DoW Cyber Service Academy

Retention Scholarship Program

The Department of War (DoW), through the Cyber Service Academy (DoW CSA), is expanding its strategy to advance the operational readiness and expertise of its cyber workforce. A core component of this strategy is offering specialized cyber scholarships for current DoW civilians and active-duty military. This program provides the financial support for personnel to pursue advanced education through flexible formats—including online, hybrid, and in-person programs—all designed to minimize disruption to mission-critical duties.

To broaden these educational pathways, the DoW CSA focuses on identifying a curated set of existing academic routes that align with DoW needs. The strategy is to connect personnel specifically with one of three pathways: designated 2-year degree programs, formal partnership programs (which offer tracks to a bachelor's, master's, or doctoral degree), or specialized graduate certificate programs. This structured approach ensures that educational pursuits directly support the DoW's evolving requirements and align with the qualifications outlined in the DoD Cyber Workforce Framework (DoDD 8140).

Community College Programs:

The 2-year degree pathway provides a crucial on-ramp for personnel seeking to enter (transitioning from other DoW career fields) or solidify their role within the cyber workforce. By focusing on associate's degree programs, the DoW CSA offers a foundational academic route for DoW civilians and military members to gain essential, hands-on skills. This option is ideal for both upskilling in a current technical role and for those transitioning into a cyber career field, providing a fast and effective way to acquire a formal credential that aligns with the requirements of DoD 8140.

In addition to completing the required solicitation narrative, designated community colleges wishing to host DoW civilians and military members must also use **the Dow CSA Budget and Student Identification Sheet 2026-2027** to submit their information. On the **Retention DoW Civs Military** tab, you will identify the number of students your institution is willing to accept and the associated costs for each of those students for one academic year. The **Retention Degree Identification** tab should be used to list the specific programs being offered. The degree programs identified will be used to help shape the internal DoW announcement of scholarships.

Partnership Programs:

Many DoW civilian and military employees participate in rigorous cyber training and certification programs through specialized DoW institutions. By creating pathways to translate these credentials into college credit, your institution can attract DoW students and potentially shorten their path to a degree.

As a required supplement to the solicitation narrative, institutions wishing to feature their established partnership programs must also use the *DoW CSA Budget and Student Identification Sheet 2026-2027* to submit their information. To be featured, partners must confirm that their degree programs align with the DoD Cyber Workforce Framework (DoD 8140) and provide key details on the form. This includes the degree program name, the specific DoW training eligible for credit (e.g., the Joint Cyber Analysis Course - JCAC), the number of credits awarded, and the maximum number of students the program can host. The degree programs identified will be used to help shape the internal DoW announcement of scholarships.

Please note: The DoW CSA's role is to identify and promote these opportunities, not to assist in the creation or negotiation of new credit-transfer agreements.

Graduate Certificate Programs:

The graduate certificate pathway offers DoW personnel targeted, advanced training in specific cyber disciplines. The focus of this pathway is on certificate programs whose curriculum aligns with the specialized skills and competencies outlined in the DoD Cyber Workforce Framework (DoD 8140). This approach helps ensure that the credentials earned are highly relevant to mission-critical roles and directly contribute to the professional development of our workforce.

To feature a graduate certificate program, institutions should complete the *Dow CSA Budget and Student Identification Sheet 2026-2027*. On the *Retention Degree Identification* tab, list the specific programs being offered. Then, on the *Retention DoW Civs Military* tab, identify the number of students your institution is willing to accept and the associated costs for each of those students for one academic year. Please also use the form to specify any admission requirements, such as a prior degree or GRE/GMAT scores. The programs gathered through this process will be used to build the DoW's internal scholarship announcement.