



# Department of Defense

## INSTRUCTION

**NUMBER** 3305.15

February 25, 2008

Certified Current Through February 25, 2015

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USD(I)

**SUBJECT:** DoD Human Intelligence (HUMINT) Training

- References:
- (a) DoD Directive S-3115.6, "Department of Defense Human Resource Intelligence Collection Training (U)," January 7, 1967 (hereby canceled)
  - (b) DoD Instruction 5025.01, "DoD Directives Program," September 26, 2012
  - (c) DoD Directive 5143.01, "Under Secretary of Defense for Intelligence (USD(I))," November 23, 2005
  - (d) DoD Instruction 3115.11, "DoD Intelligence Human Capital Management Operations," January 22, 2009, as amended
  - (e) through (g), see Enclosure 1

### 1. PURPOSE

This Instruction:

1.1. Reissues and renumbers Reference (a) as an unclassified DoD Instruction in accordance with the guidance in Reference (b) and the authority in Reference (c). Updates policies and responsibilities for the conduct of HUMINT training and assigns responsibilities for DoD HUMINT training in accordance with established policies and standards.

1.2. Designates the Defense HUMINT Manager (DHM) responsible for establishing, and updating as necessary, core DoD HUMINT training standards.

1.3. Establishes the DoD Counterintelligence HUMINT Training Council (DCIHTC), comprised of representatives of the Defense Intelligence Components, the Military Departments, and Joint Staff, as an advisory body on HUMINT training that reports to the Defense Intelligence Training and Education Board in accordance with Reference (d).

### 2. APPLICABILITY AND SCOPE

This Instruction applies to the OSD, the Military Departments (including the Coast Guard at all times, including when it is a Service in the Department of Homeland Security by agreement with that Department), the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the

Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the DoD (hereafter referred to collectively as the “DoD Components”).

### 3. DEFINITIONS

Unless otherwise stated, the definitions are for the purposes of this Instruction.

3.1. Blended Training. The combination of multiple approaches to learning accomplished through the use of virtual and physical resources.

3.2. Defense Intelligence Components. Refers to all DoD organizations that perform National Intelligence, Defense Intelligence, and intelligence-related functions, including: the Defense Intelligence Agency; the National Geospatial-Intelligence Agency; the National Reconnaissance Office; the National Security Agency/Central Security Service; and the intelligence elements of the Active and Reserve Components of the Military Departments (Reference (c)).

3.3. HUMINT. A category of intelligence derived from information collected and provided by human resources.

3.4. HUMINT Enterprise Components. The OSD, the Combatant Commands, the Military Services, the Defense Intelligence Agency (DIA), and the Defense Counterintelligence and Human Intelligence Center.

3.5. HUMINT Training. Instruction and applied exercises for acquiring and retaining skills and knowledge required in the acquisition of foreign intelligence derived from the collection discipline that uses human beings as both sources and collectors.

### 4. POLICY

It is DoD policy that:

4.1. All HUMINT training shall be technically sound and support DoD missions.

4.2. HUMINT training shall be carried out pursuant to the authorities and restrictions of applicable law and relevant DoD policies.

4.3. Establishment of HUMINT training activities shall be consistent with DCIHTC guidance and HUMINT training standards and shall not impact statutory responsibilities of the Secretaries of the Military Departments.

## 5. RESPONSIBILITIES

5.1. The Under Secretary of Defense for Intelligence (USD(I)) shall:

5.1.1. Provide policy, direction, and oversight for HUMINT training to the Defense Intelligence Components and assign HUMINT training responsibilities, as necessary.

5.1.2. Review HUMINT training programs and provide recommendations to the Defense Intelligence Components.

5.1.3. Publish HUMINT training guidance in accordance with the annual publication of the defense strategic planning guidance, defense intelligence guidance, and other OSD policy guidance to identify HUMINT training issues during the program and budget build and during development of supplemental requests. The USD(I) shall review requests upon budget submission and provide additional guidance as required.

5.1.4. Receive recommendations from the DHM and Chair of the DCIHTC, on policies, standards, responsibilities, or related matters on HUMINT training.

5.1.5. In consultation with the DHM, Secretaries of the Military Departments, and Chairman of the Joint Chiefs of Staff, as appropriate, designate HUMINT joint training activities. Such training shall provide for effective training to HUMINT personnel, avoid duplication of other DoD HUMINT training where appropriate, and meet DHM training standards.

5.1.6. Coordinate with the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) to ensure synchronization of HUMINT training and education efforts.

5.2. The Director, DIA, under the authority, direction, and control of the USD(I), shall:

5.2.1. Manage attaché nominations, selection, and training process jointly with the Director, Defense Security Cooperation Agency, in accordance with DoD Directive 5105.75 (Reference (e)).

5.2.2. As the DHM, in accordance with DoD Directive S-5200.37 (Reference (f)) and DoD Instruction O-5100.93 (Reference (g)), shall:

5.2.2.1. Review DoD HUMINT training for effectiveness.

5.2.2.2. Issue guidance, institute procedures, and establish core common training standards governing HUMINT training in coordination with the Secretaries of the Military Departments and the Joint Staff as appropriate.

5.2.2.3. Recommend DoD training resource allocations to the USD(I) in consultation with the Defense Intelligence Components.

5.2.2.4. Establish joint training activities to plan and manage the implementation of DoD HUMINT training in coordination with the Chairman of the Joint Chiefs of Staff, the Secretaries of the Military Departments, and USD(I).

5.2.2.5. Participate in the planning, programming, budgeting, and execution by collecting, coordinating, and submitting HUMINT training resource requirements for inclusion in the Defense Intelligence Guidance, memorandums, and other planning guidance.

5.2.2.6. Advise the USD(I) concerning alignment of HUMINT training responsibilities to include consolidation, contraction, or expansion of HUMINT training.

5.2.2.7. Designate a representative to serve as the Chair of the DCIHTC. The DCIHTC will be comprised of those entities with HUMINT responsibilities and others as determined by the Chair, who shall:

5.2.2.7.1. Advise the USD(I), via the DITEB, on recommended adjustments to assignments of HUMINT training responsibilities, to include consolidation, contraction, collocation, or expansion of training.

5.2.2.7.2. Assess DCIHTC current and proposed training for submission to the USD(I) and DCIHTC members.

5.3. The Heads of the Defense Intelligence Components shall:

5.3.1. Provide HUMINT training activities for DoD Component personnel and organizations as well as for qualified non-DoD personnel and organizations on a mission- and/or space-available basis.

5.3.2. Conduct HUMINT training in accordance with this Instruction and the guidance, procedures, and standards published by the DHM.

5.3.3. Assign a representative to DCIHTC and support the activities of the DCIHTC.

5.3.4. Provide access to HUMINT training activities, information, and subject matter experts to support the DHM assessment program.

5.3.5. Submit DoD HUMINT training resource requirements to the USD(I) for inclusion in DoD planning guidance documents for planning, programming, and budgeting (PP&B) and consideration for resourcing; support the DHM PP&B responsibilities.

5.3.6. Coordinate actions with the DHM and collaborate with other DoD Component Heads on matters that affect the conduct and development of assigned training programs.

5.3.7. Coordinate with the Chairman of the Joint Chiefs of Staff, the DHM, Chair of the DCIHTC, and the USD(I) in establishing any HUMINT joint training activities to assist in the development of a DHM-approved HUMINT training program.

5.3.8. Leverage HUMINT training opportunities, in consultation with the Secretaries of the Military Departments, the DHM, and Chair of the DCIHTC, to achieve economies of scale and establish joint training activities, when appropriate, in order to capitalize on best practices to effectively train HUMINT personnel.

5.4. The USD(P&R) shall coordinate with the USD(I) to ensure synchronization of HUMINT training and education efforts.

5.5. The Heads of the DoD Components shall:

5.5.1. Provide HUMINT training to their respective DoD Components, as appropriate, and include all their DoD HUMINT training requirements and activities in PP&B actions.

5.5.2. Encourage blended HUMINT training, to include, but not limited to, resident, mobile training teams, and distributed learning, where appropriate.

5.6. The Chairman of the Joint Chiefs of Staff shall:

5.6.1. Coordinate with the DHM, Chair of the DCIHTC, and the USD(I) in establishing any jointly manned activity to plan and manage the implementation of DoD HUMINT training for the Defense HUMINT Enterprise.

5.6.2. Coordinate with the Heads of the Defense Intelligence Components in establishing and manning HUMINT joint training activities to assist in the development of a DHM-approved HUMINT training program.

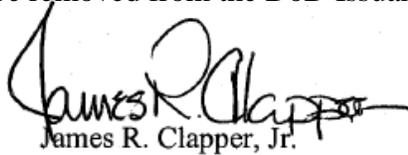
5.6.3. Leverage HUMINT training opportunities, in consultation with the Secretaries of the Military Departments, the DHM, and the Chair of the DCIHTC, to achieve economies of scale and establish joint training activities, when appropriate, in order to capitalize on best practices to effectively train HUMINT personnel.

## 6. RELEASABILITY

UNLIMITED. This Instruction is approved for public release. Copies may be obtained through the Internet from the DoD Issuances Web Site at <http://www.dtic.mil/whs/directives>.

7. EFFECTIVE DATE

This Instruction is effective February 25, 2008. This Instruction must be reissued, cancelled, or certified current within 5 years in accordance with DoD Instruction 5025.01 (Reference (e)). If not, it will expire effective February 25, 2018 and be removed from the DoD Issuances Website.

A handwritten signature in black ink, appearing to read "James R. Clapper, Jr.", is positioned above the printed name.

James R. Clapper, Jr.  
Under Secretary of Defense for Intelligence

Enclosure – 1

E1. References, continued

E1. ENCLOSURE 1

REFERENCES, continued

- (e) DoD Directive 5105.75, "Department of Defense Operations at U.S. Embassies," December 21, 2007
- (f) DoD Directive S-5200.37, "Management and Execution of Defense Human Intelligence (HUMINT) (U)," February 9, 2009, as amended
- (g) DoD Instruction O-5100.93, "Defense Counterintelligence (CI) and Human Intelligence (HUMINT) Center (DCHC)," August 13, 2010