

WING TRAINING AND PERSONNEL OFFICER'S REPORT FOR 2006 TO SQUADRON COMMANDERS' CONFERENCE MARCH 2007

1. Once again 2006 has seen a large number of Wing personnel attend the various courses organised and run by the Training Team. Each course is designed and tailored to assist and develop individuals within the organisation and feedback is sought after each occasion to allow continuous improvement. The content and style of the courses have continued to be deliberately pitched so students can take away the maximum learning benefit in a relaxed but informative atmosphere. At the conclusion of each course students now receive a certificate, high quality handouts and a course photograph.
2. A total of 305 personnel, an increase of 30, have taken advantage of the courses during the previous 12 months with the emphasis being placed on quality rather than quantity. Specific detail of each course is detailed below

JNCO LEADERSHIP DEVELOPMENT COURSE

This course is undoubtedly the most popular and 112 cadets attended during 2006. Each course is held in the AVA Cinema at DCAE Cosford. There are three courses a year with a possible 40 cadet places, 120 per annum.

The one area for concern however is that most of the courses are over subscribed and on occasions 20 plus cadets have had to be rejected. It is therefore frustrating when cadets fail to turn up at the prearranged pick up points with no telephone call to the WTAPO from them or their OC. This wastes valuable slots that can never be clawed back. OCs are urged to be mindful of this and are asked to ensure that when cadets are nominated and selected they are briefed on their responsibilities. Bearing in mind these courses are also a qualifying factor towards BTEC First Diploma in Public Services this non-attendance becomes more important. For information there was a shortfall of 8 place in 2006, 17 in 2005, 10 in 2004 and 14 in 2003 this equates to over one wasted course during the four-year period!

At the conclusion of each course OCs receive a detailed feedback sheet. OCs are to read the form, discuss it with the cadet and then they are both to initial as having seen it and the form may be placed on the individual's personal file. This provides a transparent method of giving developmental and positive feedback to cadets in order to assist their own needs and aspirations. To fall in line with CVQO grading cadets are graded A – Distinction. B – Merit. C – Pass and D – Deferred. A deferral will mean a cadet having to return and complete another course in the future. This course is well received and invitations are extended to any member of the Wing who wish to attend as observers or become more involved with the assessing.

BASIC ONE DAY COURSE

This course is mandatory for each Instructor Cadet. Or those over 17 ½ who are or are likely to be, a Sergeant by their 18th Birthday and Civilian Instructors before they complete six months service. 68 personnel attended during the year. This course is a *moveable feast* and dates are arranged to fit in with a majority of cadets on the Wing reaching 17½ at a given time period. It is held three times a year at WHQ/163. In addition the Wing Instructor Cadet database continues to allow the WTAPO to monitor cadets who require the training and those who need to leave the Corps as they are not promoted to Sgt by their 18th birthday. It is a valuable course and includes much necessary information including risk assessing, duty of care and child welfare. It has been well received so far but is constantly developing and changing.

NCO DRILL DEVELOPMENT COURSE

A useful course for established NCOs. Again held at DCAE Cosford in the AVA Cinema, although only 22 cadets took advantage during 2006.

Each attendee has the chance to take a drill parade and receive feedback on their personal performance. The weekend culminates in a full formal final parade run by the cadets with a display. It also counts as a residential course towards BTEC and it is hoped to have it assessed more formally in the future.

STAFF CADET PART 2 COURSE

A one day course held at WHQ / 163 Sqn and 69 cadets took advantage during the year. This one-day is designed to give all prospective Staff Cadets an overview of the Corps. It looks at structures, roles within a unit and a chance to use AP 1919 and ACP 20A and 20B. Cadets also have an opportunity to give a five-minute presentation on a subject of their choice, using training aids if required, to the rest of their group. Feedback is offered and cadets then urged to continue putting into practice their skills. This course also ensures that Staff Cadets have a greater understanding of where they fit into the Corps, Region, Wing and Squadron structure. HQAC are considering making this a mandatory requirement for all potential staff cadets and removing the WSO interview alternative. The course is also useful for newly appointed CIs to gain an overview of the ACO.

STAFF DEVELOPMENT (BASIC) COURSE

This course is held in the RAF Regiment Flight at DCAE Cosford and 34 adults and CWOs attended in 2006. It revolves around BASIC and staff who do attend are automatically BASIC qualified. It is a useful 'lead in' for new staff and allows an opportunity to exchange best practice and to draw on experiences from more established members of staff present. It is also an opportunity to update adult staff with various aspects of the Corps that change from time to time. It is a mandatory requirement that all candidates for uniformed service attend these courses prior to boarding and attending ATF.

TRAINING SUMMARY

In summary, a successful year with a large number of Wing personnel benefiting from the courses. Thanks are extended to the members of the Training Team for their unstinting efforts on numerous occasions during the year and in excess of their normal squadron responsibilities.

AIR CADET SUNDAY PARADE

The parade in 2006 was held in Daventry and was a great success with many VIPS and over 200 personnel present. A buffet was provided for all attendees after the event in Daventry Ex Services Club. The parade in 2007 was also held in Daventry.

WING DINNERS

Two dinners were held during 2006. The annual ladies' night dinner at Drayton Manor continues to be well supported and diners entertained by the music of 495 (Sutton Coldfield) Squadron's band. The dinner and dance was held for the second time at the Windmill Village Hotel. The hotel, as promised, improved their service from the previous year and the event went well. VIP guests for the dinners were Gp Capt J A F Ford and Sqn Ldr A J Phillips.

A Mess AGM was held in November 2006 and it was agreed that some improvement in the format of the meals had been reached with an attempt to cut back on the length of speeches, review of the presentations and formalising the meal timewise.

In summary the Mess continues to be a popular social event in the Wing calendar and enjoyed by those who attend.

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for OC Wing