



# Defense Acquisition Workforce Key Information

Science & Technology Manager

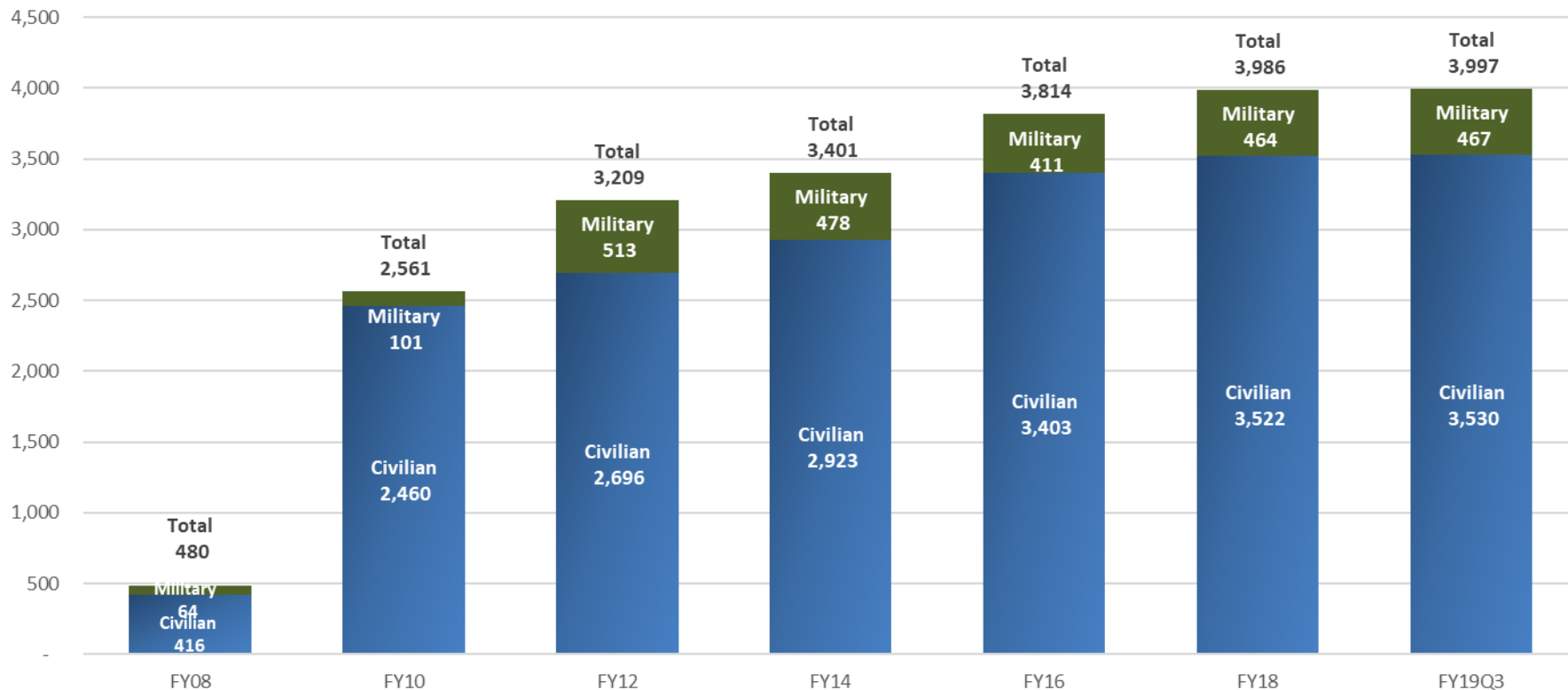
As of FY19Q3 (30 June 2019)



# Total Historic Workforce

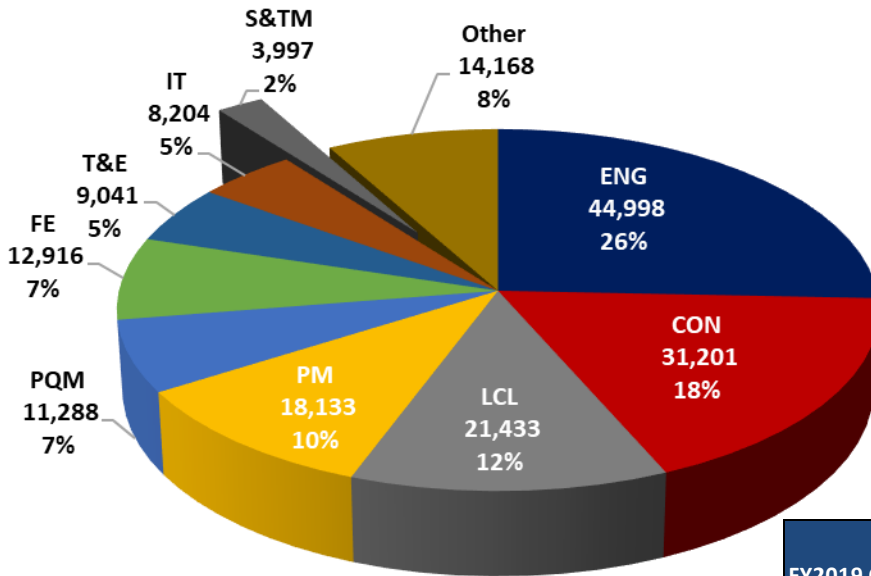


## S&TM





# AWF by Component and Career Field



FY2019 Q3	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,003	4,003	2.3%
Business - CE	251	562	35	505	97	1,450	0.8%
Business - FM	1,765	2,279	175	2,188	627	7,034	4.0%
Contracting	8,065	6,319	551	8,051	8,215	31,201	17.8%
Engineering	9,090	23,834	321	9,572	2,181	44,998	25.7%
Facilities Engineering	6,144	5,947	30	697	98	12,916	7.4%
Information Technology	1,873	3,614	223	1,419	1,075	8,204	4.7%
Life Cycle Logistics	6,943	6,568	697	3,739	3,486	21,433	12.2%
Production, Quality and Man	1,359	3,798	30	478	5,623	11,288	6.4%
Program Management	3,348	5,824	757	6,261	1,943	18,133	10.3%
Property	49	76	-	15	284	424	0.2%
Purchasing	268	370	33	45	520	1,236	0.7%
<b>S&amp;T Manager</b>	<b>513</b>	<b>526</b>	<b>4</b>	<b>2,818</b>	<b>136</b>	<b>3,997</b>	<b>2.3%</b>
Test and Evaluation	1,935	3,248	138	3,371	349	9,041	5.2%
Unknown/Other	7	2	1	2	9	21	0.0%
<b>Totals</b>	<b>41,610</b>	<b>62,967</b>	<b>2,995</b>	<b>39,161</b>	<b>28,646</b>	<b>175,379</b>	
<b>Component %</b>	<b>24.1%</b>	<b>36.5%</b>	<b>1.7%</b>	<b>22.7%</b>	<b>16.6%</b>		



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



S&T Manager Defense Acq Workforce Agency	FY08	FY10	FY12	FY14	FY16	FY18	FY19Q3
AIR FORCE	43	1,873	2,390	2,559	2,708	2,841	2,818
NAVY	190	303	385	431	537	507	526
MARINE CORPS	1	8	3	3	2	3	4
ARMY	143	238	247	290	447	503	513
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	2
NRO	-	-	-	-	2	-	-
OSD	-	1	-	1	1	1	-
JCS	-	-	2	2	2	1	1
ASD	-	-	1	1	1	1	-
<b>TOTAL</b>	<b>479</b>	<b>2,560</b>	<b>3,159</b>	<b>3,401</b>	<b>3,814</b>	<b>3,986</b>	<b>3,997</b>

% Change Since FY08	% Change Since FY18
6453%	-1%
177%	4%
300%	33%
259%	2%
37%	5%
200%	-25%
100%	0%
-100%	
	0%
100%	100%
	-100%
	0%
	-100%
↑ 734%	↑ 0%



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



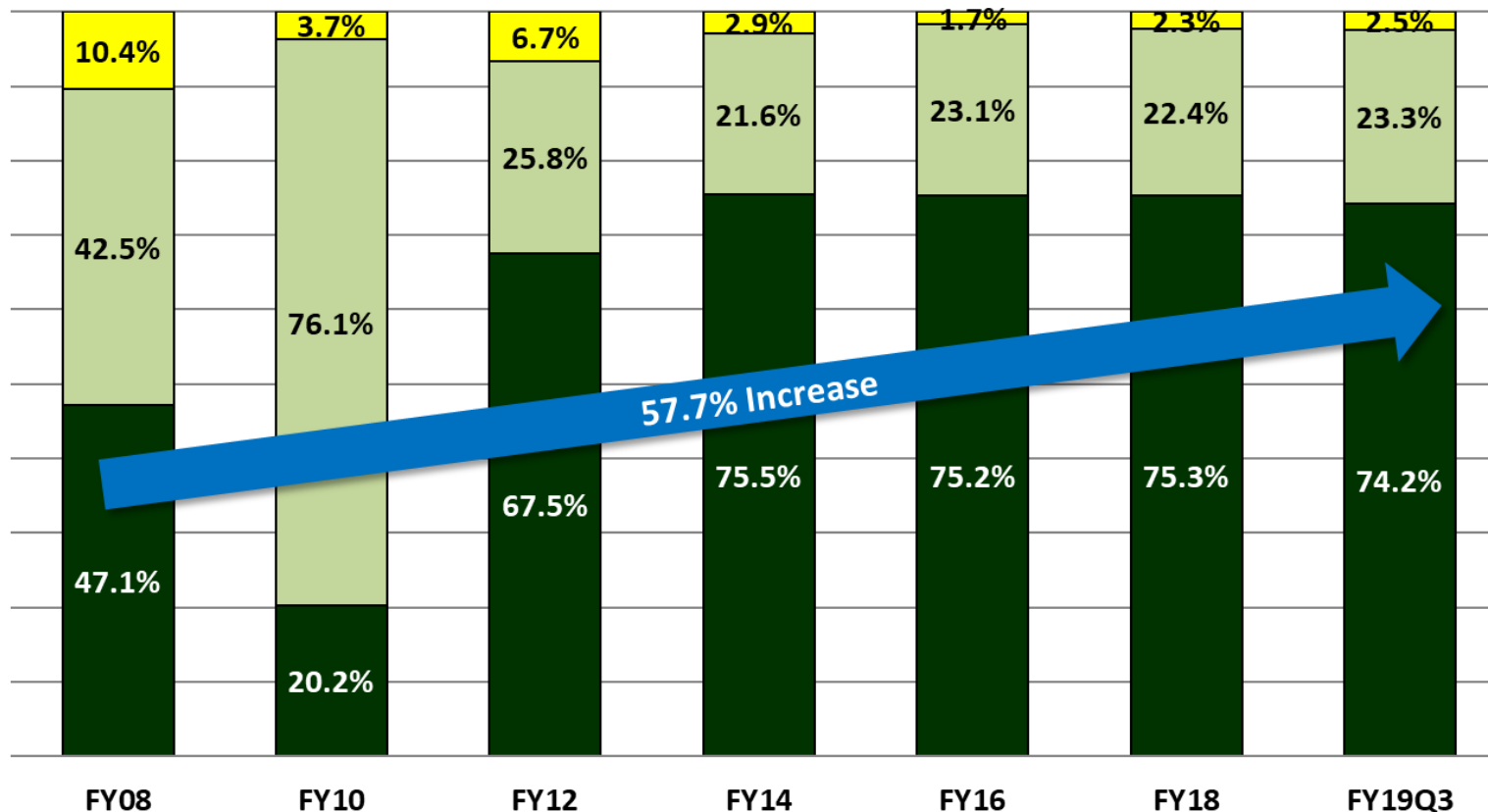
S&T Manager Defense Acq Workforce Agency	FY17Q3	FY17Q4	FY18Q1	FY18Q2	FY18Q3	FY18Q4	FY19Q1	FY19Q2	FY19Q3	% Change Since FY18Q3
AIR FORCE	2,767	2,806	2,668	2,830	2,851	2,841	2,849	2,854	2,818	-1%
NAVY	569	495	515	514	508	507	517	518	526	4%
MARINE CORPS	4	4	4	4	3	3	3	4	4	33%
ARMY	459	463	469	475	497	503	505	489	513	3%
DTRA	99	102	103	105	106	121	122	127	127	20%
DLA	6	4	4	4	3	4	4	3	3	0%
MDA	2	2	2	2	2	2	2	2	2	0%
DCMA	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	2	100%
NRO	2	2	2	2	1	-	-	-	-	-100%
OSD	1	1	1	1	1	1	1	-	-	-100%
JCS	2	2	2	1	1	1	1	1	1	0%
ASD	1	1	1	1	1	1	1	-	-	-100%
<b>TOTAL</b>	<b>3,919</b>	<b>3,887</b>	<b>3,776</b>	<b>3,942</b>	<b>3,977</b>	<b>3,986</b>	<b>4,008</b>	<b>4,000</b>	<b>3,997</b>	<b>↑ 1%</b>



# S&T Manager Historical DAWIA Certification FY08 – FY19



## S&T Manager



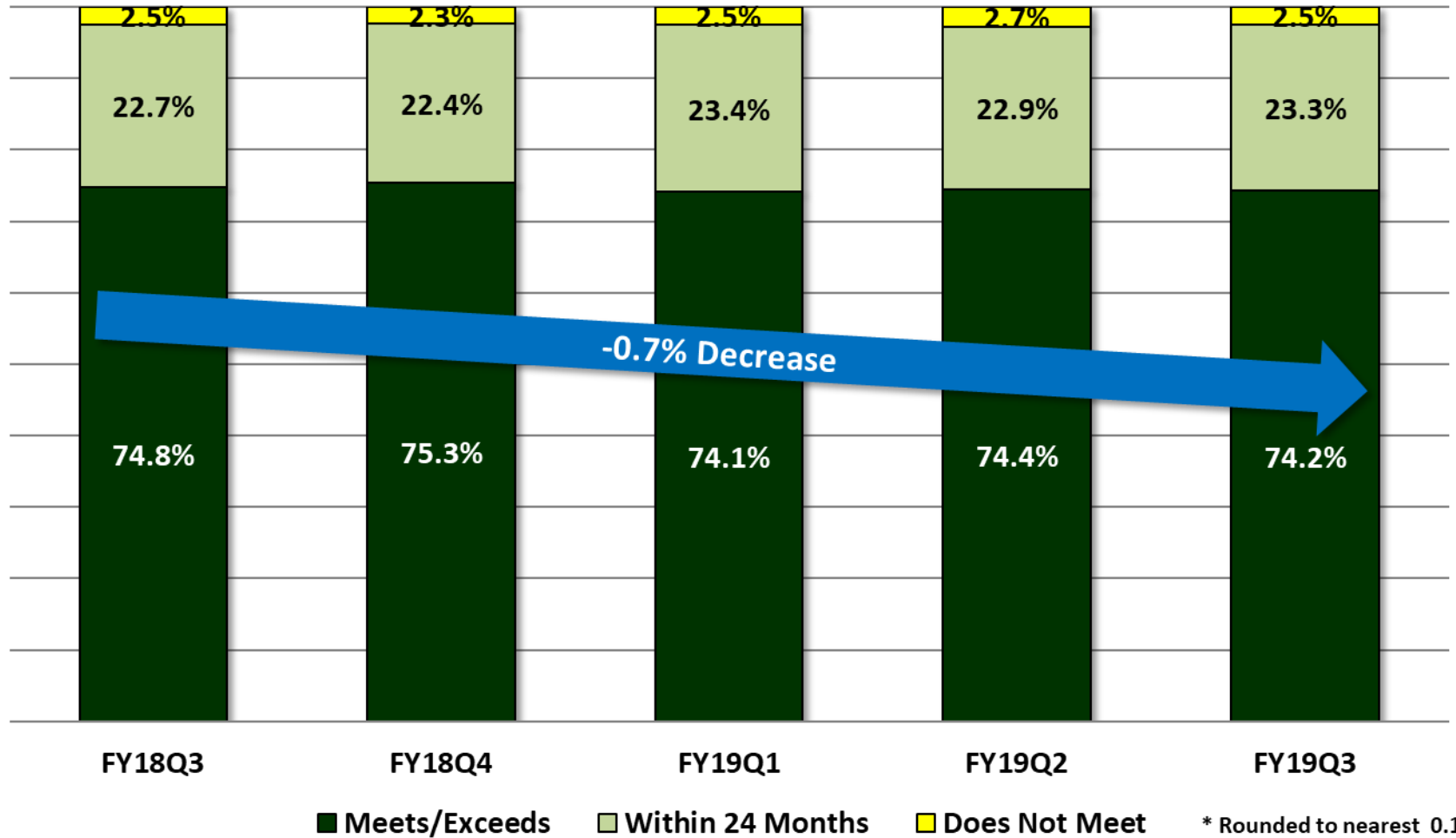
■ Meets/Exceeds    ■ Within 24 Months    ■ Does Not Meet    \* Rounded to nearest 0.1%



# S&T Manager Historical (Quarterly) DAWIA Certification



## S&T Manager

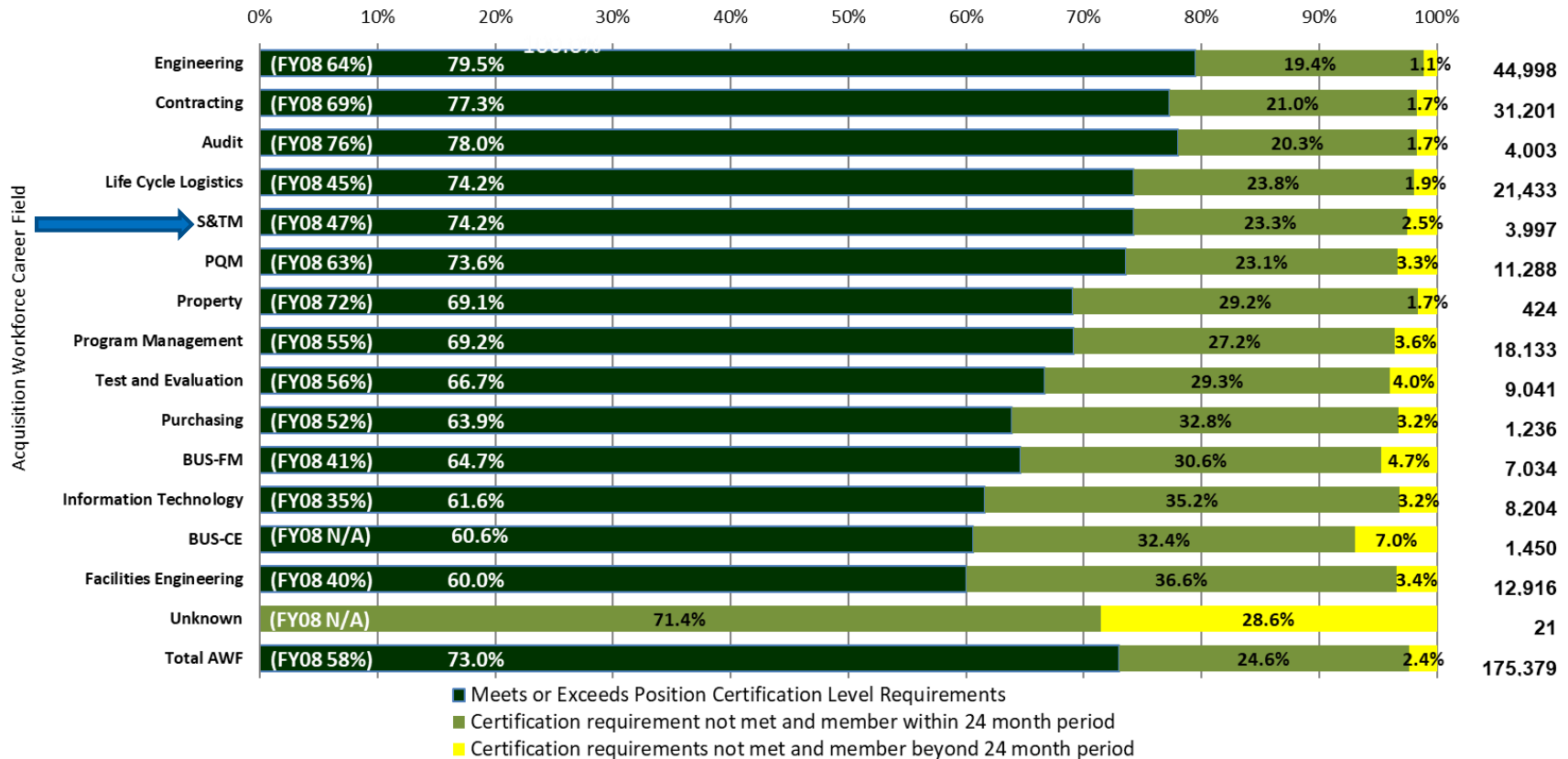




# DAWIA Certification by Career Field



## Certification Level "Meet/Exceed" Rates by Career Field AWF (FY19Q3)

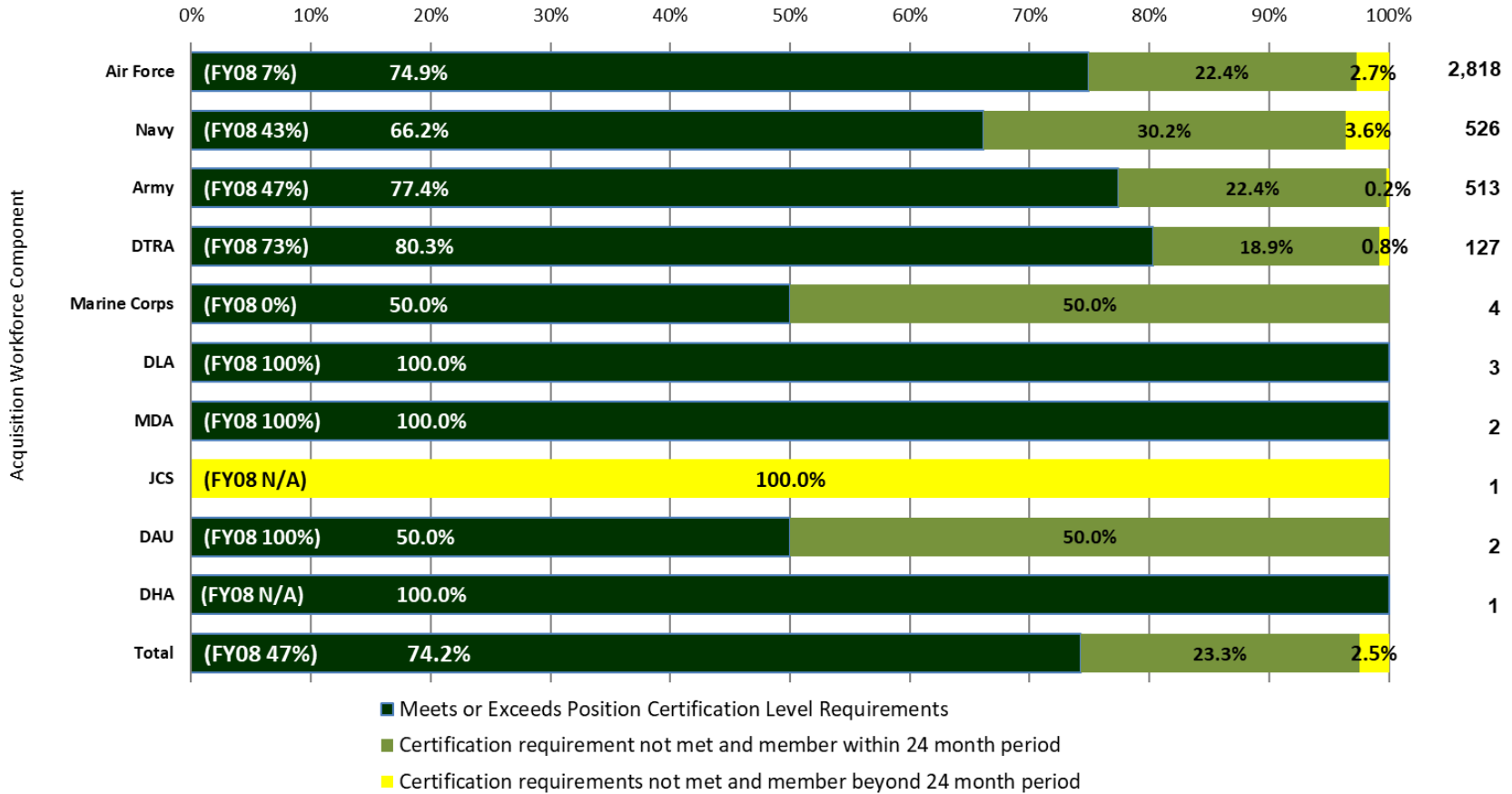






# S&T Manager DAWIA Certification by Component

## Certification Level "Meet/Exceed" Rates by Component S&TM (FY19Q3)





# S&T Manager DAWIA Certification Matrix + Bench Strength



Required Certification Level	Achieved Certification Level				FY19Q3 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	196	243	76	50	565	65.3%
Level II	289	192	759	289	1,529	68.5%
Level III	156	46	151	1,550	1,903	81.5%
<i>Unspecified</i>	-	-	-	-	-	
<b>FY19Q3 TOTAL</b>	<b>641</b>	<b>481</b>	<b>986</b>	<b>1,889</b>	<b>3,997</b>	<b>74.2%</b>
	16.0%	12.0%	24.7%	47.3%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Org	# Meet or Exceeds	% Meets or Exceeds*	Career Field Rank
DAW	128,105	73.0%	
Army	32,054	77.0%	
Navy	45,274	71.9%	
Marine Cor	2,041	68.1%	
Air Force	26,880	68.6%	
4th Estate	21,856	76.3%	
<b>S&amp;TM</b>	<b>2,967</b>	<b>74.2%</b>	<b>4 of 14</b>

\*\* Based on population total without unspecified positions

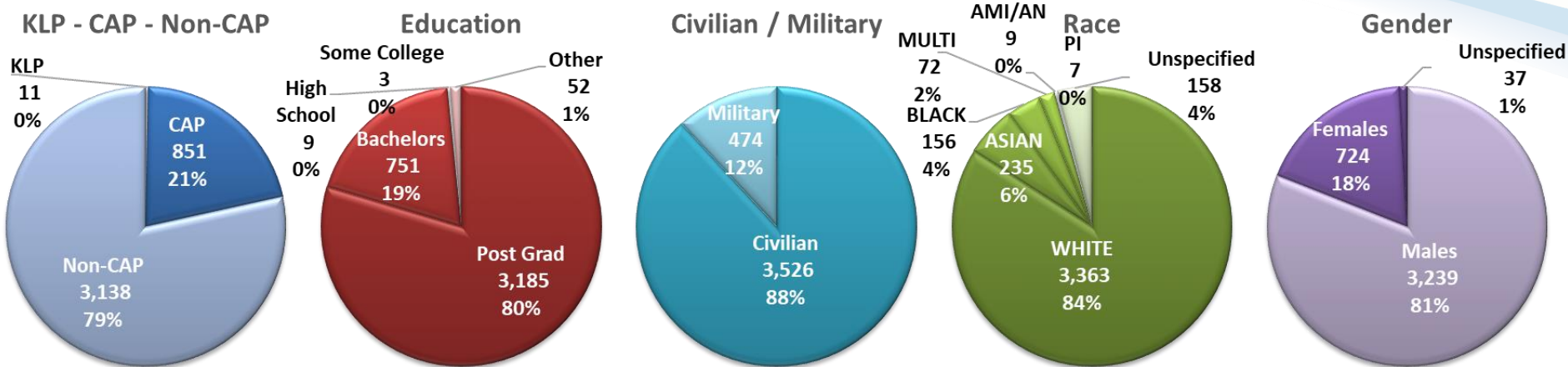
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	369	186	10	565	14.1%
Level II	1,048	446	35	1,529	38.3%
Level III	1,550	299	54	1,903	47.6%
<i>Unspecified</i>	-	-	-	-	0.0%
<b>S&amp;TM TOTAL</b>	<b>2,967</b>	<b>931</b>	<b>99</b>	<b>3,997</b>	
	74.2%	23.3%	2.5%		

= 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%
<b>TOTAL</b>	<b>4,000</b>		<b>174,596</b>	

\* = 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%
<b>TOTAL</b>	<b>4,000</b>		<b>174,596</b>	

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%
<b>TOTAL</b>	<b>4,000</b>		<b>174,596</b>	

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%
<b>TOTAL</b>	<b>4,000</b>		<b>174,596</b>	

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

**There was a problem with the production of Q3 demographic data so Q2 is provided.**



## 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%
Other	726	20.6%
<b>TOTAL CIVILIAN</b>	<b>3,526</b>	<b>Civilians</b>

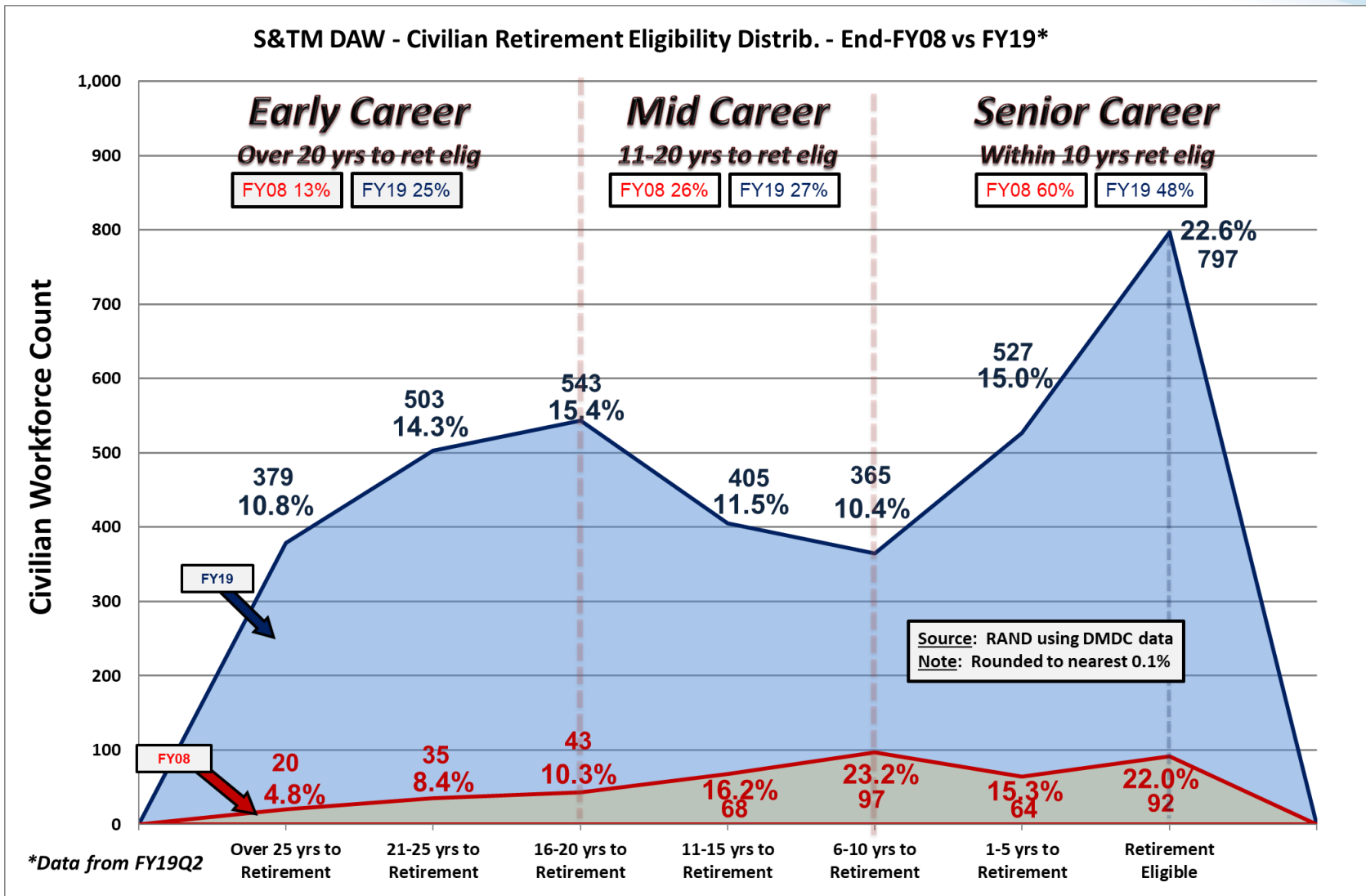
There was a problem with the production of Q3 demographic data so Q2 is provided.



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



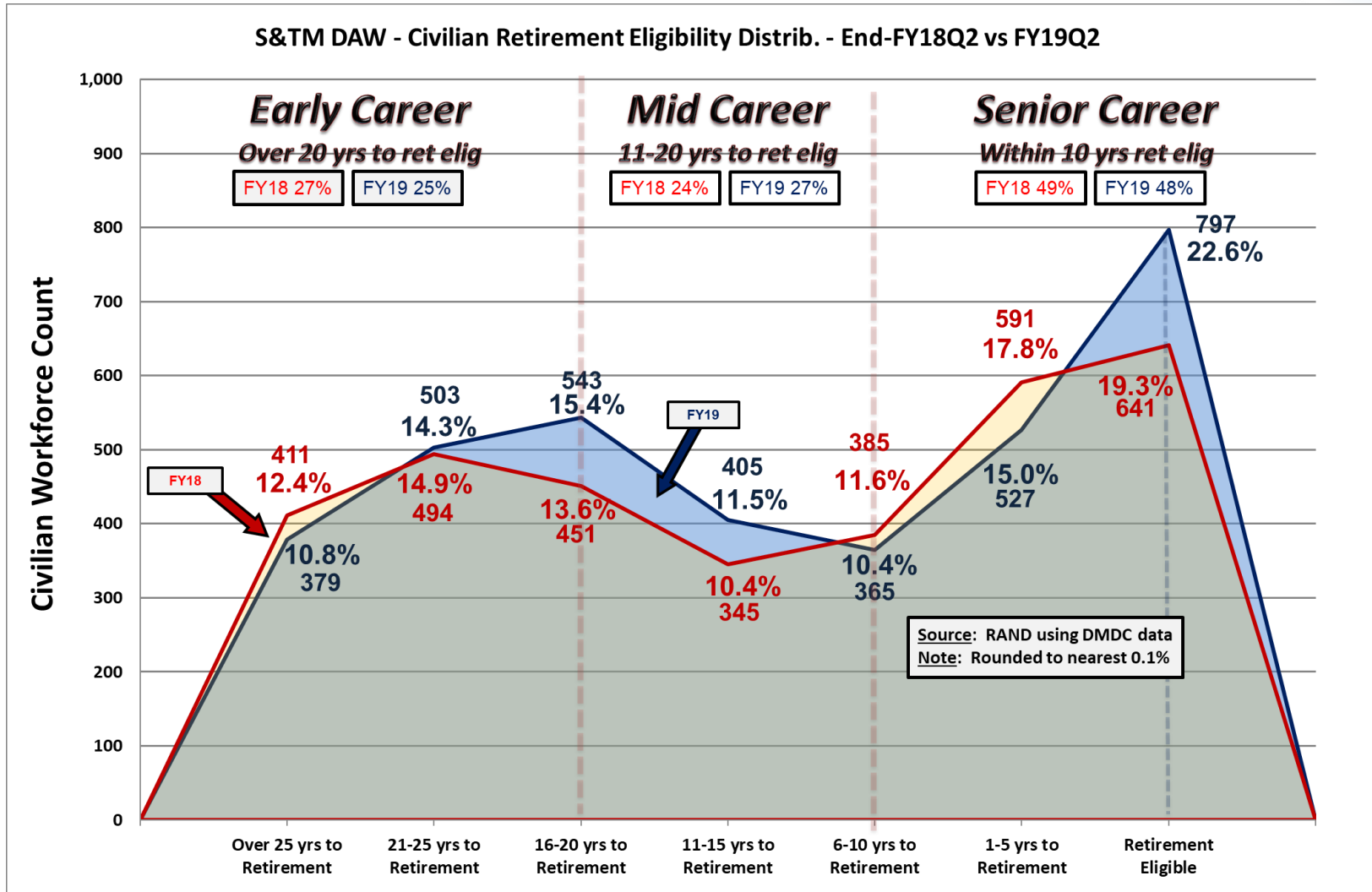
# S&T Manager Civilian Retirement Eligibility Distribution – FY08 / FY19



As of 31 Mar 2019



# S&T Manager Civilian Retirement Eligibility Distribution 1 year



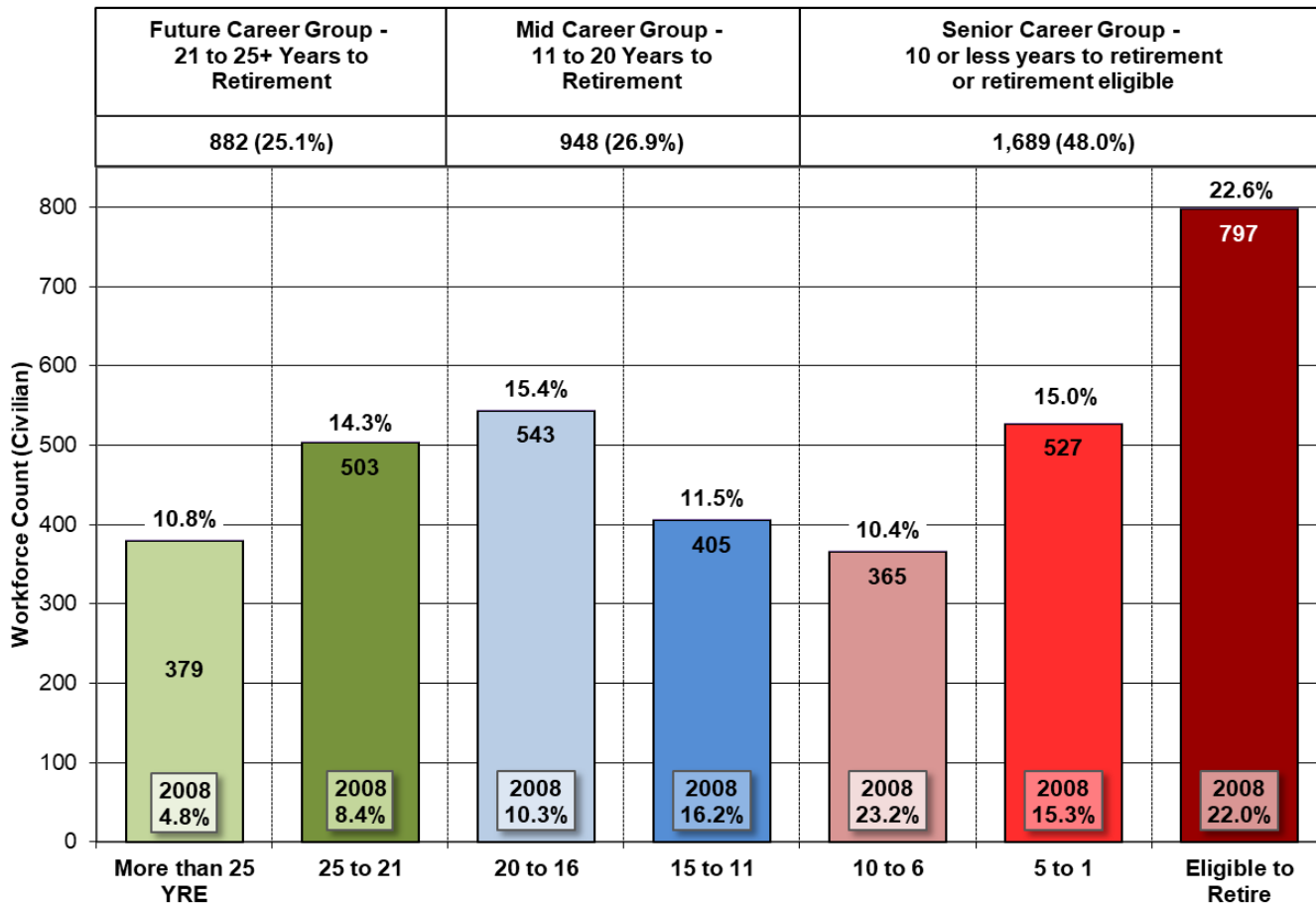
As of 31 Mar 2019



# S&T Manager Workforce Lifecycle Model by YRE



## Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2019Q2)



As of 31 Mar 2019

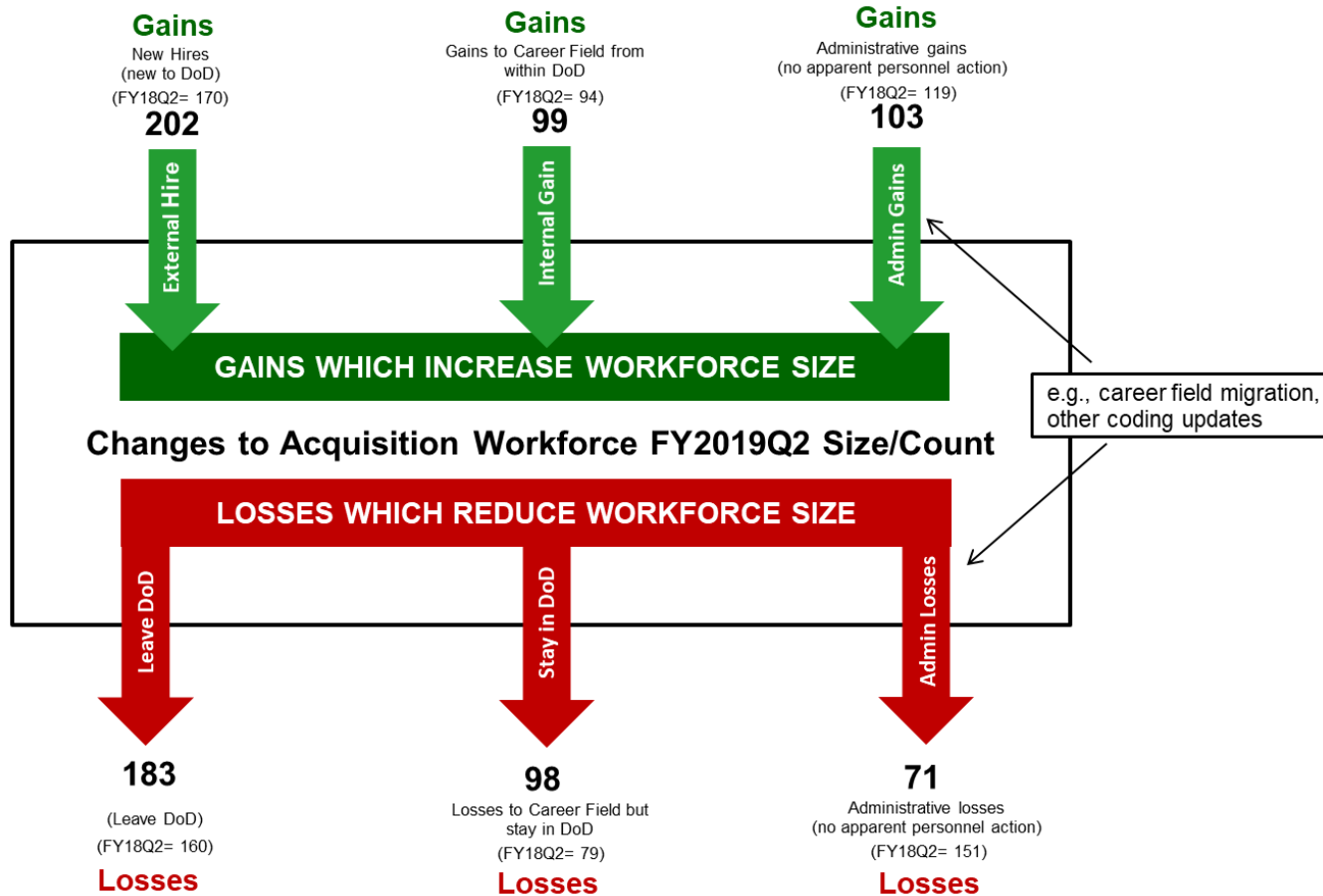




# S&T Manager Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2019Q2)

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



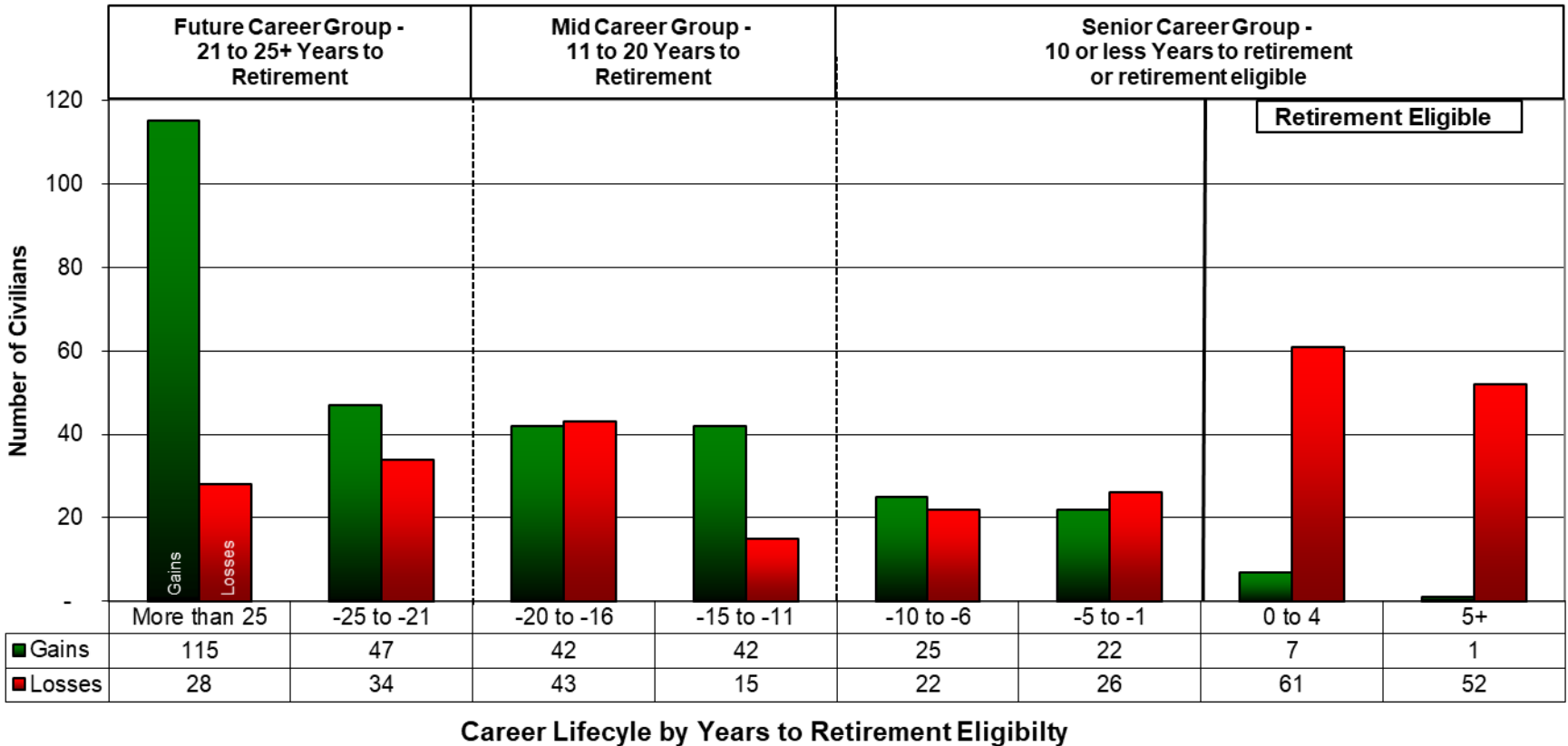


# S&T Manager Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian)

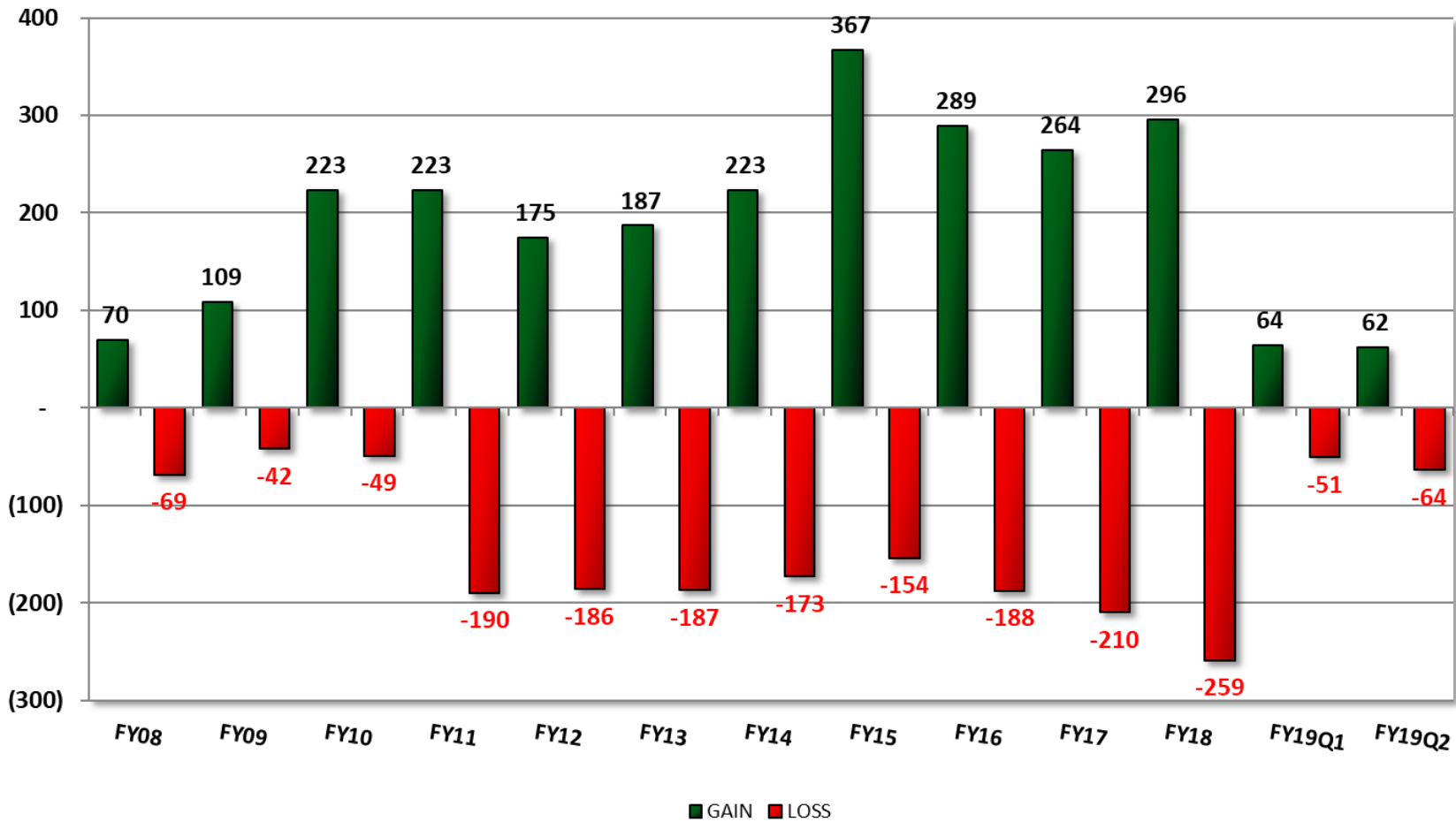
Workforce Lifecycle FY2019Q2 Gains & Losses\*



\*Does not include administrative gains and losses



# S&T Manager Historical Gains and Losses FY08 – FY19



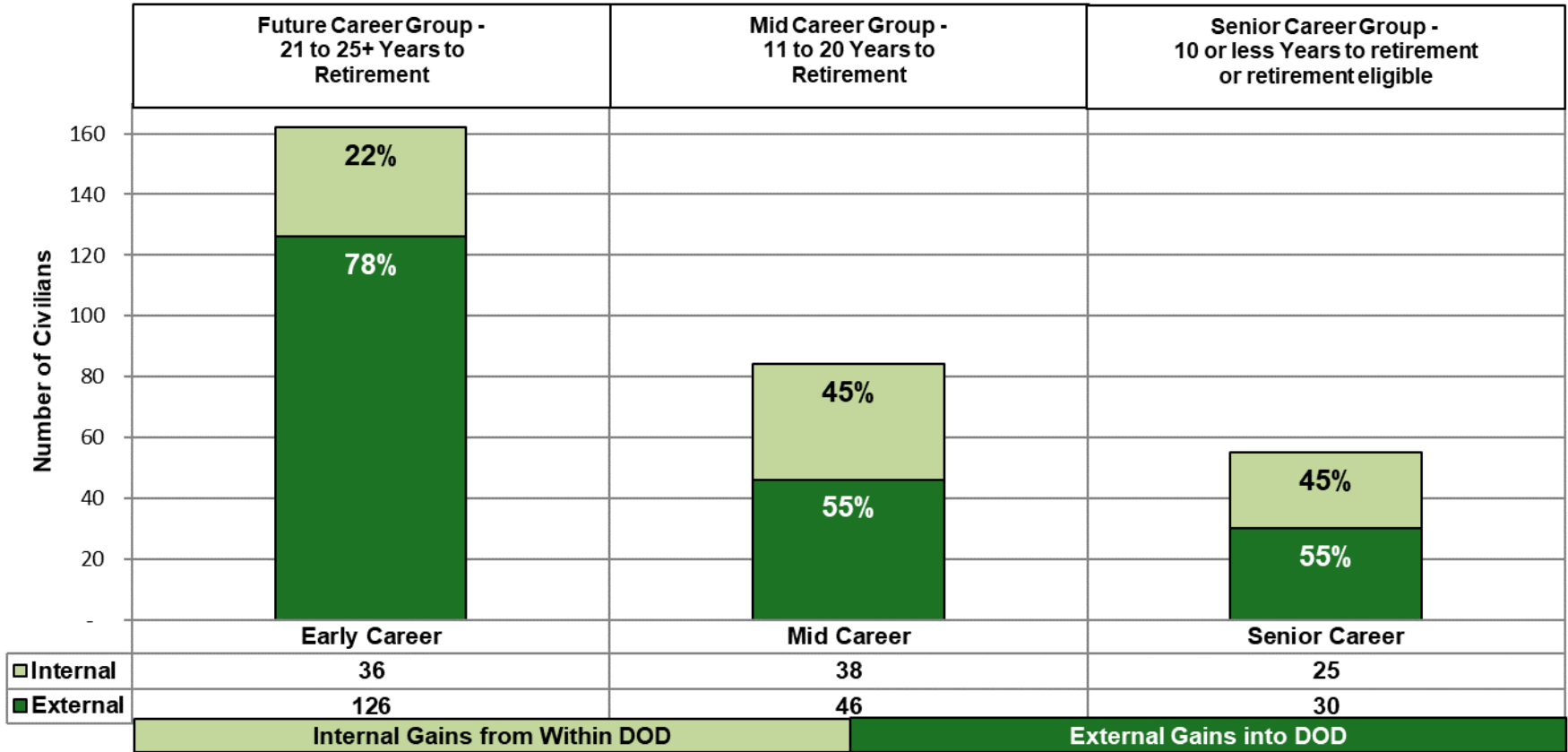
As of 31 Mar 2019



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



**Defense Acquisition Workforce (Civilian)**  
Workforce Lifecycle FY2019Q2 Gains\*



\*Does not include administrative gains

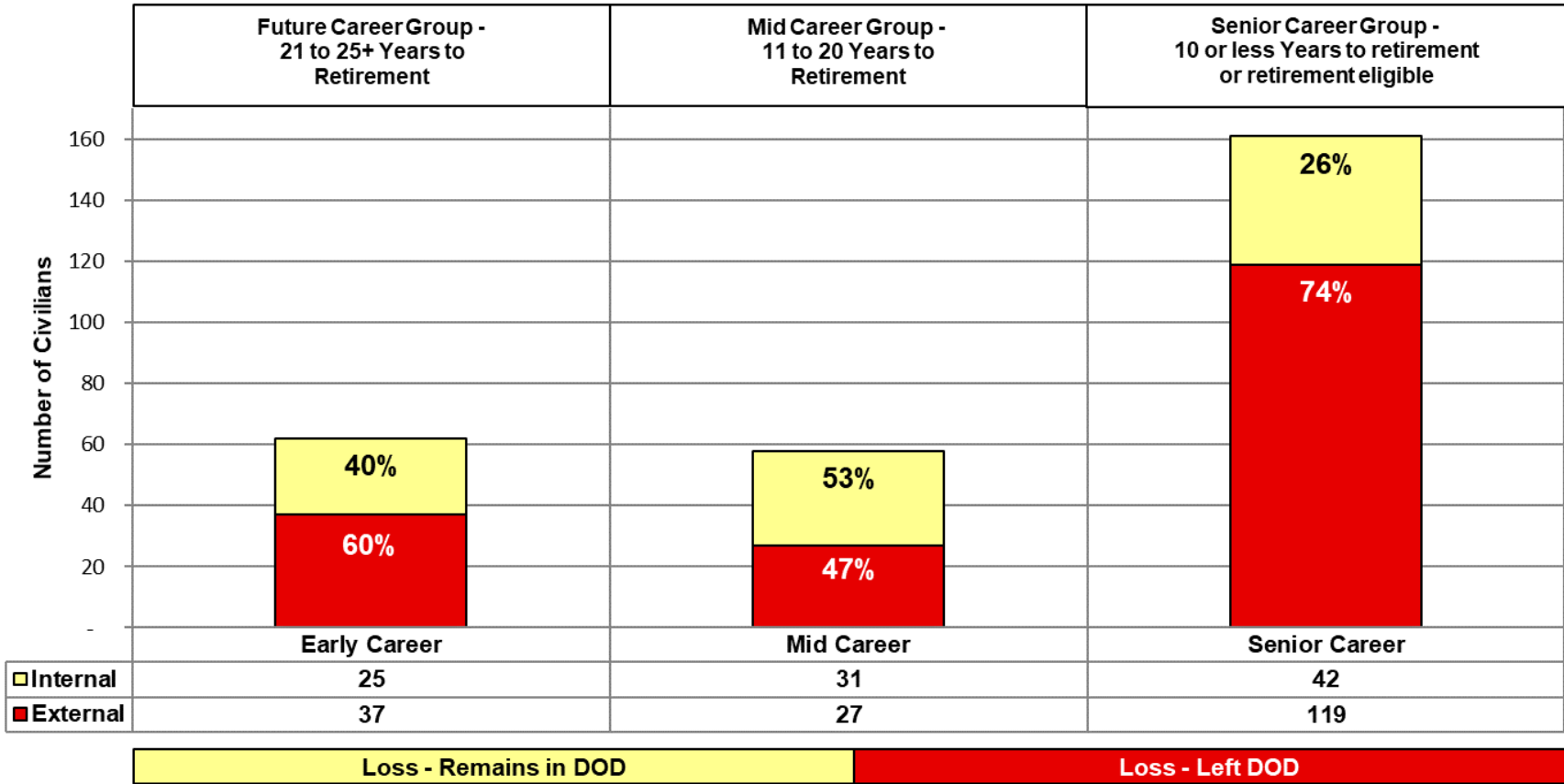


# S&T Manager Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian)

### Workforce Lifecycle FY2019Q2 Losses\*

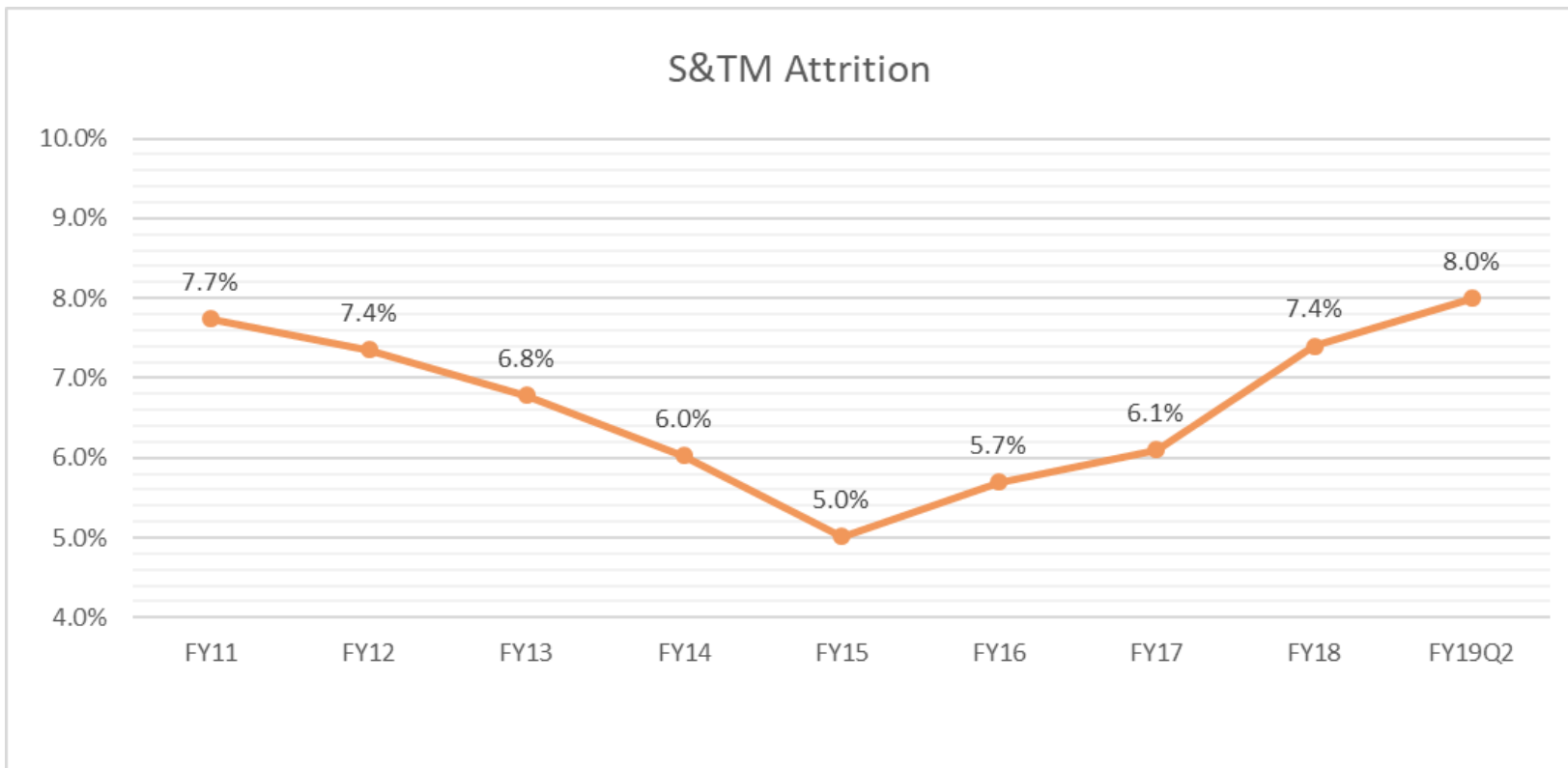


\*Does not include administrative losses

As of 31 Mar 2019



# Annual Attrition Rates



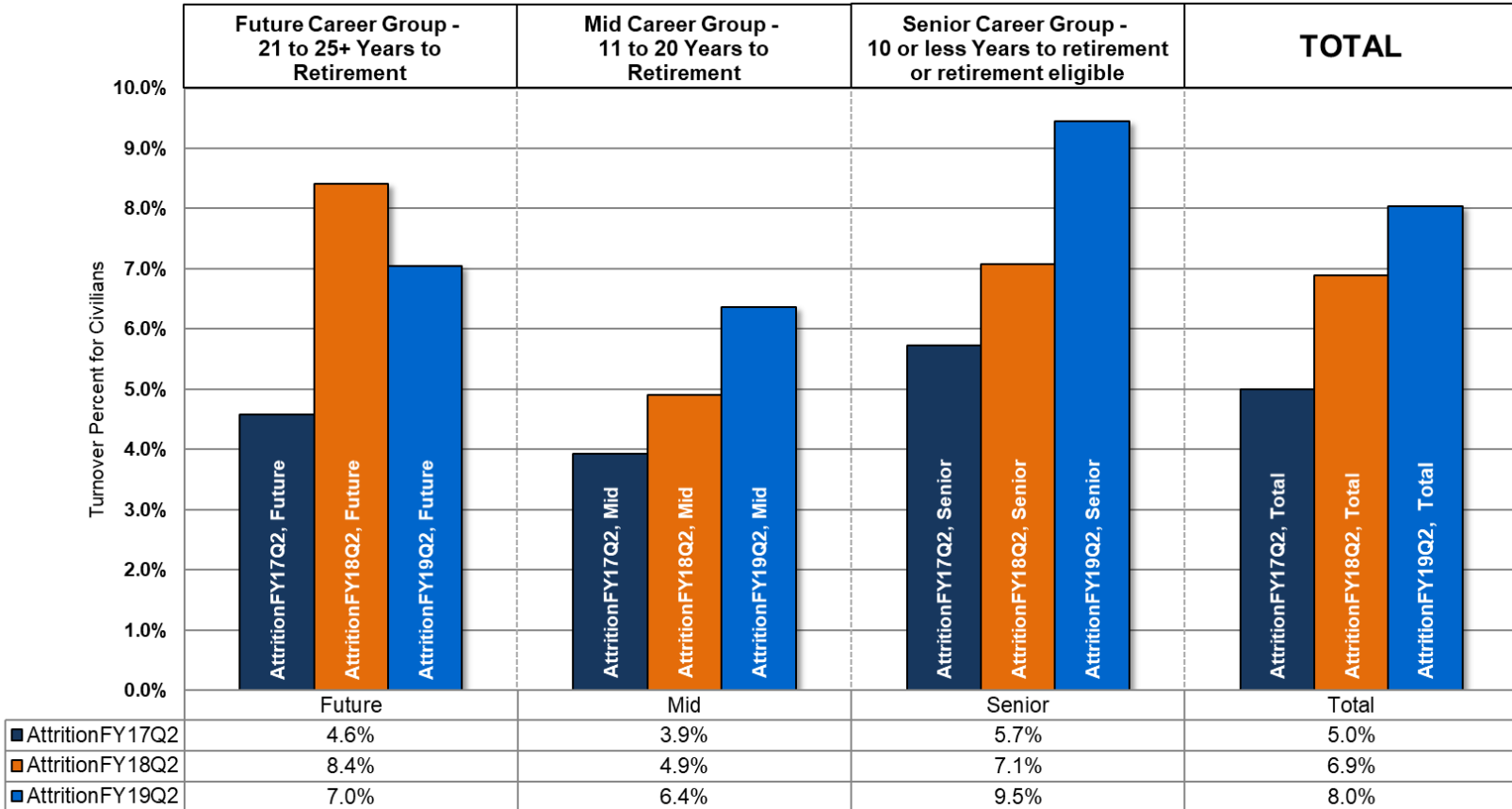
\*FY19Q2 attrition rate is from the end of FY18Q2 through FY19Q2



# S&T Manager Attrition Rates by Career Group



**Defense Acquisition Workforce Attrition, (Civilian)  
(FY17Q2, FY18Q2, FY19Q2)(by Career Lifecycle Group)**

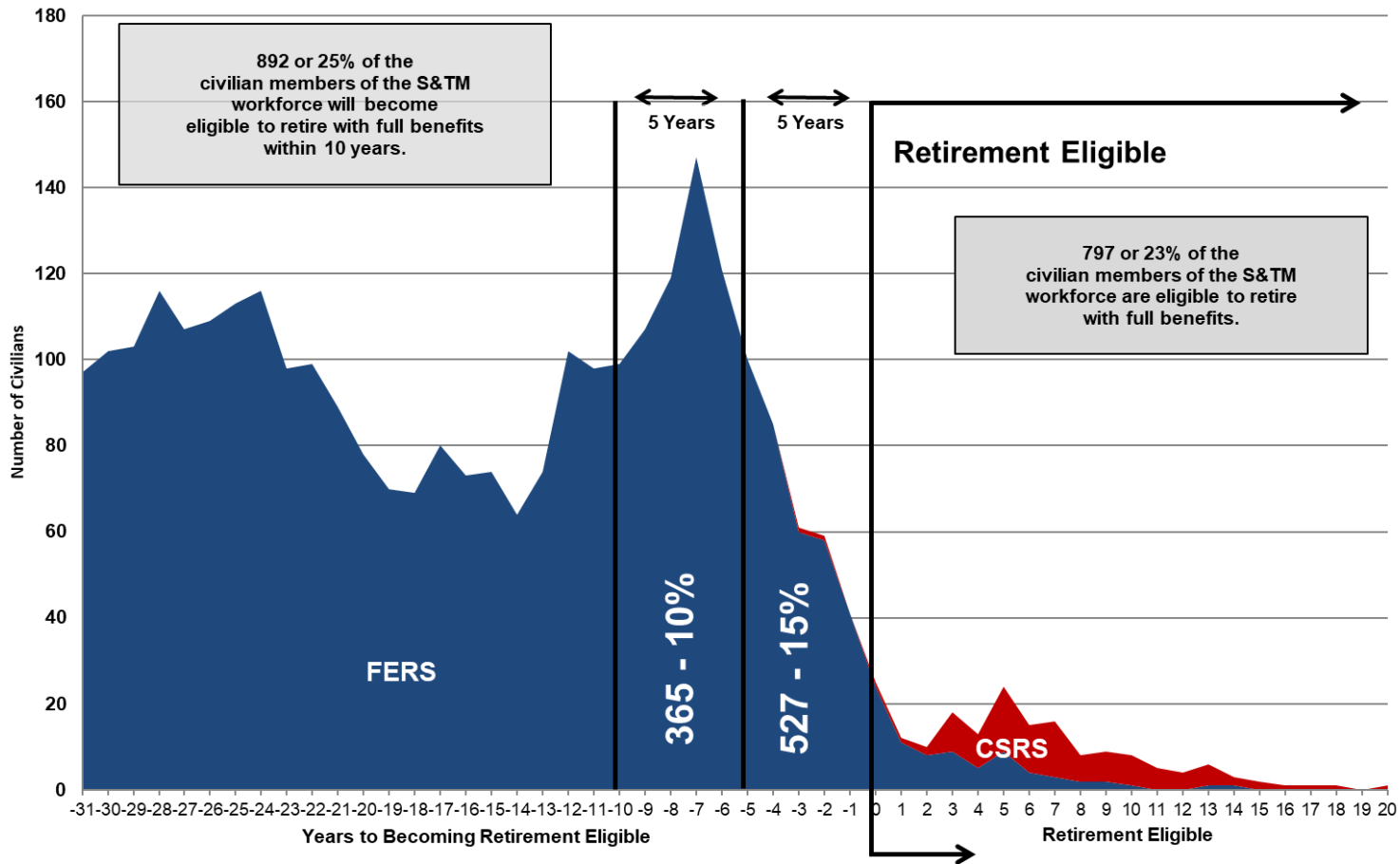




# S&T Manager Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce Distribution by Years to Retirement Eligibility (Civilians)(FY2019Q2)



As of 31 Mar 2019