

GROWING THE NEXT GENERATION OF CYBER TALENT

Star Hardison,
Governance Program Manager
Workforce Innovation Directorate, DoD CIO

November 2023





AGENDA

01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

- ⚡ Mission Statement
- ⚡ DoD CWF Strategy Implementation Plan
- ⚡ Cultivating Tomorrow's Talent Pool
- ⚡ What is the DoD Cyber Scholarship Program?
- ⚡ DoD 8140 Qualification Model Example
- ⚡ Questions



MISSION STATEMENT

01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

The Department of Defense is one of the Nation's largest employers with approximately:

- ⚡ 1.3 million active-duty service members
- ⚡ 750,000 National Guard and Reserve service members
- ⚡ 750,000 civilian personnel
- ⚡ 600,000 contractors

Growing Our Talent:

To remain the strongest fighting force in the world, we must **recruit** and **retain** the best of America.

That means **we must** continue:

- ⚡ Building pathways of opportunity for all qualified Americans.
- ⚡ Deepening the Department's partnerships with America's best universities.
- ⚡ Continuing to invest in training and education and create programs that focus on science, technology, engineering, and math.
- ⚡ Providing exceptional opportunities for service and professional development for our total force.



DoD CYBER WORKFORCE STRATEGY IMPLEMENTATION PLAN



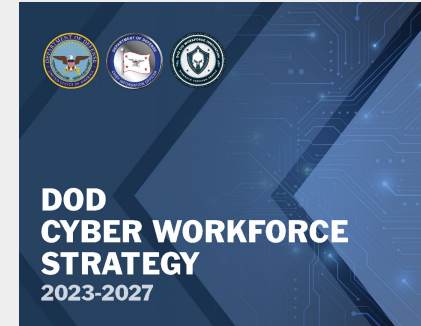
01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

Cyber Workforce Strategy

⚡ Aims to provide the tools, resources, policies and programs that enable the Department's cyber workforce stakeholders to **identify, recruit, develop** and **retain** a more agile and effective cyber workforce.

Implementation Plan

⚡ Sets the foundation for how the Department will execute the 22 objective and 38 initiatives aligned with the 4 overarching goals in the CWF Strategy.



GOAL 1: Execute consistent capability assessment and analysis processes to stay ahead of force needs.

GOAL 2: Establish an enterprise-wide talent management program to better align force capabilities with current and future requirements.

GOAL 3: Facilitate a cultural shift to optimize Department-wide personnel management activities.

GOAL 4: Foster collaboration and partnerships to enhance capability development, operational effectiveness and career broadening experiences.



CULTIVATING TOMORROW'S TALENT POOL

01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

CWF Strategy Goal 4:

- ⚡ Foster collaboration and partnerships to enhance capability development, operational effectiveness and career broadening experiences.

Objective 4.3:

- ⚡ Enhance collaboration with academia to cultivate a talent pipeline and support important areas of research.



Initiative 4.3.1:

- ⚡ Establish a centralized program office to manage cyber-focused student and employee developmental programs across the Department.

Initiative 4.3.2:

- ⚡ Ensure NCAE-C curriculum aligns with Department-wide cyber standard.

Initiative 4.3.3:

- ⚡ Increase return on investment of scholarship programs and effectively track participation to customize recruitment and outreach efforts.



WHAT IS THE DoD CYBER SCHOLARSHIP PROGRAM?

01100011 01111001 01100010 01100101 01110010 00100000 01110111

The DoD Cyber Scholarship Program (DoD CySP)

(Formerly the Information Assurance Scholarship Program) is designed to encourage the recruitment of the nation's top cyber talent and the retention of DoD personnel who have skills necessary to meet DoD's cyber requirements and help secure our nation against the threats of information systems and networks.

Grants awarded for scholarships and capacity building to NCAE-Cs:

Scholarships

Recruitment: Targets students who are not current DoD or Federal employees and who are enrolled at designated CAEs; may be undergraduate or graduate students

Retention: Targets Military and Civilian DoD personnel for Associates or Graduate (Certificates, Masters, and PhD programs)

NCAE-Cs

National Centers of Academic Excellence in Cybersecurity (NCAE-C)

National Centers of Academic Excellence in Cyber Defense (CAE-CD)

National Centers of Academic Excellence in Cyber Defense Research (CAE-R)

National Centers of Academic Excellence in Cyber Operations (CAE-CO)



DoD 8140 QUALIFICATION MODEL EXAMPLE

01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

(621) Software Developer				
		Basic	Intermediate	Advanced
Foundational Qualification Options	Education	Associate degree or higher from an accredited college or university	Bachelor degree or higher from an accredited college or university	Bachelor degree or higher from an accredited college or university
		OR	OR	OR
	Training	Offerings listed in DoD 8140 Training Repository	Offerings listed in DoD 8140 Training Repository	Offerings listed in DoD 8140 Training Repository
		OR	OR	OR
	Personnel Certification	GSEC	CSSLP	CISSP-ISSAP
Foundational Qualification Alternative	Experience	Conditional Alternative	Conditional Alternative	Conditional Alternative
Residential Qualification	On-the-Job Qualification	Always Required	Always Required	Always Required
	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.



Survey on Cyber Education Requirements

01100011 01111001 01100010 01100101 01110010 00100000 01110111 01101111 01110010 01101011 01100110 01101111 01110010 01100011 01100101 00001010

Sponsor: Institute for Defense Analyses (IDA)
(on behalf of the DoD)

Purpose: To gather perspectives on how to best educate the DoD's cyber workforce to protect the Nation from future cyber threats (findings will be included in a report requested by Congress).

Survey Question Focus:

- Student capacity in cyber programs of study
- Educator staffing levels
- Cyber education preferences and requirements
- Perceptions of future cyber threats
- The need for a National Cyber Academy

**SHARE YOUR THOUGHTS ON
CYBER EDUCATION BY TAKING
A BRIEF SURVEY**

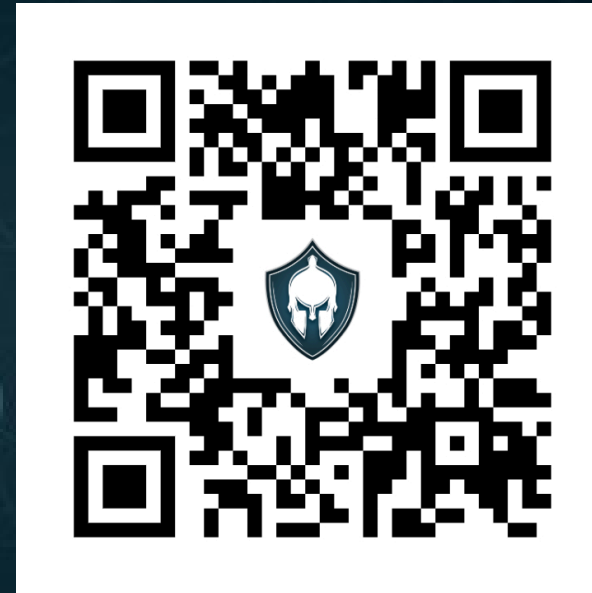
(visit the URL or Scan the QR Code below)



https://idaorg.gov1.qualtrics.com/jfe/form/SV_251iRbIdGNIdmUC



QUESTIONS



SCAN TO VIEW THE CYBER
WORKFORCE STRATEGY