

Trusted Workforce 2.0 (TW 2.0)

Federal Personnel Vetting Investigative Standards

Short

What is TW 2.0?

In January 2017, Executive Order 13764 called for the modernization of personnel vetting processes. This call for personnel vetting reform had several drivers, including:

- Challenges that impacted the government's ability to complete investigations within timelines
- Overdue reinvestigations, which pose a risk to national security and to public trust
- An urgent need to reduce the numbers of pending investigations
- Evolving technology

All of these drivers contribute to the need to reimagine Federal personnel vetting. In May 2022, the Director of National Intelligence, acting as the Security Executive Agent, and the Director of the Office of Personnel Management, acting as the Suitability and Credentialing Executive Agent, issued new Federal Personnel Vetting Investigative Standards, marking a key milestone in the transformation of the investigative process.

These Standards use a risk management approach to investigations that maximizes uniformity across all Federal personnel vetting domains and focuses on the efficient collection of information needed to make informed trust determinations, or adjudicative decisions.

Overseen by the interagency Security, Suitability, and Credentialing Performance Accountability Council (PAC), these reforms are collectively referred to as the Trusted Workforce 2.0 (TW 2.0) initiative. TW 2.0 is a whole-of-government reform that aims to:

- Improve the timeliness of onboarding new employees
- Increase workforce mobility
- Provide early detection of risks and threats
- Apply modern investigative methods to make efficient and informed determinations in a new, agile, and secure IT system

These standards are aligned to support the Federal Government's broader efforts to recruit and retain a diverse and talented workforce.

TW 2.0 Implementation Strategy

Implementation of the Federal Personnel Vetting Investigative Standards will occur iteratively, consistent with the PAC's TW 2.0 Implementation Strategy.

As implementation progresses, new technology is deployed, and Investigative Service Providers (ISPs) announce new products, the Executive Agents will issue additional operational implementation guidance to assist agencies in transitioning from the old to new Investigative Tiers to fully implement these Standards.

TW 2.0 Investigative Standards

Trusted Workforce 2.0 aims to enhance workforce mobility and alignment between personnel vetting domains by introducing a three-tier investigative model. This three-tier model continues to align investigative requirements for national security, suitability, fitness, and credentialing trust determinations.

TW 2.0 Investigative Tiers	Position Designations	Access Levels
Low Tier (LT)	<ul style="list-style-type: none"> Non-Sensitive/Low Risk 	<ul style="list-style-type: none"> Minimum tier for physical/logical access Access (HSPD-12) Credentialing
Moderate Tier (MT)	<ul style="list-style-type: none"> Non-Sensitive/Moderate Risk Public Trust 	<ul style="list-style-type: none"> No National Security Sensitivity
Moderate Tier (MT)	<ul style="list-style-type: none"> Non-Critical Sensitive/Moderate-Risk Public Trust 	<ul style="list-style-type: none"> Eligibility for Access to Confidential/Secret Information Eligibility for "L" access
High Tier (HT)	<ul style="list-style-type: none"> Non-Sensitive/ High Risk Public Trust 	<ul style="list-style-type: none"> No National Security Sensitivity
High Tier (HT)	<ul style="list-style-type: none"> Critical-Sensitive/High-Risk Public Trust Special-Sensitive/High-Risk Public Trust 	<ul style="list-style-type: none"> Eligibility for Access to Top Secret Information Eligibility for Access to Sensitive Compartmented Information (SCI) Eligibility for "Q" Access