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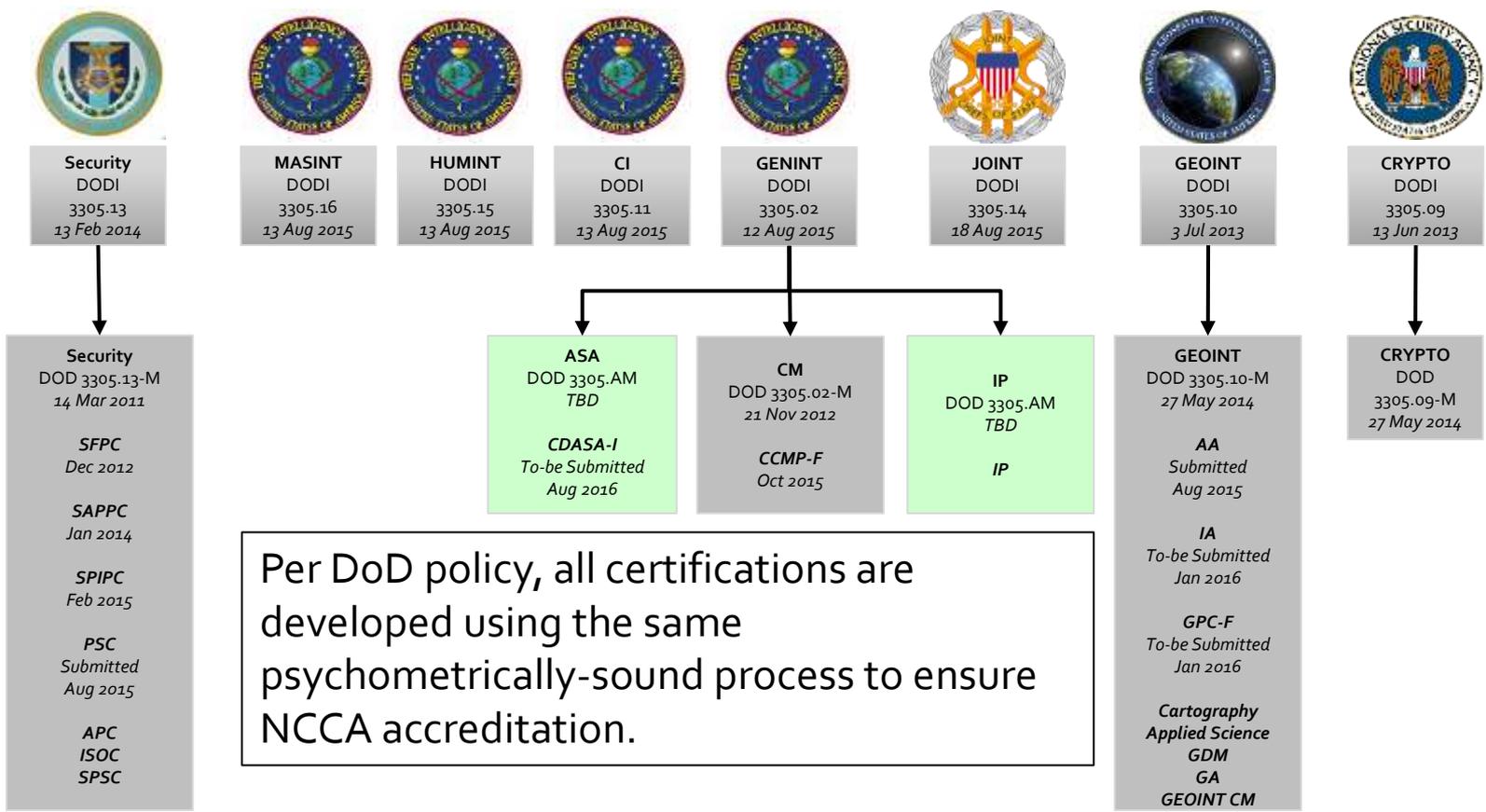
# Towards a DoD Intelligence Fundamentals Professional Certification (IFPC)

March 2, 2016



# Context

12 October 2011 USD(I) memorandum –  
*Strategic Management of the Defense Intelligence Enterprise Workforce*



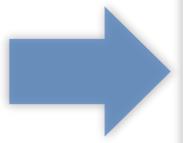
Per DoD policy, all certifications are developed using the same psychometrically-sound process to ensure NCCA accreditation.



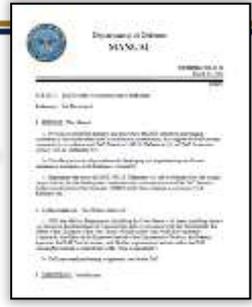
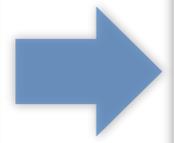
# Certification Development Process



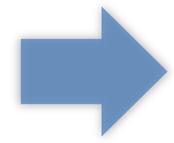
Functional Managers



Competencies Codified in ICD 610



Certification Codified in Manual



Stakeholder / Training Council Engagement



Legally Defensible Assessment Instrument



Training Education

Formal

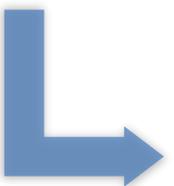
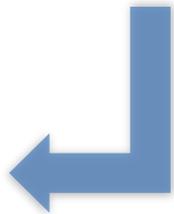
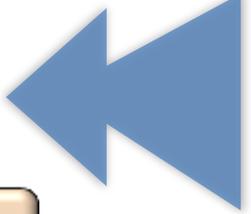
ProDev

Informal

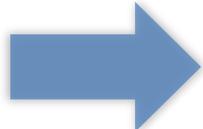
OJT/JDA

Experience

Knowledge/ Skill Development



ICE Institute for Credentialing Excellence™



Nationally Accredited Certified Workforce



# Why

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- To provide a unifying entry-level certification for all personnel engaged in or supporting DoD Intelligence Operations and Activities.
  - In response to DoD IG finding that lack of “common standards to develop the fundamental skills of military and civilian workforce” results in “varying proficiency levels, training redundancy, and critical skill gaps.”
  - To address the fact that common fundamental and/or joint knowledge and skills needed by the workforce are not consistently addressed in existing DoD intelligence certifications.
- To recognize individuals who have demonstrated mastery of a pre-defined level of competence associated with cross-cutting facts, concepts, principles, and tools critical to the performance of DoD intelligence missions, functions, and activities.



# Why

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- Introduction of IFPC will result in a DIE-wide certification framework that will allow DoD to better characterize the **intelligence profession** as a complementary set of occupational pathways – with each potentially consisting of multiple work roles and/or specialty areas.
  - In doing so, DoD affords individuals better visibility to professional opportunities and requirements across the Defense Intelligence Enterprise.
  - And address observed challenges associated with the accreditation of individual certification offerings.



# Why



Certified Civilian, Military, and Contractor Personnel

**INTEL PLANNING**

IPPC-2

IPPC-1

**COLLECTION MANAGEMENT**

CMP-X

CMP-F

**ALL-SOURCE ANALYSIS**

CDASA-2

CDASA-1

**GEOSPATIAL INTELLIGENCE**

GPC-DM

GPC-AA

GPC-C

GPC-CM

GPC-AS

GPC-IA

GPC-F

GPC-GA

**CRYPTOLOGY**

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**CI**

**HUMINT**

Years 2+

**IFPC**

Year 1





# Why

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- Provides an initial certification early in a career.
  - Gateway to tradecraft certifications
  - Entry-level military intelligence personnel are currently not eligible for some tradecraft certifications (e.g., ASA, CM)
- Allows existing certifications to concentrate on function- and mission-specific knowledge and skills.
- Promotes more efficient talent acquisition and agility
  - Hiring/enlisting individuals with certified capabilities
  - Transition of military, contractor, students to government workforce
- Provides a solid foundation for a certified intelligence professional and accreditation of intelligence certification programs



# Who

## Eligible Population

Personnel in Defense Intelligence Component positions with duties and responsibilities for performing intelligence missions or functions or for enacting sustaining activities in support of intelligence organizations.

Mission Categories

		C/O	P/E	A/P	R/T	EIT	EM S	MM
Work Categories	T/A	✓	✓	✓	✓	✓	✓	✓
	P	✓	✓	✓	✓	✓	✓	✓
	S/M	✓	✓	✓	✓	✓	✓	✓

## Target Population

Personnel in Defense Intelligence Component positions with duties and responsibilities for performing or supporting intelligence missions or functions.

Mission Categories

		C/O	P/E	A/P	R/T	EIT	EM S	MM
Work Categories	T/A							
	P	✓	✓	✓	✓	✓	✓	✓
	S/M							

Defense Intelligence Components refer to DoD organizations that perform national intelligence, Defense Intelligence, and intelligence-related functions (i.e., DIA, NGA, NRO, NSA/CSS, OUSD(I), and the intelligence elements of the Active and Reserve components of the Military Departments – DoDD 1400.35, September 24, 2007

The target population options may include technician/administrative support (TA), professional (P), and supervision/management (SM) positions that fall under the following mission categories: (1) Collection and Operations (C/O), (2) Processing and Exploitation (P/E), (3) Analysis and Production (A/P), (4) Research and Technology (R/T), (5) Enterprise Information Technology (EIT), (6) Enterprise Management and Support (EMS), and (7) Mission Management (MM) – ICD-652, April 28, 2008



# Critical Considerations

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## Core Certification Policies and Procedures (Council)

- Program Purpose and Goals
- Addressable Content
- Certification Eligibility
- Certification Assessment Scheme
- Certification Renewal

## Program Management Policies and Procedures (PMO)

- Candidate Management
- Assessment Management
- Conferral Management
- Records Management
- Certification Maintenance Management
- Accreditation Management



# Proposed Program Purpose and Goals

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## Program Purpose

- To enable an interoperable and agile workforce by promoting a common set of professional standards critical to the performance of intelligence missions, functions, and activities.

## Program Goal

- Minimize “time-to-value creation” by fostering a better understanding of intelligence missions, functions, and activities and the context within which they are performed.



# Proposed IFPC Content

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- Topic Area 1: Intelligence Fundamentals
- Topic Area 2: Intelligence Oversight
- Topic Area 3: Intelligence Organizations
- Topic Area 4: Security and Classification
- Topic Area 5: Joint Intelligence Process
- Topic Area 6: Intelligence Support to Joint Operations
- Topic Area 7: Joint, Interagency, & Multinational Intelligence Sharing
- Topic Area 8: Intelligence Cycle
- Topic Area 9: INT-Specific Collection Systems
- Topic Area 10: Open-Source Research

\*\*Topic areas were culled from existing documentation characterizing what intelligence professionals should know and be able to do *that are not function or mission-specific*. This step was part of an exploratory project chartered by the OUSD(I) and DITEB.



# Proposed IFPC Content

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## Topic Area 1: Intelligence Fundamentals

- Role and Purpose of Intelligence
- Types of Intelligence
- Intelligence Processes

## Topic Area 2: Intelligence Oversight

- Concepts and Principles
- Purpose and Function of Intelligence Oversight
- Roles and Responsibilities for Provision and Implementation of Intelligence Oversight
- Laws, EOs, IC Directives, Department/Agency Standards, Policies, Directives, and Guidance Governing Intelligence



# Proposed IFPC Content

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## Topic Area 3: Intelligence Organizations

- Defense Intelligence Organizations Roles and Responsibilities
- Intelligence Community Organizations Roles and Responsibilities

## Topic Area 4: Security and Classification

- Concepts and Principles
- Security Classification Markings
- Classified Handling Procedures (e.g., marking, transporting, storing, destroying)



# Proposed IFPC Content

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## Topic Area 5: Joint Intelligence Process

- Principles of Joint Intelligence
- The Joint Intelligence Process
- Joint Intelligence Products

## Topic Area 6: Intelligence Support to Joint Operations

- Role of Intelligence in Military Operations
- Intelligence Operations



# Proposed IFPC Content

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## Topic Area 7: Joint, Interagency, & Multinational Intelligence Sharing

- Multinational Intelligence Collaboration
- Interagency Intelligence Collaboration
- Requirements and Standards for Intelligence Sharing and Cooperation

## Topic Area 8: Intelligence Cycle

- Direction and Planning
- Collection (e.g., collection processes, roles and responsibilities)
- Processing and Exploitation
- Analysis and Production
- Dissemination and Integration (e.g., tailoring products)
- Evaluation and Feedback (e.g., role of evaluation and feedback)



# Proposed IFPC Content

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## Topic Area 9: INT-Specific Collection Systems

- INT-Specific Collection Concepts and Characteristics
- Relationships Amongst Various INTs
- Characteristics and Categories of Collection Systems

## Topic Area 10: Open-Source Research

- Open Source Concepts and Principles
- Risks to Open-Source Research
- Open-Source OPSEC
- OSINT Research Planning



# Certification Eligibility

Requirement	"Baseline" **
Eligible Population	<ul style="list-style-type: none"> <li>MIL/CIV/CTR intelligence personnel (personnel in 0132 Job Series or Intel MOS or equivalent)</li> <li>MIL/CIV/CTR personnel in non-intel positions assigned to an intel organization/unit</li> </ul>
Experience <u>OR</u> E&T	<ul style="list-style-type: none"> <li>1 Year of Experience with an intel organization/unit</li> <li><u>OR</u></li> <li>Successful completion of an entry-level intelligence course or equivalent</li> </ul>
Test	<ul style="list-style-type: none"> <li>Successfully meet IFPC assessment requirement(s)</li> </ul>

\*\*To accommodate potential need to create a pipeline of certified individuals (e.g., students), program can implement an "unstructured" certification eligibility requirement. To implement this option, however, the program may need to establish additional eligibility requirements for taking the IFPC assessment (i.e., assessment pre-requisites) in order to better define who will be eligible to take the assessment.



# Certification Scheme

Requirement	"Baseline"	Scheme
Eligible Population	<ul style="list-style-type: none"> <li>MIL/CIV/CTR intelligence personnel (personnel in 0132 Job Series or Intel MOS or equivalent)</li> <li>MIL/CIV/CTR personnel in non-intel positions assigned to an intel organization/unit</li> </ul>	<ul style="list-style-type: none"> <li>Candidate application form (a percentage of which will be audited by the PMO to ensure that individuals are meeting the eligibility requirements)</li> </ul>
Experience <u>OR</u> E&T	<ul style="list-style-type: none"> <li>1 Year of Experience with an intel organization/unit</li> <li><u>OR</u></li> <li>Successful completion of an entry-level intelligence course or equivalent</li> </ul>	
Test	<ul style="list-style-type: none"> <li>Successfully meet IFPC assessment requirement(s)</li> </ul>	<ul style="list-style-type: none"> <li>Standardized test(s) designed to assess mastery of defined content</li> </ul>

\*\*To accommodate potential need to create a pipeline of certified individuals (e.g., students), program can implement an "unstructured" certification eligibility requirement. To implement this option, however, the program may need to establish additional eligibility requirements for taking the IFPC assessment (i.e., assessment pre-requisites) in order to better define who will be eligible to take the assessment.



# Certification Renewal

Requirement	"Maintain Competence"	"Promote Growth"
Time Period	<ul style="list-style-type: none"> <li>3 years</li> </ul>	<ul style="list-style-type: none"> <li>3 years</li> </ul>
Requirement	<ul style="list-style-type: none"> <li>Successfully meet IFPC assessment requirement(s)</li> </ul>	<ul style="list-style-type: none"> <li>Accrual of 100 PDUs over 3 years using approved professional development activities (e.g., certification, credit-bearing education/training, non-credit-bearing education/training, workshops/conferences/, professional accomplishments) – focus is on "intelligence"</li> </ul>
Waivers	<ul style="list-style-type: none"> <li>Applicable for defined reasons (e.g., deployment, medical reasons)</li> <li>Requires approval</li> <li>Waiver is time-based</li> </ul>	<ul style="list-style-type: none"> <li>Applicable for defined reasons (e.g., deployment, medical reasons)</li> <li>Requires approval</li> <li>Waiver is time-based</li> </ul>
Recertification	<ul style="list-style-type: none"> <li>By definition, this approach means "recertification"</li> </ul>	<ul style="list-style-type: none"> <li>Available as an option</li> </ul>



# Critical Next Steps

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- Form a working group of SMEs from across DoD to refine, verify, and validate content and standards.
  - Joint Staff and Combatant Command participation is critical
- Stand-up a governing body to approve core certification policies and procedures.
  - Content, Eligible vs. Target Population, Program Purpose, Eligibility, Scheme, Maintenance
- Develop assessment and conduct pilot.