CHAPTER 9

ADF CADETS CADET LEARNING DOMAIN COMMON ELEMENTS

INTRODUCTION

3.9.1   The ADF Cadets youth development program reflects Defence Values and the character of each Cadet Organisation's parent Service. It aims to build resilience, life-skills and self-confidence, underpinned by a sense of service to others and in an environment that draws on the military ethos and experience of Defence and the parent Services.

3.9.2   The ADF Cadets youth development program is delivered through learning and development (L&D) which provides cadets the opportunity to develop their character, positive personal behaviours and attitudes across physical, emotional, cognitive, social and moral dimensions. Effective L&D teaches the value of both participation and achievement, supporting cadets to grow and mature at their own pace. Effective L&D may occur in multiple environments, including programmed ADF Cadets exercises and activities, deliberate first-hand and experiential L&D activities and vicarious learning through observed activities.

3.9.3   Common L&D requirements for ADF Cadets Youth are managed by the Lead Enabling Manager-Training (LEM-T).

POLICY INTENT

3.9.4   This policy outlines the minimum requirements for the appropriate analysis, design, development, implementation and evaluation of ADF Cadets Youth L&D across all elements of the ADF Cadets Cadet Learning Domain Common Elements (CLDCE).

NATIONAL PRINCIPLES FOR CHILD SAFE ORGANISATIONS

3.9.5   This policy is consistent with:

a.   Principle 7: *Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training*.

POLICY PRINCIPLES

Principle 1

3.9.6   The CLDCE Architecture articulates the common (L&D) requirements for ADF Cadets Youth. This includes the requirements for adherence to the Defence Youth Safety Framework (DYSF).

3.9.7   The health, protection and wellbeing of ADF Cadets Youth and Adults is the highest priority when planning and conducting activities. ADF Cadets Youth L&D is delivered to enable cadets to attain appropriate attitudes, knowledge, and personal behaviours to participate in ADF Cadets activities in a manner that is consistent with DYSF requirements and legislative workplace health and safety requirements.

3.9.8   All common ADF Cadets Youth L&D must be developed and conducted in a manner consistent with State/Territory and Commonwealth legislation, relevant Defence and ADF Cadets policies, the United Nations Convention on the Rights of the Child and the United Nations Protocol on the Involvement of Children in Armed Conflict.

Principle 2

3.9.9   Common L&D requirements for ADF Cadets Youth in the CLDCE are aligned to the Systems Approach to Defence Learning (SADL) and pedagogic systems.

3.9.10 The CLDCE Implementation requirements (Annex A) and CLDCE Architecture (Annex B) are developed in accordance with and are aligned to the SADL. The CLDCE is aligned to pedagogic principles, focused on delivering effective L&D to youth. Subordinate common and Single Service L&D activities must be similarly aligned.

3.9.11 ADF Cadets Youth L&D is incremental, increasing in complexity and detail to match increasing individual maturity and development across intellectual, cognitive, emotional, social and physical dimensions.

3.9.12 Commander ADF Cadets, Director General Australian Navy Cadets (DGANC), Commander Australian Army Cadets (COMD AAC) and Director General Cadets–Air Force (DGCADETS-AF) may prescribe activities that require ADF Cadets Youth to attain specific accomplishments prior to conducting the activity. Permission to conduct specific activities or assignment of peer-leadership or peer-level-responsibilities to ADF Cadets Youth is based on their prior completion of appropriate L&D activities and demonstration that they have the appropriate skills, knowledge and behaviours. Authorisation to conduct prescribed ADF Cadets tasks is

aligned to a '*trained-accomplished-authorised*' approach that ensures cadets are equipped for safe and appropriate interactions with their peers, ADF Cadets Adults, members of the ADF and Australian Public Service, parents/carers or guardians and the community.

Principle 3

3.9.13 Common L&D requirements are aligned to the ADF Cadets vision as a leading youth development organisation.

3.9.14 All common ADF Cadets Youth L&D is developed and conducted with the best interests and well-being (physical, psychological and emotional) of ADF Cadets Youth as the primary consideration.

3.9.15 ADF Cadets Youth L&D equips them to engage to their full potential in the ADF Cadets program. The focus is to develop cadets into resilient, confident and competent community-minded adults who are effective community members and leaders.

Principle 4

3.9.16 The CLDCE and the requirements of the DYSF are transparent.

3.9.17 Information on the conduct of common ADF Cadets Youth L&D within the ADF Cadets is freely available to the public and both prospective and current members of ADF Cadets to enable 'informed consent' for participation.

CADET LEARNING DOMAIN COMMON ELEMENTS

3.9.18 The CLDCE describes the Common L&D requirements for ADF Cadets Youth and establishes the recommended requirements. Respective Cadet Organisations may implement additional L&D to meet their respective needs. Such L&D is to be compliant with the Policy Principles.

ACCOUNTABILITIES AND RESPONSIBILITIES

3.9.19 COMD AAC - LEM-T is accountable to Head Joint Support Services Division / Commander ADF Cadets for:

a.   development and maintenance of a common L&D architecture for ADF Cadets Youth

b.   development and maintenance of an LEM-T Assurance Framework.

3.9.20 The ADF Cadets Learning Advisory Group (ADF Cadets LAG) is responsible for the oversight and strategic management of ADF Cadets Youth common L&D.

3.9.21 LEM-T chairs the ADF Cadets LAG. Membership of the ADF Cadets LAG consists of DGANC, COMD AAC, DGCADETS-AF and Director Youth.

3.9.22 The ADF Cadets LAG members may delegate their functions under this policy.

3.8.1   The ADF Cadets Training Review Board (TRB) implements the strategic direction set by ADF Cadets LAG. TRB membership includes COL/EL2 LEM-T (Chair) and representatives from the LEM-T team, Cadet Branches and Youth Directorate.

3.9.23 The Directors General Cadets and Commander AAC are responsible for implementing, monitoring and reporting on all aspects of overarching assurance functions within their respective ADF Cadets organisations. Including but not limited to:

a.   the development and implementation of L&D packages and supporting material, including amendments specific to the maritime, land and air domains

b.   undertaking analysis, design, development, implementation and evaluation of L&D programs within their organisation

c.   ensuring all packages, continuation or refresher L&D is consistent with the CLDCE and LEM-T guidance documents

d.   managing the timing, level and delivery of education and training programs specific to members' roles, levels, tasks and responsibilities.

RECORD MANAGEMENT

3.9.24 The Directors General Cadets and Commander AAC are responsible for ensuring timely and accurate management of relevant L&D records in CadetNet or approved ADF Cadets system/tool. Cadet L&D accomplishments are an essential component of ensuring that only trained, accomplished, authorised cadets participate in and conduct prescribed ADF Cadets activities.

PRIVACY

3.9.25 All information collected in relation to Working with Children Checks must be treated as confidential and managed in accordance with Part 1 Section 1 Chapter 2 and the Defence Privacy Policy.

Annexes:
A.   Cadet Learning Domain Common Elements (CLDCE) Implementation Requirements
B.   Cadet Learning Domain Common Elements (CLDCE) Architecture

Accountable Officer: Chief of Joint Capabilities (CJC)

Policy Officer: Head Joint Support Services Division (HJSSD)

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