



Deputy of training Plan and curriculums office

# Competency Training standard

# Title

# Applying Activity-Based Intelligence (ABI) Methods

# **Occupational group**

Information Technology

International code

2529-53-105-1

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**Cooperator Specialized organizations for compiling the training standard :** 

**Revision Process:** 

- Scientific content
- According to market
- Equipment
- Tools

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#### **Definitions**:

#### Job standard:

The characteristics ' required competencies and abilities for Efficient Performance in work environment is called "the Job standard", and sometimes "The Occupational standard"

#### **Training standard:**

The Training Map for achieving the Job's subset Competencies.

#### Job title:

Is a set of Tasks and Abilities which is expected from an employed person in the defined level

#### Job description:

A statement covering the most important elements of a job, namely the position or title of the job, the duties, job's relation with other jobs in a occupational field, the responsibilities, workplace conditions and required performance standards.

#### **Course duration**:

The minimum of time which is required to achieve the training objects.

#### Admission requirements:

The minimum of competencies and abilities which are obligatory for a potential admission.

#### **Evaluation:**

The process of collecting evidence and judgment about wetter a competency is achieved or not. Include: written examination, practical examination

Required Qualifications for Trainers:

The minimum of Trainer's technical and vocational abilities which the trainer is required to have. **Competency:** 

The ability of efficient performing a duty in a variety of workplaces conditions

Knowledge:

The minimum set of facts and mental capacities which is necessary for achieving a competency. This can include science, (Mathematics, physics, chemistry or biology), technology or technical. **Skill:** 

The minimum coordination between mind and body for achieving an ability or competency. It normally applied to practical skills.

#### Attitude:

A set of emotional behaviors required for achieving a competency and can have non-technical skills and occupational ethics.

#### Safety:

The cases which doing or not doing something can cause harm or accident

#### **Environmental Consideration:**

A set of consideration about the act which should be done to minimize the environmental damage or pollution.

#### **Competency Title:**

### **Applying Activity-Based Intelligence (ABI) Methods**

#### **Competency Description**:

In this course, you gain the foundational knowledge for integrating ABI methods and concepts into your analytic practice. You identify and develop low-signature targets and activities of interest by applying the "Four Pillars" of ABI. Additionally, you expand your analytic capabilities beyond traditional All-Source methods, integrating them with best practices for big data analytics.

- Expand your analytic capabilities
- Prepare your data to overcome challenges, resource limitations and address new questions at the speed of mission
- Uncover Patterns of Life (PoL) using ABI techniques
- Apply the Four Pillars of ABI

#### **Admission Requirements:**

minimum degree of education: Computer or IT related Bachelor

minimum physical and mental ability:-

prerequisite skills:-

#### **Course duration:**

Course duration : 50 hours

-theoretical: 15 hours

-practical: 35 hours

-apprenticeship:... hours

-project:... hours

#### **Course Evaluation :(%)**

Written:25%

Practical:65%

Work ethics:10%

#### **IRANTVTO Evaluation :(%)**

Written Examination:25% Practical Examination:65% Ethics:10%

Computer or IT related Bachelor with 2 years experience

# Competency training standard

# Tasks

| `` | Title  |
|----|--|
| 1  | Key Factors Impacting the Practice of Intelligence                           |
| 2  | Intelligence analysis: A special type of work                                |
| 3  | Thinking About Thinking Analysis as forecasting and modeling                 |
| 4  | Forecasting and cognitive style  |
| 5  | ABI as an Analytic Methodology A strategy for addressing concurrent analytic |
|    | challenges   |
| 6  | Why activity is important  |
| 7  | Thinking About Data Characterizing data types                                |
| 8  | Activity-based perspective on data   |
| 9  | Optimizing resource allocation   |
| 10 | Preparing Your Data Georeference to discover                                 |
| 11 | Integrate before exploit   |
| 12 | Discovering Correlations through Spatiotemporal Analysis Sequence Neutrality |
| 13 | Data Neutrality  |
| 14 | Developing Hypotheses and Assessments Modeling Behavior                      |
| 15 | Reasoning styles   |
| 16 | Production and Briefing Developing ABI Products                              |
| 17 | Delivering ABI results to stakeholders                                       |

| Training standard                       |               |              |         |  |
|---|---------------|--------------|---------|--|
| Contents analysis form                  |               |              |         |  |
| Title:                                  | time          |              |         |  |
| Key Factors Impacting the Practice      | theoretical   | practical    |         |  |
| of Intelligence                         | Determined    | by the ins   |         |  |
| Knowledge ,skill ,attitude ,safety, Env | vironmental C | Consideratio | on      | Equipments ,tools,<br>materials ,books |
| Knowledge and Skill:                    | Determined    | l by the ins | tructor | According to the                       |
| • Technology                            |               |              |         | trainer                                |
| • Methodology                           |               |              |         | -                                      |
| • Data                                  |               |              |         |  |
| Mission                                 |               |              |         |  |
| • Culture                               |               |              |         | -                                      |
| Cognition                               |               |              |         |  |
| Attitude:                               | L.            | 1            | 1       |  |
| Speed and accuracy in doing the right   | thing         |              |         |  |
|   |               |              |         |  |
| Health & Safety:                        |               |              |         | -                                      |
| Compliance with safety protection in    | the workplace | e            |         |  |
|   |               |              |         |  |
|   |               |              |         | _                                      |
| Environmental Consideration:            |               |              |         |  |
| Compliance with environmental prote     | ction         |              |         |  |
|   |               |              |         |  |

| Training standard                           |  |             |         |                  |
|---|--|-------------|---------|------------------|
| Contents analysis form                      |  |             |         |                  |
| Title:                                      | time                                   |             |         |                  |
| Intelligence analysis: A special type       | theoretical                            | practical   |         |                  |
| of work                                     | Determined                             | by the ins  | tructor |                  |
| Knowledge ,skill ,attitude ,safety, Env     | Equipments ,tools,<br>materials ,books |             |         |                  |
| Knowledge and Skill:                        | Determined                             | by the inst | tructor | According to the |
| • Thinking, writing, speaking and imagining |  |             |         | trainer          |
| <ul> <li>Our brains as our most</li> </ul>  |  |             |         |                  |
| valuable tool                               |  |             |         |                  |
|   |  |             |         |                  |
| Attitude:                                   |  |             |         | -                |
|   | thing                                  |             |         |                  |
| Speed and accuracy in doing the right       | uning                                  |             |         |                  |
|   |  |             |         |                  |
|   | -                                      |             |         |                  |
| Health & Safety:                            |  |             |         |                  |
| Compliance with safety protection in t      | the workplace                          | e           |         |                  |
|   |  |             |         |                  |
|   |  |             |         | -                |
| Environmental Consideration:                |  |             |         |                  |
| Compliance with environmental prote         | ction                                  |             |         |                  |
|   |  |             |         |                  |

| Contents analysis form Title:                      | 41.000              |              |         |  |
|--|---------------------|--------------|---------|--|
| Thinking About Thinking                            | time<br>theoretical | practical    | total   |  |
| Analysis as forecasting and modeling               | Determined          | by the inst  | tructor |  |
| Knowledge ,skill ,attitude ,safety, E              | nvironmental C      | consideratio | on      | Equipments ,tools,<br>materials ,books |
| Knowledge and Skill:                               | Determined          | by the inst  | tructor | According to the                       |
| • Achieving excellence in forecasting              |                     |              |         | trainer                                |
| • Modeling Pattern of Life                         |                     |              |         | _                                      |
| <ul><li>(PoL)</li><li>ABI as judgemental</li></ul> |                     |              |         |  |
| bootstrapping                                      |                     |              |         |  |
| Attitude:<br>Speed and accuracy in doing the rig   | ht thing            |              |         |  |
| Health & Safety:                                   |                     |              |         |  |
| Compliance with safety protection i                |                     |              |         |  |
|  |                     |              |         |  |
| Environmental Consideration:                       |                     |              |         |  |
| Environmental Consideration.                       |                     |              |         |  |

| Training standard                       |  |             |         |                                     |  |  |
|---|--|-------------|---------|-------------------------------------|--|--|
| Contents analysis form Title:           | time   |             |         |                                     |  |  |
| Forecasting and cognitive style         | theoretical  | practical   |         |                                     |  |  |
|   | Determined   | -           | tructor |                                     |  |  |
| Knowledge ,skill ,attitude ,safety, Env |  | •           |         | Equipments ,tools, materials ,books |  |  |
| Knowledge and Skill:                    | Determined   | by the inst | tructor | According to the                    |  |  |
| Cognitive style assessment              |  |             |         | trainer                             |  |  |
| • Cognitive style and Subject           |  |             |         | -                                   |  |  |
| Matter Expertise                        |  |             |         | _                                   |  |  |
|   |  |             |         |                                     |  |  |
|   |  |             |         | -                                   |  |  |
| Attitude:                               | -  |             |         |                                     |  |  |
| Speed and accuracy in doing the right   |  |             |         |                                     |  |  |
|   |  |             |         |                                     |  |  |
|   |  |             |         |                                     |  |  |
| Health & Safety:                        |  |             |         |                                     |  |  |
| Compliance with safety protection in    | Compliance with safety protection in the workplace |             |         |                                     |  |  |
|   |  |             |         |                                     |  |  |
|   |  |             |         |                                     |  |  |
| Environmental Consideration:            |  |             |         |                                     |  |  |
| Compliance with environmental prote     | ction  |             |         |                                     |  |  |
|   |  |             |         |                                     |  |  |

| Training standard                       |  |             |         |                  |
|---|--|-------------|---------|------------------|
| Contents analysis form                  |  |             |         |                  |
| Title:                                  | time                                   |             |         |                  |
| ABI as an Analytic Methodology          | theoretical                            | practical   | total   |                  |
| A strategy for addressing concurrent    | Determined                             | -           | tructor |                  |
| analytic challenges                     | Determined                             | i by the ms | uuctoi  |                  |
| Knowledge ,skill ,attitude ,safety, Env | Equipments ,tools,<br>materials ,books |             |         |                  |
| Knowledge and Skill:                    | Determined                             | by the inst | tructor | According to the |
| • Overcoming data sparseness            |  |             |         | trainer          |
| • Lack of signature                     |  |             |         |                  |
| • Volume                                |  |             |         |                  |
| • Resolution                            |  |             |         |                  |
| Confidence                              |  |             |         |                  |
| Attitude:                               |  |             |         |                  |
| Speed and accuracy in doing the right   | thing                                  |             |         |                  |
|   |  |             |         |                  |
|   |  |             |         |                  |
| Health & Safety:                        |  |             |         |                  |
| Compliance with safety protection in t  | the workplace                          | e           |         |                  |
|   |  |             |         |                  |
|   |  |             |         |                  |
| Environmental Consideration:            |  |             |         |                  |
| Compliance with environmental prote     | ction                                  |             |         |                  |
|   |  |             |         |                  |

| Contents analysis form                                   |               |              |         |                                     |
|--|---------------|--------------|---------|-------------------------------------|
| Title:   | time          |              |         |                                     |
| Why activity is important                                | theoretical   | practical    | total   |                                     |
|  | Determined    | by the inst  | tructor |                                     |
| Knowledge ,skill ,attitude ,safety, En                   | vironmental C | consideratio | on      | Equipments ,tools, materials ,books |
| Knowledge and Skill:                                     | Determined    | by the inst  | tructor | According to the                    |
| Tuning for richness and volume                           |               |              |         | trainer                             |
| • Creating an avenue for data discovery                  |               |              |         |                                     |
| <ul> <li>Uncovering "unknown-<br/>unknowns"</li> </ul>   |               |              |         |                                     |
| Attitude:  |               |              |         |                                     |
| Speed and accuracy in doing the right                    | t thing       |              |         |                                     |
|  |               |              |         |                                     |
| Health & Safety:   |               |              |         |                                     |
| Health & Safety:<br>Compliance with safety protection in | the workplace | 2            |         |                                     |
| •  | the workplace | 2            |         |                                     |

| total<br>cructor<br>on<br>cructor           | Equipments ,tools,<br>materials ,books<br>According to the<br>trainer |  |  |  |  |
|---|---|--|--|--|--|
| on  | materials ,books According to the                                     |  |  |  |  |
|   | materials ,books According to the                                     |  |  |  |  |
| tructor                                     |   |  |  |  |  |
|   | trainer   |  |  |  |  |
|   |   |  |  |  |  |
|   |   |  |  |  |  |
|   | _   |  |  |  |  |
|   |   |  |  |  |  |
|   |   |  |  |  |  |
| Attitude:                                   |   |  |  |  |  |
| Speed and accuracy in doing the right thing |   |  |  |  |  |
|   |   |  |  |  |  |
|   |   |  |  |  |  |
|   |   |  |  |  |  |
|   |   |  |  |  |  |
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|   |   |  |  |  |  |
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|   |   |  |  |  |  |

| Title:                                  | time                         |             |         |  |  |
|---|------------------------------|-------------|---------|--|--|
| Activity-based perspective on data      | theoretical                  | practical   | total   |  |  |
|   | Determined                   | by the ins  | tructor |  |  |
| Knowledge ,skill ,attitude ,safety, Env | ironmental C                 | onsideratio | on      | Equipments ,tools,<br>materials ,books |  |
| Knowledge and Skill:                    | Determined by the instructor |             |         | According to the                       |  |
| • Understanding the source vs.          |                              |             |         | trainer                                |  |
| extracting the insight                  |                              |             |         | -                                      |  |
| • The power of metadata                 |                              |             |         | -                                      |  |
| • Analyzing data vs.                    |                              |             |         | _                                      |  |
| information vs. knowledge               |                              |             |         |  |  |
| Attitude:                               |                              |             |         | -                                      |  |
| Speed and accuracy in doing the right   |                              |             |         |  |  |
|   |                              |             |         |  |  |
|   |                              |             |         |  |  |
| Health & Safety:                        |                              |             |         |  |  |
| Compliance with safety protection in t  |                              |             |         |  |  |
|   |                              |             |         |  |  |
|   |                              |             |         |  |  |
| Environmental Consideration:            |                              |             |         |  |  |
| Compliance with environmental protect   | ction                        |             |         |  |  |
|   |                              |             |         |  |  |

| Title:   | time   |             |         |                  |  |
|--|--|-------------|---------|------------------|--|
| Optimizing resource allocation   | theoretical  | practical   | total   |                  |  |
|  | Determined   | by the inst | tructor |                  |  |
| Knowledge ,skill ,attitude ,safety, Env                                      | Equipments ,tools,<br>materials ,books             |             |         |                  |  |
| Knowledge and Skill:   | Determined   | by the inst | tructor | According to the |  |
| • Focusing data acquisition  |  |             |         | trainer          |  |
| <ul><li>resources on activity</li><li>Forecasting as an enabler of</li></ul> |  |             |         |                  |  |
| resource allocation  |  |             |         | -                |  |
| • Knowing when and where to  |  |             |         |                  |  |
| look for activity  |  |             |         |                  |  |
|  |  |             |         | _                |  |
| Attitude:  |  |             |         |                  |  |
| Speed and accuracy in doing the right  |  |             |         |                  |  |
|  |  |             |         |                  |  |
| Health & Safety:   |  |             |         | -                |  |
| Compliance with safety protection in t                                       | he workplace                                       | e           |         |                  |  |
|  | compliance with safety protection in the workplace |             |         |                  |  |
|  |  |             |         |                  |  |
| Environmental Consideration:   |  |             |         |                  |  |
| Compliance with environmental protect  | ction  |             |         |                  |  |
|  |  |             |         |                  |  |

| Title:                                   | time                         |             |    |  |  |
|--|------------------------------|-------------|----|--|--|
| Preparing Your Data                      | theoretical practical total  |             |    | -                                      |  |
| Georeference to discover                 | Determined                   | •           |    |  |  |
| Knowledge ,skill ,attitude ,safety, Env  | ironmental C                 | onsideratio | on | Equipments ,tools,<br>materials ,books |  |
| Knowledge and Skill:                     | Determined by the instructor |             |    | According to the                       |  |
| • Identifying spatial cues in            |                              |             |    | trainer                                |  |
| diverse data streams                     |                              |             |    | -                                      |  |
| • Applying tools to extract              |                              |             |    | -                                      |  |
| spatial features                         |                              |             |    |  |  |
|  |                              |             |    |  |  |
| Attitude:                                | <u> </u>                     |             |    | -                                      |  |
| Speed and accuracy in doing the right    | thing                        |             |    |  |  |
|  |                              |             |    |  |  |
|  |                              |             |    |  |  |
| Health & Safety:                         |                              |             |    | -                                      |  |
| Compliance with safety protection in t   | he workplace                 | e           |    |  |  |
|  |                              |             |    |  |  |
|  |                              |             |    |  |  |
| Environmental Consideration:             |                              |             |    |  |  |
| Compliance with environmental protection | ction                        |             |    |  |  |
|  |                              |             |    |  |  |

| Title:                                  | time                                   |            |         |                  |
|---|--|------------|---------|------------------|
| Integrate before exploit                | theoretical                            | practical  | total   |                  |
|   | Determined by the instructor           |            |         |                  |
| Knowledge ,skill ,attitude ,safety, Env | Equipments ,tools,<br>materials ,books |            |         |                  |
| Knowledge and Skill:                    | Determined                             | by the ins | tructor | According to the |
| • Categorizing data by activity         |  |            |         | trainer          |
| type                                    |  |            |         | -                |
| Unlocking connections                   |  |            |         | -                |
| across data types through               |  |            |         | -                |
| multi-layered preprocessing             |  |            |         |                  |
| • Optimizing exploitation               |  |            |         |                  |
| Attitude:                               |  |            |         | -                |
| Speed and accuracy in doing the right   |  |            |         |                  |
| Health & Safety:                        |  |            |         |                  |
| Compliance with safety protection in t  |  |            |         |                  |
|   |  |            |         |                  |
| Environmental Consideration:            |  |            |         |                  |
| Compliance with environmental protect   |  |            |         |                  |
|   |  |            |         |                  |

| Title:                                   | time                                   |              |                  |         |
|--|--|--------------|------------------|---------|
| Discovering Correlations through         | theoretical                            | practical    | total            | -       |
| Spatiotemporal Analysis                  | Determined                             | -            |                  |         |
| Sequence Neutrality                      | Determinet                             | i by the ms  | uctor            |         |
| Knowledge, skill, attitude, safety, Env  | Equipments ,tools,<br>materials ,books |              |                  |         |
| Knowledge and Skill:                     | Determined                             | l by the ins | According to the |         |
| • Enabling visual data                   |  |              |                  | trainer |
| discovery                                |  |              |                  | _       |
| • Applying constraints and               |  |              |                  | -       |
| filters                                  |  |              |                  |         |
| • Assembling context around              |  |              |                  |         |
| the subject                              |  |              |                  |         |
|  |  |              |                  | _       |
| Attitude:                                |  |              |                  |         |
| Speed and accuracy in doing the right    |  |              |                  |         |
|  |  |              |                  |         |
|  |  |              |                  |         |
| Health & Safety:                         | -                                      |              |                  |         |
| Compliance with safety protection in     |  |              |                  |         |
|  |  |              |                  |         |
|  |  |              |                  |         |
| Environmental Consideration:             |  |              |                  |         |
| Compliance with environmental protection |  |              |                  |         |
| i i i i i i i i i i i i i i i i i i i    |  |              |                  |         |

| Title:                                   | time                                   |            |         |                  |
|--|--|------------|---------|------------------|
| Data Neutrality                          | theoretical                            | practical  | total   |                  |
|  | Determined                             | by the ins | tructor |                  |
| Knowledge ,skill ,attitude ,safety, Env  | Equipments ,tools,<br>materials ,books |            |         |                  |
| Knowledge and Skill:                     | Determined                             | by the ins | tructor | According to the |
| • Using locations to uncover             |  |            |         | trainer          |
| context                                  |  |            |         |                  |
| • Linking data through activity          |  |            |         | -                |
| • "Who-where-who?" /                     |  |            |         |                  |
| "Where-who-where?"                       |  |            |         |                  |
|  |  |            |         | -                |
| Attitude:                                |  |            |         |                  |
| Speed and accuracy in doing the right    |  |            |         |                  |
|  |  |            |         |                  |
|  |  |            |         |                  |
| Health & Safety:                         |  |            |         |                  |
| Compliance with safety protection in t   |  |            |         |                  |
|  |  |            |         |                  |
|  |  |            |         |                  |
| Environmental Consideration:             |  |            |         |                  |
| Compliance with environmental protection |  |            |         |                  |
|  |  |            |         |                  |

| Title:                                   | time   |              |                  |         |  |  |  |
|--|--|--------------|------------------|---------|--|--|--|
| Developing Hypotheses and                | theoretical                                      | practical    | total            |         |  |  |  |
| Assessments                              |  | -            |                  |         |  |  |  |
| Modeling Behavior                        | Determined                                       | i by the ms  | tructor          |         |  |  |  |
| Knowledge ,skill ,attitude ,safety, En   | 1, attitude, safety, Environmental Consideration |              |                  |         |  |  |  |
| Knowledge and Skill:                     | Determined                                       | l by the ins | According to the |         |  |  |  |
| • What are models?                       |  |              |                  | trainer |  |  |  |
| • Forming your hypothesis                |  |              |                  | -       |  |  |  |
| • Testing your hypothesis                |  |              |                  |         |  |  |  |
|  |  |              |                  |         |  |  |  |
|  |  |              |                  |         |  |  |  |
| Attitude:                                |  |              |                  | -       |  |  |  |
| Speed and accuracy in doing the righ     | t thing  |              |                  |         |  |  |  |
| speed and accuracy in doing the right    |  |              |                  |         |  |  |  |
|  |  |              |                  |         |  |  |  |
|  | -  |              |                  |         |  |  |  |
| Health & Safety:                         |  |              |                  |         |  |  |  |
| Compliance with safety protection in     |  |              |                  |         |  |  |  |
|  |  |              |                  |         |  |  |  |
|  |  |              |                  |         |  |  |  |
| Environmental Consideration:             |  |              |                  |         |  |  |  |
| Compliance with environmental protection |  |              |                  |         |  |  |  |
| -  |  |              |                  |         |  |  |  |

| Title:                                  | time                                   |             |         |                  |
|---|--|-------------|---------|------------------|
| Reasoning styles                        | theoretical                            | practical   | total   |                  |
|   | Determined                             | by the ins  | tructor |                  |
| Knowledge, skill, attitude, safety, Env | Equipments ,tools,<br>materials ,books |             |         |                  |
| Knowledge and Skill:                    | Determined                             | by the inst | tructor | According to the |
| • Deductive                             |  |             |         | trainer          |
| • Inductive                             |  |             |         | -                |
| • Abductive                             |  |             |         | -                |
|   |  |             |         |                  |
|   |  |             |         |                  |
| Attitude:                               |  |             |         |                  |
| Speed and accuracy in doing the right   |  |             |         |                  |
|   |  |             |         |                  |
|   |  |             |         |                  |
| Health & Safety:                        |  |             |         |                  |
| Compliance with safety protection in t  |  |             |         |                  |
|   |  |             |         |                  |
|   |  |             |         |                  |
| Environmental Consideration:            | -                                      |             |         |                  |
| Compliance with environmental protect   |  |             |         |                  |
|   |  |             |         |                  |

| Title: time  |  |             |         |                  |
|--|--|-------------|---------|------------------|
| Production and Briefing                            | theoretical                            | practical   | total   |                  |
| Developing ABI Products                            | Determined                             | by the ins  |         |                  |
| Knowledge ,skill ,attitude ,safety, Env            | Equipments ,tools,<br>materials ,books |             |         |                  |
| Knowledge and Skill:                               | Determined                             | by the inst | tructor | According to the |
| Depicting PoL                                      |  |             |         | trainer          |
| • Conveying activities of                          |  |             |         | -                |
| human networks with clarity                        |  |             |         | -                |
| • Communicating in static vs.                      |  |             |         |                  |
| dynamic formats                                    |  |             |         |                  |
| Attitude:<br>Speed and accuracy in doing the right |  |             |         |                  |
| Health & Safety:                                   |  | -           |         |                  |
| Compliance with safety protection in t             |  |             |         |                  |
| Environmental Consideration:                       |  |             |         |                  |
| Compliance with environmental protection           |  |             |         |                  |
|  |  |             |         |                  |

| Title:                                   | time  |             |         |                  |  |
|--|---|-------------|---------|------------------|--|
| Delivering ABI results to                | theoretical   | practical   | total   | -                |  |
| stakeholders                             | Determined by the instructor                                  |             |         |                  |  |
| Knowledge ,skill ,attitude ,safety, Env  | owledge ,skill ,attitude ,safety, Environmental Consideration |             |         |                  |  |
| Knowledge and Skill:                     | Determined  | by the inst | tructor | According to the |  |
| • The art of storytelling                |   |             |         | trainer          |  |
| Communicating to decision                |   |             |         |                  |  |
| makers                                   |   |             |         | -                |  |
|  |   |             |         | -                |  |
|  |   |             |         | -                |  |
| Attitude:                                |   |             |         |                  |  |
| Speed and accuracy in doing the right    |   |             |         |                  |  |
|  |   |             |         |                  |  |
| Health & Safety:                         | -   |             |         |                  |  |
| Compliance with safety protection in t   |   |             |         |                  |  |
|  |   |             |         |                  |  |
| Environmental Consideration:             |   |             |         |                  |  |
| Compliance with environmental protection |   |             |         |                  |  |
|  |   |             |         |                  |  |