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Operationalizing 8140

DCWF-Aligned Talent Development & Reporting in the Digital Age

August 24, 2026

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Date / Additional Detail

Survey

DCWF Survey

Question 1

How well do you know the 8140 mandate?

- **A** Cold — I know the number and not much else.
- **B** I know it applies to us. I couldn't brief it.
- **C** I could brief it at a high level.
- **D** I live in it. Ask me about residential requirements.

Survey

DCWF Survey

Question 2

What's the hardest part of 8140 for your team?

- **A** Finding training that maps to the KSATs.
- **B** Proving the training actually mapped.
- **C** Getting the data out of the platform.
- **D** Getting people to finish it.

Why Are We Here?

DoDM 8140.03 · 15 FEB 2023

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"Within **three years** of the effective date of DoDM 8140.03 (by 15 February 2026), all DoD civilians and military service members in work roles under the cyber IT, cyber effects, intelligence (cyber) and cyber enabler workforce elements must be **qualified**."

cyberworkforce.mil · DoD 8140 FAQ

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DoD Directive 8140.01

Cyberspace Workforce Management

Originating Component:	Office of the DoD Chief Information Officer
Effective:	October 5, 2020
Releasability:	Cleared for public release. Available on the Directives Division Website at https://www.esd.whs.mil/DD/.
Reissues and Cancels:	DoD Directive 8140.01, "Cyberspace Workforce Management," August 11, 2015, as amended
Approved by:	David L. Norquist, Deputy Secretary of Defense

DoD Instruction 8140.02

Identification, Tracking, and Reporting of Cyberspace Workforce Requirements

Originating Component:	Office of the DoD Chief Information Officer
Effective:	December 21, 2021
Releasability:	Cleared for public release. Available on the Directives Division Website at https://www.esd.whs.mil/DD/.
Approved by:	Dr. Kelly E. Fletcher, Performing the Duties of the DoD Chief Information Officer

DoD Manual 8140.03

Cyberspace Workforce Qualification and Management Program

Originating Component:	Office of the DoD Chief Information Officer
Effective:	February 15, 2023
Releasability:	Cleared for public release. Available on the Directives Division Website at https://www.esd.whs.mil/DD/.
Incorporates and Cancels:	DoD 8570.01-M, "Information Assurance Workforce Improvement Program," December 19, 2005, as amended
Approved by:	John B. Sherman, DoD Chief Information Officer

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Compliance with 8140

01

Meet Foundational + Residential Req

An individual must meet educational, training, or personnel-certification foundational requirements, plus residential on-the-job requirements. Exemptions exist, and they are documented.

02

Report Compliance via .mil System(s)

Compliance evidence has to live in a centralized platform that creates profiles, assigns training, tracks progress, measures mastery, and reports at scale.

03

Complete Annual Professional Dev

Qualification isn't a one-time event. Annual training requirements keep it current, with exemptions based on continuous work in the discipline.

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“Readiness” is “Compliance”

Our Mission: Provide a top-tier cyber workforce that is more resilient and adaptable to be able to respond to evolving threats.

DU is a Readiness Solution

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01

Content

8140-aligned training content to provide targeted, KSAT-aligned instruction

02

Platform

8140-aligned delivery platform to provide on-demand access to all instruction, assessments and achievements

03

Reporting

8140-aligned readiness reporting that tracks achievements, integrates across DoW systems and updates nightly

DU is a Readiness Solution

01

Content

8140-aligned training content to provide targeted, KSAT-aligned instruction

8140-Aligned Training Content:

DU's commitment to, and investment in, best-in-class 8140 trainings

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Each Tile Represents an 8140 Plan

High Fidelity Instructional Design:

- KSAT mapping at 70%+ coverage per work role, per CWMB standards
- Core KSATs broken down into measurable learning objectives based on Bloom's Taxonomy
- All learning objectives taught via best-in-class online courses from a 60,000+ course catalog across 12 vendor partners
- All courses sequenced into linear "learning paths" with basic content first; then advanced, role-specific knowledge
- Diagnostic, interim and summative assessments measure objective mastery

IACET-accreditation: Every pathway is eligible for CEUs; DoW CIO certification in work

Maintenance: DU's curriculum staff (former teachers, Air Force linguists, and career educators) maintain all course content to align it with all DCWF updates

● Live in Production ● Pending DoW Design

DCWF 121	DCWF 424	DCWF 541	DCWF 626	DCWF 661	DCWF 733	DCWF 805	DCWF 732	DCWF 333	DCWF 551
DCWF 212	DCWF 431	DCWF 611	DCWF 627	DCWF 671	DCWF 751	DCWF 806	DCWF 211	DCWF 341	DCWF 122
DCWF 322	DCWF 441	DCWF 612	DCWF 628	DCWF 672	DCWF 752	DCWF 901	DCWF 221	DCWF 442	DCWF 131
DCWF 332	DCWF 451	DCWF 621	DCWF 631	DCWF 711	DCWF 753	DCWF 902	DCWF 311	DCWF 443	DCWF 132
DCWF 411	DCWF 461	DCWF 622	DCWF 632	DCWF 712	DCWF 801	DCWF 903	DCWF 312	DCWF 452	DCWF 133
DCWF 421	DCWF 511	DCWF 623	DCWF 651	DCWF 722	DCWF 802	DCWF 111	DCWF 321	DCWF 462	
DCWF 422	DCWF 521	DCWF 624	DCWF 652	DCWF 723	DCWF 803	DCWF 641	DCWF 331	DCWF 463	
DCWF 423	DCWF 531	DCWF 625	DCWF 653	DCWF 731	DCWF 804	DCWF 673	DCWF 151	DCWF 633	

DCWF 8140-Aligned Training Content

64 of 77 roles live on platform (so far) - Each built from the ground up:



KSATs

Related KSATs grouped into content "Domains"

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STEP 01 · ROLE 411

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Start With the Work Role

Technical Support Specialist · 5 core KSATs (out of 31)

6900	Knowledge of specific operational impacts of cybersecurity lapses.
76	Knowledge of measures or indicators of system performance and availability.
108	Knowledge of risk management processes (e.g., methods for assessing and mitigating risk).
127	Knowledge of systems administration concepts.
866	Troubleshoot system hardware and software.

STEP 02 · ROLE 411

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Cluster KSATs Into Domains

One Domain per KSAT; Many KSATs per domain

DOMAIN 1

Enterprise Systems & IT Infrastructure

Performance indicators, systems administration, and hands-on troubleshooting.

76 127 866

KSATs in this domain

DOMAIN 2

Risk Assessment, Compliance & Threat Intelligence

Operational impact of cyber lapses, and the risk processes that govern the response.

6900 108

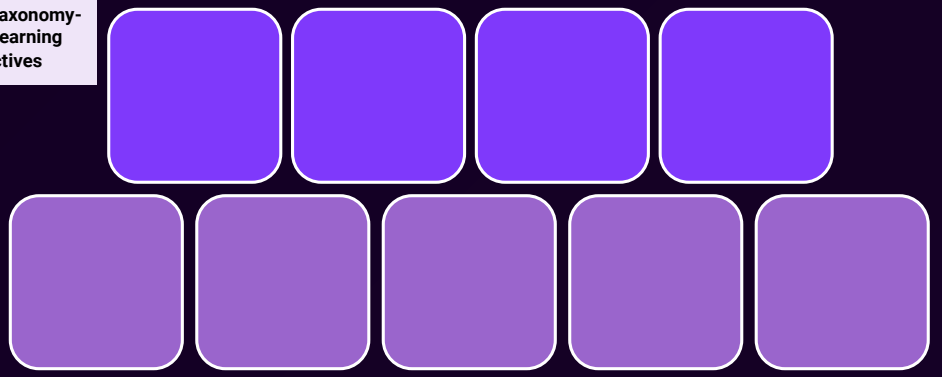
KSATs in this domain

DCWF 8140-Aligned Training Content

64 of 77 roles live on platform (so far) - Each built from the ground up:

Objectives

Bloom's Taxonomy-based Learning Objectives



KSATs

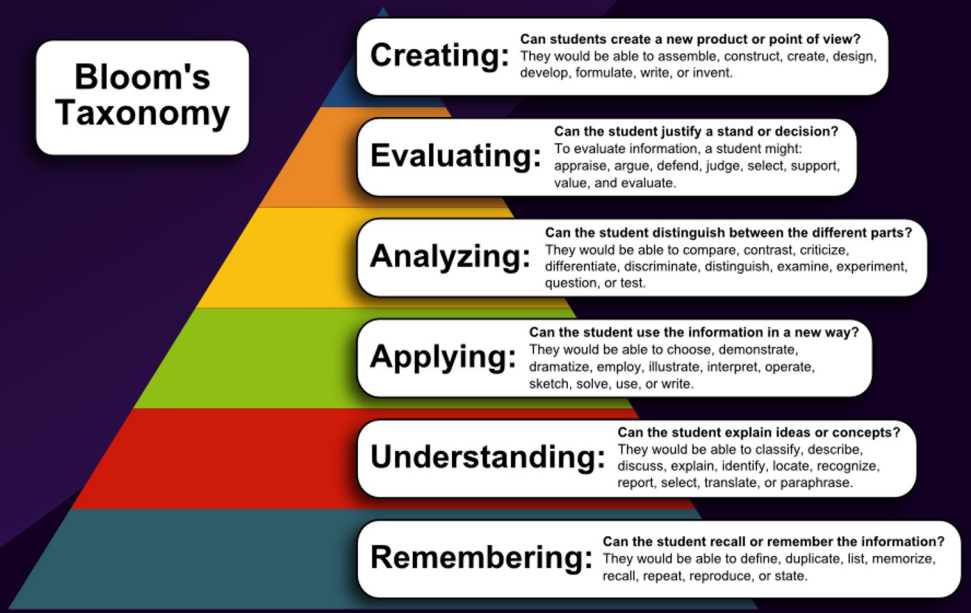
Related KSATs grouped into content "Domains"

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KSAT #866 - Troubleshoot system hardware and software

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STEP 03 · KSAT 866

Troubleshoot system hardware and software.

Six learning objectives, laddered low to high. This is the audit trail.

LOWER	***Identify*** standard troubleshooting models (e.g., the OSI model or structured problem-solving frameworks) used in diagnosing network malfunctions.
LOWER	***Describe*** common indicators of system performance issues, such as latency, downtime, or resource overuse.
MID	***Apply*** problem-solving processes to network systems in order to diagnose a malfunction.
MID	***Analyze*** system logs and performance metrics to identify potential causes of network performance degradation.
HIGH	***Conduct*** research using technical documentation and support resources to troubleshoot unfamiliar client-level issues.
HIGH	***Develop*** a troubleshooting strategy that addresses both common and novel network system problems, including escalation points and documentation standards.

STEP 03 · KSAT 866

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STEP 03 · KSAT 866

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DCWF 8140-Aligned Training Content

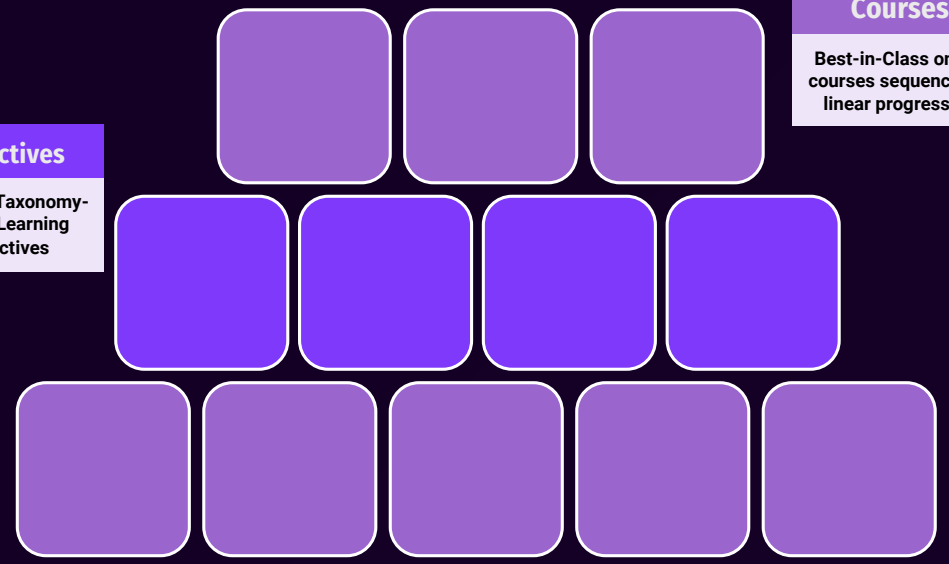
64 of 77 roles live on platform (so far) - Each built from the ground up:

Courses

Best-in-Class online courses sequenced in linear progression

Objectives

Bloom's Taxonomy-based Learning Objectives



KSATs

Related KSATs grouped into content "Domains"

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STEP 04

Source the Course

Shortest defensible set. Approved vendors only.

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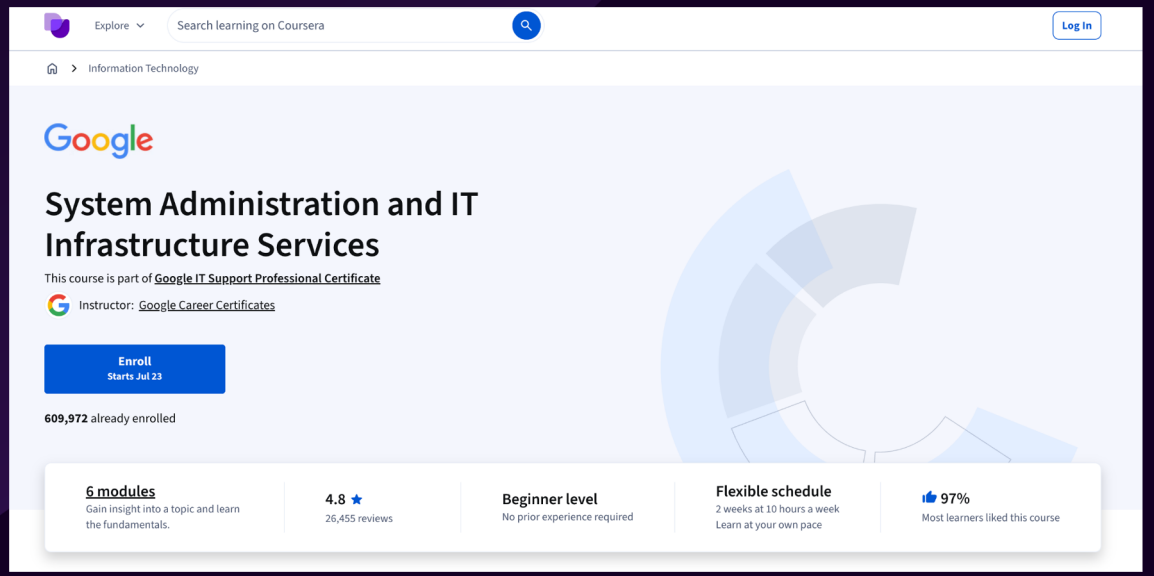
APPROVED FOR DCWF

Coursera
Enterprise catalog

Udemy Business
Enterprise catalog

DataCamp
Data & analytics

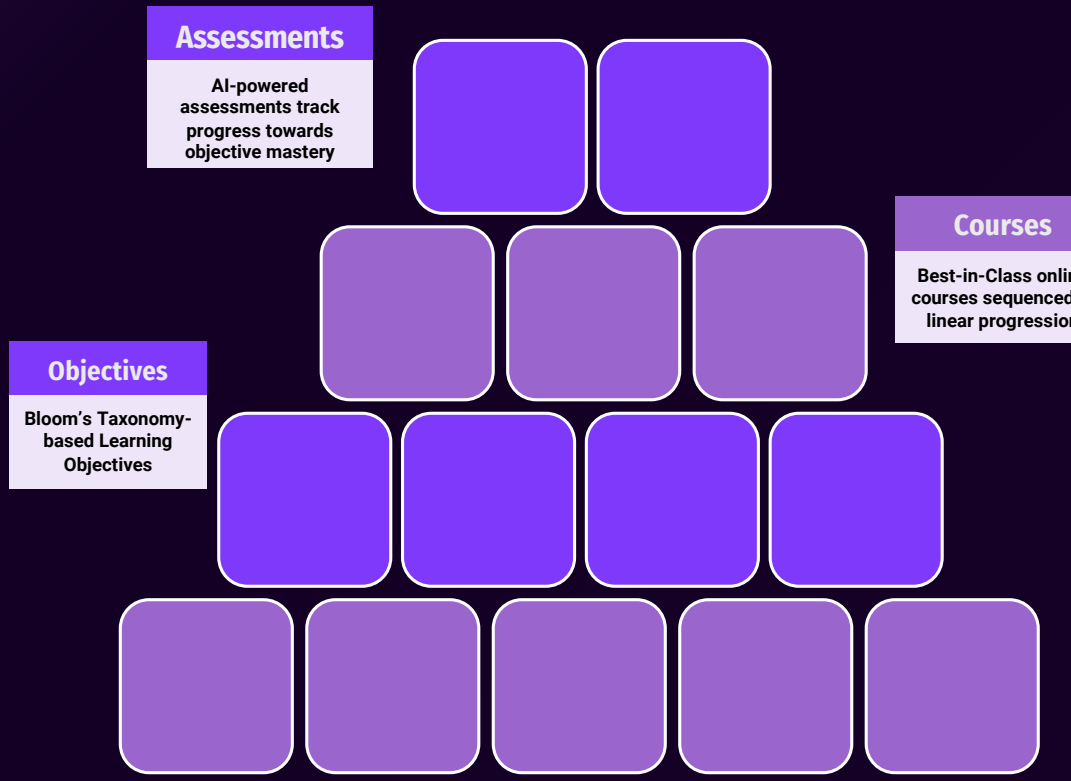
Workera
Skills assessment



Run times come from the live DU catalog — never from an estimate.

DCWF 8140-Aligned Training Content

64 of 77 roles live on platform (so far) - Each built from the ground up:



Assessments

AI-powered assessments track progress towards objective mastery

Courses

Best-in-Class online courses sequenced in linear progression

Objectives

Bloom's Taxonomy-based Learning Objectives

KSATs

Related KSATs grouped into content "Domains"

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Skill framework

Understanding System Fundamentals — 2 skills · 8 behaviors

Maintaining Client Systems — 2 skills · 10 behaviors

Resolving Technical Issues — 2 skills · 11 behaviors

Diagnosing System Performance

- Monitor client-level computer system performance
- Identify causes of system performance degradation
- Report system availability metrics
- Initiate actions to mitigate performance issues
- Utilize performance monitoring tools

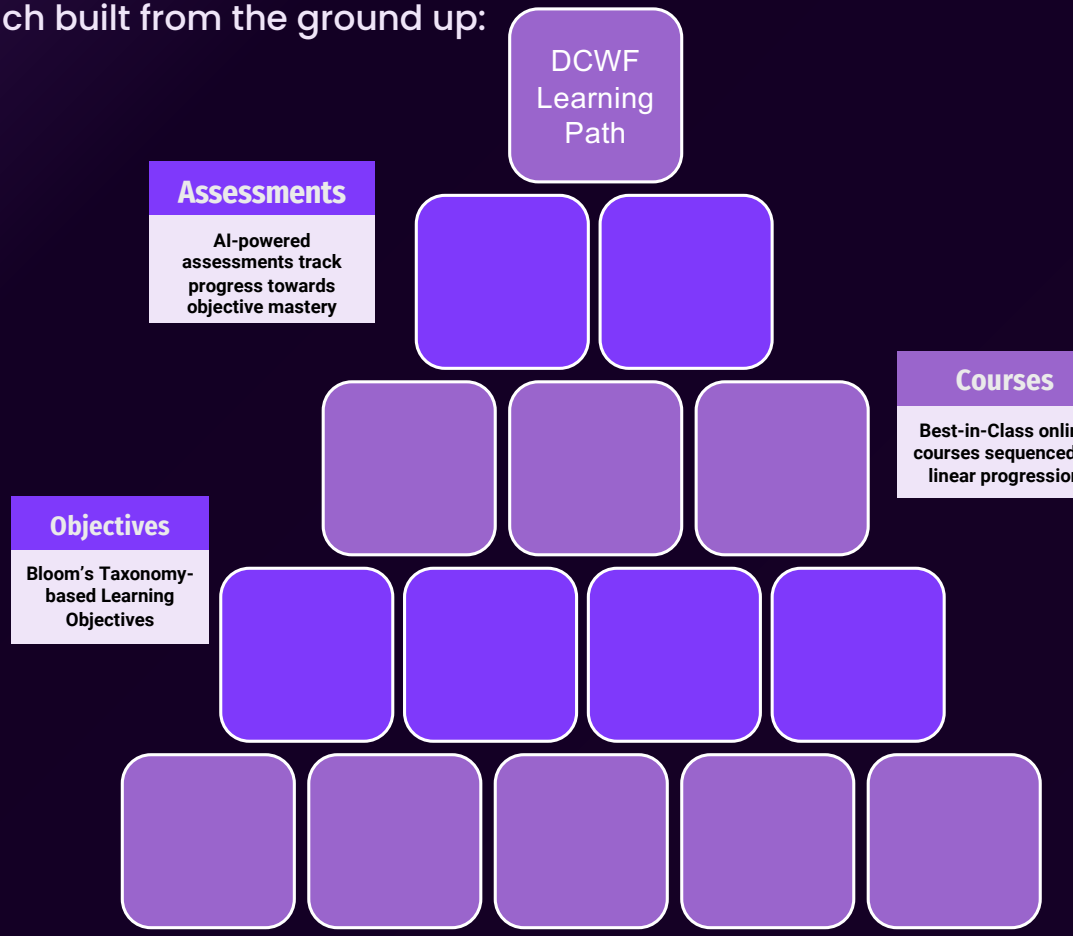
Troubleshooting Hardware and Software

- Conduct research for novel client-level problems
- Utilize tools for repairing software
- Utilize tools for repairing hardware
- Diagnose customer-reported system incidents
- Resolve customer-reported system problems
- Document technical problems and solutions

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DCWF 8140-Aligned Training Content

64 of 77 roles live on platform (so far) - Each built from the ground up:



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STEP 06

Anatomy of a DU Learning Path

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Baseline in. Domain by domain through. Mastery out.

DIAGNOSTIC ASSESSMENT	DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5	FINAL ASSESSMENT
Places the learner across all domains	Domain course(s) + assessment	Domain course(s) + assessment	Domain course(s) + assessment	Domain course(s) + assessment	Domain course(s) + assessment	Summative check across domains

One to several courses per domain. No double-counting a KSAT across domains.

Completion posts IACET CEUs and a certificate to the learner's DU and military record.

DU is a Readiness Solution

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02

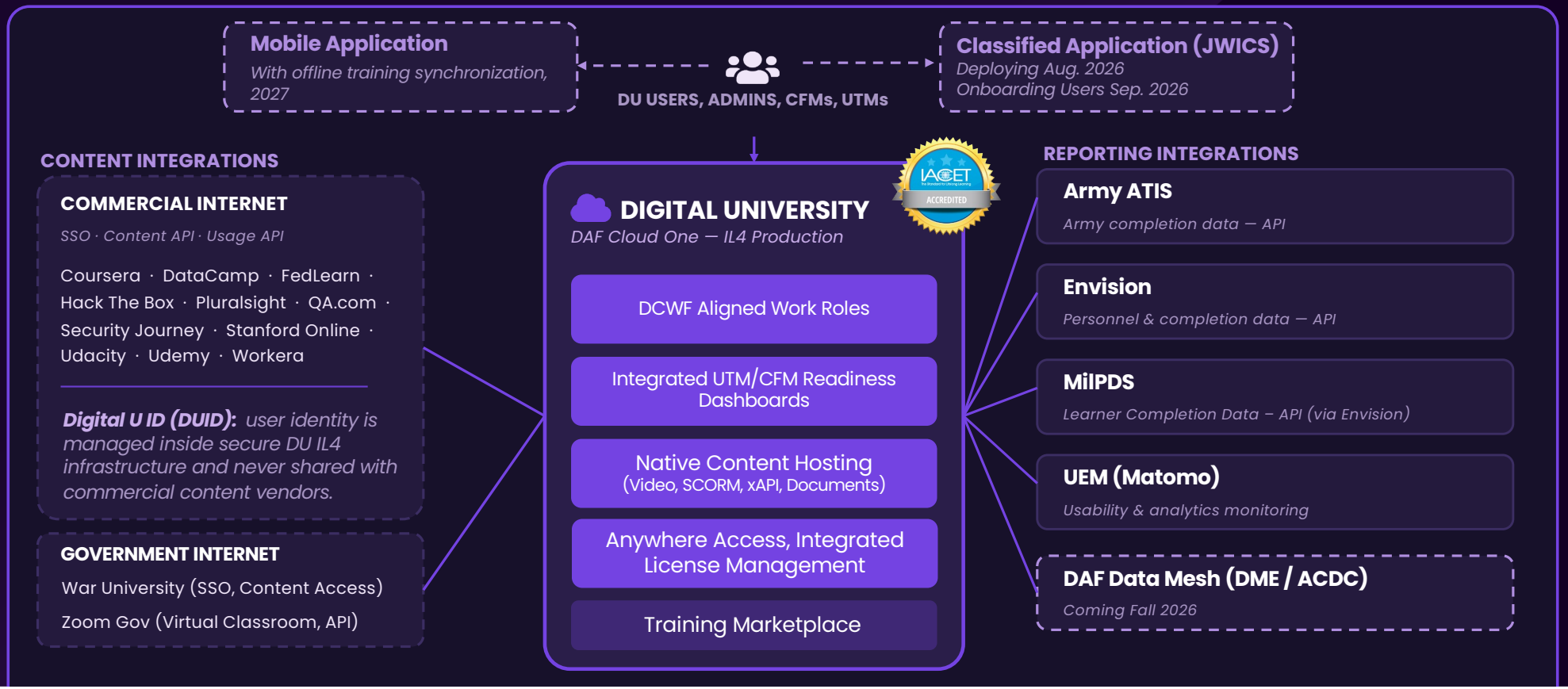
Platform

8140-aligned delivery platform to provide on-demand access to all instruction, assessments and achievements

DIGITAL UNIVERSITY ECOSYSTEM

One Platform, Built Around the Mission

Digital University connects training, qualification, workforce data, and readiness into a single learner and leadership experience.



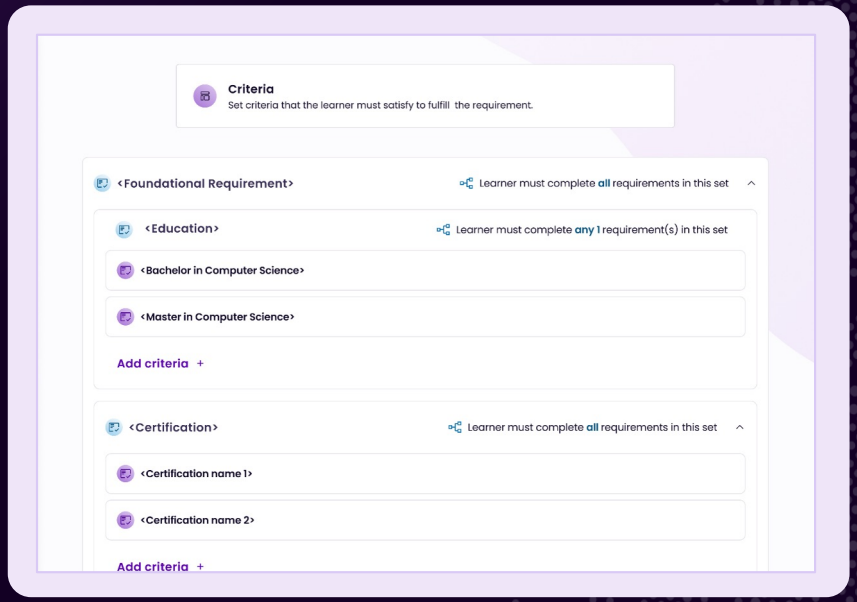
The Platform

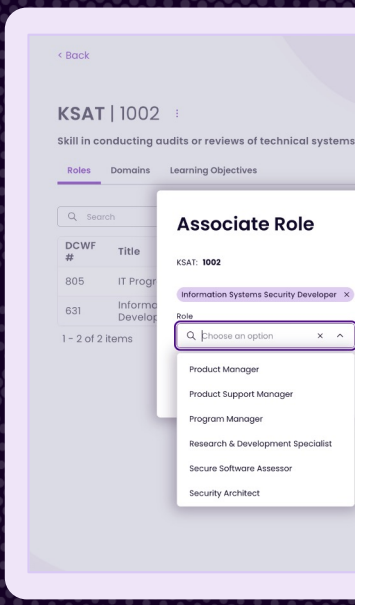
Digital University delivers a scalable 8140 learning experience through our multi-tenant admin portal.

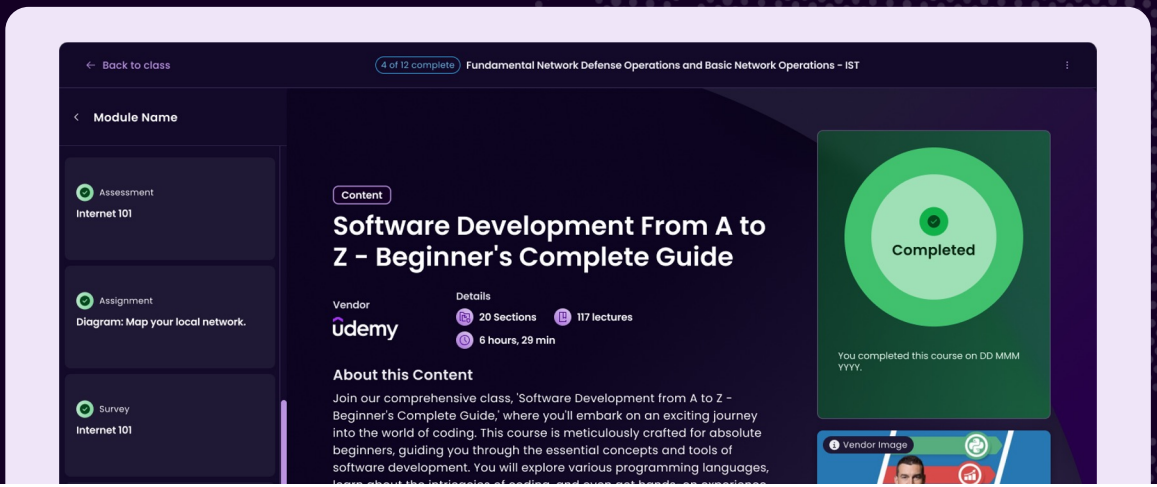
DCWF : Some Text Goes Here

Learner Requirements: Some Text Goes Here

Learner Experience: Some Text Goes Here







DU is a Readiness Solution

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03

Reporting

8140-aligned readiness reporting that tracks achievements, integrates across DoW systems and updates nightly

READINESS REPORTING

Three Views. One Record.

Completion is a checkbox. Readiness is what a commander can defend.

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01 The Learner Sees

Pathway progress, diagnostic and summative scores, CEUs earned, and a certificate retrievable on demand.

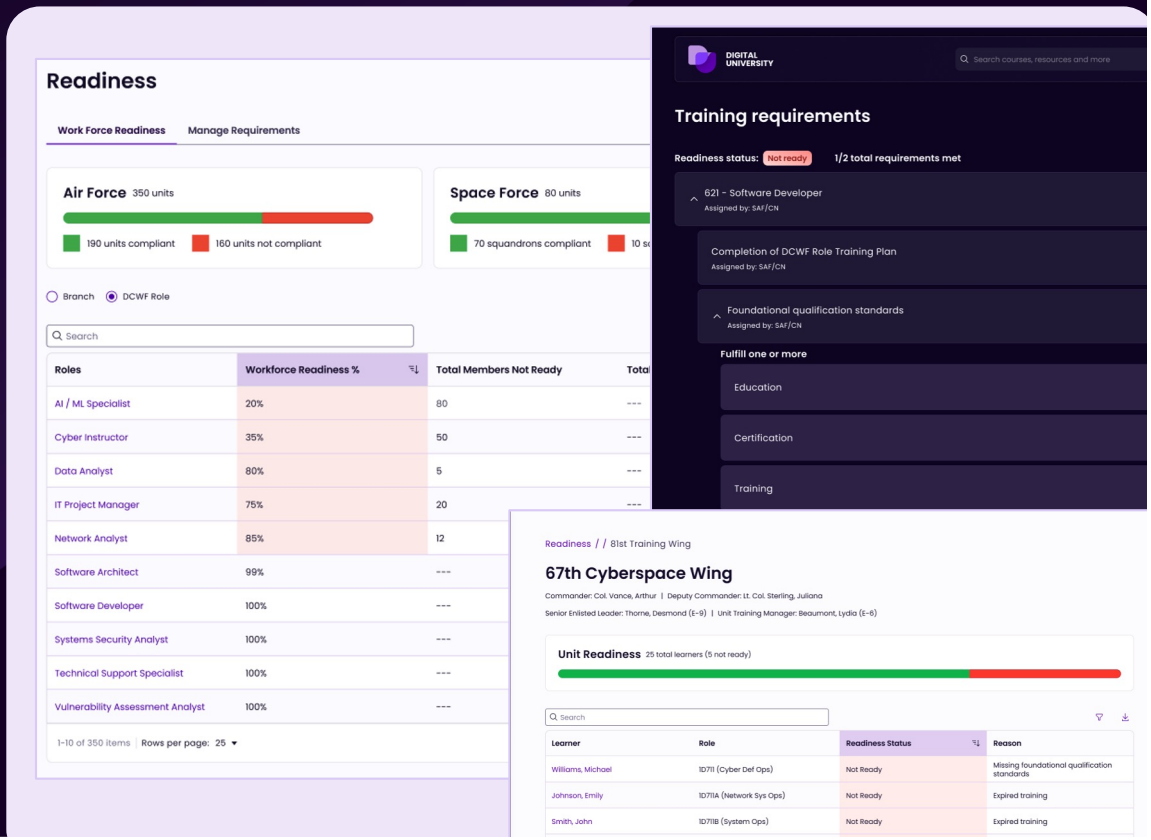
02 The UTM/CFM Sees

Real-time completion and progress by individual and by unit, with the breadcrumbs to nudge who's stalled.

03 The Enterprise Sees

Role-level readiness rollups, exportable for 8140 reporting rather than reassembled by hand.

Same data. Three altitudes.



UNIFYING THE TRAINING LIFECYCLE

An End-to-End 8140 solution for the DoW

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USER AND MISSION DRIVEN

1. ***The Mission:*** *8140 Compliance requires demonstrable cyber readiness*
2. ***The Challenge:*** *To demonstrate cyber readiness, you must have 8140-aligned training content, learning platform, and reporting functionality*
3. ***The Impact:*** *A cyber workforce that demonstrates cyber readiness is more resilient, more adaptable and better able to respond to evolving threats.*

232,000+
Learners DoW-wide

64
Work Roles (to date)

1,277
Pilot Users

STATUS

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Where we are, as of today.

64

pathways submitted for DoD 8140.03 approval

4

commercial content vendors

2030

IACET accreditation held through

Submitted to the DoD CIO Cyber Workforce Management Board for review.

WHAT'S NEXT

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The Next Twelve Months

The framework holds. The inputs keep moving.

01

DCWF v5.2

13 emerging roles

Zero Trust principles are anticipated as a universal KSAT. Every completed path gets re-baselined when it publishes.

02

Pilot Programs

1.2k Learners piloting today.

Interested in joining our 8140 pilot program? Contact:

ryan.critchfield@omnifederal.com

03

Deeper Integration

ENVISION & MILPDS are live today, additional systems coming. War Data Platform on Roadmap.

Advanced User Skill Insights & Analytics coming 2027.

Fielded. Mission Aligned. Ready to Scale.

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Questions?

Trusted by:

U.S. AIR FORCE · U.S.ARMY · USCG · USMC · USN · USSF

232,000+
Learners across the DoW

35+
Organizations Onboarded

Capability	Digital U
8140 QUALIFICATION MISSION	
Foundational qualification	✓
Residential / OJT qualification (mission-specific)	✓
Readiness: individual -> unit -> enterprise	✓
CONTENT & TRAINING	
8140 learning paths / playlists	✓
Hands-on cyber range	✓
New content in weeks - evolves with the mission	✓
Multi-modal delivery	✓
DATA & READINESS	
Full SIS - one record per user (all data)	✓
Readiness dashboards (UTM / CFM / leaders)	✓
Feeds HR systems of record	✓
Open API + nightly system-of-record sync	✓
OWNERSHIP, SECURITY & RMF	
COTS-First Architecture, IDIQ Acquisition	✓
Owns all data & content; updated bi-weekly	✓
Government validates content	✓
Cloud One IL4 cATO + IL6 / JWICS classified	✓
Acquisition	
Platform and Vendor Content License IDIQ	✓



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