Developing A Government Nationally Accredited Certification Program



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Chair, DoD Intelligence Training & Education Board



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





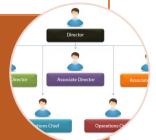
Certification - A 21st Century Paradigm

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- Outdated and challenging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

Manpower & Training





- 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





Certification – a Priority

Intelligence

"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



UNDER SECRETARY OF DEFENSE 5000 DEFENSE PENTAGON WASHINGTON, DC 20301-5000

OCT 12 2011

INTELLIGENCE

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
COMMANDERS OF THE COMBATANT COMMANDS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL
SECURITY SERVICE

SUBJECT: Strategic Management of the Defense Intelligence Enterprise Workforce

Developing and maintaining a highly-skilled, mission-aligned and diverse Defense Intelligence Enterprise to meet the evolving scope and complexity of threats challenging our nation is one of my highest priorities. To meet our challenges, I intent of direct efforts that will 1) improve strategic workforce planning, 2) professionalize the workforce, 3) increase foreign language and area capability skills, and 4) utilize the Defense Civilian Intelligence Personnell System (DCIPS) policies to enable the recruitment, development, and retention of a mission-focused workforce. Identified in this memorandum are my priorities for managing and developing the Defense Intelligence workforce.

Strategic Workforce Planning: Identify and close critical gaps in the Enterprise workforce. Acquiring and developing the workforce – civilian, military and contractor – to meet our important mission requires robust strategic workforce planning. Our efforts in workforce planning must be co-led by the functional leadership of our Enterprise and be championed by senior leadership. I will focus on 1) gaining visibility of the current and projected Enterprise and Component workforce capabilities, 2) enhancing identification of workforce plans, and 3) developing strategies to close workforce gaps. Emphasis on strategic workforce planning will ensure that the Enterprise has the necessary capability to meet our mission today and in the future. Strategic workforce plans will be developed by each component and meet requirements established by the Office of the Under Secretary of Defense (Intelligence) and the Demartment by the end of Fiscal Year (FY) 2012.

Professional Development: Accreditation and certification of intelligence professionals. The Professional Development of our workforce is critical to meeting the evolving demands placed on the Defense Intelligence Enterprise. Future investments in training and education must address the communities' most critical skill gaps – analysis, foreign language, cyber – while continuing to efficiently enhance tradecards skills for our HUMINT, counterintelligence, and technical intelligence specialists. 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. Functional managers

of accreditation and certification manuals Office of the Director of National ough development of common training urse offerings providing community-wide

N-skilled language and area mation in foreign language to facilitate on support is essential to achieving we and integrated corps of foreign littlary and civilian — with the right this capability is a priority for the C. My focus areas include support for rements process for identification of this Under Secretary of Defense for professional Military Language and Area under the North Company of the North C

spects of Enterprise workforce to the needs of our Enterprise. At the core a performance management framework formance, an occupational structure to ion structure. My priorities for DCIPS process, policies that emphasize and the Joint Duty Assignment program in

ties with your leadership and workforce. r, Human Capital Management Office, at

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Michael G. Vickers

ce:
Director of National Intelligence
Director for Intelligence, J2, Joint Staff
Director for Command, Control, Communications, and Computer Systems, J6, Joint Staff
Deputy Chief of Staff for Intelligence, G2, Department of the Army
Director of Naval Intelligence, Edgauetre, SU Marine Corps
Director of Staff for Intelligence, Hadyauters, US Marine Corps
Deputy Chief of Staff for Intelligence, Surveillance, and Reconnaissance, A2, Department of the
Air Force



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

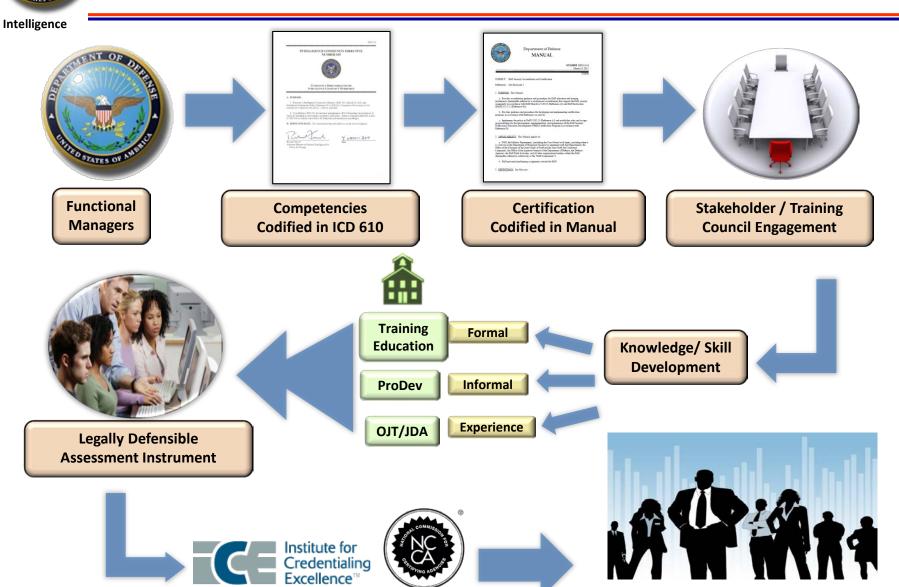
National
Intelligence
and Security
Service and
NSPD Interest

Meeting National Standards



Certification – Development Process

Mantra



Nationally Accredited Certified Workforce



Certification Accreditation

The Glue that Binds us All





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