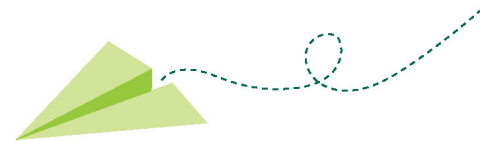




CENTRAL
MISSISSIPPI

Connect | Educate | Inspire | Secure





DoD 8140 Program

US Department of Defense Cyber Workforce



CENTRAL
MISSISSIPPI

DoD 8140 Introduction

- » Intended to provide a structure for standardizing work across the full spectrum of DoD cyber operations
- » Leverages DoD 8140 proficiency levels for performing cyber work roles
- » Shapes training and qualifications to grow cyber capabilities



Cyber Workforce Elements

- » Information Technology (IT)
- » Cybersecurity (CS)
- » Cyber Effects (CE)
- » Intelligence (Cyber)
- » Data/Artificial Intelligence (Data/AI)
- » Software Engineering (SE)
- » Cyber Enablers



DoD Cyber Workforce Framework (DCWF)

- » Authoritative reference for identifying, tracking, and reporting DoD cyberspace positions
- » A standardized framework that provides a lexicon of work roles including knowledge, skills, abilities, and tasks
- » Leverages the original National Initiative for Cybersecurity Education (NICE) Cybersecurity Workforce Framework (NCWF) and the DoD Joint Cyberspace Training and Certification Standards (JCT&CS)



8140 Background

- » Federal Cybersecurity Workforce Assessment Act (FCWAA) of 2015 (Sections 303 and 304 of Public Law 114-113), requires the identification and coding of Federal positions with that require the performance of “IT, Cybersecurity, or other Cyber-related functions.”
- » The FCWAA, coupled with DoD’s expanding cyber mission responsibilities, drove the transition from the DoD 8570 Information Assurance (IA) Workforce Improvement Program (2005), to the DoD 8140 Cyber Workforce Qualification Program (CWQP) (2020)
- » The DoD 8570 hierarchical levels of cybersecurity responsibilities were replaced by 8140 proficiency levels for performing specific work roles



Key References

- » DoD Directive (DoDD) 8140.01 5 October 2020, “Cyberspace Workforce Management”
- » DoD Instruction (DoDI) 8140.02 21 December 2021, “Identification, Tracking, and Reporting of Cyberspace Workforce Requirements”
- » DoD Manual (DoDM) 8140.03 15 February 2023, “Cyberspace Workforce Qualification and Management Program”
- » DoD Cyber Workforce Framework (DCWF) Military & Civilian Workforce Identification & Coding Guide, 29 July 2024 (Ver. 1.3)



Additional references

- » More information can be found on the DoD Cyber Exchange:
 - <https://public.cyber.mil/>
- » DoD 8140 Cyber Workforce Program on the DoD Cyber Exchange:
 - <https://public.cyber.mil/wid/dod8140/documents-library/>



DoD 8140 Recognized Cyberspace Occupations

- » 2210 - Information Technology Management
- » 1550 - Computer Science
- » 0332 - Computer Operations
- » 0335 - Computer Clerk and Assistant



Work Role Qualification Matrix

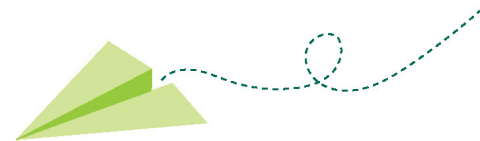
Work Role Qualification Matrix		PROFICIENCY LEVELS		
		BASIC	INTERMEDIATE	ADVANCED
Foundational Qualification Options - Demonstration of Knowledge	EDUCATION	Option	Option	Option
	TRAINING	-or- Option	-or- Option	-or- Option
	PERSONNEL CERTIFICATION	-or- Option	-or- Option	-or- Option
Foundational Qualification Alternative	EXPERIENCE	Conditional Alternative	Conditional Alternative	Conditional Alternative
Residential Qualification - Demonstration of Capability	ON-THE-JOB QUALIFICATION	Always Required	Always Required	Always Required
	ENVIRONMENT SPECIFIC REQUIREMENTS	Component Discretion	Component Discretion	Component Discretion
Current with technology, hostile actor tactics	CONTINUOUS PROFESSIONAL DEVELOPMENT	>Of 20 Hrs/Year Or Cert. Rqmt.	>Of 20 Hrs/Year Or Cert. Rqmt.	>Of 20 Hrs/Year Or Cert. Rqmt.



Sample Qualification Matrices

- » Cyber Enabler Workforce
- » Information Technology
- » Cybersecurity

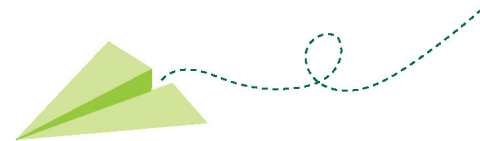




Questions



CENTRAL
MISSISSIPPI



Backup Slides



CENTRAL
MISSISSIPPI

References

- » DoD 8140 CYBERSPACE WORKFORCE MANAGEMENT Introduction, Program Background, & Purpose of this Supplemental Guide
- » DoD 8140 Overview factsheet (2024 Version 5)
- » DoD Directive (DoDD) 8140.01 5 October 2020, “Cyberspace Workforce Management”
- » DoD Instruction (DoDI) 8140.02 21 December 2021, “Identification, Tracking, and Reporting of Cyberspace Workforce Requirements”
- » DoD Manual (DoDM) 8140.03 15 February 2023, “Cyberspace Workforce Qualification and Management Program”
- » DoD Cyber Workforce Framework (DCWF) Military & Civilian Workforce Identification & Coding Guide, 29 July 2024 (Ver. 1.3)

