



# Personnel Vetting Reform

*Quarterly Progress Update*

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FY2022, Quarters 2 and 3

# REFORM LEADERS

The Security, Suitability, and Credentialing Performance Accountability Council (PAC) is spearheading transformational personnel vetting reforms under the Trusted Workforce (TW) 2.0 initiative, which aims to better support agencies' missions by reducing the time required to bring new hires onboard, enabling mobility of the Federal workforce, and improving insight into workforce behaviors. The PAC Principal agencies include the Office of Management and Budget, the Office of the Director of National Intelligence, Office of Personnel Management, and Department of Defense. A list of the full PAC agencies and other supporting agencies can be found on the last page of this document.



**Jason Miller**  
**DDM, OMB**

Chairs the PAC and sets overall personnel vetting reform direction. Leads accountability for reform.



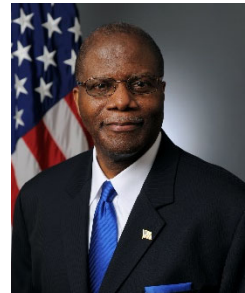
**Avril Haines**  
**DNI**

Principal Member of the PAC. Security Executive Agent. Sets and oversees personnel vetting policy for national security sensitive determinations.



**Kiran Ahuja**  
**Director, OPM**

Principal Member of the PAC. Suitability and Credentialing Executive Agent. Sets and oversees personnel vetting policy for suitability, fitness, and credentialing determinations



**Ronald Moultrie**  
**USD(I&S)**

Principal Member of the PAC. Hosts and oversees the Defense Counterintelligence and Security Agency and carries out Defense personnel vetting reforms.

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# KEY HIGHLIGHTS



## Trusted Workforce 2.0 Implementation Strategy

### Issued to Advance Personnel Vetting Reform

Affirming the Federal Government’s efforts to recruit and retain a diverse and talented workforce, the PAC issued the TW 2.0 Implementation Strategy in April—the first Executive Branch-wide strategy to advance personnel vetting reform from planning to implementation. The Strategy establishes a roadmap for all agencies and service providers to follow, explaining the specific actions they must take to begin implementing the reforms in a coordinated manner. The Strategy takes an iterative approach and creates opportunities to leverage new information technology capabilities as they become available, allowing for earlier results and purposeful adjustments when needed.



## TW 1.5 Enrollments Near Three Million

Agencies enrolled over 2.9 million individuals into the “Trusted Workforce 1.5” phase of continuous vetting by the end of the third quarter, over 65% of the goal to be enrolled by the September 30, 2022 milestone. Replacing periodic investigations at five-to-ten-year intervals, continuous vetting allows agencies to review the background of an individual at any time during their affiliation with the Government to determine whether they can be trusted to protect people, property, information, and mission. Continuous vetting promotes the mobility of both the Federal and contractor workforce by ensuring the vetting status of enrolled individuals will always be up to date.



## New Investigative Standards Cement Largest Personnel Vetting Changes Since WW II Era

ODNI and OPM, as the Executive Agents, issued new Federal Personnel Vetting Investigative Standards for the first time since 2012. The new Standards create a risk-management approach to investigations to maximize uniformity, and they map the investigative requirements for five personnel vetting scenarios based on mission needs, position designation, and an individual’s relevant personnel history information. The Standards also introduce continuous vetting to help agencies identify potentially problematic behavior sooner than traditional vetting tools and processes. Replacing the current five-tier investigative framework with three tiers aligns investigative requirements for Federal personnel vetting for national security, suitability, and credentialing decisions and will enable greater workforce mobility.



## Overarching Adjudicative Policy Provides Alignment Guidance

The Executive Agents issued *Common Principles for Applying the Federal Personnel Vetting Adjudicative Standards*, which outline an adjudicative process framework to promote consistency of trust determinations and increase the effectiveness and efficiency of personnel vetting processes. This policy represents a significant step toward aligning adjudications by highlighting commonalities in the process across all personnel vetting domains—suitability, fitness, national security, and credentialing.



# KEY HIGHLIGHTS



## **ODNI Improves Whistleblower Protections with New Policy**

The Security Executive Agent issued Security Executive Agent Directive (SEAD) 9, *Whistleblower Protection: Appellate Review of Retaliation Regarding Security Clearances and Access Determinations*, on May 28th. SEAD-9 establishes policy for an appellate review process for employees who seek to appeal an adverse final agency determination with respect to alleged retaliatory action(s) taken by an employing agency affecting the employee's security clearance or access determination as a result of a protected disclosure.



## **Senator Warner and PAC Chair Jason Miller Among Panel Leaders Highlighting Personnel Vetting Reforms**

On March 1st, leaders from government, academia, and industry came together for a panel discussion called, "What's Next for Security Clearance Reform?" Panelists included PAC Chair and OMB Deputy Director for Management Jason Miller and Senator Mark Warner (D-VA). Discussion included TW 2.0, workforce mobility, and talent recruitment and retention in the intelligence and national security mission spaces. The event was hosted by the Intelligence and National Security Alliance, George Mason University's National Security Institute, and ClearanceJobs.



## **Thought Leaders Convene to Prepare for the Future**

George Mason University's Center for Government Contracting facilitated a discussion entitled, "Trusted Workforce 2.0 and Tomorrow's Digital Workforce," on March 31<sup>st</sup> with government officials, senior representatives from small, mid-tier, and large companies, and George Mason directors. The group discussed TW 2.0 implementation and academic initiatives to educate and train today and tomorrow's government contracting workforce.



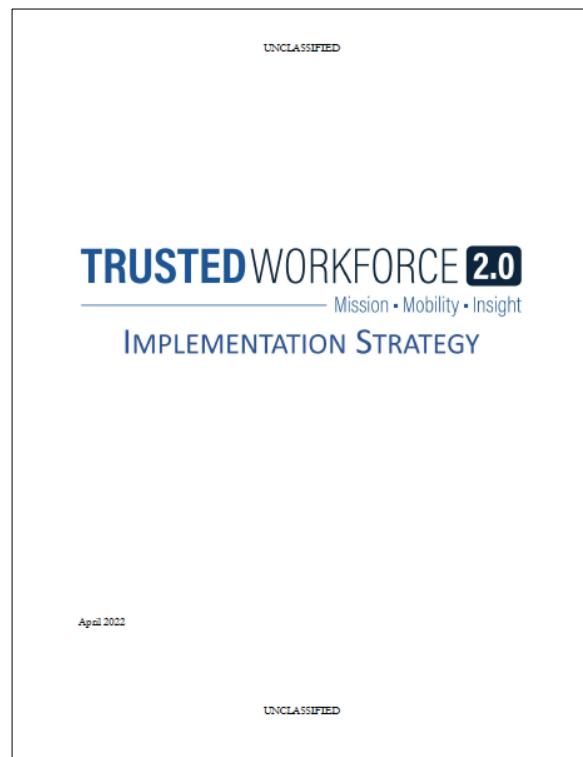
## **DCSA Hires New Senior Leader to Oversee**

### **Personnel Vetting**

DCSA has hired Dr. Mark Livingston as its Assistant Director for Personnel Security. Dr. Livingston will lead efforts on personnel vetting reform. Dr. Livingston brings extensive experience from the United States Marine Corps, Pentagon Force Protection Agency, the Office of Naval Intelligence, the U.S. Nuclear Regulatory Commission, and the private sector. Most recently, Dr. Livingston served as the Deputy Under Secretary of the Navy, Intelligence, & Security.

# KEY MILESTONES

To facilitate the realization of TW 2.0, the PAC developed the Trusted Workforce 2.0 Implementation Strategy (Strategy), which establishes a roadmap for modernizing the Government’s personnel vetting mission. To be successful, TW 2.0 implementation must be a whole-of-government effort. The Strategy identifies the actions to be taken by the Executive Agents, Departments and Agencies, and authorized personnel vetting investigative service providers to implement personnel vetting reforms iteratively over the next several years. A Senior Implementation Official in each Department and Agency is responsible for ensuring agency implementation of TW 2.0 is consistent with the principles of the Federal Personnel Vetting Core Doctrine, implementation guidance issued by the Executive Agents, and the Strategy.



Past reform efforts primarily leveraged a sequential approach—policy development, then planning, then implementation—leading to long timelines between the policy formulation phases and the delivery of products and services to customers. Seeking opportunities to deliver results sooner and taking full advantage of the rebuild of the IT systems, TW 2.0 will leverage an iterative implementation approach, focusing on what is known currently with a high degree of confidence and publishing adjustments as needed. TW 2.0 implementation requires the modernization and deployment of a new U.S. Government-wide IT architecture for personnel vetting. Departments and Agencies will monitor policy issuances to ensure alignment with deployment of technical capabilities. Based on lessons learned from early implementation efforts, planning and actions will be adjusted to ensure efforts are correctly prioritized. These activities will drive timelines for the transition from legacy personnel vetting systems to the National Background Investigation Services (NBIS) and support the incremental decommissioning of legacy systems. Building the TW 2.0 future state iteratively will accelerate the overall timeline and position the enterprise to meet mission needs.

As TW 2.0 progresses, the Strategy will be updated to align with policy development, capability deployment, and implementation progress. The Key Milestones section of this Quarterly Progress Update has been aligned with the 12 Strategic Actions from the Strategy (see below) and will be updated each quarter with any adjustments to the Strategy and with key progress on milestones. The Key Performance Indicators section of this Quarterly Progress Update has been updated with an initial set of measures aligned with the Strategy and with the anticipated TW 2.0 Performance Management Standards. As implementation progresses, this section will evolve over time.

Strategic Action	Success
<b>Issue TW 2.0 Policies</b>	Establishes new TW 2.0 approach to personnel vetting.
<b>Establish Agency TW 2.0 Implementation Plans</b>	Better positions agencies to successfully implement TW 2.0.
<b>Transition from Five to Three Tiers</b>	Maximizes uniformity across Federal personnel vetting domains to enable faster onboarding and improve workforce mobility.
<b>Implement Initial Vetting</b>	Increases speed of personnel vetting and standardizes preliminary determinations, reducing the number of days to onboard people.
<b>Implement Continuous Vetting</b>	Enables detection of concerning behavior in near real-time and improves mobility of the workforce by ensuring employees' vetting status is always up to date.
<b>Implement Upgrades, Transfer of Trust, and Re-establishment of Trust</b>	Provides agencies better and more timely access to the talent needed to accomplish varied missions. Individuals will experience a more agile personnel vetting approach.
<b>Redesign Performance Management</b>	Establishes an enterprise performance framework to enable data-driven decisions by policymakers, agency heads, and program managers.
<b>Adopt Enterprise Shared Services</b>	Promotes modern, secure, and innovative technology and business services to improve operational efficiency, ensure consistency and quality, and better protect personnel vetting information.
<b>Improve Information Sharing</b>	Gets the right information to the right people at the right time to help make timely and informed personnel vetting decisions.
<b>Enhance Individual Engagement</b>	Promotes transparency of vetting processes and improves two-way communications between agencies and vetted individuals throughout their affiliation with the Federal Government.
<b>Modernize Information Collection from Individuals</b>	Aligns information collection through modernized forms and automated systems, ensuring agencies have the information needed to better manage risk and improving individuals' customer experience.
<b>Continually Optimize Processes through Technology</b>	Seeks to evaluate new capabilities and technologies to lower costs, achieve faster throughput, and make better decisions.

# KEY MILESTONES

Key Milestone	Target	Action	Owner	Status	Key Progress
<b>Publish Federal Personnel Vetting Core Doctrine</b>	Jan-21	Issue TW 2.0 Policies	ODNI, OPM	Complete	
<b>Offer TW 1.25 as a government-wide service</b>	Jun-21	Implement Continuous Vetting	DCSA	Complete	
<b>Develop initial TW 2.0 implementation plan</b>	Sep-21	Agency TW 2.0 Implementation Plans	Agencies	Complete	
<b>Enroll national security sensitive population into TW 1.25</b>	Sep-21	Implement Continuous Vetting	Agencies/ DCSA	Complete	
<b>Update Scattered Castles to display continuous vetting enrollment status</b>	Sep-21	Improve Information Sharing	ODNI	Complete	
<b>Begin phased NBIS deployment and onboarding</b>	Oct-21	Implement Initial Vetting	DCSA	Complete	
<b>Publish pricing for TW 1.5 service</b>	Dec-21	Implement Continuous Vetting	DCSA	Complete	
<b>Submit signed NBIS memorandum of understanding</b>	Dec-21	Transition from Five to Three Tiers	Agencies	Complete	
<b>Select FY 2022 R&amp;I projects to assess applicability of emerging technologies to personnel vetting processes</b>	Dec-21	Continually Optimize Processes through Technology	PAC PMO	Complete	

Key Milestone	Target	Action	Owner	Status	Key Progress
<b>Issue Federal Personnel Vetting Guidelines, Performance Management Guidelines, and Personnel Vetting Engagement Guidelines</b>	Jan-22	Issue TW 2.0 Policies	ODNI, OPM	Complete	
<b>Issue TW 2.0 Implementation Strategy</b>	Feb-22	Issue TW 2.0 Policies	ODNI, OPM, DoD, OMB	Complete (previously On Track)	The PAC issued the TW 2.0 Implementation Strategy, which establishes a roadmap for modernizing the Government’s personnel vetting mission. The Strategy focuses organizational resources and efforts across the Executive Branch, to include guiding development of agency-specific TW 2.0 implementation plans.
<b>Designate a Senior Implementation Official to be accountable for TW 2.0 implementation</b>	Feb-22	Agency TW 2.0 Implementation Plans	Agencies	Complete (previously On Track)	Executive Branch agencies have designated a Senior Implementation Official to be accountable for implementation of the TW 2.0 initiative. The assignment of these senior officials contributes to effective human risk management consistent with Federal Personnel Vetting Core Doctrine.
<b>Issue Investigative Standards<sup>1</sup></b>	Mar-22	Issue TW 2.0 Policies	ODNI, OPM	Complete (previously On Track)	The Investigative Standards were issued by ODNI and OPM as the Executive Agents. The new Investigative Standards describe the investigative activity that must be conducted so that Departments and Agencies may make trust determinations that deliver a trusted workforce to their respective missions and ensure that trust over time. This is a key development that supports future reform implementation activities.
<b>Begin DCSA Adjudications onboarding into NBIS to support the phased transition from DISS to NBIS</b>	Apr-22	Implement Initial Vetting	DCSA	Complete (previously On Track)	Completed configuration and testing of adjudication functionality in NBIS, which will support migration efforts by DCSA from legacy systems to NBIS during Q3. Completed NBIS onboarding and training for a team of DoD adjudicators to support adjudicating DCSA employee, contractor, and military personnel within the new NBIS system. DCSA has adjudicated 148 cases in NBIS.

<sup>1</sup> There have been no additional requests this reporting period from agencies regarding the Federal Investigative Standards, Adjudicative Guidelines, continuous vetting, or other personnel vetting national policy.



Key Milestone	Target	Action	Owner	Status	Key Progress
<b>Provide initial report on agency TW 2.0 implementation progress to PAC Chair</b>	Jun-22	Agency TW 2.0 Implementation Plans	Agencies	Complete (previously On Track)	Agencies provided an initial report on how they are progressing toward implementation. The reports were combined and synthesized into a master report and provided to the PAC Chair, for visibility into progress and challenges agencies are encountering.
<b>Offer TW 1.5 as a government-wide service</b>	Jun-22	Implement Continuous Vetting	DCSA	Complete (previously On Track)	DCSA began providing TW 1.5 as government-wide continuous vetting service for over 2.5 million people, including members of DoD and contractors across 34 other Federal agencies. The service offering positions the enterprise for full adoption of TW 2.0 continuous vetting.
<b>Issue adjudicative guidance</b>	Jun-22	Issue TW 2.0 Policies	ODNI, OPM	Complete (previously On Track)	The policy document, Common Principles for Applying the Federal Personnel Vetting Adjudicative Standards, has been issued to provide agencies with overarching guidance on those areas where national security, suitability/fitness, and credentialing adjudications are aligned. This supports the mobility of the workforce as individuals move between agencies.
<b>Update Position Designation System</b>	Jul-22	Transition from Five to Three Tiers	ODNI, OPM	Complete (previously On Track)	Position Designation System changes have been provided to agencies to align with the Federal Personnel Vetting Investigative Standards. This is a set of business rules that looks at the requirements of the position to assess the risk and ensure the appropriate investigative activities are accomplished consistent with ODNI and OPM regulations and the Investigative Standards.
<b>Issue Performance Management Standards</b>	Jul-22	Issue TW 2.0 Policies	ODNI, OPM	On Track	The Federal Personnel Vetting Performance Management Standards are undergoing final coordination prior to issuance.
<b>Update Position Designation Tool</b>	Sept-22	Transition from Five to Three Tiers	DCSA	On Track	Draft changes required for the IT shared services are being planned for development.
<b>Issue 5 CFR Part 731 regulatory update</b>	Sep-22	Issue TW 2.0 Policies	OPM	On Track	The notice of proposed rulemaking for updates to 5 CFR, Part 731 is being finalized to send to the Federal Register for public comment. Changes are proposed to update the criteria used to evaluate whether an individual is suitable for a Federal position and to establish within regulation continuous vetting for non-sensitive populations.

Key Milestone	Target	Action	Owner	Status	Key Progress
<b>Enroll national security population in TW 1.5</b>	Sep-22	Implement Continuous Vetting	Agencies	On Track	2.9 million individuals (over 65% of the national security workforce) have been enrolled in a TW 1.5 continuous vetting solution. TW 1.5 expands the number of automated records checks and satisfies requirements for reinvestigation, improving mission, mobility, and insight.
<b>Publish personnel vetting shared services catalog</b>	Sep-22	Adopt Enterprise Shared Services	PAC PMO	On Track	Draft updates to the 2016 shared service catalog have been developed to align with TW 2.0 implementation and provide agencies a broader range of business and IT services to assist with improvements to their personnel vetting programs. The draft will be coordinated with the interagency in FY22 Q4.
<b>Complete NBIS deployment/onboarding to allow for initiation capability within the system</b>	Dec-22	Transition from Five to Three Tiers	DCSA/ Agencies	On Track	50 of 110 agency-level organizations have been onboarded and are initiating investigations through NBIS, which is a key step in transitioning agencies from legacy systems to NBIS. DCSA adjusted their onboarding strategy to enable agencies to begin onboarding earlier and scale their rollout to personnel sooner. Agency onboarding will continue through the end of the calendar year.
<b>Publish pricing for TW 2.0 investigative products</b>	Dec-22	Transition from Five to Three Tiers	DCSA	On Track	DCSA completed the development of draft pricing and provided an overview at the June Enterprise Investment Board meeting to assist agencies with planning and budgeting activities. Additional refinements will be made between FY22 Q4 and FY22 Q1 with final pricing to be published in December.
<b>Select FY 2023 R&amp;I projects to assess applicability of emerging technologies to personnel vetting processes</b>	Dec-22	Continually Optimize Processes through Technology	PAC PMO	On Track	Work is underway to identify impactful research topics that are required for emerging personnel vetting technologies. The research that is ultimately conducted is used to support future personnel vetting reform activities that maximize the efficiency and effectiveness of the processes while minimizing risk.
<b>Update standard forms</b>	Feb-23	Modernize Information Collection from Individuals	ODNI, OPM	On Track	Changes to the SF-86 are underway to make the form easier for individuals to use and update areas of questioning. Public comment is anticipated to begin in FY22 Q4.
<b>Issue Personnel Vetting Management Standards</b>	Mar-23	Issue TW 2.0 Policies	ODNI, OPM	On Track	

Key Milestone	Target	Action	Owner	Status	Key Progress
Complete migration of agencies to TW 1.5	Mar-23	Implement Continuous Vetting	DCSA	On Track	
Deploy updated standard forms in eApplication (within NBIS)	Aug-23	Modernize Information Collection from Individuals	DCSA	Not Started	
Select FY 2024 R&I projects to assess applicability of emerging technologies to personnel vetting processes	Dec-23	Continually Optimize Processes through Technology	PAC PMO	Not Started	
Enroll all individuals in Rap Back during the initial vetting process	FY23	Implement Initial Vetting	Agencies	On Track	
Implement performance management framework	FY23	Redesign Performance Management	Agencies	Not Started	
Implement TIP programs	FY23	Improve Information Sharing	ISPs	Not Started	
Launch an individual engagement awareness campaign	FY23	Enhance Individual Engagement	ODNI, OPM	Not Started	
Integrate Personnel Vetting Engagement Guidelines into workforce annual training	FY23	Enhance Individual Engagement	Agencies	Not Started	
Begin offering TW 2.0 continuous vetting for low-risk and public trust populations	FY23	Implement Continuous Vetting	DCSA	Not Started	

Key Milestone	Target	Action	Owner	Status	Key Progress
Implement new TW 2.0 products	FY24	Transition from Five to Three Tiers	ISPs	On Track	
Transition from eQIP to eApp	FY24	Modernize Information Collection from Individuals	DCSA/ Agencies	On Track	Over 1400 applications have been processed through eApp from 14 agencies.
Implement Upgrades, Transfer of Trust, and Re-establishment of Trust scenarios	FY24	Implement Upgrades, Transfer of Trust, and Re-establishment of Trust	Agencies	Not Started	
Issue a policy on sharing covered insider threat information pertaining to contractor employees engaged by the Federal Government	FY24	Improve Information Sharing	ODNI	Not Started	
Enroll all populations in TW 2.0 continuous vetting service	FY25	Implement Continuous Vetting	Agencies	Not Started	

# KEY PERFORMANCE INDICATORS

The Key Performance Indicators section of this Quarterly Progress Update has been updated with an initial set of measures aligned with the Strategy and with the anticipated TW 2.0 Performance Management Standards (see table below). This section will evolve as implementation moves forward.

The Performance Management Standards are divided into three categories, which represent collections of performance metrics that provide meaningful performance information to stakeholders to enable recognition of risks, issues, and trends, and to help identify causes to implement tailored mitigation strategies. The categories include:

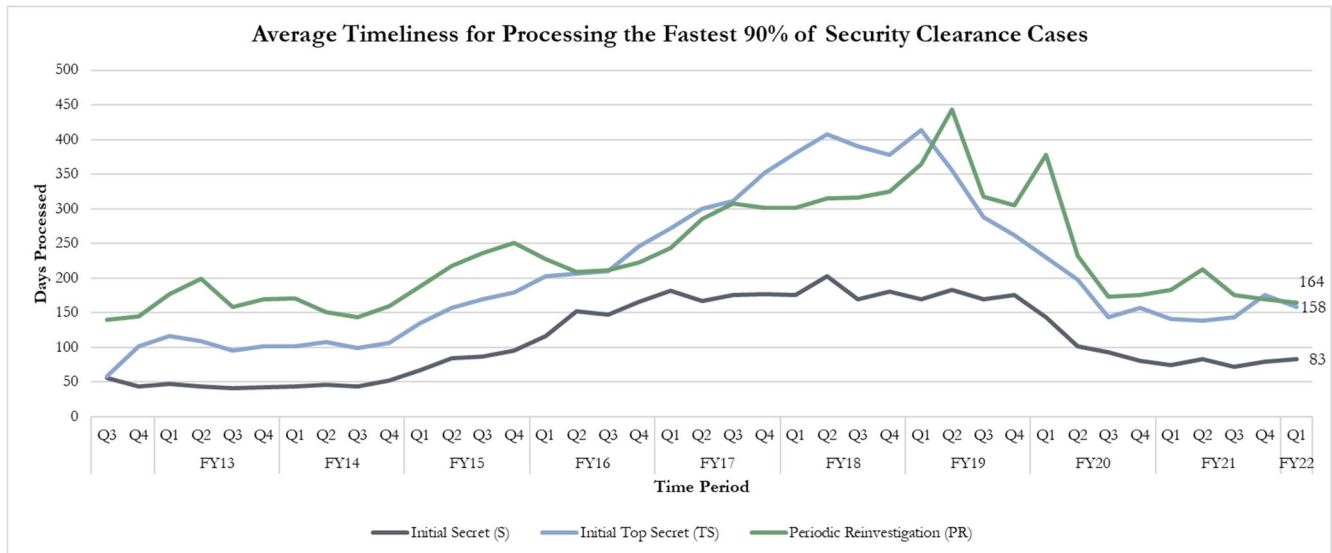
- **Health:** Aggregated agency performance metrics used to determine effectiveness, efficiency, legal/policy compliance, and systemic risk.
- **Reform:** Performance metrics used to drive implementation, policy decision, and development of enterprise-wide reforms. Reform metrics also measure the successful implementation and full operating capabilities of emerging reform initiatives or new policy/legislative mandates
- **Special Interest:** Performance metrics used to inform policy decisions and program development related to evolving threats, societal trends, research and innovation, or to accommodate process or technology improvements.

Focus Area	Key Indicator Title	Description
Health	End-to-End Process Timeliness	Average number of days to complete end-to-end processing for the national security population
	Background Investigation Timeliness	Average number of days to complete Secret and Top Secret background investigations
	Percentage of Cases Meeting Timeliness Targets	Percentage of cases that are meeting investigative timeliness targets
	DCSA Investigations Inventory	Total inventory of pending DCSA investigations by progress to goal
Reform	Transfer of Trust	Average number of days to accept a previously vetted national security individual
	National Security Enrollment in Continuous Vetting Capabilities	Total number of Executive Branch national security individuals enrolled in continuous vetting
	Volume of Periodic Reinvestigations	Volume of government-wide periodic reinvestigations
	Continuous Vetting Alerts	Number of automated record check alerts triaged and number/percentage not previously known from self or third-party reporting
Special Interest	DoD National Security Population Eligibility and Access	Total number of Federal, military, and contractor personnel eligible for a national security position and personnel currently in access for the Defense Department



# KEY PERFORMANCE INDICATORS

## HEALTH: End-to-End Process Timeliness



End-to-end cases from the time of agency initiation of information collection from an applicant to the date adjudication is reported in a repository.

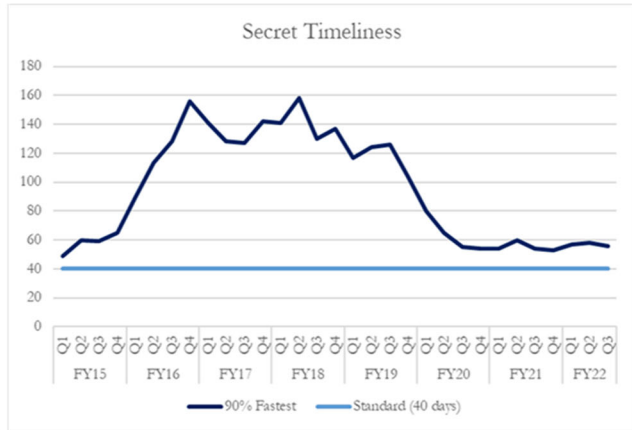
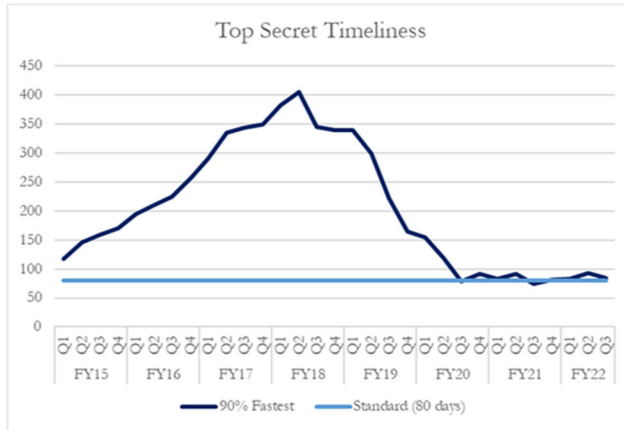
## Government-wide Security Clearance Performance (PAC Methodology)

Fastest 90%

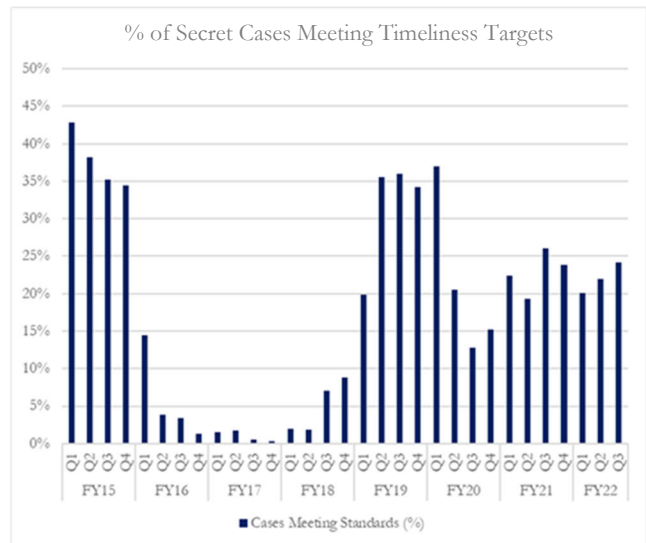
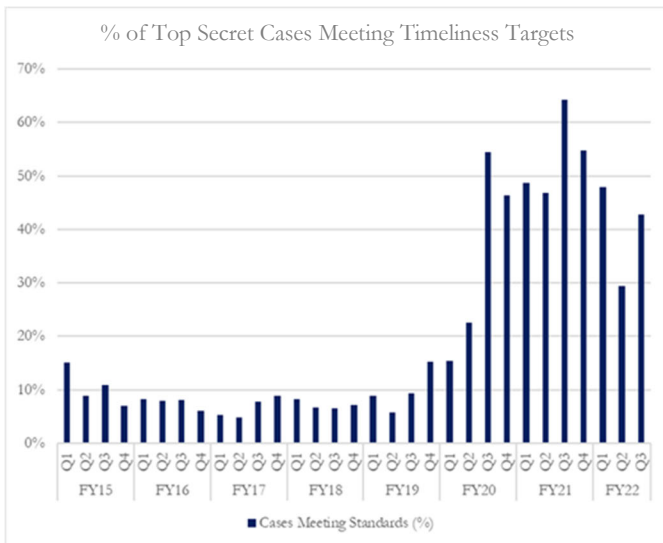
	Volume	Fastest 90% Performance												End-to-End (Initiate + Inv. + Adj.)			
		Initiate				Investigate				Adjudicate				Average Days			
		Q1 21	Q3 21	Q4 21	Q1 22	Q1 21	Q3 21	Q4 21	Q1 22	Q1 21	Q3 21	Q4 21	Q1 22	Q1 21	Q3 21	Q4 21	Q1 22
<b>Initial Secret Cases</b>	341,259	Goal: 14 Days				40 Days				20 Days				74 Days			
		7	6	7	6	63	57	57	59	14	9	14	18	84	72	79	83
<b>Initial Top Secret Cases</b>	132,641	Goal: 14 Days				80 Days				20 Days				114 Days			
		16	15	14	17	104	101	112	95	19	27	40	46	139	143	176	158
<b>Periodic Reinvestigations</b>	126,690	Goal: 15 Days				150 Days				30 Days				195 Days			
		10	11	11	15	119	106	111	103	82	59	49	46	211	176	170	164
<b>Total</b>	600,590	Red Text: Goal Not Met								Blue Text: Goal Met							

# KEY PERFORMANCE INDICATORS

## HEALTH: Background Investigation Timeliness



## HEALTH: Percentage of Cases Meeting Timeliness Targets



Charts on this page reflect only DCSA data and are current as of 6/30/2022.

# KEY PERFORMANCE INDICATORS

## HEALTH: DCSA Investigations Inventory

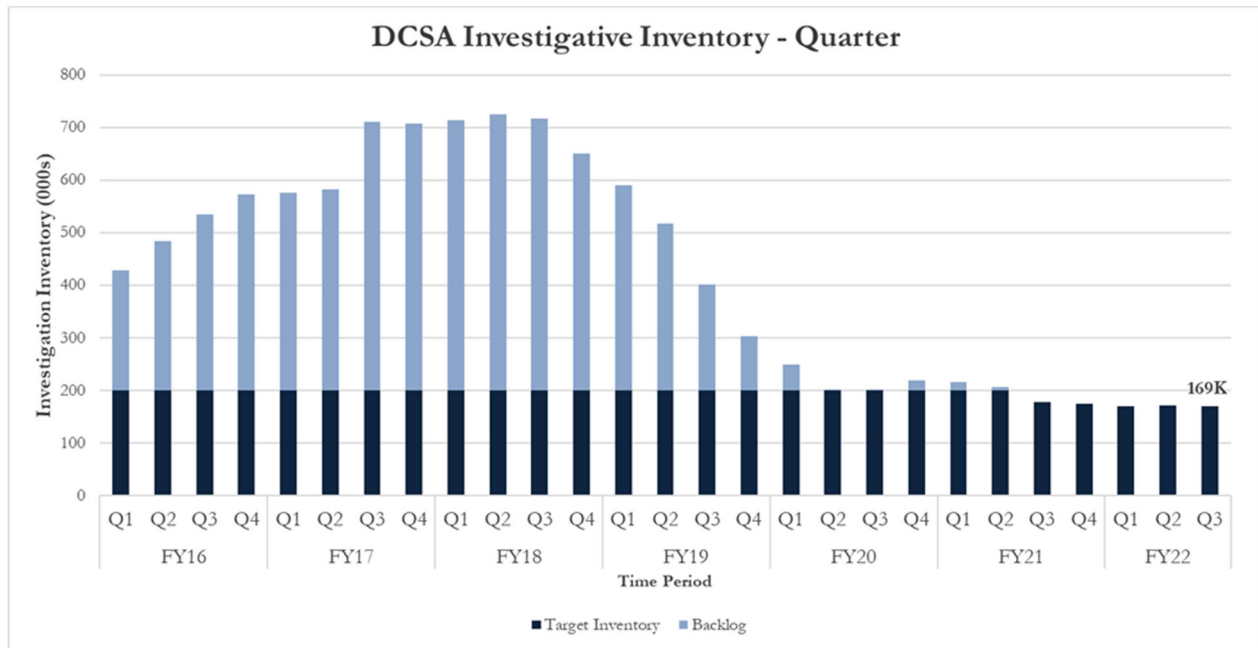


Chart above reflects only DCSA data and is current as of 7/4/2022.

## REFORM: Transfer of Trust

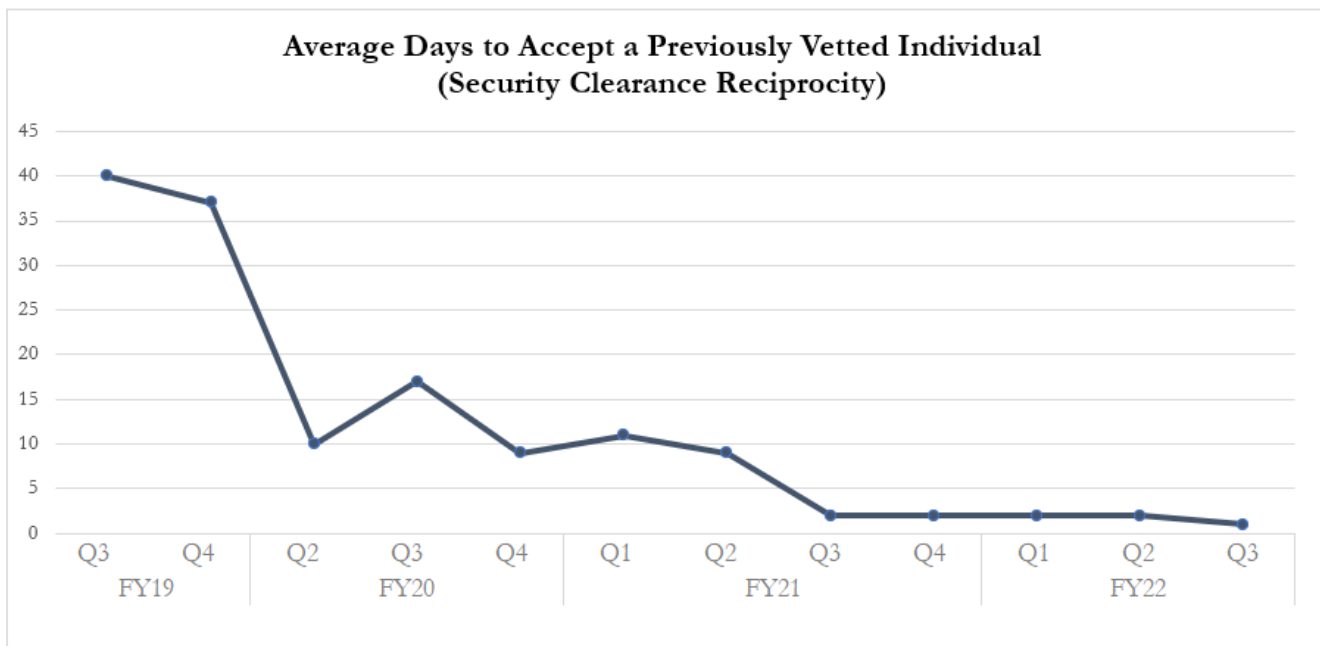
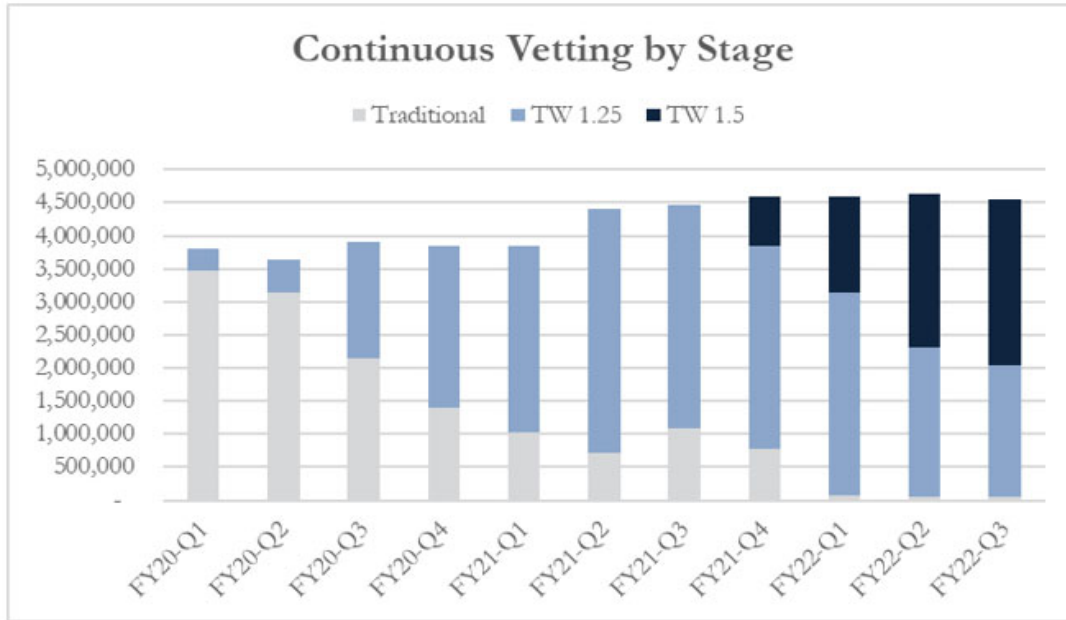


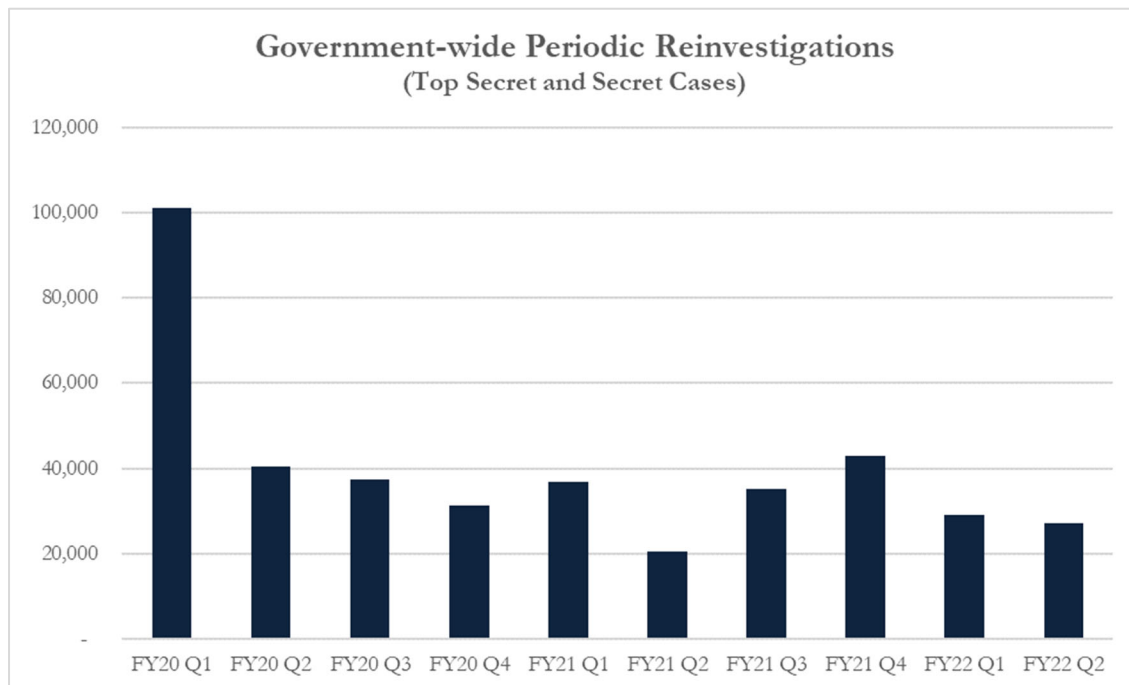
Chart above reflects DCSA data and will be expanded as additional capabilities are deployed to automate data collection.

# KEY PERFORMANCE INDICATORS

## REFORM: National Security Enrollment in Continuous Vetting Capabilities



## REFORM: Volume of Periodic Reinvestigations



# KEY PERFORMANCE INDICATORS

## REFORM: Continuous Vetting Alerts

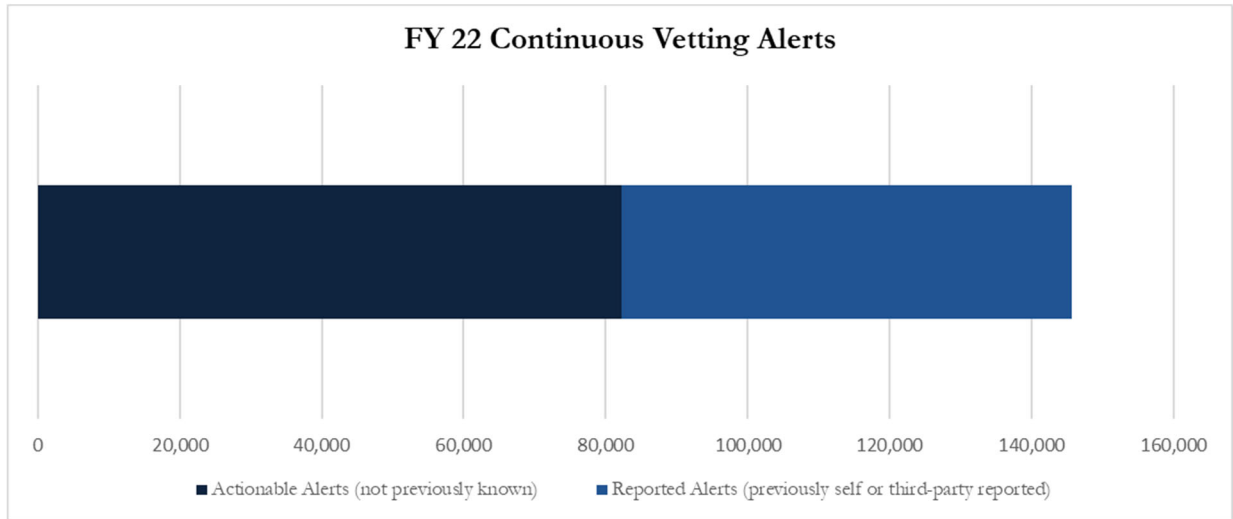
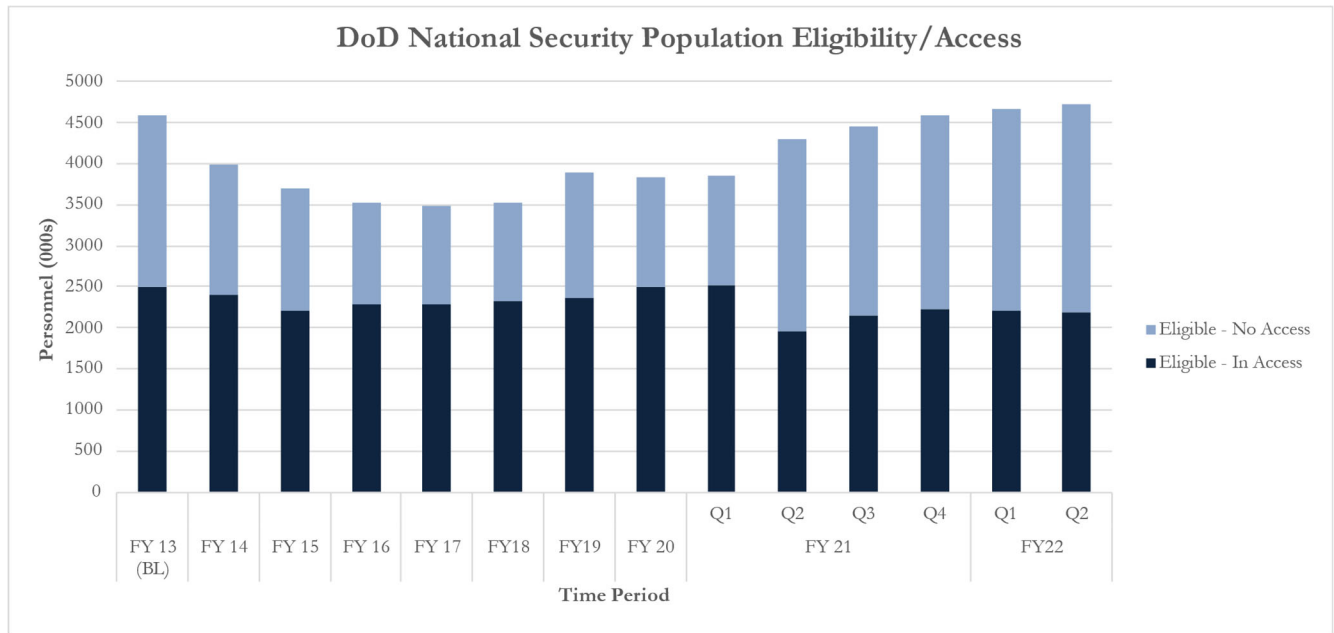


Chart above reflects only DCSA data and is current through 6/30/2022.



# KEY PERFORMANCE INDICATORS

## SPECIAL INTEREST: DoD National Security Population Eligibility & Access



Change in DoD Clearance (in thousands)																
	FY 13 (Baseline)	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19	FY 20	FY 21 Q1	FY 21 Q2	FY 21 Q3	FY 21 Q4	FY 22 Q1	FY 22 Q2	Number Decreased (from baseline)	FY13-FY22Q2 % change
<b>Eligible – In Access</b>	2500	2400	2200	2280	2280	2318	2362	2508	2518	1962	2160	2229	2206	2196	-304	-12%
<b>Eligible – No Access</b>	2100	1600	1500	1250	1210	1211	1539	1332	1335	2342	2300	2372	2457	2538	438	21%
<b>Total</b>	<b>4600</b>	<b>4000</b>	<b>3700</b>	<b>3530</b>	<b>3490</b>	<b>3529</b>	<b>3901</b>	<b>3840</b>	<b>3853</b>	<b>4404</b>	<b>4460</b>	<b>4601</b>	<b>4663</b>	<b>4734</b>	<b>134</b>	<b>3%</b>

# CONTRIBUTING PROGRAMS

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## PAC Member Agencies

- Office of Management and Budget
- Office of Personnel Management
- Defense Counterintelligence and Security Agency
- Department of Homeland Security
- Department of State
- Federal Bureau of Investigation
- National Archives and Records Administration
- Office of the Director of National Intelligence
- Department of Defense
- Department of Energy
- Department of Justice
- Department of the Treasury
- General Services Administration

## PAC Ex Officio and Other Contributing Agencies

- Agency for International Development
- Department of Agriculture
- Department of Health & Human Services
- Department of Labor
- Drug Enforcement Administration
- National Geospatial-Intelligence Agency
- National Security Agency
- Small Business Administration
- Central Intelligence Agency
- Department of Commerce
- Department of Housing & Urban Development
- Department of Transportation
- Environmental Protection Agency
- National Reconnaissance Office
- National Security Council
- Social Security Administration
- Defense Intelligence Agency
- Department of Education
- Department of Interior
- Department of Veterans Affairs
- National Aeronautics & Space Administration
- National Science Foundation
- Nuclear Regulatory Commission