



ClearanceJobs®

CONNECT 2022





CONNECT 2022

WELCOME

Lindy Kyzer

Director of Content, ClearanceJobs





CONNECT 2022

***KEYNOTE:* State of
Industry: Why the Cleared
Workforce Is Ready for Its
'Wild Bill' Moment**

Matthew Scott
SVP Avantus Federal





CONNECT 2022

Spark Sessions on the Future of Work

How to Hire a Neurodiverse Worker

Lauren Bacon Smith

Chief People Officer , Enabled Intelligence

Casting a Vision for the Future of Cleared Work

Mel Kepler

LMI



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An Update on Security Clearance Vetting

Heather Green

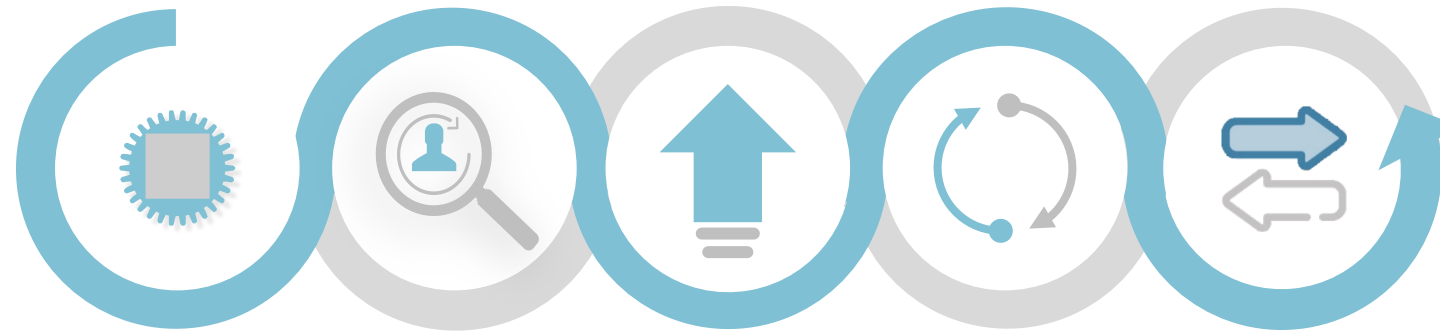
Director of the Vetting Risk Operations Center, DCSA

The Future of Personnel Vetting



The Trusted Workforce 2.0 initiative is an effort to overhaul the security clearance process to get people to work faster, have more mobility and ensure they're trusted through

- More nimble policy making
- Vetting tailored to mission needs
- Aligned security, suitability and credentialing
- Reduced number of investigative tiers
- Expanded spectrum of investigative methods



INITIAL VETTING

VRO processes initial investigation requests for NISP individuals

Future automation will bolster timely interim determinations with more data to inform quality risk based decisions

Individual is enrolled in CV during initial vetting stage

CONTINUOUS VETTING

★ Replaces the five- and 10-year periodic reviews with ongoing, and often automated, determinations of a person's security risk

All personnel are required to be enrolled in a CV compliant program

Initial output of CV Automated Records Checks sets baseline for individual

UPGRADING VETTING

Will offer a more seamless approach to upgrading security clearance levels as needed

Only the additional investigative items required between the current investigative tier will be conducted

TRANSFER OF TRUST

Reciprocity, as we know it today, will be revamped to make for a smoother transition from one government agency to another

RE-ESTABLISHING TRUST

Re-establishment of a clearance after a lapse in continuous vetting, currently known as a "Break in Access"

New investigative checks must be limited to those necessary to re-establish the baseline of trust commensurate to the position the individual will encumber.

Three Tier Model

Low Tier (LT) – Positions designated as low-risk, non-sensitive, and the minimum investigative tier for eligibility for physical and/or logical access or credentialing determinations.

Moderate Tier (MT)

Positions designated as moderate-risk public trust and/or noncritical-sensitive. For non-critical sensitive positions, the level of investigation can be used to grant access to classified information at the Confidential or Secret level, or L access.

High Tier (HT) – Positions designated as high-risk public trust and/or, critical sensitive or special sensitive. For critical or special sensitive positions, the level of investigation can be used to grant access to classified information at the Top Secret or Sensitive Compartmented Information level, or Q access.



Continuous Vetting Overview

Individuals with:

- Affiliation
- Eligible for Access
- Signed SF-86 dated 2010 or later

Continuous Vetting (CV) is a real-time review of an individual's background to determine if they continue to meet their requirements to uphold eligibility to have access to people, property and information. Vetting policies and procedures are further sustained by an enhanced risk-management approach that facilitates early detection of issues.

Risk Detection: Goal is to address potential indicators early on, allowing individuals the opportunity to seek assistance and mitigate triggers before becoming an insider threat.

Automated Records Checks to address 7 data categories



PLUS...

- Time Based Checks
- Agency Specific Information
- Alert Resolution





Continuous Vetting Updates

RESULTS OF CONTINUOUS VETTING

~3.6 mil

Total Subjects Enrolled in DOD CV Program

Over 975,000

Industry Subjects Enrolled in CV

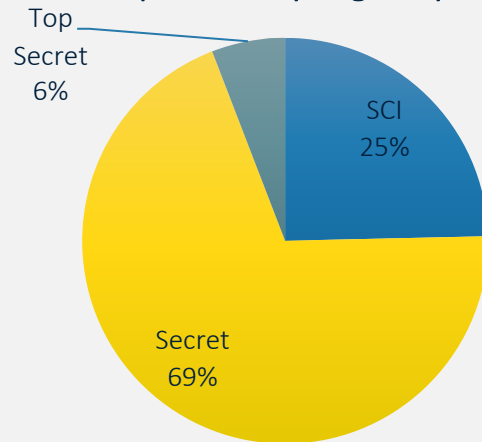
6%

Rate of CE Alerts Received

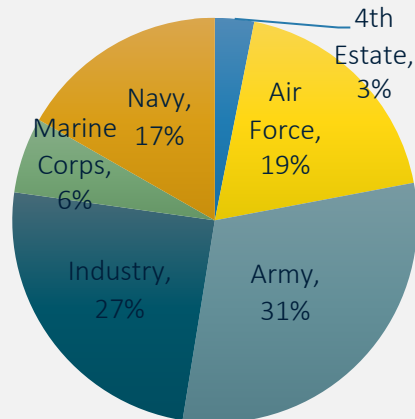
2%

Industry Incident Report Rate

Population by Eligibility



Population by Department



Risk Identification and Mitigation

- ❑ 40K Alerts on 28K unique subjects
- ❑ 36% not previously reported
- ❑ CV relies heavily on culture of self-reporting (SEAD-3)

CV ENROLLMENT



There are 3 enrollment statuses to note in DISS:

1. **Post Adjudication:** Individuals enrolled after an adjudicative determination by DCSA Adjudications. Enrollment reason will populate in DISS as Other.
2. **Deferred Investigation:** Subject was enrolled based on the deferment of a Periodic Reinvestigation (PR).
3. **Not Enrolled in CE:** Subject is not enrolled in the DOD CV Program.

Periodic Reinvestigations



- No longer conducting Periodic Reinvestigations.
- Continued requirement to submit updated information leveraging the eQIP process at 5 year intervals.
- Periodic reinvestigation forms (eQIP-SF86) submitted will be enrolled and/or captured with updated information into Continuous Vetting (CV) program.



Industry by the Numbers

NISP Industry Metrics FY22

~1M

NISP Contractors With Clearance Eligibility

195k

Requests for Investigations Processed

7 days

Average Industry Interim Determination

19K

Incidents Triaged

49k

Customer Service Requests

Best Practices for Initial Investigations

Fingerprints: Capture and electronically submit fingerprints **just before** submission of the investigation request to prevent an investigation request from being rejected for missing fingerprints and to allow for timely interim determination.

Prime Contract Number: Investigation request submissions may be rejected that do not **include the prime contract number**. The prime contract number is a required field for industry submissions of personnel security clearance investigations.

Accuracy & Completeness: Applicant, FSO review information in the e-QIP for completeness and accuracy prior to submission to VRO.

QUESTIONS/DISCUSSION

**DEFENSE
COUNTERINTELLIGENCE
AND SECURITY AGENCY**



The background features a series of light blue, stepped horizontal lines that resemble a circuit board or a stylized landscape. Scattered throughout are circles of various sizes in three colors: red, light pink, and dark blue. The word "Break" is centered in a bold, dark blue font.

Break



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Recruitment Marketing

Evan Lesser

Founder and President, ClearanceJob

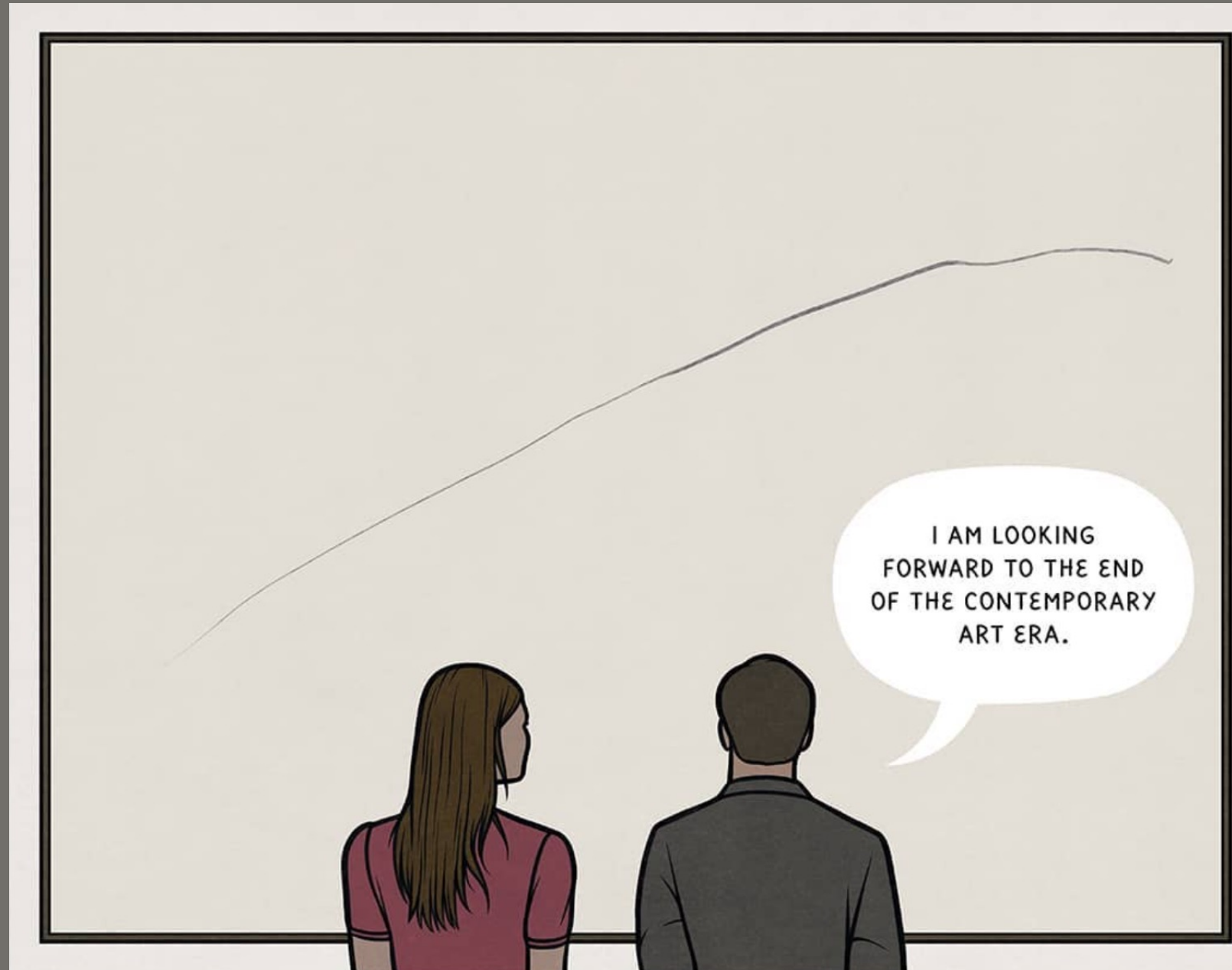


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Santiago Bará

[instagram.com/il.bara](https://www.instagram.com/il.bara)



Key Problems a Drag on Our Industry

Demand for cleared
candidates is far
outpacing the supply

Clearance processing
times (while improved)
are still too long



Our Current Reality is a Bit Harsh

53% of candidates very/likely to switch employers in next 12 mo

Only 8% of candidates are unemployed and actively job hunting

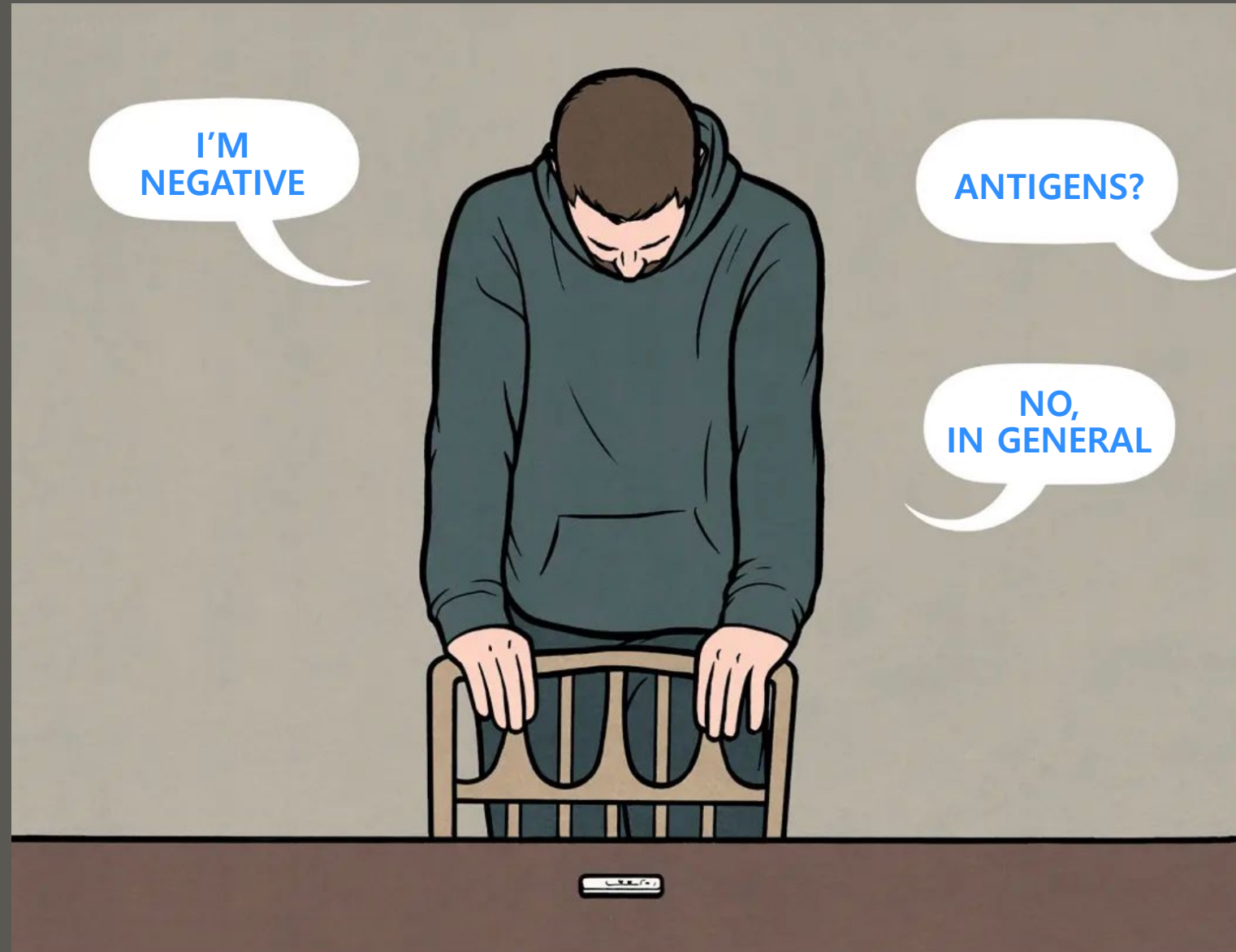


A Fresh Take on Employer Branding

Every employer needs it –
no exceptions

Critical for both
recruitment and retention

Your org must get
proficient with it



Your Honest Employer Brand

Big employers have recognition, but that's it

Negative reviews can be countered – don't ignore

Unrealistic to be everything to everyone

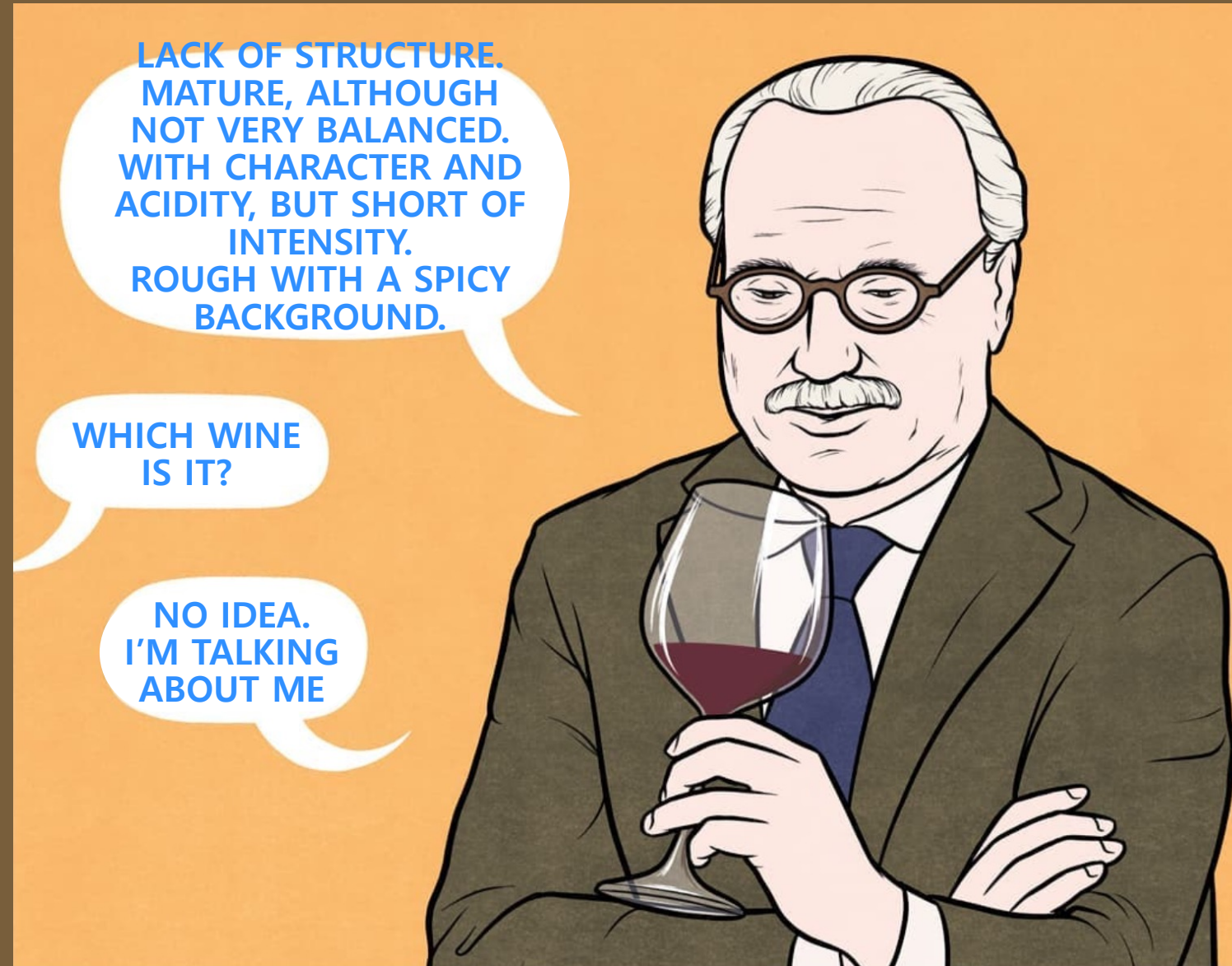


Directly Address Likely Questions

Likely candidate
questions aren't complex

Answer them directly and
honestly

Candidate time to get
these answers is limited



Directly Address Likely Questions



Culture

"Will I fit in at this company?"

- Diversity and Inclusion
- Speed of Change
- Business Ethics
- Work/Life Balance
- Office and Workplace
- Corporate Philosophy



Reputation

"Is this company legitimate?"

- Reviews
- Rankings
- Awards and Recognition
- Financials
- Press Releases
- Senior Leadership



Compensation

"Will I be paid fairly at this company?"

- Salary
- Benefits
- Profit Sharing
- Retirement
- Perks
- Reimbursements



Advancement

"Will I grow at this company?"

- Professional Development
- Career Growth
- Company Outlook
- Tech Stack



Will You Fit In at CoreTech?

Stephanie Grinnell, Director of Human Resources and Will Calhoun, Sr. Developer talk culture and award-winning employee engagement over caramel lattes.

The Real Deal: CoreTech Celebrates 20 Years

Meet our CEO Danny Plimpton and get his take on what the last two decades have been all about. Plus, get the scoop on why CoreTech will be around for decades to come.



Learn and Grow Your Career for the Future

Our newest Software Developer, the amazing Jann Reddy, talks tech stacks and how he knew he'd grow his tech talents to new heights working at CoreTech.

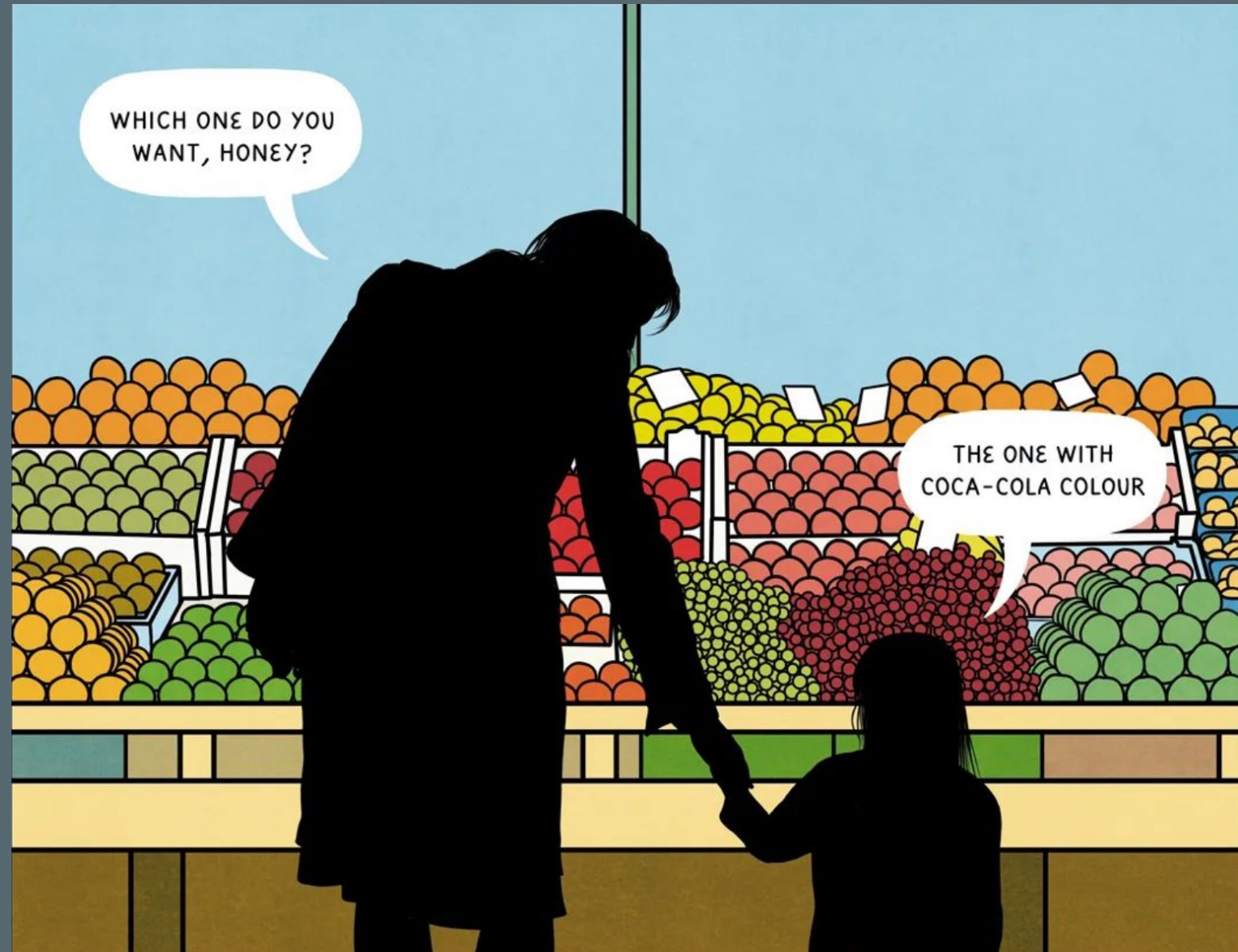


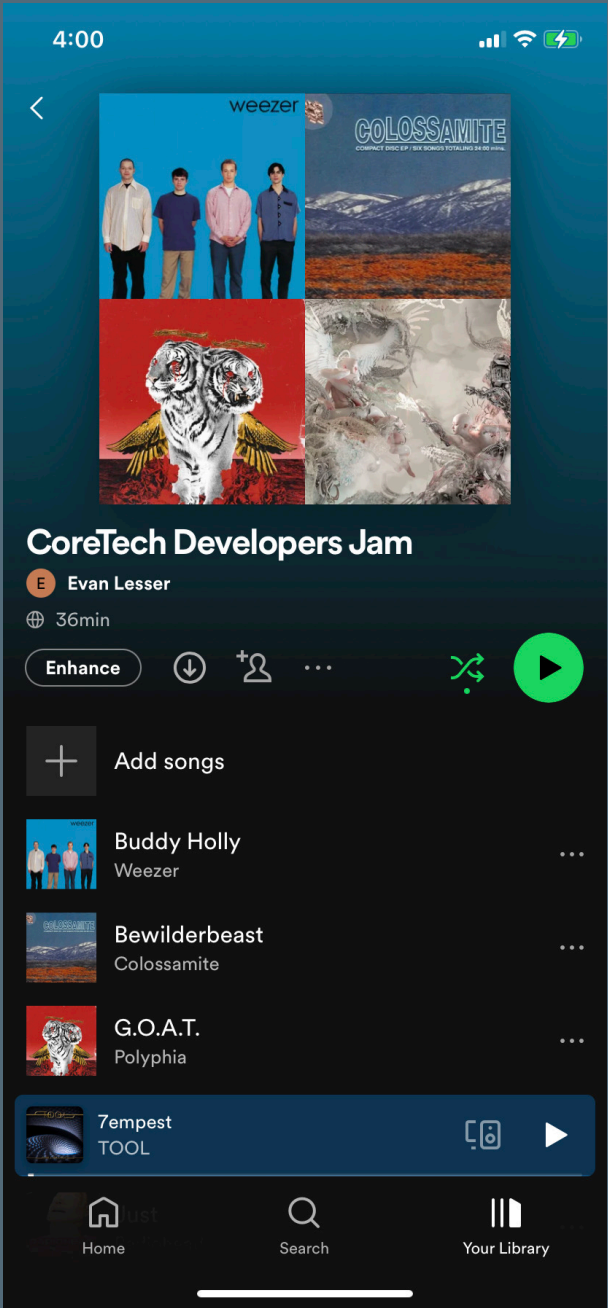
Get Creative: Go Beyond the Standard

Candidates bombarded
with the same branding

Unique efforts are
memorable

Get into the mind of your
target candidate






You're Invited!

Come join us to get the scoop on tech and chat with CoreTech recruiters


June 7 – 8pm – Smith's Coffee – Reston

SPECIAL GUEST SPEAKER

Kate Darling
Social Robotics Expert & MIT Media Lab Research Specialist




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ARIAKE

HOME GALLERY ABOUT US HOURS & LOCATIONS MENUS ONLINE ORDERING

Hungry for a new career?



RESTON LOCATION

12184 Glade Drive, Reston VA 20191 | 703-391-9006

Menu is subject to change. Please inquire within for up to date menus

LUNCH DINNER HAPPY HOUR SPECIALS A LA CARTE DESSERTS DRINKS

LUNCH SPECIAL

No Substitutions - No Separate checks for parties of 6 or more; 18% gratuity will be added to parties of 6 or more. Lunch Bento togo includes Salad & Rice only.

01. Shrimp & Vegetable Tempura

+ Chicken Teriyaki

04. Shrimp & Vegetable Tempura

+ BBQ Eel (4 pc)

08. Shrimp & Vegetable Tempura

+ Ton Katsu (breaded & deep fried pork cutlet)

11. Veggie Tempura, Steamed Veggies, & Veggie Roll

+ Avocado Salad (no gyoza)



WITH HOST **MARK LLOYD**

BRING YOUR FRIENDS
TEST YOUR KNOWLEDGE
WIN PRIZES AND GLORY

WUNDER GARTEN 1101 FIRST STREET NORTHEAST, WASHINGTON, DC

SPONSORED BY **CoreTech**

Slick Branding Versus “Real” Branding

Fancy, slick branding is
less effective

The vast majority of
content is self-produced

At present, the human
element resonates best

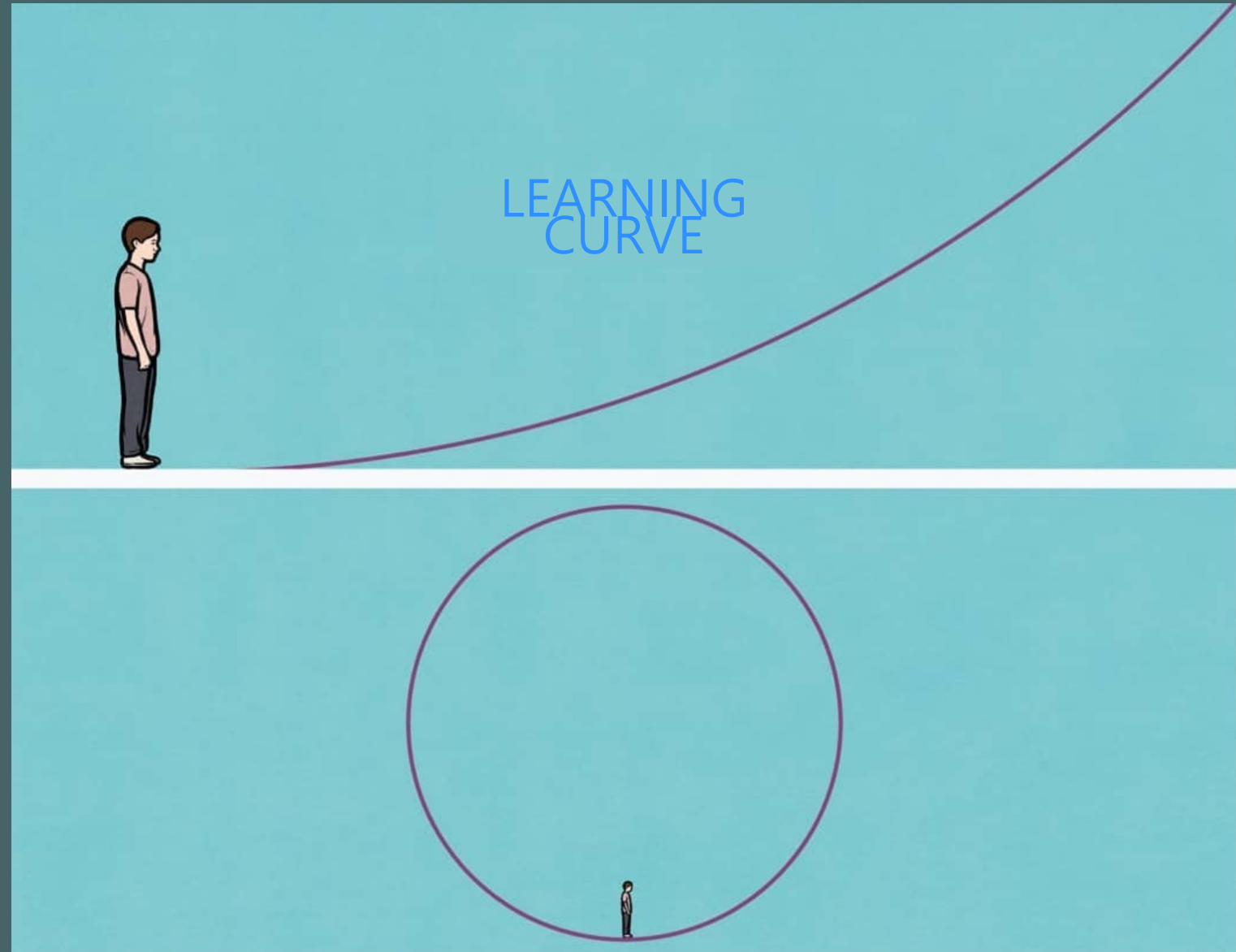


Effective Branding is Difficult

Easy – put out branding and say “done”

Hard – put out branding, get feedback, iterate

Measure effectiveness by talking to every new hire



Interview New Hires for Feedback

Learn what employer branding they saw

Get feedback on impact (positive or negative)

Retool and modify tactics and messaging to tune

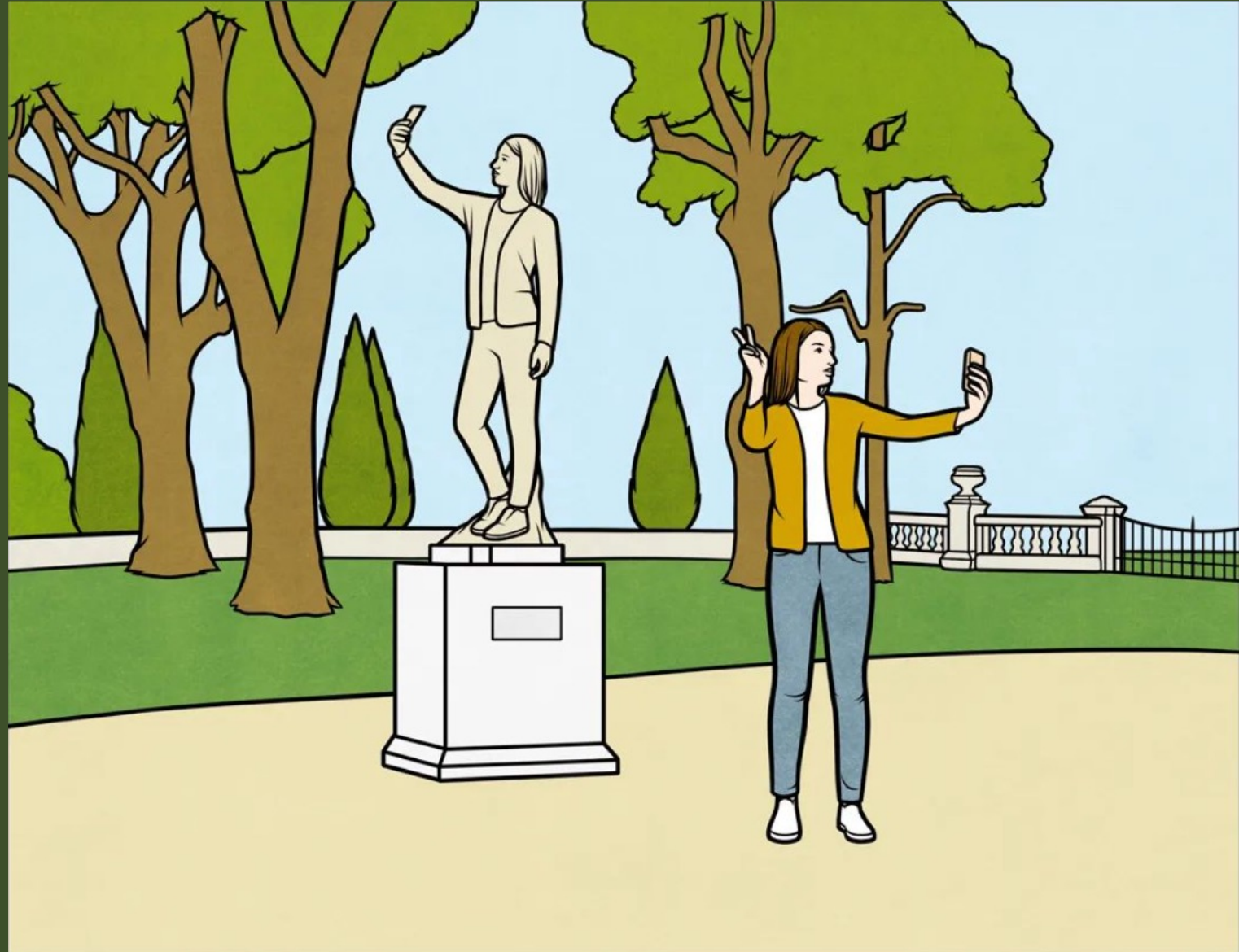


Employer Branding is a Team Effort

Enable your recruiters and employees to contribute

Set guidelines and provide approved content

Regularly check in and review good/bad efforts





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CONNECT 2022

Creating a Hiring Culture Across Your Organization

Tommy Weinert

Founder, Mount Indie



Create a Culture of Hiring ClearanceJobs Connect 2022

Tom Weinert



A little about me

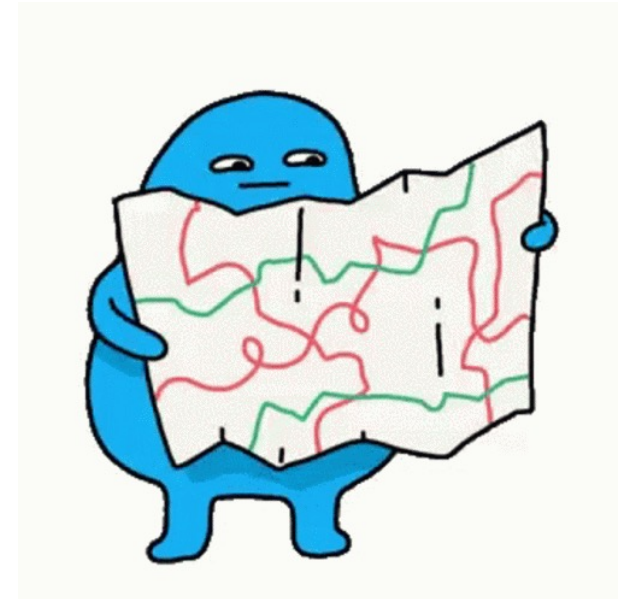
GOVCON Recruiting Since 2008

Candidate Advocate and Defender of Recruiters

Founded Mount Indie in 2018 to provide TA services to small business government contractors

Today's Roadmap

- The Market – Drastic Times – Basic Measures
- Defining a Culture of Hiring
- Training your Team
- Accountability – Hiring Health through KPI's



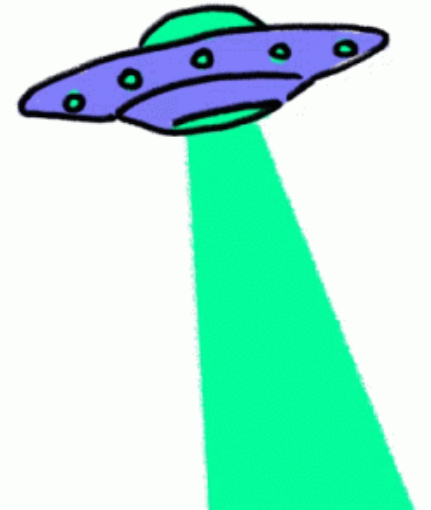


Are we living in reality?

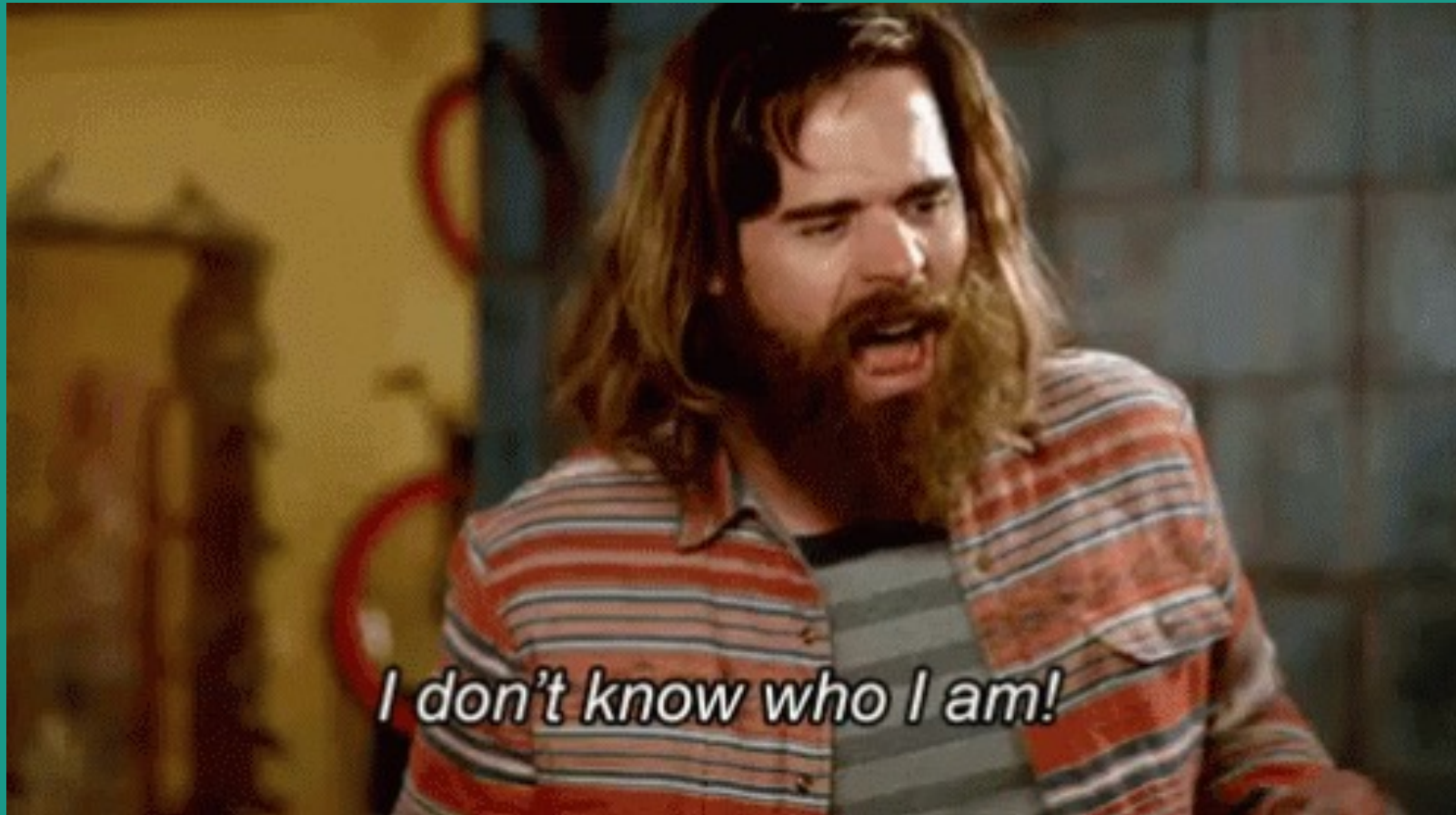
Scarcity of Talent 🤔

Increasing Salary Request 💰

Limited Resources 😬



GOVCON's identity crisis



CROWDSOURCING





What is a Culture of Hiring?



Culture of Hiring

The extent to which you prioritize the action of hiring, including the associated actions & process throughout all levels of your organization.



Who Touches Hires?

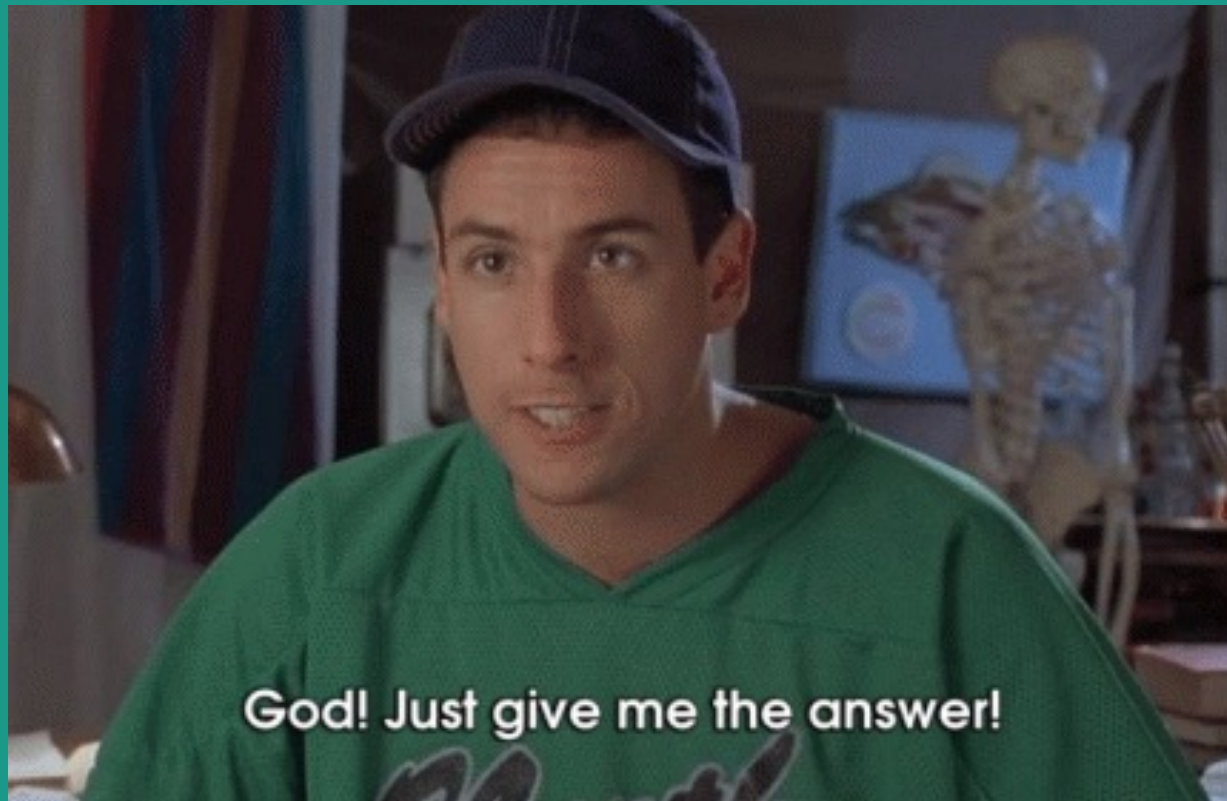


Who Touches Hires?

- Marketing
- Recruiting
- Human Resources
- Operations
- Program Management
- Business Development

- Security
- Administrative Staff
- Technical Counterparts/Interviews/Team
- Payroll
- IT
- Vendors (Background Check)
- ???

CROWDSOURCING



Interview Training

- What job are we hiring for – What Level?
- What is in it for candidate
- Why you want them vs why they should want you
- Prepared – Present – Pleasant
- Same Question in Interview
- Candidate vs Job not Candidate vs Candidate pool



Hiring Health – KPI's

Time in Workflow





Time in Hiring Workflow Calculation



STAGE	DATE	DAYS	KPI	36 Days
Position available	10/1		0 Days	
Position opened	10/5	4 Days	2 Days	
Clearance verification start	10/7	2 Days	1 Day	
Clearance verification end	10/8	1 Day	0 Days	
Candidate submitted	10/8	0 Days	7 Days	
1st round interview requested	10/15	7 Days	2 Days	
1st round interview conducted	10/22	7 Days	7 Days	
2nd round interview requested	10/29	7 Days	1 Days	
2nd round interview conducted	11/4	6 Days	7 Days	
Verbal offer extended	11/11	7 Days	2 Days	
Written offer extended	11/13	2 Days	1 Days	
Offer accepted	11/18	5 Days	3 Days	
Offer rejected	NA			
Reason offer rejected	NA			
Onboarding started	12/4	16 Days	14 Days	
Employee started work	12/7		3 Days	

Time to Fill - 67 days



36 days spent in scheduling/decision



Good hires die in bad process!

- The hires are out there, in ClearanceJobs, In your ATS, IN YOUR FUNNEL!
- You have submitted people probably in the last month that should have been hired
- If something doesn't make sense – it doesn't make sense – Question it!

Go Through The Process

WORST. PROCESS.





Free Needle Movers

- Interview Training
- Workflow KPI's
- Accurate job Descriptions that are rewritten into Ads
- No maybe pile
- Define & Execute
- Go through the process



Questions?