



# CDSE

Center for Development  
of Security Excellence

## COUNTERINTELLIGENCE TRAINING AND AWARENESS CURRICULUM OVERVIEW



Thomas C. Gentle  
CI Curriculum Manager



LEARN. PERFORM. PROTECT.

# Mission & Vision

The Counterintelligence (CI) Awareness Program's purpose is to:

- Enhance DOD and Industry Security personnel awareness of their responsibility to report unusual activities and behaviors.
- Drive understanding of current threats from Foreign Intelligence Entities (FIE), other illicit collectors of US defense information, and terrorists.
- Educate and empower new and current counterintelligence professionals
  - Standardization and enhancement of products and services including Instructor Lead Training (ILT), Virtual Instructor Lead Training (VILT) and Mobile Training

# Counterintelligence Defined

## **Executive Order (E.O.) 12333 (amended) Intelligence Activities:**

Counterintelligence means information gathered and activities conducted to identify, deceive, exploit, disrupt, or protect against espionage, other intelligence activities, sabotage, or assassinations conducted for or on behalf of foreign powers, organizations, or persons, or their agents, or international terrorist organizations or activities.



# The Role of Counterintelligence

Counterintelligence is real-time threat awareness, which helps to:

- Identify threats to your facility or operations
- Focus security efforts
- Deter foreign intelligence collection efforts
- Use threat-appropriate countermeasures
- Potentially save resources on security



# Foreign Collectors

## Who is targeting facilities?

Illicit collectors of U.S. information includes:

- Individuals
- Insider Threats (InT)
- Foreign Intelligence Entities (FIE)
- Quasi-Governmental Entities
- Commercial Enterprises





# Targets of Foreign Collection

Both classified and unclassified information & technology are targets.

Targeted information includes:

- Sensitive company documents
- Proprietary information
- Export controlled/classified information and technology
- Information on DOD-funded contracts
- Dual-use technology
- Military critical technology



# Reporting and Consequences

Title	Policy #	Notes
National Industrial Security Program Operating Manual (NISPOM)	32 CFR Part 117	<ul style="list-style-type: none"><li>• Suspicious contacts, adverse information</li><li>• SEAD 3 (Foreign Travel, Foreign Contacts)</li><li>• Actual espionage, sabotage, terrorism, subversive activity to FBI</li><li>• <a href="https://www.dcsa.mil/32CFR117NISPOMRule">32 CFR Part 117 NISPOM Rule (dcsa.mil)</a></li></ul>
Counterintelligence Awareness and Reporting (CIAR)	DODD 5240.06	<ul style="list-style-type: none"><li>• Identify and Report: Foreign Collection Activities; Foreign Cyber Activities; Potential Espionage Indicators; Insider Threat; Anomalous Health Inci</li><li>• <a href="https://www.menlosecurity.com/d5240_06.pdf">d5240_06.pdf (menlosecurity.com)</a></li></ul>



**\*\*Civilian personnel: Disciplinary action under regulations governing civilian employees\*\***

# Reporting and Consequences

Title	Policy #	Notes
Intelligence Oversight	DODD 5148.13	<ul style="list-style-type: none"><li>• Questionable Intelligence Activities (QIA)</li><li>• Significant/Highly Sensitive Matter (S/HSM)</li><li>• Intelligence or related activity reportable to the U.S. Attorney General</li><li>• <a href="#">DoD Directive 5148.13, April 26, 2017 (defense.gov)</a></li></ul>
Uniform Code of Military Justice (UCMJ)	Article 92	<ul style="list-style-type: none"><li>• Military: Failure to report may result in UCMJ action (failure to obey order or regulation)</li><li>• <a href="#">Arts9293Jun15.pdf (defense.gov)</a></li></ul>



**\*\*Civilian personnel: Disciplinary action under regulations governing civilian employees\*\***



# What are some of the Counterintelligence Policies?

- DODD 5240.02 Counterintelligence
- DODD 5240.06 Counterintelligence Awareness and Reporting
- DODD 5148.13 Intelligence Oversight Awareness
- NISPOM 32 CFR Part 117

# Our CDSE Instructors, Audience, and Stakeholders

- Subject Matter Experts (SMEs) with years of experience in the military and U.S. Government
- DOD Counterintelligence Professionals
- DOD and Cleared Industry Professionals

# Our Current Counterintelligence Curriculum Catalog

The Counterintelligence Curriculum catalog consists of a diverse range of CI training and awareness products. CI Instructors also provide CI instructor-led training (ILT) within other security disciplines.

- CI Presentations with instructor-led training (in-person and virtual)
- 11 eLearning courses
- 1 Toolkit
- 11 Security Shorts
- 10 Job Aids
- 21 Webinars
- 40 CI-Related Case Studies (see Case Study Library)
- 2 Games
- 8 Posters

## Future Curriculum Goals

- Pioneer innovative products
- Strengthen awareness messaging for a diverse audience
- Strengthen and broaden collaborative relationships with stakeholders and professionalization partners
- Improve standing as a leader of counterintelligence training
- Contribute to training and awareness strategy
- Optimally incorporate DOD CI policy changes into training and awareness curriculum

# GFY25 Counterintelligence Curriculum Content

## Content Themes:

- Artificial Intelligence
  - Behavioral Science
  - Fraud
- 
- 1 eLearning (Fraud and CI Content)
  - 2 Security Shorts (AI and Personal Vetting and CI Content)
  - 4 Job Aids (CI and Vetting Content)
  - 5 Webinars (incl. Supply Chain, AI, and Fraud Content)
  - 40 CI-Related Case Studies (see Case Study Library)
  - 2 Videos (Profile in Espionage and Targeting by Adversaries)
  - 5 Posters (incl. Behavioral Science, Fraud, and Supply Chain)



## Upcoming CDSE, DCSA CI Webinars

- 21 Nov 2024 – Topic TBD
- 20 Feb 2025 – Topic TBD (Perhaps Supply Chain Related)
- 15 May 2025 – Topic (Perhaps AI Related)
- 17 July 2025 - Topic TBD
- 18 Sep 2025 – Fraud and CI Risks

Register at <https://www.cdse.edu/Training/Webinars-and-Conferences>



# CDSE

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## INSIDER THREAT TRAINING AND AWARENESS CURRICULUM OVERVIEW

Amber D. Jackson  
Insider Threat  
Curriculum Manager



LEARN. PERFORM. PROTECT.

# Mission & Vision



**Awareness**



**Training**



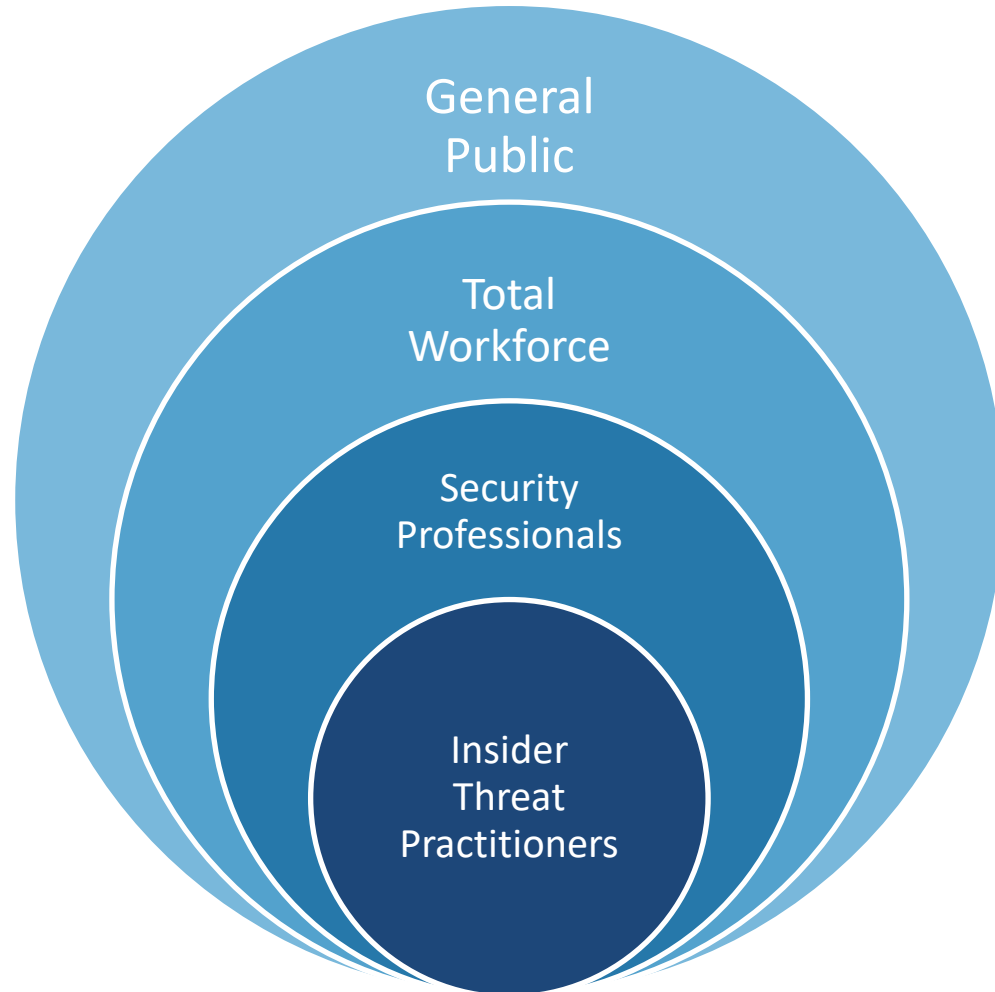
**Professionalization  
Support**



**Public Outreach**



# Our Audience



Outreach

Awareness

Training

Professionalization



# Insider Threat Defined

The 2017 National Defense Authorization Act defines an insider threat for the Department of Defense as, “a threat presented by a person who has, or once had, authorized access to information, a facility, a network, a person, or a resource of the Department and wittingly, or unwittingly, commits an act in contravention of law or policy that resulted in, or might result in, harm through the loss or degradation of government or company information, resources, or capabilities; or a destructive act, which may include physical harm to another in the workplace.”



# The Role of Insider Threat Programs

- Designed to deter, detect, and mitigate actions by insiders who may pose a threat to their organization.
- Employ holistic and multidisciplinary responses when managing insiders who are at risk, while maintaining their privacy and civil liberties.
- Do not conduct investigations

# What are some of the Insider Threat Policies?

- Executive Order 13587, Structural Reforms to Improve the Security of Classified Networks and the Responsible Sharing and Safeguarding of Classified Information, October 7, 2011
- Presidential Memorandum, National Insider Threat Policy & Minimum Standards for Executive Branch Insider Threat Programs, November 11, 2012
- DODD 5205.16, The DOD Insider Threat Program, Change 2, September 9, 2017
- 32 CFR Part 117, “National Industrial Security Program Operating Manual (NISPOM)”, February 24, 2021

# Poll Question #1

Which policy is about to be reissued/updated?

- Presidential Memorandum, National Insider Threat Policy & Minimum Standards for Executive Branch Insider Threat Programs, November 11, 2012
- DODD 5205.16, The DOD Insider Threat Program, Change 2, September 9, 2017
- 32 CFR Part 117, “National Industrial Security Program Operating Manual (NISPOM)”, February 24, 2021

# Insider Threat Landscape

- Espionage
- Terrorism
- Theft
- Unauthorized disclosure of information
- Corruption, including participation in transnational organized crime
- Sabotage
- Workplace violence
- Loss or degradation of departmental resources or capabilities
- Intentional and Unintentional



# Current Catalog

≈300 Products and Resources

2

CURRICULA

12

ELEARNINGS

50+

WEBINARS

1

VIRTUAL  
INSTRUCTOR-LED  
TRAINING

36

VIDEOS

75+

CASE STUDIES

10

GAMES

50+

POSTERS

1

SECURITY  
CAMPAIGN  
WEBSITE

50+

JOB AIDS

4

SECURITY SHORTS

13

TOOLKIT TABS





# Upcoming ITDAC Iterations (GFY2025)

## Registration Checklist

- ✓ Complete INT311.CU or INT312.CU
- ✓ Eligibility Form
  - Provide Supervisor Information
  - CTR Provide Government Lead
  - Provide Direct Support to USG Insider Threat Programs, Role Supports Hub Component

OCT   21-25, 2024	APR   7-11, 2025
NOV  18-22, 2024	MAY  12-16, 2025
DEC   2-6, 2024	JUN   23-27, 2025
JAN  13-17, 2025	JUL   21-25, 2025
FEB  10-14, 2025	AUG   18-22, 2025
MAR  17-21, 2025	SEP   22-26, 2025

# Shorts



This interactive story demonstrates the importance of cultural competence when managing risk in a cross-cultural setting and encourages reporting of concerning behavior to the Insider Threat Program.



Enhance understanding of the interconnected, multi-disciplinary approach used by insider threat programs to collect multiple data points from divergent sources and to combine them in ways that regard the “whole person” when detecting and assessing potential risk.

# Webinars



 **DCSA**  
**C-INT**  
**COMMUNITY**  
**TRAINING**  
**SERIES**

Presented by  
CDSE and DITMAC

**Register Today!**

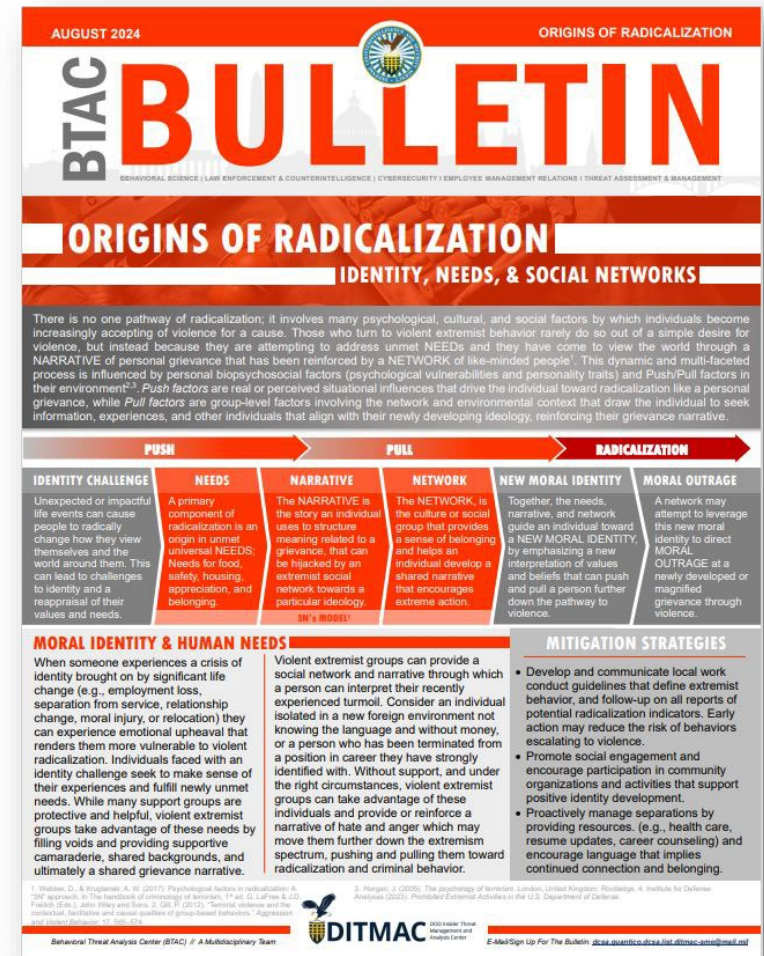
[www.cdse.edu](http://www.cdse.edu)

- An Alternative View of Preventing Insider Threats
- Understanding and Leveraging the Role of Law Enforcement and Counterintelligence
- Online Behavior in Threat Assessment
- Stalking Fundamentals
- Extremism: An Overview from the Department of Justice
- Saying Goodbye: Making Involuntary Separations Easier and Safer
- Mass Shooter Contagion Theory and The Copycat Effect in the Evolving Media Environment

# BTAC Bulletin

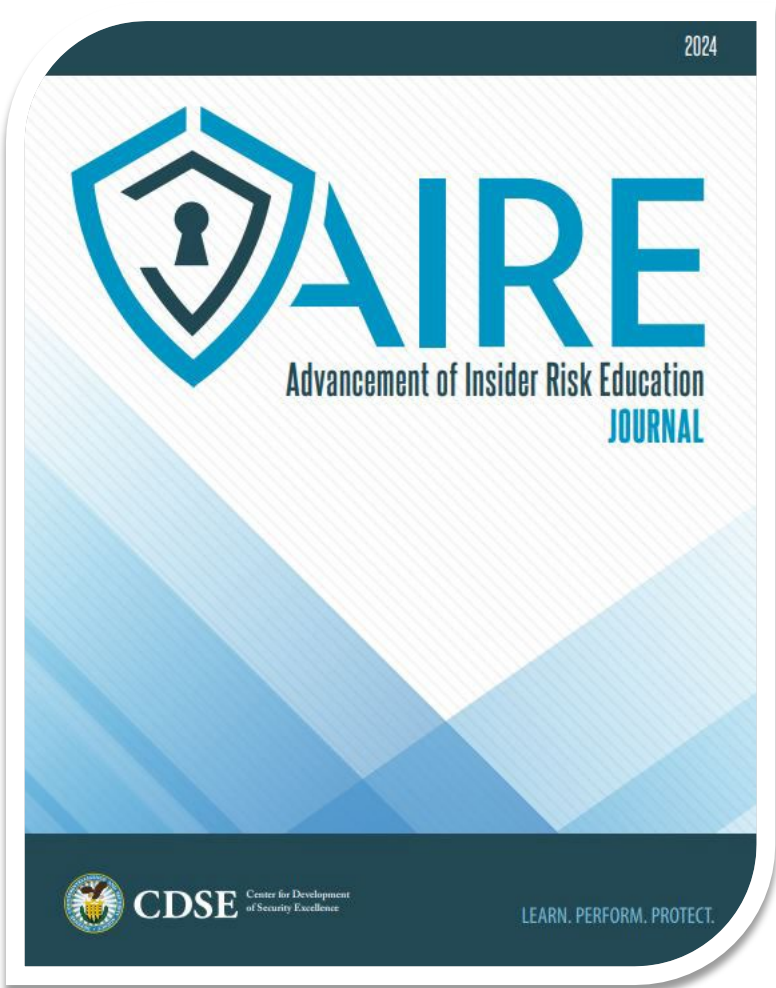
A monthly publication, highlights emerging threats, trends, capabilities, and best practices to increase awareness across the DOD insider threat enterprise. Content will focus on training, reference material and other resources relevant to leaders and insider threat professionals.

- Building Positive Culture
- Moral Outrage
- Psychological Risk Factors
- "Red Flag" Laws
- Sexual Violence
- Unauthorized Disclosure





# Advancement of Insider Risk Education (AIRE) Journal



## IN THIS ISSUE


What the CDSE Can Offer You	1
<b>Highlighted Training Products</b>	4
eLearning INT101: Insider Threat Awareness	5
DCSA Counter-Insider Threat Community Training Series	8
Insider Threat Detection Analysis Course	9
<b>Top Five Trends For Training Development</b>	11
<b>Highlighted Education Products</b>	16
ED 520: Foundations of Insider Threat Management	17
<b>A Strategy for Professionalization</b>	19
<b>Highlighted Certification Products</b>	24
Certified Credible: Counter-Insider Threat Professionals Get Their Own Exam	25
Certified Counter-Insider Threat Professional (CCITP) Certification	27
<b>Helpful Tools</b>	30
Insider Threat Program Operations Personnel Requirements	31
Hub Analyst Training Roadmap	33
Directory of Resources	47
About DCSA	49
CDSE Contact List	50




# Posters

## INFAMOUS SPIES

An Espionage Series



### ANNA CHAPMAN




#### THE SPY WHO BECAME A CELEBRITY


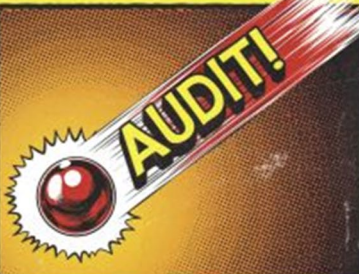
In June 2010, Anna Chapman (b. 1982), a Russian national, was arrested in New York City along with nine others on suspicion of working for a spy ring under the Russian Federation's external intelligence agency, the SVR (*Sluzhba Vneshney Razvedki*). Her cover as a Manhattan real estate businesswoman had been blown after meeting with an FBI agent pretending to be a Russian official.

Chapman plead guilty to conspiracy to act as an agent of a foreign government without notifying the U.S. Attorney General. Weeks after her arrest, she was deported back to Russia as part of a prisoner swap, the largest since 1986. Her fellow Russians welcomed Chapman home, and the government awarded her a medal for her work.

Her good looks made Chapman a focus of the media spotlight. Upon return to Russia, she posed for a men's magazine and walked the runway as a model for Moscow Fashion Week. She currently hosts a TV show called "Mysteries of the World" on Russian television.


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 [www.cdse.edu](http://www.cdse.edu)

## INSIDER THREAT HUBS





# FUSE!

...TO RELEASE A + + +

## POSITIVE OUTCOME!

ANALYZE INFORMATION FOR DETECTION AND MITIGATION!


**CDSE**

## SPARK THE CONVERSATION



Victims of malicious insider acts are our family and friends.

Learn to recognize indicators of an insider threat.

Raise awareness.


**CDSE** Center for Development of Security Excellence
 

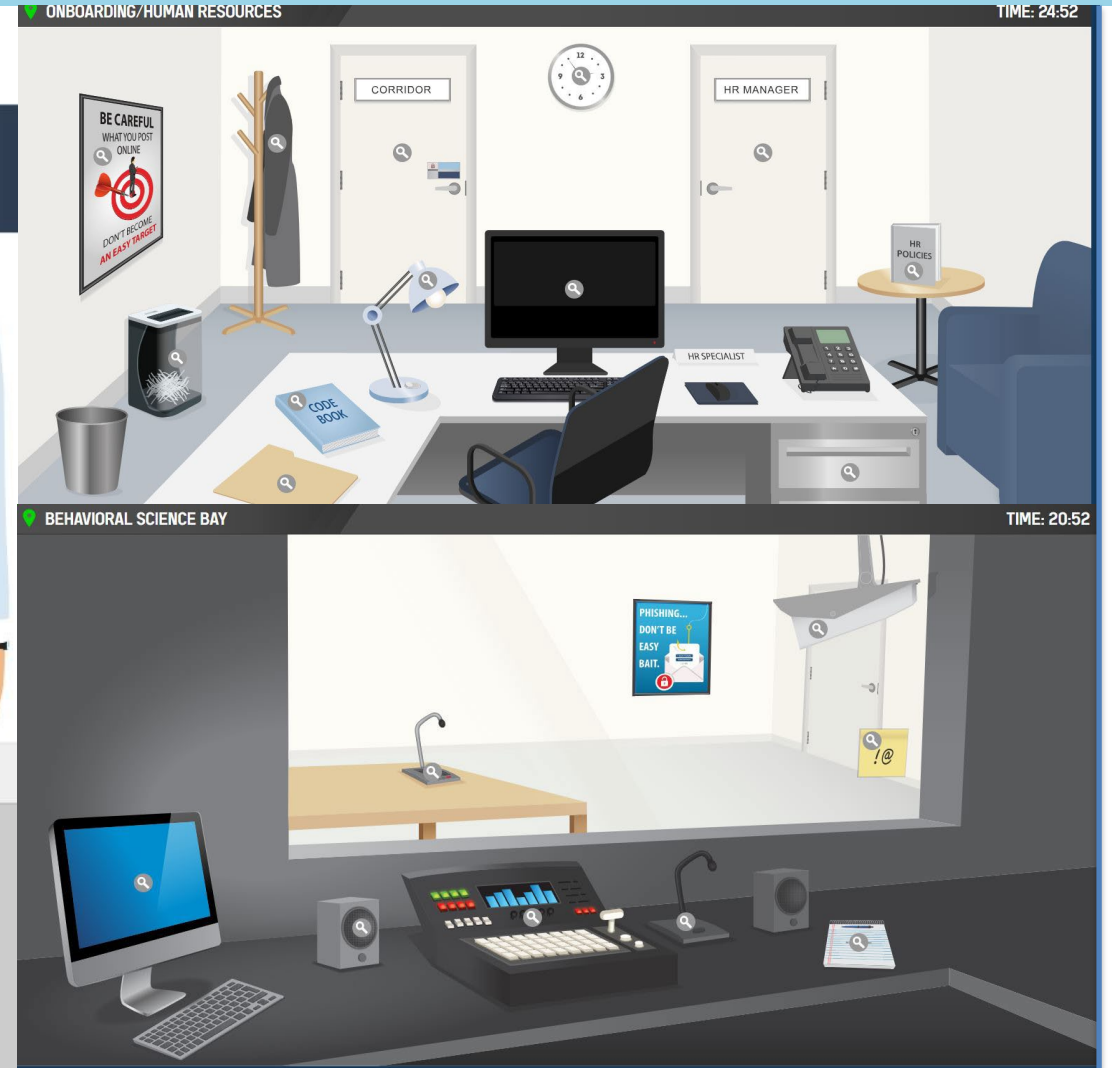
September is National Insider Threat Awareness Month



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# Games

- Trivia Twirl
- Concentration
- Whodunnit
- Who is the Risk?
- Crossword Puzzles
- Word Search
- Escape Rooms



## Poll Question #2

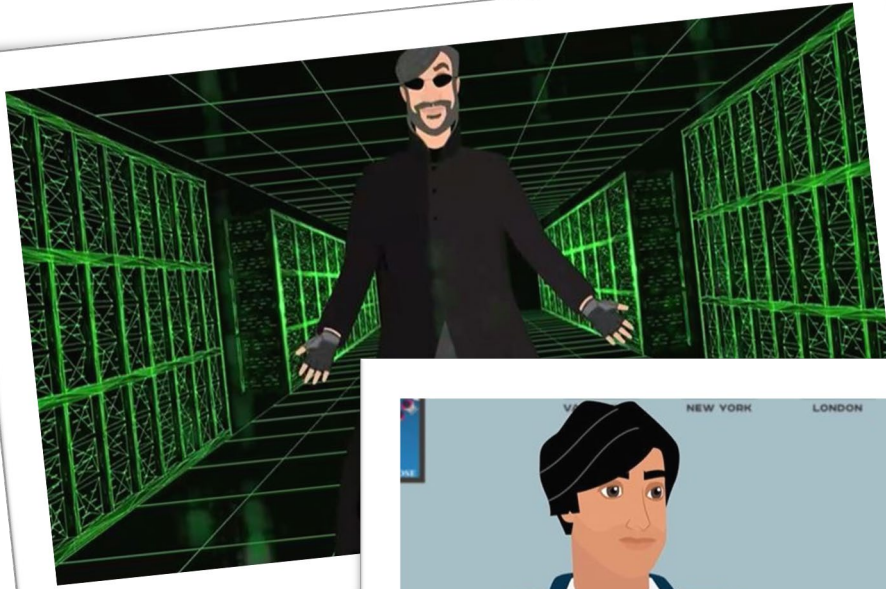
Have you played The Adventures of Earl Lee Indicator?

- Yes
- No





# Witting and Unwitting



In the animated series, executive Marc Connors is overlooked for a promotion that goes to a colleague instead. Frustrated and disgruntled, Marc begins disrupting corporate operations to retaliate for his perceived rejection and cause as much damage to the company as he can, in secrecy.

Episode 1: Overlooked

Episode 2: Hacked

Episode 3: Unexpected Capacity

Episode 4 – Winter 2024

# Insider Threat Vigilance Videos

The Insider Threat Vigilance Video Series aids the workforce in identifying and reporting insider threat indicators.

Season 1: *Turning People Around, Not Turning Them In*  
(four episodes)

Season 2: *The Critical Pathway*  
(four episodes)

Season 3: *Honor in Hindsight*  
(four episodes)



# National Insider Threat Awareness Month



September 26, 2024 | HQMC Marine Corps Virtual Workshop #5: "**Should the Insider Threat/Risk Community Be Concerned about Online Gaming**" : Participants will be provided an overview on online gaming as an emerging threat/risk. The topic is relevant and timely considering the recent high-profile incident involving disclosure of classified information on a gaming platform.



## Poll Question #3

Did your organization host an event or share resources for NITAM?

- Yes
- No



# On the Horizon

- Tabletop Exercise (asynchronous activity)
- Updates to Insider Threat Detection Analysis Course
- New Offerings DCSA Counter Insider Threat Training Series
- Case Studies
- Job Aids
- Updates to eLearnings
- New eLearning for Supervisors and Commanders
- Awareness Videos
- Supplemental Virtual Instructor-Led Training
- AIRE – 2<sup>nd</sup> Issue

# Resources

- AIRE: <https://securityawareness.usalearning.gov/aire.html>
- Archived Webinars:  
<https://www.cdse.edu/Training/Webinars-and-Conferences/>
- BTAC Bulletin:  
<https://www.dcsa.mil/Counterintelligence-Insider-Threat/DITMAC/>
- Case Study Library:  
<https://securityawareness.usalearning.gov/cdse/case-studies/index.php>
- Catalog:  
<https://www.cdse.edu/Training/Insider-Threat/>
- Games:  
<https://www.cdse.edu/Training/Security-Awareness-Games/>
- ITDAC Course Information:  
<https://www.cdse.edu/Training/Virtual-Instructor-led-Courses/INT200/>
- NITAM Website:  
<https://securityawareness.usalearning.gov/cdse/nitam/index.html>
- Posters:  
<https://www.cdse.edu/Training/Security-Posters/Insider-Threat/>
- Security Training Videos:  
<https://www.cdse.edu/Training/Security-Training-Videos/Insider-Threat/>
- Shorts:  
<https://www.cdse.edu/Training/Security-Shorts/Insider-Threat-Security-Shorts/>
- Upcoming Webinars:  
<https://www.cdse.edu/Training/Webinars-and-Conferences/>
- Witting and Unwitting:
  - E1 <https://www.dvidshub.net/video/862223/cdse-witting-and-unwitting-overlooked>
  - E2 <https://www.dvidshub.net/video/885518/witting-and-unwitting-episode-2-hacked>
  - E3 <https://www.dvidshub.net/video/920651/witting-and-unwitting-unexpected-capacity>



## Contact Information

**Please submit any questions or comments to the  
CDSE, DCSA training mailbox at:**

***[dcsa.cdsetraining@mail.mil](mailto:dcsa.cdsetraining@mail.mil)***