



## NATIONAL GUARD BUREAU

3500 FETCHET AVENUE

JOINT BASE ANDREWS MD 20762-5157

MEMORANDUM FOR ALL MEMBERS AIR NATIONAL GUARD

FROM: NGB/CF

SUBJECT: EPME Changes

The CMSAF and Air Force recently announced efforts to evolve Enlisted Professional Military Education (EPME). As a part of the senior enlisted leadership in our Air Force, I was a part of every discussion and decision. We must, all of us, continue to evolve our Air Force. We must continue to evolve in the development of our Airmen, we must leverage every tool to ensure our 21st Century Guard Airman are prepared to meet the challenges tomorrow brings. I am absolutely committed to professional development of our Airmen and EPME is a foundational element of that development.

Completion of EPME remains a promotion requirement for all Airmen, regardless of component. EPME consists of two components: DL or Distance Learning and the Resident experience. Active Duty Airmen must complete both the DL and Resident experiences to be considered EPME complete and promotion eligible. Air Reserve Component members, meaning Guard or Reserve Airmen, are considered EPME complete and promotion eligible upon successful completion of requisite Distance Learning EPME. Air National Guard members must successfully complete the EPME DL prior to **applying** for any in-residence EPME – ALS, NCOA, and SNCOA.

While our ANG members will be considered PME complete after the DL portion, we must remember it is necessary to complete both the distance learning and the resident courses to achieve development of the required competencies at the appropriate proficiency levels. Without the resident portion, our ANG Airmen will not participate in the full Professional Military Education experience.

I continue to work with CMSAF Wright to find more flexibility in how we provide our Guardsmen the resident experience for all who are able to take advantage of it. I also understand the many demands on your time. Our Air National Guard Airmen work every day to find balance between family, military service and their civilian career. I know it is not without sacrifice and I am absolutely amazed our Airman are able to do so much with so little time. While I believe every enlisted Airman, regardless of component, should attend in-residence PME, it is simply something we won't ask of you today.

Please take some time and read CMSAF Wright's recent public announcements regarding EPME 21 and the future of enlisted development. In addition to the announcement, CMSAF Wright has also put out a Q&A document. A few highlights for Guardsmen are:

- Every Airman, regardless of component, will have the **opportunity** to attend the resident portion of EPME. The Air Force is committed to a 100% resident EPME opportunity.
- Air National Guard enlisted members are considered PME complete and promotion eligible upon completion of the DL portion of EPME.
- The new EPME model transitions to a rank-based Continuum of Learning, rather than the previous basis of time in service.
- DL courses will be designed to deliver the same institutional competencies as ALS, NCOA and SNCOA.
- Future plans include moving towards continuing education or PDUs beyond EPME as we know it today. Professional Development Units will capture diverse education, training and life experiences that are inherent in how our Air National Guardsmen develop in their civilian careers.

We must continue to break barriers across our Air Force and Air National Guard. We must strive to find the very best education, training and development opportunities for our future leaders. Our 21st Century Air Guardsmen deserve nothing less than determined and steadfast leadership that is dedicated to developing agile, innovative and resilient Airmen who are ready to meet any challenge tomorrow brings!

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