



Defense Acquisition Workforce Key Information

Science & Technology Manager

As of FY18 (30 Sept 2018)



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2018Q4			
	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	3,522	464	3,986	172,736
Change in size from 2008	-	-	-	-	747%	625%	730%	37%
Civilian/Military Composition	87%	13%	-	88% / 12%	88%	12%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	97%	94%	96%	77%	99%	96%	98%	84%
Graduate Degree	66%	61%	66%	29%	81%	65%	79%	40%
Certification								
Level I or Higher Achieved	55%	25%	51%	72%	87%	67%	85%	84%
Level II or Higher Achieved	54%	19%	49%	61%	76%	38%	72%	71%
Level III Achieved	48%	14%	43%	36%	53%	6%	48%	40%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	79%	47%	75%	74%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	19%	49%	22%	23%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	4%	2%	3%
Planning Considerations								
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)	26/26/48(%)	-	-	26/26/48(%)
Average Years of Service	18	14	17	17	16	8	15	15
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	734(21%)	-	-	28,432(18%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	554(16%)	-	-	25,048(16%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	392/331	-	-	19,614/12,308

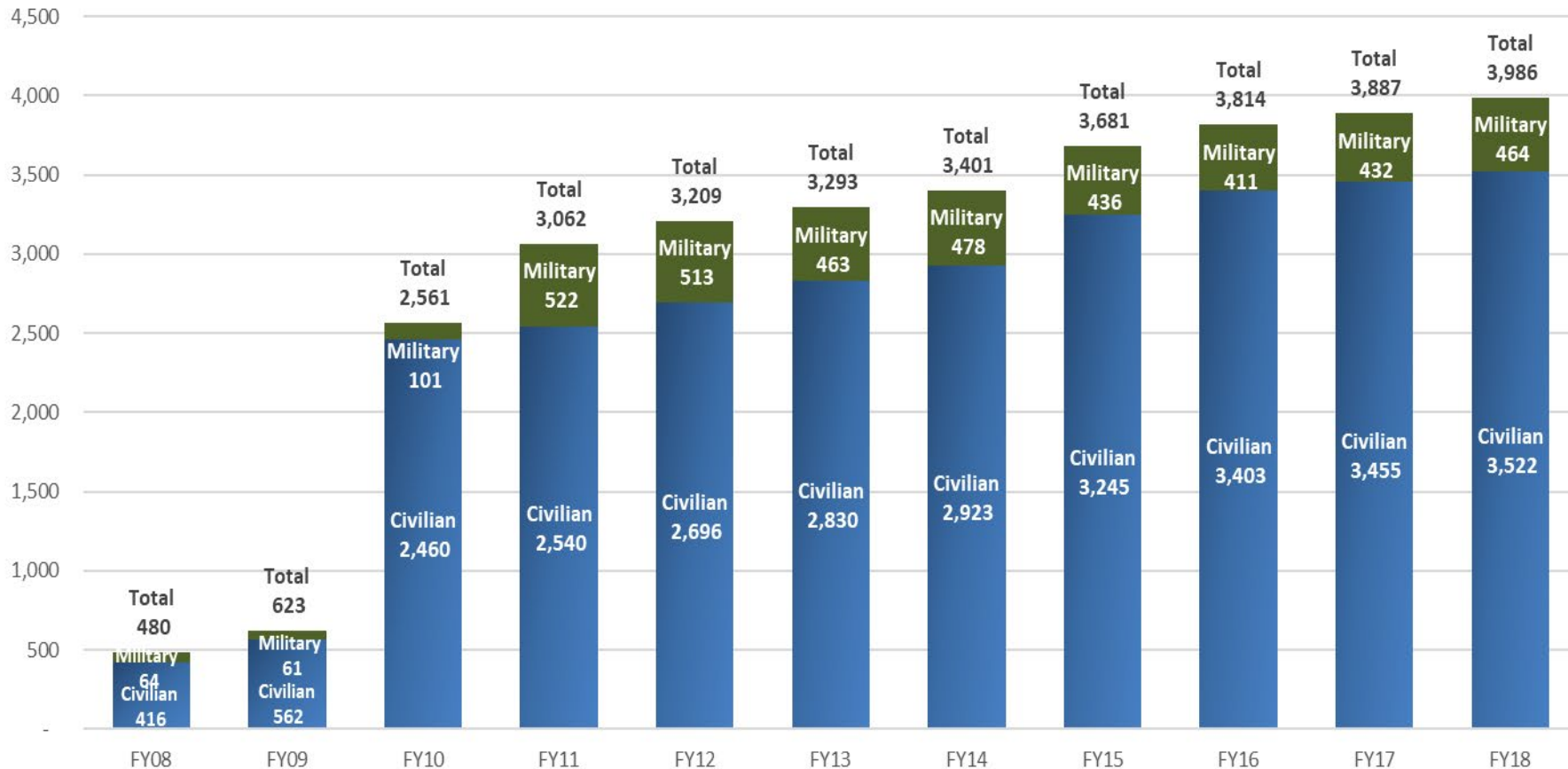
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

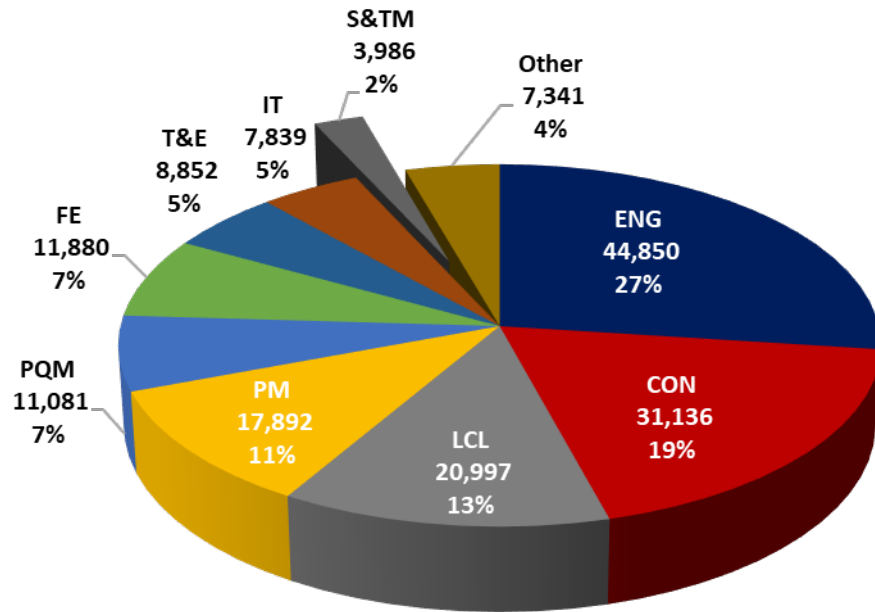


S&TM





AWF by Component and Career Field



FY18Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,219	4,219	2.4%
Business - CE	237	562	35	526	89	1,449	0.8%
Business - FM	1,768	2,156	174	2,200	584	6,882	4.0%
Contracting	8,007	6,234	533	8,250	8,112	31,136	18.0%
Engineering	9,160	23,678	336	9,535	2,141	44,850	26.0%
Facilities Engineering	5,329	5,755	33	668	95	11,880	6.9%
Information Technology	1,784	3,352	225	1,392	1,086	7,839	4.5%
Life Cycle Logistics	6,912	6,344	644	3,662	3,435	20,997	12.2%
Production, Quality and Man	1,373	3,755	41	451	5,461	11,081	6.4%
Program Management	3,363	5,619	758	6,253	1,899	17,892	10.4%
Property	50	69	-	16	260	395	0.2%
Purchasing	315	386	39	48	472	1,260	0.7%
S&T Manager	503	507	3	2,841	132	3,986	2.3%
Small Business	-	-	-	-	-	-	0.0%
Test and Evaluation	1,909	3,276	130	3,184	353	8,852	5.1%
Unknown/Other	8	3	1	1	5	18	0.01%
Totals	40,718	61,696	2,952	39,027	28,343	172,736	
Component %	23.6%	35.7%	1.7%	22.6%	16.4%		



S&T Manager Workforce Historical Size by Agency FY08 – FY18



S&T Manager Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY17	FY18
AIR FORCE	43	1,873	2,440	2,559	2,708	2,806	2,841
NAVY	190	303	385	431	537	495	507
MARINE CORPS	1	8	3	3	2	4	3
ARMY	143	238	247	290	447	463	503
DTRA	93	122	111	99	101	102	121
DLA	1	2	4	6	5	4	4
MDA	1	1	4	2	2	2	2
DCMA	6	11	11	6	4	3	-
DHA	-	-	-	-	1	1	1
DAU	1	1	1	1	1	1	1
NRO	-	-	-	-	2	2	-
OSD	-	1	-	1	1	1	1
JCS	-	-	2	2	2	2	1
ASD	-	-	1	1	1	1	1
4th Estate Other	1	1	-	-	-	-	-
TOTAL	480	2,561	3,209	3,401	3,814	3,887	3,986

% Change Since FY08	% Change Since FY17
6507%	1%
167%	2%
200%	-25%
252%	9%
30%	19%
300%	0%
100%	0%
-100%	-100%
	0%
0%	0%
	-100%
	0%
	-50%
	0%
-100%	
↑ 730%	↑ 3%



S&T Manager Workforce Historical (Quarterly) Size by Agency FY16Q4 – FY18Q4



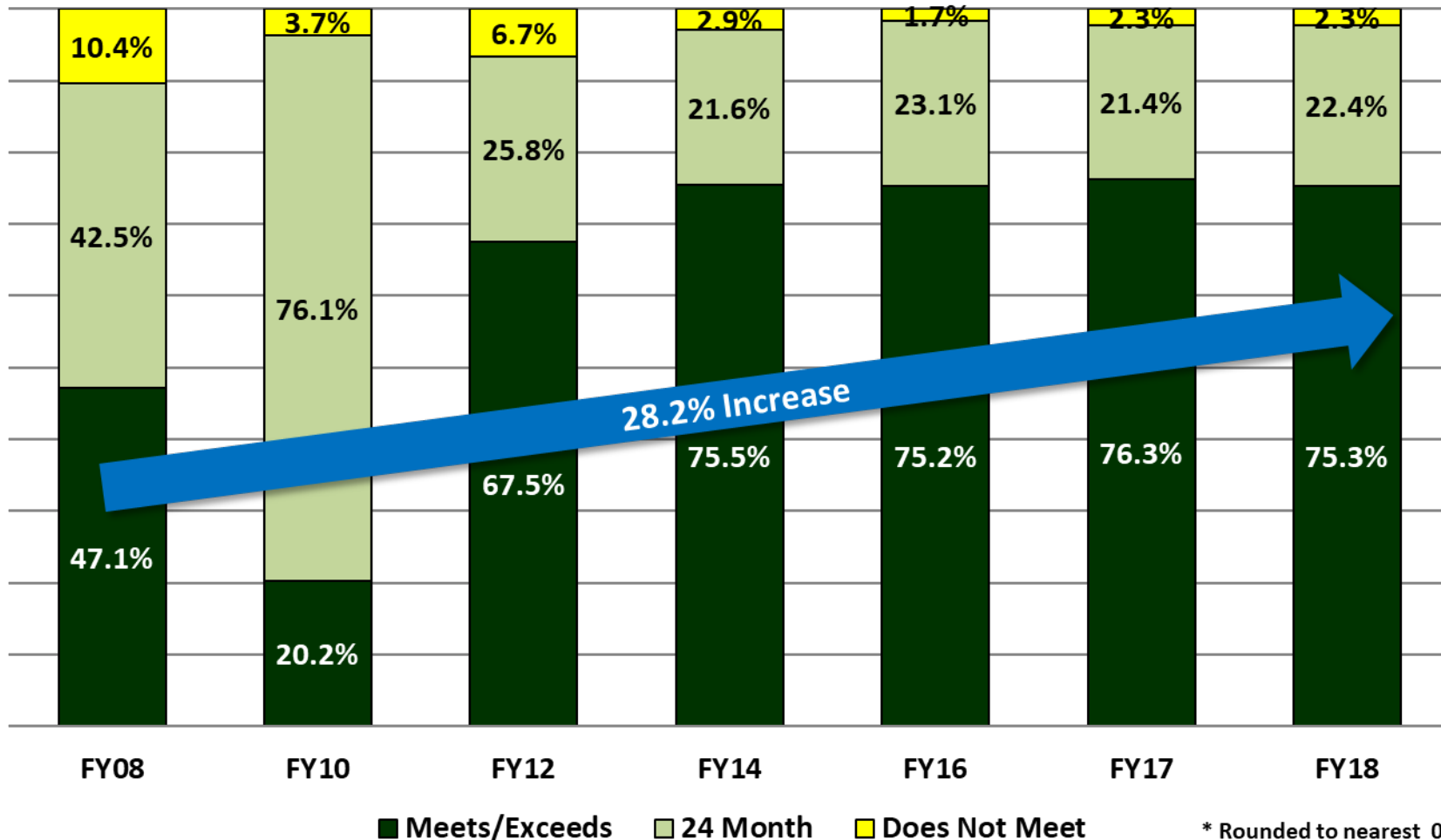
S&T Manager Defense Acq Workforce Agency	FY16Q4	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	% Change Since FY17Q4
AIR FORCE	2,708	2,591	2,762	2,767	2,806	2,668	2,830	2,851	2,841	1%
NAVY	537	559	550	569	495	515	514	508	507	2%
MARINE CORPS	2	4	4	4	4	4	4	3	3	-25%
ARMY	447	451	459	459	463	469	475	497	503	9%
DTRA	101	103	100	99	102	103	105	106	121	19%
DLA	5	5	6	6	4	4	4	3	4	0%
MDA	2	2	2	2	2	2	2	2	2	0%
DCMA	4	5	5	5	3	3	1	1	-	-100%
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	1	-	-100%
OSD	1	1	1	1	1	1	1	1	1	0%
JCS	2	2	2	2	2	2	1	1	1	-50%
ASD	1	1	1	1	1	1	1	1	1	0%
TOTAL	3,814	3,728	3,896	3,919	3,887	3,776	3,942	3,977	3,986	↑ 3%



S&T Manager Historical DAWIA Certification FY08 – FY18



S&T Manager



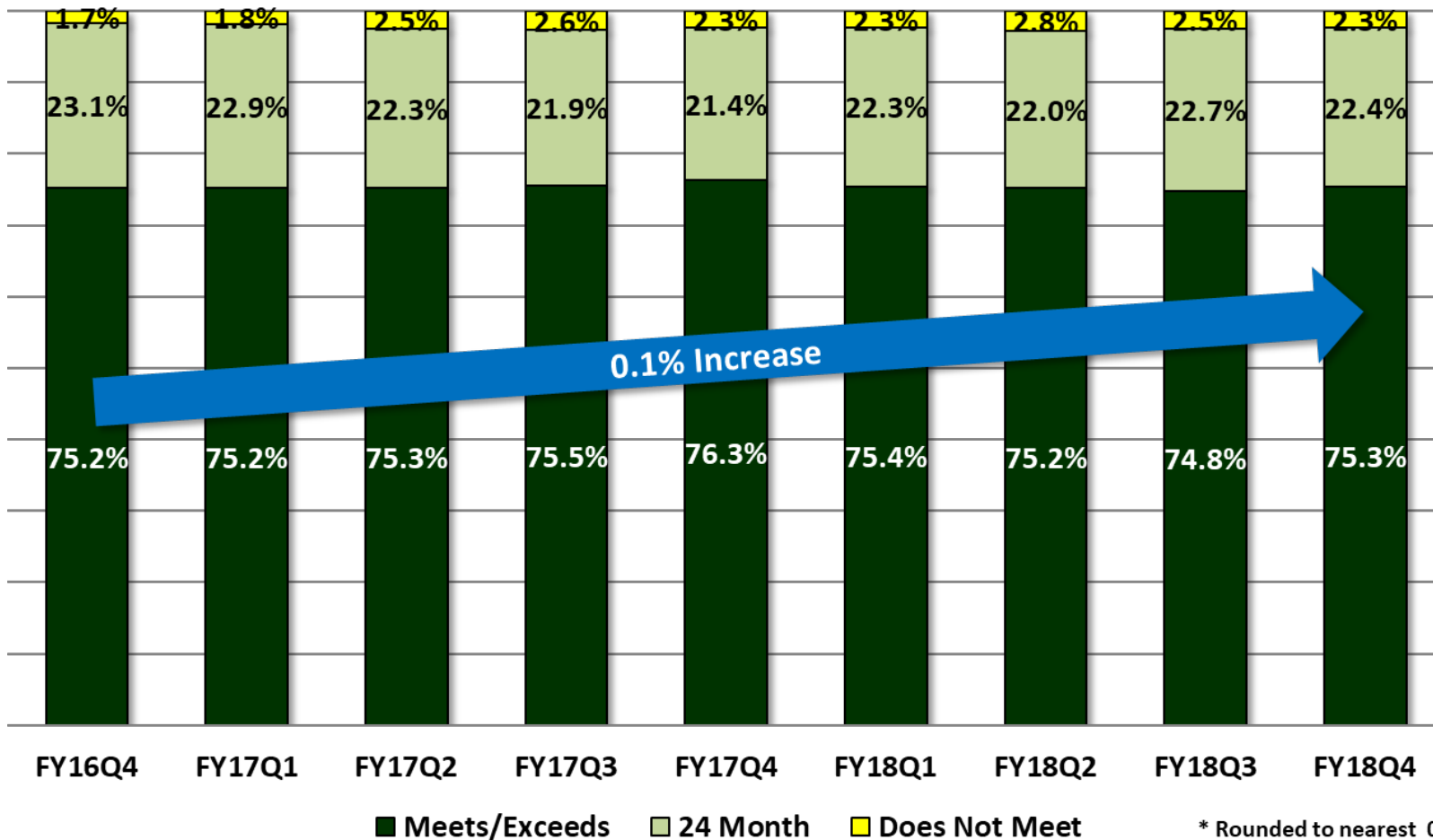
28.2% Increase



S&T Manager Historical (Quarterly) DAWIA Certification FY16Q4 – FY18Q4



S&T Manager

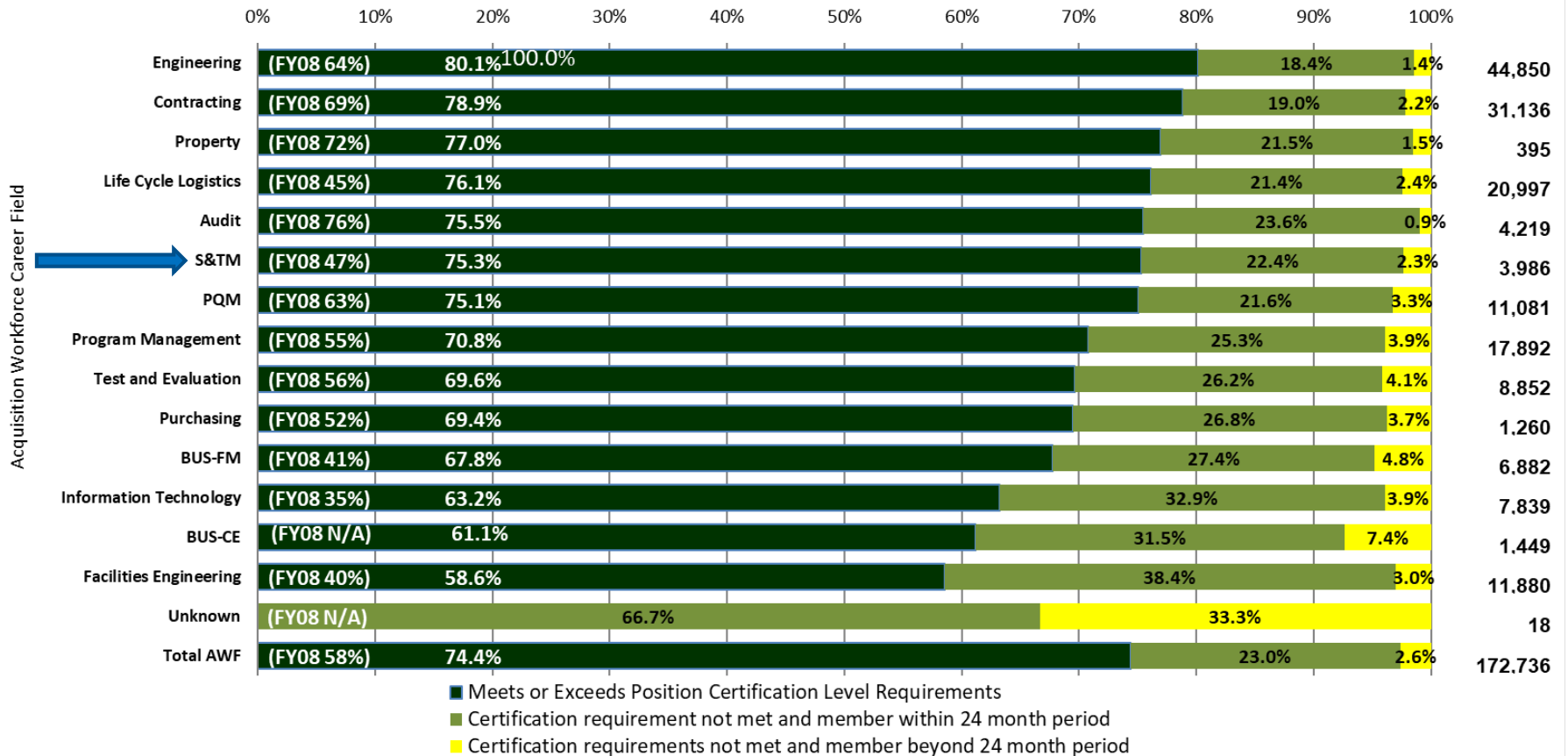




DAWIA Certification by Career Field



Certification Level "Meet/Exceed" Rates by Career Field AWF (FY18Q4)

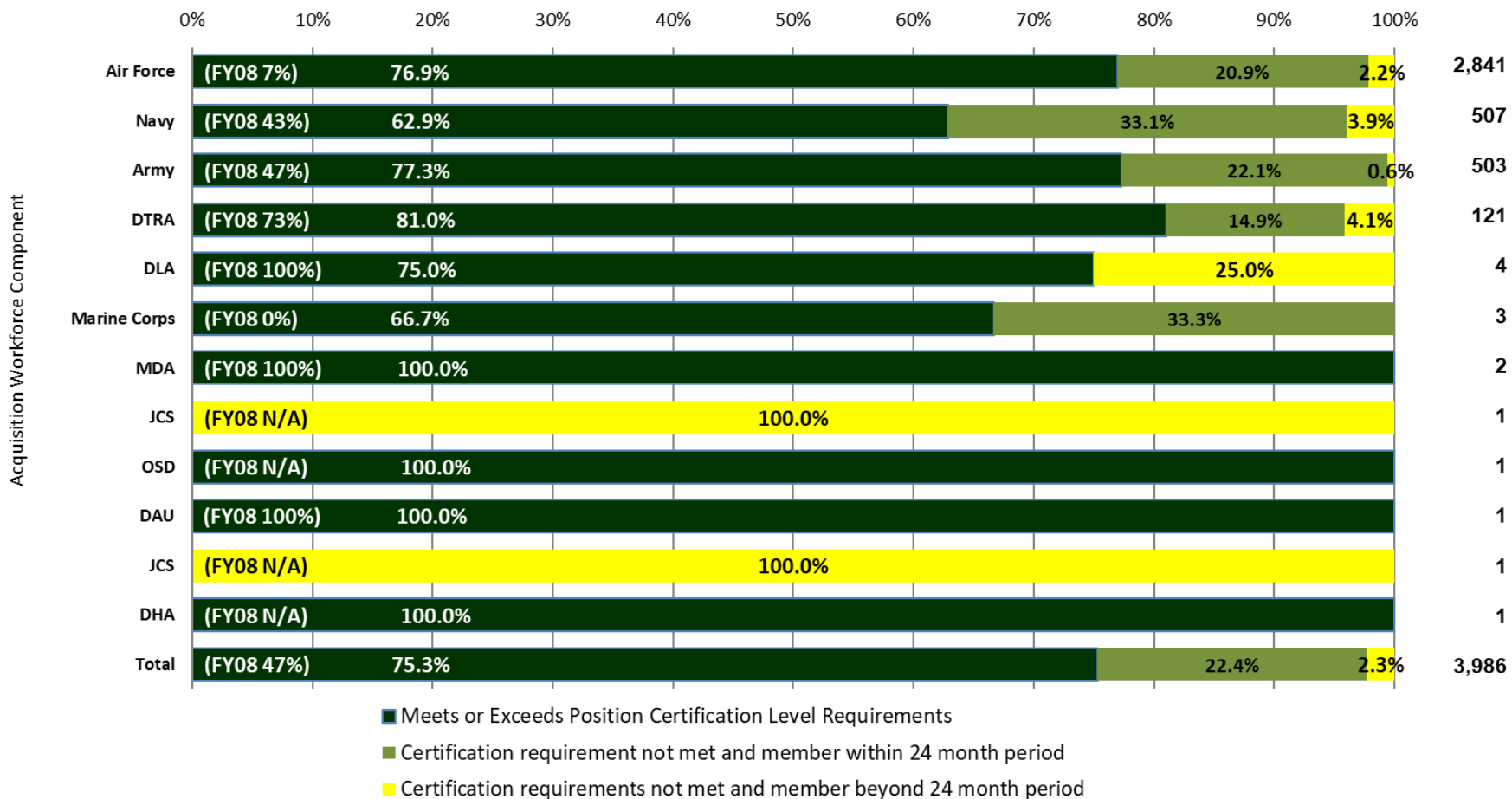




S&T Manager DAWIA Certification by Component



Certification Level "Meet/Exceed" Rates by Component S&TM (FY18Q4)





S&T Manager DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY18Q4 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	203	253	68	44	568	64.3%
Level II	278	196	775	317	1,566	69.7%
Level III	136	54	117	1,545	1,852	83.4%
Unspecified	-	-	-	-	-	
FY18Q4 TOTAL	617	503	960	1,906	3,986	75.3%
	15.5%	12.6%	24.1%	47.8%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,466	74.4%	
Army	31,625	77.7%	
Navy	45,031	73.0%	
Marine Cor	2,016	68.3%	
Air Force	27,549	70.6%	
4th Estate	22,245	78.5%	
S&TM	3,002	75.3%	6 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	365	198	5	568	14.2%
Level II	1,092	442	32	1,566	39.3%
Level III	1,545	251	56	1,852	46.5%
Unspecified	-	-	-	-	0.0%
S&TM TOTAL	3,002	891	93	3,986	
	75.3%	22.4%	2.3%		

= Compliance

= Exceeds Requirements

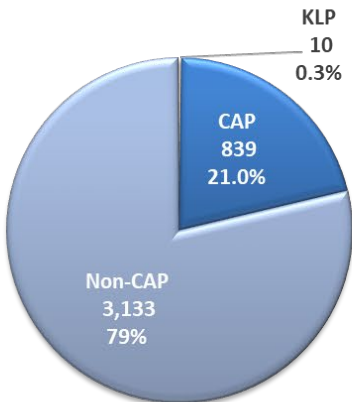
* NOTE: Rounded to nearest 0.1%



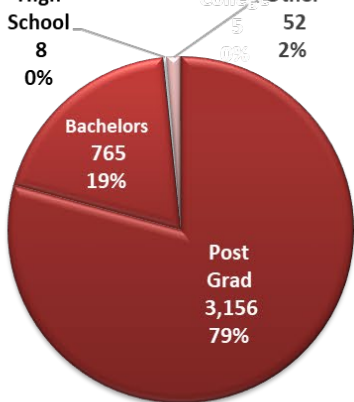
S&T Manager Demographics



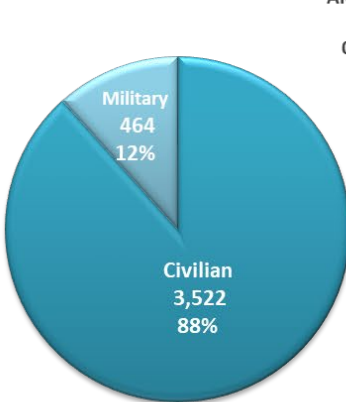
CAP - KLP



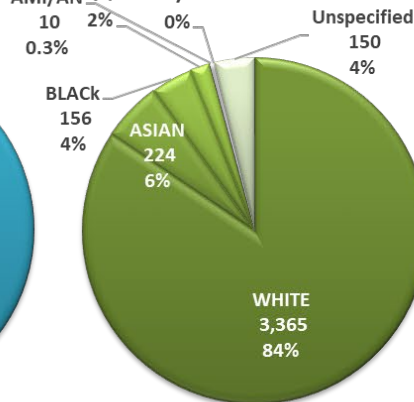
Education



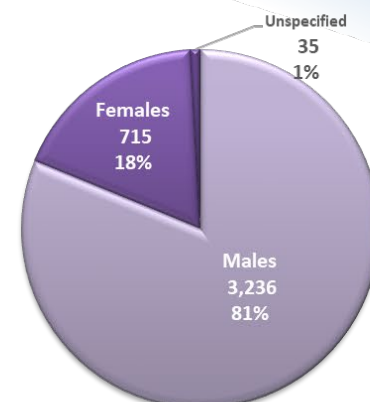
MIL / CIV



Race



Gender



Occupied Position Type	S&TM	Entire DAW
Key Leadership Positions (KLPs)	10 <i>0.3%</i>	1,178 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	839 <i>21.0%</i>	16,515 <i>9.6%</i>
Non-CAP Positions	3,133 <i>78.6%</i>	154,442 <i>89.4%</i>
Unknown	4 <i>0.1%</i>	601 <i>0.3%</i>
TOTAL	3,986	172,736

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

Race	S&TM	Entire DAW
WHITE	3,365 <i>84.4%</i>	126,389 <i>73.2%</i>
ASIAN	224 <i>5.6%</i>	20,741 <i>12.0%</i>
BLACK	156 <i>3.9%</i>	11,803 <i>6.8%</i>
MULTI	74 <i>1.9%</i>	4,768 <i>2.8%</i>
AMI/AN	10 <i>0.3%</i>	1,073 <i>0.6%</i>
PI	7 <i>0.2%</i>	862 <i>0.5%</i>
Unspecified	150 <i>3.8%</i>	7,100 <i>4.1%</i>
TOTAL	3,986	172,736

Highest Level of Education	S&TM	Entire DAW
Post Grad	3,156 <i>79.2%</i>	68,976 <i>39.9%</i>
Bachelors	765 <i>19.2%</i>	76,511 <i>44.3%</i>
Some College	5 <i>0.1%</i>	12,143 <i>7.0%</i>
High School	8 <i>0.2%</i>	12,696 <i>7.3%</i>
Other	52 <i>1.3%</i>	2,410 <i>1.4%</i>
TOTAL	3,986	172,736

Gender	S&TM	Entire DAW
Males	3,236 <i>81.2%</i>	121,073 <i>70.1%</i>
Females	715 <i>17.9%</i>	49,817 <i>28.8%</i>
Unspecified	35 <i>0.9%</i>	1,846 <i>1.1%</i>
TOTAL	3,986	172,736

Military / Civilian	S&TM	Entire DAW
Civilian	3,522 <i>88.4%</i>	157,318 <i>91.1%</i>
Military	464 <i>11.6%</i>	15,418 <i>8.9%</i>
TOTAL	3,986	172,736



S&T Manager Size by Occupational Series

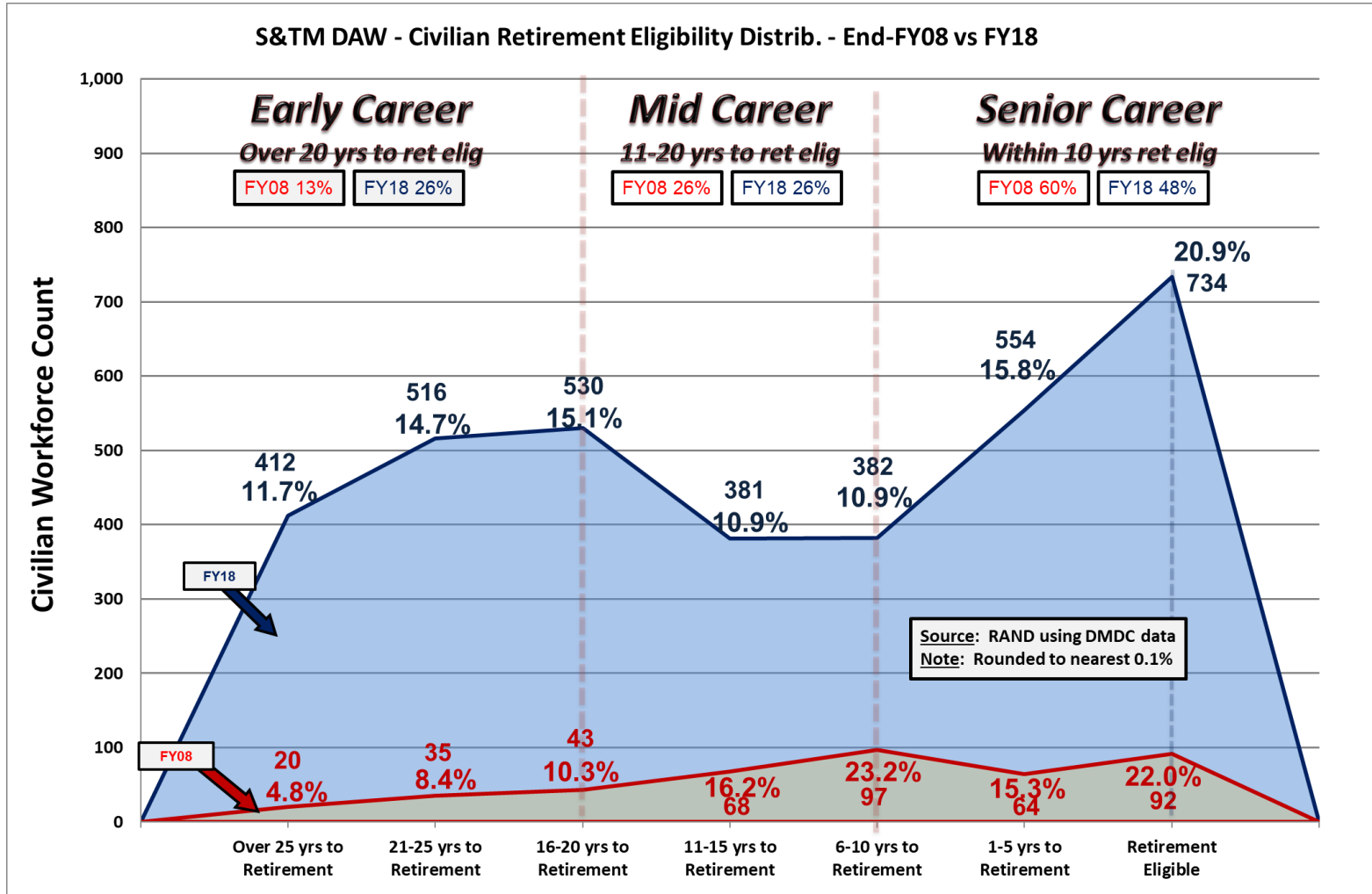
Civilian Occupational Series	S&TM	
0855 - Engineer, Electronics	695	19.7%
0801 - Engineer, General	482	13.7%
0861 - Engineer, Aerospace	369	10.5%
0830 - Engineer, Mechanical	216	6.1%
0806 - Engineer, Materials	201	5.7%
1550 - Computer Scientist	207	5.9%
1310 - Physicist	192	5.5%
1301 - Physical Scientist, General	197	5.6%
0854 - Engineer, Computers	119	3.4%
1320 - Chemist	120	3.4%
0180 - Psychologist	108	3.1%
0850 - Engineer, Electrical	92	2.6%
0401 - Biologist	99	2.8%
0601 - Health Scientist	64	1.8%
1520 - Mathematician	52	1.5%
0858 - Engineer, Biomedical	27	0.8%
<i>Other</i>	282	8.0%
TOTAL CIVILIAN	3,522	Civilians



RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY18



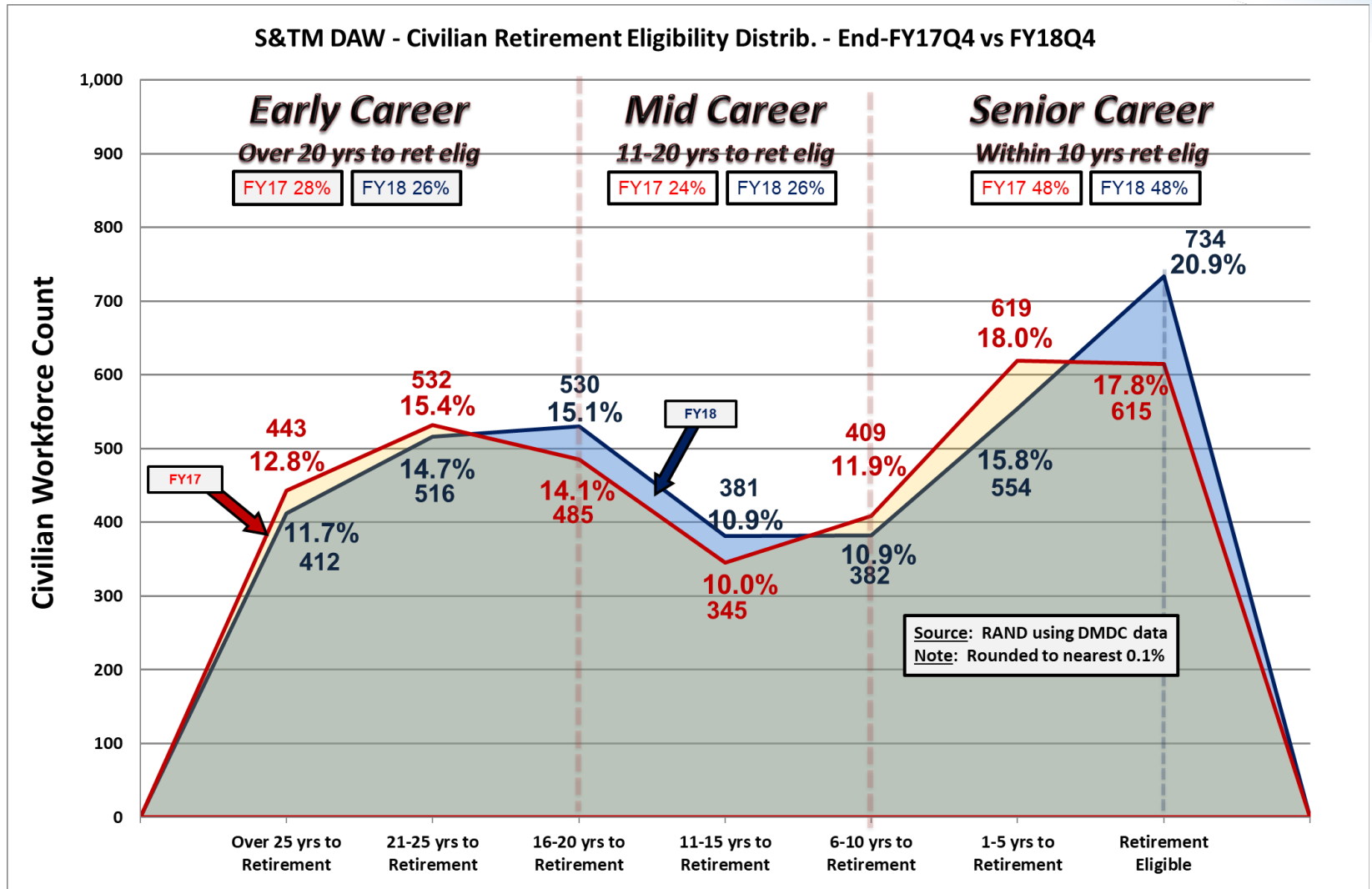
S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



S&T Manager Civilian Retirement Eligibility Distribution 1 yr – FY17Q4 / FY18Q4



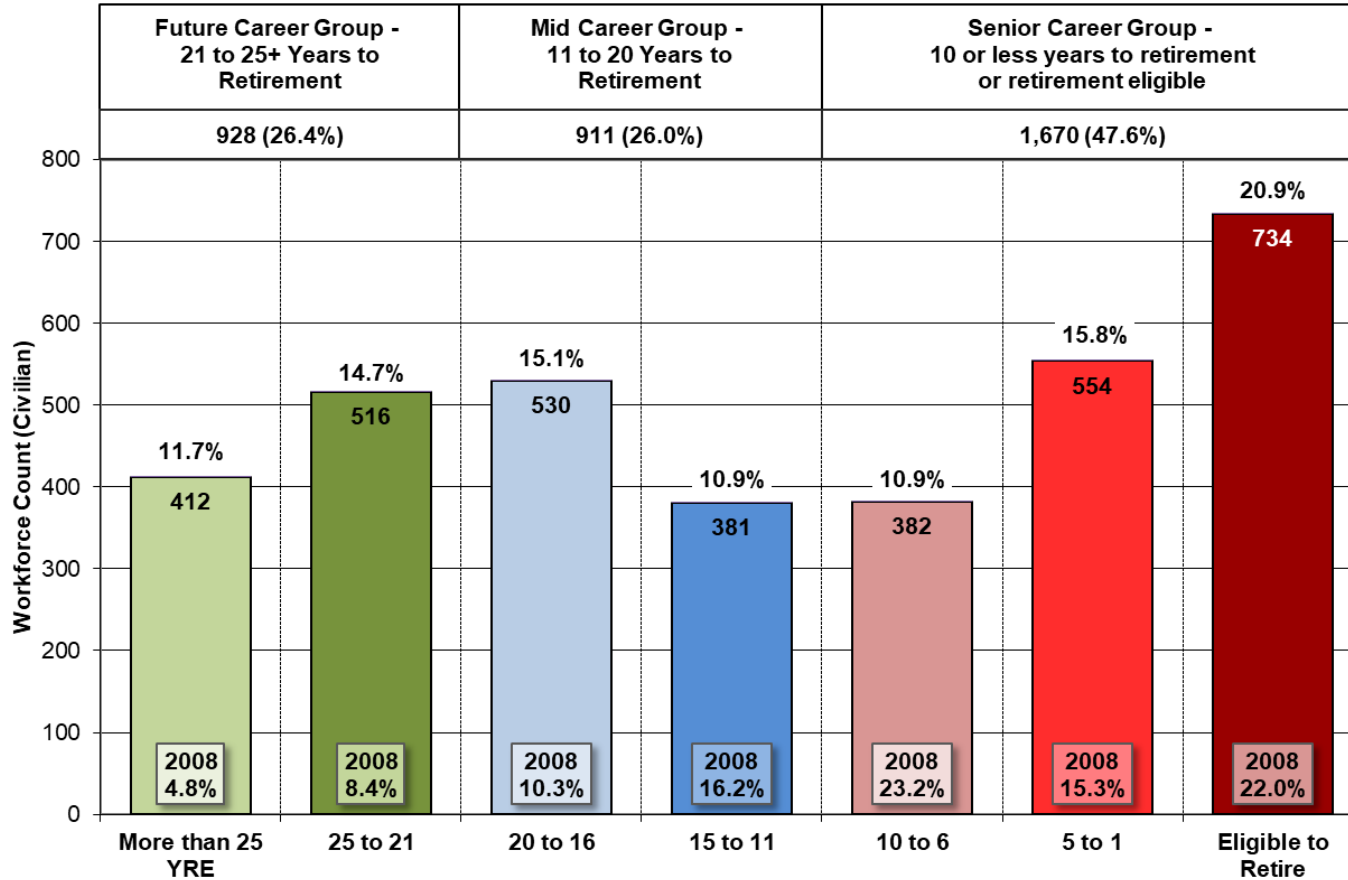
As of 30 Sept 2018



S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2018Q4)



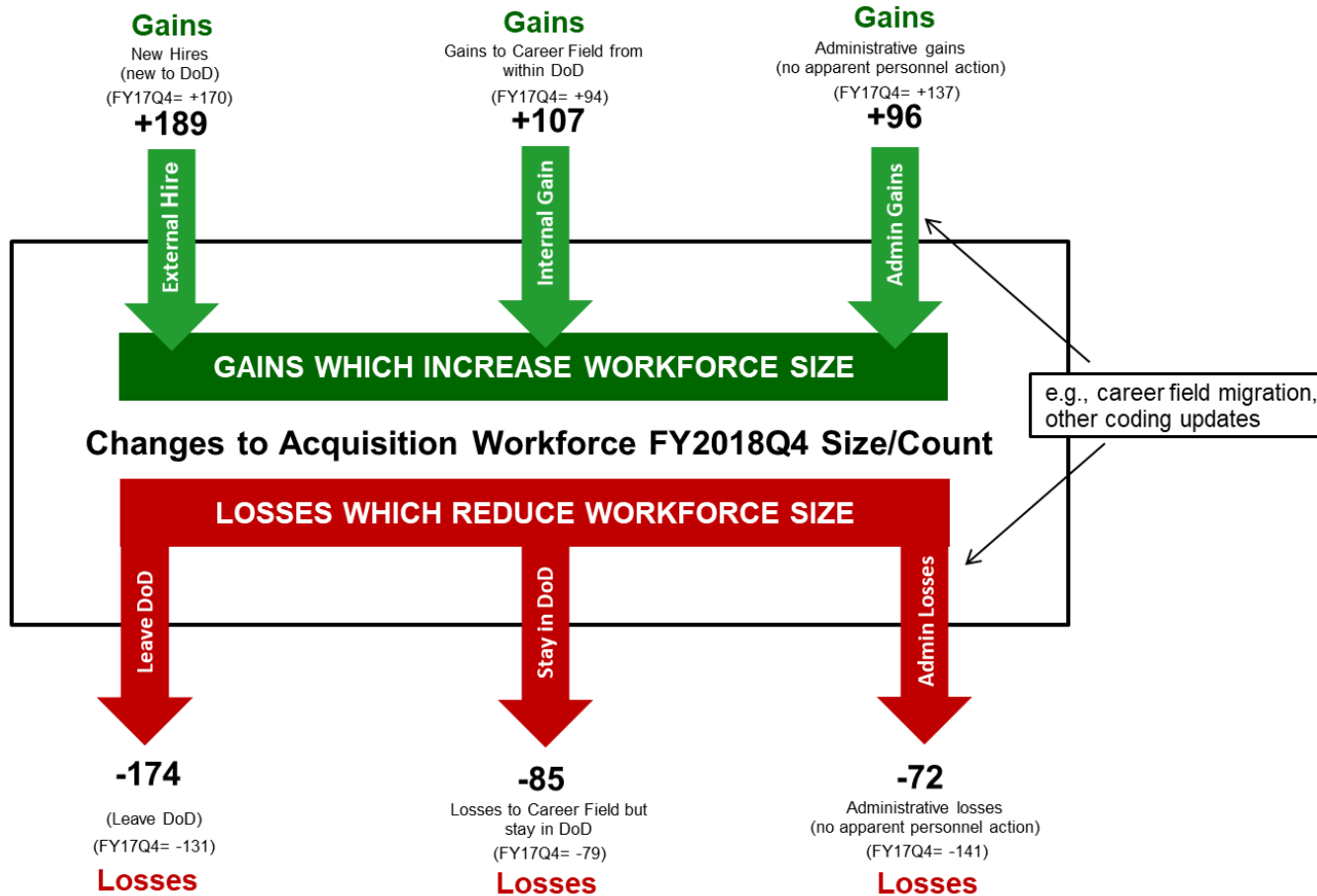
As of 30 Sept 2018



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

Defense Acquisition Workforce (Civilian) (FY2018Q4)

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



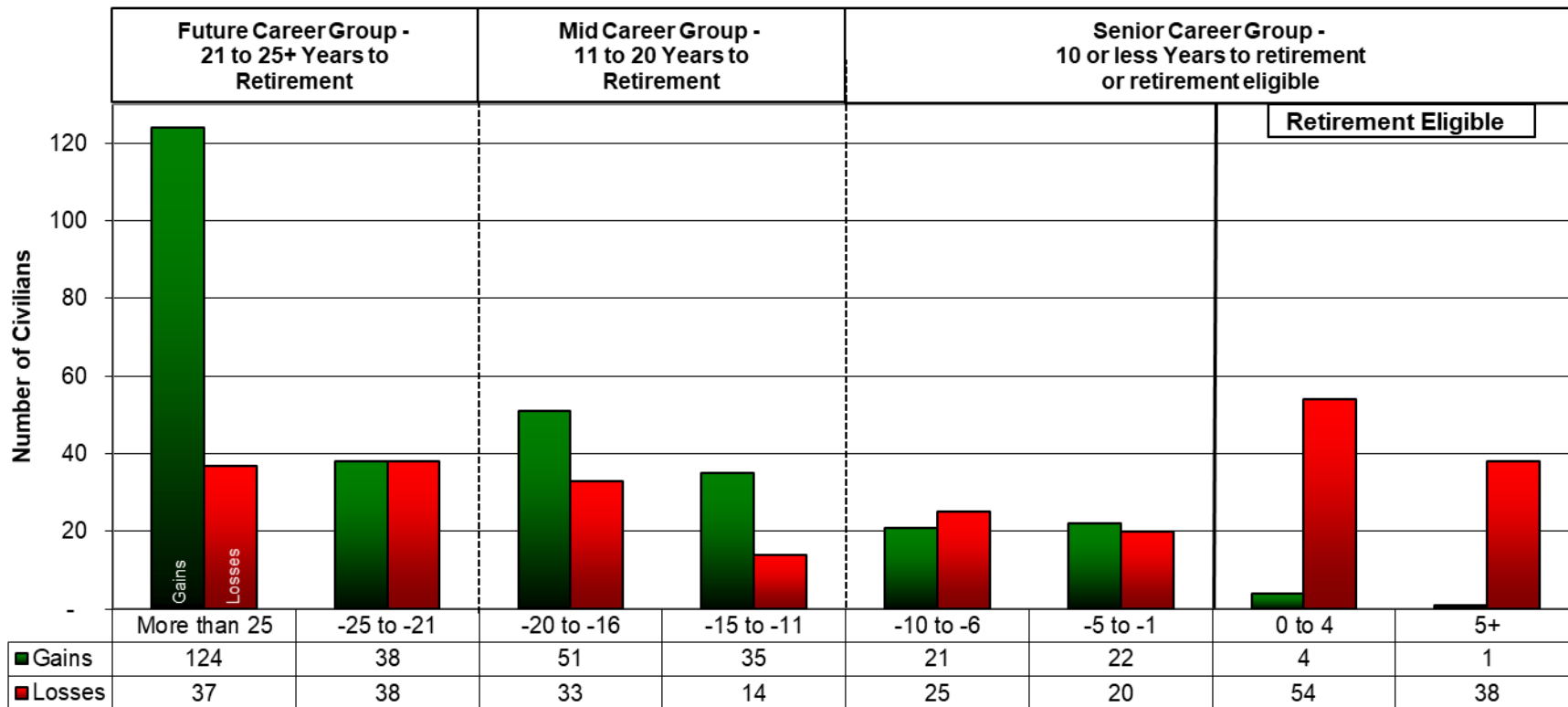


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

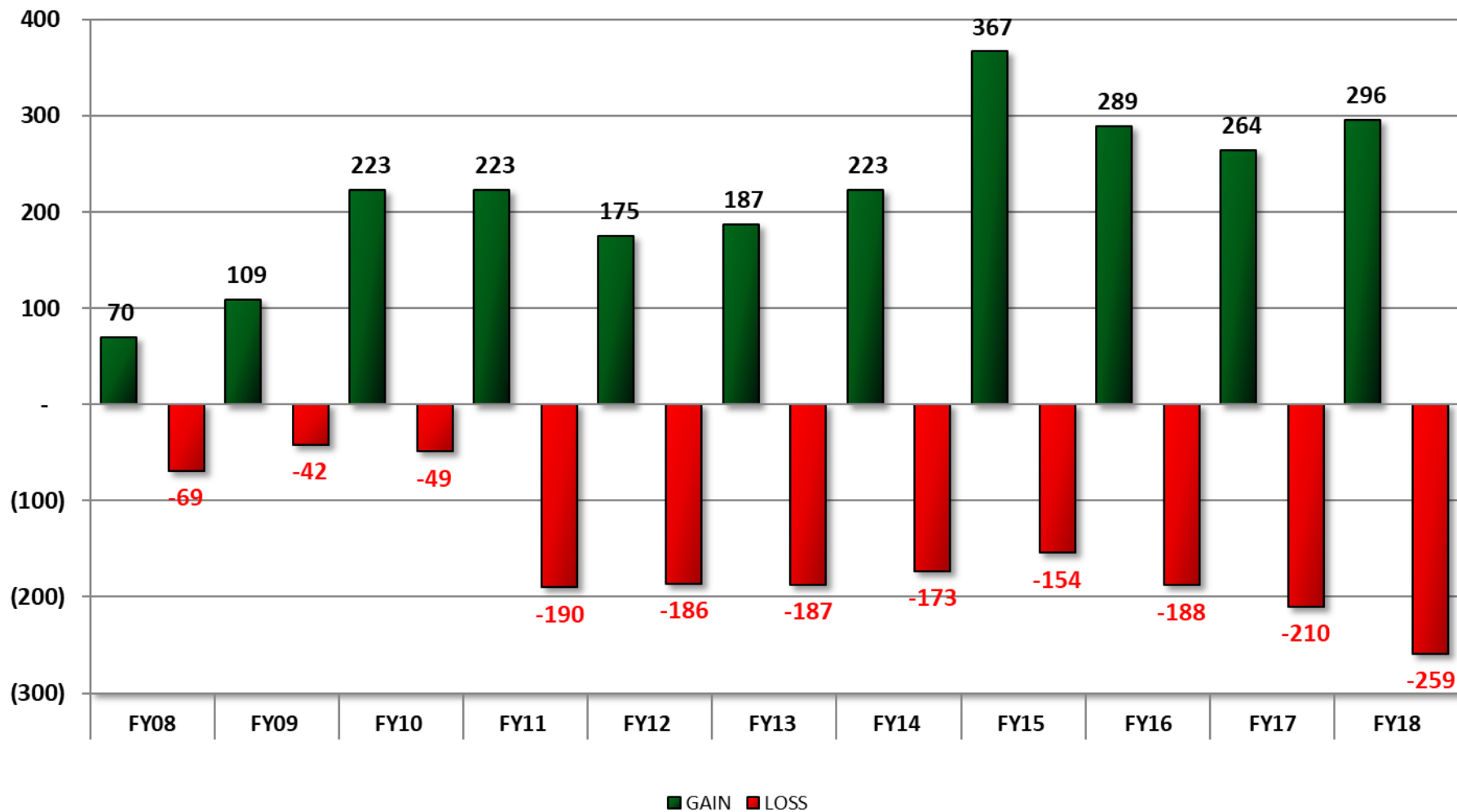


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



S&T Manager Historical Gains and Losses FY08 – FY18



As of 30 Sept 2018

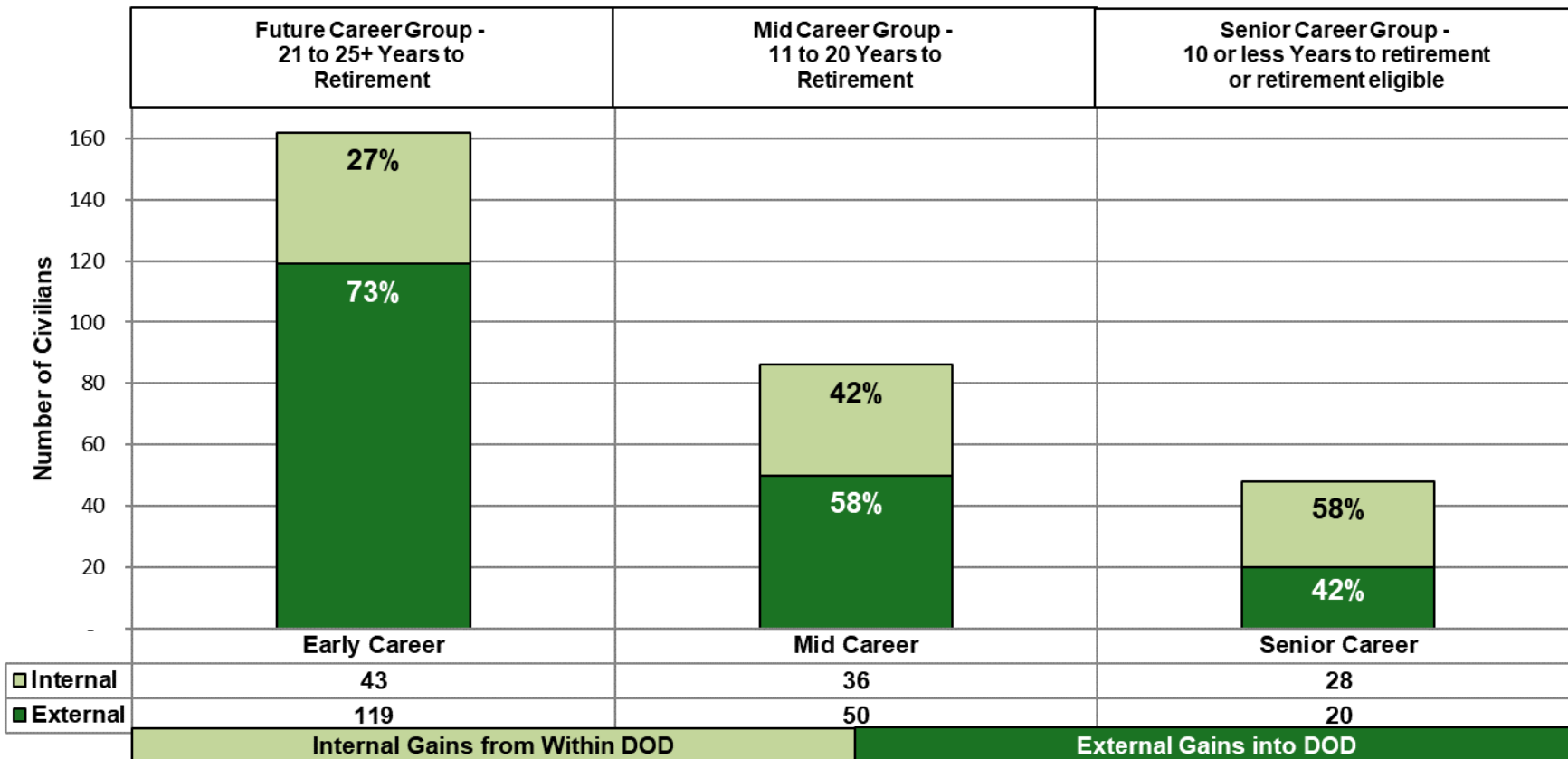


S&T Manager Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

As of 30 Sept 2018

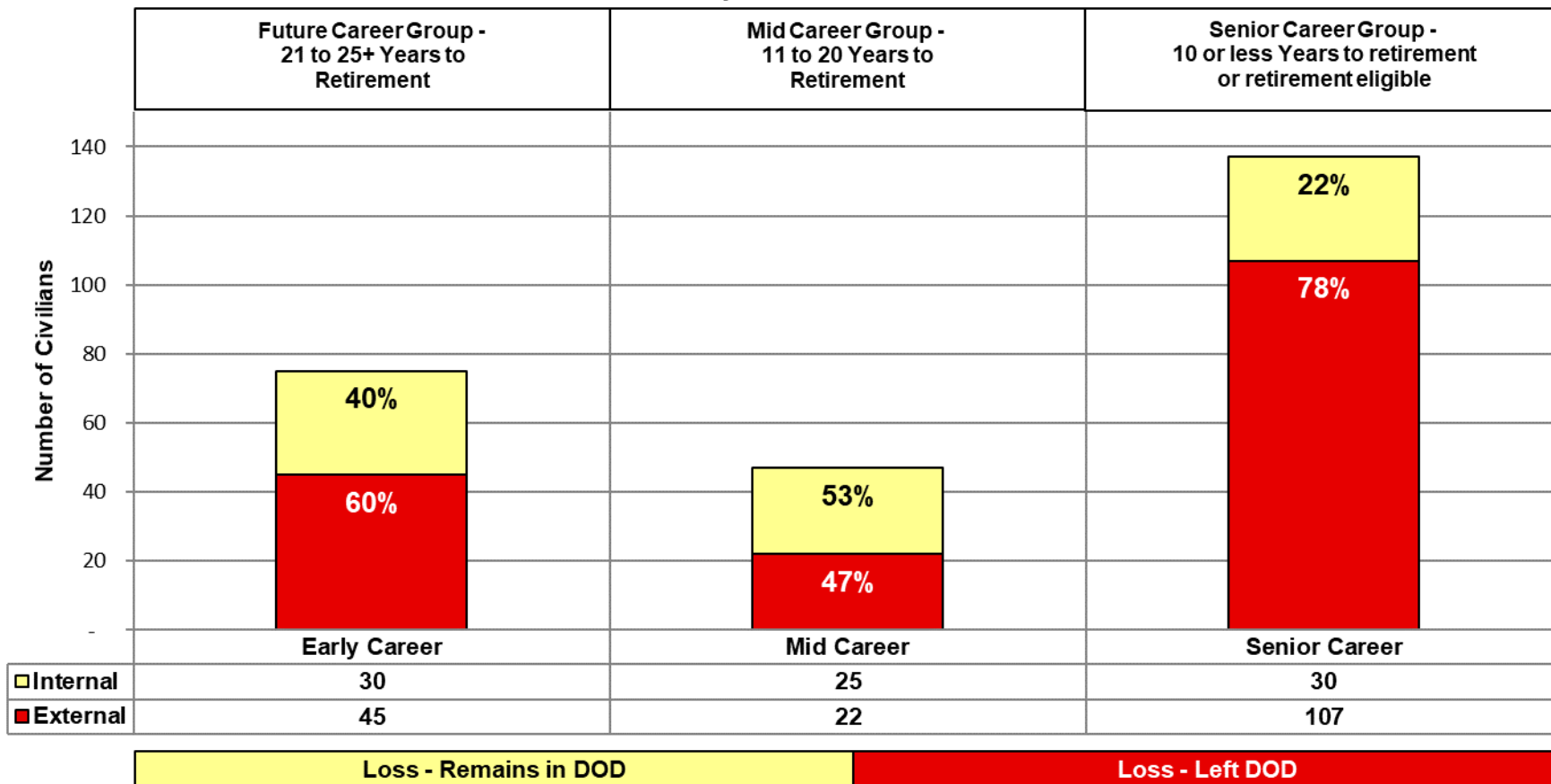


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

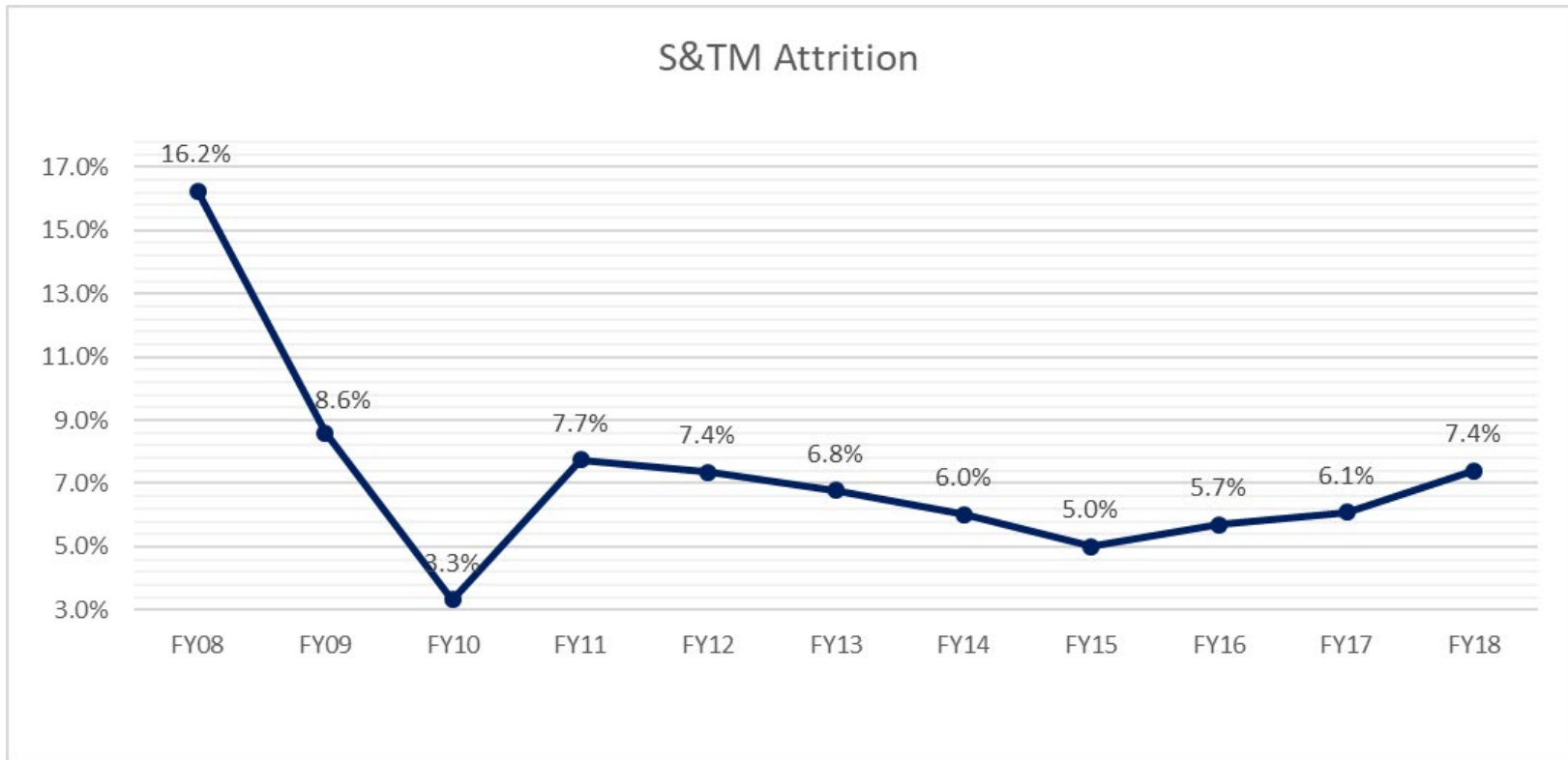
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates



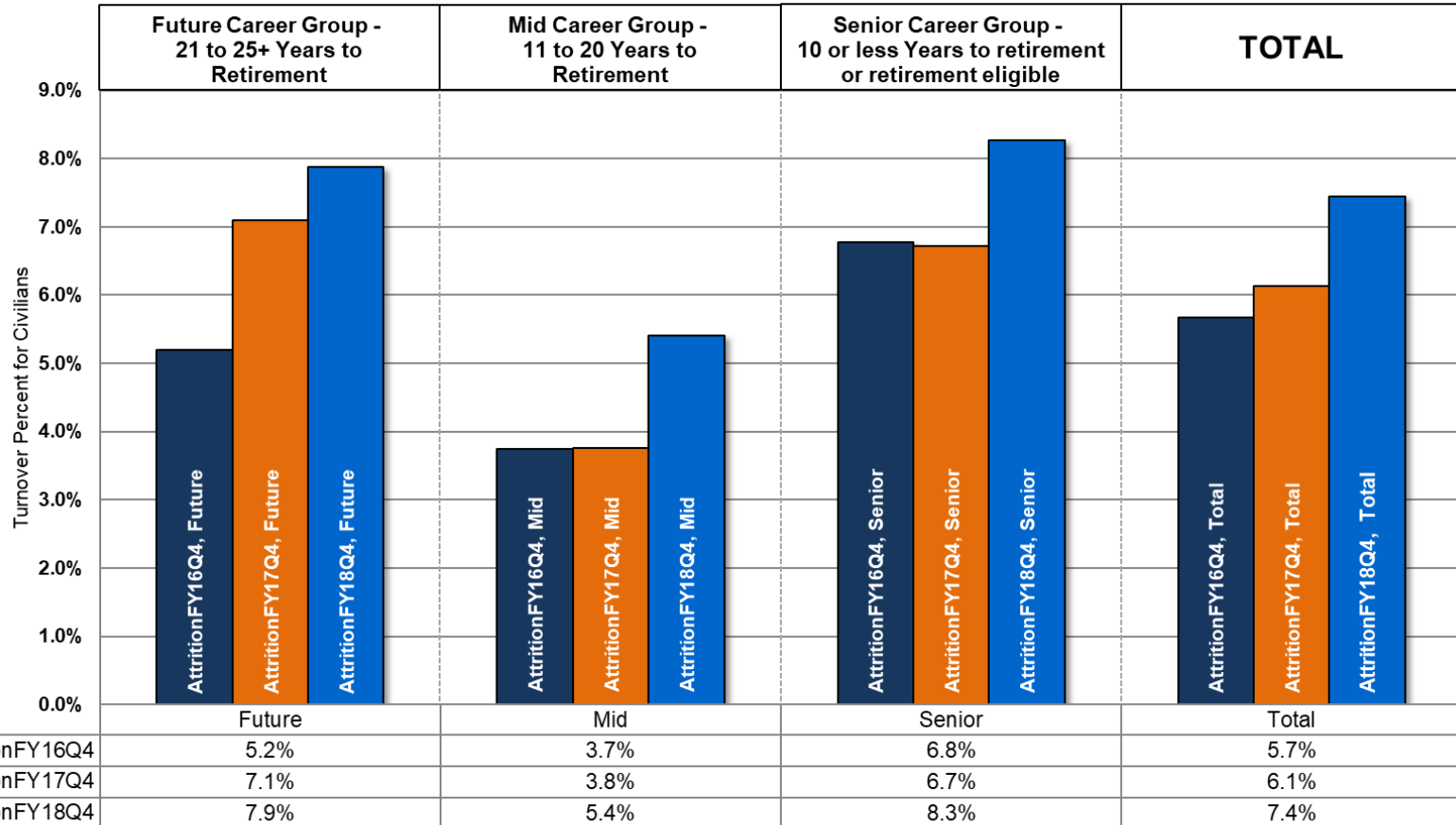
As of 30 Sept 2018



S&T Manager Attrition Rates by Career Group



**Defense Acquisition Workforce Attrition, (Civilian)
(FY16Q4, FY17Q4, FY18Q4)(by Career Lifecycle Group)**



As of 30 Sept 2018

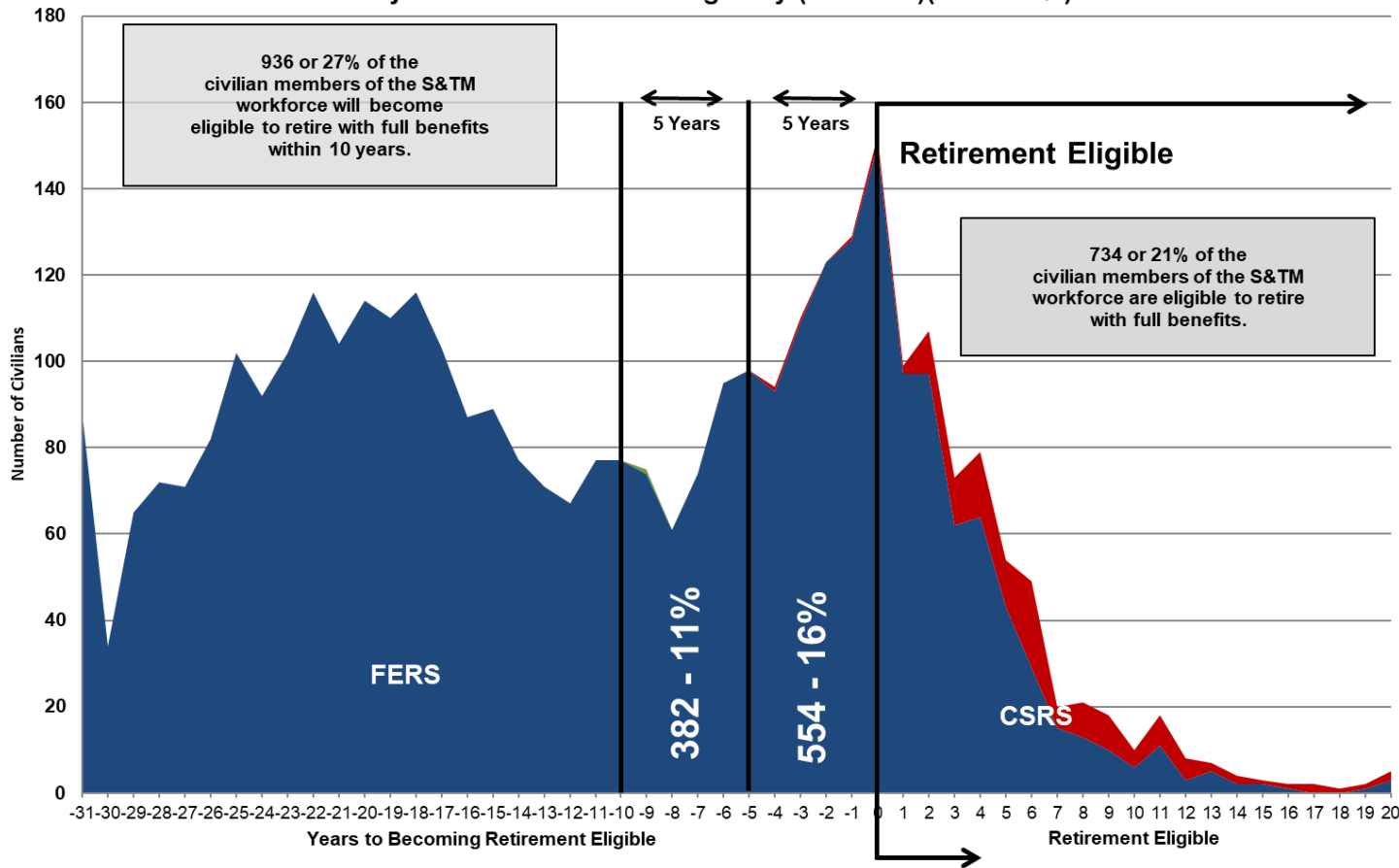


S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce

Distribution by Years to Retirement Eligibility (Civilians)(FY2018Q4)



As of 30 Sept 2018



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