



Acquisition Intelligence Career Occupation Program

2020

Implementation Guide

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Program Overview

Introduction

The Department of Defense (DoD) Acquisition Intelligence Career Occupation Program (AICOP) provides a structured approach to specialty development for those intelligence personnel who work directly within the DoD acquisition process. The AICOP is dual sponsored by the Office of the Under Secretary of Defense for Intelligence and Security (OUSD (I&S)) and the Office of the Undersecretary of Defense for Acquisition and Sustainment (OUSD (A&S)).

This document provides candidates, DoD management staffs and other interested parties with information on the mechanics to earn and award the Acquisition Intelligence professional credential. It is a guide that supports military Service and Agency implementation of workforce development for their personnel in the Acquisition Intelligence specialty area.

The AICOP is in early phases of development with the first level credential ready for DoD-wide implementation. This guide will be updated as the program matures.

Applicability

The AICOP offers a credential to military and government civilian intelligence personnel as a subspecialty within the DoD Intelligence Career Field. Personnel who are members of other DoD career fields may be awarded the Acquisition Intelligence credential if they meet the minimum standards for training/education, intelligence certification and experience as defined within this program document.

Benefits of obtaining the Acquisition Intelligence credential include:

For individuals:

- Promotes professional development of expertise in the defense acquisition and intelligence fields and provides the recipient key tools for success within the acquisition enterprise.
- Increases the number of employment opportunities available to the recipient that require this specialty.
- Provides the recipient with a sense of pride and professional accomplishment.
- Demonstrates recipient's commitment to the Defense Intelligence profession.

For employers:

- Provides a reference point for determining which individuals possess the appropriate understanding and ability to apply the facts, concepts and principles of Acquisition Intelligence deemed critical to the successful execution of intelligence missions and functions within acquisition processes.
- Promotes the improved synchronization and alignment of individual capabilities with specific organizations across the DoD.

- Serves as an easy identifier for competent professionals within the Defense Intelligence discipline.

For the profession:

- Defines standards and drives accountability for all Defense Intelligence professionals.
- Supports continuing competence of Acquisition Intelligence professionals through the Defense Intelligence and Defense Acquisition Enterprise - offered advanced and continuing education programs.

Minimum Standards

All levels of Acquisition Intelligence credentialing require, as a prerequisite, the intelligence professional credential as awarded by the DoD intelligence career field.

Levels of Qualification

There are three levels of qualification for the Acquisition Intelligence credential:

Apprentice level (Level I)

Journeyman level (Level II)

Expert level (Level III)

The Apprentice level Acquisition Intelligence credential requires completion of the following:

- Intelligence professional credential
- The following Defense Acquisition University (DAU) courses:
 - CLR 101 "Introduction to the Joint Capabilities Integration & Development System"
 - ACQ 101 "Fundamentals of Systems Acquisition Management"
 - Acquisition Intelligence entry level formal training: DAU ACQ 110, "Fundamentals of Acquisition Intelligence" or equivalent training as approved by the AICOP Functional Integrated Product Team (FIPT) (*Example: "Air Force Acquisition Intelligence Formal Training Unit"*)
- DoD component prescribed minimum requirements
- One year of experience in an Acquisition Intelligence designated position.

The Journeyman level Acquisition Intelligence credential (*in development*) will require completion of the following:

- Intelligence professional credential
- Acquisition Intelligence intermediate level training¹
- DAU ACQ 210 Acquisition Intelligence Level 2 course (2021 delivery of course content)
- DoD component prescribed minimum requirements
- Two years of experience in an Acquisition Intelligence designated position.

¹ The FIPT will input to DoD/Service component approaches for the awarding of the Journeyman and Expert level credentials pending the roll-out of commensurate DoD/Service component formal training.

The Expert level Acquisition Intelligence credential (*in development*) will require completion of the following:

- Intelligence professional credential
- Acquisition Intelligence Expert level training (TBD)²
- DoD component prescribed minimum requirements
- Four years of experience in an Acquisition Intelligence designated position.

The DAU course catalog is accessible online to all DoD personnel. Access to DAU courses is supported by standard DoD Acquisition Workforce Development processes. Civilian intelligence personnel serving in Acquisition Intelligence designated positions should be given the “ACQ” occupation code in the Defense Civilian Personnel Data System to support their access to required Defense Acquisition University courses only offered in the classroom.

Obtaining the Intelligence Credential

Non-intelligence personnel may receive the intelligence credential by passing the Intelligence Fundamentals Professional Certification (IFPC) examination. The IFPC guidebook can be found at the following link: (<https://dodcertpmo.defense.gov/IFPC/>). Non-Intelligence personnel may also meet the minimum qualifications by obtaining a Component-approved or OUSD(A&S)-conferred or recognized intelligence tradecraft certification.

A list of OUSD(A&S) - conferred and recognized certifications is presented below. This list is subject to change; personnel should contact the OUSD(A&S) Office of Human Capital Initiatives for an updated list or to inquire about a specific certification:

- Certified Defense All-Source Analysis Level 1 (CDASA-1)
- Certified Defense All-Source Analysis Level 2 (CDASA)
- Certified Collection Management Professional – Fundamentals (CCMP)
- GEOINT Professional Certification – Aeronautical Analysis (AA-II)
- GEOINT Professional Certification – Applied Science (AS-II)
- GEOINT Professional Certification – Cartography (CA-II)
- GEOINT Professional Certification – Fundamentals (GPC-F)
- GEOINT Professional Certification – GEOINT Collection (GC-II)
- GEOINT Professional Certification – Geospatial Analysis (GA-II)
- GEOINT Professional Certification – Geospatial Data Management (GDM-II)
- GEOINT Professional Certification – Human Geography (HG-II)
- GEOINT Professional Certification – Imagery Analysis (IA-II)
- GEOINT Professional Certification – Imagery Science (IS-II)
- GEOINT Professional Certification – Maritime Analysis (MA-II)
- Intelligence Planning Certification

² The FIPT will input to DoD/Service component approaches for the awarding of the Journeyman and Expert level credentials pending the roll-out of commensurate DoD/Service component formal training.

Roles and Responsibilities

OUSD(I&S) and OUSD(A&S)

In support of both OUSD(I&S) and OUSD(A&S), the Director, Acquisition Intelligence Division is the program sponsor and community manager for the Acquisition Intelligence Career Occupation Program. The Director, Acquisition Intelligence Division, will:

- Lead the Functional Integrated Product Team (FIPT) to support AICOP implementation and direction;
- Ensure compliance with this guide and FIPT direction;
- Provide Subject Matter Expertise to the Defense Acquisition University (DAU) and the OUSD(A&S) for all Acquisition Intelligence course development;
- Monitor the currency and content of Acquisition Intelligence training to synchronize content across the DAU course curriculum;
- Oversee the DoD component implementation of the AICOP;

DoD Components

DoD components implement the award and manage of the Acquisition Intelligence credential under existing workforce development and management authorities. DoD components will designate an Intelligence Career Field Manager or training representative whose responsibilities for administering this specialty include:

- Representing their workforce in the AICOP FIPT;
- Maintaining an Acquisition Intelligence training database for their respective military service or agency. This will include at a minimum the list of Acquisition Intelligence billets, the names of personnel currently in those billets, and the dates for award of Acquisition Intelligence credentials;
- Tracking Acquisition Intelligence billets within their service or agency and designating requirements for credential levels appropriate to each uniformed and civilian billet(s);
- Conducting an Acquisition Intelligence billet validation annually and reporting changes or updates to the AID;
- Coordinating, for new Acquisition Intelligence personnel, with military and agency training coordinators, to initiate DAU course scheduling and attendance prior to assignment check-in;
- Providing a certification letter to members, after completion of training, for any follow-on Acquisition Intelligence continuing education requirements;
- Informing personnel when they are not in compliance with this guide and notifying chain of command. Each military service and agency should provide an annual execution report to the AICOP FIPT for program effectiveness evaluation;

Review and Effective Date

The AICOP FIPT shall review this guidance document annually to ensure applicability, currency, and consistency with Federal and Department of Defense policy and statutory authorities.

Non-Discriminatory Policy

The Acquisition Intelligence Program does not discriminate on the basis of race, color, national origin, sex (including pregnancy or childbirth), religion, age (40 or over), disability (physical or mental), sexual orientation, marital status, parental status, political affiliation, genetic information, or retaliate for participation in protected (e.g. whistleblower) activities. The Acquisition Intelligence Program complies with all applicable jurisdictional laws and regulations related to protection against discrimination. Additionally, Acquisition Intelligence Program procedures ensure that all applicants and candidates are treated in an equitable and consistent manner throughout the entire certification/credentialing process. The eligibility requirements, assessment instrument content, assessment environment, scoring method, and maintenance process provide for a fair, impartial, and bias-free certification and credentialing program.

APPENDIX

Exemplar: Acquisition Intelligence Individual Development

ACQUISITION INTELLIGENCE SPECIALTY	
Type of Duty	Representative Activities
Headquarters and Staff or Program Manager/ Matrixed Support	Managing or supporting planning for Major Command/programs to include projects or programs ranging from cooperative science and technology to major system development and production.
Acquisition Strategy Development	Analyzing cooperative opportunities, conducting analyses of alternatives, and integrating acquisition and exportability considerations into a program's acquisition strategy.
Technology Security and Foreign Disclosure (TSFD or requirements/ lab/field support activity)	Supporting development or implementation of export-related technology security, foreign disclosure, or export control policies and positions.
Core Training Standards (required for this career path)	
Intelligence Training	As required by Service/Component Intelligence Career Field Manager
Acq Intel Training	<p>If your acquisition position is designated as an AICOP Apprentice level (Level I) position:</p> <ul style="list-style-type: none"> ● ACQ 101 Fundamentals of Systems Acquisition Management ● CLR 101 Introduction to the Joint Capabilities Integration & Development System (Prerequisite for RQM 110) ● ACQ 110 Fundamentals of Acquisition Intelligence <p>If your acquisition position is designated as an AICOP Journeyman level (Level II) position:</p> <ul style="list-style-type: none"> ● ACQ 210 Acquisition Intelligence Intermediate Level (<i>course curriculum under development, Slated for 2021 roll-out</i>) <p>If your acquisition position is designated as an AICOP Expert level (Level III) position</p> <ul style="list-style-type: none"> ● ACQ 310 (TBD)
Education	As required by Service/Component Intelligence Career Field Manager

Core Plus Development Guide (desired training)	Type of Assignment		
DAU Training	HQ and Staff	PM/Matrix Spt	Rg/Lab/Fld Spt Act
ACQ 160 Program Protection Planning Awareness	✓	✓	✓
RQM 110 Core Concepts for Requirements Management	✓	✓	✓
TST 102 Fundamentals of Test and Evaluation	✓	✓	✓
CLE 074 Cybersecurity Throughout DoD Acquisition	✓	✓	✓
CLE 022 Program Manager Introduction to Anti-Tamper	✓	✓	✓
CLE 068 Intellectual Property and Data Rights	✓	✓	✓
CLI 005 RDT&E (IEP) Army-Specific (Army Personnel)	✓		
CLI 006 RDT&E (IEP) Navy-specific (Navy Personnel)	✓		
CLI 007 Technology Transfer and Export Control	✓	✓	✓
Education			
Apprentice level (Level I) – no formal degree required/Journeyman level (Level II) - Bachelor’s degree/Expert Level (Level III) – Bachelor’s degree			
Experience			
1 year for Apprentice level (Level I) /2 years for Journeyman level (Level II)/4 years for Expert level (Level III)			