

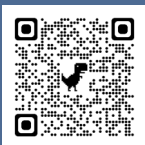
AIRMANSHIP CONTINUUM

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 2025. 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 will be required prior to ALS, NCOFC500 will be required prior to NCOA, and SNCOFC700 will be required prior to SNCOA.

How many students will be in a course?

We aim to maintain a small classroom setting, ideally 13-17 students, to foster a collaborative learning environment and not compromise the quality of lesson content, delivery, and intent of the program. This 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 Foundations Courses once it is officially launched?

After 31 Dec 25, the enlisted professional will begin their progress from the last EPME and/or Foundations course completed. For example: The policy is published for mandatory Foundations before attending a formal EPME Course (ALS, NCO, SNCOA). 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?

They were determined through the Enlisted Force Structure and Foundational competencies (Blueprint) and paired with JQS/ALQs for each level of leadership.

How often will each course be offered?

The MAJCOMs and wings will work with Development Advisors to coordinate course dates and times pending policy publication.

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



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

JEF300 COMPETENCIES

AF Writing, Developing Self, Doctrine, Ethics, Joint Force, Mentoring, Mobility, Networking, Standards & Discipline

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 COMPETENCIES

Critical Thinking, Joint Operations, Leadership & Development, Profession of Arms, Understanding Teams

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

JIIM (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, and 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 COMPETENCIES

AF Doctrine, Communication, Emerging Threats, Strategic Thinking, Team Building, Versatility

SNCOFC700 CURRICULUM

Organizational Culture

Leading Teams
DEIA (Diversity, Equity, Inclusion, and Availability)

Conflict Management
Psychological Safety
Team Emotional Intelligence

Growth/Fixed Mindset
Change Management

Strategic Alignment

National Strategy
Resource Management
AFFORGEN
Strategic Planning
DIME-FIL
Mission Type Orders