

SPēD Certification Program

Frequently Asked Questions

Why is the Department of Defense creating the SPēD certification program?

Defense Security Service (DSS) and the Defense Security Training Council (DSTC) are developing the SPēD Certification program to meet Office of the Director of National Intelligence (ODNI) and Under Secretary of Defense for Intelligence (USD(I)) guidance in meeting the National Intelligence Strategy Enterprise Objective 6 for Developing the Intelligence Community workforce.

How was the SPēD Certification developed?

The Director of DSS, in coordination with ODNI, USD(I), and the Defense Security Training Council developed the SPēD Certification Program. The certification program is based on the Defense Security Skill Standards developed in 2007 and refreshed in 2009. With the significant input from subject matter experts from across DoD, DSS and the DSTC designed the certification program to meet the cross disciplinary nature of today's security workforce requirements. Aligned with Intelligence Community Directive 610 and Intelligence Community Directive 652, the certification program will provide the assessment instrument for measuring knowledge and skills.

What is the SPēD Certification Program?

The SPēD Certification is an initiative by the Department of Defense to professionalize the DoD security workforce. The SPēD Certification Program is composed of four certifications.

- **Security Enterprise**
Professional Certification "For Enterprise Security Leaders"
- **Security Program Integration**
Professional Certification "For Risk and Program Managers"
- **Security Asset Protection**
Professional Certification "For Full Performance Personnel"
- **Security Fundamentals**
Professional Certification "For Entry Personnel"

Is it mandatory for DoD Security Personnel to take the SPēD Certification?

This may vary for individuals. Please check with your Component Functional Manager (FCM) or the SPēD Office of Primary Responsibility for your organization. All DoD security workforce, military and civilian, whose job entails performing security work activities above 50% of the time (more than 20 hours per week as defined by the DoD Security Skill Standards), will be required to obtain the SPēD Certification. Depending on your organization's SPēD Implementation Plan and the policy of the SPēD Certification Program, positions may not be required to hold a certification. Reasons for non-certification include positions that traditionally have rotated staff of less than one year and / or the position's job functions having less than 50% of the defined DoD Security functions based on the DoD Security Skill Standards.

Is it mandatory for Contractors performing in the role of DoD Security Personnel to take the SPēD Certification?

Yes. Please see the above FAQ for civilian and military.

When is it mandatory for DoD Security Personnel hold a SPēD Certification?

This will be based on your respective organization Implementation Plan. Each organization with a DoD Security workforce has developed an Implementation Plan over a five year period after the approval of the SPēD Certification Program by USD(I).

How many times may I take the certification exam?

Candidates may take a SPēD Certifications several times over a defined period of time. Refer to the Candidate Certification Handbook for details (available August 2010 on the DSS SPēD web site).