

**BULLET BACKGROUND PAPER**  
**ON**  
**ENLISTED AIRMANSHIP CONTINUUM**

**PURPOSE**

- Inform Senior Leaders about new Enlisted Force Development (EFD) model that is modernized, continuous, adaptive, and prevents stagnation with a focus on mission readiness and warfighting.

**OVERVIEW**

- We commissioned the *EFD Action Plan* to reimagine and explore a new ecosystem. The new EFD Model – **Enlisted Airmanship Continuum (100–900)** – connects institutional, functional, and base delivered education, training, and experiences. The Enlisted Airmanship Continuum is 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 beginning October 2023 and become prerequisite courses for EPME in late 2024. Content for all foundations courses will be updated, and standardized by Air University and Development Advisors, with the intent to remain current and relevant to maintain our competitive advantage. We expect ongoing and agile content revisions, with the first iterations in 2024.

***Junior Enlisted Tier (100-400):*** Upon completion of BMT (Airmanship 100) and Technical Training (Airmanship 200), Airmen attend the ***Junior Enlisted Foundations Course (JEFC300)***, formerly known as Airmanship 300. This course will remain part of the larger First Term Airman Center curriculum. JEFC300 becomes a prerequisite for Airman Leadership School (400) by late 2024.

***NCO Tier (500-600):*** NCOs attend the installation ***NCO Foundations Course (NCOFC500)***, formerly known as NCO Professional Enhancement Seminar. NCOFC500 becomes a prerequisite for NCO Academy (600) by late 2024.

***SNCO Tier (700-900):*** SNCOs attend the installation ***SNCO Foundations Course (SNCOFC700)***, formerly known as SNCO Professional Enhancement Seminar. SNCOFC700 becomes a prerequisite for SNCO Academy (800) by late 2024. CMSgts attend courses offered by the Chief Leadership Academy (900).

- **Prepping the Line Job Qualification Standards (JQS)**

The (1) Supervisor JQS, (2) NCOIC JQS, and (3) Flight Chief JQS was released earlier this year. We are working on a Joint Position JQS and SEL JQS, to be released in 2024.

- **On-Demand PME** is being worked with a scheduled release in late 2024. This on-demand PME will deliver relevant and easily accessible content to Airmen when and where they need it.

Note: Details for execution of Foundations Courses to support our Total Force, Guard and Reserve Airmen, are in coordination.

## **CONCLUSION**

In order to maintain our competitive edge, we must continually focus on our EFD model and ensure we provide continuous, on-time, relevant education, training, and experiences that covers occupational, foundational and readiness topics. These changes are deliberate and in line with the EFD Action Plan, Line of Effort 5, *Force Development Ecosystem*.