



Defense Acquisition Workforce Key Information

Science & Technology Manager

As of FY17 (30 Sept 2017)



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Fact Sheet



Human Capital Fact Sheet

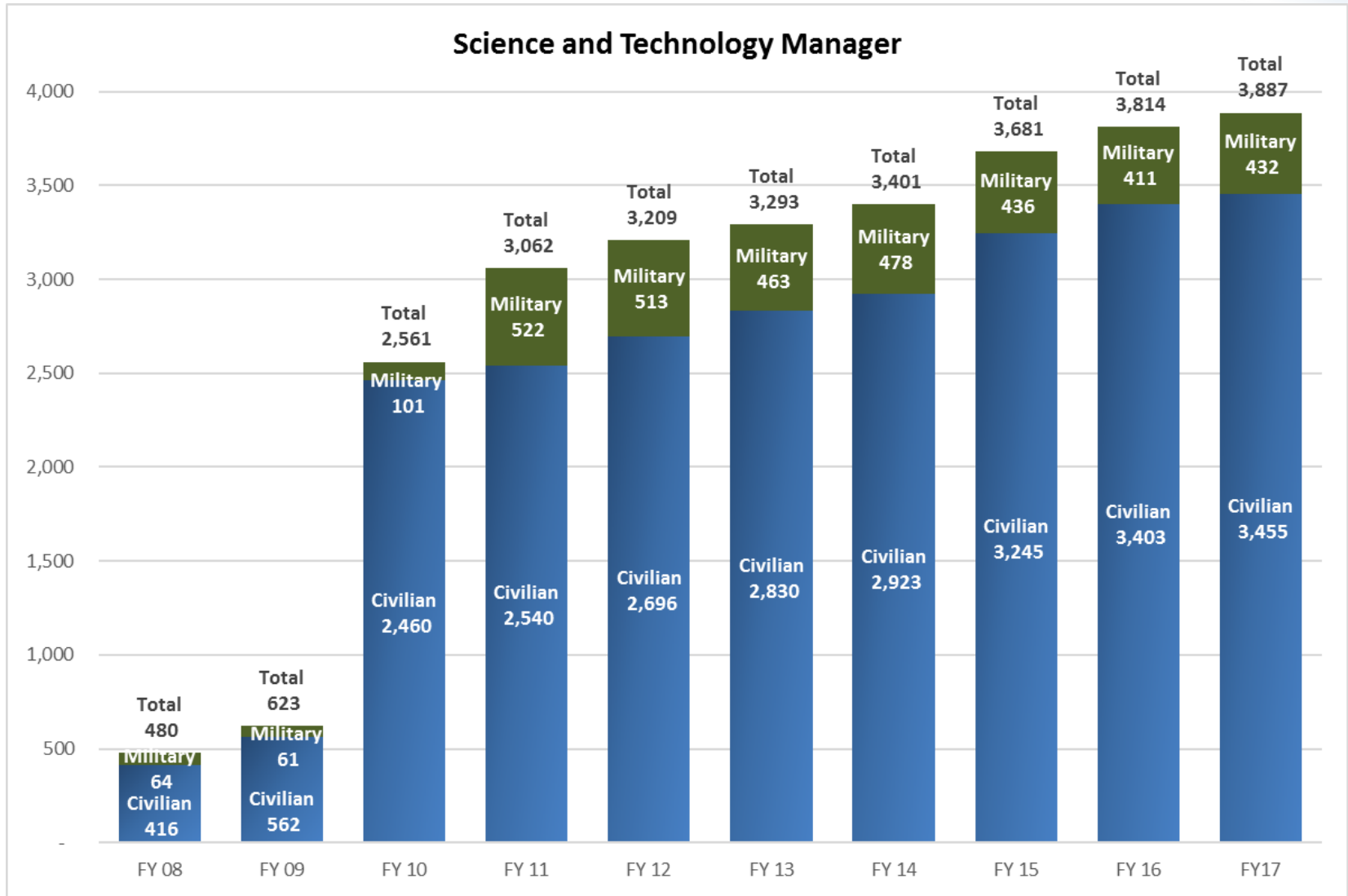
| Defense Acquisition Workforce Science and Technology Manager | FY 2008 | | | | FY2017Q4 | | | |
|---|------------------------|------------------------|-------------------------|-------------------------------------|------------------------|------------------------|-------------------------|-------------------------------------|
| | 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 | 3,455 | 432 | 3,887 | 165,275 |
| Change in size from 2008 | - | - | - | - | 731% | 575% | 710% | 31% |
| Civilian/Military Composition | 87% | 13% | - | 88% / 12% | 89% | 11% | - | 91% / 9% |
| Educational Attainment | | | | | | | | |
| Bachelor's Degree or Higher | 97% | 94% | 96% | 77% | 99% | 95% | 99% | 84% |
| Graduate Degree | 66% | 61% | 66% | 29% | 81% | 68% | 79% | 40% |
| Certification | | | | | | | | |
| Level I or Higher Achieved | 55% | 25% | 51% | 72% | 87% | 65% | 85% | 86% |
| Level II or Higher Achieved | 54% | 19% | 49% | 61% | 78% | 37% | 73% | 73% |
| Level III Achieved | 48% | 14% | 43% | 36% | 55% | 8% | 50% | 42% |
| Position Certification Requirement Met or Exceeded | 52% | 17% | 47% | 58% | 80% | 46% | 76% | 76% |
| Within 24 Months of Certification Requirement | 37% | 81% | 43% | 27% | 18% | 50% | 21% | 21% |
| Does Not Meet Certification Requirement | 12% | 2% | 10% | 14% | 2% | 4% | 2% | 3% |
| Planning Considerations | | | | | | | | |
| % Baby Boomer / Traditional Gen. | 75% | 28% | 69% | 62% | 36% | 3% | 32% | 33% |
| Average Age | 50 | 40 | 49 | 46 | 46 | 32 | 44 | 45 |
| Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior | 13/26/60(%) | - | - | 20/23/57 (%)(Civ) | 28/24/48(%) | - | - | 26/26/48(%) |
| Average Years of Service | 18 | 14 | 17 | 17 | 16 | 8 | 15 | 15 |
| Retirement Eligible* | 92(22%) | - | - | 19,051(17%) (Civ) | 615(18%) | - | - | 25,405(17%) |
| Retirement Eligible w/in 5 Years* | 64(15%) | - | - | 21,315(19%) (Civ) | 619(18%) | - | - | 25,576(17%) |
| Total Gains/Losses* | 123/147 | - | - | 14,245/15,030 (Civ) | 401/351 | - | - | 14,944/11,347 |

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2017Q4 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 FY2017Q4 DMDC data.

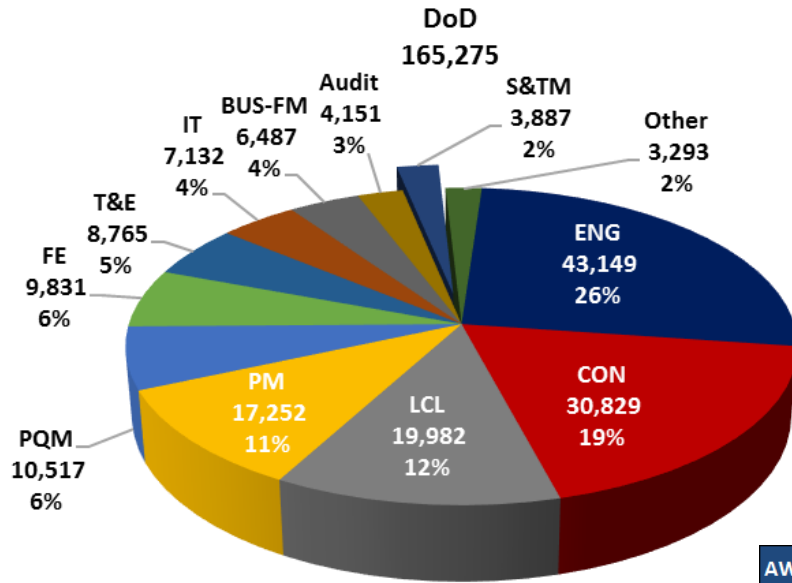


Total Historic Workforce





AWF by Component and Career Field



| AWF Count by Career Category FY17 | Army | Navy | Marine Corps | Air Force | 4th Estate | Totals | % Total |
|--------------------------------------|---------------|---------------|--------------|---------------|---------------|----------------|---------|
| Auditing | - | - | - | - | 4,151 | 4,151 | 2.5% |
| Business - CE | 258 | 533 | 37 | 496 | 82 | 1,406 | 0.9% |
| Business - FM | 1,714 | 1,978 | 171 | 2,094 | 530 | 6,487 | 3.9% |
| Contracting | 7,978 | 5,906 | 537 | 8,445 | 7,963 | 30,829 | 18.7% |
| Engineering | 9,096 | 22,297 | 341 | 9,276 | 2,139 | 43,149 | 26.1% |
| Facilities Engineering | 3,581 | 5,541 | 30 | 591 | 88 | 9,831 | 5.9% |
| Information Technology | 1,720 | 2,918 | 217 | 1,262 | 1,015 | 7,132 | 4.3% |
| Life Cycle Logistics | 7,047 | 5,919 | 612 | 3,297 | 3,107 | 19,982 | 12.1% |
| Production, Quality and Man | 1,387 | 3,330 | 40 | 421 | 5,339 | 10,517 | 6.4% |
| Program Management | 3,313 | 5,450 | 763 | 5,885 | 1,841 | 17,252 | 10.4% |
| Property | 49 | 70 | - | 16 | 266 | 401 | 0.2% |
| Purchasing | 409 | 407 | 50 | 62 | 542 | 1,470 | 0.9% |
| S&T Manager | 463 | 495 | 4 | 2,806 | 119 | 3,887 | 2.4% |
| Test and Evaluation | 1,877 | 3,227 | 129 | 3,153 | 379 | 8,765 | 5.3% |
| Unknown/Other | 8 | 1 | - | 1 | 6 | 16 | 0.01% |
| FY17 Totals (as of 9-30-2017) | 38,900 | 58,072 | 2,931 | 37,805 | 27,567 | 165,275 | |
| Component % | 23.5% | 35.1% | 1.8% | 22.9% | 16.7% | | |



S&T Manager Workforce Historical Size by Agency FY08 – FY17



| S&T Manager Defense Acq Workforce Agency | FY08 | FY09 | FY10 | FY11 | FY12 | FY13 | FY14 | FY15 | FY16 | FY17 | % Change Since FY08 | % Change Since FY16 |
|--|------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------------------|------------------------|
| Navy | 190 | 239 | 303 | 343 | 385 | 409 | 431 | 482 | 537 | 495 | 161% | -8% |
| MARINE CORPS | 1 | 4 | 8 | 6 | 3 | 6 | 3 | 2 | 2 | 4 | 300% | 100% |
| ARMY | 143 | 204 | 238 | 250 | 247 | 249 | 290 | 393 | 447 | 463 | 224% | 4% |
| AIR FORCE | 43 | 51 | 1,873 | 2,314 | 2,440 | 2,506 | 2,559 | 2,674 | 2,708 | 2,806 | 6426% | 4% |
| DCMA | 6 | 11 | 11 | 9 | 11 | 8 | 6 | 4 | 4 | 3 | -50% | -25% |
| DLA | 1 | 1 | 2 | 6 | 4 | 6 | 6 | 9 | 5 | 4 | 300% | -20% |
| MDA | 1 | 2 | 1 | 4 | 4 | 2 | 2 | 4 | 2 | 2 | 100% | 0% |
| DISA | - | - | - | - | - | 1 | - | - | - | - | | |
| DTRA | 93 | 109 | 122 | 129 | 111 | 102 | 99 | 107 | 101 | 102 | 10% | 1% |
| DHA | - | - | - | - | - | - | - | 1 | 1 | 1 | | 0% |
| DAU | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% | 0% |
| NRO | - | - | - | - | - | - | - | - | 2 | 2 | | 0% |
| OSD | - | - | 1 | - | - | - | 1 | 1 | 1 | 1 | | 0% |
| JCS | - | - | - | - | 2 | 2 | 2 | 2 | 2 | 2 | | 0% |
| ASD | - | - | - | - | 1 | 1 | 1 | 1 | 1 | 1 | | 0% |
| 4th Estate Other | 1 | - | 1 | - | - | - | - | - | - | - | | |
| TOTAL | 480 | 623 | 2,561 | 3,062 | 3,209 | 3,293 | 3,401 | 3,681 | 3,814 | 3,887 | ↑ 710% | ↑ 2% |



S&T Manager Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY17Q4



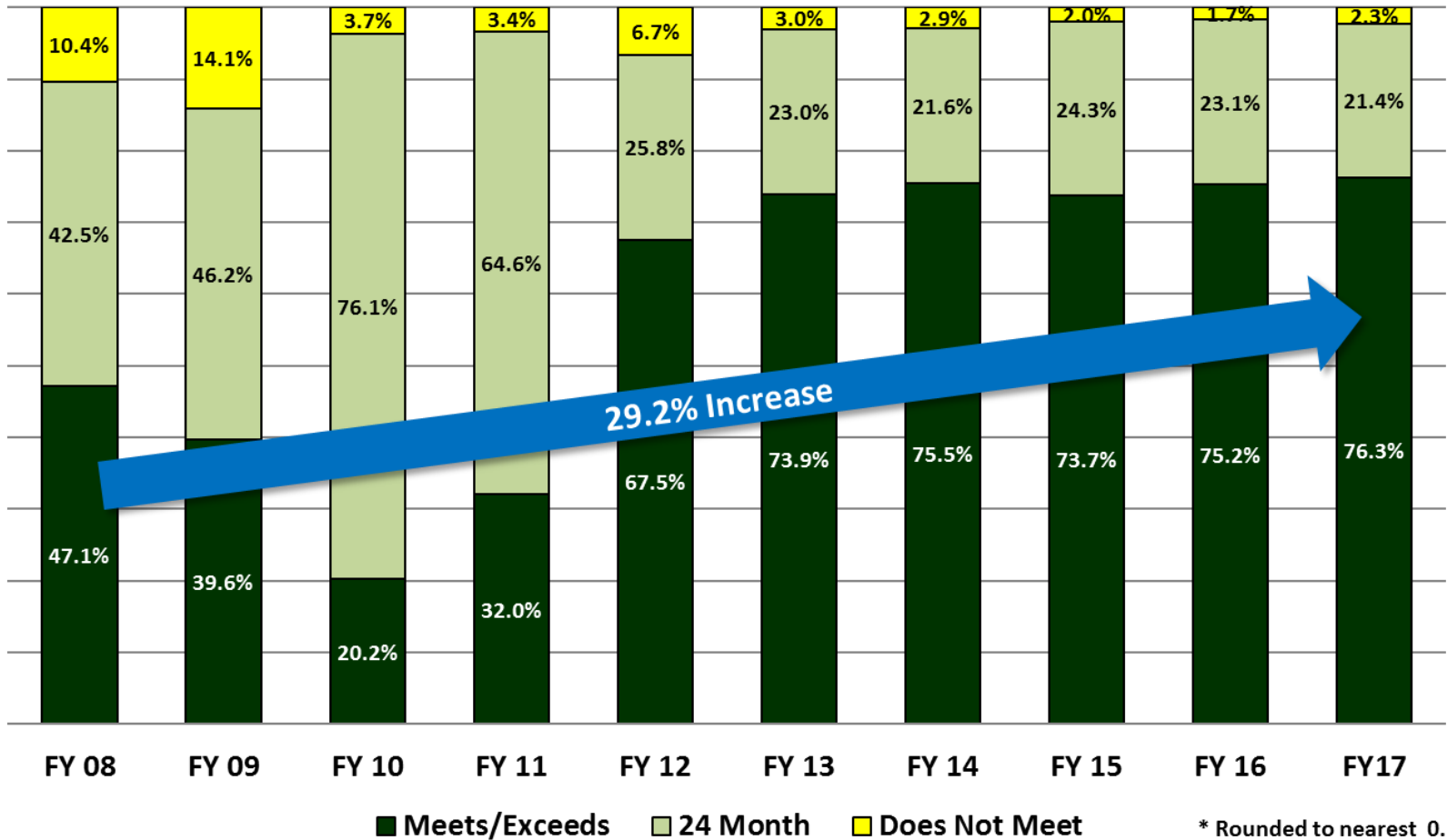
| S&T Manager Defense Acq Workforce Agency | FY16Q1 | FY16Q2 | FY16Q3 | FY16Q4 | FY17Q1 | FY17Q2 | FY17Q3 | FY17Q4 | % Change Since FY16Q |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------------|
| Navy | 490 | 508 | 526 | 537 | 559 | 550 | 569 | 495 | -8% |
| ARMY | 423 | 435 | 442 | 447 | 451 | 459 | 459 | 463 | 4% |
| AIR FORCE | 2,537 | 2,681 | 2,680 | 2,708 | 2,591 | 2,762 | 2,767 | 2,806 | 4% |
| MARINE CORPS | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 100% |
| DCMA | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | -25% |
| DLA | 8 | 8 | 5 | 5 | 5 | 6 | 6 | 4 | -20% |
| MDA | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 0% |
| DISA | 1 | 1 | 1 | - | - | - | - | - | |
| DTRA | 108 | 104 | 103 | 101 | 103 | 100 | 99 | 102 | 1% |
| DHA | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% |
| DAU | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% |
| NRO | - | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 0% |
| OSD | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% |
| JCS | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 0% |
| ASD | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0% |
| TOTAL | 3,583 | 3,754 | 3,773 | 3,814 | 3,728 | 3,896 | 3,919 | 3,887 | ↑ 2% |



S&T Manager Historical DAWIA Certification FY08 – FY17



S&T Manager

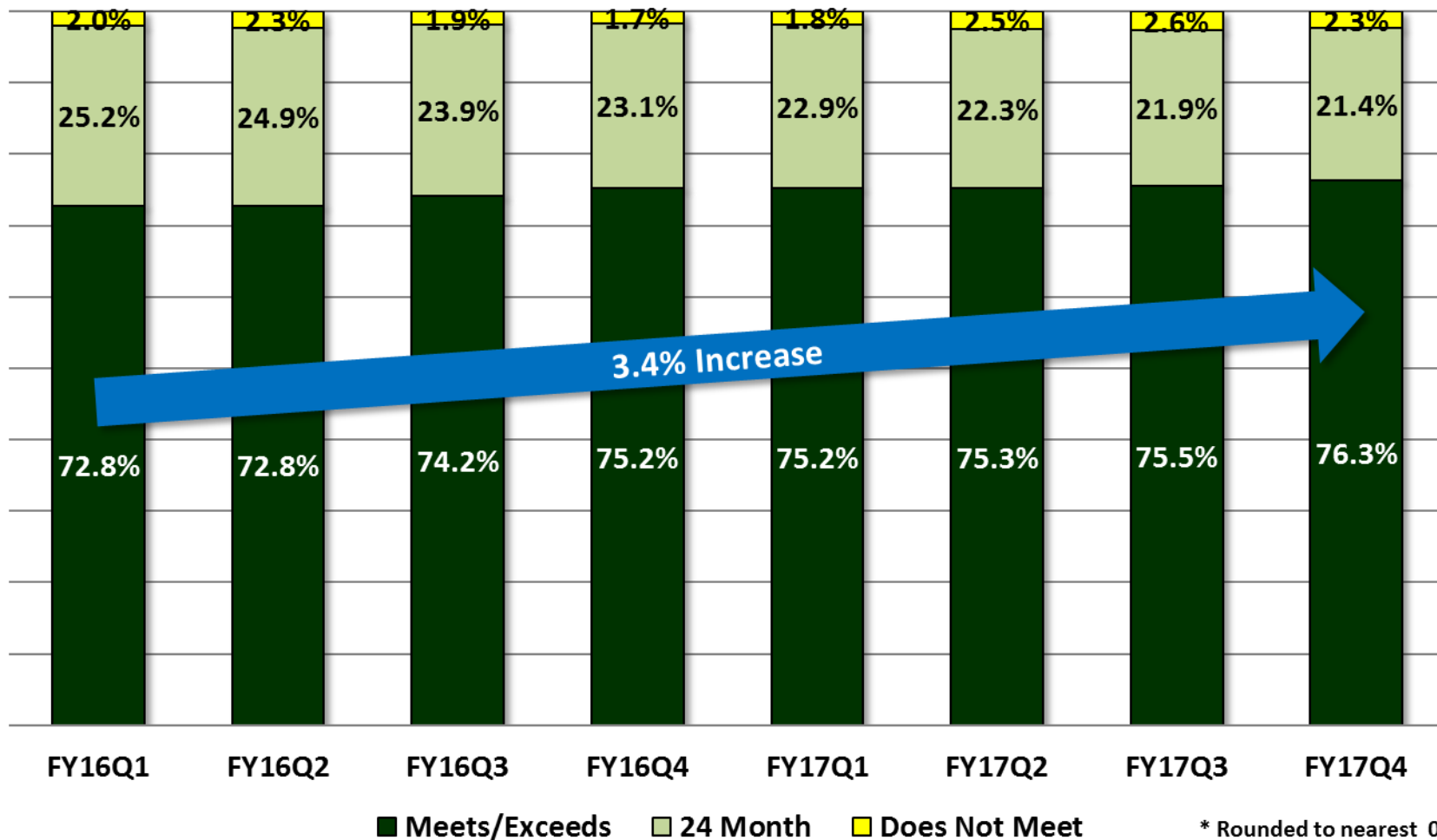




S&T Manager Historical (Quarterly) DAWIA Certification FY16Q1 – FY17Q4



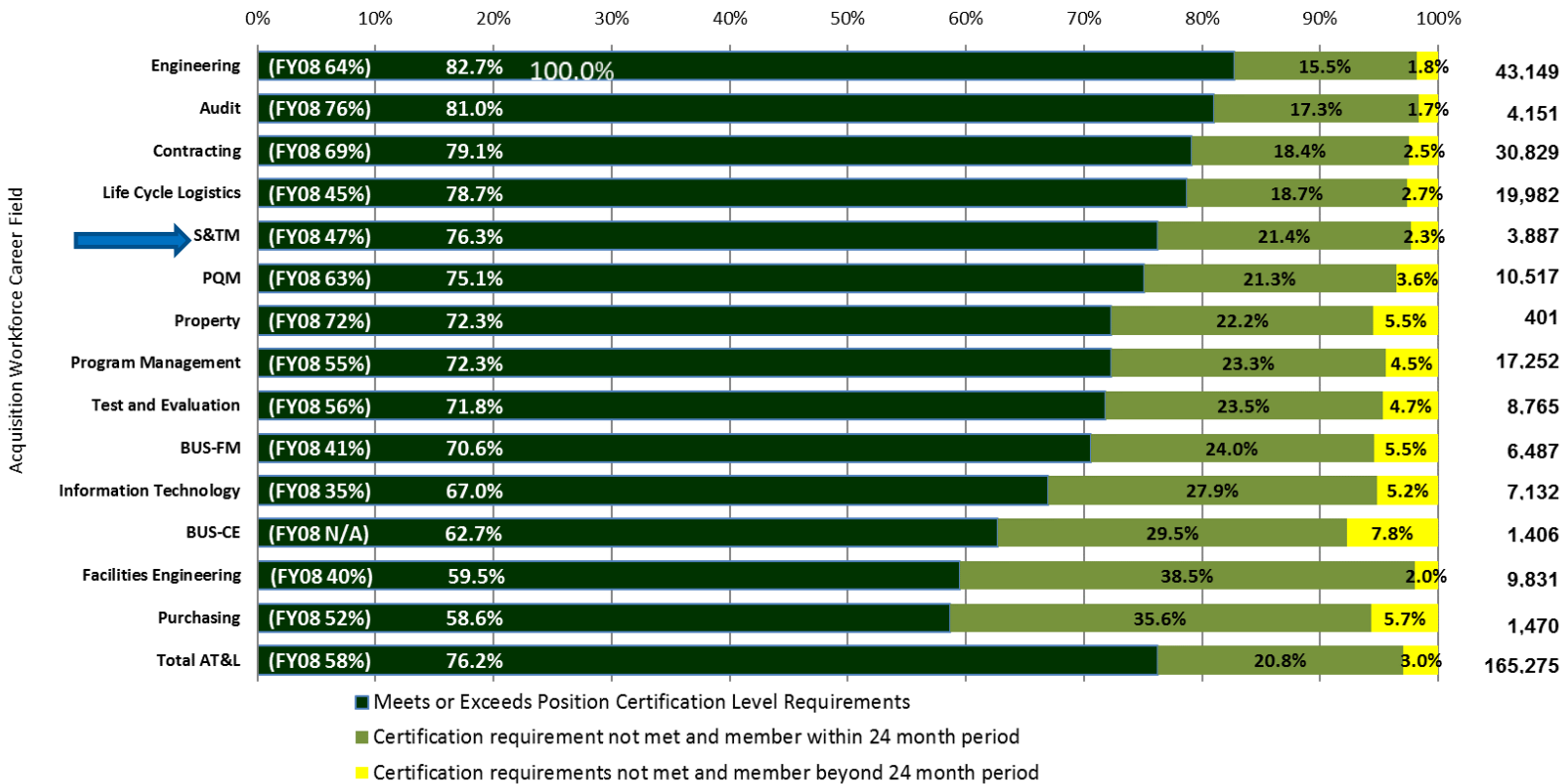
S&T Manager





DAWIA Certification by Career Field

Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY17Q4)

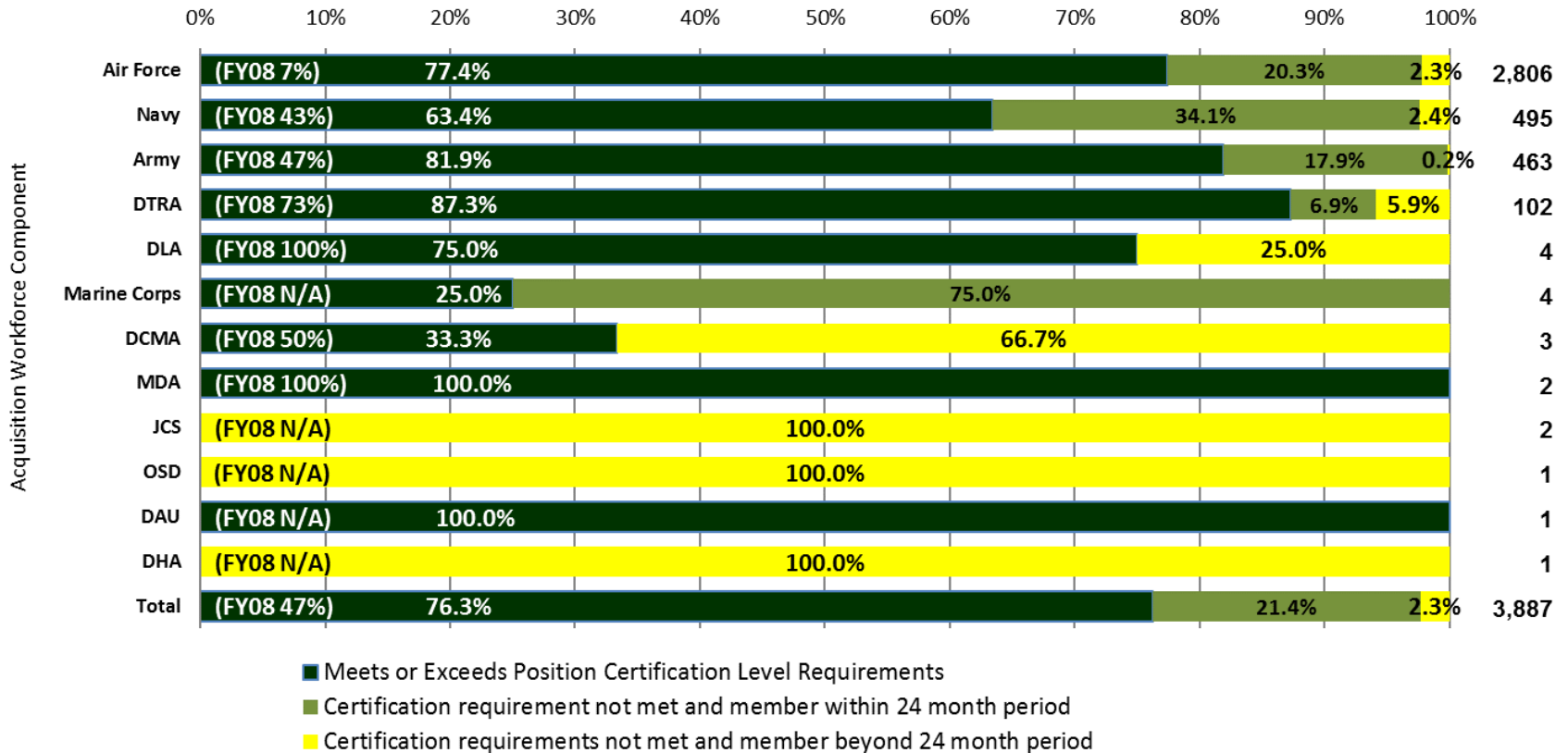




S&T Manager DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component S&TM (FY17Q4)





S&T Manager DAWIA Certification Matrix + Bench Strength



| S&TM | | Achieved Certification Level | | | | FY17 TOTAL | % Meets Certification Requirement |
|------------------------------|-------------------|------------------------------|------------|--------------|--------------|--------------|-----------------------------------|
| Required Certification Level | No Level Achieved | Level I | Level II | Level III | | | |
| Level I | 197 | 219 | 69 | 45 | 530 | 62.8% | |
| Level II | 272 | 188 | 728 | 330 | 1,518 | 69.7% | |
| Level III | 122 | 42 | 102 | 1,573 | 1,839 | 85.5% | |
| Unspecified | - | - | - | - | - | | |
| FY17 TOTAL | 591 | 449 | 899 | 1,948 | 3,887 | 76.3% | |
| | 15.2% | 11.6% | 23.1% | 50.1% | | | |

No Level Achieved includes those within the 24 month grace period

| Bench Strength | | | |
|-----------------|-------------------|---------------------|-------------------|
| Org | # Meet or Exceeds | % Meets or Exceeds* | Career Field Rank |
| DAW | 125,981 | 76.2% | |
| Army | 31,265 | 80.4% | |
| Navy | 44,158 | 76.1% | |
| Marine Cor | 2,058 | 70.2% | |
| Air Force | 27,102 | 71.7% | |
| 4th Estate | 21,398 | 77.6% | |
| S&TM | 2,964 | 76.3% | 5 of 14 |

** Based on population total without unspecified positions

| Certification Requirement | Meets | Within 24 Months | Does Not Meet | DAW TOTAL | |
|---------------------------|--------------|------------------|---------------|--------------|-------|
| Level I | 333 | 192 | 5 | 530 | 13.6% |
| Level II | 1,058 | 420 | 40 | 1,518 | 39.1% |
| Level III | 1,573 | 220 | 46 | 1,839 | 47.3% |
| Unspecified | - | - | - | - | 0.0% |
| S&TM TOTAL | 2,964 | 832 | 91 | 3,887 | |
| | 76.3% | 21.4% | 2.3% | | |

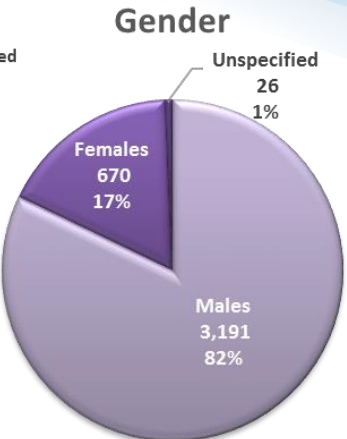
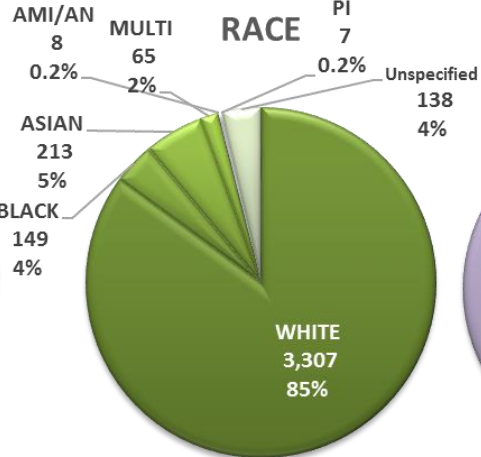
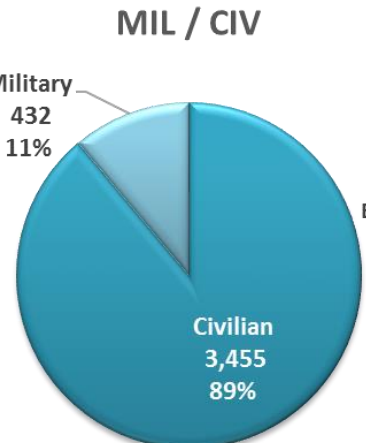
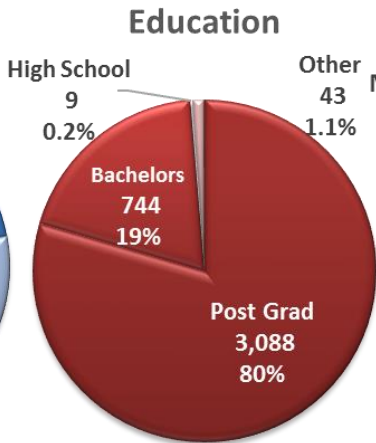
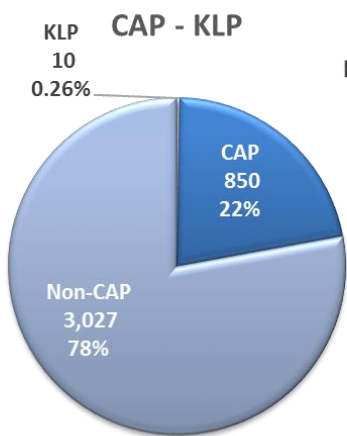
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



S&T Manager Demographics



| Occupied Position Type | S&TM | Entire DAW |
|---|--------------|----------------|
| Key Leadership Positions (KLPs) | 10 | 1,099 |
| Critical Acquisition Positions (CAPs) * | 850 | 16,317 |
| Non-CAP Positions | 3,027 | 147,679 |
| Unknown | - | 180 |
| TOTAL | 3,887 | 165,275 |

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

| Highest Level of Education | S&TM | Entire DAW |
|----------------------------|--------------|----------------|
| Post Grad | 3,088 | 66,150 |
| Bachelors | 744 | 72,902 |
| Some College | 3 | 11,798 |
| High School | 9 | 12,412 |
| Other | 43 | 2,013 |
| TOTAL | 3,887 | 165,275 |

| Military / Civilian | S&TM | Entire DAW |
|---------------------|--------------|----------------|
| Civilian | 3,455 | 149,782 |
| Military | 432 | 15,493 |
| TOTAL | 3,887 | 165,275 |

| Race | S&TM | Entire DAW |
|--------------|--------------|----------------|
| WHITE | 3,307 | 121,814 |
| BLACK | 149 | 19,900 |
| ASIAN | 213 | 10,981 |
| MULTI | 65 | 4,110 |
| AMI/AN | 8 | 947 |
| PI | 7 | 823 |
| Unspecified | 138 | 6,700 |
| TOTAL | 3,887 | 165,275 |

| Gender | S&TM | Entire DAW |
|--------------|--------------|----------------|
| Males | 3,191 | 116,087 |
| Females | 670 | 47,702 |
| Unspecified | 26 | 1,486 |
| TOTAL | 3,887 | 165,275 |



S&T Manager Size by Occupational Series

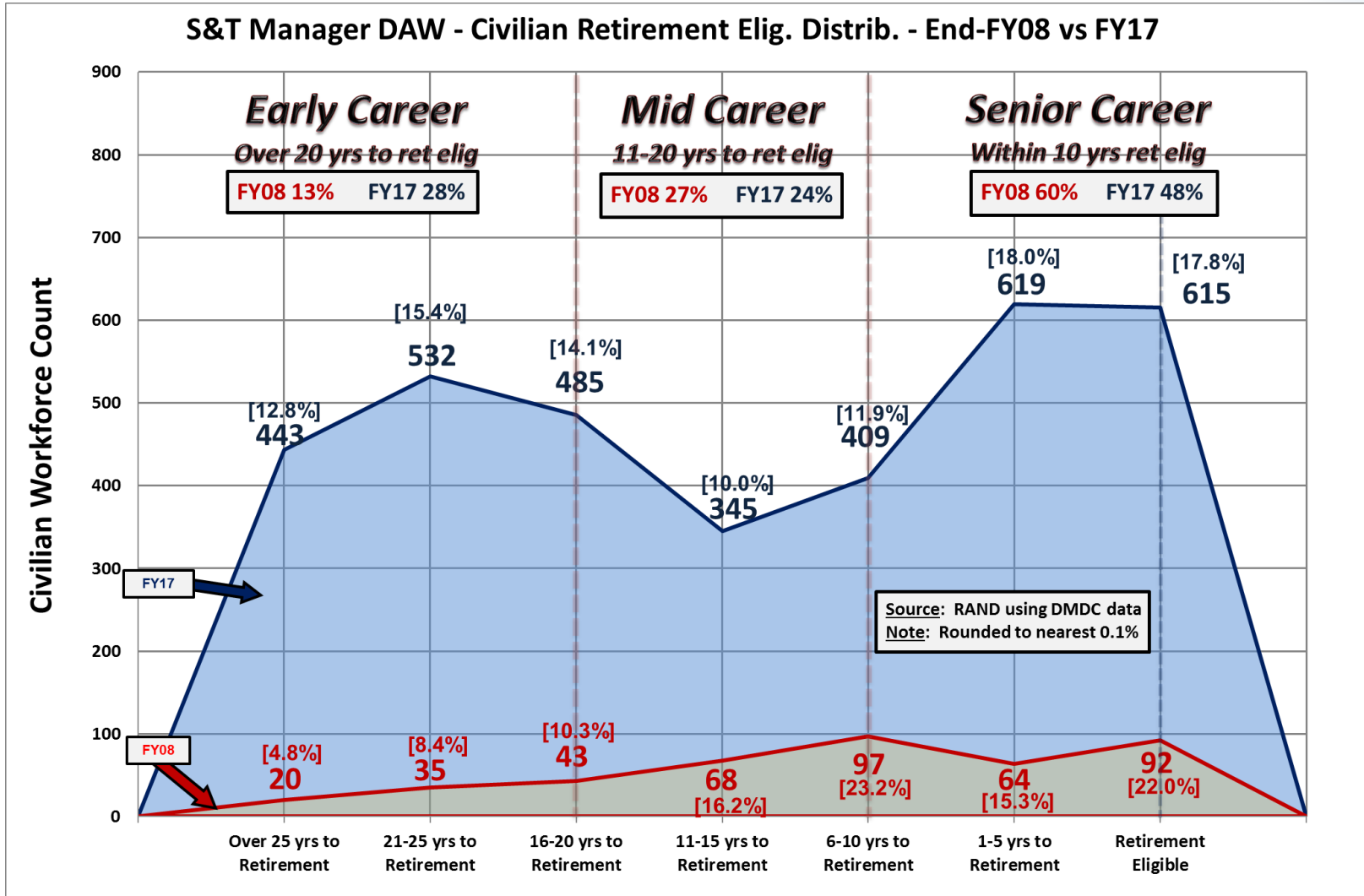
| Civilian Occupational Series | S&TM | |
|------------------------------------|--------------|------------------|
| 0855 - Engineer, Electronics | 740 | 21% |
| 0801 - Engineer, General | 460 | 13% |
| 0861 - Engineer, Aerospace | 365 | 11% |
| 0806 - Engineer, Materials | 216 | 6% |
| 0830 - Engineer, Mechanical | 215 | 6% |
| 1550 - Computer Scientist | 191 | 6% |
| 1310 - Physicist | 187 | 5% |
| 1301 - Physical Scientist, General | 170 | 5% |
| 0854 - Engineer, Computers | 124 | 4% |
| 1320 - Chemist | 117 | 3% |
| 0180 - Psychologist | 107 | 3% |
| 0850 - Engineer, Electrical | 87 | 3% |
| 0401 - Biologist | 80 | 2% |
| 1520 - Mathematician | 50 | 1% |
| 0601 - Health Scientist | 50 | 1% |
| 0858 - Engineer, Biomedical | 33 | 1% |
| Other | 263 | 8% |
| TOTAL CIVILIAN | 3,455 | Civilians |



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



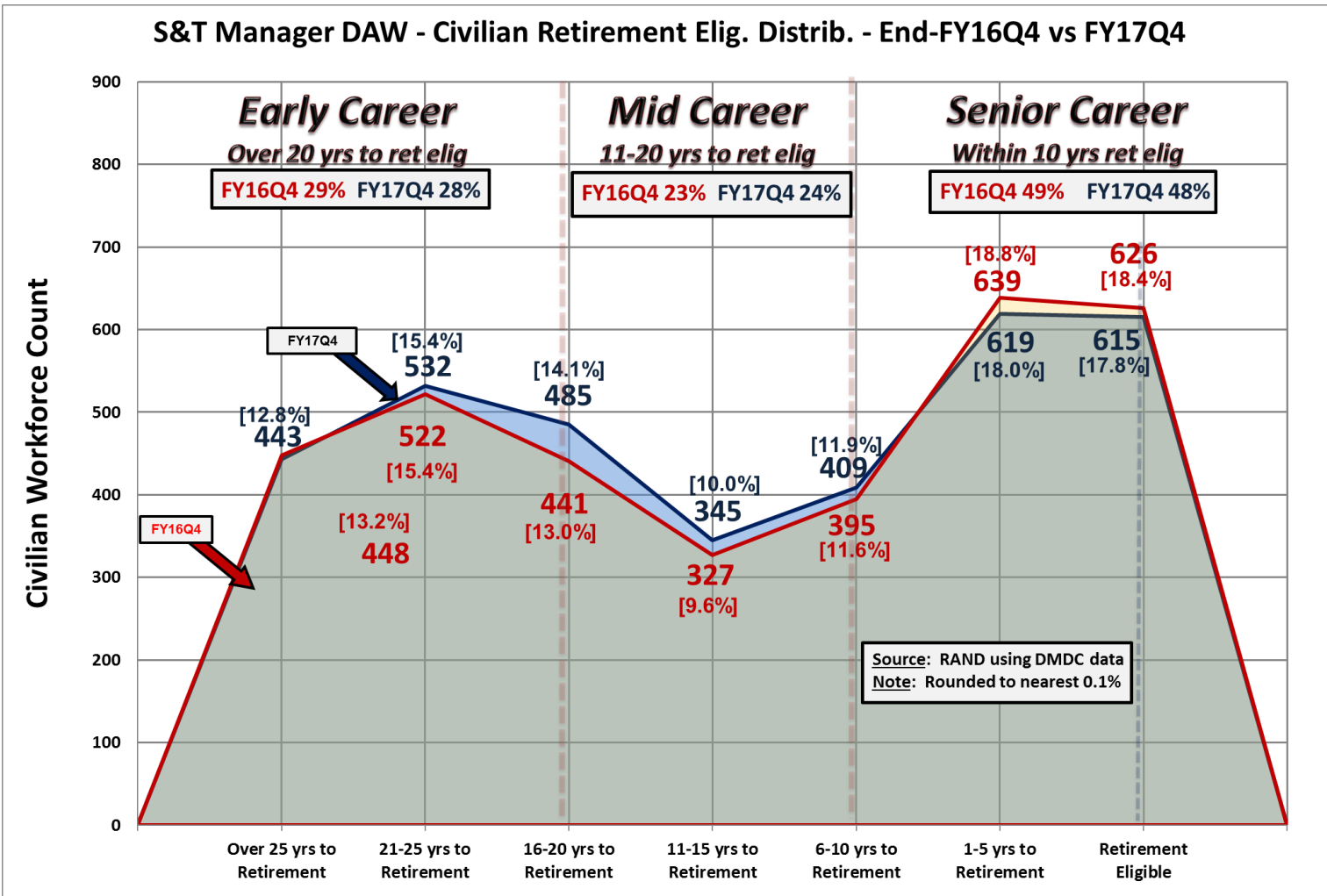
S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY17



As of 30 Sep 2017



S&T Manager Civilian Retirement Eligibility Distribution – FY16Q4 / FY17Q4



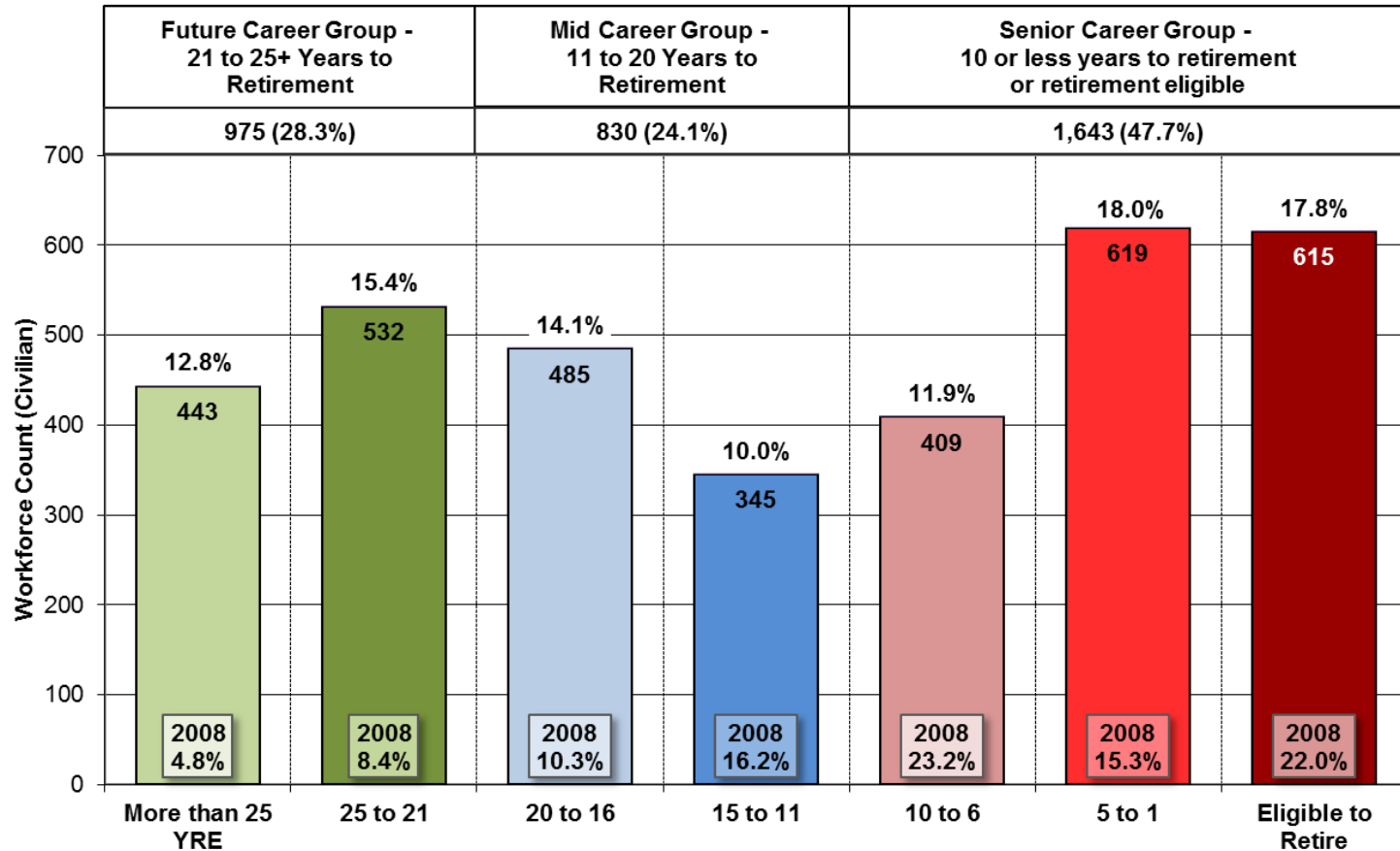


S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2017Q4) - Science and Technology Manager



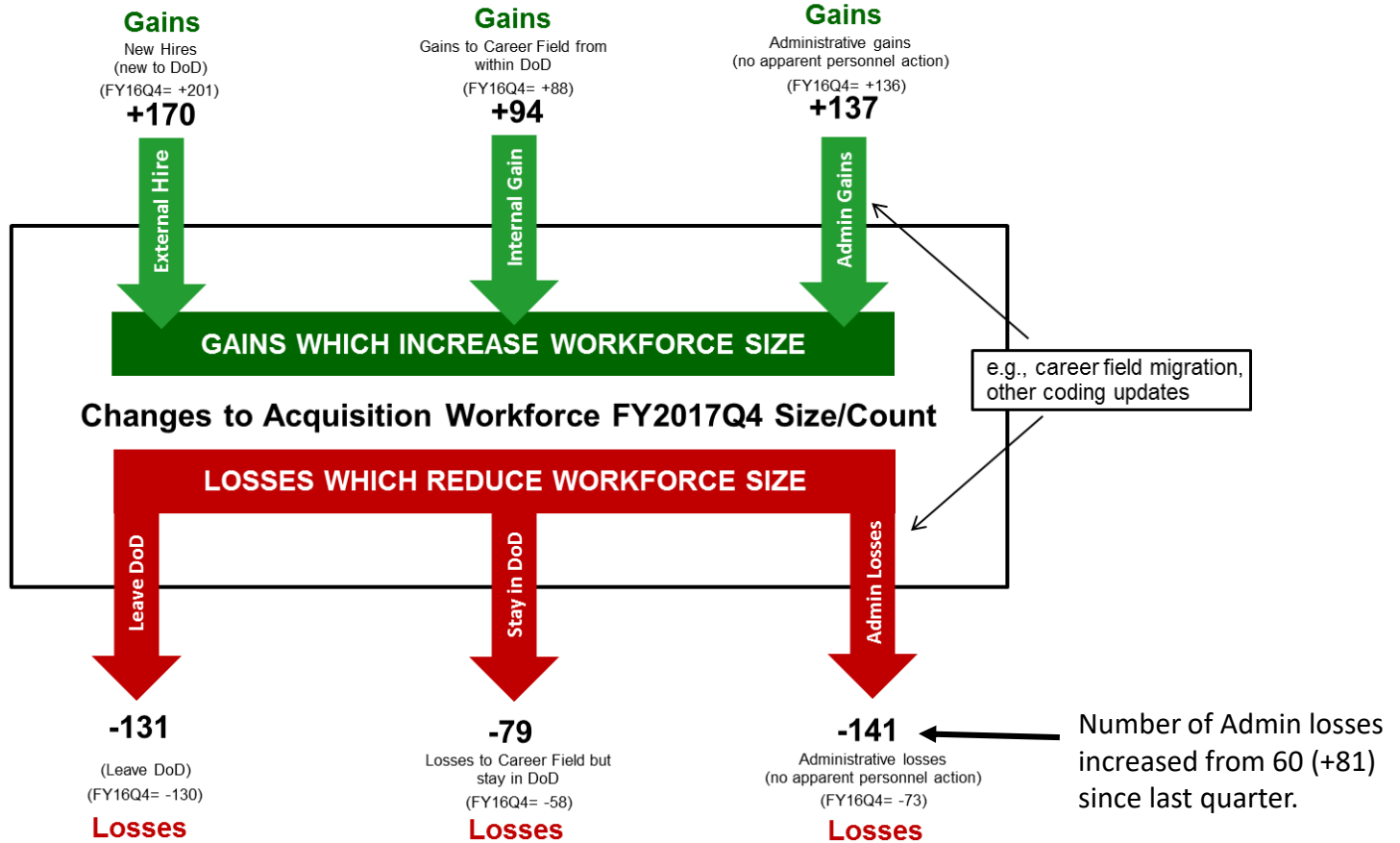
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2017 (Q4) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2017Q4) - Science and Technology

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



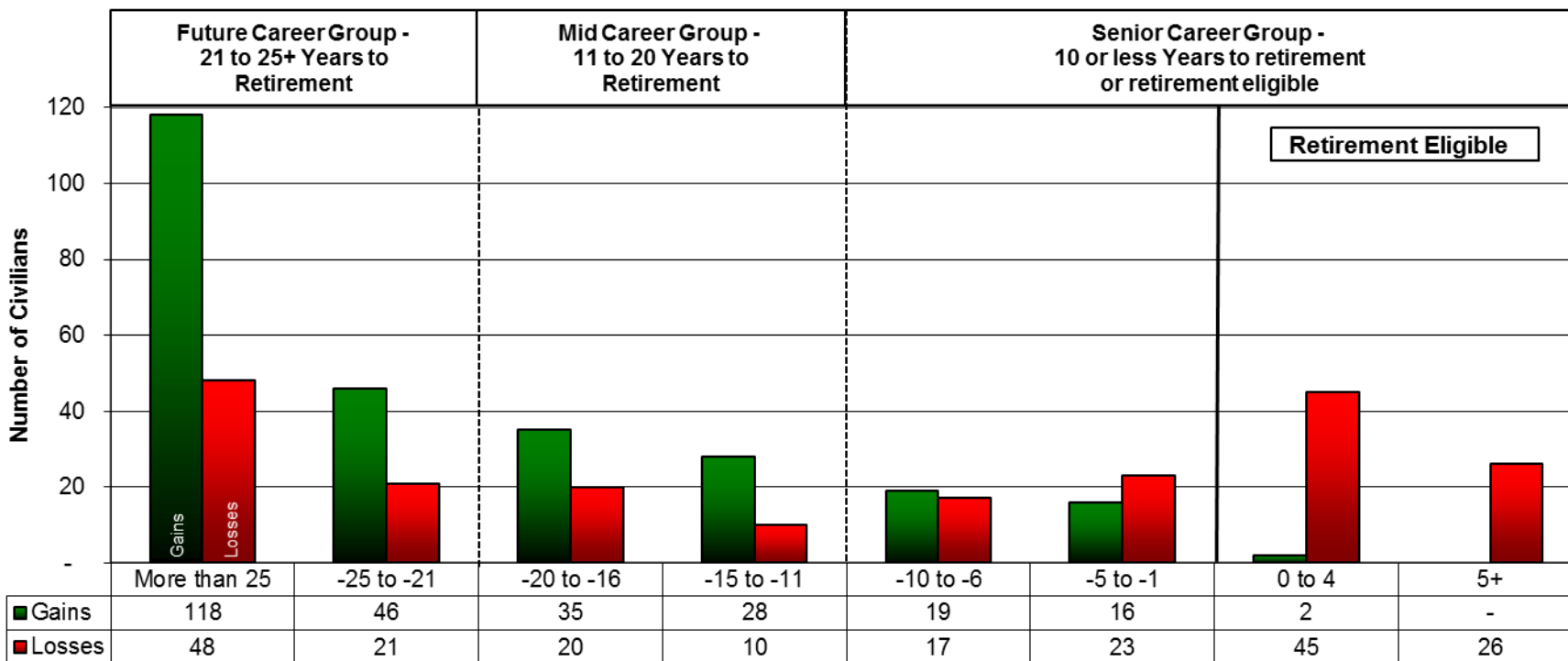


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Science and Technology Manager

Workforce Lifecycle FY2017Q4 Gains & Losses*



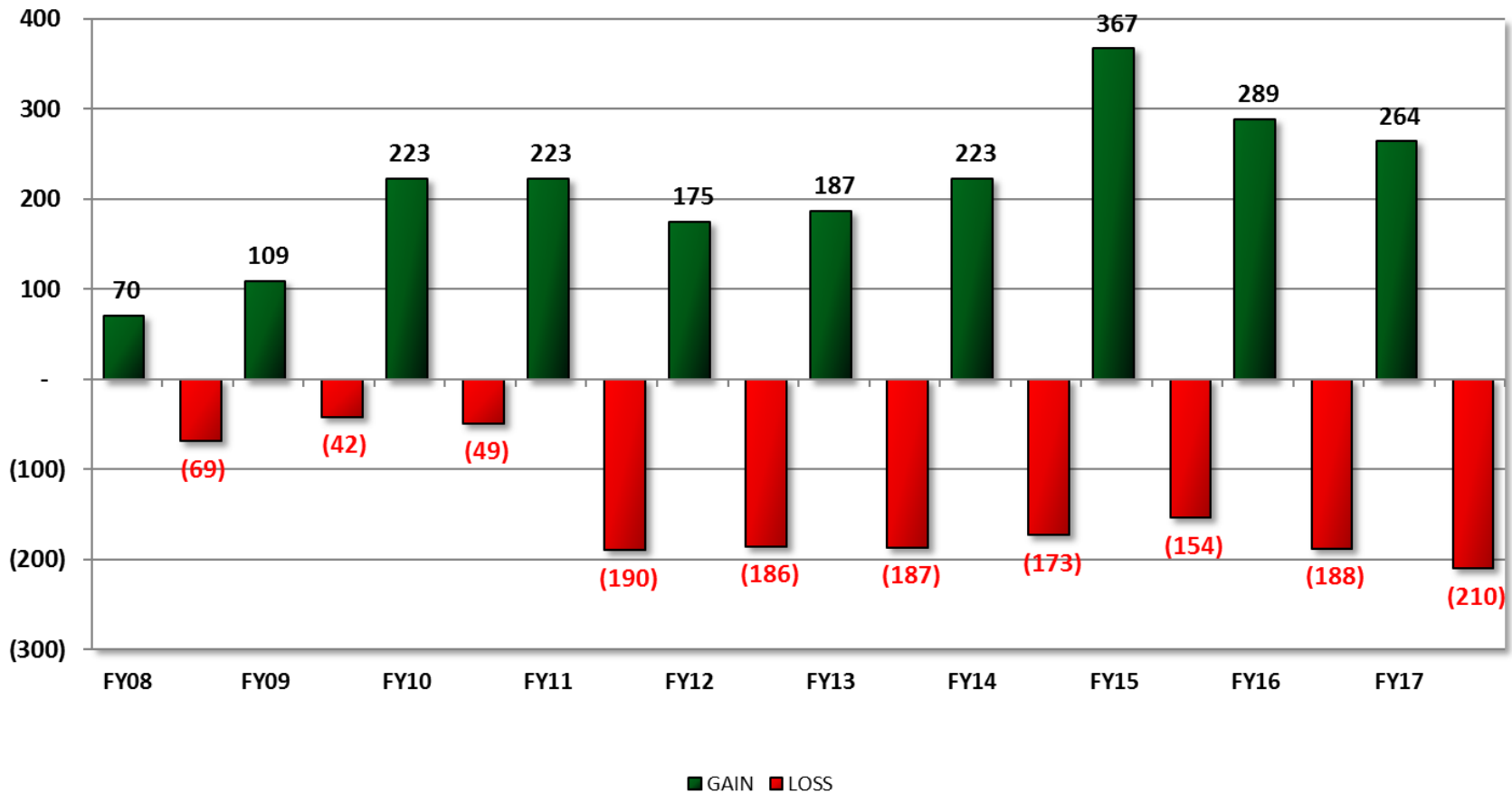
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative gains and losses



S&T Manager Historical Gains and Losses FY08 – FY17



As of 30 Sep 2017

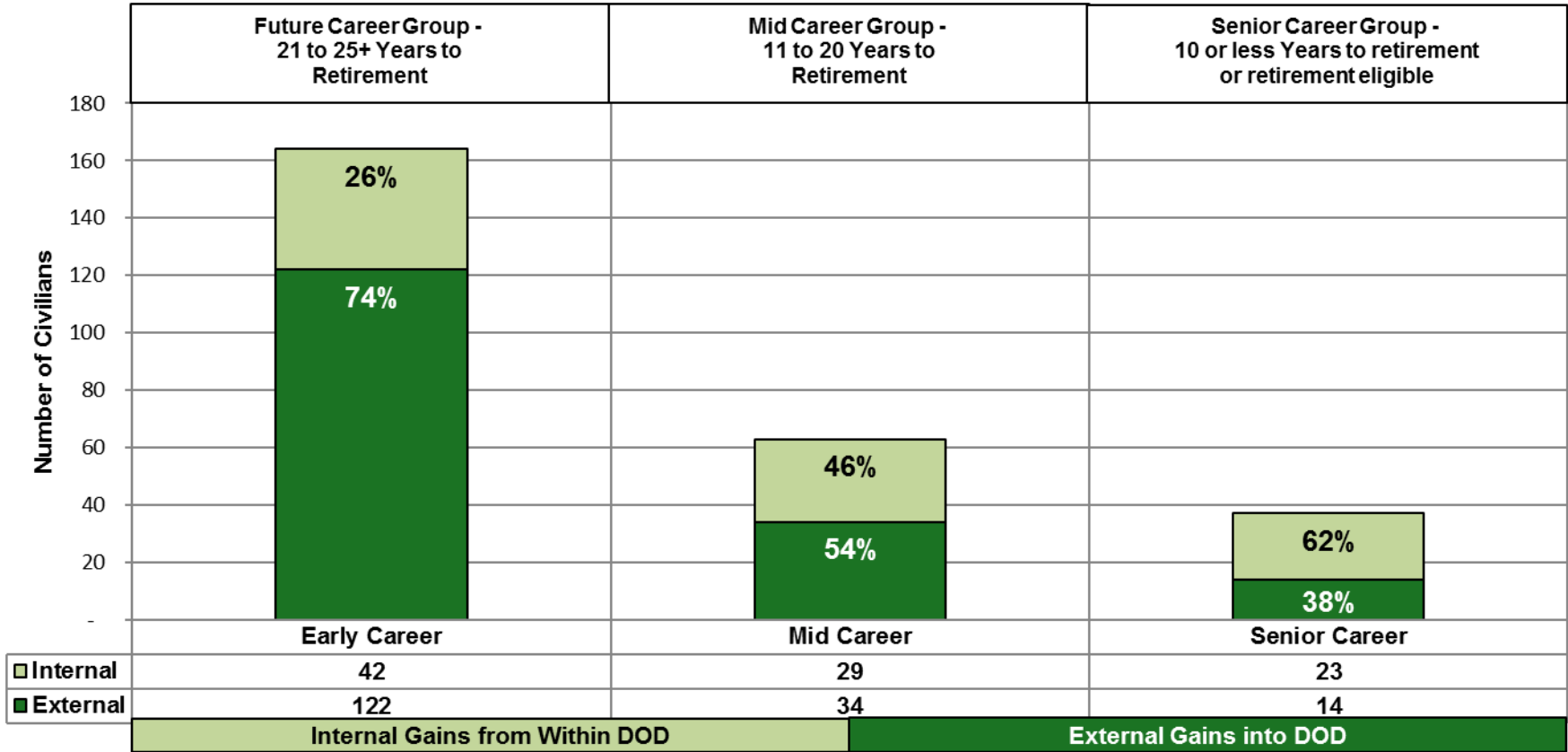


S&T Manager Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Science and Technology Manager

Workforce Lifecycle FY2017Q4 Gains*



*Does not include administrative gains

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

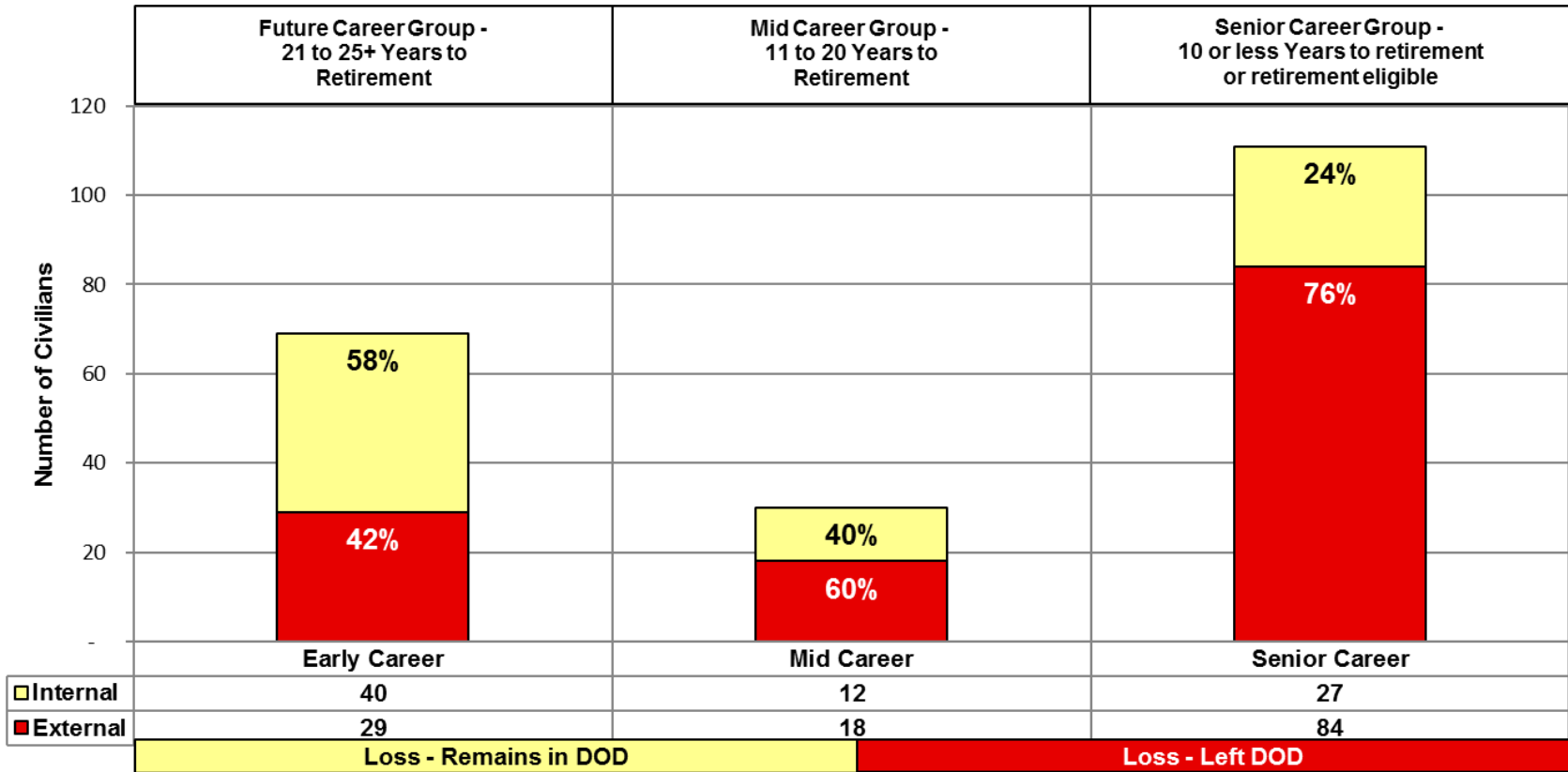


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Science and Technology Manager

Workforce Lifecycle FY2017Q4 Losses*

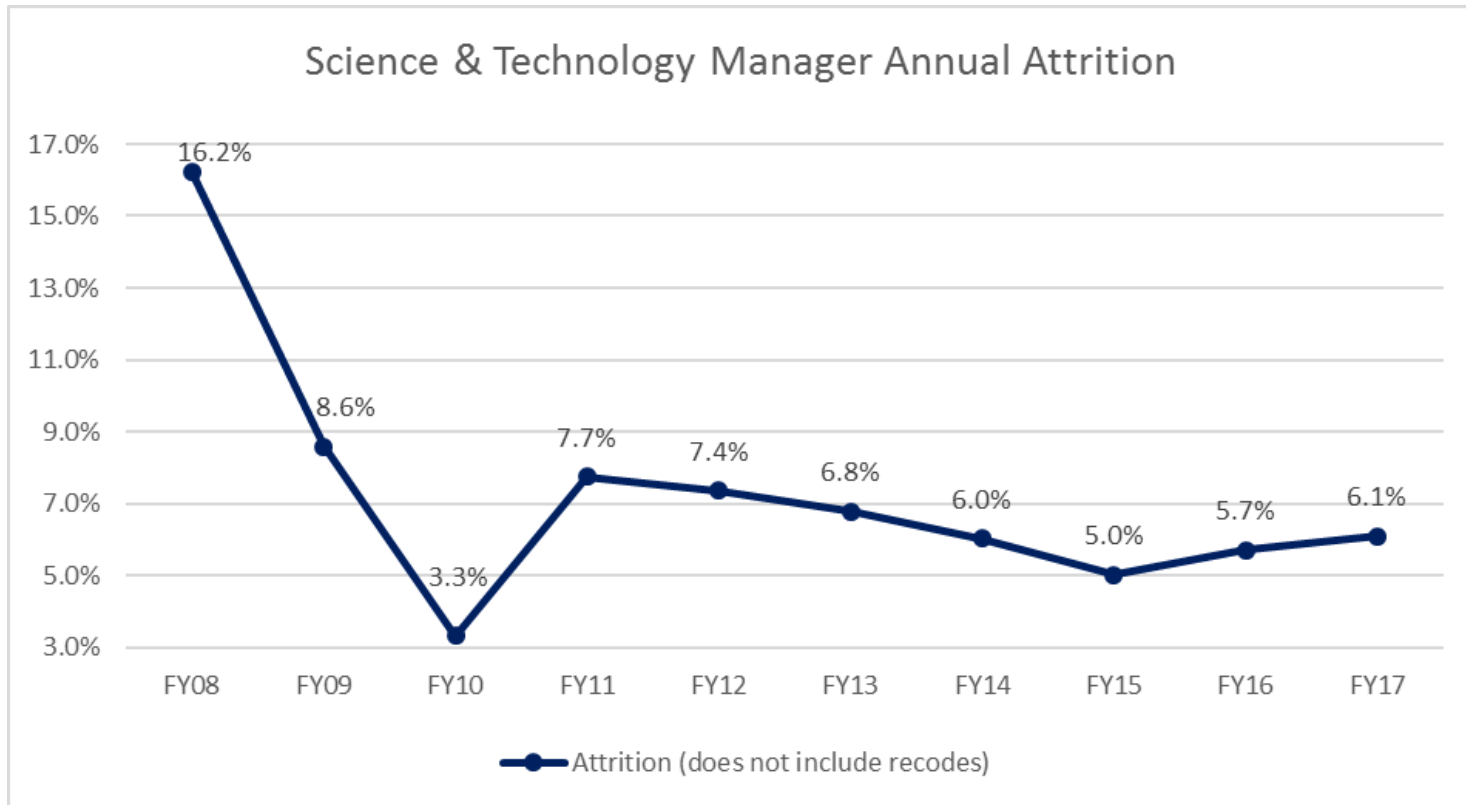


Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2017Q4 and Previous FY Data)

*Does not include administrative losses



Annual Attrition Rates

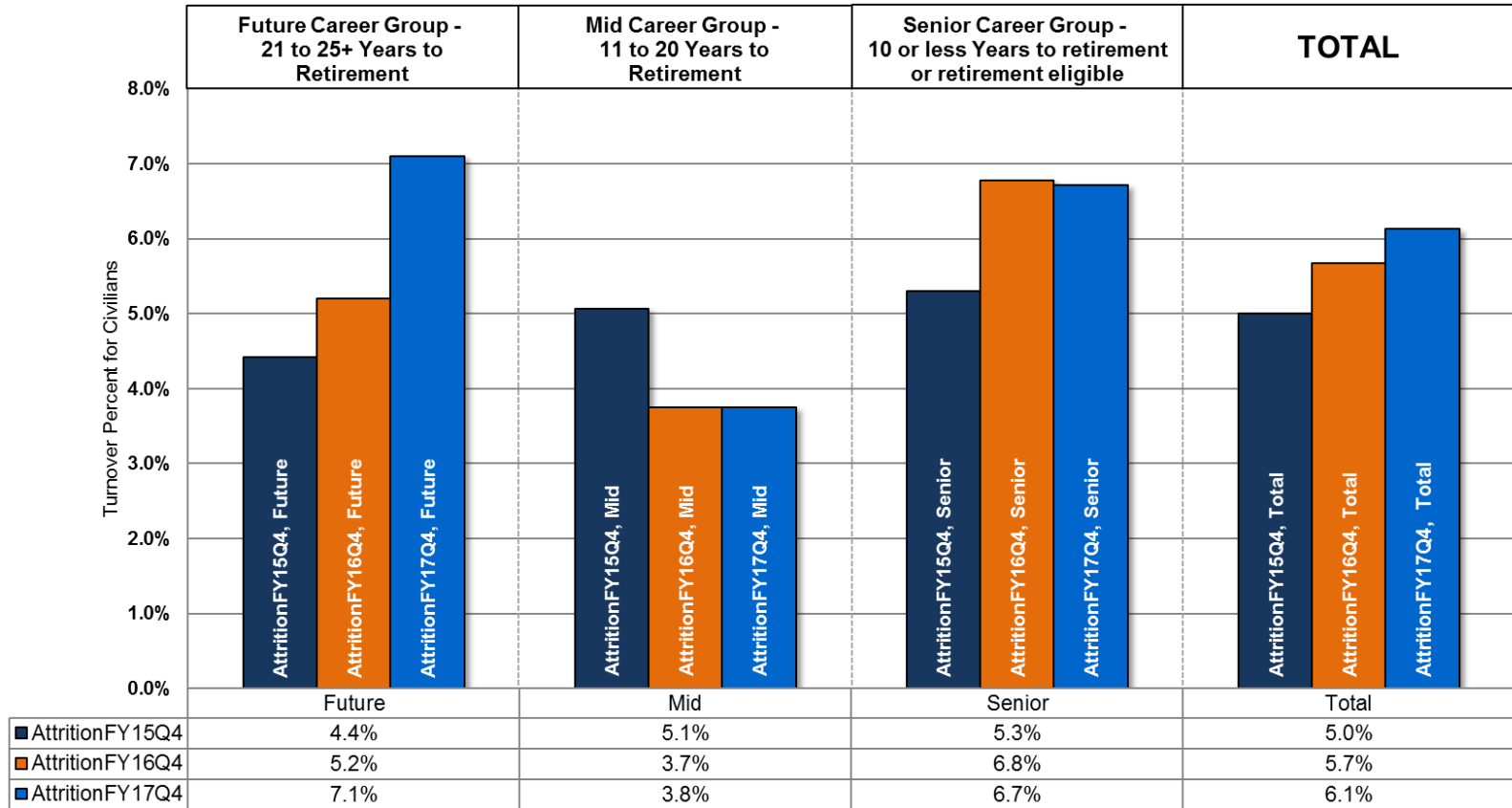




S&T Manager Attrition Rates by Career Group



Defense Acquisition Workforce Attrition - Science and Technology Manager (Civilian) (FY15Q4, FY16Q4, FY17Q4)(by Career Lifecycle Group)



As of 30 Sep 2017

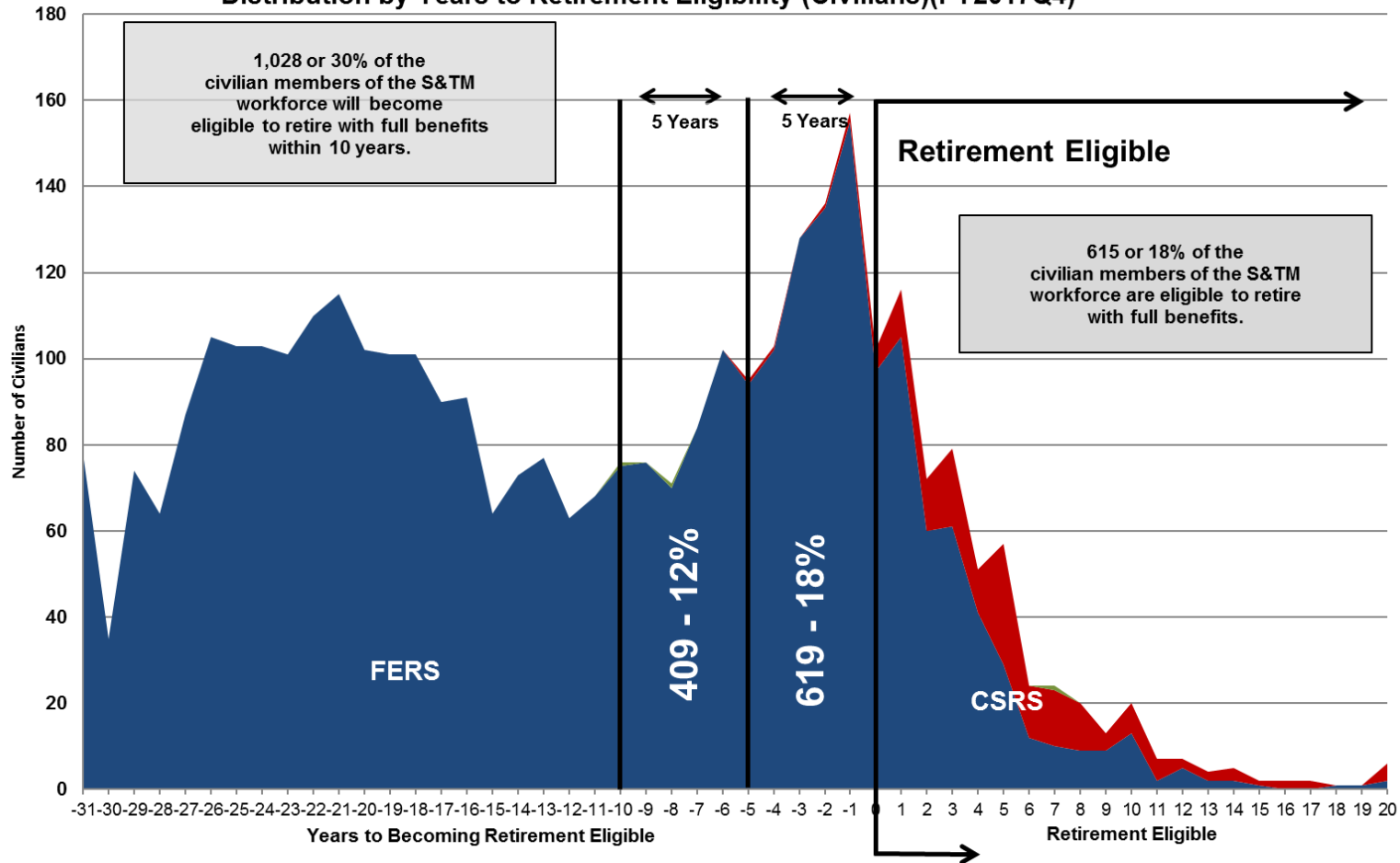


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Science and Technology Manager

Distribution by Years to Retirement Eligibility (Civilians)(FY2017Q4)



As of 30 Sep 2017



END