

DoD 8140 Cyber Workforce Qualification Program

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Agenda

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- ⚡ Qualification Model Example
- ⚡ Program Benefits
- ⚡ Implementation and Qualification Timelines
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DoD 8140 Qualification Program Overview

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The DoD 8140 Qualification Program establishes a **comprehensive approach** for cyber workforce talent management. It establishes enterprise **baseline standards for qualification** that directly support operational needs and **workforce readiness**.

Key Benefits

1. Leverages and improves upon DoD 8570
2. Allows for DoD Component customization
3. Supports integration of cyber workforce elements

DoD 8140 Qualification Program Tenants

The DoD 8140 Qualification Program was built to set cyber workforce standards for the Department while allowing for flexibility in Component implementation and workforce management.

Role-Based Progression

Qualifications are outlined based on DoD Cyber Workforce Framework (DCWF) work roles, according to three levels of proficiency, to enable career progression

Verification of Knowledge

Requisite knowledge is verified through Education or Training or Personnel Certification, providing both personnel and Components flexibility

Verification of Capability

Requisite capability is verified through On-the-Job Qualification and Environment Specific Requirements to ensure cyber personnel can meet mission needs

Continuous Professional Dev.

Personnel must complete at least 20 hours of professional development each year to ensure skillsets evolve along with changes in the environment



DoD 8140 Qualification Model Example

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(621) Software Developer				
		Basic	Intermediate	Advanced
Foundational Qualification Options	Education	Associate degree or higher from an accredited college or university	Bachelor degree or higher from an accredited college or university	Bachelor degree or higher from an accredited college or university
	<i>OR</i>		<i>OR</i>	
	Training	Offerings listed in DoD 8140 Training Repository	Offerings listed in DoD 8140 Training Repository	Offerings listed in DoD 8140 Training Repository
	<i>OR</i>		<i>OR</i>	
	Personnel Certification	GSEC	CSSLP	CISSP-ISSAP
Foundational Qualification Alternative	Experience	Conditional Alternative	Conditional Alternative	Conditional Alternative
Residential Qualification	On-the-Job Qualification	Always Required	Always Required	Always Required
	Environment-Specific Requirements	Component Discretion	Component Discretion	Component Discretion
Annual Maintenance	Continuous Professional Development	Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.	Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.	Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.



DoD 8140 Program Benefits

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Benefits

- Leverages and builds upon previous DoD 8570 certifications.
- Offers expanded qualification options, to include certifications, training and education, for flexibility among different population types with differing needs. (e.g., civilians, military, contractors).
- Ensures education qualification with trusted academic institutions.
- Enables the utilization of government-owned and vendor training.
- Offers 'Cyber 101' to serve as a cost-efficient way to qualify personnel within intel (cyber) and cyber enabler work roles.



DoD 8140 Qualification Approval Process

Automated validation process speeds up evaluation time to allow DoD cyber workforce increased flexibility

Application Link

<https://www.dodmergingtechnologies.com/dod-cyber-workforce-qualification-program/>



DoD 8140 Implementation Timelines

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DoD 8140 Implementation Timelines

<u>Foundational Qualifications</u>		<u>Residential Qualifications</u>	
15 FEB 2025	DoD civilians and military personnel in DCWF work roles under <i>cybersecurity</i> workforce element meet foundational qualification requirements.	15 FEB 2026	DoD civilians and military personnel in DCWF work roles under <i>cybersecurity</i> workforce element meet resident qualification requirements.
15 FEB 2026	DoD civilians and military personnel in DCWF work roles under <i>cyber IT, cyber effects, cyber (intelligence), and cyber enablers</i> workforce elements meet foundational qualification requirements.	15 FEB 2027	DoD civilians and military personnel in DCWF work roles under <i>cyber IT, cyber effects, cyber (intelligence), and cyber enablers</i> workforce elements meet resident qualification requirements.
<u>Reporting and Metrics</u>			
15 FEB 2025	DoD Components report on <i>cybersecurity</i> workforce element via DoD 8140 key performance indicators in accordance with DoDM 8140.03.	15 FEB 2026	DoD Components report on <i>cyber IT, cyber effects, cyber (intelligence), and cyber enablers</i> workforce elements via DoD 8140 key performance indicators in accordance with DoDM 8140.03.

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Work Roles Improve Workforce Management

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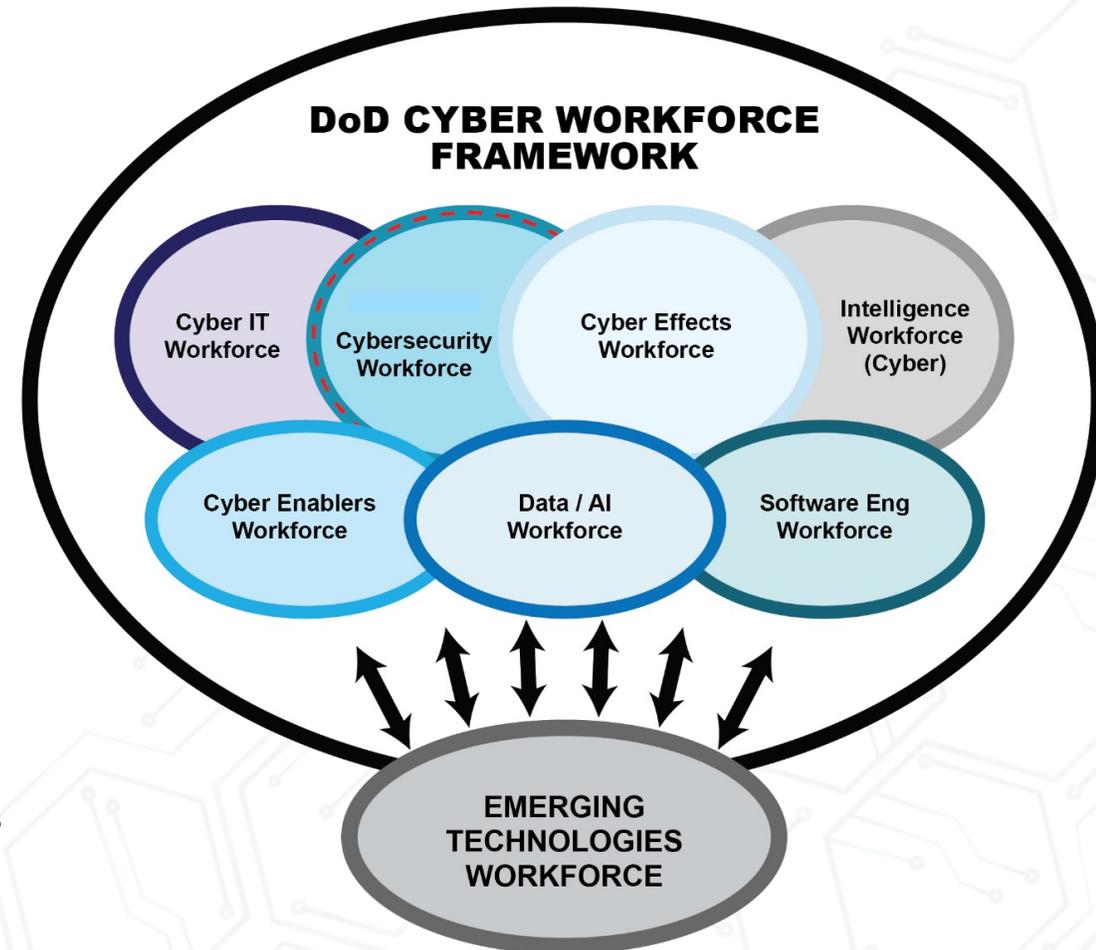
The DoD Cyber Workforce Framework (DCWF) provides the Department with an enterprise baseline standards using work roles, which offer greater fidelity than historical occupational structures (e.g., civilian occupational series, military occupational specialties).

Agile and responsive process that can incorporate the ever-changing requirements to align to evolving technical threat landscape:

- ⚡ Updated 39 work roles to include Cloud and DevSecOps
- ⚡ Added a Control Systems unique work roles
- ⚡ The Framework now consists of 72 work roles to include Artificial Intelligence (AI), Data, and Software Engineering

Among its many applications, the Department is using the DCWF to:

- ⚡ Conduct strategic workforce planning
- ⚡ Develop tailored training and education materials
- ⚡ Qualification requirements and career progression
- ⚡ Targeted recruitment and retention incentives
- ⚡ Identification of critical recruiting and retention shortfalls (i.e., high vacancy rates and attrition rates)





DCWF Alignment to Elements

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CYBER IT
OPR: DoD CIO

- (411) Technical Support Specialist
- (421) Database Administrator
- (431) Knowledge Manager (KM)
- (441) Network Operations (NETOPS) Specialist
- (451) Systems Administrator (SYSADMIN)
- (632) Systems Developer
- (641) Systems Requirements Planner
- (651) Enterprise Architect (ENTARCH)
- (661) Research and Development (R&D) Specialist
- (671) System Testing & Evaluation (T&E) Specialist

CYBERSECURITY
OPR: DoD CIO

- (212) Cyber Defense Forensics Analyst
- (461) Systems Security Analyst
- (462) Control Systems Security Specialist
- (511) Cyber Defense Analyst
- (521) Cyber Defense Infrastructure Support Spec.
- (531) Cyber Defense Incident Responder
- (541) Vulnerability Assessment Analyst
- (611) Authorizing Official (AO)/Designating Rep.
- (612) Security Control Assessor
- (622) Secure Software Assessor
- (631) Information Systems Security Developer
- (652) Security Analyst
- (722) Information Systems Security Manager (ISSM)
- (723) Communications Security (COMSEC) Manager

CYBER EFFECTS
OPR: USD PCA

Cyber Effects work roles currently being finalized

INTEL (CYBER)
OPR: USD (I&S)

- (111) All-Source Analyst
- (151) Multi-Disciplined Language Analyst
- (311) All-Source Collection Manager
- (312) All-Source Collection Requirements Manager
- (331) Cyber Intelligence Planner

DATA / AI
OPR: DoD CDAO

- (422) Data Analyst
- (423) Data Scientist
- (424) Data Steward
- (623) Artificial Intelligence / Machine Learning (AI/ML) Specialist
- (624) Data Operations Specialist
- (653) Data Architect
- (672) AI Test & Evaluation Specialist
- (733) AI Risk & Ethics Specialist
- (753) AI Adoption Specialist
- (902) AI Innovation Leader
- (903) Data Officer

SOFTWARE ENG
OPR: USD (R&E)

- (621) Software Developer
- (625) Product Designer User Interface (UI)
- (626) Service Designer User Experience (UX)
- (627) Development, Security, Operations (DevSecOps) Specialist
- (628) Software/Cloud Architect
- (673) Software Test & Evaluation Specialist
- (806) Product Manager

CYBER ENABLERS (OPR: DoD CIO)

Leadership: (732) Privacy Compliance Mgr.; (751) Cyber Workforce Dev. & Mgr.; (752) Cyber Policy & Strategy Planner; (901) Executive Cyber Leader

Training & Education: (711) Cyber Instructional & Curriculum Developer; (712) Cyber Instructor

Legal: (211) Forensics Analyst; (221) Cyber Crime Investigator; (731) Cyber Legal Advisor

Acquisition: (801) Program Mgr.; (802) IT Project Mgr.; (803) Product Support Mgr.; (804) IT Investment/Portfolio Mgr.; (805) IT Program Auditor



QUESTIONS



PLEASE VISIT FOR MORE INFORMATION:
<https://www.dodmergingtech.com/dod-cyber-workforce-qualification-program/>