DoW Cyber Workforce and Analytics Update

Hosted by:

Department of War Chief Information Officer
Cyber Workforce Innovation Directorate (WID)

Matt Isnor
Chief, Cyber Workforce Development Division

Alfredo Rodriguez III
Deputy Director, WID & Chief, Analytics Division

DoW CIO | AUG 2026

DoW Cyber Workforce Update

Agenda & Opening Remarks



- Department Cyber Workforce Framework (DCWF) & DoD 8140 Support Update
- Skill Based Hiring
- Coding and Readiness Tracking
- eLMS and future Cyber Reporting Module

DoD 8140 Policy: The Foundation of Readiness



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THE 8140 POLICY SERIES: *THE LEXICON OF THE DCWF*

Work Role Code

184,000
Military & Civilian

- ***PROFICIENCY***
- ***DEVELOPMENT***
- ***ANALYTICS***

Ready and Capable Cyber Workforce

IDENTIFICATION | ***QUALIFICATION*** | ***READINESS***

UNCLASSIFIED

DCWF Work Role Alignment to Workforce Elements

Current as of May 21, 2026

(**NEW**) DCWF Work Role
Effective January 2026
Effective May 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
(**721**) Information Systems Security Officer (ISSO)
(**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



CURRENT VERSION: 5.2

Includes two new work roles and one new universal core knowledge statement:

- (IT-452) Secure Configuration Specialist
- (CS-633) System Security Engineer
- 7111: Knowledge of Zero Trust Security Model Principles

UNDER REVIEW

- ✓ (CS) COMSEC Manager work role
- ✓ (CE) Data Pipeline Specialist work role
- ✓ (CE) Analytic Support Officer work role
- ✓ Data and AI workforce element
- ✓ IT workforce element
- ✓ OT work role
- ✓ Universal AI KSAT statement

VERSION: 5.3

Anticipated Publication: *Q4 2026*

To include three new work roles:

- ➢ (CS-721) Information Systems Security Officer
- ➢ (CE) Data Pipeline Specialist
- ➢ (CE) Analytic Support Officer

To include one modified work role:

- ➢ (CS-722) Information Systems Security Manager

Warfighting Acquisition University Credentials

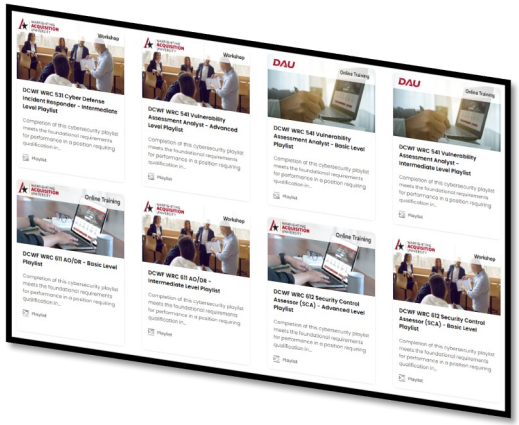


MORE THAN A NAME CHANGE

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 credentials** 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



COMPLETION CERTIFICATE NOW AVAILABLE

Warfighting Acquisition University: 9820 Belvoir Road, Fort Belvoir, VA 22060 **Email:** Acquisition.cyber@dau.edu **Helpdesk:** (703) 382-1450 / (866) -568-6924

Continuous Professional Development (CPD)

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 Administrative Update

Implementation of DoW CWF Policy Requirements for Contractors



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Class Deviation – Revolutionary Federal Acquisition Regulation (FAR) Overhaul Part 39, Defense FAR Supplement (DFARS) Part 239; Memo Effective Date Dec 18, 2025

BLUF: This class deviation removes references to DoDD 8570.01-M, DoDD 8140.01, and DFARS clause 252.239-7001. The deviation DFARS text will be used by DoW Component contracting officers starting **February 1, 2026.**

Current Efforts:

- Memo signed by CIO May 2026
- Tiger Team underway to develop updated contract language, Contractor Coding Guidance, & reporting requirements
- Baseline being established for expectations & integration to enterprise activities
- Further coordination underway with eLMS

Future Efforts:

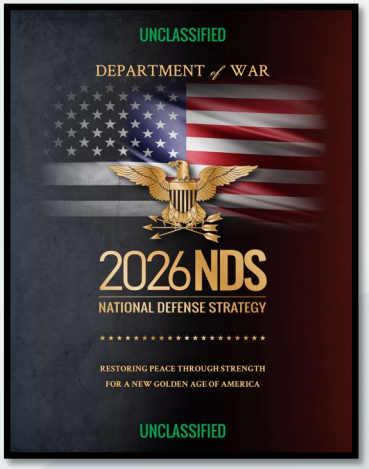
- Consolidated plan due to leadership by September 2026
- Tasker to begin identification and updates of contracts planned for Fall 2026
- Identification and coding of contractors planned for Spring 2027
- Qualification reporting planned for Fall 2027

Tips for Success: Know your 8140 requirements, identify your Cyber Workforce Lead, and ensure leadership tracking.

DoD 8140 Seminar Announcement

FORGING A QUALIFIED FORCE TO WIN IN CYBERSPACE

Power your mission-driven cyber workforce by mastering the DCWF and DoD 8140 tailored qualification pathways to gain decision advantage for future reporting requirements.



- ✓ **Discover how the DCWF is evolving**
- ✓ **Understand current DoD 8140 foundational qualification standards**
- ✓ **Experience a live DoD 8140 qualification exercise**
- ✓ **Prepare for the next DoD 8140 annual report**
- ✓ **Tuesday, September 22, 2026 • 1000-1200 Eastern Time • Virtual via MS Teams**
- ✓ **DoW CIO Point of Contact: *cameron.r.myette.ctr@mail.mil***

DoD 8140 Badge Matrix Adjudicator Coming Soon

Fall 2026!!

AI-enabled curriculum alignment for cyber workforce qualification.

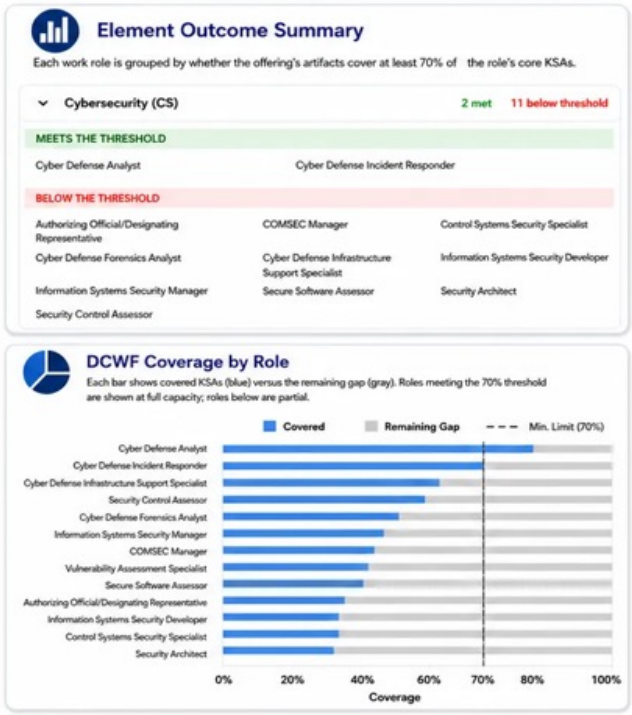
What 8140 BMA Does

The Badge Matrix Adjudicator (BMA) is an AI-enabled online platform that acts as a digital bridge for cybersecurity training by analyzing course curricula, training programs, and personnel certifications.

- It maps offerings directly to specific **DCWF work roles** and recommended proficiency levels.
- Ensures all offerings meet the official standards required for **DoW cyber personnel** foundational and residential qualifications.
- Strengthens readiness by aligning training to workforce needs and mission requirements.

IT, Cybersecurity and Data/AI workroles will be available

1. **Create Provider Profile** — Provider onboarding
2. **Select/Create New Offering** — Begin offering setup
3. **Upload Training Artifacts** — Run alignment analysis (2x)
4. **Submit Analysis Report** — For review
5. **Report Adjudicated** — Validated by 3rd party
6. **Provider Notified** — Outcome communicated
7. **Offering Added** — To qualification matrix



Link to BMA: https://8140.depcyberworkforce.com/

Assessing “Real World” Skills In A Realistic Environment



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Skills Based Assessment Demo

The Hiring Challenge & Our Solution



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THE CHALLENGE: A CRITICAL GAP IN OUR CYBER DEFENSES

- The Department of War has an urgent need for cybersecurity experts to counter evolving threats.
- We have over 7,600 unfilled cyber positions.
- Traditional hiring methods are slow and struggle to identify the right talent quickly.

THE SOLUTION: SKILLS BASED HIRING

- **Why Skilled-based Assessments:** A modern approach, aligned with White House Executive Orders 13932 & 14170, that focuses on what candidates can do, not just their resume.
- **Value:**
  - ✓ *Fills Critical Roles Faster*
  - ✓ *Hires the Most Qualified Talent*
  - ✓ *Expands the Talent Pool*
  - ✓ *Ensures Objective, Data-Driven Decisions*

Our Capability: A Platform for "Real-World" Assessments



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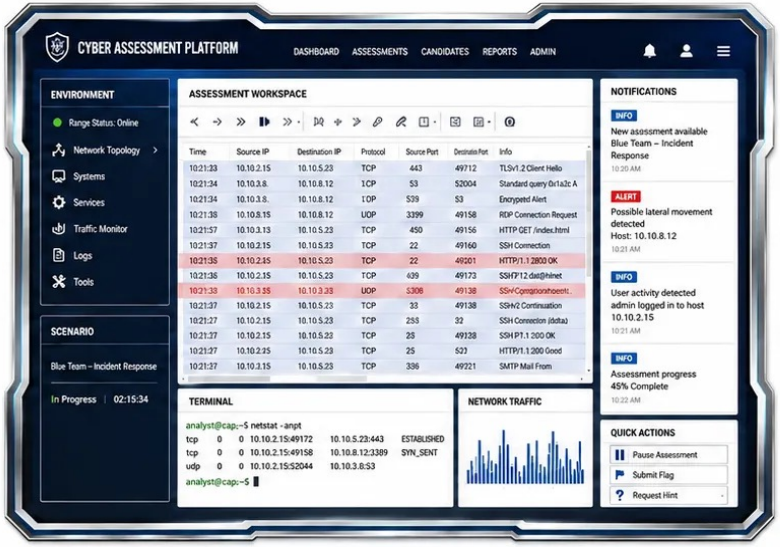
CYBER ASSESSMENT PLATFORM

Capability highlights for skill validation, talent alignment, and workforce readiness.

Targeted Work Role Alignment
Each assessment is precisely mapped to the technical requirements of a specific DoW Cyber Work Role.

Expert-Designed Challenges
Scenarios developed by subject matter experts to mirror real-world tasks.

People Driven
Drives HR to focus on people vice the process. Accelerates talent acquisition.



Customizable Cyber Range
Simulates real operational environments for testing.

Data-Driven Reporting
Clear, objective reports on candidate performance for verifiable proof of skill.

Assessment Feedback
Actionable insights for candidate improvement and training plans.

Built upon the Department's Cyber Workforce Framework

Our Roadmap: From Pilot to Enterprise Capability



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From Concept to Capability

EXPAND & IMPLEMENT

FY26 -27

- ***Hosted first skills-based hiring event at TechNet Cyber Baltimore.***
- *Partnered with DISA.*
- *Goal to hire three (3) 511 billets.*

SCALE TO ENTERPRISE

FY27-28

- ***Partner with CYBERCOM force generation.***
- *Publish DoW-wide adoption playbook.*
- *Become the standard for Cyber Workforce hiring.*

FUTURE APPLICATIONS

FY28 and Beyond

- *Incorporate into Performance.*
  - *DPMAP Replacement*
  - *Assessment Driven*
- *Tie to Proficiency*
  - *Pay/Incentives*

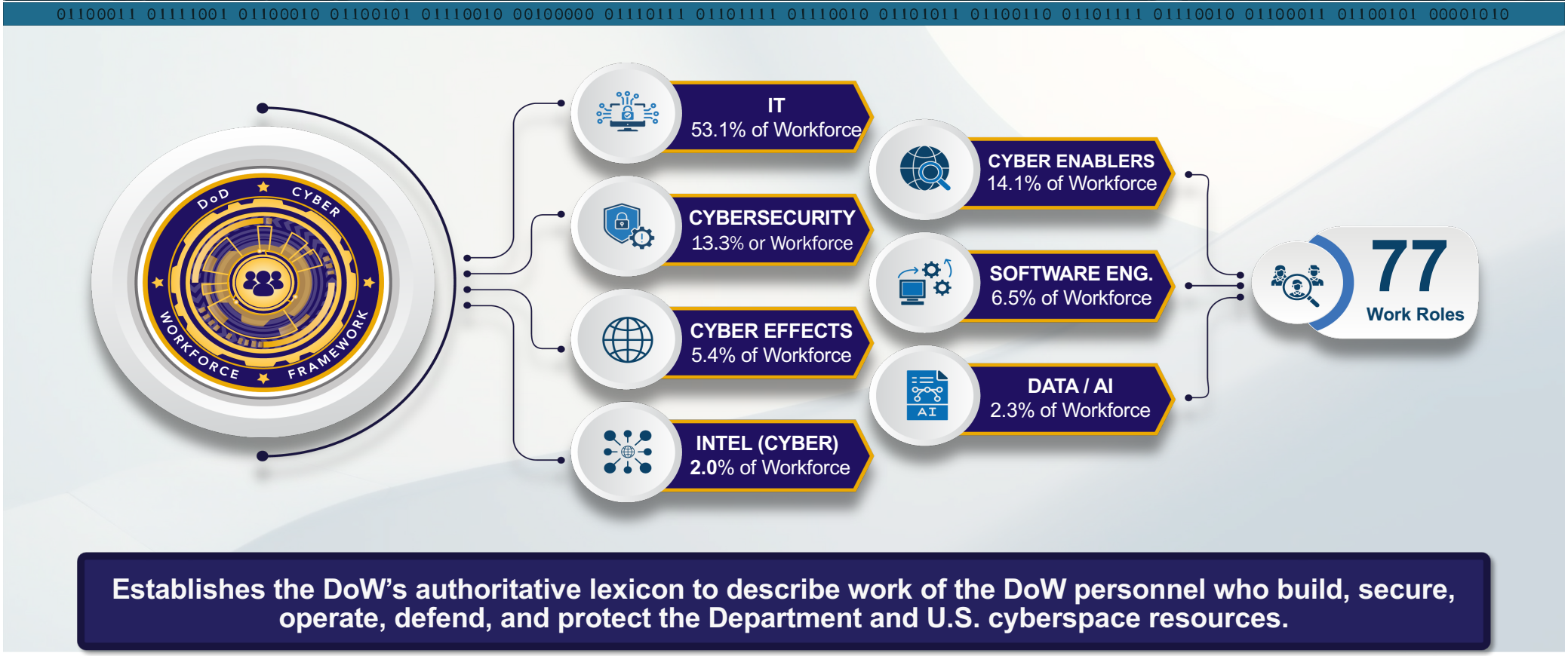
DoW Cyber Workforce Analytics

Adapting to an Evolving Threat

Alfredo Rodriguez III
Deputy Director, WID & Chief, Analytics Division

DoW CIO | AUG 2026

DCWF



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.

As of 1 April 2026

The Importance of DCWF

WORK ROLE CODING

Common language to describe the cyber workforce (civilian, military & contractors)

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

175,000
Military & Civilian

Work Role Code

- ***PROFICIENCY***
- ***DEVELOPMENT***
- ***ANALYTICS***

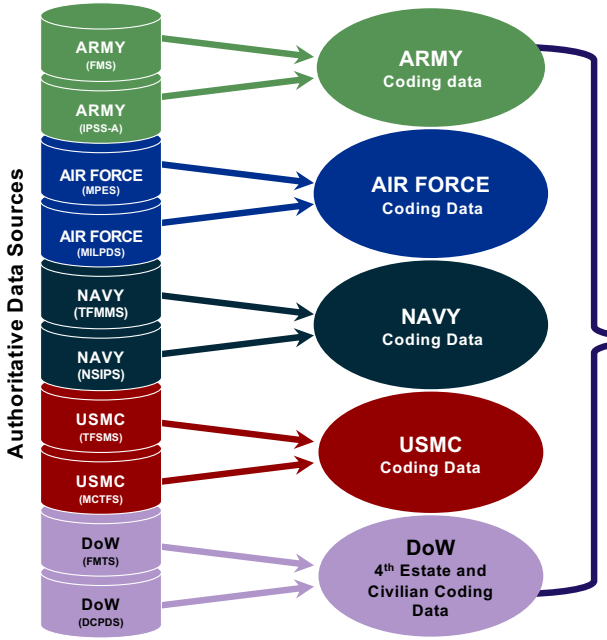
Ready and Capable Cyber Workforce

IDENTIFICATION | ***QUALIFICATION*** | ***READINESS***

The Power of Work Role-Centric Data

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



Cyber Work Role

Common Data Model

ADVANA DISCOVER. UNDERSTAND. DECIDE.

Detailed Table - Work Role Codes

Work Role Code	Total Authorized	Total Personnel	Total Vacancy Rate	Total VR Change	Military Authorized	Military Personnel	Civilian Authorized	Civilian Personnel	Civilian VR Change
Totals	130,450	115,278	11.6%	-2.2%	69,340	60,284	61,110	54,994	-4.9%
322 CYBERSPACE OPERATOR	840	724	13.8%	-1.0% ↓	811	695	29	29	-13.8% ↓
331 CYBER INTELLIGENCE PLANNER	309	272	12.0%	-8.7% ↓	237	227	72	45	-34.7% ↓
332 CYBER OPERATIONS PLANNER	1,434	1,259	12.2%	-2.8% ↓	1,005	889	429	370	-7.5% ↓
411 TECHNICAL SUPPORT SPECIALIST	19,195	17,113	10.8%	0.7% ↑	10,817	9,786	8,378	7,327	1.4% ↑
421 DATABASE ADMINISTRATOR	2,589	2,406	7.1%	1.1% ↑	1,782	1,651	807	755	-0.1% ↓
422 DATA ANALYST	1,255	1,103	12.1%	-6.1% ↓	342	278	913	825	-7.0% ↓
423 DATA SCIENTIST	110	82	25.5%	-13.6% ↓	1	0	109	82	-13.8% ↓
424 DATA STEWARD	35	18	48.6%	-20.0% ↓	7	5	28	13	-25.0% ↓
431 KNOWLEDGE MANAGER	1,669	1,418	15.0%	-4.2% ↓	646	612	1,023	806	-6.9% ↓
441 NETWORK OPERATIONS SPECIALIST	16,464	13,801	16.2%	-0.4% ↓	12,961	10,760	3,503	3,041	-3.9% ↓
451 SYSTEM ADMINISTRATOR	24,058	22,552	6.3%	0.4% ↑	18,824	17,965	5,234	4,587	0.8% ↑
461 SYSTEMS SECURITY ANALYST	2,614	2,608	0.2%	-4.4% ↓	974	1,048	1,640	1,560	-6.9% ↓
462 CONTROL SYSTEMS SECURITY SPECIALIST	47	31	34.0%	-23.4% ↓	11	13	36	18	-30.6% ↓

Workforce Tracking and Analytics - WDP



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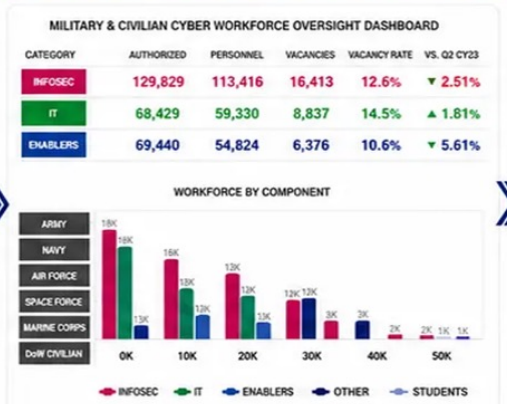
EXECUTIVE OVERVIEW



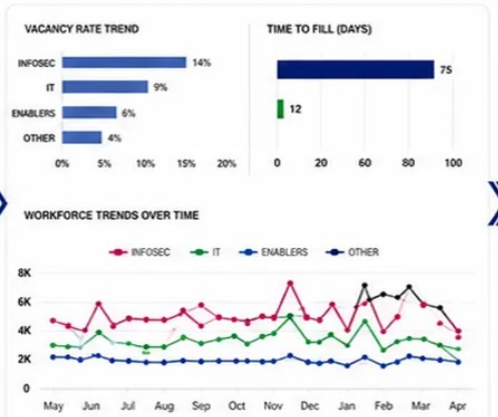
Holistic view of the workforce at scale

WORKFORCE OVERSIGHT



Comprehensive views of cyber workforce

ADVANCED ANALYTICS



Detailed data points for decision support

TARGETED QUALIFICATION



Cyber Workforce Qualification Reporting

DATA-DRIVEN INSIGHTS. ACTIONABLE INTELLIGENCE. MISSION ADVANTAGE.

Powering the Cyber Force Through Analytics

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)
- ✓ Residential Qualification



FEB 2026:

- Services reported on Cybersecurity, IT and Enablers of DCWF
- Appx **70%** of the total DCWF scope reported: 123,000 personnel

Capabilities

- ✓ DoW/Service Foundational status
- ✓ Demonstrates how: (Education,
- ✓ Includes Residential Qualification)



FEB 2027:

- Services will report on Cybersecurity, IT Cyber Effects Elements of DCWF
- Appx **87%** of the total DCWF in cluded in report

Capabilities

- ❑ DoW/Service Foundational status
- ❑ Demonstrates how: (Education,
- ❑ Includes Residential Qualification



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

DoD 8140 Cyberspace Workforce Annual Reporting

Projected Timelines and Scope

		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
EFFECTS	*Foundational*			Excluded	Excluded	Included	Included
	Residential					Included	Included
INTEL	*Foundational*			TBD	Excluded	TBD	TBD
	Residential						
DATA/AI	*Foundational*			Excluded	Excluded	Included	Included
	Residential						Included
SWE	*Foundational*			Excluded	Excluded	Included	Included
	Residential						Included
	Suspense		***1-`Aug-25***	***20-Feb-26***	***5-Jan-27 – tent.***	***5-Jan-28 -tent.***	***5-Jan-29- tent.***

NOTES	462 work role excluded	462 work role excluded	462 work role **included**			
SCOPE	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

Industry Benchmarking Data Use

MISSION IMPACT:

Informing WID's mission to recruit and retain premier cyber talent.

1. Industry Benchmarking

Active

- Based on private-sector salary data by equivalent DCWF work role, experience, and geography, provided quarterly
- Direct comparison of DoW compensation vs. commercial counterparts using the DCWF
- Industry Benchmarking dashboard available now on WDP

2. CAEO/NCAE-C Impact Tracker

In Development

- Based on data that integrates academic, alumni, and research-impact metrics at NCAE-C institutions
- Will demonstrate NCAE-C program ROI to expand academic partnerships and demonstrate the value in investing in cyber students

Future DCWF Applications



- ✓ Ingestion of Service authoritative manpower/personnel systems
- ✓ Enterprise aggregation & visualization
- ✓ Holistic coding of IT, Cybersecurity, Cyber Intel, Cyber Effects and Enablers
- ✓ Initial Cyber Workforce Qualification Reporting
- ❑ Begin Data/AI qualifications
- ❑ 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

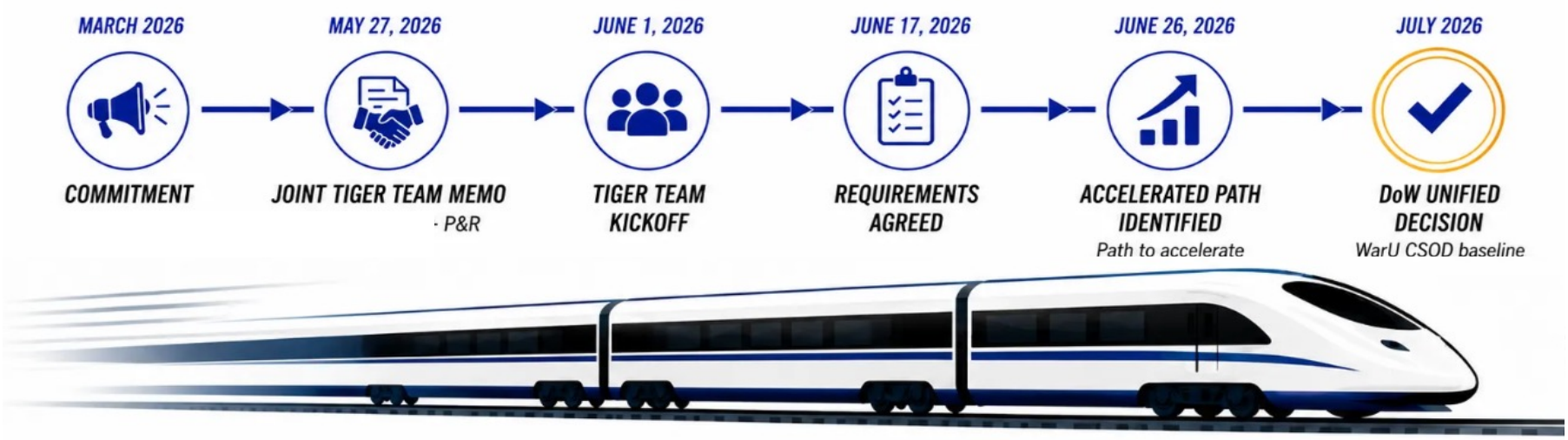
- **Percentage Qualified**
- **Foundational & Mission Readiness Qualification**

DoW Enterprise LMS: Delivering at Light Speed

120 DAYS FROM COMMITMENT TO DECISION

TIGER TEAM EXECUTED IN 60 DAYS

INHERENT CYBER MODULE BUILT IN
Faster cyber compliance and visibility.



RESULTS

- **INHERENT CYBER MODULE BUILT IN**
- **31 → 1** One enterprise solution
- **FY29 → FY27** 2 years faster
- **$790M** FY27 savings
- **$1.1B** FYDP savings
- **FASTER REPORTING** Real-time visibility

Cyber Workforce Module



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EMPOWERING READINESS & TRACKING

QUALIFICATION TRACKING & VALIDATION
Real-time tracking of DoDM 8140.03 qualification status and requirements.

DCWF ROLE MAPPING & ALIGNMENT
Mapping personnel to DCWF work roles and proficiency levels.

TRAINING & CERTIFICATION STATUS
Automated tracking of required training, education, and certifications.

8140/DCWF REPORTING CORE:
WORKFORCE DATA TRACKING & ANALYSIS

READINESS DASHBOARDS & ANALYTICS
Interactive tracking dashboards for organizational and individual readiness insights.

WORKFORCE GAP ANALYSIS
Identify skill shortages and mission-critical vacancies against requirements.

BUILT-IN CAPABILITY OF THE WAR U ENTERPRISE LMS

AUTOMATED READINESS REPORTING
Generate audit-ready reports and executive summaries on workforce posture.