



# DoD 8140 Implementation Timelines

## Foundational Qualifications

**15 FEB  
2025**

DoD civilians and military personnel in DCWF work roles under **cybersecurity** workforce element meet foundational qualification requirements.

**15 FEB  
2026**

DoD civilians and military personnel in DCWF work roles under **cyber IT, cyber effects, cyber (intelligence), and cyber enablers** workforce elements meet foundational qualification requirements.

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For Open Publication

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## Residential Qualifications

**15 FEB  
2026**

DoD civilians and military personnel in DCWF work roles under **cybersecurity** workforce element meet resident qualification requirements.

**15 FEB  
2027**

DoD civilians and military personnel in DCWF work roles under **cyber IT, cyber effects, cyber (intelligence) and cyber enablers** workforce elements meet resident qualification requirements.

## Reporting and Metrics

**15 FEB  
2025**

DoD Components report on **cybersecurity** workforce element via DoD 8140 key performance indicators in accordance with DoDM 8140.03.

**15 FEB  
2026**

DoD Components report on **cyber IT, cyber effects, cyber (intelligence), and cyber enablers** workforce elements via DoD 8140 key performance indicators in accordance with DoDM 8140.03.