

## **SPED Conferral Ceremony**

**April 1, 2011**

**Ms. Denise Humphrey**

We've been working on this program for a relatively short period of time. We actually started working very hard with our DoD Security Training Council in April of 2009. That's when we started to work with our contractor support and sit down and really try to identify, what is SPeD, spelled sped, again, I like the misnomer, it sticks in peoples' minds. But more importantly, it helped us to really start to grapple with, should we have something that tracks people merely by grade, or should we really try to address the harder concept of what is it people actually need to know through the careers based on scope and levels of responsibility. So we decided to go that harder road. And here we are today with a four-level certification program that's not tied merely to grades, it's more importantly tied to the actual duties and functions that individuals perform. That gives us some flexibility, because security professionals can step up and take certification, but we can also then identify what the certifications are required for various duties and positions across the department and we don't have to worry about, Is somebody in a pay band, as we currently live with today versus a grade structure, we're able to actually identify what it is they do, and then identify the certification necessary for that particular position.

This has not been a DSS-developed program; this has been a department-wide developed program. We have had extensive support from the military components, the Air Force, the Army, Navy, Marine Corps. The fourth estate, all the defense agencies, offices, we've had non-DoD activities participating, we've been working hard with aligning with what the director of national intelligence is identifying as competencies.