



Security Training Directorate

Fiscal Year 2023 **ANNUAL REPORT**



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Message from Assistant Director Kevin Jones

With immense pride and gratitude, I present the Security Training (ST) directorate Annual Report for Fiscal Year (FY) 2023. This report is more than a showcase of our achievements; it's a celebration of our journey, growth, and steadfast commitment to excellence. Our collective efforts have not only strengthened the bonds within Security Training but have also propelled us closer to achieving our strategic goals.

Despite the challenges of a rapidly changing security and educational landscape, our determination ensured that we not only met but exceeded our goals in support of the larger DCSA mission. The passion, hard work, and unwavering commitment of every member of the Security Training team have been instrumental in our achievements.

Security Training's journey has been influenced by a dynamic array of factors, including an ever-evolving landscape of security threats, significant developments in training methodologies, new operational requirements, the advent of emerging technologies, and the ongoing evolution of DCSA. These factors have not only shaped our strategic direction but also reinforced our commitment to advancing our mission with innovative solutions and dedicated service. In line with these influences, ST has led technological innovation by fostering collaboration with strategic partners, streamlining our development processes, and enhancing our capabilities. Our response to the dynamic security landscape and educational requirements has enabled us to develop advanced training modules, expand our outreach, and enhance curriculum and certification benchmarks.

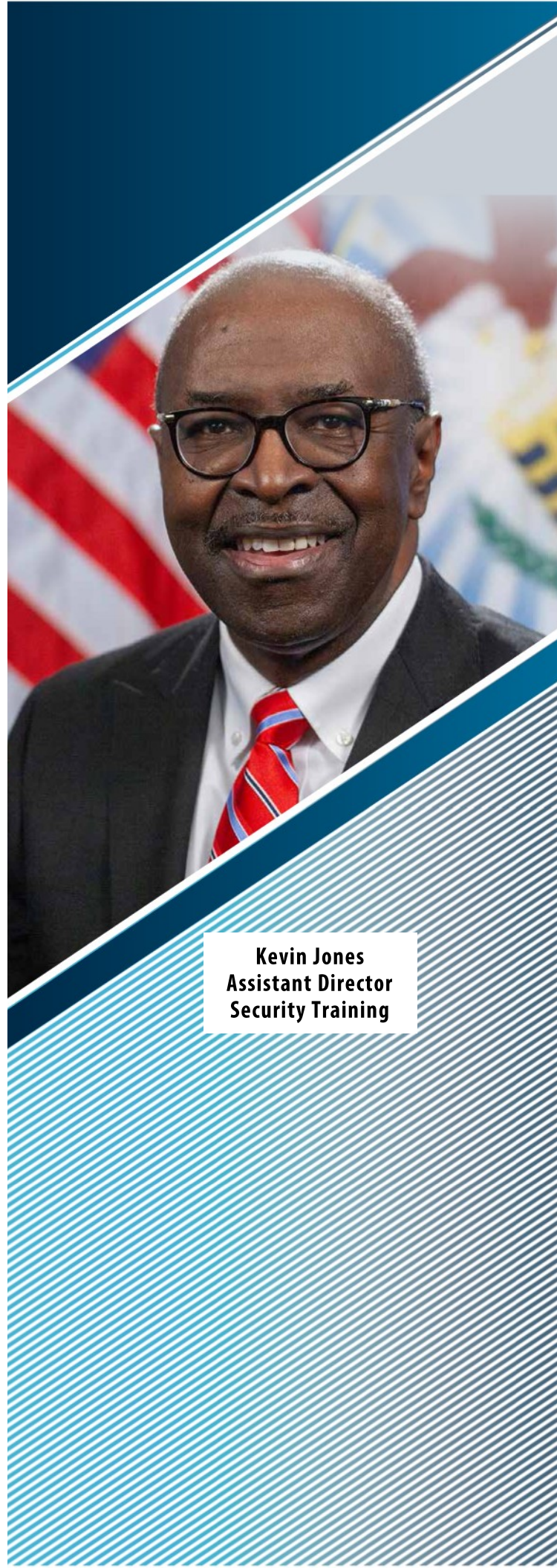
In 2023, we embarked on initiatives that further attest to our dedication to excellence and solidified our commitment to elevating security through vigilance and innovation. Our work this year resonates deeply with our mission to lead and innovate in security training.

Looking ahead to 2024, our alignment with DCSA's core values — commitment to our mission, passion for service, unwavering integrity, drive to innovate, and invested in people — remains at the heart of all our endeavors. Our focus will be on expanding our research initiatives, further enhancing our training methodologies, and diving deeper into various training domains, such as cybersecurity and counterintelligence. With the vision of the DCSA Security Academy on the horizon, we are poised to redefine security training for the future. Because of the talent, dedication, and collective spirit of our team, I am confident we will achieve our ambitious goals.

Thank you for your relentless dedication, unwavering support, and for making ST a beacon of excellence. Let's embrace the future with the same vigor and passion, ensuring that Security Training continues to set the standard for security education.

Warm regards,

Mr. Kevin Jones
Assistant Director, Security Training



Kevin Jones
Assistant Director
Security Training

WHO WE ARE – DCSA SECURITY TRAINING

Since its establishment in 2021, the Security Training directorate has been pivotal in advancing the proficiency of security professionals across the Defense Security Enterprise and other federal organizations. Our goal is to mitigate risks in support of national security through comprehensive training, education, certification, and research.

To be successful, we must have the operational agility to rapidly respond to the needs of the Defense Security Enterprise and develop and deliver curricula that build tangible capabilities and close knowledge gaps. The activities of our customers span a broad spectrum of security areas, including credibility assessment, industrial security, information security, personnel security, physical security, special access programs, and insider threat.

We must leverage technology to improve the substance and



accessibility of our materials, ensuring customers receive rapid and timely delivery of critical information. A vital component of this will be using technology to provide innovative training techniques and expand our partnerships into non-traditional areas.

Security Training plays a dual role in enhancing security capabilities: internally, by empowering DCSA's workforce, and externally, by offering specialized training and education to security professionals in various federal sectors. Our

operational agility enables us to swiftly adapt to the Defense Security Enterprise's evolving needs, creating and implementing curricula that build tangible capabilities and close knowledge gaps.

Security Training was formed by bringing together three centers that now provide security-related training to DCSA personnel and other government personnel working in security-focused positions: the Center for Development of Security Excellence (CDSE), the National Training Center (NTC), and the National Center for Credibility Assessment (NCCA). When DCSA was established in October 2019, NTC moved into this newly formed agency. Two years later, NCCA joined DCSA, NTC joined CDSE as its Background Investigations (BI) Training Division, and Security Training was established as an organization unifying CDSE and NCCA.

Center for Development of Security Excellence (CDSE)

For over ten years, CDSE has been the DOD's premier provider of security training, education, and certification and serving personnel across the Federal Government, industry under the National Industrial Security Program (NISP), and DOD-sponsored employees of foreign governments. In addition to virtual and in-person courses, CDSE offers a wide array of resources, such as job aids, webinars, security awareness games, and training videos to prepare and assist security professionals throughout their career. NTC, which trains background investigators and investigation case analysts, was included within CDSE in 2021 as the BI Training Division. CDSE is an award-winning and nationally recognized entity, accredited by the Council on Occupational Education (COE) and the Federal Law Enforcement Training Accreditation (FLETA).

National Center for Credibility Assessment (NCCA)

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



Vision

Centers of excellence delivering innovative training and capabilities to safeguard the nation's critical assets.

Mission

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

Values

Committed to Mission

Passionate About Service

Unwavering in Integrity

Driven to Innovate

Invested in People

Mr. Kevin Jones, Assistant Director

Ms. Erika Ragonese, Deputy Assistant Director

Ms. Sharon Ward, Chief of Staff

Ms. Barbara Campbell, Chief of Strategy

Mr. Glenn Stegall, Acting Director, CDSE

Ms. Amy Kiefer, Acting Director, NCCA

LEADERSHIP

SECURITY TRAINING STRATEGIC PLAN 2023-2028

The DCSA Security Training FY2023-2028 Strategic Plan was initially published in October 2023 and is continuously revisited and updated to ensure alignment with agency-level and stakeholders needs. The plan emphasizes our unwavering dedication to our mission of safeguarding the nation's assets and interests. It reflects our commitment to the vision of a more secure future, driven by excellence in security training and education. In FY23, Security Training embarked on a transformative journey to address pressing operational challenges, bolster performance, and elevate customer experiences. As we reflect upon the accomplishments, Security Training looks to enhance our operations and further accomplish our objectives as a cohesive directorate in pursuit of our mission and vision.

Strategic Foresight

The five-year plan was meticulously designed to meet the evolving demands of a dynamic security landscape. Our world is witnessing a notable shift, transitioning from the global war on terror to an era defined by increased competition with nation-state powers. Our focus has broadened to encompass critical domains such as cybersecurity, supply chain security, and insider threats. This shift demands proactive preparedness and a more holistic approach to security. The training landscape, too, has evolved, embracing self-service, on-demand, and technology-driven learning methodologies.

To realize our vision of a proactive, innovative, and recognized organization, we have identified four strategic objectives:



1. Partner to **transform products and services** to meet evolving needs of mission partners.



2. **Modernize the customer experience** through enhanced learning management system technologies.



3. **Expand training capacity** and reach to meet demand.



4. **Develop and empower an innovative and collaborative Securing Training workforce** capable of addressing the demands of the future.

STAKEHOLDERS



10,000+

DCSA Security
Workforce



13,000+

Industry Facilities
Provided Training &
Education Materials



4M

DOD Security
Professionals, Security
Practitioners, and Other
Cleared Personnel
Provided Training



31

DSE and
Federal Partners
Supported with
Certified Polygraphers

Visualizing our Mission through Offsites and Artwork

The Security Training annual offsites bring together the Security Training leadership team to develop participants' abilities to help their teams navigate change, strengthen implementation of Security Training's strategy, and develop relationships across the organization. The leadership team convened for offsite events in May and September, documenting the activities, findings, outcomes, and next steps.

During the May event, leadership was able to discuss primary initiatives and collaborate on multiple strategic fronts, to include executing the strategic plan in alignment with DCSA's Unity of Effort goal and aligning projects to benefit both DCSA and the day-to-day work of Security Training. During the September event, leaders discussed projects and milestones to accomplish in FY24 as well as forthcoming changes to the organization, such as the DCSA leadership changes.

Additionally, participants were able to further cultivate their manager and leader competencies and participate in a coaching exercise to handle real-life challenges. Throughout the offsite discussions and activities, various themes, questions, topics, and messages were illustrated by a sketch artist. The artwork is a useful tool that helped to visualize and capture key elements from



Security Training Leaders participate in a brainstorming activity as a part of the September offsite event.

the conversations. The featured poster includes drawings from two offsite discussions: Responding to Our Changing Environment and Organizing for Best Delivery. The drawings reflect the strategies discussed for facing and approaching organizational change, operating as a single organization, and measuring organizational effectiveness.

Our Focus in Years to Come

In the future, we are focused on expanding credentialing, modernizing delivery methods, standardizing development processes, and adapting our curriculum to remain agile and responsive to emerging requirements. Pivotal in optimizing delivery efficiency and enhancing accessibility of security education, we will integrate technology through every facet of our work. As we move forward, we will maintain our commitment to these strategic goals, ensuring they remain relevant and effective in an ever-changing security environment.



Artist: Wade Forbes

The drawing depicts various topics, questions, and themes that emerged from an Security Training Offsite activity in September 2023. Multiple offsite drawings were generated throughout the year to visualize strategic discussions.

FY23 HIGHLIGHTS

Security Training's six strategic projects reflect the directorate's commitment to achieving its critical strategic goals and objectives. Throughout FY23, Security Training made considerable progress on these projects to enhance training programs for security professionals, expand access to training programs, and seek accreditation in pursuit of building a stronger security enterprise. Below are brief descriptions and a few major FY23 accomplishments for each project.



1. Building a Defense Security Enterprise (DSE) Training Transformation Plan

Security Training is developing both a framework that defines how components deploy their people to execute security mission responsibilities and requirements, and a roadmap that specifies the learning and credentialing necessary to accommodate prioritized security workforce roles. The final report will recommend how the community can best address the skilling, upskilling, and reskilling of personnel with security accountabilities, responsibilities, and commitments, including recommended resource requirements.

In FY23, Security Training successfully socialized and received overwhelming support and approval of this project, ending the year with a working group of 21 willing and able security subject matter experts (SMEs). The first of many working group sessions is set to convene in October of FY24, with a goal of having the community-reviewed draft framework by Q2 FY24.

2. Leverage Technology to Improve Reach, Experience, and Access to Products

As part of its commitment to modernize training delivery, CDSE is enhancing electronic learning (eLearning) resources to more effectively serve mission partners. The team is developing a sustainable and scalable eLearning content delivery system, wherein attaining Impact Level 2 (IL2) and Impact Level 4 (IL4) compliance is a crucial component for securely distributing Controlled Unclassified Information (CUI) products, data, and reports.

FY23 efforts culminated in the development of an identity management system, facilitating access control for all CUI content. This new system enhances access and effectively tracks mandatory training programs across the DSE, contributing to improved compliance with training requirements.

3. Enhance Polygraph Examiner Curriculum

NCCA has enhanced the Polygraph Examiner training while expanding capacity, transitioning the course from an exclusively in-person format to a blended learning approach. This strategic shift provides flexibility in planning for agency partners while supporting more efficient training timelines.

In FY23, NCCA also launched a new "Web Enhanced" Psychophysiological Detection of Deception (PDD) Program with 100% enrollment from Federal Polygraph Examiners, and undertook an effort to improve and enhance PDD Surveys, achieving 100% participation rate from students.

In FY24, NCCA will continue to enhance curriculum with the completion of the Cadre Unconscious Bias Training Course, piloting of the PDD internal beta test, and updating the Federal Polygraph Continuing Education Certification Program (FPCECP) traditional courses.

4. Develop DCSA Security Learning Pathways and Transform Training

Security Training is constructing training transformation plans for new Industrial Security Representatives (ISRs) and other key entities within DCSA to empower Gatekeepers with the skills and knowledge they need to help protect our nation's assets. Throughout the year, Security Training completed the development of the performance and competency model (P&CM) for ISRs and is actively engaged in finalizing the alignment study, cross-walking existing products to the ISR Performance & Competency Profile (PCP).

Security Training plans to kick off the P&CM development process for Counterintelligence (CI) and Information Systems Security Profession (ISSP) roles in FY24. Security Training also plans to pilot the new hire ISR training program and deliver the first iteration of the course at the end of FY24.

5. Seek CDSE Accreditation Authority

Committed to upholding the stringent accreditation standards of the Middle States Commission on Higher Education (MSCHE), CDSE is making significant strides towards obtaining accreditation for its Baccalaureate certificates and degree-granting programs.

To realize this goal, in FY23, CDSE undertook several strategic actions, most notably establishing a streamlined Post Baccalaureate Certificate (PBC) application and admissions process and developing a comprehensive launch schedule for Post Baccalaureate Education Certificates. In FY24, CDSE should learn if its programs have been accepted by MSCHE as an official candidate for accreditation.

6. Increase Throughput of Instructor-Led Courses

This initiative supports CDSE in efficiently strategizing and managing resources, addressing operational needs and meeting training demands for an expanding workforce. The project is on track to increase student throughput by 10 percent in FY24. To realize this goal, CDSE undertook several strategic actions in FY23, including the development of a training response plan, aligning training with the Human Capital Management Office (HCMO) forecasted hiring actions and developing the FY24 training course schedule. In FY24, Security Training plans to launch the first Federal Background Investigator Training Program (FBITP) hybrid course and develop an ad hoc training response plan to further bolster Security Training's training toolkit.



CDSE FY23 OVERVIEW

To enhance collaboration with the DOD and industry sectors, CDSE conducted three virtual conferences during the fiscal year. These conferences achieved record attendance, demonstrating the effectiveness of CDSE's strategy for virtual engagement. A central theme of these events was fostering collaboration with DCSA, DOD, and Cleared Industry. This collaboration was achieved through steering committees for conferences, co-hosting webinars, and other virtual events, participating in countless working groups through the federal government and industry and keeping abreast of stakeholder needs.

CDSE FY23 Awards

CDSE continued to show the value of products and services by receiving 11 awards in FY23, including:



29,745

Live Webinar Attendees



17,521

Recorded Webinar Attendees



4,870,883

Course Completions

Type of Award	CDSE Product
<ul style="list-style-type: none"> ★ Vega Digital Awards, Silver, Video / Online Video (Campaign) ★ Hermes, Platinum, Electronic Media ★ MarCom Awards, Platinum Winner ★ Viddy Award, Platinum, Non-Broadcast, Long Form Videos 	CDSE Insider Threat Vigilance Series, Season 3
<ul style="list-style-type: none"> ★ Blue Pencil and Gold Screen Awards, First Place, Category: Reports - Annual Report 	CDSE 2021 Year End Report
<ul style="list-style-type: none"> ★ Blue Pencil and Gold Screen Awards, Second Place, Audio - Commercial/PSA ★ Horizon, Bronze, Video 	Certification vs. Certificates PSA
<ul style="list-style-type: none"> ★ Horizon, Bronze, Websites - Training/ E-learning 	"Reciprocity in the Personnel Security Program" Short
<ul style="list-style-type: none"> ★ Horizon, Bronze, Video 	Maintaining Effective Industrial Security Programs" Video
<ul style="list-style-type: none"> ★ Horizon, Bronze, Website - Training/ E-learning 	"The Adventures of Earl Lee Indicator"
<ul style="list-style-type: none"> ★ MarCom Awards, Platinum Winner 	"Financial Concerns"



Stories

Continued Growth in In-person Engagements

CDSE had another record year of course completions through the offerings of eLearning, Virtual Instructor-led (VILT), and Instructor-led Training (ILT). While the virtual offerings continue to remain popular, there was a need to increase the offering of the ILTs, including expanding mobile training to select locations. During FY23, there were 19 ILTs delivered, including the “Getting Started Seminar” delivered in New Orleans and the Special Access Program (SAP) classes delivered in Colorado and Florida.

As the security community continues to adapt to the hybrid work environment, there has been an increase in both in-person training and in-person meetings and events. During FY23, we saw more in-person stakeholder meetings to include the National Industrial Security Program Policy Advisory Committee (NISSPAC), Customer Advisory Board meetings, the Society of Industrial Security Professionals (NCMS) Chapter meetings, and more. Though most also had a virtual component to the meetings, there was an increased level of collaboration and overall networking that wouldn’t be achieved in a purely virtual event.

The same was true for the CDSE outreach opportunities. Since the start of the pandemic, the Outreach and Engagement team focused more on virtual events and digital publications. During FY23, the CDSE Exhibit Booth went back on the road and attended many different events, including the NCMS Annual Seminar in New



Members of the CDSE Industrial Security Training Team hosting the CDSE booth at the annual NCMS seminar in New Orleans, LA.

Orleans, Louisiana; National Security Institute (NSI) Impact Conference in Sterling, Virginia; and the Foreign Ownership, Control, or Influence (FOCI) Conference in Tysons, Virginia.

Enhanced Access and Interaction

Over the last several years, CDSE has strategically concentrated on expanding virtual opportunities and establishing a comprehensive virtual event platform. As of FY23, alongside the growing momentum for in-person events, the organization has continued to uphold a strong virtual presence. The incorporation of a virtual platform has proven instrumental in fostering collaboration by offering participants the flexibility in how they engage. This dual approach has significantly elevated both the attendance and outreach

of CDSE events, noting an increase in participant numbers across both platforms, while also reducing the cost associated with travel and logistics planning.

CDSE hosted several webinars throughout the year, many of which were recorded and made available for those unable to attend the live courses. A standout webinar hosted a guest speaker who survived the Washington Navy Yard Shooting of 2013. These events proved effective not just in sharing important information but also in bringing a personal element to our offerings.

In addition to webinars, CDSE hosted the following virtual conferences on behalf of DCSA to address the needs of the security community:



Virtual DCSA Security Conference for Industry (vDSCI)

The vDSCI, held on April 26th and 27th, focused on the theme of “Elevating Industrial Security.” Speakers from across DCSA discussed the Facility Clearance Process, How to Run a Successful Self-Inspection, Cyber Hygiene, CI Reporting, Insider Threat, and Personnel Security. Both days ended with panel discussions where the 2,063 attendees were able to ask speakers questions in real time.

Great information on SEAD 3 reporting; very straightforward
— vDSCI participant

Being an FSO is [a] great job but it is hard to do it alone. We need to sync together in order to better protect our clear[ed] industry and US government. Thank you for this event.
— vDSCI participant



Virtual DCSA Security Conference for DOD (vDSC-DOD)

The vDSC-DOD, held on August 16th and 17th, focused on the theme of “Elevating Security through Vigilance and Innovation.” This conference featured speakers from DCSA, Under Secretary of Defense for Intelligence and Security, DOD Inspector General, and Navy. The speakers discussed the Secretary of Defense-directed “45 Day Review” of security programs, policies, and procedures; Personnel Vetting; Security Executive Agent Directive 3; Insider Threat; CI Threat Trends; Medical Devices and the DOD; and Policy Updates. The vDSC-DOD hosted 2,730 attendees over the two days.

As a new member to this field outside the military, all of these presentations were very beneficial.
— vDSC-DOD participant

Excellent presentation and Adobe Connect was a tremendous success as the platform for this conference. Looking forward to future presentations.
— vDSC-DOD participant



Virtual DCSA Conference for Insider Threat

The Virtual DCSA Conference for Insider Threat was held on September 7th as part of National Insider Threat Awareness Month (NITAM). This conference featured insider threat practitioners across DOD, federal agencies, private industry, critical infrastructure sectors, and academia to support the 2023 NITAM theme of “Bystander Engagement.” The Insider Threat conference hosted 1,843 attendees.

NCCA FY23 OVERVIEW

In 2023, NCCA continued to lead the federal Credibility Assessment enterprise by delivering premier training and education, program oversight and technical support, and research, development, testing, and evaluation (RDT&E) services.

Instruction

NCCA held three 12-week Psychophysiological Detection of Deception (PDD) courses at Ft. Jackson, South Carolina, graduating 105 new polygraph examiners for 17 federal agencies. This year, NCCA implemented several improvements for students and instructors related to exams, surveys, and lab grading through its Blackboard learning management platform. NCCA also returned to in-person PDD graduation events for the first time since 2019, hosting then-DCSA Director William Lietzau, Ft. Jackson Commanding General Jason Kelly, and South Carolina State House Representative Brandon Cox as graduation guest speakers. NCCA would not be able to accomplish its training mission without the partnership it has with its host installation, Ft. Jackson. Through the Army's continued support, 3,467 basic training soldiers participated as polygraph training role players in 2023 for NCCA's students.

On the Continuing Education (CE) front, NCCA registrars validated, tracked, and logged 39,520 CE hours into the records of 991 federal polygraph examiners. NCCA hosted 14 instructor-led courses, including the 40-hour mandated countermeasures class. NCCA's Federal Interagency Polygraph Seminar (FIPS) returned to in-person for the first time since 2019, offering over 100 federal examiners a variety of dynamic topics for 40 hours of CE credit. Additionally, 306 federal examiners completed NCCA's new online Countermeasures II refresher, and 309 federal examiners completed other NCCA online CE offerings.

Oversight

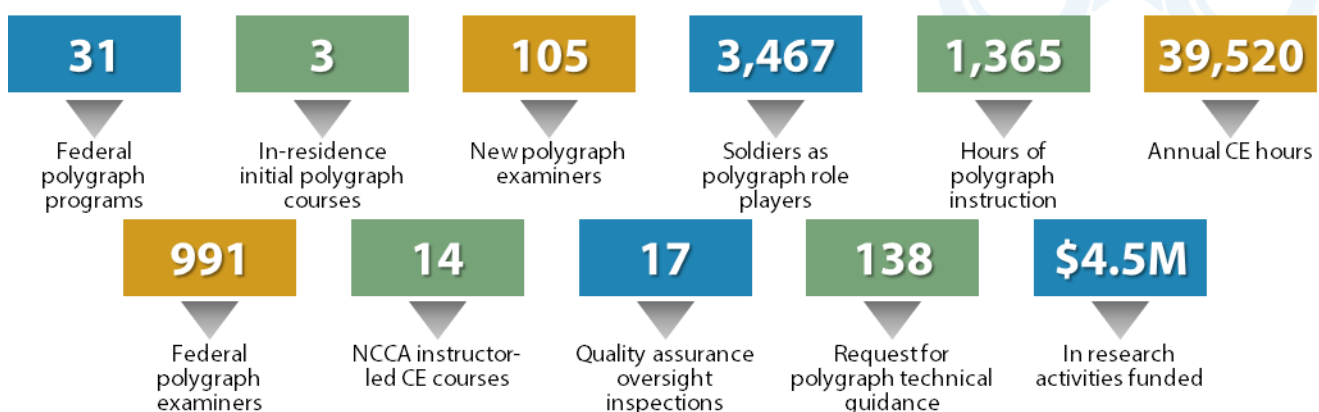
During FY23, NCCA conducted 17 quality assurance inspections of federal polygraph programs and 11 comprehensive exam reviews, accomplishing 100% of its scheduled, federally mandated oversight inspections. During this process, the Quality Assurance Program (QAP) team reviewed more than 1,000 completed polygraph examinations related to agency hiring actions, national security suitability determinations, and criminal investigations. Additionally in 2023, QAP responded to over 138 requests for

polygraph technical guidance from across the federal government, completed eight sensitive case reviews for the federal community and helped to onboard a new federal polygraph program at the Federal Deposit Insurance Corporation (FDIC) Office of the Inspector General.

Research

NCCA's Research Division moved into new leased office space close to the University of South Carolina, furthering NCCA's collaboration with the university and fulfilling a two-year planning effort. In FY23, The Research Division successfully obligated FY23 Research, Development, Test and Evaluation (RDT&E) funds in addition to congressional additions. This multimillion-dollar portfolio funded critical efforts toward emerging technologies, such as a second ocular validation effort of the Converus EyeDetect system, a government proprietary ocular algorithm, thermal interview management system equipment, and artificial intelligence efforts for polygraph countermeasures identification.

FY23 At-A-Glance



Stories

NCCA Continues 25 Years of Training Partnership with U.S. Army – Fort Jackson

NCCA continues 25 years of partnership with the U.S. Army as a part of the Polygraph Training Program. Army soldiers in their Initial Entry Training (IET) at Ft. Jackson volunteer to assist NCCA as a part of the Army's Duty Day community service program. The soldiers participate in polygraph assessments, providing NCCA students with invaluable experience conducting tests and post-testing interviews as a part of the training program.

Throughout 2023, NCCA rotated nearly 3,500 IET soldiers as polygraph role players, providing real-life assessment experience for polygraph students. NCCA instructors provide soldiers with various scenarios to adhere to throughout the polygraph testing. The scenario may prescribe soldiers with an anecdote or specific action as a part of their role, eliciting a realistic response from the participants answering questions during polygraph testing.

After conclusion of the polygraph testing process, soldiers participate in post-testing interviews with the students to discuss the results and to further explore what may be



United States Army Recruits at United States Army Training Command & Fort Jackson have supported the NCCA training mission for nearly 25 years, empowering each class of federal polygraph examiners with exceptional report as role-players.

influencing the participant's responses. Soldiers provide realistic responses to questions, encouraging students to use the interview process to understand the results of the test. As a result, students have demonstrated an increased ability to leverage both polygraph and interview assessment techniques with realistic participants.

During the 25-year partnership, NCCA has leveraged case-study research and lessons learned to improve assessment practice across

different agencies and to improve training and standards for polygraph procedures. A senior leader, Command Sergeant Major Erick Ochs, U.S. Army Training Center at Fort Jackson, spoke to the importance of the continuing partnership and soldiers participating in the training. Both widen understanding of the importance of security training and provide experience to a wider range of security professionals, not just U.S. Army security professionals.

Onboarding 31st Federal Polygraph Program – Quality Assurance Branch

In 2023, a previously federally certified polygraph examiner sought assistance from NCCA to initiate a polygraph program at the Federal Deposit Insurance Corporation (FDIC) Office of the Inspector General (OIG). Agencies starting a polygraph program must adopt policies and procedures that uphold the highest technical, ethical, and professional standards. To those ends, members of the NCCA Quality Assurance Program (QAP) guided the examiner in the development of organizational policies that address areas such as implementation of polygraph and quality control procedures, examiner selection and certification, polygraph approval authorities, continuing educational requirements, and federal polygraph oversight inspection authorities and procedures. Members of

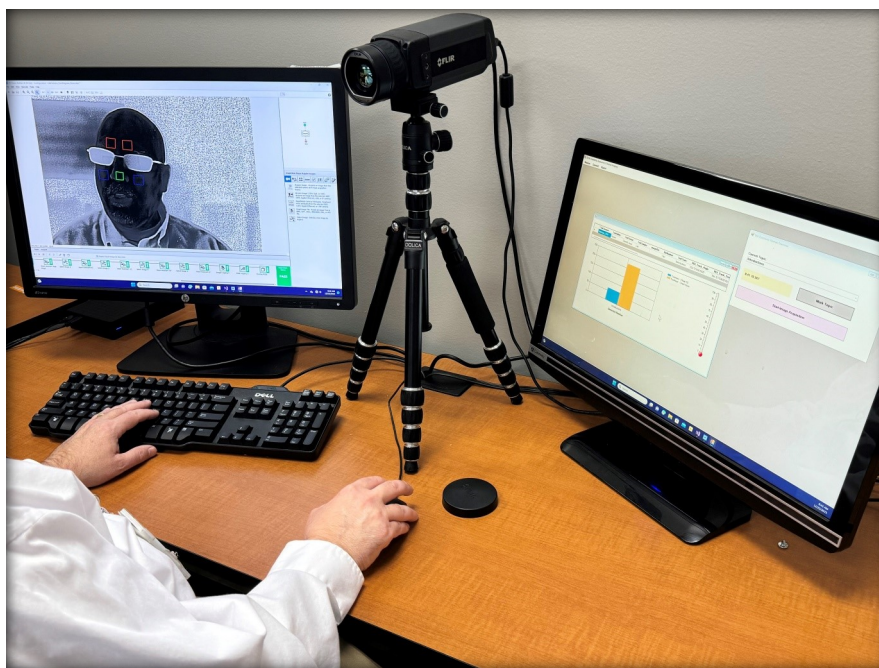
the NCCA Instruction staff and QAP provided FDIC Personnel with refresher training on the protocol for various approved testing formats and test data analysis methodologies. To guarantee compliance with federal standards, the QAP secured support from another federal polygraph program for independent quality control reviews of completed examinations. The QAP continues to offer ongoing guidance and support to this new program, as well as to 30 other programs across intelligence and law enforcement agencies.



Thermal Interview Management System (TIMS) – Research Division

NCCA's Research Division has developed a standoff credibility assessment system that uses thermal infrared camera technology to aid investigators in open conversations by identifying areas of concern. Thermal signatures are analyzed to identify topical areas that cause a subject to physiologically respond, indicating an area of focus. Multiple studies by NCCA and others have demonstrated the effectiveness of thermal imaging techniques for credibility assessment. Unlike polygraph, the Thermal Interview Management System (TIMS) can record physiological changes without the need to strap any sensors to the examinee's body. Physiological signals recorded by TIMS can be collected unobtrusively and even surreptitiously if necessary. Researchers at NCCA have been involved in all phases of TIMS system development, including hardware design, improvements to head tracking and region of interest temperature measurements, and test question construction.

Although NCCA has been the primary developer of TIMS, there has also been targeted commercial assistance. TIMS is currently in re-development for field-testing in Q4 of FY23 with the Naval Criminal Investigative Service (NCIS). Following a successful testing phase, the Defense Innovation Unit plans to develop TIMS into a Government-Off-The-Shelf (GOTS)



An NCCA employee analyzes a thermal image produced by the Thermal Interview Management System (TIMS) technology.

product. Credibility assessment validation studies are also planned. Completion of this project involves the development of thermal interview software and hardware for field use in credibility assessment. NCCA researchers have conducted an exploration of various thermal imaging hardware, and they continue the development of face tracking methodologies.

Several U.S. Government agencies are showing interest in its further development, including NCIS, Air National Guard in West Virginia, and the Defense Department. These advances clearly reflect a change in credibility assessment procedures that have crossed organizational lines and can aid counterintelligence professionals investigating insider threats.

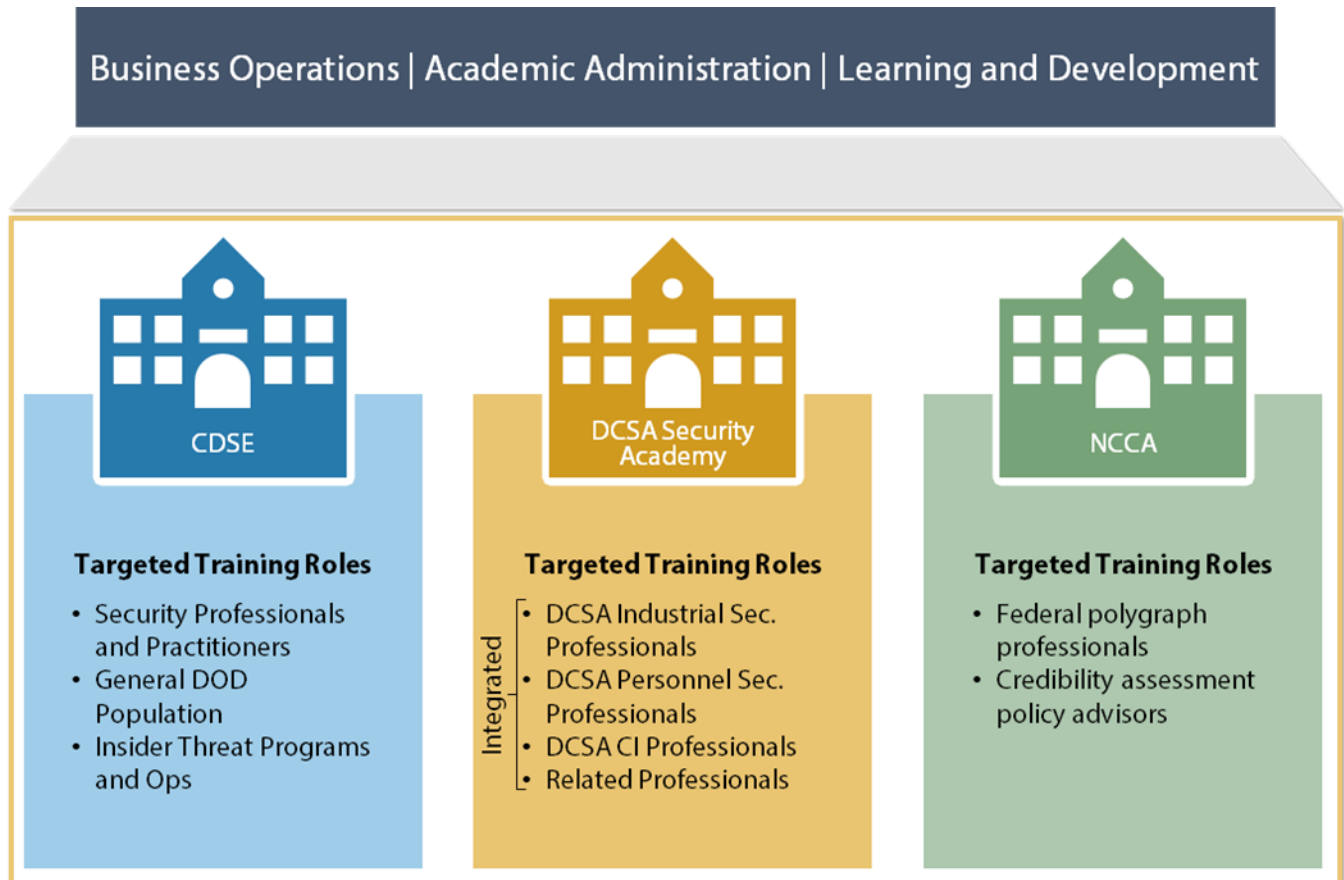
With the conclusion of FY23, the NCCA Research Division transferred to the newly established Office of Research and Innovation (ORI). The mission of credibility assessment research and development continues within ORI alongside an expanded mission of identifying and researching technologies and capabilities to enhance and advance DCSA's efforts of personnel and facility vetting and security.

“Intelligence and Security professionals are always looking for tools to assist in the challenging art of interviewing and elicitation; TIMS is a big step forward in providing this capability.”

— Former United States Army Human Intelligence Collector

SECURITY TRAINING IN THE YEAR AHEAD

In FY24, Security Training is taking proactive steps to implement and establish the DCSA Security Academy, a pivotal initiative aimed at refining and concentrating the DCSA security professional training efforts. Security Training will look to focus its efforts on developing role-based learning pathways, expanding our reach of products and services, and leveraging our training systems to improve access and user experience. Security Training will prioritize the creation and implementation of standardized and innovative security training, emphasizing the integration of all security training entities to operate as a collective organization.



There are several ongoing projects for FY24 to further progress Security Training towards achieving its objectives, including seeking accreditation for the delivery of Baccalaureate certificates and degree granting; the Security Professional Education Development (SPeD) Program, moving to a new content management system (CMS); enhancements to certification programs; and the increase of VILT and ILT offerings.

Security Training will focus efforts to provide and reinforce premier training and expert oversight support to the federal polygraph community by piloting and finalizing its hybrid PDD course. The continued collaboration of CDSE and NCCA along with the emerging DCSA Security Academy is vital to Security Training successfully achieving its strategic objectives and the most critical goal of protecting national security.



**DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY
SECURITY TRAINING DIRECTORATE**