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**AFSC 1N3X1X
CRYPTOLOGIC LANGUAGE ANALYST**



**CAREER FIELD EDUCATION
AND
TRAINING PLAN**

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CAREER FIELD EDUCATION AND TRAINING PLAN (CFETP) CRYPTOLOGIC LANGUAGE ANALYST AFSC 1N3X1X

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OPR: 316th TRS/XPP (Mr. Dan Young, AETC Training Manager)
Certified By: AF/A2DFM (SMSgt Deborah Shamlin)
Approved By: HQ USAF/A2 (Lt Gen Robert S. Otto)
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CAREER FIELD EDUCATION AND TRAINING PLAN

Part I

Preface

1. This Career Field Education and Training Plan (CFETP) is a comprehensive education and training document that identifies life-cycle education/training requirements, and training support resources. The CFETP will provide personnel a clear career path to success and will instill rigor in all aspects of career field training. Civilians occupying associated duty positions will use Part II to support duty position qualification training.

2. The CFETP consists of two parts; supervisors use both parts of the plan to plan, manage, and control training within the career field.

2.1. **Part I** provides information necessary for overall management of the specialty. **Section A** explains how everyone 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, experience, training, and other). **Section D** indicates resource constraints: Some examples are funds, manpower, equipment, and facilities. **Section E**, when used, identifies transition training guide requirements.

2.2. **Part II** includes the following: **Section A** identifies the Specialty Training Standard (STS) and includes duties, tasks, and technical references to support training, Air Education and Training Command (AETC) conducted training, wartime course, and correspondence course requirements; **Section B** contains the course objective list and training standards supervisors will use to determine if airmen satisfied training requirements; **Section C** identifies available support materials; **Section D** identifies a training course index supervisors can use to determine resources available to support training, including 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 the unit level, supervisors, trainers, Command Language Program Managers (CLPMs), Language Mentors, and Subject Matter Experts (SMEs) will use Part II to identify, plan, and conduct training commensurate with the overall goals of this plan.

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

ABBREVIATIONS/TERMS EXPLAINED

Advanced Degree Programs. Programs at locations such as the National Intelligence University (NIU) and the Air Force Institute of Technology (AFIT) that prepare Intelligence, Surveillance and Reconnaissance professionals through education and research, to work with skill and dedication in identifying and effectively integrating foreign, military, and domestic intelligence in defense of the homeland and of U.S. interests abroad.

Air Force Enlisted Classification Directory (AFECD). The directory containing the official specialty descriptions for all enlisted military classification codes and identifiers used to identify an Air Force job. The AFECD outlines the minimum mandatory qualifications necessary to fill a particular job. These standards are used to procure, classify and employ personnel.

Air Force Service Cryptologic Component (AF SCC). Principal advisor to Headquarters Air Force, A2 Directorate for all programming, budgeting, training, personnel, policy, doctrine, governance and foreign relationships for USAF cryptologic activities. Service lead for AF cryptologic activities and has management oversight of those elements of the USAF performing cryptologic functions. This applies to the cryptologic staff of the AF ISR Agency, its subordinate elements, and cryptologic elements assigned to other USAF organizations. The AF ISR Agency Commander is the AF/SCC Commander and principal USAF advisor to DIRNSA/CHCSS for USAF cryptologic matters (Ref: AFI 14-128).

Air Force Career Field Manager (AFCFM). Representative appointed by the respective HQ USAF Deputy Chief of Staff or Under Secretariat, to ensure assigned AF specialties are trained and utilized to support AF mission requirements. Their responsibilities include establishing career field entry requirements, managing trained personnel requirements, and developing and managing career-long training plan requirements and programs. They also construct viable career paths, evaluate training effectiveness, monitor health and manning of the career field, and provide input on manning personnel policies and programs. Additionally, they implement and advise on changes to force management policies and programs, develop contingency planning actions, validate deployment requirements, and verify workforce availability. Enlisted AFCFMs are typically CMSgts and are normally located at Headquarters, Air Force. There is a separate AFCFM for Active Duty, Air National Guard, and the Air Force Reserve components for a career field (Ref: AFI 36-2618).

Air Force Institute of Technology (AFIT). See Part II, Section 6.2.

Air Force Specialty (AFS) Manager. AFS expert on the HQ USAF staff responsible for overseeing all aspects of a particular Air Force Specialty. Coordinates with MAJCOM and FOA functional and training managers, technical training center personnel, Career Development Course writers and subject matter experts to provide career path development and identify Career Field Education and Training Plan training tasks items to meet national, tactical and Air Force training requirements. Other responsibilities include reviewing AFS manpower utilization, managing AFS classification guidance, and overall status of the health of their particular AFS.

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Air Force Job Qualification Standard/Command Job Qualification Standard (AFJQS/CJQS). A comprehensive task list that describes a particular job type or duty position. It is used by supervisors to document task qualifications. The tasks on AFJQS/CJQS are common to all persons serving in the described duty position.

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.

Bachelor of Science in Intelligence (BSI). See Part II, Section 6.2.

Career Development Course (CDC). Self-paced, correspondence course published to provide the information necessary to satisfy the career knowledge component of on-the-job training (OJT). These courses are developed from references identified in the CFETP correlating with mandatory knowledge items listed in the Air Force Enlisted Classification Guide. CDCs will contain information on basic principles, techniques, and procedures common to an AFSC. They do not contain information on specific equipment or tasks unless best illustrating a procedure or technique having utility to the entire AFSC (Ref: AFI 36-2201).

Career Field Education and Training Plan (CFETP). A CFETP is 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 and instill a sense of industry in career field training (Ref: AFI 36-2201).

Certificate of Intelligence Studies (CIS). See Part II, Section 6.2.

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 (Ref: AFI 36-2618).

Command Language Program (CLP). Any program operated by Commanders to ensure assigned personnel requiring foreign language proficiency are trained and qualified to perform missions. This may include acquisition, conversion or enhancement training.

Command Language Program Manager (CLPM). Commander's lead for managing the CLP (DLI PAM 350-9).

Computer Network Operations Development Program (CNODP). See Part II, Section 6.1.

Core Task. Task the AFCFM identifies as a minimum qualification requirement for everyone within an AFSC, regardless of duty position. Core tasks may be specified for a particular skill level or in general across the AFSC. (Ref: AFI 36-2201).

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 in accordance with AFI 36-2201, *Air Force Training Program*.

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).

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/intelligence factors (Essential Elements of Information, collection, processing, and dissemination, etc.), and communication technology factors.

Cryptologic Language Analyst (CLA). Airmen in AFSC 1N3X1X or 1A8X1X who perform and supervise acquisition, recording, transcribing, translating, analyzing, and reporting of assigned communications. Related DoD Occupational Subgroup: 123200 (Ref: AFECD, 31 Oct 2012).

Cryptologic Training Advisory Group (CTAG). Group composed of decision-makers and representative Subject Matter Experts (SME) from the Services and NSA/CSS, for the purpose of establishing, revising, reviewing, and validating cryptologic training conducted under the auspices of an Executive Agent or Responsible Training Authority to ensure technical adequacy (Ref: NSA Policy 4-25).

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 all 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 Institute By-Pass. Individuals who are accepted into the 1N3X1X career field based on existing, testable language skills in languages for which there is a defined operational requirement. Individuals accepted with pre-existing language skills may be authorized by the AFCFM to by-pass official, initial acquisition language training and proceed directly to cryptologic training at Goodfellow Air Force Base.

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; see also: OPI. AFI 36-2605, Attachment 10 that governs the DLPT system).

Diagnostic Language Assessment. Academic tool designed to identify a CLA's strengths and needs in a foreign language and provides CLA with individualized, relevant feedback. This feedback is based on a sampling of CLA's abilities across a variety of levels, topics,

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tasks, and specific linguistic features. When possible, existing formal diagnostic language assessment tools, such as those available through DLIFLC (e.g. Online Diagnostic Assessment-ODA) should be used (Ref: <http://www.dliflc.edu/products.html>).

Enlisted Intelligence Assignments Functional Manager. SNCO assigned to the Air Force Personnel Center who manages the worldwide distribution/personnel actions of ISR Airmen.

Field Evaluation Questionnaire (FEQ). An extensive survey designed to solicit feedback from supervisors and/or graduates of technical school to determine if graduates were trained as specified in the training standard. This survey is sent approximately 6 months after graduation to the Base Education and Training Manager, if unclassified, or direct to the Unit Training Manager, if classified (Ref: AETCI 36-2201).

Foreign Language Proficiency Bonus (FLPB)/Foreign Language Proficiency Pay (FLPP). Monetary incentive paid to eligible and qualified military (FLPB) and civilian (FLPP) personnel possessing foreign language proficiency. The objective of FLPB/FLPP is to encourage the acquisition, maintenance and enhancement of foreign language skills vital to national defense. The ability of the Air Force 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 7280.03, AFI 36-2605)

Formal Training Unit (FTU). Unit tasked with training weapon system specific knowledge and skills necessary to execute a mission.

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

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 Skills Training. A basic, formal, in-residence course leading to the award of a 3-skill level AFSC. (REF AFI 36-2201).

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 (No Proficiency), 0+ (Memorized Proficiency), 1 (Elementary Proficiency), 1+ (Elementary Proficiency Plus), 2 (Limited Working Proficiency), 2+ (Limited Working Proficiency Plus), 3 (General Professional Proficiency), 3+ General Professional Proficiency Plus), 4 (Advanced Professional Proficiency), 4+ (Advanced Professional Proficiency Plus) and 5 (Functionally Native Proficiency).

Language Training Activities. In the context of this CFETP, language training activities are those designed to increase foreign language proficiency. All activities will be documented in the appropriate training folder. Suggested activities include, but are not limited to: DLIFLC

resident and non-resident courses, National Cryptologic School (NCS) courses, Partner Language Training Center-Europe courses, local college courses, and Internet sources (Ref: DLI PAM 350-9).

- **Initial 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 AFCFM.
- **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). 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.
- **Relanguage.** Formal acquisition-level language training that provides an additional language capability to an Airman in a language that is disparate from the language for which ILR skill level L2/R2 has already been achieved (e.g. Modern Standard Arabic to French). Relanguaging normally occurs when additional language skill is required to complement existing skills to meet mission requirements (e.g. Arabic to French). The decision to relanguage an individual rests with the functional management community (CFM). Relanguaging will not result in a change to an individual's AFSC.
- **Enhancement Training.** Generic term for training designed to increase foreign language proficiency.

MAJCOM and FOA Functional Managers. SNCOs who manage designated enlisted career fields for a MAJCOM or FOA and serve as liaisons to their respective AFCFMs. MAJCOM and FOA Functional Managers monitor the health and manning of their career fields within their command and elevate concerns to AFCFMs. They manage command training for their career field and coordinate command training and personnel issues across their MAJCOM or FOA staff and AFCFMs. They disseminate Air Force and career field policies and program requirements affecting their career field throughout the MAJCOM or FOA. They coordinate with the Air Force Personnel Center, through their respective A1 Directorate, to distribute personnel throughout the MAJCOM or FOA to ensure proper command prioritization of allocated/assigned personnel resources. They provide functional and subject matter expertise to Air Education and Training Command Training Managers to develop new or modify/improve existing training programs (REF AFI 36-2618).

Masters of Science and Technology Intelligence (MSTI). See Part II, Section 6.2 for details.

Master of Science in Strategic Intelligence (MSSI). See Part II, Section 6.2 for details.

Military Cryptologic Career Enhancement Program-Language Analysis (MCCEP-LA). Career-long CLA development program managed by the NSA/CSS Associate Directorate for Education and Training to provide CLAs from all Services with mission-focused language analysis skills. The program's training paths incorporate both language and cryptologic training and progression is based on language proficiency, training history, and mission experience. Enrollment into MCCEP is a requirement for all 1N3X1X/1A8X1X personnel.

Middle Enlisted Cryptologic Career Advancement Program (MECCAP). See Part II, Section 6.1.

Military Language Analyst Program. See Part II, Section 6.1.

National Intelligence University (NIU). See Part II, Section 6.2.

Occupational Analysis Report (OAR). Detailed report showing the results of an occupational survey of tasks performed within a particular AFS. The Microsoft Excel®-based product includes narrative analysis and data formatted into tables that can be easily sorted by the user to quickly identify and highlight data tailored to user needs.

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 (Ref: AFI 36-2201).

Qualification Training (QT). Hands-on performance training designed to qualify an Airman in a specific position. This training occurs both during and after upgrade training to maintain up-to-date qualifications (Ref: AFI 36-2201).

Proficiency Training. Additional training (in-residence, exportable advanced training courses, or on-the-job training) provided to personnel to increase their skills and knowledge.

Qualification Training (QT). Actual hands-on task performance training designed to qualify an individual in a specific duty position. This portion of the dual channel on-the-job training program occurs in conjunction with advanced knowledge training. It is designed to provide the performance skills required to do the job.

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

Required Language Attribute (RLA). Digraph or code used to indicate an authorized language identity is required. Language, other than English, is required to perform the

duties of the position.

Senior Enlisted Intelligence Master Skills Course (SEIMSC). An advanced intelligence training course for senior enlisted Intelligence, Surveillance, and Reconnaissance (ISR) non-commissioned officers designed to expand their knowledge of ISR core competencies and distinctive capabilities in preparation for increased leadership and professional responsibilities.

Significant Language Training Event (SLTE). At least 150 hours of immersion training or 6 consecutive weeks of 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).

Special Experience Identifier (SEI). A code used to identify special experience and training not otherwise identified within the military personnel data system (MilPDS). SEIs complement the assignment process but are not substitutes for AFSCs, CEM codes, prefixes, suffixes, SDIs, RIs, personnel processing codes, and professional specialty course codes. They are established when identifying experience or training is critical to the job and person assignment match, and no other identification is appropriate or available.

Specialty Training Requirements Team (STRT)/Utilization and Training Workshop (U&TW). A forum co-chaired by the AFCFM and AF Training Pipeline Manager comprised of MAJCOM Functional Managers, Subject Matter Experts (SMEs), and AETC training personnel that determine 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 (Ref: AFI 36-2201).

Specialty Training Standard (STS). An Air Force publication that describes an Air Force specialty in terms of tasks and knowledge that an Airman in that specialty may be expected to perform or to know on the job. Also identifies the training provided to achieve a 3-, 5-, or 7-skill level within an enlisted AFS. It further serves as a contract between AETC and the functional user to show which of the overall training requirements for an AFSC are taught in formal schools and correspondence courses. The STS will include all training tasks and knowledge identified during the CTAG through the CTS-TS, as well as AF-specific training line items not covered during that forum (Ref: AFI 36-2201).

Test Control Officers (TCOs). Individual assigned the responsibility for controlling and safeguarding all test materials, schedules and proctoring.

Total Force. All collective components of the Air Force (Active Duty, Air National Guard, Air Force Reserve, and civilian personnel).

Training Planning Team (TPT). Comprised of the same personnel as a STRT/U&TW, however TPTs are more intimately involved in training development and the range of issues are more specific than is normal in the STRT/U&TW forum.

Upgrade Training. Mandatory training which leads to the attainment of a higher skill level.

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.

Section A - General Information

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

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

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

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

1.4. Identifies major resource constraints impacting full implementation of the desired career path training process.

2. Use of the CFETP. The plan will be used by Functional/Training Managers and supervisors at all levels to ensure comprehensive and cohesive training programs are available for each individual in the specialty.

2.1. AETC training personnel will develop/revise formal resident, non-resident, field, and exportable training based on requirements established by the users and documented in Part II of

the CFETP. They will also work with the AFCFM and RI Manager to develop acquisition strategies for obtaining resources needed to provide the identified training.

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

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

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

Section B – Career Progression and Information

4. Specialty Description.

4.1. Specialty Summary. Employs foreign language skills to collect, transcribe, translate, analyze, and report intelligence information. Related DoD Occupational Subgroup Employs foreign language skills to collect, transcribe, translate, analyze, and report intelligence information. Related DoD Occupational Subgroup: 123200.

4.2. Duties and Responsibilities.

4.2.1. Operates and manages operation of communications equipment. Operates radio receivers, recording equipment, keyboards, computer consoles, and related equipment. Tunes receivers to prescribed frequencies and performs frequency search missions, over specified portions of radio spectrums to locate and monitor stations and frequency use. Monitors and records communications adding appropriate comments to assist in transcription and analysis. Performs preventive maintenance on mission equipment.

4.2.2. Processes communications. Uses applicable working aids and references, transcribes, performs preliminary analysis on, and summarizes communications in accordance with established formats and priorities. Translates spoken or written material. Recognizes essential elements of information, analyzes communications, and reports items of interest.

4.2.3. Maintains technical aids, logs, and records. Compiles and maintains operation records and statistics. Completes, annotates, and distributes logs, forms, and correspondence. Develops and maintains handbooks, working aids, and analytical references to ensure applicability and currency. Reviews, updates, and compiles data for operational use and trend reporting.

5. Skill/Career Progression. Adequate training and timely progression from the apprentice to the superintendent skill 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 will ensure individuals receive viable training at appropriate points in their career. The following narratives, in addition to Part I, Section B, paragraph 8, identify the 1N3X1X career training path. It defines the training required over an individual's career.

5.1. Apprentice (3) Level. Initial training in this specialty consists of an in-residence language course normally taught at the DLIFLC at the Presidio of Monterey, CA, followed by cryptologic skills training at Goodfellow AFB, TX. DLI in-residence training focuses on global language skills. Demonstrated language proficiency (L2/R2), as measured by the DLPT, must be achieved prior to entering cryptologic skills training. For OPI-only languages or those with only one testing modality, level 2 or better must be achieved. Prior language knowledge at this level, as measured by the DLPT, may eliminate the need for in-residence training at DLI. Cryptologic skills training will include transcription, typing, familiarization with electronic equipment, principles of security, the classification process, intelligence community, radio fundamentals, and related topics necessary to understand the duties and responsibilities of a CLA. Task knowledge training requirements are identified in the STS, Part II of this CFETP.

5.2. Journeyman (5) Level. To qualify for award of the 5-skill level, Airmen must: (1) Complete Career Development Course (CDC) 1NX51; (2) Complete a minimum of 12 months in upgrade training (9 months if a retrainee); (3) Meet mandatory requirements listed in the AFECDD and CFETP; (4) Be recommended for upgrade by their supervisor; (5) Possess minimum language proficiency scores L2/R2 as measured by the DLPT, or level 2 for OPI-only languages or those with only one testing modality. Individuals in this skill level should strive to achieve level 2+ in all assessable modalities and/or acquire additional language(s).

5.3. Craftsman (7) Level. To qualify for award of the 7-skill level, Airmen must: (1) Hold at least the grade of SSgt; (2) Complete a minimum of 12 months as a 5-skill level (6 months if a retrainee); (3) Meet mandatory requirements listed in the AFECDD and CFETP; (4) Be recommended for upgrade by supervisors; (5) Possess minimum language proficiency scores L2/R2 as measured by the DLPT, or level 2 for OPI-only languages or those with only one testing modality. Individuals in this skill level should strive to achieve level 3 in assessable modalities and/or acquire additional language(s).

5.4. Superintendent (9) Level. To qualify for award of the 9-skill level, an individual must be promoted to E-8 and satisfy all criteria outlined in AFECDD.

5.5. Intelligence Occupational Badge. 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 5 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 new CEM Code wear the basic badge of their new career field upon award of the CEM code, the senior badge after 12 months, and the master badge after 5 years (Ref: AFI 36-2903).

6. Training Decisions. The CFETP encompasses the entire spectrum of training requirements for the 1N3X1X AFS (Day one through separation or retirement). The spectrum includes a

strategy for when, where, and how to meet the training requirements. The strategy must be apparent and affordable to reduce duplication of training and eliminate a disjointed approach to training.

6.1. Foreign Language Proficiency.

6.1.1. Standard. The Director, National Security Agency requirement for language proficiency is L3/R3. The Air Force expectation is that all CLAs will strive to meet the L3/R3 standard. Currently, the Air Force minimum CLA proficiency standard is L2/R2 for the CLA's CAFSC language. For OPI-only languages or those with only one testing modality, CLAs must achieve a level 2 or better. These standards also apply to personnel who were accepted into the AFSC without attending formal language training at DLIFLC (DLI by-pass). CLAs who have received DoD funded acquisition-level training designed to achieve the minimum proficiency standard in more than one language or dialect, are only required to meet the standard as it pertains to their particular CAFSC language. Air Reserve Component (ARC) - Guard and Reserve – CLAs must maintain the minimum proficiency standard in the language for which they are assigned in their current duty position. The waiver authority for the ARC Guard and Reserve is the respective CFM.

6.1.2. Testing. Unless otherwise directed, the DLPT or OPI is the primary method for testing language proficiency. All MSgt and below CLAs, to include DLI by-pass CLAs, must annually test in their control/primary shred language and/or dialect, if applicable. Although not required, CLAs are highly encouraged to test in any other language for which they possess a capability. CLAs failing to test within the required timeframe will be considered sub-proficient and entered into RLTP. ARC Guard and Reserve CLAs are only required to test annually in the language assigned in their current duty position though they are welcome to test in other languages.

6.1.3. Training.

6.1.3.1. Individual Language Training Plan (ILTP). An ILTP for all MSgt and below CLAs must be developed within 30 days of arrival at first duty station and modified at a minimum within 30 days after they take the DLPT/OPI for their control/shred language and/or dialect. The ILTP will be developed and modified by CLAs and their supervisors, in coordination with a language mentor and CLPM, to provide a path to improving a CLA's foreign language skills. The ILTP will outline specific weekly/monthly enhancement training requirements and identify appropriate courses for the member to improve their weaknesses. A copy of the ILTP will be maintained on the Air Force Language Portal. For ARC Guard and Reserve CLAs, an ILTP must be developed within 90 days of arrival at first duty station and modified at a minimum of 90 days after each DLPT/OPI for all languages and/or dialects for which the CLA is required to maintain proficiency.

6.1.3.2. Weekly/Monthly Enhancement Training. All MSgt and below CLAs will adhere to the maintenance requirements established by their chain of command for their CAFSC language. At a minimum, sub-proficient CLAs must adhere to the maintenance requirements of the RLTP.

6.1.3.3. Significant Language Training Events (SLTEs). All MSgt and below CLAs must attend a SLTE within 1 year of achieving their apprentice (3) skill level and preferably 12 but no later than

18 months thereafter for their control/shred language and/or dialect . Members who were accepted into the AFSC without attending formal language training at DLIFLC (e.g. DLI by-pass) must also attend a SLTE every 18 months for their control/shred language and/or dialect. Sub-proficient CLAs must adhere to the SLTE requirements of the Remedial Language Training Program (RLTP). CLAs with scores of L3/R3 or better in a language are required to attend a SLTE for that language at a minimum of every 24 months. Any unit or location that cannot meet the required SLTE schedule will submit a request for a training delay to AFISRA/A3T prior to expiration of current SLTE. ARC Guard and Reserve CLAs with scores below L3/R3 must attend a SLTE for their operationally assigned language every 18 months. Those who maintain L3/R3 or better may be directed to attend a SLTE every 24 months.

6.1.3.4. Documentation. All language training must be documented in an AF Form 623 or similar tracking system. If language training documentation is not maintained in the AF Form 623, the record should indicate where training is documented. It is recommended that all administrative documentation be included for clear and accurate record keeping. All training program and waiver requests will be evaluated based on the information contained in these records.

6.1.3.5. Remedial Language Training Program (RLTP). All MSgt and below CLAs who fail to meet the minimum proficiency standard in their control/shred language and/or dialect will enter into RLTP status. Official entry into the program will be recognized from the date the CLA records a sub-proficient score on the DLPT/OPI. A RLTP entry document is highly encouraged to provide situational awareness to the CLA and chain of command; however, lack of an entry does not preclude adherence to the one-year proficiency requirement. CLAs who PCS while enrolled in the RLTP will transfer in status. A CLA who is not proficient in the language and/or dialect tied to their CAFSC should not volunteer for, or be considered for deployments. ARC Guard and Reserve: All MSgt and below CLAs who do not meet the minimum proficiency standard will enter RLTP only in the language assigned in the current duty position; the training window will last no greater than two years unless otherwise specified by the respective Guard or Reserve CFM.

6.1.3.5.1. RLTP Process. Once a CLA records a sub-proficient DLPT/OPI score, CLPMs will interview the supervisor and the CLA within 10 duty days to determine reasons for failure, provide guidance, and ensure completion of a diagnostic language assessment. Using diagnostic assessment results, the CLA and their supervisor, in coordination with a language mentor and CLPM, will revise member's existing ILTP. The goal of the modified ILTP will be to return CLAs to the minimum proficiency standard as soon as possible. Ideally, these events should be discussed during Performance Feedback sessions. At a minimum, the ILTP will include 12 hours per month of directed supervised, tailored language training and one SLTE. Within 60 days of the diagnostic assessment, sub-proficient CLAs will be scheduled for a SLTE. CLAs who retest and attain the minimum proficiency standard will be removed from the RLTP for that language and/or dialect. The ILTP should be revised at this time to ensure the CLA does not again fall below the minimum proficiency standard in that language and/or dialect. A CLA who is not proficient in their CAFSC language and/or dialect shall not volunteer for, or be considered for deployments. Extenuating circumstances negatively affecting RLTP progress shall be annotated in training records. **ARC Guard and Reserve:** Once a sub-proficient DLPT/OPI score is recorded by the CLA, the interview should be conducted within 60 days.

The ILTP will include at a minimum 12 hours per month of directed supervised, tailored language training and one SLTE. Within 120 days of the diagnostic assessment, sub-proficient CLAs will be scheduled for a SLTE. CLAs who retest and attain the minimum proficiency standard will be removed from the RLTP for that language/dialect. The ILTP should be revised at this time to ensure the CLA does not again fall below the minimum proficiency standard in that language/dialect. A CLA who is not proficient in the language/dialect assigned in the current duty position shall not volunteer for, or be considered for deployments. Extenuating circumstances negatively affecting RLTP progress shall be annotated in training records. The appointed CLPM must work closely with the respective ARC Guard and Reserve CFM for any exception to this policy.

6.1.4. Post RLTP. Upon completion of remedial status, Airmen remaining below standards must be processed for reclassification within 30 days, unless otherwise determined by the Career Field Manager. AFI 36-2101, *Classifying Military Personnel*, contains procedures for these actions. CLAs awaiting reclassification are not required to adhere to testing, training or proficiency standards. Upon completion of RLTP, a six-month waiver may be approved by the CFM; requests for waivers must be routed for approval within 30 days of RLTP completion. For ARC Guard and Reserve CLAs, reclassification will be processed within 120 days, unless otherwise determined by the respective Guard or Reserve CFM.

6.1.5. Repeated Failures. Commanders should consider AFSC disqualification for MSgt and below CLAs entered into remedial status 3 times within 7 years or less for the same language/dialect. ARC Guard and Reserve commanders and units will work closely with the respective CFM for administrative actions for MSgt and below CLAs.

6.2. Training Resources. Language enhancement training at DLIFLC, the National Cryptologic School, or other training venues will be advertised via local CLPMs.

7. Community College of the Air Force (CCAF). CCAF is one of several federally chartered degree-granting institutions; however, it is the only 2-year institution exclusively serving military enlisted personnel. The college is regionally accredited through Air University by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) to award AAS degrees designed for specific Air Force occupational specialties and is the largest multi-campus community college in the world. Upon completion of basic military training and assignment to an AF career field, all enlisted personnel are registered in a CCAF degree program and are afforded the opportunity to obtain an Associate in Applied Science degree. In order to be awarded, degree requirements must be successfully completed before the student separates from the Air Force, retires, or is commissioned as an officer. See the CCAF website for details regarding the AAS degree programs at <http://www.au.af.mil/au/ccaf/>. **Note:** As of 1 January 2011, CCAF changed the title of the degree applicable to the 1NXXX, 1A8XX, 8D000, and 9L000 AFSCs. The new title is *Intelligence Studies and Technology*. Members who earned a degree with the previous title, *Communications Applications*, have already earned the equivalent degree for their AFSC and ARE NOT eligible to receive the Intelligence Studies and Technology degree.

7.1. CCAF Degree Requirements. All enlisted airmen are automatically entered into the CCAF program. Prior to completing an associate degree, the 5-level must be awarded and the following requirements must be met:

	<u>Semester Hours</u>
Technical Education.....	24
Leadership, Management, and Military Studies	6
Physical Education.....	4
General Education.....	15*
Program Elective.....	15*
	Total: 64

**Note: The Paralegal degree requires 18 semester hours (SH) of general education (addition of a 3 SH general education elective) and 12 SH of program elective.*

Attaining the journeyman (5) level is waived for students in occupational specialties that do not have journeyman levels (3N2X1, 3S1X1, 3S3X1, 7S0X1).

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

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

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

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

7.1.5. Program Elective (15 Semester Hours): Satisfied with applicable Technical Education; Leadership, Management, and Military Studies; or General Education subjects/courses, including natural science courses meeting GER application criteria. Nine 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 Science for this specialty.

7.1.6. Residency Requirement (16 Semester Hours): Satisfied by credit earned for coursework completed in an affiliated school or through internship credit awarded for progression in an Air Force occupation specialty. Enlisted members attending Army, Navy, and/or DOD initial or advanced training do not receive resident credit since these schools are not part of the CCAF system. However, the college awards proficiency credit to AF enlisted

members completing these courses. Note: Physical education credit awarded for basic military training is not resident credit.

7.2. Professional Certifications. Certifications assist the professional development of our Airmen by broadening their knowledge and skills. Additionally, specific certifications may be awarded collegiate credit by CCAF and civilian colleges, saving time and Air Force tuition assistance funds. It also helps airmen to be better prepared for transition to civilian life. To learn more about professional certifications and certification programs offered by CCAF, visit <http://www.au.af.mil/au/ccaf/certifications.asp>. In addition to its associate degree program, CCAF offers the following certification programs and resources:

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

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

7.2.3. CCAF Professional Manager Certification (PMC). CCAF offers the PMC Program for qualified Air Force NCO's. The PMC is a professional credential awarded by CCAF that formally recognizes an individual's advanced level of education and experience in leadership and management, as well as professional accomplishments. The program provides a structured professional development track that supplements Enlisted Professional Military Education (EPME) and Career Field Education and Training Plan (CFETP).

7.2.4. CCAF Credentialing and Education Research Tool (CERT). CCAF implemented CERT to increase awareness of professional development opportunities applicable to Air Force occupational specialties. It is a valuable resource for Air Force enlisted personnel and provides information related to specific AFSCs, such as: AFSC description; civilian occupation equivalencies (US Department of Labor); CCAF degree programs; national professional certifications; certifying agencies; and professional organizations.

8. Career Field Flow Charts.

Figure 8.1. Career Development Path

1N3X1X - Cryptologic Language Analyst							
Apprentice		Journeyman		Craftsman		Superintendent	CEM
Rank	AB, Amn, A1C 	SrA 	SSgt 	TSgt 	MSgt 	SMSgt 	CMSgt 
Badges	Basic Intel Badge 		Senior Intel Badge 		Master Intel Badge 		
PME		Airmen Leadership School - SSgt-select or SrA with 48 months TIS - Required to sew on SSgt (Active Duty)		NCO Academy - TSgt or TSgt-select - Required to sew on MSgt (Active Duty)	AF, Sister Service or Joint Special Operations SNCO Academy - MSgt, MSgt-select or TSgt with two years TIG for non-resident - MSgt or SMSgt for resident - Required to sew on SMSgt (Active Duty) Senior Enlisted Joint PME (SEJPME) - TSgt-select through CMSgt		Chief Leadership Course - CMSgt-select Leadership Development Program Gettysburg Leadership Experience Enterprise Leadership Seminar Enterprise Management Seminar
					SEIMSC – Senior Enlisted Intelligence Master Skills Course		
Upgrade Training	3-Level – 1N331X - Awarded upon graduation from Initial Skills Pipeline - L2/R2 on DLPT or equivalent	5-Level – 1N351X - UGT: 12 months/ Retrainees -9 months - CDC completion - Supervisor Recommendation - L2/R2 on DLPT or equivalent	7-Level – 1N371X - Minimum rank of SSgt - UGT: 12 months/ Retrainees-6 months - Supervisor recommendation - L2/R2 on DLPT or equivalent			9-Level – 1N391 - Rank of SMSgt	CEM – 1N000
Technical Development Degree Programs	MCCEP – Military Cryptologic Continuing Education Program						
		NSA Internship Programs (3 years each) • MLAP – Military Language Analyst Program • MECCAP – Middle Enlisted Cryptologic Career Advancement Program • CNODP – Computer Network Operations Development Program					
	CCAF – Associates Degree DLI Language Associates Degree National Intelligence University Degree Programs Air Force Institute of Technology Degree Programs						

Figure 8.2. Enlisted Education and Training Path

Enlisted Education and Training Path					
Education and Training Requirements	Grade Requirements				
	Rank	Earliest Sew-on	Air Force Average	1N3X1X Average	High Year of Tenure (HYT)
Basic Military Training School (BMTS)	AB				
Apprentice Technical School (3-Skill Level)	Amn	6 months			
Upgrade To Journeyman (5-Skill Level) - Minimum 12 months on-the-job training - Minimum 9 months on-the-job training for retrainees - Complete appropriate CDC	A1C SrA	16-28 months	3 years	3 years	*10 years SRB Amn
Airman Leadership School (ALS) - Must be a SrA with 48 months time in service or be a SSgt selectee (ARC: Must be a SrA with 42 months time in service to accomplish ALS by correspondence) - Resident graduation is a prerequisite for SSgt sew-on (Active Duty Only)					
Upgrade To Craftsman (7-Skill Level) - Minimum rank of SSgt - 12 months OJT - 6 months OJT for retrainees	SSgt	3 years	4.45 years	6.4 years	15 years
Noncommissioned Officer Academy (NCOA) - Must be a TSgt or TSgt selectee - Resident graduation is a prerequisite for MSgt sew-on (Active Duty Only) - Resident or correspondence graduation is a prerequisite for MSgt sew-on (ARC Only)	TSgt	5 years	10.6 years	9 years	20 years
USAF Senior NCO Academy (SNCOA) - Must be a CMSgt selectee, SMSgt, SMSgt-select, or a MSgt-select to attend - Resident graduation is a prerequisite for SMSgt sew-on (Active Duty Only) - Resident or correspondence graduation is a prerequisite for SMSgt sew-on (ARC Only)	MSgt	8 years	15.6 years	13.6 years	24 years
Upgrade to Superintendent (9-Skill level) - Minimum rank of SMSgt.	SMSgt	11 years	19.3 years	16.6 years	26 years
Chief Enlisted Manager (CEM) - Minimum rank of CMSgt - Completed SNCO Academy (Active Duty Only)	CMSgt	14 years	22.3 years	21.5	30 years
Note: Data based on CY12 Testing Cycle.					

Section C –Skill Level Training Requirements

9. Purpose. Skill level training requirements in this career field 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 II, Sections A and B of this CFETP.

10. Specialty Qualification.

10.1. Apprentice Level Training.

10.1.1. Knowledge. Knowledge is mandatory of: a designated language; communications techniques; operation of acquisition, recording, and processing equipment; communications networks, formats, and terminology; theory of traffic analysis; organization of designated adversary forces; procedures for processing and distributing intelligence data; and methods for handling, distributing, and safeguarding military information.

10.1.2. Education. For entry into this specialty, prior foreign language education, training or experience is desirable.

10.1.3. Training. Completion of a designated basic foreign language course or demonstrated language proficiency scores of L2/R2, as measured by the DLPT, or level 2 for OPI-only languages or those with only one testing modality plus a basic Cryptologic Language Analyst course, is mandatory for award of the 1N331X AFSC.

10.1.4. Experience. Not applicable.

10.1.5. Other. The following are mandatory as indicated:

10.1.5.1. For entry into this specialty:

10.1.5.1.1. No record or history of temporomandibular joint disorder or pain.

10.1.5.1.2. A minimum score of 105 on the Defense Language Aptitude Battery; or demonstrated proficiency in a designated language with an L2/R2 or better on the Defense Language Proficiency Test (DLPT).

10.1.5.1.3. See attachment 4 for additional entry requirements.

10.1.5.2. For award and retention of AFSC 1N3X1X:

10.1.5.2.1. Demonstrated proficiency in primary language with an L2/R2 or better on the DLPT.

10.1.5.2.2. Ability to type at a rate of 25 words per minute.

10.1.5.2.3. When required for a current or pending assignment, must successfully complete a polygraph examination and or meet all customer access eligibility requirements.

10.1.5.3. For award and retention of these AFSCs, must maintain an Air Force Network License according to AFI 33-115, Vol 2, *Licensing Network Users and Certifying Network Professionals*.

10.1.5.4. Specialty requires routine access to Top Secret material or similar environment. For award and retention of 1N3X1X AFSC, completion and favorable adjudication of a current Single Scope Background Investigation (SSBI) or Top Secret Periodic Reinvestigation according to current USAF and DoD policy is required.

NOTE: Award of the 3-skill level without a completed SSBI is authorized provided an interim Top Secret/SCI eligibility has been granted by the DoD Central Adjudication Facility.

10.1.6. Training Sources and Resources. Completion of a basic language course or demonstrated limited working proficiency scores of L2/R2, as measured by the DLPT, or level 2 for OPI-only languages or those with only one testing modality, as well as completion of the Intelligence Fundamentals course and appropriate Cryptologic Language Analyst course satisfies the knowledge and training requirements specified in the specialty qualification section (above) for award of the 3-skill level. Part II of this CFETP identifies all knowledge and tasks, with their respective standards.

10.1.7. Implementation. Entry into basic military training is accomplished by AETC upon enlistment on active duty. After technical school training, qualification training starts when an individual is assigned to their first duty position. Thereafter, it is initiated any time an individual is assigned duties they are not qualified to perform.

10.2. Journeyman Level Training.

10.2.1. Specialty Qualification.

10.2.1.1. Knowledge. Knowledge is mandatory of: a designated language; communications techniques; operation of acquisition, recording, and processing equipment; communications networks; formats, terminology, and theory of traffic analysis; organization of designated adversary forces; procedures for processing and distributing intelligence data; and methods for handling, distributing, and safeguarding military information..

10.2.1.2. Education. Not applicable.

10.2.1.3. Training. Twelve months OJT and completion of 5-skill level 1NX51 CDC is mandatory for the award of the AFS 1N351X. Specific duty position training will be conducted according to MAJCOM, FOA, and unit directives.

10.2.1.4. Experience. Qualification in and possession of AFSC 1N331X and experience performing cryptologic activities.

10.2.1.5. Other. The following are mandatory as indicated:

10.2.1.5.1. For entry into this specialty:

10.2.1.5.1.1. No record or history of temporomandibular joint disorder or pain.

10.2.1.5.1.2. A minimum score of 105 on the Defense Language Aptitude Battery; or demonstrated proficiency in a designated language with an L2/R2 or better on the Defense Language Proficiency Test (DLPT).

10.2.1.5.1.3. See attachment 4 for additional entry requirements.

10.2.1.5.2. For award and retention of AFSC 1N3X1X:

10.2.1.5.2.1. Demonstrated proficiency in primary language with an L2/R2 or better on the DLPT.

10.2.1.5.2.2. Ability to type at a rate of 25 words per minute.

10.2.1.5.2.3. When required for a current or pending assignment, must successfully complete a polygraph examination and or meet all customer access eligibility requirements.

10.2.1.5.1.4. For award and retention of these AFSCs, must maintain an Air Force Network License according to AFI 33-115, Vol 2, *Licensing Network Users and Certifying Network Professionals*.

10.2.1.5.1.5. Specialty requires routine access to Top Secret material or similar environment. For award and retention of 1N3X1X AFSC, completion and favorable adjudication of a current Single Scope Background Investigation (SSBI) or Top Secret Periodic Reinvestigation according to current USAF and DoD policy, is required.

NOTE: Award of the 3-skill level without a completed SSBI is authorized provided an interim Top Secret/SCI eligibility has been granted by the DoD Central Adjudication Facility.

10.2.2. Training Sources and Resources. Individuals will complete the 5-skill level 1NX51 CDC and complete unit qualification training requirements for award of the 5-skill level. All personnel with a 5-skill level are encouraged to complete the NCS courses identified in Part II, Section D. Procedures for requesting NCS courses are outlined in the NCS catalog. Training modules listed in the Language Materials Catalog will be used as appropriate. Available foreign language training quotas; e.g., refresher, enhancement, intermediate, advanced, are advertised via email through the CLPM.

10.2.3. Implementation. Individuals will be entered into upgrade training at their first permanent duty station. Qualification training starts when individuals are assigned to their first duty position. Thereafter, it is initiated any time individuals are assigned duties they are not qualified to perform.

10.3. Craftsman Level Training:

10.3.1. Specialty Qualification. This information will be located in the official specialty description in AFECD. https://gum-crm.csd.disa.mil/app/answers/detail/a_id/7504

10.3.1.1. Knowledge. Knowledge is mandatory of: a designated language; communications techniques; operation of acquisition, recording, and processing equipment; communications networks; formats, terminology, and theory of traffic analysis; organization of designated adversary forces; procedures for processing and distributing intelligence data; and methods for handling, distributing, and safeguarding military information.

10.3.1.2. Education. Not applicable.

10.3.1.3. Training. Twelve months OJT is mandatory for award of AFS 1N371X.

10.3.1.4. Experience. Qualification in and possession of AFSC 1N351X And experience performing or supervising cryptologic activities.

10.3.1.5. Other. The following are mandatory as indicated:

10.3.1.5.1. For entry into this specialty:

10.3.1.5.1.1. No record or history of temporomandibular joint disorder or pain.

10.3.1.5.1.2. A minimum score of 105 on the Defense Language Aptitude Battery; or demonstrated proficiency in a designated language with an L2/R2 or better on the Defense Language Proficiency Test (DLPT).

10.3.1.5.1.3. See attachment 4 for additional entry requirements.

10.3.1.5.2. For award and retention of AFSC 1N3X1X:

10.3.1.5.2.1. Demonstrated proficiency in primary language with an L2/R2 or better on the DLPT.

10.3.1.5.2.2. Ability to type at a rate of 25 words per minute.

10.3.1.5.2.3. When required for a current or pending assignment, must successfully complete a polygraph examination and or meet all customer access eligibility requirements.

10.3.1.5.3. For award and retention of these AFSCs, must maintain an Air Force Network License according to AFI 33-115, Vol 2, *Licensing Network Users and Certifying Network Professionals*.

10.3.1.5.4. Specialty requires routine access to Top Secret material or similar environment. For award and retention of 1N3X1X AFSC, completion and favorable adjudication of a current Single Scope Background Investigation (SSBI) or Top Secret Periodic Reinvestigation according to current USAF and DoD policy, is required.

NOTE: Award of the 3-skill level without a completed SSBI is authorized provided an interim Top Secret/SCI eligibility has been granted by the DoD Central Adjudication Facility.

10.3.2. Training Sources and Resources. All personnel with a 7-skill level are encouraged to complete the NCS courses identified in Part II, Section D. Procedures for requesting NCS

courses are outlined in the NCS catalog. Training modules listed in the Language Materials Catalog will be used as appropriate. Available foreign language training quotas; e.g., refresher, enhancement, intermediate, advanced, are advertised via email through the CLPM.

10.3.3. Implementation. Entry into upgrade training is initiated when an individual possesses the 5-skill level and is an E-5 selectee or in the grade of E-5 or higher. Qualification training is initiated any time an individual is assigned duties they are not qualified to perform.

10.4. Superintendent Level Training.

10.4.1. Specialty Qualification.

10.4.1.1. Knowledge. Qualification in and possession of AFS 1N371X is mandatory.

10.4.1.2. Education. Not applicable.

10.4.1.3. Training. Not applicable.

10.4.1.4. Experience. Qualification on operational position(s) is mandatory.

10.4.1.5. Other. Eligibility for a TOP SECRET security clearance according to AFI 31-501 and for SCI access is mandatory for award and retention of this AFSC.

10.4.1.5.1. Completion of CCAF degree is desirable.

10.4.1.5.2. Completion of SNCOA is desirable.

10.4.2. Training Sources/Resources. All personnel are encouraged to complete the NCS courses identified in Part II, Section D. Procedures for requesting NCS courses are outlined in the NCS catalog.

10.4.3. Implementation. Entry into upgrade training is initiated when an individual possesses the 7-skill level and is an E-8 selectee or in the grade of E-8 or higher. Qualification training is initiated any time an individual is assigned duties they are not qualified to perform. NCS courses listed in Part II, Section D will be used to obtain additional required knowledge.

Section D - Resource Constraints

11. Purpose. As prescribed in AFI 36-2201, *Air Force Training Program*, this section identifies known resource constraints which preclude 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.

12. Apprentice Level Training.

12.1. Constraints. None.

12.1.1. Impact. None.

12.1.2. Resources Required. None.

12.1.3. Action Required. None.

12.2. OPR/Target Completion Date. Not applicable.

13. Five-Level Training.

13.1. Constraints. None.

13.1.1. Impact. None.

13.1.2. Resources Required. None.

13.1.3. Action Required. None.

13.2. OPR/Target Completion Date. Not applicable.

14. Seven-Level Training.

14.1. Constraints. None.

14.1.1. Impact. None.

14.1.2. Resources Required. None.

14.1.3. Action Required. None.

14.2. OPR/Target Completion Date. Not applicable.

Section E - Transitional Training Guide (Note: There are currently no transitional training requirements. This area is reserved.)

Part II

Section A - Specialty Training Standard

1. Implementation. The attached Specialty Training Standards will be used for technical training provided by AETC for classes beginning after April 2014.

2. Purpose. As prescribed in AFI 36-2201, *AIR FORCE TRAINING PROGRAM*, an STS:

2.1. Lists the Tasks, Knowledge, and Technical References necessary for Airmen to perform duties in a specialty. Column 1 identifies the most common tasks, knowledge, and technical references (TR) necessary for Airmen to perform duties in the 3-, 5-, and 7-skill level. All 3-level line items in the STS are trained during technical school. Column 2 lists the core/tasks identified by the AFCFM. In addition to these core tasks, all CLAs have an inherent core task to maintain language proficiency at a minimum of L2/R2, as measured by the DLPT, or level 2 for OPI-only languages or those with only one testing modality.

2.2. Provides certification for OJT. Column 3 is used to record completion of task and knowledge training requirements. When placed in AF Form 623, *Individual Training Record*, the STS serves as a Job Qualification Standard (JQS). Task certification must show a certification/completed date. All other documentation should be performed in accordance with AFI 36-2201. Note: Additional JQS line items may apply for certain commands/ workcenters and are typically identified on an AF797, *Job Qualification Standard Continuation/Command JQS*.

2.3. Outlines formal training and correspondence course requirements. Column 4 shows the proficiency to be demonstrated on the job by the graduate as a result of training on the task/knowledge and the career knowledge provided by the course. Attachment 1 contains the proficiency code key used to indicate the level of training and knowledge provided by resident training and Career Development Courses.

2.4. Serves as a guide for development of promotion tests used in the Weighted Airman Promotion System (WAPS) if there is a Specialty Knowledge Test (SKT) for that AFSC/Skill Level. There is currently no SKT for AFSC 1N3X1X for any skill level.

2.5. IAW AFI 36-2201, chapter 6 for all changes to a CFETP to include: Converting to a New CFETP, Transcribing, Decertification and/or Re-certification. An AFJQS may be used in lieu of Part II of the CFETP only upon approval of the AFCFM. NOTE: AFCFM may supplement these minimum documentation procedures as needed or deemed necessary for their career field.

3. The STS for AFSC 1N3X1X contains the following attachments:

3.1. Attachment 1 - Qualitative Requirements. Contains the proficiency code key used to indicate the level of training and knowledge provided by resident training and Career Development Courses.

3.2. Attachment 2 - 1NX Common Core. Covers the fundamental tasks and knowledge items required of all 1NX personnel, regardless of specialty.

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3.3. Attachment 3 – 1N3X1X Cryptologic Language Analyst. Details Cryptologic Language Analyst-specific tasks and knowledge items.

4. Recommendations. Report STS inadequacies and/or unsatisfactory performance of individual course graduates to 316TRS/DOE. A 24-hour Customer Service Information Line (CSIL) has been installed for the supervisor's convenience to identify demonstrated over- or under-training on performance/knowledge items listed in the training standard. For a quick response to any training concerns, call CSIL, DSN: 312-477-3350, anytime day or night, or send an email to: 17TRG.ccme@goodfellow.af.mil. Please reference specific STS line items.

BY ORDER OF THE SECRETARY OF THE AIR FORCE

OFFICIAL

**ROBERT S. OTTO, Lt Gen, USAF
Deputy Chief of Staff, Intelligence,
Surveillance and Reconnaissance**

Attachments:

1. Qualitative Requirements
2. 1NX Common Core STS
3. 1N3X1X Cryptologic Language Analyst STS

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ATTACHMENT 1 - QUALITATIVE REQUIREMENTS

THIS BLOCK IS FOR IDENTIFICATION PURPOSES ONLY		
NAME OF TRAINEE		
PRINTED NAME (Last, First, Middle Initial)	INITIALS (Written)	SSAN (Last 4)
PRINTED NAME OF CERTIFYING OFFICIAL AND WRITTEN INITIALS		
N/I	N/I	
N/I	N/I	
N/I	N/I	
N/I	N/I	

QUALITATIVE REQUIREMENTS

PROFICIENCY CODE KEY		
	SCALE VALUE	DEFINITION: The individual
TASK PERFORMANCE LEVELS	1	Can do simple parts of the task. Needs to be told or shown how to do most of the task. (EXTREMELY LIMITED)
	2	Can do most parts of the task. Needs only help on hardest parts. (PARTIALLY PROFICIENT)
	3	Can do all parts of the task. Needs only a spot check of completed work. (COMPETENT)
	4	Can do the complete task quickly and accurately. Can tell or show others how to do the task. (HIGHLY PROFICIENT)
*TASK KNOWLEDGE LEVELS	a	Can name parts, tools, and simple facts about the task. (NOMENCLATURE)
	b	Can determine step by step procedures for doing the task. (PROCEDURES)
	c	Can identify why and when the task must be done and why each step is needed. (OPERATING PRINCIPLES)
	d	Can predict, isolate, and resolve problems about the task. (ADVANCED THEORY)
**SUBJECT KNOWLEDGE LEVELS	A	Can identify basic facts and terms about the subject. (FACTS)
	B	Can identify relationship of basic facts and state general principles about the subject. (PRINCIPLES)
	C	Can analyze facts and principles and draw conclusions about the subject. (ANALYSIS)
	D	Can evaluate conditions and make proper decisions about the subject. (EVALUATION)
EXPLANATIONS: (*) – For these tasks, the proficiency level is dropped to 1/A for the Non-Target Course. (#) – These tasks are not applicable to the Non-Target Course. (-) – This mark is used to show that no proficiency training is provided in the course. NOTES: - A task knowledge scale value may be used alone or with a task performance scale value to define a level of knowledge for a specific task. (Example: b and 1b) - A subject knowledge scale value is used alone to define a level of knowledge for a subject not directly related to any specific task, or for a subject common to several tasks.		

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ATTACHMENT 2 - 1NX COMMON CORE SPECIALTY TRAINING STANDARD

1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification for OJT					4. Proficiency Codes Used to Indicate Training Provided		
		A	B	C	D	E	3-Level	5-Level	7-Level
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	Intelligence Fundamentals (1NX) Course	1NX51 CDC	Note: Reserved for Future Use
1. (U) SAFETY									
1.1. (U) Safety TR: AFI 91-202, 91-302							A		
2. (U) SECURITY									
2.1. (U) Information Security TR: AFI 31-401 & AFI 33-129 AFGM1.4, DODM 5200.01V3 & V4	C						A	B	
2.2. (U) Communications Security (COMSEC) TR: AFI 33-201V1	C						A	B	
2.3. (U) Operations Security (OPSEC) TR: AFI 10-701	C						A	B	
2.4. (U) Physical Security TR: TR: AFI 31-102	C						A	B	
2.5. (U) Personnel Security TR: AFI 31-501	C						A	B	
2.6. (U) Emission Security TR: AFI 33-200, AFI 31-102	C						A	B	
2.7. (U) Computer Security (COMPUSEC) TR: AFI 33-200, AFSSI 8520, AFMAN 33-282	C						A	B	
2.8. (U) Intelligence Oversight Program TR: AFI 14-104, EO 12333	C						A		
2.9. (U) SCI Classification TR: DoD 5200.1-R, EO 12958-IS00, http://www.intelink.sgov.gov/sites/ssc/capco/default.aspx	C						A	B	
2.10. (U) Derivative Security Classifications TR: DoD 5200.1-R, EO 12958-IS00, DODM 5200.01V1 & V2 http://www.intelink.sgov.gov/sites/ssc/capco/default.aspx	C						A	B	
2.11. (U) Safeguard Classified TR: DoD 5200.1-R, EO 12958, as amended, AFI 16-201	C						2b	b	
3. (U) ORGANIZATIONS AND MISSIONS									
3.1. (U) Executive Branch TR: http://www.usa.gov/Agencies/Federal/Executive.shtml							A	A	
3.2. (U) AF Intelligence TR: Joint Pub 2-0, HAFMD 1-33, AFPD 14-2, AFI 14-202v3							A	B	
3.3. (U) Intelligence Community							A	B	
3.4. (U) Department of Defense (DoD) TR: www.defense.gov							A	B	
3.4.1. (U) Joints Chiefs of Staff TR: jcs.mil							A	B	
3.4.2. (U) Joint Operations TR: Joint Pub 2-0							A	B	
3.4.2.1. (U) Unified Commands TR: www.defense.gov/orgchart/							A	B	
3.4.2.2. (U) Joint Task Force (JTF) TR: Joint Pub 2-0								B	
3.4.3. (U) USAF Major Commands (MAJCOMS) TR: afhra.mil , AFPAM 26-2241							A	B	
3.4.4. (U) U.S. Cryptologic System and Service Cryptologic Components (SCC) TR: www.NSA.smil.mil , AFI 14-128							A	B	

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided		
		A	B	C	D	E	3-Level	5-Level	7-Level
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	Intelligence Fundamentals (1NX) Course	1NX51 CDC	Note: Reserved for Future Use
3.4.5. (U) Title 10, 18, 32, 50 TR: United States Code								A	
3.5. (U) Coalition Forces TR: Joint Pub 2-1, AFI 16-201							A	B	
4. (U) CONTINGENCY OPERATIONS									
4.1. (U) Expeditionary Air Force TR: AFI 10-401, AFI 10-402							A	B	
4.2. (U) Marine Air Ground Task Force (MAGTF) TR: www.marines.mil/ (NIPR)								A	
4.3. (U) Naval Carrier/Expeditionary Strike Group TR: www.navy.mil/navydata/ships/carriers/Powerhouse/cvbg.asp www.navy.mil/ (NIPR)								A	
4.4. (U) Brigade Combat Team (BCT) TR: http://www.sbct.army.mil/ (NIPR)								A	
4.5. (U) Special Operations/Joint Special Operations Task Force (JSOTF) TR: Joint Pub 3-5.1								A	
4.6. (U) Personnel Recovery TR: www.jptra.smil.mil (SIPR); www.jptra.mil (NIPR); AFDD 2-0; AFDD 3-50; AFI 13-1AOCv3							A	B	
4.7. (U) OPORD/OPLAN TR: AFDD 2-0							A	B	
5. (U) INTELLIGENCE DISCIPLINES/AFSCs									
5.1. (U) Capabilities and limitations of SIGINT TR: Force Enlisted Classification Directory (AFECD)							B	B	
5.2. (U) Capabilities and limitations of MASINT TR: Force Enlisted Classification Directory (AFECD), www.intelligence.gov (NIPR)							B	B	
5.3. (U) Capabilities and limitations of HUMINT TR: Force Enlisted Classification Directory (AFECD), www.intelligence.gov (NIPR)							B	B	
5.4. (U) Capabilities and limitations of GEOINT TR: Force Enlisted Classification Directory (AFECD), www.intelligence.gov (NIPR)							B	B	
5.5. (U) Capabilities and limitations of OSINT TR: Force Enlisted Classification Directory (AFECD), www.intelligence.gov (NIPR)							B	B	
5.6. (U) Functions of Intelligence AFSCs TR: Force Enlisted Classification Directory (AFECD), www.intelligence.gov (NIPR)							B	B	
6. (U) DOCTRINE									
6.1. (U) Air Force Doctrine TR: AFDD 1, Chapter 5							A	B	
6.2. (U) Joint Doctrine TR: Joint Pub 2-01, Chapter 4							A	B	
6.3. (U) Air Force and Joint Doctrine TR: AFDD 1, Joint Pub 2-01, AFDD 3-12, AFDD 3-72, AFDD 3-14								B	

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided		
		A	B	C	D	E	3-Level	5-Level	7-Level
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	Intelligence Fundamentals (1NX) Course	1NX51 CDC	Note: Reserved for Future Use
7. (U) INFORMATION OPERATIONS									
7.1. (U) IO Doctrine TR: AFDD 2-5, Joint Pub 3-13							A	B	
8. (U) INTELLIGENCE, SURVEILLANCE, RECONNAISSANCE (ISR) OPERATIONS									
8.1. (U) ISR Processes									
8.1.1. (U) Planning and Direction TR: AFDD 2-5, Joint Pub 2-0							A	B	
8.1.2. (U) Collection TR: AFDD 2-5, Joint Pub 2-0							A	B	
8.1.3. (U) Processing and Exploitation TR: AFDD 2-5, Joint Pub 2-0							A	B	
8.1.4. (U) Analysis and Production TR: AFDD 2-5, Joint Pub 2-0							A	B	
8.1.5. (U) Dissemination and Integration							A	B	
8.1.6. (U) Evaluation and Feedback TR: AFDD 2-5, Joint Pub 2-0							A	B	
8.2. (U) ISR Assets									
8.2.1. (U) Operational characteristics, capabilities and limitations of US and multinational assets TR: AFDD 2-9, Joint Pub 2-0, AFTTP 3-1 &3-3							A	B	
9. (U) DISTRIBUTED COMMON GROUND SYSTEM									
9.1. (U) Structure and Mission TR: AFTTP 3-1.DCGS, AFI 14-2DCGS							A	B	
10. (U) AIR & SPACE OPERATIONS CENTER									
10.1. (U) Structure and Mission TR: AFTTP 3.1AOC, AFI 10-401, AFI 13-1AOCV3							A	B	
11. (U) INTELLIGENCE PREPARATION OF THE OPERATIONAL ENVIRONMENT (IPOE)									
11.1. (U) Intelligence Preparation of the Operational Environment TR: AFI 14-124, Joint Pub 2-01.3, AFPAM 14-124							A	B	
12. (U) TARGETING									
12.1. (U) Targeting Cycle TR: AFDD 3-60, AFI4-117, AFPAM 114-201, JP 3-60							A	B	
13. (U) US AND FRIENDLY FORCE FAMILIARIZATION									
13.1. (U) Air, Space, Cyberspace TR: AFDD 3-12, Chapter 1; AFDD 2-0; http://www.naic.wrightpatterson.af.smil.mil/aero/ (SIPR) AFTTP 3-1 All Vols							A	B	
13.2. (U) Ground TR: http://www.ngic.army.smil.mil/functions/armor (SIPR), AFTTP 3-1 All Vols								A	

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided		
		A	B	C	D	E	3-Level	5-Level	7-Level
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	Intelligence Fundamentals (INX) Course	1NX51 CDC	Note: Reserved for Future Use
13.3. (U) Naval TR: http://www.navy.mil/navydata/fact.asp (NIPR) , AFTTP 3-1 All Vols								A	
14. (U) GEOSPATIAL INFORMATION & SERVICE (GI&S)									
14.1. (U) Identify marginal data and symbology TR: Joint Pub 2-3							1a	a	
14.2. (U) Manually Plot Coordinates TR: Joint Pub 2-3							2b	b	
14.3. (U) Perform Time Zone Calculations TR: http://www.nist.gov/pml/general/time/world.cfm (NIPR)							1a		
14.4. (U) Geography TR: www.worldatlas.com (NIPR)							A		
15. (U) CRITICAL THINKING									
15.1. (U) Apply principles of Critical Thinking TR: Richards J. Heuer, Jr., "Psychology of intel Analysis" Morgan Jones "The Thinkers Tool Kit"; www.criticalthinking.org (NIPR)	C						1a	B	
15.2. (U) Conduct Online Data Search							a	b	

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ATTACHMENT 3 - 1N3X1X CRYPTOLOGIC LANGUAGE ANALYST SPECIALTY TRAINING STANDARD

1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided			
		A	B	C	D	E	3-Lvl		5-Lvl	7-Lvl
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	1N331X Initial Skills Course	1NX Common Core Course	1NX51 CDC	Note: Reserved for Future Use
1. (U) SECURITY TR: DCID 6/9, NSA/CSS Policy 5-23, DoD-5200.1-R, AFI 31-401, USSID SP0003, DoD 5200.01V1										
1.1. (U) Security								A		
1.1.1. (U) Describe the physical security program TR: AFI 31-102										
1.1.2. (U) Describe the Operations Security (OPSEC) Program. TR: AFI 10-701										
1.2. (U) Classified Material Handling								2b		
1.2.1. (U) Apply proper security classification markings to classified and/or sensitive information including e-mail and web content TR: EO 13526, DoD 5200.01V1, DoD Manual, 5105.21V3										
1.2.2. (U) Demonstrate proper procedures for protecting classified information and information systems TR: EO 13526, AFI 16-201, DoD Manual 5105.21V3										
1.2.3. (U) Describe destruction procedures for classified material TR: EO 13526, DoD 5200.01V1, USSID SP0003										
1.3 (U) Cyber Security								A		
1.3.1. (U) Identify common cyber adversary threats and techniques TR: ADLS Cyber Awareness Challenge (ZZ133098), OPSEC Awareness, Information Protection (ZZ133078) (NIPR)										
2. (U) INTELLIGENCE COMMUNITY (IC) AND THE U.S. SIGINT SYSTEM										
2.1. (U) Intelligence Community										
2.1.1. (U) Identify the members of the IC and their functions TR: USSID SP0001, USSID SP0002, USSID SP0200, Joint Pub 2-0, EO 12333								A		
2.1.2. (U) Describe the disciplines of the IC TR: USSID SP0001, SP0002, Joint Pub 2-0, EO 12333								A		
2.1.3. (U) Describe the missions, organizations, and structure of the U.S. Armed Forces, with emphasis on Service Cryptologic Components and their relationship to NSA/CSS TR: SE1000, SE2000, SE3000, SE4000, SE5000, USSID CR1200, SP0200, CR1231							A			
2.1.4. (U) Describe the U.S. IC relationship with Foreign Partners TR: USSID SP0001, SP0004, SP0005, SP0006, SP0007, SP0009, SP00011							A			

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided			
		A	B	C	D	E	3-Lvl		5-Lvl	7-Lvl
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	1N331X Initial Skills Course	1NX Common Core Course	1NX51 CDC	Note: Reserved for Future Use
2.2. (U) National Security Agency/ Central Security Service (NSA/CSS)							A			
2.2.1. (U) Describe the SIGINT and Information Assurance missions of NSA/CSS TR: USSID SP0001, www.nsa.gov/sigint (NIPR)										
2.2.2. (U) Identify the role of the U.S. Cyber Command and its relationship to NSA/CSS TR: www.stratcom.mil ; www.defense.gov/cyber (NIPR)										
2.2.3. (U) Define the SIGINT sub-disciplines TR: www.intelligence.gov (NIPR)										
2.2.4. (U) Describe how NSA/CSS conducts SIGINT operations worldwide TR: USSID SP0001, CR1100 to CR1299										
2.2.5. (U) Identify SIGINT produces and Consumers TR: USSID SE1000 to SE5000, RPTG 1011 (NCS)										
2.2.6. (U) Describe the U.S. Signals Intelligence Directives (USSID) system TR: USSID Index, USSID SP0002										
2.3. (U) Intelligence Oversight										
2.3.1. (U) Define principles of the Intelligence Oversight Program TR: AFI 14-104, EO 12333							B	A		
3. (U) SIGINT PROCESS										
3.1. (U) Basic SIGINT Production										
3.1.1. (U) Describe the Intelligence Cycle TR: Joint Pub 2-01, AFDD 3-13								A		
3.1.2. (U) Describe the National SIGINT Requirements Process (NSRP) TR: USSID SP0001, SP0002, CR1400, DA3110, AFPB 38-201							A			
3.1.3. (U) Define Information Needs (INs) TR: www.intel.dhs.sgov.gov/sins.asp (SIPR)							A			
3.1.4. (U) Explain CRITIC criteria and time Requirements TR: USSID CR1500, CR1501, CR 1251							A			
3.1.5. (U) Identify methods of approved dissemination, including SIGINT Reporting TR: USSID CR1400, CR1501, CR1501, CR1500, CR1512, CR151551, CR1252							A			
3.2. (U) Collection							A			
3.2.1. (U) Describe Active and Passive collection techniques TR: NCS Course – VUPOINT NETA 2002, www.fbi.gov/about-us/intelligence/disciplines (NIPR)										
3.2.2. (U) Define the major types of collection access TR: *										

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided			
		A	B	C	D	E	3-Lvl		5-Lvl	7-Lvl
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	1N331X Initial Skills Course	INX Common Core Course	1NX51 CDC	Note: Reserved for Future Use
3.2.3. (U//FOUO) Describe Signal Related Information (SRI and metadata) TR: www.intel.dhs.gov/sins.asp (SIPR)										
3.3. (U) Indications and Warnings							A			
3.3.1. (U) Describe Threat Warning Programs' objectives and conditions TR: USSID CR1251, CR1252										
3.3.2. (U) Describe SIGINT Support to Force Protection TR: CR1400, AFI 14-119										
4. (U) COMMUNICATIONS FUNDAMENTALS TR: NCS TA-106, AFP 50-47, NAVEDRTA 10250, NSACSS/E-5 GNI Video, Joint Pub 3-13, AFPD 3101, AFPD 10-7, SIGG 1040, SIGG 1048, DoD 3600.1, AFDD 2-5, AFIS 10-706										
4.1. (U) Signals Fundamentals and Radio Wave Theory							A			
4.1.1. (U) Describe basic elements of radio wave propagation and modulation TR: NCS Course – SIGG 1041; www.mike-willis.com/Tutorial/PF1.html (NIPR); www.ihe.kit/img/studium/ARC_2012_WavePropagation_Viewgraphs_v1.pdf (NIPR)										
4.1.2. (U) Identify the environmental factors that affect electromagnetic waves TR: www.stuk.fi/julkaisut_maarakset/fi_FI/katsaukset/_files/87327465807675441/default/taustakentat_eng1_22_7_2009_lopullinen.pdf (NIPR)										
4.1.3. (U) Describe radio wave and landline transmission paths TR: www.vias.org/albert_ecomm/aec12_radio_wave_propagation_005.html (NIPR); www.fas.org/spp/military/docops/afwa/U2.htm (NIPR)										
4.1.4. (U) Describe communications modalities (analog vs. digital) and their basic differences TR: NCS Course – SIGG 1048 www.diffen.com/difference/Analog_vs_Digital (NIPR)										
4.1.5. (U) Identify RF communication ranges and their usage TR: NCS Course –VUPOINT NETA 1021 www.wisegeek.org/what-is-rf.htm (NIPR)										
4.2. (U) Communication Systems							A			
4.2.1. (U) Identify communication methods such as voice, fax, data, video teleconference and electronic messaging TR: NCS Course _ SIGG 1040 www.igcseict.info/theory/4/index.html (NIPR)										
4.2.2. (U) Identify the various communication systems such as microwave, satellite, and cellular phone TR: NCS Course – SIGG 1040; www.itu.int/ITU-D/asp/Events/ITU-BSNL-India/presentations/4-Transmission%20Technology%20Session.pdf (NIPR)										
4.2.3. (U) Identify basic cryptanalysis and encryption techniques TR: USSIDs DA3110, DA3610										

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided			
		A	B	C	D	E	3-Lvl		5-Lvl	7-Lvl
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	1N331X Initial Skills Course	1NX Common Core Course	1NX51 CDC	Note: Reserved for Future Use
4.2.4. (U) Identify denial and deception Techniques TR: USSIDs DA3110, DA3610										
4.3. (U) Telephony							A			
4.3.1. (U) Describe basic concepts of telecommunication transmission systems, such as Public Switched Telephone Network (PSTN) and microwave TR: NCS Course – VUPOINT SIGG1048, HowStuffWorks: PSTN and VOIP www.howstuffworks.com/telephone-country-codes1.html (NIPR); www.howstuffworks.com/ip-telephony.htm (NIPR)										
4.3.2. (U) Describe basic Global System Mobile (GSM) theory, including network components and identifiers (Such as International Mobile Equipment Identity (IMEI), International Mobile Subscriber Identity (IMSI), Mobile Station Integrated Services Digital Network (MSISDN) TR: NETA 2005 NSA/CSS Virtual University www.slashdocs.com/rpqyy/introduction-to-gsm-theory-and-cellular-theory.html (NIPR)										
4.3.3. (U) Describe High Powered Cordless Phones (HPCP), including functionality and identifiers TR: www.howstuffworks.com/cordless-telephone1.htm (NIPR)										
4.3.4. (U) Describe basic satellite phone theory (Such as Inmarsat, Iridium, Thuraya) TR: www.ehow.com/how-does_5001654_satellite-phones-work.html www.ehow.com/about_4676283_satellite-phones-technology.html (NIPR)										
4.3.5. (U) Describe Code Division Multiple Access (CDMA) networks TR: www.howstuffworks.com/cdma-phones.htm (NIPR)										
4.3.6. (U) Describe Short Messaging Service (SMS) and texting TR: VUPOINT NETA 2005; www.howstuffworks.com/e-mail-messaging/sms.htm (NIPR)										
4.4. (U) Digital Network Communications							A			
4.4.1. (U) Identify Essential Elements of Information (EEI) about digital network communications (Such as IP addresses, MAC addresses, and selectors) TR: NETA 2002/1021 www.allaboutcircuits.com/vol_4/chpt_14/7.html (NIPR); www.nwtel.ca/services-and-products-frequently-asked-questions/glossary-of-data-network-terminology (NIPR)										
4.4.2. (U) Describe basic facts and terms about digital network communications TR: www.allaboutcircuits.com/vol_4/chpt_14/7.html (NIPR); www.nwtel.ca/services-and-products-frequently-asked-questions/glossary-of-data-network-terminology (NIPR)										
4.4.3. (U) Define the Domain Name System (DNS) TR: DoDI 8410.01										

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		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	1N331X Initial Skills Course	1NX Common Core Course	1NX51 CDC	Note: Reserved for Future Use
5. (U) BASIC TRAFFIC EXPLOITATION										
5.1. (U) Communications Network Structures TR: RTA Manual, USSID DA3110, DA3610, AP2121, TEXTA Manual, SIGG 1049, TRAF 2101							A			
5.1.1. (U) Identify basic concepts of networks and net reconstruction TR: TR: NCS Courses – TRAF 2101, TRAF 2102, SIGG 1049, TOL 1101, TOL 1102, TOL 20001, NETA 2000, GISA 200 www.nsa.gov/public_info/_files/tech_journals/Net_Reconstruction.pdf (NIPR)										
5.1.2. (U) Define network diagramming TR: NCS Courses – TRAF 2101, TRAF 2102, SIGG 1049, https://wiki.nsa.ic.gov/wiki/Network (NSANet)										
5.2. (U) Basic Traffic Terminology							A			
5.2.1. (U) Identify basic message components and subcomponents TR: USSID DA3610										
5.2.2. (U) Identify basic facts of callsign usage TR: USSID DA3610										
5.3. (U) Mapping and Target Location Skills										
5.3.1. (U) Locate places using applicable systems, such as military grid system and geographic coordinates TR: USSID DA3110; NCS Courses – AREA 1045, TRAF 2101, CIA World Fact Book								2b		
5.3.2. (U) Describe basic Direction Finding (DF) TR: USSID DA3110, Joint Pub 2-3							A			
5.3.3. (U) Describe geolocation theories TR: USSID DA3110, Joint Pub 2-3							A			
6. (U) BASIC TARGET KNOWLEDGE TR: CIA World Fact Book, USSID DA3110, DA3610, AP2121, TEXTA Manual, AFI 14-117, AFDD 2-1.9, Joint Pub 2-01.1, AFPAM 14-210, TRAF 2101										
6.1. (U) Target Structure							B*			
6.1.1. (U) Define organizations and capabilities, such as geopolitical, military socio-economic, and personalities; and their capabilities, such as order of battle and spheres of influence TR: CIA World Fact Book										
6.1.2. (U) Identify target area geography TR: CIA World Fact Book										
7. (U) TARGET LANGUAGE ANALYSIS										
7.1. (U) Tip-Off Tasks							2b			
7.1.1. (U) Identify and tip distress signals TR: USSID DA3130										

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1. Tasks, Knowledge and Technical References	2. Core Tasks/ Wartime Skills	3. Certification For OJT					4. Proficiency Codes Used to Indicate Training Provided			
		A	B	C	D	E	3-Lvl		5-Lvl	7-Lvl
		Tng Start	Tng Complete	Trainee Initials	Trainer Initials	Certifier Initials	1N331X Initial Skills Course	INX Common Core Course	1NX51 CDC	Note: Reserved for Future Use
7.2. (U) Signals of Interest							1a			
7.2.1. (U) Identify signals of interest such as jamming or enciphered speech TR: Joint Pub Electronic Warfare, JP 3-13										
7.3. (U) Non-Target Language Identification							1a			
7.3.1. (U) Identify and tip regional non-target language and dialects TR: NCS Courses – CLIC 2220, CLIC 2221, CLIC 2224, CLIC 2231; www.voiceoversamples.com (NIPR)										
7.4. (U) Communications Processing TR: USSID DA3201 Annex A, Appendix 6, Tab A-K							2b*			
7.4.1. (U) Perform a gist in English of target language cryptologic communications, identifying Essential Elements of Information (EEIs) to provide time-sensitive indications and warnings.										
7.4.2. (U) Transcribe (using appropriate format) target cryptologic language communications and identify EEIs.										
7.4.3. (U) Translate target cryptologic language material into grammatically correct English										
7.4.4. (U) Provide a journalistic style summary of one or more related events in English of target language cryptologic communications, incorporating and emphasizing EEIs to convey the aggregate meaning of an activity or situation.										
7.5. (U) Typing							2			
7.5.1. (U) Type 25 words per minute at 90% accuracy										
8. (U) SCENARIO-BASED EXERCISE										
8.1. (U) Apply critical thinking skills to an interactive, scenario-based, multi-source intelligence capstone exercise.							2b#			
8.1.1. (U) Apply cryptologic, foreign language, and analytic skills to exploit target signals of interest and communication networks. Emphasis should be placed on gisting, transcribing, translating and summarizing while applying basic traffic analysis skills and processing tools introduced during the course.										

Section B - Course Objective List (This area is reserved).**Section C - Support Material (Note: There are currently no support material requirements. This area is reserved.)****Section D - Training Course Index**

5. This section of the CFETP identifies training courses available for this specialty. A current list of USAF formal in-residence courses, including DLIFLC language courses, can be obtained at: <https://etca.randolph.af.mil/>. For courses not taught at DLIFLC or Goodfellow AFB, such as local language enhancement and analysis courses, please contact your CLPM or refer to the National Cryptologic School Course Catalog. Types of training can be grouped into the categories below. Course availability varies based on language and proficiency level.

DLIFLC	NATIONAL CRYPTOLOGIC SCHOOL	LANGUAGE TRAINING DETACHMENTS	VENDOR TRAINING
• Basic • Intermediate • Advanced • Refresher • MTT/VTT	• GLC (Linthicum, MD) • LLC (Linthicum, MD) • GCL (Augusta, GA) • HLC (Kunia, HI) • SLC (San Antonio, TX)	• Offutt AFB, NE • Hurlburt Field, FL • Osan AB, Korea • Goodfellow AFB, TX	• Universities • PLTCE (Germany) • Private Companies

6. Career Enhancement Opportunities.**6.1. NSA Intern Programs.**

6.1.1. Military Language Analyst Program (MLAP) (Includes Arabic, Chinese, Korean, Persian, Russian, and Spanish Programs). The MLAP is a prestigious 3-year internship program at NSA/CSS Washington designed to enhance the language and technical skills of selected CLAs through advanced formal training and a series of individually tailored operational assignments. Participants will be enrolled in individually structured programs consisting of formal language and related SIGINT-focused classroom instruction and operational work assignments. Specific coursework and operations assignments will be determined based on the participant's cryptologic experience, desire, and language proficiency. The goal of the program is to provide each service cryptologic component with a cadre of highly trained professional military CLAs—technical leaders, who are capable of filling the most demanding language-related positions. The program is available to qualified E-4 thru E-6 CLAs with at least 3 but no more than 8 years of service. Air Staff calls for nominations for this program annually in the late August/early September timeframe and applications are typically due to the Air Staff in late November. For more information about this unique opportunity, please visit the ISR Forces SharePoint site: <https://cs3.eis.af.mil/sites/OO-IN-AF-05/default.aspx> or contact the MLAP Managers at sla_military@nsa.gov.

6.1.2. Middle Enlisted Cryptologic Career Advancement Program (MECCAP). MECCAP is a highly competitive 3-year internship program at NSA/CSS Washington to further develop

the technical and leadership skills of selected NCOs through advanced formal training and a series of individually tailored operational assignments. Unlike MLAP which is designed specifically for CLAs and focuses on language enhancement, MECCAP is aimed at broadening Intelligence Professionals from many different specialties in areas such as collection management; intelligence and signal analysis; reporting and dissemination; research and engineering; information security/information operations; and support to military/intelligence community operations. The goal of the program is to provide a career broadening work/study environment that develops highly skilled cryptologic managers for future active duty cryptologic positions requiring greater expertise and responsibility. This includes providing them with an in-depth understanding of relationships within the National Intelligence Community. Air Staff calls for nominations for this program annually in the late August/early September timeframe and applications are typically due to the Air Staff in late November. For more information about this career broadening opportunity, please visit the ISR Forces SharePoint site: <https://cs3.eis.af.mil/sites/OO-IN-AF-05/default.aspx>.

6.1.3. Computer Network Operations Development Program (CNODP). The CNODP is a technically demanding 3-year internship program at NSA/CSS Washington comprised of both the System and Network Interdisciplinary Program (SNIP) and the Global Network Exploitation and Vulnerability Analyst (GNEVA) Development Program (GDP). This is an opportunity for a select group of highly technically inclined individuals to further develop their skills in the areas of secure system design, vulnerability analysis, computer network defense (CND), and computer network exploitation (CNE). The goal of the program is to develop a cadre of technical leaders who will improve the DoD's and Service's CNO capabilities. Upon completion of the program, graduates will receive an individually tailored follow-on assignment to best capitalize on his/her expertise. Air Staff calls for nominations for this program annually in the September timeframe and packages are typically due to the board in mid-January. The announcement message can be located on the ISR Forces SharePoint site: <https://cs3.eis.af.mil/sites/OO-IN-AF-05/default.aspx>. For questions regarding this program, please contact the CNODP team at: cnodp_all@nsa.gov (NIPR).

6.2. Degree Programs.

6.2.1. National Intelligence University (NIU). NIU is a regionally accredited institution offering military and civilian personnel working in intelligence or intelligence/security-related specialties the opportunity to enroll in professional intelligence undergraduate or graduate-level study in full- or part-time programs. Coursework includes both core and elective courses on a variety of intelligence disciplines to include collection; analysis; regional studies; information operations; intelligence, surveillance and reconnaissance; national security issues; and strategic intelligence in the joint environment. NIU educates future leaders who are full partners with their policy, planning, and operations counterparts and who are able to anticipate and tailor the intelligence required at the national, theater and tactical levels. Classes have a student mix from all services in intelligence community and the federal government. The college is located in the Defense Intelligence Analysis Center (DIA HQ) on Joint Base Anacostia-Bolling, Washington, DC. Air Staff calls for nominations annually in the April timeframe and packages are due by 31 August. The programs offered through NIU are listed below. For further information, please

visit the ISR Forces SharePoint site: <https://cs3.eis.af.mil/sites/OO-IN-AF-05/default.aspx> or the National Intelligence University webpage at: www.ni-u.edu.

- **Bachelor of Science in Intelligence (BSI).** The BSI degree is an 11-month intelligence curriculum that affords those students who have earned three years of undergraduate credits a means of completing their bachelor degree requirements.
- **Master of Science in Strategic Intelligence (MSSI).** The MSSI is a graduate degree program requiring completion of an 11-month course of study. This course of study includes core and elective courses culminating in a Master's thesis. The MSSI is also available for part-time study for personnel stationed in the National Capital Region.
- **Master of Science and Technology Intelligence (MSTI).** The MSTI is a graduate degree program requiring completion of an 11-month course of study. This course of study includes core and elective courses culminating in a Master's thesis.
- **Certificate of Intelligence Studies (CIS).** The CIS involves graduate level study of an intelligence topic (3-5 classes). Classes are conducted at designated COCOMs and the DIA HQ campus. They are also available through distance learning and in-residence education. Certificates include: CIS in Africa: Strategic Intelligence Studies; CIS in China: Intelligence Concerns; CIS in Counterintelligence; CIS in Afghanistan and Pakistan (AFPAK); and CIS in Eurasia.

6.2.2. Air Force Institute of Technology (AFIT). The Enlisted-to-AFIT program is a unique element of enlisted professional development. In conjunction with other training and education programs, resident AFIT-sponsored science, engineering, and management graduate degree opportunities further develop noncommissioned officers' technical education and skills. Ultimately, this program provides enhanced combat capability for diverse career fields with positions requiring a higher degree of education. The master's degrees programs available to 1N3X1X personnel are: Computer Science, Cyber Operations, Combating Weapons of Mass Destruction, and Operations Research. For further information on applying to AFIT, please visit the ISR Forces SharePoint site: <https://cs3.eis.af.mil/sites/OO-IN-AF-05/default.aspx> or the AFIT webpage at: <http://www.afit.edu/en/admissions/officeinfo.cfm?a=contactinfo>.

Section E - MAJCOM Unique Requirements (There are currently no support material requirements. This area is reserved).