

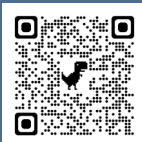
## AIRMANSHIP CONTINUUM

The Enlisted Force Development Model: Enlisted Airmanship Continuum 100–900 connects institutional, functional and base delivered education, training and experiences. The Enlisted Airmanship Continuum is first introduced at basic military training, reinforced by foundational competencies in each AFSC’s career field education and training plan, and embedded throughout the entire continuum.

Foundations Courses will replace our base-level professional enhancement seminars and become prerequisite courses for EPME 31 Dec 25. Content for all Foundations Courses will be updated and standardized by the Barnes Center, with the intent to remain current and relevant to maintain our competitive advantage. Foundations courses will be administered by base Development Advisors with support from local NCOs, SNCOs, and subject matter experts. The duration for each level is five days: four days standardized content and one day MAJCOM/WG specific focus.

**STANDARDIZED AND  
MANDATORY CONTACT POINTS  
BETWEEN TRADITIONAL EPME  
OPPORTUNITIES**

**PRECISION GUIDED  
EDUCATION TO MATCH OUR  
PRECISION GUIDED  
MUNITIONS**



## FAQs

### **What is the duration of the course?**

Five days: Four days standardized material, one day MAJCOM/Wing specific material.

### **Is the course mandatory?**

The course becomes a mandatory prerequisite to EPME 31 Dec 25.

### **When will members be required to attend Foundations Courses?**

JEFC300: required prior to ALS.

NCOFC500: required prior to NCOA.

SNCOFC700: required prior to SNCOA.

### **How many students will be in a course?**

We aim to maintain a classroom setting of 13-17 students. This fosters a collaborative learning environment and doesn’t compromise the quality of lesson content, delivery, and intent of the program. It allows for more personalized instruction and facilitates meaningful interactions among students, enhancing teamwork and problem-solving skills.

### **Will the JEFC300 replace FTEC?**

No. Students will still be required to attend FTEC.

### **Will it be mandatory to complete prior levels of Foundation Courses once it is officially launched?**

No. The policy is published for Foundations as a mandatory prerequisite to attend formal EPME Course (ALS, NCO, SNCOA). Example: TSgt Smith sewed on the day after the policy was implemented, and the last formal course she took was ALS. TSgt Smith would be required to attend NCOFC500 before attending NCOA but would not be required to complete JEFC300.

### **How were the course competencies and material determined?**

Through Doctrine, the Enlisted Force Structure, Foundational competencies, ALQs, and JQS task considerations.

### **How often will each course be offered?**

The MAJCOMs and wings will work with Development Advisors to coordinate course dates.

### **Was the course Beta tested?**

Yes. The initial operational capability, IOC, was completed across four bases from Nov 23 - Jan 24: Wright-Patterson, McGhee Tyson, Scott, and Lackland.



# FOUNDATIONS

## Mission Statement

Foundations Courses (FCs) bridge the gap between enlisted professional military education (EPME) by delivering relevant, comprehensive content across the Enlisted Airmanship Continuum. The goal is to prepare and empower Airmen E3 through E7 to make informed decisions, execute commanders’ intent, enhance Total Force readiness, and support the joint force across the domains of warfare.

## JUNIOR ENLISTED FOUNDATIONS

The Junior Enlisted Foundations Course 300 bridges the gap between tech school and Airman Leadership School. The course provides students with the foundational skills and knowledge needed to conform to standards, customs and courtesies, and offers guidance to help enhance the students' focus on becoming highly efficient career field and 5-skill level agents. The JEFC300 empowers an Airman to reflect on their behaviors in relation to the Airmen Leadership Qualities. It facilitates the journey to developing supervisory and leadership skills, developing the competency of leading individuals and teams, and understanding the guardrails and guidelines of supervision.

### JEFC300 OBJECTIVES

Standards and Customs & Courtesies  
AFSC and 5-Level Expertise  
Airman Leadership Qualities  
Supervisor & Leadership Skills  
Leading Individuals & Teams  
Supervision Guardrails & Guidelines

### JEFC300 CURRICULUM

#### Profession of Arms

Enlisted Force  
Development Core Values  
Goals

Air Force Writing

#### Warrior Mindset

Types of Thinking

Decision Making

Resiliency

Leadership and

Followership Emotional

Intelligence Team

#### Synergy

Digital Literacy

Conflict

Management

Effective Team Dynamics

Trust

#### "The Big Picture"

Air Force Mission

Mission Command

## NCO FOUNDATIONS

The NCO Foundations Course 500 provides students with the skills and knowledge needed to lead by setting the example. It also enhances the students' capacity to continually advance factors that shape organizational culture and offers guidance that empowers students to reflect on their behaviors in relation to the Airmen Leadership Qualities. The NCOFC500 assists students in grasping the connection between attention to detail, establishing impactful communications and fostering a culture of trust. It promotes the realization that asking the appropriate questions involves understanding how to utilize the answers effectively.

### NCOFC500 OBJECTIVES

Exemplary Leadership  
Organizational Culture  
Airman Leadership Qualities  
Robust Networks  
Attention to Detail, Communication, Trust  
Action Plan Development

### NCOFC500 CURRICULUM

#### Leadership Development

Team Dynamics

Progressive Discipline

Profession of Arms

#### Understanding Teams

Influential Mediator

EI (Emotional

Intelligence) Talent

Management

Psychological Safety

#### Critical Thinking

CPI2 (Continuous Process Improvement and Innovation)

Critical Thinking

Social Media

Mission Command

#### Joint Operations

AFFORGEN

Strategic Priorities

JJIM (Joint Interagency, Intergovernmental, Multinational)

## SNCO FOUNDATIONS

The SNCO Foundations Course 700 provides students with the foundational skills and knowledge needed to develop, advise and lead teams successfully. The course facilitates technical expertise for transitioning from first-line supervisors and trainers to leaders of teams. The SNCOFC700 assists students in engaging in strategic leadership at the 9-skill level, offering a rich arsenal of influence tactics for changing people's viewpoints and behaviors. It assists students in learning how to build and maintain social relationships to maximize their informal power and influence in an organization. The course goes beyond managing into a proactive stance that will take the organization forward.

### SNCOFC700 OBJECTIVES

Develop & Advise Teams  
Leaders of Teams  
Leadership & Management  
9-Level-Expertise  
Influence Tactics  
Social Relationships  
Improving the Unit

### SNCOFC700 CURRICULUM Sharpening Organizational Culture

Mission Command  
Leaning Into Leadership  
Conflict Management  
Leading Through Change

#### Strategic Alignment

National Strategies and Partnerships  
Force Generation  
Strategic Planning  
Budgeting and Defense Funding  
Manpower  
Navigating Strategic Influence