Overview

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 (Executive Agents), issued new Federal Personnel Vetting Investigative Standards, marking a key milestone in the transformation of the investigative process.

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. Improvements made under TW 2.0 will:

- Reduce the time required to onboard new hires
- Simplify workforce mobility
- Enhance risk management by identifying potentially problematic behavior sooner than traditional vetting tools and processes
- Improve the ability of personnel vetting programs to meet agency mission needs while considering unique agency-specific requirements

A Look Inside the Investigative Standards

The new Standard establish a three-tier investigative framework to align investigative requirements for Federal personnel vetting for suitability, fitness, national security (eligibility for access to classified information or to hold a sensitive position), and credentialing decisions and will enable greater workforce mobility.
<table>
<thead>
<tr>
<th>TW 2.0 Investigative Tiers</th>
<th>Position Designations</th>
<th>Access Levels</th>
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</thead>
<tbody>
<tr>
<td>Low Tier</td>
<td>Low Risk Non-sensitive</td>
<td>Minimum tier for physical and logical access (HSPD-12) credentialing</td>
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<tr>
<td>Moderate Tier</td>
<td>Moderate risk public trust Non-critical sensitive</td>
<td>Secret/Confidential and “L” access</td>
</tr>
<tr>
<td>High Tier</td>
<td>High risk public trust Critical sensitive Special sensitive</td>
<td>Top Secret and “Q” access Sensitive Compartmented Information</td>
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The new Standards map the investigative requirements for five personnel vetting scenarios based on mission needs, position designation, and an individual’s relevant personnel history information. The vetting scenarios are:

- **Initial Vetting** – Conducts the vetting needed to establish trust with an individual not previously vetted; includes a preliminary determination process to onboard individuals based on the early results of high-yield records checks
- **Continuous Vetting** – Assesses risk in near real-time to provide insight into trusted insider behavior
- **Upgrades** – Quickly raises the level of vetting when an individual requires a higher level of trust within the same agency
- **Transfer of Trust** – Streamlines movement of trusted individuals between agencies and organizations
- **Re-establishment of Trust** – Simplifies the re-entry of trusted insiders back into the workforce after a break in service

**Implementation**

Implementation of the new 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.