

# GROWING THE NEXT GENERATION OF CYBER TALENT

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DoD CIO | August 2024





# Agenda

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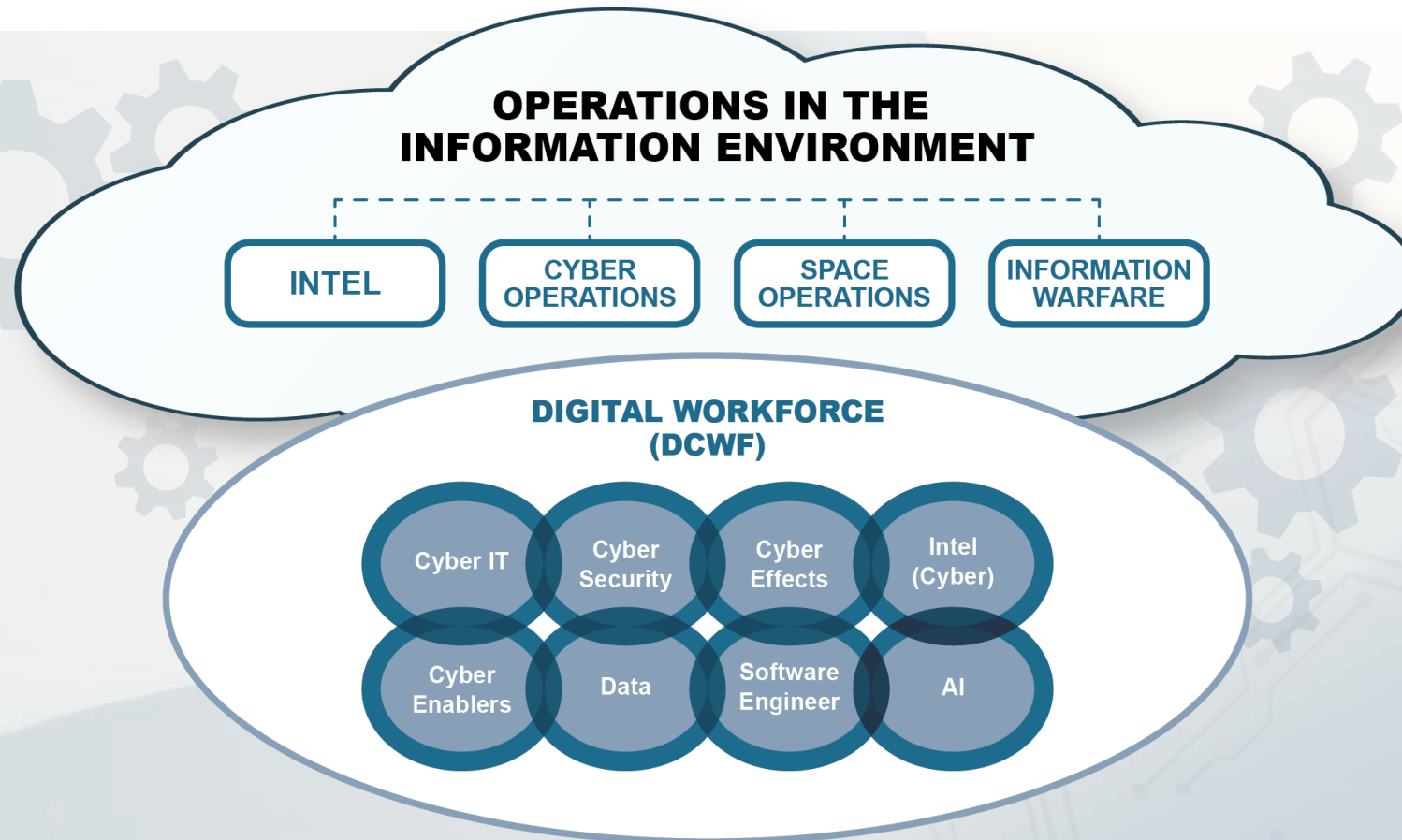
- ⚡ Cyber Workforce Overview
- ⚡ Vision Statement
- ⚡ CWF Strategy Implementation Plan
- ⚡ DCWF and 8140
- ⚡ 8140 Qualification Program Overview
- ⚡ Academic Engagement Structure
- ⚡ Cyber Excepted Service (CES)
- ⚡ Questions





# Cyber Workforce Overview

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*A winning future requires a data-literate and technologically adept workforce to achieve systems over-match*





# Vision Statement

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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 is to **support the warfighter** leveraging the **Cyber Workforce Strategy***



**DoD Cyber Workforce Framework (DCWF)**



**Qualification**



**Academic Outreach**

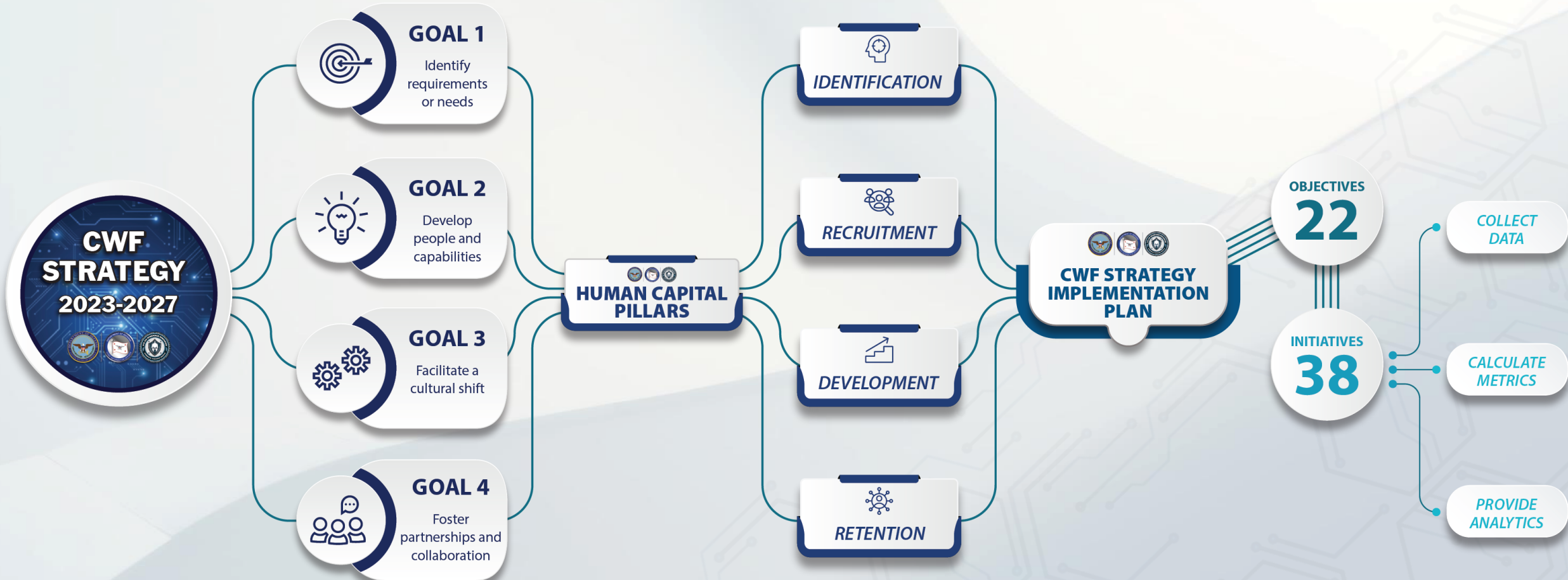


**Cyber Excepted Service (CES)**



# Cyber Workforce Strategy

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# DCWF & DoD 8140

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# DoD 8140 Qualification Program Overview

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## The DoD Manual 8140.03 Qualification Program

sets cyber workforce standards for the Department while allowing for flexibility in Component implementation and workforce management.

**Role-Based Progression**

**Verification of Capability**

**Verification of Knowledge**

**Continuous Professional  
Development**

**Readiness**



# Cyber Academic Engagement Office

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Cybersecurity  
CAE-CD / CAE-CO / CAE-R

Senior Military  
College

Cyber Service Academy  
Scholarships

GenCyber and  
RING

**Legislative  
Affairs**

**Financial  
Management**





# Cyber Excepted Service

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## What CES has to offer:

A mission-focused personnel system, aligned to both Title 10 and Title 5 provisions.

Promotes a culture that is based upon mission requirements and employee capabilities.

Offers flexibilities for the recruitment, retention, and development of cyber professionals across DoD.

**Working with Department Stakeholders to maximize the use of CES Authorities**



# Current CES Posture

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## What we're doing to improve CES:

- 📦 Enhance Compensation Use
- 📦 Expanded the scope to include the "cyber operation force"
- 📦 Streamline Incentive Approval Process
- 📦 Increase Awareness and Utilization of Existing Hiring Authorities

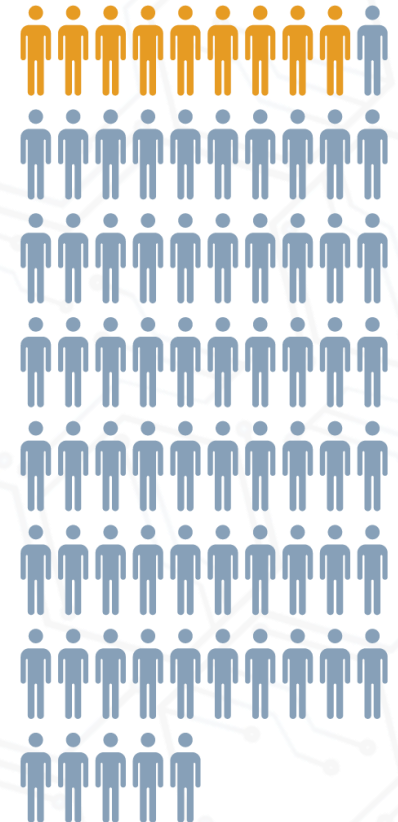
**75K** CIVILIAN  
WORKFORCE



**15K** CURRENT CES  
POSITIONS



**9K<sup>(20%)</sup>** CONVERTED  
EMPLOYEES





# Cyber Excepted Service

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## ANNOUNCEMENT

“Delegation to the DoD Component Level for Approval of Cyber Excepted Service Conversion”

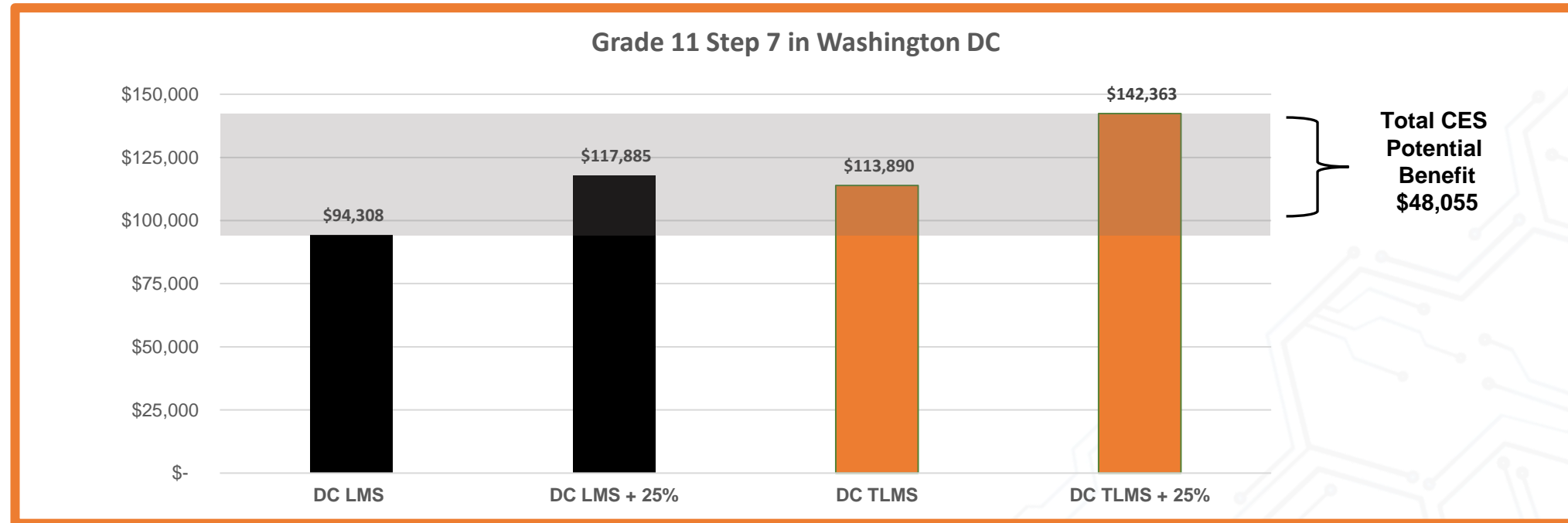
As authorized by **DoDD 8140.01**, “*Cyberspace Workforce Management*,” and **DoDI 1400.24 Vol 3001**, “*DoD Civilian Personnel Management System: CES Introduction*,” DoD Component Heads are delegated the authority to approve conversion of civilian personnel into CES personnel system





# Cyber Excepted Service

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**CES provides a potential DoD personnel with significant benefits compared to competitive service positions, particularly those positions that are covered by the Target Local Market Supplement (TLMS). CES authorities allow for:**

- TLMS increases rates of basic pay to be more competitive with the private sector
- CES authorities allow for provision of recruitment and retention bonuses equal to 25% of basic pay
- Allows for total compensation to exceed the Executive Schedule IV pay cap



# Cyber Academic Engagement Office

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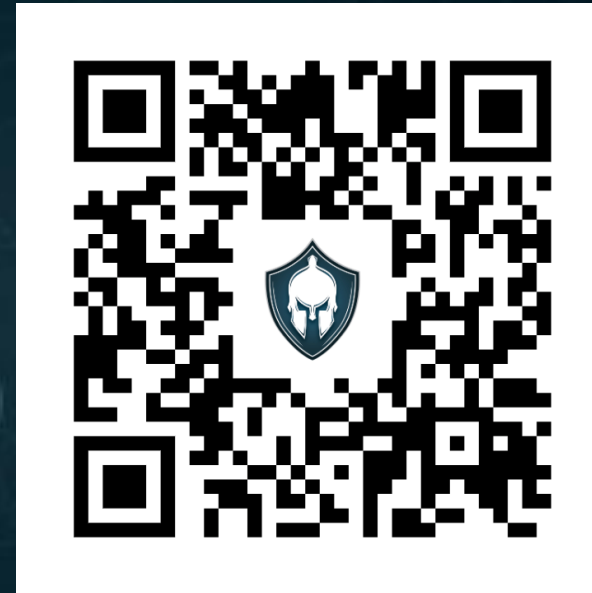


## ANNOUNCEMENT

In accordance with the National Defense Authorization Act (NDAA) Section 1531, the Department of Defense (DoD), Office of the Chief Information Officer has established the CAEO to serve as the consolidated focal point for cyber-related activities carried out between the DoD and academia stakeholders.



# QUESTIONS



SCAN TO VIEW THE CYBER  
WORKFORCE STRATEGY





# Cultivating Tomorrows Talent Pool

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## CWF Strategy Goal 4:

- ⚡ Foster collaboration and partnerships to enhance capability development, operational effectiveness and career broadening experiences.

## Objective 4.3:

- ⚡ Enhance collaboration with academia to cultivate a talent pipeline and support important areas of research.

## Initiative 4.3.1:

- ⚡ Establish a centralized program office to manage cyber-focused student and employee developmental programs across the Department.

## Initiative 4.3.2:

- ⚡ Ensure NCAE-C curriculum aligns with Department-wide cyber standard.

## Initiative 4.3.3:

- ⚡ Increase return on investment of scholarship programs and effectively track participation to customize recruitment and outreach efforts.





# Congressional Action Driving CWF Strategy

## GOAL 4

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### **NDA FY23 Sec. 1535 (Completed)**

⚡ Establishes the Department of Defense Cyber Service Academy scholarship program to provide financial support for covered disciplines.

### **NDA FY24 Sec. 1531 (Completed)**

⚡ Establish the Office for Academic Engagement Relating to Cyber Activities under the DoD CIO (centralized program office to manage cyber-focused student and employee developmental programs across the Department).

### **NDA FY24 Sec. 1533 (Completed)**

⚡ Renames the Academy to the Department of Defense Cyber Service Academy Scholarship Program.

### **NDA FY24 Sec. 1534 (Pending)**

⚡ Sets the Minimum Number of Scholarships to be Awarded Annually Through Department Of Defense Cyber Service Academy each academic year at a 1000 scholarships by FY26.

### **NDA FY23 Sec. 1541 (Pending)**

⚡ Requires comprehensive review of the Cyber Excepted Service. Report required within 30 days after review completion. Annual updates until September 30, 2028.

### **NDA FY22 Sec. 1506 (Pending)**

⚡ Determine the overall workforce requirement of the Department for cyberspace and information warfare military personnel across the active and reserve components of the Armed Forces (other than the Coast Guard) and for civilian personnel.