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Operationalizing Workforce Data for Multi-Domain Readiness

DAFITC 2025 | Track 4

“Semper Supra”



Setting the Stage

Why workforce data matters in multi-domain operations

- Readiness now depends on integrated talent across cyber, AI, data, and software.
- Workforce intelligence enables agile mission support in contested environments.

Policy & Framework Alignment

- **DoD Cyber Workforce Strategy (2023–2027)** + Implementation Plan: Executing 38 initiatives to identify, develop, and retain talent across emerging domains.
- **DoD 8140.03**: Framework for role coding, qualification, and training alignment.
- **OSD FY2026–2030 IT Modernization Roadmap**: Highlights systemic digital infrastructure gaps and modernization priorities that workforce reform must address.

Mission Connection

- USSF mission alignment: “Beyond Cyber” — talent as a cross-domain readiness driver.

DoD Cyber Workforce
Strategy (2023–2027)



DoD 8140.03



OSD FY2026–2030 IT
Modernization Roadmap



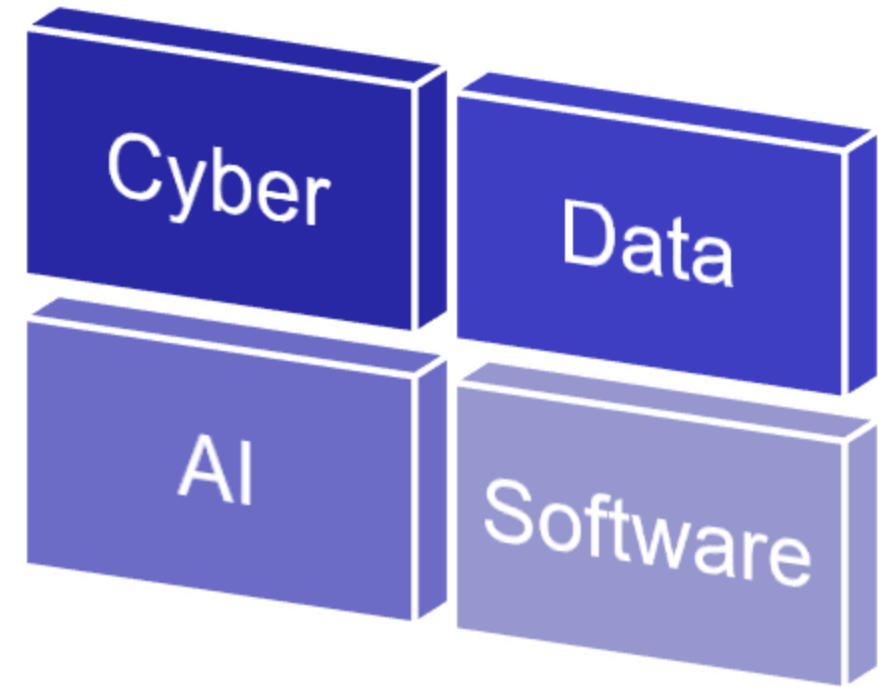


The Challenge

- **Fragmented role coding** across DCWF, PDs, UMD, MyVector, Advana.
- **Mismatches** in coding drive training misalignment and readiness risk.
- **Example:** AI or software talent buried in cyber-only billets.

Ground Truth Working Groups

- GT I–IV mapped billet data from UMD to enterprise systems.
- Identified gaps & readiness impacts.
- Ownership must reside at functional level.



Fixing the Pipeline

- SEIs for Software, AI, and Data under development.
 - STARCOM Maj Hubert PoC
- Digital U and AI nano-degree pilots integrated with billet coding.
- Incentives linked to targeted skill acquisition.





Future Vision

- **FY26: Baseline billet mapping**
- **FY27: future aspiration automation and AI fluency tracking**
- **Call to action:**





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Q&A / Contact

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- **System integration**
 - **DCWF Role Overview**
 - **Policy References**



- Accurate, aligned workforce data is not an administrative product, it is a readiness power.



Strategic Wins and Lessons

- Billet-role classification reform underway.
- Proposed domain classification expansion to include AI and Data.
- Field empowerment through clear policy and operational training.