MODERNIZING DOW HIRING

A SKILLS-BASED APPROACH TO BUILDING OUR CYBER WORKFORCE

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The Challenge & Our Solution

THE CHALLENGE: A CRITICAL GAP IN OUR CYBER DEFENSES

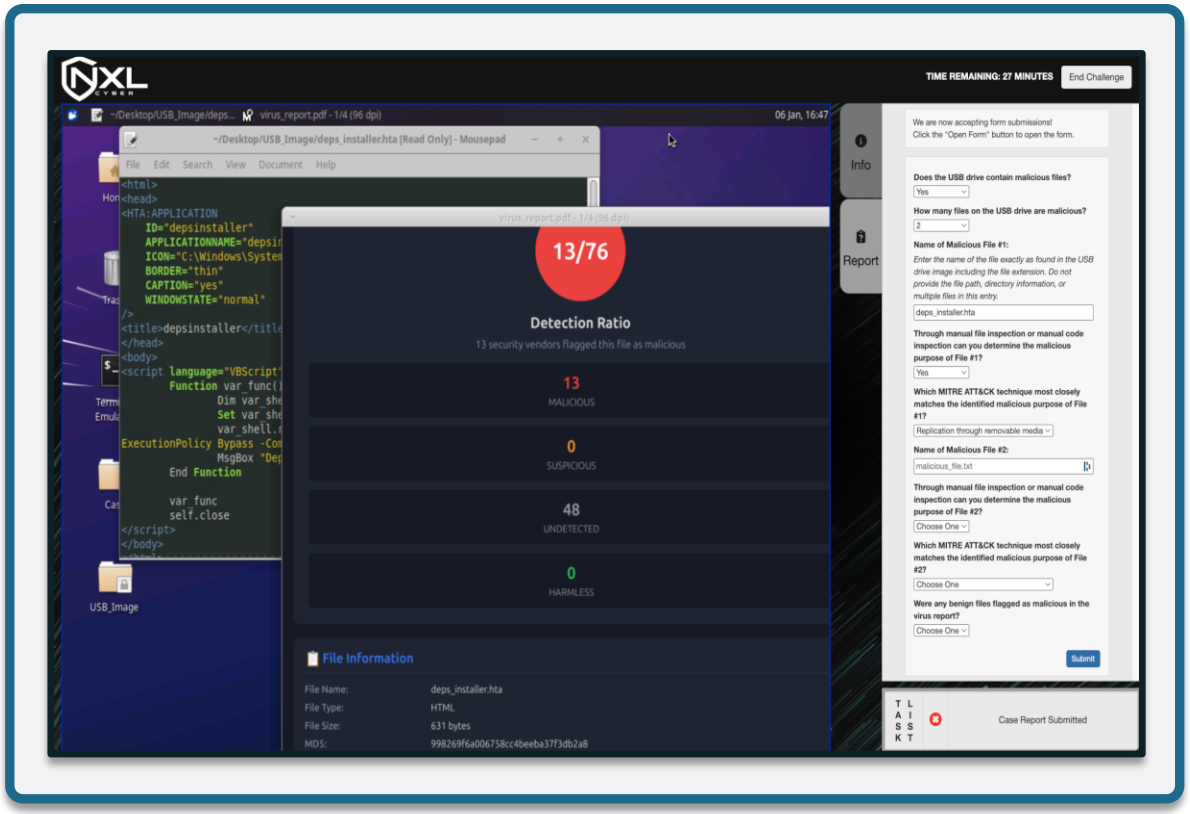
- The Department of Defense has an urgent need for cybersecurity experts to counter evolving threats.
- We have over 7,600 unfilled cyber positions.
- Traditional hiring methods are slow and struggle to identify the right talent quickly.

THE SOLUTION: SKILLS BASED HIRING

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

What is Skills-Based Hiring?

It's a simple and powerful idea: *Prove your skills through performance*



WHAT IT IS:

✓ A hiring method that uses practical, hands-on challenges to measure a candidate's actual abilities.

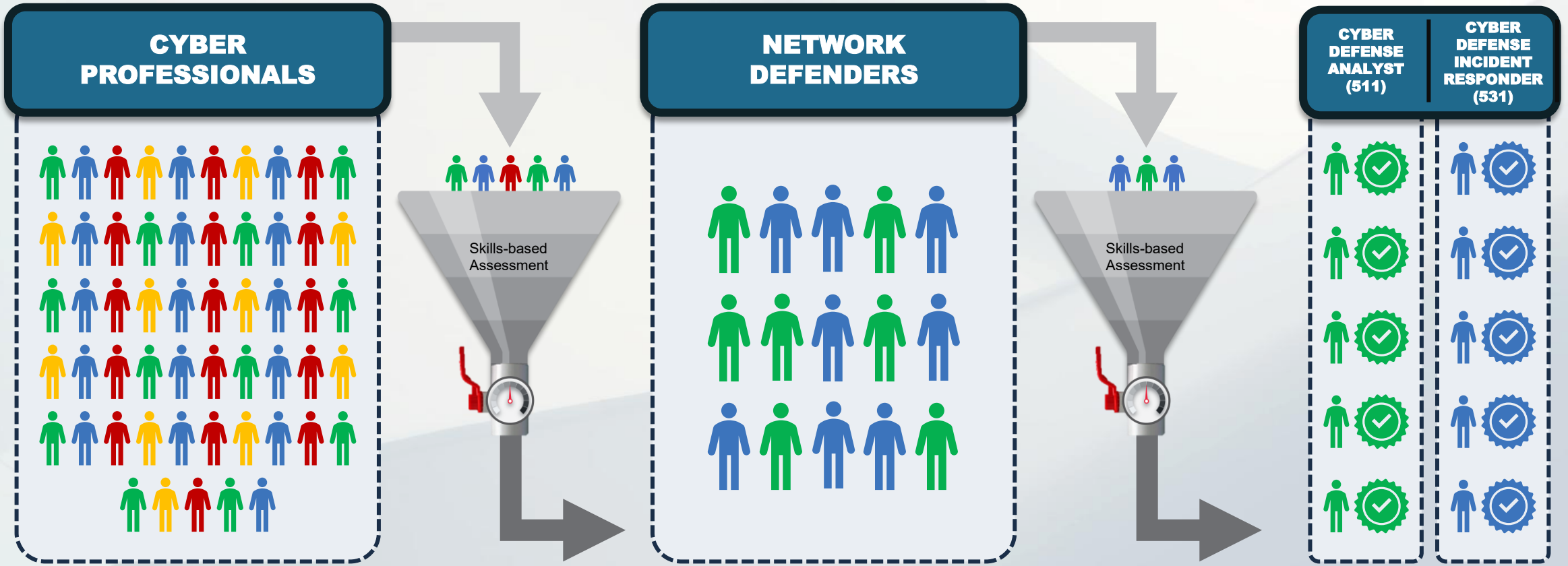
HOW IT IMPROVES THE PROCESS:

✓ We use skills assessments during the application window to quickly identify top candidates, which is especially effective for technical roles with high applicant volumes.

THE GOAL:

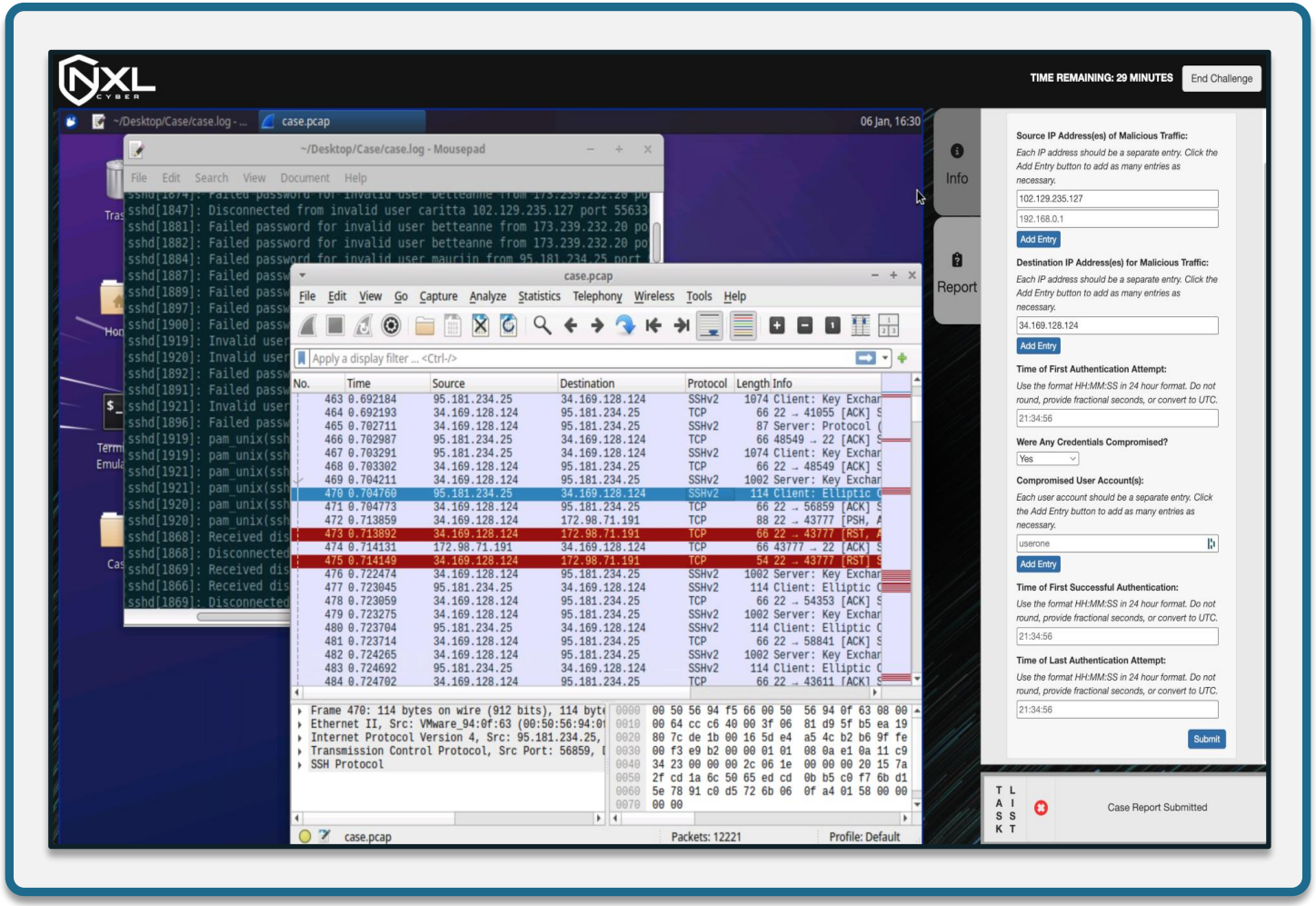
✓ To hire individuals who are ready to perform in critical roles from day one, based on objective proof of their skills.

Skills-Based Hiring Assessments



“Real World” Skill-based Assessments

- **Validated Skill-Based Assessments:** Rigorously validated to confirm their effectiveness in measuring technical skills.
- **DCWF Work Role Alignment:** Each assessment is directly mapped to the specific cyber work roles outlined in the DCWF.
- **Customizable Cyber Range:** We utilize a proprietary, in-house developed cyber range that can be highly customized to simulate various operational environments.
- **Real-World KSAT Evaluation:** The platform is designed to evaluate a candidate's technical Knowledge, Skills, Abilities, and Tasks (KSATs) through practical, real-world scenarios.



Our Roadmap: From Pilot to Enterprise Capability

From Concept to Capability

PILOT AND VALIDATE

(Now – Q2 FY26)

- *Execute live pilot for Cyber Defender roles.*
- *Refine assessment framework.*
- *Validate with OPM and other partners.*

EXPAND & IMPLEMENT

(FY26 -27)

- *Host first skills-based hiring events.*
- *Expand to 10% of all open cyber jobs.*
- *Develop assessments for more work roles.*

SCALE TO ENTERPRISE

(FY27 and Beyond)

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