

DoD CYBER TALENT MANAGEMENT

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DoD Chief Information Officer

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CONNECT, PROTECT, AND PERFORM.

The DoD Chief Information Officer (CIO) is committed to delivering **robust, secure, and agile** information technology (IT) solutions that empower the warfighter and strengthen national security. We strive to create a **connected, protected, and high-performing IT** environment.



Zero Trust



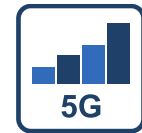
Software Modernization



Records management



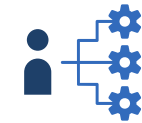
Cybersecurity Reference Architecture



Deployment of 5G Capabilities and Networks



Defense Industrial Base Cybersecurity



DoD Architecture Framework



ICT and Service Supply Chain Risk Management Assurance



Command, Control, and Communications (C3) Systems



Cyber Workforce Functional Community Manager



FULCRUM LOEs

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LOE 1: Provide Joint Warfighting IT capabilities to expand strategic dominance of U.S. Forces & mission partners.

LOE 2: Modernize information networks and compute to rapidly meet mission and business needs.

LOE 3: Optimize IT governance to gain efficiencies in capability delivery and enable cost savings.

LOE 4: Cultivate a premier digital workforce ready to deploy emerging technology to the warfighter.



The Department of Defense Cyber Workforce

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THE DEPARTMENT OF DEFENSE

Is the Federal government's largest employer of cyber talent approximately **245,000 strong**:

- ⚡ *500,000 cyber positions vacant in the United States
- ⚡ 17,000~ military and civilian vacancies
- ⚡ 10,000 DoD cyber professionals transition annually



**Total DoD
Cyber Authorizations:**

175,000

Military – 95,000 | Civilian – 80,000



**Total DoD
Cyber Personnel:**

155,000

Military – 82,000 | Civilian – 73,000



**Total DoD
Contract Personnel:**

~70,000



Workforce Innovation Directorate

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VISION STATEMENT:

To drive the development of the workforce that **supports the Department's cyber mission**, making it the most capable and dominant force in the world.



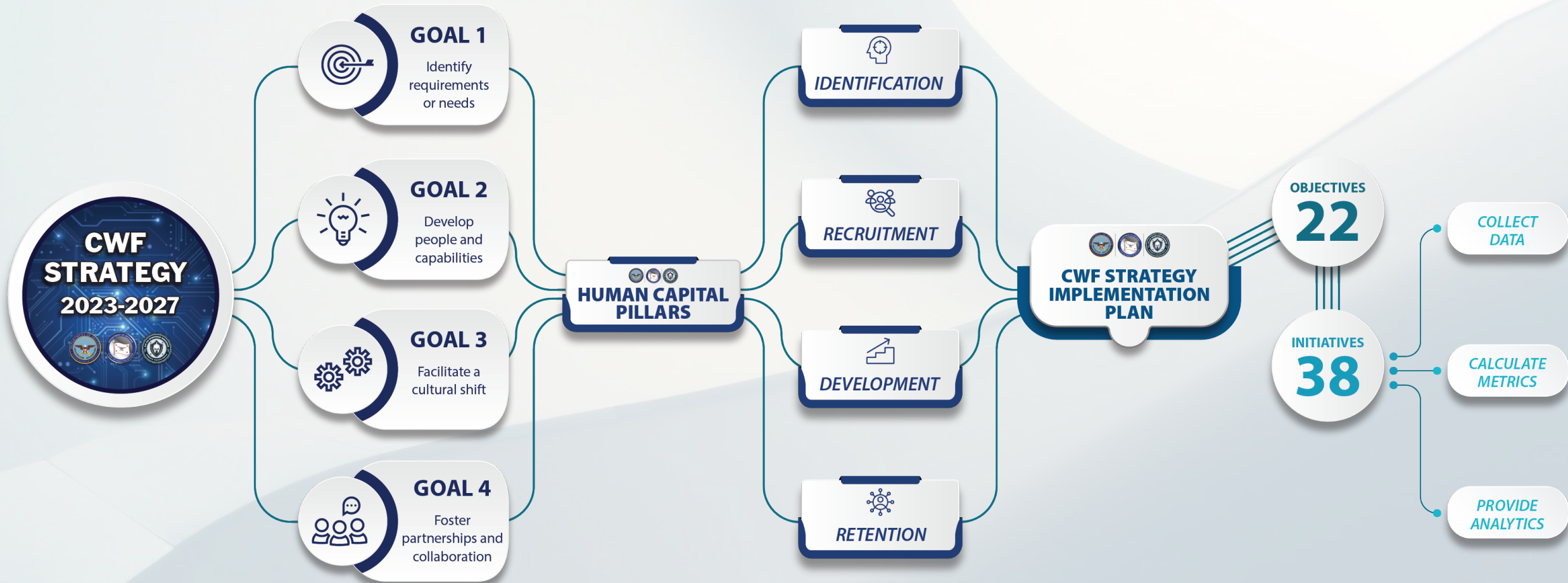
OUR MISSION:

Provide the tools, resources and programs that enable the Department's cyber workforce stakeholders to **identify, recruit, develop and retain** a more agile and effective cyber workforce.



Cyber Workforce Strategy

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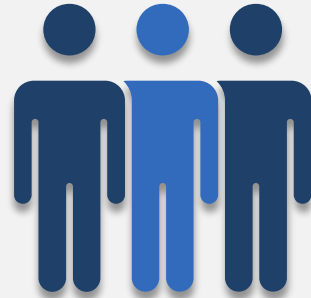
Cyber Workforce Strategy IP | Impacts & Value

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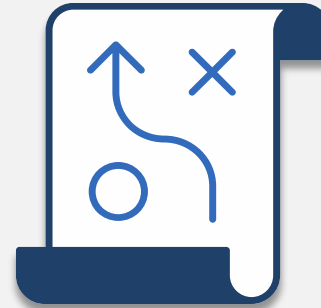
79 Days average for Civilian time-to-hire

Meets OPM's requirement of a less than 80-day average time-to-hire, allowing employees to onboard quicker



16.2% DoD Civilian Vacancy Rate

4.8% decrease from FY23, showing increase retention of DoD cyber talent



Integrated Cyber Operation Scenarios in Training Exercises

Continuous integration of evolving requirements advances effectiveness and interoperability



The establishment of the Cyber Academic Engagement Office (CAEO)

Newly implemented, consolidating DoD cyber-related programs under one office



Initiatives Prioritized for FY25

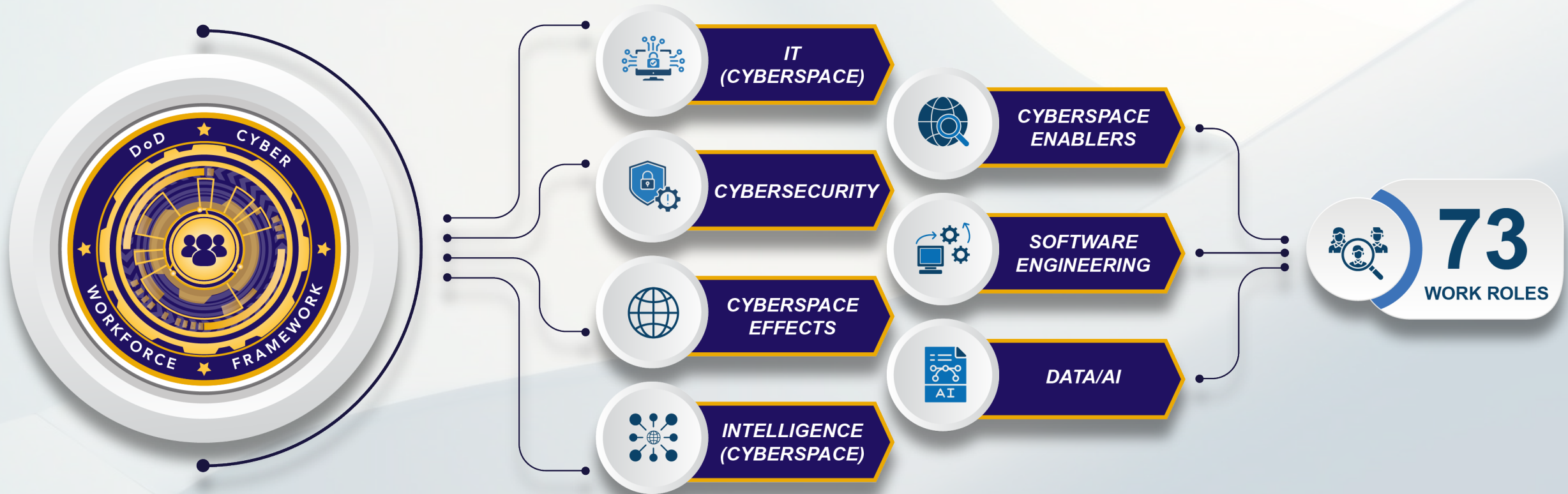
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DoD Cyber Workforce Framework (DCWF)

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Why Coding Matters

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WORK ROLE CODING

Common language to describe the cyber workforce (civilian, military, & contractors)

DoDi 8140.03 | IDENTIFICATION OF THE FORCE | LEXICON TO DESCRIBE THE WORK | ACTIONABLE ANALYTICS



DoD 8140 Qualification and Management Program (1 of 2)

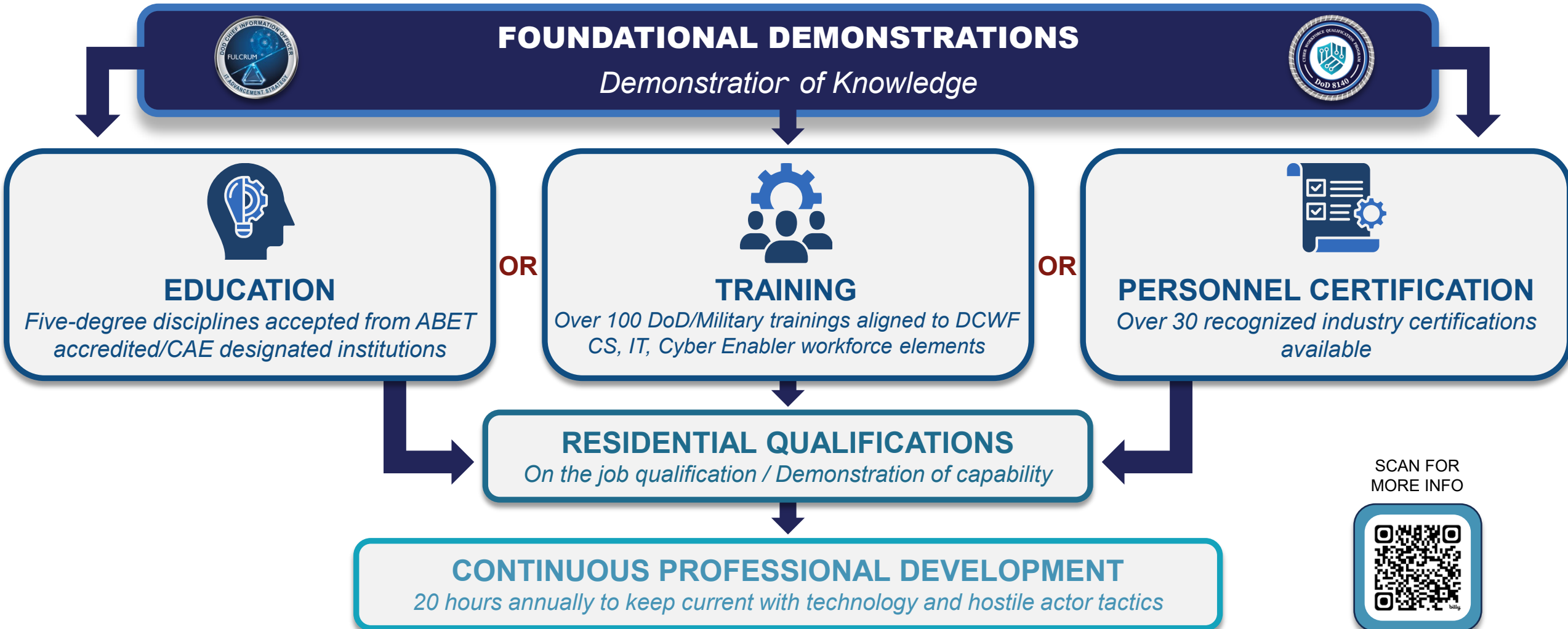
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DoD 8140 Qualification and Management Program 2 of 2

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SCAN FOR
MORE INFO





DoD 8140 Implementation Timelines

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FOUNDATIONAL QUALIFICATIONS

**15 FEB
2025**

DoD civilians and military personnel in DCWF work roles under cybersecurity workforce element meet foundational qualification requirements.

**15 FEB
2026**

DoD civilians and military personnel in DCWF work roles under cyber IT, cyber effects, cyber (intelligence), and cyber enablers workforce elements meet foundational qualification requirements.



RESIDENTIAL QUALIFICATIONS

**15 FEB
2026**

DoD civilians and military personnel in DCWF work roles under cybersecurity workforce element meet foundational qualification requirements.

**15 FEB
2027**

DoD civilians and military personnel in DCWF work roles under cyber IT, cyber effects, cyber (intelligence), and cyber enablers workforce elements meet foundational qualification requirements.

REPORTING AND METRICS

**15 FEB
2025**

DoD Components report on cybersecurity workforce element via DoD 8140 key performance indicators in accordance with DoDM 8140.03.

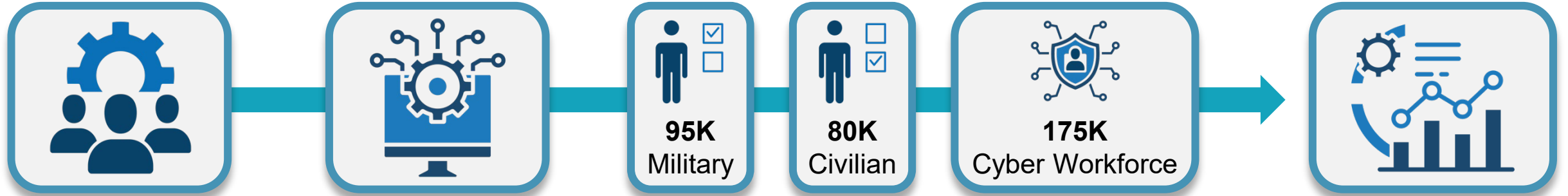
**15 FEB
2026**

DoD Components report on cyber IT, cyber effects, cyber (intelligence), and cyber enablers workforce elements via DoD 8140 key performance indicators in accordance with DoDM 8140.03.



Measuring What Matters – What's Next?

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✓ Ingestion of Service authoritative manpower/personnel systems

✓ Enterprise aggregation & visualization

✓ Holistic coding of IT, Cybersecurity, Cyber Intel, Cyber Effects and Enablers
☐ Expand Coding to include Data/AI and Software Engineering roles

☐ Cyber Workforce Qualification Reporting

WHY IT MATTERS

- Workforce Readiness Visualization
- Defending Resources
- Data driven Training Support Decisions
- Qualified Workforce to Defeat the Adversary

MEASURING PROGRESS

- Percentage Qualified
- Foundational Qualification
- Residential Qualification



Cyber Excepted Service (CES)

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The Secretary of Defense
authorized the Cyber Excepted
Service (CES) Personnel System
to provide you a more
streamlined process with
flexibility to:



SKIP THE LINE: USAJobs hiring process not required.
Go direct through your Agency.



“ON THE SPOT” HIRING: Fast-track past lengthy
Federal approval process.



MERIT-BASED PROMOTION: Advance as you skill up;
time requirements waived.



INCREASED PAY POTENTIAL: Job Offers up to step 12
(Standard Federal limit: Step 10).



ENHANCED PAY FOR CRITICAL WORK ROLES:
Targeted supplemental pay for the most in-demand jobs.



CES Compensation Benefits

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Salaries below are calculated based on the 2025 Washington DC LMS, for Grade 14, Step 1

<u>GENERAL SCHEDULE</u>	<u>KEY ELEMENT</u>	<u>CES</u>
✓ \$142,488	DC Locality Rate	✓ \$142,488
\$ -	CES TLMS (A1- Global Table)	✓ \$167,020 (+\$24,532)
✓ \$178,110	DC Locality Rate +25% R&R Incentive*	✓ \$178,110 (+\$35,622)
\$ -	CES TLMS (A1- Global Table) +25% R&R Incentive*	✓ \$208,775 (+\$66,287)
\$ -	CES TLMS (A1- Global Table) +50% R&R Incentive*	✓ \$221,900 (+\$79,412)

*Application of 25% R&R incentives are subject to approval by Component HR representatives



Registration is Now Open!

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DEPARTMENT OF DEFENSE CYBER WORKFORCE SUMMIT



**MARCH 20-21, 2025
THURSDAY & FRIDAY**



**NATIONAL DEFENSE UNIVERSITY, FT MCNAIR, VA
(300 5th Ave SW, Washington, DC 20319)**

ACCELERATING CYBER TALENT DEVELOPMENT

With support from AFCEA International and the National Defense University, the DoD CIO will host a Cyber Workforce Summit in March 2025. This two-day inaugural conference will provide a forum where:

- DoD CIO representatives will **share** the latest information about DOD 8140 implementation, CES and Cyber Academic Engagement initiatives.
- Provide the opportunity for the cyber community to **learn** from DoD and Service leadership, Academia and Industry subject matter experts.
- Participants can expect to understand the path forward toward cyber workforce **readiness** in support of operations in the information environment.

For more info:

Scan the QR Code to submit your contact info and be automatically updated as this mission-critical event evolves!

Contact the DoD CIO Workforce Innovation Directorate at:

osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil



Your feedback matters!
Please take our brief survey below:

**DOD CIO
CYBER WORKFORCE**



Thank You!

QUESTIONS?

DOD CYBER WORKFORCE SUMMIT



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DOD CYBER EXCHANGE



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