



Defense Acquisition Workforce Key Information

Science & Technology Manager

As of FY19Q1 (31 Dec 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

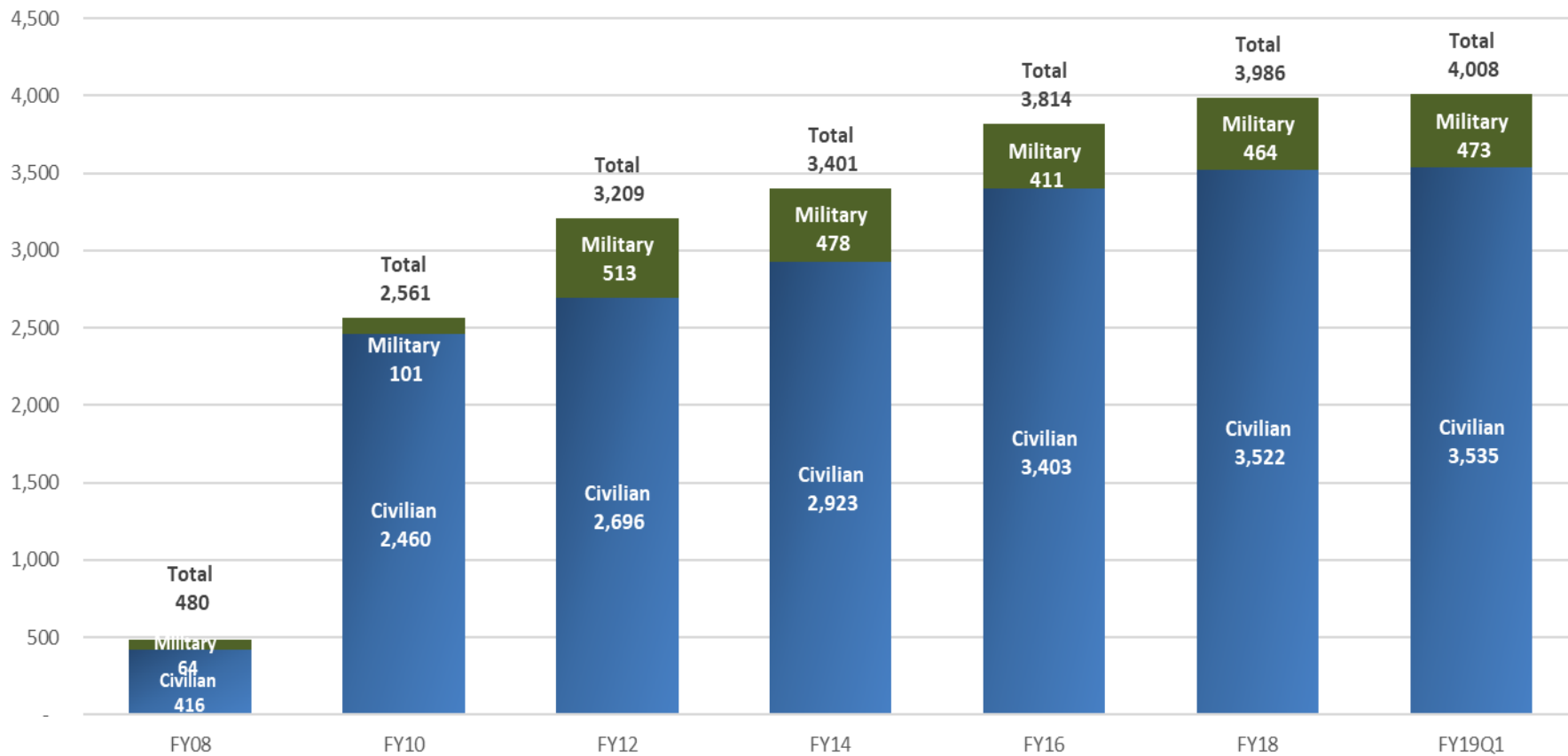
Source: Data generated by OUSD(A&S)/Human Capital Initiatives using the A&S Workforce Data Mart & analysis support from RAND.



Total Historic Workforce

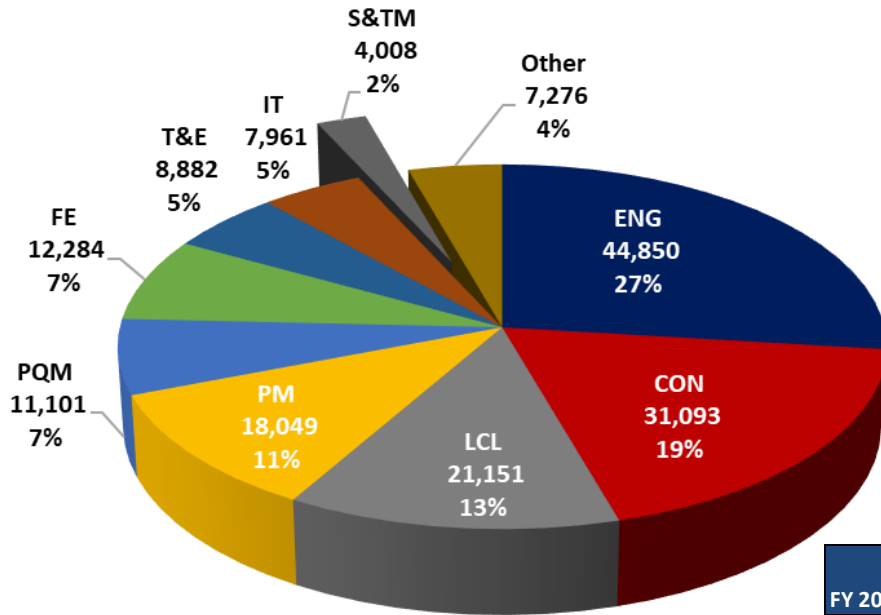


S&TM





AWF by Component and Career Field



FY 2019 Q1	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,183	4,183	2.4%
Business - CE	250	561	34	530	89	1,464	0.8%
Business - FM	1,792	2,155	173	2,232	592	6,944	4.0%
Contracting	8,050	6,239	537	8,225	8,042	31,093	17.9%
Engineering	9,148	23,650	328	9,604	2,120	44,850	25.8%
Facilities Engineering	5,660	5,832	35	663	94	12,284	7.1%
Information Technology	1,827	3,421	228	1,412	1,073	7,961	4.6%
Life Cycle Logistics	6,946	6,408	673	3,715	3,409	21,151	12.2%
Production, Quality and Man	1,378	3,796	43	478	5,406	11,101	6.4%
Program Management	3,351	5,708	756	6,342	1,892	18,049	10.4%
Property	49	73	-	14	256	392	0.2%
Purchasing	290	368	40	47	476	1,221	0.7%
S&T Manager	505	517	3	2,849	134	4,008	2.3%
Test and Evaluation	1,929	3,263	134	3,205	351	8,882	5.1%
Unknown/Other	8	2	-	-	6	16	0.01%
Totals	41,183	61,993	2,984	39,316	28,123	173,599	
Component %	23.7%	35.7%	1.7%	22.6%	16.2%		



S&T Manager Workforce Historical Size by Agency FY08 – FY19



S&T Manager Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q1	% Change Since FY08	% Change Since FY18
AIR FORCE	43	1,873	2,440	2,559	2,708	2,841	2,849	6526%	0%
NAVY	190	303	385	431	537	507	517	172%	2%
MARINE CORPS	1	8	3	3	2	3	3	200%	0%
ARMY	143	238	247	290	447	503	505	253%	0%
DTRA	93	122	111	99	101	121	122	31%	1%
DLA	1	2	4	6	5	4	4	300%	0%
MDA	1	1	4	2	2	2	2	100%	0%
DCMA	6	11	11	6	4	-	1	-83%	
DHA	-	-	-	-	1	1	1		0%
DAU	1	1	1	1	1	1	1	0%	0%
NRO	-	-	-	-	2	-	-		
OSD	-	1	-	1	1	1	1		0%
JCS	-	-	2	2	2	1	1		0%
ASD	-	-	1	1	1	1	1		0%
DISA	-	-	-	-	-	-	-		
4th Estate Other	1	1	-	-	-	-	-	-100%	
TOTAL	480	2,561	3,209	3,401	3,814	3,986	4,008	↑ 735%	↑ 1%



S&T Manager Workforce Historical (Quarterly) Size by Agency FY17Q1 – FY19Q1



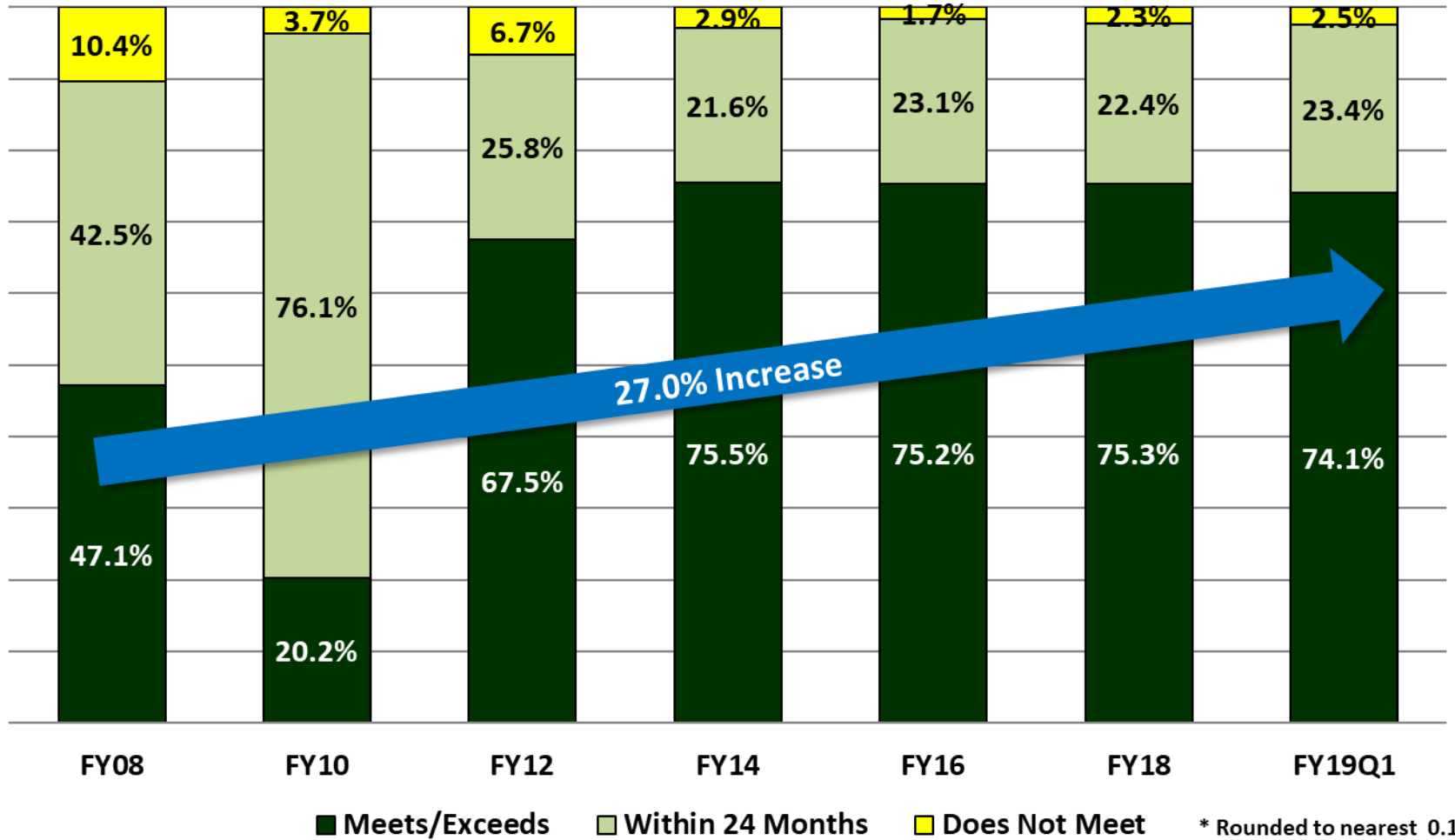
S&T Manager Defense Acq Workforce Agency	FY17Q1	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	% Change Since FY18Q1
AIR FORCE	2,591	2,762	2,767	2,806	2,668	2,830	2,851	2,841	2,849	7%
NAVY	559	550	569	495	515	514	508	507	517	0%
MARINE CORPS	4	4	4	4	4	4	3	3	3	-25%
ARMY	451	459	459	463	469	475	497	503	505	8%
DTRA	103	100	99	102	103	105	106	121	122	18%
DLA	5	6	6	4	4	4	3	4	4	0%
MDA	2	2	2	2	2	2	2	2	2	0%
DCMA	5	5	5	3	3	1	1	-	1	-67%
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	1	-	-	-100%
OSD	1	1	1	1	1	1	1	1	1	0%
JCS	2	2	2	2	2	1	1	1	1	-50%
ASD	1	1	1	1	1	1	1	1	1	0%
TOTAL	3,728	3,896	3,919	3,887	3,776	3,942	3,977	3,986	4,008	↑ 6%



S&T Manager Historical DAWIA Certification FY08 – FY19



S&T Manager

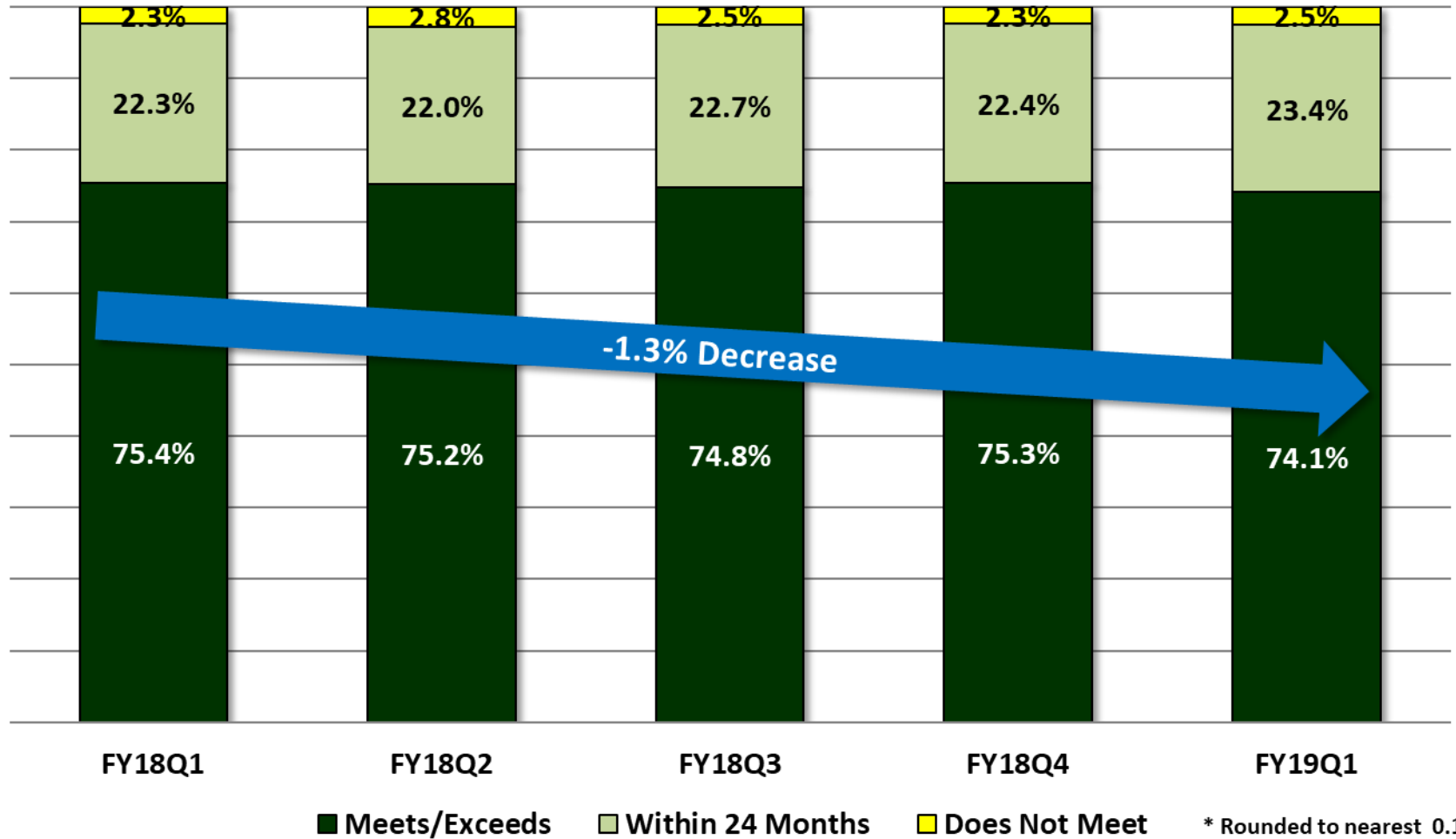




S&T Manager Historical (Quarterly) DAWIA Certification FY18Q1 – FY19Q1



S&TM

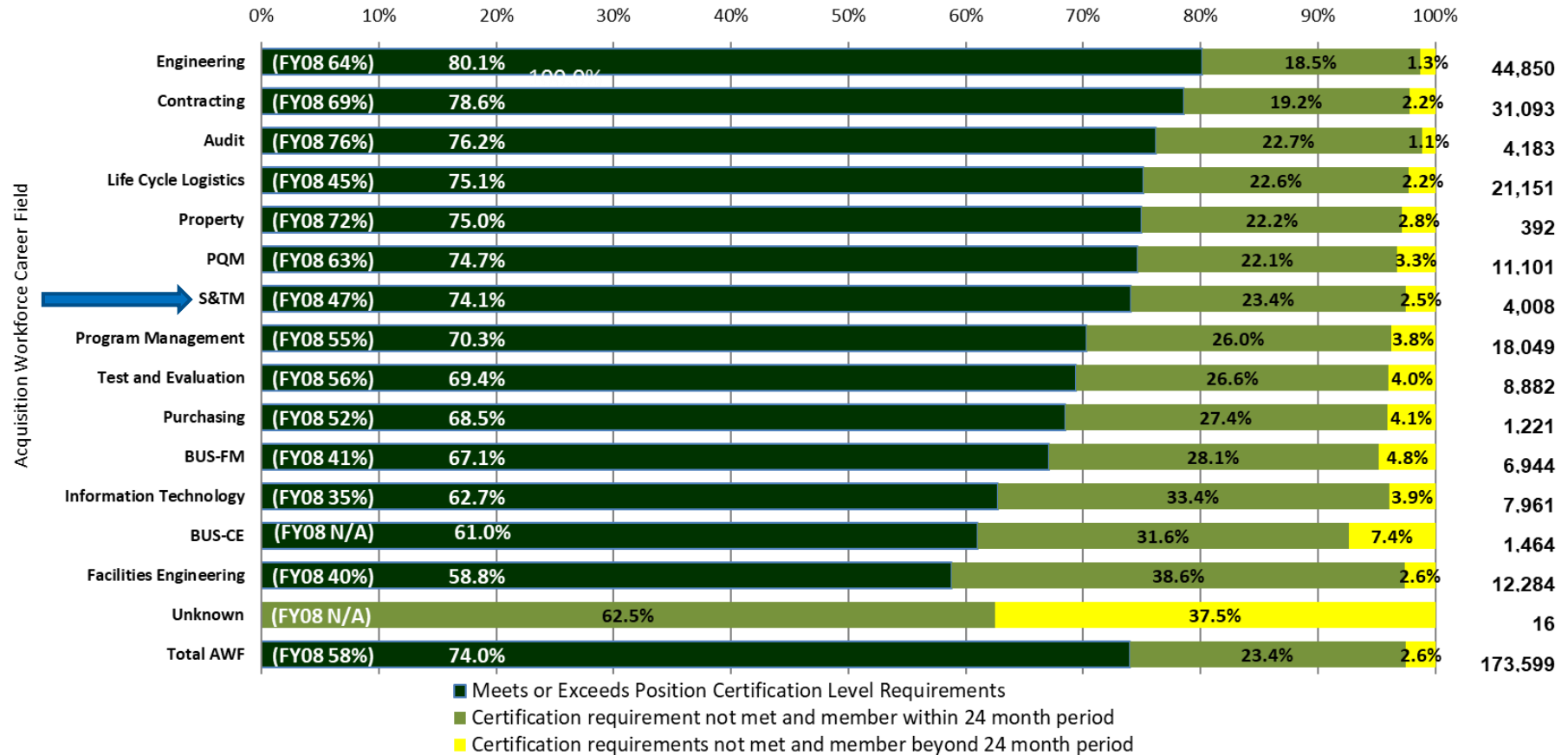




DAWIA Certification by Career Field



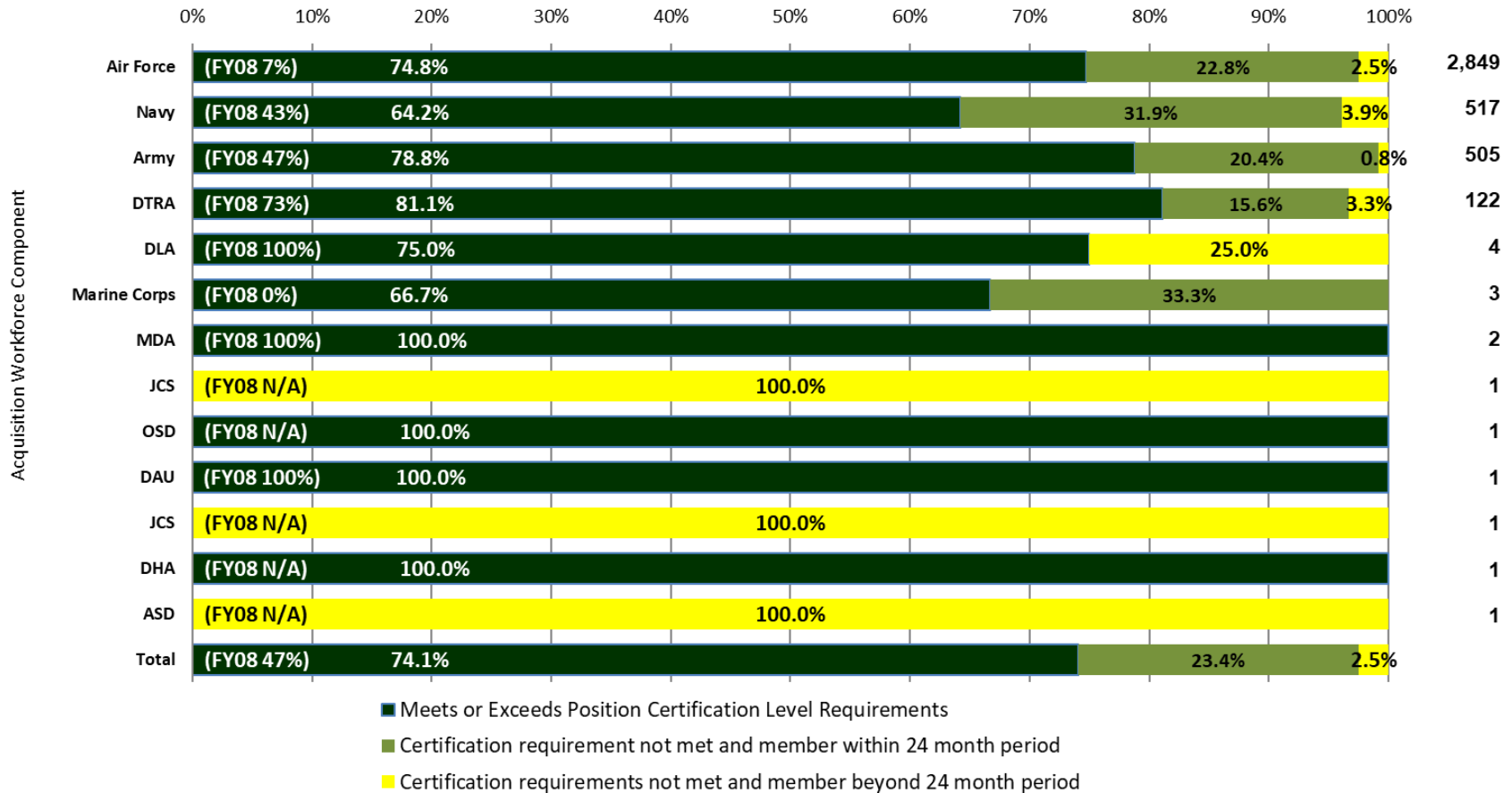
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q1)





S&T Manager DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component S&TM (FY19Q1)





S&T Manager DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	198	236	61	46	541	63.4%
Level II	281	201	765	295	1,542	68.7%
Level III	135	58	166	1,566	1,925	81.4%
Unspecified	-	-	-	-	-	
FY19Q1 TOTAL	614	495	992	1,907	4,008	74.1%
	15.3%	12.4%	24.8%	47.6%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,462	74.0%	
Army	31,784	77.2%	
Navy	45,107	72.8%	
Marine Cor	2,022	67.8%	
Air Force	27,509	70.0%	
4th Estate	22,040	78.4%	
S&TM	2,969	74.1%	7 of 14

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	343	191	7	541	13.5%
Level II	1,060	447	35	1,542	38.5%
Level III	1,566	300	59	1,925	48.0%
Unspecified	-	-	-	-	0.0%
S&TM TOTAL	2,969	938	101	4,008	
	74.1%	23.4%	2.5%		

= Compliance
= Exceeds Requirements

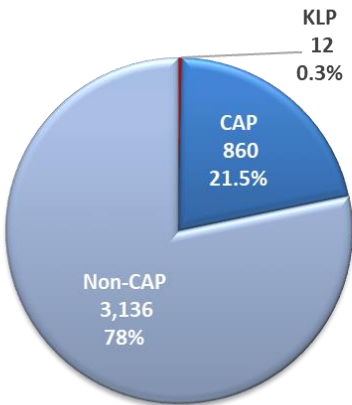
* NOTE: Rounded to nearest 0.1%



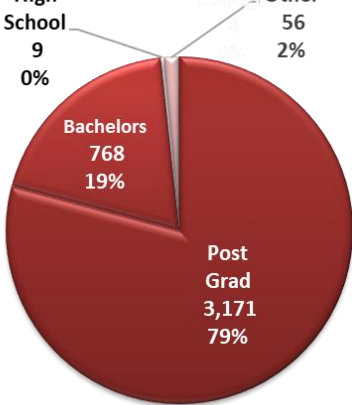
S&T Manager Demographics



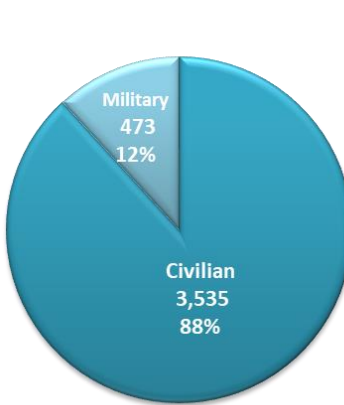
CAP - KLP



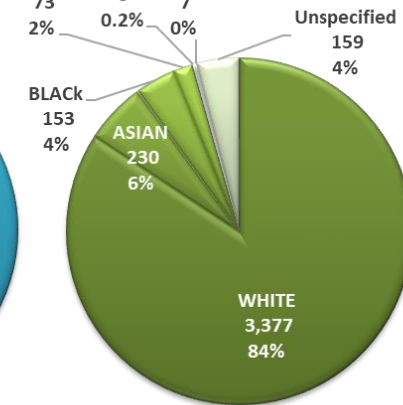
Education



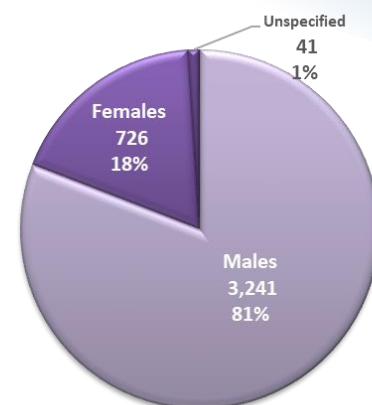
MIL / CIV



Race



Gender



Occupied Position Type	S&TM		Entire DAW	
Key Leadership Positions (KLPs)	12	0.3%	1,263	0.7%
Critical Acquisition Positions (CAPs) *	860	21.5%	16,612	9.6%
Non-CAP Positions	3,136	78.2%	155,724	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	4,008		173,599	

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

Highest Level of Education	S&TM		Entire DAW	
Post Grad	3,171	79.1%	69,463	40.0%
Bachelors	768	19.2%	76,804	44.2%
Some College	4	0.1%	12,063	6.9%
High School	9	0.2%	12,639	7.3%
Other	56	1.4%	2,630	1.5%
TOTAL	4,008		173,599	

Military / Civilian	S&TM		Entire DAW	
Civilian	3,535	88.2%	158,067	91.1%
Military	473	11.8%	15,532	8.9%
TOTAL	4,008		173,599	

Race	S&TM		Entire DAW	
WHITE	3,377	84.3%	126,779	73.0%
ASIAN	230	5.7%	20,843	12.0%
BLACK	153	3.8%	11,892	6.9%
MULTI	73	1.8%	4,832	2.8%
AMI/AN	9	0.2%	1,110	0.6%
PI	7	0.2%	879	0.5%
Unspecified	159	4.0%	7,264	4.2%
TOTAL	4,008		173,599	

Gender	S&TM		Entire DAW	
Males	3,241	80.9%	121,434	70.0%
Females	726	18.1%	50,076	28.8%
Unspecified	41	1.0%	2,089	1.2%
TOTAL	4,008		173,599	



S&T Manager Size by Occupational Series

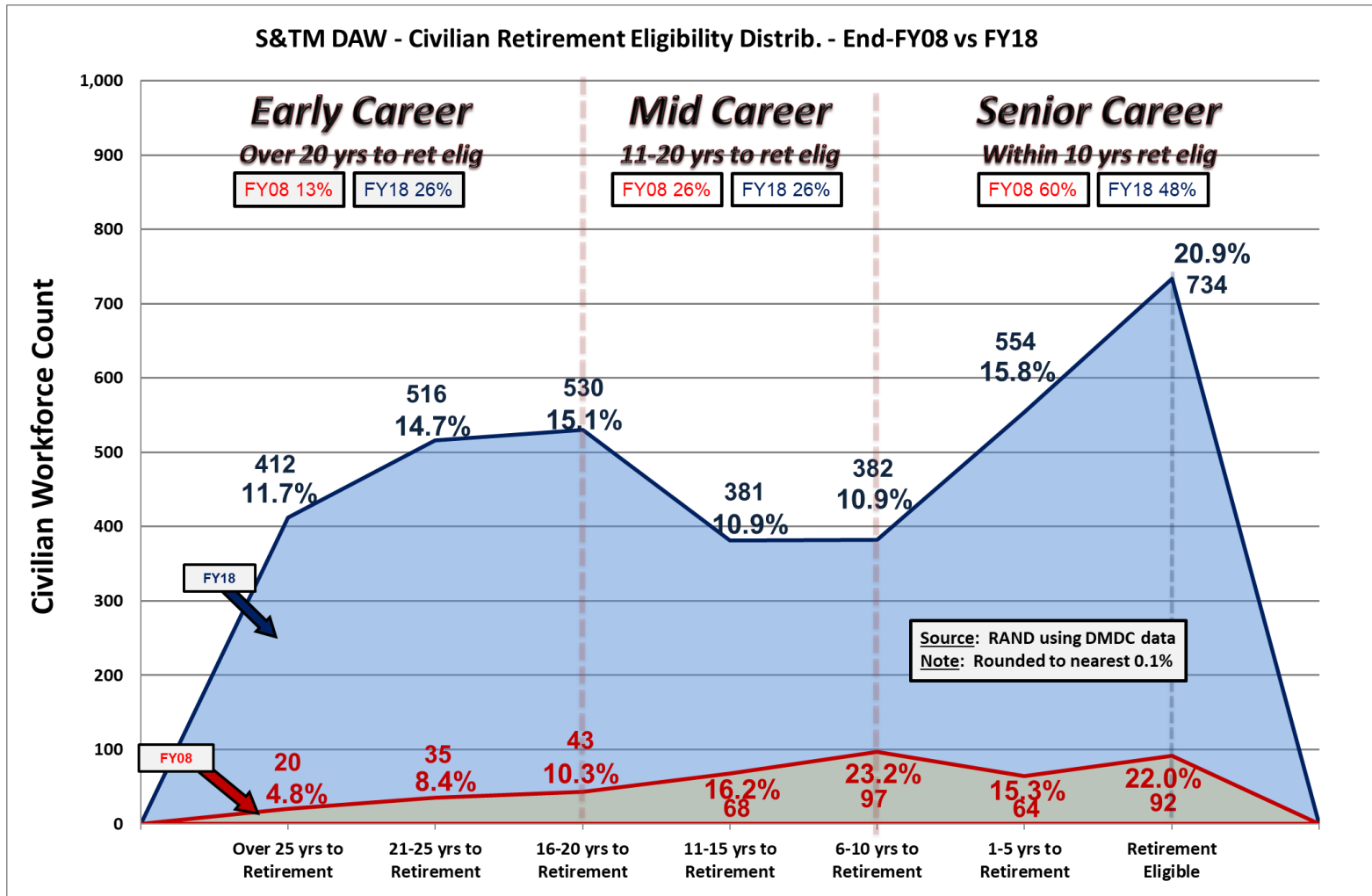
Civilian Occupational Series	S&TM	
0855 - Engineer, Electronics	687	19.4%
0801 - Engineer, General	488	13.8%
0861 - Engineer, Aerospace	372	10.5%
0830 - Engineer, Mechanical	217	6.1%
0806 - Engineer, Materials	202	5.7%
1550 - Computer Scientist	211	6.0%
1310 - Physicist	193	5.5%
1301 - Physical Scientist, General	198	5.6%
0854 - Engineer, Computers	120	3.4%
1320 - Chemist	121	3.4%
0180 - Psychologist	106	3.0%
0850 - Engineer, Electrical	90	2.5%
0401 - Biologist	99	2.8%
0601 - Health Scientist	66	1.9%
1520 - Mathematician	52	1.5%
0858 - Engineer, Biomedical	27	0.8%
<i>Other</i>	286	8.1%
TOTAL CIVILIAN	3,535	Civilians



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



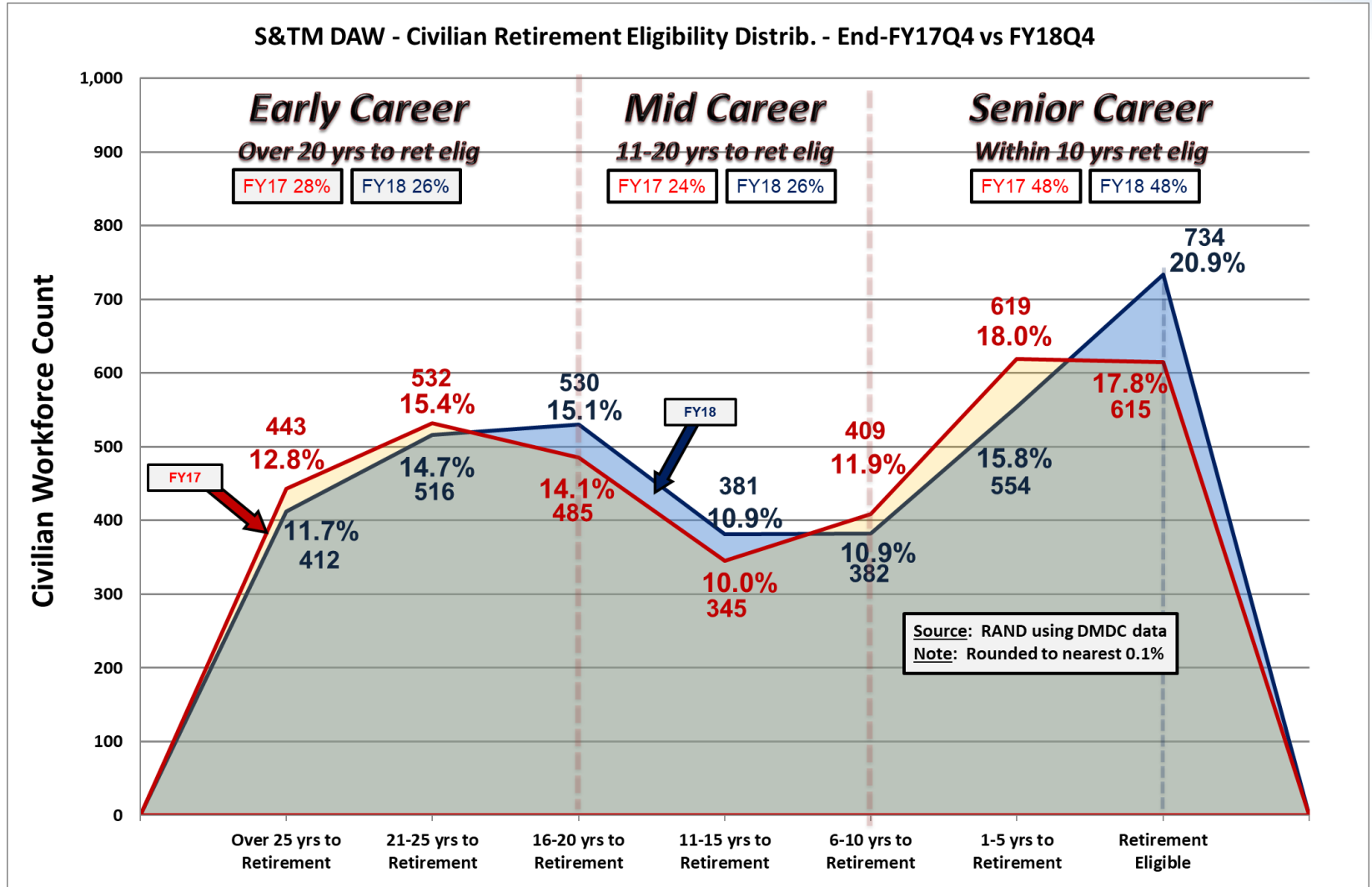
S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY18



As of 30 Sept 2018



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



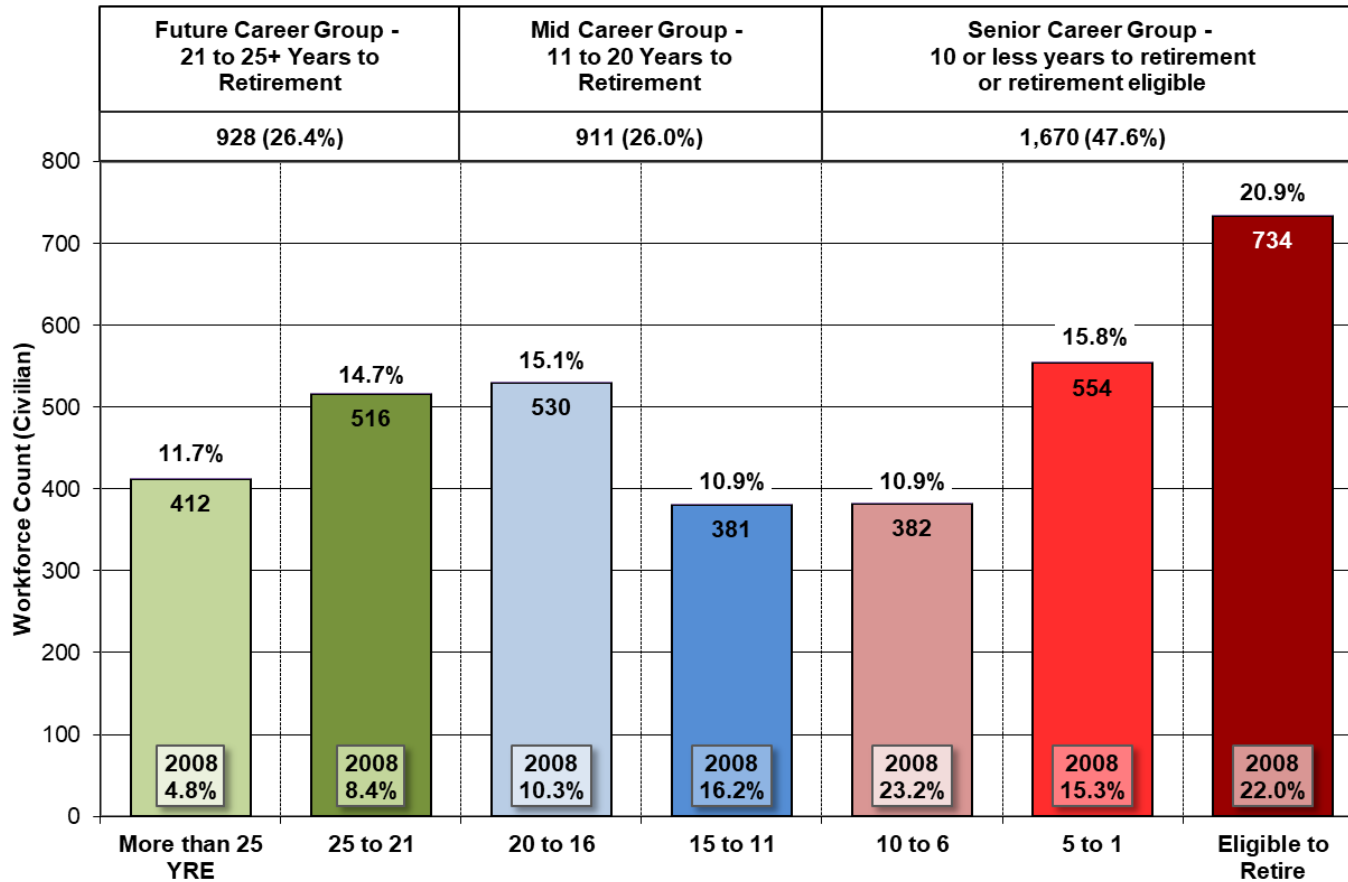
As of 30 Sept 2018



S&T Manager Workforce Lifecycle Model by YRE



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



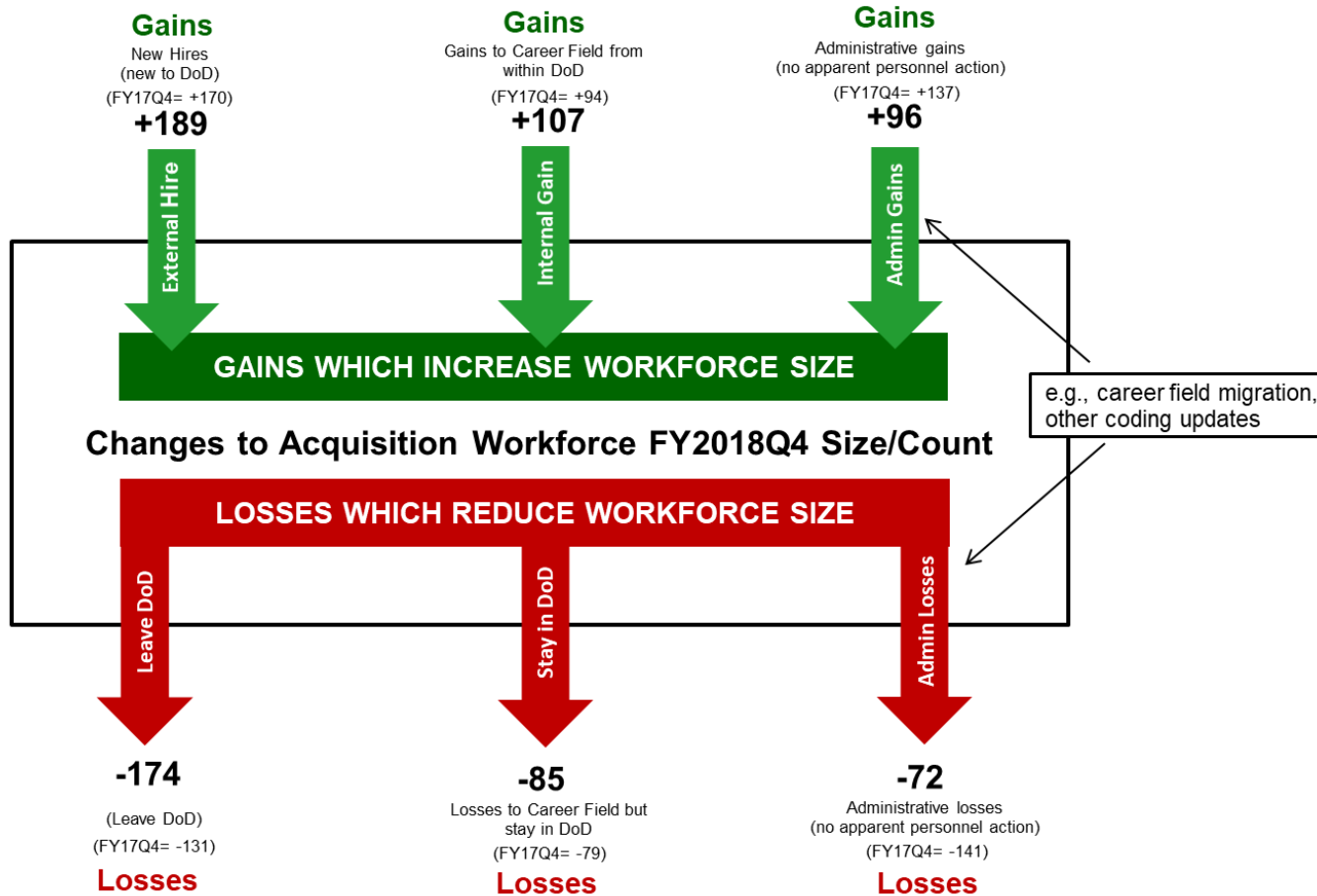
As of 30 Sept 2018



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



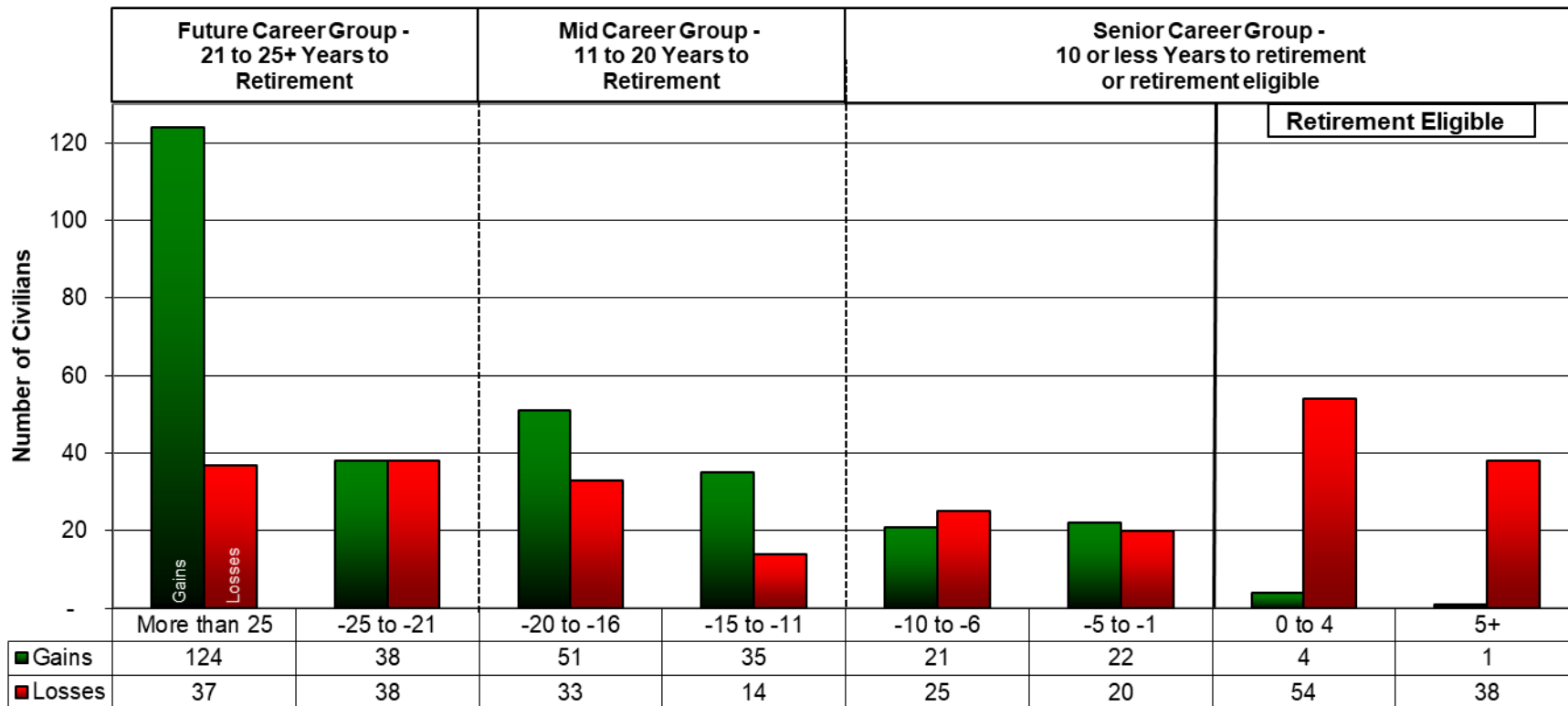


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains & Losses*

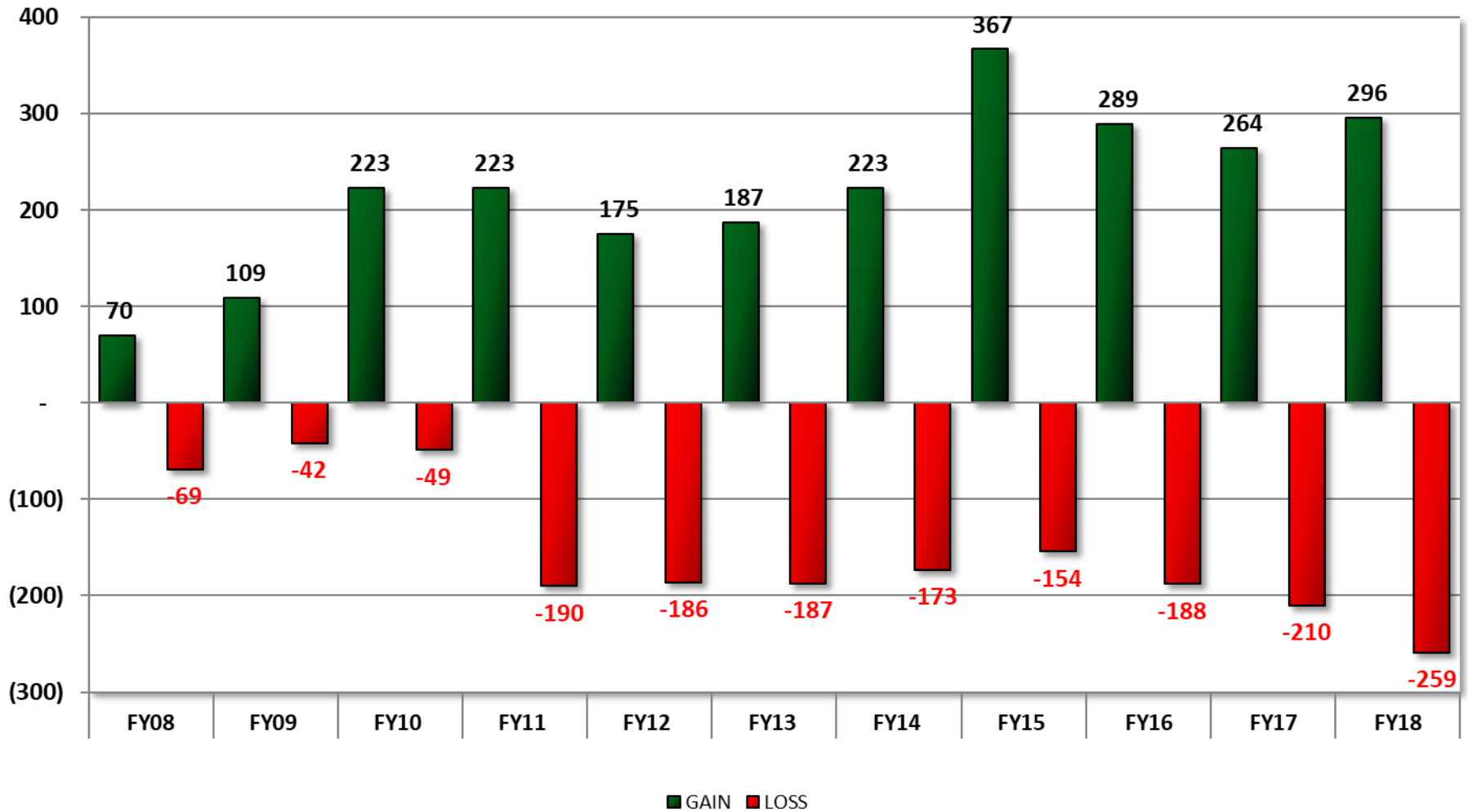


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



S&T Manager Historical Gains and Losses FY08 – FY18



As of 30 Sept 2018

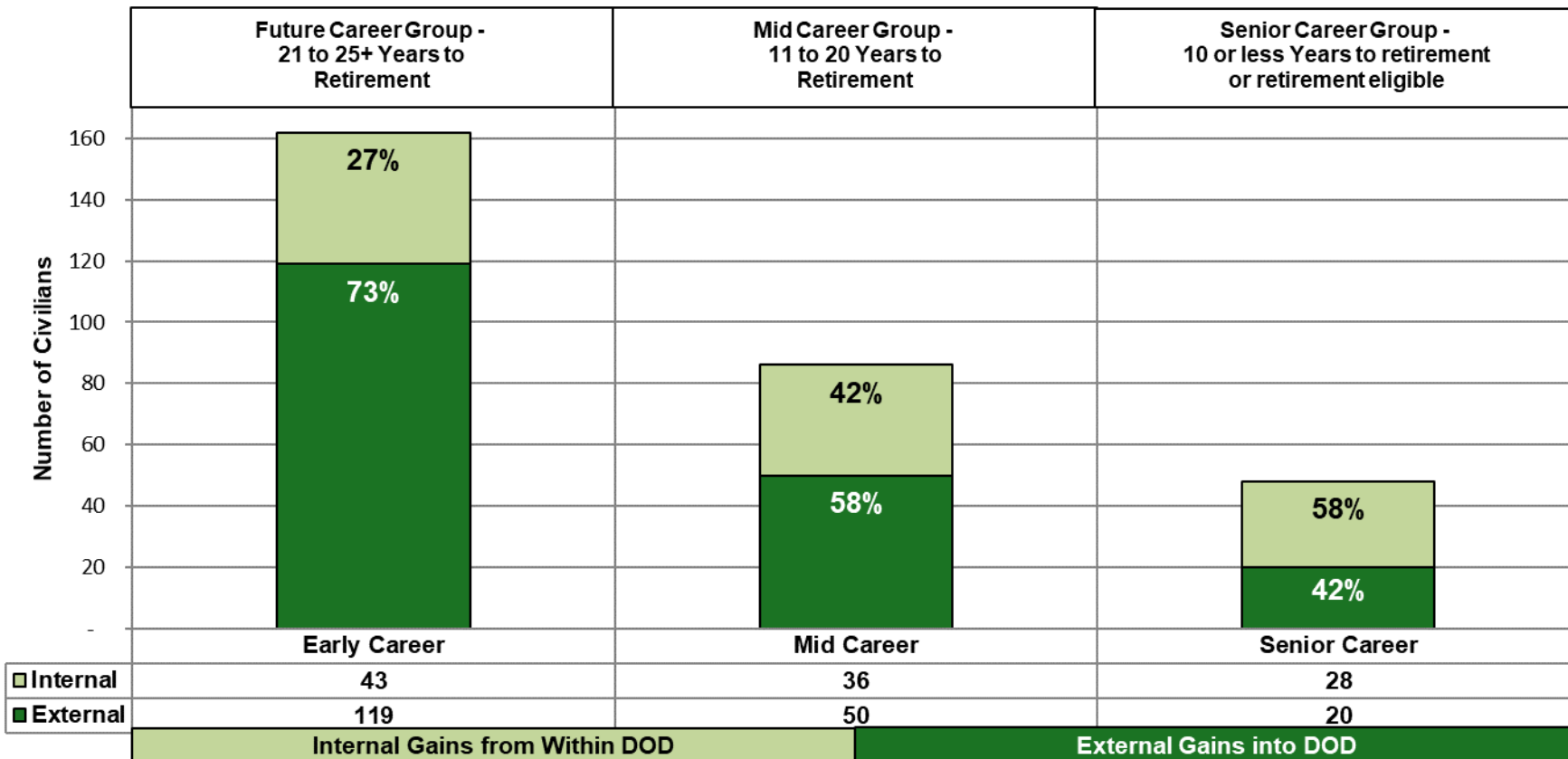


S&T Manager Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2018Q4 Gains*



*Does not include administrative gains

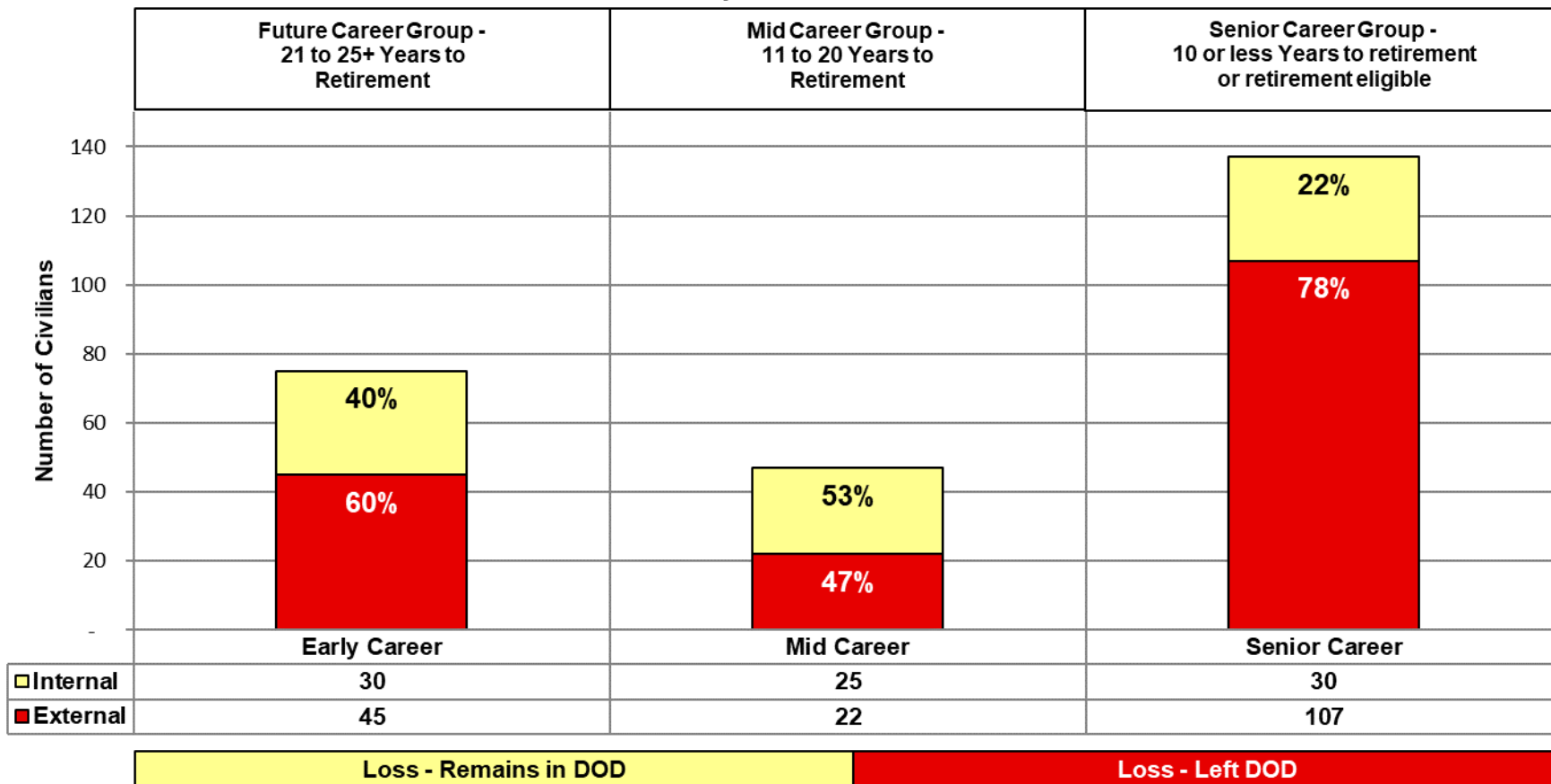


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

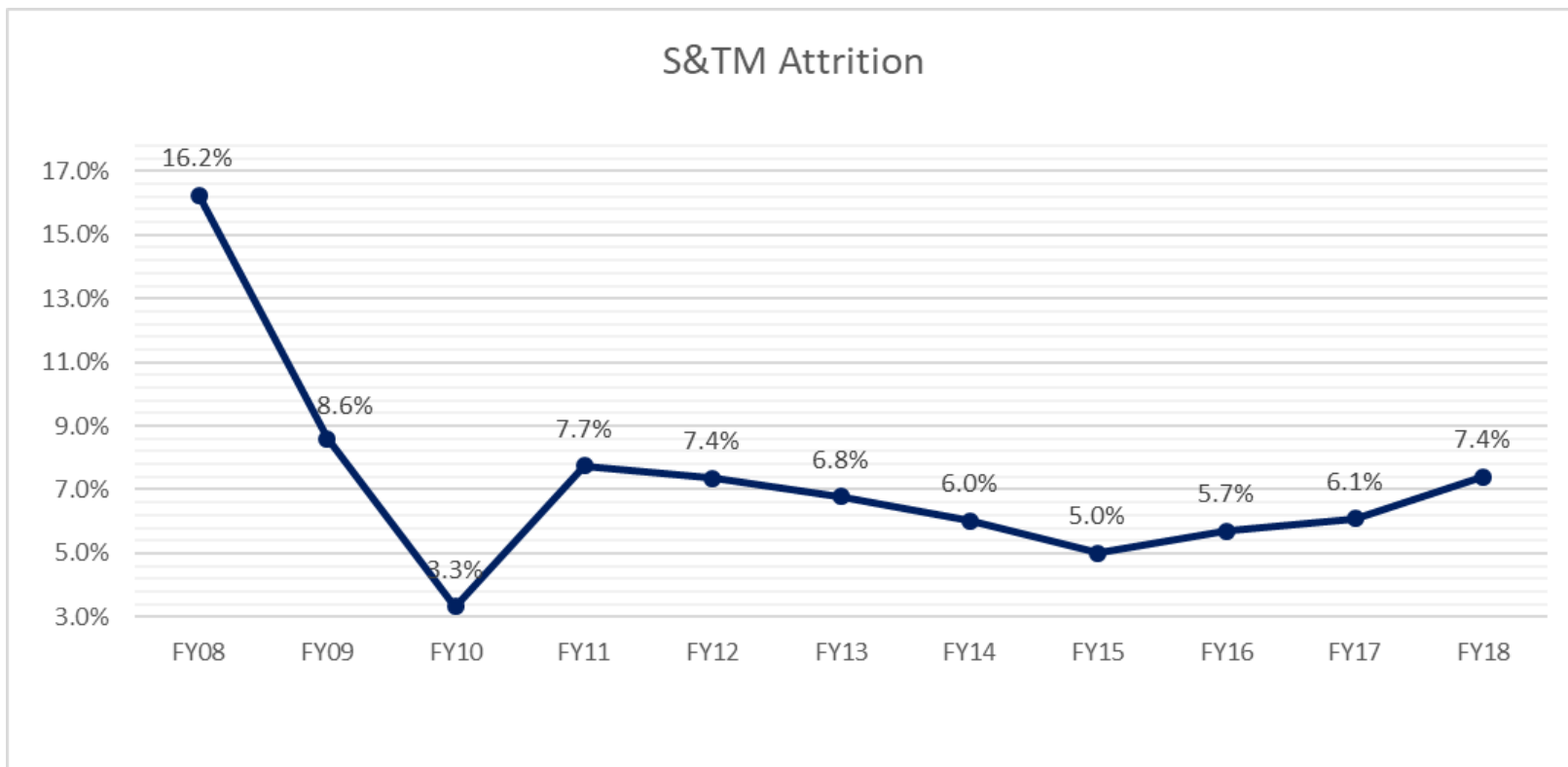
Workforce Lifecycle FY2018Q4 Losses*



*Does not include administrative losses



Annual Attrition Rates



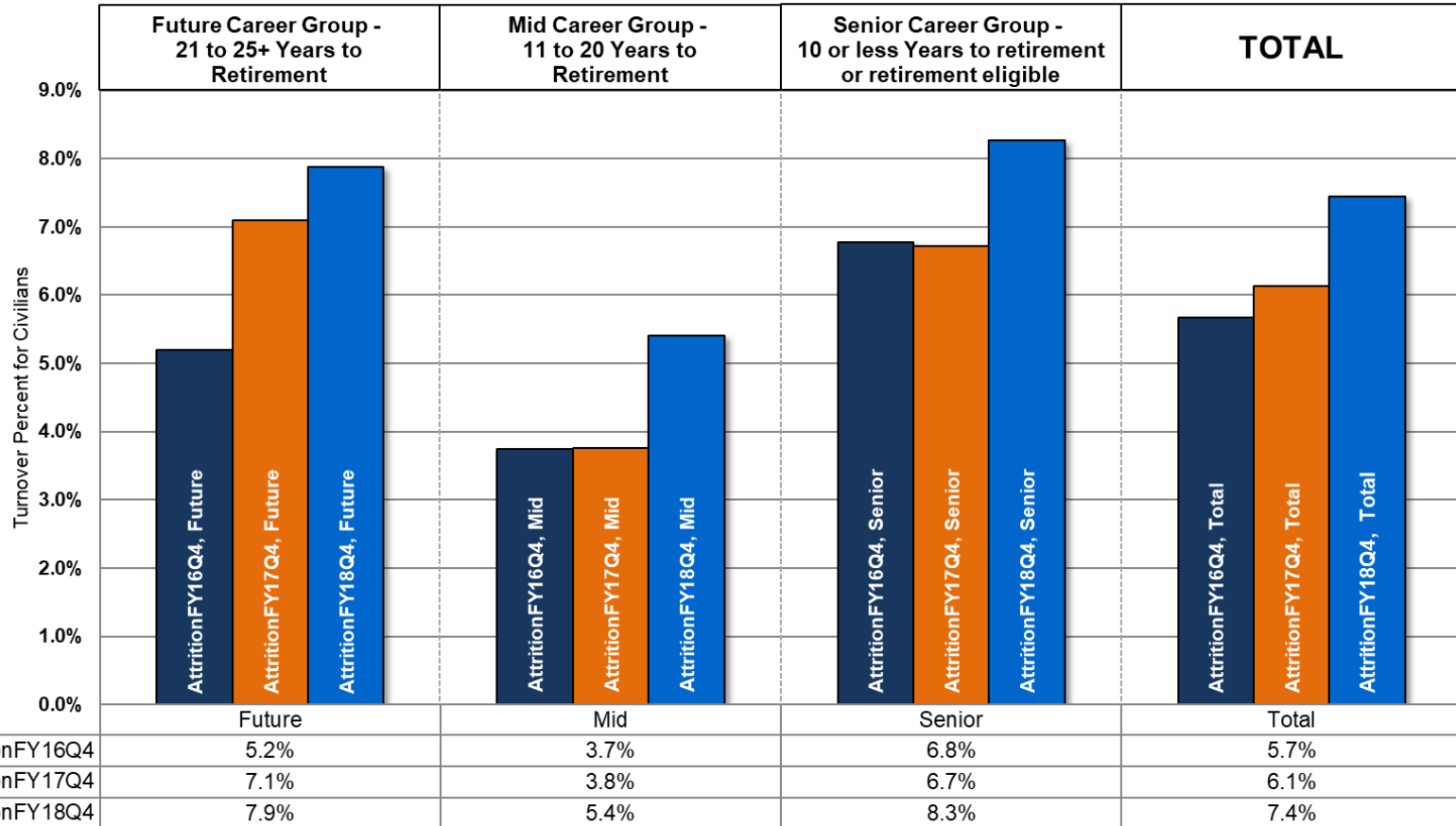
As of 30 Sept 2018



S&T Manager Attrition Rates by Career Group



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



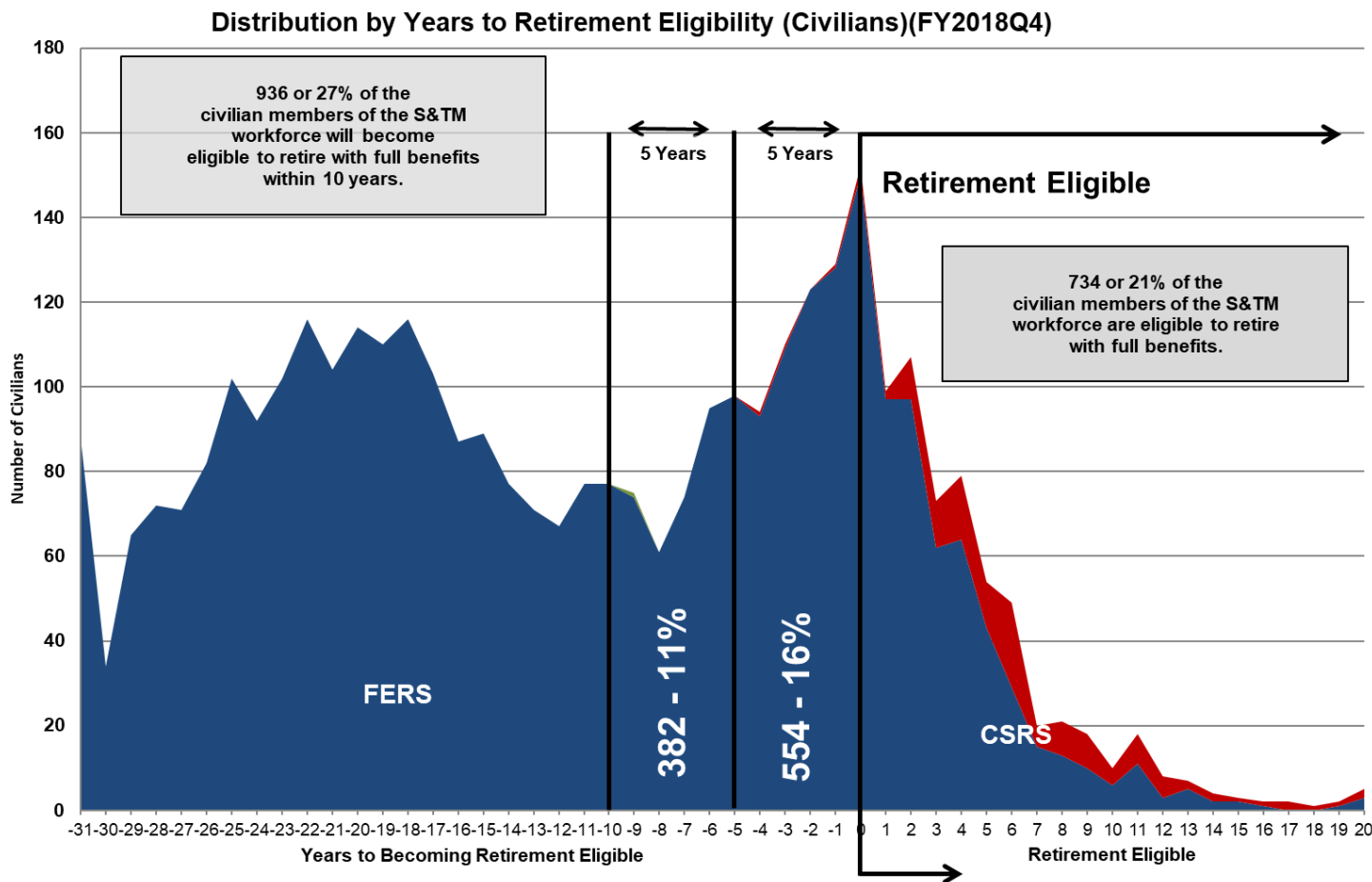
As of 30 Sept 2018



S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce



As of 30 Sept 2018



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