



Defense Acquisition Workforce Key Information

S&T Manager

As of FY15 (30 September 2015)



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)**



Slide Index



Slide Title	#
Slide Index	3
Fact Sheet	4
Highlights	5
AWF Size by Component and Career Field	6
Historical Size by Component FY05 – FY15Q3	7
President's FY16 Budget PB23 Projection FYDP Size Projections by Career Field	8
President's FY16 Budget PB23 Projection FYDP Size Engineering Projections by Component	9
DAWIA Certification by Component	10
Historical DAWIA Certification	11
DAWIA Certification Matrix + Bench Strength	12
Demographics	13
Size by Occ Series	14
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	15 – 24
End	25



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY 2015Q4			
	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	3,245	436	3,681	156,313
Change in size from 2008	-	-	-	-	680%	581%	667%	24%
Civilian/Military Composition	87%	13%	-	88% / 12%	88%	12%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	97%	94%	96%	77%	99%	98%	99%	84%
Graduate Degree	66%	61%	66%	29%	80%	70%	78%	39%
Certification								
Level I or Higher Achieved	55%	25%	51%	72%	83%	65%	81%	85%
Level II or Higher Achieved	54%	19%	49%	61%	77%	38%	72%	74%
Level III Achieved	48%	14%	43%	36%	57%	8%	51%	44%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	77%	47%	74%	76%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	21%	51%	24%	21%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	3%	2%	4%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	28%	69%	62%	42%	4%	38%	40%
Average Age	49.9	40.1	48.6	45.7	45.9	32.5	44.3	45.1
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/60(%)	-	-	20/23/57 (%)(Civ)	28/21/51(%)	-	-	25/23/52(%)
Average Years of Service	17.6	14.3	17.1	17.3	16.5	8.8	15.5	15.2
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	575(18%)	-	-	22,436(17%)
Retirement Eligible w/i 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	655(20%)	-	-	25,749(19%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	549/227	-	-	17,044/10,596

Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2015 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 FY2015 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current S&T Manager Defense Acquisition Workforce count is 3,681, up from 480 in FY08, a total increase of 3,201
- The S&T Manager Defense Acquisition Workforce count was at its highest point (3,681) in FY15Q4, and its lowest point (291) in FY06
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and ARMY, with increases of 2,631 (6019%), 293 (153%), and 150 (175%), respectively
- The Agency with the largest decrease, since FY08, is DCMA with a decrease of 2(33%)

Defense Acquisition Workforce DAWIA Certification Highlights

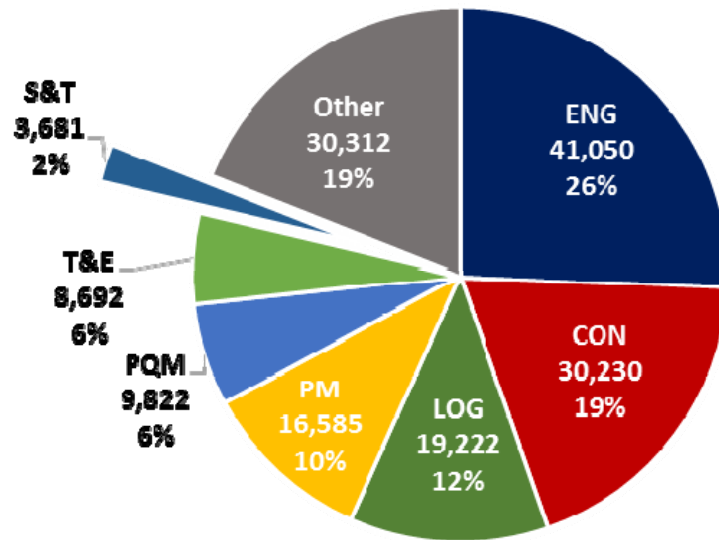
- The current S&T Manager Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 73.7%; up from 47.1% in FY08
- The current S&T Manager Meets/Exceeds certification rate is up 26.6% from FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA 24 month grace period rate is 24.3%; down from 42.5% in FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.0%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 50.9% (1,647) (10 years or less to retirement eligibility or retirement eligible)
- 17.8% (575) are currently eligible to retire, ↓ from 22.1% in FY08
- Mid Career Group 20.8% (673) (11 to 20 years to retirement), 26.5% in FY08
- Future Career Group 28.3% (914) (21 to 25+ years to retirement), ↑ from 13.1% in FY08



AWF by Component and Career Field



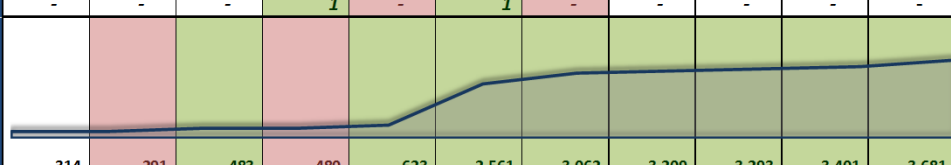
AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	%
FY15Q4						
Auditing				4,316	4,316	2.8%
Business - CE	244	570	454	78	1,346	0.9%
Business - FM	1,662	2,000	1,944	599	6,205	4.0%
Contracting	8,010	6,114	8,534	7,572	30,230	19.3%
Engineering	8,986	21,181	8,903	1,980	41,050	26.3%
Facilities Engineering	1,497	5,261	166	62	6,986	4.5%
Property	45	61	20	274	400	0.3%
Information Technology	1,682	2,765	1,133	822	6,402	4.1%
Life Cycle Logistics	7,201	6,160	3,028	2,833	19,222	12.3%
Production, Quality and Man	1,393	2,810	331	5,288	9,822	6.3%
Program Management	3,281	6,335	5,366	1,603	16,585	10.6%
Purchasing	272	495	79	484	1,330	0.9%
S&T Manager	393	484	2,674	130	3,681	2.4%
Test and Evaluation	1,956	3,328	3,027	381	8,692	5.6%
Unknow/Other	11	1	6	28	46	0.03%
FY15Q4 Totals (as of 09-30-2015)	36,633	57,565	35,665	26,450	156,313	
Component %	23.4%	36.8%	22.8%	16.9%		



S&T Manager Workforce Historical Size by Agency FY05 – FY15



S&T Manager	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	% Change Since FY08	% Change Since FY14
<i>Defense Acq Workforce</i>													
ARMY	129	-	145	143	204	238	250	247	249	290	393	175%	36%
DoN	127	170	205	191	243	311	349	388	415	434	484	153%	12%
AIR FORCE	57	21	30	43	51	1,873	2,314	2,440	2,506	2,559	2,674	6119%	4%
DCMA	-	5	11	6	11	11	9	11	8	6	4	-33%	-33%
DLA	-	-	-	1	1	2	6	4	6	6	9	800%	50%
DCAA	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	1	2	1	2	1	4	4	2	2	4	300%	100%
DISA	-	-	-	-	-	-	-	-	1	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	1		
DTRA	-	93	90	93	109	122	129	111	102	99	107	15%	8%
DAU	1	1	-	1	2	1	1	1	1	1	1	0%	0%
OSD	-	-	-	-	-	1	-	-	-	1	1		0%
JCS	-	-	-	-	-	-	-	2	2	2	2		0%
DeCA	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	1	1	1	1		0%
PFFPA	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	1	-	1	-	-	-	-	-	-100%	
TOTAL	314	291	483	480	623	2,561	3,062	3,209	3,293	3,401	3,681	667%	8%





President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

<i>Civ + Mil</i>	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15- FY21 Change	FY15- FY21 Chg %
Auditing	4203	4132	4048	3986	4056	4009	4022	(181)	-4.3%
Business, Cost Estimating, Financial Managem	7642	7714	7617	7465	7431	7436	7440	(202)	-2.6%
Contracting	29759	30231	30308	30197	30152	30138	30144	385	1.3%
Facilities Engineering	6683	6855	6878	6860	6861	6861	6861	178	2.7%
Property	367	411	405	403	403	403	403	36	9.8%
Information Technology	6012	6086	6012	5919	5915	5918	5918	(94)	-1.6%
Life Cycle Logistics	18288	18346	18156	17925	17882	17870	17869	(419)	-2.3%
Other	102	98	92	89	87	85	83	(19)	-18.6%
Production, Quality & Manufacturing	9101	9420	9450	9379	9364	9357	9349	248	2.7%
Program Management	16561	16950	16789	16575	16424	16386	16386	(175)	-1.1%
Purchasing	1510	1553	1543	1530	1526	1523	1520	10	0.7%
S&T Manager	3167	3298	3288	3286	3285	3285	3285	118	3.7%
Engineering	41321	41654	41477	41103	41026	41031	41031	(290)	-0.7%
Test and Evaluation	8698	8809	8771	8710	8713	8719	8719	21	0.2%
Grand Total	153414	155557	154834	153427	153125	153021	153030	(384)	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY16 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



September 2015 Submission

S&T MGR Career Field Workforce Component/Agency	Resource Type	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY15-FY21 Change	FY15-FY21 Chg %
DAU	Civilain FTE	1	1	1	1	1	1	1	-	0.0%
DTRA	Civilain FTE	139	139	137	136	135	135	135	(4)	-2.9%
JCS	Civilain FTE	17	17	10	10	10	10	10	(7)	-41.2%
MDA	Civilain FTE	2	2	2	2	2	2	2	-	0.0%
NAVY	Civilain FTE	363	361	361	360	360	360	360	(3)	-0.8%
USAF	Civilain FTE	2,172	2,241	2,241	2,241	2,241	2,241	2,241	69	3.2%
DTRA	Military ES	16	16	16	16	16	16	16	-	0%
NAVY	Military ES	18	18	18	18	18	18	18	-	0%
USAF	Military ES	436	500	499	499	499	499	499	63	14%
USMC	Military ES	3	3	3	3	3	3	3	-	0%
<i>ALL CATEGORIES</i>	Civilian FTE Total	2,694	2,761	2,752	2,750	2,749	2,749	2,749	55	2.0%
<i>ALL CATEGORIES</i>	Military ES Total	473	537	536	536	536	536	536	63	13.3%
	S&T MGR TOTAL	3,167	3,298	3,288	3,286	3,285	3,285	3,285	118	3.7%
	Civ Change		67	(9)	(2)	(1)	-	-		
	Mil Change		64	(1)	-	-	-	-		
	S&T MGR TOT Change		131	(10)	(2)	(1)	-	-		

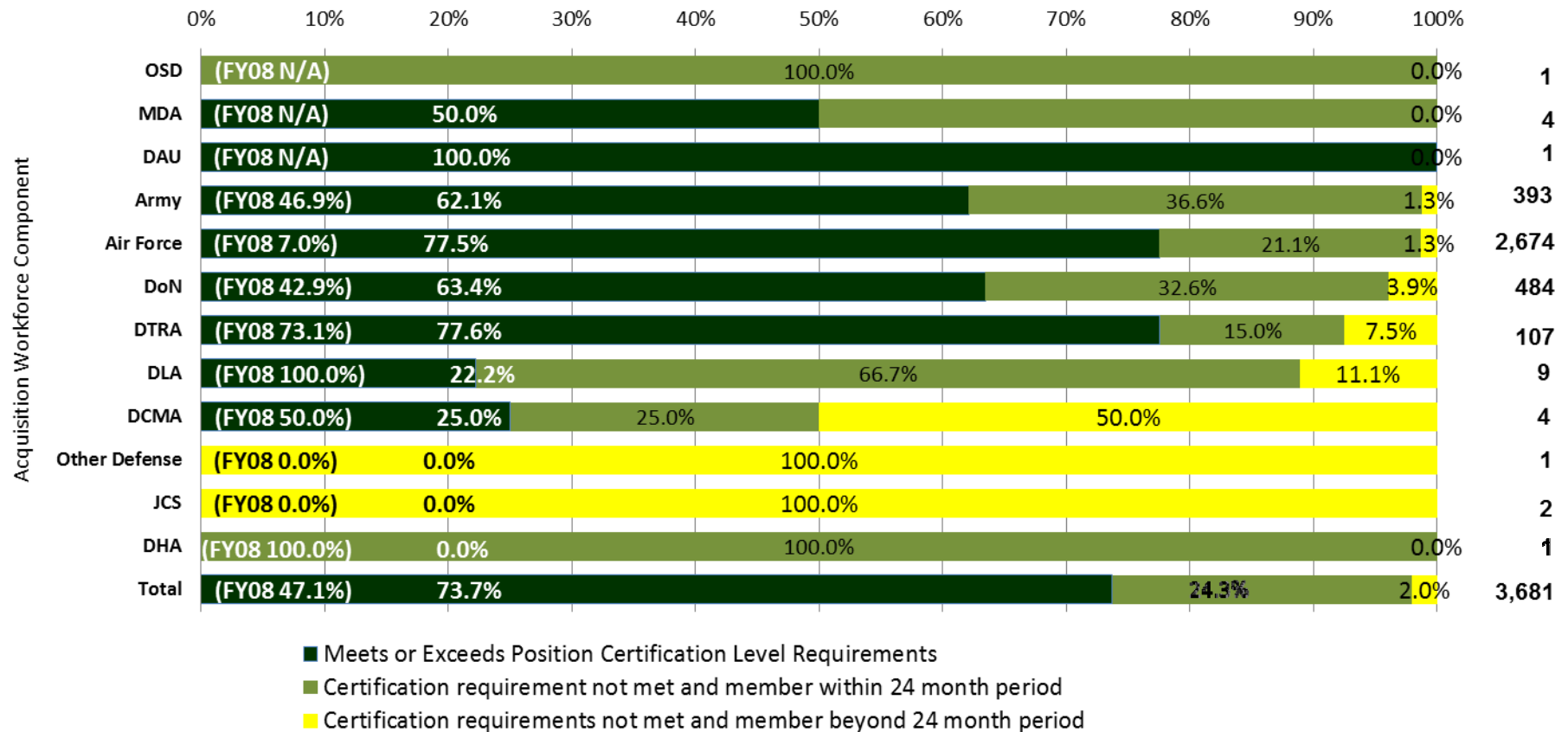
Data Source: OSD CAPE SNAP Database;



S&T Manager DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component S&TM (FY15)

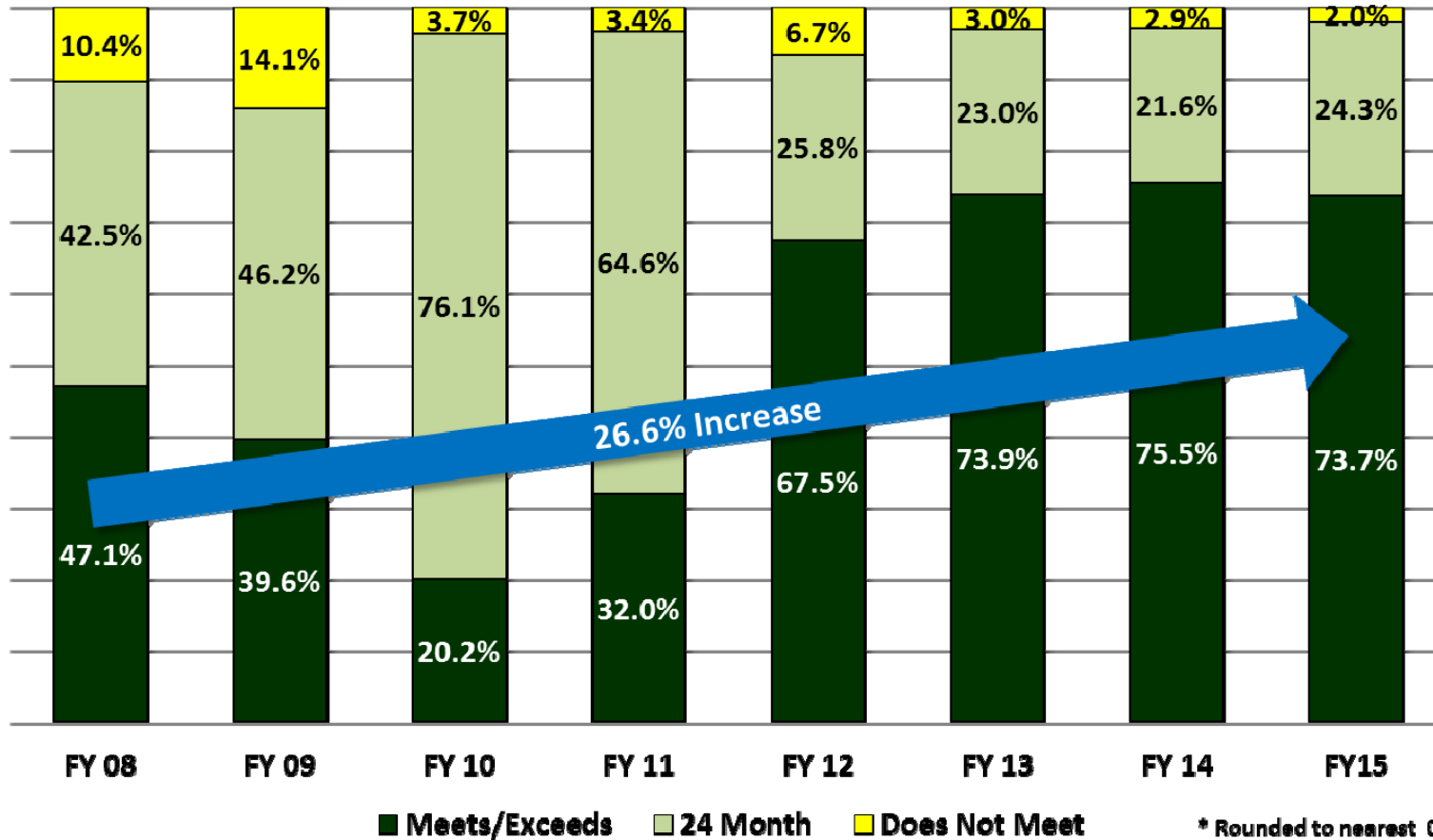




S&T Manager Historical DAWIA Certification FY08 – FY15



S&T Manager





S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM Required Certification Level	Achieved Certification Level				FY15Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	204	146	53	33	436	53.2%
Level II	337	149	627	316	1,429	66.0%
Level III	155	40	83	1,538	1,816	84.7%
<i>Unspecified</i>	-	-	-	-	-	
FY15Q4 TOTAL	696	335	763	1,887	3,681	73.7%
	18.9%	9.1%	20.7%	51.3%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,177	12.9%	
Army	5,172	14.1%	
DoN	6,900	12.0%	
Air Force	6,543	18.4%	
4th Estate	1,562	5.9%	
S&TM	402	10.9%	6 of 13

** Based on population total without unspecified positions

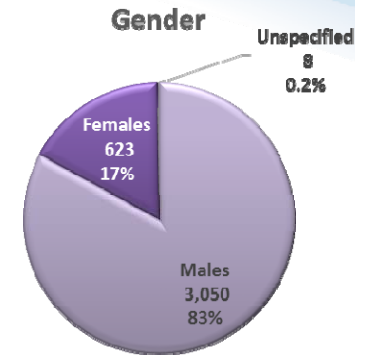
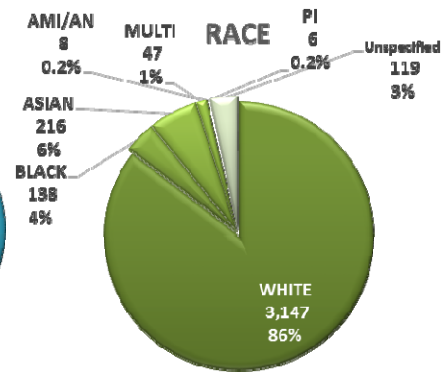
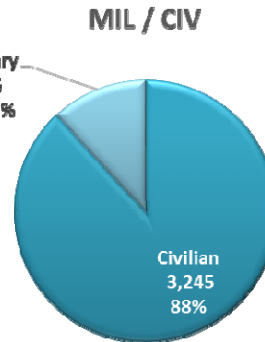
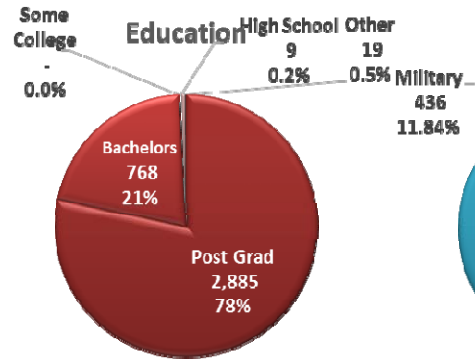
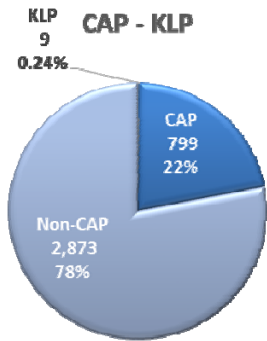
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	232	197	7	436	11.8%
Level II	943	458	28	1,429	38.8%
Level III	1,538	239	39	1,816	49.3%
<i>Unspecified</i>	-	-	-	-	0.0%
S&TM TOTAL	2,713	894	74	3,681	
	73.7%	24.3%	2.0%		

 = 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	1,089
Critical Acquisition Positions (CAPs) *	799	15,728
Non-CAP Positions	2,873	139,496
TOTAL	3,681	156,313

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

Highest Level of Education	S&TM TOTAL	Entire DAW
Post Grad	2,885	61,177
Bachelors	768	69,485
Some College	-	11,992
High School	9	12,667
Other	19	992
TOTAL	3,681	156,313

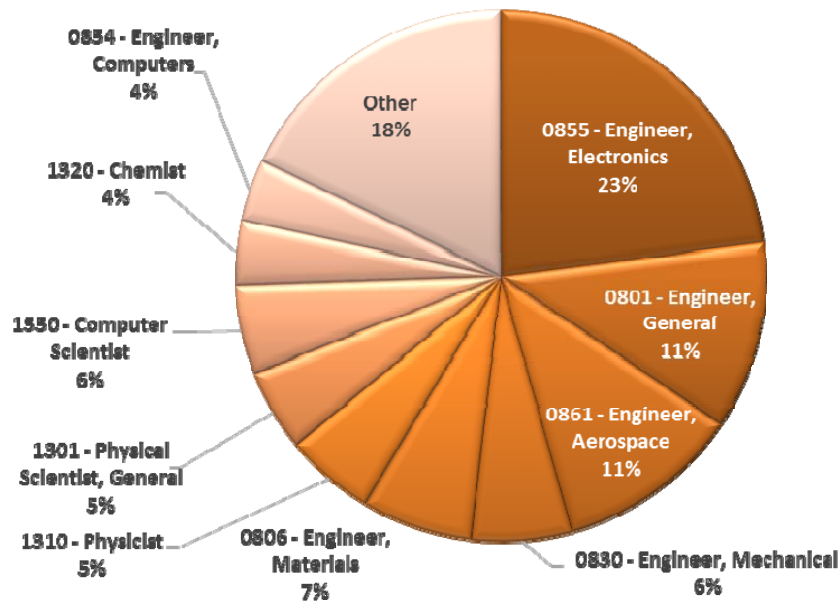
Military / Civilian	S&TM TOTAL	Entire DAW
Civilian	3,245	140,962
Military	436	15,351
TOTAL	3,681	156,313

Race	S&TM TOTAL	Entire DAW
WHITE	3,147	117,023
BLACK	138	18,589
ASIAN	216	10,128
MULTI	47	3,274
AMI/AN	8	850
PI	6	722
Unspecified	119	5,727
TOTAL	3,681	156,313

Gender	S&TM TOTAL	Entire DAW
Males	3,050	110,309
Females	623	45,555
Unspecified	8	448
TOTAL	3,681	156,312



S&T Manager Size by Occupational Series



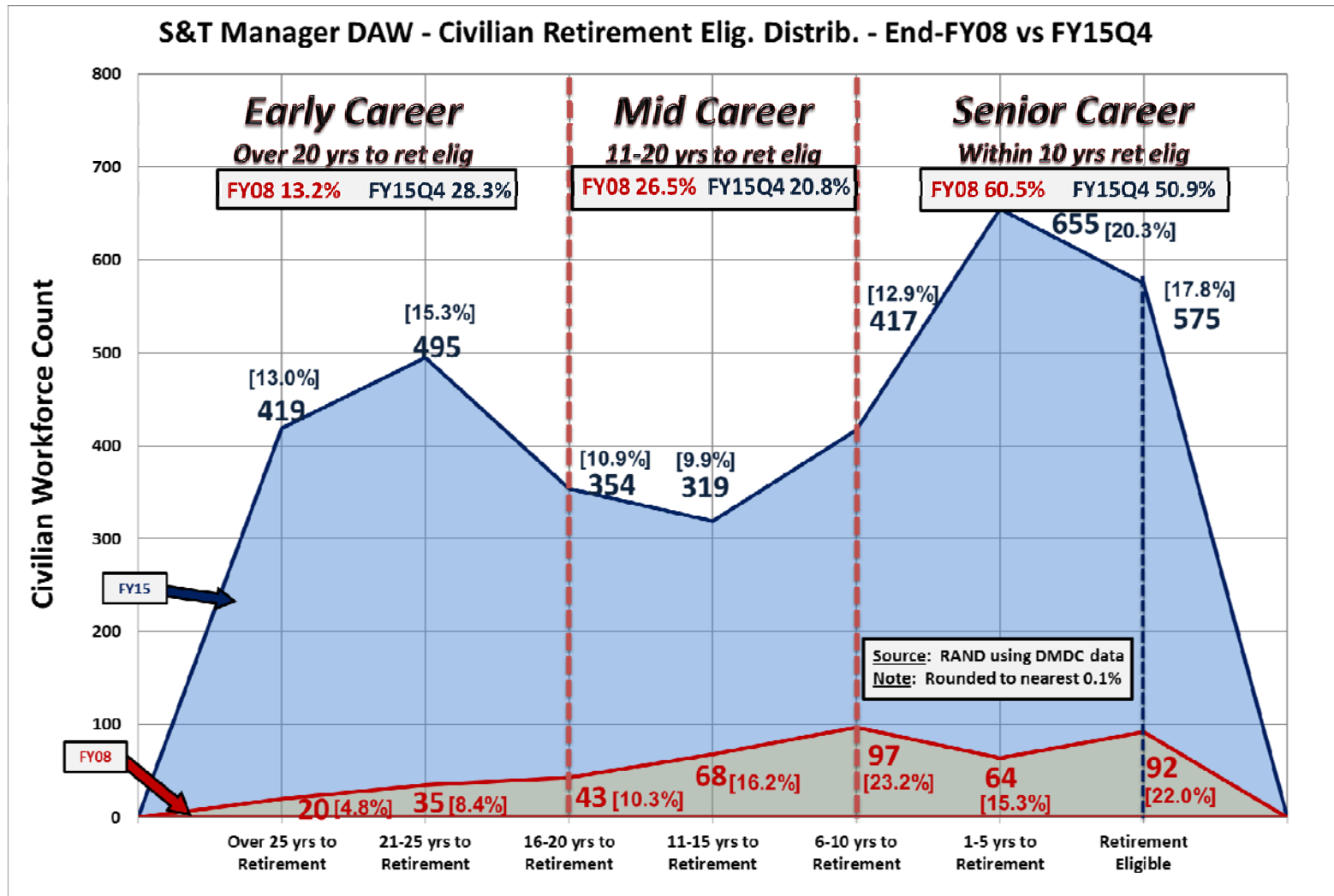
Civilian Occupational Series	S&TM TOTAL	
0855 - Engineer, Electronics	747	23.0%
0801 - Engineer, General	371	11.4%
0861 - Engineer, Aerospace	365	11.2%
0830 - Engineer, Mechanical	198	6.10%
0806 - Engineer, Materials	218	6.72%
1310 - Physicist	177	5.45%
1301 - Physical Scientist, General	162	4.99%
1550 - Computer Scientist	179	5.52%
1320 - Chemist	124	3.82%
0854 - Engineer, Computers	123	3.79%
Other	581	17.90%
TOTAL CIVILIAN	3,245	Civilians



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



S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY15



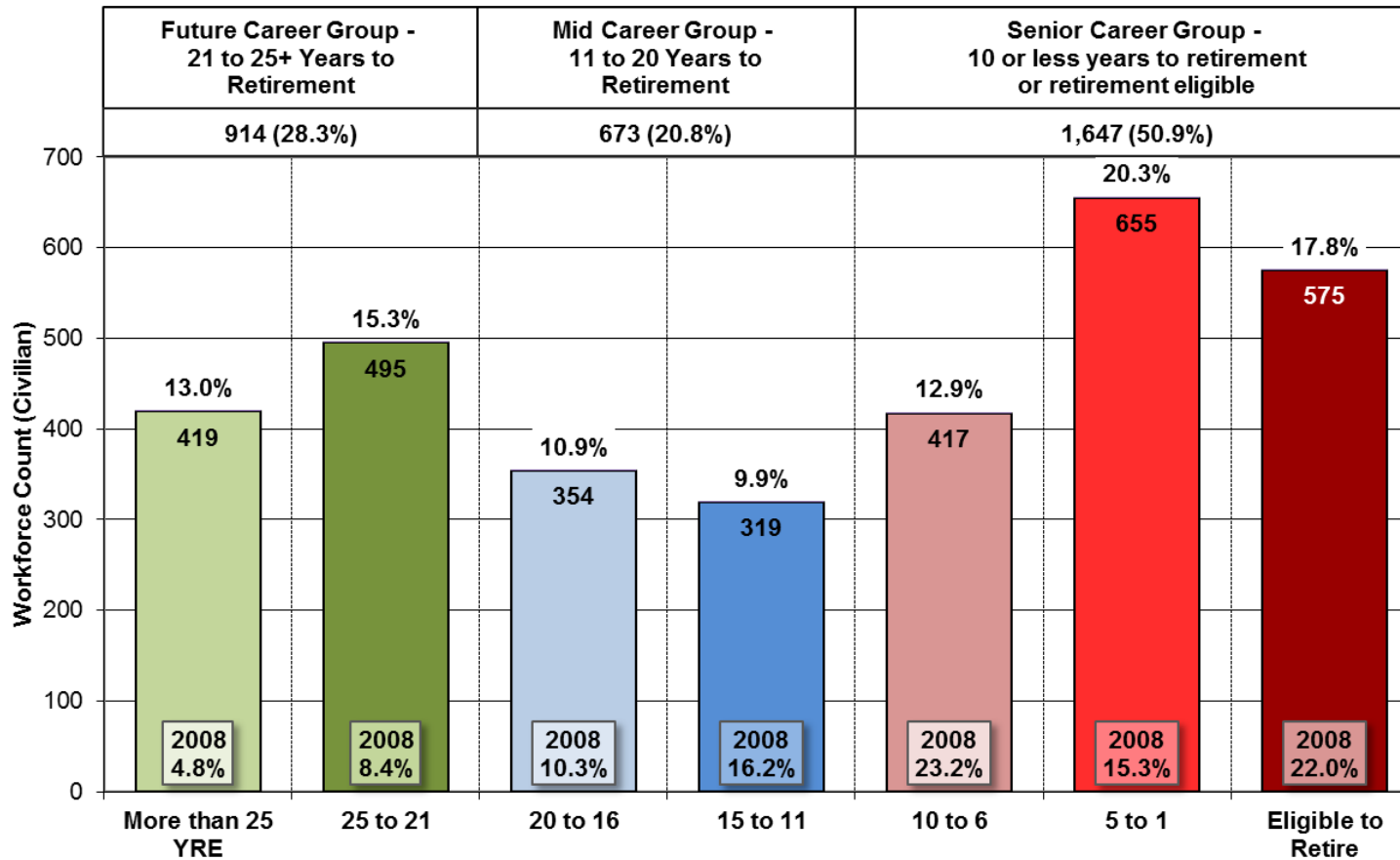
As of the end of FY15 (30 September 2015)



S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY 2015Q4) - Science and Technology Manager



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 (Q2) and FY2015 (Q4) DMDC data provided by RAND.

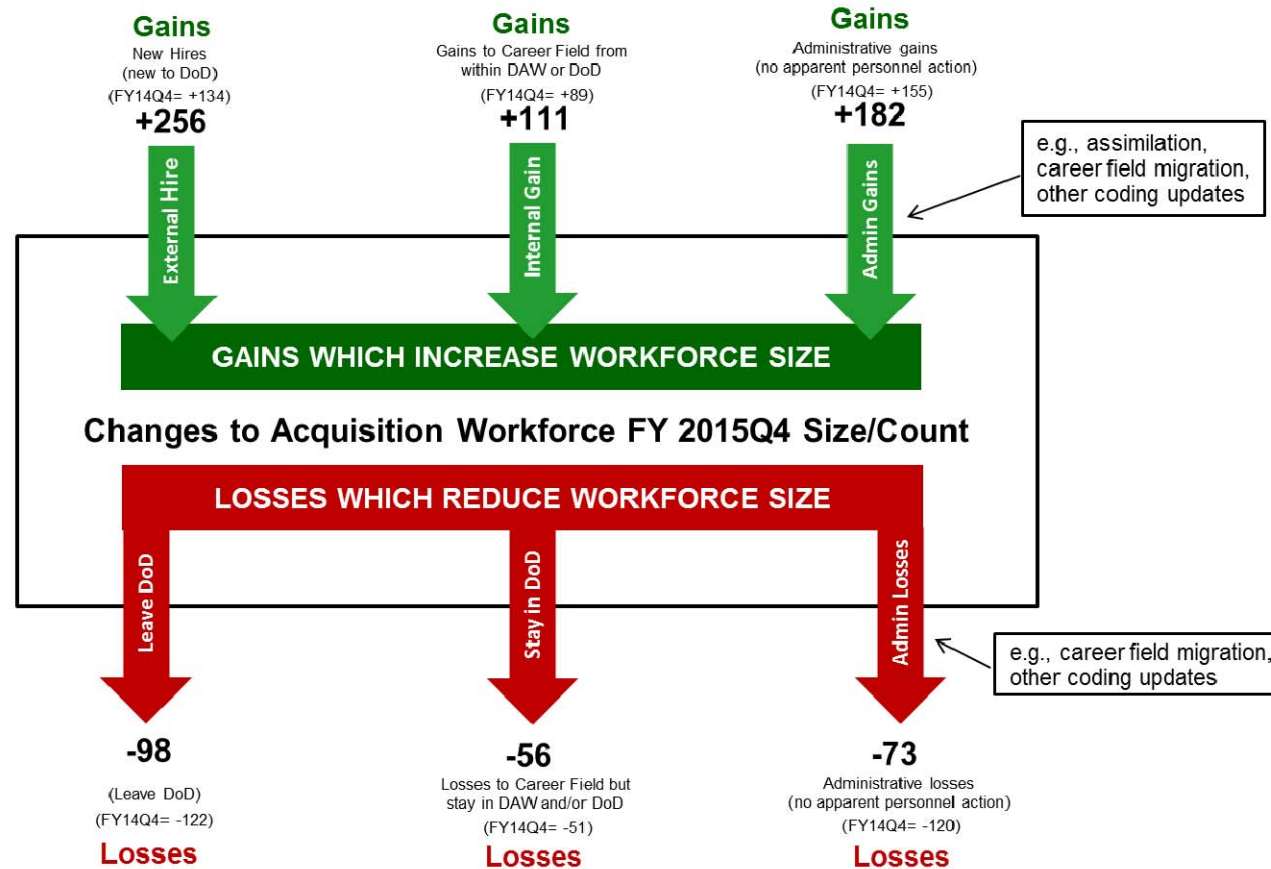
As of the end of FY15 (30 September 2015)



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

Defense Acquisition Workforce (Civilian) (FY 2015Q4) - Science and Technology

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



As of the end of FY15 (30 Sept 2015)

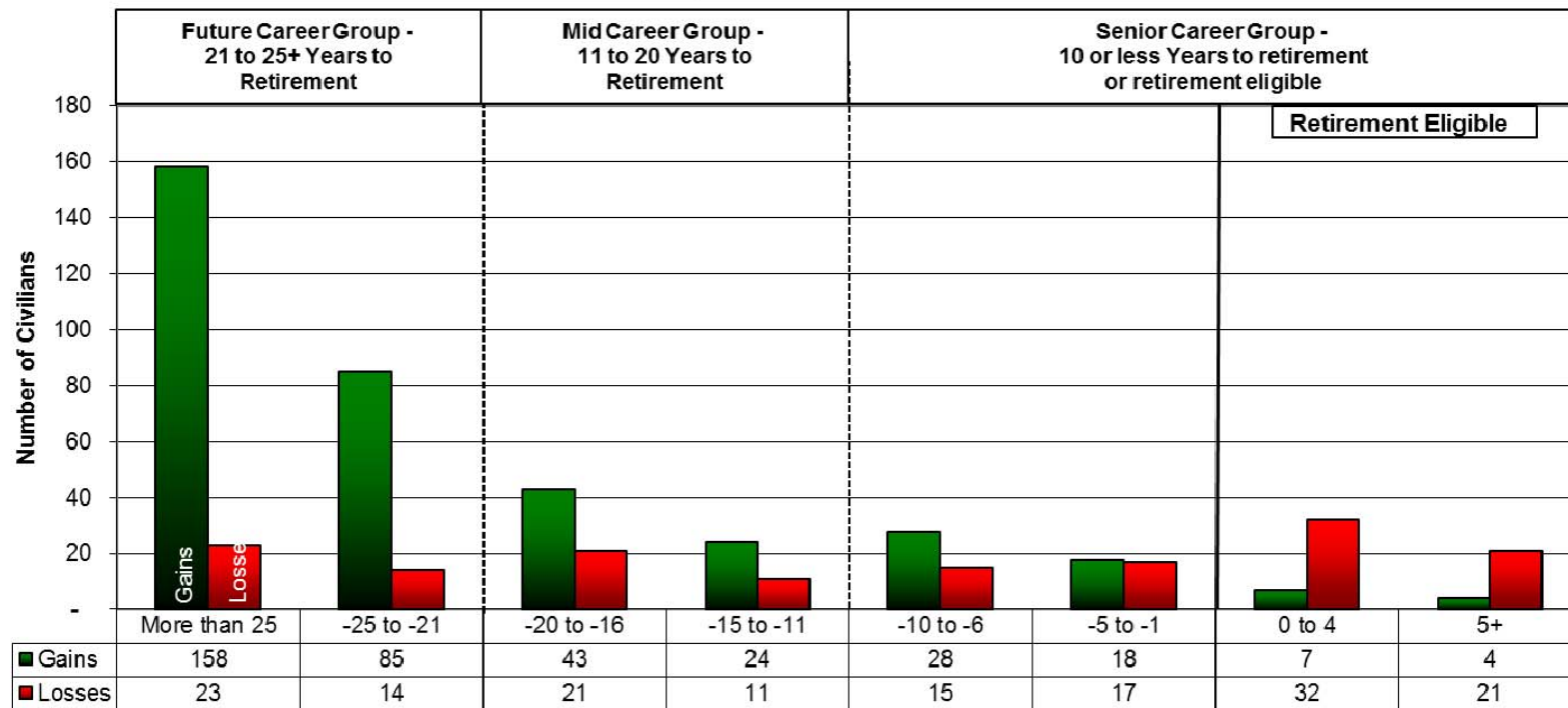


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY 2015Q4 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

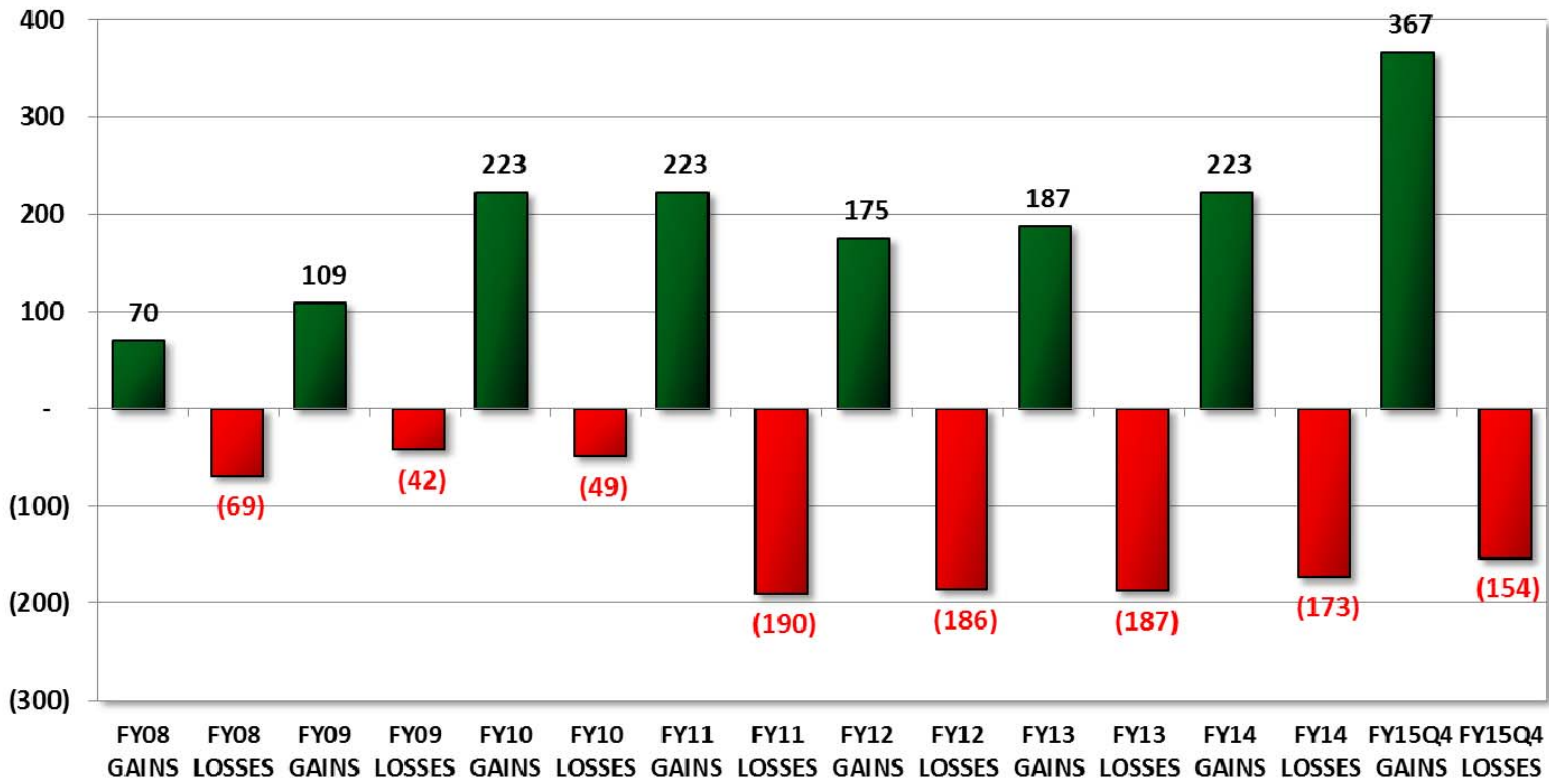
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative gains and losses

As of the end of FY15 (30 September 2015)



S&T Manager Historical Gains and Losses FY08 – FY15



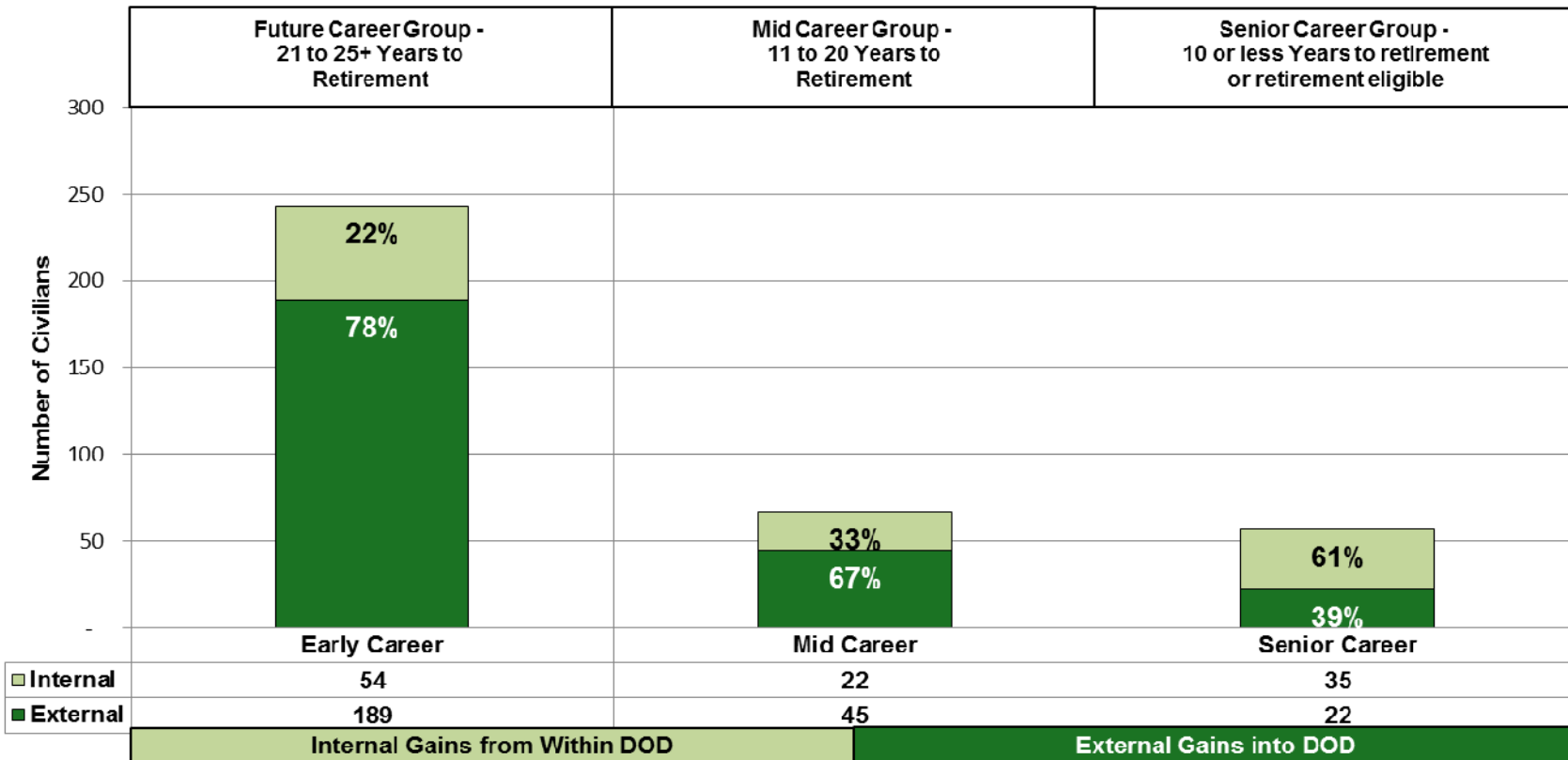
As of the end of FY15 (30 September 2015)



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



Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY 2015Q4 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative gains

As of the end of FY15 (30 September 2015)

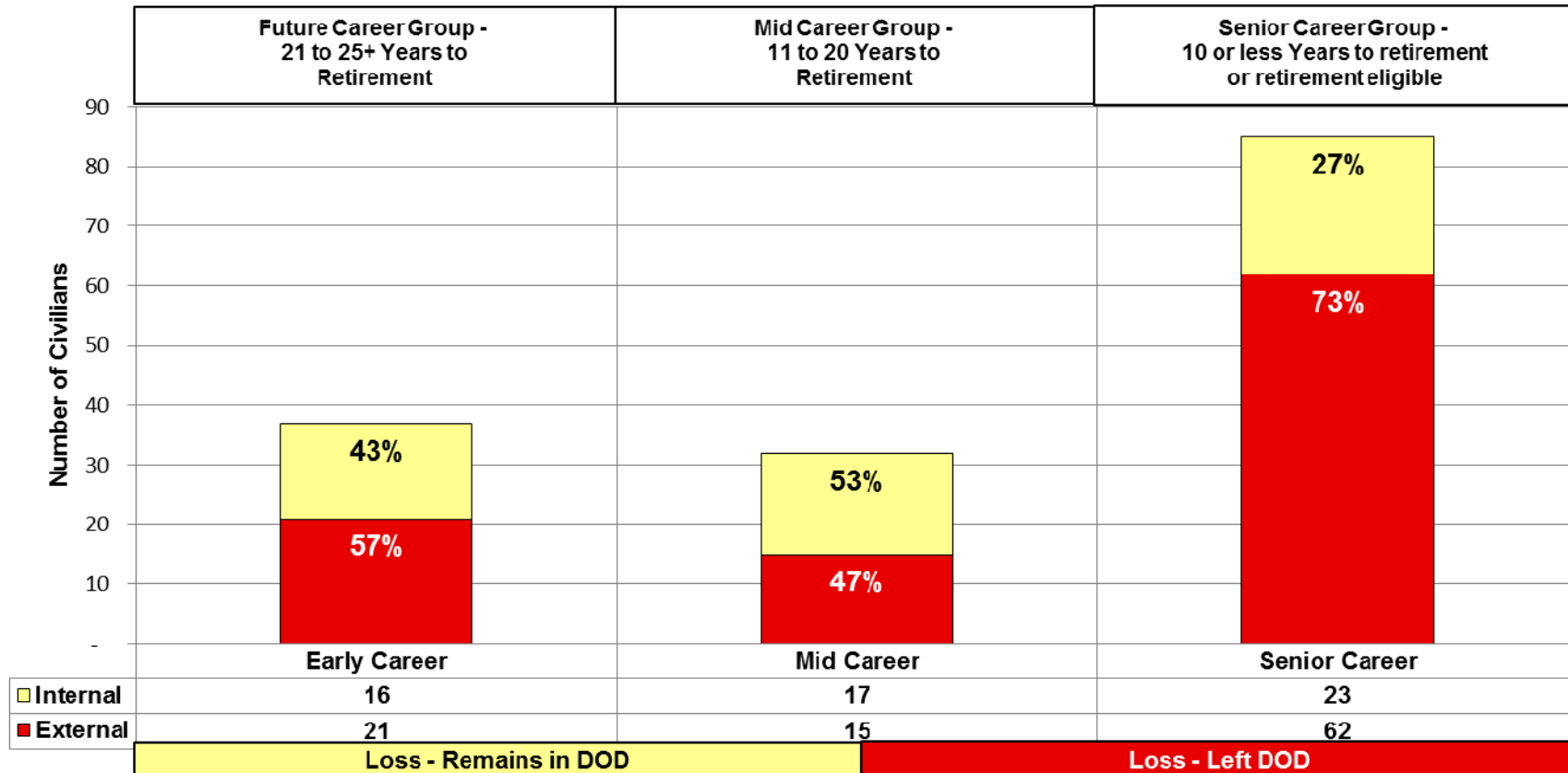


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY 2015Q4 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY 2015Q4 and Previous FY Data)

*Does not include administrative losses

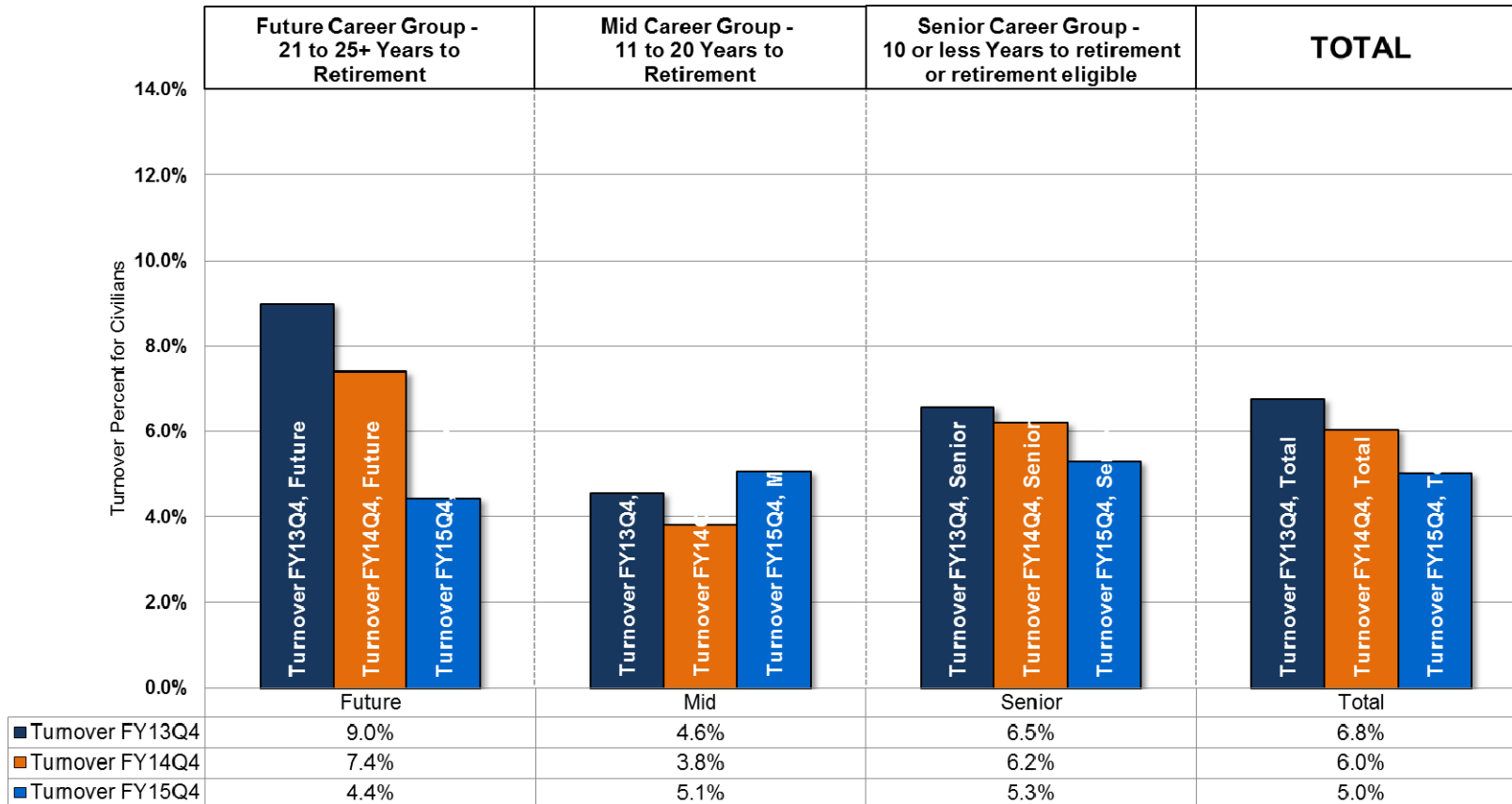
As of the end of FY15 (30 September 2015)



S&T Manager Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY13Q4, FY14Q4, FY15Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of the end of FY15 (30 September 2015)

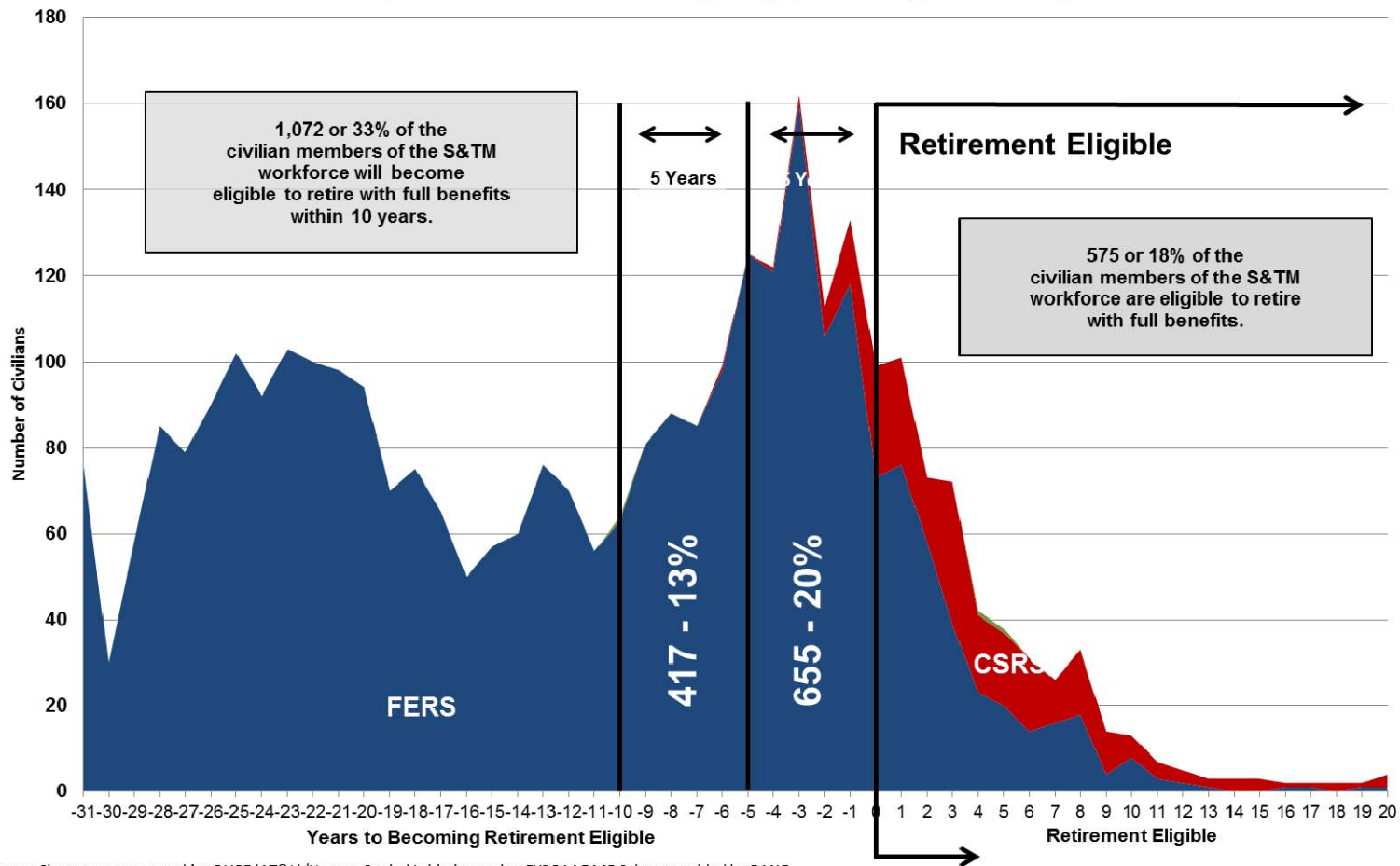


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - S&TM

Distribution by Years to Retirement Eligibility (Civilians)(FY 2015Q4)



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

As of the end of FY15 (30 September 2015)



END