

Slide 1



Slide 3

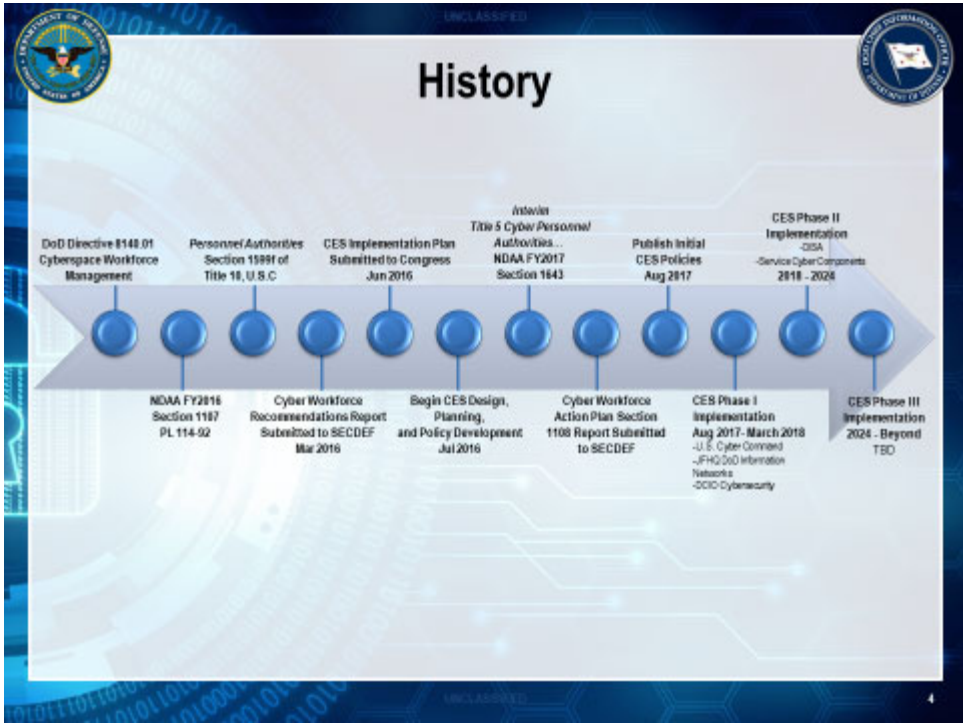
The slide features a dark blue background with a light blue circuit-like pattern. At the top left is the Department of Defense seal, and at the top right is the Department of Defense Information Security Agency seal. The word 'UNCLASSIFIED' is centered at the top. The title 'Cyber Excepted Service' is prominently displayed in the center. Below the title is a bulleted list of four points. At the bottom, a blue banner contains the text 'An Enterprise approach for managing the DoD cyber workforce...'. A small number '3' is in the bottom right corner of the slide frame.

Cyber Excepted Service

- Focuses on a personnel system, aligned to both Title 10 and Title 5 provisions, that supports the human capital lifecycle for civilian employees engaged in or in support of a cyber-related missions
- Promotes a culture that is based upon mission requirements and employee capabilities
- Offers flexibilities for the recruitment, retention, and development of cyber professionals across DoD
- Furthers advancements of the strategic goals for the Office of the DoD Chief Information Officer, Principal Cyber Advisor, and U.S. Cyber Command

An Enterprise approach for managing the DoD cyber workforce...

Slide 4



Slide 7





Cyber Mission Imperatives
(1 of 2)

Human Capital Challenges:

- Increasing Cyber Threats
- Multi-Faceted Cyber Domains
 - Unstable Mission Scope
 - Inconsistent Workforce Identification
- Hyper-Competition for Top Talent
- Disparate Workforce
 - Geographic Location
 - Personnel Systems
 - Disjointed Approaches for Professional Development

Slide 9

UNCLASSIFIED



Key Program Attributes

- **One common occupational structure for DoD Cyber professionals:**
 - Mission-focused position design and classification
- **Agile recruitment sourcing flexibilities:**
 - Source candidates by any legal merit-based means
 - USA Jobs is not required, but remains an option
- **Enhanced Pay-Setting Flexibilities:**
 - Job offers up to step 12
- **Veterans Preference:**
 - CES does not apply 5 or 10 point veterans' preference during the rating and ranking period
 - Preference-eligible with a military service connected disability of 30% percent or more must be specifically identified.
- **Qualification-based professional development and advancement opportunities:**
 - No time-in-grade or equivalency requirements
 - Quality of specialized experience and/or competencies is assessed
- **Probationary Periods:**
 - New Hires: must complete a 3-year probationary period
 - Current employees: finish 2-years in accordance with original conditions of employment
 - New supervisors/managers: must complete 1-year probationary period

Facilitates voluntary employee conversions from the competitive to excepted service

Slide 10

UNCLASSIFIED



Program Design Concepts

- Enterprise Perspective
- Consistency and Flexibilities Across the Enterprise
- Mission Requirements
- Employee Capabilities
- Performance Based Recognition
- Competitive Compensation



UNCLASSIFIED

18

Slide 11

UNCLASSIFIED



Key Roles and Responsibilities

- Employees
- HR Practitioners
- Supervisors/Managers
- Senior Leaders

11

Slide 12

UNCLASSIFIED



Employee

<u>CES will not change:</u>	<u>CES provides opportunities:</u>
<ul style="list-style-type: none">• Current Salary• Attained Competitive Service Career Status• Completed Probationary Periods• Temporary Promotions• Federal Benefits, Retirement, and Leave Accrual Rate• Protections, Appeal Rights, and Collective Bargaining• Performance Management (DPMAP)	<ul style="list-style-type: none">• Qualification-Based (no time-in-grade) Requirements for Promotion and Professional Development• Quality Step Increase Awards Up to step 12 (with justification)• DoD Cyber Interagency Agreement<ul style="list-style-type: none">– (facilitates non-competitive movement between the CES and Competitive Service)• Future Compensation Initiatives• Future Career Management Program• Future Rotational Assignments across the DoD Cyber Community

CES is a tool for managing your career...

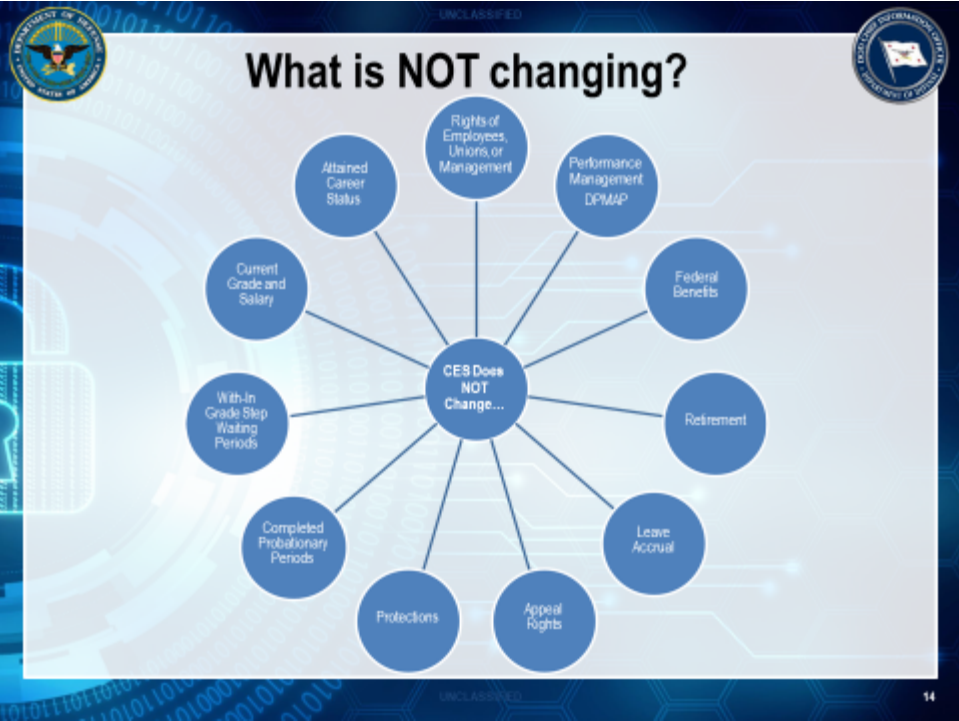
29

Slide 13

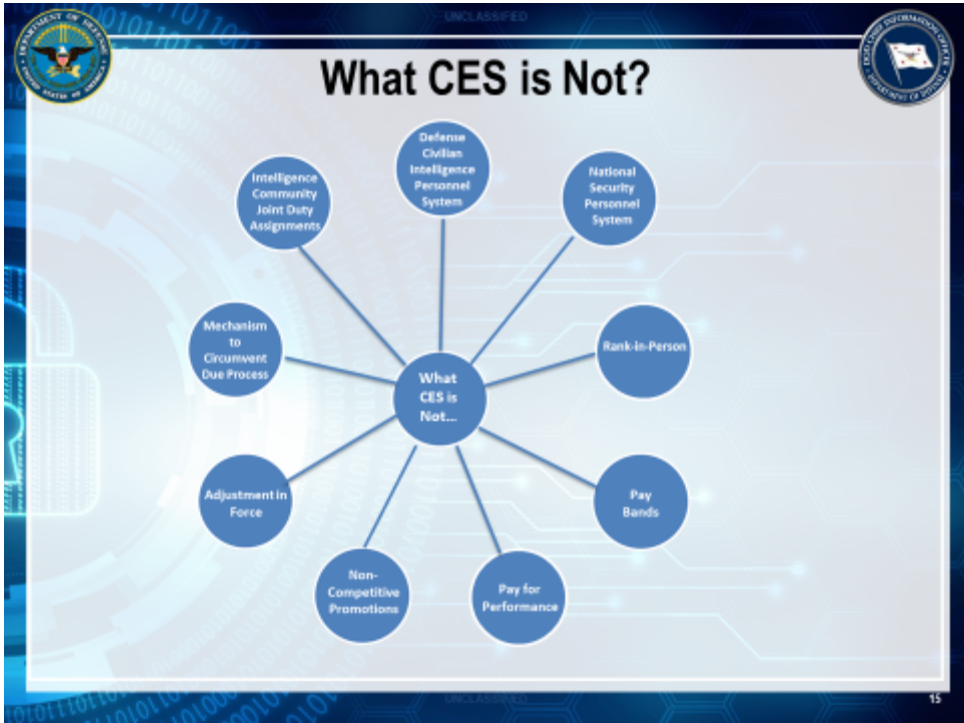
Supervisor/Manager Implications

- Streamlines Hiring Procedures to Quickly Acquire Talent
 - Greater Options for Sourcing Candidates (USA Jobs is not required)
- Mission-Focused Position Classification
- Enhanced Pay-Setting Flexibilities
- Qualification-Based Employee Professional Development and Advancement Opportunities
 - No Time-In-Grade; No Automatic Salary Increases
- Maintains Protections, Appeal Rights, and Collective Bargaining
- One Performance Management Program - DPMAP

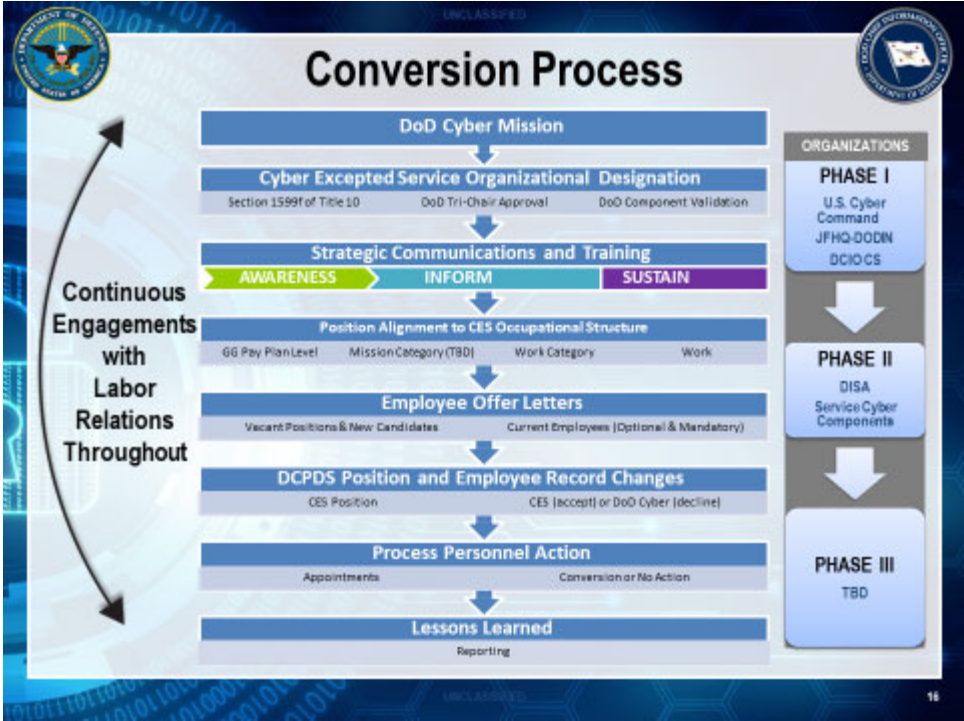
Slide 14



Slide 15



Slide 16



Slide 17

UNCLASSIFIED



Implementation Support

- DoD CIO Human Resource (HR) Team Advisement
- Component CES Implementation Lead
- CES Policies
- DoD Component HR Implementing Guidance
- DCPAS Cyber One Stop Website
- CES Training Courses
- CES Engagements
 - DoD Component Leadership Briefs
 - HR Governance Community
 - CIO Governance Community



17



Slide 18

UNCLASSIFIED

Training Courses

AUDIENCE	COURSE	OBJECTIVES
General Workforce	CES Workforce Orientation: Presentation Power Point and Q&A (~3.00hrs)	<ul style="list-style-type: none"> Familiarize employees with the core tenets of CES CES conversion opportunities Explain the CES organizational and workforce implications
DoD Leaders	CES Leaders Orientation: Delivery Executive Power Point Brief and Q&A (~2.00hrs)	<ul style="list-style-type: none"> Familiarize leaders with the core tenets of CES Labor obligations responsibilities Equip leaders with the requisite knowledge for CES implementation in their organizations
HR Practitioners	CES HR Elements: Delivery: Interactive Module-Based Course (~12.00hrs)	<ul style="list-style-type: none"> Provide HR professionals with the knowledge and tools to operationalize CES policies and procedures Notification process and conversion actions Equip HR professionals with the requisite knowledge to serve as a CES advisor for leaders, managers/supervisors, and employees in their organizations
Component Trainers & HR Practitioners	Train the Trainers: Delivery: Power Point and Interactive Modules Course (~16.00hrs)	<ul style="list-style-type: none"> Provide Component Trainers and HR Professionals with the knowledge and tools to deliver the CES Courses at their organizations: CES HRElements, CES Leaders Orientation, and CES Workforce Orientation

UNCLASSIFIED



eLearning Courses

AUDIENCE	COURSE	OBJECTIVES
All	CES Orientation: On CyberExchange (~0.5hr)	<ul style="list-style-type: none">Familiarize employees with the core tenets and benefits of CESProvide employees the tools to make an informed decision on which service is right for them.
Workforce	CES 102 Workforce Orientation: On JKO (~1.00hr)	<ul style="list-style-type: none">Familiarize employees with the core tenets of CESCES conversion opportunitiesExplain the CES organizational and workforce implications
Leaders/ Supervisors	CES 102 Leaders Orientation: On JKO (~1.00hr)	<ul style="list-style-type: none">Familiarize leaders with the core tenets of CESLabor obligations responsibilitiesEquip leaders with the requisite knowledge for CES implementation in their organizations
HR Professionals	CES 103 HR Elements: On JKO (~2.00hrs)	<ul style="list-style-type: none">Provide HR professionals with the knowledge and tools to operationalize CES policies and proceduresNotification process and conversion actionsEquip HR professionals with the requisite knowledge to serve as a CES advisor for leaders, managers/supervisors, and employees in their organizations

19

Slide 20

UNCLASSIFIED



Lesson Review

- Cyber Excepted Service
- History
- Personnel Policies
- Scope and Applicability
- Cyber Mission Imperatives
- Key Attributes
- Design Concepts
- Key Roles and Responsibilities
- Employee Implications
- Manager and Supervisor Implications
- Implementation Support and Schedule
- Conversion Process
- Training Courses



UNCLASSIFIED
