The Interagency Security Committee (ISC) was formed by Executive Order (EO) 12977 following the bombing of the Alfred P. Murrah Federal Building in Oklahoma City, OK. Today, the ISC is chaired by the Department of Homeland Security and consists of a permanent body with representatives from 64 federal departments and agencies to address continuing government-wide physical security needs for federal facilities. Consistent with EO 12977, ISC publications, standards, and recommendations apply to all nonmilitary Executive Branch departments and agencies within the borders of the United States and its territories.

**Security Specialist Career Progression Ladder: An Interagency Security Committee Guide**


**A Road Map for Security Specialists to:**
- Identify goals
- Create a plan for success
- Understand core & technical competencies
- Discover training and professional development opportunities

**Career Progression Ladder Objectives:**
- Give employees a chance to evaluate their needs, interests, and skills
- Assist employees in developing short and long-range goals
- Explore ways/resources to meet those goals

**Career Progression Road Map**

Chart a road map for success by documenting competencies, assessing proficiency levels, prioritizing competencies, identifying training opportunities, and building an Individual Development Plan (IDP).

**Complimentary ISC Publications:**

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