



CDSE

Center for Development
of Security Excellence

LEARN.
PERFORM.
PROTECT.

2017 YEAR END REPORT



A MESSAGE FROM MR. PAYNE



The 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 the security community evolves and changes, so do the responsibilities we place on all security personnel. In response, CDSE adapts alongside the 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.

Collaborating with those in DoD and across the federal government, 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 this last year and am excited for what is to come.

Sincerely,

A handwritten signature in black ink, appearing to read 'Daniel E. Payne', with a long horizontal flourish extending to the right.

Daniel E. Payne
Director, Defense Security Service

A MESSAGE FROM THE CDSE FRONT OFFICE

CDSE is pleased to present our eighth Year End Report. During FY17, 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.

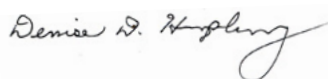
CDSE is committed to supporting DoD's security personnel, and constant collaboration with the community is integral to this effort. In this year's edition, you will see many examples of accomplishments, including hosting a successful DoD Virtual Security Conference, working with stakeholders to determine training needs, integrating cybersecurity skill standards into select certification assessments, facilitating the DSS in Transition, 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 fluctuating environment.

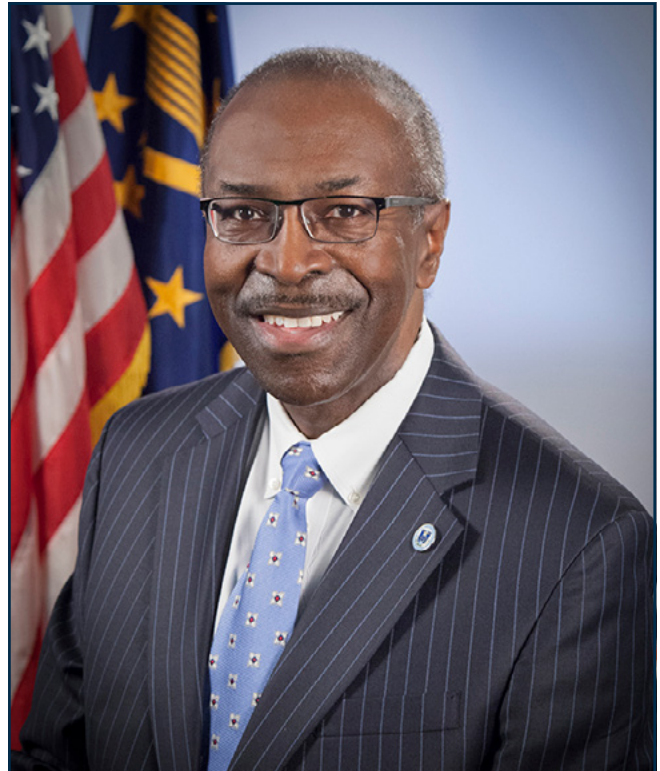
Sincerely,



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.



CONTENTS

| | |
|--|----|
| A Message from Mr. Payne | 2 |
| A Message from the CDSE Front Office | 3 |
| Collaboration | 6 |
| DoD Virtual Security Conference | 6 |
| DSS in Transition | 7 |
| Curriculum Review Meetings | 8 |
| Security Oversight Workshop | 8 |
| New From CDSE | 9 |
| Initial Orientation & Refresher Training | 9 |
| UD Toolkit | 9 |
| Cyber Skills for Security Professionals | 9 |
| New Courses and Products | 10 |
| Updated Courses and Products | 11 |
| Results | 12 |
| Student Earns All Education Certificates | 12 |
| ACE CREDIT™ Recommendations | 12 |
| Certification Assessment Feedback Form | 13 |
| Course Survey Feedback | 13 |
| Technology Capabilities | 14 |
| Migration to USA Learning | 14 |
| FSO Getting Started Seminar Hybrid | 14 |
| Awards | 15 |
| Award Winning Counterintelligence Team | 15 |
| CDSE Recognized for a Second Year as a Top Learning Organization | 15 |
| Horizon Interactive Awards | 16 |
| OMNI Awards | 17 |
| By the Numbers | 18 |

COLLABORATION

DOD VIRTUAL SECURITY CONFERENCE

In July, CDSE hosted its second DoD Virtual Security Conference. The theme for the conference was “Trends, Changes, and Challenges.”

More than 1,400 security professionals from over 40 different agencies and services across 15 countries participated. Rather than travelling to a central location, the collaborative online platform enabled attendees and speakers to participate from their homes and offices. The conference addressed the immediate needs of the DoD security community while bringing civilian and military security professionals together from around the world.

CDSE worked with the DoD Security Training Council (DSTC) to establish a working group to select session topics that represented the community’s needs. Specific conference sessions included:

- New adjudication guideline implementation
- Critical Unclassified Information (CUI) policy

implementation and CUI markings

- New DD Form 254 process
- Changes to information security policy
- Personnel security policy updates, tiered investigations, and the way ahead
- Physical security focused on wireless and personal electronic device impacts

Using virtual delivery provided a venue to address the DoD security communities while also avoiding lodging, travel, and administrative costs. This format allowed civilian and military security professionals from all over the world a unique opportunity to hear about and discuss updated policy and guidance.

“This was my first time attending and virtual events [sometimes are] boring. Not this one. The keynote speaker was amazing and all topics were relevant and on point.”

WORLDWIDE PARTICIPATION IN THE 2017 DoD VIRTUAL SECURITY CONFERENCE



COLLABORATION

DSS IN TRANSITION

During the fiscal year, DSS continued to see changes. Where the agency once concentrated on schedule-driven National Industrial Security Program Operating Manual (NISPOM) compliance, DSS is now moving to an intelligence-led, asset-focused, and threat-driven approach to industrial security oversight.

To achieve this approach, DSS is engaging the entire enterprise through a multi-year initiative called, DSS in Transition (DiT). As part of this initiative, CDSE has played a key role in the establishment of the DSS Change Management Office (CMO) by providing people, resources, and support. The CMO reports to Mr. James Kren, DSS Deputy Director, through Mr. Kevin Jones, DiT Change Management Officer/ Director, CDSE, and has oversight of enterprise-wide change activities.

Over the past fiscal year, the CMO has achieved a number of accomplishments, including orchestrating the development of a new DSS methodology that is

based on knowing the assets at each facility, establishing tailored security programs, and applying appropriate countermeasures against threats. As a result, in August 2017, a single, unified, and aligned Concept of Operations (CONOPs) was created that will be tested in the field early next fiscal year.

DSS IN TRANSITION
Partnering with Industry to Protect National Security

The Defense Security Service (DSS) is changing its approach to security oversight

DSS is moving from a focus on schedule-driven compliance to an intelligence-led, asset-focused, and threat-driven approach to industrial security oversight

The New Methodology is a fluid and dynamic model that will continue to evolve.

It consists of five primary components:

- Prioritization
- Security Baseline
- Security Review
- Tailored Security Programs
- Continuous Monitoring

Cleared industry is partnering with DSS on the New Methodology to:

- Identify Assets and Security Controls
- Develop and monitor Tailored Security Programs
- Design and develop a future measurement system

Our goal is to help ensure contracted capabilities, technologies, and services are delivered uncompromised.

Defense Security Service, Sept. 2017

In addition, to implement the new DSS methodology, CMO developed a multi-phase communications strategy to unify and align messages from senior leadership, explain why DSS is changing, and outline what the change means for cleared industry.

CMO also coordinated with the National Industrial Security Program Policy Advisory Committee (NISPPAC) and assembled a core group of volunteers from industry to regularly provide input on the development of the new DSS methodology.

The accomplishments of the CMO have had a profound impact on the Agency this fiscal year. DSS is now shifting its focus from strictly NISPOM compliance to helping cleared industry ensure contracted capabilities, technologies, and services are delivered uncompromised.

COLLABORATION

CURRICULUM REVIEW MEETINGS

In FY17, CDSE organized sessions in which Curriculum Managers (CMs) directly communicated with stakeholders regarding current training offerings at CDSE. Similar meetings were conducted in previous years; however, to successfully gather the appropriate stakeholders and elicit better quality feedback, the CDSE Training Division opted for a new approach where each CM held his or her meeting independent of the others. CMs offered a virtual alternative if preferred or required, but ideally participants were encouraged to meet at CDSE.

The curriculum reviews validated that CDSE's training curriculum is up-to-date, accurate, and relevant. The review fostered discussion on security training needs and provided a forum eliciting recommendations for additions, deletions, and/or modifications in order to develop security professionals better able to meet the changing threat landscape.

SECURITY OVERSIGHT WORKSHOP

This summer, DSS hosted a Security Oversight Workshop, bringing together Special Access Program (SAP) and Sensitive Compartmented Information (SCI) government stakeholders to learn about how DSS carries out the security oversight mission and foster open communications. DSS aimed to strengthen national security partnerships by establishing collaborative networks to share information and bolster capabilities to mitigate risk.

DSS Deputy Director, Mr. James Kren, provided insight on the DSS in Transition, and representatives from the DSS directorates shared information on security oversight baselines, including the facility clearance process, the security vulnerability assessment process, counterintelligence threat briefings for industry, and classified information system processes.

The workshop was a great success due to the active participation of the attendees, with many questions for DSS as well as discussion of mutual responsibilities and common concerns. These discussions opened the door into what DSS can do for the attendees and provided for an explanation of the DSS resources currently available to them. Workshop attendees discussed plans for coordinating follow-on meetings and future collaborations.



NEW FROM CDSE

INITIAL ORIENTATION & REFRESHER TRAINING

Based on the “Security Assistant” training needs analysis, and stakeholder requests, CDSE was tasked with designing and developing courseware to provide DoD employees the necessary knowledge, and information to instill and maintain continuous awareness of security requirements.

As a result, CDSE created two security awareness courses (Initial Orientation and Awareness Training IF140.06; and the DoD Security Refresher Training IF142.06) to provide students with a basic understanding of security policies and principles and their responsibilities to ensure the proper protection of classified and Controlled Unclassified Information (CUI) and the protection of the DoD assets.

UD TOOLKIT



During the fiscal year, CDSE created the new Unauthorized Disclosure toolkit. It helps cleared individuals understand their duties and obligations, learn the difference between unauthorized disclosure and legitimate whistleblowing, and determine where and how to report both unauthorized disclosure and questionable government behavior and activities. The toolkit offers a curated selection of Unauthorized Disclosure resources on Training, Policy Guidance, Reporting of Unauthorized Disclosure Activity, Reporting of Questionable Government Activity, Awareness materials, Pre-publication review, and Incident Response.

QUOTES FROM TOOLKIT USERS:

“...user friendly and put out a decent amount of information...”

National Geospatial-Intelligence Agency (NGA) Insider Threat Program Management Office (PMO)

“...great that it is a living document”

DoD Unauthorized Disclosure PMO

CYBER SKILLS FOR SECURITY PROFESSIONALS

The enhanced Cyber Skill Standards were successfully integrated into the Security Fundamentals Professional Certification (SFPC) and Security Asset Protection Professional Certification (SAPPC) in order to match the DoD Security Skill Standards (DS3). The Candidate Handbook and Competency Preparatory Tools (CPTs) were updated and released to the security community 55 days prior to integration, which included the change of “information assurance” terminology to “cyber” and is intended for security professionals to become proficient in required cyber skills.

Changes were made at the knowledge and application level to ensure a security professional will identify fundamental cyber concepts and examine their role in protecting DoD information systems and technologies, respectively. This implementation was a huge success and showed the value of the communications the community has with the DoD Security Training Council (DSTC) in adding and updating the security skill standards as the DoD and federal security landscape evolves.

NEW FROM CDSE

NEW COURSES AND PRODUCTS

CDSE continued providing courses and products to keep up to date with changing policies and security environments. In FY17, CDSE released:

12 COURSES

| | | |
|---|--|---|
| Applying Assessment and Authorization in the NISP | DSS Oversight of AA&E Facilities | Developing a Multidisciplinary Capability Insider Threat Program |
| Protected Distribution Systems | DoD Initial Orientation and Awareness Training | Insider Threat Mitigation Responses |
| Cybersecurity for Security Personnel | DoD Security Awareness Refresher Training | Preserving Investigative & Operational Viability in Insider Threat Response |
| Introduction to the NISP RMF A&A Process | Insider Threat Indicators in Records Checks | SAP Security Awareness Refresher |

6 SECURITY SHORTS

| | | |
|--|--|--|
| Cybersecurity Attacks – The Insider Threat | Mergers, Acquisitions, Reorganizations, and Spin-off/Splits (MARS) | Completing the SF 702 Form |
| Cybersecurity: Incident Response | Completing the SF 701 Form | Introduction to the Risk Management Framework (RMF) for Special Access Program |

15 WEBINARS

| | | |
|--|---|---|
| Security Chat with Brenda Worthington on OSD Functional Community Management | Cloud Computing | Conducting Initial and Refresher Briefings |
| Counterintelligence Awareness for Freight Forwarding | Common Scams and Fraud | DD Form 254 |
| DSS 2016 Targeting U.S. Technologies – A Trend Analysis | Greater Security in 7 Days | Understanding your e-FCL Submissions |
| Security Chat with DSS Counterintelligence Director William Stephens | Preventing and Recovering from Ransomware | Security Chat with Dr. Robert Gallagher on the Behavioral Analysis in Insider Threat Programs |
| Assessment and Remediation using the SCAP Tool | Conducting Effective Self-Inspections | User Activity Monitoring in Insider Threat Program |

1 TOOLKIT

Unauthorized Disclosure

NEW FROM CDSE

UPDATED COURSES AND PRODUCTS

In addition to new products on the previous page, CDSE is constantly updating and maintaining existing products. This can be for technological enhancements or policy changes. In fact, many CDSE courses and products are mentioned in policy in and outside of DoD. A handful of these products satisfy mandatory training for those in the security community. In FY17, CDSE updated the following:

16 COURSES

| | | |
|---|--|---|
| Insider Threat Curriculum for Program Operations Personnel | NISP Reporting Requirements | Introduction to National Security Adjudications |
| Counterintelligence Awareness and Reporting for DoD Employees | Security Classification Guidance | Exterior Security Lighting |
| Intelligence Oversight Awareness | Derivative Classification | Introduction to Physical Security |
| Foreign Disclosure Training for DoD | Insider Threat Awareness | DoD Personnel Security Adjudications |
| Introduction to Industrial Security | Introduction to Personnel Security | |
| Visits and Meetings in the NISP | Introduction to DoD Personnel Security Adjudications | |

17 SECURITY SHORTS

| | | |
|--|-------------------------------|---|
| You're a New FSO: Now What? | Adverse Information Reporting | Special Access Program Nomination Process |
| The 13 Adjudicative Guidelines (updated all 13 shorts) | SAP Nomination | |



CDSE Acting Education Division Chief John (Scott) Hill (left) presents Curtis Cook, Huntsville Field Office, with the Certificate in Security Management.

RESULTS

STUDENT EARNS ALL EDUCATION CERTIFICATES

Mr. Curtis Cook, a DSS information systems security professional (ISSP) team lead in the Huntsville Field Office, Alabama, is the first to earn all five CDSE Education Certificates offered by the Education Program. In 2014, he earned his first Education Certificate and other certificates soon followed. He earned the last one, the Certificate in Security Management, in April 2017.

“*It’s hard to find a program that matches the CDSE’s since it’s geared for the DoD security professional. The courses do a deep dive into DoD regulations and national standards; and its great engaging students from DoD components or other federal agencies.*”

-Curtis Cook

Mr. Cook believes the courses provide a sound security foundation and would benefit all elements of security professionals. “Supervisors or aspiring supervisors would benefit from the Certificate in Security Management,” he said. “ISSPs and those in the information technology management job series would do well with the Certificate for Systems and Operations, and the Certificate in Security (Generalist) is a good certificate to obtain for a general look at what security administrators are doing for DoD.”

ACE CREDIT™ RECOMMENDATIONS



During FY17, 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 successfully completed, tuition-free CDSE Education Division and Training Division courses or curricula. CDSE offers 17 education courses and 12 training courses and curricula with ACE CREDIT™ recommendations.

Every three years, ACE CREDIT™ professionals re-review courses for credit recommendations. In FY17, CDSE hosted one virtual and one onsite ACE review of CDSE courses. CDSE was pleased to retain ACE CREDIT™ recommendations for all re-reviewed Education and Training Division courses. The Applying Industrial Security Concepts training course was reviewed for the first time and was recommended for three graduate division semester hours in strategic security studies.

CDSE continues to collaborate with the Office of the Under Secretary of Defense for Intelligence (OUSDI) Human Capital Management Office, the Security Policy & Oversight Division, and the U.S. Department of Education to explore obtaining degree-granting authority.

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RESULTS

CERTIFICATION ASSESSMENT FEEDBACK FORM

In March, beginning with the SFPC, CDSE updated the standardized score report provided to candidates after taking a SPeD Certification exam. The new scaled score report gives candidates a more depictive and informative understanding of how they scored in each area of expertise on the given assessment. In addition, the scaled score report provides candidates with a visual comparison to others who took the assessment. It also provides a better visual reference to the candidate as they determine what areas they need to study in preparing for a retake.

The report took four months to design, develop, publish, and pilot and is now in five of the seven certification assessments. The usability of the report is vastly improved. Failing candidates now have a clear understanding of the areas in which they need improvement when preparing for their next assessment opportunity.

SPeD
Security Fundamentals Professional Certification
Assessment Feedback

Candidate Name : Candidate Name Date of Test : 1/31/17
Registration Number : 2147483647 Test Center ID : 8675309

You PASSED the Security Fundamentals Professional Certification.

Section 1:
The scores provided below are scaled scores. A scaled score is the total number of correctly answered questions converted into a standardized scale. For the Security Fundamentals Professional Certification, the scale is 100 to 800 and the passing threshold is 650 points.

| Test Results | |
|----------------|------|
| Your Score | 658 |
| Pass Threshold | 650 |
| Result | pass |

Section 2:
This section shows how you compare to other candidates who have taken this assessment and where you may improve. However, this feedback is not definitive. You should not rely solely on this information, but instead pursue improvements in all topic areas.

TOPIC FEEDBACK

General Security
Industrial Security
Personnel Security
Information Security
Physical Security

Average of individuals who failed | Average of individuals who passed

Your performance level

Example of a Scaled Score Report

COURSE SURVEY FEEDBACK

Since launching the new course surveys this fiscal year, CDSE has received some great feedback. Overall the amount of feedback received on each course has surpassed previous feedback rates within CDSE as well as similar organizations within DoD. This is due to the ease of access for the students to provide feedback as well as guided questions for each survey. This feedback has provided insight into how to improve some of our courses, as well as how CDSE courses have helped improve students' skillsets on the job.



TECHNOLOGY CAPABILITIES

MIGRATION TO USA LEARNING

In June, CDSE completed the transition of the CDSE Security Awareness Hub to the Office of Personnel Management (OPM) USA Learning (USAL) hosted environment. The Security Awareness Hub delivers over one million completions annually from a catalog of 17 courses used by personnel from across DoD, U.S. Government, and Industry. The hub is the first CDSE capability established in the OPM USAL cloud environment. Working together, the CDSE Multimedia and OPM USAL teams successfully migrated this high volume learning delivery capability in less than 30 days with no breaks in service.

FSO GETTING STARTED SEMINAR HYBRID

In June, CDSE hosted the first live, virtual session of the popular "Getting Started Seminar for New Facility Security Officers (FSOs)." This is the first of its kind streamed live, while the in-person seminar took place at the Linthicum, MD, facility. It was a success with 38 virtual attendees as well as 33 in-person attendees.

The use of the concurrent virtual classroom to the actual classroom allowed CDSE to offer this training to virtual students who attended with little or no cost to their company. These students joined us from over 15 different states, including states as far as Arizona and Colorado.

Students provided positive feedback. Most felt the addition of an online virtual presence enhanced their overall training experience since it was an opportunity to learn from the experiences shared by the virtual students. Many also said it expanded their network of security personnel.

This was first time the boundaries of an instructor-led course were expanded to include a virtual audience. CDSE has paved the way to not only reach students who would not have otherwise been able to attend but to also save travel and training funds at the same time.



AWARDS

AWARD WINNING COUNTERINTELLIGENCE TEAM

CDSE Counterintelligence training developed an abundance of training products during FY17, 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 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.



CDSE RECOGNIZED FOR A SECOND YEAR AS A TOP LEARNING ORGANIZATION

CDSE was named a 2017 Learning! 100 Award Winner. The Learning! 100 Awards recognizes the top 60 private and top 40 public organizations for their best-in-class learning and development programs. Private sector organizations included Amazon Web Services, IBM, and Facebook. CDSE was ranked #15 out of 40 public sector organizations for launching an Enterprise-Wide Distance Learning Strategy.

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



AWARDS

HORIZON INTERACTIVE AWARDS

CDSE won 6 Horizon Interactive Awards in the Instructional, Promotional, and Training/E-Learning categories:

| PRODUCT | AWARD LEVEL | AWARD TYPE |
|---|-------------|--------------------|
| Special Access Program (SAP) Security Incident Videos | Bronze | Instructional |
| Counterintelligence (CI) Awareness Video Lesson | Silver | Promotional |
| Defense Security Service (DSS) Annual Security Awareness Training | Bronze | Training/eLearning |
| Introduction to the Risk Management Framework (RMF) Course | Bronze | Training/eLearning |
| Information Security Management Course SF 700 Practical Exercise | Bronze | Training/eLearning |
| Special Access Program (SAP) Security Incident Virtual Exercise | Bronze | Training/eLearning |



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.



AWARDS

OMNI AWARDS

CDSE won 10 Omni awards for several courses and products:

| PRODUCT | AWARD LEVEL | AWARD TYPE |
|---|-------------|------------|
| Information Security Management Course SF 700 Practical Exercise | Silver | Government |
| Information Security Management Course SF 700 Practical Exercise | Silver | Education |
| Defense Security Service (DSS) Annual Security Awareness Training | Silver | Education |
| Defense Security Service (DSS) Annual Security Awareness Training | Silver | Government |
| Counterintelligence (CI) Awareness Video | Bronze | Education |
| Counterintelligence (CI) Awareness Video | Bronze | Government |
| Special Access Program (SAP) Security Incident Virtual Exercise | Silver | Education |
| Special Access Program (SAP) Security Incident Virtual Exercise | Silver | Government |
| Special Access Program (SAP) Security Incident Videos | Bronze | Government |
| Special Access Program (SAP) Security Incident Videos | Bronze | Education |



The Omni Awards recognize outstanding media productions that engage, empower, and enlighten. Awards are given in the fields of Film & Video, Animation & Effects, and Website Design.



BY THE NUMBERS

4 CERTIFICATIONS WITH NATIONAL-LEVEL ACCREDITATION



1,396

TOTAL SP&D CONFERRALS

2,774

TOTAL TESTED

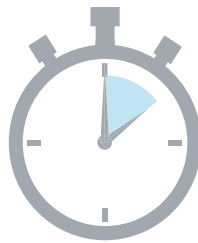
33

COURSES WITH ACE CREDIT™ RECOMMENDATIONS

158 EDUCATION COURSE COMPLETIONS



92,179 JOB AID VIEWS



94,295

VISITS TO SECURITY SHORTS

214,679 PDUs EARNED

1,351,543

★ COURSE COMPLETIONS ★

539,063

VISITS TO TOOLKITS



4,799,527

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 CDSE Communication Branch at dss.cdseenterprisegmt@mail.mil.

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