



From compliance to mission readiness

# Cyberstar

The Cyber Workforce Management Platform

What to expect today

# Agenda

- **Welcome & Intro**  
BARB
- **Cyberstar Mission & Objectives**  
BARB
- **Cyberstar Demo**  
LAURA
- **Q&A**



# Cyberstar Mission & Vision

**We strengthen cyber workforce  
readiness to enhance national  
security.**

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Because of Cyberstar, our cyber workforce is quantifiably battle-ready and able to keep pace in a rapidly changing landscape.



# Cyberstar Value

## Included in SaaS Fixed Cost

Manages  
8140.03

Foundational

Residential

CPD Hours

Ongoing regulatory  
updates

New features  
every 2 weeks

Built-in security  
& maintenance

DoD &  
commercial  
integrations

FedRAMP  
Authorized

Provisional  
Authority to Operate  
(P-ATO) In Process

Authorized to  
Impact Level-5

Dedicated customer  
support team

Personalized  
onboarding &  
implementation

Proven scalability  
> **1 million users**

## Available for additional cost

Commercial cert validation  
services

Expanded content (labs,  
assessments, vouchers, training)

8140 program management  
services



# Brand Name Justifications

## DCMA



#N/A  
July 2025

"Cyberstar software is the **sole solution** compatible with existing DoD databases, such as Advana, that are used for automated reporting of the qualification status of all agency cyberspace workforce personnel performing cyberspace services by work role."

"If Cyberstar was not procured, DCMA would be unable to effectively implement the requirements of the DoD 8140 policies."

## SOCOM



#JA25-3961  
Nov 2024

"There are no other **Cyber Workforce Management Systems** that are specifically designed (usability, functionality, and reporting ability) to comply with the DoDD DCWF requirements."

"Cyberstar is structured according to the 8140 policies and DCWF. The SaaS **eliminates the need** for USSOCOM to **manually track**, update, and maintain changes in workforce elements, work role codes, and the various qualification requirements for each."

## DISA



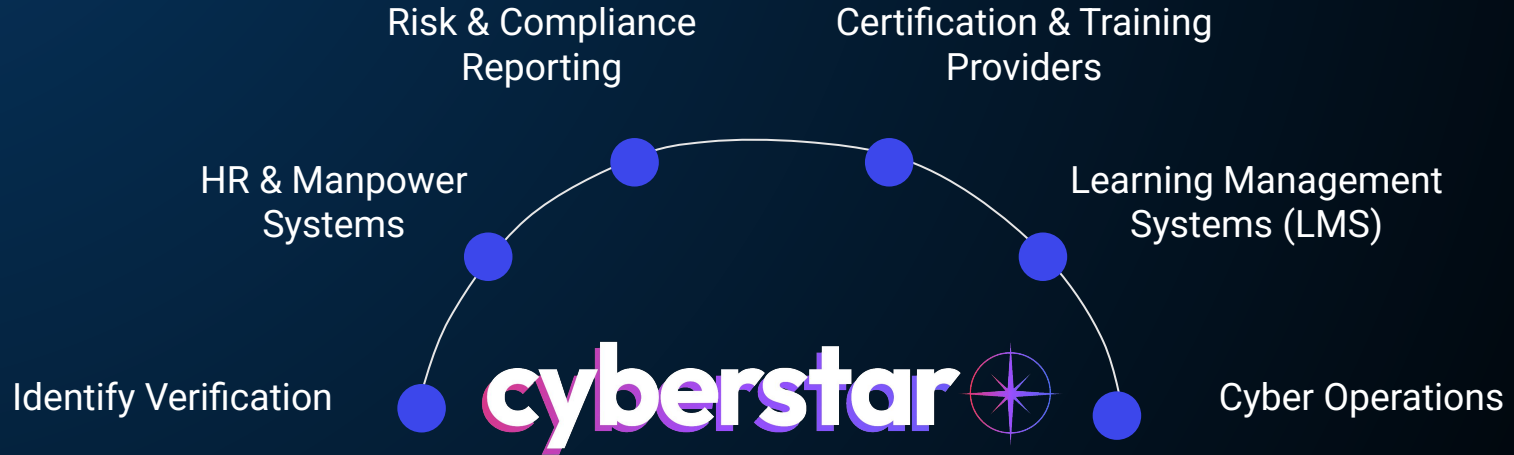
#JA24-139  
Sept 2024

"Cyberstar **stood out amongst the others** because it was specifically designed to accommodate the complex and detailed structure of the 8140 requirements."

"Based on current market research, dated August 2023 - July 2024, it has been determined that only the aforementioned Cyberstar **can fully meet the Government's needs.** "

# Cyberstar Integration Hub

**Reduces risk from data conflicts and eliminates manual effort**





DoD transitioned from the DoD 8570 Information Assurance (IA) Workforce Improvement Program upon release of the DoD Manual, DoDM 8140.03, “Cyberspace Workforce Qualification and Management Program” on **15 February 2023**.



The DoD 8140 Cyber Workforce Qualification Program (CWQP) addresses the scope of expertise needed for **all cyber disciplines**, using a comprehensive approach for cyber workforce talent management.

# Key DCWF 8140 Dates

**02.15.23**

8140.03 manual is published

**02.15.24**

Cyber work roles must be mapped and proficiency requirements analyzed and assigned

**01.03.25**

DoD CIO requires first Annual Data Collection Report with minimum standards for reporting compliance progress toward 8140

**02.15.25**

DoD Civilian and Service personnel in Cybersecurity workforce element roles must be qualified

**03.20.25**

Inaugural Cyber Workforce Summit at National Defense University (NDU) in (Ft. McNair, Washington, D.C.)

**02.15.26**

DoD Civilian and Service personnel in Cyberspace IT, Cyberspace Effects, Intelligence (Cyberspace), and Cyberspace Enabler workforce elements must be qualified

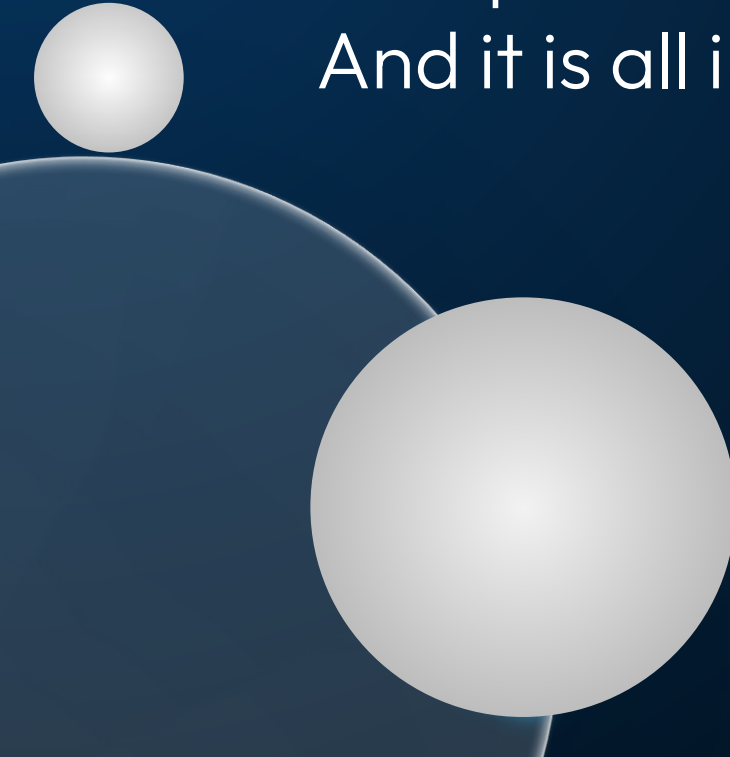


# 8570 to 8140: Are you READY?

**DCWF 8140 will continually be updating**

x Increase	Description	8570	8140
3	Agency resources covered by the regulation (source: DoD agency case study)	<450	>1200
15	Number of work roles to be assigned	14	74 222 matrices
7	Qualification categories to meet minimum requirements	1	7
61	Unique Qualifications to validate and track	32	>2000
	Knowledge, Skills, Abilities and Tasks defined	0	30-70 per work role

**DFARS Regulation for Contractors coming Fall 2025**


A decorative graphic on the left side of the slide consisting of three overlapping circles. The top circle is a small, light gray sphere. Below it is a large, dark blue sphere. In the foreground, overlapping the dark blue sphere, is a large, light gray sphere.

Compliance is a byproduct of good data.  
And it is all in service to mission readiness  
for your cyber workforce.

**-DoD Cyber Leaders**



Do you feel confident in your ability  
to report on DCWF 8140 today?  
React with 👍



What would your advice be to those  
that are starting their DCWF 8140  
journey?

Share your insights in the Teams chat.

# DCWF implementation milestones:



Understanding DCWF work roles and how they map to mission functions

Structuring training and certification plans around proficiency levels and KSATs



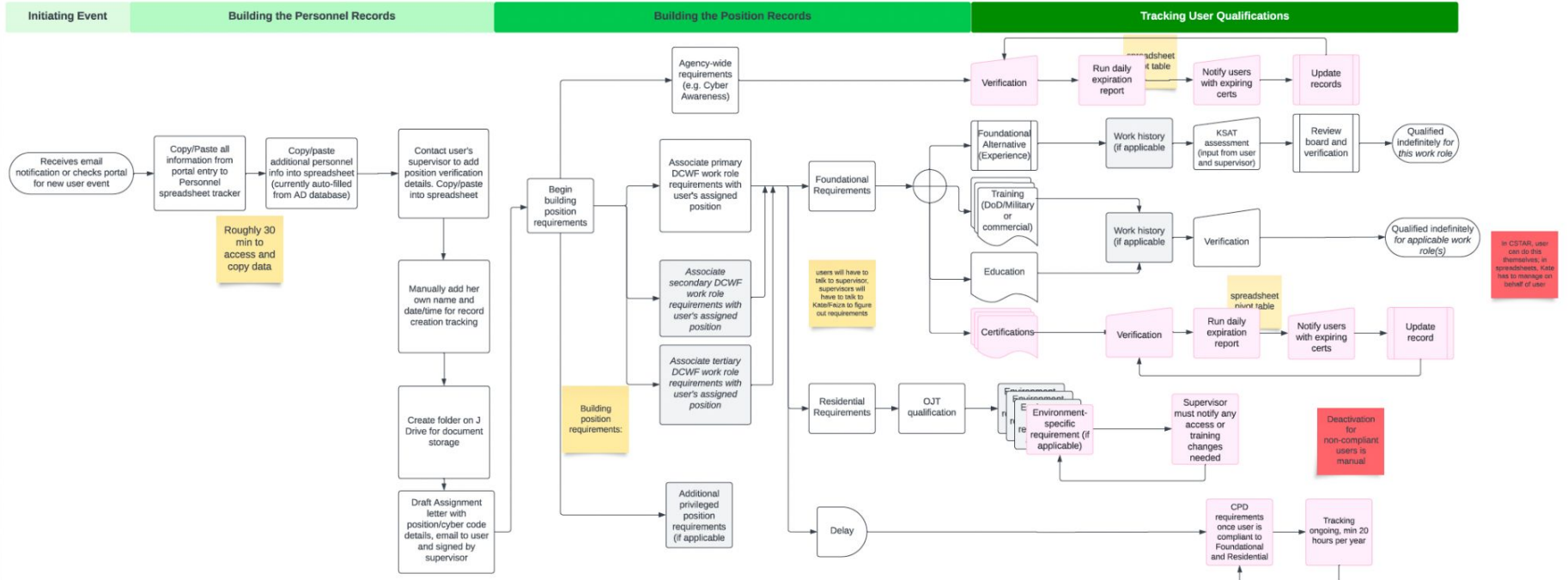
Ensuring compliance with residential qualifications and implementing consistent CPD plans

Embedding governance and data reporting mechanisms aligned with CWMB guidelines

Managing the transition timeline using DoD's guidance tools

# This might look familiar!

## Adding a New Cyber User: Spreadsheet-based process



# View our free Proxima app

## proxima.cyberstar.com

### Are you compliant?

Last qualification matrix update 25/03/2025

Powered by



[Contact Us](#)

### Roles

Select up to 3 cybersecurity roles...

421 - Database Administrator - (II) Intermediate

212 - Cyber Defense Forensics Analyst - (I) Basic



### Related KSATs

#### Results: 141

To meet the foundational qualification for this work role, 70 percent of the core KSAT requirements must be met.

\* Knowledge of cloud computing deployment models in private, public, and hybrid environment and the difference between on-premises and off-premises environments.

212 421

\* Knowledge of cloud computing service models Software as a Service (SaaS), Infrastructure as a Service (IaaS), and Platform as a Service (PaaS).

212 421

\* Knowledge of computer networking concepts and protocols, and network security methodologies.

212 421

\* Knowledge of cyber threats and vulnerabilities.

212 421

\* Knowledge of cybersecurity principles.

212 421

\* Knowledge of national and international laws, regulations, policies, and ethics as they relate to cybersecurity.

212 421

\* Knowledge of risk management processes (e.g., methods for assessing and mitigating risk).

212 421

\* Knowledge of specific operational impacts of cybersecurity lapses.

212 421

### Related Qualifications

#### Results: 11

To meet the foundational qualification for this work role, complete any one of the qualification options.

(ISC)²: SSCP

421

CompTIA: Cloud+

421

CompTIA: Security+ CE

421

Degree: Bachelor

212

421

Degree: Masters

212

421

Degree: PhD

212

421

DISA: [DISA-US1378] DCWF Database Administrator

421

Experience Evaluation Workbook and Certificate - [212] Cyber Defense Forensics Analyst - (I) Basic

212

Experience Evaluation Workbook and Certificate - [421] Database Administrator - (II) Intermediate

421

GIAC: GSEC

421

Waiver - DoD: DCWF Work Role Qualification Waiver (not available for contractors)

212



# Cyberstar

## The Cyber Workforce Management Platform

01

### Foundation Workforce Tracking

Ingest, validate, track, and report  
user data for 8140 (NICE/NIST)



02

### Talent Development

Workforce transformation:  
upskill, cross-skill, recruit, retain



03

### Individual Career Mgmt

Tracking/planning skill  
growth towards interests



## Academy IT & Cyber training

DCWF aligned Training, Labs, Assessments, etc. aligned for foundational, residential, and continuous professional development

# Demo



**cyberstar**

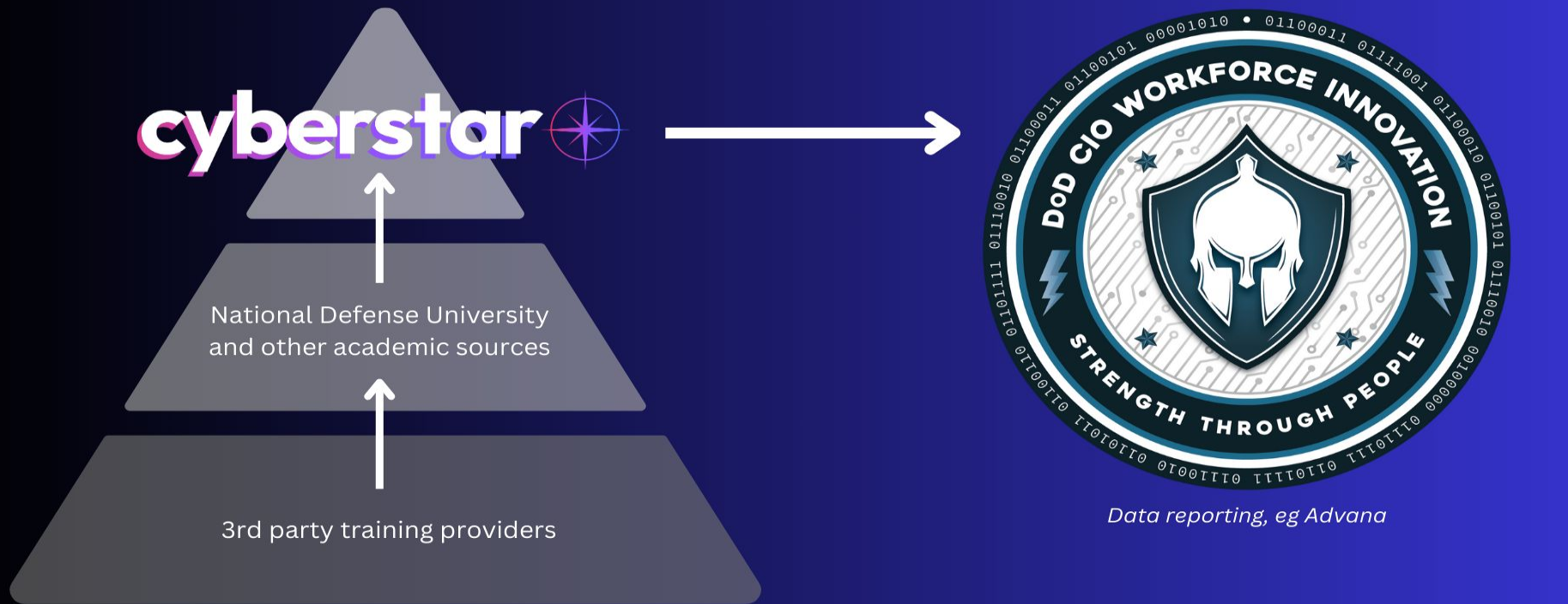
Your DCWF 8140 Readiness Mission:  
**Our Priority.**

# What's the most efficient path to compliance and mission readiness?



# Recognized Data Integration Strategy:

Delivering Benefits for Compliance Directives, Component Needs, and Training Providers



Cyberstar is integration-ready to sync relevant manpower, personnel & qualification data across silos.

**for Civilian, Military & Contract workforces**

Manpower	Personnel	Qualifications
<ul style="list-style-type: none"><li>• TFMMTS</li><li>• FMTS</li><li>• MPES</li><li>• AOS</li></ul>	<ul style="list-style-type: none"><li>• DCPDS</li><li>• NSIPS</li><li>• MILPDS</li><li>• MCTFS</li><li>• IPPS-A</li></ul>	<ul style="list-style-type: none"><li>• Pluralsight</li><li>• CompTIA</li><li>• DU</li><li>• SANS</li><li>• Coursera</li><li>• Cybrary</li></ul>

# Cyberstar

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# Cyberstar is the foundation for DCWF Compliance & Workforce Readiness

## Reduces Cost

- Leading cost-effective way to accomplish DCWF requirements
- DCSA is saving 85% manhours on workforce compliance using Cyberstar
- TRANSCOM invested \$1.5 million to address 8570 manually. Cyberstar handles the greater complexity of 8140 for \$400k (73% savings)

## Fast Efficient

- Brand Name Justifications (DISA, SOCOM) and multiple ATOs in the DoD
- Meets all current 8140.03/DCWF, Existing 8570 Support
- Customer Success team to assist in onboarding and ingestion ensuring data integrity

## Proven Workforce Mgmt

- Deployed in COCOM and DoD Agencies; first to validate against DoD CIO requirements
- Leadership dashboard and team/unit progress tracking
- Email & Notifications for Qualification deadlines, including Certification expiry and overdue training

## Secure Integrations

- DoD Cloud Authorized: FedRAMP Authorized, IL5 ATO complete. DISA PATO in process.
- Extensible Platform : API & low code/no code
- Strong integrations with manpower & HR Zero Trust
- Cyber awareness training from leading commercial providers



# Q&A and for more information



## Contact Information

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## Map Your DCWF 8140 Work role

[Proxima](https://proxima.cyberstar.com/)  
<https://proxima.cyberstar.com/>



## Join the DCWF Community

Invites to Orbit (secure portal) coming August 2025!

