Telling the Story

Providing enterprise-wide cyber workforce analytics

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The Department of Defense

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The Department of Defense is the Federal government's largest employer of cyber talent approximately 225,000 strong:

⚡ 82,000 active-duty military service members

⚡ 73,000 civilian personnel

⚡ ~70,000 contract personnel

Leveraging Analytics to tell the Story

Approach

Provide enterprise-wide cyber workforce analytics that integrates with and informs accurate real-time decisions. Lead coordination w/ Services & Components to ensure efficient processes for optimal cyber workforce data management, data quality and compliance.
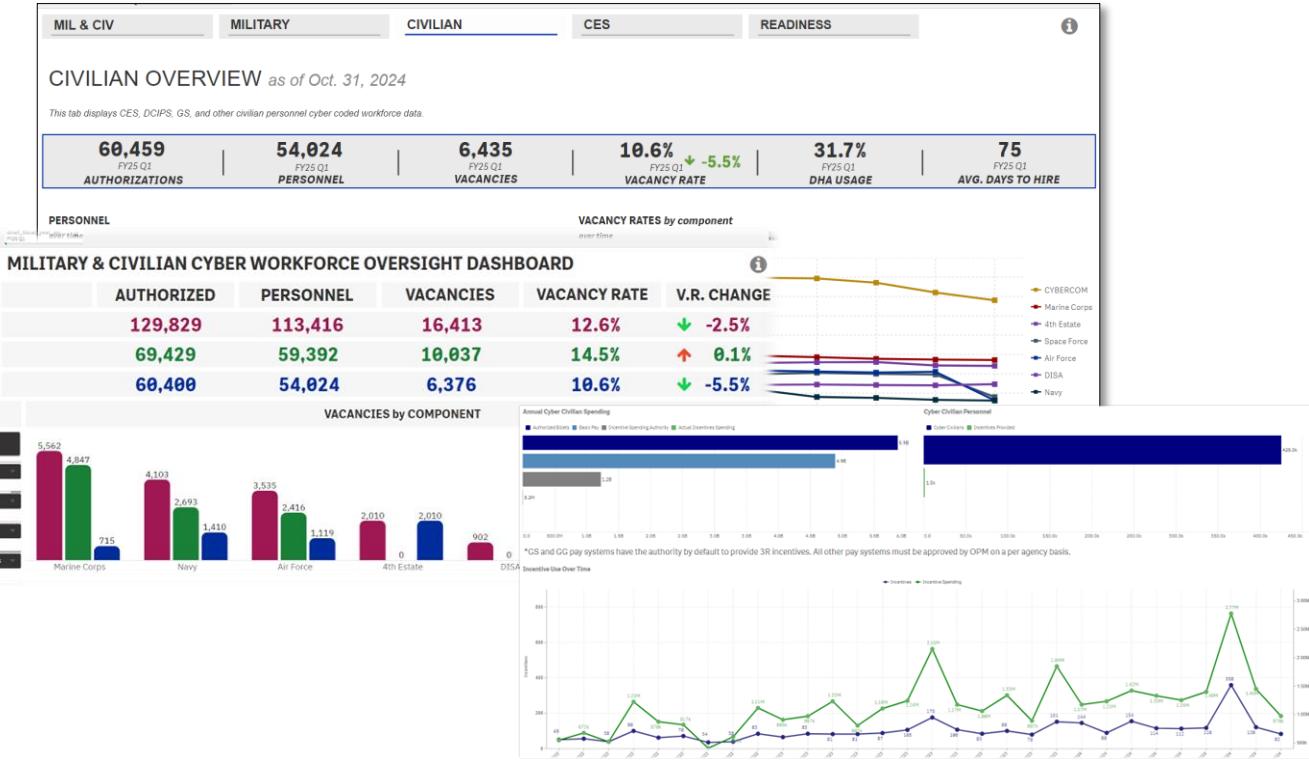
Actionable Insights ▶ Enterprise Visualization ▶ Clarity on Demand

DoD Cyber Workforce Framework

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- ✓ **73 DoD Cyber Workforce Framework (DCWF) work roles** identified that include core cybersecurity knowledge and skill requirements, supporting homeland defense priorities.

- ✓ **Over 300 DoD 8140 foundational qualification options** available to improve resiliency against cyber attacks and defend critical infrastructure.

UNIFORM IDENTIFICATION

TRACKING

DATA COLLECTION
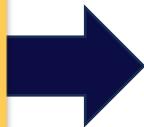
CYBER WORK ROLES

Measuring the Cyber Workforce

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WORK ROLE CODING =
Common language to describe civilian and military cyber work.

- ✓ *Over 50 Key Performance Indicators*
- ✓ *Trends, Performance Analysis and data driven support*
- ✓ *Data pulled from authoritative manpower and personnel systems*

PROFICIENCY
- Basic
- Intermediate
- Advanced

QUALIFICATION
- Foundational
- Residential
- End Strength

TARGETED TALENT MGNT
- Skills gaps & shortages
- Targeted recruitment & incentives
- 3R & DHA usage
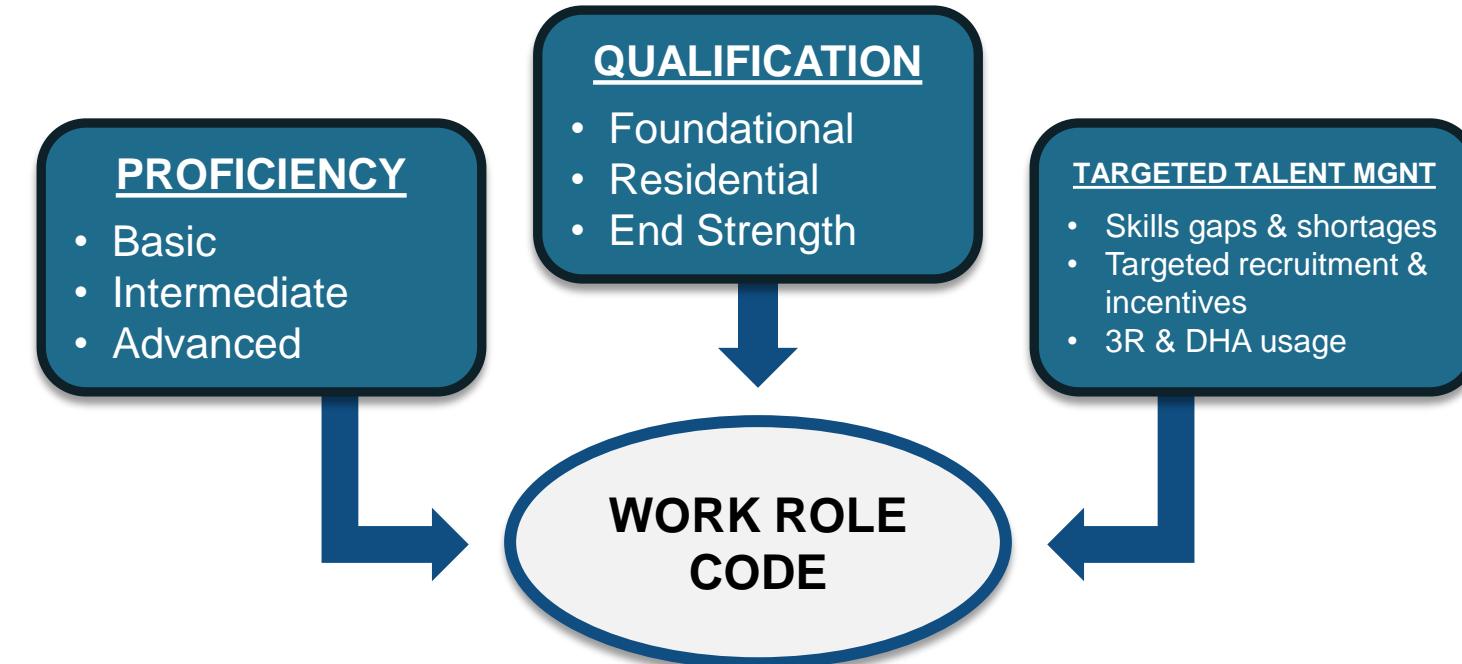
WORK ROLE CODE

- ✓ *Fidelity beyond traditional occupational series (mil/civ)*
- ✓ *Provides the capability to identify critical skill gaps and shortages by specific work role*

Cyber Workforce Data Acquisition

Through Advana, DoD CIO has successfully led efforts to ingest source cyber workforce manpower and personnel data from Service-owned authoritative systems. The table below shows the progress made on this front:

WORKFORCE CODING NEVER ENDS				
SERVICE	**WORKFORCE**	**MANPOWER SYSTEM**	**PERSONNEL SYSTEM**	**QUALIFICATION REPORTING SYSTEM**
4th Estate	Civilian	FMTS	DCPDS	CyberStar/Cornerstone/Manual
DAF	Military	MPES	MILPDS	No System (Manual Reporting)
DAF	Civilian	MPES	DCPDS	No System (Manual Reporting)
Army	Military	FMS/AOS	IPPS-A	No System (Manual Reporting)
Army	Civilian	FMS/AOS	DCPDS	No System (Manual Reporting)
Marine Corps	Military	TFSMS	MCTFS	Jupiter
Marine Corps	Civilian	TFSMS	DCPDS	Jupiter
Navy	Military	TFMMS	NSIPS	Jupiter
Navy	Civilian	TFMMS	DCPDS	Jupiter

Acquisition Status Key

Available to users
Ingesting & Validating
Acquiring
Not Available

Human Capital Lifecycle Model

REQUIRED → AUTHORIZED → FUNDED → FILLED → QUALIFIED IN PROGRESS*
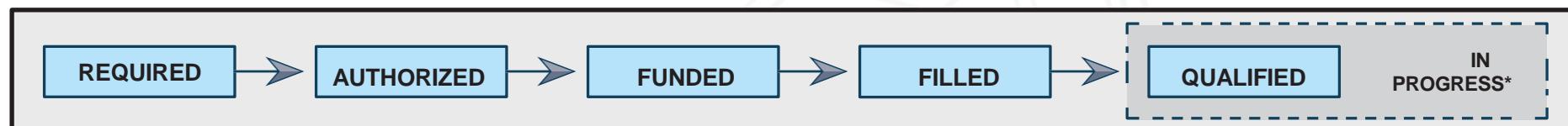
Visualizing the Cyber Workforce
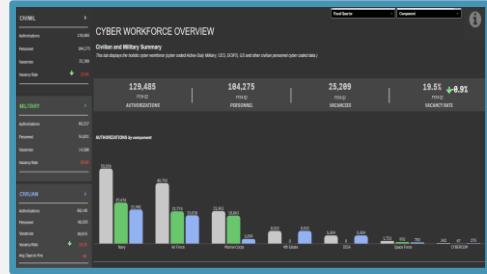
EXECUTIVE OVERVIEW

Holistic view of the workforce at scale in support of informing executive leadership
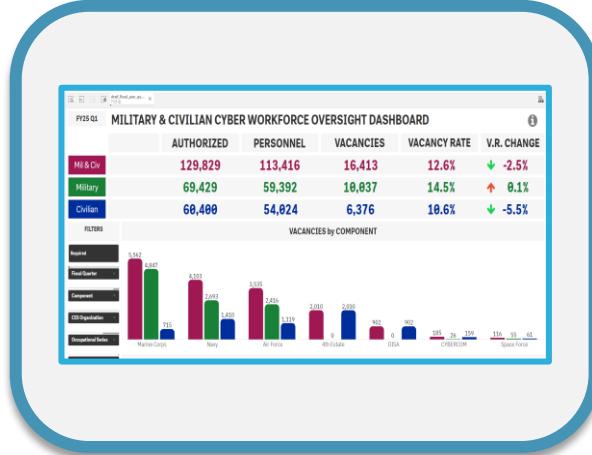
WORKFORCE OVERSIGHT

Comprehensive views of cyber workforce & civilian performance

ADVANCED ANALYTICS

Detailed data points, queries for decision support

TARGETED QUALIFICATION

Coming soon – overview of DOD 8140 Qualification

Data-Driven Decision Support (3R/TLMS view)

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Work role 3R incentive usage and spending analysis
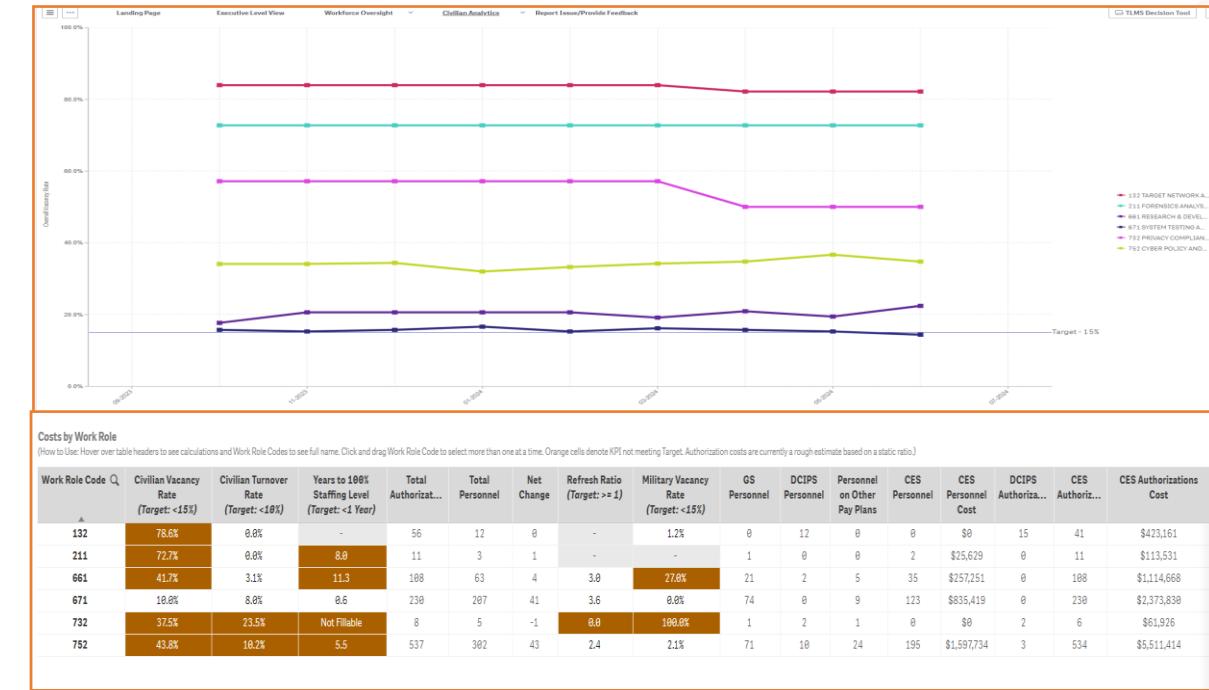
Work role monitoring, vacancy & TLMS cost analysis

Tailorable trend and comparative Data Analysis in support of Key Talent Management and Incentive Decision making

DoD Cyber Workforce Breakout

Top Cyber Work Roles

Information Technology

Role	Count
System Admin 451	25K
Tech Support Specialist 411	20K
Network Ops Specialist 441	16.6K
Systems Requirements Planner 641	3.8K
Database Admin 421	2.6

Cybersecurity

Role	Count
ISSM 722	5K
Cyber Defense Analyst 511	2.8K
Security Control Assessor 612	1.4K
COMSEC Manager 723	1.3K
Cyber Incident Responder 531	1K

Cyber Enablers

| Role	Count
Program Manager 801	9.5K
IT Project Manager 802	4K
Cyber Policy /Strategy 752	2.2K
Cyber WF Developer 751	1.9K
Cyber Instructor 712	1.6K

Measuring what Matters – What's Next?

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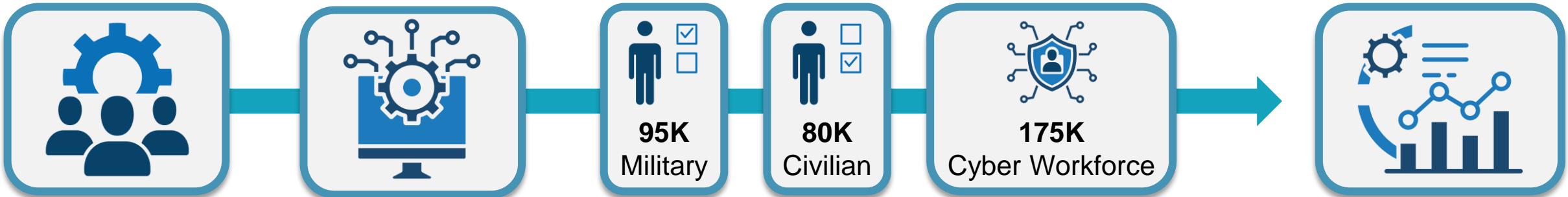
✓ Ingestion of Service authoritative manpower/personnel systems

✓ Enterprise aggregation & visualization

95K Military

80K Civilian

175K Cyber Workforce

✓ 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

➢ Data driven Training Support Decisions

➢ Qualification fidelity by work role

MEASURING PROGRESS

➢ Percentage Qualified

➢ Foundational Qualification

➢ Residential Qualification

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

https://www.afcea.org/events/dod-cio-cyber-workforce-summit

QUESTIONS

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