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OFFICE OF PREPUBLICATION AND SECURITY REVIEW



DoD 8140 Cyber Workforce Qualification Program

Matrix & Repository SOP

Version 1.1

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Prepared by

The Office of the DoD Deputy Chief Information Officer for Resources & Analysis,

Workforce Innovation Directorate

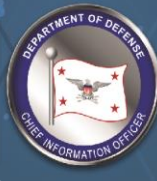


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Updating the Training Repository

OPR Alignment to Elements

CYBER IT (OPR: DoD CIO)

- (411) Technical Support Specialist
- (421) Database Administrator
- (431) Knowledge Manager
- (441) Network Operations Specialist
- (451) Systems Administrator
- (632) Systems Developer
- (641) Systems Requirements Planner
- (651) Enterprise Architect
- (661) Research and Development (R&D) Specialist
- (671) System Testing & Evaluation (T&E) Specialist

CYBER ENABLERS (OPR: DoD CIO)

- (732) Privacy Compliance Manager
- (751) Cyber Workforce Developer and Manager
- (752) Cyber Policy and Strategy Planner
- (901) Executive Cyber Leader
- (711) Cyber Instructional Curriculum Developer
- (712) Cyber Instructor
- (211) Forensics Analyst
- (221) Cyber Crime Investigator
- (731) Cyber Legal Advisor
- (801) Program Manager
- (802) IT Project Manager
- (803) Product Support Manager
- (804) IT Investment/Portfolio Manager
- (805) IT Program Auditor

INTEL (CYBER) (OPR: OUSD I&S)

- (111) All-Source Analyst
- (151) Multi-Disciplined Language Analyst
- (311) All-Source Collection Manager
- (312) All-Source Collection Requirements Manager
- (331) Cyber Intelligence Planner

CYBER EFFECTS (OPR: OUSD PCA)

- (121) Exploitation Analyst
- (122) Digital Network Exploitation Analyst (DNEA)
- (131) Joint Targeting Analyst (JTA)
- (133) Target Analyst Reporter (TAR)
- (321) Access Network Operator (ANO)
- (322) Cyberspace Operator
- (332) Cyber Operations Planner
- (442) Network Technician
- (443) Network Analyst
- (463) Host Analyst

One unlisted Cyber work role is not for public release (CU)

CYBERSECURITY (OPR: DoD CIO)

- (212) Cyber Defense Forensics Analyst
- (462) Control Systems Security Specialist
- (511) Cyber Defense Analyst
- (521) Cyber Defense Infrastructure Support Specialist
- (531) Cyber Defense Incident Responder
- (541) Vulnerability Assessment Analyst
- (611) Authorizing Official/Designated Representative
- (612) Security Control Assessor
- (622) Secure Software Assessor
- (631) Information Systems Security Developer
- (652) Security Analyst
- (722) Information Systems Security Manager (ISSM)
- (723) Communications Security (COMSEC) Manager

DATA/AI (OPR: DoD CDAO)

- (422) Data Analyst
- (423) Data Scientist
- (424) Data Steward
- (623) Artificial Intelligence / Machine Learning (AI/ML) Specialist
- (624) Data Operations Specialist
- (653) Data Architect
- (672) AI Test & Evaluation Specialist
- (733) AI Risk & Ethics Specialist
- (753) AI Adoption Specialist
- (902) AI Innovation Leader
- (903) Data Officer

SOFTWARE ENGINEERING (OPR: OUSD R&E)

- (461) Systems Security Analyst
- (621) Software Developer
- (625) Product Designer User Interface (UI)
- (626) Service Designer User Experience (UX)
- (627) Development, Security, Operations (DevSecOps) Specialist
- (628) Software/Cloud Architect
- (673) Software Test & Evaluation Specialist
- (806) Product Manager



OPR Responsibilities

DoD 8140.01 describes the responsibilities of OPRs for collaboration and updates of the matrices.

Refresh Cycle and Feedback

The DoD 8140 qualification matrices for the DCWF cybersecurity (CS) and information technology (IT) will be refreshed on a quarterly basis to ensure additional qualification options are incorporated into the environment in a timely manner. As this is an ongoing process, new offerings will undergo a review by DoD CIO mid-quarter throughout the calendar year, with updated matrices published at the end of the quarter. Below is a tentative refresh schedule.

Quarter	Report Due
Quarter 1 (JAN-MAR)	15 March
Quarter 2 (APR-JUN)	15 June
Quarter 3 (JUL-SEPT)	15 September
Quarter 4 (OCT-DEC)	15 December

For work roles not published, initial ingestion has indicated some training content aligns to those work roles and can be identified in the repository tabs. However, these are subject to change as validation continues.

Collection and verification of training within the DoD and commercial spaces is an open and continuous process. As such, components should regularly submit DoD training course content to the DoD CIO Workforce Innovation Directorate (WID) for verification and inclusion. For more information regarding this process, components are asked to reference CATMS tasker CIO000718-23 or contact the DoD CIO WID at osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil.

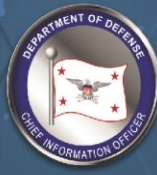
The report form for course alignment can be found on the DoD Cyber Exchange *Documents* page: <https://public.cyber.mil/wid/dod8140/documents-library/>

Prior to contacting the DoD CIO, Components must first:

- Socialize the position or qualification issue with your DoD Component Cyber Workforce Program Manager
- Contact your training provider to see if they have submitted training

The following will be taken into consideration when reviewing proposed updates:

- How do the proposed updates align to the structure and scope?
- Is the proposed update essential, with wide-ranging impact?
- Does the proposed update address a workforce need across Components or the unique requirements of a Component/individual?
- How does the proposed update relate to existing framework and content, including the extent of impact an update may have?
- What are the financial and/or human capital elements required to implement proposal?



The Matrix

(411) Technical Support Specialist					
		Basic	Intermediate	Advanced	NOTES
Foundational Qualification Options*	Education	A BS degree in Information Technology, Cybersecurity, Data Science, Information Systems, or Computer Science, from an ABET accredited or CAE designated institution fulfills the educational requirement for this WRC	A BS degree in Information Technology, Cybersecurity, Data Science, Information Systems, or Computer Science, from an ABET accredited or CAE designated institution fulfills the educational requirement for this WRC	TBD	For additional information pertaining to ABET: www.abet.org or CAE: www.caecommunity.org
		OR	OR	OR	
	DoD/Military Training	E3AQR3D0X2 02AA or E3AQR3D032 00BB or C-150-2012 or C-150-2011 or 531-25B10 (CP) or A-202-2100 now A-150-1251 or A-150-1200 or A-150-1201 or A-102-5900 or A-531-0767	M09DSJ1 or A-531-0021 or A-150-1980 or A-150-1202 or A-150-1203 or A-150-1250 or A-150-1855 / A-150-1940 or A-113-0205 or A-113-0175 or A-113-0018 or A-113-0382 or A-113-0027 or A-113-0383 or A-113-0175 or A-113-0202 or A-113-0233 or A-531-0150 or A-531-0100 or A-150-2300	A-661-0500 or A-531-0022 or A-102-5888 or A-102-5599 (SNOOP) or A-531-0045 or A-113-0381 or A-113-0381 or A-113-0342 or A-104-0083(P/L) or A-121-0594 (P/L) or A-104-0084 or A-150-4219 (P/L) or A-150-9020 (P/L)	See TAB C (DCWF Training Repository) for additional course information.
	Commercial Training				
	OR	OR	OR		
*Training/Certifications/Education aligned to higher proficiency levels can qualify lower proficiency levels	Personnel Certification	A+ or Network+	CND or FITSP-O or GFACT or GSEC or Security+	CASP+ or CCNP Security or CISA or FITSP-O or GICSP or SSCP	See the Certification Index tab at the end of this document for certification vendor information.
Foundational Qualification Alternative	Experience	Conditional Alternative	Conditional Alternative	Conditional Alternative	Refer to Section 3 of the DoD 8140 Manual for more information.
Residential Qualification	On-the-Job Qualification	Always Required	Always Required	Always Required	Individuals must demonstrate capability to perform their duties in their resident environment.
	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.	

Overview

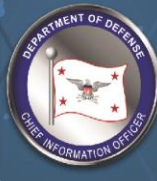
Where to find

Public: <https://public.cyber.mil/wid/dod8140/dod-cyber-workforce-qualifications-matrices-management/>

NIPR: [DoD Cyber Workforce Qualifications Matrices Management – DoD Cyber Exchange](https://cyber.mil/wid/dod8140/qualifications-matrices/)
<https://cyber.mil/wid/dod8140/qualifications-matrices/>

Purpose

The DoD 8140 Cyber Workforce Qualification Program, Qualification Matrix, and Training Repository capture and organize commercial certifications and trainings, DoD-owned trainings, and educational degrees aligned to DoD Cyber Workforce Framework (DCWF). The matrix and repository provide a central location to review existing cyber qualification options that meet the requirements of the DoD Cyberspace Workforce Qualification and Management Program (DoDM 8140.03) and supports the continued professional development of the DoD cyber workforce.



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Matrix Organization

The Matrix is organized into four categories: Foundational Qualification Options, Foundational Qualification Alternative, Residential Qualifications, and Annual Maintenance with three proficiency levels.

A cascading effect is applied to the proficiency levels of the Foundational Qualifications; education, training, and certification options aligned to higher proficiency levels will qualify at the lower proficiency levels. Blank cells indicate no training/education/certification has been identified specifically for that proficiency level, however higher proficiency level options can be applied.

If a cell has "TBD" then content is still in the validation process and may be included at a later time.

For reference, TAB A lists certification offerings; TAB B lists the commercial certifications by name and acronym (Certification Index); TAB C lists the full list of DoD/Military training offerings (DCWF Training Repository)-a search bar is located at the top of the worksheet for identification of course information.

Disclaimers

DoD Components may have specific requirements for the completion of DoD-owned cyber training under DoDM 8140.03. This qualification matrix and repository include DoD 8140 qualification content, including DoD-owned cyber training courses, submitted to DoD CIO from 2019-2024. Users should consult with a representative from their organization before enrolling in any foundational qualification option to verify current requirements.

Ingestion of commercial and DoD-owned qualification options is an open and continuous process. Users should continue to monitor the DoD 8140 Documents Library, found on the DISA Cyber Exchange, as more resources become available: <https://public.cyber.mil/wid/cwmp/documents-library/>

Point of Contact

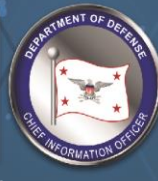
The DoD CIO Workforce Innovation Directorate (WID) mailbox is: osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil.

For DoD Components

The matrix lists foundational qualification options as an applicant's educational degree, training, or certification. The matrix outlines the minimum, basic criteria applicants must meet; however, DoD Components are allowed to be more stringent in their qualifications and require a combination of education, training, and/or certification.

Foundational qualifications must be fulfilled within 9 months of assignment and residential qualifications within 12 months of assignment.

DoDM 8140.03 states OSD, DoD Civilian employees, and Service members assigned to positions identified as requiring more than one work role must achieve qualification requirements for each work role aligned to the position/billet.



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As many of the work roles overlap in their knowledge, skills, and abilities it is likely a degree, training, or certification qualifies for multiple work roles. A position/billet is coded to a primary work role and up to two additional work roles. Before applying for a new position, check the repository to better understand how your foundational qualification(s) qualify to other work roles.

Additional Resources

For additional information, access the DoD Workforce Innovation Directorate page on Cyber Exchange here: <https://public.cyber.mil/wid/>.

References

- a. DoD Directive 8140.01, Cyberspace Workforce Management, October 2020
- b. DoD Instruction 8140.02, Identification, Tracking, and Reporting of Cyberspace Workforce Requirements, December 2021
- c. DoD Manual 8140.03, Cyberspace Workforce Qualification and Management Program, February 2023



FAQs

Qualification Matrix

What is the difference between Residential and Foundational Qualifications?

The Foundational Qualifications are general to all services and incumbents. The Residential Qualifications are specific to each Component. This method allows for anyone aligned to the same work role to have the same basic level of understanding, while allowing for more specific training needs.

Why are there blank spaces?

The blank spaces could be due to either no training being identified as aligned to that work role or the aligned training is met at a higher proficiency level. When training is aligned at a higher proficiency level, a “waterfall” effect occurs and qualifies for the lower levels.

Where can I find more information on these courses?

The matrices are housed in Excel documents found here: <https://public.cyber.mil/wid/dod8140/dod-cyber-workforce-qualifications-matrices-management/> . Tab A lists identified commercial offerings and Tab C lists all DoD-offered trainings (use the highlighted search bar at the top to search a specific course, proficiency level, work role, etc.). For further information, contact your Cyber Workforce Program Manager or access the link for more information.

The Matrix and the Repository have different information, which is the authoritative source?

The matrix is the authoritative source. As discrepancies between the repository and matrix are identified, the repository is updated and will be reflected in the next refresh cycle.

To how many work roles does my position align?

A billet/position aligns to at most 3 work roles- a primary and up to 2 additional. However, an individual can be aligned to several work roles depending on their training, education, and/or certifications.

Proficiency Level

Does a course align to only one proficiency level?

Yes and no. The proficiency level has a “waterfall” effect, meaning if a course qualifies at the Advanced level, it will also qualify at the Intermediate and Basic levels as well. However, because a course may align to multiple work roles, it is possible that it aligns at different proficiency levels for those different work roles (including the “waterfall” effect).

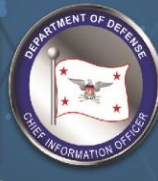
Course Content

Can a course align to multiple work roles?

Yes. Provided the course content aligns to at least 70% of the KSATs.

How do I know if the courses I took align to DCWF?

Course information is being updated and more courses are expected to align. Contact your educational/training institution for more information. If it is not in the current version, it may either be under review or may not have met the criteria for inclusion.



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Does this mean I have to take more training?

Possibly. The Foundational Qualification Alternative allows for grandfathering-in of qualified personnel through experience. However, this is not a “fix-all” for being qualified. Some training courses did not meet the criteria for inclusion and additional training may be necessary to maintain your current position.