

Section A - General Information

1. Purpose of the CFETP. This CFETP provides the information necessary for AFCFMs, MFMs, commanders, training managers, supervisors and trainers to plan, develop, manage and conduct an effective and efficient career field training program. The plan outlines the initial skills, upgrade, qualification, advanced and proficiency training those individuals in Cyberspace Support AFSCs should receive in order to develop and progress throughout their careers.

1.1. Initial skills training is the AFS-specific training an individual receives upon entry into the AF or upon retraining into this specialty for award of the 3-skill level. This training is provided by AETC at various locations.

1.2. Upgrade training identifies the mandatory courses, task qualification requirements, Learning Program (LP)/Career Development Course (CDC) completion and correspondence courses required for award of the 5-, 7-, or 9-skill level.

1.3. 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 and knowledge required to do the job.

1.4. Advanced training is formal specialty training used for selected airmen.

1.5. 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.

1.6. The CFETP has several purposes, some of which are:

1.6.1. Serves as a management tool to plan, develop, manage, and conduct a career field training program. Also, ensures that established training is provided at the appropriate point in an individual's career.

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

1.6.3. Lists training courses available in the specialty, identifies sources of the training, and provides the training medium.

1.6.4. Identifies major resource constraints that impact implementation of the desired career field training program.

2. Use of the CFETP. The CFETP is maintained by the 3DXXX AFCFM, AF A2/6FD. MFMs and AETC review the plan annually to ensure currency and accuracy and forward recommended changes to the AFCFM. Using the list of courses in Part II, they determine whether duplicate training exists and take steps to eliminate/prevent duplicate efforts. Career field training managers at all levels use the plan to ensure a comprehensive and cohesive training program is available for each individual in the career ladder.

2.1. AETC training personnel develop/revise formal resident and exportable training based upon requirements established by the users and documented in the STS. They also develop procurement and acquisition strategies for obtaining resources needed to provide the identified training.

2.2. MFMs ensure their training programs complement the CFETP mandatory initial skill and upgrade requirements. They also identify the needed AFJQs/AFQTPs to document unique upgrade and continuation training requirements. Requirements are satisfied through OJT, resident training, contract training, or exportable courseware/courses. MAJCOM developed training to support this AFSC must be included into this plan.

2.3. 81 TRSS/TSQ Qualification Training Flight (Q-Flight) personnel develop training packages (AFJQs/AFQTPs) based on requests submitted by the MAJCOMs and according to the priorities assigned by the AFCFM.

2.4. Unit-level training managers and supervisors manage and control progression through the career field by ensuring individuals complete the mandatory training requirements for upgrade specified in this plan and supplemented by their MAJCOM. The list of courses in Part II is used as a reference for planning continuation or career enhancement training.

2.5. Submit recommended CFETP corrections to the 81 TRSS Q-Flight Customer Service Desk at 81 TRSS/TSQS, 601 D Street, Keesler AFB MS 39534-2235 or call DSN 597-3343. To contact electronically send email to: qflight.customer.service@us.af.mil.

2.6. Submit recommended CFETP additions/deletions through your Learning Program Manager or MFM.

3. Coordination and Approval of the CFETP. The AFCFM is the approval authority. MAJCOM representatives and AETC training personnel coordinate on the career field training requirements. The AETC training manager initiates an annual review of this document by AETC and MAJCOM functional managers to ensure the CFETP's currency and accuracy by using the list of courses in Part II to eliminate duplicate training.

Section B - Career Field Progression and Information

4. Specialty Descriptions. This information supplements the AFECD. AFSC specific descriptions can be found in the AFECD at: https://mypers.af.mil/app/answers/detail/a_id/7504.

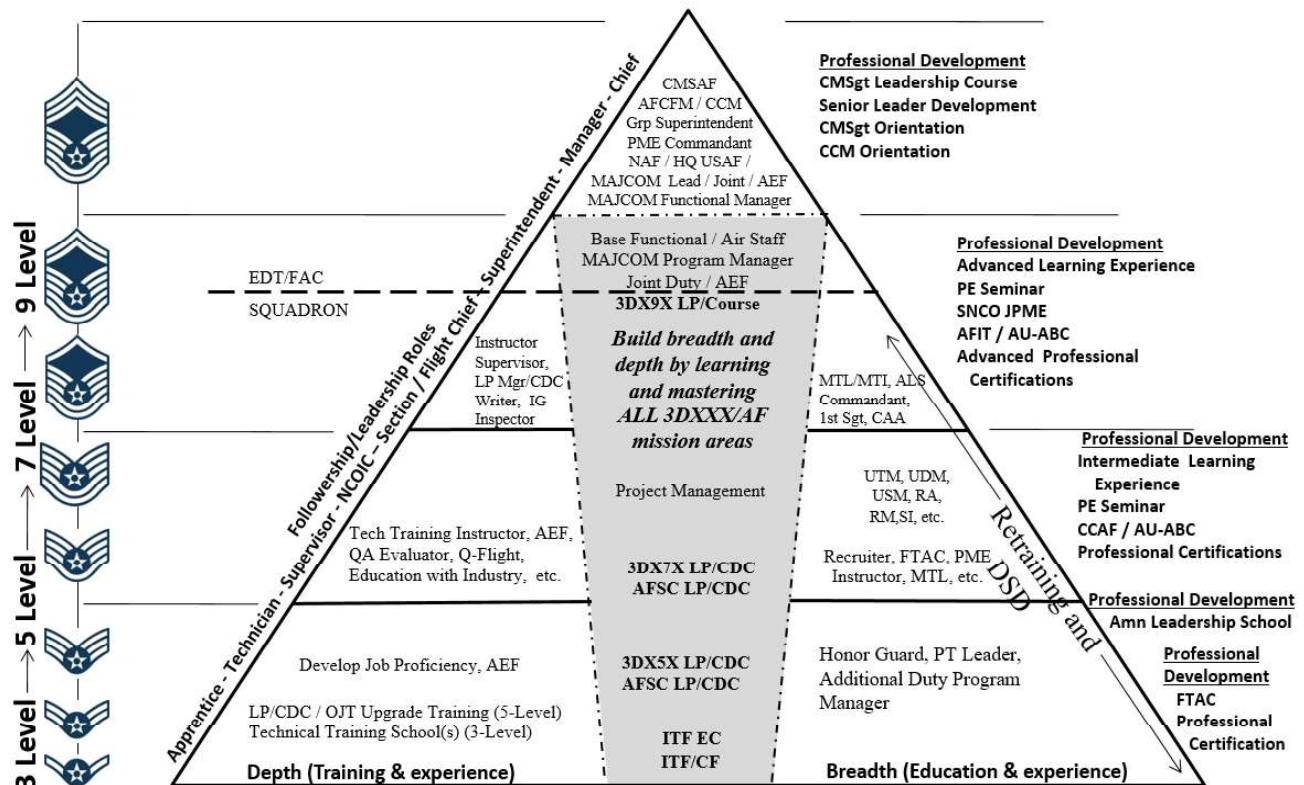
4.1. Duties and Responsibilities:

4.1.2. Air Force Career Field Managers (AFCFM) for the Cyber Operations Career Fields. (AFPD 36-26, *Total Force Development*; AFI 36-2651, *Air Force Training Program*; AFI 36-2101, *Classifying Military Personnel (Officers and Enlisted)*; Air Force Enlisted Classification Directory). Appointed by the Deputy Chief of Staff, Intelligence, Surveillance, Reconnaissance & Cyber Effects Operations (AF A2/6). Advisor to the AF A2/6 on all matters affecting the Cyber Support 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/CDCs. Assists AETC training managers and course supervisors with planning, developing, implementing, and maintaining all AFSC-specific training courses. Assists in the development of AFSC-related manpower

4.1.2. MAJCOM Functional Managers (MFM) for Cyber Operations. (AFI 36-2651, *Air Force Training Program*; AFI 36-2101, *Classifying Military Personnel (Officers and Enlisted)*; Air Force Enlisted Classification Directory). Appointed by the MAJCOM Director of Communications (A6) or equivalent. Advises the MAJCOM directorates and staff on 3DXXX 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 3DXXX 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 Specialty Knowledge Tests (SKT) and the Learning Program (LP)/Career Development Course (CDC). Acts as the primary MAJCOM reviewer on Learning Program/CDC training and classification waiver request packages. Coordinates on all MAJCOM 3DXXX 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 [3DXXX Cyberspace Support Career Field Path](#) table will ensure individuals receive viable training at appropriate points in their career. Mandatory requirements for upgrade training to each skill level are covered in [Section C](#).

3DXXX Career Path Pyramid



6. Training Decisions. This CFETP was developed to encapsulate an entire spectrum of training requirements for the Cyberspace Support career field family, using a building block approach (simple to complex). Included in this spectrum is the strategy of 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. The 81 TRSS/TSQ (Q-Flight) develops AFJQSs/AFQTPs to support tasks relating to Cyberspace Operations and Systems, functions, and duties. Completion of AFJQSs/AFQTPs is mandatory by duty position for personnel in upgrade or qualification training.

6.2. Learning Programs/CDCs: Mandatory requirements for upgrade training to each skill level are covered in [Section C](#).

7. Community College of the Air Force (CCAF) Academic Programs. Enrollment in CCAF occurs upon completion of basic military training. CCAF provides the opportunity for all enlisted members to obtain an Associate in Applied Science degree. In order to be awarded the degree, it must be completed before the student separates from the Air Force, retires, or is commissioned as an officer. Degree programs and requirements applicable to the 3DXXX career field family can be found at:

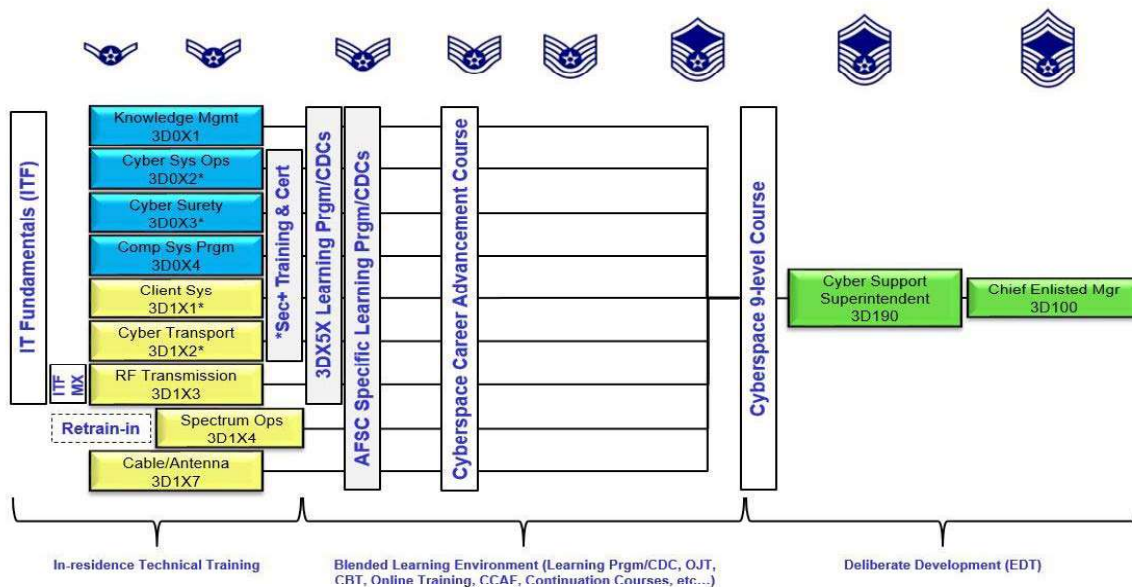
https://www.airuniversity.af.mil/Portals/10/CCAF/documents/CCAF_2017_2019_General_Catalog.pdf. In addition to its associate's degree program, CCAF offers the following:

7.1. CCAF Instructor Certification (CIC) Program. The College offers the CCAF Instructor Certification to instructors teaching full time in a CCAF affiliated school. The program is a three-level program (CIC-I, CIC-II and CIC-III). Each level consists of increased or advanced requirements and achievements. The program provides CCAF instructors a structured professional development track. To obtain more information and program procedures, refer to the CCAF Campus Affiliations Policies, Procedures and Guidelines (PPG) at https://maxwell.eis.aetc.af.mil/AU/CCAF/Campus_Relations/Shared%20Documents/2017%20PPG%20Final.pdf.

7.2. General Education Mobile (GEM) / Air University Associate-to-Baccalaureate Cooperative (AU-ABC): The GEM program connects CCAF students with online general education courses offered by regionally accredited colleges and universities. The AU-ABC program connects CCAF graduates with online 4-year degree programs. The AU-ABC program includes postsecondary schools with regional accreditation and national accreditation through the Distance Education and Training Council.

7.3. Air Force Credentialing Opportunities On-Line (COOL): The AF COOL program provides a one-stop for airmen to explore credentials recognized by the civilian community that can enhance airmen's current performance in their AF job. Credentialing has two purposes. First, it continues to professionalize the enlisted force by providing up-to-date industry-recognized credentials in an airman's AF job. Second, it provides a way for airmen to prepare for civilian life by ensuring that they are ready for work in the civilian sector. There are many aspects to credentialing including certifications and licenses. In addition, there are a variety of agencies that provide credentialing. Some are at the National level while others are State or industry driven. To obtain more information, refer to the Air Force Virtual Education Center (AFVEC) AF COOL website at: <https://afvec.us.af.mil/afvec/Public/COOL/Default.aspx>

8. Career Field Path. The following summarizes career progression and personnel allocations across the career ladder. 3DXXX personnel maintain their individual AFS identifiers through the rank of MSgt. Upon promotion to SMSgt, all 3DXXX AFSCs merge to become a 3D190. 3D190's compete for the rank of Chief to become a 3D100.



3DXXX CYBERSPACE SUPPORT CAREER PATH	
<i>Education and Training Requirements</i>	<i>Rank</i>
BMTS	
Apprentice Technical School (3-Skill Level)	Amn
Upgrade To Journeyman (5-Skill Level) MANDATORY - No minimum required time-in-training for AD, ANG, AFRC, trainees, & retrainees. Maximum time-in training is defined in AFI 33-2651. - Completion of 3DXXX and AFSC-specific Learning Programs/CDCs. - (5) in the 3DXXX Learning Program task title indicates 5-Level requirements. - Completion of 3DXXX and AFSC-specific CFETP requirements for 5-Skill Level. - Completion of applicable core AFJQSS/AFQTPs as identified in Part II, Section C - Support Materials Supplement for specific duty position, equipment & systems at assigned location. OPTIONAL - AETC Supplemental training courses as determined by MAJCOM.	A1C SrA
Upgrade To Craftsman (7-Skill Level) MANDATORY - Minimum rank of SSgt. - No minimum required time-in-training for AD, ANG, AFRC, trainees, & retrainees. Maximum time-in training is defined in AFI 33-2651. - Completion of 3DXXX and AFSC-specific CFETP requirements for 7-Skill Level. - Completion of 7-level Learning Program/CDCs, if available. - (7) in the 3DXXX Learning Program task title indicates 7-Level requirements. - Completion of applicable core AFJQSS/AFQTPs as identified in Part II, Section C - Support Materials Supplement for specific duty position, equipment & systems at assigned location. OPTIONAL AETC Supplemental training courses as determined by MAJCOM.	SSgt
	See https://mypers.af.mil/ statistics for average promotion sew- on and AFI 36-2502 for enlisted Airman Promotion /Demotion Programs.

3DXXX CYBERSPACE SUPPORT CAREER PATH	
<i>Education and Training Requirements</i>	<i>Rank</i>
Eligibility and Prerequisite Requirements for Enlisted Professional Military Education (EPME i.e. ALS, NCOA, SNCOA) can be found at https://mypers.af.mil/ . Airmen will be scheduled for resident EPME based on rank and time-in-grade. Review the Resident EPME Eligibility Chart for additional guidance.	TSgt MSgt
Upgrade To Superintendent (9-Skill Level) MANDATORY - Minimum rank of SMSgt. - Completion of E6ACW3DX9X 00AA Cyberspace Superintendent Course. - Completion of applicable core AFJQSs/AFQTPs as identified in Part II, Section C - Support Materials Supplement for specific duty position, equipment & systems at assigned location.	SMSgt
Chief Enlisted Manager (CEM)	CMSgt

NOTE 1: See Part II, Sections C and D for a list of AFJQSs/AFQTPs and AETC supplemental training.

NOTE 2: All core position tasks must be completed prior to upgrade. This includes all tasks outlined in CFETP 3DXXX and requirements outlined in the trainees AFSC-specific STS.

Section C - Skill Level Training Requirements

9. Purpose. The various skill levels in the career field are defined in terms of tasks and knowledge requirements for each skill level in the Cyberspace Support career ladder. They are stated in broad, general terms and establish the standards of performance. Core tasks, knowledge items, and skill requirements for the 3D specialties are identified in the 3DXXX & AFSC-specific STSs, COL, Learning Programs/CDCs, AFJQs/AFQTPs, etc. Completion of the mandatory 3-level skill awarding course, Learning Programs/CDCs, and applicable AFJQs/AFQTPs define the Air Force core tasks for this specialty.

10. Specialty Qualification Requirements. This information supplements the AFECD. AFSC-specific specialty qualifications can be found in the AFECD at: https://mypers.af.mil/app/answers/detail/a_id/7504.

10.1. Apprentice (3-Level) Training. The AFSC-specific Apprentice Course, serves as the initial skills course and must be completed to be award a 3D AFSC.

10.2. Journeyman (5-Level) Training. Upgrade training consists of: (1) completing the 3DXXX and AFSC-specific 5-Level Learning Programs/CDCs; (2) completing all core tasks identified for 5-level within the 3DXXX and AFSC-specific STSs; (3) obtaining supervisor recommendation and commander approval.

10.3. Craftsman (7-Level) Training. Upgrade training consists of: (1) completing the 3DXXX 7-level Learning Program/CDC, if available; (2) completing all core tasks identified for 7-level within the 3DXXX and AFSC-specific STSs; (3) obtaining supervisor recommendation and commander approval.

10.4. Superintendent (9-Level) Training. Upgrade training consists of: (1) Completion of E6ACW3DX9X 00AA Cyberspace Superintendent Course. Qualification Training is required prior to upgrade to 9-Level. Wear the badge as prescribed by AFI 36-2903, paras 10.4. and 10.4.3

10.5. Training Sources.

10.5.1. Career field-specific and 3DXXX Learning Programs are available via the AF e-Learning at: <https://usafprod.skillport.com/skillportfe/main.action>. If applicable, Career field-specific CDCs are available via ADLS at: https://au.adls.af.mil/kc/rso/login/ADLS_login.asp. A complete description and listing of CDCs offered by AFCDA is available at: https://cs2.eis.af.mil/sites/13243/AFKN_Docs/e-CDC_CDC%20Catalog/.

10.5.2. AFJQs/AFQTPs are Air Force publications and are mandatory for use by personnel in upgrade or qualification training. They are developed by the 81 TRSS (Q-Flight), Keesler AFB, MS and may be downloaded from the Q-Flight SharePoint site at: <https://cs2.eis.af.mil/sites/10445/default.aspx>. Procedures for requesting development of AFJQs/AFQTPs are contained in AFI 17-204, *Air Force On-the-Job Training Products for Cyberspace Support Enlisted Specialty Training*. AFJQs/AFQTPs are listed in [Part II, Section C, Support Materials document](#).

Section D - Resource Constraints

11. Purpose. This section identifies known resource constraints that preclude optimal/desired training from being developed or conducted, including information such as part numbers, national stock numbers, number of units required, cost, manpower, etc. Included are narrative explanations of each resource constraint and an impact statement describing what effect each constraint has on training. Finally, this section includes actions required, OPR and target completion date. Resource constraints will be, at a minimum, reviewed and updated annually.

11.1. Apprentice (3-Level) Training. The 3DXXX and AFSC-specific STSs may contain two proficiency codes in the 3-level course column to indicate the desired level of instruction versus the actual level of instruction due to resource constraints. Example: 2b / 1a. A STS waiver may be issued for the STS elements not taught to the desired proficiency code.

Section E - Transition Training Guide

There are currently no transition training requirements. This area is reserved.