REVISED

CYBER FORCE GENERATION MODEL

IMPLEMENTATION PLAN

United States
Department *of* War

CYBERCOM 2.0 Attributes

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CYBERCOM 2.0
FORCE GENERATION MODEL

TARGETED RECRUITING & ASSESSMENTS

- Targeted recruitment for Cyber Mission Force (CMF) work roles
- USCYBERCOM screens & assesses Service personnel for CMF assignment
- ➤ Increased USCYBERCOM influence on cyber talent selection

INCENTIVES TO RECRUIT & RETAIN TALENT

- USCYBERCOM establishes standardized CMF work role incentive pay
- Data informed recruitment and retention of key cyber talent
- ➤ Invest, develop, and maintain unique cyber talent in the CMF

TAILORED & AGILE TRAINING & QUALIFICATION

- Dynamic Service and USCYBERCOM training approach
- Mission-specific individual and collective training to build specialization
- ➤ USCYBERCOM delivers best of industry, academia, and interagency training

ASSIGNMENT MANAGEMENT

- CMF career paths that provide enduring assignment and build depth of experience to USCYBERCOM
- Streamlined transition between Active/Reserve/Guard components
- ➤ Domain mastery developed through USCYBERCOM /Service/ NSA assignments

SPECIALIZED MISSION SETS

- Tailored missions aligned to USCYBERCOM operational requirements
- Specialized mission sets that drive advanced training & key partnerships
- ➤ USCYBERCOM cultivates and employs specialized skillsets

HEADQUARTERS & COMBAT SUPPORT

- Services present standardized tactical headquarters to USCYBERCOM
- Tactical headquarters provide tailored support to cyber forces
- ➤ CMF teams provided full operational support and command and control

OPTIMIZED UNIT PHASING

- Unit phasing model for CMF teams to maintain readiness
- Controlled OPTEMPO to accelerate development of domain mastery
- ➤ Maintain CMF readiness, mastery, specialization, and morale

BY THE NUMBERS

Attributes	7	Tasks	97
Enablers	3	Lines of Effort	26
Department of War Stakeholders			19

CYBERCOM 2.0 Key Enablers

CYBER TALENT MANAGEMENT ORGANIZATION

- Discover, assess, select, and retain elite talent in the Cyber Mission Force (CMF)

- Integration of USCYBERCOM and Service talent management

➤ Drives CMF talent management

ADVANCED CYBER TRAINING & EDUCATION CENTER

- Rapidly identify emerging CMF mission specific training needs

- Centralized delivery of advanced training to develop domain mastery and enable mission agility

➤ Dynamic collaboration with industry & academia for advanced training

CYBER INNOVATION WARFARE CENTER

- Rapidly deliver end-to-end solutions to the CMF

- Experimentation, innovation, & development at the point of need

➤ Center for CMF academic, industry, and DoW innovation engagements

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Domain Mastery
Elite cyber force capable of outmaneuvering China across the competition continuum

Specialization
Cyber-peculiar skills, resources, and technologies to deliver warfighting outcomes in line with the NDS

Agility
Force generation adaptable to the ever-increasing threat in cyberspace – lethality applied at the speed of cyber

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The Old Way (Current Model)	VS	Building a More Lethal and Ready Cyber Force (CYBERCOM 2.0)
One-Size-Fits-All: Cyber specialists were treated as generalists, often rotated to unrelated jobs after a single tour, causing skills to atrophy.	Career Progression	**Long-Term Mastery**: Creates career paths for cyber experts to build deep, unrivaled expertise in critical areas.
Basic, Static Training: Operators received standard training that struggled to keep pace with the rapid evolution of cyber threats.	Training	**Agile, Advanced Training**: Delivers continuous, cutting-edge training on the latest adversarial tactics and emerging technologies, like artificial intelligence and cloud architecture.
Losing Talent: Top cyber talent often left for the private sector after their first tour due to a lack of career progression and incentives.	Retention	**Retaining Our Best**: Uses competitive incentives and rewarding career paths to keep our most skilled and experienced operators in the force.
Slow and Reactive Force: A rigid structure made it difficult to adapt quickly to new threats.	Force Agility	**Proactive and Specialized Teams**: Builds agile, dedicated teams of experts ready to rapidly defend critical infrastructure, like power grids and space assets, and deliver tailored effects against adversaries.
Difficulty in Retaining Expertise	Outcome	**A World-Class & Lethal Cyber Forces**

CYBERCOM 2.0 fundamentally reimagines the Department's approach to generating cyber forces, enabling increased lethality in our cyber forces and establishing a warrior ethos built on domain mastery, specialized skills, and mission agility.