Identifying the Cyber Workforce

- Based on National Initiative for Cybersecurity Education (NICE) workforce framework
- Leverage and integrate content from the Joint Cyber Training and Certification Standards (JCT&CS)
- Create a standard lexicon of cyber work roles
**Work Role.**
A specialized set of tasks/functions requiring specific knowledge, skills & abilities.

**Job/Position.**
One or more work roles one regularly performs for pay.

**Job Title.**
A description of one's job/position in the organization.
Shaping the National Cyber Workforce

DoD Cyber Workforce Framework

- Data Collection
- Analysis
- SME Panels
- Validation Panels

Interviews

-Military Occupation Specialties

-Pilot - Proof of Concept
Work Role Examples

| Securely Provision | Risk Management | • Authorizing Official
|                   |                | • Security Control Assessor
|                   | Architecture   | • Enterprise Architect
|                   |                | • Security Architect
|                   | Software Development | • Software Developer
|                   |                | • Secure Software Assessor
|                   | Systems Development | • Systems Developer
|                   |                | • Information Systems Security Developer
|                   | Test and Evaluation | • Test and Evaluation Specialist
|                   | Technology R&D   | • Research & Development Specialist
|                   | Systems Requirements Planning | • Systems Requirements Planner
Current & Planned
Cyber Workforce Issuances

DoD Cyberspace Workforce Strategy

DoD Directive 8140.01
Cyberspace Workforce Management

Planned - DoD Instruction 8140
Cyber Workforce
Identification, Tracking & Report Requirements

DoD Cyber Workforce Framework
(Lexicon of Cyber Work Roles)

Planned - DoD Manual(s) - Cyber Workforce Qualification Requirements

Conceptual Qualification Methodology

- Education
- Training
- Residency: O-J-T, Supervisor Evaluation, Performance-based Assessments*
- Credentials*: Certifications*
- Continuous Development: Knowledge, Exercises, Skills Labs

*Where applicable

NOTE: DoD 8570.01-m is still in effect until such time as it is replaced

Office of the DoD Chief Information Officer (CIO)
Questions?
Cyber Workforce Overview

DoD CYBERSPACE WORKFORCE STRATEGY

- DoDD 8140.01 – Cyberspace Workforce Management
  Governance, Definitions, Stakeholder Identification

- DoD 8570.01-M Admin Update
- DoD CIO Memo: DoD 8570.01-M remains in effect until replaced

DoD CYBERSPACE WORKFORCE FRAMEWORK

- PHASE I
  Validation & Shaping
  Establish Baseline

- PHASE II
  Criticality Analysis
  Core Tasks & KSAs

- PHASE III
  Proficiency Analysis
  Foundational, Journeyman, Mastery

NATIONAL/FEDERAL

1. Nat’l Cyber Workforce Framework
2. Position Description Tool
3. Career Progression

Office of the DoD Chief Information Officer (CIO)
Cyberspace Workforce

Personnel who build, secure, operate, defend, and protect DoD and U.S. cyberspace resources; conduct related intelligence activities; enable future operations; and project power in or through cyberspace. It is comprised of personnel assigned to the areas of cyberspace effects, cybersecurity, cyberspace IT, and portions of the Intelligence workforce

– (DoDD 8140.01 signed 11 Aug 2015)
Cyberspace IT Workforce: Personnel, who design, build, configure, operate, and maintain IT, networks, and capabilities. This includes actions to prioritize portfolio investments; architect, engineer, acquire, implement, evaluate, and dispose of IT as well as information resource management; and the management, storage, transmission, and display of data and information. - (DoDD 8140.01 signed 11 Aug 2015)

Cybersecurity Workforce: Personnel who secure, defend, and preserve data, networks, net-centric capabilities, and other designated systems by ensuring appropriate security controls and measures are in place, and taking internal defense actions. This includes access to system controls, monitoring, administration, and integration of cybersecurity into all aspects of engineering and acquisition of cyberspace capabilities. - (DoDD 8140.01 signed 11 Aug 2015)

Cyberspace Effects Workforce: Personnel who plan, support, and execute cyberspace capabilities where the primary purpose is to externally defend or conduct force projection in or through cyberspace. - (DoDD 8140.01 signed 11 Aug 2015)

Intelligence Workforce (Cyberspace): Personnel who collect, process, analyze, and disseminate information from all sources of intelligence on foreign actors’ cyber programs, intentions, capabilities, research and development, and operational activities. - (DoDD 8140.01 signed 11 Aug 2015)