Air Force Specialty Code
1N0X1
ALL SOURCE INTELLIGENCE ANALYST
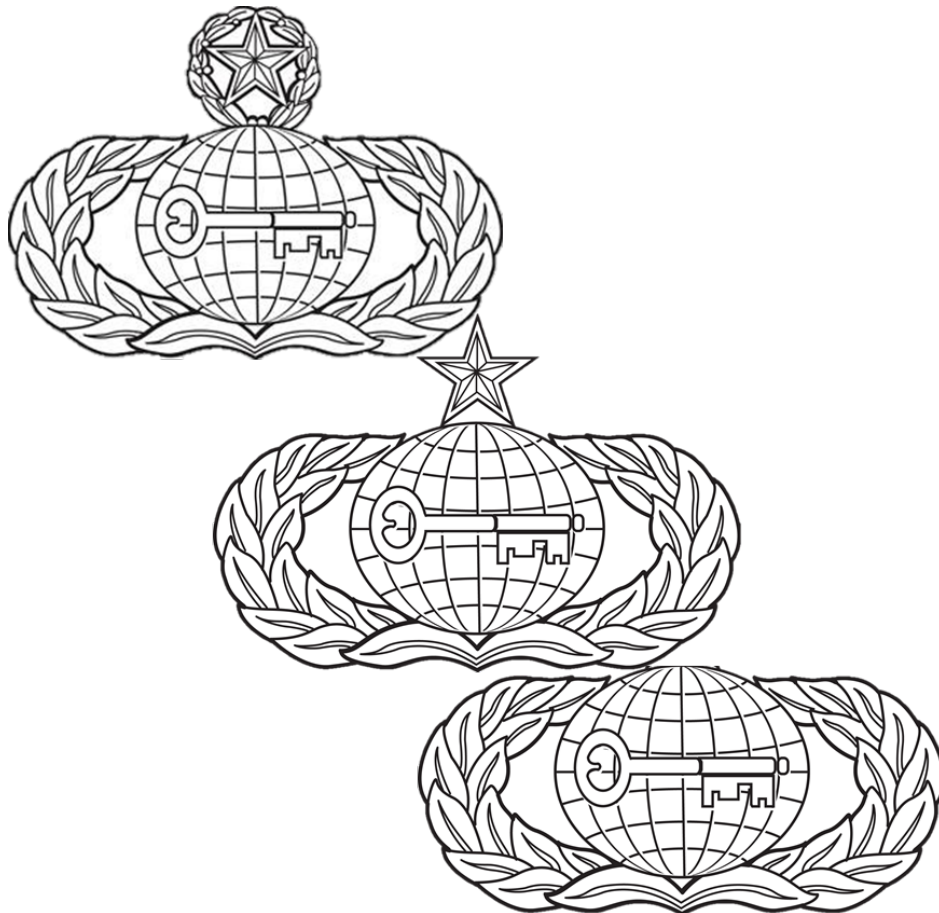
CAREER FIELD EDUCATION
AND TRAINING PLAN (CFETP)

ACCESSIBILITY: Publications and forms are available on the e-publishing website at http://www.e-publishing.af.mil/.

RELEASABILITY: There are no releasability restrictions on this publication.

CAREER FIELD EDUCATION AND TRAINING PLAN
All Source Intelligence Analyst
AFSC 1N0X1

Table of Contents

Summary of Changes: Line items have been revised to reflect changes in requirements. STS Intelligence Fundamental Core (Common Core) line items have been incorporated into the 1N0X1 STS where applicable.

CAREER FIELD EDUCATION AND TRAINING PLAN
All Source Intelligence Analyst
AFSC 1N0X1

Part I

Preface

1. This Career Field Education and Training Plan (CFETP) is a comprehensive education and training document that identifies life-cycle education/training requirements, training support resources, and minimum core task requirements for the United States Air Force 1N0X1 specialty. The CFETP will provide personnel a clear career path to success and will instill rigor in all aspects of career field training. This CFETP was developed in accordance with the requirements outlined in AFI 36-2670, *Total Force Development*. **NOTE**: Civilians occupying associated positions will use Part II to support duty position qualification training.

2. This CFETP consists of two parts; both parts are used by supervisors to plan, manage, and control training within each specialty. The automated training management system, myTraining, ensures visibility and portability of qualifications earned in Part II. It is mandatory to use myTraining to track training as the automated training management system of choice unless the MAJCOM or Combatant Commands (CCMD) have authorized an alternate method in writing.

2.1. Part I provides information necessary for overall management of the specialty family. Section A explains how individuals will use the plan. Section B identifies career field progression information, duties and responsibilities, training strategies, and career field path. Section C associates each level with specialty qualifications (knowledge, education, experience, training, and other).

2.2. Part II includes the following: Section A identifies the Specialty Training Standard (STS) and includes duties, tasks, technical references to support training, Air Education and Training Command (AETC) conducted training, wartime course, core task, and correspondence course requirements. Section B contains the course objective list and training standards supervisors will use to determine if Airmen satisfied training requirements. Section C identifies available support materials. An example is a Qualification Training Package (QTP), which may be developed to support proficiency training. These packages are identified in AFIND8, *Numerical Index of Specialized Educational Training Publications*. Section D identifies a training course index supervisors can use to determine resources available to support training. Included here are both mandatory and optional courses. Section E identifies Major Command (MAJCOM) unique training requirements supervisors can use to determine additional training required for the associated qualification needs.

3. Use of the guidance provided in this CFETP provides the foundation for effective and efficient training for individuals in each career field at the appropriate points in their careers. This plan enables the Air Force to train today's work force for tomorrow's jobs.

4. Chemical, Biological, Radiological, and Nuclear (CBRN) Training Requirements. The 2018 National Defense Strategy highlights the need to prioritize preparedness for war. Intelligence

personnel and operations are vital to gaining and maintaining air superiority during conflict. In an effort to maintain mission readiness and sustain mission assurance, intelligence Airmen must be able to perform intelligence functions despite the threat environment. Unit Commanders will identify tasks within their Master Training Plans (MTP) and ensure Airmen can perform these tasks if chemical, biological, radiological or nuclear (CBRN) warfare hazards are present based on their mission requirements. Units will periodically exercise the performance of these tasks while wearing Individual Protective Equipment (IPE) IAW AFI 10-2601 to ensure sustained unit readiness.

ABBREVIATIONS/TERMS EXPLAINED

This section provides a common understanding of the terms that apply to the 1N0X1 Career Field and Education Training Plan.

Advanced Training (AT). Formal course which provides individuals who are qualified in one or more positions of their Air Force Specialty (AFS) with additional skills/knowledge to enhance their expertise in the career field. Training is for selected career Airmen at the advanced level of the AFS.

Air Education Training Command (AETC). Responsible for the recruiting, training, and education of Air Force personnel. AETC also provides pre-commissioning, professional military, and continuing education.

Air Force Cryptologic Office (AFCO). The AFCO is designated as the 16th Air Force's principal cryptologic representative to the National Security Agency (NSA) and also functions as the adjunct cryptologic staff to the AF A2/6. In these capacities, AFCO collaborates with the national Intelligence Community (IC), DoD agencies, as well as Service Cryptologic Component (SCC) and Service Cryptologic Partner (SCP) staffs to actively support the Air Force's cryptologic mission at all levels on behalf of the 16th Air Force as the Air Force SCC. As primary staff to the Air Force SCC Commander, AFCO develops, leverages, and integrates Air Force cryptologic capabilities and resources (national and tactical) to satisfy Total Force, Joint, and Combatant Commander requirements.

Air Force Enlisted Classification Directory (AFECD). The official directory for all military enlisted classification descriptions, codes, and identifiers. Establishes the occupational structure of the Air Force enlisted force. The occupational structure is flexible to permit enlisted personnel to specialize and develop their skills and abilities while allowing the Air Force to meet changing mission requirements. Individual enlisted personnel have a joint responsibility with commanders and supervisors at all levels to fully develop their abilities consistent with Air Force needs and within the established patterns of specialization.

Air Force Specialty (AFS). A group of positions (with the same title and code) that require common qualifications.

Air University Associate-to-Baccalaureate Cooperative (AU ABC). Allows Airmen to turn a Community College of the Air Force Associates Degree into a Bachelor's Degree from an accredited university. The ABC program has established a partnership with various civilian higher-education

institutions to offer four-year degree opportunities via distance learning. The participating schools will accept all of the credits earned by Airmen who have attained a CCAF degree and apply them to a Bachelor's Degree related to their Air Force specialty.

Air University/Air Force Career Development Academy (AFCDA). The result of a reorganization of Air Force Institute for Advanced Distributed Learning (AFIADL); provides access to the Extension Course Institute.

Career Development Program (CDP). The CDP was first developed in October 2018 and began with a single, online course. Since then, the CDP has evolved into a continuum of learning and consists of three iterations: Basic, Intermediate, and Advanced, and applies to all ISR Airmen. The CDP is designed to enhance skill development and unit effectiveness allowing for a more proficient ISR professional. Mandatory requirements for upgrade training covered in Section C.

Career Field Education and Training Plan (CFETP). A CFETP is a comprehensive, multipurpose document encapsulating the entire spectrum of education and training for a career field. It outlines a logical growth plan that includes training resources and is designed to make career field training identifiable, to eliminate duplication, and to ensure this training is budget defensible.

Career Field Manager (CFM). An individual on the Headquarters United States AF staff who is responsible for career development programs, functional management and utilization, specialty standards and requirements, training, and force management for AFS. This includes identifying the task requirements and training for an AFS or occupational series. This individual will review and/or approve all proposed changes to specialties within their career family (e.g., 1N/9S).

Chief Enlisted Manager (CEM) Code. A five-digit code ending in "00" to identify CMSgts and CMSgt selectees as top enlisted managers in both highly technical skills and in broad areas of managerial competence. For the ISR career fields the CEM code is 1N000.

Career Training Guide (CTG). A document that uses Task Modules (TMs) in lieu of tasks to define performance and training requirements for a career field.

Continuation Training. Additional training exceeding requirements with emphasis on present or future duty assignments.

Core Intelligence Training (CIT). Fundamental training across the 1N/9S Career Fields.

Core Task. A task CFMs identify as a minimum qualification requirement within an Air Force specialty or duty position. Core Tasks for the AFS can be either task- or knowledge-based and are the STS line items fundamental to meeting these core competencies. Each MAJCOM is responsible for developing the minimum standard to which each core task will be trained. Core tasks are common to all personnel within an AFS required to perform intelligence functions. The skills (or knowledge) must be trained, maintained, and certified, regardless of duty position/location and are based upon skill level.

Course Objective List (COL). A publication, derived from initial/advanced skills course training standard, identifying the tasks and knowledge requirements, and respective standards provided to achieve a 3-5-7-skill level in this career field. Supervisors use the COL to assist in conducting graduate evaluations in accordance with AFI 36-2670, Total Force Development.

Cyber Mission Force (CMF). The CMF is USCYBERCOM's action arm, consisting of Cyber Mission Teams, Joint Force Headquarters-Cyber, and Cyber National Mission Force. CMF teams execute the command's mission to direct, synchronize and coordinate cyberspace operations in defense of U.S. national interests.

Deputy Career Field Manager (D/CFM). An individual on HQ USAF staff responsible to the CFM for overseeing all aspects of a particular AFS. Coordinates with MAJCOM functional and training managers, technical training center personnel, and various Subject Matter Experts (SMEs) on career path development and identification of CFETP training task items to meet national, tactical, and force training requirements. Other responsibilities include reviewing AFS manpower utilization, managing AFS classification guidance, and overall status of the health of their particular AFS.

Developmental Special Duty (DSD). Nine positions with unique leadership and mentoring responsibilities. Nominations are processed twice annually from Senior Airman through Senior Master Sergeant. DSD tours do not normally exceed four years.
https://www.afpc.af.mil/Assignment/Developmental-Special-Duty/

Digital Awareness. The awareness of the knowledge, skills and attitudes required for individuals to use digital tools effectively. Also being able to understand and utilize technology in an increasingly interconnected world.

Digital Fluency. Familiarity with and understanding of the strengths and weaknesses of different types of data, analytic tools, automations, and algorithms.

Education and Training Course Announcement (ETCA). ETCA contains specific MAJCOM procedures, fund cite instructions, reporting instructions, and listings for those formal courses the MAJCOMs or FOAs conduct or manage. ETCA also contains courses the Air Force and reserve forces conduct or administer and serves as a reference for the Air Force DoD, other military services, government agencies, and security assistance programs. Located at https://cs2.eis.af.mil/sites/app10-ETCA/SitePages/Home.aspx.

Exportable Training. Additional supplementary training via computer-assisted, paper text, interactive video or other media.

Functional Area Manager (FAM). The individual accountable for the management and oversight of all personnel and equipment within a specific functional area to support the operational planning and execution. Responsibilities include, but are not limited to; developing and reviewing policy; developing, managing, and maintaining Unit Type Codes (UTC); developing criteria for and monitoring readiness reporting; force posturing; and analysis. At each level of responsibility (MAJCOM, Air Component, FOA, DRU, and Unit), the FAM should be the most highly knowledgeable and experienced person within the functional area and have the widest range of visibility over the functional area readiness and capability issues.

Field Evaluation Questionnaire (FEQ). An extensive survey based on the CFETP to determine how well the formal training met the apprentice levels outlined in the CFETP. This survey is sent approximately 6 months after graduation to the Base Education and Training manager, if unclassified, or direct to the unit training manager, if classified.

Field Technical Training (FTT). Special or regular on-site training conducted by a field training detachment (FTD) or by a mobile training team

HAF Functional Authority (FA). An individual assigned the functional authority to provide policy, oversight, and guidance across the ISR enterprise. For the 1A8/1N/9S family, this is the Deputy Chief of Staff, Intelligence, Surveillance, Reconnaissance & Cyber Effects Operations. The Functional Authority has delegated the Authority of Functional Management to the Director, ISR/CEO Readiness and Talent Management.

HAF Functional Manager (FM). The Functional Manager is responsible for the management and oversight of the establishment of career development programs, functional management and utilization, specialty standards and requirements, training, and force management policies at HAF.

Initial Qualification Training (IQT). IQT is training needed to qualify intelligence personnel for basic duties in an assigned position for a specific Mission Design Series (MDS), Weapon System, Intelligence function or activity without regard for a unit's specific mission.

Initials Skills Training (IST). A basic, formal, in-residence course that leads to the award of a 3-skill level AFSC.

Instructional System Development (ISD). A deliberate and orderly, but flexible process for planning, developing, implementing, and managing instructional systems. It ensures personnel are taught in a cost efficient way the knowledge, skills, and attitudes essential for successful job performance.

Intelligence Occupational Badge. Air Force members are highly encouraged to wear their current occupational badge on all uniform combinations. Wear the basic badge after completing technical school. Wear the senior badge after award of the 7-skill level, and wear the master badge as a Master Sergeant or above with five years in the specialty from award of the 7-skill level. For retrainees, credit toward new badges starts upon entry into the new AFSC. EXCEPTION: Chief Master Sergeants cross-flowed into a 1N000 billet may wear the basic badge upon entering the 1N000 billet and the master badge after one year of a 1N000 job.

Job Qualification Standard (JQS). A comprehensive task list that describes a particular job type or duty position. Supervisors use the JQS to document task qualification. The tasks on JQSs are common to all persons serving in the described duty position.

Major Command (MAJCOM). A MAJCOM represents a major Air Force subdivision having a specific portion of the Air Force mission. Each MAJCOM is directly subordinate to HQ USAF. MAJCOMs are interrelated and complementary, providing offensive, defensive, and support elements.

MAJCOM Functional Manager (MFM). An individual at the MAJCOM/Joint activity command level who is responsible for identifying task and training requirements for an AFS or Occupational Series and is responsible for validating intelligence requirements, command assignment entitlements, technical school graduate assignments and matching available manpower resources to meet the MAJCOM's needs.

Master Task Listing (MTL). A comprehensive list (100%) of all tasks performed within a work center and consisting of the current CFETP or AFJQS and locally developed AF Forms 797 (as a minimum). Should include tasks required for deployment and/or UTC requirements.

Master Training Plan (MTP). Employs a strategy for ensuring the completion of all work center job requirements by using a MTL and provides milestones for task, Learning Program/CDC completion, and prioritizes deployment/UTC, home station training tasks, upgrade, and qualification tasks.

Mission Qualification Training (MQT). MQT follows IQT and is training needed to qualify intelligence personnel to perform their specific unit mission in an assigned mission position. Completion of Specialty Training Standard task and knowledge training requirements may be accomplished concurrently with MQT.

MyVector. The Air Force's platform for career development and mentoring. MyVector enables a network of mentoring relationships for individuals to manage career development. The platform also allows users to track career milestones through career field-specific experience codes. The coding structure allows users to build career plans based on real opportunities and to share career plans with development teams and mentors. Site: https://myvector.us.af.mil/ ***MyVector* is the CFM's official platform for communications to the field.**

National Intelligence University (NIU). NIU is an accredited academic institution established by the Department of Defense to prepare ISR professionals for Joint, Air Staff, and MAJCOM level positions. This is a center of excellence for educating military and civilian professionals and conducting and disseminating ISR-related research. National Intelligence University website: http://ni-u.edu/wp.

Occupational Survey Report (OSR). A detailed report showing the results of an occupational survey of tasks performed within a particular AFS.

On-the-Job Training (OJT). Hands-on, over-the-shoulder training conducted to certify personnel in both upgrade (skill level award) and job qualification (duty position certification) training.

Proficiency Training. Additional training, either in-residence or exportable advanced training courses, or on-the-job training, provided to personnel to increase their skills and knowledge beyond the minimum required for upgrade

Qualification Training (QT). Actual hands-on task performance training designed to qualify an individual in a specific duty position. This portion of the training program occurs both during and after the upgrade training process. It is designed to provide the performance skills required to do the job.

Qualification Training Package (QTP). An instructional package designed for use at the unit to qualify, or aid qualification, in a duty position or program or on a piece of equipment. It may be printed, computer-based, or other audio-visual media.

Reporting Identifier (RI). Identify authorizations and individual enlisted airmen who, for any reason, are not identifiable in the classification structure.

Resource Constraints. Resource deficiencies, such as money, facilities, time, manpower, and equipment that preclude desired training from being delivered.

Skills Training. A formal course that results in the award of a skill level.

Special Duty Identifier (SDIs). Identify authorizations for enlisted airmen assigned to and performing an actual group of tasks on a semi-permanent or permanent duty basis unrelated to any specific career field. Career Assistance Advisors, for example, are represented by the SDI 8A100.

Special Experience Identifier (SEIs). A three-character designator that identifies specific experience or expertise within a particular career field. Established when experience or training is critical to a job. SEIs complement the assignment process but are not substitutes for AFSCs, CEM codes, prefixes, suffixes, SDIs, RIs, assignment instruction codes, and professional specialty course codes. Additionally, SEIs can serve as a tool or commanders to ensure personnel are placed/utilized correctly within an organization.

Specialty Training Requirements Team (STRT)/Utilization & Training Workshop (U&TW). A forum co-chaired by the AFCFM and AETC Training Pipeline Manager comprised of MAJCOM Functional Managers, Subject Matter Experts (SMEs), and AETC training personnel that determines education and training requirements and establishes the most effective mix of formal and on-the-job training for each AFSC. The forum will create or revise training standards, and set responsibilities for providing training. As a quality control tool, the STRT/U&TW will be used to ensure the validity and viability of the AFS training that determines career ladder training requirements.

Specialty Training. A mix of formal training (technical school) and informal training (on-the- job) to qualify and upgrade Airmen in the award of a skill level.

Specialty Training Standard (STS). An Air Force publication that describes skills and knowledge that Airmen in a particular AFS need on the job. It further serves as a contract between the Air Education and Training Command and the user to show the overall training requirements for an AFSC to include formal technical training.

Standard. An exact value, a physical entity, or an abstract concept, established and defined by authority, custom, or common consent to serve as a reference, model, or rule in measuring quantities or qualities, establishing practices or procedures, or evaluating results. A fixed quantity or quality.
Supplemental Training. Formal training on equipment, methods and technology not suited for on-the-job training and not included in AFS upgrade training.

Tactics, Techniques and Procedures (TTP). The actions and methods that implement joint doctrine that describe how forces will be employed in joint operations. They are promulgated by the Chairman of the Joint Chiefs of Staff in coordination with the Combatant Commands, Services, and the JCS.

Talent Marketplace. Talent Marketplace, available through MyVector, is an innovative technological platform supporting the enlisted assignment system that aims to increase flexibility and transparency for members, supervisors, billet owners, and commanders. See https://www.milsuite.mil/book/groups/afpc-assignments-talent-marketplace for supporting information.

Training Planning Team (TPT). Comprised of the same personnel as a U&TW, however, TPTs are more intimately involved in training development and the range of issues are greater than those normally covered in the U&TW forum.

Upgrade Training (UGT). Mandatory training that leads to the award of a higher skill level and increased proficiency.

Wartime Skills. Wartime skills/tasks training are initiated based upon a national emergency. These wartime skills are identified by the letter "w" in the 3-level position of the STS and will be taught at an accelerated course at Goodfellow AFB while the trainee is going through technical training school. **NOTE:** All tasks and knowledge items shown with a proficiency code in this CFETP are trained during wartime.

Section A - CFETP General Information

1. Purpose. This CFETP provides information necessary for CFM, D/CFMs, MFMs, commanders, training managers, supervisors and trainers to plan, develop, manage, and conduct an effective career field training program. This plan outlines the training that individuals in this AFS should receive in order to develop and progress throughout their career. This plan identifies initial skills, upgrade, qualification, advanced, and proficiency training. Initial skills training is the AFS specific training an individual receives upon entry into the Air Force or upon retraining into this specialty for award of the 3-skill level. Normally, this training is conducted by AETC at one of the technical training centers. Upgrade training identifies the mandatory courses, task qualification requirements, and correspondence course completion requirements for award of the 5-, 7- and 9-skill levels. Qualification training is actual hands-on task performance training designed to qualify an Airman in a specific duty position. This training program occurs both during and after the upgrade training process. It is designed to provide the performance skills/knowledge required to do the job. Advanced training is formal specialty training used for selected Airmen. Proficiency training is additional training, either in-residence or exportable advanced training courses, or on-the-job training provided to personnel to increase their skills and knowledge beyond the minimum required for upgrade. This CFETP also serves the following purposes:

1.1. Serves as a management tool to plan, manage, conduct, and evaluate a career field-training program. Also, it is used to help supervisors identify training at the appropriate point in an individual's career.

1.2. Identifies task and knowledge training requirements for each skill level in the specialty and recommends education/training throughout each phase of an individual's career.

1.3. Lists training courses available in the specialty, identifies sources of training, and the training delivery method.

1.4. Identifies major resource constraints, which impact, full implementation of the desired career field training process.

2. Uses. The plan will be used by MFMs and supervisors at all levels to ensure comprehensive and cohesive training programs are available for each individual in the specialty.

2.1. AETC training personnel will develop/revise formal resident, non-resident, field and exportable training based on requirements established by the users and documented in Part II of the CFETP. They will also work with the CFM and D/CFM to develop acquisition strategies for obtaining resources needed to provide the identified training.

2.2. MFMs will ensure their training programs complement the CFETP mandatory initial, upgrade, and proficiency requirements. Identified requirements can be satisfied by OJT, resident training, contract training, or exportable courses. MAJCOM-developed training to support this AFS must be identified for inclusion into this plan.

2.3. Each individual will complete the mandatory training requirements specified in this plan. The lists of courses in Part II will be used as a reference to support training.

2.4. Converting to a New CFETP. Supervisors are responsible for ensuring CFETPs are converted to the newest version. Transcribing documentation to a new CFETP is an administrative function, not a re-evaluation of training. Therefore, supervisor and trainer are considered synonymous for the purpose of documentation. Transcribe within 120 days (240 days for ARC) of CFETP revision date or from date revision is posted to automated training records system. Upon publication of a new CFETP, use the following procedures to transcribe:

2.4.1. Use the new CFETP to identify past and current training requirements and to transcribe qualifications from the previous CFETP.

2.4.2. For tasks previously qualified/certified and required in the current duty position, circle the subparagraph number next to the task statement and enter the current date in the completion column. Trainee initials in the trainee column and the current task certifier or supervisor/trainer initials in the trainer column.

2.4.3. For tasks previously certified but not required in the current duty position, transcribe only the previous certification date (no initials). If the task later becomes required in the duty position, recertify using current dates and initials.

2.4.4. Annotate the AF Form 623a or automated version, (for example, "I certify the information contained in the CFETP dated XX was transcribed to the CFETP dated XX, and the trainee was given the superseded CFETP." Signed and dated by supervisor and trainee).

2.5. An JQS may be used in lieu of Part II of the CFETP only upon approval of the CFM. **NOTE:** CFM may supplement these minimum documentation procedures as needed or deemed necessary for their career field.

3. Coordination and Approval. The AFCFM is the approval authority. The DCFM, MAJCOM representatives, and AETC training personnel will identify and coordinate on the career field training requirements. The AETC training manager for this specialty will initiate an annual review of this document by AETC and MFMs to ensure currency and accuracy. Using the list of courses in Part II, they will eliminate duplicate training.

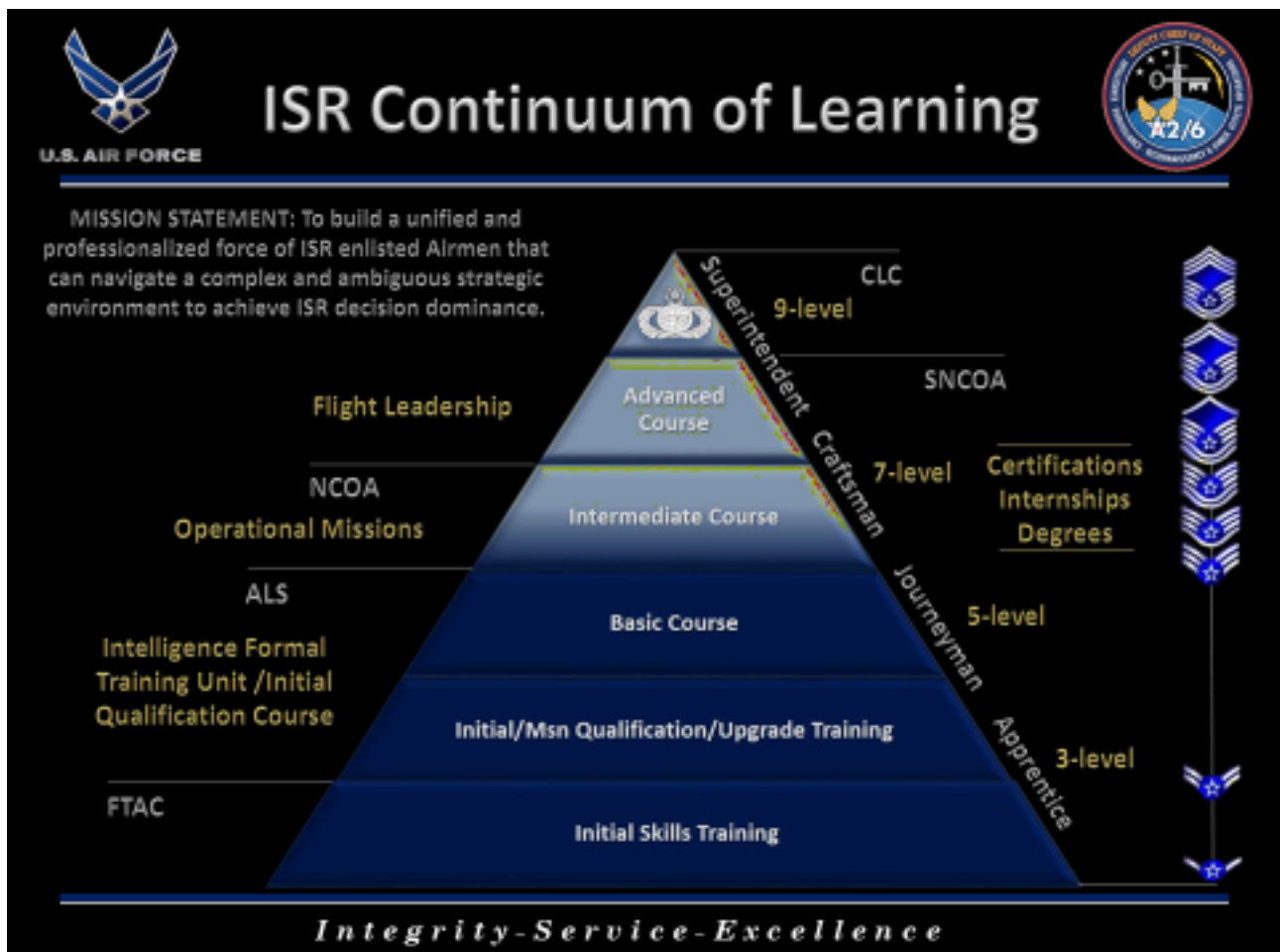**Section B - Career Progression and Information**

4. Specialty Descriptions. This information supplements the AFECD. AFS specific descriptions with duties and responsibilities can be found in the AFECD which is at the following link: https://mypers.af.mil/app/answers/detail/a_id/7504.

4.1. Career Field Manager (CFM) for the ISR Career Fields.
(AFPD 36-26, *Total Force Development*; AFI 36-2670, *Total Force Development*; AFI 36- 2100, *Military Utilization and Classification*; *Air Force Enlisted Classification Directory*). The CFM is appointed by the Deputy Chief of Staff, Intelligence, Surveillance, Reconnaissance & Cyber Effects Operations (AF A2/6). Advises the FA and FM on all matters affecting the 1N/9S ISR career fields. Communicates directly with MFMs and AETC Training Managers to disseminate Air Force and career field policies and program requirements. Ensures development, implementation, and maintenance of the CFETP. Serves as the chairperson for the STRT/U&TW and uses it as a forum to determine and manage career field education and training requirements as they apply to mission needs. Possesses final authority to waive CFETP requirements, including Learning Programs/CDPs. Assists AETC training managers and course supervisors with planning, developing, implementing, and maintaining all AFS-specific training courses. Assists in the development of AFS-related manpower.

4.2. MAJCOM Functional Managers (MFM) for ISR. (AFI 36-2670, *Total Force Development*; AFI 36- 2100, *Military Utilization and Classification*; *Air Force Enlisted Classification Directory*). Appointed by the MAJCOM Director of ISR (A2) or equivalent. Advises the MAJCOM directorates and staff on 1N/9S utilization and training issues. Serves as the MAJCOM voting representative during career field STRT/U&TW. Assists in gathering inputs and data to complete enlisted grade allocation for Career Progression Group (CPG) reviews. Provides guidance to field units on 1N/9S personnel utilization. Assists with the dissemination of information regarding Air Force and career field policies, plans, programs, and procedures to field units. Assists in identifying qualified subject matter experts to help with the development of LP/CDP. Acts as the primary MAJCOM reviewer on LP/CDP training and classification waiver request packages. Coordinates on all MAJCOM 1N/9S staffing and manpower issues.

5. Skills and Career Progression. Adequate training is essential to timely progression of personnel from apprentice to superintendent skill levels and plays an important role in the Air Force's ability to accomplish its mission. Everyone involved in training must do their part to plan, manage, and conduct effective training programs. The guidance provided in this part of the CFETP and the 1N/9S ISR Career Field Path tables will ensure individuals receive viable training at appropriate points in their careers. The skill levels and mandatory requirements for upgrade training to each skill level are covered in Section C.

ISR Continuum of Learning

MISSION STATEMENT: To build a unified and professionalized force of ISR enlisted Airmen that can navigate a complex and ambiguous strategic environment to achieve ISR decision dominance.

Integrity-Service-Excellence

6. Training Decisions. The CFETP uses a building block approach (simple to complex) to encompass the entire spectrum of training requirements for all the ISR specialties. The spectrum includes a strategy for when, where, and how to meet the training requirements. The strategy must be apparent and affordable to reduce duplication of training and eliminate a disjointed approach to training.

6.1. Career Development Program (CDP). The CDP is broken out into three iterations: Basic (B-CDP), Intermediate (I-CDP), and Advanced (A-CDP) formerly Senior Enlisted Intelligence Master Skills Course. The B-CDP and I-CDP are a modular based training approaches located on MyLearning with knowledge assessments (or checks) at the end of each module. Airmen will have unlimited opportunities to pass each assessment before moving to subsequent modules. Supervisors are expected to tie CDP material to current mission requirements to ensure Airmen fully process the information with context. The B-CDP is required for all enlisted ISR Airmen to complete after OJT at their first duty station. The I-CDP is required for all Technical Sergeants from notification of promotion within one-year time-in-grade. The A-CDP is satisfied through in residence training located at Goodfellow AFB, TX. Airmen should contact their unit training manger to enroll in the B-CDP and I-CDP through MyLearning. AETC/A2 will notify and schedule members for A-CDP based on TIG. Contact 17TRSS.ISRCareer.DevelopmentProgram@us.af.mil for additional information.

7. Community College of the Air Force (CCAF). CCAF is one of several federally chartered degree-granting institutions; however, it is the only 2-year institution exclusively serving military enlisted personnel. The college is regionally accredited through Air University by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) to award AAS degrees designed for specific Air Force occupational specialties and is the largest multi-campus community college in the world. Upon completion of basic military training and assignment to an AF career field, all enlisted personnel are registered in a CCAF degree program and are afforded the opportunity to obtain an Associate in Applied Science degree. In order to be awarded, degree requirements must be successfully completed before the student separates from the Air Force, retires, or is commissioned as an officer. See the CCAF website for details regarding the AAS degree programs at http://www.au.af.mil/au/barnes/ccaf/.

7.1. CCAF Degree Requirements. Although off-duty education is a personal choice, all enlisted airmen are automatically entered into the CCAF program. Prior to completing an associate degree, the 5-level must be awarded and has attained a minimum of 16 semester hours of CCAF institutional credit fulfilled through technical education, LMMS, and/or Program Elective (excluding physical education). Below is an overall breakout degree requirements:

Degree Requirements	Semester Hours
Technical Education	24
Leadership, Management, and Military Studies	6
Physical Education	4
General Education	15
Program Elective: Technical Education; Leadership, Management, and Military Studies; or General Education	15
Total	64

7.1.1. Technical Education (24 Semester Hours): Completion of the career field apprentice course satisfies some semester hours of the technical education requirements. A minimum of 24 semester hours of Technical Core subjects/courses must be applied and the remaining semester hours applied from Technical Core/Technical Elective courses. Some academic degree programs have specific technical education requirements. Refer to the CCAF General Catalog for specific degree requirements for your specialty.

7.1.2. Leadership, Management, and Military Studies (6 Semester Hours): Enlisted Professional Military Education (EPME) and/or civilian management courses.

7.1.3. Physical Education (4 Semester Hours): This requirement is satisfied by completion of Basic Military Training.

7.1.4. General Education (15 Semester Hours): Applicable courses must meet the criteria for application of courses to the General Education Requirements (GER) and be in agreement with the definitions of applicable General Education subjects/courses as provided in the CCAF General Catalog.

7.1.5. Program Elective (15 Semester Hours): Satisfied with applicable Technical Education; Leadership, Management, and Military Studies; or General Education subjects/courses, including natural science courses meeting GER application criteria. A maximum of nine semester hours of CCAF degree applicable technical credit otherwise not applicable to the program of enrollment may be applied. See the CCAF General Catalog for details regarding the Associates of Applied Science for this specialty.

7.2. CCAF Professional Certifications. Certifications assist the professional development of our Airmen by broadening their knowledge and skills. Additionally, specific certifications may be awarded collegiate credit by CCAF and civilian colleges, saving time and Air Force tuition assistance funds. It also helps Airmen to be better prepared for transition to civilian life. To learn more about professional certifications and certification programs offered by CCAF, visit https://www.airuniversity.af.edu/Barnes/CCAF/Display/Article/803252/credentialing-programs-flight/. In addition to its associate degree program, CCAF offers the following certification programs and resources:

7.2.1. CCAF Instructor Certification (CIC) Program. CCAF offers the three-tiered CIC Program for qualified instructors teaching at CCAF affiliated schools who have demonstrated a high level of professional accomplishment. The CIC is a professional credential that recognizes the instructor's extensive faculty development training, education and qualification required to teach a CCAF course, and formally acknowledges the instructor's practical teaching experience.

7.2.2. CCAF Instructional Systems Development (ISD) Certification Program. CCAF offers the ISD Certification Program for qualified curriculum developers and managers who are formally assigned at CCAF affiliated schools to develop and manage CCAF collegiate courses. The ISD Certification is a professional credential that recognizes the curriculum developers' or managers' extensive training, education, qualifications and experience required to develop and manage CCAF courses. The certification also recognizes the individual's ISD qualifications and experience in planning, developing, implementing and managing instructional systems.

7.3. Air Force Credentialing Opportunities On-Line (AF COOL). AF COOL replaced the CCAF Credentialing and Education Research Tool (CERT). The AF COOL Program is managed by CCAF and provides a research tool designed to increase an Airman's awareness of national professional credentialing and funding opportunities available for all Air Force occupational specialties. AF COOL also provides information on specific occupational specialties, civilian occupational equivalencies, AFSC-related national professional credentials, credentialing agencies, and professional organizations. To learn more about AF COOL and funding processes, visit https://afvec.us.af.mil/afvec/af-cool/welcome.

7.4. Air University Associate to Baccalaureate Cooperative Program (AU-ABC Program). Directs Airmen with Associate in Applied Science Degrees from the CCAF to a collection of accredited military friendly colleges and universities to consider when completing a four-year degree. The program maximizes the application of military career education and training, and provides a multitude of online academic and support services for the enlisted member. For more information visit https://afvec.us.af.mil/afvec/au-abc/how-to-apply.

7.5. Occupational Instructor Certification. Air Force and other service members currently assigned to a CCAF affiliated course are eligible for the Instructor of Technology and Military Science (ITMS) degree program. Individuals desiring to pursue the Instructor of Technology & Military Science (ITMS) degree program can obtain further information through the CCAF website and catalog at: https://www.airuniversity.af.edu/Barnes/CCAF/.

7.6. Trade Skill Certification. When a CCAF student separates or retires, a trade skill certification is awarded for the primary occupational specialty. The College uses a competency- based assessment process for trade skill certification at one of four proficiency levels: Apprentice, Journeyman, Craftsman (Supervisor), or Master Craftsman (Manager). All are transcribed on the CCAF transcript.

7.7. Degree Requirements. Visit the CCAF website for the current catalog and degree requirements https://www.airuniversity.af.edu/Barnes/CCAF/Display/Article/1877534/ccaf-associate-of-applied-science-aas-degrees/.

8. Certification Programs. The below listed certifications are directed by USD(I&S) for USIC analysts. The CFM has integrated the material from these programs into 1NX AFS awarding courses as appropriate. The 1NX 3-level courses are considered the USAF equivalent to these certifications. However, Airmen assigned to DIA, NGA, NSA, etc are encouraged to gain and maintain that particular CSA's specific training and certifications to further broaden their analytic tradecraft.

8.1. Intelligence Fundamentals Professional Certification (IFPC). The Intelligence Fundamentals Professional Certification (IFPC) was developed to accomplish the goal set forth by the Under Secretary of Defense for Intelligence and Security (USD(I&S)) to professionalize the defense intelligence workforce. The IFPC has established a common standard of the fundamental knowledge and skills expected of all who currently serve in and support, and those who hope to serve in and support, the DoD Intelligence Enterprise (DIE). The IFPC is based on cross-cutting and enterprise-wide Defense Intelligence Fundamentals standards, which depict the core expectations of what all Defense Intelligence Professionals, regardless of Service/Agency, Function/Specialty and experience level, must know and be able to do to successfully execute and contribute to the execution of intelligence missions, functions, and activities at the fundamental level. The IFPC will also serve to ensure incoming defense intelligence professionals meet knowledge standards. For more information visit https://dodcertpmo.defense.gov/IFPC/.

8.2. All-Source Analysis Professional Certification (ASA). The ASA is a part of a broader Under Secretary of Defense for Intelligence and Security (USD(I&S)) initiative to further professionalize the Department of Defense Intelligence Enterprise (DIE) Workforce. The ASA assesses candidates' knowledge and performance of All-Source Analysis and promotes workforce professionalism by emphasizing continued analytic competence through lifelong learning and practice. The ASA enable an interoperable and agile workforce through community recognized professional credentials. The ASA also enhances analytic quality in the DoD by using common standards and evaluations. The ASA applies to all DoD civilian, military, and contractor practitioners in the all- source analysis functions and tradecraft roles throughout the Intelligence Community (IC). For more information visit https://dodcertpmo.defense.gov/CDASA/.

9. Internship Programs. *NOTE* The following internship programs are for Active Duty only and Active Duty Service Commitments (ADSC) and follow on assignments are managed by the respective program owners. Airmen should pursue these programs just like Certification Programs to continually improve their analytic tradecraft.

9.1. National Air and Space Intelligence Center All Source Analyst Advancement Program (NASIC ALLCAP) Internship. NASIC ALLCAP serves as the Nation's premier internship program for developing and training All-Source Intelligence Analysts in support of our warfighters, decision makers, and national security. The main objectives of the program are to deliberately develop highly qualified All-Source Intelligence Analysts and invest in future all-source leaders. The program combines both formal academic curriculum provided by the NASIC University and on-the-job training assignments throughout NASIC, which will enhance the individual's capability to perform advanced analysis duties worldwide. Each Intern will be required to successfully execute four operational rotations within the Wing to expand their analytical skills and tradecraft developing into Subject Matter Experts (SMEs) in National Defense Strategy (NDS) focus areas. Rotations will be individually tailored to meet the intern's experience, skill level, career development objectives, and needs of the Air Force. Graduates are expected to employ a career-long 'train-the-trainer' mentality, utilizing their unique insight and breadth of experience to educate others. Additionally, graduates will receive a Special Experience Identifier (SEI) to help guide Air Force assignment and utilization decisions. The management and outplacement is directed by the CFM office.

9.2. Advanced Intelligence Instructor Course (AIIC). The purpose of the Advanced Intelligence Instructor Course (AIIC) is to develop enlisted intelligence instructors skilled in conducting threat analysis and facilitating Intelligence, Surveillance, and Reconnaissance (ISR) integration into multi-Mission Design Series (MDS) mission planning, execution, and debriefing in a Contested, Degraded and Operationally (CDO) limited environment. AIIC provides a unique context in which students must demonstrate advanced skills in mission planning, adversary knowledge, ISR and multi-MDS employment. The Air Force charges graduates of the Advanced Intelligence Instructor Course with leading, educating and training their unit's personnel in core intelligence mission planning skills acquired during the course. The management and outplacement is directed by ACC/A2. For more information visit https://cs2.eis.af.mil/sites/app10-etca/SitePages/ETCA_BCI_CourseDetail_ACC.aspx?BCIListID=4613.

10. Degree Programs.

10.1. National Intelligence University (NIU). NIU is an accredited academic institution established by the Department of Defense to prepare ISR professionals for Joint, Air Staff, and MAJCOM level positions. This is a center of excellence for educating military and civilian professionals and conducting and disseminating ISR-related research. The management and outplacement is directed by the CFM office. For more information visit http://ni-u.edu/wp.

10.2. Air Force Institute of Technology (AFIT). Located at Wright-Patterson AFB, Ohio, AFIT is the Air Force's graduate school of engineering and management. AFIT is committed to providing defense-focused graduate and professional continuing education and research to sustain the technological supremacy of America's air and space forces. AFIT provides advanced education opportunities for both officer and enlisted personnel. For more information visit http://www.afit.edu/.

10.3. Education with Industry (EWI). A highly selective and competitive non-degree educational assignment within an industry related to the student's career field. The program uses a hands-on educational experience to provide students with management skills and technical expertise as they study best practices with leaders of industry. The assignment is ten months in length and, in most cases, involves a Permanent Change of Station (PCS) both before and after the EWI assignment.

11. Career Field Path. *NOTES*: It is not a requirement to meet all KSAs listed, candidates must meet some to most of the KSAs to be considered ready for progression for each tier. C/D/P in Grade column is Control/Duty/Primary AFS. This is not an all-encompassing list for 1N0X1, but however a list of the most common 1N0X1 roles, units, functions and duties.

Skill Levels	Grade	Duty Badge	AFS Roles	AFS Training		Core Units/Functions	AF Jobs/Special Duties	Professional Military Education and Career Broadening	Knowledge, Skills, and Abilities
						1N0X1 - ISR Professional Career Path			
Apprentice	C/D/P: 1N031		Student Analyst Technician	Initial Skill Training / IQT / MQT / UGT /Basic Career Development Progam (CDP)	Intelligence Formal Training Unit (IFTU) Advanced Intelligence Initial Qualification Course (AIIQC) Certification Programs (IFPC, GPC, CDASA) ISR Operators Course (IROC) SERE Training Collection Management Course Department of Defense AGILE Training	Watch Floor Flying or Operations Support Squadron Rescue Squadron Distributed Ground System (DGS) Force Protection/Anti-Terrorism		FTAC	Understand intelligence organizations, the intelligence cycle, collection and reporting systems, and intelligence sources. Continue to develop analytical abilities as well as graphic, oral, and written presentation skills.
Journeyman	C/D/P: 1N051		Analyst Team Lead IST Instructor Trainer Evaluator Technician	IQT / MQT / UGT / Basic CDP			UTM/UDM/Recruiter	ALS	Increase and apply knowledge of intelligence organizations and systems as well as techniques of identifying, collating, evaluating, and analyzing information. Solidify graphic, oral, written products, and presentation skills. Understand how to analyze threat systems. Understand U.S. capabilities, tools, and databases. Understand the current National Defense Strategy (NDS)/National Military Strategy (NMS) and how it ties to the organization's role.
	D: 1N051 C/P: 1N071		Analyst Team Lead NCOIC IST Instructor Trainer Evaluator Supervisor	IQT / MQT / UGT		Air Operations Center (AOC) Flying or Operations Support Squadron Intelligence Duty Technician Joint Assignment Special Warfare/Special Tactics Squadron Survival, Evasion, Resistance and Escape (SERE)	UTM/UDM/MTI/MTL/Honor Guard/Amn Dorm Leader/Recruiter/PME Instr/Defense Attache	SEJPME I, Formal NCOPD	Identify and relate to relevant intelligence and operational doctrine. Understand National Intelligence Agencies roles, collection and reporting systems, and intelligence sources. Master graphic, oral, and written presentation. Manage intelligence programs, production, and projects. Evaluate methodology effectiveness and customer satisfaction. Understand digital awareness as it applies to data management. Problem solving . Understand the current National Defense Strategy (NDS)/National Military Strategy (NMS) and how it ties to the organization's role.
Craftsman	C/D/P: 1N071		Section Chief Flight Chief Manager NCOIC Trainer IST Instructor Evaluator Team Lead Liaison Officer (LNO)	IQT / MQT / UGT / Intermediate CDP	Internship Programs (ALLCAP) Advanced Degree Programs (NIU, AFIT) Advanced Tradecraft Programs (AIIC, EWI) ISR Operators Course (IROC) SERE Training Collection Management Course Department of Defense AGILE Training Sister Service Weapons & Tactics Instructor Courses Analysis 200	Air Operations Center (AOC) Flying or Operations Support Squadron Intelligence Duty Technician Joint Assignment Special Warfare/Special Tactics Squadrons Survival, Evasion, Resistance and Escape (SERE) Combat Support Agency	UTM/UDM/MTI/MTL/AMT/Honor Guard/Amn Dorm Leader/Recruiter/PME Instr/A&FRC NCOIC/Defense Attache	NCOA Sister Service PME	Develop intelligence requirements and liaise with IC partners and leadership. Organize, train, and equip intelligence personnel. Manage intelligence operations, programs, production, and projects. Evaluate methodology effectiveness. Display strong leadership, managerial and staffing skills. Employ strategic communication, strategic outlook, manpower knowledge , effective writing in support of commanders priorities. Apply and teach The National Defense Strategy (NDS)/National Military Strategy (NMS) with organization's role. Apply data fluency as it relates to data management.Steer talent management and tradecraft growth.
	C/D/P: 1N071		Superintendent Senior Enlisted Leader/Advisor Flight Chief Functional Area Manager Manager LNO	Advanced CDP		Air Operations Center (AOC) Flying or Operations Support Squadron Intelligence Duty Technician Joint Assignment Special Warfare/Special Tactics Squadrons Survival, Evasion, Resistance and Escape (SERE) Combat Support Agency Wing Inspection Team Air/Joint Staff Senior Enlisted Leader	UDM/CAA/AMT/Honor Guard/Amn Dorm Leader/Recruiter/PME Instr/A&FRC NCOIC/Defense Attache/Legislative Fellow/First Sergeant	SNCOA Sister Service PME SEJPME II	
Superintendent	C/D/P: 1N092		Superintendent / SEL / Advisor / AFS Manager / Deputy Career Field Manager		National Intelligence University (NIU)	Combat Support Agencies National Intelligence Agencies Group / Wing MAJCOM Combatant Commands Headquarters Air Force Air/Joint Staff Functional Manager Senior Enlisted Leader	CAA/MTL/Recruiter/PME Instructor/IG/ MEPS Superintendent/Defense Attache/Legislative Fellow		Reference DT Charter for specific tier guidance. Deep understanding of intelligence operations across the spectrum of joint and Air Force missions. Organize, train, and equip intelligence personnel. Manage intelligence operations, programs, production, and projects. Display strong leadership, managerial and staffing skills. Employ strategic communication, strategic outlook, manpower knowledge, effective writing in support of commanders priorities. Steer talent management and tradecraft growth.
CEM	C/D/P: 1N000		Sq/Gp SEL Chief Enlisted Manager MAJCOM Functional Manager Career Field Manager				8-Series AFS / 9-Series AFS	Chief Leadership Course	Reference DT Charter for specific tier guidance. Exhibit strong leadership, managerial skills, staffing skills, strategic communication, strategic outlook, and extensive manpower knowledge. Exquisite mentorship skills to develop future leaders.
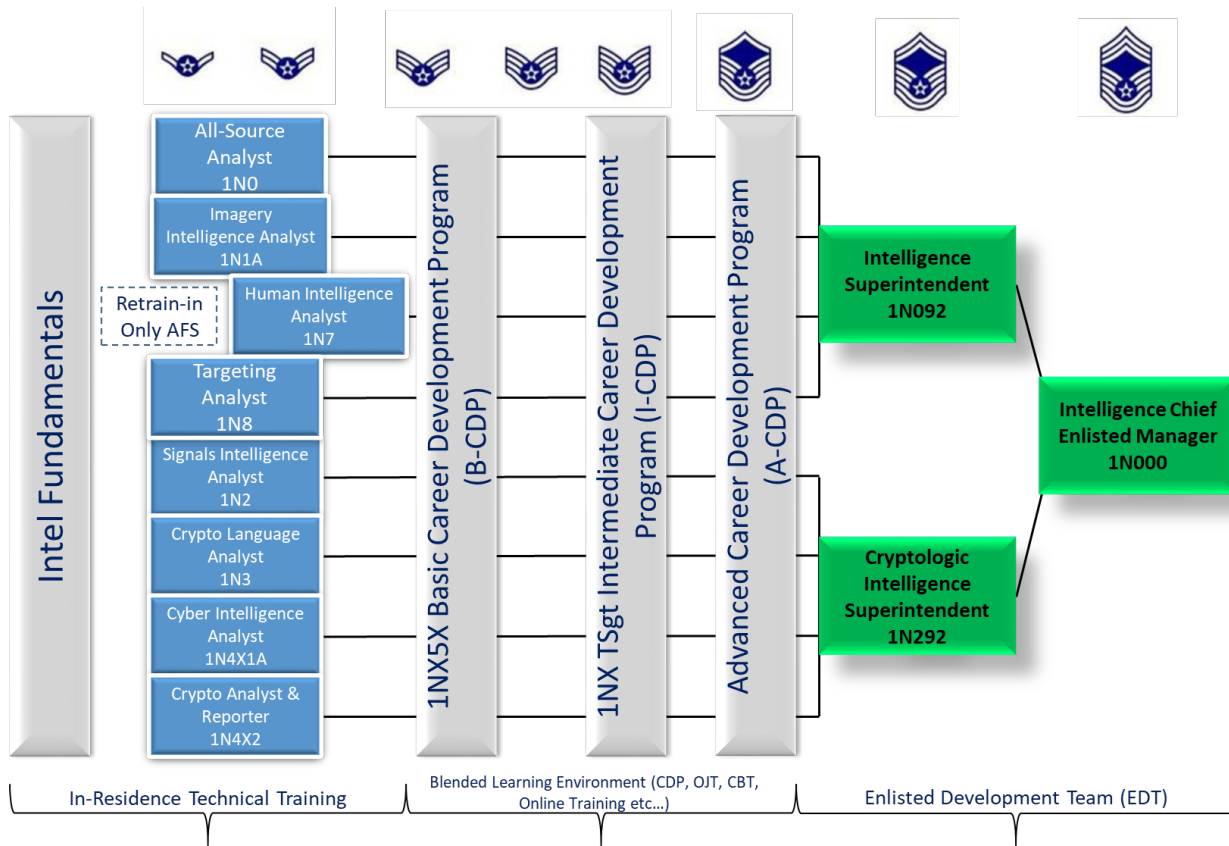
11.1. Enlisted Development Teams (DT). Mission: The ISR family DTs are the deliberate force development steering group for the Intelligence, Surveillance, and Reconnaissance (ISR) career family. The DT charter outlines training, education, and experience requirements and provides recommendations to best align 1N/9S Chief Master Sergeants (CMSgt) and 1N Senior Master Sergeants (SMSgt) for critical ISR leadership positions across the Air Force and Combatant Commands. In addition, the DT provides feedback on future developmental opportunities for Chiefs and Seniors to continue expanding their professional development within their career field. These DT recommendations are based on tiering system which consists of a hierarchy of echelons comprised of duty assignments within the ISR community that the member is qualified to apply for. For more information, reference the 1N/9S DT Charter located at https://usaf.dps.mil/teams/ISR-Forces/SitePages/Home.aspx.

11.1.1. Authority: As directed by the AFI 36-2670, *Total Force Development*, the DT charter remains in effect until terminated or superseded per direction of the convening authorities and will be reviewed annually. The Deputy Chief of Staff, Intelligence, Surveillance, Reconnaissance and Cyber Effects Operations (HAF A2/6), is the Functional Authority for all specialty codes associated with the 1N/9S Functional Career Group. They provide oversight and functional advisory guidance related to the functional community. The Functional Manager is responsible for day to day management over the specific functional community. The Air Force 1N/9S CFM has been appointed to execute the DTs by the Functional Manager.

11.1.2. Purpose: The charter authorizes the DT to provide the necessary tools and formal guidance to maximize the capabilities of ISR Chiefs and Seniors as well as ensure the USAF can provide air, space, and cyberspace power in support of our nation's security. This authorization enables appropriate developmental opportunities during the operational and strategic phases of an individual's career. The resulting knowledge, skills, abilities, and experience will produce highly qualified ISR senior enlisted

leaders to execute joint and Air Force missions. Implementation will be realized through a series of deliberate and rewarding challenges in education, training, and experiences.

11.2. CMSgt & SMSgt Tiers. The functional tiers for each rank can be located in the DT Charter.

11.3. Feedback. The CFM will produce an aggregated feedback for the entire career field that covers strengths and weaknesses across the AFS family. This feedback will also include a list of all board members so members can seek individualized feedback.

Section C - Skill Level Training Requirements

12. Purpose. Skill level training requirements in this specialty are defined in terms of tasks and knowledge requirements. This section outlines the specialty qualification requirements for each skill level in broad, general terms and establishes the mandatory requirements for entry, award, and retention of each skill level. The specific task and knowledge training requirements are identified in the Specialty Training Standard at Part 2, Section A and B of the respective AFS CFETP.

13. Specialty Qualification Requirements. This information supplements the AFECD. AFS-specific specialty qualifications can be found in the AFECD.

13.1. Apprentice (3-Level) Training. The AFSC-specific Apprentice Course serves as the initial skills course and must be completed to be award a 1N/9S AFS'. Initial skills in this specialty consist of the tasks and knowledge provided in the respective 3-skill level initial skills courses; 1N/9S initial skills courses are located at Goodfellow AFB, TX; Monterey, CA; Fort Huachuca, AZ; and Corry Station, FL. Individuals must complete their initial skills course to be awarded their 1N/9S AFSC.

KNOWLEDGE	None required.
EDUCATION	Completion of high school is mandatory
TRAINING	Completion of career-field specific Apprentice course. See Part II, Section B for Course Objective List of respective 1N/9S AFSC.
EXPERIENCE	None required.
OTHER	For award and retention of this AFSC, completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, *Air Force Personnel Security Program*, is mandatory. When required for a current or future assignment, must successfully complete a polygraph examination and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for retraining or separation. Must maintain local network access IAW AFI 17-130, *Cybersecurity Program Management Systems* and AFMAN 17-1301, *Computer Security*.
IMPLEMENTATION	Attendance at the career field-specific Apprentice course is mandatory for award of the 3-skill level unless waived by the 1N/9S AFCFM.

13.2. Journeyman (5-Level) Training. To qualify for award of the 5-skill level, Airmen must: (1) complete duty position qualification training; (2) complete the B-CDP; (3) complete UGT; (4) meet mandatory requirements listed in the specialty description in the AFECD and CFETP; and (5) be recommended by their supervisor and approved by their commander. UGT consists of completing duty position training/certification, any specified core task training, and appropriate courses as outlined in the CFETP. ***Note:** ARC requires a minimum of 12 months in upgrade training (9 months for retrainees). HQ AFRC/ANG is the authority for time-in-training waivers for the ARC. For AFRC personnel time-in-training waivers are reviewed by AFRC/A1 and channeled through the AFRC/MFM for a final decision utilizing the Classification Waiver Guide. For ANG personnel guidance on time-in-training waivers is identified in the ANG Classification Waiver Guide.

KNOWLEDGE	Completion of the 1N/9S Basic Career Development Program (CDP)
TRAINING	No mandatory AETC training courses are required for upgrade.
EXPERIENCE	Qualification in and possession of AFSC 1N/9S Experience performing 1N/9S functions specific to your career field. Completion of all STS core tasks. Completion of applicable AFJQSs/AFQTPs. Completion of all local tasks assigned for the duty position.
OTHER	For award and retention of this AFSC, individual must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and 17-1301, *Computer Security (COMPUSEC).* Eligibility for a security clearance according to AFI 31-501, *Personnel Security Program Management,* is mandatory for award and retention of this skill level. When required for a current or future assignment, must successfully complete a polygraph examination and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for retraining or separation.
IMPLEMENTATION	Entry into 5-skill level UGT is initiated after the individual has completed 3-level basic skills training. Upon entry into UGT, personnel will undergo OJT to become certified in all 5-skill level core tasks reflected in the STS. Students must also complete the ISR CDP. Additionally, QT is initiated anytime an individual is assigned duties they are not qualified to perform.

13.3. Craftsman (7-Level) Training. To qualify for award of the 7-skill level, Airmen must: (1) be a Staff Sergeant or higher; (2) complete core tasks identified in the CFETP and other duty position tasks identified by the supervisor, unit or HHQ; (3) meet mandatory requirements listed in the specialty description in the AFECD and CFETP; (4) if applicable, complete the B-CDP for specialties not possessing a 5-skill level (1N7); (5) complete upgrade training; (6) be recommended by the supervisor and approved by their commander. ***Note:** ARC requires a minimum of 12 months in upgrade training (6 months for retrainees). HQ AFRC/ANG is the authority for time-in-training waivers for the ARC. For AFRC personnel time-in-training waivers are reviewed by AFRC/A1 and channeled through the AFRC/MFM for a final decision utilizing the Classification Waiver Guide. For ANG personnel guidance on time-in-training waivers is identified in the ANG Classification Waiver Guide.

KNOWLEDGE	All 1N/9S100 knowledge qualifications apply to the 1N/9S requirements.
TRAINING	No mandatory AETC training courses are required for upgrade.
EXPERIENCE	Qualification in and possession of AFSC 1N/9S. Experience performing or supervising 1N/9S functions specific to your career field. Completion of all STS core tasks. Completion of applicable AFJQSs/AFQTPs. Completion of all local tasks assigned for the duty position.
OTHER	For award and retention of this AFSC, individual must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and 17-1301, *Computer Security (COMPUSEC).* Eligibility for a security clearance according to AFI 31-501, *Personnel Security Program*

	Management, is mandatory for award and retention of this skill level. When required for a current or future assignment, must successfully complete a polygraph examination and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for retraining or separation.
IMPLEMENTATION	Personnel selected for promotion to SSgt will enter 7-skill level upgrade training the first day of the promotion cycle (1 September each year) except for Stripes for Exceptional Performers (STEP) promotees and retrainees. Retrainees, SSgt and above, are entered into 7-skill level UGT upon award of the 5-skill level. Enter STEP promotees and ARC personnel into 7-skill level UGT upon the date of promotion to SSgt. Personnel selected for "out-of-cycle" promotion to SSgt will enter 7 level upgrade training the first day of the following month that AFPC announces the promotions.

13.4. Superintendent (9-Level) Training. To qualify for award of the 9-skill level, Airmen must: (1) Senior Master Sergeant (SMSgt); (2) meet mandatory requirements listed in the AFECD; (3) and be recommended by their supervisor and approved by their commander.

KNOWLEDGE	Deep understanding of intelligence operations across the spectrum of joint and Air Force missions. Organize, train, and equip intelligence personnel. Manage intelligence operations, programs, production, and projects. Display strong leadership, managerial and staffing skills. Employ strategic communication, strategic outlook, manpower knowledge, effective writing in support of commanders priorities. Drive talent management and tradecraft growth.
TRAINING	No additional requirements.
EXPERIENCE	Qualification in and possession of AFSC 1N/9S is mandatory. Experience in functions such as managing activities within the intelligence process; preparing and providing intelligence sup ort to operations, exercises, or simulations; or producing analytical studies as required.
OTHER	For award and retention of this AFSC, individual must maintain local network access IAW AFI 17-130, Cybersecurity Program Management and 17-1301, *Computer Security (COMPUSEC).* Eligibility for a security clearance according to AFI 31-501, *Personnel Security Program Management,* is mandatory for award and retention of this skill level. When required for a current or future assignment, must successfully complete a polygraph examination and meet all customer access eligibility requirements. Airmen unable to access mission, systems and/or facilities after 12 months of investigation/security screening will be considered for retraining or separation.
IMPLEMENTATION	None.

13.4.1. Intelligence Superintendent (1N092). All 1N071, 1N171A, 1N771, and 1N871 Master Sergeants who have been selected for promotion to Senior Master Sergeant will possess the 1N092 AFSC once promoted. Duties and responsibilities of a 1N092, Intelligence Superintendent, can be found in the AFECD.

13.4.2 Cryptologic Intelligence Superintendent (1N292). All 1N271X, 1N371X, 1N471A, and 1N4X2 Master Sergeants who have been selected for promotion to Senior Master Sergeant will possess the 1N292 AFSC once promoted. Duties and responsibilities of a 1N292, Cryptologic Intelligence Superintendent, can be found in the AFECD.

13.5. Additional Training Sources.

13.5.1. Digital University. A location with a massive repository of digital skills based training. Training includes artificial intelligence and machine learning, cybersecurity, and software development just to name a few. This is important as we grow as Airmen, data will be more and more important to understand as a weapon and tool against our adversaries. Anyone with an af.mil email account can apply to improve their digital fluency. The Digital University is where you can find the training for digital awareness and data fluency referenced in the KSAs on the Career Paths for SSgt and MSgt. The ability to understand and successfully manage data is a critical KSA for all ISR Airmen. For more information visit https://digitalu.af.mil/app to sign up.

Section D - Resource Constraints

14. Purpose. This section identifies known resource constraints which precludes optimal/desired training from being developed or conducted, including information such as cost and manpower. Narrative explanations of each resource constraint and an impact statement describing what effect each constraint has on training are included. Also included in this section are actions required, office of primary responsibility, and target completion dates. Resource constraints will be, as a minimum, reviewed and updated annually.

14.1. Three Level Training:

14.1.1. Constraints. None.
14.1.2. Impact. None.
14.1.3. Resources Required. None.
14.1.4. Action Required. None.
14.1.5. OPR/Target Completion Date. None.

14.2. Five Level Training:

14.2.1. Constraints. None.
14.2.2. Impact. None.
14.2.3. Resources Required. None.
14.2.4. Action Required. None.
14.2.5. OPR/Target Completion Date. None.

14.3. Seven Level Training:

14.3.1. Constraints. None.
14.3.2. Impact. None.
14.3.3. Resources Required. None.
14.3.4. Action Required. None.
14.3.5. OPR/Target Completion Date. None.

PART II

Section A – Specialty Training Standards

1. Implementation. This STS will be used for technical training provided by AETC.

2. Purpose. As prescribed in AFI 36-2670, *Total Force Development*, this STS:

2.1. Lists in column 1 (Task, Knowledge, and Technical Reference) the most common tasks, knowledge, and technical references (TR) necessary for Airmen to perform duties in the 3-, 5-, and 7-skill level. Number task statements sequentially i.e., 1.1, 1.2, 2.1. Column 2 (Core Tasks) identifies specialty-wide training requirements, and are identified by a "C."

2.2. Provides certification for OJT. Column 3 is used to record completion of tasks and knowledge training requirements. Use automated training management systems to document technician qualifications, if available. Task certification must show a certification/completed date.

2.3. Shows formal training and correspondence course requirements. Column 4 shows the proficiency to be demonstrated on the job by the graduate as a result of training on the task/knowledge and the career knowledge provided by the correspondence course.

2.4. Qualitative Requirements. Attachment 1 contains the proficiency code key used to indicate the level of training and knowledge provided by resident training and career development courses.

2.5. Becomes a job qualification standard (JQS) for on-the-job training when placed in AF Form 623, *Individual Training Record* folder, and used according to DAFI 36-2670.

3. Recommendations. Comments and recommendations are invited concerning the quality of AETC training. A Customer Service Information Line (CSIL) has been installed for the supervisors' convenience. For a quick response to concerns, call our 17th TRG/CCME CSIL at DSN 477-3350, commercial (325) 654-3350, or e-mail us at 17TRG.CCME2@us.af.mil. Be sure to reference and identify the specific area of concern (paragraph, training standard element, etc.) you would like resolved.

BY ORDER OF THE SECRETARY OF THE AIR FORCE

OFFICIAL **THERESA L. SANCHEZ, DISES, USAF**
Director, ISR/CEO Readiness and Talent
Management

Attachments*
1. Qualitative Requirements

2. Specialty Training Standards

*NOTE: Qualitative Requirements and Specialty Training Standards for the 1N2, 1N4, and 1N7 AFSCs are classified. Please contact your respective Deputy Career Field Manager for access information.

This Block Is For Identification Purposes Only		
Name of Trainee		
Printed Name (*Last, First, Middle Initial*)	**Initials (*Written)*	**SSAN**
Printed Name of Certifying Official and Written Initials		
N/I	*N/I*	
N/I	*N/I*	
N/I	*N/I*	
N/I	*N/I*	
N/I	*N/I*	

QUALITATIVE REQUIREMENTS

Proficiency Code Key		
	Scale Value	**Definition: The individual**
Task Performance Levels	1	Can do simple parts of the task. Needs to be told or shown how to do most of the task. (Extremely Limited)
	2	Can do most parts of the task. Needs only help on hardest parts. (Partially Proficient)
	3	Can do all parts of the task. Needs only a spot check of completed work. (Competent)
	4	Can do the complete task quickly and accurately. Can tell or show others how to do the task. (Highly Proficient)
*Task Knowledge Levels	a	Can name parts, tools, and simple facts about the task. (Nomenclature)
	b	Can determine step by step procedures for doing the task. (Procedures)
	c	Can identify why and when the task must be done and why each step is needed. (Operating Principles)
	d	Can predict, isolate, and resolve problems about the task. (Advanced Theory)
**Subject Knowledge Levels	A	Can identify basic facts and terms about the subject. (Facts)
	B	Can identify relationship of basic facts and state general principles about the subject. (Principles)
	C	Can analyze facts and principles and draw conclusions about the subject. (Analysis)
	D	Can evaluate conditions and make proper decisions about the subject. (Evaluation)

Explanations

* A task knowledge scale value may be used alone or with a task performance scale value to define a level of knowledge for a specific task. (Example: b and 1b)

** A subject knowledge scale value is used alone to define a level of knowledge for a subject not directly related to any specific task, or for a subject common to several tasks.

"-" This mark is used alone instead of a scale value to show that no proficiency training is provided in the course or CDP.

"&" This mark identifies training to be conducted at Goodfellow for ISR resiliency and physical fitness during the All Source Intelligence Analyst Course. This training will be conducted but will not require a "Go/No-Go" measurement assessment.

"X" This mark is used alone in the course columns to show that training is required but not given due to limitations in resources.

"5 or 7 or 5/7" This mark indicates this is a core task and training is required for this item in order to upgrade to 5 and/or 7 level.

  NOTE: All tasks and knowledge items shown with a proficiency code are trained during war time.

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A 3 Level	B 5 Level	C 7 Level
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials			
	TRs can be found on the 1N0 Intelink SharePoint at https://intelshare.intelink.gov/sites/1n0x1									
1.1	**SAFETY**									
1.1.1	Safety TR: AFI 91-202							A	C	-
1.2	**SECURITY**									
1.2.1	Information Security (INFOSEC) TR: AFI 16-1401, DoDM 5200.01V3	5						A	C	-
1.2.2	Communications Security (COMSEC) TR: DoD 8523.01, AFMAN 17-1302-O	5						A	C	-
1.2.3	Operations Security (OPSEC) TR: AFI 10-701, DoDM 5205.02E	5						A	C	-
1.2.4	Physical Security TR: AFMAN 14-403, DoD 5200.08V3	5						A	C	-
1.2.5	Personnel Security TR: AFMAN 16-1405, DoDM 5200.02	5						A	C	-
1.2.6	Emission Security (TEMPEST) TR: AFI 17-130, AFSSI 7700, AFMAN 17-1301	5						A	C	-
1.2.7	Computer Security (COMPUSEC) TR: AFI 17-130, AFMAN 17-1301 & AFSSI 8520	5						A	C	-
1.2.8	Intelligence Oversight Program TR: AFI 14-404, EO 12333, DoDD 5240.01, DoDD 5240.1R	5						A	C	-
1.2.9	SCI Classification TR: DoD 5200.1-R, EO 12958-IS00, http://www.intelink.sgov/sites/ssc/capco/def ault.aspx (Security Classification Guide / CAPCO)	5						A	C	-
1.2.10	Security Markings TR: DoDM 5200.01V2, EO 12958-IS00, http://www.intelink.sgov/sites/ssc/capco/def ault.aspx (Security Classification Guide / CAPCO)	5						2b	3c	-
1.2.10.1	Ordering Classification Resources TR: https://wmsweb.afncr.af.mil/wms/	7						-	-	C
1.2.11	Safeguard Classified and Controlled Unclassified Information TR: DoD 5200.1V3, EO 12958 (as amended), DAFMAN 16-201, DoDI 5200.48	5						2b	3c	-
1.2.12	Foreign Disclosure TR: DAFMAN 16-201, DoDD 5230.11							A	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A 3 Level	B 5 Level	C 7 Level
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials			
1.3	**DOCTRINE**									
1.3.1	Air Force Core Missions TR: https://doctrine.af.mil/; AFD Volume 1 - Basic Doctrine or potentially 'Global Vigilance, Global Reach, Global Power for America" http://www.af.mil/Portals/1/images/airpower/GV_GR_GP_300DPI.pdf, AFMAN 36-2647	5/7						A	B	C
1.3.2	Tenets of Air and Space Power TR: https://doctrine.af.mil/; AFD Volume 1 - Basic Doctrine, Global Vigilance, Global Reach, Global Power for America: http://www.af.mil/Portals/1/images/airpower/GV_GR_GP_300DPI.pdf	5/7						A	B	C
1.3.3	Joint Doctrine TR: CJCSI 3010.02E, JP 2-0, JP 2-01, JP 2-03, JP 3-0, JP 3-12, JP 3-13, JP 3-14, https://www.jcs.mil/Doctrine/Joint-Doctrine-Pubs/	5/7						A	B	C
1.3.4	ISR Synchronization with National Strategy TR: National Security Strategy, National Defense Strategy, and ISR Dominance Flight Plan	5/7						A	B	C
1.4	**MISSIONS, FUNCTIONS, AND INTELLIGENCE COMMUNITY AWARENESS**									
1.4.1	Executive Branch TR: http://www.usa.gov/Agencies/Federal/Executive.shtml							A	-	-
1.4.2	AF Intelligence TR: JP 2-0, Annex 2-0 HAFMD 1-33, AFI 14-1020, AFECD	7						B		C
1.4.3	Intelligence Community TR: EO 12333, JP 2-0, JP 2-01, https://www.dni.gov/index.php/what-we-do/members-of-the-ic	7						B		C
1.4.4	Department of Defense (DOD)									
1.4.4.1	Joint Chiefs of Staff (JCS) TR: https://www.jcs.mil							A	-	-
1.4.4.2	Joint/Combined Operations TR: JP 3-0							A	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT							
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials	A 3 Level	B 5 Level	C 7 Level
1.4.4.2.1	Unified Commands TR: https://www.defense.gov/Our-Story/Combatant-Commands/							A	-	-
1.4.4.2.2	Joint Task Force (JTF) TR: JP 3-33							A	-	-
1.4.4.3	USAF Major Commands (MAJCOM) TR: AFH 1							A	-	-
1.4.4.4	US Cryptologic System and Service Cryptologic Components (SCC) TR: AFMAN 14-405, AFPD 14-4							A	-	-
1.4.4.4.1	AF Cryptologic Service TR: USSID SE3000, USSID SE3775							A	-	-
1.4.4.5	Title 10,18, 32, 50 TR: Stat. I - Volume 70A: Title 10 and Title 32, United States Code	7						A	-	B
1.4.4.6	Contingency Operations TR: AFI 10-402, JP 3-0 (Chapter 7), JP 5-0 (Appendix E), AFTTP 3-4, Contingency Intelligence Network							A	-	-
1.4.4.7	Air Operations Center TR: AFTTP 3-1.AOC, AFTTP 3-3.AOC							A	-	-
1.4.4.8	Distributed Common Ground System (DCGS) TR: AFTTP 3-1.DCGS, ACCMAN 14-102							A	-	-
1.4.4.9	AF Targeting Enterprise TR: AFMAN 14-401, JP 3-60, AFPD 3-60							A	-	-
1.5	**MULTIDOMAIN OPERATIONS**									
1.5.1	Integrated Air Defense Systems and Concepts TR: AFTTP 3-1 Chapter 9, Integrated Air and Missile Defense (IAMD) Operational Concept APP to JCD June 2008, FM 3-01, JP 3-01, JP 3-05, MCTP 10-10B IADS, ADRP 1-02							B	-	-
1.5.2	JADC2 and Sensing Grid TR: https://intelshare.intelink.gov/sites/jadc2/SitePages/Home.aspx, https://cs2.eis.af.mil/sites/12024/nest/pages/home.aspx, Air Force Doctrine Note 1-20, USAF Role in Joint All-Domain Operations							A	-	-
1.5.3	Air									
1.5.3.1	Intelligence Support to Flying Operations TR: AFI 14-1020, ACCMAN 14-402							B	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A 3 Level	B 5 Level	C 7 Level
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials			
1.5.3.2	US and friendly Weapon Systems TR: AFTTP 3-1 MDS, AFTTP 3-3 All Volumes							B	-	-
1.5.3.3	Adversarial Air Weapon Systems and Capabilities TR: AFTTP 3-1 Chapter 6, NASIC							B	-	-
1.5.4	Ground									
1.5.4.1	Intelligence Support to Ground Operations TR: AFTTP 3-1 Chapter 4, JP 3-01, ADP 1-02, FM 2-0, NGIC SPIRIT, MSIC							A	-	-
1.5.4.2	Intelligence Support to Force Protection TR: AFPD 31-1							A	-	-
1.5.4.3	US and friendly Weapon Systems TR: AFTTP 3-1 MDS, AFTTP 3-3 All Volumes							A	-	-
1.5.4.4	Adversarial Ground Weapon Systems and Capabilities TR: AFTTP 3-1 Chapter 4/5, NGIC, ADP 1-02. MSIC							A	-	-
1.5.5.	Electromagnetic Operating Environment									
1.5.5.1	Electromagnetic Spectrum and EM Theory TR: "Electronic Warfare Fundamentals" Nov 2000, Det 8 ACC TRSS, specific current Applicable Command Directives, AFTTP 3-1 Chapter 11, "Aircraft Infrared Principles, Signatures, Threats, and Countermeasures" Sept 2012, CJCSM 3320.01C, JP 3-85							B	-	-
1.5.5.2	Intelligence Support to Information Operations (IO) TR: AFDD 2-5, AFDP 3-13, JP 3-13							A	-	-
1.5.5.3	Intelligence Support to Cyber TR: AFPD 14-4, JP 3-12							A	-	-
1.5.5.4	US and friendly Cyber Capabilities TR: AFPD 14-4, JP 3-12							A	-	-
1.5.5.5	Adversarial Information Environment Weapons Systems and Capabilities TR: AFDP 3-13							A	-	-
1.5.6	Space									
1.5.6.1	Intelligence Support to Space Operations TR: AFTTP 3-3.IPE, AFTTP 3-3.AOC (Outlines Intel Support function), SPACEPOWER CAPSTONE							A	-	-
1.5.6.2	US Space Capabilities TR: JP 3-14, AFDA 3-14 (Space Control) , SPACEPOWER CAPSTONE							A	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT							
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials	A 3 Level	B 5 Level	C 7 Level
1.5.6.3	Adversarial Space Weapons Systems and Capabilities TR: AFTTP 3-1.TG Chapters 11-14, NASIC, DIA Challenges to Security In Space 2019							A	-	-
1.5.7	Sea									
1.5.7.1	US and friendly Naval Weapon Systems TR: NTTPs (Found on SIPR at https://ndls.nwdc.navy.mil)							A	-	-
1.5.7.2	Adversarial Naval Weapons Systems and Capabilities TR: ONI, AFTTP 3-1 Chapter 10							A	-	-
1.5.8	Nuclear, Biological, Chemical (NBC) Warfare TR: AFMAN 10-2503, AFDP 3-72, JP 3-11, JP 3-41							A	-	-
1.5.9	Irregular Warfare TR: AFPD 3-2, "Summary of the Irregular Warfare Annex to the NDS, 2020"							A	-	-
1.6	**TARGETING**									
1.6.1	Targeting Cycle TR: AFDP 3-60, JP 3-0, JP-60, CJCSI 3370.01C							A	-	-
1.6.2	Non-Kinetic Operations TR: Non-Kinetic eBook: https://cs2.eis.af.mil/sites/12024/nest/opport unities/NonKineticFundamentals_(FOUO)_ WIN32_v1.0.zip							A	-	-
1.7	**COMPREHENSIVE AIRMAN FITNESS**									
1.7.1	Resiliency for ISR Professionals TR: AFI 90-5001							&	-	-
1.7.2	Physical Fitness TR: AFMAN 36-2905							&	-	-
2										
2.1	**CRITICAL THINKING AND ANALYSIS**									
2.1.1	Creative and Critical Thinking									

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A 3 Level	B 5 Level	C 7 Level
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials			
2.1.1.1	Elements of Thought TR: Richards J. Heuer, Jr., "Psychology of Intel Analysis," A. Tversky and D. Kahneman "Judgment Under Uncertainty: Heuristics and Biases," DIA "Cognition for Analysts," DIA "Core Techniques," DIA "Analytic Design," IC Analytic Tradecraft Gateway "Cognitive Bias," USG "Tradecraft Primer Structured Analytic Techniques"							B	-	-
2.1.1.2	Intellectual Standards and Traits TR: Richards J. Heuer, Jr., "Psychology of Intel Analysis," A. Tversky and D. Kahneman "Judgment Under Uncertainty: Heuristics and Biases," DIA "Cognition for Analysts," DIA "Core Techniques," DIA "Analytic Design," IC Analytic Tradecraft Gateway "Cognitive Bias," USG "Tradecraft Primer Structured Analytic Techniques"							B	-	-
2.1.1.3	Identify Bias and Common Fallacies TR: Richards J. Heuer, Jr., "Psychology of Intel Analysis," A. Tversky and D. Kahneman "Judgment Under Uncertainty: Heuristics and Biases," DIA "Cognition for Analysts," DIA "Core Techniques," DIA "Analytic Design," IC Analytic Tradecraft Gateway "Cognitive Bias," USG "Tradecraft Primer Structured Analytic Techniques"							B	-	-
2.1.1.4	Inductive and Deductive Reasoning TR: Richards J. Heuer, Jr., "Psychology of Intel Analysis," A. Tversky and D. Kahneman "Judgment Under Uncertainty: Heuristics and Biases," DIA "Cognition for Analysts," DIA "Core Techniques," DIA "Analytic Design," IC Analytic Tradecraft Gateway "Cognitive Bias," USG "Tradecraft Primer Structured Analytic Techniques"							B	-	-
2.1.2	Intelligence Analysis and Collection									
2.1.2.1	Define Intelligence TR: JP 2-0, JP 2-01, https://www.dni.gov/index.php/what-we-do/what-is-intelligence	7						B	-	C
2.1.2.2	Intelligence Disciplines TR: JP 2-0. JP 2-01, DoDD 5240.02, DoDI 3115.12, DoDI 3115.15, DoDI 5105.58, ICD 304, AFDP 2-0 Appendix A, PAI eBook: https://cs2.eis.af.mil/sites/12024/nest/isrdtrdcrft/OSINT-PAI eBOOK.aspx	7						B	-	C
2.1.3	Analysis Fundamentals and Tools									

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A 3 Level	B 5 Level	C 7 Level
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials			
2.1.3.1	IC & AF Intelligence Analysis Tradecraft Standards TR: ICD 203, ICPG 101.2, ICD 610	5						B	C	-
2.1.3.2	AF Analytical Competencies TR: AFMAN 14-401, ICD 203, ICPG 101.2, ICD 610	5						B	C	-
2.1.3.3	Structured Analytical Techniques TR: USG "Tradecraft Primer Structured Analytic Techniques"	5						B	C	-
2.1.3.4	Predictive vs Reactive Analysis TR: JP 2-0							B	-	-
2.1.3.5	Writing for Intelligence Professionals TR: DIA Style Guide	5						2b	3c	-
2.1.3.6	Intelligence Assessments TR: ICD 203, JP 2-0 Appendix A	5						B	C	-
2.1.3.7	Machine Learning and Artificial Intelligence TR: JAIC, DoD Artifical Intelligence Strategy							A	-	-
2.1.3.8	Big Data TR: DoD Data Strategy							A	-	-
2.1.3.9	Identify Intelligence Gaps TR: JP 2-0	5						2b	3c	-
2.1.3.10	Prepare Request for Information (RFI) TR: JP 2-0, Unit-specific RFI SOPs	5						2b	3c	-
2.1.4	Capstone Exercise									
2.1.4.1	Apply critical thinking and analysis skills to an interactive, scenario-based, multi-source intelligence exercise							2b	-	-
2.1.4.2	Construct intelligence product that adheres to analytic standards							2b	-	-
2.1.4.3	Conduct all source analysis utilizing multiple intelligence disciplines							2b	-	-
2.2	**VISUALIZATION, EXPLANATION, AND COMMUNICATION**									
2.2.1	Use Presentation Software TR: https://support.office.com/	5						2b	3c	-
2.2.2	Use Word Processing Software TR: https://support.office.com/	5						2b	3c	-
2.2.3	Use Spreadsheet Software TR: https://support.office.com/	5						2b	3c	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT								
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials	A 3 Level	B 5 Level	C 7 Level
2.2.4	Use Analyst Communication/Collaboration Tools TR: FAC: A Guide for Doing All-Source Intelligence Analysis, AFI 14-1020, specific current applicable Command Directives	5						2b	3c	-
2.2.5	Use threat domain awareness/common operating picture (COP) tools TR: Specific current applicable Command Directives or unit standard operating procedures	5						2b	3c	-
2.2.6	Prepare and Present Intelligence Briefing (in accordance with unit mission) TR: Specific current applicable Command Directives or unit standard operating procedures	5						2b	3c	-
2.2.7	Prepare and Present a Threat briefing TR: Specific current applicable Command Directives or unit standard operating procedures							2b	-	-
2.2.8	Prepare and Present a Situation briefing TR: Specific current applicable Command Directives or unit standard operating procedures							2b	-	-
2.2.9	Prepare and Present a Pre-Mission briefing TR: Specific current applicable Command Directives or unit standard operating procedures							2b	-	-
2.2.10	Quality Check Intelligence Products TR: Unit-specific SOPs	7						-	-	3c
2.2.11	Intelligence Production:									
2.2.11.1	Conduct Debriefing/Prepare Mission Report (MISREP) (using current system of record) TR: Specific current applicable Command Directives or unit standard operating procedures							2b	-	-
2.2.11.2	Prepare Intelligence Product (in accordance with unit mission/analytic standards) TR: Specific current applicable Command Directives or unit standard operating procedures	5						2b	3c	-
2.3	**RESEARCH, PROCESSING, AND DATA MANAGEMENT**									
2.3.1	Conduct Online Research									
2.3.1.1	Online Data Search TR: FAC: A Guide for Doing All-Source Intelligence Analysis, MIT Libraries Database Search Tips: Boolean Operators	5						2b	3c	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A	B	C
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials	3 Level	5 Level	7 Level
2.3.1.2	Search AFTTP 3-1 Series TR: https://intelshare.intelink.sgov.gov/sites/547intel/SitePages/TG.ASPX	5						2b	3c	-
2.3.2	Message Traffic Systems TR: Specific current applicable Command Directives or unit standard operating procedures							A	-	-
2.3.3	Retrieve and analyze intelligence reports TR: FAC: A Guide for Doing All-Source Intelligence Analysis, AFI 14-1020, Specific current applicable Command Directives or unit standard operating procedures	5						2b	3c	-
2.3.4	Unfinished intelligence reports TR: FAC: A Guide for Doing All-Source Intelligence Analysis, AFI 14-1020, Specific current applicable Command Directives or unit standard operating procedures							B	-	-
2.3.5	Serialized intelligence reports TR: FAC: A Guide for Doing All-Source Intelligence Analysis, AFI 14-1020, Specific current applicable Command Directives or unit standard operating procedures							B	-	-
2.4	**INTELLIGENCE, SURVEILLANCE, AND RECONNAISSANCE (ISR) OPERATIONS**									
2.4.1	ISR Process: TR: AF Doctrine Annex 2-0, JP 2-0									
2.4.1.1	Planning and Direction	5						B	C	-
2.4.1.2	Collection	5						B	C	-
2.4.1.3	Processing and Exploitation	5						B	C	-
2.4.1.4	Analysis and Production	5						B	C	-
2.4.1.5	Dissemination and Integration	5						B	C	-
2.4.1.6	Evaluation and Feedback	5						B	C	-
2.4.2.	ISR Assets:									
2.4.2.1	Operational Characteristics, Capabilities, and Limitations of U.S. and Multinational Assets							B	-	-
2.4.2.2.	ISR Asset Deployment, Employment, and Redeployment Planning and Execution Requirements/Considerations TR: AFTTP 3-1 All Volumes, AFTTP 3-3 All Volumes							B	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT					A 3 Level	B 5 Level	C 7 Level
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials			
2.4.2.3	ISR Operations Planning and Battle Management Procedures, Processes and Tools TR: AFDP 2-0, JP 2-0							B	-	-
2.4.2.4	Production, Exploitation, Dissemination, Operational Architectures; Comm Requirements; Planning Considerations; and Production Requests TR: JP 2-0							B	-	-
2.4.2.5	Prepare and Present an ISR Asset Brief TR: Specific current applicable Command Directives or unit standard operating procedures							2b	-	-
2.4.2.6	Non-Traditional ISR Assets & Sources TR: AFDD 2-0, AFTTP 3-1 MDS							B	-	-
2.5	**JOINT INTELLIGENCE PREPARATION OF THE OPERATIONAL ENVIRONMENT (JIPOE)**									
2.5.1	Steps of the JIPOE Process: TR: JP 2-0, JP 2-01, JP 2-01.3, AF Doctrine Annex 2-0, AF Doctrine Annex 3-0									
2.5.1.1	Define the Operational Environment	5						B	C	-
2.5.1.2	Describe the Operational Environment's Effects	5						B	C	-
2.5.1.3	Evaluate the Adversary	5						B	C	-
2.5.1.4	Determine Adversary Courses of Action	5						B	C	-
2.5.2	Prepare and Present Applicable JIPOE Products							2b	-	-
2.5.3	Present Country Brief TR: CIA World Fact Book, DIA Country Studies							1a	-	-
2.6	**GEOSPATIAL INFORMATION & SERVICE (GI&S)**									
	TR: AFI 14-1020, AFPAM 11-216, FM 1-02.2, TC 3-25.26, MIL-STD-2525D, AFTTP 3-4, Google Earth User Manual, JMPS TR/User Manual									
2.6.1	Fundamentals and Uses of GI&S Products:									
2.6.1.1	Charts							A	-	-
2.6.1.1.1	Ordering Maps and Charts TR: https://www.nga.mil/resources/1595966558609_Resources.html	5/7						-	B	C
2.6.1.2	Imagery							A	-	-
2.6.1.3	Map Displays							A	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials	A 3 Level	B 5 Level	C 7 Level
2.6.1.4	Manually Plot and Extract Coordinates	5						2b	3c	-
2.6.1.5	Manually Compute Distance and Direction	5						2b	3c	-
2.6.1.6	Identify and correlate Marginal Data & Symbology	5						2b	3c	-
2.6.2	Automated Mapping software:									
2.6.2.1	Construct Overlays							2b	-	-
2.6.2.2	Construct Map Displays							2b	-	-
2.6.2.3	Plot and Extract Coordinates	5						2b	3c	-
2.6.2.4	Compute Distance and Direction	5						2b	3c	-
2.6.2.5	Convert Coordinates	5						2b	3c	-
2.7	**MISSION PLANNING**									
	TR: JP 3-0, DAFI 10-401, AFTTP 3-1 (as applicable), AFTTP 3-3 (as applicable), AFPD 10-4, ADRP 1-02									
2.7.1	Mission Planning Process:									
2.7.1.1	Intelligence Support to Planning	5/7						-	A	B
2.7.1.2	Mission Profiles							A	-	-
2.7.1.3	Perform Threat Analysis							2b	-	-
2.7.1.4	Terrain Route Analysis							1a		
2.7.1.5	Initial Points, Offset Aim Points, and Way Points							A	-	-
2.7.2	Mission Planning Resources:									
2.7.2.1	Air Tasking Order (ATO) Types and Cycles							A	-	-
2.7.2.2	Extract ATO Information							1a	-	-
2.7.2.3	Extract Airspace Control Order							1a	-	-
2.7.2.4	Extract Special Instruction (SPINS) Information							1a	-	-
2.7.2.5	Extract Reconnaissance, Surveillance, Targeting, Acquisition (RSTA) Annex Information							1a	-	-
2.7.2.6	Air Operations Directive (AOD)							A	-	-
2.7.2.7	OPORD/OPLAN							A		
2.8	**PERSONNEL RECOVERY (PR)**									
	TR: AF Doctrine Annex 3-50, AFPD 16-13, AFI 16-1301, AFI 14-1020, JPRA, Applicable Command Directives									
2.8.1	Function and Purpose of an Isolated Personnel Report (ISOPREP)							A	-	-
2.8.2	Function and Purpose of an Evasion Plan of Action (EPA)							A	-	-

Line Item	1. Tasks, Knowledge and Technical References	2. Core Task/Wartime	3. Certification for OJT							
			A Training Start	B Training Complete	C Trainee Initials	D Trainer Initials	E Certifier Initials	A 3 Level	B 5 Level	C 7 Level
2.8.3	Evasion and Escape (E&E) Kits							A	-	-
2.8.4	PR Fundamentals							A	-	-
2.8.5	Roles and Responsibilities of Joint Personnel Recovery Center (JPRC)							A	-	-
3										
3.1	**ISR MANAGEMENT**									
3.1	Resource Management TR: AFI 65-601v1, AFI 65-601v2, AFI 65-103, AFI 64-117	7						-	-	B
3.2	ISR Readiness TR: AFI 10-201, AFI 10-403, AFI 10-401, AFI 10-244, AF 36-2651, AEF Online (https://aefonline.afpc.randolph.af.mil/default.aspx)	7						-	-	B
3.3	ISR Manpower TR: AFI 38-101, AFPD 38-2	7						-	-	B
3.4	ISR Assignments TR: AFI 36-2110, Stabilized Tour Guide (STG), Special Duty Catalog (SPECAT)	7						-	-	B
3.5	ISR Force Management TR: AFI 36-2670, AFI 36-2406, AFI 36-2606, AFI 36-2502, Air Force Enlisted Classification Directory	7						-	-	B
3.6	Total Force Airmen TR: AFI 36-2132, AFI 38-201, 36-2629, AFI 10-402	7						-	-	B
3.7	Intel Program Assessments TR: AFI 90-201, 14 Series AFIs, HAF/MAJCOM directives	7								B

Section B – Course Objective List

NOTE: This area is reserved.

Section C – Support Material

NOTE: There are currently no support material requirements. This area is reserved.

Section D – Training Course Index

1. Purpose. The purpose of this section is to aid commanders, supervisors, and trainers, by providing a list of training courses available to personnel within the Operations Intelligence specialty. Many of the courses listed in this section are often required to satisfy command/organizational/positional unique training requirements that are not part of formal initial skills or upgrade training. Supervisors should refer questions concerning specialized training, not available at the unit, to their respective unit/base training manager or to their command/joint activity functional manager. **NOTE:** Although not all inclusive, the courses listed represent much of the formal training recognized by the functional community as applicable to the All Source Intelligence Analyst specialty.

2. Air Force In-Residence Courses.

Course ID	Course Name	Course Location
AIIC	Advanced Intelligence Instructor Course (AIIC)	Nellis AFB, NV
AF FP IFTU	AF Force Protection Intelligence Formal Training Unit	Joint Base McGuire-Dix-Lakehurst, NJ
T200AFRICOM	AFRICOM Theater Course	Hurlburt Fld, FL
AFSOF-IFTU	AFSOC Intelligence Formal Training Unit	Hurlburt Fld, FL
X3OZR14NX 00AA	Air Force Critical Thinking & Structured Analysis Course	Goodfellow AFB, TX
AFGSC IFTU	Air Force Global Strike Command Intelligence Formal Training Unit	Barksdale AFB, LA
AMC MAF IFTU	Air Mobility Command Mobility Air Forces Intelligence Formal Training Unit Course	Joint Base McGuire-Dix-Lakehurst, NJ
SOFAT2	SOF ANTITERRORISM OFFICER LEVEL 2	Hurlburt Fld, FL
ACC AOCIQTISR	AOC Initial Qualification Training, ISR Course	Hurlburt Fld, FL
S-V87-A	Arctic Survival Training	Eielson AFB, AK
ASOG IIQC	ASOG Intelligence Initial Qualification Course	Nellis AFB, NV
T200CENTCOM	CENTCOM Theater Course	Hurlburt Fld, FL
X5OZD14N3 0A7A	Basic Counterterrorism Analysis Course	Joint Base Anacostia-Bolling, DC
DIT	Dynamics of International Terrorism	Hurlburt Fld, FL

BMC2 IIQC	Battle Management Command & Control Intelligence Initial Qualification Course	Tinker AFB, OK
F-15E IIQC	F-15E Intelligence Initial Qualification Course	Seymour Johnson AFB, NC
F-15C-IFTU	F-15C Intelligence Formal Training Unit Course	Kingsley Field ANGB
F16 IFTU	F-16 Intelligence Formal Training Unit Course	Luke AFB, AZ
F-22A IIQC	F-22A Intelligence Initial Qualification Course	Langley AFB, VA
F-35 IFTU	F-35 Intelligence Formal Training Unit	Eglin AFB, FL
MCADRE005	Information Operations Fundamentals Course	Maxwell AFB, AL
ACC IOIC	Information Operations Integration Course	Hurlburt Fld, FL
X5OZD14N30A3A	Intelligence Analyst Course	Joint Base Anacostia-Bolling, DC
	Intelligence Collection Course	Joint Base Anacostia-Bolling, DC
	Intelligence Collection Management Course	Joint Base Anacostia-Bolling, DC
SOED-IASOF	Interagency Orientation Course	Hurlburt Fld, FL
ISRLO IIQC	ISR Liaison Officer Intelligence Initial Qualification Course	Nellis AFB, NV
MQ-9A IIQC	MQ-9 Intelligence Initial Qualification Course	Creech AFB, NV
T200IPACOM	PACOM Theater Course	Hurlburt Fld, FL
PR IIQC	Personnel Recovery Intelligence Qualification Course	Kirkland AFB, NM
X3AZR1NXXX0B1A	Advanced Career Development Program	Goodfellow AFB, TX
SERE 220 / SERE 245	Special Survival Training	Fairchild AFB, WA
X3OZR14N30A3E	Targeting Fundamentals Course (TFC)	Goodfellow AFB, TX
RC-135 IIQC	RC-135 Intelligence Initial Qualification Course	Offutt AFB, NE
RQ-4 IIQC	RQ-4 Global Hawk Intelligence Initial Qualification Course	Grand Forks AFB, ND
U-2 IIQC	U-2 Intelligence Initial Qualification Course	Beale AFB, CA

3. ISR Professional Development Catalog: The ISR Professional Development Catalog provides training opportunities for advancement in AI, ML, data analytics, critical thinking, creative thinking, design thinking, and analysis. The catalog can be found at: https://sites.google.com/view/isr-pd-catalog/.

4. Advanced Global Intelligence Learning Environment (AGILE): AGILE is a learning collaborative environment where members of the Intelligence Community share tools and solutions.

AGILE offers in residence and online courses in a variety of intelligence mission areas to include, critical thinking, analysis, space, cyber, intelligence operations, geospatial intelligence, and counterterrorism. AGILE courses are offered on classified and unclassified systems. For unclassified system access go to: https://www.agile.mil/i.html.

Section E - MAJCOM Unique Training

1. Purpose. This section provides general instructions for MAJCOMs and Joint Activities that have training requirements unique to their respective organizations.

2. Responsibilities.

2.1. MAJCOM Unique Training.

2.1.1. MFMs are responsible for ensuring the implementation of this CFETP within their respective commands and the development, implementation, and management of supplemental training plans/programs, as necessary, to satisfy command-unique training requirements.

2.1.2. MFMs should work closely with command training managers to ensure supplemental training plans/programs to support command-unique requirements are consistent with the requirements set forth within this CFETP or governing directives.

2.1.3. MFMs are also responsible for fulfilling the responsibilities listed in AFI 36-2670 Part I, Section A of this CFETP.

2.2. Joint Activity Unique Training.

2.2.1. Joint Activity MFMs are responsible for ensuring the implementation of this CFETP within their respective joint activity and the development, implementation, and management of supplemental training plans/programs, as necessary, to satisfy joint activity-unique training requirements.

2.2.2. Joint activity MFMs should work closely with the training manager assigned to the supporting Air Force Element (AFELM), to ensure supplemental training plans/programs to support joint activity-unique requirements are consistent with the requirements set forth within this CFETP or governing directives.

2.2.3. Joint activity MFMs are also responsible for fulfilling the responsibilities listed in AFI 36-2670 and Part I, Section A of this CFETP.