



Defense Acquisition Workforce Key Information

Information Technology
As of FY19Q1 (31 Dec 2018)



Fact Sheet

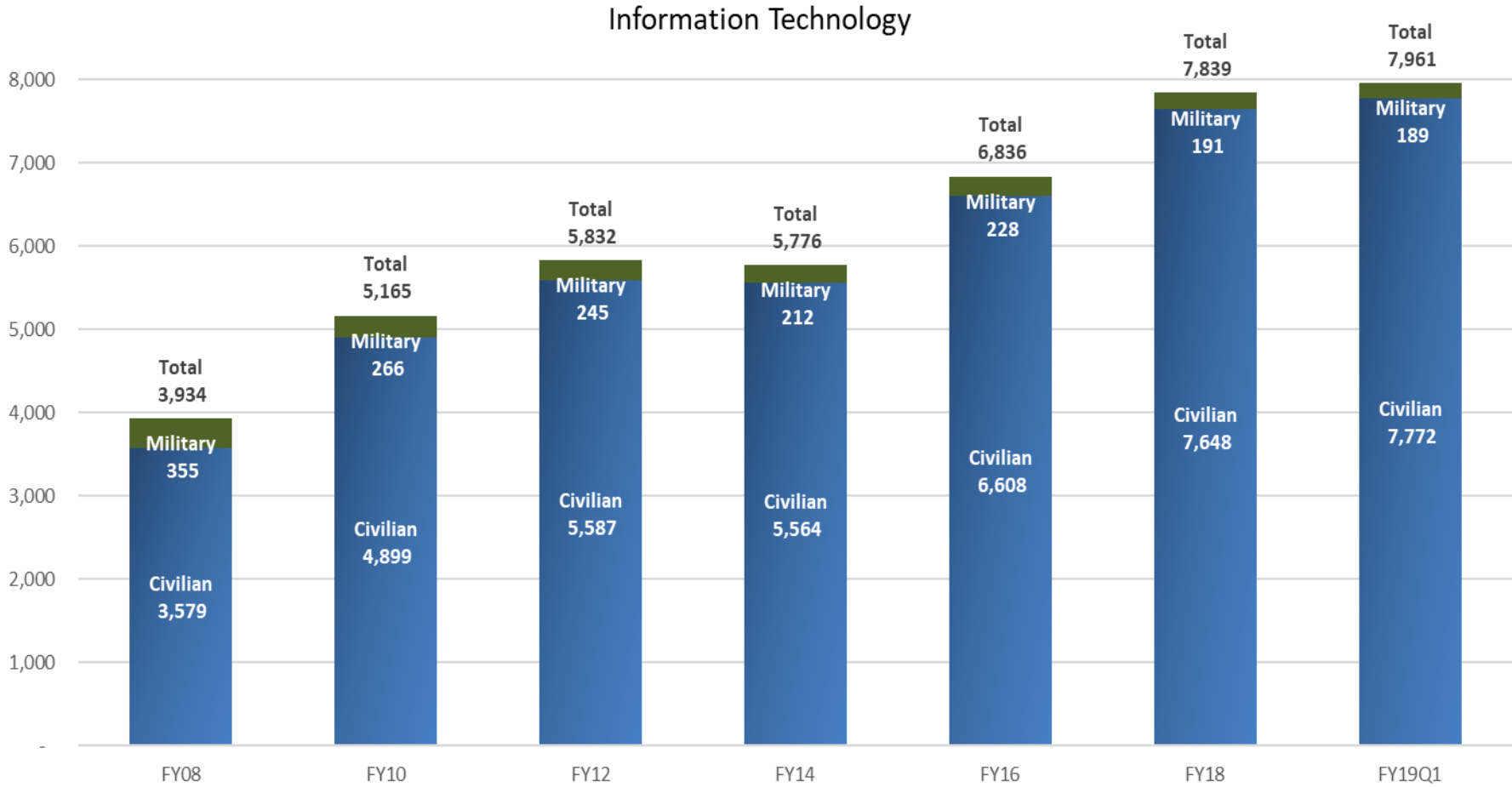


Human Capital Fact Sheet								
Defense Acquisition Workforce Information Technology	FY 2008				FY2018Q4			
	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
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.

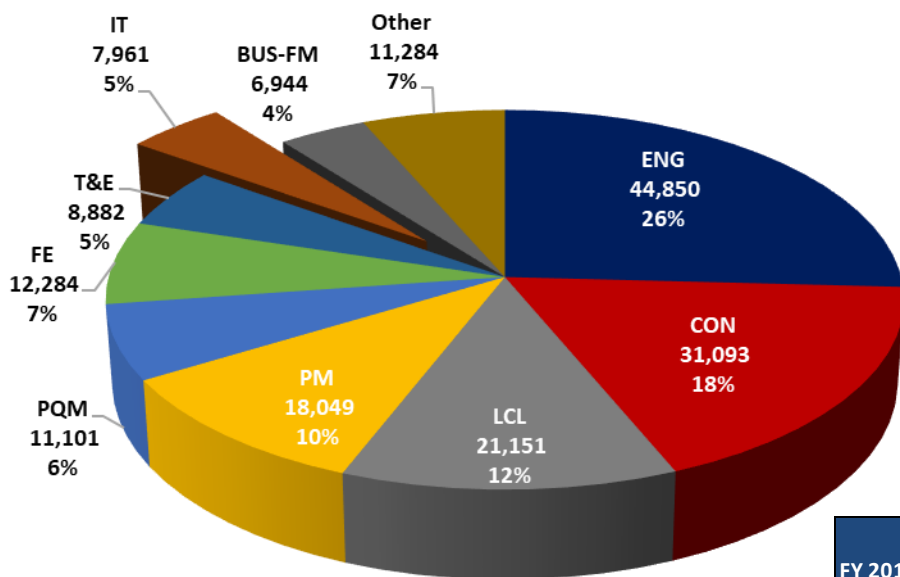


Total Historic Workforce





AWF by Component and Career Field



FY 2019 Q1	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,183	4,183	2.4%
Business - CE	250	561	34	530	89	1,464	0.8%
Business - FM	1,792	2,155	173	2,232	592	6,944	4.0%
Contracting	8,050	6,239	537	8,225	8,042	31,093	17.9%
Engineering	9,148	23,650	328	9,604	2,120	44,850	25.8%
Facilities Engineering	5,660	5,832	35	663	94	12,284	7.1%
Information Technology	1,827	3,421	228	1,412	1,073	7,961	4.6%
Life Cycle Logistics	6,946	6,408	673	3,715	3,409	21,151	12.2%
Production, Quality and Man	1,378	3,796	43	478	5,406	11,101	6.4%
Program Management	3,351	5,708	756	6,342	1,892	18,049	10.4%
Property	49	73	-	14	256	392	0.2%
Purchasing	290	368	40	47	476	1,221	0.7%
S&T Manager	505	517	3	2,849	134	4,008	2.3%
Test and Evaluation	1,929	3,263	134	3,205	351	8,882	5.1%
Unknown/Other	8	2	-	-	6	16	0.01%
Totals	41,183	61,993	2,984	39,316	28,123	173,599	
Component %	23.7%	35.7%	1.7%	22.6%	16.2%		



Information Technology Workforce Historical Size by Agency FY08 – FY19



Information Technology Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
Navy	800	1,423	1,720	1,971	2,806	3,352	3,421	328%	0
MARINE CORPS	103	211	207	214	238	225	228	121%	0.0133
ARMY	1,764	2,168	2,364	1,704	1,701	1,784	1,827	4%	0.0241
AIR FORCE	950	1,008	1,126	1,098	1,235	1,392	1,412	49%	0.0144
DLA	9	4	13	43	168	421	414	4500%	-0.0166
DCMA	111	158	156	197	197	170	170	53%	0
DISA	99	71	83	140	162	195	194	96%	-0.0051
DHA	15	8	12	244	162	144	143	853%	-0.0069
MDA	27	39	42	53	51	72	71	163%	-0.0139
DTRA	39	43	54	54	51	42	41	5%	-0.0238
DAU	6	7	12	6	8	9	9	50%	0
DeCA	-	-	-	11	9	8	7	-	-0.125
JCS	-	-	40	34	27	5	5	-	0
DMEA	-	-	-	3	8	7	6	-	-0.1429
NRO	-	-	-	-	6	4	4	-	0
DTIC	-	-	1	3	3	4	4	-	0
IG	-	-	-	-	-	2	2	-	0
DoD HRA	3	-	-	1	2	1	1	-67%	0
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	7,839	7,961	↑ 102%	↑ 2%



Information Technology Workforce Historical Size (Quarterly) by Agency FY17Q1 – FY19Q1



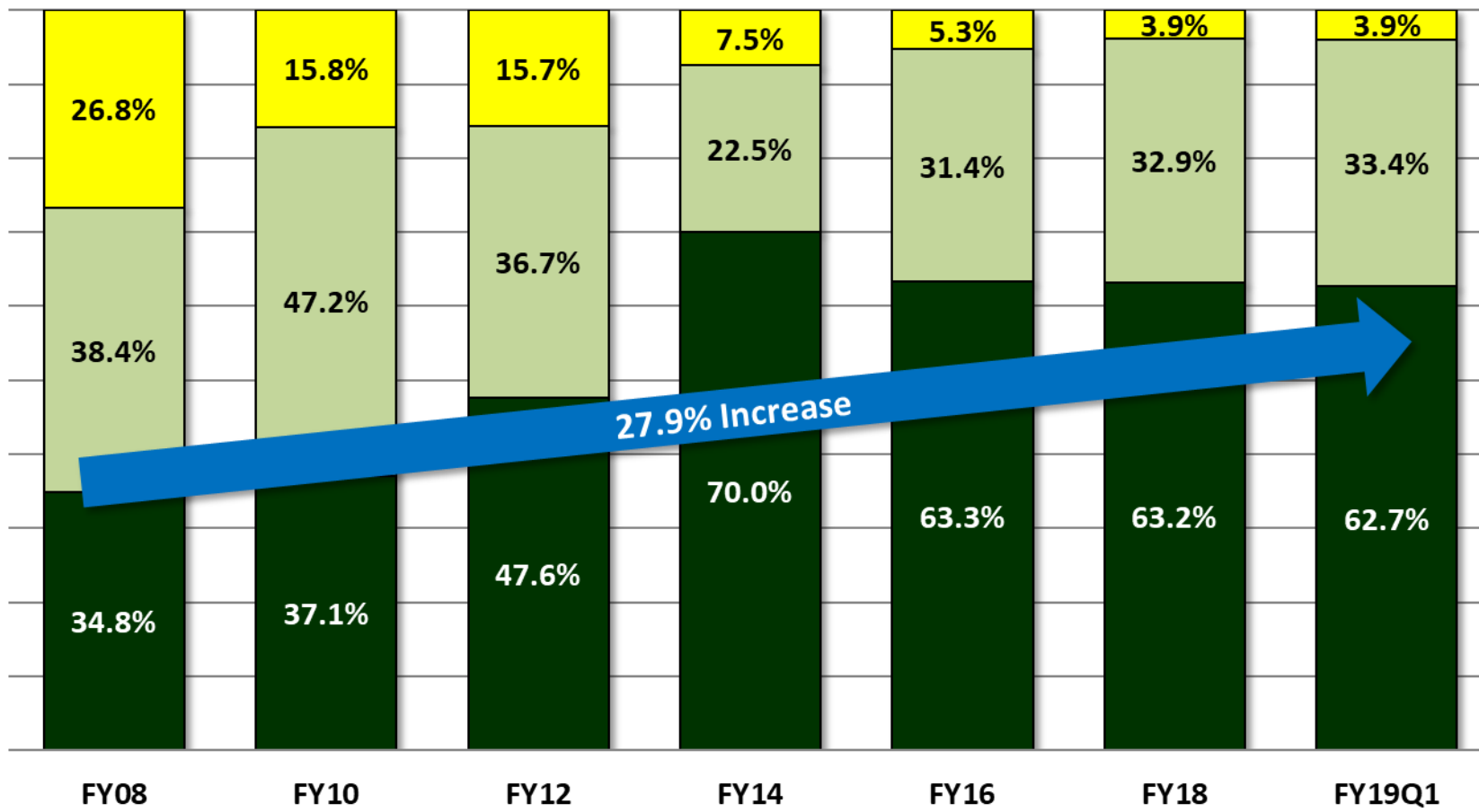
Information Technology Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
Navy	2,868	2,893	2,906	2,918	2,964	3,043	3,170	3,352	3,421	15%
MARINE CORPS	229	227	226	217	215	219	223	225	228	6%
ARMY	1,715	1,725	1,708	1,720	1,735	1,735	1,744	1,784	1,827	5%
AIR FORCE	1,230	1,262	1,242	1,262	1,334	1,369	1,400	1,392	1,412	6%
DLA	185	186	205	369	395	418	426	421	414	5%
DCMA	199	191	183	179	176	169	169	170	170	-3%
DISA	153	151	153	164	160	168	167	195	194	21%
DHA	160	155	152	146	150	146	147	144	143	-5%
MDA	56	56	60	60	62	62	65	72	71	15%
DTRA	51	51	51	51	52	53	47	42	41	-21%
DAU	11	12	10	10	9	10	9	9	9	0%
DeCA	10	10	11	10	9	9	9	8	7	-22%
JCS	29	28	28	7	7	6	6	5	5	-29%
DMEA	8	8	8	7	7	7	7	7	6	-14%
NRO	6	6	5	5	4	4	4	4	4	0%
DTIC	3	3	3	3	3	3	2	4	4	33%
IG	-	-	-	-	-	-	2	2	2	
DoD HRA	1	1	2	2	2	2	1	1	-	-100%
DSCA	1	1	1	1	1	1	1	1	1	0%
NDU	1	1	1	1	1	1	1	1	1	0%
DPAA	-	-	-	-	-	-	-	-	-	
TOTAL	6,916	6,967	6,955	7,132	7,286	7,425	7,600	7,839	7,960	↑ 9%



Information Technology Historical DAWIA Certification FY08 – FY19



Information Technology



■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%

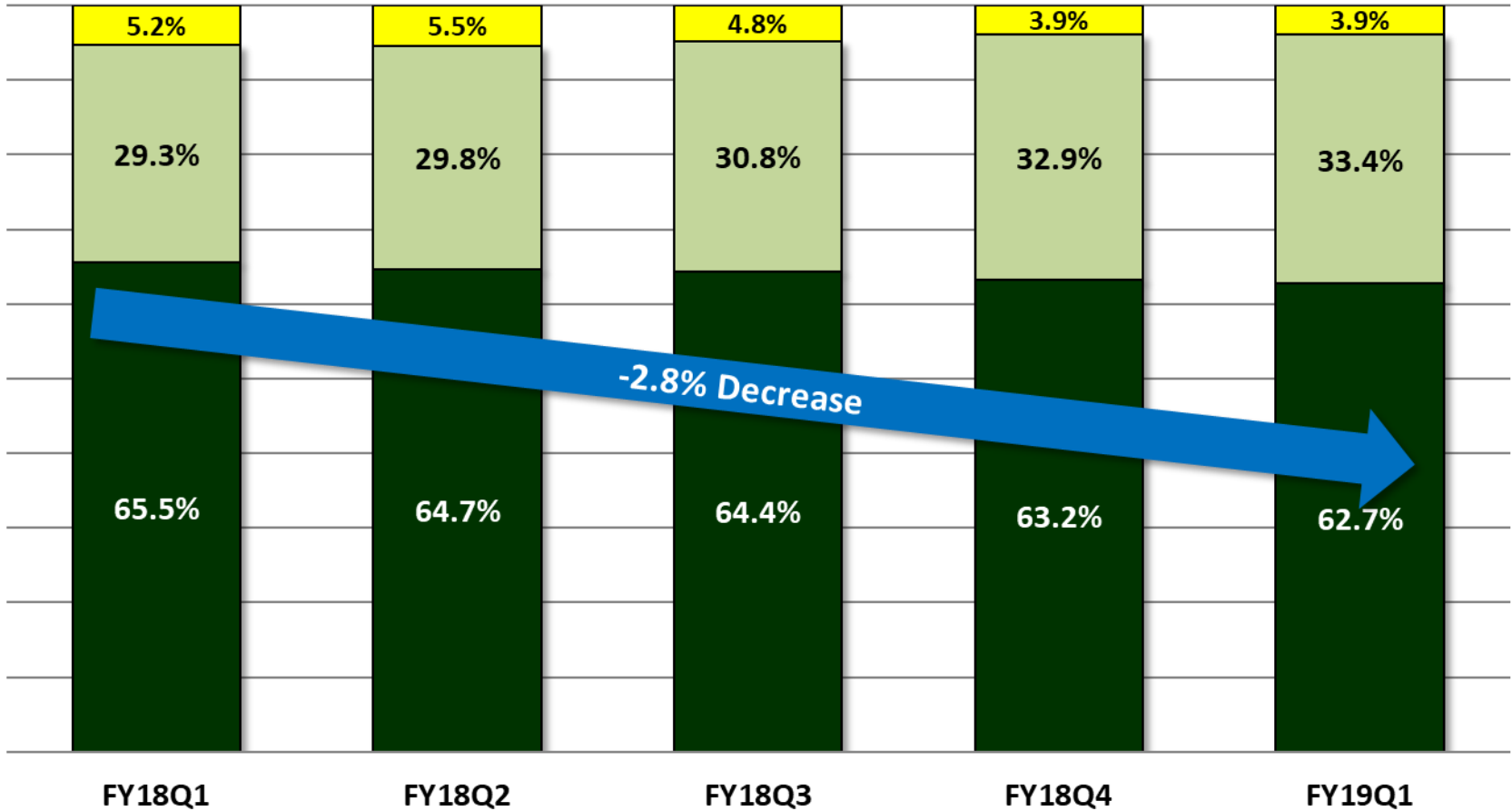
27.9% Increase



Information Technology Historical (Quarterly) DAWIA Certification FY18Q1 - FY19Q1



IT



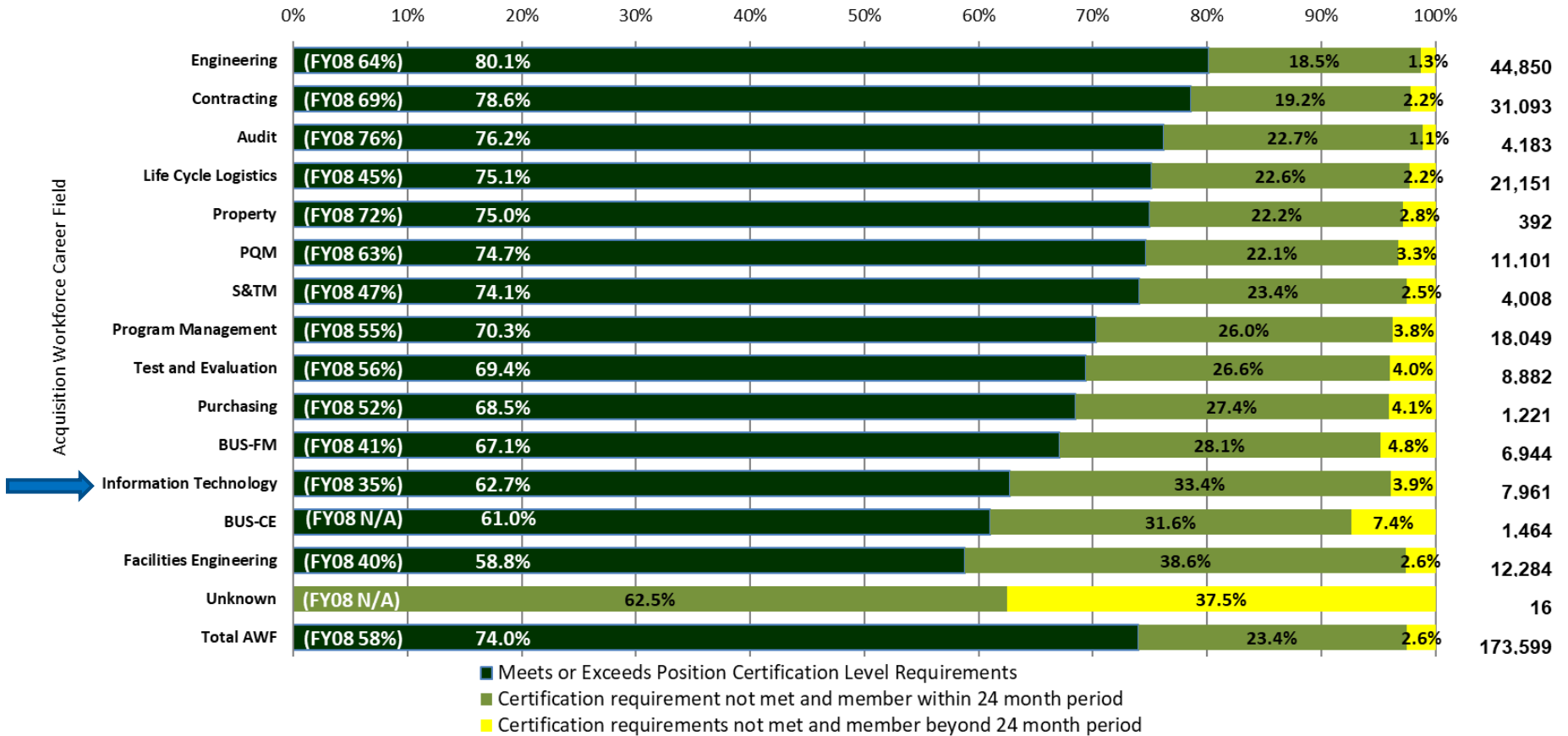
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



DAWIA Certification by Career Field



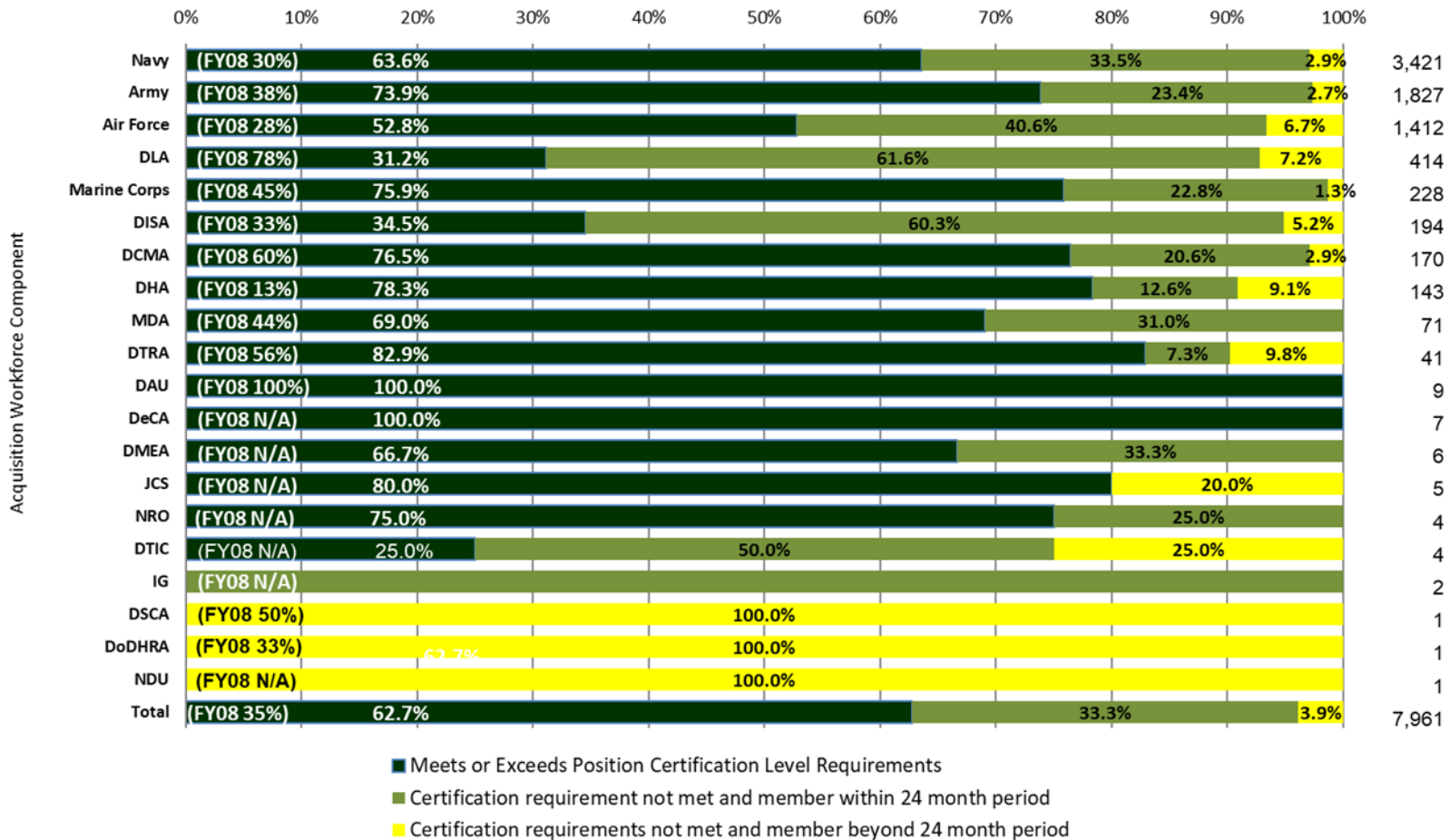
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





Information Technology DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Information Technology (FY19Q1)





Information Technology DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	655	1,064	138	38	1,895	65.4%
Level II	1,053	539	1,787	449	3,828	58.4%
Level III	406	161	149	1,517	2,233	67.9%
<i>Unspecified</i>	4	-	1	-	5	
FY19Q1 TOTAL	2,118	1,764	2,075	2,004	7,961	62.7%
	26.6%	22.2%	26.1%	25.2%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,462	74.0%	
Army	31,784	77.2%	
Navy	45,107	72.8%	
Marine Cor	2,022	67.8%	
Air Force	27,509	70.0%	
4th Estate	22,040	78.4%	
Information	4,993	62.7%	12 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,240	622	33	1,895	23.8%
Level II	2,236	1,410	182	3,828	48.1%
Level III	1,517	621	95	2,233	28.0%
<i>Unspecified</i>	-	2	3	5	0.1%
Total	4,993	2,655	313	7,961	
	62.7%	33.4%	3.9%		

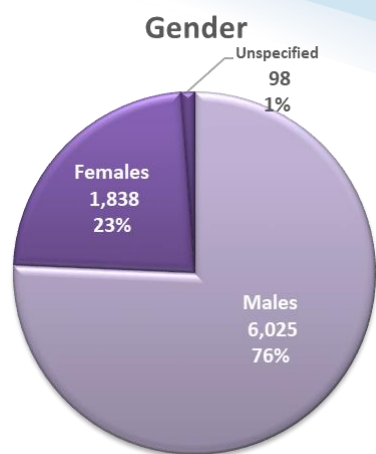
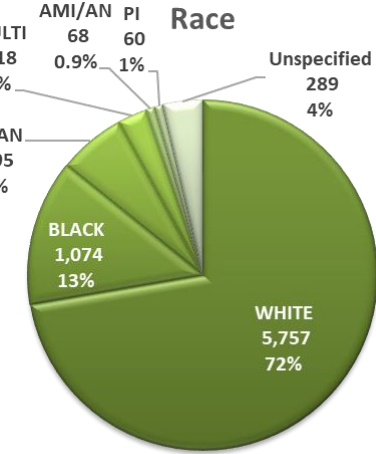
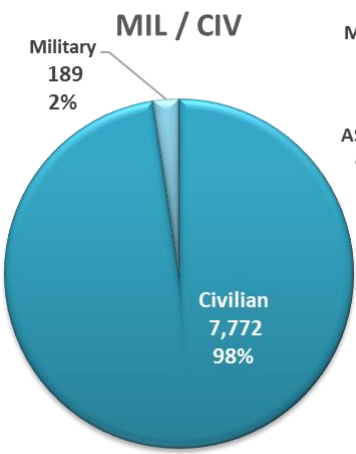
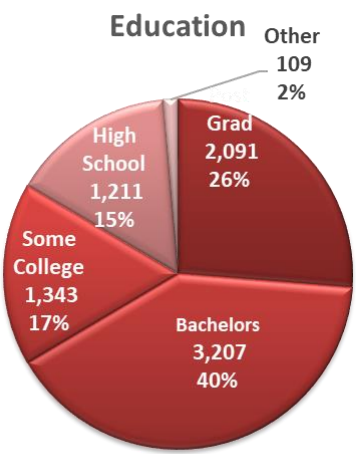
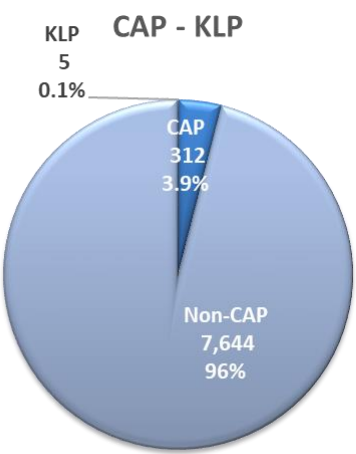
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Information Technology Demographics



Occupied Position Type	IT	Entire DAW
Key Leadership Positions (KLPs)	5	1,263
Critical Acquisition Positions (CAPs) *	312	16,612
Non-CAP Positions	7,644	155,724
Unknown	-	-
TOTAL	7,961	173,599

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

Highest Level of Education	IT	Entire DAW
Post Grad	2,091	69,463
Bachelors	3,207	76,804
Some College	1,343	12,063
High School	1,211	12,639
Other	109	2,630
TOTAL	7,961	173,599

Military / Civilian	IT	Entire DAW
Civilian	7,772	158,067
Military	189	15,532
TOTAL	7,961	173,599

Race	IT	Entire DAW
WHITE	5,757	126,779
BLACK	1,074	20,843
ASIAN	495	11,892
MULTI	218	4,832
AMI/AN	68	1,110
PI	60	879
Unspecified	289	7,264
TOTAL	7,961	173,599

Gender	IT	Entire DAW
Males	6,025	121,434
Females	1,838	50,076
Unspecified	98	2,089
TOTAL	7,961	173,599



Information Technology Size by Occupational Series



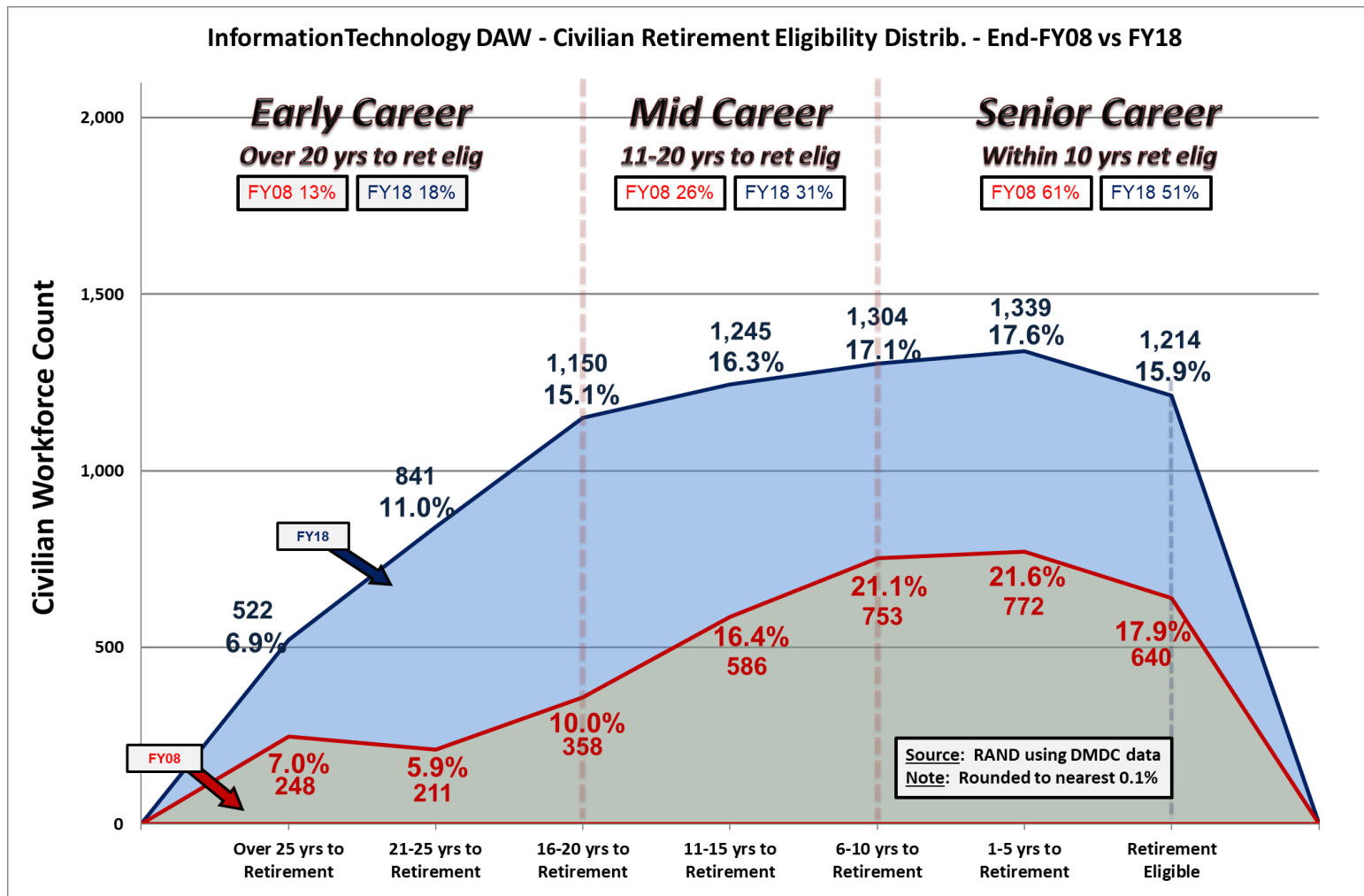
Civilian Occupational Series	IT	
2210 - Information Technology Management Specialist	6,744	86.8%
1550 - Computer Scientist	365	4.7%
0301 - Administration & Program Staff	215	2.8%
0391 - Telecommunications Specialist	137	1.76%
0343 - Management and Program Analyst	98	1.26%
0854 - Engineer, Computers	59	0.76%
0855 - Engineer, Electronics	27	0.35%
0856 - Engineering Technician, Electronics	24	0.31%
1101 - Business and Industry Specialist	24	0.31%
<i>Other</i>	79	1.02%
TOTAL CIVILIAN	7,772	Civilians



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



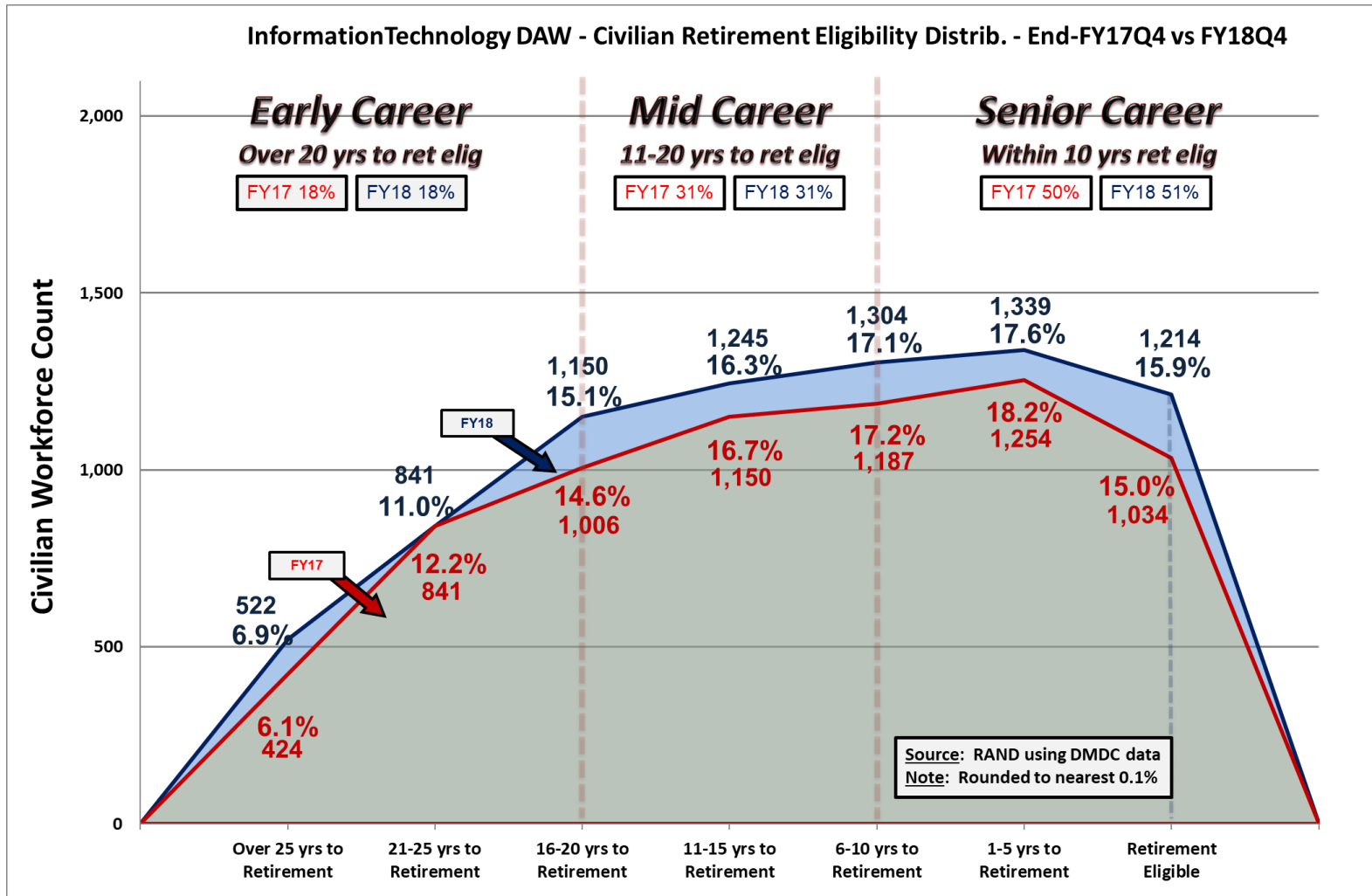
Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



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

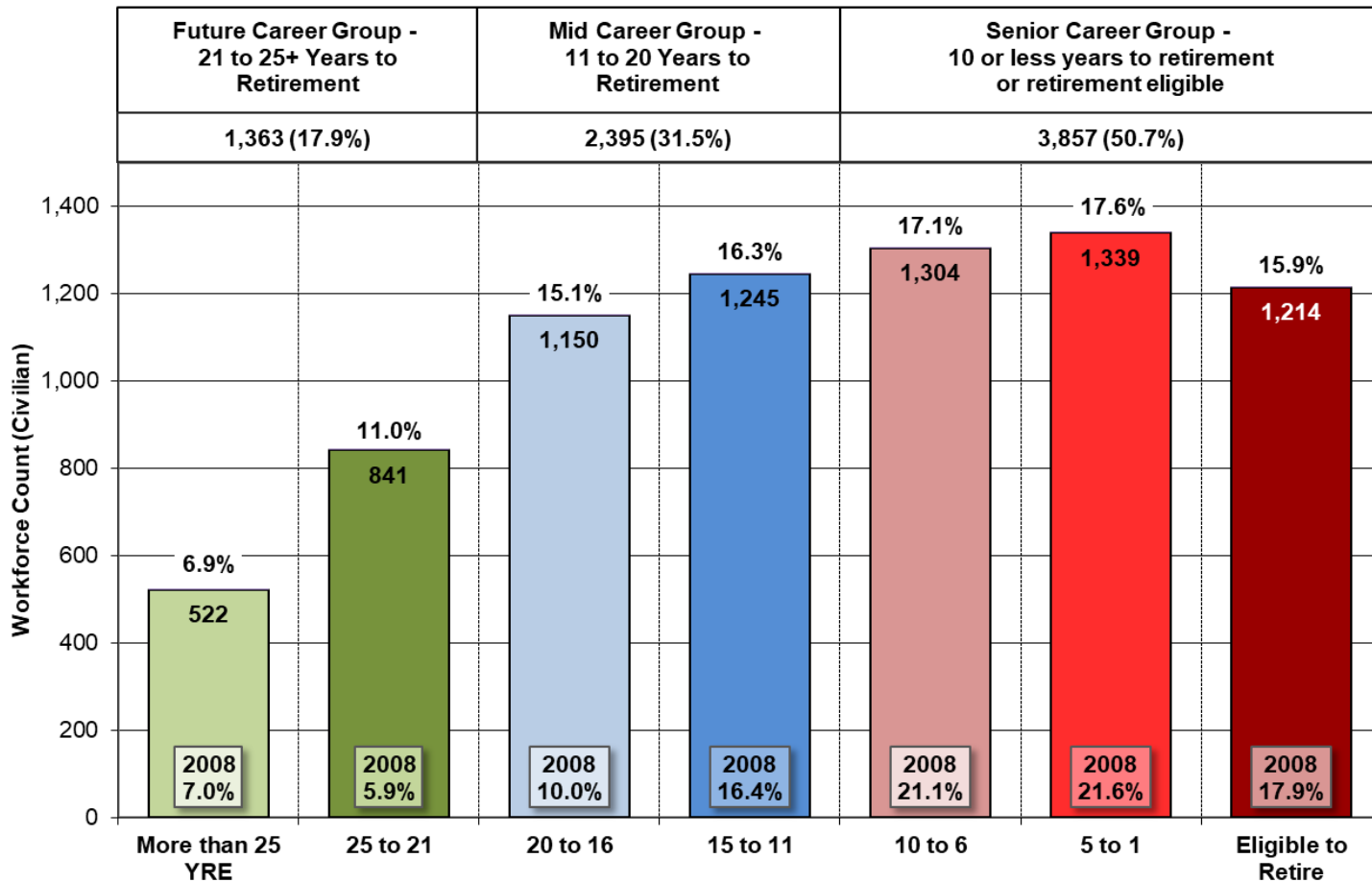


As of 30 Sept 2018



Workforce Lifecycle Model

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



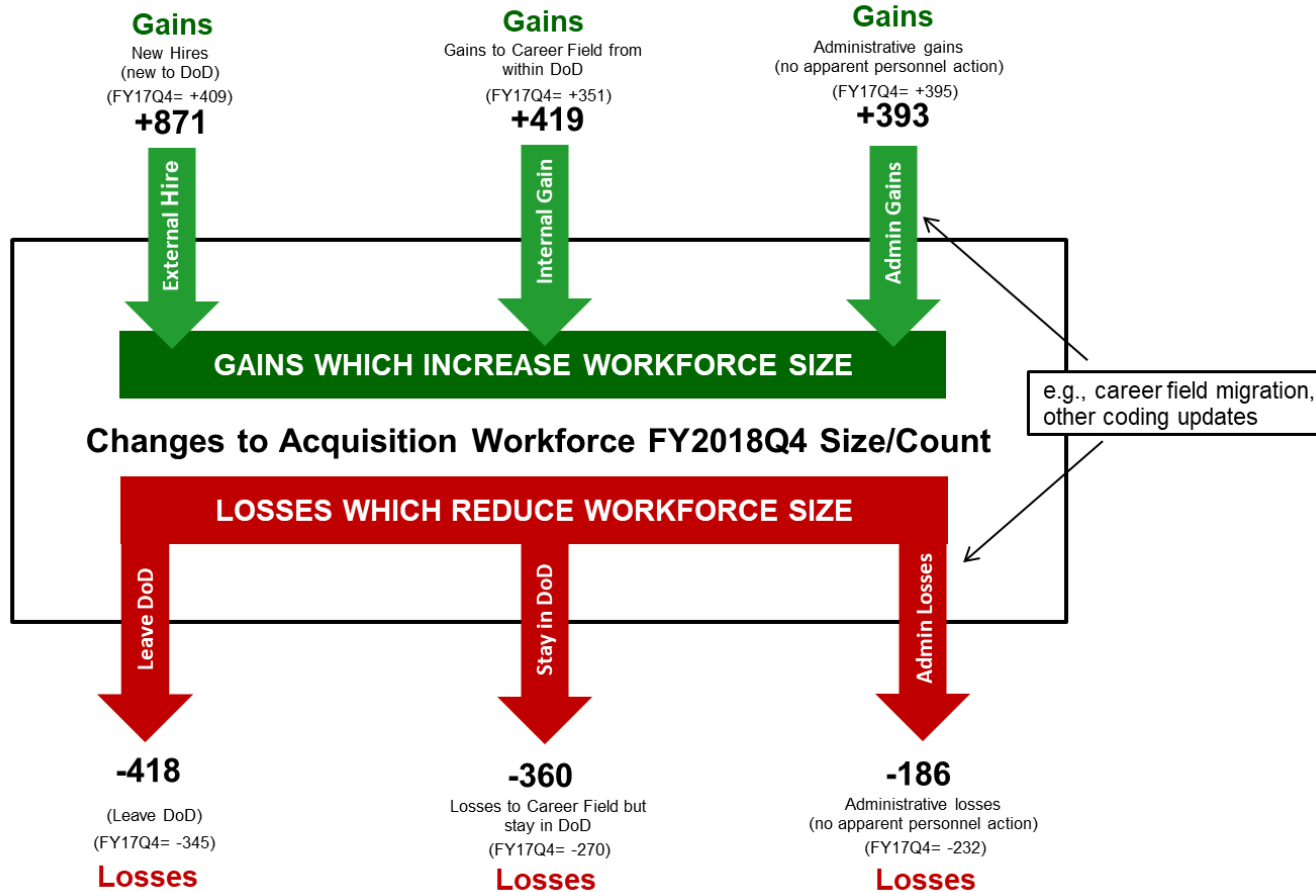
As of 30 Sept 2018



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



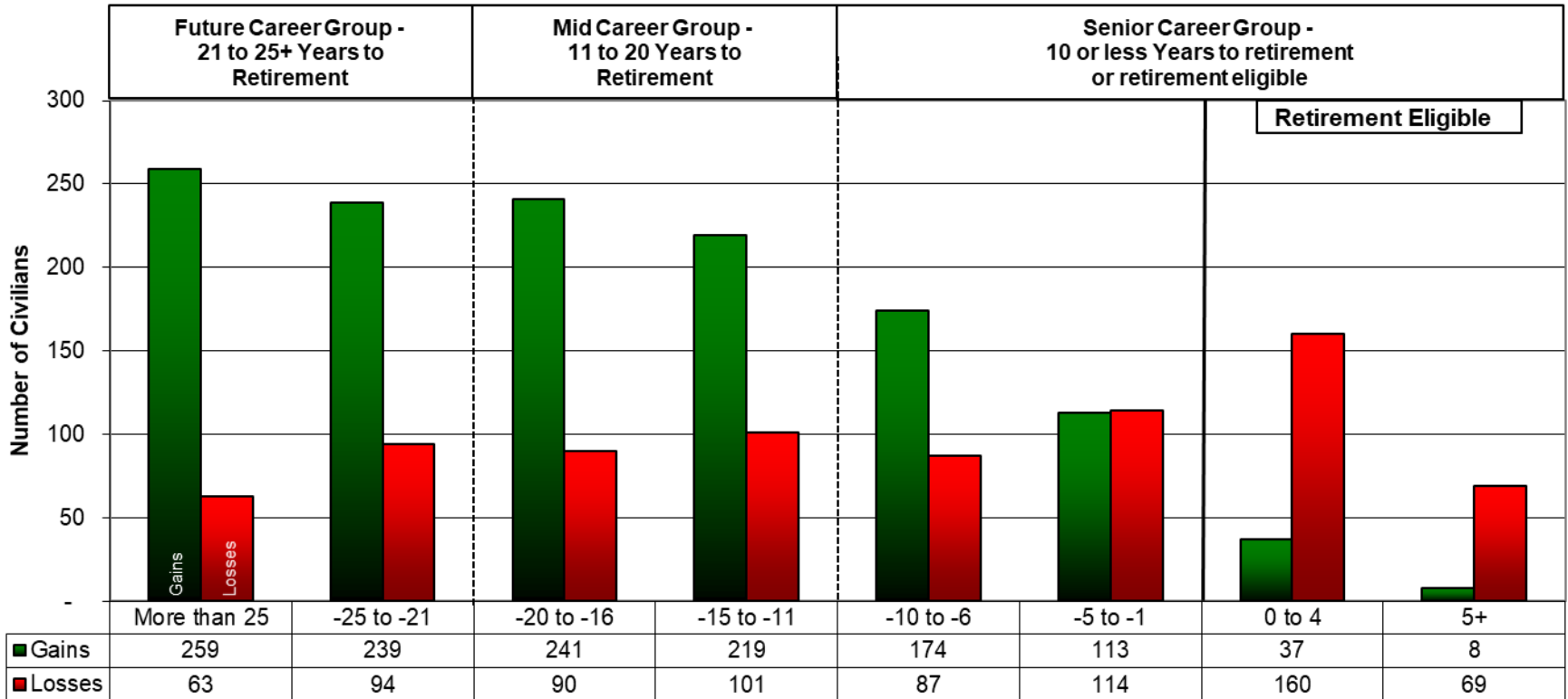


Information Technology Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

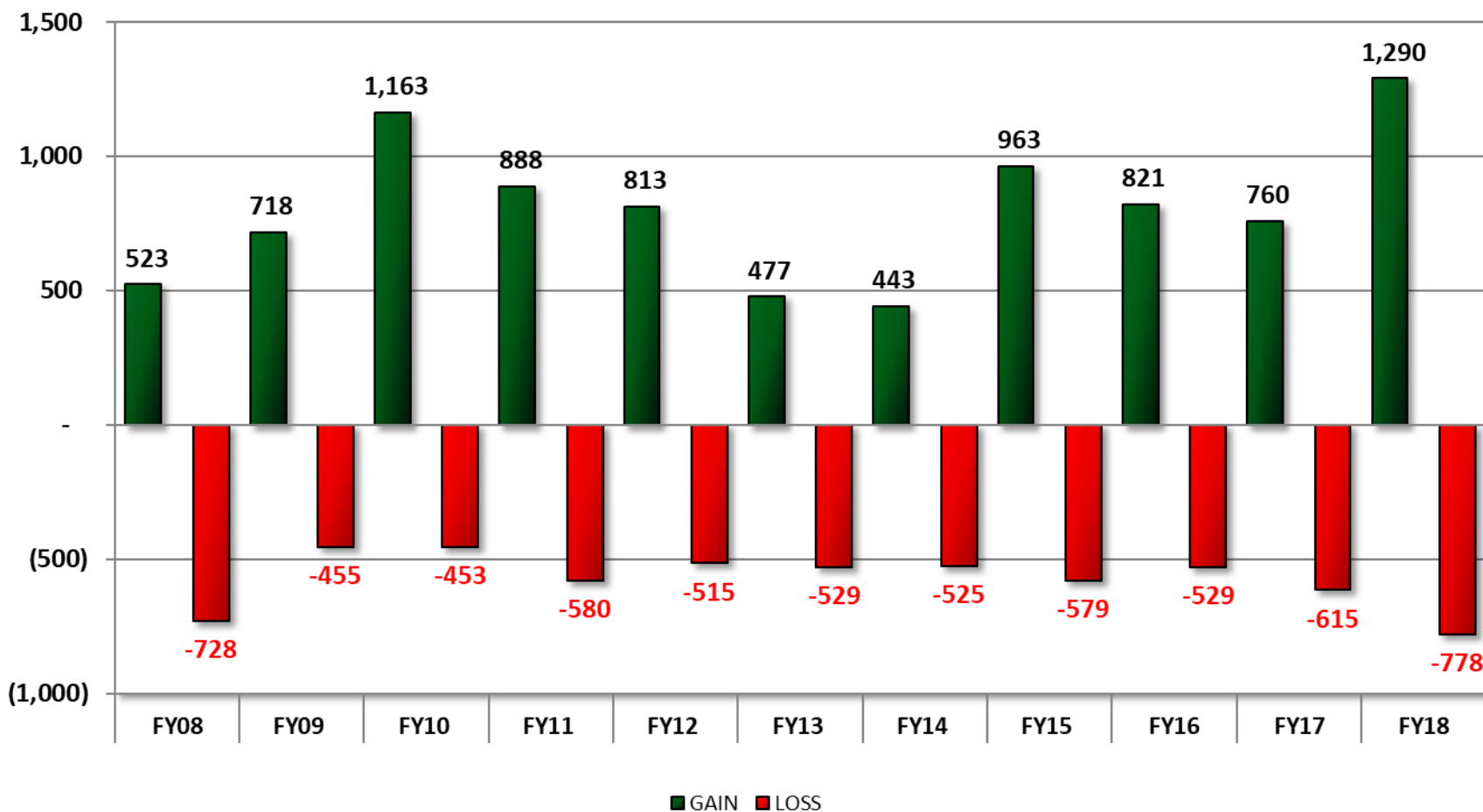


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



Information Technology Historical Gains and Losses FY08 – FY18



As of 30 Sept 2018

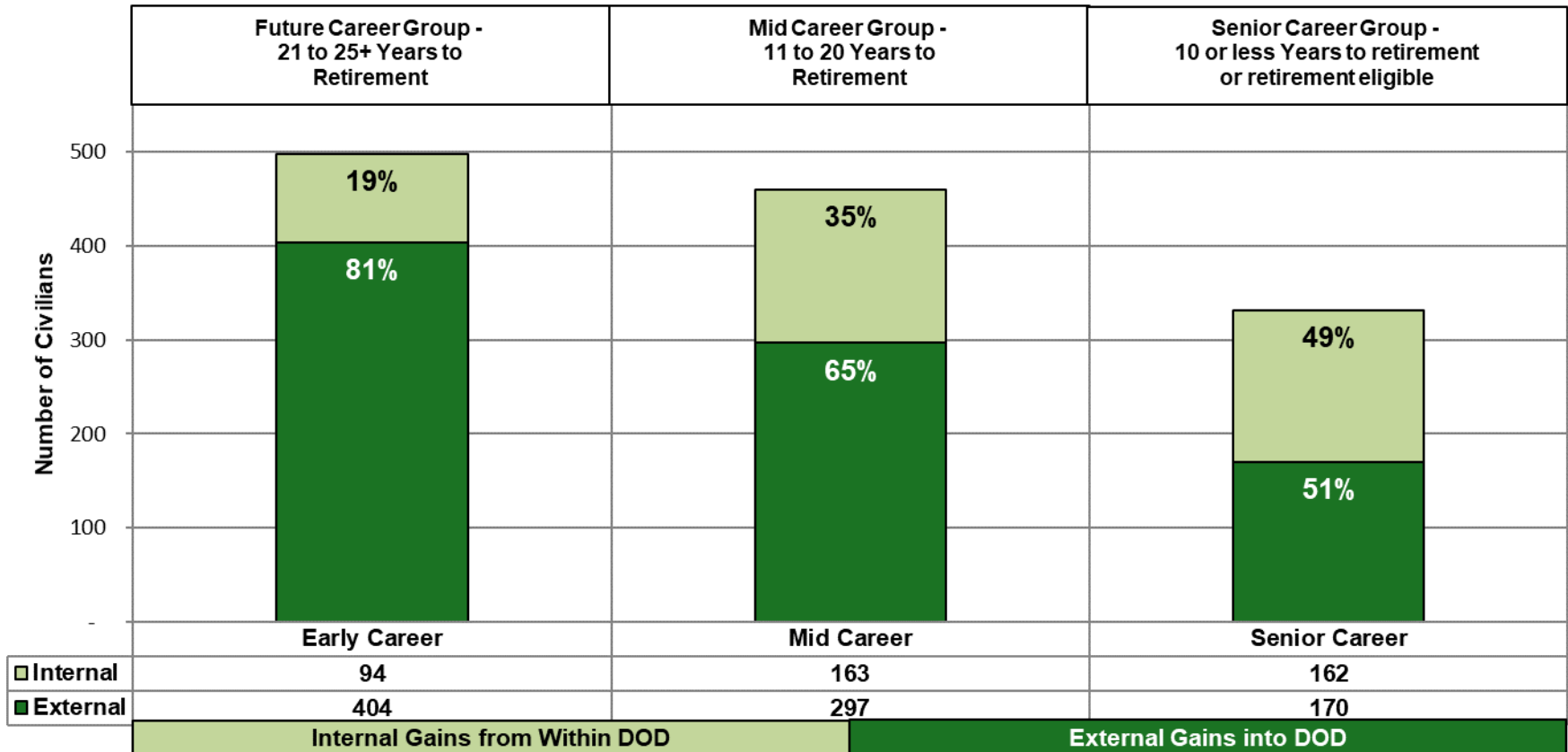


Information Technology Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

As of 30 Sept 2018

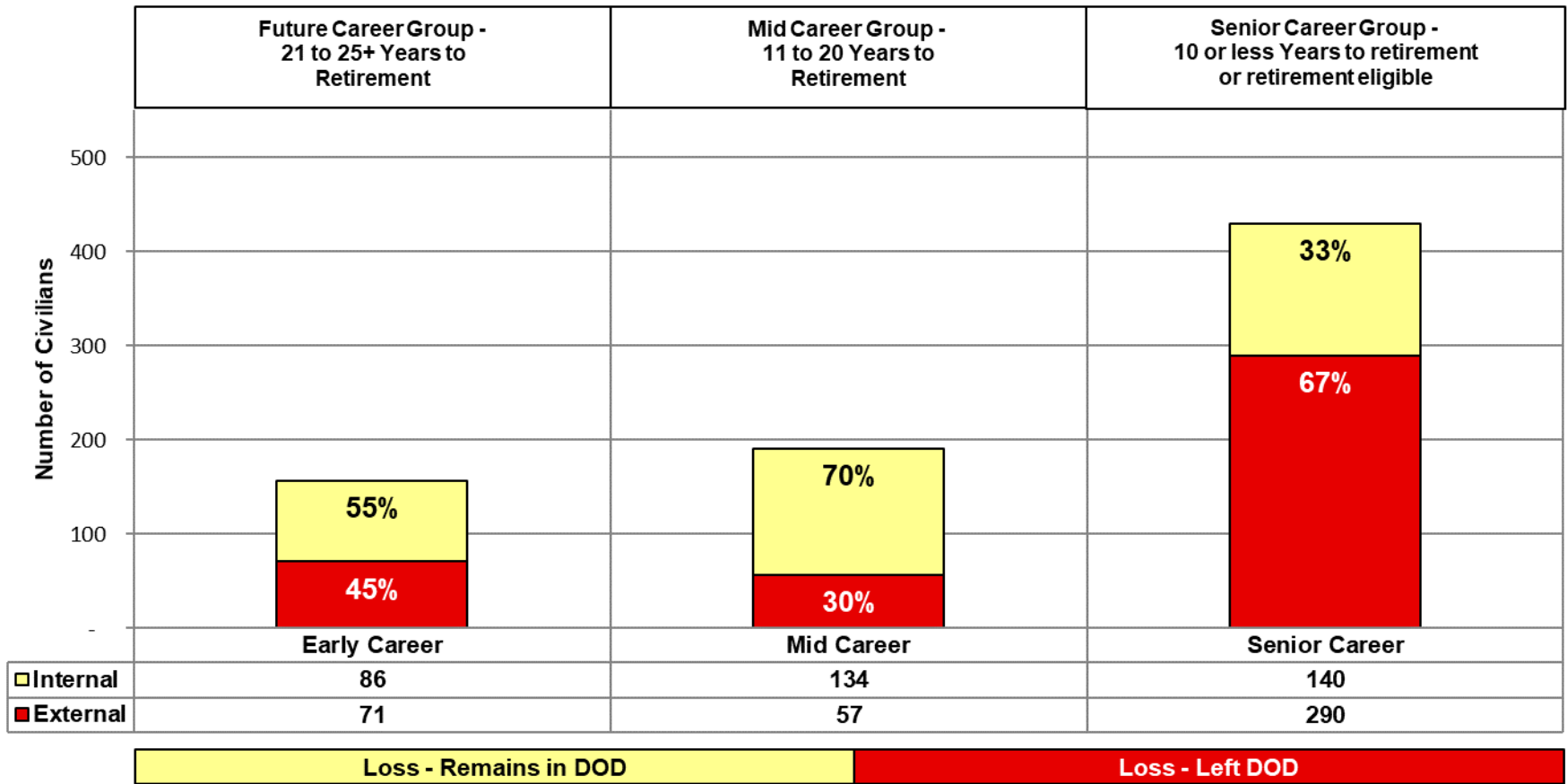


Information Technology Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Losses*

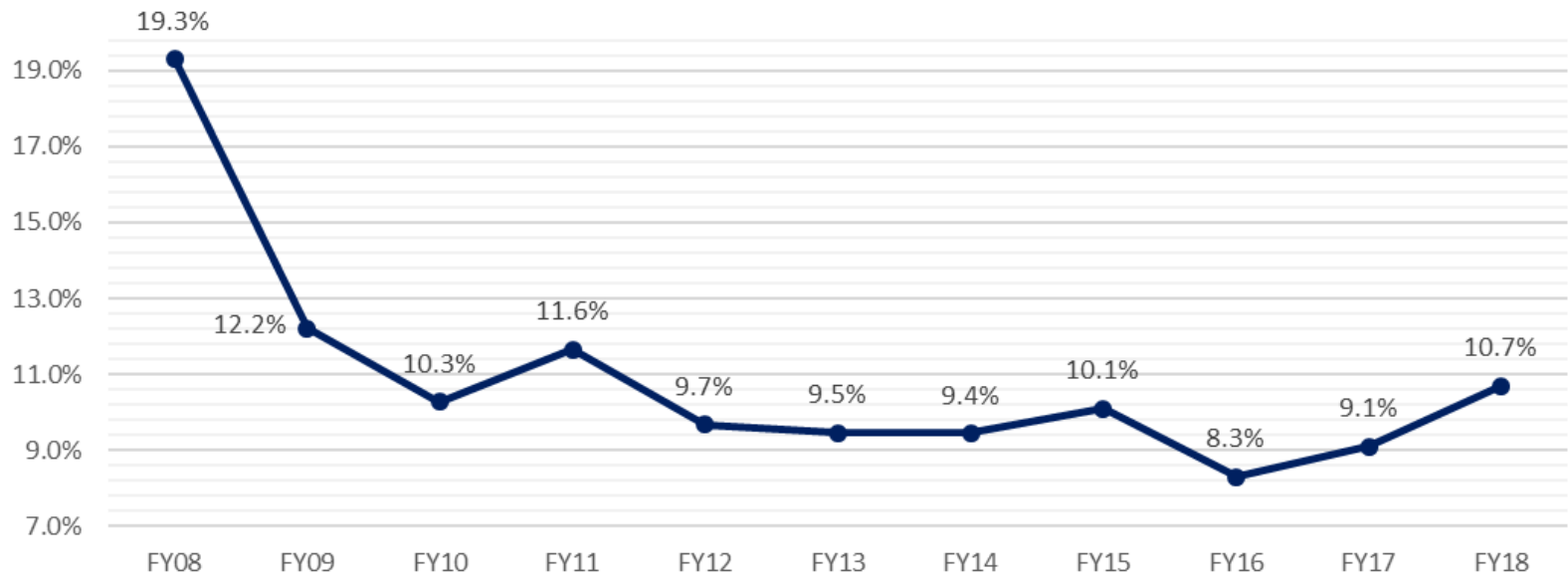


*Does not include administrative losses



Annual Attrition Rates

Information Technology Attrition

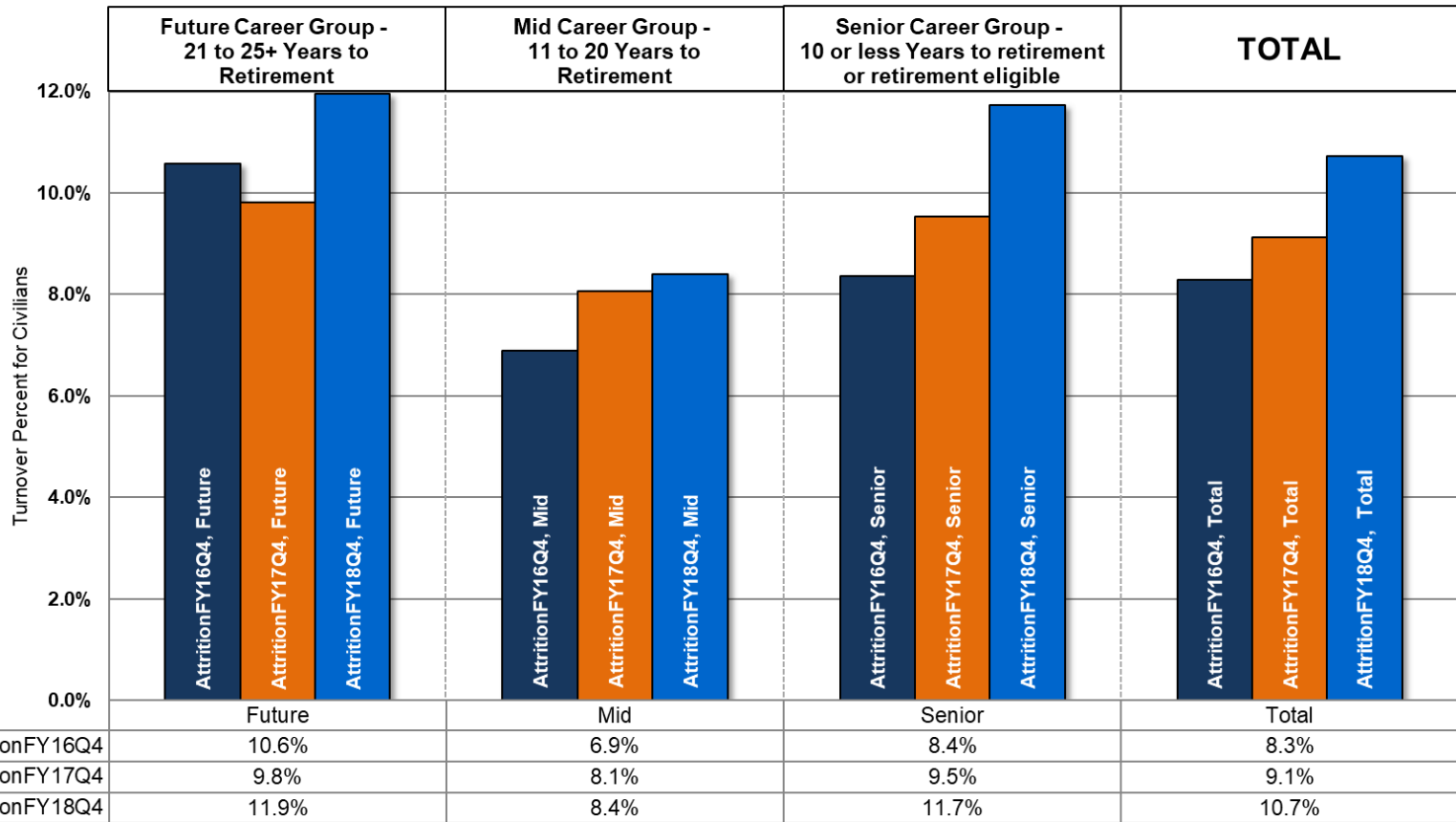




Information Technology Attrition Rates by Career Group



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



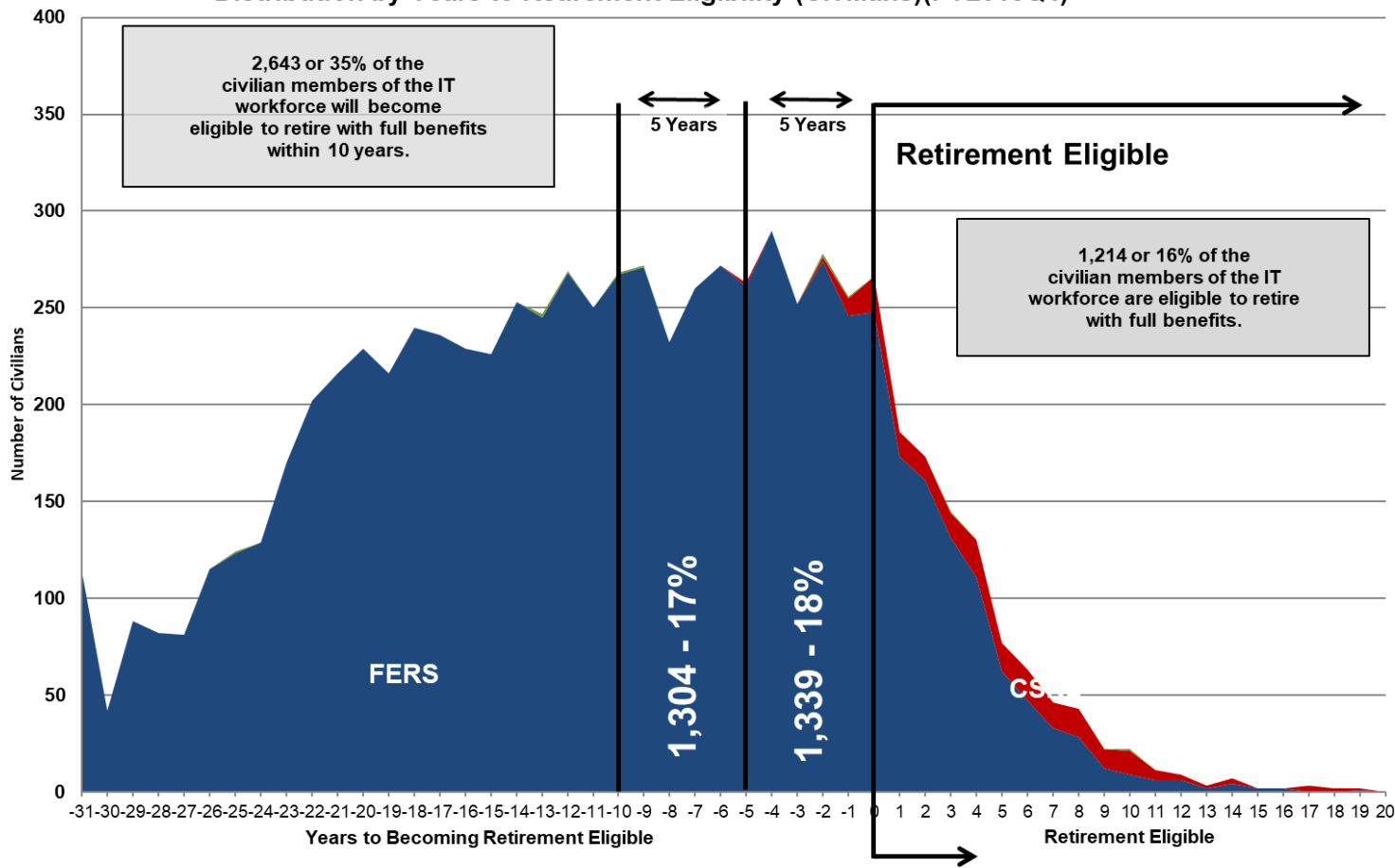


Information Technology Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

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



As of 30 Sept 2018



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