



DAF Civilian Leadership Development School Supervisory and Managerial Training Frequently Asked Questions (FAQ)

18 April 2025

Contents

CIVILIAN MANAGERS	1
CIVILIAN SUPERVISORS	3
MILITARY SUPERVISORS OF CIVILIAN PERSONNEL	5
TRAINING FREQUENCY, NOTIFICATIONS AND METHOD OF DELIVERY	6
EXEMPTIONS, WAIVERS, GRANDFATHER CLAUSES, COURSE EQUIVALENTS, AND ASSESSMENT OPTIONS FOR MILITARY AND CIVILIAN SUPERVISORS/MANAGERS	8
MYBIZ, BUSINESS OBJECTIVES, AND EDUCATION AND TRAINING MANAGEMENT SYSTEM	10

CIVILIAN MANAGERS

Q. Are Senior Executive Service (SES) members required to complete the Civilian Manager Development Course – Initial or Civilian Manager Development Course – Refresher courses?

A. Currently, no. DoD policy does not require separate/unique supervisor/experienced supervisor courses for SES members. Any SES supervisor that would like to immediately accomplish Supervisory training may complete the DAF New Supervisor Course (NSC), Agency Type Course Code: CAE2), and the DAF Experienced Supervisor Course (ESC), Agency Type Course Code: CA7).

Q. I am a manager of military members only. I do not manage any type of civilian (Appropriated Fund (APF), Non-Appropriated Fund (NAF), or local national (LN). What course am I required to complete?

A. You are only required to complete the Military Personnel Management Course (MPMC). However, the moment you begin to supervise any type of civilian employee (APF, NAF, LN), you will have one year (from date of managing civilian employee) to complete the civilian-specific course.

Q. How do I know if I'm a manager?

A. Managers are coded with a Supervisory Responsibility Level Code 3. This information can be found on a position description and it is stored in DCPDS. The Education and Training Management System (ETMS) utilizes DCPDS information to send notifications for required courses. PLEASE NOTE: If you believe that there has been an error, please work with your servicing local Civilian Personnel Section to correct the DCPDS data.

Q. I've been notified to complete a supervisor course, but I believe I am a manager. How can I check my supervisory status?

A. Your installation Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section can check DCPDS to ensure you are coded correctly in the system. The supervisory level code in your position description is used to code DCPDS. Supervisors are coded 1, 2, or 4; managers are coded 3. To ensure you are coded correctly and do not over, or under train; please coordinate with your organization and local CPS to ensure all of your managerial coding is correct, within DCPDS.

Q. I'm a management official and the supervisory level code in my position description is code 5, am I required to complete manager training?

A. No, a management official's duties require or authorize the individual to formulate, determine, or influence the policies of the agency but does not meet the definition of a supervisor or manager, as in codes 1 through 4.

Q. Are managers required to complete the DAF Experienced Supervisors Course.

A. No. Once managers have completed the DAF New Manager Course (NMC) or DAF Civilian Manager Development Course – Initial (CMDC-I), Agency Type Course Code: (CAV), the next course for managers will be the DAF Civilian Manager Development Course – Refresher (CMDC-R), Agency Type Course Code: (CAZ) that is due within 3 years from the date of NMC or CMDC-I completion.

Q. I've been a manager for many years why do I need to take the DAF Civilian Manager Development Course - Initial?

A. This training is a by-law requirement (Title 5 CFR Subpart B. §412.202) to ensure you have current knowledge of rules and regulations for managing civilians. Until you have completed the initial and recurring training, both you and the Department of the Air Force (DAF) are out of compliance. In addition, both the CMDC-I and CMDC-R courses are designed to build executive core leadership competencies.

Q. As I have many years of managerial experience can I skip the DAF Civilian Manager Development Course – Initial (CMDC-I) and complete the DAF Civilian Manager Development Course – Refresher (CMDC-R) instead?

A. No, both the CMDC-I and CMDC-R build upon different executive core leadership competencies; therefore, all civilian managers (except Senior Executive Service members) must complete the Civilian Manager Development Course – Initial (formerly the New Manager Course – NMC). Once you have completed the NMC or CMDC-I, your next course is the CMDC-R. The CMDC-R is due three years from the date of NMC or CMDC-I completion.

Q. I am a manager, how do I know what types of employees that I manage and what training I should take?

A. Within DCPDS, there is a data block linked to your position (based on organization decision/CPS input), labeled “Type Employee Supervised.” This block will reflect if you manage APF, NAF, LN civilians, military personnel, or any combination of these personnel. Each employee type requires a different course completion. To ensure you are coded correctly and do not over, or under train; please coordinate with your organization and local CPS to ensure all of your managerial coding is correct, within DCPDS.

Q. I manage military personnel, is there a specific course I need to complete?

A. Yes, the Military Personnel Management Course (MPMC), Agency Type Course Code: (CAX) is a required course for civilians that manage military personnel. This is a one-time requirement and there is no follow-on course. Civilians, who also currently serve in the AF Guard or Reserve, or retired from AF active duty, Guard, or Reserve within the past five years from manager of military members start date; are exempt from taking MPMC. Member’s Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section updates Defense Civilian Personnel Data System with code (CAX) (use managerial entrance on duty date) for course credit. This is the only MST course waived for prior military members.

Q. I manage Non-Appropriated Fund personnel, is there a specific management course I need to complete?

A. Yes, the Non-Appropriated Fund Supervisor Course (NAF SC), Agency Type Course Code: (CA8). Your local Non-Appropriated Fund Human Resource Office can further advise on required courses.

Q. I manage local national personnel, is there a specific management course I need to complete?

A. Yes, the Local National Civilian Personnel Management Course (LN CPMC), Agency Type Course Code: (CAY). Your Local National Civilian Management Office can further advise on any required courses.

CIVILIAN SUPERVISORS

Q. Are Senior Executive Service (SES) members required to complete the DAF New Supervisor or DAF Experienced Supervisor Courses?

A. Currently, no. DoD policy does not require separate/unique supervisor/experienced supervisor courses for SES members. Any SES supervisor that would like to immediately accomplish Supervisory training may complete the DAF New Supervisor Course (NSC), Agency Type Course Code: CAE2), and the DAF Experienced Supervisor Course (ESC), Agency Type Course Code: CA7).

Q. How do I know if I’m a supervisor?

A. This information is coded in DCPDS, which is transferred from your position description (PD). The ETMS utilizes this information to send notifications based on the coding in DCPDS. If you believe the information is incorrect, work with your servicing Civilian Personnel Section to correct the DCPDS data. Supervisors are coded 1, 2, or 4 and managers are coded as 3.

Q. My position involves very limited supervisory duties, and my position description shows my supervisory level code as 4, am I still required to complete training?

A. Yes. A supervisory level code of 4 indicates the employee is performing the full range of supervisory duties on a regular and recurring basis, but less than 25% of the time. Supervisory level code 4 is typically assigned when the employee supervises a small number of people.

Q. I've been notified to complete a manager course, but I believe I am a supervisor, how can I check my supervisory status?

A. Your Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section can check DCPDS to ensure you are coded correctly in the system. The supervisory level code in your position description is used to code DCPDS. Supervisors are coded 1, 2, or 4; managers are coded 3.

Q. I am a supervisor, how do I know what types of employees that I supervise and what training I should take?

A. Within DCPDS, there is a data block linked to your position (based on organization decision/CPS input), labeled "Type Employee Supervised." This block will reflect if you supervise APF, NAF, LN civilians, military personnel, or any combination of these personnel. Each employee type requires a different course completion. To ensure you are coded correctly and do not over, or under train; please coordinate with your organization and local CPS to ensure all of your supervisory coding is correct, within DCPDS.

Q. I am a supervisor of military members only. I do not supervise any type of civilian (Appropriated Fund (APF), Non-Appropriated Fund (NAF), or local national (LN)). What course am I required to complete?

A. You are only required to complete the Military Personnel Management Course (MPMC). However, the moment you begin to supervise any category of civilian employee (APF, NAF, LN), you will have one year (from date of supervising civilian employees) to complete the civilian-specific course.

Q. I've been notified I need to complete the New Supervisor Course (NSC) but I already took a supervisor course, do I still need to complete the NSC?

A. If you have already taken the NSC (Course Code: CAE2) or the Civilian Personnel Management Course (CPMC), Course Code: CAU), and have an updated myLearning transcript with course completion, you will not be required to complete the NSC. You will be required to work with your Employee Development Specialist, Unit Training Manager, or the servicing Civilian Personnel Section to ensure your completion of NSC or CPMC is updated correctly in your records.

Q. I've been a supervisor for many years, and I've received a notice to complete training, why do I need to complete this training when I already have a lot of supervisory experience?

A. This training is a non-waiverable by-law requirement (Title 5, CFR, Subpart B, 412.202) to ensure you have the current knowledge of rules and regulations for supervising civilians. Until you have completed the initial and recurring training, both you and the Department of the Air Force (DAF) are out of compliance.

Q. As I have many years of supervisory experience can I skip the DAF New Supervisor Course (NSC) and complete the DAF Experienced Supervisor Course instead?

A. No, you must complete the NSC, unless you previously completed the NSC or Civilian Personnel Management Course (CPMC). If you have already completed the NSC or CPMC, your next course is the DAF Experienced Supervisor course (ESC). The ESC is due 3-years from the date of NSC or CPMC completion.

Q. I supervise military personnel, is there a specific course I need to complete?

A. Yes, the Military Personnel Management Course (MPMC), Agency Type Course Code: (CAX) is a required course for any civilians that supervise military personnel. This is a one-time requirement and there is no follow-on course. Civilians, who also currently serve in the AF Guard or Reserve, or retired from AF active duty, Guard, or Reserve within the past 5 years from supervisor of military members start date; are exempt from taking MPMC. Member's Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section updates Defense Civilian Personnel Data System with code (CAX) (use managerial entrance on duty date) for course credit. *This is the only MST course waived for prior military.

Q. I supervise Non-Appropriated Fund personnel, is there a specific course I need to complete?

A. Yes, the Non-Appropriated Fund Supervisors Course (NAF SC), Agency Type Course Code: (CA8). Your local Non-Appropriated Fund Human Resource Office can further advise on required courses.

Q. I supervise local national personnel, is there a specific course I need to complete?

A. Yes, the LN Civilian Personnel Management Course (LN CPMC), Agency Type Course Code: (CAY). Your LN Civilian Management Office can advise on any required courses.

MILITARY SUPERVISORS OF CIVILIAN PERSONNEL

Q. Are general officers required to complete the DAF New or DAF Experienced Supervisor or Manager Courses?

A. Currently, no. DoD policy does not require separate/unique supervisor/experienced supervisor courses for general officers. Any general officer supervisor/experienced supervisor or command that would like to immediately accomplish general officer supervisor or experienced supervisor course compliance, may complete the DAF New Supervisor Course (NSC), Agency Type Course Code: CAE2), and the DAF Experienced Supervisor Course (ESC), Agency Type Course Code: CA7).

Q. How do I know if I am a manager or a supervisor and which course to complete?

A. As there is no current classification system to determine whether a military member is a manager or a supervisor, all military members that supervise/manage civilians are only required to take the DAF New Supervisor Course (NSC) and the DAF Experienced Supervisor Course (ESC). For more detailed determination, please consult your Employee Development Specialist, Unit Training Manager, or servicing Military or Civilian Personnel Section. If the military member supervises local nationals or Non-Appropriated Fund employees, they are required to take the LN Civilian Personnel Management Course (LN CPMC), Agency Type Course Code: CAY) or Non-Appropriated Fund Supervisor Course (NAF SC), Agency Type Course Code:

CA8). The ESC is due three years from the date of NSC completion. You are currently exempt from the DAF New and Experienced Manager courses, until supervisory responsibility level coding and appropriate course updates can be made.

Q. I've been notified I need to complete the DAF New Supervisor Course (NSC) but I already took a supervisor course, do I still need to complete the NSC?

A. If you have already completed NSC (DCPDS Course Code: CAE2) or the Civilian Personnel Management Course (CPMC) DCPDS Course Code: CAU), and have an updated myLearning transcript with course completion, you will not be required to complete the NSC. You will be required to work with your Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section to ensure your NSC or CPMC completion is updated correctly in both MilPDS and DCPDS. If you only completed the DAF Supervisor Course and/or the Advanced DAF Supervisor Course, you must still complete the NSC. Your follow-on course will be the DAF Experienced Supervisor course which is due three years from the date of NSC or CPMC completion.

Q. I've been a supervisor of civilians for many years, why do I need this training after so many years and also after attending military courses that have taught me how to supervise and lead?

A. This training is a non-waiverable by-law requirement (Title 5, CFR, Subpart B, 412.202) to ensure you have the current knowledge of rules and regulations specific to supervising civilians. Until you have completed the initial and recurring training, both you and the Department of the Air Force (DAF) are out of compliance.

Q. As I have many years of supervisory experience can I skip the DAF New Supervisor Course (NSC) and complete the DAF Experienced Supervisor Course instead?

A. No, you must complete the NSC, unless they previously completed the NSC or Civilian Personnel Management Course (CPMC). If you have already completed the NSC or CPMC, your next course is the DAF Experienced Supervisor course (ESC). The ESC is due 3 years from the date of NSC or CPMC completion.

Q. I have received a training requirement notification but I only supervise/manage military members, what are my next steps?

A. If you are a military member who only supervises/manages military members, there is no civilian MST-related training that you need to complete. Please coordinate with your local chain of command to make any hierarchy-related corrections needed.

TRAINING FREQUENCY, NOTIFICATIONS AND METHOD OF DELIVERY

Q. How often will I need to complete training?

A. Upon entry into a supervisory or managerial position, you have one calendar year to complete the NSC or CMDC-I. Upon completion of NSC or CMDC-I, you have 3 years to complete the Experienced Supervisor Course (ESC), Course Code: (CA7) or Civilian Manager Development Course – Refresher (CMDC-R), Course Code: (CAZ). ESC and CMDC-R must be completed every three years, on a recurring basis. The Military Personnel Management Course is a one-time requirement. For course completion requirements in the supervision or management of NAF and LN personnel, please contact your local CPS, NAF human resources office, or LN

human resources office.

Q. If my supervisory/managerial probationary period is longer than 12 months do I still need to complete the initial training within 12 months?

A. Yes, to be in compliance with Title 5 CFR Subpart B. §412.202, and Public Law 111-84, National Defense Authorization Act, 2010, you are required to complete the initial training (DAF New Supervisor Course or the Civilian Manager Development Course – Initial (formerly the DAF New Manager Course) within 12 months of assignment to a supervisory/managerial position. The DAF Experienced Supervisor Course or the DAF Civilian Manager Development Course - Refresher will be due 3 years from the date of completion of the initial course.

Q. If I had a lapse in my supervisory/managerial status after completing the initial supervisory training am I required to retake the initial training?

A. No, regardless of the lapse in supervisory/managerial status, once you have completed the initial DAF New Supervisor Course (CAU/CAE2) or the DAF Civilian Manager Development Course – Initial (CAV) the next course will be the DAF Experienced Supervisor Course (CA7) or the DAF Civilian Manager Development Course – Refresher (CAZ), which is due 3 years from the date of completion of the initial training. If it has been more than 3 years since you took the initial training (due to the lapse in supervisory/managerial status) you must enroll in DAF Experienced Supervisor Course or the DAF Civilian Manager Development Course - Refresher within 12 months of being reassigned to a supervisory position.

Q. Will I be notified to complete the required training courses?

A. Civilian supervisors and managers (based on supervisory level code 1, 2, 3, or, 4) will receive a training notification (generated from ETMS) for the entire range of supervisory/managerial courses, based on employee type (APF/NAF/LN/MIL). For those with overdue training, these notifications are currently being generated using a phased approach to ensure course capacity meets training demands. We are in the process of identifying military supervisors, in the meantime, regardless of whether you have received a notification, if you have overdue training you are required to complete training as soon as possible. For Non-Appropriated Fund (NAF) and local national supervisor training, your NAF Human Resources and Local National Civilian Management Offices can advise on how notifications are provided for these courses.

Q. Who monitors compliance of training completion?

A. At installation level, it is your Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section responsibility, at the owning command level, the appointed owning command liaison monitors compliance. At the Department of the Air Force (DAF) level, HQ AETC/A1D monitors compliance numbers for the total force, then reports all numbers to HAF/A1D. As a by-law requirement, this information is forwarded to DoD for reporting to Congress.

Q. What are the repercussions for supervisors or managers who do not comply with the requirement to complete the new or experienced supervisor/manager training?

A. Completion of the training(s) is required as part of your duties as a supervisor and/or manager. Compliance is being tracked at the senior leader level. A supervisor or manager's failure to complete the required supervisor/manager training may result in consideration of disciplinary action. For civilian supervisors/managers, the Human Resources Specialist

(Employee Relations) in the servicing Civilian Personnel Section is available to provide guidance on appropriate steps to taking disciplinary action for failure to complete required training, when circumstances warrant. For guidance on military supervisors/managers, report the failure to complete training through the member's military chain of command.

Q. Am I supposed to complete the training in my off-duty time?

A. No, since all supervisory and managerial training courses are mandatory, they are to be completed during the duty day.

Q: I have currently enrolled in, or am in the middle of completing, a managerial or supervisory course. Am I allowed to drop the course? If yes, what are the procedures?

A: Disenrolling from any by-law required course is highly discouraged. The first instance of a needed disenrollment may require approval of your first-level supervisor/manager. Your first-level supervisor/manager may be required to draft an e-mail detailing your reason for the disenrollment, the local Unit Training Manager must also be advised and cc'd on the disenrollment request email. This e-mail will be sent to the Student Support organizational box in the LMS Staff page that corresponds to the enrolled course for processing. The second instance of a needed disenrollment, involving the same course, will require the approval of your second-level supervisor/manager. The same e-mailing procedures apply. **All drop-out requests are reported to HAF/SAF on a quarterly basis.**

**EXEMPTIONS, WAIVERS, GRANDFATHER CLAUSES, COURSE EQUIVALENTS,
AND ASSESSMENT OPTIONS FOR MILITARY AND CIVILIAN
SUPERVISORS/MANAGERS**

Q. Are there any exemptions for any of the courses?

A. Military members currently cannot be tracked for the DAF Civilian Manager Development Course – Initial or Refresher, until supervisory responsibility level coding and appropriate course updates can be made. In addition, they are exempt from completing the Military Personnel Management Course. General officers and Senior Executive Service members are exempt from completing the DAF New Supervisor, DAF Experienced Supervisor, DAF Civilian Manager Development Course – Initial or Civilian Manager Development Course – Refresher. General officers are also exempt from completing the Military Personnel Management Course. There is a Senior Manager course that is currently in beta test. Once finalized, Senior Executive Service/general officers will be required to complete this course. However, DoD policy does not require separate/unique manager courses for SES/general officer members. Any SES/general officer manager/experienced manager or command that would like to immediately accomplish SES/general officer manager or experienced manager course compliance may complete the DAF Civilian Manager Development Course – Initial (CMDI-I), Agency Type Course Code: (CAV), and the DAF Civilian Manager Development Course – Refresher (CMDI-I), Agency Type Course Code: (CAZ).

Q. Are there any waivers or Grandfather Clauses for any of the courses?

A. Besides the above specific Q/A situations, no. Additionally, Professional Military Education (PME) completions or current/previous military rank **do not equate/replace/waive by-law course completion requirements.**

Q. Are there any course equivalents for any of the courses?

A. Supervisory/Managerial DoD Transfers will have previously completed supervisor/manager courses credited (if Department of the Air Force (DAF) transfer date is within training compliance window) if they meet the below criteria:

1. Supervisory/Managerial time is less than 3 years (New Supervisor/Civilian Manager Development Course - Initial) in other DoD entity and transfer to Department of the Air Force (DAF) is within 3 years of NSC/CMDC-I (formerly NMC) compliance window: New Supervisory/Managerial course was completed, and individual has copy of certificate or myLearning learner transcript and/or training completion was documented in DCPDS.
2. Supervisory/Managerial time is 3 years or greater in other DoD entity and transfer to Department of the Air Force (DAF) is within 3 years (initial or recurring) of ESC/EMC compliance window:
3. Experienced Supervisory/Managerial course was completed, and the individual remained compliant with experienced supervisory/managerial course completion (every 3 years completed) and the individual has a copy of the course completion certificate and/or training completion was documented in DCPDS.
4. If an individual falls outside the managerial/supervisory course compliance window at any time but has New Supervisor/Manager Course certificate/DCPDS documentation, Experienced Supervisor/Civilian Manager Development Course – Refresher completion is required within the first year of supervisory/managerial duty date. Previously completed (and verifiable) New Supervisor/Manager Course completion, will be honored.

Note: Any course equivalent/transfer considerations and DCPDS training updates will be made at the local CPS/EDS/UTM level. These local CPS/EDS/UTM level decisions will be made in collaboration with their individual owning command MST POCs. **All course equivalent/transfers must meet required training topic guidelines within the DoD 2019 Managerial and Supervisory Learning and Evaluation Framework.

Q. I have completed New and/or Experienced Manager or Supervisor Course(s) within another DoD agency. Will my previously taken courses be transferred/credited to my current supervisory or managerial position?

A. Please see the above answer to the question “Are there any course equivalents for any of the courses?”

Q. Are there any prior learning assessment (PLA) options for any of the courses?

A. Yes, the following courses have a PLA option:

The Military Personnel Management Course, DAF New Supervisors Course, and DAF Civilian Manager Development Course - Initial include PLAs. If successfully passed, you do not have to complete the remainder of the course.

MyBIZ, BUSINESS OBJECTS, AND EDUCATION AND TRAINING MANAGEMENT

SYSTEM (ETMS)

Q. How long does it take for course completions to reflect in MyBiz?

A. Once the course ends, course completions will be updated in MyBiz within 7 business days. If you have completed a course within the past 30 days and receive a notification to complete training, provide your local Employee Development Specialist, Unit Training Manager, or servicing Civilian Personnel Section with the training completion information and request they update your course completion in DCPDS.

Q. Do I need to update the Education and Training Management System (ETMS), once I have completed the training?

A. No. ETMS is the system used to send training notifications. Continue to use your locally established procedures, i.e. local civilian training manager or servicing Civilian Personnel Section to update course completions in MyBiz.

Q. Is it possible to provide mandatory supervisory and managerial training locally rather than only online via the AU Portal?

A. No. AF/A1 has identified the Eaker Center, Civilian Leadership Development School, AU portal as the Department of the Air Force (DAF)'s vehicle for the delivery of supervisory and managerial trainings. MAJCOMs and installations have the flexibility to design and offer local programs which enhance, but do not duplicate or replace the DAF mandatory training.

Q. Where can I find DoD guidance, concerning the MST program?

A. [DCPAS MST Program and Learning and Evaluation Framework](#) / [DoD MST FAQs](#)

FAQ POCs

Individual supervisors, managers, or commanders will utilize their local EDS/UTM/CPS to answer any MST-related questions. If the local EDS/UTM/CPS have MST-related questions or concerns, they should contact their owning command MST POC. If the owning command MST POCs have MST-related questions or concerns, they will forward the specific question to the AETC/A1DF who will work with HAF/A1D to determine answer/policy. Answer/policy will then be filtered down through the above chain for local dissemination.