



# Defense Acquisition Workforce Key Information

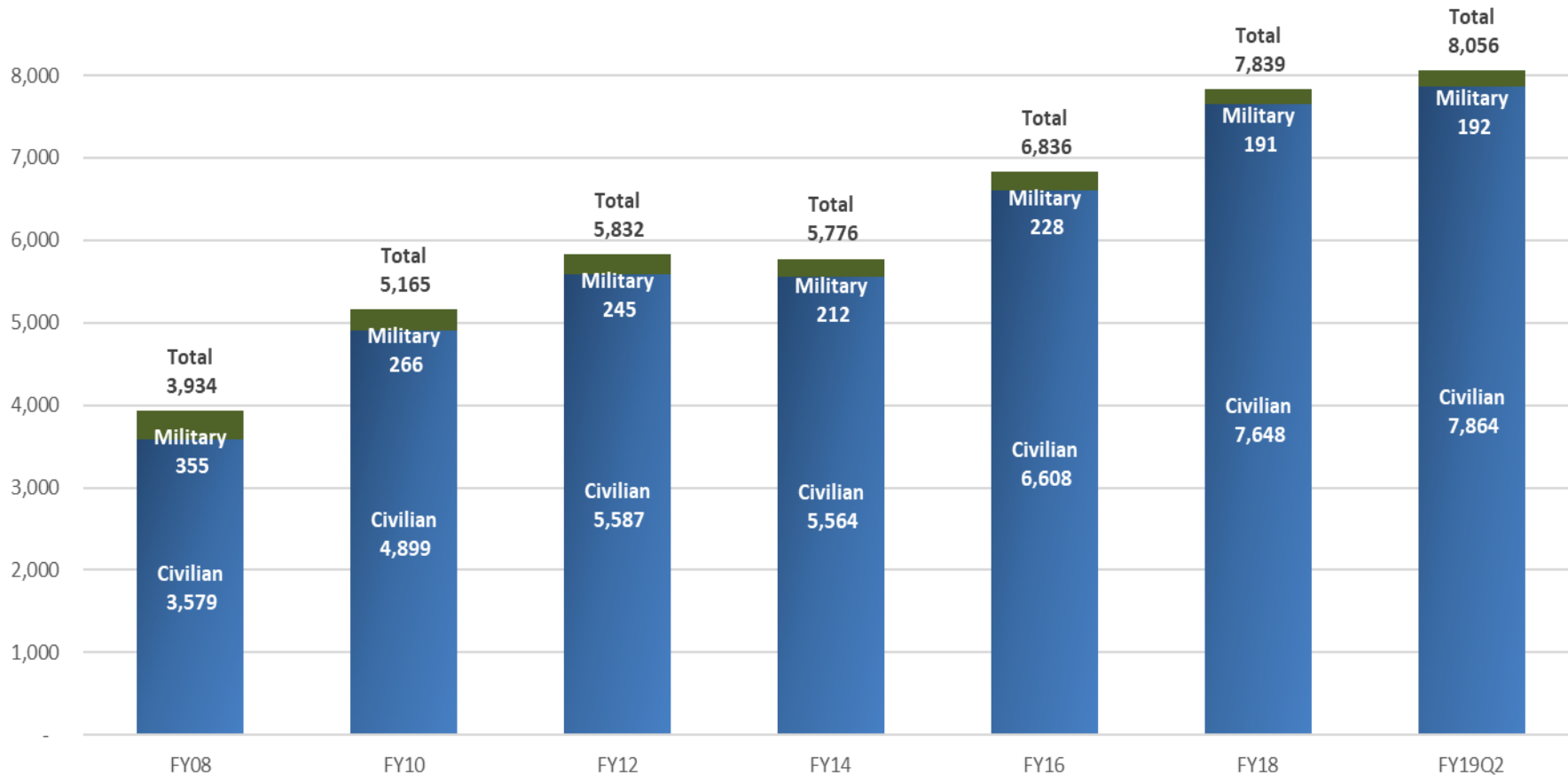
Information Technology  
As of FY19Q2 (31 March 2019)



# Total Historic Workforce

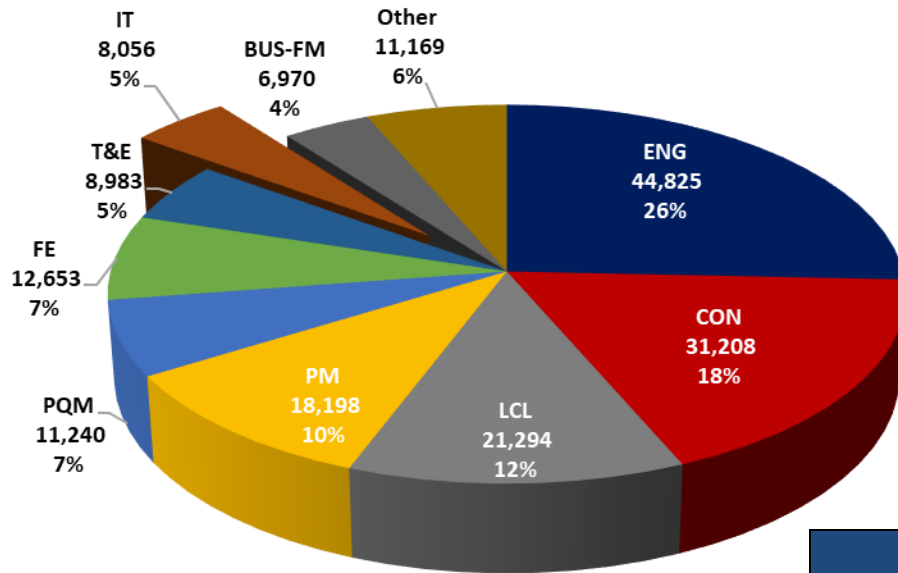


## Information Technology





# AWF by Component and Career Field



FY 2019 Q2	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,082	4,082	2.3%
Business - CE	254	555	35	517	92	1,453	0.8%
Business - FM	1,775	2,194	179	2,218	604	6,970	4.0%
Contracting	8,045	6,250	538	8,170	8,205	31,208	17.9%
Engineering	9,094	23,608	325	9,652	2,146	44,825	25.7%
Facilities Engineering	5,954	5,871	32	701	95	12,653	7.2%
Information Technology	1,860	3,477	226	1,422	1,071	8,056	4.6%
Life Cycle Logistics	6,941	6,451	705	3,762	3,435	21,294	12.2%
Production, Quality and Man	1,368	3,804	43	472	5,553	11,240	6.4%
Program Management	3,334	5,780	761	6,417	1,906	18,198	10.4%
Property	50	71	-	14	277	412	0.2%
Purchasing	273	373	37	47	474	1,204	0.7%
S&T Manager	489	518	4	2,854	135	4,000	2.3%
Test and Evaluation	1,930	3,292	142	3,265	354	8,983	5.1%
Unknown/Other	7	2	1	-	8	18	0.01%
<b>Totals</b>	<b>41,374</b>	<b>62,246</b>	<b>3,028</b>	<b>39,511</b>	<b>28,437</b>	<b>174,596</b>	
<b>Component %</b>	<b>23.7%</b>	<b>35.7%</b>	<b>1.7%</b>	<b>22.6%</b>	<b>16.3%</b>		



# Information Technology Workforce Historical Size by Agency FY08 – FY19



Information Technology Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2	% Change Since FY08	% Change Since FY18
Navy	800	1,423	1,720	1,971	2,806	3,352	3,477	335%	0
MARINE CORPS	103	211	207	214	238	225	226	119%	0.0044
ARMY	1,764	2,168	2,364	1,704	1,701	1,784	1,860	5%	0.0426
AIR FORCE	950	1,008	1,126	1,098	1,235	1,392	1,422	50%	0.0216
DLA	9	4	13	43	168	421	418	4544%	-0.0071
DCMA	111	158	156	197	197	170	169	52%	-0.0059
DISA	99	71	83	140	162	195	192	94%	-0.0154
DHA	15	8	12	244	162	144	146	873%	0.0139
MDA	27	39	42	53	51	72	73	170%	0.0139
DTRA	39	43	54	54	51	42	36	-8%	-0.1429
DAU	6	7	12	6	8	9	9	50%	0
DeCA	-	-	-	11	9	8	5		-0.375
JCS	-	-	40	34	27	5	5		0
DMEA	-	-	-	3	8	7	5		-0.2857
NRO	-	-	-	-	6	4	4		0
DTIC	-	-	1	3	3	4	4		0
IG	-	-	-	-	-	2	1		-0.5
DoD HRA	3	-	-	1	2	1	1	-67%	0
DSCA	2	2	-	-	1	1	1	-50%	0
NDU	-	-	-	-	1	1	2		1
DoDEA	-	-	1	-	-	-	-		
OSD	1	-	-	-	-	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
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>7,839</b>	<b>8,056</b>	<b>↑ 105%</b>	<b>↑ 3%</b>



# Information Technology Workforce Historical Size (Quarterly) by Agency



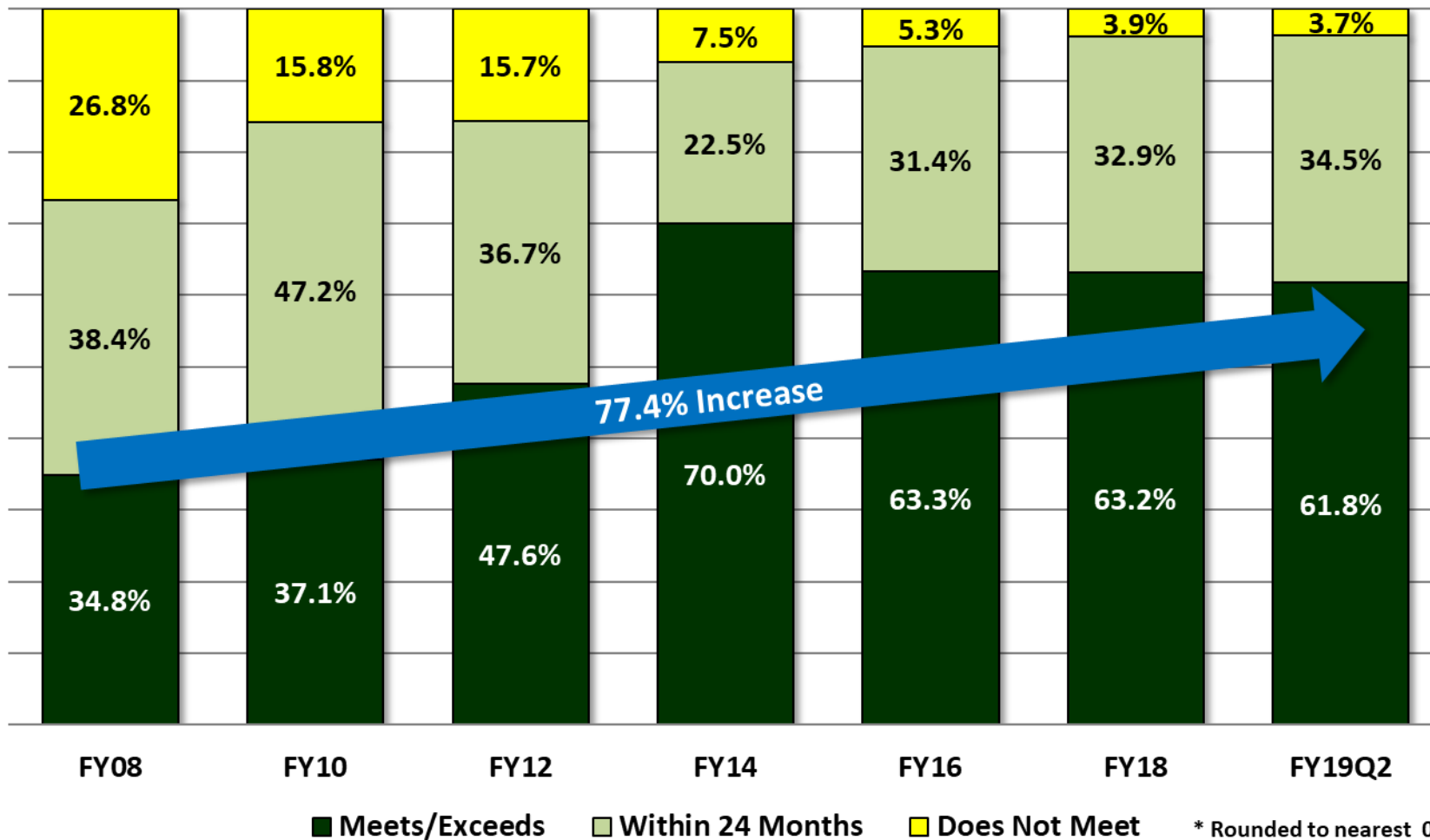
Information Technology Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
Navy	2,893	2,906	2,918	2,964	3,043	3,170	3,352	3,421	3,477	14%
MARINE CORPS	227	226	217	215	219	223	225	228	226	3%
ARMY	1,725	1,708	1,720	1,735	1,735	1,744	1,784	1,827	1,860	7%
AIR FORCE	1,262	1,242	1,262	1,334	1,369	1,400	1,392	1,412	1,422	4%
DLA	186	205	369	395	418	426	421	414	418	0%
DCMA	191	183	179	176	169	169	170	170	169	0%
DISA	151	153	164	160	168	167	195	194	192	14%
DHA	155	152	146	150	146	147	144	143	146	0%
MDA	56	60	60	62	62	65	72	71	73	18%
DTRA	51	51	51	52	53	47	42	41	36	-32%
DAU	12	10	10	9	10	9	9	9	9	-10%
DeCA	10	11	10	9	9	9	8	7	5	-44%
JCS	28	28	7	7	6	6	5	5	5	-17%
DMEA	8	8	7	7	7	7	7	6	5	-29%
NRO	6	5	5	4	4	4	4	4	4	0%
DTIC	3	3	3	3	3	2	4	4	4	33%
IG	-	-	-	-	-	2	2	2	1	
DoD HRA	1	2	2	2	2	1	1	1	1	-50%
DSCA	1	1	1	1	1	1	1	1	1	0%
NDU	1	1	1	1	1	1	1	1	2	100%
DPAA	-	-	-	-	-	-	-			
<b>TOTAL</b>	<b>6,967</b>	<b>6,955</b>	<b>7,132</b>	<b>7,286</b>	<b>7,425</b>	<b>7,600</b>	<b>7,839</b>	<b>7,961</b>	<b>8,056</b>	<b>↑ 8%</b>



# Information Technology Historical DAWIA Certification FY08 – FY19



## Information Technology

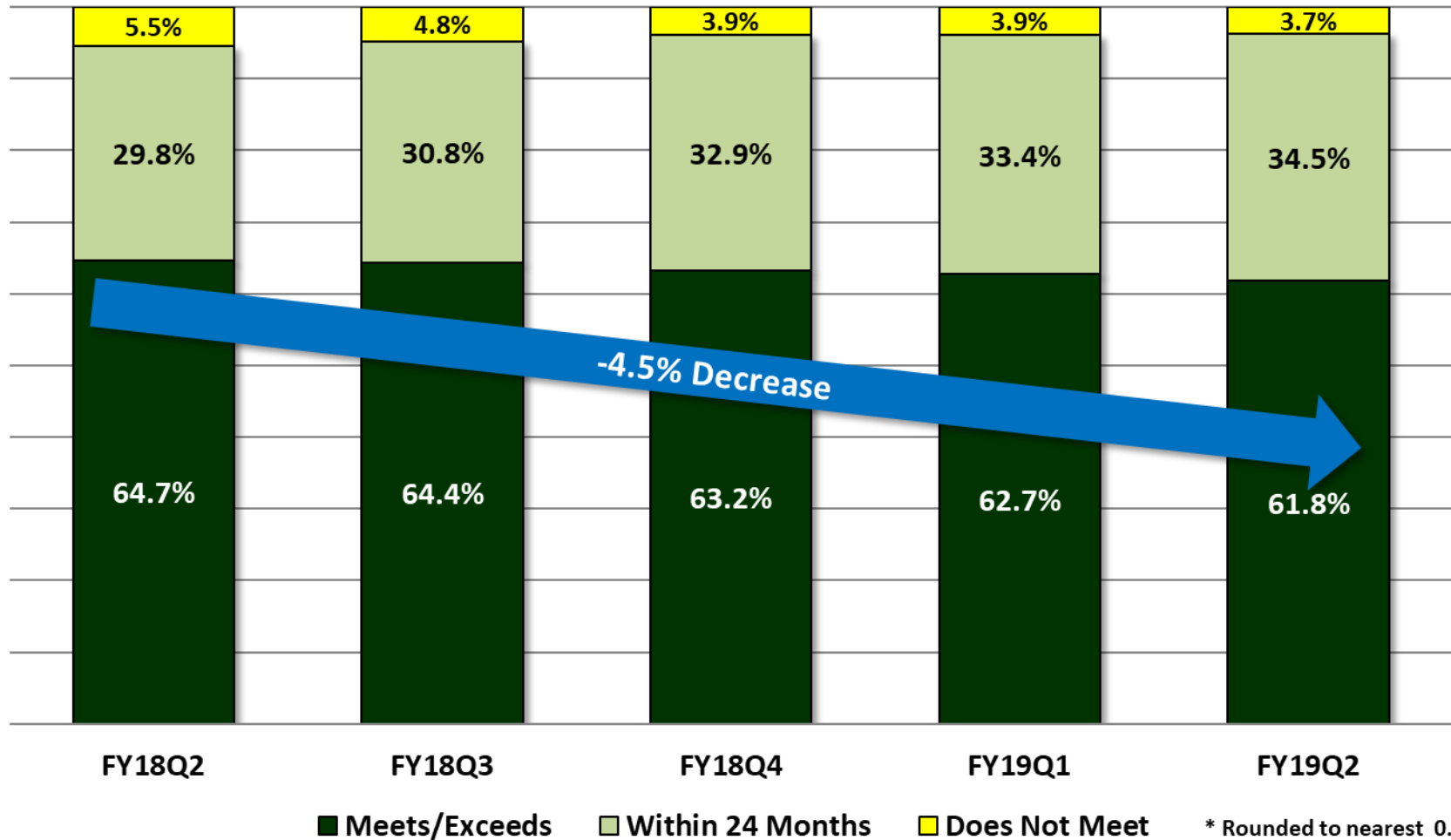




# Information Technology Historical (Quarterly) DAWIA Certification



## Information Technology

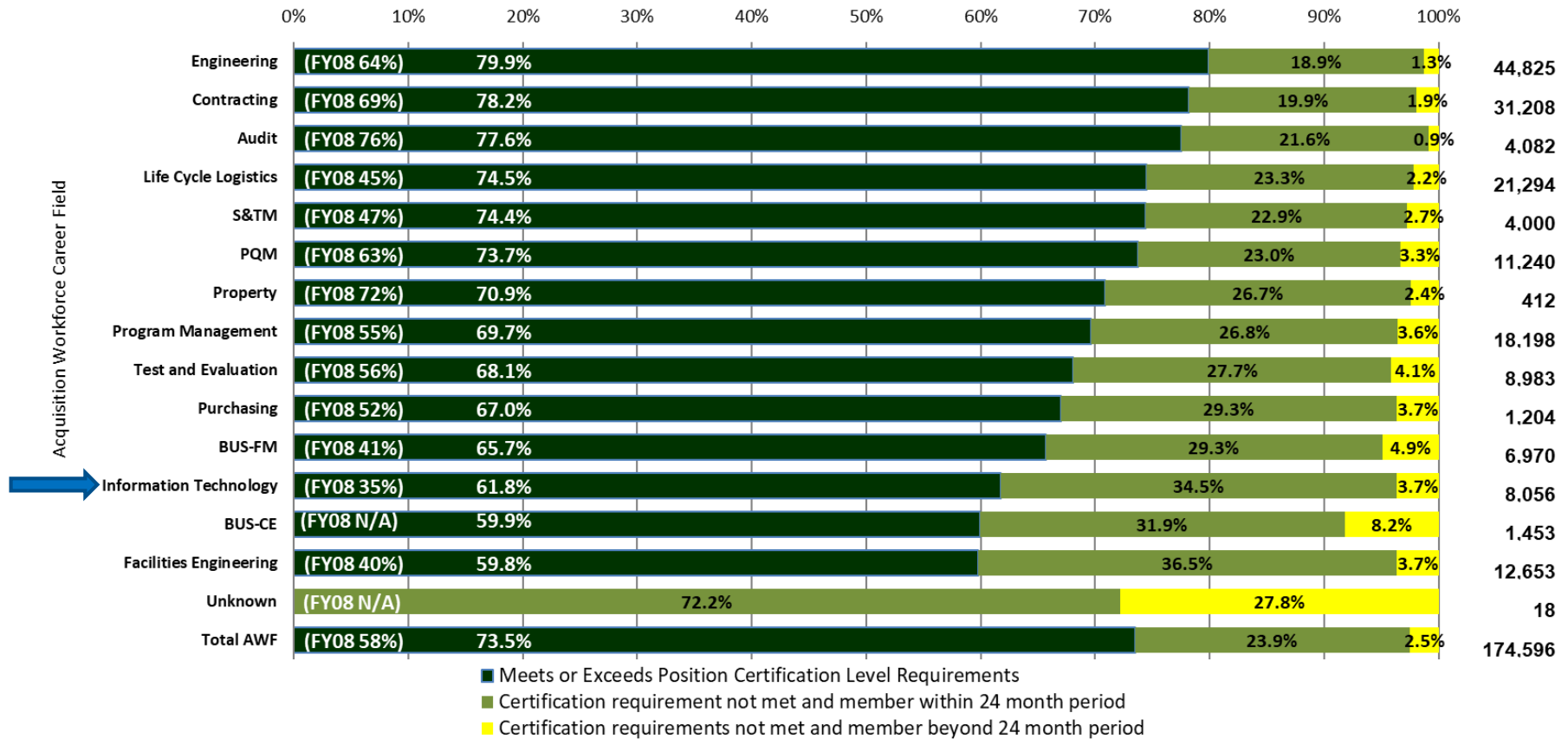




# DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)

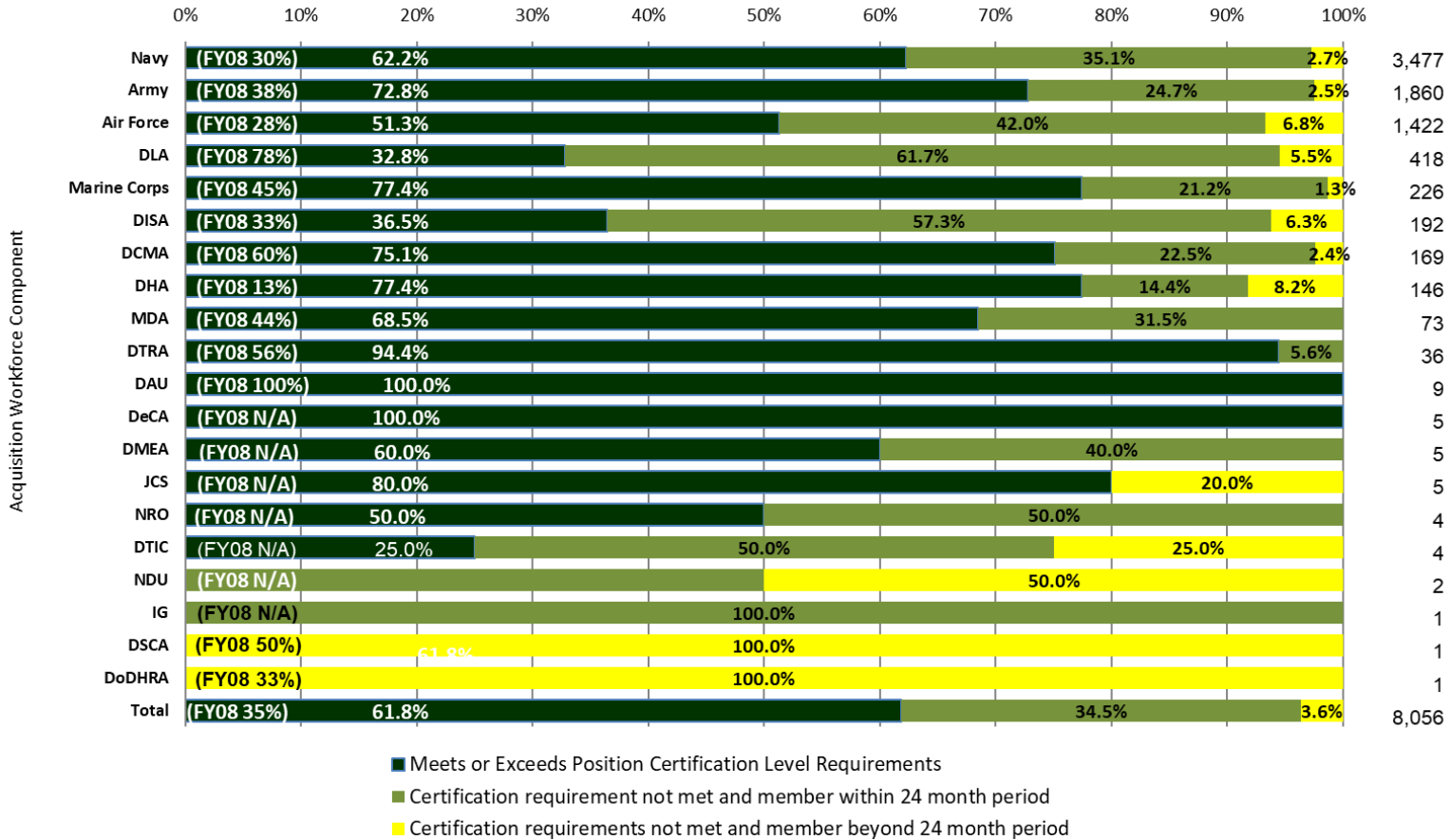






# Information Technology DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Information Technology (FY19Q2)





# Information Technology DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	693	1,072	141	35	1,941	64.3%
Level II	1,094	539	1,800	444	3,877	57.9%
Level III	422	160	170	1,484	2,236	66.4%
Unspecified	2	-	-	-	2	
<b>FY19Q2 TOTAL</b>	<b>2,211</b>	<b>1,771</b>	<b>2,111</b>	<b>1,963</b>	<b>8,056</b>	<b>61.8%</b>
	27.4%	22.0%	26.2%	24.4%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,380	73.5%	
Army	31,862	77.0%	
Navy	45,086	72.4%	
Marine Cor	2,047	67.6%	
Air Force	27,352	69.2%	
4th Estate	22,033	77.5%	
Information	4,976	61.8%	12 of 14

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,248	661	32	1,941	24.1%
Level II	2,244	1,452	181	3,877	48.1%
Level III	1,484	669	83	2,236	27.8%
Unspecified	-	1	1	2	0.0%
<b>Total</b>	<b>4,976</b>	<b>2,783</b>	<b>297</b>	<b>8,056</b>	
	61.8%	34.5%	3.7%		

= Compliance

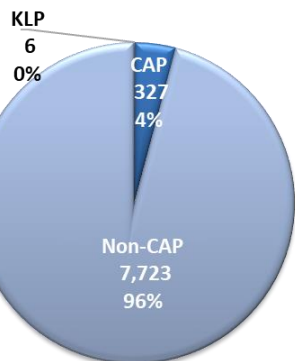
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

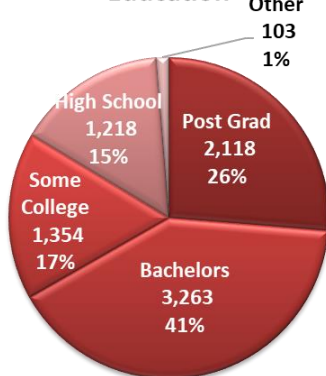


# Information Technology Demographics

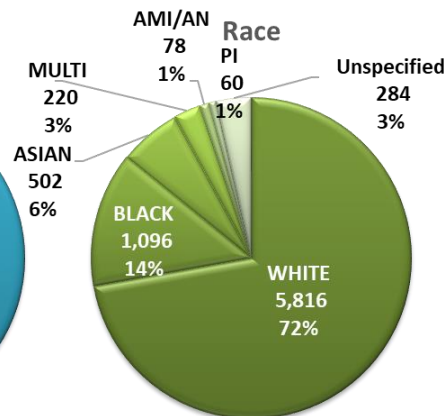
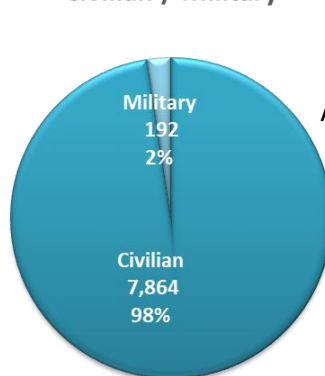
KLP - CAP - Non-CAP



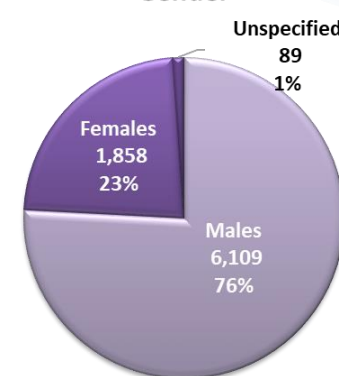
Education



Civilian / Military



Gender



Occupied Position Type	IT TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	6	0.1%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	327	4.1%	16,708	9.6%
Non-CAP Positions	7,723	95.9%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
<b>TOTAL</b>	<b>8,056</b>		<b>174,596</b>	

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

Race	IT TOTAL		Entire DAW	
WHITE	5,816	72.2%	127,583	73.1%
BLACK	1,096	13.6%	21,036	12.0%
ASIAN	502	6.2%	11,990	6.9%
MULTI	220	2.7%	4,829	2.8%
AMI/AN	78	1.0%	1,133	0.6%
PI	60	0.7%	903	0.5%
Unspecified	284	3.5%	7,122	4.1%
<b>TOTAL</b>	<b>8,056</b>		<b>174,596</b>	

Highest Level of Education	IT TOTAL		Entire AWF	
Post Grad	2,118	26.3%	70,018	40.1%
Bachelors	3,263	40.5%	77,243	44.2%
Some College	1,354	16.8%	12,151	7.0%
High School	1,218	15.1%	12,718	7.3%
Other	103	1.3%	2,466	1.4%
<b>TOTAL</b>	<b>8,056</b>		<b>174,596</b>	

Gender	IT TOTAL		Entire DAW	
Males	6,109	75.8%	122,206	70.0%
Females	1,858	23.1%	50,436	28.9%
Unspecified	89	1.1%	1,954	1.1%
<b>TOTAL</b>	<b>8,056</b>		<b>174,596</b>	

Type	IT TOTAL		Entire AWF	
Civilian	7,864	97.6%	158,922	91.0%
Military	192	2.4%	15,674	9.0%
<b>TOTAL</b>	<b>8,056</b>		<b>174,596</b>	



# Information Technology Size by Occupational Series

Civilian Occupational Series	IT TOTAL	
2210 - Information Technology Management Specialist	6,868	87.3%
1550 - Computer Scientist	348	4.4%
0301 - Administration & Program Staff	211	2.7%
0391 - Telecommunications Specialist	139	1.8%
0343 - Management and Program Analyst	102	1.3%
0854 - Engineer, Computers	59	0.8%
1515 - Operations Research Analyst	24	0.3%
0855 - Engineer, Electronics	22	0.3%
0856 - Engineering Technician, Electronics	22	0.3%
Other	48	0.6%
<b>TOTAL CIVILIAN</b>	<b>7,864</b>	<b>Civilians</b>



**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY19Q1**



# Fact Sheet

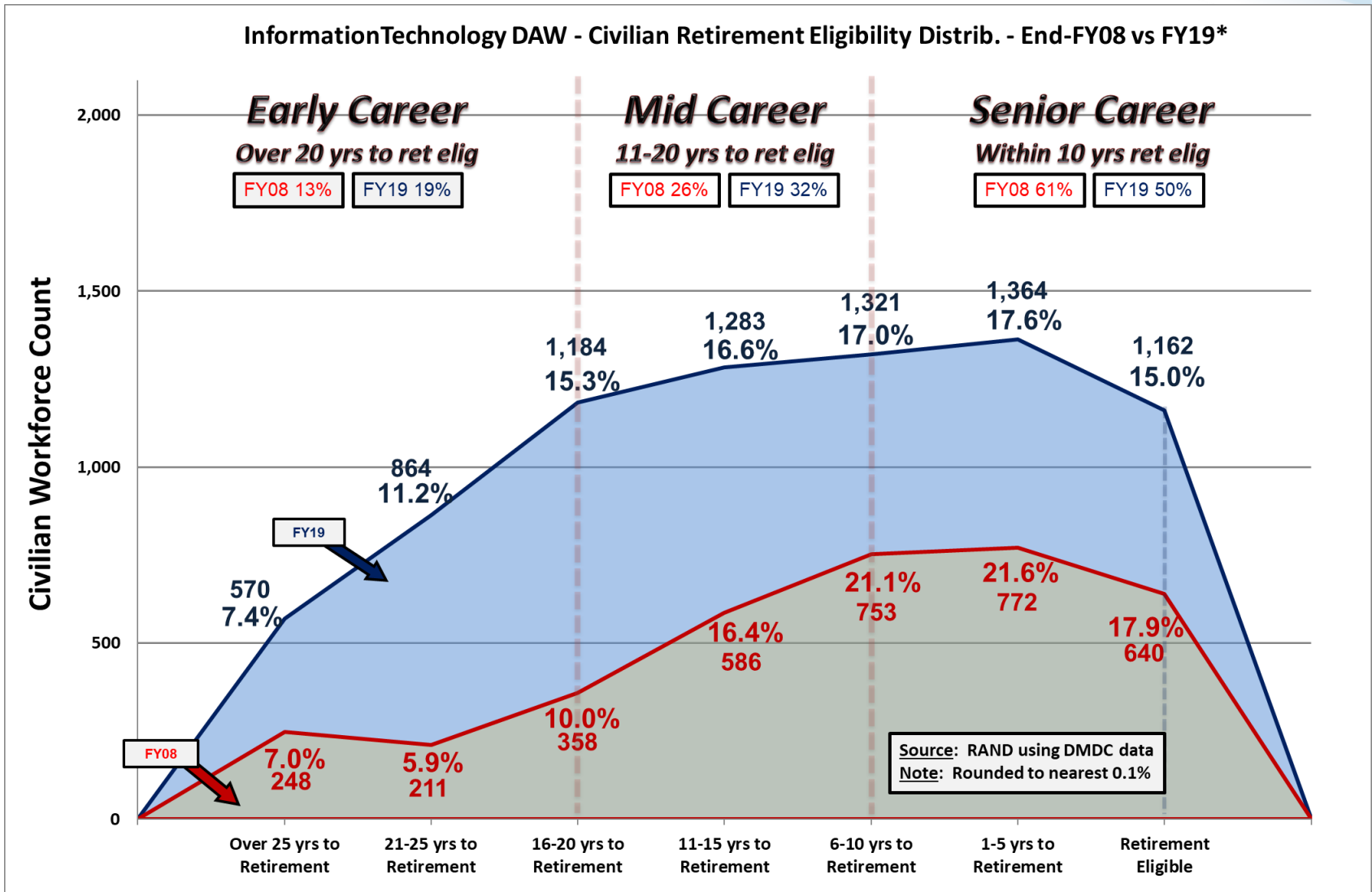


Human Capital Fact Sheet								
Defense Acquisition Workforce Information Technology	FY 2008				FY2019Q1			
	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce	IT Civilian (Civ)	IT Military (Mil)	Total IT (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	3,579	355	3,934	125,879	7,772	189	7,961	173,599
Change in size from 2008	-		-	-	117%	-47%	102%	38%
Civilian/Military Composition	91%	9%	-	88% / 12%	98%	2%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	55%	220%	58%	77%	66%	76%	67%	84%
Graduate Degree	18%	43%	20%	29%	26%	34%	26%	40%
<b>Certification</b>								
Level I or Higher Achieved	58%	28%	55%	72%	74%	32%	73%	83%
Level II or Higher Achieved	40%	9%	37%	61%	52%	7%	51%	70%
Level III Achieved	20%	4%	19%	36%	26%	2%	25%	40%
Position Certification Requirement Met or Exceeded	37%	10%	35%	58%	64%	18%	63%	74%
Within 24 Months of Certification Requirement	35%	74%	38%	27%	33%	66%	33%	23%
Does Not Meet Certification Requirement	28%	16%	27%	14%	4%	16%	4%	3%
<b>Planning Considerations</b>								
Average Age	49	37	48	46	47	33	47	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/61(%)		-	20/23/57 (%)(Civ)	19/32/50(%)		-	26/27/47(%)
Average Years of Service	18	14	18	17	13	12	13	15
Retirement Eligible*	640(18%)	-	-	19,051(17%) (Civ)	1,162(15%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	772(22%)	-	-	21,315(19%) (Civ)	1,364(18%)	-	-	25,072(16%)
Total Gains/Losses*	932/1,352	-	-	14,245/15,030 (Civ)	1,640/953	-	-	20,099/12,261

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



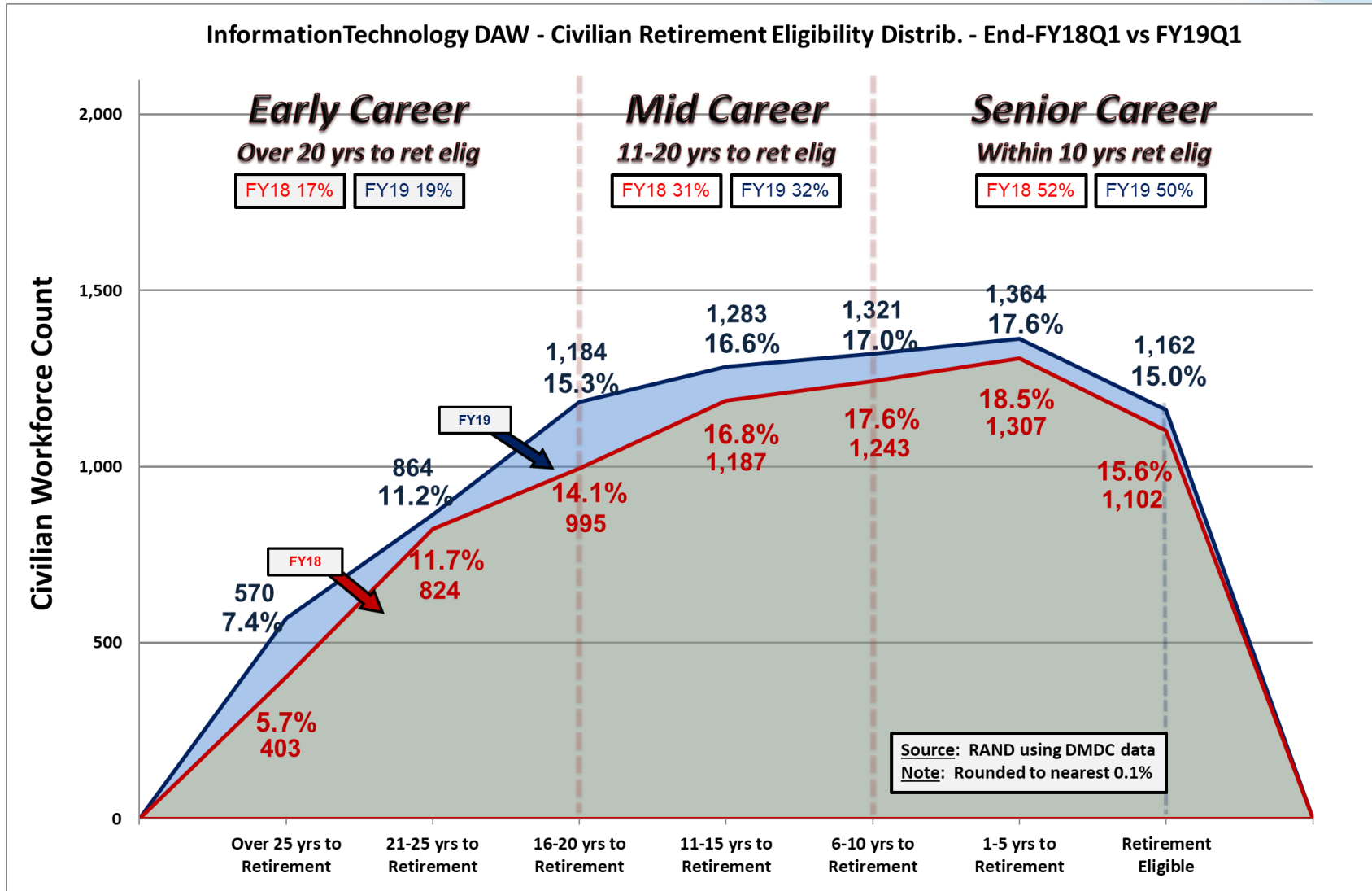
# Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Dec 2018



# Information Technology Civilian Retirement Eligibility Distribution (1 year)



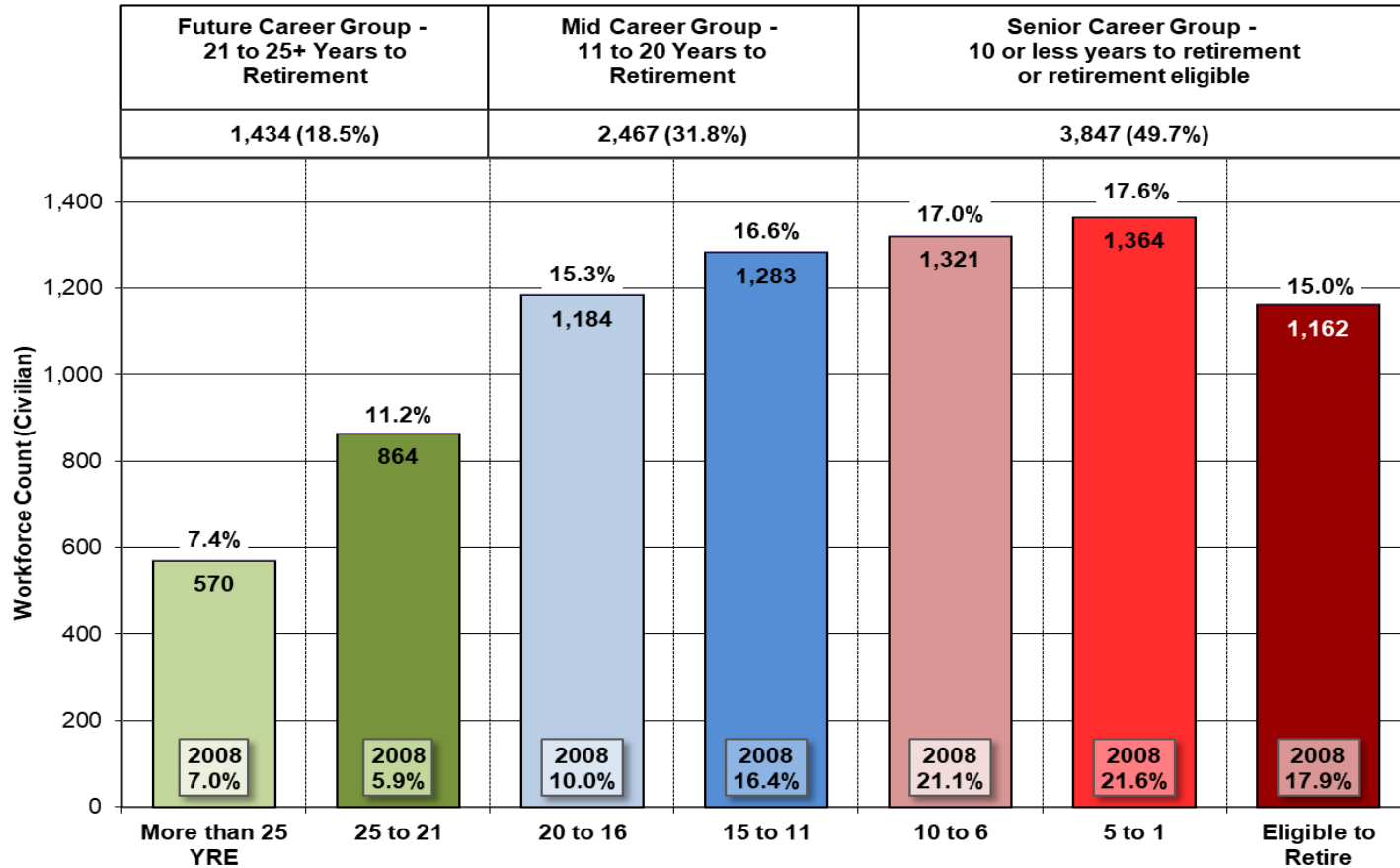
As of 31 Dec 2018





# Workforce Lifecycle Model

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q1)



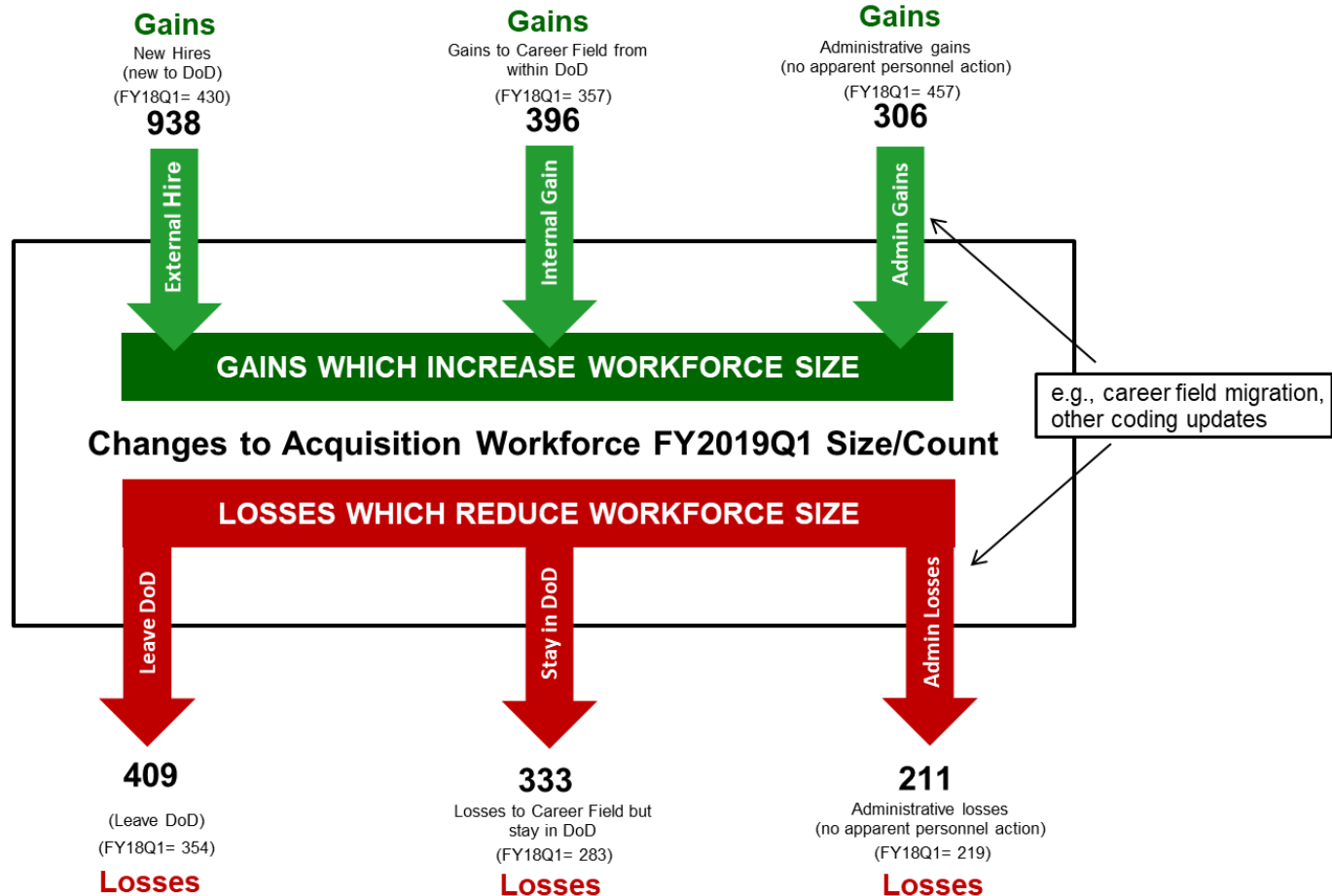
As of 31 Dec 2018



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

## Defense Acquisition Workforce (Civilian) (FY2019Q1)

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



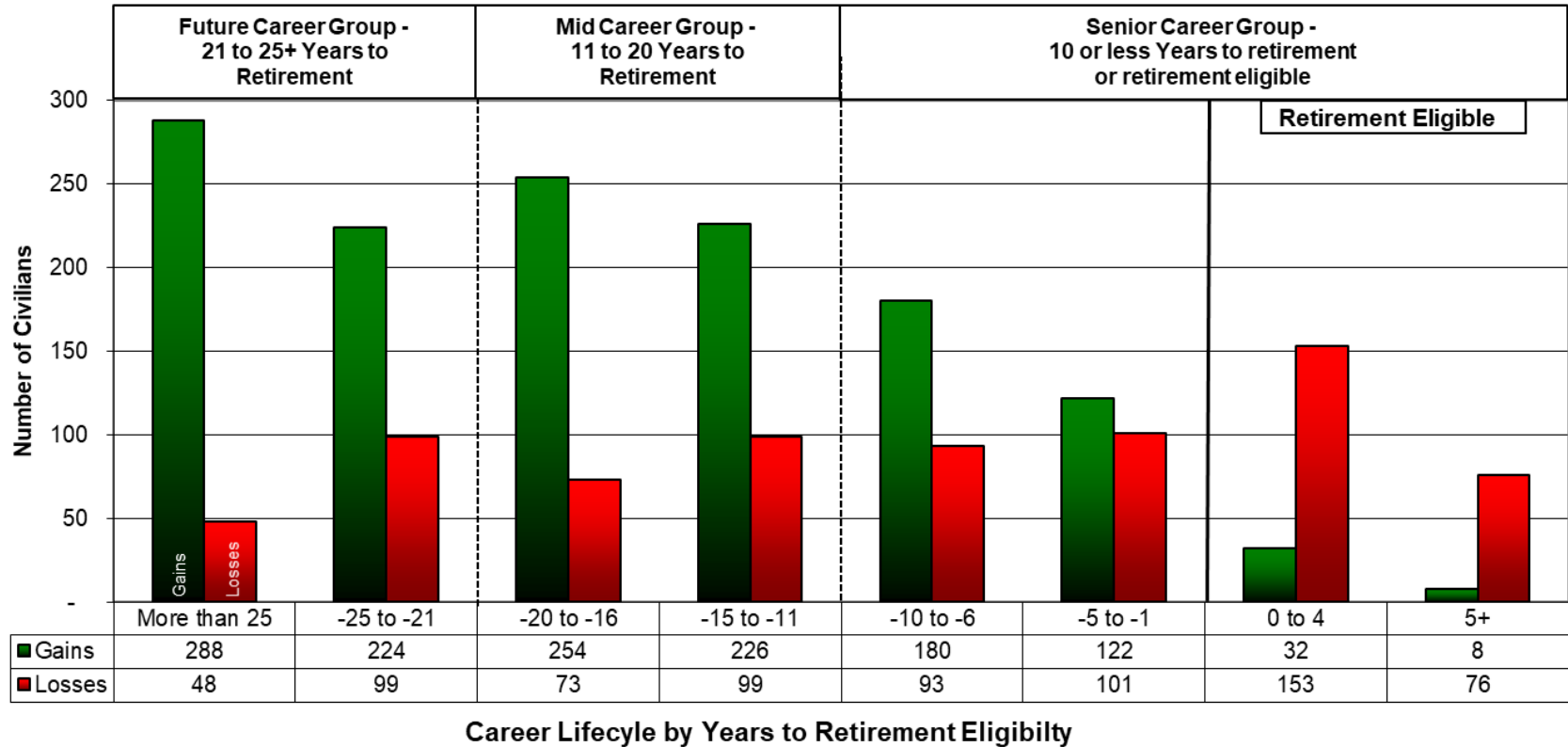


# Information Technology Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses\*

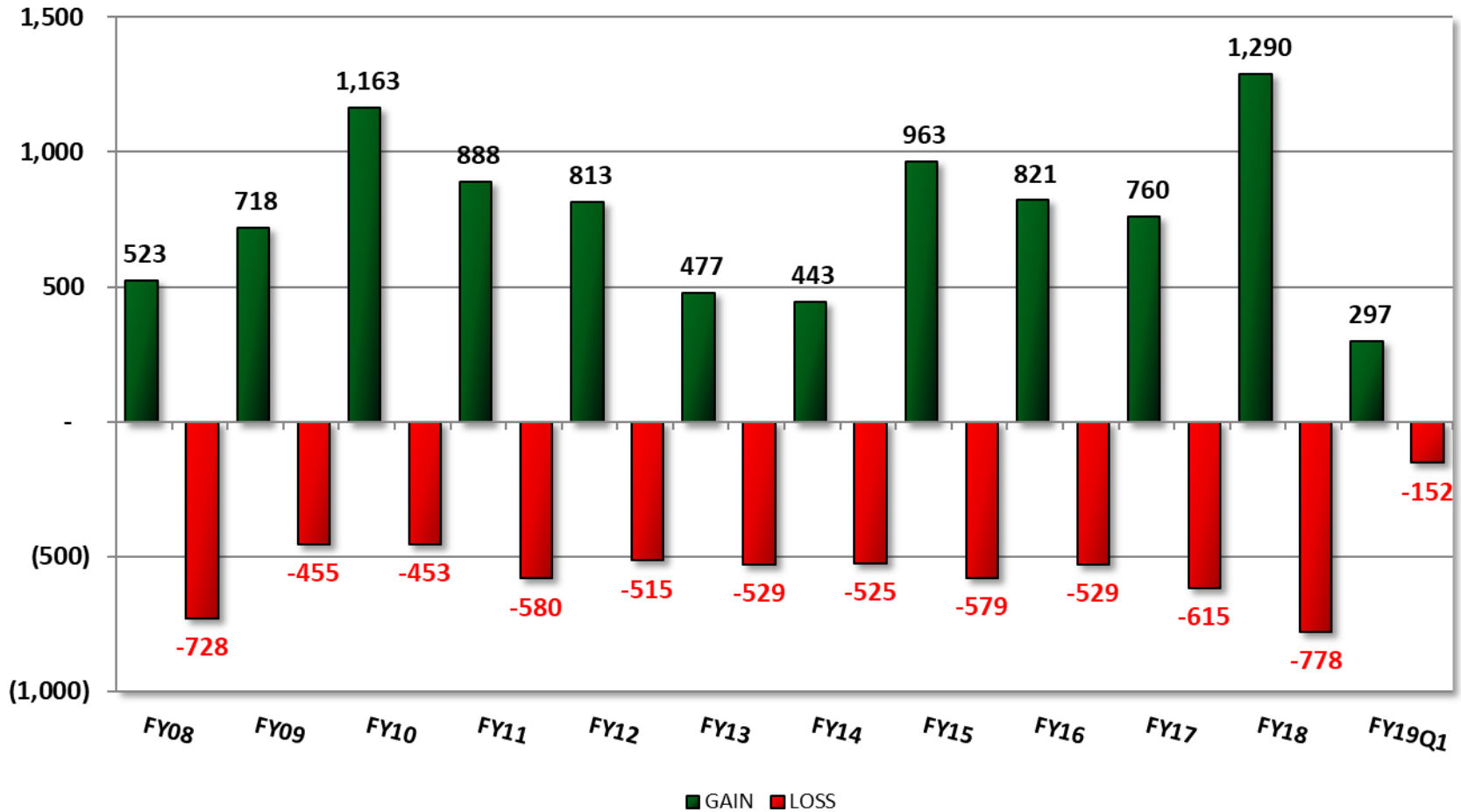


\*Does not include administrative gains and losses

As of 31 Dec 2018



# Information Technology Historical Gains and Losses FY08 – FY19



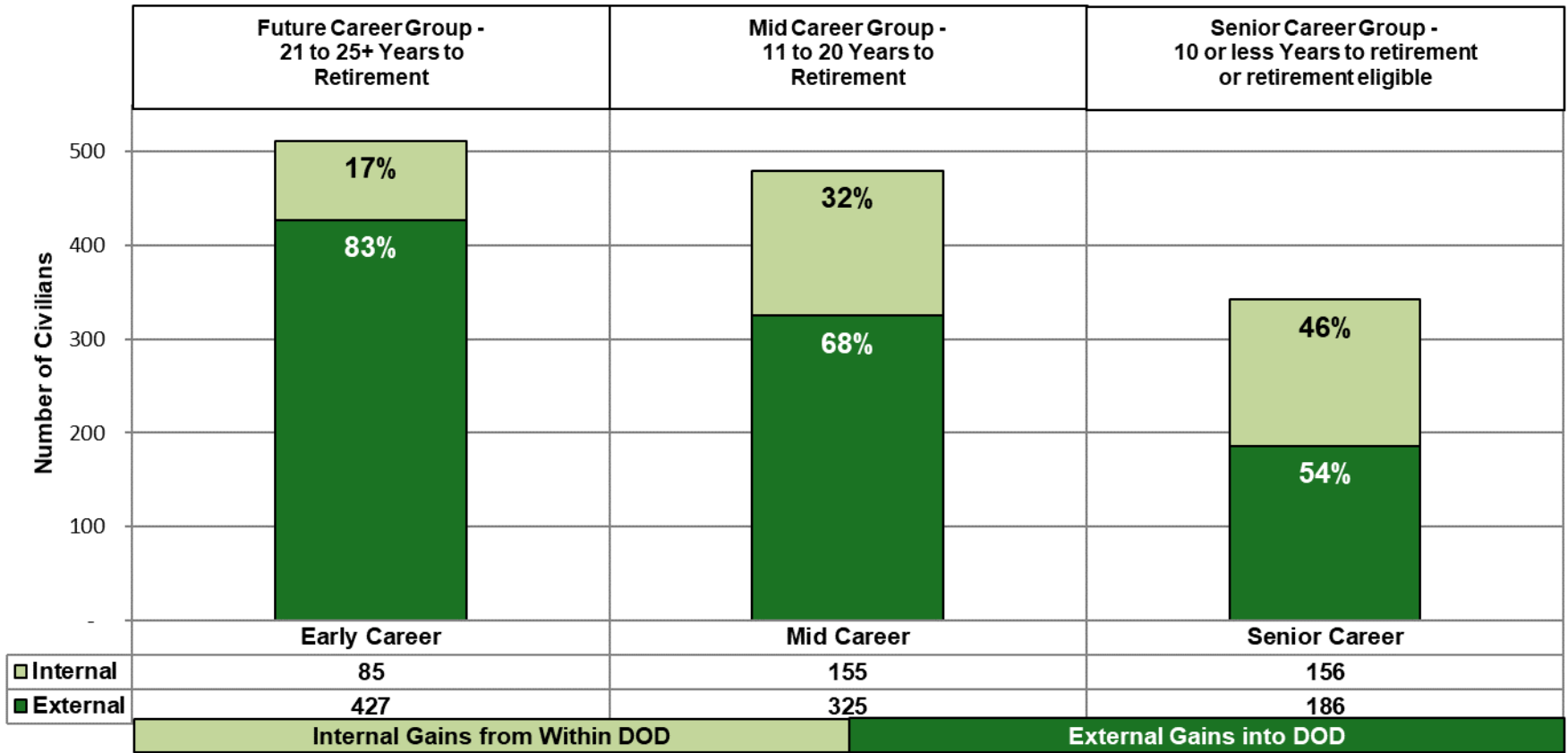
As of 31 Dec 2018



# Information Technology Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian)**  
Workforce Lifecycle FY2019Q1 Gains\*



\*Does not include administrative gains

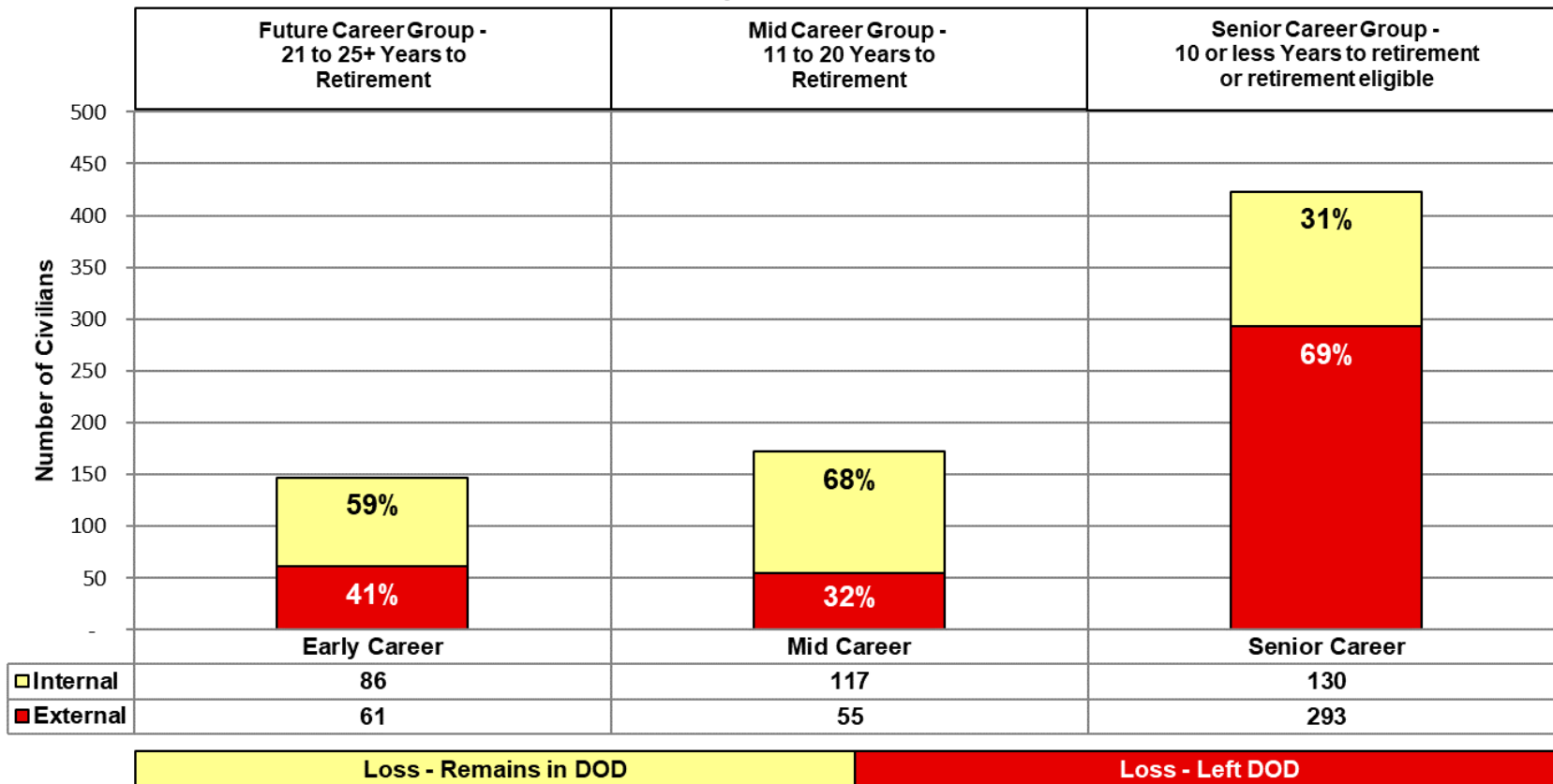


# Information Technology Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

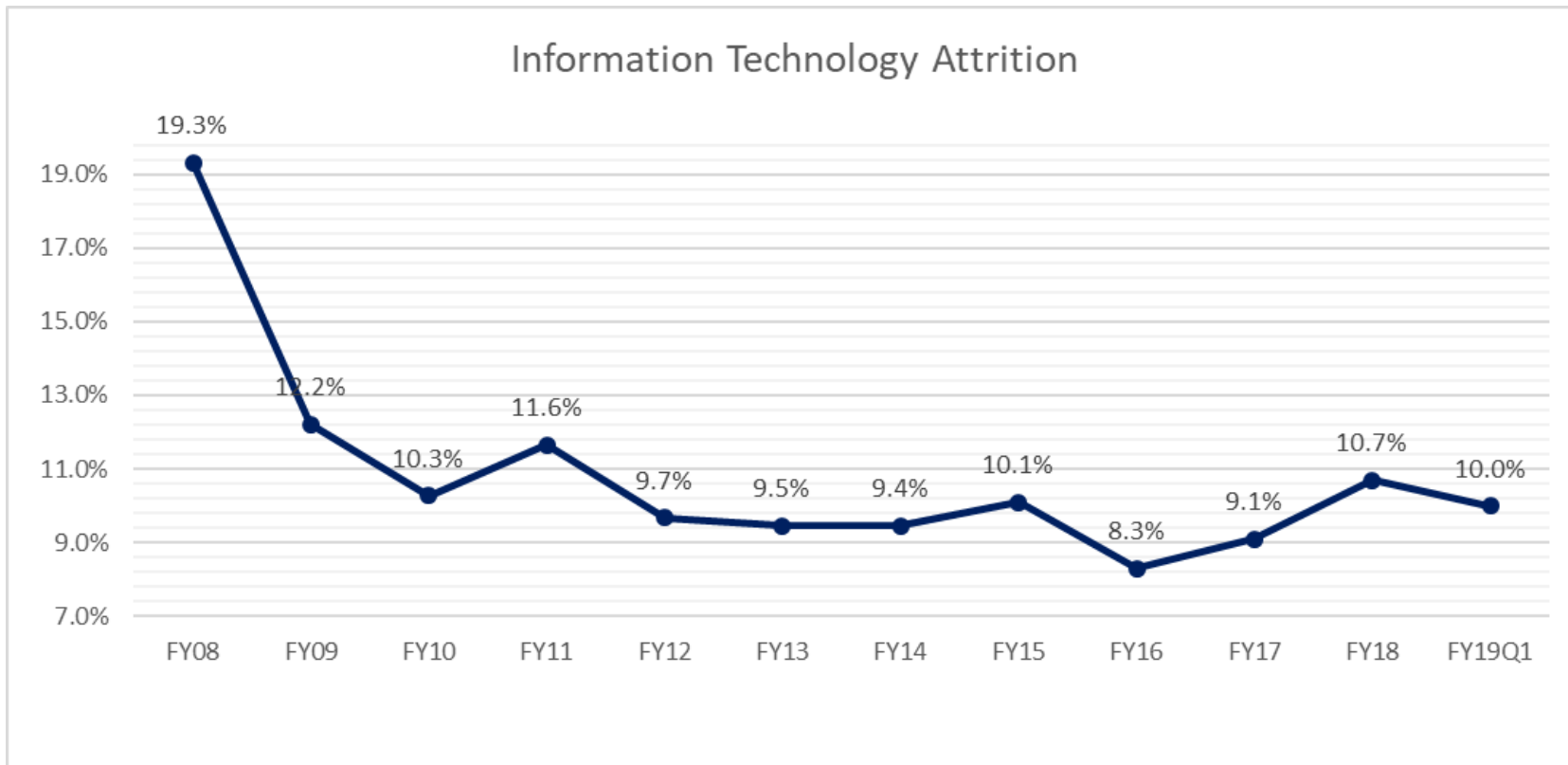
### Workforce Lifecycle FY2019Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates



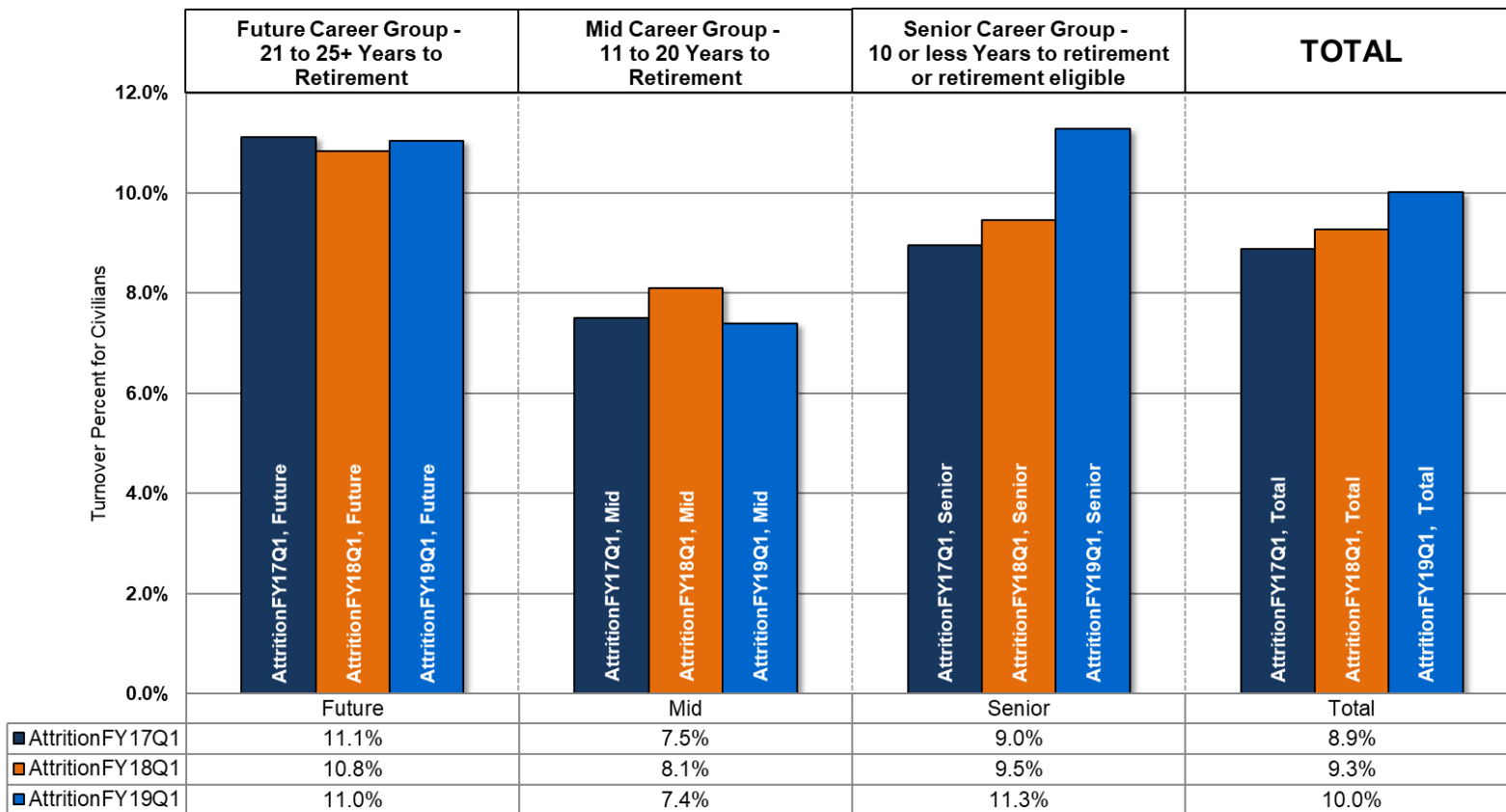
\*FY19Q1 includes attrition rate from end of FY18Q1 through FY19Q1



# Information Technology Attrition Rates by Career Group



**Defense Acquisition Workforce Attrition, (Civilian)  
(FY17Q1, FY18Q1, FY19Q1)(by Career Lifecycle Group)**



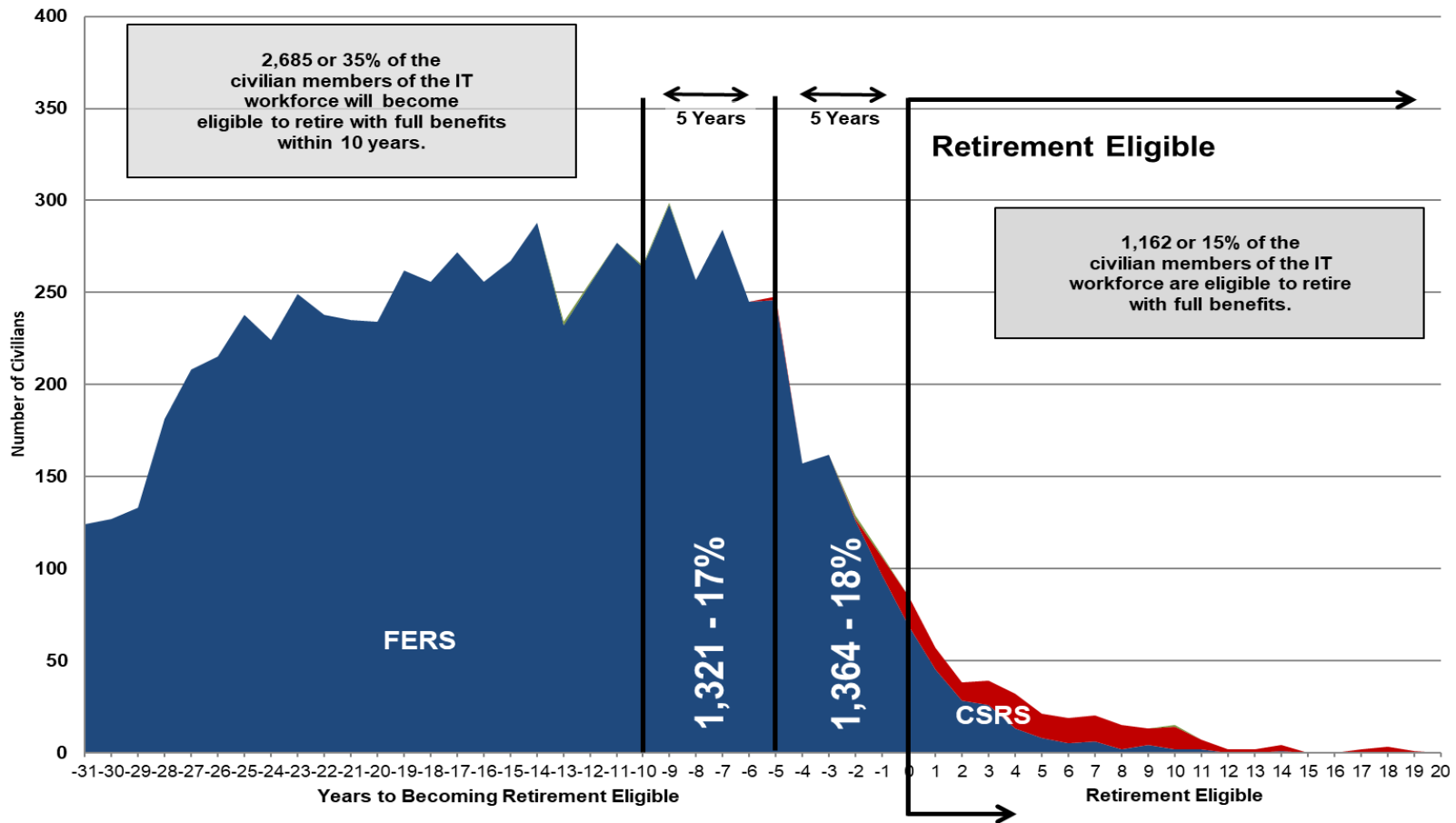




# Information Technology Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q1)



As of 31 Dec 2018



***END***