Office of the Director of National Intelligence

# Personnel Vetting Trust Determinations

November 2026

# Overview

The enclosed report responds to Section 7703(b) of the Intelligence Authorization Act for Fiscal Year 2024 (Pub. L. No. 118-31), as amended. The law requires the Director of National Intelligence, as the Security Executive Agent, and the Director of the Office of Personnel Management, acting as the Suitability and Credentialing Executive Agent, in coordination with the Security, Suitability, and Credentialing Performance Accountability Council (SSC PAC), to jointly make available to the public a report on specific types of personnel vetting trust determinations made during the fiscal year preceding the fiscal year in which the report is made available, disaggregated, to the greatest extent possible, by the following:

1. Determinations of eligibility for national security-sensitive positions, separately noting:
    a. The number of individuals granted access to classified national security information; and
    b. The number of individuals deemed eligible for, but not granted access to, classified national security information.
2. Determinations of suitability or fitness for a public trust position.
3. Status as a Government employee, a contractor employee, or other category.

## Determinations of Eligibility for National Security-Sensitive Positions[1]

Table 1: Determinations of Eligibility for National Security-Sensitive Positions

| Fiscal Year | In Access | Eligible Not in Access |
|---|---|---|
| 2025 | 384,987 | 289,193 |

[1] Office of Director of National Intelligence (ODNI) issued a data call to agencies to collect the requested information. These figures reflect some overlap in records due to the challenges with collecting in access/eligible not in access data for some populations that do not require consistent access for their positions, particularly in the Department of War. Additionally, some contractor personnel may be recorded by both the Defense Counterintelligence and Security Agency, which holds their clearances, and the agencies that employ their services. Recognizing the importance of accurate reporting, ODNI is working to improve coordination and data consistency among all reporting entities. The introduction of the primary affiliation concept under Trusted Workforce 2.0 is expected to further enhance the clarity and accuracy of future reporting.

## Determinations of Suitability or Fitness for Public Trust Positions

Table 2: Determinations of Suitability or Fitness for Public Trust Positions

| Fiscal Year | Total Favorable Suitability/Fitness Determinations |
|---|---|
| 2025 | 108,496 |

When the legacy government-wide personnel vetting repositories were developed many years ago, performance reporting requirements focused on timeliness and processes tied to security clearances. As such, the legacy systems were not designed to measure and report on enterprise-wide performance for vetting processes for the non-sensitive, public trust population receiving suitability and fitness determinations. As part of the Trusted Workforce 2.0 reform effort, a vision to measure and report performance of this population was established through the Federal Personnel Vetting Performance Management Standards and later enhanced with the subsequent Federal Personnel Vetting Performance Management Standards Implementation Guidance. The SSC PAC acknowledged that the ability to deliver enhanced performance and metrics tracking relied upon the development and delivery of new Information Technology (IT) systems. The SSC PAC established IT system requirements for developing an automated system to collect personnel vetting data. The system is the National Background Investigations System (NBIS), which the Defense Counterintelligence and Security Agency is developing. Delivery of the new NBIS with enhanced metrics capabilities is several years behind schedule. As a result, the enterprise's ability to provide more expansive and comprehensive data on all aspects of the vetting process is currently constrained by the limitations of the legacy systems.

One of the limitations of the legacy vetting repositories affecting this report is that the repository that hosts vetting records for non-sensitive public trust determinations does not allow agencies to report separate determinations for all applicable adjudication types (suitability, fitness, national security, and credentialing) when a position requires multiple types of trust determinations. As a result, the Fiscal Year 2025 totals reflected in Table 2 for suitability and fitness determinations for public trust positions do not include suitability or fitness determinations that may have been made in conjunction with national security trust determinations because those additional determinations could not be captured in the government-wide personnel vetting repository. Most national security positions require more than one type of trust determination. For example, a contractor in a national security position requires a fitness, national security, and credentialing trust determination. If a national security determination is recorded, the agency is unable to also record a separate, corresponding suitability/fitness determination. Current repositories also limit the ability to reliably track the number of unfavorable suitability or fitness determinations, and as such those totals are unavailable.

The SSC PAC established IT system requirements that NBIS must permit agencies to record multiple types of adjudicative decisions when applicable to a position, and complementary requirements have been established for agencies to use this practice once the new NBIS is available. Once NBIS is fully operational, the SSC PAC will have enhanced visibility into enterprise vetting program performance to inform data-driven decisions supporting continuous process improvements.

## Status as a Government Employee, a Contractor Employee, or Other Category

Table 3: Total number of national security, suitability, and fitness determinations made by status

| Fiscal Year | Government Employee | Contractor Employee | Other[2] Category | Total |
|---|---|---|---|---|
| 2025 | 493,105 | 287,998 | 1,573 | 782,676 |

[2] The "other category" classification is based on an agency's designation of the individual's position type on the standard form when the agency initiates the eApp. The agency's interpretation of "other" is not explicitly defined. Future iterations of the Personnel Vetting Questionnaire are expected to provide more precise guidance for agencies, which should improve the accuracy of these categorizations.