



Defense Acquisition Workforce Key Information

Science & Technology Manager

As of FY18Q3 (30 June 2018)



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2018Q3			
	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	3,494	483	3,977	169,063
Change in size from 2008	-	-	-	-	740%	655%	729%	34%
Civilian/Military Composition	87%	13%	-	88% / 12%	88%	12%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	97%	94%	96%	77%	98%	95%	98%	84%
Graduate Degree	66%	61%	66%	29%	81%	65%	79%	40%
Certification								
Level I or Higher Achieved	55%	25%	51%	72%	87%	66%	84%	85%
Level II or Higher Achieved	54%	19%	49%	61%	77%	36%	72%	72%
Level III Achieved	48%	14%	43%	36%	54%	7%	48%	41%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	79%	46%	75%	75%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	19%	49%	23%	22%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	4%	3%	3%
Planning Considerations								
Average Age	50	40	49	46	46	31	44	45
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/60(%)	-	-	20/23/57 (%)(Civ)	26/26/48(%)	-	-	24/26/49(%)
Average Years of Service	18	14	17	17	16	8	15	15
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	744(21%)	-	-	29,101(19%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	567(16%)	-	-	25,072(16%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	395/405	-	-	17,613/12,259

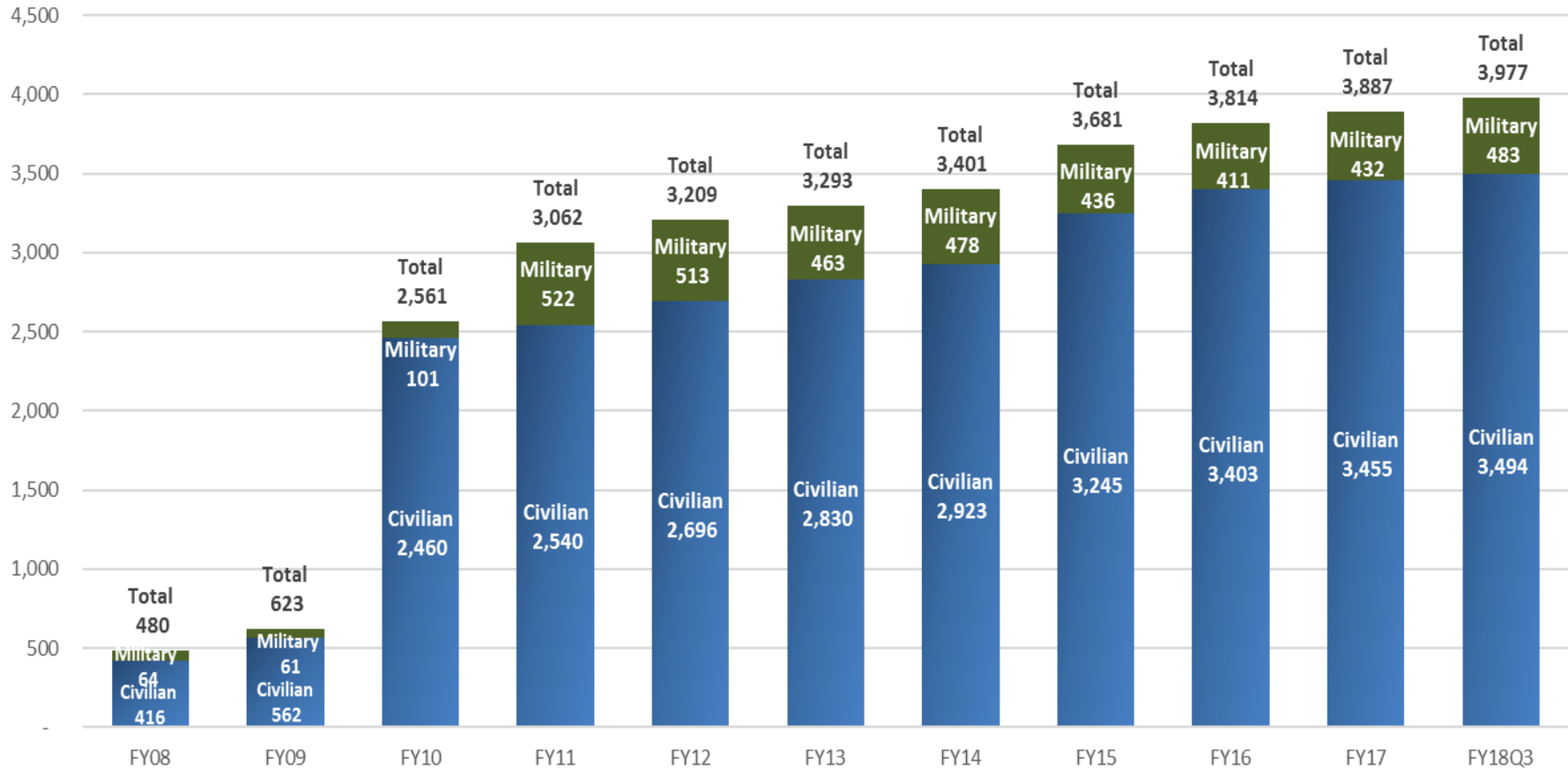
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

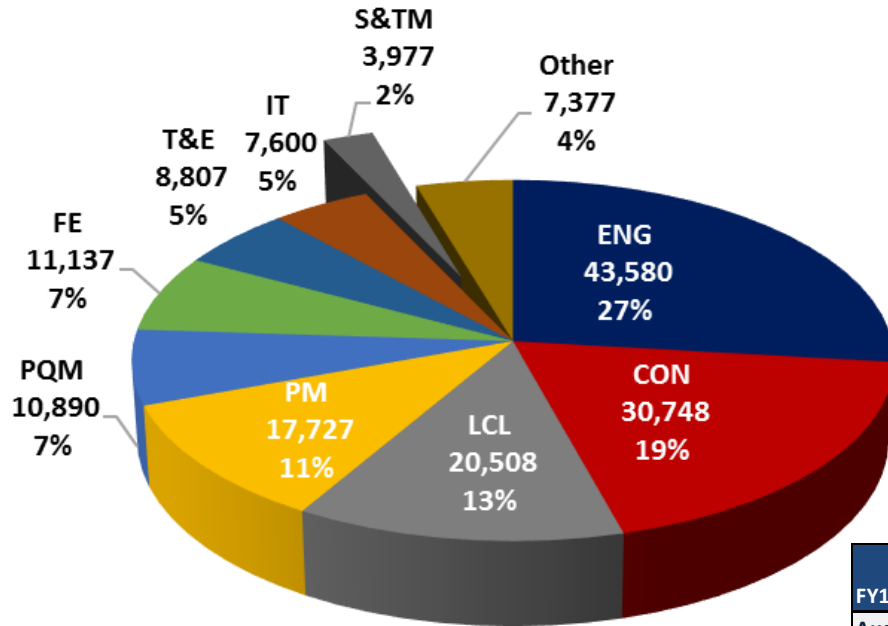


S&TM





AWF by Component and Career Field



FY18Q3	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,209	4,209	2.5%
Business - CE	250	535	34	524	91	1,434	0.8%
Business - FM	1,743	2,086	179	2,123	581	6,712	4.0%
Contracting	7,895	6,115	541	8,246	7,951	30,748	18.2%
Engineering	9,024	22,726	342	9,385	2,103	43,580	25.8%
Facilities Engineering	4,705	5,634	33	670	95	11,137	6.6%
Information Technology	1,744	3,170	223	1,400	1,063	7,600	4.5%
Life Cycle Logistics	6,907	6,124	621	3,514	3,342	20,508	12.1%
Production, Quality and Man	1,387	3,689	42	454	5,318	10,890	6.4%
Program Management	3,352	5,571	758	6,141	1,905	17,727	10.5%
Property	51	64	-	17	259	391	0.2%
Purchasing	344	381	42	52	502	1,321	0.8%
S&T Manager	497	508	3	2,851	118	3,977	2.4%
Small Business	-	-	-	-	4	4	0.0%
Test and Evaluation	1,896	3,214	127	3,201	369	8,807	5.2%
Unknown/Other	8	2	-	-	8	18	0.01%
Totals	39,803	59,819	2,945	38,578	27,918	169,063	
Component %	23.5%	35.4%	1.7%	22.8%	16.5%		



S&T Manager Workforce Historical Size by Agency FY08 – FY18Q3



S&T Manager Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18Q3	% Change Since FY08	% Change Since FY17
AIR FORCE	43	1,873	2,440	2,559	2,708	2,806	2,851	6530%	2%
NAVY	190	303	385	431	537	495	508	167%	3%
MARINE CORPS	1	8	3	3	2	4	3	200%	-25%
ARMY	143	238	247	290	447	463	497	248%	7%
DTRA	93	122	111	99	101	102	106	14%	4%
DLA	1	2	4	6	5	4	3	200%	-25%
MDA	1	1	4	2	2	2	2	100%	0%
DCMA	6	11	11	6	4	3	1	-83%	-67%
DHA	-	-	-	-	1	1	1		0%
DAU	1	1	1	1	1	1	1	0%	0%
NRO	-	-	-	-	2	2	1		-50%
OSD	-	1	-	1	1	1	1		0%
JCS	-	-	2	2	2	2	1		-50%
ASD	-	-	1	1	1	1	1		0%
DISA	-	-	-	-	-	-	-		
4th Estate Other	1	1	-	-	-	-	-	-100%	
TOTAL	480	2,561	3,209	3,401	3,814	3,887	3,977	↑ 729%	↑ 2%



S&T Manager Workforce Historical (Quarterly) Size by Agency FY16Q3 – FY18Q3



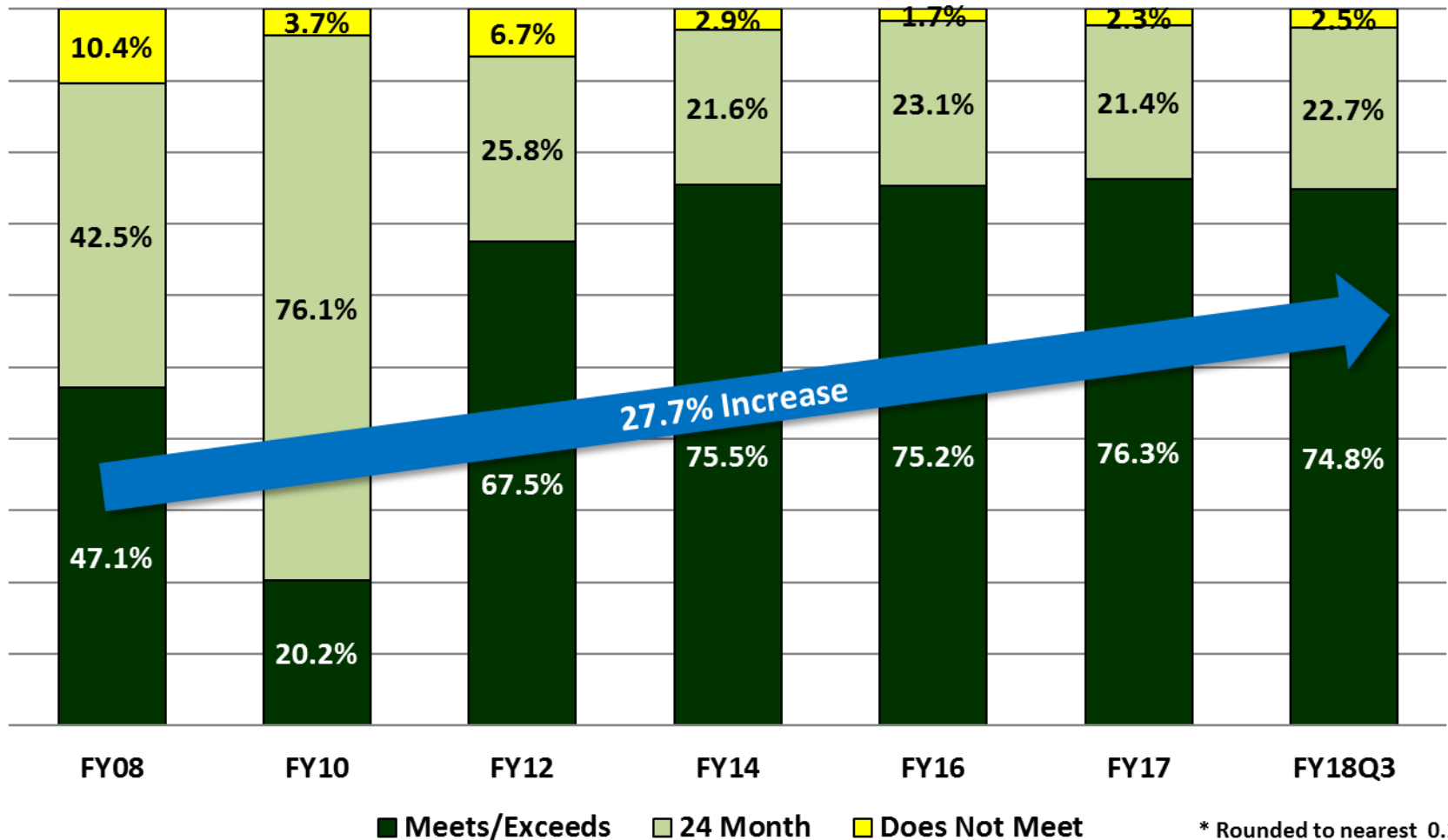
S&T Manager Defense Acq Workforce Agency	FY16Q3	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	% Change Since FY17Q3
AIR FORCE	2,680	2,708	2,591	2,762	2,767	2,806	2,668	2,830	2,851	3%
NAVY	526	537	559	550	569	495	515	514	508	-11%
MARINE CORPS	2	2	4	4	4	4	4	4	3	-25%
ARMY	442	447	451	459	459	463	469	475	497	8%
DTRA	103	101	103	100	99	102	103	105	106	7%
DLA	5	5	5	6	6	4	4	4	3	-50%
MDA	2	2	2	2	2	2	2	2	2	0%
DCMA	4	4	5	5	5	3	3	1	1	-80%
DHA	1	1	1	1	1	1	1	1	1	0%
DAU	1	1	1	1	1	1	1	1	1	0%
NRO	2	2	2	2	2	2	2	2	1	-50%
OSD	1	1	1	1	1	1	1	1	1	0%
JCS	2	2	2	2	2	2	2	1	1	-50%
ASD	1	1	1	1	1	1	1	1	1	0%
DISA	1	-	-	-	-	-	-	-	-	
TOTAL	3,773	3,814	3,728	3,896	3,919	3,887	3,776	3,942	3,977	↑ 1%



S&T Manager Historical DAWIA Certification FY08 – FY18Q3



S&T Manager



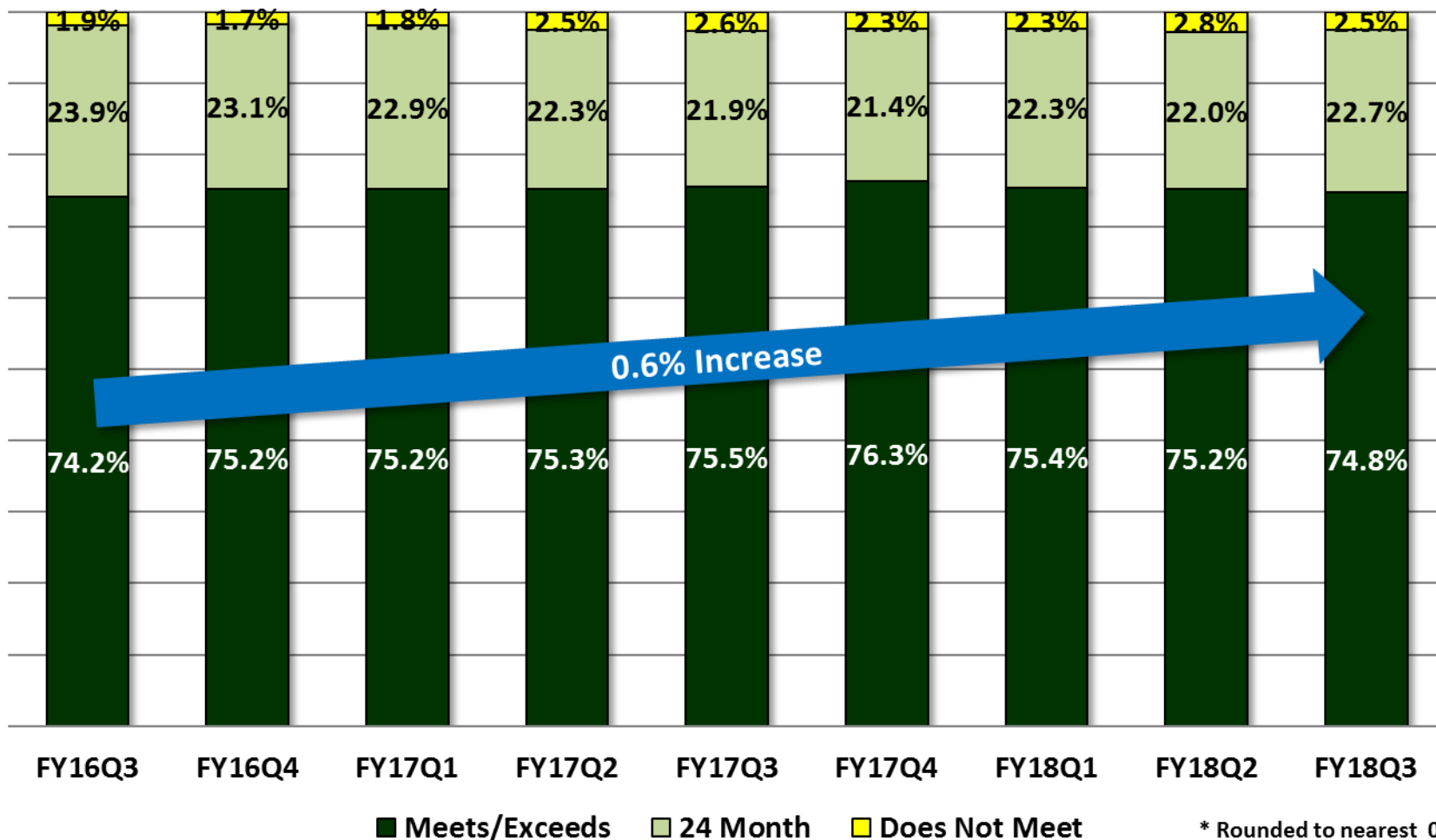
27.7% Increase



S&T Manager Historical (Quarterly) DAWIA Certification FY16Q3 – FY18Q3



S&T Manager

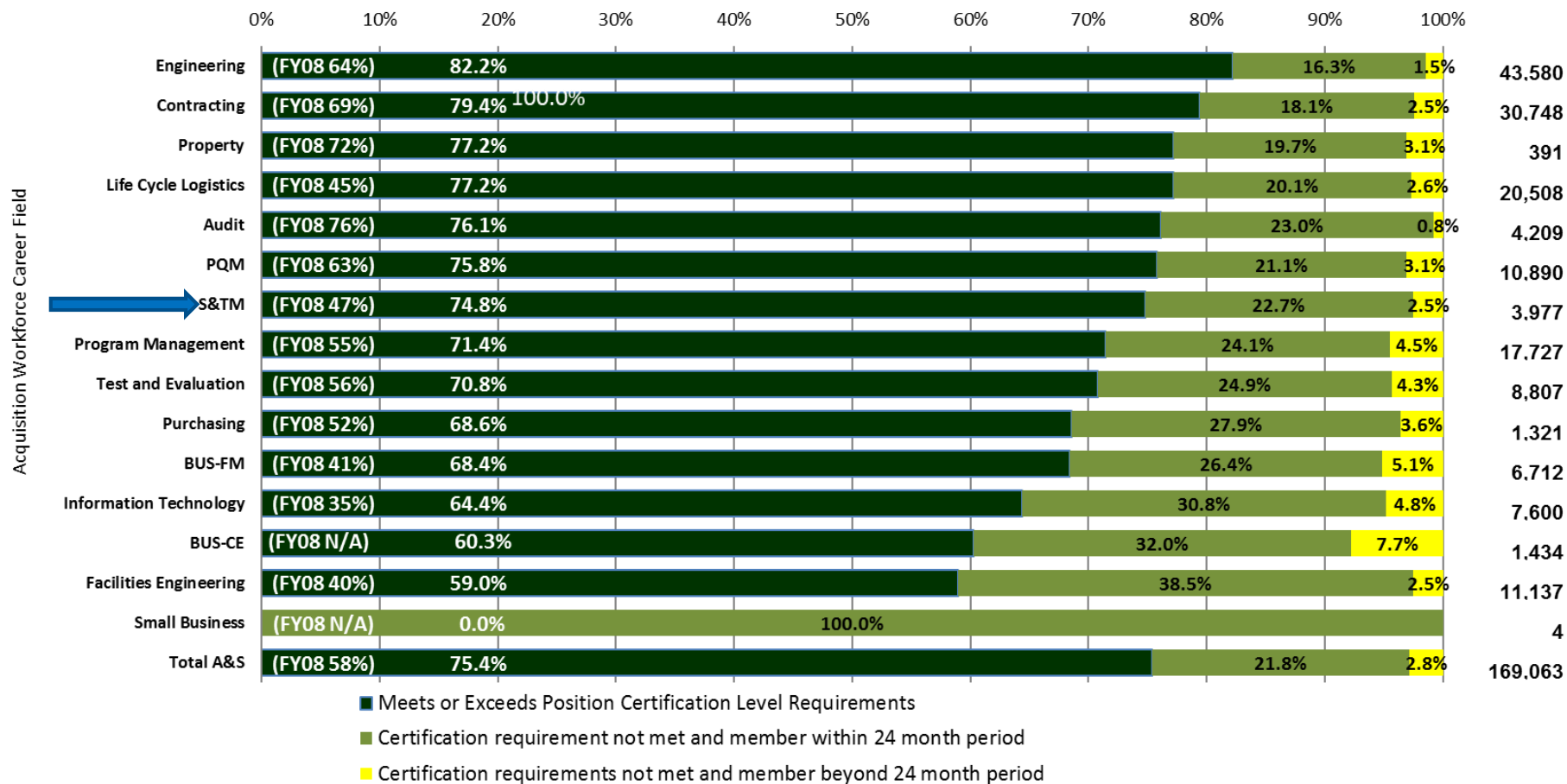




DAWIA Certification by Career Field



Certification Level "Meet/Exceed" Rates by Career Field A&S (FY18Q3)

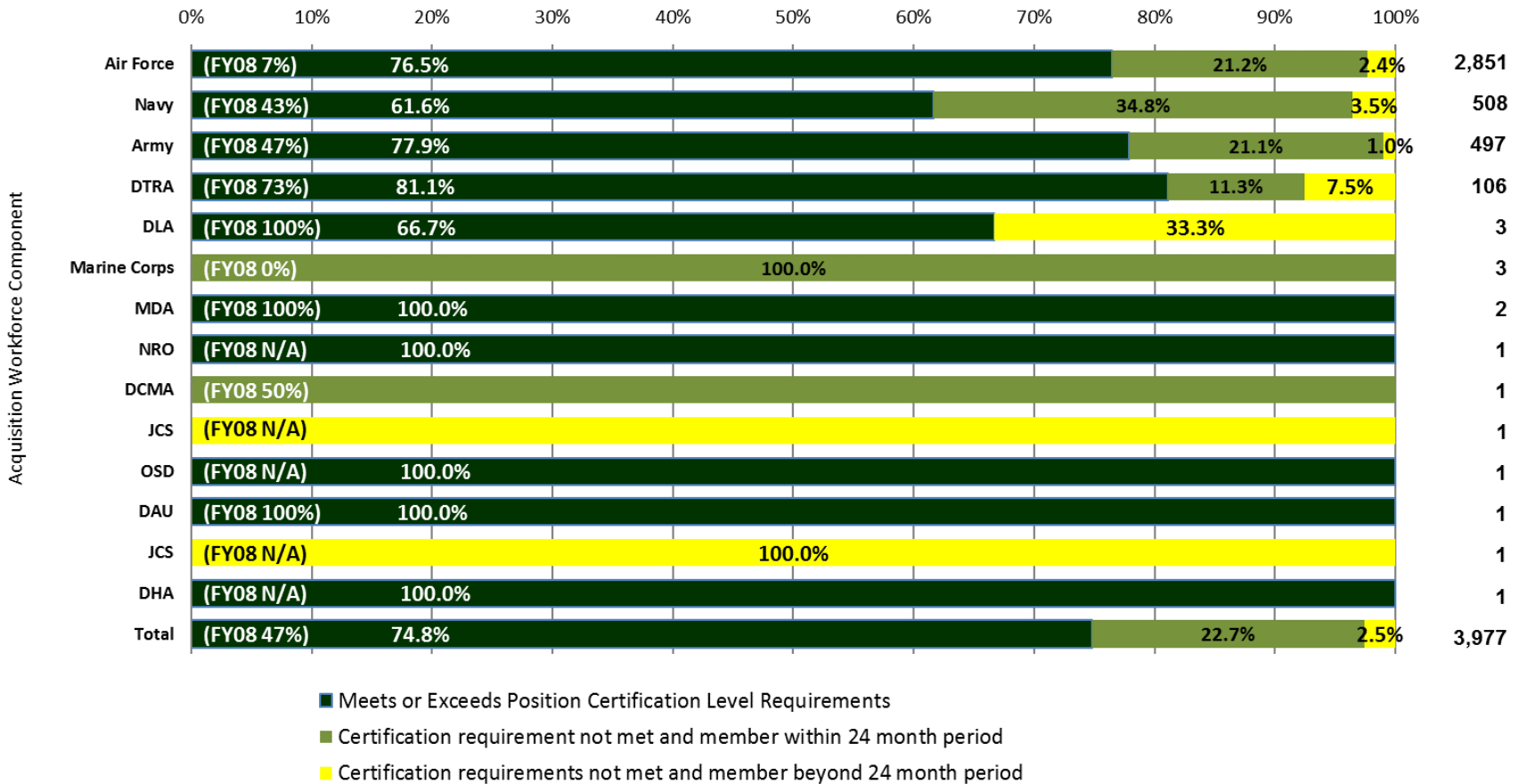




S&T Manager DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component S&TM (FY18Q3)





S&T Manager DAWIA Certification Matrix + Bench Strength

S&TM Required Certification Level	Achieved Certification Level				FY18Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	198	252	66	44	560	64.6%
Level II	294	199	748	312	1,553	68.3%
Level III	132	53	127	1,552	1,864	83.3%
<i>Unspecified</i>	-	-	-	-	-	
FY18Q3 TOTAL	624	504	941	1,908	3,977	74.8%
	15.7%	12.7%	23.7%	48.0%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	127,526	75.4%	
Army	31,313	78.7%	
Navy	44,740	74.8%	
Marine Cor	2,059	69.9%	
Air Force	27,405	71.0%	
4th Estate	22,009	78.8%	
S&TM	2,974	74.8%	7 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	362	195	3	560	14.1%
Level II	1,060	450	43	1,553	39.0%
Level III	1,552	257	55	1,864	46.9%
<i>Unspecified</i>	-	-	-	-	0.0%
S&TM TOTAL	2,974	902	101	3,977	
	74.8%	22.7%	2.5%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%

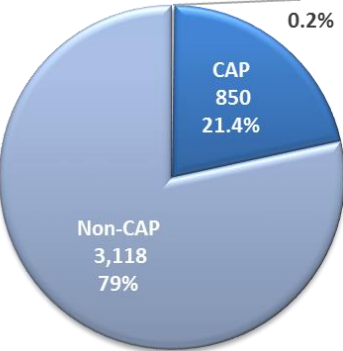


S&T Manager Demographics



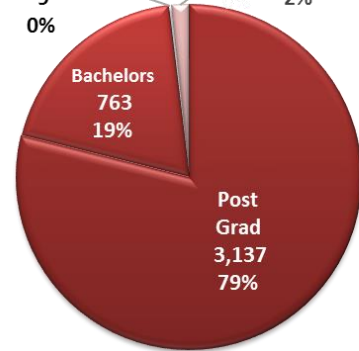
CAP - KLP

KLP 9
0.2%

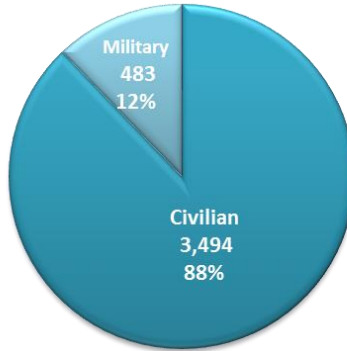


Education

High School 9
0%
Other 64
2%

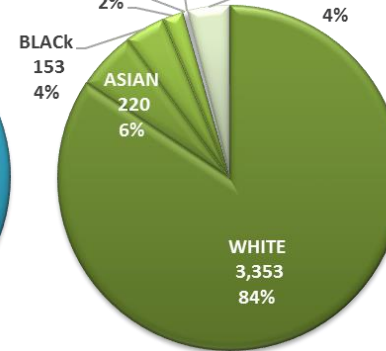


MIL / CIV



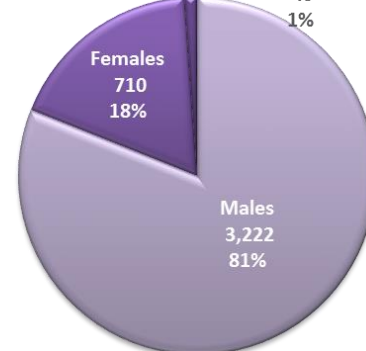
Race

AMI/AN 10
0.3%
MULTI 76
2%
PI 7
0%
Unspecified 158
4%



Gender

Unspecified 45
1%



Occupied Position Type	S&TM		Entire DAW	
Key Leadership Positions (KLPs)	9	0.2%	1,195	0.7%
Critical Acquisition Positions (CAPs) *	850	21.4%	16,558	9.8%
Non-CAP Positions	3,118	78.4%	151,120	89.4%
Unknown	-	0.0%	190	0.1%
TOTAL	3,977		169,063	

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

Highest Level of Education	S&TM		Entire DAW	
Post Grad	3,137	78.9%	67,982	40.2%
Bachelors	763	19.2%	74,020	43.8%
Some College	4	0.1%	11,918	7.0%
High School	9	0.2%	12,519	7.4%
Other	64	1.6%	2,624	1.6%
TOTAL	3,977		169,063	

Military / Civilian	S&TM		Entire DAW	
Civilian	3,494	87.9%	153,396	90.7%
Military	483	12.1%	15,667	9.3%
TOTAL	3,977		169,063	

Race	S&TM		Entire DAW	
WHITE	3,353	84.3%	123,628	73.1%
ASIAN	220	5.5%	20,326	12.0%
BLACK	153	3.8%	11,372	6.7%
MULTI	76	1.9%	4,607	2.7%
AMI/AN	10	0.3%	1,016	0.6%
PI	7	0.2%	849	0.5%
Unspecified	158	4.0%	7,265	4.3%
TOTAL	3,977		169,063	

Gender	S&TM		Entire DAW	
Males	3,222	81.0%	118,376	70.0%
Females	710	17.9%	48,615	28.8%
Unspecified	45	1.1%	2,072	1.2%
TOTAL	3,977		169,063	



S&T Manager Size by Occupational Series

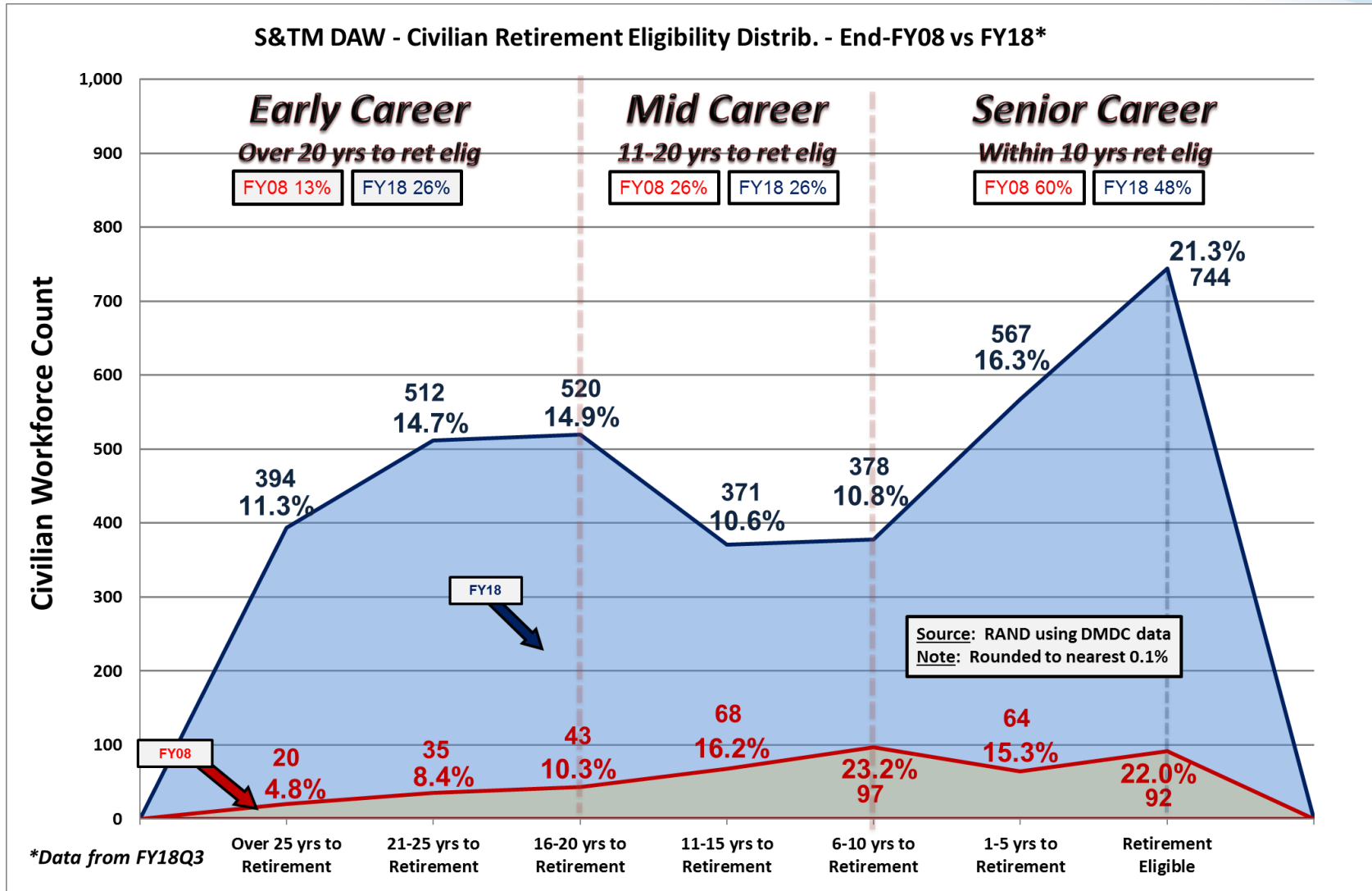
Civilian Occupational Series	S&TM	
0855 - Engineer, Electronics	699	20.0%
0801 - Engineer, General	475	13.6%
0861 - Engineer, Aerospace	371	10.6%
0830 - Engineer, Mechanical	219	6.3%
0806 - Engineer, Materials	200	5.7%
1550 - Computer Scientist	201	5.8%
1310 - Physicist	189	5.4%
1301 - Physical Scientist, General	186	5.3%
0854 - Engineer, Computers	122	3.5%
1320 - Chemist	119	3.4%
<i>Other</i>	713	20.4%
TOTAL CIVILIAN	3,494	Civilians



**RAND NDRI Forces and Resources
Policy Center Data
Retirement / Loss Slides
FY18Q3**



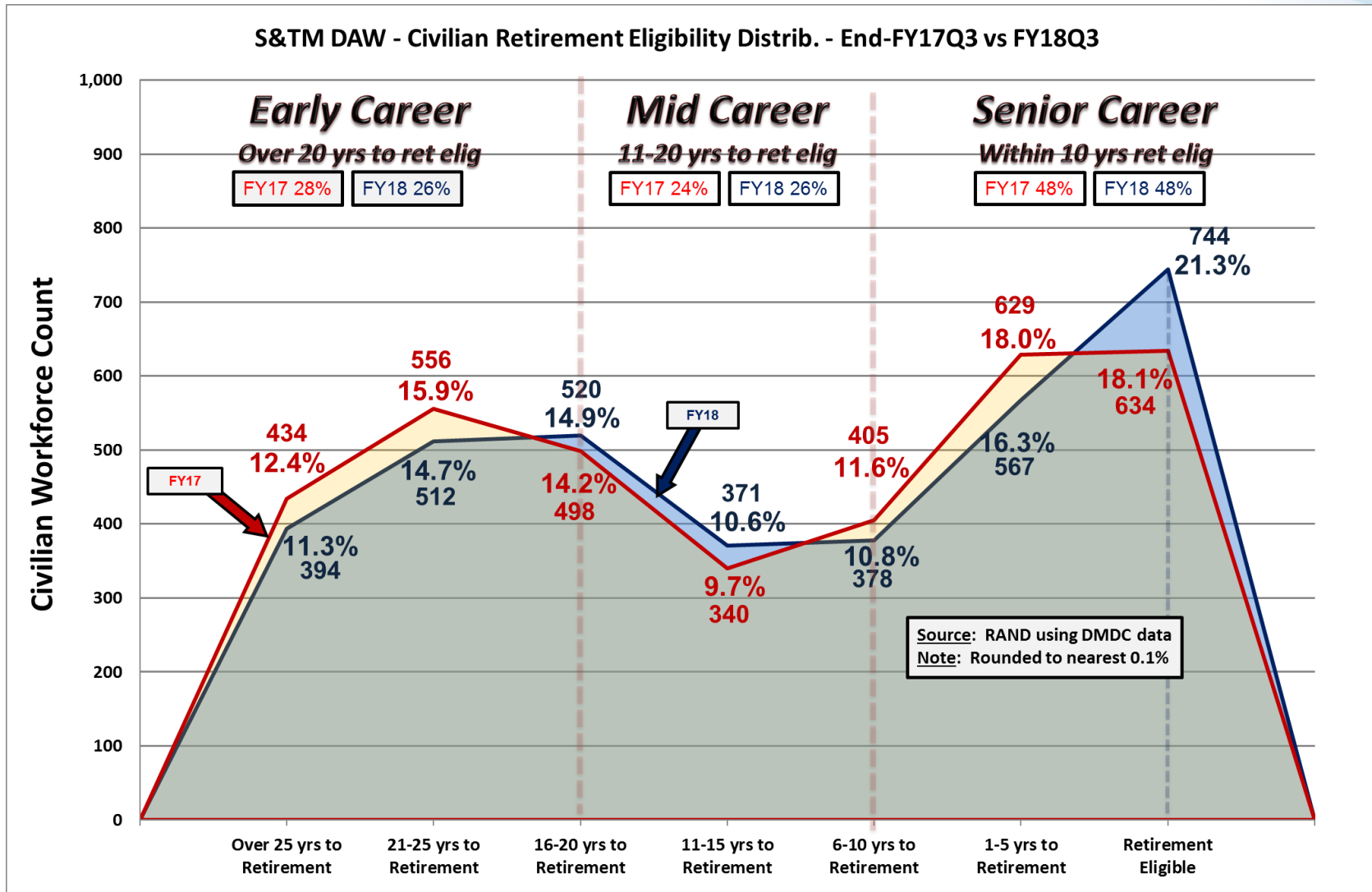
S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Jun 2018



S&T Manager Civilian Retirement Eligibility Distribution 1 yr – FY17Q3 / FY18Q3



As of 30 Jun 2018

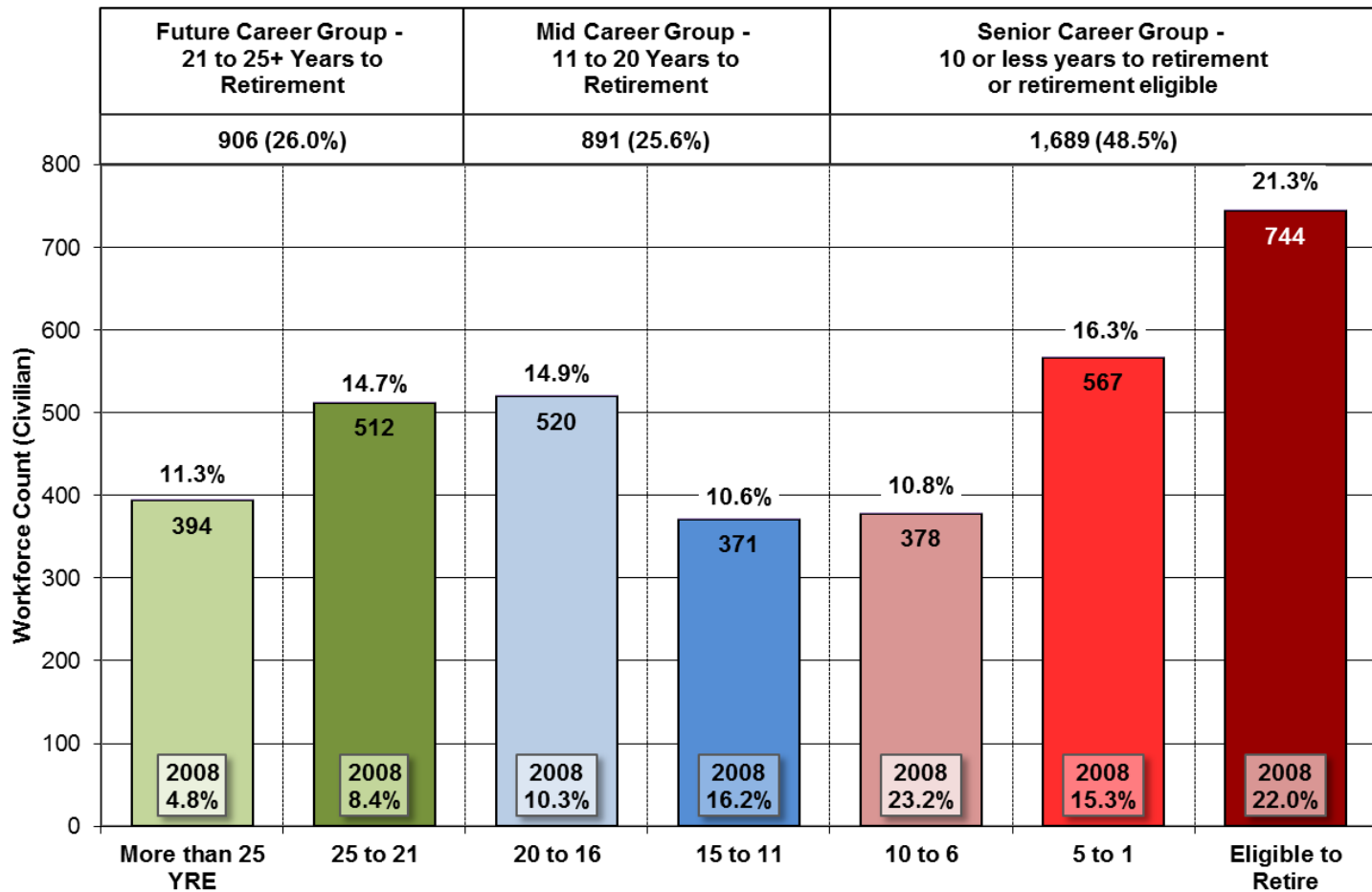


S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q3) - Science and Technology Manager



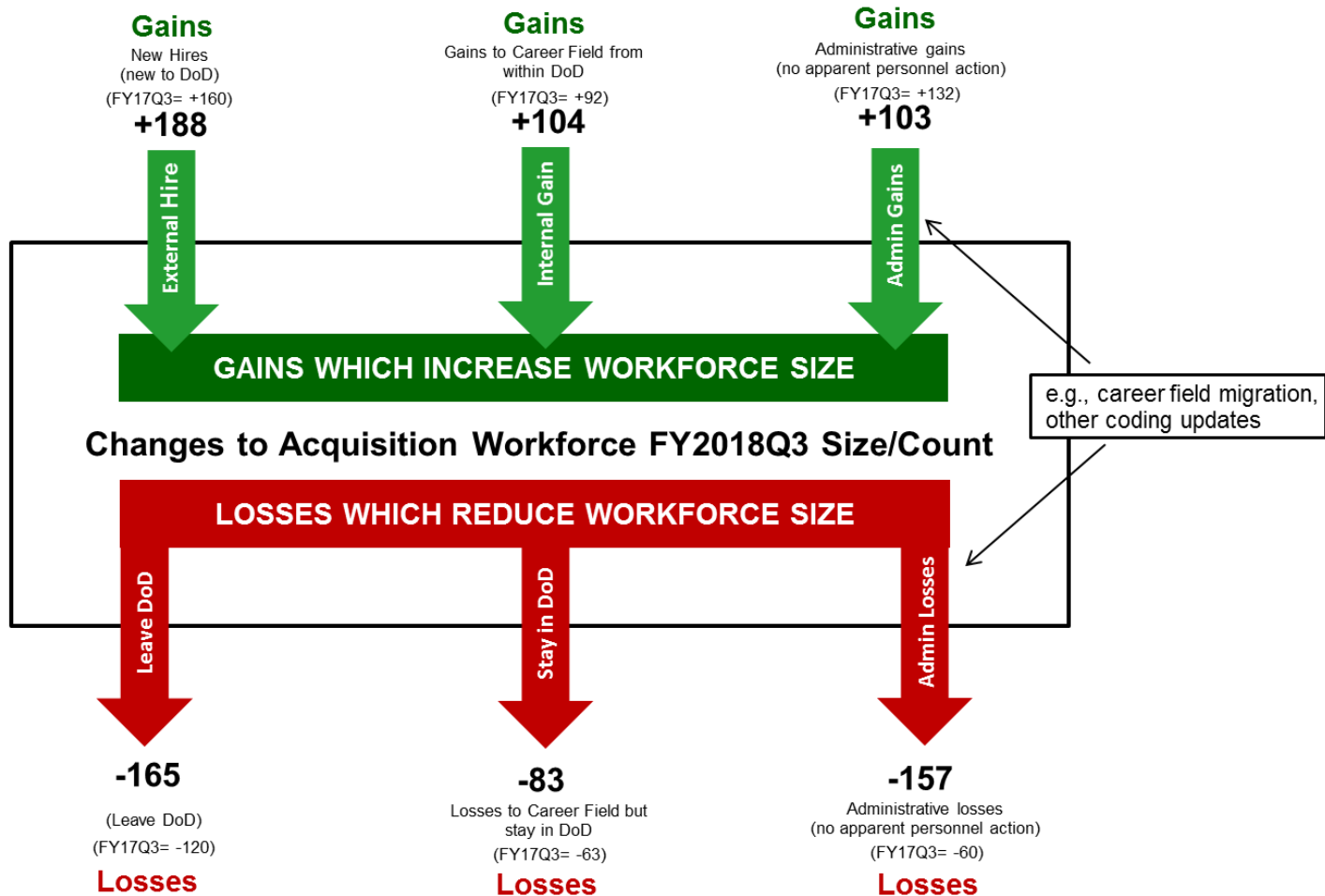
As of 30 Jun 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q3) - Science and Technology

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



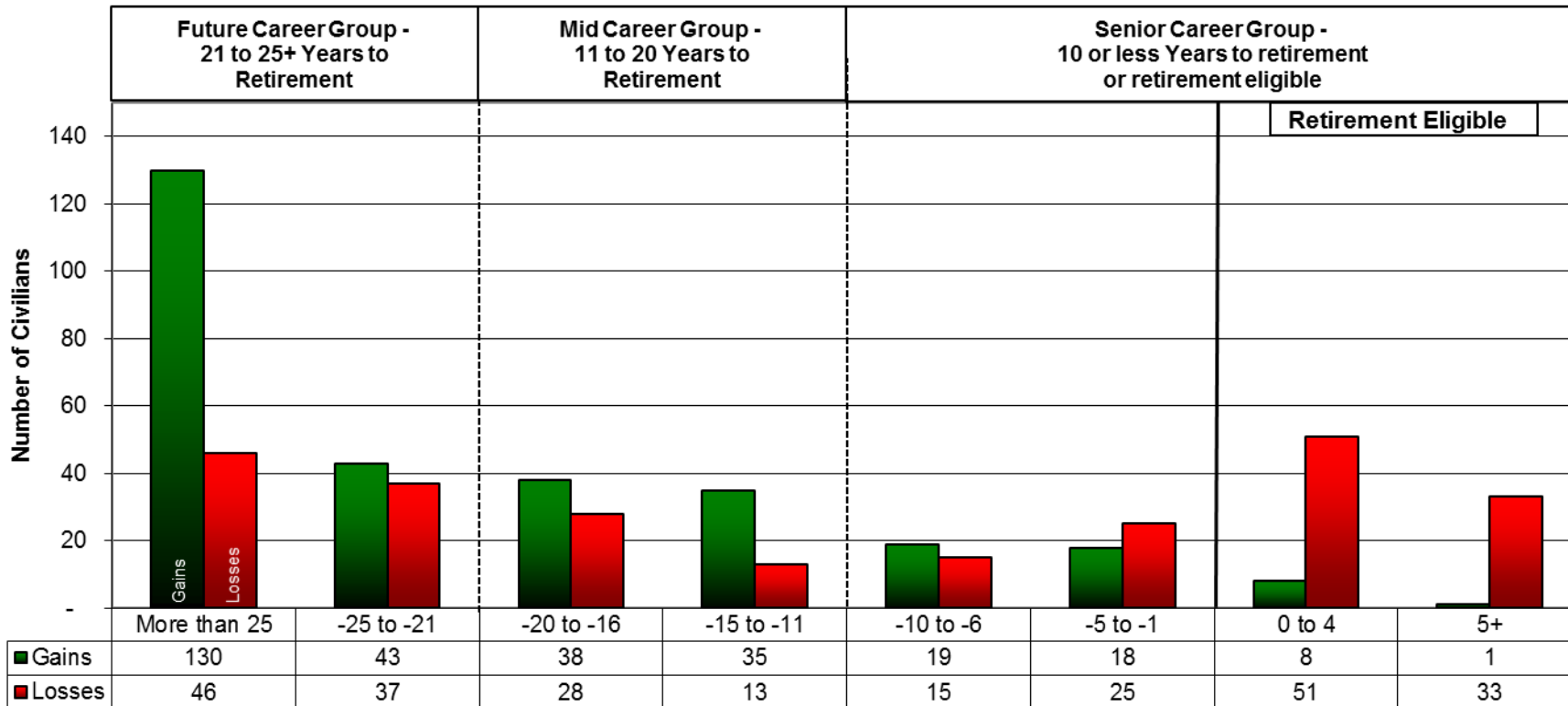


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Science and Technology Manager

Workforce Lifecycle FY2018Q3 Gains & Losses*

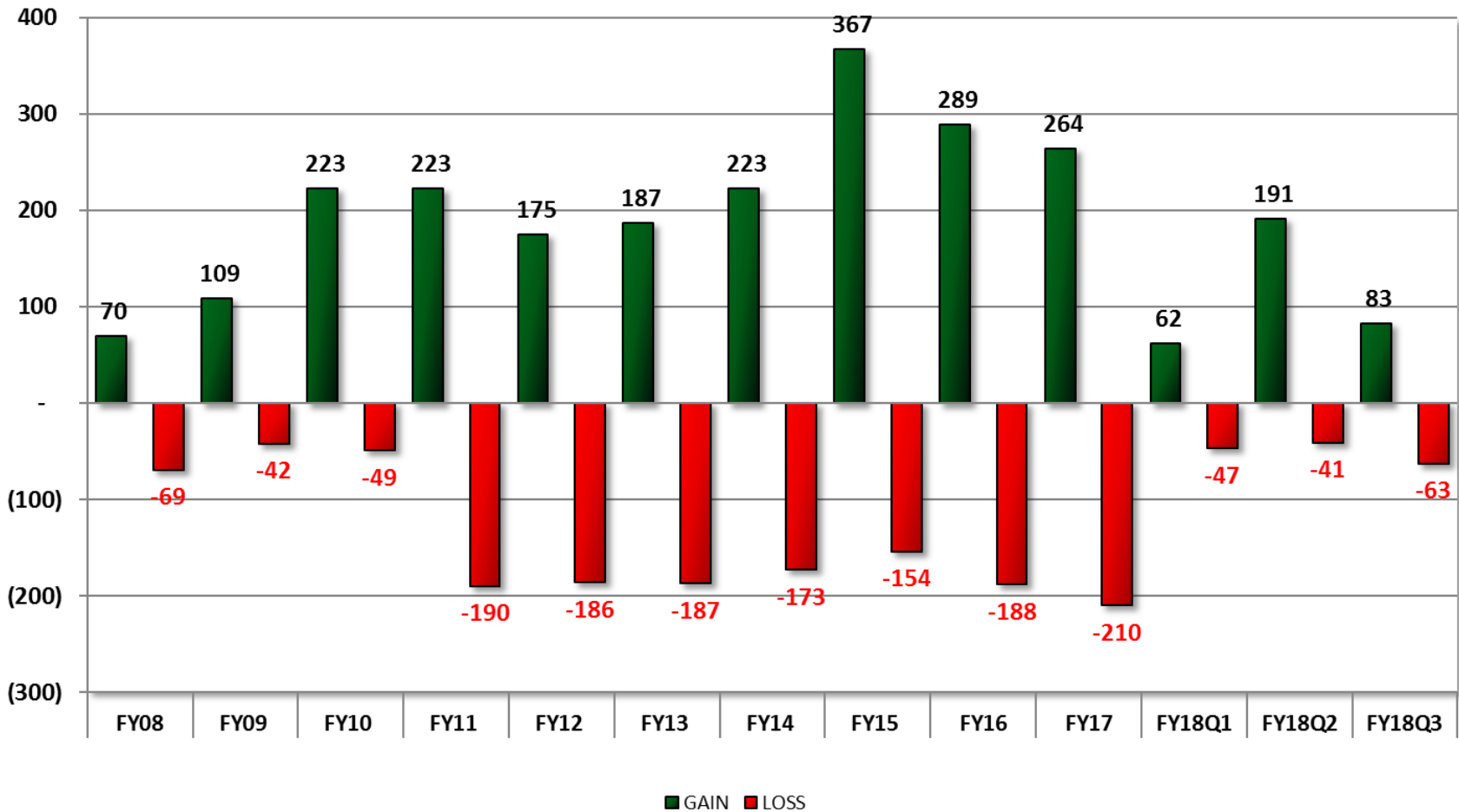


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



S&T Manager Historical Gains and Losses FY08 – FY18



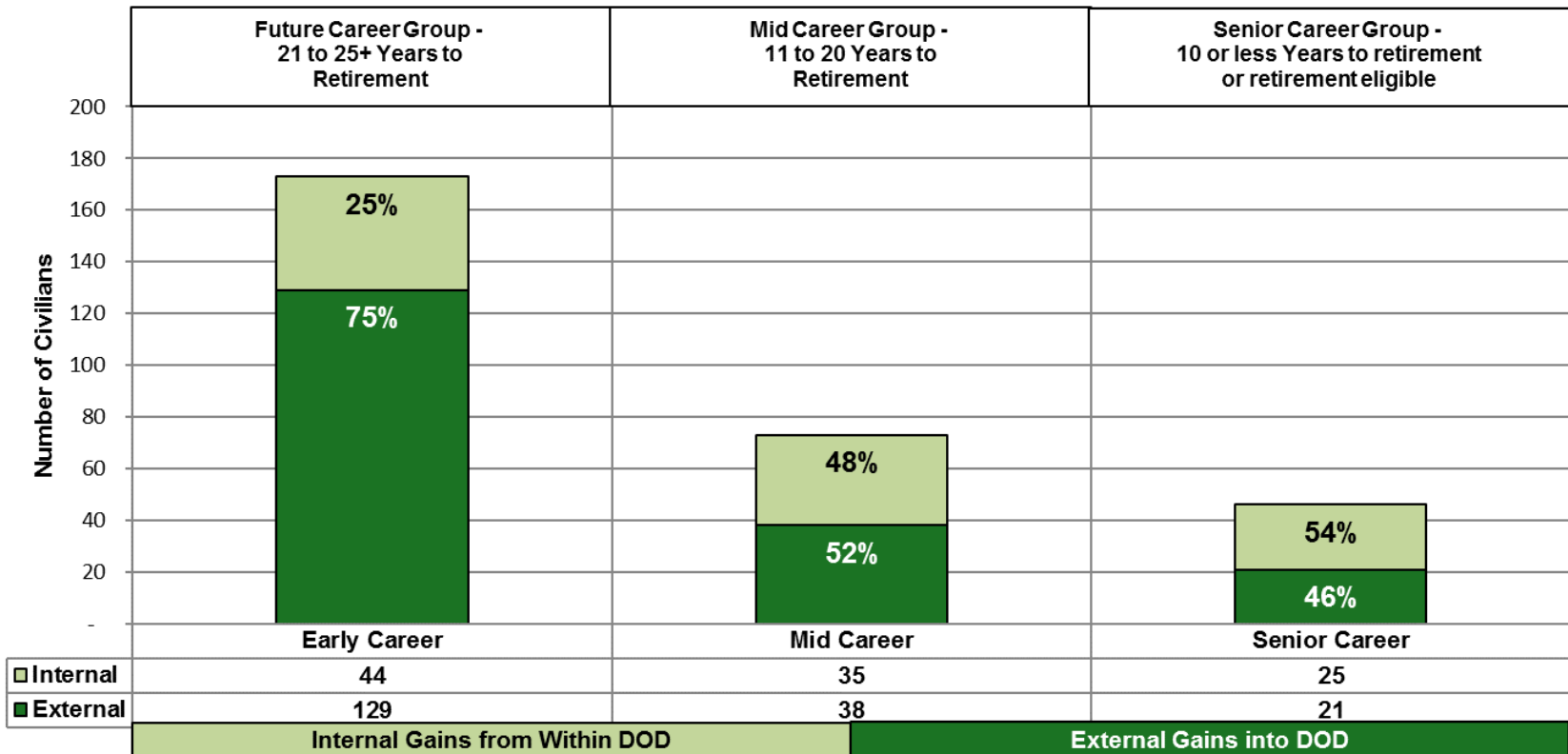
As of 30 Jun 2018



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



Defense Acquisition Workforce (Civilian) - Science and Technology Manager
 Workforce Lifecycle FY2018Q3 Gains*



*Does not include administrative gains

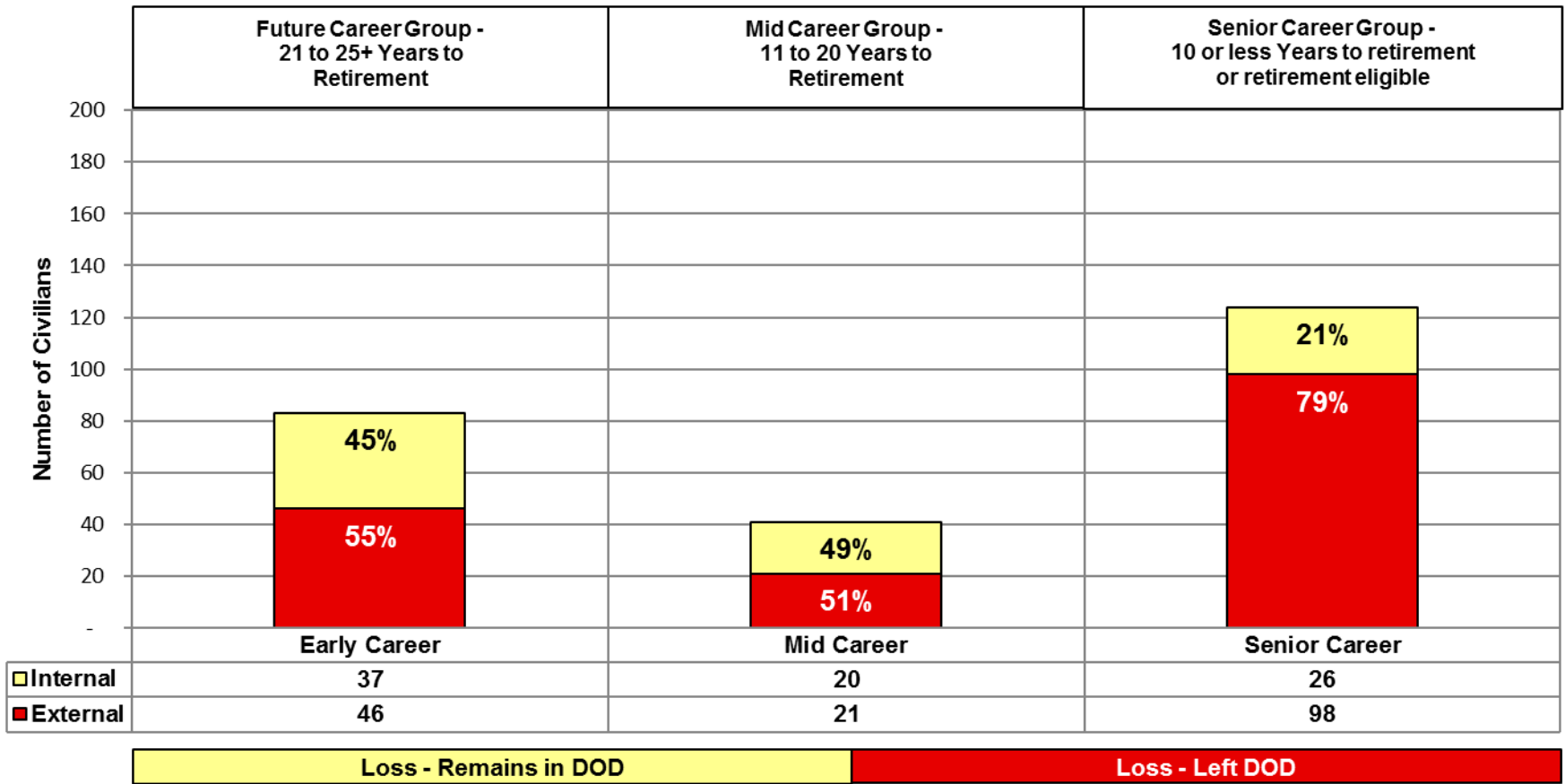


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Science and Technology Manager

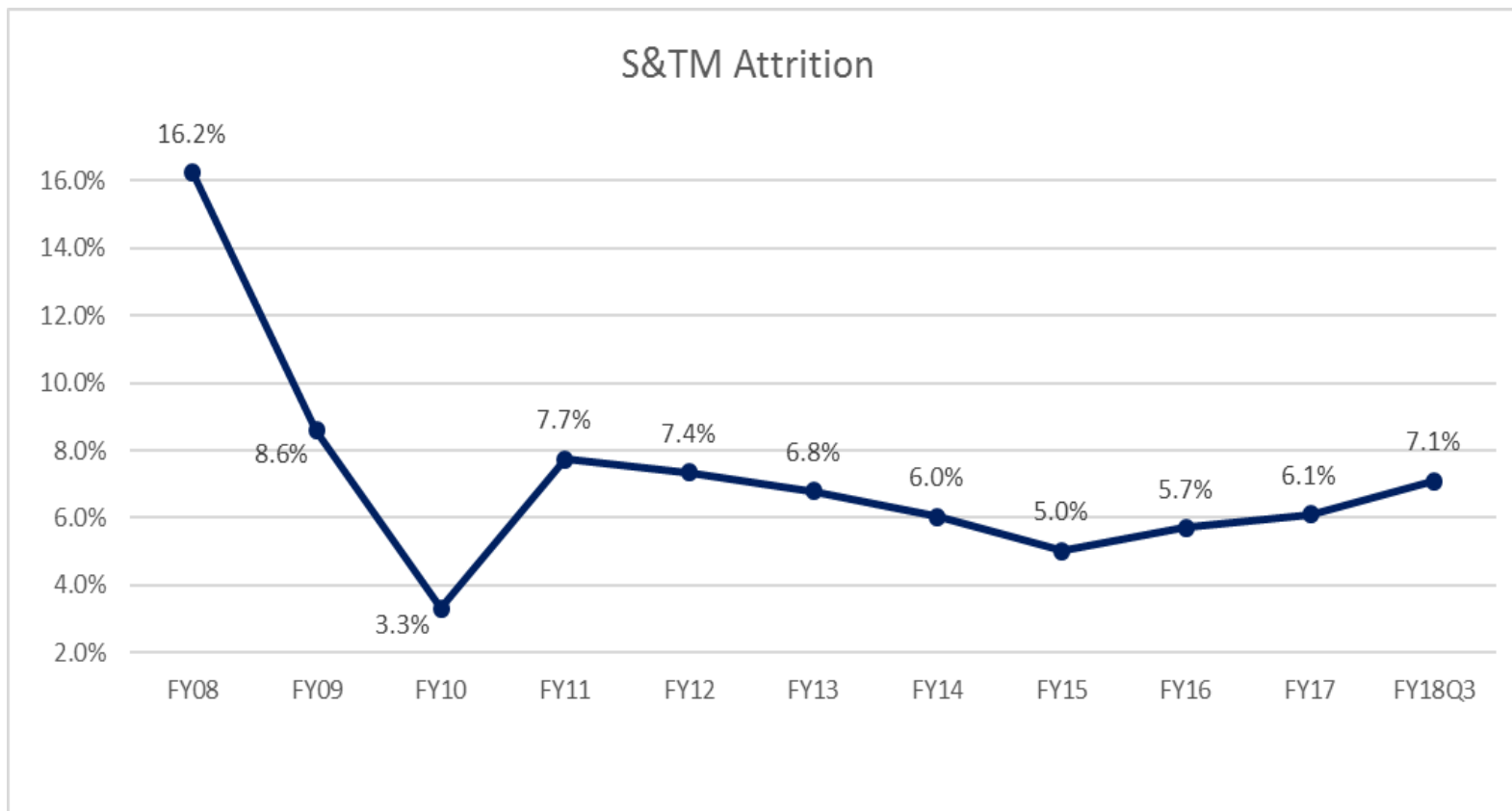
Workforce Lifecycle FY2018Q3 Losses*



*Does not include administrative losses



Annual Attrition Rates

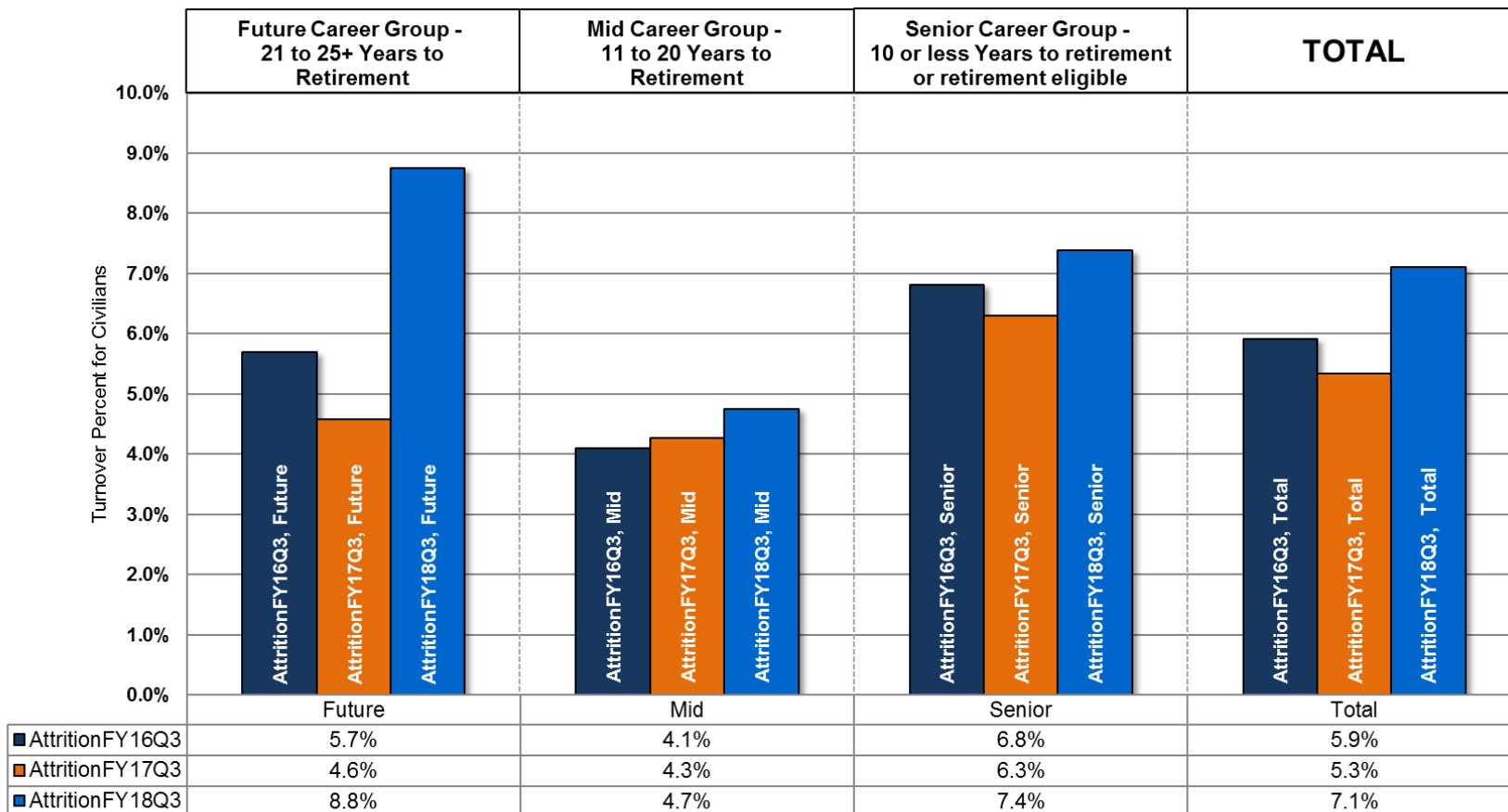


*FY18Q3 includes attrition rate from end of FY17Q3 through FY18Q3



S&T Manager Attrition Rates by Career Group

Defense Acquisition Workforce Attrition - Science and Technology Manager (Civilian) (FY16Q3, FY17Q3, FY18Q3)(by Career Lifecycle Group)



As of 30 Jun 2018

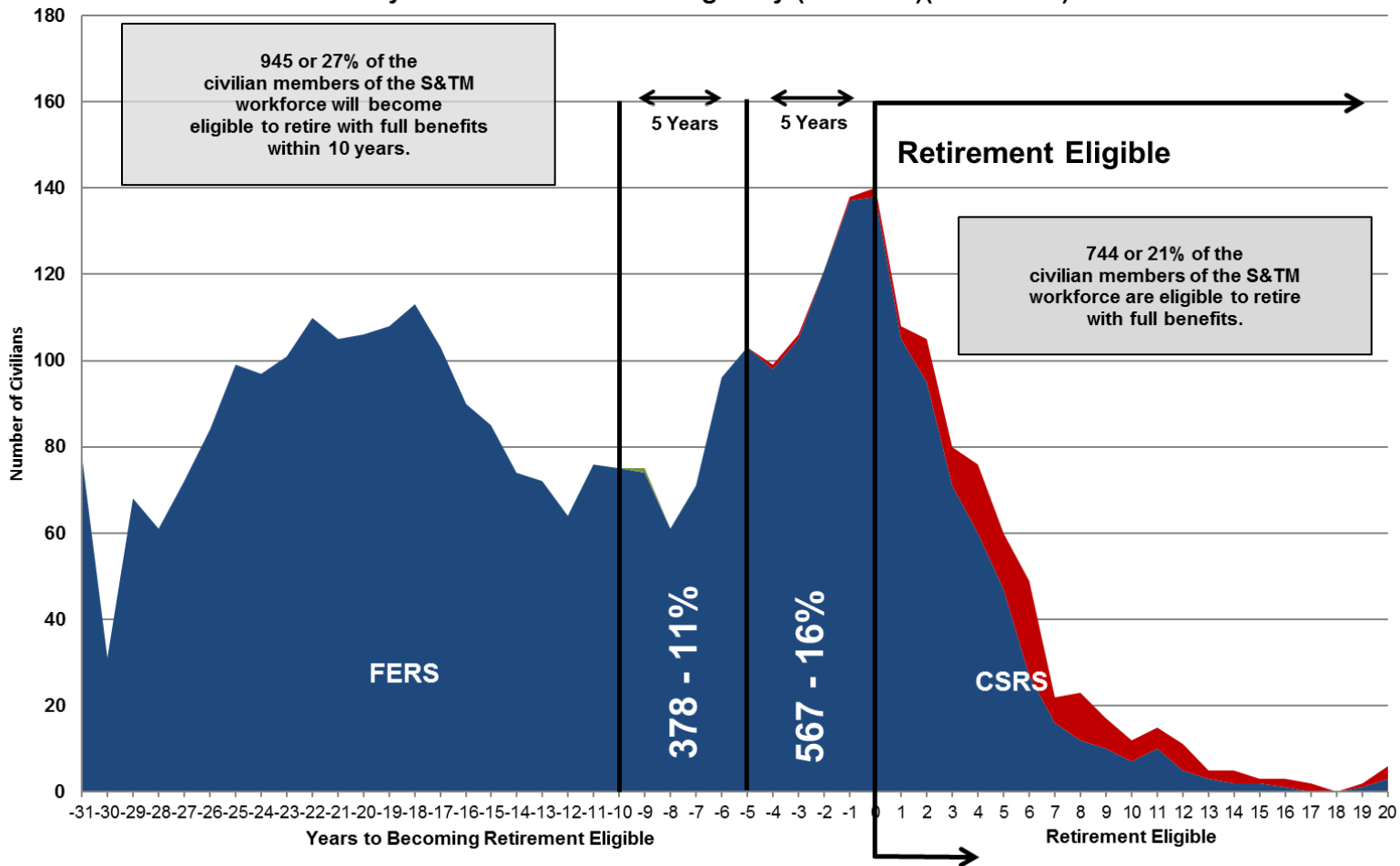


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Science and Technology Manager

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q3)



As of 30 Jun 2018



END