



DEPARTMENT OF DEFENSE

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CHIEF INFORMATION OFFICER

MEMORANDUM FOR JOINT STAFF, DIRECTOR, COMMAND, CONTROL,
COMMUNICATIONS AND COMPUTERS/CYBER, J6
CHIEF INFORMATION OFFICER, DEPARTMENT OF THE ARMY
CHIEF INFORMATION OFFICER, DEPARTMENT OF THE NAVY
CHIEF INFORMATION DOMINANCE AND CHIEF
INFORMATION OFFICER, DEPARTMENT OF THE AIR FORCE
CHIEF INFORMATION OFFICERS, DEFENSE AGENCIES AND
DOD FIELD ACTIVITIES

SUBJECT: Department of Defense Cyber Workforce Framework Coding Scope Update

Reference: Department of Defense Instruction 8140.02, "Identification, Tracking, and
Reporting of Cyberspace Workforce Requirements," December 21, 2021

The Department of Defense Cyber Workforce Framework (DCWF) establishes the Department of Defense's (DoD) authoritative lexicon to describe the full spectrum of the cyber workforce, as defined in DoD Instruction 8140.02. This office continuously updates the DCWF to align with rapid changes in technology and the evolving nature of the Department's cyber mission. Since its initial implementation, the DCWF has expanded to seven workforce elements, each containing a set of work roles: IT (Cyberspace), Cybersecurity, Cyberspace Effects, Intelligence (Cyberspace), Cyberspace Enablers, Software Engineering, and Artificial Intelligence/Data.

To enable comprehensive identification, qualification, and analysis of the cyber workforce, Services and Components must apply DCWF work role codes and proficiency levels to all military and civilian cyber positions and personnel across all current and future DCWF workforce elements in their authoritative manpower and personnel systems of record. Further, Services must synchronize coding between their manpower and personnel systems. Maintaining a high level of data quality as the DCWF adapts is essential to meeting the Fulcrum Strategy Line of Effort four, "cultivate a premier digital workforce ready to deploy emerging technology to the warfighter."

For assistance in cyber workforce coding efforts, please refer to the DoD CIO Workforce Innovation Directorate's "DCWF Workforce Identification & Coding Guide" version 1.4, available on the Cyber Exchange 8140 Documents Library.

The Department's cyber workforce reporting and updates to coding and qualification will be tracked and visualized in the Advana Cyber Workforce Health report. My points of contact for this matter are Alfredo Rodriguez III at email alfredo.rodriquez159.civ@mail.mil and Matt Isnor at email matthew.m.isnor.civ@mail.mil.

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