



CADET ADVISORY COUNCIL
HEADQUARTERS CALIFORNIA WING
CIVIL AIR PATROL
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1 June, 2018

MEMORANDUM FOR: PCR/CC

FROM: CAWG/CP

SUBJECT: Cadet Programs Action Plan

- 1) On April 15th, Region Command tasked each Wing CAC to develop action plans in improving and increasing four different sections of Cadet Programs: Cadet retention, Cadet Officer growth, GES ratings among Cadets, and the number of Cadets that have received at least one O-Ride.
- 2) The goal for Cadet Retention is to retain at least 60%, for Cadet Officer growth, 12%, for GES ratings among Cadets, 50%, for Cadet Orientation rides, 70%.
- 3) This document outlines the current plan to improve these for areas for CAWG. This is meant to be a living document, with minimal changes being made to the plans as necessary.
- 4) Cadet retention
 - a. Current method: Within CAWG, new cadets are sent 2 surveys through their email listed on Eservices. The first survey is sent at 3 months and primarily focuses on engagement, asking if the cadet has been engaged by a mentor to help them. The second survey is sent out at 9 months and focuses on if the cadet plans to renew their membership and why or why not. This has allowed Wing Command to see why some members may be leaving and if we can fix those issues.
 - i. The problem with this current method is the response rate. Only about 30% of the members that are sent this survey actually respond to it, and typically the ones that do are already very interested in the program which will skew our statistics even more.
 - b. New method: We have found that Squadrons that use the Great Start Program for their new cadets tend to be growing Squadrons and/or Squadrons that retain their cadets better. Unfortunately, this statement cannot be supported by statistic, since there is no way to track implementation of the GS Program. However, the Wing Commander, DCP, and CAC Advisor have all agreed that the GS program is a good first step to ensuring our cadets have a standardized method of introducing them into CAP and will hopefully retain cadets longer.

- i. Previously, the GS Program has not been used by many Squadrons because of a lack of both training and enforcement. To combat this, the CP section will select a team of 2-3 individuals knowledgeable of the GS Program to create a 10-15 minute video that will be sent out to all Group Commanders, Squadron Commanders, CP Personnel, and Deputy Commanders for Cadets. This video is designed to give an intro to the GS Program and will explain all of the core functions of the program, as well as how to implement this into a Squadron. This video will be sent out with the GS Handbook and all other necessary documents.
- ii. To combat the issue of enforcement of use, Wing Command will influence Squadron Commanders to use the program through it's Group Commanders and through any communication channel needed. The video will also outline the reasons for using the GS Program, instead of just the "how".
- iii. The goal is to have a team selected and a rough outline of the video ready by the Wing Conference in August, with the ultimate goal of the video to be completed by the end of the 2018 fiscal year (subject to change).
- iv. Halfway through the 2019 fiscal year, Wing will track which Squadrons have implemented the GS Program and how successful they have been (through the use of Group Commanders and the Command Chief). Once we have identified Squadrons that have this program integrated, we can then track the numbers of that Squadron.
- v. This plan is not a fix-all solution, but it is designed to be a good first step in combatting the issue of cadet retention.

5) Cadet Officer Growth

- a. Currently, CAWG is planning for a Cadet Officers Weekend, which is designed to bring Cadet Officers from around the Wing together for a weekend to network and build camaraderie. This is currently planned for August.
- b. In addition to this, we have discussed making a "Billy Mitchell Starter Kit". Within this kit, Cadets who have received their Armstrong achievement will receive a study guide that will help them prepare for the, often daunting, Mitchell Exams.
- c. Cadets who receive their Mitchell will be given a coin presented by their respective Group Commander at a Squadron meeting.
- d. There is also discussion, although unconfirmed at this time, that cadets who receive their Mitchell, will also receive a voucher or Vanguard gift card to purchase shoulder boards, shoulder sleeves, or metal/cloth insignia. These items can be very expensive and this will hopefully alleviate the high cost of becoming a Cadet Officer, which is a possible reason

why some may not reach that level. This is designed to be very similar to the Curry Voucher for new cadets.

6) GES Testing

- a. Current plan: Command has noticed that the two main reasons cadets do not take their GES 116 test is due to lack of interest within ES and/or they do not know how to take it. In the past year, SAREX's have been required to be "cadet friendly", meaning that each SAREX must be advertised to cadets and must have training available for cadets. This has shown an increase in cadet participation within SAREX's exponentially. In addition to this, we plan to integrate the GES test into our Great Start Program, which will soon be integrated into each Squadron. This would mean that, in order to graduate from the GS Program, that member would have to have taken and passed the GES 116 test. We predict this will greatly increase our numbers over the next fiscal year.

7) O-Rides

- a. California Wing is running at max capacity as far as Orientation Rides, with using all of the funding allocated for flight that we have, even asking for more each fiscal year. For CAWG, the problem is not that we are not doing O-Rides, it is that we are not focusing on first-time cadets enough. Our current plan of action is to put an emphasis down to everyone that is involved with the Command and Aerospace sections to get first time cadets up on an O-Ride. This would mean putting first timers in front of other cadets who have already had an O-Ride. Although this plan will get more first timers up, we will be careful to make sure that the other cadets are still getting O-Rides and not missing out them.
- b. This will largely be put in the hands of individual pilots and commanders who organize O-Ride days for their Groups and Squadrons.



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