



BACKGROUND DOCUMENTATION

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Cadet Instructors Cadre (CIC)



Introduction

The Cadet Instructors Cadre (CIC) consists of approximately 4,500 commissioned officers of the Canadian Forces whose primary duty is the safety, supervision, administration and training of nearly 56,000 cadets. The CIC is a sub-component of the Canadian Forces Reserve, and represents all three elements: Sea, Army and Air. The cadets for whom the CIC are responsible are between the ages of 12 and 18, and are located in approximately 1,115 corps and squadrons across Canada.

The Canadian Cadet Organizations (CCO) is the largest federally-funded youth program in Canada. In partnership with the civilian Cadet Leagues, the Department of National Defence/Canadian Forces encourages youth to participate in a wide variety of physically and mentally challenging activities, while attaining valuable life and work skills, under the leadership of the CIC.

The aim of the Cadet Program is “to develop in youth attributes of leadership, good citizenship, and physical fitness, while stimulating interest in the Sea, Army and Air elements of the Canadian Forces.”

Participants

The approximately 4,500 officers of the CIC come from all walks of life across Canada. The majority of CIC serve the Canadian Forces on a part-time basis while either studying full-time or pursuing a civilian career. Members of the CIC parade with cadets an average of one night a week during the school year, with additional nights or weekends of training for optional activities and special events, like competitions, field exercises and practices.

Canada

Members of the CIC are commissioned officers of the Canadian Forces, and undergo military training which focuses on serving youth. Many CIC are former cadets who wish to continue their involvement in the Canadian Cadet Movement. Others are retired Regular or Reserve Force members, interested parents or members of the local community.

Recruitment

CIC officers are recruited through Canadian Forces recruiting centres. CIC candidates must have a Grade 12 education or GED certificate; be a Canadian citizen between the ages of 18 and 64; produce letters of recommendation; and go through a medical examination as well as a background security screening that includes a criminal and credit check.

The applicant must also be interviewed by a Unit Personnel Selection Officer to verify his or her suitability to work with youth.

Employment

Although most CIC pursue their interest in the Canadian Cadet Movement for the intrinsic rewards which come from working with youth, CIC at the local unit level are eligible to receive a maximum annual salary of 21 days pay. Many CIC however, tend to work many additional days without further reimbursement.

In addition, some CIC are employed full-time during the summer months at Cadet Summer Training Centres (CSTC) and Regional Gliding Schools (RGS), or during the regular calendar year at Regional Cadet Instructors Schools (RCIS). Others may work full-time at Regional Cadet Staff Establishments (RCSE) or the National Cadet Staff Establishment (NCSE).

Members of the CIC often schedule cadet work around their personal lives, careers and studies. For example, many CIC consider working at one of the 28 Cadet Summer Training Centres across Canada to be an excellent way to earn tuition money for post-secondary studies.

Training

In accordance with Section 46 of the National Defence Act, the Cadet Instructors Cadre (CIC) consists “of officers who have undertaken, by the terms of their enrolment, to perform such military duties and training as may be required of them, but whose primary duty is the supervision, administration and training of cadets.”

The training program for the CIC is specifically designed to train officers to implement the Cadet Program at the local unit level and at Cadet Summer Training Centres (CSTC), in addition to being upstanding members of the CF.

All CIC participate in the Basic Officer Qualification (BOQ) Course which lasts 10 days. This course includes training in military principles, leadership, military writing, environmental awareness and youth issues. It also includes Sexual Harassment and Racism Prevention (SHARP) sensitization training, as well as Cadet Harassment and Abuse Prevention (CHAP) training. SHARP is a Canadian Forces mandated program, while CHAP was developed specifically for both youth and adults in the Cadet Program to teach them their rights and responsibilities when dealing with harassment and abuse issues.

The specific CIC training objectives are as follows:

- ◆ To produce leaders for the Canadian Cadet Organizations (CCO);
- ◆ To develop the leadership and instructional skills required of a youth leader;
- ◆ To provide the officers with the skills and knowledge required to implement and administer the Cadet Program;
- ◆ To educate members of the CIC on the Canadian Forces and Cadet Leagues;
- ◆ To encourage officers to develop sensible living habits, including physical fitness.

Regional Cadet Instructors Schools (RCIS)

Much like other Branches of the Canadian Forces, the CIC has a national focus, although training occurs on a regional basis due to geographic constraints. The Regional Cadet Instructors Schools offer a variety of courses in areas such as Supply, Administration, Range Safety, Cold Weather Indoctrination, Band Director, and Orienteering (among others). To advance through the system, members of the CIC must also complete a series of Basic Officer, Lieutenant and Captain Qualification Courses, as well as Military Occupational Courses or Junior Officer Leadership Courses. In addition to the above, those destined to take charge of a local corps or squadron must also complete the Commanding Officer Course.

Cadet Summer Training Centers (CSTC)

Each year approximately 23,000 cadets undergo training at one of 28 Cadet Summer Training Centres (CSTC) across Canada. Summer training is often based on elemental lines and courses range from two weeks to six weeks in duration. The CIC forms the majority of the staff at the Cadet Summer Training Centres, in positions ranging from Standards, Supply, Administration, Training and Public Relations. They can also act as Platoon Commanders, Gliding Instructors or Tender Charge Vessel Operators, among other positions. As during the school year, CIC continue to offer their unique talents and training as youth leaders to ensure the success of the cadets in their charge. A member of the CIC can also apply to work in a CSTC out of Region or as an Escort Officer on an international exchange. But most frequently, members of the CIC “adopt” a CSTC and return there each summer in various positions, thereby creating a sense of continuity and adding to the feeling of “family” as the same faces reappear each year.

Vision of the Canadian Cadet Movement

The CIC are part of a larger collective known as the Canadian Cadet Movement (CCM). The Canadian Cadet Movement consists of the following participants: all cadets, CIC, Civilian Instructors, League Members, Regular and Reserve Force members in support of the CCO, Local Sponsors and interested parents.

By working together, participants in the Canadian Cadet Movement are able to create a positive and enriching environment where individual and group learning flourishes and certain shared values are embraced. The following Vision Statement reflects the essence of what the Cadet Program is all about.

"We commit to develop in each and every Sea, Army and Air cadet qualities of leadership and an aspiration to become a valued member of his or her community. We reinforce values necessary to prepare youth to meet the challenges of tomorrow and to embrace the multicultural dimensions of Canada.

To this end, we offer dynamic training in a supportive and efficient environment where change is a positive and essential element.

We further commit to attain this vision by living shared Canadian values, paying particular attention to:

LOYALTY, the expression of our collective dedication to the ideals of the Cadet Movement and to all its members;

PROFESSIONALISM, the accomplishment of all tasks with pride and diligence;

MUTUAL RESPECT, the treatment of others with dignity and equality; and

INTEGRITY, the courage and commitment to exemplify trust, sincerity and honesty."

Conclusion

Membership in the CIC allows dynamic, capable adults to receive training by the Canadian Forces and to learn about this institution's traditions, while nurturing their connection with youth. *Training the youth of today to be Canada's leaders tomorrow* is a valuable and rewarding job for all CIC.

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For more information on the CIC, please visit the Cadet Instructors Cadre website www.vcds.dnd.ca/cic or call CFRETS toll-free **1-800-856-8488**.