

Unit Training Programs

Overview

- “Unit training” defined
- Passive and active training programs
- Continual training is important!
- Use a meeting schedule when planning training
- Group, wing, region, and national schools
- Commanders must advocate & participate in training

Unit Training Programs

Unit training programs are the heart of CAP training. It is at the unit level where the “rubber meets the road”.

Unit Training Programs

“Unit training” defined:

Any activity which enhances the capability and/or readiness of the unit through the practice or acquisition of new skills.

Unit Training Programs

**For effective unit training
You need:**

- ⦿ a plan for training in the areas desired
- ⦿ a person responsible for conducting training
- ⦿ an effective support structure to ensure success

Unit Training Programs

Ideas for *Spice* in unit training

- Guest speakers
- Joint training with other units
- Sponsor or participate in an exercise
- Use teaching aids such as: PowerPoint presentations, videos, and movies
- Have other people help you
- Use other than CAP materials

Unit Training Programs

Passive training programs:

- do not rely on much outside support
- rely heavily on individual motivation and effort
- are good for members with a thorough basic knowledge of subject matter, or to instruct about uncomplicated tasks
- have less direct supervision
- allow members to choose their own personal objectives, focus, and schedule

Unit Training Programs

Examples of passive training programs

- Officer Basic Course (OBC)
- On-line courses
- ES upgrade training for individual achievement

Unit Training Programs

Active training programs:

- require support from people and organizations outside of the individual student
- usually group efforts with more than one student participating

Unit Training Programs

Examples of active training programs:

- Flight clinics
- Model rocketry programs
- ES field training
- On-the-job training (senior member specialty training, cadet leadership training, etc)

Unit Training Programs

On-the-job training

- Learning is task-based
- Usually in the workplace
- With senior members, is the ideal way of learning

Unit Training Programs

Supervisor responsibilities

- Formulating a plan of action & objectives for the student
- Teaching the skills to the student in the work setting (having the student do as much as possible)
- Providing immediate feedback to the student throughout the process

Unit Training Programs

Continual training is important!

Your programs must be constantly on the move, changing as the unit's mission, skill level, and needs change.

Unit Training Programs

What should you train your people for?

Train them to:

- support the CAP mission as a whole
- perform the jobs necessary to effectively run the unit
- advance their professional and personal development

Unit Training Programs

When do you have time to train?

Create time by:

- ◉ delegating training planning and taskings
- ◉ plan training time into your schedule
 - Schedules provide a ready-made template
 - Schedules fence off training from other activities

Unit Training Programs

Group, wing, region, and national schools

- Training efforts which require more resources than any one unit has
- Provide education requiring a broader foundation
- Schools mandated to be administered at a higher level than the unit

Unit Training Programs

Commitment...The commander must:

- advocate unit training
- support unit training
- participate in unit training

Unit Training Programs

The common thread through all CAP training programs is commitment.

For the unit, it must begin with the commander.

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Questions & Answers