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Headquarters US Air Force  
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CFETP 3E9X1  
Parts I and II  
01 May 2025  
Change 1, 22 May 2026

AFSC 3E9X1  
CIVIL ENGINEER  
EMERGENCY MANAGEMENT



CFETP



BASIC



MASTER



SENIOR

CAREER FIELD EDUCATION AND TRAINING PLAN

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## Major Changes

Change 1 to CFETP 3E9X1, 01 May 2025 contains multiple updates. All Airmen in upgrade training and their supervisors will review this CFETP in its entirety. The major changes and updates are listed below.

1. All 3E991 Core tasks and 9-level course requirements have been removed. A new 3E991 Specialty Task Standard (STS) and associated 9-level proficiency standards have been developed.
2. Task 1.2.4. “Employ Classified Information Systems for Threat & Intelligence Data Collection” has been removed.
3. Task 1.12.3.3. “Perform Munitions Decontamination” has been added.
4. Task 4.3.4. “Perform Leak/Seal/Pack Procedures” has been changed to “Perform Munition Sampling Procedures”.
5. Task 4.3.5. “Manage Leak/Seal/Pack Operations” has been changed to “Manage Munition Sampling Operations”.
6. Multiple Air Force Qualification Training Package requirements and references were updated.

This update is provided to increase the executability and efficacy of our upgrade training program.

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Pages: 74

# PART I

## Preface

1. **Career Field Education and Training Plan:** The Career Field Education and Training Plan (CFETP) is a comprehensive education and training document identifying life-cycle education and training requirements, training support resources, and minimum requirements for the Emergency Management specialty. The CFETP will provide our 3E9X1 functional community with a clear career path to success and instill rigor in all aspects of our career field training.
2. AF/A4CX and AFCEC/CXR will review this CFETP annually and make updates and changes as deemed appropriate. Please send recommended CFETP changes to:
  - AF/A4CXE EM-CBRN Policy Workflow ([af.a4cxe.em-cbrnpolicy@us.af.mil](mailto:af.a4cxe.em-cbrnpolicy@us.af.mil))
  - AFCEC/CXR Workflow ([afcec.cxr.workflow@us.af.mil](mailto:afcec.cxr.workflow@us.af.mil))
3. The CFETP consists of two parts used by supervisors to plan, manage, and control specialty training within the career field.

### Part I

**Section A:** Explains what this CFETP is and how it is used.

**Section B:** Identifies career field progression, duties and responsibilities, and training strategies.

**Section C:** Describes mandatory skill level requirements to shape future and/or joint capabilities.

**Section D:** Displays resource constraints.

**Section E:** Identifies transition/training guidance requirements for SSgt through MSgt.

### Part II

**Section A:** Identifies the Specialty Training Standard (STS) to include behaviors and learning outcomes to support formal/AETC training, Wartime Task Standards (WTS) and correspondence course requirements.

**Section B:** Contains the course objective list and training standards supervisors will use to determine if an Airman has satisfied upgrade 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. Also included, are both mandatory and optional courses and exportable courseware.

**Section E:** Identifies Major Command (MAJCOM) unique training requirements supervisors can use to determine additional training required for the associated qualification needs.

**Section F:** Identifies Foundational (previously Home Station Training) references and course materials required for this specialty in support of contingency/wartime training.

**Note 1:** At the unit level, supervisors and trainers must use Part II to identify, plan and conduct training commensurate with the overall goals of this plan.

**Note 2:** Supervisors plan, manage and control training within our specialty using both parts of this plan.

4. Using the guidance provided in this CFETP, supervisors must ensure individuals in the 3E9X1 specialty receive effective training at the appropriate point in their careers. This plan will enable us to train today's Emergency Management Airmen for tomorrow's *Future Fight!*

## Abbreviations and Terms Explained

**Advanced Training (AT)** - Formal courses that provide individuals with additional skills and knowledge to enhance their expertise in the career field. Training is for selected career Airmen at the intermediate proficiency level of this Specialty.

**Air Force Civil Engineer Center (AFCEC)** - The focal point for all matters pertaining to Civil Engineers, to include 3E9X1 training development. All Civil Engineer (CE) Readiness and Training Managers (RTMs) are located at AFCEC, Tyndall AFB, Florida. You can contact AFCEC by using [CE-DASH](#).

**Air Force Certified Emergency Manager (AFCEM)** - Program is similar to the International Association of Emergency Managers (IAEM) Certified Emergency Manager. This three-step building block program is internally recognized within the career field as providing increased credibility, professional identity, career recognition, and enhanced career planning.

**Air Force Career Field Manager (AFCFM)** - AFS leadership authority and career field OPR. Appointed by Headquarters Deputy Chief of Staff or Under Secretariat. Ensures training and proper use of assigned specialties to support Air Force mission requirements. Works unilaterally with Major Command (MAJCOM) Functional Managers (MFMs) and Functional Area Managers (FAMs).

**Air Force Credentialing Opportunities On-Line (AF COOL)** - This program can be accessed through the AF Virtual Education Center (AFVEC). The site provides a research tool designed to increase an Airman's awareness of professional credentialing and CCAF education opportunities available for all Air Force occupational 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 identify each AF job (valid requirements) and describes the minimum mandatory qualifications of personnel to fill these jobs.

**Air Force Force Generation (AFFORGEN)** - AFFORGEN is the Air Force's sustainable, capacity-driven model for presenting forces to Joint Force Commanders. AFFORGEN's intent is to enable operational preparedness and readiness recovery to compete with peer competitors, while clearly focusing USAF efforts on a predictable and sustainable force offering.

**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 CE career field. Access the AFIT course list using this [AFIT](#) link. **Note:** AFIT courses are for both Enlisted and Officers.

**Air Force Qualification Training Package (AFQTP)** - AF standardized method for performing a Core Task. AFQTPs are a ***required*** instructional package designed for use at the unit. The AFQTP may be printed (paper-based), computer-based and in other media formats or all three. Each Airman must use AFQTPs to satisfy a particular training requirement.

**Career Development Course (CDC)** - provides the information necessary to satisfy the career knowledge component of On-the-Job Training (OJT). The Learning Program Manager (LPM) and the AFSC's High Performance Team (HPT) develop these programs/courses. CDCs must contain information on basic principles, techniques, and procedures common to this Air Force Specialty Code (AFSC). They do not contain information on specific equipment or tasks unless best illustrating a procedure or technique having utility to the entire AFSC. If available, supervisors will use CDCs to satisfy career knowledge requirements for UGT.

**Career Field Education and Training Plan (CFETP)** - A comprehensive, multipurpose document that covers education and training requirements for a specific career field. It provides a logical progression plan, including education and training and assists in defending education and training budgets.

**Commercial Off The Shelf (COTS)** - Commercially available training or educational products of the same event, activity, service or material requiring no modification prior to use. Such training may occur on or off the installation and may include non-federal civilians.

**Competencies** - Competencies are the combination of Knowledge, Skills, Abilities and Other Characteristics (KASOs) that manifest in an observable, measurable pattern of **behaviors**. **Note:** Competencies will provide Airmen with a clear sight picture of the education, training and experiences they will need to perform successfully on the job.

**Continuum of Learning (CoL)** - Career-long process of individual development where challenging experiences are combined with education and training to produce Airmen who possess the tactical expertise, operational competence, strategic vision and joint proficiency to lead and execute the full spectrum of AF and joint missions. Designed to integrate developmental opportunities through a common taxonomy to produce adaptable and knowledgeable enabled Airmen for today and tomorrow.

**Core Tasks** - Mandatory tasks that the CFM has identified as a minimum qualification requirement within an AF specialty or duty position. These tasks exemplify the essence of the career field mastered by all Airmen holding the 3E9X1 AFSC.

**Critical Tasks** - Tasks identified by the supervisor as having a detrimental effect on 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 individual's duty position by their

supervisor.

**DAF e-Learning (DAFeL)** - “Anytime and Anyplace” learning within the Air Force consisting of instructional modules and skill-level awarding courses specific to the AFSC.

**Distance Learning (DL)** - Education taught through satellite, internet, and computer-based instruction to deliver course information. Many AFIT courses are through DL.

**Duty Position Tasks** - The tasks assigned to an individual for the position currently held. These include, as a minimum, all core tasks that correspond to the duty position as directed by the CFM or MFM, and tasks assigned by the supervisor. (See [DAFMAN 36-2689, Training Program](#)).

**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 (DL) courses to establish a foundation for continued development. Resident EPME requirements include Airman Leadership School (ALS), Noncommissioned Officer Academy (NCOA), Senior Noncommissioned Officer Academy (SNCOA), and the Chief Leadership Course (CLC). Resident attendance is not duplicative of the basic EPME requirements but builds upon the competencies obtained to achieve higher proficiency levels.

**Education and Training Course Announcements (ETCA)** - Contains specific MAJCOM procedures, fund cite instructions, reporting instructions and listings for formal courses conducted or managed by the MAJCOMs or field operating agencies (FOAs). The [ETCA](#) website contains courses conducted or administered by the Air Force and serves as a reference for the AF, DoD, other military services, government agencies, and security assistance programs.

**Expeditionary Combat Support-Training Certification Center (ECS-TCC)** - Located at Dobbins Air Reserve Base, GA, it is the Total Force CE training center managed by the Air Force Reserve Command (AFRC).

**Foundational Competencies** - Used to implement the continuum of learning. These leadership competencies are what the AF expects of all Airmen. These competencies allow Airmen to operate successfully in a constantly changing environment in which we function.

**Go/No-Go** - The “Go” is the stage at which a trainee has gained enough skill, knowledge, and experience to perform the task without supervision; **meets the task standard**. “No-Go” is the stage at which the trainee has not gained enough skill, knowledge, and experience to perform the task without supervision; **does not meet task standard**.

**High Performance Team (HPT)** - Occupational competency governing subject matter experts (SMEs), nominated by MFMs who are responsible for the standardization of competency-based learning requirements for 3E9X1 Airmen. Additionally, the team organizes, captures, and creates learning resources to include, text material, distance learning courses, instructional videos, and simulation programs to update Emergency Management training products.

**Individual Training Record** - Airmen must use the authorized Learning Management System (LMS) to document training. Supervisors will ensure all documentation is accurate and comprehensive.

**Initial Skills Training (IST)** - A formal school that results in the award of a 3-skill level. The 3E9X1 Schoolhouse is at 368<sup>th</sup> Training Squadron (TRS), Ft. Leonard Wood, MO.

**Job Safety Qualification Outline (JSTO)** - An outline of mandatory safety training items supervisors' use when conducting work center safety training for their specific work areas. See [DAFI 91-202, The US Air Force Mishap Prevention Program](#).

**Job Qualification Standard (JQS)** - A comprehensive task list that describes a particular job type or duty position. Used by supervisors to document task qualifications. The tasks on the JQS are common to all persons serving in the described duty position.

**Learning Program Manager (LPM)** - Formerly the CDC Writer. LPMs are responsible for writing and updating Emergency Management CDCs. They work directly with the RTM/CFM to recommend new Emergency Management training requirements.

**MAJCOM Functional Managers (MFMs)** - Senior leaders, designated by the appropriate functional authority (FA) who provide day-to-day management and responsibility for their specific functional communities. MFMs maintain an institutional focus regarding resource deployment and distribution and are responsible for ensuring their personnel are equipped, developed and sustained to meet future needs of the AF mission. They disseminate of information regarding AF and career field policies, plans, programs, and procedures to subordinate units. They identify qualified SMEs within their MAJCOMs. They act as the primary MAJCOM reviewer on training and classification-waiver request packages. Coordinates on all MAJCOM 3E9X1 staffing. **Note:** In this context MFMs are inclusive of NGB CFM and AFRC FAM. Any further mention of MAJCOMs includes NGB and AFRC.

**Occupational Analysis Report (OAR)** - A detailed report showing the results of an Occupational Analysis Survey (OAS) of tasks performed within a particular AFS. **Note:** The data from this survey provides career field leaders and training decision-makers with factual and objective job information, which enables them to justify and change personnel utilization policies and programs, refine and maintain occupational structures and establish, validate and adjust training programs and promotion testing.

**Occupational Competencies** - A set of competencies required of all Airmen within a specific workforce category (a group of functions requiring similar work, i.e., troubleshooting). They describe technical/functional skills, knowledge, abilities, behaviors and other characteristics needed to perform that function's mission successfully.

**On-the-Job Training (OJT)** - Hands-on, over-the-shoulder training conducted to certify Airmen in upgrade or for duty position requirements.

**Qualification Training (QT)** - Hands-on task performance training designed to qualify an

individual in a specific duty position at their current location. This portion of the dual-channel on-the-job training program occurs both during and after the upgrade training process. QT provides the performance skills required to do the job for a specific duty location.

**Readiness and Training Manager (RTM)** - Provides the Career Field Manager (CFM) with agility, advocacy and accountability of CE force development matters by providing assistance in the planning and execution of long-range strategic development initiatives through deliberate processes that combine education, training and experience to produce the competencies expected of all Airmen within an AFSC. RTMs assist 368<sup>th</sup> Training Squadron (TRS) training managers and course supervisors with planning, developing, implementing and maintaining all AFSC-specific training courses. RTMs assist in the development of AFSC-related manpower standards.

**Regional Training Site (RTS)** - Total Force training centers managed by the Air National Guard. These sites have all contingency equipment to train your Airmen on to develop their wartime skills. Contact a site near you to get more information. Click on [CE RTS](#) for a map of all the sites.

**Specialty Training Standard (STS)** - Describes skills and knowledge that Airmen in a particular AFS need to perform the job successfully. It further serves as a contract between AETC and the CFM to show the training requirements for AFS courses taught in-resident and non-resident. You can use the STS line item(s) to determine if the training session at a formal course was effective.

**Specialty Training Requirements Team (STRT)** - Prior to a Utilization and Training Workshop (U&TW), the CFM along with a team of SMEs from each MAJCOM meet to determine 3E9X1 education and training requirements (formal and OJT).

**Supplemental Training** - A formal course that provides individuals who are qualified in one or more positions of their AFS with additional skills and knowledge to enhance their competence in the career field. This training is for selected career Airmen at the intermediate competency level.

**Task Qualification Training (TQT)** - Airmen demonstrate AFS specific skills in a Chemical, Biological, Radiological and Nuclear (CBRN) environment. Perform TQT tasks after CBRN 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. Ref. [DAFI 10-2503, Chemical, Biological, Radiological, and Nuclear \(CBRN\) Defense Program](#).

**Training Planning Team (TPT)** - Event used to solve training and education issues that fall outside U&TW and STRT scope.

**Upgrade Training (UGT)** - Mandatory training that leads to attainment of skill level required for assignments, promotions and deployments. UGT is **required** to obtain 5-, 7- and 9- skill levels.

**Utilization and Training Workshop (U&TW)** - An executive decision meeting to vote on funding (Course Resource Estimates [CREs]) for instructor authorizations, equipment and facilities needed to support new or revised training coming from the STRT. During the U&TW, the team will determine which organizations will furnish resources. The team will also establish commitments and delivery dates in writing; documenting equipment availability dates or problems. The goal of this workshop is to develop the architecture for effective life cycle training provided at appropriate points throughout a career path.

## Section A – General Information

### A1.0. Career Field Education and Training Plan (CFETP)

#### A1.1. CFETP Purpose

- Inform and guide 3E9X1 Airmen through career progression, knowledge, skills, and abilities by outlining mandatory and recommended education, training, and experiences.
- Provide guidance to commanders, supervisors, mentors and trainers to plan, develop, manage and conduct an efficient and effective enlisted force development program.
- Each duty location will provide unique learning opportunities to enhance Airmen career development. Annotate these learning opportunities in the individual training record.

#### A1.2. Use of CFETP

- Supervisors will use this plan to ensure comprehensive and cohesive training programs are available for each individual in the 3E9X1 specialty.
- AETC training personnel will develop and revise formal resident, non-resident, field and exportable training based on requirements established by the users and documented in Part II of this CFETP. They will also work with the CFM and AFCEC/CXR to develop acquisition strategies for obtaining resources needed to provide the identified training.
- Unit Training Managers (UTMs) and supervisors must ensure each individual completes the mandatory UGT requirements specified in this plan.
- The CFETP is a tool to focus the development of our Airmen to build functional confidence and develop competent responders and leaders.

#### A1.3. Force Development

- A joint and collaborative endeavor between the Airman, their supervisor (and/or mentor) and the commander.
- Each Airman must complete mandatory skill level upgrade and track both skill level upgrade and proficiency levels attained using their individual training records.
- Supervisors must determine appropriate levels and timing of education and training to ensure their Airmen have every opportunity to attend supplemental courses, vendor training, pursue certification, etc.

- Each Airman should develop learning plan milestones that are specific, measurable, attainable and realistic for achieving near-term (0-5 yrs), mid-term (6-10 yrs) and long-term (10+ yrs) goals and communicate these goals to their supervisors and mentors.

#### **A1.4. Approval and Coordination**

- Approval authority is the CFM under the Director of Civil Engineers, AF/A4C.
- Per [DAFMAN 36-2689, Training Program](#), the AFCFM will initiate an annual review of this document to ensure currency and accuracy. The RTM and AETC training personnel will identify and coordinate on the career field training requirements, and to refine an individual's expected progression of training.
- The 3E9X1 RTM will review this document annually to ensure currency and is the coordinating agency for this document.
- The 3E9X1 RTM will identify and coordinate on all AFS training requirements and updates.

#### **A2.0. Civil Engineer Occupational Badge**

##### **A2.1. CE Badge Purpose**

- The Civil Engineer occupational badge reflects a great history and tradition. By wearing the badge, fellow Airmen recognize you as having achieved an expected level of competence. The multitude of engineers before you established this expectation through excellent service in peace and war.
- Eligibility criteria for award and wear of AF occupational badges is found in [DAFI 36-2903, Dress and Personal Appearance of Department of the Air Force Personnel](#).

##### **A2.2. CE Badge Heraldry**

- The gear wheel and compass represent the engineering profession, in both the military and in the private sector. Together, they symbolize the diverse specialties within the AF CE career field.
- The gear represents the essence of engineering: applying scientific principles and technology to practical ends. To AF engineers, the gear symbolizes an element (representing the built environment) that meshes with others (weapon systems and trained personnel) to enable the AF to perform its mission.
- The compass is a precision tool historically used by engineers in designing and constructing facilities and equipment.
- The wings help to portray the fundamental linkage between engineering and aviation and that the built environment is the foundation supporting the AF mission and people.



### **A3.0. Emergency Management Career Field History**

#### **A3.1. Air Force Emergency Management Background**

- Air Force Emergency Management career field history can be traced back through the decades. Shaped by global politics, technological developments, and the contributions of the Airmen and Soldiers before us, the career field evolved confront emerging threats and actively contribute to the success of a variety of missions. There are two separate but integral aspects of AF Emergency Management; Emergency Management career field (people) and the Emergency Management program (policies, equipment, and training) that affect the Air Force.
- AFEM traces its roots back to the Army Chemical Warfare Service (CWS). The modern era of chemical warfare began during World War I when the German Army successfully used chlorine gas on the fields of Ypres, Belgium, in April 1915. The US War Department established the CWS in 1917 to develop offensive and defensive chemical warfare capabilities. Congress designated the CWS as a permanent branch of the Army in 1920. On 2 August 1946, Congress codified the Chemical Corps as an official branch within the Army. In 1947, when the U.S. Air Force became a separate military service, it adopted the chemical and biological units throughout the Air Force. Radiological protection was later added to address the effects of growing nuclear and radiological threats.
- The specialization transitioned from managed program to the Passive Defense career field in the 1950s to manage the Atomic, Biological and Chemical (ABC) program. Each installation had one company grade officer, and two or three Junior NCOs to ensure the base populace was prepared for nuclear attacks, and training of forces in chemical warfare defense. The enlisted career field was renamed Disaster Control in 1962 under the AFSC 241X0 and incorporated additional responsibilities in the areas of natural disasters and major accident planning and response. In 1967 the career field name changed to Disaster Preparedness for officers and in 1970 for enlisted along with a change in AFSC to 242X0.
- In 1991 the career field, along with Fire and EOD, were aligned under Civil Engineering and the enlisted AFSC was redesignated as 3E9X1, Readiness. The officer career field dissolved, and duties assumed by Civil Engineer Readiness Officers. The career field's duties and responsibilities have since advanced, focusing on consolidating a single program at the installation level, MAJCOM, or Air Staff to prepare, plan, train, and equip personnel to respond to, maintain mission capability, and recover from contingencies worldwide.
- While the career field designation remained constant, the Disaster Preparedness Program transitioned to Full Spectrum Threat Response (FSTR) in 2003. The primary missions of the Air Force FSTR Program were to save lives, minimize the loss or degradation of resources, and continue, sustain, and restore combat and combat support operational capability in an "all hazards" physical threat environment at worldwide AF installations. Ancillary missions of the FSTR Program include supporting homeland security operations and providing support to civil and host nation authorities according to DoD directives and through the appropriate Combatant Command.

- In 2006, Secretary of the Air Force Michael W. Wynne issued the memorandum establishing the Air Force Emergency Management Program and Air Force Incident Management System to align with the National Response Framework and National Incident Management System in compliance with Homeland Security Presidential Directive 5. The transition from Full Spectrum Threat Response to Emergency Management was scheduled for full implementation on Dec. 31, 2009.
- The CSAF signed Program Action Directive (PAD) 07-02 on 19 April 2007 and implemented many of Air Force Smart Operations (AFSO) 21 initiatives. Besides the changes directed by the PAD, the Civil Engineer Readiness Flight was named as the Readiness and Emergency Management Flight. This action was followed by the change of AFSC 3E9X1 from “Readiness” to “Emergency Management”.
- AFPD 10-25 defines the primary and ancillary missions Air Force Emergency Management Program. The program’s primary missions are to prevent, protect, prepare for, mitigate, respond to, and recover from all hazards/threats affecting DAF installations worldwide. Its ancillary missions are to support homeland defense; provide support to civil and host nation authorities; antiterrorism (AT) programs; and the countering weapons of mass destruction (CWMD) enterprise.
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#### **A4.0. Emergency Management Occupational Badge**

##### **A4.1. Emergency Management Occupational Badge Heraldry**

- The Emergency Management Occupational Badge reflects the achievements gained by our professionalism in Emergency Management and CBRN defense, in peace and war. The global threat of CBRN materials driven by strategic competitors, acute regional threats, and terrorism continues to increase.
- In critical life-threatening situations, any delay in conducting an efficient response could result in major loss of life or mass casualties. As Emergency Management professionals, we work closely with other DoD, civil, and international CBRN specialists who

recognize this insignia as a universal identifier.

- During Operations ENDURING FREEDOM and IRAQI FREEDOM, the U.S. Air Force recognized the need for a means to identify the Emergency Management career field unique capability and lobbied for adoption of the insignia.
- The Air Force Chief of Staff approved the Readiness Occupational Badge on 7 February 2006. The badge labeled as the Emergency Management Occupational Badge occurred after the career field name was changed. Wearing the Emergency Management Occupational Badge with the CE Occupational Badge is required and identifies each Emergency Management Airman as an Air Force Civil Engineer.
- The CSAF officially introduced the Emergency Management Occupational Badge in February 2006 with 1 October 2006 as the official wear date.

#### A4.2. Emergency Management Occupational Badge Components

- The badge uses the Air Force wreaths combined with basic insignia first adopted by the U.S. Army Chemical Service in 1917: two crossed retorts – glass laboratory vessels used for hundreds of years – placed behind a benzene ring, the molecular building block of many organic chemicals. The benzene ring represents the molecular composition of the chemical benzene. It has six points for each atom of carbon and hydrogen, representing the basic elements of chemistry. These elements of design allude to our chemical-related works and our deeply rooted history in the U.S. Army Air Corps to today’s modern Air Force.
- The badge identifies Emergency Management Airmen as CBRN defense experts. Three levels of the badge - basic, senior, and master - represent increasing intervals and levels of expertise.
- Throughout history, there has been no way to identify United States Air Force CBRN defense technicians in a joint, combined, or civil environment.
- The Emergency Management Occupational Badge is similar to the badge used by the Army – contains a retort, an emblem used by the U.S. government since World War I to symbolize chemical readiness. Wearing the chemical retort immediately identifies Emergency Management personnel as CBRN specialists and bridges the gap between joint, combined, and civil operations, to promote operational effectiveness in an increasingly interoperable environment.



#### A4.3. Emergency Management Occupational Badge Wear Criteria

- Basic Badge. Awarded upon successful completion of the USAF Emergency Management Apprentice and CBRN Responder Courses at Fort Leonard Wood, MO.

- Senior Badge. Adds a star above the basic badge and is awarded after the member successfully completes all 7-level requirements.
- Master Badge. Adds a wreath and a star above the basic badge and is awarded to master sergeants or above with five years in the specialty from award of the 7-skill level.
- The Emergency Management Occupational Badge will be worn above the CE Occupational Badge and will not be worn without the CE Occupational Badge.

## Section B – Career Field Progression and Information

### B1.0. Specialty Descriptions

#### B1.1. Air Force Enlisted Classifications

This information can be found in the *Department of the Air Force Enlisted Classification Directory (DAFECD)*.

AFSC 3E900 – Emergency Manager

AFSC 3E951 – Journeyman

AFSC 3E991 – Superintendent

AFSC 3E931 – Apprentice

AFSC 3E971 – Craftsman

AFSC 3E911 – Helper

#### B1.2. Specialty Summary

Administers the Department of the Air Force’s unifying all-phase, all-hazards counter-effects program. Organizes mission-driven activities and investments across planning, preparation, mitigation, and response phases of execution to support data driven decisions for commanders at all levels. Conducts education, training, exercises, and validation events to prepare assigned and apportioned forces to execute mission command during major accidents, natural disasters and state and non-state employment of Weapons of Mass Destruction (WMD) against air, space and cyber projection platforms. Responds to nuclear weapons incidents and accidents to preserve global deterrence. Performs Chemical, Biological, Radiological and Nuclear (CBRN) response, warning and reporting to limit the ability of adversaries to affect changes to the permissibility operating environment and incur cost on friendly forces. Delivers analysis and operational recommendations to each echelon of command to sustain combat power based on relevant intelligence products. Provides CBRN passive defense expertise to building partnership capacity efforts and coalition, joint and interagency boards, bureaus, centers, cells and working groups (B2C2WG) to integrate service missions into operational planning activities. Related DoD Occupational Subgroup: 149400.

#### B1.3. Duties and Responsibilities

- Conducts installation level Emergency Management (EM) activities.
- Executes CBRN response operations utilizing specialized testing equipment to identify and quantify threats during hazardous materials (HAZMAT) and suspected weapons of

mass destruction (WMD) events.

- Establishes, monitors, and maintains specialized CBRN threat detection network to identify contamination, mitigate hazards, protect personnel, and restore Air, Space and Cyber mission sets. Coordinates actions to ensure prompt response during EM operations including immediate mobilization of resources and participation of agencies and organizations.
- Utilizes analytical systems and software to construct detailed CBRN plume models to predict contamination and hazard footprints. Collects, interprets, and analyzes CBRN threat data to provide classified risk assessments for commanders and senior enlisted leaders to perform their missions.
- Determines contamination levels, identifies contaminated areas, and predicts CBRN hazard duration timelines. Collects and prepares samples and ensures proper transport of samples from suspected CBRN and weapons of mass destruction (WMD) events. Advises, directs, and supervises EM and CBRN specialized teams. Establishes, monitors, and maintains an integrated CBRN detection, warning, and reporting system.
- Conducts individual protection determinations, decontamination, warning, and reporting activities.
- Administers databases to track training and equipment statistics and provide input to Defense Readiness Reporting System updates.
- Manages all aspects of EM Education and Training Program. Develops and distributes multimedia presentations, lesson plans, educational pamphlets, and handouts to support training and preparedness efforts. Instructs indoor and outdoor training using lecture and demonstration-performance methods for assigned installation populations.
- Determines resource requirements, develops budgets, executes, and monitors expenditures for EM and CBRN materials and equipment. Ensures authorized and required CBRN protective equipment and clothing, detection devices and monitoring instruments are available, adequately supplied, calibrated and in serviceable operating condition.
- Acts as the installation liaison to the local emergency planning committee (LEPC) to foster collaborative relationships before incidents, accidents, and other engagements. Determines the need for and coordinates EM support for mutual aid agreement developments.
- Manages and executes the Installation Emergency Management (EM) and CBRN Defense Programs. Implements DoD, AF, and national consensus standards and guidance into installation level instructions, plans, guides, and checklists.
- Develops and coordinates EM planning activities. Provides input to and develops program guidance, local support agreements and other documents supporting homeland defense and expeditionary operations.
- Integrates with allies and partners to standardize coalition tactics, techniques and procedures using an all-hazard approach to strengthen deterrence and operational feasibility across the range of military and humanitarian aid operations.

- Performs Quality Assessment Evaluation and reviews Performance Work Statements on nontechnical contracts for compliance.
- Conduct Headquarters, Center, and Agency EM activities.
- Conducts CBRN and CWMD Planning, Programming Budgeting and Execution activities.
- Attends DoD, DAF, MAJCOM, and center B2C2WGs to advocate for DAF EM program policy and resourcing equities.
- Evaluates EM force strength and equipment resourcing levels against applicable campaign, operational and concept plans and where present, branch and sequel plans.
- Monitor joint and commercial technological advances and integrate into joint and service resourcing strategies.
- Represent DAF equities to the DoD Emergency Management Steering Group.
- Maintain professionalization for enlisted, officer and civilian career paths.
- Continuously evaluate DAF EM products and exercise use case scenarios against adversary fielded threats, intelligence products and operational concepts.

## **B2.0. Skill and Career Progression**

Adequate training and timely progression from the apprentice to the superintendent level play an important role in the Air Force ability to accomplish its mission. It is essential everyone involved in training does his or her part to plan, manage, and conduct an effective training program. The guidance provided in this part of the CFETP ensures everyone receives training at appropriate intervals during their career.

### **B2.1. Emergency Management Apprentice (3E931 – AB, Amn, and A1C)**

- Apprentices can look forward to filling job positions such as team member, equipment manager, and trainee.
- Upon completion of the basic Emergency Management Air Force-unique course and the two CBRN Responders Apprentice Courses, a trainee works with a trainer to increase their knowledge and skills.
- Use CDCs, AFQTPs, Distance Learning, and other courses to progress in the career field.
- Once fully task certified a trainee may perform the task unsupervised.
- When upgrade training requirements are complete, supervisors and UTMs coordinate formal upgrade procedures.
- Trainees awarded the primary AFSC receive automatic enrollment in the Community College of the Air Force (CCAF) and should begin to pursue their degree in Emergency Management.

## **B2.2. Emergency Management Journeyman (3E951 – SrA and SSgt)**

- Journeymen may look ahead to filling job positions such as team leader, shift supervisor, and task trainer.
- Active Duty Air Force personnel must attend the Airman Leadership School between 3-to-6-year Time In Service (TIS). Air Reserve Component (ARC) personnel may accomplish Airman Leadership School (ALS) by using DL or the in-residence program.
- Use required Enlisted Performance References and Requirements (EPRRC) references identified by the AFCFM to prepare for Weighted Airman Promotion Systems (WAPS) testing.
- Continue pursuing a CCAF or higher degree.
- Pursue internal career-broadening opportunities including (but not limited to) special duty assignments such as an Emergency Management Technical Training Instructor at Fort Leonard Wood, Missouri, or a SILVER FLAG Exercise Site – Readiness Contingency Instructor at Tyndall AFB, Florida, Andersen AFB, Guam or Ramstein AB, Germany.

## **B2.3. Emergency Management Craftsman (3E971 – SSgt, TSgt, and MSgt)**

- Craftsmen can look ahead to filling various supervisory and management positions such as Flight NCOIC, Section NCOIC, team leader, or supervisor.
- Craftsmen take continuation-training courses or gain additional knowledge on management of resources and personnel.
- Completion of education through CCAF and higher degree programs is appropriate and encouraged.
- Continue to increase knowledge about budget, labor, resources, and personnel management.
- To assume the grade of MSgt, individuals must successfully complete the Non-Commissioned Officer (NCO) Academy (ARC may utilize DL).
- Completion of DTRA mission assurance course is highly recommended.
- Continue to pursue internal career-broadening opportunities including (but not limited to) special duty assignments such as an Emergency Management Technical Training Instructor at Fort Leonard Wood, Missouri, or a SILVER FLAG Exercise Site, Emergency Management Contingency Instructor at Tyndall AFB, Florida, Andersen AFB, Guam or Ramstein AB, Germany. (Active Duty Only)
- As a MSgt, the completion of AFIT Emergency Management Flight Leaders Course (WMGT410) is highly recommended.

#### **B2.4. Emergency Management Superintendent (3E991 – SMSgt)**

- To assume the grade of SMSgt, individuals must successfully complete the in-residence Senior Non-Commissioned Officer (SNCO) Academy (ARC may utilize DL).
- Superintendents can look ahead to filling positions such as flight chief, superintendent, and command support staff positions.
- Must be a Senior Master Sergeant (SMSgt) for award of the 9-skill level.
- Completion of AFIT Emergency Management Flight Leaders Course (WMGT410) is mandatory for Active Duty.
- Completion of the Joint Senior Leaders Course (JSLC) is recommended.
- Completion of Civil Engineer Superintendent Course [Air Force Institute of Technology (AFIT) WMGT570] is highly encouraged for Active Duty and AFRC SMSgts. This course is highly recommended for ANG and AFR SMSgts and mandatory to be promoted to CMSgt.
- Recommend the pursuit of additional higher education and completion of courses outside their career AFS.

#### **B2.5. Emergency Manager (3E900 – CMSGT)**

- Emergency Managers can look ahead to working in areas and positions such as Senior Enlisted Leader, Major Command Functional Manager, and other Higher Headquarters Elements and require general managerial and supervisory abilities.
- Must be selected for Chief Master Sergeant (CMSgt) and possess qualifications as a 3E991.
- Chief Leadership Course (CLC) is mandatory for all Active Duty CMSgts.
- Chief Orientation Course is mandatory for all AFRC CMSgts and highly recommended for all ANG CMSgts.

#### **B3.0. Community College of the Air Force (CCAF)**

- Enrollment occurs upon completion of Basic Military Training.
- Additional off-duty education is a personal choice that is encouraged for all.
- Individuals desiring to become an AETC Instructor must be actively pursuing an associate degree.
- CCAF provides the opportunity to obtain an Associate of Applied Sciences Degree. In addition to its associate degree program, CCAF offers the following:

#### **B3.1. Air Force Credentialing Opportunities On-Line (COOL)**

- This program provides a one-stop location for Airmen to explore credentials recognized by the civilian community that can enhance current performance in their AFS.

- Credentialing has two purposes. First, it continues to professionalize the enlisted force by providing up-to-date industry-recognized credentials in an Airman’s AFS. To obtain more information, refer to the [Air Force Virtual Education Center \(AFVEC\) AF COOL](#) website.

**B3.2. Air University Associate to Baccalaureate Cooperative (AU-ABC)**

- U-ABC establishes partnerships between Air University and civilian institutions to provide Community College of the Air Force (CCAF) associate in applied science (AAS) degree students with on-line bachelor’s degree opportunities.
- The program maximizes the application of military career education and training and provides a multitude of online academic and support services for enlisted members.

**B3.3. CCAF Degree Completion Requirements (60 Semester Hours)**

- The Emergency Management associate degree (9IMY) applies to the 3E9X1 career field.
- Individuals must possess a 5-skill level upon program completion.
- Minimum degree program requirement consists of 60 semester hours:

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

**B3.4. Technical Education. (24 Semester Hours)**

- Apply a minimum of nine semester hours of Technical Core subjects and the remaining semester hours applied from Technical Core or Technical Elective subjects and courses.

<u>Technical Core Requirements (9-24 Semester Hours)</u>	<u>Max Semester Hours</u>
Advanced Command & Control Operations	6
Advanced Emergency Management	3
CBRN Protective/Detection Equipment	6
CBRN Control Center Operations	6
Command & Control Countermeasures	6
Command & Control Operations	3
Command & Control Leadership	6

Command & Control Operations Specialty Training	6
Command Post Fundamentals	9
Command Post Management	3
Communication System Operations	12
Disaster Pre & Emergency Management	6
Emergency Operations	6
Instructor Fundamentals	3
Joint Nuclear Command & Control	6
National Military Command System/CJCS Emergency Action	3
National Military Command System/CJCS Nuclear Command	3
Warfare Defense	6

**Technical Electives (0-12 Semester Hours)**

**Max Semester Hours**

Cartography/Map Reading	3
CCAF Upgrade Training	15
Climatology/Meteorology	3
Computer Science	6
General Chemistry	3
Industrial Safety/Hygiene	3
Inventory Management	3
Resource Management	3
Specialty-Related Subjects In-Transfer	9

**B3.5. Leadership, Management, and Military Studies (6 Semester Hours)**

- CCAF accepts PME and/or civilian management courses in transfer and/or testing credit.

**B3.6. General Education (15 Semester Hours)**

- Applicable courses must meet the criteria for application of courses to the General Education Requirements (GER) and be agreed with the definitions of applicable General Education subject/courses as provided in the CCAF General Catalog.

**General Education (15 Semester Hours)**

**Semester Hours**

Oral Communication (Speech)	3
Written Communication (English Composition)	3
Mathematics	3

Social Science	3
Humanities	3

### B3.7. Program Elective (15 Semester Hours)

- Courses applying to technical education, leadership, management and military studies (LMMS), or general education requirements; natural science courses meeting general education requirement application criteria; foreign language credit earned at Defense Language Institute; maximum 9 semester hours of CCAF degree applicable technical course credit otherwise not applicable to program enrollment.

### B3.8. Higher Education

- Additional off-duty education is a personal choice and encouraged for all. Individuals desiring to become an Air Education and Training Command (AETC) instructor must possess, at a minimum, an associate degree or should be actively pursuing an associate degree. Special Duty Assignment (SDA) requires an AETC instructor candidate to have a CCAF degree or be within one year of completion (52 semester hours). A degreed faculty is necessary to maintain accreditation through the Southern Association of Colleges and Schools.

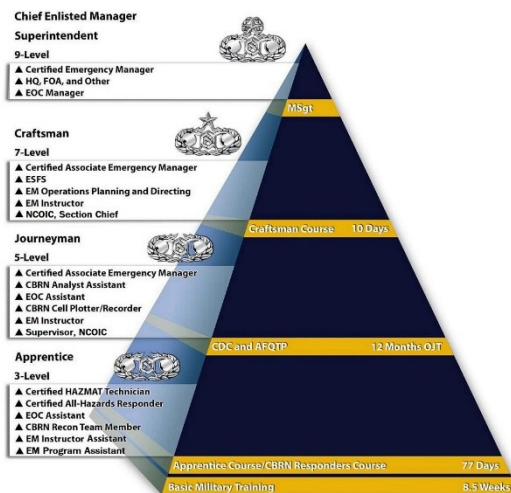
### B4.0. Career Development Pathway

#### B4.1. Training Decisions

- The CFETP uses a building block approach (simple to complex) to encompass the entire spectrum of training requirements for the Emergency Management career field. The spectrum includes a strategy for when, where, and how to meet the training requirements. The strategy must be clear and affordable to reduce duplication of training and eliminate a disjointed training approach.

#### B4.2. Career Development Chart

- The following charts depict the building block approach (career path) for Emergency Management Airmen.



### B4.3. Emergency Management Developmental Scorecard

- The Emergency Management Developmental Scorecard is for individuals, trainers, and supervisors to use in individual competency development and skill progression, to better develop Airmen holistically and provide invaluable feedback throughout their careers. See Attachment 1 for a full version.

SCALE 0 – 4	PERSONAL COMPETENCIES	
0 1 2 3 4	Interpersonal Skills	<b>Interpersonal Skills:</b> Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations.
0 1 2 3 4	Written Communication	<b>Written Communication:</b> Writes in a clear, concise, organized, and convincing manner for the intended audience.
0 1 2 3 4	Oral Communication	<b>Oral Communication:</b> Makes clear and convincing oral presentations. Listens effectively; clarifies information as needed.
0 1 2 3 4	Innovation	<b>Innovation:</b> Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes.
0 1 2 3 4	Flexibility	<b>Flexibility:</b> Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.
0 1 2 3 4	Resilience	<b>Resilience:</b> Is adaptable to adversity or obstacles; strengthens physical, mental, spiritual, and emotional resilience
0 1 2 3 4	Critical Thinking	<b>Critical Thinking:</b> Intellectually disciplined process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and/or evaluating information gathered from, or generated by, observation, experience, reflection, reasoning, or communication.
0 1 2 3 4	Vision	<b>Vision:</b> Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action.
0 1 2 3 4	Developing Others	<b>Developing Others:</b> Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.
0 1 2 3 4	Team Building	<b>Team Building:</b> Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.
0 1 2 3 4	Accountability	<b>Accountability:</b> Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.
0 1 2 3 4	Decisiveness	<b>Decisiveness:</b> Makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
0 1 2 3 4	Problem Solving	<b>Problem Solving:</b> Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
0 1 2 3 4	Technical Credibility	<b>Technical Credibility:</b> Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.
0 1 2 3 4	Financial Management	<b>Financial Management:</b> Understands and executes personal finances, covers personal expenditures, and is financially responsible. Understands federal budgets and process, complies with local budgeting guidelines, respects and has stewardship over government assets.
0 1 2 3 4	Influence	<b>Influence:</b> Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.
	<b>Performance Indicator</b> 0-20 Poor 21-40 Average 41-51 Above Average 52-68 Excellent	

### B5.0. Career Path for Skill Level Upgrade

#### B5.1. Enlisted Training Path

- The CFETP is the primary document used to identify life-cycle education and training requirements. It serves as a road map for career progression and outlines requirements that should be satisfied at appropriate points throughout the career path. The CFETP also specifies the mandatory task qualification requirements and/or required learning behaviors and occupational competences for award and maintenance of an AFSC.

ENLISTED CAREER PATH				
Education and Training Requirements	Grade Requirements			
	Rank	Average Sew-On	Earliest Sew-On	High Year of Tenure (HYT)
<b>Basic Military Training School</b>				
<b>Apprentice Technical School</b> (3-Skill Level) – Complete Technical School	Amn A1C	6 months 16 months		

<p><b>Upgrade To Journeyman (5-Skill Level)</b></p> <ul style="list-style-type: none"> <li>– Complete CE 5-Level Common Core Concept Course on <a href="https://lms-jets.cce.af.mil/moodle">https://lms-jets.cce.af.mil/moodle</a></li> <li>– Complete all core and duty related tasks identified in CFETP</li> <li>– Complete Journeyman DL course</li> <li>– Minimum 12 months OJT<sup>1</sup> (9 months for retrainees)</li> <li>– Complete FEMA IS-100, IS-200, IS-700, and IS-800</li> <li>– Complete (ARIS) training</li> </ul>	SrA	3 years	28 months Below-the-Zone (BTZ) 22 months	10 years
<p><b>Trainer</b></p> <ul style="list-style-type: none"> <li>– Must be qualified and certified to perform the task(s) to be trained</li> <li>– Attend DAF Training Course</li> <li>– Recommended by the supervisor</li> </ul>				
<p><b>Upgrade To Craftsman (7-Skill Level)</b></p> <ul style="list-style-type: none"> <li>– Minimum rank of SSgt</li> <li>– Complete CE 7-Level Common Core Concept Course on <a href="https://lms-jets.cce.af.mil/moodle">https://lms-jets.cce.af.mil/moodle</a></li> <li>– Complete all core/duty related tasks in CFETP</li> <li>– Complete AETC Distance Learning Craftsman Course</li> <li>– Complete AETC in-resident Craftsman course</li> <li>– Complete Junior Enlisted Foundations Course 300 (JEFC300)</li> <li>– Complete ALS (for SSgt)</li> <li>– Complete NCO Foundations Course 500 (NCOFC500)</li> <li>– Complete NCOA (for TSgt)</li> <li>– Minimum 12 months OJT1 (6 months for retrainees)</li> <li>– Complete JCACP3E971 0A1A CBRN C2</li> </ul>	SSgt TSgt	5 years 9 years	3 years 5 years	20 years 22 years
<p><b>Certifier</b></p> <ul style="list-style-type: none"> <li>– SSgt with 5-skill level or civilian equivalent</li> <li>– Attend DAF Training Course</li> <li>– Appointed by the commander</li> <li>– Be someone other than the trainer (for core and critical tasks only)</li> </ul>				

<p><b>Upgrade To Superintendent</b> (9-Skill Level)</p> <ul style="list-style-type: none"> <li>– Minimum rank of SMSgt</li> <li>– Complete all core/duty related tasks in CFETP</li> <li>– Complete WMGT570 (Active Duty/AFR Only)</li> <li>– Complete ASIC (Active Duty Only)</li> <li>– Complete SNCO Foundations Course 700 (SNCOFC700)</li> <li>– Complete AFIT WMGT410 (Active Duty Only)</li> </ul>	SMSgt	20 years	11 years	26 years
<p><b>Emergency Management Manager</b></p> <ul style="list-style-type: none"> <li>– Complete Chief Orientation Course (AFR Only/Recommended for ANG)</li> <li>– Complete Chief Leadership Course (Active Duty Only)</li> <li>– Complete WMGT570 (ANG)</li> </ul>	CMSgt	22 years	14 years	30 years
<p><b>Note:</b> OJT is inclusive of the Craftsman DL and in-residence courses. Members should request formal school dates once all core tasks have been accomplished.</p>				

## **B6.0. Air Force Certified Emergency Manager (AFCEM) Program**

### **B6.1. Purpose**

- This program professionalizes individual efforts, experience, and contributions within the Emergency Management career field. It enables members in the community to receive the Air Force certification in three levels: all-hazards responder, associate emergency manager, and emergency manager. The AFCEM Program:
  - Helps develop credible, trained, and experienced Emergency Managers.
  - Promotes higher education.
  - Compliments 3E9X1 career progression.
  - Promotes progression of the 3E9X1 from Responder to Emergency Manager.

### **B6.2. Application Process**

- To apply for certification, applicants must be a 3E9X1 (Emergency Management Specialty), EM Flight Officer, government civilian or Air Force contractor working in the EM Flight, Air Force Emergency Management Instructor, Emergency Management Functional at MAJCOM, Direct Reporting Unit (DRU), Forward Operating Agency, or working in an EM position on Inspector General staffs. Obtain the AFCEM program guide and application package electronically on the DAF EM Program SharePoint site ([https://usaf.dps.mil/sites/DAF\\_EM/](https://usaf.dps.mil/sites/DAF_EM/)).

## **B7.0. Enlisted Professional Military Education (EPME)**

### **B7.1. Basic EPME (Distance Learning)**

- Airmen complete basic EPME requirements via distance learning (DL) courses to establish a foundation for continued development and include the Noncommissioned Officer (NCO) DL and Senior Noncommissioned Officer (SNCO) DL courses.

### **B7.2. Resident EPME (In-Residence)**

- Resident EPME requirements include ALS, NCOA, SNCOA and the Chief Leadership Course (CLC).
- Resident EPME completion is required for Active Duty AF promotion to the grades of SSgt, MSgt and SMSgt. See AFI 36-2502, Enlisted Airman Promotion and Demotion Programs.

### **B7.3. Resident EPME Eligibility Chart**

<b>EPME Course</b>	<b>Selection Priority</b>
ALS	1. SSgts 2. SSgt-selects 3. SrA
NCOA	1. TSgts 2. TSgt-selects
SNCOA	1. SMSgts 2. SMSgt-selects 3. Non-selects to SMSgt based on promotion board score (highest to lowest)
CLC	1. CMSgt 2. CMSgt-selects

## **Section C – Mandatory Skill Level Training Requirements**

### **C1.0. Skill Level Requirements**

#### **C1.1. Purpose**

- To define career field skill levels by tasks and knowledge requirements.
- This section outlines the skill level specialty qualification requirements in broad and general terms and establishes the mandatory requirements for entry, award, and retention of each skill level.
- The STS at Part II, Section A and B to this CFETP list identified specific task and knowledge training requirements.

## **C1.2. 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 must do their part to plan, manage, and conduct an effective training program.
- The guidance provided in this part of the CFETP ensures individuals receive viable training at the appropriate point in their career.
- Below lists all mandatory and recommended training requirements:

### **C1.2.1. Initials Skills Training**

- Mandatory training requirements.
- The STRT members reviewed and updated the initial skills course content; see STS in Part II for additions, deletions and modifications made to this course.

### **C1.2.2. 5-Level Upgrade Training Requirements**

- Mandatory training requirements.
- The STRT members reviewed, validated, and updated existing and future CDCs requirements to ensure only current material remained and added new technology information.

### **C1.2.3. 7-Level Upgrade Training Requirements**

- Mandatory training requirements.
- The STRT members reviewed, validated, and updated STS line items.
- Completion of the 10-day in-residence Craftsman Course at Fort Leonard Wood, MO is required for upgrade.

### **C1.2.4. Continuation Training**

- Mandatory training requirement(s).
- If needed, supervisors must develop a continuation-training program that ensures personnel in the 3E9X1 career field receive the minimum necessary training at the appropriate points in their careers.
- Any additional shop/unit specific knowledge and skill requirements not taught through initial skills or upgrade training is continuation training.
- The purpose of continuation training is to provide training that exceeds minimum mandatory training requirements with emphasis on present and future duty positions at a specific duty location.

### **C1.2.5. Supplemental Courses**

- Recommended training requirements.
- The purpose of these courses is to enhance our 7- level upgrade training requirements.
- Additionally, if an Airman is transitioning from one extreme climate to another they should attend supplemental course(s) before PCSing or deploying.
- Work with your supervisor/UTM to get the availability for these courses.

## **C2. Mandatory Training Sequence of Activities**

### **C2.1. Purpose**

- This section further outlines the 3E9X1 specialty training activities and sequence for award to 3-, 5-, 7- and 9-skill levels.
- Adequate training and timely progression from the apprentice to the superintendent level play an important role in the Air Force ability to accomplish its mission. It is essential everyone involved in training does his or her part to plan, manage, and conduct an effective training program. The guidance provided in this part of the CFETP ensures everyone receives training at appropriate intervals during their career.

### **C2.2. Specialty Qualification**

- Airmen will complete each skill level requirement in order before progressing to the next skill level/training requirement.

## **C3. Award and Retention Requirements to Maintain Each Skill Level**

### **C3.1. Purpose**

- This section outlines the 3E9X1 specialty qualification requirements for each skill level and establishes the mandatory requirements for award and retention of each skill level. The minimum performance (P) and knowledge (K) skill level requirements are identified in our STS in Part II.

### **C3.2. Specialty Qualification**

- Refer to the Department of the Air Force Enlisted Classification Directory (DAFECD) for the most current minimum requirements for the 3E9X1 career field.

### C3.2.1. Apprentice (3-Level) Training Requirements (3E931)

<b>KNOWLEDGE</b>	Basic knowledge of the characteristics and effects of CBRN weapons is mandatory; detection and identification of CBRN contamination; threat and hazard analysis; passive defense measures; principles of contamination control; related technical information, policies, procedures, techniques, and equipment; and EM and contingency planning, training, operations, equipment supply procedures, directives, and policies.
<b>EDUCATION</b>	For entry into this specialty, completion of high school with courses in algebra, biology, physics, chemistry, typing, computer operations, and speech are recommended.
<b>TRAINING</b>	Completion of the Emergency Management Apprentice (Course of Initial Entry) JCAQP3E931 00AB, Emergency Management Apprentice (AFSC Awarding Course) JCABP3E931 01AA, CBRN Responder Technician (U.S. Army Course # 4K-F24/494-F39) J9AQA3E931 01RA, and CBRN Responder Operations (U.S. Army Course #4K-F30/494-F34) (U.S. Marine Course #A16CBR4) J9AQA3E931 00RB located at Fort Leonard Wood, MO.
<b>EXPERIENCE</b>	None required.
<b>OTHER</b>	<p>For entry, award and retention of AFSC 3E931 each Airman must possess a valid state driver's license to operate government motor vehicles (GMV) in accordance with <a href="#">AFI 24-301, Ground Transportation</a>.</p> <p>Normal color vision as defined in <a href="#">DAFMAN 48-123, Medical Examinations and Standards</a>.</p> <p>Maintain local network access IAW <a href="#">DAFMAN 17-1301, Computer Security (COMPUSEC)</a>.</p> <p><u>Retention Specific:</u> Must have a basic working knowledge about DAF EM Program operations, training, and logistics functions. This includes (but not limited to) force bed-down, phases of response, deployment operations, and organizations for response, principles of mitigation preparedness, response, and recovery from major accidents and natural disasters, CE contingency training, operations, and equipment.</p>
<b>IMPLEMENTATION</b>	The 3-skill level is awarded upon graduating the apprentice course and submission by the Unit Training Manager at the member's unit of assignment.
<b>TRAINING SOURCES AND RESOURCES</b>	Reference Part II, Sections: B - Course Objective List (COL); C - Support Material; D - Education and Training Course Index; E - MAJCOM Unique Requirements; F - Foundational Training

### C3.2.2. Journeyman (5-Level) Training Qualifications (3E951)

<b>KNOWLEDGE</b>	<p>All 3-level knowledge requirements apply to 5-level.</p> <p>Principles of the characteristics and effects of CBRN weapons is mandatory; detection and identification of CBRN contamination; threat and hazard analysis; passive defense measures; principles of contamination control; related technical information, policies, procedures, techniques, and equipment; and EM and contingency planning, training, operations, equipment supply procedures, directives, and policies.</p>
<b>EDUCATION</b>	<p><b>The following education is desirable and strongly encouraged:</b></p> <p>CCAF Emergency Management associate degree (9IMY)</p> <p>Higher education through a civilian institution.</p>
<b>TRAINING</b>	<p>Completion of 5-level CDCs.</p> <p>Completion of all the paper-based AFQTPs and any associated web-based courses for all core tasks with a minimum passing score of 80%.</p> <p>Completion of the CE 5-Level Common Core Concept web-based course located is mandatory for award of this skill level.</p> <p>Certification of all 5-skill level requirements in the STS.</p> <p>Completion of Automated Readiness Information System (ARIS) web-based training is mandatory.</p>
<b>EXPERIENCE</b>	<p>Qualification in and possession of AFSC 3E931.</p> <p>Minimum 12 months OJT (9 months for retrainees) before award of 5-skill level.</p>
<b>OTHER</b>	<p>For entry, award and retention of AFSC 3E951 each Airman must possess a valid state driver's license to operate government motor vehicles (GMV) in accordance with <a href="#">AFI 24-301, Ground Transportation</a>.</p> <p>Normal color vision as defined in <a href="#">DAFMAN 48-123, Medical Examinations and Standards</a>.</p> <p>Maintain local network access IAW <a href="#">DAFMAN 17-1301, Computer Security (COMPUSEC)</a>.</p> <p><u>Retention Specific:</u> Must have an established working knowledge about DAF EM Program operations, training, and logistics functions. This includes (but not limited to) force bed-down, phases of response, deployment operations, and organizations for response, principles of mitigation preparedness, response, and recovery from major accidents and natural disasters, CE contingency training, operations, and equipment.</p>
<b>TRAINING SOURCES AND RESOURCES</b>	<p>Reference Part II, Sections: B - Course Objective List (COL); C - Support Material; D - Education and Training Course Index; E - MAJCOM Unique Requirements; F - Foundational Training</p>
<b>IMPLEMENTATION</b>	<p>Initiate entry into 5-level upgrade training after the individual has completed all 3-level requirements. Initiate QT any time individuals cannot perform their new duties. Use OJT, CDCs, AFJQSS, and AFQTPs concurrently to obtain the necessary qualifications.</p>

### C3.2.3. Craftsman (7-Level) Training Requirements (3E971)

<b>KNOWLEDGE</b>	All 3- and 5-level knowledge requirements apply to 7-level.
<b>EDUCATION</b>	<p><b>The following education is desirable and strongly encouraged:</b></p> <p>CCAF Emergency Management associate degree (9IMY)</p> <p>Higher education through a civilian institution.</p>
<b>TRAINING</b>	<p>Completion of all paper-based AFQTPs and any associated web-based courses for all core tasks with a minimum passing score of 80%.</p> <p>Completion of the CE 7-Level Common Core Concept web-based course is mandatory for award of this skill level.</p> <p>Certification of all 7-skill level requirements in the STS.</p> <p>Completion of in-residence CBRN Command and Control Course (JCACP3E971 0A1A) at Fort Leonard Wood, MO is mandatory.</p> <p>Completion of the Emergency Management Pre-Requisite Craftsman Course no earlier than six (6) months prior to the in-residence Craftsman course.</p> <p>Completion of in-residence Emergency Management Craftsman Course (JCACP3E971 00AB) at Fort Leonard Wood, MO is mandatory.</p> <p>Completion of FEMA Homeland Security and Exercise and Evaluation Program (HSEEP) course is required.</p>
<b>EXPERIENCE</b>	<p>Qualification in and possession of AFSC 3E951.</p> <p>Experience performing and supervising functions associated with EM operations, training, planning, and logistics functions.</p> <p>Must be SSgt with minimum of 12 months OJT (6 months for retrainees).</p>
<b>OTHER</b>	<p>For entry, award and retention of AFSC 3E971 each Airman must possess a valid state driver's license to operate government motor vehicles (GMV) IAW <a href="#">AFI 24-301, Ground Transportation</a>.</p> <p>Normal color vision IAW <a href="#">DAFMAN 48-123, Medical Examinations and Standards</a>.</p> <p>Maintain local network access IAW <a href="#">DAFMAN 17-1301, Computer Security (COMPUSEC)</a>.</p> <p><b>Retention Specific:</b> Must have analytical working knowledge about DAF EM Program operations, training, and logistics functions. This includes (but not limited to) force bed-down, phases of response, deployment operations, and organizations for response, principles of mitigation preparedness, response, and recovery from major accidents and natural disasters, CE contingency training, operations, and equipment.</p>
<b>TRAINING SOURCES AND RESOURCES</b>	Reference Part II, Sections: B - Course Objective List (Col); C - Support Material; D - Education and Training Course Index; E - MAJCOM Unique Requirements; F - Foundational Training
<b>IMPLEMENTATION</b>	Initiate entry into 7-level upgrade training after the individual has completed all 5-level requirements and selected for SSgt. Initiate QT any time individuals cannot perform their new duties. Use OJT, CDCs, AFJQSs, and AFQTPs concurrently to obtain the necessary qualifications.

### C3.2.4. Superintendent (9-Level) Training Requirements (3E991)

<b>KNOWLEDGE</b>	<p>All 3-, 5-, and 7-level knowledge requirements apply to 9-levels.</p> <p>Principles of the characteristics and effects of CBRN weapons is mandatory; detection and identification of CBRN contamination; threat and hazard analysis; passive defense measures; principles of contamination control; related technical information, policies, procedures, techniques, and equipment; and EM and contingency planning, training, operations, equipment supply procedures, directives, and policies.</p>
<b>EDUCATION</b>	<p><b>The following education is desirable and strongly encouraged:</b></p> <p>CCAF Emergency Management associate degree (9IMY)</p> <p>Higher education through a civilian institution.</p>
<b>TRAINING</b>	<p>Completion of Civil Engineer Superintendent Course (WMGT570) is mandatory for Active Duty and AFRC SMSgts. This course is highly recommended for Air National Guard.</p> <p>Completion of AFFOR Intermediate Staff Course (ASIC) is highly recommended for SMSgts.</p> <p>Once developed, completion of in-residence Emergency Management Superintendent Course (JCACP3E991 XXXX) at Fort Leonard Wood, MO is mandatory.</p> <p>Completion of FEMA Homeland Security and Exercise and Evaluation Program (HSEEP) course is required.</p>
<b>EXPERIENCE</b>	<p>Qualification in and possession of AFSC 3E971.</p> <p>Must be a SMSgt.</p> <p>Must have extensive managerial experience within the DAF EM Program related to training, planning, operations, and logistics. Includes (but not limited to) the impact of conventional and CBRN weapon effects on military operations, detection, identification, and analysis of CBRN contamination.</p> <p>Must have joint and combined military operations; evaluation of passive defense measures; management of contamination control operations; technical information, policies, procedures, and the latest full spectrum threat response techniques and equipment.</p>
<b>TRAINING SOURCES AND RESOURCES</b>	<p>Reference Part II, Section B – Training objectives and associated proficiency codes are highly recommended for all 3E991 Airmen to promote continued development and to maintain proficiency.</p>

<b>OTHER</b>	<p>For entry, award and retention of AFSC 3E991 each Airman must possess a valid state driver's license to operate government motor vehicles (GMV) in accordance with <a href="#">AFI 24-301, Ground Transportation</a>.</p> <p>Normal color vision as <a href="#">DAFMAN 48-123, Medical Examinations and Standards</a>.</p> <p>Maintain local network access IAW <a href="#">DAFMAN 17-1301, Computer Security (COMPUSEC)</a>.</p> <p><b>Retention Specific:</b> Must have extensive experience in the management of mitigation, preparedness, response, and recovery efforts for major accidents and natural disasters; planning, programming, and budgeting system; research, development, and acquisition (RD&amp;A) process; management of CE contingency and deployment planning, training, operations and equipment supply procedures, directives, and policies.</p>
<b>IMPLEMENTATION</b>	<p>Initiate entry into 9-level upgrade training after the individual has completed all 7-level requirements and selected for SMSgt. Initiate qualification training any time individuals cannot perform their new duties.</p>

### C3.2.5. Emergency Manager (3E900)

<b>KNOWLEDGE</b>	<p>A 3E900 Emergency Manager must have a wide range of knowledge on all topics associated with the Emergency Management career field as well as any operations that affect the career field's operation.</p>
<b>TRAINING</b>	<p>Reserve Component Chief Orientation Course (<b>AFRC only</b>).</p>
<b>EXPERIENCE</b>	<p>Qualification in and possession of AFSC 3E991.</p> <p>Must be a CMSgt.</p> <p>Must have extensive experience directing functions such as EM programs, or evaluating, planning, and organizing EM activities at the installation, theatre, and COCOM-level. Also, planning, programming, and budgeting system; RD&amp;A process; management of CE contingency and deployment planning, training, operations, and equipment supply procedures, directives, and policies.</p> <p>Additionally, joint and combined military planning and operations; evaluation and implementation of passive defense measures; management of contamination control operations; technical information, policies, procedures, and the latest full spectrum threat response techniques and equipment; management of mitigation, preparedness, response, and recovery efforts for major accidents and natural disasters.</p>
<b>EDUCATION</b>	<p><b>The following education is desirable and strongly encouraged:</b></p> <p>CCAF Emergency Management associate degree (9IMY)</p>
<b>OTHER</b>	<p>N/A</p>
<b>TRAINING SOURCES AND RESOURCES</b>	<p>Reference Part II, Sections: B – Course Objective List (COL); C – Support Material; D – Education and Training Course Index; E – MAJCOM Unique Requirements; F – Foundational Training</p>
<b>IMPLEMENTATION</b>	<p>Selection to CMSgt enters an individual into the Emergency Manager Code</p>

## Section D – Resource Constraints

### D1.0. Constraints Driven by Available Resources

#### D1.1. Purpose

- This section identifies known resource constraints that preclude optimal and desired training from being developed or instructed at the schoolhouse, including information such as cost and manpower. Narrative explanations of each resource constraint and an impact statement describing the effect each constraint has on training are included. Also included in this section are actions required, office of primary responsibility, and target completion dates. At a minimum, the AFCFM and HQ AETC review resource constraints annually.

#### D1.2. Apprentice (3-Level) Training

- Within the technical training environment, CBRN detection and monitoring equipment may not be readily available for the full throughput of trainees. Availability is often determined based on the quantity of operational equipment available, resupply of consumables, and the number of trainees enrolled at any given time. The use of immersive technologies (i.e., augmented reality, virtual reality, etc.) may be used in situations where this equipment is not readily available to complete required core tasks. Additionally, the use of immersive technologies may be leveraged to simulate hazardous environments/conditions that are either deemed too unsafe, too resource dependent, or too austere for established training locations.

#### D1.3. Journeyman (5-Level) Training

- In many cases, CBRN detection and monitoring equipment may not be available or are not co-located with individuals in UGT, limiting access and ability for hands-on training. Emergency Management Journeymen are heavily reliant on the availability of these resources to achieve the necessary knowledge and skillsets required for 5-level upgrade and proficiency training. The use of immersive technologies (augmented reality, virtual reality, etc.) may be used in situations where this equipment is not readily available to complete required core tasks. Additionally, the use of immersive technologies may be leveraged to simulate hazardous environments/conditions that are either deemed too unsafe, too resource dependent, or too austere for established training locations.

#### D1.4. Craftsman (7-Level) Training

- N/A

#### D1.5. Superintendent (9-Level) Training

- N/A

### E1.0. Transitioning the Career Field

#### E1. Purpose

- This transition guide will provide the direction and guidance to prepare our Emergency Management Total Force Airmen for the 21st century. To be successful tomorrow, plan today to assure our strength and direction.
- We have spent the last few years assisting the larger Air Force enterprise in emerging from a period of strategic atrophy relative to CBRN defense and response. While this is within our dedicated mission space, we must also posture our career field for success in this future operating environment.

#### E2. Our Vision

- We are multi-skilled and multi-capable *One Air Force* specialized in all-hazards emergency management and countering weapons of mass destruction consequence management. We are postured to employ with the agility required to operate across the range of military operations from competition to conflict at home and abroad.
- In the context of this vision, the term “agility” is meant to capture the attributes of flexibility, adaptability, and responsiveness to an increasingly dynamic operating environment where no domain is a sanctuary.

#### E3. Our Mission

- Our enduring mission includes all-hazards EM (planning, preparedness, response, recovery, and mitigation) and CWMD consequence management.
- Our core all-hazards mission area task is to provide education and training, command and control, incident response and recovery, and overall installation EM program assessment.
- Our core CWMD task is to build joint and/or combined partner CBRN defense interoperability, provide warning and reporting, conduct response, and establish plans to respond to state and non-state use of CBRN weapons or materials.
- No other career field has a multidisciplinary lineage to disaster response, command and control, nuclear survivability, and passive defense.

#### E4. Our Future

- The changes we need to enact are wider than just choices about policy, training and equipment. Emergency Management Airmen are essential to all our capabilities, and we must deliberately plan and invest in their development to meet the challenges of an increasingly complex security environment.
- We must also align our science and technology efforts with innovative concepts and capability development that will offer the opportunity to employ as a fully integrated and networked combat support capability in support of the future joint force.

# PART II

## Section A – Training Standards

### A1.0. Specialty Training Standard (STS)

#### A1.1. Implementation

Use this STS for technical training provided by AETC for classes beginning (1 Oct 25) and graduating on (12 Dec 25) and for the 7-level Craftsman course beginning (6 Oct 25) and graduating (17 Oct 25).

#### A1.2. Purpose

As prescribed in [DAFMAN 36-2689, Training Program](#), and in collaboration with the CFM. This STS is mandatory for all 3E9X1 Airmen, regardless of duty assignment. Each Airman must use an automated training record or paper DAF Form 623 if an automated system does not exist.

#### A1.3. Column 1 (*Tasks, Knowledge, and Technical References*)

Lists the most common performance and knowledge requirements necessary for Airmen to perform successfully in this career field. Use the required behaviors as the context to assess learning.

#### A1.4. Tasks

**A1.4.1. Core Tasks.** Identifies specialty-wide mandatory training requirements (5, 7, or 9). Trainees must complete all core tasks for each skill level upgrade.

**A1.4.2. Deployment Tasks.** These requirements identified by (\*) in this column are mandatory deployment tasks needed to support the minimum wartime functions of the career field. In response to a wartime scenario, the schoolhouse teaches these tasks in a streamlined training environment at Initial Skills Training only.

**A1.4.3. Task Qualification Training (TQT).** TQT requirements identified by (~) in this column of the STS are mandatory wartime skills that Airmen will perform while wearing Mission Oriented Protective Posture (MOPP) 4 IAW DAFI 10-2503, *Chemical, Biological, Radiological, and Nuclear (CBRN) Defense Program*.

#### A1.5. Proficiency Codes

**A1.5.1. Column A (3-Skill Level).** All tasks in the 3-level course column are taught to the proficiency code stated.

**A1.5.2. Column B (5-Skill Level).** All tasks in the 5-level column are taught either by the Journeyman DL Course or through formal UGT via AFQTPs to the proficiency code stated.

**A1.5.3. Column C (7-Skill Level).** All tasks in the 7-level column are taught either by the Craftsman Prerequisite Course or by the in-residence course to the proficiency code stated.

**A1.5.4. Column D (9-Skill Level).** Once developed, all tasks in the 9-level column are taught through the Emergency Management Superintendent Course (JCACP3E991 XXXX) to the proficiency code stated.

## **A1.6. Qualitative Requirements**

**A1.6.1. Proficiency Code Key.** The proficiency code key is used to indicate the level of training provided by in-resident training, career development courses, and AFQTPs. See Attachment 2.

**A1.6.2. Job Qualification Standard (JQS).** The STS becomes a JQS for OJT in an automated training application and used according to [DAFMAN 36-2689, Training Program](#). Supervisors/trainers use AFQTPs to ensure Air Force-wide **standardized procedures** for training core tasks. When used as a JQS, the following requirements below apply:

- **Documentation** – Document and certify completion of training.
- **Duty Position** – Requirements for each duty position (task group) will be developed and identified by the work center supervisor and loaded into the automated training management application. Completion of core tasks are mandatory for all duty positions. Ensure the Profile section lists the correct duty position title in the of the trainee’s automated training record.

**A1.6.3. Transcribing from Previous Versions to a New CFETP.** The UTM and supervisor must conduct a review of the new STS to identify any new core or non-core tasks and add those tasks to their unit specific duty positions.

**A1.6.4. Previous Training Certification not Listed.** If previous training certifications are not listed in the individual training record, select the task to be transcribed, and click on the transcribe button. Enter the date of the original certification and sign off the task(s). The trainee will then sign off the task(s) to finalize the transcription of previous training certification. The automated application will place an entry into the trainee’s 623A. The transcriber and trainer must acknowledge the entry.

**A1.6.5. Transcribing External Training Certification.** If a trainee attended a formal training course and received appropriate accreditation, select the formal training section of the users automated training record and locate the course title in the master task list, then enter the completion date. Contact the UTM to have a missing course loaded from the master catalog. Contact the RTM at AFCEC to have a missing course loaded into the master catalog.

**A1.7. WAPS and SKT Application.** The STS is also a guide for development of promotion tests used in the Weighted Airman Promotion System (WAPS). SNCOs 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 3E9X1 occupational analysis data. They develop questions based on the study references listed in the Enlisted Promotions References and Requirements Catalog. Individual responsibilities are in Chapter 4, paragraph 4.2.16 of [DAFMAN 36-2664, Personnel Assessment Program](#). NOTE: WAPS is not applicable to the ANG or AFR.

**A1.8. Recommendations.** AETC welcomes comments and recommendations about the quality of training AETC graduates receive.

**A1.8.1. Feedback.** Reference specific STS paragraphs and address correspondence about changes to 782 TRG/TGE, 917 Missile Road, Bldg. 1917, Sheppard AFB, TX 76311.

**A1.8.2. Customer Service Information Line (CSIL).** Various graduates may have received over or under training on task/knowledge items listed in this training standard. For the supervisor's convenience, a Customer Service Information Line (CSIL) was installed to accelerate feedback about graduates. Need a quick response to problems? Call the CSIL anytime at DSN 736-2574 or email [782CSIL@us.af.mil](mailto:782CSIL@us.af.mil).

## Section B – Course Objective List

### B1.0. Measurement

#### B1.1. Measuring Learning Objectives

- **B1.1.1. Written Test (W).** Used to sample each knowledge objective and the knowledge component of performance objectives.
- **B1.1.2. Performance Test (P).** Used under specified conditions in a formal testing mode to measure student accomplishment of performance objectives after the teaching or learning activity is completed.
- **B1.1.3. Progress Checks (PC).** Administered by the instructor during classroom or laboratory instruction time to assess the student's accomplishment of knowledge or performance objectives.

**B1.2. Use of Progress Checks (PCs) and Rubrics.** Indicates formal measurement of knowledge (K) and/or performance (P) elements.

#### B1.3. Standards

- Standards for measurement indicate the course objectives and delineate the individual progress checklist and rubrics.
- The minimum standard is 70% on knowledge progress checks.
- Instructors assist students as the standard for performance progress checks and as warranted during the progress check.
- Students may be required to repeat all or parts of the learning outcomes until the student attains satisfactory performance.

## **B1.4. Proficiency Levels**

- Student must demonstrate mastery on each learning outcome/objective before progressing to the next learning requirement.
- Most task performance objectives are taught to the “2b” proficiency level, which 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.

**B1.5. Course Objective List.** The COL lists the objectives in the sequence taught by Blocks of Instruction. Per [AETCI 36-2651, \*Basic Military and Technical Training\*](#), a detailed listing of the initial skills course learning objectives are in the STS.

**B1.5.1. Initial Skills Course.** Obtain a detailed listing of the initial skills course objectives by written request to 368 TRS/TRR, 6007 Cooley Ave, Bldg 1703, Ft Leonard Wood, MO, 65473. You may also call COMM 573-596-7950 or DSN 581-7950.

**B1.5.2. 5-Skill Level Course.** Obtain a detailed listing of the EM Journeyman course objectives by written request to 368 TRS/TRR, 6007 Cooley Ave, Bldg 1703, Ft Leonard Wood, MO, 65473. You may also call COMM 573-596-7950 or DSN 581-7950.

**B1.5.3. 7-Skill Level Course.** Obtain a detailed listing of the Emergency Management Craftsman course objectives by written request to 368 TRS/TRR, 6007 Cooley Ave, Bldg 1703, Ft Leonard Wood, MO, 65473. You may also call COMM 573-596-7950 or DSN 581-7950.

## **Section C – Support Materials**

### **C1.0. Air Force Qualification Training Packages (AFQTPs)**

**C1.1. Mandatory AFQTPs.** The 3E9X1 CFETP identifies the mandatory AFQTPs for each skill level.

**C1.2. AFQTP Location.** For a complete list of AFQTPs applicable to the 3E9X1 AFSC, go to DAFeL.

**C1.3. AFQTP Supplemental Materials.** In addition to the paper-based AFQTPs there are web-based courses and digital training aids developed for specific tasks available on DAFeL under AFCEC in the specialty topic area.

## Section D – Education and Training Course Index

### D1.0. Education and Training Course Index

#### D1.1. Purpose

- This section of the CFETP identifies training courses available for the EM specialty.
- Refer to [Education and Training Course Announcements \(ETCA\)](#) web site for information on the Air Force in-residence courses.

#### D1.2. Air Force In-Residence Courses/Mobile Training Team (MTT) Courses.

<u>Course Number</u>	<u>Title</u>	<u>Location</u>
JCAQP3E931 00AB	Emergency Management Apprentice (Course of Initial Entry)	Ft. Leonard Wood, MO
JCABP3E931 01AA	Emergency Management Apprentice (AFSC Awarding Course)	Ft. Leonard Wood, MO
J9AQA3E931 01RA	CBRN Responder Technician (U.S. Army Course # 4K-F24/494-F39)	Ft. Leonard Wood, MO
J9AQA3E931 00RB	CBRN Responder Operations (U.S. Army Course #4K-F30/494-F34) (U.S. Marine Course #A16CBR4)	Ft. Leonard Wood, MO
JCACP3E971 00AB	Emergency Management Craftsman	Ft. Leonard Wood, MO
JCACP3E971 0A1A	CBRN Command & Control	Ft. Leonard Wood, MO
J5OZD32E3G 00DA	Nuclear Emergency Team Operations II (NETOPS) (DNWS Course # NR101 and NR101M)	Kirtland AFB, NM
WMGT410	Emergency Management Flight Leaders Course	Wright-Patterson AFB, OH
WMGT570	Civil Engineer Superintendent Course	Wright-Patterson AFB, OH
MCADRE002	Contingency Wartime Planning Course (CWPC)	Maxwell AFB, AL
IALC	Intermediate AFFOR Leader Course (IALC)	MTT/Hurlburt Field, FL

#### D1.3. Air Force Career Development Academy (AFCDA).

<u>Course Number</u>	<u>Title</u>	<u>Edit Code</u>
CDC 3E951	<a href="#">CDC 3E951 Edit Code M-01 - Emergency Management Journeyman</a>	M-01

#### D1.4. Distance Learning Material.

<u>Course Number</u>	<u>Title</u>	<u>Location</u>
Web-Based	<a href="#">Civil Engineer 5-Level Core Concepts Course</a>	DAFeL
Web-Based	<a href="#">Civil Engineer 7-Level Core Concepts Course</a>	DAFeL
Web-Based	<a href="#">3E9X1 Paper Based AFQTPs</a>	DAFeL
Web-Based	<a href="#">3E9X1 – EM Craftsman Prerequisite Course</a>	DAFeL

#### D1.5. Courses/CDCs Under Development/Revision.

<u>Course Number</u>	<u>Title</u>	<u>Date Due</u>
TBD	Emergency Management Superintendent Course	

## Section E – MAJCOM Unique Requirements

### E1.0. Unique Requirements

#### E1.1. Purpose.

- This section of the CFETP identifies training courses available for the EM specialty that are unique to specific MAJCOMs.
- There are currently no MAJCOM unique requirements.
- This area is reserved.

## Section F – Foundational (Home Station) Training

### F1.0. Foundational Training

#### F1.1. Purpose.

- The purpose of this section is to identify the tasks, training references and training sources available in support of contingency/wartime training.
- Civil Engineer forces will train to meet the full range of tasks expected in the contingency environment.
- Training ranges from knowledge-type training conducted in a classroom to task-oriented hands-on training conducted in the field.
- [AFI 10-209, RED HORSE Program, AFI 10-210, Prime Base Emergency Engineer Force \(BEEF\) Program, and the Proficiency Training Program](#) list the training requirements, frequencies, and sources.

**F1.2. Foundational Training.** Foundational (formally known as Home Station Training [HST]) is knowledge-based and hands-on training conducted at the individual's home station for contingency operations. The CE Commander ensures training is provided and documented and appoints subject matter experts to conduct training as required. AFI 10-209 and AFI 10-210 identify the personnel by specialty and frequencies for training.

**F1.3. Air Force Force Generation (AFFORGEN) Training Requirements.** This training is conducted as part of the 100-, 200-, 300-, and 400-level AFFORGEN-Aligned Training and Certification Framework. These items are expected to be completed in the Reset, Prepare, and Certify Phases at the unit and wing/delta level.

**F1.4. Combat Skills Training (CST).** CST is an integral part of any Foundational Training program. Lessons learned from operations such as IRAQI FREEDOM have taught us the importance of maintaining a higher level of combat readiness. Although the inclusion of combat skills-focused training into Foundational Training 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. Units must make every effort to incorporate realism into their respective training

programs. Field gear (to include primary weapons) should be used whenever training requirements such as security activities, convoy operations, defensive fighting positions, etc. are accomplished. Institutional Forces will accomplish CST upon deployment notification.

**F1.5. Mission Essential Equipment Training (MEET).** Wartime or contingency environments often involve the use of specialized and unique mission-essential equipment that civil engineers do not use in their day-to-day operations. Mission essential contingency equipment and trainer expertise are not available at most CONUS installations due to the cost and complexity. Personnel must be hands-on certified, and the certification documented in their CFETP. AFI 10-210 identifies the minimum number of trained personnel (positions) by specialty and frequency requirements. Inadequate training on these key equipment items can negatively affect Air Force contingency operations.

**F1.6. Expeditionary Readiness Training (ERT).** 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. Refer to [AFI 10-405, \*Ready Airman Training\*](#) for additional information.

**F1.7. Expeditionary Training References.**

- AFI 10-209, *RED HORSE Program*, identify RED HORSE training requirements.
- AFI 10-210, *Prime Base Engineer Emergency Force (BEEF) Program*, identify the Prime BEEF training requirements.
- DAFMAN 36-2689, *Training Program*, and AFI 10-405, *Ready Airman Training*, identify Expeditionary Readiness Training requirements.

BY ORDER OF THE SECRETARY OF THE AIR FORCE

OFFICIAL

CHRISTOPHER J. LEONARD  
Brigadier General, USAF  
DCS/Logistics, Engineering and Force Protection

Six Attachments:

1. Emergency Management Developmental Scorecard
2. Qualitative Requirements (Proficiency Code Key)
3. 3E9X1 Specialty Training Standard (STS)
4. 3E9X1 AFQTP & DL Documentation Record
5. 3E9X1 AFQTPs for Core Task Requirements
6. Recommended 3E9X1 Courses and Training
7. AFFORGEN Framework



**Attachment 2 – Qualitative Requirements (Proficiency Code Key)**

**A2.0. Qualitative Requirements**

<b>This Block is for Identification Purposes Only.</b>		
Name Of Trainee		
Printed Name ( <i>Last, First, Middle Initial</i> )	Initials (Written)	SSN (Last four)
Printed Name of Trainer, Certifying Official and Written Initials		
<i>NI</i>	<i>NI</i>	
<i>NI</i>	<i>NI</i>	

Note: Place a continuation sheet behind the CFETP when additional space is required.

# PROFICIENCY CODE KEY

	Scale Value	Definition: The Individual
Task Performance Levels	<b>1</b>	Can do simple parts of the task. Needs instruction or shown how to do most of the task. (Extremely Limited)
	<b>2</b>	Can do most parts of the task. Needs only help on hardest parts. (Partially Proficient)
	<b>3</b>	Can do all parts of the task. Needs only a spot check of completed work. (Competent)
	<b>4</b>	Can do the complete task quickly and accurately. Can tell or show others how to do the task. (Highly Proficient)
Task Knowledge Levels	<b>a</b>	Can name parts, tools, and simple facts about the task. (Nomenclature)
	<b>b</b>	Can determine step-by-step procedures for doing the task. (Procedures)
	<b>c</b>	Can identify why and when to do the task and why each step is needed. (Operating Principles)
	<b>d</b>	Can predict, isolate, and resolve problems about the task. (Advanced Theory)
Subject Knowledge Levels	<b>A</b>	Can identify basic facts and terms about the subject. (Facts)
	<b>B</b>	Can identify relationship of basic facts and state general principles about the subject. (Principles)
	<b>C</b>	Can analyze facts and principles and draw conclusions about the subject. (Analysis)
	<b>D</b>	Can evaluate conditions and make proper decisions about the subject. (Evaluation)

Explanations	
<b>5</b>	This symbol in the core task column indicates that it is a 5-level core task.
<b>7</b>	This symbol in the core task column indicates that it is a 7-level core task.
<b>9</b>	This symbol in the core task column indicates that it is a 9-level core task.
<b>^</b>	This symbol in the core task column indicates that 3rd party task certification is required.
<b>*</b>	This symbol in the deployment/SEI/TQT column indicates that the task is a deployment task.
<b>+</b>	This symbol in the deployment/SEI/TQT column indicates that the task is a Special Experience Identifier.
<b>~</b>	This symbol in the deployment/SEI/TQT column indicates that the task is a CBRN Qualification Task (TQT).
<b>2b/b</b>	This mark in the course columns shows that training is required but not given due to resource limitations.
<b>(I)</b>	Use this mark in the course columns to show that training is multi-service.
<b>◆</b>	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. Accomplish hands-on certification at the first opportunity when equipment or funding is available.
<b>TQT</b>	TQT in the task column indicates the task is a CBRN Qualification Task. IAW AFI 10-2501, these tasks will also be accomplished in MOPP 4 and annotated on the 623A or AF Form 797.
<b>▲</b>	A black triangle in the task column indicates an AFQTP is available for use.
<b>△</b>	A white triangle in the task column indicates an AFQTP is under development.
Specific tasks not identified with a symbol or proficiency code key indicates no provided training in the course. Major commands and/or units may establish scale values and combat training as dictated by mission requirements.	
Use a task-knowledge scale value alone or with a task-performance scale value to define a level of knowledge for a specific task.	
A subject knowledge scale value is used alone to define a level of knowledge for a subject not directly related to any specific task, or for a subject common to several tasks.	

## Attachment 3 – Specialty Training Standard (STS)

### 3E9X1 Emergency Management Specialty Training Standard (Capability Based)

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>1. FOUNDATIONAL EMERGENCY MANAGEMENT</b>									
1.1. ORGANIZING TR: DoDI 6055.17, DAFPD 10-25, DAFPD 10-26, AFI 10-201, AFI 10-210, DAFI 10-401, AFI 10-403, AFI 10-405, DAFI 10-2501, DAFI 90-302, AFMAN 32-1007, AFPAM 10-219V5, AFTTP 3-2.79, AFTTP 3-2.83, and AFTTP 3-2.46.									
1.1.1. Accomplish CE 5-level Core Concepts Course	5					B			
1.1.2. Accomplish CE 7-level Core Concepts Course		7						B	
1.1.3. AF Structure (e.g., USAF Strategy, Roadmaps)					A	B			
1.1.4. AFFORGEN (e.g., GFE, 3E9 UTCs, and ACE)					A				
1.1.5. Mission Type Orders (e.g., WARNORD, PLANORD, OPORD, EXORD, FRAGORD, TASKORD)	5					B			
<b>1.2. AIR FORCE EMERGENCY MANAGEMENT</b> TR: DAFI 10-2501 and AFMAN 32-1007									
1.2.1. Career Field History					A	B			
1.2.2. Major Program Directives and Publications					A	B			
1.2.3. Classified Information Systems						A			
<b>1.3. EMERGENCY MANAGEMENT PROGRAM</b> TR: DoDI 6055.17, DAFI 10-2501, DAFI 90-302, AFMAN 32-1007, and AFTTP 3-2.83									
1.3.1. Emergency Management Working Group					A	B			
1.3.2. Unit Emergency Preparedness Coordinators					A	B			
1.3.3. Installation Emergency Manager					A	B			
1.3.4. Wing/Delta Inspection Team					A	B			
<b>1.4. EMERGENCY MANAGEMENT PROGRAM REVIEW</b> TR: DAFI 10-2501									
1.4.1. Conduct EM Program Management Review					B				
1.4.2. Identify Program Deficiencies					B				
1.4.3. Recommend Corrective Actions						B			
<b>1.5. UTC MANAGEMENT</b> TR: AFI 10-209, AFI 10-210, and AFMAN 32-1007									
1.5.1. UTC Specific Requirements/Inventory						A		B	
<b>1.6. DISASTER RESPONSE FORCE AND ASSOCIATED RESPONSE CAPABILITIES</b> TR: DAFI 10-2501, DAFI 10-2503, AFTTP 3-2.56, and AFTTP 3-2.83									
1.6.1. National Incident Management System (NIMS)					A	B			
1.6.2. Air Force Incident Management System (AFIMS)					A	B			
1.6.3. DRF Planning and Management					A	B			
1.6.4. Installation Directives Principles					A	B			
1.6.5. Phases of Incident Management					A	B			
1.6.6. Control Centers					A	B			
1.6.7. Incident Command System (ICS)					A	B			

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.6.8. Incident Commander					A	B			
1.6.9. First Responders					A	B			
1.6.10. Emergency Responders					A	B			
1.6.11. Emergency Operations Center					A	B		C	
1.6.12. Emergency Support Functions (ESFs)					A	B		C	
1.6.13. Installation Command Post (CP)					A	B			
1.6.14. Crisis Action Team					A	B			
1.6.15. Specialized/Support/Recovery Teams					A	B			
1.6.16. Emergency Control Center					A	B			
1.6.17. Incident Command Post					A	B			
1.6.18. Response Task Force					A	B		C	
1.6.19. Initial Response Force					A	B		C	
<b>1.7. ALERT AND WARNING SYSTEMS</b> TR: DAFI 10-2501, DAFI 10-2503, and AFTTP 3-2.56									
1.7.1. DAF Public Information and Warning Systems					A	B			
1.7.2. Local Alert and Warning System					A	B			
1.7.3. Integrated Air & Missile Defense Systems					A	B			
1.7.4. Emergency Communications Center					A	B			
<b>1.8. DEFENSE SUPPORT TO CIVIL AUTHORITIES AND CHEMICAL, BIOLOGICAL, RADIOLOGICAL, AND NUCLEAR ORGANIZATIONS</b> TR: DAFI 10-2501, DAFI 10-2503, AFTTP 3-2.79, and AFTTP 3-2.83									
1.8.1. Federal Agencies						B			
1.8.2. Air Forces Northern National Security Emergency Preparedness (AFNSEP)						B			
1.8.3. Emergency Preparedness Liaison Officers						B			
1.8.4. State Emergency Management Organizations					A	B			
1.8.5. Local Emergency Management Organizations					A	B			
1.8.6. Host Nation CBRN Organization and Capabilities					A	B			
1.8.7. Joint Service CBRN Organization and Capabilities						B		C	
1.8.8. USAF CBRN Capabilities						B			
1.8.9. Mission Partner CBRN Organization and Capabilities						B			
<b>1.9. CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR, AND TOXIC INDUSTRIAL MATERIAL FUNDAMENTALS</b> TR: DoD 3150.08-M, DAFI 10-2503, AFTTP 3-2.55, and NTA Security Classification Guide									
<b>1.9.1. Measurement Systems</b>									
1.9.1.1. English Systems	5				A	B			
1.9.1.2. Metric Systems	5				A	B			
<b>1.9.2. Lab Equipment</b>									
1.9.2.1. Types					A	B			
1.9.2.2. Uses					A	B			
<b>1.9.3. System Conversion</b>									
1.9.3.1. Mass	5				A	B			
1.9.3.2. Volume	5				A	B			
1.9.3.3. Lengths	5				A	B			
1.9.3.4. Temperature	5				A	B			

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>1.9.4. Physical Traits</b>									
1.9.4.1. Properties and States of Matter	5			*	A	B	▲		
1.9.4.2. Elements	5			*	A	B	▲		
1.9.4.3. Compounds	5			*	A	B	▲		
1.9.4.4. Bonding	5			*	A	B	▲		
1.9.4.5. Laws of Motion	5			*	A	B			
<b>1.9.5. CBRN Hazards</b> TR: AFTTP 3-2.46, AFTTP 3-2.55, and AFTTP 3-2.70									
1.9.5.1. Chemical Agent Characteristics	5			*	A	B		C	
1.9.5.2. Non-Traditional Agent (NTA) Characteristics	5			*	A	B		C	
1.9.5.3. Biological Agents	5			*	A	B		C	
1.9.5.4. Radiological Materials	5			*	A	B		C	
1.9.5.5. Nuclear Weapons	5			*	A	B		C	
1.9.5.6. Toxic Industrial Materials (TIM)	5			*	A	B		C	
1.9.5.7. CBRN Weapons and Delivery Systems	5			*	A	B		C	
1.9.5.8. Chemical Warfare Agent Hazard Duration Tool	5			*	A	B		C	
1.9.5.9. Assess CBRN Hazards & Threats	5			*					2b
<b>1.10. CHEMICAL, BIOLOGICAL, RADIOLOGICAL, AND NUCLEAR PROTECTIVE EQUIPMENT</b> TR: Applicable Manuals, Guides, Commercial Publications, Technical Orders, Technical Manuals									
<b>1.10.1. Protection Equipment</b> TR: Applicable Manuals, Guides, Commercial Publications, Technical Orders, and Technical Manuals									
<b>1.10.1.1. Protective Masks</b> TR: TO 14P4-18-1, TO 14P4-18-2, TO 14P4-20-1, TO 14S5-36-1									
1.10.1.1.1. Theory of Operation					B	C			
<b>1.10.1.1.2. JSGPM</b> TR: TO 14P4-20-1									
1.10.1.1.2.1. Maintain	5			*	3c	C	▲		
1.10.1.1.2.2. Operate	5			*	3c	C	▲		
1.10.1.1.2.3. Employ					N1				
<b>1.10.1.2. Protective Clothing</b>									
1.10.1.2.1. Theory of Operation	5				B	C	▲		
<b>1.10.1.2.2. Level A</b>									
1.10.1.2.2.1. Maintain	5				N1	C	▲		
1.10.1.2.2.2. Operate	5				N1	C	▲		
<b>1.10.1.2.3. Level B</b>									
1.10.1.2.3.1. Maintain	5				N1	C	▲		
1.10.1.2.3.2. Operate	5				N1	C	▲		
<b>1.10.1.2.4. Level C</b> TR: 29 CFR 1910.120, Appendix B									
1.10.1.2.4.1. Maintain	5				3c	C	▲		
1.10.1.2.4.2. Operate	5				3c	C	▲		
<b>1.10.1.2.5. Level D</b>									
1.10.1.2.5.1. Maintain	5					C	▲		
1.10.1.2.5.2. Operate	5					C	▲		
<b>1.10.1.2.6. Joint Service Lightweight Integrated Suit Technology (JSLIST) Chemical Protective Ensemble</b> TR: TO 14P3-11-141									
1.10.1.2.6.1. Maintain	5			*	3c				

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.10.1.2.6.2. Operate	5			*	3c				
1.10.1.2.7. Anti-C Suit									
1.10.1.2.7.1. Maintain					3c				
1.10.1.2.7.2. Operate					3c				
1.10.1.2.8. Respiratory Protection Program TR: AFI 48-137									
1.10.1.2.8.1. Theory of Operation					N1				
1.10.1.2.9. Self-Contained Breathing Apparatus (SCBA)									
1.10.1.2.9.1. Maintain	5				N1	C	▲		
1.10.1.2.9.2. Operate	5				N1	C	▲		
1.11. DETECTION, MONITORING, AND SAMPLING EQUIPMENT TR: Applicable Manuals, Guides, Commercial Publications, Technical Orders, Technical Manuals									
1.11.1. Chemical & TIC/TIM									
1.11.1.1. Raman Spectroscopy TR: TO 11H2-10-1									
1.11.1.1.1. Theory of Operation					B				
1.11.1.2. Fourier Transfer Infrared (FTIR) TR: TO 11H2-10-1									
1.11.1.2.1. Theory of Operation					B				
1.11.1.3. Gas Chromatograph/Mass Spectrometer (GC/MS)									
1.11.1.3.1. Theory of Operation					B				
1.11.1.4. Colorimetric (Paper & Tubes) TR: TO 11H2-2-21, TO 11H2-10-1, TO 11H2-14-5-1, TO 11H2-21-11, and TO 11H2-21-21									
1.11.1.4.1. Theory of Operation					B				
1.11.1.5. Photo-Ionization Detection (PID) TR: TO 11H2-10-1									
1.11.1.5.1. Theory of Operation					B				
1.11.1.6. Ion Mobility Spectrometry TR: TO 11H2-26-1									
1.11.1.6.1. Theory of Operation					B				
1.11.2. Biological TR: AFTTP 3-10.26 and TO 11H2-10-1									
1.11.2.1. Reagent Assays TR: TO 11H2-10-1									
1.11.2.1.1. Theory of Operation					B				
1.11.3. Radiological TR: TO 11H2-2-31 and 11H4-2-24-1									
1.11.3.1. Radio-Isotope Identifier TR: TO 11H4-2-24-1									
1.11.3.1.1. Theory of Operation					B				
1.11.3.2. Multifunction Survey Meter TR: TO 11H2-2-31									
1.11.3.2.1. Theory of Operation					B				
1.11.4. Sampling/Collection Equipment TR: AFTTP 3-2.44, AFTTP 3-10.26, TO 11H1-11-2, and TO 11H2-10-1									
1.11.4.1. Air Samplers TR: TO 11H1-11-2									
1.11.4.1.1. Theory of Operation					B				
1.11.4.2. High Volume Air Sampler TR: User Manual									
1.11.4.2.1. Theory of Operation					B				
1.11.4.3. Sample Collection Equipment									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
TR: TO 11H2-10-1									
1.11.4.3.1. Theory of Operation					B				
1.12. DECONTAMINATION PRINCIPLES AND EQUIPMENT TR: Applicable Manuals, Guides, Commercial Publications, Technical Orders, Technical Manuals									
1.12.1. Contamination Mitigation TR: AFTTP 3-2.55 and AFTTP 3-2.60									
1.12.1.1. Principles	5			*	A	B			C
1.12.1.2. Science of Decontamination					B				
1.12.2. Decontamination Levels TR: AFTTP 3-2.60									
1.12.2.1. Immediate Decontamination	5			*/~	A	B			
1.12.2.2. Operational Decontamination	5			*/~	A	B			
1.12.3. Decontamination Operations TR: AFTTP 3-2.60									
1.12.3.1. Perform Immediate Decontamination	5			*/~	2b		Δ		
1.12.3.2. Perform Operational Decontamination	5			*/~	2b		Δ		
1.12.3.3. Perform Munitions Decontamination				*					
1.12.4. MOPP Gear Exchange/MOPP Drop TR: AFTTP 3-2.60									
1.12.4.1. Principles	5				A	B	Δ		
1.12.4.2. Perform MOPP Gear Exchange	5			*/~	1a	B	Δ		
1.12.4.3. Perform MOPP Drop	5			*/~	1a	B	Δ		
1.12.4.4. Determine Site Location		7		*					1a
1.12.5. Decontamination Equipment TR: TO 11D1-3-11-1									
1.12.5.1. Individual Decontamination Kit TR: TO 11D1-3-11-1									
1.12.5.1.1. Maintain	5			*	2b		▲		
1.12.5.1.2. Operate	5			*	2b		▲		
1.12.6.2. Reactive Skin Decontamination Lotion (RSDL)									
1.12.6.2.1. Maintain	5			*	2b		▲		
1.12.6.2.2. Operate	5			*	2b		▲		
1.13. EMERGENCY MANAGEMENT PLANNING TR: DoDI 6055.17, DoD 3150.08-M, DAFI 10-401, AFI 10-403, AFI 10-404, AFI 10-503, DAFI 10-2501, AFI 32-1015, DAFI 10-2503, AFMAN 32-1007, AFPAM 10-219V2, AFPAM 10-219V5, AFTTP 3-2.44, AFTTP 3-2.70, AFTTP 3-2.83, AFTTP 3-2.46, and CPG-101									
1.13.1. Integrated Risk Management Process									
1.13.1.1. Integrated Risk Management Process Fundamentals									
1.13.1.1.1. Integrated Risk Management Process		7			A	B			C
1.13.2. All-Hazard Risk Management Program									
1.13.2.1. All-Hazard Assessment Process TR: AFMAN 32-1007									
1.13.2.1.1. Facilitate All-Hazard Threat Assessment		7							3c
1.13.2.2. Hazard Assessment TR: AFMAN 32-1007									
1.13.2.2.1. Hazard Assessment Process					A	B			
1.13.2.2.2. Natural Events					A	B			
1.13.2.2.3. Human-Caused Events					A	B			
1.13.2.2.4. Technological-Caused Events					A	B			
1.13.2.2.5. Nuclear Weapon Incident					A	B			

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.13.2.3. Capabilities Assessment TR: AFMAN 32-1007									
1.13.2.3.1. Capabilities Assessment Process					A	B			
1.13.2.3.2. Facilitate Capabilities Assessment		7							3c
1.13.2.4. Vulnerability Assessment TR: AFMAN 32-1007									
1.13.2.4.1. Vulnerability Assessment Process					A	B			
1.13.2.4.2. Provide Input to Vulnerability Assessment		7							3c
1.14. DETERMINING REQUIRED RESOURCES TR: DoD 3150.8-M, DAFI 10-2501, AFI 10-2607, DAFI 65-601V1, DAFI 65-601V2, DAFI 10-2503, AFMAN 32-1007, AFTTP 3-2.44, AFTTP 3-2.60, AFTTP 3-2.83, AFTTP 3-2.46, AFTTP 3-2.55, and CPG-101									
1.14.1. Resource Management TR: DAFI 10-2501, DAFI 65-601V1, DAFI 65-601V2, and AFMAN 32-1007									
1.14.1.1. Assess Manpower Requirements						b			
1.14.1.2. Identify Budget Requirements						b			
1.14.1.3. Determine Equipment Requirements						b			
1.14.1.4. Use Allowance Standards (ASs)						b			
1.14.1.5. Assess Vehicle Requirements						b			
1.14.1.6. Acquire Resources						b			
1.14.1.7. Maintain Resources						b			
1.14.2. Installation Plans TR: DAFI 10-2501, AFMAN 32-1007, AFTTP 3-2.83, CPG-101, AFI 10-2606, AFTTP 3-2.46, The Purple Book, and JP 3-0									
1.14.2.1. Air Force Planning Process					A	B			C
1.14.2.2. Complete Air Force Planning Process									
1.14.2.3. Installation Support Plans						A		B	
1.14.2.4. Joint Support Plans						A		B	
1.14.3. CBRN Defense Plan TR: DAFI 10-2501, DAFI 10-2503, AFTTP 3-2.46, AFTTP 3-2.83, AFTTP 3-2.46, and AFTTP 3-2.55									
1.14.3.1. Chemical Considerations						B		C	
1.14.3.2. Biological Considerations						B		C	
1.14.3.3. Radiological/Nuclear Considerations						B		C	
1.14.3.4. Develop CBRN Defense Plan		7		*					
1.14.3.5. Shelter Planning Exposure Control Considerations						B			
1.14.4. Installation Emergency Management Plan 10-2 TR: DAFI 10-2501									
1.14.4.1. Installation Emergency Management Plan 10-2 Fundamentals					A	B			
1.14.4.2. Plan Maintenance						B		C	
1.14.4.3. Implement Pan									
1.15. CBRN RECONNAISSANCE & SURVEILLANCE TR: AFTTP 3-2.44									
1.15.1. CBRN Detection Array TR: AFTTP 3-2.44									
1.15.1.1. Principles	5			*	A	B			
1.15.1.2. Develop CBRN Area Array	5			*	2b				3c
1.15.2. Dismounted Troop Movement TR: AFTTP 3-2.44									
1.15.2.1. Hiking (Movement) Under Load	5			*	2b				
1.15.3. Weapons Familiarization TR: DAFMAN 31-131 V3 and DAFMAN 31-131 V2									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.15.3.1. Perform Weapon Safeguarding, Handling, and Transport (Rifle and Pistol)	5			*	1a				
1.15.3.2. Assemble Individual Combat Loadout	5			*	1a				
1.15.4. EM/CBRN Team Leading TR: AFI 10-210, ATP 3-11.74, and ARMY FM 5-0									
1.15.4.1. Perform Leadership/Followership	5			*	1a		Δ		
1.15.4.2. Perform Verbal & Non-Verbal Team Communication	5			*	1a		Δ		
1.15.4.3. Perform Inter-Team Decision Making	5			*	1a		Δ		
1.15.4.4. Perform Situational Awareness	5			*	1a		Δ		
1.15.4.5. Determine Team Workload Management	5			*	1a		Δ		
1.15.4.6. Perform Target Planning	5			*	1a		Δ		
1.16. INSTRUCTOR FUNDAMENTALS									
1.16.1. Instructor Basics									
1.16.1.1. Instructor Responsibilities	5				A		▲		
1.16.1.2. Types of Instruction	5				A		▲		
1.16.1.3. Instructional Aids	5				A		▲		
1.16.1.4. Develop Presentations	5				2b		▲		
1.16.2. Installation/Wing/Delta Training Requirements TR: DAFI 10-2501 and AFI 10-210									
1.16.2.1. Determine Installation Training Requirements	5						▲		
1.16.2.2. Prepare Schedule	5						▲		
1.16.2.3. Knowledge Based Tests	5						▲		
1.16.2.4. Performance Evaluation	5				A		▲		
1.16.2.5. Document Training	5						▲		
1.16.2.6. Develop Trend Analysis	5						▲		
1.16.3. Conduct Emergency Management Training									
1.16.3.1. Conduct Lecture					2b				
1.16.3.2. Conduct Impromptu Speech					1a				
1.16.3.3. Conduct Demonstration/Performance					2b				
1.17. AUTOMATED READINESS INFORMATION SYSTEM (ARIS) TR: ARIS User Guide									
1.17.1. Principles	5					B			
1.17.2. Operate	5								
1.18. EXERCISES AND EVALUATIONS TR: DAFI 90-302									
1.18.1. Self-Assessment Program								B	
1.18.2. Manage Self-Assessment									
1.18.3. Air Force Inspection System								B	
1.18.4. Use Air Force Inspection System									
1.19. GENERAL PURPOSE EQUIPMENT TR: TC 3-25.26 and TO 31R4-2PSN13-1									
1.19.1. Navigational Aids TR: TC 3-25.26 and TO 31R4-2PSN13-1									
1.19.1.1. Military Grid Reference System Map TR: TC 3-25.26									
1.19.1.1.1. Obtain/Source	5			*	2b				
1.19.1.1.2. Utilize	5			*	2b				

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.19.1.2. Protractor TR: TC 3-25.26									
1.19.1.2.1. Maintain	5			*	2b				
1.19.1.2.2. Operate	5			*	2b				
1.19.1.3. AN/PSN-13 DAGR TR: TO 31R4-2PSN13-1									
1.19.1.3.1. Maintain	5			*	2b		▲		
1.19.1.3.2. Operate	5			*	2b		▲		
1.19.1.4. Lensatic Compass TR: TC 3-25.26									
1.19.1.4.1. Maintain	5			*	2b		▲		
1.19.1.4.2. Operate	5			*	2b		▲		
1.19.1.5. Laser Range Finder 1000 Yard TR: User Manual									
1.19.1.5.1. Maintain	5			*	2b				
1.19.1.5.2. Operate	5			*	2b				
1.19.2. Weather Monitoring Equipment TR: TO 11H2-10-1									
1.19.2.1. Portable Weather Station TR: TO 11H2-10-1									
1.19.2.1.1. Maintain	5			*	2b				
1.19.2.1.2. Operate	5			*	2b				
1.19.3. Communications Equipment TR: AFMAN 32-1007									
1.19.3.1. Mobile Radios TR: AFMAN 32-1007									
1.19.3.1.1. Maintain	5			*	1a				
1.19.3.1.2. Operate	5			*	1a				
1.19.4. Personnel Transport Equipment									
1.19.4.1. Low Speed Vehicle (4x4 or 6x6)									
1.19.4.1.1. Maintain	5			*	2b				
1.19.4.1.2. Operate	5			*	2b				
1.19.5. Night Vision Goggles TR: TO 12S10-2PVS7-12									
1.19.5.1. AN/PVS-15 TR: TO 12S10-2PVS7-12									
1.19.5.1.1. Maintain	5			*	2b				
1.19.5.1.2. Operate	5			*	2b				
1.19.6. Power Generator (Utilize UTC assigned generator(s)) TR: Generator User Manual									
1.19.6.1. Portable Generator TR: Generator User Manual									
1.19.6.1.1. Maintain	5			*	1a				
1.19.6.1.2. Operate	5			*	1a				
1.20. WARTIME TASKS IN CHEMICAL DEFENSE TRAINING FACILITY (CDTF)									
1.20.1. Utilize Chemical Protective Equipment				*	N1				2b
1.20.2. Perform Detection/Decontamination				*	N1				2b
1.21. HAZMAT EMERGENCY RESPONSE TRAINING TR: NFPA 470, NFPA 1561, ERG, DAFI 10-2501, and 29 CFR 1910.120(q)									
1.21.1. Complete Level I - Awareness Course				*	C				

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.21.2. Complete Level II - Operations Course				*	N2				
1.21.3. Complete Level III - Technician Course				*	N2				
<p><b>Note 1:</b> Identifies tasks taught at the Chemical Defense Training Facility (CDTF). The United States Army (USA) is the lead service for CDTF training, and the United States Air Force accepts the USA proficiency standard for CDTF training as is. USA proficiency standards do not directly correlate to AF proficiency code structure. Contact 3E9X1 Career Field Manager for comments, questions, or concerns. Use N1 as the Note 1 reference in the STS.</p> <p><b>Note 2:</b> Items located in column of the STS listing a National Fire Protection Agency (NFPA) standard as a technical reference, the supporting knowledge/tasks, and associated behaviors are found in the referenced NFPA standard. These items do not include a proficiency code, but rather completion of the NFPA Hazardous Material Operations and Technician level course, either through formal training or through localized training that awards the certification level. Use N2 as the Note 2 reference in the STS.</p>									
<b>2. CBRN RESPONSE</b>									
<b>2.1. CBRN RECONNAISSANCE &amp; SURVEILLANCE</b>									
<b>2.1.1. CBRN Reconnaissance &amp; Surveillance Fundamentals</b> TR: AFTTP 3-2.44									
2.1.1.1. Principles (e.g., Mounted and Dismounted)					A	B			
2.1.1.2. Requirements	5			*	A	B			
<b>2.1.2. CBRN Reconnaissance &amp; Surveillance Employment</b>									
<b>2.1.2.1. CBRN Detection Array</b>									
2.1.2.1.1. Set-up	5			*/~	2b		▲		
2.1.2.1.2. Operate	5			*/~	2b		▲		3c
<b>2.1.3. Dismounted Ground Techniques</b>									
2.1.3.1. Determine Reconnaissance Team IPE/PPE		7		*/~	1a				3c
2.1.3.2. Conduct Reconnaissance Team Operations	5			*/~	1a		▲		3c
2.1.3.3. Determine Initial Predicted Hazard/Exclusion Area		7		*/~	1a				3c
2.1.3.4. Conduct Area Survey	5			*/~	1a		▲		
2.1.3.5. Identifying Hazards	5			*/~	1a		▲		
2.1.3.6. Presumptively Identify Hazards		7		*/~	1a		▲		
2.1.3.7. Report Results	5			*	1a		▲		
2.1.3.8. Identify Target Locations to Sample		7		*					3c
<b>2.1.4. Perform Sample Collection</b>									
2.1.4.1. Air Collection	5			*	1a		▲		
2.1.4.2. Water Collection	5			*	1a		▲		
2.1.4.3. Soil Collection	5			*	1a		▲		
2.1.4.4. Bulk Collection	5			*	1a		▲		
2.1.4.5. Surface Collection	5			*	1a		▲		
2.1.4.6. Determine Shipping Procedures	5			*	1a		▲		
2.1.4.7. Prepare Collected Samples for Shipment		7		*					3c
<b>2.2. DETECTION, MONITORING, AND SAMPLING EQUIPMENT</b>									
<b>2.2.1. Chemical &amp; TIC/TIM</b>									
<b>2.2.1.1. ResQ Liquid/Solid Identification Kit</b> TR: TO 11H2-10-1									
2.2.1.1.1. Maintain	5			*	2b		▲		
2.2.1.1.2. Operate	5			*	2b		▲		
<b>2.2.1.2. Dräger Civil Defense Simultest (CDS) Kit</b> TR: TO 11H2-10-1									
2.2.1.2.1. Maintain	5			*	2b		▲		
2.2.1.2.2. Operate	5			*	2b		▲		

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
2.2.1.3. M8 Paper TR: TO 11H2-14-5-1									
2.2.1.3.1. Maintain	5			*	2b				
2.2.1.3.2. Operate	5			*	2b				
2.2.1.4. M9 Paper TR: TO 11H2-2-21									
2.2.1.4.1. Maintain	5			*	2b				
2.2.1.4.2. Operate	5			*	2b				
2.2.1.5. pH Paper									
2.2.1.5.1. Maintain	5			*	2b				
2.2.1.5.2. Operate	5			*	2b				
2.2.1.6. Fluoride Detection Test Paper									
2.2.1.6.1. Maintain	5			*	2b				
2.2.1.6.2. Operate	5			*	2b				
2.2.1.7. M256A2 Chemical Agent Detector Kit TR: TO 11H2-21-21									
2.2.1.7.1. Maintain	5			*	2b		▲		
2.2.1.7.2. Operate	5			*	2b		▲		
2.2.1.8. MultiRAE Pro TR: TO 11H2-10-1									
2.2.1.8.1. Maintain	5			*	2b		▲		
2.2.1.8.2. Operate	5			*	2b		▲		
2.2.1.9. Joint Chemical Agent Detector (JCAD) TR: TO 1H2-25-11									
2.2.1.9.1. Maintain	5			*	2b		▲		
2.2.1.9.2. Operate	5			*	2b		▲		
2.2.2. Biological									
2.2.2.1. DoD Biological Sampling Kit Hand-Held Assay TR: TO 11H1-11-2									
2.2.2.1.1. Maintain	5			*	2b		▲		
2.2.2.1.2. Operate	5			*	2b		▲		
2.2.3. Radiological									
2.2.3.1. Radioisotope Identifier (VeriFinder) TR: TO 11H4-2-24-1									
2.2.3.1.1. Maintain	5			*	2b		▲		
2.2.3.1.2. Operate	5			*	2b		▲		
2.2.3.2. ADM-300 TR: TO 11H-2-31									
2.2.3.2.1. Maintain	5			*	2b		▲		
2.2.3.2.2. Operate	5			*	2b		▲		
2.2.3.3. RDS TR: TO 11H4-2-22-1									
2.2.3.3.1. Maintain	5			*	2b		▲		
2.2.3.3.2. Operate	5			*	2b		▲		
2.2.4. Sampling/Collection Equipment									
2.2.4.1. RADeCO H-809VII-High Volume Air Sampler TR: RADeCO REV 111804									
2.2.4.1.1. Maintain	5			*	2b		▲		
2.2.4.1.2. Operate	5			*	2b		▲		

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
2.2.4.2. Analog or Digital Calibrator TR: RADeCO REV 111804									
2.2.4.2.1. Maintain	5			*	2b		▲		
2.2.4.2.2. Operate	5			*	2b		▲		
2.2.4.3. Dry Filter Unit (DFU) 1000 TR: TO 11H1-11-2									
2.2.4.3.1. Maintain	5			*	2b		▲		
2.2.4.3.2. Operate	5			*	2b		▲		
2.2.4.4. QuickSilver Kit									
2.2.4.4.1. Maintain	5			*	2b		▲		
2.2.4.4.2. Operate	5			*	2b		▲		
3. CBRN CONTAMINATION MITIGATION									
3.1. CONTAMINATION MITIGATION TR: DoD 3150.8-M, AFI 10-2607, DAFI 10-2503, AFMAN 32-1007, AFTTP 3-2.44, and AFTTP 3-2.60									
3.1.1. Decontamination									
3.1.1.1. Principles					A				
3.1.2. Decontamination Levels									
3.1.2.1. Perform Immediate Decontamination	5			*/~	2b		▲		
3.1.2.2. Perform Operational Decontamination	5			*/~	2b		▲		
3.1.2.3. Thorough Decontamination					A				
3.1.2.4. Clearance Decontamination					A				
3.1.3. Contamination Mitigation Employment									
3.1.3.1. Principles	5			*	A	B			
3.1.3.2. Requirements	5			*	A	B			
3.1.3.3. Calculate Decontaminant Solution	5			*	1a		Δ		
3.1.3.4. Determine Avoidance Measures	5			*	A		Δ		
3.1.3.5. Determine Contamination Control Measures	5			*	A		Δ		
3.1.3.6. Utilize Contamination Control Procedures	5			*			Δ		
3.1.3.7. Cover Critical Assets (i.e., Overhead Cover, Barrier Material, etc.)	5			*	1a		Δ		
3.1.3.8. Perform Facility Entry Procedures	5			*	1a		Δ		
3.1.3.9. Process Through Sector Transition Points	5			*	1a		Δ		
3.1.3.10. Set-up Contaminated Waste Disposal Site	5			*			Δ		
3.1.4. Contamination Marking Procedures									
3.1.4.1. Principles	5			*	A	B			
3.1.4.2. Requirements	5			*	A	B			
3.1.4.3. Implement Contamination Marking and Documentation Procedures	5			*	1a		Δ		
3.1.4.4. Utilize CBRN Hazard Marking Equipment	5			*	1a		Δ		
3.1.4.5. Mark Contaminated Assets	5			*	1a		Δ		
3.1.5. Contamination Mitigation Equipment TR: TO 11D1-3-10-1, 11D1-3-13-1									
3.1.5.1. Contamination Marking Kit TR: TO 11D1-3-10-1, 11D1-3-13-1									
3.1.5.1.1. Maintain	5			*					
3.1.5.1.2. Operate	5			*					
3.1.5.2. Contamination Control Area (CCA)									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
3.1.5.2.1. Location Considerations	5			*			▲		
3.1.5.2.2. Set-up	5			*	2b		▲		
3.1.5.2.3. Operate	5			*	2b		▲		
3.1.5.2.4. Maintain	5			*	2b		▲		
3.1.5.3. Contamination Control Station (CCS)									
3.1.5.3.1. Location Considerations	5			*			▲		
3.1.5.3.2. Set-up	5			*/~	2b		▲		
3.1.5.3.3. Operate	5			*/~	2b		▲		
3.1.5.3.4. Maintain	5			*	2b		▲		
4. CBRN SAMPLE TRANSPORT									
4.1. CBRN Reconnaissance & Surveillance Fundamentals TR: AFTTP 3-2.44									
4.1.1. Principles (e.g., Mounted and Dismounted)					A	B			
4.1.2. Requirements	5			*	A	B			
4.2. Perform Sample Collection									
4.2.1. Air Collection	5			*	1a		▲		
4.2.2. Water Collection	5			*	1a		▲		
4.2.3. Soil Collection	5			*	1a		▲		
4.2.4. Bulk Collection	5			*	1a		▲		
4.2.5. Surface Collection	5			*	1a		▲		
4.2.6. Determine Shipping Procedures	5			*	1a		▲		
4.2.7. Prepare Samples for Shipment		7		*	1a				3c
4.3. Sample Management, Collection, Processing TR: AFTTP 3-2.44									
4.3.1. Principles					A	B			
4.3.2. Requirements	5			*	A	B			
4.3.3. Explosive Hazard Basics (e.g., munitions, HME)				*					
4.3.4. Perform Munitions Sampling Procedures				*					
4.3.5. Manage Munition Sampling Operations				*					
5. C2 SUPPORT									
5.1. CBRN Analysis TR: DAFI 10-2501, AFMAN 32-1007, AFTTP 3-2.70, AFTTP 3-2.83, and AFTTP 3-2.46									
5.1.1. CBRN Mission Analysis									
5.1.1.1. Missions/Weapons Systems Overview (Air, Cyber, Counter-Air)		7			A				B
5.1.1.2. CBRN Risk Management Considerations for Missions/Weapon Systems		7			A				B
5.1.1.3. CBRN Intelligence Collection		7			A				c
5.2. Emergency Management and CBRN Command and Control (C2) TR: DAFI 10-2501, DAFI 10-2503, AFMAN 32-1007, AFTTP 3-2.70, ATP 45, and AFTTP 3-2.46									
5.2.1. CBRN Control Center Fundamentals									
5.2.1.1. Principles	5			*	A	B		C	
5.2.1.2. Requirements	5			*	A	B		C	
5.2.1.3. C2 Management	5			*		B		C	
5.2.1.4. Plume Modeling	5			*	B	C			
5.2.1.5. Performance Degradation Factors (PDFs)	5				A	b			c

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>5.2.2. CBRN Control Center Chief</b>									
5.2.2.1. Activate CBRN Control Center		7		*					▲
5.2.2.2. Manage CBRN Control Center Operations		7		*					▲
5.2.2.3. Analyze Collected Information		7		*					▲
5.2.2.4. Interpret Plume Models		7		*	A				▲
5.2.2.5. Determine Impact on Operations		7		*					▲
5.2.2.6. Recommend Protective Actions		7		*					▲
5.2.2.7. Provide CBRN Situational Analysis to Leadership		7		*					▲
5.2.2.8. Determine Split-MOPP Sectoring	5				1a		▲		
5.2.2.9. Establish Chemically Contaminated Object Rule (CCOR) Initial and Follow-on Timelines	5				1a		▲		
<b>5.2.3. CBRN Control Center Operations NCO</b>									
5.2.3.1. Direct CBRN Reconnaissance and Surveillance (R&S) Teams		7		*					2b
5.2.3.2. Manage Specialized Teams	5			*			▲		
5.2.3.3. Manage Detection Array & Sustainment	5			*			▲		
<b>5.2.4. CBRN Control Center Plotter</b>									
5.2.4.1. Provide input to Common Operating Picture (COP)	5			*	1a		▲		
5.2.4.2. Manage CBRN Warning and Reporting System (CBRNWRS)	5			*	1a		▲		
5.2.4.3. Provide Plume Modeling to Internal/External Reporting Organizations	5			*	1a		▲		
5.2.4.4. Generate Required Reports	5			*	1a		▲		
5.2.4.5. Conduct Automated Modeling/Reporting	5			*/~	2b		▲		
5.2.4.6. Conduct Manual Modeling/Reporting	5			*/~	2b		▲		
<b>5.2.5. CBRN Control Center Recorder</b>									
5.2.5.1. Determine Hazard Duration	5			*	1a				2b
5.2.5.2. Maintain Log of Events	5			*	1a		▲		
5.2.5.3. Maintain Weather Information (e.g., CDM, EDM, BWR)	5			*	1a		▲		
5.2.5.4. Provide Inputs to Recovery Plan		7		*			▲		

**3E991 Emergency Management  
Specialty Training Standard  
(Capability Based)**

Tasks, Knowledge, and Technical References	9-Level Proficiency Codes	Comments
<b>6. EM OPERATIONAL ADVISOR</b>		
<b>6.1. CBRN ORGANIZATIONAL ANALYSIS</b> TR: DoDI 6055.17, AFPD 10-25, AFPD 10-26, AFI 10-201, AFI 10-210, DAFI 10-401, AFI 10-403, DAFI 10-2501, AFI 90-201, AFMAN 32-1007, AFPAM 10-219V5, AFTTP 3-2.79, AFTTP 3-2.83, AFTTP 3-2.46, The Purple Book, JP 3-0		
<b>6.1.1. CBRN Organizational Analysis Fundamentals</b>		
6.1.1.1. Action Officer Functions and Responsibilities	C	
6.1.1.2. Military Strategy and Policy	D	
6.1.1.3. DAF/MAJCOM/NAF Organization Structure and Functions	D	
6.1.1.4. Combined/Joint Organization Roles and Responsibilities	B	
6.1.1.5. DoD Countering WMD Policy	C	
6.1.1.6. Mission Type Orders (e.g., WARNORD, PLANORD, OPORD, EXORD, FRAGORD, TASKORD)	D	
<b>6.2. CBRN EXPEDITIONARY CONCEPTS</b> TR: AFI 10-201, DAFI 10-401, AFI 10-403, DAFI 10-2501, AFMAN 32-1007, AFPAM 10-219V5, The Purple Book, JP 3-0		
6.2.1. Designed Operational Capabilities Statement (DOCS)	D	
6.2.2. Global Force Management (GFM)	C	
6.2.3. Deliberate and Crisis Action Planning and Execution Segments (DCAPES)	B	
6.2.4. Joint Operations Planning and Execution System Verification (JOPES)	B	
<b>6.3. EMERGENCY MANAGEMENT PLANNING</b> TR: DoDI 6055.17, DoD 3150.08-M, DAFI 10-401, AFI 10-403, AFI 10-404, AFI 10-503, DAFI 10-2501, AFI 32-7062, DAFI 10-2503, AFMAN 32-1007, AFPAM 10-219V2, AFPAM 10-219V5, AFTTP 3-2.44, AFTTP 3-2.70, AFTTP 3-2.83, AFTTP 3-2.46, and CPG-101		
<b>6.3.1. All-Hazard Risk Management Program</b>		
<b>6.3.1.1. Hazard Assessment Process</b>		
6.3.1.1.1. Conduct All-Hazard Assessment	4d	
6.3.1.1.2. Analyze Intelligence	3c	
6.3.1.1.3. Analytical & Critical Thinking	4d	
<b>6.3.1.2. Risk Management Process</b>		
6.3.1.2.1. Risk Management Process	4d	
6.3.1.2.2. Conduct Risk Management	4d	
<b>6.3.1.3. DoD Mission Assurance Assessment Process</b>		
6.3.1.3.1. DoD Mission Assurance Assessment Process	4d	
6.3.1.3.2. Implement DoD Mission Assurance Assessment Corrective Actions	4d	
<b>6.4. DETERMINING EMERGENCY MANAGEMENT RESOURCES</b> TR: DoD 3150.8-M, DAFI 10-2501, AFI 10-2607, AFI 65-601V1, AFI 65-601V2, DAFI 10-2503, AFMAN 32-1007, AFTTP 3-2.44, AFTTP 3-2.60, AFTTP 3-2.83, AFTTP 3-2.46, AFTTP 3-2.56, AFTTP 3-2.55, CPG-101		
<b>6.4.1. Resource Management</b> TR: DAFI 10-2501, AFI 65-601V1, AFI 65-601V2, AFMAN 32-1007		
6.4.1.1. Unit Manning Document (UMD)	D	
6.4.1.2. Unit Personnel Management Roster (UPMR)	D	
6.4.1.3. Planning, Programing, Budgeting and Execution (PPBE)	D	
6.4.1.4. Integrated Priority List (IPL) Fundamentals	C	
6.4.1.5. CBRN Modernization & Capability Development Lifecycle	C	
6.4.1.6. Request for Forces (Mobilization)	C	
6.4.1.7. Military Personnel Appropriation (MPA) Program	B	
<b>6.5. CONTINGENCY WAR PLANNING FUNDAMENTALS</b> TR: AFDP 3-0, DAFI 10-401, AFI 10-403		

Tasks, Knowledge, and Technical References	9-Level Proficiency Codes	Comments
6.5.1. Contingency War Planning		
6.5.1.1. Contingency War Planning Process	C	
6.5.1.2. Conduct Contingency War Planning	3c	
6.6. CONTINGENCY WAR PLANNING FUNDAMENTALS		
6.6.1. Emergency Management Response and CBRN Command and Control (C2) TR: DAFI 10-2501, DAFI 10-2503, AFMAN 32-1007, AFTTP 3-2.70, ATP 45, AFTTP 3-2.56, AFTTP 3-2.46		
6.6.1.1. Air Force Forces (AFFOR) Air Operations Center Operations	D	

## Attachment 4 – AFQTP and DL Documentation Record

### A4.0. AFQTP Documentation Record

- To ensure each Emergency Management Specialist is trained to the correct standard, an Air Force Qualification Training Package (AFQTP) has been developed, or being developed, for each core task identified in their STS. These AFQTPs are mandated to be used by the trainee, trainer, and certifier in their on-the-job-training program for upgrade to the 5- or 7-level.
- These AFQTPs ensure all aspects of the task are covered sufficiently and provide additional task knowledge in preparation for hands-on training.
- AFQTPs summarize procedures on a task performance checklist for use by trainers, certifiers, and trainees.
- The UTM or supervisor can download paper-based AFQTPs. Paper-based AFQTPs can be found on <https://lms-jets.cce.af.mil/moodle>.
- In addition to the paper-based AFQTPs there are web-based courses or assessments developed for certain tasks that are available on <https://lms-jets.cce.af.mil/moodle>.

**A4.1. Documentation.** Before a core task can be signed off in the JQS section of the individual automated training record, the task must be signed off in the QTP section first.

**A4.2. Core Tasks.** To document the completion the supervisor or trainer opens the individual automated training record, navigates to the QTP section, then enters the start and completed date with signatures.

**A4.3. Hands-On Task Completion.** Hands-on certification shall be accomplished at the first opportunity when equipment is available and then can be signed off on the JQS.

## Attachment 5 – 3E9X1 Core Tasks

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>1. FOUNDATIONAL EMERGENCY MANAGEMENT</b>									
<b>1.1. ORGANIZING</b>									
1.1.1. Accomplish CE 5-level Core Concepts Course	5					B			
1.1.2. Accomplish CE 7-level Core Concepts Course		7						B	
1.1.5. Mission Type Orders (e.g., WARNORD, PLANORD, OPOD, EXORD, FRAGORD, TASKORD)	5					B			
<b>1.9. CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR, AND TOXIC INDUSTRIAL MATERIAL FUNDAMENTALS</b>									
<b>1.9.1. Measurement Systems</b>									
1.9.1.1. English Systems	5				A	B			
1.9.1.2. Metric Systems	5				A	B			
<b>1.9.3. System Conversion</b>									
1.9.3.1. Mass	5				A	B			
1.9.3.2. Volume	5				A	B			
1.9.3.3. Lengths	5				A	B			
1.9.3.4. Temperature	5				A	B			
<b>1.9.4. Physical Traits</b>									
1.9.4.1. Properties and States of Matter	5			*	A	B	▲		
1.9.4.2. Elements	5			*	A	B	▲		
1.9.4.3. Compounds	5			*	A	B	▲		
1.9.4.4. Bonding	5			*	A	B	▲		
1.9.4.5. Laws of Motion	5			*	A	B			
<b>1.9.5. CBRN Hazards</b>									
1.9.5.1. Chemical Agent Characteristics	5			*	A	B		C	
1.9.5.2. Non-Traditional Agent (NTA) Characteristics	5			*	A	B		C	
1.9.5.3. Biological Agents	5			*	A	B		C	
1.9.5.4. Radiological Materials	5			*	A	B		C	
1.9.5.5. Nuclear Weapons	5			*	A	B		C	
1.9.5.6. Toxic Industrial Materials (TIM)	5			*	A	B		C	
1.9.5.7. CBRN Weapons and Delivery Systems	5			*	A	B		C	
1.9.5.8. Chemical Warfare Agent Hazard Duration Tool	5			*	A	B		C	
1.9.5.9. Assess CBRN Hazards & Threats	5			*					2b
<b>1.10. CHEMICAL, BIOLOGICAL, RADIOLOGICAL, AND NUCLEAR PROTECTIVE EQUIPMENT</b>									
<b>1.10.1. Protection Equipment</b>									
<b>1.10.1.1. JSGPM</b>									
1.10.1.1.2.1. Maintain	5			*	3c	C	▲		
1.10.1.1.2.2. Operate	5			*	3c	C	▲		
<b>1.10.1.2. Protective Clothing</b>									
1.10.1.2.1. Theory of Operation	5				B	C	▲		
<b>1.10.1.2.2. Level A</b>									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.10.1.2.2.1. Maintain	5				N1	C	▲		
1.10.1.2.2.2. Operate	5				N1	C	▲		
1.10.1.2.3. Level B									
1.10.1.2.3.1. Maintain	5				N1	C	▲		
1.10.1.2.3.2. Operate	5				N1	C	▲		
1.10.1.2.4. Level C									
1.10.1.2.4.1. Maintain	5				3c	C	▲		
1.10.1.2.4.2. Operate	5				3c	C	▲		
1.10.1.2.5. Level D									
1.10.1.2.5.1. Maintain	5					C	▲		
1.10.1.2.5.2. Operate	5					C	▲		
1.10.1.2.6. Joint Service Lightweight Integrated Suit Technology Chemical Protective Ensemble									
1.10.1.2.6.1. Maintain	5			*	3c				
1.10.1.2.6.2. Operate	5			*	3c				
1.10.1.2.9. Self-Contained Breathing Apparatus (SCBA)									
1.10.1.2.9.1. Maintain	5				N1	C	▲		
1.10.1.2.9.2. Operate	5				N1	C	▲		
1.12. DECONTAMINATION PRINCIPLES AND EQUIPMENT									
1.12.1. Contamination Mitigation									
1.12.1.1. Principles	5			*	A	B			C
1.12.2. Decontamination Levels									
1.12.2.1. Immediate Decontamination	5			*/~	A	B			
1.12.2.2. Operational Decontamination	5			*/~	A	B			
1.12.3. Decontamination Operations									
1.12.3.1. Perform Immediate Decontamination	5			*/~	2b		Δ		
1.12.3.2. Perform Operational Decontamination	5			*/~	2b		Δ		
1.12.3.3. Perform Munitions Decontamination				*					
1.12.4. MOPP Gear Exchange/MOPP Drop									
1.12.4.1. Principles	5				A	B	Δ		
1.12.4.2. Perform MOPP Gear Exchange	5			*/~	1a	B	Δ		
1.12.4.3. Perform MOPP Drop	5			*/~	1a	B	Δ		
1.12.4.4. Determine Site Location		7		*					1a
1.12.5. Decontamination Equipment									
1.12.5.1. Individual Decontamination Kit									
1.12.5.1.1. Maintain	5			*	2b		▲		
1.12.5.1.2. Operate	5			*	2b		▲		
1.12.6.2. Reactive Skin Decontamination Lotion (RSDL)									
1.12.6.2.1. Maintain	5			*	2b		▲		
1.12.6.2.2. Operate	5			*	2b		▲		
1.13. EMERGENCY MANAGEMENT PLANNING									
1.13.1. Integrated Risk Management Process									
1.13.1.1. Integrated Risk Management Process Fundamentals									
1.13.1.1.1. Integrated Risk Management Process		7			A	B			C

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
1.13.2. All-Hazard Risk Management Program									
1.13.2.1. All-Hazard Assessment Process									
1.13.2.1.1. Facilitate All-Hazard Threat Assessment		7							3c
1.13.2.3. Capabilities Assessment									
1.13.2.3.2. Facilitate Capabilities Assessment		7							3c
1.13.2.4.2. Provide Input to Vulnerability Assessment		7							3c
1.14. DETERMINING REQUIRED RESOURCES									
1.14.3. CBRN Defense Plan									
1.14.3.4. Develop CBRN Defense Plan		7		*					
1.15. CBRN RECONNAISSANCE & SURVEILLANCE									
1.15.1. CBRN Detection Array									
1.15.1.1. Principles	5			*	A	B			
1.15.1.2. Develop CBRN Area Array	5			*	2b				3c
1.15.2. Dismounted Troop Movement									
1.15.2.1. Hiking (Movement) Under Load	5			*	2b				
1.15.3. Weapons Familiarization									
1.15.3.1. Perform Weapon Safeguarding, Handling, and Transport (Rifle and Pistol)	5			*	1a				
1.15.3.2. Assemble Individual Combat Loadout	5			*	1a				
1.15.4. EM/CBRN Team Leading									
1.15.4.1. Perform Leadership/Followership	5			*	1a		Δ		
1.15.4.2. Perform Verbal & Non-Verbal Team Communication	5			*	1a		Δ		
1.15.4.3. Perform Inter-Team Decision Making	5			*	1a		Δ		
1.15.4.4. Perform Situational Awareness	5			*	1a		Δ		
1.15.4.5. Determine Team Workload Management	5			*	1a		Δ		
1.15.4.6. Perform Target Planning	5			*	1a		Δ		
1.16. INSTRUCTOR FUNDAMENTALS									
1.16.1. Instructor Basics									
1.16.1.1. Instructor Responsibilities	5				A		▲		
1.16.1.2. Types of Instruction	5				A		▲		
1.16.1.3. Instructional Aids	5				A		▲		
1.16.1.4. Develop Presentations	5				2b		▲		
1.16.2. Installation/Wing/Delta Training Requirements									
1.16.2.1. Determine Installation Training Requirements	5						▲		
1.16.2.2. Prepare Schedule	5						▲		
1.16.2.3. Knowledge Based Tests	5						▲		
1.16.2.4. Performance Evaluation	5				A		▲		
1.16.2.5. Document Training	5						▲		
1.16.2.6. Develop Trend Analysis	5						▲		
1.17. AUTOMATED READINESS INFORMATION SYSTEM (ARIS)									
1.17.1. Principles	5					B			
1.17.2. Operate	5								

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>1.18. EXERCISES AND EVALUATIONS</b>									
1.18.1. Self-Assessment Program								B	
1.18.2. Manage Self-Assessment									
1.18.3. Air Force Inspection System								B	
1.18.4. Use Air Force Inspection System									
<b>1.19. GENERAL PURPOSE EQUIPMENT</b>									
1.19.1. Navigational Aids									
1.19.1.1. Military Grid Reference System Map									
1.19.1.1.1. Obtain/Source	5			*	2b				
1.19.1.1.2. Utilize	5			*	2b				
1.19.1.2. Protractor									
1.19.1.2.1. Maintain	5			*	2b				
1.19.1.2.2. Operate	5			*	2b				
1.19.1.3. AN/PSN-13 DAGR									
1.19.1.3.1. Maintain	5			*	2b		▲		
1.19.1.3.2. Operate	5			*	2b		▲		
1.19.1.4. Lensatic Compass									
1.19.1.4.1. Maintain	5			*	2b		▲		
1.19.1.4.2. Operate	5			*	2b		▲		
1.19.1.5. Laser Range Finder 1000 Yard									
1.19.1.5.1. Maintain	5			*	2b				
1.19.1.5.2. Operate	5			*	2b				
1.19.2. Weather Monitoring Equipment									
1.19.2.1. Portable Weather Station									
1.19.2.1.1. Maintain	5			*	2b				
1.19.2.1.2. Operate	5			*	2b				
1.19.3. Communications Equipment									
1.19.3.1. Mobile Radios									
1.19.3.1.1. Maintain	5			*	1a				
1.19.3.1.2. Operate	5			*	1a				
1.19.4. Personnel Transport Equipment									
1.19.4.1. Low Speed Vehicle (4x4 or 6x6)									
1.19.4.1.1. Maintain	5			*	2b				
1.19.4.1.2. Operate	5			*	2b				
1.19.5. Night Vision Goggles									
1.19.5.1. AN/PVS-15									
1.19.5.1.1. Maintain	5			*	2b				
1.19.5.1.2. Operate	5			*	2b				
1.19.6. Power Generator (Utilize UTC assigned generator(s))									
1.19.6.1. Portable Generator									
1.19.6.1.1. Maintain	5			*	1a				
1.19.6.1.2. Operate	5			*	1a				
<b>2. CBRN RESPONSE</b>									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>2.1. CBRN RECONNAISSANCE &amp; SURVEILLANCE</b>									
2.1.1. CBRN Reconnaissance & Surveillance Fundamentals									
2.1.1.2. Requirements	5			*	A	B			
2.1.2. CBRN Reconnaissance & Surveillance Employment									
2.1.2.1. CBRN Detection Array									
2.1.2.1.1. Set-up	5			*/~	2b		▲		
2.1.2.1.2. Operate	5			*/~	2b		▲		3c
2.1.3. Dismounted Ground Techniques									
2.1.3.1. Determine Reconnaissance Team IPE/PPE		7		*/~	1a				3c
2.1.3.2. Conduct Reconnaissance Team Operations	5			*/~	1a		▲		3c
2.1.3.3. Determine Initial Predicted Hazard/Exclusion Area		7		*/~	1a				3c
2.1.3.4. Conduct Area Survey	5			*/~	1a		▲		
2.1.3.5. Identifying Hazards	5			*/~	1a		▲		
2.1.3.6. Presumptively Identify Hazards		7		*/~	1a		▲		
2.1.3.7. Report Results	5			*	1a		▲		
2.1.3.8. Identify Target Locations to Sample		7		*					3c
2.1.4. Perform Sample Collection									
2.1.4.1. Air Collection	5			*	1a		▲		
2.1.4.2. Water Collection	5			*	1a		▲		
2.1.4.3. Soil Collection	5			*	1a		▲		
2.1.4.4. Bulk Collection	5			*	1a		▲		
2.1.4.5. Surface Collection	5			*	1a		▲		
2.1.4.6. Determine Shipping Procedures	5			*	1a		▲		
2.1.4.7. Prepare Collected Samples for Shipment		7		*					3c
<b>2.2. DETECTION, MONITORING, AND SAMPLING EQUIPMENT</b>									
2.2.1. Chemical & TIC/TIM									
2.2.1.1. ResQ Liquid/Solid Identification Kit									
2.2.1.1.1. Maintain	5			*	2b		▲		
2.2.1.1.2. Operate	5			*	2b		▲		
2.2.1.2. Dräger Civil Defense Simultest (CDS) Kit									
2.2.1.2.1. Maintain	5			*	2b		▲		
2.2.1.2.2. Operate	5			*	2b		▲		
2.2.1.3. M8 Paper									
2.2.1.3.1. Maintain	5			*	2b				
2.2.1.3.2. Operate	5			*	2b				
2.2.1.4. M9 Paper									
2.2.1.4.1. Maintain	5			*	2b				
2.2.1.4.2. Operate	5			*	2b				
2.2.1.5. pH Paper									
2.2.1.5.1. Maintain	5			*	2b				
2.2.1.5.2. Operate	5			*	2b				
2.2.1.6. Fluoride Detection Test Paper									
2.2.1.6.1. Maintain	5			*	2b				

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
2.2.1.6.2. Operate	5			*	2b				
2.2.1.7. M256A2 Chemical Agent Detector Kit									
2.2.1.7.1. Maintain	5			*	2b		▲		
2.2.1.7.2. Operate	5			*	2b		▲		
2.2.1.8. MultiRAE Pro									
2.2.1.8.1. Maintain	5			*	2b		▲		
2.2.1.8.2. Operate	5			*	2b		▲		
2.2.1.9. Joint Chemical Agent Detector (JCAD)									
2.2.1.9.1. Maintain	5			*	2b		▲		
2.2.1.9.2. Operate	5			*	2b		▲		
2.2.2. Biological									
2.2.2.1. DoD Biological Sampling Kit Hand-Held Assay									
2.2.2.1.1. Maintain	5			*	2b		▲		
2.2.2.1.2. Operate	5			*	2b		▲		
2.2.3. Radiological									
2.2.3.1. Radioisotope Identifier (VeriFinder)									
2.2.3.1.1. Maintain	5			*	2b		▲		
2.2.3.1.2. Operate	5			*	2b		▲		
2.2.3.2. ADM-300									
2.2.3.2.1. Maintain	5			*	2b		▲		
2.2.3.2.2. Operate	5			*	2b		▲		
2.2.3.3. RDS									
2.2.3.3.1. Maintain	5			*	2b		▲		
2.2.3.3.2. Operate	5			*	2b		▲		
2.2.4. Sampling/Collection Equipment									
2.2.4.1. RADeCO H-809VII-High Volume Air Sampler									
2.2.4.1.1. Maintain	5			*	2b		▲		
2.2.4.1.2. Operate	5			*	2b		▲		
2.2.4.2. Analog or Digital Calibrator									
2.2.4.2.1. Maintain	5			*	2b		▲		
2.2.4.2.2. Operate	5			*	2b		▲		
2.2.4.3. Dry Filter Unit (DFU) 1000									
2.2.4.3.1. Maintain	5			*	2b		▲		
2.2.4.3.2. Operate	5			*	2b		▲		
2.2.4.4. QuickSilver Kit									
2.2.4.4.1. Maintain	5			*	2b		▲		
2.2.4.4.2. Operate	5			*	2b		▲		
3. CBRN CONTAMINATION MITIGATION									
3.1. CONTAMINATION MITIGATION									
3.1.2. Decontamination Levels									
3.1.2.1. Perform Immediate Decontamination	5			*/~	2b		▲		
3.1.2.2. Perform Operational Decontamination	5			*/~	2b		▲		
3.1.3. Contamination Mitigation Employment									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
<b>3.1.3. Decontamination Procedures</b>									
3.1.3.1. Principles	5			*	A	B			
3.1.3.2. Requirements	5			*	A	B			
3.1.3.3. Calculate Decontaminant Solution	5			*	1a		Δ		
3.1.3.4. Determine Avoidance Measures	5			*	A		Δ		
3.1.3.5. Determine Contamination Control Measures	5			*	A		Δ		
3.1.3.6. Utilize Contamination Control Procedures	5			*			Δ		
3.1.3.7. Cover Critical Assets (i.e., Overhead Cover, Barrier Material, etc.)	5			*	1a		Δ		
3.1.3.8. Perform Facility Entry Procedures	5			*	1a		Δ		
3.1.3.9. Process Through Sector Transition Points	5			*	1a		Δ		
3.1.3.10. Set-up Contaminated Waste Disposal Site	5			*			Δ		
<b>3.1.4. Contamination Marking Procedures</b>									
3.1.4.1. Principles	5			*	A	B			
3.1.4.2. Requirements	5			*	A	B			
3.1.4.3. Implement Contamination Marking and Documentation Procedures	5			*	1a		Δ		
3.1.4.4. Utilize CBRN Hazard Marking Equipment	5			*	1a		Δ		
3.1.4.5. Mark Contaminated Assets	5			*	1a		Δ		
<b>3.1.5. Contamination Mitigation Equipment</b>									
<b>3.1.5.1. Contamination Marking Kit</b>									
3.1.5.1.1. Maintain	5			*			Δ		
3.1.5.1.2. Operate	5			*			Δ		
<b>3.1.5.2. Contamination Control Area (CCA)</b>									
3.1.5.2.1. Location Considerations	5			*			▲		
3.1.5.2.2. Set-up	5			*	2b		▲		
3.1.5.2.3. Operate	5			*	2b		▲		
3.1.5.2.4. Maintain	5			*	2b		▲		
<b>3.1.5.3. Contamination Control Station (CCS)</b>									
3.1.5.3.1. Location Considerations	5			*			▲		
3.1.5.3.2. Set-up	5			*/~	2b		▲		
3.1.5.3.3. Operate	5			*/~	2b		▲		
3.1.5.3.4. Maintain	5			*	2b		▲		
<b>4. CBRN SAMPLE TRANSPORT</b>									
<b>4.1. CBRN Reconnaissance &amp; Surveillance Fundamentals</b>									
4.1.2. Requirements	5			*	A	B			
<b>4.2. Perform Sample Collection</b>									
4.2.1. Air Collection	5			*	1a		▲		
4.2.2. Water Collection	5			*	1a		▲		
4.2.3. Soil Collection	5			*	1a		▲		
4.2.4. Bulk Collection	5			*	1a		▲		
4.2.5. Surface Collection	5			*	1a		▲		
4.2.6. Determine Shipping Procedures	5			*	1a		▲		
4.2.7. Prepare Samples for Shipment		7		*	1a				3c
<b>4.3. Sample Management, Collection, Processing</b>									

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level	SEI (+) TQT (~)	(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
4.3.2. Requirements	5			*	A	B			
<b>5. C2 SUPPORT</b>									
<b>5.1. CBRN Analysis</b>									
<b>5.1.1. CBRN Mission Analysis</b>									
5.1.1.1. Missions/Weapons Systems Overview (Air, Cyber, Counter-Air)		7			A				B
5.1.1.2. CBRN Risk Management Considerations for Missions/Weapon Systems		7			A				B
5.1.1.3. CBRN Intelligence Collection		7			A				c
<b>5.2. Emergency Management and CBRN Command and Control (C2)</b>									
<b>5.2.1. CBRN Control Center Fundamentals</b>									
5.2.1.1. Principles	5			*	A	B		C	
5.2.1.2. Requirements	5			*	A	B		C	
5.2.1.3. C2 Management	5			*		B		C	
5.2.1.4. Plume Modeling	5			*	B	C			
5.2.1.5. Performance Degradation Factors (PDFs)	5				a	b			c
<b>5.2.2. CBRN Control Center Chief</b>									
5.2.2.1. Activate CBRN Control Center		7		*					▲
5.2.2.2. Manage CBRN Control Center Operations		7		*					▲
5.2.2.3. Analyze Collected Information		7		*					▲
5.2.2.4. Interpret Plume Models		7		*	a				▲
5.2.2.5. Determine Impact on Operations		7		*					▲
5.2.2.6. Recommend Protective Actions		7		*					▲
5.2.2.7. Provide CBRN Situational Analysis to Leadership		7		*					▲
5.2.2.8. Determine Split-MOPP Sectoring	5				1a		▲		
5.2.2.9. Establish Chemically Contaminated Object Rule (CCOR) Initial and Follow-on Timelines	5				1a		▲		
<b>5.2.3. CBRN Control Center Operations NCO</b>									
5.2.3.1. Direct CBRN Reconnaissance and Surveillance (R&S) Teams		7		*					2b
5.2.3.2. Manage Specialized Teams	5			*			▲		
5.2.3.3. Manage Detection Array & Sustainment	5			*			▲		
<b>5.2.4. CBRN Control Center Plotter</b>									
5.2.4.1. Provide input to Common Operating Picture (COP)	5			*	1a		▲		
5.2.4.2. Manage CBRN Warning and Reporting System (CBRNWRS)	5			*	1a		▲		
5.2.4.3. Provide Plume Modeling to Internal/External Reporting Organizations	5			*	1a		▲		
5.2.4.4. Generate Required Reports	5			*	1a		▲		
5.2.4.5. Conduct Automated Modeling/Reporting	5			*/~	2b		▲		
5.2.4.6. Conduct Manual Modeling/Reporting	5			*/~	2b		▲		
<b>5.2.5. CBRN Control Center Recorder</b>									
5.2.5.1. Determine Hazard Duration	5			*	1a				2b
5.2.5.2. Maintain Log of Events	5			*	1a		▲		
5.2.5.3. Maintain Weather Information (e.g., CDM, EDM, BWR)	5			*	1a		▲		

Tasks, Knowledge, and Technical References	Tasks				Proficiency Codes				
	Core Task (Skill Level)			Deploy (*) SEI (+) TQT (~)	A 3 Skill	B 5 Skill		C 7 Skill	
	5 Level	7 Level	9 Level		(1) Course	(1) CDC	(2) AFQTP	(1) DL	(2) Course
5.2.5.4. Provide Inputs to Recovery Plan		7		*			▲		

**Attachment 6 – Recommended Courses and Training**

**A6.0. Recommended Courses and Training**

**A6.1. Identification and Visibility.** To ensure each Emergency Management Specialist is afforded the same visibility on recommended courses and training opportunities, the following courses are recommended.

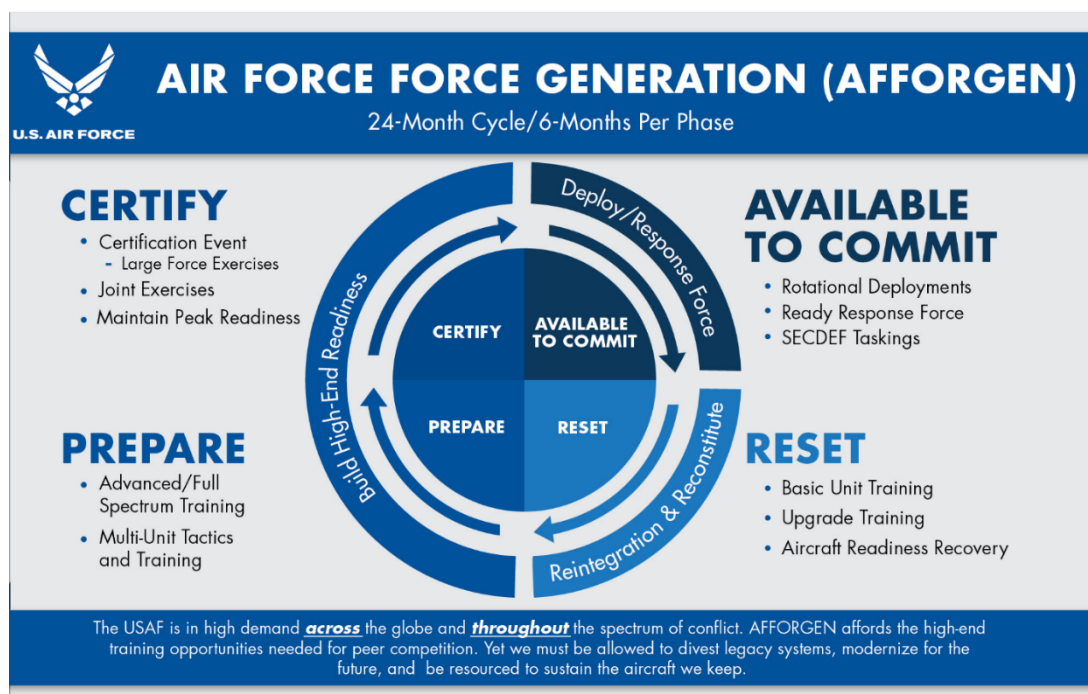
**A6.2. Attendance.** Attendance is subject to availability of training slots and funding; therefore, coordination should include your supervisor, UTM, and AFIMSC.

RECOMMENDED COURSE & TRAINING ITEM	GRADE & TIME RECOMMENDATIONS			
	Rank	Average Sew-On	Earliest Sew-On	High Year of Tenure (HYT)
<b><u>Upgrade To Craftsman (7-Skill Level)</u></b> - Recommend completion of AFIT WMGT410 - Recommend completion of DTRA Mission Assurance Assessment Course - Recommend completion of the FEMA Basic Emergency Management Academy	SSgt	5 years	3 years	15 years
<b><u>Upgrade To Superintendent (9-Skill Level)</u></b> - Recommend completion of the FEMA Advanced Emergency Management Academy - Recommend completion of JS LC - Recommend completion of CWPC	SMSgt	20 years	11 years	26 years
<b><u>Emergency Management Manager</u></b> - Recommend completion of the FEMA Executive Emergency Management Academy	CMSgt	22 years	14 years	30 years

### A7.0. The Air Force Force Generation (AFFORGEN) Model

**A7.1. AFFORGEN Model Purpose.** The new Force Generation model is designed to help the Air Force, combatant commanders, and the broader US military better understand how to deploy Airmen and Air Force assets. Primarily driven by the need for airpower for America’s fights in the Middle East, the Air Force has deployed Airmen from a myriad of bases to large, fixed sites, such as Al Udeid Air Base in Qatar. Service officials say this “crowdsourcing” model will not be applicable to a future fight.

**A7.2. The Need for Change.** The Air Force and all military services train and equip forces that deploy at the direction of the secretary of defense. Commanders want forces, while the services emphasize the need to maintain long-term readiness. To balance requirements, AFFORGEN establishes a two-year cycle (Active Duty) or four-year cycle (Air National Guard and Air Force Reserves) for deployable units. For Active Duty, there are four six-month phases, which take the units from “reset,” to train to maintain readiness to deploy before returning to reset.



**A7.3. Deployable Combat Wings.** AFFORGEN will also be complemented by new Deployable Combat Wings (DCWs), which will provide a package of forces that train, deploy, and fight together.

**A7.4. DCW Posturing.** AFFORGEN DCWs will be postured to fulfill commitments in the specific areas of Mission Generation (MG), Force Elements (FEs), Base Operations Support (BOS), Command and Control (C2), and establishing Senior Airfield Authority (SAA).

**A7.5. DCW Components.** Under AFFORGEN, the Air Force presents capabilities as FEs made up of multiple unit type codes. Each type of FE provides a specific operational capability:

- **Mission Generation:** Provides combat, combat support (those that are specifically identified on the

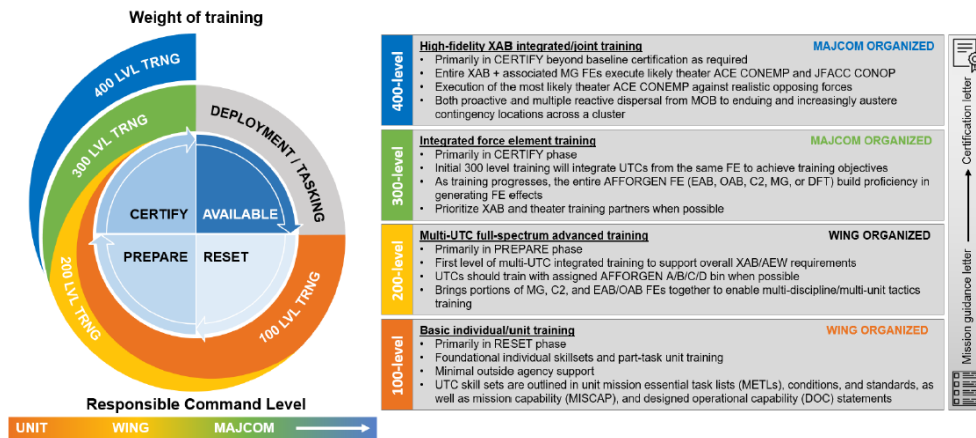
aviation/operational UTC's mission capability statement) and combat service support capability. There are multiple types of MG FEs: Mobility, Air Superiority, Global Precision Attack, Suppression of Enemy Air Defenses, Long Range Strike, High-Altitude Intelligence, Surveillance, and Reconnaissance, Air Refueling, Intra-Theater Airlift and Combat Search and Rescue.

- **Open the Airbase:** This FE provides capabilities to open an airbase, regardless of follow-on mission(s), including command and control, force protection, cargo and passenger handling, logistics, airfield operations, force accountability, finance and contracting, host nation support, reception and bed-down of follow-on forces.
- **Command and Control:** This FE provides the capabilities to establish an Air Expeditionary Wing C2 structure and includes initial wing operations, maintenance, mission support and medical group commanders as well as the Air (A) and special staffs.
- **Establish the Airbase:** This FE provides sufficient forces to support most missions or weapon systems. It integrates with the Open the Air base and C2 FEs as required and provides the earliest capability to enable and sustain the generation of missions.
- **Operate the Airbase:** This FE enhances combat support and combat services support capabilities beyond what the Establish the Airbase FE provides and brings it to full operational capability.
- **Robust the Airbase:** This FE provides additional combat support and combat service support to increase the robustness of the capabilities already in place.
- **Capability Enhancement Team – Standalone (CET-S):** The force presentation elements which can provide increased capability for a DCW to meet varying mission scope/threat conditions or conduct their mission attached to other theater C2 structures. Examples include Joint Task Force (JTF) or Theater Support Group (TSG).

**A7.6. Committing Forces.** AFFORGEN FEs are intended to be tailorable but not divisible. This means if a joint force commander only requests a specific subset of UTCs from a FE, the remaining UTCs will remain unavailable for use during that AFFORGEN cycle.

**A7.7. Emergency Management Employment.** To conceptualize how Emergency Management Airmen will train and certify to fulfill AFFORGEN taskings within the force generation model, overlapping knowledge, skills, and abilities to obtain mastery relies on the active involvement of the trainee, trainer, and certifier at multiple levels. Task mastery goes beyond executing a task to standard, it entails full understanding of a task and successfully executing multiple iterations of a task under the most challenging and dynamic conditions.

**A7.8. AFFORGEN-Aligned Training and Certification Framework.** DCWs will train within the 24-month AFFORGEN cycle. Airmen will progressively build and integrate their skillsets into larger, more complex, multi-disciplinary teams comprised of the FEs within a DCW.



**A7.8.1. 100-Level.** Beginning in the Reset Phase and continuing as needed (at a lower relative weight) into Prepare and Certify Phases, 100-level training focuses on individual and UTC requirements. It addresses foundational skill sets and part-task training that requires minimal outside agency support. UTC skill sets are outlined in unit Mission Essential Task Listings (METLs), conditions, and standards, as well as mission capability (MISCAP), and designed operational capability (DOC) statements.

**A7.8.2. 200-Level.** Beginning at the end of the Reset Phase and primarily in the Prepare Phase, 200-level training focuses on multi-unit, full-spectrum training. It requires multi-UTC participation with mutually supportive training objectives. Different UTCs involved should be in the same AFFORGEN phase to the maximum extent possible. The 200-level training is the first level of multi-UTC integrated training to support overall DCW requirements.

**A7.8.3. 300-Level.** Centered on the Certify Phase, 300-level training brings together an entire AFFORGEN FE to build proficiency in generating FE effects. Any full certification events are conducted by the entire FE, prioritizing the same DCW. Commanders should seek theater training partners and ACE-capable certification in accordance with anticipated requirements of the gaining commander, Air Force forces (COMAFFOR) in the Available Phase where possible. Initial 300-level training will integrate UTCs from the same FE to achieve training objectives. As the 300-level training progresses, the entire FE will conduct final certifying events.

**A7.8.4. 400-Level.** Beyond baseline certification, 400-level training pulls together an entire DCW along with associated MG FEs. It is centered on high-fidelity integrated joint training/ACE-capable certification in accordance with anticipated requirements of the gaining COMAFFOR in the Available Phase. The difference between 300- and 400-level certification is the set of standards and conditions applied - the scale, capacity, and complexity of FE integration required to exercise a specified ACE scheme of maneuver. 400-level events will be more representative of high-end, high-tempo conflict against a peer adversary in a highly contested environment and necessitates an entire DCW training together.