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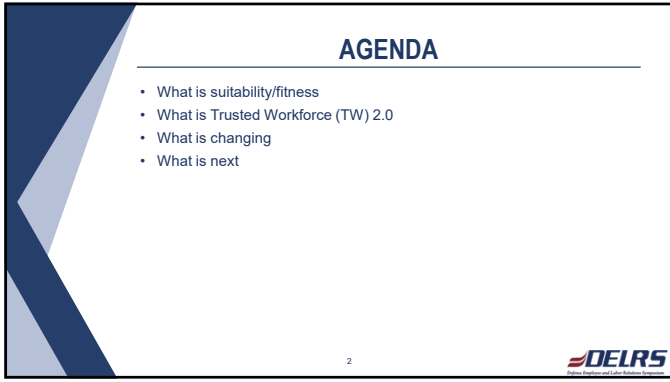
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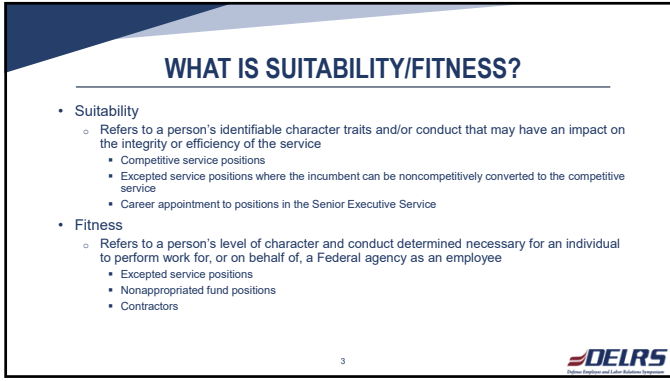
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**WHAT IS SUITABILITY/FITNESS? (cont.)**

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- Codified in Title 5, Code of Federal Regulations (CFR) Part 731
  - Proposed rule to update regulation based on TW 2.0 released January 2023
  - The Office of Personnel Management (OPM) adjudicated over 3500 comments
  - Updated regulation going through clearance process to be released in Federal Register
  
- Policy in Department of Defense Instruction (DoDI) 1400.25, Volume 731
  - Update pending release of updated 5 CFR 731
  - Components/Agencies will be provided an opportunity to provide input
  
- When are Suitability/Fitness reviews/determinations completed
  - Upon hire into federal service
  - Upon changing positions
  - Every 5 years
  - Discovery of relevant investigative information



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**WHAT IS TW 2.0?**

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- A comprehensive overhaul of the Federal Government's personnel vetting system
- Launched in 2018 by OPM as the Suitability and Credentialing Executive Agent (SuitEA and CredEA) and the Office of the Director of National Intelligence (ODNI) as the Security Executive Agent (SecEA)
- Aims to improve the speed, mobility, and security of the federal workforce by modernizing the policies, processes, and tools used for credentialing, suitability/fitness, and national security vetting
- Implemented in phases
  - Sensitive/National security population (Tier 3, Tier 5)
  - Non-Sensitive Public Trust (NSPT) population (Tier 2, Tier 4)
  - Non-Sensitive/Low Risk population (Tier 1)

**Executive Order 13467**  


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**WHAT IS TW 2.0? (cont.)**

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- New vetting doctrine falls into 'one' bucket of 'one-three-five' TW 2.0 model
  - One personnel vetting model
    - Aligns Federal Personnel Vetting Guidelines and Federal Investigative Standards
    - Provides characteristics of a trusted person
  - Three investigative tiers
    - Changing from 5 investigative tiers to 3 investigative tiers
    - Elimination of periodic reinvestigations
    - Investigations based solely on tiers of risk, not tiers of time
  - Five vetting scenarios
    - Specifies how individuals vetted
    - Simplifies process



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### WHAT IS TW 2.0? (cont.)

- Defense Trusted Workforce 2.0 Implementation Group (DTIG)
  - Established in 2022 to develop DoD TW 2.0 initiatives that align with TW 2.0 Implementation Strategy
  - Co-chairs: Melissa Rubenstein, DCPAS, and Roger Smith, Office of the Under Secretary of Defense Intelligence & Security (OUSD(I&S))
  - 130 members across DoD Security, Suitability, and Credentialing Enterprise
  - Developed 44 recommendations consisting of policy, information technology (IT)/automation, communications and training
  - Recommendations pending approval-to-pursue by the DoD Senior Implementation Official





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### WHAT IS CHANGING?

| 5 Tiers transitioning to 3 Tiers                                    |               |                |                        |
|---|---------------|----------------|------------------------|
| Position Designation  | TW 2.0 Tier   | 2012 FIS* Tier | Standard Form Required |
| Non-Sensitive/Low Risk  | Low Tier      | Tier 1         | SF-85                  |
| Minimum Investigation for Physical/Logical access                   |               |                |                        |
| Homeland Security Presidential Directive-12 (HSPD-12) Credentialing |               |                |                        |
| Non-Sensitive/Moderate Risk   | Moderate Tier | Tier 2         | SF-86P                 |
| Noncritical-Sensitive/Moderate Risk                                 |               |                |                        |
| Eligibility for 'L' access  |               |                |                        |
| Eligibility for access to Confidential or Secret information        |               |                |                        |
| Non-Sensitive/High Risk   | High Tier     | Tier 4         | SF-86P                 |
| Noncritical-Sensitive/High Risk                                     |               |                |                        |
| Critical-Sensitive/High Risk  |               |                |                        |
| Special Sensitive/High Risk   |               |                |                        |
| Eligibility for 'Q' access  |               |                |                        |
| Eligibility for access to Top Secret information                    | Tier 5        | SF-86          | SF-86                  |
| Eligibility for access to Sensitive Compartmented Information (SCI) |               |                |                        |

\*Federal Investigative Standards



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### WHAT IS CHANGING? (cont.)

- Five vetting scenarios
  - Initial Vetting: Moving 'outsiders to insiders'
  - Continuous Vetting (CV):
    - 'Signature', transformative piece' of TW 2.0
    - Allows risks to be identified when they happen – not on a 5-or-10-year investigation timeline
  - Upgrade in trust:
    - Individual needs higher level clearance, i.e., moving from Secret to Top Secret
    - Individual requires access to special access programs
    - New vetting conducted for higher risk level
  - Transfer of trust:
    - How quickly and efficiently to move individual from one agency to another
    - Also referred to as reciprocity
  - Reestablishment of trust:
    - Trusted individual left and rejoining workforce after 3 years
    - Based on what information is available in CV system of record
    - Efficiently brings individual back into workforce



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### WHAT IS CHANGING? (cont.)

- Reinvestigations will be replaced by Continuous Vetting (CV) (previously known as Continuous Evaluation) and the Annual Vetting Appraisal (AVA)
  - CV – A process that involves regularly reviewing the background of a covered individual at any time to determine whether that individual continues to meet applicable requirements
    - National security population already enrolled in CV
    - NSPT population CV enrollment began as a Pilot in June 2023 between the Defense Counterintelligence and Security Agency (DCSA), Department of Army, Department of the Air Force, and OPM
    - A soft launch of NSPT population CV enrollment with additional federal agencies to begin in June 2024
    - All federal agencies to begin enrollment of their NSPT population in CV in October 2024
  - AVA – A questionnaire that provides participants the opportunity to self-report on activities or circumstances that may not be reported through CV and may evolve into an insider threat concern
    - Frequency dependent upon investigative requirement for the position
    - Both employee and supervisor required to complete
- Until implementation of AVA, the collection of investigative form (SF-85P (2017 version or later) or successor form) required at five-year periodicity



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### WHAT IS CHANGING? (cont.)

- Development of the National Background Investigation Services (NBIS)
  - Federal government's one-stop-shop IT system for end-to-end personnel vetting from initiation and application to background investigation, adjudication, and continuous vetting
  - One consolidated system designed to deliver robust data protection, enhance customer experience, and better integrate data across the enterprise
    - e-App (electric application) (replaced Electronic Questionnaires for Investigations Processing (e-QIP))
    - Central Verification System (CVS)
    - Defense Information System for Security (DISS)



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### WHAT IS CHANGING? (cont.)

FORMS



- SF-85, SF-85P, and SF-86 investigative forms will be replaced by the Personnel Vetting Questionnaire (PVQ)
  - Office of Management and Budget (OMB) approved form usage in November
  - One form for all investigative types
  - individual will complete only applicable portions based on their investigative requirement
  - DCSA is working to load the new form in NBIS for e-App usage



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### WHAT IS NEXT?

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- CV for NSPT population
  - Identify individuals with Tier 2 (Moderate Risk) or Tier 4 (High Risk) investigations (DCPAS Message 2023139)
  - Final favorable determinations must be rendered in DISS
  - Union notifications for bargaining unit employees
  - Release of implementation guidance procedures
  - Ensure security budget POC tracking cost of NSPT CV enrollment
    - FY24 – \$3.00 per individual per month
    - FY25 – \$3.25 per individual per month
  - Soft launch for DCSA identified partner agencies begins June 2024
  - Remaining Department/Agencies to enroll beginning October 2024
- Preparation for Non-Sensitive CV enrollment
  - Identify individuals with Tier 1 (Low Risk) investigations
  - Render final determinations in DISS on all Transfer of Jurisdiction (TOJ) cases



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### WHAT IS NEXT? (cont.)

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- Updated TW 2.0 Implementation Strategy Milestones, FY24 Q2
- Implementation of DTIG approved-to-pursue recommendations
- Multiple policy updates including Suitability/Fitness DoDI



**SUCCESS**



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### HELPFUL LINKS

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- Suitability/Fitness
  - <https://www.opm.gov/suitability/>
- TW 2.0
  - <https://www.performance.gov/trusted-workforce/>
- Federal Personnel Vetting Guidelines
  - [https://www.dni.gov/files/NCSC/documents/Regulations/Federal\\_Personnel\\_Vetting\\_Guidelines\\_10FEB2022-15Jul22.pdf](https://www.dni.gov/files/NCSC/documents/Regulations/Federal_Personnel_Vetting_Guidelines_10FEB2022-15Jul22.pdf)
- DCPAS Suitability/Fitness email
  - [dodhra.mc-alex.dcpas.mbx.hrops-lerd-suitability@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.hrops-lerd-suitability@mail.mil)



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