DCSA Security Training Directorate

Contents

A Message from Security Training Assistant Director Kevin Jones

As the Assistant Director for Security Training, I am honored to lead a directorate dedicated to equipping security professionals with the knowledge and skills necessary to safeguard our Nation's most sensitive and classified information and assets. Security Training serves Defense Counterintelligence and Security Agency (DCSA) by ensuring the highest standards of excellence in security training and education.

FY24 saw several significant accomplishments for Security Training. This report outlines just a few achievements our centers made in meeting stakeholders' needs and desires. Security Training continues to set the standard within the Federal Government, having earned multiple awards for innovation and excellence this past year. All these accomplishments directly support DCSA's role as the Nation's premier provider of integrated security services.

This report is more than a record of our achievements – it is a testament to our commitment, growth, and resilience in an evolving security landscape. I extend my gratitude to the dedicated professionals who make our mission possible.

Kevin Jones
Assistant Director, Security Training

Who We Are

Since its establishment in 2020, DCSA's Security Training (ST) has been instrumental in strengthening the capabilities of security professionals across the Defense Security Enterprise (DSE) and other Federal organizations. ST's mission has been to proactively mitigate risks and support national security through comprehensive training, education, certification, and oversight.

Throughout FY24, ST focused on planning and developing key organizational enhancements to improve the structure and effectiveness of its learning institutions. This effort included reorganizing the Center for Development of Security Excellence (CDSE) and the National Center for Credibility Assessment (NCCA) while preparing to launch a third learning entity – the DCSA Security Academy on October 1, 2024. Additionally, ST established the Central Services (CS) organization on the same date to provide centralized strategic, operational, and programmatic support to all three learning centers.

With these foundational changes in place, ST has positioned itself to advance the training and professional development of security personnel, ensuring they are equipped to protect our Nation's most sensitive assets.

Mission

At DCSA ST, we provide security products and services to ensure maximal human performance in credibility assessment, industrial security, information security, insider threat, personnel security, physical security, and special access program missions through training, education, and quality assurance.

Vision

Through our centers of excellence, we deliver innovative training and capabilities to safeguard the Nation's critical assets.

Values

DCSA's values are lived through all directorates, including ST. The ST workforce embodies the value of DCSA through day-to-day support, both operational and programmatic:

- Committed to mission
- Invested in people
- Passionate about service
- Unwavering in integrity
- Driven to innovate
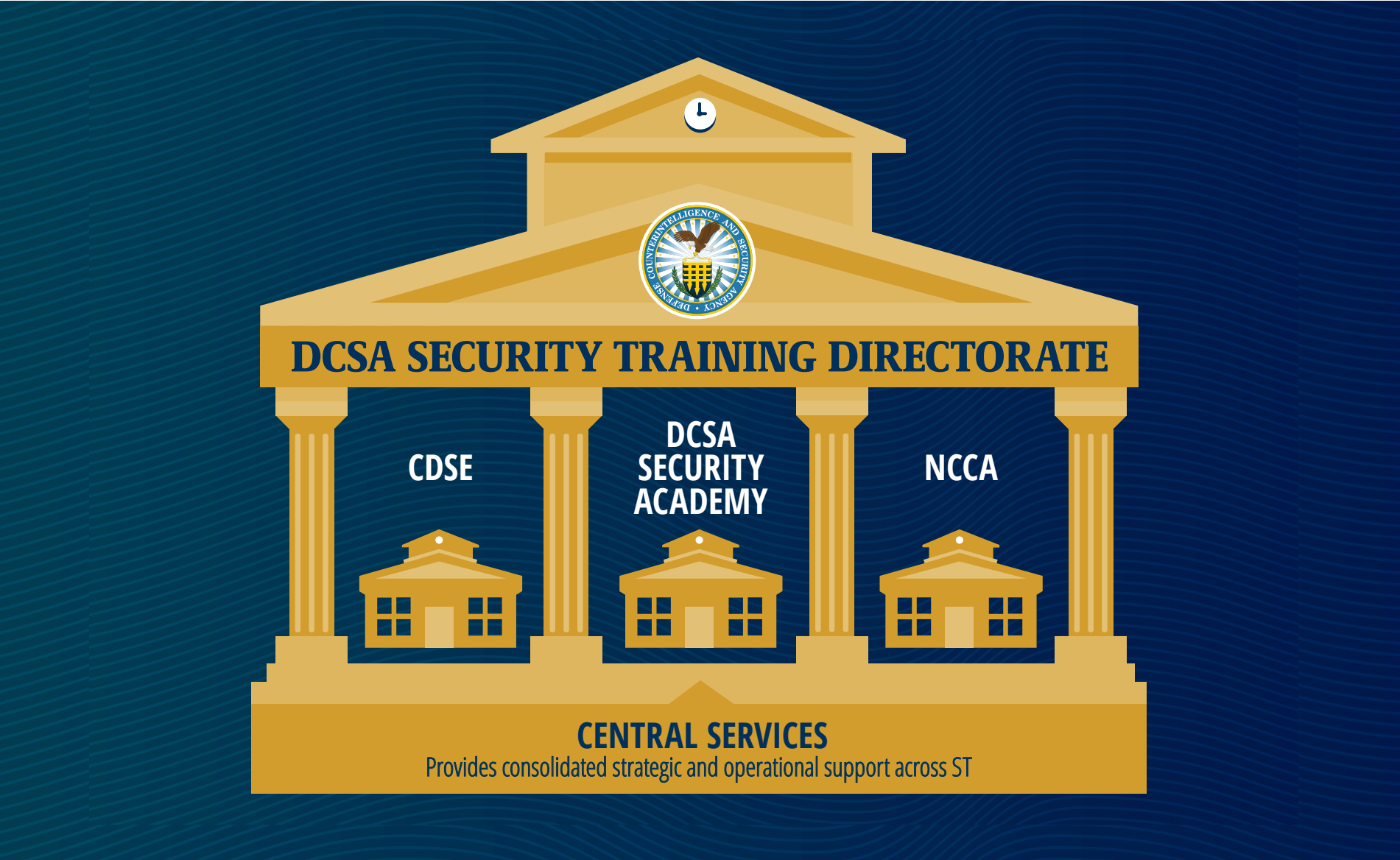
Center for Development of Security Excellence

For 11 years, CDSE has been the DoD's premier provider of security training, education, and certification, serving personnel across the Federal Government, industry under the National Industrial Security Program (NISP), and DoD-sponsored employees of foreign governments. In addition to virtual and in-person courses, CDSE offers a wide array of resources, such as job aids, webinars, security awareness games, and training videos to prepare and assist security professionals throughout their career. CDSE is an award-winning and nationally recognized entity, accredited by the Council on Occupational Education (COE).

National Center for Credibility Assessment

Established in 1951, NCCA supports nine DoD and 22 non-DoD Federal agency partners through a highly qualified, well-educated polygraph examiner workforce. Providing state-of-the-art curriculum for initial and continuing education, NCCA plays a crucial role in the development of credibility assessment professionals across the Federal Government. NCCA has the statutory and policy responsibility for overseeing all Federal polygraph programs and advancing those programs through the integration of new techniques and technologies. NCCA conducts continuous research and development activities.

DCSA Security Academy

DCSA Security Academy was established on October 1, 2024, to support the Industrial Security, Personnel Security, and Counterintelligence and Insider Threat Directorates, specifically training Security Specialists in DCSA. ST employees supporting these mission areas were transferred from CDSE to the DCSA Security Academy to provide a dedicated training organization for DCSA Gatekeepers. To foster integration, the DCSA Security Academy will provide employees with an interdisciplinary background and create a cohesive culture across the DCSA workforce. The DCSA Security Academy's focus will be ensuring mission readiness of America's Gatekeepers through tools, resources, and tailored training programs.

DCSA SECURITY TRAINING DIRECTORATE

CDSE | DCSA SECURITY ACADEMY | NCCA

CENTRAL SERVICES
Provides consolidated strategic and operational support across ST

Leadership

Kevin Jones

Assistant Director,
Security Training Directorate

Rebecca Morgan

Director,
DCSA Security Academy

Audrey Gutierrez

Director, Center for Development
of Security Excellence (CDSE)

Amy Kiefer

Director, National Center for
Credibility Assessment (NCCA)

Erika Ragonese

Deputy Assistant Director,
Security Training Directorate

Sharon Ward

Chief of Staff,
Central Services

Renée O'Brien

Chief Learning Officer,
Central Services

Barbara Campbell

Chief of Strategy and Integration,
Central Services

Security Training by the Numbers

Stakeholders

12,000
DCSA SECURITY PERSONNEL

1,000+
POLYGRAPHERS

13,500
DOD SECURITY WORKFORCE

4,000,000
DOD GENERAL WORKFORCE

FY24 Accomplishments

5,300,00
COURSE COMPLETIONS

9,364
ACTIVE CERTIFICATIONS

13,747
HOURS OF CREDIBILITY ASESSMENT CE PROVIDED

170+
TOTAL AWARDS (OVER MULTIPLE YEARS)

746 Active Training Products by End of FY24

34
INSTRUCTOR-LED TRAININGS (ILT)

25
VIRTUAL INSTRUCTOR-LED TRAININGS (VILT)

9
CERTIFICATIONS & CREDENTIALS

98
E-LEARNING PRODUCTS

65
SECURITY SHORTS

56
SECURITY VIDEOS

69
CASE STUDIES

268
TOOL KITS

102
JOB AIDS

268
OTHER PRODUCTS

Security Training Strategic Objectives

UPDATES & HIGHLIGHTS

In FY24, ST made significant progress in advancing its mission to enhance security education, expand accessibility, and pursue accreditation. These efforts strengthened the Defense Security Enterprise (DSE) and ensured a well-trained workforce capable of safeguarding national security.

Defense Security Enterprise Training Transformation Plan

Security Training established the Defense Security Enterprise Working Group (DSEWG) and hosted a design and development event to create the DSE Workforce Framework (DSWF). This framework served as a strategic roadmap for training security professionals. In a major step forward, the Defense Security Training Council (DSTC) approved the draft DSWF, setting the stage for its implementation in the coming years.

Instructor-Led Courses Expansion

ST expanded its instructor-led training (ILT) programs, ensuring more security professionals had access to essential instruction. In FY24, background investigations training saw a 42% rise in overall attendance and the training of more than 250 new background investigators. Additionally, completions in the Security Specialist Course (SSC) increased by 62%, and the Personnel Vetting Branch saw a 69% rise in Special Access Program (SAP) completions, demonstrating a growing demand for specialized security training.

CDSE Accreditation Authority

ST took significant steps to strengthen its educational credentials and advance its pursuit of accreditation. In FY24, five baccalaureate certificate programs were launched, expanding academic opportunities for security professionals.

DCSA Security Learning Pathways and Transformed Training

Throughout FY24, ST evolved structured learning pathways, ensuring training programs remained relevant and effective. ST designed, developed, and implemented the Industrial Security Essentials Curriculum (ISEC), which was piloted in July 2024 with field personnel to refine the program before full deployment. To further enhance regional training capabilities, ST established a new regional academy Instructor role and successfully filled four of five positions by the end of FY24.

Access to Products through Technology

Technology played a crucial role in improving training accessibility and efficiency. ST onboarded the Marine Corps University as eLearning Content Controller (eCC) participants, securing additional funding for the next period of performance. Additionally, interim testing authorization for Impact Level 4 (IL4) was approved for Blackboard to manage Controlled Unclassified Information (CUI). The finalization of a signed Classification Level agreement for Genius Learning platform for education management provided further safeguards for securing training materials and access control.

Polygraph Examiner Curriculum

To ensure polygraph examiners received the most modern and effective training, ST updated its curriculum with the development of a Senior Examiner Course designed for experienced professionals. Additionally, ST designed a Blended Learning Basic Polygraph Course, integrating both in-person and online learning to improve accessibility and effectiveness.

CDSE FY24
SIGNIFICANT ACTIVITIES AND ACCOMPLISHMENTS

For over a decade, the Center for Development of Security Excellence (CDSE) has been the DoD's premier provider of security training, education, and certification, serving personnel across the Federal Government, Cleared Industry under the National Industrial Security Program (NISP), and DoD-sponsored employees of foreign governments. Offering a combination of virtual and in-person courses, CDSE also provides a wide range of resources, including job aids, webinars, security awareness games, and training videos to support security professionals at every stage of their careers. Nationally recognized and accredited by the Council on Occupational Education (COE) and the Federal Law Enforcement Training Accreditation (FLETA), CDSE continues to set the standard for security education.

CDSE FY24 by the Numbers

18,639
RECORDED WEBINAR ATTENDEES

5,363,166
TOTAL COURSE COMPLETIONS

4,005
INSTRUCTOR-LED & VIRTUAL INSTRUCTOR-LED TRAINING PARTICIPANTS

Education

Eight-Week Virtual Instructor-Led Education Courses

In FY23, CDSE's Education Division launched a series of virtual instructor-led education courses designed to enhance security professionals' ability to collaborate effectively with law enforcement and intelligence communities in support of national security. In FY24, two eight-week courses were designed at the upper undergraduate level for non-degree holding students. At the completion of each course, participants earn a certificate and 80 professional development units (PDUs), ensuring they maintain relevant skills and stay informed on emerging security threats in a rapidly evolving landscape.

Post-Baccalaureate Certificates

On May 19, 2024, CDSE awarded its first post-baccalaureate education certificate in the Security Generalist program, marking a significant advancement in security education. Additionally, the Education Division upgraded its certificate programs to post-baccalaureate education certificates, further enhancing academic and professional development opportunities. Available post-baccalaureate certificates include:

- Risk Management
- Security Leadership
- Security Management
- Security (Generalist)
- Systems and Operations

Personnel Vetting Seminar

In FY24, the personnel vetting (PV) team conducted two iterations of the PV Seminar, educating over 200 security professionals from military, industry, and Federal agencies. The updated seminar reflected the latest Trusted Workforce 2.0 initiatives, helping participants understand evolving vetting policies. Featuring guest speakers and subject-matter expert (SME)-led question-and-answer sessions, the event provided valuable insight into the changing PV landscape.

SPēD

Since its inception over a decade ago, the SPēD Certification Program has administered over 32,000 assessments. Currently, 9,809 active certifications and credentials have been awarded to more than 5,000 individuals, with over half earning multiple certifications.

As part of the DoD's initiative to professionalize the security workforce, SPēD establishes standardized competencies that enhance interoperability, support professional growth, and develop a highly skilled, certified workforce.

In March 2024, CDSE began migrating its certification management system from Clarus to the Defense Acquisition University (DAU). By September 2024, 82% of the transition was complete.

Training

Counterintelligence and Insider Threat Training

CDSE's insider threat and counterintelligence teams reached a milestone in FY24 by publishing their 75th case study. Each case study provides a one- to-two-page analysis of a federally prosecuted, convicted, and sentenced case involving an insider threat or counterintelligence nexus. These case studies outline the sequence of events, highlight behavioral indicators, discuss the impact on both the perpetrator and the organization, and offer additional resources such as job aids, policies, and training materials.

Field Investigative Training Team

Throughout FY24, the Field Investigative Training Team (FITT) delivered 138 iterations of 14 different courses and participated in four targeted joint training events, reaching 2,291 DCSA students. This effort resulted in a 30% increase in course availability and a 43% rise in student attendance compared to FY23, equipping personnel with critical investigative skills and knowledge.

Industrial Security Training Enhancements

The industrial security team overhauled training for industrial security representatives (ISRs) with the introduction of the Industrial Security Essentials Curriculum (ISEC). Following a successful pilot program in July 2024, ISEC officially replaced the National Industrial Security Program Oversight Course (NISPOC), modernizing the way new DCSA ISRs receive foundational training.

Controlled Unclassified Information (CUI) Training Campaign

In collaboration with the DoD Office of the Under Secretary of Defense for Intelligence & Security (OUSD(I&S)), CDSE developed CUI security short courses aimed at assisting DoD personnel unfamiliar with CUI policies. These resources help personnel understand, interpret, and apply CUI protection requirements throughout its lifecycle, ensuring compliance and security best practices.

Working at CDSE

At CDSE, professionals from branch chiefs to instructors play a vital role in providing security education, training, and certification to a diverse audience. Their work supports national security and strengthens the DoD security enterprise by equipping security professionals with the knowledge and skills necessary to protect critical information and assets.

Branch Chief, Counterintelligence and Insider Threat

Serving as a branch chief in the Training Division is much like being a utility player in baseball – able to fill multiple roles, including supervisor, program manager, subject matter expert (SME), curriculum manager (CM), and instructor. Each day presents varied responsibilities requiring adaptability, patience, and problem-solving skills.

A typical morning might begin with evaluating a new instructor as they take the podium in a counterintelligence (CI) course. Watching instructors engage with students is one of the most rewarding aspects of the role, especially when navigating challenging questions. Occasionally, even the most experienced instructors and CMs get stumped, and that's when I step in to offer guidance and clarification.

After a classroom evaluation, I may head to a strategy meeting with the Office of the Undersecretary of Defense for Intelligence and Security to discuss insider threat training. Later, I meet with my CMs to assess project progress, troubleshoot challenges, and ensure training objectives are met. These discussions drive continuous improvement and effectiveness within our programs.

Before the day ends, I might participate in an external planning session for a training initiative involving 20 international students in FY26. Each day is unique, but the end goal remains the same: delivering exceptional training that enhances national security.

Curriculum Manager, Special Access Programs

As a CM, I see my role as that of a team captain, leading my team to develop and deliver Special Access Programs (SAP) training that aligns with DCSA and national security objectives. This work ensures security professionals are well-equipped to protect classified and sensitive information.

One of the most rewarding aspects of my role is shaping the SAP curriculum alongside my team and engaging directly with students. Their insights help us adapt training to reflect real-world security challenges. Working with foreign partners further enhances our reach, ensuring that security education extends beyond national borders.

Beyond domestic training, the SAP team has the privilege of working with international partners such as Australia, the United Kingdom, and Canada. Providing them with the same high-quality security education that we offer to U.S. students strengthens global security cooperation and reinforces allied partnerships.

What I appreciate most about CDSE is the people. The depth of expertise and the willingness of colleagues to share knowledge and support one another make this organization truly exceptional. CDSE isn't just about training – it's about fostering a community of security professionals dedicated to protecting national and global security.

NCCA FY24
SIGNIFICANT ACTIVITIES AND ACCOMPLISHMENTS

In FY24, the National Center for Credibility Assessment (NCCA) continued to be the premier provider of polygraph training, oversight, and technical support for the Federal polygraph community. NCCA supports Federal examiners throughout their careers, ensuring adherence to professional standards, continuous education, and operational excellence.

Training and Instruction

NCCA's training mission extends well beyond its initial 12-week polygraph course, offering continuing education (CE) opportunities to Federal polygraph examiners at all career stages. All Federal polygraph examiners must complete their initial training at NCCA, but their professional development doesn't stop there. NCCA oversees the Federal Polygraph Continuing Education Certification Program (FPCECP) and maintains training records for over 1,000 active examiners, ensuring compliance with mandated CE requirements.

Training topics cover interviews and interrogations, quality control, countermeasures, and other critical credibility assessment subjects. While most courses are held at Ft. Jackson, South Carolina, NCCA also travels to agencies across the country to provide quality assurance reviews.

NCCA also works to expand its training reach by reviewing and validating non-NCCA CE courses for credit, ensuring examiners have access to high-quality professional development opportunities.

Oversight and Technical Services

As the primary provider of National Oversight and Technical Services for credibility assessment professionals, NCCA executes the federally mandated Quality Assurance Program (QAP) to maintain the integrity and effectiveness of Federal polygraph programs.

NCCA conducted biennial on-site inspections of 31 polygraph programs through 143 Federal inspection criteria across 10 primary areas. These inspections are scheduled up to a year in advance and involve week-long site visits to ensure compliance with agency and Federal polygraph standards. As part of the inspection process, 20 of the 31 agencies require a Comprehensive Examination Review (CER) to ensure compliance with Intelligence Community Directive 704 (ICD-704), which governs personnel security standards and procedures for

access to Sensitive Compartmented Information (SCI). The CER evaluates whether examiners appropriately scope security screening polygraph examination topics in alignment with these Federal requirements. This process plays a critical role in promoting reciprocity of counterintelligence-scope polygraph examinations across the Federal polygraph and intelligence communities, ensuring consistency and adherence to established security protocols.

NCCA's Academic Support Branch continuously monitors polygraph program performance through a quarterly reporting system, identifying shortfalls early and developing training plans to maintain compliance and uphold credibility assessment standards.

Academic Support and Operations

The Operations Branch serves as the backbone of NCCA, ensuring mission readiness through multidisciplinary support functions. Day-to-day operations encompass contracting, acquisition, logistics, budget management, human resources, IT, and the Soldier Support Role-Player Team (SSRT).

This integrated approach enhances efficiency, compliance, and innovation, ensuring that all mission areas – training, oversight, and technical services – operate seamlessly. By maintaining a strong operational foundation, NCCA continues to provide exceptional service to the Federal polygraph community and sustain the highest standards of credibility assessment.

In FY24, NCCA's Academic Support Branch processed, reconciled, and validated over 78,000 hours of CE credit for the Federal polygraph community. These records play a critical role in the QAP oversight process, ensuring all polygraph examiners and programs adhere to Federal standards.

NCCA FY24 by the Numbers

3,287
HOURS OF EXTERNAL CE TRAINING

3,674
HOURS OF DISTANCE LEARNING CE TRAINING

1,742
HOURS OF INSTRUCTOR-LED CE TRAINING

5,044
HOURS OF COUNTERMEASURES I & II COURSES

78,000
HOURS OF CE CREDITS

98
NEW POLYGRAPHERS

1,000+
TOTAL

In FY24, NCCA provided various training formats to help examiners meet their required CE hours.

Working at NCCA

Life at NCCA is structured and precise, yet the human element of an educational environment makes every day engaging and dynamic. Whether in operations, academic support, or polygraph instruction, we play a crucial role in shaping the future of Federal polygraph examiners and ensuring they have the tools they need to protect national security.

Operations and Academic Support Team

Our team is the foundation of NCCA's educational experience. From the moment students register for the 12-week Psychophysiological Detection of Deception (PDD) course, we guide them through every step. We set up their accounts, coordinate guest speakers, plan graduation ceremonies, issue transcripts and certificates, track over 1,200 annual continuing education training (CET) events, and ensure ongoing support long after they graduate.

Working with 30 DoD and Federal agencies, we interact with some of the most senior officials in Government, making sure their examiners receive the same high-quality training, no matter what changes may come. Our work is more than just logistics; we take a personal interest in every examiner's success. Polygraphers are unique individuals, and they deserve to be treated as such. Many return to Ft. Jackson to become instructors, passing their knowledge to the next generation.

> Looking back 20 years, I wouldn't change a thing. The Support Team may be a very small cog in a very large machine, but we can be large in our impact.

Our mission is clear: to train the best Gatekeepers possible for our Nation. While change can be difficult, we know that adapting is necessary to stay ahead. We've built an incredible team by stacking the deck with people who are winners and who want to be the best. That commitment to excellence is what sets NCCA apart.

Polygraph Instruction

Every NCCA polygraph instructor must first be an experienced polygrapher, mastering the craft before training the next generation. Becoming a polygrapher is more than a job – it's a commitment to uncovering truth

and safeguarding national security, particularly against insider threats.

To ensure credibility and consistency, all polygraphers complete an intensive 12-week graduate-level training course after earning a bachelor's degree. This training covers pre-test interviews, psychophysiological data collection, test analysis, post-test interviews, and interrogations. In the final week, students refine their skills in 2:1, instructor-student lab settings, synthesizing everything they have learned.

This rigorous foundation ensures that by the time a polygrapher becomes an instructor, they have the real-world experience needed to train, mentor, and uphold the highest standards of the profession.

But training doesn't stop there. We become part of a network of experts, constantly improving our craft. Many of us return to NCCA on temporary assignments to train future examiners or work on high-profile national

security cases. On any given day, we might be training new instructors at Ft. Jackson, traveling CONUS or OCONUS for continuing education, developing advanced curriculum, overseeing sensitive investigations, or conducting QAP reviews to ensure legal and policy compliance.

> The polygraph community is small but highly impactful. We operate behind the scenes, influencing everything from local criminal investigations to global espionage threats. Not every job allows you to bring about justice in a scalable fashion, but this one does. We are here, ensuring the safety of our Nation – one examination at a time.

Conferences

DCSA Security Conference for DoD

On August 6, 2024, ST sponsored the first in-person DCSA Security Conference for DoD since 2018. Themed "Collaboration: Breaking Down Barriers," the hybrid event was attended by 300 participants at the Maritime Conference Center in Linthicum, Maryland, with nearly 3,000 virtual attendees joining online.

DCSA Security Conference for Industry

From February 28 to 29, 2024, CDSE hosted the Virtual DCSA Security Conference for Industry on behalf of DCSA. Themed "Investing in Security," the event drew 2,599 participants and focused on equipping industry professionals with practical tools to strengthen security postures. The conference addressed policy updates and revisions, with sessions covering DD254s, the facility clearance process, CUI, personnel security, and interactive panel discussions at the end of each day.

Federal Interagency Polygraph Seminar

In August 2024, NCCA hosted the 19th annual Federal Interagency Polygraph Seminar (FIPS), a 40-hour virtual continuing education seminar. This exclusive event for the Federal polygraph community was attended by over 350 Federal polygraph examiners from 26 different agencies, providing specialized training and professional development.

Awards

Horizon Interactive Awards

CDSE earned four Bronze Horizon Interactive Awards in FY24, recognizing excellence in eLearning and instructional design.

- **Training & eLearning Category:** Two Bronze Awards for "Reciprocity in the Personnel Security Program Short" and "Insider Threat Vigilance Series: Season 3"

- **Promotional – Product or Service Category:** One Bronze Award for "Certificates vs. Certifications"

- **Instructional Category:** One Bronze Award for "Maintaining Effective Industrial Security Programs"

Now in its 22nd year, the Horizon Interactive Awards are among the most prestigious honors in interactive media, web design, and eLearning development.

LearningElite Award

On October 21, 2024, the Chief Learning Officer awarded the Learning Elite Award to the Security Training Directorate.

> "Security Training and its component centers... should be recognized as top-tier training providers because of their innovative use of technology, instructional design, customer focus, continuous improvement, and consistent accolades. Security Training provides high-quality, relevant, and effective training to their users at every stage of the learning journey."
>
> – LearningElite Award judge

FGDLA Award

CDSE's eLearning Content Controller (eCC) team received the Federal Government Distance Learning Association (FGDLA) Innovation Award for advancing distance learning technologies within the Federal Government. The award recognizes organizations that implement cutting-edge learning technologies. CDSE's eCC model enables centralized courseware development while allowing decentralized completion tracking across different DoD Learning Management Systems, enhancing efficiency and accessibility.

"The DCSA Security Training team provides critical security capabilities via training, education, and credentials for the DOD, Federal Government, and cleared contractors under the National Industrial Security Program."

– DCSA Director David Cattler

As Security Training advances its mission, FY25 will be a year of growth, innovation, and collaboration. By refining curricula, expanding accessibility, and integrating new training technologies, Security Training will ensure security professionals are well prepared to address emerging threats. With a focus on operational excellence and workforce readiness, Security Training will remain a cornerstone in safeguarding national security and developing the next generation of security leaders.

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