

WHO WE SERVE

The Civilian Foundations Department is your partner in success. We are here to support you through your probationary period and to foster a career of continuous growth. Our commitment is to help you integrate seamlessly into our team, so you can bring your best self to the workplace and make a meaningful impact on our mission every day.

WHY WE SERVE

In accordance with 5 CFR § 410.201, our department is responsible for establishing and operating comprehensive training programs to address competency gaps. We ensure that all employee development is directly aligned with the agency's strategic plans and mission goals. This includes a robust New Employee Orientation and support of the critical transition of civilians during their probationary period and a framework for their subsequent continuous learning.



**For more information,
please contact:**

<https://www.airuniversity.af.edu/CLDS/>



**Civilian Leadership Development
School
Bldg 1429
Maxwell AFB, AL 36112**

Information Current as of April 2026

CIVILIAN LEADERSHIP DEVELOPMENT SCHOOL



CIVILIAN FOUNDATIONS DEPARTMENT





Civilian Foundations Division

Courses & Programs

NEO: New Employee Orientation (MAFHRMS419)

A web-based curriculum on Percipio providing an essential overview of DAF culture and mission to support the transition from probationary to career service.

NEXT: New Employee eXperience Track

A two-year professional development journey that helps employees master critical skills and meet performance expectations required for career status.

LAUNCH: Learning, Aligning, Understanding, Navigating, Committing, & Helping (Exploring)

An interactive in-resident program designed to equip civilians with foundational military concepts and leadership skills to foster a "one team" culture.

Continuous Learning Opportunities

Offerings available in DAF Teams

DBC: Developing Better Civilians

A professional development hub hosted on DAF TEAMS offering live webinars, skills practice, and direct access to subject matter experts.
(Code:gq2al56)

Pivot Path

A beta microlearning initiative delivering practical, mission-focused insights. Pivot translates DoW Principles into actionable knowledge for the DAF civilian.

Offerings available in SharePoint

New Employee Toolkit

A comprehensive foundational resource library designed to help employees navigate their professional journey and acculturate to the Department of the Air Force.

Microlearnings & Book Discussions

A curated collection of quick-consumption insights and critical thinking exercises designed for immediate daily application in the workplace.

Employee Responsibilities:

- Responsible for their own self-development, which includes identifying training needs to improve individual and organizational performance, successfully completing authorized training, and fulfilling any continued service agreements.
- Employees are also expected to maintain their Individual Development Plan (IDP).