



# Defense Acquisition Workforce Key Information

Science & Technology Manager

As of FY18Q2 (31 March 2018)



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# Fact Sheet



## Human Capital Fact Sheet

Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2018Q2			
	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	3,469	473	3,942	166,593
Change in size from 2008	-	-	-	-	734%	639%	721%	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%	73%	84%
Graduate Degree	66%	61%	66%	29%	81%	66%	60%	40%
<b>Certification</b>								
Level I or Higher Achieved	55%	25%	51%	72%	88%	63%	85%	86%
Level II or Higher Achieved	54%	19%	49%	61%	78%	35%	72%	73%
Level III Achieved	48%	14%	43%	36%	55%	6%	49%	41%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	79%	45%	75%	76%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	18%	50%	22%	21%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	5%	3%	3%
<b>Planning Considerations</b>								
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)	25/25/50(%)	-	-	24/26/50(%)
Average Years of Service	18	14	17	17	16	8	15	15
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	761(22%)	-	-	29,699(20%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	579(17%)	-	-	25,039(17%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	383/390	-	-	15,324/12,050

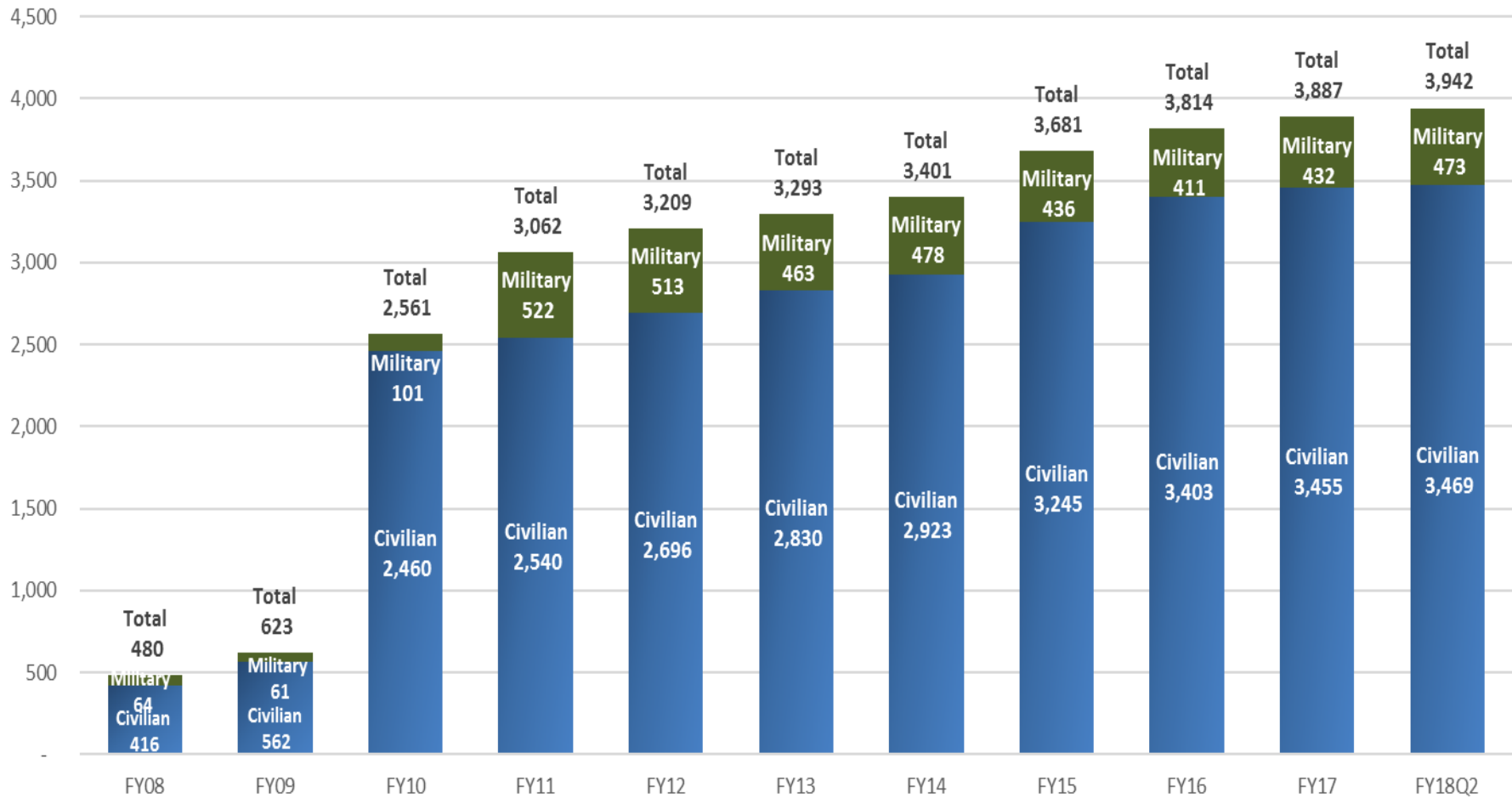
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



# Total Historic Workforce

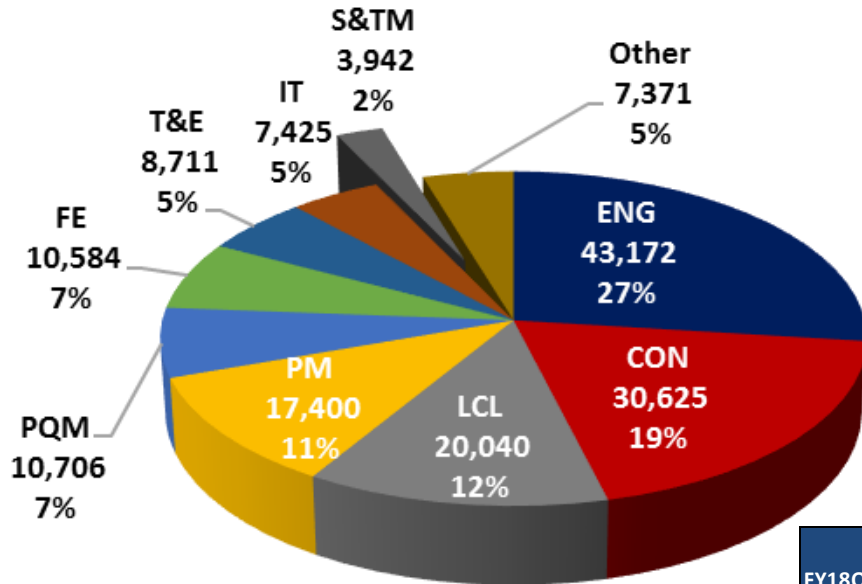


## S&TM





# AWF by Component and Career Field



FY18Q2 Totals	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,182	4,182	2.5%
Business - CE	259	523	36	512	87	1,417	0.9%
Business - FM	1,743	2,048	179	2,097	550	6,617	4.0%
Contracting	7,869	5,999	531	8,255	7,971	30,625	18.4%
Engineering	9,060	22,376	336	9,271	2,129	43,172	25.9%
Facilities Engineering	4,297	5,575	30	585	97	10,584	6.4%
Information Technology	1,735	3,043	219	1,369	1,059	7,425	4.5%
Life Cycle Logistics	6,952	5,974	626	3,347	3,141	20,040	12.0%
Production, Quality and Man	1,397	3,508	46	442	5,313	10,706	6.4%
Program Management	3,330	5,519	756	5,934	1,861	17,400	10.4%
Property	49	66	-	18	263	396	0.2%
Purchasing	365	372	48	59	515	1,359	0.8%
S&T Manager	475	514	4	2,830	119	3,942	2.4%
Test and Evaluation	1,861	3,203	130	3,150	367	8,711	5.2%
Unknown/Other	8	1	-	-	8	17	0.01%
<b>FY18Q2 Totals (as of 3-31-18)</b>	<b>39,400</b>	<b>58,721</b>	<b>2,941</b>	<b>37,869</b>	<b>27,662</b>	<b>166,593</b>	
<b>Component %</b>	<b>23.7%</b>	<b>35.2%</b>	<b>1.8%</b>	<b>22.7%</b>	<b>16.6%</b>		



# S&T Manager Workforce Historical Size by Agency FY08 – FY18Q2



S&T Manager Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q2	% Change Since FY08	% Change Since FY17
Navy	190	303	385	431	537	495	514	171%	4%
MARINE CORPS	1	8	3	3	2	4	4	300%	0%
ARMY	143	238	247	290	447	463	475	232%	3%
AIR FORCE	43	1,873	2,440	2,559	2,708	2,806	2,830	6481%	1%
DCMA	6	11	11	6	4	3	1	-83%	-67%
DLA	1	2	4	6	5	4	4	300%	0%
MDA	1	1	4	2	2	2	2	100%	0%
DISA	-	-	-	-	-	-	-		
DTRA	93	122	111	99	101	102	105	13%	3%
DHA	-	-	-	-	1	1	1		0%
DAU	1	1	1	1	1	1	1	0%	0%
NRO	-	-	-	-	2	2	2		0%
OSD	-	1	-	1	1	1	1		0%
JCS	-	-	2	2	2	2	1		-50%
ASD	-	-	1	1	1	1	1		0%
4th Estate Other	1	1	-	-	-	-	-	-100%	
<b>TOTAL</b>	<b>480</b>	<b>2,561</b>	<b>3,209</b>	<b>3,401</b>	<b>3,814</b>	<b>3,887</b>	<b>3,942</b>	<b>↑ 721%</b>	<b>↑ 1%</b>



# S&T Manager Workforce Historical (Quarterly) Size by Agency FY16Q1 – FY18Q2



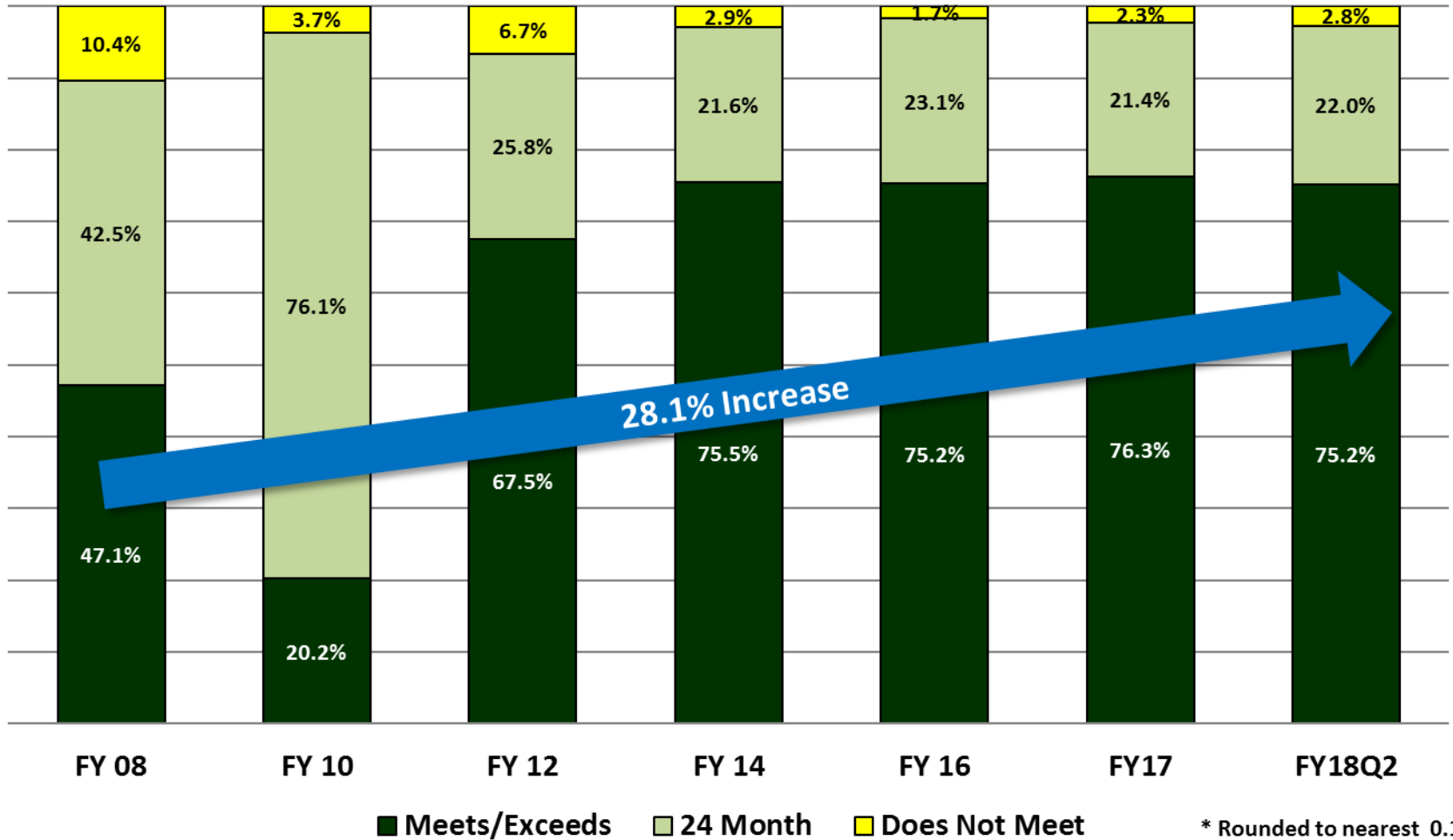
S&T Manager Defense Acq Workforce Agency	FY16Q1	FY16Q2	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	% Change Since FY17Q2
Navy	490	508	526	537	559	550	569	495	515	514	-7%
ARMY	423	435	442	447	451	459	459	463	469	475	3%
AIR FORCE	2,537	2,681	2,680	2,708	2,591	2,762	2,767	2,806	2,668	2,830	2%
MARINE CORPS	2	2	2	2	4	4	4	4	4	4	0%
DCMA	4	4	4	4	5	5	5	3	3	1	-80%
DLA	8	8	5	5	5	6	6	4	4	4	-33%
MDA	4	2	2	2	2	2	2	2	2	2	0%
DISA	1	1	1	-	-	-	-	-	-	-	
DTRA	108	104	103	101	103	100	99	102	103	105	5%
DHA	1	1	1	1	1	1	1	1	1	1	0%
DAU	1	1	1	1	1	1	1	1	1	1	0%
NRO	-	3	2	2	2	2	2	2	2	2	0%
OSD	1	1	1	1	1	1	1	1	1	1	0%
JCS	2	2	2	2	2	2	2	2	2	1	-50%
ASD	1	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>3,942</b>	<b>↑ 1%</b>



# S&T Manager Historical DAWIA Certification FY08 – FY18Q2



## S&T Manager



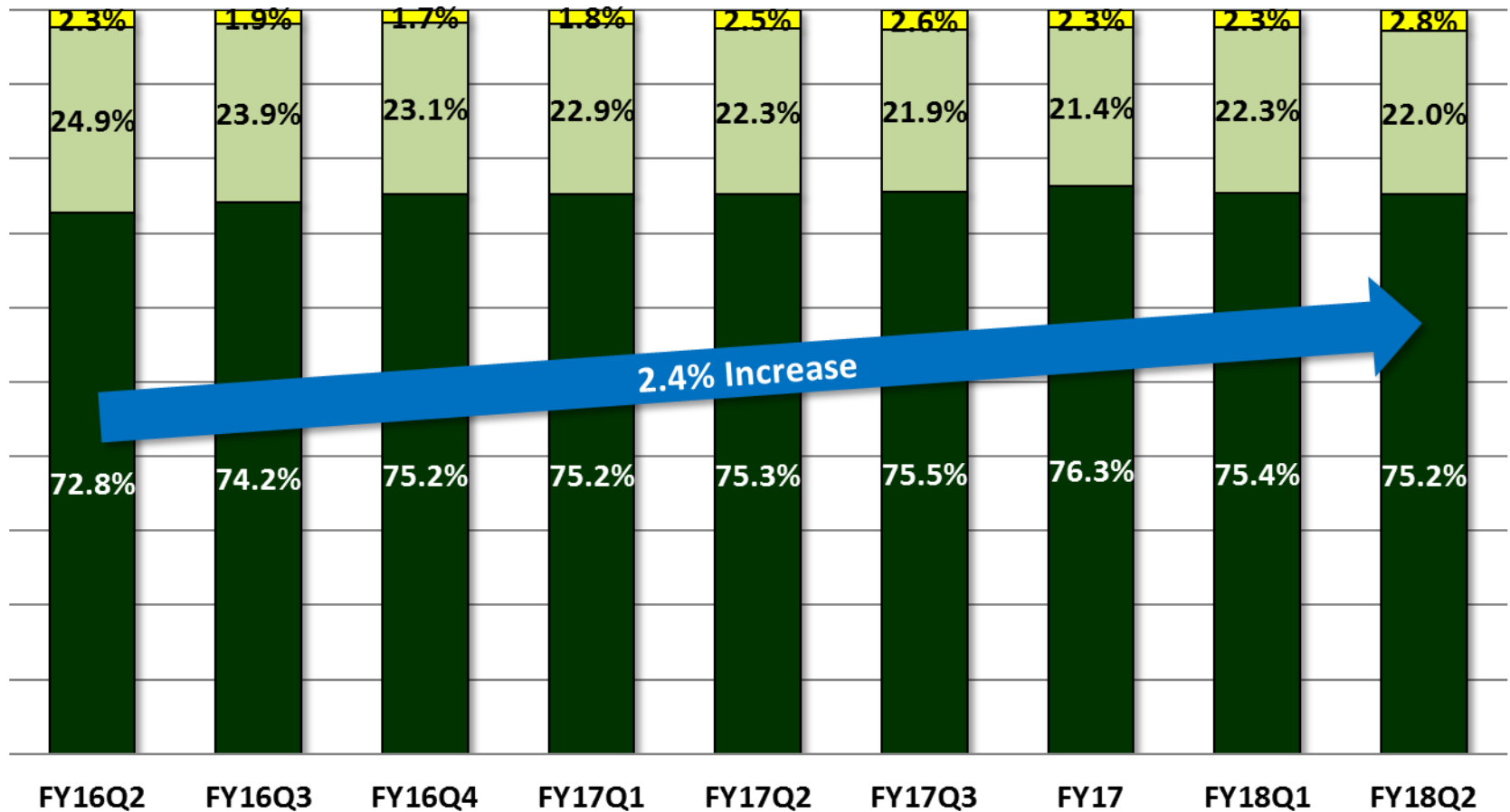




# S&T Manager Historical (Quarterly) DAWIA Certification FY16Q2 – FY18Q2



## S&T Manager



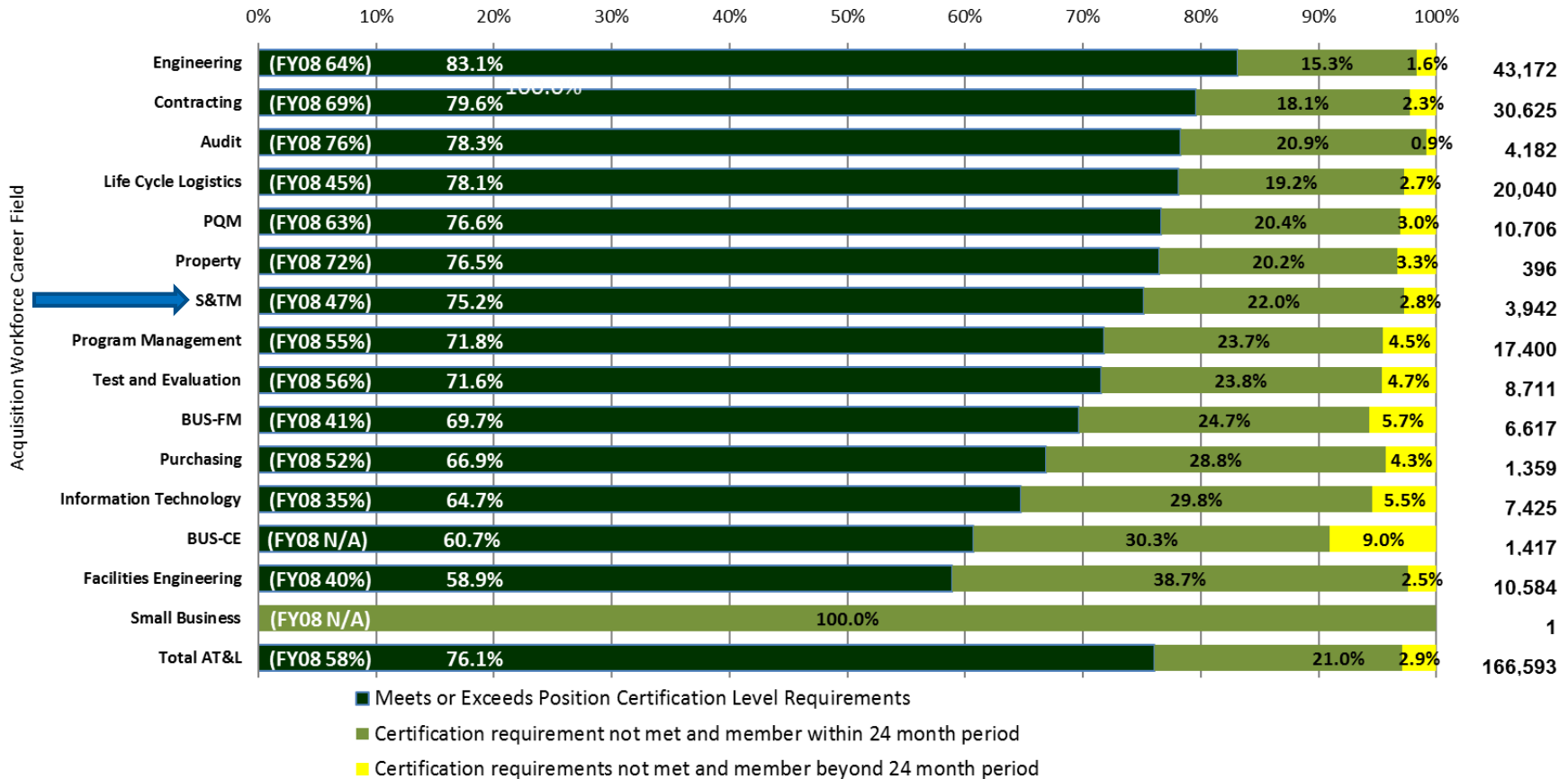
■ Meets/Exceeds   ■ 24 Month   ■ Does Not Meet

\* Rounded to nearest 0.1%



# DAWIA Certification by Career Field

## Certification Level "Meet/Exceed" Rates by Career Field AT&L (FY18Q2)

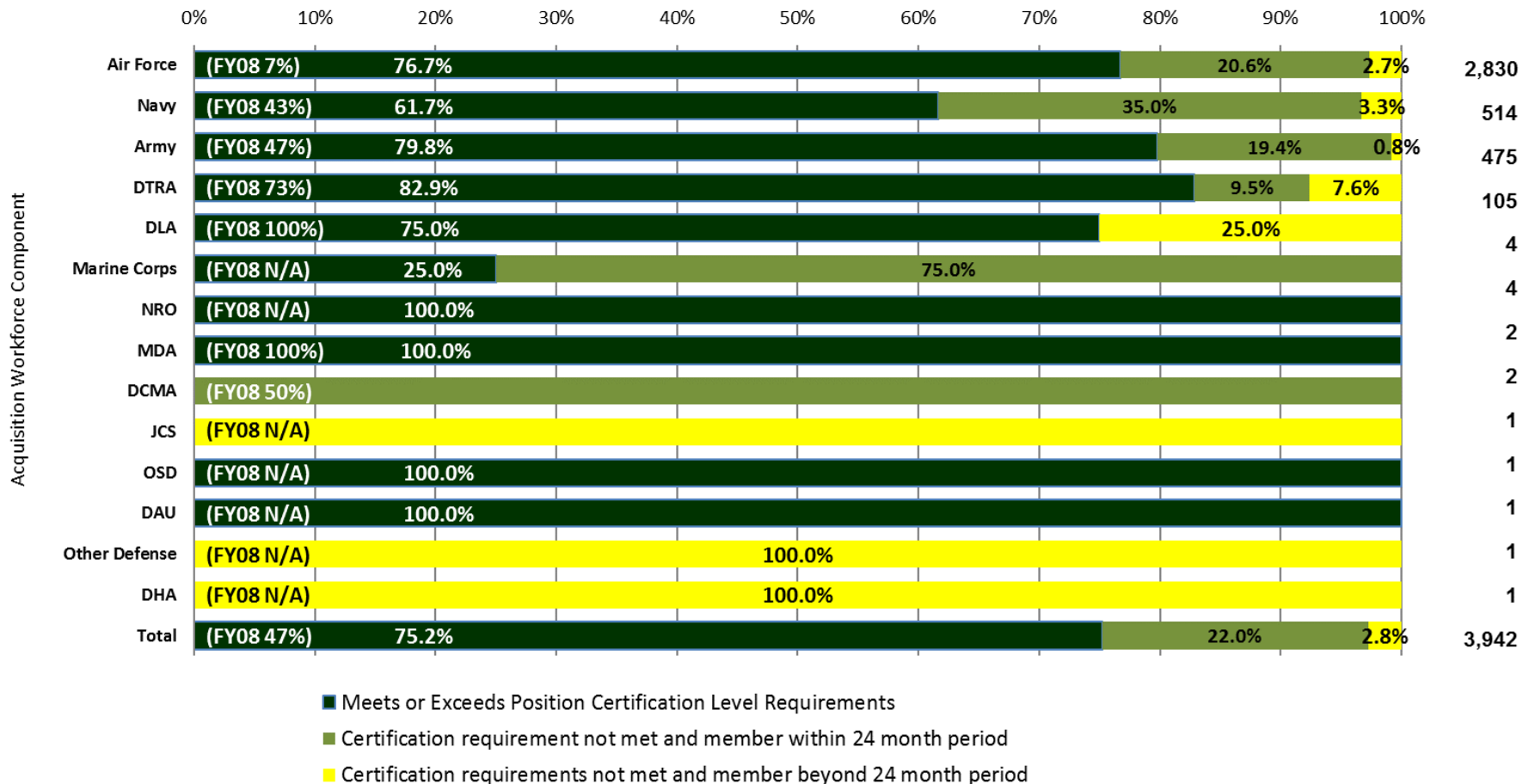




# S&T Manager DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component S&TM (FY18Q2)





# S&T Manager DAWIA Certification Matrix + Bench Strength



S&TM Required Certification Level	Achieved Certification Level				FY18Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	210	236	58	45	549	61.7%
Level II	264	198	734	310	1,506	69.3%
Level III	123	54	129	1,581	1,887	83.8%
<i>Unspecified</i>	-	-	-	-	-	
<b>FY18Q2 TOTAL</b>	597	488	921	1,936	3,942	75.2%
	15.1%	12.4%	23.4%	49.1%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	126,761	76.1%	
Army	31,111	79.0%	
Navy	44,599	76.0%	
Marine Cor	2,036	69.2%	
Air Force	27,058	71.5%	
4th Estate	21,957	77.6%	
<b>S&amp;TM</b>	<b>2,964</b>	<b>75.2%</b>	<b>7 of 14</b>

\*\* Based on population total without unspecified positions

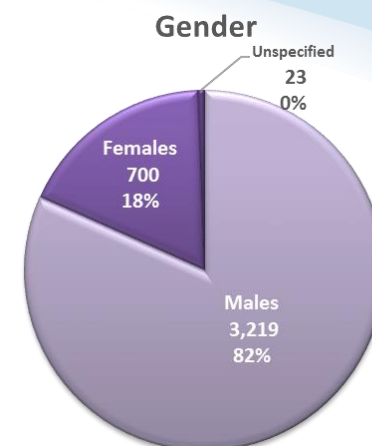
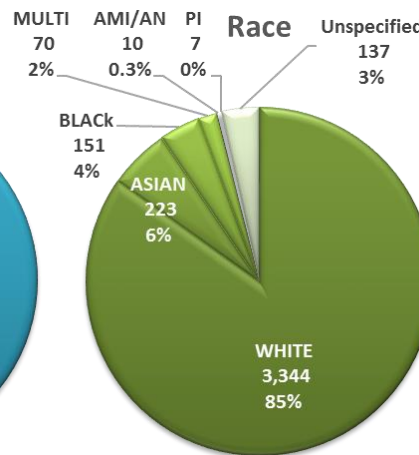
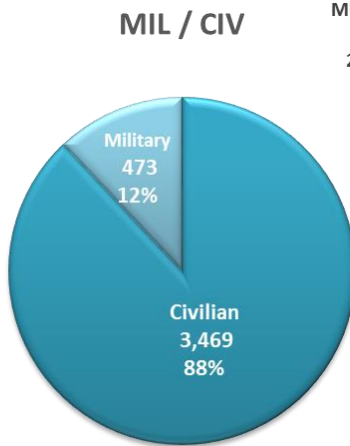
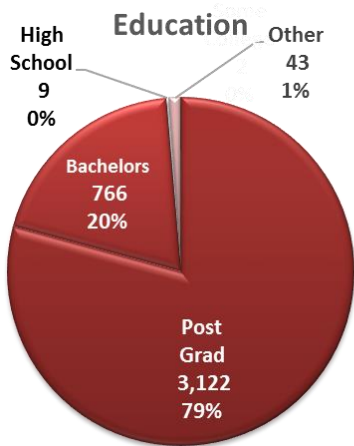
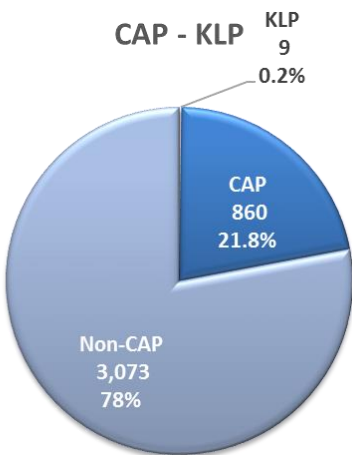
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	339	207	3	549	13.9%
Level II	1,044	417	45	1,506	38.2%
Level III	1,581	245	61	1,887	47.9%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>S&amp;TM TOTAL</b>	<b>2,964</b>	<b>869</b>	<b>109</b>	<b>3,942</b>	
	75.2%	22.0%	2.8%		

= 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%	1,076	0.6%
Critical Acquisition Positions (CAPs) *	860	21.8%	16,456	9.9%
Non-CAP Positions	3,073	78.0%	148,920	89.4%
Unknown	-	0.0%	141	0.1%
<b>TOTAL</b>	<b>3,942</b>		<b>166,593</b>	

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

Highest Level of Education	S&TM		Entire DAW	
Post Grad	3,122	79.2%	67,163	40.3%
Bachelors	766	19.4%	73,237	44.0%
Some College	2	0.1%	11,741	7.0%
High School	9	0.2%	12,374	7.4%
Other	43	1.1%	2,078	1.2%
<b>TOTAL</b>	<b>3,942</b>		<b>166,593</b>	

Military / Civilian	S&TM		Entire DAW	
Civilian	3,469	88.0%	151,056	90.7%
Military	473	12.0%	15,537	9.3%
<b>TOTAL</b>	<b>3,942</b>		<b>166,593</b>	

Race	S&TM		Entire DAW	
WHITE	3,344	84.8%	122,344	73.4%
ASIAN	223	5.7%	20,072	12.0%
BLACK	151	3.8%	11,222	6.7%
MULTI	70	1.8%	4,403	2.6%
AMI/AN	10	0.3%	971	0.6%
PI	7	0.2%	833	0.5%
Unspecified	137	3.5%	6,748	4.1%
<b>TOTAL</b>	<b>3,942</b>		<b>166,593</b>	

Gender	S&TM		Entire DAW	
Males	3,219	81.7%	117,018	70.2%
Females	700	17.8%	48,016	28.8%
Unspecified	23	0.6%	1,559	0.9%
<b>TOTAL</b>	<b>3,942</b>		<b>166,593</b>	



# S&T Manager Size by Occupational Series

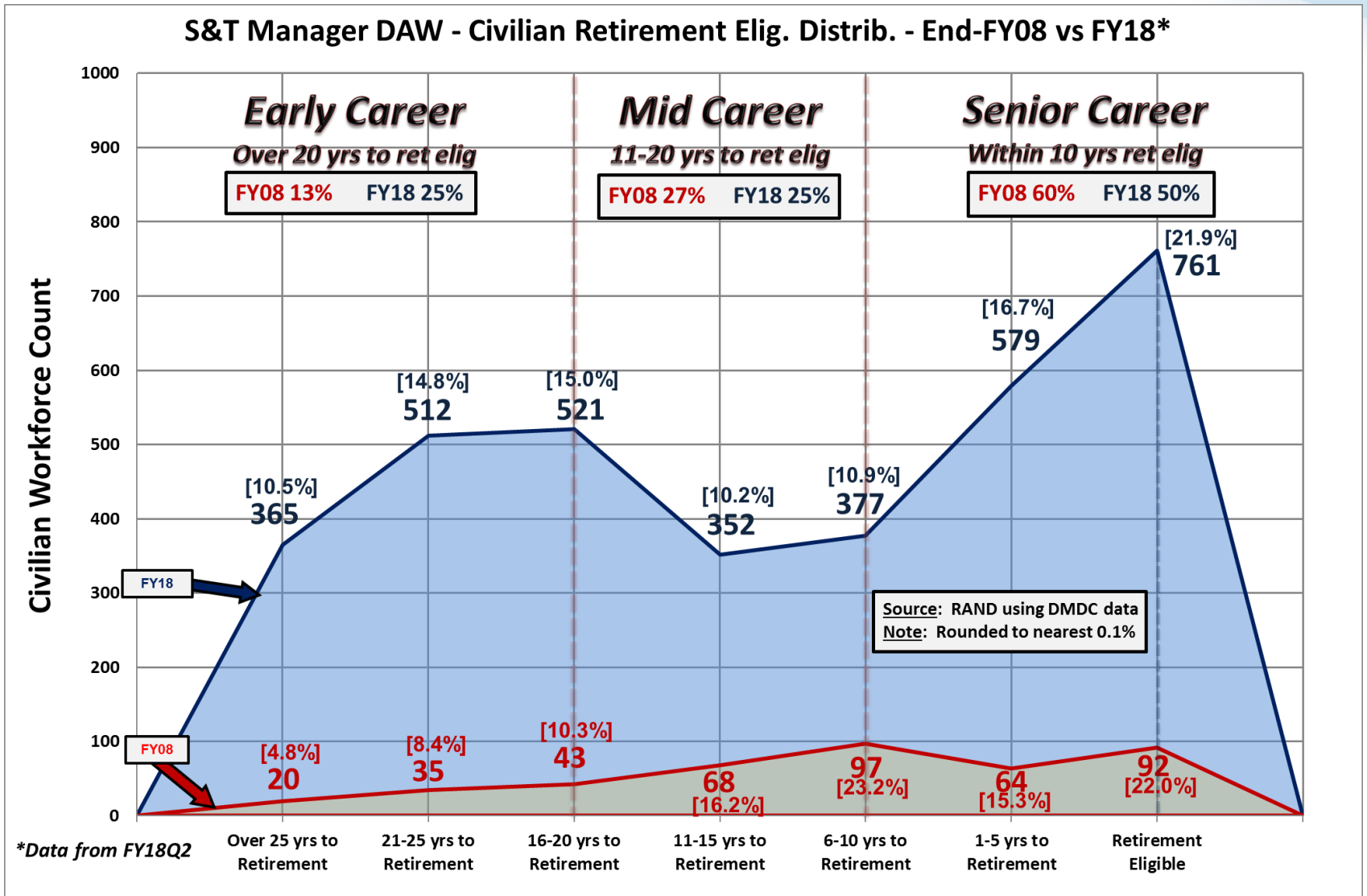
Civilian Occupational Series	S&TM	
0855 - Engineer, Electronics	713	20.6%
0801 - Engineer, General	473	13.6%
0861 - Engineer, Aerospace	372	10.7%
0830 - Engineer, Mechanical	221	6.4%
0806 - Engineer, Materials	205	5.9%
1550 - Computer Scientist	196	5.7%
1310 - Physicist	188	5.4%
1301 - Physical Scientist, General	179	5.2%
0854 - Engineer, Computers	123	3.5%
1320 - Chemist	116	3.3%
0180 - Psychologist	105	3.0%
0850 - Engineer, Electrical	85	2.5%
0401 - Biologist	92	2.7%
0601 - Health Scientist	52	1.5%
1520 - Mathematician	51	1.5%
0858 - Engineer, Biomedical	27	0.8%
<i>Other</i>	271	7.8%
<b>TOTAL CIVILIAN</b>	<b>3,469</b>	<b>Civilians</b>



**RAND NDRI Forces and Resources  
Policy Center Data  
Retirement / Loss Slides  
FY18Q2**



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



As of 31 Mar 2018

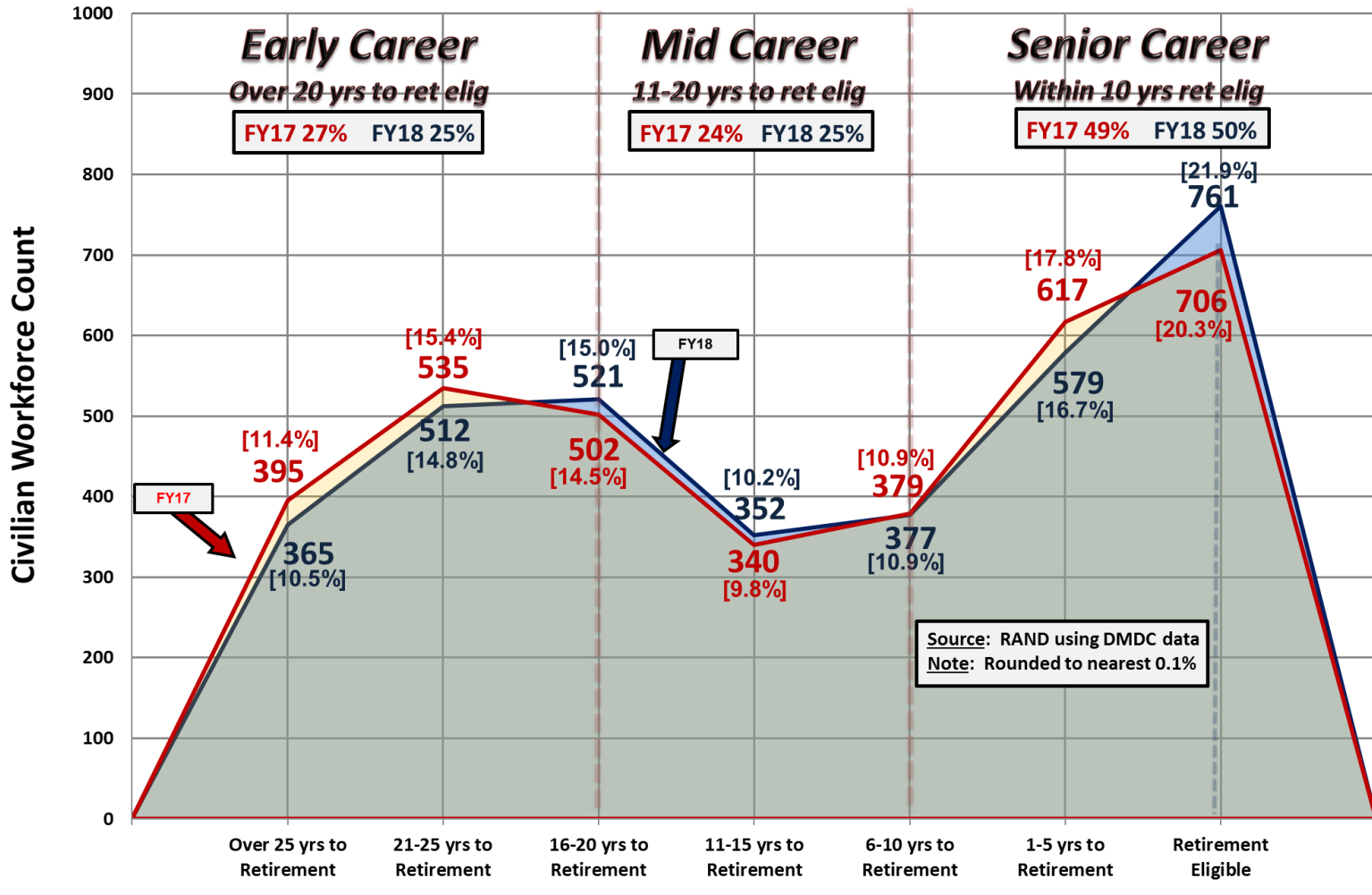




# S&T Manager Civilian Retirement Eligibility Distribution 1 yr – FY17Q2 / FY18Q2



S&T Manager DAW - Civilian Retirement Elig. Distrib. - End-FY17Q2 vs FY18Q2



As of 31 Mar 2018

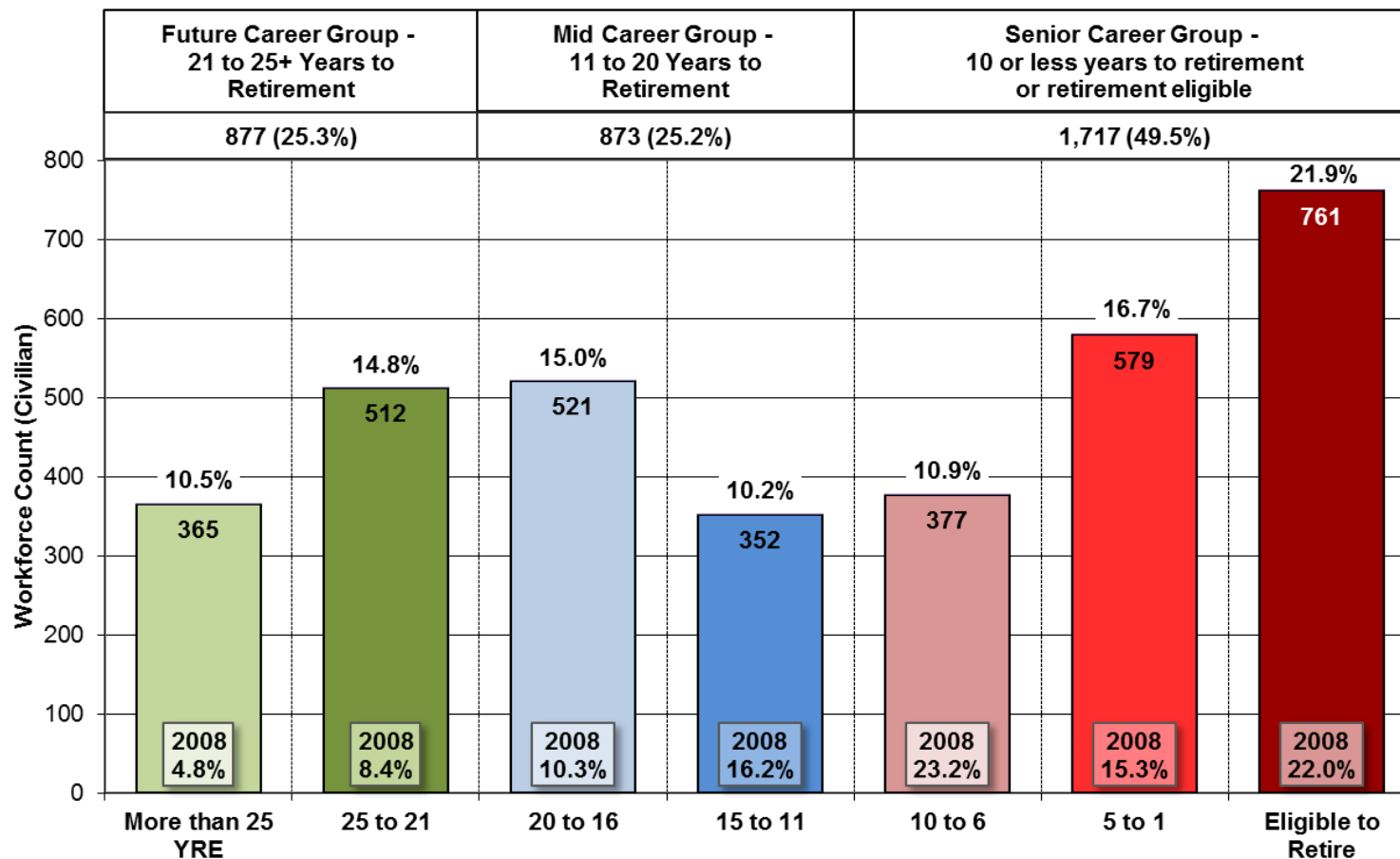


# S&T Manager Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q2) - Science and Technology Manager



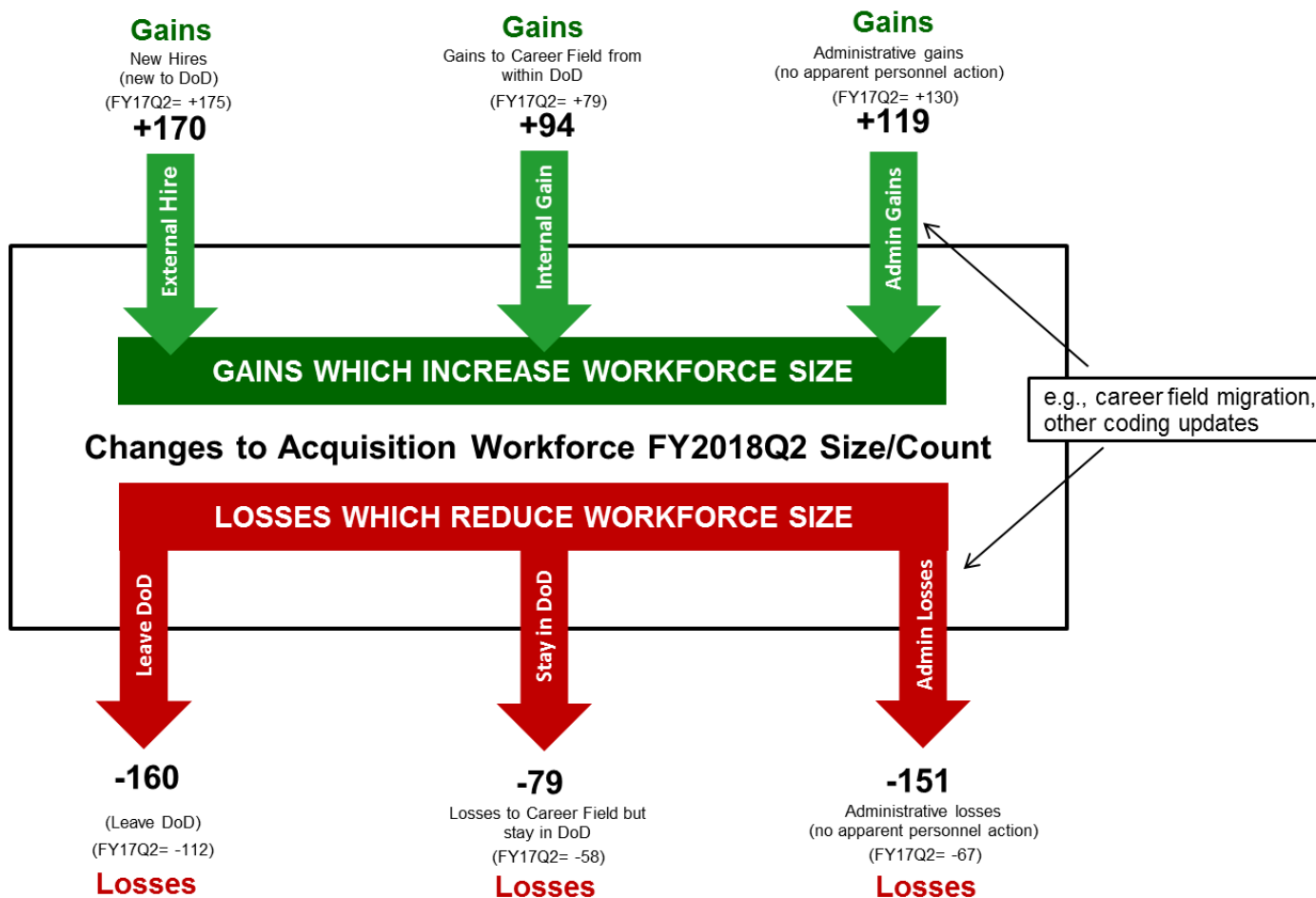
As of 30 Mar 2018



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

## Defense Acquisition Workforce (Civilian) (FY2018Q2) - Science and Technology

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



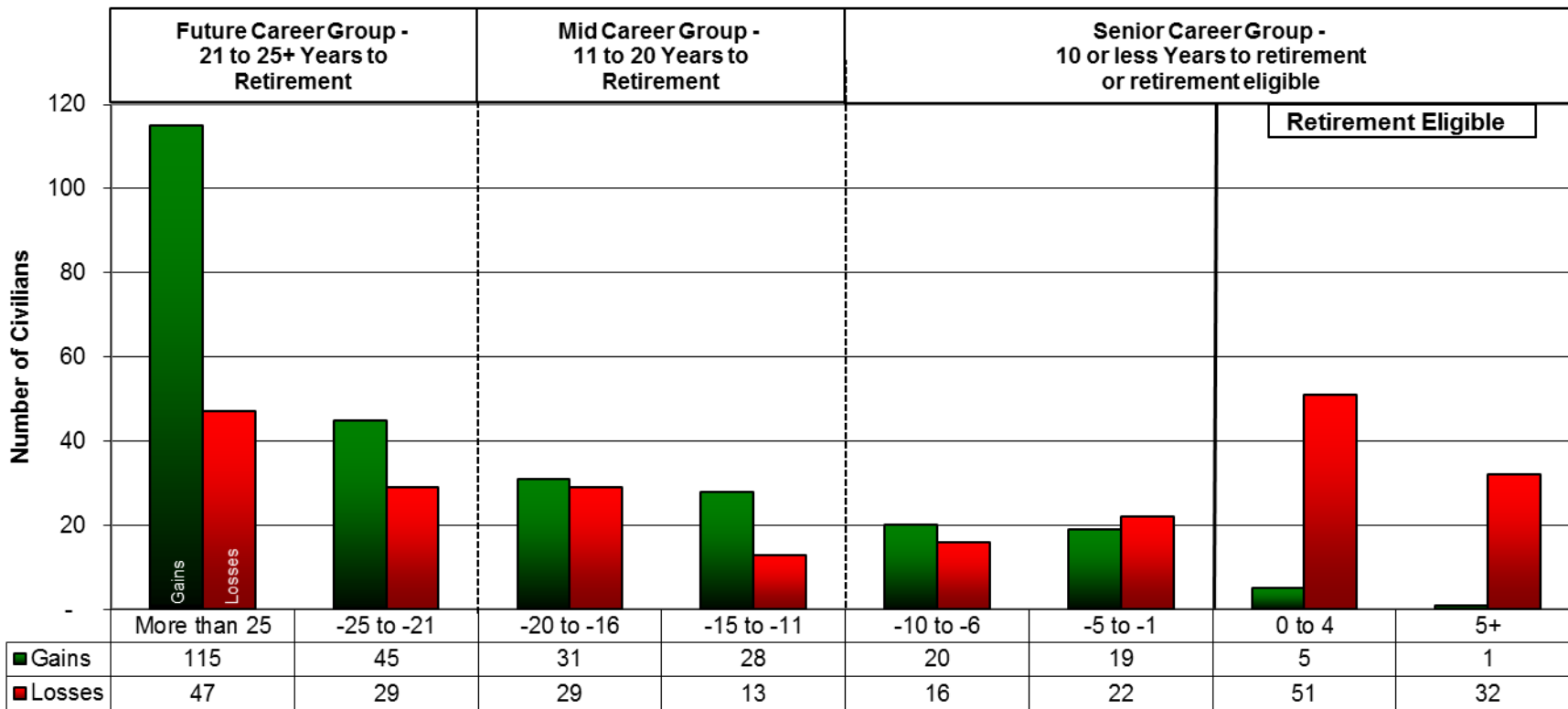


# S&T Manager Gains and Losses by YRE Groups



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

Workforce Lifecycle FY2018Q2 Gains & Losses\*

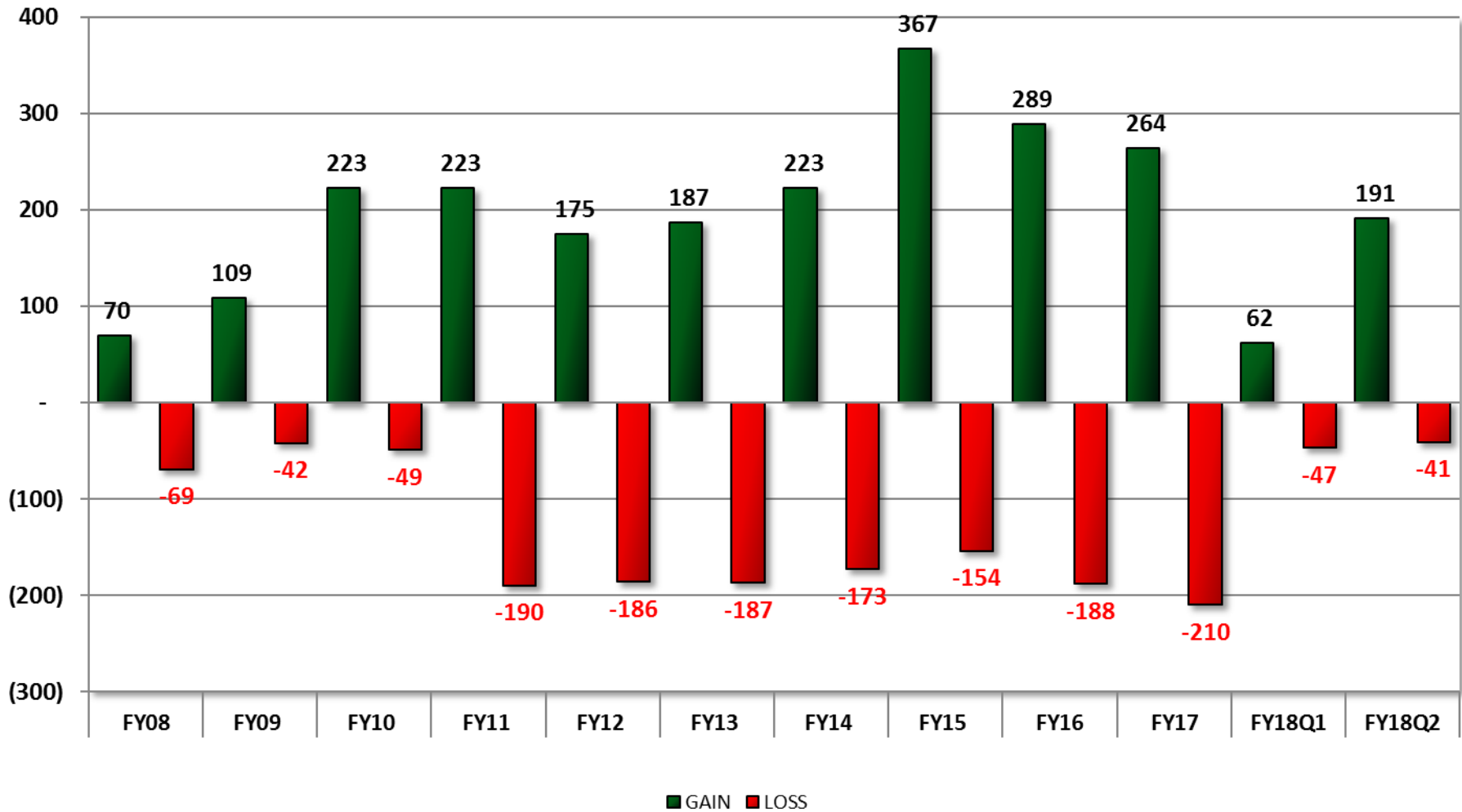


Career Lifecycle by Years to Retirement Eligibility

\*Does not include administrative gains and losses



# S&T Manager Historical Gains and Losses FY08 – FY18Q2



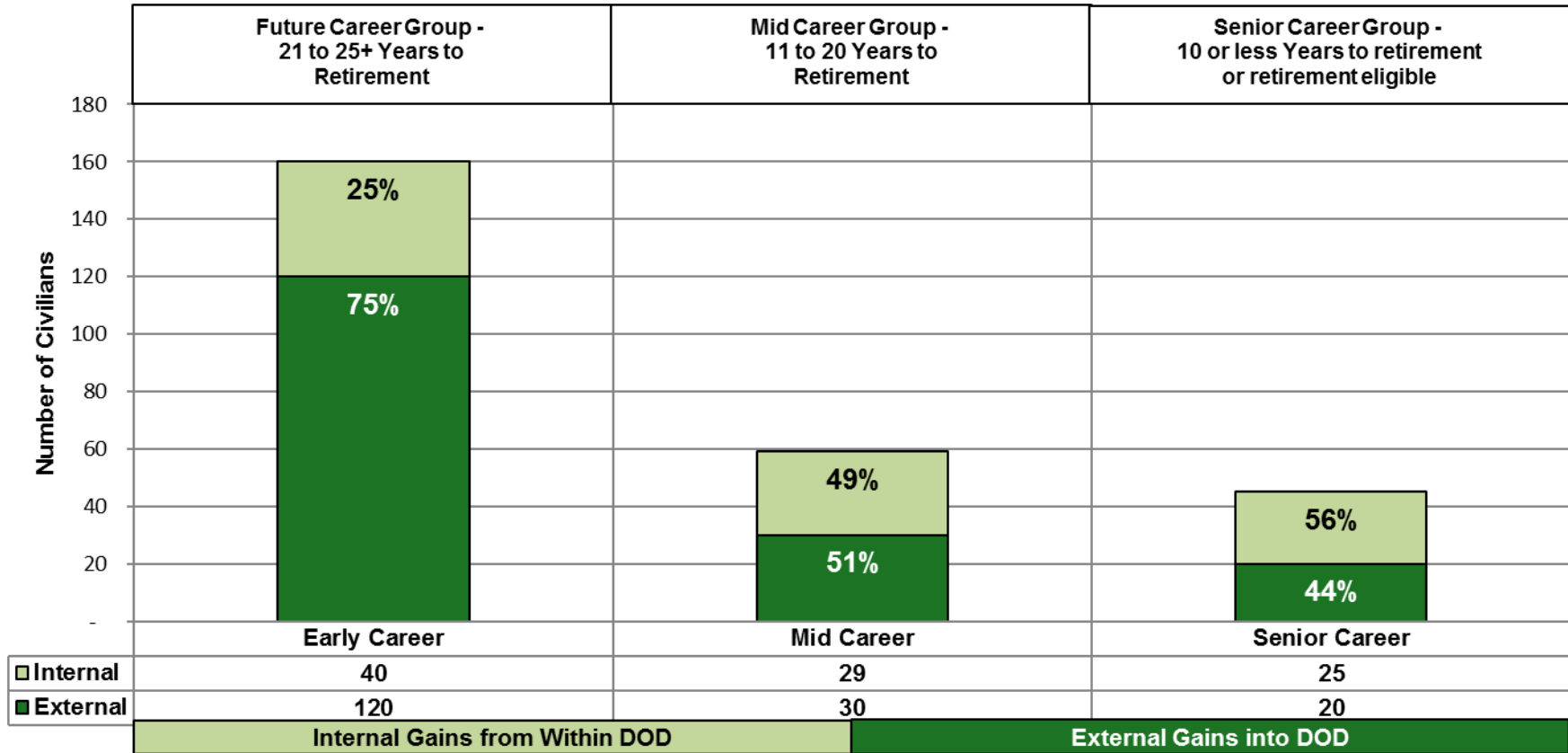
As of 31 Mar 2018



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



## Defense Acquisition Workforce (Civilian) - Science and Technology Manager Workforce Lifecycle FY2018Q2 Gains\*



\*Does not include administrative gains

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

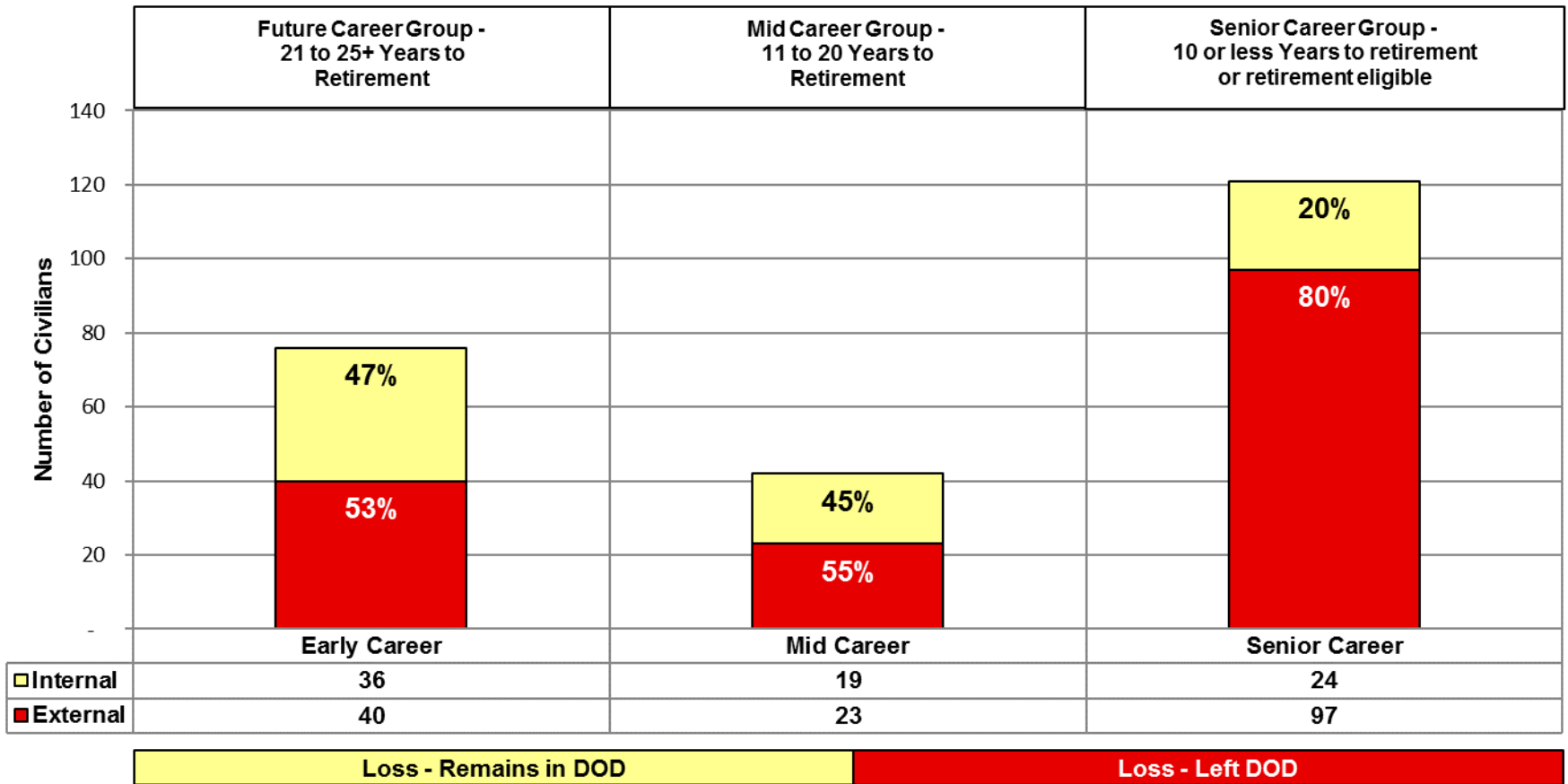


# S&T Manager Internal/External Loss % by Career Group



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

### Workforce Lifecycle FY2018Q2 Losses\*



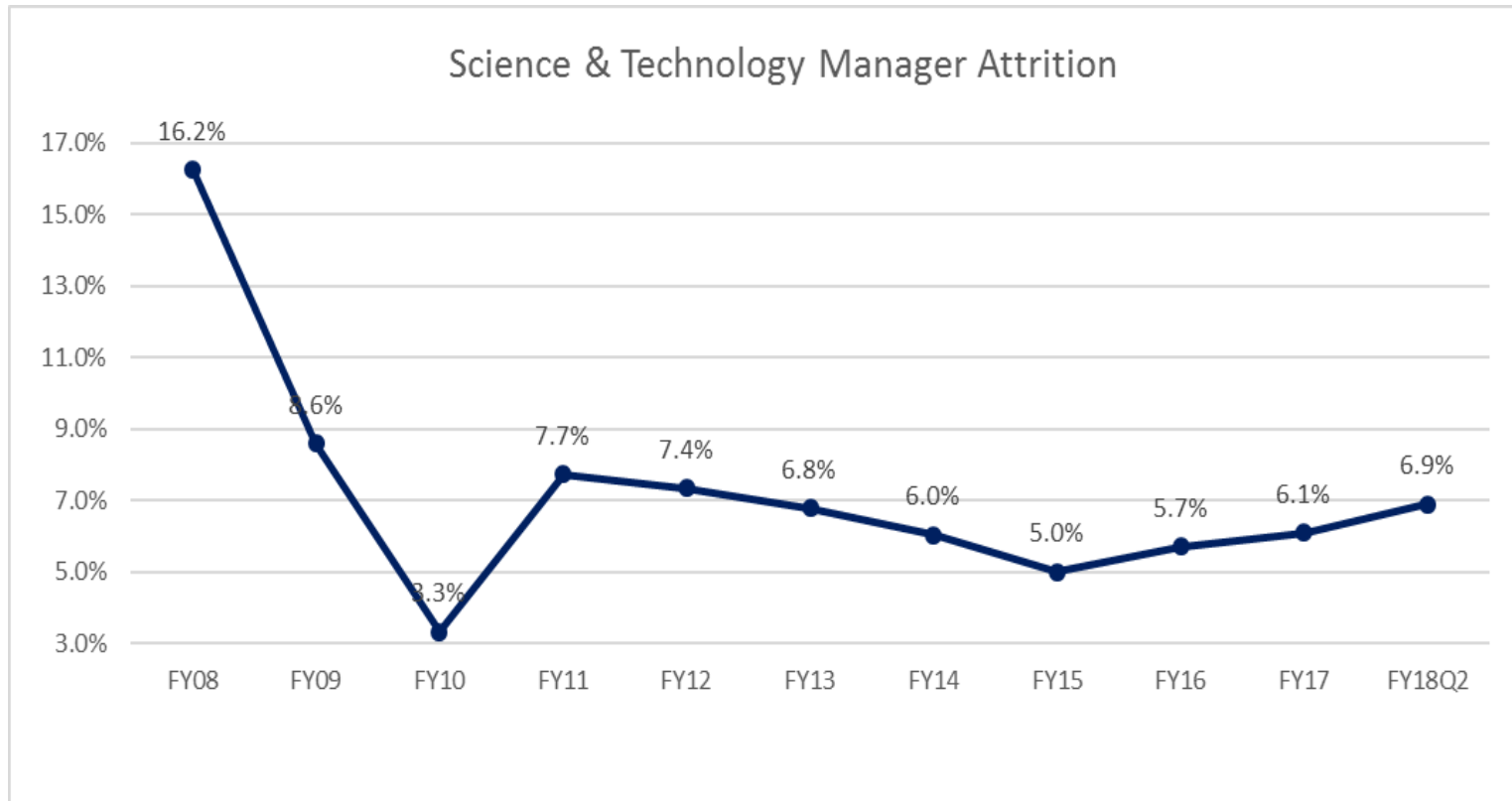
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2018Q2 and Previous FY Data)

\*Does not include administrative losses

As of 31 Mar 201



# Annual Attrition Rates



\*FY18Q2 includes attrition rate from end of FY17Q2 through FY18Q2

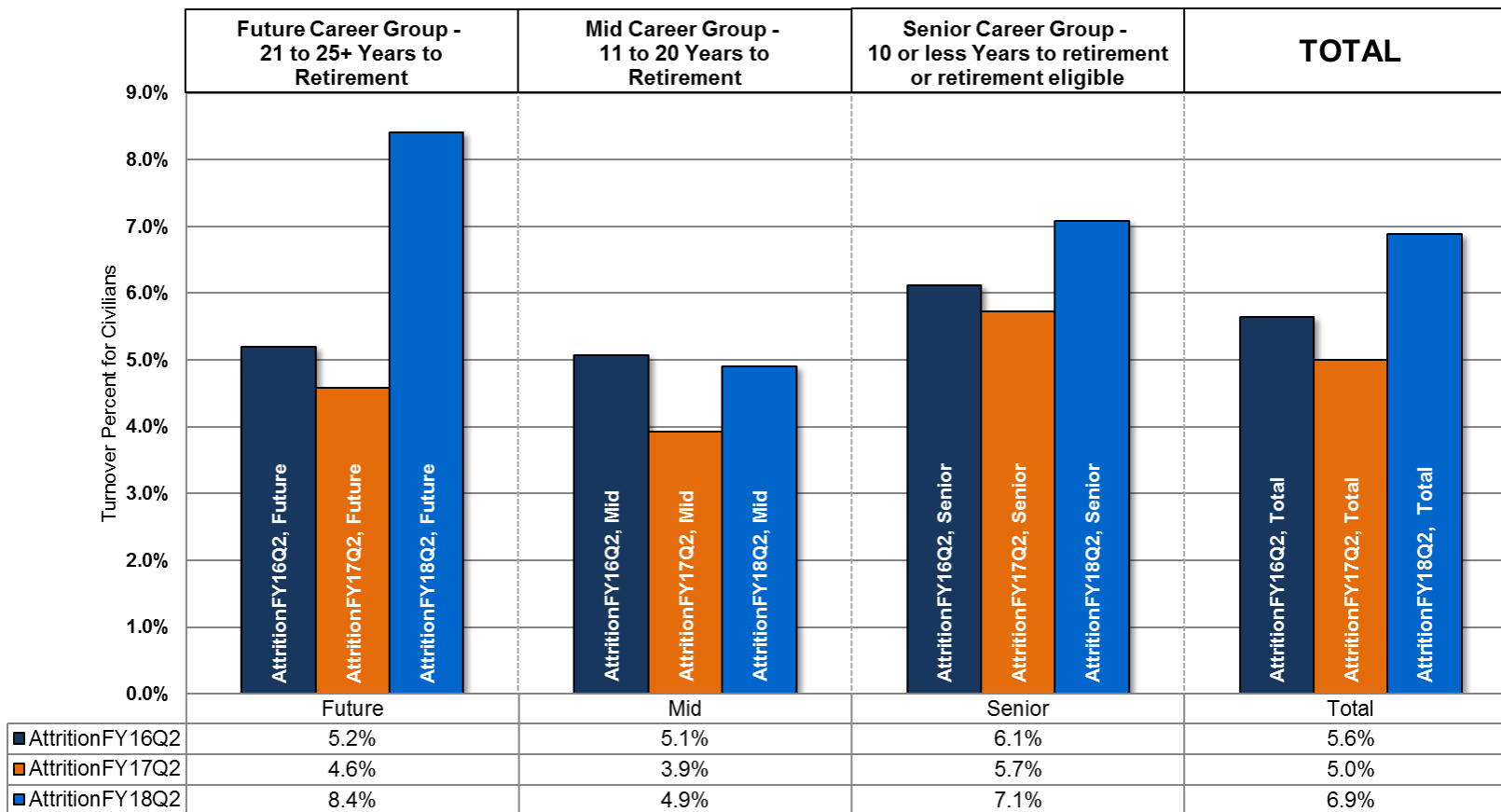




# S&T Manager Attrition Rates by Career Group



## Defense Acquisition Workforce Attrition - Science and Technology Manager (Civilian) (FY16Q2, FY17Q2, FY18Q2)(by Career Lifecycle Group)



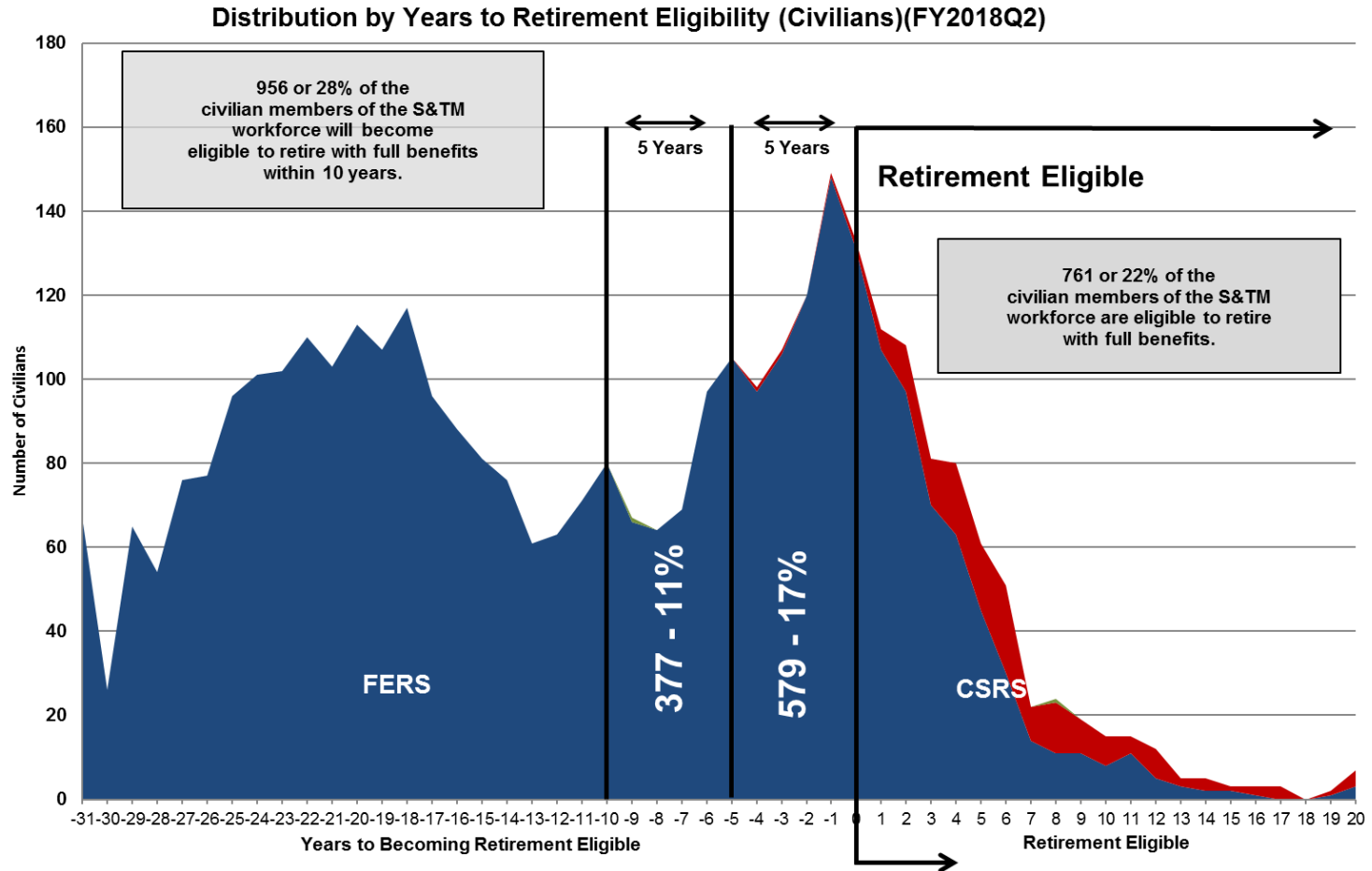
As of 31 Mar 2018



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



## Defense Acquisition Workforce - Science and Technology Manager



As of 31 Mar 2018



***END***