Memorandum for: Chief Human Capital Officers and Trusted Workforce 2.0 Senior
Implementation Officials

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Subject:       **Creating Efficiency Using OPM's Personnel Vetting and Security
               Services**

Efficient and effective personnel vetting ensures agencies have the trusted workforce they need
to deliver on their critical missions for the American public.  When done properly, personnel
vetting supports accelerated onboarding timelines and serves as a crucial piece in an agency's
risk management strategy.  However, when an agency lacks expertise or resources in personnel
vetting, it can cause delays onboarding new talent and expose the agency to increased human
risk.

OPM's Facilities, Security, and Emergency Management (FSEM) office has provided agencies
with personnel vetting shared services for decades, with a proven track record of timely and
professional support for agencies in managing their trusted workforce. Recent timeliness data for
January 2026 shows that OPM-FSEM initiated and adjudicated both national security and public
trust cases well ahead of the government-wide average.  Business process shared services, such
as personnel vetting shared services, provide economies of scale and improve the quality,
timeliness, security, and cost-effectiveness of service delivery.  By leveraging shared services,
agencies can refocus resources saved on accomplishing core agency missions.

In addition to demonstrated experience delivering cost-effective personnel vetting solutions to
agencies, OPM is also at the forefront of implementing the Administration's Trusted Workforce
(TW) 2.0 vetting reform initiative.  The Administration directed agencies to prioritize
streamlining and improving personnel vetting processes under TW 2.0 in the Merit Hiring Plan
to support reducing time-to-hire, strengthening the suitability of the Federal workforce, and
eliminating waste.  Utilizing OPM's personnel vetting shared services on a reimbursable basis
can help agencies comply with TW 2.0 implementation and meeting the Administration's goals
for an improved vetting process.

OPM encourages agencies to consider how obtaining personnel vetting solutions from OPM's
FSEM might help them get people to work faster, eliminate waste, optimize risk management,
and support agency workforce restructuring efforts.  OPM's FSEM can deliver end-to-end
vetting services that outperform government-wide timeliness standards and enhance cost

efficiency for agencies, while allowing agencies flexibility to select the products and services that best fit their needs.

OPM's personnel vetting services include:

- position risk and sensitivity designation,
- personal identification verification (PIV) credentialing lifecycle management,
- vetting need determinations that ensure only the necessary amount of vetting is done,
- preliminary determinations (clear to onboard decisions),
- suitability, fitness, and national security adjudication recommendations,
- suitability action and security revocation and denial process assistance, and
- continuous vetting and Rap Back enrollment and alert processing.

To learn more about OPM FSEM's vetting services, contact us at VettingSupportServices@opm.gov.


Attachment:

OPM Agency Services Flyer

# VETTING SUPPORT SERVICES

The Personnel Security Division at OPM safeguards federal personnel, property, and systems through comprehensive vetting processes. Leveraging decades of expertise, our dedicated team works diligently to evaluate the reliability of federal employees and contractors. We partner with your agency to enhance timeliness and compliance by delivering these services in the most efficient manner possible.

## Preliminary Eligibility Determinations

Our team provides precise application of Transfer of Trust and Re-establishment of Trust processes. We deliver fast, compliant onboarding support by initiating, reviewing, and authorizing eApps through the National Background Investigations Services (NBIS) system. Additionally, we provide preliminary recommendations on suitability, fitness, and credentialing to facilitate entry on duty.

## National Security, Suitability, Fitness, and Credentialing Recommendations

Our team provides final national security, suitability, fitness, and credentialing recommendations under 5 CFR part 731 and in accordance with Executive Order 12968 and SEAD-4, as applicable. We can also support agencies through the suitability action process and security revocation and denial processes.

## Other Services

**We provide a number of other services that are tailored to your agency's needs:**

• **Position Designations**

• **PIV Credentialing lifecycle management utilizing GSA's USAccess program**

• **Continuous Vetting enrollment, validation and alert processing**

• **Rap Back enrollment, validation and alert processing**

*These services are provided in coordination with the Suitability and Credentialing Executive Agent.*

For more information, contact us at **VettingSupportServices@opm.gov** or **(202)936-0325**