

*Trusted Workforce 2.0*

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**QUARTERLY  
PROGRESS  
REPORT**



**FY2026  
Quarter 2**



## PAC Principals



### Eric Ueland

#### OMB Deputy Director for Management

Serves as PAC Chair. Establishes the overall reform vision while ensuring alignment with the President's priorities. Ultimately holds federal agencies accountable for their reform progress.



### Tulsi Gabbard

#### Director of National Intelligence

Serves as the Security Executive Agent (SecEA). Sets and oversees personnel vetting policy for the national security sensitive workforce, who have access to the most sensitive information.



### Scott Kupor

#### OPM Director

Serves as the Suitability and Credentialing Executive Agent (Suit/CredEA). Sets and oversees personnel vetting policy for the non-national security sensitive workforce, to include public trust positions.



### Brad Hansell

#### Under Secretary of War for Intelligence & Security

Oversees the Defense Counterintelligence and Security Agency (DCSA) and leads the implementation of War Department personnel vetting reforms.

## Background

Federal government agencies rely on their workforces—including military, civilian, and contractor personnel—to achieve organizational and interagency goals. Unacceptable conduct by personnel can reduce agency effectiveness, undermine national security, and erode the American people's trust in their government. Consequently, agencies are responsible for evaluating applicants and current personnel to determine whether they should be trusted (or continue to be trusted). The policies and tools used during this assessment process are collectively referred to as *personnel vetting*.

Under [Executive Order 13467 \(as amended\)](#), the interagency *Security, Suitability, and Credentialing Performance Accountability Council (PAC)* is accountable to the President for delivering effective and efficient personnel capabilities. It is led by four senior officials collectively designated the *PAC Principals* who work collaboratively to create an effective vision for reform and hold agencies accountable for their progress.

In 2018, the PAC launched its multi-phase *Trusted Workforce 2.0* initiative—referred to as TW 2.0—to transform the mission space. The Trump 47 Administration is revitalizing the effort so the government can finally deliver on the reform's original vision. This document summarizes recent progress made under the TW 2.0 initiative. Basic elements of how personnel vetting works can be found in an accompanying fact sheet on the [performance.gov](#) portal.

## TW 2.0 Goals

In June 2025, the PAC adopted four primary goals for evaluating reform success. This report addresses each.



**Get People to Work Faster** - Streamline vetting processes so agencies can quickly fill positions.



**Eliminate Waste** - Reduce inefficiencies, streamline workflows, and eliminate redundant tasks.



**Optimize Risk Management** - Balance personnel risks against the resources and effort needed to reduce those risks.



**Strengthen Experience & Engagement** - Make vetting processes, tools, and performance easier to understand and navigate.

### Section Shortcuts:

- [Key Highlights](#)
- [#1: Get People to Work Faster](#)
- [#2: Eliminate Waste](#)
- [#3: Optimize Risk Management](#)
- [#4: Strengthen Exp & Eng](#)



## Key Highlights

Each quarter, the PAC highlights key updates related to reform. These are designed to draw attention to critical insights, achievements, and trends related to personnel vetting reform efforts.

### *Fastest Investigation Timeliness in Over a Decade*

Processing speeds at the government's largest provider of background investigations—the Defense Counterintelligence and Security Agency (DCSA)—accelerated during the second quarter of FY2026. Using the fastest 90% standard, investigations were processed in an average of 44 days for Secret-level cases and 57 days for Top Secret-level cases by the end of the quarter. The last time both Top Secret-level and Secret-level background investigations were close to being processed this quickly was Q3 in FY2012. Inventory levels remained stable and ended the quarter at 100,696 cases.

### *More Rigorous Performance Standards Coming*

The PAC's approach to reporting process timeliness was based on the "fastest 90% of cases" established by Congress in 2004. Under TW 2.0 policy, this approach is being revised to cover 100% of cases. This change will decrease reported timeliness but allow agency leaders to have a better understanding of performance by including outliers. The new approach will start being phased into next quarter's progress report.

### *Individual Engagement Platform Brings Transparency*

DCSA released a new capability this quarter called the Individual Engagement Platform (IEP). The IEP is a critical component of improving an individual's experience with the process. Early functionality within the FY2026-Q2 release allows an individual to check the status of their case and provides information on how long that step in the process takes on average. This ends the "black box" process that has long frustrated individuals undergoing vetting about where they are in the process. Future planned capabilities will roll out over time. They include items such as self-reporting, filling out forms, providing additional supporting information or documentation, virtual interviews, eInterviews, two-way communication with their vetting practitioners, and providing survey feedback on their experience.

### *New eVetting Capability gets Individuals in Moderate Risk Public Trust Positions to Work Faster*

The eVetting capability is a shared service that allows agencies to automate the adjudication of cases with no or low-risk issues using business rules approved by the Executive Agents. The eVetting capability already includes rules for T3 cases. In 2025, the Executive Agents issued new rules to support T2 cases and this quarter DCSA updated the eVetting capability. As a result, subscribing Departments and Agencies are now able to get individuals with cases that qualify for automation to work over 20 days faster and are able to redirect those adjudicator cycles to cases with higher risks.

### *Position Designation Tool Enhanced*

A core element of vetting is determining what level of vetting is needed for a specific role. The Position Designation Tool (PDT) assesses the duties and responsibilities of a position to determine the associated risk and sensitivity levels of the position.

The PDT has been enhanced to create a unique identifier that can be associated with individuals across multiple vetting and human resources systems. This upgrade facilitates getting people to work faster, optimizes risk management, decreases manual rework, and improves data accuracy. DCSA plans to collect feedback from early adopters and incorporate those improvements before expanding availability.



# Goal #1 Get People to Work Faster

**Status Assessment: Fair (was Poor)**

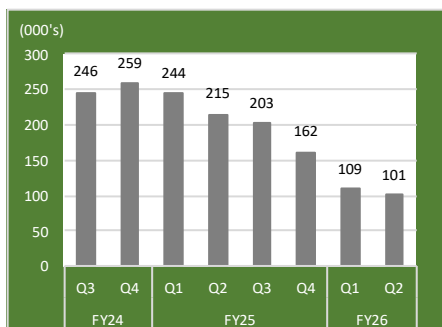
- Investigation timeliness improvements are promising. Near-term work targets removing friction to increase speed.

Agencies need to quickly hire personnel to achieve their missions. Delays can hinder mission delivery, reduce operational agility, and overwhelm existing workforces. TW 2.0 seeks to streamline vetting processes, allowing agencies to more quickly fill positions. As part of reform, the PAC set new end-to-end timeliness targets for agencies (see middle chart) and increased focus on the use of preliminary determinations, which provides an initial review against high yield investigative sources to determine whether workers can be considered sufficiently trusted to begin work (see chart on the right).

## Key Performance Indicators

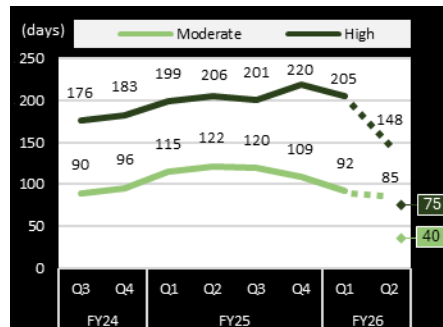
The PAC monitors how quickly agencies bring workers onboard through a series of metrics. Each provides unique insight. Current timeliness performance against future end-state targets is fair. The PAC is working with DCSA and agencies to accelerate personnel vetting processes that are impeding performance.

DCSA Inventory Level



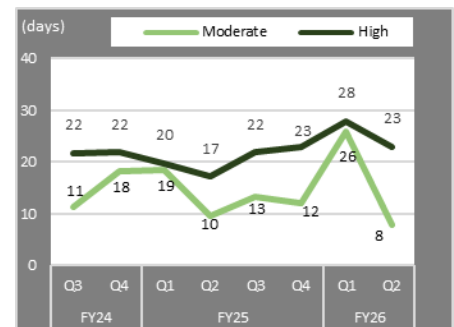
After a substantial drop last quarter, DCSA's case inventory did not significantly change. The agency does expect it will begin decreasing again over the summer and fall below 100,000 cases before the end of the fiscal year.

End-to-End Timeliness



Timeliness remains higher than performance targets (75 days for High Risk and 40 days for Moderate Risk). Expect a substantial decrease due to faster DCSA background investigations as ODNI reporting is a quarter behind.

Preliminary Determination Timeliness



Efforts continue to expand the adoption of preliminary determinations. Timeliness numbers are expected to fluctuate as reporting and adoption expands.

## Investigation Timeliness Trending Down

Processing speeds at DCSA accelerated during the second quarter of FY2026 as efforts to get people to work faster continue. Inventory levels remained stable and ended the quarter at 100,696 cases.

FY2025-Q3 – FY2026-Q2		FY2025 Q3	FY2025 Q4	FY2026 Q1	FY2026 Q2
Tier	Volume	Goal: 15 Days	15 Days	15 Days	15 Days
Initial Moderate	399K	62	68	59	44
Initial High	142K	Goal: 45 Days	45 Days	45 Days	45 Days
		163	157	108	57

## Accelerating the Process

DCSA discussions with interagency partners to validate needs for the Low Side Repository (LSR) fell behind schedule and are only partially complete. Validation of user needs associated with the Q3 and Q4 releases have been front-loaded to mitigate this risk. Agencies are also adopting eVetting capabilities that automate less complex adjudications.

Critical Milestone	Date	Status
LSR updated to accept TW 2.0 products	Aug-25	✓
LSR repository gaps closed	May-26	●
LSR includes Transfer of Trust	Jun-26	●
eVetting for Preliminary determinations	Aug-26	●
LSR includes Re-establishment of Trust	Sept-26	●



## Goal #2 Eliminate Waste

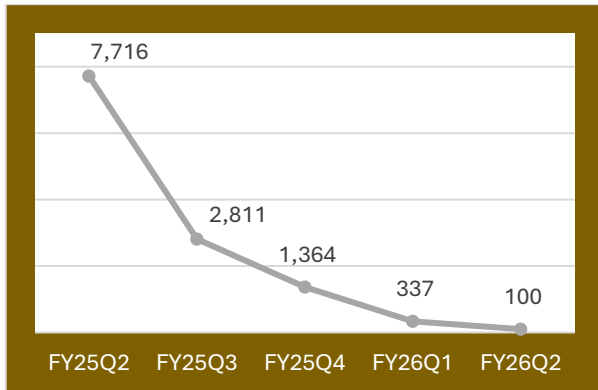
**Status Assessment: Fair**  
 Several improvements have been identified but need to be successfully adopted by agencies.

Eliminating waste within personnel vetting is critical to accelerating processing and savings costs, which are often caused by redundant or unnecessary steps. It also ensures agency resources can stay focused on more mission-centric priorities. TW 2.0 tackles waste through policy changes, streamlining workflows, and greater automation.

### Key Performance Indicators

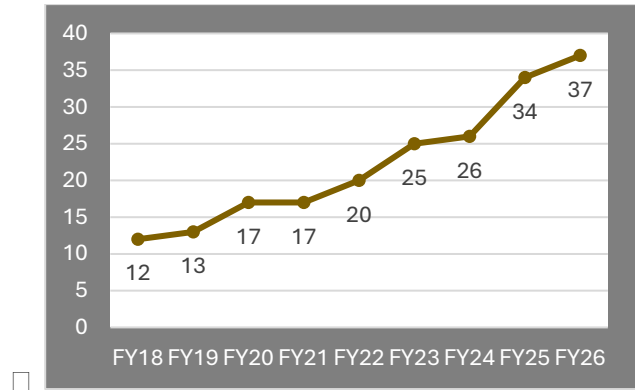
TW 2.0 reforms have made substantial progress in reducing inefficiencies. Below are sample initiatives. The QPR will be updated with additional metrics as data associated with waste-focused initiatives become available.

Periodic Reinvestigations Scheduled



*Under TW 2.0, the federal government moved away from legacy periodic reinvestigations (PRs) to continuous vetting. Some agencies kept unnecessarily requesting PRs. Over the last year PAC-led initiatives reduced requests by 99%.*

Agencies Using eVetting



*eVetting automates the adjudication of less complex cases. It saves agencies the labor to conduct a manual review and gets people to work weeks faster. Efforts are underway to increase adoption in FY2026.*

### Target Opportunities for Greater Efficiency

**Initiation Rejection Loop** – Issues in the case initiation sub-process, such as incomplete packages, missing fingerprints, or incorrect investigation levels, continue to cause delays. Each rejected case takes an average of 12.5 days to resolve. Rejection rates improved from 3.9 percent in FY2026-Q1 to 3.4 percent in FY2026-Q2, and agencies are targeting 1 percent by FY2028.

**Unexplained SACs** – An analysis of data between 2024 and 2026 identified greater use of the Special Agreement Checks (SACs) product than anticipated. Work has been chartered to further identify reasons behind the unexplained SACs. Early analysis indicates opportunities to reduce duplicative fingerprint collection, which will reduce waste and the frustration some individuals experience with having to submit fingerprints multiple times.

### Expansion and Adoption of Shared Services

Shared services help streamline processes across agencies and save resources from duplicative systems. In FY2026, DCSA plans to make significant progress towards deploying an end-to-end suite of shared services and agencies will begin making adoption decisions.

Critical Milestone	Date	Status
Begin applying error reduction opportunities to legacy forms	Mar-26	✓
NBIS updated with changes needed to support consolidation to single LSR	May-26	●
Deploy biometrics channeling for print reuse	Sept-26	●
Begin offering performance management	Sept-26	●
Consolidation to a single LSR	Sept-26	●
Full agency adoption of eVetting capabilities	Oct-26	●
Eliminate unnecessary form requests when a valid form is already on file	Dec-26	●



## Goal #3 Optimize Risk Management

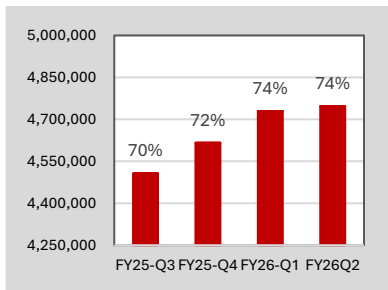
**Status Assessment: Poor (was Fair)**  
 Reform has substantially improved the ability to identify and resolve issues, but adoption has been too slow.

Agencies use personnel vetting processes and tools to determine whether workers can be trusted performing assigned job functions in defined positions. Workers who abuse the access their positions provide can undermine the public’s trust and threaten the country’s national security. This requires the government to strike a balance between reducing risk and minimizing associated delays/costs. A core feature of TW 2.0 is finding ways to better identify risk while accounting for these tradeoffs, including the transition from a five-tier vetting model to a three-tier vetting model and the shift from periodic reinvestigations to continuous vetting.

### Key Performance Indicators

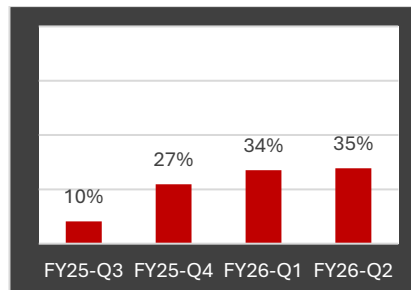
The PAC strives to continuously improve the efficacy of personnel vetting. This includes rolling out new investigative products and enhancing continuous vetting to ensure workers remain trustworthy.

Continuous Vetting – All



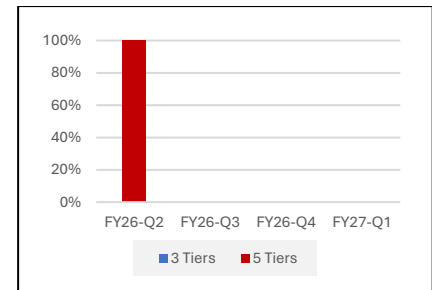
*Closing NSPT gaps and Low-Risk enrollments in FY2027-Q1 are expected to increase CV adoption rates.*

Continuous Vetting – NSPT



*NSPT enrollment had modest growth since FY2025-Q4. Growth is anticipated in Q3 and Q4 as several large agencies enroll their staff.*

5-Tier to 3-Tier Transition



*Early adopter ISPs are positioned to begin offering new products throughout FY2026. The first ISP is anticipated to start in FY2026-Q3.*

### NSPT Enrollment in CV

Enrolling the NSPT population in CV is critical to ensuring effective risk management and sunsetting the legacy periodic re-investigation process.

In FY2026-Q2, DCSA expanded CV 1.5 to include the NSPT population. However, enrollment has plateaued at 35% across the enterprise as several large agencies are delayed due to scaling impediments. Engagement with agencies is underway to understand the factors that are preventing them from reaching full enrollment.

### Transition to New Products

All ISPs and agencies will continue efforts to expand continuous vetting to the full population and enhance services. In FY2026 early adopter ISPs are positioned to begin offering new investigative products. Remaining ISPs will start in FY2027.

Critical Milestone	Date	Status
Full NSPT population enrolled in CV	Sept-25	●
Expand NSPT CV to 1.5 maturity state	Mar-26	●
Begin Industry RapBack enrollment	Mar-26	✓
Early adopters ISP new product rollout	Sept-26	●
All ISPs begin offering new products	Sept-27	●
CV offered for low-risk population	Sept-27	●
Full population enrolled in CV	Sept-28	●



## Goal #4 Strengthen Experience & Engagement

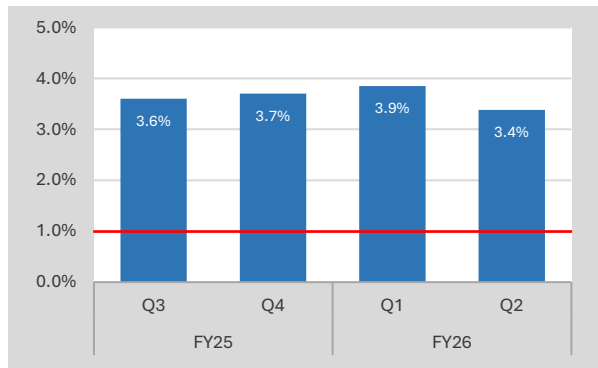
**Status Assessment: Fair (was Poor)**  
Form rejection rate improvements and the PVQ rollout beginning are positive signs, but much work remains.

Traditionally, undergoing personnel vetting has been a long, slow, and overly bureaucratic process. Candidates must provide personal information, complete onerous paperwork, and often wait months before hearing whether they have received final approval. Having to complete duplicate copies of forms or repeatedly provide fingerprints makes the process burdensome and time-consuming. Many otherwise qualified candidates have foregone working for the government instead of suffering through the vetting experience.

### Key Performance Indicators

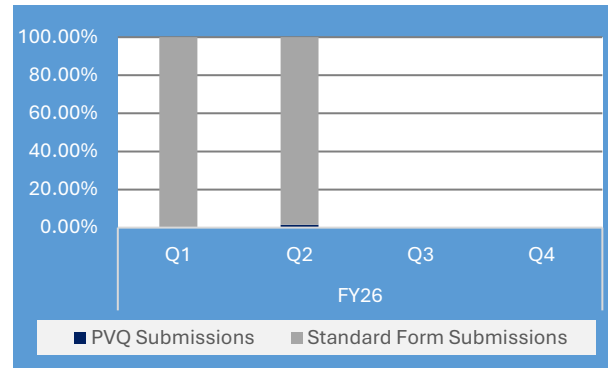
TW 2.0 reforms attempt to address some of the worst facets of personnel vetting. While multiple projects will provide improvements, the PAC needs better data to evaluate performance. The QPR will be updated with additional metrics as data associated with experience focused initiatives are collected.

Questionnaire Rejection Rate



Issues with the submitted form can lead to the background investigation form being rejected by the ISP, causing frustration for the candidate. The PAC hopes to reduce these rejections under the TW 2.0 initiative. While the current rejection rate exceeds the 1% target, several agencies are at or below target, and rejection rates reduced by half a percent between the first two quarters in FY2026.

Personnel Vetting Questionnaire Adoption



In FY2026-Q2 the first Personnel Vetting Questionnaire (PVQ) forms were collected, marking a significant milestone to begin the phased transition from the old forms to the new. FY2026 adoption is anticipated to be initially slow, accelerating as new investigative capabilities roll out capable of leveraging the new PVQ.

### Need for Feedback Metrics

Anecdotal feedback frequently mentions the slow pace, confusing paperwork, poor guidance on what to expect, and a lack of status transparency as major pain points. However, these are hard to measure since quantitative data is not available. To obtain better insights, an *Individual Experience Survey* (IES) capability is being developed. Initial work is expected in FY2026 with deployment in FY2027.

Critical Milestone	Date	Status
ODNI and OPM as the Executive Agents establish a plan for IES requirements	Apr-26	✓
DCSA operationally deploys the IES as part of the background investigation process	Dec-27	●
DCSA begins collecting IES data	Dec-27	●

### Capability Improvements

Efforts to improve the vetting experience include developing an *Individual Engagement Platform* (IEP), a one-stop shop for engagement with the process. Early capabilities include the ability for an individual to track status. Additionally, the PVQ rollout has begun to replace the SF-86/85/85P forms. The PVQ overhauls the legacy forms to make completing it less burdensome.

Critical Milestone	Date	Status
Initial PVQ capability deployed	Apr-25	✓
IEP provides vetting status	Mar-26	✓
IEP provides self-reporting and five-year update of PVQ	Sept-26	●
Begin USAStaffing integration with eApp	Dec-26	●
PVQ used for all vetting scenarios	Sept-27	●



## About this Document

A major cornerstone of the [President’s Management Agenda](#) is ensuring government accountability for the American people. The TW 2.0 initiative, which primarily falls under the agenda’s *Foster Merit-Based Federal Workforce* goal, must meet this standard. Consequently, the PAC Chair—who is responsible for overseeing personnel vetting reforms—plans to regularly publish these reports to keep the public and key stakeholders informed. While progress reports have been published previously, the format has been updated.

### *What’s Different and Why*

Feedback on legacy TW 2.0 reporting indicated that while it included valuable information, it was often difficult to understand. In revising its report, the PAC wants to make it easier for the public and key stakeholders to gauge how well reforms are proceeding. Core changes to the report include anchoring it to four TW 2.0 goals, integrating operational performance metrics and progress within each goal, and including an overall “status assessment” for each goal.

### *How the “Status Assessment” is Determined*

A status assessment can be found on the top right of each goal page. This reflects how TW 2.0 is progressing towards goal in the context of both milestone completion and enterprise performance. Since reform progress is often nuanced, this is intended to make the goals more measurable and trackable over time.

**Excellent:** Goal is exceeding its operational performance targets and hitting its reform milestones

**Good:** Goal is mostly meeting its performance targets and regularly delivers capabilities on schedule

**Fair:** Goal is inconsistently meeting performance targets or planned delivery dates

**Poor:** Goal is falling significantly short of its performance targets or delivery milestones

**Unacceptable:** Goal operational performance or reform progress is failing to make progress

