



# Defense Acquisition Workforce Key Information

Information Technology As of FY18Q3 (30 June 2018)

http://www.hci.mil/



Fact Sheet

	Hu	man Capi	tal Fact S	heet					
		FY 2	2008		FY2018Q3				
Defense Acquisition Workforce Information Technology	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	7,384	216	7,600	169,063	
Change in size from 2008	-	-	-	-	106%	-39%	93%	34%	
Civilian/Military Composition	<b>91%</b>	9%	-	88%/12%	97%	3%	-	91% / 9%	
Educational Attainment									
Bachelor's Degree or Higher	55%	85%	58%	77%	66%	75%	<b>67%</b>	84%	
Graduate Degree	18%	43%	20%	29%	26%	35%	27%	40%	
Certification									
Level I or Higher Achieved	58%	28%	55%	72%	77%	29%	76%	85%	
Level II or Higher Achieved	40%	9%	37%	61%	55%	6%	53%	72%	
Level III Achieved	20%	4%	19%	36%	27%	1%	26%	41%	
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	66%	15%	64%	75%	
Within 24 Months of Certification Requirement	35%	74%	38%	27%	30%	69%	31%	22%	
Does Not Meet Certification Requirement	28%	16%	27%	14%	4%	17%	5%	3%	
Planning Considerations									
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)	16/31/53(%)	-	-	24/26/49(%)	
Average Years of Service	18	14	18	17	14	12	14	15	
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,248(17%)	-	-	29,101(19%)	
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,356(18%)	-	-	25,072(16%)	
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,582/947	-	-	17,613/12,259	

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



# Total Historic Workforce



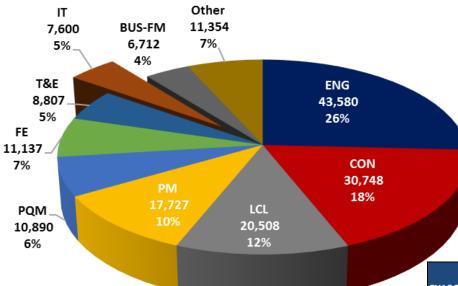
#### Total 8,000 7,600 Total Total 7,132 Military 6,836 7,000 Total 216 Military 6,402 Military 220 Total Total Total 228 Total 5,832 5,870 Military 5,776 6,000 5,563 Total 202 Military Military Military 5,165 Military 243 245 212 5,000 Total 267 Military 4,358 Total 266 3,934 **Military** 4,000 Civilian 324 Military Civilian 7,384 Civilian 355 6,912 Civilian 6,608 3,000 Civilian 6,200 Civilian Civilian Civilian 5,627 5,587 5,564 Civilian 5,296 4,899 Civilian 2,000 Civilian 4,034 3,579 1,000 FY08 FY09 FY10 FY11 FY12 FY13 FY14 FY15 FY16 FY17 FY18Q3

#### Information Technology

#### **IT Key Information**



# AWF by Component and Career Field



			Marine				%
FY18Q3	Army	Navy	Corps	Air Force	4th Estate	Totals	Total
Auditing	-	-	-	-	4,209	4,209	2.5%
Business - CE	250	535	34	524	91	1,434	0.8%
Business - FM	1,743	2,086	179	2,123	581	6,712	4.0%
Contracting	7,895	6,115	541	8,246	7,951	30,748	18.2%
Engineering	9,024	22,726	342	9,385	2,103	43,580	25.8%
Facilities Engineering	4,705	5,634	33	670	95	11,137	6.6%
Information Technology	1,744	3,170	223	1,400	1,063	7,600	4.5%
Life Cycle Logistics	6,907	6,124	621	3,514	3,342	20,508	12.1%
Production, Quality and Man	1,387	3,689	42	454	5,318	10,890	6.4%
Program Management	3,352	5,571	758	6,141	1,905	17,727	10.5%
Property	51	64	-	17	259	391	0.2%
Purchasing	344	381	42	52	502	1,321	0.8%
S&T Manager	497	508	3	2,851	118	3,977	2.4%
Small Business	-	-	-	-	4	4	0.002%
Test and Evaluation	1,896	3,214	127	3,201	369	8,807	5.2%
Unknown/Other	8	2	-	-	8	18	0.01%
Totals	39,803	59,819	2,945	38,578	27,918	100	000
Component %	23.5%	35.4%	1.7%	22.8%	16.5%	165	,063

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Data Source: AS DataMart as of 30 Jun 2018

IT Key Information



### Information Technology Workforce Historical Size by Agency FY08 – FY18Q3

Information Technology Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
Navy	800	1,423	1,720	1,971	2,806	2,918	3,170	296%	9%
MARINE CORPS	103	211	207	214	238	217	223	117%	3%
ARMY	1,764	2,168	2,364	1,704	1,701	1,720	1,744	-1%	1%
AIR FORCE	950	1,008	1,126	1,098	1,235	1,262	1,400	47%	11%
DLA	9	4	13	43	168	369	426	4633%	15%
DCMA	111	158	156	197	197	179	169	52%	-6%
DISA	99	71	83	140	162	164	167	69%	2%
DHA	15	8	12	244	162	146	147	880%	1%
MDA	27	39	42	53	51	60	65	141%	8%
DTRA	39	43	54	54	51	51	47	21%	-8%
DAU	6	7	12	6	8	10	9	50%	-10%
DeCA	-	-	-	11	9	10	9		-10%
JCS	-	-	40	34	27	7	6		-14%
DMEA	-	-	-	3	8	7	7		0%
NRO	-	-	-	-	6	5	4		-20%
DTIC	-	-	1	3	3	3	2		-33%
IG	-	-	-	-	-	-	2		
DoD HRA	3	-	I	1	2	2	1	-67%	-50%
DSCA	2	2	-	•	1	1	1	-50%	0%
NDU	-	-	-	I	1	1	1		0%
DoDEA	-	-	1	-	-	-	-		
0SD	1	-	-	-	-	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
ASD	-	2	1	-	-	-	-		
4th Estate Other	4	21	-	-	-	-	-	-100%	
								<b>^</b>	<b>^</b>
TOTAL	3,934	5,165	5,832	5,776	6,836	7,132	7,600	93%	7%

Data Source: AS DataMart as of 30 Jun 2018



## Information Technology Workforce Historical Size (Quarterly) by Agency FY16Q3 – FY18Q3

Information Technology Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	2,739	2,806	2,868	2,893	2,906	2,918	2,964	3,043	3,170	9%
MARINE CORPS	236	238	229	227	226	217	215	219	223	-1%
ARMY	1,669	1,701	1,715	1,725	1,708	1,720	1,735	1,735	1,744	2%
AIR FORCE	1,192	1,235	1,230	1,262	1,242	1,262	1,334	1,369	1,400	13%
DLA	152	168	185	186	205	369	395	418	426	108%
DCMA	199	197	199	191	183	179	176	169	169	-8%
DISA	155	162	153	151	153	164	160	168	167	9%
DHA	178	162	160	155	152	146	150	146	147	-3%
MDA	54	51	56	56	60	60	62	62	65	8%
DTRA	51	51	51	51	51	51	52	53	47	-8%
DAU	10	8	11	12	10	10	9	10	9	-10%
DeCA	13	9	10	10	11	10	9	9	9	-18%
JCS	29	27	29	28	28	7	7	6	6	-79%
DMEA	6	8	8	8	8	7	7	7	7	-13%
NRO	6	6	6	6	5	5	4	4	4	-20%
DTIC	3	3	3	3	3	3	3	3	2	-33%
IG	-	-	-	-	-	-	-	-	2	
DoD HRA	2	2	1	1	2	2	2	2	1	-50%
DSCA	1	1	1	1	1	1	1	1	1	0%
NDU	1	1	1	1	1	1	1	1	1	0%
POW/MIA	-	-	-	-	-	-	-			
										$\uparrow$
TOTAL	6,696	6,836	6,916	6,967	6,955	7,132	7,286	7,425	7,600	9%

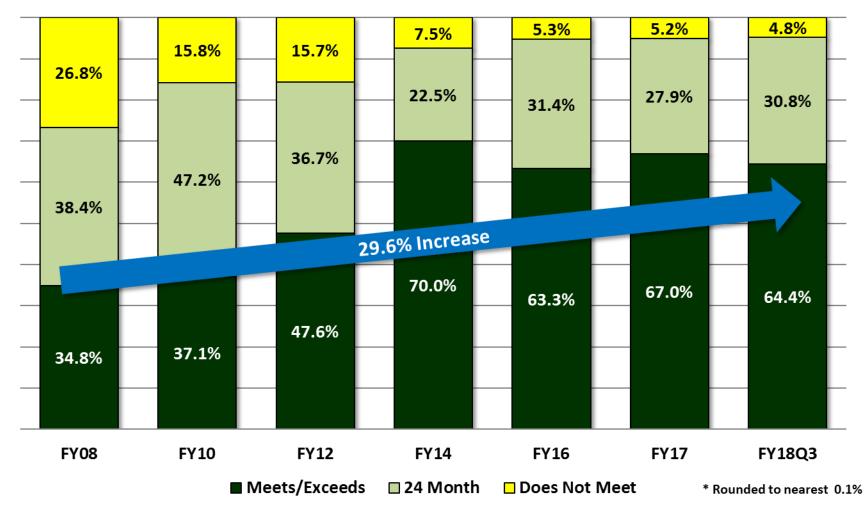
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Information Technology Historical DAWIA Certification FY08 – FY18Q3



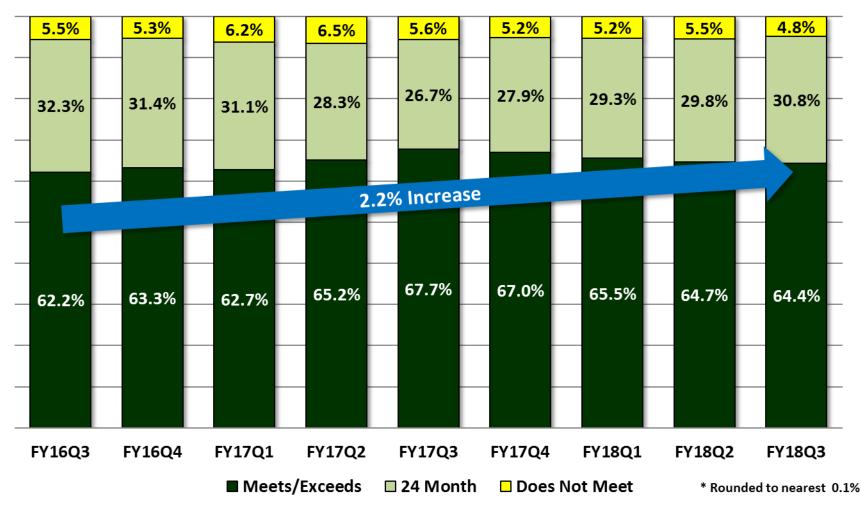
### Information Technology





Information Technology Historical (Quarterly) DAWIA Certification FY16Q3 - FY18Q3

### Information Technology







#### Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)

0	9% 1	.0% 209	% 30%	40%	50%	60%	70%	809	% 90%	100%	
Engineering	(FY08 64%)	82.2%	6						16.39	% 1 <mark>.5</mark> %	43,580
Contracting	(FY08 69%)	79.4%	6						18.1%	2 <mark>.5%</mark>	30,748
Property	(FY08 72%)	77.2%	6						19.7%	<mark>3.1%</mark>	391
Life Cycle Logistics	(FY08 45%)	77.2%	6						20.1%	2 <mark>.6%</mark>	20,508
Audit	(FY08 76%)	76.1%	6						23.0%	0. <mark>8</mark> %	4,209
PQM	(FY08 63%)	75.8%	6						21.1%	<mark>3.1%</mark>	10,890
S&TM	(FY08 47%)	74.8%	6						22.7%	2 <mark>.5%</mark>	3,977
Program Management	(FY08 55%)	71.4%	6						24.1%	<mark>4.5%</mark>	17,727
Test and Evaluation	(FY08 56%)	70.8%	6						24.9%	<mark>4.3%</mark>	8.807
Purchasing	(FY08 52%)	68.6%	6					2	27.9%	<mark>3.6%</mark>	1,321
BUS-FM	(FY08 41%)	68.4%	6					2(	5.4%	<mark>5.1%</mark>	6,712
Information Technology	(FY08 35%)	64.4%	6					30.8	%	<mark>4.8%</mark>	7,600
BUS-CE	(FY08 N/A)	60.3%	3					32.0%		7.7%	1,434
Facilities Engineering	(FY08 40%)	59.0%	6					38.5%		2 <mark>.5%</mark>	11.137
Small Business	(FY08 N/A)	0.0%	5	'	100.0%						4
Total A&S	(FY08 58%)	75.4%	6						21.8%	<mark>2.8%</mark>	169,063

Meets or Exceeds Position Certification Level Requirements

Certification requirement not met and member within 24 month period

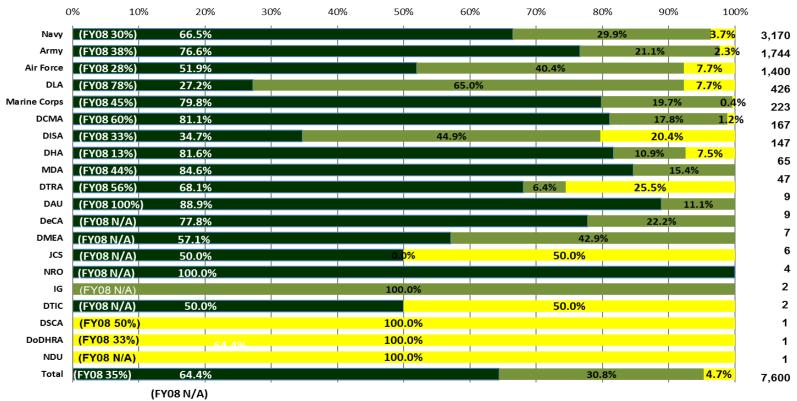
Certification requirements not met and member beyond 24 month period

#### IT Key Information



### Information Technology DAWIA Certification by Component

#### Certification Level "Meet/Exceed" Rates by Component Information Technology (FY18Q3)



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	- Ach	ieved Cer	tification I	Level		
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY18Q3 TOTAL	% Meets Certification Requirement
Level I	569	1,021	130	39	1,759	67.7%
Level II	932	548	1,764	463	3,707	60.1%
Level III	350	137	167	1,476	2,130	69.3%
Unspecified	3	-	1	-	4	
FY18Q3 TOTAL	1,854	1,706	2,062	1,978	7,600	64.4%
	24.4%	22.4%	27.1%	26.0%		

No Level Achieved includes those within the 24 month grace period

	Bench Strength								
# Meet or % Meets or									
Org	Exceeds	Exceeds*	Career Field Rank						
DAW	127,526	75.4%							
Army	31,313	78.7%							
Navy	44,740	74.8%							
Marine Cor	2,059	<b>69.9%</b>							
Air Force	27,405	71.0%							
4th Estate	22,009	<b>78.8</b> %							
Informatio	4,893	64.4%	12 of 14						

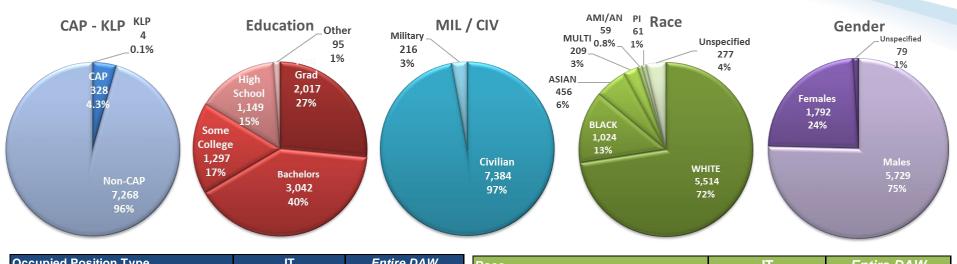
\*\* Based on population total without unspecified positions

Masta	Within 24	Does Not	DAW		
weets	Months	Meet	TOTAL		
1,190	528	41	1,759	23.1%	
2,227	1,267	213	3,707	48.8%	
1,476	547	107	2,130	28.0%	
	1	3	4	0.1%	
4,893	2,343	364	7,600		= Compliance
64.4%	30.8%	4.8%			= Exceeds Requirements
	2,227 1,476 - 4,893	Meets Months   1,190 528   2,227 1,267   1,476 547   - 1   4,893 2,343	Meets Months Meet   1,190 528 41   2,227 1,267 213   1,476 547 107   - 1 3   4,893 2,343 364	Meets Months Meet TOTAL   1,190 528 41 1,759   2,227 1,267 213 3,707   1,476 547 107 2,130   - 1 3 4   4,893 2,343 364 7,600	Meets Months Meet TOTAL   1,190 528 41 1,759 23.1%   2,227 1,267 213 3,707 48.8%   1,476 547 107 2,130 28.0%   - 1 3 4 0.1%   4,893 2,343 364 7,600 4

\* NOTE: Rounded to nearest 0.1%



### Information Technology Demographics



Occupied Position Type	l II	ſ	Entire	DAW	Race	ľ	Г	Entire l	DAW
Key Leadership Positions (KLPs)	4	0.1%	1,195	0.7%	WHITE	5,514	72.6%	123,628	73.1%
Critical Acquisition Positions (CAPs) *	328	4.3%	16,558	9.8%	BLACK	1.024	13.5%	20.326	12.0%
Non-CAP Positions	7,268	95.6%	151,120	89.4%	ASIAN	456	6.0%	11.372	6.7%
Unknown	-	0.0%	190	0.1%	MULTI	209	2.8%	4.607	2.7%
TOTAL	7,600		169,063		AMI/AN	59	0.8%	1,001	0.6%
* = Number of CAPs, excluding KLPs (no double counts)					PI	61	0.8%	849	0.5%

Highest Level of Education		Т	Entire DAW		
Post Grad	2,017	26.5%	67,982	40.2%	
Bachelors	3,042	40.0%	74,020	43.8%	
Some College	1,297	17.1%	11,918	7.0%	
High School	1,149	15.1%	12,519	7.4%	
Other	95	1.3%	2,624	1.6%	
TOTAL	7,600		169,063		

Military / Civilian	ſ	Т	Entire DAW		
Civilian	7,384	97.2%	153,396	90.7%	
Military	216	2.8%	15,667	9.3%	
TOTAL	7,600		169,063		

Race			Entire	DAW
WHITE	5,514	72.6%	123,628	73.1%
BLACK	1,024	13.5%	20,326	12.0%
ASIAN	456	6.0%	11,372	6.7%
MULTI	209	2.8%	4,607	2.7%
AMI/AN	59	0.8%	1,016	0.6%
PI	61	0.8%	849	0.5%
Unspecified	277	3.6%	7,265	4.3%
TOTAL	7,600		169,063	

Gender	IT		Entire DAW	
Males	5,729	75.4%	118,376	70.0%
Females	1,792	23.6%	48,615	28.8%
Unspecified	79	1.0%	2,072	1.2%
TOTAL	7,600		169,063	

Data Source: AS DataMart as of 30 Jun 2018

#### **IT Key Information**



# Information Technology Size by Occupational Series

Civilian Occupational Series	IT	
2210 - Information Technology Management Specialist	6,366	86.2%
1550 - Computer Scientist	342	4.6%
0301 - Administration & Program Staff	225	3.0%
0391 - Telecommunications Specialist	134	1.81%
0343 - Management and Program Analyst	114	1.54%
0854 - Engineer, Computers	55	0.74%
0855 - Engineer, Electronics	30	0.41%
0856 - Engineering Technician, Electronics	25	0.34%
1101 - Business and Industry Specialist	19	0.26%
Other	74	1.00%
TOTAL CIVILIAN	7,384	Civilians

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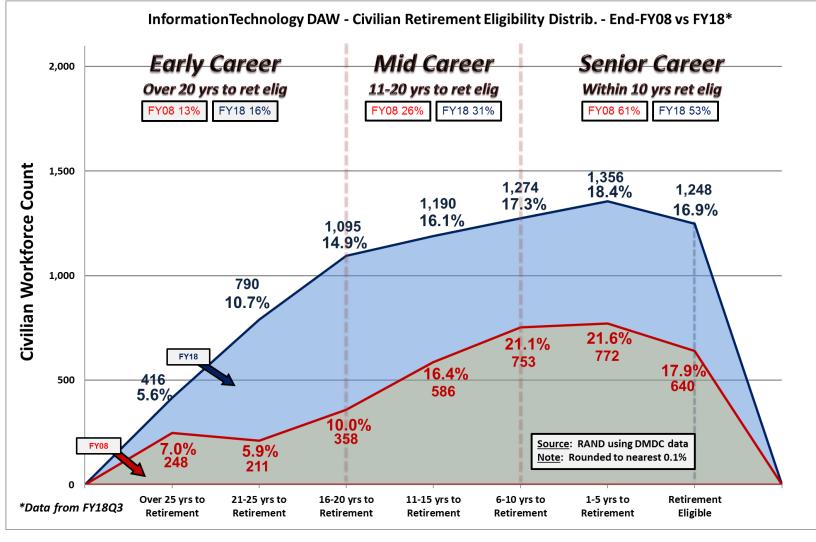




# RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY18Q3



### Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY18

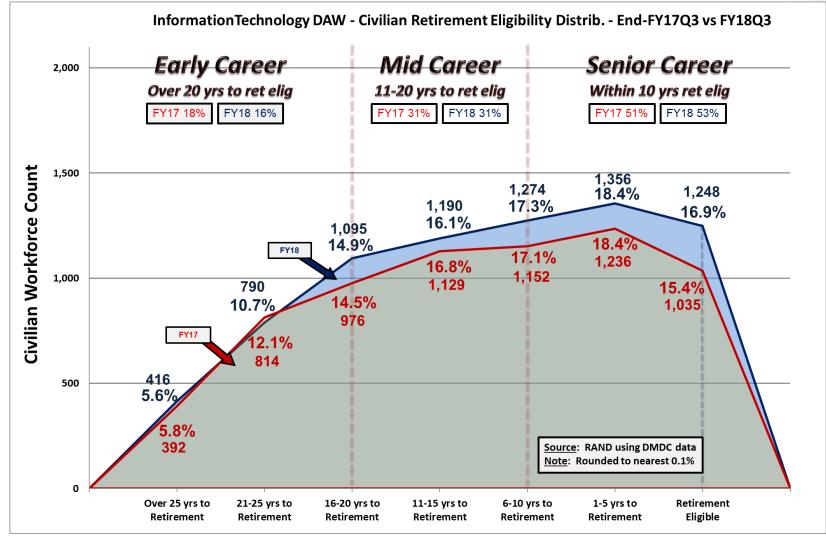


As of 30 Jun 2018

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## Information Technology Civilian Retirement Eligibility Distribution (1 year)– FY17Q3/FY18Q3



As of 30 Jun 2018

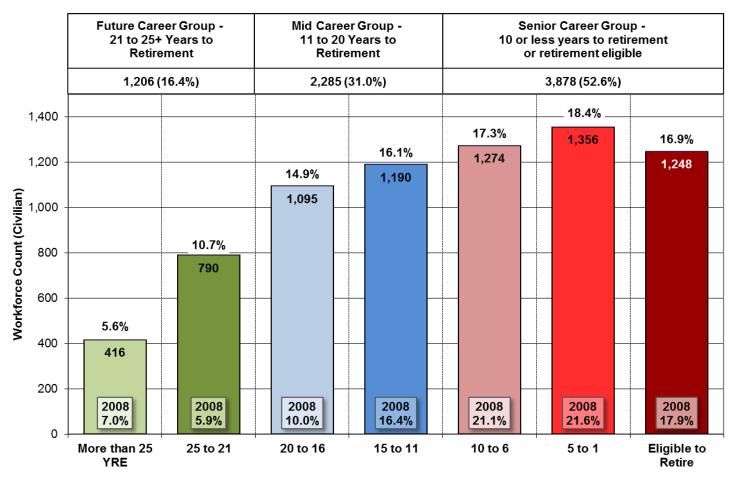
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# Workforce Lifecycle Model

#### Defense Acquisition Workforce Lifecycle Model (WLM)

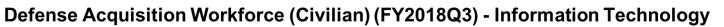
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Information Technology



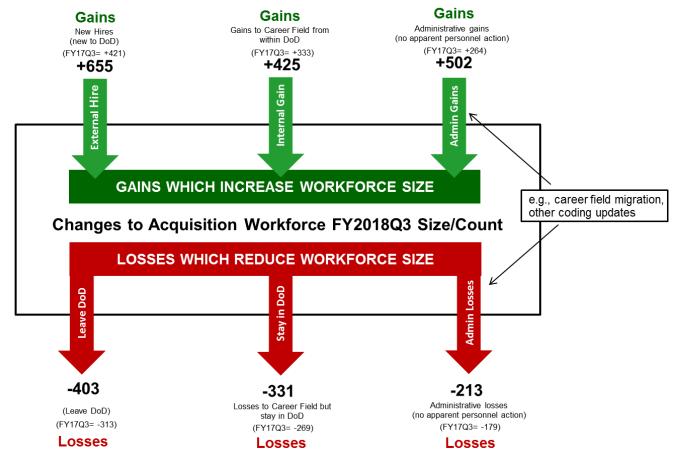
As of 30 Jun 2018



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



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

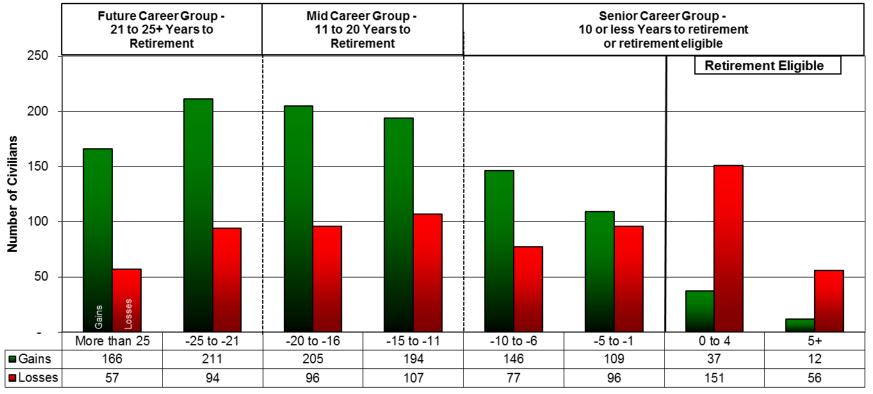


As of 30 Jun 2018



Information Technology Gains and Losses by YRE Groups

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



Workforce Lifecycle FY2018Q3 Gains & Losses\*

Career Lifecyle by Years to Retirement Eligibilty

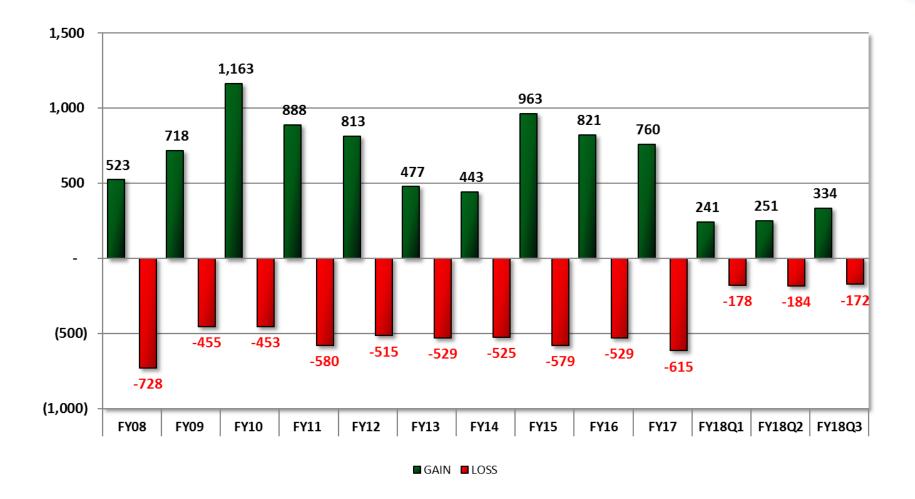
\*Does not include administrative gains and losses

As of 30 Jun 2018

Data Source: RAND NDRI Forces and Resources Policy Center IT Key Information



## Information Technology Historical Gains and Losses FY08 – FY18Q3



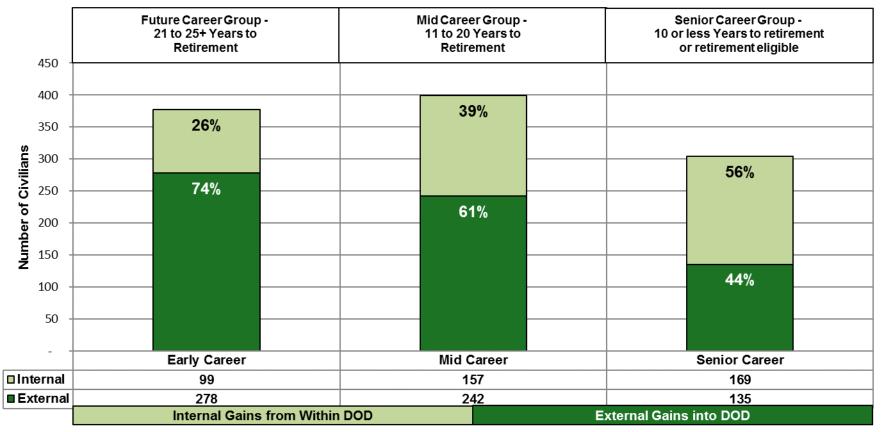
As of 31 Jun 2018

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Information Technology Internal/External Gains % by Career Group

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



Workforce Lifecycle FY2018Q3 Gains\*

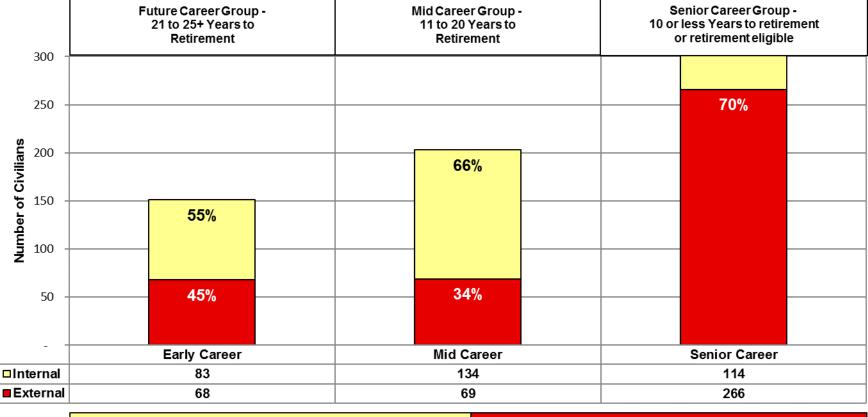
\*Does not include administrative gains

As of 30 Jun 2018



### Information Technology Internal/External Loss % by Career Group

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



Workforce Lifecycle FY2018Q3 Losses\*

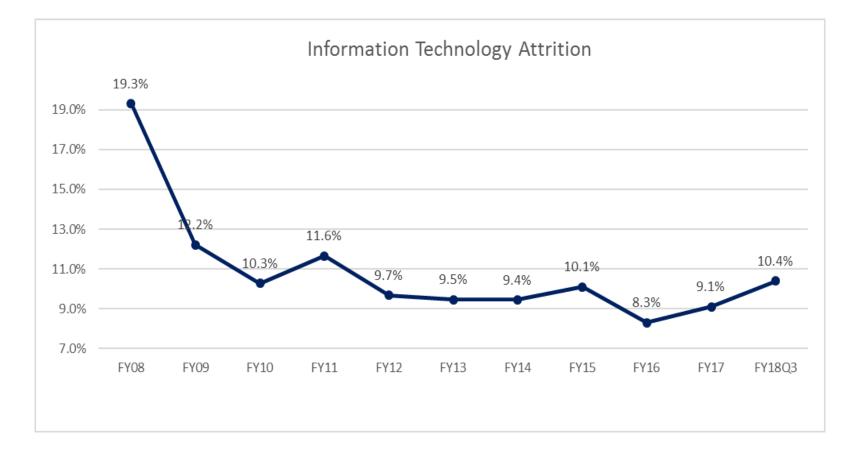
Loss - Remains in DOD Loss - Left DOD

\*Does not include administrative losses

As of 30 Jun 2018



# **Annual Attrition Rates**



#### \*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3

As of 30 Jun 2018

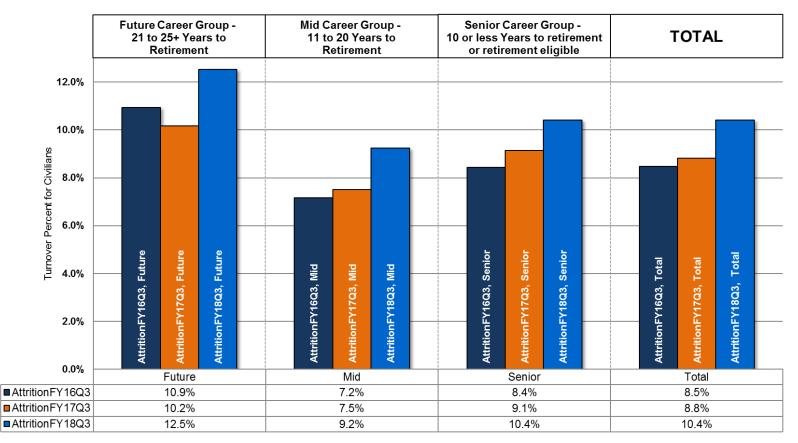
Data Source: RAND NDRI Forces and Resources Policy Center IT Key Information

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Information Technology Attrition Rates by Career Group

#### Defense Acquisition Workforce Attrition - Information Technology (Civilian) (FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)

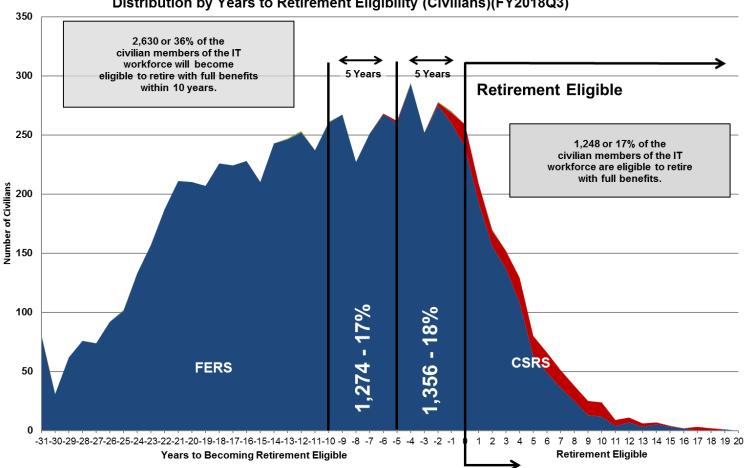


As of 30 Jun 2018



## Information Technology Civilian Distribution by Years to Retirement Eligibility

#### **Defense Acquisition Workforce - Information Technology**



Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q3)

As of 30 Jun 2018

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