



# Defense Acquisition Workforce Key Information

Information Technology  
As of FY18Q1 (31 December 2017)



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# Fact Sheet



## Human Capital Fact Sheet

Defense Acquisition Workforce Information Technology	FY 2008				FY2018Q1			
	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
<b>Size &amp; Composition</b>								
Workforce Size	3,579	355	3,934	125,879	7,070	216	7,286	165,611
Change in size from 2008	-	-	-	-	98%	-39%	85%	32%
Civilian/Military Composition	91%	9%	-	88% / 12%	97%	3%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	55%	85%	58%	77%	67%	79%	67%	84%
Graduate Degree	18%	43%	20%	29%	26%	37%	27%	40%
<b>Certification</b>								
Level I or Higher Achieved	58%	28%	55%	72%	78%	32%	77%	86%
Level II or Higher Achieved	40%	9%	37%	61%	55%	7%	54%	73%
Level III Achieved	20%	4%	19%	36%	28%	1%	27%	42%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	67%	17%	66%	76%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	28%	70%	29%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	13%	5%	3%
<b>Planning Considerations</b>								
Average Age	49	37	48	46	48	34	47	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	17/31/52(%)	-	-	26/25/49(%)
Average Years of Service	18	14	18	17	14	13	14	15
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	2,329(22%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,943(19%)	-	-	25,778(17%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,244/856	-	-	15,504/11,764

Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



## Highlights FY18Q1

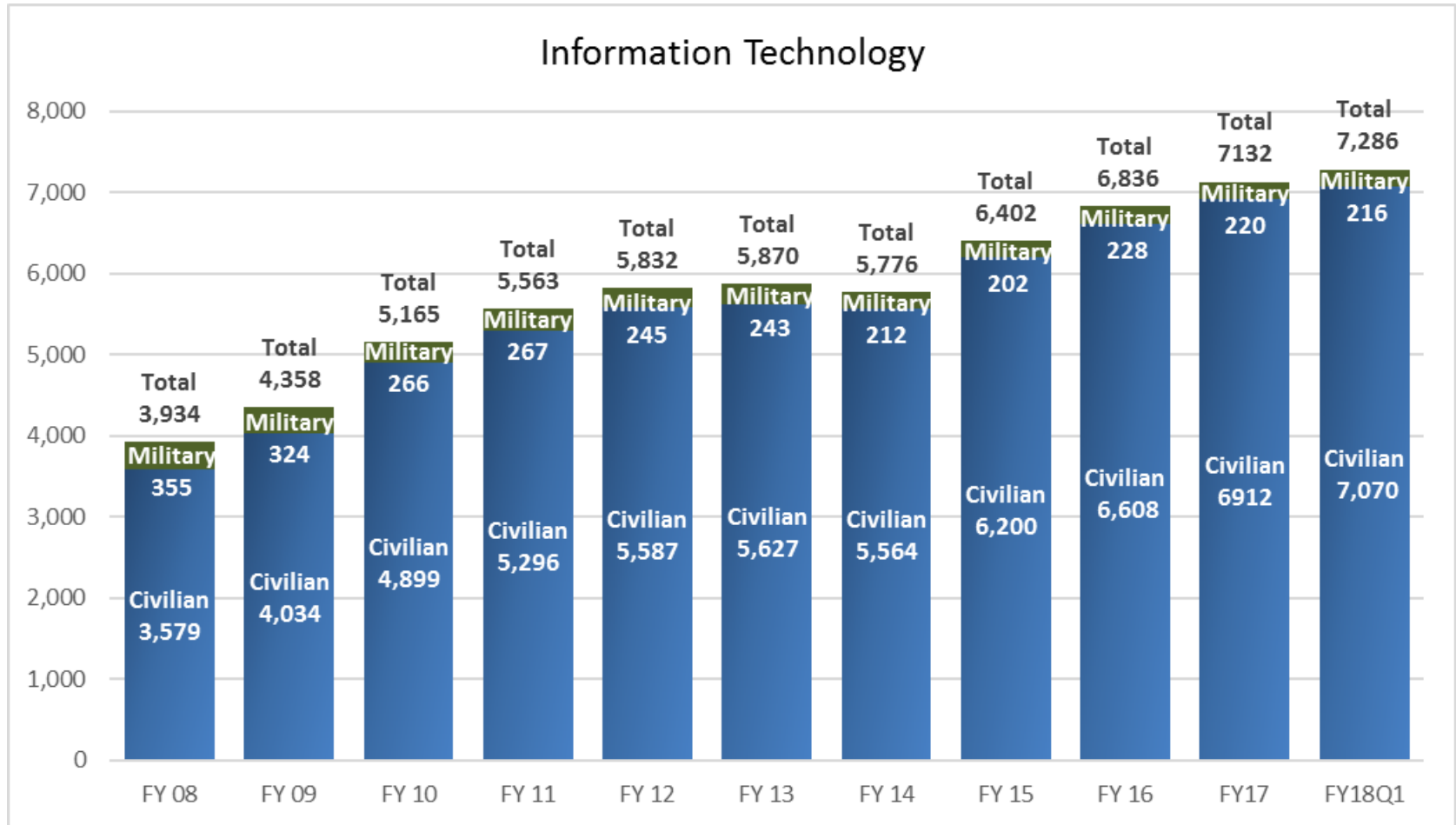


### Information Technology Acquisition Workforce Size Highlights

- The IT Career Field has experienced a steady increase in growth since FY14. Starting with 5,776 in FY14 and growing to 7,286 at the end of this quarter, a 26% increase. Since FY14 32% of all gains have been due to recodes (administrative gains)
- Attrition in the IT Career Field has increased from 8.3% at the end of FY16 to 9.1 at the end of FY17 and then again to 9.3 at the end of this quarter.



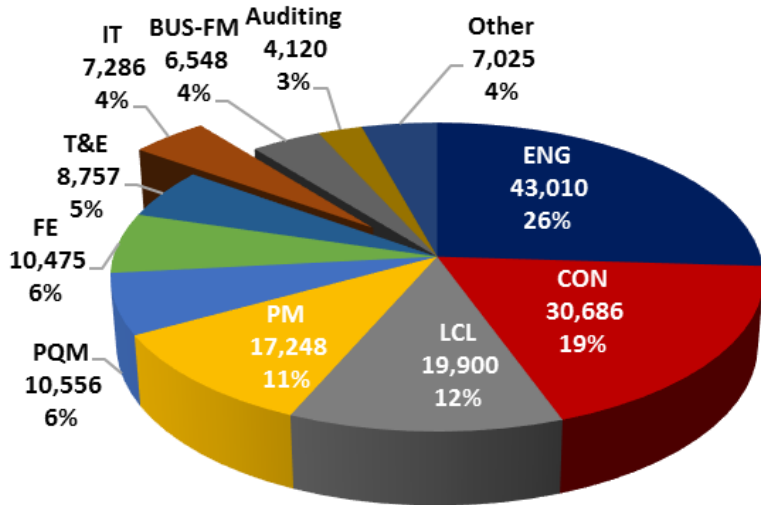
# Total Historic Workforce





# AWF by Component and Career Field

DoD  
165,611



FY18Q1 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,120	4,120	2.5%
Business - CE	257	527	37	498	80	1,399	0.8%
Business - FM	1,737	2,029	174	2,080	528	6,548	4.0%
Contracting	7,943	5,984	531	8,289	7,939	30,686	18.5%
Engineering	9,084	22,276	339	9,178	2,133	43,010	26.0%
Facilities Engineering	4,207	5,573	31	573	91	10,475	6.3%
Information Technology	1,735	2,964	215	1,334	1,038	7,286	4.4%
Life Cycle Logistics	7,011	5,858	612	3,301	3,118	19,900	12.0%
Production, Quality and Man	1,395	3,406	43	431	5,281	10,556	6.4%
Program Management	3,305	5,467	756	5,892	1,828	17,248	10.4%
Property	47	67	-	18	268	400	0.2%
Purchasing	389	392	47	62	520	1,410	0.9%
S&T Manager	469	515	4	2,668	120	3,776	2.3%
Test and Evaluation	1,860	3,229	128	3,170	370	8,757	5.3%
Unknown/Other	8	24	-	1	7	40	0.02%
<b>FY18Q1 Totals (as of 12-31-2017)</b>	<b>39,447</b>	<b>58,311</b>	<b>2,917</b>	<b>37,495</b>	<b>27,441</b>	<b>165,611</b>	
<b>Component %</b>	<b>23.8%</b>	<b>35.2%</b>	<b>1.8%</b>	<b>22.6%</b>	<b>16.6%</b>		



# Information Technology Workforce Historical Size by Agency FY08 – FY18Q1



Information Technology Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% 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	2,964	271%	6%
MARINE CORPS	103	144	211	225	207	233	214	227	238	217	215	109%	-10%
ARMY	1,764	1,843	2,168	2,301	2,364	2,166	1,704	1,682	1,701	1,720	1,735	-2%	2%
AIR FORCE	950	966	1,008	1,086	1,126	1,146	1,098	1,133	1,235	1,262	1,334	40%	8%
DCMA	111	124	158	147	156	186	197	197	197	179	176	59%	-11%
DLA	9	7	4	2	13	16	43	113	168	369	395	4289%	135%
MDA	27	27	39	39	42	52	53	51	51	60	62	130%	22%
DISA	99	80	71	78	83	79	140	137	162	164	160	62%	-1%
DTRA	39	35	43	48	54	57	54	49	51	51	52	33%	2%
DHA	15	4	8	14	12	13	244	209	162	146	150	900%	-7%
DAU	6	7	7	14	12	3	6	5	8	10	9	50%	13%
NRO	-	-	-	-	-	-	-	-	6	5	4		-33%
OSD	1	-	-	-	-	-	-	-	-	-	-	-100%	
DeCA	-	1	-	-	-	14	11	20	9	10	9		0%
JCS	-	-	-	1	40	36	34	31	27	7	7		-74%
DoDEA	-	-	-	-	1	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	3	6	8	7	7		-13%
DoD HRA	3	-	-	-	-	-	1	1	2	2	2	-33%	0%
DTIC	-	-	-	-	1	3	3	3	3	3	3		0%
DSCA	2	3	2	-	-	1	-	-	1	1	1	-50%	0%
DSS	1	-	-	-	-	-	-	-	-	-	-	-100%	
NDU	-	1	-	2	-	-	-	-	1	1	1		0%
ASD	-	3	2	1	1	-	-	-	-	-	-		
4th Estate Other	4	17	21	-	-	-	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>3,934</b>	<b>4,358</b>	<b>5,165</b>	<b>5,563</b>	<b>5,832</b>	<b>5,870</b>	<b>5,776</b>	<b>6,402</b>	<b>6,836</b>	<b>7,132</b>	<b>7,286</b>	<b>↑ 85%</b>	<b>↑ 7%</b>



# Information Technology Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY18Q1



Information Technology Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	2,632	2,704	2,739	2,806	2,868	2,893	2,906	2,918	2,964	3%
ARMY	1,690	1,666	1,669	1,701	1,715	1,725	1,708	1,720	1,735	1%
AIR FORCE	1,158	1,204	1,192	1,235	1,230	1,262	1,242	1,262	1,334	8%
MARINE CORPS	231	236	236	238	229	227	226	217	215	-6%
DCMA	199	200	199	197	199	191	183	179	176	-12%
DLA	126	138	152	168	185	186	205	369	395	114%
MDA	53	54	54	51	56	56	60	60	62	11%
DISA	135	155	155	162	153	151	153	164	160	5%
DTRA	50	51	51	51	51	51	51	51	52	2%
DHA	200	192	178	162	160	155	152	146	150	-6%
DAU	5	6	10	8	11	12	10	10	9	-18%
NRO	-	6	6	6	6	6	5	5	4	-33%
DeCA	19	22	13	9	10	10	11	10	9	-10%
JCS	31	29	29	27	29	28	28	7	7	-76%
DFAS	-	-	-	-	-	-	-	-	-	
DMEA	6	6	6	8	8	8	8	7	7	-13%
DoD HRA	1	2	2	2	1	1	2	2	2	100%
DTIC	3	3	3	3	3	3	3	3	3	0%
DSCA	-	1	1	1	1	1	1	1	1	0%
NDU	-	-	1	1	1	1	1	1	1	0%
<b>TOTAL</b>	<b>6,539</b>	<b>6,676</b>	<b>6,696</b>	<b>6,836</b>	<b>6,916</b>	<b>6,967</b>	<b>6,955</b>	<b>7,132</b>	<b>7,286</b>	<b>↑ 5%</b>

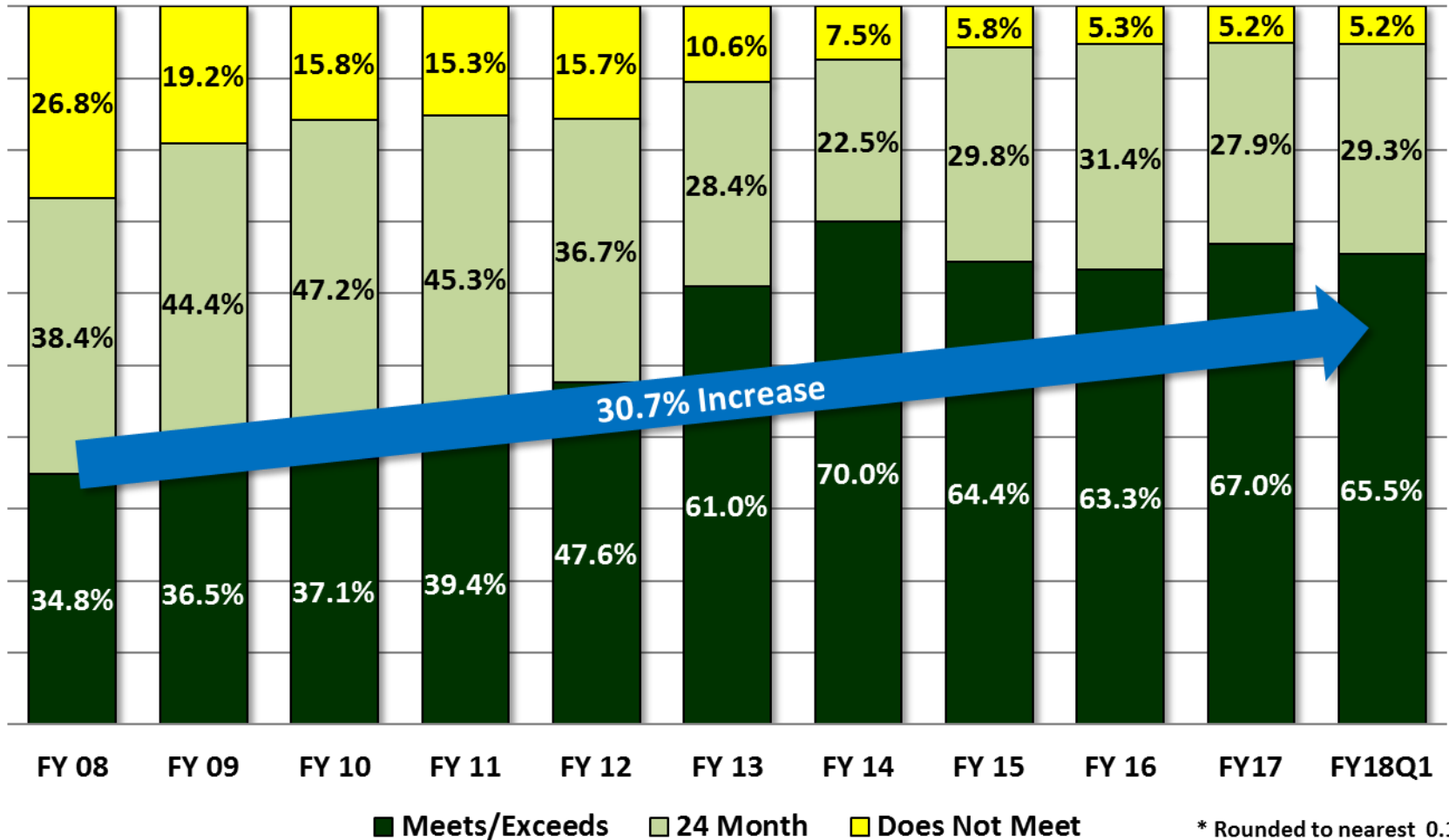




# Information Technology Historical DAWIA Certification FY08 – FY18Q1



## Information Technology

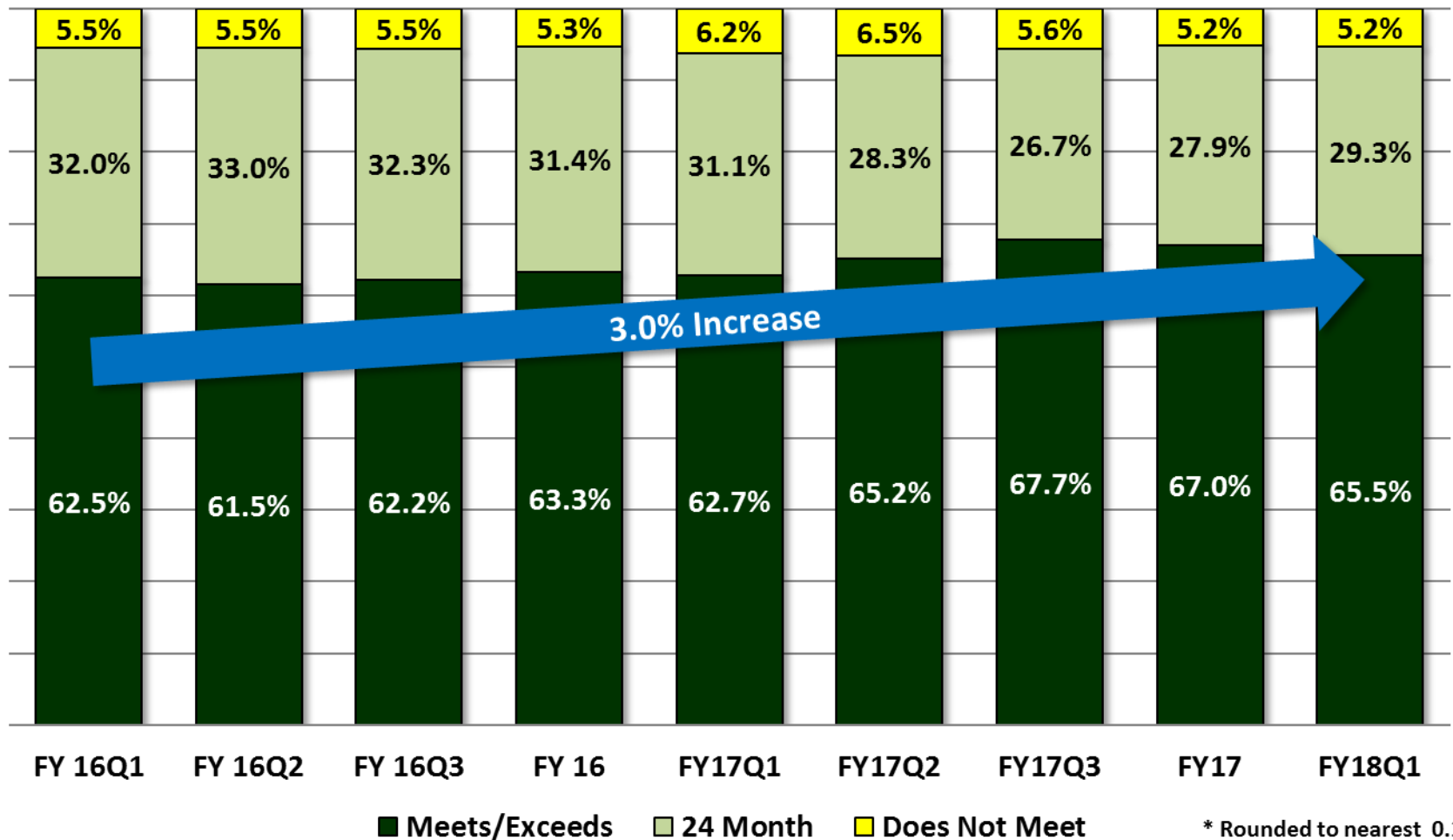




# Information Technology Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



## Information Technology



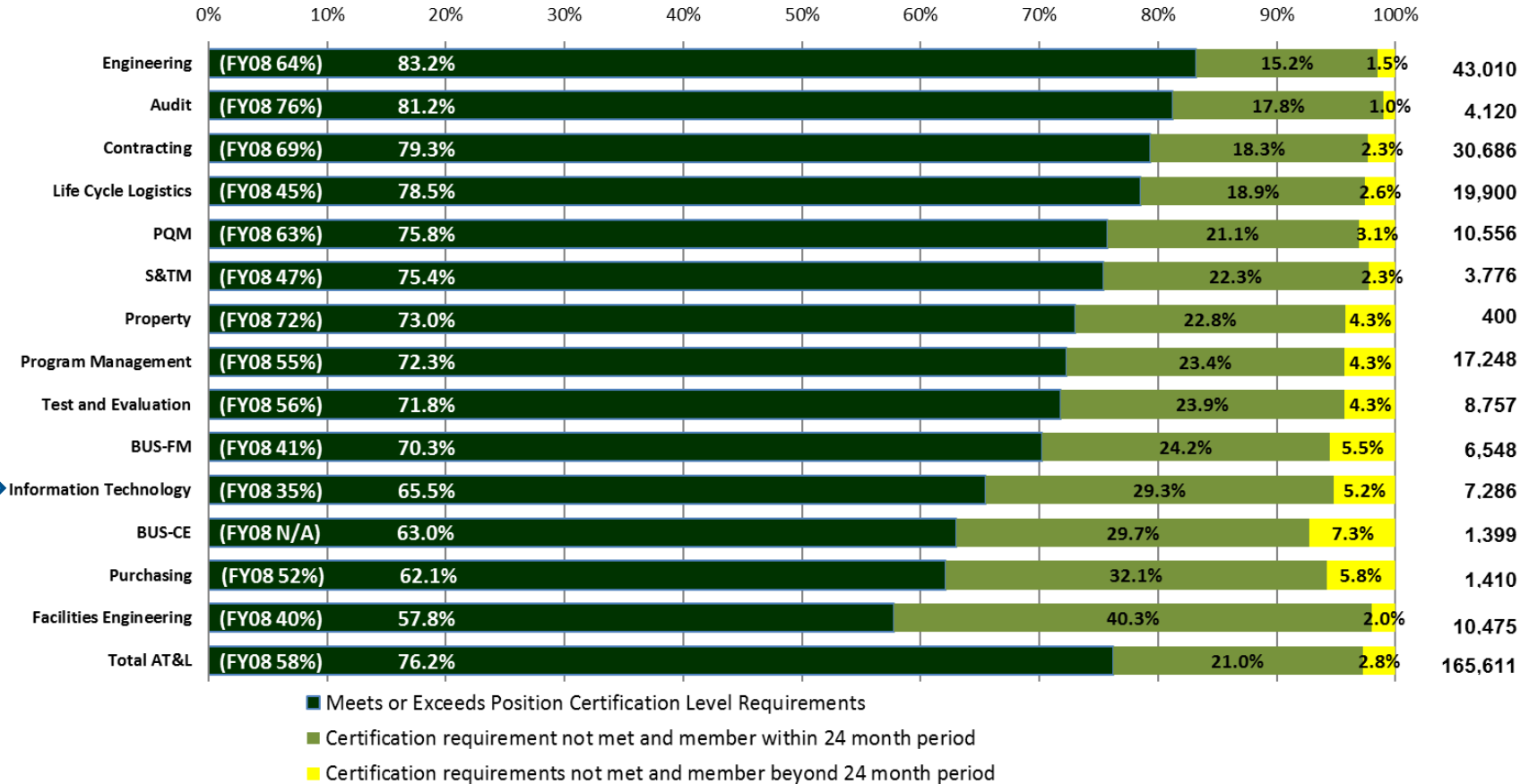


# DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)

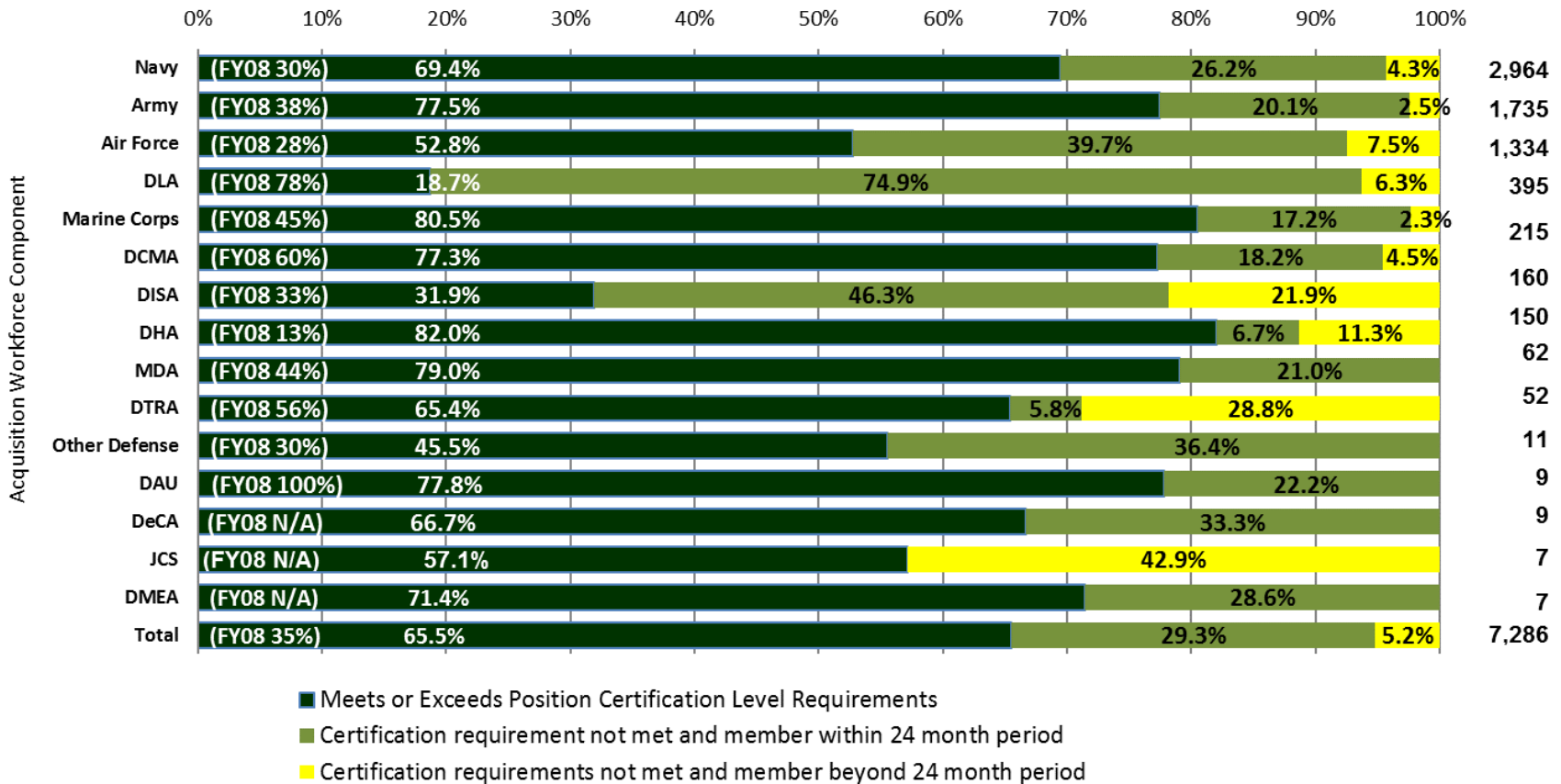
Acquisition Workforce Career Field





# Information Technology DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Information Technology (FY18Q1)





# Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	450	967	111	31	1,559	71.1%
Level II	921	531	1,726	461	3,639	60.1%
Level III	330	151	127	1,477	2,085	70.8%
<i>Unspecified</i>	2	-	1	-	3	
<b>FY18Q1 TOTAL</b>	<b>1,703</b>	<b>1,649</b>	<b>1,965</b>	<b>1,969</b>	<b>7,286</b>	<b>65.5%</b>
	23.4%	22.6%	27.0%	27.0%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,184	76.2%	
Army	31,296	79.3%	
Navy	44,384	76.1%	
Marine Cor	2,055	70.4%	
Air Force	26,949	71.9%	
4th Estate	21,500	77.6%	
Information	4,773	65.5%	11 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,109	420	30	1,559	21.4%
Level II	2,187	1,220	232	3,639	49.9%
Level III	1,477	492	116	2,085	28.6%
<i>Unspecified</i>	-	-	3	3	0.0%
<b>Information Technology TOTAL</b>	<b>4,773</b>	<b>2,132</b>	<b>381</b>	<b>7,286</b>	
	65.5%	29.3%	5.2%		

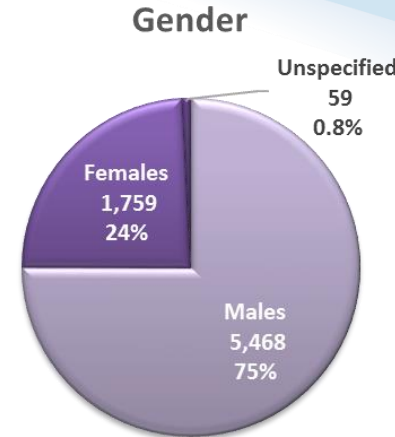
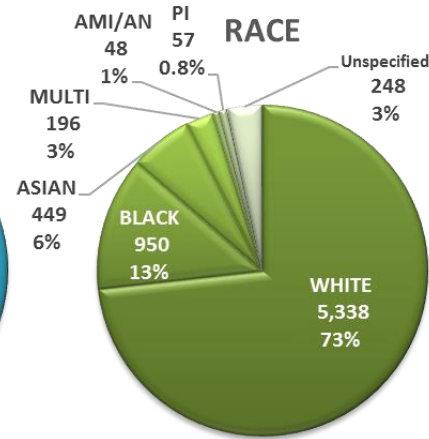
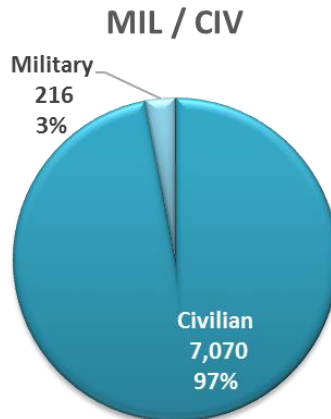
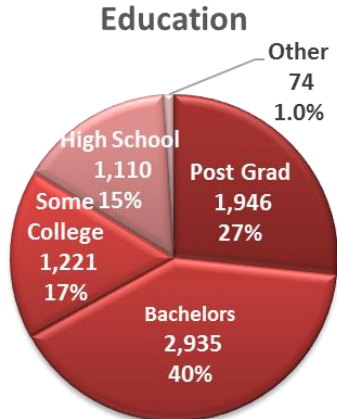
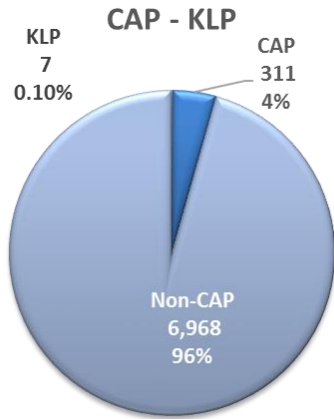
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Information Technology Demographics



Occupied Position Type	IT	Entire DAW
Key Leadership Positions (KLPs)	7	1,053
Critical Acquisition Positions (CAPs) *	311	16,398
Non-CAP Positions	6,968	148,009
Unknown	-	151
<b>TOTAL</b>	<b>7,286</b>	<b>165,611</b>

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

Highest Level of Education	IT	Entire DAW
Post Grad	1,946	66,536
Bachelors	2,935	73,107
Some College	1,221	11,678
High School	1,110	12,316
Other	74	1,974
<b>TOTAL</b>	<b>7,286</b>	<b>165,611</b>

Military / Civilian	IT	Entire DAW
Civilian	7,070	150,073
Military	216	15,538
<b>TOTAL</b>	<b>7,286</b>	<b>165,611</b>

Race	IT	Entire DAW
WHITE	5,338	121,844
BLACK	950	19,980
ASIAN	449	11,137
MULTI	196	4,245
AMI/AN	48	958
PI	57	817
Unspecified	248	6,630
<b>TOTAL</b>	<b>7,286</b>	<b>165,611</b>

Gender	IT	Entire DAW
Males	5,468	116,400
Females	1,759	47,748
Unspecified	59	1,463
<b>TOTAL</b>	<b>7,286</b>	<b>165,611</b>



# Information Technology Size by Occupational Series



Civilian Occupational Series	IT	
2210 - Information Technology Management Specialist	6,086	86.1%
1550 - Computer Scientist	335	4.7%
0301 - Administration & Program Staff	219	3.1%
0391 - Telecommunications Specialist	134	1.90%
0343 - Management and Program Analyst	105	1.49%
0854 - Engineer, Computers	53	0.75%
0855 - Engineer, Electronics	32	0.45%
0856 - Engineering Technician, Electronics	24	0.34%
1101 - Business and Industry Specialist	18	0.25%
<i>Other</i>	64	0.91%
<b>TOTAL CIVILIAN</b>	<b>7,070</b>	<b>Civilians</b>

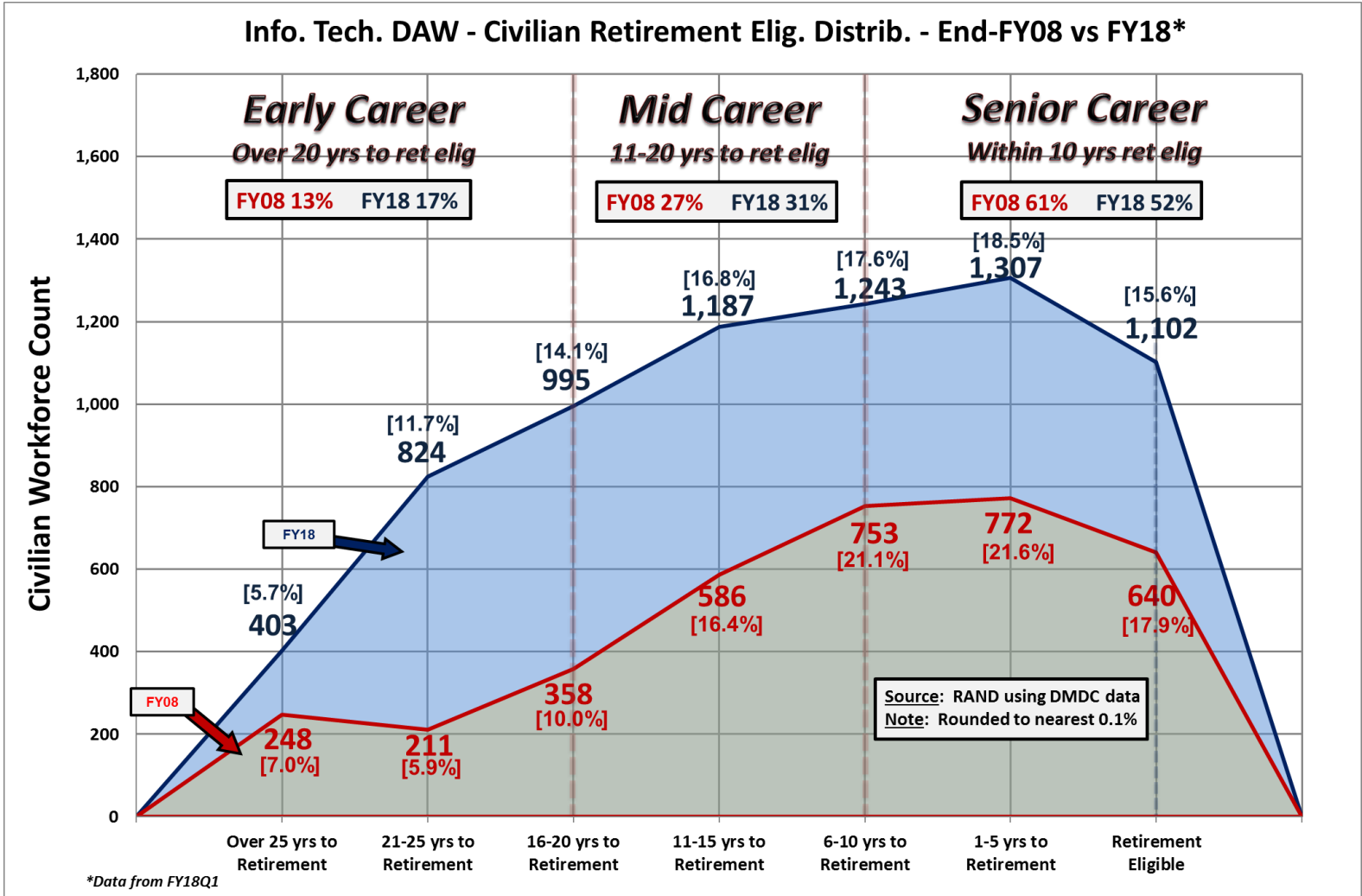


# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**





# Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY18



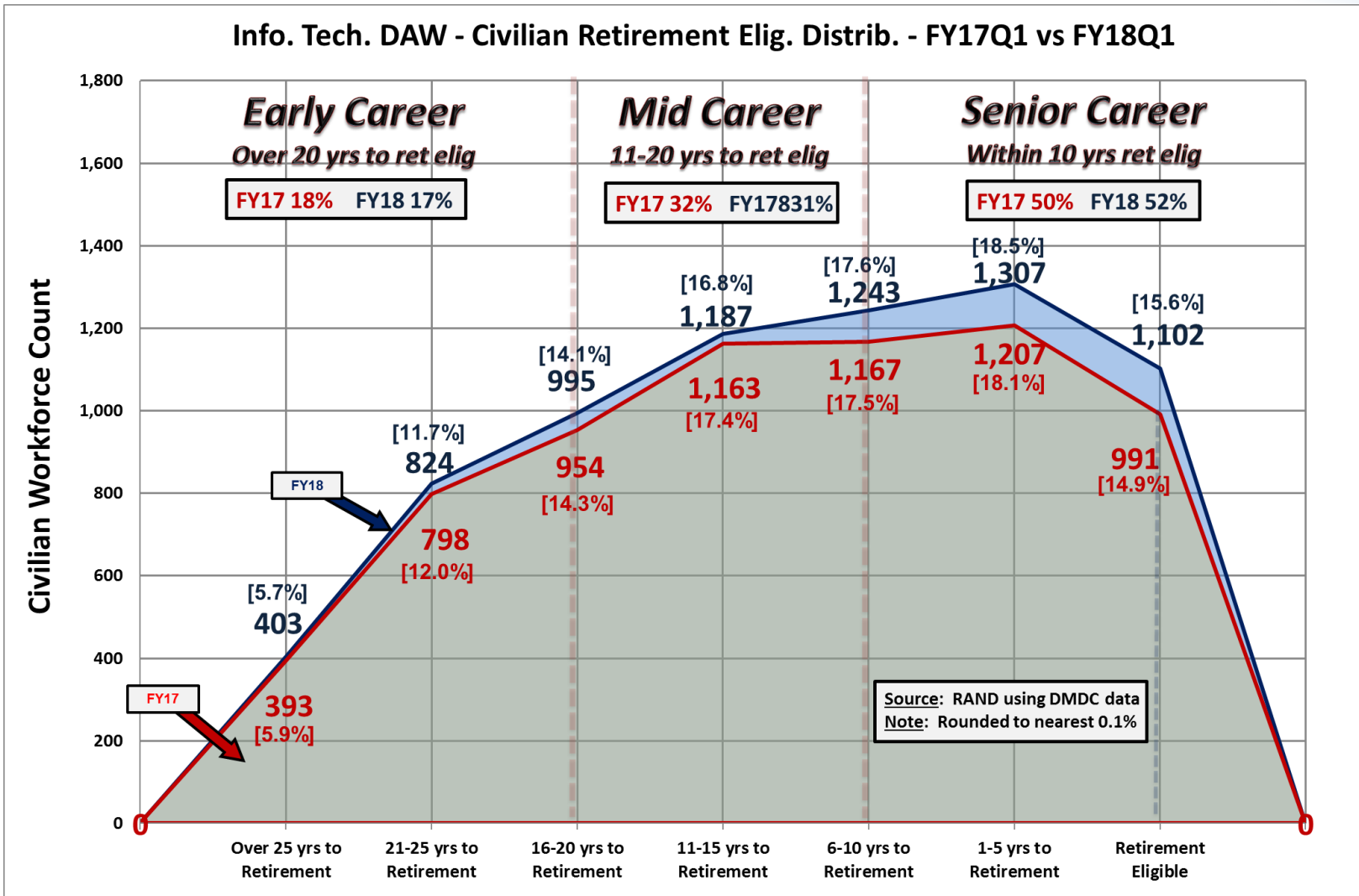
As of 31 Dec 2017



# Information Technology Civilian Retirement Eligibility Distribution (1 year)– FY17Q1/FY18Q1



Info. Tech. DAW - Civilian Retirement Elig. Distrib. - FY17Q1 vs FY18Q1

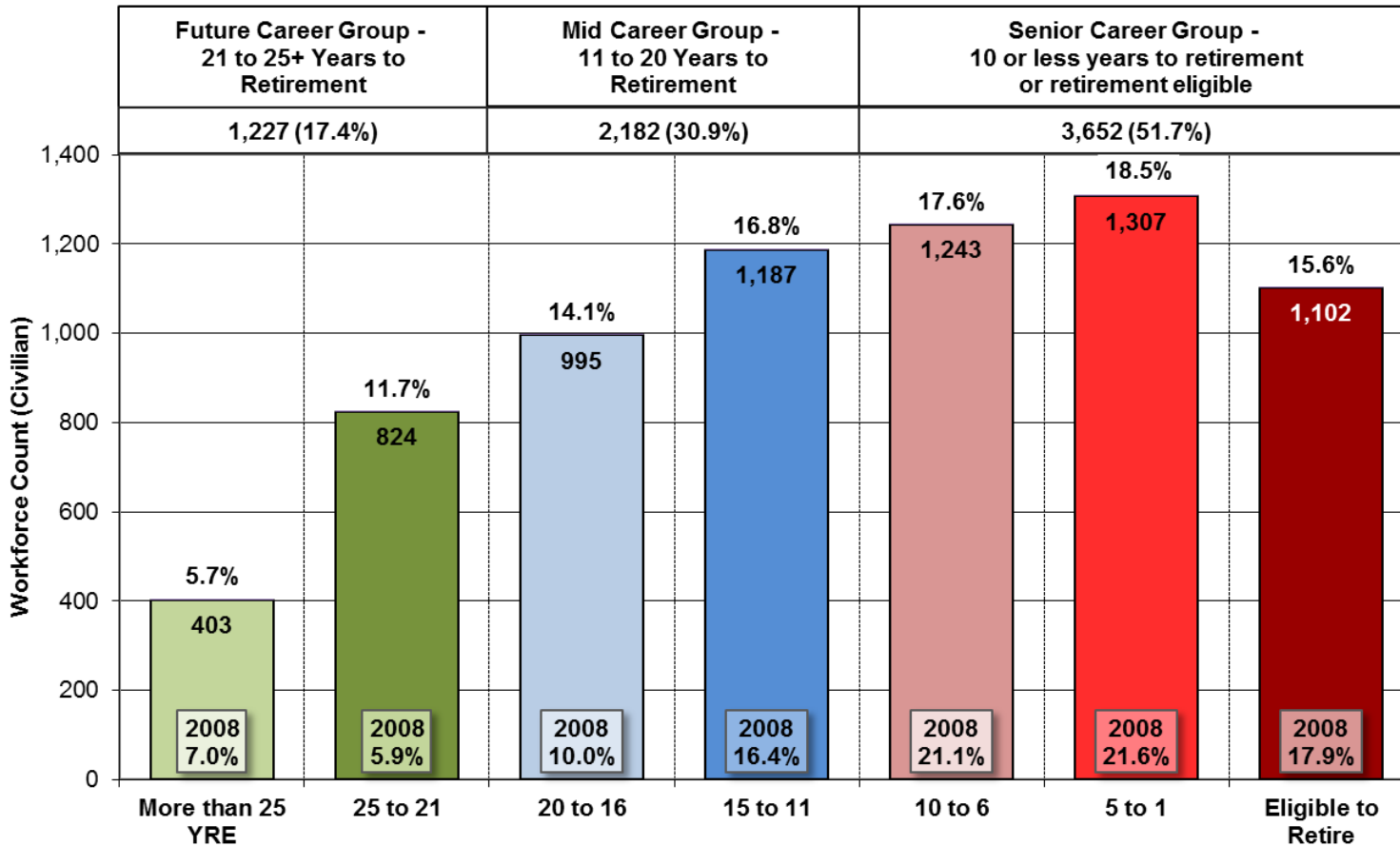


As of 31 Dec 2017



# Workforce Lifecycle Model

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
 by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Information Technology



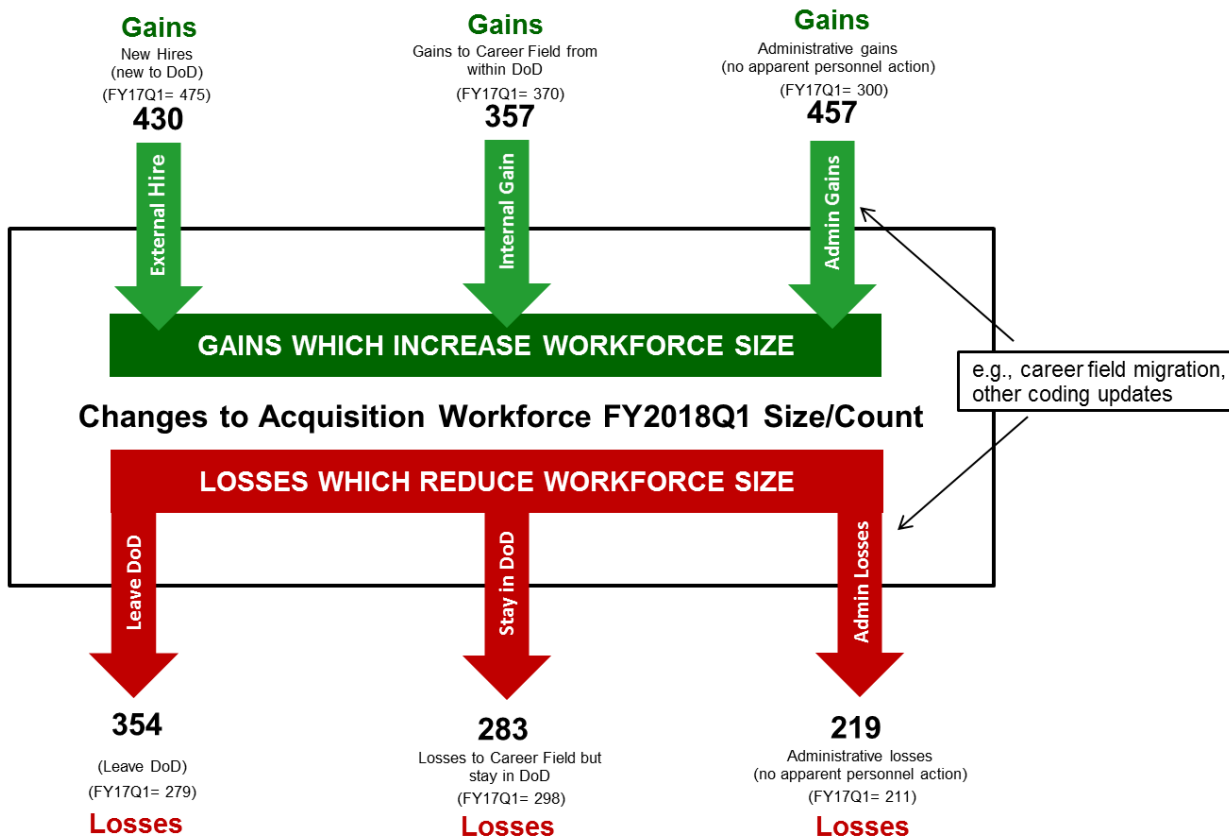
As of 31 Dec 2017



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

## Defense Acquisition Workforce (Civilian) (FY2018Q1) - Information Technology

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



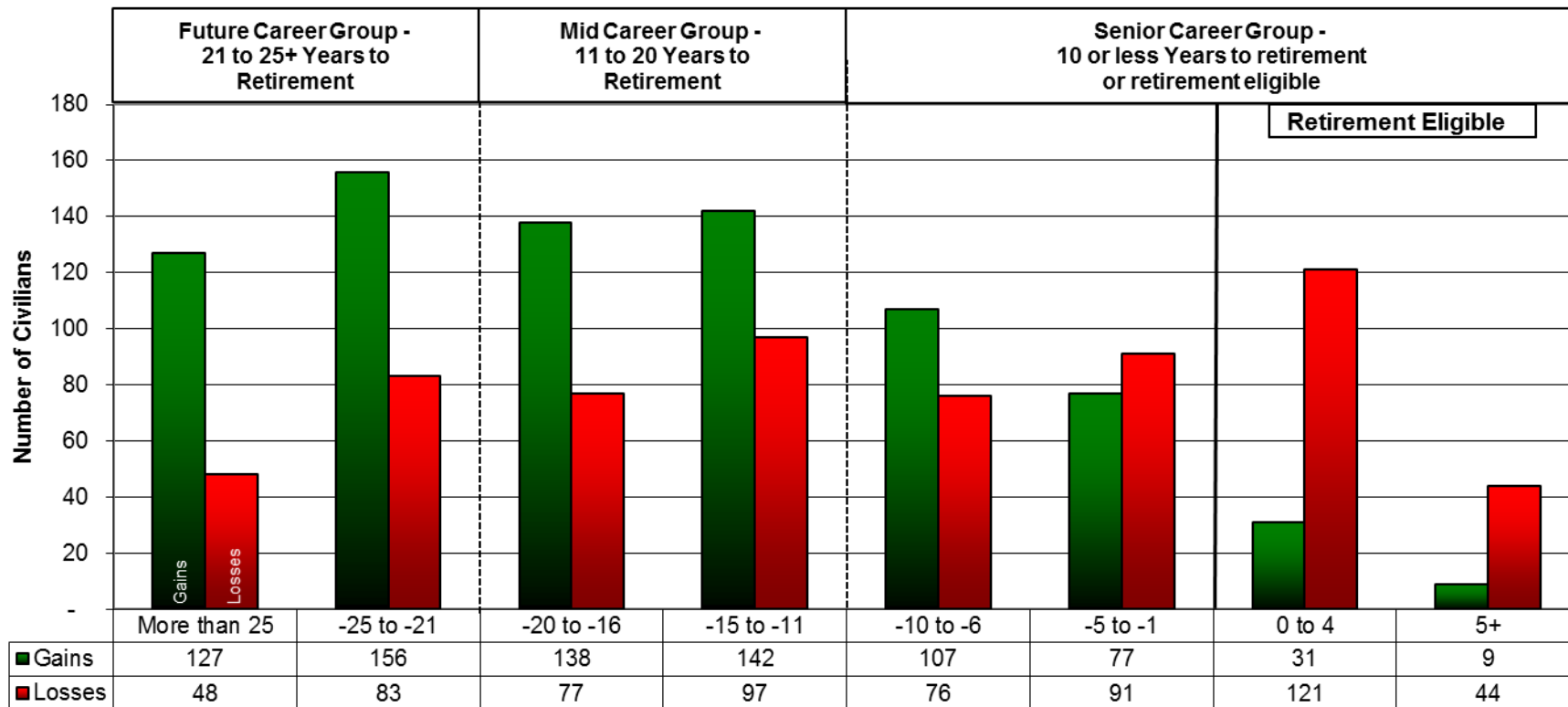


# Information Technology Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2018Q1 Gains & Losses\*

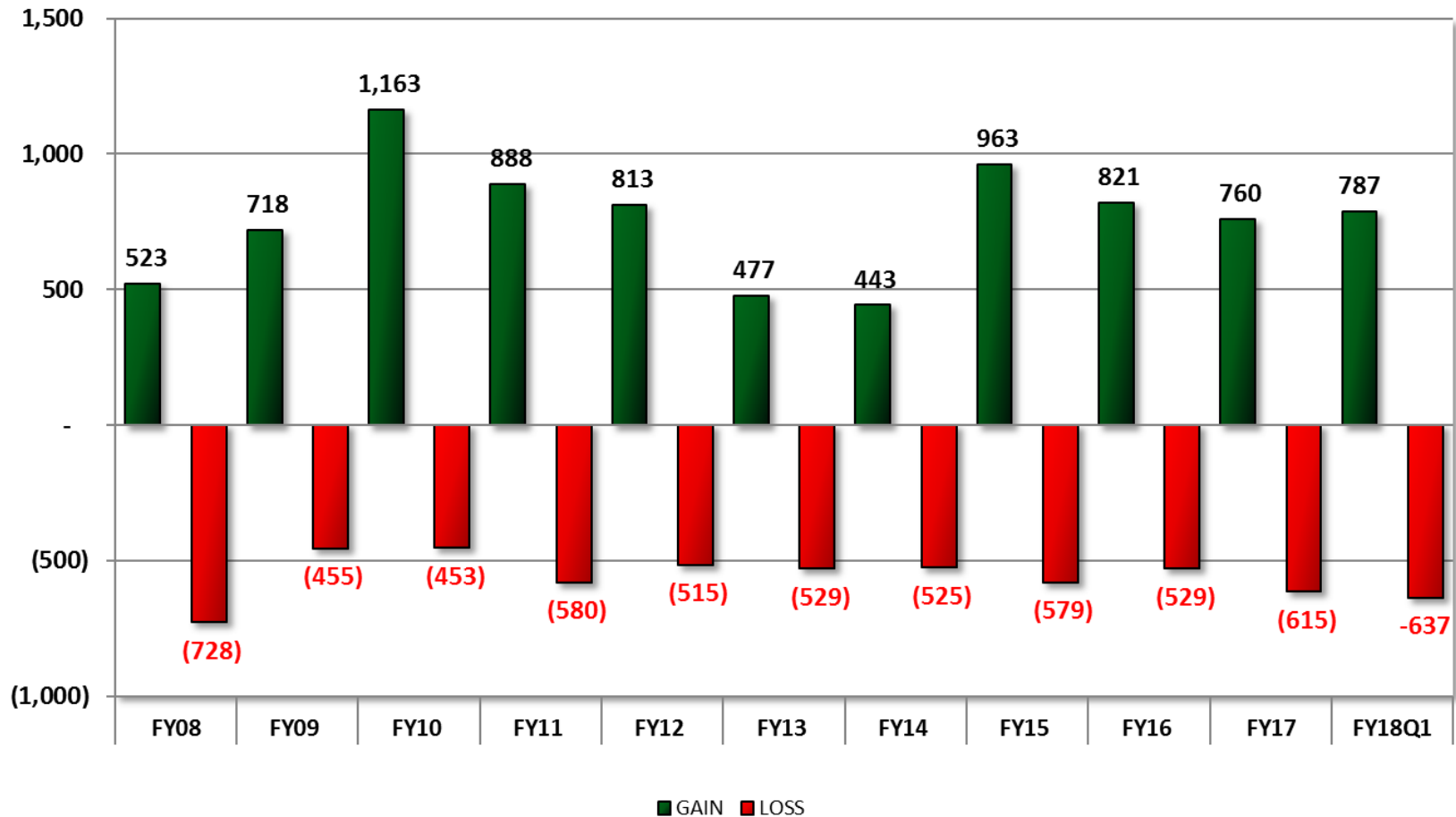


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# Information Technology Historical Gains and Losses FY08 – FY18Q1



As of 31 Dec 2017

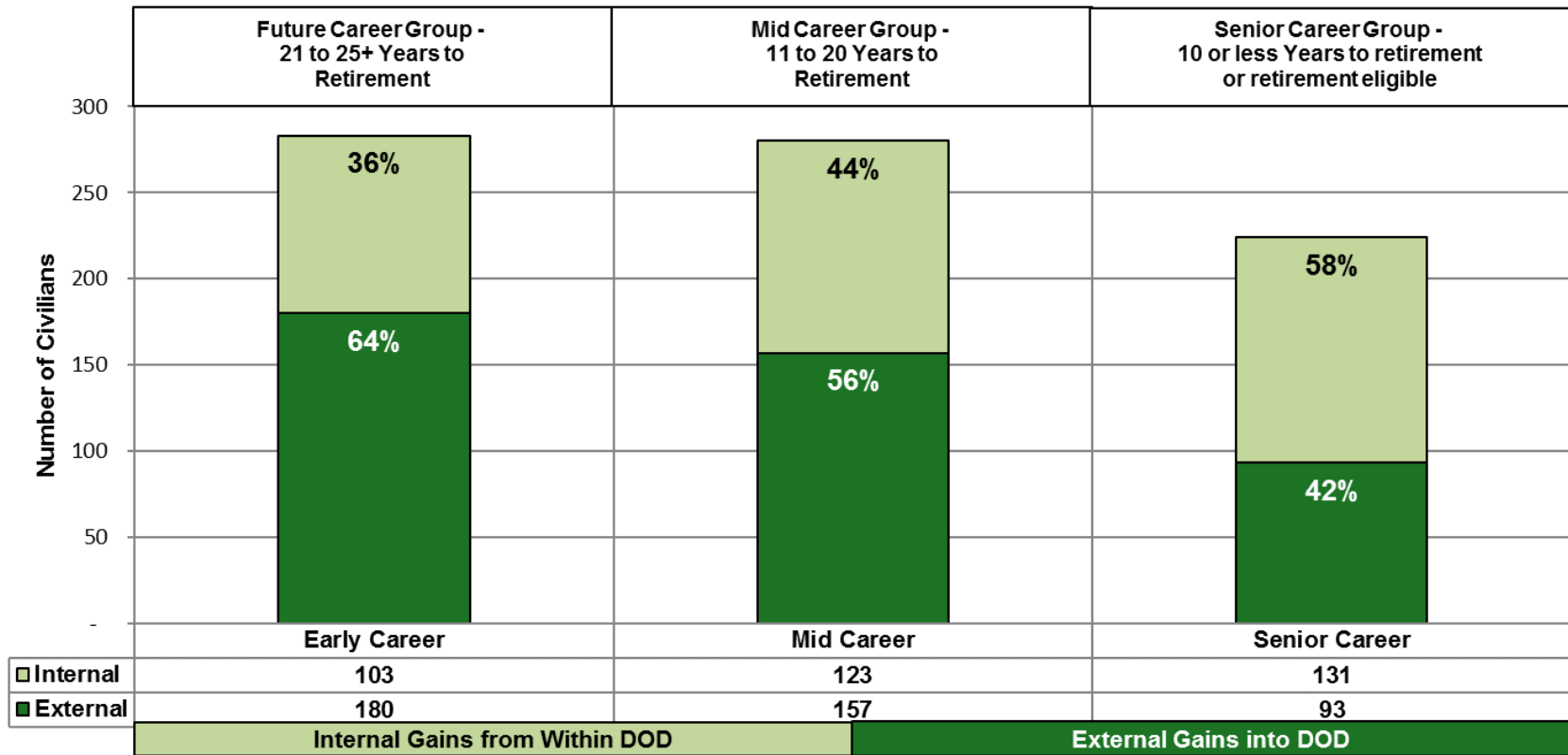


# Information Technology Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2018Q1 Gains\*



\*Does not include administrative gains

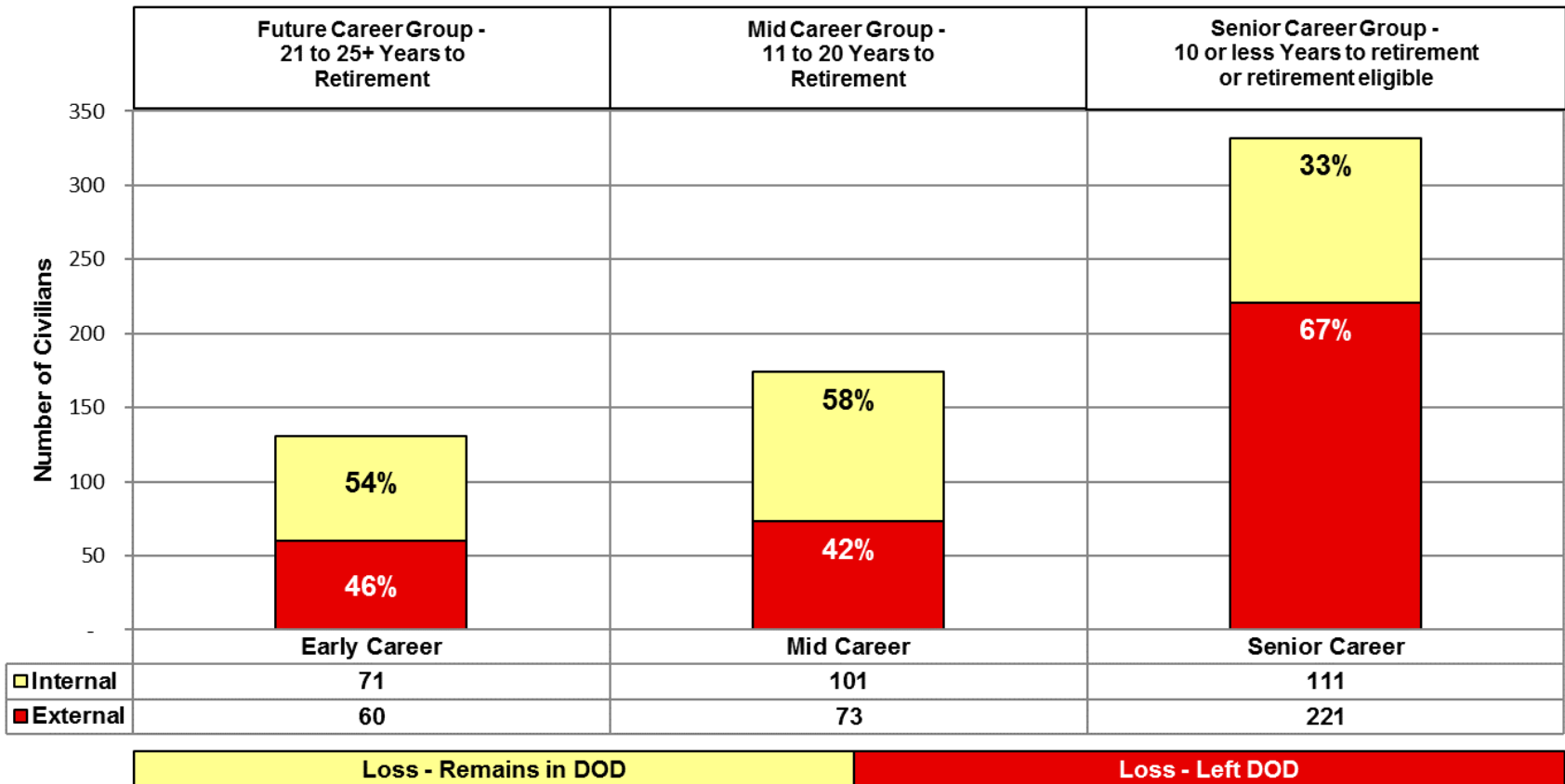


# Information Technology Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Information Technology

### Workforce Lifecycle FY2018Q1 Losses\*

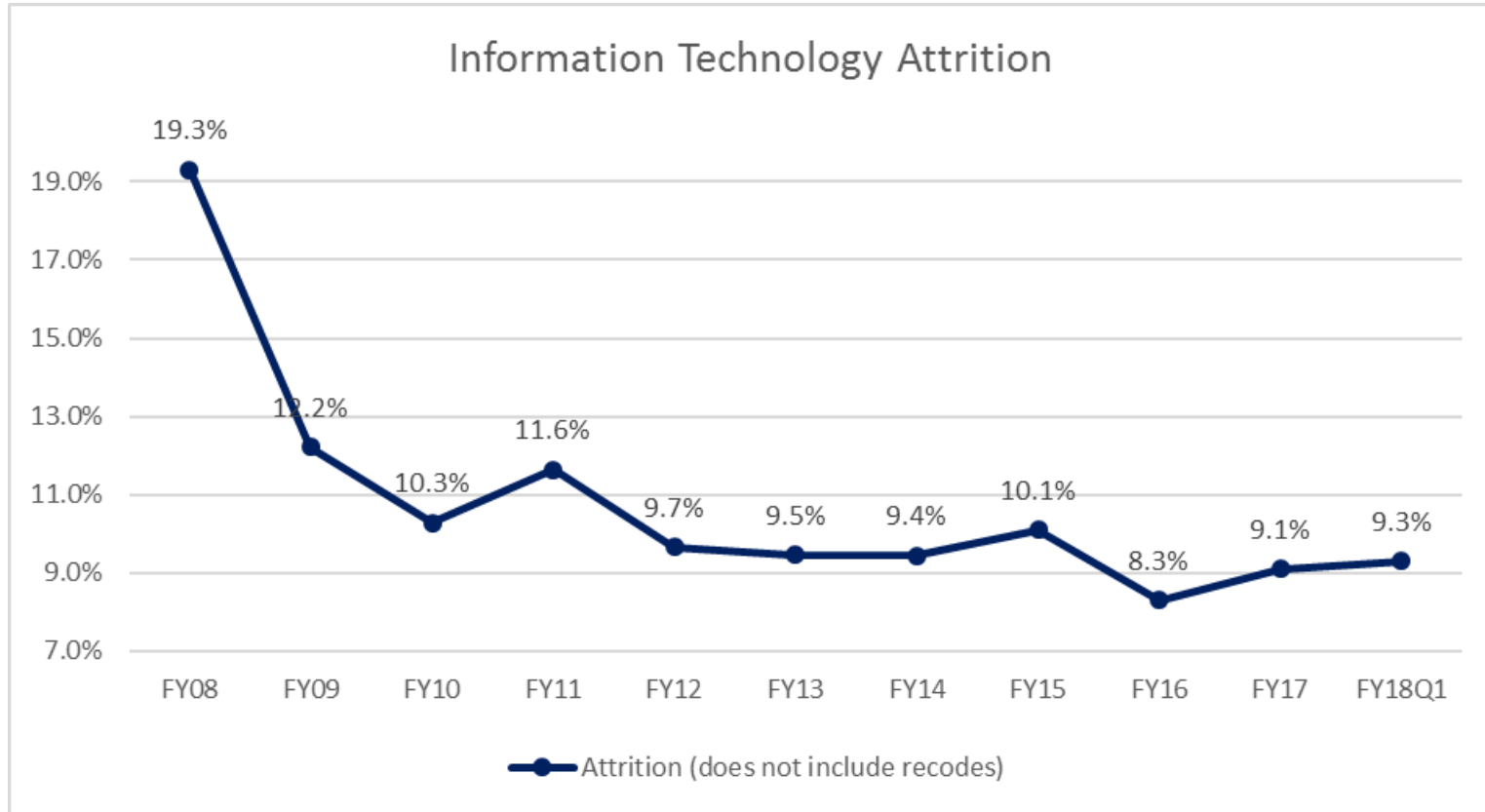


\*Does not include administrative losses





# Annual Attrition Rates



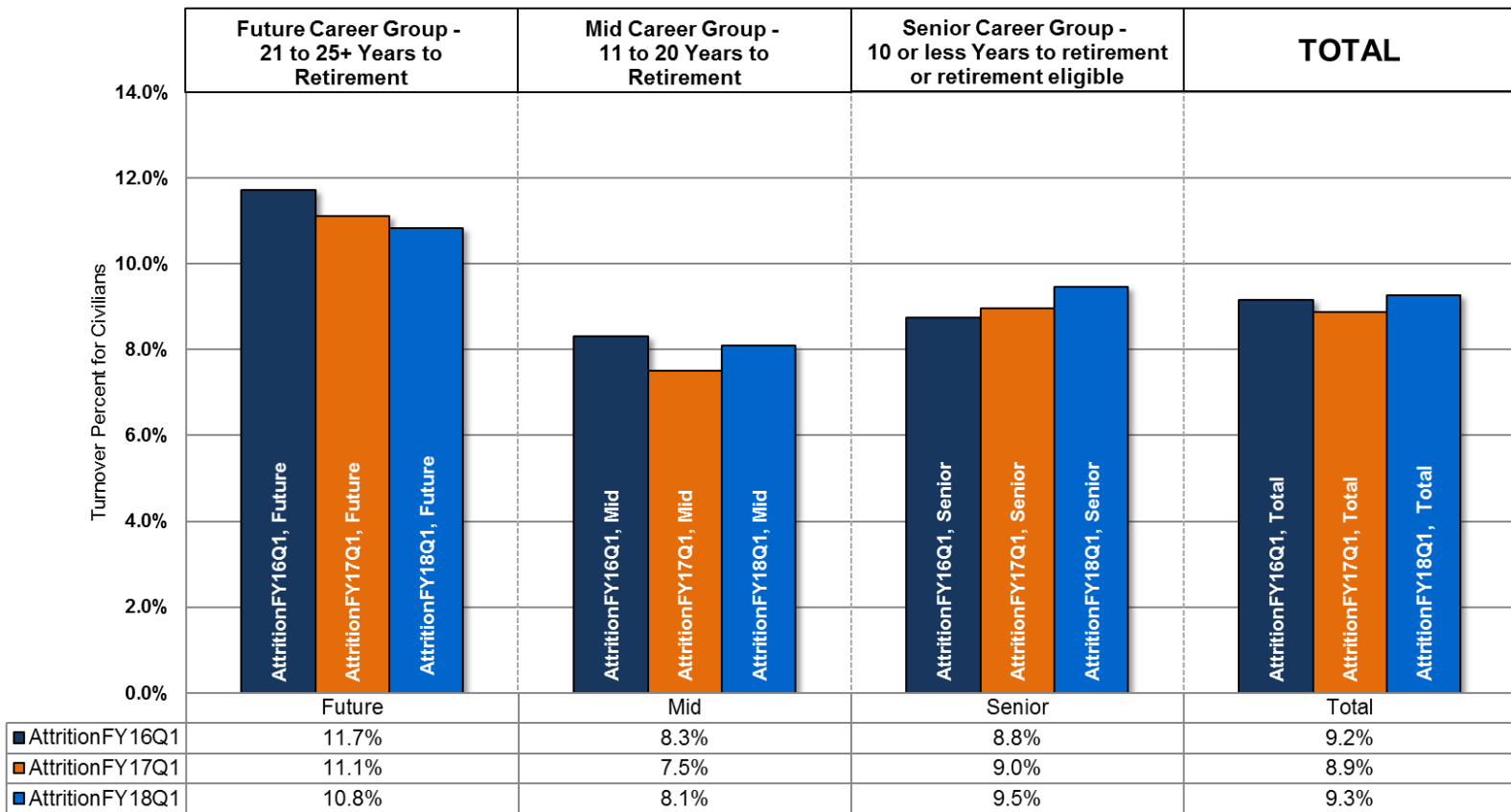
\*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1



# Information Technology Attrition Rates by Career Group



## Defense Acquisition Workforce Attrition - Information Technology (Civilian) (FY16Q1, FY17Q1, FY18Q1)(by Career Lifecycle Group)



As of 31 Dec 2017

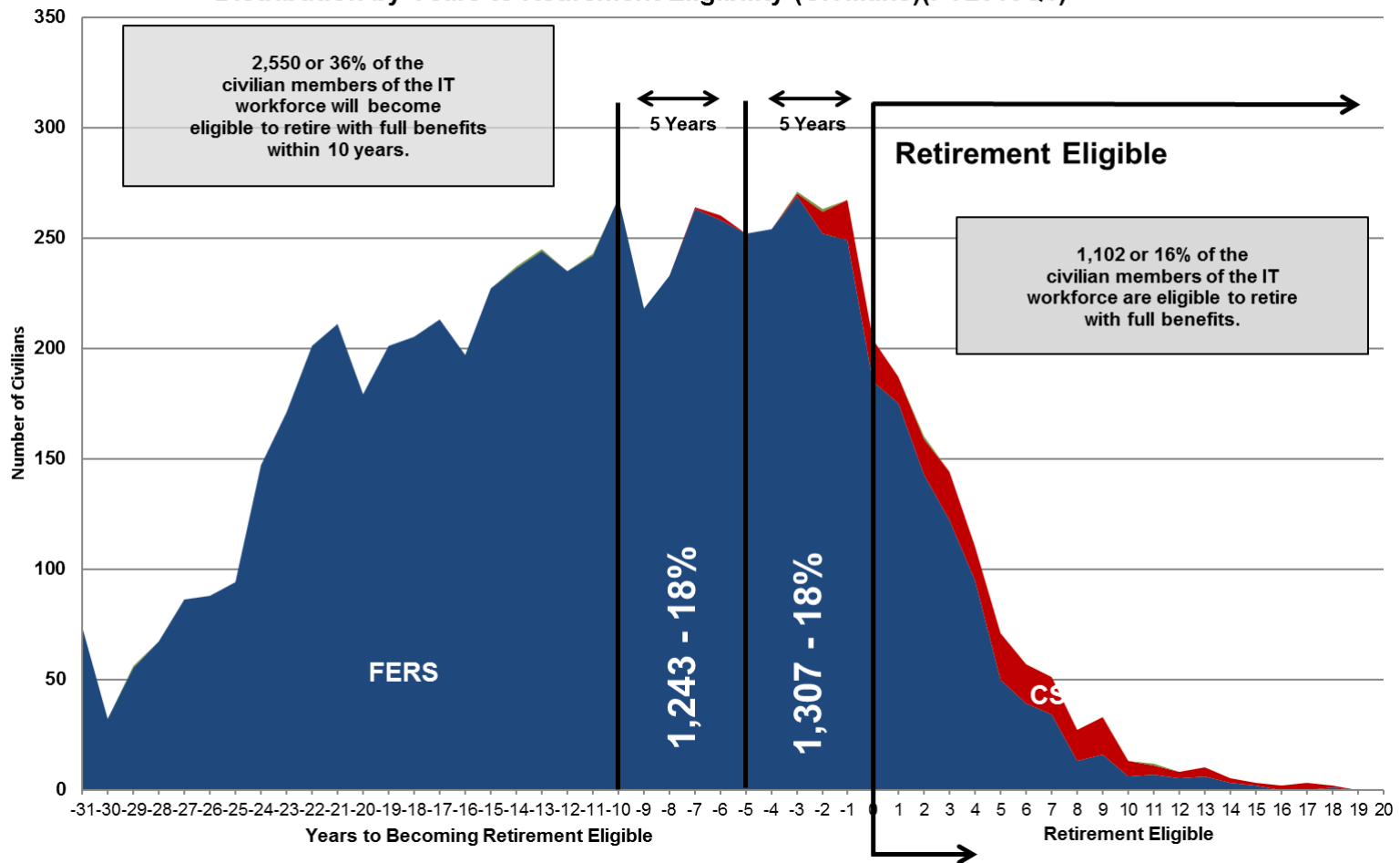


# Information Technology Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Information Technology

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q1)



As of 31 Dec 2017



***END***