



# Defense Acquisition Workforce Key Information

S&T Manager

As of FY15Q2 (31 March 2015)



# Fact Sheet



## Human Capital Fact Sheet (FY 2014)

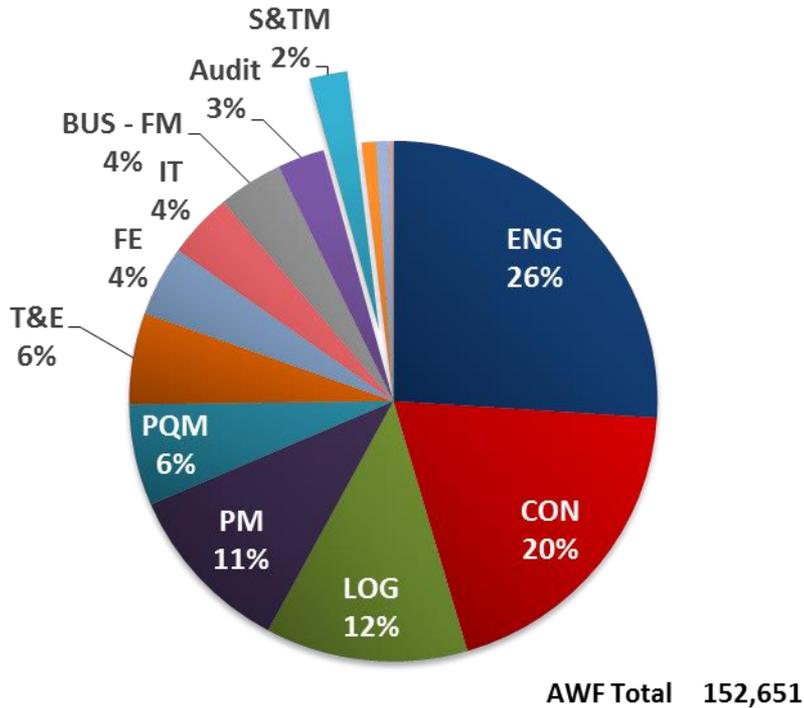
Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY 2014			
	S&TM Civilian (Civ)	S&TM Military (Mil)	Total S&TM (Civ+Mil)	Defense Acquisition Workforce	S&TM Civilian (Civ)	S&TM Military (Mil)	Total S&TM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	416	64	480	125,879	2,923	478	3,401	151,355
Change in size from 2008	-	-	-	-	603%	647%	609%	20%
Civilian/Military Composition	87%	13%	-	88% / 12%	86%	14%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	97%	94%	96%	77%	99%	98%	99%	83%
Graduate Degree	66%	61%	66%	29%	78%	65%	77%	36%
<b>Certification</b>								
Level I or Higher Achieved	55%	25%	51%	72%	86%	67%	84%	86%
Level II or Higher Achieved	54%	19%	49%	61%	80%	38%	74%	74%
Level III Achieved	48%	14%	43%	36%	59%	7%	52%	43%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	80%	47%	75%	75%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	17%	49%	22%	19%
Does Not Meet Certification Requirement	12%	2%	10%	14%	3%	4%	3%	7%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	75%	28%	69%	62%	46%	4%	40%	45%
Average Age	49.9	40.1	48.6	45.7	46.2	31.8	44.1	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/60(%)	-	-	20/23/57 (%)(Civ)	26/20/54(%)	-	-	26/23/51(%)
Average Years of Service	17.6	14.3	17.1	17.3	17.0	8.4	15.8	15.2
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	500(17%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	610(21%)	-	-	26,858(18%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	378/293	-	-	9,961/10,917

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2014 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

\*Analysis support from RAND using FY2008 and FY2014 DMDC data.



# AWF by Component and Career Field



AWF Count by Career Category FY15Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,399	4,399	2.9%
Business - CE	245	559	445	75	1,324	0.9%
Business - FM	1,659	1,938	1,879	620	6,096	4.0%
Contracting	8,093	5,732	8,419	7,446	29,690	19.4%
Engineering	8,899	20,172	8,675	1,979	39,725	26.0%
Facilities Engineering	1,559	5,014	19	62	6,654	4.4%
Information Technology	1,703	2,568	1,094	787	6,152	4.0%
Life Cycle Logistics	7,361	5,883	2,945	2,717	18,906	12.4%
Production, Quality and Man	1,404	2,655	327	5,209	9,595	6.3%
Program Management	3,305	6,168	5,246	1,545	16,264	10.7%
Property	48	59	19	258	384	0.3%
Purchasing	235	465	79	389	1,168	0.8%
S&T Manager	369	456	2,608	127	3,560	2.3%
Test and Evaluation	2,014	3,193	3,074	391	8,672	5.7%
Unknown/Other	11	3	28	20	62	0.04%
<b>FY15Q2 Totals (as of 03-31-2015)</b>	<b>36,905</b>	<b>54,865</b>	<b>34,857</b>	<b>26,024</b>	<b>152,651</b>	
<b>Component %</b>	<b>24.2%</b>	<b>35.9%</b>	<b>22.8%</b>	<b>17.0%</b>		



# S&T Manager Workforce Historical Size by Agency FY05 – FY15Q2

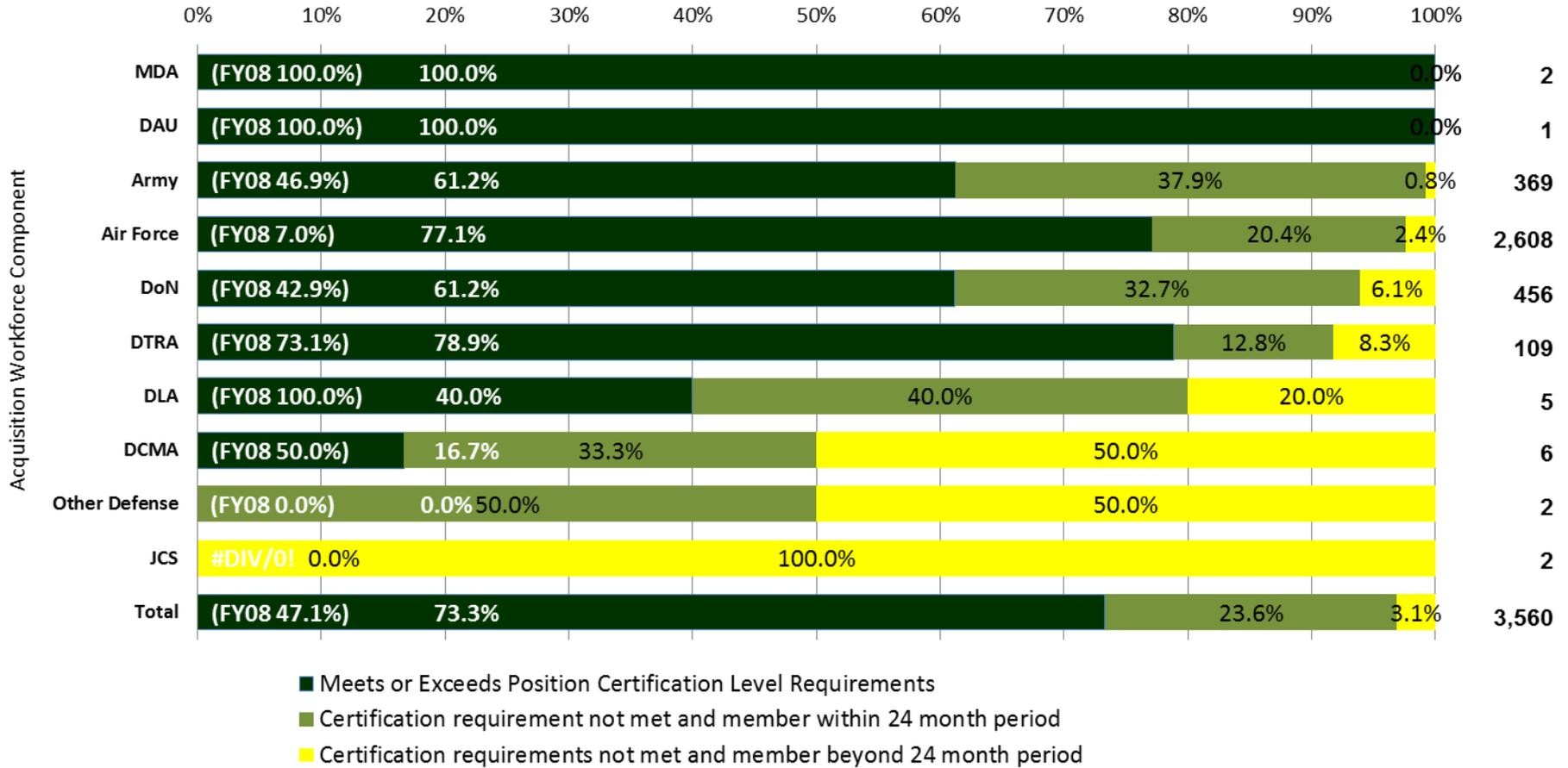


S&T Manager	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15Q2	% Change Since FY05	% Change Since FY08
<b>Defense Acq Workforce</b>													
ARMY	129	-	145	143	204	238	250	247	249	290	369	186%	158%
DoN	127	170	205	191	243	311	349	388	415	434	456	259%	139%
AIR FORCE	57	21	30	43	51	1,873	2,314	2,440	2,506	2,559	2,608	4475%	5965%
DCMA	-	5	11	6	11	11	9	11	8	6	6		0%
DLA	-	-	-	1	1	2	6	4	6	6	5		400%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	1	2	1	2	1	4	4	2	2	2		100%
DISA	-	-	-	-	-	-	-	-	1	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	93	90	93	109	122	129	111	102	99	109		17%
DAU	1	1	-	1	2	1	1	1	1	1	1	0%	0%
OSD & Staff	-	-	-	-	-	1	-	-	-	1	1		
JCS	-	-	-	-	-	-	-	2	2	2	2		
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
DoD TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
DoD IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	1	1	1	1		
PFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	1	-	1	-	-	-	-	-		-100%
<b>TOTAL</b>	<b>314</b>	<b>291</b>	<b>483</b>	<b>480</b>	<b>623</b>	<b>2,561</b>	<b>3,062</b>	<b>3,209</b>	<b>3,293</b>	<b>3,401</b>	<b>3,560</b>	<b>↑</b>	<b>↑</b>
												<b>1034%</b>	<b>642%</b>



# S&T Manager DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component S&TM (FY15Q2)

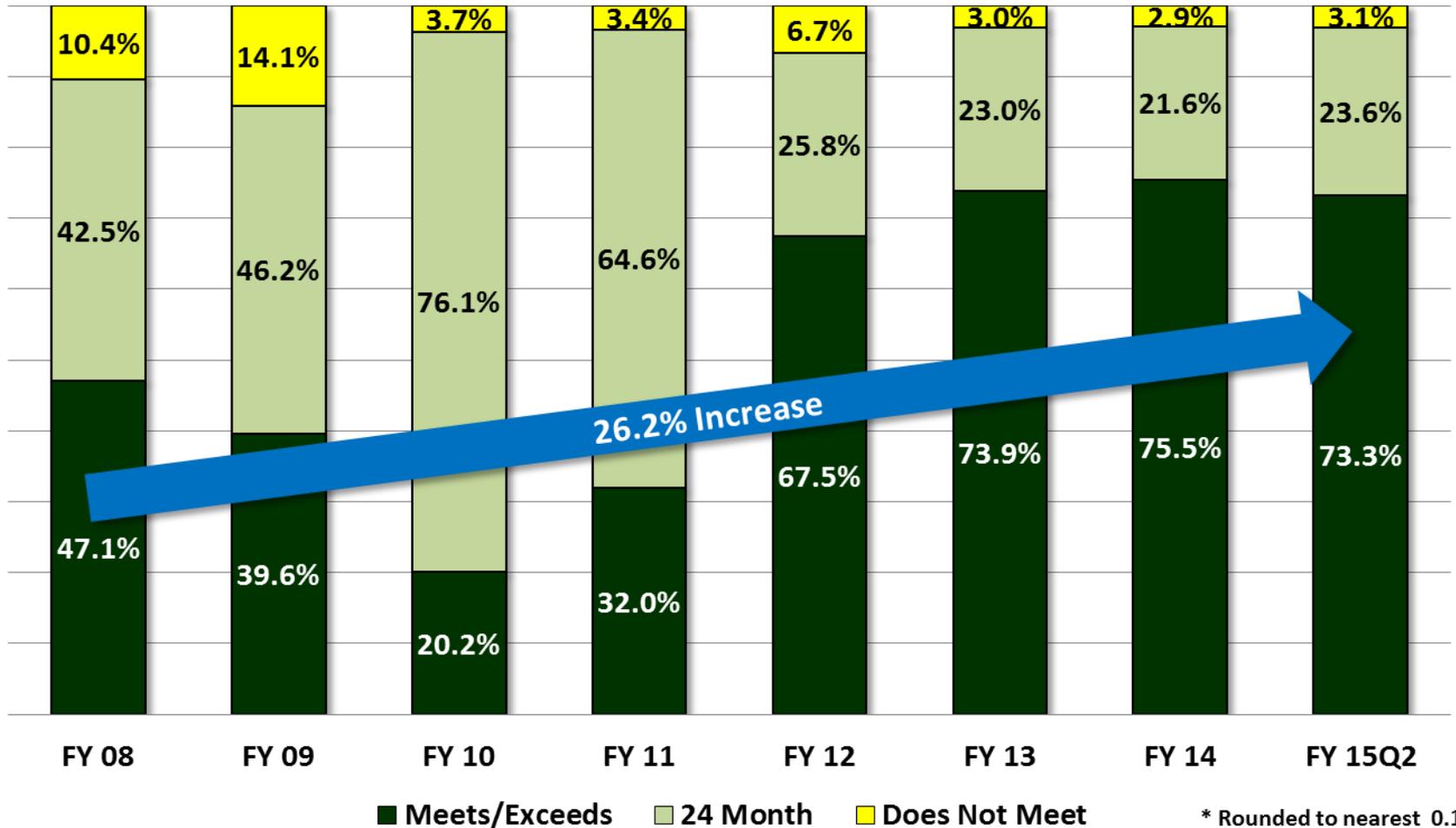




# S&T Manager Historical DAWIA Certification FY08 – FY15Q2



## S&T Manager



26.2% Increase



# S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM Required Certification Level	Achieved Certification Level				FY15Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	170	123	51	29	373	54.4%
Level II	325	145	620	265	1,355	65.3%
Level III	171	41	98	1,521	1,831	83.1%
Unspecified	1	-	-	-	1	
<b>FY15Q2 TOTAL</b>	<b>667</b>	<b>309</b>	<b>769</b>	<b>1,815</b>	<b>3,560</b>	<b>73.3%</b>
	18.7%	8.7%	21.6%	51.0%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	19,493	12.8%	
Army	5,029	13.6%	
DoN	6,539	11.9%	
Air Force	6,313	18.1%	
4th Estate	1,612	6.2%	
<b>S&amp;TM</b>	<b>345</b>	<b>9.7%</b>	<b>6 of 13</b>

\*\* Based on population total without unspecified positions

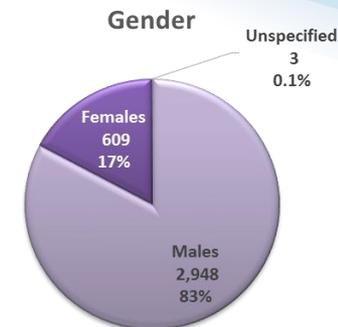
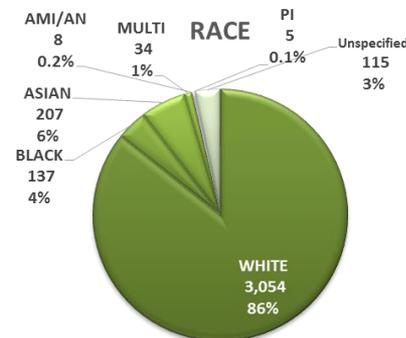
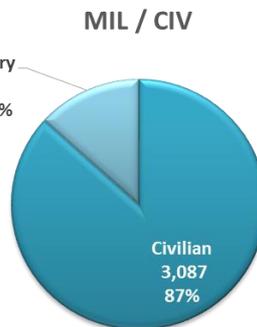
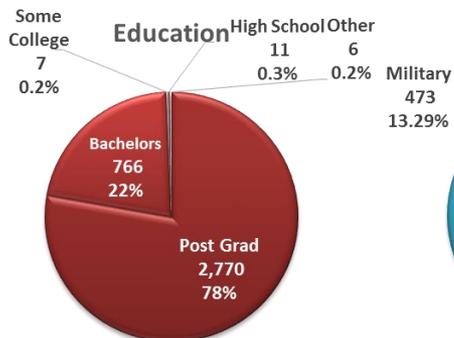
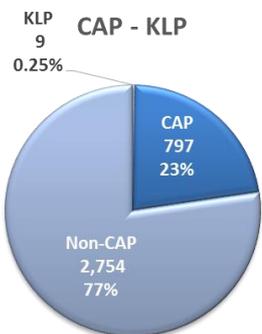
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	203	163	7	373	10.5%
Level II	885	419	51	1,355	38.1%
Level III	1,521	258	52	1,831	51.4%
Unspecified	-	1	-	1	0.0%
<b>S&amp;TM TOTAL</b>	<b>2,609</b>	<b>841</b>	<b>110</b>	<b>3,560</b>	
	73.3%	23.6%	3.1%		

= Compliance  
 = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# S&T Manager Demographics



Occupied Position Type	S&TM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	9 <i>0.3%</i>	1,120 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	797 <i>22.4%</i>	15,535 <i>10.2%</i>
Non-CAP Positions	2,754 <i>77.4%</i>	135,996 <i>89.1%</i>
<b>TOTAL</b>	<b>3,560</b>	<b>152,651</b>

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

Highest Level of Education	S&TM TOTAL	Entire DAW
Post Grad	2,770 <i>77.8%</i>	58,772 <i>38.5%</i>
Bachelors	766 <i>21.5%</i>	68,493 <i>44.9%</i>
Some College	7 <i>0.2%</i>	11,914 <i>7.8%</i>
High School	11 <i>0.3%</i>	12,862 <i>8.4%</i>
Other	6 <i>0.2%</i>	610 <i>0.4%</i>
<b>TOTAL</b>	<b>3,560</b>	<b>152,651</b>

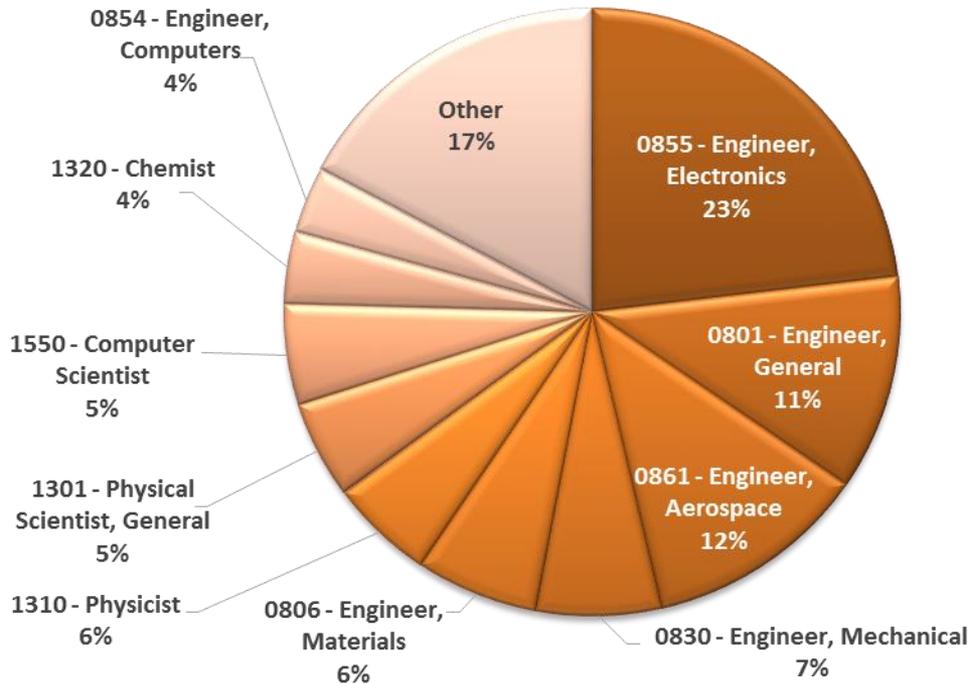
Military / Civilian	S&TM TOTAL	Entire DAW
Civilian	3,087 <i>86.7%</i>	136,977 <i>89.7%</i>
Military	473 <i>13.3%</i>	15,674 <i>10.3%</i>
<b>TOTAL</b>	<b>3,560</b>	<b>152,651</b>

Race	S&TM TOTAL	Entire DAW
WHITE	3,054 <i>85.8%</i>	114,642 <i>75.1%</i>
BLACK	137 <i>3.8%</i>	18,203 <i>11.9%</i>
ASIAN	207 <i>5.8%</i>	9,854 <i>6.5%</i>
MULTI	34 <i>1.0%</i>	3,061 <i>2.0%</i>
AMI/AN	8 <i>0.2%</i>	824 <i>0.5%</i>
PI	5 <i>0.1%</i>	677 <i>0.4%</i>
Unspecified	115 <i>3.2%</i>	5,390 <i>3.5%</i>
<b>TOTAL</b>	<b>3,560</b>	<b>152,651</b>

Gender	S&TM TOTAL	Entire DAW
Males	2,948 <i>82.8%</i>	107,973 <i>70.7%</i>
Females	609 <i>17.1%</i>	44,517 <i>29.2%</i>
Unspecified	3 <i>0.1%</i>	161 <i>0.1%</i>
<b>TOTAL</b>	<b>3,560</b>	<b>152,651</b>



# S&T Manager Size by Occupational Series



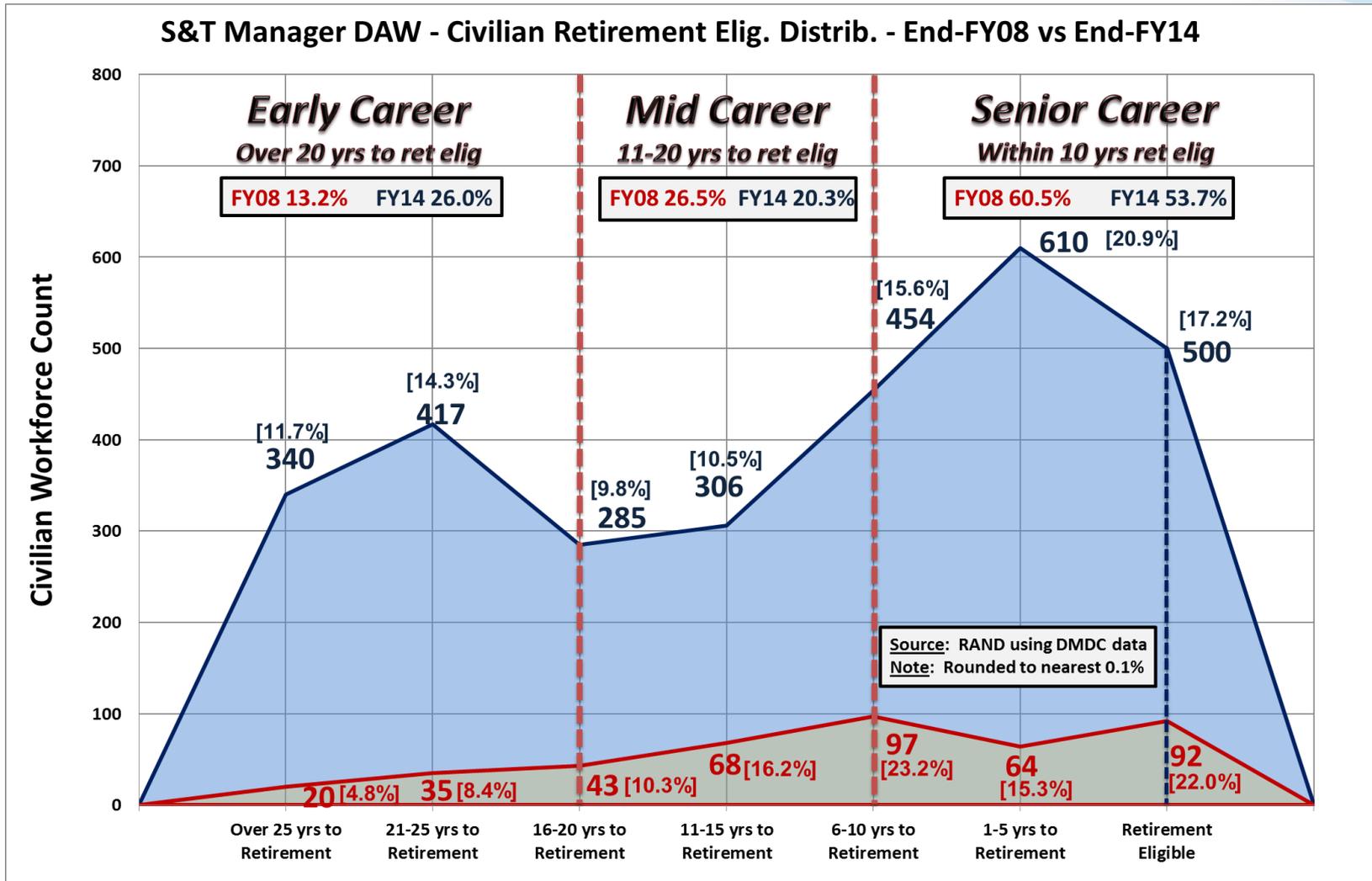
Civilian Occupational Series	S&TM TOTAL	
0855 - Engineer, Electronics	714	23.1%
0801 - Engineer, General	354	11.5%
0861 - Engineer, Aerospace	363	11.8%
0830 - Engineer, Mechanical	204	6.61%
0806 - Engineer, Materials	199	6.45%
1310 - Physicist	169	5.47%
1301 - Physical Scientist, General	160	5.18%
1550 - Computer Scientist	166	5.38%
1320 - Chemist	119	3.85%
0854 - Engineer, Computers	109	3.53%
Other	530	17.17%
<b>TOTAL CIVILIAN</b>	<b>3,087</b>	<b>Civilians</b>



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



# S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY14



As of the end of FY14 (30 September 2014)

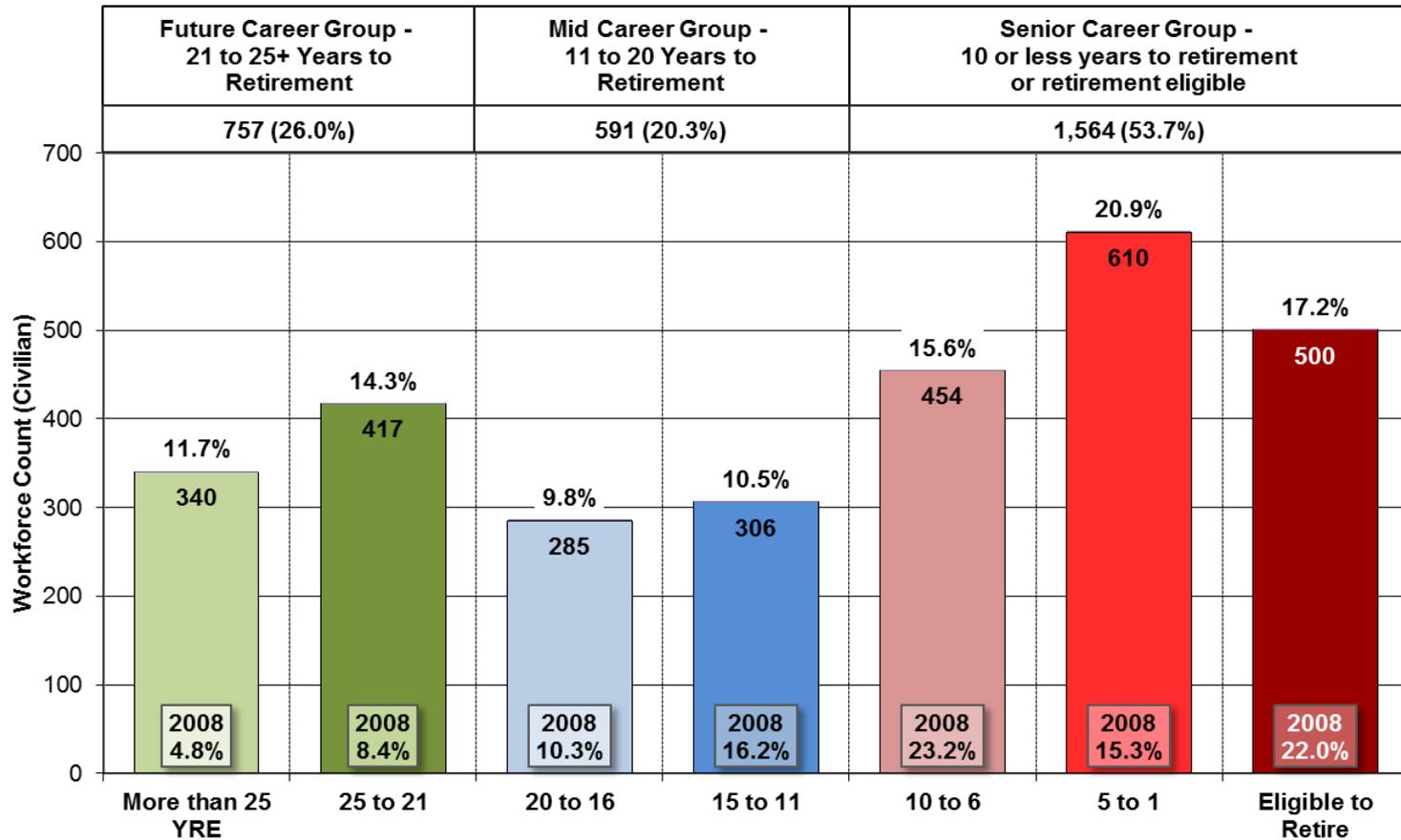


# S&T Manager Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2014) - Science and Technology Manager



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2014 DMDC data provided by RAND.

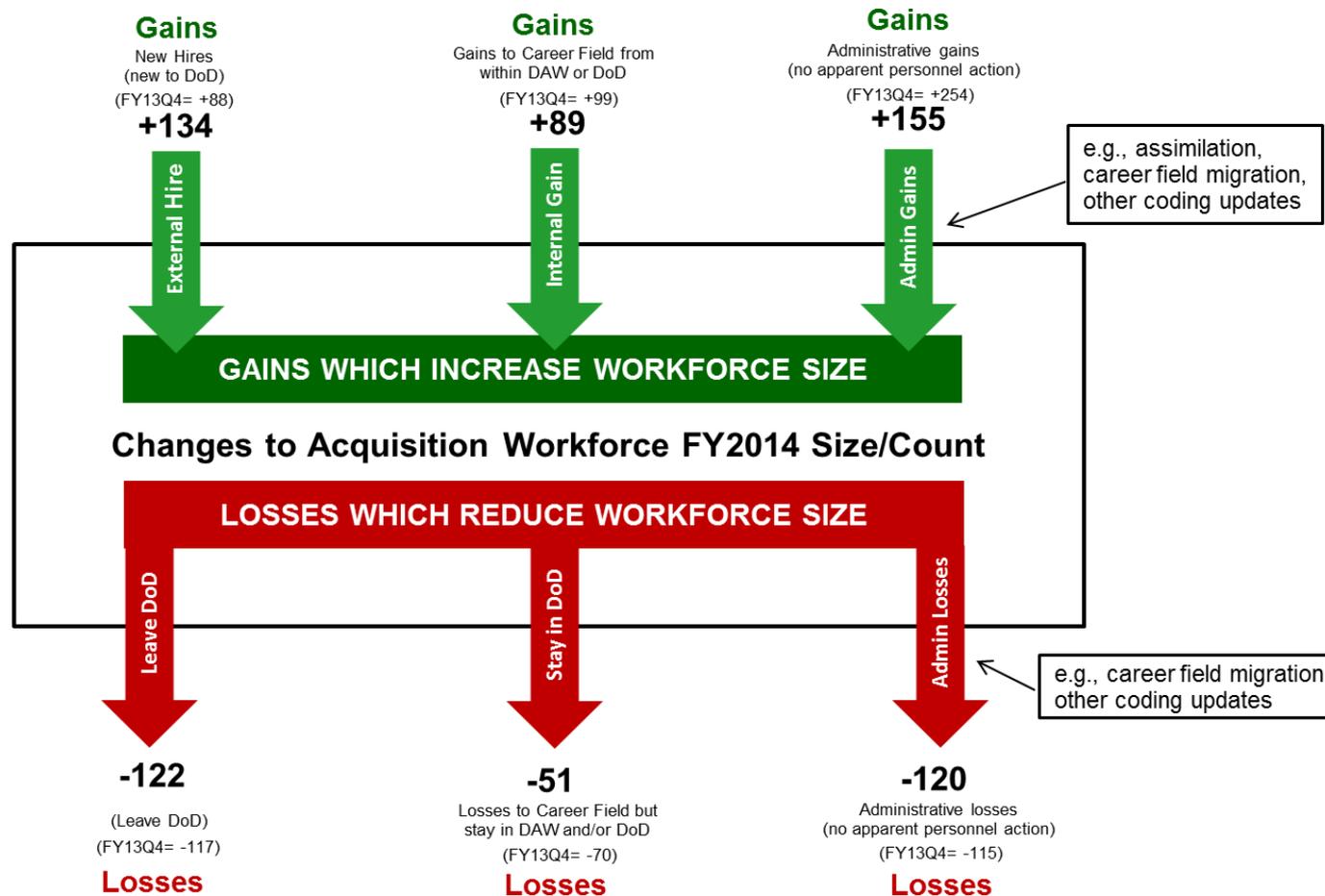
As of the end of FY14 (30 September 2014)



# S&T Manager Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2014) - Science and Technology

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



As of the end of FY14 (30 September 2014)

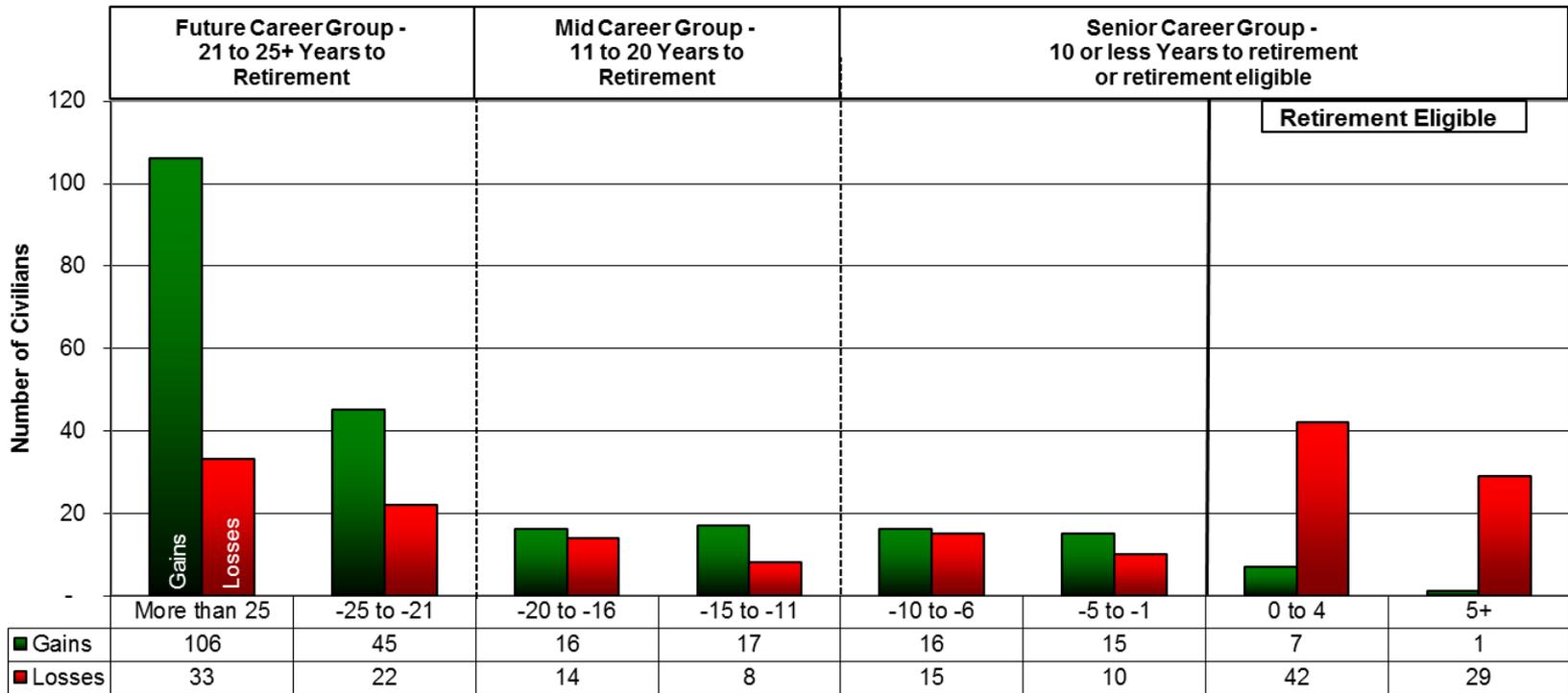


# S&T Manager Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2014 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

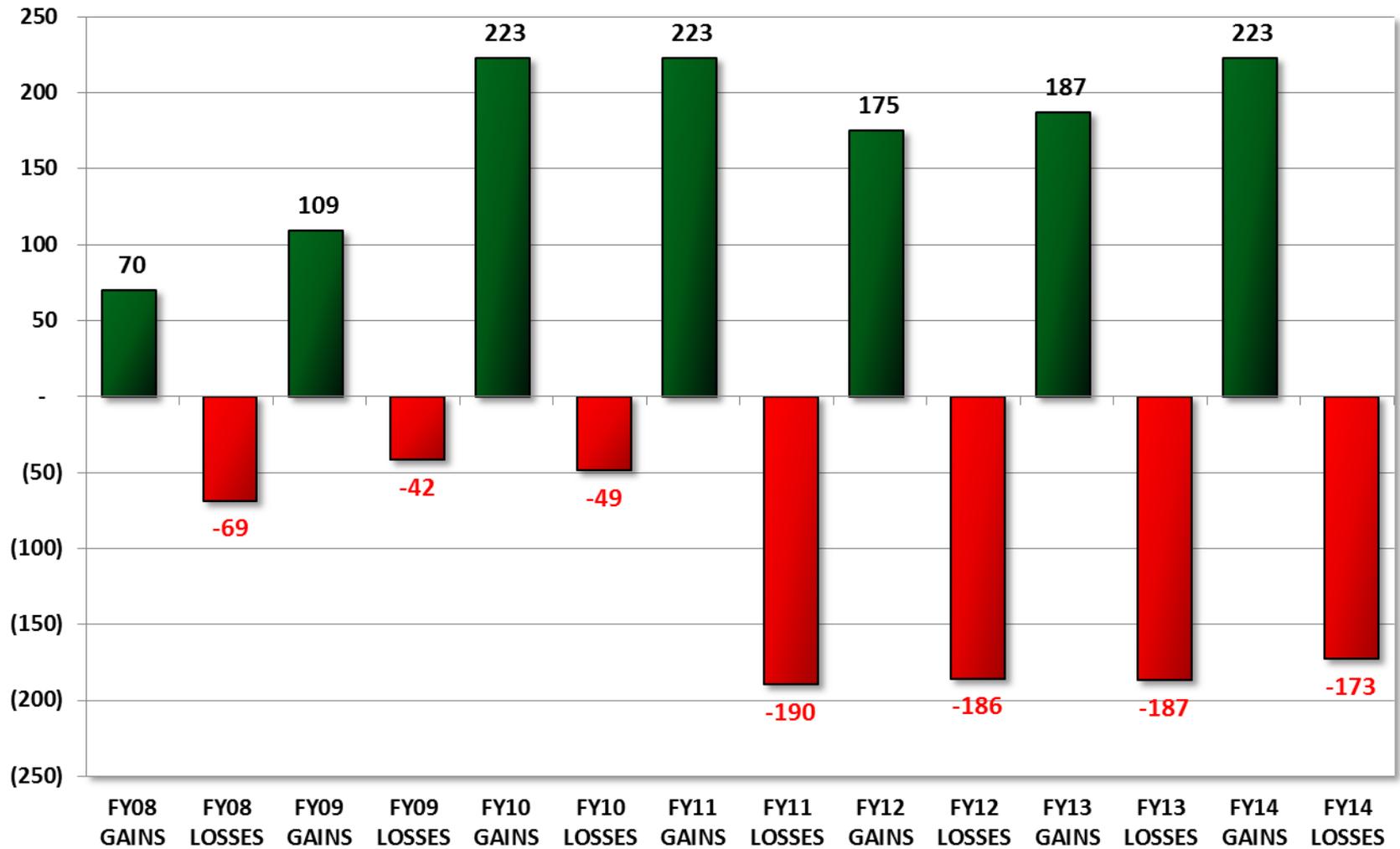
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains and losses

As of the end of FY14 (30 September 2014)



# S&T Manager Historical Gains and Losses FY08 – FY14



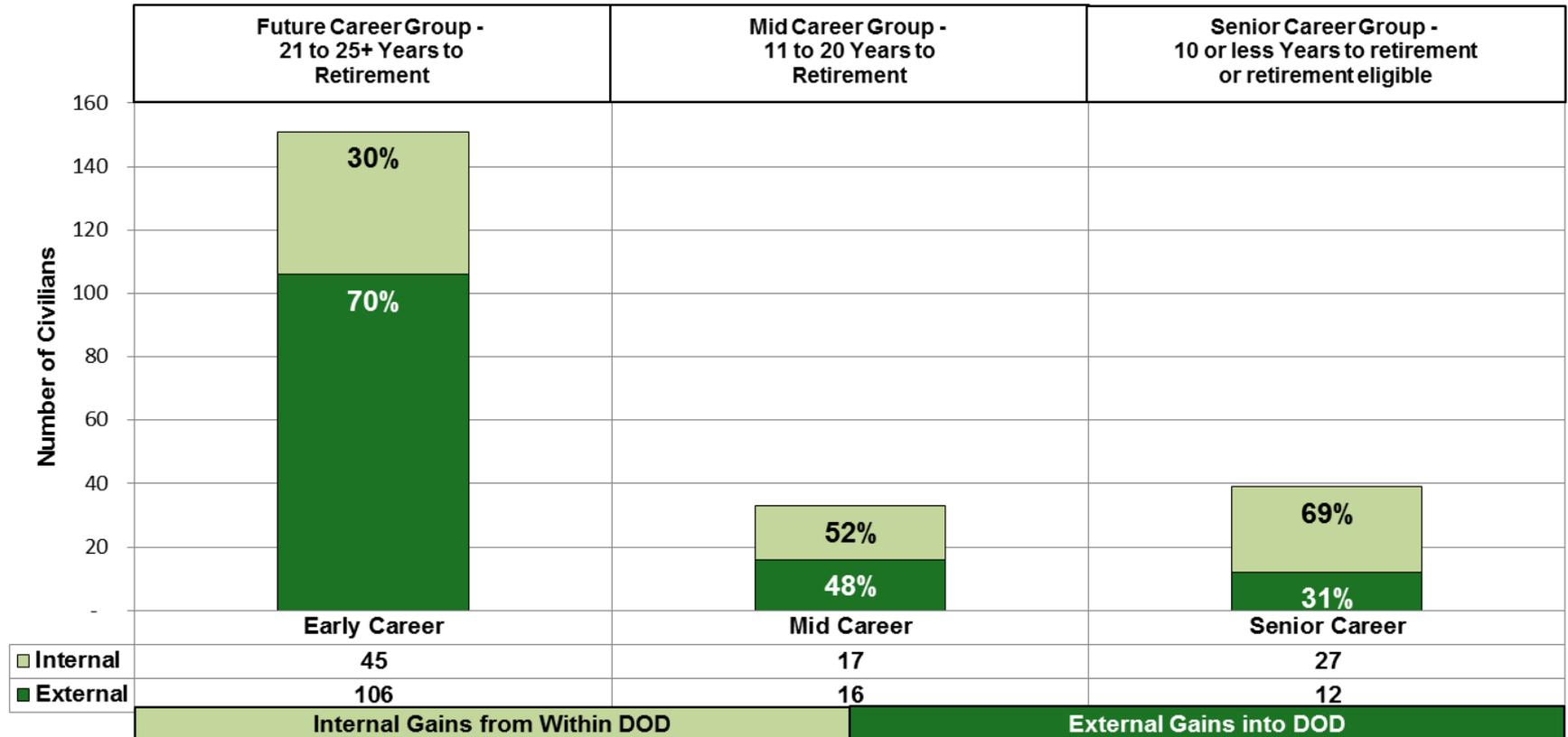
As of the end of FY14 (30 September 2014)



# S&T Manager Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY2014 Gains\*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative gains

As of the end of FY14 (30 September 2014)

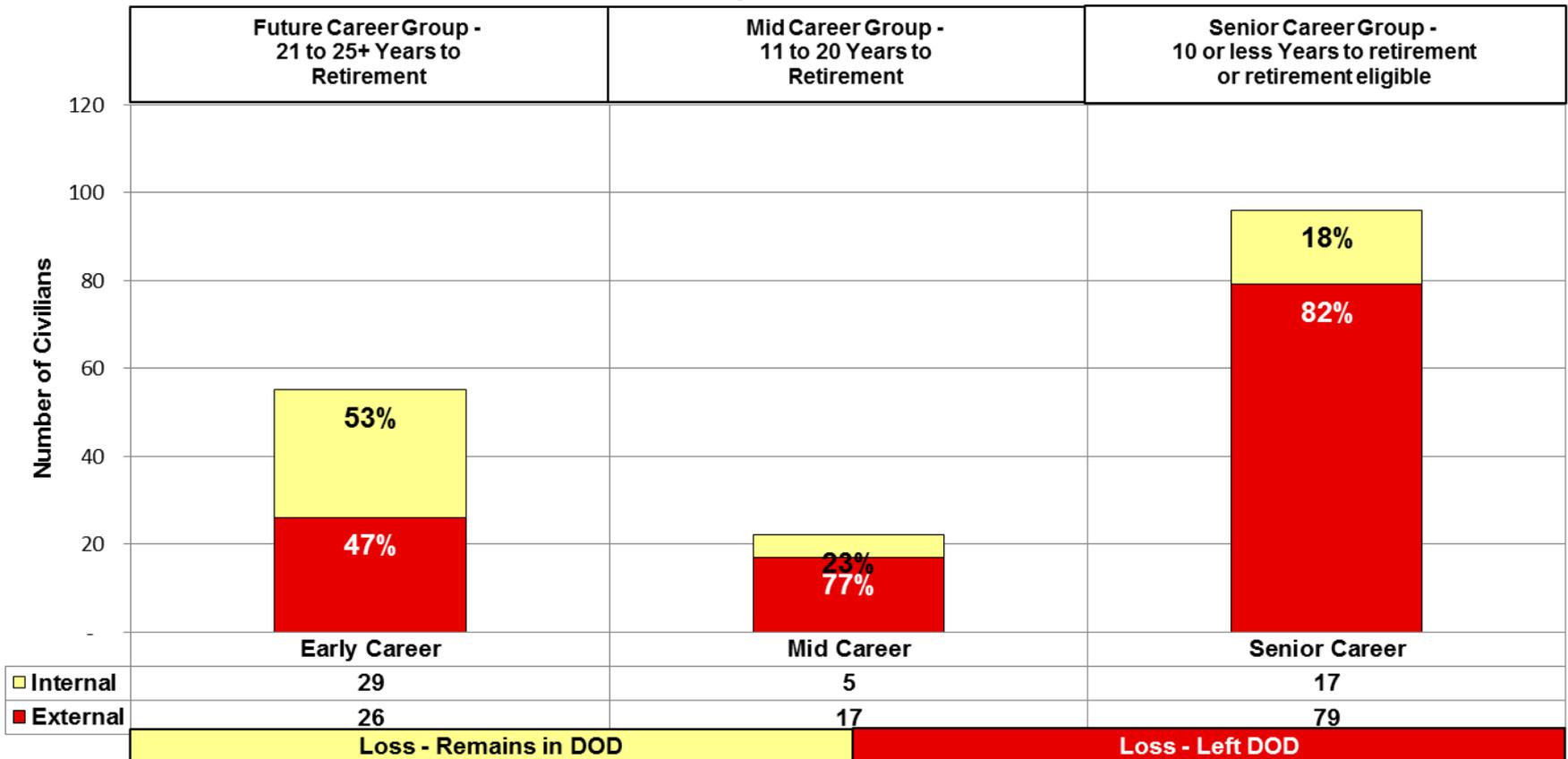


# S&T Manager Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2014 Losses\*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2014 and Previous FY Data)

\*Does not include administrative losses

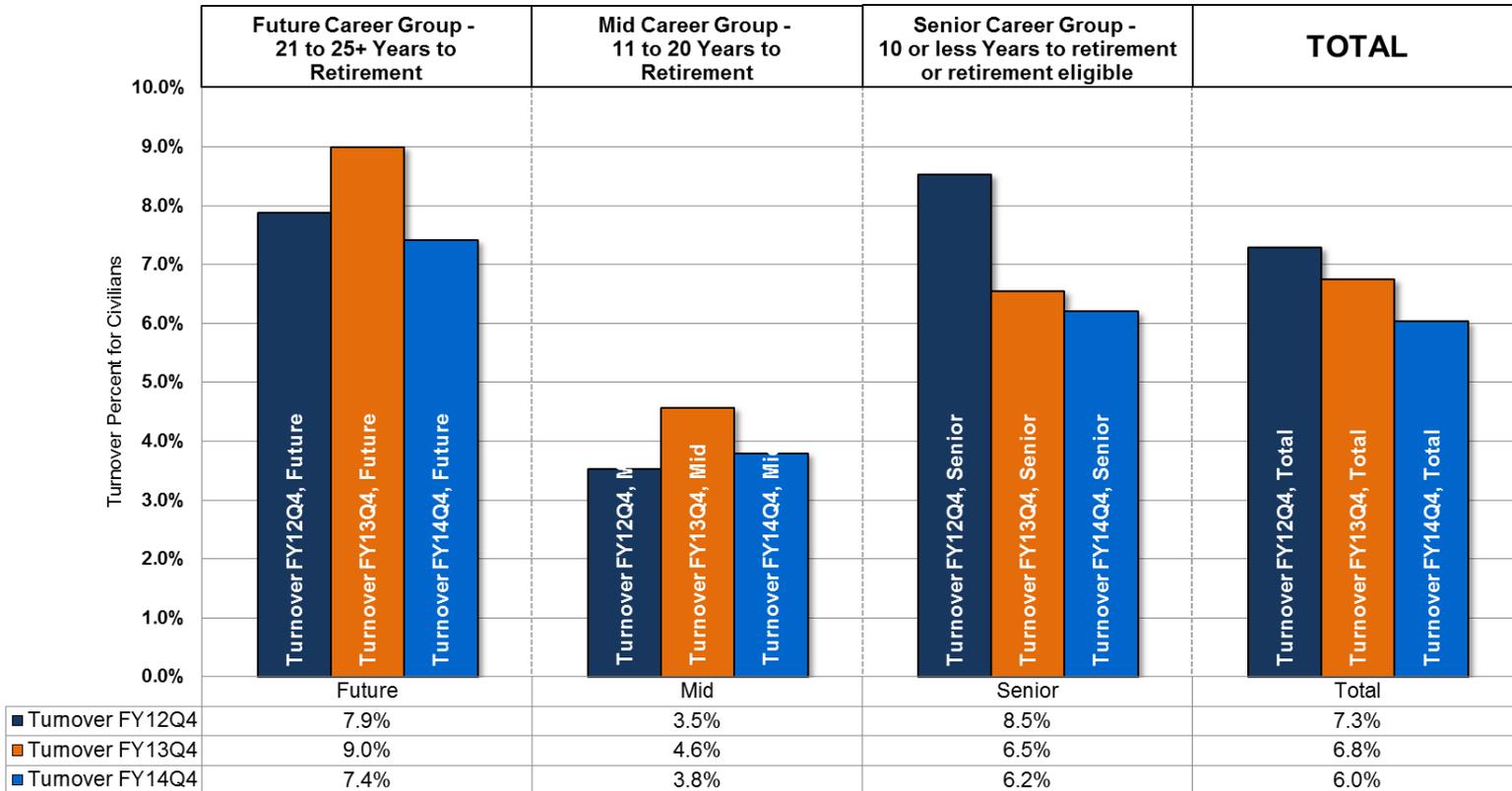
As of the end of FY14 (30 September 2014)



# S&T Manager Turnover Rates by Career Group



## Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY12Q4, FY13Q4, FY14Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of the end of FY14 (30 September 2014)

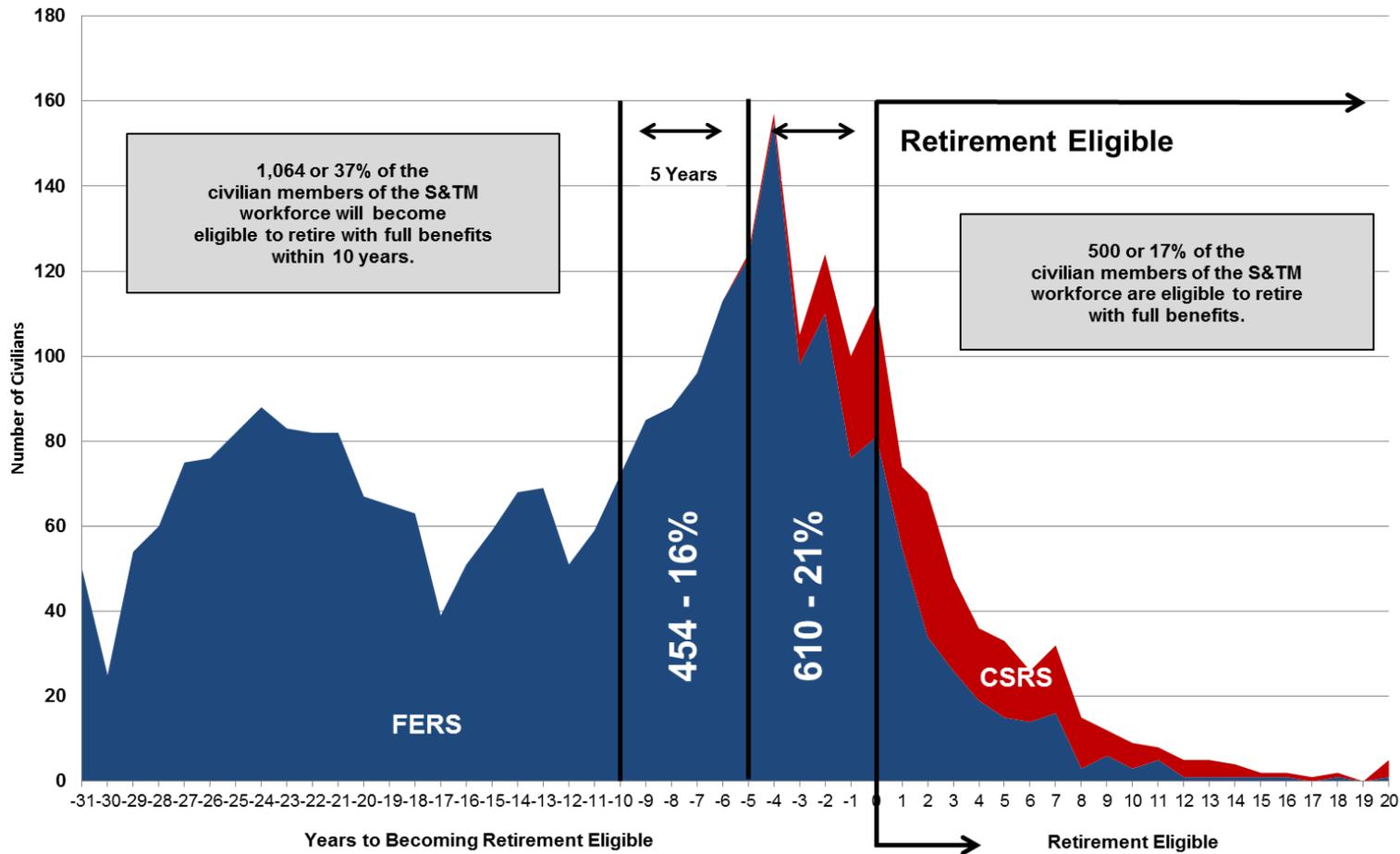


# S&T Manager Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - S&TM

Distribution by Years to Retirement Eligibility (Civilians)(FY2014)



As of the end of FY14 (30 September 2014)



***END***