



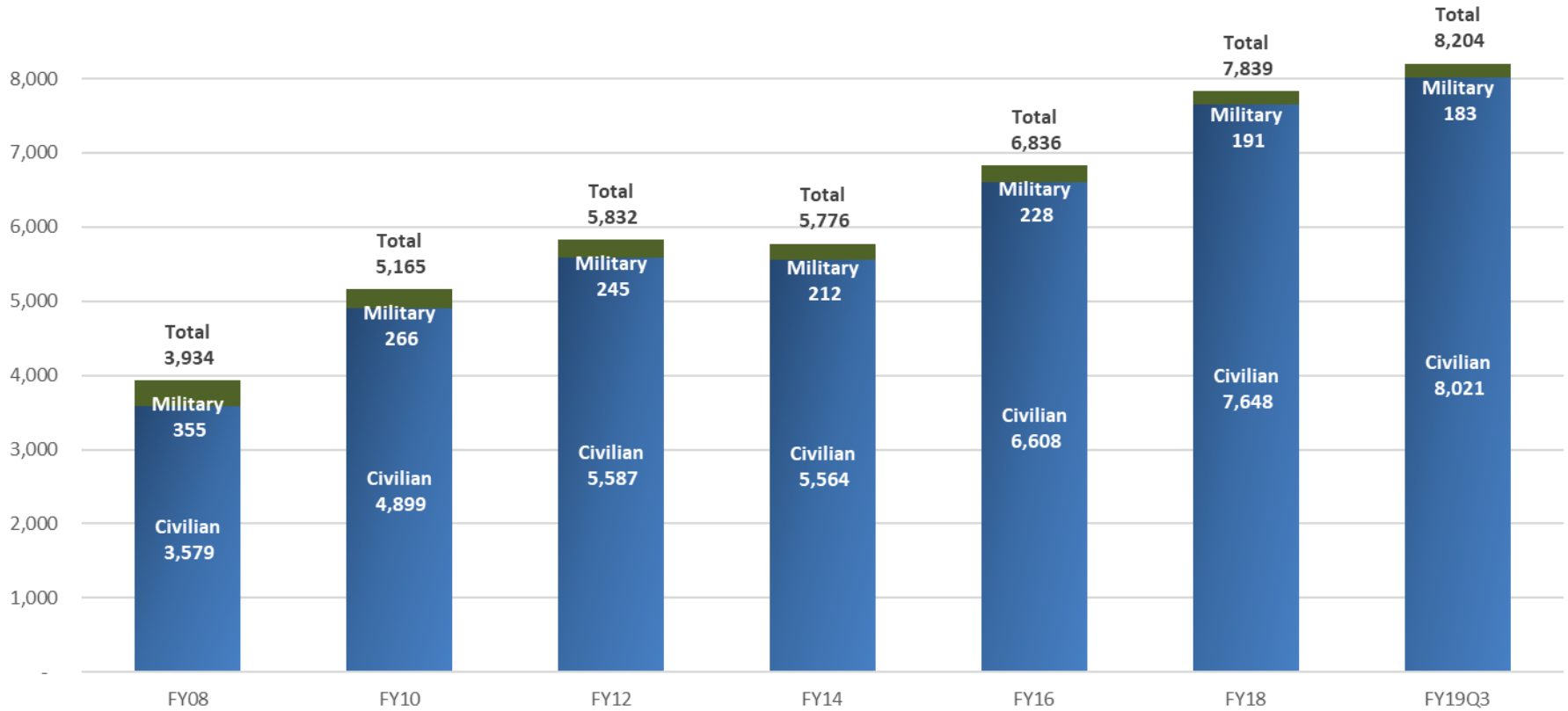
# Defense Acquisition Workforce Key Information

Information Technology  
As of FY19Q3 (30 June 2019)



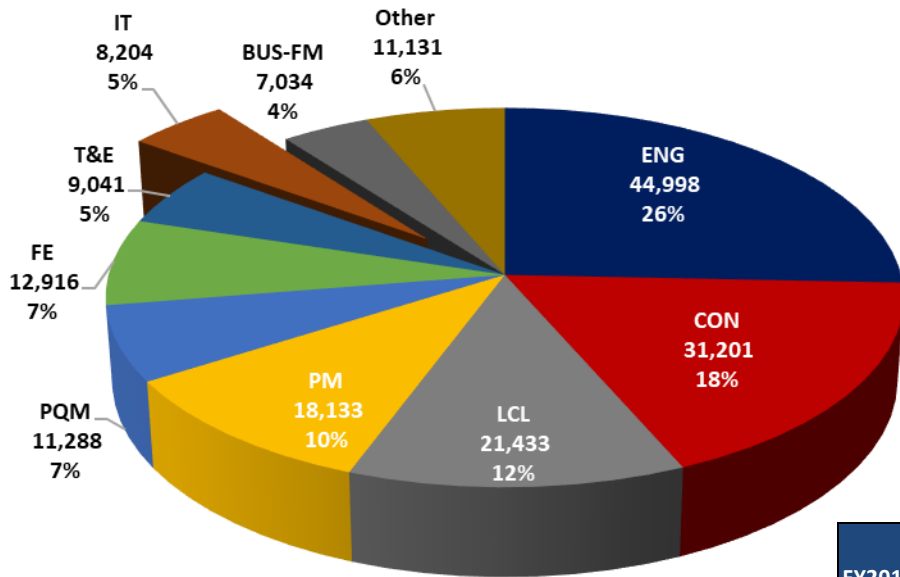
# Total Historic Workforce

## Information Technology





# AWF by Component and Career Field



FY2019 Q3	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,003	4,003	2.3%
Business - CE	251	562	35	505	97	1,450	0.8%
Business - FM	1,765	2,279	175	2,188	627	7,034	4.0%
Contracting	8,065	6,319	551	8,051	8,215	31,201	17.8%
Engineering	9,090	23,834	321	9,572	2,181	44,998	25.7%
Facilities Engineering	6,144	5,947	30	697	98	12,916	7.4%
Information Technology	1,873	3,614	223	1,419	1,075	8,204	4.7%
Life Cycle Logistics	6,943	6,568	697	3,739	3,486	21,433	12.2%
Production, Quality and Man	1,359	3,798	30	478	5,623	11,288	6.4%
Program Management	3,348	5,824	757	6,261	1,943	18,133	10.3%
Property	49	76	-	15	284	424	0.2%
Purchasing	268	370	33	45	520	1,236	0.7%
S&T Manager	513	526	4	2,818	136	3,997	2.3%
Test and Evaluation	1,935	3,248	138	3,371	349	9,041	5.2%
Unknown/Other	7	2	1	2	9	21	0.0%
<b>Totals</b>	<b>41,610</b>	<b>62,967</b>	<b>2,995</b>	<b>39,161</b>	<b>28,646</b>	<b>175,379</b>	
<b>Component %</b>	<b>24.1%</b>	<b>36.5%</b>	<b>1.7%</b>	<b>22.7%</b>	<b>16.6%</b>		



# Information Technology Workforce Historical Size by Agency FY08 – FY19



Information Technology Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3	% Change Since FY08	% Change Since FY18
Navy	800	1,423	1,720	1,971	2,806	3,352	3,614	352%	0
MARINE CORPS	103	211	207	214	238	225	223	117%	-0.0089
ARMY	1,764	2,168	2,364	1,704	1,701	1,784	1,873	6%	0.0499
AIR FORCE	950	1,008	1,119	1,098	1,235	1,392	1,419	49%	0.0194
DLA	9	4	13	43	168	421	414	4500%	-0.0166
DCMA	111	158	156	197	197	170	180	62%	0.0588
DISA	99	71	83	140	162	195	190	92%	-0.0256
DHA	15	8	12	244	162	144	147	880%	0.0208
MDA	27	39	42	53	51	72	68	152%	-0.0556
DTRA	39	43	54	54	51	42	35	-10%	-0.1667
DAU	6	7	12	6	8	9	11	83%	0.2222
DeCA	-	-	-	11	9	8	5		-0.375
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	1		-0.5
DoD HRA	3	-	-	1	2	1	2	-33%	1
DSCA	2	2	-	-	1	1	1	-50%	0
NDU	-	-	-	-	1	1	2		1
DoDEA	-	-	1	-	-	-	-		
OSD	1	-	-	-	-	-	-	-100%	
DSS	1	-	-	-	-	-	-	-100%	
ASD	-	2	1	-	-	-	-		
<b>TOTAL</b>	<b>3,930</b>	<b>5,144</b>	<b>5,825</b>	<b>5,776</b>	<b>6,836</b>	<b>7,839</b>	<b>8,204</b>	<b>↑ 109%</b>	<b>↑ 5%</b>



# Information Technology Workforce Historical Size (Quarterly) by Agency



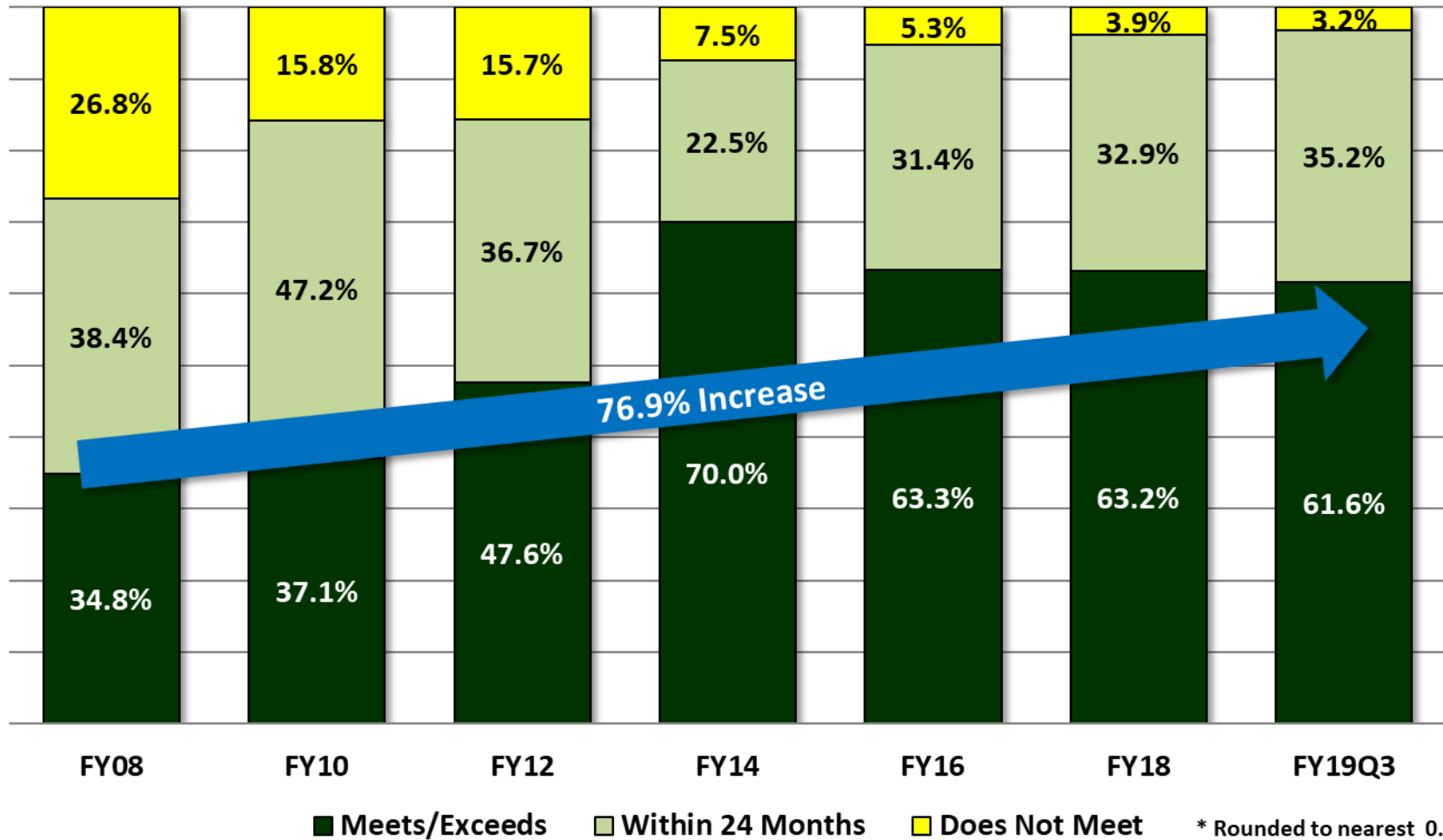
Information Technology Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
Navy	2,906	2,918	2,964	3,043	3,170	3,352	3,421	3,477	3,614	14%
MARINE CORPS	226	217	215	219	223	225	228	226	223	0%
ARMY	1,708	1,720	1,735	1,735	1,744	1,784	1,827	1,860	1,873	7%
AIR FORCE	1,242	1,262	1,334	1,369	1,400	1,392	1,412	1,422	1,419	1%
DLA	205	369	395	418	426	421	414	418	414	-3%
DCMA	183	179	176	169	169	170	170	169	180	7%
DISA	153	164	160	168	167	195	194	192	190	14%
DHA	152	146	150	146	147	144	143	146	147	0%
MDA	60	60	62	62	65	72	71	73	68	5%
DTRA	51	51	52	53	47	42	41	36	35	-26%
DAU	10	10	9	10	9	9	9	9	11	22%
DeCA	11	10	9	9	9	8	7	5	5	-44%
JCS	28	7	7	6	6	5	5	5	5	-17%
DMEA	8	7	7	7	7	7	6	5	6	-14%
NRO	5	5	4	4	4	4	4	4	4	0%
DTIC	3	3	3	3	2	4	4	4	4	100%
IG	-	-	-	-	2	2	2	1	1	-50%
DoD HRA	2	2	2	2	1	1	1	1	2	100%
DSCA	1	1	1	1	1	1	1	1	1	0%
NDU	1	1	1	1	1	1	1	2	2	100%
<b>TOTAL</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>8,204</b>	<b>↑ 8%</b>



# Information Technology Historical DAWIA Certification FY08 – FY19



## Information Technology

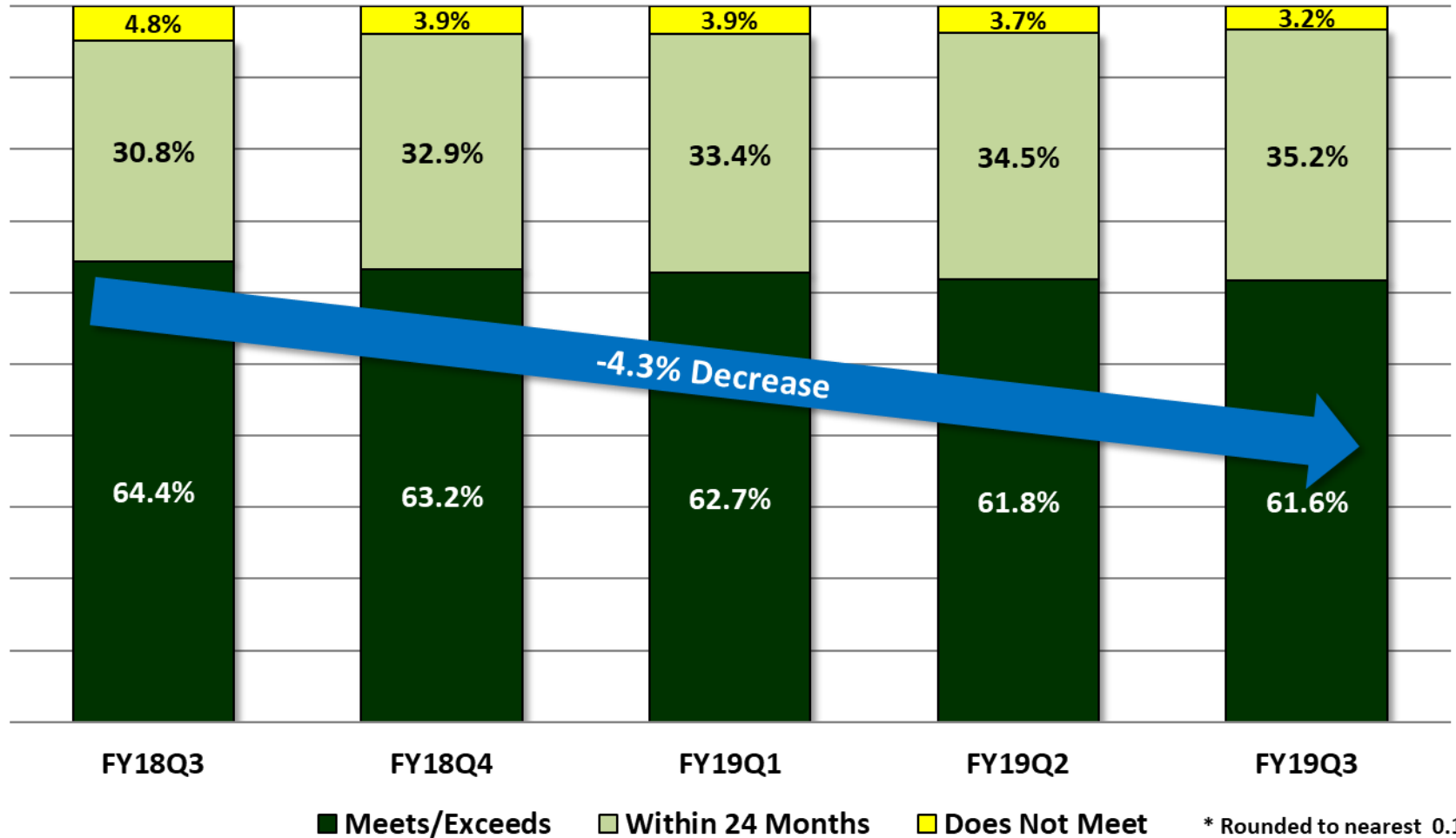




# Information Technology Historical (Quarterly) DAWIA Certification



## Information Technology



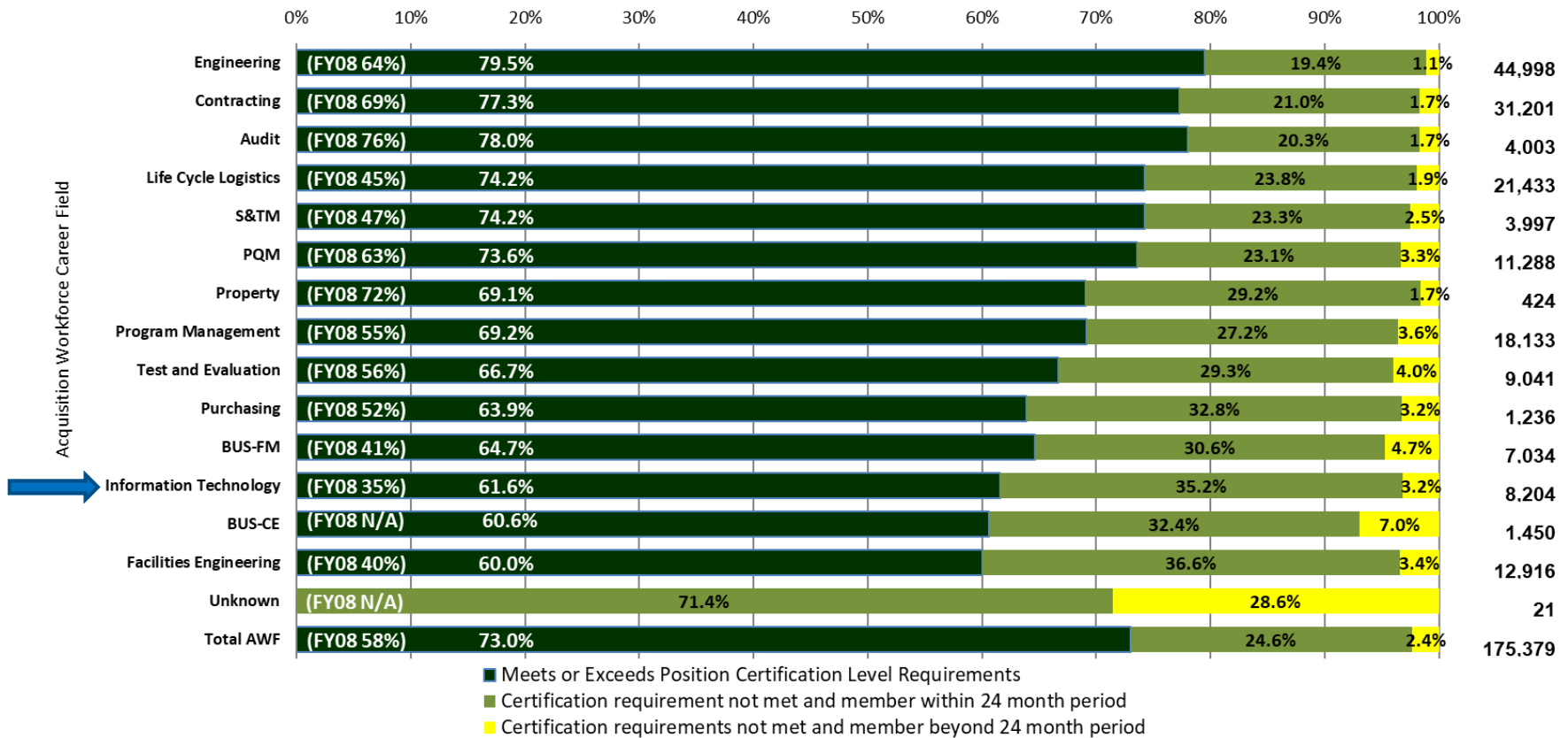
-4.3% Decrease



# DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)

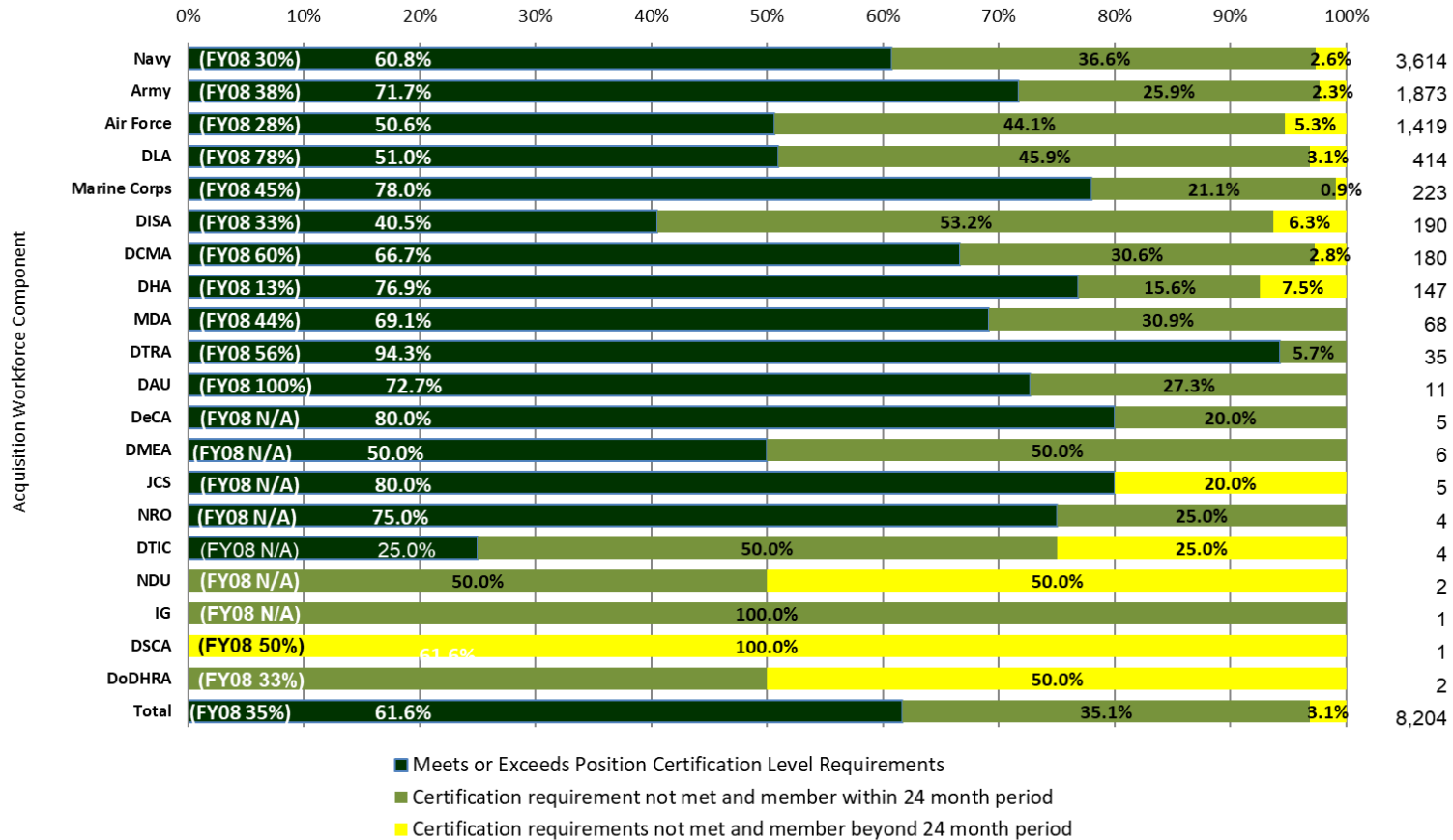






# Information Technology DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component Information Technology (FY19Q3)





# Information Technology DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	752	1,075	146	36	2,009	62.6%
Level II	1,119	521	1,851	435	3,926	58.2%
Level III	424	153	178	1,512	2,267	66.7%
<i>Unspecified</i>	2	-	-	-	2	
<b>FY19Q3 TOTAL</b>	<b>2,297</b>	<b>1,749</b>	<b>2,175</b>	<b>1,983</b>	<b>8,204</b>	<b>61.6%</b>
	28.0%	21.3%	26.5%	24.2%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,105	73.0%	
Army	32,054	77.0%	
Navy	45,274	71.9%	
Marine Cor	2,041	68.1%	
Air Force	26,880	68.6%	
4th Estate	21,856	76.3%	
<b>Information</b>	<b>5,055</b>	<b>61.6%</b>	<b>12 of 14</b>

\*\* Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,257	721	31	2,009	24.5%
Level II	2,286	1,485	155	3,926	47.9%
Level III	1,512	680	75	2,267	27.6%
<i>Unspecified</i>	-	1	1	2	0.0%
<b>Total</b>	<b>5,055</b>	<b>2,887</b>	<b>262</b>	<b>8,204</b>	
	61.6%	35.2%	3.2%		

= Compliance

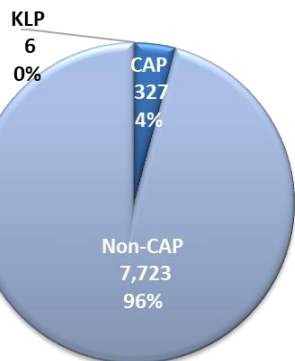
= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%

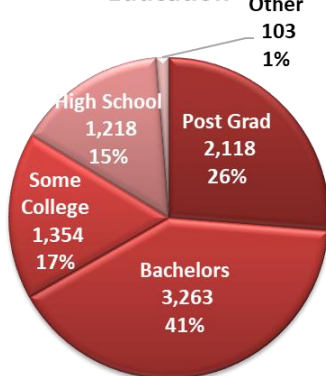


# Information Technology Demographics

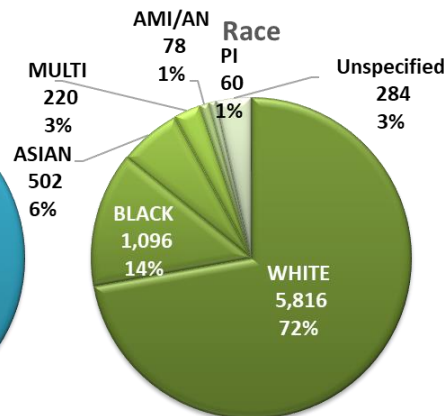
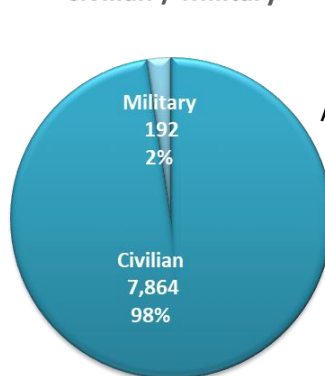
KLP - CAP - Non-CAP



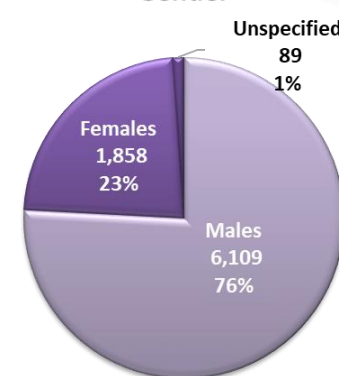
Education



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>	

**There was a problem with the production of Q3 demographic data so Q2 is provided.**



# 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>

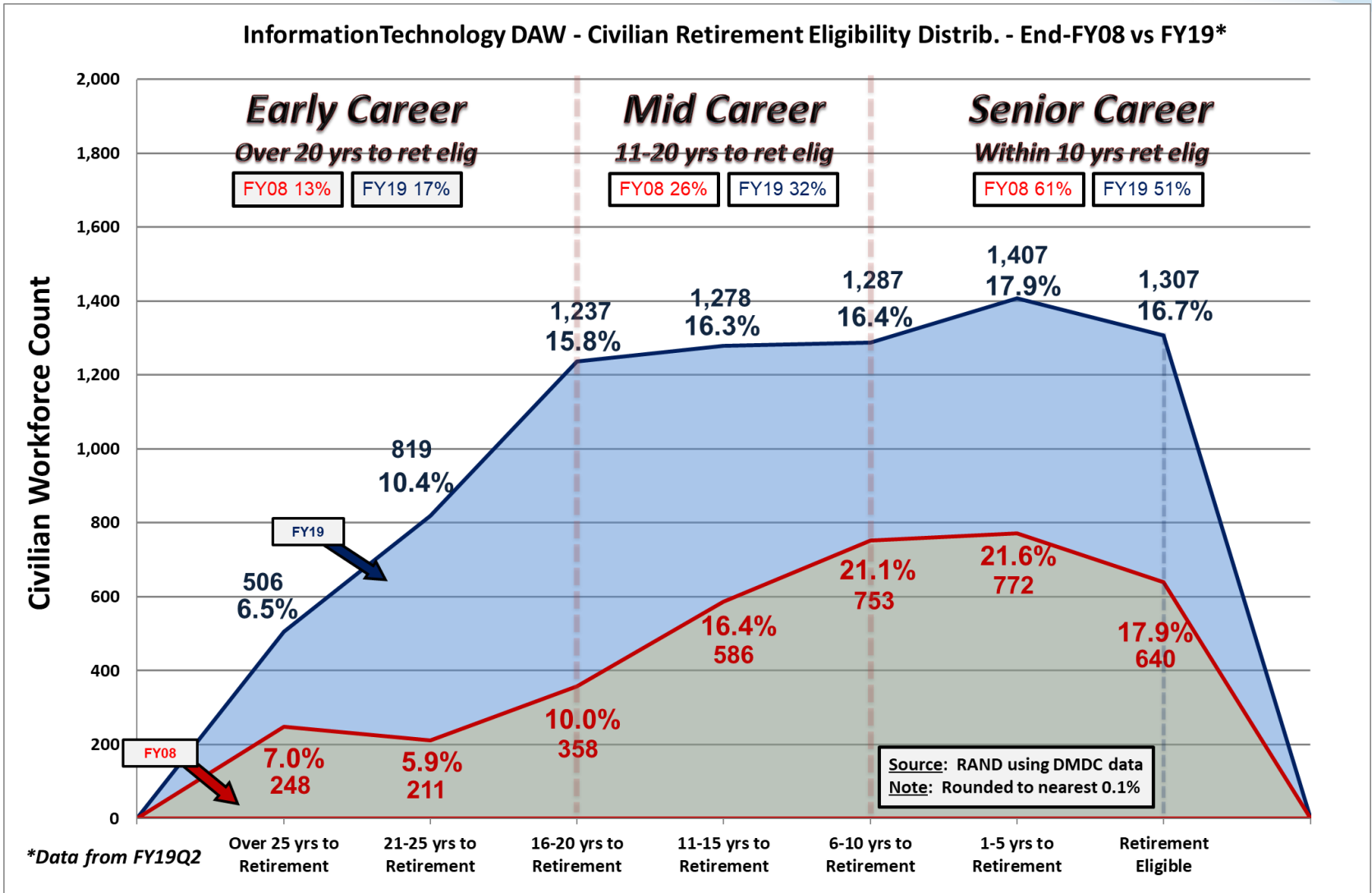
There was a problem with the production of Q3 demographic data so Q2 is provided.



**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY19Q2**



# Information Technology Civilian Retirement Eligibility Distribution – FY08 / FY19



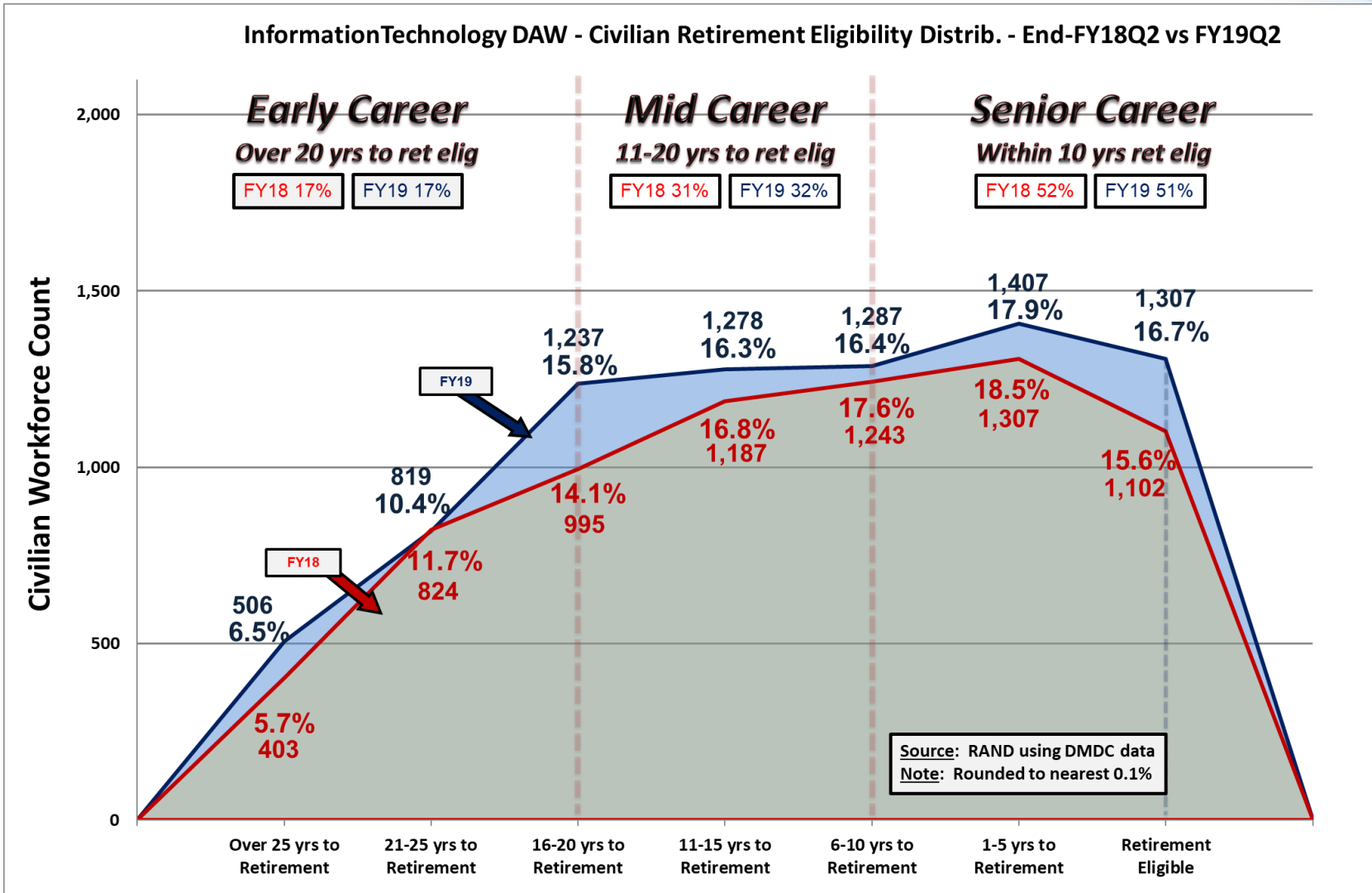
As of 31 Mar 2019



# Information Technology Civilian Retirement Eligibility Distribution (1 year)



InformationTechnology DAW - Civilian Retirement Eligibility Distrib. - End-FY18Q2 vs FY19Q2

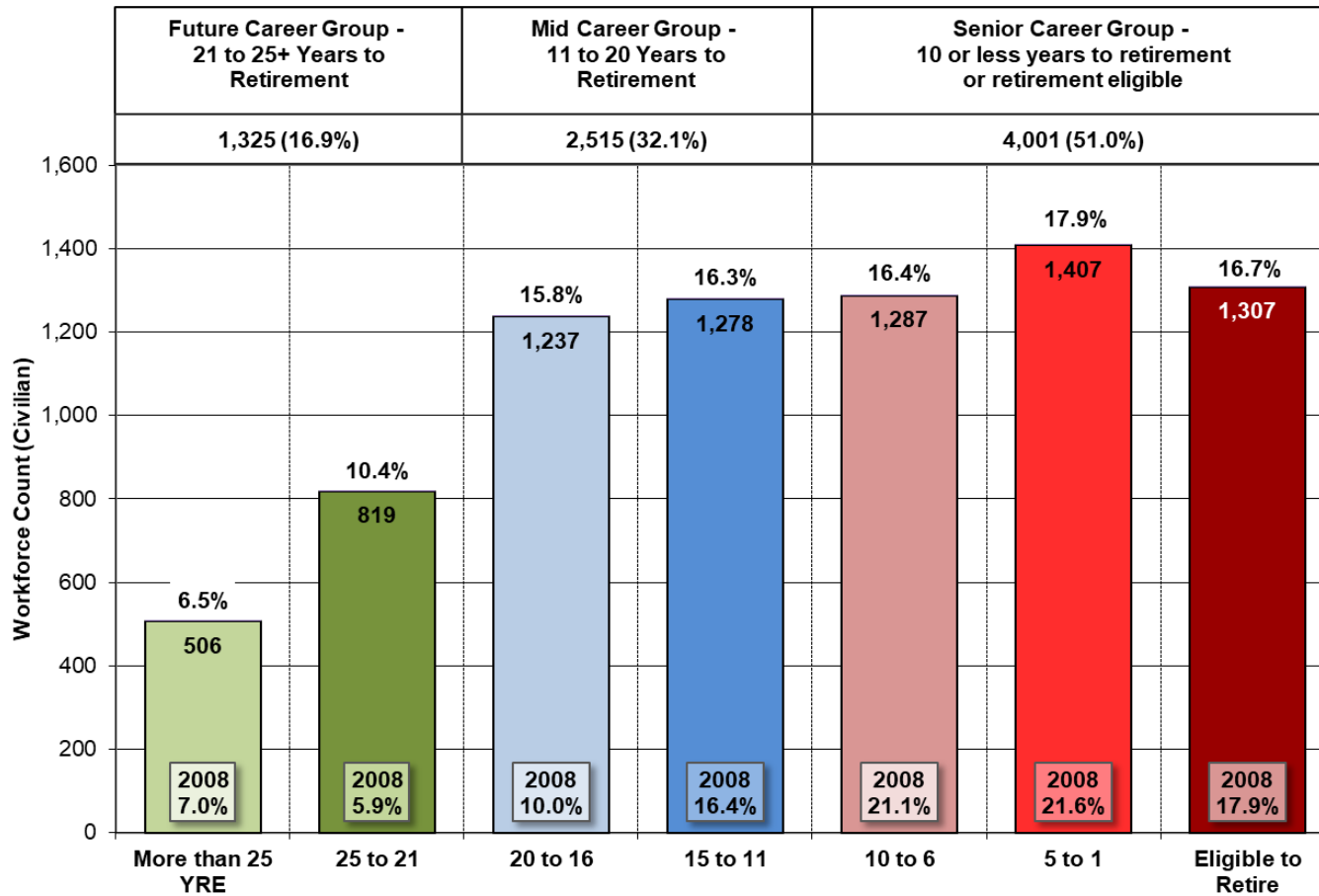


As of 31 Mar 2019



# Workforce Lifecycle Model

**Defense Acquisition Workforce Lifecycle Model (WLM)**  
by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q2)



As of 31 Mar 2019

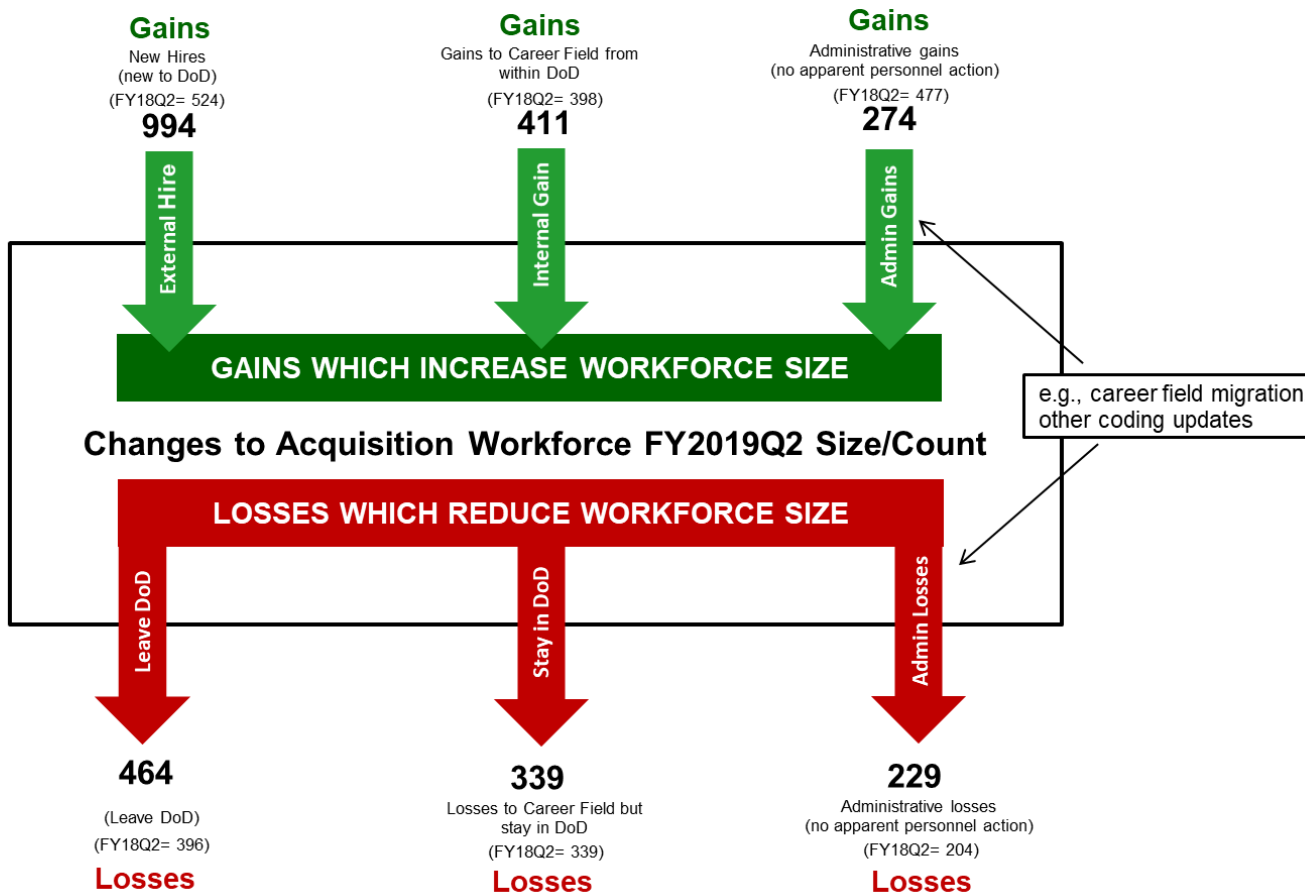




# Information Technology Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q2)

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



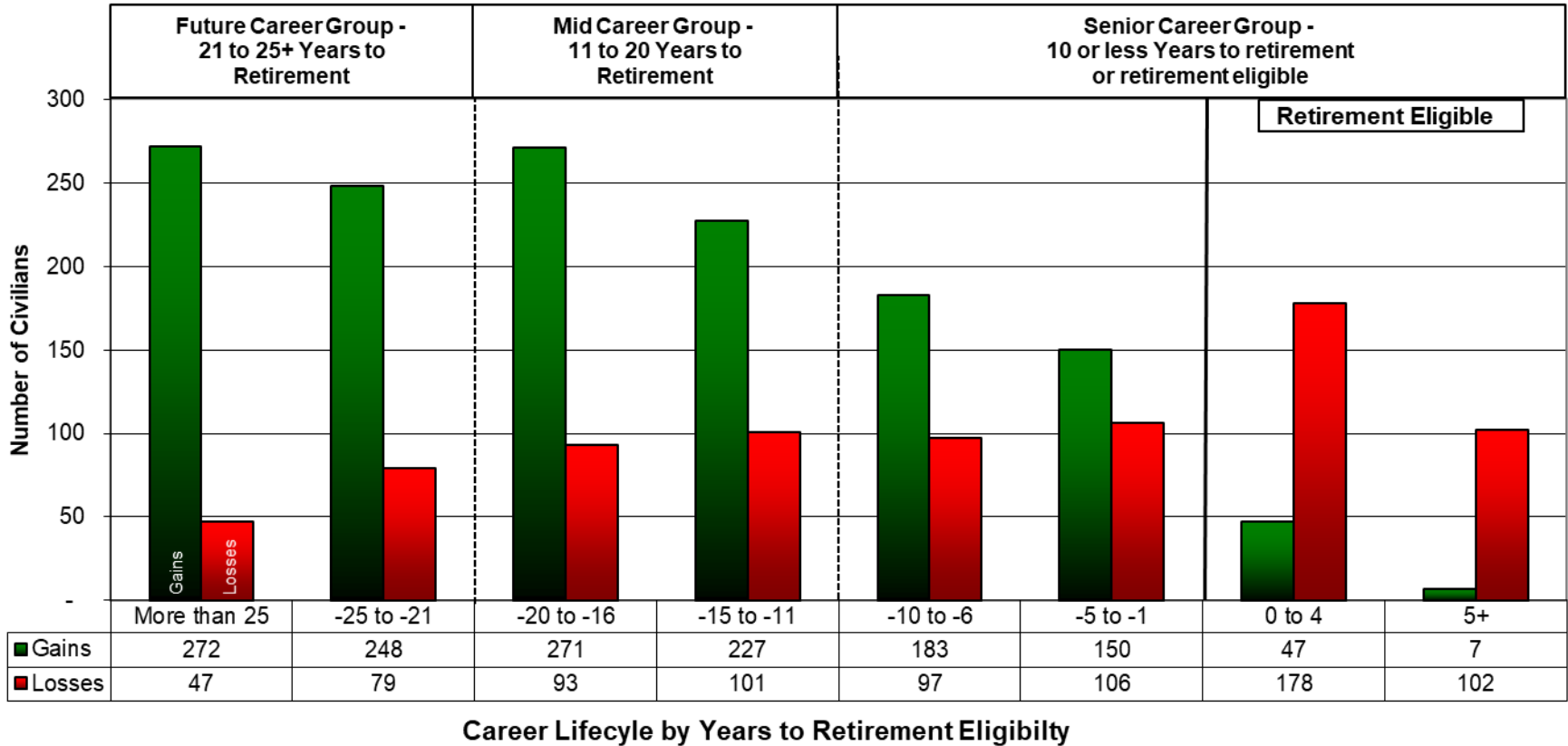


# Information Technology Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q2 Gains & Losses\*

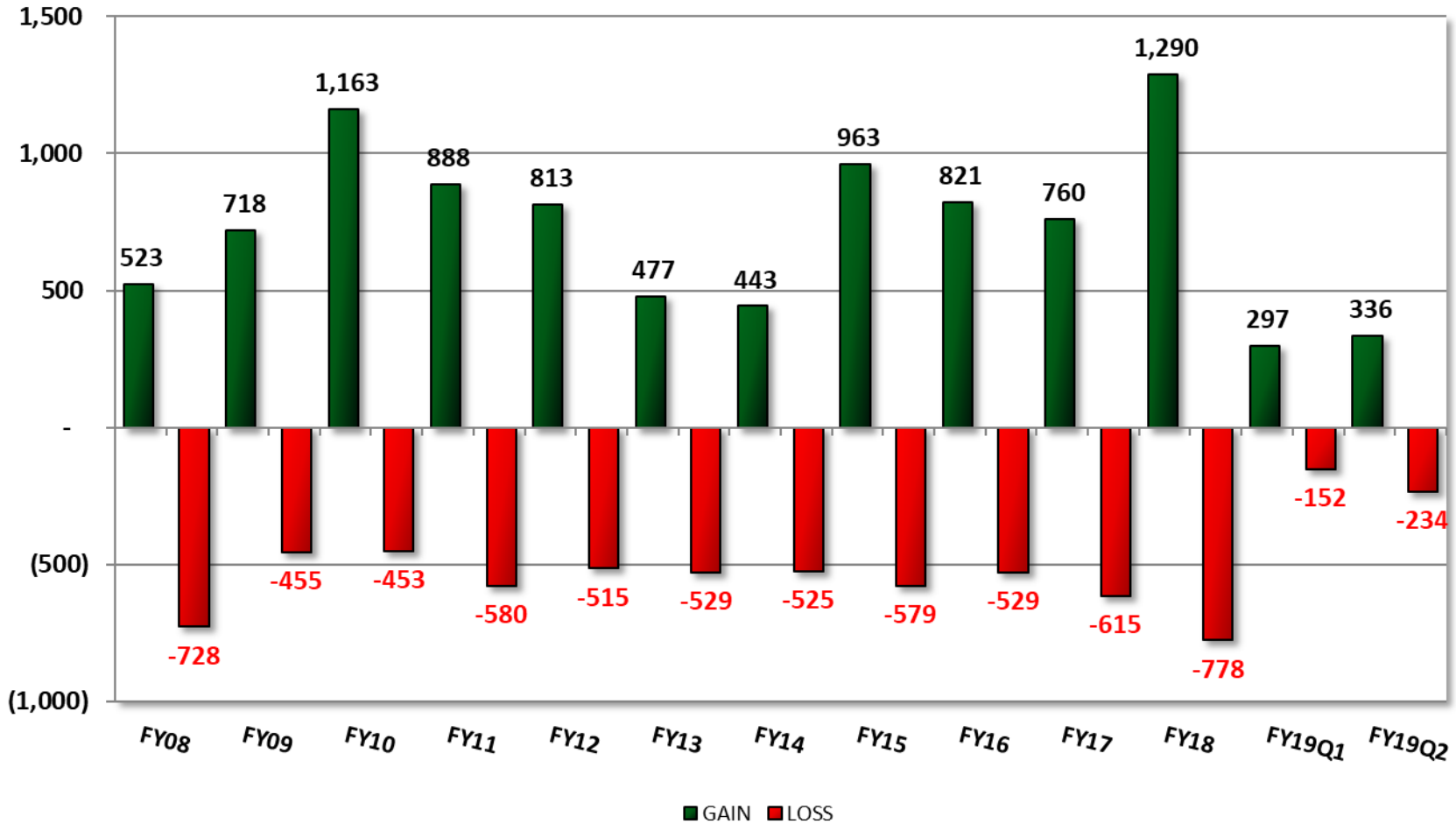


\*Does not include administrative gains and losses

As of 31 Mar 2019



# Information Technology Historical Gains and Losses FY08 – FY19



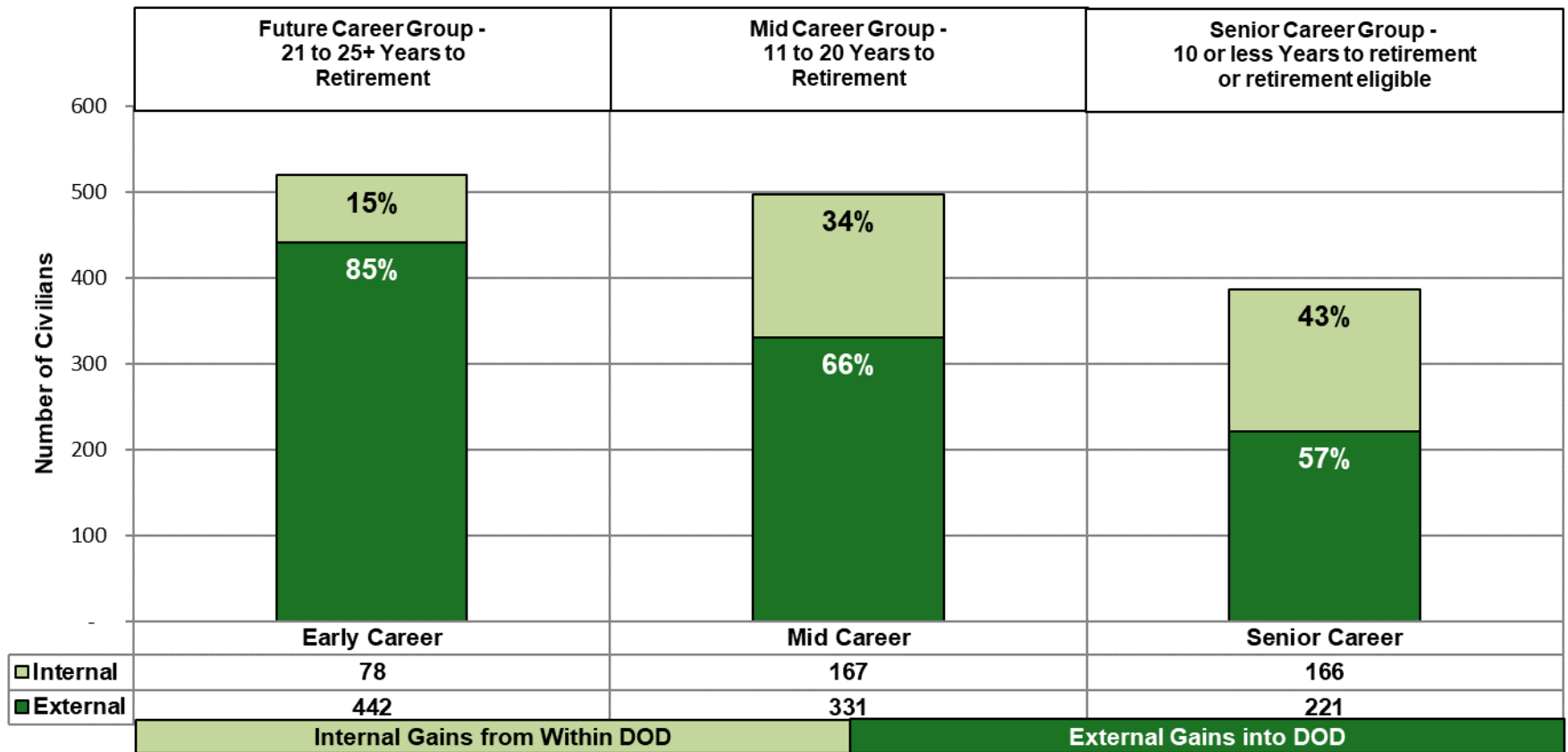
As of 31 Dec 2018



# Information Technology Internal/External Gains % by Career Group



**Defense Acquisition Workforce (Civilian)**  
Workforce Lifecycle FY2019Q2 Gains\*



\*Does not include administrative gains

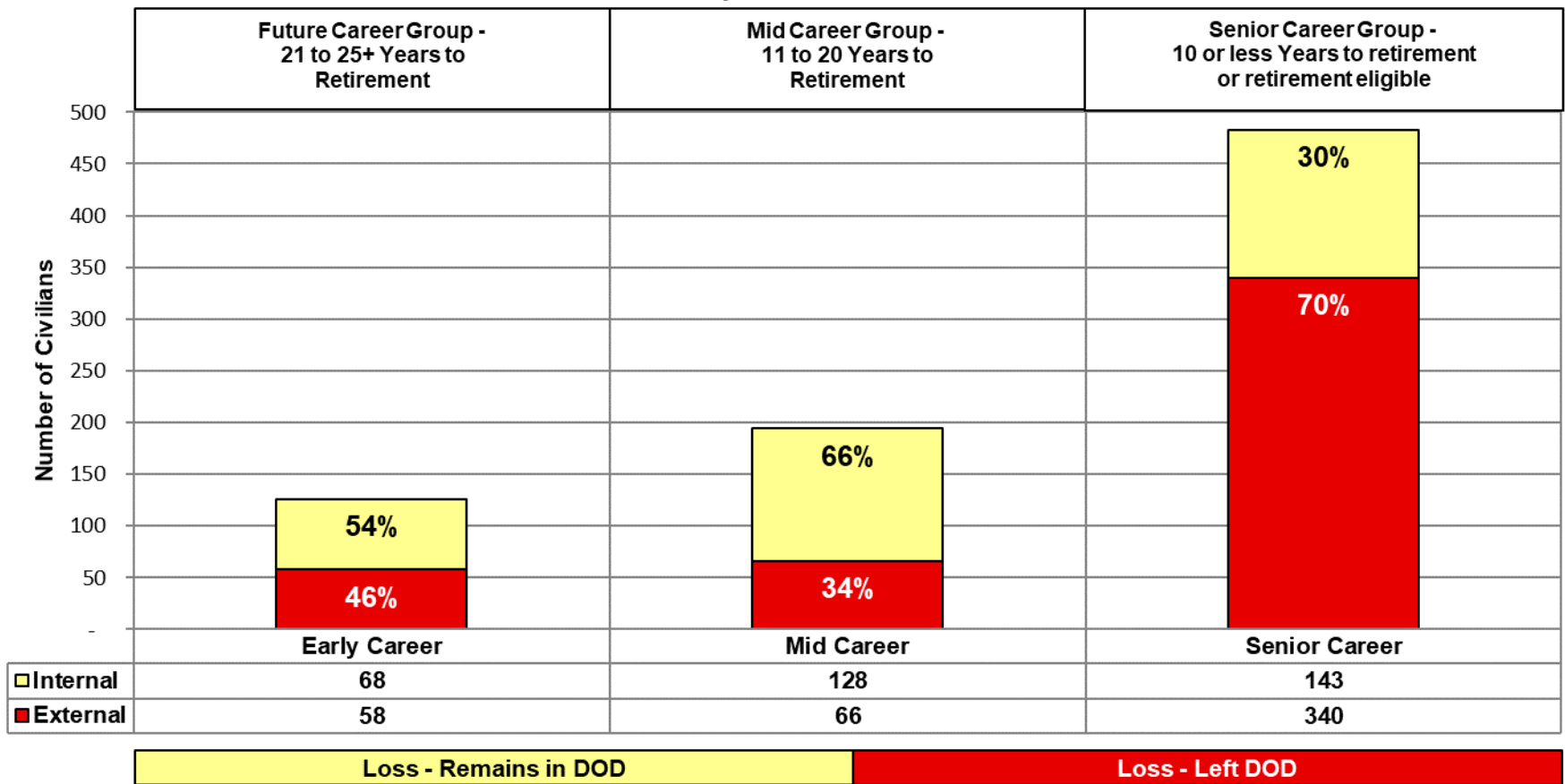


# Information Technology Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

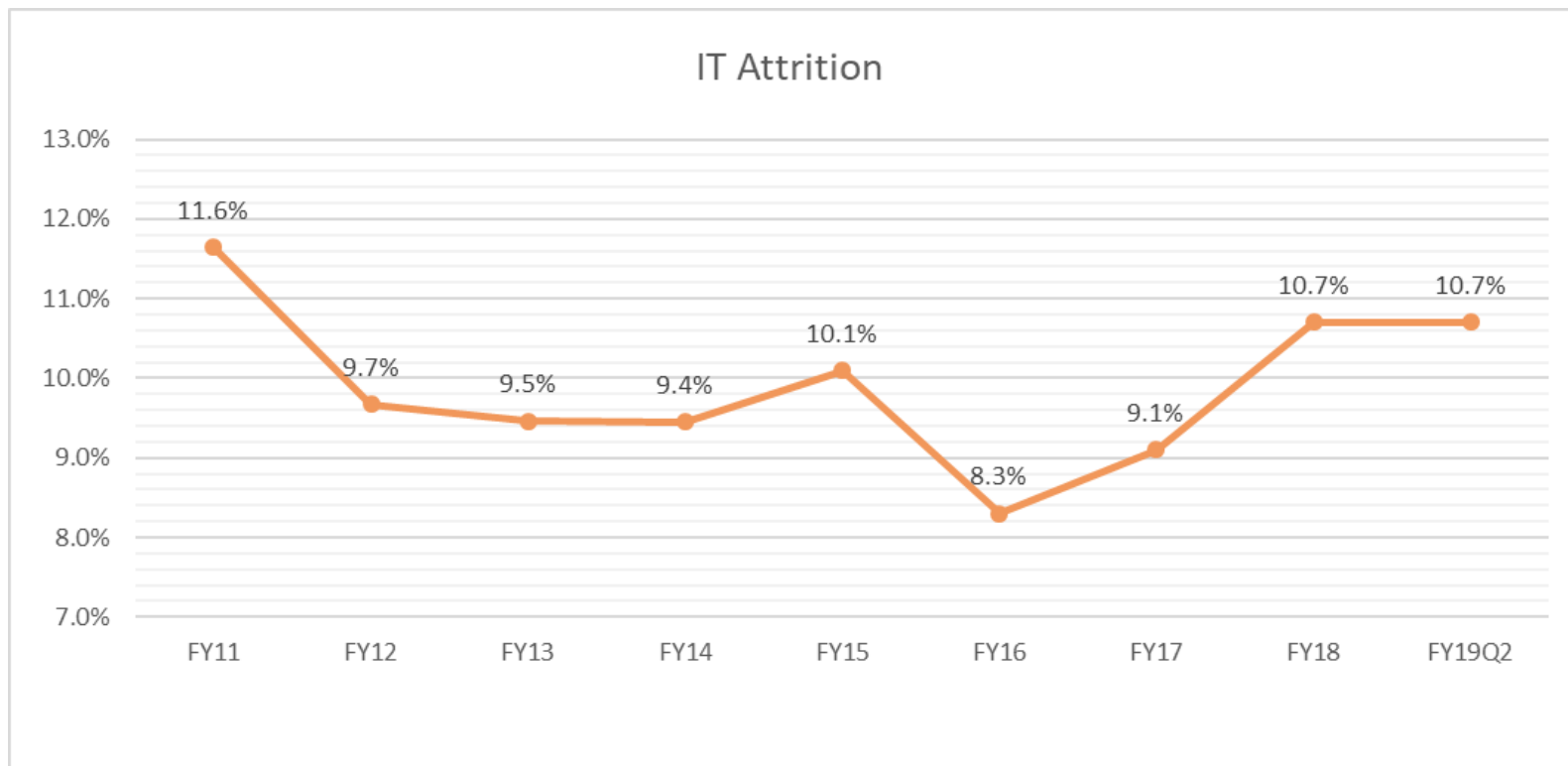
### Workforce Lifecycle FY2019Q2 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates



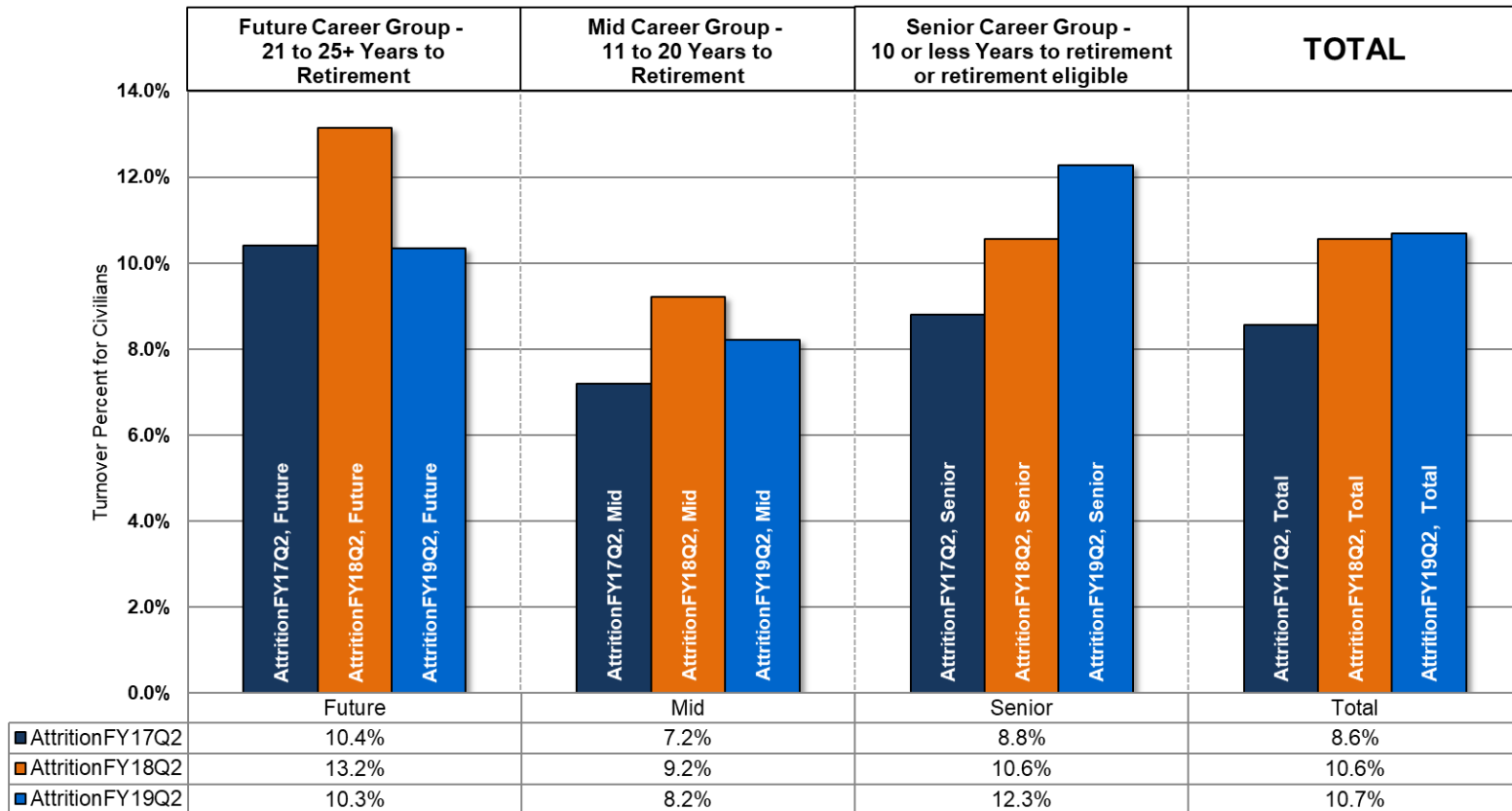
\*FY19Q2 includes attrition rate from end of FY18Q2 through FY19Q2



# Information Technology Attrition Rates by Career Group



**Defense Acquisition Workforce Attrition, (Civilian)  
(FY17Q2, FY18Q2, FY19Q2)(by Career Lifecycle Group)**



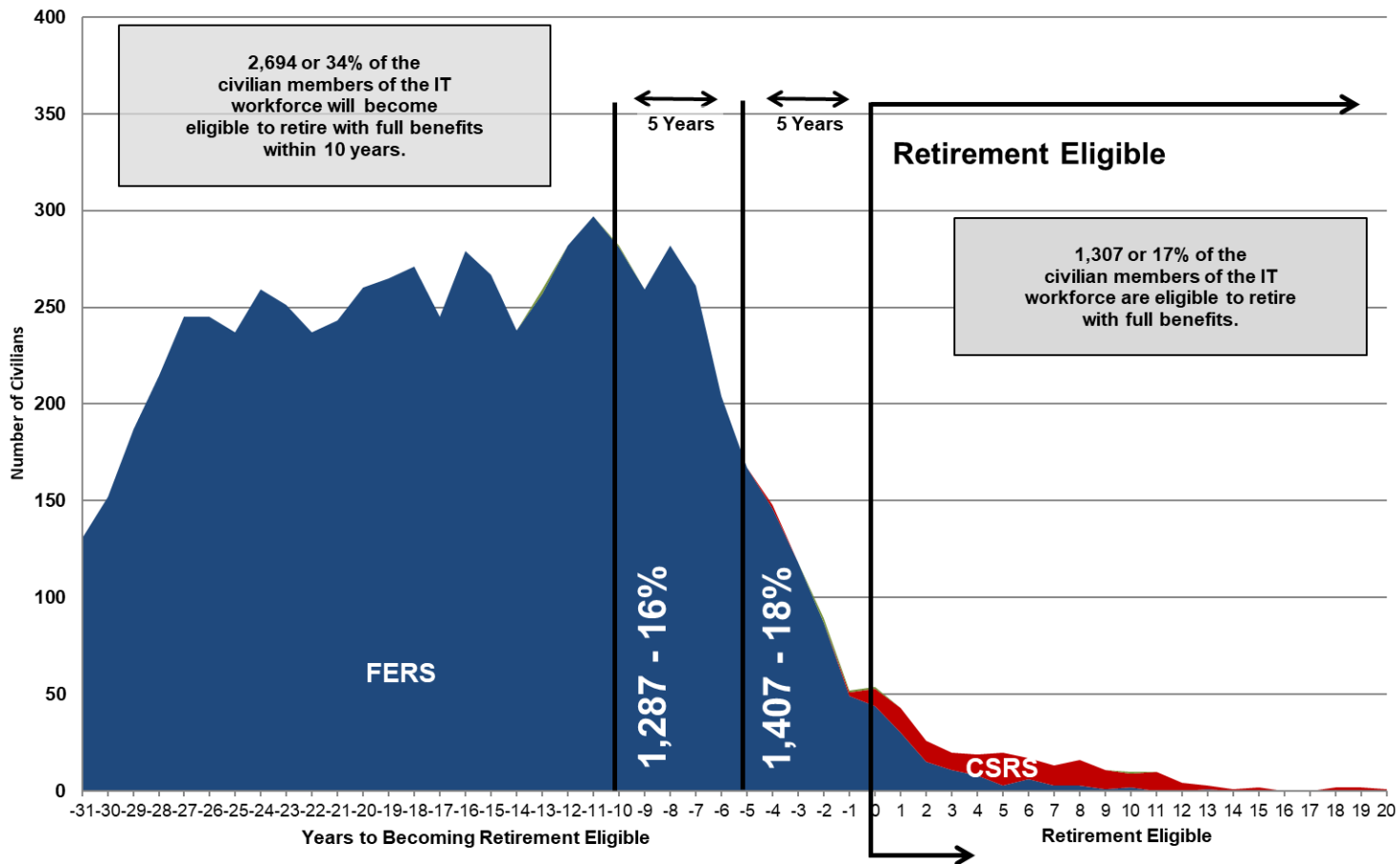
As of 31 Mar 2019



# Information Technology Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q2)



As of 31 Mar 2019