



Development of a highly professional and competent Security Cooperation Workforce (SCW) is critical to achieving U.S. foreign policy and National Defense Strategy (NDS) objectives. As part of the FY24 National Defense Authorization Act (NDAA) and NDS implementation initiatives were announced to strengthen the SCW and professionalize the field Security Cooperation for decades to come. A key part of these initiatives is the new Department of Defense (DoD) SCW Certification 2.0 Program.

This frequently asked questions document describes the SCW Certification 2.0 Program and how it will be implemented. The authoritative document defining Certification 2.0 requirements is the [Interim Implementation Guidelines for the DOD Security Cooperation Workforce Program 2.0](#). There will be a forthcoming update to DoD Instruction (DoDI) 5132.15, "Implementation of the Security Cooperation Workforce Certification Program," dated May 7, 2021.

Security Cooperation is a principal mode of foreign policy and crucial to global stability. Title 10 U.S.C. § 384 revised in NDAA'24 § 1204 and the NDS implementation memo directed the DOD to ensure those who represent the U.S. to Partner Nations are a professionalized force, with the training and support necessary to advance national security objectives.

What is Certification 2.0?

The Certification 2.0 Program, an element of the DoD Security Cooperation Workforce Development Program (SCWDP) prescribed by 10 U.S.C. § 384 and revised in NDAA'24 § 1204, is required to ensure DOD personnel assigned to statutorily defined SCW positions have the competency-based training and experience necessary to carry out assigned Security Cooperation responsibilities. The Defense Security Cooperation Agency's (DSCA) directorate, the Defense Security Cooperation University (DSCU), is charged with the administration of the Certification 2.0 program and the creation of updated curriculum. Certification 2.0, which will be implemented in phases during FY24, includes new certification proficiency levels based on requisite training and rank/grade, innovative curriculum, and career development. There are four elements of the Certification 2.0 Program: core competencies, experience, continuous learning, and leadership training. Learn more by watching the [Certification 2.0 Overview Video](#)

Why is Certification 2.0 being implemented?

Security Cooperation education, training and certification underwent a year-long reevaluation, which allowed for refinement of the DSCU curriculum and DoD SCW certification requirements. This assessment resulted in a completely revamped program, Certification 2.0.

The new certification requirements are tailored to the SCW's competency needs, the current strategic reality, and answer tasks set forth by Congress and the NDS. Developing a professional SCW that can build capabilities for our allies and partners requires competency-based education and training focused on job-specific knowledge, skills, and abilities.

How are Certification 2.0 and the previous certification program different?

Certification 2.0 replaces a legacy program that included education and training along five areas of concentration that were similar to each other and not fully competency-based. The legacy program did not align proficiency levels with the work of the SCW, resulting in more than half of the workforce classified as basic.

The most significant changes embodied in Security Cooperation Certification 2.0 include completely new, enhanced curriculum and a requirement to properly code SCW positions in manpower systems of record to reflect these enhancements. The following changes were also made:

- f Adding Capability Development as a core competency
- f Replacing 5 Areas of Concentration (AOCs) with 9 Functional Areas
- f Redefining the certification proficiency levels (Foundational, Practitioner, Expert, and Executive)
- f Prescribing proficiency levels largely by military rank and civilian grade

What is the Certification 2.0 timeline? What are the certification deadlines and phases?

Implementation of the Certification 2.0 Program began September 30, 2023. The first year is a transition period intended to provide the Offices of the Under Secretaries of Defense, Military Departments, Joint



Staff, Unified Combatant Commands, Defense Agencies and Field Activities hereafter referred to as “DOD Components”—and SCW members time to familiarize themselves with the program and new curriculum, and properly identify and code positions in appropriate systems of record. Beginning October 1, 2024, SCW members will be required to complete required certification courses by the following deadlines:

- f Foundational-level certification: One year to complete all required Foundational-level courses. Note, all SCW members require at least Foundational-level certification, including those designated in the Support Enablers functional area.
- f Practitioner-level certification: Two years to complete all required Practitioner-level courses including core requirements, primary functional area requirements, and secondary functional area requirements.
- f Expert-level certification: Two years to complete all required Expert-level courses including core requirements, primary functional area requirements, and secondary functional area requirements.

For personnel who join the SCW after October 1, 2024, their timelines will begin on the day that they enter the SCW, which will be indicated by the DOD Component linking an individual to a code SCW billet/position in the appropriate Military Department or Fourth Estate manpower system of record.

When does Certification 2.0 begin?

Certification 2.0 initiated a rolling start on September 30, 2023. The first year of implementation (September 30, 2023–September 30, 2024) is a transition period in which completion deadlines will not apply. This will provide the DOD Components and members of the SCW time to become familiar with the program and implement it in an effective manner. SCW members should begin familiarizing themselves with Certification 2.0, ensuring their positions are coded in manpower systems of record, identifying their assigned Functional Areas, and certification proficiency levels.

How is the SCW defined? Who is included in the SCW?

All members of the SCW—which includes members of the armed forces and civilian employees of the DOD who perform Security Cooperation functions—are required to be identified in the manpower systems of record and fully participate in the Certification Program. Security Cooperation certification is a condition of employment for civilians and an order for service members.

10 U.S.C. Section 384(h) (1)-(6) defines the DOD SCW as:

1. Members of the armed forces and civilian employees of the DOD working in the Security Cooperation organizations of United States missions overseas.
2. Members of the armed forces and civilian employees of the DOD in the geographic combatant commands and functional combatant commands responsible for planning, monitoring, or conducting Security Cooperation activities.
3. Members of the armed forces and civilian employees of the DOD in the military departments performing Security Cooperation activities, including activities in connection with the acquisition and development of technology release policies.
4. Other military and civilian personnel of Defense Agencies and Field Activities who perform Security Cooperation activities.
5. Personnel of the DOD who perform assessments, monitoring, or evaluations of Security Cooperation programs and activities of the DOD.
6. Other members of the armed forces or civilian employees of the DOD who contribute significantly to the Security Cooperation programs and activities of the DOD by virtue of their assigned duties.

Are DOD contractors required to be certified in Certification 2.0?

According to 10 U.S.C. Section 384(h) definition, DOD contractors are not defined as part of SCW. The SCW does not include private sector employees providing services under contract with DOD (e.g., “contractors”). As a result, resources have not been allocated for their certification nor do contractors currently have certification requirements. Personnel who are not in a DOD Security Cooperation position will not be eligible for certification, but they can still register for courses.

When will DSCU Certification 2.0 courses be available?

SCW members are encouraged to begin their required courses at the appropriate level—as they are made available by DSCU. DSCU will announce available courses on www.dscu.edu. When available, DSCU will release a course catalog outlining future courses.

- f Foundational-level courses will be offered starting Q2 FY24.
- f Practitioner-level courses will be offered starting Q3 FY24.
- f Expert-level courses will be offered by October 1, 2024.

Who will receive priority registration for instructor-led courses?

Demand for certain resident courses may exceed the classroom/seat capacity at DSCU, particularly in the first years of Certification 2.0. To ensure prioritization of SCW personnel most in need of certain courses, course registration for Certification 2.0 courses will typically be prioritized as follows:

1. DOD personnel assigned to Key SCW positions taking a course that is required for certification.
2. DOD personnel assigned to Key SCW positions taking a course that is not required for certification but that is deemed necessary by the DOD Component based on the developmental needs of the person to fill the Key SCW position.
3. DOD personnel not in Key SCW positions taking a course required for certification.
4. Locally employed staff and foreign service nationals taking a course requested by the relevant Combatant Command.
5. Contractors taking a course required by the terms of the contract.
6. DOD personnel assigned to SCW positions (but not to Key SCW positions) taking a course for any other purpose.
7. Interagency partner personnel
8. DOD contractors taking a course not required by the terms of the contract.

Components with a training requirement that cannot be met by this prioritization scheme should contact the DSCU Registrar dscu.ncr.dscu.list.registrars@mail.mil to request assistance.

What are the new proficiency levels within Certification 2.0?

The new proficiency levels within Certification 2.0 are Level 1 Foundational, Level 2 Practitioner, Level 3 Expert, and Level 4 Executive. Certification 2.0 requires all members of the workforce, including new and long-standing members, to obtain appropriate professional, proficiency-based certification primarily determined by rank/grade.

How do I find out my position/billet's certification proficiency level?

Workforce members should contact their supervisor and/or Component Certification Authority with questions concerning their position coding and/or personnel data in systems of record. Certification proficiency levels are nominally based on military rank and civilian grade as seen in the below table.

| Certification Level IV: Executive | | | | | | | | | | | | | | | |
|---|---------|--------------|-------|-------|---------------------|-----|-------|---------------|-------|-------|--------------------------|-------|-----|-----|---------|
| Certification Level III: Expert | | | | | | | | | | | | | | | |
| Certification Level II: Practitioner | | | | | | | | | | | | | | | |
| Certification Level I: Awareness/Foundational | | | | | | | | | | | | | | | |
| GS | 1/2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | SES |
| OFF | | | | | | | O-1/2 | O-1/2 | O-2/3 | O-3/4 | O-4 | O-4/5 | O-5 | O-6 | O-7/8/9 |
| WO | | | | | | | | W-1/2 | W-2/3 | W-3/4 | W-4/5 | W-5 | | | |
| ENL | E-1/2/3 | E-4/5 | E-5/6 | E-6/7 | E-7/8 | E-8 | E-8/9 | E-8/9 | E-8/9 | E-8/9 | E-8/9 | | | | E-9 Nom |
| GS: General Schedule | | OFF: Officer | | | WO: Warrant Officer | | | ENL: Enlisted | | | SES: Senior Exec Service | | | | |

**This construct does not apply to support functions, who only need Level 1 certification*



If I am Level 2, Practitioner, do I have to take Level 1?

No, this is a tailored approach for your proficiency level. If your position is coded as a Level 2 Practitioner, you do not complete Level 1 then Level 2; you will complete Level 2 Practitioner requirements. If your position is coded as a Level 3 Expert, you do not complete Levels 1, 2, and then 3; you will complete Level 3 Expert requirements. This is an important change from the legacy certification program.

How will SCW members be identified/coded?

All security cooperation positions must be coded in their manpower systems of record. Proper coding will ensure that SCW members take the competency-based courses that best meet the requirements of their assigned positions.

A [Security Cooperation Position Coding Guide](#) has been provided to help Components identify their SCW members functional areas and certification proficiency levels. The Coding Guide to assist the Military Departments, Fourth Estate, and other organizations with coding the SCW correctly. DOD Components should conduct an initial review of certification levels and ensure positions are coded in the appropriate Military Department or Fourth Estate manpower system of record by March 31, 2024.

Components and the Fourth Estate will provide coding information to DSCU in proper data format at routine intervals. Manpower codes will include the following information:

- f Security Cooperation (this is a Security Cooperation position)
- f Key/Not Key and Military/Civilian
- f Functional Area (See table 1 below, Coded A-I)
- f Proficiency Level Required (Foundational, Practitioner, Expert, Executive)

What is the process to request a waiver to certify at a different proficiency level than the proficiency level indicated by the billet's grade/rank?

There is a waiver process, however, waivers should be an exception and not the norm. One of the challenges revealed by the year-long assessment of the legacy certification program was that approximately 50% of the SCW was coded "Basic." For the SCW to realize its potential to become a more efficient and effective enterprise, SCW members must be trained and certified at the appropriate proficiency level.

The [Certification 2.0 Proficiency Level Waiver Request](#) process allows position owners to propose upgrades and downgrades to prescribed proficiency levels of positions within the SCW.

Additionally, [Certification 2.0 Waiver Process Map](#) illustrates the waiver process, and the [Action Memo](#) must be completed by the position owners to recommend and route a proficiency level waiver.

The Certification 2.0 proficiency-level waiver process allows position owners to propose upgrades and downgrades to prescribed proficiency levels of positions within the SCW. Various data listed in the [Certification 2.0 Proficiency Level Waiver Request](#) are considered when assessing a waiver request. The DSCU President is the approval authority for waiver requests.

What are the SCW Competencies?

The anchor of Certification 2.0 and corresponding curriculum are the ten security cooperation competencies. With the competencies as the guide, the new DSCU curriculum is intended to develop a common set of skills and knowledge in specific segments of the workforce.

The competencies were agreed to by the security cooperation enterprise in 2018. As with the DOD Financial Management (FM) Certification, the Certification 2.0 will feature mandatory competencies at each level of certification. The ten Certification 2.0 SCW Competencies are:

- f Country/Regional Orientation and Awareness: Develop and maintain an understanding of the country's or region's cultural, economic, political, and security environment.
- f Strategy and Policy Development: Develop and support strategies, policies, guidelines, and/or key considerations associated with Security Cooperation. Identify, assess, and execute Security Cooperation programs and activities to achieve political/military objectives.
- f International Armaments Cooperation Activities/Programs: Identify, assess, plan, develop, negotiate, and execute International Armaments Cooperation activities/programs.



- f Sales and Transfers Identify, assess, plan, implement, execute, and/or manage the acquisition, delivery, monitoring, and/or disposal of articles and/or services (e.g., education and training) for international customers/partners.
- f International Program Planning and Execution Develop international aspects of program acquisition strategies. Plan and/or implement defense exportability features and efforts.
- f Security Cooperation Planning and Execution Develop and execute Security Cooperation plans supporting Combatant Commander's Theatre Campaign Plans.
- f Assessment, Monitoring, and Evaluation Assess, monitor, and/or evaluate Security Cooperation programs, activities, and initiatives.
- f Political-Military (POLMIL) Activities Identify, assess, and execute Security Cooperation programs and activities to achieve political/military objectives.
- f Security, Foreign Disclosure, and End Use Controls Develop and/or implement security (e.g., technology, physical, information assurance), foreign disclosure, and end use controls policy, guidelines, and procedures.
- f Capability Development The act of advising allies and partner nations on the identification and creation of institutional capabilities necessary to successfully absorb, employ and sustain desired operational capabilities.

What are the core competencies by proficiency level?

| Level 1 Core Competencies | Level 2 Core Competencies | Level 3 Core Competencies | Executive Core Competencies |
|--|---|---|---|
| <ul style="list-style-type: none"> • Capability Development • Political-Military Activities • Security, Foreign Disclosure, and End Use Controls • + a Primary Functional Area • + DOD Civilian Leadership Training (for civilians) | <ul style="list-style-type: none"> • Capability Development • Political-Military Activities • Security, Foreign Disclosure, and End Use Controls • Country/Regional Orientation and Awareness • + a Primary Functional Area • + a Secondary Functional Area • + DOD Civilian Leadership Training (for civilians) | <ul style="list-style-type: none"> • Capability Development • Political-Military Activities • Security, Foreign Disclosure, and End Use Controls • Country/Regional Orientation and Awareness • + a Primary Functional Area • + a Secondary Functional Area • + DOD Civilian Leadership Training (for civilians) | <ul style="list-style-type: none"> • Capability Development • Political-Military Activities • Security, Foreign Disclosure, and End Use Controls • + Focused Executive Training |

What are the Certification 2.0 Functional Areas?

One of the foundational enhancements of Certification 2.0 is the introduction and implementation of nine Functional Areas to replace the Areas of Concentration (AoCs). It is important not to confuse the competencies with the new Functional Areas.

Each position in the SCW will be assigned a functional area and a certification level by the respective DD Component. These assignments help to ensure that SCW members take the competency-based courses that best meet the requirements of their assigned positions.

To ease recoding and maintain consistency, previous AoCs were aligned with the corresponding Functional Area Note. Level 2 and Level 3 SCW members, in consultation with their supervisors, will select a Primary Functional Area as well as a Secondary Functional Area.



What are the nine new Functional Areas?

Functional Areas

| |
|--|
| (A) Policy and Resourcing (Aligns with previous AoC 1) |
| (B) Foreign Military Sales and Financing (Aligns with previous AoC 2) |
| (C) Security Cooperation Organization (Aligns with previous AoC 3) |
| (D) Support Enablers *FM, HR, Legal, IT (Aligns with previous AoC 4) |
| (E) Acquisition (Aligns with previous AoC 5) |
| (F) Building Partner Capacity/DOD Train and Equip (New) |
| (G) Advise, Train, and Education (New) |
| (H) State Partnership Program (New) |
| (I) Assessment, Monitoring, and Evaluation (New) |

*Complete definitions for the Functional Areas are in the Interim SCW Certification 2.0 Implementation Guidance pages 56.

Who is the final authority in determining the Functional Area for positions?

It is the responsibility of the Component to select the appropriate Functional Area for the duties and responsibilities of the position and to code the position in the appropriate manpower system of record. Consistent with the legacy certification program, the determination should include a conversation with component leadership, the supervisor, and the member of the SCW. See the "Certification Authority" section on page 16 in the [Interim Implementation Guidelines for the DOD SCW Program Certification 2.0](#) for more clarifying details.]

What are Secondary Functional Areas for Practitioners and Experts ?

At the Practitioner and Expert proficiency levels, SCW members will designate a Secondary Functional Area as an elective course to broaden their Security Cooperation knowledge base. Secondary Functional Area's are not part of the Security Cooperation Position code, and they will vary from SCW member to SCW member- even SCW members with the same position description may select/enroll in different Secondary Functional Areas.

The selection of a Secondary Functional Area should be based on a conversation between the SCW member and their supervisor. Considerations for selecting and enrolling in a Secondary Functional Area include consideration of the SCW member's current Security Cooperation work, SCW member personal interests, and SCW member's career goals. Secondary Functional Areas will be at the Foundational proficiency level.

How are Support Enablers, such as technology support or administrative support , coded and assigned functional areas ?

SCW Support Enabler personnel require security cooperation awareness. Support Enablers can only be coded as Level 1, Foundational. Support enablers do not have to complete a Primary functional area. DSCU will offer specialized modules/courses for legal and financial management professionals working in security cooperation.



What are the options for SCW members who are initially identified as Functional Area “D” Support Enablers; who supervisors determine, based on the specific roles and responsibilities of the position, require a greater understanding of Security Cooperation beyond the Foundational Proficiency Level ?

Supervisors should identify and code SCW positions based on the unique duties and responsibilities of each position. Supervisors are most familiar with the unique requirements for their SCW members and should identify and code positions to meet those requirements. We recommend a conversation between supervisors and SCW members to determine the appropriate SCW code to account for the actual duties and responsibilities of each position. Based on the year-long pause and review of the previous SC Certification program, Certification 2.0 was designed to be as inclusive as possible. We transitioned from 5 Areas of Concentration (AoCs) to 9 Functional Areas (FAs) to enable more SCW members “see themselves” in the SCW. Specific acknowledgement was made for Support Enablers who benefit from a foundational knowledge of SC, but not do require advanced training and education to perform their duties. Therefore, Support Enablers (FAD) will only receive Foundational proficiency level certification regardless of the rank/grade of the position. In instances where SCW members require advanced training, education, and certification beyond the Foundational proficiency level, another FA may be more appropriate. As an example, FA, Policy and Resourcing, provides a greater range of proficiency levels, from Foundational to Executive, that may be more appropriate. A waiver is required for FA (re)designation, the supervisor determines what FA is most appropriate based on the duties and responsibilities of the position. Waivers are only required for requests to increase or decrease the proficiency level based on the grade/rank of the SCW member.

What are the experience requirements within Certification 2.0?

SCW members must obtain one year of successful experience in the appropriate functional area at the appropriate level (Foundational, Practitioner, and Expert) to be eligible for certification, starting from the individual's entry on duty date. If the SCW member completes the course work and receives a fully successful performance appraisal or review, they will receive credit for experience.

Will there be test through options?

Yes, some Certification 2.0 curriculum offer test through options. However, all members of the SCW are required to satisfy requirements for their Certification 2.0 proficiency level.

Test through options allow experienced SCW members registered for those courses to take a pre-test. A member who scores high enough on the pre-test will automatically receive credit for having completed that course without needing to take the course. The Certification 2.0 Program is structured to acknowledge and provide credit for certain types of training.

Does Certification 2.0, require those previously certified in the old program to re-certify in Certification 2.0 ?

Yes, all SCW members will need to be classified into the three new certification levels, complete new curriculum or test through the new curriculum, and/or complete new required Certification 2.0 courses through continuous learning requirements.

The security cooperation community is committed to a fair and equitable way of levying the new requirements within Certification 2.0. Certification 2.0 and the corresponding DSCU curriculum have been updated as directed by the NDS to address the current security cooperation landscape, which has significantly changed in the past three years

Examples:

1. I am a GS13 previously certified as basic, do I need to recertify? Yes, as a GS13 you will now be classified as either a Level 2, Practitioner or a Level 3 Expert (unless you are a Support Enabler) depending on consultation with your supervisor and/or Component Certification Authority. You will start your Certification 2.0 at Level 2 or 3 (completing Level 1 courses first is not a requirement).
2. I am a O6 and attended a DSCU executive education course in 2021, am I certified as an Executive? DSCU Executive Education courses under Certification 2.0 are only available to General Officer civilian SES and nominative E9 personnel. As an O-6 you will need to certify as a Level 3 Expert.



3. I am an E7 certified at the previous "Intermediate" level. Do I need to recertify? Yes, as a Level 2 Practitioner, you will be required to complete the new Level 2 Practitioner courses. Test through options will be available within the new curriculum.

What are the requirements for Certification 2.0 continuous learning requirements?

Continuous learning will help ensure that SCW members remain up to date after they complete their mandatory training and that they have continued opportunities to broaden and deepen their knowledge and skills. Continuous learning requirements are a prescribed number of hours, according to certification proficiency level.

SCW members must meet the following continuous learning requirements every two years to maintain certification:

- f Level 1, Foundational – 40 hours of security cooperation-related developmental opportunities every 2 years, which can include completion of an annual security cooperation update course offered by DSCU
- f Level 2, Practitioner – 60 hours of security cooperation-related developmental opportunities every 2 years, which can include completion of an annual security cooperation update course offered by DSCU.
- f Level 3, Expert – 80 hours of security cooperation-related developmental opportunities every 2 years, which can include completion of an annual security cooperation update course offered by DSCU.

Once I receive Certification 2.0 credentials, am I certified for life?

Security cooperation is a constantly evolving field that requires continuous learning. Certification 2.0 credentials will remain if individuals maintain their continuous learning requirements. If an individual changes positions or assignments, additional requirements may apply.

What counts as continuous learning requirements and how are hours tracked?

DOD Components will track and maintain a record of the continuous learning activities of their SCW members, including the type of activity, the topic, the source, and the hours required to complete it.

Completion of certification courses counts toward continuous learning. Continuous learning credit for completion of Certification Program courses from DSCU will be automatically indicated in DSCU's Learning Management System (LMS).

Continuous learning events must be focused on security cooperation-related topics for the hours to count toward the continuous learning requirement. Continuous learning events include but are not limited to:

- f Academic courses offered by DSCU and other DOD, U.S. Government, and private sector academic institutions
- f Functional (job skills) training courses offered by, or on behalf of, DOD components
- f Other professional activities, including active participation in seminars, lectures, symposia, conferences, workshops, and publishing in the field of security cooperation
- f Job shadowing and other formal professional mentoring

Do SCW civilian members have specific training requirements?

The Certification 2.0 program requires civilian SCW members take leadership training appropriate to their grade, based on the DOD Civilian Leader Development Continuum and corresponding to their proficiency level.

- f Foundational-Level – Lead Self level leadership training (offerings and equivalencies will be on the DSCU website)
- f Practitioner-Level – Lead Teams/Projects level or Lead People leadership training (offerings and equivalencies will be on the DSCU website)
- f Expert-Level – Lead Organizations/Programs level or Lead the Institution level leadership training (offerings and equivalencies will be on the DSCU website)

My component issued me a Security Cooperation certification; does it count and/or is it transferable?



No, these are not transferable, nor do they count toward Certification 2.0 requirements. Components and services can add requirements for their personnel but cannot subtract from Certification 2.0. Component training and education may assist members in testing through of certain requirements; however, individuals must complete the test through option or required curriculum. As long as these Component-specific requirements are not duplicative with SCW Certification 2.0 curriculum, they may count towards continuous learning credits.

What changes have been made to the DSCU curriculum?

DSCU has made several significant changes to Certification 2.0 curriculum.

- f The Level 1, Foundational proficiency level, (formerly “Basic”) training has been expanded beyond SC101 to ensure that the newest members of the SCW are trained in their jobs, and not just receiving an overview of the security cooperation enterprise.
- f DSCU expanded the former “area of concentration” construct into nine distinct functional areas that will better align SCW members with their jobs functions. This allows DSCU to optimize its delivery of curriculum to the workforce: members will take the training and education they need for their jobs--no more and no less.
- f Training and education for each of the three certification proficiency levels will now include competency requirements regardless of the member’s functional area. This includes Political Military Activities, Capability Development, Technology Security and Foreign Disclosure, and DD Leadership competencies for civilian personnel. These core courses are designed so that member of the workforce have a solid understanding of their role in the security cooperation enterprise, and how their actions contribute to national security.

Is there a course equivalency list? Do past classes count toward my new certification within Certification 2.0?

DSCU has completely revamped the curriculum to acknowledge the current strategic reality, prepare the SCW to represent the U.S. to Partner Nations, and ensure a professionalized Security Cooperation force, with the training and support necessary to advance national security objectives. Therefore, completing the new curriculum or testing through according to the functional areas is a requirement.

SCW members must complete required courses for Certification 2.0 that are based on the assigned functional area and Certification 2.0 proficiency level. Certification courses are offered by DSCU or DAU. SCW members can register for their required courses via the DSCU website as courses are made available.

Many SCW members have completed training previously. Those members often possess significant knowledge and experience regarding security cooperation topics. The Certification Program 2.0 is structured to acknowledge that training via test through options and continuous learning requirements.

I completed DSCU courses prior to the curriculum update, will those courses count toward my certification?

Due to the refreshed curriculum, courses taken before December 31, 2023, do not count toward Certification 2.0 certification requirements; however, these courses have been important for security cooperation assignment preparation. Additionally, the knowledge gained in these courses may support test through options within the new curriculum and continuous learning requirements.

Will all courses DSCU offers in FY24 count toward certification?

Due to the phased rollout of Certification 2.0, in FY24 only courses that support Certification 2.0 proficiency, will satisfy Certification 2.0 requirements.

Other DSCU course offerings in FY24 Q1 will provide job training, support learning in future classes, and later test through options for Level 2 and Level 3 Certification 2.0 requirements. These courses will not count toward certification as DSCU evaluates and refreshes curriculum for Practitioners and Experts

DSCU stopped offering the intermediate regional courses in March—are they still required for certification?



Regional studies requirements for the workforce have changed under Certification 2.0 and will continue to be a requirement. DSCU will introduce new regional and cultural courseware for the SCW as part of the phased curriculum rollout.

Who is the Security Cooperation Certification 2.0 authority?

In accordance with 10 U.S.C § 384, DSCA established the SCWDP Program Office within DSCU which is the overall authority for the program and is responsible for, among other things:

- f Program standards, including prescribing (but not assigning) the functional areas certification levels, and required courses
- f Waiver authority for mandatory courses, experience, and continuous learning requirements
- f Assessments and audits of SCW data
- f Approval of security cooperation curriculum

What is the SCW governance structure?

In August 2023 the DOD officially designated Security Cooperation as a Functional Community with the assignment of an Office of the Secretary of Defense (OSD) Security Cooperation Functional Community Manager: Assistant Secretary of Defense for Strategy, Plans, and Capabilities (ASD SPC).

The establishment of the SCW as a Functional Community provides a governance structure to engage in workforce planning and management, review and update agreed competency models and assess workforce competencies, identify mission-critical gaps, and identify and implement recruitment, development, and retention initiatives for the SCW.

What are the intentions, plans, and roadmap regarding SCWD- D and a future SCW automated Information System?

SCWDD will be sunset in March 2024. Therefore, it is imperative that all SCW positions are correctly coded in the appropriate system of record NLT 31 March 2024. At this time the future Management Information System (MIS) / Automated Information System (AIS) will be determined by DSCU

Who pays for my courses?

The DSCU Budget Office no longer administers student travel funds, but funds may still be acquired through the DOD Component's funding process if needed from DSCA. Students should coordinate with their Component's detailers or appropriate budget office to acquire travel funds. Student travel will be administered through the students' respective organization, per their rules and regulations. Questions regarding other travel-related budget issues may be directed to the DSCU Budget Office at: DSCU Budget Department, 937-713-3341 (DSN: 713), dscu.wrightpatt.dscu.mbx.budget@mail.mil

Is there a Department of Defense Instruction (DoDI) outlining Certification 2.0?

DSCA and DSCU have begun the process of amending the Department of Defense Instruction (DoDI) 5132.15, "Implementation of the Security Cooperation Workforce Certification Program," to reflect the new program, as well as to incorporate the broader mandates of the workforce development effort, including the development of a profession with career paths and fields of specialization. Certification 2.0 requirements will be reflected in an updated DoDI on the Security Cooperation Workforce Development Program (SCWDP). The SCWDP DoDI will be released Q1FY25.

Who should I contact for more information?

- f If you are part of the SCW and have questions about certification, please contact dscu.ncr.f.o.mbx.scwdd@mail.mil
- f If you are part of the SCW and have questions about DSCU courses or registering for DSCU courses, please contact dscu.ncr.dscu.list.registrars@mail.mil
- f If you are in need of information technology assistance on DSCU websites, including Cornerstone on Demand, please contact dscu.ncr.dscu.list.registrars@mail.mil
- f If you are a Security Cooperation stakeholder or member of the media and have a question, please contact dscu.dscu.info@mail.mil



Definitions/Terms Key

Certification 2.0 Continuous Learning Requirements: Continuous learning requirements are a prescribed number of hours, according to certification proficiency level that must be completed every two years. Continuous learning requirements will help ensure that SCW members remain up to date after they complete their mandatory training. Continuous learning requirements provide opportunities to broaden and deepen knowledge and skills.

Competencies The competencies were agreed to by the Security Cooperation enterprise in 2018 and are a critical anchor for all DSCU curriculum. Certification 2.0 contains ten competencies:

1. **Country/Regional Orientation and Awareness** Develop and maintain an understanding of the country's or region's cultural, economic, political, and security environment.
2. **Strategy and Policy Development** Develop and support strategies, policies, guidelines, and/or key considerations associated with Security Cooperation. Identify, assess, and execute Security Cooperation programs and activities to achieve political/military objectives.
3. **International Armaments Cooperation Activities/Programs** -Identify, assess, plan, develop, negotiate, and execute International Armaments Cooperation activities/programs.
4. **Sales and Transfers** Identify, assess, plan, implement, execute, and/or manage the acquisition, delivery, monitoring, and/or disposal of articles and/or services (e.g., education and training) for international customers/partners.
5. **International Program Planning and Execution** Develop international aspects of program acquisition strategies. Plan and/or implement defense exportability features and efforts.
6. **Security Cooperation Planning and Execution** Develop and execute Security Cooperation plans supporting Combatant Commander's Theatre Campaign Plans.
7. **Assessment, Monitoring, and Evaluation** Assess, monitor, and/or evaluate Security Cooperation programs, activities, and initiatives.
8. **Political-Military (POLMIL) Activities**- Identify, assess, and execute Security Cooperation programs and activities to achieve political/military objectives.
9. **Security, Foreign Disclosure, and End Use Controls**- Develop and/or implement security (e.g., technology, physical, information assurance), foreign disclosure, and end use controls policy, guidelines, and procedures.
10. **Capability Development** The act of advising allies and partner nations on the identification and creation of institutional capabilities necessary to successfully absorb, employ and sustain desired operational capabilities.

Functional Area : Functional Area replaces the former "Area of Concentration." Every functional area identifies necessary competencies, which in turn inform targeted curriculum. Certification 2.0 contains nine functional areas: Policy and Resourcing; Foreign Military Sales/Security Cooperation Organization; Support Enablers; Acquisition; Building Partner Capacity/DOD Train and Equip; Advise, Train, and Educate; State Partnership Program; and Assessment, Monitoring, and Evaluation.

Functional Community : A group of one or more occupational series or specialties with common functions, competencies, and career paths to accomplish a specific part of the DOD mission.

Key Security Cooperation Workforce Positions: Key SCW billets or positions are those with duties and responsibilities that require the incumbent to issue guidance, make decisions, or direct security cooperation activities that directly affect the execution of security cooperation programs or activities. DOD Components are responsible for determining which of their SCW billets/positions are Key SCW Positions.

Core Competencies At all proficiency levels, all members of the workforce must take courses that address the now-mandatory competencies: Capability Development, Political/Military Affairs, and Security, Foreign



Disclosure, and End Use Controls. Practitioners and Experts have an additional competency in Country/Regional Orientation and Awareness.

Primary Functional Area : Every functional area identifies necessary competencies, which in turn inform targeted curriculum. Primary functional area assigned by the respective DOD component based on position duties and requirements. Primary Functional Areas help to ensure that SCW members take the competency-based courses that best meet the requirements of their assigned positions.

Proficiency Levels: Certification 2.0 proficiency levels are Awareness/Foundational (Level 1), Practitioner (Level 2), and Expert/Advanced (Level 3). Proficiency Levels are primarily determined by rank/grade. Executive level is only for General Officers and SES personnel who are in positions that require only a broad foundation in Security Cooperation.

Secondary Functional Area: A functional area (Policy and Resourcing, Foreign Military Sales and Financing, Building Partner Capacity/DOD Train and Equip, etc.) that a Practitioner or Expert (Level 2 or Level 3) SCW member selects to broaden their Security Cooperation knowledge. The secondary functional area is different from the primary functional area and ensures Level 2 and Level 3 SCW members take competency-based courses that assist with professional development. SCW members should discuss Secondary Functional Areas with their supervisors.

Security Cooperation Workforce Development Program (SCWDP) Office: The SCW Certification Program, an element of the DOD Security Cooperation Workforce Development Program (SCWDP) prescribed by 10 U.S.C. § 384, is required to ensure DOD personnel assigned to statutorily defined SCW positions have the SCW competency-based training and experience necessary to carry out assigned security cooperation responsibilities. The Defense Security Cooperation Agency's (DSCA) Defense Security Cooperation University (DSCU) is charged with the administration of this program and the creation of updated curriculum.