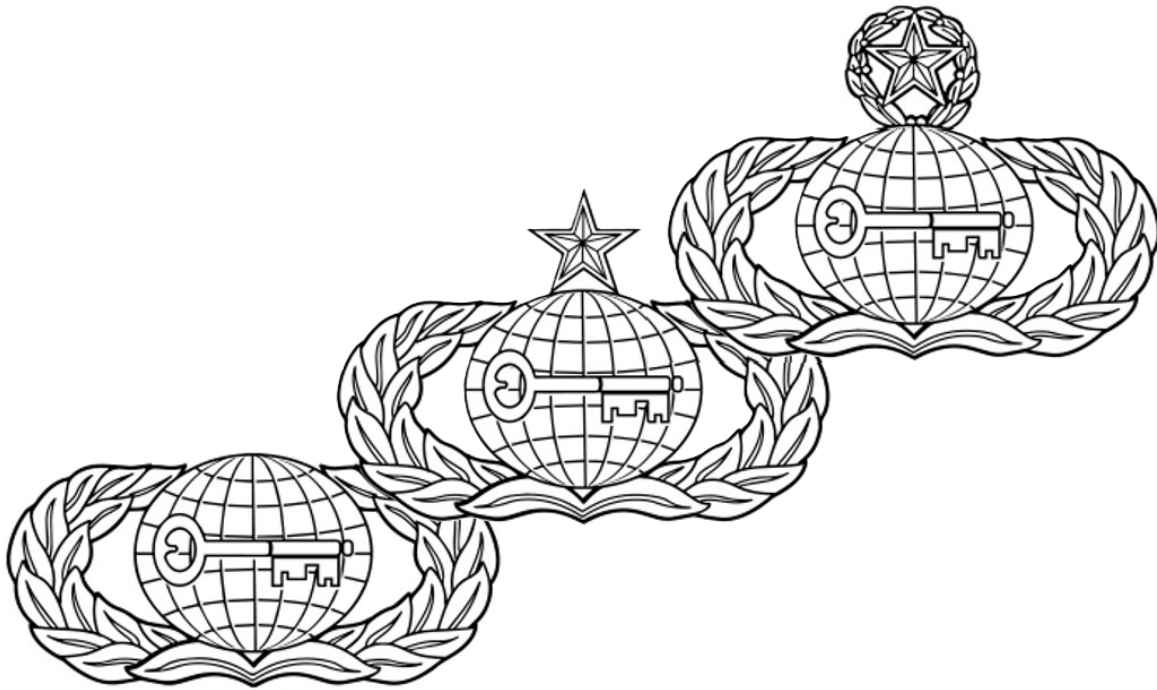


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**CRYPTOLOGIC ANALYST AND REPORTER**



**CAREER FIELD EDUCATION  
AND TRAINING PLAN**

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**CAREER FIELD EDUCATION AND TRAINING PLAN (CFETP)**  
**Cryptologic Analyst and Reporter**  
**AFSC 1N4X2**

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**CAREER FIELD EDUCATION AND TRAINING PLAN**  
**Cryptologic Analyst and Reporter**  
**AFSC 1N4X2**

**Part I**

*Preface*

1. The CFETP is a comprehensive education and training document that identifies life cycle education and training requirements, training support resources, and minimum core task requirements for the 1N4X2 Cryptologic Analyst and Reporter specialty. The CFETP provides personnel with a clear career path to success and instills rigor in all aspects of career field training. Note: Civilians occupying associated positions use Part 2 to support duty position qualification training.

2. The CFETP consists of two parts; supervisors plan, manage, and control training within the specialty using both parts of the plan.

**2.1. Part 1** provides information necessary for overall management of the specialty. **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); and **section D** indicates resource constraints. Some examples are funds, manpower, equipment, facilities.

**2.2. Part 2** includes the following: Section A: identifies the STS and includes duties, tasks, Technical References to support training, AETC conducted training, wartime course and core task and correspondence course requirements. Section B: contains the course objective list and training standards supervisors use to determine if service members satisfied training requirements. Section C: identifies available support materials. An example is a qualification training package, which may be developed to support proficiency training; 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 MAJCOM unique training requirements supervisors can use to determine additional training required for the associated qualification needs. At unit level, supervisors and trainers use Part 2 to identify, plan, and conduct training commensurate with the overall goals of this plan.

3. Using CFETP guidance ensures individuals in this specialty receive effective and efficient training at the appropriate points in their career. This plan enables us to train today's work force for tomorrow's jobs.

**4. Chemical, Biological, Radiological, and Nuclear (CBRN) Training Requirements.**

DAFI 10-2503, Chemical, Biological, Radiological, or Nuclear (CBRN) Defense Program, 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 DAFI 10-2501 to ensure sustained unit readiness.

## **ABBREVIATIONS/TERMS EXPLAINED**

This section provides a common understanding of the terms that apply to the 1N4X2 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 16<sup>th</sup> Air Force's principal cryptologic representative to the National Security Agency (NSA) and 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 16<sup>th</sup> 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 Specialty (AFS).** A group of positions (with the same title and code) that require common qualifications.

**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.

**Air Force Job Qualification Standard (AFJQS).** Training documents approved by the AF Career Field Manager for a particular job type or duty position within an AF Specialty.

**Air Force Specialty Code (AFSC)/Reporting Identifier (RI).** A combination of alpha-numeric characters which are used to identify a specific career field and qualification level for Air Force officers and enlisted personnel.

**Air Reserve Component (ARC).** This term is used as an overarching term when referring to both the Air National Guard and Air Force Reserve Component together.

**Air University Associate-to-Baccalaureate Cooperative (AU ABC).** Allows Airmen to turn a Community College of the Air Force associate 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 (AFCEA).** The result of a reorganization of Air Force Institute for Advanced Distributed Learning (AFIADL); provides access to the Extension Course Institute.

**Behavior.** An activity performed to achieve objectives of the job. Involves observable (physical) components and unobservable (mental) components. Behaviors consist of the performance of one or more tasks.

**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.

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

**Career Field Education and Training Plan (CFETP).** A comprehensive core training document that identifies life-cycle education and training requirements, training support resources, and minimum core task requirements for a specialty. The CFETP aims to give personnel a clear path. It is the formal training contract between the CFM and AETC for formal accession and life-cycle skills training.

**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/9S1).

**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.

**Command Language Program (CLP).** A program operated by Commanders to ensure assigned personnel requiring foreign language proficiency are trained and qualified to perform missions. (Ref: DoDI 3300-07).

**Command Language Program Manager (CLPM).** Manages the CLP.

**Competencies.** Observable, measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics needed to perform institutional or occupational functions successfully.

**Competency Model.** A collection of competencies that together defines successful performance in a particular work setting. Competency models are the foundation for important human resource functions such as recruitment and hiring, training and development, and retention. Competency models may be developed for specific jobs, job groups, organizations, occupations, or missions. Some competency models include information about the levels of competence, mastery, or proficiency required at different occupational levels.

**Computer Based Training (CBT).** The use of computers to aid in the delivery and management of instruction.

**Computer Network Operations Development Program (CNODP).** A technically demanding three-year internship in the areas of secure system design, vulnerability analysis, Computer Network Defense (CND), and Computer Network Exploitation (CNE), which is tailored to each applicant to best capitalize on individual expertise. The goal of the program is to develop a cadre of technical leaders who will improve Department of Defense (DoD) Computer Network Operations (CNO) capabilities.

**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 Learning Outcomes.** Learning outcomes identified by the AFCFM as minimum qualification requirements for everyone within an AFSC. The learning outcomes must be trained, maintained, and certified, regardless of duty position/location and are based upon skill level.

**Core Task.** A task the CFM identified 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 a career field. Supervisors use the COL to assist in conducting graduate evaluations.

**Cryptologic Language.** Language as it is encountered in a cryptologic context. This includes signals intelligence (SIGINT) factors such as noise, incompleteness/garbles, mix of dialects, cover terms, unknown recipients, and unknown context. It also includes linguistic factors such as specialized

subject matter and/or jargon/ and intelligence factors such as Essential Elements of Information, collection, processing, and dissemination, and communication technology factors.

**Cryptologic Language Analyst (CLA).** Airmen in AFSC 1N3X1X or 1A8X1X (A-CLA) who perform and supervise acquisition, recording, transcribing, translating, analyzing, and reporting of assigned communications. Related DoD Occupational Subgroup: 123200 (Ref: AFECD).

**Cryptologic Training Advisory Group (CTAG).** An authoritative group composed of key service and National Security Agency (NSA) representatives, subject matter experts, course managers and service training commands that establishes, reviews, revalidates and revises cryptologic training curricula.

**Cryptologic Training System-Training Standard (CTS-TS).** Tasks and knowledge that personnel in a specialty may be expected to perform or to know on the job. These training tasks are developed through the CTAG process and are common to all NSA/CSS personnel and Service-members for a particular skill community. If a particular Service has training requirements that are not common to NSA/CSS personnel or the other Services, they are developed through the STRT/U&TW process (NSA/CSS Policy 4-25).

**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.

**Cyberspace Operations Badge.** For the 1NX AFS, the Cyberspace Operations Badge is only authorized for 1N4X1A personnel who have completed 3-skill level training. Additionally, qualified 1N4X1A personnel are authorized to continue wearing the Cyberspace Operations Badge as they progress through SMSgt/1N292 and CMSgt/1N000 grades/AFSCs. There is no grandfather clause for Cyberspace Operations Badge wear for other AFSCs at this time.

**Defense Language Institute Foreign Language Center (DLIFLC).** Managed by the U.S. Army as executive agent (EA) for foreign language training within the DoD, DLIFLC is the primary institution for foreign language training. DLIFLC is located at the Presidio of Monterey, California and has training facilities located in Washington, DC, and training detachments at various locations around the world.

**Defense Language Proficiency Test (DLPT).** DoD standardized testing system for measuring an individual's proficiency in a foreign language. It consists of a battery of tests that measures the general ability of a native or near-native speaker of English to comprehend a spoken and written foreign language and to speak the language (Ref: DoDI 5160.71).

**Department of the Air Force Enlisted Classification Directory (DAFECD).** The official directory for all enlisted classification descriptions, codes, and identifiers that 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 established developmental tracks.

**Deputy Career Field Manager (D/CFM).** An individual on Headquarters USAF (HAF) 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 Duty (DD).** Developmental Duties are positions that produce and develop the world's greatest Airmen through oversight and leadership. They ensure the well-being of Airmen and their families, while representing the enlisted corps and Air Force on a national stage involving supervision and mentorship of subordinates and peers.

**Diagnostic Language Assessment.** Academic tool designed to identify strengths and needs in a foreign language and provides members with individualized, relevant feedback. This feedback is based on a sampling of abilities across a variety of levels, topics, tasks, and specific linguistic features. When possible, existing formal diagnostic language assessment tools should be used. The DLIFLC Online Diagnostic Assessment (ODA) can be accessed via <https://www.dliflc.edu/elearning/>

**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.  
<https://usaf.dps.mil/teams/app10-etca/SitePages/home.aspx?isdlg=1&IsDlg=1>

**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.  
<https://myfss.us.af.mil/USAFCommunity/s/knowledge-detail?pid=kA0t000000wIH0CAI>

**Enlisted Development Team (EDT).** A force development steering group to accomplish deliberate development through targeted feedback. The EDT is chaired by the CFM and is usually composed of SNCOs to facilitate succession planning for the RI's key leadership positions.

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

**Foreign Language Proficiency Bonus (FLPB)/Foreign Language Proficiency Pay (FLPP).** HAF/A1D determines which languages are authorized FLPB within the USAF and the pay rate for each language. This monetary incentive is paid to eligible and qualified military (FLPB) and civilian (FLPP) Language Regional Expertise and Culture Community personnel who possess foreign language proficiency. The objective of FLPB/FLPP is to increase capabilities and proficiencies of foreign language skills vital to national defense. The ability of the USAF to interact in the international arena and respond effectively to any global contingency mandates the need for qualified personnel to communicate with our allies and the local populations as well as with our adversaries. An Airman's application, qualification for and receipt of FLPB constitute acknowledgment that he or she may be called upon to respond to global contingency requirements (Ref: DoDI 1340.27, DAFI 36-4005)

**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 six 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

**Global Language Training.** Training designed to improve fundamental language skills such as reading, listening comprehension, translation, transcription, grammar, vocabulary, and speaking.

**HAF Functional Authority (FA).** An individual assigned the functional authority to provide policy, oversight, and guidance across the ISR enterprise. For the 1A8/1N/9S1 family, this is the Deputy Chief of Staff for Intelligence (AF/A2).

**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.

**Individual Language Training Plan (ILTP).** Language training plan developed by supervisors, in coordination with SMEs and CLPMs that provides a path to increasing foreign language proficiency.

**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.

**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.

**Initials Skills Training (IST).** A formal school course(s) that result in an AFSC 3-skill level award for enlisted. For 1N4X2, it provides foundational and occupational competencies for basic duties at their first assignment.

**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.

**Interagency Language Roundtable (ILR) Scale.** Set of skill specific descriptions of eleven proficiency levels which characterize abilities to communicate in a language. The levels are: 0 through 5. For more information on ILR levels go to <http://www.govtilr.org>

**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.

**Language Training Activities.** In the context of this CFETP, language training activities are those that increase proficiency. All activities will be documented. Suggested activities include but are not limited to: DLIFLC resident and non-resident courses, National Cryptologic University (NCU) courses, language center materials, Partner Language Training Center-Europe, local college courses, and Internet sources. (Ref: TRADOC 350-9)

**Acquisition Language Training.** Basic language instruction program designed for personnel who have no measurable proficiency in the target language. Acquisition language training is any formal language training program designed to achieve a minimum ILR skill level L2/R2/S1+ upon completion. Short-term, accelerated courses, sometimes known as turbo courses, are not considered to be acquisition-level training unless determined by the CFM. Acquisition courses are DoD-funded to meet mission requirements.

**Conversion Training.** Formal acquisition-level training designed to achieve proficiency in a language or dialect that is similar to a language or dialect for which ILR skill level L2/R2 has already been achieved (e.g. Modern Standard Arabic to Levantine Arabic; Persian Farsi to Persian Dari, Russian to Ukrainian). Conversion training normally occurs when additional language skill is required to complement existing skills to meet mission requirements. Training is typically shorter in duration than that which would be required if a minimum ILR skill level L2/R2 in a similar language did not exist. Conversion training will not result in a change to an individual's AFSC.

**Re-language Training.** Formal acquisition-level language training that provides an additional language capability to an Airman in a language that is different from the language for which ILR skill level L2/R2 has already been achieved (e.g. Modern Standard Arabic to Chinese). Re-language training normally occurs when 1) additional language skill is required to complement existing skills to meet mission requirements (e.g. Arabic to French), 2) to support re-balance of language health across the force. The decision to re-language an individual rests with the CFM. Re-language training will result in a change to an individual's AFSC.

**Enhancement Training.** Generic term for training designed to increase foreign language proficiency.

**Language Enabled Airman Program (LEAP).** Develops a highly capable, motivated, agile inventory of Airmen and Guardians from across the General-Purpose Force (GPF) who provide the connective tissue that bridges language and cultural barriers with allies and partners to create a more interoperable, lethal force prepared for agile combat employment. LEAP is a volunteer program open to Active-Duty officer and enlisted Airmen in most career fields and Air National Guard members in select intelligence fields. LEAP deliberately develops language enabled, cross-cultural service members with working-level foreign language proficiency to better support the application of air and space power through strengthening partnerships, interoperability, and adversary understanding.

**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.

**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 Assessment Survey (OAS).** 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.

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

**Oral Proficiency Interview (OPI).** A test administered in person, by telephone, or other approved means to measure an individual's foreign language proficiency in the speaking modality across the entire ILR scale. (Ref: DoDI 5160.71)

**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.

**Significant Language Training Event (SLTE).** At least 150 hours of immersion training or 6 consecutive weeks of at least 5-hour-a-day classroom training, or other significant event as defined by the Secretaries of the Military Departments and the Heads of Defense Agencies and DoD Field Activities. (Ref: DoDI 5160.71)

**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.

**Space Operations Badge.** Award of the Space Operations Badge for enlisted personnel is limited to members within the 5S0X1 SFSC and the 1C6X1 AFSC. The badge WILL NOT be authorized independent of award of the 5S0X1 and 1C6X1 specialty codes. In accordance with Space Force Guidance Memorandum (SPFGM) 2023-36-01 Space Force occupational badges are optional, not mandatory wear. For the 1NX AFS, members previously awarded the Space Operations Badge are authorized to continue wearing.

**Specialty Training Requirements Team (STRT)/Utilization & Training Workshop (U&TW).** A forum co-chaired by the CFM 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.

**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.

**Training Planning Team (TPT).** Comprised of the same personnel as the 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 outcomes shown with a proficiency code in this CFETP are trained during wartime.

## Section A - CFETP General Information

**1. Purpose.** This CFETP provides the information necessary for CFMs, MFMs, commanders, UTMs, supervisors and trainers to plan, develop, manage, and conduct an effective and efficient career field training program. The plan outlines the training individuals in this Air Force specialty should receive to develop and progress throughout their career. This plan identifies initial skills, upgrade, qualification, advanced and proficiency training. Initial skills training is the Air Force specialty 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 3-, 5-, 7-, 9-skill level. Qualification training is actual hands-on task performance training designed to qualify a member 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. Advanced training is formal specialty training used for selected service members. Proficiency training is additional training, either in-residence or exportable advanced training courses, or OJT provided to personnel to increase their skills and knowledge beyond the minimum required for upgrade. The CFETP has several purposes—some are:

- 1.1.** Serves as a management tool to plan, manage, conduct, and evaluate a career field's 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 and 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 that impact full implementation of the desired career field training process

**2. Uses.** The plan is used by MFMs and supervisors at all levels to ensure comprehensive and cohesive training programs are available for everyone in the specialty.

**2.1.** AETC training personnel develop or revise formal resident, nonresident, field, and exportable training based upon requirements established by the users and documented in Part 2 of the CFETP. They also work with the CFM and Deputy CFMs to develop acquisition strategies for obtaining resources needed to provide the identified training.

**2.2.** MFMs ensure their training programs complement the CFETP mandatory initial, upgrade, and proficiency requirements. OJT Training, resident training, and contract training or exportable courses can satisfy identified requirements. Ensure MAJCOM-developed training to support this AFSC is identified for inclusion into the plan.

**2.3.** Each individual completes the mandatory training requirements specified in this plan. The list of courses in Part 2 is used as a reference to support training.

**3. Coordination and Approval.** The CFM is the approval authority. Also, the CFM will initiate an annual review of this document to ensure currency and accuracy. MAJCOM representatives and AETC training personnel will identify and coordinate on the career field training requirements.

## **Section B - Career Progression and Information**

**4. Specialty Descriptions.** This information supplements the DAFECD. AFS specific descriptions with duties and responsibilities can be found in the DAFECD which is at the following link: <https://myfss.us.af.mil/USAFCommunity/s/knowledge-detail?pid=kA0t000000wIDpCAI>

**4.1. Specialty Summary.** Performs and manages cryptologic intelligence analysis activities and functions in all domains. Analyzes and exploits intelligence information, develops targets, and provides situational awareness for operations personnel and key leadership. Conducts research and develops assessments of adversarial actions and intentions. Drafts and disseminates long-term and time-sensitive intelligence reports to consumers worldwide.

### **4.2. Duties and Responsibilities.**

**4.2.1.** Supports analytical aspects of various Air Force and Joint Intelligence, Surveillance, and Reconnaissance (ISR) operations by collating, analyzing, evaluating, and disseminating signals intelligence information. Analyzes, studies, researches, fuses, and correlates intelligence for strategic, operational, and tactical customers. Enables all-source intelligence, situation estimates, order- of-battle studies, and other intelligence reports and studies. Advises commanders on force protection and intelligence information for US and allied forces.

**4.2.2.** Analyzes, assesses, and prioritizes information obtained from intelligence collection efforts and synthesizes information to provide serialized intelligence reports to authorized recipients. Identifies, correlates, and fuses technical, geographical, and operational intelligence information. Authors time-sensitive intelligence reports in accordance with established guidelines to support decisions makers. Identifies and disseminates real-time threat warning information in support of DoD objectives.

**4.2.3.** Conducts in-depth analysis of communications characteristics and target tactics, techniques, and procedures. Creates and maintains technical and operational databases using diverse computer hardware and software applications. Performs detailed analysis on target network communications for additional exploitation. Develops and employs techniques to collect, identify, and exploit target networks and operating characteristics.

**4.2.4.** Provides detailed support to contingency and deliberate planning processes. Operates mission essential communications mediums to ensure threat warning capability. Utilizes all-source intelligence information to produce and present topical high-interest technical and operational intelligence briefings to all levels of command. Prepares target communication assessments, adversary order of battle studies, situation reports, and other intelligence reports

as required. Produces, analyzes, studies, researches, fuses, and correlates intelligence for strategic, operational, and tactical customers. Provides target geopolitical and operational intelligence to national agencies and military command authorities. Provides analysis of Information Operations activities and reach-back cryptologic support to Air and Space Operations Centers and supported commanders. Executes near real-time intelligence support to sensitive reconnaissance missions. Provides multi-intelligence analysis of adversary tactics in support of Intelligence Preparation of the Operational Environment supporting Air Force training and tactics development.

**4.2.5.** Instructs military personnel on cryptologic collection, analysis, reporting requirements and procedures. Collates intelligence and operations materials to impart proper tradecraft supporting air, space, and cyberspace signals intelligence analysis. Drives development of tradecraft to broadly enable DoD missions. Integrates information assurance, cyber, cryptologic authorities, and data to evolve development of tradecraft and generate measurable mission outcomes.

**4.2.6.** Processes, exploits, and disseminates intelligence products and conducts analysis concerning threat countries or targets of interest via written and/or verbal means. These products provide specificity and knowledge to commanders and national leaders to impact tactical through strategic level decision making processes.

**5. Skills and Career Progression.** Adequate training and timely progression from the apprentice to the superintendent level play an important role in the Air Force’s ability to accomplish its mission. It is essential that everyone involved in training do his or her part to plan, manage, and conduct an effective training program. The guidance provided in this part of the CFETP ensures each individual receives viable training at appropriate points in their career.

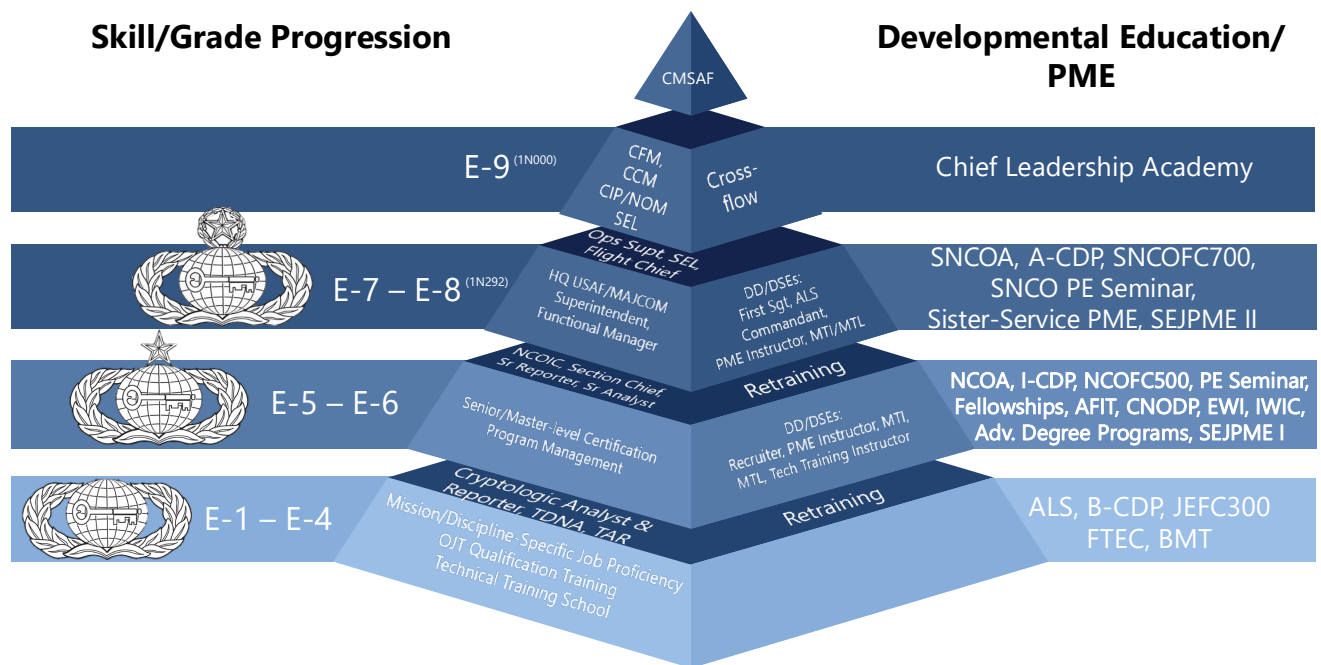


Figure 1. 1N4X2 Career Development Pyramid

**6. Training Decisions.** The CFETP uses a building block approach (simple to complex) to encompass the entire spectrum of training requirements for the Cryptologic Analyst and Reporter career field. The spectrum includes a strategy for when, where, and how to meet the training requirements. The strategy should be apparent and affordable to reduce the 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 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 and has a prerequisite of the highest level of CDP available prior to attending. Airmen should contact their unit training manager to enroll in the B-CDP and I-CDP through MyLearning. MFMs will notify and schedule members for A-CDP based on priority—SMSgts, SMSgt selects, MSgt based on TIG. Contact [17TRSS.ISRCareer.DevelopmentProgram@us.af.mil](mailto:17TRSS.ISRCareer.DevelopmentProgram@us.af.mil) for additional information.

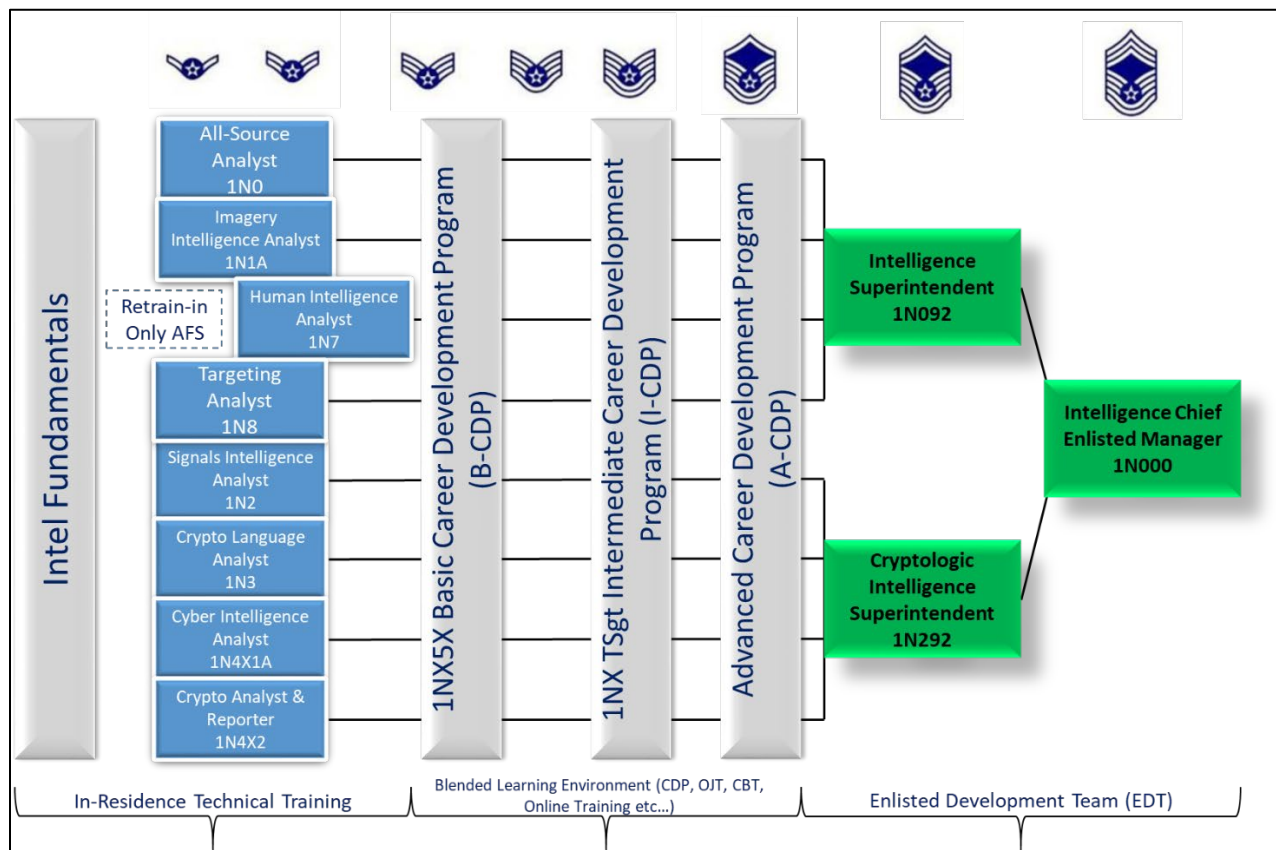


Figure 2. Career Development Program (CDP) Timeline

**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 <https://www.airuniversity.af.edu/CCAF/>

**7.1. CCAF Degree Requirements.** All enlisted service members are automatically entered into the CCAF program upon completion of Basic Military Training. Retraitees must coordinate with their supervisor and Base Education Office for subsequent CCAF enrollment or transfer to the degree program their AFSC is eligible for. Prior to completing an associate degree, the 5-level must be awarded and the following requirements must be met: (Note: Refer to the CCAF general catalog for a listing of all degree requirements as they are subject to change and some AFSCs may fall under additional degree programs.)

<b>Degree Requirements</b>	<b>Semester Hours</b>
Technical Education	24
Leadership, Management, and Military Studies	6
General Education	15
Written Communication (English Composition)	3
Oral Communication (Speech)	3
Mathematics	3
Social Science	3
Humanities	3
Program Elective	15
<b>Total</b>	<b>60</b>

**7.1.1. Technical Education (24 Semester Hours):** A minimum of nine (9) semester hours of technical Core subjects and courses must be applied, and the remaining semester hours applied from technical core or technical elective subjects and 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):** Professional military education and/or civilian management courses.

**7.1.3. General Education (15 Semester Hours):** Applicable courses must meet the criteria for application of courses to the general education requirements and agree with the definitions of applicable general education subject and/or courses as provided in the CCAF general catalog.

**7.1.4. Program Elective (15 Semester Hours):** Satisfied with applicable technical education; leadership, management, and military studies; or general education subjects and courses, including natural science courses meeting general education requirements application criteria. Nine (9) semester hours of CCAF degree applicable technical credit otherwise not applicable to this program may be applied. See the CCAF general catalog for details regarding the associates of applied sciences degree for this specialty.

**7.2. CCAF Professional Credentials.** There are two primary types of credentialing: Licensure and Certification. To learn more visit:

<https://www.airuniversity.af.edu/Barnes/CCAF/Display/Article/803252/credentialing-programs-flight/>.

**7.2.1. Licensure** is a credential normally issued by federal, state or local governmental agencies. A license is issued to individuals to practice in a specific occupation. Licenses are typically mandatory for employment in selected fields and federal or state laws or regulations define the standards that individuals must meet to become licensed.

**7.2.2. Certification** is a credential normally issued by non-governmental agencies, associations, schools or industry-supported companies. A certification is issued to individuals who meet specific education, experience and qualification requirements. These requirements are generally established by professional associations, industry or product-related organizations. Certification is typically an optional credential; although some state licensure boards and some employers may require a specific certification(s).

**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/welcome>

**8. Certification Programs.** The Under Secretary of Defense for Intelligence and Security (USD(I&S)) has established the goal of professionalizing the Defense Intelligence and Security workforce. There are several USD(I&S)-conferred and -recognized certification programs currently offered and several more in development. Each program is owned by the Functional Manager for the

specified content and managed by a distinct Program Management Office. Every certification program has unique eligibility requirements, pre-requisites, test delivery platforms and contact information. Certification is not required for the awarding of or maintenance of an Intelligence Air Force Specialty Code. However, Airmen assigned to a Combat Support Agency (CSA) are encouraged to gain and maintain that 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 Defense 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 Certified Department of Defense All-Source Analysis (CDASA) professional certification program is part of an ongoing Under Secretary of Defense for Intelligence and Security (USD(I&S)) initiative to professionalize the DoD intelligence workforce. The CDASA professional certification program is an important element to meet Defense Intelligence Enterprise demands for an integrated, agile, knowledgeable, and professional intelligence workforce that can thrive in a dynamic environment. The CDASA-I certification is accredited by the National Commission for Certifying Agencies (NCCA). NCCA accreditation is the national "gold standard" for programs that certify professionals. The program assesses eligible candidates' knowledge and performance of all-source analysis skills and emphasizes continued analytic competence through lifelong learning and practice. The program plans to have two progressive credentials, each building on the competency and knowledge of the one before. The Certified DoD All-Source Analyst Level I (CDASA-I) credential is currently available to all DoD Civilian, Coast Guard and Military personnel who perform all-source analysis functions and meet eligibility requirements. The CDASA-II credential is currently going through beta testing. CDASA-II will test the application of analytic tradecraft standards, techniques, and design across several scenarios. For more information visit <https://dodcertpmo.defense.gov/CDASA/>.

**8.3. GEOINT Professional Certification (GPC).** The GPC is a part of a broader initiative Under Secretary of Defense for Intelligence (USD(I&S)) to further professionalize the Department of Defense Intelligence Enterprise (DIE) Workforce. The GPC will ensure credentialed GEOINT practitioners have demonstrated proficiency in a common set of competencies. This certification program facilitates the advancement of professional development and training standards, promotes better synchronization and alignment of individual capabilities with the DIE through portable credentials, and further professionalizes the workforce. GPC applies to all DoD civilian, military, and contractor practitioners serving in GEOINT-related analytic tradecraft roles throughout the National System of Geospatial-Intelligence (NSG). For more information visit: [https://www.nga.mil/resources/GEOINT\\_Professional\\_Certification.html](https://www.nga.mil/resources/GEOINT_Professional_Certification.html)

**8.4. Intelligence Community Advanced Analyst Program (ICAAP).** The ICAAP was established in 2007 by the Intelligence Community Analytic Training and Education Council (ICATEC), and is designed to deepen the tradecraft skills of the Intelligence Community's analytic corps and advance the profession of intelligence analysis. ICAAP builds upon the basic tradecraft skills offered at the various IC and DoD agencies and exposes participants to the best analytic work and the processes for accomplishing it. The ICAAP's mission is to advance the intelligence analysis profession through cross-disciplinary and joint training. For more information visit: [https://intellipedia.intelink.gov/wiki/Intelligence\\_Community\\_Advanced\\_Analyst\\_Program](https://intellipedia.intelink.gov/wiki/Intelligence_Community_Advanced_Analyst_Program)

## **9. Experiential Development Opportunities**

**9.1. Intelligence Weapons Instructor Course (IWIC).** This rigorous 108-academic day course, formerly known as the Advanced Intelligence Instructor Course (AIIC), develops expert intelligence, surveillance, and reconnaissance (ISR) instructors capable of integrating intelligence into mission planning across all domains. The change to IWIC was implemented starting with class 25B. This course is designed for both officer and enlisted personnel who seek to become weapons officers. Students receive advanced academics and analytical frameworks for joint, multi-domain operations spanning all Air Force core missions. Graduates will be equipped to train units across the Department of the Air Force (DAF) in tactical leadership and instructional methodology for current and future missions. The curriculum utilizes a building block approach, emphasizing instruction, battlespace characterization, ISR capabilities, targeting, integration, and the application of these skills to Air Force core missions. Students will also complete a research project impacting the intelligence community. Enlisted personnel must be an E-4 (with 5 years' Time in Service by class graduation date), E-5 Select, or E-5 through E-6, hold a core AFSC of 1N0X1, 1N4X2, or 1N4X2 (USAF) or 5IXXX (USSF), have a minimum of 2 years of intelligence career field experience, a 7-level skill rating, and instructor experience. Enlisted applicants also require a selection board waiver IAW DAFMAN 11-415, with ACC Intelligence MFM concurrence. All selectees are required to possess a Top Secret/Sensitive Compartmented Information (TS/SCI) clearance or be submitted for TS/SCI prior to course attendance. Selection for this course is competitive and follows the process outlined in DAFMAN 11-415, Ch 5.

**9.2. Military Service Integration Program (MSIP):** MSIP is the Department of Defense's premier GEOINT program, designed to cultivate highly qualified military GEOINT managers and technical experts. These individuals will conduct National System for Geospatial Intelligence (NSG) missions supporting national decision-makers, warfighters, and national security objectives. The MSIP develops a cadre of highly qualified GEOINT military professionals through individualized development plans tailored to meet the needs of the services and the NGA and NSG missions. Fellows complete 36 months of mission-essential training and individually tailored NGA operational assignments. This program expands knowledge and skills in analysis, collection management, GEOINT, reporting and dissemination, research, and support to military and intelligence community operational disciplines. Graduates gain an in-depth understanding of GEOINT relationships within the intelligence community and the ability to train others in the tradecrafts they have learned. The MSIP encompasses four distinct programs: the Junior Officer GEOINT Program, the Warrant Officer GEOINT Program, Applied Science Advancement Course (ASAP), and the GEOINT Career Advancement Program (GCAP).

**9.2.1. Applied Science Advancement Course (ASAP):** ASAP is a technically demanding three-year internship program offered by NGA through the MSIP. ASAP develops highly qualified data

professionals and future intelligence leaders, participants are required to complete 750 hours of academic courses through the NGA College and become Adjunct Instructor Certified. Participants execute four experiential rotations in key components within the Agency to expand their knowledge and skills in analysis, collection management, targeting, geospatial intelligence, reporting and dissemination, research, and support to military and intelligence community operational disciplines. Experiential rotations are individually tailored based on the experience, skill level, and career development objectives of the participant to meet the needs of the Air Force. Eligibility: Must be an E-4 to E-5 with a record of outstanding performance (E-6 applicants will be vetted on a case-by-case basis). An active duty 9S100 AFSC with no less than 4 years and no more than 12 years of total active military service. For more information visit: [https://www.nga.mil/careers/1644508315748\\_Military\\_Career\\_Opportunities.html](https://www.nga.mil/careers/1644508315748_Military_Career_Opportunities.html)

**9.2.2. GEOINT Career Advancement Program (GCAP):** The Nation's premier Geospatial Intelligence (GEOINT) Internship program for developing and training professionals. GCAP is a highly selective and rigorous 36-month PCS that falls under the Agency's Military Service Intern Program (MSIP) at NGA's flagship location, the NGA Campus East (NCE) in Springfield, Virginia. The main objectives of the program are to develop highly qualified GEOINT and Targeting technical experts, while investing in future intelligence mission leaders. Eligibility: Must be an E-4 to E-5 with a record of outstanding performance (E-6 applicants will be vetted on a case-by-case basis). An active duty 1N1 or 1N8 AFSC with no less than 4 years and no more than 12 years of total active military service. For more information visit: [https://www.nga.mil/careers/1644508315748\\_Military\\_Career\\_Opportunities.html](https://www.nga.mil/careers/1644508315748_Military_Career_Opportunities.html)

**9.3. 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.

**9.4. NSA Development Programs:** The National Security Agency's development programs are highly selective and provide members with formal professional development opportunities established at the National Security Agency. These programs have been designed to prepare highly qualified, active duty, career military enlisted personnel to fill highly technical positions. Program participants are required to complete rigorous academic requirements through the nationally accredited National Cryptologic University (NCU), as well as complete experiential learning requirements through individually tailored rotational assignments within NSA. The Air Force Cryptologic Office (AFCO), in concert with the NSA/CSS Center for Professional Development, and the AFPC ISR Enlisted Assignments Team manages the NSA Development programs for all enlisted ISR Airmen.

**9.4.1. Military Cryptologic Continuing Education Program (MCCEP).** A career long development program managed by NSA/CSS to provide cryptologic development to 1N2XX, 1N3XX, and 1N4XX. Progression is based on skill proficiency, training history, and mission experience. Enrollment can be done through NSANet and VuPORT.

**9.4.2. Military Language Analyst Program (MLAP).** 3-year program for 1N3X1X and 1A8X1X Airmen designed to cultivate career language analysts by enhancing their language and technical skills through advanced formal training and tailored operational assignments at the National Security Agency/Central Security Service (NSA/CSS) at Fort Meade, MD. For further information on applying to MLAP, contact your supervisor, Senior Enlisted Leader, or functional manager for details. Call for packages takes place every fall with RNLTD of the following summer.

**9.4.3. Military Signals Analysis Program (MSAP).** 3-year Cryptanalysis and Signals Analysis fellowship for 1N2X1Cs at NSA is a developmental opportunity designed to prepare personnel to fill COMINT positions through advanced formal training and individually tailored operational assignments. The program combines both formal academic curricula provided by the National Cryptologic School (NCS) and on-the-job training which will enhance the individual's capability to perform advanced COMINT signals analysis and specialized signals development duties worldwide. A 3-year active duty service commitment will be required upon completion of the program. For further information on applying to MSAP contact your supervisor, superintendent, or functional manager for details. Call for packages takes place every fall with RNLTD of the following summer.

**9.4.4. Military ELINT Signals Analysis Program (MESAP).** 3-year Advanced ELINT Signals Analysis Training for 1N2X1As at NSA is designed to prepare personnel to fill technical ELINT positions through advanced formal training and individually tailored operational assignments. The program combines both formal academic curricula provided by the NCS and on-the-job training which will enhance the individual's capability to perform ELINT signals analysis and ELINT specialist duties worldwide. A 3-year active duty service commitment will be required upon completion of the program. For further information on applying to MESAP contact your supervisor, superintendent, or functional manager for details. Call for packages takes place every fall with RNLTD of the following summer.

**9.4.5. Military Operational ELINT Signals Analysis Program (MOSAP).** 3-year internship for 1N2X1As at NSA is designed to prepare personnel to fill operational ELINT positions through advanced formal training and individually tailored operational assignments. The program combines both formal academic curricula provided by the NCS and on-the-job training which will enhance the individual's capability to perform ELINT signals analysis and ELINT specialist duties worldwide. A 3-year active duty service commitment will be required upon completion of the program. For further information on applying to MOSAP contact your supervisor, superintendent, or functional manager for details. Call for packages takes place every fall with RNLTD of the following summer.

**9.4.6. Middle Enlisted Cryptologic Career Advancement Program (MECCAP).** 3-year fellowship for 1N2XX, 1N3XX, and 1N4XX at NSA/CSS, Fort Meade, Maryland. Develops the technical and leadership skills of selected NCOs through advanced formal training and a series of individually tailored operational assignments. The program provides career broadening which develops highly skilled cryptologic managers. A 3-year active duty service commitment will be required upon completion of the program. For further information on

applying to MECCAP contact your supervisor, superintendent, or functional manager for details. Call for packages takes place every fall with RNLTD of the following summer.

**9.4.7. Military Intern SIGINT Analysis Program (MINSAP).** 3-year fellowship for 1N4X2s at NSA/CSS, Fort Meade, Maryland. The program provides advanced technical skills training through advanced formal training and a series of individually tailored operational assignments. The goal of the program is to develop a specialized cadre of active-duty military personnel capable of filling multi-skilled advanced technical positions, provide in-depth exposure to Target Analysis and Reporting, SIGINT Development, SIGINT Geo-Spatial Analysis (SGA), Information Management, Cyber Mission Support, Research and Development Support, and Data Analytics, and facilitate hands-on experiences through individually tailored operational work center tours at NSA/CSS. For further information on applying to MINSAP, contact your supervisor, Senior Enlisted Leader, or functional manager for details. Call for packages takes place every fall with RNLTD of the following summer.

## **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>.

**10.1.2. Bachelor of Science in Intelligence (BSI):** The BSI degree is offered through the National Intelligence University as a fourth year degree completion program that affords those students who have earned three years of undergraduate credits a means of completing their degree requirements. The 11 month intelligence curriculum consists of eleven core courses and six electives to include a summer term capstone project focusing on a current intelligence issue.

**10.1.3. Master of Science in Strategic Intelligence (MSSI).** The MSSI program confers a graduate degree by completing 600-and 700-level courses, plus a master's thesis on an intelligence-related topic. This program is offered on a full-time or part-time basis. All prospective National Intelligence University students must be U.S. citizens who are members of the U.S. Armed Forces or federal government employees. All applicants must possess an active TS//SCI security clearance.

**10.1.4. Master of Science and Technology Intelligence (MSTI).** The MSTI program confers a graduate degree by completing 600-and 700-level courses, plus a master's thesis on a science and technology intelligence topic within the selected S&T concentration that contributes to the overall knowledge base of the Intelligence Community. All prospective National Intelligence University students must be U.S. citizens who are members of the U.S. Armed Forces or federal government employees. All applicants must possess an active TS//SCI security clearance.

**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/>.

**11. Enlisted Development Teams (DT).** DTs are the deliberate force development steering group for the Intelligence (1N/9S1) portfolio. The DT charter outlines training, education, and experience requirements and provides recommendations to best align 1N/9S1 Chief Master Sergeants (CMSgt) and Senior Master Sergeants (SMSgt) with critical 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 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>.

## ***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 STS at Part 2, Section A and B of this CFETP.

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

**14. Competencies.** The Air Force defines competencies as a combination of knowledge, skills, abilities, and other characteristics that manifest in observable and measurable patterns of behaviors required for mission success. The Air Force Cryptologic Analyst and Reporter community has rebuilt the entire training platform by using competencies to identify the behaviors that are needed to be successful on the job. This has been accomplished by identifying and integrating the 1N4X2, Cryptologic Analyst and Reporter occupational competencies and the Air Force's foundational competencies in a manner that provides all Airmen with transparent and unbiased pathways towards their own successful development.

**14.1. Airmen's Foundational Competencies.** The foundational competencies are a set of accepted and valued competencies, which enable success across a wide array of DAF missions, roles, functions, and duties. These competencies are the core of Airmen development and enable Airmen with tools, pathways, and capabilities to improve their performance in any job, specialty, or situation. The foundational competencies are grouped into different categories of Developing Self, Developing Others, Developing Ideas, and Developing Organization. Airmen can go to MyVector (accessible via MyFSS) to complete a self-assessment, which will have them evaluate themselves on the 23 Airmen's foundational competencies or a 360-degree assessment, where subordinates, peers, and leaders can also provide feedback. The assessment tools will provide Airmen with immediate feedback on personal strengths and areas for improvement. Additionally, a personal improvement plan with targeted resources (videos, reading content, developmental opportunities) are provided for continued self-development. Airman's Foundational Competencies can be found in AFH 36-2647.

**14.2. Occupational Competencies.** Occupational competencies are a set of competencies required of all Airmen within a specific workforce category. These competencies provide a framework that describes the knowledge, skills, abilities, and other characteristics needed to perform that function's mission successfully.

**14.2.1. Occupational Competency Model.** A career field's competencies can be viewed in a competency model, which is an organized collection of competencies pertinent to the career field. The occupational competency model provides a framework to effectively assess, maintain, and monitor the competencies required for mission success for Airmen within the Cryptologic Analyst and Reporter community. The occupational competency modeling process follows a distinct process with continued involvement from the career field and allows Airmen to see how their task lists, OJT, formal courses, and other training, education, and experiences are aligned to the career field's strategic objectives.

**14.2.2.** Career fields work with trained competency experts to identify and develop their competency model, which consists of the competencies, sub-competencies, and definitions. Occupational competency models will be different for each career field. The model focuses on integrating not just the technical components, but also leadership, management, combat, joint, all-domain, and social mastery competencies required for Airmen to succeed in their career field.

<b>Competency</b>	<b>Sub-Competency</b>	<b>Sub-Competency Description</b>
<b>Airmen Development</b>	<b>Leadership</b>	Setting the vision and goals that motivate and inspire others to advance the mission while managing risk and demonstrating emotional intelligence and objectivity to genuinely invest in people, foster teams, and nurture the organizational climate.
	<b>Training</b>	Teaching or developing, oneself and others, the Knowledge, Skills, Abilities, and Other characteristics (KSAOs) to enhance performance and potential.
<b>Engagement</b>	<b>Collaboration</b>	The deliberate exchange of information, ideas, expertise, and best practices to build relationships, bridge gaps, and improve effectiveness in order to execute mission objectives across all levels of organization.
	<b>Communication</b>	Effectively presenting, promoting, and prioritizing ideas verbally and non-verbally through active listening, clear messaging, and tailoring information to the appropriate audience.
<b>Management</b>	<b>Resource Management</b>	Processes and techniques used to ensure resources are available and appropriately utilized to achieve desired outcomes.
	<b>Program Management</b>	The process of organizing and resourcing programs, functions, or projects for organizational performance and compliance.
<b>Data Literacy</b>	<b>Data Literacy</b>	The ability to gather, read, evaluate, manage, and use structured and unstructured data in the production of intelligence.
<b>Collection</b>	<b>Collection Management</b>	The process of converting intelligence requirements into collection requirements, tasking or coordinating with appropriate collection sources or agencies, monitoring
<b>Analysis &amp; Reporting</b>	<b>Analysis</b>	The deliberate evaluation, exploitation, and processing of data, information, and intelligence products in order to satisfy theater and national intelligence requirements.
	<b>Production &amp; Dissemination</b>	The creation and dissemination of intelligence products.
	<b>Target Development</b>	The analysis, validation, exploitation, and development of targets including individual and networks, and systems to gain foreign intelligence.
	<b>Indications &amp; Warning</b>	The monitoring, detection, and reporting of time-sensitive intelligence information on foreign developments that forewarn of hostile actions or intention against United States entities, partners, or interests.

Figure 3. 1N4X2, Cryptologic Analyst and Reporter, Occupational Competency Model

**14.2.3. Occupational Competency Rubric.** After a model is developed, a team of subject matter experts begin building competency rubrics, which consists of a competency, a description of the competency, proficiency levels, and measurable and observable behaviors. The competency rubrics will help Airmen learn which behaviors are aligned to the career field’s strategic direction, the professional developmental expectations, and the criteria for success. Figure 3 provides an example of a competency rubric for the 1N4X2 career field.

Competency	Proficiency Levels	Observable Behaviors
Collection	<b>Expert</b> Criteria: Scope: Integration with AF-level & Equivalent	- Manages collection effort for MAJCOMs, CCMDs, or Intelligence Agencies to satisfy intelligence requirements - Develops policy and guidance for collection operations
<b>Sub-Competency</b>	<b>Advanced</b> Criteria: Scope: Integration with organizational strategies	- Implements policy and guidance for collection operations - Integrates collection planning into the joint planning process to support decision-making - Directs and manages assessments on collection requirements through collaboration with customers and partners
Collection Management		
<b>Description</b>	<b>Intermediate</b> Criteria: Scope: Integration with concerned areas	- Aligns existing collection requirements to satisfy evolving mission needs - Validates collection requirements to appropriately task collection assets and/or improve dataflow - Develops collection plan(s) that consider the operational environment, deconfliction of collection capabilities, and feasibility to satisfy intelligence gaps - Measures effectiveness of collection requirements to satisfy intelligence requirements
The process of converting intelligence requirements into collection requirements, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and re-tasking as required.		
<b>Supporting Competencies</b>	<b>Basic</b> Criteria: Scope: Specific Area	- Utilizes appropriate processes to submit collection requirements and satisfy intelligence needs - Tracks collection requirements to assess coverage of AOR - Utilizes appropriate feedback processes to ensure collection requirements are satisfied
Analytical Thinking Information Seeking Communication Strategic Thinking		

Figure 4. 1N4X2, Cryptologic Analyst and Reporter, Occupational Competency Rubric for Collection Management

14.2.4. To better understand how to read and utilize the competency rubric, a breakdown of each component is explained below in figure 4a-c.

<b>Competency</b>	←	The competency section states the competency group.
Collection		
<b>Sub-Competency</b>	←	The sub-competency section states the narrower category that forms part of the competency group.  <b>Note:</b> Some models may only consist of a competency and not include a sub-competency.
Collection Management		
<b>Description</b>	←	The description section provides a statement that gives details about the sub-competency, enabling career field members to better understand how sub-competency relates to the AFS.
The process of converting intelligence requirements into collection requirements, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and re-tasking as required.		
<b>Supporting Competencies</b>	←	The supporting competencies section are supported-level competencies that are linked to the success of the sub-competency. These competencies lend themselves more toward areas like values, traits, and attitudes. These competencies were included as part of a larger survey that went out to the entire AFS; respondents were asked to rate the top supporting competencies they believe will attribute to higher successful performance within the sub-competency.
Analytical Thinking Information Seeking Communication Strategic Thinking		

Figure 4a. Competency Rubric Section 1.

<b>Proficiency Levels</b>	←	The proficiency levels are broken into four parts: basic, intermediate, advanced, and expert.  Under each proficiency level are predetermined criteria selected by a group of SMEs from your career field and validated by the career field. The criteria were used as the basis to develop observable behaviors. These criteria provide concrete parameters for the behaviors, which are consistent but progressive in nature as a member moves up the scale from basic to expert.  Some of the criteria (e.g. depth of knowledge, consistency of application/complexity, and thinking challenge) allow an individual to become an expert through the experience gained in a particular job and over a period of time. For example, the
<i>Expert</i> <b>Consistency of Application:</b> Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency		
<i>Advanced</i> <b>Consistency of Application:</b> Sustained application of competency over time in complex situations		

<p><b>Intermediate</b>  <b>Consistency of Application:</b>  Sustained application of competency over time in a variety of situations</p>		<p>person can quickly move up different proficiency levels while they are serving as a technician at a flight; they move quickly because they are exposed to a variety of situations.</p>
<p><b>Basic</b>  <b>Consistency of Application:</b>  Sustained application of competency over time</p>		<p>While other criteria (e.g. scope, impact, and reach of influence) require more of a hierarchical approach to gain the experience needed to progress through the competency levels. Moving through the proficiency levels may be difficult to do in certain jobs. For example, if scope at the expert level requires job integration with the AF-level, then the individual may have to be in a position where they can gain that experience (i.e. at HHQ, Wing, or an organization with far reaching capabilities).</p>

Figure 4b. Competency Rubric Section 2.

Observable Behaviors		
<ul style="list-style-type: none"> <li>- Manages collection effort for MAJCOMs, CCMDs, or Intelligence Agencies to satisfy intelligence requirements</li> <li>- Develops policy and guidance for collection operations</li> </ul>	←	<p>The observable behaviors are statements of what can be observed from an individual manifesting the competency at the respective competency level.</p>
<ul style="list-style-type: none"> <li>- Implements policy and guidance for collection operations</li> <li>- Integrates collection planning into the joint planning process to support decision-making</li> <li>- Directs and manages assessments on collection requirements through collaboration with customers and partners</li> </ul>		<p>They provide objective evidence that the individual possesses the competency level, and shows what effective performance looks like.</p>
<ul style="list-style-type: none"> <li>- Aligns existing collection requirements to satisfy evolving mission needs</li> <li>- Validates collection requirements to appropriately task collection assets and/or improve dataflow</li> <li>- Develops collection plan(s) that consider the operational environment, deconfliction of collection capabilities, and feasibility to satisfy intelligence gaps</li> <li>- Measures effectiveness of collection requirements to satisfy intelligence requirements</li> </ul>		<p>The behaviors are written to be specific enough so they can be observable and lend themselves towards measurement.</p>
<ul style="list-style-type: none"> <li>- Utilizes appropriate processes to submit collection requirements and satisfy intelligence needs</li> <li>- Tracks collection requirements to assess coverage of AOR</li> <li>- Utilizes appropriate feedback processes to ensure collection requirements are satisfied</li> </ul>		

Figure 4c. Competency Section 3.

**14.3.** Another key component within the rubric is the supporting competencies section at the bottom left-hand corner. These are the top four supporting competencies that can help members excel and be successful in that particular sub-competency. Some of these supporting competencies are tied directly to the Airmen’s Foundational Competencies, while others may be unique to the career field. Having

these supporting competencies identified and linked to a career field's competency model can cultivate those underlying characteristics needed to succeed on the job. Leaders, supervisors, trainers, instructors, or mentors can now set members up for greater success by building these supporting competencies and placing their Airmen in situations where they can apply those strategies. All of these elements come together to ensure we can develop Airmen who are better prepared, present and future mission focused, and ready to succeed in any situation. Additionally, AFH 36-2643, *Air Force Coaching and Mentoring Program*, has information on how competencies can be used when an established mentoring strategy is put into effect to foster and develop Airmen.

**14.4. Competency Development.** The intent of moving towards a competency-based system is to sharpen our Airmen's tactical expertise, operational competence, strategic vision, and joint proficiency to lead and execute the full spectrum of USAF missions. This occurs not in a classroom but on the job by combining education, training, and experiences to provide Airmen with a better developmental pathway as they move along their careers. Airmen are still required to complete specific training courses, core tasks, and other training requirements in order to attain a 3-, 5-, and 7-skill levels. Competency development allows Airmen to move beyond the minimum career field requirements and begin addressing developmental gaps and strengthening their capabilities. The information included within the competency model will allow members within the Cryptologic Analyst and Reporter community to manage their professional growth and development by identifying their strengths and weaknesses against clear and objective behaviors within the competency model.

**14.4.1.** Below are the competency rubrics for the 1N4X2, Cryptologic Analyst and Reporter, career field.

Competency	Proficiency Levels	Observable Behaviors
Airmen Development	<p><i>Expert</i></p> <p>Criteria: Reach of Influence: MAJCOM/AF-Level/Industry</p>	<ul style="list-style-type: none"> <li>- Develops strategic vision to posture priorities, shape policy, and integrate with stakeholders</li> <li>- Provides data-driven, coordinated, and clearly articulated communication to inform DAF, joint force, ISR community, and/or congressional decision-makers</li> <li>- Influences across organizational boundaries to achieve strategic objectives</li> <li>- Conducts enlisted Development Teams to provide ISR enterprise succession planning and enable talent management</li> <li>- Influences across organizational boundaries to achieve strategic objectives</li> </ul>
Sub-Competency	<p><i>Advanced</i></p> <p>Criteria: Reach of Influence: Wing/Institutional</p>	<ul style="list-style-type: none"> <li>- Leads, mentors, and prepares supervisors to effectively lead teams to achieve mission objectives</li> <li>- Manages, and utilizes personnel based on Knowledge, Skills, Abilities, and Other Characteristics (KSAOs) for mission execution and readiness while ensuring subordinates' professional development</li> <li>- Recommends role placement of assigned personnel to ensure mission accomplishment and guide subordinates' professional development</li> </ul>
Leadership		
Description	<p><i>Intermediate</i></p> <p>Criteria: Reach of Influence: Unit/Groups</p>	<ul style="list-style-type: none"> <li>- Communicates and implements higher-level intent and vision to provide purpose and motivation while promoting a healthy climate by facilitating followership</li> <li>- Makes clear, timely, and effective decisions to mitigate risk and execute the mission</li> <li>- Leads personnel or teams within a unit by providing the appropriate feedback and development opportunities for subordinates</li> <li>- Demonstrates transparency, emotional intelligence, and objectivity to build trust</li> </ul>
Setting the vision and goals that motivate and inspire others to advance the mission while managing risk and demonstrating emotional intelligence and objectivity to genuinely invest in people, foster teams, and nurture the organizational climate		
Supporting Competencies	<p><i>Basic</i></p> <p>Criteria: Reach of Influence: Individuals</p>	<ul style="list-style-type: none"> <li>- Maintains individual accountability and encourages peer accountability to successfully execute all duties, instructions, and responsibilities</li> <li>- Makes decisions at the lowest level and identifies and elevates issues through appropriate chain of command</li> <li>- Demonstrates followership by supporting leaders in executing mission, vision, and priorities to contribute to a professional climate and culture</li> <li>- Uses talent management tools for individual career progression</li> </ul>
Communication Accountability Leadership Decision Making		

Figure 5. 1N4X2 Leadership Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Airmen Development	<i>Expert</i> Criteria: Reach of Influence: MAJCOM/AF-Level/Industry	- Represents MAJCOM/Air Force equities on joint and service training working groups and panels to maintain relevance of formal training schools - Establishes Air Force/Inter-Agency training requirements to meet force development requirements - Recommends or authors policy and guidance for training
<b>Sub-Competency</b>	<i>Advanced</i> Criteria: Reach of Influence: Wing/Institutional	- Manages training program by leveraging traditional and/or non-traditional (e.g., vendor, sister-service, inter-agency) training - Develops training strategy and requirements to achieve training and mission objectives - Advocates for resources to train and develop personnel
Training		
<b>Description</b>	<i>Intermediate</i> Criteria: Reach of Influence: Unit/Groups	- Trains members to standards to enable successful mission execution - Adjusts use of instructional techniques to enhance training delivery - Updates training records to document training status
Teaching or developing, oneself and others, the Knowledge, Skills, Abilities, and Other characteristics (KSAOs) to enhance performance and potential		
<b>Supporting Competencies</b>	<i>Basic</i> Criteria: Reach of Influence: Individuals	- Applies and utilizes training resources to increase development of Knowledge, Skills, and Abilities - Reviews and updates personal training records to document training progress/completion - Provides feedback of training material to improve future training iterations
Communication Develops People Analytical Thinking Initiative		

Figure 6. IN4X2 Training Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Engagement	<i>Expert</i> Criteria: Scope: Integration with AF-level/within industry	- Synchronizes multi-organizational analytical efforts to provide decision advantage - Formalizes new relationships and processes to facilitate mission execution in response to dynamic requirements
<b>Sub-Competency</b>	<i>Advanced</i> Criteria: Scope: Integration with organizational strategies	- Evaluates gaps and creates alternative methods to improve collaborative processes - Leverages subject matter expertise with partners to identify and solve complex, cross-organizational challenges - Establishes new partnerships and analytic exchanges to identify opportunities for process improvement and/or mission advancement
Collaboration		
<b>Description</b>	<i>Intermediate</i> Criteria: Scope: Integration with concerned areas	- Leverages diverse functional relationships to align intelligence capabilities with changing mission requirements - Forges new relationships to foster collaboration and synchronize efforts
The deliberate exchange of information, ideas, expertise, and best practices to build relationships, bridge gaps, and improve effectiveness in order to execute mission objectives across all levels of organization.		
<b>Supporting Competencies</b>	<i>Basic</i> Criteria: Scope: Functional Area	- Complies with analytic outreach guidance to refine assessments, identify alternative perspectives, and validate member's assessments - Utilizes existing inter and intra-organizational relationships to align intelligence capabilities with routine mission requirements
Communication Relationship Building Organizational Awareness Teamwork		

Figure 7. IN4X2 Collaboration Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Engagement	<i>Expert</i> Criteria: Consistency of Application: Able to innovate and formulate	- Coaches, mentors, and guides others on effective communication technique - Creates written policies governing major functional processes and procedures - Provides explanations on issues of significant depth or breadth of content to advise planning and decision making
Sub-Competency	<i>Advanced</i> Criteria: Consistency of Application: Sustained application of competency over time in	- Responds to impromptu requests and questions in collaborative forums in order to represent mission or organization - Creates written and oral communication with depth or breadth of content to advise planning and inform decision making - Facilitates discussions to influence outcomes and generate crosstalk on various topics
Communication		
<b>Description</b>	<i>Intermediate</i> Criteria: Consistency of Application: Sustained application of competency over time in a variety of situations	- Receives and interprets all types of communication with the intent of scrutinizing content and/or gaining different perspectives - Accurately and succinctly articulates intelligence to inform decision makers - Tailors methods of sharing complex or technical concepts to meet audience understanding of subject matter - Generates new relationships to foster collaboration and synchronize efforts
Effectively presenting, promoting, and prioritizing ideas verbally and non-verbally through active listening, clear messaging, and tailoring information to the appropriate audience		
<b>Supporting Competencies</b>	<i>Basic</i> Criteria: Consistency of Application: Sustained application of competency over time	- Recognizes and employs appropriate communication tools (e.g., email, video-call, teleconference) to target audiences for given situation - Provides information that is understandable and useable - Uses appropriate visualization tools to amplify communication
Communication Organizational Awareness Teamwork Flexibility		

Figure 8. 1N4X2 Communication Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Management	<i>Expert</i> Criteria: Impact on: AF-level practices/within industry	- Steers doctrine and policy for long-range planning efforts and future concepts - Influences senior leaders to sustain resources or address gaps - Forecasts emerging manpower needs and ensures sufficient manpower for future mission accomplishment (e.g., PPBE, accessions, retraining, etc.)
Sub-Competency	<i>Advanced</i> Criteria: Impact on: Management decisions	- Advises operational and tactical leaders on fielding of resources - Manages capability portfolios to align with allocated budget - Utilizes Planning, Programming, Budgeting & Execution process (PPB&E) to meet ISR requirements - Creates, reviews, and routes billet change requests to ensure appropriate skills, ranks, and experience is in place for mission accomplishment
Resource Management		
<b>Description</b>	<i>Intermediate</i> Criteria: Impact on: Specific workplace projects	- Advocates for resources to address or prevent mission degradation - Analyzes resource utilization to validate, prioritize, and deconflict project requirements for the fiscal year execution plan and future requirements - Manages work center resources for mission execution - Identifies future manning requirements within assigned work center and initiates and/or recommends courses of action to decision makers
Processes and techniques used to ensure resources are available and appropriately utilized to achieve desired outcomes		
<b>Supporting Competencies</b>	<i>Basic</i> Criteria: Impact on: Specific workplace tasks	- Identifies and elevates resource needs (e.g., material, equipment, time, asset) to execute mission requirements - Utilizes resources appropriately to accomplish assigned tasks and prevent damage, fraud, waste and abuse
Resource Management Organizational Awareness Communication Decision Making		

Figure 9. 1N4X2 Resource Management Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Management	<i>Expert</i> Criteria: Reach of Influence: Authority over MAJCOM/AF-	- Creates and disseminates program guidance to meet organizational needs - Advocates for and/or directs change to improve program management across the enterprise - Inspects programs and processes to ensure compliance with service and national policy
<b>Sub-Competency</b>	<i>Advanced</i>	- Shapes future program requirements and standards in response to evolving mission requirements
Program Management	Criteria: Reach of Influence: Authority over Wing/Institutional	- Defines and evaluates program policy and guidance to ensure alignment with mission requirements - Leads in the integration of multiple projects to achieve collective objectives
<b>Description</b>	<i>Intermediate</i>	- Develops and implements program policy and guidance to ensure alignment with mission requirements
The process of organizing and resourcing programs, functions, or projects for organizational performance and compliance	Criteria: Reach of Influence: Authority over Unit/Groups	- Recommends policy and guidance waivers or changes for evolving requirements - Identifies trends and presents courses of action to resolve challenges or discrepancies within a program
<b>Supporting Competencies</b>	<i>Basic</i>	- Follows established procedures to execute program functions
Accountability Analytical Thinking Change Management Communication	Criteria: Reach of Influence: Authority over self/peers/individuals	- Informs stakeholders of program status, shortfalls, timeline, and resource requirements to guide decision-making - Uses established security procedures to safeguard and protect classified information

Figure 10. 1N4X2 Program Management Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Data Literacy	<i>Expert</i> Criteria: Depth of Knowledge: New practices/concepts and theories	- Develops data architectures to support enterprise-wide data availability - Collaborates with developers to improve automation methodologies and technologies - Facilitates integration of organization, DAF, and external partner data to establish standards
<b>Sub-Competency</b>	<i>Advanced</i>	- Implements data sharing procedures and strategies to facilitate effective inter-system and/or inter-organizational data sharing
Data Literacy	Criteria: Depth of Knowledge: New practices of all workplace elements	- Streamlines workflows by developing automation strategies and validating AI/ML requirements and solutions - Creates new programs/tools to automate manual functions
<b>Description</b>	<i>Intermediate</i>	- Correlates data to identify trends and conduct analysis
The ability to gather, read, evaluate, manage, and use structured and unstructured data in the production of intelligence.	Criteria: Depth of Knowledge: Established practice of all workplace elements	- Applies standard data schemas to unstructured or incomplete data to ensure usability and interoperability with databases - Audits databases to ensure data quality and compliance with applicable data standards
<b>Supporting Competencies</b>	<i>Basic</i>	- Queries and manipulates data for intelligence production
Data Literacy Analytical Thinking Information Seeking Communication	Criteria: Depth of Knowledge: Established practice of all workplace elements	- Develops data literacy knowledge to increase efficiency in extracting intelligence value from data - Utilizes workflow automation programs to assist intelligence production

Figure 11. 1N4X2 Data Literacy Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Collection	<b>Expert</b> Criteria: Scope: Integration with AF-level & Equivalent	- Manages collection effort for MAJCOMs, CCMDs, or Intelligence Agencies to satisfy intelligence requirements - Develops policy and guidance for collection operations
<b>Sub-Competency</b>	<b>Advanced</b> Criteria: Scope: Integration with organizational strategies	- Implements policy and guidance for collection operations - Integrates collection planning into the joint planning process to support decision-making - Directs and manages assessments on collection requirements through collaboration with customers and partners
Collection Management		
<b>Description</b>	<b>Intermediate</b> Criteria: Scope: Integration with concerned areas	- Aligns existing collection requirements to satisfy evolving mission needs - Validates collection requirements to appropriately task collection assets and/or improve dataflow - Develops collection plan(s) that consider the operational environment, deconfliction of collection capabilities, and feasibility to satisfy intelligence gaps - Measures effectiveness of collection requirements to satisfy intelligence requirements
The process of converting intelligence requirements into collection requirements, tasking or coordinating with appropriate collection sources or agencies, monitoring results, and re-tasking as required.		
<b>Supporting Competencies</b>	<b>Basic</b> Criteria: Scope: Specific Area	- Utilizes appropriate processes to submit collection requirements and satisfy intelligence needs - Tracks collection requirements to assess coverage of AOR - Utilizes appropriate feedback processes to ensure collection requirements are satisfied
Analytical Thinking Information Seeking Communication Strategic Thinking		

Figure 12. 1N4X2 Collection Management Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Analysis & Reporting	<b>Expert</b> Criteria: Depth of Knowledge: New practices/concepts and theories of all workplace elements; is a credible resource in this area	- Manages analysis tradecraft expansion with partners and development of future tools to mitigate knowledge gaps - Designs models and algorithms fusing multiple data sources to uncover new relationships and activities in large datasets - Identifies and removes stovepipes to fuse enterprise-wide data - Validates analytic tradecraft to meet evolving mission requirements
<b>Sub-Competency</b>	<b>Advanced</b> Criteria: Depth of Knowledge: New practices of all workplace elements	- Institutes advanced analytic tradecraft acquired through training and experiences to expand mission capabilities - Develops working aids/SOPs and tools to train analysts in order to improve workflow and analytic relevance - Receives and incorporates feedback to improve upon analytical techniques and IC standards
Analysis		
<b>Description</b>	<b>Intermediate</b> Criteria: Depth of Knowledge: Established practices of all workplace elements	- Correlates multiple intelligence sources into analytic assessments to impact decision-making processes - Crafts complex database queries IAW compliance regulations to refine data for analysis and correlation - Conveys analytic findings using validity wording to provide accurate assessments and outline knowledge gaps
The deliberate evaluation, exploitation, and processing of data, information, and intelligence products in order to satisfy theater and national intelligence requirements.		
<b>Supporting Competencies</b>	<b>Basic</b> Criteria: Depth of Knowledge: Established practice with some workplace elements	- Conducts research, executes queries, and interprets data using analytic capabilities to further mission objectives - Validates information for relevance to develop intelligence and/or answer consumer needs - Articulates logical and plausible inferences by employing analytical methodologies - Utilizes trend analysis to distinguish between routine and unusual activities
Analytical Thinking Information Seeking Creative Thinking Precision		

Figure 13. 1N4X2 Analysis Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Analysis & Reporting	<p><b>Expert</b></p> <p>Criteria: Consistency of Application: Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency</p>	<ul style="list-style-type: none"> <li>- Develops production program guidance IAW service and national-level policies</li> <li>- Advocates for and/or directs change to improve production management</li> <li>- Inspects dissemination programs and processes to ensure compliance with service and national-level policy</li> <li>- Leads organization process improvement discussions to ensure future information dominance</li> </ul>
Sub-Competency	<p><b>Advanced</b></p> <p>Criteria: Consistency of Application: Sustained application of competency over time in complex situations</p>	<ul style="list-style-type: none"> <li>- Identifies trends and best practices to optimize dissemination practices and improve product consumption</li> <li>- Coordinates with appropriate organizations to shape requirements for evolving mission sets</li> <li>- Conducts final quality control of products for dissemination</li> <li>- Modifies production standards to reflect changes in governing policy</li> </ul>
Description	<p><b>Intermediate</b></p> <p>Criteria: Consistency of Application: Sustained application of competency over time in a variety of situations</p>	<ul style="list-style-type: none"> <li>- Performs quality control of intelligence products to adhere to mission standards/requirements</li> <li>- Develops working aids and tools to improve analyst workflow and analytic relevance</li> </ul>
Supporting Competencies	<p><b>Basic</b></p> <p>Criteria: Consistency of Application: Sustained application of competency over time</p>	<ul style="list-style-type: none"> <li>- Applies mission tasking and tradecraft methodologies to facilitate intelligence production</li> <li>- Authors intelligence products for dissemination</li> <li>- Fuses multiple sources (data, information, intelligence) to enhance the customer situational awareness</li> </ul>
Precision Communication Analytical Thinking Digital Literacy		

Figure 14. 1N4X2 Production & Dissemination Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Analysis & Reporting	<p><b>Expert</b></p> <p>Criteria: Consistency of Application: Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency</p>	<ul style="list-style-type: none"> <li>- Validates emerging programs/tools to refine and integrate the target development process</li> <li>- Advises senior leaders on emerging technology gaps to develop new exploitation capabilities by advocating for policy changes</li> </ul>
Sub-Competency	<p><b>Advanced</b></p> <p>Criteria: Consistency of Application: Sustained application of competency over time in complex situations</p>	<ul style="list-style-type: none"> <li>- Develops TTPs using new or existing tools, programs, resources to improve target development</li> <li>- Employs advanced analytic methods to identify patterns, trends, and correlations to extract meaningful intelligence insights</li> <li>- Responds to mission shift by creating new targets of interest that would satisfy customer needs</li> </ul>
Description	<p><b>Intermediate</b></p> <p>Criteria: Consistency of Application: Sustained application of competency over time in a variety of situations</p>	<ul style="list-style-type: none"> <li>- Collaborates with analysts, partners, and warfighter to contribute to broader intelligence efforts and validate findings</li> <li>- Audits targeting request and queries to maintain compliance with established policies</li> <li>- Plans targeting efforts to meet customer requirements</li> </ul>
Supporting Competencies	<p><b>Basic</b></p> <p>Criteria: Consistency of Application: Sustained application of competency over time</p>	<ul style="list-style-type: none"> <li>- Conducts persona development and exploits target networks to gain foreign intelligence</li> <li>- Exploits network communications and data to drive intelligence leads and discover new targets</li> <li>- Organizes targeting data or persona information into an understandable format to inform customers</li> </ul>
Analytical Thinking Information Seeking Creative Thinking Precision		

Figure 15. 1N4X2 Target Development Competency Rubric

Competency	Proficiency Levels	Observable Behaviors
Analysis & Reporting	<b>Expert</b> Criteria: Scope: Integration with AF-level & equivalents	<ul style="list-style-type: none"> <li>- Informs appropriate agencies on emerging national security threats to coordinate whole-of-government response efforts</li> <li>- Advises National Security Operations Center to inform their decision of notifying the POTUS &amp; National Security Council of emerging developments</li> <li>- Advises on time-sensitive reporting criterion to provide whole-of-government indication and warning</li> </ul>
Sub-Competency	<b>Advanced</b> Criteria: Scope: Integration with organizational strategies	<ul style="list-style-type: none"> <li>- Coordinates analytic efforts for multiple intelligence disciplines to ascertain adversary intent against friendly forces</li> <li>- Directs tipping to inform blue forces and stakeholders of potential threats</li> </ul>
Indications & Warnings		
Description	<b>Intermediate</b> Criteria: Scope: Integration with concerned areas	<ul style="list-style-type: none"> <li>- Manages timely coordination and production of intelligence affecting blue forces to inform mission partners (e.g., AOC, Joint Forces, NSOC etc.)</li> <li>- Facilitates coordination with national and/or theater assets to provide situational awareness</li> <li>- Validates current threat posture by vetting current intelligence against approved criterion</li> </ul>
The monitoring, detection, and reporting of time-sensitive intelligence information on foreign developments that forewarn of hostile actions or intention against United States entities, partners, or interests.		
Supporting Competencies	<b>Basic</b> Criteria: Scope: Specific Area	<ul style="list-style-type: none"> <li>- Recognizes and reacts to applicable time-sensitive indicators to ensure blue force safety</li> <li>- Conveys Essential Elements of Information (EEIs) to initiate appropriate protocols and response actions</li> <li>- Maintains situational awareness of developing threats to notify leadership of relevant information</li> </ul>
Communication Precision Decision Making Analytical Thinking		

Figure 16. 1N4X2 Indications & Warnings Competency Rubric

**15. Training Decisions.** The CFETP has undergone a considerable revision towards building a competency-based training and development platform for the Cryptologic Analyst and Reporter career field. A significant change has been to shift the focus from task-based training to one that is more centered on outcomes-based learning. A task is a unit of work activity or operation which forms a significant part of a duty. These are singular in nature and are usually accomplished in one continuous action, which also can occur independently of other tasks. Conversely, outcomes are learning goals that typically consist of a multitude of tasks. These outcomes are actions and performances that embody and reflect the learner’s competence in using content, information, ideas, and tools successfully. Focusing on learning outcomes allow organizations, leaders, supervisors, and trainers to incorporate foundational competencies and underlying characteristics (values, traits, attitudes) into learning, which is necessary for developing Airmen with the competencies needed for future challenges. The following decisions were made by a career field STRT held at the National Intelligence University (NIU), Intelligence Community Campus in Bethesda (ICC-B), Maryland and were a result of close coordination between HQ AETC, 2AF Technical Training, schoolhouse instructors and staff, field SMEs, functional managers, and the CFM. The final training requirements are then approved by the Career Field Manager.

**15.1.** The 1N4X2 Planning Workshop was held at Goodfellow AFB in August 2024. Subject Matter Experts from ACC, AETC, AFDW, AFGSC, AFRC, AFSOC, ANG, PACAF, and USAFE sought to

develop the learning outcomes for the 1N4X2 Occupational Competency Model. This was accomplished by reverse engineering the behaviors found in the Cryptologic Analyst and Reporter occupational competency model and then by asking “what does an Airman need to be able to know and do in order to master a specific behavior?”. The intent of the learning outcomes is to identify all factors needed to succeed in attaining the behavior. Formal training will be codified by using the behavioral statement coding system for the STS as opposed to the proficiency code key. As a result, each line item will consist of a verb and the coding system for formal training will only use P (performance), K (knowledge), and pk (performance-knowledge).

**15.2.** The CFETP Part II identifies twelve (12) sub-competencies. Each competency is further broken down into the following proficiency levels; basic, intermediate, advanced, and expert. The proficiency levels are not tied to a specific rank or position. Additionally, each occupational competency has supporting competencies tied to them. The supporting competencies can allow Airmen to intentionally develop those transferrable underlying characteristics that will translate to mission capabilities, mission readiness, and mission success for the agile, future thinking Airman. Airmen, supervisors, trainers, mentors, and leaders should look for opportunities to integrate the supporting competencies into every facet of an Airmen’s development as they seek to gain and increase proficiency within the 1N4X2 competencies.

**15.3. Apprentice (3-Level) Training.** The AFSC-specific Apprentice Course serves as the initial skills course and must be completed to be awarded a 1N/9S AFSC. 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	Knowledge is mandatory of: global communications procedures; analytical techniques; organization of the national intelligence structure; intelligence organizations and systems; Information Operations; organization of designated military forces; geography; collection and reporting, systems, principles, methods, and procedures; effective writing principles; oral and written intelligence information presentation; and directives for handling, disseminating, and safeguarding classified information.
EDUCATION	Completion of high school or General Education Development equivalency with courses in composition, speech, English, geography, world history, statistics, algebra, geometry, critical thinking, and computer applications is desirable.
TRAINING	For award of AFSC 1N432, completion of the Cryptologic Analyst and Reporter Apprentice course is mandatory unless waived by the 1N/9S1 CFM.
EXPERIENCE	None required.
OTHER	For award and retention of this AFSC, completion of a current T5 Investigation IAW DoD MAN5200.02 DAFMAN16-1405, <i>Department</i>

	<p><i>of the Air Force Personnel Security Program, is mandatory. 3.5.2.1. When required for a current or future assignment, Airmen must successfully complete a Counterintelligence (CI) polygraph or meet all customer access eligibility requirements. After 12 months from the date of requirement, Airmen who fail to successfully complete a polygraph or do not meet mission, system, and/or facility access eligibility requirements should be considered for retraining or separation. Must maintain local network access IAW AFI 17-130, Cybersecurity Program Management Systems and DAFMAN 17-1301, Computer Security.</i></p> <p><i>NOTE: Initial attendance in 1N4X2 AFSC awarding course without a completed T5 Investigation is authorized provided an interim T5 eligibility has been granted IAW DoDMAN5200.02_DAFMAN16-1405. Airmen who cannot obtain at least an Interim T5 for programmed class-start are not eligible for entry into the AFSC. Award of the entry level without a completed T5 clearance is authorized provided an interim Top Secret/SCI eligibility has been granted by the DoD Central Adjudication Facility.</i></p>
IMPLEMENTATION	Attendance at the career field-specific Apprentice course is mandatory for award of the 3-skill level unless waived by the 1N/9S1 CFM.

**15.4 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 DAFECD and CFETP; and (5) be recommended by their supervisor and approved by their commander. UGT consists of completing duty position training, certification on all 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	Knowledge is mandatory of: global communications procedures; analytical techniques; organization of the national intelligence structure; intelligence organizations and systems; Information Operations; organization of designated military forces; geography; collection and reporting, systems, principles, methods, and procedures; effective writing principles; oral and written intelligence information presentation; and directives for handling, disseminating, and safeguarding classified information.
TRAINING	Completion of B-CDP
EXPERIENCE	Qualification in and possession of 1N432 AFSC Completion of and certification in all 5-level STS core tasks. Completion of applicable AFJQs/AFQTPs. Completion of all local tasks assigned for the duty position.

	There is no minimum Time in Training requirement.
OTHER	For award and retention of this AFSC, completion of a current T5 Investigation IAW DoDMAN5200.02_DAFMAN16-1405, <i>Department of the Air Force Personnel Security Program</i> , is mandatory. 3.5.2.1. When required for a current or future assignment, Airmen must successfully complete a Counterintelligence (CI) polygraph or meet all customer access eligibility requirements. After 12 months from the date of requirement, Airmen who fail to successfully complete a polygraph or do not meet mission, system, and/or facility access eligibility requirements should be considered for retraining or separation. Must maintain local network access IAW AFI 17-130, <i>Cybersecurity Program Management Systems</i> and DAFMAN 17-1301, <i>Computer Security</i> .
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 Intelligence B-CDP.

**15.5 Craftsman (7-Level) Training.** To qualify for award of the 7-skill level, Airmen must: (1) be a Staff Sergeant or Staff Sergeant select; (2) complete UGT; (3) meet mandatory requirements listed in the specialty description in the DAFECD and CFETP; (4) if applicable, complete the B-CDP for specialties not possessing a 5-skill level (1N7); (5) be recommended by the supervisor and approved by their commander. UGT consists of completing duty position training, certification on all specified core task training, and appropriate courses as outlined in the CFETP. **\*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	Knowledge is mandatory of: global communications procedures; analytical techniques; organization of the national intelligence structure; intelligence organizations and systems; Information Operations; organization of designated military forces; geography; collection and reporting, systems, principles, methods, and procedures; effective writing principles; oral and written intelligence information presentation; and directives for handling, disseminating, and safeguarding classified information.
TRAINING	No mandatory AETC training courses are required for upgrade.
EXPERIENCE	Qualification in and possession of the 1N452 AFSC. Experience performing or supervising 1N/9S1 functions specific to your career field. Completion of all 7-level STS core tasks. Completion of applicable AFJQs/AFQTPs. Completion of all local tasks assigned for the duty position. There is no minimum Time in Training requirement.

OTHER	For award and retention of this AFSC, completion of a current T5 Investigation IAW DoDMAN5200.02_DAFMAN16-1405, <i>Department of the Air Force Personnel Security Program</i> , is mandatory. 3.5.2.1. When required for a current or future assignment, Airmen must successfully complete a Counterintelligence (CI) polygraph or meet all customer access eligibility requirements. After 12 months from the date of requirement, Airmen who fail to successfully complete a polygraph or do not meet mission, system, and/or facility access eligibility requirements should be considered for retraining or separation. Must maintain local network access IAW AFI 17-130, <i>Cybersecurity Program Management Systems</i> and DAFMAN 17-1301, <i>Computer Security</i> .
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.

**15.6 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 DAFECD; (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	Recommended completion of the A-CDP.
EXPERIENCE	Qualification in and possession of a 1N AFSC at the 7 skill-level is mandatory. Experience in functions such as managing activities within the intelligence process; preparing and providing intelligence support to operations, exercises, or simulations; or producing analytical studies as required. There is no minimum Time in Training requirement.

OTHER	For award and retention of this AFSC, completion of a current T5 Investigation IAW DoDM 5200.02, AFMAN 16-1405, <i>Air Force Personnel Security Program</i> , is mandatory. 3.5.2.1. When required for a current or future assignment, Airmen must successfully complete a Counterintelligence (CI) polygraph or meet all customer access eligibility requirements. After 12 months from the date of requirement, Airmen who fail to successfully complete a polygraph or do not meet mission, system, and/or facility access eligibility requirements should be considered for retraining or separation. Must maintain local network access IAW AFI 17-130, <i>Cybersecurity Program Management Systems</i> and AFMAN 17-1301, <i>Computer Security</i> .
IMPLEMENTATION	None.

**15.6.1. 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 DAFECD.

**15.6.2. Cryptologic Intelligence Superintendent (1N292).** All 1N271X, 1N371X, 1N471A, and 1N472 Master Sergeants who have been selected for promotion to Senior Master Sergeant will possess the 1N292 AFSC once promoted. Duties and responsibilities of 1N292, Cryptologic Intelligence Superintendent, can be found in the DAFECD.

## 15.7. Additional Training Sources.

**15.7.1. 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 increasingly 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 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 Intelligence Airmen. For more information visit <https://digitalu.af.mil/app> to sign up.

## *Section D - Resource Constraints*

**16. 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.

**16.1. Three Level Training:**

- 16.1.1. Constraints. None.
- 16.1.2. Impact. None.
- 16.1.3. Resources Required. None.
- 16.1.4. Action Required. None.
- 16.1.5. OPR/Target Completion Date. None.

**16.2. Five Level Training:**

- 16.2.1. Constraints. None.
- 16.2.2. Impact. None.
- 16.2.3. Resources Required. None.
- 16.2.4. Action Required. None.
- 16.2.5. OPR/Target Completion Date. None.

**16.3. Seven Level Training:**

- 16.3.1. Constraints. None.
- 16.3.2. Impact. None.
- 16.3.3. Resources Required. None.
- 16.3.4. Action Required. None.
- 16.3.5. OPR/Target Completion Date. None.

## PART II

### *Section A – Specialty Training Standards*

**1. Implementation.** The STS (attached) will be used for technical training provided by AETC.

**2. Purpose.** As prescribed in DAFMAN 36-2689, *Training Program*, this STS:

**2.1.** Column A (Competencies, Behaviors, and Learning Outcomes) lists the competencies, required behaviors and learning outcomes associated with the 1N4X2 Occupational Competency Model to perform at the Basic, Intermediate, Advanced, and Expert proficiency levels.

**2.2.** Column B (Behavior Match) indicates which of the required behaviors listed in the competency heading the learning outcome is associated with.

**2.3.** Column C (Core/Cert) identifies learning outcomes requiring third party certification with a “C”.

**2.4.** Column D (Wartime) This column isn’t used for the 1N/9S1 portfolio, all identified 3-level requirements are also Wartime course requirements.

**2.5.** Column E (Deployment \*/SEI +/CBRN ♦) Learning Outcomes identified with an (\*) are competencies Intelligence Airmen should be qualified on (per their skill level) prior to deployment. Items identified with a (+) are reserved for the award of a specific SEI. There are currently no outcomes identified by the CFM with an (\*) or (+).

**2.5.1.** Learning outcomes identified with an (♦) require annual CBRN (Training Task Qualification) training in the work center. Per DAFI10-2503, para 6.5.1.1., CBRN Defense TQT is defined as a hands-on event in MOPP 4 gear performing regular duties. 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.

**2.6.** Columns K-M (3-Lvl, 5-Lvl, 7-Lvl) identify learning outcome requirements by skill-level. A behavioral proficiency code in the column indicates the outcome is taught in a formal course to that proficiency. A “C” in the column identifies the Learning Outcome as a Core Task that is completed and certified using a “Go/No Go” standard for Upgrade Training in the respective skill-level column.

2.7. 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 DAFMAN 36-2689.

**3. Recommendations.** Comments and recommendations are invited concerning the quality of AETC training. Feedback can be sent to the 17<sup>th</sup> TRG/CCME at [17TRG.CCME2@us.af.mil](mailto: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.

### *Section B – 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 Cryptologic Analyst and Reporter specialty. Many of the courses listed in this section are often required to satisfy command, organization, or position 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. Course information can be found on the USAF Education Training Course Announcements (ETCA) page. A listing of courses with specific student reporting instructions that must be reviewed prior to attending any course can be found here (<https://usaf.dps.mil/teams/app10-etca/SitePages/home.aspx?isdlg=1>). **NOTE:** Although not all inclusive, the courses listed represent much of the formal training recognized by the functional community as applicable to the Cryptologic Analyst and Reporter specialty.

#### **2. In-Residence Courses.**

<b>Course ID</b>	<b>Course Name</b>	<b>Course Location</b>	<b>Desired Placement in Continuum of Learning (i.e. after IST, when PCSing to a Fighter Unit, etc.)</b>
XAABR1N432 0A1B	Cryptologic Analyst and Reporter Apprentice	Goodfellow AFB, TX	IST
X3AZR1NXXX 0B1A	Advanced Career Development Program	Goodfellow AFB, TX	
USAF WEAPONS SCHOOL	USAFWS WEAPONS INSTRUCTOR AND ADVANCED INSTRUCTOR COURSES (WIC/AIC)	Nellis AFB, NV	
AOR-130	AFRICOM ORIENTATION	Hurlburt Fld, FL	
AFSOF-IFTU	AFSOF Intelligence Formal Training Unit	Hurlburt Fld, FL	
X3OZR14NX 0A1C	DISTRIBUTED COMMON GROUND SYSTEM INTELLIGENCE	Goodfellow AFB, TX	

	FORMAL TRAINING UNIT		
X6ONW14NX 0A1B	Intermediate Critical Thinking and Structured Analysis Course	Goodfellow AFB, TX	
AFGSC-IFTU	Air Force Global Strike Command Intelligence Formal Training Unit	Barksdale AFB, LA	
AOCIQTISR 001	AOC Initial Qualification Training, ISR Course	Hurlburt Fld, FL	
BMC2 IIQC	Battle Management Command & Control Intelligence Initial Qualification Course	Tinker AFB, OK	
AOR-150	CENTCOM ORIENTATION 150	Hurlburt Fld, FL	
ACC ADV CIN	ACC ADVANCED CONTINGENCY INTELLIGENCE NETWORK (CIN) COURSE	Goodfellow AFB, TX	
IOS-CIFTU 002	Cyber Intelligence Formal Training Unit	JBSA Lackland, TX	
MCADRE005	Information Operations Fundamentals Course	Maxwell AFB, AL	
ACC IWIC	Information Warfare Integrators Course (IWIC)	Hurlburt Fld, FL	
AOR-211	INDOPACOM Operations	Hurlburt Fld, FL	

### 3. Online/Mobile training Courses.

<b><u>Program</u></b>	<b><u>Link</u></b>
VUport	AFSCI/JWICS/NSAnet – <a href="https://www.vuport.ngl.web.nsa.ic.gov/">https://www.vuport.ngl.web.nsa.ic.gov/</a>
DIA MTTs	<a href="https://www.dia.mil/About/Organization/Joint-Military-Intelligence-Training-Center/">https://www.dia.mil/About/Organization/Joint-Military-Intelligence-Training-Center/</a>
NGA College/MTTs	<a href="https://learn.nga.mil/">https://learn.nga.mil/</a>
JKO (Joint Knowledge Online)	<a href="https://jkodirect.jten.mil/">https://jkodirect.jten.mil/</a>
Leadership & Innovation Institute	<a href="https://www.airuniversity.af.edu/Leadership-Institute/">https://www.airuniversity.af.edu/Leadership-Institute/</a>
AGILE	AFSCI/JWICS – <a href="https://agile.coe.ic.gov">https://agile.coe.ic.gov</a> SIPRNet – <a href="https://agile.dia.smil.mil">https://agile.dia.smil.mil</a>

## ***Section C - 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 DAFI 36-2670 Part I, Section A of this CFETP.

#### **2.2. Joint Activity Unique Training.**

2.2.1. Joint Activity Functional Managers 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 Functional Managers 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.

### ***IMPORTANT REFERENCE LINKS***

#### **561st Weapons Squadron:**

[https://intelshare.intelink.gov/sites/561jts/AFTTP\\_Online/Lists/AFTTP%20Links/AllItems.aspx](https://intelshare.intelink.gov/sites/561jts/AFTTP_Online/Lists/AFTTP%20Links/AllItems.aspx)

**Air Force Culture and Language Center:** <https://www.airuniversity.af.edu/AFCLC/Language-Studies/>

**Air Force Doctrine:** <https://www.doctrine.af.mil>

**Air Force Publications and Forms:** <https://www.e-publishing.af.mil/Product-Index/>

**Air Land Sea Application (ALSA) Center:** <https://www.alssa.mil/>

**Army Publishing Directorate:** <https://armypubs.army.mil/>

**CJCS Directives Library:** <https://www.jcs.mil/Library/>

**DOD Issuances:** <https://www.esd.whs.mil/DD/DoD-Issuances/>

**GEOINT Basic Doctrine Publication 1.0:**

[https://www.nga.mil/resources/GEOINT\\_Basic\\_Doctrine\\_Publication\\_10\\_.html](https://www.nga.mil/resources/GEOINT_Basic_Doctrine_Publication_10_.html)

**Jane's Defense & Security Intelligence & Analysis (Jane's 360) (JANES):** <https://www.janes.com>

**Joint Publications:** <https://www.jcs.mil/Doctrine/Joint-Doctrine-Pubs/>

**Marine Corps Publications Electronic Library:**

<https://www.marines.mil/News/Publications/MCPEL>

**NGA Softcopy Keys:** SIPR/JWICS

**NSG Geospatial Intelligence Standards Working Group Reference Library for NITF:**

<https://nsgreg.nga.mil/ntb.jsp>

**BY ORDER OF THE SECRETARY OF THE AIR FORCE**

**OFFICIAL**

**TYLER I. SMITH, CMSGT, USAF  
1N/9S1/9L Career Field Manager**

Attachment:

1N4X2 STS Qualitative Requirements

1N4X2 STS

**Attachment 1**  
**1N4X2 STS Qualitative Requirements**

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

**BEHAVIORAL STATEMENT CODE KEY**

Behavioral Statement STS Coding System	
Code	Definition
K	Subject Knowledge Training - The verb selection identifies the individual's ability to identify facts, state principles, analyze or evaluate the subject.
P	Performance Training - Identifies that the individual has performed the task to the satisfaction of the course; however, the individual may not be capable of meeting the field requirements for speed and accuracy.
pk	Performance Knowledge Training - The verb selection identifies the individual's ability to relate simple facts, procedures, operating principles, and operational theory for the task.
-	This mark is used alone instead of a scale value to show no proficiency training is provided in the course or CDC/CDP.
X	This mark is used alone instead of a scale value to show that training is required but not given due to a limitation in resources.