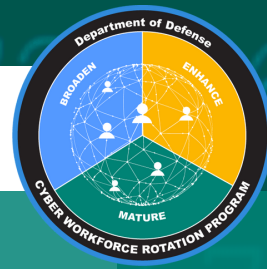# CYBER WORKFORCE ROTATION PROGRAM OVERVIEW FACT SHEET

About CWRP

- The DoD Cyber Workforce is vital to current and long-term success in effectively supporting the joint warfighter. To directly support collective success, the Department created the Cyber Workforce Rotation Program (CWRP) pilot.

- The CWRP pilot is committed to broadening and enhancing Cyber Excepted Service (CES) workforce cyber skills through structured rotation experiences within the larger cyber community. Major emphasis placed on practical development designed to expand functional, cross-functional, and leadership abilities through on-the-job learning.

CWRP Objectives

- To improve retention within the existing cyber workforce.
  - Reduce competency gaps, enhance readiness, and provide more opportunities for CES employee growth.
- Address the cyber talent gap by upskilling the existing workforce through functional and cross-functional opportunities.
  - Improve the capability of DoD's CES workforce by increasing external awareness and expanding perspectives.
- Mature the capabilities of cyber talent and leaders through structured experiences (e.g., rotations, mentoring, training).
  - Broaden knowledge of other DoD Components and/or external organizations' mission and functions.
- Serve as a recruitment mechanism to attract new talent to CES and the cyber field.
  - Ensure workforce capabilities match present and future mission requirements through DoD's Emerging Technologies Talent Marketplace (DoD ETM) initiative.

Why CWRP?

The CWRP is unique because it offers a combination of employee development elements and is the first-ever DoD program for DoD Cyber Workforce Framework (DCWF) aligned CES personnel. The CWRP offers a distinctive combination of the following:

Customized Development: Participants will engage in external rotations to broaden skillsets and gain exposure to new environments.
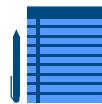
Cyber-Focused Career Development: The CWRP offers cyber-focused development opportunities within the Department.

Cyber Role Mobility: Participants will have the opportunity to gain exposure to differing mission goals or other DCWF work roles, as part of their rotation assignment.

Defined Guidance*: Participants will be provided guidance on how to apply newly learned skills upon return to their Home Organization.

*Note: CES Organizations are responsible for providing a pathway for individuals to leverage newly acquired skills.

CWRP Advantages

- The first dedicated DoD cyber program invested in the development of CES personnel through structured rotation assignments.
- Provides CES Organizations with an enhanced knowledge transfer from returning participants.
- Offers a more robust talent pipeline as a result of the larger cyber community involvement.
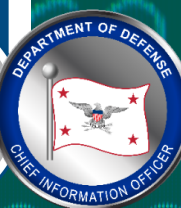
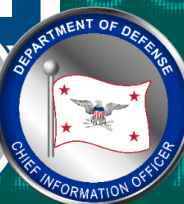# CYBER WORKFORCE ROTATION PROGRAM OVERVIEW FACT SHEET

Core Details of CWRP

Rotations

- Durations
- Types

Participation

- Eligibility
- Funding
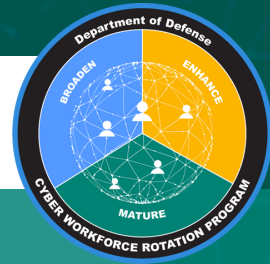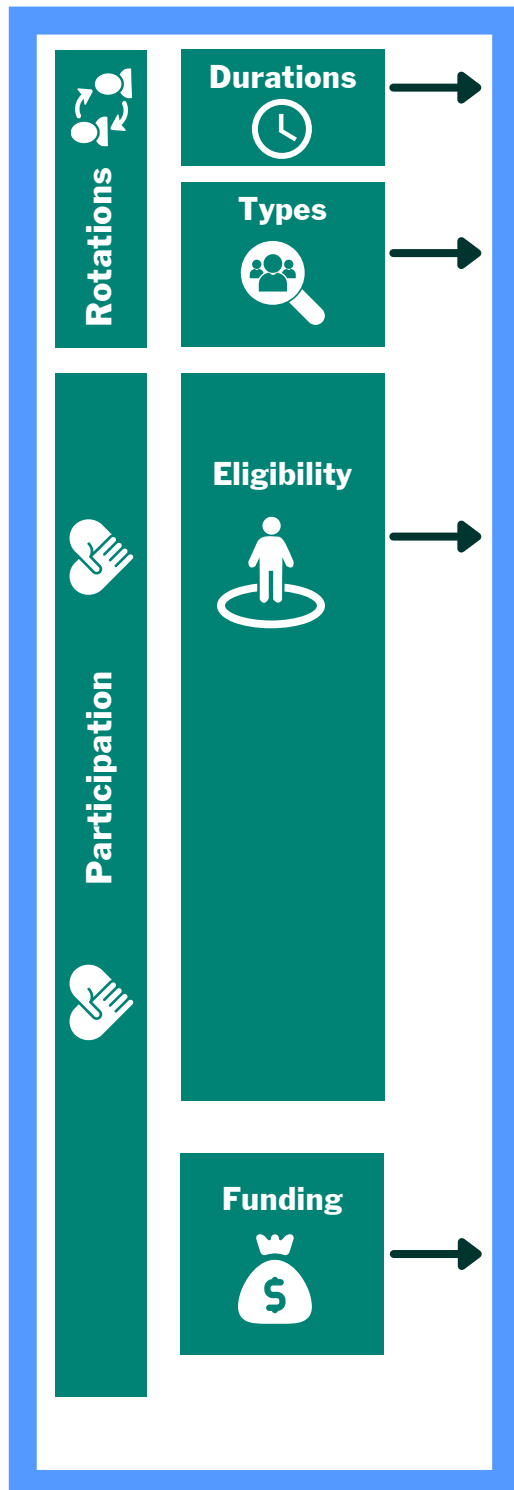
- No less than three months and no more than one year; however, rotations may be extended in three-month increments for a total of one additional year.

- Flexibility in assignments focus on:
  - Alignment to a current DCWF work role*.
  - Expanded skillsets to a different type of DCWF work role.

- The CWRP is open to CES employees who meet the following criteria:
  - GG Coverage: The program covers all permanent GG-11 to GG-15, DoD Civilians who are working within the cyberspace domain in support of U.S. Cyber Command's mission.
  - Certification: Participants must be certified at the level required for the rotation assignment, within the Host Organization.
  - Experience: Participants must have at least one year of service in their current position and must be performing at a "fully successful" or "outstanding" level.
  - Supervisory Endorsement: Participants must have the endorsement of their immediate supervisor.
  - Individual Development Plan (IDP): Participants must complete an IDP which reflects a need for the type of experience offered by the rotation assignment.
  - Motivation: Ideal participants are highly motivated to succeed and are willing to challenge themselves to do so.

- Funding
  - Home Organizations are responsible for payment of salary, TDY allowances, and benefits to their employee(s) participating in a rotation.
  - Host Organizations may pay for any training and/or travel-related expenses while on the rotation.

*Note: Rotation opportunities must be coded accurately per the Federal Cyber Workforce Assessment Act (FCWAA) of 2015 and aligned to a DCWF work role code.
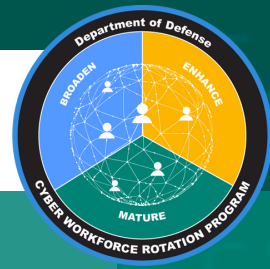
CWRP Process

As the CWRP Administrator, DoD CIO Cyber Workforce Management Directorate (DoD CIO) will assist all participating CES Organizations with implementing the CWRP within their organizations. If a CES Organization or CES employee is interested in participating in the CWRP, they should follow the below process.

CES Employee

Once the application window opens, eligible CES employees will have 30 days to apply to rotation opportunities, via the DoD ETM. Once on the site, users will be prompted to create a skill-based profile and then search for rotation opportunities, which are announced annually.

CES Organizations

DoD CIO will issue a Call for Rotation Opportunities announcing the next cycle for CWRP Nominations. The CES Organizations designated CWRP Program Manager will disseminate notice to the workforce that they will have 10 business days from the formal Call for Rotation Opportunities to submit opportunities via the DoD ETM. CES Organizations will need to develop internal implementation guidance within 60 days of the issuance of the CWRP Pilot Implementation Guidance. Copies of the implementing guidance must be provided to the DoD CIO, within 14 days of publishing, and as updated. The full CWRP process is outlined in the implementation guidance and will be publicized and made available on the DoD ETM.

DoD Emerging Technologies Talent Marketplace (ETM)

The DoD ETM is a place where CES Organizations can showcase their culture, create awareness about their mission, and communicate their commitment to diversity and inclusion. This engages CES candidates and encourages them to discover jobs and other career opportunities.

Visit the DoD ETM: https://www.dodemergingtech.com/dod-cyber-rotational-programs/.