

**NAVY**  
CADETS

**ARMY**  
CADETS

**AIR FORCE**  
CADETS



Australian Government  
Department of Defence

**CADET**  
CONTRIBUTION  
TO DEFENCE

**MAY 2005**



## HOW WAS THE BISHOP REPORT CONDUCTED?

The Bishop report used information gained from interviews and a variety of sources, including the 1999 and 2003 ADF Census and 2003 Civilian Census results and recruiting and workforce planning data.

## WHO TOOK PART IN THE CADET STUDY 2004?

The study consisted of a quantitative national survey of Navy, Army and Air Force Cadets and Cadet Staff, which was supplemented by qualitative information gathered through focus groups with Cadets.

The survey element of the Cadet Study 2004 received:

- a 29 percent response rate from Cadets across the three Cadet organisations, representing about seven percent of the total Cadet population; and
- a 49.5 percent response rate from Cadet Staff across the three Cadet organisations, representing about 20 percent of the total Cadet Staff population.

Focus groups were conducted with 85 Cadets from the three Cadet organisations at community and school-based Cadet Units in Jervis Bay, Darwin, Adelaide and Sydney. Two focus groups were conducted at each Cadet Unit – one with 12 and a half to 14 year olds and one with 15+ Cadets.

## MESSAGE FROM HEAD CADET POLICY

In 2004, the Directorate of Defence Force Cadets commissioned two studies on Australian Defence Force Cadets.

The first was a report on the contribution made by Cadets to the Defence workforce. The purpose of this report was to provide an evidence base on which a number of initiatives could be developed to smooth the “pathway” for Cadets into Defence, particularly the Australian Defence Force. Its author, Charles Bishop, completed this report in December 2004.

The second study was an “attitudinal dip” into the three Cadet organisations. The purpose of this research was to enhance the DDFC’s understanding of the Cadet and Cadet Staff population to better focus and improve programs and policies.

When the findings of the report and study are combined, some important messages begin to emerge. This special edition of the Cadet contribution to Defence magazine has been produced to provide Cadets and Cadet Staff with a summary of these messages. These are your achievements and your views and we wanted to share them with you through this magazine.

I’d like to take this opportunity to thank all those who participated in the report and study. This is the first time we’ve had a comprehensive picture of the Cadet contribution to Defence, particularly the ADF, and Cadet and Cadet Staff views on life in the ADFC.

The study and report make a number of recommendations, which are currently being considered by the ADFC and DDFC. We will provide you with regular progress reports on these recommendations through CadetNet and the DDFC News.

Air Vice Marshal David Dunlop CSC  
Head Cadet Policy

## DISCLAIMER

As the Cadet Study 2004 was not a universal census of Cadets and Cadet Staff the findings represent the views of those who participated in the survey and focus groups – just under one tenth of Cadets and one fifth of Cadet Staff. While this is a substantial number of individuals from a diverse range of Cadet Units, caution should be taken when attempting to generalise the findings to the entire Cadet and Cadet Staff population. Nonetheless, results were generally consistent and can be considered indicative of the views of Cadets and Cadet Staff as a whole.

“ It’s stuff you wouldn’t just do in a normal life ”  
Male, Army Cadet

“ I want to become a pilot through ADFA...and I think Cadets will give me a bit of a boost to reach that goal

Male, Air Force Cadet

“ I believe it is a great honour to be an active member of a Cadet organisation and contributing some of my 28 or more years of “ADF” experience. The real receiver of this is the ADF and the wider community in that our Cadets are the future of our country

Warrant Officer, Air Force Cadets

## KEY FINDINGS

Both the study and report found that the Cadet Community:

- provides a cost effective and talented recruitment pool for the ADF, particularly Air Force Cadets;
- contributes strongly to the Defence leadership team, at the civilian and Permanent and Reserve force level;
- promotes Defence in the general community, particularly in remote and regional areas;
- is highly educated;
- performs better than non-Cadets in ADF training;
- provides a talented team of trained and well educated volunteers who are committed to youth development in a military-like setting;
- comprises more males than females;
- is strongly represented in Queensland, New South Wales and Victoria;
- is satisfied with the overall Cadet and Cadet Staff experience;
- is aware of its responsibilities, particularly on health and safety matters; and
- knows there is someone in Cadet Units to talk to if feeling uncomfortable about what they are experiencing.

## WHAT NEEDS IMPROVING

According to Cadets:

- access to more military-like and practical activities, particularly for junior Cadets;
- lesson planning to reduce repetition;
- induction programs, so they are more structured and inviting, particularly for junior Cadets;
- resources for instructors, equipment and Cadet Unit facilities;
- tri-Service and inter-Cadet organisation activities;
- interaction with ADF personnel;
- access to civilian accreditation courses;
- communication, with the general community, across Cadet Units and with senior ADFC and parent Service representatives, particularly for Navy and Army Cadets; and
- information on Defence recruitment processes and career opportunities, particularly at schools.

## WHAT NEEDS IMPROVING

According to Cadet Staff:

- access to more military-like and practical activities, particularly for junior Cadets;
- training, particularly for Navy Cadet Staff;
- communication, across Cadet Units and with senior ADFC and parent Service representatives;
- resources for Cadet Unit facilities, uniforms, equipment, information technology and training;
- the Cadet Staff appointment process, to reduce delays;
- the pay structure and the number of paid days allocated to Cadet Staff;
- Cadet Staff numbers to ensure sufficient instructors;
- the Cadet age policy, particularly the “retirement” age for Navy Cadets and the starting age for Air Force Cadets; and
- the relationship between Cadet Staff and the Permanent and Reserve forces.

## VITAL STATISTICS

As at 30 June 2004, there were 24,450 Cadets in the three Cadet organisations:

- 2,277 or nine percent in Navy Cadets;
- 15,362 or 63 percent in Army Cadets; and
- 6,811 or 28 percent in Air Force Cadets.

“ I remember my first annual camp, and the Brigadier came, and the first question he asked was, ‘how many people want to join the ADF?’. ...There were about 400 people and nearly every single person put their hand up ”

Female, Army Cadet

### The Cadet Study 2004 found that –

- 82.5 percent of Cadets indicated they had some degree of interest in the ADF prior to joining Cadets, with Air Force Cadets showing particular interest
- almost half of the Cadet respondents indicated they had some knowledge of the work of the ADF, and around 30 percent felt they knew “a lot”
- Cadets hold a very positive perception of the ADF, noting that the ADF is good at what it does and performs a worthwhile job
- 87.3 percent of Cadets felt that being a Cadet improved their understanding of the ADF
- almost half of the Cadet respondents indicated they would definitely consider a career in the ADF – the vast majority of Cadets in the focus groups are interested in joining the ADF
- three quarters of Cadets would consider continuing with Cadets as a Cadet Staff member
- many Cadets said they greatly enjoy informal interaction with ADF personnel, through General Service Training
- Cadets expressed a strong desire to learn about their Service, particularly employment prospects
- while there is some awareness of ADF entrance options, the knowledge of the recruitment process is generally limited
- some Cadets have ambitions for a long term ADF career, while others are considering ADF employment as a stepping stone to external employment or an option to get paid while training or obtaining a degree

## CADET CONTRIBUTION

### STRONG CONTRIBUTORS TO THE COMMUNITY

While not members of the ADF, local communities associate Cadets with Defence. In fact, in some communities they are the sole visible ADF presence, providing the only uniformed contribution to events such as ANZAC and Remembrance day ceremonies.

### STRONG CONTRIBUTORS TO THE ADF

Cadets make up 25.4 percent of the ADF community, when considered as part of the 96,150 Permanent and Reserve forces. Of that community:

- 14 percent of Navy are former Navy Cadets;
- 27 percent of Army are former Army Cadets; and
- 30 percent of Air Force are former Air Force Cadets.

The 2003 ADF Census indicates there were 14.6 percent former Cadets in the Permanent forces and 17.6 percent in the Reserves.

Members with former Cadet experience are evenly spread across the three Services, with a higher representation in the Reserves.

Compared to their organisational size in the ADFC, former Navy and Air Force Cadets are highly represented in the ADF and former Army Cadets are underrepresented.

### COST EFFECTIVE TALENT POOL FOR THE ADF

Cadets comprise just over one percent of the two million 12 and a half to 18 year olds in Australia. However, over the last four financial years, Cadets made up 10.4 percent of ADF applications. Of the total Australian Defence Force Academy students that enlist, 35 to 40 percent are former Cadets.

While Army Cadets provided the greatest number of Cadets into the ADF, given its size, Air Force Cadets contributed a significantly higher quantity over the last four financial years.

For every 7.7 Cadet enquiries about a career in the ADF, 3.4 applications result in an enlistment. For non-Cadets, 18.6 enquiries generate 3.6 applications resulting in an enlistment.

Over the last four financial years, on average Cadets who applied to the ADF had a 29.5 percent chance of successfully enlisting. In that same period, non-Cadets had a 27.7 percent chance of successfully enlisting in the ADF.

## CADETS JOIN ALIGNED SERVICE

In the last four financial years, Cadets predominantly joined their aligned Services, particularly Navy and Army Cadets. Navy benefits substantially from the cost effective talent pool provided by Navy Cadets. While Cadets exhibit an alignment to their Service, there is also significant cross pollination into other Services. This suggests Cadets generally view service in the ADF as an attractive career option, particularly Air Force Cadets, who comprised 47.9 percent of enlistments to Army.

## COST EFFECTIVE TALENT POOL FOR ADFA

Cadets make up between 35 and 40 percent of new entrants to ADFA, with a significant and disproportionate number drawn from Air Force Cadets. In 2003, Air Force Cadets represented 28 percent of the ADFA, yet contributed 52.5 percent of the Cadet entries to ADFA. Navy Cadets contributed 5.7 percent of ADFA entries and Army Cadets 41.8 percent. Navy Cadets comprise nine percent of the Cadet organisation and Army Cadets 63 percent.

While there is an alignment amongst Cadets to their Service, particularly amongst Navy Cadets, in ADFA there is also significant cross pollination between Services.

The majority of Cadets joining ADFA find out about how to sign up through their school, family and friends, not the ADFA.

## HIGH ACHIEVERS IN THE ADF

Former Cadets are more likely to stay in the ADF and more likely to reach senior ranks according to the 1999 and 2003 ADF Census.

The presence of former Cadets in senior Officer ranks is significant. The 2003 Census revealed that 25.6 percent of the Commodore/Brigadier/Air Commodore level and above in the Permanent force were former Cadets.

The figure is more marked in the Reserves, where the 2003 Census revealed that 45.7 percent of the Commodore/Brigadier/Air Commodore level and

above were former Cadets. This suggests that Cadet experience may be a factor in achieving promotion if entering the ADF as an Officer.

While former Cadets are more likely to enlist as Officers in both the Permanent and Reserve forces, they are also strongly represented at the senior levels of Other Ranks. The 2003 Census revealed that 13.5 percent of the Permanent force at the Warrant Officer/Warrant Officer 1 level were former Cadets. Again, this figure is more marked for the Reserve force, where 16.1 percent of former Cadets were at this level.

Former Cadets in the ADF are also more likely to stay for more than 25 years. The 2003 Census indicates a significant increase of former Cadets who have served longer than 25 years in the Permanent force. The 2003 data for former Cadets in the Reserves also showed a large increase in those who have served more than 25 years.

## HIGH ACHIEVERS IN THE CIVILIAN WORKFORCE

The 2003 Civilian Census revealed that about five percent of Defence civilians were former Cadets. Of that group, former Cadets were more likely to hold senior positions. Former Cadets were 60 percent more likely to be at the Executive Level 2 level and three times more likely to be in the Senior Executive Service ranks.

Former Cadets were also more likely to stay in Defence civilian ranks for more than 25 years. However, they were also more likely to leave before five years of service.

## HIGH ACHIEVERS IN TRAINING

Between February and October 2004, 2,225 recruits entered the Army Recruit Training Centre and underwent basic training. Of these, 18 percent had prior experience as Cadets.

Recruits with Cadet experience had a greater chance of graduating from ARTC than non-Cadets. Recruits entering ARTC with Army and Air Force Cadet experience were also more likely to graduate than Navy Cadets or non-Cadets. While less represented, female recruits with Cadet experience were more likely to graduate than females with non-Cadet experience.

## HIGHLY EDUCATED

The 2003 Census shows that former Cadets (25 percent) who are members of the Defence workforce are more likely to have tertiary qualifications than non-Cadets (20 percent). For all other categories of education, such as secondary and post graduate, the figures were similar between former Cadets and non-Cadets.

# CADETS - WHAT YOU TOLD US

## Who you are

- You are more likely to be male than female, with approximately three quarters male and one quarter female
- Your average age is 14 to 15 years
- Almost 50 percent of you have been Cadets for one year or less
- Most of you hold the rank of Seaman/Private/Cadet
- Nearly 17 percent of you are attending a school-based Cadet Unit
- Nearly four percent of you are attending Cadets on a compulsory basis
- Most of you are in Queensland, followed by New South Wales and Victoria
- About eight percent of you speak a language other than English at home, primarily Italian, Cantonese, German and Greek
- Three percent of you are Aboriginal or Torres Strait Islander

## Why you join

- You join because you have a personal interest in the Navy, Army or Air Force – you want to get a “taste” of the military life – and want the opportunity to try something new or challenging
- You join Navy, Army or Air Force Cadets because you have an interest in the parent Service or associated activities, such as sailing, bush skills or flying
- Most of you learn about Cadets through a friend or family member who was a Cadet or through your school

## What you think

- The majority of you (80 percent) enjoy attending Cadets “always” or “most of the time”. Only a small proportion of you say you no longer want to be a Cadet or do not enjoy attending Cadets, primarily those of you attending on a compulsory basis
- Military-like and adventurous activities are your favourite activities, as well as organisation-specific activities such as sailing, camouflage, bush survival, navigation, signals and flying
- The thing you relish about Cadets is the opportunity to do activities that a “normal person wouldn’t do”
- Many of you value the leadership, discipline and personal development opportunities provided by Cadets
- The variety of subjects learned, such as first aid and access to specialist and other courses, are also favourites
- You consider only a few activities “not very interesting”. Of these, lectures, learning Cadet or military history and dress and accoutrements are more likely to be considered “okay” than “very interesting”
- About two thirds of you would like to do more military and tri-Service activities
- Generally, you consider discipline to be “just right”, however almost one third of you suggest it is “too soft”

Everything. It's fun. You meet new people. Discipline. Helps you for the future...looks good on your resume

Male, Army Cadet

We play a very vital role with the development of youth. Why doesn't everyone embrace it and support it physically and financially?

Captain, Army Cadets

I volunteer with the ADFC because it is interesting, it allows me to extend my skills base in the direction I want to go and it is very rewarding to watch some of the Cadets develop and thrive in the system

Captain, Army Cadets

- Over 90 percent of you think your activities are carried out safely and the majority of you rate your understanding of your safety responsibilities as “good” or “very good”
- Almost all of you enjoy the social aspect of Cadets and making new friends
- The majority of you intend to stay until you reach the “retirement” age limit or start employment
- Some of you said you didn’t want to leave at all!

### What people think of you

- Apparently peer perceptions of you vary, with some of your friends finding you “strange” or “weird”, while others are supportive
- Some of you have been teased, but the negative comments had not made you consider leaving
- You said there is ignorance amongst your peers and the general community as to who Cadets are and what they do
- Some of you had received negative feedback from ADF personnel, who showed an apparent lack of awareness about where Cadets belonged in the scheme of things
- Generally, you thought there should be more community activities and Cadet Unit promotion to increase exposure and awareness of Cadets

### What you think about communication and your levels of knowledge

- Almost 90 percent of you agree that if you were feeling uncomfortable in your Cadet Unit there was someone available for you to talk to. Of those of you that disagreed, a slightly larger proportion were from school-based and compulsory Cadet Units
- Just under 40 percent of you have used CadetNet and the majority were from Air Force Cadets
- Those of you who have used CadetNet generally rate its ease of use, available information and appearance as “good” or “very good”
- Most of you who have used or seen the various modes of communication are satisfied with them, however substantial proportions of you are not aware of the channels available, particularly Army Cadets
- Most of you are aware of the ADFC concept and around three quarters of you are aware of the headquarters component for your organisation
- Almost two thirds of you consider civilian accreditation of courses to be important

“ Cadets provide a wonderful service to the community in training young people. It gives them useful life skills and much-needed confidence and self-esteem. I have encountered many young men during my 25 years of service and meet them again many years later in life. They mostly agree how worthwhile their time in Cadets had been.

Well worth the money invested! ”

Captain, Army Cadets

“ Cadets do not get enough media coverage that allows the public to have an understanding of the level of training being a Cadet gives the youth of today. It makes them more responsible for their own actions and gives them an outlet to express themselves with leadership and public speaking, while teaching respect for themselves and to other people ”

Captain, Army Cadets

“ I like the fact that it’s bettered myself. I was a really, really shy person, very quiet before I joined Cadets, and now I have enough self-confidence to lead other people and speak my mind. I’m a completely different person because I ended up joining Cadets ”

Female, Navy Cadet

“ I like that I’ve learnt to do public speaking and leadership...before I came to Cadets I was a shy boy and now I can go and do public speaking and show some leadership ”

Male, Air Force Cadet

# CADET STAFF - WHAT YOU TOLD US

## Who you are

- You are more likely to be male (69.8 percent) than female (30.2 percent) and you cover a broad range of ages
- About half of you have worked with Cadets for less than five years
- Over one quarter of you have been involved for more than ten years
- Over 25 percent of you plan to stay for another 11 or more years
- Over 50 percent of you had been Cadets and about 40 percent of you had served in the ADF
- Almost 20 percent of you had applied to serve in the ADF
- About one half of you hold vocational or tertiary qualifications
- You are employed in a diverse range of occupations, with the majority of you holding “professional” roles

## Why you join

- You volunteer because you want to be involved with youth and youth development
- Most of you learn about the ADFC from being a Cadet or word of mouth from a Cadet or another Cadet Staff volunteer
- Over one third of you are ex-military or former Cadets and volunteer because you want to contribute back to the organisation or continue your involvement
- Most of you hold administration or training positions
- About 20 percent of you perform more than one role in your Cadet Unit

## What you think about the Cadet age policy

- The majority of Navy and Army Cadet Staff think 12 and a half is a suitable starting age for Cadets
- 62 percent of Air Force Cadet Staff think that an age other than 12 and a half would be more suitable, with most indicating 13 as an appropriate starting age
- 66.7 percent of Army Cadet Staff and 76.8 percent of Air Force Cadet Staff think that the current “retirement” age for Cadets at 20 is suitable

- Almost two thirds of Navy Cadet Staff do not agree that the current “retirement” age for Cadets at 19 is suitable. Most indicated that 20 would be more appropriate, in line with the other organisations

## What you think about your skill and knowledge levels

- The majority of you rate your understanding of your roles and responsibilities and skills and knowledge as “good” or “very good”
- 93.5 percent of you report that you have a “good” or “very good” understanding of your health and safety responsibilities
- About 50 percent of Army and Air Force Cadet Staff indicate that the training they have received has been “good” or “very good”
- Less than 30 percent of Navy Cadet Staff indicate that the training they have received has been “good” or “very good”
- Almost 50 percent of Navy Cadet Staff consider the training they have received to be “poor” or “very poor”, compared with 12.1 percent of Army Cadet Staff and 14.5 percent of Air Force Cadet Staff

## What you think about resources

- Almost 75 percent of you report that you do not have the resources to do your job
- Navy Cadet Staff most lack staff training resources
- Army Cadet Staff most lack military equipment and training resources for Cadets
- Air Force Cadet Staff most lack information technology equipment and training resources
- Substantial proportions of you also note that physical space and facilities and staff are lacking in your Cadet Unit

## What you think about communication

- Communication varies dramatically across the ADFC, with responses polarised
- The highest proportion of you indicated that communication within Cadet Units and with Commanding Officers and superiors needs improving
- An improvement in communication with National Commanders and Service representatives was deemed the next highest area for improvement
- 52.4 percent of you are “satisfied” with the level of support provided by your parent Service, 21.9 percent are “dissatisfied”
- 67.3 percent of you had accessed CadetNet with a member log on, the highest proportion from Air Force Cadet Staff. Just over 10 percent of you had never used CadetNet

“Coming to Cadets, I’ve noticed the change in me. I don’t get in trouble at school no more, I get As instead of Ds...”

Male, Navy Cadet