



THIS MONTH'S FOCUS

PERSONNEL VETTING

TRUSTED WORKFORCE 2.0: THE FUTURE OF PERSONNEL VETTING

DID YOU KNOW?

DCSA's end-to-end personnel vetting operations include the Federal background investigations program, adjudications for the Department of Defense (DOD), continuous evaluation/continuous vetting for DOD, and insider threat analysis for DOD.

Personnel security is going through a bold overhaul of how the Federal Government establishes and maintains trust in the workforce. In March 2018, the Office of the Director of National Intelligence (ODNI) and the Office of Personnel Management (OPM) launched the Trusted Workforce 2.0 (TW 2.0) effort with partner agencies across the U.S. Government to overhaul the Federal personnel vetting process. This new model will reshape personnel security by offering a seamless approach for establishing, maintaining, and re-establishing trust utilizing an enterprise approach to overhaul the security clearance process.

Departments and agencies became aware of the E.O. 13467 implementation strategy through the Joint ODNI and OPM Memorandum on February 3, 2020. The final state of this strategy is TW 2.0. It will refine and finalize

the interim continuous vetting (CV) requirements set forth in E.O. 13467 and establish new guidance for initial vetting, upgrades, transfer of trust, and the re-establishment of trust. CV is a real-time review of an individual's background at any time to determine if they continue to meet the requirements to access classified information. The goal of CV is early detection to address potential indicators and allow individuals the opportunity to seek assistance before potentially becoming an insider threat.

In addition to the aforementioned, a major part of the TW 2.0 includes the decommissioning of the Joint Personnel Adjudication System (JPAS) and replacing it with the Defense Information System for Security (DISS) as the official DOD system of record. This became official on March 31, 2021, per a DCSA memorandum. DISS serves

as the enterprise-wide solution for personnel security, suitability, and credentialing management for DOD military, civilian, and contractors. It also processes and manages personnel security, suitability, and the Homeland Security Presidential Directive 12 determinations of all DOD civilian, military, and contractor personnel. The transition from JPAS to DISS completed a critical step toward the deployment of the National Background Investigation Services (NBIS) and full implementation of TW 2.0. For more information relating to DISS, visit <https://www.dcsa.mil/is/diss/>.

NBIS is anticipated to be the Federal Government's one-stop-shop IT system for end-to-end personnel vetting from initiation and application to background investigation, adjudication, and CV. NBIS will be one consolidated system



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TRUSTED WORKFORCE 2.0: THE FUTURE OF PERSONNEL VETTING (CONT'D)

designed to deliver robust data protection, enhance customer experience, and better integrate data across the enterprise. Still in development, DCSA assumed operational control and responsibility for NBIS from the Defense Information Systems Agency on October 1, 2020. NBIS will build upon and replace a suite of legacy background investigation IT systems,

decommissioning them in stages through 2023. NBIS also implements CV and real-time automated record checks in accordance with TW 2.0 policy changes. For more information relating to NBIS, visit <https://www.dcsa.mil/is/nbis/>.

Meaningful changes are on the horizon with TW 2.0. By focusing on mission needs and people, it takes a risk-based approach

DCSA is the primary investigative service provider (ISP) for the Federal Government, conducting 95% of all background investigations for more than 100 agencies.

versus a one-size-fits-all approach. The partnership between personnel vetting training and operational elements will improve the quality and efficiency of

training for the DOD and DCSA vetting workforce. CDSE will support the evolving personnel vetting mission with current and new training products and resources. TW 2.0 will also implement new processes and technologies that will benefit the workforce for years to come.

PERSONNEL VETTING RESOURCES

CDSE and DCSA have a variety of training and security awareness products to educate DOD personnel and cleared contractors regarding different aspects of personnel vetting. Access these resources to learn more about PV:

Continuous Evaluation Awareness	Job Aid	https://www.cdse.edu/documents/shorts-resources/PSS0093-jobaid.pdf
Continuous Evaluation	Short	https://www.cdse.edu/multimedia/shorts/ce/story_html5.html
Reporting Requirements at a Glance	Job Aid	https://www.cdse.edu/documents/shorts-resources/PSS0092-jobaid.pdf
Reporting Requirements	Posters	https://www.cdse.edu/resources/posters-personnel-security.html
Adjudications	Glossary/Information	https://www.dcsa.mil/mc/pv/adjudications/
Background Investigations	Information	https://www.dcsa.mil/mc/pv/investigations/
DISS Resources	Status/Resources/FAQs/Alerts/Contact Info/Webinars	https://www.dcsa.mil/is/diss/



UPCOMING PV TRAINING PRODUCTS

The following two courses are being updated to reflect recent policy releases. These updated products will be released later this year.

Introduction to National Security Adjudications (PS001.18)

This course introduces students to the national adjudicator's role and function in the Personnel Security Program (PSP). Students will learn the principles and concepts of the Federal Government's PSP and how adjudicators recognize and mitigate threats to our national security. The course examines the core components of the PSP, to include the PSP's legal and regulatory framework, position designations and special access requirements, the Federal Investigative Standards, and the National Security Adjudicative Guidelines. The main focus of the course is to introduce the students to the 13 National Adjudicative Guidelines and how they are used to make determinations for eligibility for access to classified information.

<https://www.cdse.edu/catalog/elearning/PS001.html>

Introduction to Personnel Security (PS113.16)

This course introduces the management practices and procedures required to administer the Department of Defense (DOD) Personnel Security Program (PSP) at the military base/installation level. The course provides an overview of the elements of the PSP to include: designation of sensitive duties, investigative and adjudicative practices, security officer responsibilities under the PSP one-time access requirements, special security program requirements, and due process procedures. The course identifies the types of personnel security investigations (PSIs), the position sensitivity or duties associated, and the agency authorized to conduct PSIs.

<https://www.cdse.edu/catalog/elearning/PS113.html>

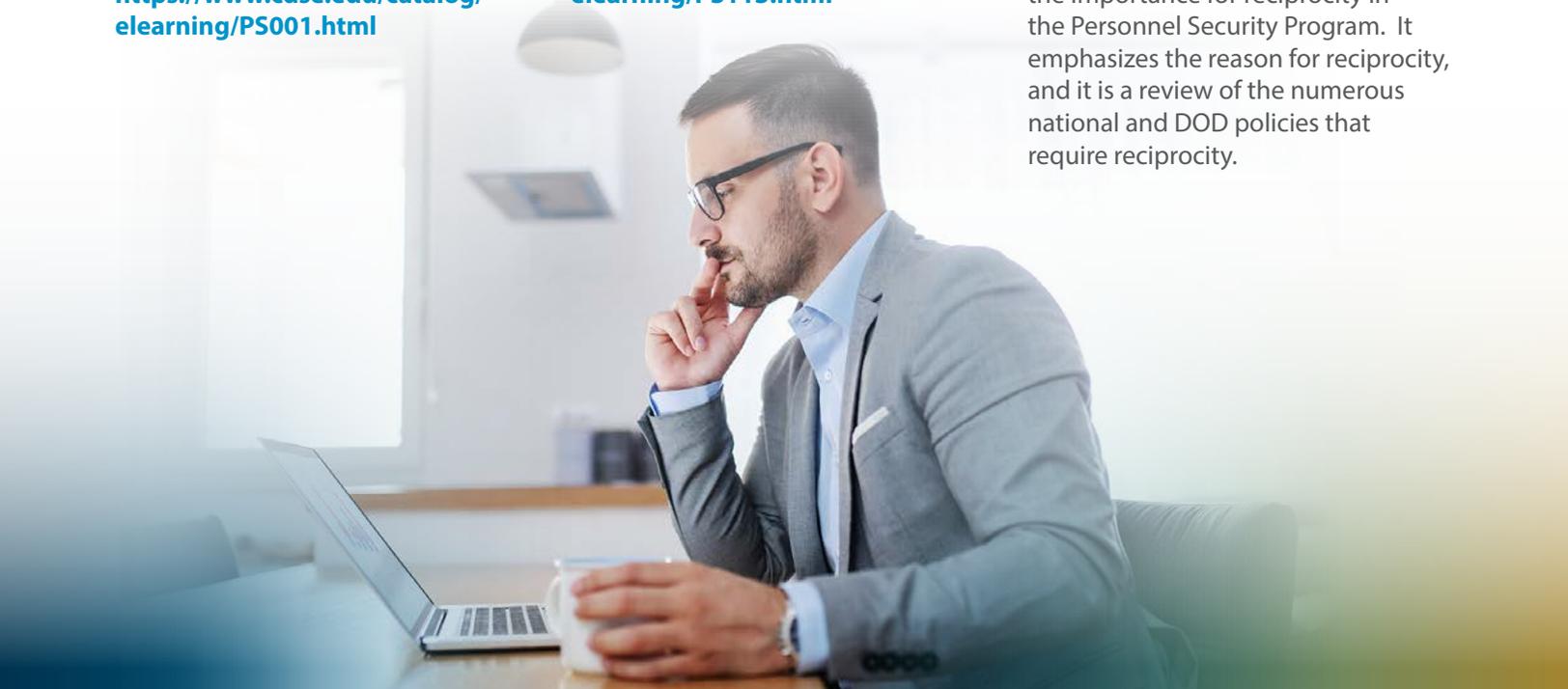
Additionally, CDSE is developing two new Personnel Vetting Shorts. Our Security Shorts allow security professionals to refresh their knowledge of a critical topic or quickly access information needed to complete a job. The following two products will also be launched this year:

Personnel Vetting At A Glance (PSS0103)

This short learning topic provides an overview of Personnel Vetting and explains foundational vetting concepts to ensure the Federal workforce is trusted to protect people, property, information, and the mission.

Reciprocity in the Personnel Security Program (PS005.16)

This short learning topic explains the importance for reciprocity in the Personnel Security Program. It emphasizes the reason for reciprocity, and it is a review of the numerous national and DOD policies that require reciprocity.





PV WEBINAR SERIES

CDSE has scheduled three live webinars focused on Personnel Vetting. The webinar topics are relevant to DOD, Industry, and Federal Government security communities. The Personnel Vetting Transformation Webinar series will be recorded and available for viewing on CDSE.edu after the live events. The first webinar, "Overview of Continuous Vetting (CV) Methodology," was hosted in June and is now available in the [webinar archive](#). This webinar featured policy experts from the Vetting Risk Operations Center (VROC) who discussed the transitional state of Personnel Vetting from the traditional model to the Trusted Workforce 2.0 (TW 2.0) model. Here is the information for the remaining webinar series:

- **Overview of Personnel Vetting Methodology**
Wednesday, July 21, 2021
12:00 – 1:00 p.m. ET

CDSE is hosting a live webinar with policy experts from the Personnel Vetting Office of the Under Secretary of Defense for Intelligence and Security (OUSD(I&S)) to discuss policy updates; implementation guidance for SEAD 3, 7, and 8; DODM 5200.02, Incorporating Change 1; and DODI 5200.02, Incorporating Change 3. This is the second of three webinars.

- **Overview of the National Background Investigation Services (NBIS)**
Thursday, August 26, 2021
12:00 – 1:00 p.m. ET

CDSE is hosting a live webinar about the National Background Investigation Services (NBIS) to discuss what NBIS is and how it will be used to support the overall personnel vetting mission. This is the last of three webinars.

Visit [CDSE Webinars](#) to sign up for these two events and join the discussion.

ADDITIONAL UPCOMING WEBINAR

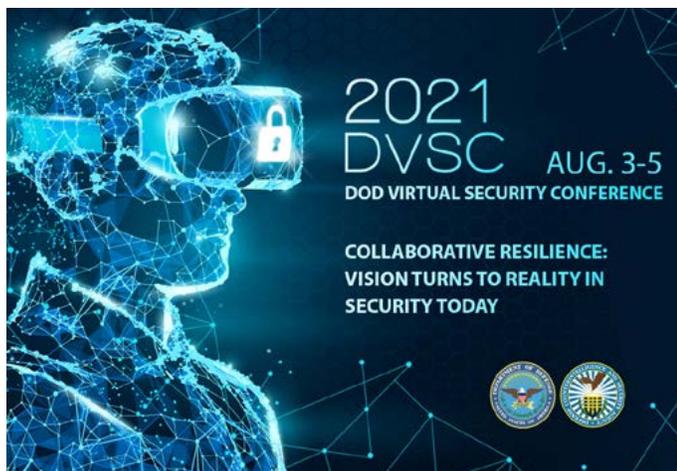
CDSE invites you to sign up for our other upcoming [webinar](#):

Organizational Culture and Countering Insider Threat: Best Practice Examples from the U.S. Marine Corps

Thursday, July 29, 2021
12:00 p.m. – 1:00 p.m. ET



SIGN UP FOR 2021 DOD VIRTUAL SECURITY CONFERENCE



Registration is now full for the 2021 DOD Virtual Security Conference on August 3 – 5. Register to be placed on the conference waiting list and receive access to the conference recordings following the event. This year's conference theme is "Collaborative Resilience: Vision Turns to Reality in Security Today." The agenda will include policy change and implementation updates on topics such as Operations Security, Insider Threat, Collaboration Peripherals, NISP/NISPOM Updates, and CUI. The conference and waitlist are open to .gov and .mil email holders. [Sign up today!](#)



REGISTRATION STILL OPEN FOR FALL 2021 SEMESTER OF CDSE TUITION-FREE EDUCATION CLASSES

The fall classes will run from August 23 to December 17, 2021. The courses are 100% virtual instructor-led. They are designed to enhance critical thinking and prepare future security leaders with the knowledge and principles needed to be successful within the DOD.

To register, log into STEPP via: <https://cdse.usalearning.gov/login/index.php>. You can learn more about the classes and register for them by accessing the link here: <https://www.cdse.edu/education/courses.html>.

Below are some courses to check out:

ED 502 Organizational Considerations in Applying Security within the Federal and DOD Bureaucracy. This course addresses how security professionals can support military operations and DOD programs most effectively.

ED 504 Understanding Adversaries and Threats to the United States and the DOD (Security Clearance waived for fall 2021 semester). This course specifically addresses

the intentions and capabilities of the three to five most significant adversaries to the United States and DOD.

ED 508 Research Methods, Data Analysis, and Reporting to Support DOD Security Programs. This course will help prepare the senior security manager to demonstrate clarity in the strategic interpretation of empirical vs. notional-based recommendations in order to justify resources, critically evaluate feasibility of research proposals, and demonstrate program performance.

ED 601 Statutory, Legal, and Regulatory Basis of DOD Security Programs. This course presents the specific statutes, regulations, and Executive Orders driving the establishment and implementation of DOD and federal security programs.

If you have any questions, or need additional information, contact the CDSE Education Division at: dss.ncr.dss-cdse.mbx.cdse-education@mail.mil.

SAVE THE DATE: 2021 INSIDER THREAT VIRTUAL CONFERENCE

Mark your calendars for the 2021 Insider Threat Virtual Conference, hosted jointly by the Defense Counterintelligence Security Agency and the Office of the Under Secretary of Defense for Intelligence and Security. This virtual event will bring together security professionals and policy makers across the U.S. Government and industry to kick off the National Insider Threat Awareness Month (NITAM) campaign. The theme for this year's conference and campaign is Cultural Awareness and Insider Threat. Registration opens August 2, 2021.

NATIONAL INSIDER THREAT AWARENESS MONTH (NITAM) CULTURAL AWARENESS VIDEO COMPETITION

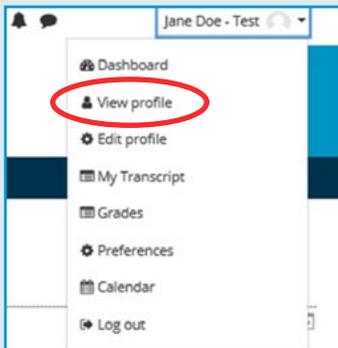


The Defense Counterintelligence and Security Agency and its partners in the Counter-Insider Threat community would like to hear about your organization's daily actions to create a positive workplace culture. To participate, create an original video clip (between 30 - 45 seconds long) relevant to Cultural Awareness or any of the sub-themes: Toxic Workplaces, Leadership and Top-Down Culture, Microaggressions in the Workplace, and Work-Life Stressors. Competition winners will receive recognition during the Annual Virtual Insider Threat Conference. The submission deadline is July 31, 2021, at 11:59 p.m. ET. Learn more about the competition [here](#).



STEEP TIP: HOW CAN I OBTAIN A LIST OF MY STEEP COMPLETIONS FOR MY RECORDS?

The Security Training, Education, and Professionalization Portal (STEEP) is CDSE's learning management system that provides a gateway to access our education and training courses. Execute the following instructions within STEEP to access a list of your course completions:

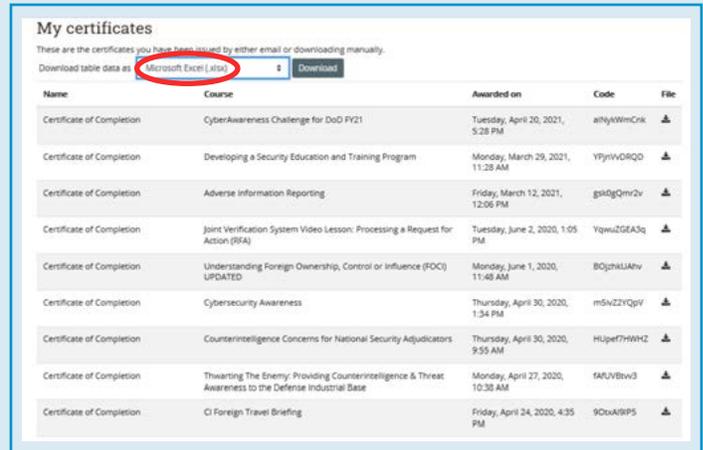


To view a list of course certificate completions and the award dates (since October 2018), hover the cursor over your name at the top right of the page and select the "View Profile" option from the drop-down menu.

Select "My Certificates" within the "Miscellaneous" block on the Profile page. The list will populate as a table on the page – note that this can take a few minutes depending on the amount of completions awarded.



Above the resulting list, select "Microsoft Excel" from the drop-down menu, and then click the Download button.



Once the file has been generated, expect to see a prompt with options or a pop-up window asking to save the file, depending on the browser in use. Save and manipulate the file for your purposes.



Sample of saved list of course completions:

1	Name	Course	Awarded on	Code
2	Certificate of Completion	CyberAwareness Challenge for DoD FY21	Tuesday, April 20, 2021, 5:28 PM	ahlyWmCnk
3	Certificate of Completion	Developing a Security Education and Training Program	Monday, March 29, 2021, 11:28 AM	YPrjvGRQD
4	Certificate of Completion	Adverse Information Reporting	Friday, March 12, 2021, 12:06 PM	gsIdgQmrv2v
5	Certificate of Completion	Joint Verification System Video Lessons: Processing a Request for Action (RFA)	Tuesday, June 2, 2020, 1:05 PM	YqwuZGEA3q
6	Certificate of Completion	Understanding Foreign Ownership, Control or Influence (FCOI) UPDATED	Monday, June 1, 2020, 11:48 AM	BQjchLIAnv
7	Certificate of Completion	Cybersecurity Awareness	Thursday, April 30, 2020, 1:34 PM	m5vZ2YQqv
8	Certificate of Completion	Counterintelligence Concerns for National Security Adjudicators	Thursday, April 30, 2020, 9:55 AM	HUjpe7HWHZ
9	Certificate of Completion	Thwarting The Enemy: Providing Counterintelligence & Threat Awareness to the Defense Industrial Base	Monday, April 27, 2020, 10:38 AM	fANU8btv3
10	Certificate of Completion	CI Foreign Travel Briefing	Friday, April 24, 2020, 4:35 PM	9DtsA9P5

★★★★★ WHAT STUDENTS ARE SAYING

Course: Fundamentals of National Security Adjudications VILT (PS101.16)

"I liked the structure and schedule of the course, as it allowed me to keep up with my day to day responsibilities."

– Student

"Understanding the adjudicative criteria and mitigating factors at a deeper level has enhanced my report writing."

– Student

"Great course. Very well organized and will highly recommend to other security professionals."

– Student