

FEDERAL RESOURCE LISTING FOR VETERANS, MILITARY SPOUSES, AND TRANSITIONING SERVICE MEMBERS CONSIDERING CYBER CAREERS

Cyber careers are critical to America’s security and prosperity. Transitioning service members, Veterans, and military spouses represent a highly valued potential talent pipeline for cyber roles across the public and private sectors. To facilitate awareness of cyber career opportunities to the above population, a listing of information, tools and resources have been assembled below.

The Biden-Harris Administration recognizes the sacrifice and commitments of Veterans, military spouses, and transitioning service members to the Nation. That is why the Administration has taken unprecedented steps to eliminate barriers to employment and increase economic opportunity via Joining Forces and the Executive Order on Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors, The Department of Labor’s Good Jobs Initiative, and the National Cyber Workforce and Education Strategy. These measures promote access to good jobs, flexible work, and apprenticeship opportunities to facilitate pathways into cybersecurity employment.

Each resource is marked to indicate the eligible population(s) according to the following legend:

- **SERVICE MEMBER**
An individual who is a member of the armed forces and is currently serving under issued orders.
- ⌘ **TRANSITIONING SERVICE MEMBER**
A member of the military on active duty status or on separation leave who is within 24 months of retirement or 12 months of separation.
- **VETERAN**
An individual who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable.
- ◆ **MILITARY SPOUSE**
A spouse of an active-duty, National Guard, or reserve member. A spouse of a service member who is 100% disabled due to a service-connected injury at the time of separation from military service. A spouse of a service member killed while on active duty.

****NOTE** PLEASE CONFIRM WITH THE PROGRAM MANAGER ON ELIGIBILITY TO USE ANY OF THE FOLLOWING PROGRAMS BASED ON YOUR STATUS.**



CYBERSECURITY & INFRASTRUCTURE AGENCY (CISA)

CISA Veteran and Military Spouse Employment Opportunities ■ ◆

Dedicated job opportunity portal for veterans and military spouses seeking employment with CISA. Includes a variety of tools and resources to help veterans begin a career in cybersecurity including free online training and certification prep courses as well as information on related degree programs and scholarships.

Cyber Career Pathways Tool ● ⌘ ■ ◆

Interactive way to explore work roles within the workforce framework for cybersecurity.

Cybersecurity Training and Education Guide for Veterans ⌘ ■ ◆

Includes a variety of tools and resources to help veterans begin a career in cybersecurity including free online training and certification prep courses as well as information on related degree programs and scholarships.

Federal Virtual Training Environment (FedVTE) ● ⌘ ■ ◆

Free online asynchronous courses in a variety of subjects offered in partnership with the Department of Homeland Security.

NICCS Education and Training Catalog ● ⌘ ■ ◆

The NICCS Education and Training Catalog is a central location to help cybersecurity professionals of all skill levels find cybersecurity-related courses online and in person across the nation. Use the interactive map and filters to search for courses mapped to the NICE Framework that can increase your expertise, prepare to earn a cybersecurity certification, or even transition into a new career.



DEPARTMENT OF DEFENSE (DOD)

Credentialing Opportunities Online (COOL) ● ⌘

COOL (Credentialing Opportunities On-Line) helps Service members find information on certifications and licenses related to their jobs and opportunities to upskill, reskill, and future skill. Use COOL to get background information on credentialing and find detailed information on in demand credentialing opportunities like cybersecurity.

DOD SkillBridge Program ⌘

The DOD SkillBridge program is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. DOD SkillBridge connects transitioning service members with industry partners in real-world job experiences that include cyber and IT.

MilGears ● ⌘ ■ ◆

Program tool that uses Joint Service Transcript or Verification of Military Experience and Training to match users to civilian jobs that best match their military experience. Cyberspace IT/Cybersecurity Workforce tool aligns qualifications with requirements for specific CSWF work roles and highlights any gaps. Quick Explorer tool lets users investigate career pathways based on credentials, career goals, or military occupations. Powered by Navy Credentialing Opportunities On-Line (COOL).

Military Spouse Career Accelerator Pilot ◆

The Department of Defense Military Spouse Career Accelerator Pilot is a competitive program that provides spouses with paid 12-week fellowships at employers in various industries and locations. Host employers provide program fellows with hands-on professional training and mentorship in the civilian workplace. Those who excel in the program and are a fit with their host company may be invited to join the employer as a direct hire.

Military Spouse Employment Partnership ◆

The Department of Defense Military Spouse Employment Partnership (MSEP) connects military spouses with hundreds of partner employers who have committed to recruit, hire, promote and retain military spouses. MSEP includes 850 employer partners who have reported hiring more than 340,000 military spouses since 2011.

My Career Advancement Account Scholarship Program: Scholarships for Military Spouses ◆

The My Career Advancement Account Scholarship is a workforce development program that provides up to \$4,000, with an annual fiscal year cap of \$2,000, in financial assistance to eligible military spouses (E-1 to E-6, W1-W2 and O-1 to O-3) for the pursuit of a license, certification or associate degree. Participating military spouses may also use MyCAA funding for continuing education courses to maintain a license or certification necessary for employment.

Spouse Education and Career Opportunities MySECO Portal ◆

The Department of Defense Spouse Education and Career Opportunities MySECO portal offers education and career guidance to military spouses worldwide and offers comprehensive resources and tools for all stages of a military spouse’s career progression. Available resources include access to one-on-one professional career coaching, resume review, interview prep, job search concierge assistance, free access to Udemy training, and free access to FlexJobs remote work positions.

United Services Military Apprenticeship Program ●

The United Services Military Apprenticeship Program (USMAP) is a formal military training program that provides active duty and Full Time Support (FTS) Army, Navy, Marine Corps, and Coast Guard Service members the opportunity to improve their job skills and to complete their civilian apprenticeship requirements while they are on active duty. The U.S. Department of Labor provides the nationally recognized “Certificate of Completion” upon program completion. There are numerous cybersecurity occupation options available.



DEPARTMENT OF LABOR (DOL)

DOL Veterans’ Employment and Training Service (VETS) ⌘ ■ ◆

Resource hub for veterans, transitioning service members, and military spouses to access career resources and information. Special section that focuses on understanding, finding, and obtaining professional certifications/credentials.

Employment Navigator & Partnership Program (ENPP) ⌘ ◆

Provides one-on-one career assistance to interested transitioning service members, and their spouses, at select military installations worldwide that will assist them in securing meaningful post-separating careers in all industry sectors.

MyNextMove.gov ● ⌘ ■ ◆

Online portal that enables users to explore occupations and find related information on job openings, job outlook information, salaries, apprenticeships and other related education and training programs. The user can search with key words or military-related skillset to match to a civilian career pathway.

Registered Apprenticeship ● ⌘ ■ ◆

Apprenticeship.gov provides information on Registered Apprenticeship (RA) and connections to active RA programs across the U.S. in cyber and IT. Veterans with GI Bill eligibility qualify to access their monthly housing stipend while working as a registered apprentice. Learn more about cybersecurity apprenticeship programs on the Cybersecurity page of [Apprenticeship.gov](https://www.apprenticeship.gov).

Occupational Information Network (O*NET) ● ⌘ ■ ◆

Online portal for career exploration and job analysis with over 900+ occupations to browse. Utilize the [Military Crosswalk Search](#) to link experience obtain in service to private sector occupations. Explore cyber and IT specific job occupations, projected job growth and openings.



DEPARTMENT OF VETERANS AFFAIRS (VA)

Technical Career Field (TCF) Trainee Program ■

Tool used to recruit entry level candidates into a developmental position. Two years of training with salary, employment benefits, mentoring, and hands-on training. Over the course of two years may qualify for a GS-11 position.

VA High-Tech Programs ⌘ ■ ◆

Program provides accelerated payments of 60% of tuition and fees for designated high-cost high-tech programs in several areas including cybersecurity and computer/IT roles. Participants must certify their intent to find jobs in a qualifying industry.

Veteran and Military Spouse Talent Engagement Programs (VMSTEP) ■ ◆

Employment assistance including information on VA hiring events, links to other VA departments, links to job seeker resources & training programs.

Veteran Readiness and Employment (VR&E) ■

Helps veterans with service-connected disability that limits their ability to work or prevents them from working. Offers five support-and-service tracks to help veterans prepare for, find and keep a job. Provides job training, education, employment accommodations, resume development, and job seeking skills coaching.



GENERAL SERVICES AGENCY (GSA)

U.S. Digital Corps (USDC) Agency Fellows ■ ◆

A paid two-year fellowship for early-career technologists. Available to individuals who meet the eligibility requirements including being a recent graduate with a degree from an accredited institution within the last two years. Must have one year of experience related to the track selected or an advanced degree in a technology field.

NIST NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY (NIST)

CyberSeek ● ⌘ ■ ◆

Provides detailed, actionable data about supply and demand in the cybersecurity job market through an interactive map and career pathway tool.

NICE Cybersecurity Apprenticeship Program Finder ⌘ ■ ◆

Public website provided by NIST to search and identify apprenticeship opportunities in cybersecurity.

NICE Cyber Career Pathway Resource ● ⌘ ■ ◆

Aggregate listing of resources available to individuals pursuing careers in Cybersecurity.

NICE Veteran Resources page  

Information about a variety of career preparation, education, training programs for military veterans and their spouses.

NICE Free and Low-cost Cybersecurity Learning Content    

Information about online opportunities to train for cybersecurity skills that require little to no investment on the part of the learner.



NATIONAL SECURITY AGENCY (NSA)

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

The following programs are sponsored by NCAE-C grants to provide upskilling and reskilling for transitioning military, veterans, and their spouses.

- University of West Florida: [CyberSkills2Work](#)
- Purdue University NW: [Online Cybersecurity Workforce Certificate Training](#)
- University of Louisville: [Cybersecurity Workforce Program](#)
- Rochester Institute of Technology: [Cyber Governance, Risk and Compliance Coalition](#)



OFFICE OF MANAGEMENT AND BUDGET (OMB)

Federal Cyber Reskilling Academy 

Offers Federal employees the opportunity for hands-on training in cybersecurity.

OFFICE OF NATIONAL CYBER DIRECTOR (ONCD)

White House Cyber Workforce Resources   

Resource guide for cybersecurity career seekers and employers.



OFFICE OF PERSONNEL MANAGEMENT (OPM)

CyberCareers.Gov  

Resource to assist cybersecurity job seekers, students, universities, federal hiring managers, federal employees, and supervisors in access to tools, resources, and guides to the cybersecurity workforce within the federal government.

CyberCorps: Scholarship for Service  

Up to three years of support for undergraduate and graduate (MS or PhD) education at select participating institutions (note: 100% online programs are ineligible). Post-graduation government service job (in a role related to cybersecurity) required for a period equal to the length of scholarship. (funded by the National Science Foundation).

Feds Hire Vets  

Resource to help navigate the federal hiring process and access federal jobs. The site offers an agency directory as well as a list of resources available to assist with the recruitment and hiring process, transition into a federal career, and benefits available to veterans and military spouses employed by the federal government.

Pathways Programs  

The Pathways Program offers federal internship and employment opportunities for current students, recent graduates, and those with an advanced degree. There are three different paths available, the Internship Program, the Recent Graduate Program, and the Presidential Management Fellows Program. OPM has recently updated the Pathways regulations to enable the Federal government to better compete with other sectors for early career talent. Eligibility for the Pathways Internship and Recent Graduates Programs is expanding to include those with or without formal degrees who have completed “qualifying career or technical education programs” (which may include Registered Apprenticeship Programs, Job Corps, AmeriCorps, and Peace Corps).

Vets-to-Feds (V2F)  

Tool to recruit and support the development of veterans for federal government careers. Targeted Mission Critical Occupations can vary.



SMALL BUSINESS ADMINISTRATION (SBA)

Boots to Business (B2B)  

Boots to Business (B2B) is an entrepreneurial education and training program offered by SBA as part of the Department of Defense’s Transition Assistance Program (TAP). B2B provides participants with an overview of business ownership.

FEDERAL RESOURCE POINT OF CONTACT

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