Trusted Workforce 2.0

QUARTERLY PROGRESS REPORT

Supplemental Metrics

FY25-Q4 / FY26-Q1

Security, Suitability, and Credentialing
PERFORMANCE ACCOUNTABILITY COUNCIL

CONTENTS OVERVIEW

This document includes most legacy metrics the PAC has previously provided. We intend to keep reporting them for transparency, but metrics found in the QPR are more reflective of personnel vetting reform progress.

| Focus Area	Key IndicatorTitle	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
	DCSA Investigations Inventory	Total inventory of pending DCSA investigations by progress to goal
	Determination That Supports Onboarding	Average number of individuals with a determination that supports an onboarding decision
	Timeliness to Onboard with a Preliminary Determination	Average number of days to make a determination that supports an onboarding decision
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
	Non-Sensitive Public Trust Enrollment in Continuous Vetting Capabilities	Total number of Executive Branch non-sensitive public trust individuals enrolled in continuous vetting
	Volume of National Security Periodic Reinvestigations	Volume of government-wide national security periodic reinvestigations
	Volume of Non-Sensitive Public Trust Periodic Reinvestigations	Volume of government-wide non-sensitive public trust periodic reinvestigations
	DCSA Continuous Vetting Alerts	Number of automated record check alerts triaged, and number/percentage not previously known from self or third-party reporting
Special Interest	DoW 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

END-TO-END PROCESS TIMELINESS

- Personnel vetting has traditionally been evaluated through end-to-end timeliness. This includes the initiation, investigation, and adjudication phases.

- This chart includes end-to-end time needed to process cases for national security positions across Executive Branch.

- End-to-end timeliness remains high, but it is expected to improve over the next few months. This is due to recent DCSA reforms for background investigations, which has reduced its inventory of cases (Slide 5).

- This chart used to include periodic reinvestigation (PR) timeliness, but that was removed as they have been phased out (Slide 11 and Slide 12) in favor of continuous vetting (Slide 9 and Slide 10).

Average Timeliness for Processing the Fastest 90% of Security Clearance Cases
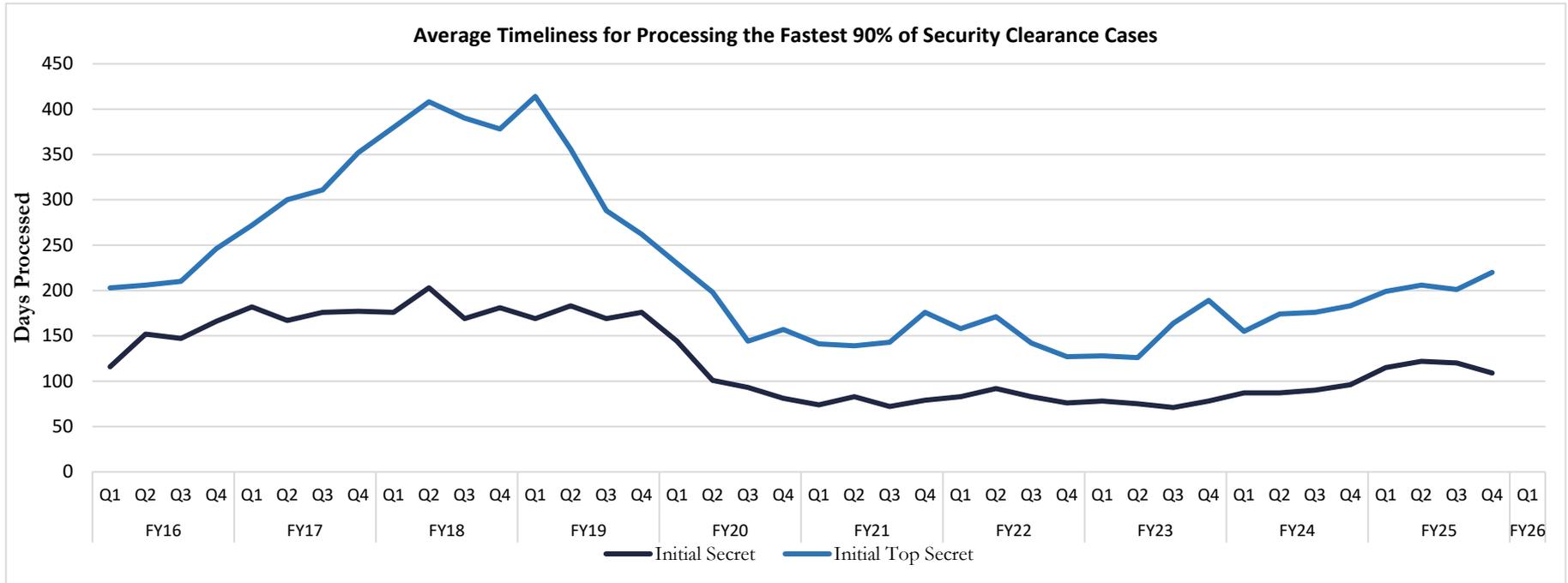
End-to-end cases from the time of agency initiation of information collection from an applicant to the date adjudication is reported in a repository.

BACKGROUND INVESTIGATION TIMELINESS

- Investigations are the longest phase within personnel vetting. This chart shows the time DCSA—the largest provider of government background investigations—needed to process High Risk cases (including Top Secret clearances) and Moderate Risk cases (including Secret clearances).

- Investigation timeliness has continued to fall due to reforms pursued by DCSA after growing throughout FY24. It reached 109 days for High Risk cases and 59 days for Moderate Risk cases.

- In FY26, the target for High Risk cases dropped from 80 to 60 days, and Moderate Risk cases from 40 to 20 days. DCSA expects continued improvement due to inventory reductions (Slide 5).
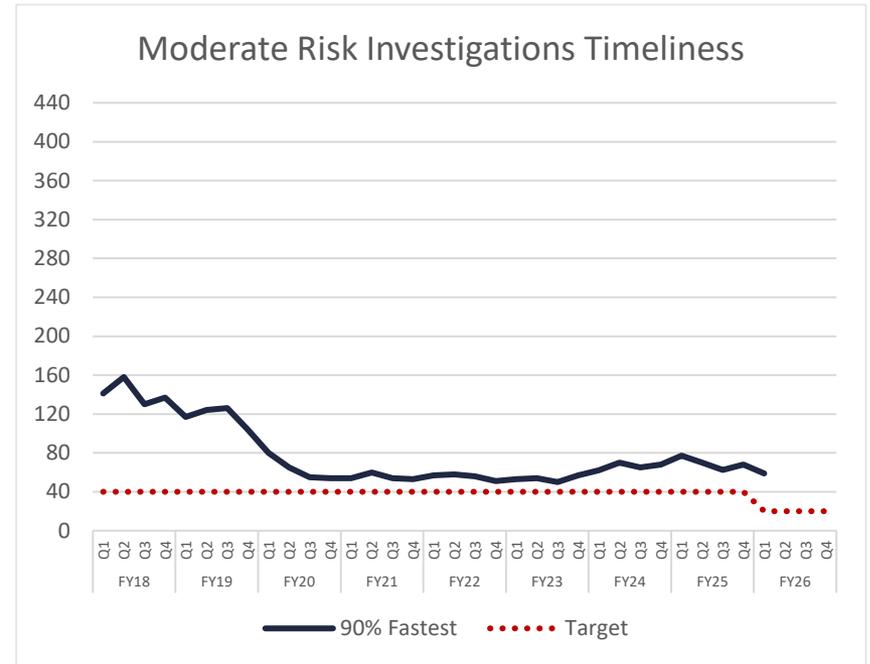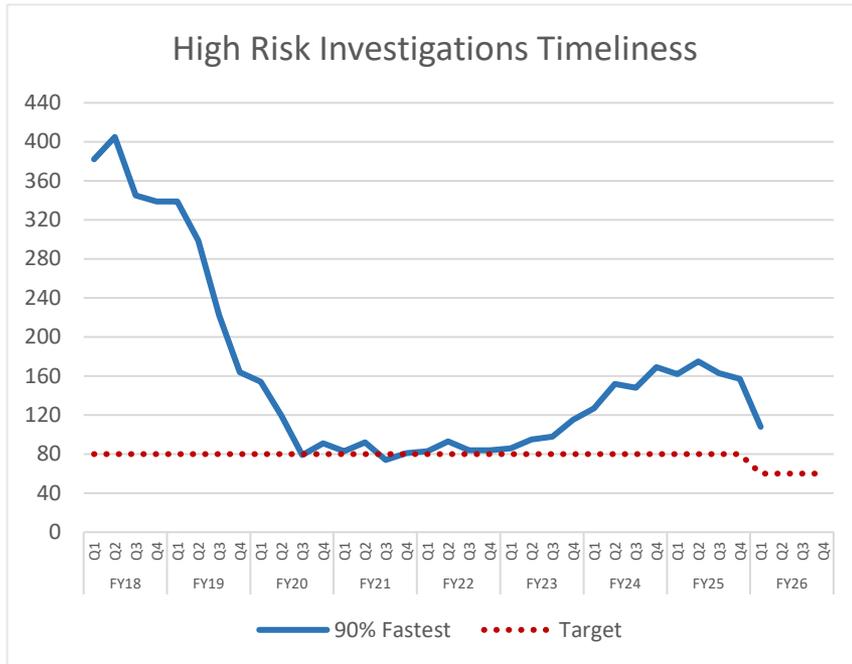
DCSA INVESTIGATIONS INVENTORY

- Most government background investigations are conducted by DCSA. How fast the are completed is largely driven by how big an inventory of cases the agency maintains. It serves as a leading performance metric.

- The continuous drop in inventory throughout FY25 is a good indicator of further improvements to timeliness in FY26. It was reduced to ~117,000 in FY26-Q1.

- DCSA is targeting an inventory of approximately 80,000 cases by the end of the fiscal year.

DCSA Investigative Inventory - Quarter
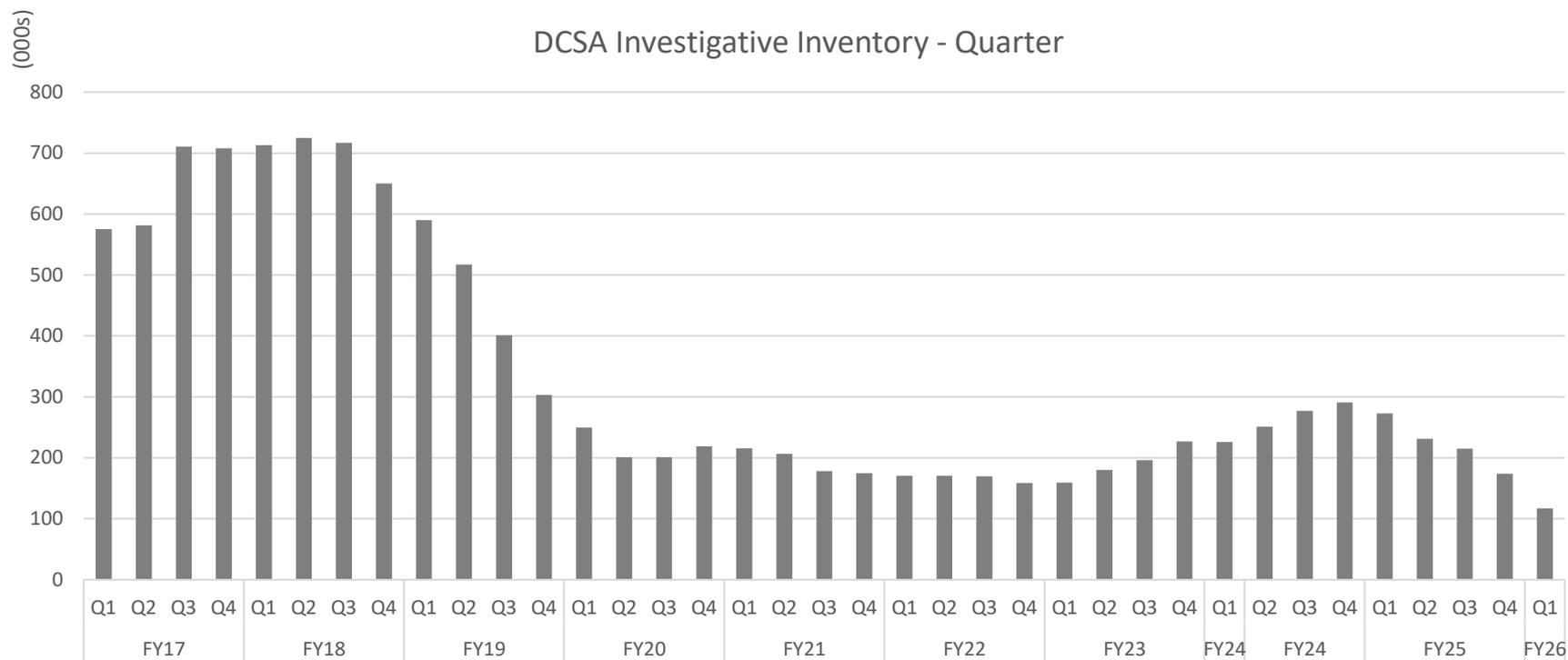
DETERMINATION THAT SUPPORTS ONBOARDING

- Traditionally, personnel vetting has been measured in terms of end-to-end timeliness. However, most vetted workers (~80%) do not have to wait for a final determination to onboard with their agency.

- A preliminary determinations is a risk-based decision to allow an individual to begin work before the full personnel vetting process is complete. It accepts manageable risk based on partial data (e.g., clean forms, fingerprints, and high-yield checks) while the full investigation continues.

- They are typically completed in a fraction of the time (Slide 7) it takes to complete a final determination (Slide 3).

- The number of preliminary determinations varies quarter to quarter. FY26-Q1 appears to have been limited by the lengthy lapse in appropriations from October 1st to November 12th.

Preliminary Determination
that Supports Onboarding

Legend: ■ Federal Employees ■ Contractors
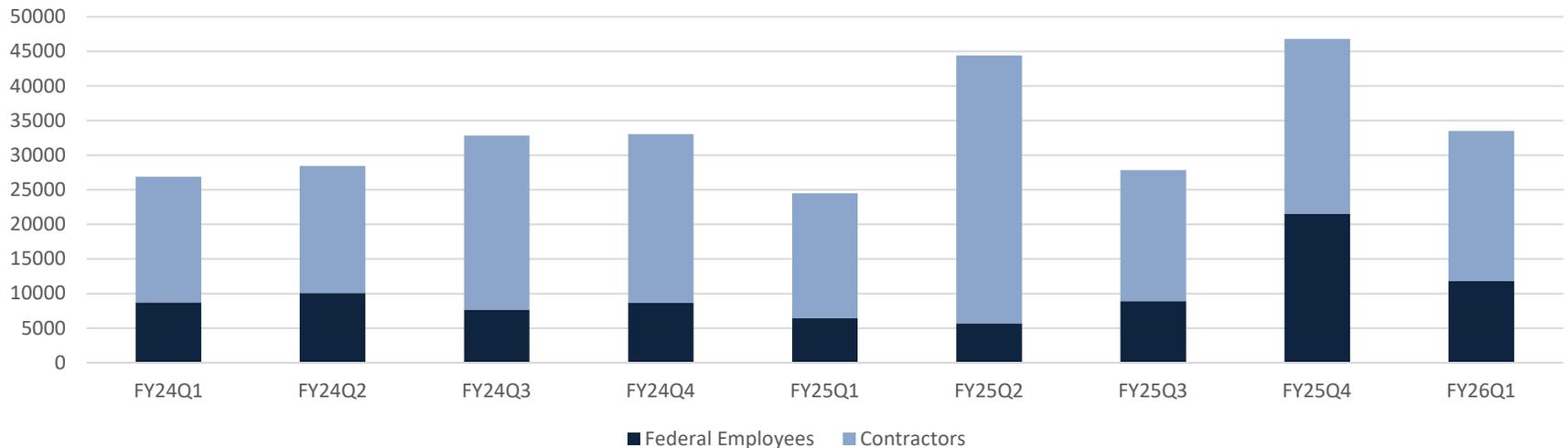
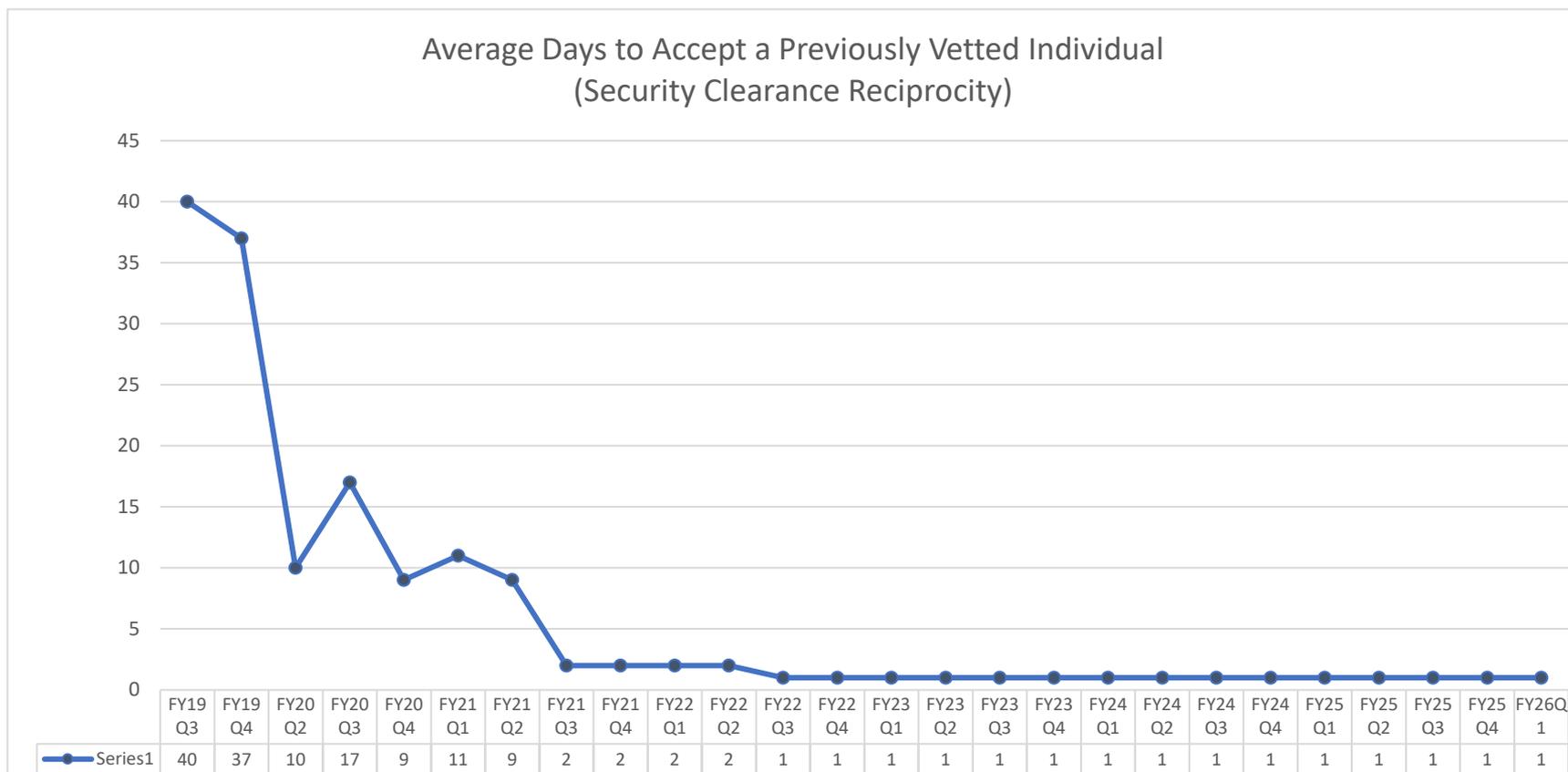# TIMELINESS TO ONBOARD WITH A PRELIMINARY DETERMINATION

- The PAC leadership agencies are working to report preliminary determination performance metrics. These currently require a challenging manual process by agencies and inconsistent measures.

- Currently 13 agencies have indicated they can report the data, although the PAC is working to expand the number. Planned improvements to NBIS will make collection easier.

- Agencies are working to reduce processing times in line with future targets (45 days for most High Risk cases and 25 days for Moderate Risk cases), which are required for the end of FY28. The QPR includes data on preliminary determination by case tier.

Timeliness for Preliminary Onboarding Decisions (Days)


Federal Employees   Contractors
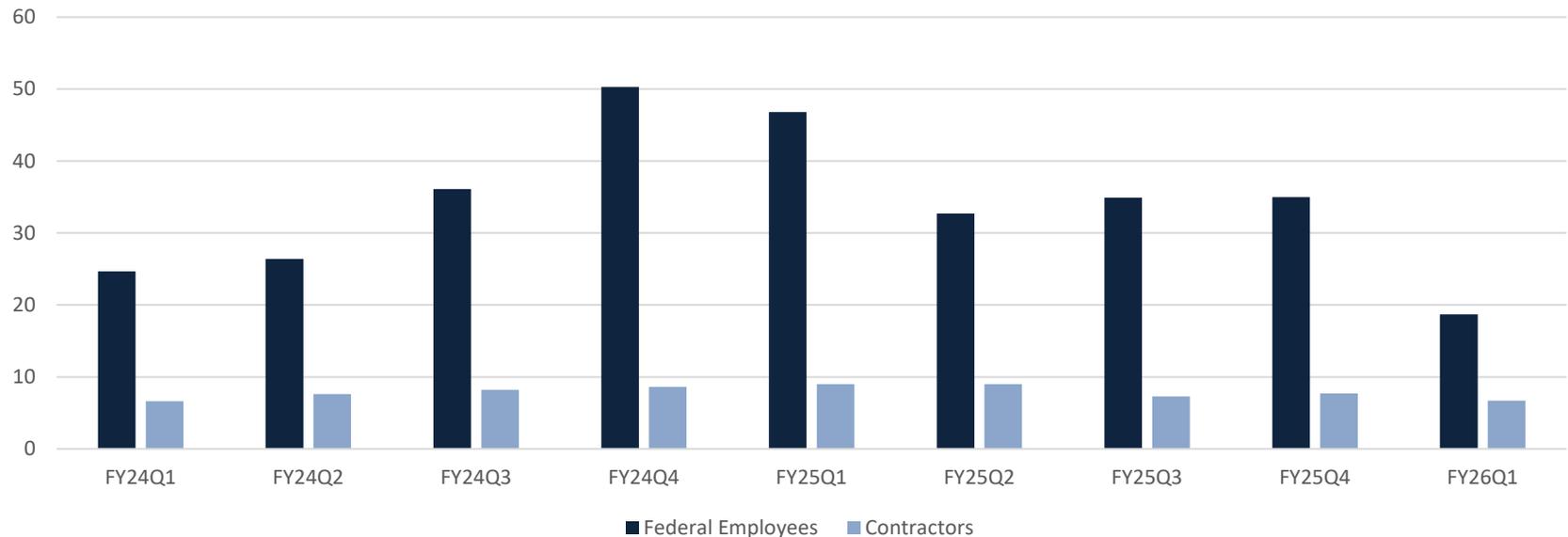
- Transfer of Trust describes the scenario where a currently vetted worker moves to a new organization at the same or lower level. It is meant to minimize the time and steps the new organization needs to take to vet the worker.

- DCSA continues to report an average of a single day for authorizing Transfers of Trust decisions.

Average Days to Accept a Previously Vetted Individual (Security Clearance Reciprocity)

	FY19 Q3	FY19 Q4	FY20 Q2	FY20 Q3	FY20 Q4	FY21 Q1	FY21 Q2	FY21 Q3	FY21 Q4	FY22 Q1	FY22 Q2	FY22 Q3	FY22 Q4	FY23 Q1	FY23 Q2	FY23 Q3	FY23 Q4	FY24 Q1	FY24 Q2	FY24 Q3	FY24 Q4	FY25 Q1	FY25 Q2	FY25 Q3	FY25 Q4	FY26Q 1
Series1	40	37	10	17	9	11	9	2	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

NATIONAL SECURITY ENROLLMENT IN CONTINUOUS VETTING CAPABILITIES

- Continuous vetting is how agencies continue to ensure a vetted worker remains sufficiently trustworthy to remain in their position. In the early 2020s it replace legacy periodic reinvestigations (PRs). It leverages automated record checks, agency specific information, and time- and event driven investigative actions.

- The PAC focused initial enrollment on the national security population, which handles the government's most sensitive information.

- The capability is being rolled out through three maturity states: 1.25, 1.5, and 2.0. While the national security population is currently enrolled in 1.5, the PAC expects to transition to the 2.0 maturity state in FY28.
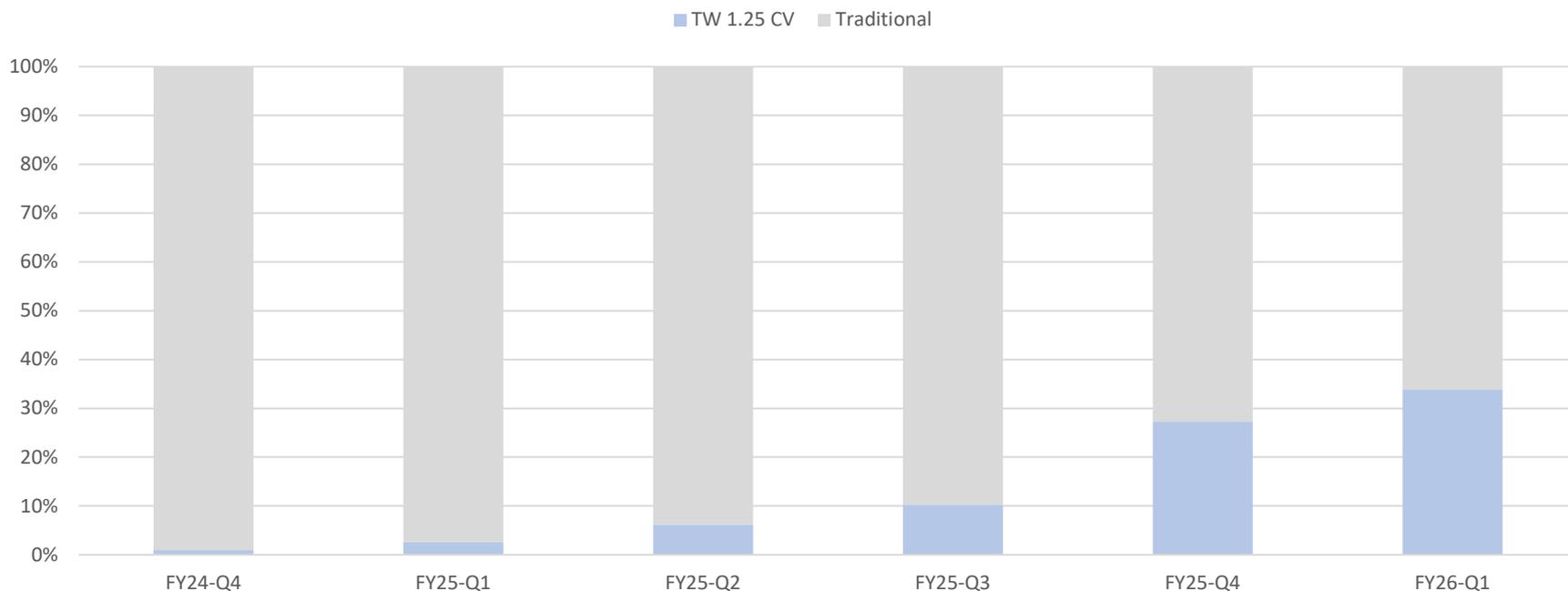

National Security Continuous Vetting by Stage
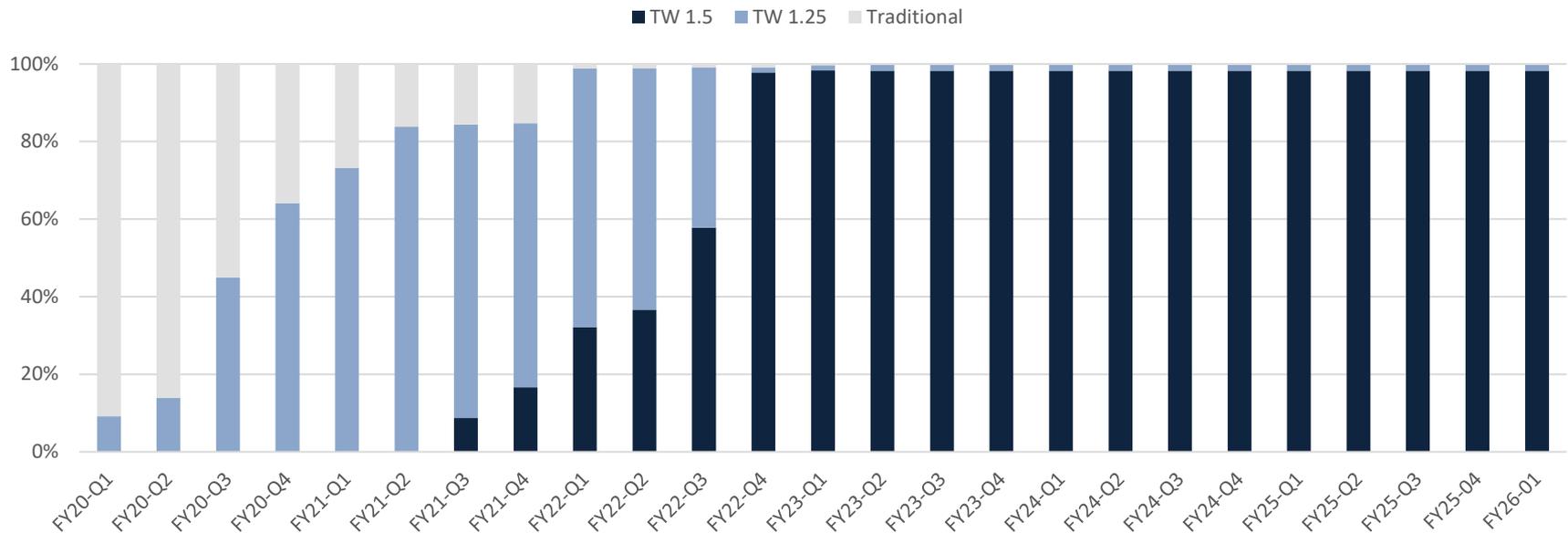
NON-SENSITIVE PUBLIC TRUST ENROLLMENT IN CONTINUOUS VETTING CAPABILITIES

- Agencies began transitioning their nonsensitive public trust (NSPT) populations away from periodic reinvestigation (PRs) and into continuous vetting late in FY24.

- Enrollment grew slowly during FY25, but the PAC expects most of that population to be enrolled before the end of FY26.

- The population will begin transitioning from the 1.25 to 1.5 maturity state this year. Full enrollment in 1.5 is expected by the end of FY27
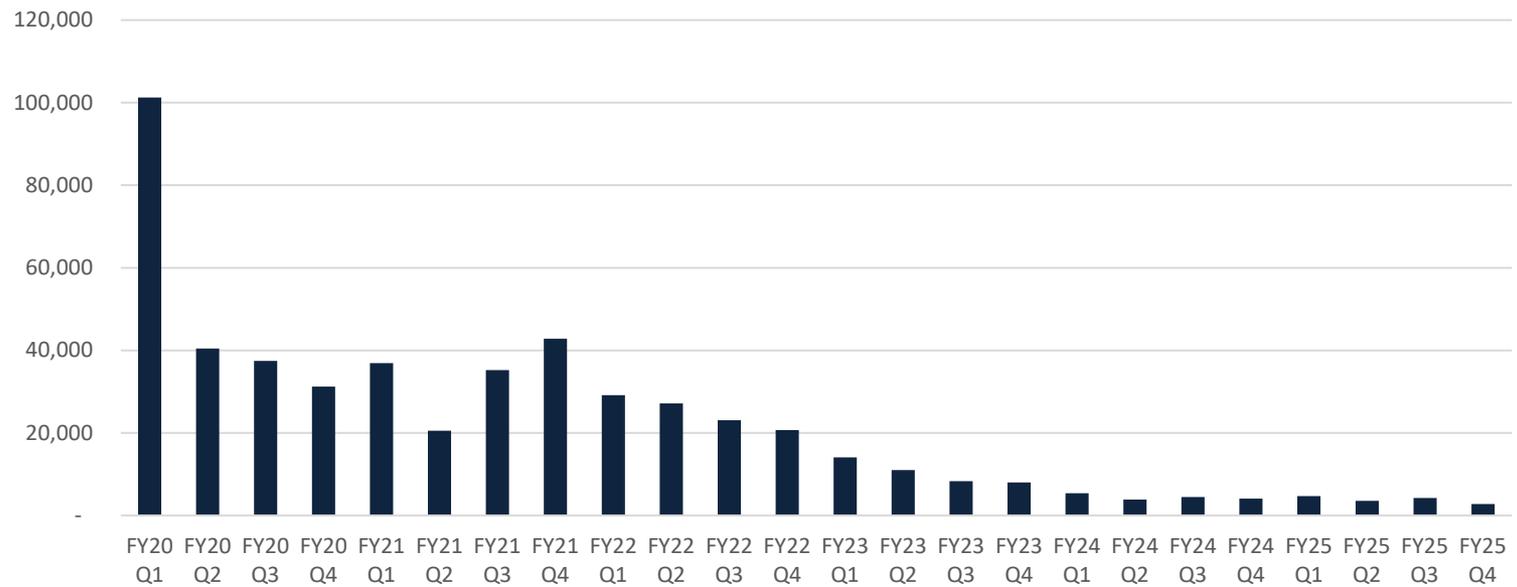
NSPT Continuous Vetting by Stage

■ TW 1.25 CV   ■ Traditional

# VOLUME OF NATIONAL SECURITY PERIODIC REINVESTIGATIONS

- PRs have largely been replaced with continuous vetting.

- National security PRs remain low and are now primarily used for significant issue resolution under continuous vetting until the new TW 2.0 products are available.

Government-wide Periodic Reinvestigations
(Top Secret and Secret Cases)

## VOLUME OF NON-SENSITIVE PUBLIC TRUST PERIODIC REINVESTIGATIONS

- PRs have largely replaced continuous vetting.

- The PAC continues working with agency to eliminate PRs and transition agencies to continuous vetting.

Government-wide Periodic Reinvestigations
Tier 2 Reinvestigation (T2R) and Tier 4 Reinvestivations (T4R) - DCSA
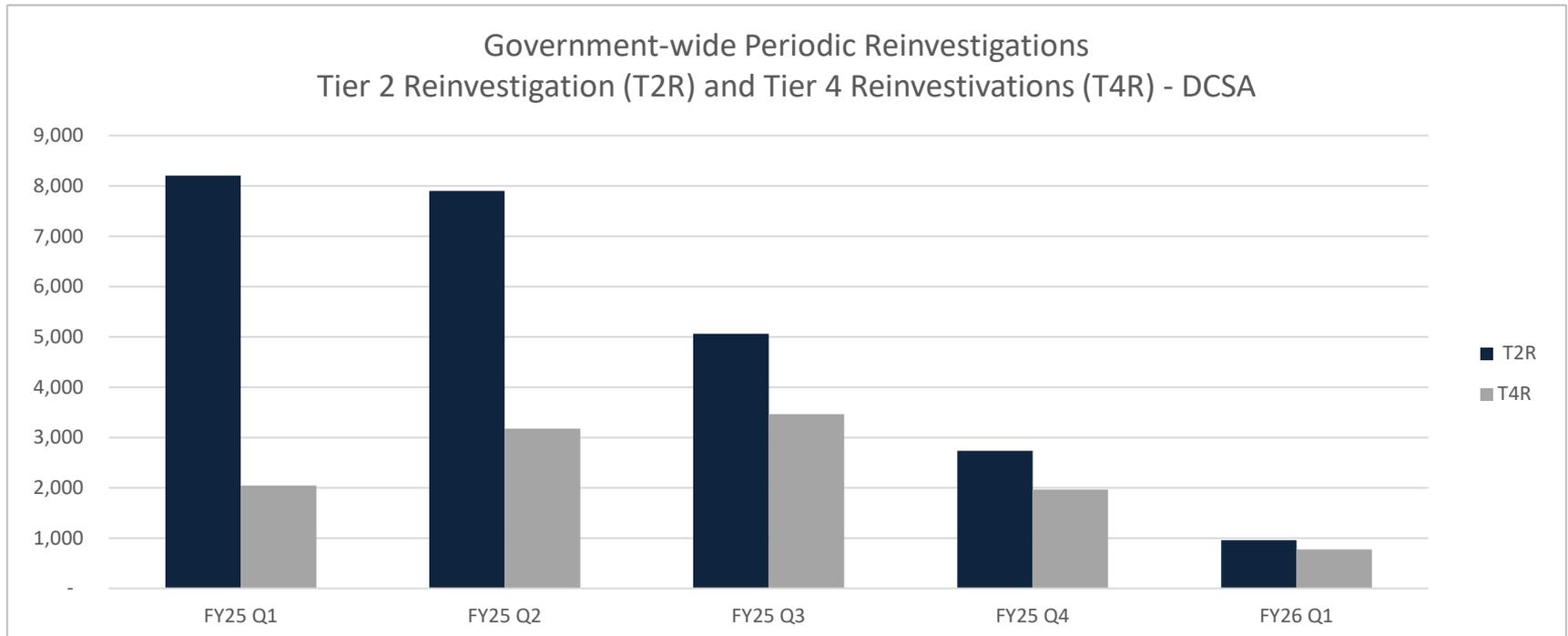
DCSA CONTINUOUS VETTING ALERTS

- Continuous vetting flags alerts for security personnel to review.

- The capability continues to deliver actionable information that was not previously known.

Continuous Vetting Alerts by Quarter

Legend: ■ NSS Actionable Alerts (not previously known) ■ NSS Reported Alerts (previously self or third-party reported)
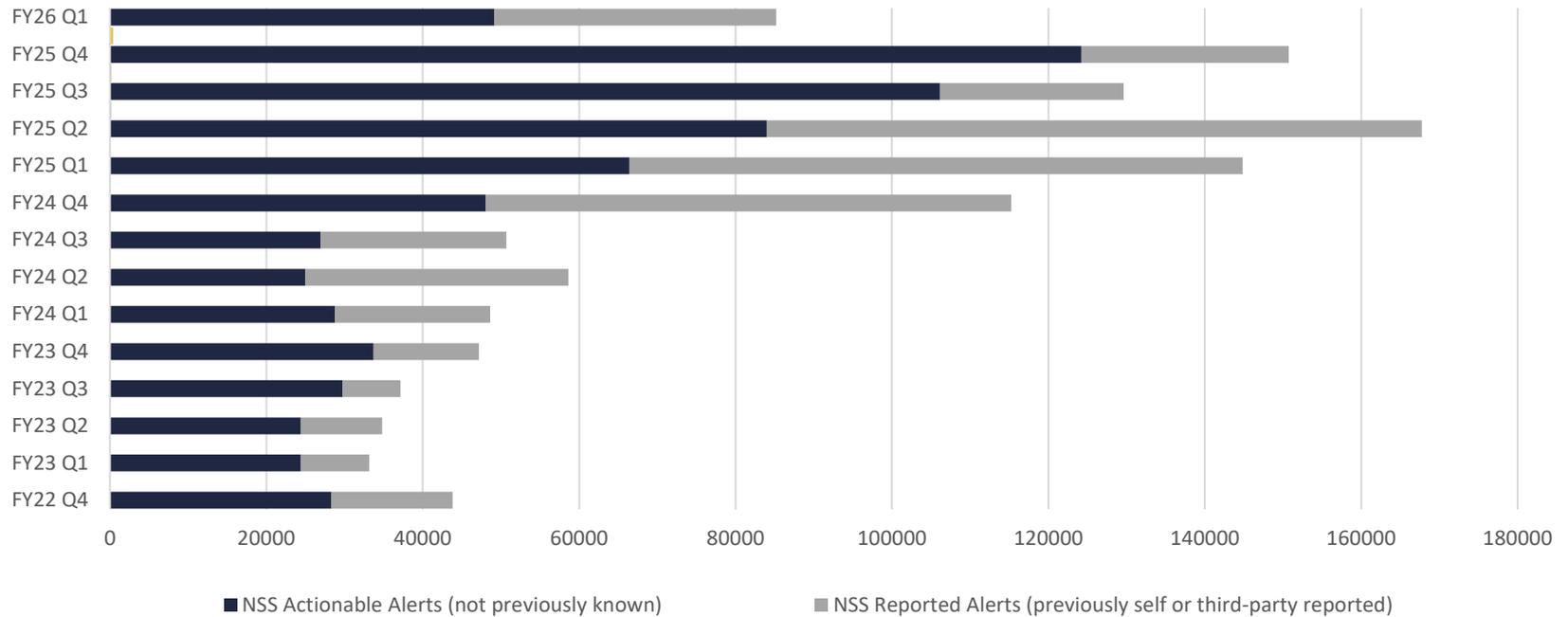
DoW NATIONAL SECURITY POPULATION ELIGIBILITY AND ACCESS

- The eligible in-access and eligible not-in-access populations has steadily increased due to a hiring surge in uniformed military personnel.

DoW National Security Population Eligibility/Access

Legend: ■ Eligible - In Access ■ Eligible - No Access