BUILDING CYBER WARRIORS: WHERE ACADEMIA MEETS NATIONAL SECURITY

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Cyber Academic Engagement Office

WHAT IS THE DEPARTMENT OF WAR CYBER ACADEMIC ENGAGEMENT OFFICE?

- ×Focal point between the DoW and academia for cyber-related programs
- ×Inspires and cultivates next-gen cyber workforce through academic engagement

CAEO SUPPORTS 6 PROGRAMS:

- ✓ Cyber Service Academy (CSA)
- ✓ College of Information and Cyberspace (CIC)
- ✓ ×University Consortium for Cybersecurity (UC2)
- ✓ National Center of Academic Excellence in Cyber Security (NCAE-C)
- ✓ Virtual Institutes for Cyber and Electromagnetic Spectrum Research and Employ (VICEROY)
- ✓ Senior Military College Cyber Institutes (SMCs)

ACADEMIC INSTITUTIONS

- DoW-aligned curriculum and research
- Opportunity to collaborate on DoW real-world problems sets and research

STUDENTS

- DoW internships, co-op programs, and expedited hiring pathways
- Cutting-edge education aligned with DoW competency standards

CAM-B and Action Officer Working Group Governance

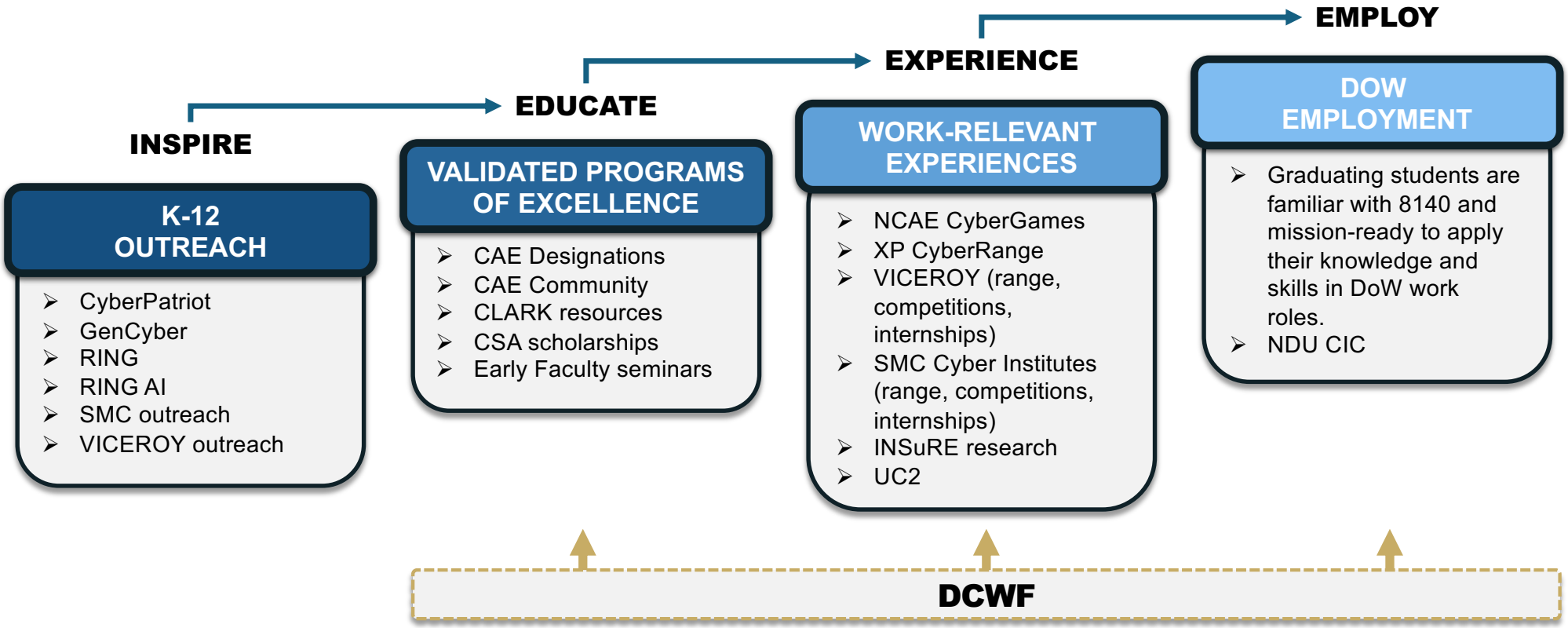
The Cyber Academic Management Board (CAM-B) integrates disparate initiatives into a single coherent national defense strategy.

×Acts as a venture capital fund for "Cyber Human Capital" to achieve maximum Return on Mission (RoM) rather than traditional static program administration.

WHY IT MATTERS TO THE AIR FORCE

- Provides a standardized, centralized governance mechanism to ensure Air Force Cyber commands dictate academic priorities, ensuring taxpayers' dollars directly fund solutions to immediate tactical gaps.

Cyber Workforce Pipeline - Overview



Direct Program Support for the Air Force Cyber Workforce



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QUANTUM DEFENSE PROGRAM

Developing a Quantum Defense Workforce Upskilling Program (QD-WUP) with industry leaders like IBM to defend against emerging threats:

- Post-Quantum Cryptography (PQC) & migration pathways.
- Diagnostic toolkits to map skills and measure readiness.
- Blueprints for secure unclassified/classified tech labs.

Mission Impact

Proactively upskills tactical teams to secure defense communications networks before adversaries weaponize quantum decryption tools.

OVER-THE-HORIZON FORECASTING

Using advanced analytics to model conditions 2-5 years out:

- Digital Twin Modeling: Simulates tech shock impacts on supply lines.
- Predictive Demand: Tracks emerging workforce skill requirements.
- Observatory Sensing: Monitors global shifts & demographics

Mission Impact

Transitions the Army from a legacy reactive hiring stance to dynamic, intelligence-driven strategic talent positioning for tomorrow's war.

Building Tomorrow's Cyber Workforce

K-12: INSPIRE

Partner with DoW CIO to inspire the next generation of cyber talent through K–12 outreach, CyberPatriot mentorship, and collaboration with academia to build a stronger Air Force workforce.

K-12 OUTREACH

- CyberPatriot
- GenCyber
- RING
- RING AI
- SMC outreach
- VICEROY outreach

SCAN FOR NEW COACH RESOURCES



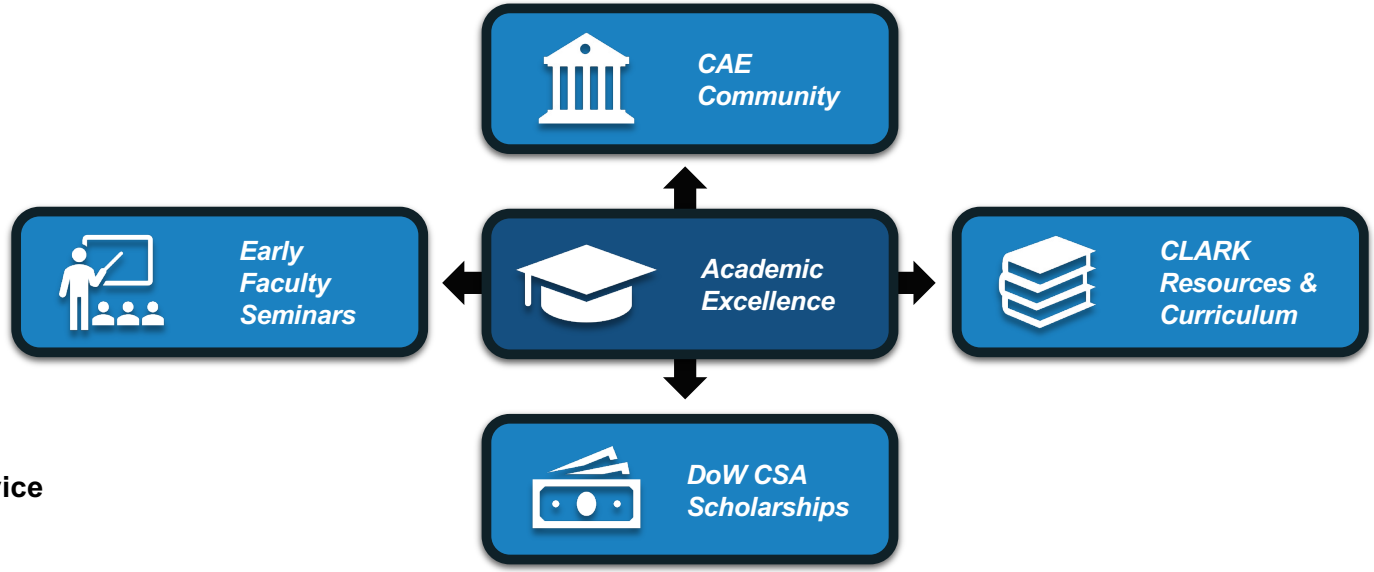
Developing Cyber Excellence

HIGHER EDUCATION

Shape the future cyber workforce by providing internships, supporting CSA scholars, serving on academic advisory boards, and partnering with academia to solve Air Force mission challenges.

VALIDATED PROGRAMS OF EXCELLENCE

- CAE Designations
- CAE Community
- CLARK resources
- CSA scholarships
- Early Faculty seminars



Use the link below to find CAE Institutions, Scholarship for Service and Cyber Service Academy

https://maps.caecommunity.org/

Transforming Knowledge into Readiness

HANDS ON EXPERIENCE

Engage with senior military colleges, cyber competitions, and research programs like VICEROY to identify, mentor, and develop future Air Force cyber professionals.

WORK-RELEVANT EXPERIENCES

- NCAE CyberGames
- XP CyberRange
- VICEROY (range, competitions, internships)
- SMC Cyber Institutes (range, competitions, internships)
- INSuRE research
- UC2



BUILD YOUR CYBER FUTURE

Explore Air Force cyber opportunities, competitions, research, and mentorship programs.

Delivering Mission-Ready Talent

EMPLOYMENT

Recruit mission-ready graduates who have been developed through the cyber talent pipeline and are prepared to contribute to Air Force missions from day one.

DOW EMPLOYMENT

- Graduating students are familiar with 8140 and mission-ready to apply their knowledge and skills in DoW work roles.



RECRUIT CYBER TALENT

Connect with mission-ready graduates prepared to support Air Force missions from day one.

SCAN BELOW FOR MORE INFORMATION

CAEO Website

Email Us

WID Website

With your help, we can build the intellectual and operational backbone of our nation's cyber defense.

QUESTIONS?



DoW Cyber Service Academy (CSA) – Recruitment

CYBER TALENT ACQUISITION: Recruiting the cyber talent to defend our nation's systems.

BENEFITS

FOR SCHOLARS

- *Fully-funded tuition at accredited National Centers of Academic Excellence in Cybersecurity (NCAE-C)*
- *DoW CSA funded Summer internships*
- *Yearly living stipend*
- *1:1 Continuity of service obligation*

FOR AGENCIES

- *Qualified scholars skilled in DoW cyber disciplines*
- *Vetted individuals equipped with cutting-edge skills, ready to integrate directly into your organization*

2026 COHORT

127 Returning Scholars
88 New Scholars
from
35 NCAE-C Colleges & Universities
across
25 States/Territories

7 Agencies
(DON is the largest employer of scholars)

87 Scholars need placement now
(60 from class of 2026 alone)

To Contact & Hire: osd.mc-alex.dod-cio.mbx.dod-csa@mail.mil

2027 TIMELINE

- **01 Oct 26** – Recruitment application opens
- **31 Jan 27** – Recruitment application closes
- **02-28 Feb 27** – Institutional review
- **02-31 Mar 27** – DoW organizational review
- **06 Apr 27** – DoW CSA selection of scholars
- **15 Apr 27** – Notification of scholarships
- **July 2027** – DoW CSA Bootcamp

More Details:
https://www.cyberworkforce.mil/Academic-Programs/DoW-Cyber-Service-Academy/

DoW Cyber Service Academy (CSA) – Retention

CYBER TALENT RETENTION: Retaining the top cyber talent to defend our nation's systems.

BENEFITS

FOR SCHOLARS

- *Fully-funded continued education & reskilling opportunities*
- *Continued in-grade pay & benefits while studying*

FOR AGENCIES

- *Retention incentive to keep top-performing talent*
- *Team upskilling*
- *Mission enhancement*

2026 COHORT

DoW CSA Cyber Retention Scholarships:

- Apply Fall 2026
- Starts Winter/Spring 2027 (Mil/Civ)

To Contact & Hire: osd.mc-alex.dod-cio.mbx.dod-csa@mail.mil

CONSIDERATIONS

REQUIREMENTS

- ✓ *Must be active-duty military (activated Guard or Reservist) or permanent DoW civilian to apply*
- ✓ *Must meet all institution application requirements*
- ✓ *Must receive nomination from current command/agency*

More Details:
https://www.cyberworkforce.mil/Academic-Programs/DoW-Cyber-Service-Academy/