APPENDIX 4

CYBER IT/CYBERSECURITY WORKFORCE QUALIFICATION MATRIX

Initial Training	The training starting when a Cyber IT/CSWF member or civilian employees and contractors (when authorized) first become a member of the DON CSWF.
OJT Evaluation	<u>With PAA</u> = NAVEDTRA 43469 Watch Station 302 <u>Without PAA</u> = NAVEDTRA 43469 Watch Station 304
Continuous Learning (CL)	40 hours per year and Documented in DON Cyber IT/CSWF enterprise tracking tool (TWMS)

Privileged Access Agreement (PAA)	Signed prior to initial access
	    and
	Validated annually
	    and
	Revoked upon transfer or removal from Cyber IT/CSWF

Minimum Proficiency Level Assigned	<u>Apprentice</u> = 0 – 3 years' experience in Cyber IT/CSWF position (recommended) <u>Journeyman</u> = 4 – 6 years' experience in Cyber IT/CSWF position (recommended) <u>Master</u> = 7+ years' experience in Cyber IT/CSWF position (recommended)

Minimum Credential	<u>Education</u> = DON Approved College Degree
	    or
	<u>Military Training</u> = DON Approved Formal Military
	                                 Training/Course (80 hours)
	    or
	<u>Industry Training</u> = DON Approved Formal Industry
	                                 Training/Course (80 hours or greater
	                                 within last 36 months)
	    or
	<u>Industry Certification</u> = DoD Approved Baseline
	                                 Certification

OS/CE Certificate of Training	[Only applicable to specific Cyber IT/CSWF Specialty Areas] OS/CE certificate of training completion, as detailed in Qualification Matrix tables. Completed via SkillSoft CBT, FEDVTE, Internet-based CBT, self-study course, off-base training facility, on-base training facility/course/school, etc.). Cyber IT/CSWF member must provide certificate of completion to Cyber IT/CSWF-PM to record within the DON Cyber IT/CSWF enterprise tracking tool (TWMS).