

THE MOD-SPONSORED CADET FORCES

A Force for Good in Society

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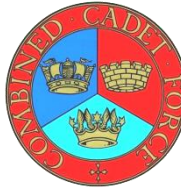
All Party Parliamentary
Group
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The MOD-Sponsored Cadet Forces

- The MOD has 5 Cadet Forces with 120,000 cadets and 27,000 adult volunteers
- There are 46,000 cadets in cadet units in schools and 74,000 cadets in cadet units in the community
- Most cadets are 12 – 18 years old and 34% are female

Community				School
Sea Cadet Corps	Volunteer Cadet Corps	Army Cadet Force	Air Training Corps	Combined Cadet Force
				
13,220 Cadets 4,360 Adults	440 Cadets 110 Adults	34,080 Cadets 9,020 Adults	26,300 Cadets 10,710 Adults	46,070 Cadets 3,270 Adults

Numbers at 1 Apr 21



The Cadet Force Vision

Providing a challenging and stimulating contemporary cadet experience that develops and inspires young people within a safe environment



- The Cadet Forces are military-themed voluntary youth organisations and are not part of the Armed Forces
- The Cadet Forces are not conduits for entry into the Armed Forces – this position is clearly stated in the UK's report to the UN Convention on the Rights of the Child



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Why Do We Have Cadet Forces?

DEVELOPMENT

- Cadet Forces deliver personal development and leadership skills to individual cadets
- This has an overall benefit to society

AWARENESS

- Cadet Forces are a visible presence in the community; this maintains the Nation's awareness of its Armed Forces
- Young people have a favourable impression of the Armed Forces' role in the world

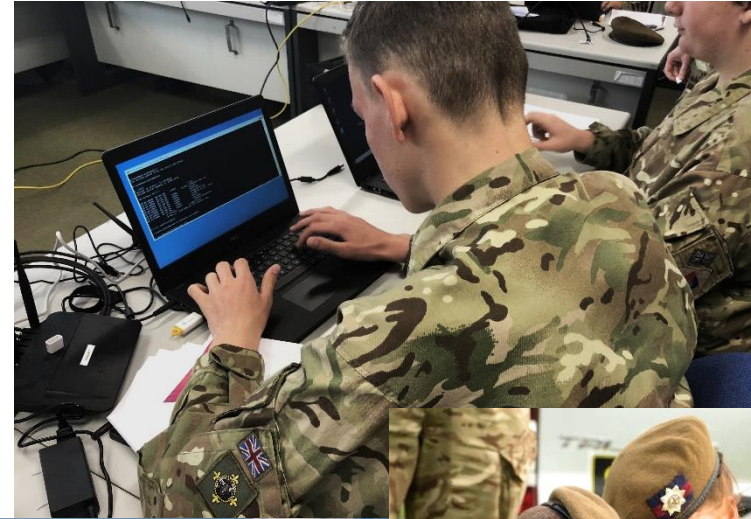
CAREER OPPORTUNITIES

- Cadets gain awareness of career opportunities in the Regular and Reserve Forces and related industries
- Former cadets constitute about 25% of UK Regular and Reserve Forces



Cadet Forces are a Defence Task

- Specific Tasks being delivered are:
 - Cadet Expansion Programme
 - CyberFirst Cyber Skills Programme



Our Cadet Force Adult Volunteers

- Come from all backgrounds and communities
- Role models who want to make a positive difference to young peoples' lives
- Are not part of the Armed Forces
- Gain new skills and qualifications which are transferable to their workplace.
- Supported by Military Training Teams



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Moving Forwards: the Cadet Forces Strategy and Recovery from the Impact of COVID-19



Research Questions

July 2016 Institute for Social Innovation and Impact, University of Northampton, commissioned to answer three questions:

1. What is the social impact and return on investment resulting from the UK (MoD) spending c. £180M p.a. on Cadet Forces?
 2. What is the social impact of the Cadet Expansion Programme (CEP) on the individuals who join the cadet units, their schools, the CFAVs, their local communities and wider society?
 3. What are the benefits of the qualifications provided by CVQO to cadets and Cadet Force Adult Volunteers?
- Longitudinal project over four years August 2016 to July 2020
 - Interim reports in 2017, 2018, 2019; Final report 2021

Methodology and Data

- Semi-structured interviews with over 640 cadets, adult volunteers, parents, school staff and governors
- Self-completion on-line or paper survey cadets, adult volunteers and teachers (5,500+)
- Analysis of Cadet Forces' databases
- Review of relevant literature
- Economic analysis
- Biggest project of its kind, enough data for 6 x PhDs!



For these two, and 120,108 others, being a cadet develops:

- the ability to **communicate** clearly,
- the ability to **lead** a group,
- the **resilience** to keep going,
- the ability to work as a member of a **team**,
- the ability to use **social skills**,
- the ability to accept **diversity** and work with different people,
- the personal **confidence** to utilize key skills in different situations and with different people.



Impact of Cadet Forces on young people



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What do employers want?

- Resilience.
- Good communication.
- Effective leadership and management.
- Planning and research skills.
- Adaptability.
- Teamwork and interpersonal skills.
- Relevant work experience.
- Commercial awareness



Source: <https://www.prospects.ac.uk/careers-advice/applying-for-jobs/what-skills-do-employers-want>



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Positive Outcomes of Cadet Forces:

- Improved social mobility
- More effective education
- Improved mental and physical wellbeing
- Enhanced employability
- Reduced vulnerability/increased resilience
- Increasingly inclusive communities (ethnic, religious, socio-economic)

(Cadets and adult volunteers benefit)



Outcomes of Cadet Forces



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One in 10 cadets are Eligible for Free School Meals (eFSM) or, they are poor

Children that are eFSM score lower in measures of self-esteem and self-efficacy.

70% of eFSM children do not meet expected standards at age 16

eFSM children 4 x more likely to be excluded from schools

Only 1% of excluded young people achieve five good GCSEs including English and Maths

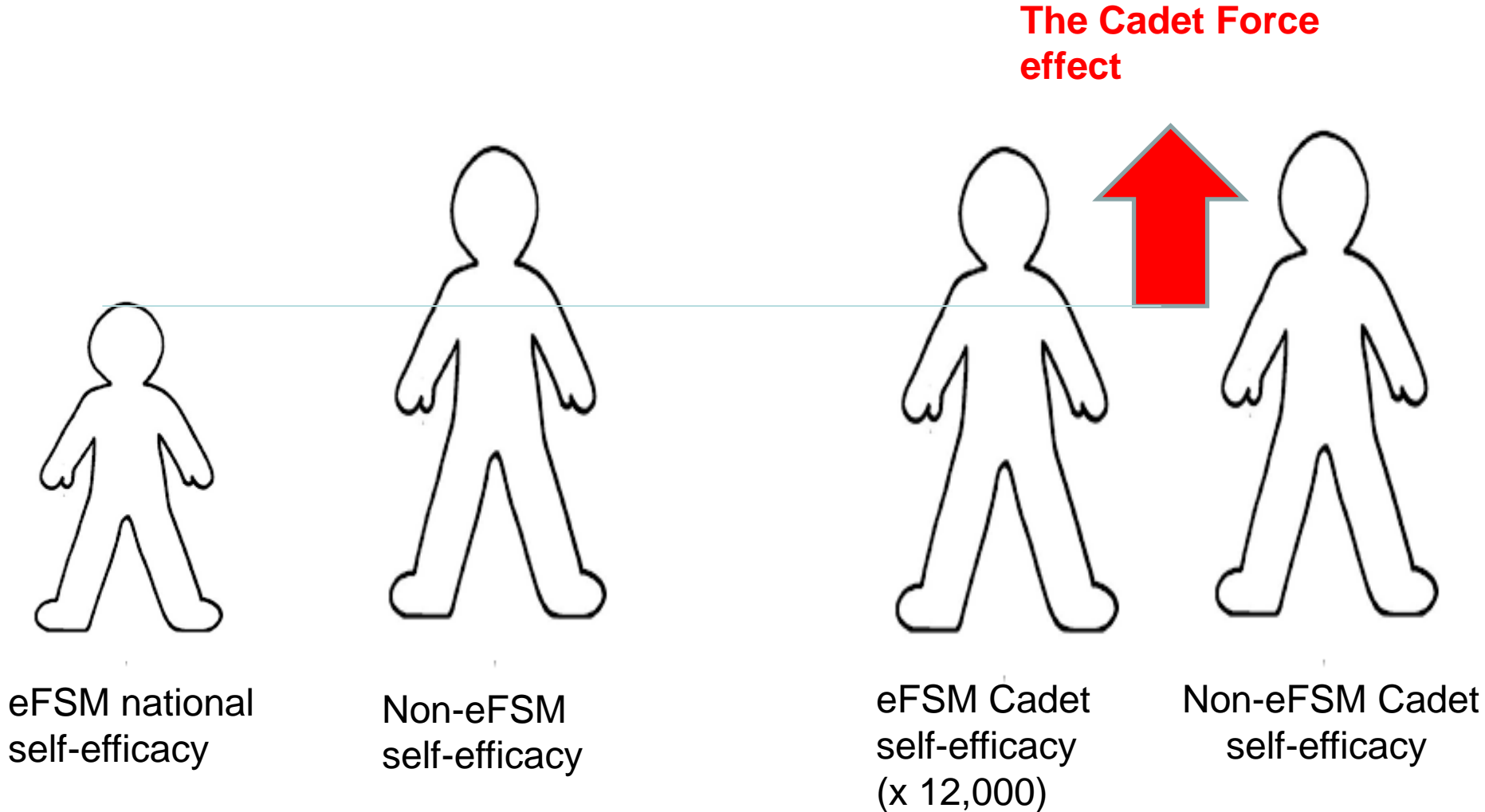
Being excluded from school often leads to becoming NEET.

Lifetime cost of exclusion c. £392,000 per individual



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Key Finding of Northampton study



Value of CVQO awards to eFSM cadets

- Gaining 1-2 good GCSEs is associated with significantly increased likelihood of employment and high-wages (lifetime productivity returns £124,412 female, £192,694 men)
- Many eFSM children fail to gain any GCSEs
- 169 female cadets and 328 male cadets that are eFSM gained BTEC or ILM at level 2 in 2018-19
- Teachers say that gaining a BTEC or ILM greatly increases the cadets likelihood of gaining good GCSEs
- Lifetime value for the 2018-19 cohort of learners = £108.9 million
- *Figures and calculations are indicative*
- **But, for children from poor homes, CVQO qualifications have great importance**

Impact of Cadet Expansion Programme

- Having a supported and successful CCF unit in a school:
 - Improves attendance (7% boys, 3% girls)
 - Attendance improvement increases with time in cadets (5% Yr 9, 8% Yr 11)
 - Significant impact on disadvantaged groups attendance (5% English as additional language, 7% eFSM, 7% Pupil Premium)
 - Increased attendance strongly linked to increased attainment, particularly among disadvantaged groups



Why does a CCF improve attendance?

Children belong to something bigger than them, or the school.

Sense of identity (uniform etc.)

Role models

Different relationships with teachers

Challenging fun



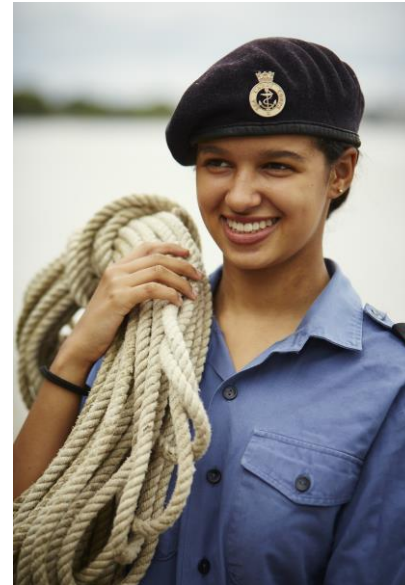
Value of Adult Volunteering

- Simple model – minimum wage (Community Works): multiply CFAV hours x minimum wage **Total = c. £91 million p.a.**
- Sophisticated model – life satisfaction (Fujiwara et al 2013): frequent volunteers (i.e. CFAVs) gain £16,335 of benefit p.a. **Total = c. £479 million p.a.**
- Conclusion: the value of the time, energy and effort CFAVs put into the Cadet Forces is enormous, as is the benefit they gain!
- Lifetime value of NVQ 2 and 3 to a CFAV could be as much as £81,600 (depending on age)



Government Departments benefiting from Cadet Force outcomes

- MOD
- DfE
- DWP
- Health and Social Care
- HMRC
- Housing, Communities and Local Govt.
- Home Office?



Conclusions

The Cadet Forces provide challenge, discipline, fun, structure, education, training and opportunity

All cadets can benefit, most adult volunteers benefit

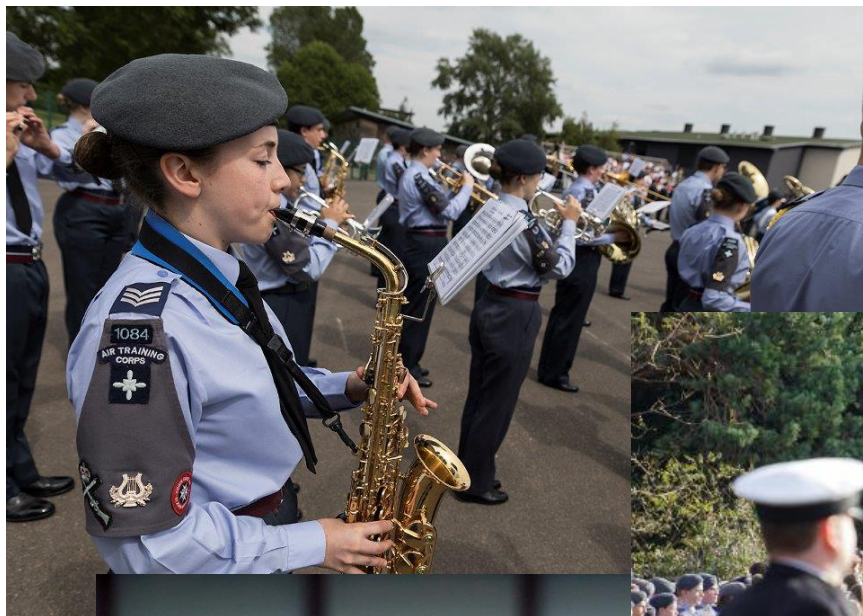
Those cadets who come from poor homes are able to transform their life-chances.

The work the adult volunteers, the Cadet Training Teams, the Regular and Reserve Forces do to run cadet detachments is hugely important

The Cadet Forces are a superb investment for the taxpayer



QUESTIONS?



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