

DOD 8140 CYBER WORKFORCE QUALIFICATION PROGRAM

Overview

DoD Directive (DoDD) 8140.01 establishes a definition for the cyber workforce, introduces the DoD Cyber Workforce Framework (DCWF) as an authoritative reference, and outlines component roles and responsibilities for the management of the DoW cyber workforce.

DoD Instruction (DoDI) 8140.02 outlines the identification, tracking, and reporting of the cyber workforce in accordance with the DCWF, enabling enterprise strategic workforce planning efforts.

DoD Manual (DoDM) 8140.03 establishes the qualification criteria for each DCWF work role to ensure personnel filling cyber positions are capable of meeting mission requirements.



DoD 8140 Implementation Resources

<https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140/documents-library>

DCWF Work Role Tool

<https://www.cyber.mil/dod-workforce-innovation-directorate/dod-cyber-workforce-framework/dcwf>

DCWF Resources

<https://www.cyber.mil/dod-workforce-innovation-directorate/dod-cyber-workforce-framework>

DoD 8140 FAQs

<https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140/faq>



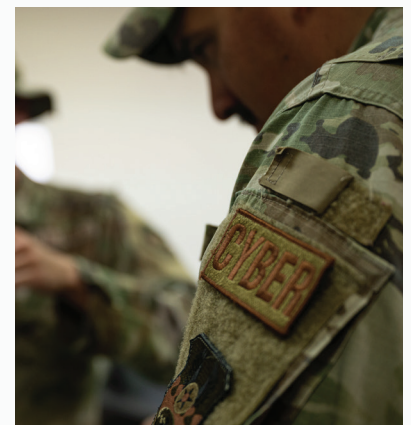
KEY POINT OF CONTACT

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Figure 1: Sample Work Role Qualification Matrix

		PROFICIENCY LEVELS		
		BASIC	INTERMEDIATE	ADVANCED
Foundational Qualification Options — Demonstration of Knowledge	EDUCATION	Option OR	Option OR	Option OR
	TRAINING (DOW & COMMERCIAL)	Option OR	Option OR	Option OR
	PERSONNEL CERTIFICATION	Option OR	Option OR	Option OR
	EXPERIENCE	Conditional Alternative	Conditional Alternative	Conditional Alternative
Residential Qualification — Demonstration of Capability	ON-THE-JOB QUALIFICATION	Always Required	Always Required	Always Required
	ENVIRONMENT SPECIFIC REQUIREMENTS	Component Discretion	Component Discretion	Component Discretion
Maintain Currency	CONTINUOUS PROFESSIONAL DEVELOPMENT	> of 20 Hours/Year or Cert. Requirement	> of 20 Hours/Year or Cert. Requirement	> of 20 Hours/Year or Cert. Requirement





DOD 8140 TOP LINE MESSAGING

DoD 8140 was built to:

- Unify the cyber workforce
- Establish a common data model with the DCWF to identify and track workforce requirements and capabilities
- Develop and advance cyber workforce capabilities
- Establish a more targeted approach for holistic workforce management and support data-driven decision making
- Establish a program with standard identification and qualification requirements for interoperability while providing flexibility for Enterprise implementation and individual career path development



DoD 8140 - DoDM 8140.03

The DoDM 8140.03 will guide the Department's ability to verify and advance capabilities for all 225,000 DoW cyber workforce civilians, military personnel, and contractors.



FAQs

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DoD 8140 Frequently Asked Questions:

Q1. What is DoD 8140?

- DoD 8140 prescribes standards and assigns responsibilities for the management of the DoD cyber workforce to include workforce identification, tracking, qualification, and reporting.

Q2. What is the purpose of DoD 8140?

- DoD 8140 was built to unify the cyber workforce, establish a common data model with the DCWF to identify and track workforce requirements and capabilities, develop and advance cyber workforce capabilities, establish a more targeted approach for holistic workforce management and support data driven decision making, and finally, establish a program with standard identification and qualification requirements for interoperability, while providing flexibility for Enterprise implementation and individual career path development.

Q3. What is the value of DoD 8140?

- DoD 8140 outlines key standards, assigns responsibilities for the management of the DoW cyber workforce that further provide DoW-wide unification and consistency and provides optimal flexibility for DoW Components to implement these baseline standards. DoD 8140 is designed to enable reciprocity while enhancing interoperability and cyber readiness across the Department. This will allow the Department to accurately engage with workforce skills, needs, and requirements. The program also provides a continuing education mechanism for the Department to further develop workforce members to sustain a base level of readiness.



Q4. How is the DoD 8140 Manual different from the DoD 8570 Manual?

- The DoD 8570.01-M governing the IA workforce certification program remained in effect until publication of the DoD Manual 8140.03 in 2023. The 8570 Program focused on initial training and experience. The 8140 Program is designed with organizational flexibility in mind, ensuring individuals have both the knowledge and capability to perform their assigned work roles, and that organizations are empowered to maintain their own unique requirements based on operational needs.

DoDM establishes baseline qualification requirements for the DoW cyber workforce and encourages the responsible DoD Component or command to supplement the baseline standards with environment-specific requirements, based on certain technology and known threats. The DoD 8140 Manual will provide the DoD with flexibility needed across varied cyber mission sets while it moves away from a compliance-based approach to focus on demonstration of capability. The DoD 8140 qualification standards focus on a demonstration of capability, ensuring that the cyber workforce is capable of performing the required functions in their job

Q5. How will the DoDM 8140.03 be implemented?

- The DoDM 8140.03 will be implemented in a phased approach.
 - **15 February 2025:** All DoW civilian employees and military service members in DCWF work roles under the cybersecurity workforce element qualified in accordance with DoDM 8140.03
 - **15 February 2026:** All DoW civilian employees and military service members in DCWF work roles under the cyberspace IT, cyberspace effects, intelligence (cyberspace), and cyberspace enabler workforce elements qualified in accordance with DoDM 8140.03.

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