

POSITION PAPER
ON
INCREASING CADET PARTICIPATION & INTEGRATION IN EMERGENCY SERVICES

1. Currently, there exist numerous hindrances with integration of cadets in Emergency Services operations, missions, training, and qualifications. This includes the lack of adequate training opportunities, advertisement of ES Opportunities for cadets, communication of procedure to pursue training, and involvement of all qualified cadets in Emergency Services Missions, both actual and training.

2. Specifically at the Group-level, the Council feels these issues have contributed to **decreased overall** cadet participation in ES operations. In a survey of randomly selected **25** cadets (19 OCT 09), **15** said they completed GES, **six** had an ES qualification beyond GES, **five** had just GTM3, **one** had GTM3 plus one other qualification, and only **one** cadet had participated on an actual mission call out. All cadets interviewed felt that not enough training opportunities were being offered at the Group and Squadron level, and all also felt that cadets were not being integrated in ES Operations effectively.

3. The Council received feedback from Group VI Cadets, and common responses to ES Participation Problems included: confusion about or did not know how to get involved, little or no support and guidance during qualification process, treatment of cadets as ‘liabilities’ in ES versus assets to operations, and no communication of Group ES Activities or opportunities.

4. Therefore, the Council recommends that Group VI take a number of corrective measures to increase cadet participation and maximize integration into ES Operations. Firstly, the cadet position of Asst Emergency Services Officer should be utilized as a liaison of cadets to ES Directorate; this will increase cadet access to ES command, and offer a medium of communication for cadets.

5. The Cadet Asst ES Officer and the Group VI CAC can work together to communicate effectively to all Group VI cadets in regards to ES issues, questions, and opportunities.

6. Secondly, Group VI should create a easily read a followed graphic showing cadets the correct process of obtaining ES Qualifications, and this should be effectively communicated to all squadrons and cadets. This will help members understand what is needed to become more involved.

7. Thirdly, the Council recommends the creation of a small-scale, one day “Introduction to ES” Field Training Exercise designed specifically by cadets for cadets with the goal of introducing cadets to the ES field. Typically, cadets are introduced to ES by a lecture or a classroom environment scenario; however the Council feels that the most effective way is incorporating hands on, field environment. This idea will allow cadets a firsthand experience.

8. Finally, cadet involvement in the planning, coordination, execution and participation in Group VI ES Training Events and FTX’s in **critical** to effective cadet integration and participation in ES in general.

Attachment A: Memorandum

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