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Intelligence

**AIRBORNE CRYPTOLOGIC SKILLS
PROGRAM**

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This publication implements Air Force Policy Directive (AFPD) 14-1, *Intelligence Surveillance and Reconnaissance (ISR) Planning Resources and Operations*, Department of Defense Instruction (DoDI) 3305.09, *DoD Cryptologic Training*, and is consistent with Air Force Instruction (AFI) 14-128 *Air Force Service Cryptologic Component (AF SCC)*. It provides standards and procedures for the operational-level conduct of cryptologic skills training and certifications. This publication applies to Regular Component, Air Force Reserve (AFR), Air National Guard (ANG), and Department of the Air Force (AF) Civilians. The Privacy Act of 1974 affects this instruction. The authority to maintain the records prescribed in this publication are System of Records Notice F036 AF PC C; AFI 36-2608, *Military Personnel Records System*; Title 10 United States Code 8013, *Secretary of the Air Force*; and Executive Order 9397, *Numbering System for Federal Accounts Relating To Individual Persons*, as amended by Executive Order 13478, *Amendments to Executive Order 9397 Relating to Federal Agency Use of Social Security Numbers*. All records created as a result of processes prescribed in this publication are maintained in accordance with (IAW) Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of IAW Air Force Records Disposition Schedule (RDS) located in the Air Force Records Information Management System (AFRIMS). Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command. This publication may be supplemented at any level, but all direct supplements are routed to the OPR of this publication for coordination prior to certification and approval. Major Commands (MAJCOMs) will provide a copy to the OPR upon publication. IAW AFI 33-360, *Publication and Forms Management*, the authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) numbers following the compliance statement.

Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items.

SUMMARY OF CHANGES

This publication has been substantially revised and needs to be completely reviewed. This rewrite updates references, incorporates changes in organizational designations, updates the Airborne Cryptologic Skills Program (CSP) process, and establishes tiers for compliance items assigned to organizations at the wing level and below.

Chapter 1

OVERVIEW

1.1. Airborne Cryptologic Skills Program (CSP). The objective of the Airborne CSP is to promote, develop, and maintain a high state of cryptologic mission readiness to facilitate immediate and effective employment of the 1A8 career field, including 1A8X1X (Airborne Cryptologic Language Analysts [ACLA]) and 1A8X2 (Airborne ISR Operators) on operational missions. Airborne CSP consists of all cryptologic certification training and testing required to achieve a Mission Ready (MR)/Combat Mission Ready (CMR) status for 1A8 personnel and the training and testing necessary to implement the program.

1.2. Forums, Committees and Working Groups. The Airborne CSP Working Group meets annually with a primary objective of evaluating and developing the CSP. 25th Air Force (25 AF) Airborne CSP Manager will serve as chair and AF ISR Forces division (AF/A2DF) is co-chair. Working group membership consists of AF ISR Force Management division (AF/A2DFM); 1A8 Air Force Specialty Code (AFSC) Manager; 25th Air Force Manpower, Personnel & Services Directorate (25 AF/1A) Functional Manager; Air Combat Command, 55th Wing (ACC/55 WG); 361 ISR Group; Program Managers; and subject matter experts (SMEs) from 25 AF; and other organizations directly subordinate to the AF SCC

Chapter 2

ROLES AND RESPONSIBILITIES

2.1. Director of Intelligence, Surveillance, and Reconnaissance Strategy, Plans, Policy, and Force Development (AF/A2D) delegates waiver authority to the 25th Air Force Operations (25 AF/A3) for the management of Cryptologic Mission Certification Training (CMCT) and Cryptologic Skills Proficiency Test (CSPT) requirements for 1A8 personnel.

2.2. Force Management and Readiness Division (AF/A2DF). AF/A2DF will:

2.2.1. Provide oversight for the Airborne CSP.

2.2.2. Co-chair the annual Airborne CSP Working Group.

2.2.3. Develop and publish in Management Internal Control Toolset (MICT) a Self-Assessment Communicator (SAC) with wing-level compliance requirements for this publication IAW AFI 33-360, and AFI 90-201, *The Air Force Inspection System*.

2.3. 25 AF/Airborne CSP Manager will:

2.3.1. Ensure oversight functions are not delegated to lower echelons of command.

2.3.2. Authorize all CMCT and CSPT material by ensuring content meets guidelines defined in this publication.

2.3.3. Oversee Airborne CSP training resource requirements. Reviews, distributes, and/or funds approved Airborne CSP training resource requests. The Airborne CSP manager submits unsourced requests to AF/A2D.

2.3.4. Convene and co-chair the annual Airborne CSP Working Group.

2.3.5. Maintain a contact list of all CSP program managers (PM) and SMEs for Airborne CSP and distribute to subordinate organizations, AF/A2DFM, and applicable MAJCOM/Operations (A3).

2.3.6. Establish a Cryptologic Skills Program Manager (CSPM) Portal on Joint Worldwide Intelligence Communications System (JWICS) as a central repository of CSP testing materials, training materials, and compliance information.

2.3.7. Provide an annual program status report to AF/A2D by 1 February, that encompasses the preceding calendar year. The report will include:

2.3.7.1. A narrative detailing overall program health.

2.3.7.2. The total number of 1A8 personnel assigned to subordinate organizations reported by function, and compliance or non-compliance with the Airborne CSP requirements detailed in this publication. For non-compliant personnel include the specific reason for non-compliance and provide a combined narrative describing the trends and issues that contributed to non-compliance.

2.3.7.3. The total number of approved/disapproved waivers.

2.3.7.4. Actions used to address negative trends, if applicable.

2.4. 25th Air Force Operations (25 AF/A3) will:

2.4.1. Serve as the waiver authority for CMCT and CSPT requirements for 1A8 personnel, as delegated by AF/A2D. 25 AF/A3 may not delegate waiver authority to lower echelons of command.

2.4.2. Report the total number of approved/disapproved waivers to 25 AF for inclusion in the annual program status report to AF/A2DFM.

2.5. 25 AF Force Management and Training. Accepts and adjudicates requests for airborne CSP from organizations that have a cryptologic training program in place that meets the provisions of this instruction. The adjudication process requires review of the submitting organization's syllabus, lesson plan, and any other documentation that supports activities similar to CMCT and CSPT.

2.6. Air Combat Command, 55th Wing (ACC/55 WG); AF Special Operations Command (AFSOC); 361st ISR Group (361 ISRG); and other organizations directly subordinate to AF SCC. These organizations will:

2.6.1. Provide management for their Airborne CSP and ensure standardization among subordinate organizations. **Note:** The 55 WG may delegate Airborne CSP duties and standardization to the 55th Operations Group (55 OG) and the 55th Electronic Combat Group (55 ECG). **(T-1)**

2.6.2. Monitor all CMCT and CSPT. **(T-1)**

2.6.3. Designate 1A8 primary and alternate program managers for Airborne CSP oversight and management and forward a copy of the appointment letter to 25 AF. **(T-3)**

2.6.4. Ensure subordinate organizations have adequate Airborne CSP training and test materials. Review, distribute, and fund approved Airborne CSP training resource requests. Review, advocate, and submit all unsourced requests to 25AF. **(T-1)**

2.6.5. Maintain a list of SMEs and responsible areas for subordinate organizations. **(T-2)**

2.6.6. Establish criteria for SME selection and distribute copies to 25 AF and subordinate units. **(T-2)**

2.6.7. Forward SME appointment letter to 25 AF. **(T-2)**

2.6.8. Designate lead units for the development of Airborne CSP for all functions in which cryptologic activities are required. Maintain a copy of the designated lead unit list at the CSP PM level. **(T-2)**

2.6.9. Establish procedures for generating, reviewing, and filing cryptologic training documentation. **(T-1)**

2.6.10. Maintain copies of all CSP tests within each organization. **(T-1)**

2.6.11. Oversee the development of all Airborne CSP materials. Distribute approved Airborne CSP materials to applicable subordinate organizations. **(T-1)**

2.6.12. Develop and publish specific Core Task Lists (CTL) tailored to fulfill the unit missions for each 1A8 function in conjunction with SME inputs. **(T-1)**

2.6.13. Approve new Airborne CSP materials by ensuring content meets published CTLs. Submit copies to 25 AF for authorization. **Note:** Once approved, implementation may proceed while 25 AF authorizes CSP material. **(T-1)**

2.6.14. Provide annual program status report to 25 AF by 15 January of each year, encompassing the preceding calendar year. Include the following information: **(T-2)**

2.6.14.1. A narrative that details overall program health.

2.6.14.2. The total number of 1A8 personnel assigned to subordinate organizations reported by function, and compliance or non-compliance with the Airborne CSP requirements detailed in this publication. For non-compliant personnel include the specific reason for non-compliance and provide a combined narrative describing the trends and issues that contributed to non-compliance.

2.6.14.3. The total number of approved/disapproved waivers.

2.6.14.4. A report on wing/group/organizational actions to address negative trends.

2.7. Squadrons, detachments and other intelligence activity commanders will:

2.7.1. Manage the Airborne CSP. **(T-1)**

2.7.2. Ensure adequate CMCT and CSPT materials are available. For requests that cannot be sourced: review, advocate, and submit an eSSS with requests to the next-higher command. **(T-1)**

2.7.3. Administer approved CMCT and CSPT materials for Airborne CSP. **(T-1)**

2.7.4. Appoint SMEs, as defined by SME selection criteria, to assist in the development and maintenance of CMCT and CSPT materials. **(T-1)**

2.7.5. Control, maintain, and administer written and/or computer-based training progress checks. **(T-1)**

2.7.6. Establish procedures for the quality control of training documentation. **(T-1)**

2.7.7. Ensure personnel meet training requirements IAW Chapter 3 and 4. **(T-1)**

2.8. Designated lead unit commanders will:

2.8.1. Develop and validate CMCT and CSPT materials for their areas of responsibility. **(T-1)**

2.8.2. Develop and maintain at least three versions of every CSPT. **(T-1)** At least 25% of the questions contained in each test version must be different. **(T-1)**

Chapter 3

CRYPTOLOGIC MISSION CERTIFICATION TRAINING

3.1. The objective of CMCT is to develop a high state of cryptologic mission readiness among 1A8 personnel. CMCT programs address common cryptologic intelligence tasks associated with target-specific mission planning; mission execution; analysis and reporting; and post-mission Processing, Exploitation, Dissemination (PED), as applicable to the 1A8 function. 1A8 personnel who perform functions IAW Attachment 2 must complete CMCT before flying unsupervised on operational sorties, regardless of the unit to which they are assigned. **(T-1)** This includes providing unsupervised downlink support for operational sorties. Designated lead units of primary responsibility will develop and validate CMCT programs for their respective 1A8 functions. **(T-1)**

3.2. CMCT Enrollment/Completion Timing.

3.2.1. 1A8 personnel who perform functions IAW Attachment 2 will be entered into Airborne CSP not later than (NLT) 30 days from the date on which the member in-processed or was attached to the combat-coded line flying unit or intelligence activity. **(T-2)** 1A8 personnel upgraded to management positions must also complete CMCT. **(T-1)**

3.2.2. CMCT program managers must annotate any training gap in member's training folder by Memorandum for Record detailing the reason for the gap and the date CMCT is projected to resume. **(T-2)**

3.2.3. 1A8 personnel, including management positions, will complete CMCT NLT 120 days from date of entry (AFR and ANG personnel who are not in Active Duty status are allowed 240 calendar days). **(T-2)**

3.2.4. 1A8 personnel identified to pursue a different CSP skill-set will enter the new CMCT as soon as possible and complete the training within 120 days. **(T-1)**

3.2.5. Upon CMCT entry, 1A8 personnel will receive an initial training and experience assessment to determine training needs. **(T-1)** The assessment determines areas of strengths and weaknesses and provides a baseline measurement for program effectiveness.

3.2.6. CMCT will be suspended for members attending Professional Military Education or Significant Language Training Events and resumed upon completion of such training. **(T-2)**

3.2.7. The successful completion of CMCT is validated by achieving a passing score on a comprehensive CSPT. Completion of CMCT is documented IAW wing or group policy and uploaded into the 25 AF CSPM portal on JWICS.

3.3. CMCT minimum requirements.

3.3.1. The Wing, Group, or other organizations directly subordinate to 25 AF shall publish minimum requirements based on the CTL for each applicable 1A8 function in their supplement to this instruction. **(T-2)** Units may supplement CMCT with training materials from other programs.

3.3.2. Feedback and trend analysis programs will be implemented to improve the training processes and ensure CSPT is a fair and accurate measure of cryptologic skills. Results of

the analysis will be provided to the Unit Commander or Director of Operations at least semi-annually. (T-2)

3.4. CMCT Exemptions. 1A8 personnel who have a permanent change of assignment/station to an organization performing the same intelligence activity, within the platform or like function, will be exempt from entering CMCT if they are current. (T-3)

Chapter 4

CRYPTOLOGIC SKILLS PROFICIENCY TEST

4.1. Testing Requirements. 1A8 personnel CSPT should be aligned with their 11-2 Mission Design Series (MDS), Volume 2 flight evaluation. All 1A8 personnel who perform functions IAW Attachment 2 are required to pass a CSPT to complete CMCT. **(T-1)** 1A8 personnel are required to pass a CSPT at least once every 17 months for recertification purposes. **(T-1)** Non-compliant 1A8 personnel, are not allowed to fly unsupervised on operational sorties (in that 1A8 function) and will fly with an instructor or certified trainer of the same 1A8 function until a passing CSPT is achieved. **(T-1)** Commanders will direct additional training if necessary to ensure all 1A8 personnel attain and maintain a state of proficiency to ensure mission success. **(T-1)**

4.2. CSPT. CSPT evaluates common cryptologic intelligence tasks associated with target-specific mission planning, execution, analysis and reporting, and post-mission PED, as they apply to the 1A8 function. CSPT provides a snapshot of each area trained and forms the basis for overall process improvement. The wing, group, or other organization directly subordinate to 25 AF will establish and publish the minimum CSPT requirements, tailored to fulfill specific unit missions for each applicable 1A8 function, in its own supplement to this instruction using the following guidelines: **(T-1)**

4.2.1. CSPT requirements for 1A8X1X functions using Cryptologic Language Analyst skills (e.g., Cryptologic Operator (CO), Analysis Operator (ANO), Direct Support Operators (DSO)) must include Academic knowledge and aural skills tests tailored to meet the 1A8X1X function and mission-specific requirements. **Note:** 1A8X0 personnel are exempt from this provision unless operationally filling a CO or ANO position. Academic knowledge tests should include vocabulary, terminology, target knowledge, order of battle, and geography. The minimum passing score is 85%. Aural testing methods may range from target-specific transcription proficiency checks to aural recognition tests. The minimum passing score is 85%.

4.2.2. CSPT requirements for 1A8X2 functions using Airborne ISR Operator skills (e.g., Acquisition Operator (AO), Signals Search and Development (SSD), Tactical Support Operator (TSO)) include an academic knowledge test and a proficiency skills test tailored to meet the 1A8X2 function and mission-specific requirements. The minimum passing score is 85%. **Note:** 1A8X0 personnel are exempt from this provision unless operationally filling an AO or SSD position.

4.2.3. CSPT requirements for 1A8 functions using Management Position skills (e.g., Airborne Mission Supervisor (AMS), Airborne Analyst (AA), Data Link Operator (DLO), Mission Crew Supervisor (MCS)) include a current passing baseline (e.g., ACLA, ANO, AO, SSD) CSPT, prior to entry into a management position upgrade. **(T-2)** As required, management operators need a current passing baseline CSPT to perform ACLA, ANO, AO, SSD specific duties. **Note:** 1A8X0 personnel are exempt from baseline requirements unless tasked to perform ACLA-, ANO-, AO-, or SSD-specific duties. Testing shall include a management academic knowledge test and should include common cryptologic intelligence tasks associated with target-specific mission planning, mission execution, analysis and

reporting, and post-mission PED, as applicable to support tasking. The minimum passing score is 85%.

4.3. Additional CSPT guidance.

4.3.1. 1A8X1X functions. When CSP materials for a specific language or target area are not available, the unit commander may request waivers for any or all of the CSP requirements for the specified area until materials become available. Send CSP material waivers to 25 AF for approval. Commanders will revalidate waivers every 180 days. **(T-2)** To facilitate mission accomplishment, the commander designates personnel as initial cadre. Personnel are considered certified in the area until sufficient materials become available to develop a CSP. Document initial cadre appointment on a memorandum for record and place the memorandum in the individual's training folder.

4.3.2. Develop and maintain at least three versions of the CSPT. At least 25% of the questions contained in each test version must be different.

4.3.3. Re-test not sooner than three duty days and NLT 30 calendar days after the first failure. Administer a third CSPT in the event of second failure. In this situation, the unit commander determines what is considered a sufficient study period. After any failure, all training and preparation accomplished prior to the failed test needs to be documented in the member's training folder.

4.3.3.1. Detail what additional training was accomplished, the total number of hours spent completing additional training and study, and any extenuating circumstances.

4.3.3.2. The unit commander will lead a special board to review any individual's inability to successfully complete the CSPT after three attempts to determine an appropriate course of action. **(T-2)**

4.3.4. Completion of each CSPT is documented in the CSPM portal on JWICS and individual training folders.

ROBERT P. OTTO, Lt Gen, USAF
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Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFPD 14-1, *Intelligence, Surveillance and Reconnaissance (ISR) Planning, Resources and Operations*, 2 April 2004

AFI 14-128, *Air Force Service Cryptologic Component (AF SCC)*, 28 September 2010

AFI 33-360, *Publications and Forms Management*, 25 September 2013

AFI 65-503, *US Air Force Cost and Planning Factors*, 4 February 1994

AFI 90-201, *The Air Force Inspection System*, 2 August 2013

DoDI 3305.09, *DoD Cryptologic Training*, June 13, 2013

Prescribed Forms

None

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

25 AF—25th Air Force

25 AF/1A—25th Air Force Manpower, Personnel, & Services Directorate

316 ISRG—361st ISR Group

55 OG—55th Operations Group

55 ECG—55th Electronic Combat Group

AA—Airborne Analyst

ACC—Air Combat Command

ACC/55 WG—Air Combat Command, 55th Wing

ACLA—Airborne Cryptologic Language Analyst

AF—Air Force

AF SCC—Air Force Service Cryptologic Component

AF/A2D—Director of Intelligence, Surveillance, and Reconnaissance Strategy, Plans, Doctrine, and Force Development

AF/A2DF—AF ISR Forces division

AF/A2DFM—AF ISR Force Management division

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFPD—Air Force Policy Directive
AFR—Air Force Reserve
AFSC—Air Force Specialty Code
AFSOC—Air Force Special Operations Command
AIT—Airborne Intelligence
AMS—Airborne Mission Supervisor
ANG—Air National Guard
ANO—Analysis Operator
AO—Acquisition Operator
CMCT—Cryptologic Mission Certification Training
CMR—Combat Mission Ready
CO—Cryptologic Operator
CSP—Cryptologic Skills Program
CSPM—Cryptologic Skills Program Manager
CSPT—Cryptologic Skills Proficiency Test
CTL—Core Task List
DLO—Data Link Operator
DMU—Data Masked Unit
DoDI—Department of Defense Instruction
DRU—Direct Reporting Unit
DSO—Direct Support Operator
DTRA—Defense Threat Reduction Agency
ECG—Electronic Combat Group
FOA—Field Operating Agency
IAW—In Accordance With
ISR—Intelligence Surveillance Reconnaissance
ISRG—Intelligence Surveillance Reconnaissance Group
JWICS—Joint Worldwide Intelligence Communications System
MAJCOM—Major Command
MCS—Mission Crew Supervisor
MDS—Mission Design Series
MICT—Management Internal Control Toolset

MR—Mission Ready

NLT—Not Later Than

OG—Operations Group

OPR—Office of Primary Responsibility

PED—Processing, Exploitation, Dissemination

PM—Program Manager

RDS—Records Disposition Schedule

SAC—Self-Assessment Communicator

SCC—Service Cryptologic Component

SME—Subject Matter Expert

SSD—Signals Search and Development

T-1—Tier 1

T-2—Tier 2

T-3—Tier 3

TSO—Tactical Support Operator

USAF—United States Air Force

Terms

Airborne CSP—Airborne CSP includes common cryptologic intelligence tasks associated with mission planning; mission execution; analysis and reporting; and post-mission PED, as applicable to 1A8 activities. CSP operational missions are not limited to the flight phase of the mission.

Aircrew—The total complement of rated, career enlisted aviators (1AXXX Air Force Specialty Codes), and nonrated aircrew (X-prefixed Air Force Specialty Code) personnel responsible for the safe ground and flight operation of the aircraft and onboard systems, or for airborne duties essential to accomplishment of the aircraft's mission. Includes members in initial formal training for immediate assignment to an authorized operational flying position. Individuals must be on aeronautical orders and assigned to an authorized position IAW AFI 65-503, *US Air Force Cost and Planning Factors*, or be a nonrated aircrew member who is not in an aircraft's basic crew complement, but required for the mission. Aircrew members perform their principal duties in-flight and their presence is required for the aircraft to accomplish its primary tasked mission. Duties must be essential to operating the aircraft or mission systems and equipment or otherwise essential to the aircraft's mission.

Subject Matter Expert—The person serving as the content expert, responsible for ensuring the accuracy of course or module content.

Tier 1 (T-1)— Non-compliance puts Airmen, commanders, or the United States Air Force (USAF) strongly at risk of mission or program failure, death, injury, legal jeopardy or unacceptable fraud, waste or abuse. Waivers may be granted at the MAJCOM/CC level

(delegable no lower than the MAJCOM Director) with the concurrence of the publication's Approving Official. (AFI 33-360)

Tier 2 (T—2)—Non-compliance has the potential to create moderate risk of mission or program degradation or failure, injury, legal jeopardy or unacceptable fraud, waste or abuse. Waivers may be granted at the MAJCOM/CC level, but may not be delegated lower than MAJCOM Director. (AFI 33-360)

Tier 3 (T—3)—Non-compliance has a relatively remote potential to create risk of mission or program degradation or failure, injury, legal jeopardy or unacceptable fraud, waste or abuse. Waivers may be granted at the Wing/ Direct Reporting Unit (DRU)/Field Operating Agency (FOA) commander level. (AFI 33-360)

Transcription—The action of turning audio into text. Transcription may be done on- or off-line. Transcription vehicles include, but are not limited to a hand-scan, gist, edited-transcript, and verbatim-transcript.

Attachment 2

AIRBORNE CSP COMPLIANCE

Figure A2.1. Airborne CSP Compliance Chart.

RULE	AFSC	Function	Platform	Airborne CSP Requirement
1	1A8XX	Airborne Mission Supervisor (AMS) Airborne Analyst (AA) Data Link Operator (DLO)	RC-135 Rivet Joint*	Yes
2	1A8X1X	Cryptologic Operator (CO)	RC-135 Rivet Joint*	Yes
3	1A8X2	Signals Search & Development (SSD)	RC-135 Rivet Joint*	Yes
4	1A8X1X	Defense Threat Reduction Agency (DTRA)	OC-135 Open Skies	No
5	1A8XX	Mission Crew Supervisor (MCS)	EC-130 Compass Call	Yes
6	1A8X1X	Analysis Operator (ANO)	EC-130 Compass Call	Yes
7	1A8X2	Acquisition Operator (AO)	EC-130 Compass Call	Yes
8	1A8X1X	Direct Support Operators (DSO)	Air Force Special Operations Command (AFSOC) aircraft	Yes
9	1A8X2	Tactical Support Operators (TSO)	Air Combat Command (ACC) & AFSOC Light ISR aircraft	Yes
10	1A8X2	Airborne Intelligence (AIT)	E-8 JSTARS	No
11	1A8X1X	DSO	Data Masked Unit (DMU)	Yes
12	1A8X2	TSO	DMU	Yes
*Also applies to Combat Sent and Cobra Ball				