

# Please Note...

**This webinar and the engagement tools will be recorded.**

An archive will be available on the [event website](#).



# FEDERAL CYBERSECURITY WORKFORCE WEBINAR



Security Clearance Effective Practices and Solutions  
to Support Federal Cybersecurity Work

# FEDERAL CYBERSECURITY WORKFORCE WEBINAR

The background of the slide is a photograph of the United States Capitol building in Washington, D.C. The building is a large, white, neoclassical structure with a prominent dome. The sky is blue with scattered white clouds. The foreground shows the wide stone steps leading up to the building.

Welcome and Overview

Elizabeth Lee

*Federal Bureau of Investigation*

# FEDERAL CYBERSECURITY WORKFORCE WEBINAR

Ensuring a Trusted Workforce

Bill Pedersen

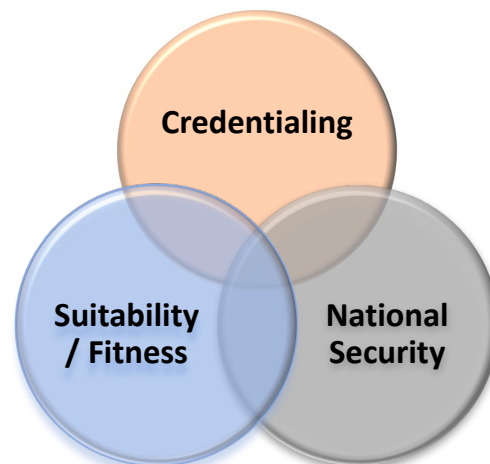
Personnel Security Specialist – Stakeholder Liaison

*U.S. Office of Personnel Management*



# Federal Personnel Vetting – Ensuring a Trusted Workforce

Federal Cybersecurity Workforce Webinar, October 25, 2022



Working in partnership to promote a trusted workforce



# Federal Personnel Vetting – The What and Why?

## Establishing Trust

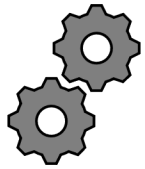


## Protecting People, Property, Information, and Mission





# Federal Personnel Vetting – Process Overview



Position Designation



Screening



Validate Need / Reciprocity



Preliminary Determinations



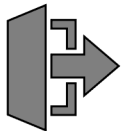
# Federal Personnel Vetting – Process Overview Continued



Background Investigation



Adjudication



Entry-on-duty



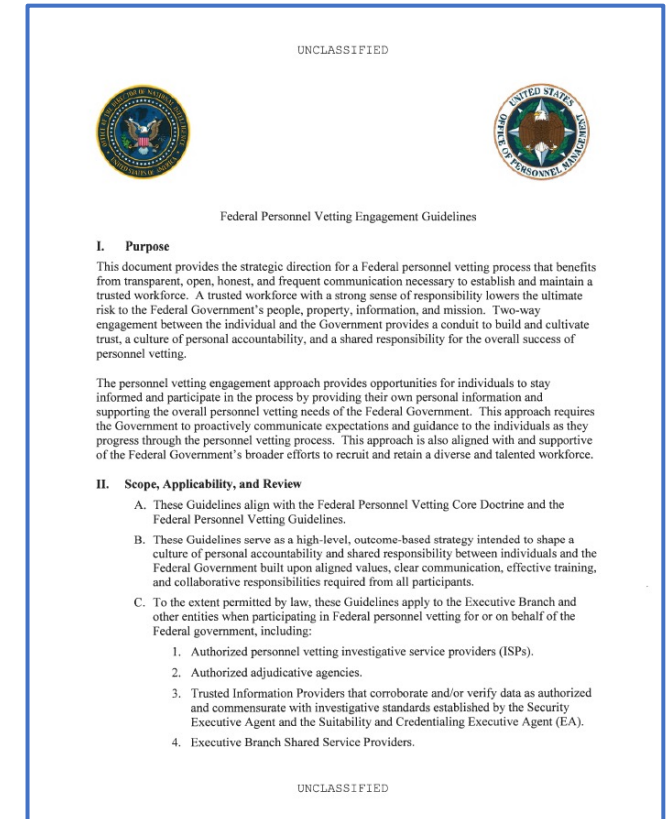
Continuous Vetting, if applicable





# Federal Personnel Vetting – Tips for Agencies and Applicants

- Agencies
  - Screening
- Applicants
  - Federal Personnel Vetting Engagement Guidelines
  - 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

**FACTS**

VS

**MYTHS**





# Federal Personnel Vetting – Myth-busting Continued

- 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.

**FACTS**



VS

**MYTHS**





# Contact Information

## Suitability Related Questions

[SuitEA@opm.gov](mailto:SuitEA@opm.gov)

202-599-0090

## Credentialing Related Questions

[CredEA@opm.gov](mailto:CredEA@opm.gov)

# FEDERAL CYBERSECURITY WORKFORCE WEBINAR

The background of the slide is a photograph of the United States Capitol building in Washington, D.C. The building is a large, white, neoclassical structure with a prominent central dome. The sky is blue with scattered white clouds. The building is viewed from a low angle, looking up at the dome.

Q&A

# FEDERAL CYBERSECURITY WORKFORCE WEBINAR

## Process and Reform

Kyla Power

Executive Project Coordinator,  
National Counterintelligence and Security Center  
*Office of the Director of National Intelligence*



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

# Security Executive Agent

- 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





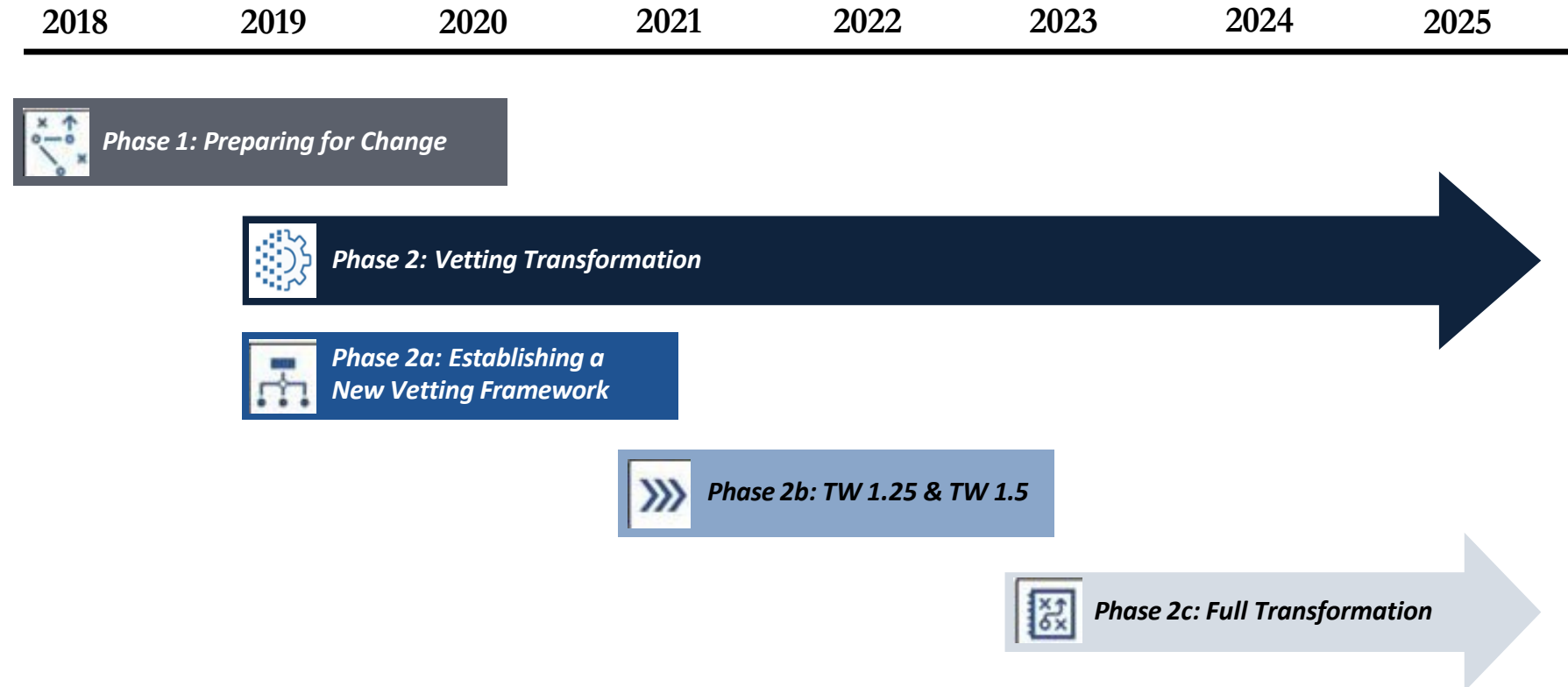
## Trusted Workforce 2.0

- 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



# 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](mailto: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



**MITRE**

**SOLVING PROBLEMS  
FOR A SAFER WORLD®**

# 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.”*

- Charles E. Allen, Senior Intelligence Advisor INSA, testifying U.S. House of Representatives Homeland Security Subcommittee on Oversight and Management Efficiency, February 27, 2018

# 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

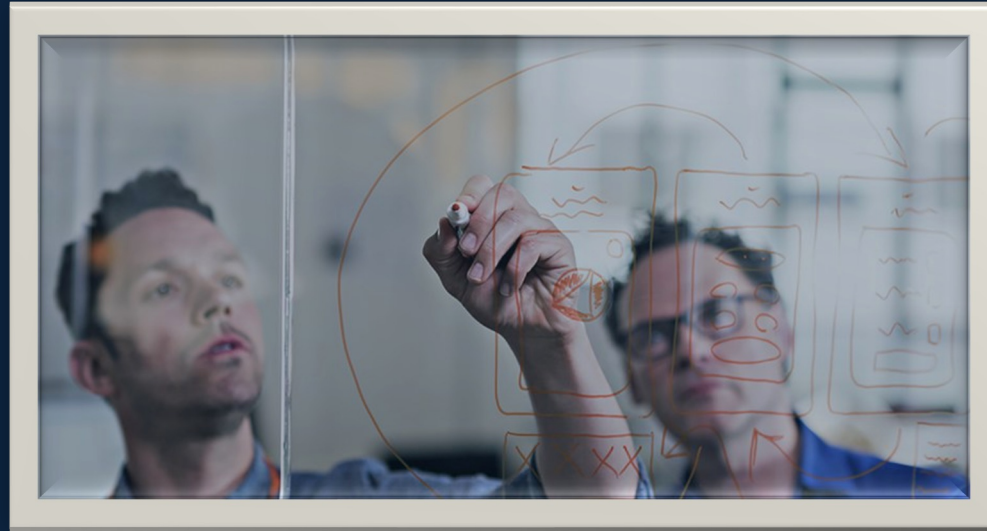
- **Challenge:** Not notified when staff lose their fitness
- **Solution:** Annually, we request listing of all staff with fitness to reconcile with our records

# 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**





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