



Defense Acquisition Workforce Key Information

Science & Technology Manager

As of FY16Q3 (30 Jun 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. Bell Costa**
 - **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
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q2	8
DAWIA Certification by Component	9
Historical DAWIA Certification	10
DAWIA Certification Matrix + Bench Strength	11
Demographics	12-13
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	14-23
End	24



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2016Q3			
	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	3,356	417	3,773	158,508
Change in size from 2008	-	-	-	-	707%	552%	686%	26%
Civilian/Military Composition	87%	13%	-	88% / 12%	89%	11%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	97%	94%	96%	77%	99%	97%	99%	83%
Graduate Degree	66%	61%	66%	29%	80%	67%	78%	39%
Certification								
Level I or Higher Achieved	55%	25%	51%	72%	85%	67%	83%	85%
Level II or Higher Achieved	54%	19%	49%	61%	76%	41%	72%	74%
Level III Achieved	48%	14%	43%	36%	55%	10%	50%	43%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	77%	48%	74%	76%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	21%	48%	24%	21%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	3%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	28%	69%	62%	38%	2%	34%	36%
Average Age	49.9	40.1	48.6	45.7	45.4	32.2	43.9	44.6
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/60(%)	-	-	20/23/57 (%)(Civ)	28/22/50(%)	-	-	25/24/51(%)
Average Years of Service	17.6	14.3	17.1	17.3	16.1	8.7	15.3	15.2
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	638(19%)	-	-	25,938(18%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	635(19%)	-	-	26,095(18%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	468/282	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q3 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 FY2016Q3 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current S&T Manager Defense Acquisition Workforce count is 3,773, up from 480 in FY08, a total increase of 3,293
- The S&T Manager Defense Acquisition Workforce count was at its highest point (3,773) in FY16Q3, and its lowest point (291) in FY06
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and ARMY, with increases of 2,637 (6133%), 337 (176%), and 299 (209%), respectively
- The Agency with the largest decrease, since FY08, is DCMA with a decrease of 2(33%)

Defense Acquisition Workforce DAWIA Certification Highlights

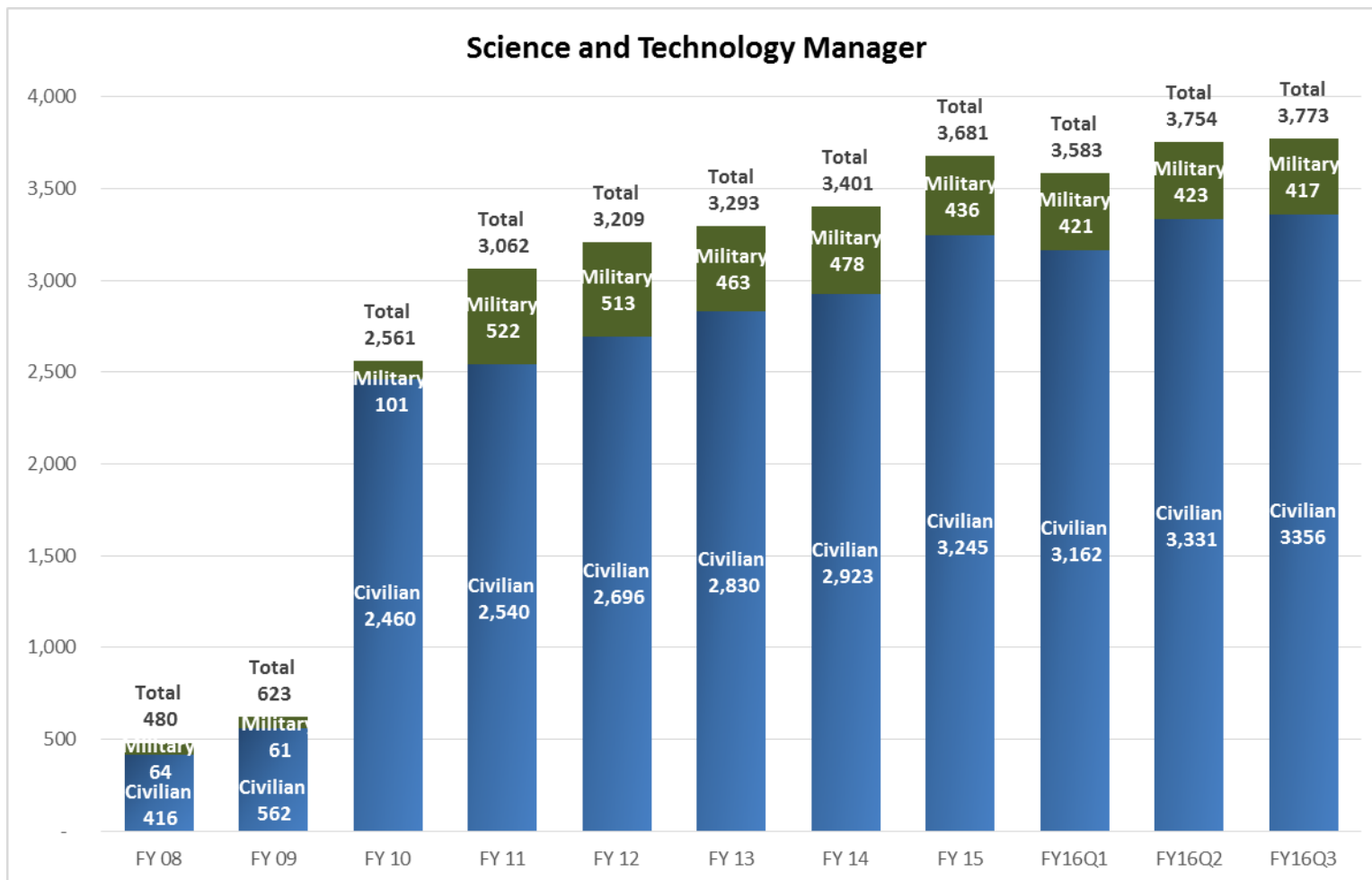
- The current S&T Manager Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate 74.2%; up from 47.1% in FY08
- The current S&T Manager Meets/Exceeds certification rate is up 27.1% from FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.9%; down from 42.5% in FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 1.9%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 49.7% (1,668) (10 years or less to retirement eligibility or retirement eligible)
- 19% (638) are currently eligible to retire, ↓ from 22.1% in FY08
- Mid Career Group 22.5% (754) (11 to 20 years to retirement), 26.5% in FY08
- Early Career Group 27.8% (933) (21 to 25+ years to retirement), ↑ from 13.1% in FY08

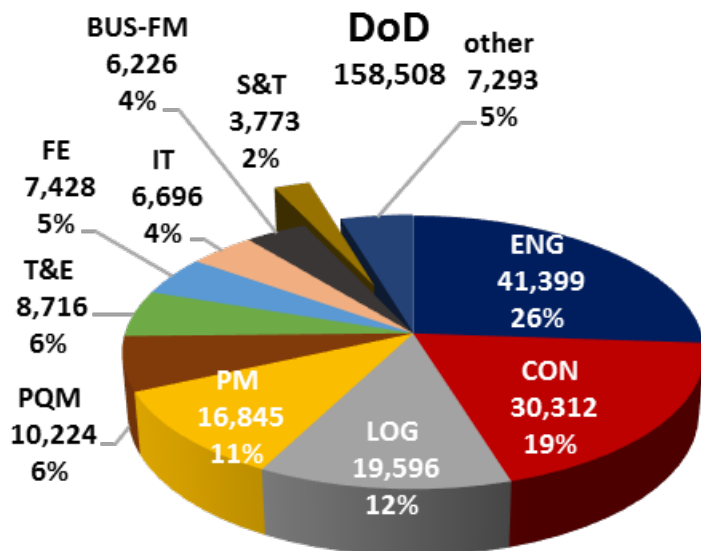


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
FY16Q3						
Auditing	-	-	-	4,042	4,042	2.6%
Business - CE	244	576	455	84	1,359	0.9%
Business - FM	1,709	2,035	1,888	594	6,226	3.9%
Contracting	7,904	6,308	8,236	7,864	30,312	19.1%
Engineering	9,061	21,549	8,686	2,103	41,399	26.1%
Facilities Engineering	1,557	5,510	283	78	7,428	4.7%
Information Technology	1,669	2,975	1,192	860	6,696	4.2%
Life Cycle Logistics	7,105	6,451	3,126	2,914	19,596	12.4%
Production, Quality and Man	1,368	3,016	379	5,461	10,224	6.5%
Program Management	3,227	6,395	5,536	1,687	16,845	10.6%
Property	48	65	14	267	394	0.2%
Purchasing	309	486	72	591	1,458	0.9%
S&T Manager	442	528	2,680	123	3,773	2.4%
Test and Evaluation	1,910	3,419	3,004	383	8,716	5.5%
Unknown/Other	7	2	-	31	40	0.03%
FY16Q3 Totals (as of 6-30-2016)	36,560	59,315	35,551	27,082	158,508	
Component %	23.1%	37.4%	22.4%	17.1%		



S&T Manager Workforce Historical Size by Agency FY05 – FY16Q3



S&T Manager	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	FY16Q2	FY16Q3	% Change Since FY08	% Change Since FY15
Defense Acq Workforce																
ARMY	129	-	145	143	204	238	250	247	249	290	393	423	435	442	209%	12%
DoN	127	170	205	191	243	311	349	388	415	434	484	492	510	528	176%	9%
AIR FORCE	57	21	30	43	51	1,873	2,314	2,440	2,506	2,559	2,674	2,537	2,681	2,680	6133%	0%
DCMA	-	5	11	6	11	11	9	11	8	6	4	4	4	4	-33%	0%
DLA	-	-	-	1	1	2	6	4	6	6	9	8	8	5	400%	-44%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	1	2	1	2	1	4	4	2	2	4	4	2	2	100%	-50%
DISA	-	-	-	-	-	-	-	-	1	-	-	1	1	1		
DHA	-	-	-	-	-	-	-	-	-	-	1	1	1	1		0%
DTRA	-	93	90	93	109	122	129	111	102	99	107	108	104	103	11%	-4%
DAU	1	1	-	1	2	1	1	1	1	1	1	1	1	1	0%	0%
NRO	-	-	-	-	-	-	-	-	-	-	-	-	3	2		
OSD	-	-	-	-	-	1	-	-	-	1	1	1	1	1		0%
JCS	-	-	-	-	-	-	-	2	2	2	2	2	2	2		0%
DeCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
POW/MIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	1	1	1	1	1	1	1		0%
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-100%	
TOTAL	314	291	483	480	623	2,561	3,062	3,209	3,293	3,401	3,681	3,583	3,754	3,773	686%	2%



↑

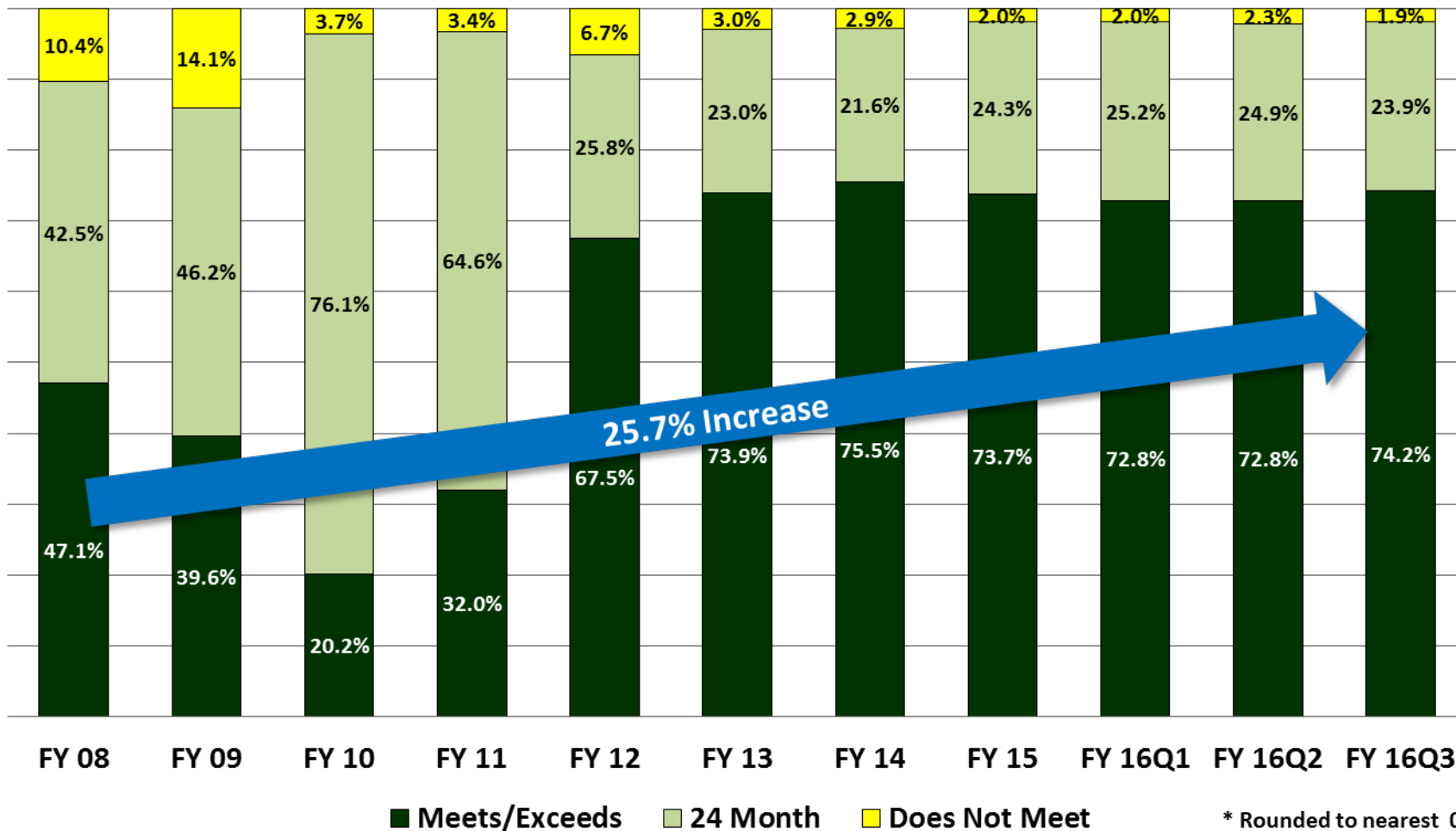
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S&T Manager Historical DAWIA Certification FY08 – FY16Q3



S&T Manager

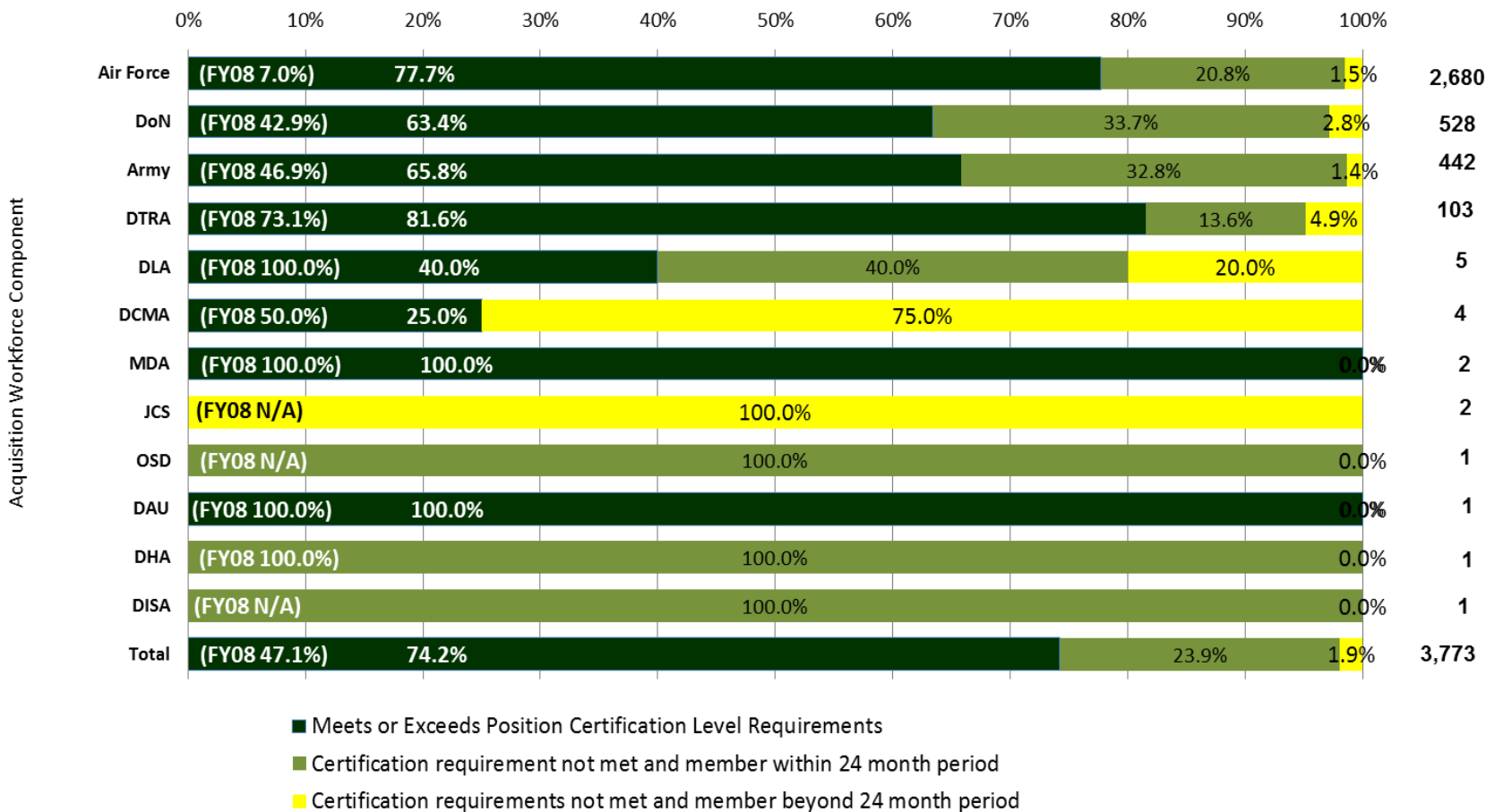




S&T Manager DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component S&TM (FY16Q3)





S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM	Achieved Certification Level				FY16Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	181	181	62	35	459	60.6%
Level II	307	193	657	311	1,468	65.9%
Level III	146	37	109	1,554	1,846	84.2%
Unspecified	-	-	-	-	-	-
FY16Q3 TOTAL	634	411	828	1,900	3,773	74.2%
	16.8%	10.9%	21.9%	50.4%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,609	13.0%	
Army	5,195	14.2%	
DoN	7,274	12.3%	
Air Force	6,428	18.2%	
4th Estate	1,712	6.3%	
S&TM	408	10.8%	5 of 13

** Based on population total without unspecified positions

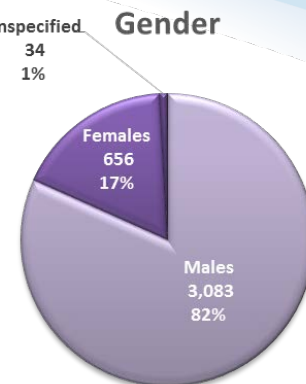
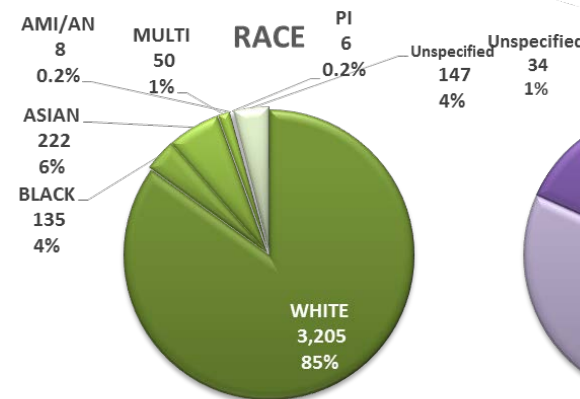
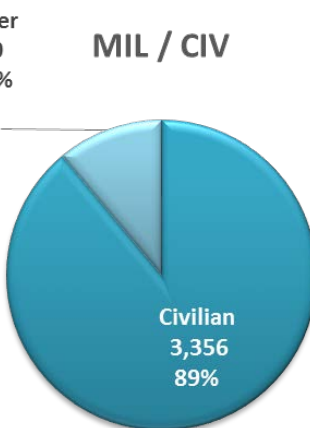
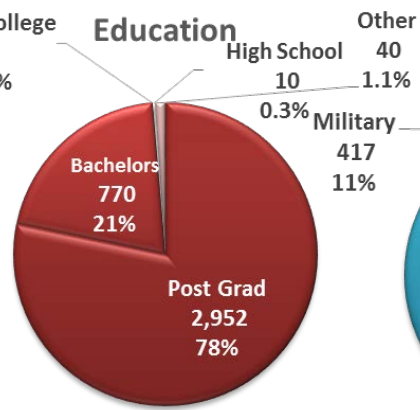
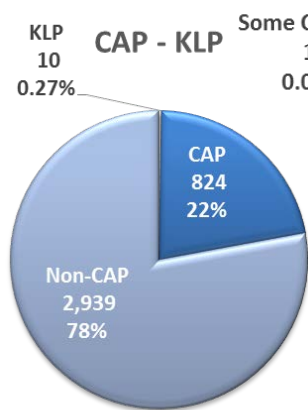
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	278	179	2	459	12.2%
Level II	968	474	26	1,468	38.9%
Level III	1,554	247	45	1,846	48.9%
Unspecified	-	-	-	-	0.0%
S&TM TOTAL	2,800	900	73	3,773	
	74.2%	23.9%	1.9%		

 = 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)	10 <i>0.3%</i>	1,138 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	824 <i>21.8%</i>	15,694 <i>9.9%</i>
Non-CAP Positions	2,939 <i>77.9%</i>	141,676 <i>89.4%</i>
TOTAL	3,773	158,508

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

Highest Level of Education	S&TM TOTAL	Entire DAW
Post Grad	2,952 <i>78.2%</i>	62,129 <i>39.2%</i>
Bachelors	770 <i>20.4%</i>	69,413 <i>43.8%</i>
Some College	1 <i>0.0%</i>	11,837 <i>7.5%</i>
High School	10 <i>0.3%</i>	12,478 <i>7.9%</i>
Other	40 <i>1.1%</i>	2,651 <i>1.7%</i>
TOTAL	3,773	158,508

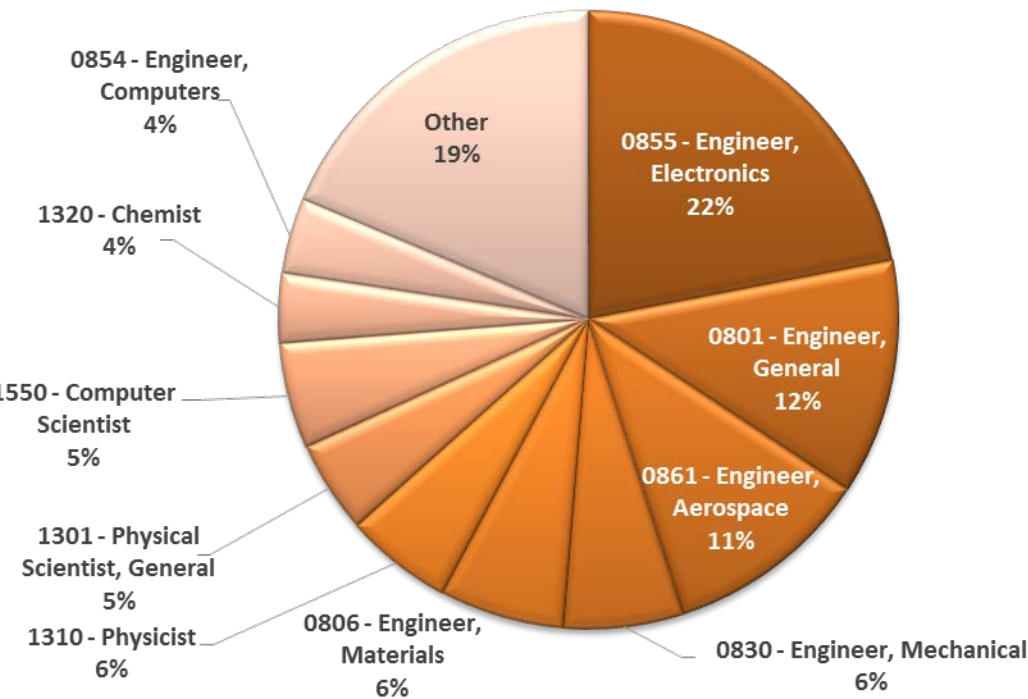
Military / Civilian	S&TM TOTAL	Entire DAW
Civilian	3,356 <i>88.9%</i>	142,987 <i>90.2%</i>
Military	417 <i>11.1%</i>	15,521 <i>9.8%</i>
TOTAL	3,773	158,508

Race	S&TM TOTAL	Entire DAW
WHITE	3,205 <i>84.9%</i>	117,004 <i>73.8%</i>
BLACK	135 <i>3.6%</i>	18,850 <i>11.9%</i>
ASIAN	222 <i>5.9%</i>	10,260 <i>6.5%</i>
MULTI	50 <i>1.3%</i>	3,415 <i>2.2%</i>
AMI/AN	8 <i>0.2%</i>	860 <i>0.5%</i>
PI	6 <i>0.2%</i>	759 <i>0.5%</i>
Unspecified	147 <i>3.9%</i>	7,360 <i>4.6%</i>
TOTAL	3,773	158,508

Gender	S&TM TOTAL	Entire DAW
Males	3,083 <i>81.7%</i>	110,710 <i>69.8%</i>
Females	656 <i>17.4%</i>	45,575 <i>28.8%</i>
Unspecified	34 <i>0.9%</i>	2,223 <i>1.4%</i>
TOTAL	3,773	158,508



S&T Manager Size by Occupational Series



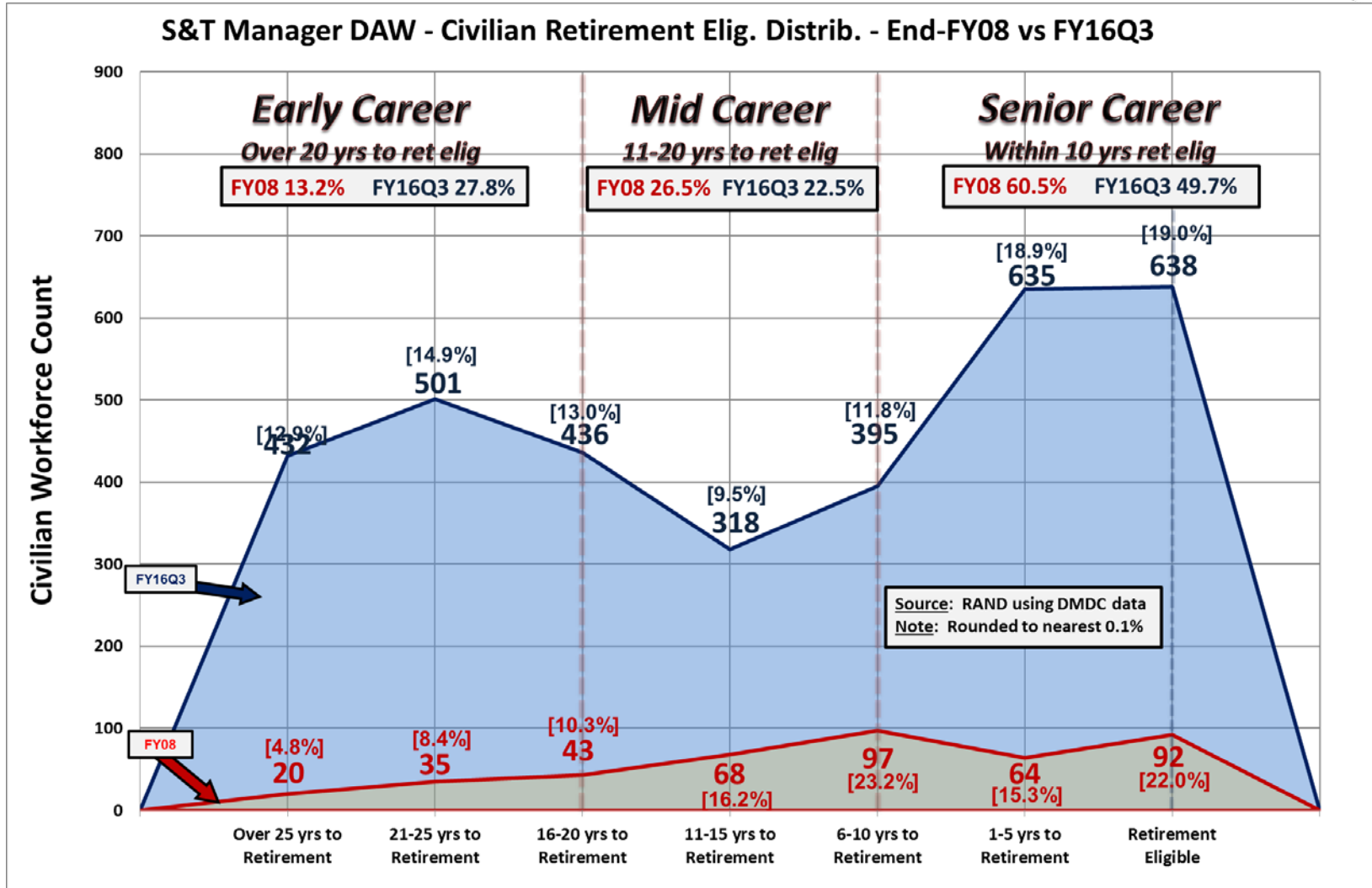
Civilian Occupational Series	S&TM TOTAL	
0855 - Engineer, Electronics	737	22.0%
0801 - Engineer, General	413	12.3%
0861 - Engineer, Aerospace	361	10.8%
0830 - Engineer, Mechanical	211	6.29%
0806 - Engineer, Materials	218	6.50%
1310 - Physicist	189	5.63%
1301 - Physical Scientist, General	162	4.83%
1550 - Computer Scientist	185	5.51%
1320 - Chemist	121	3.61%
0854 - Engineer, Computers	133	3.96%
Other	626	18.65%
TOTAL CIVILIAN	3,356	Civilians



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



S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY16Q3



As of FY16Q3 (30 Jun 2016)

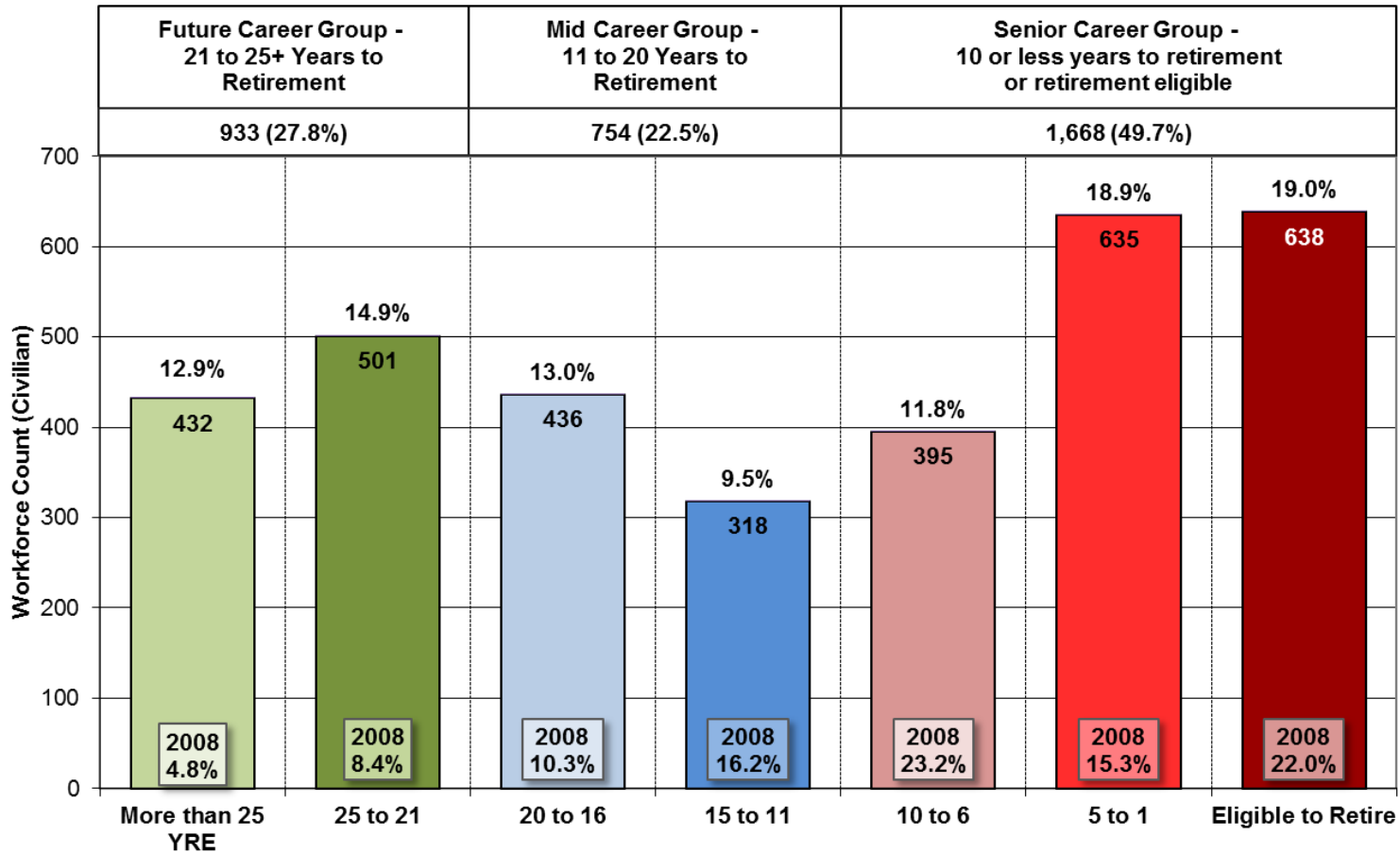


S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q3) - 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.

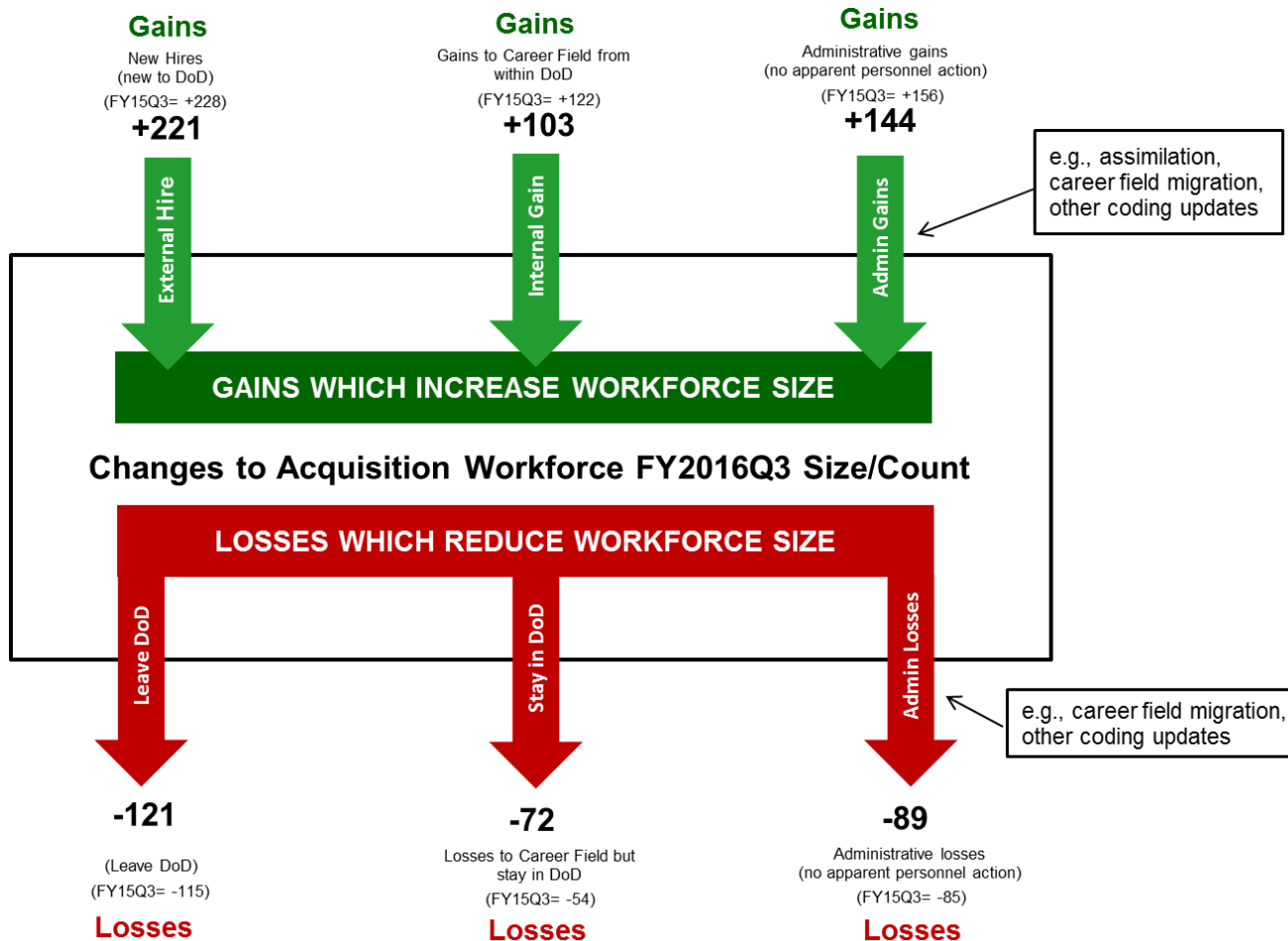
As of FY16Q3 (30 Jun 2016)



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

Defense Acquisition Workforce (Civilian) (FY2016Q3) - Science and Technology

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



As of FY16Q3 (30 Jun 2016)

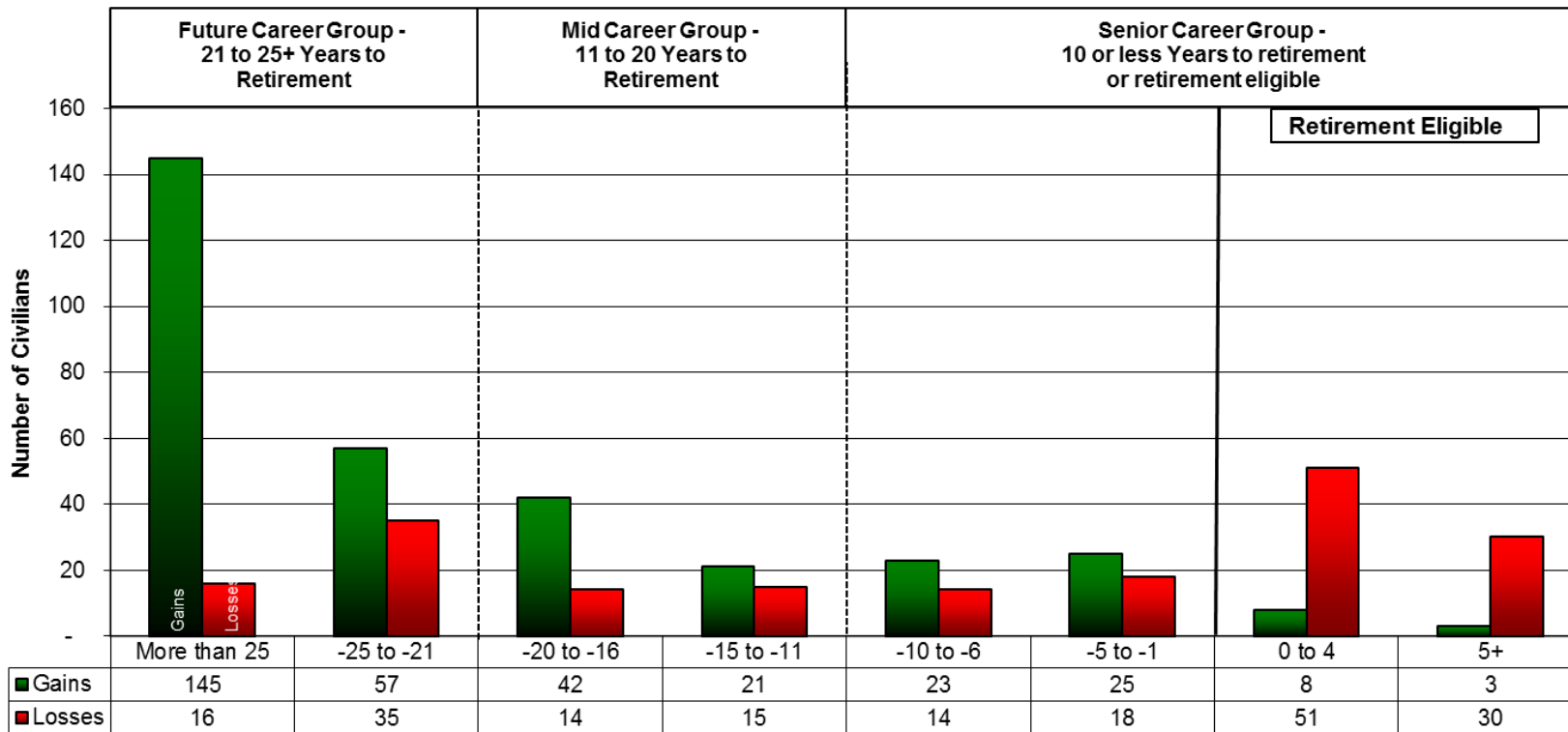


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2016Q3 Gains & Losses*



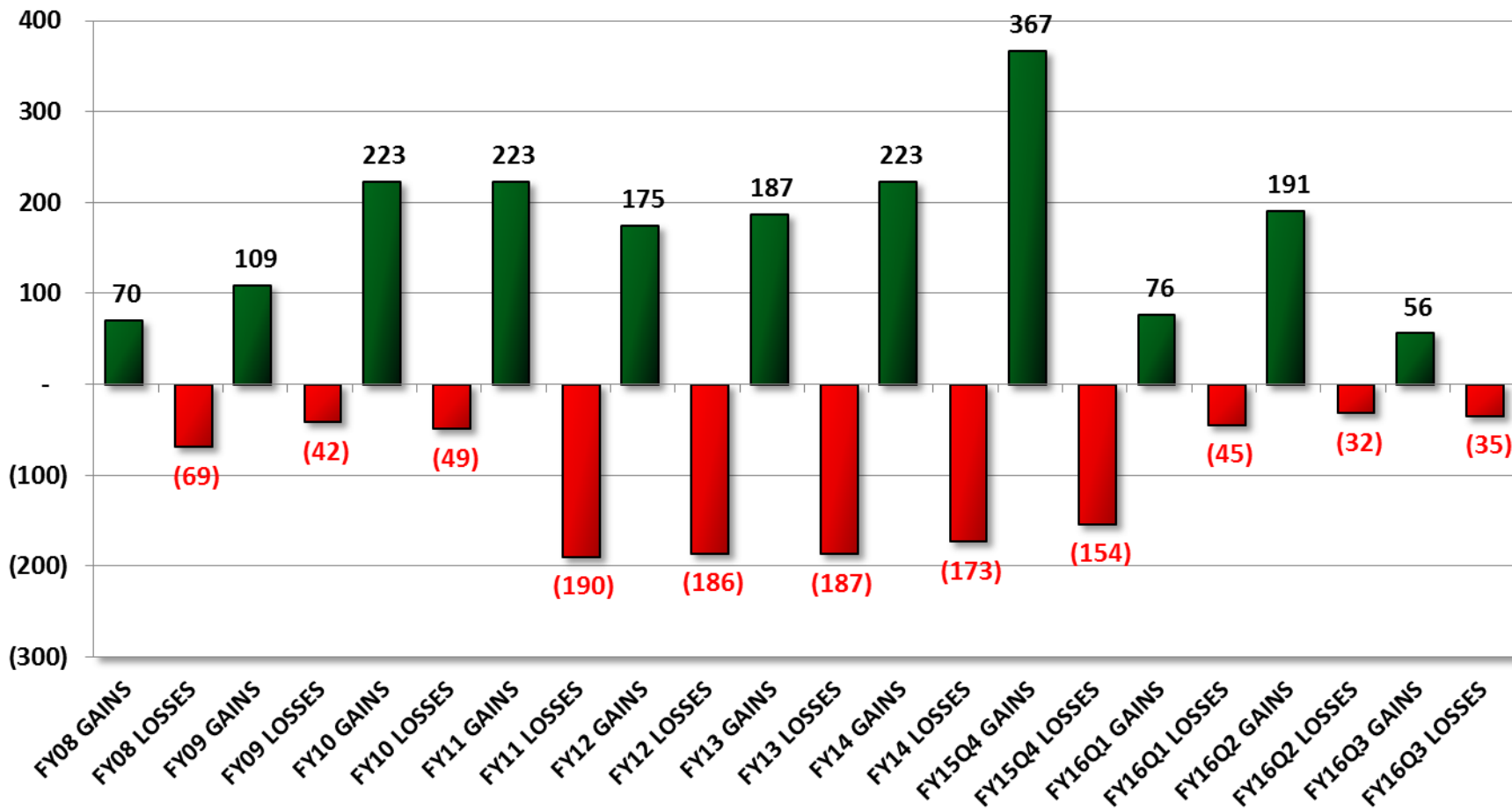
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains and losses



S&T Manager Historical Gains and Losses FY08 – FY16Q3



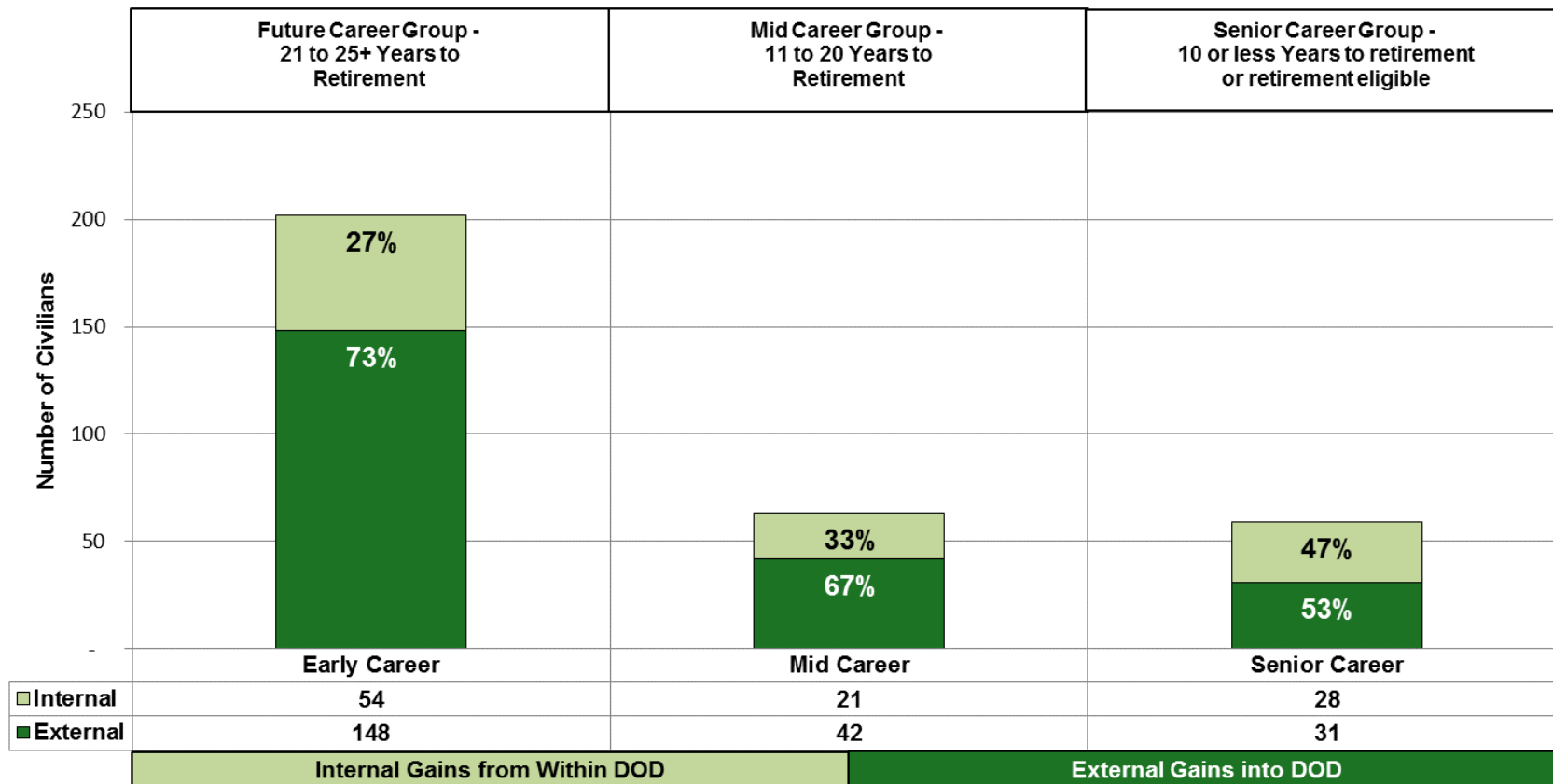
As of FY16Q3 (30 Jun 2016)



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



Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY2016Q3 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative gains

As of FY16Q3 (30 Jun 2016)

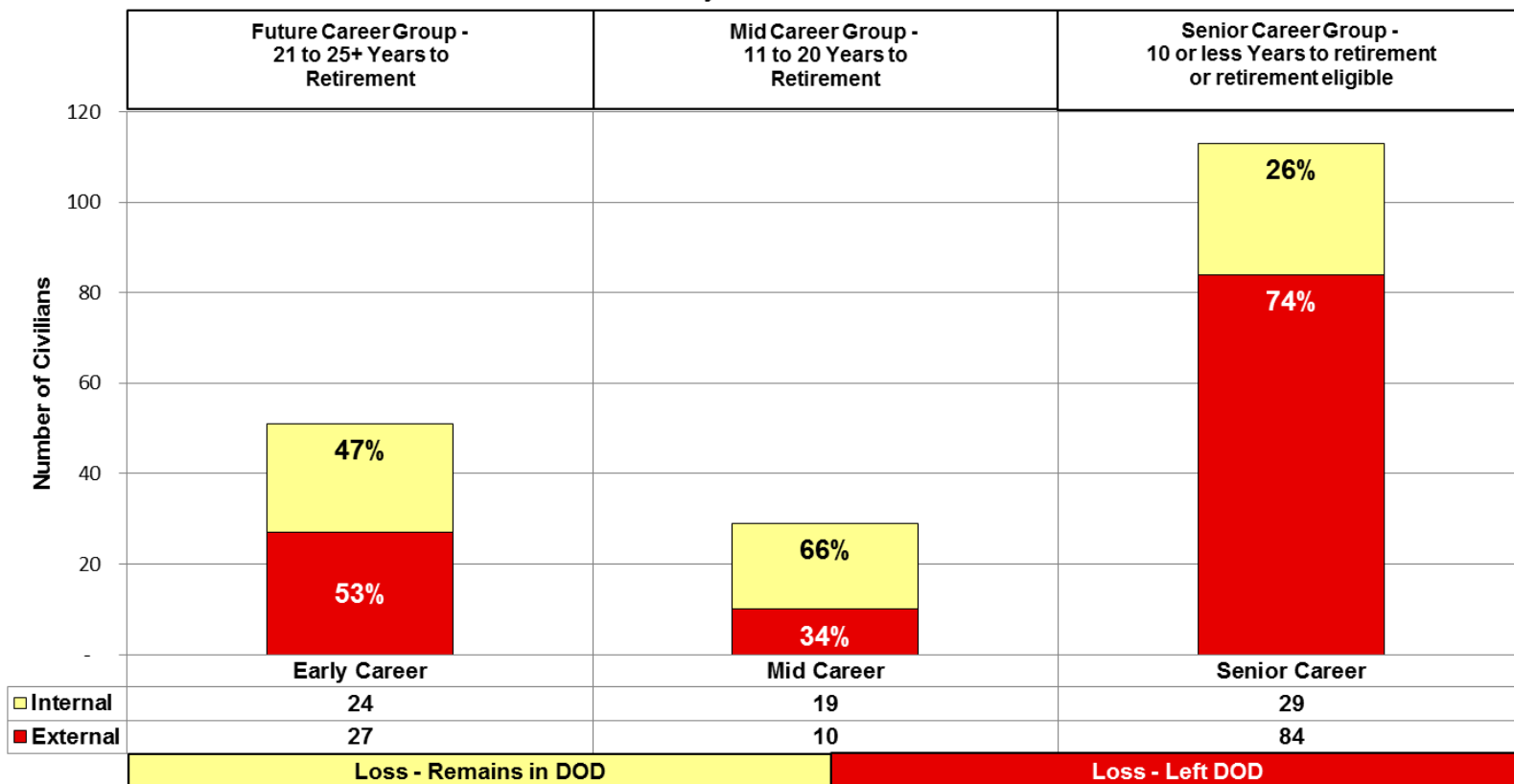


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2016Q3 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q3 and Previous FY Data)

*Does not include administrative losses

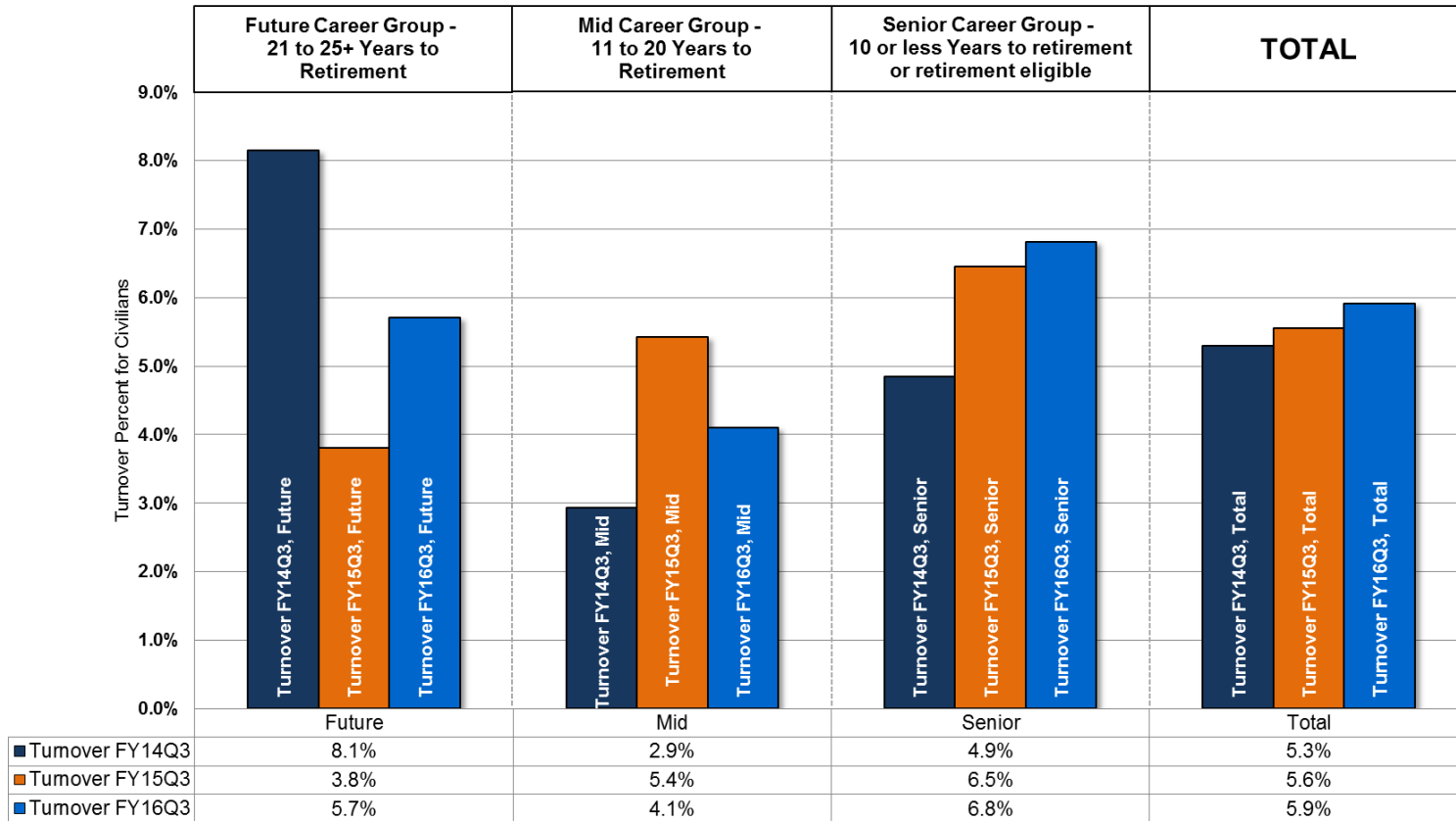
As of FY16Q3 (30 Jun 2016)



S&T Manager Turnover Rates by Career Group



Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY14Q3, FY15Q3, FY16Q3)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q3 (30 Jun 2016)

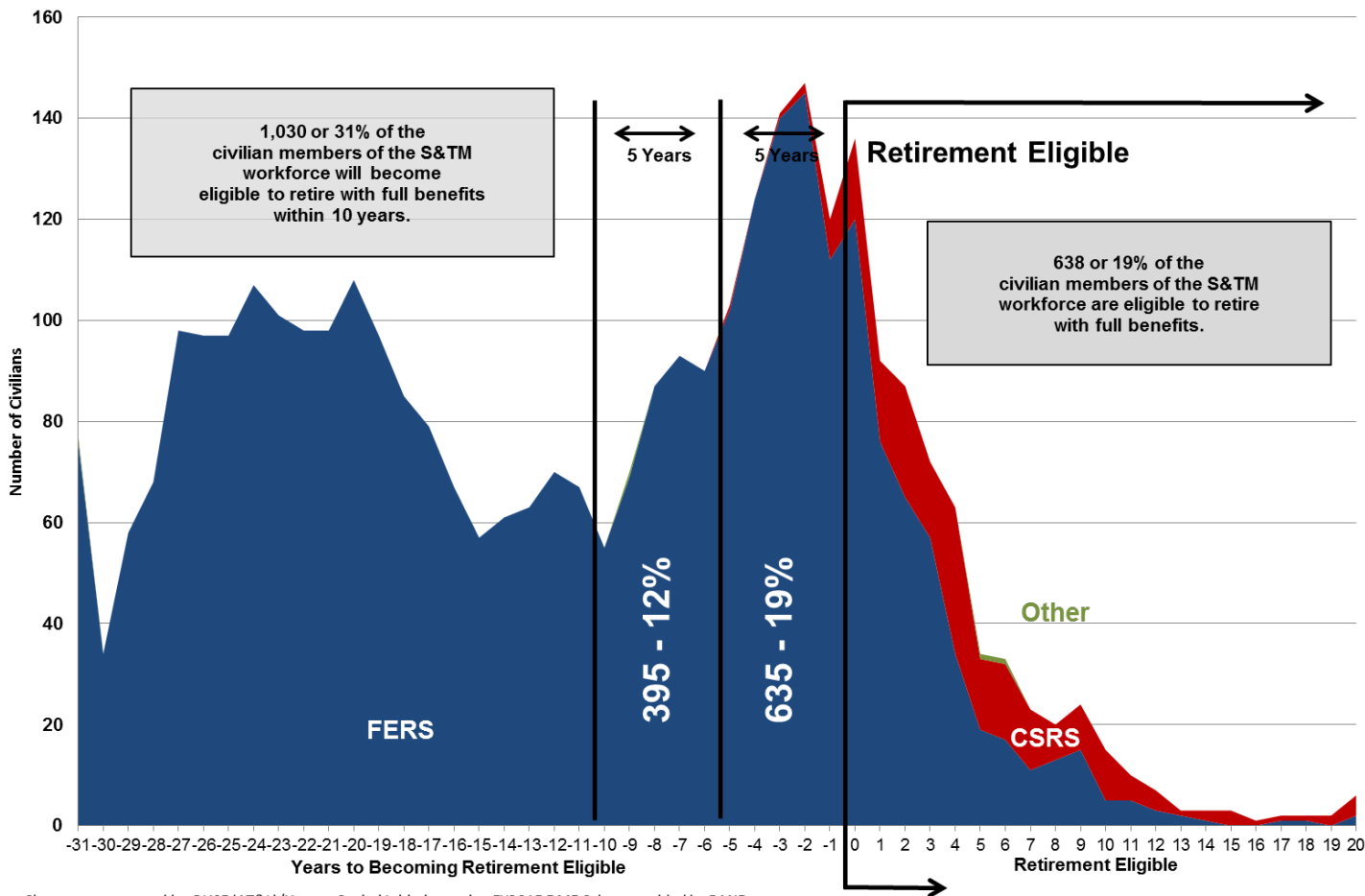


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - S&TM

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q3)



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

As of FY16Q3 (30 Jun 2016)



END