



THIS MONTH'S FOCUS

CDSE's 2024: A Year in Review

By Isaiah Burwell

CDSE Pulse

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Center for Development of Security Excellence

CDSE – Center for Development of Security Excellence

@TheCDSE

Center for Development of Security Excellence

The Center for Development of Security Excellence, part of the Security Training Directorate, under the Defense Counterintelligence and Security Agency (DCSA) has been the premier provider of integrated security training, education, and certification for the Department of Defense (DOD) and across the Federal Government for over a decade.

During Fiscal Year 2024 (FY24), CDSE continued to provide its customers with the most up-to-date and relevant security products and services while winning awards along the way.

The field Investigative Training Team (FITT) provided 138 iterations of 14 courses and attended an additional four targeted joint training events, reaching 2,291 DCSA students. The FITT increased the availability of courses delivered by 30% and the number of students attending course by 43% compared to the FY23 course offerings. The Industrial Security team continued this improvement trend with the launch of their new curriculum.

The Industrial Security team revamped the Industrial Security Representative (ISR) training with the launch of the Industrial Security Essentials Curriculum (ISEC) for new DCSA ISRs. The ISEC is a three-part phased curriculum that provides students with fundamental knowledge of the National Industrial Security Program (NISP) requirements, internal processes, and procedures necessary to perform their duties while enabling students to apply technical knowledge and skills to react independently to NISP oversight situations. Not to be outdone, the Education Division created a new series of courses to meet student demand. CDSE's Education Division created a new series of eight-week virtual instructor-led training (VILT) courses. This decision to create shorter courses was in response to 16-week courses being too long for students to maintain coursework in addition to other life commitments. The series of eight-week VILTs focuses on improving security professionals' communication skills and techniques to serve as an integral partner with law

enforcement and intelligence communities in our shared mission of protecting our Nation's security.

In addition to revamping its virtual training approach, CDSE collaborated with the DOD Office of the Under Secretary of Defense for Intelligence & Security (OUSD(I&S)) on the DOD Controlled Unclassified Information (CUI) Awareness Campaign to highlight the importance of implementing CUI regulatory guidance and to ensure DOD CUI is protected throughout its life cycle. The group's first effort was to highlight the publishing of four new CDSE CUI security shorts in April 2024. These shorts were developed to assist DOD personnel who are new to CUI with interpreting and applying the CUI policy requirements for protecting CUI throughout its life cycle.

Building on its effort to enhance security practices, CDSE took on a leadership role in promoting National Insider Threat Awareness Month (NITAM), a national campaign encouraging insider threat awareness across the whole of Government, on a global scale. CDSE led the internal DCSA NITAM working group, consisting of participants from CDSE, the Office of Counterintelligence (OCI), the DOD Insider Threat Management and Analysis Center (DITMAC), and the Office of Communications & Congressional Affairs (OCCA). During NITAM, CDSE created 12 new insider threat awareness products, including a short, posters, job aids, case studies, and a video from the DCSA Director.

Beyond the creation of insider threat awareness and training products, CDSE established, maintained, and posted products used by participating agencies including the OUSD(I&S), the Federal Bureau of Investigation (FBI), and the Director of National Intelligence's (DNI) National Insider Threat Task Force (NITTF). While the DITMAC hosted the in-person DCSA NITAM conference, CDSE hosted the virtual component of the conference with 1,800 participants from across the globe.

Speaking of CDSE's global presence, the CDSE Special Access Program (SAP) Training team worked closely with various international partners in training international students in SAP requirements throughout 2024. In support of the Joint Strike Fighter Mission, the SAP team trained three international students, two from the United Kingdom and one from Australia. In addition to these requests, representatives from the Ministry of Defense from Canada and Australia have reached out to CDSE to begin planning for in-country training requirements for FY25 and beyond.

Within its ongoing efforts to address evolving security challenges, CDSE also focused on aligning Trusted Workforce 2.0 initiatives. Last year, the Personnel

Vetting (PV) team delivered two iterations of the PV Seminar. The seminar was updated from FY23 to highlight the real-time vetting transformation efforts brought about by Trusted Workforce (TW) 2.0 and assist participants with interpreting their role within the process. CDSE communicated the new PV policy to over 200 security professionals across the military, industry, and federal agencies. The seminar included guest speakers from various vetting specialties and provided a platform for security professionals to ask questions directly to subject matter experts (SMEs). Many seminar attendees raved about the immense knowledge and resources they received during the seminar.

CDSE's dedication to excellence did not go unnoticed, as the organization earned several distinguished awards. The Horizon Interactive Awards, now in their 23rd year, have become one of the most prestigious awards in the field of interactive, web design, and creative media. CDSE received eight Bronze Horizon Interactive awards for eLearning products during FY24. Additionally, CDSE was recognized by the Federal Government Distance Learning Association (FGDLA) with the Innovation Award. The Innovation Award recognizes an organization for the development and application of emerging distance learning technologies that support the Federal Government. In October, the Chief Learning Officer, a prestigious best practices and benchmarking program that comprehensively evaluates an organization's functional learning and development areas, announced that DCSA's Security Training (ST) Directorate received a Silver LearningElite Award. ST ranked 14th out of the top 35 learning organizations and was the highest-ranking government agency.

These accomplishments are just a snapshot of our organization's hard work and dedication to making FY24 a standout year. As we look toward FY25, CDSE is committed to maintaining this same level of excellence. We will continue to produce high-quality products and content to promote national security, and we look forward to new opportunities that the coming year will bring.





STAFF SPOTLIGHT

CDSE Director's Vision Aims to Maximize Learning Potential for Security Community

By Matt Wright



Audrey Gutierrez

The psychological theory of flow revolves around a person being fully immersed in a feeling of energized and positive focus while avoiding boredom and anxiety.

For Audrey Gutierrez, Director of the Center for Development of Security Excellence (CDSE), a training and education provider, part of the Security Training Directorate within the Defense Counterintelligence and Security Agency, flow is her core philosophy for education.

"When we are happy in our work and we have opportunities to be creative and empowered, it's better for the organization and we can be more effective at achieving our mission," Gutierrez said. "That's been my philosophy since graduate school. Whether it's in the classroom or the workforce, I look for opportunities to help people find flow."

Gutierrez brings nearly 30 years of experience in education and workforce development. Before joining CDSE in September, she served as deputy director of Workforce Development for the Health Resources and Services Administration Learning Institute.

Her previous experience includes chief for organizational performance for the Department of Defense Education Activity, and teaching Mandarin as a military language instructor while serving in the U.S. Air Force.

She says each of her stops working within the Federal Government have helped dictate who she is and what her approach has become and said laughter and positivity are essential to that approach.

"Even when I was a teacher, the research said that more learning takes place where there is laughter," she said. "You learn much faster, and in turn you're able to innovate much faster. I think we can build off that to take CDSE to the next level in terms of innovation and growth."

Gutierrez feels listening to other perspectives is vital to achieving that positivity in a learning environment.

She said being open to other people's perspectives and being challenged and questioned creates a positive environment not only for security professionals who rely on CDSE's curriculum, but for employees as well.

Due to the ever-changing environment and new threats to national security, she feels CDSE plays a key role in preventing bad actors from causing America harm.

"I think we are critical to the security of our country and our technology," she said. "Because we have near-peer competitors now, it's absolutely essential to play a strong defense game as we are planning to innovate and prepare for AI [Artificial Intelligence] and the growing capability of our adversaries."

Despite the growing risks the world faces, Gutierrez takes solace knowing her staff has an immeasurable amount of knowledge in their disciplines. Due to their professionalism and experience, she can focus on being a change agent for the security community.

"I'm excited to be in a position not just to listen to those different perspectives, but to engage with them and do something about those challenges that they see," she said. "I like new ideas, I like to be challenged, roll my sleeves up, and help advocate for change."

EDUCATION

CDSE Spring 2025 Education Courses

The Center for Development of Security Excellence (CDSE) Education Division's (ED) Spring 2025 Semester courses are open for registration until January 20, 2025. CDSE ED offers advanced and graduate courses and post-baccalaureate certificate programs designed specifically to broaden DOD security specialists' knowledge and understanding of the security profession and prepare them for leadership positions and responsibilities. All courses are tuition-free and offered in a virtual instructor-led environment on the Security Training, Education, and Professionalization Portal (STEPP). To participate in the CDSE Education Program, you must be a U.S. Government civilian employee or U.S. military service member with an updated STEPP account with a .gov or .mil email address listed in your profile. The Spring 2025 Semester begins on January 20, 2025.



Register now! To learn more, check out the [CDSE ED website](#) and [register on STEPP](#).

INSIDER THREAT

Insider Threat Detection and Analysis Course

The January virtual instructor-led "Insider Threat Detection Analysis Course" (ITDAC) training is canceled for January but secure your spot now for the next session on February 10-14, 2025. [Register](#) for the ITDAC course.

This five-day course enables attendees to apply critical thinking skills and applicable structured analytic techniques to potential insider threat indicators. Participants will work with CDSE experts and obtain and use holistic data in conjunction with the application of critical pathway theory. Additionally, learners will be taught how to apply Executive Orders, OD, and Intelligence Community (IC) authorities in data gathering, receive instruction on constitutional and privacy rights, and will learn the processes for conducting and reporting response actions from intake of an initial potential threat to mitigation of the threat.

Prerequisites for the ITDAC have been updated to make the course more accessible. Effective immediately, candidates are no longer required to complete the Insider Threat Program Operations Personnel Curriculum INT311.CU or the Insider Threat Program Management Personnel Curriculum INT312.CU.

The 2025 course schedule is as follows:

| | |
|-----------------------------|-----------------------------|
| March 17-21, 2025 (Virtual) | July 21-25, 2025 (Virtual) |
| April 7-11, 2025 (Virtual) | Aug. 18-22, 2025 (Virtual) |
| May 12-16, 2025 (Virtual) | Sept. 22-26, 2025 (Virtual) |
| June 23-27, 2025 (Virtual) | |

CDSE Releases Updated "Insider Threat Records Checks" Short

On December 2, the CDSE Insider Threat team released the updated "Insider Threat Records Checks" short. This 80-minute, externally-developed eLearning course was developed to equip insider threat program operational personnel with the knowledge, skills, and abilities required to conduct their duties under the data collection requirement of DoD Directive 5205.16, "Insider Threat Program." The maintenance and update covered updated policy, addressed 508 concerns, and upgraded the exam. The target audience was the U.S. Government Insider Threat Practitioner's workforce, particularly insider threat hub workers.



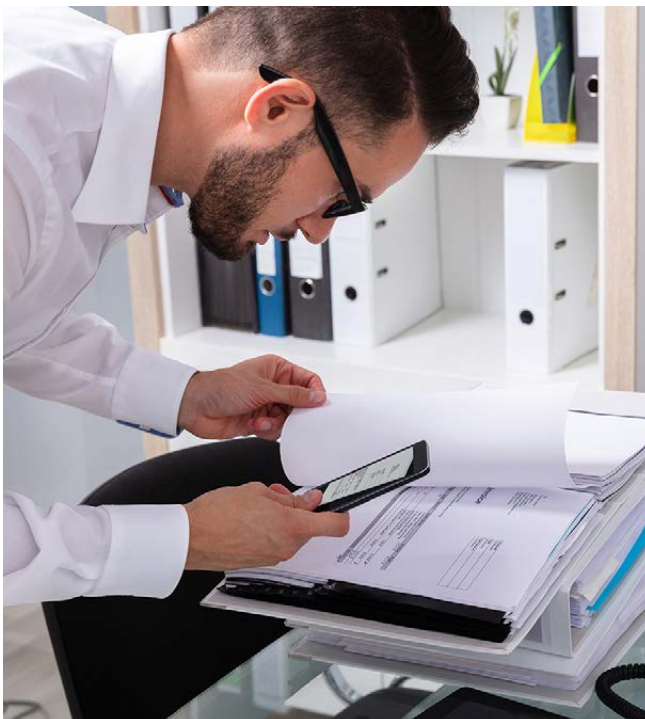
INDUSTRIAL SECURITY

Updated Industrial Security eLearning Course

The Industrial Security team released the new updated eLearning course, "[Personnel Clearances in the NISP IS142.16](#)." This course includes review of the regulatory basis for the Personnel Security Program (PSP) and the process to obtain favorable national security eligibility determination, also referred to as a Personnel Security Clearance (PCL). The course also describes entity and individual responsibilities in the eligibility determination process, as well as the basic and common functions of the DOD Personnel Security System of Record.

New Industrial Security Short

The Industrial Security team released a new short, "[Security Incidents in the NISP](#)." This short provides an overview of security incidents and the processes involved in reporting and investigating incidents, including the key roles within the National Industrial Security Program (NISP) that have the responsibility for processing security violation reports and conducting investigations.



New Industrial Security Games

The Industrial Security team released two new security awareness games to provide a quick and easy way to test your knowledge and encourage security awareness at your organization. Check out "[Concentrated Jeopardy](#)" and "[Spot the Vulnerabilities](#)."

Updated Industrial Security Job Aid

The Industrial Security team has released an updated Industrial Security Program Annual Planner for 2025. This [job aid](#) serves as a supplemental tool to help support and grow industrial security training and awareness within your organization. It is a combination of performance support tools selected from various security content areas that comprise the industrial security discipline that can be utilized to promote security awareness throughout the year on a monthly basis.

New Industrial Security Posters

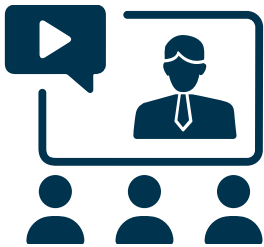
The Industrial Security team released five new [security posters](#). Our posters are available for you to download and promote security awareness in the workplace.

New Industrial Security Job Aid

Industrial Security is pleased to announce the release of a new job aid, the Industrial Security Flyers! This job aid is a collection of security flyers that provides security reminders to individuals operating within the National Industrial Security Program. The security flyers highlight the following areas of Industrial Security: Classified Visits and Meetings, Counterintelligence, Foreign Travel, Insider Threat Indicators and Reporting, Investigation and Clearance Process, Make Sure It's Secure, OPSEC, Reporting Requirements, Safeguarding Classified Material, Security Awareness, Security Violations, and Upcoming Security Review. These security flyers can be used in two ways: they can be inserted directly into an email message or network pop-up or they can be saved locally, and the security officer's information can be added to the lower left form field. [View the security flyers](#) and learn more.

PERSONNEL VETTING

Personnel Vetting Seminar



CDSE is presenting the "Virtual Instructor-led Personnel Vetting Seminar" on February 4-5. This seminar addresses the requirements associated with the reform of the Federal Government's personnel

vetting system, known as TW 2.0. This course is intended to aid personnel vetting practitioners in DOD, federal agencies, and private industry to understand TW 2.0 requirements, identify gaps between current and future procedures, and support implementation. The seminar covers end-to-end personnel vetting operations, including the Federal Background Investigations Program, National Security Adjudications, and Continuous Vetting in a collaborative environment.

The course consists of two half-days and is geared towards U.S. Government security professionals, military personnel, cleared industry Facility Security Officers, and other federal personnel performing personnel vetting security-related duties and for personnel executing security programs for cleared industry. Visit the [course page](#) to learn more and register.

Activity Security Manager Course

Don't miss CDSE's upcoming "Activity Security Manager" course. This mid-level, virtual instructor-led course provides students with a comprehensive understanding of how to apply and implement specific DOD Information Security policies and procedures to mitigate and manage risks associated with developing, managing, and evaluating a DOD Information Security Program (ISP). Students are anticipated to invest 40-60 hours over four weeks in a primarily asynchronous environment. The course is tailored for DOD civilian, military, and contractor personnel with primary duties as an activity security manager, information security program specialist, or manager within a DOD Component ISP. Students should have a functional working knowledge of the DOD ISP.

After taking this course, students can expect to implement the fundamental policies and requirements of the ISP, implement risk management to protect DOD assets, determine fundamental cybersecurity and information technology principles, and more. The first iteration will take place from February 2, 2025, to March 3, 2025. For more dates and information, check out the [CDSE website](#).



FY 2025 Upcoming Courses

Interested in earning professional development units (PDUs) toward maintenance of Security Professional Education Development (SPeD) Program certifications and credentials? CDSE's instructor-led training (ILT) or VILT courses are the perfect opportunity for you to receive free training and eliminate travel expenses. Select courses even have the American Council on Education (ACE) CREDIT recommendations that can earn you transfer credits at participating universities.

Classes fill quickly, so start planning now for your FY25 security training. Below is a list of available ILT/VILT courses.

CYBERSECURITY

Assessing Risk and Applying Security Controls to NISP Systems (CS301.01)

- September 22 - 26, 2025 (Linthicum, MD)

GENERAL SECURITY

DOD Security Specialist (GS101.01)

- March 4 - 13, 2025 (Linthicum, MD)
- April 8 - 17, 2025 (Linthicum, MD)
- September 9 - 18, 2025 (Linthicum, MD)

DOD Security Specialist VILT (GS101.10)

- January 13 - February 9, 2025 (Virtual)
- May 12 - June 8, 2025 (Virtual)
- August 18 - September 14, 2025 (Virtual)

INDUSTRIAL SECURITY

Getting Started Seminar for New Facility Security Officers (FSOs) VILT (IS121.10)

- January 14 - 17, 2025 (Virtual)
- April 8 - 11, 2025 (Virtual)
- August 5 - 8, 2025 (Virtual)

INFORMATION SECURITY

Activity Security Manager VILT (IF203.10)

- February 2 - March 3, 2025 (Virtual)
- April 21 - May 18, 2025 (Virtual)
- July 28 - August 24, 2025 (Virtual)

INSIDER THREAT

Insider Threat Detection Analysis VILT (INT200.10)

- February 10 - 14, 2025 (Virtual)
- March 17 - 21, 2025 (Virtual)

- April 7 - 11, 2025 (Virtual)
- May 12 - 16, 2025 (Virtual)
- June 23 - 27, 2025 (Virtual)
- July 21 - 25, 2025 (Virtual)
- August 18 - 22, 2025 (Virtual)
- September 22 - 26, 2025 (Virtual)

PERSONNEL SECURITY

Advanced National Security Adjudication VILT (PS301.10)

- March 3 - 13, 2025 (Virtual)
- June 2 - 12, 2025 (Virtual)
- September 8 - 18, 2025 (Virtual)

Fundamentals of National Security Adjudications

Watch cdse.edu for more information on dates and location.

Personnel Vetting Seminar VILT (PS200.10)

- February 4 - 5, 2025 (Virtual)
- May 6 - 7, 2025 (Virtual)
- August 5 - 6, 2025 (Virtual)

PHYSICAL SECURITY

Physical Security and Asset Protection (PY201.01)

- April 21 - 25, 2025 (Linthicum, MD)
- August 18 - 22, 2025 (Linthicum, MD)

Physical Security and Asset Protection VILT (PY201.10)

- March 10 - 28, 2025 (Virtual)

SPECIAL ACCESS PROGRAMS

Introduction to Special Access Programs (SA101.01)

- March 4 - 7, 2025 (China Lake, CA)
- March 11 - 14, 2025 (Sunnyvale, CA)
- April 22 - 25, 2025 (Linthicum, MD)
- May 13 - 16, 2025 (Linthicum, MD)
- August 5 - 8, 2025 (Lexington, MA) (MIT)
- September 9 - 12, 2025 (Rolling Meadows, IL) (NGC)

Introduction to Special Access Programs VILT (SA101.10)

- June 2 - 10, 2025 (Virtual)

Orientation to SAP Security Compliance Inspections (SA210.0)

- February 19 - 20, 2025 (Linthicum, MD)
- August 11 - 12, 2025 (Lexington, MA)

SAP Mid-Level Security Management (SA201.01)

- July 14 - 18, 2025 (Linthicum, MD)

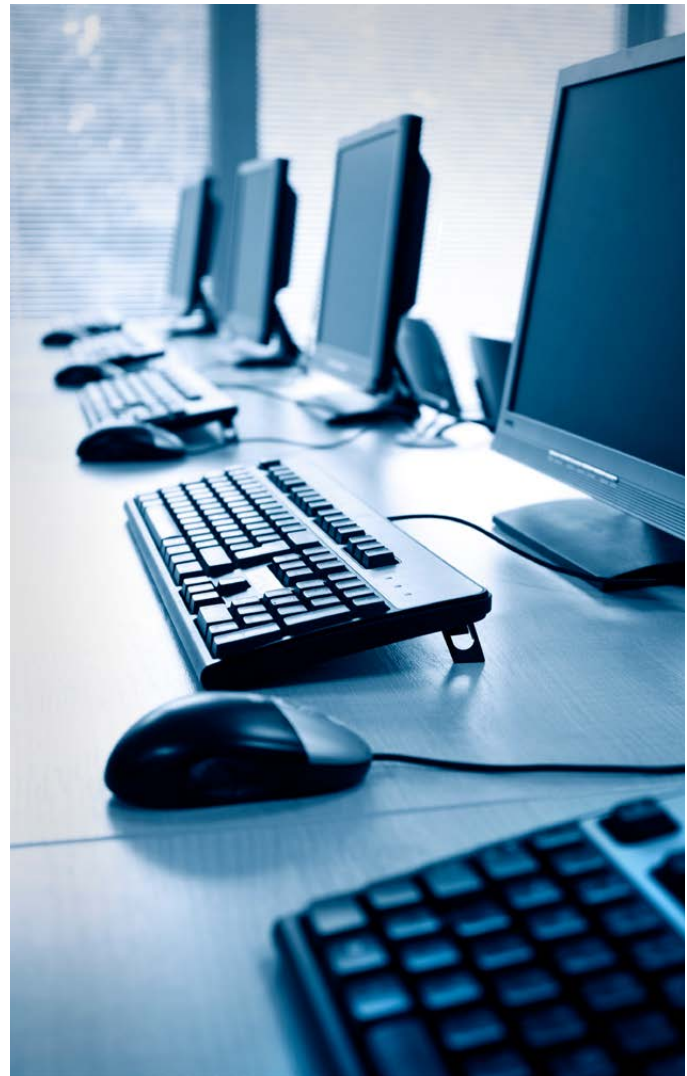
CDSE & DCSA NEWS

CDSE eLearning Content Controller Team Receives Innovation Award

CDSE's eLearning Content Controller (eCC) team was recently honored with the Federal Government Distance Learning Association's 2024 Innovation Award. The award recognizes the eCC team's hard work developing a distance-learning platform that works in concert with an organization's learning management system. Read more about the team and the prestigious award in the [full article](#).

Listen to the Voices of DCSA

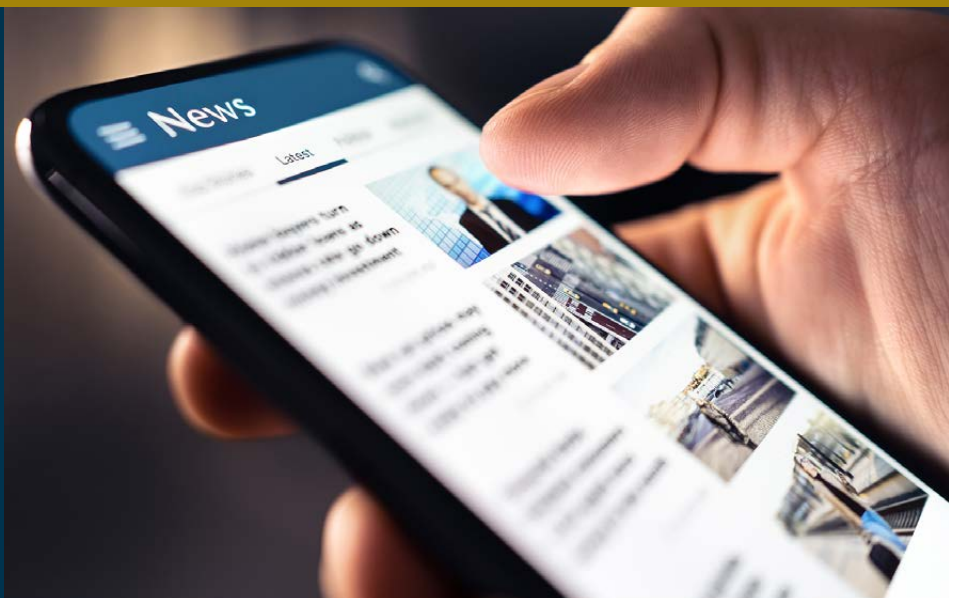
To defend national security, trust must be the bedrock of every government agency. It is at the forefront of everything DCSA and CDSE do to combat insider and foreign threats. It builds confidence with our industry partners and throughout our facilities. In their own words, Gatekeepers, including DCSA Director David Cattler, share their feelings about this critical mission. Click [here](#) to learn more.



IN CASE YOU MISSED IT

DCSA Clips

DCSA Clips provides an overview of DCSA in the news and other mission-related reporting in the news. Stay informed of DCSA news coverage with DCSA Clips and look for issues to be published each Monday and Thursday.



ABOUT DCSA

The Defense Counterintelligence and Security Agency (DCSA) provides industrial security engagement and counterintelligence support to secure the trustworthiness of the U.S. government's workforce, contract support, technologies, services, and supply chains.

Our Role

We protect America's trusted workforce, trusted workspaces, and classified information. To do so, we have two fundamental missions: personnel security and industrial security. Supporting these two core missions are counterintelligence and insider threat and security training. For over 50 years, our agency has used each of these missions to meet the threats of our nation's adversaries.

How We Serve

DCSA is the largest investigative service provider in the federal government, supporting over 100 federal entities. We oversee 12,500 cleared facilities under the National Industrial Security Program (NISP). We rely on the following directorates to ensure the security of our nation's technologies and information.

Personnel Security

We deliver efficient and effective background investigations, continuous vetting, and adjudications. In doing so, we safeguard the integrity and trustworthiness of the federal and contractor workforce. We conduct background investigations for 95% of the federal government, including 105 departments and agencies. We also adjudicate 70% of the federal government's adjudicative determinations.

Industrial Security

At DCSA, we oversee 12,500 cleared facilities under the National Industrial Security Program (NISP). We make sure companies are protecting their facilities, personnel, and associated IT systems from attacks and vulnerabilities.

Counterintelligence and Insider Threat

Counterintelligence and insider threat supports both our personnel security and industrial security missions. Counterintelligence focuses on foreign insider threat while insider threat is focused on internal threat. In this mission center, we identify and stop attempts by our nation's adversaries to steal sensitive national security information and technologies.

Security Training

Our agency is comprised of nationally accredited training centers. These centers provide security training, education, and certifications for security professionals across the federal government and industry.

CDSE CONTACT LIST

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STEPP (Learning Management System) Help Desk
Submit an online support request ticket or call the Help Desk at 202-753-0845 within the Washington, DC area or toll free at 833-200-0035 on weekdays from 8:30 a.m. to 6:00 p.m. Eastern Time.

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