

Developing A Government Nationally Accredited Certification Program



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Intelligence

Why Certification?

Nationally Accredited Certification Programs

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.

Without Certification

No Assurance of Capability

No Assurance of Readiness

Unclear Assessment of Risk

Unclear ROI

With Certification

Defined Capability

Mission Ready Workforce

Effective Risk Management

Focused Investments



Certification - A 21st Century Paradigm

Individuals as Capabilities – Agnostic of Workroles and Billets

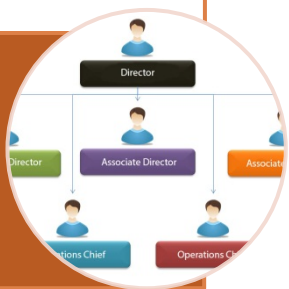
Intelligence

- Outdated and challenging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



- 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

Manpower & Training



Personnel & Capabilities



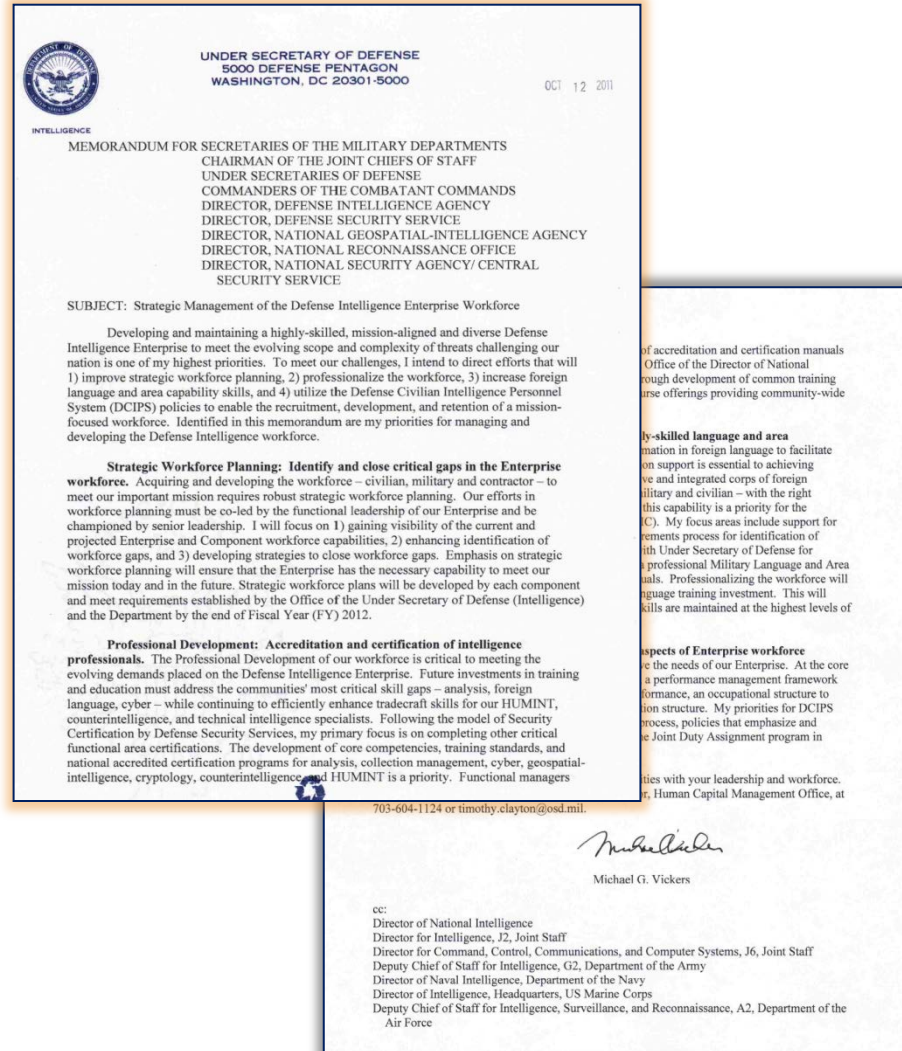


Certification – a Priority

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“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





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Certification Progression

National Accreditation enhances ALL Developmental Programs

Training & Education Programs



Qualification Programs



Meeting Internal Component Requirements

Certification Programs

Security
Collection Management
Cryptology
GEOINT
HUMINT
CI

Meeting Functional Managers Requirements

Nationally Accredited Programs

National Intelligence and Security Service and NSPD Interest

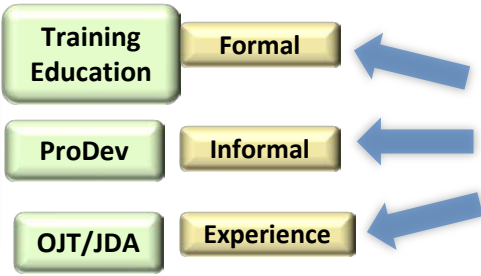
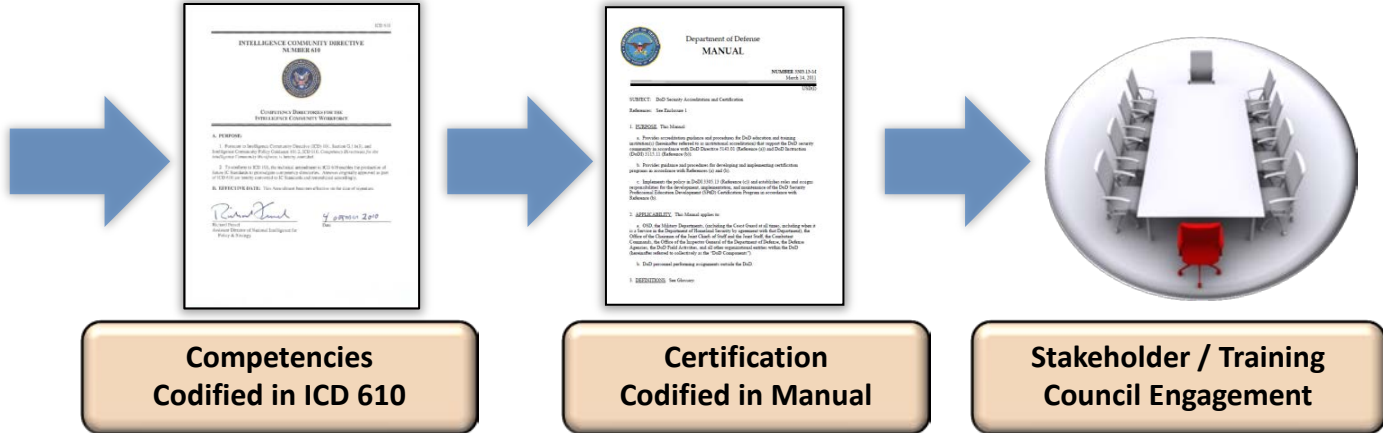
Meeting National Standards



Certification – Development Process

Mantra

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Legally Defensible Assessment Instrument



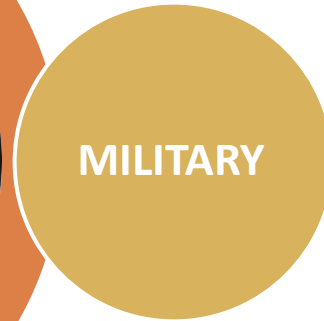
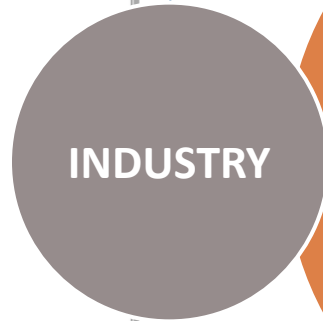
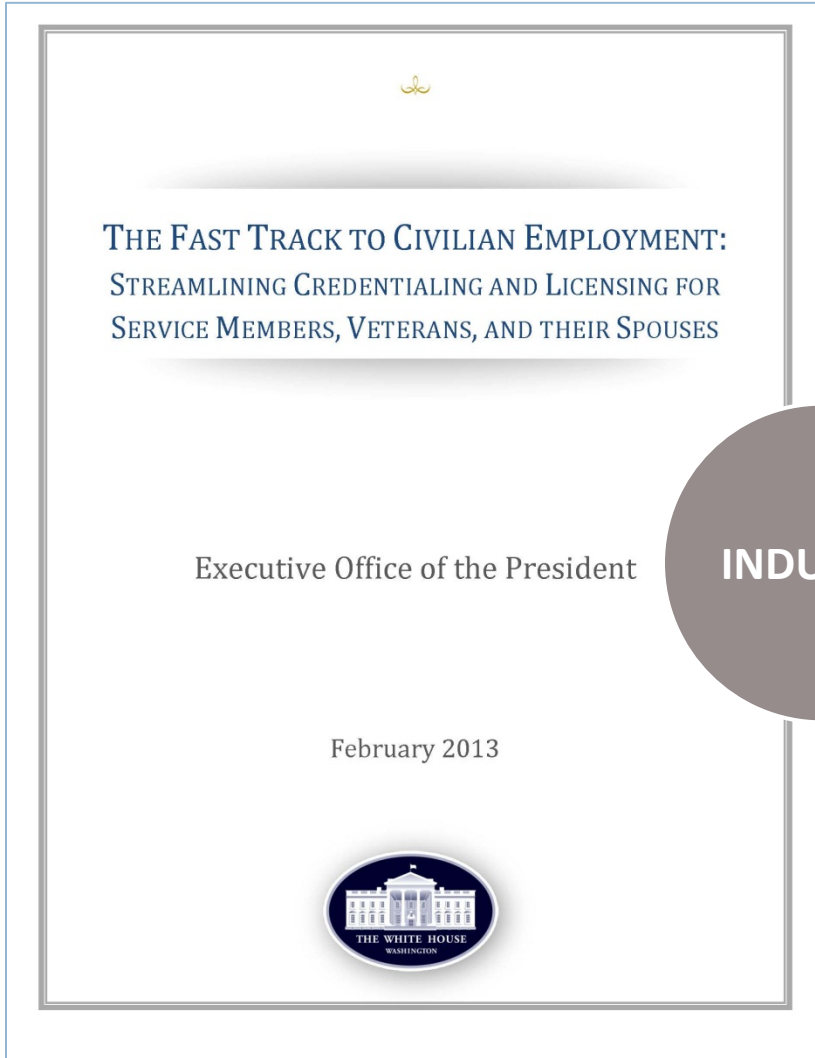
Nationally Accredited Certified Workforce



Certification Accreditation

The Glue that Binds us All

Intelligence





Certification Recognition

Thought Leaders and Pioneers

Intelligence



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