



Defense Acquisition Workforce Key Information

Science & Technology Manager
As of FY16Q2 (31 March 2016)



Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at <http://www.hci.mil>
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (Adrienne.evertson@hci.mil)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet

| Defense Acquisition Workforce Science and Technology Manager | FY 2008 | | | | FY2016Q2 | | | |
|---|------------------------|------------------------|-------------------------|-------------------------------------|------------------------|------------------------|-------------------------|-------------------------------------|
| | 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 |
| Size & Composition | | | | | | | | |
| Workforce Size | 416 | 64 | 480 | 125,879 | 3,331 | 423 | 3,754 | 158,212 |
| Change in size from 2008 | - | - | - | - | 701% | 561% | 682% | 26% |
| Civilian/Military Composition | 87% | 13% | - | 88% / 12% | 89% | 11% | - | 90% / 10% |
| Educational Attainment | | | | | | | | |
| Bachelor's Degree or Higher | 97% | 94% | 96% | 77% | 98% | 98% | 98% | 82% |
| Graduate Degree | 66% | 61% | 66% | 29% | 79% | 66% | 77% | 39% |
| Certification | | | | | | | | |
| Level I or Higher Achieved | 55% | 25% | 51% | 72% | 84% | 64% | 81% | 85% |
| Level II or Higher Achieved | 54% | 19% | 49% | 61% | 75% | 39% | 71% | 74% |
| Level III Achieved | 48% | 14% | 43% | 36% | 56% | 10% | 51% | 43% |
| Position Certification Requirement Met or Exceeded | 52% | 17% | 47% | 58% | 76% | 47% | 73% | 75% |
| Within 24 Months of Certification Requirement | 37% | 81% | 43% | 27% | 22% | 49% | 25% | 21% |
| Does Not Meet Certification Requirement | 12% | 2% | 10% | 14% | 2% | 4% | 2% | 3% |
| Planning Considerations | | | | | | | | |
| % Baby Boomer / Traditional Gen. | 75% | 28% | 69% | 62% | 42% | 4% | 37% | 39% |
| Average Age | 49.9 | 40.1 | 48.6 | 45.7 | 45.3 | 32.5 | 43.9 | 44.4 |
| Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior | 13/26/60(%) | - | - | 20/23/57 (%)(Civ) | 27/22/51(%) | - | - | 28/29/43(%) |
| Average Years of Service | 17.6 | 14.3 | 17.1 | 17.3 | 16.1 | 9.1 | 15.3 | 15.0 |
| Retirement Eligible* | 92(22%) | - | - | 19,051(17%) (Civ) | 651(20%) | - | - | 26,669(19%) |
| Retirement Eligible w/in 5 Years* | 64(15%) | - | - | 21,315(19%) (Civ) | 631(19%) | - | - | 25,977(18%) |
| Total Gains/Losses* | 123/147 | - | - | 14,245/15,030 (Civ) | 500/256 | - | - | 15,983/10,440 |

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q2 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 FY2016Q2 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current S&T Manager Defense Acquisition Workforce count is 3,754, up from 480 in FY08, a total increase of 3,274
- The S&T Manager Defense Acquisition Workforce count was at its highest point (3,754) in FY16Q2, and its lowest point (291) in FY06
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and ARMY, with increases of 2,638(6135%), 319 (167%), and 292 (204%), respectively
- The Agency with the largest decrease, since FY08, is DCMA with a decrease of 2(33%)

Defense Acquisition Workforce DAWIA Certification Highlights

- The current S&T Manager Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate 72.8%; up from 47.1% in FY08
- The current S&T Manager Meets/Exceeds certification rate is up 25.7% from FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.9%; down from 42.5% in FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.3%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

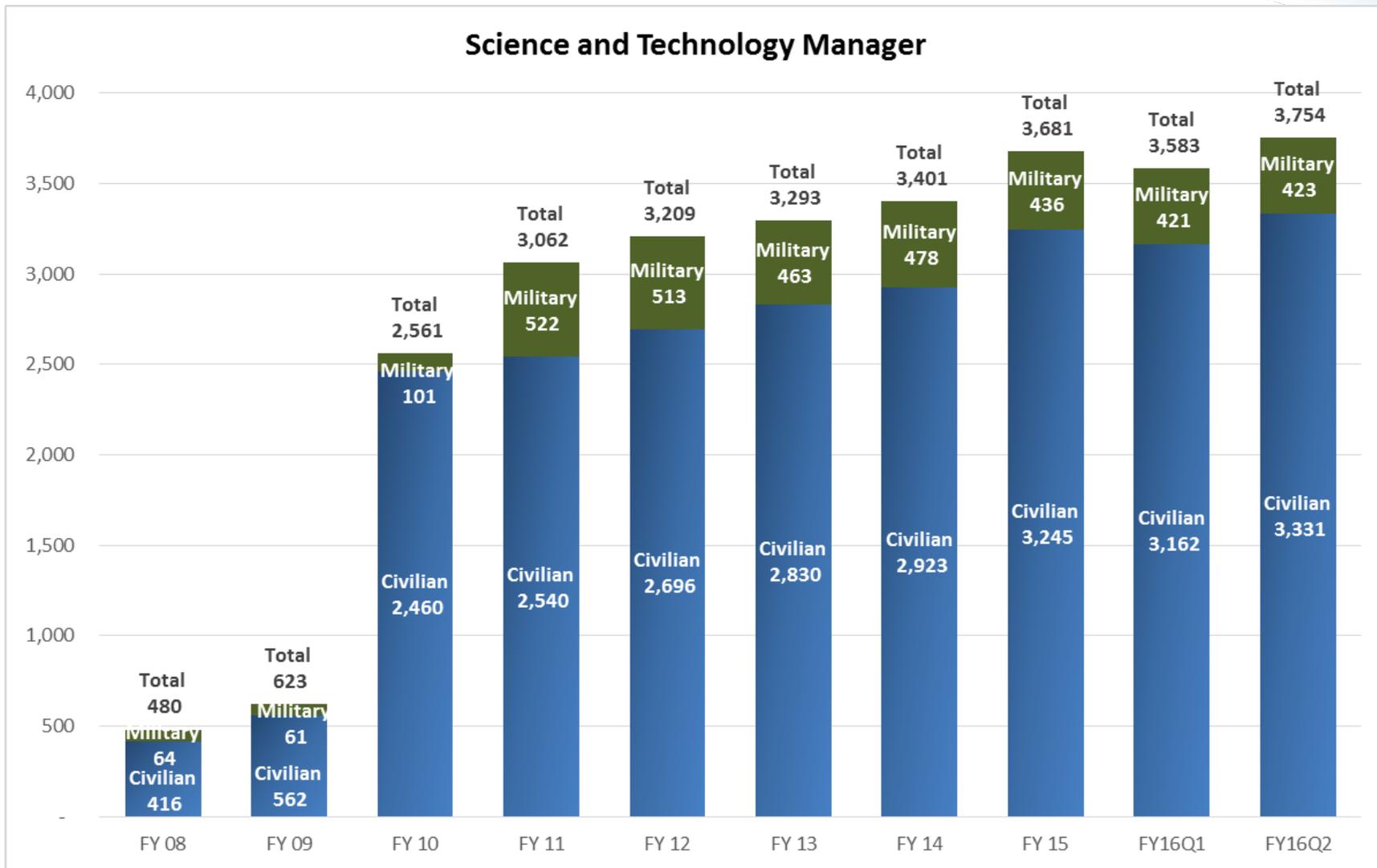
- Senior Career Group 50.6% (1,684) (10 years or less to retirement eligibility or retirement eligible)
- 19.6% (651) are currently eligible to retire, ↓ from 22.1% in FY08
- Mid Career Group 22.2% (739) (11 to 20 years to retirement), 26.5% in FY08
- Early Career Group 27.2% (904) (21 to 25+ years to retirement), ↑ from 13.1% in FY08



Total Historic Workforce

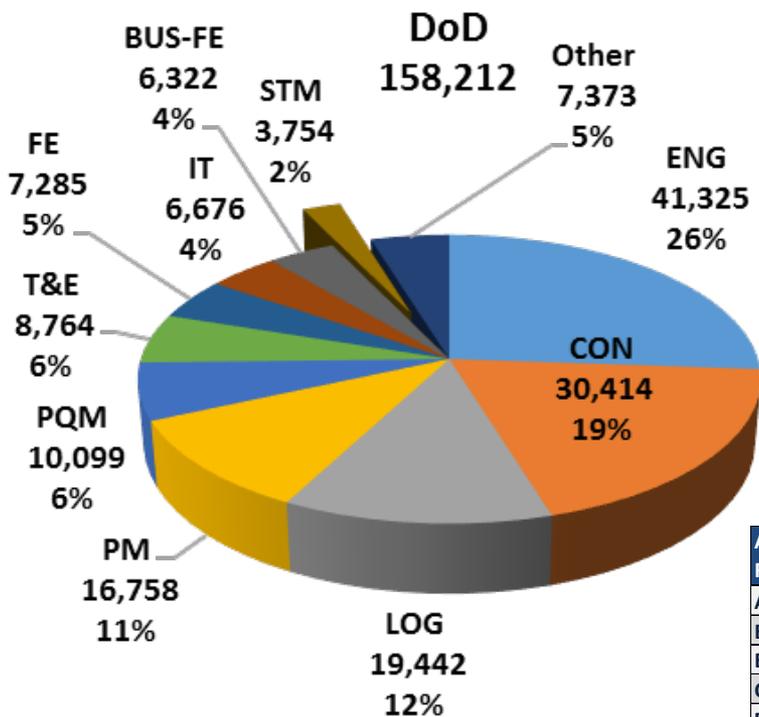


Science and Technology Manager





AWF by Component and Career Field



| AWF Count by Career Category FY16Q2 | Army | DoN | Air Force | 4th Estate | Totals | % Total |
|--|---------------|---------------|---------------|---------------|----------------|---------|
| Auditing | - | - | - | 4,151 | 4,151 | 2.6% |
| Business - CE | 245 | 572 | 467 | 83 | 1,367 | 0.9% |
| Business - FM | 1,705 | 2,053 | 1,965 | 599 | 6,322 | 4.0% |
| Contracting | 7,955 | 6,250 | 8,407 | 7,802 | 30,414 | 19.2% |
| Engineering | 9,063 | 21,243 | 8,949 | 2,070 | 41,325 | 26.1% |
| Facilities Engineering | 1,498 | 5,440 | 270 | 77 | 7,285 | 4.6% |
| Information Technology | 1,666 | 2,940 | 1,204 | 866 | 6,676 | 4.2% |
| Life Cycle Logistics | 7,149 | 6,296 | 3,087 | 2,910 | 19,442 | 12.3% |
| Production, Quality and Man | 1,376 | 2,931 | 391 | 5,401 | 10,099 | 6.4% |
| Program Management | 3,215 | 6,381 | 5,492 | 1,670 | 16,758 | 10.6% |
| Property | 48 | 65 | 14 | 266 | 393 | 0.2% |
| Purchasing | 293 | 484 | 73 | 571 | 1,421 | 0.9% |
| S&T Manager | 435 | 510 | 2,681 | 128 | 3,754 | 2.4% |
| Test and Evaluation | 1,905 | 3,409 | 3,071 | 379 | 8,764 | 5.5% |
| Unknown/Other | 9 | 1 | 5 | 26 | 41 | 0.03% |
| FY16Q2 Totals (as of 3-31-2016) | 36,562 | 58,575 | 36,076 | 26,999 | 158,212 | |
| Component % | 23.1% | 37.0% | 22.8% | 17.1% | | |



S&T Manager Workforce Historical Size by Agency FY05 – FY16Q2



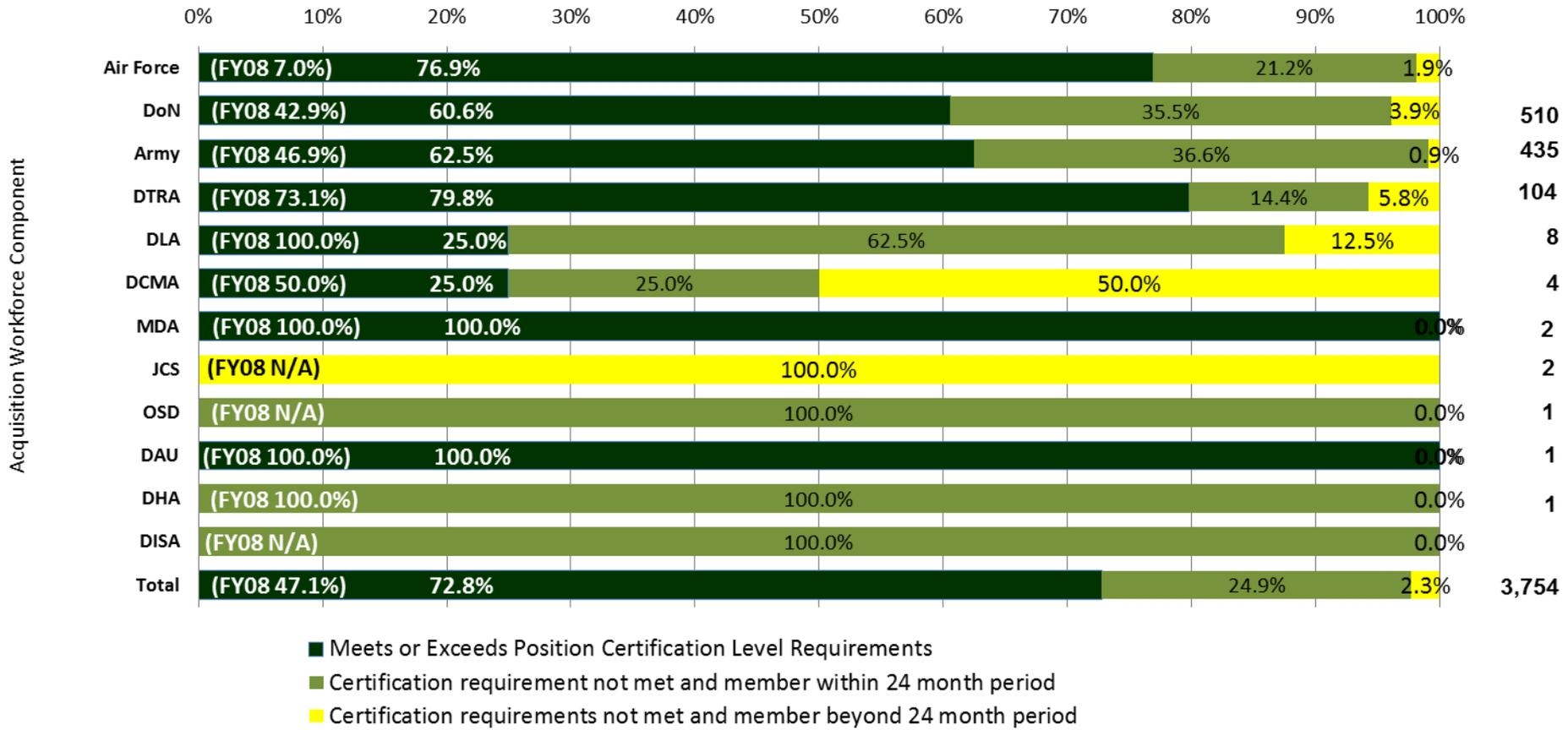
| S&T Manager | FY05 | FY06 | FY07 | FY08 | FY09 | FY10 | FY11 | FY12 | FY13 | FY14 | FY15 | FY16Q2 | % Change Since FY08 | % Change Since FY15 |
|--|------------|------------|------------|------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------------|---------------------|
| Defense Acq Workforce | | | | | | | | | | | | | | |
| ARMY | 129 | - | 145 | 143 | 204 | 238 | 250 | 247 | 249 | 290 | 393 | 435 | 204% | 11% |
| DoN | 127 | 170 | 205 | 191 | 243 | 311 | 349 | 388 | 415 | 434 | 484 | 510 | 167% | 5% |
| AIR FORCE | 57 | 21 | 30 | 43 | 51 | 1,873 | 2,314 | 2,440 | 2,506 | 2,559 | 2,674 | 2,681 | 6135% | 0% |
| DCMA | - | 5 | 11 | 6 | 11 | 11 | 9 | 11 | 8 | 6 | 4 | 4 | -33% | 0% |
| DLA | - | - | - | 1 | 1 | 2 | 6 | 4 | 6 | 6 | 9 | 8 | 700% | -11% |
| DCAA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| MDA | - | 1 | 2 | 1 | 2 | 1 | 4 | 4 | 2 | 2 | 4 | 2 | 100% | -50% |
| DISA | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | - |
| DHA | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | 0% |
| DTRA | - | 93 | 90 | 93 | 109 | 122 | 129 | 111 | 102 | 99 | 107 | 104 | 12% | -3% |
| DAU | 1 | 1 | - | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% | 0% |
| National Reconnaissance Office | | | | | | | | | | | | | | |
| OSD | - | - | - | - | - | 1 | - | - | - | 1 | 1 | 1 | - | 0% |
| JCS | - | - | - | - | - | - | - | 2 | 2 | 2 | 2 | 2 | - | 0% |
| DeCA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| WHS | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DFAS | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DoDEA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DMEA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DoD HRA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| TRMC | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DSCA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DMA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DSS | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DTIC | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DARPA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NDU | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Uniformed Services University of The Health Sciences | | | | | | | | | | | | | | |
| IG | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Defense POW/MIA Accounting Agency | | | | | | | | | | | | | | |
| ASD | - | - | - | - | - | - | - | 1 | 1 | 1 | 1 | 1 | - | 0% |
| PFPA | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4th Estate Other | - | - | - | 1 | - | 1 | - | - | - | - | - | - | - | - |
| TOTAL | 314 | 291 | 483 | 480 | 623 | 2,561 | 3,062 | 3,209 | 3,293 | 3,401 | 3,681 | 3,754 | ↑ | ↑ |
| | | | | | | | | | | | | | 682% | 2% |



S&T Manager DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component S&TM (FY16Q2)

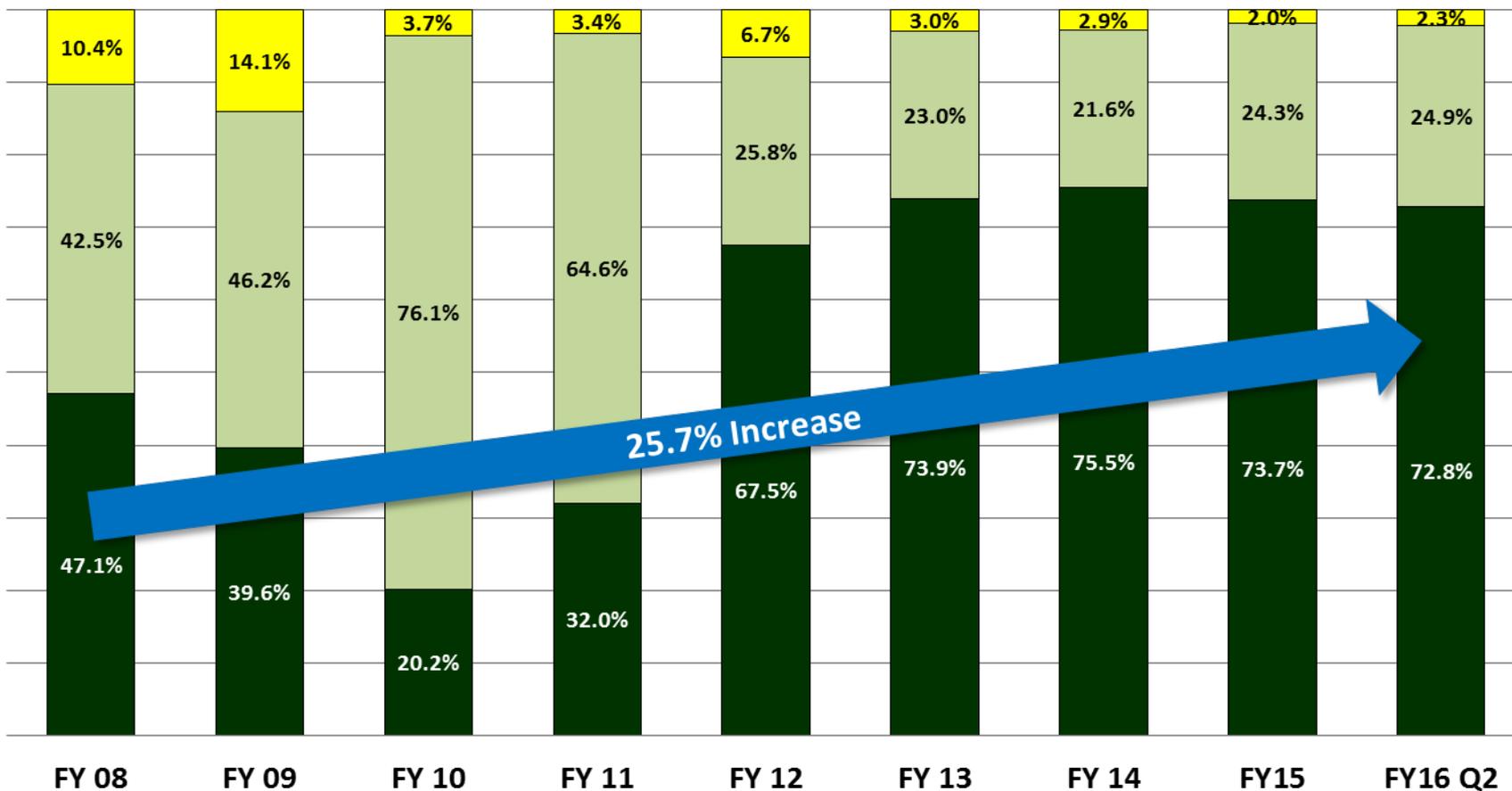




S&T Manager Historical DAWIA Certification FY08 – FY16Q2



S&T Manager



25.7% Increase

■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



S&T Manager DAWIA Certification Matrix + Bench Strength



| S&TM | Achieved Certification Level | | | | FY16Q2 TOTAL | % Meets Certification Requirement |
|---------------------|------------------------------|------------|------------|--------------|--------------|-----------------------------------|
| | No Level Achieved | Level I | Level II | Level III | | |
| Level I | 199 | 161 | 50 | 32 | 442 | 55.0% |
| Level II | 335 | 187 | 616 | 312 | 1,450 | 64.0% |
| Level III | 164 | 36 | 100 | 1,562 | 1,862 | 83.9% |
| Unspecified | - | - | - | - | - | - |
| FY16Q2 TOTAL | 698 | 384 | 766 | 1,906 | 3,754 | 72.8% |
| | 18.6% | 10.2% | 20.4% | 50.8% | | |

No Level Achieved includes those within the 24 month grace period

| Bench Strength | | | |
|-----------------|------------|--------------|-------------------|
| Service | # Exceeds | % Exceeds** | Career Field Rank |
| DAW | 20,288 | 12.8% | |
| Army | 5,130 | 14.0% | |
| DoN | 6,881 | 11.8% | |
| Air Force | 6,577 | 18.3% | |
| 4th Estate | 1,700 | 6.3% | |
| S&TM | 394 | 10.5% | 5 of 13 |

** Based on population total without unspecified positions

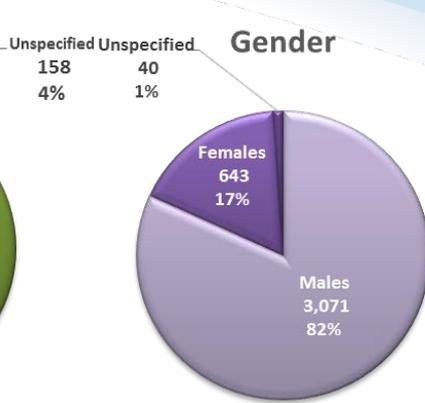
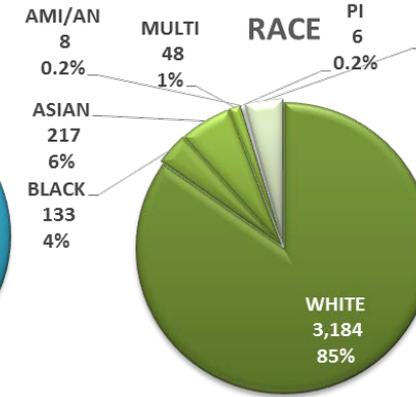
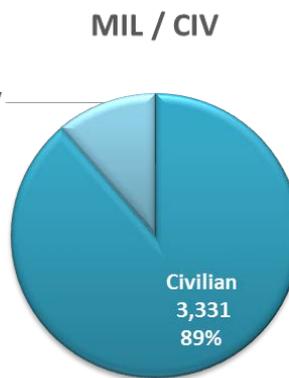
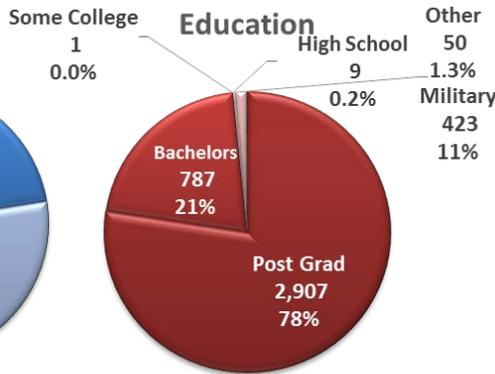
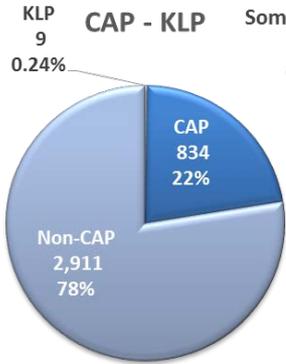
| Certification Requirement | Meets | Within 24 Months | Does Not Meet | DAW TOTAL | |
|---------------------------|--------------|------------------|---------------|--------------|-------|
| Level I | 243 | 192 | 7 | 442 | 11.8% |
| Level II | 928 | 486 | 36 | 1,450 | 38.6% |
| Level III | 1,562 | 256 | 44 | 1,862 | 49.6% |
| Unspecified | - | - | - | - | 0.0% |
| S&TM TOTAL | 2,733 | 934 | 87 | 3,754 | |
| | 72.8% | 24.9% | 2.3% | | |

 = 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>0.2%</i> | 1,128 <i>0.7%</i> |
| Critical Acquisition Positions (CAPs) * | 834 <i>22.2%</i> | 15,701 <i>9.9%</i> |
| Non-CAP Positions | 2,911 <i>77.5%</i> | 141,383 <i>89.4%</i> |
| TOTAL | 3,754 | 158,212 |

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

| Highest Level of Education | S&TM TOTAL | Entire DAW |
|----------------------------|--------------------|---------------------|
| Post Grad | 2,907 <i>77.4%</i> | 61,428 <i>38.8%</i> |
| Bachelors | 787 <i>21.0%</i> | 69,007 <i>43.6%</i> |
| Some College | 1 <i>0.0%</i> | 11,791 <i>7.5%</i> |
| High School | 9 <i>0.2%</i> | 12,464 <i>7.9%</i> |
| Other | 50 <i>1.3%</i> | 3,522 <i>2.2%</i> |
| TOTAL | 3,754 | 158,212 |

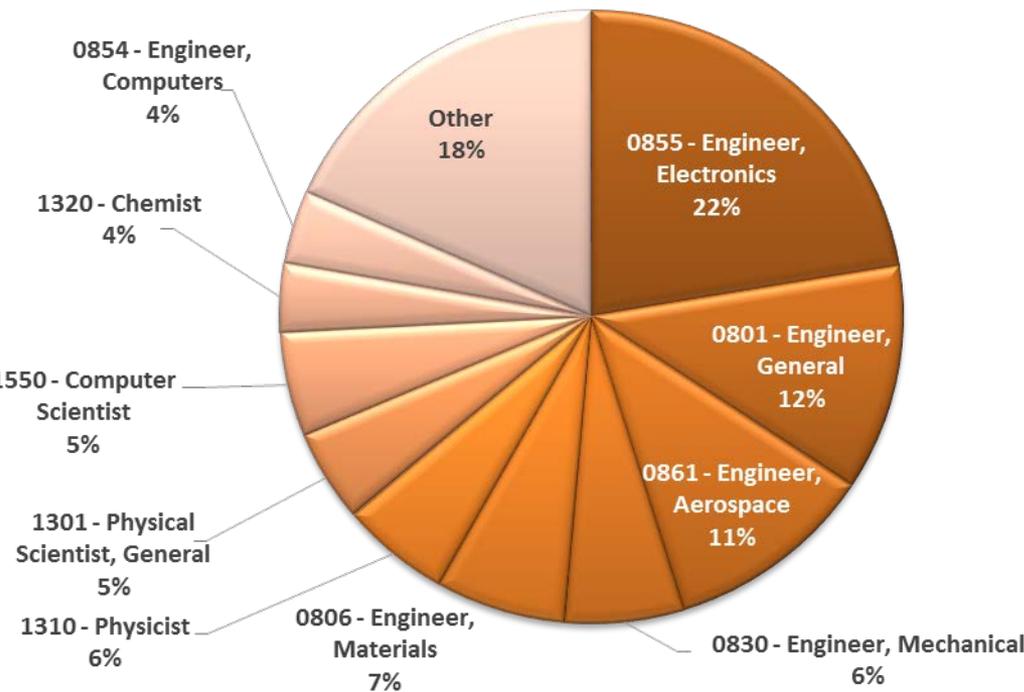
| Military / Civilian | S&TM TOTAL | Entire DAW |
|---------------------|--------------------|----------------------|
| Civilian | 3,331 <i>88.7%</i> | 142,728 <i>90.2%</i> |
| Military | 423 <i>11.3%</i> | 15,484 <i>9.8%</i> |
| TOTAL | 3,754 | 158,212 |

| Race | S&TM TOTAL | Entire DAW |
|--------------|--------------------|----------------------|
| WHITE | 3,184 <i>84.8%</i> | 116,320 <i>73.5%</i> |
| BLACK | 133 <i>3.5%</i> | 18,633 <i>11.8%</i> |
| ASIAN | 217 <i>5.8%</i> | 10,154 <i>6.4%</i> |
| MULTI | 48 <i>1.3%</i> | 3,381 <i>2.1%</i> |
| AMI/AN | 8 <i>0.2%</i> | 844 <i>0.5%</i> |
| PI | 6 <i>0.2%</i> | 748 <i>0.5%</i> |
| Unspecified | 158 <i>4.2%</i> | 8,132 <i>5.1%</i> |
| TOTAL | 3,754 | 158,212 |

| Gender | S&TM TOTAL | Entire DAW |
|--------------|--------------------|----------------------|
| Males | 3,071 <i>81.8%</i> | 110,062 <i>69.6%</i> |
| Females | 643 <i>17.1%</i> | 45,274 <i>28.6%</i> |
| Unspecified | 40 <i>1.1%</i> | 2,876 <i>1.8%</i> |
| TOTAL | 3,754 | 158,212 |



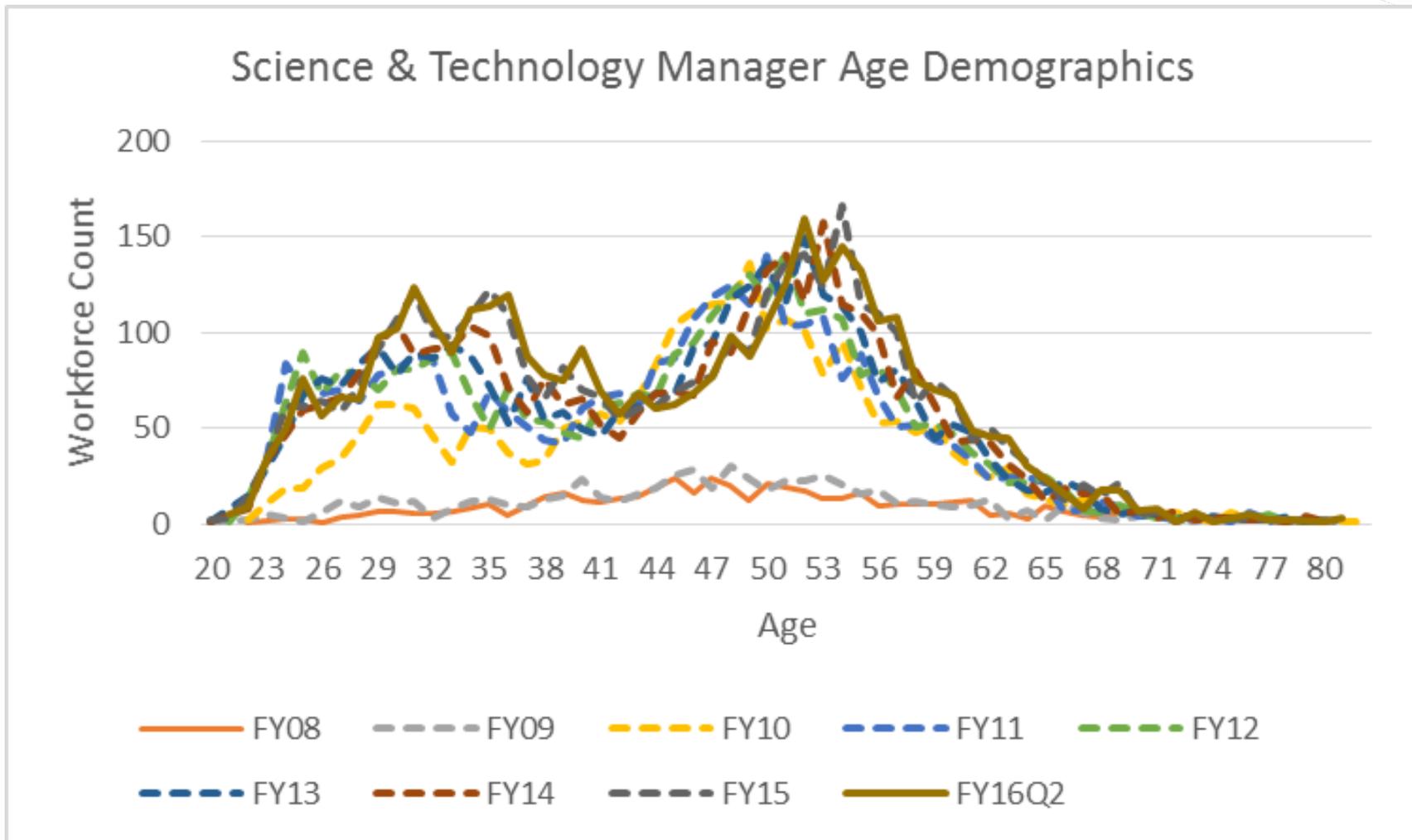
S&T Manager Size by Occupational Series



| Civilian Occupational Series | S&TM TOTAL | |
|------------------------------------|--------------|------------------|
| 0855 - Engineer, Electronics | 745 | 22.4% |
| 0801 - Engineer, General | 397 | 11.9% |
| 0861 - Engineer, Aerospace | 364 | 10.9% |
| 0830 - Engineer, Mechanical | 206 | 6.18% |
| 0806 - Engineer, Materials | 225 | 6.75% |
| 1310 - Physicist | 189 | 5.67% |
| 1301 - Physical Scientist, General | 162 | 4.86% |
| 1550 - Computer Scientist | 183 | 5.49% |
| 1320 - Chemist | 120 | 3.60% |
| 0854 - Engineer, Computers | 129 | 3.87% |
| Other | 611 | 18.34% |
| TOTAL CIVILIAN | 3,331 | Civilians |



Age Demographics

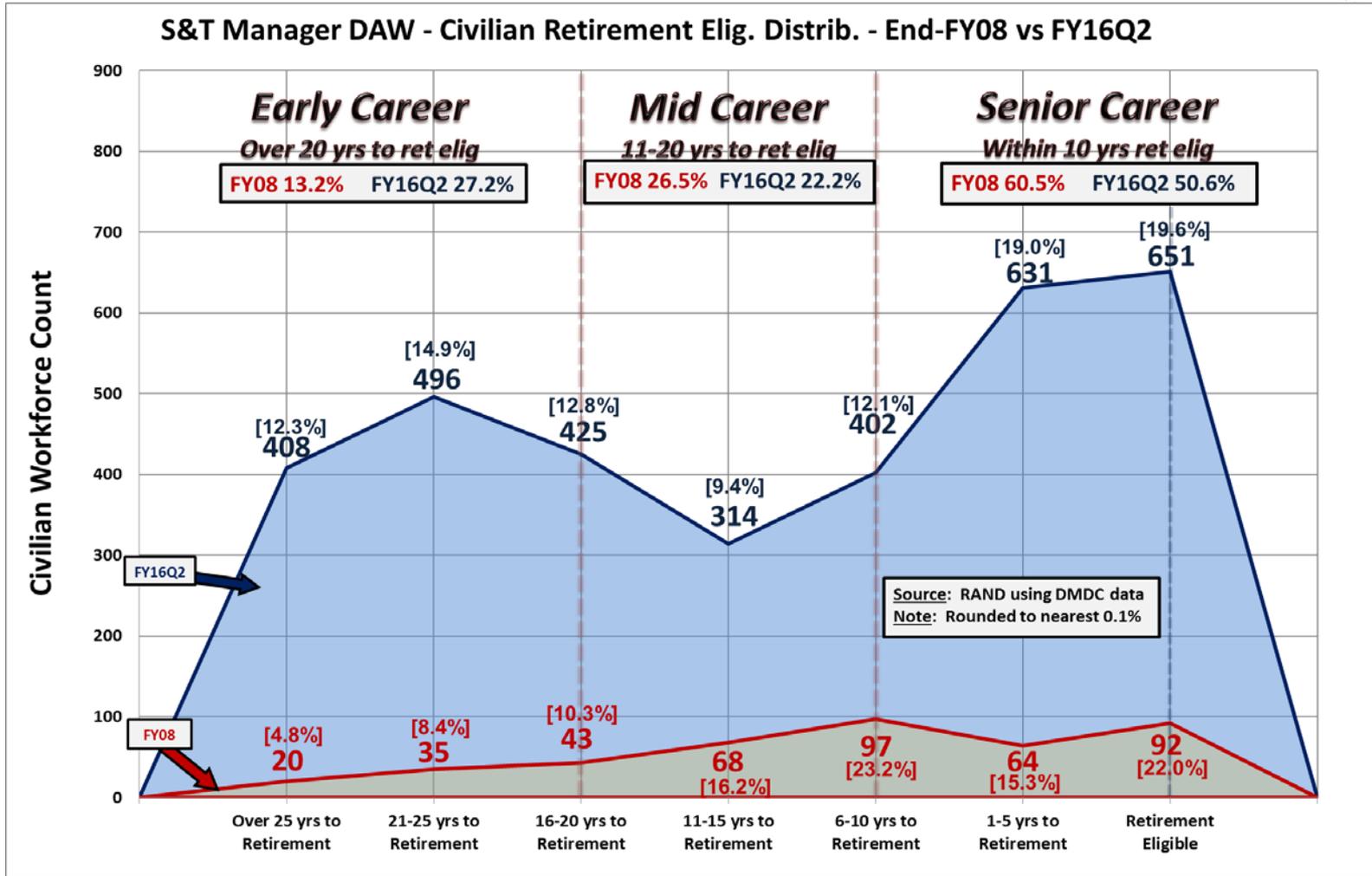




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



As of FY16Q2 (31 Mar 2016)

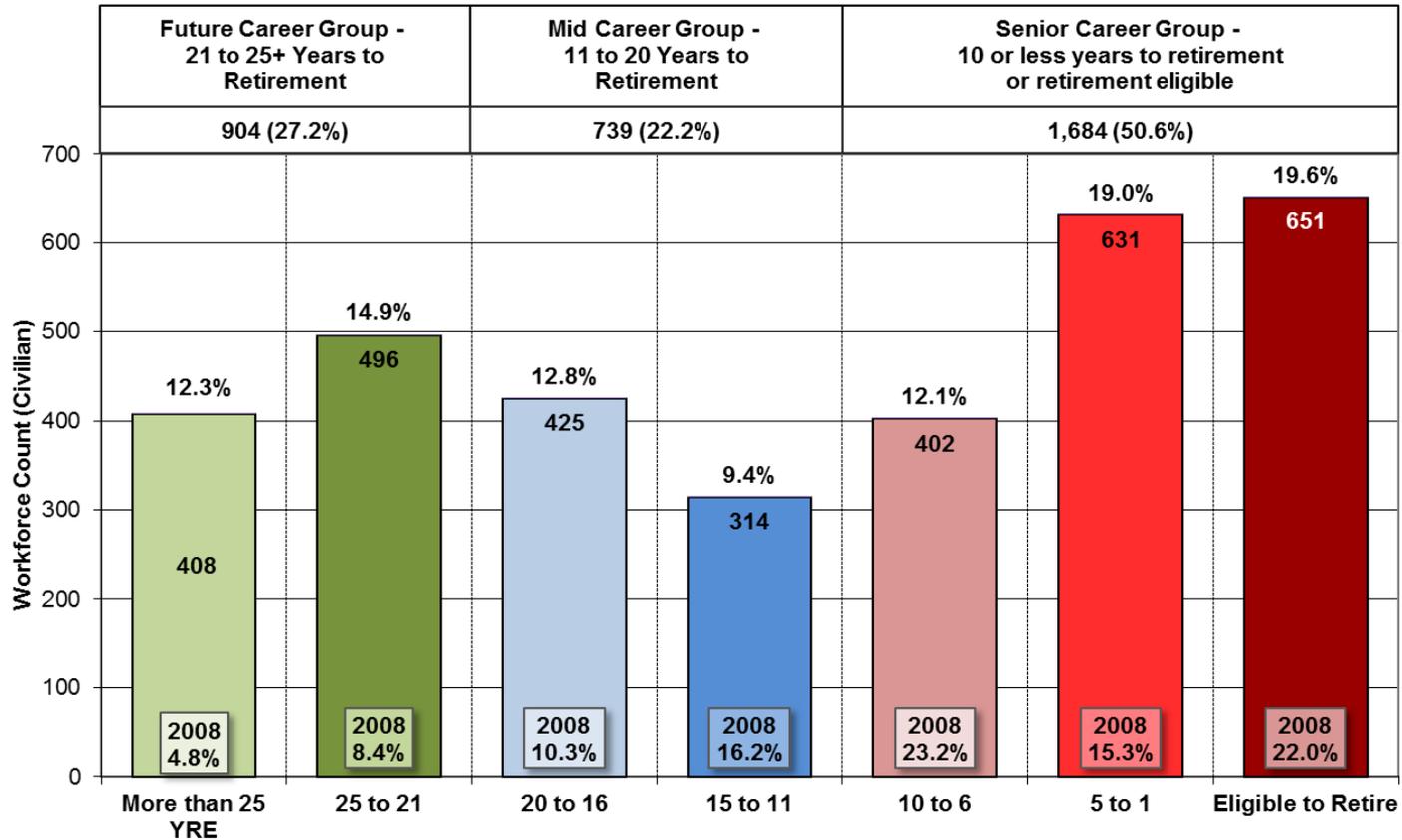


S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q2) - Science and Technology Manager



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

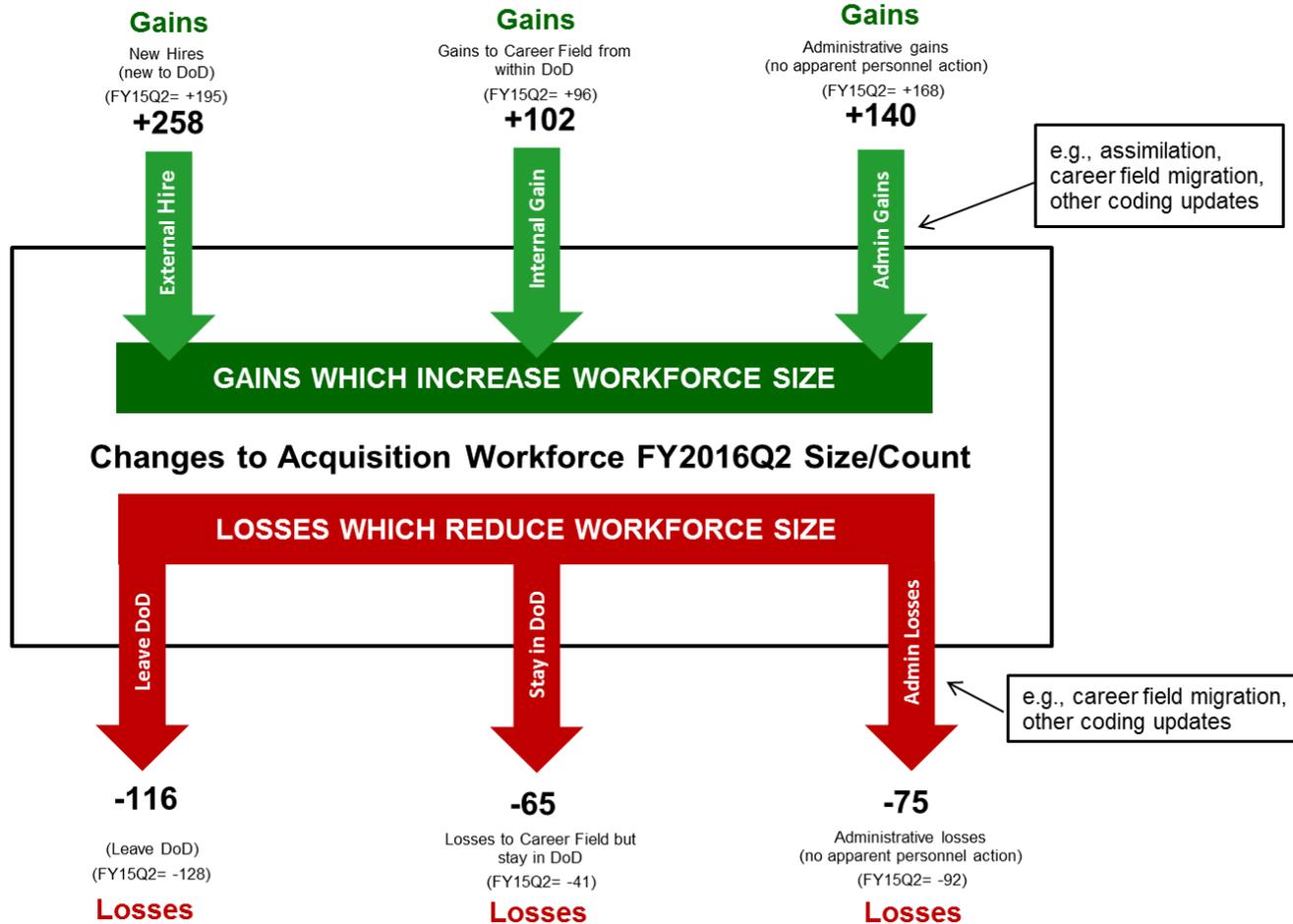
As of FY16Q2 (31 Mar 2016)



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

Defense Acquisition Workforce (Civilian) (FY2016Q2) - Science and Technology

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



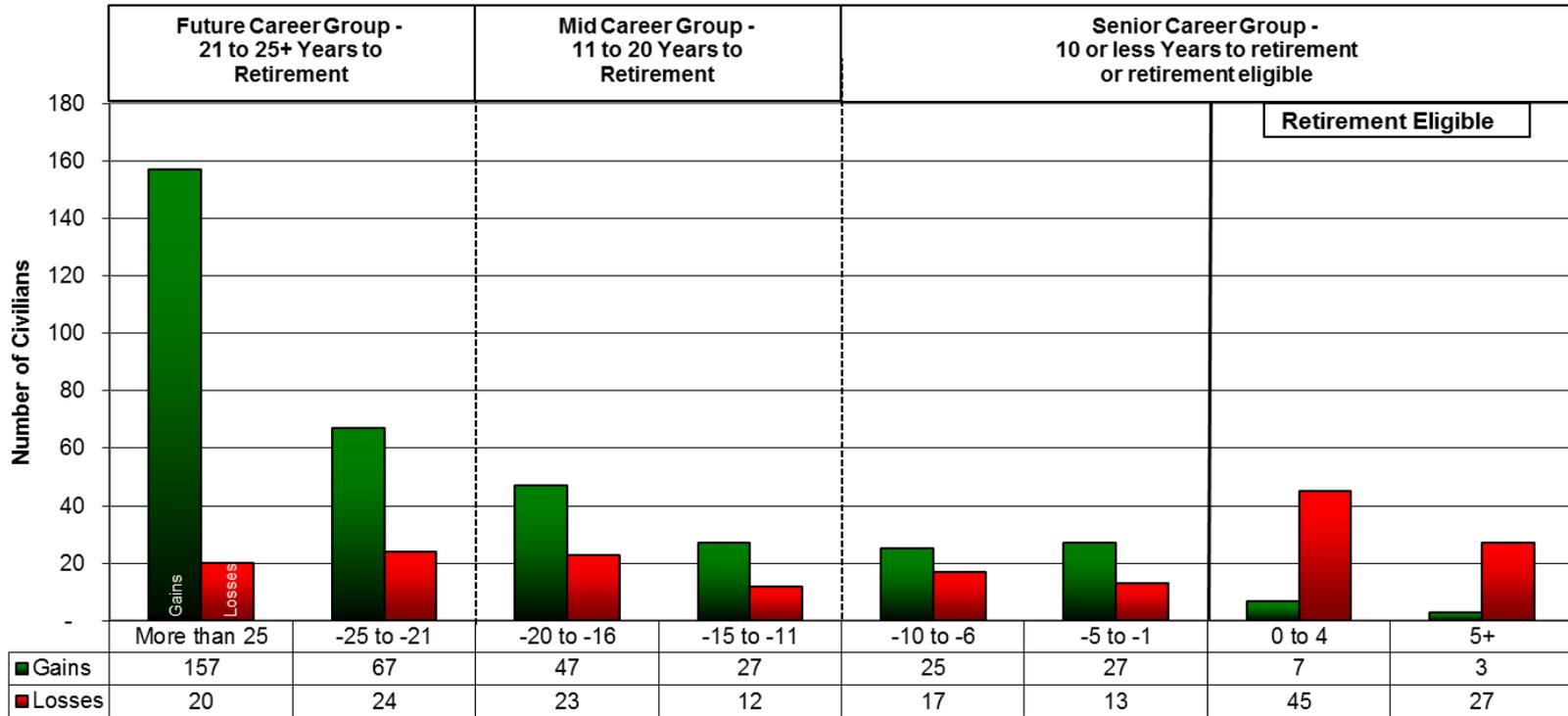
As of FY16Q2 (31 Mar 2016)



S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY2016Q2 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

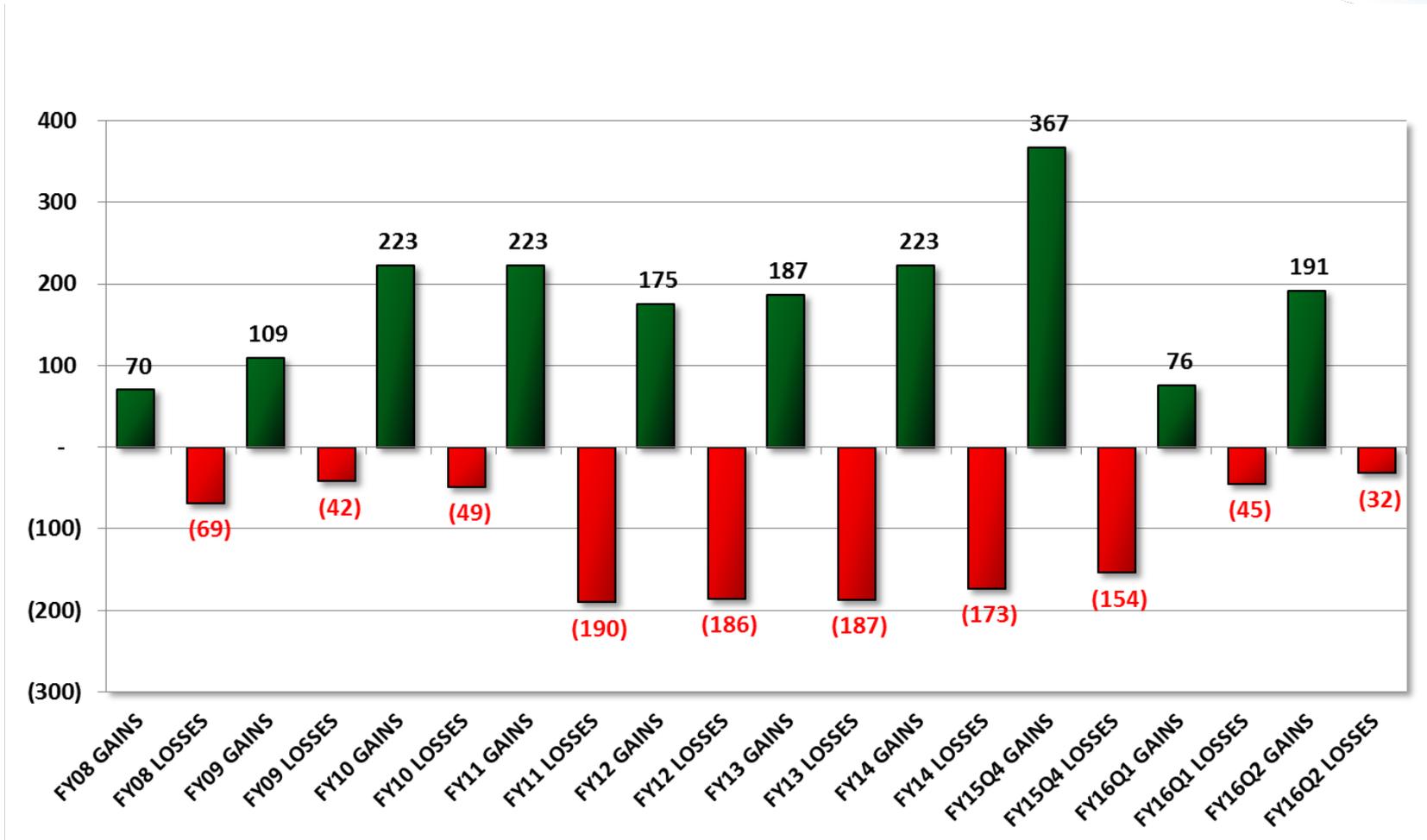
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q2 (31 Mar 2016)



S&T Manager Historical Gains and Losses FY08 – FY16Q2



*Does not include Administrative gains and losses

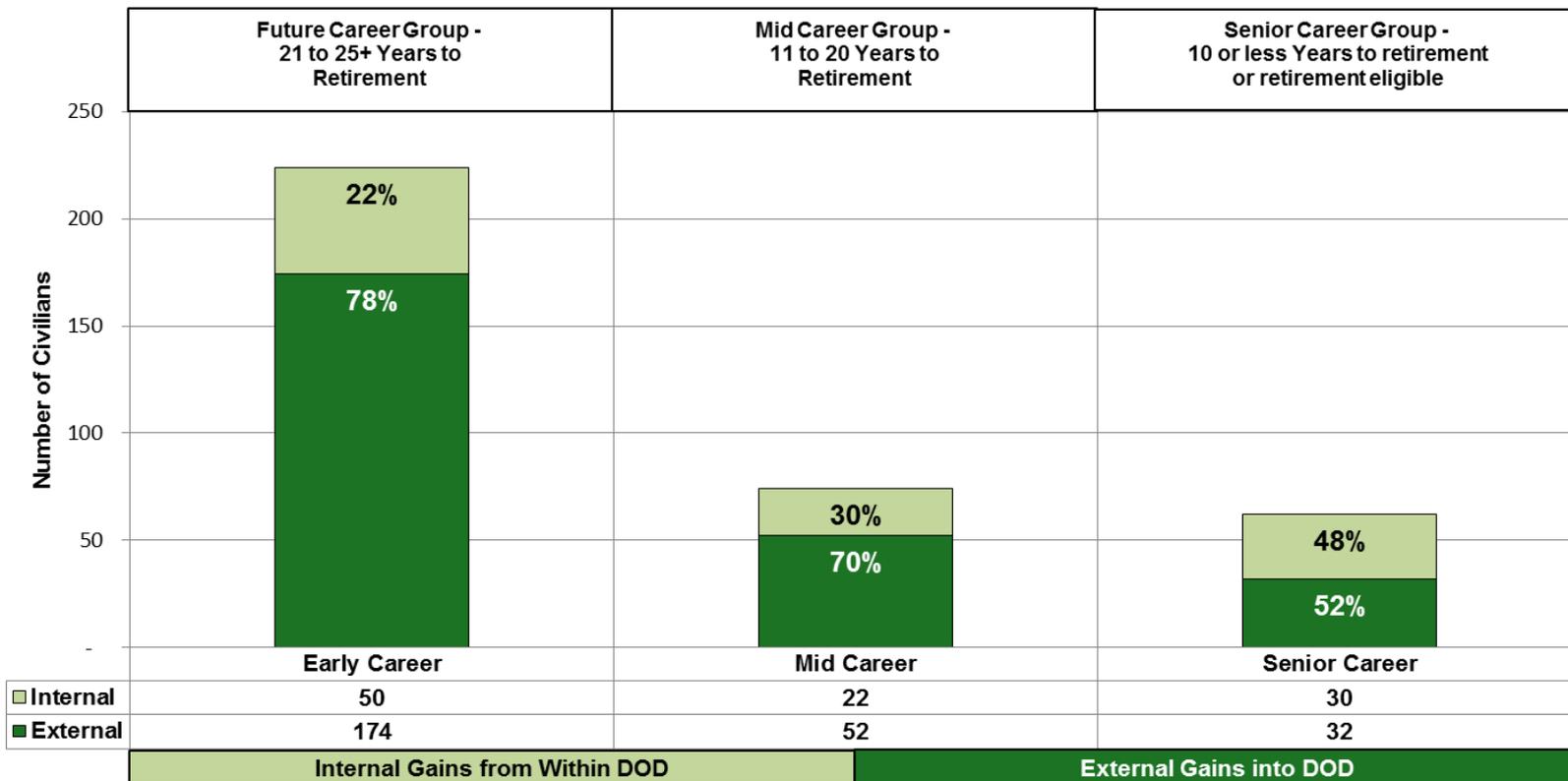
As of FY16Q2 (31 Mar 2016)



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



Defense Acquisition Workforce (Civilian) - S&TM
Workforce Lifecycle FY2016Q2 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative gains

As of FY16Q2 (31 Mar 2016)

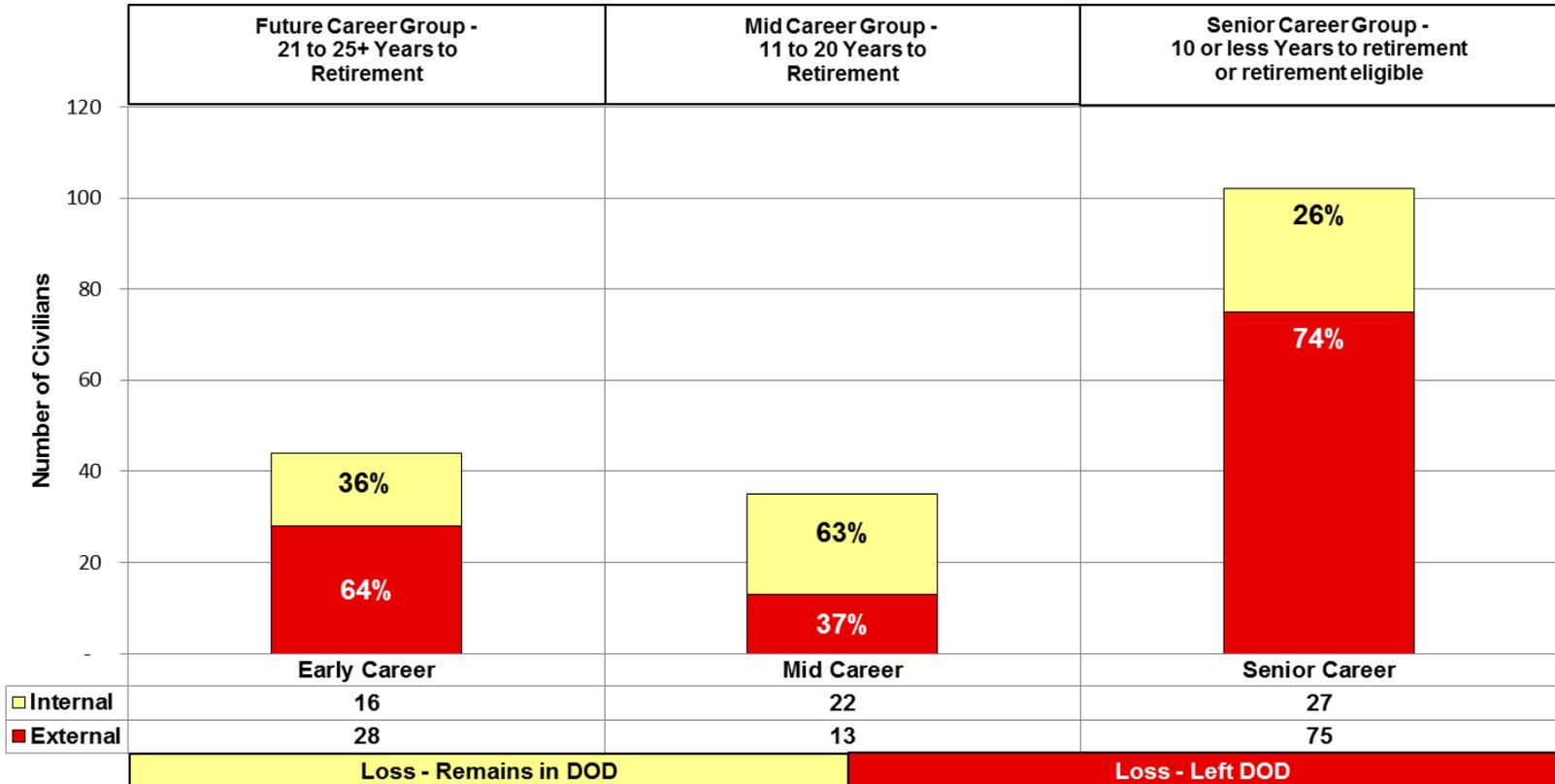


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2016Q2 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative losses

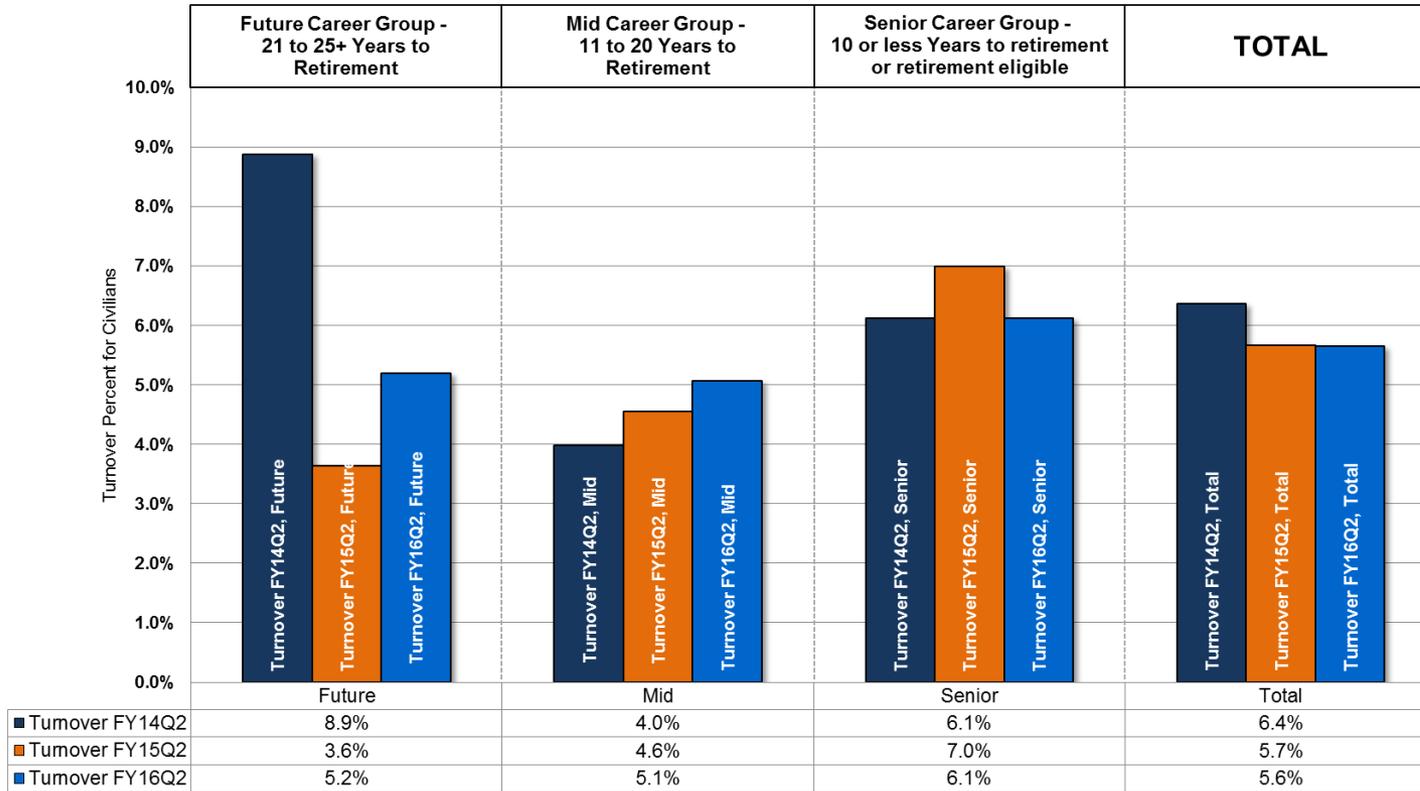
As of FY16Q2 (31 Mar 2016)



S&T Manager Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY14Q2, FY15Q2, FY16Q2)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

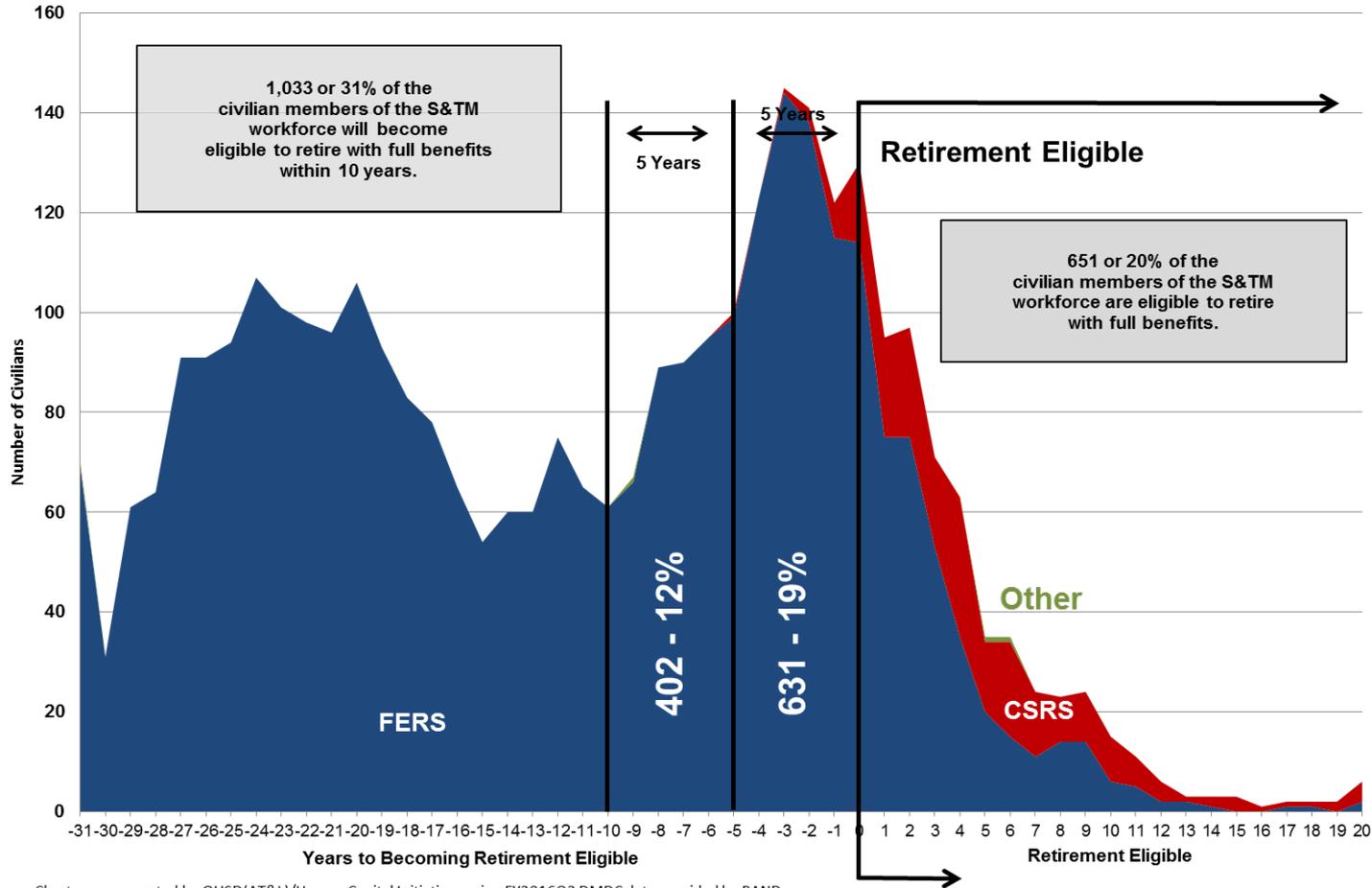


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - S&TM

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q2)



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016Q2 DMDC data provided by RAND.

As of FY16Q1 (31 Mar 2016)



END