2018 YEAR END REPORT

LEARN.
PERFORM.
PROTECT.

CDSE Center for Development of Security Excellence

MESSAGE FROM MR. PAYNE

The Defense Security Service (DSS), Center for Development of Security Excellence (CDSE) continues to adapt to changing policy and technology 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), enhancing their capabilities to tackle current and future security threats.

As technologies and policies within the security community change, so do the responsibilities we place on all security personnel. In response, CDSE adapts alongside this changing landscape and leverages current trends in technology to create security courses, products, and 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.

Using innovative tools and delivery methods, CDSE continues to help civilians, contractors, and beyond to support their security duties with its security programs. I am proud of the results we have achieved in this past year and am excited for what is to come.

Sincerely,

Daniel E. Payne
Director, Defense Security Service

MESSAGE FROM FRONT OFFICE

CDSE is pleased to present our ninth Year End Report. During FY18, we continued to produce and deliver 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.

CDSE is committed to supporting DoD's security personnel and keeping up with new and emerging technology to provide ease of access to users. In this year's edition, you will see many examples of accomplishments, including hosting the DoD Security Conference in Phoenix, Arizona, and the DoD Virtual Security Conference for Industry, successfully migrating our courses to a new Learning Management Platform in USA Learning, and much more.

We hope you will find this report informative and see our dedication to providing the security workforce with the most current and pertinent products for the constantly evolving environment.

Sincerely,

Kevin J. Jones
Director, CDSE

Denise D. Humphrey
Deputy Director, 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 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.

VISION

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

CONTENTS

A Message from Mr. Payne	**2**
A Message from the CDSE Front Office	**3**
Collaboration	**6**
DoD Security Conference	6
DoD Virtual Security Conference For Industry	7
New From CDSE	**8**
New Products	8
Innovative Product Delivery	**9**
Toolkits	9
Unauthorized Disclosure	9
Classroom Integration For Students	10
Connecting Expertise with Community	10
Results	**11**
ACE CREDIT™ Recommendations	11
ISOC and APC Accreditation	11
CDSE Congratulates Second Student to Earn All Education Certificates	12
Voice of the Customer Feedback	13
Technology Capabilities	**13**
Migration to New Learning Management System	13
Timeline	**14**
Awards	**16**
NCMS Award Winning Poster	16
CDSE Recognized For a Third Year as a Top Learning Organization	16
Award Winning Counterintelligence Team	16
Horizon Interactive Awards	17
OMNI Awards	17
By the Numbers	**18**

COLLABORATION

DOD SECURITY CONFERENCE

CDSE hosted the 2018 DoD Security Conference from July 10–12 at the Arizona Grand Resort & Spa in Phoenix, Arizona. The theme was Innovation: Advancing the Security Paradigm. A total of 274 DoD security civilians and military personnel and contractors who support the security mission attended the conference with 34 different speakers and an additional 10 DSS staff members.

The Keynote address was delivered by Mr. Garry Reid, Director for Defense Intelligence (Intelligence and Security) on Defense Secretary Mattis' priorities and changes in the DoD. This was the first time since 2015 the DoD community was able to meet at an in-person conference to network and exchange information on policy and best practices in subject areas such as Insider Threat, Personnel, Cyber, and Information Security.

In addition, the following themes were mentioned throughout the conference at many different sessions:

- The need to vet and build a trusted workforce that is modern and diverse
- The importance of protecting critical technology, as well as people, facilities, programs, and information throughout the acquisition process
- The requirement to leverage technology using innovative solutions and commercial technology

COLLABORATION

WORLDWIDE PARTICIPATION IN THE 2018 DOD VIRTUAL SECURITY CONFERENCE

DOD VIRTUAL SECURITY CONFERENCE FOR INDUSTRY

On September 19, DSS hosted the inaugural DoD Virtual Security Conference for Industry for over 1,300 Industry partners, including participants in Europe, South America, and Asia. The goal of the virtual conference was to continue to encourage greater collaboration and trust in the DSS partnership with industry. The conference was delivered via a virtual platform, which allowed participants to submit questions and receive answers in real time. A total of 480 questions were submitted over the course of eight hours.

Topics included the Under Secretary of Defense for Intelligence perspective on the changes to DSS and the importance of thwarting the insider threat, the evolution of industrial security oversight, a panel discussion on information sharing in insider threat programs, the NISP Risk Management Framework (RMF) process, updates on the Defense Vetting Directorate and the National Industrial Security System and Defense Information System for Security systems, and Controlled Unclassified Information.

These briefings and panel discussions came at an important time in our history. We hope this will be the first of many industry conferences to come.

NEW FROM CDSE

NEW PRODUCTS

CDSE continued providing new courses and products to keep up to date with changing policies and security environments. In FY18, CDSE released:

NEW ELEARNING

Technical Implementation of A&A in the NISP	NISP Assessment and Authorization (A&A) Curriculum

NEW WEBINARS

DSS Targeting of US Technology Trends Analysis	PERSEREC Support to Insider Threat Programs	DoD Insider Threat Enterprise Program Management Office	CI and Insider Threat Training Products at CDSE
Unauthorized Disclosure Program Manager	Applied Research in Social Media and Security	Engaging Management and Supervisors	Visits and Meetings: What's New?
Kicking Off an Insider Threat Vigilance Campaign	Supervisor Reporting and Security With PERSEREC	Security Chat with DITMAC Assistant Directors	NATO
Let's Talk About FOCI	Transmitting or Transporting Classified Materials by Industry	Your Fridge may be Spying on You: Securing the Internet of Things	Featuring the Personnel Security Management Office
Business Structures	DD254	CI in Support of RDA	PERSEREC – Applied Research on Exfiltration and Security

INNOVATIVE PRODUCT DELIVERY

TOOLKITS

CDSE, in response to our customers' needs, has developed a repository of role-based and topic content area specific resources that serve as a one-stop shop for security essentials. These toolkits provide on the job support in real time by providing quick links to job aids, videos, briefings, templates, resources, and relevant policies organized into security discipline categories and related to a specific DoD security role and task. Several of these toolkits were developed in response to an urgent national security need such as the Protecting Your Identity Toolkit.

UNAUTHORIZED DISCLOSURE

On September 8, 2017, the White House National Security Advisor, Mr. H.R. McMaster, sent a memo to cabinet officials, directors, and administrators across the Federal Government to conduct unauthorized disclosure training. In response to this memo, CDSE collaborated with the Office of the Under Secretary of Defense for Intelligence (OUSD(I)) on a training format and deployment options that would support more than four million DoD users, as well as potentially other federal executive agency training users.

To support the large influx of users, CDSE converted the identified Unauthorized Disclosure (UD) courses to a video format accessible via the existing CDSE YouTube platform. In addition, the UD Toolkit was developed to help cleared individuals understand their duties and obligations, learn the difference between UD and legitimate whistleblowing, and determine where and how to report both UD and questionable government behavior and activities.

INNOVATIVE PRODUCT DELIVERY

CLASSROOM INTEGRATION FOR STUDENTS

CDSE has leveraged its online classroom platforms with its on-site classroom IT systems to enable students to access their class resources from anywhere they have an internet connection, such as their hotel rooms at night. Students are able to submit their homework assignments online prior to class, participate in online discussions with other students outside of class, and access their grades. These updates help CDSE "go green" by eliminating the need for CDSE to provide students with paper-based training products.

CONNECTING EXPERTISE WITH COMMUNITY

To engage with the community in today's world, technology needs to be utilized to the fullest. CDSE has risen to this task by using virtual platforms to bring security expertise straight to the community while still maintaining two-way communication. The two best examples of this are using a live, virtual platform for the Getting Started Seminar and the CDSE Speaker Series.

The Getting Started Seminar is an in-person course for industry facility security officers at cleared DoD contractor facilities participating in the National Industrial Security Program. Due to stringent budgets, time, and distance, many students cannot participate in the in-person class. CDSE was able to expand the brick and mortar class with a live virtual component, creating a hybrid class. Group activities were redesigned to incorporate the virtual students to enhance peer-to-peer interaction. Audio and video was integrated into the virtual classroom via the online platform, synchronizing the live session. This hybrid extension doubled classroom capacity, connected 40 agencies and represented 18 states. These achievements have continued since the hybrid class's inception.

CDSE's Security Speaker Series delivers live interviews with knowledgeable, respected leaders in the security community using our live and synchronous virtual learning platform. Speakers discuss trending topic areas. Conversation is driven by hot topics, and the audience may ask questions via the Q&A box on the web conferencing platform. The webinars are recorded and then archived on the CDSE website for on-demand viewing.

RESULTS

ACE CREDIT™ RECOMMENDATIONS

During FY18, CDSE continued to maintain its affiliation with the American Council on Education's (ACE) College Credit Recommendation Service (CREDIT). ACE CREDIT™ helps CDSE students gain access to academic credit for completed, tuition-free CDSE Education Division and Training Division courses or curricula. CDSE offers 17 education courses and 14 training courses and curricula with ACE CREDIT™ recommendations.

Every three years, ACE CREDIT™ professionals review courses for credit recommendations. In FY18, CDSE hosted an onsite ACE review of CDSE courses. CDSE was pleased to retain ACE CREDIT™ recommendations for all reviewed Education and Training Division courses.

CDSE continues to collaborate with the 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 ACE CREDIT™ logo is a federally registered trademark of the American Council on Education and cannot be used or reproduced without the express written permission of the American Council on Education.

ISOC AND APC ACCREDITATION

CDSE received National Commission for Certifying Agencies (NCCA) accreditation for the Industrial Security Oversight Certification (ISOC) in November 2017. This certification validates a certificants' understanding and ability to apply industrial security oversight concepts, principles, and practices under the NISP.

The congressionally-mandated and nationally-accredited Adjudicator Professional Certification (APC) confirms certificants and the program meet comprehensive quality standards and are prepared for success in the adjudicator profession. APC certificants are authorized to perform all essential functions related to a government employee, military service member, or a contractor employee's eligibility for access to classified information or to hold a sensitive position. APC received national accreditation in April 2018 and is the sixth Security Professional Education Development (SPēD) Certification Program to achieve this status.

RESULTS

CDSE CONGRATULATES SECOND STUDENT TO EARN ALL EDUCATION CERTIFICATES

Ms. Juaquita Gray, a DSS Senior Industrial Security Representative, is presented with her final Education certificate by her supervisor Mr. Kevin Flowers, DSS San Francisco Field Office Chief

In 2015, Ms. Juaquita Gray earned her first two Education Certificates, the Certificate in Security Leadership and the Certificate in Risk Management. She next earned the Certificate in Security (Generalist) and the Certificate in Security Management in 2016, and the fifth one, the Certificate for Systems & Operations, in May 2018. Ms. Gray is the second student and second DSS employee to earn all five Education Certificates offered by the Education Program.

Ms. Gray, who had previously earned a Bachelor of Science degree in Information Systems Management and a Master of Aeronautical Science degree in Management, began her career with DSS in 2012. She credits fellow DSS coworker and information systems security professional Mr. Curtis Cook with introducing her to the CDSE Education program and leading by example when he became the first student to earn all five Education Certificates. She had initially planned to take only the Effective Communication in DoD Security course and then move on to another educational program.

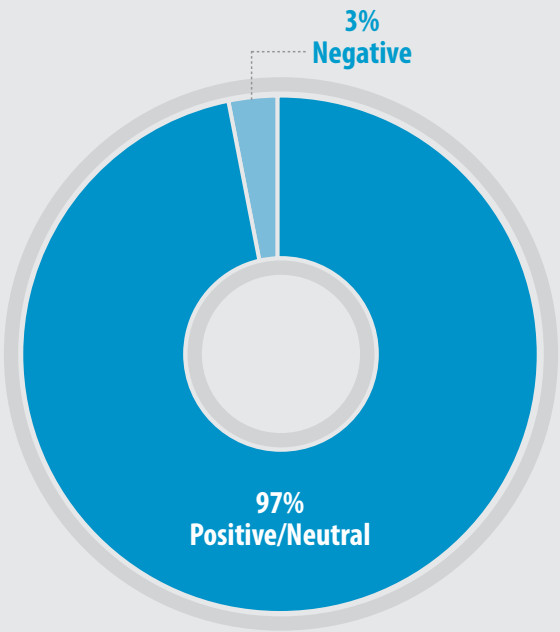
"After discovering the high-caliber content of the curriculum, proficient (student focused) instructor, and user friendly virtual instructor-led classroom, I realized the remaining CDSE Education courses and the graduate-level certificate programs were very appealing," Ms. Gray said. "The program content was entirely conducive for self-improvement and having greater impact as a security professional team player."

Ms. Gray recognized the quality and value added of the curricula directly supported professional advancement as a result of the increased DoD security knowledge base and the analytical and critical thinking performance capabilities. She said her goal is to be "ever-learning" and believes continuous learning should be an aim for everyone.

RESULTS

VOICE OF THE CUSTOMER FEEDBACK

The Voice of the Customer surveyed CDSE customers on their experience with CDSE products and services. The majority of those customers reported an overall positive experience with CDSE.



POSITIVE FEEDBACK:

Provides in-depth training which provides pertinent information within elements in Security.

There are a lot of great products, such as job aids or training that are very beneficial to capitol deepening.

High quality online training courses

Easily accessible online classes

Training options are excellent and the website is outstanding

Easy to use website, lots of relevant training courses, products and services.

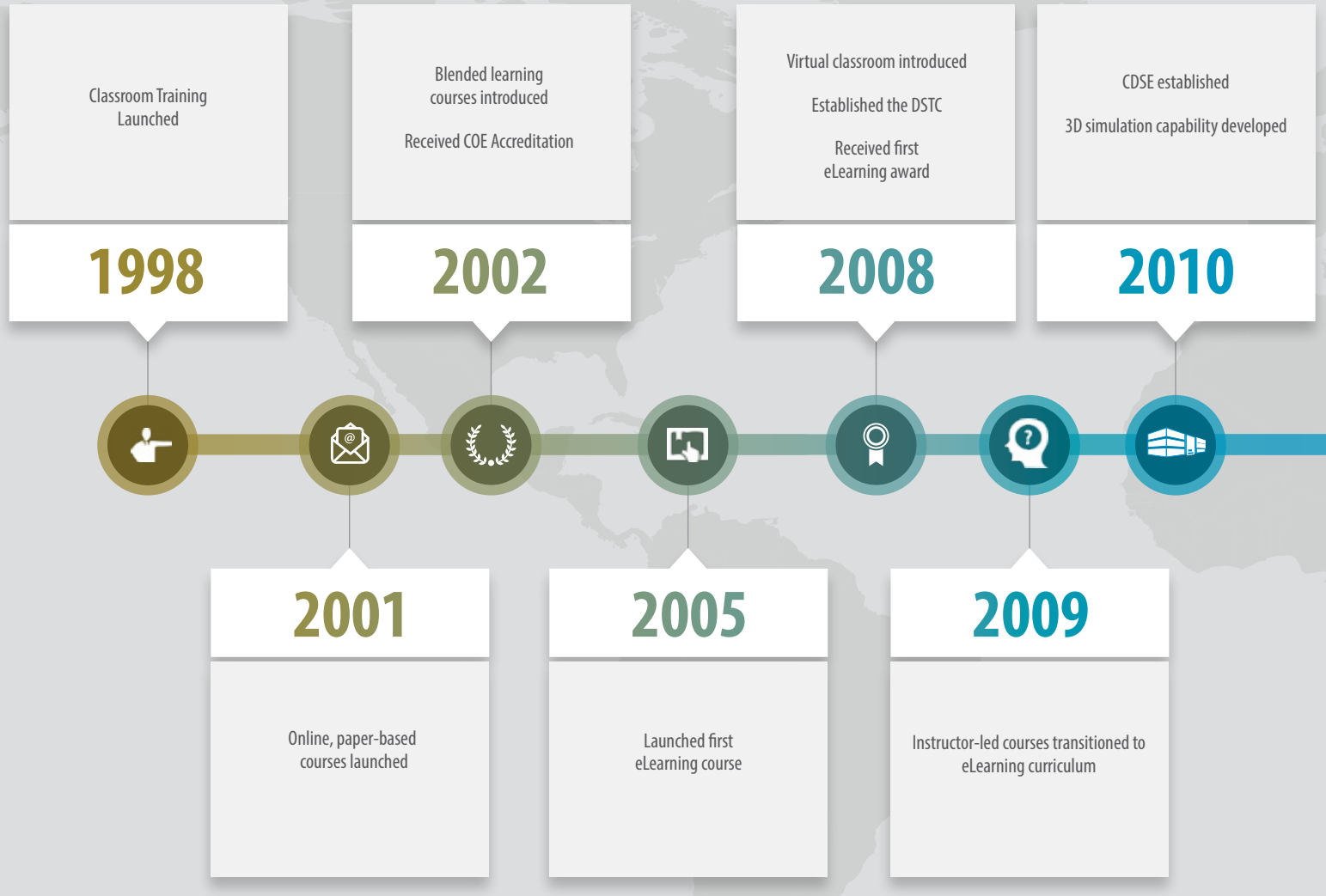
Great online training... It allowed me to complete ATO Level II without attending classes... opened up an opportunity because of that.

TECHNOLOGY CAPABILITIES

MIGRATION TO NEW LEARNING MANAGEMENT SYSTEM

During the fiscal year, CDSE successfully moved all eLearning courseware and examinations and mission support functionality from the legacy system to the USALearning platform. The learning histories of all current active users of the legacy system were moved to the new platform, thereby maintaining record continuity. CDSE launched the new system on October 1, 2018. Users now experience a new, user-friendly platform that allows them to take CDSE courses. Users can now customize their home pages so they can see the most relevant information to meet their training, education, and certification needs.

TIMELINE OF CDSE PRODUCTS AND SERVICES



2011
SPēD Certification Program launched
SFPC Accredited
Security Shorts launched
ENROL becomes STEPP
2012
SAPPC Accredited
Graduate-level courses launched
Webinars launched
Received first ACE Accreditations
APC launched
DPAPC launched
2013
First toolkits created
Virtual instructor-led courses launched
Education Certificates launched
SPSC launched
2014
Security Awareness Hub Platform launched
First Virtual DoD Security Conference
2015
First Hybrid DoD Security Conference
SPIPC Accredited
2016
First Virtual Speaker Series
PSC Accredited
2017
First Hybrid (virtual and in-person) Course
2018
ISOC and APC Accredited
First Virtual DoD Security Conference for Industry

AWARDS

NCMS AWARD WINNING POSTER

CDSE has supported NCMS: The Society for Industrial Security Professionals Annual Conference for over ten years. Each year the conference hosts a poster competition where organizations are able to submit poster designs in various categories (professional design, contemporaneous, etc.). This year CDSE had the honor of once again taking home first place in the Professional Design Category.

The winning poster "WANTED" was a collaborative effort among CDSE employees, designed as a result of an internal contest.

CDSE RECOGNIZED FOR A THIRD YEAR AS A TOP LEARNING ORGANIZATION

CDSE was named a 2018 Learning! 100 Award Winner. The Learning! 100 Awards recognize the top 60 private and top 40 public organizations for their best-in-class learning and development programs. The private sector organizations included Amazon Web Services, IBM, and Facebook. CDSE was ranked No. 8 out of 40 public sector organizations for launching an Enterprise-Wide Distance Learning Strategy.

CDSE received public recognition at the Learning! 100 conference and through publication of results in the Elearning! and Government Elearning! Magazines' Learning! 100 awards issues. CDSE's participation in the conference allowed knowledge sharing among other high performing public sector organizations.

AWARD WINNING COUNTERINTELLIGENCE TEAM

CDSE Counterintelligence training developed an abundance of training products during FY18, which continued to be some of the most viewed CDSE training products. These products and services earned the team the Defense Intelligence Agency (DIA) DoD Counterintelligence and Human Intelligence (HUMINT) Awards' "CI Team of the Year."

In addition, the CI Curriculum Manager was named the National Counterintelligence and Security Center Counterintelligence Educator of the Year for the second year running.

HORIZON INTERACTIVE AWARDS

CDSE won five Horizon Interactive awards in the Instructional, Promotional, and Training/E-Learning categories:

PRODUCT	AWARD LEVEL	AWARD TYPE
DoD Annual Security Awareness Refresher	Bronze	Training/eLearning
Need-to-Know Security Training Video	Bronze	Training/eLearning
Developing a Multidisciplinary Insider Threat Capability	Bronze	Training/eLearning
Exterior Security Lighting	Bronze	Training/eLearning
Intelligence Oversight Course	Bronze	Training/eLearning

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 three Omni awards for several courses and products.

PRODUCT	AWARD LEVEL	AWARD TYPE
DoD Annual Security Awareness Refresher	Bronze	Education
Technical Implementation of Assessment and Authorization in the NISP	Bronze	Education
Technical Implementation of Assessment and Authorization in the NISP	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

1 CDSE

6 CERTIFICATIONS WITH NATIONAL-LEVEL ACCREDITATION

31 *COURSES WITH* ACE CREDIT™ *RECOMMENDATIONS*

163 EDUCATION COURSE COMPLETIONS

1,201 TOTAL SPēD CONFERRALS

2,429 TOTAL TESTED

68,466 JOB AID VIEWS

88,827 VISITS TO SECURITY SHORTS

591,032 VISITS TO TOOLKITS

112,125 PDUs EARNED

1,416,813 ★ COURSE COMPLETIONS ★

4,706,499 OVERALL WEBSITE VIEWS

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 the CDSE Communication Branch at **dss.cdseenterprisemgmt@mail.mil**.

CDSE Center for Development of Security Excellence

www.cdse.edu