

DEPARTMENT OF THE AIR FORCE  
Headquarter US Air Force  
Washington DC 20330-1030

CFETP 3E8X1  
Part I and II  
6 MAY 2025

Air Force Specialty Code (AFSC) 3E8X1

## EXPLOSIVE ORDNANCE DISPOSAL



### CAREER FIELD EDUCATION AND TRAINING PLAN

**ACCESSIBILITY:** Publications and forms are available on the e-publishing website at [www.e-publishing.af.mil](http://www.e-publishing.af.mil) for downloading or ordering.

**RELEASABILITY:** There are no releasability restrictions on this publication.

**CAREER FIELD EDUCATION AND TRAINING PLAN  
EXPLOSIVE ORDNANCE DISPOSAL (EOD) SPECIALTY AFSC 3E8X1**

**TABLE OF CONTENTS**

**PREFACE**.....5

**ABBREVIATIONS/TERMS EXPLAINED** .....6

**PART I**.....10

**SECTION A - GENERAL INFORMATION** .....10

A1. Purpose.....10

A2. Uses .....10

A3. Coordination and Approval.....11

**SECTION B - CAREER FIELD PROGRESSION AND INFORMATION** .....12

B1. Specialty Descriptions.....12

B2. Skill and Career Progression .....18

B3. Training Decisions (Competencies).....20

B4. Community College of the Air Force (CCAF) Academic Programs .....28

B5. CCAF Degree Completion Requirements (60 Semester Hours).....29

B6. Explosive Ordnance Disposal Enlisted Career Field Pyramid.....31

B7. Enlisted Career Path.....32

B8. Enlisted Professional Military Education (EPME) .....33

B9. Civil Engineer (CE) and EOD Occupational Badges.....33

**SECTION C - SKILL LEVEL TRAINING REQUIREMENTS** .....36

C1. Purpose.....36

C2. Specialty Qualification.....36

**SECTION D - RESOURCE CONSTRAINTS** .....39

D1. Purpose.....39

D2. Apprentice (3-Level) Training .....39

D3. Journeyman (5-Level) Training .....39

D4. Craftsman (7-Level) Training .....39

D5. Superintendent (9-Level) Training.....39

**SECTION E - TRANSITIONAL TRAINING GUIDE** .....40

**PART II**.....41

**SECTION A - SPECIALTY TRAINING STANDARD**.....41

A1. Implementation. ....41

A2. Purpose.....41

A3. Recommendations.....43

**SECTION B - COURSE OBJECTIVE LIST (COL) .....44**  
 B1. Measurement .....44  
 B2. Standard.....44  
 B3. Proficiency Level.. .....44  
 B4. Course Objective List.....44

**SECTION C - SUPPORT MATERIAL.....45**  
 C1. Air Force Qualification Training Packages (AFQTP). .....45  
 C2. Career Development Course (CD) Assessment for Civil Engineer CDC/DC Course.....45

**SECTION D - EDUCATION AND TRAINING COURSE INDEX .....46**  
 D1. Purpose. ....46  
 D2. Air Force In-Residence Courses/Mobile Training Team (MTT) Courses.....46  
 D3. Air Force Career Development Academy (AFCDA). ....46  
 D4. Exportable/Web-based Courses/Information. ....47  
 D5. Courses/CDCs Under Development/Revision.....47  
 D6. Other EOD Mission Related Courses .....48

**SECTION E - MAJCOM UNIQUE REQUIREMENTS .....49**  
 E1. Purpose .....49  
 E2. MAJCOM Unique Training .....49

**SECTION F - HOME STATION TRAINING.....51**  
 F1. Purpose .....51  
 F2. Foundational Training (FT).....51  
 F3. Combat Skill Training (CST) .....51  
 F4. Skills and Knowledge Training .....51  
 F5. AF Expeditionary (ES) Training Requirement.....51  
 F6. Expeditionary Training References .....51

**SECTION G - EOD ANNUAL TRAINING PLAN.....53**  
 G1. Objective .....53  
 G2. Group I Training Requirements (Monthly Qualification Training).....53  
 G3. Group II Training Requirements (Semiannual Qualification Training) .....53  
 G4. Group III Training Requirements (Annual Qualification Training) .....53  
 G5. Group IV Training Requirements .....54  
 G6. Group V Training Requirements (Supplementary Training).....54

**Attachments**  
 Attachment 1 - Qualitative Requirements (Proficiency Code Key) .....55  
 Attachment 2 - 3E8X1 Specialty Training Standard (STS).....56

THIS PAGE INTENTIONALLY LEFT BLANK

---

OPR: HAF/A4C  
Certified by: CMSgt Frank A. Pulice (AF/A4CXD)  
Supersedes: CFETP 3E8X1, 1 Jan 2020

Total Pages: 72

## PREFACE

This Career Field Education and Training Plan (CFETP) is a comprehensive education and training document that identifies life-cycle education/training requirements and training support resources for the Explosive Ordnance Disposal (EOD) specialty. The CFETP provides personnel with a clear career path to success and instills rigor in all aspects of career field training.

The CFETP consists of two parts used by the supervisor to plan, manage, and control training within the career field.

Part I provides information necessary for overall management of the specialty.

- Section A provides general information on how to use the CFETP.
- Section B identifies information on career field progression, duties and responsibilities, training strategies, and the career field path.
- Section C associates each skill level with specialty qualifications (knowledge, education, and training).
- Section D indicates resource constraints.
- Section E identifies transition/training guidance requirements for SSgt through MSgt.

Part II includes the following:

- Section A identifies the Specialty Training Standard (STS) to include duties, tasks, and technical references to support Air Education and Training Command (AETC) conducted training, contingency courses, and correspondence course requirements.
- Section B contains the course objective list and training standards supervisors will use to determine if an Airman has satisfied training requirements.
- Section C identifies available support materials.
- Section D identifies a training course index that supervisors can use to determine resources available to support training. Included here are the exportable courseware, mandatory, and supplemental courses.
- Section E identifies MAJCOM-unique training requirements supervisors can use to determine additional training required for the associated qualification needs.
- Section F identifies home station training references and course materials required for this specialty to support contingency/wartime training.

Using the guidance provided in the CFETP will ensure individuals in this specialty receive effective and efficient training at the appropriate point in their careers. This plan will enable us to train today's workforce for tomorrow's jobs. At the unit level, supervisors and trainers will use Part II to identify, plan, and conduct training commensurate with the overall goals of this guide.

## ABBREVIATIONS/TERMS EXPLAINED

**Air Force Civil Engineer Center (AFCEC).** The focal point for all Civil Engineer (CE) training development. Assigned to AFCEC are the CE AFSC Readiness and Training Managers (RTMs).

**Air Force Career Field Manager (AFCFM).** An individual on the Air Staff charged with the responsibility for overseeing all training and career field management aspects of an Air Force specialty or group of specialties.

**Department of the Air Force Enlisted Classification Directory (DAFECD).** The official directory for all military enlisted classification descriptions, codes, and identifiers. The specialty descriptions and codes used to identify each Air Force job; the DAFECD describes the minimum mandatory qualifications for personnel to fill these jobs. The updated DAFECD is available at the AF Personnel Center's website located at [myFSS](#) under the military classification menu.

**Air Force Credentialing Opportunities Online (AF COOL) Program.** AF COOL replaced the CCAF Credentialing and Education Research Tool (CERT). Access the AF COOL Program through the [Air Force Virtual Education Center \(AFVEC\)](#). The site provides a research tool designed to increase an Airman's awareness of national professional credentialing and CCAF education opportunities available for all Air Force occupational specialties.

**Air Force Institute of Technology (AFIT).** Provides vital, relevant, and connected education that enables Airmen to be ready engineers and great leaders who know how to build sustainable installations to last while leading the change for the Civil Engineer career field. Access the AFIT course list in the [AFIT Civil Engineer School Course Catalog](#).

**Air Force Job Qualification Standard or Command Job Qualification Standard (AFJQS or CJQS).** An AFJQS or CJQS are a comprehensive task list that describes a particular job type or duty position; supervisors use it to document task qualifications. The tasks on the AFJQS/CJQS are common to all persons serving in the described duty position.

**Air Force Qualification Training Package (AFQTP).** A required instructional package designed for use at the unit to qualify, or aid qualification, in a duty position, program, or on a piece of equipment. AFQTPs identify the Air Force's standardized method for performing the task. The AFQTP are paper-based, computer-based, in other audiovisual media formats, or all three. Each Airman must use AFQTPs to satisfy a particular training requirement. AFQTPs are located on [myLearning](#) and in [CE DASH](#).

**Career Field Education and Training Plan (CFETP).** A comprehensive, multipurpose document encapsulating the entire spectrum of education and training for a career field. It outlines a logical growth plan that includes training resources designed to make career field training identifiable, eliminate duplication, and ensure this training is budget defensible.

**Certification.** (^) A formal indication of an individual's ability to perform a task to required standards.

**Core Tasks (5 or 7).** Mandatory tasks, which the AFCFM has identified as a minimum qualification requirement within an Air Force specialty or duty position. These tasks exemplify the essence of the career field.

**Critical Tasks.** Tasks the work center supervisor identifies as detrimental to mission accomplishment if not performed correctly. Critical tasks may or may not be the same as core tasks but are mandatory if identified as ‘critical’ to the position by the supervisor or work center.

**Diamond Tasks (♦).** Diamond tasks are extremely important to the career field. Diamond tasks are the same as core tasks with one exception: equipment shortfalls at most locations have created problems with the actual **hands-on** training/certification of these tasks. In instances where required equipment is not available for instruction, completing the AFQTP is required for upgrade and qualification training. Airmen must accomplish hands-on certification at the first opportunity when equipment is available.

**Distance Learning (DL).** Includes Video Tele-seminar (VTS), Video Tele-training (VTT), and CBT. Formal courses that a training wing or a contractor develops for export to a field location (in place of resident training) for trainees to complete without the on-site support of the formal school instructor. For instance, the Air Force Institute of Technology, Air University, and Air Education Training Command offer online courses.

**Duty Position Tasks.** The tasks assigned to an individual for the position currently held. These include as a minimum all core tasks, critical tasks and any other tasks assigned by the supervisor.

**Enlisted Professional Military Education (EPME).** Introduces Airmen to appropriate institutional competencies at specific milestones throughout their career and includes two phases: Basic and Resident. Basic EPME requirements are via distance learning courses to establish a foundation for continued development. Resident attendance is not duplicative of the basic EPME requirements but builds upon the competencies obtained to achieve higher proficiency levels.

**Enlisted Promotions Requirements Course Catalog (EPRRC).** The EPRRC lists all enlisted promotion tests authorized for administration and the study references associated with these tests. Every question on a promotion test comes from one of the publications listed in the catalog. The site only lists publications that support questions on a given promotion test. The catalog also contains administrative and special instructions for test control officers. The EPRRC is available at the [Airman Promotion Tools Testing](#) website.

**Education and Training Course Announcement (ETCA).** Contains specific MAJCOM procedures, fund cite instructions, reporting instructions, and listings for those formal courses conducted or managed by the MAJCOMs or field operating agencies (FOAs).

**Expeditionary Combat Support-Training Certification Center (ECS-TCC).** The Air Force Reserve Command manages this training center.

**Interservice Training Review Organization (ITRO).** Apprentice level training that is provided in a Joint Service setting.

**Just-in-Time (JIT) Training.** Training is required just before a selected deployment or tasking that delivers training necessary for mission accomplishment. Training focuses on hard-to-obtain contingency skills.

**Command Functional Managers.** Senior leaders designated by the appropriate functional authority provide day-to-day management and responsibility over specific functional communities at the MAJCOM, Field Operating Agency (FOA), Direct Reporting Unit (DRU), or Air Reserve Component (ARC) level. While they should maintain an institutional focus regarding resource deployment and distribution, Command Functional Managers are responsible for ensuring their specialties are equipped, developed, and sustained to meet the future needs of the total Air Force mission.

**myLearning.** Anytime, anywhere, learning for the Civil Engineer Community consisting of instructional and skill-level awarding course material specific to an AFSC.

**myTraining.** The Total Force Training Record for Airmen that provides the capability through 21st-century learning tools to manage the training lifecycle for Total Force personnel

**Occupational Analysis Report (OAR).** A detailed report showing the results of an occupational survey of tasks performed within a particular AFS. The AFCFM uses the information collected from this survey to make changes to upgrade training and Weighted Airman Promotion Exams.

**On-the-Job Training (OJT).** Hands-on, over-the-shoulder training conducted to certify personnel in both upgrade (skill-level award) and job qualification (duty position certification) training.

**Readiness and Training Manager (RTM).** An individual assigned to the Air Force Civil Engineer Center (AFCEC) who serves as the HAF/A4C execution agent for all training and some career field management aspects of a specific Air Force Civil Engineer specialty.

**Regional Training Site (RTS).** The Air National Guard manages these Total Force training centers.

**Resource Constraints.** Resource deficiencies, such as money, facilities, time, manpower, or equipment that precludes desired delivery of training.

**Specialty Training.** The total training process used to qualify Airmen and Guardians in their assigned specialty.

**Specialty Training Requirements Team (STRT).** Before a Utilization and Training Workshop (U&TW), the AFCFM and a team of Subject Matter Experts from each MAJCOM meet to determine education and training requirements (formal and on-the-job training) for an Air Force Specialty. They use the STRT to create or revise training standards for all types of training. The team finalizes the CFETP and specialty description and develops a course standard.

**Specialty Training Standard (STS).** An AF publication describing an AF specialty in terms of tasks and knowledge an Airman may be expected to perform or to know on the job. Also identifies



the training provided to achieve a 3-, 5-, 7- 9 -skill level within an enlisted AF specialty. It further serves as a contract between AETC and the functional user to show which of the overall training requirements for an AFSC are taught in formal schools and correspondence courses.

**Subject Matter Expert (SME).** An individual with expertise in a particular subject matter tasked to represent the subject matter to an individual or group for technical accuracy.

**Task Qualification Training (TQT).** Training conducted after Chemical, Biological, Radiological, and Nuclear Defense classroom training in which individuals perform wartime mission essential tasks in a simulated wartime environment while wearing full ground crew individual protective equipment or aircrew individual protective equipment.

**Total Force.** Organizations, units, and individuals that comprise the Air Forces' resources for meeting its mission. This includes civilian personnel, Active Duty, Air National Guard, and Air Force Reserve Command military personnel.

**Training Planning Team (TPT).** Comprised of the same personnel as a U&TW, however TPTs are more involved in training development and the range of issues not found in normal U&TWs.

**Utilization and Training Workshop (U&TW).** An executive decision meeting to vote on funding (Course Resource Estimates) for instructor authorizations, equipment, and facilities needed to support any new or revised training coming from the STRT. They will also determine which organizations will furnish resources, establish commitment and delivery dates in writing, document equipment availability dates, identify any problems and establish training delivery dates.

**Vectored Positions.** Key SNCO positions in your career field. To learn more about vectored positions, go to [MyVECTOR](#).

**Web-Based Training (WBT).** A self-paced stand-alone computer product used to deliver interactive subject and task knowledge.

**PART I****SECTION A - GENERAL INFORMATION**

**A1. Purpose:** This CFETP provides information necessary for AFCFMs, Command Functional Managers, commanders, supervisors, and trainers to plan, develop, manage, and conduct an effective and efficient career field training program. It outlines the training required for career progression, including initial skills, upgrade, qualification, supplemental, and proficiency training.

**A1.1. Initial Skills Training.** Air Force specialty specific training an individual receives upon entry into the Air Force or upon retraining into this specialty for award of the 3-skill level. For our career field, this training is provided in a joint environment with Navy being the lead service. The training is conducted at Naval School EOD located at Eglin AFB, FL.

**A1.2. Upgrade Training.** Identifies the mandatory courses, task qualification requirements, and correspondence course completion requirements for award of the 5-, 7-, and 9-skill level.

**A1.3. Qualification Training.** Actual hands-on task performance training designed to qualify a member in a specific duty position. This training program occurs both during and after the upgrade training process. It is designed to provide the performance skills and knowledge required to do the job.

**A1.4. Supplemental Training.** A formal course that provides individuals qualified in one or more positions of their Air Force Specialty (AFS) with additional skills/knowledge to enhance their expertise in the career field.

**A1.5. Proficiency Training.** Additional training, either in-residence or exportable advanced training courses, or on-the-job training provided to personnel to increase their skills and knowledge beyond the minimum required for upgrade.

**A1.6.** The CFETP has several purposes including:

**A1.6.1.** Serves as a management tool to plan, manage, conduct, and evaluate a career field's training program. Also, it is used to help supervisors identify training at the appropriate point in an individual's career.

**A1.6.2.** Identifies task and knowledge training requirements for each skill level in the specialty and recommends education and training throughout each phase of an individual's career.

**A1.6.3.** Lists training courses available in the specialty, identifies sources of training, and the training delivery method.

**A1.6.4.** Identifies major resource constraints that impact full implementation of the desired career field training process.

**A2. Uses.** The plan is used by Command Functional Managers and supervisors at all levels to ensure comprehensive and cohesive training programs are available for everyone in the specialty.

**PART I**

A2.1. AETC training personnel will develop or revise formal resident, nonresident, field, and exportable training based upon requirements established by the users and documented in Part II of the CFETP. They also work with the AFCFM and Air Force Civil Engineer Center EOD Division (HQ AFCEC/CXD) to develop acquisition strategies for obtaining resources needed to provide the identified training.

A2.2. Command Functional Managers ensure their training programs complement the CFETP mandatory initial, upgrade, and proficiency requirements. OJT Training resident training, and contract training or exportable courses can satisfy identified requirements. Ensure MAJCOM-developed training to support this AFSC is identified for inclusion into the plan.

A2.3. Each individual completes the mandatory training requirements specified in this plan. The list of courses in Part II is used as a reference to support training.

**A3. Coordination and Approval.** The AFCFM is the approval authority. Also, the AFCFM will initiate an annual review of this document to ensure currency and accuracy. MAJCOM representatives and AETC training personnel will identify and coordinate on the career field training requirements. Using the list of courses in Part II, ensures the elimination of duplicate training.

**PART I****SECTION B - CAREER PROGRESSION AND INFORMATION****B1. Specialty Descriptions.**

B1.1. Specialty Summary. Perform EOD operations to protect personnel, resources, and the environment from the effects of hazardous Explosive Ordnance (EO), Improvised Explosive Devices (IED) and Weapons of Mass Destruction (WMD) which may include incendiary, Chemical, Biological, Radiological, and Nuclear (CBRN) hazards. Employs specialized tools, techniques, and personal protective equipment to detect/identify EOD objectives and to accomplish diagnostics, monitoring, evaluation, interrogation, mitigation, render safe, recovery, and disposal operations on ordnance/devices delivered, placed, or made dangerous by accident/incident or other circumstance. Utilizes and maintains advanced equipment, such as, robotics, x-ray, landmine and CBRN detection equipment. Transports demolition explosives and equipment to authorized disposal areas, fabricates explosive demolition charges, and disposes of hazardous devices, ordnance, and explosives. EOD may be employed alone or as part of an Air Force, Joint, Interagency, or Coalition force, to support Combatant Commander and/or Air Force objectives. Provides rapid response capability and operates in five geographic disciplines: mountain, desert, arctic, urban and jungle, day, or night, to include austere combat environments independent of an established airbase or its perimeter defenses in mounted, dismounted, and limited airborne/aerial insertion operations. EOD at the 5-, 7-, and 9-level plan, organize, and direct EOD operations.

**B1.2. Duties and Responsibilities.**

B1.2.1. Plans, organizes, and directs EOD operations. Develop operational orders/plans, instructions, concepts of operation, and safety plans (ORM Assessments) concerning EOD employment. Translates commander's objectives/mission taskings into effective employment of EOD capability. Uses advanced technological and manual methods to perform long range/close-in reconnaissance, identification, assessment of ordnance/hazardous device conditions and filler materials, then advises commanders on recommended EOD actions and safe withdrawal distances. Prepares personnel and equipment for military operations.

B1.2.2. Supports U.S. and foreign aerospace systems/vehicles and conventional munitions operations; sortie generation and space launch operations by responding to airfield/launch complex explosive related ground/in-flight emergencies or crash situations; and research and development testing of weapons, aircraft, and space systems.

B1.2.3. Executes counter-IED (CIED) operations. Eliminates or mitigates explosive hazards and terrorist/criminal devices, to include missions outside the base boundary or Base Security Zone to enable freedom of maneuver for air or surface operations. Performs IED defeat actions to include (but not limited to) the following: recover/destroy weapon caches; perform immediate actions to defeat emplaced IEDs; conduct post-blast analysis of IED events; provides military authorities with technical intelligence, analysis and exploitation; and provide key insights to enable development of CIED Tactics, Techniques and Procedures (TTPs) to mitigate IED effectiveness.

**PART I**

B1.2.4. Executes counter-WMD operations. Peacetime EOD force WMD response efforts are limited in scope to provide initial threat confirmation, risk mitigation, situational awareness, and site stabilization; however, EOD forces may also provide additional technical support as required. During contingencies, EOD forces provide full-spectrum response capability to incidents involving CBRN, incendiary and explosive devices.

B1.2.5. Conducts nuclear weapon response. The Air Force employs a tiered response to nuclear weapon accidents or incidents. Initially, Air Force Nuclear “Qualified” EOD (NQEOD) teams provide a baseline response capability. These teams locate, verify, and stabilize systems, preparing the operational environment for follow-on forces. They also assist first responders with life-saving actions and securing the weapons and/or components. The next tier involves Air Force Nuclear “Certified” EOD (NCEOD) teams who possess a broader response capability. AF Nuclear “Certified” EOD teams provide a full spectrum capability to respond to U.S. stockpile nuclear weapons involved in an accident or incident. NCEOD teams could be tasked to implement weapons recovery plans, and ensure systems are electrically safe and mechanically stable for transport. In the most complex CONUS incidents, especially those involving the Accident Response Group (ARG), the specialized Air Force EOD Nuclear Emergency Response Team (ENERT) are deployed. The ENERT, composed of personnel from the Personnel Reliability Program (PRP), certified personnel from the 377th Mission Support Group, and the EOD flight at Kirtland AFB, works in conjunction with the Accident Response Group (ARG). The ENERT executes CONUS weapons recovery plans, ensuring affected weapons systems are rendered electrically safe and mechanically stable for transport to a final Department of Energy designated disposition location.

B1.2.6. Performs Unexploded Explosive Ordnance (UXO) recovery operations. Provides emergency response (on or off installation) to neutralize hazards posed by EO related incidents presenting a threat to operations, installations, personnel or materiel, including but not limited to, excavation and render safe, evaluation of individual ordnance items, exploitation for technical intelligence value, support of developmental and operational ordnance/weapons system testing, and large-scale recovery of airbases, forward operating locations, landing zones, and drop zones denied by ordnance operations. Maintains capability to identify, stabilize and contain chemical/biological ordnance and provide disposition support to follow-on organizations. Transports demolition explosives and equipment to authorized disposal areas, fabricates explosive demolition charges, and disposes of hazardous devices, ordnance, and explosives.

B1.2.7. Engages in explosive range activities and operational range clearances. Establishes, operates, and maintains EOD explosive proficiency, training, and disposal ranges. Evaluates the extent of explosive contamination on Air Force property, and on bombing and gunnery, research and development, and munitions test ranges. Prepares clearance/logistical plans and cost estimates for operational range clearance operations. Performs surface-removal, or disposal, of unexploded ordnance, classified ordnance, inert ordnance debris, training projectile debris, and any other range material fired on, or upon a military range from the targets and surrounding areas.

B1.2.8. Combat Enabler for Irregular Warfare (IW). Provide EOD support for General Purpose and Special Operations Forces in the execution of various IW missions to include security force

## PART I

assistance, counterinsurgency (COIN), stability operations, and building partnership capacity. Supports specialized Joint Service task force operations.

B1.2.9. Understands warfighter TTPs. Integrates EO, IED and WMD threat information into the decision-making process at all levels to mitigate and exploit the enemy's TTPs to maximize combat power. Performs tactical mission planning and preparation. Participates in the military decision making process. Briefs joint force commanders and staff on EO threats affecting operations.

B1.2.10. Supports Defense Support to Civil Authorities activities. Provides emergency or lifesaving EOD operational capability to the Federal, state, and local civil authorities requesting support to mitigate or eliminate hazards associated with explosives (IEDs, military munitions, etc.). Provides hazardous materials (HAZMAT) response capability for incidents involving explosive ordnance.

B1.2.11. Conducts Very Important Person/special protective activities. Supports U.S. Secret Service (USSS), Department of Homeland Security (DHS) and the Department of State (DoS) by providing counter explosive search teams in support of National Security Special Events, White House Complex and the protection of the President, Vice President, and other dignitaries.

B1.2.12. Military Engagement, Security Cooperation, and Partner Building. Building, sustaining, and enhancing our allies and partners are essential tasks supporting the US strategic asymmetric advantage. Department of the Air Force EOD Airmen engage in partner building activities that lay the foundations of trust and interoperability that result in increased allied and partner capability. Partner building activities occur across the competition continuum, are key to shaping the operational environment in support of Theater Campaign Plans and develop partner capabilities for future combined operations.

B1.2.13. EOD Flight Sustainment Operations. Identifies requirements for and maintains tools, equipment, supplies, and technical data. Orders, inventories, stores, mobilizes, and maintains specialized tools, equipment, supplies, and EOD publications. Uses computers to support flight activities. Develops notional concepts, mission need statements, and operational requirements documents, and estimates for clearance operations.

### **B1.3. Skill Level Duties and Responsibilities.**

#### **B1.3.1. EOD Apprentice and Journeyman**

B1.3.1.1. Performs EOD functions.

B1.3.1.2. Conducts area reconnaissance for detecting and identifying unexploded ordnance.

B1.3.1.3. Determines distances to which personnel and material must be evacuated.

B1.3.1.4. Performs basic tactical movements and communications.

**PART I**

B1.3.1.5. Photographs all unknown explosive ordnance for technical intelligence and reporting requirements.

B1.3.1.6. Removes earth and debris surrounding unexploded ordnance, using mechanical tools, hand tools, and appropriate equipment.

B1.3.1.7. Estimates depth of buried explosive ordnance by using probing techniques or detection equipment.

B1.3.1.8. Performs construction, sinking, and timbering of shafts for access to buried explosive ordnance and to protect personnel during recovery operations.

B1.3.1.9. Performs necessary rendering safe procedures, using special tools and techniques, including remote controlled devices and shaped charges.

B1.3.1.10. Removes neutralized explosive ordnance by using winches, pulleys, cables, or cranes.

B1.3.1.11. Operates and interprets radiation and other detecting instruments in monitoring areas adjacent to unexploded ordnance suspected of containing toxic or radioactive contamination.

B1.3.1.12. Neutralizes, leak seals, packages, and disposes of chemical and biological munitions.

B1.3.1.13. Disposes of explosive ordnance rendered exceptionally hazardous by damage or deterioration.

B1.3.1.14. Disposes of unserviceable explosives by detonation or other methods.

B1.3.1.15. Recognizes and advises Team Leader when areas are free of danger.

B1.3.1.16. Secures explosive ordnance and equipment to vehicles and plans evacuation routes.

B1.3.1.17. Prepares reports concerning EOD activities.

B1.3.1.18. Fabricates and uses explosive charges.

B1.3.1.19. Neutralizes and disposes of improvised explosive devices.

B1.3.1.20. Performs as a specialized member of the Disaster Response Force.

B1.3.1.20.1. Provides guidance and advice to the Incident Commander in detecting, monitoring, evaluating, and decontaminating radioactive, chemical, or biological hazards.

B1.3.1.20.2. Safes, removes, and disposes of explosives, explosive devices, and explosive ordnance rendered hazardous due to accident or incident to include ejection and catapult devices, squibs, explosive bolts, warheads, bombs, rockets, guided missiles, guns, and gun ammunition.

**PART I**

B1.3.1.20.3. Conducts explosive ordnance ancillary training for base populace and other agencies.

B1.3.1.21. Performs related munitions and weapons functions.

B1.3.1.21.1. Performs functions relating to EOD munitions, weapons, or nuclear weapons activities as directed.

B1.3.1.21.2. Maintains explosive ordnance publications and administrative publication libraries pertaining to explosive ordnance functions.

B1.3.1.21.3. Inventories, stores, and maintains supplies, tools, and equipment relative to EOD.

B1.3.1.21.4. Complies with environmental and safety regulations while conducting EOD operations.

**B1.3.2. EOD Craftsman (In addition to Apprentice/Journeyman Responsibilities).**

B1.3.2.1. Advises on EOD related problems.

B1.3.2.1.1. Resolves EOD problems and provides other activities with advice and guidance on EOD matters.

B1.3.2.1.2. Organizes and conducts EOD operations.

B1.3.2.1.3. Determines procedures to be used in detecting, identifying, rendering safe, recovering, or destroying explosive, incendiary, and nuclear ordnance.

B1.3.2.2. Performs EOD Functions.

B1.3.2.2.1. Determines area from which personnel and materials must be evacuated, and ensures it is cleared before proceeding with disposal.

B1.3.2.2.2. Plans and conducts neutralization and disposal of improvised explosive devices.

B1.3.2.2.3. Plans and directs removal of neutralized explosive ordnance and ensures areas adjacent to unexploded ordnance suspected of containing toxic or radioactive contamination are properly monitored.

B1.3.2.2.4. Coordinates EOD activities and movements with other interested military and civilian agencies.

B1.3.2.3. Performs as a specialized member of the Disaster Response Force.

B1.3.2.3.1. Plans, organizes, directs, and assists in render-safe, removal, and disposal of explosives, explosive devices, and explosive ordnance rendered hazardous due to accident or



**PART I**

incident to include ejection and catapult devices, squibs, explosive bolts, warheads, bombs, rockets, guided missiles, guns, and gun ammunition.

B1.3.2.3.2. Plans, establishes, and conducts explosive ordnance ancillary training programs for base populace and other agencies.

B1.3.2.4. Supervises related munitions and weapons functions.

B1.3.2.4.1. Ensures functions relating to EOD, weapons, and nuclear weapons activities are coordinated and performed as directed.

B1.3.2.4.2. Monitors and determines the proper procedures for turn-in or disposal of unserviceable supplies, tools, and equipment.

B1.3.2.4.3. Complies with environmental and safety regulations in performing EOD operations.

**B1.3.3. EOD Superintendent/Senior Enlisted Leader.**

B1.3.3.1. Plans and organizes EOD activities.

B1.3.3.1.1. Obtains and controls the resources necessary to conduct EOD operations.

B1.3.3.1.2. Coordinates with base, local, and federal agencies in matters concerning EOD operations.

B1.3.3.1.3. Coordinates deployment taskings through MAJCOM and unit deployment manager.

B1.3.3.2. Directs EOD activities.

B1.3.3.2.1. Checks methods and techniques employed in detecting, identifying, rendering safe, recovering, and destroying explosive ordnance.

B1.3.3.2.2. Supervises preparing, maintaining, and disposing of records concerning EOD activities.

B1.3.3.3. Inspects and evaluates EOD activities.

B1.3.3.3.1. Inspects EOD activities to ensure compliance with policies, regulations, and technical publications.

B1.3.3.3.2. Interprets inspection findings, implements corrective actions, and conducts follow-up inspections.

B1.3.3.4. Performs EOD functions.

B1.3.3.4.1. Interprets publications and resolves problems encountered, pertaining to detecting, identifying, rendering safe, recovering, transporting, and disposing of explosive, incendiary, chemical, biological, and nuclear ordnance.

**PART I**

**B2. Skill and Career Progression.** Adequate training and timely progression from the apprentice to the superintendent level play an important role in the Air Force's ability to accomplish its mission. It is essential that everyone involved in training do his or her part to plan, manage, and conduct an effective training program. The guidance provided in this part of the CFETP ensures each individual receives viable training at appropriate points in their career.

**B2.1. Apprentice (AFSC 3E831 / 3-Level).**

B2.1.1. On completion of initial skills training at the Naval School EOD, the EOD trainee will work with a trainer to enhance their knowledge and skills to progress to the 5-level.

B2.1.2. Utilize the Career Development Course (CDC), Air Force Qualification Training Packages (AFQTP), web-based courses, and other exportable courses for subject and task fundamentals in the career field.

B2.1.3. Once trained and task certified, a trainee may perform the task unsupervised.

B2.1.4. After all upgrade training requirements are completed, supervisors and Unit Training Managers (UTMs) coordinate upgrade procedures.

B2.1.5. Trainees awarded the primary AFSC receive automatic enrollment in the Community College of the Air Force (CCAF).

B2.1.6. Apprentices may be assigned job positions as an additional team member or team member following completion of all core tasks or upon local Commander risk assumption.

**B2.2. Journeyman (AFSC 3E851 / 5-Level).**

B2.2.1. A journeyman may be assigned job positions such as team member, team leader by exception, shift supervisor, and task trainer.

B2.2.2. Complete Civil Engineer (CE) 5-Level Common Core Concepts Course located on [myLearning](#) prior to ordering CDCs.

B2.2.3. Completion of 5-level CDCs, 100% 5-level core and diamond tasks are basic prerequisites for five skill level award.

B2.2.4. There is no minimum OJT time required before award of the five-skill level. However, the individual must be able to perform all core tasks without assistance and meeting local demands for accuracy, timeliness, and correct use of procedures (go/no-go).

B2.2.5. Must complete the appropriate Basic Enlisted Professional Military Education (EPME) and Resident EPME as outlined in DAFI 36-2685, Total Force Enlisted Developmental Education.

B2.2.6. Enter continuation training to broaden technical experience base.

**PART I**

B2.2.7. Use reference material identified by the AFCFM to prepare for Weighted Airman Performance System (WAPS) testing.

B2.2.8. Continue pursuing a CCAF degree.

B2.2.9. After all upgrade training requirements are completed, supervisors and UTMs coordinate upgrade procedures.

**B2.3. Craftsman (AFSC 3E871 / 7-Level).**

B2.3.1. A craftsman can expect to fill various supervisory and management positions such as shift leader, team leader, supervisor, or task certifier.

B2.3.2. Completion of CE 7-Level Common Core Concepts Course located on [myLearning](#) and 100% core/diamond tasks are basic prerequisites for 7-skill level award.

B2.3.3. Graduation from the 7-level in-resident EOD Team Leader Course is required.

B2.3.4. There is no minimum OJT time required before award of the seven-skill level. However, the individual must be able to perform all core tasks without assistance and meeting local demands for accuracy, timeliness, and correct use of procedures (go/no-go).

B2.3.5. Must complete the appropriate Resident EPME as outlined in DAFI 36-2685, Total Force Enlisted Developmental Education.

B2.3.6. Should take continuation training courses to broaden technical knowledge or management of resources and personnel.

B2.3.7. Use reference material to prepare for WAPS testing. Airmen testing for the rank of E-7 through E-9 are not required to WAPS test.

B2.3.8. Continue academic education through CCAF and higher degree programs is encouraged.

B2.3.9. After all upgrade training requirements are completed, supervisors and UTMs coordinate upgrade procedures.

B2.3.10. Pursue career broadening opportunities that include, but are not limited to, special duty assignments such as an EOD Technical Training Instructor at Naval School EOD/EOD Preliminary Course or a Silver Flag Exercise Site EOD Instructor.

**B2.4. Superintendent. (AFSC 3E891 / 9-Level)**

B2.4.1. A superintendent can be expected to fill positions such as Flight Chief, Superintendent, and various staff positions.

**PART I**

B2.4.2. Completion of Civil Engineer Superintendent Course (AFIT WMGT 570) is mandatory for Active-Duty and Reserve SMSgts. This course is highly encouraged for Air National Guard SMSgts and mandatory to be promoted to CMSgt.

**Note:** This is not a skill level awarding course.

B2.4.3. Must complete the appropriate Resident EPME as outlined in DAFI 36-2685, Total Force Enlisted Developmental Education.

B2.4.4. Should take continuation training course to increase knowledge of budget, manpower, resources, and personnel management.

B2.4.5. Continue academic development through higher education is recommended.

B2.4.6. Must be a SMSgt for award of the 9-skill level.

**B2.5. Senior Enlisted Leader (SEL) (AFSC Code 3E800).**

B2.5.1. SELs work in a variety of similar jobs and functional areas where general managerial and supervisory abilities can be most effectively used and challenged.

B2.5.2. Must be selected for CMSgt and possess qualifications as a 3E891.

B2.5.3. Must complete the appropriate Resident EPME as outlined in DAFI 36-2685, Total Force Enlisted Developmental Education.

**B2.6. Direct Service Upgrade Criteria.** Qualified EOD technicians that have transferred to the Air Force from other services. Upon gaining a Direct Service transfer, perform a thorough assessment of their abilities and compare them with their UGT requirements. If they are qualified at the next higher skill level, then process the paperwork for upgrade. If that requires a waiver, contact the AFCFM. For example, if a former USMC Team Leader is gained by the Air Force as a 3E851, but is operating at a Team Leader level, a Team Leader Course waiver may be appropriate.

**B3. Training Decisions (Competencies).** The CFETP has undergone a considerable revision towards building a competency-based training and development platform for the EOD career field. A significant change has been to shift the focus from task-based training to one that is more centered on outcomes-based learning. A task is a unit of work activity or operation which forms a significant part of a duty. These are singular in nature and are usually accomplished in one continuous action, which also can occur independently of other tasks. Conversely, outcomes are learning goals that typically consist of a multitude of tasks. These outcomes are actions and performances that embody and reflect the learner's competence in using content, information, ideas, and tools successfully. Focusing on learning outcomes allow organizations, leaders, supervisors, and trainers to incorporate foundational competencies and underlying characteristics (values, traits, attitudes) into learning, which is necessary for developing Airmen with the competencies needed for future challenges. The following decisions were made as a result of close coordination between HQ AETC, Technical Training, schoolhouse instructors and staff, field

## PART I

SMEs, functional managers and the PW/STRT sought to develop the learning outcomes. This was accomplished by reverse engineering the behaviors found in the EOD occupational competency model and then by asking what an Airman needs to be able to know and do in order to master a specific behavior. The intent of the learning outcomes is to identify all factors needed to succeed in attaining the behavior. Formal training will be codified by using the behavioral statement coding system for the STS as opposed to the proficiency code key. As a result, each line item will consist of a verb and the coding system for formal training will only use P (performance), K (knowledge), and pk (performance-knowledge).

B3.1. The CFETP uses a building block approach (simple to complex) to encompass the entire spectrum of training requirements for the EOD career field. The spectrum includes a strategy for when, where, and how to meet the training requirements. The strategy must be apparent and affordable to reduce duplication of training and eliminate a disjointed approach to training. The career field Specialty Training Requirements Team (STRT) meeting held at Lawrence Livermore Laboratories, CA from 12 – 15 November 2024 made the following decisions.

**B3.2. Initials Skills Training.** The initial skill course was reviewed for content. Changes were recommended. Wartime training tasks were identified and validated.

B3.2.1. EOD Preliminary Course: Preliminary Course training requirements were reviewed and identified in the new CTS.

B3.2.2. Naval School EOD Course: The Specialty Training Standard (STS) was adjusted to represent current curriculum. Due to this being an Inter-Service school with the Navy being the executive manager, training decisions are made by the Technical Training Acceptance Board and the School's Commanding Officer. Recommendations can be made by the U&TW, however, it requires Joint EOD Program acceptance.

**B3.3. Five-Level Upgrade Training Requirements.** Existing CDC codes were reviewed and updated to ensure only current material remained and new technology information will be added. The STS was updated and validated. Additions and deletions of core tasks as well as modifications to proficiency codes were made. The AFCDA Learning Engineer will update the CDC to meet the new requirements.

**B3.4. Seven-Level Upgrade Training Requirements.** The STRT members reviewed, validated, and updated the curriculum for the 7-level Craftsman Course. Also, the members made core task additions and deletions of for the AFSC.

B3.5. The CFETP Part II identifies four (4) sub-competencies. Each competency is further broken down into the following proficiency levels; basic, intermediate, advanced, and expert. The proficiency levels are not tied to a specific rank or position. Additionally, each occupational competency has supporting competencies tied to them. The supporting competencies can allow Airmen to intentionally develop those transferrable underlying characteristics that will translate to mission capabilities, mission readiness, and mission success for the agile, future thinking Airmen. Airmen, supervisors, trainers, mentors, and leaders should look for opportunities to integrate the

## PART I

supporting competencies into every facet of an Airmen's development as they seek to gain and increase proficiency within the 3E8X1 competencies.

**B3.6. Competencies.** The Air Force defines competencies as a combination of knowledge, skills, abilities, and other characteristics that manifest in observable and measurable pattern of behaviors required for mission success. The Explosive Ordnance Disposal community has rebuilt the entire training platform by using competencies to identify the behaviors that are needed to be successful on the job. This has been accomplished by identifying and integrating the 3E8X1, Explosive Ordnance Disposal occupational competencies and leveraging the Air Force's foundational competencies in a manner that provides all Airmen with transparent and unbiased pathways towards their own successful development.

**B3.6.1. Airmen's Foundational Competencies.** The foundational competencies are a set of accepted and valued competencies, which enable success across a wide-array of DAF missions, roles, functions, and duties. These competencies are the core of Airmen development and enable Airmen with tools, pathways, and capabilities to improve their performance in any job, specialty, or situation. The foundational competencies are grouped into different categories of Developing Self, Developing Others, Developing Ideas, and Developing Organization. Airmen can go to MyVector (accessible via AF Portal) to complete a self-assessment, which will have them evaluate themselves on the 23 Airmen's foundational competencies or a 360-degree assessment, where subordinates, peers, and leaders can also provide feedback. The assessment tools will provide Airmen with immediate feedback on personal strengths and areas for improvement. Additionally, a personal improvement plan with targeted resources (videos, reading content, developmental opportunities) are provided for continued self-development.



Figure 1. Airmen's Foundational Competencies.

**B3.6.2. Occupational Competencies.** Occupational competencies are a set of competencies required of all Airmen within a specific workforce category. These competencies provide a framework that describes the knowledge, skills, abilities, and other characteristics needed to perform that function's mission successfully.

**B3.6.2.1. Occupational Competency Model.** A career field's competencies can be viewed in a

## PART I

competency model, which is an organized collection of competencies pertinent to the career field. The occupational competency model provides a framework to effectively assess, maintain, and monitor the competencies required for mission success for Airmen within the EOD community. The occupational competency modeling process follows a distinct process with continued involvement from the career field and allows Airmen to see how their task lists, OJT, formal courses, and other training, education, and experiences are aligned to the career field's strategic objectives.

B3.6.2.2. Career fields work with trained competency experts to identify and develop their competency model, which consists of the competencies, sub-competencies, and definitions. Occupational competency models will be different for each career field. The model focuses on integrating not just the technical components, but also leadership, management, combat, joint, all-domain, and social mastery competencies required for Airmen to succeed in their career field.

Competency	Sub-Competency	Sub-Competency Description
Leadership	Leadership	The ability of an individual to influence, motivate, and empower others to contribute towards the effectiveness and success of an organization
Mission Areas	Mission Areas	The ability to mitigate hazards to personnel and property posed by weapons, CBRN and explosive materials in all physical domains
Warfare Integration	Warfare Integration	The ability to support joint, conventional and special operation forces in the execution of various warfare missions
Training	Training	Completion and evaluation of the life cycle education and training requirements, support and resources for the EOD career field

Figure 2. 3E8X1, Explosive Ordnance Disposal, Occupational Competency Model

B3.6.2.3. **Occupational Competency Rubric.** After a model is developed, a team of subject matter experts begin building competency rubrics, which consists of the competency, a description of the competency, proficiency levels, and measurable and observable behaviors. The competency rubrics will help Airmen learn which behaviors are aligned to the career field's strategic direction, the professional developmental expectations, and the criteria for success. Figure 3 provides an example of a competency rubric for 3E8X1 career field.

**PART I**

Competency	Proficiency Levels	Observable Behaviors
Training	<b>Expert</b> Depth of Knowledge: New practices/concepts and theories of all workplace elements; is a credible resource in this area	1. Compiles data and performs trend analysis to align with shifting career field needs
<b>Sub-Competency</b>	<b>Advanced</b> Depth of Knowledge: New practices of all workplace elements	1. Develops training plans to ensure a consistent progression and maintain relevance for emerging threats 2. Collaborates with agencies to create and evaluate training opportunities to enhance mission effectiveness (i.e. exercises)
Training		
<b>Description</b>	<b>Intermediate</b> Depth of Knowledge: Established practices of all workplace elements	1. Identifies shortfalls and refines execution tactics to ensure proper training 2. Formulates lesson objectives in a logical manner to convey and emphasize the main concepts and key takeaways of the lesson to the learners
Completion and evaluation of the life cycle education and training requirements, support and resources for the EOD career field		
<b>Supporting Competencies</b>	<b>Basic</b> Depth of Knowledge: Established practice with some workplace elements	1. Conveys lesson objectives clearly and concisely to enhance key concepts 2. Receive/provide feedback to improve training and material
Develops People Communication Information Seeking Initiative		

Figure 3. 3E8X1, Explosive Ordnance Disposal, Occupational Competency Rubric for Training

B3.6.2.4. To better understand how to read and utilize the competency rubric, a breakdown of each component is explained below in table 1a-c.

<b>Competency</b>	←	The competency section states the competency group.
Training		
<b>Sub-Competency</b>	←	The sub-competency section states the narrower category that forms part of the competency group.  <b>Note:</b> Some models may only consist of a competency and not include a sub-competency.
Training		
<b>Description</b>	←	The description section provides a statement that gives details about the sub-competency, enabling career field members to better understand how sub-competency relates to the AFS.
Completion and evaluation of the life cycle education and training requirements, support and resources for the EOD career field		
<b>Supporting Competencies</b>	←	The supporting competencies section are supported-level competencies that are linked to the success of the sub-competency. These competencies lend themselves more toward areas like values, traits, and attitudes. These competencies were included as part of a larger survey that went out to the entire AFS; respondents were asked to rate the top supporting competencies they believe will attribute to higher successful performance within the sub-competency.
Develops People Communication Information Seeking Initiative		

Table 1a. Competency Rubric Section 1.



**PART I**

<b>Proficiency Levels</b>	←	<p>The proficiency levels are broken into four parts: basic, intermediate, advanced, and expert.</p>
<p style="text-align: center;"><i>Expert</i></p> <p><b>Depth of Knowledge:</b> New practices/concepts and theories of all workplace elements; is a credible resource in this area</p>		<p>Under each proficiency level are predetermined criteria selected by a group of SMEs from your career field and validated by the career field. The criteria were used as the basis to develop the observable behaviors. These criteria provide concrete parameters for the behaviors, which are consistent but progressive in nature as a member moves up the scale from basic to expert.</p>
<p style="text-align: center;"><i>Advanced</i></p> <p><b>Depth of Knowledge:</b> New practices of all workplace elements</p>		<p>Some of the criteria (e.g. depth of knowledge, consistency of application/complexity, and thinking challenge) allows an individual to become an expert through the experience gained in a particular job and over a period of time. For example, the person can quickly move up different proficiency levels while they are serving as a technician at a flight; they move quickly because they are exposed to a variety of situations.</p>
<p style="text-align: center;"><i>Intermediate</i></p> <p><b>Depth of Knowledge:</b> Established practices of all workplace elements</p>		<p>While other criteria (e.g. scope, impact, and reach of influence) requires more of a hierarchical approach to gain the experience needed to progress through the competency levels. Moving through the proficiency levels may be difficult to do in certain jobs. For example, if scope at the expert level requires job integration with the AF-level, then the individual may have to be in a position where they can gain that experience (i.e. at HHQ, Wing, or an organization with far reaching capabilities).</p>
<p style="text-align: center;"><i>Basic</i></p> <p><b>Depth of Knowledge:</b> Established practice with some workplace elements</p>		

Table 1b. Competency Rubric Section 2.

<b>Observable Behaviors</b>	←	<p>The observable behaviors are statements of what can be observed from an individual manifesting the competency at the respective competency level.</p>
<p>1. Compiles data and performs trend analysis to align with shifting career field needs</p>		<p>They provide objective evidence that the individual possesses the competency level, and shows what effective performance looks like.</p>
<p>1. Develops training plans to ensure a consistent progression and maintain relevance for emerging threats 2. Collaborates with agencies to create and evaluate training opportunities to enhance mission effectiveness (i.e. exercises)</p>		<p>The behaviors are written to be specific enough so they can be observable and lend themselves towards measurement.</p>
<p>1. Identifies shortfalls and refines execution tactics to ensure proper training 2. Formulates lesson objectives in a logical manner to convey and emphasize the main concepts and key takeaways of the lesson to the learners</p>		
<p>1. Conveys lesson objectives clearly and concisely to enhance key concepts 2. Receive/provide feedback to improve training and material</p>		

Table 1c. Competency Section 3.

**PART I**

B3.6.3. Another key component within the rubric is the supporting competencies section at the bottom left-hand corner. These are the top four supporting competencies that can help members excel and be successful in that particular sub-competency. Some of these supporting competencies are tied directly to the Airmen's Foundational Competencies, while others may be unique to the career field. Having these supporting competencies identified and linked to a career field's competency model can cultivate those underlying characteristics needed to succeed on the job. Leaders, supervisors, trainers, instructors, or mentors can now set members up for greater success by building these supporting competencies and placing their Airmen in situations where they can apply those strategies. All of these elements come together to ensure we can develop Airmen who are better prepared, present and future mission focused, and ready to succeed in any situation. Additionally, AFH 36-2643, *Air Force Mentoring Program*, has information on how competencies can be used when an established mentoring strategy is put into effect to foster and develop Airmen.

B3.6.4. Competency Development. The intent of moving towards a competency-based system is to sharpen our Airmen's tactical expertise, operational competence, strategic vision, and joint proficiency to lead and execute the full spectrum of USAF missions. This occurs not in a classroom but on the job by combining education, training, and experiences to provide Airmen with a better developmental pathway as they move along their careers. Airmen are still required to complete specific training courses, core tasks, and other training requirements in order to attain a 3-, 5-, and 7-skill levels. Competency development allows Airmen to move beyond the minimum career field requirements and begin addressing developmental gaps and strengthening their capabilities. The information included within the competency model will allow members within the EOD community to manage their professional growth and development by identifying their strengths and weaknesses against clear and objective behaviors within the competency model.

## PART I

B3.6.5. Below are the competency rubrics for the 3E8X1, Explosive Ordnance Disposal, career field.

Competency	Proficiency Levels	Observable Behaviors
Leadership	<b>Expert</b> Consistency of Application: Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency	1. Forges cross-organizational SMEs to guide others across tactical, operational and strategic levels 2. Leads the development of programs and drives enterprise-wide initiatives to meet strategic objectives
<b>Sub-Competency</b>	<b>Advanced</b> Consistency of Application: Sustained application of competency over time in complex situations	1. Conceptualizes mission and vision; communicates commanders intent to foster unity of effort across multiple units, teams, or groups 2. Influences the development of future program needs and policy to ensure adaptability to changing mission requirements
Leadership		
<b>Description</b>	<b>Intermediate</b> Consistency of Application: Sustained application of competency over time in a variety of situations	1. Fosters a culture of growth and trust by providing constructive, inclusive feedback, and demonstrating transparent, emotionally intelligent and objective leadership that empowers teams to achieve their full potential 2. Analyzes evolving requirements, trends, and emerging strategic solutions to aid in developing courses of action to address challenges or discrepancies in programs, personnel, and resources
The ability of an individual to influence, motivate, and empower others to contribute towards the effectiveness and success of an organization		
<b>Supporting Competencies</b>	<b>Basic</b> Consistency of Application: Sustained application of competency over time	1. Fosters personal accountability to execute all duties, instructions, and responsibilities 2. Demonstrates followership by supporting leaders in executing mission, vision, and priorities to contribute to a professional climate and culture 3. Effectively manage programs, personnel, and resources by keeping stakeholders informed of progress, challenges, and timelines to facilitate informed decision-making
Communication Leadership Develops People Teamwork		
Competency	Proficiency Levels	Observable Behaviors
Warfare Integration	<b>Expert</b>  Scope: Integration with AF-level/DoD-level	1. Advises the commander with options for utilization of EOD forces to allow freedom of movement within the operational area 2. Provides AF personnel and equities to major combat and contingency operations for EOD personnel in order to support the commanders priority in the mission areas
<b>Sub-Competency</b>	<b>Advanced</b>  Scope: Integration with organizational strategies	1. Actions commanders intent (e.g., mission type orders, FRAGOs, etc.) by evaluating mission, enemy terrain, troops, time and civilian considerations to mesh mission needs with the operational environment
Warfare Integration		
<b>Description</b>	<b>Intermediate</b>  Scope: Integration with Teams	1. Utilizes various weapon platforms, reporting formats and communication procedures to enhance operational capabilities 2. Directs troop leading procedures and small unit tactics while integrating in a joint force team within a contested environment to enable mission success
The ability to support joint, conventional and special operation forces in the execution of various warfare missions		
<b>Supporting Competencies</b>	<b>Basic</b>  Scope: Individual	1. Performs troop leading procedures and small unit tactics to integrate in a joint force team to support freedom of movement within a contested environment (e.g., shoot, move, communicate, and treat) 2. Qualifies on various weapon platforms, reporting formats, tactical vehicles and communication procedures to enable mission success
Communication Decision Making Flexibility Initiative		

## PART I

Competency	Proficiency Levels	Observable Behaviors
Training	<i>Expert</i> Depth of Knowledge: New practices/concepts and theories of all workplace elements; is a credible resource in this area	1. Compiles data and performs trend analysis to align with shifting career field needs
<b>Sub-Competency</b>	<i>Advanced</i> Depth of Knowledge: New practices of all workplace elements	1. Develops training plans to ensure a consistent progression and maintain relevance for emerging threats 2. Collaborates with agencies to create and evaluate training opportunities to enhance mission effectiveness (i.e. exercises)
Training		
<b>Description</b>	<i>Intermediate</i> Depth of Knowledge: Established practices of all workplace elements	1. Identifies shortfalls and refines execution tactics to ensure proper training 2. Formulates lesson objectives in a logical manner to convey and emphasize the main concepts and key takeaways of the lesson to the learners
Completion and evaluation of the life cycle education and training requirements, support and resources for the EOD career field		
<b>Supporting Competencies</b>	<i>Basic</i> Depth of Knowledge: Established practice with some workplace elements	1. Conveys lesson objectives clearly and concisely to enhance key concepts 2. Receive/provide feedback to improve training and material
Develops People Communication Information Seeking Initiative		
Competency	Proficiency Levels	Observable Behaviors
Mission Areas	<i>Expert</i> Consistency of Application: Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency	1. Advocate and integrate with joint service partners to posture AF EOD forces to meet major combat, contingency and homeland operational requirements 2. Ability to task/control response teams across multiple geographical locations to ensure completion of mission objectives ISO NDS
<b>Sub-Competency</b>	<i>Advanced</i> Consistency of Application: Sustained application of competency over time in complex situations	1. Provides subject matter expertise on SOP/FOIs, TTPs, Team Chief Guides, TOs, methods and techniques employed to detect, identify, render safe and destroy explosive hazards and CBRNE. 2. Integrates multiple teams in matters concerning EOD operations (e.g., base, local, federal, joint services etc.) to enhance mission effectiveness.
Mission Areas		
<b>Description</b>	<i>Intermediate</i> Consistency of Application: Sustained application of competency over time in a variety of situations	1. Enacts procedures to be used in detecting, identifying, rendering safe or destroying explosive hazards and CBRNE. 2. Coordinates EOD activities with other interested military, intelligence community, local, state, and federal agencies to mitigate and exploit hazards and materials 3. Conducts threat analysis and interprets TOs to adapt courses of action and deviations across all EOD functions
The ability to mitigate hazards to personnel and property posed by weapons, CBRN and explosive materials in all physical domains		
<b>Supporting Competencies</b>	<i>Basic</i> Consistency of Application: Sustained application of competency over time	1. Calculates and coordinates areas that should be evacuated before proceeding with EOD procedures 2. Prepares and employs equipment, explosives, TOs, and vehicles to conduct EOD operations. 3. Utilizes threat assessment to perform EOD operations and communicate potential courses of action for successful mission completion
Decision Making Analytical Thinking Teamwork Creative Thinking		

**B4. Community College of the Air Force (CCAF) Academic Programs.** Enrollment in the Community College of the Air Force occurs upon completion of Basic Military Training. Community College of the Air Force provides the opportunity to obtain an Associate of Applied Sciences Degree. In addition to its associate degree program, CCAF offers the following:

**B4.1. Occupational Instructor Certification.** Upon completion of instructor qualification training, consisting of the instructor methods course and supervised practice teaching, Community

**PART I**

College of the Air Force instructors who possess an associate degree or higher may be nominated by their school commander and commandant for certification as an occupational instructor.

**B4.2. Instructional Systems Development (ISD) Certification.** CCAF offers the ISD Certification for qualified course/curriculum developers, writers, and managers formally assigned to an off-campus instructional site to develop/write and manage CCAF collegiate-level credit awarding courses. The ISD Certification is a professional credential recognizing the course/curriculum developer/writer's or manager's extensive training, education, qualifications, and experience required to develop/write and manage CCAF courses

**B4.3. Air Force Credentialing Opportunities On-Line (AF COOL) Program.** CCAF manages the AF COOL Program, which provides a research tool designed to increase an enlisted Airman and Guardian's awareness of national professional credentialing and funding opportunities available for all Air Force enlisted occupational specialties. AF COOL also provides information on specific occupational specialties, civilian occupational equivalencies, specialty-related national professional credentials, credentialing agencies, and professional organizations. AF COOL includes information such as:

**B4.4. Air University Associate to Baccalaureate Cooperative (AU-ABC).** The AU-ABC program connects CCAF graduates with online 4-year programs. The AU-ABC program includes postsecondary institutions with institutional accreditation.

**B5. CCAF Degree Requirements (60 Semester Hours).** The EOD Associates Degree (4VRC) applies to the 3E8X1 AFSC. A minimum of 15 semester hours of CCAF Institutional credit must be applied to graduate and can be fulfilled through technical education, LMMS, and/or Program Electives. Prior to completing a CCAF degree, the individual must be awarded a 5-level, and the following requirements must be met:

<u>Course</u>	<u>Semester Hours</u>
Technical Education	24
Leadership, Management, and Military Studies	6
Program Elective	15
General Education	15
<b>Total</b>	<b>60</b>

**B5.1. Technical Education. (24 semester hours):** A minimum of 9 semester hours of technical core subjects and courses must be applied, and the remaining semester hours applied from technical core or technical elective subjects and courses.

<u>Technical Core Requirements</u>	<u>Semester Hours</u>
Advanced Explosive Ordnance Disposal	6
Fundamentals of Explosive Ordnance Disposal	6
Introduction to Explosive Ordnance Disposal	6

**PART I****B5.2. Technical Electives.**

<u>Technical Electives</u>	<u>Semester Hours</u>
Accident Prevention	3
Basic Photography (Camera/Video Operations)	3
Blueprint Reading/Schematic Diagrams	3
CCAF Upgrade Training	15
Computer Science	6
Electricity/Electronics	9
Emergency Medicine	3
General Chemistry	6
Hazardous Materials	6
Heavy Equipment Operations	3
Industrial Safety	3
Industrial X-Ray/Non-destructive Inspection	3
Inventory Management	3
Investigative Techniques	3
Map and Compass Reading	3
Nuclear Science	6
Specialty-Related Subjects In-Transfer	15
Statistics	3

**B5.3. Leadership, Management, and Military Studies (LMMS)** (6 Semester Hours): Professional military education, civilian management courses accepted in transfer and/or by testing credit.

**B5.4. Program Elective** (15 Semester Hours): Courses applying to technical education, Leadership, Management, and Military Studies or General Education requirements; natural science courses meeting General Education requirement application criteria; foreign language credit earned at Defense Language Institute; maximum nine semester hours of CCAF degree-applicable technical course credit otherwise not applicable to the program.

**B5.5. General Education** (15 Semester Hours): Applicable courses must meet the criteria for application of courses to the general education requirements and agree with the definitions of applicable general education subject and/or courses as provided in the CCAF general catalog.

<u>General Education Subjects/Courses</u>	<u>Semester Hours</u>
Written Communication (English Composition)	3
Oral Communication (Speech)	3
Mathematics	3
Social Science	3
Humanities	3

**PART I**

B5.6. Additional off-duty education is a personal choice encouraged for all. Individuals desiring to become an AETC Instructor should actively pursue an associate degree. A degreed faculty is required to maintain accreditation through the Southern Association of Colleges and Schools.

B5.7. EOD CCAF Issues. There are only two courses that provide approved Technical Core credits. They are the EOD Preliminary Course and the EOD Team Leader Course. There are three categories of people who are ineligible for an EOD CCAF; individuals who graduate EOD Preliminary Course prior to 2011, cross service accessions who skipped EOD Preliminary Course, and individuals who did not pass the EOD Team Leader Course. These individuals can either pursue an Associates degree from an outside institution or enroll in the Military Technology and Applied Sciences Management (MTASM) degree with the CCAF.

**B6. Enlisted Career Field Pyramid.** The EOD Pyramid illustrates the AFS 3E8X1 career field path.



## PART I

## B7. Enlisted Career Path.

<b>ENLISTED CAREER PATH</b>				
<b>GRADE REQUIREMENTS</b>				
<b>Education and Training Requirements</b>	Rank	Average Sew-On	Earliest Sew-On	High Year Of Tenure (HYT) (Active Duty Only)
<b>Basic Military Training School</b>				
<b>Upgrade To Apprentice</b> (3-Skill Level) – Complete Technical School	Amn A1C	6 months 16 months		8 years
<b>Upgrade To Journeyman</b> (5-Skill Level) – Complete all 5-level core/duty related tasks – Complete <a href="#">CE 5-Level Core Concept</a> web-based course – Complete 5-level CDC – Specific AFQTPs for duties at assigned location – Supplemental Courses (MAJCOM Determined)	SrA	3 years	28 months  BTZ (22 Months)	10 years
<b>Trainer</b> – Must be qualified and certified to perform the tasks to be trained. – Attend AF Training Course – Recommended by the supervisor				
<b>Upgrade To Craftsman</b> (7-Skill Level) – Minimum rank of SSgt – Complete all core/duty related tasks – Complete <a href="#">CE 7-Level Core Concept</a> web-based course – Complete EOD Craftsman Course (Team Leader Course) – Supplemental Courses (MAJCOM Determined)	SSgt TSgt MSgt	5 years 9 years 16 years	3 years 5 years 8 years	20 years 22 years 24 years
<b>Certifier</b> – SSgt with 5-skill level or civilian equivalent – Attend AF Training Course – Appointed by commander – Be a person other than the trainer (for core and critical tasks only)				
<b>Upgrade To Superintendent</b> (9-Skill Level) – Minimum rank of SMSgt – CE Superintendents Course (WMGT570) (AD/AFR Only, not skill level awarding)	SMSgt	20 years	11 years	26 years
<b>Upgrade to Senior Enlisted Leader (SEL)</b> – Chief Orientation Course (AFR Only) – CE Superintendents Course (WMGT 570) (ANG Only)	CMSgt	22 years	14 years	30 years



## PART I

**B8. Enlisted Professional Military Education (EPME).**

**B8.1. Resident Foundations Course (FC).** Selection for active component DAF Airmen for in-resident FC attendance is based on grade and date of rank. Force Support Squadron representatives from the Military Personnel Flight (MPF) will provide Development Advisors (DAs) rosters for eligible Airmen assigned to their respective installations. Eligible Airmen will be notified of the annual FC schedule and will self-register using the locally devised process. This is for JEFC300, NCOFC500, & SCOFC700.

**B8.2. Resident EPME (In-residence).** Selection for active component DAF Airmen for in-resident EPME attendance is based on grade, priority, date of rank, and eligibility. Resident EPME requirements include Airman Leadership School (ALS), NCOA, SNCOA, and the Chief Leadership (CL) course. Resident EPME completion is required for promotion to SSgt, MSgt, SMSgt and CMSgt grades.

**B8.2.1. Resident EPME Eligibility Chart.**

EPME Course	Selection Priority
JEFC300 ALS400	1. SSgts 2. SSgt-selects 3. SrA
NCOFC500 NCOA600	1. MSgts 2. MSgt selects 3. TSgts 4. TSgt-selects
SNCOFC700 SNCOA800	1. SMSgts 2. SMSgt-selects 3. Non-selects to SMSgt based on promotion board score (highest to lowest)
CLA900	1. CMSgts 2. CMSgt-selects

**B9. Civil Engineer (CE) and EOD Occupational Badges.** The Civil Engineer Badge is the occupational badge for all 3E AFSCs. The EOD badge is a joint service badge awarded at the completion of Tech School with the CE badge. The criteria for subsequent awards (senior and master) are based on qualifications and leadership in EOD tasks in order to more closely align with sister service award criteria and maintain joint service parity. Further information on the wearing of the badge can be located in DAFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*.

**B9.1. CE Occupational Badge.** The Civil Engineer badge reflects a great history and tradition. By wearing it, you will be recognized by your fellow airmen as having achieved an expected level of competence. The multitude of engineers before you established this expectation through excellent service in both peace and war. Eligibility criteria for award and wear of AF occupational badges can be found in DAFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*.

## PART I

**B9.1.1. CE Badge Heraldry.** Historically, the gearwheel and compass represent the engineering profession in both the military and civilian sector. The gear represents the essence of engineering—applying scientific principles and technology to practical ends. To Air Force engineers, the gear symbolizes an element (representing the built environment) that complements other environments (weapon systems and trained personnel) to enable the Air Force to perform its mission. The compass is a precision tool used by engineers to design and construct facilities and equipment. Together, the gear and compass symbolize all the diverse specialties within Air Force Civil Engineer enterprise. The wings help to portray the fundamental linkage between the engineering and aviation components—the built environment is the foundation supporting the Air Force mission and people.

### B9.1.2. CE Badge Wear Criteria.



**B9.1.2.1. Basic Badge.** The basic badge is awarded upon successful completion of the apprentice course.



**B9.1.2.2. Senior Badge.** The senior badge adds a star to the top of the badge. Wear the senior badge after award of the 7-skill level.



**B9.1.2.3. Master Badge.** The master badge adds a wreath around the star. The Master Badge is awarded to Master Sergeant or above with 5 years in the specialty from award of the 7-skill level.

**B9.2. EOD Occupational Duty Badge.** The EOD badge reflects the achievements and laurels gained in eliminating or minimizing accident potentials of hazardous ordnance, through the ingenuity and devotion to duty of our fellow EOD professionals. It also serves as a living memorial of our fellow EOD professionals who gave their lives while performing EOD duties.

### B9.2.1. EOD Badge Heraldry.

**B9.2.1.1. Wreath.** Symbolic of the achievements and laurels gained in minimizing accident potentials, through the ingenuity and devotion to duty of its members. It is in the memory of those EOD professionals who gave their lives while performing EOD duties.

**B9.2.1.2. Bomb.** Copied from the design of the World War II Bomb Disposal Badge, represents the historic and major objectives of the EOD attack, the unexploded bomb.

**B9.2.1.3. Three Fins.** Represent the major areas of nuclear, conventional, and chemical/ biological interest.

## PART I

B9.2.1.4. Lightning Bolts. Symbolize the potential destructive power of the bomb and the courage and professionalism of EOD personnel in their endeavors to reduce hazards as well as to render safe explosive ordnance.

B9.2.1.5. Shield. Represents the EOD mission-prevent a detonation and protect the surrounding area and property to the utmost.

**B9.2.2. EOD Badge Wear Criteria.** EOD Airmen may wear their specific duty badges and the CE occupational badge. Use the following criteria for the award of the basic, senior and master EOD duty badges for enlisted personnel.



B9.2.2.1. **Basic EOD Badge.** Award of this badge is achieved with successful graduation of EOD Technical School, Det 3, 366 TRS, Eglin Air Force Base, Florida.



B9.2.2.2. **Senior EOD Badge.** Award of this badge is achieved four years from award of the basic EOD badge filling an active EOD billet, certified as a team leader in the CFETP and upon certification letter signed by EOD flight chief and approved by commander.



B9.2.2.3. **Master EOD Badge.** Award of this badge is achieved after eight years from award of the basic EOD badge filling an active EOD billet, met all requirements for the senior EOD badge, and upon certification by EOD flight chief and approved by commander.

**PART I****SECTION C - SKILL LEVEL TRAINING REQUIREMENTS**

**C1. Purpose.** This section outlines the 3E8X1 specialty qualification requirements for each skill level and establishes the mandatory requirements for each skill level's entry, award, and retention. The STS contained in Attachment 2 identifies the core tasks, diamond tasks, knowledge items, and skill level requirements.

**C2. Specialty Qualification.** Refer to [myFSS](#) for the most current minimum requirements for entry into the Engineering career field. See DAFECD Attachment 4 for additional entry physical requirements.

**C2.1. Apprentice (3-Level) Training Requirements. (3E831).**

<b>KNOWLEDGE</b>	EOD Preliminary course, (J3AQR3E831 01AB) at Sheppard AFB, TX and the NAVSCOLEOD Apprentice course completions, (JBABN3E831 00NC) at Eglin AFB, FL
<b>EDUCATION</b>	For entry into this specialty, completion of high school or general educational development (GED) equivalency is mandatory. Courses in physics, mechanics, and basic electronic theory are desirable.
<b>TRAINING</b>	Completion of the apprentice pipeline course and US Naval EOD School course is mandatory for award of this skill level.
<b>EXPERIENCE</b>	None required.
<b>OTHER</b>	- For entry, into AFSC 3E8X: In accordance with the Department of the Air Force Enlisted Classification Directory (DAFECD) available on MyFSS. - Must maintain qualification for EOD IAW DAFMAN 32-3001, EOD Program
<b>IMPLEMENTATION</b>	The 3-skill level is awarded upon graduating the apprentice pipeline course (J3AQR3E831 01AB), US Naval EOD School (JBABN3E831 00NC) course and submission by the Unit Training Manager at the member's unit of assignment.

**C2.2. Journeyman (5-Level) Training Qualifications. (3E851)**

<b>KNOWLEDGE</b>	EOD flight organization; applied principles of electronics, physics, chemistry and mechanics; peacetime-wartime accident/incident response procedures; operational principles for specialized EOD tools, equipment and personal protective equipment; explosive and demolition procedures; access and recovery operations; explosive ordnance reconnaissance and assessment; weapons technical intelligence; post blast analysis; protection of personnel and property; render safe techniques; dynamic charges and explosive entry tools; range clearance operations; proficiency, training and demolition range management; treatment of explosives and related hazardous materials; identification, safety precautions, render safe, and disposal fundamentals for U.S and foreign munitions/aerospace systems; identification, response planning, tactical considerations, render safe and disposal fundamentals for improvised explosive devices and homemade explosives; procedural fundamentals for weapons of mass destruction response; equipment and procedures for chemical/biological
<b>EDUCATION</b>	N/A

**PART I**

<b>TRAINING</b>	<ul style="list-style-type: none"> <li>- Completion of 3E851 CDCs is mandatory.</li> <li>- Completion of the CE 5-Level Common Core Concept web-based course located on <a href="#">myLearning</a> is mandatory for award of this skill level.</li> <li>- Certification of all core tasks identified with an asterisk (5<sup>^</sup>) in the Column 2A of the STS.</li> <li>- Certification of all 5-skill level diamond tasks identified with a diamond (◆) in Column 1 of the STS if the equipment is available.</li> <li>- Certification of duty position requirements identified by the supervisor</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>- Qualification in and possession of AFSC 3E831</li> <li>- Experience operating EOD tools/equipment, executing aerospace system response, rendering safe munitions, removing and treating hazardous unexploded ordnance or decontaminating activities.</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>- For entry, into AFSC 3E8X: In accordance with the Department of the Air Force Enlisted Classification Directory (DAFECD) available on MyFSS.</li> <li>- Must maintain qualification for EOD IAW DAFMAN 32-3001, EOD Program</li> </ul>
<b>IMPLEMENTATION</b>	Initiate entry into 5-level upgrade training after the individual has completed all 3-level requirements. Initiate qualification training any time individuals are assigned duties they are not certified to perform. Use OJT, CDCs, AFJQs, and AFQTPs concurrently to obtain the necessary qualifications.

**C2.3. Craftsman (7-Level) Training Requirements. (3E871)**

<b>KNOWLEDGE</b>	All 3- and 5-level knowledge requirements apply to 7-level
<b>EDUCATION</b>	<ul style="list-style-type: none"> <li>- To assume the grade of SSgt, individuals must successfully complete Airman Leadership School (ALS)</li> <li>- To assume the grade of MSgt, individuals must successfully complete NCOA Academy.</li> <li>- Completion of the AFIT WMGT 433 EOD Flight Commanders/Chiefs Course is recommended for TSgt or earlier if seats are available.</li> <li>- Possession of an Associate in Applied Sciences Degree in EOD is desirable</li> </ul>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>- Completion of in-residence 7-level Team Leader Course (J3ACR3E871 01AB)</li> <li>- Completion of the CE 7-Level Core Concept web-based course located on <a href="#">myLearning</a> is mandatory for award of this skill level</li> <li>- Certification of all core tasks identified with an asterisk (5<sup>^</sup> or 7<sup>^</sup>) in Column 2A of the STS</li> <li>- Certification of duty position requirements identified by the supervisor</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>- Qualification in and possession of AFSC 3E851</li> <li>- Performing or supervising EOD functions and operations, such as, preparing operational orders/plans, training/organizing/equipping personnel, and conducting response activities.</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>- For entry, into AFSC 3E8X: In accordance with the Department of the Air Force Enlisted Classification Directory (DAFECD) available on MyFSS.</li> <li>- Must maintain qualification for EOD IAW DAFMAN 32-3001, EOD Program</li> </ul>
<b>IMPLEMENTATION</b>	Entry into 7-level training is initiated when an individual is selected for SSgt and is fully qualified in the AFSC 5-skill level. Qualification training is initiated any time individuals are assigned duties they are not qualified to perform. Use OJT, CDCs, and AFJQs concurrently to obtain the necessary qualifications.

**PART I****C2.4. Superintendent (9-Level) Training Requirements. (3E891)**

<b>KNOWLEDGE</b>	All 3-, 5-, and 7-level knowledge requirements apply to 3E891 - level
<b>EDUCATION</b>	<ul style="list-style-type: none"> <li>- Must complete Senior NCO Academy.</li> <li>- Completion of AFIT WMGT 570 Civil Engineer Superintendent Course is mandatory for Active Duty and Air Force Reserve SMSgts (not a skill level awarding course)</li> <li>- Completion of AFIT WMGT 570 Civil Engineer Superintendent Course is highly encouraged for Air National Guard SMSgts and mandatory to be promoted to CMSgt (not a skill level awarding course)</li> <li>- The AFIT WMGT 433 EOD Flight Commanders/Chiefs Course should be completed before reaching this skill level</li> <li>- Possession of an Associate Degree is required. The Associate Degree in Applied Sciences Degree in EOD is desirable, and/or a bachelor's degree in any other related field</li> </ul>
<b>TRAINING</b>	Completion of duty position training requirements and certification of core tasks identified with an asterisk (5^ or 7^) in Column 2A of the STS is mandatory
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>- Qualification in and possession of AFSC 3E871</li> <li>- Managing EOD functions or operations, such as, evaluating, planning, organizing and leading EOD activities in the fulfillment of the broad scope of EOD duties and responsibilities</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>- For entry, into AFSC 3E8X: In accordance with the Department of the Air Force Enlisted Classification Directory (DAFECD) available on MyFSS.</li> <li>- Must maintain qualification for EOD IAW DAFMAN 32-3001, EOD Program</li> </ul>
<b>IMPLEMENTATION</b>	Entry into 9-level training is initiated when an individual is selected for SMSgt and is a fully qualified 7-Level. Qualification training is initiated any time an individual is assigned duties they are not certified to perform.

**C2.5. Senior Enlisted Leader (SEL). (3E800)**

<b>KNOWLEDGE</b>	All 3-, 5-, 7-, and 9-level knowledge requirements apply to 3E800 - level
<b>EDUCATION</b>	Possession of an Associate Degree is required. The Associate Degree in Applied Sciences Degree in EOD is desirable, and/or a bachelor's degree in any other related field
<b>TRAINING</b>	N/A
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>- Possess qualifications in feeder specialty (3E891) prior to award of Civil Engineer EOD Manger code 3E800.</li> <li>- Managerial ability to plan, direct, coordinate, implement, and control a wide range of work activity</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>- For entry, into AFSC 3E8X: In accordance with the Department of the Air Force Enlisted Classification Directory (DAFECD) available on MyFSS.</li> <li>- Must maintain qualification for EOD IAW DAFMAN 32-3001, EOD Program</li> </ul>
<b>IMPLEMENTATION</b>	Entry into Civil Engineer Manager Code 3E800 is initiated when an individual is selected for CMSgt and possess qualifications in a feeder specialty 3E891.

**PART I****SECTION D - RESOURCE CONSTRAINTS**

**D1. Purpose.** This section identifies known resource constraints that preclude optimal and desired training from being developed or conducted, including information such as cost and manpower. Narrative explanations of each resource constraint and an impact statement describing what effect each constraint has on training are included. Also included in this section are actions required, office of primary responsibility, and target completion dates. As a minimum, review and update resource constraints annually.

**D2. Apprentice (3-Level) Training:**

D2.1. Constraints. None.

D2.1.1 Impact. None.

D2.1.2. Resources Required. None.

D2.1.3. Action Required. None.

D2.2. OPR/Target Completion Date. None.

**D3. Journeyman (5-Level) Training:**

D3.1. Constraints. None.

D3.1.1. Impact. None.

D3.1.2. Resources Required. None.

D3.1.3. Action Required. None.

D3.2. OPR/Target Completion Date. None.

**D4. Craftsman (7-Level) Training. None.**

D4.1. Constraints. None.

D4.1.1. Impact. None.

D4.1.2. Resources Required. None.

D4.1.3. Action Required. None.

D4.2. OPR/Target Completion Date. None.

**D5. Superintendent (9-Level) Training: Not Applicable.**

**PART I**

**SECTION E – TRANSITIONAL TRAINING GUIDE**

There are no transition training requirements currently for the Explosive Ordnance Disposal Specialty. This section is reserved.



## PART II

## SECTION A - SPECIALTY TRAINING STANDARD

**A1. Implementation.** This specialty training standard is used for technical training provided by AETC for the 3-level Naval School EOD Apprentice pipeline course and the 7-level Team Leader Course.

**A2. Purpose.** This STS, in accordance with DAFMAN 36-2689, mandates the use of an automated training record for all civil engineers. For EOD personnel, this is the EODIMS Joint Service Training (JST) module.

**A2.1. Column 1 (*Tasks, Knowledge, and Technical References*).** Lists the most common tasks, knowledge, and supporting technical references (TRs) necessary for Airmen to perform duties in the 3-, 5-, and 7-skill level. Required behaviors are listed in column 1. The outcome narrative will be followed by the corresponding behavior number in parentheses.

**A2.1.1. Task Qualification Tasks (TQT).** In accordance with DAFI 10-2503, *Chemical, Biological, Radiological, Nuclear (CBRN) Defense Program*. TQT requirements identified by (TQT) after the line item of the STS are mandatory wartime skills that Airmen will perform while wearing Individual Protective Equipment.

**A2.2. Column 2 (*Core Tasks*).** Column 2 identifies core tasks (specialty-wide training requirements) by a number (5<sup>^</sup> or 7<sup>^</sup>) in the skill level column. **As a minimum, trainees must complete all core and critical tasks for skill-level upgrades.**

**A2.2.1. Wartime Tasks.** All tasks in the 3-level course column are considered wartime tasks. These tasks will be taught in a streamlined training environment in response to a wartime scenario.

**A2.2.2. Diamond Tasks.** Tasks (column 1) identified by a diamond (◆) after the task item are considered contingency/war tasks and are critical to the career field. Equipment shortfalls at most locations have created problems with the actual hands-on certification of these tasks. When required equipment is unavailable for instruction, completion of the corresponding task AFQTP is required for upgrade/qualification training.

**A2.3. Column 3 (*Certification for OJT*).** Used to record completion of tasks and knowledge training requirements. Use paper or automated training management applications to document technician qualifications. **Task certification of core and critical tasks requires a training completion date and the initials of the trainee, trainer, and certifier.** All non-core tasks require the training completion date and initials of the trainee and trainer only.

**A2.4. Column 4 (*Behavioral Codes Used to Indicate Training/Information Provided*).** Indicates formal training and correspondence course requirements. It shows the behavioral to be demonstrated on the job by the graduate because of training on the task, knowledge, and career knowledge provided by formal courses and correspondence courses. See CADRE/AFSC/CDC listing maintained by the UTM for current CDC listings.

## PART II

**A2.5. Qualitative Requirements.** This CFETP contains a Behavioral Statement STS Coding System used to indicate the level of training and knowledge provided by resident training, and career development courses.

**A2.6. Job Qualification Standard (JQS).** The STS becomes an AFJQS for OJT in an automated training application and used according to DAFMAN 36-2689, *Training Program*. Supervisors and trainers use AFQTPs to ensure Air Force-wide standardized procedures for training core tasks. When used as a JQS, the following requirements apply:

**A2.6.1. Documentation.** Document and certify completion of training:

**A2.6.1.1. Duty position.** Duty position requirements will be developed and identified by the work center supervisor, maintained in the shop, or loaded into the EODIMS Joint Service Training Module. Completing core, critical, and diamond tasks is mandatory for all duty positions. Work center supervisors assign Airmen to the correct duty position.

**A2.6.1.2. AFQTP Training and Documentation.** AFQTPs or AFQTP assessments for all core (5<sup>^</sup> or 7<sup>^</sup>) tasks and their completion are mandatory to fulfill task knowledge requirements for upgrade/qualification training. Each AFQTP provides the step-by-step procedures for the trainee, trainer, and certifier in completing each core or diamond task and instructions on how to document the training in the individual automated training record.

**A2.6.1.2.1. Training.** Required documentation of the start and completion of the AFQTP in the QTP tracker (Attachment 3) or the automated training record for all core tasks. Diamond tasks require the completion of the web-based course (with the review and post-test located in the program) or completing the AFQTP assessment on [myLearning](#) to determine if the trainee has attained the required knowledge level. Once the trainee has completed the web-based course or AFQTP assessment, Airmen provide the course completion certificate to the trainer/supervisor for annotation of the QTP tracker or into the automated training record.

**A2.6.1.2.2. Hands-On Training.** *DO NOT sign off the tasks in the JQS until the trainee has completed hands-on/certification training.* For diamond tasks, if the equipment is not available at home station, completing the AFQTP or AFQTP assessment is the ONLY requirement for upgrade. Sign off the paper JQS or in the automated training record when the trainee receives training on the equipment at home station or at a TDY location.

**A2.6.2. Transcribing from previous versions to new CFETP.** Transcribing documentation to a new CFETP is an administrative function, not a re-evaluation of training. Therefore, supervisor and trainer are considered synonymous with documentation. Transcribe within 120 calendar days (240 calendar days for ARC) of the CFETP revision date or from the date revision is posted to the automated training records system.

**A2.6.2.1. Previous training certification not listed.** Place an entry into the trainee DAF Form 623A; the transcriber and trainee must acknowledge entry.

**A2.6.2.2. Transcribing external training certification.** If a trainee attended a formal training

**PART II**

course and received appropriate accreditation, place an entry into the trainee's DAF Form 623A.

**A2.6.3. Documenting Career Knowledge.** When a CDC course is not available, the supervisor identifies STS training references that the trainee requires for career knowledge IAW DAFMAN 36-2689, *Training Program* and ensures, as a minimum, that trainees cover all mandatory items specified in AFMAN 36-2100, *Military Utilization and Classification*. For two-time CDC course exam failures, the unit commander will take appropriate action IAW DAFMAN 36-2689, *Training Program*. Document career knowledge to submit a CDC course waiver.

**A2.6.4. Decertification.** When a supervisor determines an Airman is unqualified on a task previously certified for their duty position, the supervisor erases the previous certification or deletes the certification when using an automated system. Enter appropriate remarks pertaining to the reason for decertification on the DAF Form 623A or the automated version. Once an Airman has shown proficiency, the trainer and certifier can sign off the task(s).

**A2.6.5. Recertification.** Supervisors use the DAF Form 1098 to document tasks requiring recurring training or evaluation. Air Force directives may identify tasks in the CFETP requiring special certification or evaluation. This form may be printed and filed in the DAF Form 623. This form will remain in the training record for tasks requiring certification until superseded or no longer required.

**A2.6.6. Training Standard.** Train and certify Airman to the "go" level. Go means the individual can perform the task without assistance and meets the local requirements for accuracy, timeliness, and correct use of procedures. This standard of training equates to a go/no-go in the proficiency code key. Use available publications to train tasks.

**A2.7. Specialty Training Standard.** The STS is a guide for developing promotion tests used in the Weighted Airman Promotion System (WAPS). Senior NCOs with extensive practical experience in their career fields develop Specialty Knowledge Tests (SKTs) at the AETC Airman Advancement Division. Subject matter experts authenticate WAPS material and reference AF Specialty-specific occupational analysis data to develop SKTs. They develop questions based on the study references listed in the Enlisted Promotions References and Requirements catalog. Individual responsibilities are in DAFMAN 36-2664, *Personnel Assessment Program*. WAPS does not apply to the Air National Guard or Air Reserve Forces.

**A3. Recommendations.** Report unsatisfactory performance of individual course graduates to 782 TRG/TGE, 917 Missile Road, Rm 1A300, Sheppard AFB TX 76311-2368 or E-mail [782csil@us.af.mil](mailto:782csil@us.af.mil). Reference specific STS line item and/or paragraphs. For a quicker response, call the Customer Service Information Line (CSIL) at DSN 736-2574 anytime day or night.

**PART II****SECTION B - COURSE OBJECTIVE LIST (COL)**

**B1. Measurement.** Measurement of each objective is indicated as follows:

B1.1. Written Test (W) indicates task or subject knowledge that is measured using a written test.

B1.2. Performance Test (P) indicates required task performance that is measured with a performance test.

B1.3. Progress Check (PC) indicates separate measurement of both knowledge and performance elements measured with a performance progress check.

**B2. Standard.**

**B2.1. EOD Preliminary Course (J3AQR3E831 01AB) Sheppard AFB TX.** The standard is 80% on written examinations. Standards for performance measurement are indicated in the objectives and delineated on the individual progress checklist. Instructor assistance is provided as needed during the progress check or performance test, and students may be required to repeat all or parts of the behavior until satisfactory performance is attained.

**B2.2. NAVSCOLEOD Apprentice Course (JBABN3E831 00NC) Eglin AFB, FL.** The minimum passing score is 85%. Standards for student measurements are indicated in the objectives. Students are normally afforded a retest if at least 85% is not attained. A Naval School EOD Joint Academic Review Board (ARB) is normally conducted for students that do not attain a passing score on retest. Training continuation is decided by the Commanding Officer, Naval School EOD, based on academic records, recommendations from ARB and 366 TRS Detachment 3 Commander.

**B3. Proficiency Level.** Most performance training is hands-on. This means the student can do most parts of the task but does need assistance on the hardest parts of the task (partially proficient). The student can also determine step-by-step procedures for doing the task “pk”.

**B4. Course Objective List.** These objectives are listed in the sequence taught by Blocks of Instruction, per AETCI 36-2651, *Basic Military and Technical Training*.

B4.1. Initial Skills Course. A detailed listing of the initial skills course objectives may be obtained by written request to 366 TRS/DO, 727 Missile Road, Sheppard AFB TX 76311- 2254.

B4.2. 7-Skill Level Course. A detailed listing of the EOD Team Leader Course objectives may be obtained by written request to 366 TRS/DO, 727 Missile Road, Sheppard AFB TX 76311- 2254.

**PART II**

**SECTION C - SUPPORT MATERIAL**

**C1. Air Force Qualification Training Packages (AFQTPs).**

There are no AFQTPs at this time. The AFQTP for the Recovery of Airfields Denied By Ordnance (RADBO) directed energy platform is pending.

**C2. Career Development Course (CDC) Assessment for Civil Engineer CDC/DL Course.**

SEL, EOD Division has developed CDC assessments. These CDC assessments are designed to predict trainee success on CDC end-of-course exams and are available on myLearning under the AFCEC Civil Engineer Career Development Courses (CDCs) Assessments topic for [A-Set](#) and [B-Set](#).

**PART II****SECTION D – EDUCATION AND TRAINING COURSE INDEX**

**D1. Purpose.** This section of the CFETP identifies training courses available for the Explosive Ordnance Disposal specialty. Refer to the [\(ETCA\)](#) website for information on the Air Force in-residence courses.

**D2. Air Force In-Residence Courses/Mobile Training Team (MTT) Courses.**

<b>Course Number</b>	<b>Title</b>	<b>Source/Location</b>	<b>Requirement</b>
J3AQR3E831 01AB	EOD Preliminary	366TRS, Sheppard AFB TX	Core (Mission Essential)
JBABN3E831 00NC	EOD Apprentice	NAVSCOLEOD, Eglin AFB FL	Core (Mission Essential)
J3ACR3E871 01AB	EOD Team Leader Course	366TRS, Sheppard AFB TX	Core (Mission Essential)
J5AAD3E851 0A1A	Advanced Diagnostics Training (ADT) 1	Defense Nuclear Weapon School, Kirtland AFB NM	Core (Mission Essential)
J5AAD3E851 0A2A	Advanced Diagnostics Training (ADT) 2	Defense Nuclear Weapon School, Kirtland AFB NM	Core (Mission Essential)
N/A	Advanced Diagnostics Training (ADT) 3	Defense Nuclear Weapon School, Kirtland AFB NM	Core (Mission Essential)
J5AZO3E871 00DA	Joint Nuclear EOD (JNEOD)	Defense Nuclear Weapon School, Kirtland AFB NM	Core (Mission Essential)
J5AZD3E871 0W1A	Weapons Recovery Explosive Ordnance Disposal Course (WREC)	Defense Nuclear Weapon School, Kirtland AFB NM	Core (Mission Essential)
JBAZN3E871 00NA	Advanced Improvised Explosive Device (AIEDD) Defeat	NAVSCOLEOD, Eglin AFB FL	Core (Mission Essential)
J5AZD3E851 00LA	Point One Military Homemade Explosives Course	NAVSCOLEOD, Eglin AFB FL	Core (Mission Critical)
J5AZA3E851 00RA	Domestic Homemade Explosives Course	ATF Training Site; Redstone Arsenal, AL	Core (Mission Critical)
J5AZD3E851 00FA	Improvised Explosive Threats Course (IETC)	Redstone Arsenal, Huntsville AL	Core (Mission Essential)
WMGT 433	EOD Flight Management	AFIT, Wright Patterson AFB OH	Core (Mission Essential)
WMGT 570	CE Superintendent	AFIT, Wright Patterson AFB OH	Core (Mission Essential)
S-V88-AL	Evasion, Conduct After Capture	AETC/A3TX, Lackland AFB TX	Core (Mission Essential)
N/A	I1B1 CREW Course	Crane Naval Surface Warfare Center IN	Core (Mission Essential)

**D3. Air Force Career Development Academy (AFCDA).**

<b>Course Number</b>	<b>Title</b>	<b>Edit Code</b>
(CUI) CDC 3E8X1	EOD Journeyman	M-01

**PART II****D4. Exportable/Web-based Courses/Information.** Courses are found on the [myLearning](#) site.

<b>Course Number</b>	<b>Requirement</b>	<b>Source</b>
AF Emergency Management Program	One Time	myLearning
Confined Space General Worker: Entrant, Attendant, and Supervisors	One Time	
EOD Homemade Explosive's (HME)	One Time	myLearning
EOD Basic Electronics	One Time	myLearning
EOD Large-scale Munitions Disposal	Annual	myLearning
EOD Explosive Entry Tools	One Time	myLearning
Joint EOD Satellite Communications (SATCOM)	As needed	myLearning
Joint EOD CREW Vehicle Receiver/Jammer Operator's	As needed	myLearning
EOD B-1B Aircraft Familiarization	As needed	myLearning
EOD B-2 Aircraft Familiarization	As needed	myLearning
EOD B-52H Aircraft Familiarization	As needed	myLearning
EOD F-22A Aircraft Familiarization	As needed	myLearning
Improvised Explosive Device (IED) Electronic Circuits	One Time	myLearning
Minehound VMR2 and VMR2+ Familiarization	As needed	myLearning
JCREW I1B1 Administrator Course	As needed	myLearning
JCREW I1B1 Dismounted Operator Course	As needed	myLearning
JCREW I1B1 Dismounted Maintainer Course	As needed	myLearning
JCREW Mounter Operator Course	As needed	myLearning
High-Risk Explosives Sweep Course	One Time	<a href="#">CISA</a>

**D5. Courses/CDCs Under Development/Revision.**

<b>Course Number</b>	<b>Title</b>	<b>Developer</b>	<b>Date Due</b>
N/A	Global C-IED Threat Assessment	AFCEC	N/A
N/A	Mission Skills Tactics Training (MSTT)	AFCEC	N/A
In residence	MRAP/MATV Driver Course	AFCEC	N/A
In residence	Range Skills Training	AFRC	N/A
In residence	Foundational Tactics Course (EOD Field Craft)	HAF/A4C	FY26
N/A - Web	Post Blast Familiarization Course	AFCEC	FY27

**PART II****D6. Other EOD Mission Related Courses.**

<b>Course Number</b>	<b>Title</b>	<b>Source/Location</b>	<b>Requirement</b>
Multi-Venue	Advanced Tactics Training	AFCFM/MAJCOM Approved	Sustainment
Multi-Venue	Post-Blast Analysis	* FBI Local SABT* ATF MTT & Redstone* MAJCOM/AF EOD AFCFM Endorsed	Core (Mission Critical)
Multi-Venue	Weapons Technical Intelligence	MAJCOM/AFCFM/SEL Approved	Sustainment (Discretionary)
Multi-Venue	Combat Lifesaver /Tactical Combat Casualty Care	MAJCOM/AFCFM/SEL Approved	Enhancement (Discretionary)
J5OZD32E3G 00DA	Nuclear Emergency Team Operations	Defense Nuclear Weapon School, Kirtland AFB NM	Enhancement (Discretionary)
JBOZD21A1A 00DA	Nuclear Weapons Orientation Course	Defense Nuclear Weapon School, Kirtland AFB NM	Enhancement (Discretionary)
JBOZD32E1D 00DA	Joint DoD/DoE Nuclear Surety Exec Course	Defense Nuclear Weapon School, Kirtland AFB NM	Enhancement (Discretionary)
J5OZD13B4 04DA	Theater Nuclear Operation Course	Defense Nuclear Weapon School, Kirtland AFB NM	Enhancement (Discretionary)
SOED-DIT PDS code X9D	Dynamics of International Terrorism	Special Operations University, Hurlburt Field FL	Enhancement (Discretionary)
Multi-Venue	Helicopter Rope Suspension Techniques	MAJCOM/AFCFM/SEL Approved	Enhancement (Discretionary)
2E- SI5P/SQI7/011 SQIP	Airborne School	1st Battalion, 507th Parachute Infantry Regiment, Fort Benning, GA	Enhancement (Discretionary)
419/420	Air Assault School	Fort Campbell	Enhancement (Discretionary)
M24M7A	USMC Basic Mountain Leader	Mountain Warfare Training Center, Bridgeport CA	Enhancement (Discretionary)
M24YAK	USMC Assault Climbers	Mountain Warfare Training Center, Bridgeport CA	Enhancement (Discretionary)
Multi-Venue	Foreign or Civilian IED or Bomb Disposal Schools	MAJCOM/AFCFM/SEL Approved	Enhancement (Discretionary)
N/A	Robot Maintenance	MAJCOM/AFCFM/SEL Approved	Enhancement (Discretionary)
J9AZX3E871 01AA	Methods of Entry Course	Methods of Entry School Weapons Training Battalion, Quantico, VA	Enhancement (Discretionary)



**PART II****SECTION E – MAJCOM UNIQUE REQUIREMENTS**

**E1. Purpose.** This section identifies MAJCOM unique training requirements for EOD.

**E2. MAJCOM Unique Training.**

E2.1. Air Force Global Strike Command.

<b>Course Number</b>	<b>Title</b>	<b>Source / Location</b>
N/A	PANTEX EOD Workshop	NEST, Amarillo, TX
J5AZD3E871 0W1A	Weapons Recovery Explosive Ordnance Disposal Course (WREC)	Defense Nuclear Weapon School, Kirtland AFB NM
N/A	Advanced Diagnostics Training (ADT) 3	Defense Nuclear Weapon School, Kirtland AFB NM
N/A	DOGEAR	NEST, Various
N/A	HYDRA FURY	DTRA-NE, Various
N/A	EOD Weapons and Hazards Familiarization	Y-12 National Security Complex, Oak Ridge TN
N/A	INL Live Contamination Exercise	Idaho National Lab, Idaho Falls, ID

E2.2. Air Combat Command (820 COS Moody AFB).

<b>Course Number</b>	<b>Title</b>	<b>Source / Location</b>
2E-SI5P/SQI7/011-SQIP	Airborne School	Fort Benning, GA

E2.3. Air Force Special Operations Command.

<b>Course Number</b>	<b>Title</b>	<b>Source / Location</b>
2E-SI5P/SQIP/011-SQIP	Airborne School	Fort Benning, GA
A-431-0135	Navy Parachute Static Line	Coronado, CA
419/420	Air Assault	Fort Campbell
Multi-Venue	Helicopter Rope Suspension Techniques (HRST) Operations	MAJCOM Approved
J4AMP2W1X1 M17A	AC-130 Hot-Gun Course	Hurlburt Field, FL
M0357ZK	MARSOC EOD Level 1	Marine Raider Training Center, Camp Lejune, NC
N/A	MARSOC EOD Level 2	Marine Raider Training Center, Camp Lejune, NC
M03YEQK	MARSOC Instructor Qualification Course (MIQC)	Marine Raider Training Center, Camp Lejune, NC
071-SQIE	Basic Military Mountaineer	Army Mountain Warfare School (AMWS), Jericho, VT

**PART II**

## E2.4. US Air Force Europe.

<b>Course Number</b>	<b>Title</b>	<b>Source / Location</b>
N/A	PANTEX EOD Workshop	NEST, Amarillo, TX
J5AZD3E871 0W1A	Weapons Recovery Explosive Ordnance Disposal Course (WREC)	Defense Nuclear Weapon School, Kirtland AFB NM
N/A	Distinct Rage Technical Exchange	DTRA-NE, Various
N/A	DOGEAR Technical Exchange	NEST, Various
N/A	EOD Weapons and Hazards Familiarization	Y-12 National Security Complex, Oak Ridge TN
N/A	INL Live Contamination Exercise	Idaho National Lab, Idaho Falls, ID
N/A	Advanced Diagnostics Training (ADT) 3	Defense Nuclear Weapon School, Kirtland AFB NM

**PART II****SECTION F - HOME STATION TRAINING**

**F1. Purpose.** This section identifies tasks, references, and resources for contingency/wartime training, encompassing both knowledge-based and hands-on training.

**F2. Foundational Training (FT).** FT is knowledge-based and hands-on training conducted at the individual's home station for contingency operations. The CE Commander ensures training is provided, documented, and appoints subject matter experts to conduct training as required.

**F3. Combat Skills Training (CST).** CST is an integral part of any FT program. Lessons learned from past and current contingency operations have taught us the importance of maintaining a higher level of combat readiness. Although the inclusion of combat skills-focused training into FT does not fully prepare CE personnel to work in a high-threat combat environment, the steps taken to enhance training will help elevate units to a readiness level capable of supporting safe and effective operations in low to medium-risk combat environments.

**F4. Skills and Knowledge Training.** Wartime or contingency environments often involve specialized and unique mission-essential equipment that civil engineers do not use daily. Mission essential contingency equipment and trainer expertise are unavailable at most CONUS installations due to the cost and complexity. Personnel must be hands-on certified, and the certification must be documented in their CFETP. AFI 10-210, *Prime Base Engineer Emergency Force (BEEF) Program*, Attachment 4, identifies the minimum number of trained personnel (positions) by specialty and the frequency requirements. Inadequate training on these key equipment items can negatively affect Air Force contingency operations.

**F5. AF Expeditionary (ES) Training Requirement.** The AF must train as it fights and continually assess expeditionary readiness training across the AF continuum of learning to produce Airmen ready to support all combatant commands. Expeditionary readiness training must be relevant, timely, synchronized, standardized, and integrated to ensure combatant commands provide a standard presentation of forces to support specified mission requirements while maximizing efficiency. Expeditionary readiness training divides training into three categories to ensure Airmen receive the right training at the right time: Basic Airman Readiness, Basic Deployment Readiness, and Advanced Deployment Readiness. For additional information, refer to AFI 10-405, *Ready Airmen Training*.

**F6. Expeditionary Training References.**

F6.1. AFI 10-209, *RED HORSE Program*, Chapter 3 and Attachments 4-9 identify RED HORSE training requirements.

F6.2. AFI 10-210, *Prime Base Engineer Emergency Force (BEEF) Program*, Chapter 4 and Attachments 2-8 identify the Prime BEEF training requirements.

F6.3. AFI 10-405, identify Expeditionary Readiness Training requirements.

**PART II**

F6.4. Web-based Training (WBT). WBT products are available on [myLearning](#). Airmen completing these courses can receive credit for HST. Use group WBT products in a classroom setting to train as many personnel as possible. Document group-training attendance on a sign-in roster IAW AFI 10-210.

**PART II****SECTION G – EOD ANNUAL TRAINING PLAN**

**G1. Objective.** Ensure we provide the best EOD capability in DoD. We accomplish this by producing highly qualified and technically proficient EOD Airmen capable of safely and efficiently performing the EOD peacetime and wartime missions.

G1.1. All Total Force EOD personnel at flight level will participate in flight training per DAFMAN 32-3001, *EOD Program*. If management duties prevent the senior officer and senior non-commissioned officer of the flight from full participation in training, then complete the following training as a minimum: monthly proficiency, nuclear weapons (Nuclear Certified EOD units and AF EOD Nuclear Emergency Response Team), and Force Readiness Reporting reportable training.

G1.2. EOD personnel assigned above wing level and those assigned special duty, i.e., instructor duty, Silver Flag Exercise Sites, or other authorized EOD billets, should accomplish Group I requirements as a minimum. Accomplishment of Group II through Group IV is not mandatory; however, individuals are highly encouraged to complete additional training when possible.

G1.3. The training requirements in each group will be published annually by AFCEC/CXD as part of the EOD Annual Training Plan.

G1.4. As the authority having jurisdiction, the AF EOD program recognizes that all AF EOD personnel meet and exceed initial, and fully maintain refresher training and competency requirements directed within 29 CFR 1910.120 as Hazardous Materials Specialists, as well as Hazardous Materials Operations training requirements prescribed by DAFI 10-2501, through the AF EOD continuum of training; Naval School EOD; 3E8X1 CFETP; AF EOD Master Training Plan; EOD Quality Assurance Program."

**G2. Group I Training Requirements (Monthly Qualification Training).**

Training or operations involving the use of cartridge-actuated tools, demolition explosives, or pyrotechnic devices used to perform render-safe procedures (RSP) or general demolition using live-explosives. Individuals will perform various types of demolition and explosive procedures that align with direct STS/JQS task requirements, as best as unit range availability will allow.

**G3. Group II Training Requirements (Semiannual Qualification Training).**

Subjects in this section are taught knowledge first followed by practical (hands on) training for all team members. During the classroom training tools are assembled, unique features and safety precautions briefed, and equipment applications and limitations discussed. Classroom instruction on procedures should coincide with Group IV practical exercise schedule.

**G4. Group III Training Requirements (Annual Qualification Training).**

Classroom and practical (when applicable) training on specific items.

**PART II****G5. Group IV Training Requirements.**

G5.1. Practical Training and Exercise Requirements. Team exercises allow members to apply knowledge learned in the classroom to formulate plans, select and use equipment, manage personnel, and direct operations to resolve incidents or accident situations involving explosive ordnance. Exercise will be conducted to enhance realism and incorporate all equipment and procedures associated with the scenario. Exercise participation, as an observer, instructor, evaluator, or participant will fulfill minimum training requirements. The exercise requirements are found in AFI 10-210.

G5.2. Practical training and exercises should incorporate physically demanding activities reflecting EOD mission requirements and allowing assessment of Airmen's physical performance.

**G6. Group V Training Requirements (Supplementary Training).**

Ancillary or other specialized training required by directive to perform general or specific additional military duties. This section may also be used to record training conducted in excess of STP requirements.

BY ORDER OF THE SECRETARY OF THE AIR FORCE

OFFICIAL

TOM D. MILLER, Lieutenant General, USAF  
DCS/Logistics, Installation and Mission Support

2 Attachments:

1. Qualitative Requirements (Proficiency Code Key)
2. 3E8X1 Specialty Training Standard

## Attachment 1

## A1. Competency Based Learning (Behavioral Statement STS Coding System)

Code	Behavioral Statement Special Training Standard STS Coding System
K	<b>Subject Knowledge Training</b> – The verb selection identifies the individual’s ability to identify facts, state principles, analyze or evaluate the subject
P	<b>Performance Training</b> – Identifies that the individual has performed the task to the satisfaction of the course; however, the individual may not be capable of meeting the field requirements for speed and accuracy.
Pk	<b>Performance Knowledge Training</b> – The verb selection identifies the individual’s ability to relate simple facts, procedures, operating principles and operational theory for the task
Blank	Specific tasks not identified with a symbol, or a behavioral code indicates no provided training is in the course. Major commands and/or units may establish scale values and combat training as mission requirements dictate.

Symbol or Code	Explanations
5	This symbol in the core task column indicates that it is a 5-level core task.
7	This symbol in the core task column indicates that it is a 7-level core task.
9	This symbol in the core task column indicates that it is a 9-level core task.
^	This symbol in the core task column indicates that 3 <sup>rd</sup> party task certification is required.
*	This symbol in the deployment/SEI column indicates that the task is a deployment task.
+	This symbol in the deployment/SEI column indicates that the task is a Special Experience Identifier.
~	This symbol in the deployment/SEI/TQT column indicates that the task is CBRN Qualification Task
P/pk	This mark in the course columns shows that hands-on training is required but not given due to resource limitations.
(I)	This mark in the course columns is used to show that training is multi-service.
◆	A diamond in the task column indicates it is a core task, however due to equipment or funding constraint at some units, the completion of the AFQTP and/or web-based training course is all that is required for upgrade. Hands-on certification must be accomplished at the first opportunity when equipment or funding is available.
TQT	TQT in the task column indicates the task is a CBRN Qualification Task. IAW DAFI 10-2503, these tasks will also be accomplished in MOPP 4 and annotated on the DAF Form 623A or DAF Form 797.
▲	A black triangle in the task column indicates a AFQTP is available for use.
△	A white triangle in the task column indicates a AFQTP is under development.

## Attachment 2 3E8X1 Specialty Training Standard

### A2. 3E8X1 Specialty Training Standard.

A2.1. **EODIMS Account.** Upon arrival at their duty station, NAVSCOLEOD graduates will have an EODIMS profile created by the Unit Account Manager to enable automated training record management.

A2.1.1. Training for the Training module of EODIMS can be found in two places. On the entry page of [EODIMS](#) under User Training or on [Joint Knowledge Online](#) by searching EODIMS in the Course Catalog by Course Prefix “EODIMS”. Both of these resources should be used to ensure users can manage the automated training record.

A2.1.2. Credit for ADT-I. Graduates of NAVSCOLEOD after May 2016 get credit for ADT-I as part of the course. To receive credit, once the new graduate has a government e-mail, they need to create an account with the Defense Nuclear Weapon School ([DNWS](#)). Once they have an account, send DNWS a copy of the NAVSCOLEOD graduation certificate.

A2.1.3. STS Section 2, Mission Areas. If a new piece of equipment is fielded by the enterprise, use an AF Form 797 to capture training and certification on the assigned equipment until an Interim Change can be published. If the equipment is MAJCOM unique, track training on a local JQS.

A2.1.4. Flights will use this STS, in addition to identifying unit specific tasks, to develop their work center Master Task List (MTL). Career field identified core tasks are the minimum UGT requirements. Additionally, the MTL must identify all tasks performed within the work center for training documentation. For example, knowledge tasks may be required to support the core performance tasks.

A2.2. **Specialty Tasks.** The following are tasks the work center supervisor will use to create the MTL for each duty position created for their work center.



**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
<p><b>1.1. LEADERSHIP</b> Description: The ability of an individual to influence, motivate, and empower others to contribute towards the effectiveness and success of an organization.</p> <p><b>Supporting Competencies:</b> <i>Communication, Leadership, Develops People, Teamwork</i></p>											
<p><b>1.1.1 Leadership (Basic) Required Behaviors:</b> Air Force Handbook 1, The Enlisted Force Structure 1-1, DAFMAN 36-2689, Training Program, &amp; AFH 33-337, Tongue and Quill</p> <p>1. Fosters personal accountability to execute all duties, instructions, and responsibilities 2. Demonstrates followership by supporting leaders in executing mission, vision, and priorities to contribute to a professional climate and culture 3. Effectively manage programs, personnel, and resources by keeping stakeholders informed of progress, challenges, and timelines to facilitate informed decision-making</p> <p><b>Criteria: Consistency of Application:</b> Sustained application of competency over time</p>											
1.1.1.1. Develops functional area knowledge and situational awareness to accomplish the mission (1)											
1.1.1.2. Adhere to timelines and milestones to meet objectives (1)								pk			
1.1.1.3. Explain feedback and evaluation process (1)											
1.1.1.4. Explain progressive discipline process (1)											
1.1.1.5. Identifies and follows leadership's mission, vision, and intent (2)								pk			
1.1.1.6. Utilizes available resources to maximize personal and professional growth (e.g., holistic health (physical/brain, behavioral, emotional, and social), education, career field progression) (3)											
1.1.1.7. Identifies, articulates, and mitigates risks, using chain of command (3)											
1.1.1.8. Adheres to procedures, measures, and policies to meet program requirements (3)								pk			

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
1.1.1.9. Review the mission requirements and identify the resources required to complete the task (3)											
1.1.1.10. Identify EOD minimum sustainable manpower for assigned unit (3)											
<p><b>1.1.2. Leadership (Intermediate) Required Behaviors:</b></p> <p>1. Fosters a culture of growth and trust by providing constructive, inclusive feedback, and demonstrating transparent, emotionally intelligent and objective leadership that empowers teams to achieve their full potential</p> <p>2. Analyzes evolving requirements, trends, and emerging strategic solutions to aid in developing courses of action to address challenges or discrepancies in programs, personnel, and resources</p> <p><b>Criteria: Consistency of Application:</b> Sustained application of competency over time in a variety of situations</p> <p><b>1.4. AFSC Duties and Responsibilities</b></p>											
1.1.2.1. Forges relationships to align capabilities with mission requirements (1)											
1.1.2.2. Leverage strengths and recognize weakness of personnel across an organization (1)											
1.1.2.3. Demonstrates transparency, emotional intelligence, and objectivity to build trust (1)											
1.1.2.4. Identify conflict resolution strategies (1)											
1.1.2.5. Formulates a deliberate plan to provide leadership and development opportunities for subordinates (1)											
1.1.2.6. Makes clear, timely, and effective decisions to execute the mission (2)											
1.1.2.7. Review activities to identify issues, provide feedback, and establish best practices (2)											
1.1.2.8. Identifies and accepts risk at appropriate level (2)											
1.1.2.9. Establish expectations and communicate overarching program goals (2)											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
1.1.2.10. Interpret policy and guidance to assist w/ program management and execution (2)											
1.1.2.11. Evaluate, forecast, and prioritize resources and personnel to meet commanders intent (2)											
1.1.2.12. Describe how new requirements are fielded through the AF corporate structure (2)											
1.1.2.13. Communicates UTC status to command authority (2)											
1.1.2.14. Explain manning assistance process when flight falls below minimum manning requirements (2)											
1.1.2.15. Analyze standardized program processes to identify where local deviations are required (2)											
<b>1.1.3. Leadership (Advanced) Required Behaviors:</b>  1. Conceptualizes mission and vision; communicates commanders intent to foster unity of effort across multiple units, teams, or groups 2. Influences the development of future program needs and policy to ensure adaptability to changing mission requirements  <b>Criteria: Consistency of Application:</b> Sustained application of competency over time in complex situations											
1.1.3.1. Articulates mission, vision, and priorities (1)											
1.1.3.2. Establish relationships across organizations and local community (1)											
1.1.3.3. Evaluate risk to force and risk to mission (1)											
1.1.3.4. Evaluate effectiveness of current inter-organizational relationships to execute the mission (2)											
1.1.3.5. Develop requirements and communicates justification based on comprehensive capability gap analysis (2)											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
1.1.3.6. Drive innovation within the organization to support mission effectiveness (2)											
<p><b>1.1.4. Leadership (Expert) Required Behaviors:</b></p> <p>1. Forges cross-organizational SMEs to guide others across tactical, operational and strategic levels                      2. Leads the development of programs and drives enterprise-wide initiatives to meet strategic objectives</p> <p><b>Criteria: Consistency of Application:</b> Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency"</p>											
1.1.4.1. Influence changes in higher level/joint policy and doctrine (1)											
1.1.4.2. Synchronize strategic vision with policy and guidance (2)											
1.1.4.3. Vectors and manages talent to meet strategic objectives (2)											
1.1.4.4. Authors doctrine and policy (2)											
1.1.4.5. Develop and coordinate resource strategy across FYDP and POM cycle (2)											
1.1.4.6. Generate comprehensive capability gap analysis to inform the PPB&E process (2)											
<b>2.0. MISSION AREAS</b>											
<b>2.1. MISSION AREAS</b>											
Description: The ability to mitigate hazards to personnel and property posed by weapons, CBRN and explosive materials in all physical domains.											
<b>Supporting Competencies:</b> Decision Making, Analytical Thinking, Teamwork, Creative Thinking											
<p><b>2.1.1. Mission Areas (Basic) Required Behaviors:</b></p> <p>1. Calculates and coordinates areas that should be evacuated before proceeding with EOD procedures                      2. Prepares and employs equipment, explosives, TOs, and vehicles to conduct EOD operations                      3. Utilizes threat assessment to perform EOD operations and communicate potential courses of action for successful mission completion</p> <p><b>Criteria: Consistency of Application:</b> Sustained application of competency over time</p>											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment* SEI + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.1.1. Identify hazard distances and downwind hazards for protection of personnel and property during EOD operations (1) 60A-1-1-4, DESR_6055.09_DAFMAN 91-201(V5.E3.2.11)	5^	*						K	pk		
2.1.1.2. Identify possible collateral damage to personnel and property during EOD operations (1) 60A-1-1-4, 60A-1-1-4-2	5^	*						pk			
2.1.1.3. Determine protective measures/works needed to mitigate risk to personnel and property against explosive effects (1) 60A-1-1-4, 60A-1-1-4-2	5^	*						K	pk		
2.1.1.4. Perform grounding procedures (2) 60A-1-1-13	5^	*						pk	pk		
2.1.1.5. Mitigate EMR hazards (2) 60A-1-1-12	5^	*						pk	pk		
2.1.1.6. Utilize firing systems (Electric, non-electric: shock-tube, time fuse) (2) 60A-1-1-31	5^	*						pk			
2.1.1.7. Employ demolition procedures (det-cord, thermite, burn, shaped charge, static firing, IHE, large-scale disposal) (2) 60A-1-1-31/1/2/3	5^	*						pk	pk		
2.1.1.8. Change to, Understand and Employ Basic Hand Tools (2) 60A-2-1-77, 60A-2-1-3, 60A-2-1-46	5^	*						pk			
2.1.1.9. Prepare, maintain, and employ assigned equipment (2) TR: 60A-2-1-3; 60A-2-1-3-2; 60A-2-1-42; 60A-2-1-46; 60A-2-1-58; 60A-2-1-74; 60A-2-1-76; 60A-2-1-77; 60A-2-1-90; 60A-2-1-114, Manufacturer's Manuals	5^	*						pk			
2.1.1.10. Utilize technical orders and publications (MFK) (2) 60Series Publications	5^	*						pk			

**Attachment 2**  
**3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.1.11. Describe Airbase Recovery pre-attack, during attack, and post-attack during EOD procedures (2) RADR TTP-V16	5^	*							pk		
2.1.1.12. Describe nuclear hazards and physics associated with nuclear weapon systems and apply appropriate PPE (2) 60A1-1-11-60, 11N-20-7, 11N-20-11, 60N-60-0	5^	*						K			
2.1.1.13. Perform render safe and disposal of hazardous components within an aircraft response (gun systems, countermeasures, egress, and munition release and launching systems) (2) 60A-1-1-22,60A-1-1-31,60J-series, 00-105-E9	5^	*						pk			
2.1.1.14. Explain VIP Protection Mission sweep guidelines (2) 60A-2-1-27, USSS EOD/K-9 support Manual and complete High-Risk Explosives Sweep Course CBT	5^	*							pk		
2.1.1.15. Execute control procedures for sensitive items (classified, munitions, weapons) (2) DODM 5200.01 V3, DESR 6055.09, DAFMAN 31-129	5^	*						P			
2.1.1.16. Utilize EODIMS (2) <a href="https://eodims.af.mil/user-training">https://eodims.af.mil/user-training</a>	5^	*						P	pk		
2.1.1.17. Explain procedures to locate and access sub-surface munitions (2) 60A-1-1-5	5^	*									
2.1.1.18. Mk 1 (Remote Wrench) (2.2) 60A-2-1-46	5^	*						pk			
2.1.1.19. Mk 2 (2.2) 60A-2-1-3	5^	*						pk			
2.1.1.20. Disrupter (Percussion Actuated Non-electric (PAN) Disrupter, TiTAN) (2.2) 60A-2-1-77	5^	*						pk			
2.1.1.21. Field Fabricated Dearmer (2.2) 60A-2-1-3-2	5^	*						K			

**Attachment 2**  
**3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.1.22. Hook and Line Kits (2.2) Manufacturer's Manual	5^	*						pk			
2.1.1.23. Small Tactical Robot (2.2)	5^	*									
2.1.1.24. Medium Robot (MTRS) (2.2) 60A-2-1-102	5^	*						pk			
2.1.1.25. Large Robot (Harris T7) (2.2) Manufacturer's Manual	5^	*									
2.1.1.26. Remote Firing Device (DSRT, MD82) (2.2) 60A-2-1-6	5^	*						pk			
2.1.1.27. Sub-Surface Handheld Detector (CEIA) (2.2) 60A-2-1-145	5^	*						K			
2.1.1.28. Ferrous Ordnance Locator (Mk 26) (2.2) 60A-2-1-58	5^	*						K			
2.1.1.29. Ground Penetrating Radar Detector (Minehound) (2.2) User Manual	5^	*						K			
2.1.1.30. Electronic Counter-measures (ECM) (PLT-4, I1B1) (2.2) 60A-2-1-113	5^	*									
2.1.1.31. Universal Test Set (2.2) Manufacturer Manual AN/GLM-11	5^	*									
2.1.1.32. Cryptographic Load Device (Simple Key Loader) (2.2) TO 00-33A-1552	5^	*						pk			
2.1.1.33. X-ray systems (SCAN-X, VIDISCO, NOVO, and MMX) (2.2) 60A-2-1-7; Manufacturer's Manual	5^	*						pk			
2.1.1.34. Radiacs Kits (ADM 300, RDS, T605 Tritium Detector, AN/PDX-2) (2.2) 60A-2-1-114, 11N-T605-2-WA-1, 11H2-2-31-WA-1	5^	*						P			
2.1.1.35. Self-Contained Breathing Apparatus (SCBA) (2.2) TO 14S5-36-1; TO 14S5-37-1-WA-1	5^	*						P			
2.1.1.36. Chemical Agent Detector (JCAD) (2.2) 60A-1-1-11-4; 11H2-26-1	5^	*						pk			

**Attachment 2**  
**3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.1.37. Explosive/chemical identification kit (FirstDefender /TruDefender, Verifinder RIID) (2.2) 60A-2-1-138, 60A-2-1-137	5^	*									
2.1.1.38. Bomb Suit (EOD-10) (2.2) User Manual	5^	*						pk			
2.1.1.39. Perform EOD procedures (recon, observe safeties, render safe, and disposal) (3) 60A-2-1-91,60A-1-1-22,60A-1-1-31/1/2/3	5^	*						pk	pk		
2.1.1.40. Employ ordnance render safe techniques (Immobilize fuzes, remove fuzes, disable electrical components, disrupt firing trains) (3) 60A-2-1-91	5^	*						pk			
2.1.1.41. Identify and apply safety precautions of Conventional Explosives (High: Primary, Secondary; Low; Insensitive) (3) 60A-1-1-31-3; 60A-1-1-9; 60A-1-1-22	5^	*						pk	pk		
2.1.1.42. Explain explosive effects (3) 60A-1-1-4	5^	*						P	K		
2.1.1.43. Identify types of Homemade Explosives, applicable hazards, and apply safety precautions (3) 60A-1-1-9-2	5^	*						K	pk		
2.1.1.44. Identify IED/sUAS type, construction, hazards, safety precautions, perform render safe and disposal techniques (3) 60L-1-1-1; 60L-1-1-1-1; 60L-1-3-7	5^	*						pk			
2.1.1.45. Employ disruption techniques (general/precision, dynamic charges, disruptors) (3) 60A-2-1-3; 60L-1-1-4; 60L-2-1-8; 60L-2-1-9,	5^	*						pk			
2.1.1.46. Perform IED tactical approach: Safe area search, secondary search, ground sign awareness (3) 60L-1-1-1-1	5^	*						K			



**Attachment 2**  
**3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.1.47. Identify threat assessment principles and indicators (3) 60L-1-1-1-7; AFTTP3-32.5V3 PARA 5.3	5^	*						K			
2.1.1.48. Perform WMD detection techniques (3) 60A-1-1-11-62	5^	*						P			
2.1.1.49. Explain WMD triage procedures (3) 60A-1-1-11-62	5^	*						K			
2.1.1.50. Identify types and hazards of chemical and biological agents (persistent and non-persistent agents, PPE requirements) (3) 60A-1-1-11-3; 60A-1-1-11-20	5^	*						pk	pk		
2.1.1.51. Conduct contamination control procedures, apply decon, perform appropriate leak seal and packaging. (3)60A-1-1-11	5^	*						pk			
2.1.1.52. Describe the environments for requiring expedient and deliberate recovery operations (3) AFTTP3-32.5V6 PARA 4.4	5^	*							pk		
2.1.1.53. Conduct initial response force procedures for a nuclear weapons accident/incident to include reporting requirements and follow-on force transition (3) 60A-1-1-11-61, L-1-1-1-2, DoDM 3150.08-M	5^	*						P			
2.1.1.54. Identify aircraft hazards and PPE requirements (3) 60J-Series, 00-105-E9	5^	*						pk	pk		
2.1.1.55. Apply risk management (3) AFI 90-802	5^	*						pk			
2.1.1.56. Describe HME field sampling (3.1) 60A-1-1-11-2 PARA 4.3	5^	*						K	pk		
2.1.1.57. Interpret x-ray images (3.2) 60L-1-1-3	5^	*						pk			
2.1.1.58. Bombs and bomb fuzes (3.3) 60B-Series Publications	5^	*						pk			

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment* SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.1.59. Dispensers and Payloads (3.3) 60C-Series Publications	5^	*						pk			
2.1.1.60. Guided Missiles (3.3) 60G-Series Publications	5^	*						pk			
2.1.1.61. Loitering Munitions (3.3) 60L-1-3-2; 60L-1-3-7	5^	*						K			
2.1.1.62. Rockets and rocket fuzes (3.3) 60F-Series Publications	5^	*						P			
2.1.1.63. Projectiles and projectile fuzes (3.3) 60D-Series Publications	5^	*						P			
2.1.1.64. Grenades and grenade fuzes (3.3) 60E-Series Publications	5^	*						pk			
2.1.1.65. Landmines and landmine fuzes (3.3) 60H-Series Publications	5^	*						pk			
2.1.1.66. Boobytraps (3.3)	5^	*						P			
2.1.1.67. Pyrotechnics (3.3) 60K-Series Publications	5^	*						K			
2.1.1.68. Night vision devices (AN/PVS-31) (2.2) 12S10-2PVS31-1-1-WA-1; 12S10-2PVS31-2-1-WA-1	5^	*									
2.1.1.69. Tactical Communications (AN/PRC-163, MPU-5, TAK) (2.2) 31S12-ANPRC163-1-WA-1; Operator's Manual; User Guide	5^	*									
<b>2.1.2. Mission Areas (Intermediate) Required Behaviors:</b>											
1. Enacts procedures to be used in detecting, identifying, rendering safe or destroying explosive hazards and CBRNE. 2. Coordinates EOD activities with other interested military, intelligence community, local, state, and federal agencies to mitigate and exploit hazards and materials 3. Conducts threat analysis and interprets TOs to adapt courses of action and deviations across all EOD functions											
<b>Criteria: Consistency of Application:</b> Sustained application of competency over time in a variety of situations											
2.1.2.1. Provide hazard distances and downwind hazards for protection of personnel and property during EOD operations (1) 60A-1-1-4, 60A-1-1-11, AFTTP 3-32.5 V6	5^	*						pk			

**Attachment 2**  
**3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.2.2. Conduct post blast analysis (1) MCRP 3-10E.3, D-2-1-13, L-1-1-5	7^	*						K			
2.1.2.3. Perform EOD Team Leader operations (1) 60A-1-1-4, AFTTP 3-32.5 V2/3/4-O/5/6											
2.1.2.4. Develop pre-attack, during attack, and post-attack procedures for air base recovery (1) AFTTP 3-32.5 V6, Interim RADR TTPs Rev 13.3.	7^	*									
2.1.2.5. UXO (1.1) AFTTP 3-32.5 V6, A-1-1-3, A-1-1-4, A-1-1-5, A-1-1-31	7^	*								P	
2.1.2.6. Aircraft (1.1) AFTTP 3-32.5 V2, 60J-series	7^	*								P	
2.1.2.7. IED (1.1) AFTTP 3-32.5 V3, L-1-1-1, L-1-1-1-1	7^	*								P	
2.1.2.8. Chem/bio (1.1) AFTTP 3-32.5 V6, 60A-1-1-11	7^	*									
2.1.2.9. Nuclear Weapon accident/incident (1.1) AFTTP 3-32.5 V5, NARP, 60A-1-1-11-61, 60N-series	7^	*									
2.1.2.10. WMD (1.1) AFTTP 3-32.5 V4-O, L-1-1-1-2	7^	*									
2.1.2.11. Employ tactics, techniques, and procedures to conduct technical information collection, and intelligence community reach back support for level 1 exploitation (2) 60L-1-1-7, GIRH for EOD (JEOD Portal)	7^	*							pk		
2.1.2.12. Formulate field render safe procedures (2) 60A-2-1-91	7^	*									
2.1.2.13. Perform major end item disassembly/downloading of first found explosive ordnance and collected exploitable materiel (CEM) (2) 60A-1-1-7, GIRH for EOD (JEOD Portal)											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
2.1.2.14. Provide detailed procedures to military leaders and civil emergency responders to properly employ Air Force EOD forces (2) JP-3-42, DAFI 10-801, DAFMAN 32-3001	7^	*									
2.1.2.15. Communicate courses of action to Incident Commanders for state and federal responses involving CBRNE and recommend incident category (2) 60A-1-1-11, DAFMAN 32-3001, DESR_6055.09, DoDM 4715.26	7^	*									
2.1.2.16. Conduct sensitive site exploitation (SSE) (2) 60L-1-1-7								K			
2.1.2.17. Participate in development of plans for active range clearance operations. non-core (2) AFTTP 3-32.5 V7											
2.1.2.18. Describe environmental and legal considerations for EOD operations (MMR, Levels of Emergency Response, and requirements for EPA permits) (2) RCRA-40CFR 240-282, MMR-40CFR 266 Sub part M, DoDM 4715.26	7^								K		
2.1.2.19. Analyze threats, hazards, and take proper risk management actions to reduce injury to personnel and damage to property (3) 60A-1-1-4, DESR 6055 91-201	7^	*						P			
2.1.2.20. Recognize and justify deviation needs from established procedures as required for mission execution (3) 60A-1-1-42	7^	*									
2.1.2.21. VIPPSA (1.1) 60A-2-1-27	7^										
<b>2.1.3. Mission Areas (Advanced) Required Behaviors: DESR6055.09, DAFMAN91-201, DAFGM2024-01; Local Flight Operating Instructions</b>											
1. Provides subject matter expertise on SOP/FOIs, TTPs, Team Chief Guides, TOs, methods and techniques employed to detect, identify, render safe and destroy explosive hazards and CBRNE 2. Integrates multiple teams in matters concerning EOD operations (e.g., base, local, federal, joint services etc.) to enhance											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
mission effectiveness											
<b>Criteria: Consistency of Application:</b> Sustained application of competency over time in complex situations											
2.1.3.1. Analyze need for explosive site planning and coordinate with appropriate agencies (1)											
2.1.3.2. Analyze Wing missions, MAJCOM priorities, and geographic location considerations to advocate for proper resources, manpower, and capabilities (1)											
2.1.3.3. Analyze Wing missions, MAJCOM priorities, and geographic location considerations to employ available EOD capabilities and operations (1)											
2.1.3.4. Formulate measures to provide partnering opportunities to support mission effectiveness (2)											
<b>2.1.4. Mission Areas (Expert) Required Behaviors: National Defense Strategy; JP 3-42</b>											
1. Advocate and integrate with joint service partners to posture AF EOD forces to meet major combat, contingency and homeland operational requirements 2. Ability to task/control response teams across multiple geographical locations to ensure completion of mission objectives ISO NDS											
<b>Criteria: Consistency of Application:</b> Able to innovate and formulate strategies; able to model/guide/teach others the competency of how to apply the competency											
2.1.4.1. Develop doctrine, organization, training, materiel, leadership and education, personnel, facilities and policy to provide AF EOD expertise across US global partners and strategic visions (1)											
2.1.4.2. Actioning Combatant Commander’s priorities by using the Military Decision-Making Process to develop doctrinal and operational plans (2)											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment* SEI + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
<b>3. WARFARE INTEGRATION</b>											
<b>3.1. WARFARE INTEGRATION</b>											
Description: The ability to support joint, conventional and special operation forces in the execution of various warfare missions.											
<b>Supporting Competencies:</b> <i>Communication, Decision Making, Flexibility, Initiative</i>											
<b>3.1.1. Warfare Integration (Basic) Required Behaviors: FM 5-0, ATP 3-21.8, TC 3-21.76</b>											
1. Performs troop leading procedures and small unit tactics to integrate in a joint force team to support freedom of movement within a contested environment (e.g., shoot, move, communicate, and treat) 2. Qualifies on various weapon platforms, reporting formats, tactical vehicles and communication procedures to enable mission success											
<b>Criteria: Scope: Individual</b>											
3.1.1.1. Identify obstacles to movement (1)	5^	*									
3.1.1.2. Identify troop movement formations and applicability (1)	5^	*									
3.1.1.3. Perform land navigation (1)	5^	*									
3.1.1.4. Interpret Mission Type Orders (1)	5^	*									
3.1.1.5. Perform casualty care (1)	5^	*									
3.1.1.6. Identify METT-TC (1)	5^	*									
3.1.1.7. Identify reporting requirements (9-line, SALUTE, etc.) (1)	5^	*						K			
3.1.1.8. Describe intelligence requirements (CCIRs and PIRs) (1)	5^	*									
3.1.1.9. Utilize assigned weapons platforms (2)	5^	*									
3.1.1.10. Program and utilize assigned communications systems (2)	5^	*									
3.1.1.11. Utilize assigned tactical vehicles (2)	5^	*									
3.1.1.12. Perform PCCs and PCIs (2)	5^	*									
<b>3.1.2. Warfare Integration (Intermediate) Required Behaviors: CXD MTO Rev. 2, FM-5-0, ATP 3-21.8, TC 3-21.76</b>											
1. Utilizes various weapon platforms, reporting formats and communication procedures to enhance operational capabilities 2. Directs troop leading procedures and small unit tactics while integrating in a joint force team within a contested environment to enable mission success											
<b>Criteria: Scope: Integration with Teams</b>											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment* SEL + TOT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
3.1.2.1. Communicate applicable reporting format (SITREP, 9-Line, SALUTE, etc.) (1)	7^	*									
3.1.2.2. Action Mission Type Orders (1)	7^	*									
3.1.2.3. Collect and disseminate intelligence (1)	7^	*									
3.1.2.4. Implement Troop Leading Procedures (2)	7^	*									
3.1.2.5. Plan/advise on mission route (2)	7^	*									
3.1.2.6. Develop situational awareness for assigned AOR (METT-TC, Intel, etc.) (2)	7^	*									
3.1.2.7. Develop threat brief (2)											
3.1.2.8. Develop a communications plan (e.g., PACE) (2)		*									
<b>3.1.3. Warfare Integration (Advanced) Required Behaviors: JP 1 Vol.1/Vol. 2; JP 3-42</b>  1. Actions commanders intent (e.g., mission type orders, FRAGOs, etc.) by evaluating mission, enemy terrain, troops, time and civilian considerations to mesh mission needs with the operational environment  <b>Criteria:</b> <i>Scope: Integration with organizational strategies</i>											
3.1.3.1. Develop execution plan for resources needed to accomplish mission objectives (1)											
3.1.3.2. Analyze RFFs to determine EOD mission objectives to best meet Commander Intent (1)											
3.1.3.3. Analyze trends and disseminate immediate intel messages (1)											
<b>3.1.4. Warfare Integration (Expert) Required Behaviors:</b>  1. Advises the commander with options for utilization of EOD forces to allow freedom of movement within the operational area 2. Provides AF personnel and equities to major combat and contingency operations for EOD personnel in order to support the commanders priority in the mission areas  <b>Criteria:</b> <i>Scope: Integration with AF-level/DoD-level</i>											
3.1.4.1. Advise and advocate capability to COCOMs (1)											

**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment* SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
3.1.4.2. Aligns forces to meet COCOM requirements (2)											
3.1.4.3. Align force with COCOM theater entry requirements (2)											
<b>4. TRAINING</b>											
<b>4.1. TRAINING</b>											
<p><b>Description:</b> Completion and evaluation of the life cycle education and training requirements, support and resources for the EOD career field.</p> <p><b>Supporting Competencies:</b> <i>Develops People, Communication, Information Seeking, Initiative</i></p>											
<p><b>4.1.1. Training (Basic) Required Behaviors:</b></p> <p>1. Conveys lesson objectives clearly and concisely to enhance key concepts                  2. Receive/provide feedback to improve training and material</p> <p><b>Criteria:</b> <i>Depth of Knowledge: Established practice with some workplace elements</i></p>											
4.1.1.1. Build structured training sessions (1)									K		
4.1.1.2. Deliver effective training sessions (1)											
4.1.1.3. Applies feedback to increase proficiency (2)											
<p><b>4.1.2. Training (Intermediate) Required Behaviors:</b></p> <p>1. Identifies shortfalls and refines execution tactics to ensure proper training                  2. Formulates lesson objectives in a logical manner to convey and emphasize the main concepts and key takeaways of the lesson to the learners</p> <p><b>Criteria:</b> <i>Depth of Knowledge: Established practices of all workplace elements</i></p>											
4.1.2.1. Monitor and assess effectiveness of training sessions (1)											
4.1.2.2. Resolve developmental deficits and establish plan to meet organizational standards (1)											
4.1.2.3. Develop targeted strategies for training improvement (1)											
4.1.2.4. Provide OJT to personnel (2)											



**Attachment 2  
3E8X1 Specialty Training Standard**

1. Tasks, Knowledge, and Technical References	2. Tasks		3. Certification For OJT					4. Behavioral Codes Used To Indicate Training/Information Provided via DL and/or Course			
	A	B	A	B	C	D	E	A	B	C	D
	Core Cert ^	Deployment * SEL + TQT ~	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	3 Lvl	5 Lvl	7 Lvl	9 Lvl
4.1.2.5. Develops skilled and knowledgeable trainers who can effectively design and deliver impactful training (2)											
<b>4.1.3. Training (Advanced) Required Behaviors:</b>  1. Develops training plans to ensure a consistent progression and maintain relevance for emerging threats 2. Collaborates with agencies to create and evaluate training opportunities to enhance mission effectiveness (i.e. exercises)  <b>Criteria: <i>Depth of Knowledge:</i></b> <i>New practices of all workplace elements</i>											
4.1.3.1. Analyze learning methodologies (1)											
4.1.3.2. Plan large scale exercises (multi-organization, multi-day) (2)											
<b>4.1.4. Training (Expert) Required Behaviors:</b>  1. Compiles data and performs trend analysis to align with shifting career field needs  <b>Criteria: <i>Depth of Knowledge:</i></b> <i>New practices, concepts, and theories of all workplace elements; is a credible resource in this area</i>											
4.1.4.1. Direct studies to assess training effectiveness (1)											
4.1.4.2. Liaise with industry experts on emerging training methods (1)											