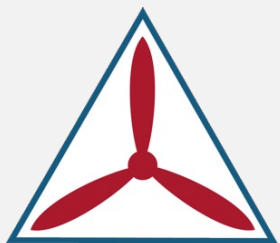


We'll begin
soon



ANNUAL CADET SURVEY 2020

What did we learn?

June 2021

Presentation Outline

1. What were the survey's aims?
Youth Experiences Survey 2.0
CAP's desired outcomes
Methodology & caveats
2. Summary of results with
benchmark comparisons
3. CAP-specific results
Demographics, CPP,
internal communications,
negatives & overall satisfaction
4. Looking back, looking ahead

Introduction

Lead presenter



Curt LaFond
Director of Cadet Programs



Key Purposes

We assess our program's performance to *learn how to do it better*

We survey stakeholders to give them a voice in the program's future

Instrument: Youth Experiences Survey 2.0 (Hansen & Larson, 2005)

Peer-reviewed, formally validated tool with benchmarking opportunities

Q&A

via chat at end
of briefing
via computer

Introduction

Key Question

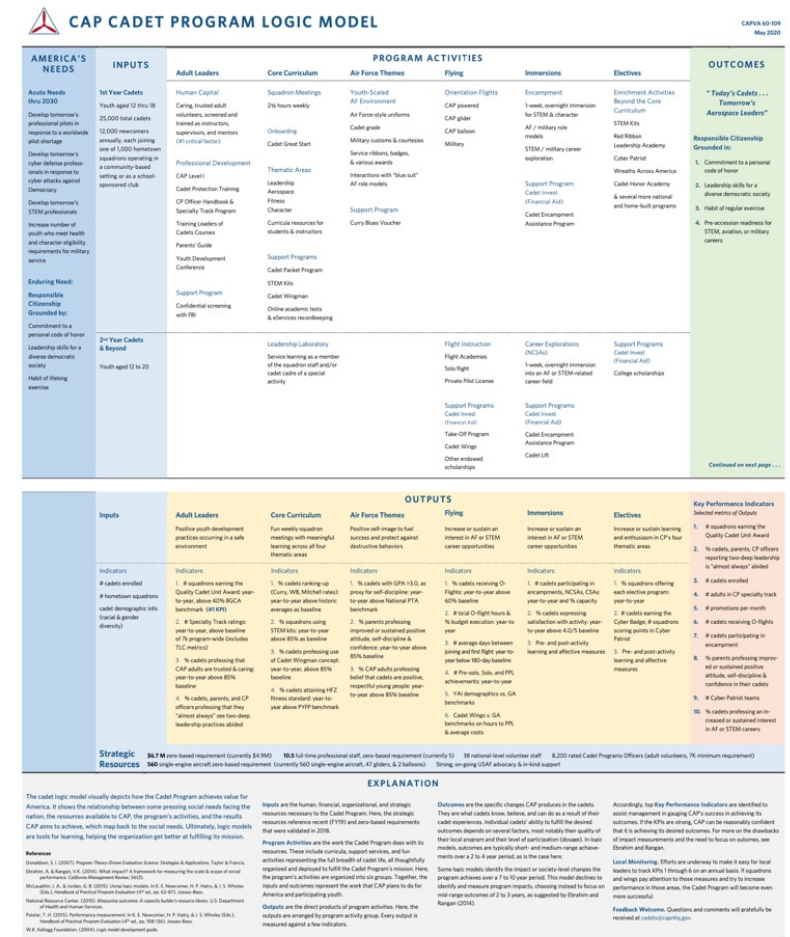
Is CAP effective in achieving the short- and mid-range outcomes of its cadet mission?

- Commitment to a personal code of honor
- Leadership skills for a diverse democratic society
- ~~Habit of regular exercise~~ (not measured here)
- Readiness for STEM, aviation, or military careers

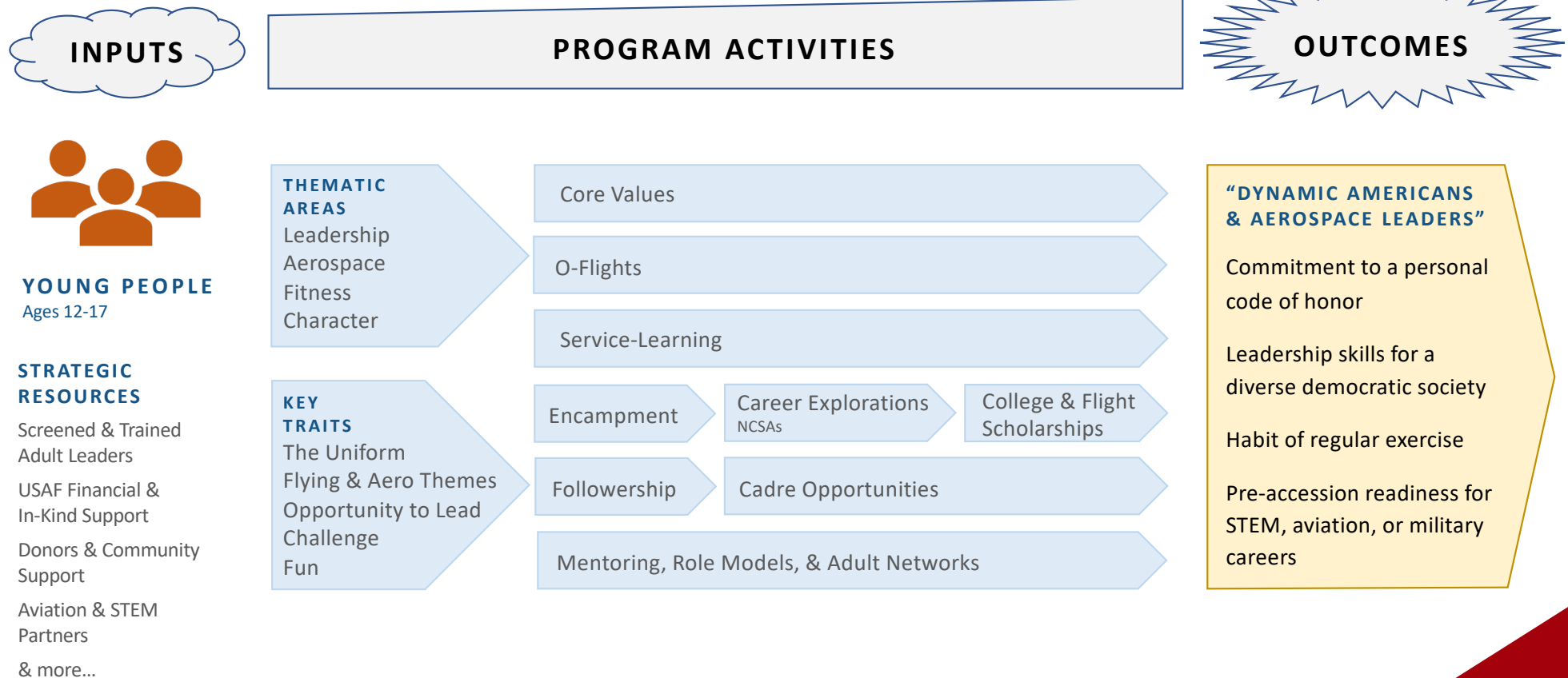
Benchmarks

Denault, A. S. & Poulin, F. (2016). What adolescents experience in organized activities: Profiles of individual and social experiences. *Journal of Applied Developmental Psychology*, 42 (40-48).

Jones, M. I. & Parker, J. K. (2013). What is the size of the relationship between global mental toughness and youth experiences? *Personality and Individual Differences*, 54(4).



If → Then...



Caveats

Type of Instrument: Survey for internal effectiveness or performance evaluation

Non-response error, measurement error, self-selection bias

Evaluations must compete for resources

Quantitative analysis limited to basic statistics

Maybe next time . . .

Correlation opportunities: age, gender, cadet grade, longevity, location, etc.

Ecological analysis (passing the baton to USAFA, ERAU, ROTC, etc.)

Youth participatory evaluation

Quasi-experimental design with control groups

Testing the counterfactual

Correct benchmarks? Anglo-American cadet orgs as a networked improvement community?

Total Respondents

Cadets	1,976
Parents	1,635
Adult leaders	344

Snapshot of Cadet Respondents

Item	Respondents	Population	Notes
Male	67%	75%	Females responded better than expected
Female	31%	25%	
Age 13 - 15	53%	46%	Younger cadets were slightly better represented than expected
Age 16 - 17	43%	40%	
Age 19+	5%	6%	
Phase I	45%	57%	NCOs & cadet officers were slightly better represented than expected
Phase II	33%	29%	
Phase III	13%	9%	
Phase IV	9%	5%	

Cadets under 13 were excluded from the survey due to federal COPPA rules

Results

CATEGORY	CADETS	PARENTS	LEADERS	Denault - Poulin BENCHMARK	Jones-Parker BENCHMARK
Identity Work Thinking about who I am, my future	3.28	3.42	3.44	2.71	2.65
Initiative experiences Setting goals, pushing myself, developing self-discipline	3.26	3.08	3.39	2.91	3.07
Basic Skills Controlling my temper, handling stress	3.03	2.76	3.14	2.67	2.28
Interpersonal Relationships Making friends, helping others, standing up for what's right	3.19	3.13	3.25		2.78
Teamwork & Social Skills Being patient, giving and receiving feedback, taking charge	3.34	3.08	3.23	2.90	3.12
Negative Experiences Cliques, discrimination, inappropriate jokes	1.38	1.22	1.25		

1.0 Minimum score, greatest disagreement

4.0 Maximum score, greatest agreement

Results

Analysis



Elizabeth Hornbach

Program Manager
Youth Development Training



CATEGORY	CADETS	PARENTS	LEADERS	Denault - Poulin BENCHMARK	Jones-Parker BENCHMARK
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Demographics

Item	Cadets	Parents
------	--------	---------

Has your cadet, or at least one of your cadets, been diagnosed with a disability? Please check all that apply.

No	88%
Yes, a physical or mobility disability	1%
Yes, a visual or hearing disability	1%
Yes, a learning or intellectual disability	8%
Yes, a mental health disability	2%

Does your cadet(s) qualify for Free or Reduced lunch at school?

Yes	10%
No	84%
I'm not sure or I prefer not to say	6%

School GPA

3.4 or higher - basically straight A's	54%
3.0 to 3.39 -- mostly As & Bs	28%
2.7 to 2.99 -- mostly Bs & Cs	5%
1.7 to 2.69 -- mostly Cs	1%
Under 1.7 -- sometimes less than Cs	0%
I don't know or I prefer not to say	12%

Analysis



Curt LaFond

Director of Cadet Programs



Interests

Interests (hugely important + pretty important) < Adult leaders: how would a typical cadet rate... >	Cadets	Leaders
Wearing the uniform	90%	93%
Earning promotions, ribbons, and awards	79%	91%
Developing leadership skills	95%	84%
Flying	69%	83%
Cyber security activities	38%	37%
Hands-on STEM activities	62%	75%
High adventure activities (rappelling, marksmanship)	74%	64%
Being with cadet friends / making new friends	83%	92%

Analysis



Wendy Hamilton

Career Explorations
Program Manager

To what extent are you interested in the following career opportunities? (very + somewhat interested)

Aviation career - military or civilian	76%
Military service	81%
Cyber security	34%
STEM career - engineering, computer science, mechanics, technology, etc.	65%

Analysis



Ned Lee

Colonel, CAP
Senior Policy Advisor



Item	Cadets	Parents	Leaders
At CAP activities, at least two adults (seniors) are present.	4.67	4.68	
CAP leaders who are senior to me take the Cadet Protection Policy seriously			4.75
I have a wingman, a fellow cadet who supports me	4.01		
I serve as a wingman who supports a fellow cadet	4.16		

1.0 Minimum score, greatest disagreement

5.0 Maximum score, greatest agreement

Note: Scale on earlier slides ended at 4.0.

Internal Communication

Analysis



Tammy Hallihan
Program Manager
Cadet Support Services



Analysis



Joanna Lee
Youth Development
Program Specialist



Analysis



Margarita Mesones
Aviation Careers Manager
Habla español

I know what it is and how to get involved . . .	Cadets	Parents	Leaders
Curry Blues Voucher (\$100 to buy uniforms)	87%	76%	88%
Orientation Flights	85%	77%	96%
Encampment	79%	75%	94%
CEAP - Cadet Encampment Assistance Program	43%	46%	78%
National Cadet Special Activities	48%	37%	78%
Cadet Wings - Flight Training Scholarships	28%	28%	49%
College Scholarships		18%	43%
Special benefits: Service Academy, ROTC, military enlistment		27%	67%

Negatives

Analysis



Joanna Lee

Youth Development
Program Specialist



Analysis



Tammy Hallihan

Program Manager
Cadet Support Services



	CATEGORY	CADETS	PARENTS	LEADERS	BM
1	CAP has stressed me out	2.06			
2	There were cliques at CAP	1.78			
3	Demands were so great that I didn't get homework done	1.49			
4	I felt left out at CAP	1.39	1.36		
5	Fellow cadets made inappropriate sexual comments, jokes, or gestures	1.38	1.13	1.31	
6	Felt pressured by fellow cadets to do something I didn't want to do	1.32	1.20		
7	Adult leaders in CAP are controlling and manipulative	1.30			
8	Was discriminated against	1.17	1.08	1.19	
9	I did something in CAP that was morally wrong	1.11			
10	CAP adult leaders made inappropriate sexual comments or jokes	1.07			
11	CAP adult leaders "hit" on me (made sexual advances)	1.03			
12	Fellow cadets got me into drinking alcohol or using drugs	1.02			
	Averages	1.34	1.22	1.25	1.88

Lower score is "better"

1.0 Minimum score, greatest disagreement

4.0 Maximum score, greatest agreement

Overall Satisfaction

Item	Cadets	Parents	Leaders
Would you recommend CAP to (a young person / another parent)			
Yes	94%	92%	96%
No	2%	1%	1%
I'm not sure.	4%	7%	4%
Do you enjoy the time you spend interacting with CAP cadets? (definitely + quite a bit)			96%
To what extent do you agree or disagree with the following statements? (strongly agree + agree)			
Weekly squadron meetings are fun and worth my time	84%		80%
Weekly squadron meetings include hands-on activities	72%		75%
Weekly squadron meetings are TOO MUCH like school	15%		
Weekly squadron meetings contain TOO MUCH drill or marching	7%		9%
What's the biggest reason why you're not very active or no longer participating in CAP? (branched question)			
COVID-19	45%	53%	
I like CAP but I'm too busy with school / sports / clubs / work or something else	26%	13%	
I can't find a ride to CAP or I can't participate due to money	1%	0%	
My squadron isn't fun or challenging. CAP is boring.	9%	9%	
I liked being a cadet for a while, but my interests have changed.	9%	9%	
Other	10%	17%	
Suppose that during 2021 you could be as active as you wanted. How active would you be in CAP?			
Extremely Active. Nearly every week & one "Saturday" per month	77%		
Very Active. I'd attend about three times per month.	15%		
Somewhat Active. Absent for part of the year due to school, sports, work, etc.	6%		
Not Very Active. I'd attend a few events but I wouldn't be an active participant	1%		
I'd Quit CAP. I don't want to participate in CAP any longer.	2%		

Analysis



Tammy Hallihan

Program Manager
Cadet Support Services



Looking Back

Responses *from* 2006

	Former Cadet	Current Cadet
Satisfaction with training		
Aerospace	2.09	2.10
Leadership	2.04	2.06
Moral development	2.13	2.08
Flying	2.12	2.12
Physical fitness	2.01	2.07

Reasons for leaving	%
Ineffective leadership	40
Went to college	15
Insufficient training	13
Not enough time	5
Turned 21 years old	3
Moved to different state	3

Source: Montgomery, J. D. (2006). The relationship between training and retention in a volunteer organization. Doctoral dissertation. Auburn University.

Analysis



Curt LaFond
Director of Cadet Programs



Since 2006

Adult Training Enhancements

Training Leaders of Cadets
Parents' Guide
RST & CPP Implementation Guide
CP Officer Specialty Track Guide
 Youth Development Conference
 Volunteer U

Cadet Training Enhancements

Learn to Lead
 O-flight funding
 AEX
New Cadet Guide
 Stem Kits
 Cyber programs

Cadet Activity Enhancements

Encampment curriculum
 CEAP
 NCSAs, CSAs
 Cadet Lift
 Cadet Take Off Program
 Cadet Wings

Possible Causes of Positive Change

Governance redesign fostered a more positive culture, reduced political noise, strengthened USAF relationship

USAF made more funding available to cadets

CAP added national-level curriculum & supports for local leaders

Dedicated volunteers implemented new resources well, plus added their own positive X factor.

LEARNING FROM THE SURVEY

Opportunities to Enhance the Cadet Program

Analysis



Curt LaFond

Director of Cadet Programs



1. Drive the learning home
Be more explicit in what we teach & why
Promote reflective learning
Action: TLC, Specialty Track, C/Staff Handbook
2. Meet the pent-up desire for hands-on challenges
Identify & help units needing more hands-on
Enable more “challenge” & “high adventure”
Action: DCPs, CAPR 60-2, Girl Scout resource
3. Improve internal communications
Continue monthly DCP Webinar & use of *Props*
Do more social media
Action: Cadet Welcome Course, Curry webinars
4. Understand our role in the aerospace ecosystem
“Pass the baton” measures
Action: Cadet Board of Visitors

CAP'S DESIRED OUTCOMES FOR CADETS



Commitment to a personal code of honor



Leadership skills for a diverse democratic society



Readiness for STEM, aviation, or military careers

METHOD

CAP used the *YES 2.0* tool to evaluate the Cadet Program's short- & mid-range outcomes

Cadets, parents, & adult leaders provided a near-360° assessment of the Cadet Program

CONCLUSION

Survey data indicates that cadet learning is richer & deeper than what researchers in two benchmark studies found when studying several other youth programs.

With fair confidence, CAP can claim success in fulfilling its cadet mission.

Discussion

