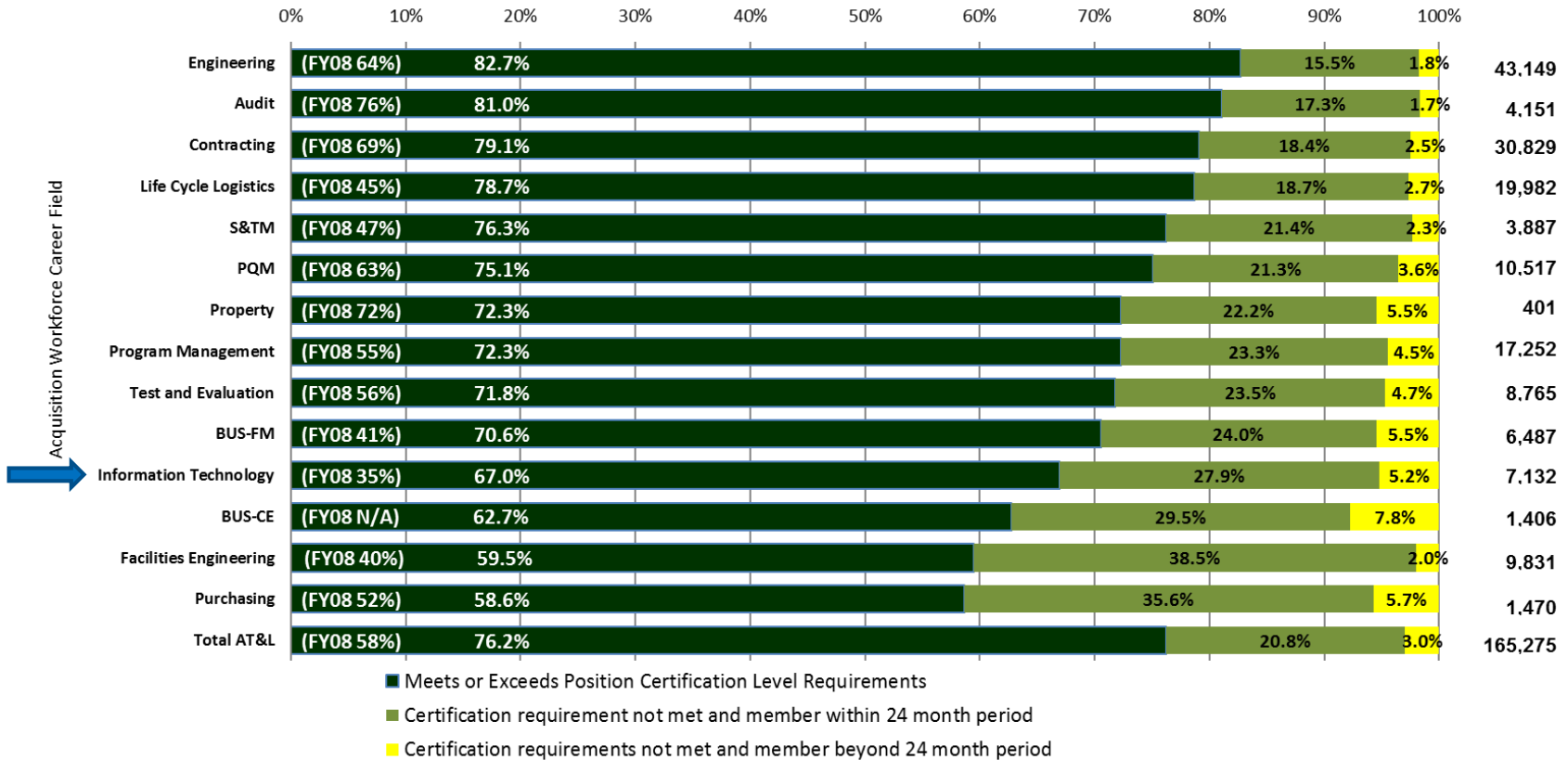
■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



DAWIA Certification by Career Field

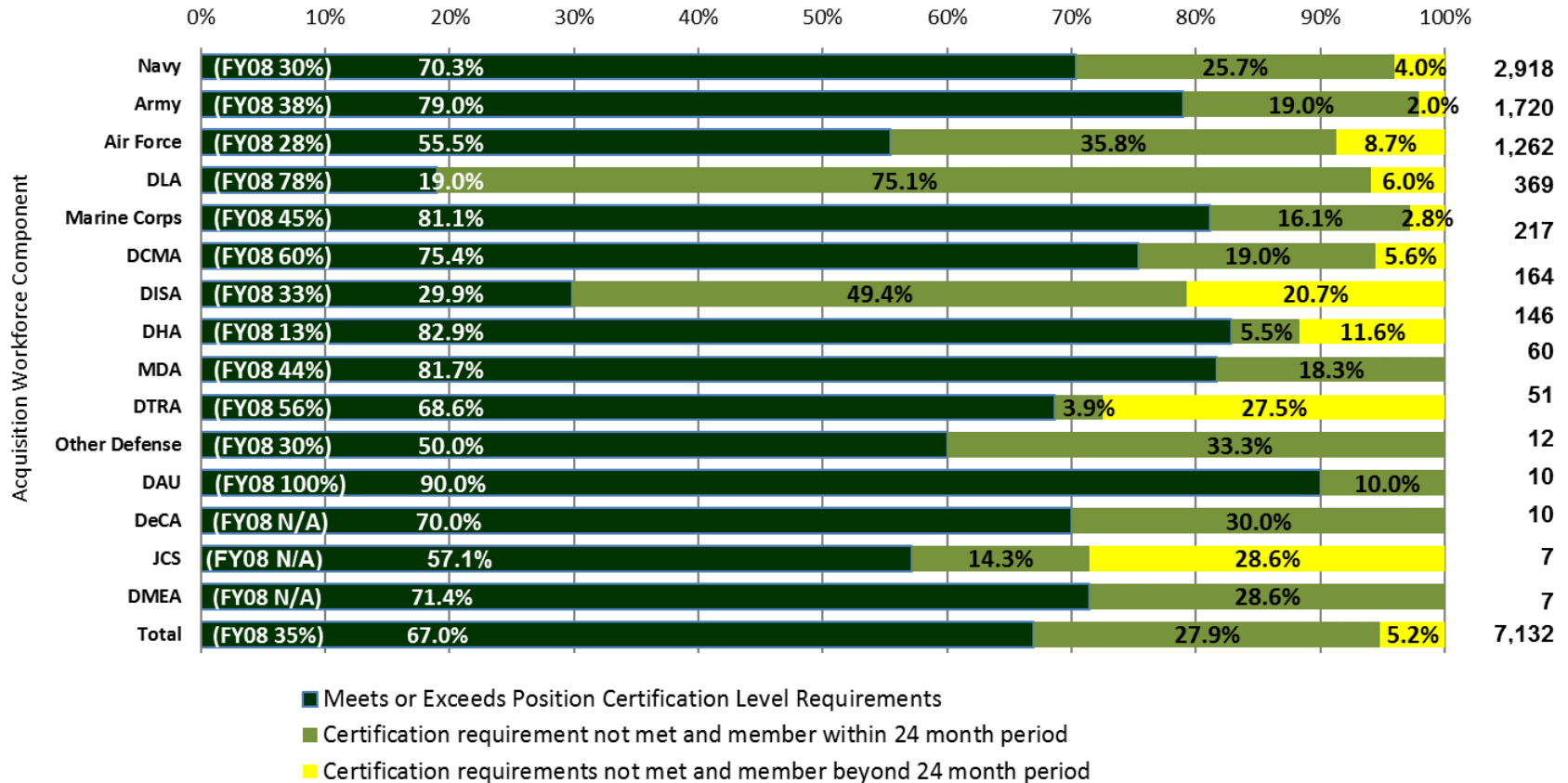
Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)





Information Technology DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Information Technology (FY17Q4)





Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology		Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY17 TOTAL	% Meets Certification Requirement	
Level I	434	947	108	31	1,520	71.4%	
Level II	823	514	1,740	469	3,546	62.3%	
Level III	319	136	127	1,481	2,063	71.8%	
<i>Unspecified</i>	2	-	1	-	3		
FY17 TOTAL	1,578	1,597	1,976	1,981	7,132	67.0%	
	22.1%	22.4%	27.7%	27.8%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	125,981	76.2%	
Army	31,265	80.4%	
Navy	44,158	76.1%	
Marine Cor	2,058	70.2%	
Air Force	27,102	71.7%	
4th Estate	21,398	77.6%	
Information	4,776	67.0%	11 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,086	403	31	1,520	21.3%
Level II	2,209	1,111	226	3,546	49.7%
Level III	1,481	473	109	2,063	28.9%
<i>Unspecified</i>	-	-	3	3	0.0%
Information Technology TOTAL	4,776	1,987	369	7,132	
	67.0%	27.9%	5.2%		

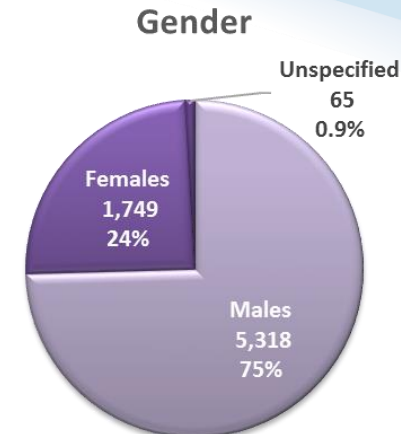
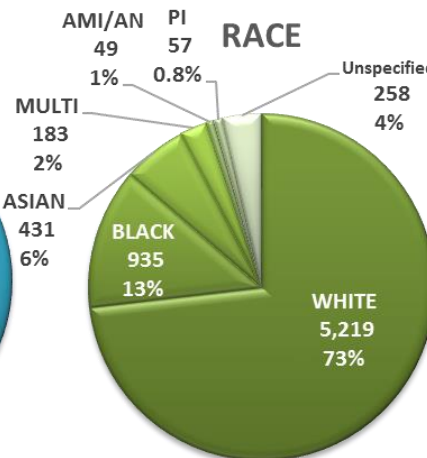
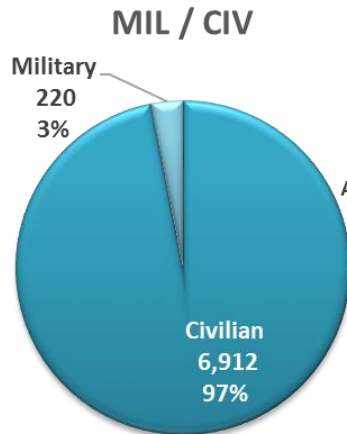
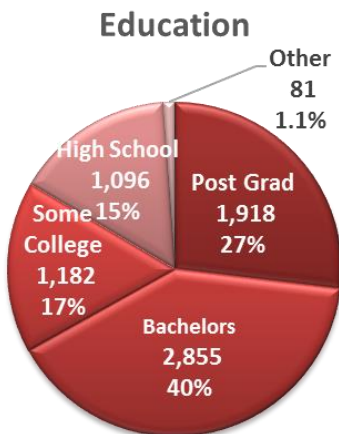
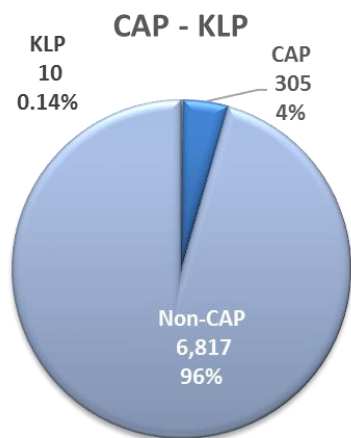
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology Demographics



Occupied Position Type	IT	Entire DAW
Key Leadership Positions (KLPs)	10	0.1%
Critical Acquisition Positions (CAPs) *	305	4.3%
Non-CAP Positions	6,817	95.6%
Unknown	-	0.0%
TOTAL	7,132	

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

Highest Level of Education	IT	Entire DAW
Post Grad	1,918	26.9%
Bachelors	2,855	40.0%
Some College	1,182	16.6%
High School	1,096	15.4%
Other	81	1.1%
TOTAL	7,132	

Military / Civilian	IT	Entire DAW
Civilian	6,912	96.9%
Military	220	3.1%
TOTAL	7,132	

Race	IT	Entire DAW
WHITE	5,219	73.2%
BLACK	935	13.1%
ASIAN	431	6.0%
MULTI	183	2.6%
AMI/AN	49	0.7%
PI	57	0.8%
Unspecified	258	3.6%
TOTAL	7,132	

Gender	IT	Entire DAW
Males	5,318	74.6%
Females	1,749	24.5%
Unspecified	65	0.9%
TOTAL	7,132	



Information Technology Size by Occupational Series



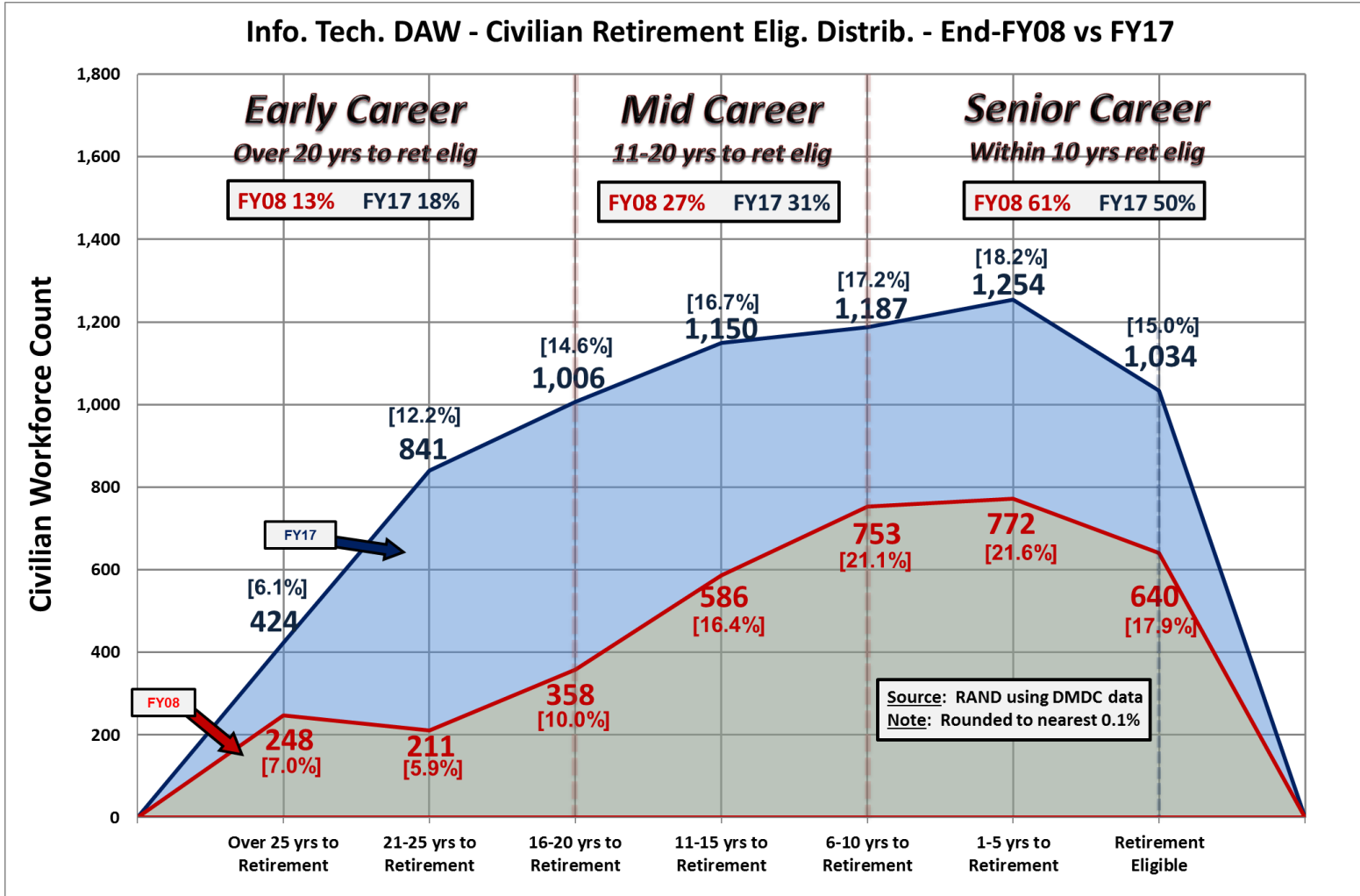
Civilian Occupational Series	IT	
2210 - Information Technology Management Specialist	5,933	85.8%
1550 - Computer Scientist	331	4.8%
0301 - Administration & Program Staff	211	3.1%
0391 - Telecommunications Specialist	137	1.98%
0343 - Management and Program Analyst	106	1.53%
0854 - Engineer, Computers	57	0.82%
0855 - Engineer, Electronics	30	0.43%
0856 - Engineering Technician, Electronics	26	0.38%
1101 - Business and Industry Specialist	18	0.26%
<i>Other</i>	63	0.91%
TOTAL CIVILIAN	6,912	Civilians



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

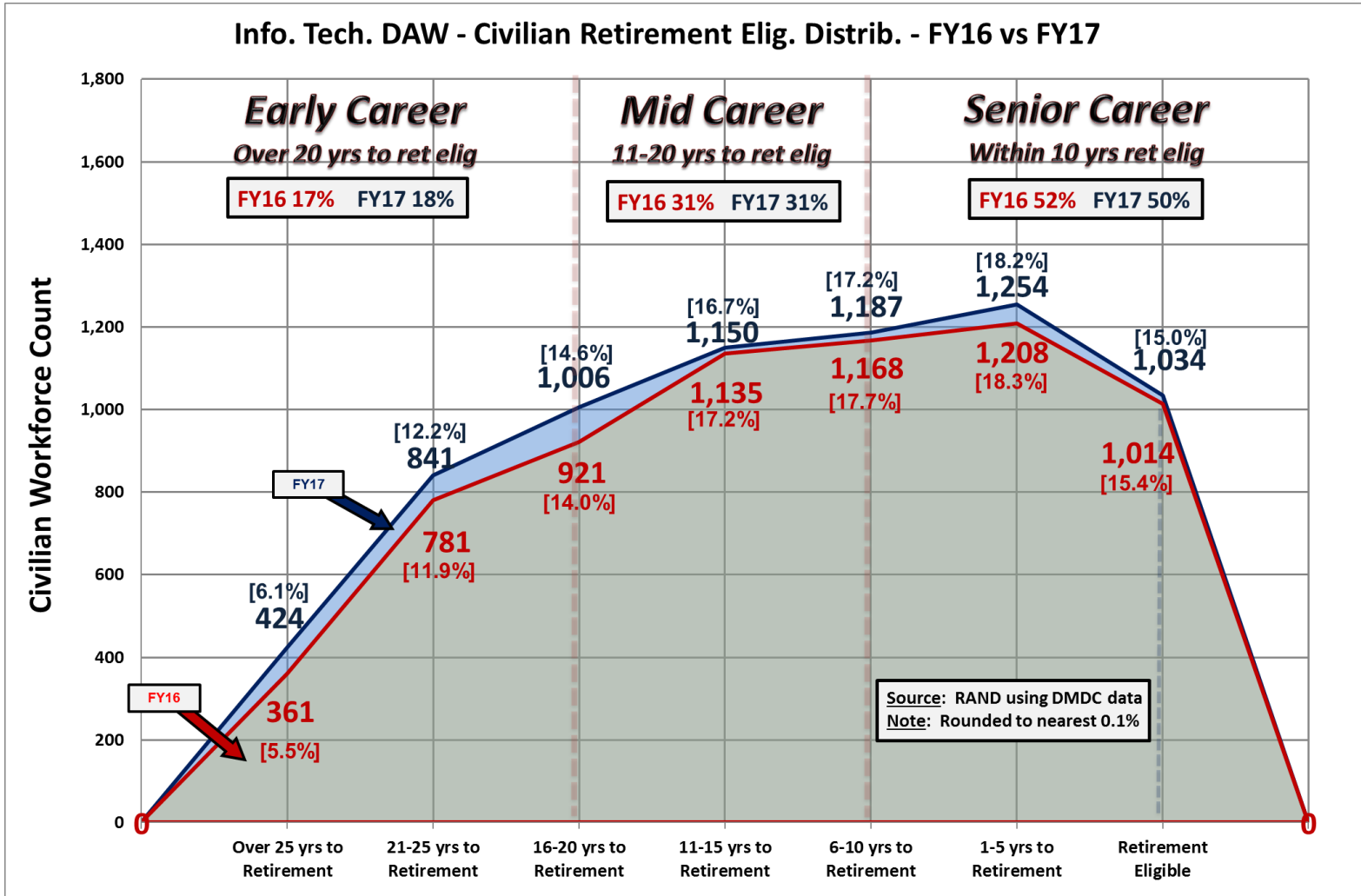


Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY17





Information Technology Civilian Retirement Eligibility Distribution (1 year)– FY16/FY17

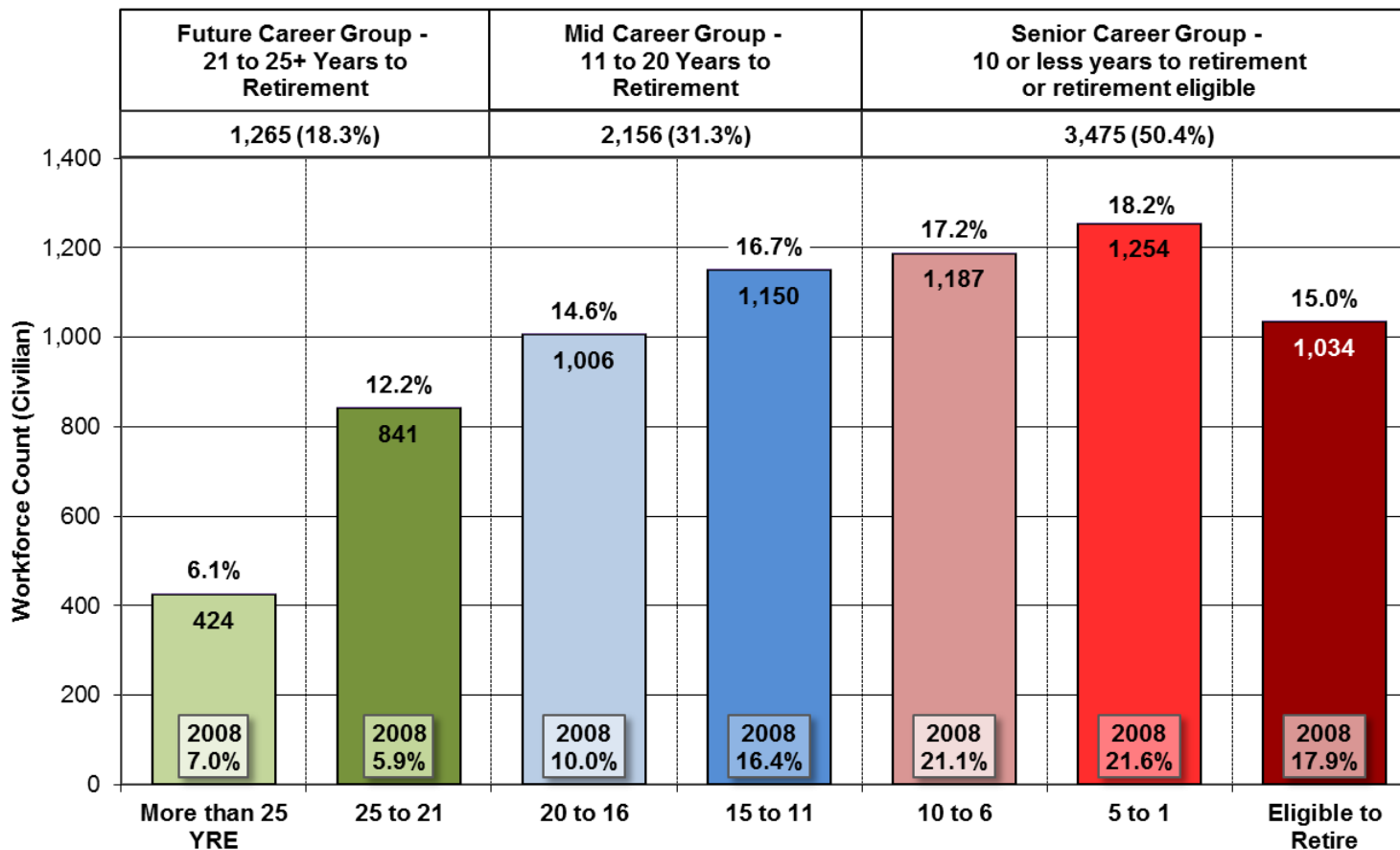


As of 30 Sep 2017



Workforce Lifecycle Model

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2017Q4) - Information Technology



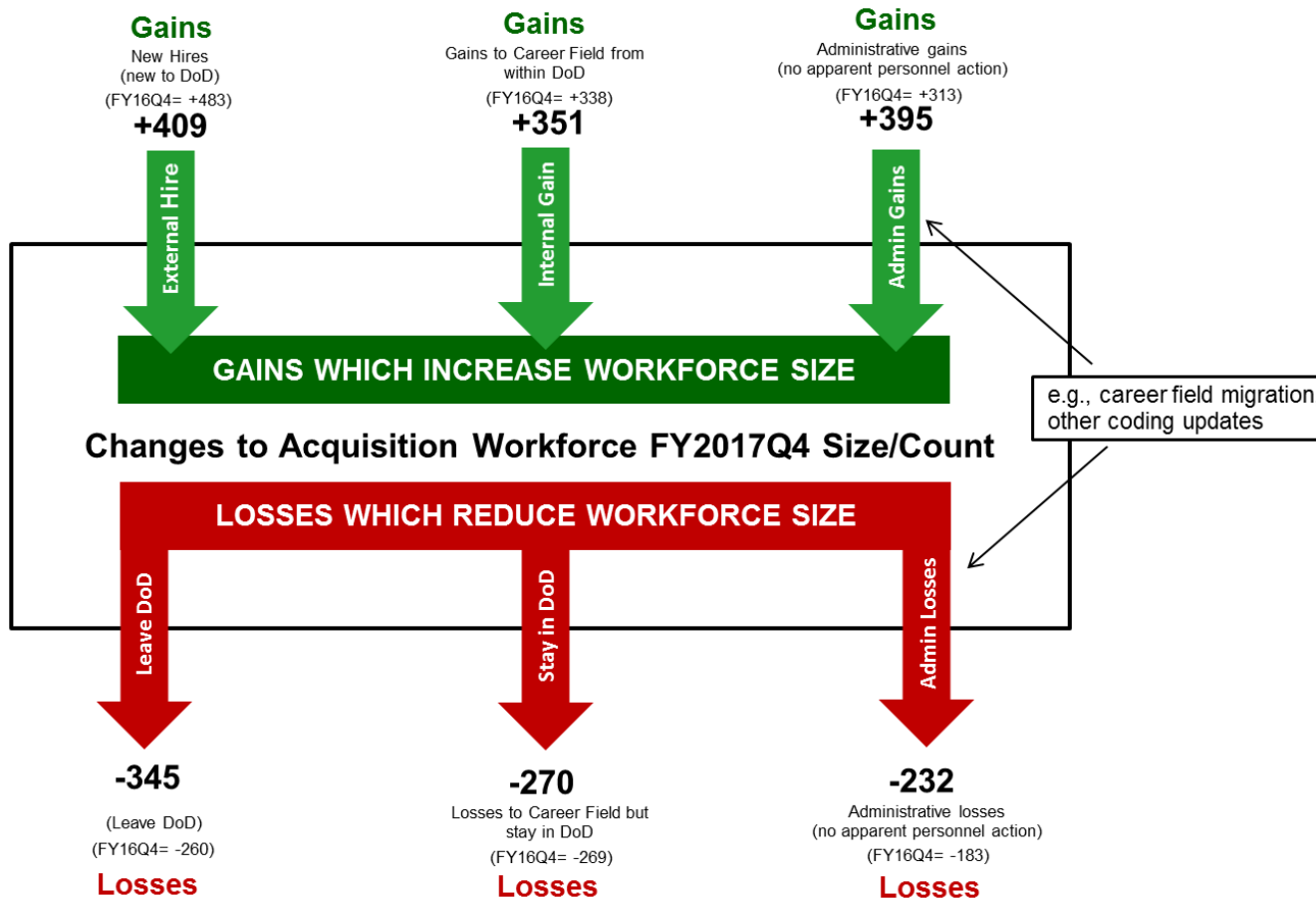
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2017Q4) - Information Technology

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



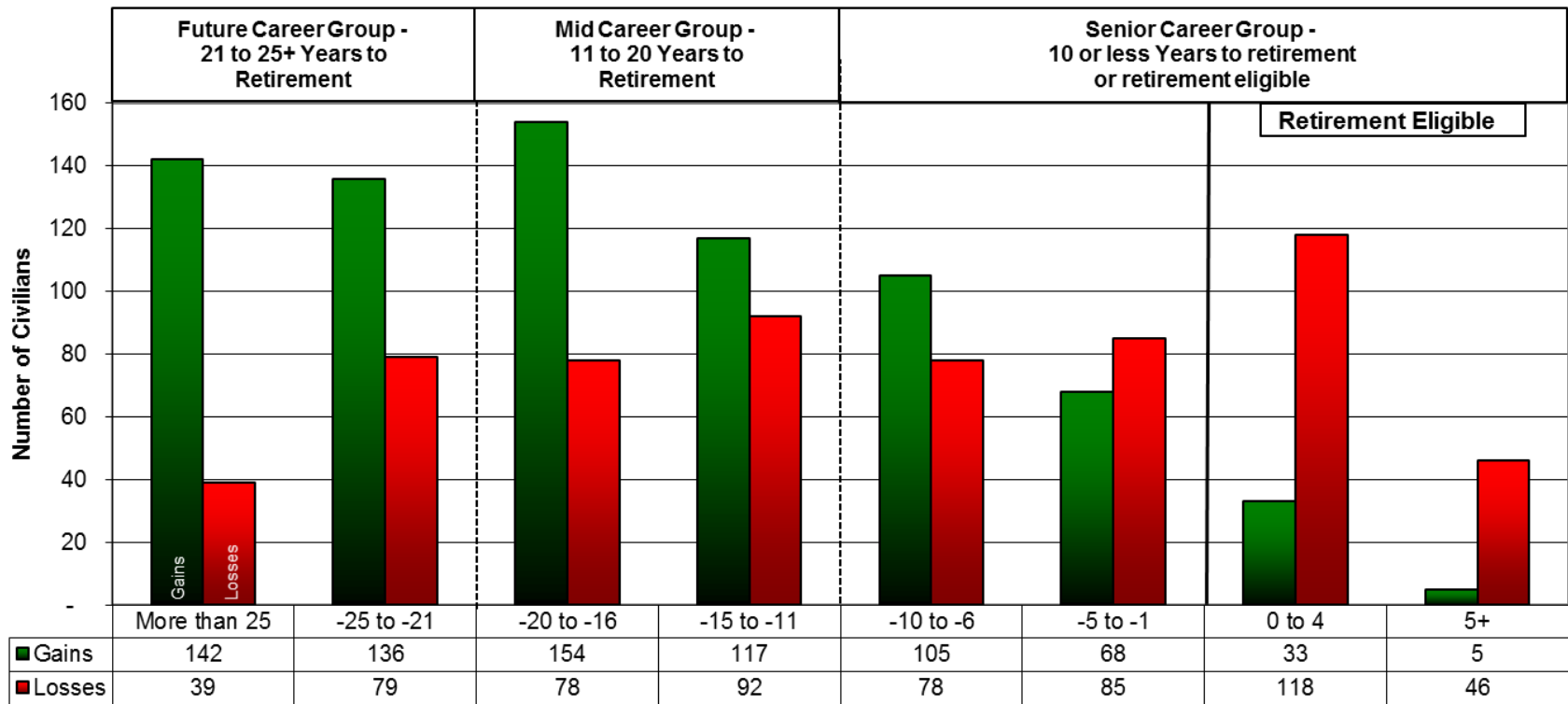


Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2017Q4 Gains & Losses*



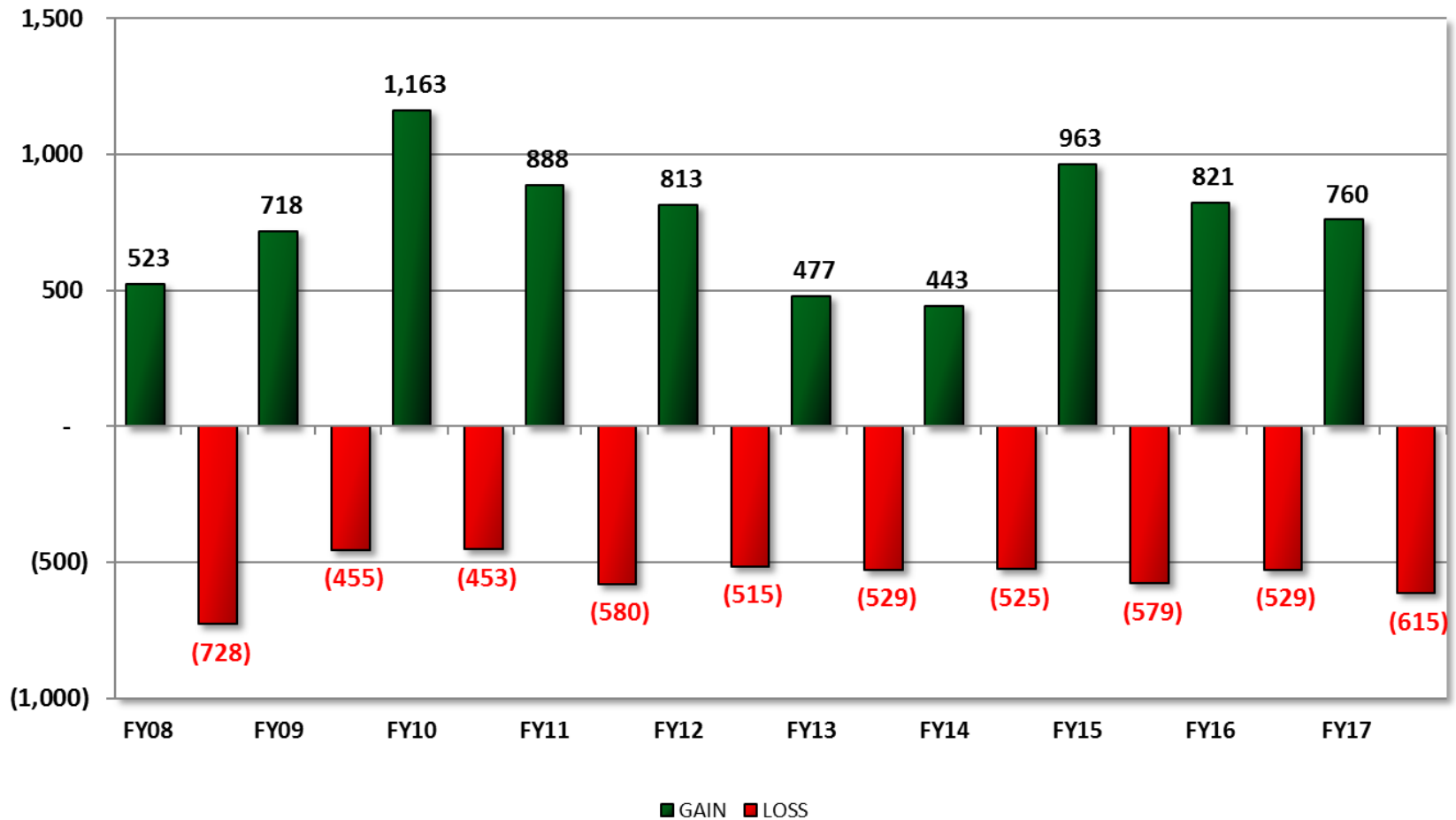
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative gains and losses



Information Technology Historical Gains and Losses FY08 – FY17



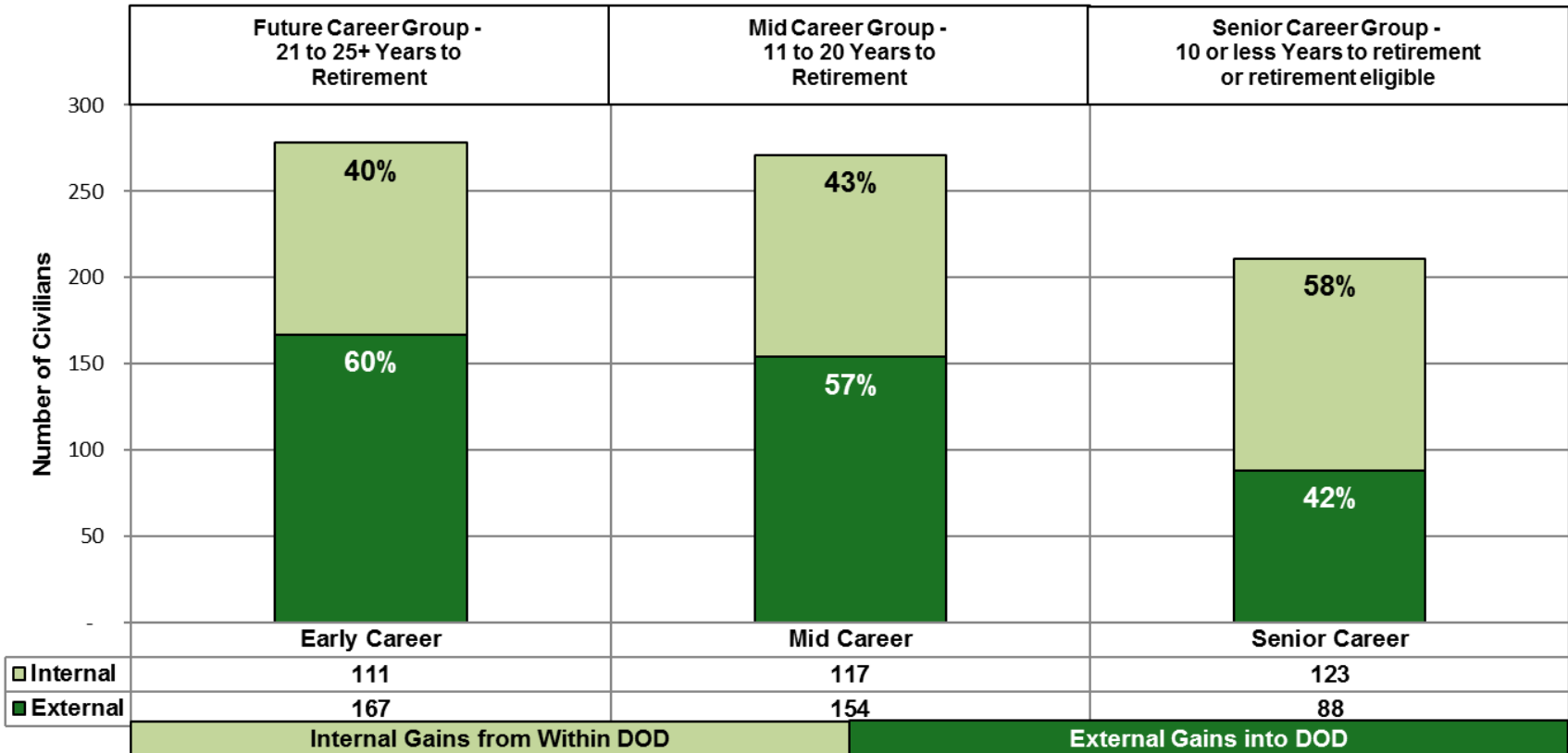
As of 30 Sep 2017



Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Information Technology Workforce Lifecycle FY2017Q4 Gains*



*Does not include administrative gains

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

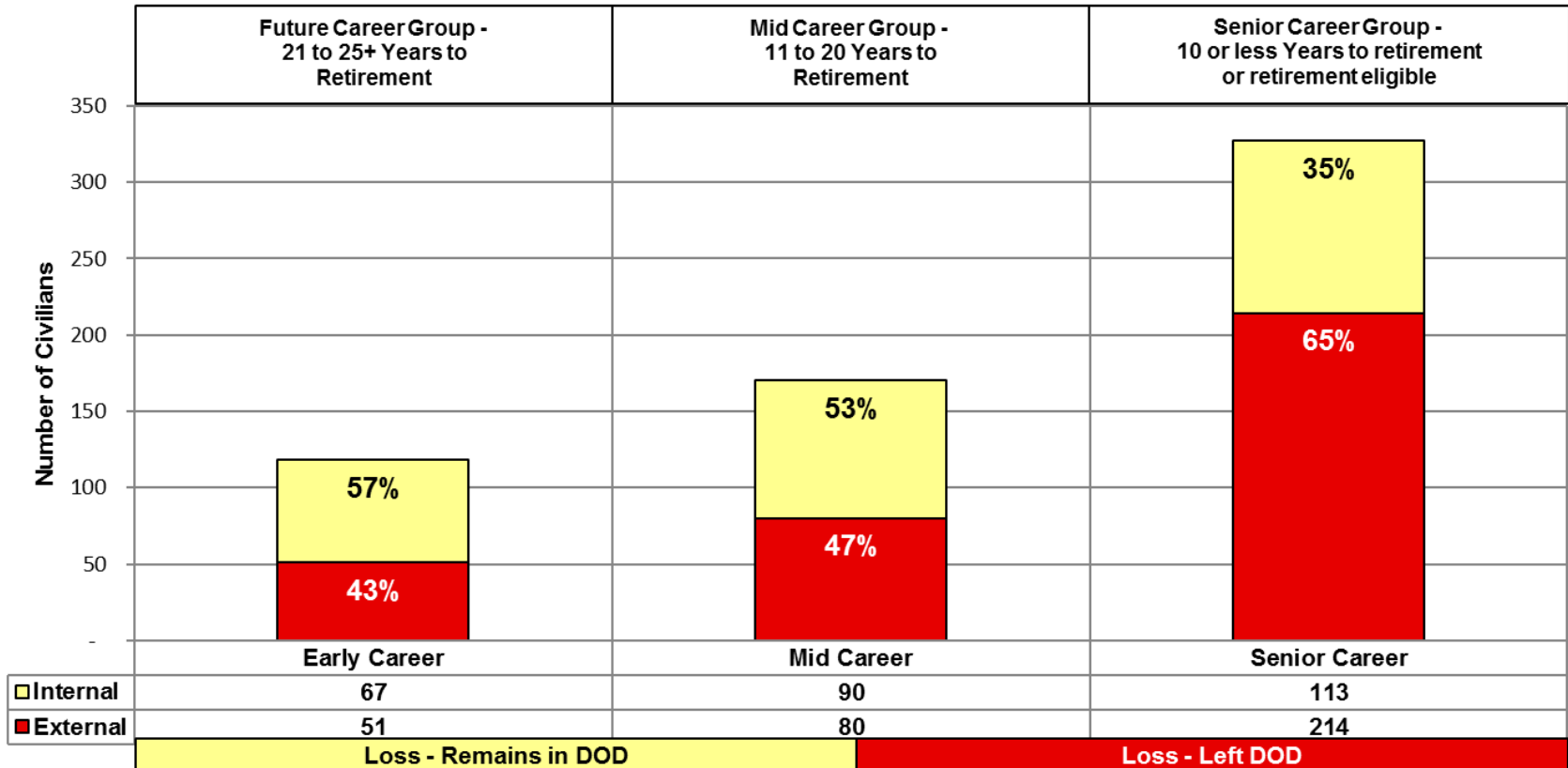


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2017Q4 Losses*

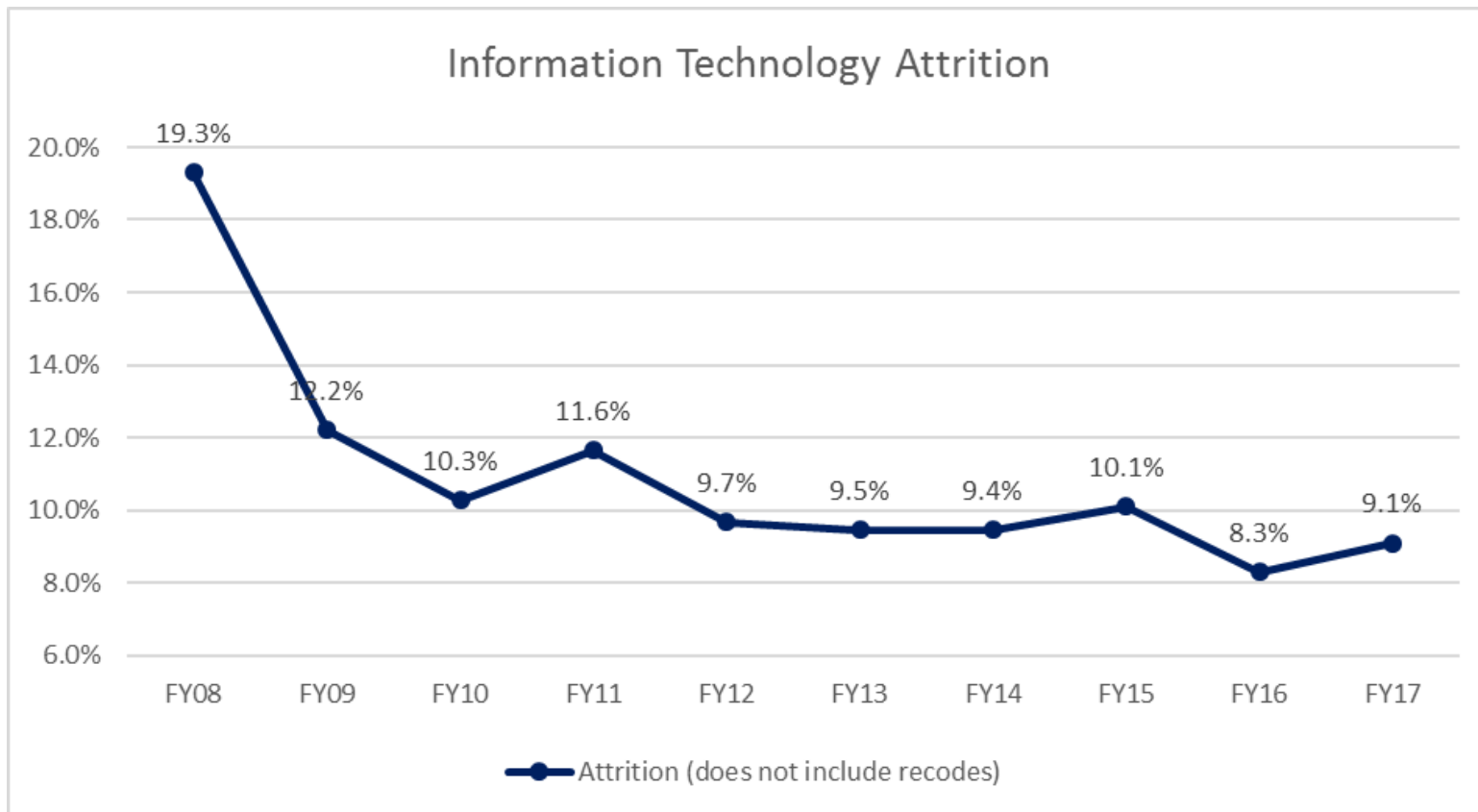


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

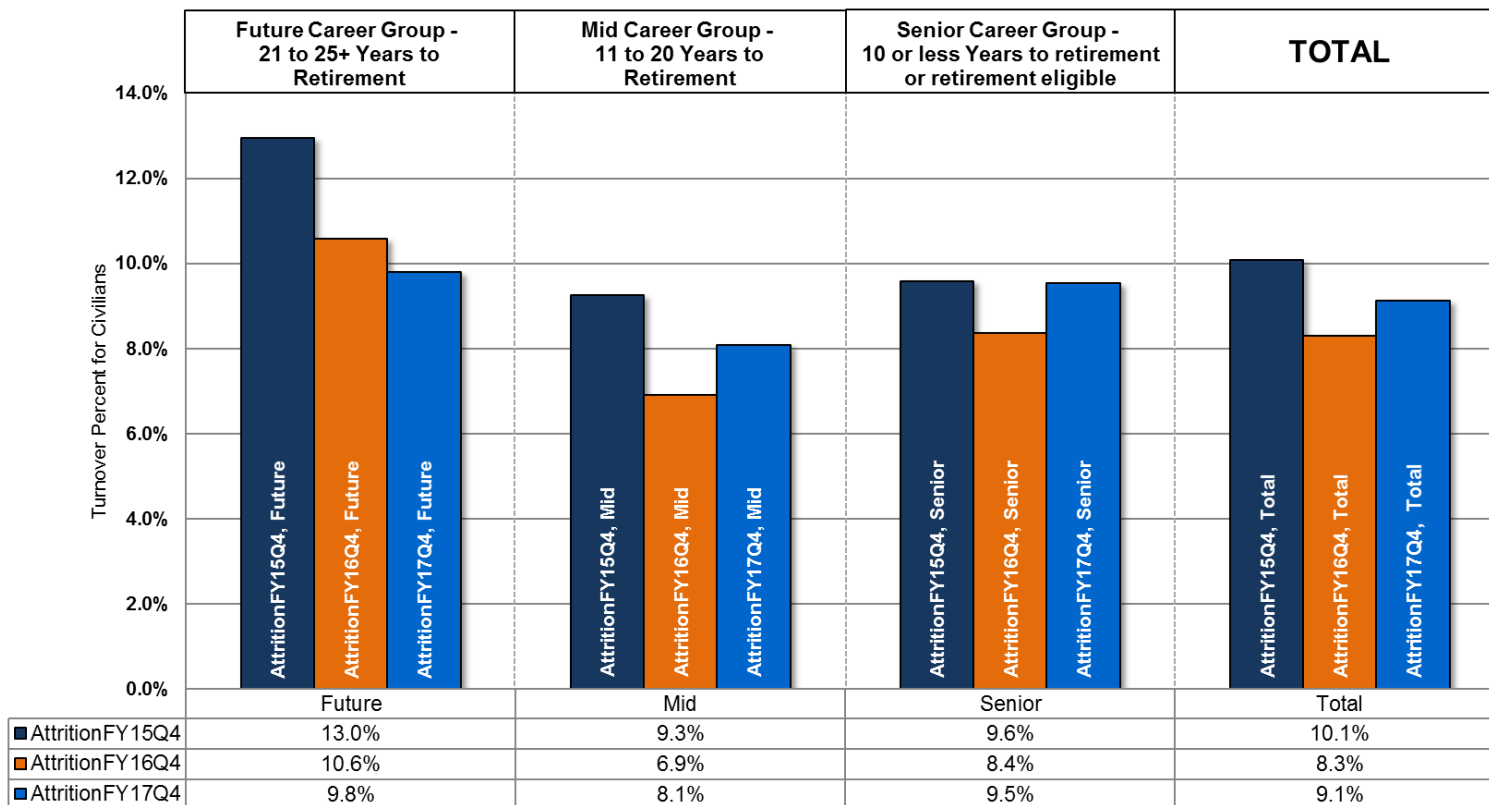




Information Technology Attrition Rates by Career Group



Defense Acquisition Workforce Attrition - Information Technology (Civilian) (FY15Q4, FY16Q4, FY17Q4)(by Career Lifecycle Group)



As of 30 Sep 2017

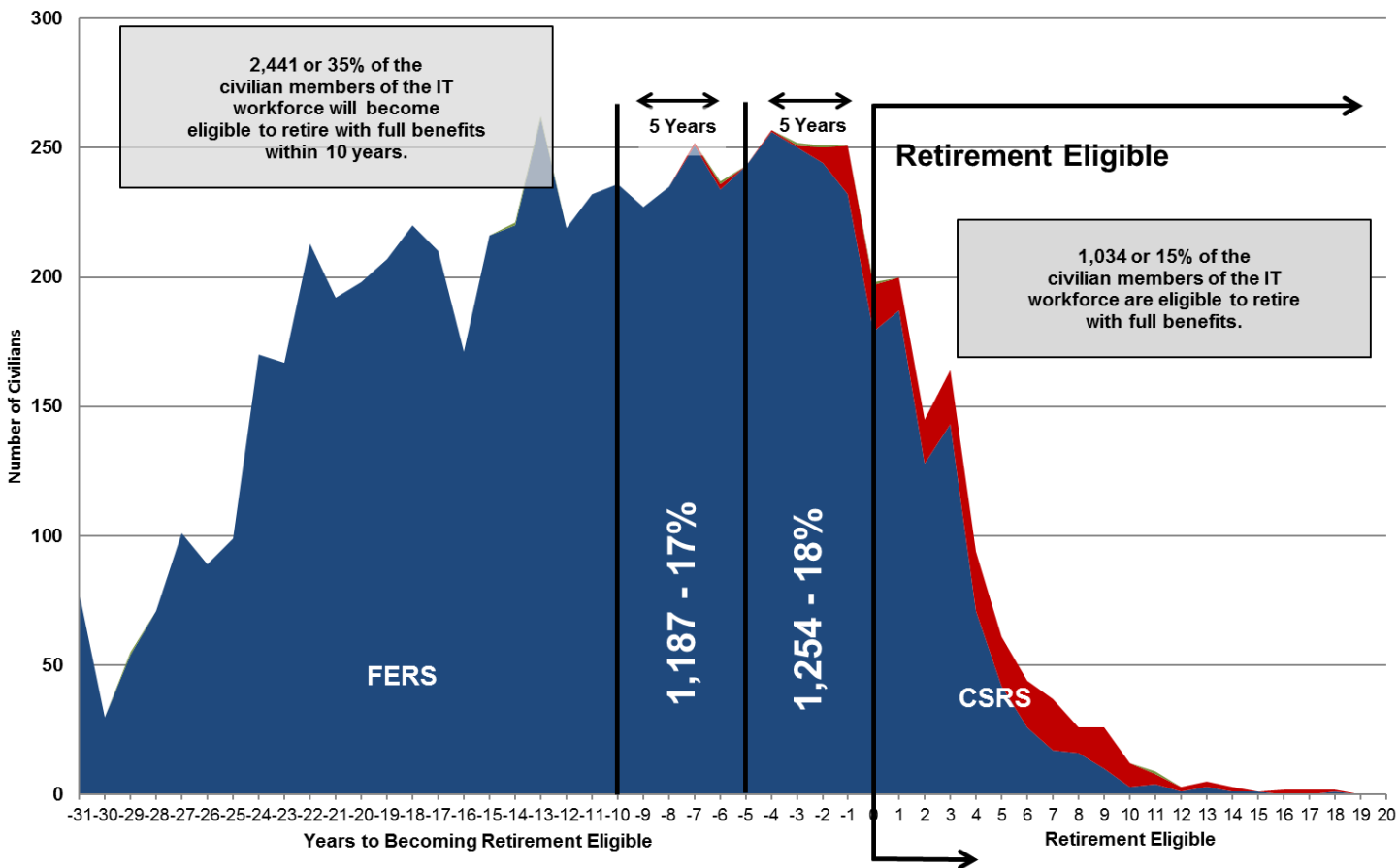


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Information Technology

Distribution by Years to Retirement Eligibility (Civilians)(FY2017Q4)



As of 30 Sep 2017



END