



2015 YEAR END REPORT

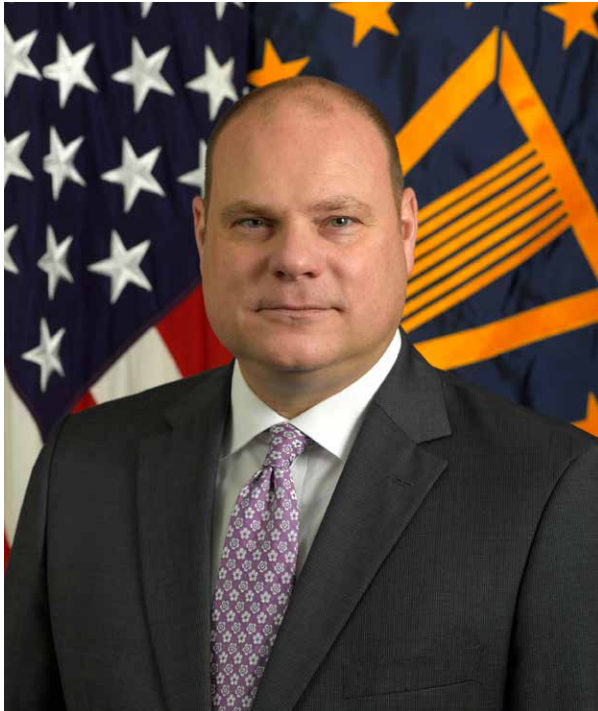
Preparing the Workforce for the Changing
Security Environment

LEARN.
PERFORM.
PROTECT.

CDSE

Center for Development
of Security Excellence

A MESSAGE FROM THE DIRECTOR



Continuity. Flexibility. Ingenuity.

Since its establishment in 2010, the Center for Development of Security Excellence (CDSE) has exemplified these principles in the face of ever-changing security and operational environments.

Budget constraints persist while insider threat and cybersecurity challenges grow, which create challenges for the Department of Defense (DoD) and threaten our national security. To combat these, CDSE has made more content accessible on a persistent platform available 24 hours a day, seven days a week, demonstrating flexibility by adapting to the changing paradigm of information delivery and leveraging current and emergent technology. As a result, CDSE continues to meet the increasing demands for security training, education, and certification by transcending time and location.

CDSE remains at the forefront of preparing the workforce for the changing security environment with its security education, training, and certification programs. I am extremely proud of the results we have achieved this past year.

Sincerely,

A handwritten signature in black ink that reads "James Kren".

James Kren
Acting Director, DSS

A MESSAGE FROM THE CDSE FRONT OFFICE

CDSE is proud to highlight the strides we made in fiscal year 2015 (FY15) through our sixth Year End Report. In our effort to ensure a prepared and ready workforce capable of addressing security needs and requirements, we have:

- Made more of our content available on a persistent platform;
- Proactively responded to the changing security environment and policy; and
- Positioned ourselves to quickly address emerging issues and provide up-to-date information to the security community.

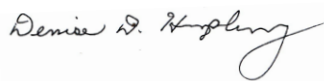
CDSE is committed to supporting DoD's security personnel, and constant collaboration with the community is integral to this effort. In this year's edition, you will see many examples of this year's accomplishments, including releasing 43 new online products; developing a risk management framework for the cyber community, gaining accreditation of another Security Professional Education Development certification, American Council on Education credit recommendations for courses, and much more.

We hope you will find this report informative and see our dedication to preparing the security workforce for the constantly changing environment.

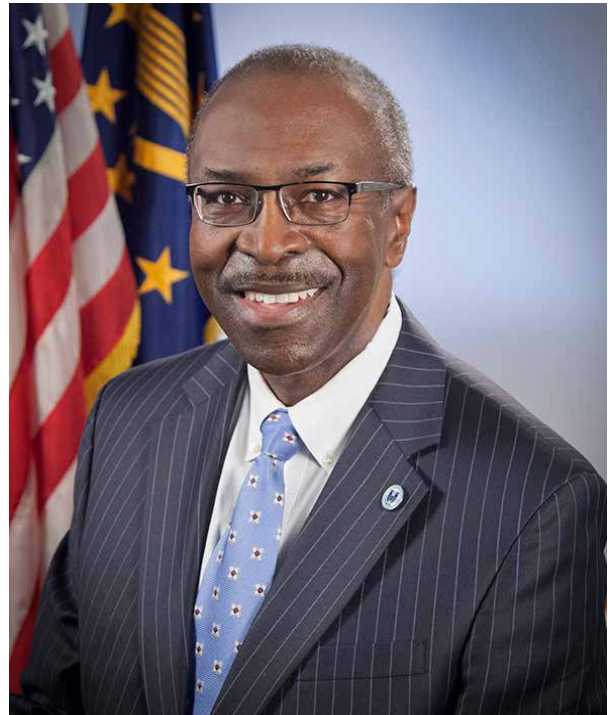
Sincerely,



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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NEW OFFERINGS

TRAINING PRODUCTS

CDSE continually provides courses and products to keep up to date with changing policies and security environments. In FY15, CDSE released:



12 NEW COURSES

- Acquisition & Contracting in the NISP
- Counterintelligence Awareness & Security Brief
- Industrial Security Basics
- Industrial Security Databases and Systems
- Introduction to DoD Foreign Disclosure
- Introduction to the Vulnerability Assessment
- JCAVS User Level 7 & 8
- JCAVS User Level 10
- Managing Risk through Industrial Security (MRIS)
- NISP Oversight Course (NISPOC)
- Risk Management Framework (Steps 1–6)
- Unauthorized Disclosure of Classified Information for DoD and Industry



9 NEW SECURITY SHORTS

- Data Spills
- Foreign Ownership, Control, or Influence (FOCI)
- Industrial Security for Senior Management
- International Visit Requests
- Marking Syntax
- National Interest Determinations (NID) Process
- Procedures for Transporting Special Access Program (SAP) Material
- The Revised Federal Investigative Standards
- Trusted Download



3 NEW VIRTUAL ENVIRONMENTS

- Technical Implementation of Certification and Accreditation (C&A) - Configuration to DSS Standards Virtual Environment - Red Hat Enterprise Linux 6
- Technical Implementation of Certification and Accreditation (C&A) - Configuration to DSS Standards Virtual Environment - Windows XP
- Technical Implementation of Certification and Accreditation (C&A) - Configuration to DSS Standards Virtual Environment - Windows 7



15 NEW CDSE WEBINARS

- Best Practices and Vulnerabilities for Privileged Accounts
- Counter-Proliferations
- Cybersecurity Awareness Update Webcast (June, July, August, September)
- Cyber-Enabled Threats to Cleared Industry
- Information Security Continuous Monitoring
- Insider Threat for DoD Professionals
- JPAS Facts
- NISP C&A Process and OBMS
- Targeting U.S. Contractors Overseas
- Top 20 Critical Security Controls
- Trusted Download
- Unclassified Trends



4 NEW TOOLKITS

- Counterintelligence Awareness
- Insider Threat
- Personnel Security
- SAP Toolkit

NEW OFFERINGS

NEW RISK MANAGEMENT FRAMEWORK CURRICULUM

When the Risk Management Framework (RMF) training requirement replaced the DoD Information Assurance Certification and Accreditation Process (DIACAP) as the official Certification and Accreditation (C&A) vehicle, CDSE developed the “Risk Management Framework” curriculum for DoD security practitioners. Accordingly, the RMF Curriculum provides support to utilize the system, allowing more information sharing and efficiency across federal entities. This new curriculum provides DoD security personnel and industry within the NISP a breakdown of the six RMF steps into six separate modules. RMF is required for all new C&A efforts throughout the DoD and seeks to benefit all individuals with C&A responsibilities.

SPeD’S NEW SPECIAL PROGRAM SECURITY CERTIFICATION

The Security Professional Education Development’s (SPeD) new Special Program Security Certification (SPSC) was released on February 2, 2015. SPSC provides the recognition and official record of an individual’s demonstrated understanding and application of the successful development and execution of a Special Access Program to create and maintain a secure environment. The Security Fundamentals Professional Certification (SFPC) is a prerequisite for this certification.

SPeD certification assessments are available to security professionals worldwide. There are over 1,000 testing centers available, including 149 testing locations at DoD bases in the United States and abroad.





DOD SECURITY CONFERENCE



The DoD Security Conference is another way CDSE supports the community by facilitating the exchange of information and preparing the workforce for the changing security environment. This year’s event was held in Orlando, Florida the week of September 16–18, 2015. Approximately 300 DoD personnel attended and over 700 personnel participated virtually from across the Federal Government, logging in from as far away as South Korea, Japan, and Rwanda.

The theme, “Combating National Security Challenges,” demonstrated this effort by discussing updated policy changes, emerging issues, and initiatives to address them. Some specific topics in the 51 sessions addressed by the 43 speakers included:

- Policy updates and initiatives of interest from the Office of the Under Secretary of Defense for Intelligence Security Policy and Oversight Division
- DoD Insider Threat Management and Analysis Center
- Monitoring and Mitigating Insider Threat to Information Technology Systems
- Information Technology Systems used by Security Professionals – JPAS, CATS, DISS

- Controlled Unclassified Information
- SP&D Certification Maintenance
- CDSE Advanced Graduate Level Education

The keynote speaker, Daniel Payne from the Office of the Director of National Intelligence, National Counterintelligence and Security Center, closed the conference by inspiring and encouraging security professionals to continue taking up the charge of combating national security challenges.

In addition to the virtual sessions, CDSE developed a conference mobile application, which participants downloaded close to 300 times. This application supplied the most up-to-date conference information and allowed participants to create their own schedules, take notes, download conference presentations, and send messages to other conference attendees.

Given the overwhelming success of the event, CDSE intends to host the next conference in 2017. Plans are underway for a virtual conference in July 2016.

ACCREDITATION RESULTS

ACCREDITATION



AMERICAN COUNCIL ON EDUCATION

CDSE continued to add value to its education and training program offerings in FY15, with both new and renewed American Council on Education (ACE) CREDIT recommendations for 11 CDSE course offerings. With tuition-free and accredited education and training, CDSE enables students to earn college credit as they support the security workforce at all levels.

ACE evaluated one course for the first time and re-evaluated six education and four training courses and curricula. The new Risk Management Project and Advanced Studies (ED 603) course was reviewed and earned graduate credit recommendations. The other six education courses ACE reviewed retained their Graduate Degree category recommendations, two training courses retained their Baccalaureate/Associate Degree category recommendations. Additionally, ACE recommended that the Special Access Programs Mid-Level Security Management course advance to the Graduate Degree category.

In addition to ACE CREDIT recommendations, CDSE successfully laid the groundwork for obtaining degree-granting authority. CDSE collaborated with the Office of the Under Secretary of Defense for Intelligence (OUSD(I)) Human Capital Management Office and the Security Policy & Oversight Division to establish the need for a graduate degree program and define the accreditation pathway for obtaining degree-granting authority. Adding a graduate degree program will complement existing training education certificate programs, and professional certifications currently offered by CDSE.



NATIONAL COMMISSION FOR CERTIFYING AGENCIES

SPeD's Security Program Integration Professional Certification Accredited



On February 26, 2015, the SPeD Certification Program's DoD Security Program Integration Professional Certification (SPIPC) became the third federal government professional certification program to obtain national-level accreditation from the National Commission for Certifying Agencies (NCCA). The application package included statements and evidence to support compliance with NCCA's comprehensive standards and covered all aspects of the SPIPC program, including administration, assessment development, and recertification. Certification provides a portable credential across the DoD, addresses Intelligence Community competencies, promotes interoperability, and provides a clear pathway to career success.

NCCA accreditation places the SFPC, SAPPC, and now SPIPC programs on par with other professional and vocational organizations. Accreditation publicly confirms each certification program meets comprehensive quality standards and certificants are prepared for success in their security careers.

POSITIONING FOR SUCCESS

CDSE's education, training, and certifications are not just for those who want to expand their knowledge and skills in their current positions. Our offerings also prepare students for positions of greater responsibility within their agencies or organizations. In FY15, Ms. Valerie Lucier-Diaz, a CDSE student, credited completing CDSE education and training courses and earning certifications as factors leading to her promotion as a Supervisory Security Specialist at Fort Benning, Georgia.

Lucier-Diaz stated CDSE courses helped her "see and consider other perspectives as a supervisor." Lucier-Diaz has held security positions in government, industry, and the military. A security professional since 2002, Lucier-Diaz's initial interest in CDSE came from the desire to advance into a leadership role within her organization. She has taken numerous CDSE education and training courses and achieved multiple certifications, earning her Bachelor's and Master's Degrees in Business Administration along the way. Her efforts toward promotion opportunities were rewarded when she was offered and accepted a supervisory position.

Lucier-Diaz said she was able to achieve her leadership position in part due to her 24/7 access to CDSE products and programs. No matter where she was located or how strenuous her job, she was able to further her knowledge while rising through the ranks. She completed numerous online and instructor-led CDSE courses that prepared her for positions such as a Defense Security Service (DSS) Industrial Security Specialist and an industry Facility Security Officer.

Her training and work experience enabled her to receive four Security Professional Education Development (SPeD) certifications, conferred by the Under Secretary of Defense for Intelligence (USD(I)). Her certifications include the Security Fundamentals



Valerie Lucier-Diaz, Supervisory Security Specialist, Directorate of Plans, Training, Mobilization, and Security, Security Division, Fort Benning, GA

Professional Certification (SFPC), Security Asset Protection Professional Certification (SAPPC), Industrial Security Oversight Certification (ISOC), and Physical Security Certification (PSC).

In April 2015, Lucier-Diaz also received a CDSE "Certificate in Security Leadership" after successfully passing four graduate-level courses. She expects to complete the required courses for the CDSE "Certificate in Security Management" in Spring 2016. By completing these and other CDSE courses, she earned college credit recommendations, professional development units, and continuing education units applicable toward additional college degrees, certification maintenance requirements, and individual development plans. Her supervisor described her as an extremely hard worker and his most trusted advisor, a result of her commitment to CDSE education, training, and certification.

SECURITY SOLUTIONS FOR EMERGING ISSUES

PROTECTING YOUR IDENTITY TOOLKIT

CDSE recognized a need to quickly and effectively disseminate information after the Office of Personnel Management (OPM) data breach. Based on CDSE's past success with toolkits, CDSE worked with USD(I) SPOD to develop the "Protecting Your Identity" toolkit. This toolkit provides a central repository of current information to assist the over four million affected DoD personnel, contractors, and their families, with information regarding resources that determines who was affected, how they were affected, and steps to prevent identity and credit theft.

UNAUTHORIZED DISCLOSURE COURSE

CDSE designed a course to refresh students' understanding of the importance of preventing and reporting unauthorized disclosure (UD) of classified information and controlled unclassified information (CUI), specifically underscoring the importance of UD when it comes to CUI. The target audience includes DoD military, civilian, and contractor personnel. UD training became mandatory for DoD security personnel per DoDM 5200.01 Volume 3, DoD Information Security Program: Protections of Classified Information, and CDSE's Unauthorized Disclosure Course is now leveraged for that purpose. As a result, CDSE has been named as a major provider for UD training and education.

FEDERAL INVESTIGATIVE STANDARDS OVERVIEW



Per Executive Order 1347, an interagency working group revised the Federal Investigative

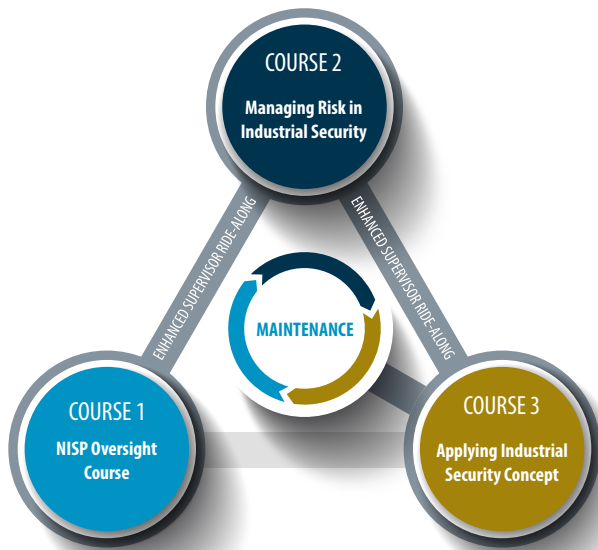
Standards (FIS) to align national security and suitability investigations to the greatest extent possible. These revised standards were approved and signed by the Security Executive Agent, the Director of National Intelligence (DNI), and the Suitability Executive Agent for the Office of Personnel Management (OPM) in December 2012. The interagency working group also developed a phased implementation plan, approved and signed by DNI and OPM in April 2014.

In response to these updated standards and implementation plan, CDSE developed new FIS resources satisfying the National Training Standards FIS training requirement for adjudicators. These resources include:

- The Revised Federal Investigative Standards (FIS) Short, which provides a high-level overview of the new five-tiered investigation process.
- The Federal Investigative Standards (FIS) Job Aid, developed and incorporated into CDSE Personnel Security instructor-led courses. The For Official Use Only (FOUO) job aid identifies the five tiers, lists the investigative elements required for each tiered investigation, and provides implementation timelines.
- The FOUO Revised Federal Investigative Standards (FIS) Webcast, an approximately 20-minute webinar providing training on the revised FIS, including its history, applicable regulations, tiered investigations, investigative elements, and implementation.

SECURITY SOLUTIONS FOR EMERGING ISSUES

INDUSTRIAL SECURITY REPRESENTATIVE TRAINING



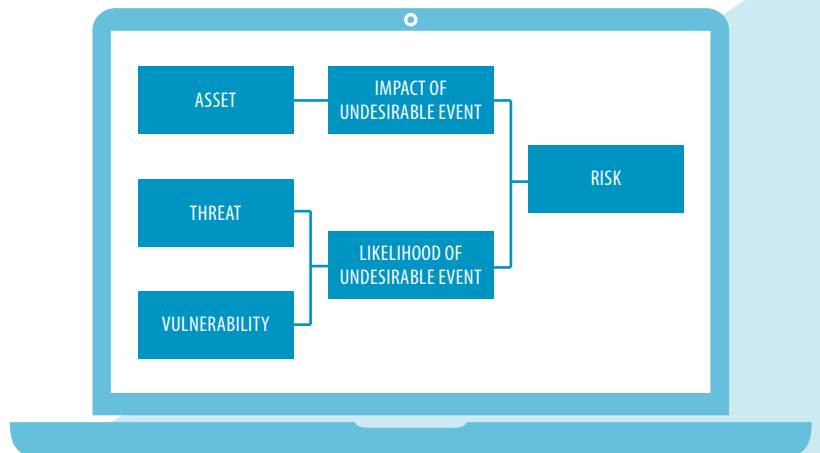
In FY15, CDSE created the first-ever three-tiered Industrial Security Representative (IS Rep) training program focused on risk management, delivering DSS mission-critical training to over 250 IS Reps. This comprehensive program consists of three courses that provide progressive training to promote professional growth and focuses on creating collaborative learning, critical thinking, standardization, and consistency, thus enhancing the competency of all IS Reps.

RISK MANAGEMENT COURSE REDESIGN

During FY15, CDSE designed, developed, and presented the Risk Management Project and Advanced Studies (ED 603) course. This 16-week graduate equivalent course replaces Challenges in Analyzing and Managing Risk (ED 602), which required students to travel to Linthicum, Maryland at the beginning of the semester and return at the end of the semester to present their projects. Although there were advantages to having students in a face-to-face classroom environment, those advantages were outweighed by the travel expense and time commitment required.

By contrast, ED 603 covers the same subject matter and is delivered 100% online, thereby removing the travel requirement. DoD, other U.S. government civilian employees, and U.S. military service members participate in the course from locations worldwide while interacting and collaborating with other students and the subject matter expert instructor. Offering this course in this format completes an entire virtual instructor-led advanced graduate equivalent program.

During FY15, CDSE students earned 32 Education Certificates; eight CDSE students earned the CDSE Education Certificate in Risk Management.



CERTIFICATION SUPPORT



SPeD CERTIFICATION MAINTENANCE AND RENEWAL

Fiscal year 2015 marked the first complete SPeD Certification Maintenance and Renewal cycle since the certification program's inception. Many changes have taken place to streamline the certification maintenance process, including establishing a static certification expiration date and moving to a single Certification Renewal Form (CRF).

For multiple certification owners, a static certification expiration date, based on when the first certification was achieved, made it easier to understand certification expiration dates by when owners needed to earn 100 Professional Development Units (PDU) to maintain an active certification. Implementing the single CRF further simplified the once arduous task of documenting PDUs.

In addition to these changes, the Certification Maintenance and Renewal Program team collaborated with DoD Components and Agencies to ensure expiring certificate holders were equipped with information to guide them through the updated maintenance procedures. This was communicated through a series of phone calls, webinars, user guides, checklists, and other resources.

Over the lifetime of the Certification Maintenance and Renewal Program, and as a result of these changes and efforts, certification holders recorded more than 124,000 PDUs, averaging 140 PDUs submitted per participant.

INTERNATIONAL IMPACT

EUCOM SUPPORT

CDSE sent a mobile training team (MTT) to Stuttgart, Germany in April 2015 to present the Information Security Management (ISM) course to 34 students. This MTT was cohosted by European Command (EUCOM) and Africa Command (AFRICOM). The ISM course was well received by both students and cohosts, and the Chief, EUCOM Security Support Division stressed the importance of professional security training at all levels of leadership.

MOBILE TRAINING TEAM

CDSE has seen an increase of requests for mobile iterations of its training and education offerings over the past year. CDSE has risen to the task and supplied more mobile courses to security professionals around the world, from Special Access Programs (SAP) training to The Getting Started Seminar for Facility Security Officers (FSOs). CDSE's mobile offerings are sponsored by a local host with a concentration of local personnel who require the requested training.

The SAP team traveled to Rome, Italy during FY15 to deliver the Introduction to SAP Course to the Italian government's 13 Navy and Air Force military members. All 13 students passed the course with an 80% or higher. As a result of the successful training, the Italian government anticipates periodically sending future students to the in-house training and is seeking collaboration with CDSE to provide a refresher SAP course to its military members on a biennial basis.

Photos from Rome Italy:
The Colosseum and St. Peters Square.

INTERNATIONAL VISITS

CDSE also supports the global security community by sharing its story. Increasingly, CDSE is sought after by foreign delegations to establish their own security education and training programs. In FY15, delegations from Brunei, Singapore, and Taiwan, accompanied by representatives from the Under Secretary of Defense for Policy (USD(P)), International Security Directorate, visited CDSE in Linthicum, Maryland, where they learned about CDSE's evolution, curricula development and maintenance, product and service offerings, and how it addresses emerging issues.



AWARDS

DOD COUNTERINTELLIGENCE AWARD



Each year, the Intelligence Community (IC) recognizes individuals and organizations for their education and training efforts to ensure the IC community fosters a cadre of future CI and Security experts and leaders. These awards recognize effective learning programs strategically designed to assist

counterintelligence (CI) and security professionals in developing and refining their substantive and tradecraft skills, competencies, and expertise.

In 2015, CDSE received the Defense Intelligence Agency (DIA) DoD Counterintelligence Award for CI Training and Education Team Award for the CDSE CI Curriculum Program. CDSE collaborated with the DSS CI Directorate to develop three new CI eLearning courses for FSOs, added five hours of CI training to the FSO Getting Started seminars, revised CI training for DSS employees, and offered instructor-led training for CI Awareness and threat information in several disciplines.

The significant increase of reporting suspicious activities targeting U.S. technologies is a sound measure of the effectiveness of CDSE CI Awareness training. This year's DIA Award was the seventh such award received from either DIA or the National Counterintelligence and Security Center over the past five years, a convincing testament to CDSE as a training center of excellence in support of the Intelligence Community, DoD, and industry under the National Industrial Security Program (NISP).





Five CDSE products won multiple Omni and Horizon Awards this year.

Active Shooter Awareness	Antiterrorism Officer (ATO) Level II	Derivative Classification Refresher	Protecting Your Facility's Technology
 Horizon, Silver	 Horizon, Bronze Training, ELearning	 Horizon, Silver Training, ELearning	 Horizon, Silver Training, ELearning
 Omni, Bronze Education	 Omni, Bronze Education		 Omni, Bronze Education
 Omni, Bronze Government	 Omni, Bronze Government		 Omni, Bronze Government

SAP Mid-Level Physical Security Simulation	Security Specialist Course Transmission and Transportation Practical Exercise	The Relationship between Counterintelligence and Security	Unauthorized Disclosure of Classified Info for DoD and Industry
 Horizon, Silver Education	 Horizon, Silver Education	 Horizon, Silver Training, ELearning	 Horizon, Silver Training, ELearning
 Omni, Silver Government	 Omni, Silver 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.



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

BY THE NUMBERS

1 COMPLETE SPēD
CERTIFICATION MAINTENANCE CYCLE

3 CERTIFICATIONS WITH
NATIONAL-LEVEL
ACCREDITATION

31  **255**
EDUCATION COURSE
COMPLETIONS

CDSE COURSES WITH
ACE CREDIT
RECOMMENDATIONS


4,944
TOTAL SPēD CONFERRALS

 **16,787** JOB AID
VIEWS

PDU_s EARNED

105,776

 **86,267**
VISITS TO SECURITY SHORTS


784,677
★ COURSE COMPLETIONS ★


324,196
VISITS TO TOOLKITS



OVERALL WEBSITE VISITS

3,523,320



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 at (410) 689-1300 or email cdse@dss.mil.



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