

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 for Active Duty Enlisted personnel. 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 for Active Duty personnel on 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 E4 through E7 to make informed decisions, execute commanders' intent, enhance Total Force readiness, and support the joint force across the domains of warfare.

AIRMANSHIP 300

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

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

AIRMANSHIP 500

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

Mission Command
NCO Responsibilities
Progressive Discipline
Team Dynamics
Leading with Awareness
Critical Thinking

Operational Readiness

Digital and Data Literacy
Talent Management
Conflict Mediation
Continuous Improvement and Innovation (CI²)
Joint and Coalition Operations
Strategic Priorities
Force Generation

AIRMANSHIP 700

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
Strengthening Operational Readiness
Leading Through Change

Strategic Alignment

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