

DOD 8140 DEEP DIVE

DEPLOYING AN AGILE, CAPABLE, AND READY CYBER WORKFORCE

Mr. Matthew Isnor,
Cyber Workforce Development
DoW CIO Workforce Innovation Directorate

DoW CIO | March 2026



CWF Summit 2026 Agenda & Opening Remarks



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- ⚡ Cyberspace Workforce Management Updates (DCWF & 8140)
- ⚡ Fall 2025 Data Collection Effort
- ⚡ Future State of Cyberspace Qualifications Reporting
- ⚡ Major Activity Updates



DoW Cyberspace Workforce Management Overview

Our Shared Purpose & Connections to Federal Law

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DoD 8140 CYBER WORKFORCE QUALIFICATION PROGRAM

Unifies the overall cyberspace workforce under established workforce elements and maintains a total force management perspective.

Provides qualified cyberspace personnel to DoW requirements
Offers an agile, flexible, and integrated cyberspace workforce.



Title 44 USC 3501



Title 10 USC 2224



Pub Law 114-113



Policy Series



E.O. 13800 (2017)



E.O. 13870 (2019)



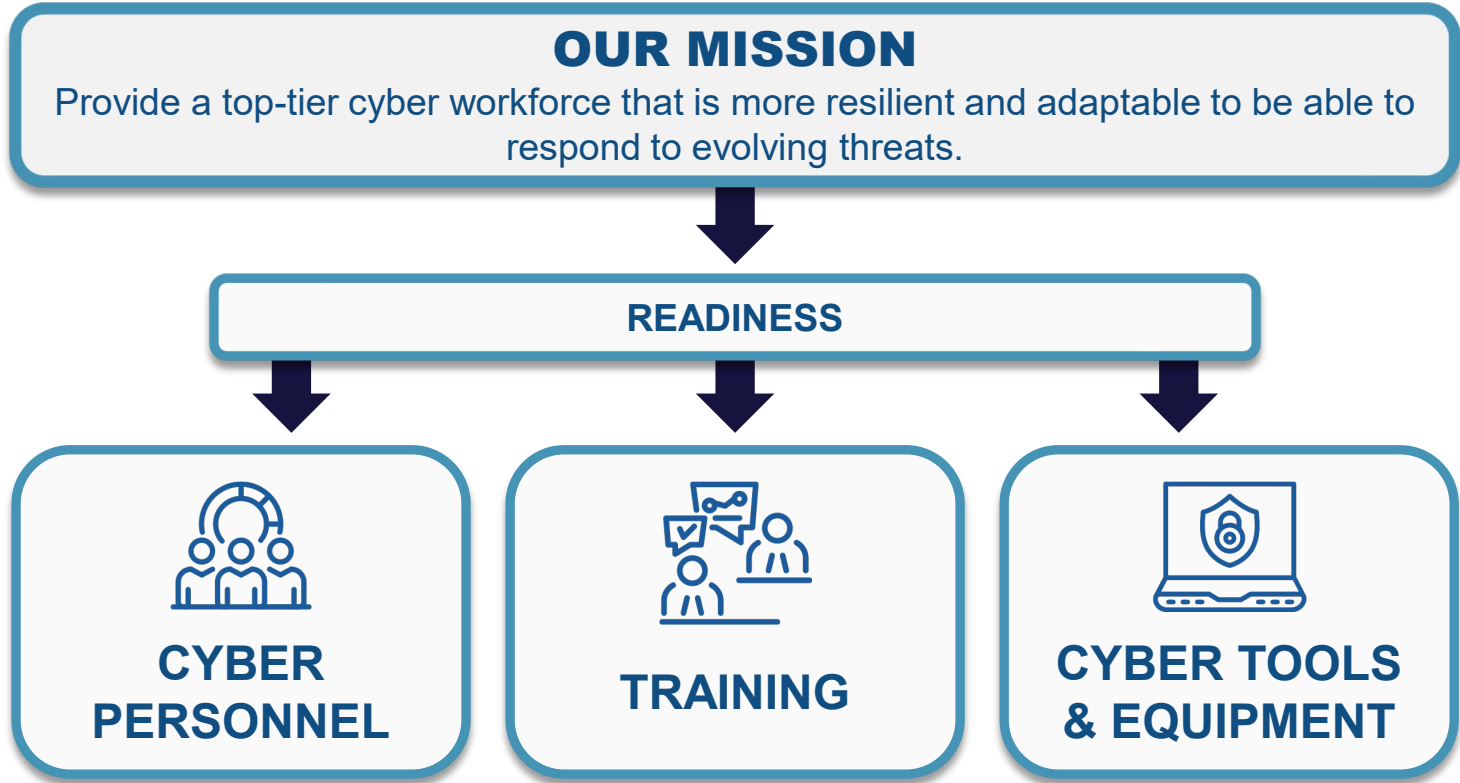
DoW Cyberspace Workforce Readiness

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DoD 8140 QUALIFICATION AND MANAGEMENT PROGRAM –

Provides direction for the identification, tracking, and reporting of DoW cyber workforce positions; establishes baseline standards (knowledge, skills and abilities) for qualifications that directly support operational needs and workforce readiness.



Collaborate with other Cyber Leaders amongst DoW, Federal Partners, Academia, and Private Industry

DoD 8140 Cyberspace Workforce Annual Report Applicability

DCWF current as of the January 28, 2026
Cyber Workforce Management Board

IT/Enabler Workforce Elements
Due to Report
(Foundational)

Cybersecurity Workforce Element
Due to Report
(Foundational & Residential)



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CYBER IT

OPR: DoW CIO

- (411) Technical Support Specialist
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CYBER EFFECTS

OPR: USD PCA

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- (551) Red Team Specialist

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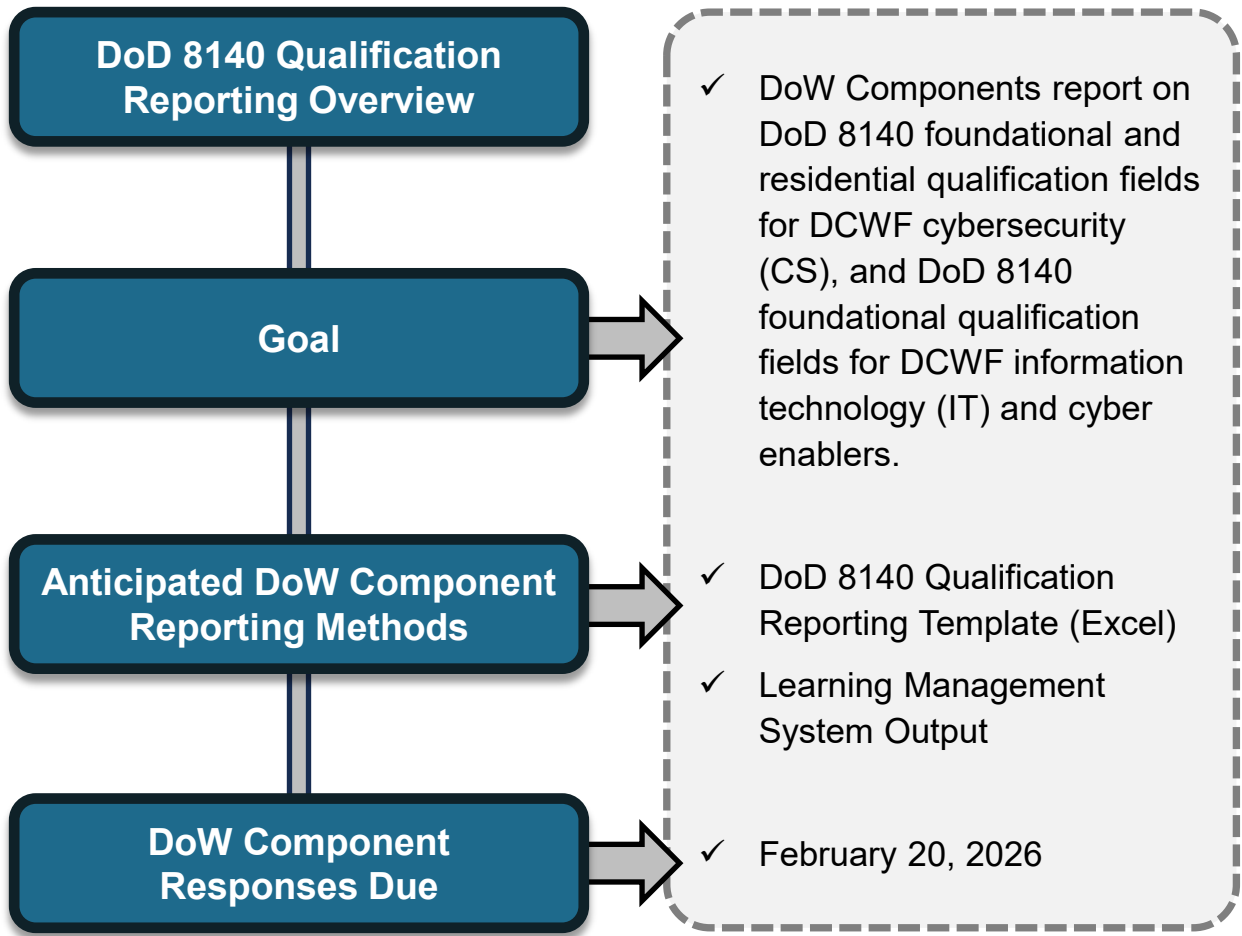
CYBER ENABLERS OPR: DoW CIO

- Leadership:** (732) Privacy Compliance Manager; (751) Cyber Workforce Developer and Manager; (752) Cyber Policy and Strategy Planner; (901) Executive Cyber Leader
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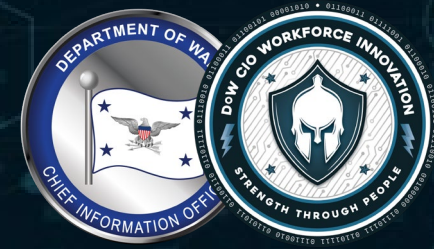
DoD 8140 Cyberspace Workforce Annual Report Reporting Overview & Qualification Collection Methods

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DoD 8140 Qualification Collection Methods

| SERVICE | WORKFORCE | QUALIFICATION OUTPUT |
|------------------------|------------------|---------------------------------|
| 4 th Estate | DLA, DTRA, DCSA | Cyberstar |
| | DAU, NGA, Others | Cornerstone, Peoplesoft, Manual |
| | NDU, DHA | Share Point |
| Air Force | Military | Manual |
| | Civilian | Manual |
| Army | Military | Manual |
| | Civilian | Manual |
| Navy | Military | Jupiter |
| | Civilian | Jupiter |
| Marine Corps | Military | Jupiter |
| | Civilian | Jupiter |
| U.S. CYBERCOM | Military | JCC2 |
| | Civilian | JCC2 |



DoD 8140 Cyberspace Workforce Annual Reporting

Projected Timelines and Scope

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| | | 1 | 2 | 3 | 4 | 5 | 6 |
|-----------------|--------------|------------------------|------------------------|--|--|--|--|
| | | Oct 2024 - Jan 2025 | Summer 2025 | Oct 2025 - Feb 2026 | Oct 2026 - Jan 2027 | Oct 2027 - Jan 2028 | Oct 2028 - Jan 2029 |
| CYBERSECURITY | Foundational | Included | Included | Included | Included | Included | Included |
| | Residential | | | Included | Included | Included | Included |
| IT | Foundational | | | Included | Included | Included | Included |
| | Residential | | | | Included | Included | Included |
| ENABLERS | Foundational | | | Included | Included | Included | Included |
| | Residential | | | | Included | Included | Included |
| EFFECTS | Foundational | | | Excluded | Included | Included | Included |
| | Residential | | | | | Included | Included |
| INTEL | Foundational | | | TBD | TBD | TBD | TBD |
| | Residential | | | | | | |
| DATA/AI | Foundational | | | Excluded | Excluded | Included | Included |
| | Residential | | | | | | Included |
| SWE | Foundational | | | Excluded | Excluded | Included | Included |
| | Residential | | | | | | Included |
| Suspense | | | 1-Aug-25 | 20-Feb-26 | 5-Jan-27 – tent. | 5-Jan-28 -tent. | 5-Jan-29- tent. |
| NOTES | | 462 work role excluded | 462 work role excluded | 462 work role included | | | |
| SCOPE | | Military and Civilians | Military and Civilians | Military, Civilians, Guard and Reserve | Military, Civilians, Guard and Reserve | Military, Civilians, Guard and Reserve | Military, Civilians, Guard and Reserve |

**Inclusion of DoW Contractors Coming Soon*

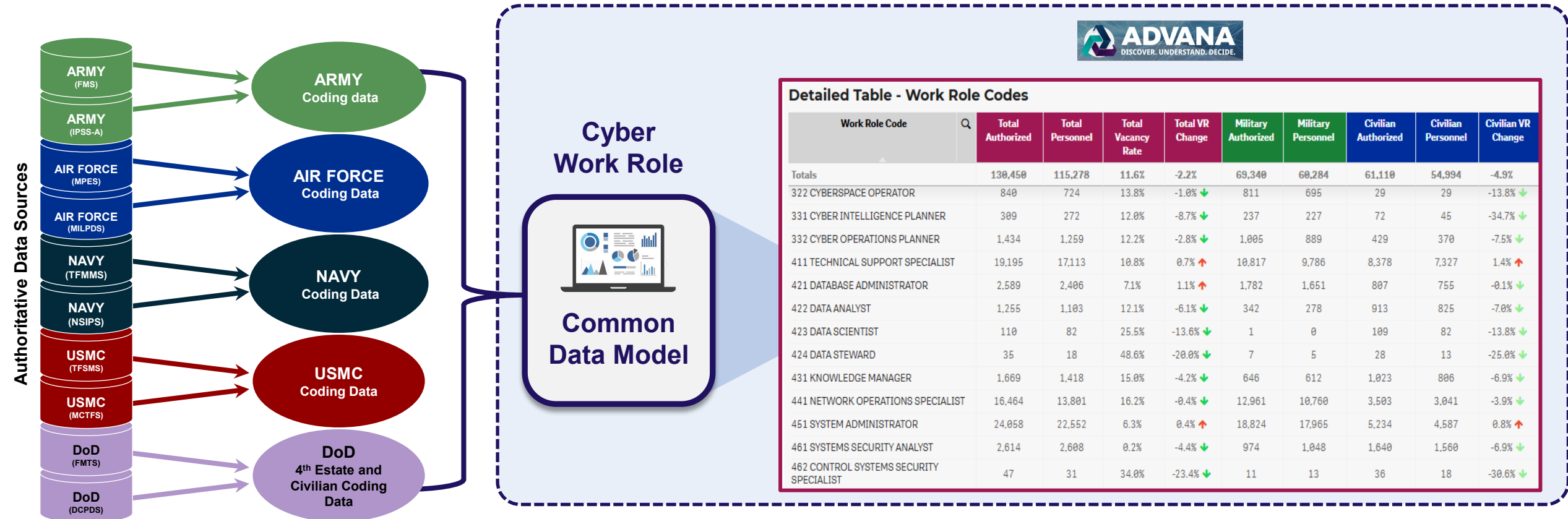


The Power of Work Role-Centric Data

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Advana is the enterprise analytics platform for the DoD; ingests data from 10 Service Manpower/Personnel systems to support the cyber workforce effort.

Common Data Model generates 50+ unique KPIs to include Vacancy Rates, Turnover Rate and Time To Hire utilizing predictive analytic methods in near real time





Next-Gen Readiness— Powering the Cyber Force Through Analytics

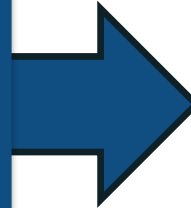
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FEB 2025:

- Services completed initial reporting on Cybersecurity element of DCWF for foundational qualifications
- Appx **10%** of the total DCWF population

Capabilities:

- ✓ DoD/Service Foundational status
- ✓ Includes how: (Education, Training or Certification)



FEB 2026:

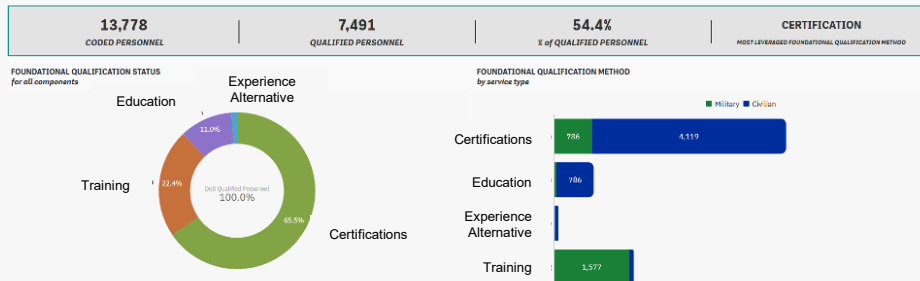
- Services will report on Cybersecurity, IT, and Enabler Elements of DCWF
- Appx **90%** of the total DCWF Population

Capabilities

- DoD/Service Foundational status
- Status across 3 DCWF elements
- Demonstrates how: (Education, Training or Certification)
- Includes Residential Qualification on Cybersecurity roles

CYBER WORKFORCE READINESS

Data is as of January 10, 2025, based on the 8140 Qualification Matrices v1.2, effective September 18, 2024.
This dashboard measures the Qualification Status of the Cyber Workforce within the Cybersecurity Workforce Element under the DoD 8-40 Cyber Workforce Qualification Program.



Leveraging advanced analytics to shape a mission-ready cyber force at speed and scale



DoD 8140 Qualification Overview

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FOUNDATIONAL QUALIFICATIONS *Demonstration of Knowledge*

EDUCATION
Over 3,500 degree-granting postsecondary academic institutions

OR

TRAINING
214 Government-owned trainings aligned to DCWF CS, IT, EN, 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*



DoD 8140 Personnel Qualification Waiver Information

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DCWF Applicability:
IT, CS, EN Work Roles



DoD 8140 Proficiency Level Applicability:
Basic, Intermediate, and Advanced



OVERVIEW

This guidance provides supplemental information to DoW Components regarding DoD 8140 personnel qualification waivers. DoD Components may further promulgate guidance to support DoD 8140 waiver implementation and guidelines provided by the DoW CIO WID.

IMPACTS:

- ✓ Provides a six-month extension to applicable populations
- ✓ Additional time may be granted for Service members
- ✓ Expands upon “Severe Operational Constraints” and “Personnel Constraints”
- ✓ Provides practical scenarios
- ✓ Provides guidance on tracking and reporting activities

DoDM 8140.03 SECTION 4.2 PROCEDURES:

➤ OSD and DoW Component heads:

- ✓ (a) May delegate waiver authority, as appropriate, while retaining oversight of subordinate use of waiver authority.
- ✓ (b) Will document, in a memorandum for the record, the justification for any granted waiver and the final plan to rectify the constraint.

Industry Partner Certifications

Administrative Update



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- ✓ **Sunsetted** A.I. tool on 31 July 2025; piloted human validation efforts in collaboration with a 3rd party assessment team; utilized subject matter experts (SMEs) to align proficiency levels to certifications as they apply to DCWF work roles
- ✓ **Completed** – 8-week cybersecurity (CS) certification validation which will be published in the Qualification Matrix this Fall 2025
- ❑ **In Progress** – 2 phased 15-week Information Technology (IT) certification validation began Aug 2025, results will be published in the Qualification Matrix in 2026
- ❑ **In Progress** – Established Range Advisory Group of Experts (R.A.G.E.) to determine most effective method of validating range providers proficiency levels within the DCWF work roles



CS

21 Certifications
11 work roles



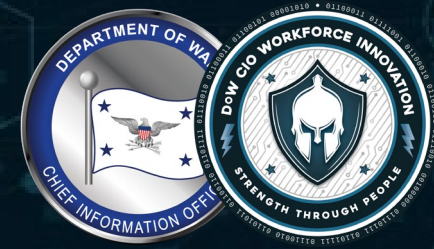
IT

37 Certifications
10 work roles



R.A.G.E.

8 Providers

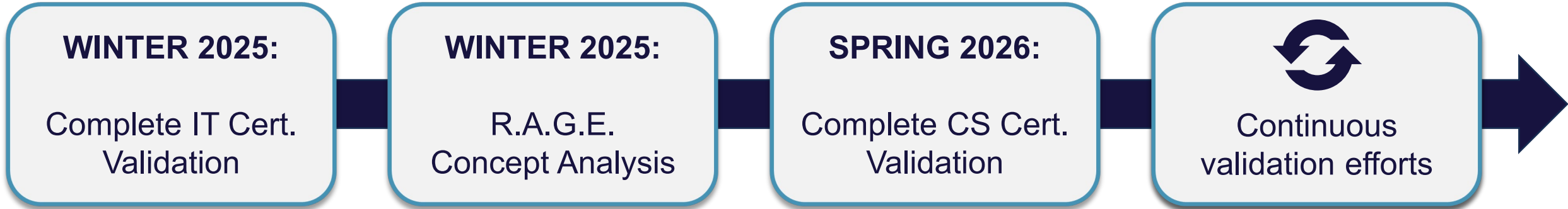


DoD 8140 Industry Partner Way Ahead

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2026 WAY AHEAD



SECURING WARFIGHTER'S PROFICIENCY LEVEL



DCWF Status & Way Ahead

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CURRENT VERSION: 5.1

- Includes updates to (IT-451) System Administrator and the addition of (CE-551) Red Team Specialist

WORK ROLES UNDER REVIEW

- (CS) Information Systems Security Officer
- (CE) Data Engineer
- (CE) Analytic Support Officer
- IT Workforce Element

VERSION: 5.2

*Anticipated Publication:
May 2026*

- To include two new work roles:
- ❖ (IT-452) Secure Configuration Specialist
 - ❖ (CS-633) System Security Engineer
- To include one new universal core knowledge statement for all work roles:
- ❖ “Knowledge of Zero Trust Security Model Principles”



DCWF Work Role Alignment to Workforce Elements

Current as of the January 28, 2026 CWMB

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DoD 8140 Implementation Update & Way Ahead

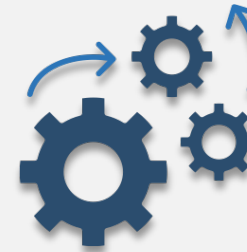
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CWMB Decision: Mandatory Workforce Upskilling In Effect



- April 2025: DCWF (IT-451) SA; Training Package
- January 2026: All Personnel; Zero Trust

JKO Ported Training Migration Complete



- [DCWF Learning Playlists](#)
- Applicability: DCWF CS, IT, and EN work roles at all three proficiency levels

DAU

DoD 8140 Integration with Cyber Academic Engagement Office



- Qualification Approval Process for Education
- End State: Academia Operationalization

New DoD 8140 Foundational Qualification Timelines

CATMS CIO000347-25



CYBERSPACE EFFECTS
FEBRUARY 15, 2027



DATA/AI
FEBRUARY 15, 2028



SOFTWARE ENGINEERING
FEBRUARY 15, 2028



DoD 8140 Residential Qualification Program Update and Way Ahead

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QUALIFYING THE WORKFORCE



Enhances personnel cyber readiness while satisfying unique organizational requirements.



Leverages a Blooms Taxonomy Framework to aid in the identification of KSAs for proficiency levels.



Standardizes the process to strengthen and improve on-the-job and environmental training expectations.



Captures reporting requirements for ADVANA through an automated user-friendly interface.

THE WAY AHEAD

1st Quarter 2027: Workforce Data Call Report CS & IT: Metrics TBD

2nd Quarter 2026: Publish Guide and Tool

Component Feedback

1st Quarter 2026 Report CS: Yes/No

4th Quarter 2025: Residential Qual SOP/Tool Development



DoD 8140 Contractor Transition Administrative Update



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**DFARS OPEN CASE #2023-D021
CANCELED**



**CLASS DEVIATION
DFARS PART 239 IN EFFECT**



DoW Cyber Workforce Hiring Freeze Exemption Guidance

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18 Feb 2025 — DoW Hiring Freeze

10 Sept 2025 — USW(P&R) Memo

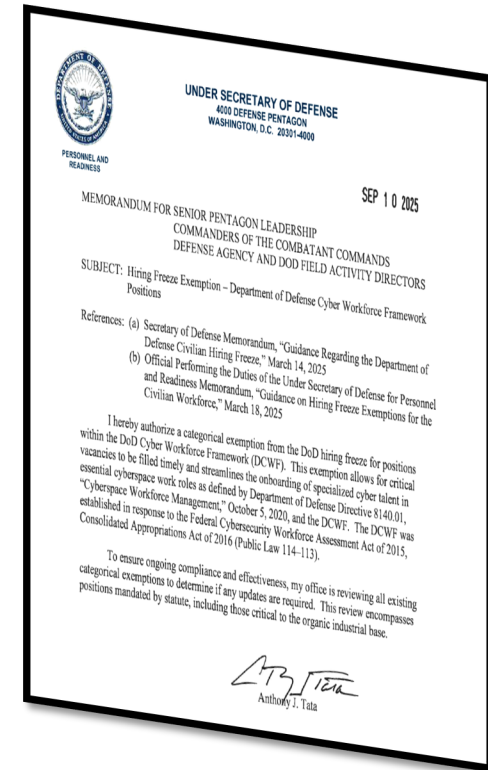
- **Categorical Exemption for DCWF Positions**

19 Dec 2025 — USW(P&R) Direct Hiring Authority Update

- Delegates hiring approval to **Component leaders**
- **Covered Positions:** Applies to a specified critical need occupations at GS-15 & below, including roles in maintenance, **cyber**, acquisition, STEM, & medical fields.

DCWF positions have a categorical exemption.

Asking for an exemption is not necessary.



To access all the hiring freeze exemption guidance and request process, please visit this **Civilian Personnel Policy (CPP)** site:

<https://dod365.sharepoint-mil.us/sites/OSDPR-DoD-Civilian-Hiring-Freeze-Exemption>

QUESTIONS?

