



Cyberspace Warfare Operations Career Field Update

29 August 2023

Montgomery, Alabama



Agenda



Health of the Force



Successes & Opportunities



Current Initiatives

Cyberspace Warfare Operations Functional Leadership



Functional Authority (FA) **Lt Gen Leah G. Lauderback**

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Functional Manager (FM) & Developmental Team (DT) Chair **Col Joy M. Kaczor**

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Chief, Cyberspace Force Development
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17X Cyberspace Warfare Operations
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Health of the Force

LEGEND

- Above Sustainment = > 100%
- At Sustainment = 95% - 100%
- Below Sustainment = <95%

Grade Sustainment Chart by Year Group

AFSC	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995
17D Warfighter Communications (1,648)	Below	At	Below	Below	Above	Below	Below	Above	Below	Below	Below	Below	Below	Below	At	Below	At	Below	At	At	At	Below	Above	At	At	Below	At	At	
17S Cyber Effects Operations (823)	Below	Below	At	Above	Above	Above	Above	Above	Above	Above	Above	Above	Below	Below	Below	Below	Below	Above	Above	Above	Below	Below	Below	At	Below	At	Below	Below	Above
RANK	LT				CAPT					MAJ					LT COL					COL									

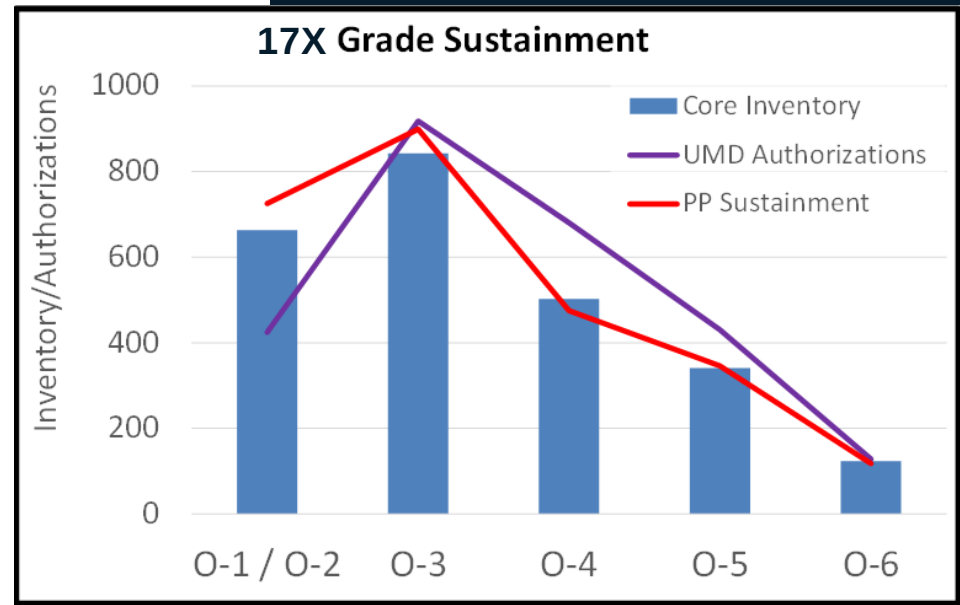
Challenges:

- Recruiting & retention: DAF incentive models lack parity with industry
- Historic force shaping & consistent mission growth create unsustainable requirements

Actions:

- Intentionally assigning underrepresented ranks through non-rated officer prioritization plan (NROPP)
- Increasing recruiting & retention efforts
- Deliberate talent management of 17D & 17S officers

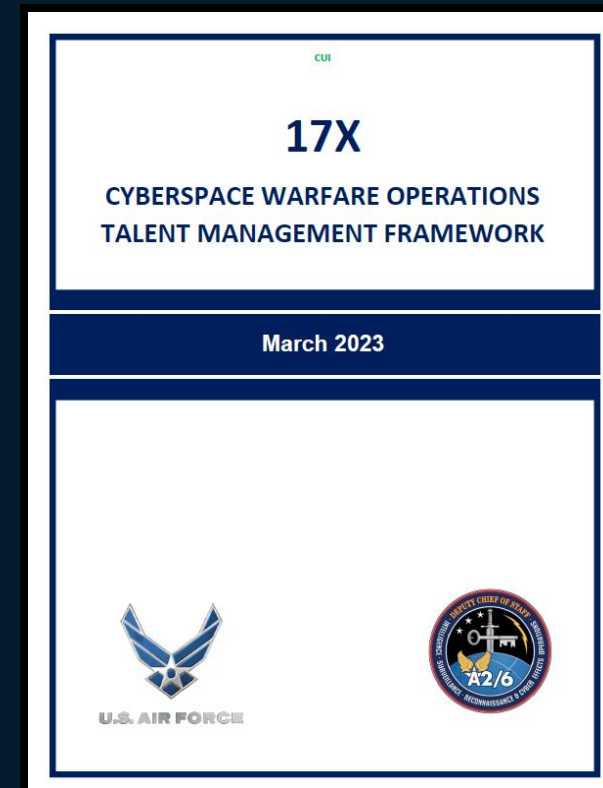
17X Grade Sustainment
vs.
UMD Authorizations



Successes & Opportunities

The Cyberspace Warfare Operations community continues to grow and meet the demands of our Combatant Commanders. However, given the rapid change in our warfighting domain, we must innovate to maintain the competitive edge.

- Published **17X Talent Management Framework**
 - Built a **Deliberate Talent Management Process** for our two shreds
 - Authored a measured **CNDOP Outplacement Strategy & ADSC Reform**
 - Completed an **Enterprise-wide Billet Review**
 - Increased **Cyber-Focused IDE Fellowship Opportunities**
 - Launched the **Cyber Direct Commissioning Program & Constructive Service Credit**
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- Build a **17D / 17S Separate Talent Management Framework [CY24]**
 - Construct a **17D & 17S Non-Rated Officer Prioritization Plan [CY24]**
 - Transform **Instructor Duty** through **Policy and Incentives [CY24 →]**
 - Establishing a **Cyber Assignment Incentive Pay [CY24→]**



"There is a distinction between cyber and communications - we have confused ourselves and others."

Lt General Leah Lauderback
July 25, 2023



Initiatives

CYBER DIRECT COMMISSIONING PROGRAM

The Cyberspace Warfare Operations (17X) **Cyber Direct Commissioning and Constructive Service Credit (CSC)** program is open to **enlisted and civilians** who have **completed their baccalaureate degree**, with **skills and experience** in **cyber warfare operations**, including **network and cyber effects operations**, and **proven leadership abilities**.

- CDCP focus is on **cultivating the cyber workforce we need** to meet the growing threat in the cyber domain
- **During our first board in January 2023, we selected 8 Candidates!**
 - Awarded Constructive Service Credit: 6x Captains and 2x First Lieutenants
- **For the rest of FY23, we acquired 20 17X Allocations for the CDCP**
 - CDCP #1 Selected 2 Civilians & 8 Enlisted Members (July 2023)
 - CDCP #2 Application Window is **Open Now** until 20 October 2023
- **What are we looking for?**
 - Cyber Operations Specialists, Software/Systems Developers, Computer Engineers, Data Scientists, Quantum Physics, Malware Programmers, Reverse Engineers and much more!

PROGRAM MILESTONES





Initiatives

TECHNICAL TRACK

The Department of the Air Force must create a **focused path to deepen specialized expertise** with the goal of **enriching an officer's depth and expertise in cyberspace**.

- Experts in their field who wish to continue to develop/execute specialized skillset
- What this is not? Hands-On Keyboard Only Track, Re-Designation Board, Training Pipeline
- Eligibility / Scope
 - 17D: 4 - 8 Years of Total Active Federal Commissioned Service / 10 Individuals
 - Enterprise architecture, expeditionary engineering, software development roles
 - 17S: 5 - 9 Years of Total Active Federal Commissioned Service / 30 Individuals
 - Critical USCC Roles (IONs, Cape Development)
- Upcoming Milestones
 - Applications Due: 30 September
 - Tech Track Board: 23-27 Oct
 - Selection Announcement: Nov 2023
 - Initial Cohort In-Place: Dec 23 - Summer 2024



“We need leaders and supporting staff throughout the Department of the Air Force at all levels who have deep expertise in emerging technologies and their applications to military operations.”

Secretary Frank Kendall
December 2022

Discussion

