



National Reconnaissance Office

6 August 1997
NROD 121-1
Training

SUBJECT: Training of NRO Personnel

A. SYNOPSIS. Trained and educated personnel are a critical resource with which the National Reconnaissance Office (NRO) accomplishes its mission. Quality military and civilian training and development programs are essential in maximizing the efficiency of NRO personnel in the performance of their duties. This directive prescribes policy on the eligibility for and funding of training for government personnel who are assigned to the NRO.

B. AUTHORITY. NRO training policy is issued in accordance with applicable portions of Title 5, United States Code, Chapter 41; Title 10, United States Code, Chapter 101; Section 5, Code of Federal Regulations, Part 410; Executive Order 10805; and other applicable laws.

C. SCOPE. This directive applies to NRO military and government civilian personnel and the training the NRO provides, supports, or funds.

D. DEFINITIONS.

1. **TRAINING:** Training includes academic courses, seminars, conferences, and other planned activities which support and improve individual and organizational performance and effectiveness.

2. **MISSION-RELATED TRAINING:** Training that supports NRO goals by improving organizational performance and is funded by the NRO. This includes training that:

- a. supports the NRO strategic plan and performance objectives;
- b. improves an individual's current job performance;
- c. allows for expansion or enhancement of an individual's current job;

d. enables an individual to perform needed or potentially needed duties outside the current job at the same level of responsibility; or

e. meets organizational needs in response to human resource plans and reengineering, downsizing, restructuring, and program changes.

3. PARENT AGENCY TRAINING: Training provided and/or funded by the department or agency through which military or government civilian personnel are employed. The parent agencies at the NRO include, but are not limited to, the Central Intelligence Agency, National Security Agency, Air Force, Navy, and Army.

E. POLICY.

1. The NRO will promote the development of assigned civilian and military personnel in the performance of their official duties by supplementing parent agency training with NRO training.

2. Under this directive, the NRO will fund mission-related training for NRO-assigned military and government civilian personnel.

3. NRO personnel will obtain training through their parent agency to the maximum extent possible.

a. Prior to requesting NRO-funded training, personnel will utilize parent agency training if it is available and meets the training need.

b. Training required for a career occupational field will normally be obtained through and/or funded by the individual's parent agency.

4. Parent agencies will normally fund academic education. However, NRO military and government civilian personnel may use NRO training funds for mission-related academic courses through a college or university. NRO funds may not be used as a supplement in cases where military members are provided monetary support from their parent agency or the Veterans Administration.

5. All NRO personnel will comply with parent agency policies and directives concerning statements of continued or obligated service.

6. The NRO training funds may be used to support attendance at professional meetings, seminars, and conferences when communication of professional knowledge is the primary purpose. Operational meetings to discuss operational issues cannot be funded under this authority.

7. In cases where a memorandum of understanding, memorandum of agreement, or rotational agreement exists between the NRO and a parent agency, the understanding or agreement will take precedence over this policy directive.

//Signed//

Keith R. Hall
Director

OPR: MS&O/HRMG