



# Defense Acquisition Workforce Key Information

Science & Technology Manager  
As of FY18Q1 (31 December 2017)



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# Fact Sheet



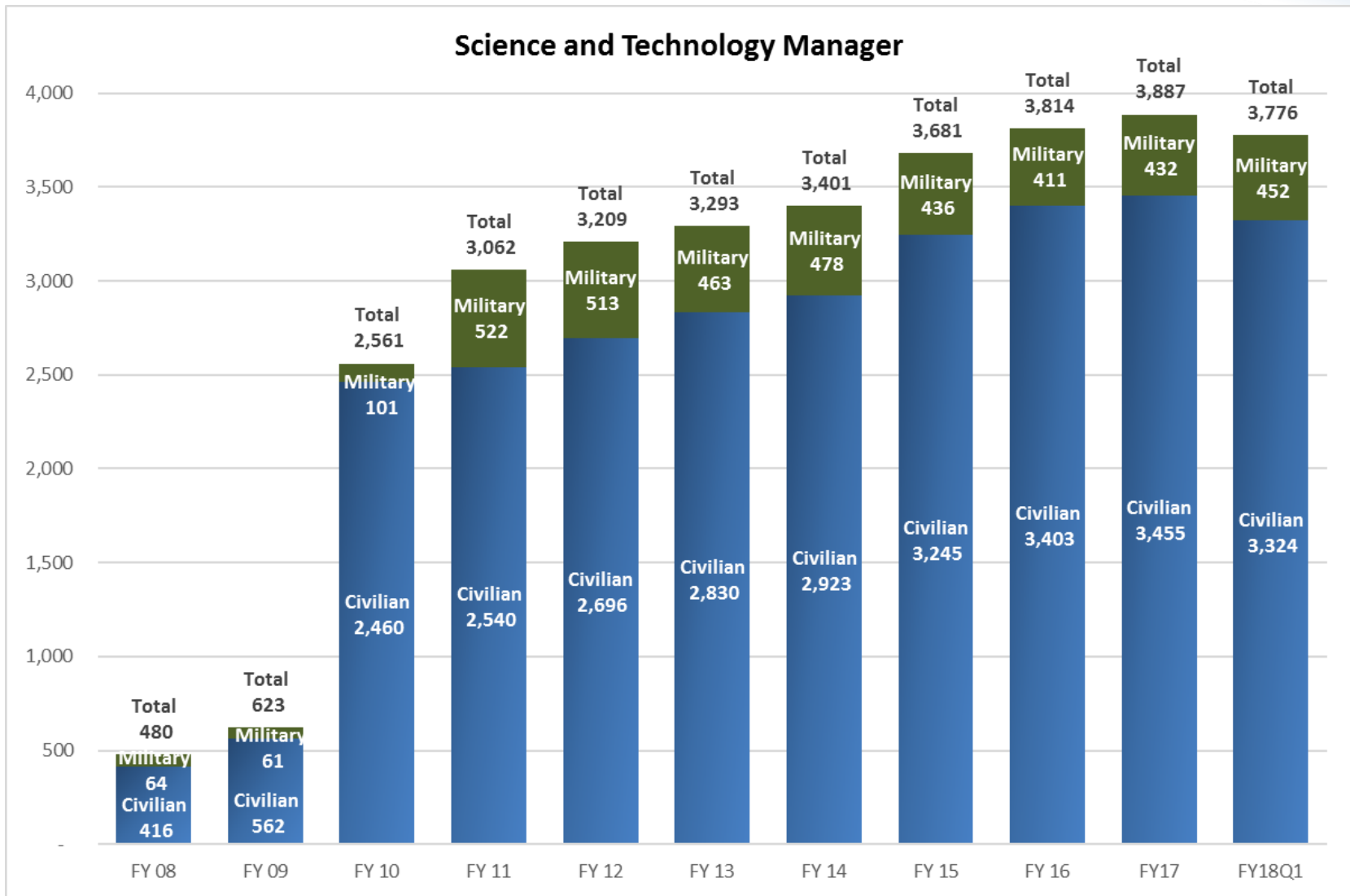
## Human Capital Fact Sheet

Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2018Q1			
	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	3,324	452	3,776	165,611
Change in size from 2008	-	-	-	-	699%	606%	687%	32%
Civilian/Military Composition	87%	13%	-	88% / 12%	88%	12%	-	91% / 9%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	97%	94%	96%	77%	99%	95%	99%	84%
Graduate Degree	66%	61%	66%	29%	81%	66%	79%	40%
<b>Certification</b>								
Level I or Higher Achieved	55%	25%	51%	72%	87%	64%	84%	86%
Level II or Higher Achieved	54%	19%	49%	61%	77%	36%	72%	73%
Level III Achieved	48%	14%	43%	36%	56%	8%	50%	42%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	79%	46%	75%	76%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	19%	50%	22%	21%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	4%	2%	3%
<b>Planning Considerations</b>								
Average Age	50	40	49	46	46	32	44	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	27/24/49(%)	-	-	26/25/49(%)
Average Years of Service	18	14	17	17	17	8	16	15
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	641(19%)	-	-	25,975(17%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	591(18%)	-	-	25,778(17%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	512/511	-	-	15,504/11,764

Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.

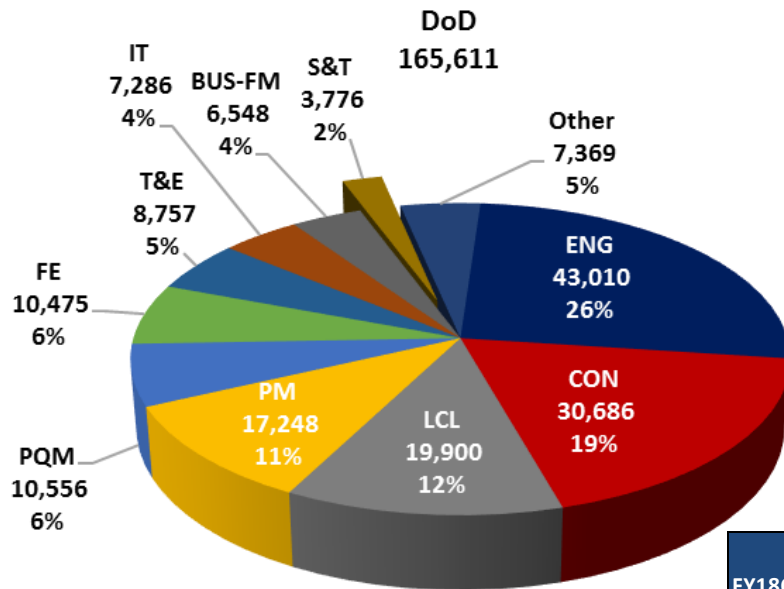


# Total Historic Workforce





# AWF by Component and Career Field



FY18Q1 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,120	4,120	2.5%
Business - CE	257	527	37	498	80	1,399	0.8%
Business - FM	1,737	2,029	174	2,080	528	6,548	4.0%
Contracting	7,943	5,984	531	8,289	7,939	30,686	18.5%
Engineering	9,084	22,276	339	9,178	2,133	43,010	26.0%
Facilities Engineering	4,207	5,573	31	573	91	10,475	6.3%
Information Technology	1,735	2,964	215	1,334	1,038	7,286	4.4%
Life Cycle Logistics	7,011	5,858	612	3,301	3,118	19,900	12.0%
Production, Quality and Man	1,395	3,406	43	431	5,281	10,556	6.4%
Program Management	3,305	5,467	756	5,892	1,828	17,248	10.4%
Property	47	67	-	18	268	400	0.2%
Purchasing	389	392	47	62	520	1,410	0.9%
S&T Manager	469	515	4	2,668	120	3,776	2.3%
Test and Evaluation	1,860	3,229	128	3,170	370	8,757	5.3%
Unknown/Other	8	24	-	1	7	40	0.02%
<b>FY18Q1 Totals (as of 12-31-2017)</b>	<b>39,447</b>	<b>58,311</b>	<b>2,917</b>	<b>37,495</b>	<b>27,441</b>	<b>165,611</b>	
<b>Component %</b>	<b>23.8%</b>	<b>35.2%</b>	<b>1.8%</b>	<b>22.6%</b>	<b>16.6%</b>		



# S&T Manager Workforce Historical Size by Agency FY08 – FY18Q1



S&T Manager Defense Acq Workforce Agency	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18Q1	% Change Since FY08	% Change Since FY16
Navy	190	239	303	343	385	409	431	482	537	495	515	171%	-4%
MARINE CORPS	1	4	8	6	3	6	3	2	2	4	4	300%	100%
ARMY	143	204	238	250	247	249	290	393	447	463	469	228%	5%
AIR FORCE	43	51	1,873	2,314	2,440	2,506	2,559	2,674	2,708	2,806	2,668	6105%	-1%
DCMA	6	11	11	9	11	8	6	4	4	3	3	-50%	-25%
DLA	1	1	2	6	4	6	6	9	5	4	4	300%	-20%
MDA	1	2	1	4	4	2	2	4	2	2	2	100%	0%
DISA	-	-	-	-	-	1	-	-	-	-	-		
DTRA	93	109	122	129	111	102	99	107	101	102	103	11%	2%
DHA	-	-	-	-	-	-	-	1	1	1	1		0%
DAU	1	2	1	1	1	1	1	1	1	1	1	0%	0%
NRO	-	-	-	-	-	-	-	-	2	2	2		0%
OSD	-	-	1	-	-	-	1	1	1	1	1		0%
JCS	-	-	-	-	2	2	2	2	2	2	2		0%
ASD	-	-	-	-	1	1	1	1	1	1	1		0%
4th Estate Other	1	-	1	-	-	-	-	-	-	-	-	-100%	
<b>TOTAL</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>3,887</b>	<b>3,776</b>	<b>↑ 687%</b>	<b>↓ -1%</b>



# S&T Manager Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q1



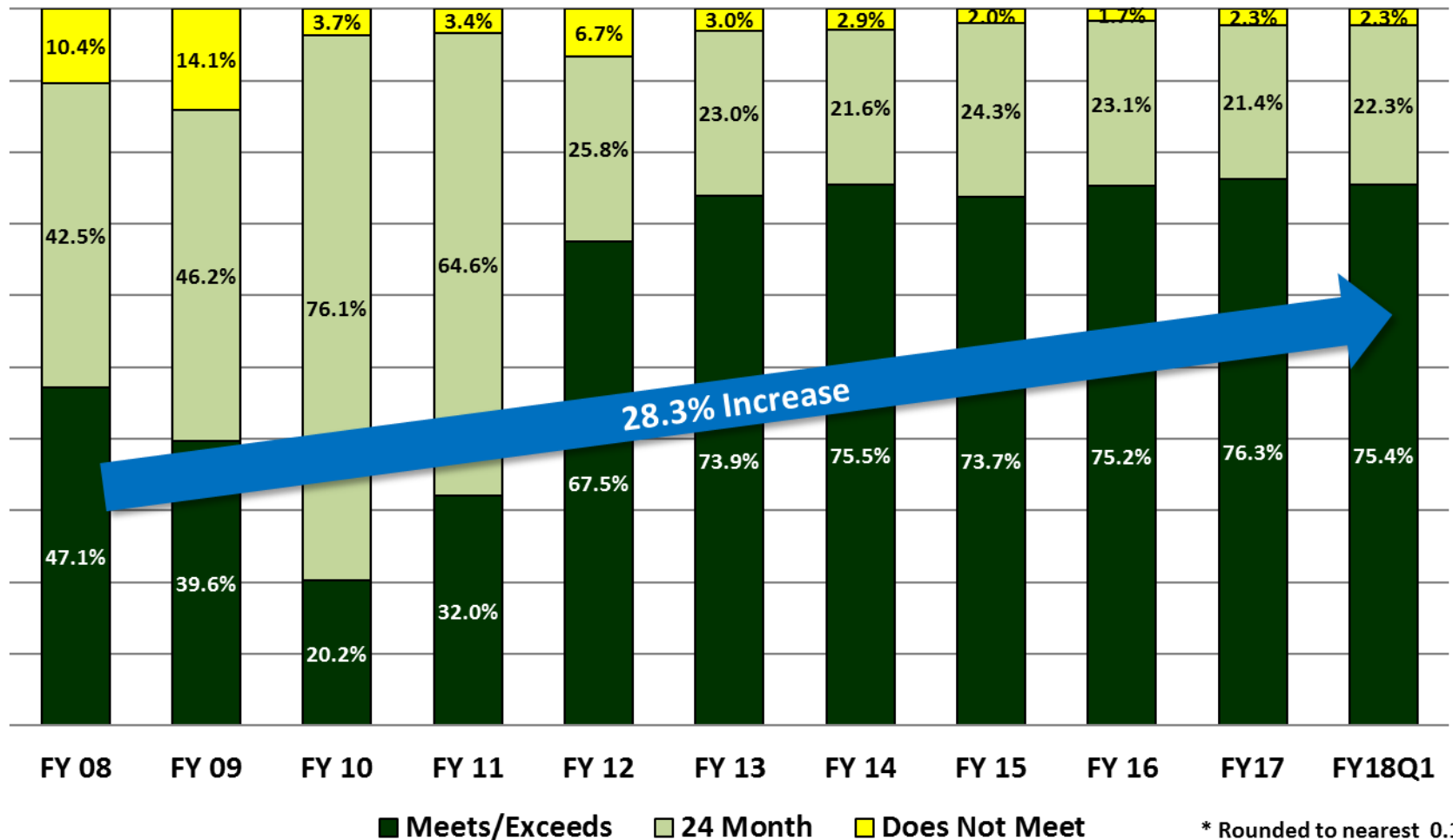
S&T Manager Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	% Change Since FY17Q1
Navy	490	508	526	537	559	550	569	495	515	-8%
ARMY	423	435	442	447	451	459	459	463	469	4%
AIR FORCE	2,537	2,681	2,680	2,708	2,591	2,762	2,767	2,806	2,668	3%
MARINE CORPS	2	2	2	2	4	4	4	4	4	0%
DCMA	4	4	4	4	5	5	5	3	3	-40%
DLA	8	8	5	5	5	6	6	4	4	-20%
MDA	4	2	2	2	2	2	2	2	2	0%
DISA	1	1	1	-	-	-	-	-	-	
DTRA	108	104	103	101	103	100	99	102	103	0%
DHA	1	1	1	1	1	1	1	1	1	0%
DAU	1	1	1	1	1	1	1	1	1	0%
NRO	-	3	2	2	2	2	2	2	2	0%
OSD	1	1	1	1	1	1	1	1	1	0%
JCS	2	2	2	2	2	2	2	2	2	0%
ASD	1	1	1	1	1	1	1	1	1	0%
<b>TOTAL</b>	<b>3,583</b>	<b>3,754</b>	<b>3,773</b>	<b>3,814</b>	<b>3,728</b>	<b>3,896</b>	<b>3,919</b>	<b>3,887</b>	<b>3,776</b>	<b>↑ 1%</b>



# S&T Manager Historical DAWIA Certification FY08 – FY18Q1



## S&T Manager



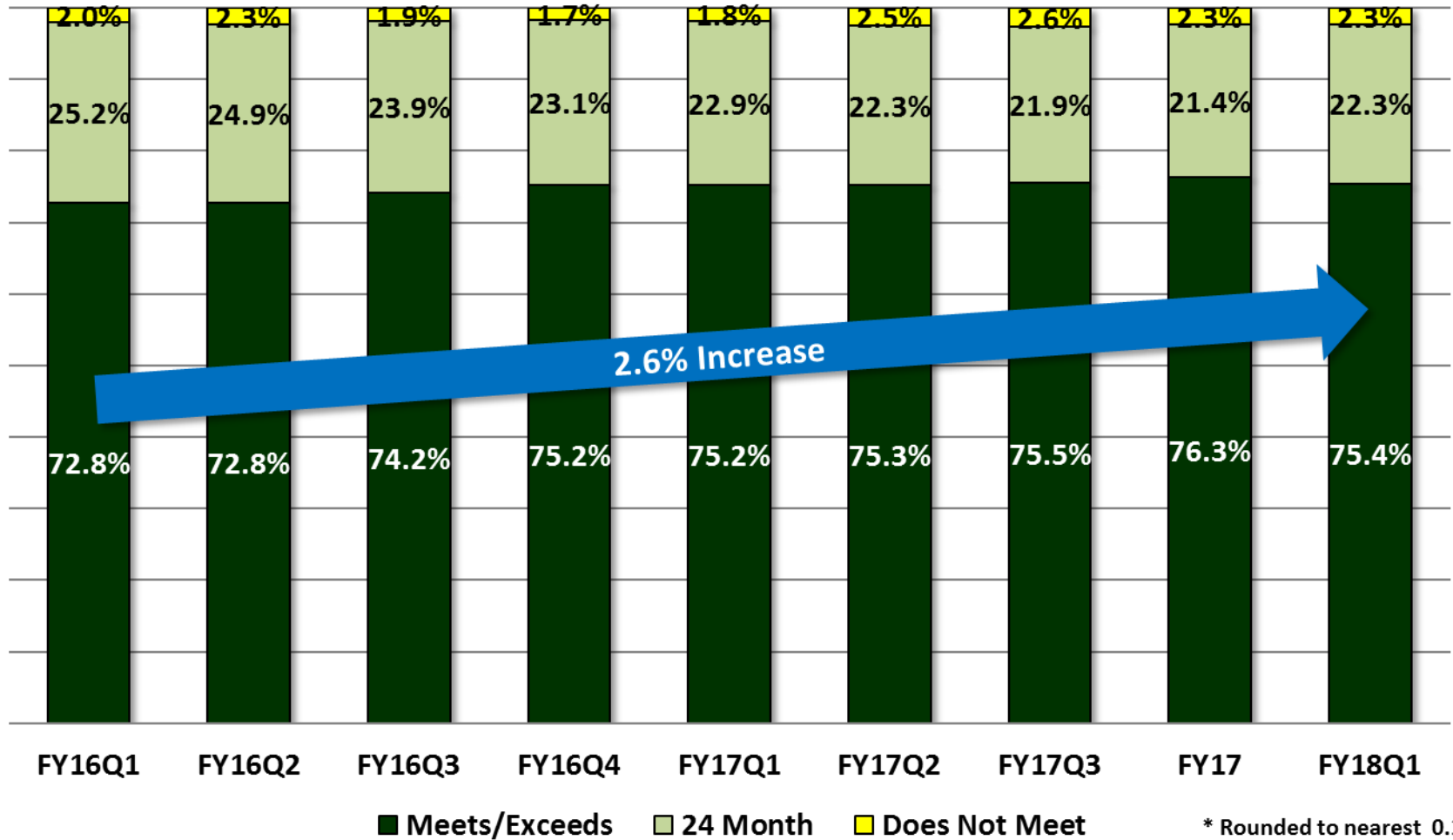




# S&T Manager Historical (Quarterly) DAWIA Certification FY16Q1 – FY18Q1



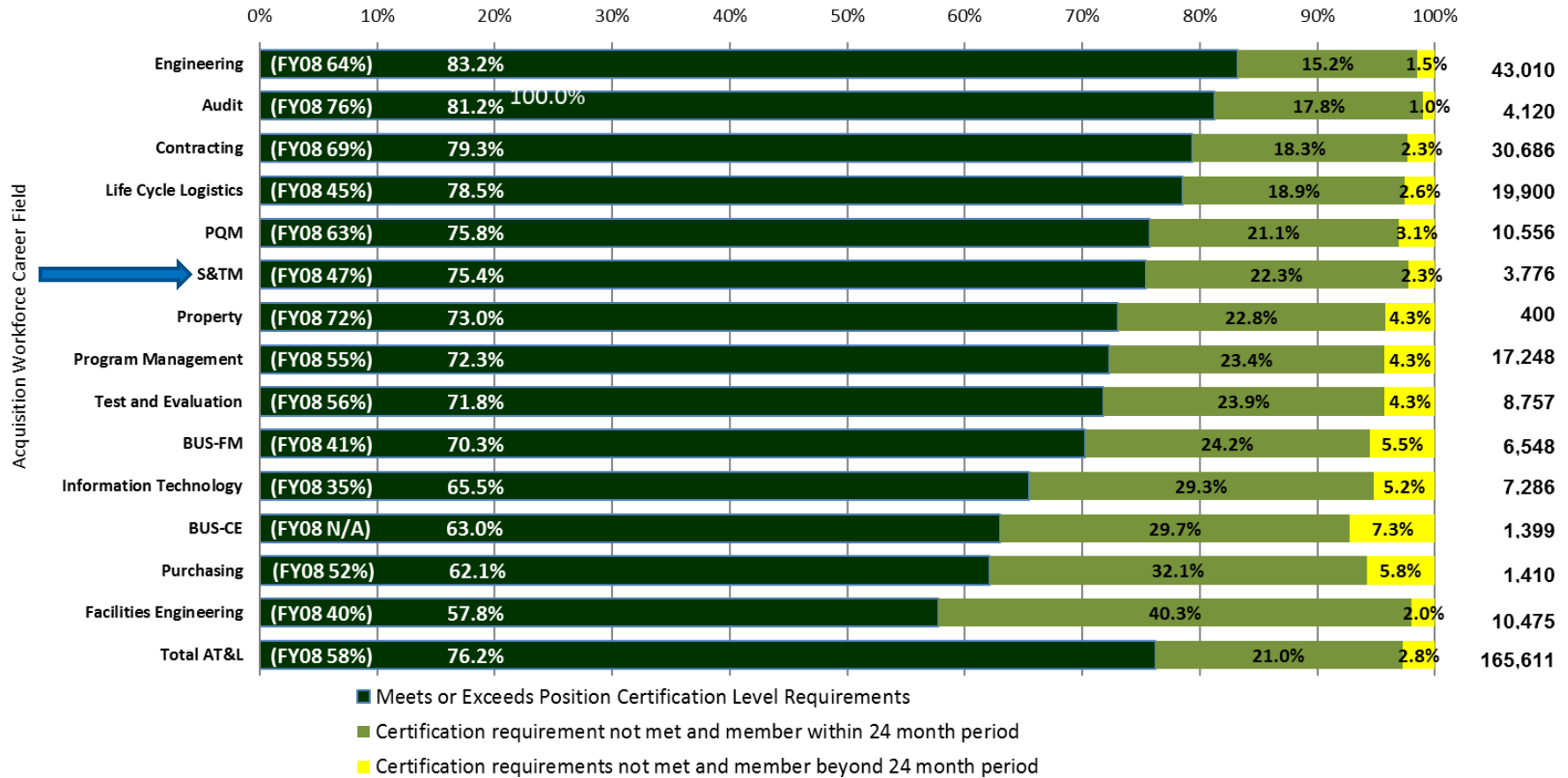
## S&T Manager





# DAWIA Certification by Career Field

## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q1)

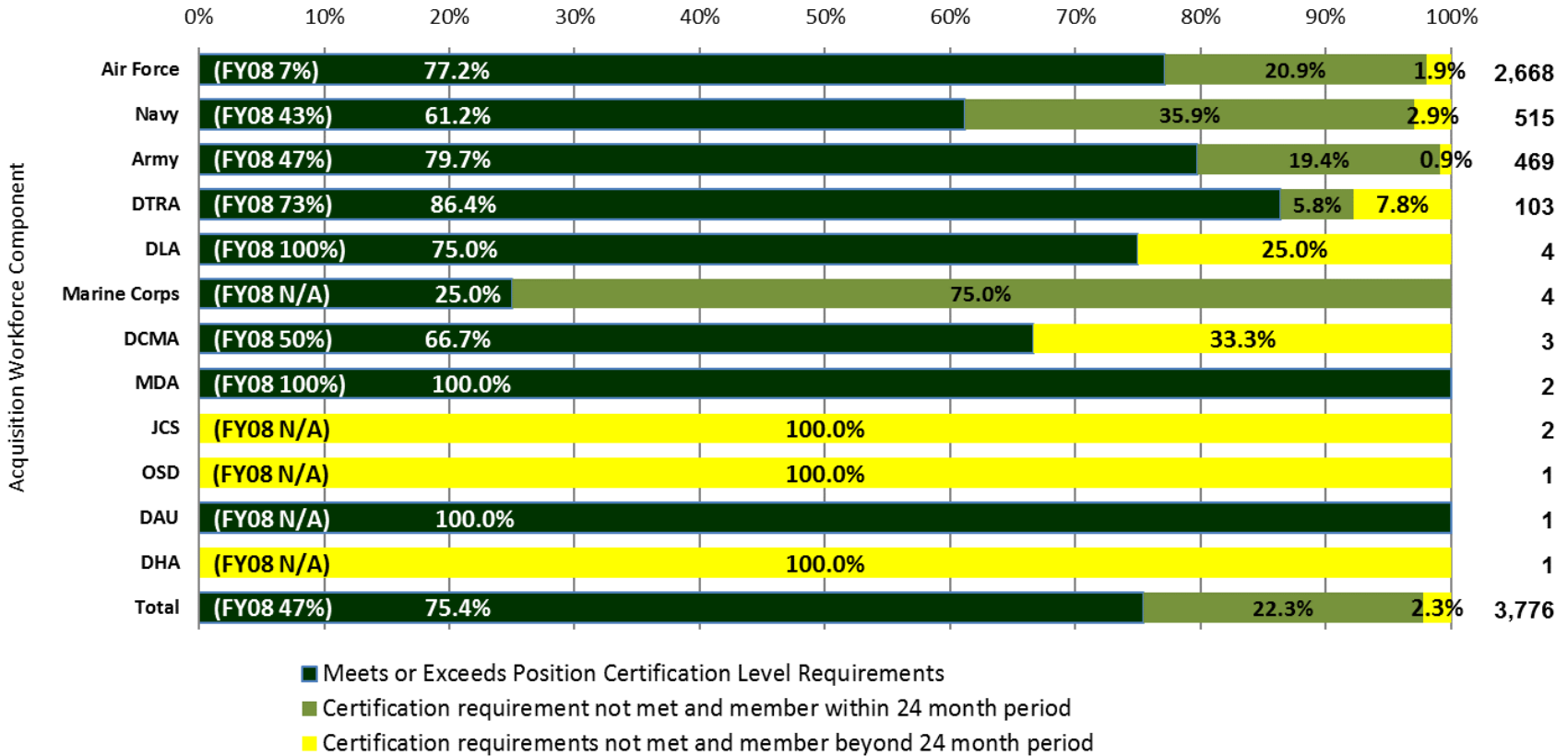




# S&T Manager DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component S&TM (FY18Q1)





# S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM Required Certification Level	Achieved Certification Level				FY18Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	215	214	58	46	533	59.7%
Level II	267	185	692	309	1,453	68.9%
Level III	124	50	87	1,529	1,790	85.4%
<i>Unspecified</i>	-	-	-	-	-	
<b>FY18Q1 TOTAL</b>	<b>606</b>	<b>449</b>	<b>837</b>	<b>1,884</b>	<b>3,776</b>	<b>75.4%</b>
	16.0%	11.9%	22.2%	49.9%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,184	76.2%	
Army	31,296	79.3%	
Navy	44,384	76.1%	
Marine Cor	2,055	70.4%	
Air Force	26,949	71.9%	
4th Estate	21,500	77.6%	
<b>S&amp;TM</b>	<b>2,848</b>	<b>75.4%</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	318	211	4	533	14.1%
Level II	1,001	415	37	1,453	38.5%
Level III	1,529	216	45	1,790	47.4%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>S&amp;TM TOTAL</b>	<b>2,848</b>	<b>842</b>	<b>86</b>	<b>3,776</b>	
	75.4%	22.3%	2.3%		

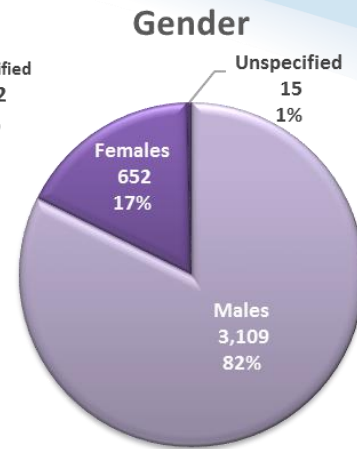
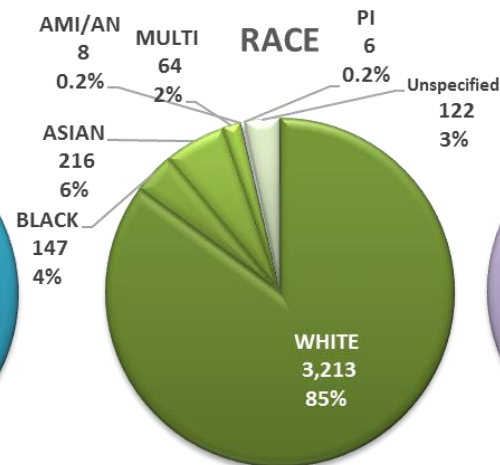
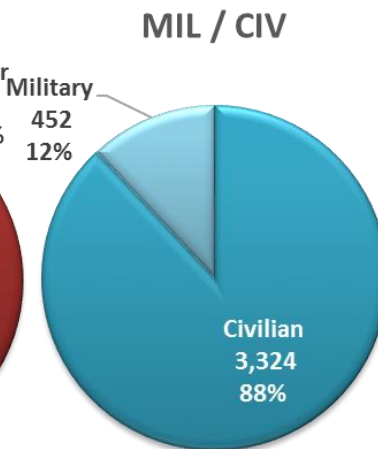
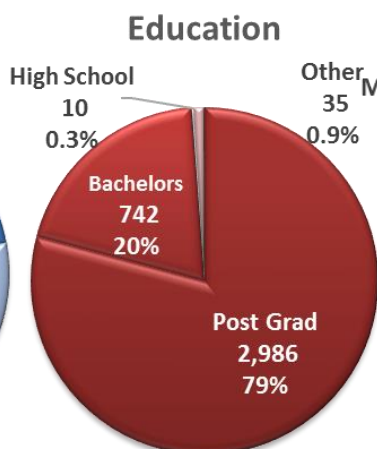
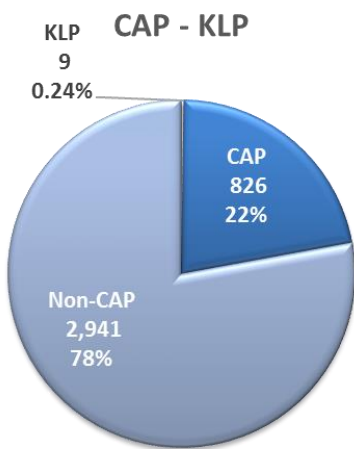
= Compliance

= Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# S&T Manager Demographics



Occupied Position Type	S&TM		Entire DAW	
Key Leadership Positions (KLPs)	9	0.2%	1,053	0.6%
Critical Acquisition Positions (CAPs) *	826	21.9%	16,398	9.9%
Non-CAP Positions	2,941	77.9%	148,009	89.4%
Unknown	-	0.0%	151	0.1%
<b>TOTAL</b>	<b>3,776</b>		<b>165,611</b>	

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

Highest Level of Education	S&TM		Entire DAW	
Post Grad	2,986	79.1%	66,536	40.2%
Bachelors	742	19.7%	73,107	44.1%
Some College	3	0.1%	11,678	7.1%
High School	10	0.3%	12,316	7.4%
Other	35	0.9%	1,974	1.2%
<b>TOTAL</b>	<b>3,776</b>		<b>165,611</b>	

Military / Civilian	S&TM		Entire DAW	
Civilian	3,324	88.0%	150,073	90.6%
Military	452	12.0%	15,538	9.4%
<b>TOTAL</b>	<b>3,776</b>		<b>165,611</b>	

Race	S&TM		Entire DAW	
WHITE	3,213	85.1%	121,844	1094.0%
BLACK	147	3.9%	19,980	179.4%
ASIAN	216	5.7%	11,137	100.0%
MULTI	64	1.7%	4,245	38.1%
AMI/AN	8	0.2%	958	8.6%
PI	6	0.2%	817	7.3%
Unspecified	122	3.2%	6,630	59.5%
<b>TOTAL</b>	<b>3,776</b>		<b>165,611</b>	

Gender	S&TM		Entire DAW	
Males	3,109	82.3%	116,400	70.3%
Females	652	17.3%	47,748	28.8%
Unspecified	15	0.4%	1,463	0.9%
<b>TOTAL</b>	<b>3,776</b>		<b>165,611</b>	



# S&T Manager Size by Occupational Series

Civilian Occupational Series	S&TM	
0855 - Engineer, Electronics	686	21%
0801 - Engineer, General	450	14%
0861 - Engineer, Aerospace	352	11%
0830 - Engineer, Mechanical	203	6%
0806 - Engineer, Materials	201	6%
1550 - Computer Scientist	192	6%
1310 - Physicist	181	5%
1301 - Physical Scientist, General	165	5%
0854 - Engineer, Computers	116	3%
1320 - Chemist	110	3%
0180 - Psychologist	102	3%
0850 - Engineer, Electrical	84	3%
0401 - Biologist	80	2%
0601 - Health Scientist	52	2%
1520 - Mathematician	47	1%
0858 - Engineer, Biomedical	31	1%
<i>Other</i>	272	8%
<b>TOTAL CIVILIAN</b>	<b>3,324</b>	<b>Civilians</b>

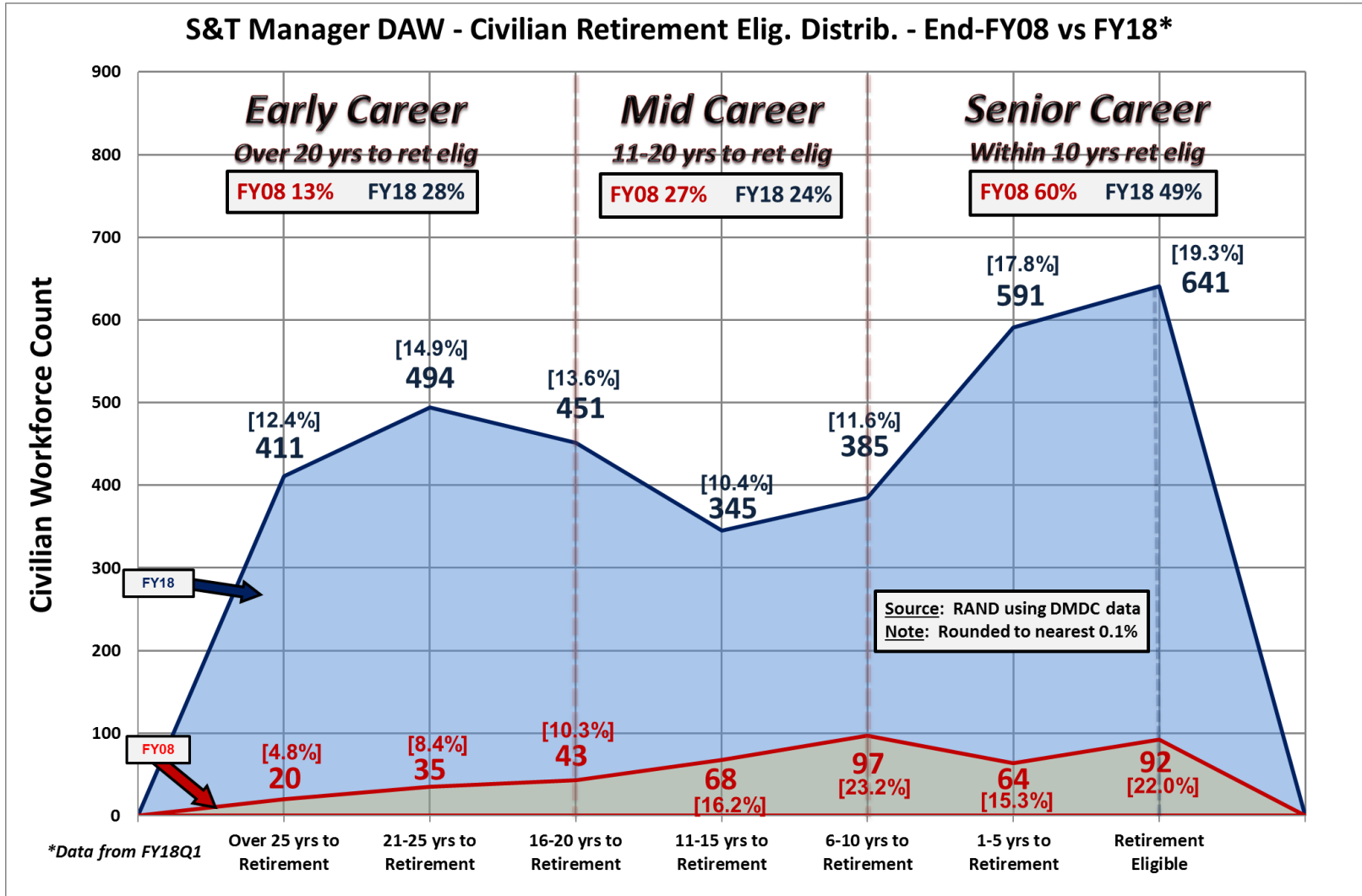


# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**





# S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY18

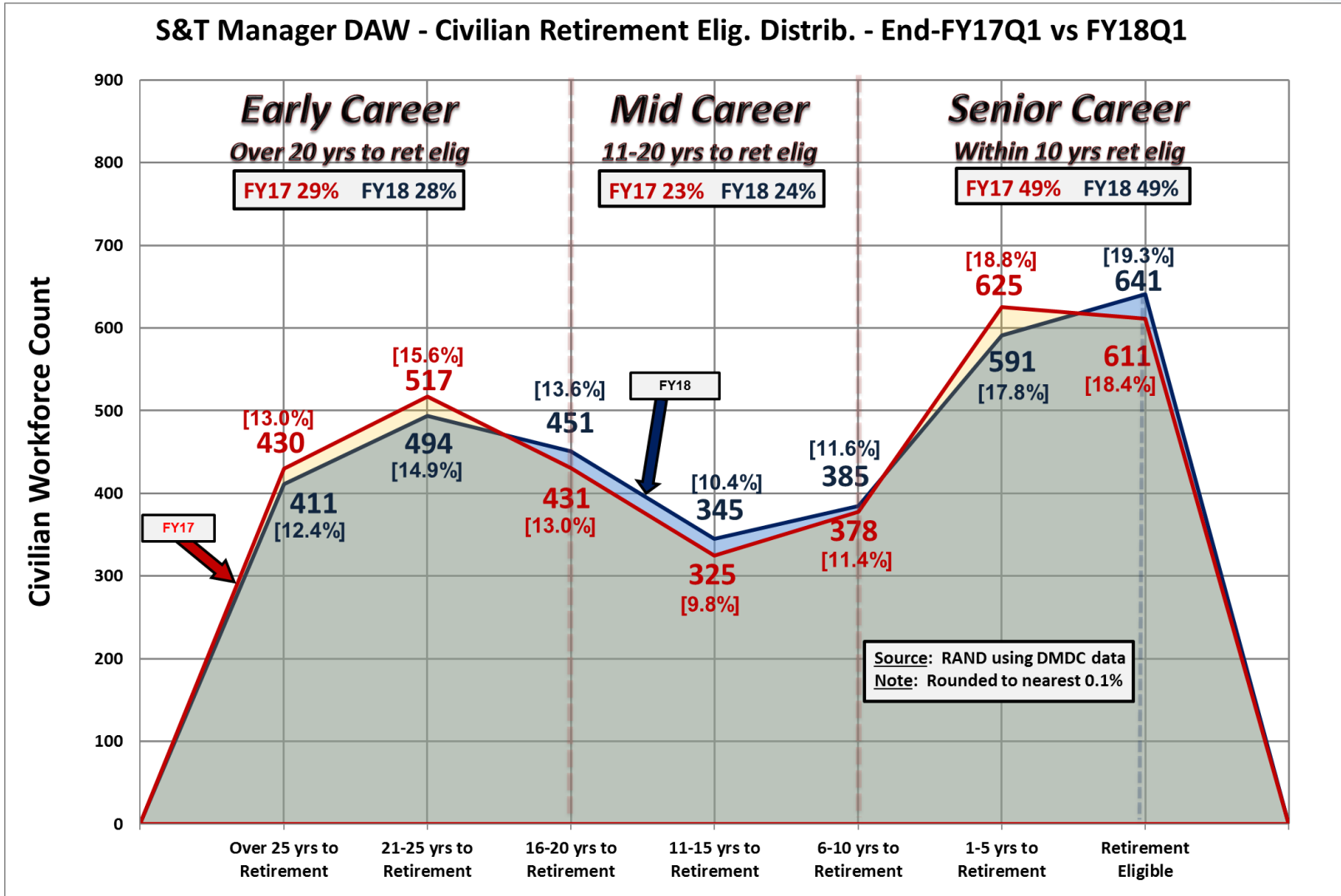


As of 31 Dec 2017





# S&T Manager Civilian Retirement Eligibility Distribution (1 yr) – FY17Q1 / FY18Q1



As of 31 Dec 2017

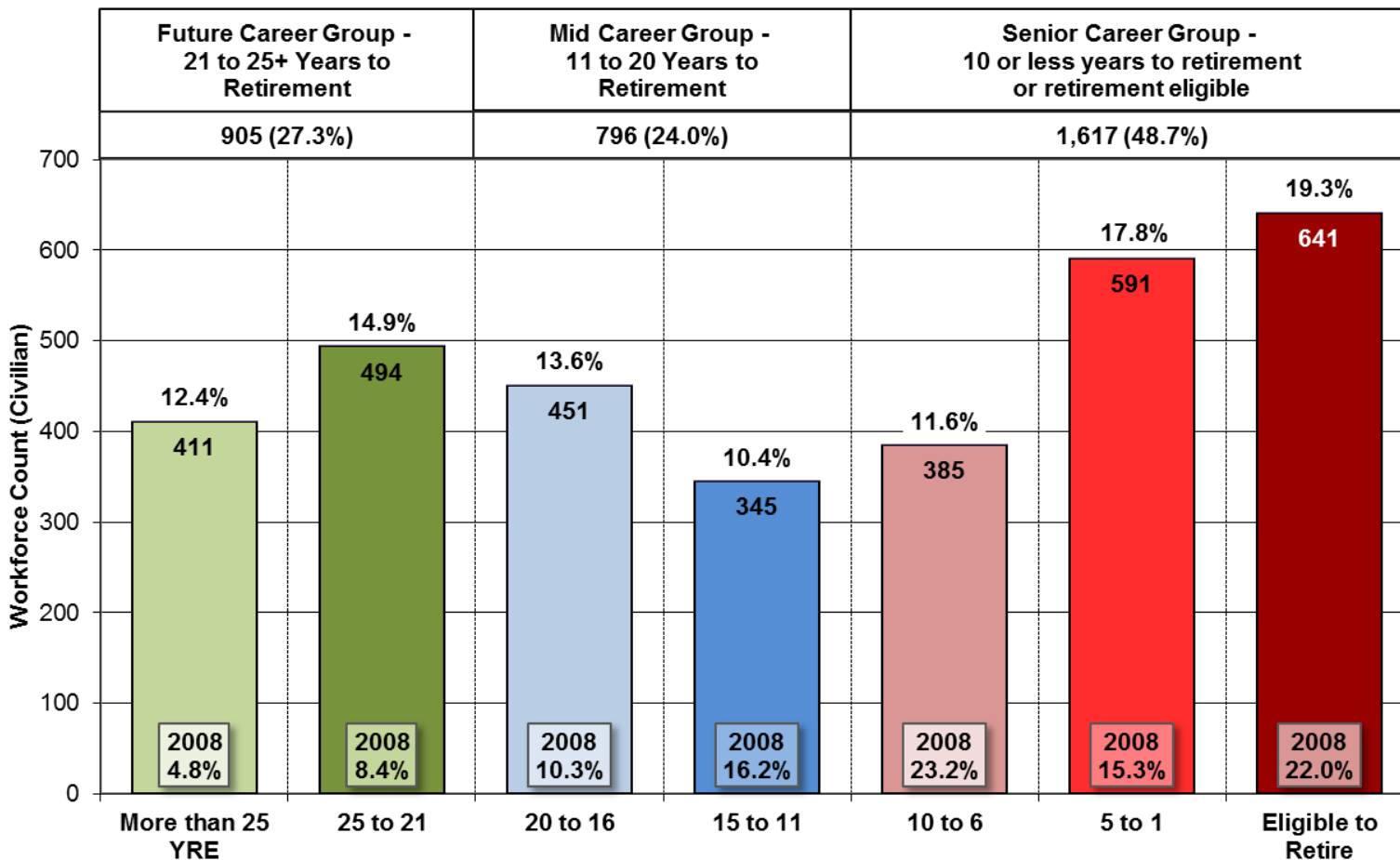


# S&T Manager Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q1) - Science and Technology Manager



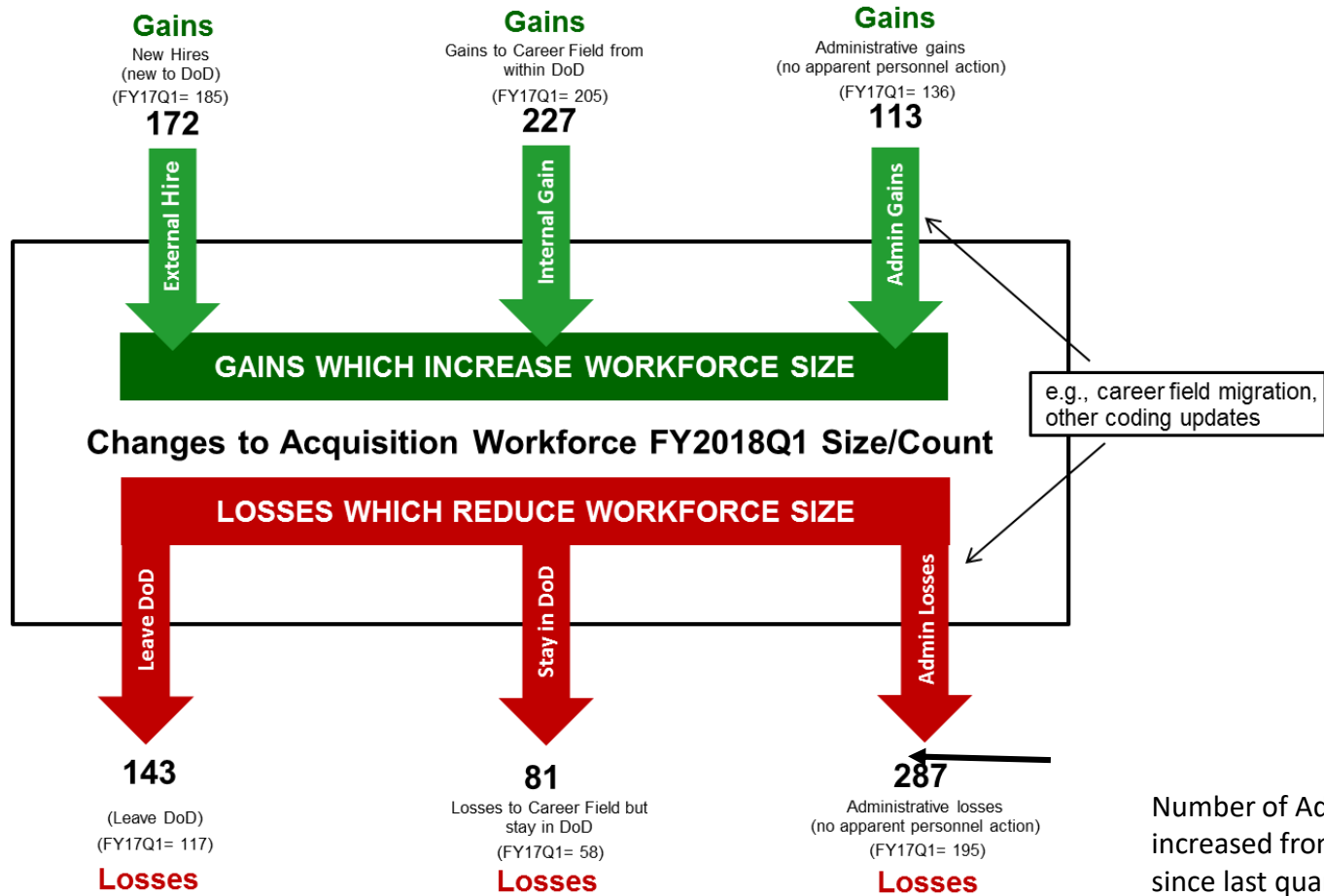
As of 31 Dec 2017



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

## Defense Acquisition Workforce (Civilian) (FY2018Q1) - Science and Technology

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



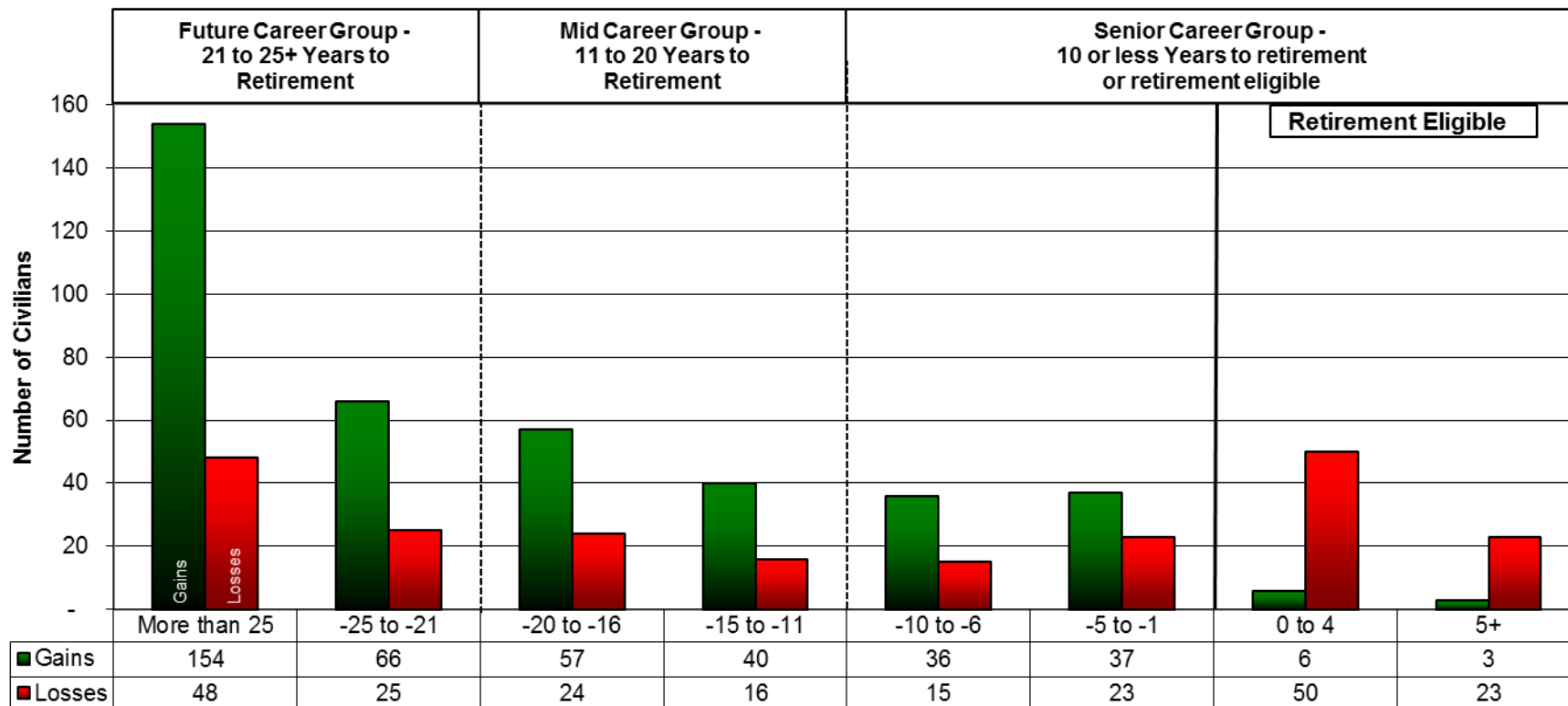


# S&T Manager Gains and Losses by YRE Groups



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

Workforce Lifecycle FY2018Q1 Gains & Losses\*



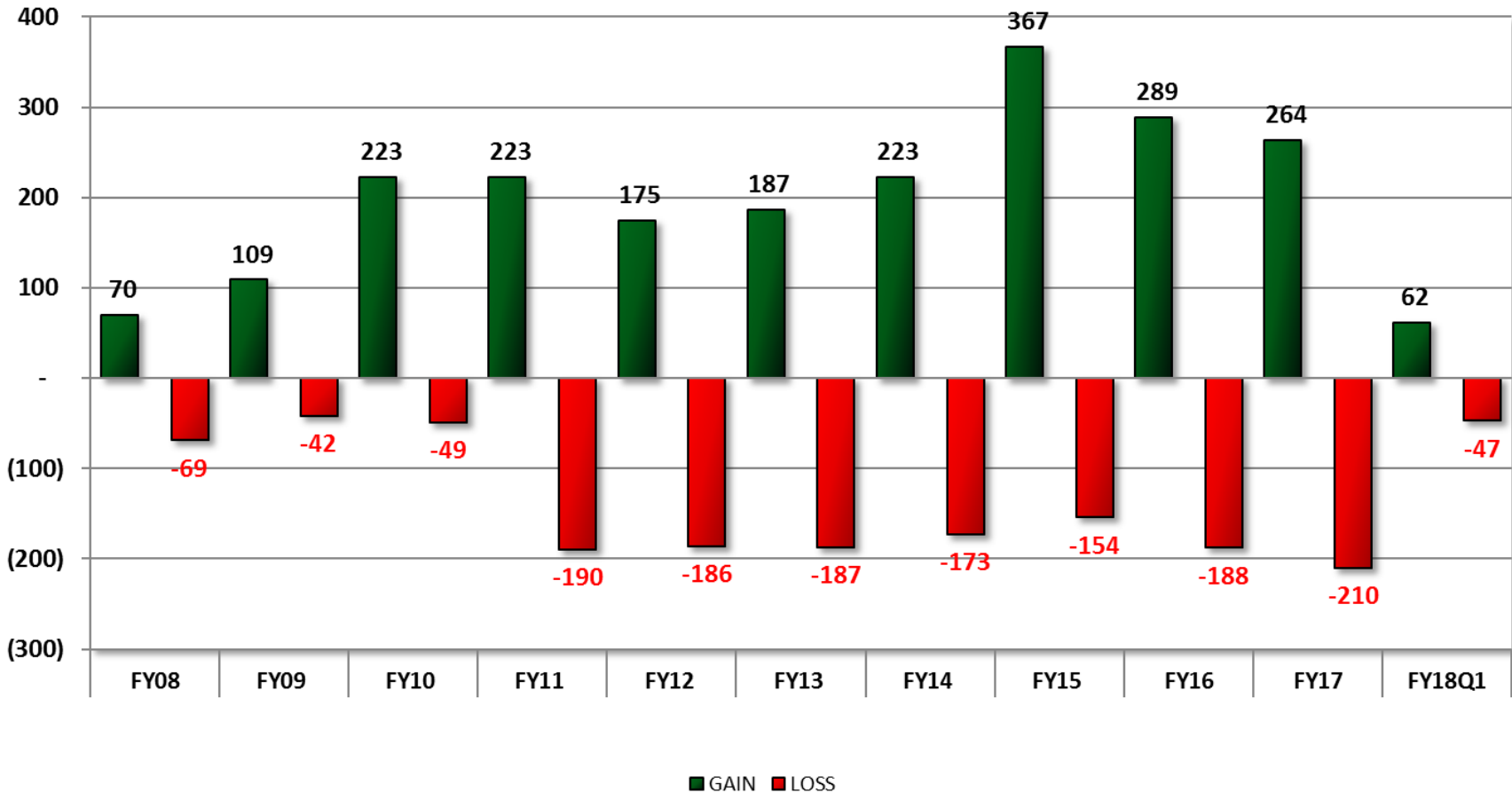
Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses

As of 31 Dec 2017



# S&T Manager Historical Gains and Losses FY08 – FY17



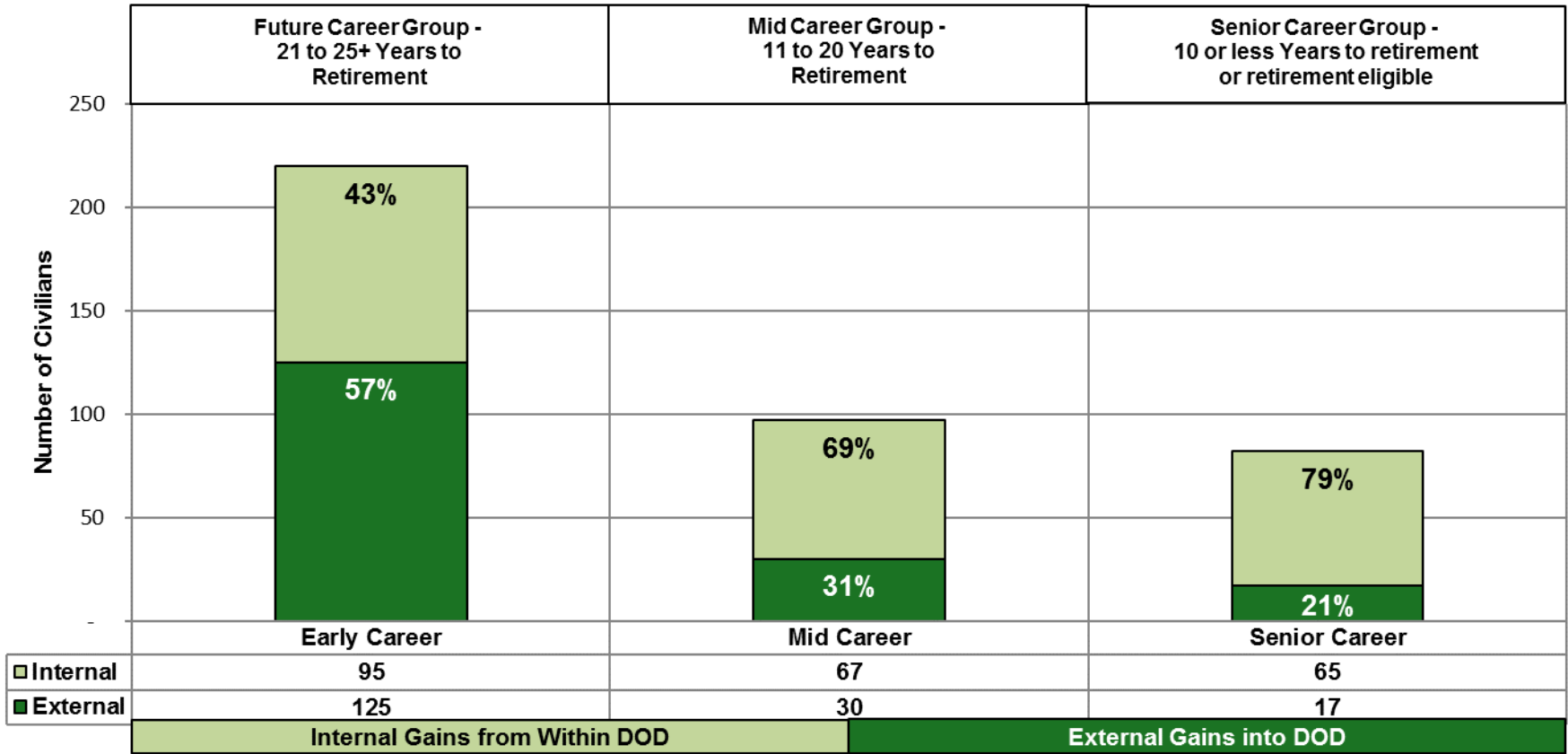
As of 31 Dec 2017



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



**Defense Acquisition Workforce (Civilian) - Science and Technology Manager**  
Workforce Lifecycle FY2018Q1 Gains\*



\*Does not include administrative gains

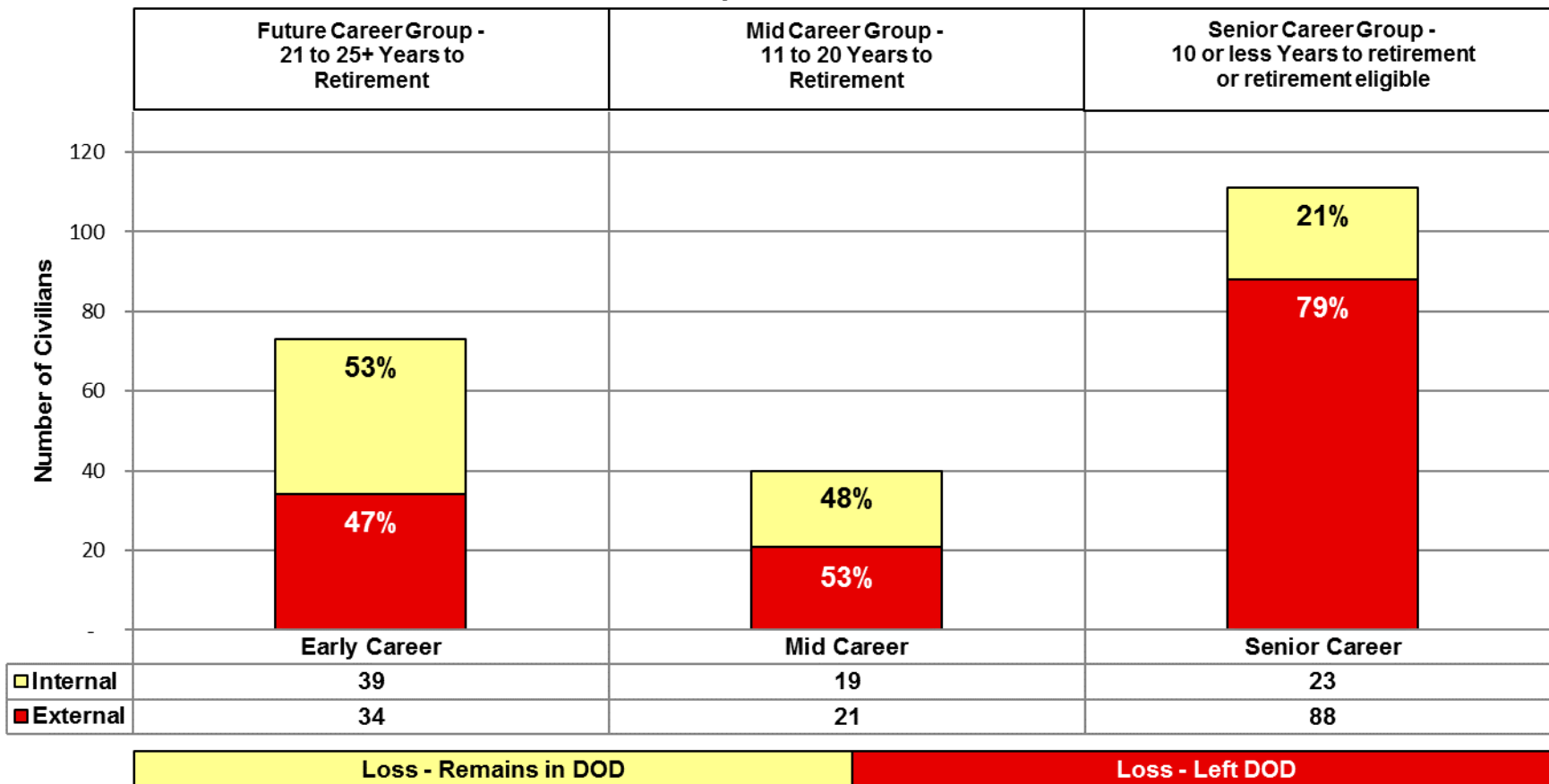


# S&T Manager Internal/External Loss % by Career Group



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

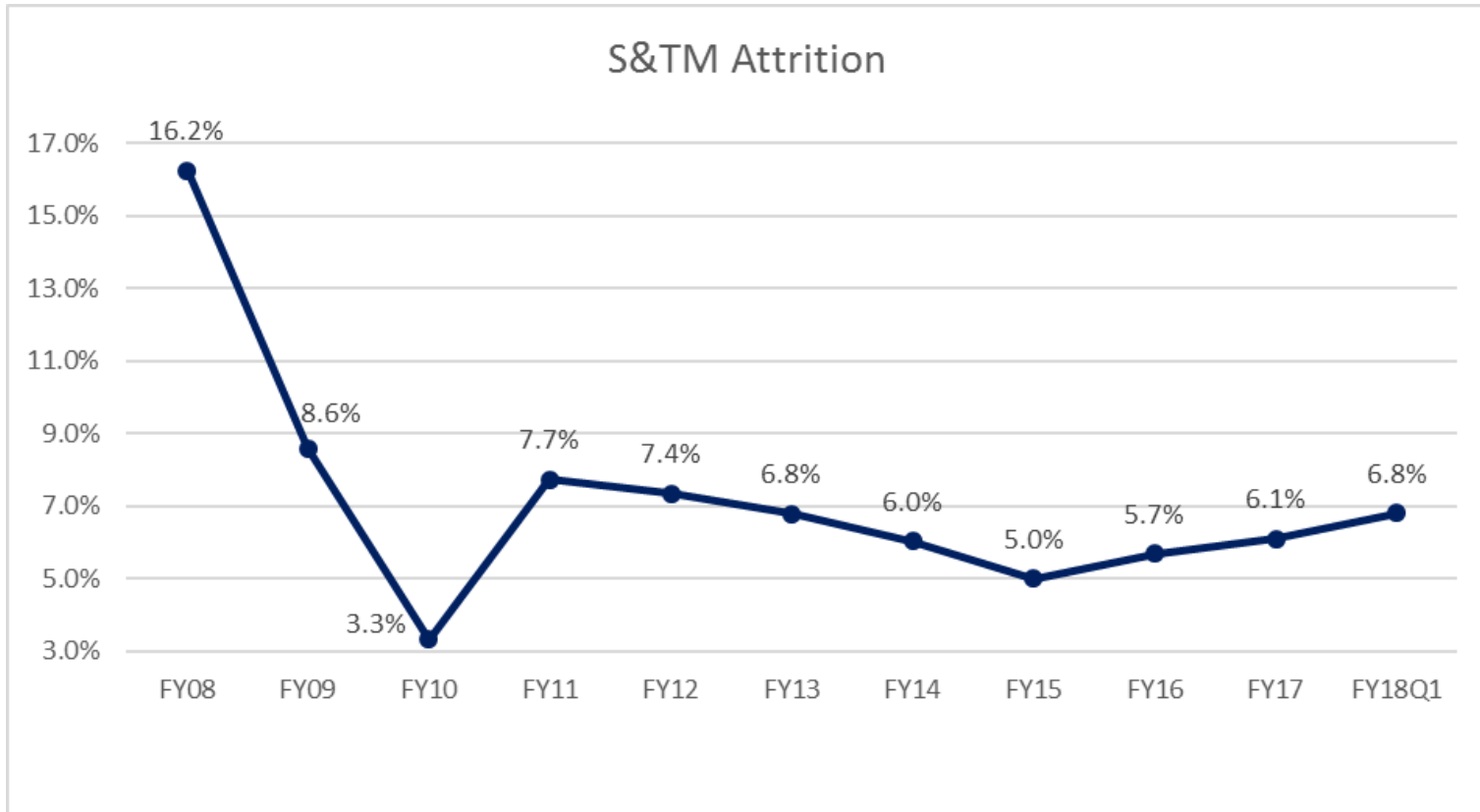
Workforce Lifecycle FY2018Q1 Losses\*



\*Does not include administrative losses



# Annual Attrition Rates



\*FY18Q1 includes attrition rate from end of FY17Q1 through FY18Q1

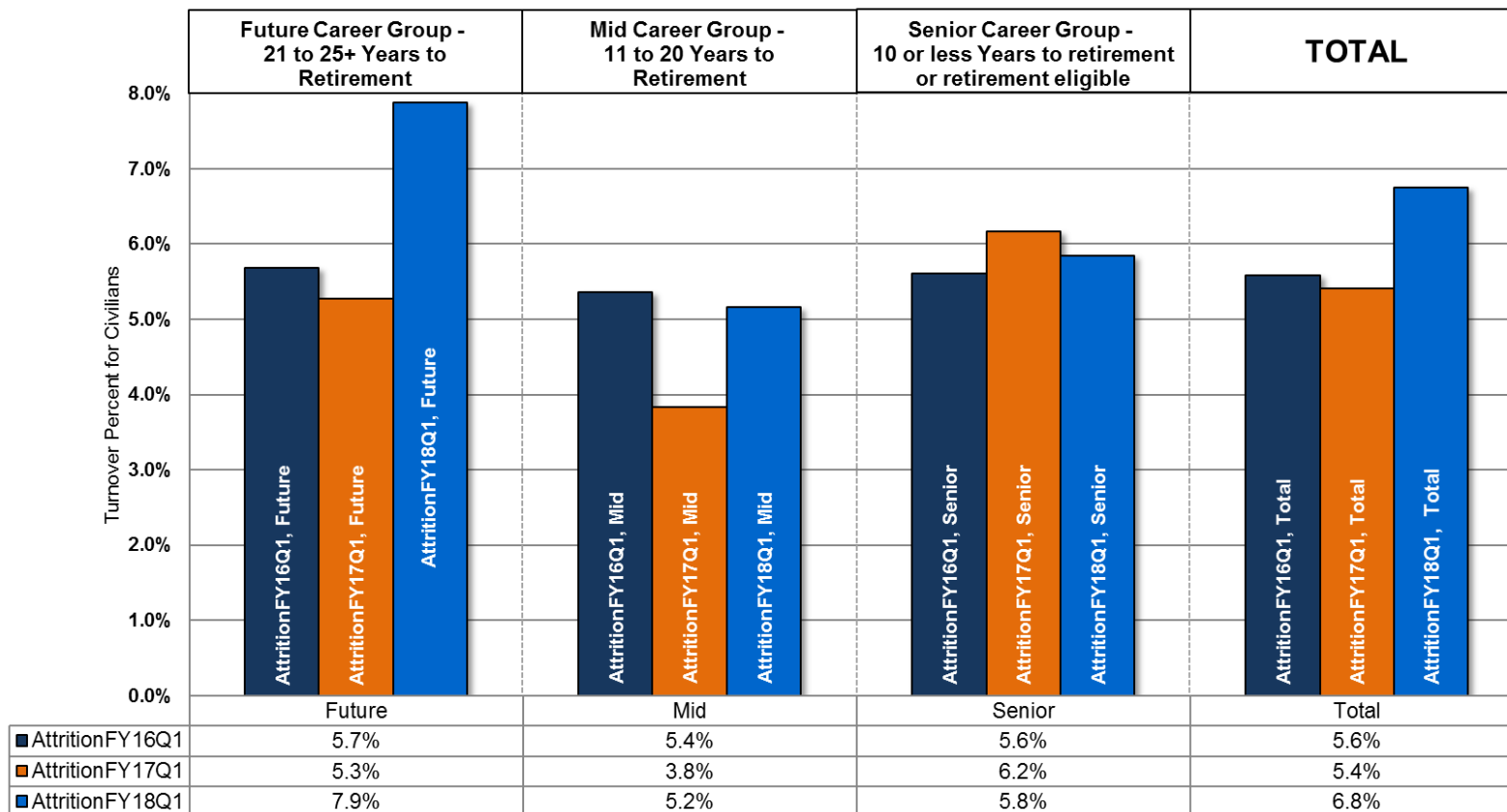




# S&T Manager Attrition Rates by Career Group



## Defense Acquisition Workforce Attrition - Science and Technology Manager (Civilian) (FY16Q1, FY17Q1, FY18Q1)(by Career Lifecycle Group)



As of 31 Dec 2017

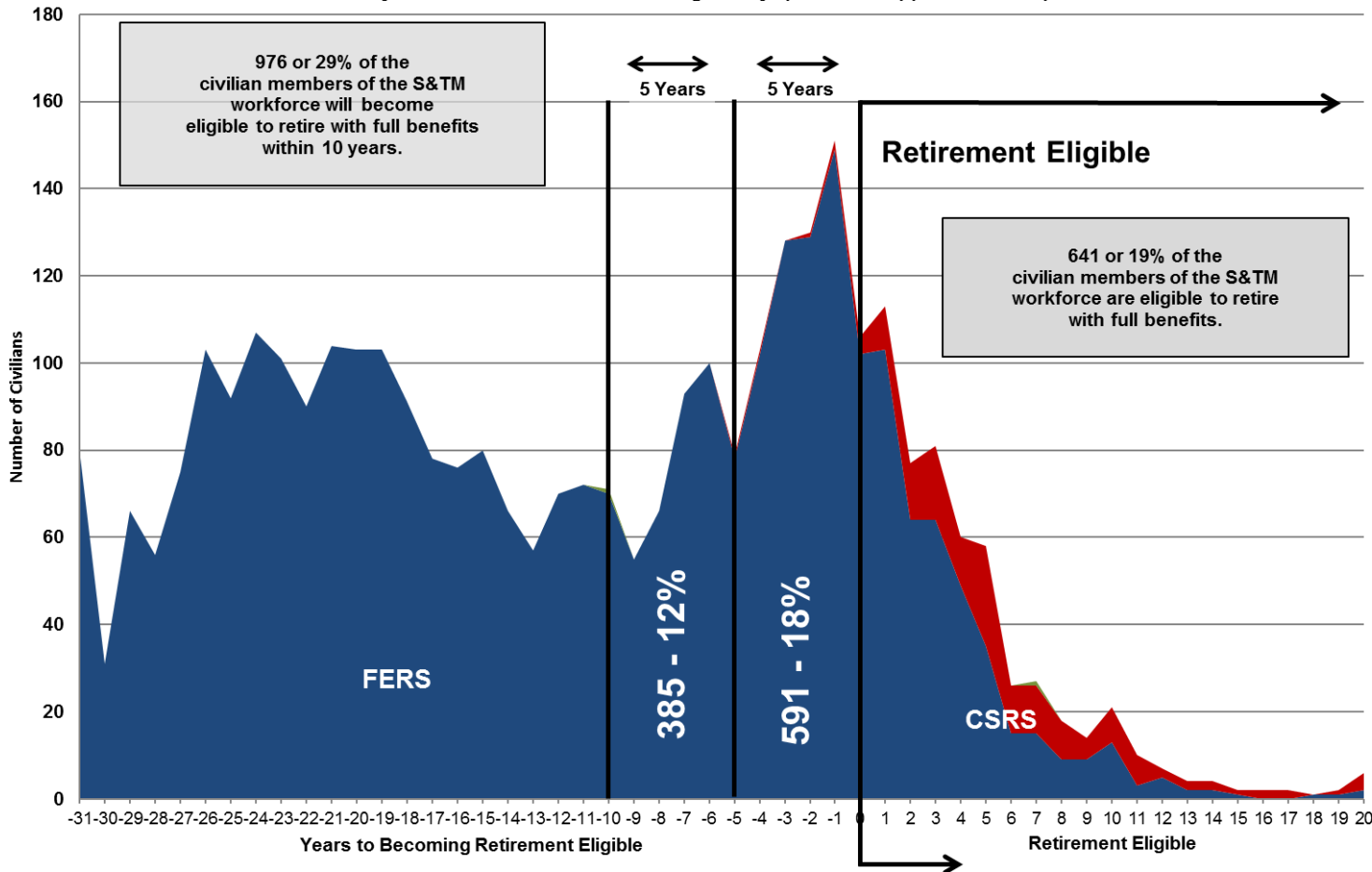


# S&T Manager Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - Science and Technology Manager

### Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q1)



As of 31 Dec 2017



***END***