DoD 8140 Cyber Workforce Qualification Program

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Agenda

- DoD 8140 Qualification Program Overview
- Qualification Model Example
- Program Benefits
- Implementation and Qualification Timelines
- Work Roles Improve Workforce Management
- DCWF Alignment to Elements
- Questions
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**.

**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.

**Key Benefits**

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

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**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.

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**Verification of Knowledge**
Requisite knowledge is verified through Education or Training or Personnel Certification, providing both personnel and Components flexibility.

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

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**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

<table>
<thead>
<tr>
<th>Foundational Qualification Options</th>
<th>Basic</th>
<th>Intermediate</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Associate degree or higher from an accredited college or university</td>
<td>Bachelor degree or higher from an accredited college or university</td>
<td>Bachelor degree or higher from an accredited college or university</td>
</tr>
<tr>
<td>OR</td>
<td>OR</td>
<td>OR</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>Offerings listed in DoD 8140 Training Repository</td>
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<td></td>
</tr>
<tr>
<td>Personnel Certification</td>
<td>GSEC</td>
<td>CSSLP</td>
<td>CISSP-ISSAP</td>
</tr>
<tr>
<td>Experience</td>
<td>Conditional Alternative</td>
<td>Conditional Alternative</td>
<td>Conditional Alternative</td>
</tr>
<tr>
<td>Residential Qualification</td>
<td>Always Required</td>
<td>Always Required</td>
<td>Always Required</td>
</tr>
<tr>
<td>On-the-Job Qualification</td>
<td>Always Required</td>
<td>Always Required</td>
<td>Always Required</td>
</tr>
<tr>
<td>Environment-Specific Requirements</td>
<td>Component Discretion</td>
<td>Component Discretion</td>
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<td>Continuous Professional Development</td>
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</tr>
</tbody>
</table>

**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

**Training**
- Offerings listed in DoD 8140 Training Repository
- Offerings listed in DoD 8140 Training Repository
- Offerings listed in DoD 8140 Training Repository

**Personnel Certification**
- GSEC
- CSSLP
- CISSP-ISSAP

**Experience**
- Conditional Alternative
- Conditional Alternative
- Conditional Alternative

**On-the-Job Qualification**
- Always Required
- Always Required
- Always Required

**Environment-Specific Requirements**
- Component Discretion
- Component Discretion
- Component Discretion

**Continuous Professional Development**
- Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.
DoD 8140 Program Benefits

**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.dodemergingtechnologies.com/dod-cyber-workforce-qualification-program/
DoD 8140 Implementation Timelines

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 resident 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 resident 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 8140.02.

- 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.
Work Roles Improve Workforce Management

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**

**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

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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
- (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 (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

*Cyber Effects work roles currently being finalized*

**INTEL (CYBER)**

OPR: USD (I&S)

- (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

**DATA / AI**

OPR: DoD CDAO

- (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

**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

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**CYBER ENABLERS (OPR: DoD CIO)**

*Cyber Effects work roles currently being finalized*
QUESTIONS

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