

2016 YEAR END REPORT

ADVANCING SECURITY READINESS



CDSE

Center for Development
of Security Excellence

A MESSAGE FROM MR. PAYNE



The Center for Development of Security Excellence (CDSE) continues to advance security readiness by providing innovative security training, education, and certifications across the globe. Since its establishment in 2010, CDSE has put its products and services in the hands of not only the Department of Defense (DoD), but U.S. Government entities and industry under the National Industrial Security Program (NISP), ensuring their readiness to tackle today's emerging security threats.

As these threats escalate, so do the responsibilities we place on all personnel with security responsibilities. In response, CDSE adapts alongside the changing landscape and leverages current trends in technology to create learning activities and provide security certification assessments, regardless of location. Security awareness is everyone's responsibility and CDSE is poised to provide the most up-to-date security policy and information to the community at large.

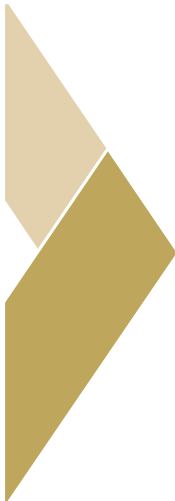
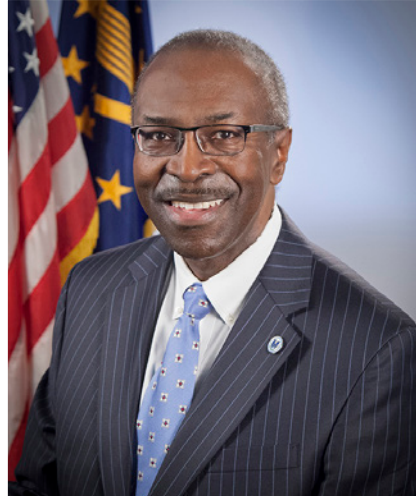
CDSE remains positioned to move the security workforce towards success in their security and federal careers with its security programs. I am proud of the results we have achieved this last year and excited for what is to come.

Sincerely,

A handwritten signature in black ink, appearing to read 'Daniel E. Payne', with a stylized flourish at the end.

Daniel E. Payne
Director, Defense Security Service

A MESSAGE FROM THE CDSE FRONT OFFICE



CDSE is pleased to present our seventh Year End Report. During Fiscal Year (FY) 2016, we continued to be innovative by producing and delivering products and services for security personnel in the Federal Government, and industry under the NISP, ensuring they continue to meet the demands of an ever-changing security landscape. With new issues and threats emerging each day, security responsibilities now rest in the hands of not only DoD security professionals, but of personnel with ancillary security duties and anyone with access to current technologies.

We are committed to supporting all military, civilian, and contractor personnel by providing them the most relevant awareness-level and specialized tools to ensure their readiness in today's ever-changing environment. In FY16, CDSE hit one million learning events and certified 34% more professionals than the previous year. Long gone is the "schoolhouse"

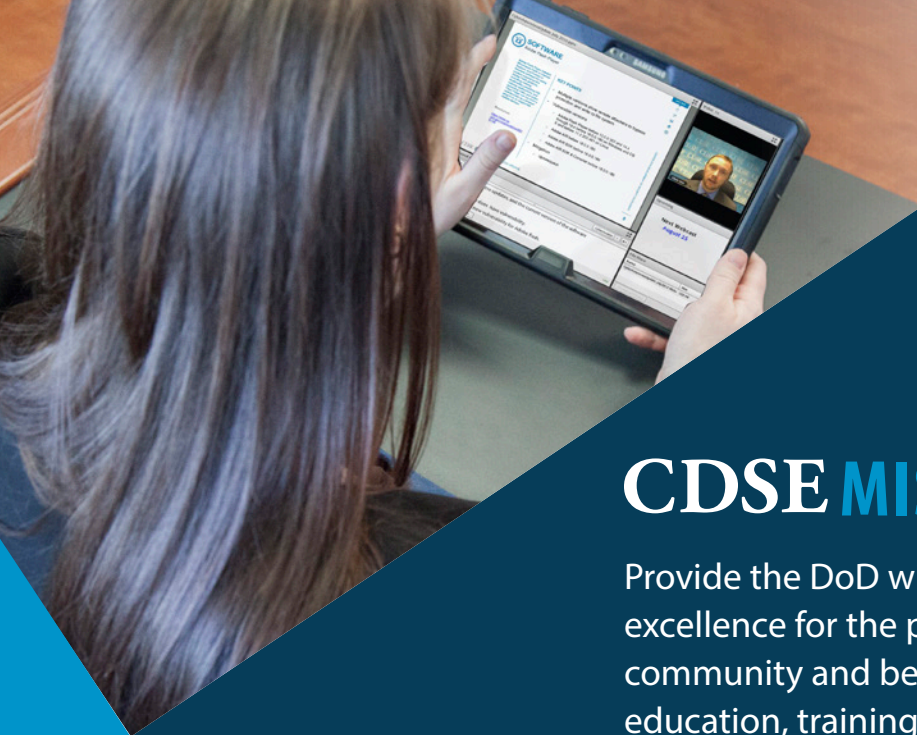
approach to training, education, and certification, and this incredible growth was facilitated by expanding our reach to engage security personnel across the globe.

We hope you will find this report informative and see our dedication to move the security workforce towards success.

Sincerely,

Kevin J. Jones
Director, CDSE

Denise D. Humphrey
Deputy Director, CDSE



CDSE MISSION

Provide the DoD with a security center of excellence for the professionalization of the security community and be the premier provider of security education, training, and certification for the DoD and industry under the National Industrial Security Program (NISP). The CDSE provides development, delivery, and exchange of security knowledge to ensure a high-performing workforce capable of addressing our Nation's security challenges.



CDSE VISION

To be the premier provider and center of excellence for security education, training, and certification for the DoD and industry under the NISP.



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ONE MILLION LEARNING ACTIVITIES



The security community is quickly evolving and as a result, choosing new ways to learn. CDSE continues to be proactive in providing training and job aids available not only on the traditional desktop, but also on mobile devices.

CDSE continues to expand eLearning, webinars, toolkits, and shorts offerings that reach a worldwide audience, anytime, anywhere. In addition, CDSE has 17

courses on the Security Awareness Hub, which offers a selection of awareness-level courses available without having to log into its learning management system, Security Training, Education and Professionalization Portal (STEPP).

These factors have bolstered CDSE's numbers in all areas and enabled CDSE to hit over one million learning event completions in FY16.

LEADING CHANGE



Security Awareness Hub

SECURITY AWARENESS HUB

During FY16, CDSE rebranded its Open eLearning Portal the Security Awareness Hub. The Hub hosts annual and policy-mandated security awareness training with no registration requirements and at no cost to the DoD workforce and cleared industry under the National Industrial Security Program (NISP). Training courses offered through the Security Awareness Hub cover a range of topics, including Insider Threat, Derivative Classification, and Counterintelligence Awareness. By providing training relevant to the changing security landscape, the DoD workforce and industry are well-informed of pressing topics and changes to security policy. The Security Awareness Hub includes links to other recommended training courses and products that promote security awareness.

DoD agencies and military services are increasingly using the Hub for the DoD workforce to meet their annual security training requirements. Since the Hub course completions have approached a million, additional features have been added to increase security vigilance and readiness in the DoD workforce. Each month, the Hub emphasizes a new security awareness theme, such as cybersecurity awareness. Every week, the Hub rotates security video lessons, tips, factoids, and trivia questions. CDSE expects

course completions to continue to rise as DoD agencies and services see the cost and time savings advantage in having personnel take the security awareness courses at the Hub to meet their annual security training requirements.

CDSE SPEAKER SERIES

The new Security Speaker Series provided direct access to respected leaders in the security community. Nearly 5,000 personnel registered for the Speaker Series in FY16. Speakers discussed trending topic areas such as insider threat, personnel security investigations, counterintelligence, and more. Unlike a formal briefing or webinar, speakers are unscripted and answer live questions from the virtual audience. The live sessions are recorded and posted on the CDSE website. All live and recorded events are also closed captioned.

[It was] very helpful in putting all the pieces together. Often, we tend to focus on our small part and lose sight of the bigger picture.

-- a participant in the Speaker Series with Mr. Gus Greene, Director of Industrial Security Field Operations (ISFO), Defense Security Service (DSS)

LEADING CHANGE

CYBER SKILL STANDARDS FOR SECURITY

CDSE took the initiative to cultivate cyber skill standards for security professionals, paving the way for the community to measure its workforce against established standards for cybersecurity.

CDSE aligned with the Cybersecurity Workforce Framework initiative and the Cyber Workforce Management Board's (CWMB) six Knowledge, Skills, and Abilities (KSAs), applicable to the cyber workforce and a job task analysis (JTA) with a list of KSAs for associated work roles.

CDSE proactively engaged the CWMB to align and integrate these KSAs into CDSE's own cyber skill standards, especially considering Component human resource departments were already coding security positions as "cyber" and "cyber-affected" and indexing certifications to Security Professional Education Development (SPeD) certifications.

On September 9, 2016, CDSE made its mark on the cyber and broader security workforce with the unanimous acceptance of these integrated cyber skill standards by stakeholders across the security community. Ahead of this decision, CDSE developed an implementation plan and determined the impact of cyber on the SPeD Certification Program, including integration of these cyber standards and KSAs into the DoD Security Skill Standards' (DS3) Essential Bodies of Work and Knowledge.

RESULTS

ACE CREDIT™ RECOMMENDATIONS



During FY16, CDSE continued to add value to its education and training program offerings with both new and renewed American Council on Education (ACE) CREDIT™ recommendations. ACE™ conducted a review of 10 tuition-free CDSE education and training courses and curricula. ACE CREDIT™ recommendations allow CDSE students opportunity at participating colleges or universities at which they may be pursuing a degree. CDSE continues to collaborate with the Office of the Under Secretary of Defense for Intelligence (OUSD(I)) Human Capital Management Office, the Security Policy & Oversight Division, and the U.S. Department of Education to explore obtaining degree-granting authority.

The FY16 ACE™ review renewed courses and curricula by either retaining their existing credit recommendation or advancing up a level. The category increased from lower division to upper division baccalaureate degree for the following courses:

- Applying Physical Security Concepts (APSC)
- Information Security Management (ISM)
- DoD Security Specialist Course (SSC) (both virtual and instructor-led versions)

Additionally, the Counterintelligence (CI) Awareness Certificate was reviewed for the first time and recommended for four semester hours in the upper-division baccalaureate degree category.

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COMPTIA CONTINUING EDUCATION UNITS

CompTIA. CDSE connected with CompTIA, a non-profit trade association advancing the global interests of IT professionals and IT channel organizations. CompTIA offers several professional certifications, and for certification holders to maintain their credentials, they must earn Continuing Education Unit (CEU) credits.

To be approved for CEU credit, CDSE course objectives must map to at least 50% of CompTIA exam objectives. CompTIA determined that over 40 courses and curricula hosted by CDSE are approved for CEU credit toward several CompTIA certification renewals, including A+, Network+, Security+, and CompTIA Advanced Security Practitioner (CASP).

RESULTS

INDUSTRIAL SECURITY REPRESENTATIVE (IS REP) THREE-TIERED TRAINING

CDSE launched its three-tiered IS Rep training in FY16. Graduates included 15 NISP Oversight Course (NISPOC), 64 Managing Risk through Industrial Security (MRIS), and 36 Applying Industrial Security Concepts (AISC) students.

As a culmination of the third training course, the AISC course candidates are required to submit a final capstone project where they solve a complex, real-life industrial security issue, concern, or opportunity. The capstone projects are reviewed by DSS leadership, and practical recommendations may inform or aid in DSS policy and practices.

For example, the “Understanding Your e-FCL Submission Requirements” job aid was developed in response to the capstone project recommendations. This job aid helps contractors better understand the business documents and substantiating material they must submit through the Electronic Facility Security Clearance System (e-FCL) in order to be processed and maintain their facility clearance. This job aid results in a more efficient process, eliminating many common errors.

EDUCATION CERTIFICATES AWARDED

During the FY, CDSE awarded 38 Education Certificates to U.S. government civilian and U.S. military personnel from the Air Force, Army, Navy, the National Geospatial-Intelligence Agency, DSS, and other agencies. Education Certificates are earned by completing four Education courses in an area of concentration. Each course within the five certificate programs has received ACE CREDIT™ recommendations.

Certificate programs include certificates in Risk Management, Security Leadership, Security Management, Security (Generalist), and for Systems and Operations.

Previous certificate recipients continue to take classes and earn additional certificates to advance their careers, with several planning to earn all five.



SOLUTIONS FOR EMERGING ISSUES

NEW COURSES AND PRODUCTS

CDSE continued providing courses and products to keep up to date with changing policies and security environments. In FY16, CDSE released:



8 NEW COURSES

Applying Industrial Security Concepts	FOCI Outside Directors, Proxy Holders, and Voting Trustees Training
Clearances in the NISP: Putting it All Together	FSO Virtual Assessment
Continuous Monitoring	NISP Security Violations and Administrative Inquiries Course
DSS Annual Security Awareness Training	Unauthorized Disclosure Refresher



8 NEW SECURITY SHORTS

Completing the SF700	DITMAC
Critical Program Information (CPI)	Managing Electronic Classified Information
Cybersecurity and the Use of New Personal Devices	Special Access Program Oversight
The DGR Role and Responsibilities	Termination Briefing



17 NEW WEBINARS

Creating a Workplace	Secure Configuration for Hardware and Software
Culture of Cybersecurity	Security Chat with Acting Unit Chief John Harnett, FBI
Cybersecurity Awareness Update Webcast (November)	Security Chat with DITMAC Assistant Directors
Developing an Incident Response Capability	Security Chat with Dr. Brad Millick
DSS 2015 Targeting U.S. Technologies	Security Chat with Dr. R.B. Peele
FSO Effectiveness	Security Chat with Mr. Gus Greene
Processing Security Violations	Security Chat with Ms. Angela Stow Jago
Risk Management Framework for Industry	Staying Protected While Connected
Secure Communication for an Insecure World	Your Evolving Digital Life



5 NEW TOOLKITS

Controlled Unclassified Information (CUI)	Security Assistant
FOCI Outside Directors, Proxy Holders, and Voting Trustees	Top Secret Control Officer (TSCO)
IS Rep Virtual Library	

SOLUTIONS FOR EMERGING ISSUES

INSIDER THREAT SYMPOSIUM

On September 15, CDSE hosted the Virtual Insider Threat Symposium for cleared industry, boasting over 980 attendees. This event was designed to assist DSS's industry partners in the implementation of an Insider Threat Program as required by the National Industrial Security Program Operating Manual (NISPOM). The symposium provided the forum for newly-appointed Insider Threat Program Senior Officials (ITPSOs) to directly ask the experts questions to understand the policy and their new role as well as covering the minimum insider threat training requirements.

Guest speakers from the DSS General Counsel, Industrial Security Integration & Application, Industrial Security Field Operations, and National Industrial Security Program Authorization Office (NAO) discussed the new requirements and available tools related to the appointment of the senior official, implementation plans, self-assessments, and classified system monitoring requirements.

SECURITY ASSISTANT TOOLKIT

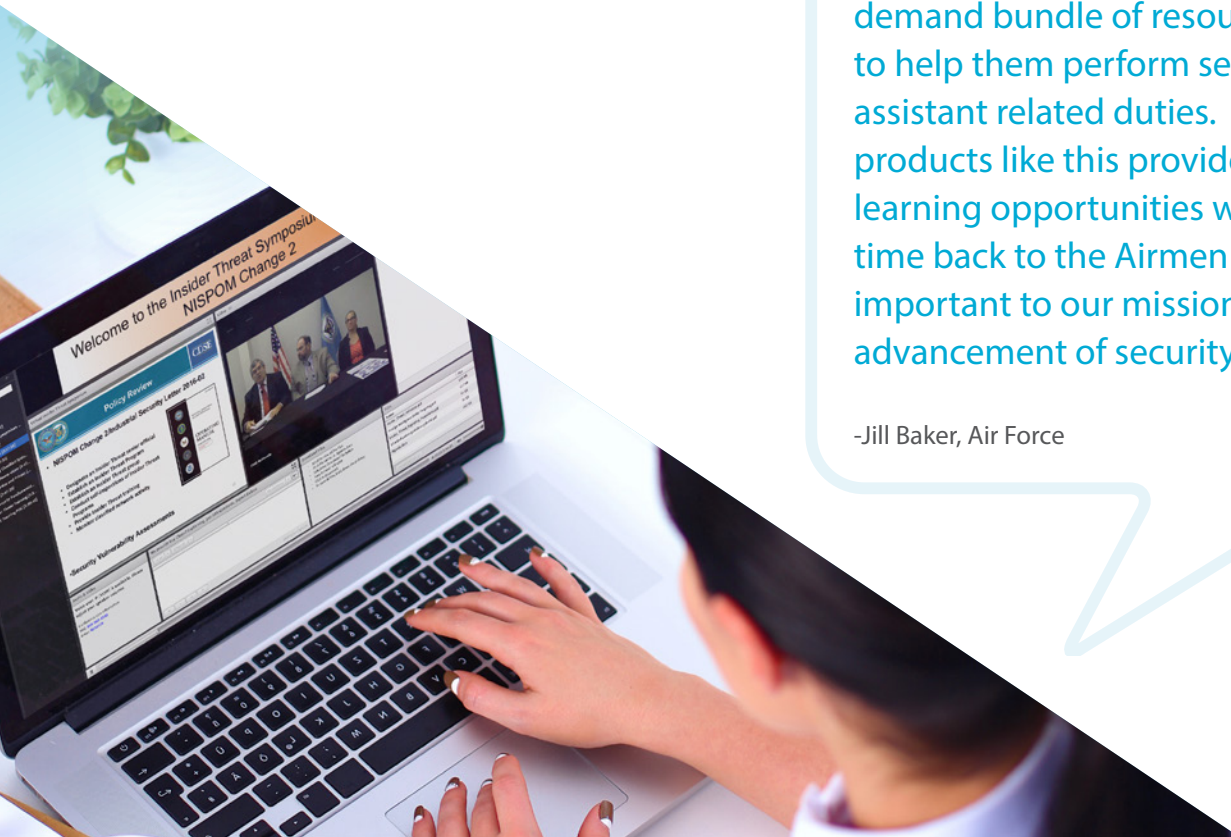


The Security Assistant population performs various security functions and is integral to the success of the overall mission of the military components and other government agencies. Although CDSE already had extensive courseware and training resources available to support the common training requirements for this community, the results of a Training Needs Analysis pointed to a need for a more focused approach.

As a result, CDSE created a Security Assistant toolkit, containing courses, shorts, job aids, policies, videos, and webinars targeted to the common tasks performed by this audience. In addition, CDSE designed two personalized curricula (Personnel Security for the Security Assistant and Information Security for the Security Assistant) to incorporate existing courses, exams, and shorts.

Our Airmen now have an on-demand bundle of resources to help them perform security assistant related duties. Efficient products like this provide valuable learning opportunities while giving time back to the Airmen -- that's important to our mission and the advancement of security training.

-Jill Baker, Air Force



COMMUNITY IMPACT

STANDING UP THE DSTC APPEALS BOARD

The SP&D Certification Program Management Office (PMO) teamed with the DoD Security Training Council (DSTC) to create a Certification Appeals Board for candidates and certificants to challenge examination results, candidate registration, test-taking protocols, eligibility related to alleged cheating, alleged violation of professional rules of conduct or the law, inaccurate information on the application, certification maintenance and Professional Development Units (PDUs), and certification disciplinary matters.

CDSE and the DSTC established guidelines, roles, and responsibilities for board members, including administration and operation, processing and adjudicating appeals, and appeal submissions.

The SP&D Certification PMO received 10 appeals from certification candidates this fiscal year. Using the new streamlined appeals process, the Board reinforced the SP&D Certification Program's legal defensibility and provided candidates accurate responses for each challenge.

CDSE VOICE OF THE COMMUNITY

CDSE strives to have a good working relationship with its customers and employees. This past FY, a the Voice of the Community survey was conducted to assess those relationships by capturing the community's holistic experience with CDSE and customer satisfaction. The survey results indicated that the community values CDSE's product and services; uses CDSE to meet their training, education, and certification needs; and constantly desires new and current content. The results also indicated there were

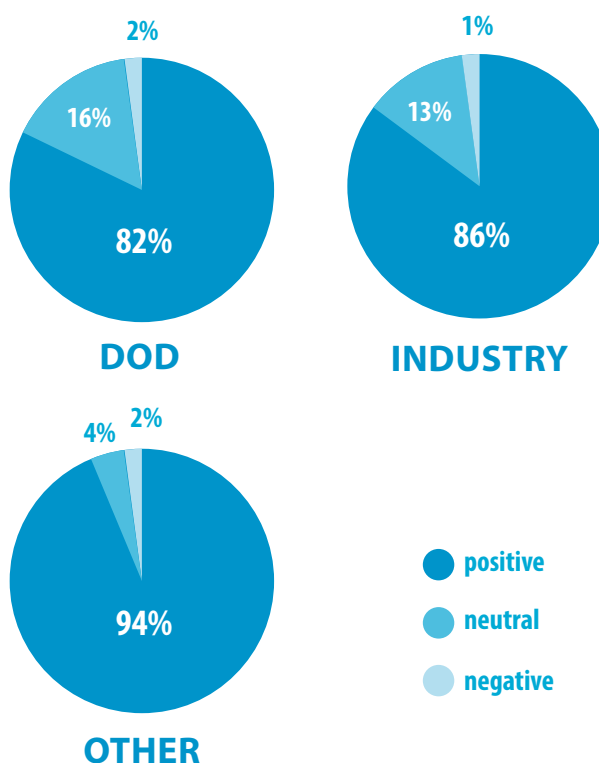
challenges in the form of technical issues.

Feedback from this survey helps CDSE grow and advance security readiness within the community.

The graph below shows these overall results and the audience categories.

Additionally, CDSE participated in the Federal Employee Viewpoint Survey, which polled CDSE employees about the work environment. The survey results revealed that employees felt they were able to maintain a good work/life balance, their supervisors listened to their needs, their job duties were important, and they were constantly striving to do better at their jobs. Overall, CDSE employees are committed to their jobs and workplace.

HOW DO CUSTOMERS CATEGORIZE THEIR EXPERIENCE WITH CDSE?



AWARDS

DOD CI AND HUMINT AWARD

Each year, the Defense Intelligence Agency hosts the DoD Counterintelligence and HUMINT Awards, which recognizes individuals and organizations for their superior education and training efforts to ensure that the DoD Intelligence Community has effective learning programs strategically designed to address counterintelligence and HUMINT training products and courses.

CDSE distinguished itself in an exemplary manner through the successful integration of CI and Insider Threat Awareness in multiple training products. The CDSE CI Curriculum Program developed and launched several new CI Awareness products, resulting in over 520,000 course completions, and has significantly increased threat awareness and reporting, which resulted in the timely identification and mitigation of numerous security vulnerabilities.

In 2016, CDSE received the following recognitions:

AWARD	AWARD TYPE
DoD Counterintelligence and Human Intelligence Award in Training and Education	Team Award
National Counterintelligence (CI) and Security Awards in Education/Training	Individual Award
National Counterintelligence (CI) and Security Awards in Education/Training	Team Honorable Mention



AWARDS

FEDERAL GOVERNMENT DISTANCE LEARNING ASSOCIATION FIVE-STAR AWARD

CDSE received its second Federal Government Distance Learning Association (FGDLA) Five-Star Award in early FY16. CDSE was previously recognized as a Five-Star Award winner in 2013.

The following distance learning products were presented for their innovative use of video technology to support training and education:

- Security Training Videos
- On-boarding Refresher
- CDSE YouTube Channel
- Effective Communication in DoD Security Course
- Awareness and Marketing Videos
- DoD Security Specialist Course
- DoD Virtual Security Conferences
- National Industrial Security Program Oversight Course (NISPOC)

Established in 1995, FGDLA is a nonprofit, professional association formed to promote the development and application of distance learning in the Federal Government.



AWARDS

CDSE RECOGNIZED AS A TOP 100 GLOBAL LEARNING ORGANIZATION

CDSE received national recognition at the Enterprise Learning! Conference Awards Dinner in Anaheim, California. Out of 40 top learning and development programs in the public sector, CDSE was recognized for coordinating virtual participation during the live 2015 DoD Security Conference. CDSE's response to the challenge of reaching security personnel worldwide ranked number six in the innovation area of excellence.

Learning! 100 Awards recognize the top 100 global learning organizations for high performance and for their innovative, collaborative, and immersive learning culture. The 100 organizations are comprised of 60 corporate enterprises and 40 public sector organizations. Previous honorees include the American Heart Association, AT&T, Cisco, Defense Acquisition University, Khan Academy, and Verizon.



CDSE RECEIVES INNOVATION AWARD FROM THE INTERNATIONAL ASSOCIATION FOR CONTINUING EDUCATION AND TRAINING

CDSE Director Kevin Jones and other CDSE representatives attended an Awards Reception and Ceremony in Fort Worth, Texas to accept the 2016 Innovation of the Year—Technology Integration Award. The International Association for Continuing Education and Training (IACET) awards deserving individuals, innovators, projects, or programs that significantly contributed to the field of continuing education and training.

CDSE was recognized for its innovative uses of Flash and Web technologies, a Collaborative Online Learning Platform (COP), and a Collaborative Learning Environment (CLE) to allow for growing numbers of personnel to access vital security awareness and training resources when and how they need them.

IACET is an accrediting body which originally created and maintains the approved American National Standards Institute (ANSI)/IACET Standard for continuing education and training. CDSE is affiliated with IACET due to its accreditation as an authorized provider of Continuing Education Units (CEUs).



AWARDS

HORIZON INTERACTIVE AWARDS

Since CDSE won more than four Horizon Interactive Awards, it earned the distinction of being a “Distinguished Agency,” a title given to agencies and developers who consistently demonstrate high-quality work.

CDSE products won 6 Bronze-level awards in the Training/eLearning category:

- Business Structures in the NISP (eLearning)
- Closed Area Practical Exercise
- Competency Preparatory Tools (CPTs) Instructional Short
- Counterintelligence Awareness and Reporting Course for DoD (eLearning)
- Department of Defense (DoD) Security Specialist Course (VILT)
- National Industrial Security Program Oversight Course (NISPOC) Lesson Presentations

HORIZON
INTERACTIVE AWARDS

The Horizon Interactive Awards is a prestigious, international competition recognizing outstanding achievements among interactive media producers. The competition recognizes and awards the best websites, videos, online advertising, print media, and mobile applications.

OMNI AWARDS

CDSE won 14 Omni Awards on several courses and products:

PRODUCT	OMNI AWARDS
Business Structures in the NISP (eLearning)	Silver, Education Silver, Government
Counterintelligence Awareness and Security Brief (eLearning)	Silver, Education Silver, Government
Competency Preparatory Tools (CPTs) Instructional Short	Bronze, Education Bronze, Government
Data Spills (Short)	Silver, Education Bronze, Government
Department of Defense (DoD) Security Specialist Course (VILT)	Bronze, Education Bronze, Government
National Industrial Security Program Oversight Course (NISPOC) Lesson Presentations	Bronze, Education Bronze, Government
Unauthorized Disclosure Refresher (eLearning)	Bronze, Education Bronze, Government



The Omni Awards recognize outstanding media productions that engage, empower, and enlighten.

Awards are given in the fields of Film & Video, Animation & Effects, and Website Design.

BY THE NUMBERS

4 CERTIFICATIONS WITH
NATIONAL-LEVEL
ACCREDITATION



5,949

TOTAL SPeD CONFERRALS

12,045

TOTAL TESTED

31

CDSE COURSES WITH
ACE CREDIT™
RECOMMENDATIONS



256

EDUCATION
COURSE
COMPLETIONS



92,762

VISITS TO SECURITY SHORTS

99,993

JOB AID
VIEWS



270,222 PDUs
EARNED

1,285,681

★ COURSE COMPLETIONS ★



386,791

VISITS TO TOOLKITS



4,453,762

OVERALL
WEBSITE VISITS



The editorial content of this publication was prepared, edited, and approved by the Director, Center for Development of Security Excellence. The views and opinions expressed do not necessarily reflect those of the Department of Defense. To comment, contact CDSE Enterprise Management at dss.cdseenterprisemgmt@mail.mil.



CDSE

Center for Development
of Security Excellence



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LEARN. PERFORM. PROTECT.