

ON FIVE

DECEMBER 2023



Chaplain's Corner

Chaplain Darrell Kyle

As we work into the holiday season, I am reminded of the gatherings and opportunities that abound for us to be with other people and share the joy of the season. Connectedness seems to be a very integral part of this time of year. So what is “connectedness”? The Cambridge Dictionary defines connectedness as the state of being connected and having a close relationship with other things or people. In other words, we are social animals that have a need to be in relationship with others. In the Air National Guard we often speak about being a Wingman for others. That means that we are responsible to not only be accountable to others but also to take the time to look around and build our relationships at work and at home. People that are connected live longer, are happier and healthier, and have more meaning in their lives.



The time between Thanksgiving and the New Year is a time of connectedness for many people. For others it is a time of loneliness and isolation. We also are called to understand that for many this time is one where loneliness and loss is most deeply felt. As we move through this season, let us also work to be sensitive to the needs of others and allow others to experience the grief and loss that is so keenly felt by others in this time when the images of the season show joy and happiness.

Wherever you find yourself in this season of your life, reach out and simply be with others where they happen to be. And peace be with you not only today, but the entire year long.

-Chaplain Kyle

Minnesota Air National Guard holds third Flight of Honor Ceremony

By Audra Flanagan

The Minnesota Air National Guard inducted eight individuals into the Flight of Honor at a ceremony held at the 133rd Airlift Wing on Tuesday, October 17, 2023.

“The Flight of Honor celebrates the very best of the people in our organization,” said Air Force Brig. Gen. Chris Blomquist, Minnesota Air National Guard’s Chief of Staff. “This year’s inductees contributed to making the Minnesota Air National Guard what it is today. Their legacy will be remembered for generations.”

The Flight of Honor recognizes past and present Airmen from the 133rd Airlift Wing, 148th Fighter Wing, and Joint Force Headquarters who have distinguished themselves with notable professional achievement, service, or heroism.

This year’s Flight of Honor inductees included:

- Brig. Gen. (Ret.) Kenneth J. Stromquist
- Col. (Ret.) Michael A. Germain
- Lt. Col. (Ret.) Russell J. Jensen (Deceased)
- Maj. (Ret.) John A. Rutoski
- Chief Master Sgt. (Ret.) David S. Himmer
- Chief Master Sgt. (Ret.) Andrew J. Long
- Master Sgt. (Ret.) Bryan E. Carpentier
- Tech. Sgt. Richard H. Childs



Retired Brig Gen Kenneth Stromquist served for 35 years in both the U.S. Air Force and Air National Guard.

In 1970, Stromquist deployed to III Corps, Bearcat Base in South Vietnam where he served as an O-2 Skymaster pilot with the 19th Tactical Air Support Squadron, accumulating 400 combat flights. The 19th TASS provided visual and photographic reconnaissance and airborne forward air control of fighter aircraft operations including combat support liaison, artillery and naval gunfire, adjustment, forward air control of helicopters and escort for convoys and trains.

In 1990, he assumed the role of Alert Commander at the 148th Fighter Group's Alert Detachment at Tyndall Air Force Base, Florida. In this capacity, Stromquist led the 24/7 aerospace control alert. He built a top-notch flying operation as well as strong relationships with 1st Air Force, NORAD and Staff at Tyndall Air Force Base, Florida. He remained in this role until approximately 1993 then assumed the role the Air National Guard Advisor to NORAD in 1994 where he earned the rank of Colonel. The relationships Stromquist built at Tyndall Air Force Base proved to be invaluable in February and March 1996, when two civilian aircraft were shot down by Cuban MiG-29s over international waters of the southernmost coast of Florida. This started a two-week Operation



Standoff IV where six F-16s assigned to the 148th were loaded with live munitions and combat ready at Homestead Air Force Base, Miami and two more F-16s re on-five at Tyndall Air Force Base.

Stromquist served as the 148th Fighter Wing Air Commander from 1996 to 1997, then assumed the role as Wing Commander from February 1997-1998. In March of 1998, Stromquist assumed the position of Vice Commander at 1st Air Force. Headquartered at Tyndall, 1st Air Force is responsible for ensuring the aerospace control and air defense of the continental United States, U.S. Virgin Islands and Puerto Rico.

Stromquist continues to serve his community, speaking at and attending military-related events. In 2021 he served as the keynote speaker for the Proctor, MN Memorial Day Observation which recognized the 50-year anniversary of when the 148th lost Captains James Verville and Sherman Gonyea. He served on the Board of Directors for the Duluth Airport Authority from 2012 to 2015. Stromquist currently serves on the Duluth Area Chamber of Commerce's Military Affairs Committee and is on Board of Directors for the Duluth Curling Club. He is an active member of Holy Cross Lutheran Church.

Retired Master Sgt. Bryan Carpentier served 26-years in both the U.S. Air Force and Air National Guard as a Structural Repair Specialist, Corrosion Control Specialist and Supervisor. Carpentier deployed to Labrador, Newfoundland, Tyndall Air Force Base, Florida in support of the 125th Fighter Group Detachment 3 and Howard Air Force Base, Panama in support of Operation Coronet Nighthawk. Carpentier was a subject matter expert and steadfast optimist known for taking on special projects. He used his metal fabrication skills and civilian construction background to create the afterburner for the F-101 static display in Proctor. Likewise, he helped engineer the base and mounting system for the F-4 static display at the Duluth International Airport. Additionally, he re-created an aircraft canopy for a P-36 that is at the Air Force Museum in Ohio.

In addition to proudly serving his state and nation, Carpentier dedicated his time to the Trinity Free Masonic Lodge #282 for over 52-years where he's chaired meetings, developed and administered the Lodge's annual program, trained new officers, helped with fundraising,



volunteered with the Shrine Circus and 'Hospital Dad Driver' program, and served as both Treasurer and Secretary. Carpentier has enthusiastically volunteered with the Bentleyville Tour of Lights for over 14 years. In this capacity, he worked two to four days per week for five months each year, serving as a technical expert, lead electrician, marketing volunteer and has even been known to help Santa Claus.

Carpentier's spirit of service has continued long after he retired from the 148th as his three grown children all chose to serve and have had distinguished careers the Air Force, Air Force Reserve and Air National Guard: Lt Col (ret) Robert Car-

pentier, Maj (ret) David Carpentier, and Chief Master Sgt. (ret) Wendy Gunderson. Additionally, his granddaughter, Staff Sgt. Skylar Gunderson, serves at the 148th Fighter Wing.

MN Air National Guard is accepting 2024 nominations for the Flight of Honor!

The Eligibility and Criteria for Memorialization are:

- a. Military Personnel. MN ANG Military Personnel are considered for the Flight of Honor Induction Program on the basis of heroism or distinguished professional achievement and service.
- b. Military Personnel (Died in Line of Duty). MN ANG personnel who die in the line of duty as the result of enemy actions, accident, injury, or illness.
- c. Civilian employees. Civilian employees are eligible for memorialization on the basis of distinguished professional achievement and service.
- d. Waiting period for eligibility. At least two years following the heroic action or a minimum of three years following retirement or separation from service to the MN ANG.

Nominations must be received by 01 APR 24 (nominations received after this date will be retained for future year consideration). Sponsors do not have to resubmit Nomination package.

Nominations can be E-mailed to: Ms Sheri Bailey at sheri.l.bailey2.civ@army.mil

2023 Thanksgiving and Turkey Trot

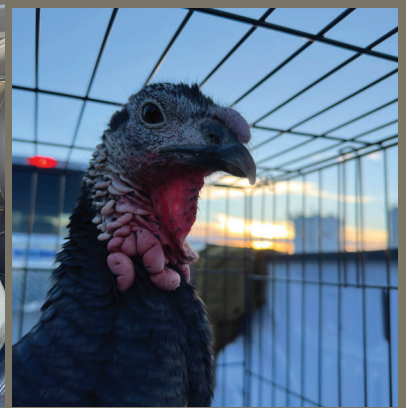


Members of the 148th Fighter Wing had a busy and giving Thanksgiving!

148th Fighter Wing members Lt. Keegan Flaherty, MSgt. Chris Simonson, MSgt. Kyle Risdall and TSgt. Bethany Kemi partnered with U.S. Coast Guard to deep fry 56 turkeys in preparation for the College of St. Scholastica's Thanksgiving Buffet

Members and their families prepped food and delivered meals the meals.

The 3rd annual Turkey Trot was planned by Mission Support Group First Sergeant, MSgt. Jana Clifford. Personnel trotted at their own pace on the perimeter road on a brisk november morning in preparation for Thanksgiving.



148th Communications Flight Redesignated as Squadron

By Senior Master Sgt. Jason Rolfe

Commanders and wing members gathered for a redesignation ceremony to honor and celebrate the new designation of the 148th Communications Squadron, Dec. 2, 2023.

Originally federally recognized as part of the Mission Support flight in 1988, the unit was redesignated as a Communications Flight in 1994. Effective Oct. 15th, 2023, by Special Order, the unit is now recognized as a Squadron.

“The redesignation is the Air Force recognizing that our unit’s mission continues to grow and adapt as our advisories continue to adapt,” said Lt. Colonel Trampas Howe, Commander, 148th Communications Squadron. “Our structure, mission and day-to-day functions are the cornerstone of our duty. But today we are embarking on a new journey, looking toward the future and ready to embrace those changes.”

The Communications Squadron plans, installs, operates, and maintains the full spectrum of joint communications systems and knowledge management services decisive to the successful mission execution of the 148th Fighter Wing. They provide support for the systems, computer networks and hardware, as well as programs that allow the entire base to function.

The ceremony encompassed military tradition deeply rooted in history and dates to the time of the Roman Legions. In that period, military organizations developed flags that were unique to the organization with specialized colors and designs. As command of the unit changed the flag was exchanged in public for all to see that the one who holds the flag is the unchallenged leader. This gesture is accomplished in front of the unit so that everyone can witness their new leader assuming his dutiful position. In the same way an organizational banner is ceremoniously unfurled to designate the unit’s activation and furled to designate the unit’s inactivation or redesignation. With the furling and unfurling of these flags the 148th Communications Flight became redesignated as the 148th Communications Squadron and Lt. Colonel Trampas Howe assumed command.



Colonel Ryan Kaspari, Commander, 148th Mission Support Group stated in his speech, “This transition signifies our adaptability and readiness to once again meet the dynamic challenges of our times. Today, we not only redesignate a unit, but we also amplify our renewed commitment to serve our nation with unmatched dedication and pride.”

148th Fighter Wing Fire Department provides emergency response to Duluth Air Show

By Audra Flanagan

U.S. Air Force Fire Protection specialists play a crucial role in ensuring the safety of people, property and the environment from fires and disasters. The 148th Fighter Wing, Minnesota Air National Guard Fire Department, showcases a unique combination of both civilian and military fire fighters, all of whom are well trained and certified in various aspects of firefighting, emergency medical response, and rescue techniques.



Located on the north side of the runway at the Duluth International Airport, the 148th Fire Department, responds to aircraft and medical emergencies for all tenants of Duluth's airfield to include the 148th Fighter Wing, Duluth International Airport, Cirrus Design and Monaco Air Duluth.

One of the many responsibilities of the 148th Fire Department is to prepare for the annual Duluth Air Show which hosts military and

civilian aviation performers for crowds of 30,000 spectators. This involves thorough research and training, including learning about the Aircraft Assisted Escape Systems, also known as egress systems, for each aircraft performing at the air show. Egress systems are vital safety features on modern aircraft that include mechanisms like explosive-operated ejection seats and canopy jettison systems for emergency situations. 148th fire fighters engage in academic study of these systems, hands-on training with performers, and the creation of detailed books containing aircraft schematics to ensure readiness for any emergency.

Normally staffed by ten fire fighters, 24-hours a day, the 148th Fire Department increases staffing to 18 for air show weekend to ensure they can provide enough staff and emergency vehicles to support a major accident.

Assistant Fire Chief, Ed Stuart, who led the 148th Fire Departments air show preparations in 2023, emphasized the importance of training and collaboration with the performers. Stuart highlighted their close rapport with the air show performers, their attendance at daily safety meetings, and their proactive involvement in planning as key factors in successfully emergency response.

The collaboration paid off on Saturday, July 15th, when two members of the Leap Frog Navy Parachute Team became tangled during their afternoon performance. The parachuters, assigned to the U.S. Naval Special Warfare Command, released and detached at a lower-than-normal altitude and subsequently fell hard. “We saw the fall and felt the fall,” said Stuart. “Air Show regulations require emergency response within 60 seconds, but we were there within 15-seconds,” added Stuart.

The 148th fire fighters were able to respond quickly, in part, because of input from the Leap Frog Navy Parachute Team’s safety expert who was very involved in the Air Show planning process.



“The expertise of the 148th Fire Department and their aircraft rescue and firefighting (ARFF) mission is critical to the success and safety of the Duluth Airshow”, said Duluth Airshow President, Ryan Kern. “The FAA requires that the 148th Fire Department respond within 60 seconds of any mishap or accident. The leadership and commitment demonstrated along with training and pre-coordination with all of our performers demonstrates the 148th Fighter Wing commitment to excellence and was instrumental in saving a U.S. Navy Seal’s life during the 2023 Duluth Airshow” added Kern.

On Friday, August 4, 2023, the crew of fire fighters who supported the Leap Frog Navy Parachute Team and the Duluth Air Show were recognized by 148th Fighter Wing Commander, Col. Nate Aysta during a senior leader’s meeting. Aysta, an F-16 pilot, said “there’s not a day I worry about who will respond to my jet if there’s a mishap because I know we have the best emergency response right here at the 148th Fighter Wing.”



General Charles Q. Brown, Jr., named Chairman of the Joint Chiefs of Staff

Gen. Charles Q. Brown, Jr. is the 21st Chairman of the Joint Chiefs of Staff, the nation's highest-ranking military officer, and the principal military advisor to the President, Secretary of Defense, and National Security Council. Prior to becoming Chairman on Oct. 1, 2023, Gen. Brown served as the 22nd Chief of Staff of the U.S. Air Force.

Gen. Brown earned his commission in 1984 as a distinguished graduate of the Air Force ROTC program at Texas Tech University. Gen. Brown has served in a variety of positions at the squadron and wing levels, including an assignment to the U.S. Air Force Weapons School as an F-16 Fighting Falcon Instructor.



His notable staff tours include Aide-de-Camp to the Chief of Staff of the Air Force and Director of the Secretary of the Air Force and Chief of Staff Executive Action Group. His joint assignments include three assignments to U.S. Central Command as Air Operations Officer, Current Operations Division; Deputy Director, Operations Directorate; and Deputy Commander. Gen. Brown has commanded a fighter squadron, the U.S. Air Force Weapons School, two fighter wings, and twice served as a Combined/Joint Air Component Commander with command tours at U.S. Air Forces Central Command and Pacific Air Forces.

Gen. Brown is a command pilot with more than 3,000 flight hours primarily in the F-16, including 130 combat hours, and has flown 20 additional fixed and rotary-wing aircraft. Throughout his career, he deployed or directly supported Operation Southern Watch, Operation Northern Watch, Operation Enduring Freedom, Operation Odyssey Dawn, Operation Unified Protector, and Operation Inherent Resolve.

In addition to his bachelor's degree in civil engineering from Texas Tech University, Gen. Brown has a master's degree in aeronautical science from Embry-Riddle Aeronautical University. He is a graduate of the U.S. Air Force Fighter Weapons School, a distinguished graduate from Air Command and Staff College, a graduate of the Air War College, and served as a National Defense Fellow at the Institute for Defense Analyses.

General Allvin name 23rd Air Force Chief of Staff



Gen. Allvin graduated from the U.S. Air Force Academy in 1986. He has commanded at the squadron and wing levels, including the 97th Air Mobility Wing, Altus Air Force Base, Oklahoma. He has held major command staff assignments and served on the Joint Staff.

Gen. Allvin served as Commanding General, NATO Air Training Command - Afghanistan; Commander, 438th Air Expeditionary Wing, Kabul, Afghanistan; Commander, 618th Air and Space Operations Center; Director, Strategy, Concepts and Assessments; Deputy Chief of Staff for Strategic Plans and Requirements, Headquarters, U.S. Air Force and Director, Strategy, Plans and Policy, Headquarters U.S. European Command; Vice Director, Strategy, Plans and Policy, the

Joint Staff; and Director for Strategy, Plans and Policy, J-5, Joint Staff. Prior to his current assignment, the general was the Vice Chief of Staff of the U.S. Air Force

Gen. Allvin is a command pilot with more than 4,600 hours in over 30 aircraft, including 800 flight test hours and 100 combat hours.

75th Anniversary Drill weeknd and Bulldog Day



Around the Wing



Wing Commander Col Nathan Aysta receives training with Security Forces including TAZER training as less than lethal options for detainment.



Christine Sawyer was promoted to the rank of Chief Master Sgt. at a ceremony attended by family and Wing members on Nov. 30, 2023.



Airman 1st Class Mitchell Wilkinson became a U.S. Citizen at his Basic Military Training graduation ceremony in August 2023.



Staff Sgt. Ben Churchill sang the National Anthem at the Minnesota Vikings salute to service game on Nov. 12, 2023.



Northern Lightning



Bulldogs from the 148th Fighter Wing participated in Northern Lightning 2023 August 4-17 at Volk Field ANGB, Wisconsin. Northern Lightning, featuring nearly 60 aircraft and 1,000 personnel, is a joint training exercise, emphasizing user-defined objectives resulting in tailored, scenario-based, full spectrum, high-end training. It takes Airmen from a variety of diverse career fields to make flying training deployments like Northern Lightning successful.

DANG visits 148th Fighter Wing



Advanced EOD Conventional Course provides confidence and validation

By Audra Flanagan

The 148th Fighter Wing Explosive Ordnance Disposal (EOD) Flight created and hosted an advanced conventional course for 30 technicians at the Minnesota National Guard's Camp Ripley Training Center, Little Falls, Minn, Sept. 18-22, 2023.

The advanced course focused on the five lines of effort required to execute EOD's strategic vision to include restore readiness, invest in technology, drive innovation, develop and retain leaders and partnerships.

Mitigating the hazards of explosive materials and other weapons requires precision and skill. EOD technicians undertake dangerous missions in diverse and unforgiving locales worldwide. They work in teams to employ special tools and vehicles to safely locate, identify, recover, disarm, and dispose of dangerous weapons that threaten people, property, and natural environments.

"We had members from the Air National Guard, Air Force Reserve, Air Force and Navy attend this course," said the Air National Guard Functional Area Manager, Capt. Ana Smith. "Bringing technicians from different components and services allows us to share knowledge widely. Attendees can take what they learned to their units which multiplies the value of the course."

Two technicians from Wisconsin National State Partners, Papua New Guinea also attended the training. "Our Papua New Guinea partners were pleased with the training opportunity afforded to them at Camp Ripley. They were able to practice what had only been trained in theory," said 115th Fighter Wing, Wisconsin Air National Guard, EOD Flight Superintendent, Senior Master Sgt. Erich Sanford.

The course was held at the Leach Impact Area within Camp Ripley provided technicians the opportunity to use diverse tools on live ordnance. Impact areas are designated areas with boundaries where ordnance can be safely detonated. "The curriculum is designed for all technicians to use unexploded ordnance so they can troubleshoot realistic problems they could see when called upon," said 148th EOD Flight Superintendent and advanced course designer, Master Sgt. Mark Hilleren.

EOD Technicians, divided into five small teams, spent time identifying unexploded



ordnance using reconnaissance techniques, x-ray interpretation and technical data. Upon identifying the rounds, they developed render safe procedures for the live ordnance. “Adaptability is the key to survivability in EOD and working with other units in a team environment is the best way to shift and share our perspectives,” said Sanford.

“Teams spent a day testing an assortment of explosives and charges to understand their effects,” said Hilleren. “We allow teams the opportunity to get exposure to our entire explosive inventory and the space and freedom to practice varying techniques and affects and against actual targets.”

M60 tanks were used to allow teams to remove large caliber projectiles from 105mm barrels as part of the lodged projectile removal, and access, and recovery segment of training. “If a weapons system, such as an F-16 or A-10, experiences a jam or lodged projectile, and EOD team could be called to remove the projectile which allows the equipment to be put back in service,” said Hilleren.

The advanced course ended with a day-long protective works segment. Teams were tasked to protect structures, built by 148th Civil Engineering Squadron personnel, from live ordnance. Technicians used technical data and publications to guide them using sandbag mitigation techniques and earth shock precautions. When the teams completed their protective projects, actual rounds were detonated next to the structures to test the effectiveness of their designs.

“All United States EOD technicians attend the same initial schooling and operate using the same publications,” said Smith, “However, the services fill different operational roles. Further, each EOD flight has a slightly different focus depending on the mission of their base. Because of this, technicians have differing level of hands-on experience with various procedures. The training environment at Camp Ripley allowed us to conduct realistic training that capitalized on the real-world knowledge of EOD technicians from different backgrounds”.

This was the third time the 148th Fighter Wing EOD Flight planned and executed this course at Camp Ripley. The advanced course is continuously evolving to suit the needs of technicians and the evolving threats they face at home and abroad.



Duluth Area Chamber of Commerce Holds 153rd Annual Meeting and Dinner



Minnesota National Guard, Command Senior Enlisted Leader, Chief Master Sgt. Lisa Erikson provided the key note remarks at the Duluth Area Chamber of Commerce's 153rd Annual Meeting and Dinner on Nov. 2, 2023. The former 148th Fighter Wing Command Chief, told a complex story of how a small town girl from Esko rose to the rank of the highest senior enlisted leader in the Minnesota National Guard. Prior to those remarks, 148th Munitions Systems Specialist, Tech. Sgt. Jared Hinks, sang the National Anthem alongside the University of Minnesota – Duluth's ROTC Det 420 cadets.



Air Force releases Enlisted Airmanship Continuum

By Secretary of the Airforce Public Affairs

Air Force Chief of Staff Gen. CQ Brown, Jr. and Chief Master Sergeant of the Air Force JoAnne S. Bass published a letter to Airmen Sept. 18 detailing updates to the enlisted force development model. The model reflects the new Enlisted Airmanship Continuum, a series of changes aiming to provide new development opportunities to Airmen.



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC 20330-1000

18 September 2023

Fellow Airmen,

Over the past several years, our service has been working diligently to meet our national defense needs. Our most significant advantage remains steadfast - a powerful, capable enlisted corps. We must continue to improve upon how we develop these Airmen to sustain our competitive advantage. Our Enlisted Professional Military Education (EPME), upgrade training, and career progression models have made us the force we are...however, we must always look at ways to improve.

In an age where speed and unity of effort dominate the battle space, a different approach is required. Teamwork between specialties, locations, and commands will be essential if we are to best integrate teams to achieve *Agile Combat Employment* and empower our *Multi-Capable Airmen* through mission command.

We commissioned the *Enlisted Force Development (EFD) Action Plan* to reimagine and explore an ecosystem that connects rank-based progression and provides more development opportunities for our Airmen. As a result, and in line with Line of Effort 5, *Force Development Ecosystem*, in the Action Plan, we are updating our EFD model to reflect the ***Enlisted Airmanship Continuum (100 – 900)***.

To best prepare our force for a new era of competition, we will see the following efforts take flight.

- 1) ***Foundations Courses*** will replace our base-level Professional Enhancement Seminars beginning October 2023 and become prerequisite courses for EPME starting in late 2024.
- 2) ***Prepping the Line Job Qualification Standard (JQS)*** was launched earlier in 2023 and supports leadership readiness in key positions and roles defined by the Enlisted Force Structure.
- 3) ***On-Demand PME*** will launch in 2024 and provide unrestricted access to relevant content for Airmen, when and where needed, increasing the level of shared expertise across formations.

The ***Enlisted Airmanship Continuum*** builds upon our strong foundation. It directly aligns with what we value as a service through the *Airmen Leadership Qualities* and *Foundational Competencies*. It focuses on broader options for the Total Force, closing development gaps, and delivering quality content in a variety of methods. We will continue to listen to the feedback of our Airmen to help us hit the desired targets as these efforts mature. This shift is about the long game and building the force of the future. We owe every Airman deliberate developmental opportunities throughout their careers to grow and become their very best. They will be the difference makers in the future fight, and we are choosing to invest in them now to ensure we remain the Air Force our Nation needs.

A handwritten signature in black ink, appearing to read "JBass", is positioned above the name and title of the Chief Master Sergeant of the Air Force.

JOANNE S. BASS
Chief Master Sergeant of the Air Force

A handwritten signature in black ink, appearing to read "CQB", is positioned above the name and title of the Chief of Staff.

CHARLES Q. BROWN, JR.
General, USAF
Chief of Staff

Attachments:

1. Enlisted Airmanship Continuum BBP
2. Enlisted Airmanship Continuum Visual Aid

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.

EFD Team/HAF/AID/575-551-1137/30August2023

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*.

ENLISTED AIRMANSHIP CONTINUUM



● INSTITUTIONAL ● BASE EXECUTED







RECRUITING VACANCIES



- Avionics Test Station BONUS (126 training days)
- Command Post (31 training days)
- Security Forces (90 training days)
- Fire Protection (68 training days)
- Administration (41 training days)
- Aircrew Armament Systems BONUS (86 training days)
- Aerospace Propulsion BONUS (34 - 61 training days)
- Financial Management Apprentice (57 training days)
- Services/Fatality Search and Recovery (29 training days)
- Maintenance Management Production BONUS (33 training days)
- Munitions Systems Apprentice (43 training days)
- Cyber Defense Operations (50 training days)
- Emergency Management (73 training days)



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We've moved to Building 281



ON FIVE

OFFICIAL MAGAZINE OF THE 148TH FIGHTER WING
DULUTH, MINNESOTA

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DEPUTY COMMANDER - COL BABETTE VAN HEES

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