



# Defense Acquisition Workforce Key Information

Information Technology  
As of FY18Q2 (31 March 2018)



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# Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Information Technology	FY 2008				FY2018Q2			
	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	7,210	215	7,425	166,593
Change in size from 2008	-	-	-	-	101%	-39%	89%	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%	27%	84%
Graduate Degree	18%	43%	20%	29%	26%	37%	12%	40%
<b>Certification</b>								
Level I or Higher Achieved	58%	28%	55%	72%	78%	31%	76%	86%
Level II or Higher Achieved	40%	9%	37%	61%	55%	7%	53%	73%
Level III Achieved	20%	4%	19%	36%	27%	1%	26%	41%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	66%	16%	65%	76%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	29%	68%	30%	21%
Does Not Meet Certification Requirement	28%	16%	27%	14%	5%	16%	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)	15/31/54(%)	-	-	24/26/50(%)
Average Years of Service	18	14	18	17	14	13	14	15
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,281(18%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,348(19%)	-	-	25,039(17%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,399/939	-	-	15,324/12,050

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



## Highlights FY18Q2



### Information Technology Acquisition Workforce Size Highlights

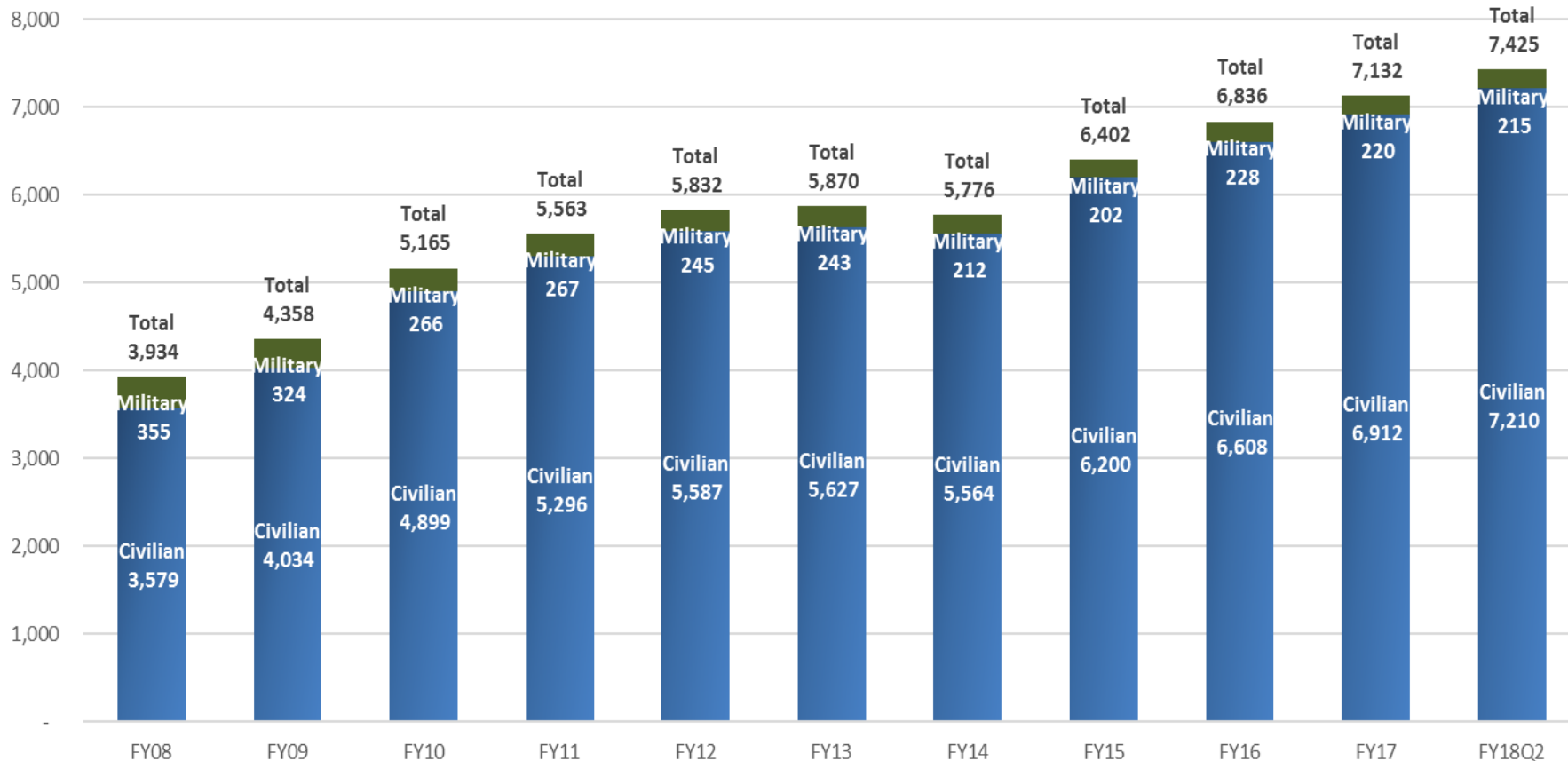
- The IT Career Field has experienced a steady increase in growth since FY14. Starting with 5,776 in FY14 and growing to 7,425 at the end of FY18Q2, a 29% increase.
- Both Navy and DLA have seen significant increases since not only 2014, but since 2008 as well. Navy growth since 2014 has topped 54% and DLA has grown by 872% since FY2014.
- Attrition in the IT Career Field has steadily increased from 8.3% (lowest since FY08) at the end of FY16 to 10.6% this quarter.



# Total Historic Workforce

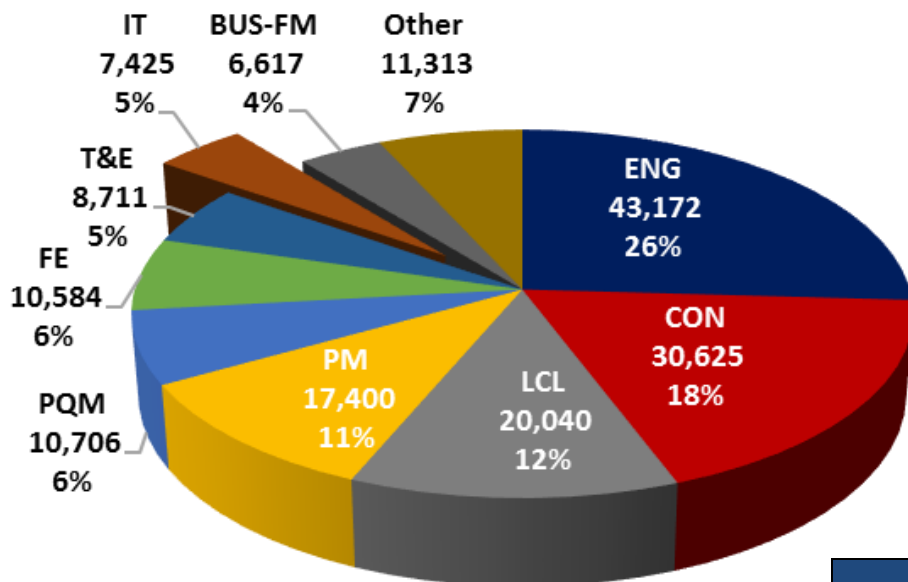


## Information Technology





# AWF by Component and Career Field



FY18Q2 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,182	4,182	2.5%
Business - CE	259	523	36	512	87	1,417	0.9%
Business - FM	1,743	2,048	179	2,097	550	6,617	4.0%
Contracting	7,869	5,999	531	8,255	7,971	30,625	18.4%
Engineering	9,060	22,376	336	9,271	2,129	43,172	25.9%
Facilities Engineering	4,297	5,575	30	585	97	10,584	6.4%
Information Technology	1,735	3,043	219	1,369	1,059	7,425	4.5%
Life Cycle Logistics	6,952	5,974	626	3,347	3,141	20,040	12.0%
Production, Quality and Man	1,397	3,508	46	442	5,313	10,706	6.4%
Program Management	3,330	5,519	756	5,934	1,861	17,400	10.4%
Property	49	66	-	18	263	396	0.2%
Purchasing	365	372	48	59	515	1,359	0.8%
S&T Manager	475	514	4	2,830	119	3,942	2.4%
Test and Evaluation	1,861	3,203	130	3,150	367	8,711	5.2%
Unknown/Other	8	1	-	-	8	17	0.01%
<b>FY18Q2 Totals (as of 3-31-18)</b>	<b>39,400</b>	<b>58,721</b>	<b>2,941</b>	<b>37,869</b>	<b>27,662</b>	<b>166,593</b>	
<b>Component %</b>	<b>23.7%</b>	<b>35.2%</b>	<b>1.8%</b>	<b>22.7%</b>	<b>16.6%</b>		



# Information Technology Workforce Historical Size by Agency FY08 – FY18Q2



Information Technology Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	800	1,423	1,720	1,971	2,806	2,918	3,043	280%	4%
MARINE CORPS	103	211	207	214	238	217	219	113%	1%
ARMY	1,764	2,168	2,364	1,704	1,701	1,720	1,735	-2%	1%
AIR FORCE	950	1,008	1,126	1,098	1,235	1,262	1,369	44%	8%
DCMA	111	158	156	197	197	179	169	52%	-6%
DLA	9	4	13	43	168	369	418	4544%	13%
MDA	27	39	42	53	51	60	62	130%	3%
DISA	99	71	83	140	162	164	168	70%	2%
DTRA	39	43	54	54	51	51	53	36%	4%
DHA	15	8	12	244	162	146	146	873%	0%
DAU	6	7	12	6	8	10	10	67%	0%
NRO	-	-	-	-	6	5	4		-20%
OSD	1	-	-	-	-	-	-	-100%	
DeCA	-	-	-	11	9	10	9		-10%
JCS	-	-	40	34	27	7	6		-14%
DoDEA	-	-	1	-	-	-	-		
DMEA	-	-	-	3	8	7	7		0%
DoD HRA	3	-	-	1	2	2	2	-33%	0%
DTIC	-	-	1	3	3	3	3		0%
DSCA	2	2	-	-	1	1	1	-50%	0%
DSS	1	-	-	-	-	-	-	-100%	
NDU	-	-	-	-	1	1	1		0%
ASD	-	2	1	-	-	-	-		
4th Estate Other	4	21	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>3,934</b>	<b>5,165</b>	<b>5,832</b>	<b>5,776</b>	<b>6,836</b>	<b>7,132</b>	<b>7,425</b>	<b>↑ 89%</b>	<b>↑ 4%</b>



# Information Technology Workforce Historical Size (Quarterly) by Agency FY16Q1 – FY18Q2



Information Technology Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	2,632	2,704	2,739	2,806	2,868	2,893	2,906	2,918	2,964	3,043	5%
ARMY	1,690	1,666	1,669	1,701	1,715	1,725	1,708	1,720	1,735	1,735	1%
AIR FORCE	1,158	1,204	1,192	1,235	1,230	1,262	1,242	1,262	1,334	1,369	8%
MARINE CORPS	231	236	236	238	229	227	226	217	215	219	-4%
DCMA	199	200	199	197	199	191	183	179	176	169	-12%
DLA	126	138	152	168	185	186	205	369	395	418	125%
MDA	53	54	54	51	56	56	60	60	62	62	11%
DISA	135	155	155	162	153	151	153	164	160	168	11%
DTRA	50	51	51	51	51	51	51	51	52	53	4%
DHA	200	192	178	162	160	155	152	146	150	146	-6%
DAU	5	6	10	8	11	12	10	10	9	10	-17%
NRO	-	6	6	6	6	6	5	5	4	4	-33%
DeCA	19	22	13	9	10	10	11	10	9	9	-10%
JCS	31	29	29	27	29	28	28	7	7	6	-79%
DFAS	-	-	-	-	-	-	-	-	-	-	
DMEA	6	6	6	8	8	8	8	7	7	7	-13%
DoD HRA	1	2	2	2	1	1	2	2	2	2	100%
DTIC	3	3	3	3	3	3	3	3	3	3	0%
DSCA	-	1	1	1	1	1	1	1	1	1	0%
NDU	-	-	1	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>7,425</b>	<b>↑ 7%</b>

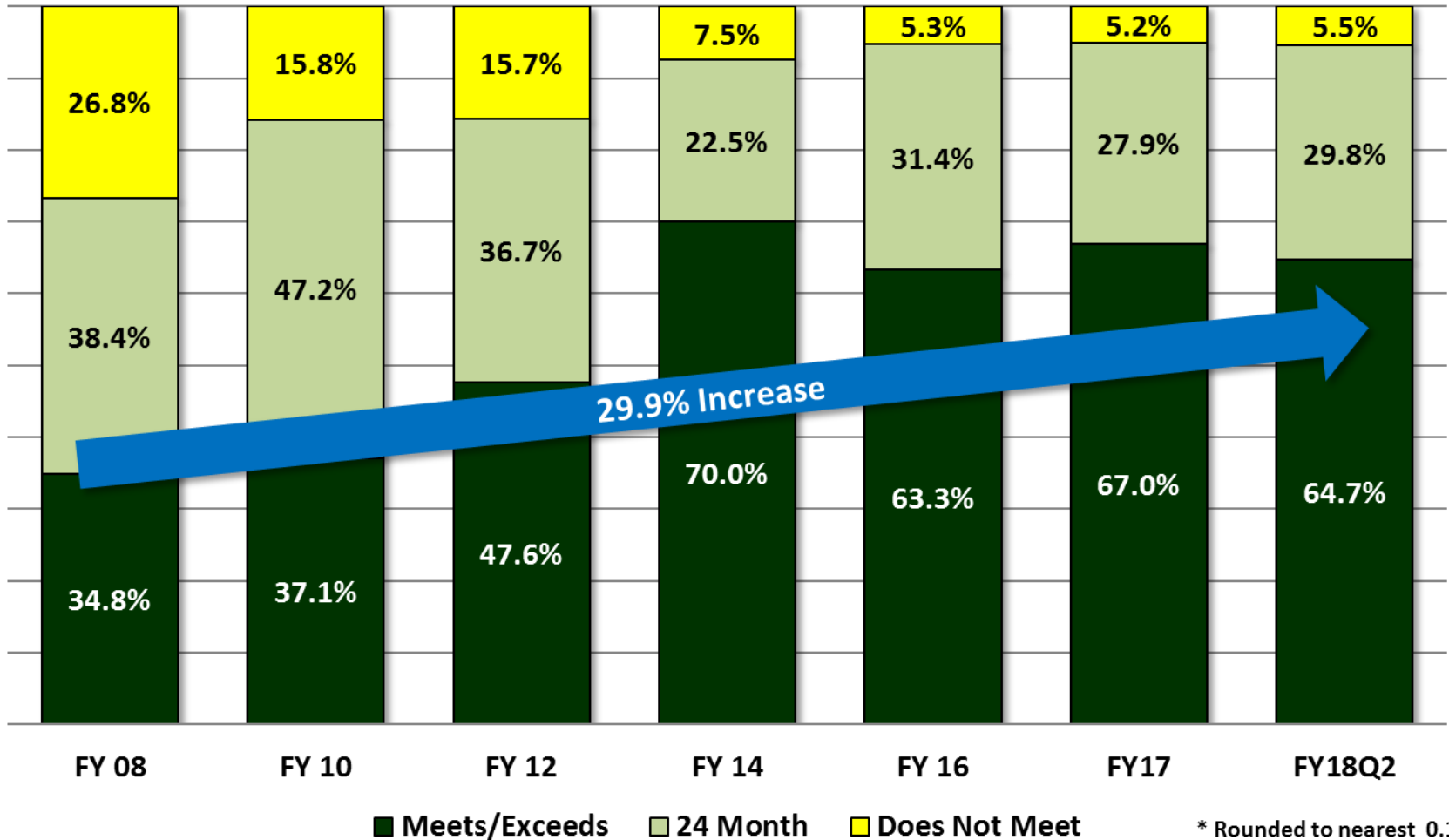




# Information Technology Historical DAWIA Certification FY08 – FY18Q2



## Information Technology

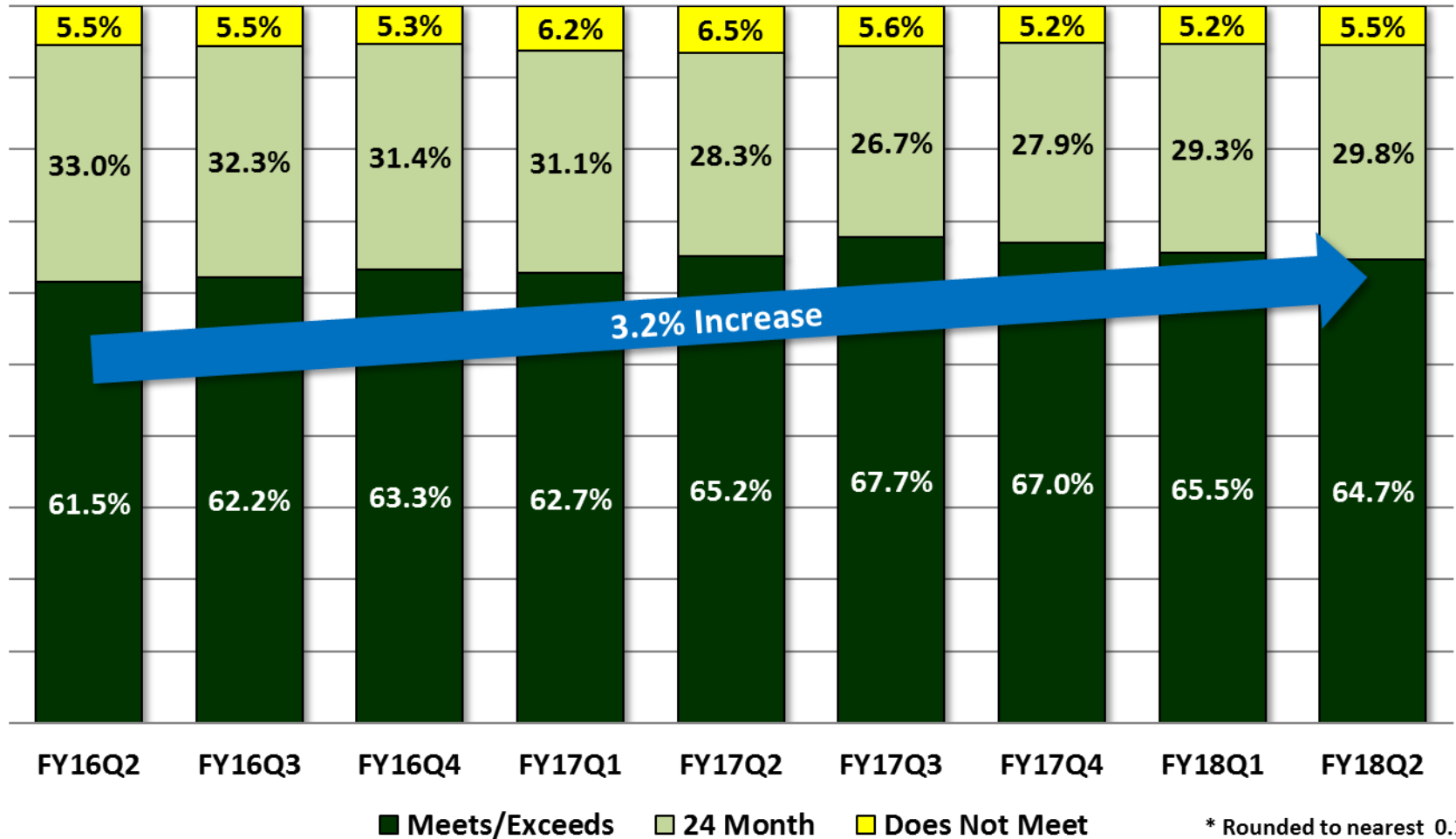




# Information Technology Historical (Quarterly) DAWIA Certification FY16Q2 - FY18Q2



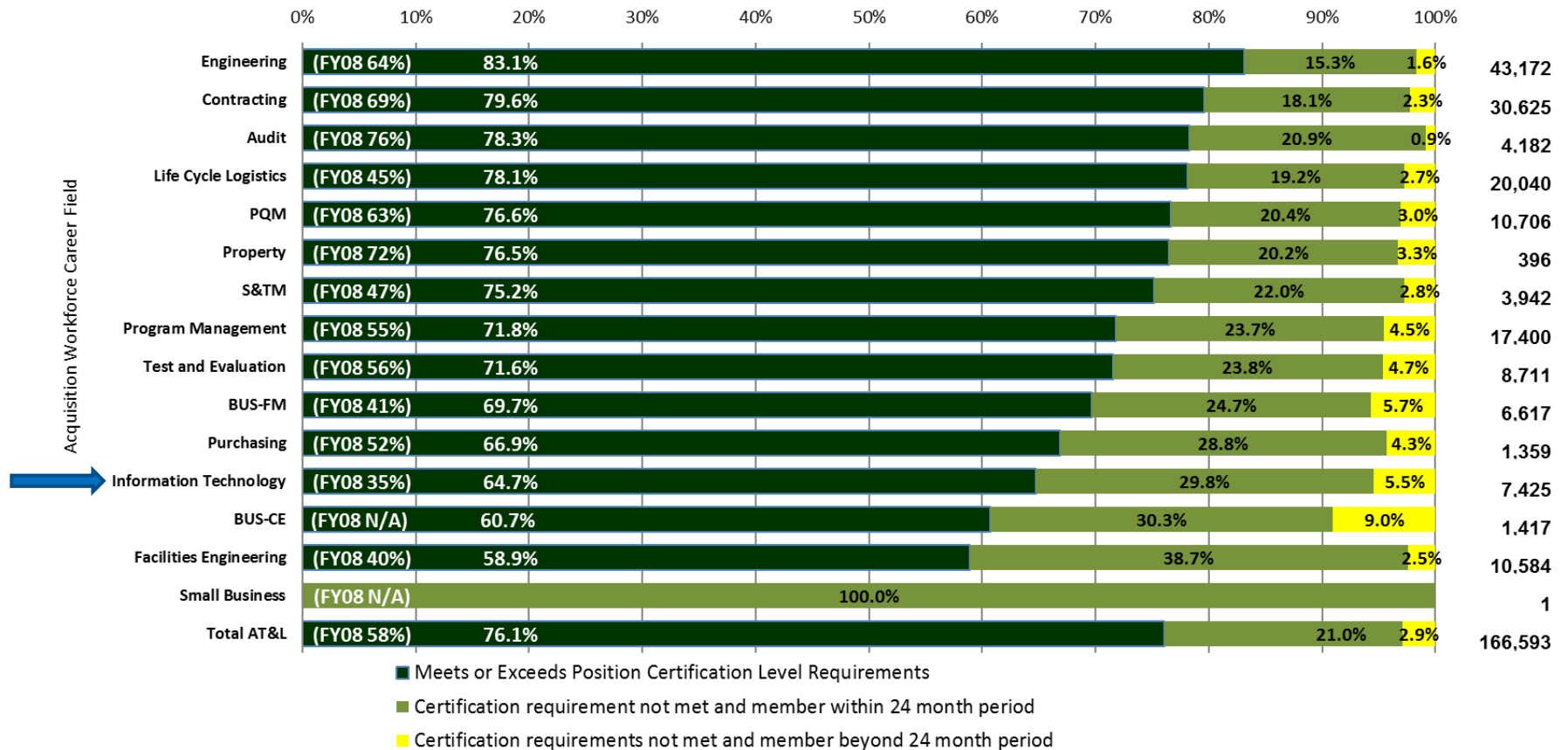
## Information Technology





# DAWIA Certification by Career Field

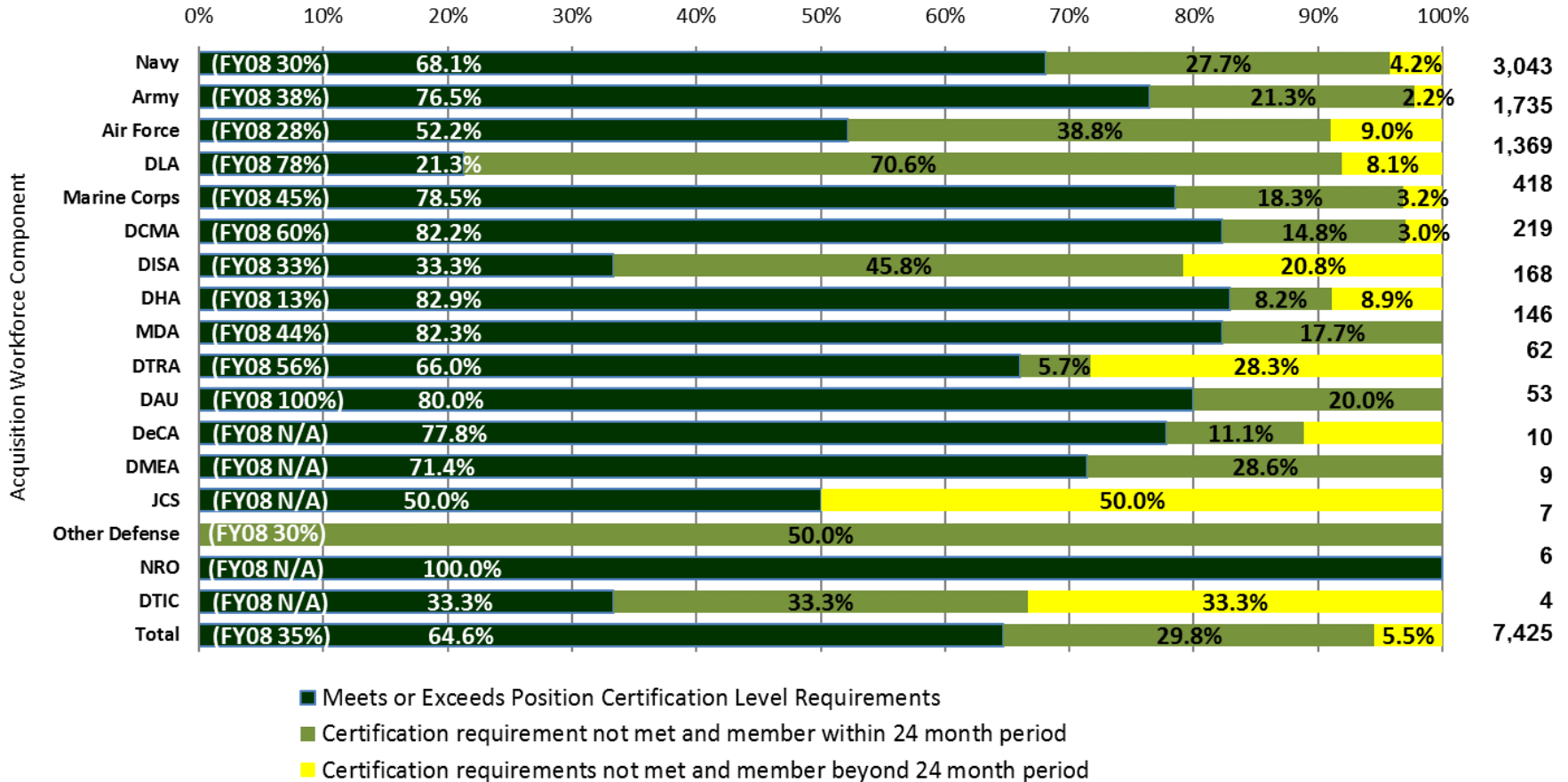
## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)





# Information Technology DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Information Technology (FY18Q2)





# Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY18Q2 TOTAL	% Meets Certification Requirement
Level I	501	991	121	33	1,646	69.6%
Level II	900	570	1,729	459	3,658	59.8%
Level III	345	153	149	1,471	2,118	69.5%
<i>Unspecified</i>	2	-	1	-	3	
<b>FY18Q2 TOTAL</b>	<b>1,748</b>	<b>1,714</b>	<b>2,000</b>	<b>1,963</b>	<b>7,425</b>	<b>64.7%</b>
	23.5%	23.1%	26.9%	26.4%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,761	76.1%	
Army	31,111	79.0%	
Navy	44,599	76.0%	
Marine Cor	2,036	69.2%	
Air Force	27,058	71.5%	
4th Estate	21,957	77.6%	
Information	4,804	64.7%	12 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,145	457	44	1,646	22.2%
Level II	2,188	1,237	233	3,658	49.3%
Level III	1,471	520	127	2,118	28.5%
<i>Unspecified</i>	-	-	3	3	0.0%
<b>Information Technology TOTAL</b>	<b>4,804</b>	<b>2,214</b>	<b>407</b>	<b>7,425</b>	
	64.7%	29.8%	5.5%		

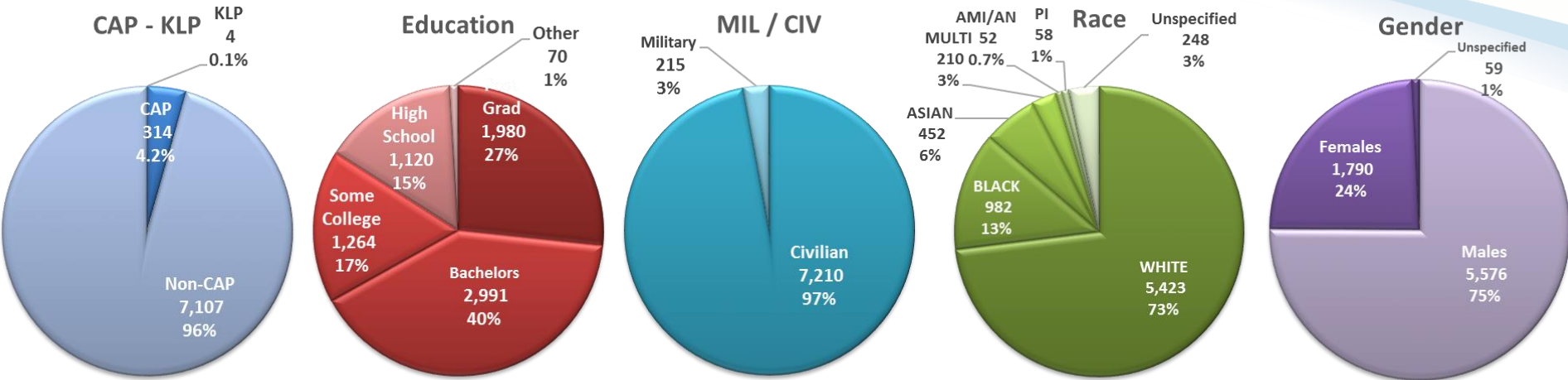
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Information Technology Demographics



Occupied Position Type	IT		Entire DAW	
Key Leadership Positions (KLPs)	4	0.1%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	314	4.2%	16,456	9.9%
Non-CAP Positions	7,107	95.7%	148,920	89.4%
Unknown	-	0.0%	141	0.1%
<b>TOTAL</b>	<b>7,425</b>		<b>166,593</b>	

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

Highest Level of Education	IT		Entire DAW	
Post Grad	1,980	26.7%	67,163	40.3%
Bachelors	2,991	40.3%	73,237	44.0%
Some College	1,264	17.0%	11,741	7.0%
High School	1,120	15.1%	12,374	7.4%
Other	70	0.9%	2,078	1.2%
<b>TOTAL</b>	<b>7,425</b>		<b>166,593</b>	

Military / Civilian	IT		Entire DAW	
Civilian	7,210	97.1%	151,056	90.7%
Military	215	2.9%	15,537	9.3%
<b>TOTAL</b>	<b>7,425</b>		<b>166,593</b>	

Race	IT		Entire DAW	
WHITE	5,423	73.0%	122,344	73.4%
BLACK	982	13.2%	20,072	12.0%
ASIAN	452	6.1%	11,222	6.7%
MULTI	210	2.8%	4,403	2.6%
AMI/AN	52	0.7%	971	0.6%
PI	58	0.8%	833	0.5%
Unspecified	248	3.3%	6,748	4.1%
<b>TOTAL</b>	<b>7,425</b>		<b>166,593</b>	

Gender	IT		Entire DAW	
Males	5,576	75.1%	117,018	70.2%
Females	1,790	24.1%	48,016	28.8%
Unspecified	59	0.8%	1,559	0.9%
<b>TOTAL</b>	<b>7,425</b>		<b>166,593</b>	



# Information Technology Size by Occupational Series



Civilian Occupational Series	IT		
2210 - Information Technology Management Specialist	6,217	86.2%	
1550 - Computer Scientist	336	4.7%	
0301 - Administration & Program Staff	221	3.1%	
0391 - Telecommunications Specialist	135	1.87%	
0343 - Management and Program Analyst	115	1.60%	
0854 - Engineer, Computers	52	0.72%	
0855 - Engineer, Electronics	29	0.40%	
0856 - Engineering Technician, Electronics	22	0.31%	
1101 - Business and Industry Specialist	16	0.22%	
	<i>Other</i>	<i>67</i>	<i>0.93%</i>
<b>TOTAL CIVILIAN</b>	<b>7,210</b>	<b>Civilians</b>	

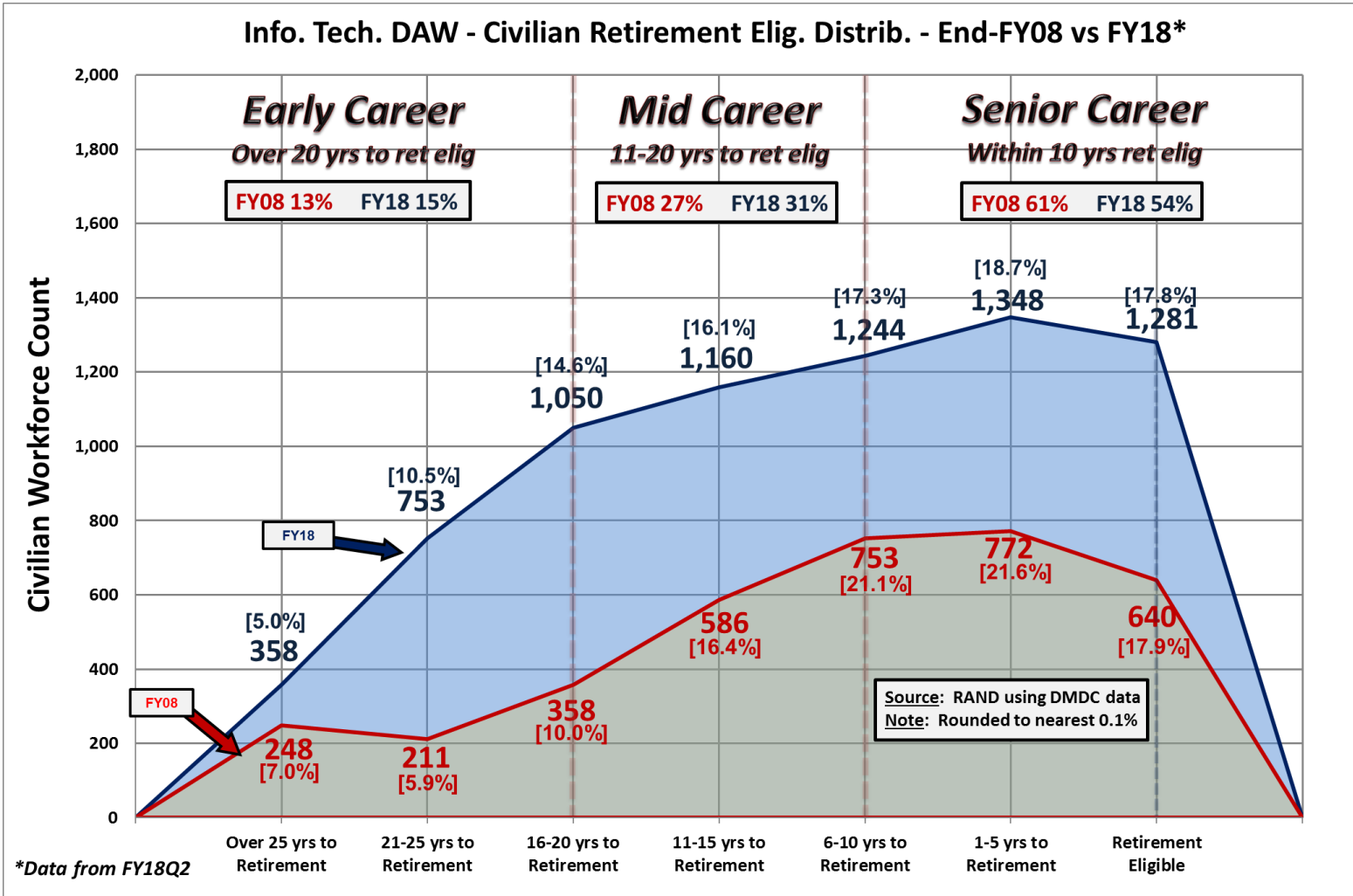


**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY18Q2**





# Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY18

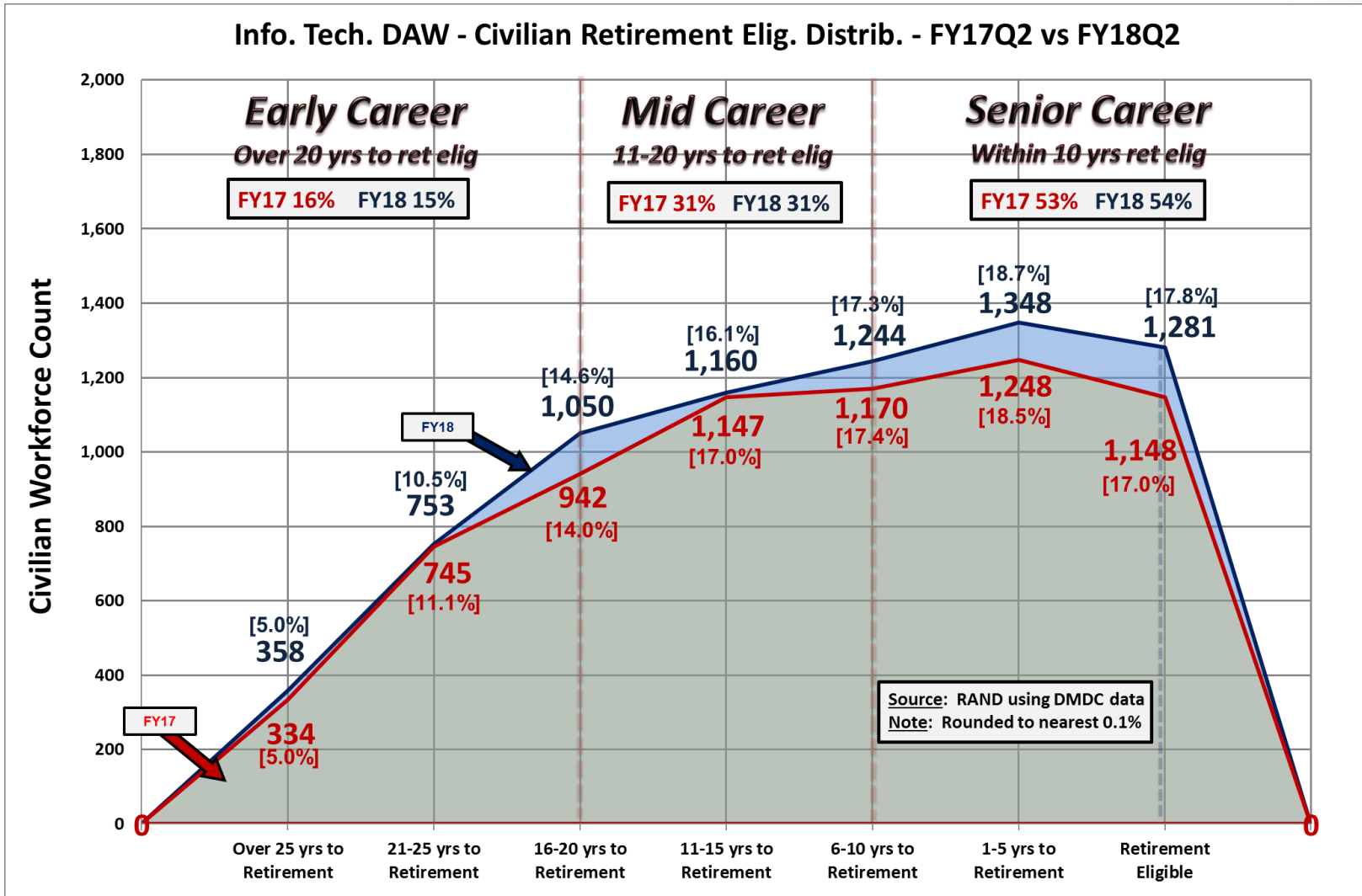




# Information Technology Civilian Retirement Eligibility Distribution (1 year)– FY17Q2/FY18Q2



Info. Tech. DAW - Civilian Retirement Elig. Distrib. - FY17Q2 vs FY18Q2



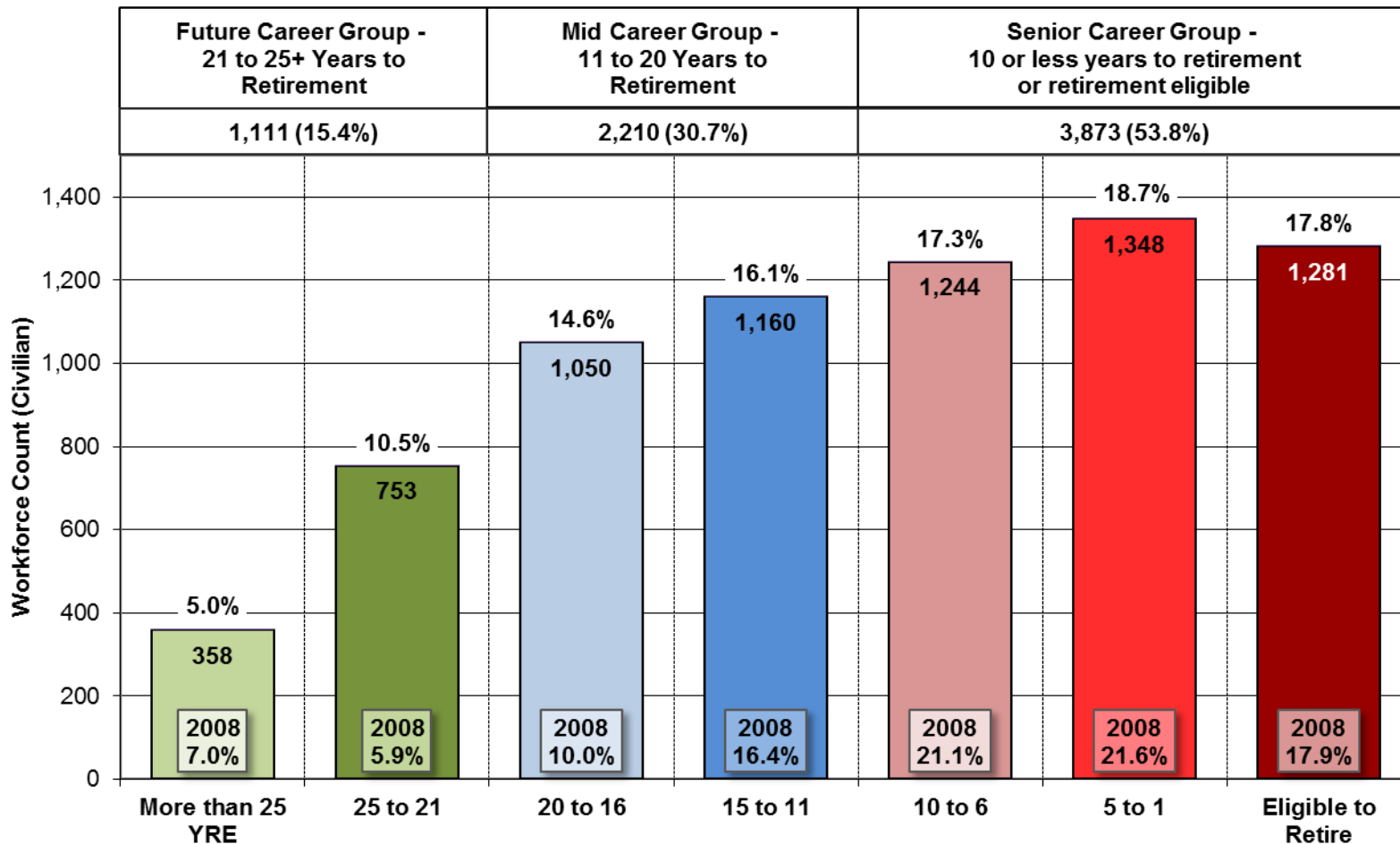
As of 31 Mar 2018



# Workforce Lifecycle Model

## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q2) - Information Technology



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

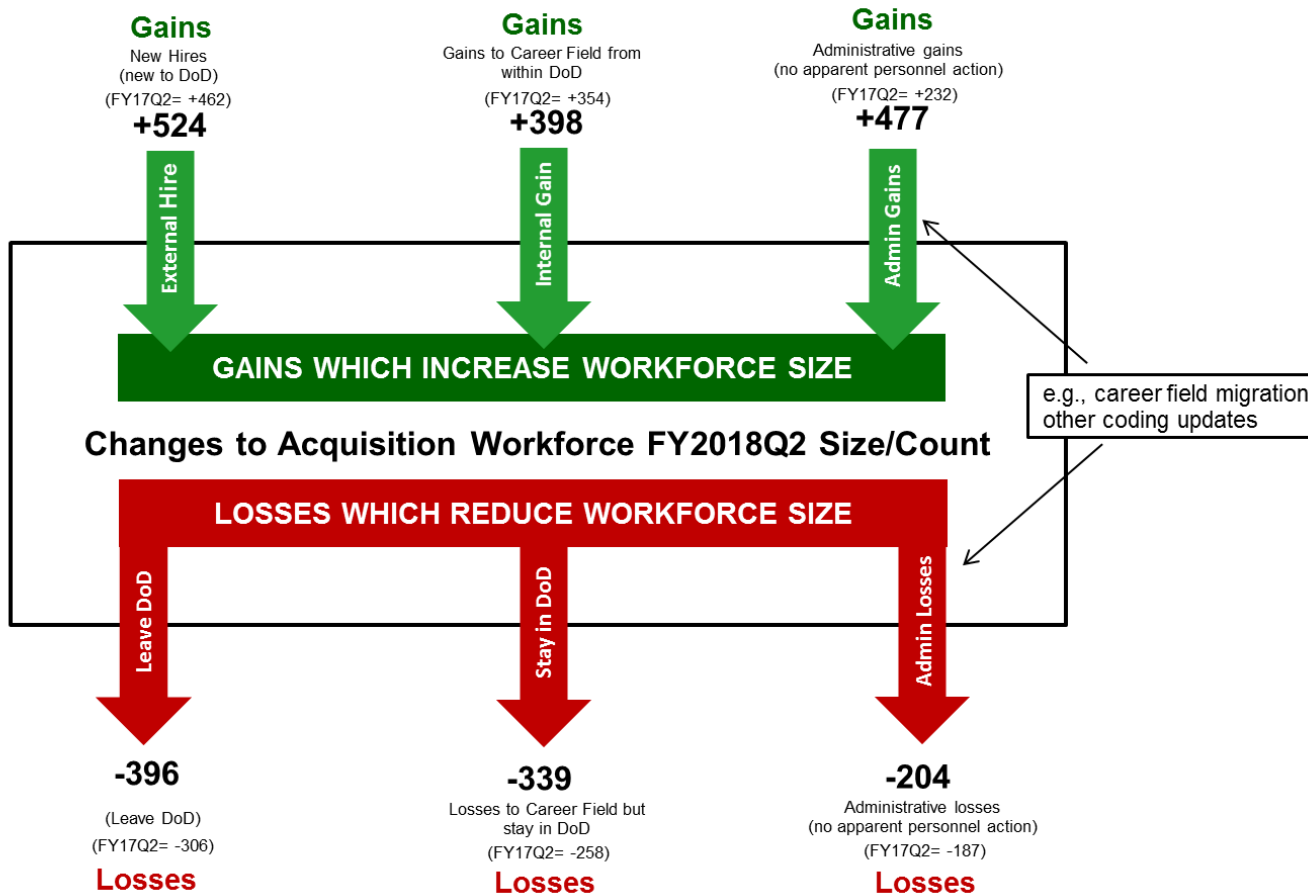
As of 31 Mar 2018



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

## Defense Acquisition Workforce (Civilian) (FY2018Q2) - Information Technology

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



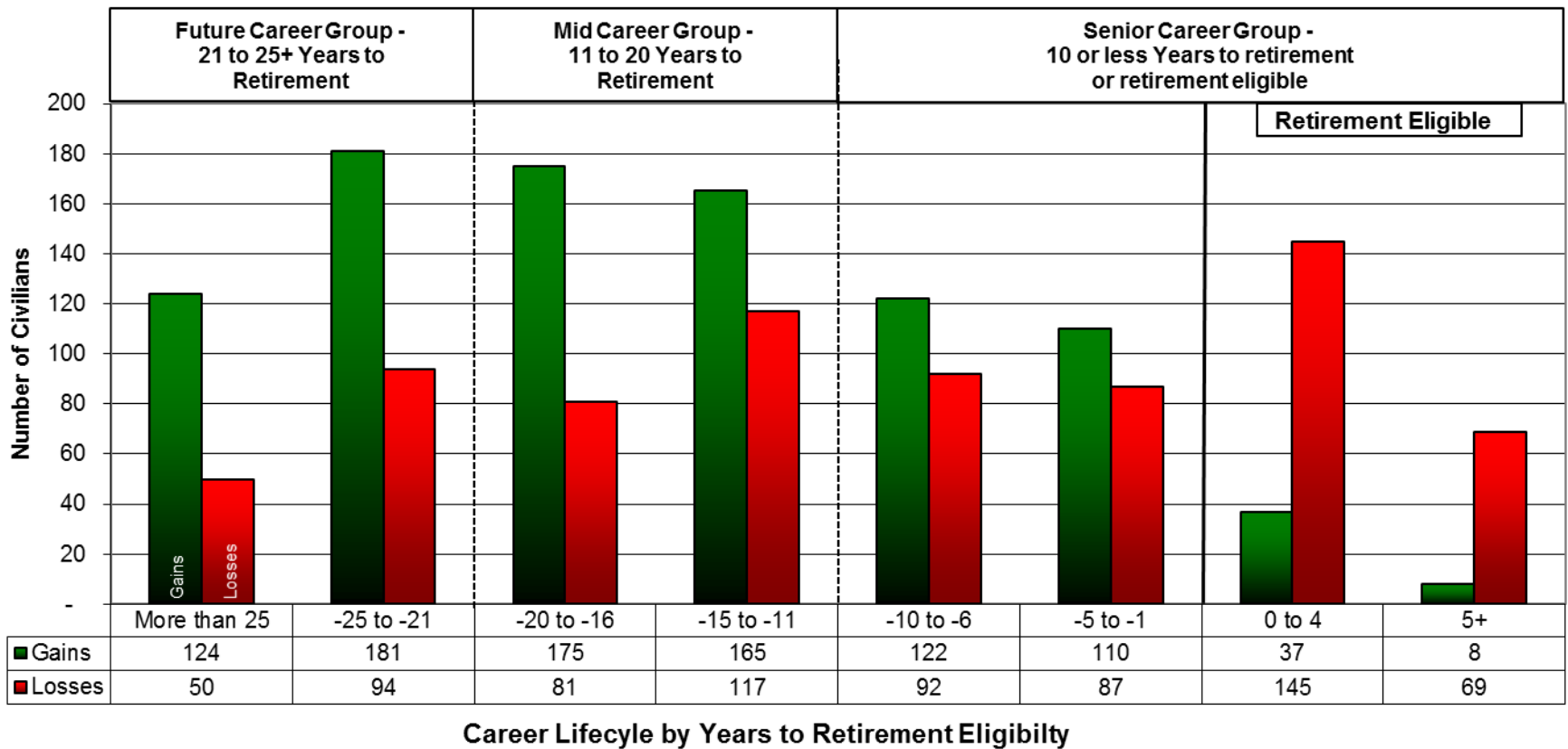


# Information Technology Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2018Q2 Gains & Losses\*

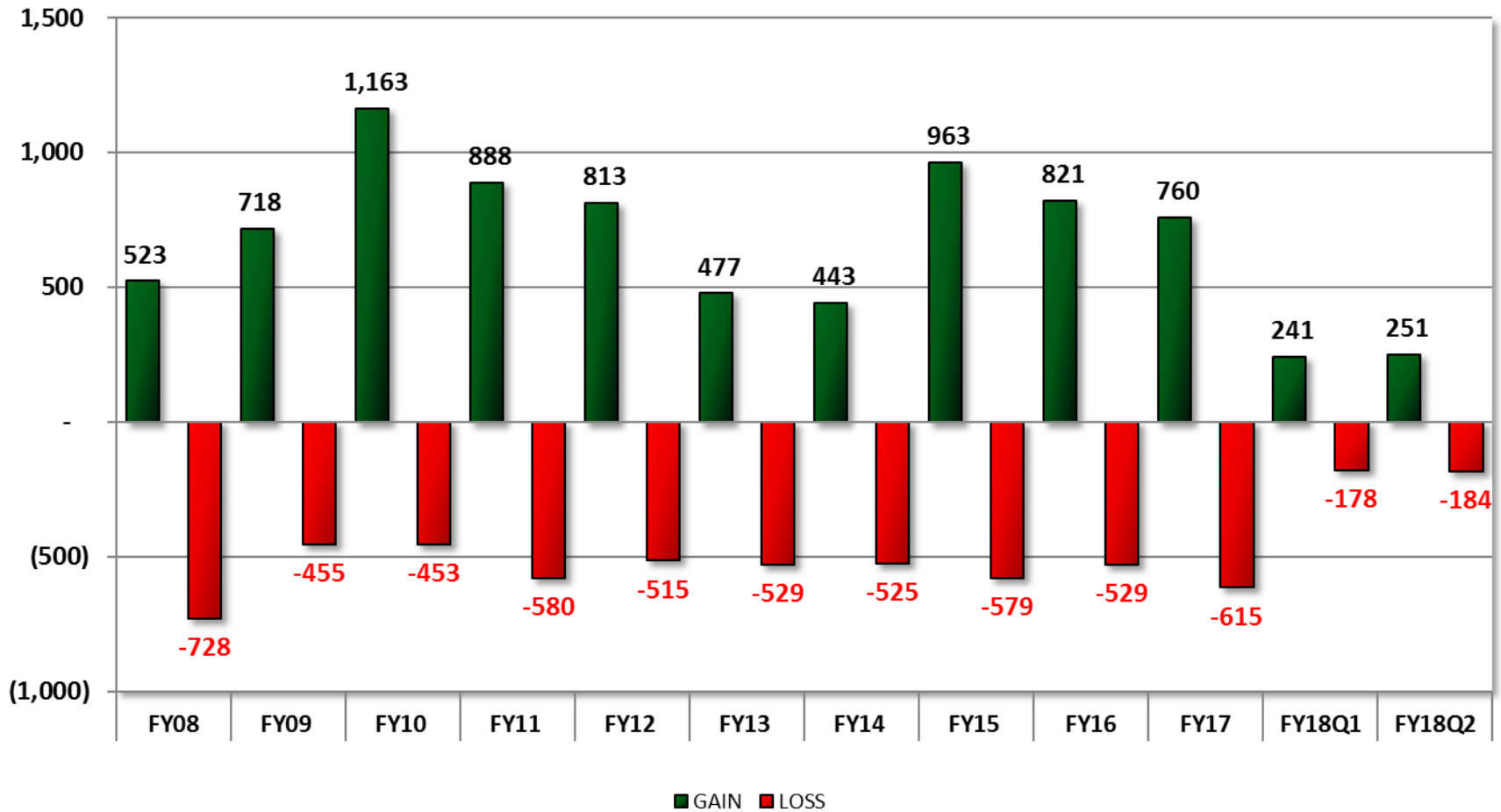


\*Does not include administrative gains and losses

As of 31 Mar 2018



# Information Technology Historical Gains and Losses FY08 – FY18Q2



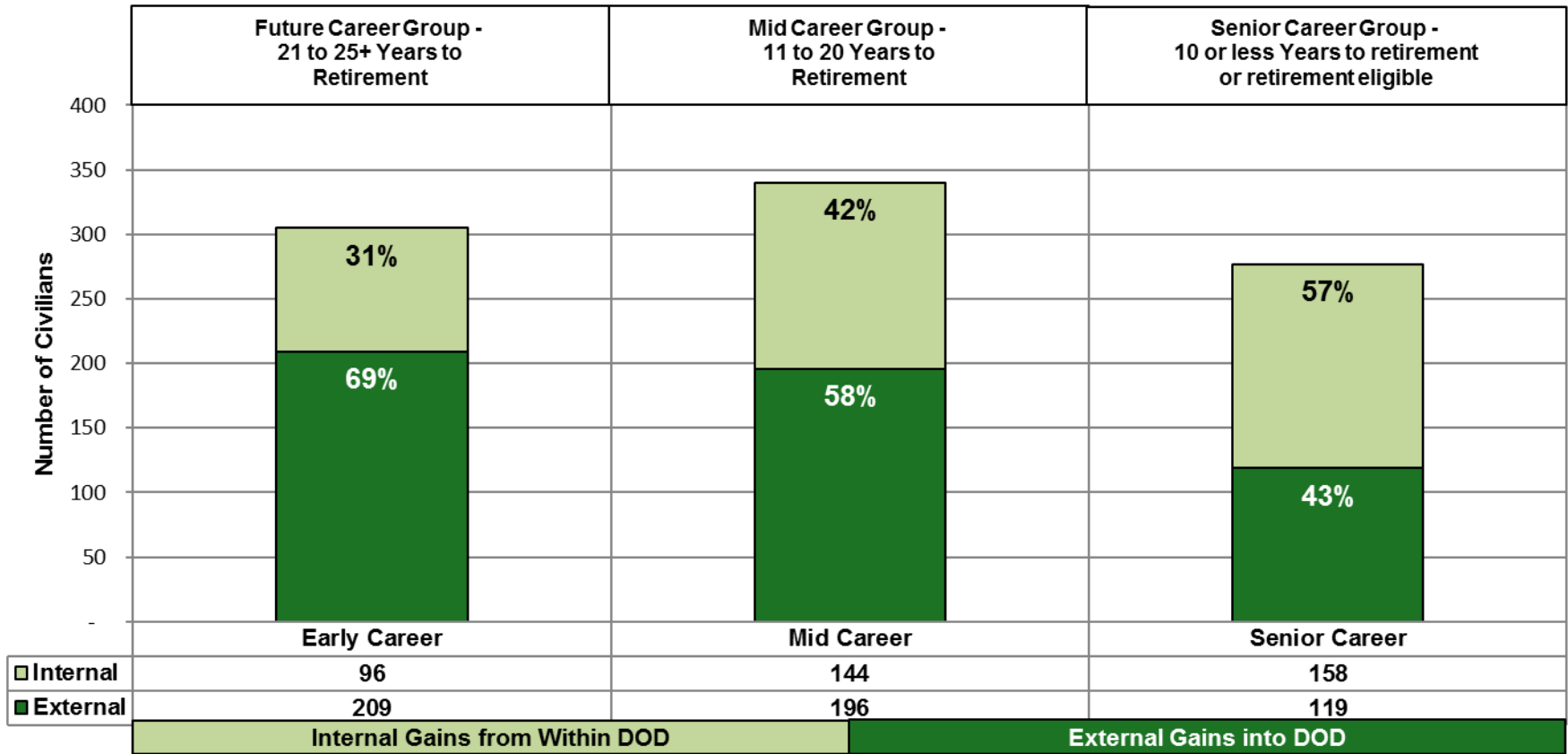
As of 31 Mar 2018



# Information Technology Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian) - Information Technology**  
Workforce Lifecycle FY2018Q2 Gains\*



\*Does not include administrative gains

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

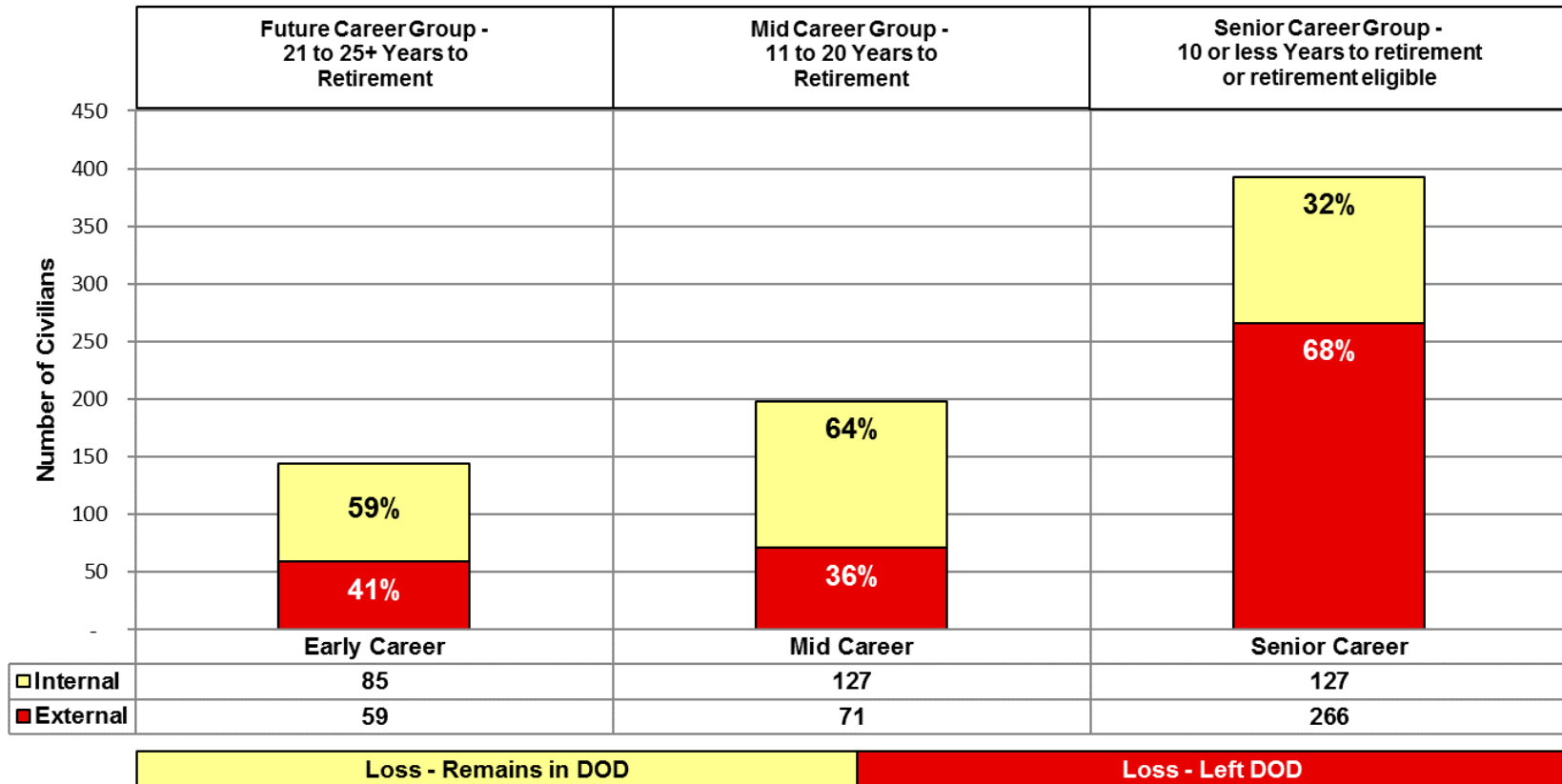


# Information Technology Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2018Q2 Losses\*



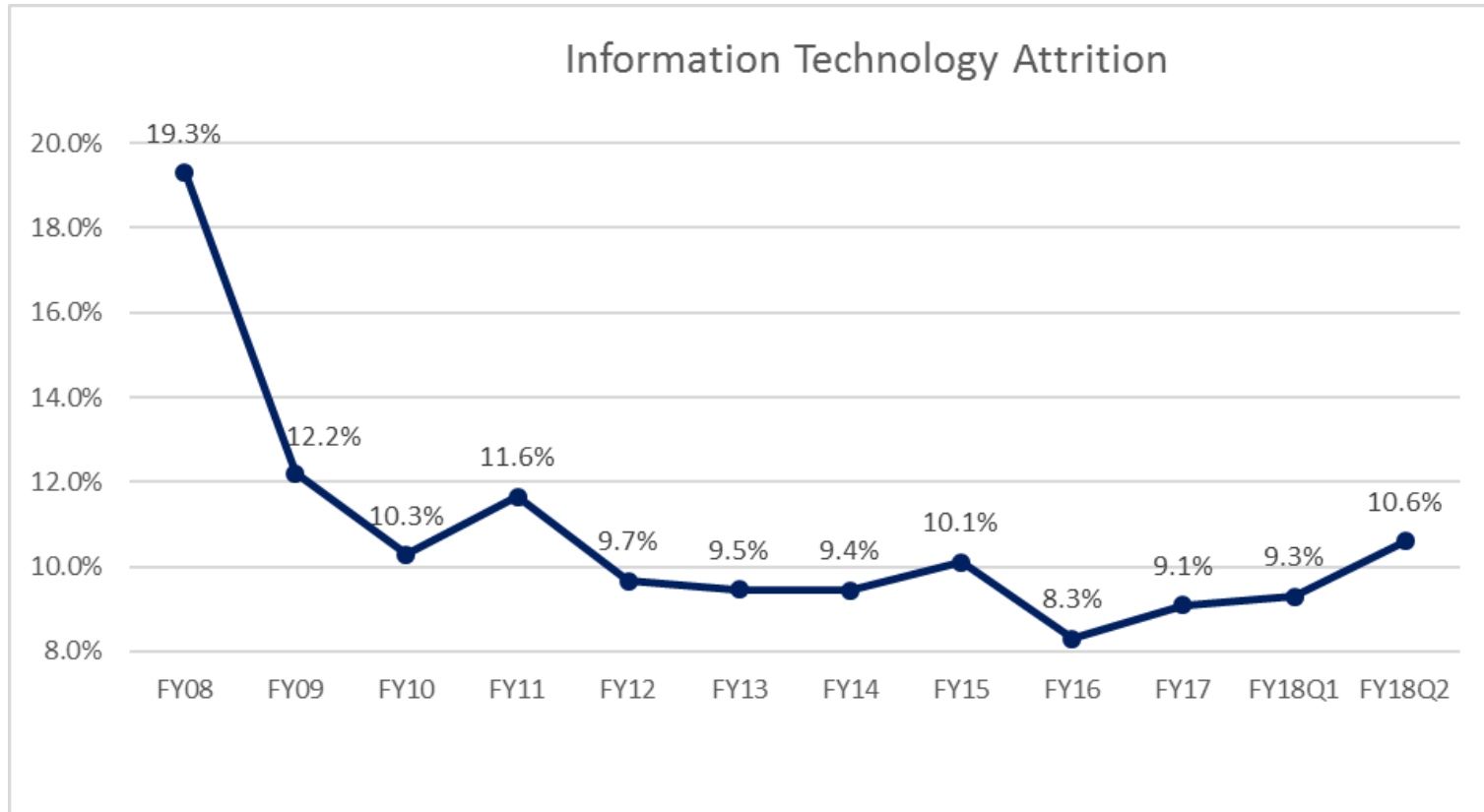
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

\*Does not include administrative losses





# Annual Attrition Rates



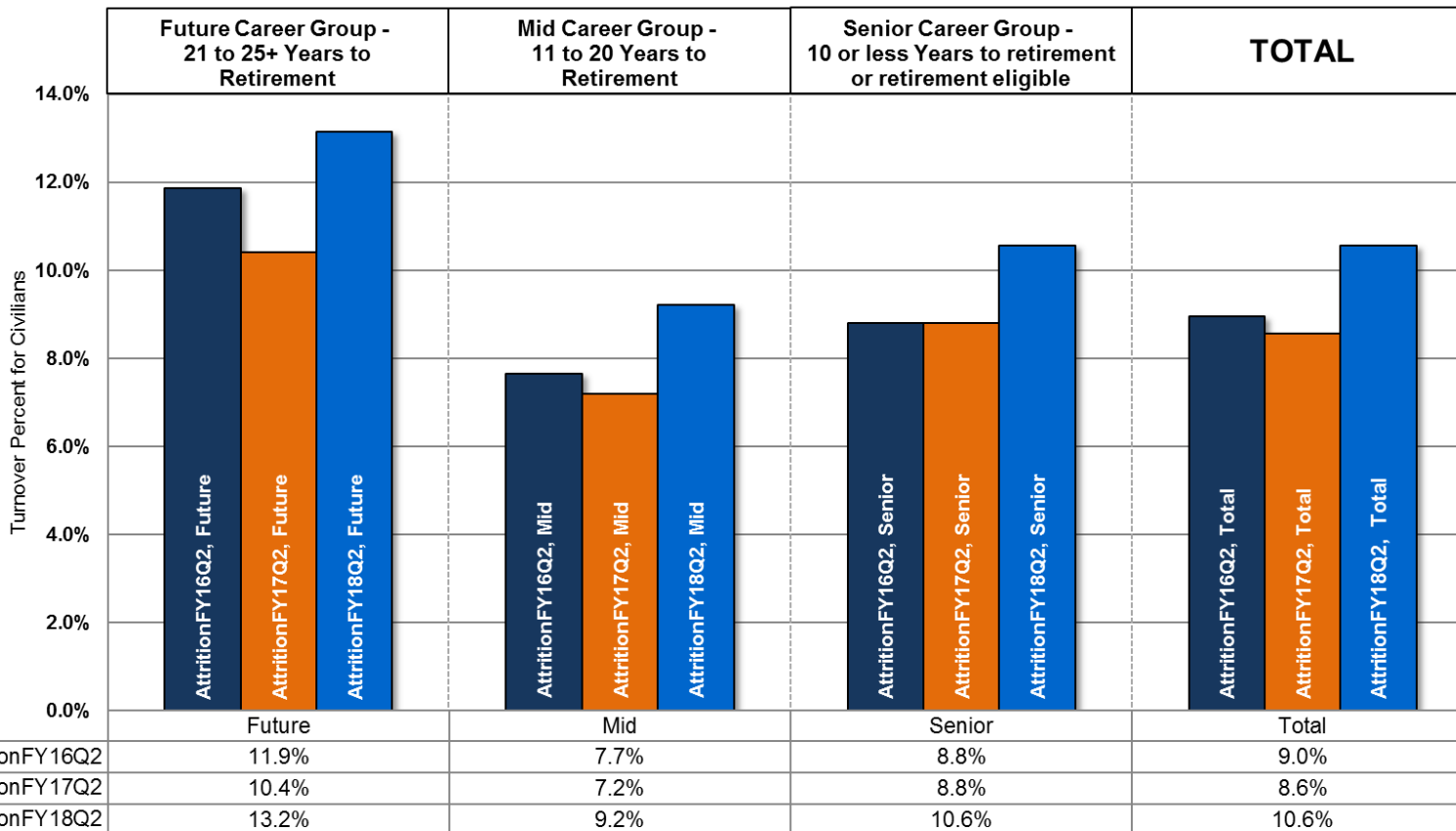
\*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2



# Information Technology Attrition Rates by Career Group



## Defense Acquisition Workforce Attrition - Information Technology (Civilian) (FY16Q2, FY17Q2, FY18Q2)(by Career Lifecycle Group)



As of 31 Mar 2018

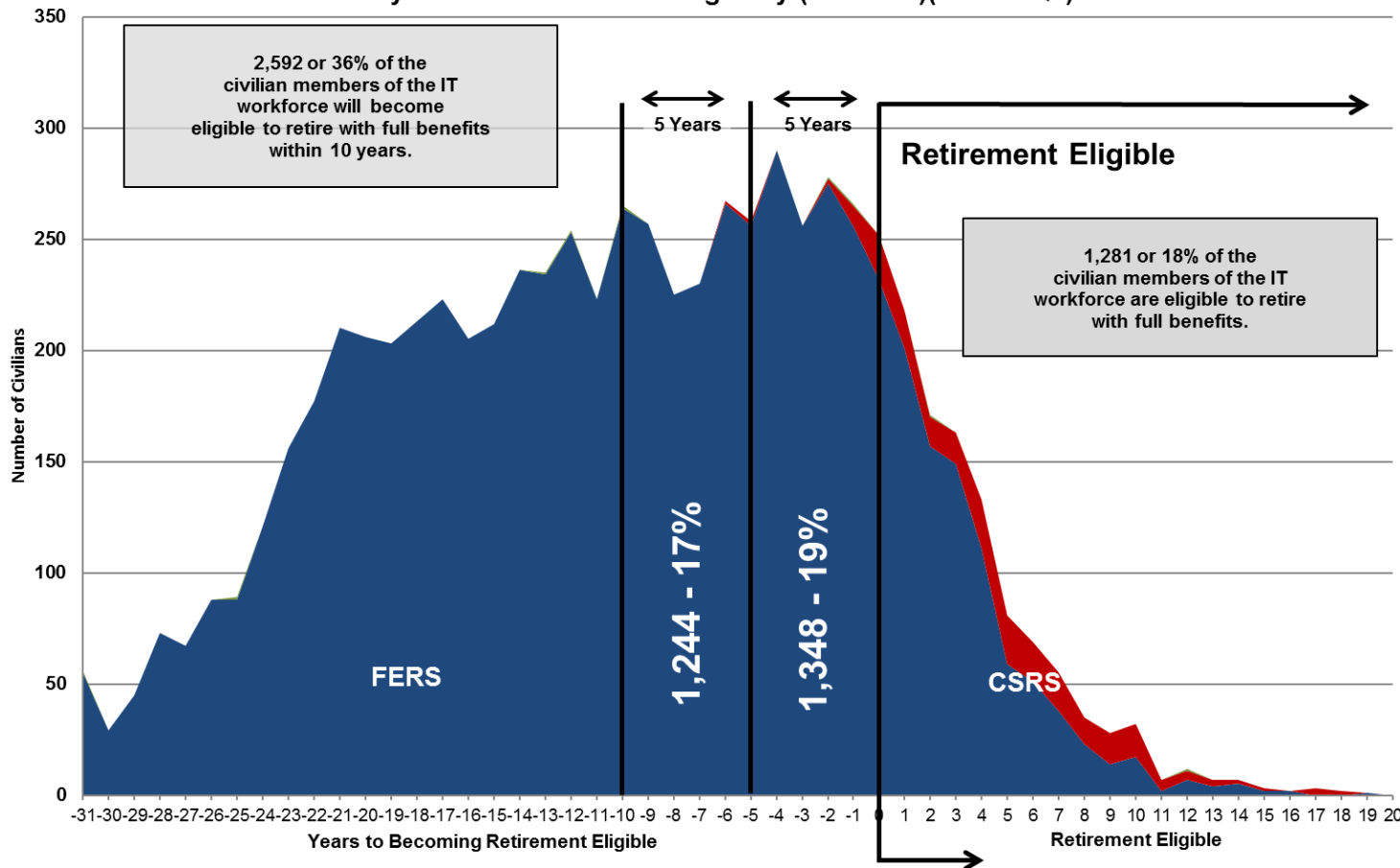


# Information Technology Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Information Technology

### Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q2)



As of 31 Mar 2018



***END***