



# DoD Cyber Service Academy

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# What is the DoD Cyber Service Academy?

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## The DoD Cyber Service Academy (DoD CSA)

(Formerly the Cyber Scholarship Program) is designed to encourage the recruitment of the nation's top cyber talent and the retention of DoD personnel who have skills necessary to meet DoD's cyber requirements and help secure our nation against the threats of information systems and networks.

### Grants awarded for scholarships and capacity building to NCAE-Cs:

#### Scholarships

**Recruitment:** Targets students who are not current DoD or Federal employees and who are enrolled at designated NCAEs; may be undergraduate or graduate students

**Retention:** Targets Military and Civilian DoD personnel for Associates or Graduate (Certificates, Masters, and PhD programs)

#### Capacity Building:

Enhances/expands cyber education programs & curricula to support the cyber talent pipeline

### NCAE-Cs

National Centers of Academic Excellence in Cybersecurity (NCAE-C)

Cyber Defense (CAE-CD)

Cyber Defense Research (CAE-R)

Cyber Operations (CAE-CO)



# Roles and Responsibilities

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**DoD, Chief Information Officer (DCIO)**

- Overall policy and guidance
- Funding
- Student and Component Support

**National Security Agency (NSA)**

- Close-Out Support and Transition by FY 26/27

**NCAE-Cs**

- For recruitment students:** provide support (application nomination/academic mentoring)
- For retention students:** support (academic mentoring)
- Administrative:** Grant administration

**Components**

- For recruitment students:** Identify requirements, provide billets, select scholars, provide internships, and hire graduates
- For retention students:** Nominate current employees
- Administrative:** Assist in capacity building review



# Program Eligibility

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## DoD CSA Recruitment Program

- **Undergraduate: (required 3.2 GPA out of 4.0)**
  - Second year of associate degree
  - Rising Junior or Senior pursuing a bachelor's degree
- **Graduate: (required 3.5 GPA out of 4.0)**
  - Master's
  - PhD/Doctorate
- U.S. citizen able to qualify for a security clearance
- Currently not a full-time, permanent DoD, Federal Employee, or Active-duty military
- Enrolled in a full-time cyber program at a designated National Center of Academic Excellence in Cybersecurity (NCAE-C)
- Pursuing a course of study and/or have a declared major in one of the scientific, technical, or managerial disciplines related to cyber or have a concentration in cyber
- Have at least one full academic year remaining in degree program
- Maintain flexibility to move within the continental U.S. to perform internships and final service obligations
- Currently unencumbered to another program with a required service obligation

## DoD CSA Retention Program

- **Applicants pursuing an Associate's degree**
  - no minimum GPA
- **Applicants pursuing a Master's degree**
  - minimum 3.0 GPA
- **Applicants pursuing a PhD/Doctorate**
  - minimum 3.2 GPA
- Active-Duty and Permanent DoD Civilians
- Required GRE/GMAT scores, Transcripts
- Supervisor Recommendation/Endorsement

Reservists & National Guard Members are eligible for the scholarship, which track they pursue depends on their duty status.



# DoD CSA Provides

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## DoD CSA Recruitment Program

- Full tuition and required fees (which may include institutional health care programs)
- Books / Supplies / Certification Allowance
- One-time technology purchase (laptop/desktop/build your own)
- Stipend
  - \$25,000 for community college students
  - \$29,000 for undergraduate students
  - \$34,000 for graduate (master's/Ph.D. students)
- Travel Allowance (summer internships/cyber conference)
- Service obligation – 1 year for each year of funding received

## DoD CSA Retention Program

- Full tuition and required fees (which may include institutional health care programs)
- Funds short-term, degree-specific, on-campus activities
- Continuation of military pay and civilian salary
- Service obligation with parent organization
  - Military Members:
    - 2 years for the Community College program
    - 4 years for Joint Cyber Analysis Course (JCAC) -only Undergraduate program
    - 3 years for Master's or Graduate Certificate programs
    - 5 years for PhD or Doctorate
  - Civilians:
    - 3 years for the Community College program
    - 4 years for Master's or Graduate Certificate Programs
    - 5 years for PhD or Doctorate



# Program Benefits

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## *Recruitment Program*

- Provides students the opportunity to learn first-hand and contribute to securing our nation against the threat of information systems and networks
- Affords the opportunity for consideration for full-time employment after graduation and completion of the program
- Receive progressive, hands-on experience through structured internships with select DoD Components during academic breaks
- Build relationships with students before they enter the work force
- Students enter the workforce ready to perform; typically, only requiring DoD familiarization overviews
- Average service obligation is 2 years. DoD CSA Scholars remain in the DoD an average of 5 years after the service obligation completion

## *Retention Program*

- Professional development opportunities for current, highly motivated DoD cyber professionals; payback enhances retention.
- Builds cyber leaders within the Department
- Affords the ability for individuals to cross train into cyber.



# DoD Cyber Service Academy Process and Timeline

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## DoD CSA Recruitment Program



## DoD CSA Retention Program





# Helpful Resources

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## *DoD Cyber Service Academy*

- **DoD Cyber Exchange**
  - DoD CSA documents and information (e.g., Updated Memorandums, Solicitation)
    - <https://public.cyber.mil/wid/csa/>
- **AVUE Portal**
  - DoD CSA Agency/Component Portal
    - <https://www.dodemergingtech.com/dod-programs/cyber-service-academy-csa/>
  - DoD CSA Recruitment and Retention Online Application
    - <https://www.dodemergingtech.com/dod-programs/cyber-service-academy-csa/>
- **Additional Resources**
  - Program Office POC Email – [osd.mc-alex.dod-cio.mbx.dod-csa@mail.mil](mailto:osd.mc-alex.dod-cio.mbx.dod-csa@mail.mil)