



DoD CYBER WORKFORCE STRATEGY IMPLEMENTATION PLAN

FY24 HIGHLIGHTS



THE ESTABLISHMENT OF THE CYBER ACADEMIC ENGAGEMENT OFFICE (CAEO)

- Newly implemented, consolidating DoD cyber-related programs under one office



INTEGRATED CYBER OPERATION SCENARIOS IN TRAINING EXERCISES

- Continuous integration of evolving requirements advances effectiveness and interoperability



INCREASED UTILIZATION OF TALENT EXCHANGE PROGRAM

- Secured several new industry partners for the DoD Cyber and Information Technology Exchange Program



INCREASED CONGRESSIONAL AWARENESS OF CYBER WORKFORCE DEVELOPMENT PRIORITIES

- Resulted in an increase in scholarship awards supporting the DoD Cyber Service Academy



**79 DAYS
AVG. FOR CIVILIAN
TIME-TO-HIRE**

Meets OPM's requirement of a less than 80 day avg. time-to-hire, allowing employees to onboard quicker



**16.2%
DoD CIVILIAN
VACANCY RATE**

4.8% decrease from FY23, showing increase retention of DoD cyber talent



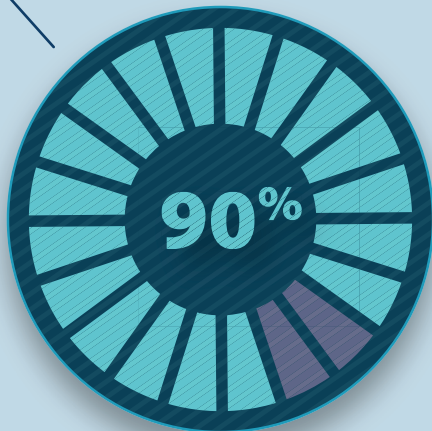
**HIRED 14K
CIVILIANS**

The Department turned over 6k of its 75K skilled employees back to the Nation and gained 14K new hires to support DoD's mission needs.

The U.S. Army is included in the time-to-hire metric

FOUNDATIONAL INITIATIVES UPDATES

**90% OF
FOUNDATIONAL INITIATIVES
MET THEIR FY24 GOALS**



- Updated Joint Knowledge Online (JKO) Cyber Excepted Service (CES) training to ensure employees, managers, and HR staff are knowledgeable about CES and can make/deliver informed decisions
- Developed and updated Compensation Calculator Tool to better inform pay setting decisions for applicants, managers, and HR professionals
- Transitioned the DoD 8140 Qualification Approval Process online, ingesting over 60 personnel certifications from 13 commercial providers to support DoD cyber workforce foundational qualifications, in accordance with DoDM 8140.03
- Identified cyber-related trainings to evaluate the necessary changes needed to meet training gaps. Further evaluation of cyber workforce trainings will be conducted in the upcoming FY
- Developed and distributed tools (Work Roles 101 Reference Guide, Work Roles Kit) to aid in the standardization of work role policies and procedures across the Department
- Researched and compiled aptitude- and skills-based assessment options to determine the best assessment type to identify cyber talent

INITIATIVES PRIORITIZED FOR FY25

