Please Note...

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.
Security Clearance Effective Practices and Solutions to Support Federal Cybersecurity Work
Welcome and Overview

Elizabeth Lee
Federal Bureau of Investigation
Ensuring a Trusted Workforce

Bill Pedersen
Personnel Security Specialist – Stakeholder Liaison
U.S. Office of Personnel Management
Federal Personnel Vetting – Ensuring a Trusted Workforce

Federal Cybersecurity Workforce Webinar, October 25, 2022

Credentialing

National Security

Suitability / Fitness

Working in partnership to promote a trusted workforce
Federal Personnel Vetting – The What and Why?

Establishing Trust

Protecting People, Property, Information, and Mission
Federal Personnel Vetting – Process Overview

- Position Designation
- Screening
- Validate Need / Reciprocity
- Preliminary Determinations
Federal Personnel Vetting – Process Overview Continued

- Background Investigation
- Adjudication
- Entry-on-duty
- Continuous Vetting, if applicable
Federal Personnel Vetting –
Tips for Agencies and Applicants

• Agencies
  o Screening

• Applicants
  o Federal Personnel Vetting Engagement Guidelines
  o Accurate form completion
Federal Personnel Vetting – Myth-busting

• Myth: Certain things, like a criminal conviction, are automatically disqualifying.

• Myth: Seeking mental health treatment negatively impacts your chances of a favorable adjudication.
• Myth: It’s hard to move around because taking a new position means starting vetting all over again.

• Myth: The vetting process takes so long I’ll have to wait over a year to start my job.
Contact Information

Suitability Related Questions

SuitEA@opm.gov
202-599-0090

Credentialing Related Questions

CredEA@opm.gov
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Q&A
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Process and Reform

Kyla Power
Executive Project Coordinator,
National Counterintelligence and Security Center
Office of the Director of National Intelligence
Security Clearance Process and Reform
Federal Cybersecurity Workforce Webinar

Kyla Power
Executive Project Coordinator
National Counterintelligence and Security Center
25 October 2022
The Director of National Intelligence (DNI) serves as the Security Executive Agent (SecEA)

The SecEA:
- Directs the oversight of investigations and eligibility determinations for access to classified information
- Develops policies for investigations, adjudications, and polygraphs
Trusted Workforce 2.0

• Initiative to transform how the Federal Government vets individuals

• New approach to reduce delays, increase workforce mobility, and better leverage technology
Continuous Vetting

- Leverages automated records checks, agency-specific records, and investigative work

- Leads to early detection and proactive mitigation
Trusted Workforce 2.0 Implementation

Phase 1: Preparing for Change

Phase 2: Vetting Transformation

Phase 2a: Establishing a New Vetting Framework

Phase 2b: TW 1.25 & TW 1.5

Phase 2c: Full Transformation

2018 2019 2020 2021 2022 2023 2024 2025
How Best to Engage?

**Agencies**
- Maintain communication
- Provide training and resources

**Individuals**
- Complete forms fully and accurately
- Know your reporting requirements
Frequently Asked Questions

- Sponsorship
- Reciprocity
- Social Media
- Marijuana
- Fairness
CONTACT INFORMATION

SecEA@dni.gov
https://www.dni.gov/ncsc
FEDERAL CYBERSECURITY WORKFORCE WEBINAR Q&A
FEDERAL CYBERSECURITY WORKFORCE WEBINAR

Challenges and Solutions

David Harvey
Engagement Manager, Center for Securing the Homeland
MITRE
Challenges and Solutions with Clearances – A Contractor’s perspective

David Harvey, MITRE
October 25, 2022
Background

- MITRE operates 6 Federally Funded Research and Development Centers (FFRDCs) for the government
  - NIST, DoD, IRS/VA/Commerce, HHS, DHS, FAA
- ~10,000 employees
  - ~65% need clearances
  - ~70% need fitness
  - And many need multiple

- MITRE needs to manage a lot of people and their clearances/fitness to keep staff actively working projects
What we see and how we deal with it

- **Challenge**: Manage the clearances for thousands of submittals each year

- **Solution**: Automate the intake, processing, holding, and removal of clearances/fitness
What we see and how we deal with it

- **Challenge:** Months delays to get staff clearance/fitness

- **Solution:** Where possible, place staff on assignments that don’t require clearance/fitness. Otherwise, plan financially for months of inactivity
What we see and how we deal with it

- **Challenge:** While DoD has reciprocity, civilian agencies are reluctant to “trust” other agencies’ fitness processes.

- **Solution:** We note the other clearances/fitness our staff have and request waivers to start work while in formal process – this buys down the risk.

> “…anyone who holds an active security clearance has already gone through a background investigation that considers the same factors evaluated in a DHS fitness assessment... Yet even if one has a top-level security clearance... a contractor must still undergo a less-thorough and duplicative fitness investigation and assessment before he or she can begin work.”

What we see and how we deal with it

- **Challenge:** Ensuring all staff have the appropriate clearance/fitness

- **Solution:** Monthly we reconcile our invoice with our clearance/fitness records and note status of all staff in monthly status report
What we see and how we deal with it

- **Challenge**: Not notified when staff lose their fitness

- **Solution**: Annually, we request listing of all staff with fitness to reconcile with our records
Summary of Requests

- Civilian agencies adopt Reciprocity across Agencies so that fitness costs less, and the Government can be more adept at pivoting to new threats
- Agencies consider formalizing “Interim” Fitness criteria when other clearances already held
- Agency security offices consistently notify contractors when fitness ends for staff
- And for my bold request: Civilian agencies create a “Super Fitness” level that aggregates all criteria from all agencies and thus is recognized by all agencies
Questions?
FEDERAL CYBERSECURITY WORKFORCE WEBINAR

Q&A
2022-23 Winter Federal Cybersecurity Workforce Webinar

REGISTER TODAY!
Tuesday, January 24, 2023

Providing Timely and Clear Data to Support Federal Cybersecurity Workforce Needs