## *Department of the Air Force*

*One Team, One Fight!*

# Cyberspace and Information Technology Career Field Update

**Ms. Contina Featherstone, GS-13, SAF/CN**

**C&IT CF Data Analyst**

**Mr. Roger Engle, GS-14, AFPC**

**C&IT CFT**

**25 AUG 2026**

# Overview

- C&IT Functional Leadership
- What We Value & How We Support You
- Governance
- Career Field Accomplishments
- Health of the Workforce
- DoD 8140/DCWF
- Vectoring
- Talent Management Framework (TMF)
- Civilian Senior Executive Development Program
- Training Resources
- Strategic Calendar
- What's on the Horizon
- Questions

# Cyberspace and IT  Functional Leadership



**Functional Authority (FA) & Developmental Team Chair**
**Dr. Keith L. Hardiman, SES**

DAF Deputy Chief Information Officer (SAF/CN)



**Functional Manager (FM)**
**Mr. Francisco Salguero, SES**

Director, Enterprise Information Technology (SAF/CNS)



**Career Field Manager (CFM)**
**Mr. Anthony O. Dillard, GS-15**

Chief, Civilian Cyberspace Force Development Division & Career Field Manager



**Career Field Team Chief**
**Mr. Glenn De Guzman, GS-14**

Chief, Civilian Career Field Team

# C&IT What We Value



# C&IT Civilian Force Management & Governance

***Authority***

SECAF/CSAF
☆☆☆☆

C&IT Functional Authority
SES
Dr. Keith L. Hardiman

C&IT Functional Manager
SES
Mr. Francisco Salguero

C&IT Career Field Manager
GS-15
Mr. Anthony O. Dillard

C&IT Career Field Team Chief
GS-14
Mr. Glenn De Guzman

***Governance & Supporting Forums***

Force Management Development Council

C&IT Functional Advisory Council (FAC)

C&IT Development Team (DT)

Civilian Force Development Panel (CFDP)

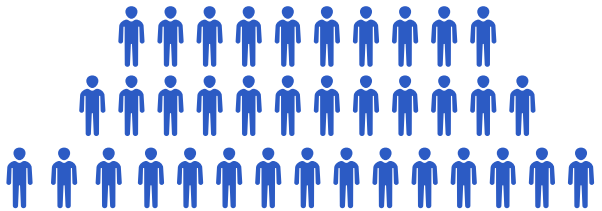
Senior Civilian Advisory Panel (SCAP)

**DoD**

Cyber Workforce Management Boards (CWMB)

**DAF**

**C&IT CIVILIAN WORKFORCE**



# Career Field Leadership Role and YOU

- **How are WE supporting YOU**
  - Strategy, Policy, Advocacy, and Oversight for overall C&IT talent management including force renewal, force development, and force management
  - Your Voice and Advocate with SECAF, USECAF, and Senior DAF Leaders
  - Representation at the Civilian Force Development Panel (CFDP), DoW and DAF Cyber Workforce Management Boards (CWMB)
- **What should YOU do**
  - Take Charge of YOUR career (Vectoring)
  - Engage with all available resources
    - Supervisors/Chain of Command
    - Career Field Manager and Career Field Team
    - Mentor(s)

# Career Field Accomplishments

- Spring DT (May 26): 610 applications from 251 candidates
  - AY27 Public Release: Tuesday, 25 August 2026, at 0900 CST
- Updated Key Career Position (KCP) Policy and Senior Civilian Executive Charter
- DAF Cyber Workforce Improvement Group (CWIG) Inaugural Meeting (16 Apr)
- Cohort Graduation II (5 June): 11 graduates
- Functional Advisory Council (FAC) (11 June)
- PCIP Acculturation (June 26)
- Implemented internal DAF Summer DoD 8140 Qualification Reporting Data Call (July 26)
- Inaugural DAF Cyber Workforce Management Board (CWMB) Meeting (4 Aug)
- Secured funding for Career Field Functional Training Courses
- New Career Field SharePoint Site: Cyberspace & Information Technology (C&IT) Career Field Team (CFT)

# Health of the Workforce

# Cyberspace & IT Career Field

## CFID: E

**How We Communicate**
Quarterly Newsletters
Quarterly Townhalls
CF SharePoint
myFSS/Webinars
Roadshows/Conferences

### Top Priorities

- DoD 8140/DCWF (coding, qualification reporting)
- FY27 LOE 3 Workforce Objectives
- Updates to Talent Management Framework (TMF) and DAFMAN 17-1305 (DoD 8140 Implementation)
- Digital University Way Forward

### Top Challenges

- Expansion of Cyber Excepted Service (CES) Organizations; understanding FY26 NDAA (CES inclusion implications)
- Post DRP impact/mitigation on career field/cyber workforce (mission, operational pace, force optimization, retention)
- Recruitment and retention of Cyber/IT talent and incorporating assessments in the hiring process
- Automating DoD 8140 qualification reporting to DoW
- Onboarding/Outplacements

### Top Needs

- Space Force Liaison Continuation
- Return to Force Renewal Steady State
- Shared Series analysis / New 2210 OPM Guidance
- Coding accuracy and validation

### Best Practices

- Civilian Senior Executive (CSE) Development Cohort
- Roadshows (collaborative effort of CFM/CFT, one-on-one mentoring)
- Senior Civilian Advisory Panel (SCAP)
- DT Panel & Observer Rotation
- Training Repository
- C&IT Health Placemat
- CB/KCP Policies & Flowcharts

| Mission Critical & Mandated DCWF Series* | Occ Series Name | USPFT/T Personnel *As of 18 Aug 26* |
|---|---|---|
| 0332* | Computer Operation | 3 |
| 0335* | Computer Clerk & Assistant | 270 |
| 0391* | Telecommunications | 958 |
| 0854* | Computer Engineering | 72 |
| 0855 | Electronics Engineering | 181 |
| 1515* | Operations Research | 21 |
| 1550* | Computer Science | 199 |
| 1560* | Data Science | 22 |
| 2210* | Information Technology Management | 8040 |
| 2604 | Electronics Mechanic | 15 |
| **Remaining Exclusive Series** | 0306, 0308*, 0382, 0392, 1083, 1087, 1412, 1654, 2502, 2504, 3901, 4417 | *Not Filled: 0350, 0356, 0390, 1386, 3940, 4401* |
| **Remaining Shared Series** | 0301, 0303, 0343, 0344, 0856, 1001, 1082, 1411 | |

| Developmental Program As of 19 Aug 26 | Authorized | Filled |
|---|---|---|
| PAQ | 58 | 156 (end strength a/o end of FY) |
| CB | 35 | 28 (4 in progress) |
| KCP | 49 | 43 (incl. incumbents & selected/in progress) |

**DAF CES**
**USAF:** 447/682
**USSF:** 23/38 filled
*as of 6 Aug 26*

**Personnel Count**: 11,104
*(incl. WG)*
**USAF**: 10,211
**USSF**: 893
*As of 18 Aug 26*

**DRP ~10% of CF** | **Losses (1168)**

**Top 8 Bases with DRP Loss (559)**

1. Hanscom (99)
2. JBSA Lackland (87)
3. Wright-Patterson (86)
4. JBSA Randolph (72)
5. Tinker (70)
6. Hill (50)
7. Peterson SFB (50)
8. Scott (45)

| FY26Q2 DAF Civilian Workforce Element | USAF Civ | USSF Civ |
|---|---|---|
| **Cybersecurity** | 1897 | 89 |
| **Cyberspace Effects** | 282 | 1 |
| **Data/AI** | 980 | 60 |
| **Enablers** | 3569 | 184 |
| **Intel (Cyberspace)** | 203 | 1 |
| **IT (Cyber)** | 6007 | 232 |
| **Software Engineering** | 3047 | 47 |
| **Total:** | **15985** | **614** |

As of: 9/22/26

*One Team, One Fight!*

# DoD 8140/DCWF

UNCLASSIFIED

# DCWF Work Role Alignment to Workforce Elements (77)

*Current as of 21 May 2026*

(**NEW**) DCWF Work Role
Effective January 2026
Effective May 2026

01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

## 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

# Current CES TLMS Codes (24)

**To receive the TLMS, personnel must have converted to CES and encumber a position that has one of the following DCWF work role codes assigned as their Primary work role code to receive the incentive:**

- 121 – Exploitation Analyst
- 122 – Digital Network Exploitation Analyst
- 212 – Cyber Defense Forensics Analyst
- 321 – Access Network Operator
- 322 – Cyberspace Operator
- 332 – Cyber Operations Planner
- 341 – Cyberspace Capability Developer
- 422 – Data Analyst
- 442 – Network Technician
- 443 – Network Analyst
- 461 - System Security Analyst
- 463 – Host Analyst
- 511 – Cyber Defense Analyst
- 521 – Cyber Defense Infrastructure Support Specialist
- 531 – Cyber Defense Incident Responder
- 611 – Authorizing Official/Designating Representative
- 612 – Security Control Assessor
- 621 – Software Developer
- 631 – Information Systems Security Developer
- *632 – Systems Developer**
- 652 – Security Architect
- *661 – Research and Development (R&D) Specialist**
- 722 – Information Systems Security Manager
- *752 – Cyber Policy and Strategy Planner**

Note: Positions with non-primary work roles (Additional 1 or Additional 2) aligned to the work role codes listed above are NOT eligible to receive the TLMS. The position description also must accurately reflect the Primary DCWF Work Role Code assigned to a position.*Newest added WRs for TLMS.

# DoD 8140 Qualification Pathway Overview




01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

**FOUNDATIONAL QUALIFICATIONS**

*Demonstration of Knowledge*

**EDUCATION**

*Over 3,500 degree-granting postsecondary academic institutions*

OR

**TRAINING**

*214 DoW/Military trainings aligned to DCWF CS, IT, Cyber Enabler workforce elements*

OR

**PERSONNEL CERTIFICATION**

*61 recognized industry certifications available*

**RESIDENTIAL QUALIFICATIONS**

*On the job qualification / Demonstration of capability*

**CONTINUOUS PROFESSIONAL DEVELOPMENT**

*20 hours annually to keep current with technology and hostile actor tactics*

# CYBER SKILLS-BASED ASSESSMENT DEMO



## TEST YOUR CYBER SKILLS!




### DoW CIO Skills-Based Assessment Demo

**Room: Riverview 4**
**8:00am to 5:00pm | Monday| August 24**

**Room: Riverview 4**
**8:00am to 10:00am | Wednesday | August 26**
**11:30am to 3:00pm | Wednesday | August 26**

# AFMC DoD 8140 Compliance Tracker Demo
## 25 Aug (Tues) at 1545 in Alabama C

**“The New DoD 8140 Compliance Tracker: Reclaiming Weeks of Mission Time Through Automated, Assured Compliance**

Introducing the highly anticipated DoD 8140 Compliance Tracking Tool! Attend this live demonstration to **gain access to your installation's copy**, instantly protecting your unit’s compliance posture, and have the opportunity to **directly impact the development of version 2.0** currently underway. This is the proven solution that Wing Cyberspace Offices (WCO) have been requesting for more than two years. Discover the user-friendly platform that enables **accurate reporting** for leadership, **slashes report creation time by 92.5%**, and **deploys quickly** with **no ATO required**.

**Why Adopt Now?**

A reduced workforce and increased workload have made the manual compilation of reports a difficult and time-consuming burden for Air Force WCOs. **Weeks of critical mission time are currently lost** in tracking complex DoD 8140 compliance, compiling required reports, and executing mandatory quarterly Privileged User reviews. This long-awaited tool changes everything!”

# Vectoring

# Fall Vectoring Development Team (DT)

- **GS-11-15 Fall Vectoring DT: 19-23 October 26**
  - Career field leadership reviews submissions and provide guidance/recommendations on the next steps for leadership, education and experiential opportunities.
  - Voluntary process that provides career guidance and tailored development advice for each candidate
  - New Addition: Packages will be scored based upon where you are in your career
- **Application Window**: 7 Aug - 4 Sep 26
- **Endorser Window**: 4 Aug – 18 Sep 26
- **Vectoring Webcasts:** 9 Sept, Wednesday (1330-1430 CST)
  - Past webinars can be located on the C&IT SharePoint site

# Talent Management Framework (TMF)

# Talent Management Framework

- Signed by Functional Authority 1 May 2024
- Revision in progress; ECD: 30 Sep 26
- TMF can be found in the Cyber & IT SharePoint site:
  - C&IT Talent Management Framework

***"At the core of our talent management strategy is an unwavering commitment to the warfighter mission. As we navigate the complex and dynamic realm of the digital age, our paramount objective is to support the warfighter with excellence, ensuring the security and effectiveness of our operations. The DAF C&IT Career Field possesses a unique and critical mission – ensuring the capabilities that underpin cyberspace superiority. This framework underscores our distinctive role and emphasizes the importance of every civilian in achieving our mission objectives."***

# C&IT Functional/Expert Leader Track

## C&IT FUNCTIONAL/EXPERT LEADER TRACK

### DoD Cyber Workforce Framework

| | Basic GS/GG-01-10 | Intermediate GS/GG-11/12/13 | Advanced/Expert GS/GG-14/15 |
|---|---|---|---|
| | Recent Graduates Program; DCELP; BDE* | DTLC; IDE*; Cyber 190/200; Leadership Training; Emerging Technologies AFIT; KCP | Cyber 300; Emerging Technologies AFIT; SDE*; Cyber 400 |
| **Education/ Training/ Certification** | • Associate/Bachelors<br>• Cyber Analysis and Functional Courses<br>• Mission-specific Cyber Formal Training<br>• Functional Certifications: SEC+, Network+, etc.<br>• Basic Developmental Education (BDE)*<br>• Acquisition Level 1 | • Bachelors/Masters<br>• Technical Certifications: CISM, CISSP, etc.<br>• Professional Military Education (PME)*<br>• Emerging Technologies Courses (AFIT)<br>• Intermediate Developmental Education (IDE)*<br>• Acquisition Level 2<br>• Cyber 190/200 | • Masters/PhD<br>• Technical Certifications<br>• Professional Military Education (PME)*<br>• College of Information and Cyberspace<br>• Senior Leader/Executive Development<br>• Acquisition Level 3<br>• Cyber 300, Cyber 400 |
| **Experience** | • Tactical Exercises<br>• Technical and Operational Experience<br>• Deployments | • Exercises and Special Projects<br>• Local Rotational Assignment/CSTEP<br>• Working Groups/Tiger Teams | • Cross-Functional Exercises<br>• Quality of Analysis<br>• Joint Experience |
| **Enhanced Career Opportunities** | • Basic Leadership Training<br>• Defense Civilian Emerging Leader Program (DCLEP) | • Cross-Functional Rotational Assignments<br>• Career Broadening Positions | • Functional Expertise Positions<br>• Senior Developmental Education (SDE)<br>• JDA-Leadership Focused |
| **Leadership Opportunities** | • Team Leader/Section Lead<br>• Civilian Leadership Development School | • Key Career Position (KCP) Assignment<br>• Mission-related courses<br>• Civilian Development Courses | • Key Leadership Position (KLP) Assignment |
| **Position/ Assignments** | • Palace Acquire Intern (PAQ)<br>• Premiere College Interns Program (PCIP) | • Flight Lead<br>• Branch Chief<br>• Program/Requirements Manager<br>• Director of Operations | • Director • Deputy Director<br>• Division Chief • Deputy Division Chief<br>• Chief Architect • Chief Data Officer (CDO)<br>• Chief Experience Officer (CXO)<br>• Chief Technology Officer (CTO) |
| | Base/Flight/Squadron/Wing | Squadron/Group/Wing/Center/NAF/MAJCOM/COCOM | Wing/Center/NAF/MAJCOM/HAF/Joint |

| Core Analytic Competencies: Non-Supervisory | | | Core Analytic Competencies: Supervisory & Managerial | |
|---|---|---|---|---|
| • Engagement & Collaboration<br>• Critical Thinking & Synthesis<br>• Interpersonal Skills | • Exploring Alternatives<br>• Situational Awareness and Information Sharing<br>• Personal Leadership & Integrity | • Accountability for Results<br>• Technical Expertise<br>• Communication | • Engagement and Collaboration<br>• Communication<br>• Critical Thinking | • Developing Others<br>• Human Capitol Management<br>• Building and Leveraging Managerial Networks |

*Optional

# C&IT Enterprise Leader Track

## C&IT ENTERPRISE LEADER TRACK

### DoD Cyber Workforce Framework

| | Tactical GS/GG-01-10 | Operational GS/GG-11/12/13 | Strategic GS/GG-14/15 |
|---|---|---|---|
| | Recent Graduates Program ◆ DCELP ◆ BDE | DTLC ◆ IDE ◆ Cyber 190/200 ◆ Leadership Training ◆ Career Broadening ◆ CSLP ◆ KCP | Cyber 300 ◆ SDE ◆ KLP ◆ Career Broadening ◆ Leadership Training ◆ Cyber 400 ◆ DSLDP |
| **Education/ Training/ Certification** | • Associate/Bachelors<br>• Cyber Analysis and Functional Courses<br>• Mission-specific Cyber Formal Training<br>• Functional Certifications: SEC+, Network+, etc.<br>• Basic Developmental Education (BDE)<br>• Acquisition Level 1 | • Bachelors/Masters<br>• Certifications: CISM, CISSP, etc.<br>• Professional Military Education (PME)<br>• Functional Courses<br>• Intermediate Developmental Education (IDE)<br>• Acquisition Level 2<br>• Cyber 190/200 | • Masters/PhD<br>• Certifications<br>• Professional Military Education (PME)<br>• Civilian Strategic Leadership Program<br>• Senior Leader/Executive Developmental Education (SDE)<br>• Defense Senior Leader Development Program (DSLDP)<br>• Acquisition Level 3, Cyber 300. Cyber 400 |
| **Experience** | • Deployments<br>• Tactical Exercises<br>• Technical and Operational Experience | • Deployments<br>• Exercises and Special Projects<br>• Local Rotational Assignment/CSTEP<br>• Working Groups/Tiger Teams | • Deployments, Joint and Cross-Functional Exercises<br>• Quality of Analysis<br>• Career Broadening<br>• ECQ Development |
| **Enhanced Career Opportunities** | • Basic Leadership Training<br>• Defense Civilian Emerging Leader Program (DCLEP) | • Cross-Functional Rotational Assignments<br>• Career Broadening Positions | • Cross-Functional Positions<br>• Senior Developmental Education<br>• JDA-Leadership Focused |
| **Leadership Opportunities** | • Team Leader/Section Lead<br>• Civilian Leadership Development School | • Key Career Position (KCP) Assignment<br>• Mission-related courses<br>• Civilian Development Courses<br>• DoD Executive Leadership Development Program | • Key Career Position (KCP) Assignment<br>• Key Leadership Position (KLP) Assignment<br>• Enterprise Leadership Seminar (CDE)<br>• C&IT SES Development Cohort |
| **Position/ Assignments** | • Palace Acquire Intern (PAQ)<br>• Premiere College Interns Program (PCIP) | • Flight Lead<br>• Branch Chief<br>• Program/Requirements Manager<br>• Director of Operations | • Director • Deputy Director<br>• Division Chief • Deputy Division Chief<br>• Chief Information Officer (CIO)<br>• Chief Information Security Officer (CISO)<br>• Director of Enterprise IT |
| | Base/Squadron/Wing | Squadron/Group/Wing/Center/NAF/MAJCOM/COCOM | Wing/Center/NAF/MAJCOM/HAF/Joint |

| Core Analytic Competencies: Non-Supervisory | | | Core Analytic Competencies: Supervisory & Managerial | |
|---|---|---|---|---|
| • Engagement & Collaboration<br>• Critical Thinking & Synthesis<br>• Interpersonal Skills | • Exploring Alternatives<br>• Situational Awareness and Information Sharing<br>• Personal Leadership & Integrity | • Accountability for Results<br>• Technical Expertise<br>• Communication | • Engagement and Collaboration<br>• Communication<br>• Critical Thinking | • Developing Others<br>• Human Capitol Management<br>• Building and Leveraging Managerial Networks |

# C&IT Civilian Senior Executive (CSE) Development Program Cohort III

# Purpose

The DAF is committed to developing its workforce through structured processes, like Vectoring and Development Teams, offering opportunities for professional growth through Professional Military Education (PME) and leadership courses, and rotational opportunities with industry, and academia partners. While there is a management office that centrally manages General Officers, SES/SL, Colonels, and Chiefs, there is no equivalent structure supporting senior GS-14/15 across the DAF. To address this gap and cultivate a pool of candidates for future Enterprise and Functional Senior Leader roles, the C&IT Civilian Senior Executive Development Program was established.

# CSE Cohort III

- C&IT Functional Authority established pilot program in late 2023 (Cohort I)
  - Cohort I graduated 17 in April 2025; Cohort II graduated 11 in June 2026
  - Cohort III scheduled to commence Sept 2026
  - Cohort III opened to some GS-14's and equivalents
- Applied lessons learned, developed charter, and modified to 4 – 6 months per cohort
- Cohort program consists of:
  - Program Overview and Senior Executive Interview Basics
  - Technical Qualifications
  - Executive Qualifications
  - Senior Resume Development
  - Mock Interviews
  - Senior Executive Shadowing
  - Graduation

# Training Resources

# Project Objectives:
# Unlocking Our Training Potential

**Identify Underutilized Resources**

Pinpoint "free" training bundled with existing DAF software licenses and enterprise agreements.

**Enhance Workforce Readiness**

Equip C&IT personnel with essential skills in emerging and critical IT/Cyber domains.

**Improve Resource Utilization**

Ensure we are fully leveraging the training opportunities already purchased.

**Centralize & Communicate Availability**

Establish a clear, accessible mechanism to disseminate training information across the C&IT community.

# From Static Repository to Strategic Capability

**Original Requirement**

- Create a consolidated repository of free training resources to be hosted on the Career Field Team's SharePoint site.
- The Primary Question Addressed: *"What free training resources are available and where can I find them?"*
- Limitation: Static documents quickly become outdated "shelfware", create administrative burdens, and lack the dynamic searchability required by today's Airmen and Guardians.

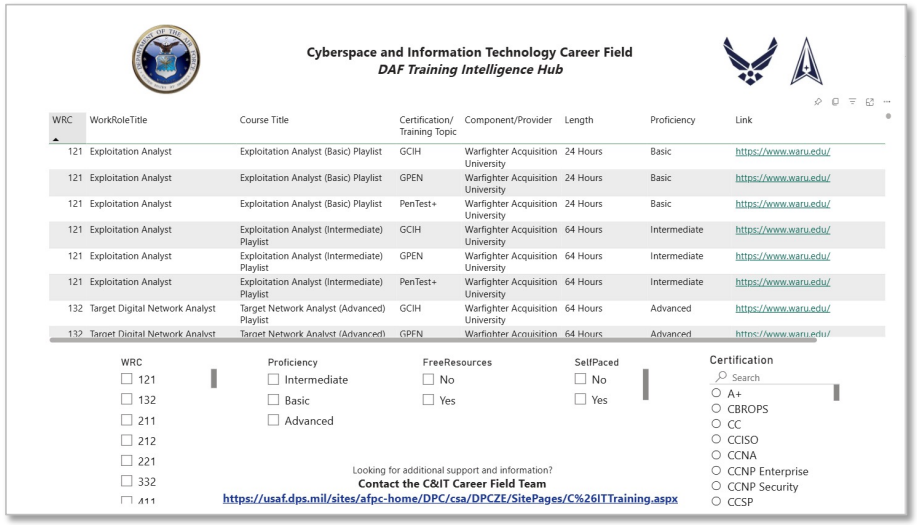
***We evolved the requirement from a static list into a dynamic, automated Power BI data model.***

**Solution Delivered**

- **Strategic Alignment**: Directly operationalizes the DoD Cyber Workforce Strategy (DoW) and Framework (DCWF). Advances DAF CIO and CNSF goals for **digital modernization** by enabling data-driven force development and intelligent talent management.
- **On-Demand Force Readiness**: Puts self-directed capability development directly in the warfighter's hands. Instantly maps raw training catalogs to specialized Work Role Codes (WRCs) to **accelerate Cyber Force Generation** (CFG).
  - *"I am a WRC 411. What Basic, Intermediate, or Advanced training is available to me right now?"*
  - *"I need my CISSP. What specific DAF platforms and catalogs offer free prep materials?"*
  - *"Which specific WRCs require or recommend a CISSP?"*
- **Fiscally Disciplined Innovation**: Fully leverages current DAF M365 G5 enterprise licensing to deliver a dynamic **enterprise-wide capability** with a zero-cost footprint and zero licensing friction.
- **Scalable Architecture**: Designed as an **adaptable, structured data model** engineered for rapid expansion, continuous relationship mapping, and immediate deployment of version 6.

# DAF Training Intelligence Hub

## Model 6



**Cyberspace and Information Technology Career Field**
***DAF Training Intelligence Hub***

| WRC | WorkRoleTitle | Course Title | Certification/ Training Topic | Component/Provider | Length | Proficiency | Link |
|---|---|---|---|---|---|---|---|
| 121 | Exploitation Analyst | Exploitation Analyst (Basic) Playlist | GCIH | Warfighter Acquisition University | 24 Hours | Basic | https://www.waru.edu/ |
| 121 | Exploitation Analyst | Exploitation Analyst (Basic) Playlist | GPEN | Warfighter Acquisition University | 24 Hours | Basic | https://www.waru.edu/ |
| 121 | Exploitation Analyst | Exploitation Analyst (Basic) Playlist | PenTest+ | Warfighter Acquisition University | 24 Hours | Basic | https://www.waru.edu/ |
| 121 | Exploitation Analyst | Exploitation Analyst (Intermediate) Playlist | GCIH | Warfighter Acquisition University | 64 Hours | Intermediate | https://www.waru.edu/ |
| 121 | Exploitation Analyst | Exploitation Analyst (Intermediate) Playlist | GPEN | Warfighter Acquisition University | 64 Hours | Intermediate | https://www.waru.edu/ |
| 121 | Exploitation Analyst | Exploitation Analyst (Intermediate) Playlist | PenTest+ | Warfighter Acquisition University | 64 Hours | Intermediate | https://www.waru.edu/ |
| 132 | Target Digital Network Analyst | Target Network Analyst (Advanced) Playlist | GCIH | Warfighter Acquisition University | 64 Hours | Advanced | https://www.waru.edu/ |
| 132 | Target Digital Network Analyst | Target Network Analyst (Advanced) | GPEN | Warfighter Acquisition | 64 Hours | Advanced | https://www.waru.edu/ |

WRC: 121, 132, 211, 212, 221, 332, 411

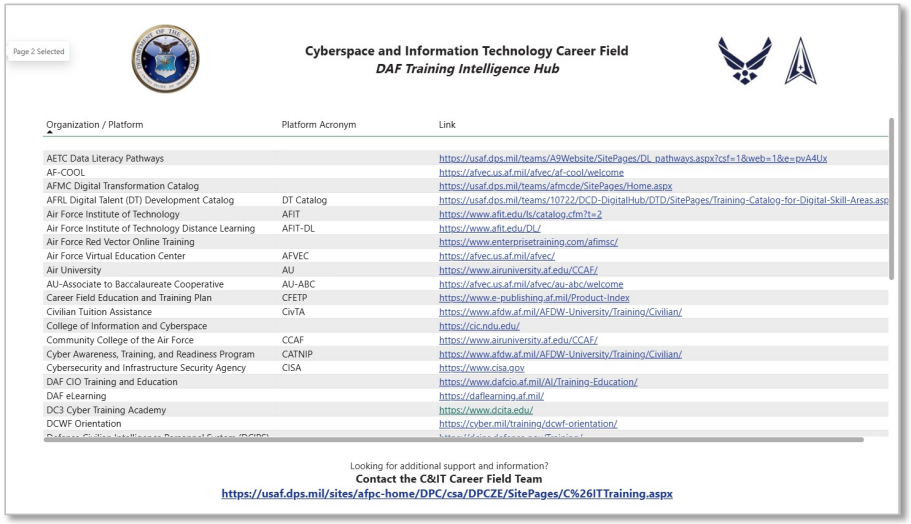
Proficiency: Intermediate, Basic, Advanced

FreeResources: No, Yes

SelfPaced: No, Yes

Certification: Search; A+, CBROPS, CC, CCISO, CCNA, CCNP Enterprise, CCNP Security, CCSP

Looking for additional support and information?
**Contact the C&IT Career Field Team**
https://usaf.dps.mil/sites/afpc-home/DPC/csa/DPCZE/SitePages/C%26ITTraining.aspx



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**Cyberspace and Information Technology Career Field**
***DAF Training Intelligence Hub***

| Organization / Platform | Platform Acronym | Link |
|---|---|---|
| AETC Data Literacy Pathways | | https://usaf.dps.mil/teams/A9Website/SitePages/DL_pathways.aspx?csf=1&web=1&e=pvA4Ux |
| AF-COOL | | https://afvec.us.af.mil/afvec/af-cool/welcome |
| AFMC Digital Transformation Catalog | | https://usaf.dps.mil/teams/afmcde/SitePages/Home.aspx |
| AFRL Digital Talent (DT) Development Catalog | DT Catalog | https://usaf.dps.mil/teams/10722/DCD-DigitalHub/DTD/SitePages/Training-Catalog-for-Digital-Skill-Areas.asp |
| Air Force Institute of Technology | AFIT | https://www.afit.edu/ls/catalog.cfm?t=2 |
| Air Force Institute of Technology Distance Learning | AFIT-DL | https://www.afit.edu/DL/ |
| Air Force Red Vector Online Training | | https://www.enterprisetraining.com/afimsc/ |
| Air Force Virtual Education Center | AFVEC | https://afvec.us.af.mil/afvec/ |
| Air University | AU | https://www.airuniversity.af.edu/CCAF/ |
| AU-Associate to Baccalaureate Cooperative | AU-ABC | https://afvec.us.af.mil/afvec/au-abc/welcome |
| Career Field Education and Training Plan | CFETP | https://www.e-publishing.af.mil/Product-Index |
| Civilian Tuition Assistance | CivTA | https://www.afdw.af.mil/AFDW-University/Training/Civilian/ |
| College of Information and Cyberspace | | https://cic.ndu.edu/ |
| Community College of the Air Force | CCAF | https://www.airuniversity.af.edu/CCAF/ |
| Cyber Awareness, Training, and Readiness Program | CATNIP | https://www.afdw.af.mil/AFDW-University/Training/Civilian/ |
| Cybersecurity and Infrastructure Security Agency | CISA | https://www.cisa.gov |
| DAF CIO Training and Education | | https://www.dafcio.af.mil/AI/Training-Education/ |
| DAF eLearning | | https://daflearning.af.mil/ |
| DC3 Cyber Training Academy | | https://www.dcita.edu/ |
| DCWF Orientation | | https://cyber.mil/training/dcwf-orientation/ |

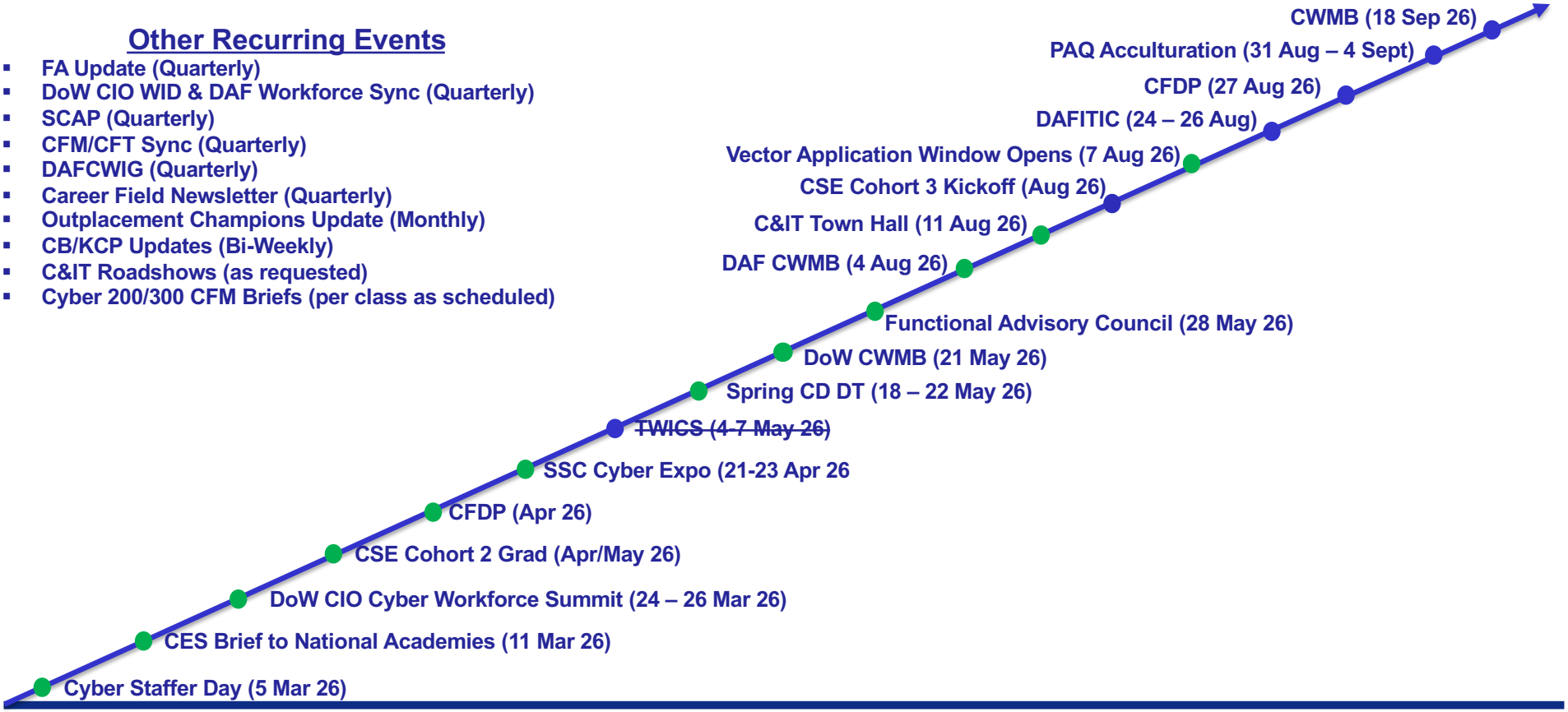
Looking for additional support and information?
**Contact the C&IT Career Field Team**
https://usaf.dps.mil/sites/afpc-home/DPC/csa/DPCZE/SitePages/C%26ITTraining.aspx

# Career Field Calendar

# Strategic Calendar (Mar – Sep 26)

## Other Recurring Events

- FA Update (Quarterly)
- DoW CIO WID & DAF Workforce Sync (Quarterly)
- SCAP (Quarterly)
- CFM/CFT Sync (Quarterly)
- DAFCWIG (Quarterly)
- Career Field Newsletter (Quarterly)
- Outplacement Champions Update (Monthly)
- CB/KCP Updates (Bi-Weekly)
- C&IT Roadshows (as requested)
- Cyber 200/300 CFM Briefs (per class as scheduled)




As of: 9/22/26

*One Team, One Fight!*

# What's on the Horizon

- Vectoring DT
- PAQ Acculturation (1-3 Sep 26, Patrick SFB, FL)
- DAFMAN 17-1305 Update
- TMF Update
- CYBERCOM 2.0
- CES update (FY26 NDAA Language)
- DoD 8140 Contractor Requirements
- Possible changes to DCWF
  - Data/AI, Intelligence, and Cyber Enablers
- FY27 LOE 3 Workforce Objectives (DAF CIO Strategy)
- New DoW Cyber Workforce Strategy
- Update to Civilian Development Portfolio for AY28 (January 2027 CD Call)

# How We Communicate

- **MyFSS Messages:**
  - Civilian Development opportunities
  - CB / KCP vacancies
  - Webinar / Webcast / All Call announcements & links
  - C&IT Quarterly Newsletter
  - **Most effective way to message all 11K C&IT civilians; Read them!**
- **CNSF Org Box**: SAF/CNSF C&IT Career Field Management Workflow, SAF.CNSF.Workflow@us.af.mil
  - Career Field can send questions and inquiries to the CFM, Associate CFM, and Force Development Team
- **C&IT CFT**: myCFT Portal is new inquiry tool; backup is the Org Box: afpc.cyberit.cft@us.af.mil
  - Career Field can send questions, inquiries, resume reviews, etc; C&IT CFT will respond within 3 business days
- **C&IT SharePoint:** Cyberspace & Information Technology (C&IT) Career Field Team (CFT)
  - Repository of C&IT Career Field information and briefings
- **C&IT CFT Facebook**: https://m.facebook.com/groups/206387277785340?group_view_referrer=profile_browser
  - C&IT CFT posts similar opportunities that are pushed via MyFSS
- **Webinars / Webcasts**: DPZCE - Cyberspace and Information Technology Career Field Team - (Ext) C&IT Media Library

# Civilian Career Field Leadership

## SAF/CN Team

- Career Field Functional Authority (SAF/CN) – Dr. Keith Hardiman (SES)
- DT Chair / Career Field Functional Manager (SAF/CN) – Mr. Francisco Salguero (SES)
- Career Field Manager (SAF/CNSF) – Mr. Anthony Dillard (KCP, GS-15)
- Associate Career Field Manager (SAF/CNSF) – Ms. Allyson Hill (Starts Sep 2026)
- Space Force CFM Liaison (SF/S6)– Ms. Desiree Lorell (NH-04)
- C&IT Career Field Data Analyst (SAF/CNSF) – Ms. Contina Featherstone (CB, GS-13)
- Contract Support (SAF/CNSF): Ms. Dana Lacy
- Org Box: SAF.CNSF.Workflow@us.af.mil

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## Career Field Team Chief (AFPC/DPZCE)

- Mr. Glenn De Guzman (CB, GS-14)

Mr. Roger Engle (CB, GS-13)
Mr. Daniel Pacomio (CB, GS-13)
Mr. James Moore (CB, GS-13)
Mr. Ian Salas (CB, GS-12)

Mr. Travis Craig (CB, GS-13)
Ms. Michelle Iglesias (CB, GS-13)
Mr. Brian Lile (CB, GS-12)
Mr. Gilbert Beavers Jr (CB, GS-12)

For any questions or assistance, please contact: afpc.cyberit.cft@us.af.mil

# QUESTIONS?

# BACKUPS

# C&IT Career Field Managed Series

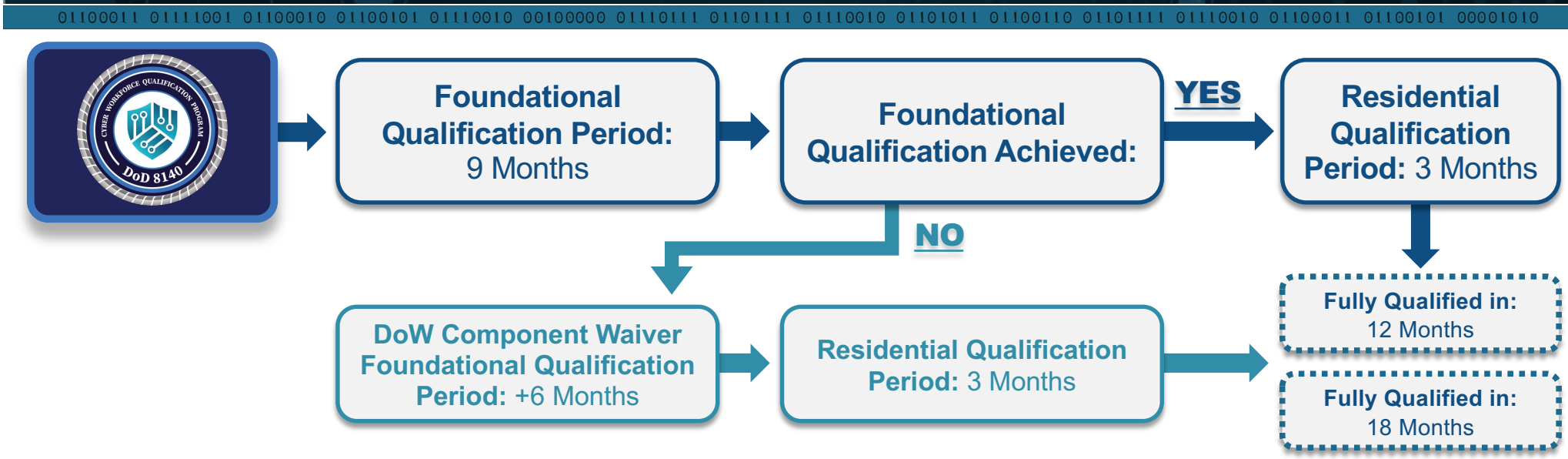
| Career Field Specific (Exclusive) | | | |
|---|---|---|---|
| 306 | Government Information | 1412 | Technical Information Services |
| 308 | Records and Information Management | 1654 | Printing Services |
| *332 | Computer Operation | *^2210 | Information Technology Management |
| *335 | Computer Clerk & Assistant | 2502 | Telephone Mechanic |
| 382 | Telephone Operating | 2504 | Wire Communications Cable Splicing |
| ^391 | Telecommunications | 3901 | Misc. Motion Picture Radio TV & Sound |
| 392 | General Telecommunications | 4417 | Offset Press Operating |
| 1083 | Technical Writing and Editing | *C&IT series not filled: 0350, 0356, 0390, 1386, 3940, 4401* | |
| 1087 | Editorial Assistance | | |

| Career Field General (Shared) | | | |
|---|---|---|---|
| 301 | Misc. Administration & Program | 1001 | General Arts and Information |
| 303 | Misc. Clerk & Assistant | 1082 | Writing and Editing |
| 343 | Management & Program Analysis | 1411 | Library Technician |
| 344 | Management Clerical and Assistance | ^1515 | Operations Research |
| 854 | Computer Engineering | *^1550 | Computer Science |
| ^855 | Electronics Engineering | 1560 | Data Science |
| 856 | Electronics Technical | 2604 | Electronics Mechanic |

**Total Cyber & IT Population – 11,104 civilians**

# DoD 8140 CWQP Qualification & Reporting Desk Guide



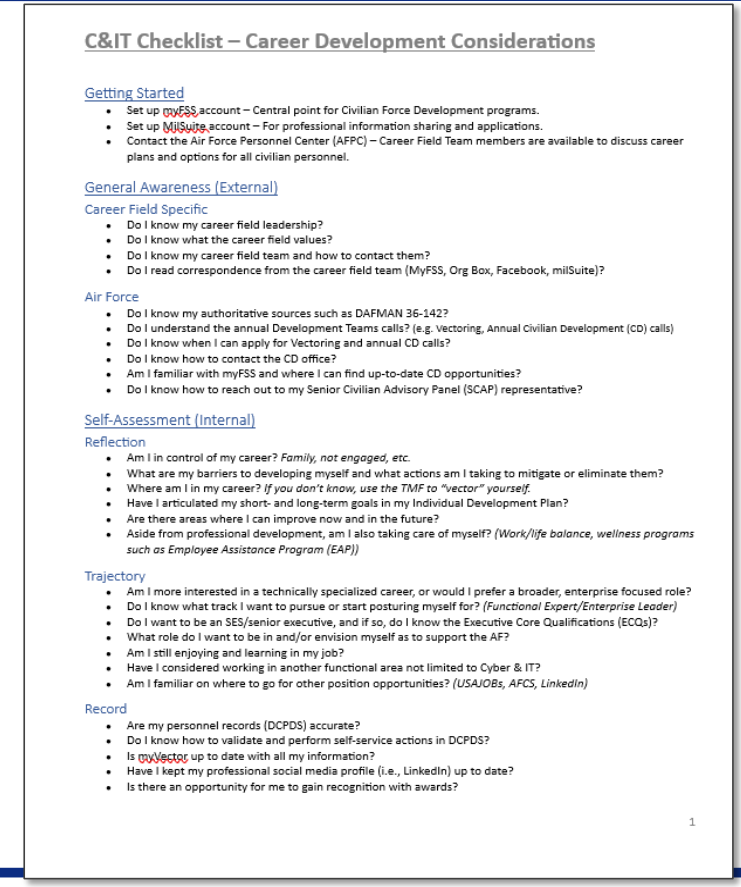

**ANNUAL REPORTING**

DoW Components report on applicable DCWF workforce element qualifications annually via DoD 8140 required data fields in accordance with DoDM 8140.03.

**RESIDENTIAL QUALIFICATION**

Residential qualification may be pursued concurrently while obtaining foundational qualification. Contractors are not required to meet residential qualification requirements, unless the OSW or DoW Component requires it, and contract language indicates the requirement.

# Civilian Career Checklist



## C&IT Checklist – Career Development Considerations

### Getting Started

- Set up myFSS account – Central point for Civilian Force Development programs.
- Set up MilSuite account – For professional information sharing and applications.
- Contact the Air Force Personnel Center (AFPC) – Career Field Team members are available to discuss career plans and options for all civilian personnel.

### General Awareness (External)

#### Career Field Specific

- Do I know my career field leadership?
- Do I know what the career field values?
- Do I know my career field team and how to contact them?
- Do I read correspondence from the career field team (MyFSS, Org Box, Facebook, milSuite)?

#### Air Force

- Do I know my authoritative sources such as DAFMAN 36-142?
- Do I understand the annual Development Teams calls? (e.g. Vectoring, Annual Civilian Development (CD) calls)
- Do I know when I can apply for Vectoring and annual CD calls?
- Do I know how to contact the CD office?
- Am I familiar with myFSS and where I can find up-to-date CD opportunities?
- Do I know how to reach out to my Senior Civilian Advisory Panel (SCAP) representative?

### Self-Assessment (Internal)

#### Reflection

- Am I in control of my career? *Family, not engaged, etc.*
- What are my barriers to developing myself and what actions am I taking to mitigate or eliminate them?
- Where am I in my career? *If you don't know, use the TMF to "vector" yourself.*
- Have I articulated my short- and long-term goals in my Individual Development Plan?
- Are there areas where I can improve now and in the future?
- Aside from professional development, am I also taking care of myself? *(Work/life balance, wellness programs such as Employee Assistance Program (EAP))*

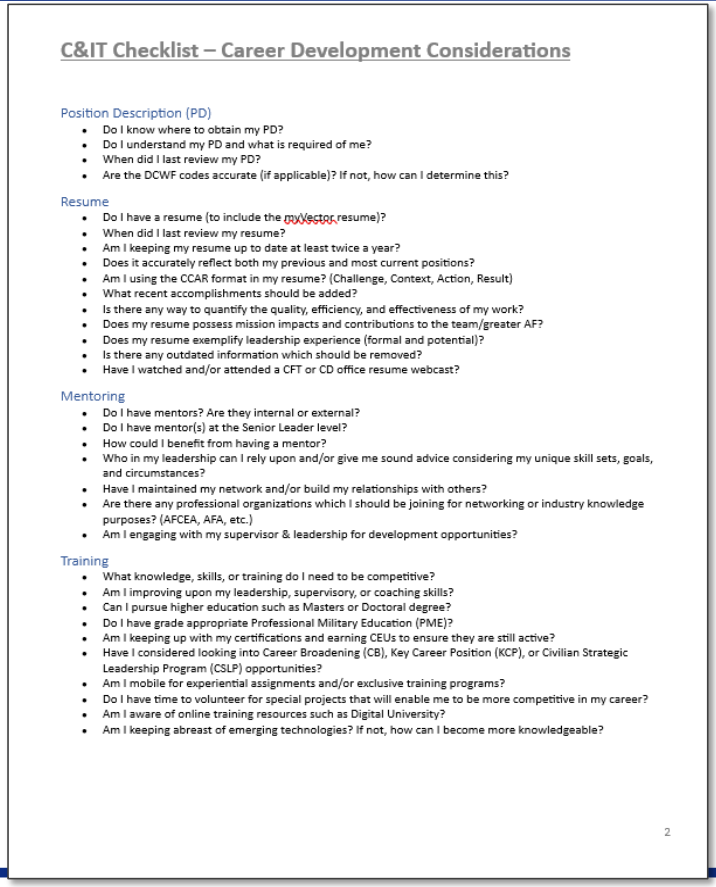
#### Trajectory

- Am I more interested in a technically specialized career, or would I prefer a broader, enterprise focused role?
- Do I know what track I want to pursue or start posturing myself for? *(Functional Expert/Enterprise Leader)*
- Do I want to be an SES/senior executive, and if so, do I know the Executive Core Qualifications (ECQs)?
- What role do I want to be in and/or envision myself as to support the AF?
- Am I still enjoying and learning in my job?
- Have I considered working in another functional area not limited to Cyber & IT?
- Am I familiar on where to go for other position opportunities? *(USAJOBs, AFCS, LinkedIn)*

#### Record

- Are my personnel records (DCPDS) accurate?
- Do I know how to validate and perform self-service actions in DCPDS?
- Is myVector up to date with all my information?
- Have I kept my professional social media profile (i.e., LinkedIn) up to date?
- Is there an opportunity for me to gain recognition with awards?

1



## C&IT Checklist – Career Development Considerations

### Position Description (PD)

- Do I know where to obtain my PD?
- Do I understand my PD and what is required of me?
- When did I last review my PD?
- Are the DCWF codes accurate (if applicable)? If not, how can I determine this?

### Resume

- Do I have a resume (to include the myVector resume)?
- When did I last review my resume?
- Am I keeping my resume up to date at least twice a year?
- Does it accurately reflect both my previous and most current positions?
- Am I using the CCAR format in my resume? (Challenge, Context, Action, Result)
- What recent accomplishments should be added?
- Is there any way to quantify the quality, efficiency, and effectiveness of my work?
- Does my resume possess mission impacts and contributions to the team/greater AF?
- Does my resume exemplify leadership experience (formal and potential)?
- Is there any outdated information which should be removed?
- Have I watched and/or attended a CFT or CD office resume webcast?

### Mentoring

- Do I have mentors? Are they internal or external?
- Do I have mentor(s) at the Senior Leader level?
- How could I benefit from having a mentor?
- Who in my leadership can I rely upon and/or give me sound advice considering my unique skill sets, goals, and circumstances?
- Have I maintained my network and/or build my relationships with others?
- Are there any professional organizations which I should be joining for networking or industry knowledge purposes? (AFCEA, AFA, etc.)
- Am I engaging with my supervisor & leadership for development opportunities?

### Training

- What knowledge, skills, or training do I need to be competitive?
- Am I improving upon my leadership, supervisory, or coaching skills?
- Can I pursue higher education such as Masters or Doctoral degree?
- Do I have grade appropriate Professional Military Education (PME)?
- Am I keeping up with my certifications and earning CEUs to ensure they are still active?
- Have I considered looking into Career Broadening (CB), Key Career Position (KCP), or Civilian Strategic Leadership Program (CSLP) opportunities?
- Am I mobile for experiential assignments and/or exclusive training programs?
- Do I have time to volunteer for special projects that will enable me to be more competitive in my career?
- Am I aware of online training resources such as Digital University?
- Am I keeping abreast of emerging technologies? If not, how can I become more knowledgeable?

2

# *2026 Vectoring Cycle Eligible Population*

| | |
|---|---|
| **GS-11** | **1614** |
| **GS-12** | **3631** |
| **GS-13** | **2889** |
| **GS-14** | **906** |
| **GS-15** | **331** |
| **TOTAL** | **9371** |

# Vectoring
# Eligible Population / Applicants

| 2025 | GS-15 | GS-14 | GS-13 | GS-12 | GS-11 | Total |
|---|---|---|---|---|---|---|
| Eligible Population | 386 | 1028 | 3043 | 4211 | 1817 | 10485 |
| Number of Packages | 13 | 38 | 62 | 64 | 26 | **203** |
| % of Eligible Population | 3.4% | 3.5% | 2.1% | 1.5% | 1.5% | **1.9%** |

| Historical Comparison | | | |
|---|---|---|---|
| | 2023 | 2024 | 2025 |
| Applications Started | 548 | 748 | 699 |
| Packages Received | 260 | 257 | 203 |

| Historical Comparison by Grade | | | | |
|---|---|---|---|---|
| | 2022 ***163*** | 2023 ***260*** | 2024 ***257*** | 2025 ***203*** |
| **GS-11** | N/A | N/A | 24 | 26 |
| **GS-12** | 52 | 107 | 91 | 64 |
| **GS-13** | 65 | 72 | 63 | 62 |
| **GS-14** | 38 | 64 | 60 | 38 |
| **GS-15** | 8 | 17 | 19 | 13 |

# Program Schedule

**Program Schedule:**

| Topic | Schedule |
|---|---|
| Program Overview and Senior Executive Interview Basics | Month 1 |
| Technical Qualifications | Month 2 |
| Executive Core Qualifications | Month 3 |
| Senior Resume Development | Month 4 |
| Mock Interviews | Throughout Months 1-4 |
| Shadowing | Throughout Months 1-4 |
| Graduation | Scheduled at conclusion of the above |

# New OPM SES Executive Core Qualifications (ECQ's)

**Driving Efficiency:** Demonstrated ability to strategically and efficiently manage resources, budget effectively, cut wasteful spending, and pursue efficiency through process and technological upgrades.

Sub-Competencies

Fiscal Responsibility: Strategically manages, allocates and monitors financial resources. Aligns priorities and initiatives to justify budget proposals. Monitors expenditures, cuts unnecessary costs, and uses cost-benefit analysis to set priorities.

**Managing Resources:** Manages resources efficiently and effectively based on current and projected organizational goals, skills, budget considerations, and staffing needs.

**Leveraging Technology:** Explores emerging technology and potential applications. Incorporates technology to enhance efficiency and achieve results. Ensures access to and security of technology systems.

**Merit and Competence:** Demonstrated knowledge, ability, and technical competence to effectively and reliably produce work that is of exceptional quality.

Sub-Competencies

Technical Skill: Possesses the requisite technical knowledge and subject matter expertise to consistently produce timely, high-quality work. Is considered a strong contributor in his or her domain.

**Problem Solving:** Engages in critical and data-driven thinking when diagnosing root causes and evaluating options. Identifies and promptly addresses the most pressing, high-priority problems.

**Agility and Resilience:** Anticipates and adapts to change, new ideas, new information, and new conditions. Is committed to continuous improvement. Deals effectively with pressure and remains optimistic and persistent, even under adversity.

**Leading People:** Demonstrated ability to lead and inspire a group toward meeting the organization's vision, mission, and goals, and to drive a high-performance, high-accountability culture. This includes, when necessary, the ability to lead people through change and to hold individuals accountable.

Sub-Competencies

Accountability: Ensures that employees are appropriately recruited, selected, appraised, trained, and retained. Takes swift action to address performance- or conduct-based deficiencies in employees supervised. Holds self and others accountable for measurable high-quality, timely, and cost-effective results.

**Developing Others:** Recognizes and rewards outstanding achievement in others. Develops the ability of others to perform and contribute to the organization by providing opportunities to learn through formal and informal methods. Cultivates a dynamic environment in which employees are not afraid to make mistakes.

**Executive Judgement:** Makes well-reasoned, timely, and effective decisions and considers short- and long-term implications. Communicates effectively with stakeholders across all organizational levels, sharing and guarding information where appropriate.

**Achieving Results:** Demonstrated ability to achieve both individual and organizational results, and to align results to stated goals from superiors.

Sub-Competencies

Operational Mindset: Effectively translates strategies into actionable steps and processes. Partners effectively with stakeholders to drive adoption and addresses blockers to ensure successful implementation.

**Innovation:** Applies creativity to improving products and processes, challenges convention, takes measured risks, and considers ways to simplify and remove unnecessary requirements.

**Strategic Thinking:** Formulates objectives and priorities and implements plans consistent with the long-term interests of the organization by evaluating conditions, resources, capabilities, constraints, and organizational goals and values.