



Volunteer Cadet Corps

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HQVCC/17/CAREERS

See distribution.

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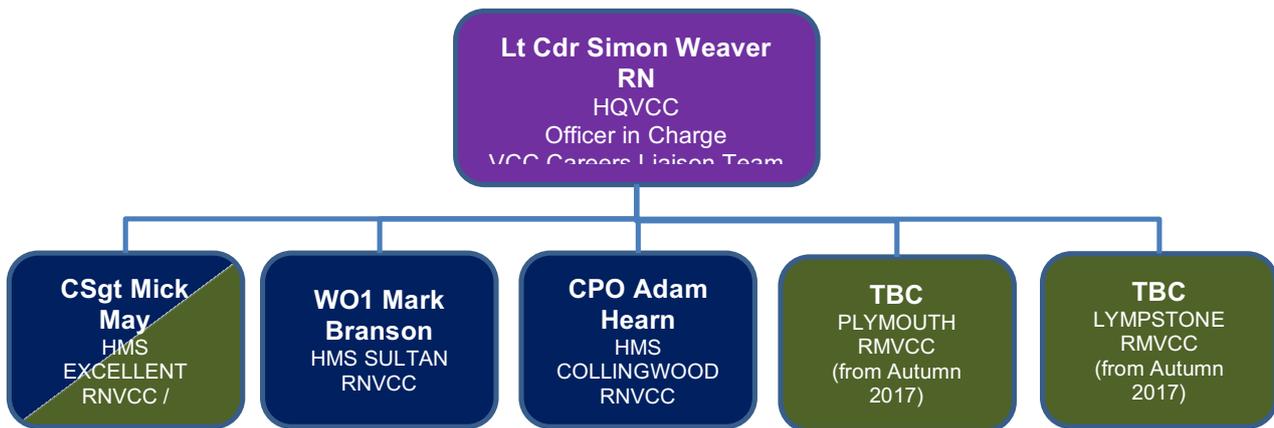
VOLUNTEER CADET CORPS ARMED FORCES CAREERS LIAISON TEAM

Introduction

1. The Volunteer Cadet Corps takes children from the ages of 9 to 17. Having spent much of their formative years in a pseudo-military environment it is probably not too surprising that a number of cadets would like to have a career in the Armed Forces.
2. The length of time a cadet spends with the VCC, coupled with the excellent cadet training provided by their Service, ex-Service and civilian instructors give VCC Staff an almost unique insight into how a teenager/young adult could expect to fare in the Regular Forces. However, it has been both surprising and disappointing to discover that some cadets have not demonstrated the potential, often evident to VCC Staff, when they present themselves at the Careers Office.
3. Discussions with the Portsmouth Armed Forces Careers Office (AFCO) and unsuccessful applicants has identified that improvements to individual preparation could see a marked increase in the success rate of our Cadets.

Careers Liaison Team

4. To address this we have established a Careers Liaison Team (CLT) for the VCC Units. A pilot scheme has been successfully trialled in HMS EXCELLENT and the CLT will initially be available to the Units in the Portsmouth area; however, it will expand to cover the Units in the South West during the Summer.
5. The role of the CLT will be to identify those cadets who have already expressed a desire to join the Armed Forces and, in liaison with the AFCO, utilise in house expertise to provide coaching, mentoring and support as required, to ensure that they are able to demonstrate their full potential to the Recruitment Staff.
6. The CLT will be lead by an officer from HQVCC who will be supported by lead members of the Training Staff from each VCC unit; as follows:



7. It should be stressed that the CLT are not part of the AFCO organisation and therefore will **not** undertake any active recruiting.

Making use of CLT Support.

8. Making use of the support provided by the CLT is purely voluntary and the onus will be on the individual cadet/parent to make themselves known to their Unit CLT Lead. Once the CLT are aware of an individual's aspirations the cadet can make use of as little, or as much, of the support available as they wish.

Applying to join HM Forces.

9. Whilst the Unit CLT lead can provide advice on how to begin an application to join, the actual application must be completed by the individual cadet. If authorised by the cadet's parent/guardian the CLT are able to liaise with the AFCO on the progress and preparation of a cadet's application and to receive feedback from the AFCO at each stage.

10. To ensure that privacy and data protection concerns are addressed any cadet who would like the CLT to contact the AFCO about the progress of their application will need their parent/guardian to confirm they are content for this to take place in an email to the AFCO.

Services provided by the CLT.

11. The CLT will provide in house support and also liaise with the local AFCO to provide opportunities for cadets to meet with recruiters.

12. Engagement with AFCO. To do this the CLT will arrange for the AFCO team to deliver a formal Armed Forces Careers presentation to cadets in Years 10/11 on an annual basis. This will be supplemented by termly ACLO/AFCO surgeries where cadets will be able to chat with the AFCO staff on an informal basis. There will also be visits by the RN Youth Engagement Team, the RM Visibility Team and Submarine Recruitment Team, subject to availability.

13. Recruit Test Practise. The AFCO surgeries will also provide an opportunity for cadets to conduct a practise Recruit Test. If successful the Pass will remain valid for 3 years; however, if unsuccessful it will not count towards the two attempts allowed at the careers office and will simply provide a useful insight into the test.

14. Interview Skills Training. OIC CLT is available to provide interview skills training and, for those cadets wanting to become officers, can provide advice on essay writing, conduct discussion exercises and arrange for practical leadership test practise to help prepare them for officer selection. This will be conducted from the Portsmouth Unit and can be arranged through Unit CLT Leads.

15. Website. There will be a Careers Support area on the VCC website. The pages will be located in the private area of the VCC Website and can be accessed by any cadet with a valid username and password. The webpages include advise on how to prepare for interviews, links to practise psychometric test sites, links to other useful websites and of course links to the Royal Navy Careers website.

Conclusion

16. It is hoped that the VCC Careers Liaison Team will prove to be a worthwhile initiative which will provide our cadets with the best coaching, mentoring and support to ensure they have the skills and confidence to enable them to demonstrate to recruiters the same drive, determination and potential we can see and ultimately achieve their aim of career in the Armed Forces.

{ *Signed on Original* }

T E WING
Lt Col RMC
Commander VCC

Distribution:

All VCC Units for full distribution
VCC Website
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