



# Defense Acquisition Workforce Key Information

Science & Technology Manager  
As of FY16 (30 September 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 is currently vacant**
  - **HCI Data/Analysis**
    - **Ms. Adrienne Evertson ([Adrienne.evertson@hci.mil](mailto: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				FY2016Q4			
	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	3,403	411	3,814	161,469
Change in size from 2008	-	-	-	-	718%	542%	695%	28%
Civilian/Military Composition	87%	13%	-	88% / 12%	89%	11%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	97%	94%	96%	77%	99%	99%	99%	84%
Graduate Degree	66%	61%	66%	29%	80%	71%	79%	39%
<b>Certification</b>								
Level I or Higher Achieved	55%	25%	51%	72%	86%	65%	84%	85%
Level II or Higher Achieved	54%	19%	49%	61%	76%	39%	72%	73%
Level III Achieved	48%	14%	43%	36%	56%	10%	51%	43%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	79%	47%	75%	75%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	20%	50%	23%	22%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	3%	2%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	75%	28%	69%	62%	35%	2%	31%	33%
Average Age	49.9	40.1	48.6	45.7	45.6	33.0	44.2	44.9
Workforce Life-Cycle Model (YRE)*	13/26/60(%)	-	-	20/23/57 (%)(Civ)	29/23/49(%)	-	-	26/25/50(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.6	14.3	17.1	17.3	16.1	9.1	15.4	15.0
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	626(18%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	639(19%)	-	-	25,920(18%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	425/261	-	-	15,815/10,997

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q4 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 FY2016Q4 DMDC data.



# Highlights



## Defense Acquisition Workforce Size Highlights

- The current S&T Manager Defense Acquisition Workforce count is 3,814, up from 480 in FY08, a total increase of 3,334
- The S&T Manager Defense Acquisition Workforce count was at its highest point (3,814) in FY16Q4, and its lowest point (291) in FY06
- The Agencies with the largest increases, since FY08, are AIR FORCE, DLA and ARMY, with increases of 2,665 (6198%), 4 (400%), and 304 (213%), respectively
- The Agency with the largest decrease, since FY08, is DCMA with a decrease of 2(33%)

## Defense Acquisition Workforce DAWIA Certification Highlights

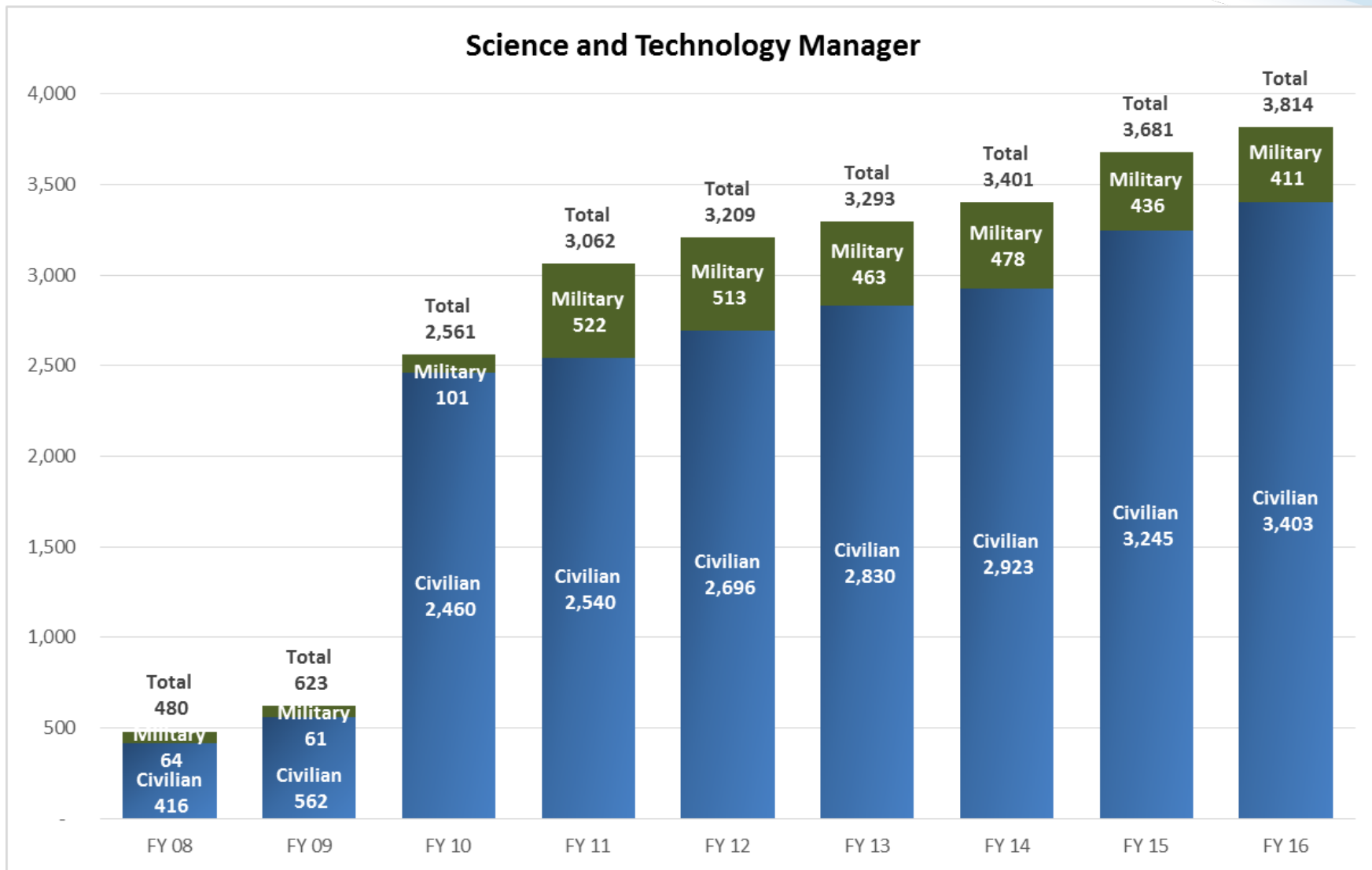
- The current S&T Manager Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate 75.2%; up from 47.1% in FY08
- The current S&T Manager Meets/Exceeds certification rate is up 28.2% from FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.1%; down from 42.5% in FY08
- The current S&T Manager Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 1.7%; down from 10.4% in FY08

## Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 48.8% (1,660) (10 years or less to retirement eligibility or retirement eligible)
- 18.4% (626) are currently eligible to retire, down from 22.1% in FY08
- Mid Career Group 22.6% (768) (11 to 20 years to retirement), down from 26.5% in FY08
- Early Career Group 28.5% (970) (21 to 25+ years to retirement), up from 13.1% in FY08

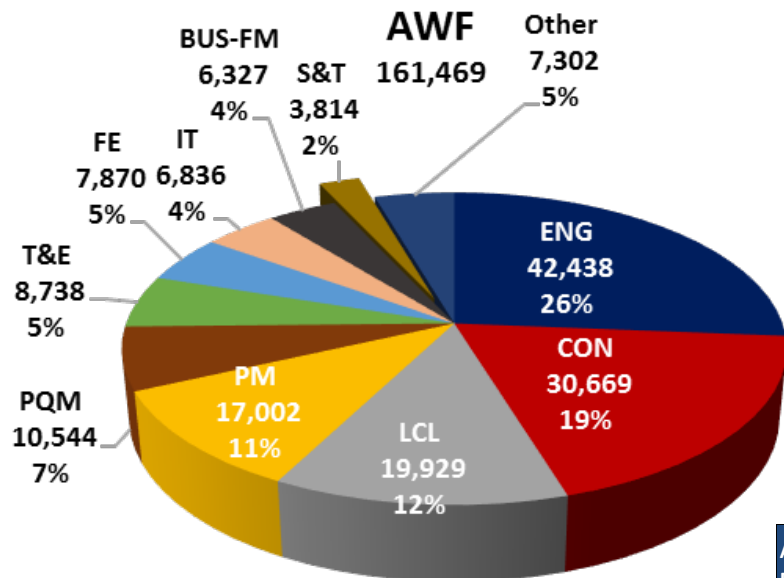


# Total Historic Workforce





# AWF by Component and Career Field



AWF Count by Career Category FY16Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,011	4,011	2.5%
Business - CE	249	552	36	458	83	1,378	0.9%
Business - FM	1,718	1,849	172	2,008	580	6,327	3.9%
Contracting	7,959	5,802	545	8,452	7,911	30,669	19.0%
Engineering	9,140	21,623	354	9,139	2,182	42,438	26.3%
Facilities Engineering	1,797	5,456	34	498	85	7,870	4.9%
Information Technology	1,701	2,806	238	1,235	856	6,836	4.2%
Life Cycle Logistics	7,160	5,961	595	3,237	2,976	19,929	12.3%
Production, Quality and Man	1,407	3,210	39	393	5,495	10,544	6.5%
Program Management	3,240	5,560	802	5,681	1,719	17,002	10.5%
Property	53	65	-	14	273	405	0.3%
Purchasing	365	424	52	67	567	1,475	0.9%
S&T Manager	447	537	2	2,708	120	3,814	2.4%
Test and Evaluation	1,903	3,239	133	3,082	381	8,738	5.4%
Unknown/Other	7	2	-	3	21	33	0.02%
<b>FY16Q4 Totals (as of 9-30-2016)</b>	<b>37,146</b>	<b>57,086</b>	<b>3,002</b>	<b>36,975</b>	<b>27,260</b>	<b>161,469</b>	
<b>Component %</b>	<b>23.0%</b>	<b>35.4%</b>	<b>1.9%</b>	<b>22.9%</b>	<b>16.9%</b>		



# S&T Manager Workforce Historical Size by Agency FY05 – FY16



S&T Manager	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
<b>Defense Acq Workforce</b>														
ARMY	129	-	145	143	204	238	250	247	249	290	393	447	213%	14%
DoN	127	170	205	191	243	311	349	388	415	434	484	539	182%	11%
AIR FORCE	57	21	30	43	51	1,873	2,314	2,440	2,506	2,559	2,674	2,708	6198%	1%
DCMA	-	5	11	6	11	11	9	11	8	6	4	4	-33%	0%
DLA	-	-	-	1	1	2	6	4	6	6	9	5	400%	-44%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	1	2	1	2	1	4	4	2	2	4	2	100%	-50%
DISA	-	-	-	-	-	-	-	-	1	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	1	1		0%
DTRA	-	93	90	93	109	122	129	111	102	99	107	101	9%	-6%
DAU	1	1	-	1	2	1	1	1	1	1	1	1	0%	0%
NRO	-	-	-	-	-	-	-	-	-	-	-	2		
OSD	-	-	-	-	-	1	-	-	-	1	1	1		0%
JCS	-	-	-	-	-	-	-	2	2	2	2	2		0%
ASD	-	-	-	-	-	-	-	1	1	1	1	1		0%
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>3,681</b>	<b>3,814</b>	<b>↑</b> 695%	<b>↑</b> 4%

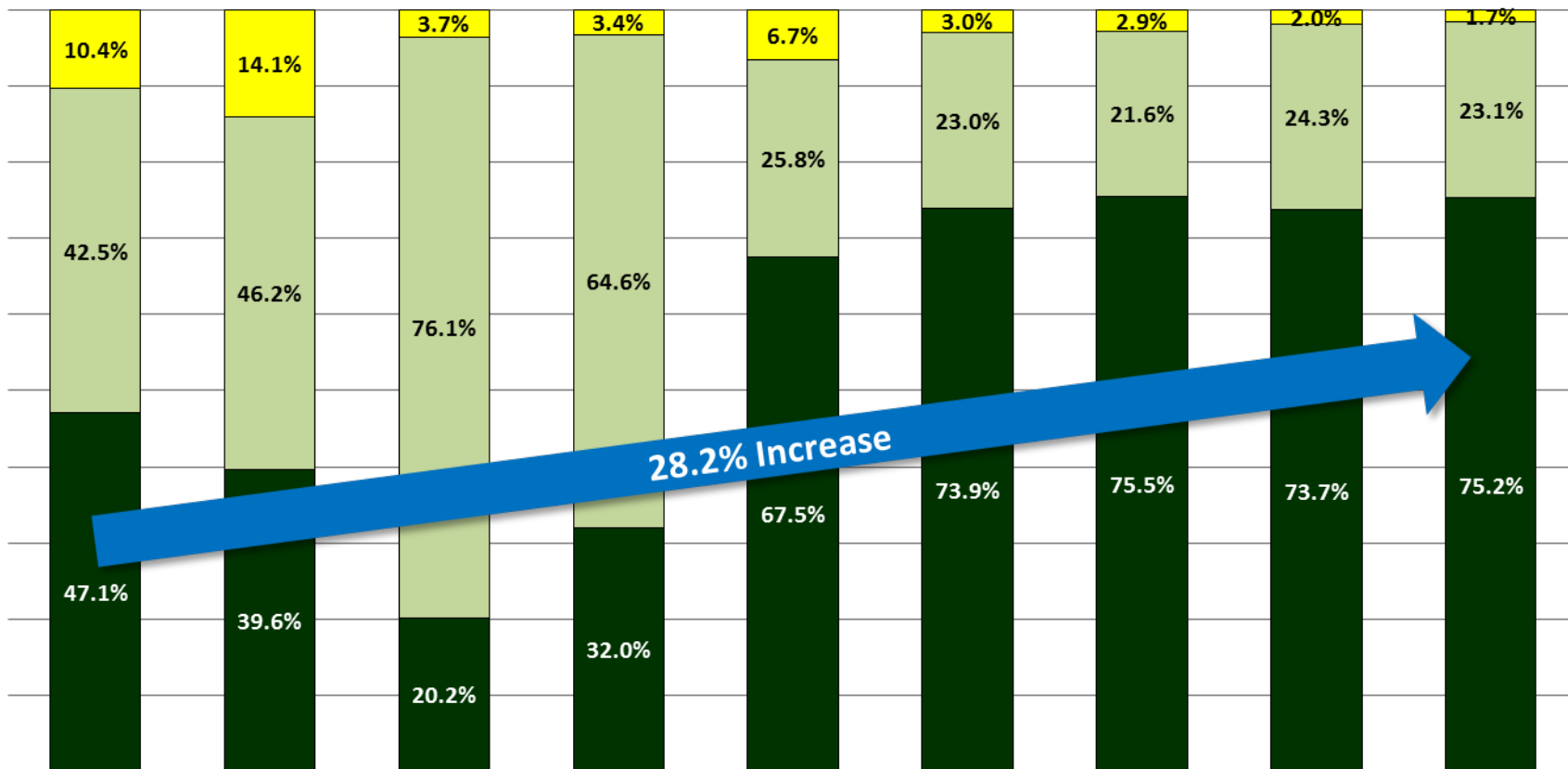




# S&T Manager Historical DAWIA Certification FY08 – FY16



## S&T Manager



28.2% Increase

■ Meets/Exceeds    ■ 24 Month    ■ Does Not Meet

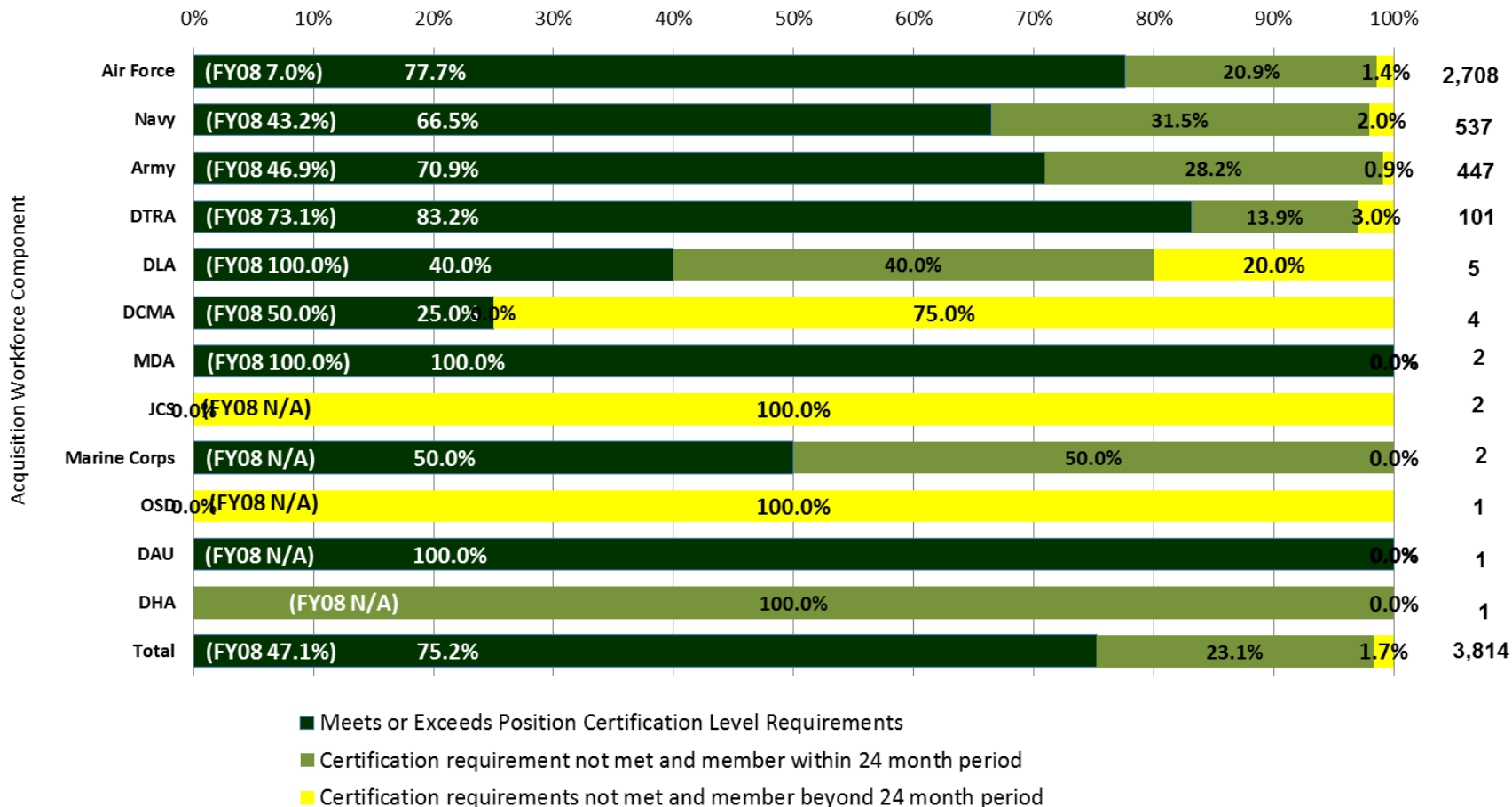
\* Rounded to nearest 0.1%



# S&T Manager DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component S&TM (FY16Q4)





# S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM Required Certification Level	Achieved Certification Level				FY16Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	175	194	63	33	465	62.4%
Level II	299	201	675	332	1,507	66.8%
Level III	135	45	89	1,573	1,842	85.4%
<i>Unspecified</i>	-	-	-	-	-	
<b>FY16Q4 TOTAL</b>	<b>609</b>	<b>440</b>	<b>827</b>	<b>1,938</b>	<b>3,814</b>	<b>75.2%</b>
	16.0%	11.5%	21.7%	50.8%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,638	12.8%	
Army	5,124	13.8%	
Navy	6,995	12.3%	
Marine Cor	212	7.1%	
Air Force	6,545	17.7%	
4th Estate	1,762	6.5%	
<b>S&amp;TM</b>	<b>428</b>	<b>11.2%</b>	<b>5 of 14</b>

\*\* Based on population total without unspecified positions

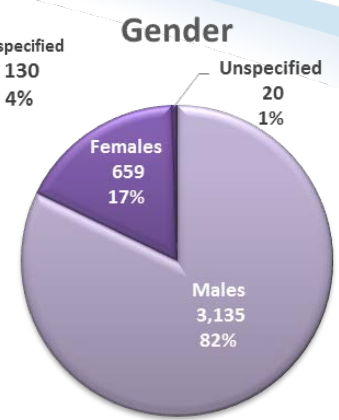
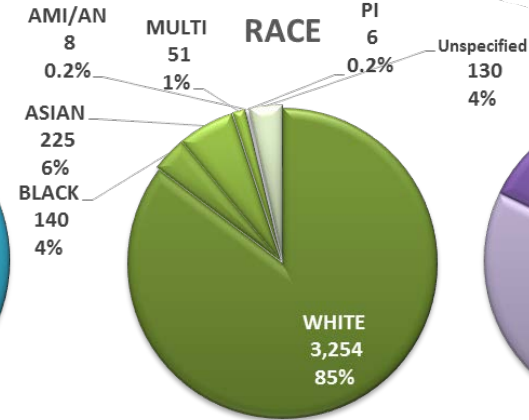
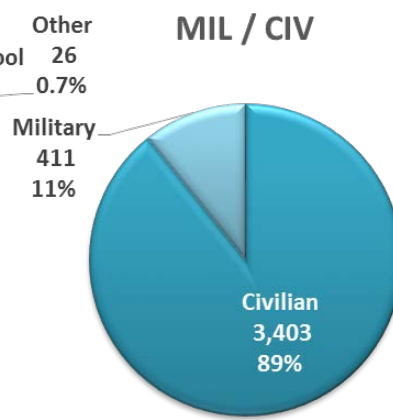
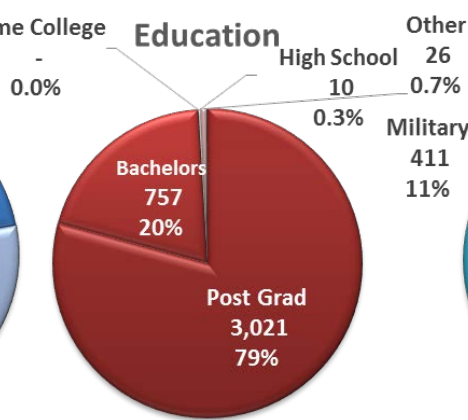
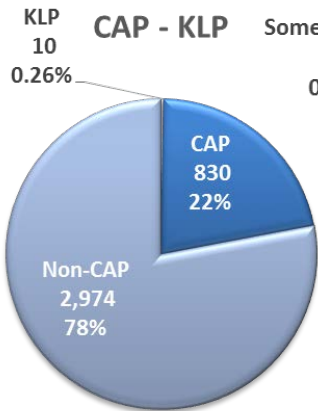
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	290	174	1	465	12.2%
Level II	1,007	474	26	1,507	39.5%
Level III	1,573	232	37	1,842	48.3%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>S&amp;TM TOTAL</b>	<b>2,870</b>	<b>880</b>	<b>64</b>	<b>3,814</b>	
	75.2%	23.1%	1.7%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# S&T Manager Demographics



Occupied Position Type	S&TM	Entire DAW
Key Leadership Positions (KLPs)	10	1,197
Critical Acquisition Positions (CAPs) *	830	15,791
Non-CAP Positions	2,974	144,481
<b>TOTAL</b>	<b>3,814</b>	<b>161,469</b>

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

Race	S&TM	Entire DAW
WHITE	3,254	119,897
BLACK	140	19,270
ASIAN	225	10,551
MULTI	51	3,591
AMI/AN	8	898
PI	6	787
Unspecified	130	6,475
<b>TOTAL</b>	<b>3,814</b>	<b>161,469</b>

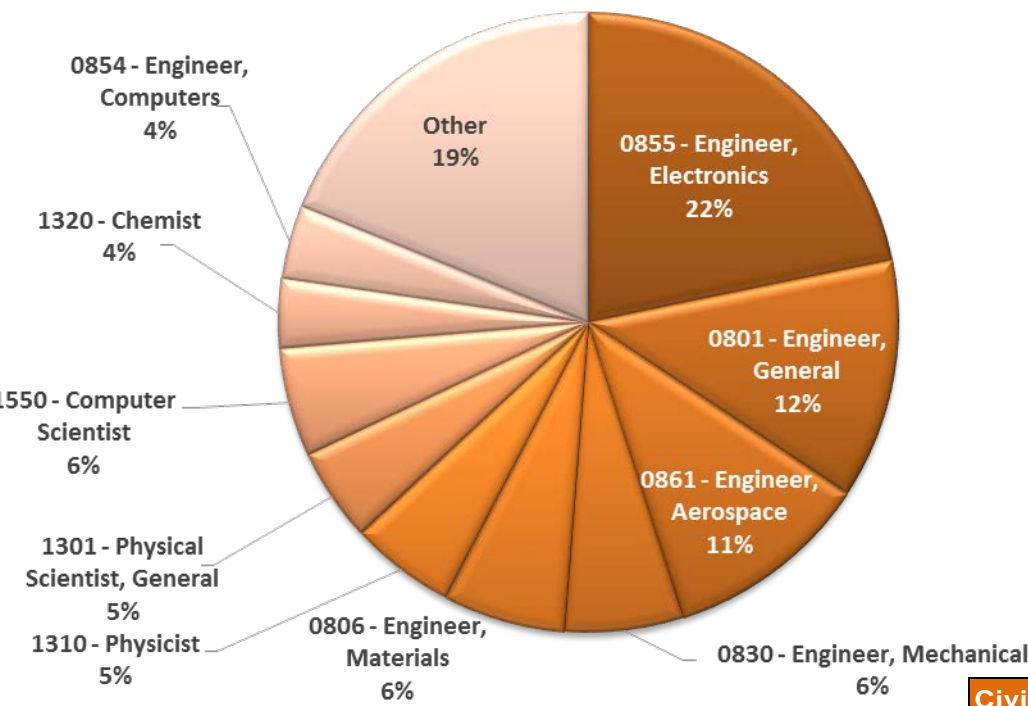
Highest Level of Education	S&TM	Entire DAW
Post Grad	3,021	63,772
Bachelors	757	71,199
Some College	-	12,023
High School	10	12,767
Other	26	1,708
<b>TOTAL</b>	<b>3,814</b>	<b>161,469</b>

Gender	S&TM	Entire DAW
Males	3,135	113,498
Females	659	46,704
Unspecified	20	1,267
<b>TOTAL</b>	<b>3,814</b>	<b>161,469</b>

Military / Civilian	S&TM	Entire DAW
Civilian	3,403	145,988
Military	411	15,481
<b>TOTAL</b>	<b>3,814</b>	<b>161,469</b>



# S&T Manager Size by Occupational Series



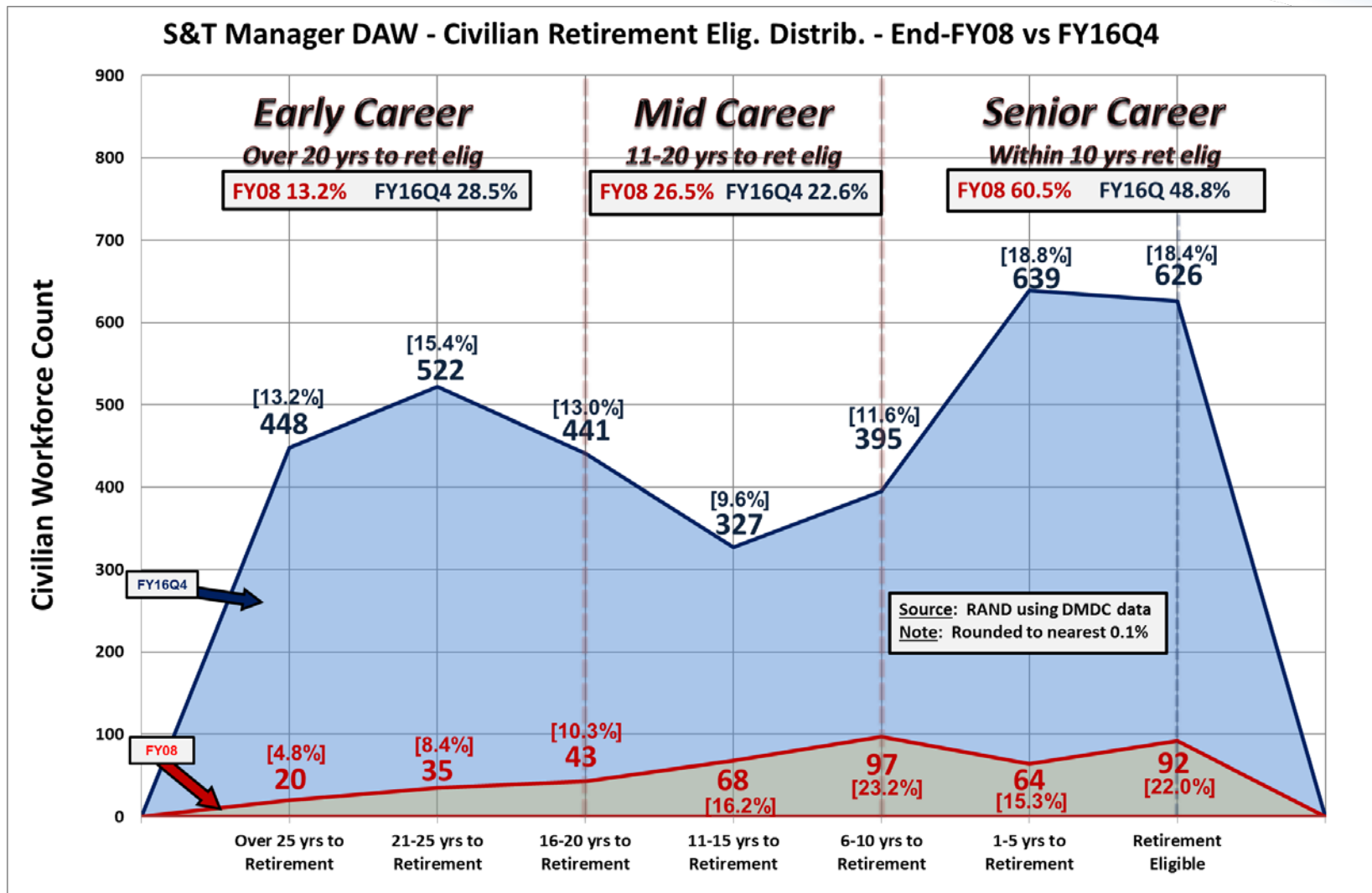
Civilian Occupational Series	S&TM	
0855 - Engineer, Electronics	741	21.8%
0801 - Engineer, General	427	12.5%
0861 - Engineer, Aerospace	365	10.7%
0830 - Engineer, Mechanical	211	6.20%
0806 - Engineer, Materials	217	6.38%
1310 - Physicist	186	5.47%
1301 - Physical Scientist, General	167	4.91%
1550 - Computer Scientist	193	5.67%
1320 - Chemist	123	3.61%
0854 - Engineer, Computers	131	3.85%
Other	642	18.87%
<b>TOTAL CIVILIAN</b>	<b>3,403</b>	<b>Civilians</b>



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



# S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



As of 30 Sept 2016

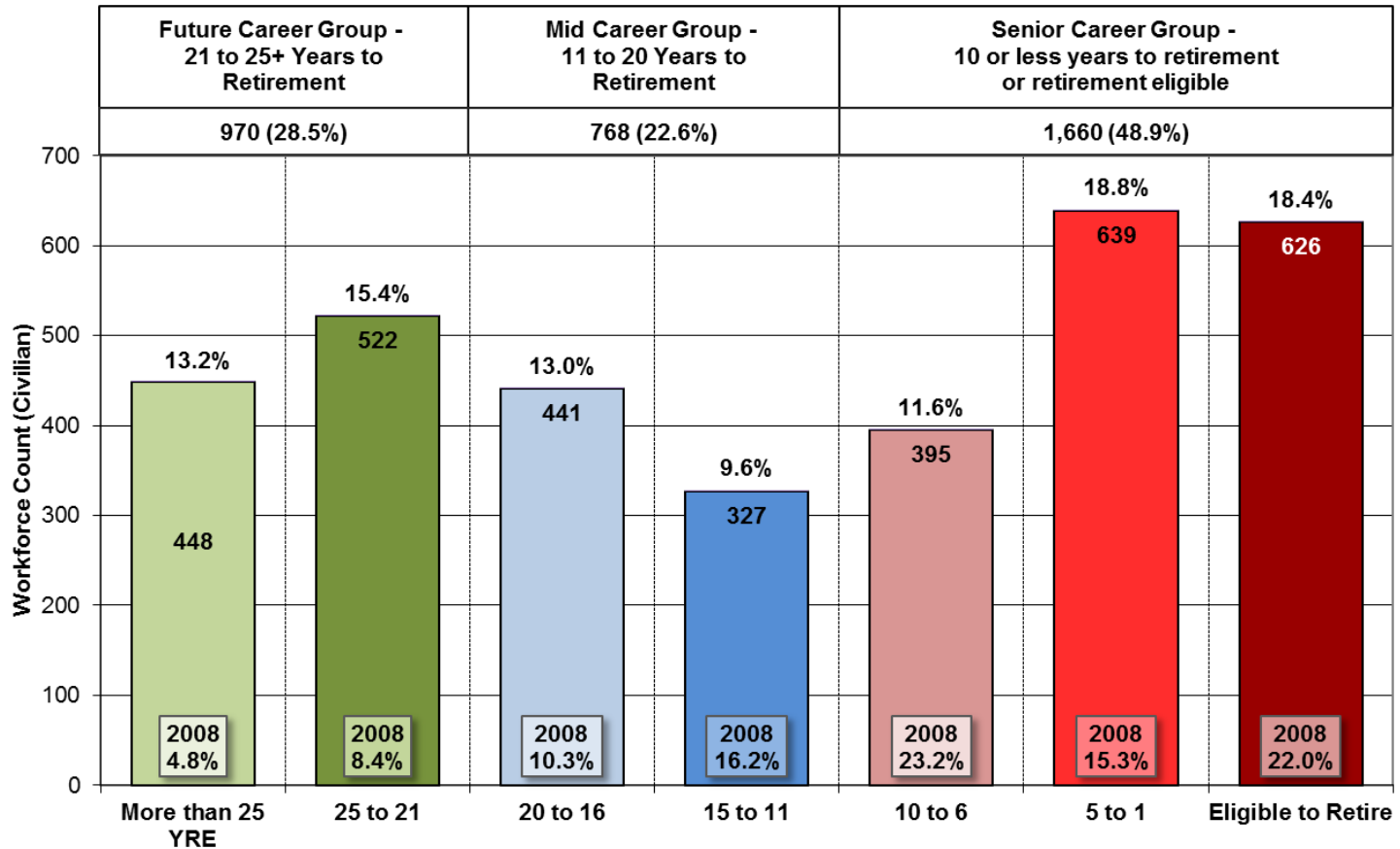


# S&T Manager Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q4) - Science and Technology Manager



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.

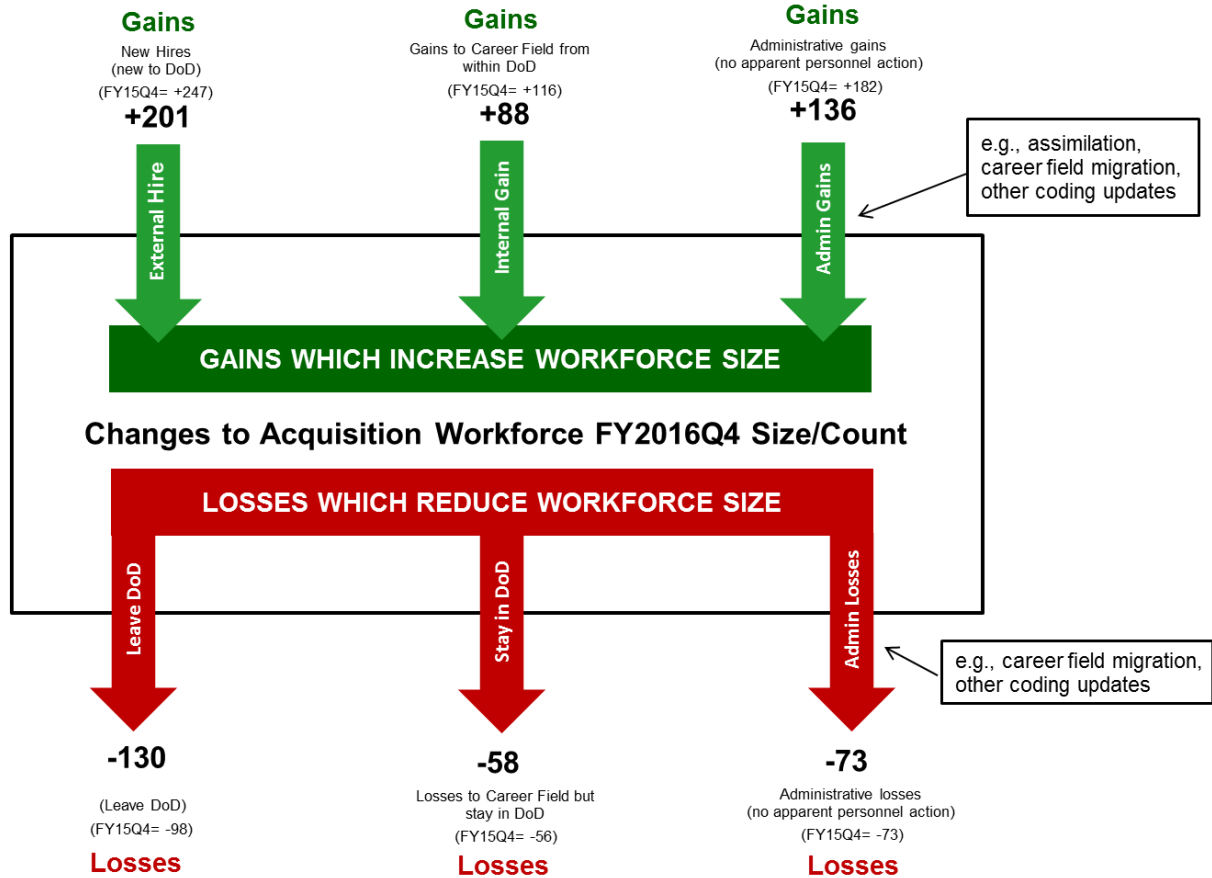




# S&T Manager Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2016Q4) - Science and Technology

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

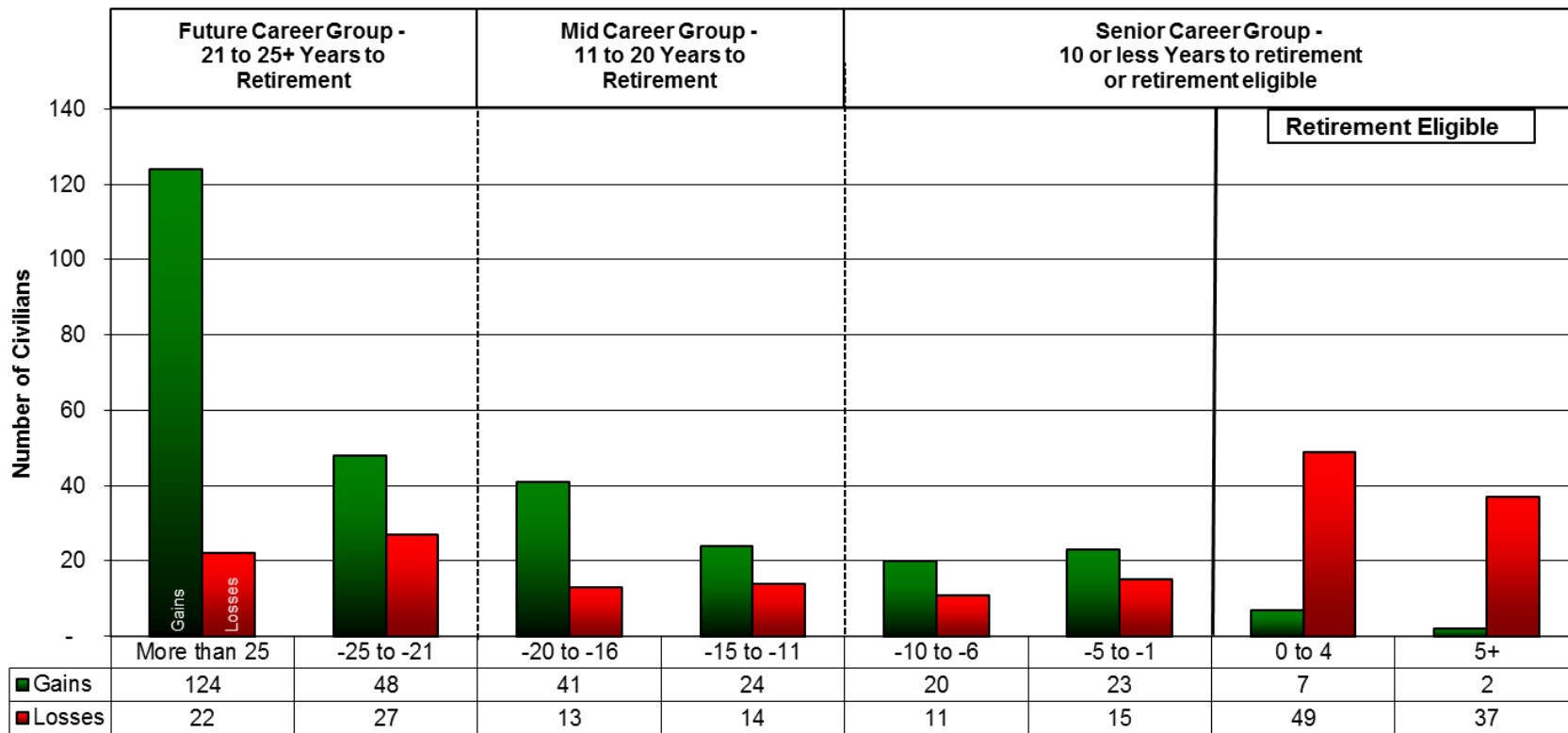




# S&T Manager Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY2016Q4 Gains & Losses\*



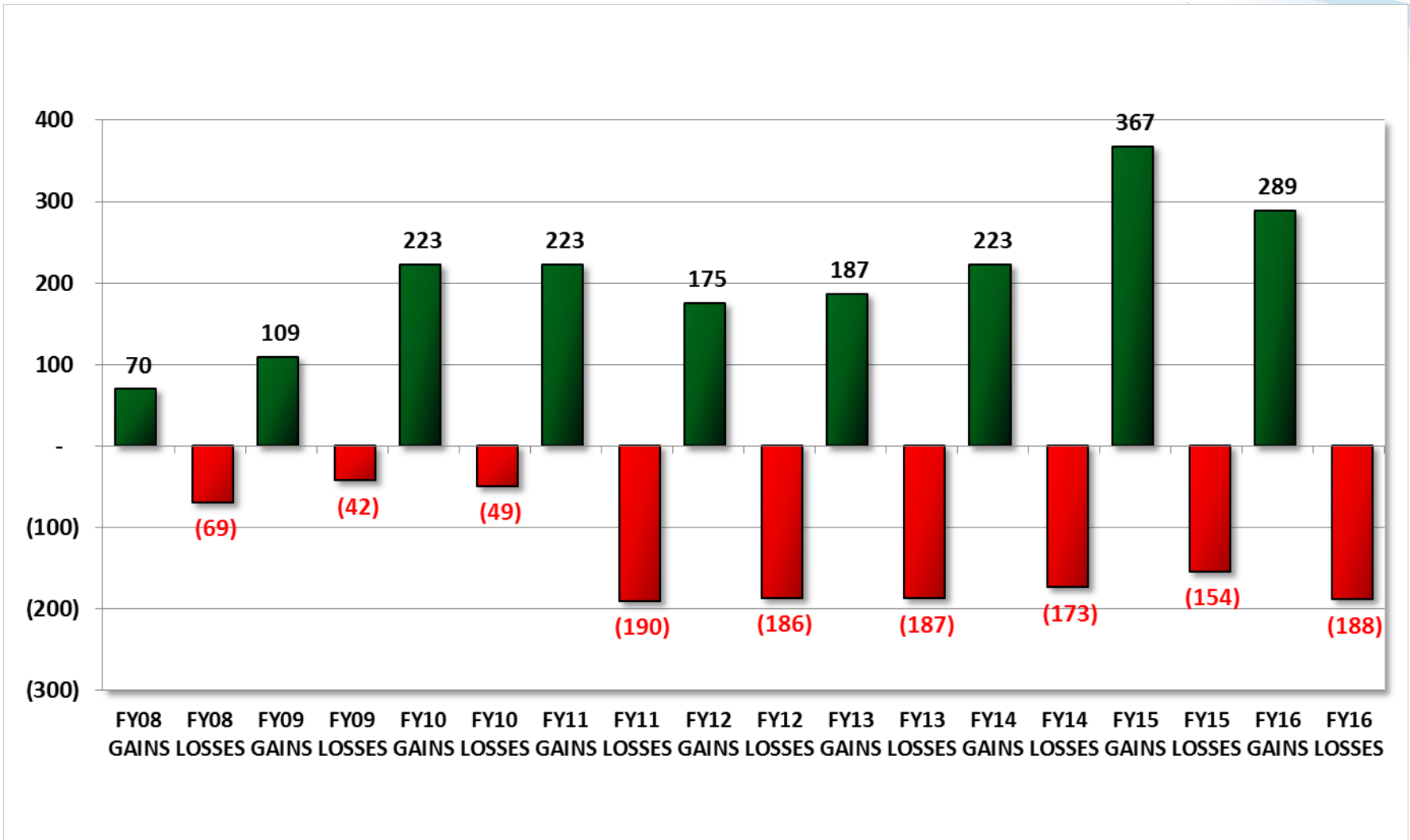
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

\*Does not include administrative gains and losses



# S&T Manager Historical Gains and Losses FY08 – FY16



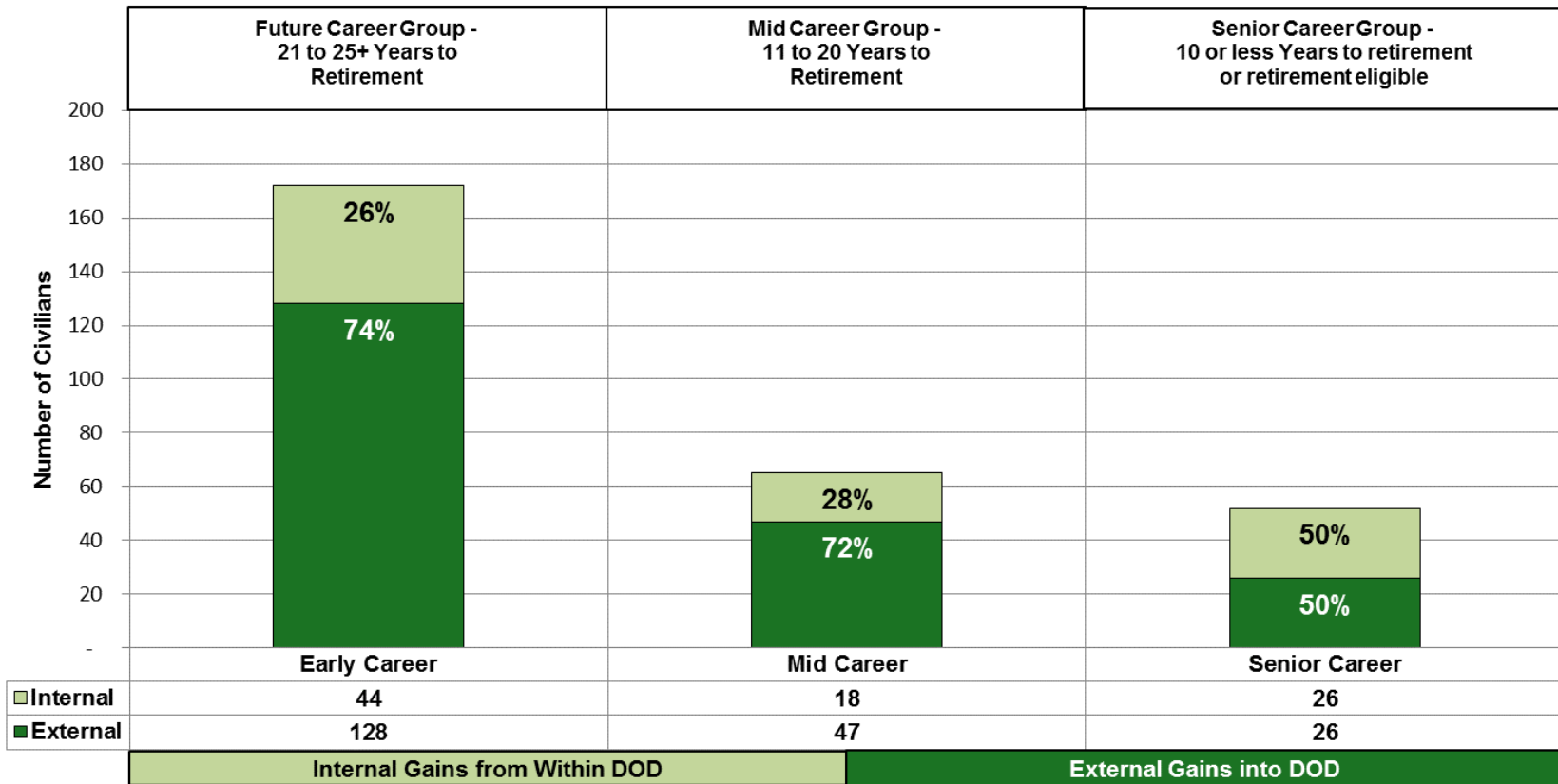
As of 30 Sept 2016



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



## Defense Acquisition Workforce (Civilian) - S&TM Workforce Lifecycle FY2016Q4 Gains\*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

\*Does not include administrative gains

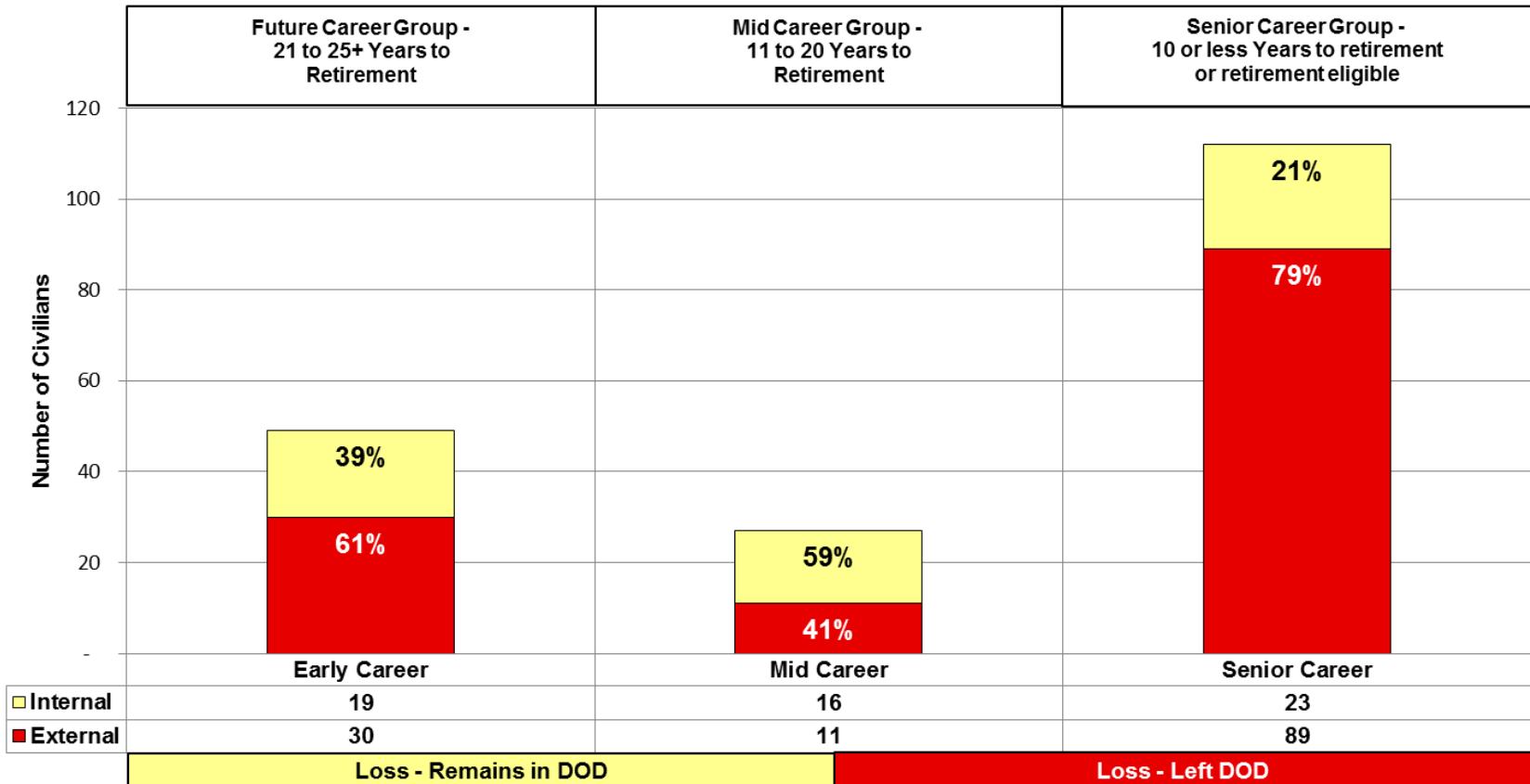
As of 30 Sept 2016



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



**Defense Acquisition Workforce (Civilian) - S&TM**  
Workforce Lifecycle FY2016Q4 Losses\*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

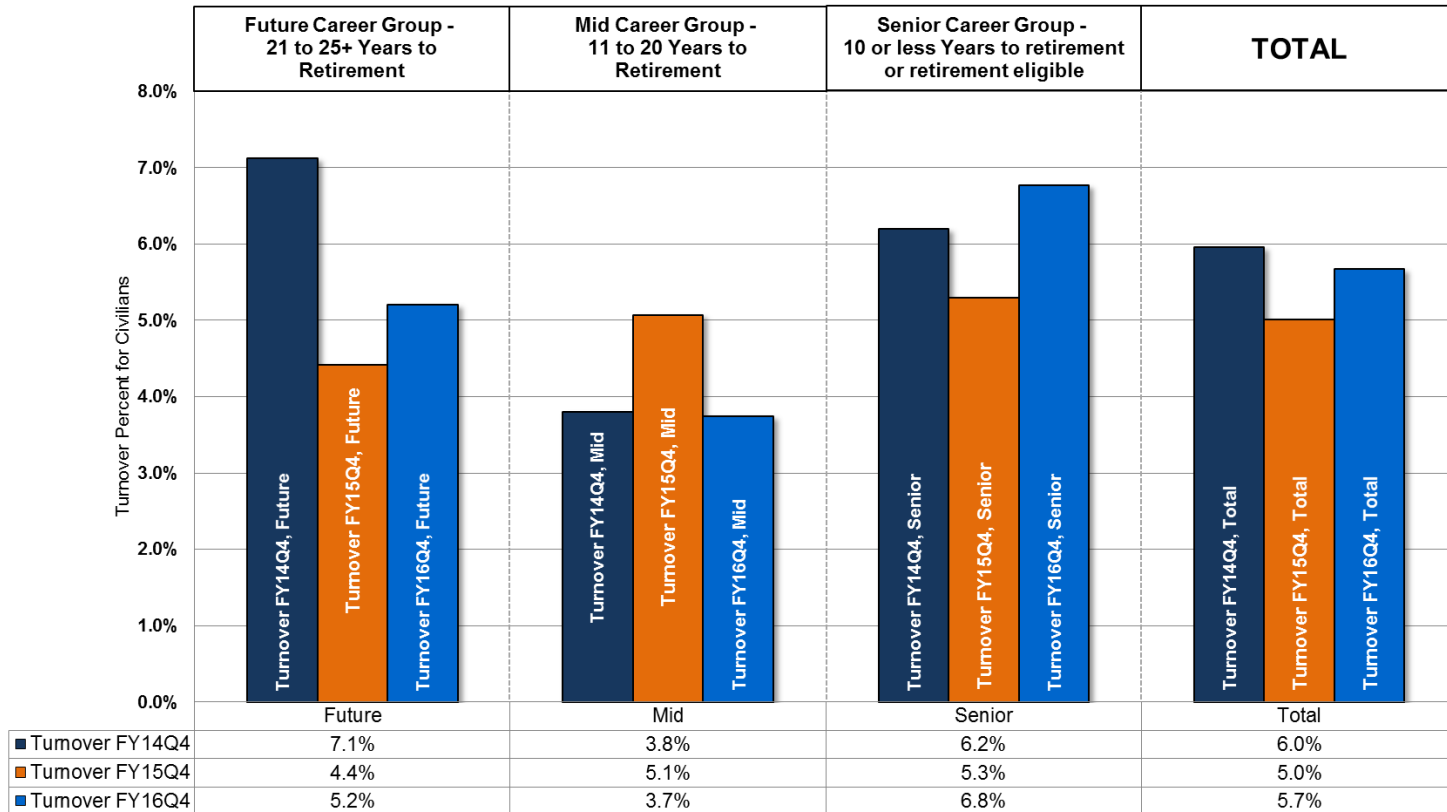
\*Does not include administrative losses



# S&T Manager Turnover Rates by Career Group



## Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY14Q4, FY15Q4, FY16Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

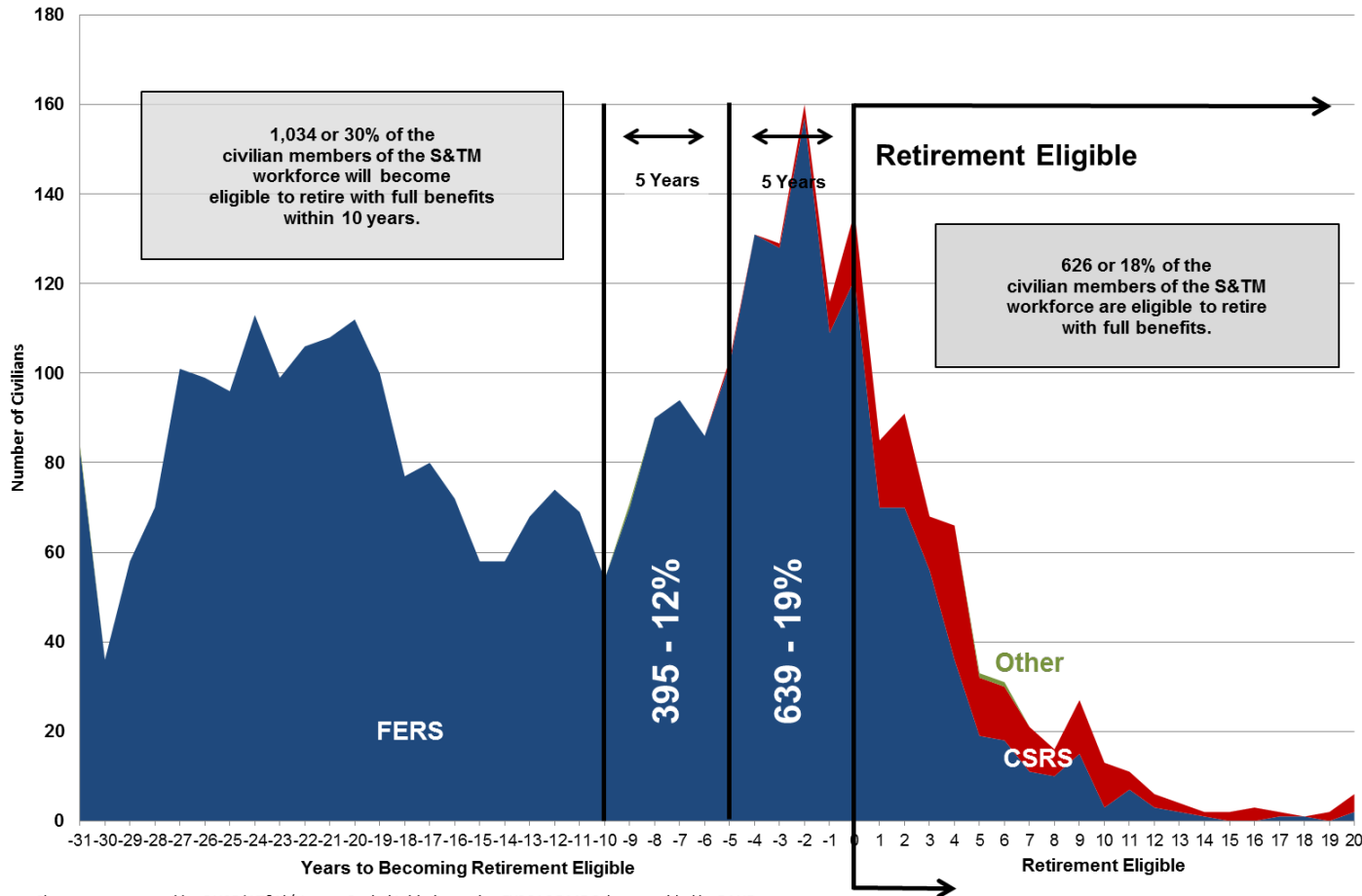


# S&T Manager Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - S&TM

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q4)



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

As of 30 Sept 2016



***END***