

Department of the Air Force

Cyberspace and Information Technology Career Field Update



**Mr. Anthony O. Dillard, GS-15, SAF/CN
Career Field Manager (CFM)
Cyber & IT Roadshow Brief – Robins AFB**



Overview

-
- **Civilian Career Field Leadership**
 - **Career Field Governance**
 - **Talent Management Framework (TMF)**
 - **DoD Cyber Workforce Management Framework (DCWF)**
 - **DoD 8140**
 - **Cyber Excepted Service (CES)**
 - **Other Big Rocks**
 - **Civilian Basics**
 - **How We Communicate**
 - **Questions**
-

Cyberspace and IT Functional Leadership



Functional Authority (FA)
Ms. Venice M. Goodwine, SES

DAF Chief Information Officer (SAF/CN)



Functional Manager (FM) & Developmental Team (DT) Chair
Dr. Keith L. Hardiman, SES

Director, Enterprise IT (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 (Acting)
Mr. Roy D. Hale, GS-14

Chief, Civilian Career Field Team



Career Field Leadership Role and YOU

- **How are WE supporting YOU**

- Oversight for overall C&IT talent management including force renewal, force development, and force management
- Your Voice and Advocate with SECAF, USECAF, and CSAF

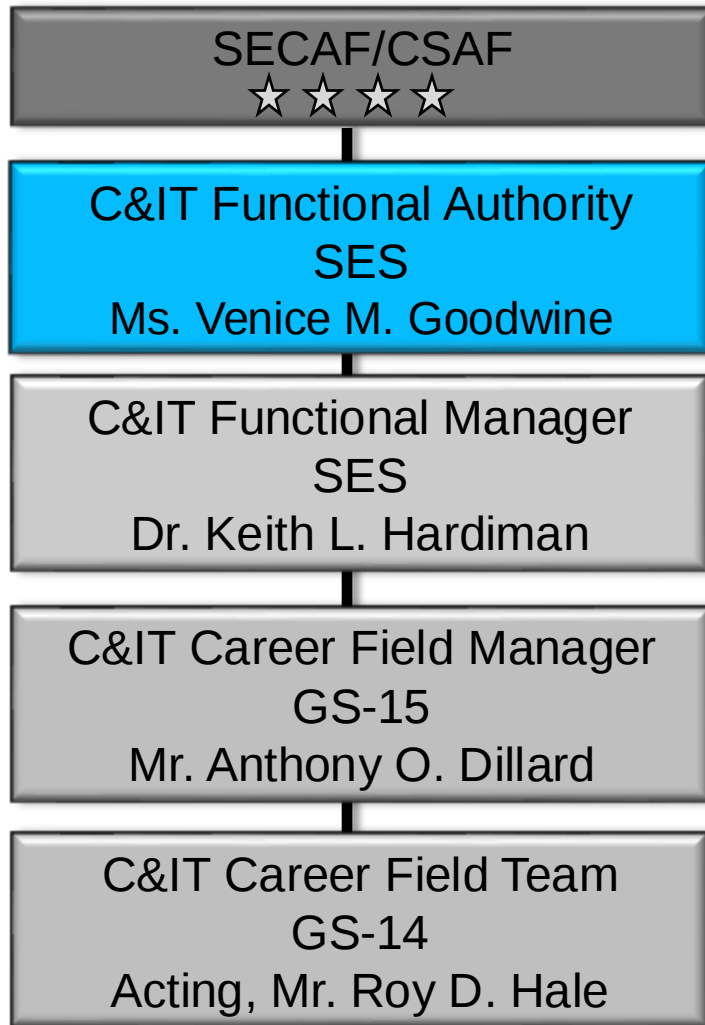
- **What should YOU do**

- Take Charge of YOUR career (Vectoring)
- Engage with all available resources
 - Supervisors/Chain of Command
 - Career Field Manager and Career Field Team
 - Mentor(s)

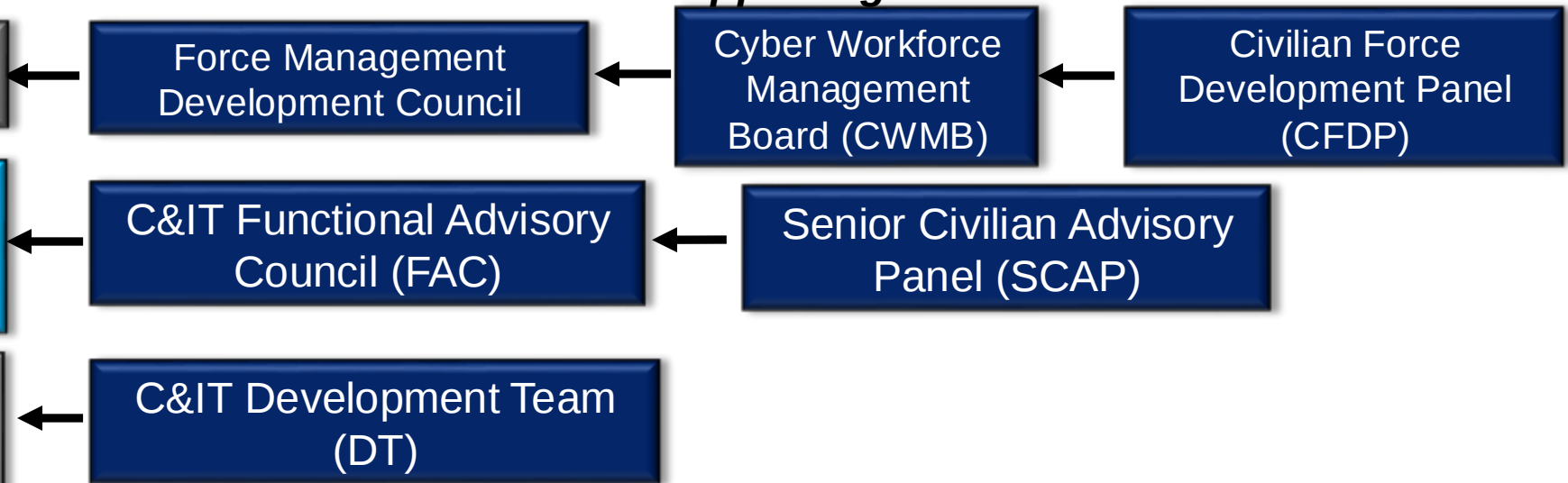


C&IT Civilian Force Management

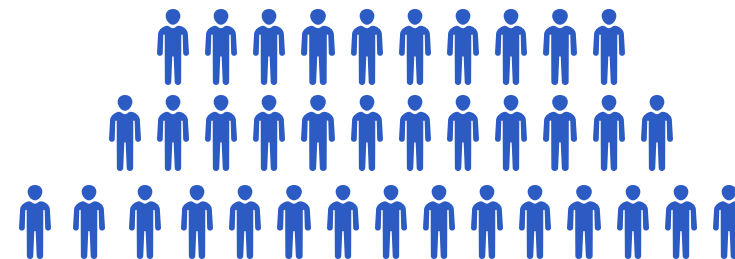
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Governance & Supporting Forums



C&IT CIVILIAN WORKFORCE





C&IT Career Field Health of the Force (DAF Civilian)

Overview

- Total of 315 positions in Cyber Excepted Service (CES). 268 C&IT CES positions - DAF
- Vacancies per month (3 Month Average): Cyber & IT CF ~1.4K, 2210 Series ~960
- Average ~180-200 allocations per year for intern programs (PCIP & PAQ)
- Strong Developmental Program: AY24 118 candidates selected (91.5% selection rate)
- Strong Career Broadening/Key Career Program: FY24, 39 CB / 54 KCP positions

GRADE	GS-10/Below	GS-11	GS-12	GS-13	GS-14	GS-15/SES
Cyberspace & Information Technology Civilians: 12,014	1521 (13%)	1920 (16%)	4188 (35%)	2922 (25%)	965 (8%)	340 (3%)
Mission Critical Occupational Series Mandated DCWF Series (Filled / Vacant)	GS-10/Below	GS-11	GS-12	GS-13	GS-14	GS-15
332 Computer Operations	5 / 2	1 / 0	0 / 0	0 / 0	0 / 0	0 / 0
335 Computer Clerk	306 / 31	4 / 0	0 / 0	0 / 0	0 / 0	0 / 0
1550 Computer Scientist	16 / 3	12 / 2	24 / 3	66 / 3	21 / 6	15 / 2
2210 IT Specialist	585 / 79	1392 / 157	3489 / 338	2191 / 282	716 / 114	228 / 14
391 Telecommunications	144 / 23	287 / 26	317 / 31	220 / 9	42 / 9	19 / 0
855 Electrical Engineer	4 / 1	2 / 2	15 / 0	135 / 12	52 / 4	14 / 0

Challenges:

- Talent Management: attract, train, develop, and retain talent / Limited Recruitment, Relocation, and Retention (3R's) funding
- Identify critical skillsets and work roles of critical need: AI/ML, Data, Cloud, DevSecOps, Agile, Zero Trust

Actions:

- Publish Talent Management Framework / development paths for Functional Experts and Enterprise Leaders
- Targeted development and recruiting; Maximize utilization of hiring authorities, flexibilities, and benefits / Expand CES Inclusion
- Continue Defense Cyber Workforce Framework (DCWF) remediation
- Implement DoD Cyber Workforce Strategy Implementation Plan, Implement DAF 8140 Implementation Policy



C&IT Career Field Health of the Force (USAF Civilian)

Overview

- Total of 261 C&IT positions in Cyber Excepted Service (CES) - USAF
- Vacancies per month (3 Month Average): Cyber & IT CF ~1.3K, 2210 Series ~950
- Average ~180-200 allocations per year for intern programs (PCIP & PAQ)
- Strong Developmental Program: AY24 114 candidates selected (95% selection rate)
- Strong Career Broadening/Key Career Program: FY24, 39 CB / 43 KCP positions

GRADE	GS-10/Below	GS-11	GS-12	GS-13	GS-14	GS-15/SES
Cyberspace & Information Technology Civilians: 10,995	1408 (13%)	1803 (16%)	3865 (35%)	2691 (24%)	902 (8%)	326 (3%)
Mission Critical Occupational Series Mandated DCWF Series (Filled / Vacant)	GS-10 / Below	GS-11	GS-12	GS-13	GS-14	GS-15
332 Computer Operations	2 / 1	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
335 Computer Clerk	291 / 30	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
1550 Computer Scientist	16 / 2	12 / 0	23 / 2	65 / 3	19 / 7	13 / 2
2210 IT Specialist	570 / 72	1340 / 147	3321 / 330	2065 / 274	677 / 98	209 / 24
391 Telecommunications	85 / 13	228 / 15	190 / 19	132 / 11	27 / 4	13 / 0
855 Electrical Engineer	4 / 0	2 / 2	11 / 0	129 / 11	52 / 4	13 / 0



C&IT Career Field Health of the Force (USSF Civilian)

Overview

- Total of 7 C&IT positions in Cyber Excepted Service (CES) - USSF
- Vacancies per month (3 Month Average): Cyber & IT CF ~100, 2210 Series ~35
- Average ~180-200 allocations per year for intern programs (PCIP & PAQ)
- Developmental Program: AY24 4 candidates selected (100% selection rate)
- Strong Career Broadening/Key Career Program: FY24, 0 CB / 11 KCP positions

GRADE	GS-10/Below	GS-11	GS-12	GS-13	GS-14	GS-15/SES
Cyberspace & Information Technology Civilians: 879	113 (13%)	117 (13%)	323 (37%)	231 (26%)	63 (7%)	32 (4%)
Mission Critical Occupational Series Mandated DCWF Series (Filled / Vacant)	GS-10 / Below	GS-11	GS-12	GS-13	GS-14	GS-15
332 Computer Operations	3 / 1	1 / 0	0 / 0	0 / 0	0 / 0	0 / 0
335 Computer Clerk	15 / 1	0 / 0	0 / 0	0 / 0	0 / 0	0 / 0
1550 Computer Scientist	0 / 0	0 / 0	1 / 0	1 / 0	2 / 0	2 / 0
2210 IT Specialist	15 / 2	52 / 4	168 / 15	126 / 13	39 / 4	19 / 2
391 Telecommunications	59 / 12	59 / 9	127 / 12	88 / 14	15 / 4	6 / 2
855 Electrical Engineer	0 / 0	0 / 1	4 / 1	6 / 0	0 / 0	1 / 0



C&IT Career Field Managed Series

(current as of August 2024)

Career Field Specific (Exclusive)

306	Government Information	121	1.0%	1412	Technical Information Services	8	0.07%
308	Records and Information Management	43	0.36%	1654	Printing Services	11	0.09%
*332	Computer Operation	6	0.05%	*^2210	Information Technology Management	8601	71.60%
*335	Computer Clerk & Assistant	310	2.58%	2502	Telephone Mechanic	30	0.25%
382	Telephone Operating	8	0.07%	2504	Wire Communications Cable Splicing	83	0.69%
^391	Telecommunications	1029	8.57%	3901	Misc. Motion Picture Radio TV & Sound	1	0.01%
392	General Telecommunications	5	0.04%	4417	Offset Press Operating	1	0.01%
1083	Technical Writing and Editing	82	0.69%	C&IT series not filled: 0350, 0356, 0390, 1386, 3940, 4401			
1087	Editorial Assistance	14	0.12%				

Career Field General (Shared)

301	Misc. Administration & Program	573	4.77%	1001	General Arts and Information	10	0.08%
303	Misc. Clerk & Assistant	108	0.90%	1082	Writing and Editing	14	0.12%
343	Management & Program Analysis	294	2.45%	1411	Library Technician	9	0.07%
344	Management Clerical and Assistance	32	0.27%	^1515	Operations Research	20	0.17%
854	Computer Engineering	78	0.65%	*^1550	Computer Science	154	1.29%
^855	Electronics Engineering	222	1.85%	1560	Data Science	14	0.12%
856	Electronics Technical	71	0.59%	2604	Electronics Mechanic	25	0.21%

*Mandated DCWF Coded Series: 9071, 75.5%

^Mission Critical Occupations: 10026, 83.5%

Total Cyber & IT Population - 12,014 civilians



What We Value

CAREER FIELD DIVERSITY

The combination of backgrounds, attributes, and cultures in our Total Force that are consistent with our values and reflective of the nation we serve, which together bolster innovation, drive operational excellence, and enhance readiness.

LEADERSHIP

Proven ability to lead in demanding and dynamic environments in positions with increasing leadership responsibilities.

PERFORMANCE

Demonstrating outstanding contributions to mission success through successful accomplishments of responsibilities and task.

EDUCATION

Continuous learning and training through Formal, Developmental, and Professional Education that builds on knowledge of cyber domain, leadership capabilities, and enhances understanding of cyber concepts.

EXPERIENCE

Deep and broad experiential base that includes a familiarity with and perspective of the multiple aspects of the specialty and the proficiency to deal with a variety of challenges.



Development Teams (DT)

■ **C&IT Fall Vectoring DT**

- Late July: Advertise vectoring window & training sessions (myFSS)
- Aug 2024: Vectoring webcasts – four (4) sessions scheduled
- 03 Sep – 04 Oct 2024: Applicant Window
- 03 Sep – 11 Oct 2024: Endorser Window
- 28 Oct – 01 Nov 2024: In-person Vectoring DT Panel (Vectored 163 packages)
- Dec 2024: Vectoring Feedback released

■ **Civilian Development DT**

- Jan – Feb 2025: Civilian Development (CD) Call Released
 - 19 -23 May 2025: C&IT CD Development Team Meets
 - Summer 2025: AF Board meets for CD & CSLP Program Selections
 - Sept 2025: Public release of AF CD & CSLP results and CFT provides feedback to all AF Board non-selects
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C&IT AY25 Civilian Development

- **Cyber & IT Career Field**
 - **Applications: 566 (30.41% Increase)**
 - **Applications Approved by CD Office: 411 (17.43% Increase)**
 - **Total Applicants: 270 (20.54% Increase)**
- **Selections announced late Aug/early Sep**



Fall Vectoring Development Team (DT)

- **GS-11-15 Fall Vectoring DT: 28 Oct – 1 Nov 2024**
 - 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: 3 Sept - 4 Oct 24**
- **Endorser Window: 3 Sept – 11 Oct 24**
- **AUGUST 2024: Vectoring Webcasts – four (4) sessions scheduled (*myFSS message: 5 Aug 24*)**
 - 13 AUG, TUES (1100-1200 CST)
 - 13 AUG, TUES (1500-1600 CST)
 - 22 AUG, THURS (0700-0800 CST)
 - 29 AUG, THURS (1700-1800 CST)

Take Charge of Your Career: Functional Expert or Enterprise Leader



Fall Vectoring Development Team (DT) (cont.)

Although the vectoring application window will not open until 03 Sep 2024, you can prepare now by doing the following:

- Visit [MyVector](#) to register
- Refine your resume via the CCAR (Context - Challenges - Actions – Results) method to show off your driven outcomes, impacts and accomplishments.
- Clarify your short-term and long-term goals to help tell DT Panel what you want to do with your career.
- Engage with supervisors and endorsers to receive meaningful endorsements that go beyond mere words, stratifying you amongst your peers.



Talent Management Framework (TMF)



Talent Management Framework

- Signed by Functional Authority 1 May 2024
- TMF can be found in the Cyber & IT MilSuite site:
<https://www.milsuite.mil/book/docs/DOC-1321253>

“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.”



How to Use the TMF

- The C&IT TMF is an actionable and evolving guide to assist the DAF civilian workforce successfully manage and direct their career progress.
 - First, identify where you are in your career and choose your career goals and objectives. After deciding your career goals, determine the gaps and develop a plan to action to close those gaps.
 - Second, select the appropriate development path, Functional Expert or Enterprise Leader.
 - Third, identify the skills and knowledge required for your chosen development path. Check position for DoD Cyber Workforce Framework (DCWF) codes as these codes will inform your training and qualification requirements.
 - Fourth, take action by reviewing and applying through all available resources for developmental opportunities in education, training, development, and experiential assignments. Engage in routine conversation with your supervisor and mentors.
 - Finally, continuously reevaluate and adjust. The TMF is instrumental in identifying upcoming educational, training, and experiential opportunities such as rotational assignments, deployments, and civilian developmental education programs.



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 DCLEP BDE*	DTLC IDE* Cyber 190/200 Leadership Training Emerging Technologies AFT KCP	Cyber 300 Emerging Technologies AFT SDE* Cyber 400
Education/ Training/ Certification	- Associate/Bachelors - Cyber Analysis and Functional Courses - Mission-specific Cyber Formal Training - Functional Certifications: SEC+, Network+, etc. - Basic Developmental Education (BDE)* - Acquisition Level 1	- Bachelors/Masters - Technical Certifications: CISM, CISSP, etc. - Professional Military Education (PME)* - Emerging Technologies Courses (AFIT) - Intermediate Developmental Education (IDE)* - Acquisition Level 2 - Cyber 190/200	- Masters/PhD - Technical Certifications - Professional Military Education (PME)* - College of Information and Cyberspace - Senior Leader/Executive Development - Acquisition Level 3 - Cyber 300, Cyber 400
Experience	- Tactical Exercises - Technical and Operational Experience - Deployments	- Exercises and Special Projects - Local Rotational Assignment/CSTEP - Working Groups/Tiger Teams	- Cross-Functional Exercises - Quality of Analysis - Joint Experience
Enhanced Career Opportunities	- Basic Leadership Training - Defense Civilian Emerging Leader Program (DCLEP)	- Cross-Functional Rotational Assignments - Career Broadening Positions	- Functional Expertise Positions - Senior Developmental Education (SDE) - JDA-Leadership Focused
Leadership Opportunities	- Team Leader/Section Lead - Civilian Leadership Development School	- Key Career Position (KCP) Assignment - Mission-related courses - Civilian Development Courses	Key Leadership Position (KLP) Assignment
Position/ Assignments	- Palace Acquire Intern (PAQ) - Premiere College Interns Program (PCIP)	- Flight Lead - Branch Chief - Program/Requirements Manager - Director of Operations	- Director - Deputy Director - Division Chief - Deputy Division Chief - Chief Architect - Chief Data Officer (CDO) - Chief Experience Officer (CXO) - 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 - Critical Thinking & Synthesis - Interpersonal Skills	- Exploring Alternatives - Situational Awareness and Information Sharing - Personal Leadership & Integrity	- Accountability for Results - Technical Expertise - Communication
			- Engagement and Collaboration - Communication - Critical Thinking
			- Developing Others - Human Capital Management - Building and Leveraging Managerial Networks

*Optional

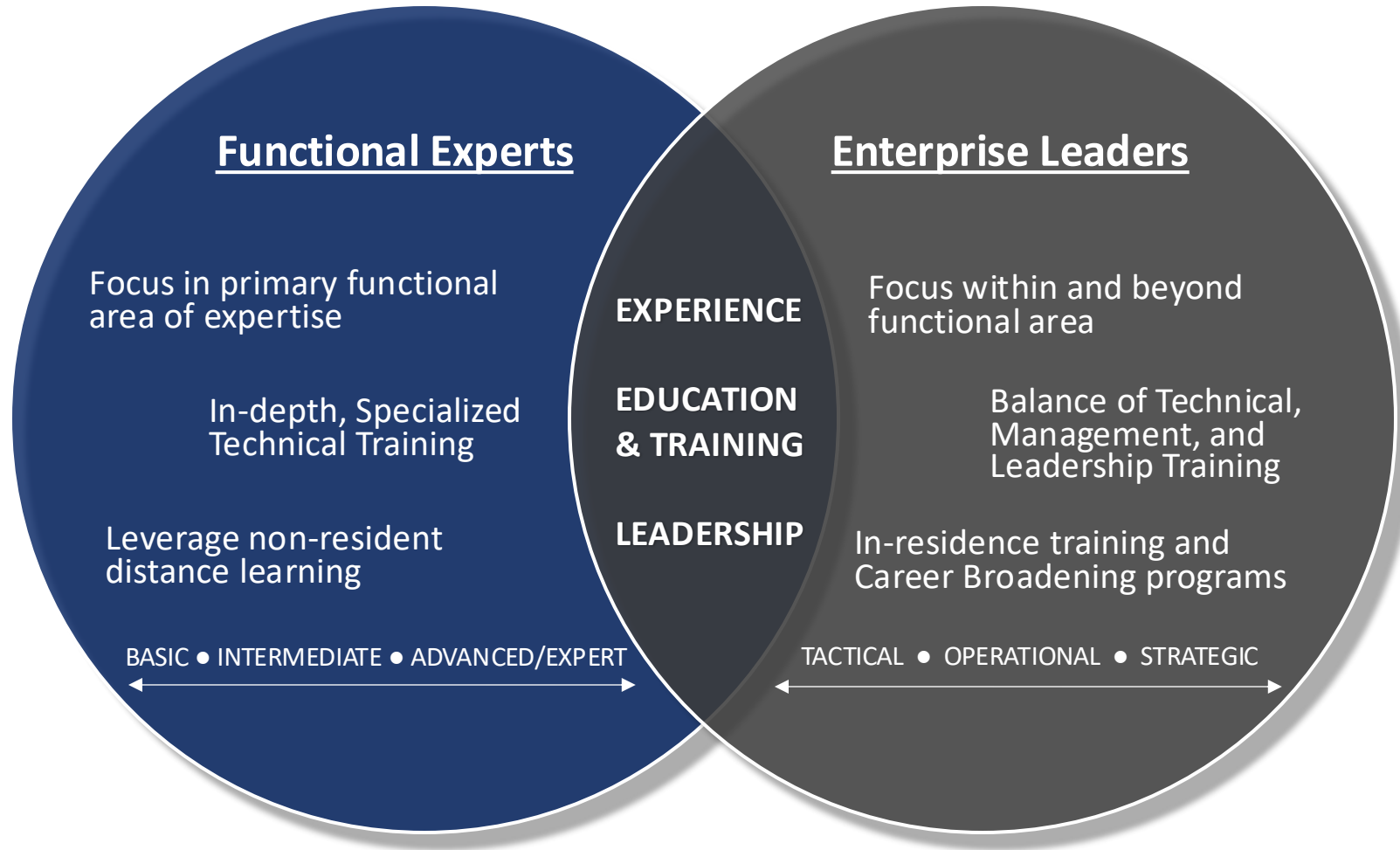


C&IT Enterprise Leader Track

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 - Cyber Analysis and Functional Courses - Mission-specific Cyber Formal Training - Functional Certifications: SEC+, Network+, etc. - Basic Developmental Education (BDE) - Acquisition Level 1			- Bachelors/Masters - Certifications: CISM, CISSP, etc. - Professional Military Education (PME) - Functional Courses - Intermediate Developmental Education (IDE) - Acquisition Level 2 - Cyber 190/200						- Masters/PhD - Certifications - Professional Military Education (PME) - Civilian Strategic Leadership Program - Senior Leader/Executive Developmental Education (SDE) - Defense Senior Leader Development Program (DSLDP) - Acquisition Level 3, Cyber 300. Cyber 400					
Experience	- Deployments - Tactical Exercises - Technical and Operational Experience			- Deployments - Exercises and Special Projects - Local Rotational Assignment/CSTEP - Working Groups/Tiger Teams						- Deployments, Joint and Cross-Functional Exercises - Quality of Analysis - Career Broadening - ECQ Development					
Enhanced Career Opportunities	- Basic Leadership Training - Defense Civilian Emerging Leader Program (DCLEP)			- Cross-Functional Rotational Assignments - Career Broadening Positions						- Cross-Functional Positions - Senior Developmental Education - JDA-Leadership Focused					
Leadership Opportunities	- Team Leader/Section Lead - Civilian Leadership Development School			- Key Career Position (KCP) Assignment - Mission-related courses - Civilian Development Courses - DoD Executive Leadership Development Program						- Key Career Position (KCP) Assignment - Key Leadership Position (KLP) Assignment - Enterprise Leadership Seminar (CDE) - C&IT SES Development Cohort					
Position/ Assignments	- Palace Acquire Intern (PAQ) - Premiere College Interns Program (PCIP)			- Flight Lead - Branch Chief - Program/Requirements Manager - Director of Operations						- Director - Deputy Director - Division Chief - Deputy Division Chief - Chief Information Officer (CIO) - Chief Information Security Officer (CISO) - 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 - Critical Thinking & Synthesis - Interpersonal Skills			- Exploring Alternatives - Situational Awareness and Information Sharing - Personal Leadership & Integrity			- Accountability for Results - Technical Expertise - Communication			- Engagement and Collaboration - Communication - Critical Thinking			- Developing Others - Human Capital Management - Building and Leveraging Managerial Networks		

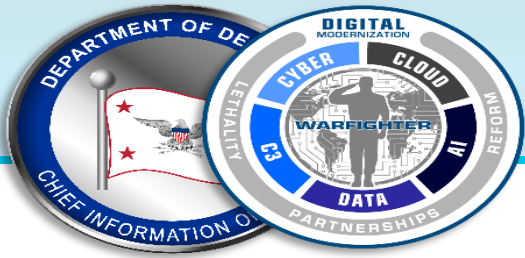
Differences b/w Functional Expert and Enterprise Leader





DoD Cyber Workforce Framework (DCWF)

Alignment: DoDI 8140.02 Coding and Identification



DoDI 8140.02, "Identification, Tracking, and Reporting of Cyberspace Workforce Requirements" has been signed and is now effective.



DoDI 8140.02, Sec. 4., Para. a.(2): "Positions appropriately classified with occupational series that would indicate the performance of cyber work is expected to have a cyberspace work role. Exemptions must have documented justification for non-cyberspace coding."

Work Role Codes

- Each DoD civilian cyberspace position needs to be assigned at least one work role code and proficiency level
- Up to three work role codes, with proficiency levels, authorized for each cyberspace position
- Use a specific and unique cyberspace work role code once for each position
- Use a cyberspace code for any position requiring designation as an IT privileged user

000

- Must use the code "000" for non-cyberspace positions if the position does not require cyberspace tasks as the primary duty
- Document a justification for positions in a recognized cyberspace occupational series that will be coded with a primary code of "000"

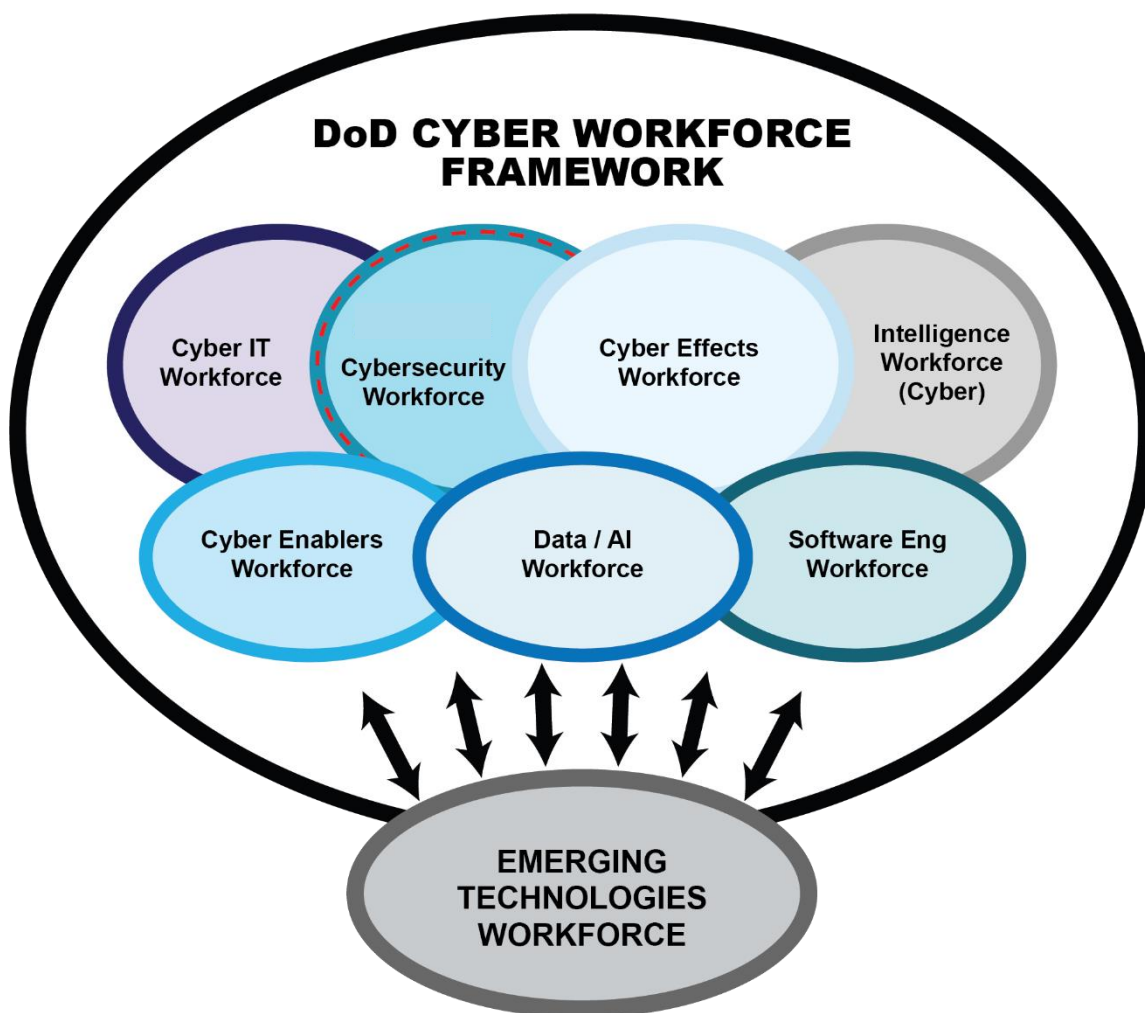
Outside DoD

- Identify and code positions occupied by individuals outside DoD military and civilian cyberspace descriptors
- (Example: North Atlantic Treaty Organization (NATO) personnel occupying DoD cyberspace positions)



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DoD Cyber Workforce Framework (DCWF) Impact



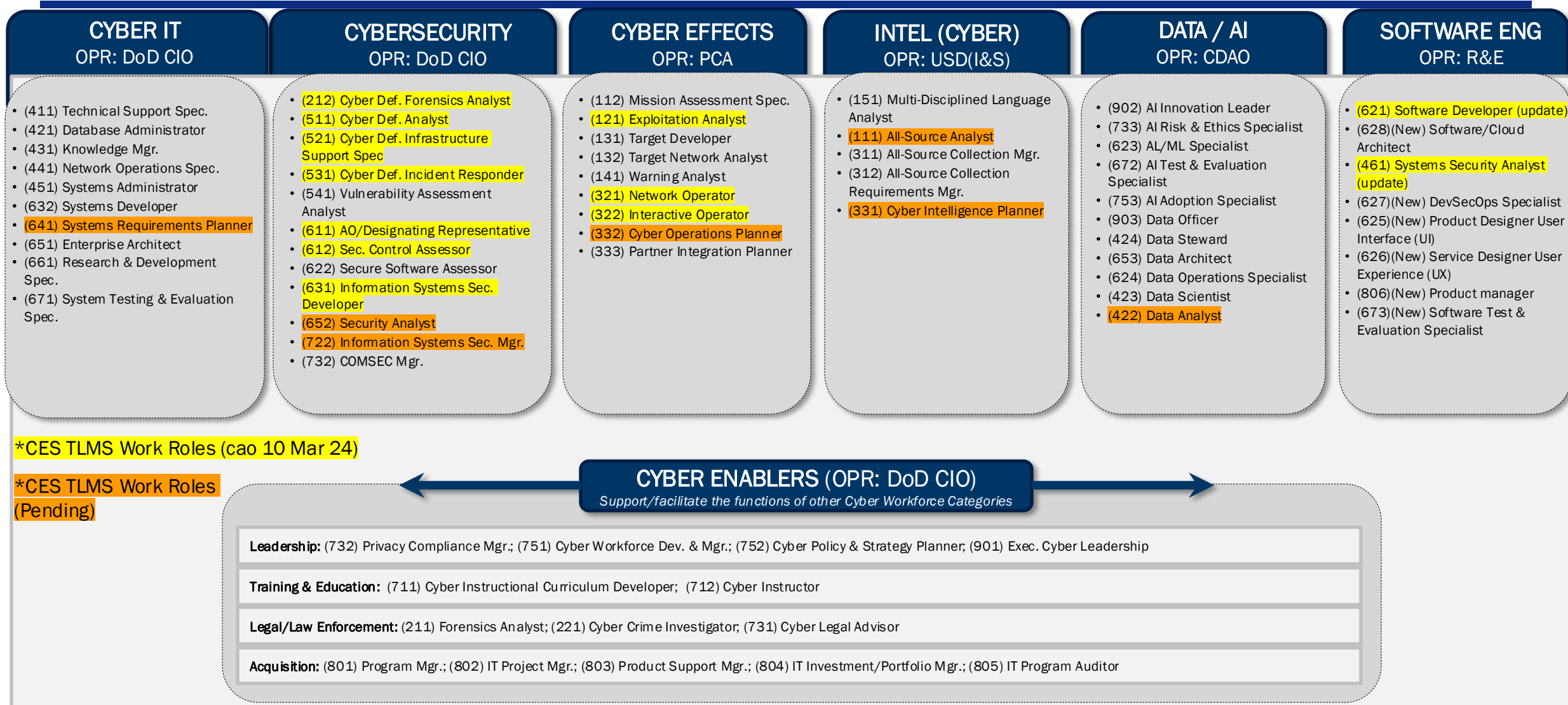
The DCWF provides the Department with an enterprise baseline standards using Work Roles, which offer greater fidelity than historical occupational structures (e.g. civilian occupational series, military occupational specialties).

- Agile and responsive process that can incorporate the ever-changing requirements to align to evolving technical threat landscape:
 - Updated 39 work roles to include Cloud and DevSecOps
 - Added a Control Systems unique work role
 - The Framework now consists of 71 work roles to include Artificial Intelligence (AI), Data, and Software Engineering
- Among its many applications, the Department is using the DCWF to:
 - Conduct strategic workforce planning
 - Develop tailored training and education materials
 - Qualification requirements and career progression
 - Targeted recruitment and retention incentives
 - Identification of critical recruiting and retention shortfalls (i.e., high vacancy rates & attrition rates)

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DCWF Expansion





DCWF Proficiency Levels

- Proficiency Level must also be applied for each DCWF work role coded to a position. The only exception is Primary work role code “000,” which does not require a proficiency level code to be applied.
- **Per DoDI 8140.02**, valid DCWF proficiency levels are *Basic*, *Intermediate*, and *Advanced* with these definitions:
 - **Basic.** The role requires an individual to have familiarity with basic concepts and processes and the ability to apply these with frequent, specific guidance. An individual must be able to perform successfully in routine, structured situations.
 - **Intermediate.** The role requires an individual to have extensive knowledge of basic concepts and processes and experience applying these with only periodic high-level guidance. An individual must be able to perform successfully in non-routine and sometimes complicated situations.
 - **Advanced.** The role requires an individual to have an in-depth understanding of advanced concepts and processes and experience applying these with little to no guidance. An individual must be able to provide guidance to others; and the work must be performed as a Primary or Additional work role.
- DoD plans to release additional guidance on proficiency levels
- New DCWF tool will be available for manager/supervisor use



DoD 8140



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- **Unify the cyber workforce**
 - **Establish a common data model with the DCWF to identify and track workforce requirements and capabilities**
 - **Develop and advance cyber workforce capabilities**
 - **Establish a more targeted approach for holistic workforce management and support data-driven decision making**
 - **Establish a program with standard identification and qualification requirements for interoperability while providing flexibility for Enterprise implementation and individual career path development**
 - **The new DoD 8140 Cyber Workforce Qualification Program (CWQP) is designed to grow skill sets to be successful in evolving cyber environments**
 - **Facilitates strategy execution by leveraging cyber work role identification, development, qualification, and talent management.**
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DoD 8140 Policy Documents

- **DoD Directive (DoDD) 8140.01** establishes a definition for the cyber workforce, introduces the DoD Cyber Workforce Framework (DCWF) as an authoritative reference, and outlines component roles and responsibilities for the management of the DoD cyber workforce.
 - **DoD Instruction (DoDI) 8140.02** outlines the identification, tracking, and reporting of the cyber workforce in accordance with the DCWF, enabling enterprise strategic workforce planning efforts.
 - **DoD Manual (DoDM) 8140.03** establishes the qualification criteria for each DCWF work role to ensure personnel filling cyber positions are capable of meeting mission requirements
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DoD 8140 Qualification Matrix

- **Each cyberspace work role has in its qualification matrix as many as four areas to identify the options available to achieve qualifications associated with each role.**
 - **Foundational Qualifications** composing of education, training, or certification. In some circumstances, actual experience performing in the role may serve as a conditional alternative
 - An **optional foundational qualification** based on experience
 - A **Residential Qualification** that is based on demonstration of capability, which always includes a specific On-the-Job qualification and may include any environmental or organizational specific requirements
 - **Continuous professional development** of a minimum of 20 hours per year (or vendor certification maintenance minimums, whichever is greater).
 - **Additional information regarding the location and management of these matrices can be found on the DoD Cyber Exchange site at: <https://cyber.mil/wid/dod8140/qualifications-matrices>.**
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DoD 8140 Qualification Matrix

(Example)

(411) Technical Support Specialist					
Foundational Qualification Options*		Basic	Intermediate	Advanced	NOTES
	Education	A BS degree in Information Technology, Cybersecurity, Data Science, Information Systems , or Computer Science , from an ABET accredited or CAE designated institution fulfills the educational requirement for this WRC	A BS degree in Information Technology, Cybersecurity, Data Science, Information Systems , or Computer Science , from an ABET accredited or CAE designated institution fulfills the educational requirement for this WRC	TBD	For additional information pertaining to ABET : www.abet.org or CAE : www.caecommunity.org
		OR	OR	OR	
	DoD/Military Training	E3AQR3D0X2 02AA or E3AQR3D032 00BB or C-150-2012 or C-150-2011 or 531-25B10 (CP) or A-202-2100 now A-150-1251 or A-150-1200 or A-150-1201 or A-102-5900 or A-531-0767	M09DSJ1 or A-531-0021 or A-150-1980 or A-150-1202 or A-150-1203 or A-150-1250 or A-150-1855 / A-150-1940 or A-113-0205 or A-113-0175 or A-113-0018 or A-113-0382 or A-113-0027 or A-113-0383 or A-113-0175 or A-113-0202 or A-113-0233 or A-531-0150 or A-531-0100 or A-150-2300	A-661-0500 or A-531-0022 or A-102-5888 or A-102-5599 (SNOOP) or A-531-0045 or A-113-0381 or A-113-0381 or A-113-0342 or A-104-0083(P/L) or A-121-0594 (P/L) or A-104-0084 or A-150-4219 (P/L) or A-150-9020 (P/L)	See TAB C (DCWF Training Repository) for additional course information.
	Commercial Training	TBD	TBD	TBD	
		OR	OR	OR	
	Personnel Certification	A+ or Network+	GFACT or CND or Security+ or GSEC	FITSP-O or GICSP or CASP+ or CCNP Security or CISA or SSCP	See TAB B (Certification Index) at the beginning of this document for certification vendor information.
	Experience	Conditional Alternative	Conditional Alternative	Conditional Alternative	Refer to Section 3 of the DoD 8140 Manual for more information.
	On-the-Job Qualification	Always Required	Always Required	Always Required	Individuals must demonstrate capability to perform their duties in their resident environment.
	Environment-Specific Requirements	Component Discretion	Component Discretion	Component Discretion	
Annual Maintenance	Continuous Professional Development	Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.	Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.	Minimum of 20 hours annually or what is required to maintain certification; whichever is greater.	



DoD 8140 Resources

- **DAF's implementation of DoD 8140: DAFMAN 17-1305, DAF Cyberspace Workforce Management Program, published 7 June 2024**
 - **https://static.e-publishing.af.mil/production/1/saf_cn/publication/dafman17-1305/dafman17-1305.pdf**
 - **DoD 8140 Resources: DoD 8140 – DoD Cyber Exchange**
 - **DCWF Resources: DoD Cyber Workforce Framework – DoD Cyber Exchange**
 - **DoD 8140 Qualification Matrices: DoD 8140 Qualification Matrices – DoD Cyber Exchange**
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Cyber Excepted Service (CES)



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■ Guidance

- 2019 SecDef Memo “Definition of Department of Defense Cyberspace Operations Forces”
- CES Inclusion Bulletin (May 2021)
- DAFI 36-141, Cyber Excepted Service (3 Aug 22)
- Department of the Air Force Cyber Excepted Service (CES) Inclusion and Conversion Guide (Oct 2023)

■ Phased Implementation

- Phase I – USCYBERCOM (completed Feb 2018): 176 (encumbered and vacant)
- Phase II – AFCYBER (completed Aug 2020): 167 (encumbered and vacant)
- Phase III - CES Inclusion Process: 287 converted (encumbered and vacant)

■ Current Status

- 450 positions, vacant and encumbered (a/o June 2024)
 - 390 STRATCOM positions approved April 2024
 - 336 encumbered CYBERCOM positions transitioned to Dept of Army

■ CES Targeted Local Market Supplement (TLMS)

- Applies to 12 DCWF work roles
 - Five (5) additional work roles are being monitored work roles
 - Updated OCONUS TLMS policy – Provided TLMS DC rate
- Extended TLMS eligibility to GG-14/15 grades (19 Oct 2023)

■ Future DAF CES implementation

- Increase # of work roles eligible for TLMS
- Continue expansion and education campaign (GS vs CES)



Current CES TLMS Codes

- **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
 - 212 – Cyber Defense Forensics Analyst (New)
 - 321 – Network Operator
 - 322 – Interactive Operator
 - 461 - System Security Analyst
 - 511 – Cyber Defense Analyst
 - 521 – Cyber Defense Infrastructure Support Specialist (New)
 - 531 – Cyber Defense Incident Responder
 - 611 – Authorizing Official/Designating Representative
 - 612 – Security Control Assessor
 - 621 – Software Developer
 - 631 – Information Systems Security Developer (New)
- **Note: Positions with non-primary work roles (Additional 1 or Additional 2) aligned to any of 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.**



New CES TLMS Codes

- **Add the following work roles to the CES TLMS Pay Tables (pending final approval)**
 - 332 – Cyber Operations Planner
 - 422 – Data Analyst
 - 641 – Systems Requirement Planner
 - 642 – Security Architect
 - 722 – Information System Security Manager

17 Total CES TLMS Codes assisting with recruitment and retention



CES TLMS – Work Roles to Monitor

BLUF: Services encouraged to enhance recruitment and retention efforts to reduce vacancy rates including use of 3R incentives for the work roles listed below.

Work Role	Title	CES Authorizations	Population – April 2024	3R Incentives Used FY24 to date	Average Amount of 3R Incentives FY24 FY24 to Date	Percentage of Population incentivized	Vacancy Rate	Vacancies
132	Target Digital Network Analyst	41	0	0	\$0	0%	100%	41
211	Forensics Analyst	11	3	0	\$0	0%	63.6%	8
661	Research & Development Specialist	97	36	0	\$0	0%	39.2%	61
671	System Testing and Evaluation Specialist	229	123	0	\$0	0%	13.1%	106
732	Privacy Compliance Manager	14	2	0	\$0	0%	57.1%	12
752	Cyber Policy and Strategy Planner	651	212	3	\$12,205	1.4%	54.4%	439

❖ Data only represents the CES workforce

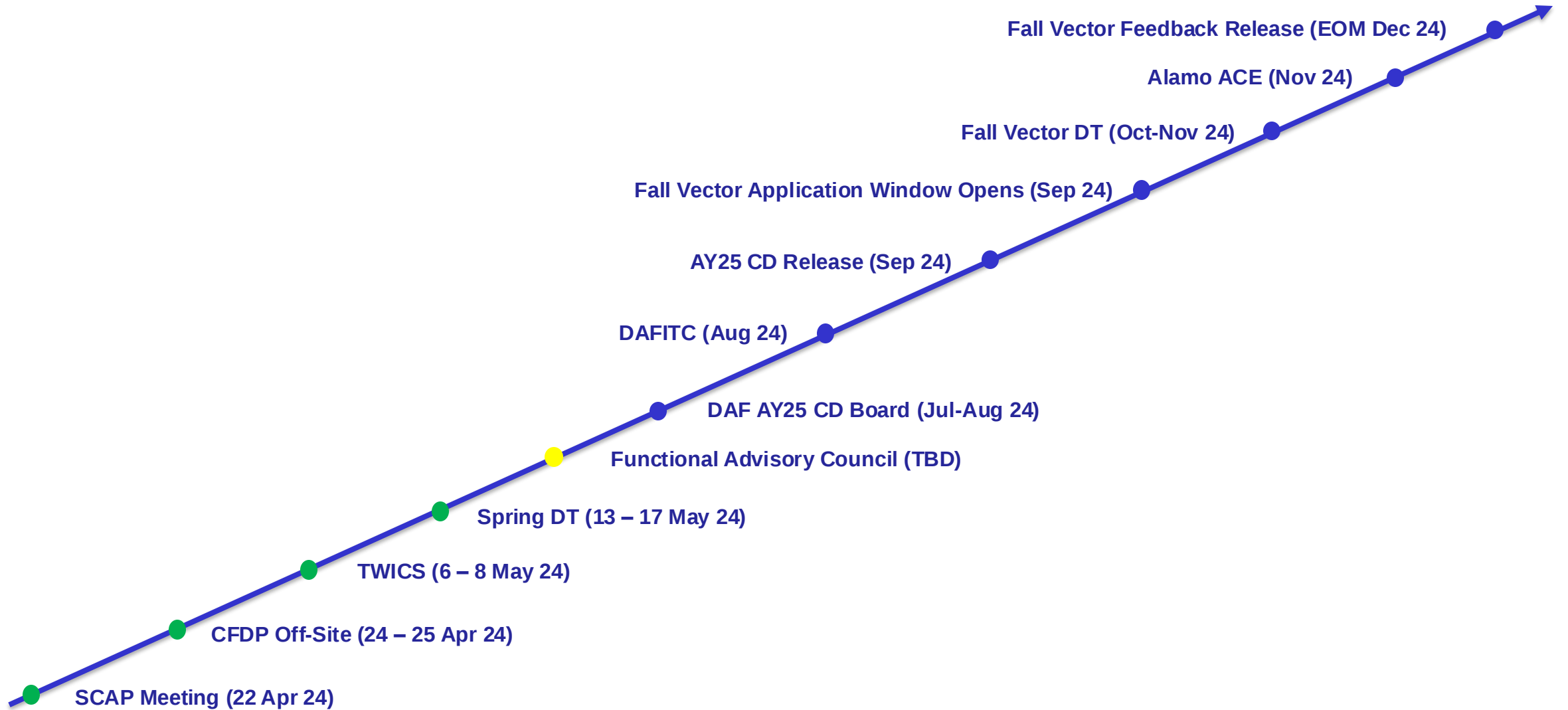


Other Big Rocks

- **Great Power Competition (GPC) Support (LOE People)**
- **GS-15 SES Development Series (Cohort 1)**
- **DoD Cyber Workforce Strategy and Implementation Plan**
- **Cyber Hiring Pilots**



Career Field Strategic Calendar





Civilian Basics To Remember

- Interact with your CFM and CFT and know what the C&IT Career Field values
- Know how the DCWF informs your performance, training, and development
- Define career goals, identify gaps, and execute a plan to fill the gaps
- Develop an Individual Development Plan (IDP)
- Create measurable performance objectives (SMART)
- Engage with Senior Leaders, participate in vectoring, and identify a mentor
- Sustain superior performance and inquire about recognition and awards
- Continuously update your resume (CCAR format: Challenge, Context, Action, Result)
- Check your personnel record for accuracy (DCPDS)

Take an active role in your career! Career development is a choice!

Civilian Career Checklist

C&IT Checklist – Career Development Considerations

Getting Started

- Set up myFSS account – Central point for Civilian Force Development programs.
- Set up myVector 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, myVector)?

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?

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 webinar?

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?



How We Communicate

- **MyFSS Messages (Previously myPERS):**
 - Civilian Development opportunities
 - CB / KCP vacancies
 - Webinar / Webcast / All Call announcements & links
 - **Most effective way to message all 12K C&IT civilians; Read them!**

 - **CNSF Org Box:** SAF/CNSF C&IT Career Field Management Workflow, SAF.CNSF.Workflow@us.af.mil
 - CF can send questions and inquiries to the CFM, Associate CFM, and Force Development Team

 - **C&IT CFT Org Box:** afpc.cyberit.cft@us.af.mil
 - CF can send questions, inquiries, resume reviews, etc; C&IT CFT will respond within 3 business days

 - **milSuite:** <https://www.milsuite.mil/book/groups/welcome-to-the-c-i-career-field-cicft-hq-afpcdp2oac>
 - Repository of C&IT CF 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 MyPers

 - **Webinars / Webcasts:** Advertised via myFSS
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Civilian Career Field Leadership

Career Field Functional Authority (SAF/CN) – Ms. Venice M. Goodwine (SES)

Career Field Functional Manager (SAF/CN) – Dr. Keith L. Hardiman (SES)

Career Field Manager (SAF/CNSF)- Mr. Anthony Dillard (GS-15, KCP)

Staff

Associate CFM – Mr. Timothy Beard (GS-14, CB)

Mr. Dale Fogle (Permanent, GS-13)

Mr. William Choi (GS-13, CB)

Contract Support: Mr. James Muhammad and Ms. Dana Lacy

CFT Chief (AFPC/DP2ZE, JBSA-Randolph)

Mr. TJ Cassidy (CB, GS-14)

C&IT CFT

Mr. Oscar Castaneda (CB, GS-13)

Mr. Roger Engle (CB, GS-13)

Mr. Travis Craig (CB, GS-13)

Ms. Charmayne Avant (CB, GS-12)

Ms. Brenna Cyr (Permanent, GS-12)

Mr. Roy Hale, (CB, GS-13)

Mr. Daniel Pacomio (CB, GS-13)

Ms. Michelle Iglesias (CB, GS-12)

Mr. Ian Salas (CB, GS-12)

Ms. Trinita Pearson (Permanent, GS-12)

afpc.cyberit.cft@us.af.mil



QUESTIONS