

# DOD 8140 DEEP DIVE

Mr. Matthew Isnor,  
Cyber Workforce Development  
DoW CIO Workforce Innovation Directorate

June | 2026





# DoW Cyberspace Workforce Readiness

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## DoD 8140 QUALIFICATION AND MANAGEMENT PROGRAM –

Provides direction for the identification, tracking, and reporting of DoW cyber workforce positions; establishes baseline standards (knowledge, skills and abilities) for qualifications that directly support operational needs and workforce readiness.



*Collaborate with other Cyber Leaders amongst DoW, Federal Partners, Academia, and Private Industry*

# DCWF Work Role Alignment to Workforce Elements

Current as of 28 January 2026

(NEW) DCWF Work Role

Effective January 2026



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## CYBER IT

OPR: DoW CIO

- (411) Technical Support Specialist
- (421) Database Administrator
- (431) Knowledge Manager (KM)
- (441) Network Operations (NETOPS) Specialist
- (451) System Administrator (SYSADMIN)
- (452) Secure Configuration Specialist**
- (632) Systems Developer
- (641) Systems Requirements Planner
- (651) Enterprise Architect (ENTARCH)
- (661) Research and Development (R&D) Specialist
- (671) System Testing and Evaluation (T&E) Specialist

## CYBERSECURITY

OPR: DoW CIO

- (212) Cyber Defense Forensics Analyst
- (462) Control Systems Security Specialist
- (511) Cyber Defense Analyst
- (521) Cyber Defense Infrastructure Support Specialist
- (531) Cyber Defense Incident Responder
- (541) Vulnerability Assessment Analyst
- (611) Authorizing Official (AO)/Designated Rep.
- (612) Security Control Assessor
- (622) Secure Software Assessor
- (631) Information Systems Security Developer
- (633) System Security Engineer**
- (652) Security Architect
- (722) Information Systems Security Manager (ISSM)
- (723) Communications Security (COMSEC) Manager

## CYBER EFFECTS

OPR: ASW(CP)/DoW PCA

- (121) Exploitation Analyst
- (122) Digital Network Exploitation Analyst (DNEA)
- (131) Joint Targeting Analyst (JTA)
- (132) Target Digital Network Analyst (TDNA)
- (133) Target Analyst Reporter (TAR)
- (321) Access Network Operator
- (322) Cyberspace Operator
- (332) Cyber Operations Planner
- (341) Cyberspace Capability Developer (CCD)
- (442) Network Technician
- (443) Network Analyst
- (463) Host Analyst
- (551) Red Team Specialist

## INTEL (CYBER)

OPR: USW (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

## DATA / AI

OPR: DoW CDAO

- (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

## SOFTWARE ENG

OPR: USW R&E

- (461) Systems Security Analyst
- (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

## CYBER ENABLERS OPR: DoW CIO

- Leadership: (732) Privacy Compliance Manager; (751) Cyber Workforce Developer and Manager; (752) Cyber Policy and Strategy Planner; (901) Executive Cyber Leader
- Legal: (211) Forensics Analyst; (221) Cyber Crime Investigator; (731) Cyber Legal Advisor
- Trng & Educ: (711) Cyber Instructional Curriculum Developer; (712) Cyber Instructor
- Acquisition: (801) Program Manager; (802) IT Project Manager; (803) Product Support Manager; (804) IT Investment/Portfolio Manager; (805) IT Program Auditor



# DCWF Status & Way Ahead

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## CURRENT VERSION: 5.1

- Includes updates to (IT-451) System Administrator and the addition of (CE-551) Red Team Specialist

## WORK ROLES UNDER REVIEW

- ✓ (CS) Information Systems Security Officer
- ✓ (CS) Information Systems Security Manager
- ✓ (CS) COMSEC Manager
- ✓ (CE) Data Engineer
- ✓ (CE) Analytic Support Officer

## VERSION: 5.2

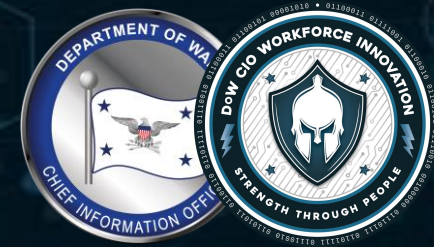
Anticipated Publication:  
*June 2026*

### To include two new work roles:

- (IT-452) Secure Configuration Specialist
- (CS-633) System Security Engineer

### To include one new universal core knowledge statement for all work roles:

- “Knowledge of Zero Trust Security Model Principles”



# DoD 8140 Qualification Update

## Warfighting Acquisition University

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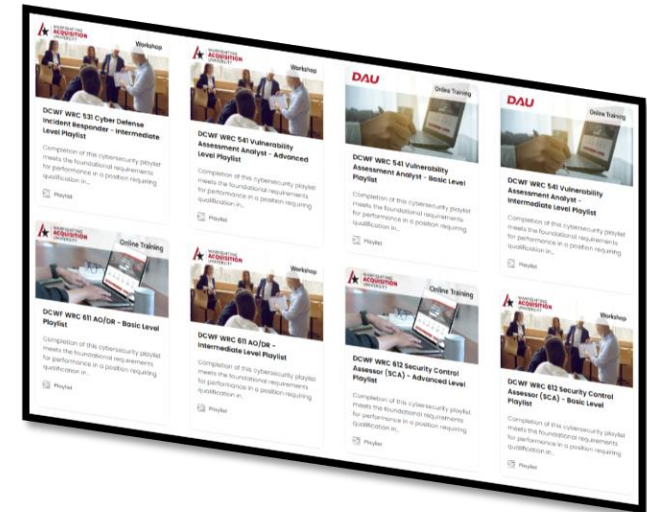


### MORE THAN A NAME CHANGE

Warfighting Acquisition University (WarU) is taking bold, calculated risks to accelerate the delivery of critical capabilities. Together, we can drive change.

### ACHIEVING OVERMATCH:

- ✓ **Warfighting Acquisition University (WarU)** is an accredited, government-owned, DoD 8140 foundational qualification provider
- ✓ **Provides 71 learning playlists** to satisfy DoD 8140 foundational qualification for DCWF CS, IT, EN 800 series work roles at all three proficiency levels, aligning to **100% of core KSATs** of a given work role, when practicable
- ✓ **Provides a free cyber range** to support DCWF work role mastery
- ✓ **Provides virtual, asynchronous training** to accelerate student qualification



### FUTURE FORECAST:

- **Updates to WarU domain name and DoD 8140 credentials**
- **Credential completion certificate** in development to streamline qualification reporting activities for cyber workforce management teams

# DoD 8140 Qualification Update

## National Defense University



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The DoW CIO WID and the National Defense University College of Information and Cyberspace have approved the following DoD 8140 qualification updates as of February 5, 2026. Decision #1 will be reflected in the next DoD 8140 foundational qualification matrix update. Please refer to the DoW CIO memorandum as authoritative DoD 8140 qualification guidance.

CATMS CIO000204-26





### M.S. SICS APPLICABILITY:

-  **Work Roles:** IT, CS, EN
-  **Proficiency Level:** Advanced



### DOD 8140 CPD APPLICABILITY:

-  **Work Roles:** IT, CS, EN
-  **Proficiency Level:** B-I-A



### DOD 8140 QUALIFICATION FOCUS:

-  **Work Roles:** 901, 752
-  **Proficiency Level:** Advanced

➤ **DECISION #1:** The NDU CIC M.S. in Strategic Information and Cyberspace Studies (SICS) is approved as a DoD 8140 foundational qualification option for all Department Cyber Workforce Framework (DCWF) cybersecurity (CS), information technology (IT), and cyber enabler (EN) work roles at the DoD 8140 advanced proficiency level.

➤ **DECISION #2:** Conferment or completion of any NDU CIC academic program satisfies annual DoD 8140 continuous professional development requirements.

➤ **Future DoD 8140 Qualification Focus & Applicability:** NDU CIC will focus future curricula alignment to the DCWF (EN-752) Cyber Policy and Strategy Planner and (EN-901) Executive Cyber Leader work roles. DoW cyber workforce management teams should consider NDU CIC as an efficient way to satisfy DoD 8140 qualification requirements for DoW cyber workforce civilians at a federal civil service pay grade of GS-13 (or equivalent) or above, and military service members at the enlisted E-7 pay grade or above, Chief Warrant Officers at the CW2 pay grade or above, and officers at the O-4 pay grade or above.



# Continuous Professional Development

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## MASTER THE DOMAIN: Continuous Learning for Cyber Excellence

CPD is structured learning designed to continuously enhance personnel KSAs after foundational and residential qualifications are achieved. Per DoD 8140, CPD is mandatory to maintain qualification for all DCWF work roles.

- ✓ Requires that individuals engage in a minimum of **20 hours per year** of CPD or education activities to maintain and enhance competence.



### WHAT QUALIFIES AS AN EDUCATION ACTIVITY?

- **Formal Training:** Technical and academic coursework, or renewed industry certifications.
- **Experiential Learning:** Participation in cyber ranges, tabletop exercises (TTXs), or adversary emulation (Red/Blue team ops).
- **Professional Engagement:** Attending approved cyber conferences, symposiums, or publishing technical research.

# DoD 8140 Contractor Transition Administrative Update



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**DFARS OPEN CASE #2023-D021  
CANCELED**



**CLASS DEVIATION  
DFARS PART 239 IN EFFECT**



# DoW Cyber Workforce Hiring Freeze Exemption Guidance

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18 Feb 2025 — DoW Hiring Freeze

10 Sept 2025 — USW(P&R) Memo

- **Categorical Exemption for DCWF Positions**

19 Dec 2025 — USW(P&R) Direct Hiring Authority Update

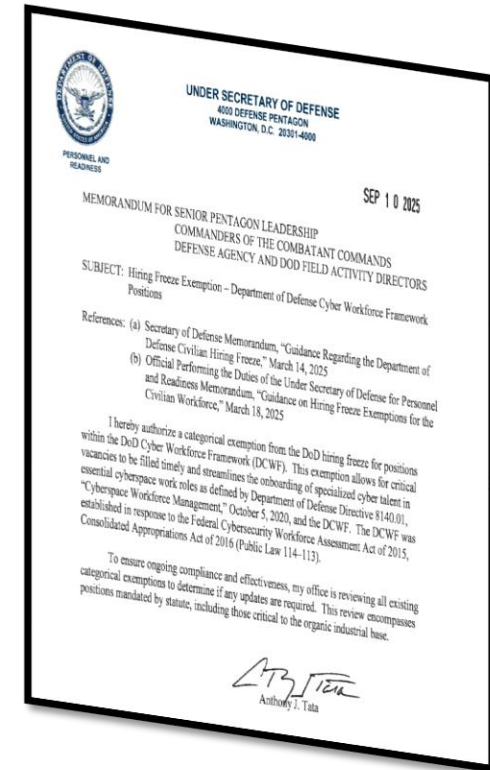
- Delegates hiring approval to **Component leaders**
- **Covered Positions:** Applies to a specified critical need occupations at GS-15 & below, including roles in maintenance, **cyber**, acquisition, STEM, & medical fields.

**DCWF positions have a categorical exemption.**

**Asking for an exemption from P&R is not necessary.**

16 Dec 2025 – USW(P&R) Strategic Hiring Committees

- Operationalizes Hiring Process for Component Heads to ensure Alignment



**To access all the hiring freeze exemption guidance and request process, please visit this Civilian Personnel Policy (CPP) site:**

<https://dod365.sharepoint-mil.us/sites/OSDPR-DoD-Civilian-Hiring-Freeze-Exemption>



# DoW CWF Summit 2.0

## Continuous Professional Development

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### Cyber Workforce Summit 2026

| Continuing Education Sessions                                                                                                                                                                                                                                                                                    |                                          |                                                                                                                                                            |                         |      |      |      |      |         |            |       |          |       |          |         |           |        |        |          |       |           |  |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|------|------|------|------|---------|------------|-------|----------|-------|----------|---------|-----------|--------|--------|----------|-------|-----------|--|--|
| <p><b>Approvals for CompTIA CEUs, GIAC CPEs, and/or CertNexus CECs are for 1 unit per full hour of session content.</b></p> <p><b>Help meet the session time requirement by asking questions.</b></p> <p><b>Please check with your supervisor to confirm which sessions meet your training requirements.</b></p> |                                          |                                                                                                                                                            | CertNexus               |      |      |      |      | CompTIA |            |       |          |       |          |         |           |        |        |          |       |           |  |  |
|                                                                                                                                                                                                                                                                                                                  |                                          |                                                                                                                                                            | CFR                     | CAIP | CEET | CDSP | GIAC | A+      | CloudNet X | Data+ | DataSys+ | DataX | Network+ | Server+ | Security+ | Linux+ | Cloud+ | PenTest+ | CySA+ | SecurityX |  |  |
| Session Date                                                                                                                                                                                                                                                                                                     | Session Start Time (1 hour unless noted) | Session Title                                                                                                                                              | Room Number             |      |      |      |      |         |            |       |          |       |          |         |           |        |        |          |       |           |  |  |
| 3/24/2026                                                                                                                                                                                                                                                                                                        | 1:45 PM<br>3:00 PM                       | Combined Session: Keynote: Setting the Rules of the Road - Policy for Strategic Competition and Panel: Operationalizing Academia                           | Lincoln Hall Auditorium | *    | *    | *    | *    | ☑       |            |       |          |       |          |         |           |        |        |          |       |           |  |  |
| 3/25/2026                                                                                                                                                                                                                                                                                                        | 11:00 AM                                 | Panel: Implementation of DoD 8140 - Deploying an Agile, Capable, and Ready Cyber Workforce                                                                 | Lincoln Hall Auditorium | *    | *    | *    | *    | ☑       | ☑          |       |          | ☑     |          | ☑       | ☑         | ☑      | ☑      | ☑        | ☑     |           |  |  |
| 3/25/2026                                                                                                                                                                                                                                                                                                        | 9:45 AM<br>1:30 PM                       | Combined Session - CCMD Perspective: The Mission-Critical Cyber Operator and Keynote: Strategic Overmatch: Forging the Arsenal of Talent for Cyber Warfare | Lincoln Hall Auditorium | *    | *    | *    | *    | ☑       | ☑          |       |          | ☑     |          | ☑       | ☑         | ☑      | ☑      | ☑        |       |           |  |  |

As of 4/20/26  
\*Sessions are currently under review and approvals may be added post-session.

# **DoW Cyber Workforce**

## ***Adapting to an Evolving Threat***

**Alfredo Rodriguez III**

Deputy Director,  
Program Lead, Cyber Workforce Data & Analytics  
DoW CIO

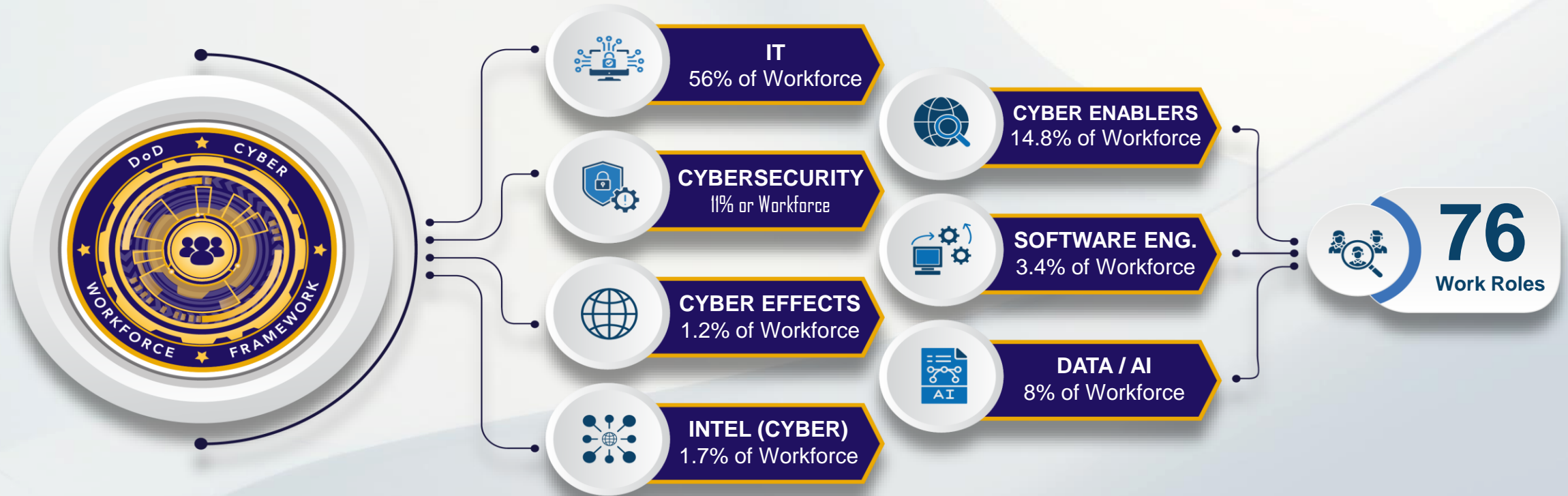
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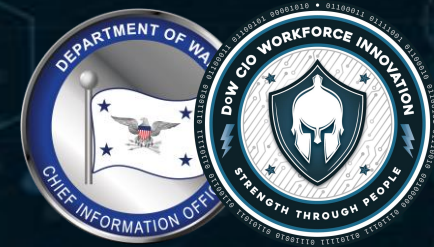


# Department Cyber Workforce Framework (DCWF)

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Establishes the DoW’s authoritative lexicon to describe work of the DoW personnel who build, secure, operate, defend, and protect the Department and U.S. cyberspace resources.

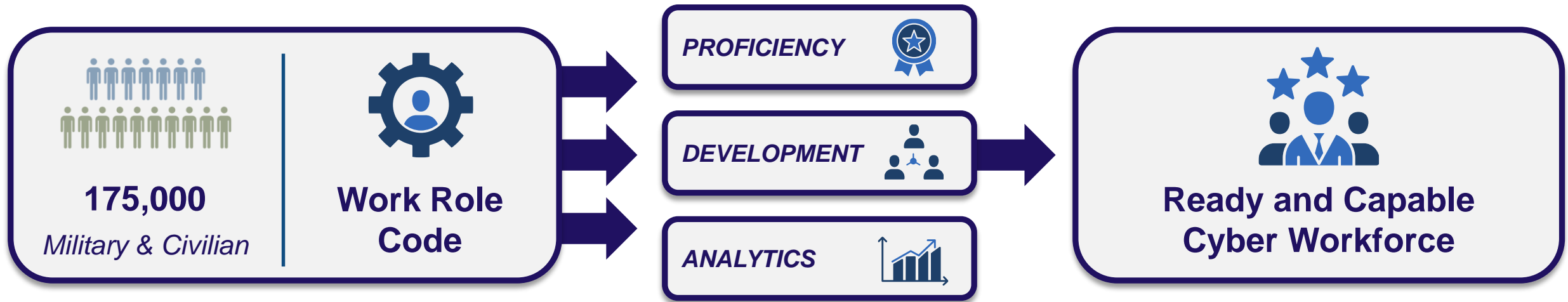


# The Importance of DoW Cyber Workforce Framework

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*DoDI 8140.02 | IDENTIFICATION OF THE FORCE | LEXICON TO DESCRIBE THE WORK | ACTIONABLE ANALYTICS*



**IDENTIFICATION**

**QUALIFICATION**

**READINESS**

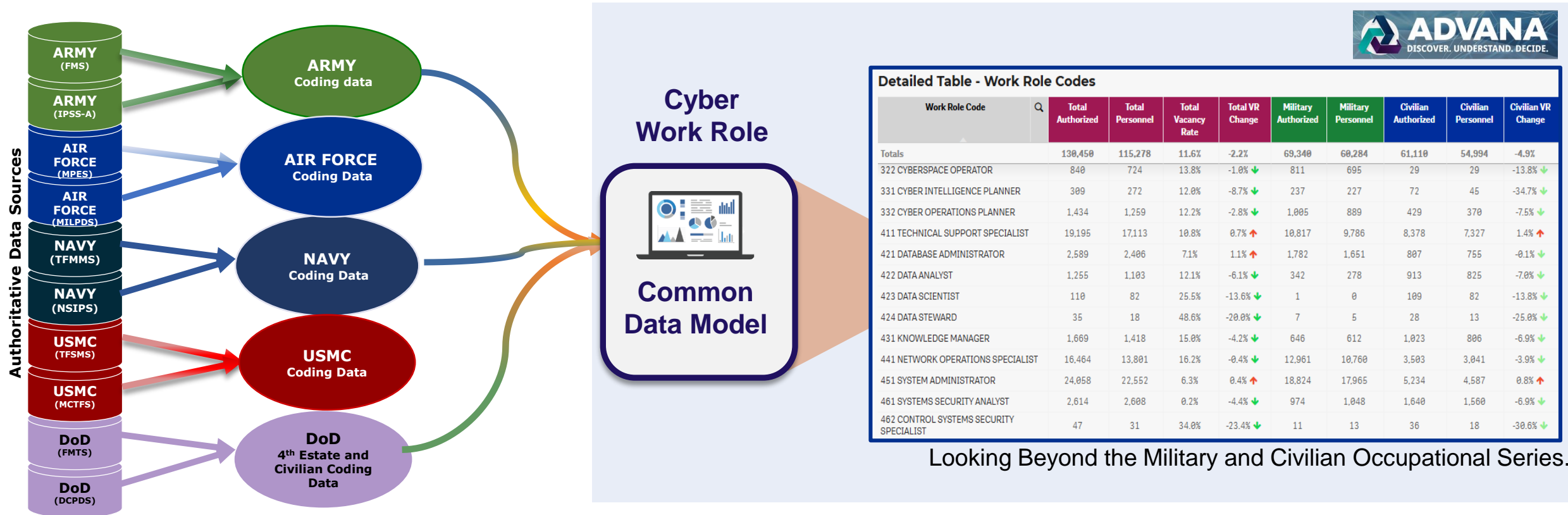


# The Power of Work Role-Centric Data

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The War Data Platform (WDP – formerly Advana) is the enterprise analytics platform for the DoW; ingests data from 10 Service Manpower/Personnel systems to support the cyber workforce effort.

Common Data Model generates 50+ unique KPIs to include Vacancy Rates, Turnover Rate and Time To Hire utilizing predictive analytic methods in near real time





# Workforce Tracking and Analytics - WDP

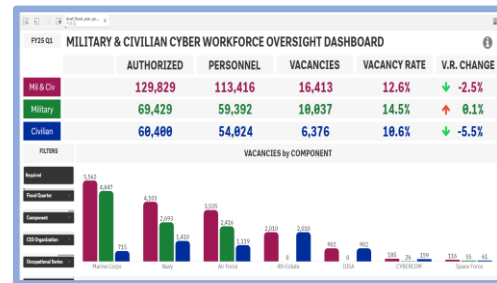
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- WDP provides enterprise-wide cyber workforce analytics that integrates with and informs accurate real-time decisions
- Offers a spectrum of visualizations, from high-level executive dashboards to deep-dive analytic tools and specific views for targeted qualification.
- Facilitates DoW senior leader decisions



## EXECUTIVE OVERVIEW

Holistic view of the workforce at scale



## WORKFORCE OVERSIGHT

Comprehensive views of cyber workforce



## ADVANCED ANALYTICS

Detailed data points for decision support



## TARGETED QUALIFICATION

Cyber Workforce Qualification Reporting



# Next-Gen Readiness: Powering the Cyber Force Through Analytics

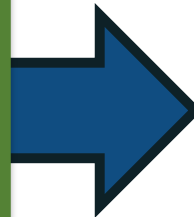
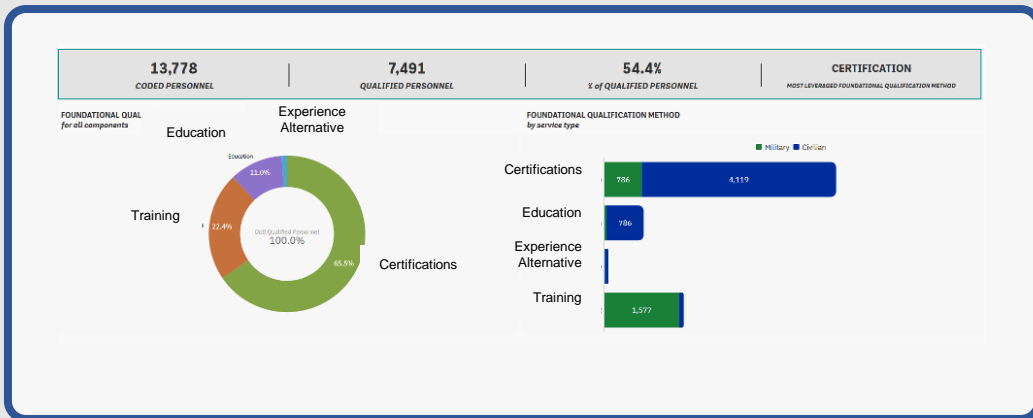
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## FEB 2025:

- Services began initial reporting on Cybersecurity element of DCWF
- Appx **10%** of the total DCWF

### Capabilities:

- ✓ DoW/Service Foundational status
- ✓ Includes how: (Education, Training or Certification)

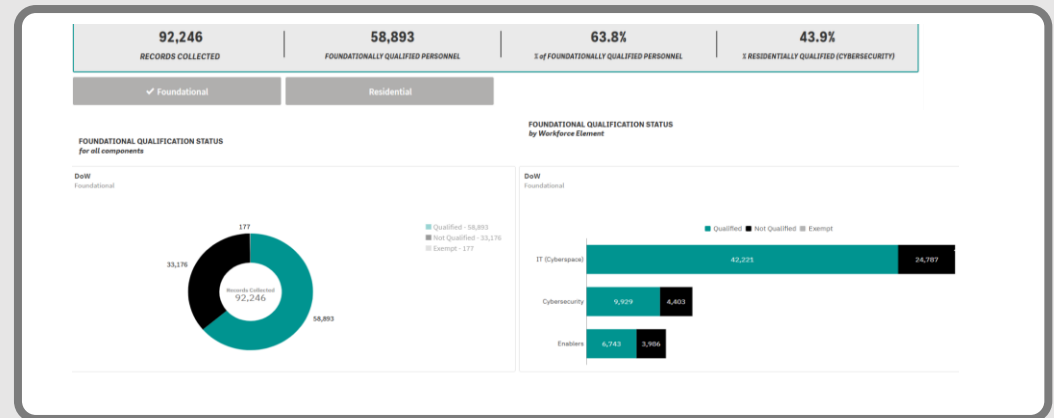


## FEB 2026:

- Services reported on Cybersecurity, IT and Enablers Elements of DCWF
- Approximately **70%** of the total DCWF included in report scope reported: 92,000 of 133,000 personnel reported

### Capabilities

- ✓ DoW/Service Foundational status
- ✓ Demonstrates how: (Education, Training or Certification)
- ✓ Includes Residential Qualification on Cybersecurity roles



Leveraging advanced analytics to shape a mission-ready cyber force at speed and scale



# Next-Gen Readiness: Powering the Cyber Force Through Analytics

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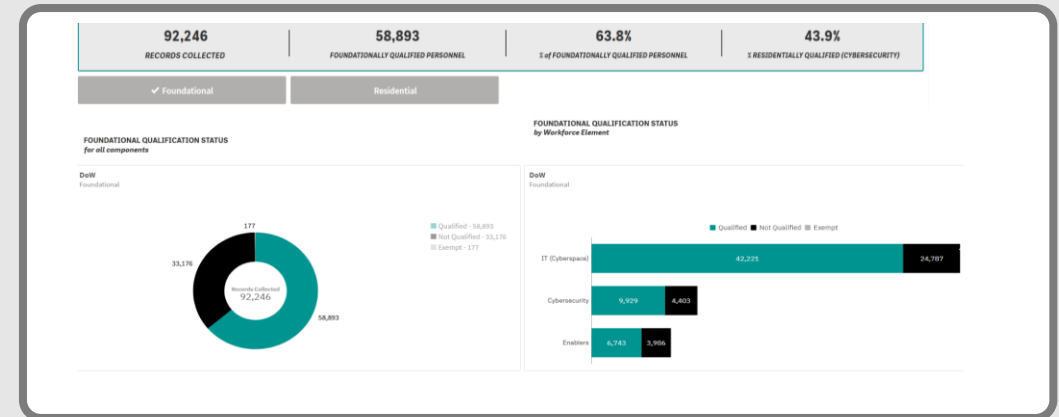
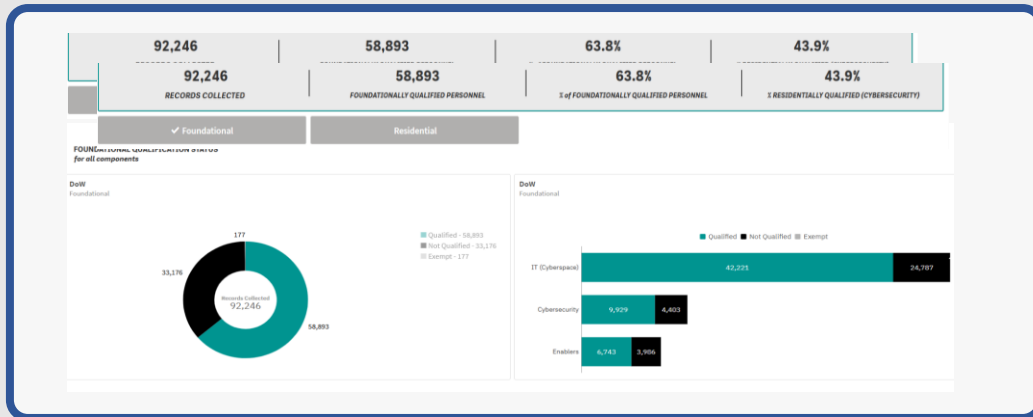


## FEB 2027:

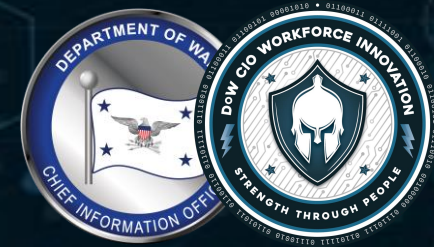
- Services will report on Cybersecurity, IT, Enablers and **Cyber Effects** Elements of DCWF
- Approximately 87% of the total DCWF included in report scope: 145,000 of 166,000 personnel

### Capabilities

- ❑ DoW/Service Foundational status
- ❑ Demonstrates how: (Education, Training or Certification)
- ❑ Includes Residential Qualification on Cybersecurity roles



Leveraging advanced analytics to shape a mission-ready cyber force at speed and scale



# DoD 8140 Cyberspace Workforce Annual Reporting Projected Timeline and Scope

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|                 |              | 1                      | 2                      | 3                                      | 4                                      | 5                                      | 6                                      |
|-----------------|--------------|------------------------|------------------------|----------------------------------------|----------------------------------------|----------------------------------------|----------------------------------------|
|                 |              | Oct 2024 - Jan 2025    | Summer 2025            | Oct 2025 - Feb 2026                    | Oct 2026 - Jan 2027                    | Oct 2027 - Jan 2028                    | Oct 2028 - Jan 2029                    |
| CYBERSECURITY   | Foundational | Included               | Included               | Included                               | Included                               | Included                               | Included                               |
|                 | Residential  |                        |                        | Included                               | Included                               | Included                               | Included                               |
| IT              | Foundational |                        |                        | Included                               | Included                               | Included                               | Included                               |
|                 | Residential  |                        |                        |                                        | Included                               | Included                               | Included                               |
| ENABLERS        | Foundational |                        |                        | Included                               | Included                               | Included                               | Included                               |
|                 | Residential  |                        |                        |                                        | Included                               | Included                               | Included                               |
| CYBER EFFECTS   | Foundational |                        |                        | Excluded                               | Included                               | Included                               | Included                               |
|                 | Residential  |                        |                        |                                        |                                        | Included                               | Included                               |
| INTEL           | Foundational |                        |                        | Excluded                               | Excluded                               | TBD                                    | TBD                                    |
|                 | Residential  |                        |                        |                                        |                                        |                                        |                                        |
| DATA/AI         | Foundational |                        |                        | Excluded                               | Excluded                               | Included                               | Included                               |
|                 | Residential  |                        |                        |                                        |                                        |                                        | Included                               |
| SOFTWARE ENG.   | Foundational |                        |                        | Excluded                               | Excluded                               | Included                               | Included                               |
|                 | Residential  |                        |                        |                                        |                                        |                                        | Included                               |
| <b>Suspense</b> |              |                        | <b>1-Aug-25</b>        | <b>20-Feb-26</b>                       | <b>15-Jan-27 – tent.</b>               | <b>Jan-28 -tent.</b>                   | <b>Jan-29- tent.</b>                   |
| <b>NOTES</b>    |              | 462 work role excluded | 462 work role excluded | 462 work role <b>included</b>          |                                        |                                        |                                        |
| <b>SCOPE</b>    |              | Military and Civilians | Military and Civilians | Military, Civilians, Guard and Reserve | Military, Civilians, Guard and Reserve | Military, Civilians, Guard and Reserve | Military, Civilians, Guard and Reserve |

**\*Inclusion of DoW Contractors Coming Soon**



# Future DCWF Applications



- ✓ Ingestion of Service authoritative manpower/personnel systems



- ✓ Enterprise aggregation & visualization



**180K**  
Military and Civilian Cyber Workforce

- ✓ Holistic coding of IT, Cybersecurity, Cyber Intel, Cyber Effects and Enablers
- ✓ Initial Cyber Workforce Qualification Reporting



- Finalize Data/AI & Software Engineering work role coding
- Expand DCWF to include Spectrum/EW
- Code contractors**
- ✓ Industry benchmarking

## WHY IT MATTERS

- Total Force Analytics
- Workforce Readiness Expansion
- Data-driven Training Support Decisions
- Qualified Workforce to Defeat the Adversary

## MEASURING PROGRESS

- ▮ Percentage Qualified
- ▮ Foundational & Mission Readiness Qualification



# Department Capability Review (DCR) & The Case for Enterprise LMS

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## CURRENT STATE: FRAGMENTED SYSTEMS & CYBER WORKFORCE DATA BURDEN

## THE SOLUTION: UNIFY & RATIONALIZE

### LMS SPEND



~\$659M

TOTAL FYDP SPEND ANNUAL SPEND

### NUMBER OF DUPLICATIVE SYSTEMS

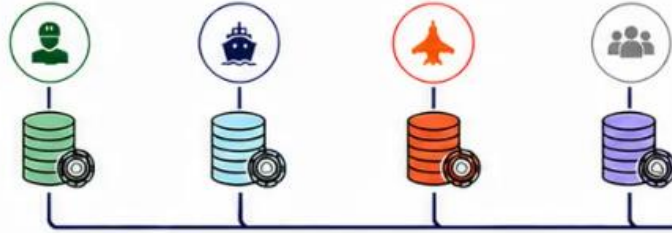


~31\*

ACROSS DoW

Rationalize disparate learning systems to deliver a single, authoritative system of record for total force readiness reporting.

ARMY DON AIR FORCE OSW/4E



14K+ RECORDS TO MANUALLY VALIDATE



175K+ OVERALL RECORDS AND GROWING



3-4 MONTHS TO COLLECT



STALE ON ARRIVAL GIVING POOR PICTURES

\*Approximate count based on Component data submissions and survey responses.

### THE WAY AHEAD



WarU Cornerstone OnDemand LMS



14

DAFAs CURRENTLY ONBOARD



~1.15M

USERS AND GROWING



~\$33M

CURRENT SAVINGS AND GROWING



~\$17.5M

ESTIMATED COST DoW-WIDE VERSION



RECOMMENDATION



CONSOLIDATE DUPLICATIVE LMS & DISPARATE REPORTING



UNIFIED TRAINING RECORD + LOWER DECISION CYCLE TIME + IMPACT DoW WIDE + CYBER WORKFORCE READINESS

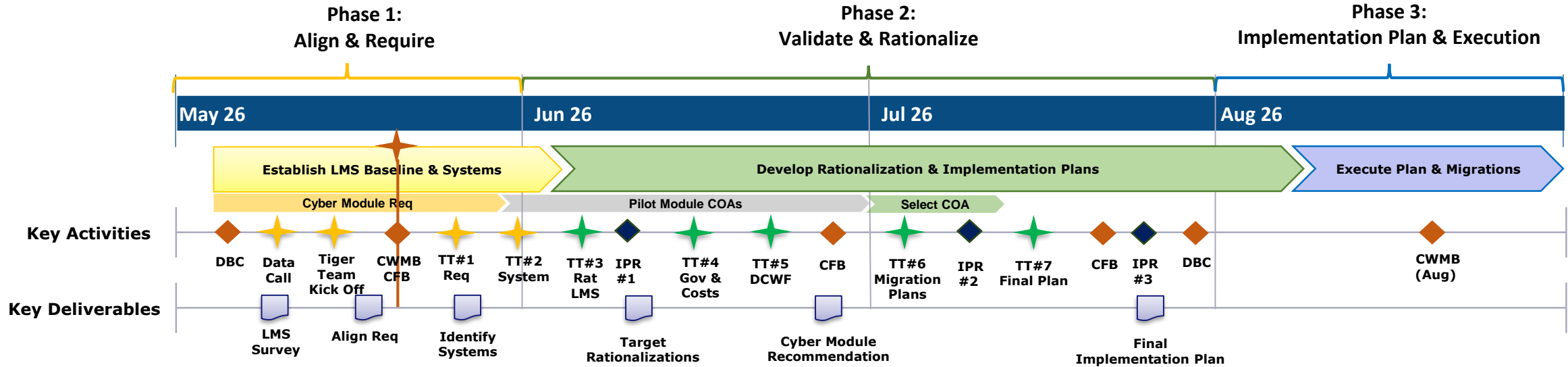


OPTIMIZED PORTFOLIO



# eLMS Tiger Team 90 Day Schedule

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| 30 Days                                                                                                                                                                                                                                                                                               | 60 Days                                                                                                                                                                                                                                                | 90 Days                                                                                                                                                                                                                           | Beyond                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Complete LMS Baseline Survey</li> <li>Align DoW, OPM, Cyber Module requirements</li> <li>Complete All System &amp; Content Identification for LMS systems</li> <li>Determine WarU migration baseline</li> <li>Key risks and dependencies identified</li> </ul> | <ul style="list-style-type: none"> <li>Rationalization Targets Identified</li> <li>Develop governance structure</li> <li>Determine Costs &amp; Funding</li> <li>DCWF Module Development &amp; Testing</li> <li>Prioritize Migration Targets</li> </ul> | <ul style="list-style-type: none"> <li>Approved Migration Schedule</li> <li>Identify Resource Requirements</li> <li>Approved Final Implementation Plan (to include OPM options)</li> <li>Approved Governance Structure</li> </ul> | <ul style="list-style-type: none"> <li>Continue to execute and monitor progress</li> <li>Identify risk and issues for tracking</li> <li>Provide updates to CIO governance forums</li> </ul> |
| <b>1</b>                                                                                                                                                                                                                                                                                              | <b>2</b>                                                                                                                                                                                                                                               | <b>3</b>                                                                                                                                                                                                                          |                                                                                                                                                                                             |
| <b>Foundation Activities</b>                                                                                                                                                                                                                                                                          | <b>Analysis &amp; Planning</b>                                                                                                                                                                                                                         | <b>Decision &amp; Execution Readiness</b>                                                                                                                                                                                         |                                                                                                                                                                                             |

**Questions?**  
**Go to [Cyberworkforce.mil](https://cyberworkforce.mil)**

