



OUR VISION

Our vision is to help develop a capable, confident, motivated, self-aware, respectful and resilient, young Australian whose values, humanity and leadership are an asset to the community. Our Cadets also understand the importance to the nation of Australia's maritime domain.



SERVICE, COURAGE, RESPECT, INTEGRITY, EXCELLENCE



ANC

AUSTRALIAN NAVY CADETS
2023

A PASSAGE PLAN TO 2023



Michael Noonan

Vice Admiral AO RAN
Chief of Navy

December 2020

A MESSAGE FROM THE CHIEF OF NAVY

The Australian Navy Cadets (ANC) is the Royal Australian Navy's premier youth development program. It is an essential element of nation-building, that empowers cadets with confidence and a sense of belonging. As the national focus continues to shift to the maritime domain, strong relationships between Navy, industry, and our community are vital. Plan Pelorus recognises the importance of Navy's relationship with our Australian communities, and the ANC as a significant element of Navy's commitment. The ANC enables meaningful Navy-community engagement, including remote and rural areas, where tangible connections are evident and enduring.

The ANC is also a key element of the Australian Defence Force Cadets construct. Using the OneCadet principles, and particularly the Defence Youth Safety Framework, ANC seeks to provide young Australians with exposure to Defence through a range of safe, enjoyable and rewarding experiences.

Apart of the extended Defence family, the ANC is founded on the Defence Values, and guided by the ADF Cadets Youth Values and Behaviours. ANC 2023 outlines how we will strive to strengthen the ANC – Navy bond, and enhance youth protection, safety and development.

I commend ANC 2023 to you.



Martin Blume

Captain ANC
National Commander

December 2020

NATIONAL COMMANDER ANC INTENT

The ANC will continue to develop our youth programs, and forge strong relationships with all of our stakeholders, including our members, families, the Royal Australian Navy, and local and national community organisations. These relationships will be based on respect for each other, recognising and valuing the attributes, skills, and opportunities that each brings to our organisation and program. Whilst our outlook will focus primarily on the maritime environment, we will seek out other opportunities to provide our members opportunities to gain skills and experiences in other areas of interest. To increase our stake in the youth market space, we will provide a unique, contemporary, innovative, safe, maritime themed experience that captures the imagination of 13-17 year olds.

We are committed to improving outcomes for all cadets, to ensure that they are provided access to the opportunities and support they need to enable them to succeed in life. The ANC program will offer cadets the opportunity to develop personally, gain essential life skills, and build lifelong relationships with their peers, the ANC, and the community. Whilst investing time in our communities and acquiring skills, the ANC programme will ensure Cadets have an exciting and fun experience. Whenever possible our cadets will be empowered to take a leading role in our organisation

Our Officers and Instructors are the centre of gravity of the ANC program. We will ensure that they, too, have a fulfilling and meaningful experience. To ensure this is successful, we will consult and communicate regularly with our adult members and provide professional development programmes focused on acquiring the skills needed to manage the programme at the unit level. We will do what is required to make being an adult member more satisfying and will provide the tools necessary to do this.

We will continue to ensure that the principles of the Youth Safety Framework are embedded in the way we conduct business. We will recognise and respect the cultural diversity of our cadets and adults, treat everyone with respect and dignity, and acknowledge individual differences. We will call out unacceptable behaviour and eliminate detrimental behaviours which impact on our people and programme.

This is our commitment.

ANC 2023 - A PASSAGE PLAN TO 2023

ANC 2023 IS THE AUSTRALIAN NAVY CADETS' PASSAGE PLAN TO 2023. THE PLAN OUTLINES OUR ETHOS, OUR OBJECTIVES, OUR PRIORITIES AND WHERE WE WILL FOCUS OUR EFFORT UNTIL 2023. ANC 2023 IS UNASHAMEDLY 'CADET-CENTRIC'; IT RECOGNISES THAT CADETS ARE THE REASON THE ANC EXISTS AND THE FOCUS OF EVERYTHING WE DO.

THE AUSTRALIAN NAVY CADETS

We know the youth development market is crowded and time pressures on young people, Instructors, supporters and parents are significant. Therefore, realising our vision requires a sustainable and effective partnership, between Navy and the community and volunteers to deliver a safe, values-based, meaningful and rewarding (and fun!) program that develops young Australians and promotes an ongoing interest in the maritime domain.

This requires a strong organisation and to this end we will seek to:

- Grow the ANC by increasing proportionately, the numbers of Units, Cadets and Instructors, specifically in coastal communities who can support and sustain the ANC program.
- Develop fresh and contemporary recruiting material to attract Cadets and Instructors to the ANC and conduct targeted recruiting campaigns where necessary.
- Review current communication and branding and develop a plan to promote the ANC and communicate its activities and achievements to stakeholders, including Cadets, Instructors, families, communities, Navy and the general public.
- Where feasible, have the Commonwealth assume responsibility for leasing facilities to enable support committee funds to be channelled into Cadet activities.
- Collaborate with the Defence Estate and Infrastructure Group to optimise ANC outcomes from the Cadet and Reserve Infrastructure

REINFORCING OUR FOUNDATIONS

Our strong ANC organisation has a healthy culture and respect for safety as its foundations. We will reinforce these.



ADF CADETS YOUTH VALUES AND BEHAVIOURS

The ADF Cadets Youth Values and ANC Code of Conduct provide a set of guiding principles for expected behaviours. The ADF Cadets Youth Values are defined as:

- **SERVICE** – The selflessness of character to commit to the values and ideals of the Australian Defence Force Cadets organisations.
- **COURAGE** – The strength of character to say and do the right thing, always, especially in the face of adversity.
- **RESPECT** – The humanity of character to value others and treat them with dignity.
- **INTEGRITY** – The consistency of character to align my thoughts, words and actions to do what is right.
- **EXCELLENCE** – The willingness of character to strive to be the best I can be in respect to the ANC.

In applying the ADF Cadets Youth Values, ANC cadets will:

- Act with purpose in the interests of the ANC
- Be adaptable, innovative and agile
- Collaborate and be team focused
- Be accountable and trustworthy
- Reflect, learn and improve
- Be inclusive and value others

DEFENCE YOUTH SAFETY FRAMEWORK

The Defence Youth Safety Framework articulates the principles that guide Defence youth safety efforts and how Defence contributes to the National Framework for Protecting Australia's Children.

We will:

- Ensure strict compliance with all aspects of the Defence Youth Safety Framework.
- Beyond compliance, and using ADF Cadet Youth Values and Behaviours as a basis, embed a Youth Safety culture that features in everything we do.

MONITORING PROGRESS, MEASURING EFFECTIVENESS AND ASSURING QUALITY

To ensure we are turning this strategy into action and meeting Defence expectations we will:

- Analyse ANC 2023 implementation and progress at the regular ANC Senior Leadership Group meetings, correct our course, and adjust if needed and report to Navy and ADF Cadets Headquarters as required.
- Work with ADF Cadets Headquarters to develop measures to better determine the return on Defence and Navy investment in the ANC.
- Tailor existing quality assurance processes to ensure the ANC meets Navy and Commonwealth compliance with youth protection and safety requirements.

DEVELOPING CADETS

The ANC must offer a contemporary, relevant, rewarding and inspiring experience for Cadets. Our activities, wherever possible, need to be attractive, exciting, adventurous and fun. We must also ensure, as far as practicable, that the 'Cadet experience' is similar for all Cadets regardless of their location.

We recognise this will require the use of local commercial providers to deliver specialist activities. Our core Cadet activities will be developed and undertaken within three pillars:

Personal Development

- We will develop self-confidence, resilience, teamwork and leadership in Cadets through activities that, at times, will be challenging and physically demanding. These include sailing, confidence building courses and other activity-based endeavours that promote physical fitness, resilience and emotional wellbeing.

Citizenship

- We will inculcate the ANC values, ethical behaviour, and loyalty in our Cadets to promote a sense of 'service' and social responsibility over self-interest. We will achieve this through tailored programs and involvement in community activities that also foster an understanding of the value of 'volunteering'.

Skills

- We will develop Cadets' 'life' and vocational skills that help prepare them for independence, adulthood and an increasingly competitive, technology and service-based labour market. We will devote specific effort to improving written and verbal communication skills and Science, Technology, Engineering and Maths (STEM) abilities.

To achieve these outcomes we will:

- Evaluate the Cadet training program to ensure it meets requirements.
- Develop strategies to standardise the delivery of the ANC program across Australia.
- Increase the number and scope of National ANC training events.
- With an initial focus on cyber we will collaborate with education institutions and other agencies to further our STEM objectives.
- Explore opportunities for more Joint activities with Australian Army and Australian Air Force Cadets.

BROADENING OUR MARITIME OUTLOOK

The ANC is the leading program for young Australians to gain a broader understanding of the importance of Australia's maritime industry to our national prosperity and security.

To strengthen existing programs and widen our maritime scope we will:

- Explore more avenues for ANC interaction with the Navy.
- Analyse the feasibility to establish 'Maritime Training Centres' where new and modern watercraft and qualified Instructors can be concentrated to maximise high quality sailing and power boating activities.
- Build on existing relationships with Navy's Sail Training Ship 'Young Endeavour', TT Lines, Defence Maritime Services, Serco and the 'Tall Ship' sailing community to enable more Cadets to experience adventurous maritime training.
- Explore and build on opportunities for increased Cadet exposure to maritime industry and its associated vocations through partnering with learning centres such as the Australian Maritime College and the Navy Shipbuilding College.
- Seek opportunities for beneficial relationships between the ANC and the maritime and Defence industries.



SUPPORTING INSTRUCTORS

We recognise the ANC cannot function without attracting and retaining enthusiastic, high quality and dedicated Instructors. We need to ensure Instructors are physically and mentally fit, suitably trained, well supported and well lead to manage and motivate Cadets. We also recognise the value and experience of former Navy personnel and will provide special conditions to facilitate their appointment as Instructors.

To this end we will:

- Review existing processes with a view to reducing the administrative burden and training workload on Instructors to enable them to spend more time conducting activities with Cadets.
- Evaluate the Instructors' training programs to ensure it remains useful, targeted and relevant. Where possible, we will maximise on-line content and on-line Instructor support.
- Review the residential leadership and management course for Instructors to remove unnecessary content.
- Explore opportunities for personal and professional development, including greater access to Defence and Navy courses and Navy Leadership Development Workshops.