

Call To Action!

- DoD 8140 Cyberspace Workforce Annual Report Qualification Collection Tasker Released (See Appendix A)

Top Headlines

- August 2025 Cyber Workforce Management Board De-Brief
- Cyber Workforce Hiring Freeze Exemption Guidance Provided by OUSD(P&R)
- Cyber Awareness Challenge 2026 Announcement
- DCWF Identification and Coding Guidance V1.6 Published (See Appendix D)
- DoD 8140 Foundational Qualification Matrix V2.1 Published

**DoW Cyber Readiness Tracking Using DCWF Qualification Named
Defense Scoop 50 Innovation of the Year (2025)**

Defensescoop.com | Author: Defense Scoop Staff | Date: October 7, 2025

Link: <https://defensescoop.com/2025/10/07/announcing-the-2025-defensescoop-50-award-winners/>

Bulletin Appendices

Letter	Description
A	DoD 8140 Workforce Qualification Data Call Fall 2025
B	Annual Cyber Awareness Challenge Notification
C	Student Self-Paced Trainings Notification
D	Resource Notification
E	Cyber 101 Notification
F	DoD 8140 Waiver, WAU DCWF Playlist Notification
G	DCWF Coding Guide Memorandum
H	CATMS CIO000575-25 Acceptance of DoD 8140 Experience Reciprocity Memorandum
I	CATMS CIO000654-25 Distribution of DoD 8140 Experience Qualification Process Guidance V1.2 Memo
J	DoW Cyber Workforce Management Resource Tracker
K	Red Team Specialist (551) Work Role and Implementation Guidance



Bulletin Overview

- In accordance with DoDD 8140.01, “Cyberspace Workforce Management” (October 5, 2020), this bulletin provides updates from the DoW CIO Workforce Innovation Directorate (WID) to DoW Component Offices of Primary Responsibility (OPRs) regarding implementation of the DoD 8140 Cyber Workforce Qualification Program.
- Information regarding broader DoW cyber workforce operations and management activities are also noted in this edition.
- The appearance of external hyperlinks does not constitute endorsement by the United States Department of War (DoW) of the linked websites, or the information, products or services contained therein. The DoW does not exercise any editorial, security, or other control over the information you may find at these locations.
- This document is unclassified.

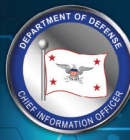
August 2025 Cyber Workforce Management Board De-Brief



Figure 1: Cyber Workforce Management Board Tri-Chair Seals

Summary: The DoW Cyber Workforce Management Board (CWMB) met on August 12, 2025, to deliberate several cyber workforce management topics. This section provides a snapshot of the minutes. The full minutes can be found on the DoW CIO WID SharePoint Portal. Please request permissions using the following link: <https://intelshare.intelink.gov/sites/dodcio/CWMB/>

Transform Cyber Workforce Rotation Program Decision: The Tri-Chairs unanimously voted for option 3 to use select talent exchange/detail programs, including the DoW CITEP (industry-focused) and the FRCWP (fed-wide focused with the VA), through a quota system.



Tailored Strategic Retention Program Call To Action: Mr. Gorak, Director, DoW Cyber Academic Engagement Office (CAEO), reminded all stakeholders of the high turnover rate of cyber professionals (DoW turns over 10,000 cyber professionals annually). Therefore, we need an emphasis on retaining our DoW cyber workforce as well as sharing our talent with industry using programs such as TSR.

DoW Cyber Workforce Over The Horizon Forecast Model Desired Outcome: Shape both the active and civilian DoW cyber workforce and move from being reactive to being proactive. The plan is to have a pilot effort mock-up with dashboard by Spring 2026.

Cyber Workforce Hiring Freeze Exemption Guidance

The following guidance has been distributed to the DoW cyber workforce on behalf of the Director, DoW CIO WID, email: osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil

Summary: As a follow-up from the August 12, 2025 CWMB due-outs, USD(P&R) Civilian Personnel Policy (CPP) provided further guidance on the process for obtaining approval of cyber workforce exemptions to the hiring freeze. To access all the hiring freeze exemption guidance and request process, please visit this CPP site:

<https://dod365.sharepoint-mil.us/sites/OSDPR-DoD-Civilian-Hiring-Freeze-Exemption>

Hiring Freeze Exemption Request Form: In his memorandum of February 28, 2025, the Secretary of War directed an immediate hiring freeze with the expectation that there will be no onboarding of DoW Civilian personnel. DoW Components must use the form contained in the CPP site to request exemptions from the hiring freeze and/or report required data for Approved Categorical Exemptions. Internal hiring actions do NOT need to be submitted via this form.

The addition of updated guidance pertaining to DoW cyber workforce personnel is depicted in the screenshots below from CPP's hiring freeze exemption form:



DoD 8140

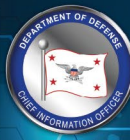
Additional Hiring Freeze Exemptions Approved for All Components
(Since March 18, 2025)

SERIES	TITLE
0017	Explosives Safety
2805	Electrician/Electrician Worker
2810	High Volt Electrician/Electrician Worker
3502	Roads Maintenance Worker (Laborer)
3603	Masonry
3703	Welder
3806	Sheet Metal Mechanic
4102	Painter Helper
4104	Sign Painter
4204	Pipefitter
4206	Plumber / Plumber Worker
4607	Carpenter/Carpenter Worker
4749	Maintenance Mechanic/Worker
4804	Locksmith
5003	Gardener
5306	A/C Equipment Mechanic
5352	Industrial Equipment Mechanic
5703	Roads Sweeper Operator
5716	Engineer Equipment Operator
5803	Heavy Mobility Equipment Mechanic
6501	Misc Ammo, Explosives & Toxic Materials Work
6502	Explosives Operating
6505	Munitions Destroying
6511	Missile/Toxic Materials Handling

DoD Scholarship Programs	
DCTC (Defense Civilian Training Corps)	
SMART (Science, Math, and Research for Transformation)	
CSA (Cyber Service Academy)	

DoD Cyber Workforce (Must be properly coded per DCWF)	
0332	Workforce Computer Operation
0335	Computer Clerk & Assistant
0391	Telecommunications
1550	Computer Science
1560	Data Science
2210	Information Technology Management

*Figure 2: Additional Hiring Freeze Exemptions
Approved for all DoW Components*



DoD 8140

9. Approved Exemption Category *

*Positions in this approved category must be essential to immigration enforcement, national security, public safety, recruiting, and readiness.

- **New Option** DoD CYBER Workforce Positions - Must be Cyber-Coded** (Workforce Computer Operation (0332), Computer Clerk and Assistant (0335), Telecommunications (0391), Computer Science (1550), Data Science (1560), and Information Technology Management (2210))
- **New Option** DoD Cyber/STEM Scholarship Programs:** SMART Scholarship (Science, Mathematics and Research for Transformation), DoD CSA (Cyber Service Academy), and DCTC (Defense Civilian Training Corps)
- Positions Supporting Installation Readiness and Critical Infrastructure** (e.g. 4749: Maintenance Mechanic/Worker; 5306: A/C Equipment Mechanic; 5716: Engineer Equipment Operator)
- Positions related to explosives, toxic materials and munitions disarmament** (0017: Explosives Safety; 6501: Misc Ammo, Explosives, and Toxic Materials Work; 6502: Explosives Operating; 6505: Munitions Destroying; 6511: Missile/Toxic Materials Handling)
- Direct support to the President of the United States** (e.g. White House Military Liaison Office)
- Presidential appointees or senate confirmed positions:** non-career SES, Schedule A, or Schedule C
- Legal Requirements:** Return rights, USERRA, Federal Employees' Compensation Act, Reasonable accommodation under the Rehabilitation Act of 1973, or appointment pursuant to 10 USC 10508(b)*

Figure 3: Hiring Freeze Request Form Categories



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

SEP 10 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Hiring Freeze Exemption – Department of Defense Cyber Workforce Framework Positions

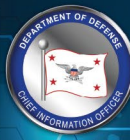
- References:
- (a) Secretary of Defense Memorandum, “Guidance Regarding the Department of Defense Civilian Hiring Freeze,” March 14, 2025
 - (b) Official Performing the Duties of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Guidance on Hiring Freeze Exemptions for the Civilian Workforce,” March 18, 2025

I hereby authorize a categorical exemption from the DoD hiring freeze for positions within the DoD Cyber Workforce Framework (DCWF). This exemption allows for critical vacancies to be filled timely and streamlines the onboarding of specialized cyber talent in essential cyberspace work roles as defined by Department of Defense Directive 8140.01, “Cyberspace Workforce Management,” October 5, 2020, and the DCWF. The DCWF was established in response to the Federal Cybersecurity Workforce Assessment Act of 2015, Consolidated Appropriations Act of 2016 (Public Law 114–113).

To ensure ongoing compliance and effectiveness, my office is reviewing all existing categorical exemptions to determine if any updates are required. This review encompasses positions mandated by statute, including those critical to the organic industrial base.

Anthony J. Tata

Figure 4: CATMS UPR002184-25, Hiring Freeze Exemption - DCWF Positions
September 10th, 2025



Cyber Awareness Challenge 2026 Announcement

Summary: On behalf of DoW CIO and Defense Information Systems Agency (DISA), we are pleased to announce the release of Cyber Awareness Challenge 2026. This section provides additional guidance from DISA.



Figure 5: DoD Cyber Awareness Challenge 2026 Announcement

Cyber Awareness Challenge Training Accessibility

Audience	Training Site	Training Link
DoW	DoW Cyber Exchange	https://www.cyber.mil/cyber-awareness-challenge
DoW	Joint Knowledge Online	https://jkodirect.jten.mil/html/COI.xhtml?course_prefix=DOD&course_number=-US1364-26
Federal, State, Commercial, Public	DoW Cyber Exchange	https://www.cyber.mil/cyber-awareness-challenge

SCORM Download: If a DoW Component decides to download the Shareable Content Object Reference Model (SCORM) package for use on a Learning Management System (LMS), it is at the discretion of the DoW Component to determine when to switch over to the new version when it fits the DoW Component’s annual cycle. The most popular times are either fiscal year or calendar year. SCORM downloads continue to be available as self-service. If DoW Components have any issues getting the SCORM version to run properly on an LMS, please contact DISA at DoD.CyberExchange@mail.mil and they will assist. For organizations that use the online Web



Based Training (WBT) product on DoW Cyber Exchange, the new course is now available and replaces last year's version to align with the Fiscal year.

Background: The Cyber Awareness Challenge includes the following options based on Service and Component feedback to complete the annual training requirement which include:

1. **Knowledge Check Option:** This highly requested feature gives return users the opportunity to skip modules by demonstrating proficiency in that area, allowing shorter completion time.
2. **Facilitator Guide:** This guide walks a facilitator through administering the course to a group to be used in conjunction with the WBT or DVD.
3. **Facilitator Briefing:** Provides a Facilitator with a full PowerPoint version of the traditional WBT. This can provide expediency in situations with limited bandwidth or technology.
4. **Mobile Compatibility:** Available for use on iOS and Android tablets.

Both the Facilitator Guide and Facilitator Briefing were created for Services and Components that are unable to use the traditional online version; however, each DoW Component can decide and choose the option that best fits their needs and specific "use case" to meet this annual requirement.

Annual Cyber Awareness Challenge Refresh Cycle: The updates for Cyber Awareness Challenge are an annual project with requirements solicited by DoW CIO and DISA in February and provided by the Services and Components, then presented and voted on during a meeting of the DoW Cyber Workforce Advisory Group (CWAG) in February/March. The Program owner and funding source is the DoW CIO, and course development and delivery is provided by DISA. Look for a request to submit new requirements/enhancements/changes in February and a CWAG meeting to discuss and vote on those proposed changes.

This award-winning course is mandatory for all DoW employees who use the DoD Networks (Mil, Civ, Ctr) as part of the Federal Information Security Modernization Act (FISMA) requirements.

Highlights of the complete list of updates voted on by the DoW CWAG in February 2025 and added to this course include:

- Add to or update Knowledge Check questions pool
- Replace case studies with new relevant case studies
- Update the Group Facilitator Guide and Group Facilitator Briefing to reflect changes
- Review/revise Resources page as necessary
- Update screens, listing what has changed since last year
- Perform technology refresh for course compatibility (browser/operating system versions) and any updated requirements specific to Section 508 of the Rehabilitation Act



Note: For changes/additions to the Cyber Workforce Advisory Group (CWAG) distribution list, please email osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil and indicate in the subject line "Update to CWAG Contacts." POCs for CWAG events are Mr. Scott Nelson, scott.a.nelson80.civ@mail.mil, and Mr. Perry Leonard, perry.r.leonard.ctr@mail.mil.

JKO Known Issue and Troubleshooting: Please note for those users who take the course on JKO, some users may experience the following errors (please see screenshots below). JKO hopes to have this resolved soon.

JKO Users can navigate to the course by simply searching for "Cyber Awareness Challenge" in the JKO Course Catalog under course name.

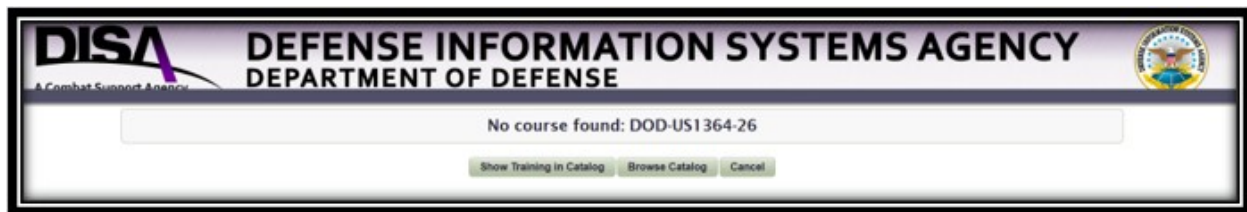


Figure 6: JKO Known Issue (Error Message)

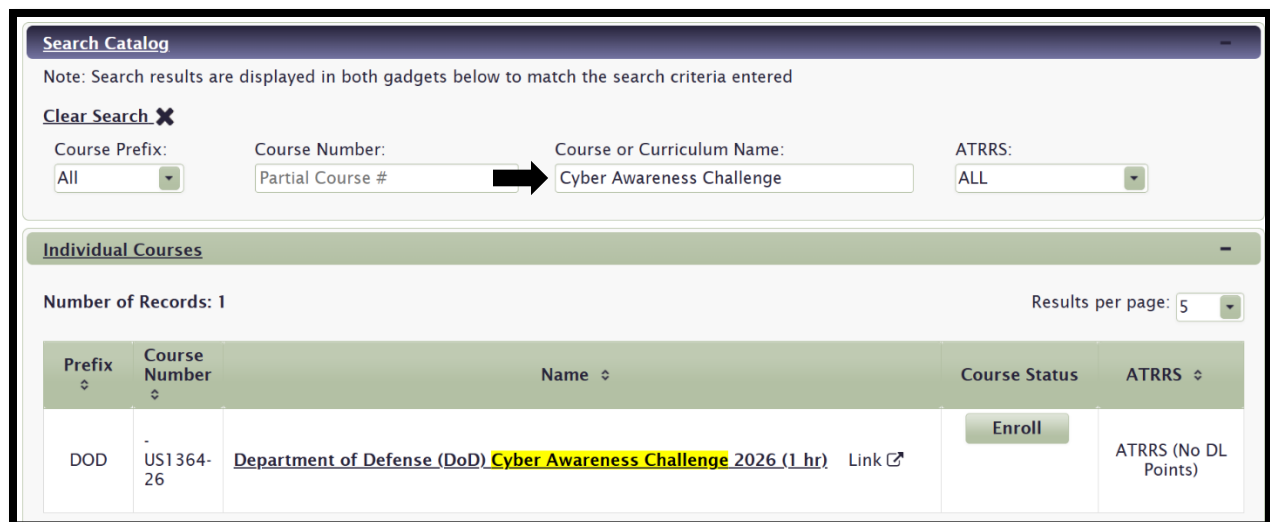
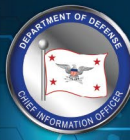


Figure 7: JKO Troubleshooting. Search "Cyber Awareness Challenge"



Publication of the DoD 8140 Foundational Qualification Matrix V2.1

This is a notification from the DoW Chief Information Officer Workforce Innovation Directorate (DoW CIO WID) regarding the publication of the DoD 8140 Foundational Qualification Matrix Version 2.1, with an effective date of September 19th, 2025.

This publication includes change management logs to each applicable element of the matrix, aligns Warfighting Acquisition University (WAU; formerly Defense Acquisition University) DoD Cyber Workforce Framework (DCWF) Learning Playlists to the associated DCWF work roles and DoD 8140 proficiency levels, and removes the mandatory Accreditation Board for Engineering and Technology (ABET) accreditation and National Center of Academic Excellence in Cybersecurity (NCAE-C) designation requirements from the education element of the matrix.

This publication saw a 13% increase in personnel certification approvals, and a 38% increase in government-owned training approvals.

For the purposes of the Fall 2025 “DoD 8140 Cyberspace Workforce Annual Report Qualification Data Collection Tasker,” this publication also addresses DoD 8140 interim foundational qualification guidance for education (see separate attachment).



DCWF Applicability:
CS, IT, EN Work Roles



DoD 8140 Proficiency Level Applicability:
Basic, Intermediate, and Advanced



Population Applicability:
Military, Civilian

Figure 8: DCWF, DoD 8140, DoW Cyber Workforce Analytics Seals

DoD 8140 Academic Accreditation: For additional information on how degrees are accredited, please see DoDM 8140.03 Section 3.2(b) Qualification Areas (Education), and the Council for Higher Education Regional Accrediting Organizations, which can be found here:

<https://www.chea.org/regional-accrediting-organizations-accreditor-type>

Maintenance Schedule: At time of distribution, updates to the DoD 8140 foundational qualification matrix are occurring on a bi-annual basis; the maintenance schedule is subject to change as new options are approved.



DoD 8140

Distribution: The DoD 8140 foundational qualification matrix V2.1, and its associated materials, were distributed to DoW cyber workforce Offices of Primary Responsibility (OPRs) via email/DoW SAFE.

These materials are currently stored on the DoW Cyber Exchange (Public) “DoD 8140 Qualification Matrices” web page, located here:

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

Distribution Package	Effective Date	Notes
Notification	September 2025	
DoD 8140 Foundational Qualification Matrix V2.1	September 19, 2025	
DoD 8140 Interim Foundational Qualification Guidance for Education	September 19, 2025	Separate Attachment
An Introduction to WAU DCWF Learning Playlists V2.0	August 13, 2025	Separate Attachment
WAU DCWF Learning Playlist Alignment	August, 2025	Separate Attachment; only playlists under DCWF CS, IT, and EN workforce elements are authorized as DoD 8140 foundational qualifications at this time
Department of the Air Force (DAF) Training on DCWF (CS-462) Control Systems Security Specialist (CSSP)	-	Separate Attachment; applies only to Department of the Air Force personnel

DoD 8140 Ask A Question: If you have a question, or need a copy of the materials listed above, please connect with your supervisor or your DoW cyber workforce OPR at the emails below.

Organization	Email
U.S. Army	<ul style="list-style-type: none"> ➤ (CIO Policy) usarmy.pentagon.hqda-cio.mbx.policy-inbox@army.mil ➤ (CIO SAIS-CSP Policy) usarmy.pentagon.hqda-cio.mbx.sais-csp@army.mil ➤ (DCS, G6) usarmy.belvoir.hqda-cio.mbx.training-and-certification@army.mil
U.S. Navy	➤ NavyCWF@us.navy.mil
U.S. Marine Corps	➤ IDI_Team@usmc.mil
U.S. Air Force	<ul style="list-style-type: none"> ➤ (Military) USAF_17X_Career_Field_Manager@us.af.mil ➤ (Civilians) SAF.CNSF.Workflow@us.af.mil
<ul style="list-style-type: none"> ➤ OSW ➤ 4th Estate ➤ U.S. Government ➤ U.S. Commercial Providers ➤ U.S. Public 	<ul style="list-style-type: none"> ➤ osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil <p>Please connect with your supervisor or primary DoD cyber workforce representative prior to contacting the DoW CIO WID. Thank you.</p>



Resource Spotlight: DoD 8140 Training Options for DCWF (CS-462) CSSP

Summary: The Department of the Air Force (DAF) has identified and developed training pathways for DAF personnel coded to DCWF (CS-462) Control Systems Security Specialist, which satisfies DoD 8140 foundational qualification requirements up to the intermediate proficiency level. Vandenburg Space Force has validated that this course effectively fulfills the intermediate-level training requirements for its Control Systems Security Specialists. Please see the related article below.

➤ **Control Systems Security Specialist Training: Strengthening Our Critical Systems (Article)**

Space Launch Delta 30 Public Affairs | Author: Senior Airman Kadielle Shaw | Date: February 25, 2025

Link: <https://www.spaceforce.mil/News/Article-Display/Article/4077138/control-systems-security-specialist-training-strengthening-our-critical-systems/>

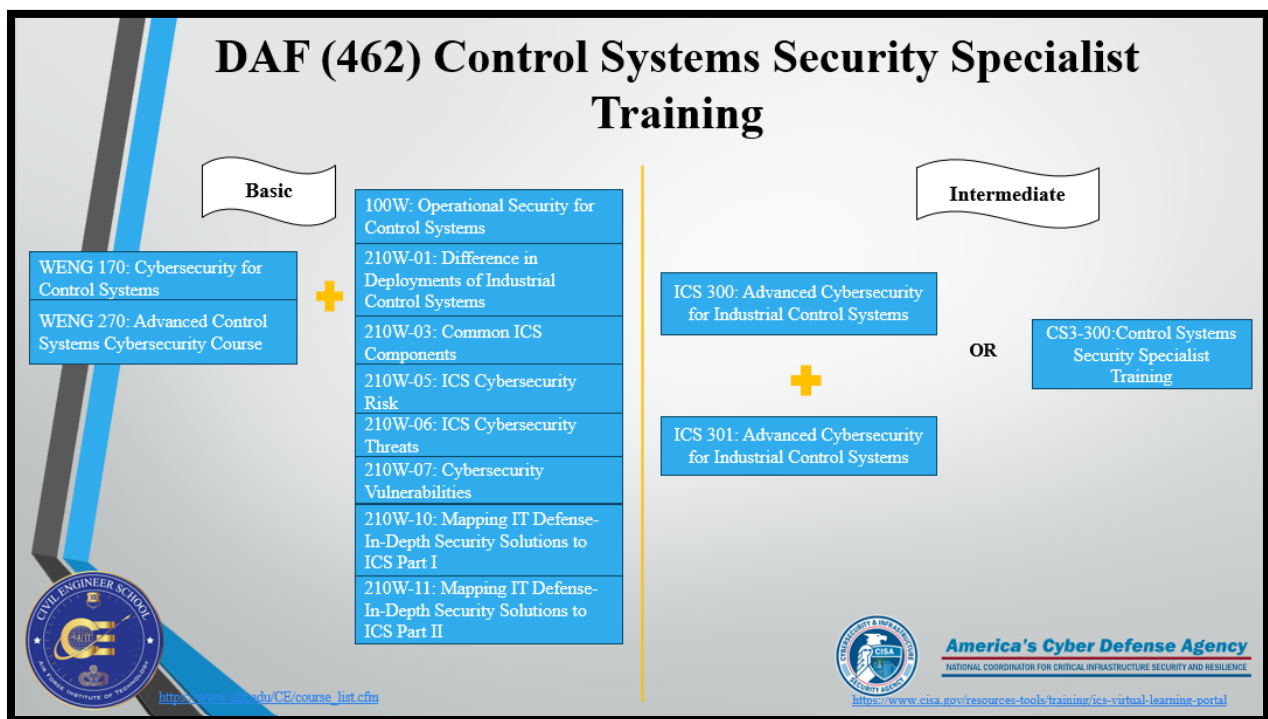


Figure 9: DAF DCWF (CS-462) Training Option
Reference: DoD 8140 Foundational Qualification Matrix V2.1, September 19, 2025



WAU DCWF (CS-462) CSSP Learning Playlist Summary: WAU has developed a WAU DCWF Learning Playlist, which foundationally qualifies DoW personnel coded to DCWF (CS-462) up to the advanced proficiency level. This playlist can be completed virtually. Please see the WAU DCWF (CS-462-A) Learning Playlist weblink here: <https://www.dau.edu/playlists/dcwf-wrc-462-control-systems-security-specialist-advanced-playlist-0>

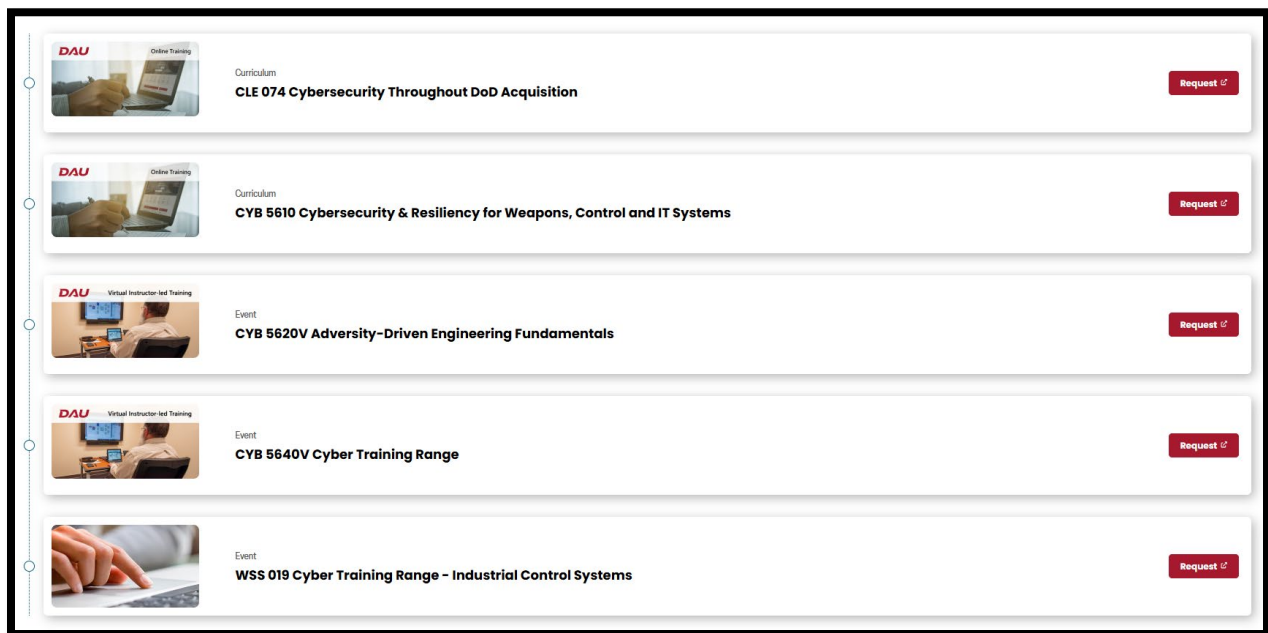
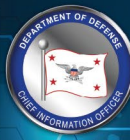


Figure 10: WAU DCWF (CS-462-A) Learning Playlist
Reference: DoD 8140 Foundational Qualification Matrix V2.1, September 19, 2025

DoD 8140 Seminar

Summary: Over 900 learners participated in a first-of-its-kind DoD 8140 Foundational Qualification Seminar, which provided an in-depth review of available resources, best practices, ingestion processes, and a practical DoD 8140 foundational qualification exercise applying to 75% of the DoW cyber workforce. This seminar fostered a deeper understanding of DoD 8140 foundational qualification requirements for all DoW personnel that participated, concluding with an engaging Q&A session and the opportunity for additional instructor-led training opportunities.



If you would like to request a copy, please connect with your supervisor or DoW Component Office of Primary Responsibility. Staff at the DoW CIO WID are working to upload the recording to the Defense Visual Information Distribution Service (DVIDS).

eLearning Library	Effective Date	Distribution Method
An Introduction to DoD 8140 Foundational Qualifications (Seminar)	September 2025	DoD SAFE/By Request

DoD 8140 Experience Qualification Update

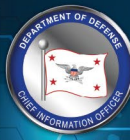
The DoD 8140 Experience Qualification Process Guidance V1.2 has been distributed to DoW Components via DoW SAFE/email. This publication reflects feedback received from DoW Components from Summer 2025 working groups, and includes a formal definition of “DoW Component Official.”

General Officer, Flag Officer, Senior Executive Service (GOFOSSES) coordination regarding the Acceptance of DoD 8140 Experience Reciprocity via the Correspondence and Task Management System (CATMS) is wrapping up, and the results from this tasker are anticipated to be socialized during future DoD 8140 experience working groups.

The below tables address the version number for each document, along with associated CATMS taskers.

These documents have been uploaded to the DoD Cyber Exchange (Public) DoD 8140 Documents Library, which can be found here: <https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140/documents-library>

Updated Document Name	Version Number	Effective Date	Next Update
Experience Qualification Process	V1.2	August 19, 2025	CY2026
Experience Worksheet	V3	August 19, 2025	CY2026
Experience Certificate	V4	August 19, 2025	CY2026



CATMS ID	Name of CATMS Tasker	Suspense Date
CIO000575-25 See Appendix H	Acceptance of DoD 8140 Experience Reciprocity	October 31, 2025
CIO000654-25 See Appendix I	Distribution of DoD 8140 Experience Qualification Process Guidance V1.2	N/A

DC3 Cyber Training Academy Transition to New Learning Management System

Reference: September 25, 2025 DC3 Bulletin

Summary: On September 22, 2025, the DoD Cyber Crime Center Cyber Training Academy (DC3 CTA) updated how courses are delivered to simplify the enrollment process, with improved access to resources for in-residence, instructor-led virtual (ILV), and on-demand courses. **Supervisors, please keep the following information in mind when DCWF cyber enabler personnel are considering enrollment in Cyber 101.**

What Does This Mean For Cyber 101 Enrollment?

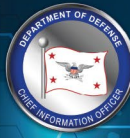
- Beginning September 22, 2025, all students need to authenticate via https://dcita.okta.com/signin/register?utm_medium=email&utm_source=govdelivery when accessing the new LMS. Once this has been completed, students will be able to access the LMS through https://learn.dcita.edu/?utm_medium=email&utm_source=govdelivery



Figure 11: DC3 CTA Okta Registration User Guide

Need Help or Have Questions?

Please contact the DC3 Help Desk at 833-844-7318 or help@dcita.edu.



DoD 8140

Readiness Bulletin
December 2025

APPENDIX A

DoD 8140 Workforce Qualification Data Call Fall 2025 Memorandum
October 2025



DoD 8140

Readiness Bulletin
December 2025



DEPARTMENT OF DEFENSE
8000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-6000

OCT 02 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDANT OF THE COAST GUARD
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Department of Defense 8140 Workforce Qualification Data Call Fall 2025

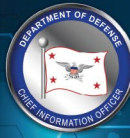
Reference: Department of Defense Manual 8140.03, "Cyberspace Workforce Qualification and Management Program," February 15, 2023.

This memorandum requests all Department of Defense (DoD) Components and Coast Guard to provide cyber workforce qualification data for all civilian, active-duty, National Guard, and Reserve personnel in the cybersecurity, Information Technology (IT), and cyber enabler elements of the DoD Cyber Workforce Framework (DCWF). In addition to foundational data for all three elements, Components must report residential qualification status for cybersecurity personnel. All required reports must be submitted using the provided template no later than January 5, 2026.

Expanding on previous efforts that focused on cybersecurity, this data call now includes the IT and cyber enabler workforces. The data collected is essential for assessing the Department's cyber posture and ensuring our warfighters are supported by a proficient and certified force, capable of achieving dominance in the information environment.

A summary of the actions and data elements required for reporting is attached. Components must implement efficient and accurate data collection processes to ensure timely and complete reporting for the entire specified population. DoD Chief Information Officer will consolidate and visualize all data in Advana for presentation to the Cyber Workforce Management Board in Spring 2026 to support leadership decision-making and planning. My point of contact for this matter is Mr. Alfredo Rodriguez III at alfredo.rodriquez159.civ@mail.mil.

Katherine Arrington
Performing the Duties of the
Chief Information Officer of the
Department of Defense



DoD 8140

Readiness Bulletin
December 2025

APPENDIX B

Annual Cyber Awareness Challenge Notification
August 2025



DoD 8140

Readiness Bulletin
December 2025

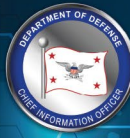
This is a notification from the DoW Chief Information Officer Workforce Innovation Directorate (DoW CIO WID), in coordination with the Defense Information Systems Agency (DISA), regarding the annual Cyber Awareness Challenge.

DoW Users: To complete this annual requirement, please enroll in the Cyber Awareness Challenge course via the Washington Headquarters Service (WHS) iCompass platform or Joint Knowledge Online (JKO). This will ensure the completion certificate is saved properly.

Non-DoW Users: Please enroll in the Cyber Awareness Challenge course via DoW Cyber Exchange Public by selecting “All other users” when prompted to do so. If you require completion credit, please work with your DoW cyber workforce representative for further guidance.

The estimated posting date for the fiscal year 2026 version of the Cyber Awareness Challenge course is October 1, 2025.

Thank you.



DoD 8140

Readiness Bulletin
December 2025

APPENDIX C

Student Self-Paced Trainings Notification
August 2025



DoD 8140

Readiness Bulletin
December 2025

This is a notification from the DoW Chief Information Officer Workforce Innovation Directorate (DoW CIO WID) regarding DoW Cyber Workforce Framework (DCWF) Student Self-Paced Trainings to support DoD 8140 foundational qualification compliance. These trainings foundationally qualify personnel coded to applicable DCWF information technology (IT) and cybersecurity (CS) work roles, up to the intermediate proficiency level. Please see the list below.

DoD Cyber Exchange has migrated to a new platform: <https://www.public.cyber.mil>
There is no longer a central training catalogue.

DoW Cyber Workforce Offices of Primary Responsibility, it is recommended that users access these trainings via a Shareable Content Object Reference Model (SCORM) package from DoW Component learning management systems (LMS). DoW Components may only download training from DoW Cyber Exchange (NIPR) *by first using the login button:*
<https://www.cyber.mil/training>

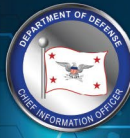
In addition, these training courses will be removed from Joint Knowledge Online as of September 30, 2025, and will only be available after this time on DoD Cyber Exchange (NIPR) as a SCORM download.

List of Applicable DCWF Student Self-Paced Trainings

1. (CS-511-B-I) Cyber Defense Analyst
2. (CS-521-B-I) Cyber Defense Infrastructure Support Specialist
3. (CS-541-B-I) Vulnerability Assessment Analyst
4. (CS-611-B-I) Authorizing Official
5. (CS-652-B-I) Security Architect
6. (IT-421-B-I) Database Administrator
7. (IT-441-B-I) Network Operations Specialist
8. (IT-451-B-I) System Administrator

Thank you for supporting the DoW cyber workforce.

This notification was updated on 9/15/25.

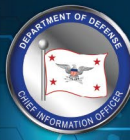


DoD 8140

Readiness Bulletin
December 2025

APPENDIX D

Resource Notification
August 2025



This is a resource notification from the DoW Chief Information Officer Workforce Innovation Directorate (DoW CIO WID).

Notification Part I: The following materials are being distributed via email to the DoW cyber workforce, please see below. These resources are pending upload to the DoD Cyber Exchange.

- 1) **DoD Cyber Workforce Framework (DCWF) Work Role Tool V5.1**, effective date July 25, 2025.
 - The hyperlinks within the document have been updated.
 - The online DCWF work role tool is being migrated to the new DoD Cyber Exchange platform. Please standby for further guidance.
- 2) **DCWF Workforce Identification and Coding Guide (Military and Civilian) V1.6**, effective date August 19, 2025
 - This version of the file includes updates to those occupational series that require coding (page 7), includes a modified list of military MOSs that require coding (Appendix C) and provides clarification in other areas of this guidance.
- 3) **Warfighting Acquisition University (WAU) DCWF Learning Playlist Alignment**, effective date August 2025

Notification Part II: It's official! The DoD Cyber Exchange migration is complete. Please see the NEW weblinks below.

DoD 8140 Homepage

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

DoD 8140 Documents Library

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

DoD 8140 Foundational Qualification Matrix Homepage

NEW: <https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140/qualification-matrices>

DoD 8140 Frequently Asked Questions

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

DoD 8140 Ask A Question (Helpdesk)

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

DCWF Homepage

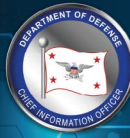
NEW: <https://www.cyber.mil/dod-workforce-innovation-directorate/dod-cyber-workforce-framework>

DCWF Student Self-Paced Training

NEW: NIPR (CAC-Enabled): <https://www.cyber.mil/training>

Cyber 101 Foundational Qualification Option for DCWF Cyber Enablers

NEW: NIPR (CAC-Enabled): <https://www.cyber.mil/dod-workforce-innovation-directorate/dod-cyber-workforce-framework/training>



DoD 8140

Readiness Bulletin
December 2025

APPENDIX E

Cyber 101 Notification
September 2025



DoD 8140

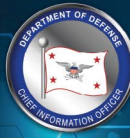
Readiness Bulletin
December 2025

This is a joint notification from the DoW Chief Information Officer Workforce Innovation Directorate (DoW CIO WID) and the DoD Cyber Crime Center Cyber Training Academy (DC3 CTA).

As of September 22, 2025, learners will have six weeks to complete the Cyber 101 training course.

In some instances, networks, by default, may block access to the Cyber 101 enrollment portal. To remedy, learners would need to contact the Defense Information Systems Agency (DISA) helpdesk at 1-(844) 347-2457 and the DC3 CTA Registrar for additional support, as required, at dc3.cta.registrar@us.af.mil.

Thank you for supporting the DoD cyber workforce.

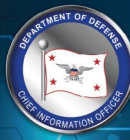


DoD 8140

Readiness Bulletin
December 2025

APPENDIX F

DoD 8140 Waiver, WAU DCWF Playlist Notification
September 2025



DoD 8140

Readiness Bulletin
December 2025

This is a notification from the DoW Chief Information Officer Workforce Innovation Directorate (DoW CIO WID).

DoD 8140 Personnel Qualification Waiver Guidance: Guidance pertaining to DoD 8140 Personnel Qualification Waivers has been uploaded to the DoD Cyber Exchange (Public), at the following link:

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

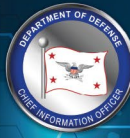
Please see sub-section: Memo

WAU DCWF Learning Playlists: An Introduction to WAU DCWF Learning Playlists V2.0 (Publication date August 13, 2025) has been uploaded to the DoD Cyber Exchange (Public), at the following link:

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

Please see sub-section: WAU DCWF Learning Playlists (Bottom of webpage)

Thank you for supporting the DoD cyber workforce.



DoD 8140

Readiness Bulletin
December 2025

APPENDIX G

DCWF Coding Guide Memorandum
August 2025



DoD 8140



DEPARTMENT OF DEFENSE
6000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-6000

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 Guide Update

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

This memorandum announces the updated Department of Defense (DoD) Chief Information Officer DoD Cyber Workforce Framework (DCWF) Workforce Identification and Coding Guide, version 1.5. This guidance is critical for ensuring consistent identification, coding, and management of the DoD cyber workforce, as outlined in DoD Instruction 8140.02. The DCWF serves as the DoD's authoritative lexicon for describing the full spectrum of the cyber workforce and has expanded to encompass seven critical workforce elements: Information Technology (Cyberspace), Cybersecurity, Cyberspace Effects, Intelligence (Cyberspace), Cyberspace Enablers, Software Engineering, and Artificial Intelligence/Data.

Additionally, the DCWF Workforce Identification and Coding Guide, version 1.5, has been updated to align with the current DCWF. This version now incorporates Service-provided cyber military occupation specialties requiring work role coding and an expanded list of civilian cyber occupation series. This guide shall be used to assign DCWF work roles and proficiency levels to all military and civilian cyber positions and personnel. This data must be accurately recorded and maintained in the Services' authoritative manpower and personnel systems.

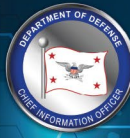
Progress on the Department's cyber workforce coding and qualification will be tracked and visualized in the ADVANA Cyber Workforce Health and Readiness dashboard. My point of contact is Alfredo Rodriguez III at email alfredo.rodriquez159.civ@mail.mil.

GORAK,MARK,STE Digital Agency
VEN.1101414341

Mark S. Gorak
Principal Deputy Chief Information Officer
for Resources and Analysis

Attachment:
As stated

At time of document publication, the DCWF Coding Guide is now V1.6, effective date August 2025. This publication cancels the calendar year 2022 DoD CIO memorandum "Recognized Cyberspace Occupations that must be coded under DoD 8140," and expands upon the previously approved list.



DoD 8140

Readiness Bulletin
December 2025

APPENDIX H

CATMS CIO000575-25 Acceptance of DoD 8140 Experience Reciprocity
Memorandum
October 2025



DoD 8140



CHIEF INFORMATION OFFICER

DEPARTMENT OF DEFENSE
8000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-6000

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Acceptance of Department of Defense 8140 Experience Reciprocity

Reference: Department of Defense Manual 8140.03, "Cyberspace Workforce Qualification and Management Program," February 15, 2023

The Department of Defense (DoD) Chief Information Officer Workforce Innovation Directorate invites DoD Components to accept DoD-wide reciprocity for the experience (conditional alternative) foundational qualification option in accordance with the above reference.

The use of experience to satisfy foundational qualifications mitigates the requirement to expend additional resources on DoD civilians and Service members who have successfully demonstrated their ability to perform cyber work. Request your organization's coordination by October 31, 2025. DoD Component responses will be incorporated into the next iteration of the DoD Manual 8140.03 experience qualification process guidance.

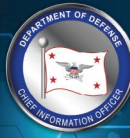
My point of contact for this matter is Mr. Matthew Isnor at email:
matthew.m.isnor.civ@mail.mil.

GORAK.MARK.STEVEN.1101414341
VEN.1101414341

Digitally signed by
GORAK.MARK.STEVEN.11014143
41
Date: 2025.08.25 12:46:35 -04'00'

Mark S. Gorak
Principal Deputy Chief Information Officer
for Resources and Analysis

Attachment:
DoD 8140 Experience Fact Sheet



DoD 8140

Readiness Bulletin
December 2025

APPENDIX I

CATMS CIO000575-25 Distribution of DoD 8140 Experience Qualification
Process Guidance V1.2 Memorandum

September 2025



CHIEF INFORMATION OFFICER

DEPARTMENT OF DEFENSE
6000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-6000

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Department of Defense 8140 Experience Qualification Process Guidance Update

Reference: Department of Defense Manual 8140.03, "Cyberspace Workforce Qualification and Management Program," February 15, 2023

This memorandum issues the updated DoD 8140 Experience Qualification Process (v1.2), providing essential guidance to ensure consistent application across Components.

Leveraging prior experience to satisfy DoD 8140 foundational qualifications reduces the need for additional resource allocation for DoD civilians and Service members who have already demonstrated proficiency in cyber work. To ensure effective implementation of this cost-saving measure, your support in disseminating this guidance to all cyber workforce supervisors is requested. This will ensure consistent application of experience-based qualification and optimize resource utilization.

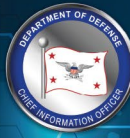
My point of contact for this matter is Mr. Matthew Isnor, matthew.m.isnor.civ@mail.mil.

GORAK.MARK.STEVEN.11014143
VEN.1101414341

Digitally signed by
GORAK.MARK.STEVEN.11014143
41
Date: 2025.09.24 13:54:42 -04'00'

Mark S. Gorak
Principal Deputy Chief Information Officer
for Resources and Analysis

Attachment:
As stated



DoD 8140

Readiness Bulletin
December 2025

APPENDIX J

DoW Cyber Workforce Management Resource Tracker
October 2025

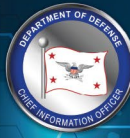


DoD 8140

A Snapshot in Time: The below tables can assist in navigating the DoD Cyber Exchange (Public). If you need help locating a resource, please connect with your supervisor.

(NEW) DCWF Mailbox: Supervisors, the DoW CIO WID has created a new mailbox for DCWF inquiries. Please consider adding this mailbox to your address book:
osd.mc-alex.dod-cio.mbx.dcwf@mail.mil

Topic Area	Name of Webpage	DoD Cyber Exchange (Public) Webpage Link	Recent Uploads
DCWF	Landing Page/Documents Library	https://www.cyber.mil/dod-workforce-innovation-directorate/dod-cyber-workforce-framework	-
DoD 8140	Landing Page	https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140	-
DoD 8140	Foundational Qualification Matrices Homepage	https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140/qualification-matrices	<ul style="list-style-type: none"> ✓ Desk Guide ✓ Decision Flow Chart
DoD 8140	Documents Library	https://www.cyber.mil/dod-workforce-innovation-directorate/dod8140/documents-library	<ul style="list-style-type: none"> ✓ Proficiency Level Standard Operating Procedure

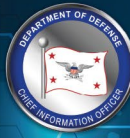


DoD 8140

Readiness Bulletin
December 2025

APPENDIX K

Red Team Specialist (551) Work Role and Implementation Guidance
October 2025



DoD 8140

UNCLASSIFIED



CYBER POLICY

ASSISTANT SECRETARY OF DEFENSE
2000 DEFENSE PENTAGON
WASHINGTON, DC 20301-2000

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DIRECTORS OF DEFENSE AGENCIES
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: Red Team Specialist (551) Work Role and Implementation Guidance

- References: (a) DoDD 8140.01 Cyberspace Workforce Management, October 5, 2020
 (b) Cyber Workforce Management Board (CWMB) Meeting Minutes, April 29, 2025
 (c) Department of Defense Cyberspace Operations Forces Memorandum, July 24, 2025

Consistent with References (a) and (b), the Red Team Specialist work role (551) is now available within the Cyberspace Effects workforce element of the Department of Defense (DoD) Cyber Workforce Framework. The purpose of this new work role is to improve DoD's ability to identify, categorize, and track specialized personnel with DoD Cyber Red Team (DCRT) skills within the DoD Cyberspace Operations Forces (COF) (Reference (c)). This alignment ensures that DCRT capabilities are systematically integrated into the broader framework for cyberspace operations, thereby improving operational readiness and workforce management.

The Red Team Specialist work role (551) code indicates DoD COF 4 (*Cyberspace Assessments Element*) association rather than rank, position, or mastery. The Red Team Specialist should be assigned as a primary, secondary, or tertiary role. To support enhanced visibility and improved management of the DoD's cyber capabilities, DoD Components with established DoD Cyber Assessment Teams or DCRTs, whether certified or uncertified, should ensure their personnel records are updated to reflect the Red Team Specialist (551) coding as appropriate.

The Office of the Principal Cyber Advisor (OPCA) will oversee the development of the Red Team Specialist (551) qualification matrix in early 2026. A call for subject matter expert participation and an opportunity to coordinate on the final matrix will be subsequently provided.

My POCs for this action are Mr. Brendan Cuddihee (brendan.r.cuddihee.civ@mail.mil) and Mr. Benjamin Ullrich (benjamin.k.ullrich.ctr@mail.mil) in OPCA.


The Honorable Katherine Sutton

UNCLASSIFIED

Reference CATMS USP001845-25;161025-PPQZ