



Defense Acquisition Workforce Key Information

Science & Technology Manager

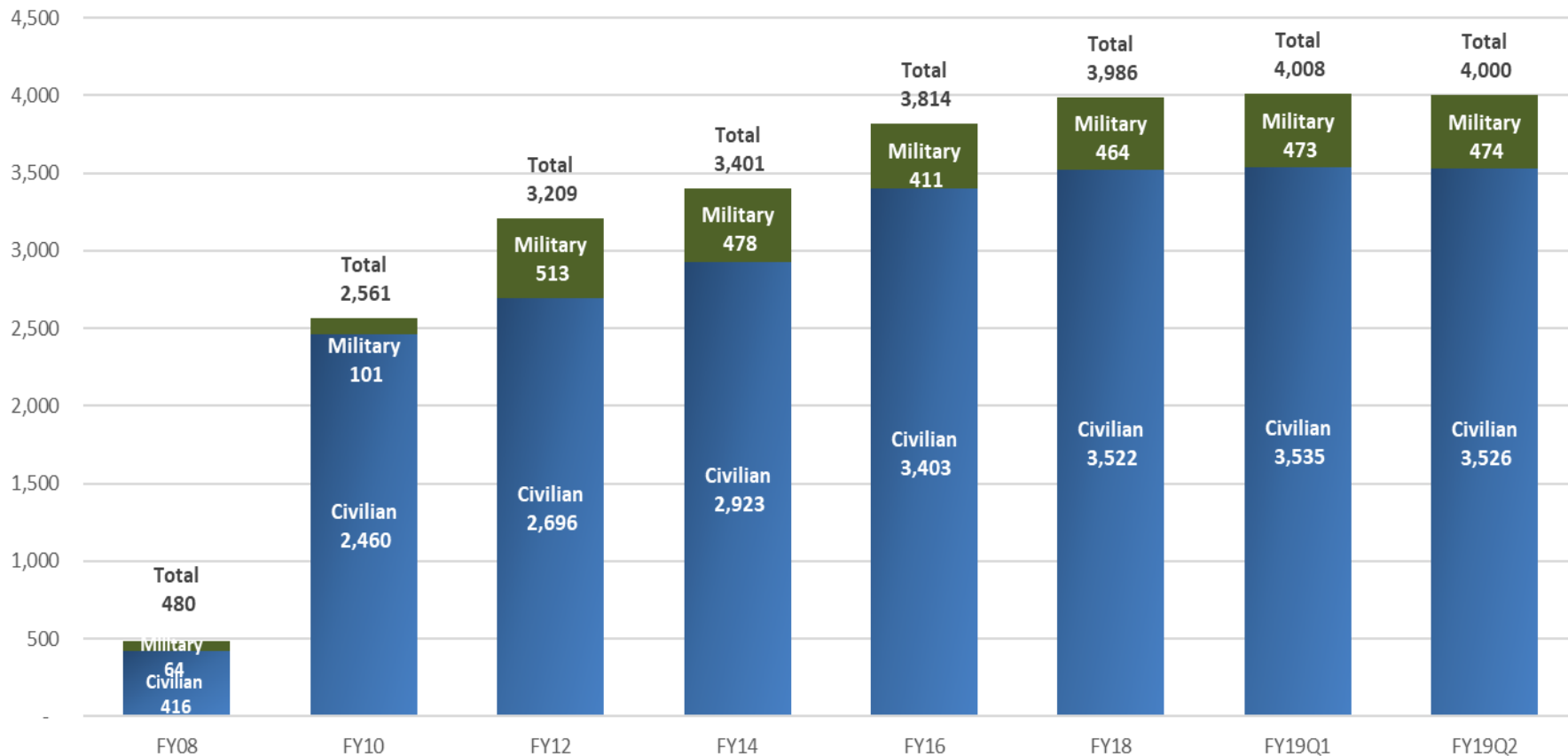
As of FY19Q2 (31 March 2019)



Total Historic Workforce

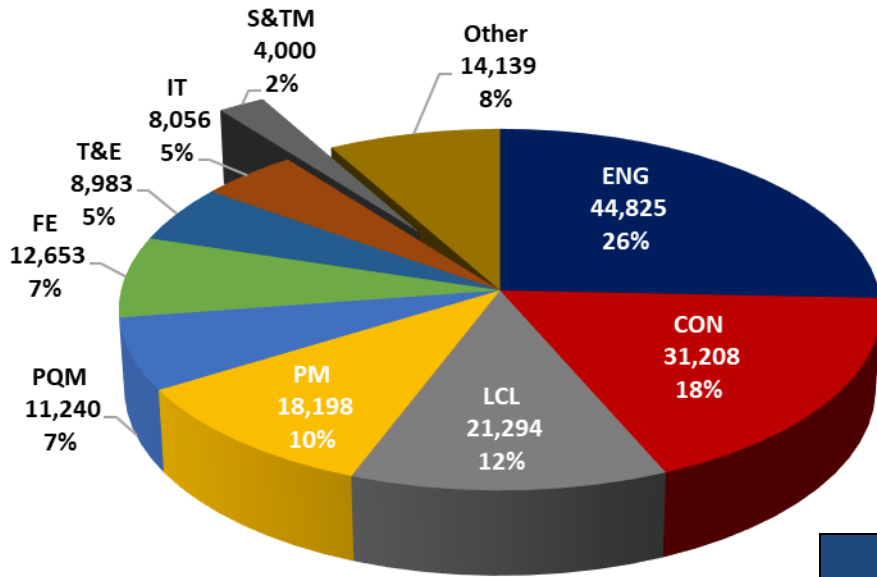


S&TM





AWF by Component and Career Field



FY 2019 Q2	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,082	4,082	2.3%
Business - CE	254	555	35	517	92	1,453	0.8%
Business - FM	1,775	2,194	179	2,218	604	6,970	4.0%
Contracting	8,045	6,250	538	8,170	8,205	31,208	17.9%
Engineering	9,094	23,608	325	9,652	2,146	44,825	25.7%
Facilities Engineering	5,954	5,871	32	701	95	12,653	7.2%
Information Technology	1,860	3,477	226	1,422	1,071	8,056	4.6%
Life Cycle Logistics	6,941	6,451	705	3,762	3,435	21,294	12.2%
Production, Quality and Man	1,368	3,804	43	472	5,553	11,240	6.4%
Program Management	3,334	5,780	761	6,417	1,906	18,198	10.4%
Property	50	71	-	14	277	412	0.2%
Purchasing	273	373	37	47	474	1,204	0.7%
S&T Manager	489	518	4	2,854	135	4,000	2.3%
Test and Evaluation	1,930	3,292	142	3,265	354	8,983	5.1%
Unknown/Other	7	2	1	-	8	18	0.01%
Totals	41,374	62,246	3,028	39,511	28,437	174,596	
Component %	23.7%	35.7%	1.7%	22.6%	16.3%		



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



S&T Manager Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q2
AIR FORCE	43	1,873	2,440	2,559	2,708	2,841	2,854
NAVY	190	303	385	431	537	507	518
MARINE CORPS	1	8	3	3	2	3	4
ARMY	143	238	247	290	447	503	489
DTRA	93	122	111	99	101	121	127
DLA	1	2	4	6	5	4	3
MDA	1	1	4	2	2	2	2
DCMA	6	11	11	6	4	-	-
DHA	-	-	-	-	1	1	1
DAU	1	1	1	1	1	1	1
NRO	-	-	-	-	2	-	-
OSD	-	1	-	1	1	1	-
JCS	-	-	2	2	2	1	1
ASD	-	-	1	1	1	1	-
DISA	-	-	-	-	-	-	-
4th Estate Other	1	1	-	-	-	-	-
TOTAL	480	2,561	3,209	3,401	3,814	3,986	4,000

% Change Since FY08	% Change Since FY18
6537%	0%
173%	2%
300%	33%
242%	-3%
37%	5%
200%	-25%
100%	0%
-100%	
	0%
0%	0%
	-100%
	0%
	-100%
-100%	
↑ 733%	↑ 0%



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



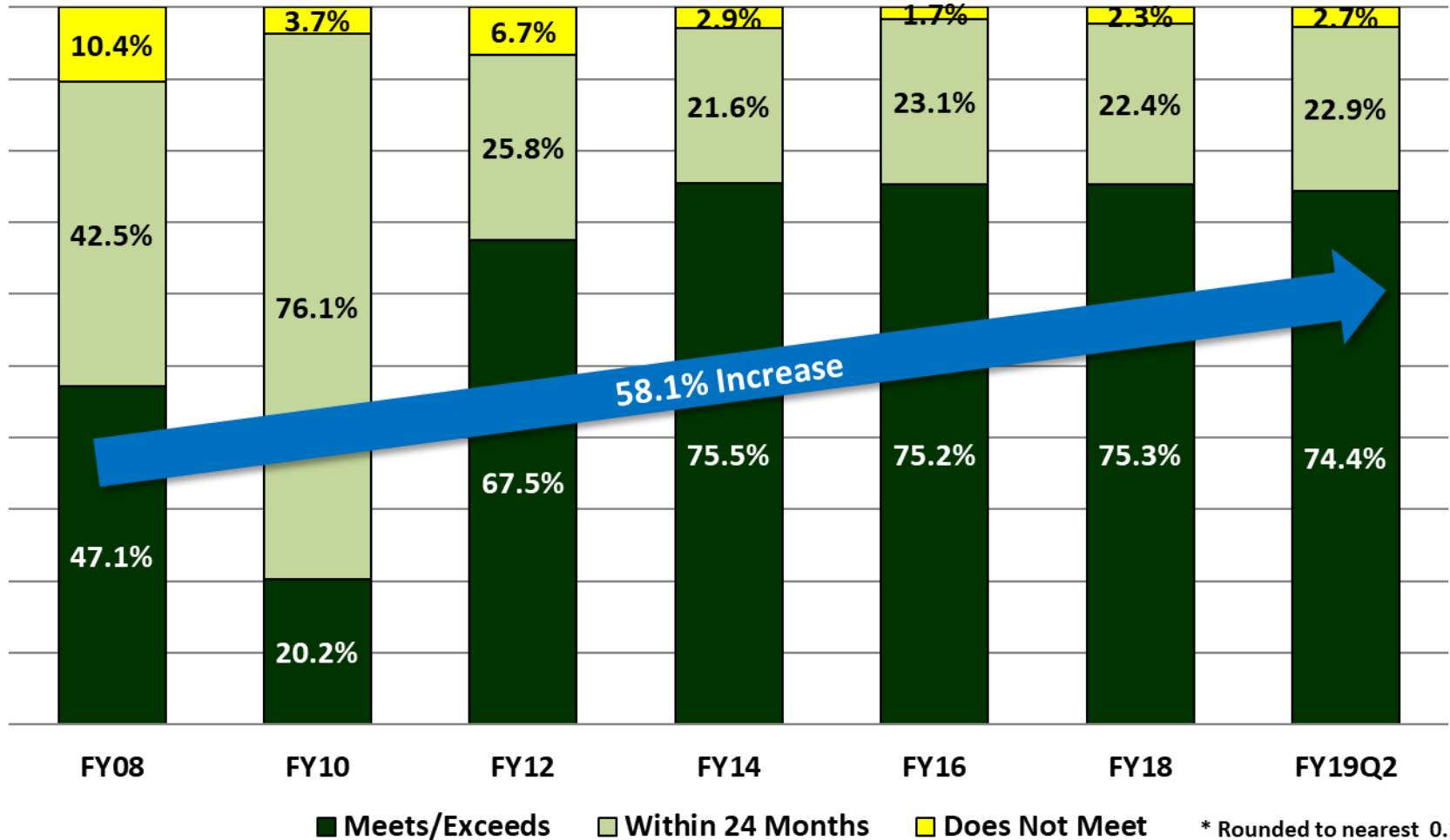
S&T Manager Defense Acq Workforce Agency	FY17Q2	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	% Change Since FY18Q2
AIR FORCE	2,762	2,767	2,806	2,668	2,830	2,851	2,841	2,849	2,854	1%
NAVY	550	569	495	515	514	508	507	517	518	1%
MARINE CORPS	4	4	4	4	4	3	3	3	4	0%
ARMY	459	459	463	469	475	497	503	505	489	3%
DTRA	100	99	102	103	105	106	121	122	127	21%
DLA	6	6	4	4	4	3	4	4	3	-25%
MDA	2	2	2	2	2	2	2	2	2	0%
DCMA	5	5	3	3	1	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	1	-	-	-	-100%
OSD	1	1	1	1	1	1	1	1	-	-100%
JCS	2	2	2	2	1	1	1	1	1	0%
ASD	1	1	1	1	1	1	1	1	-	-100%
TOTAL	3,896	3,919	3,887	3,776	3,942	3,977	3,986	4,008	4,000	↑ 1%



S&T Manager Historical DAWIA Certification FY08 – FY19



S&T Manager

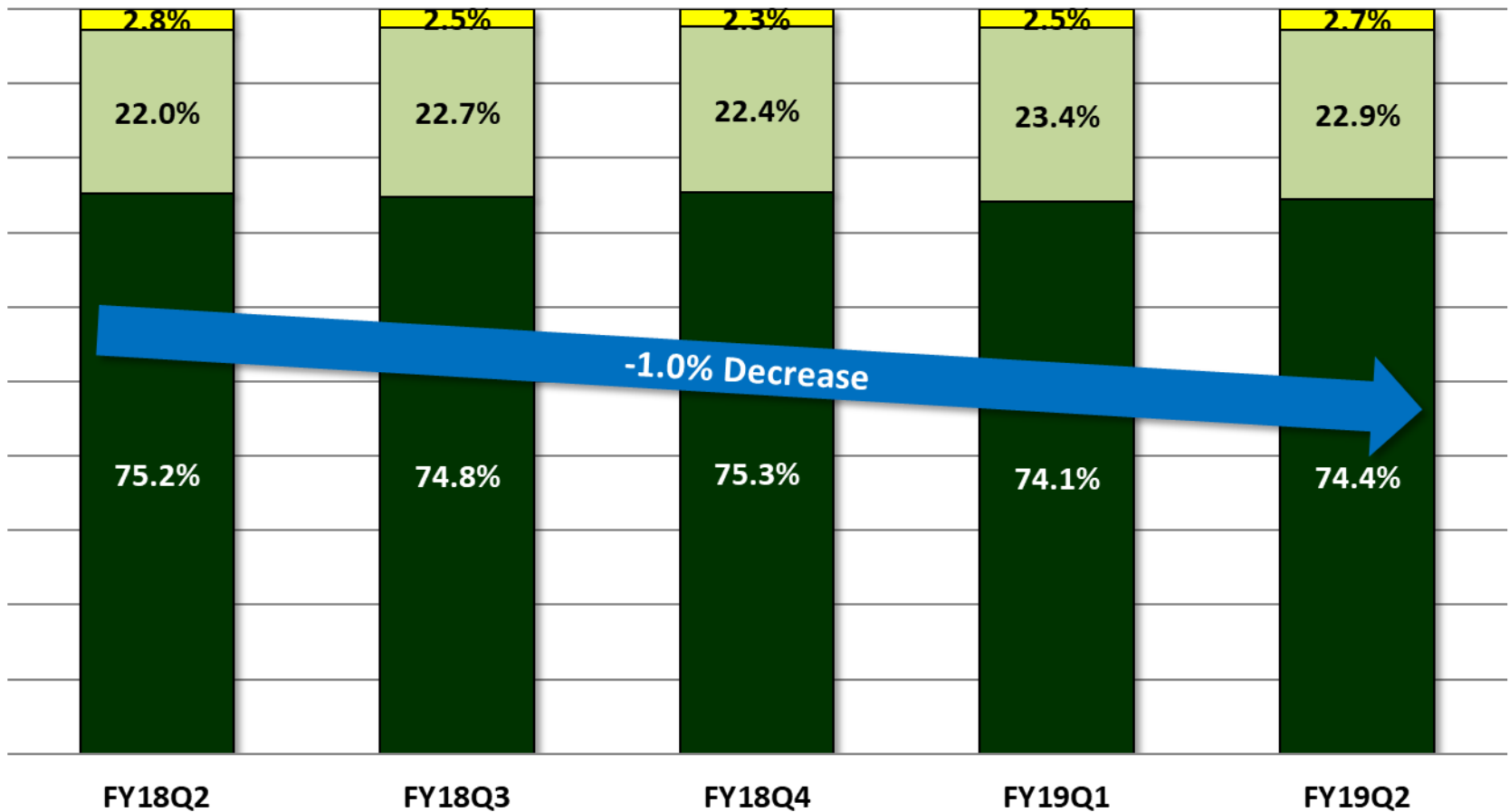




S&T Manager Historical (Quarterly) DAWIA Certification



S&T Manager



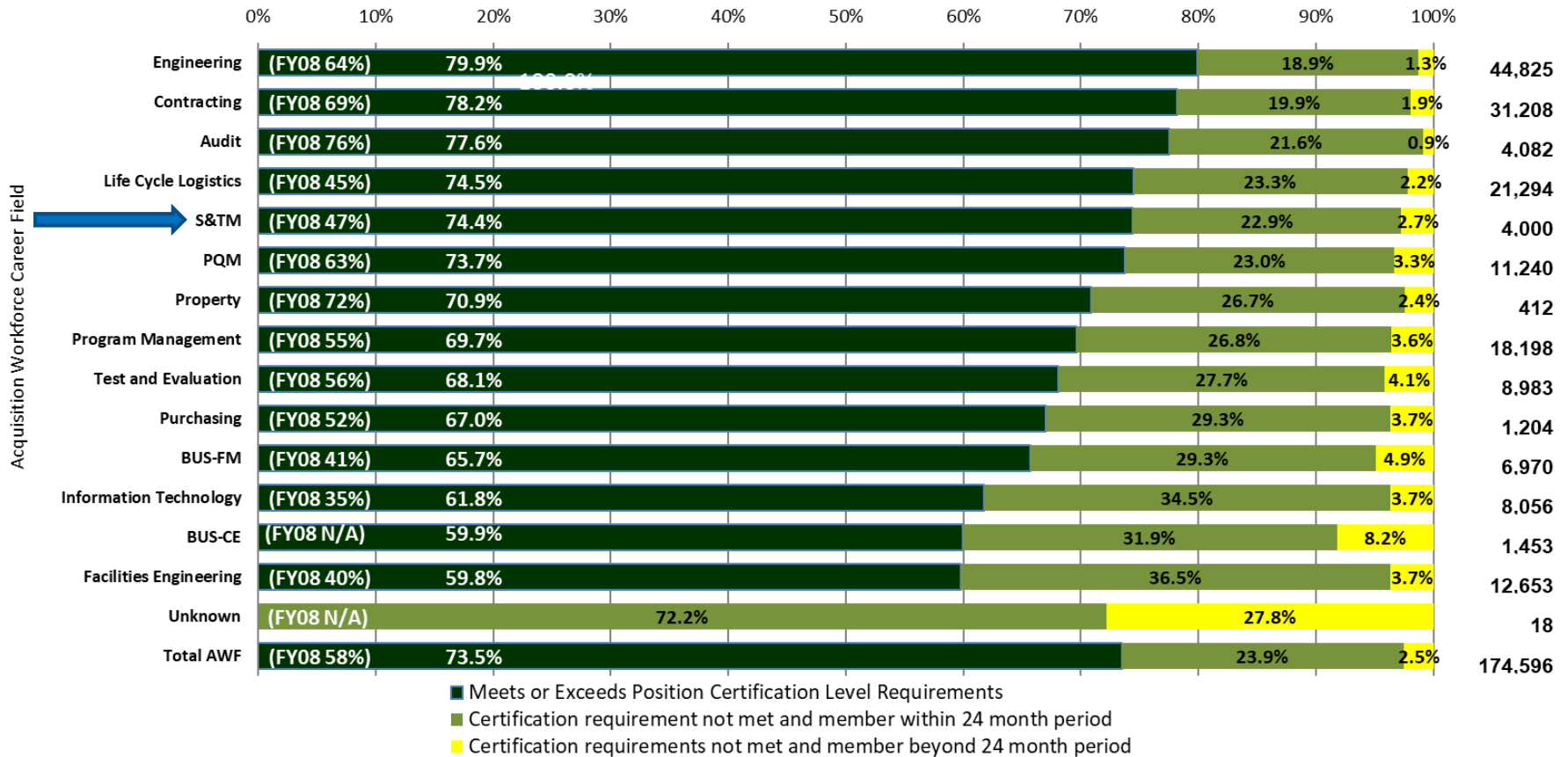
■ Meets/Exceeds ■ Within 24 Months ■ Does Not Meet * Rounded to nearest 0.1%



DAWIA Certification by Career Field



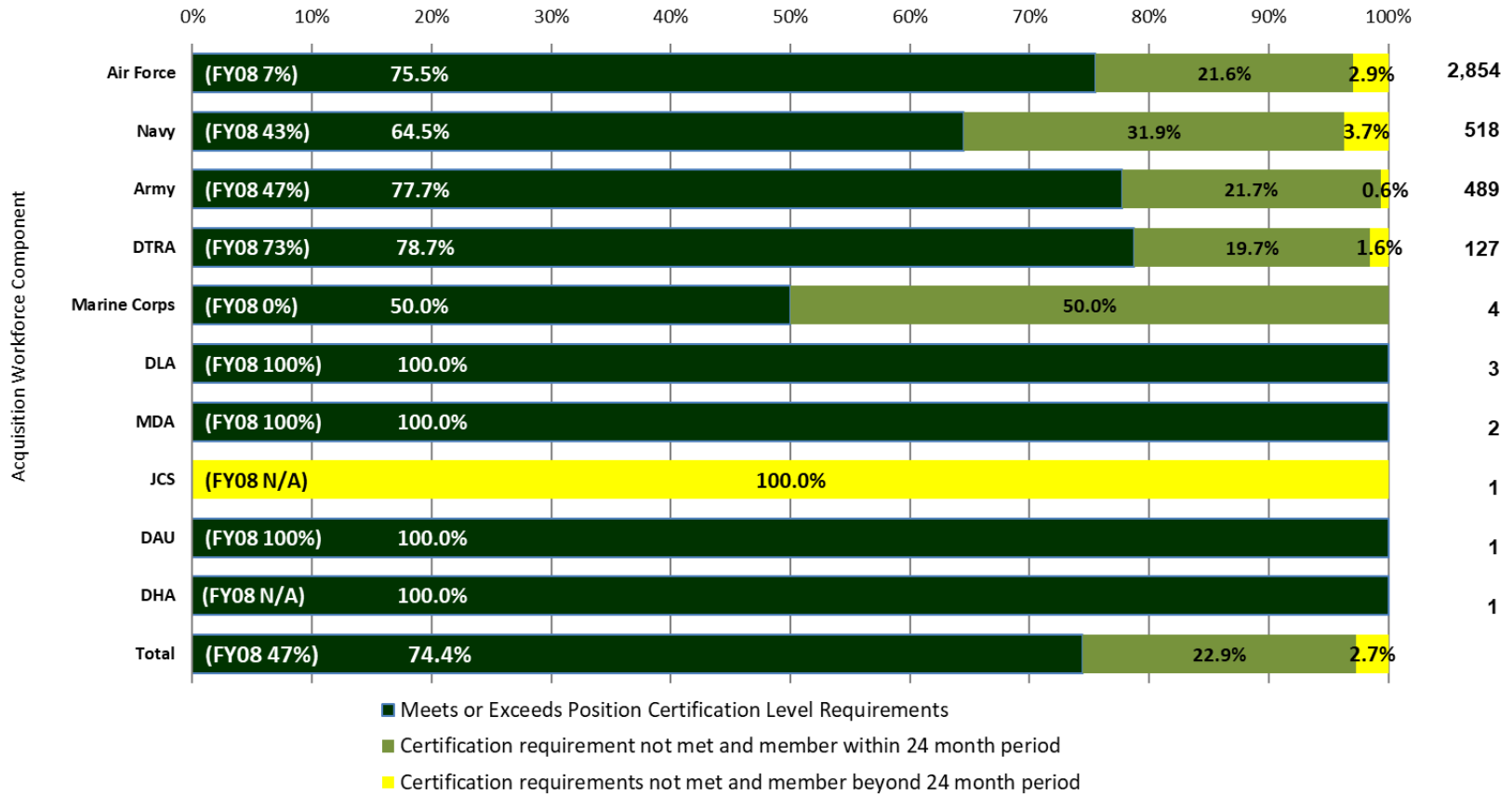
Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q2)





S&T Manager DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component S&TM (FY19Q2)





S&T Manager DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	191	237	63	48	539	64.6%
Level II	286	194	756	303	1,539	68.8%
Level III	143	52	157	1,570	1,922	81.7%
<i>Unspecified</i>	-	-	-	-	-	
FY19Q2 TOTAL	620	483	976	1,921	4,000	74.4%
	15.5%	12.1%	24.4%	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	128,380	73.5%	
Army	31,862	77.0%	
Navy	45,086	72.4%	
Marine Cor	2,047	67.6%	
Air Force	27,352	69.2%	
4th Estate	22,033	77.5%	
S&TM	2,977	74.4%	7 of 14

** Based on population total without unspecified positions

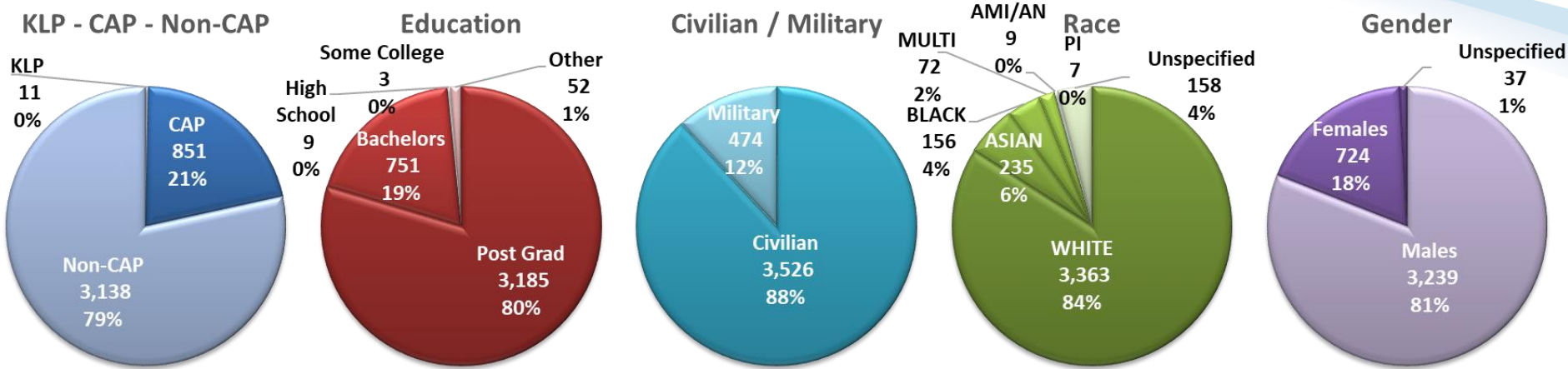
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	348	183	8	539	13.5%
Level II	1,059	439	41	1,539	38.5%
Level III	1,570	292	60	1,922	48.1%
<i>Unspecified</i>	-	-	-	-	0.0%
S&TM TOTAL	2,977	914	109	4,000	
	74.4%	22.9%	2.7%		

= Compliance
= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



S&T Manager Demographics



Occupied Position Type	S&TM TOTAL		Entire AWF	
Key Leadership Positions (KLPs)	11	0.3%	1,242	0.7%
Critical Acquisition Positions (CAPs) *	851	21.3%	16,708	9.6%
Non-CAP Positions	3,138	78.5%	156,646	89.7%
Unknown	-	0.0%	-	0.0%
TOTAL	4,000		174,596	

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

Race	S&TM TOTAL		Entire DAW	
WHITE	3,363	84.1%	127,583	73.1%
ASIAN	235	5.9%	21,036	12.0%
BLACK	156	3.9%	11,990	6.9%
MULTI	72	1.8%	4,829	2.8%
AMI/AN	9	0.2%	1,133	0.6%
PI	7	0.2%	903	0.5%
Unspecified	158	4.0%	7,122	4.1%
TOTAL	4,000		174,596	

Highest Level of Education	S&TM TOTAL		Entire AWF	
Post Grad	3,185	79.6%	70,018	40.1%
Bachelors	751	18.8%	77,243	44.2%
Some College	3	0.1%	12,151	7.0%
High School	9	0.2%	12,718	7.3%
Other	52	1.3%	2,466	1.4%
TOTAL	4,000		174,596	

Gender	S&TM TOTAL		Entire DAW	
Males	3,239	81.0%	122,206	70.0%
Females	724	18.1%	50,436	28.9%
Unspecified	37	0.9%	1,954	1.1%
TOTAL	4,000		174,596	

Type	S&TM TOTAL		Entire AWF	
Civilian	3,526	88.2%	158,922	91.0%
Military	474	11.9%	15,674	9.0%
TOTAL	4,000		174,596	



S&T Manager Size by Occupational Series

Civilian Occupational Series	S&TM TOTAL	
0855 - Engineer, Electronics	678	19.2%
0801 - Engineer, General	503	14.3%
0861 - Engineer, Aerospace	369	10.5%
0830 - Engineer, Mechanical	214	6.1%
1550 - Computer Scientist	214	6.1%
0806 - Engineer, Materials	200	5.7%
1310 - Physicist	195	5.5%
1301 - Physical Scientist, General	183	5.2%
0854 - Engineer, Computers	121	3.4%
<i>Other</i>	726	20.6%
TOTAL CIVILIAN	3,526	Civilians



RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides FY19Q1



Fact Sheet



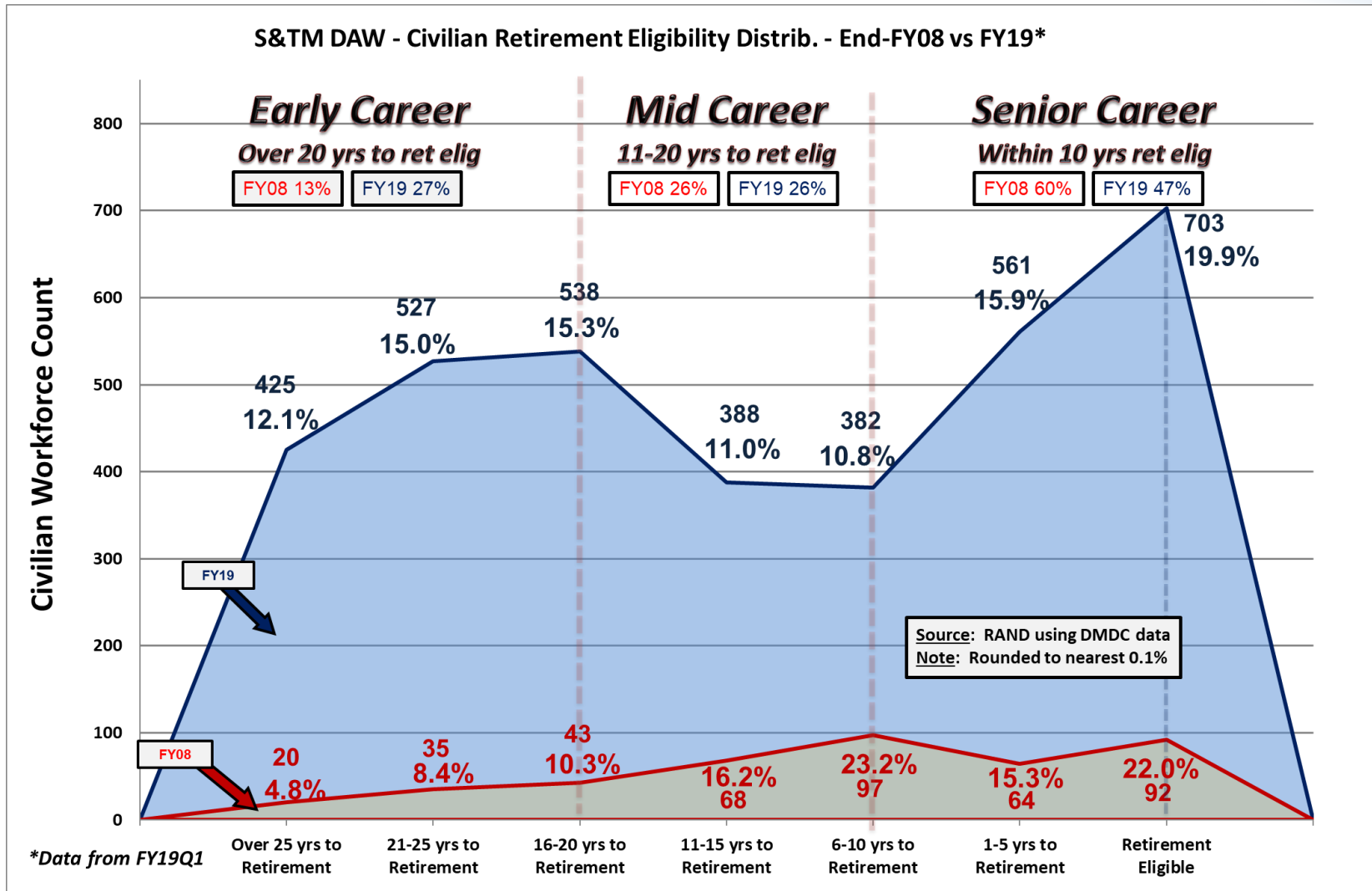
Human Capital Fact Sheet

Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY2019Q1			
	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	3,535	473	4,008	173,599
Change in size from 2008	-		-	-	750%	639%	735%	38%
Civilian/Military Composition	87%	13%	-	88% / 12%	88%	12%	-	91% / 9%
Educational Attainment								
Bachelor's Degree or Higher	97%	464%	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%	68%	85%	83%
Level II or Higher Achieved	54%	19%	49%	61%	77%	39%	72%	70%
Level III Achieved	48%	14%	43%	36%	53%	7%	48%	40%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	78%	48%	74%	74%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	20%	49%	23%	23%
Does Not Meet Certification Requirement	12%	2%	10%	14%	2%	4%	3%	3%
Planning Considerations								
Average Age	50	40	49	46	46	32	44	44
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	13/26/60(%)		-	20/23/57 (%)(Civ)	27/26/47(%)		-	26/27/47(%)
Average Years of Service	18	14	17	17	16	9	15	15
Retirement Eligible*	93(22%)	-	-	19,051(17%) (Civ)	703(18%)	-	-	27,402(17%)
Retirement Eligible w/in 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	561(17%)	-	-	25,072(16%)
Total Gains/Losses*	123 / 147	-	-	14,245/15,030 (Civ)	535/329	-	-	20,099/12,261

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



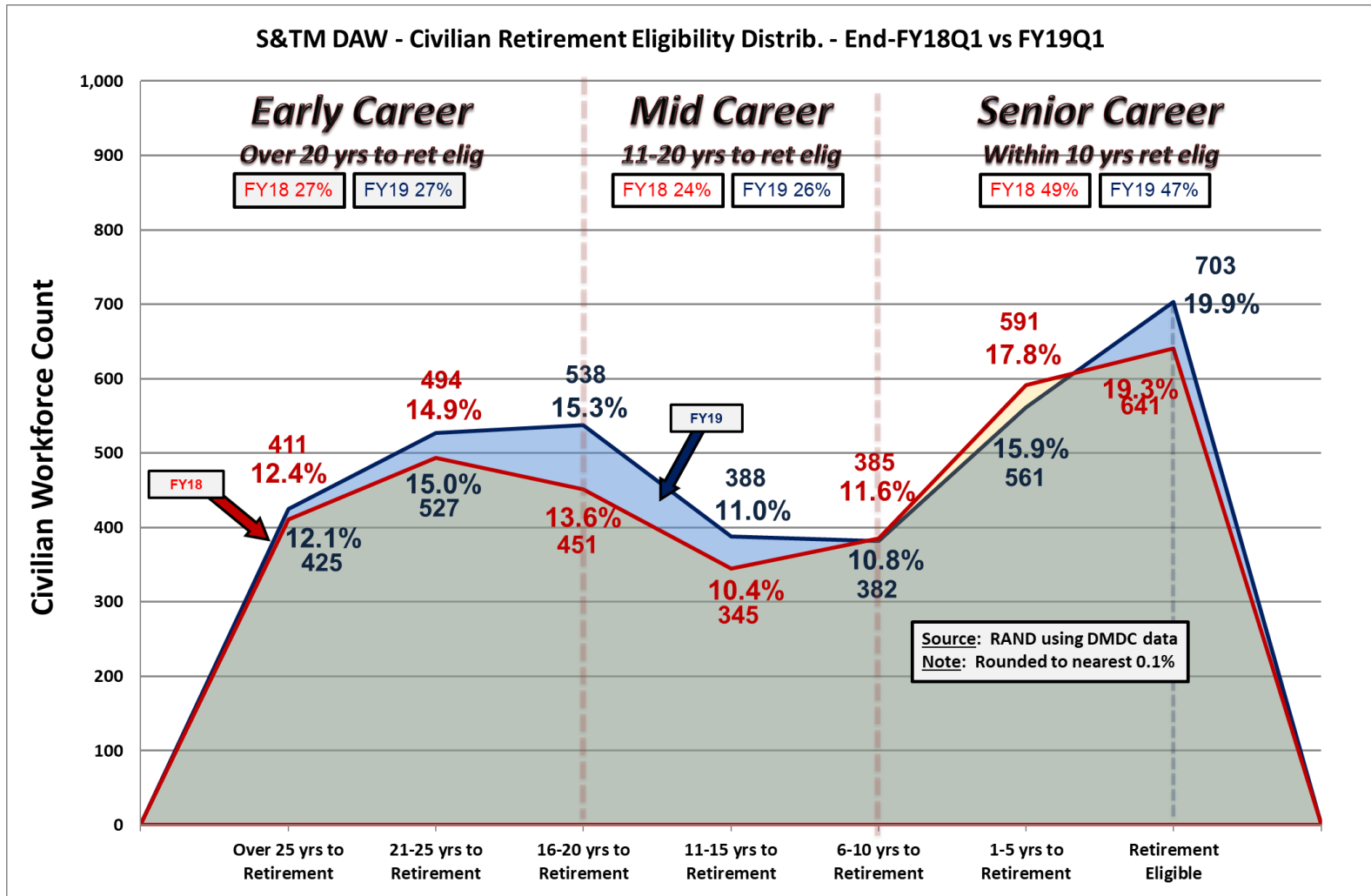
S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Dec 2018



S&T Manager Civilian Retirement Eligibility Distribution 1 year



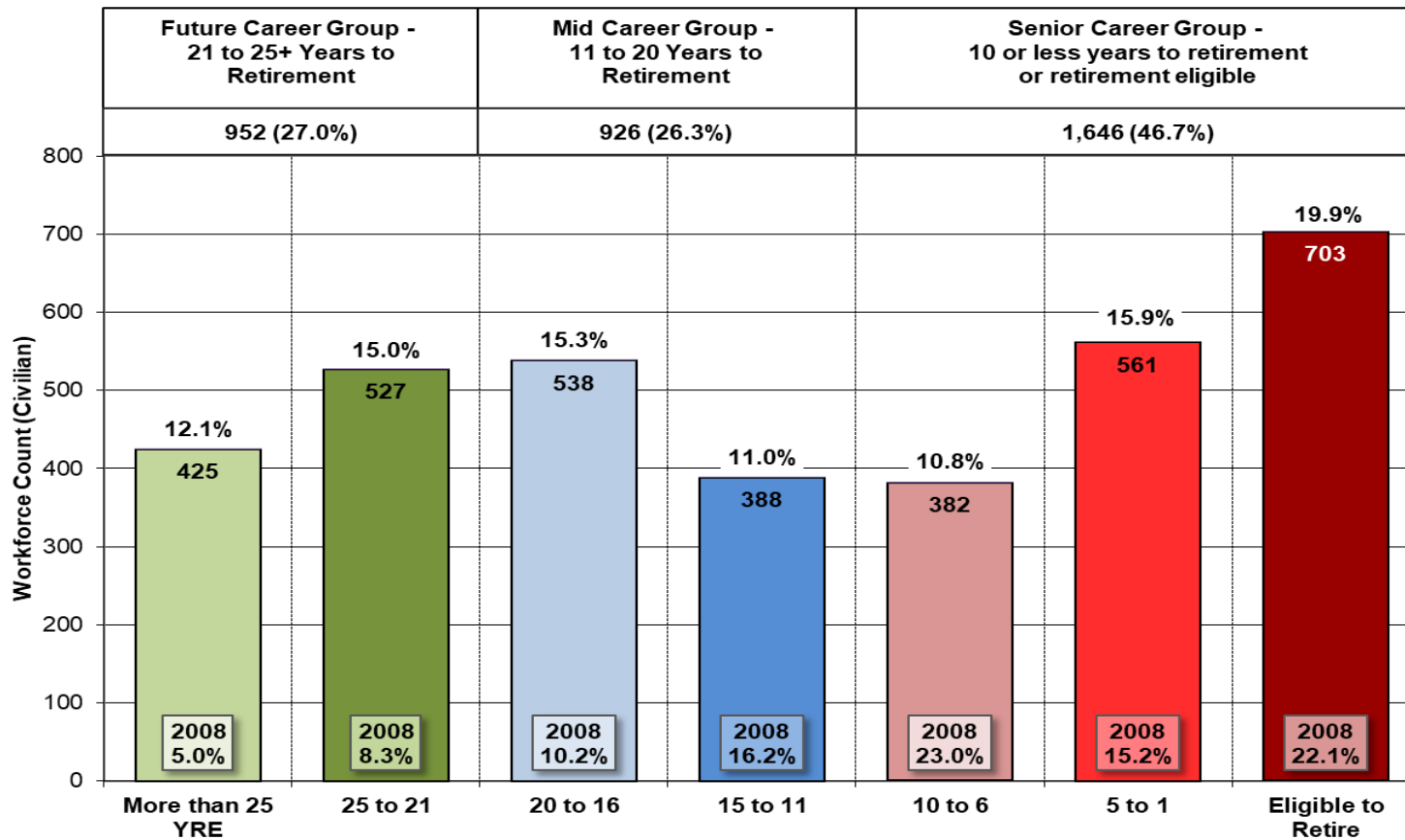
As of 31 Dec 2018



S&T Manager Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q1)



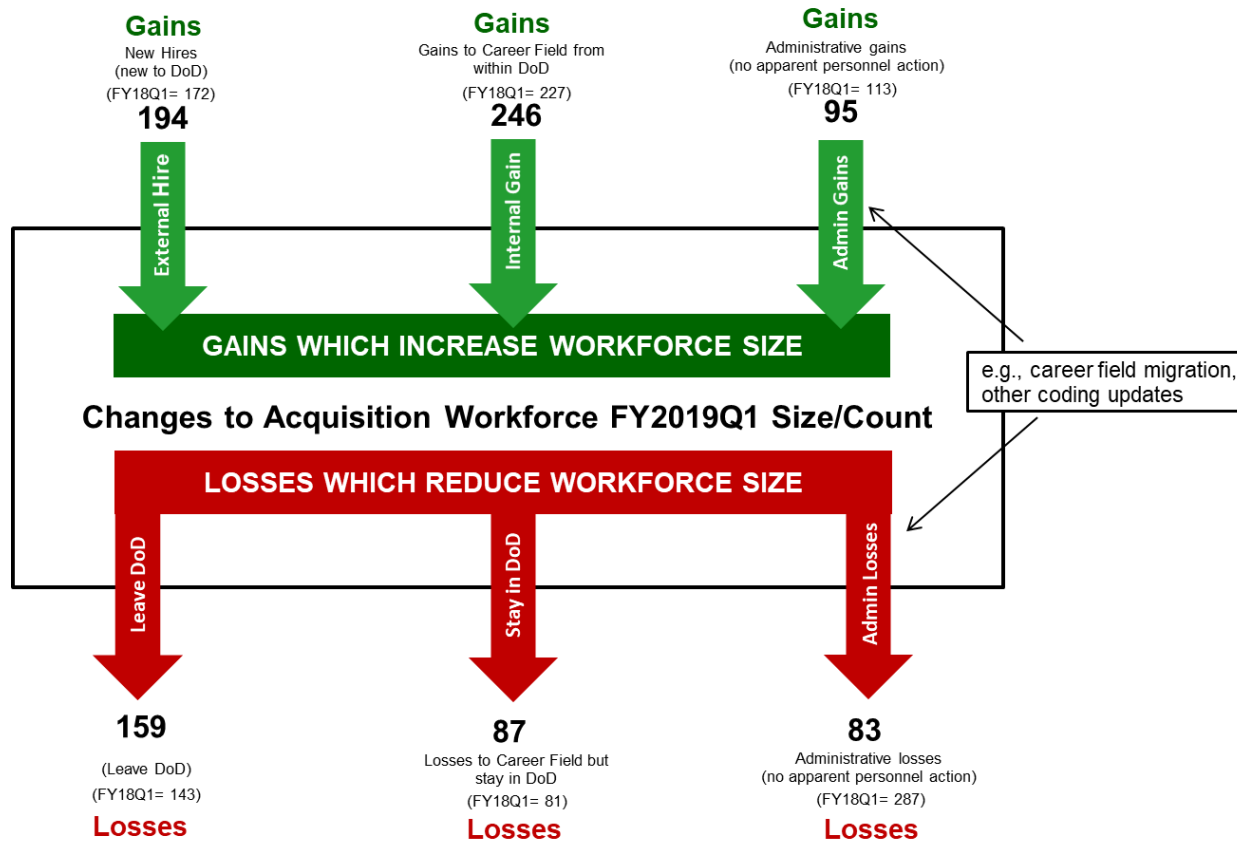
As of 31 Dec 2018



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

Defense Acquisition Workforce (Civilian) (FY2019Q1)

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



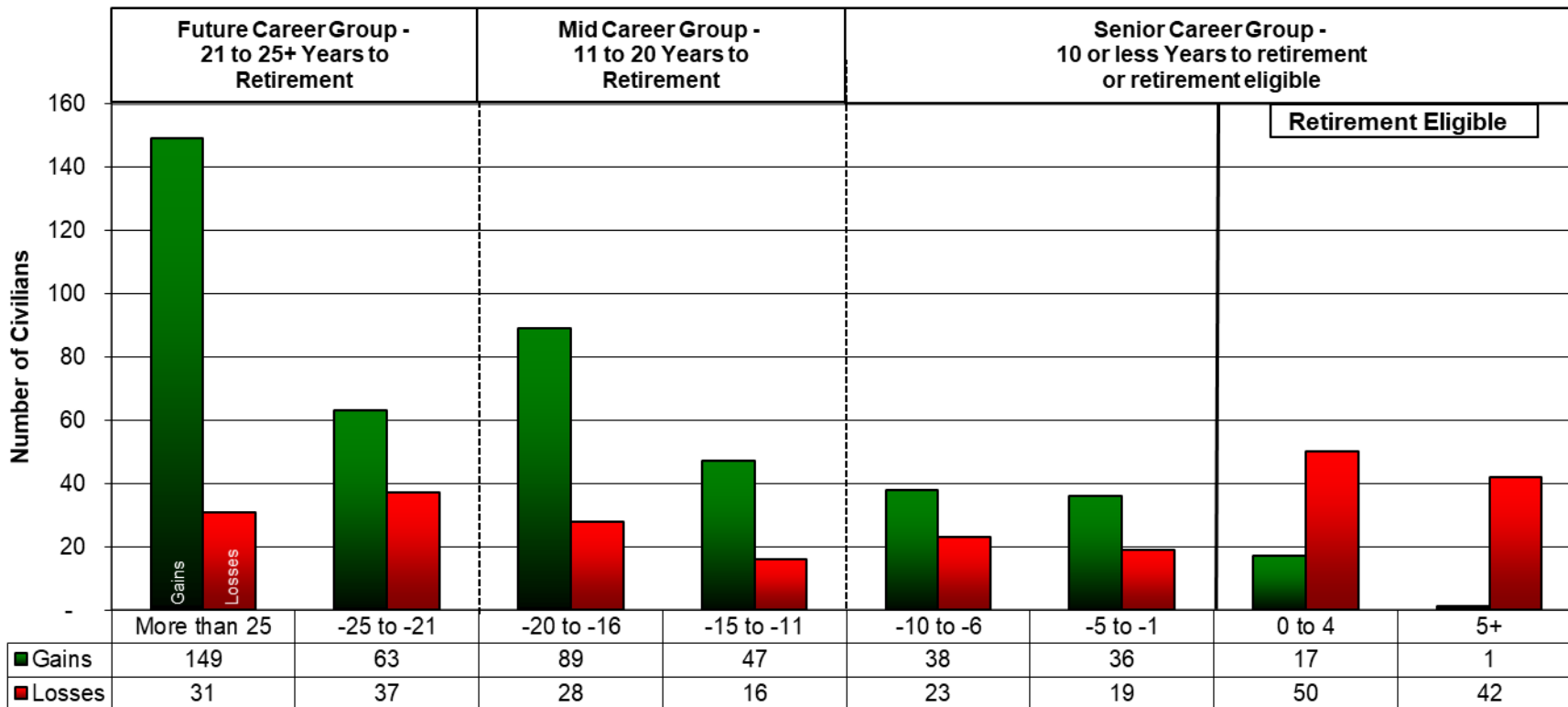


S&T Manager Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains & Losses*

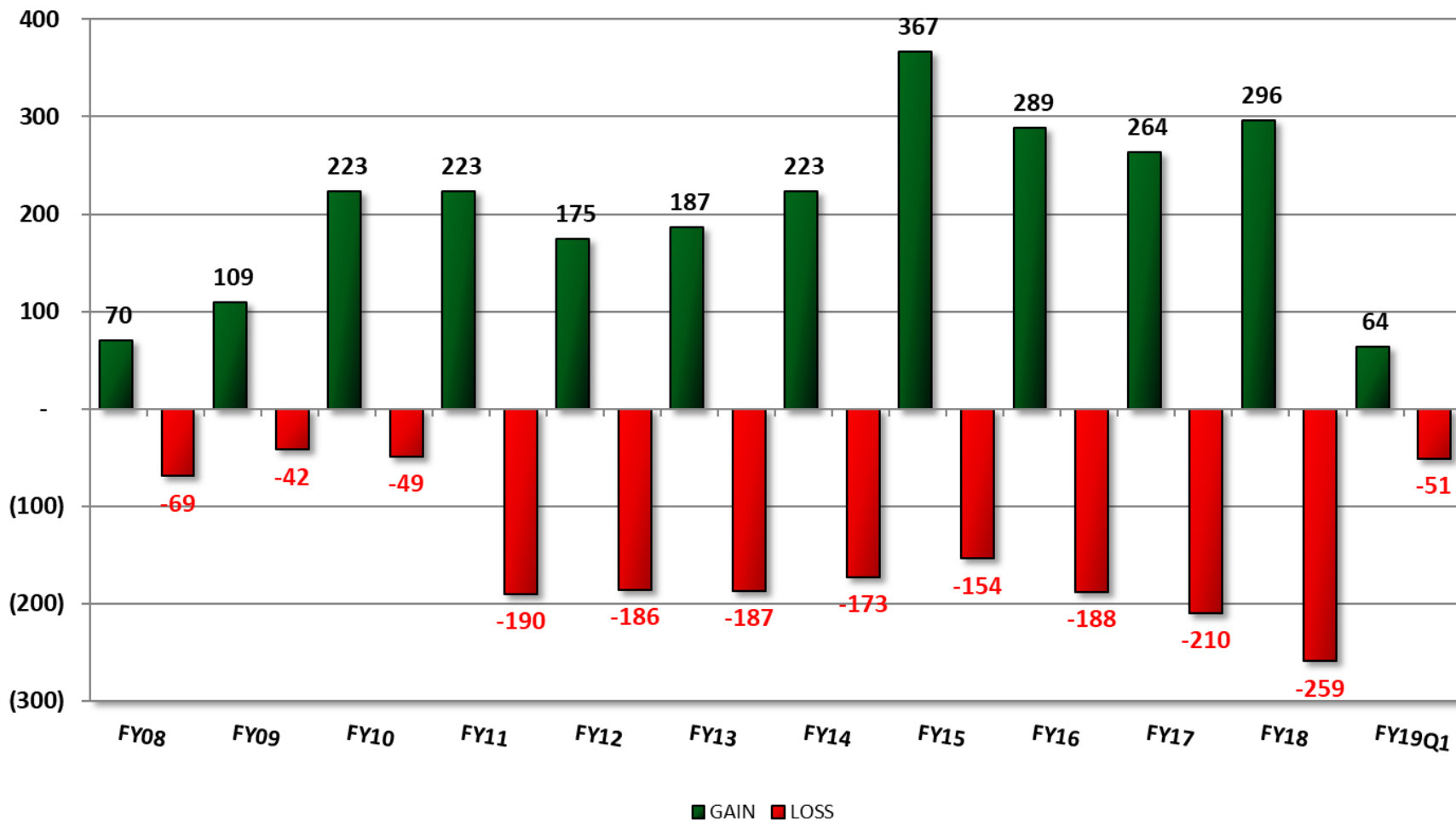


Career Lifecycle by Years to Retirement Eligibility

*Does not include administrative gains and losses



S&T Manager Historical Gains and Losses FY08 – FY19



As of 31 Dec 2018

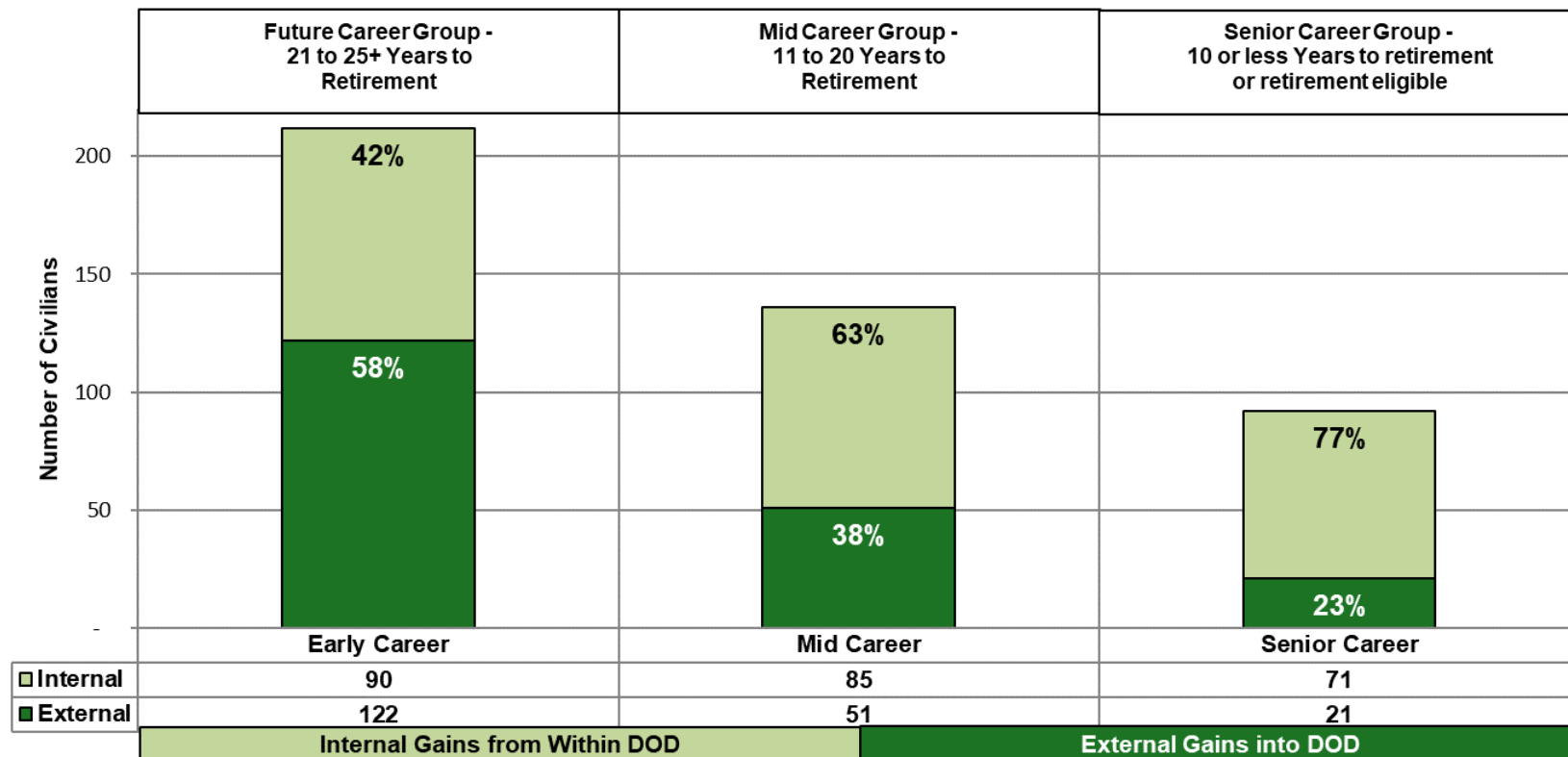


S&T Manager Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Gains*



*Does not include administrative gains

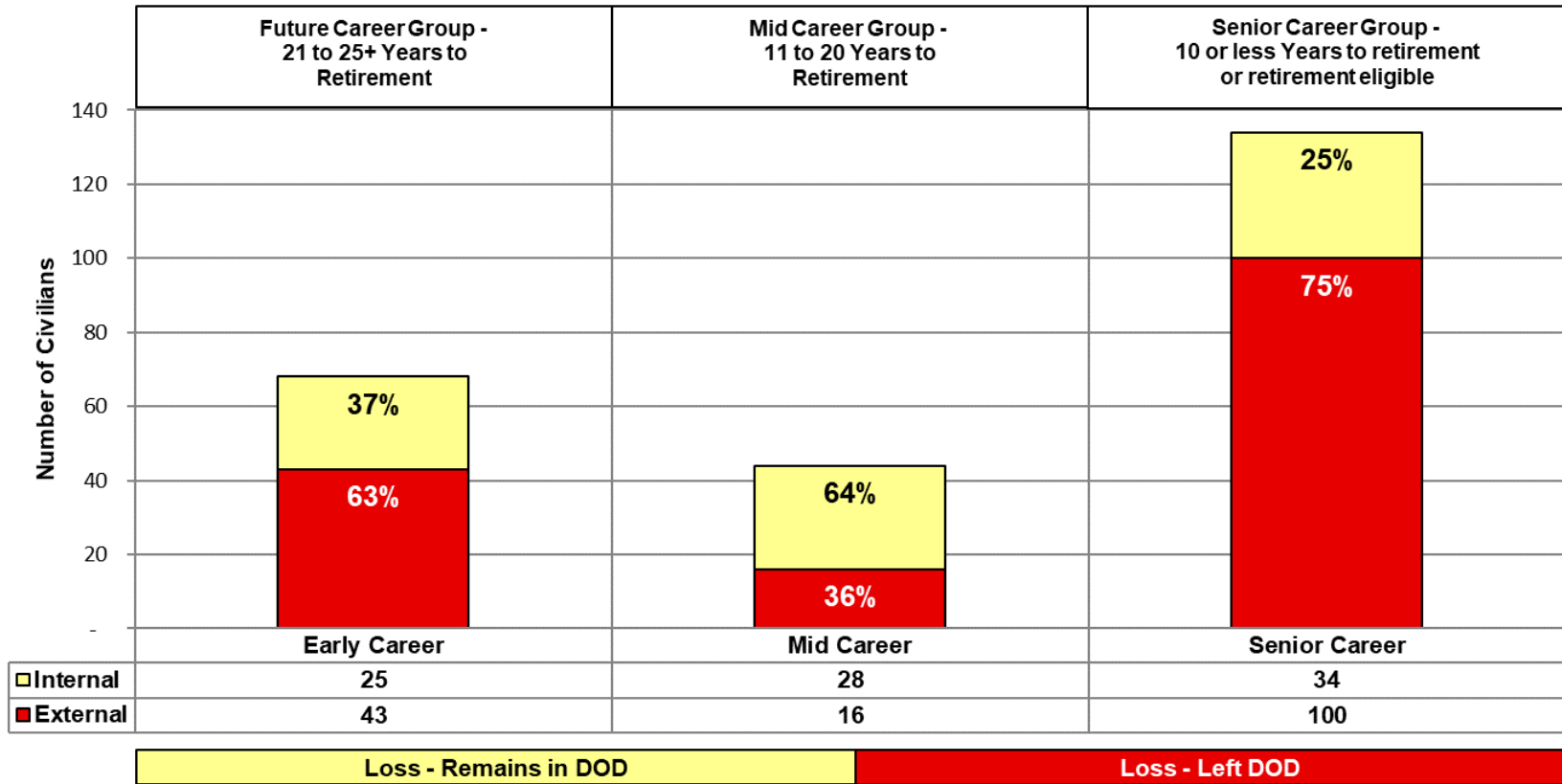


S&T Manager Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian)

Workforce Lifecycle FY2019Q1 Losses*

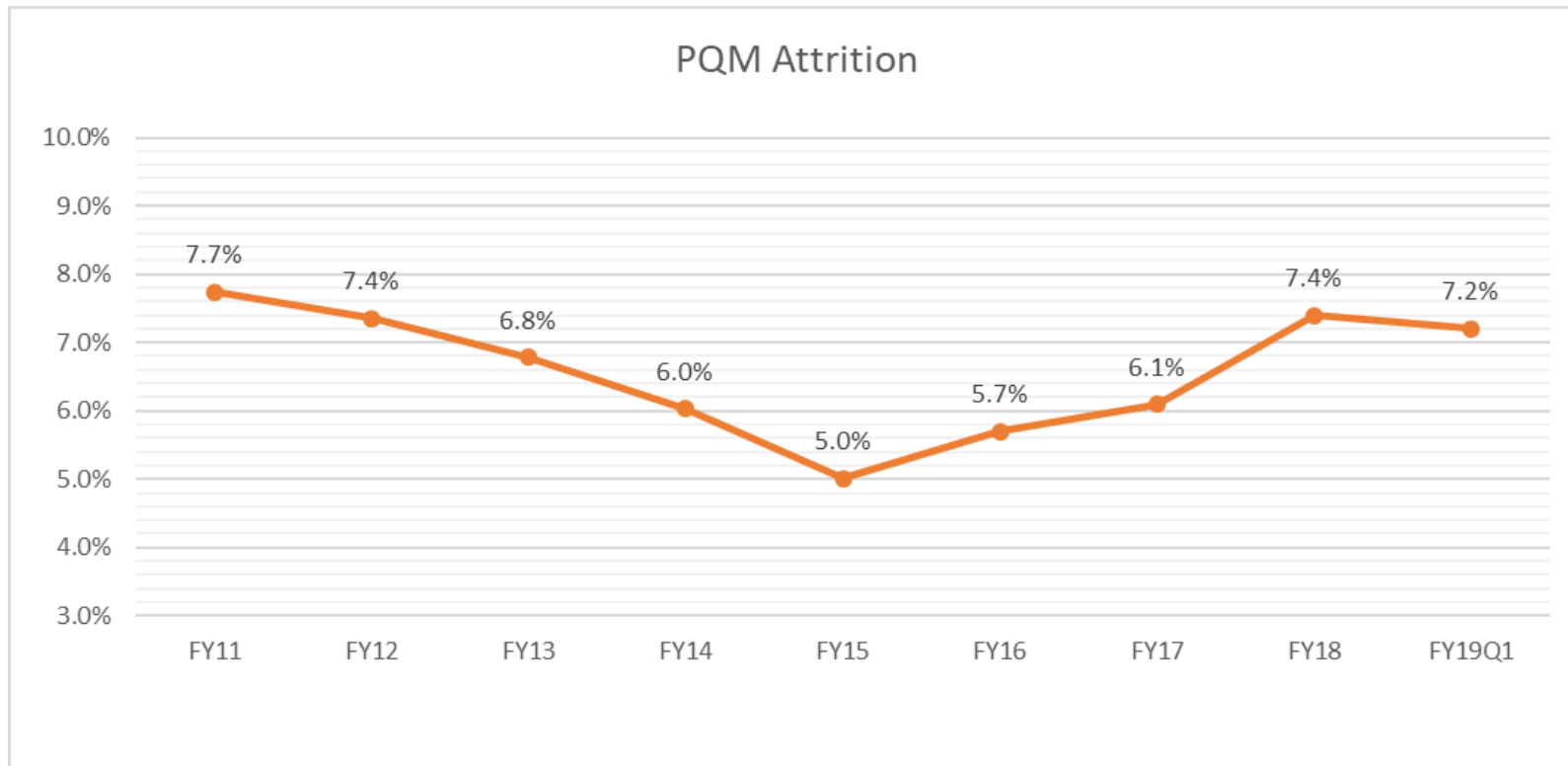


*Does not include administrative losses

As of 31 Dec 2018



Annual Attrition Rates



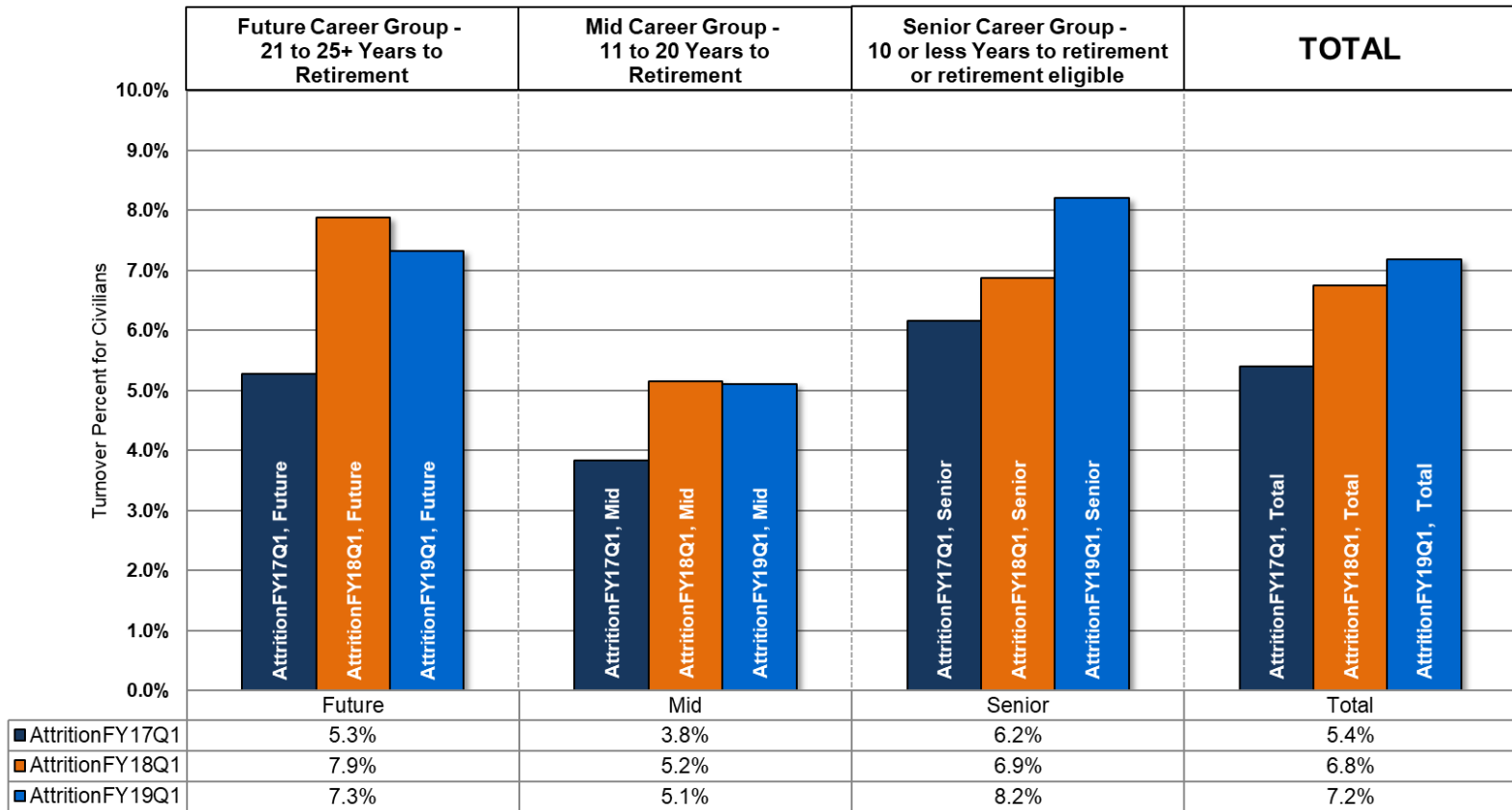
As of 31 Dec 2018



S&T Manager Attrition Rates by Career Group



**Defense Acquisition Workforce Attrition, (Civilian)
(FY17Q1, FY18Q1, FY19Q1)(by Career Lifecycle Group)**



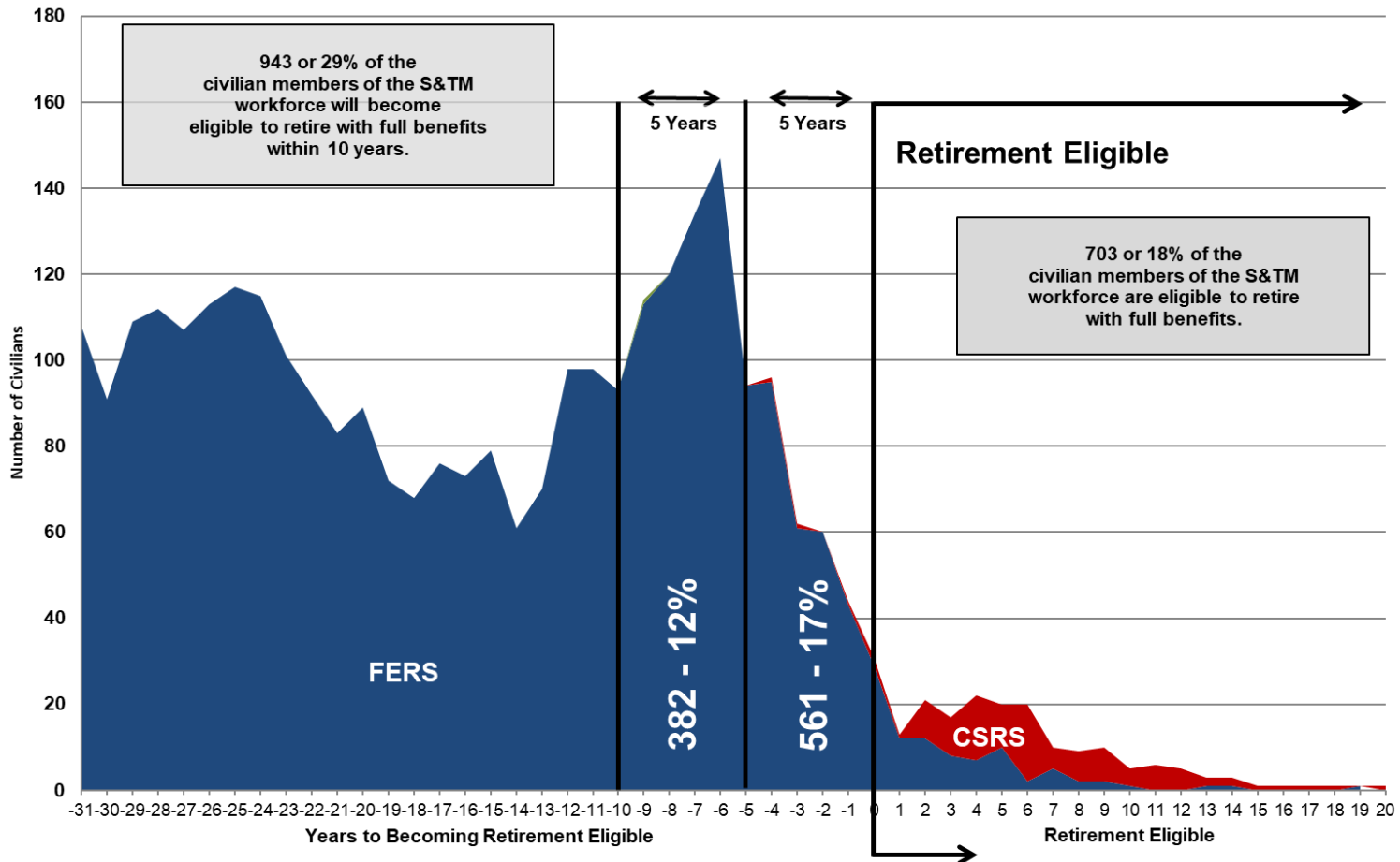
As of 31 Dec 2018



S&T Manager Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q1)



As of 31 Dec 2018



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