Developing A Government Nationally Accredited Certification Program

A. Reese Madsen
DoD Intelligence Chief Learning Officer
Chair, DoD Intelligence Training & Education Board

UNCLASSIFIED
Nationally Accredited Certification Programs:

- Integrate and optimize intelligence and security capability across components and workforce segments.
- Strengthen functional management and expertise (both horizontally and vertically) for each certification area.
- Assure Congress, IC, Department, and Functional Manager of the capability and proficiency being developed and deployed.
- Build and strengthen business cases for resources and specifically measures return on investment for capability.

<table>
<thead>
<tr>
<th>Without Certification</th>
<th>With Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Assurance of Capability</td>
<td>Defined Capability</td>
</tr>
<tr>
<td>No Assurance of Readiness</td>
<td>Mission Ready Workforce</td>
</tr>
<tr>
<td>Unclear Assessment of Risk</td>
<td>Effective Risk Management</td>
</tr>
<tr>
<td>Unclear ROI</td>
<td>Focused Investments</td>
</tr>
</tbody>
</table>
Certification - A 21st Century Paradigm

Individuals as Capabilities – Agnostic of Workroles and Billets

- Outdated and challenging
- May not be mission ready
- Always risk in readiness
- No assurance in skills
- Always a priority problem
- Slow & regimented
- Never 100% fill rate
- Never 100% (throughput)
- Pipeline always challenging
- Tracking decentralized

Manpower & Training

- Certified mission ready
- Addresses required skills
- Assured skills portfolio
- Agile & flexible
- Can adapt to address needs
- Greater pool to choose from
- More sources to pick from
- Addresses manpower issues
- No pipeline required
- Tracking skills centralized

Personnel & Capabilities
“Following the model of Security Certification by Defense Security Services, my primary focus is on completing other critical functional area certifications. The development of core competencies, training standards, and national accredited certification programs for analysis, collection management, cyber, geospatial-intelligence, cryptology, counterintelligence and HUMINT is a priority.”

Dr. Michael O. Vickers, USDI
12 October 2011 Memorandum
# Certification Progression

National Accreditation enhances ALL Developmental Programs

<table>
<thead>
<tr>
<th>Training &amp; Education Programs</th>
<th>Qualification Programs</th>
<th>Certification Programs</th>
<th>Nationally Accredited Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Security</td>
<td>National Intelligence and Security Service and NSPD Interest</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Collection Management</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cryptology</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GEOINT</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>HUMINT</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>CI</td>
<td></td>
</tr>
</tbody>
</table>

- Meeting Internal Component Requirements
- Meeting Functional Managers Requirements
- Meeting National Standards
Certification – Development Process

Mantra

Functional Managers

Comparedencies Codified in ICD 610

Certification Codified in Manual

Stakeholder / Training Council Engagement

Legally Defensible Assessment Instrument

Training Education

Formal

ProDev

Informal

OJT/JDA

Experience

Knowledge/ Skill Development

I.CE Institute for Credentialing Excellence

N.C.A Nationally Accredited Certified Workforce
The Fast Track to Civilian Employment: Streamlining Credentialing and Licensing for Service Members, Veterans, and their Spouses

Executive Office of the President

February 2013
Certification Recognition
Thought Leaders and Pioneers

Denise D. Humphrey, MA
Deputy Director, Center for Development of Security Excellence (CDSE), Defense Security Service (DSS)
Chair, Defense Security Training Council (DSTC)

2013 Credentialing Industry Leadership Award – First Federal Recipient

Irene E. Perez
Deputy, Chief Learning Officer (CLO) for Defense Intelligence
Executive Director, Defense Intelligence Training and Education Board (DITEB)
Program Manager, Defense Intelligence Certification Program

2013 Workforce Magazine ‘Game Changer’ Award – First Federal Recipient

Defense Security Service (DSS)

National Accreditation of the SPeD Security Certification Program
First Federal Government Certification Program to receive a third party's review and approval