



Defense Acquisition Workforce Key Information

Information Technology
As of FY18 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Information Technology	FY 2008				FY2018Q4			
	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	7,648	191	7,839	172,736
Change in size from 2008	-	-	-	-	114%	-46%	99%	37%
Civilian/Military Composition	91%	9%	-	88% / 12%	98%	2%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	55%	85%	58%	77%	66%	79%	67%	84%
Graduate Degree	18%	43%	20%	29%	26%	35%	26%	40%
Certification								
Level I or Higher Achieved	58%	28%	55%	72%	75%	30%	74%	84%
Level II or Higher Achieved	40%	9%	37%	61%	53%	5%	52%	71%
Level III Achieved	20%	4%	19%	36%	26%	1%	25%	40%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	64%	14%	63%	74%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	32%	67%	33%	23%
Does Not Meet Certification Requirement	28%	16%	27%	14%	4%	19%	4%	3%
Planning Considerations								
Average Age	49	37	48	46	47	34	47	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)	-	-	20/23/57 (%)(Civ)	18/31/51(%)	-	-	26/26/48(%)
Average Years of Service	18	14	18	17	14	12	14	15
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,214(16%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,339(18%)	-	-	25,048(16%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,683/964	-	-	19,614/12,308

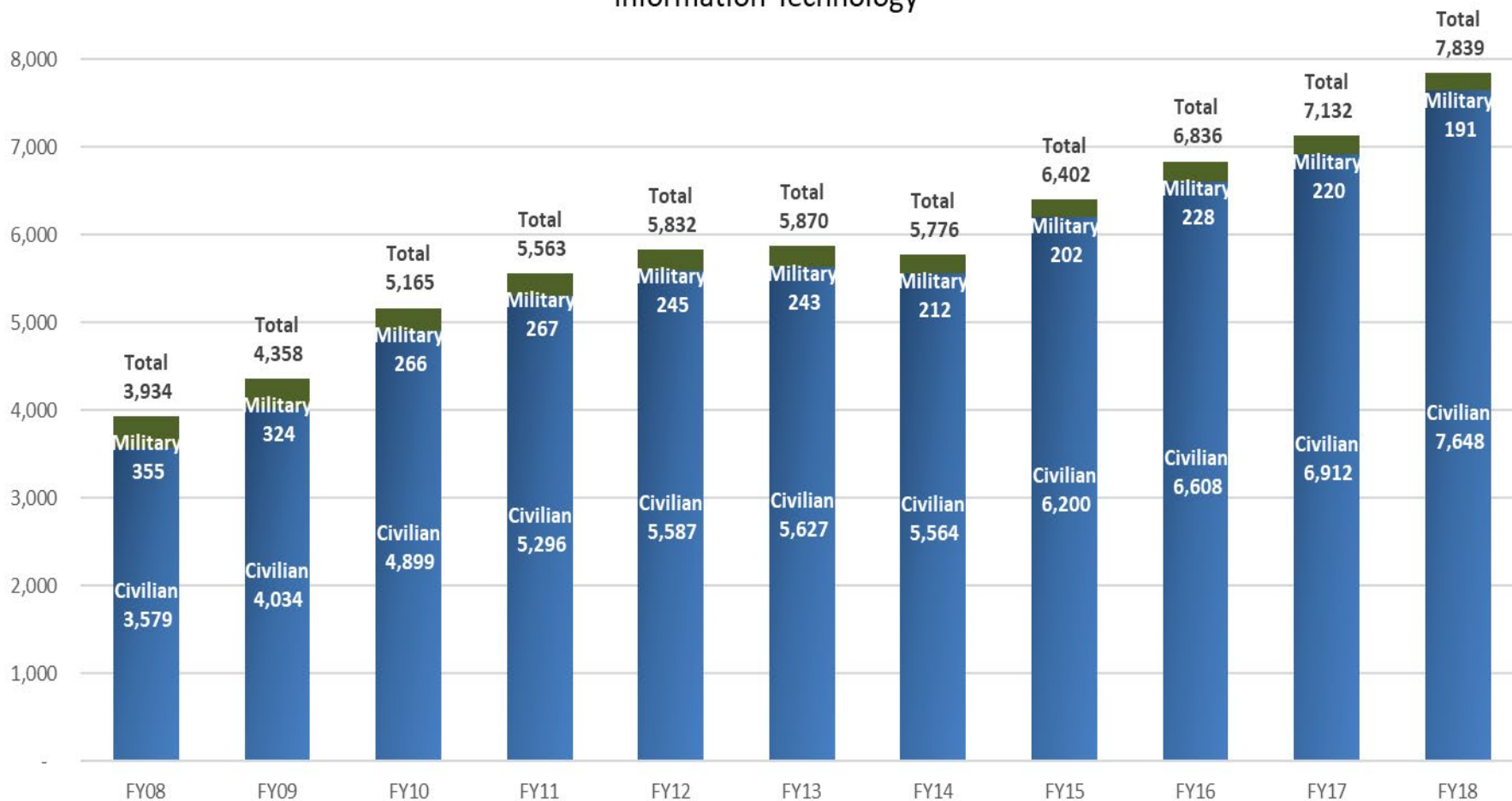
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

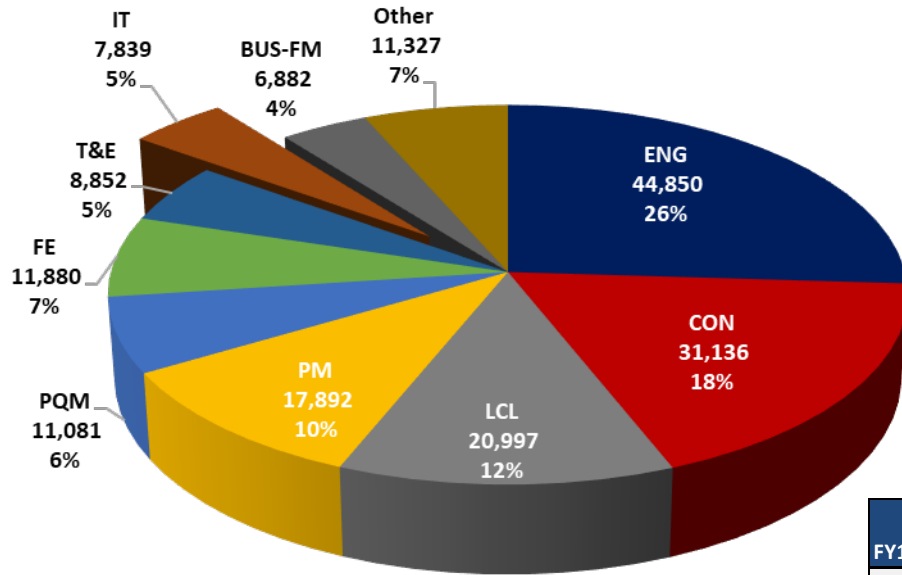


Information Technology





AWF by Component and Career Field



FY18Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,219	4,219	2.4%
Business - CE	237	562	35	526	89	1,449	0.8%
Business - FM	1,768	2,156	174	2,200	584	6,882	4.0%
Contracting	8,007	6,234	533	8,250	8,112	31,136	18.0%
Engineering	9,160	23,678	336	9,535	2,141	44,850	26.0%
Facilities Engineering	5,329	5,755	33	668	95	11,880	6.9%
Information Technology	1,784	3,352	225	1,392	1,086	7,839	4.5%
Life Cycle Logistics	6,912	6,344	644	3,662	3,435	20,997	12.2%
Production, Quality and Man	1,373	3,755	41	451	5,461	11,081	6.4%
Program Management	3,363	5,619	758	6,253	1,899	17,892	10.4%
Property	50	69	-	16	260	395	0.2%
Purchasing	315	386	39	48	472	1,260	0.7%
S&T Manager	503	507	3	2,841	132	3,986	2.3%
Small Business	-	-	-	-	-	-	0.0%
Test and Evaluation	1,909	3,276	130	3,184	353	8,852	5.1%
Unknown/Other	8	3	1	1	5	18	0.01%
Totals	40,718	61,696	2,952	39,027	28,343	172,736	
Component %	23.6%	35.7%	1.7%	22.6%	16.4%		



Information Technology Workforce Historical Size by Agency FY08 – FY18



Information Technology Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18	% Change Since FY08	% Change Since FY17
Navy	800	1,423	1,720	1,971	2,806	2,918	3,352	319%	15%
MARINE CORPS	103	211	207	214	238	217	225	118%	4%
ARMY	1,764	2,168	2,364	1,704	1,701	1,720	1,784	1%	4%
AIR FORCE	950	1,008	1,126	1,098	1,235	1,262	1,392	47%	10%
DLA	9	4	13	43	168	369	421	4578%	14%
DCMA	111	158	156	197	197	179	170	53%	-5%
DISA	99	71	83	140	162	164	195	97%	19%
DHA	15	8	12	244	162	146	144	860%	-1%
MDA	27	39	42	53	51	60	72	167%	20%
DTRA	39	43	54	54	51	51	42	8%	-18%
DAU	6	7	12	6	8	10	9	50%	-10%
DeCA	-	-	-	11	9	10	8		-20%
JCS	-	-	40	34	27	7	5		-29%
DMEA	-	-	-	3	8	7	7		0%
NRO	-	-	-	-	6	5	4		-20%
DTIC	-	-	1	3	3	3	4		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	7,839	↑ 99%	↑ 10%



Information Technology Workforce Historical Size (Quarterly) by Agency FY16Q4 – FY18Q4



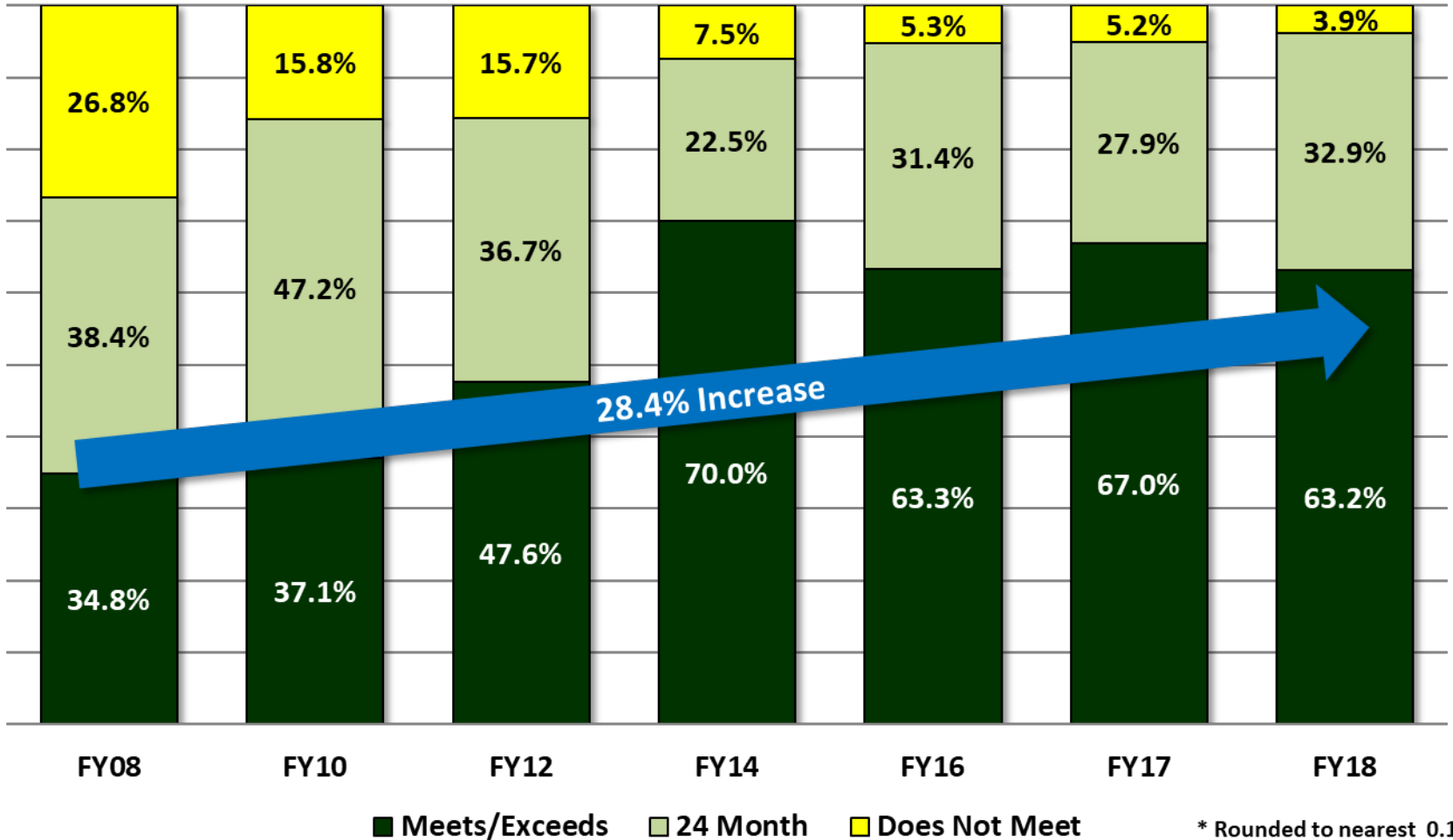
Information Technology Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
Navy	2,806	2,868	2,893	2,906	2,918	2,964	3,043	3,170	3,352	15%
MARINE CORPS	238	229	227	226	217	215	219	223	225	4%
ARMY	1,701	1,715	1,725	1,708	1,720	1,735	1,735	1,744	1,784	4%
AIR FORCE	1,235	1,230	1,262	1,242	1,262	1,334	1,369	1,400	1,392	10%
DLA	168	185	186	205	369	395	418	426	421	14%
DCMA	197	199	191	183	179	176	169	169	170	-5%
DISA	162	153	151	153	164	160	168	167	195	19%
DHA	162	160	155	152	146	150	146	147	144	-1%
MDA	51	56	56	60	60	62	62	65	72	20%
DTRA	51	51	51	51	51	52	53	47	42	-18%
DAU	8	11	12	10	10	9	10	9	9	-10%
DeCA	9	10	10	11	10	9	9	9	8	-20%
JCS	27	29	28	28	7	7	6	6	5	-29%
DMEA	8	8	8	8	7	7	7	7	7	0%
NRO	6	6	6	5	5	4	4	4	4	-20%
DTIC	3	3	3	3	3	3	3	2	4	33%
IG	-	-	-	-	-	-	-	2	2	
DoD HRA	2	1	1	2	2	2	2	1	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	6,836	6,916	6,967	6,955	7,132	7,286	7,425	7,600	7,839	↑ 10%



Information Technology Historical DAWIA Certification FY08 – FY18



Information Technology



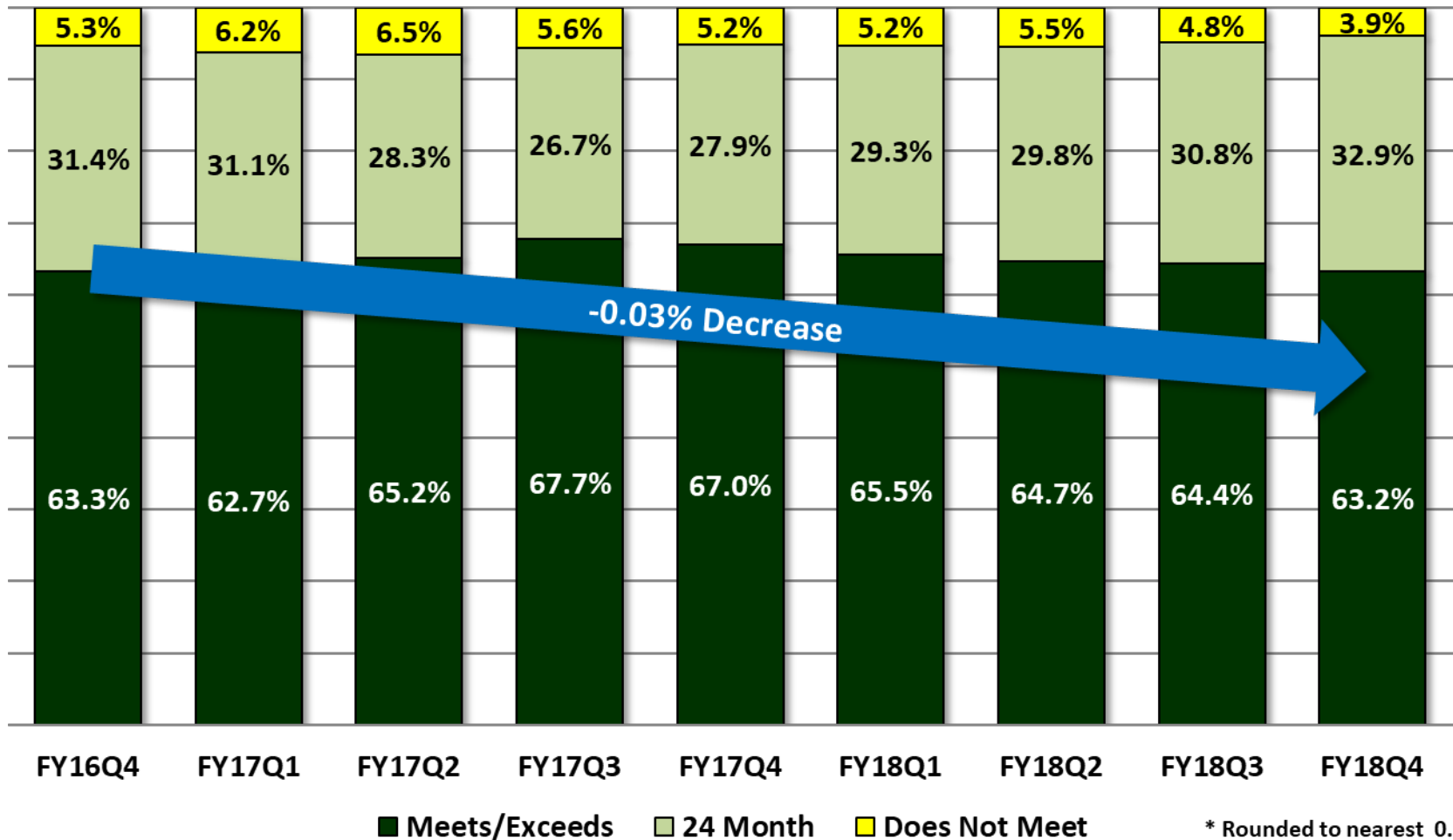
28.4% Increase



Information Technology Historical (Quarterly) DAWIA Certification FY16Q4 - FY18Q4



Information Technology

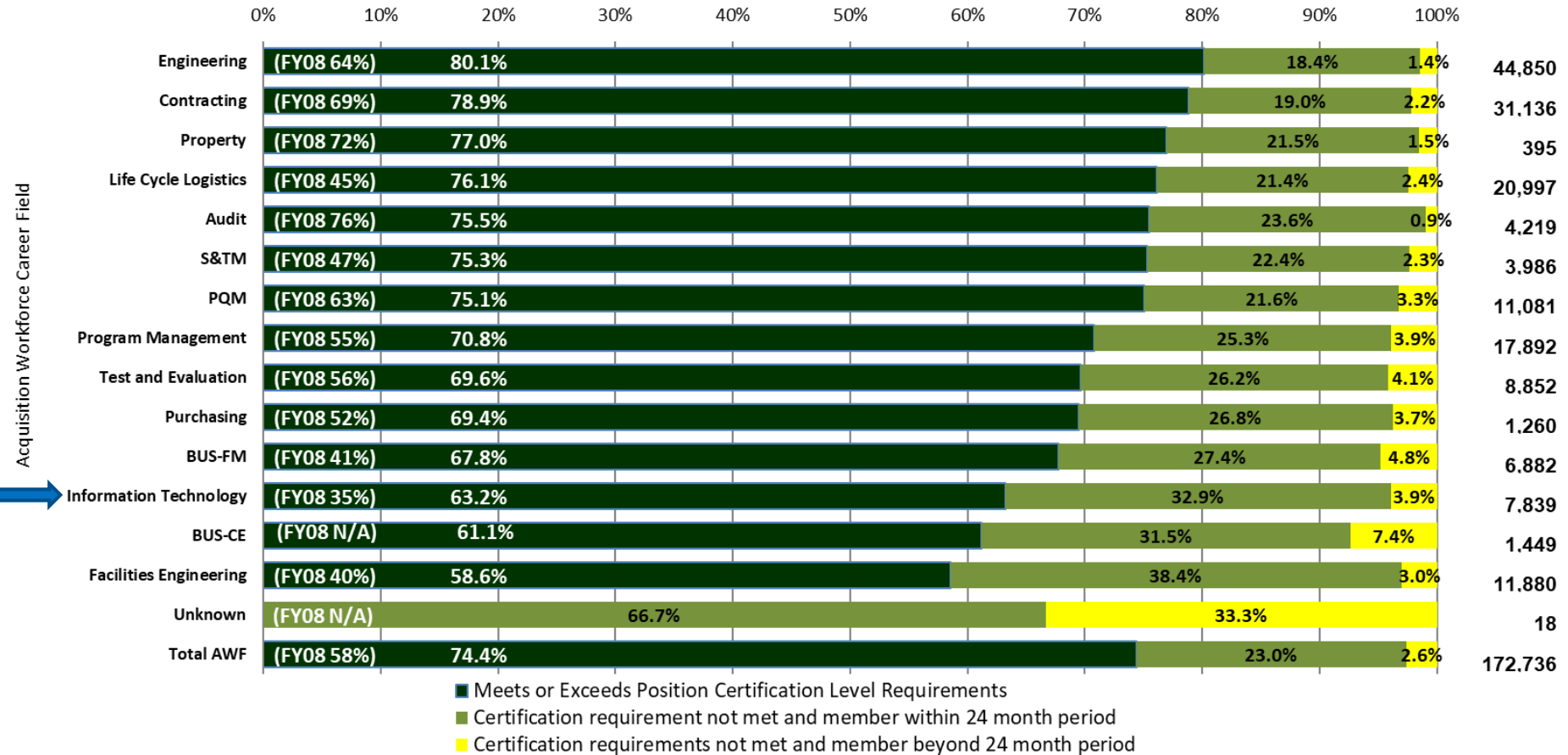




DAWIA Certification by Career Field



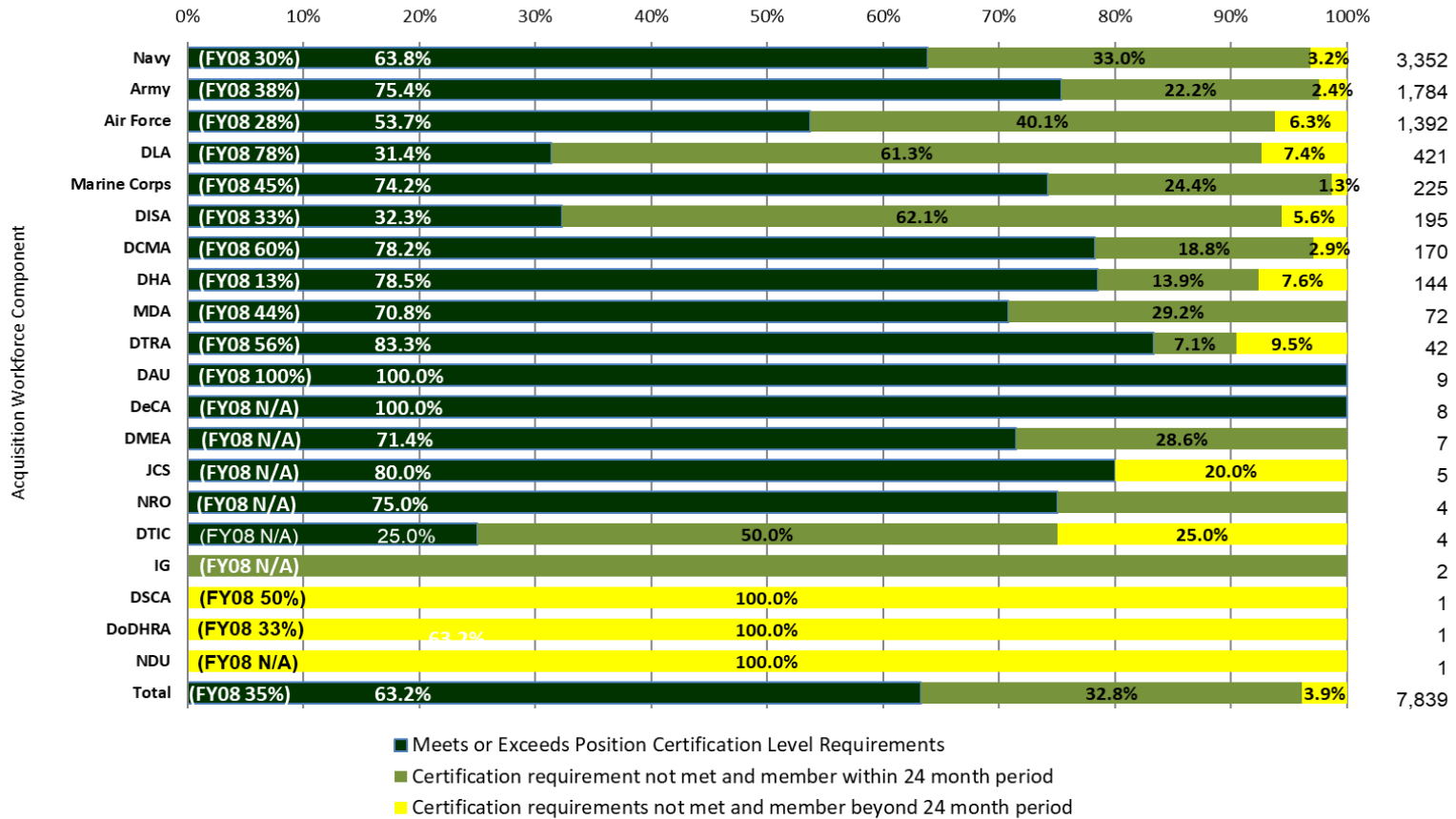
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)





Information Technology DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Information Technology (FY18Q4)





Information Technology DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	643	1,040	134	39	1,856	65.4%
Level II	1,024	528	1,790	457	3,799	59.1%
Level III	389	145	151	1,496	2,181	68.6%
<i>Unspecified</i>	3	-	-	-	3	
FY18Q4 TOTAL	2,059	1,713	2,075	1,992	7,839	63.2%
	26.3%	21.9%	26.5%	25.4%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,466	74.4%	
Army	31,625	77.7%	
Navy	45,031	73.0%	
Marine Cor	2,016	68.3%	
Air Force	27,549	70.6%	
4th Estate	22,245	78.5%	
Information	4,956	63.2%	12 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,213	607	36	1,856	23.7%
Level II	2,247	1,380	172	3,799	48.5%
Level III	1,496	588	97	2,181	27.8%
<i>Unspecified</i>	-	1	2	3	0.0%
Information Technology TOTAL	4,956	2,576	307	7,839	
	63.2%	32.9%	3.9%		

= Compliance

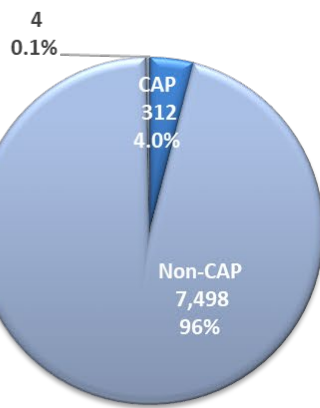
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

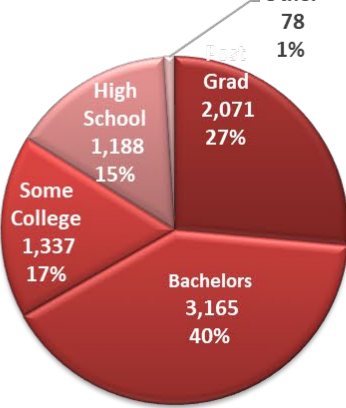


Information Technology Demographics

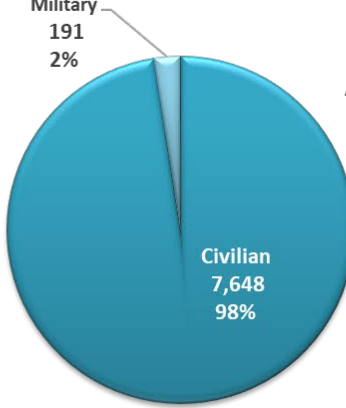
Occupied Position Type



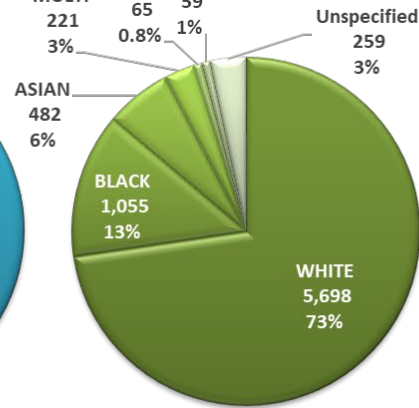
Highest Level of Education



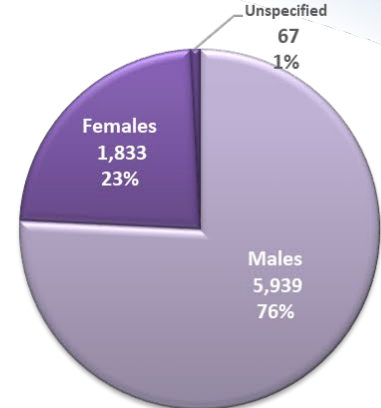
Military / Civilian



Race



Gender



Occupied Position Type	IT	IT %	Entire DAW	Entire DAW %
Key Leadership Positions (KLPs)	4	0.1%	1,178	0.7%
Critical Acquisition Positions (CAPs) *	312	4.0%	16,515	9.6%
Non-CAP Positions	7,498	95.6%	154,442	89.4%
Unknown	25	0.3%	601	0.3%
TOTAL	7,839		172,736	

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

Race	IT	IT %	Entire DAW	Entire DAW %
WHITE	5,698	72.7%	126,389	73.2%
BLACK	1,055	13.5%	20,741	12.0%
ASIAN	482	6.1%	11,803	6.8%
MULTI	221	2.8%	4,768	2.8%
AMI/AN	65	0.8%	1,073	0.6%
PI	59	0.8%	862	0.5%
Unspecified	259	3.3%	7,100	4.1%
TOTAL	7,839		172,736	

Highest Level of Education	IT	IT %	Entire DAW	Entire DAW %
Post Grad	2,071	26.4%	68,976	39.9%
Bachelors	3,165	40.4%	76,511	44.3%
Some College	1,337	17.1%	12,143	7.0%
High School	1,188	15.2%	12,696	7.3%
Other	78	1.0%	2,410	1.4%
TOTAL	7,839		172,736	

Gender	IT	IT %	Entire DAW	Entire DAW %
Males	5,939	75.8%	121,073	70.1%
Females	1,833	23.4%	49,817	28.8%
Unspecified	67	0.9%	1,846	1.1%
TOTAL	7,839		172,736	

Military / Civilian	IT	IT %	Entire DAW	Entire DAW %
Civilian	7,648	97.6%	157,318	91.1%
Military	191	2.4%	15,418	8.9%
TOTAL	7,839		172,736	



Information Technology Size by Occupational Series



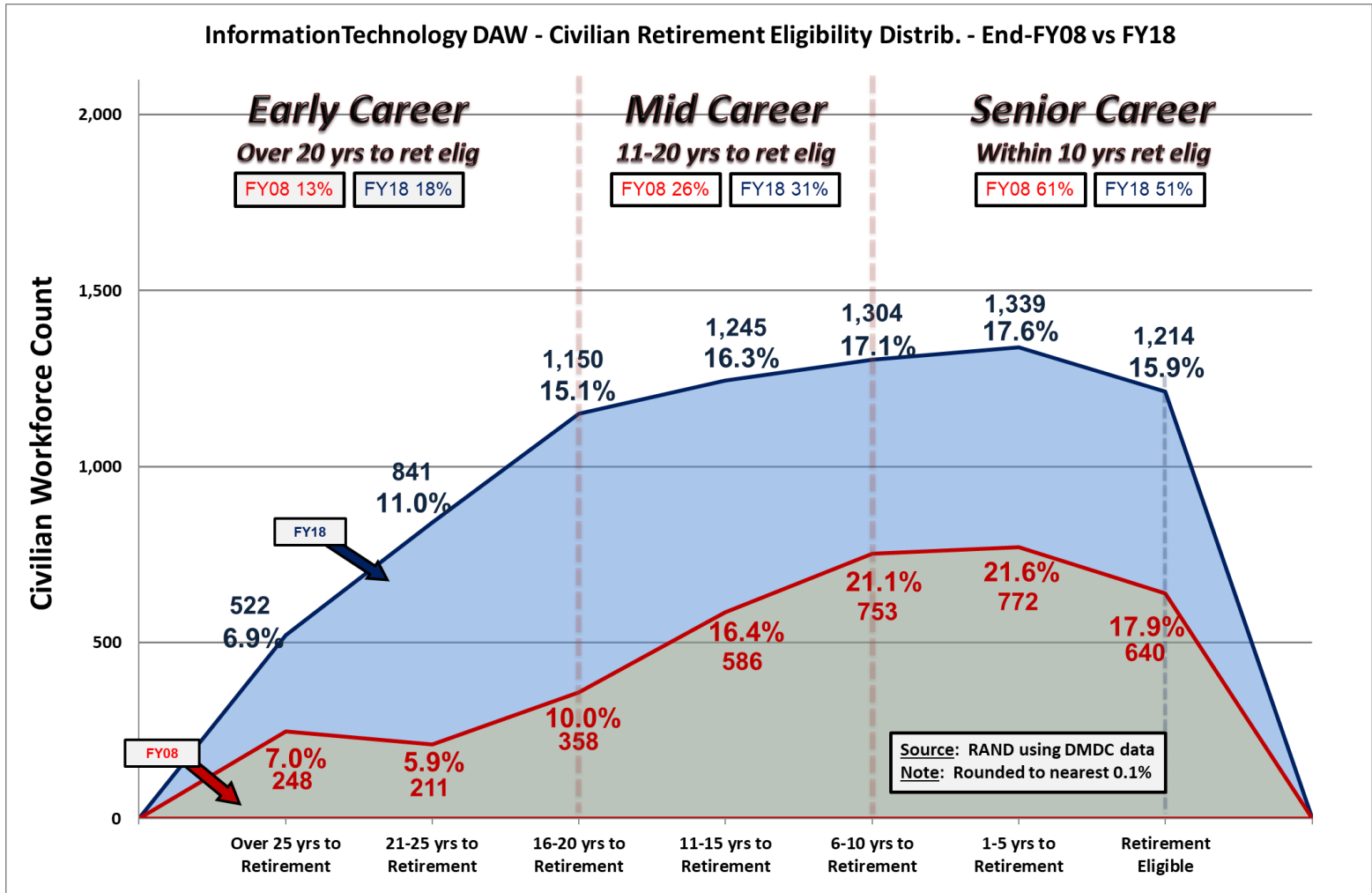
Civilian Occupational Series	IT	
2210 - Information Technology Management Specialist	6,614	86.5%
1550 - Computer Scientist	362	4.7%
0301 - Administration & Program Staff	222	2.9%
0391 - Telecommunications Specialist	137	1.79%
0343 - Management and Program Analyst	103	1.35%
0854 - Engineer, Computers	56	0.73%
0855 - Engineer, Electronics	29	0.38%
0856 - Engineering Technician, Electronics	25	0.33%
1101 - Business and Industry Specialist	23	0.30%
<i>Other</i>	77	1.01%
TOTAL CIVILIAN	7,648	Civilians



**RAND NDRI Forces and Resources
Policy Center Data
Retirement / Loss Slides
FY18**



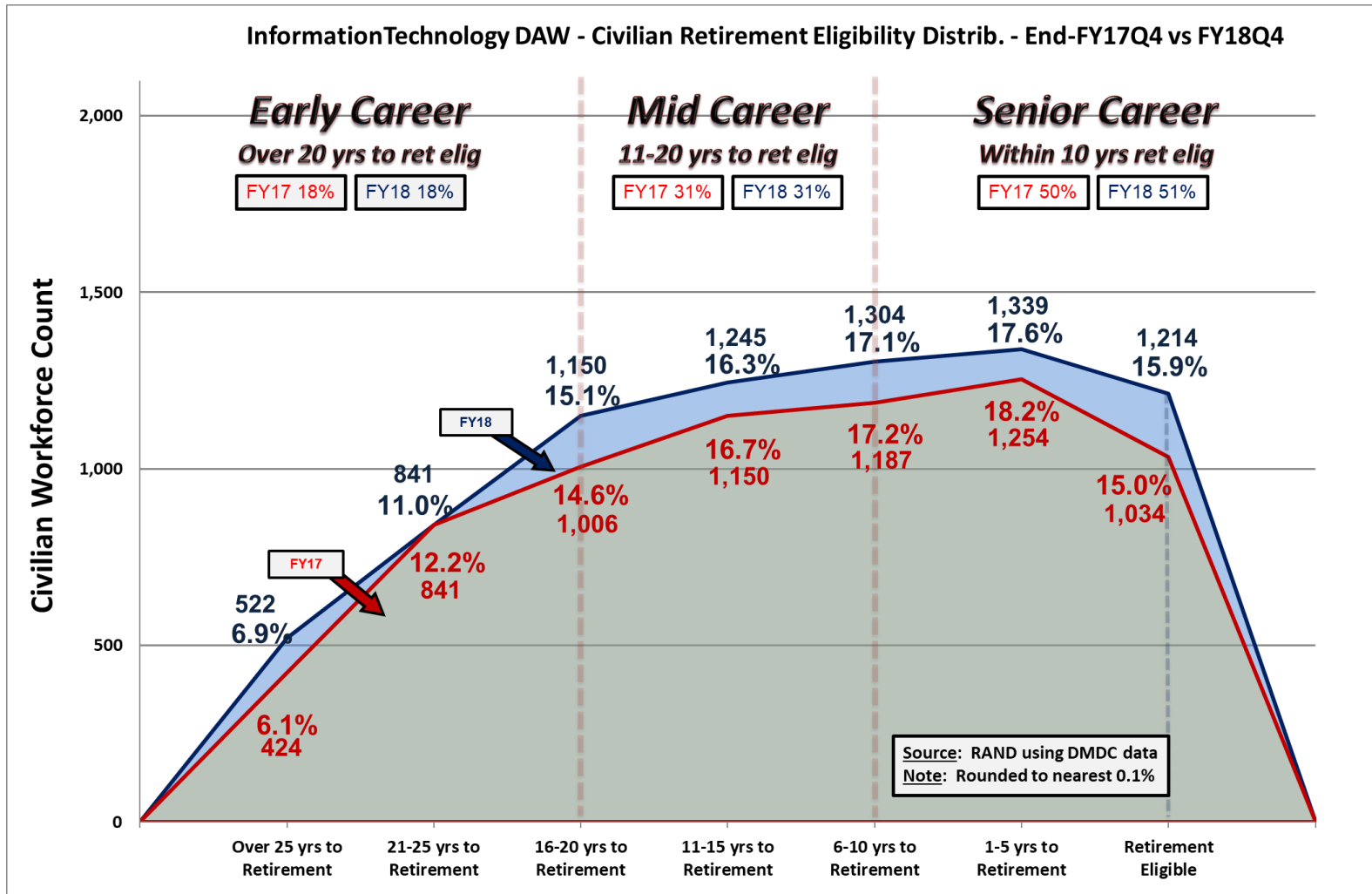
Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



Information Technology Civilian Retirement Eligibility Distribution (1 year)– FY17Q4/FY18Q4

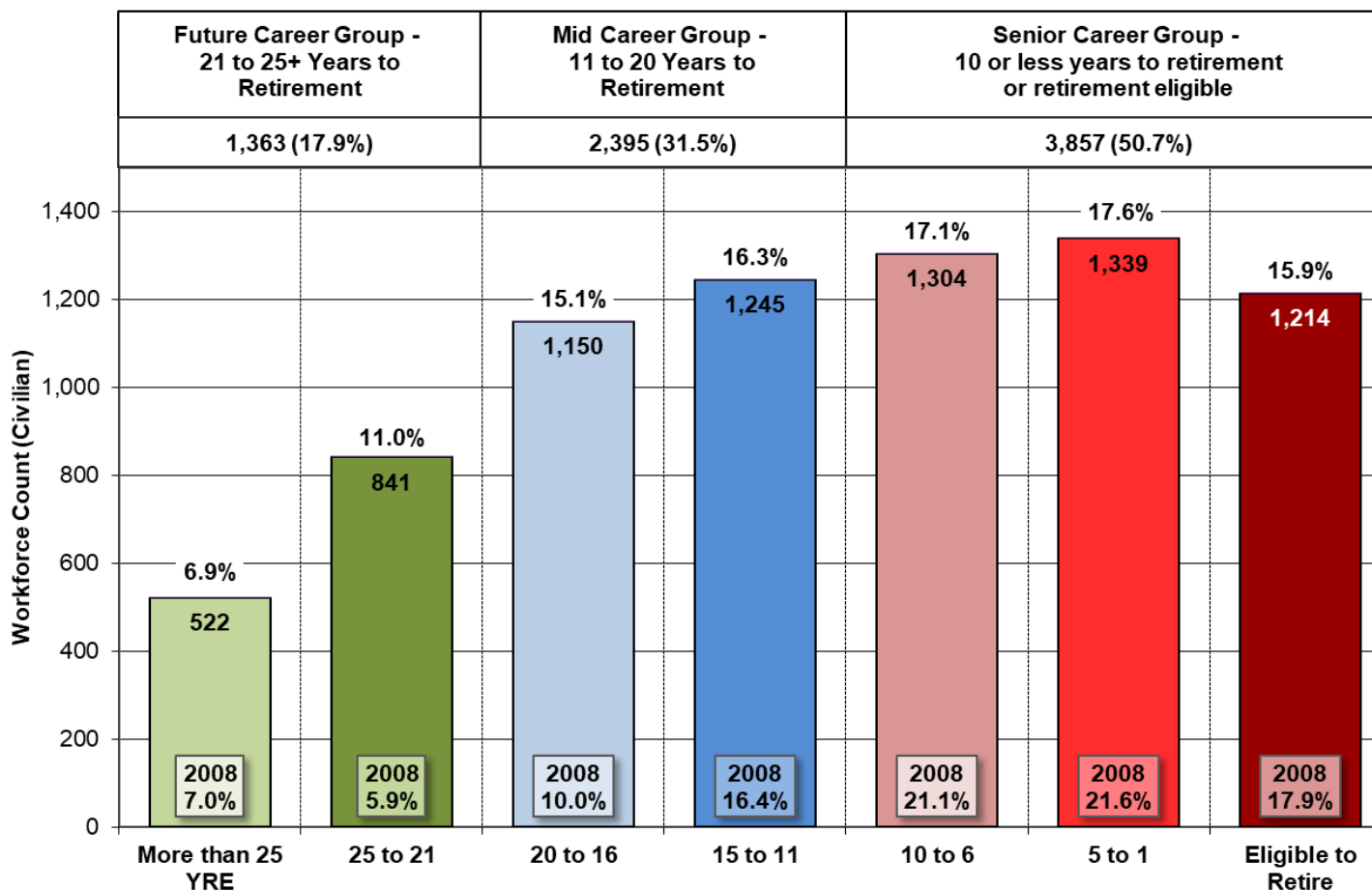


As of 30 Sept 2018



Workforce Lifecycle Model

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q4)



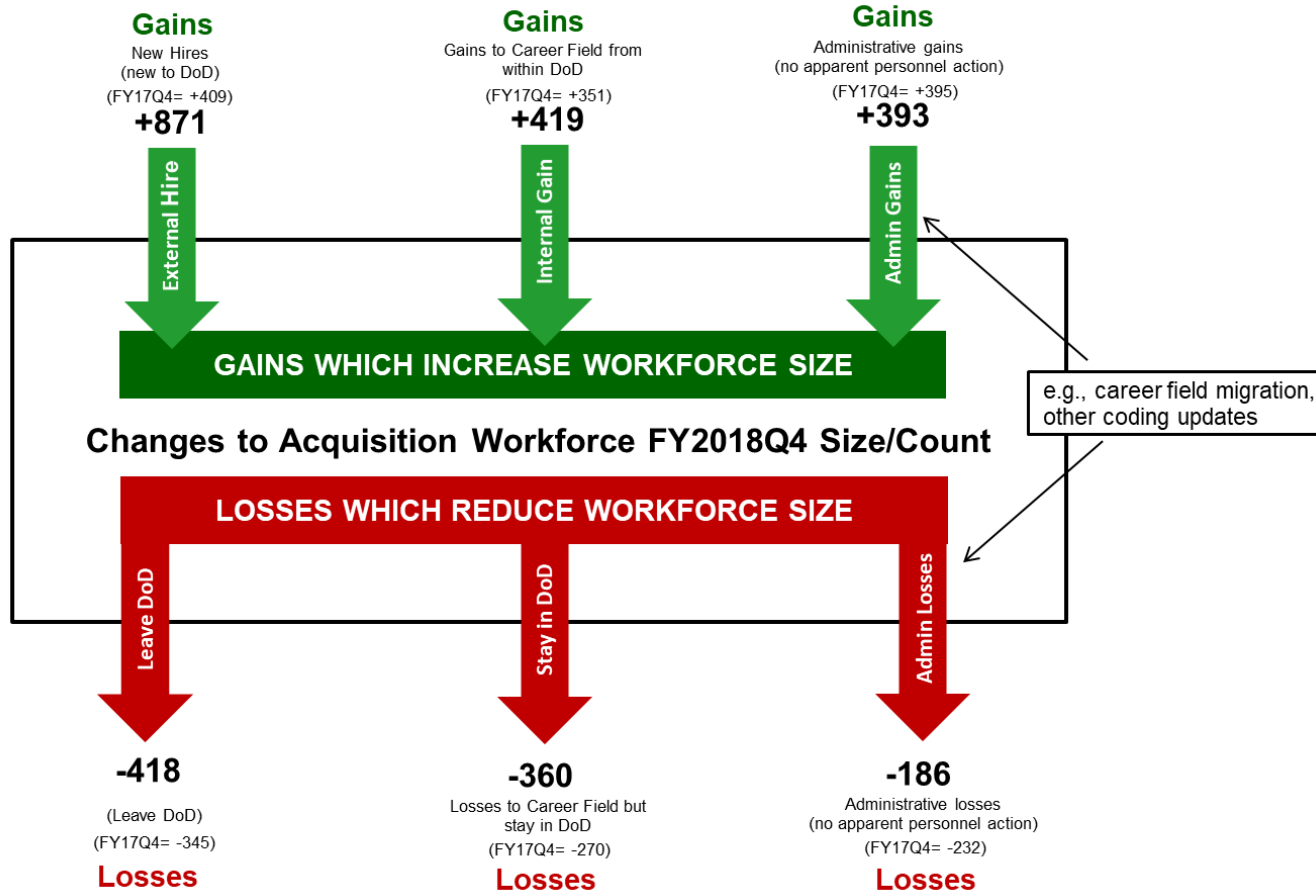
As of 30 Sept 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



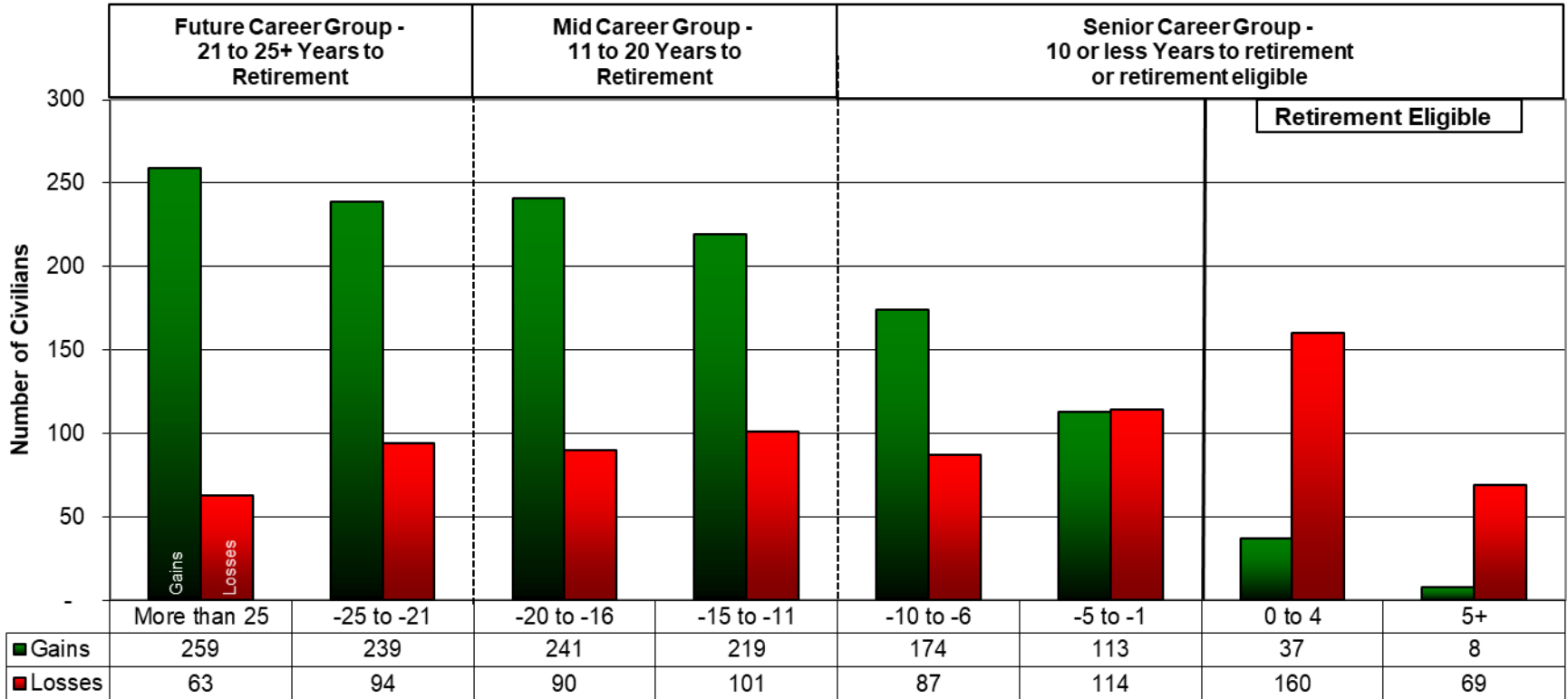


Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

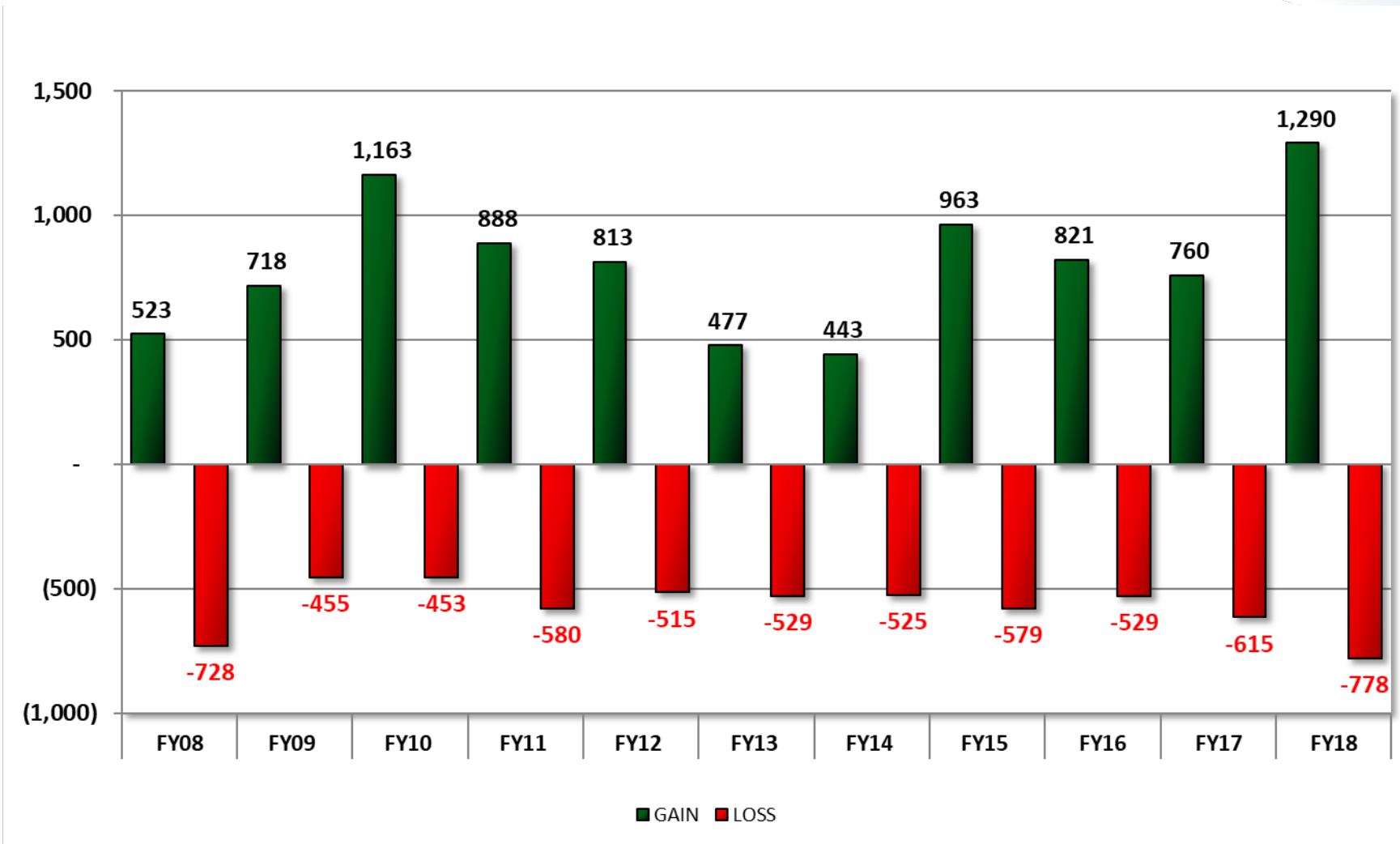


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Information Technology Historical Gains and Losses FY08 – FY18



As of 30 Sept 2018

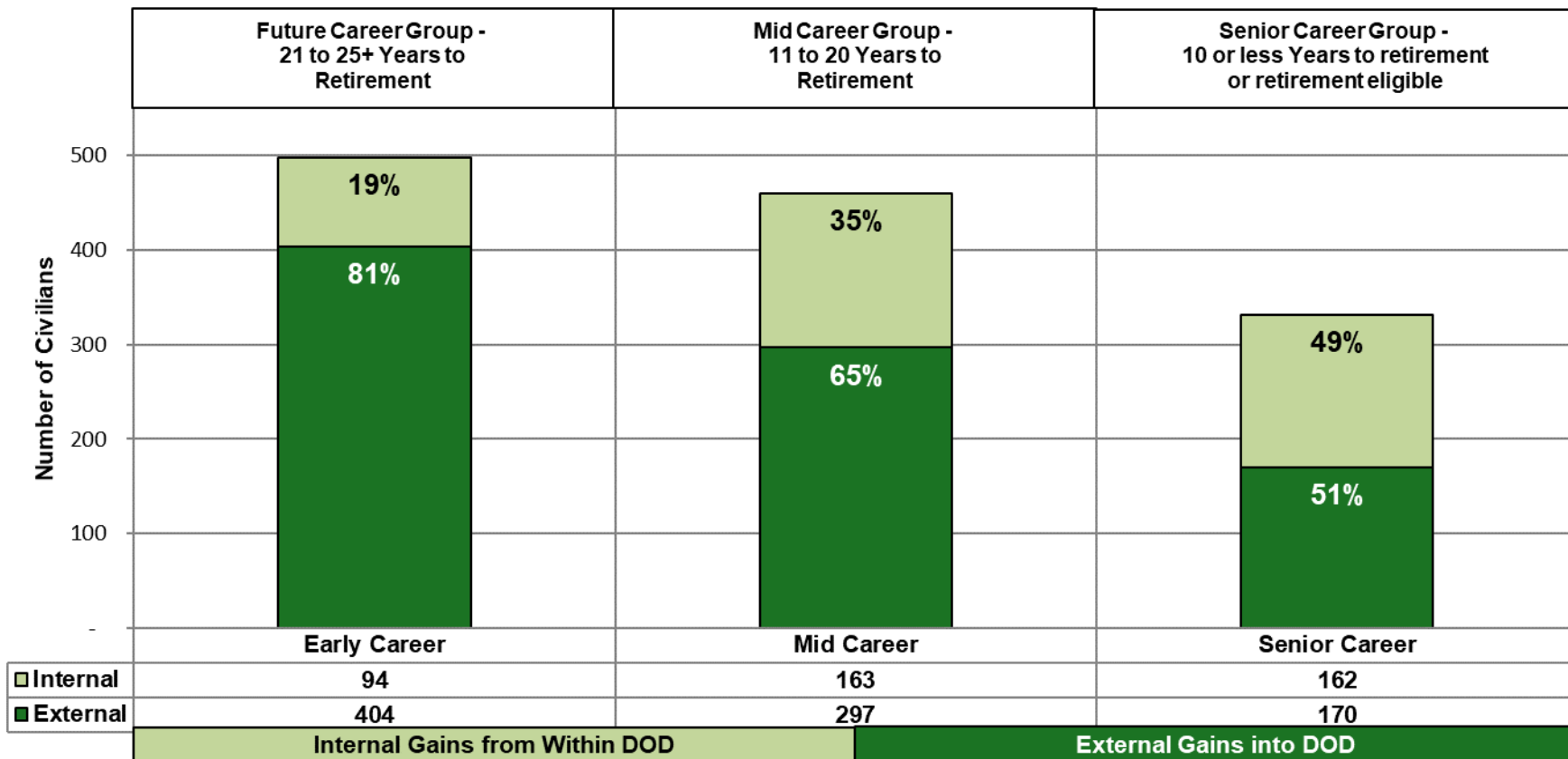


Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

As of 30 Sept 2018

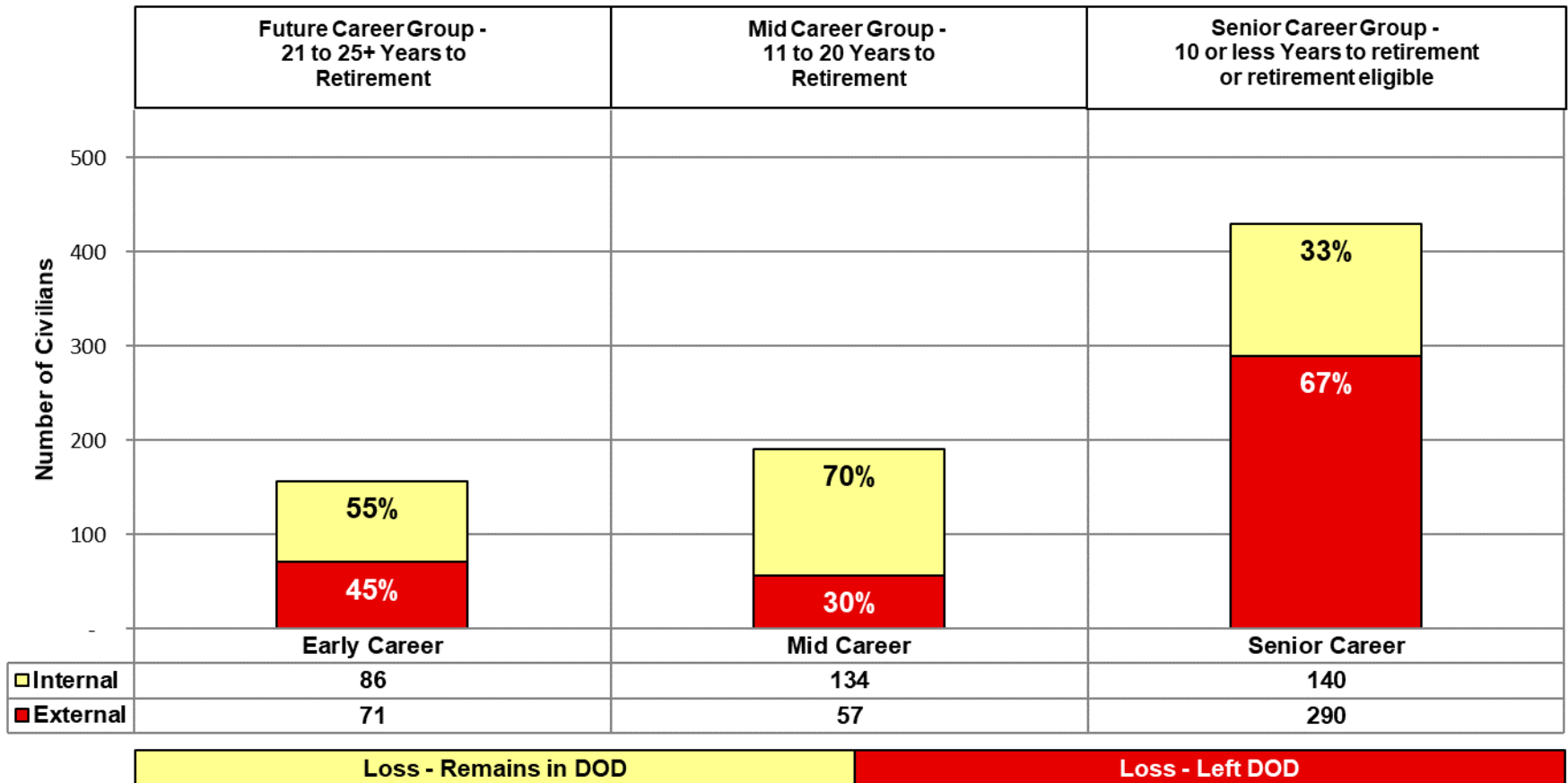


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

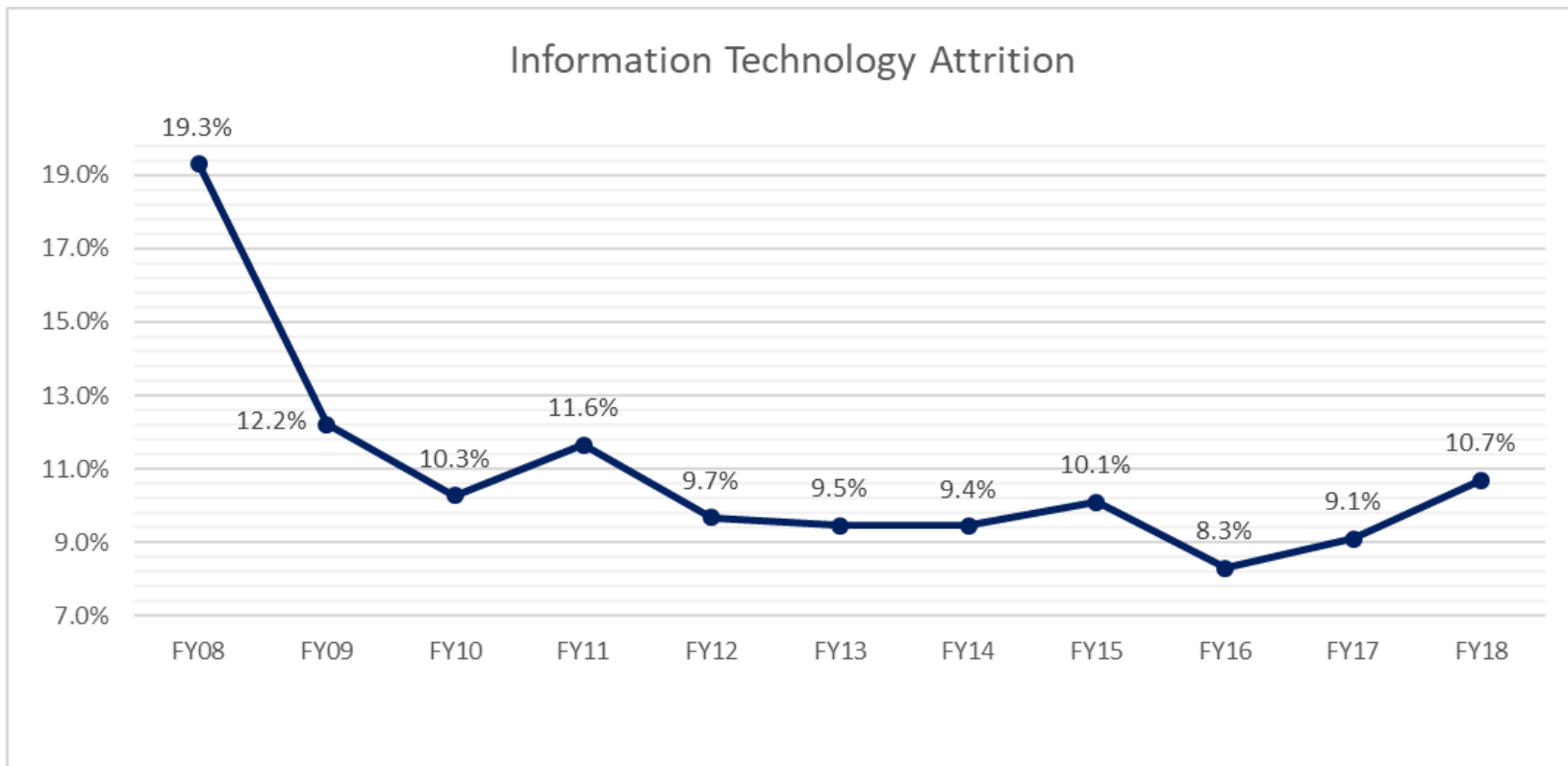
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates

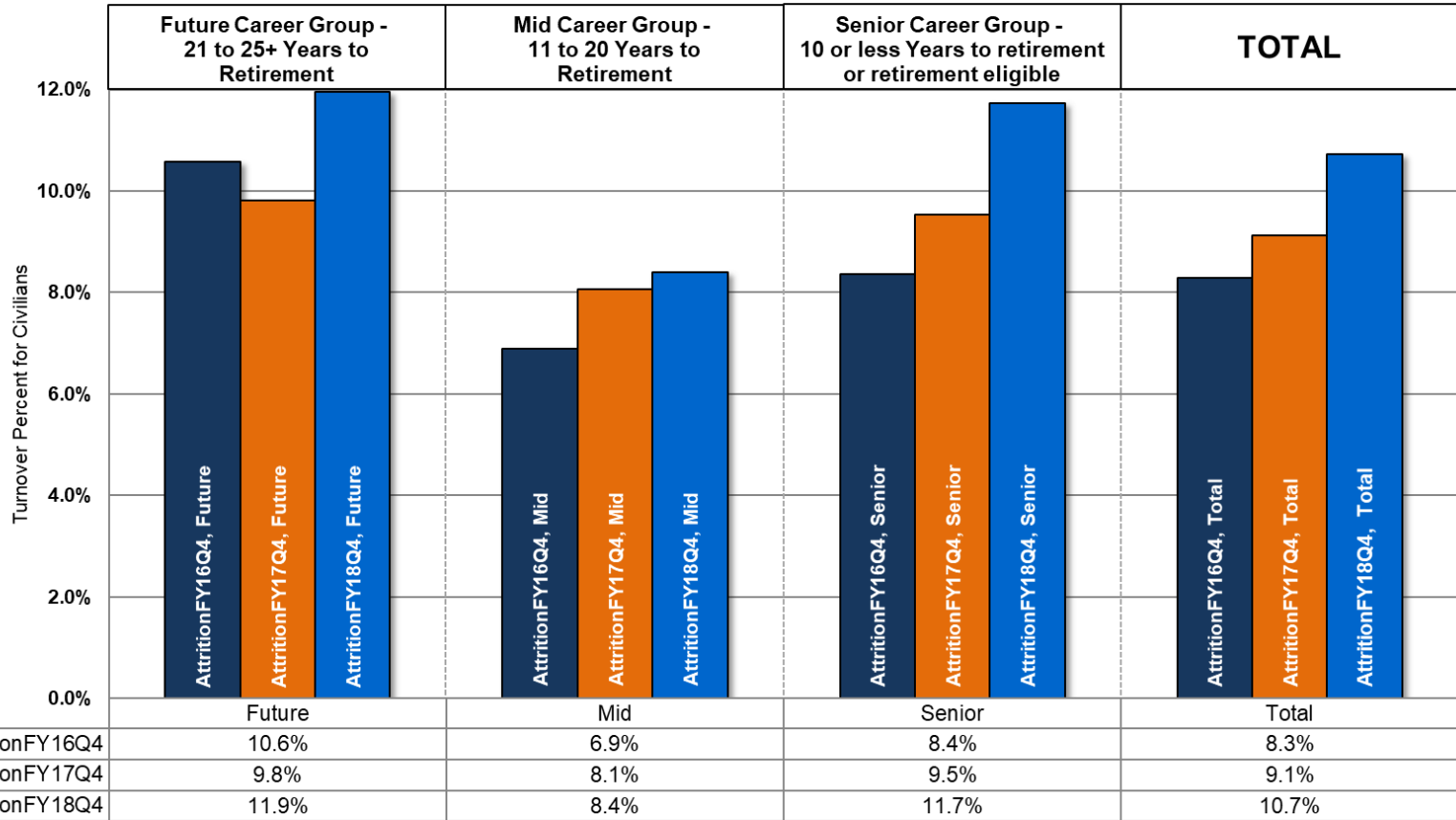




Information Technology Attrition Rates by Career Group



Defense Acquisition Workforce Attrition, (Civilian) (FY16Q4, FY17Q4, FY18Q4)(by Career Lifecycle Group)



As of 30 Sept 2018

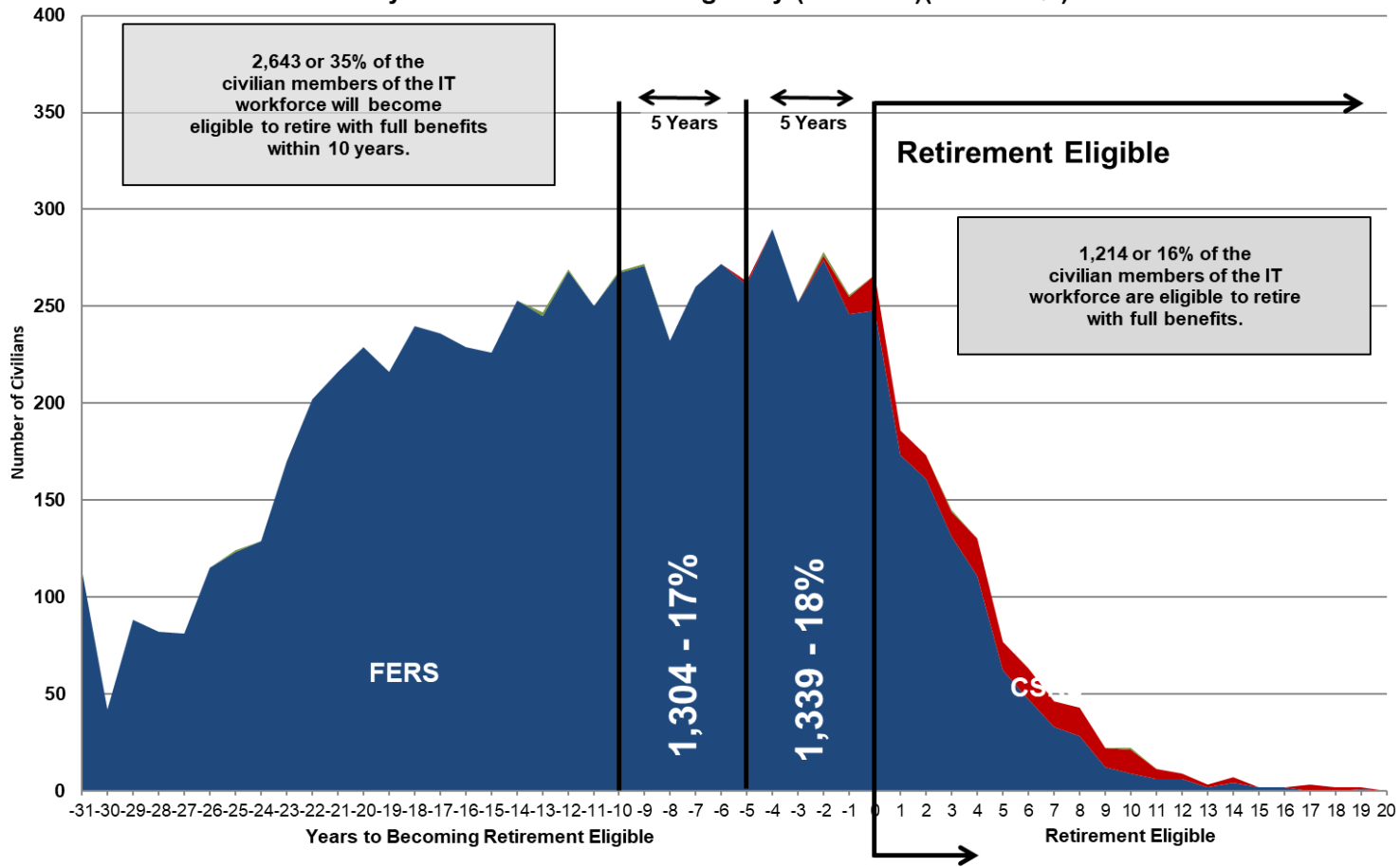


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q4)



As of 30 Sept 2018



END