



Defense Acquisition Workforce Key Information

Information Technology
As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Information Technology	FY 2008				FY2018Q3			
	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	91%	9%	-	88% / 12%	97%	3%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	66%	75%	67%	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

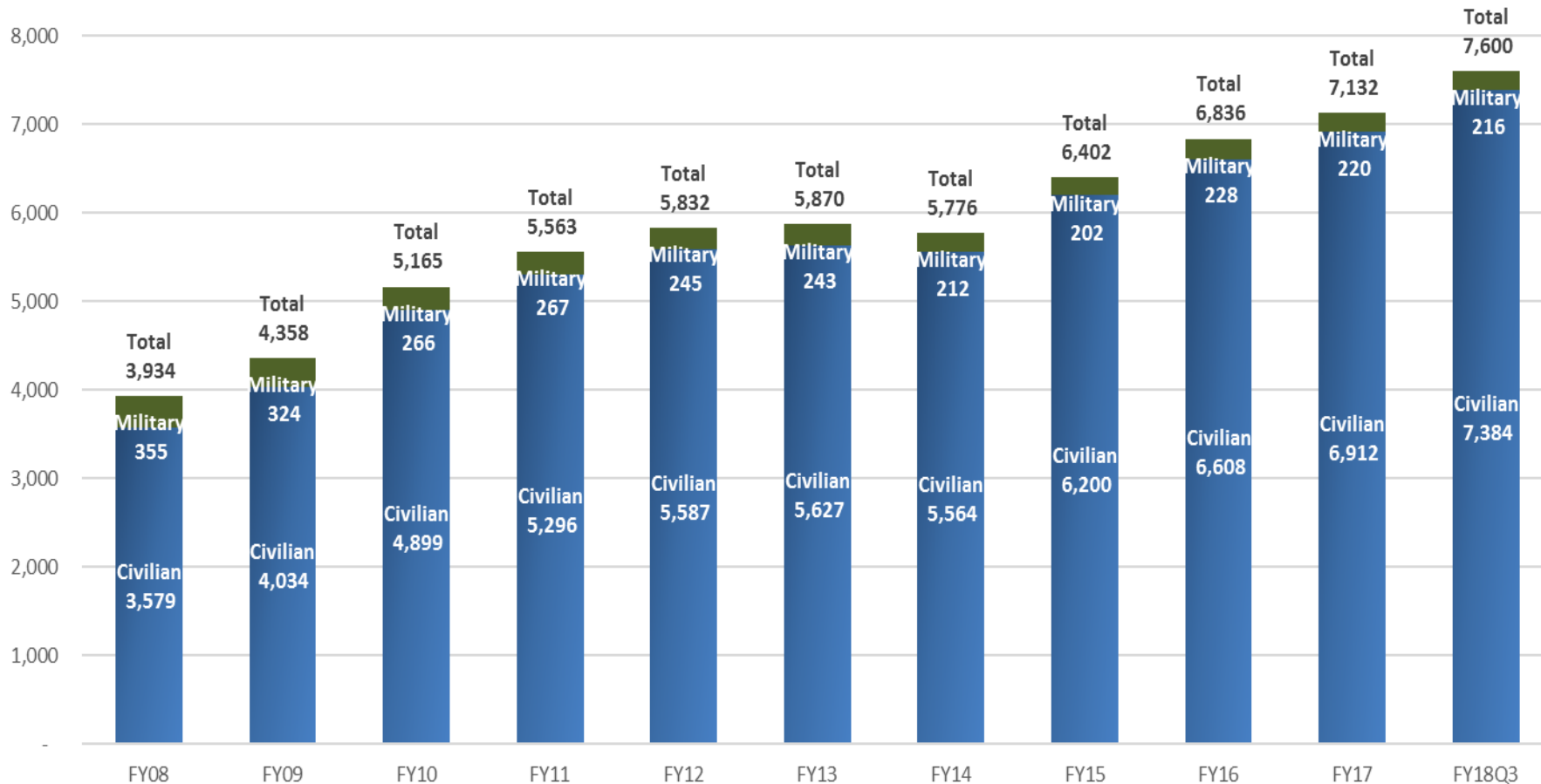
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

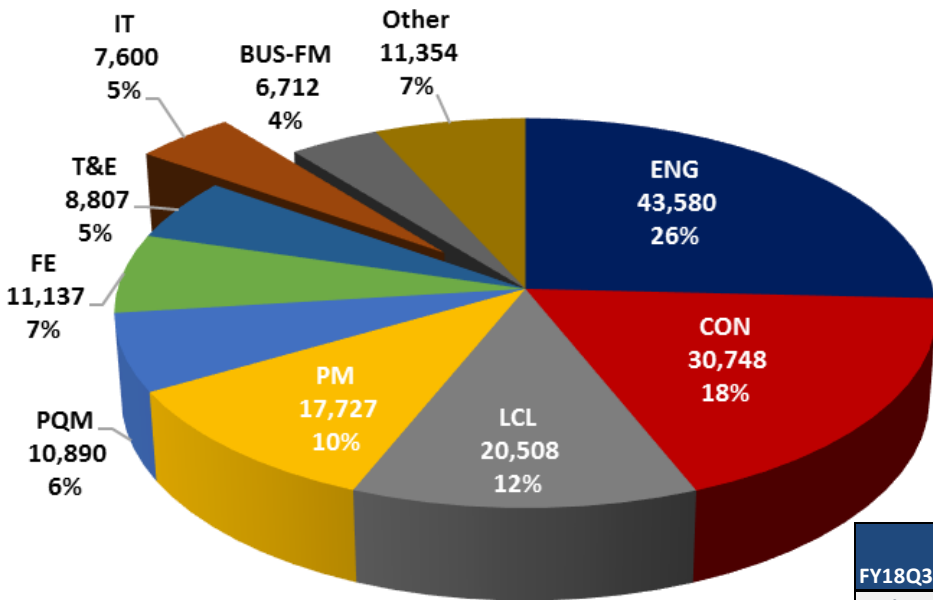


Information Technology





AWF by Component and Career Field



FY18Q3	Army	Navy	Marine 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	169,063	
Component %	23.5%	35.4%	1.7%	22.8%	16.5%		



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	-	-	1	2	2	1	-67%	-50%
DSCA	2	2	-	-	1	1	1	-50%	0%
NDU	-	-	-	-	1	1	1		0%
DoDEA	-	-	1	-	-	-	-		
OSD	1	-	-	-	-	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
ASD	-	2	1	-	-	-	-		
4th Estate Other	4	21	-	-	-	-	-	-100%	
TOTAL	3,934	5,165	5,832	5,776	6,836	7,132	7,600	↑ 93%	↑ 7%



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



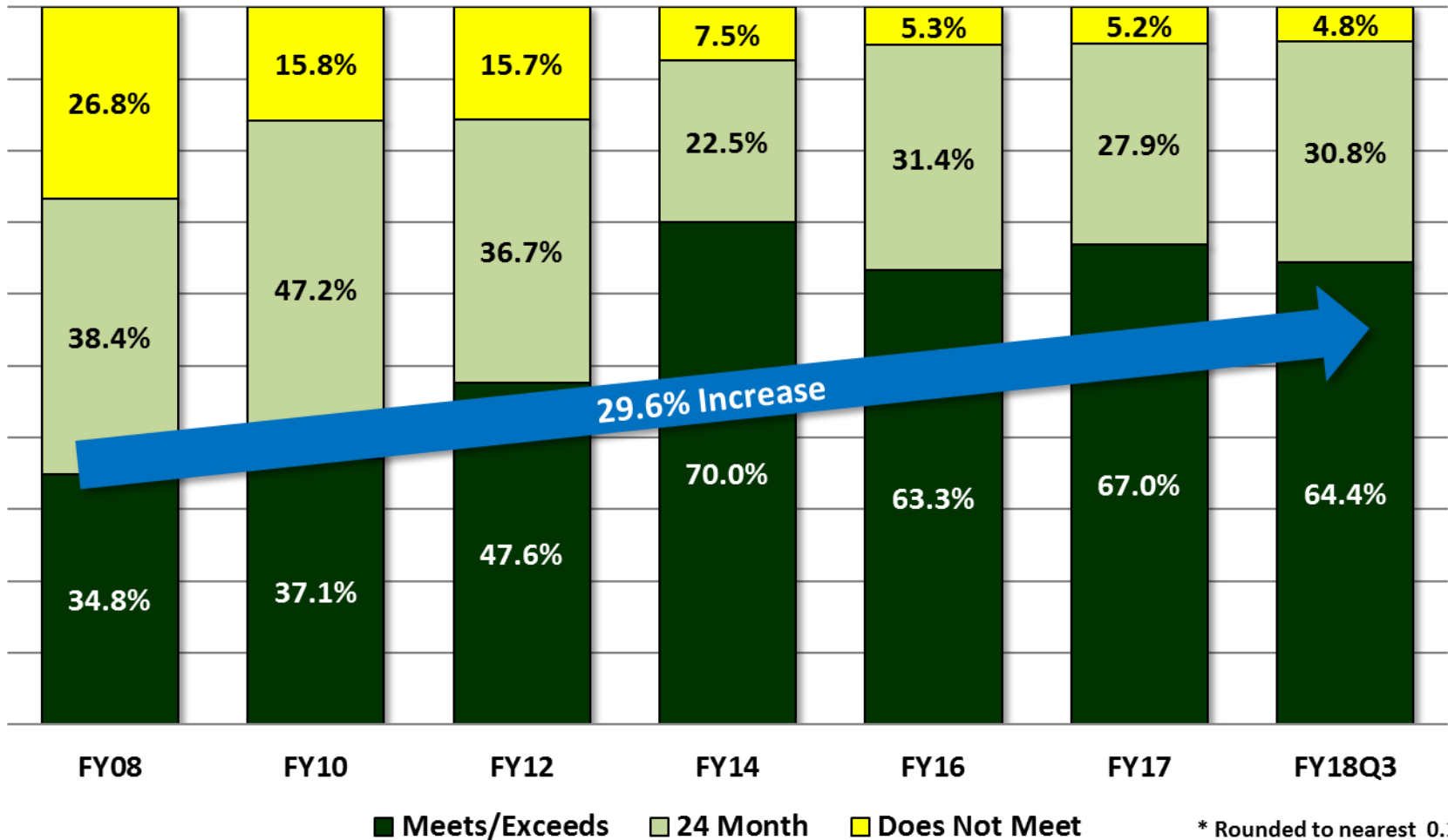
Information Technology Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
Navy	2,739	2,806	2,868	2,893	2,906	2,918	2,964	3,043	3,170	9%
MARINE CORPS	236	238	229	227	226	217	215	219	223	-1%
ARMY	1,669	1,701	1,715	1,725	1,708	1,720	1,735	1,735	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	-	-	-	-	-	-	-	-	-	
TOTAL	6,696	6,836	6,916	6,967	6,955	7,132	7,286	7,425	7,600	↑ 9%



Information Technology Historical DAWIA Certification FY08 – FY18Q3



Information Technology

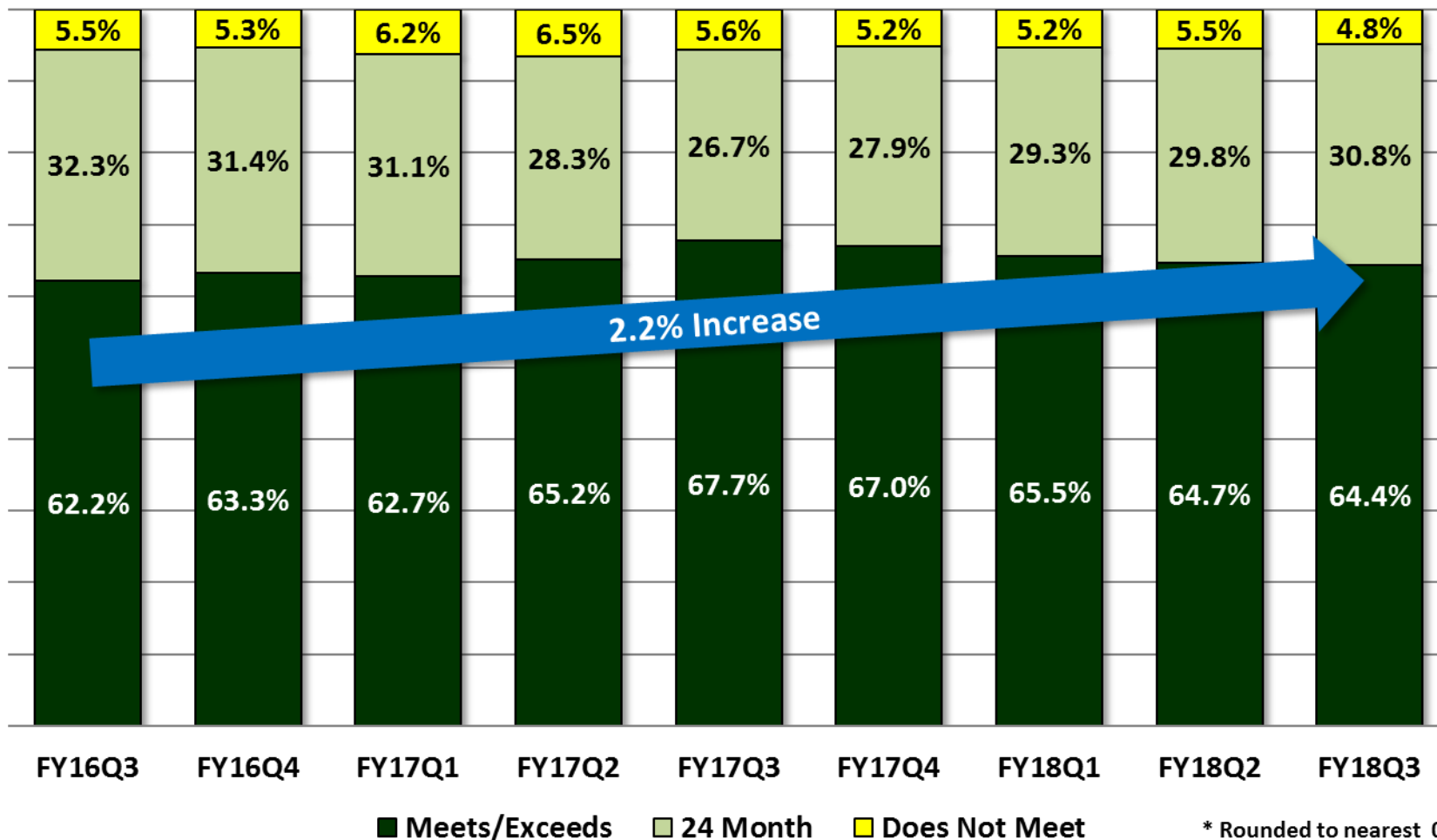




Information Technology Historical (Quarterly) DAWIA Certification FY16Q3 - FY18Q3



Information Technology

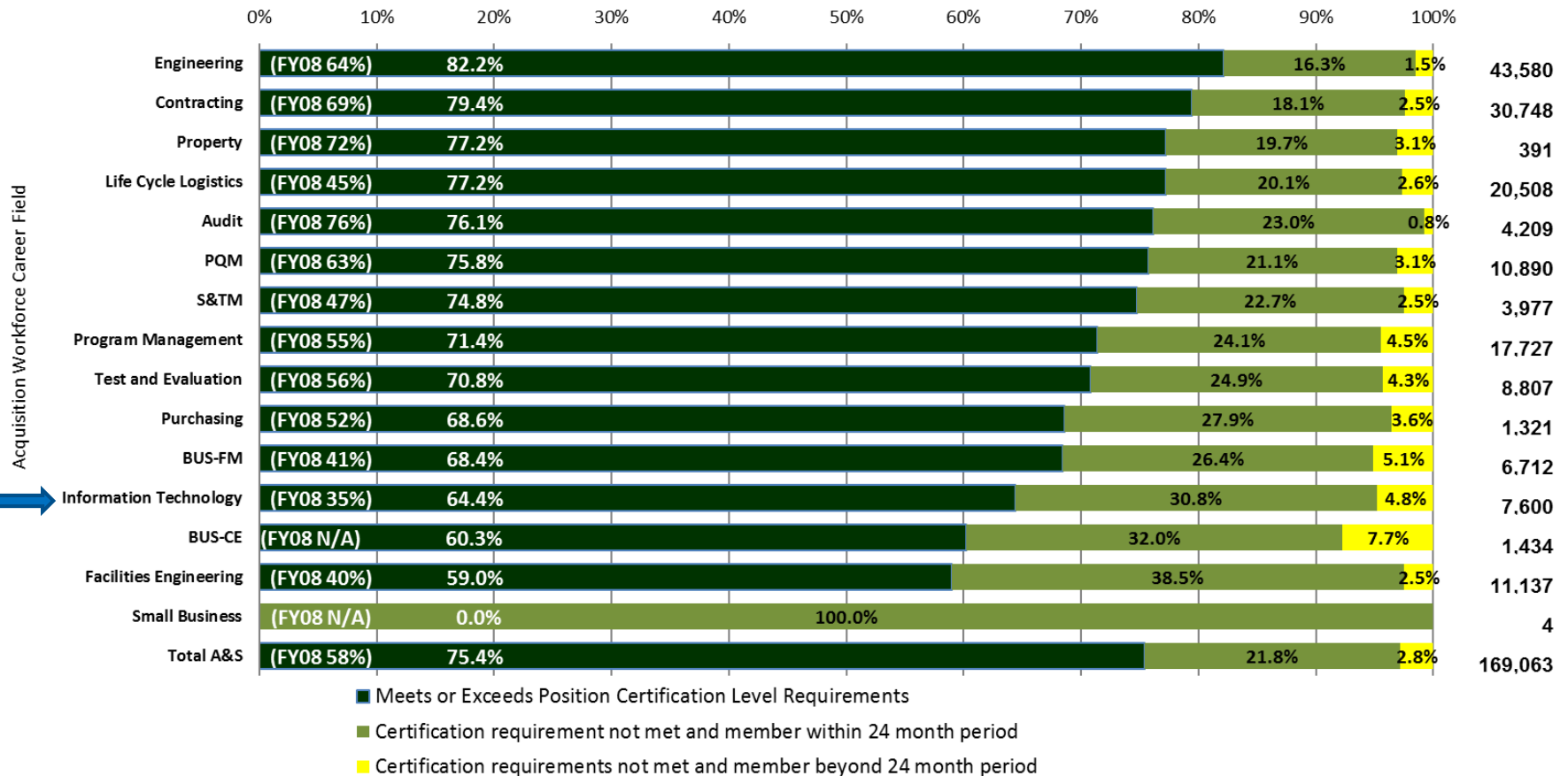




DAWIA Certification by Career Field



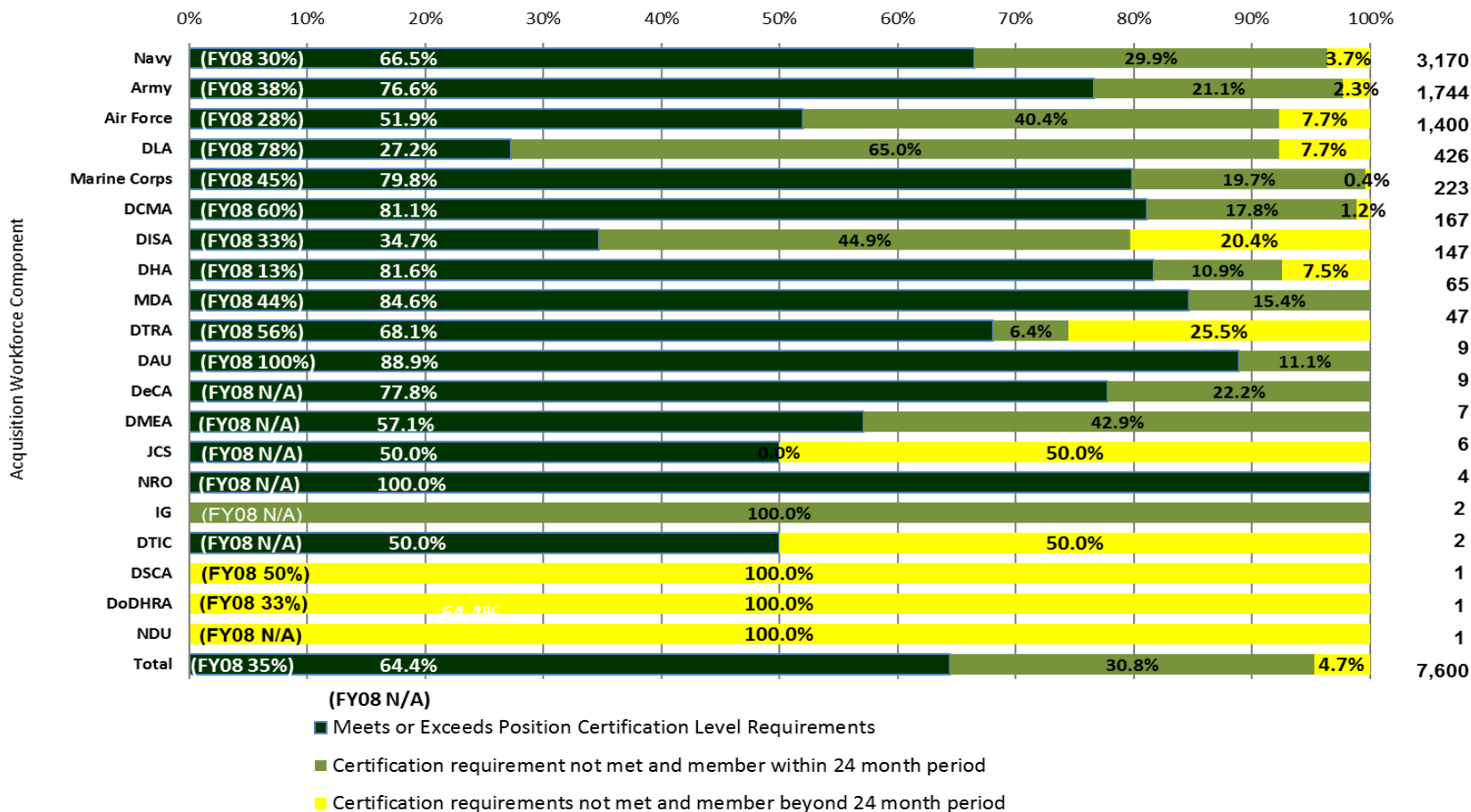
Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)





Information Technology DAWIA Certification by Component

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





Information Technology DAWIA Certification Matrix + Bench Strength



Information Technology Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
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			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	127,526	75.4%	
Army	31,313	78.7%	
Navy	44,740	74.8%	
Marine Cor	2,059	69.9%	
Air Force	27,405	71.0%	
4th Estate	22,009	78.8%	
Information	4,893	64.4%	12 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,190	528	41	1,759	23.1%
Level II	2,227	1,267	213	3,707	48.8%
Level III	1,476	547	107	2,130	28.0%
Unspecified	-	1	3	4	0.1%
Information Technology TOTAL	4,893	2,343	364	7,600	
	64.4%	30.8%	4.8%		

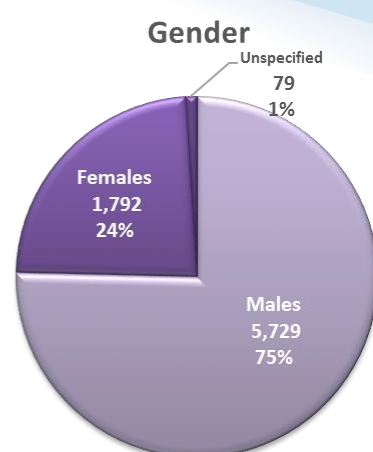
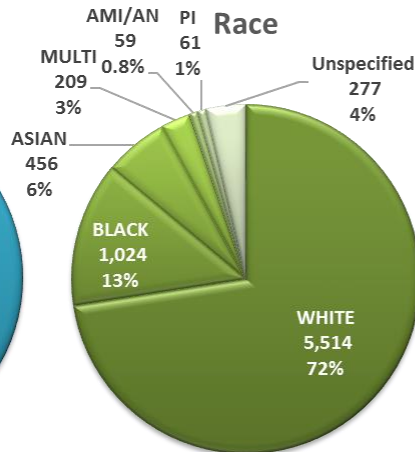
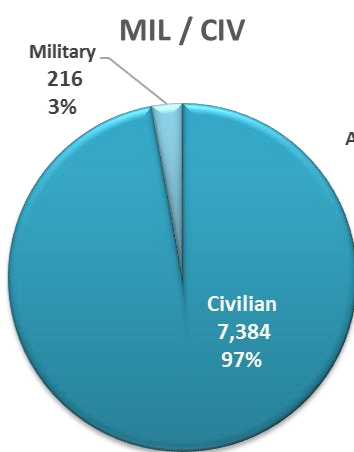
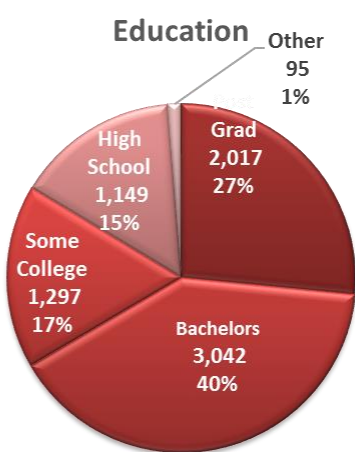
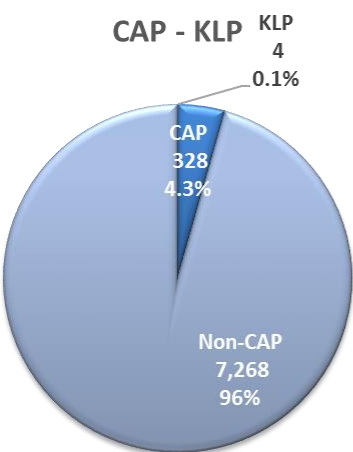
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology Demographics



Occupied Position Type	IT	Entire DAW
Key Leadership Positions (KLPs)	4	1,195
Critical Acquisition Positions (CAPs) *	328	16,558
Non-CAP Positions	7,268	151,120
Unknown	-	190
TOTAL	7,600	169,063

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

Highest Level of Education	IT	Entire DAW
Post Grad	2,017	67,982
Bachelors	3,042	74,020
Some College	1,297	11,918
High School	1,149	12,519
Other	95	2,624
TOTAL	7,600	169,063

Military / Civilian	IT	Entire DAW
Civilian	7,384	153,396
Military	216	15,667
TOTAL	7,600	169,063

Race	IT	Entire DAW
WHITE	5,514	123,628
BLACK	1,024	20,326
ASIAN	456	11,372
MULTI	209	4,607
AMI/AN	59	1,016
PI	61	849
Unspecified	277	7,265
TOTAL	7,600	169,063

Gender	IT	Entire DAW
Males	5,729	118,376
Females	1,792	48,615
Unspecified	79	2,072
TOTAL	7,600	169,063



Information Technology Size by Occupational Series



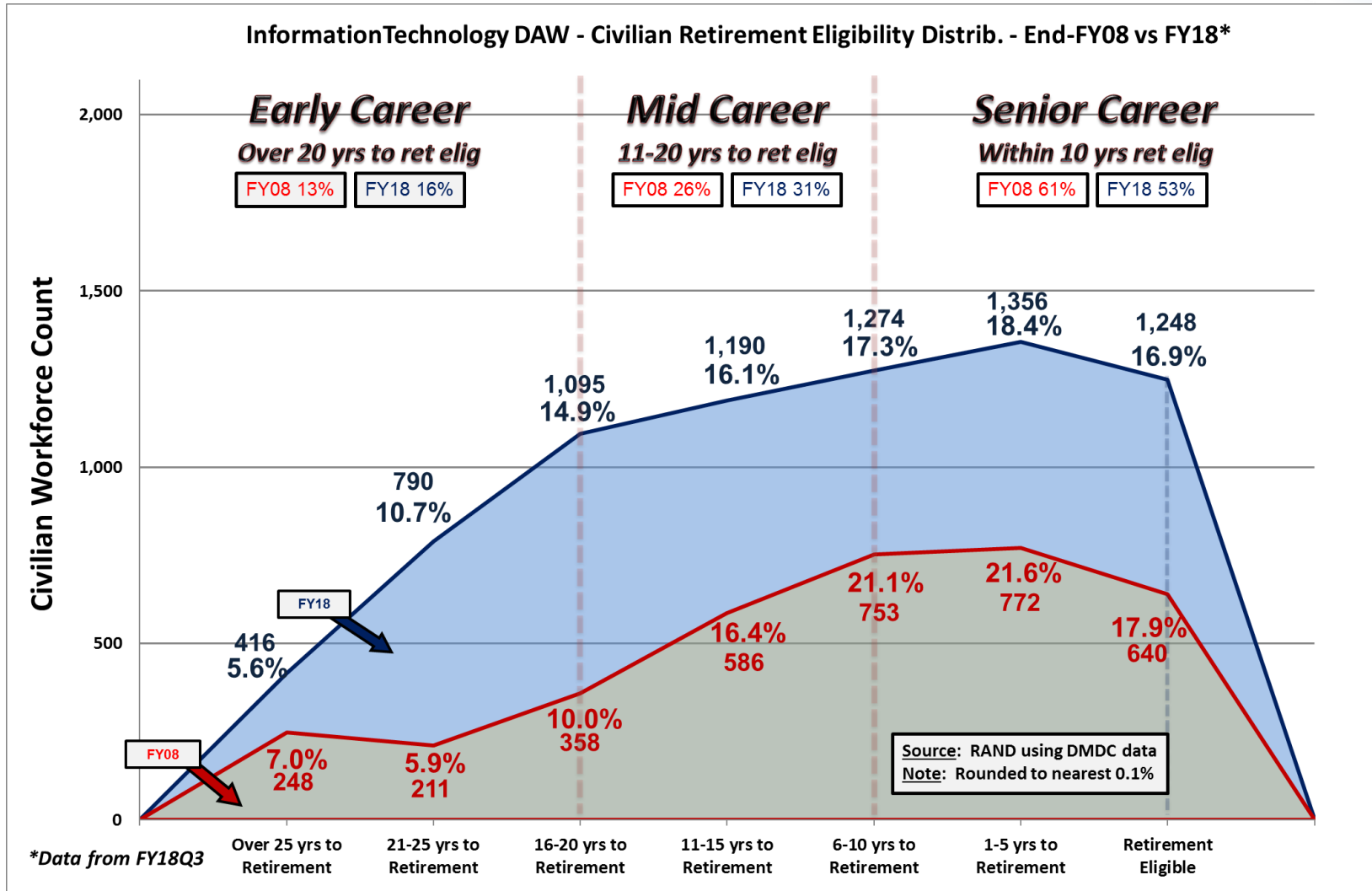
Civilian Occupational Series	IT	
2210 - Information Technology Management Specialist	6,366	86.2%
1550 - Computer Scientist	342	4.6%
0301 - Administration & Program Staff	225	3.0%
0391 - Telecommunications Specialist	134	1.81%
0343 - Management and Program Analyst	114	1.54%
0854 - Engineer, Computers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



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



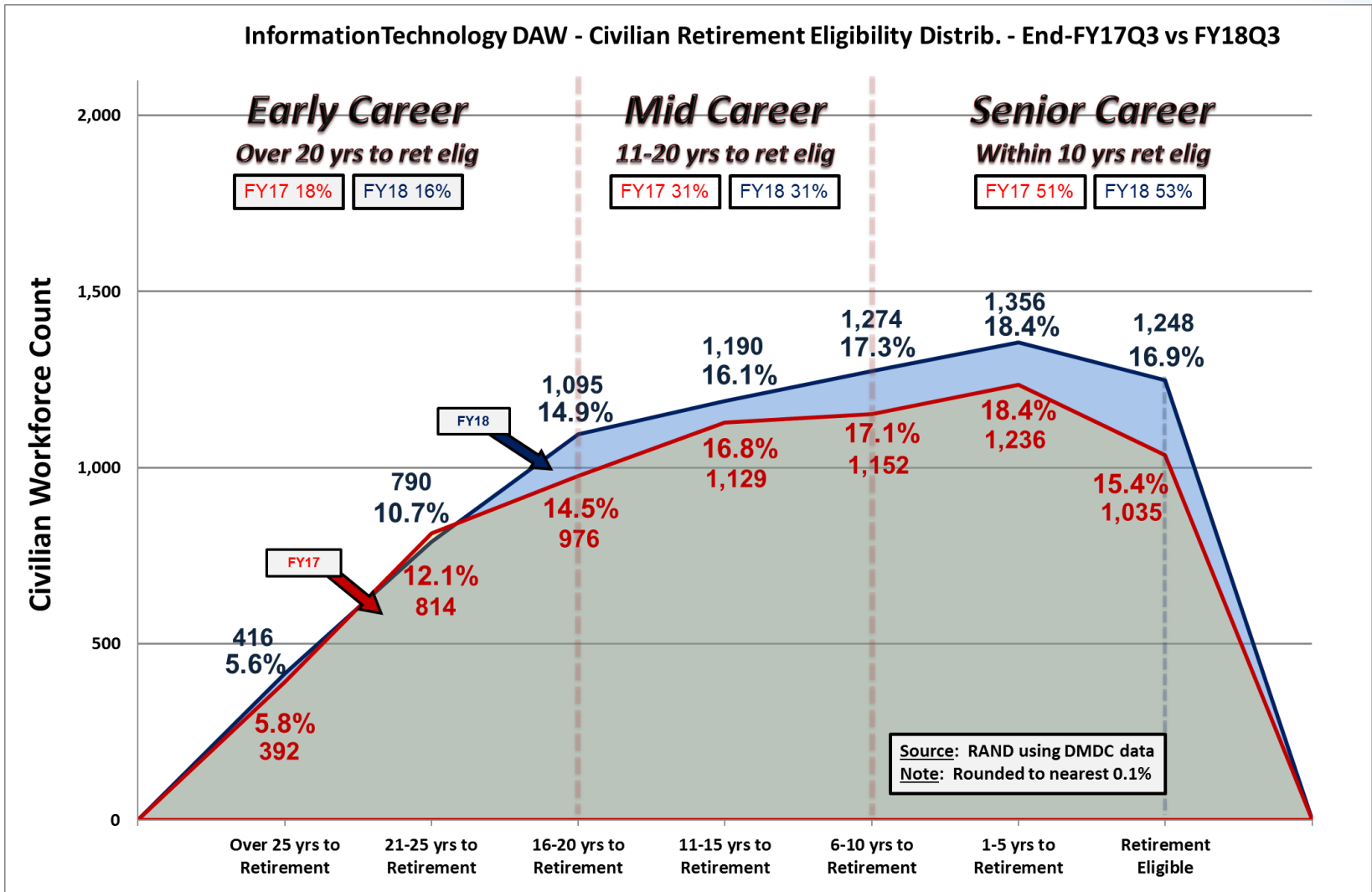
Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



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

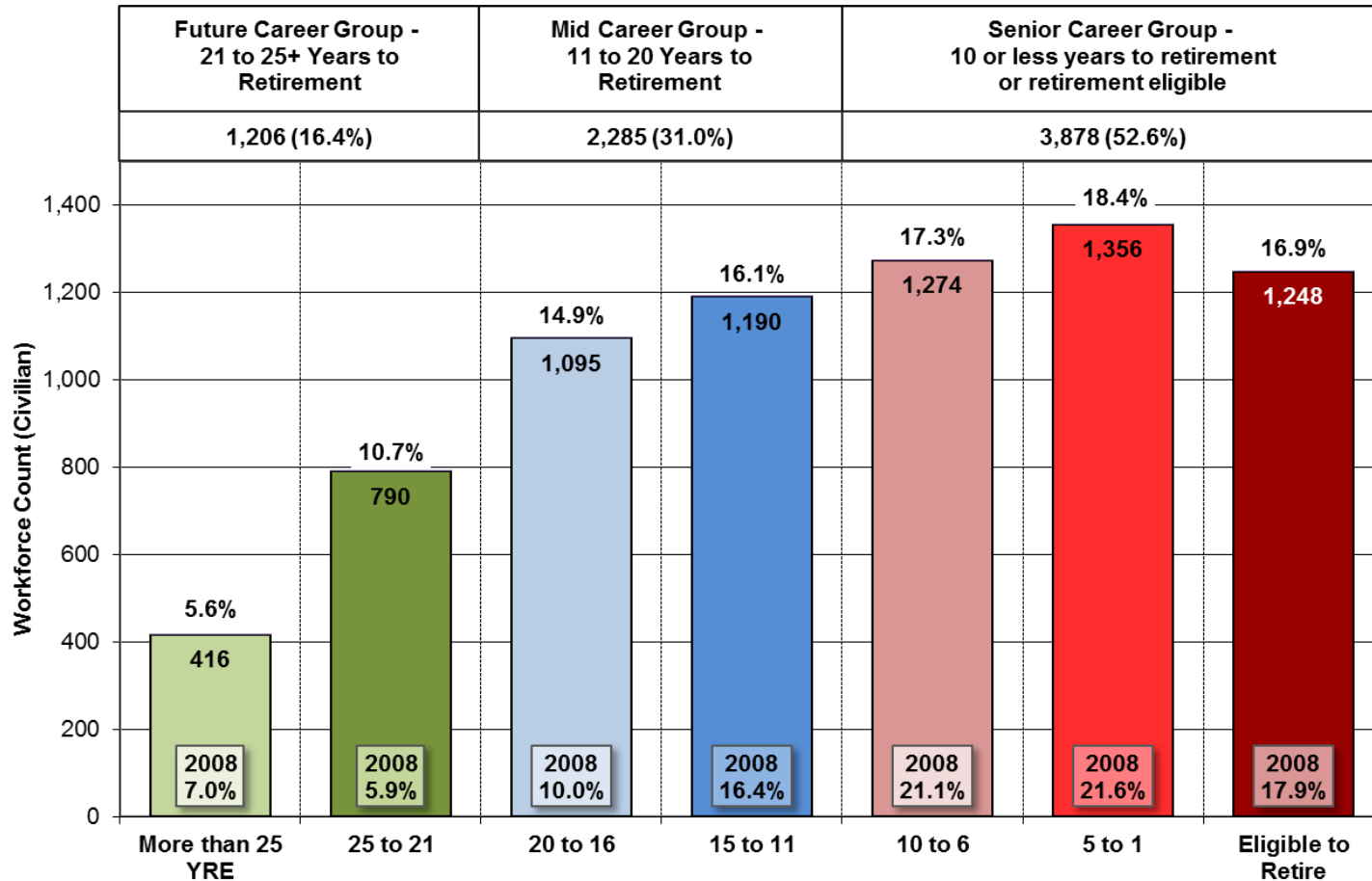


As of 30 Jun 2018



Workforce Lifecycle Model

Defense Acquisition Workforce Lifecycle Model (WLM)
 by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Information Technology



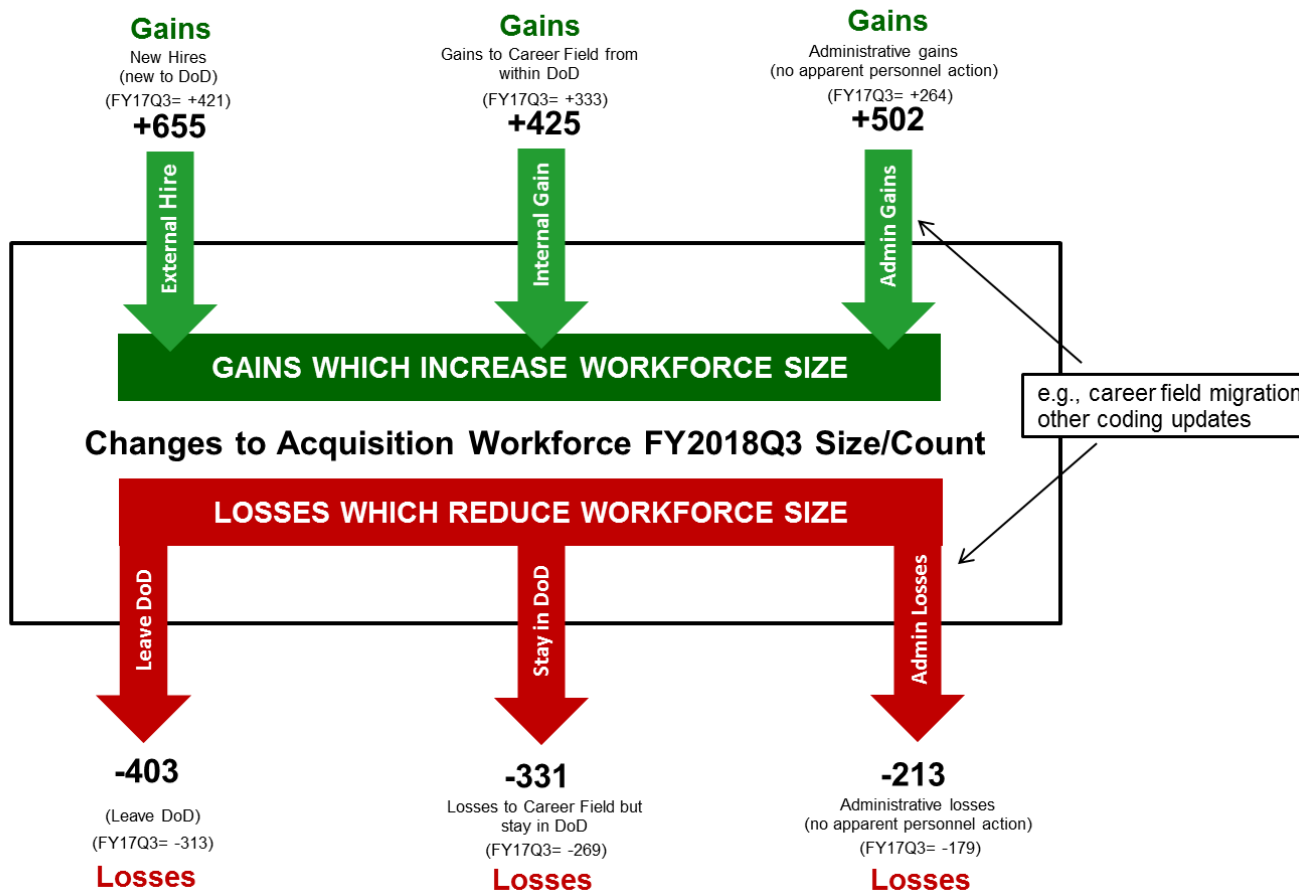
As of 30 Jun 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Information Technology

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



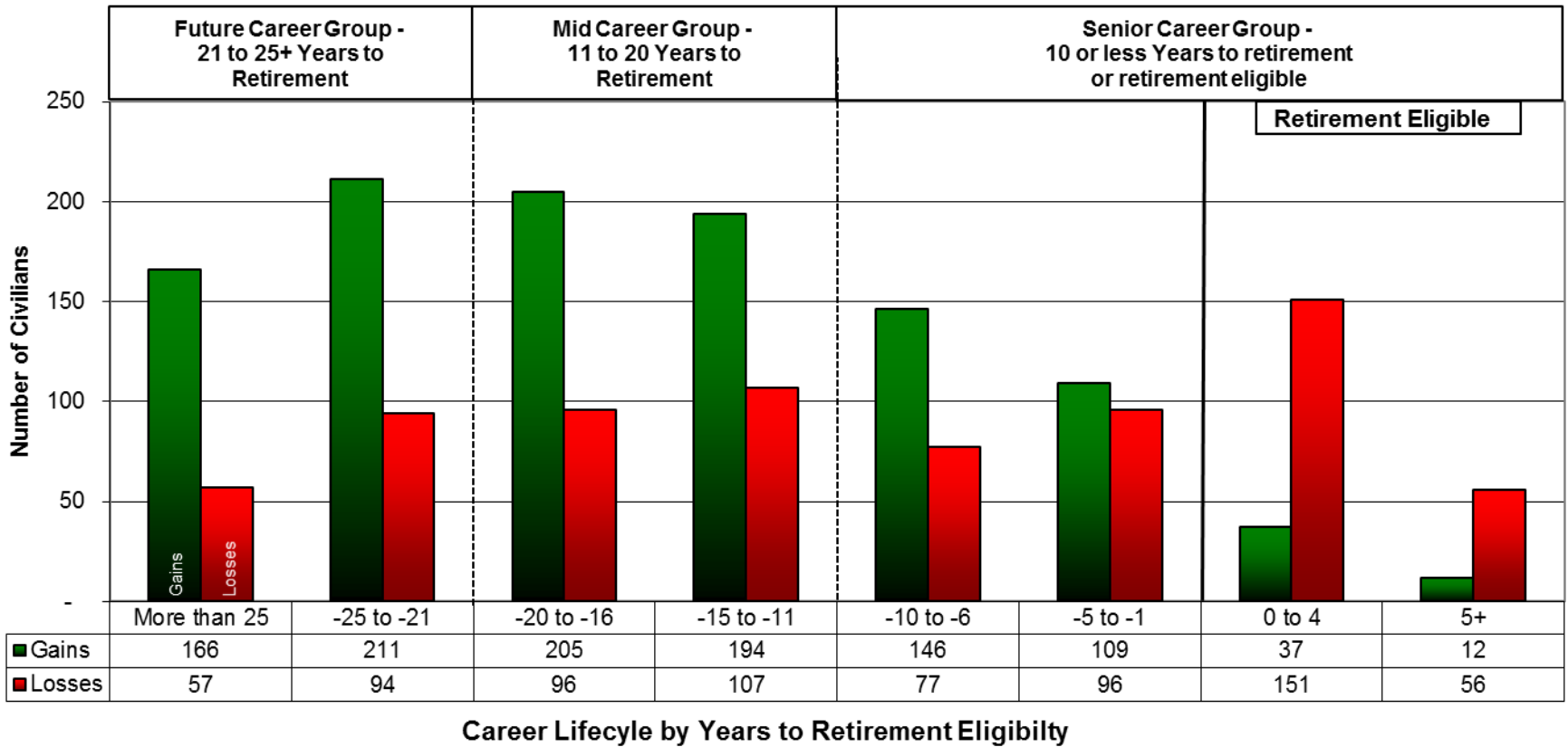


Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2018Q3 Gains & Losses*

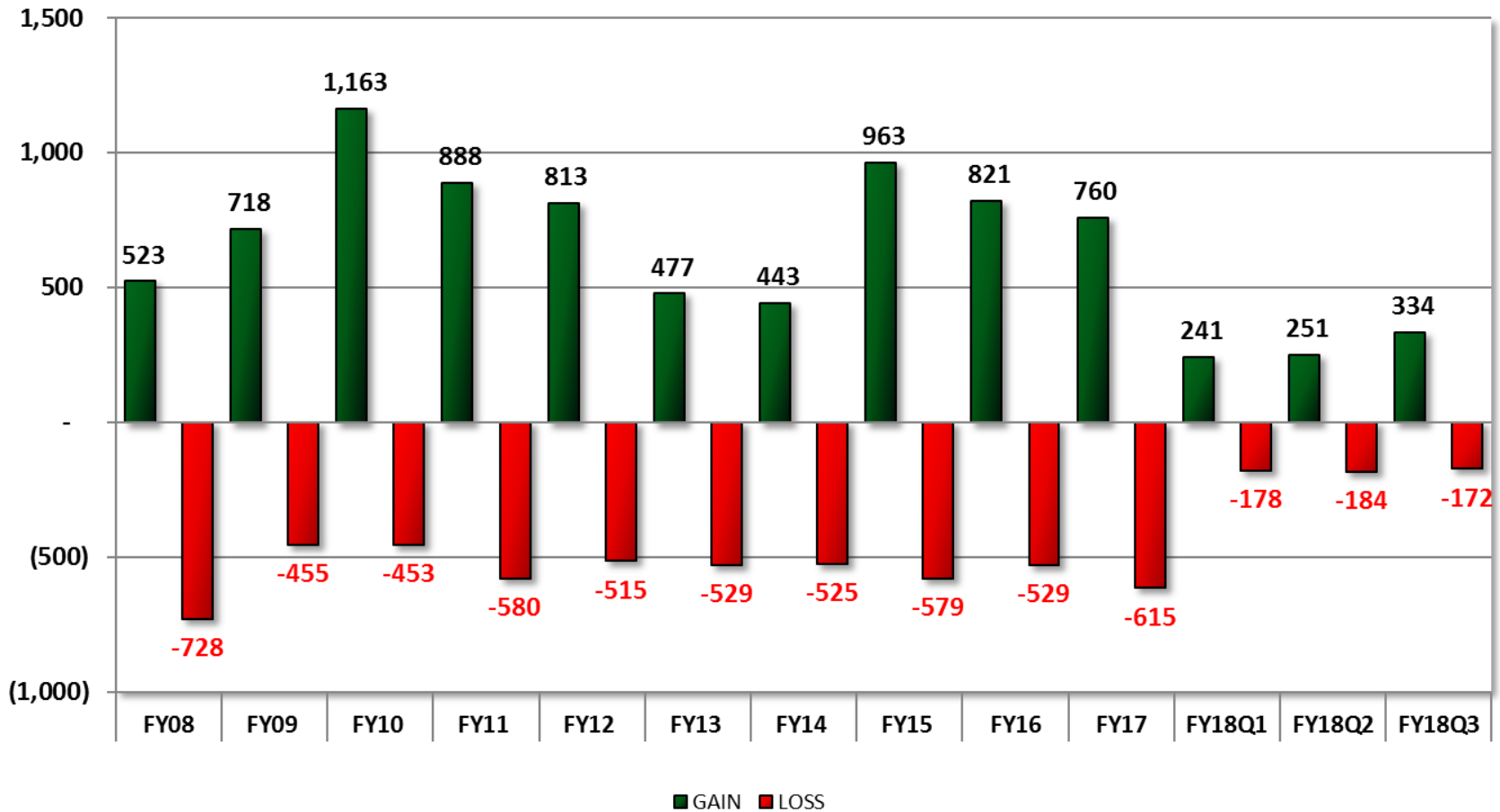


*Does not include administrative gains and losses

As of 30 Jun 2018



Information Technology Historical Gains and Losses FY08 – FY18Q3



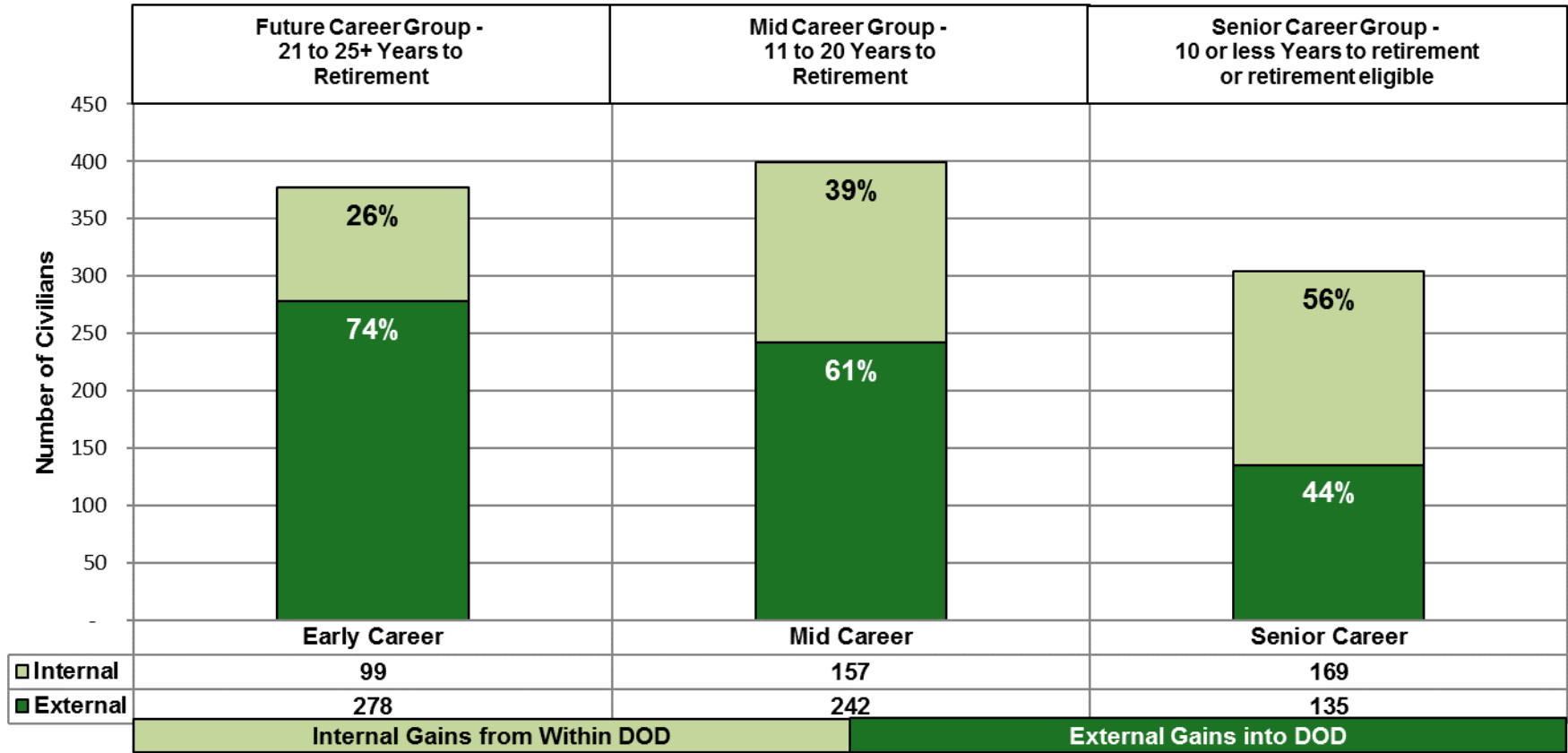
As of 31 Jun 2018



Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Information Technology
Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

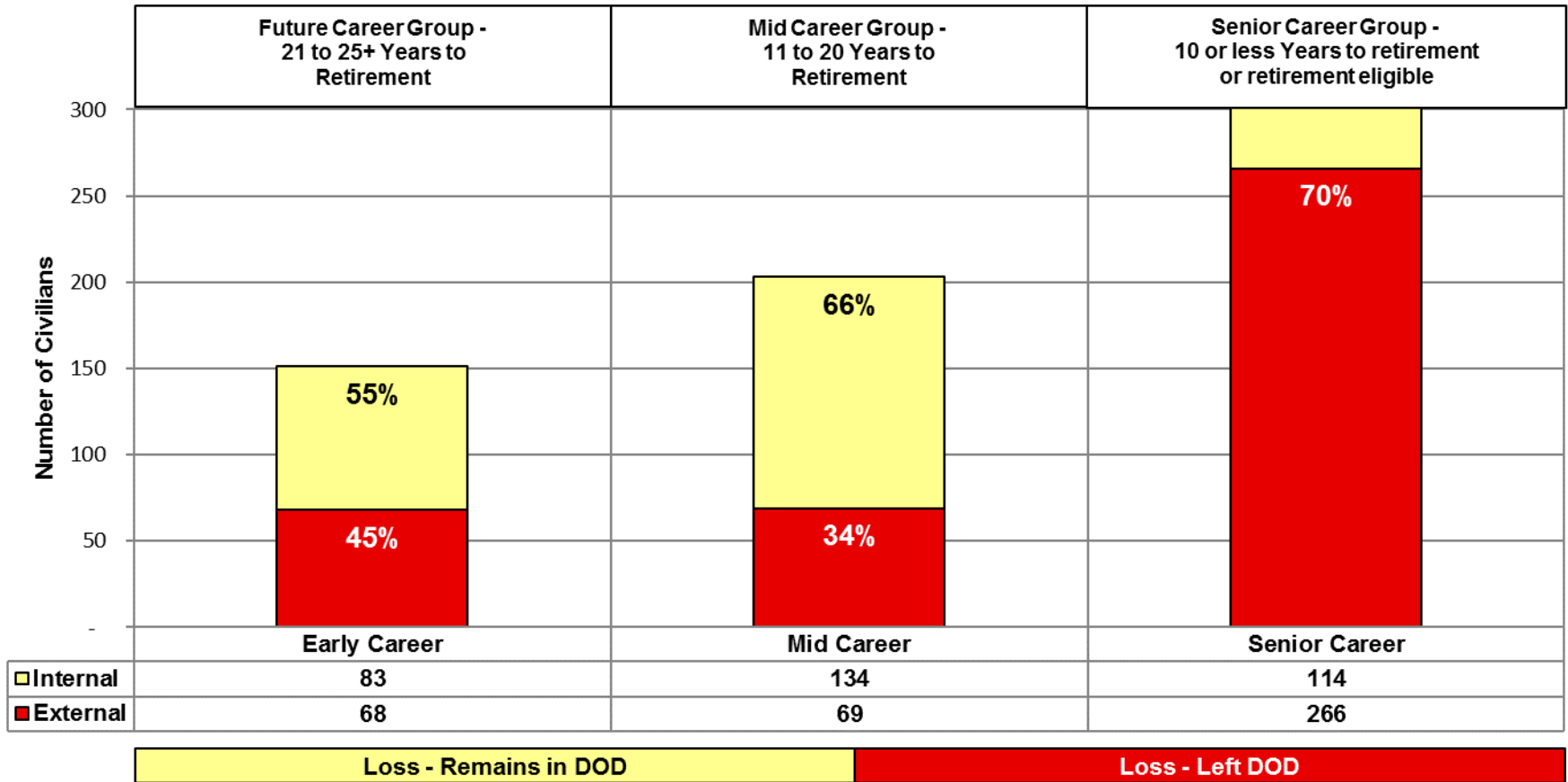


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Information Technology

Workforce Lifecycle FY2018Q3 Losses*

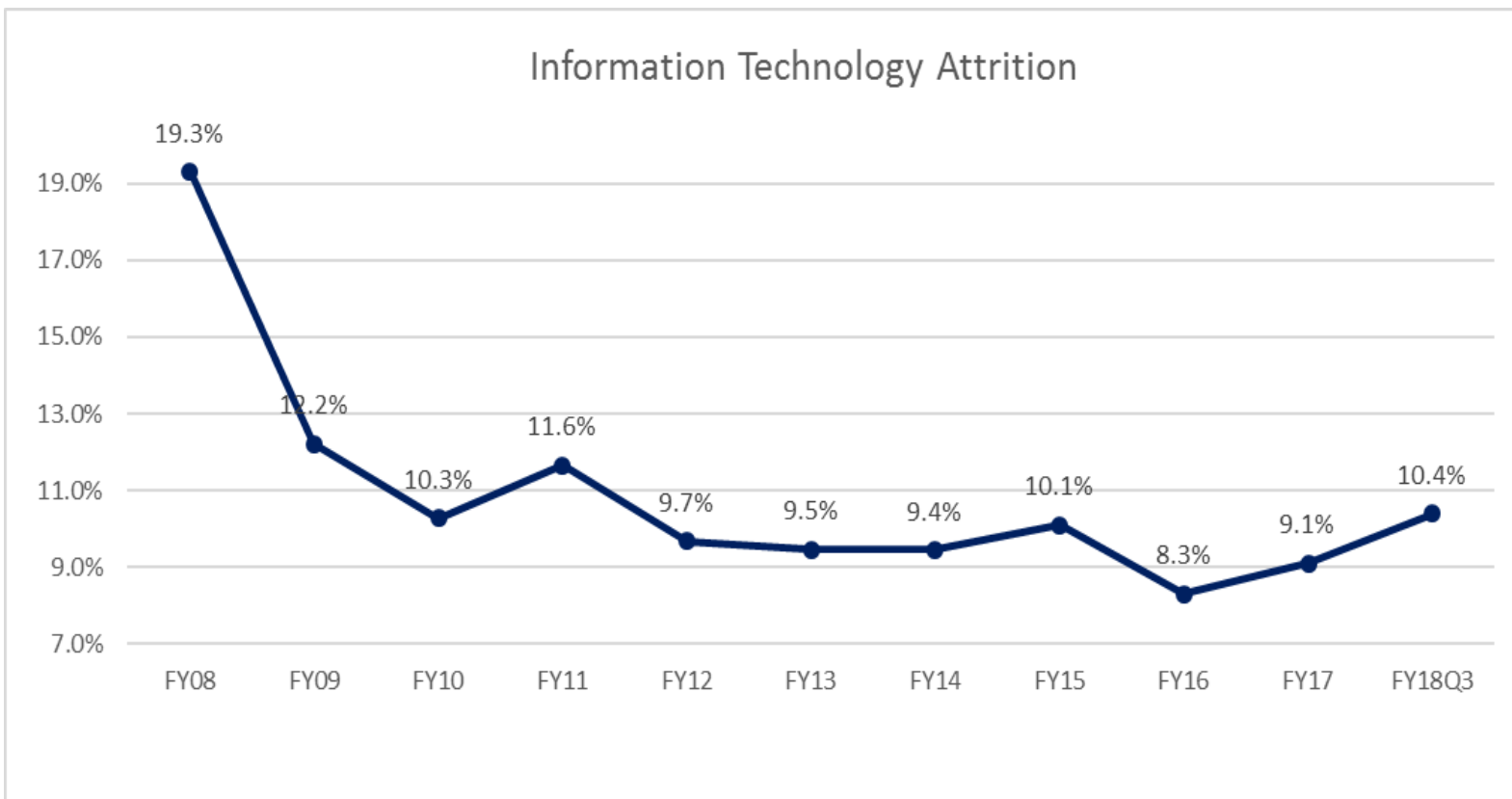


*Does not include administrative losses

As of 30 Jun 2018



Annual Attrition Rates



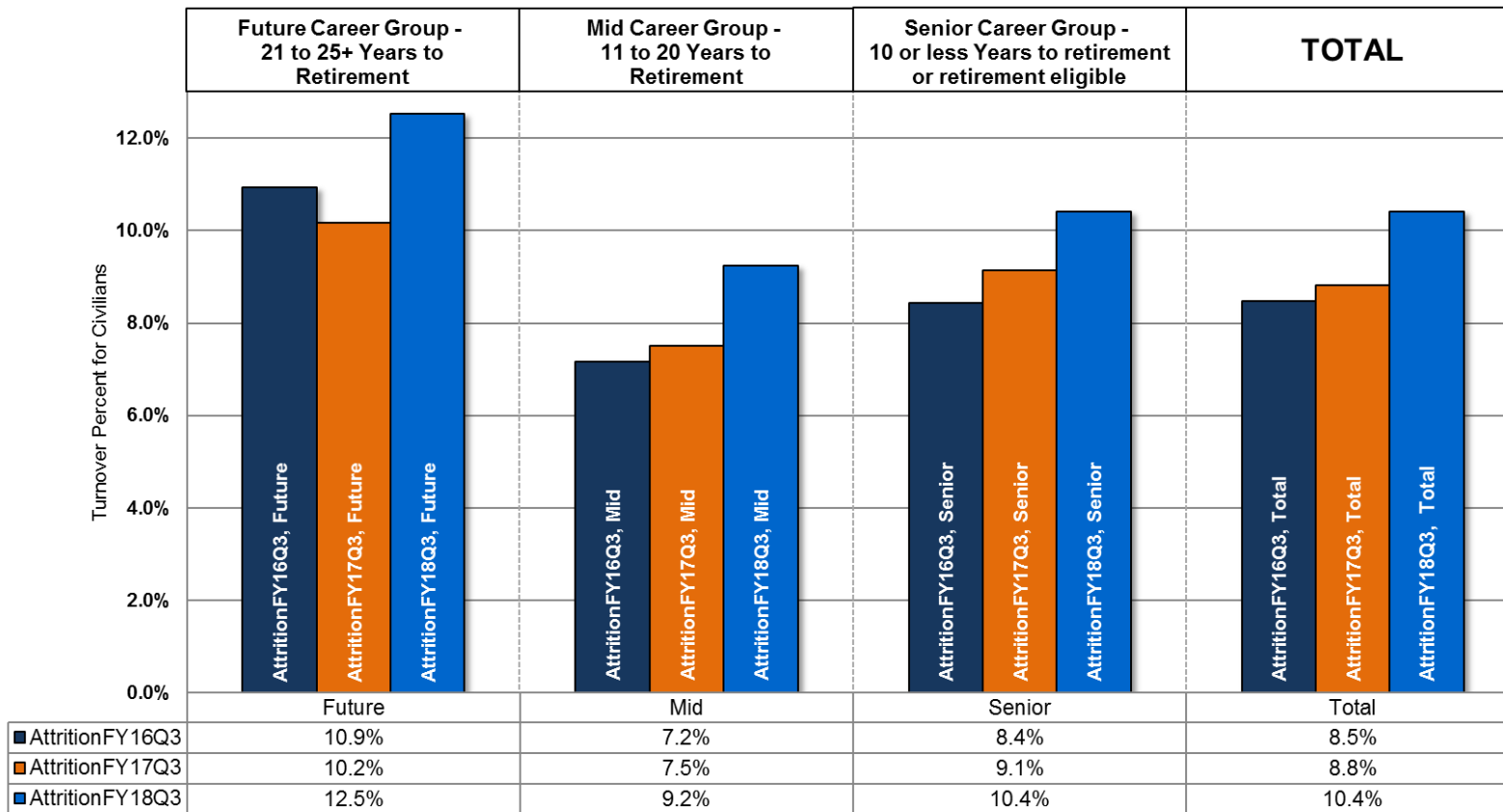
*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



Information Technology Attrition Rates by Career Group



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



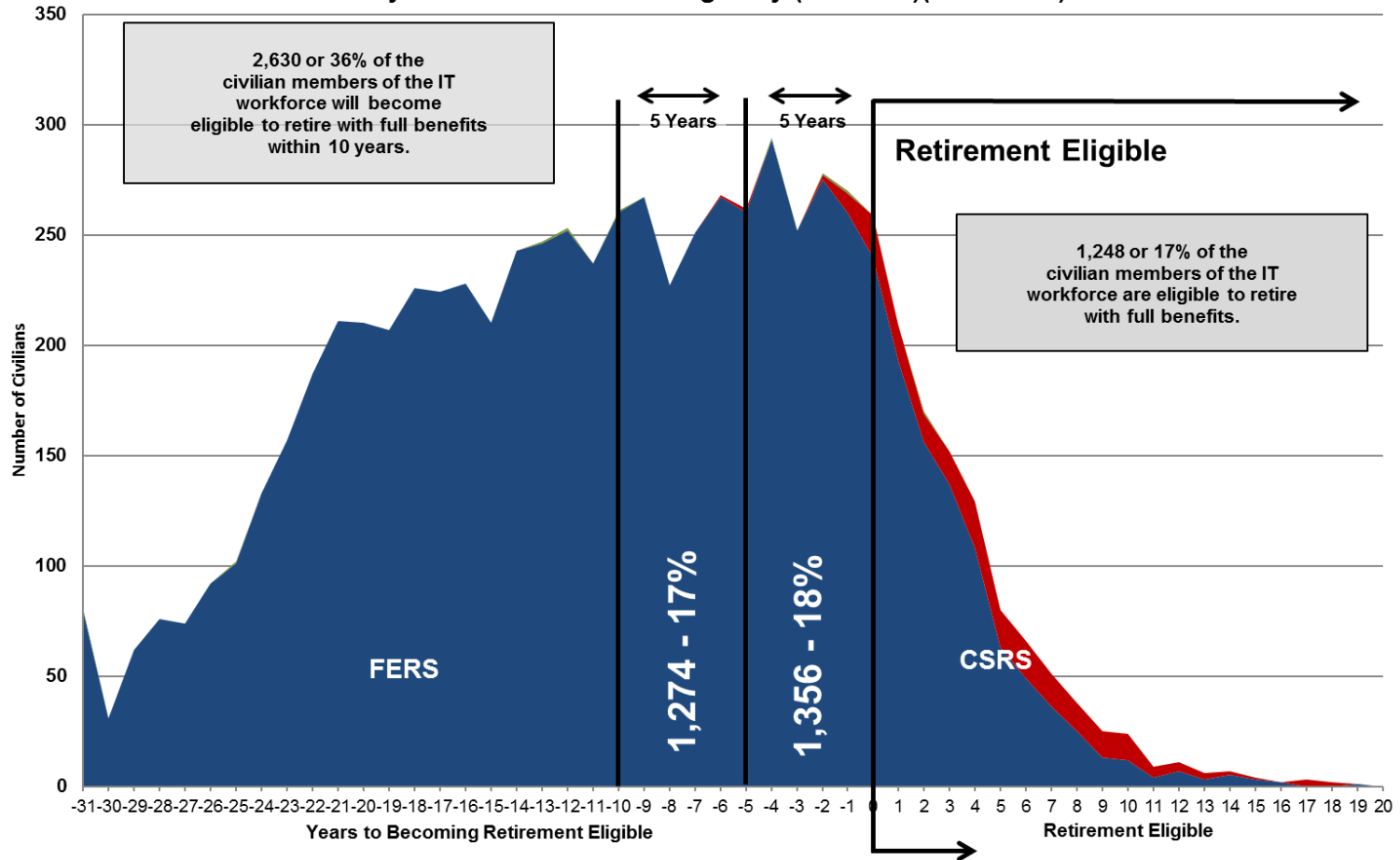


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Information Technology

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



As of 30 Jun 2018



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