



Information Package Winter 2009



Association of Canadian
Community Colleges
(ACCC)

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Introduction:

The Canadian Forces Support Training Group (CFSTG) has approached the Association of Canadian Community Colleges (ACCC) with an expressed desire to expand options and develop a longer-term relationship with Canada's 150 colleges and equivalent institutions*.

The mandate of CFSTG is to train and educate Canadian Forces members in the competencies that support the men and women in front line Air, Sea, and Land occupations. A few of the many military trades taught at CFSTG include cooks; financial clerks; logisticians; firefighters; and nuclear, biological and chemical technicians to name a few. For every soldier in the field, pilot in the air or sailor at sea, there are seven other military members in trades supporting that operator in the field. The CFSTG's job is to train those people.

Upon examination of the competencies required for Canadian Forces occupations, CFSTG recognized the potential for many common elements to exist between the learning and performance objectives of the Canadian Forces and the objectives supporting civilian training programmes offered at colleges for similar occupations.

The intent is to enroll more Canadian Forces personnel in college training programmes that correspond with Canadian Forces training requirements. The CFSTG has launched several initiatives in this regard and is now looking to formalize this approach as a long term training delivery strategy.

By accessing existing training programmes in accredited colleges, Canadian Forces personnel will complete recognized training programmes that satisfy military requirements and thereby enable the organisation to focus their efforts towards delta training, the gap that remains following college programmes that meet the specific needs of the Canadian Forces.

** The reference to "colleges" in this information package is a generic term used to represent colleges, cégeps, institutes of technology, and university colleges*

The Future of Canadian Forces Training:

The CFSTG has asked ACCC to facilitate and enable a process that would allow the CFSTG to identify training opportunities that are consistent with their standards and ideally suited for the purposes of training Canadian Forces support occupation personnel.

The Canadian Defence Academy now leads the transformation of the Canadian Forces training system. Integrating a system and process, such as that which is envisaged as part of the CFSTG project, is highly applicable for transforming the Canadian Forces training system as a whole. The identification of college training opportunities which are aligned with Canadian Forces requirements is considered an essential tool for reforming the delivery of training and transforming how Canadian Forces qualifications are acquired. The support system, to be developed to facilitate this process, will serve to improve the management of, and accelerate, the Prior Learning Assessment and Recognition (PLAR) process by linking Canadian Forces training requirements with equivalent college programmes. The result is likely to enhance efforts to recruit individuals who have already completed college programmes which are accredited by the Canadian Forces.

These training services will be provided in both English and French.

The Canadian Forces and the ACCC:

In 1996, a memorandum of understanding between the Department of National Defence (DND) and the ACCC was implemented in order to establish a collaborative arrangement for training and education. The MOU was intended to allow the participants to enter into various arrangements to make available the facilities, resources, and capabilities of the ACCC member colleges and institutes to DND in a responsive and cost effective manner. Many of these arrangements have taken place over the years and have exposed Canadian Forces personnel to the training and education capabilities of Canada's colleges, cégeps, and institutes of technology.

Project Overview

The intent:

- *Identify institutions meeting Canadian Forces occupation training requirements in support of:*
 - *Non-Commissioned Member – Subsidized Education Plans (See Annex 3 for details); and*
 - *Other potential college delivery initiatives*
- *Ease transition and provide advanced placement for college programme graduates in the Canadian Forces*

On behalf of the Canadian Forces, the Canadian Defence Academy would like to identify training opportunities that are consistent with Canadian Forces standards and ideally suited for the purposes of training Canadian Forces personnel.

The intended outcome is to identify and recognize college programmes that satisfy the Canadian Forces occupational training requirements. The results will be used to provide advanced placement for college programme graduates, under the Canadian Forces Skilled Entrant Recruiting Plans, as well as serve as the basis for accrediting specific programmes within institutions as meeting Canadian Forces occupation training requirements in support of the Non-Commissioned Member – Subsidized Education Plans.

Once suitable programmes are identified, the Canadian Forces would like to access the training and where applicable, ensure Canadian Forces personnel can register in the same programmes that would also be available to the civilian population.

The ACCC will serve as a coordinating agency assisting the Canadian Forces in accessing college programmes and optimizing Canadian Forces training through partnerships with Canada's post-secondary training and education institutions and related resources.

Objectives:

As a coordinating voice representing Canada's 150 colleges, university-colleges, institutes of technology, cégeps and polytechnics the ACCC will meet the needs of the Canadian Forces by:

Assisting the Canadian Forces in the identification of available learning programmes at Canadian colleges, institutes of technology, cégeps, and university colleges that may potentially satisfy the Canadian Forces occupational training requirements for all Canadian Forces occupations which are supported by more than 2500 associated qualifications;
Recognizing as many institutions as possible that can satisfy Canadian Forces occupational training requirements so Canadian Forces personnel can in turn enrol;
Providing Canadian Forces personnel/recruits access to accredited programmes in colleges across Canada that are situated near their own home unit;
Providing advanced placement in the Canadian Forces for civilians who have also enrolled and potentially graduated from college programmes which have been accredited by the Canadian Forces; and;
Assisting Canadian Forces personnel in accessing college programmes that align with the organization's training needs through partnerships with Canada's post-secondary training and education institutions and related resources.

To meet the needs of the Canadian Forces the ACCC proposes to:

Work in conjunction with the Canadian Forces to develop the Canadian Forces College Opportunities Programme (CFCOP) and the supporting Canadian Forces College Opportunities Directory (CFCOD). The CFCOD is the Canadian Forces online repository of training requirements that are matched up with Canadian Forces accredited courses and training programmes delivered at Canadian Colleges;
Act in an ongoing manner (once directory is developed) as System Manager for the CFCOD. Hence, ACCC would be responsible for:

- the overall coordination and system support for the CFCOD;
- quality control of system entries to the directory, be it from either colleges or military personnel in order to ensure that Canadian Forces requirements are understood by colleges and responses by colleges are understood by the Canadian Forces military personnel;
- the provision of secure access to this online repository to designated Canadian military personnel and colleges interested in responding to Canadian Forces requirements;
- enabling the Canadian Forces to add and/or modify on an ongoing basis the learning requirements that they are seeking from the ACCC member institutions;
- enabling interested Canadian Colleges to examine and respond to the desired competencies for occupations by the Canadian Forces.

Train and accredit interested ACCC members on how to properly enter their programmes and courses into the online repository;
Maintain a college user list and communicate regularly to college users informing them of any changes to the CFCOD;
Promote in an ongoing manner the CFCOD initiative to ACCC members;
Promote college programmes that may serve as opportunities to the Canadian Forces;
Develop a CF/CCOP Steering Committee composed of ACCC and Canadian Forces members that will serve as a mechanism of ongoing communication and advice in order to steer the direction of the project and ensure its success.
Assist with associated initiatives and partnership agreements that recognize Canadian Forces learning and experience by member colleges as well as promoting portability and transferability of credits between member institutions and providing visibility of Canadian Forces members applying to colleges.
Review the project with Canadian Forces, prior to the end of the mandated term, in order to consider any need for extending the terms of this contract.
Provide additional services as required on a fee for service arrangement;
and,
Provide progress monitoring reports and measurements.

Expected Results and Outcomes:

Canadian Forces personnel will access and accredit training programmes that are consistent with Canadian Forces standards and expectations. Canadian Forces will accredit and recognize college programmes as a viable alternative - an option to satisfy Canadian Forces occupational training requirements thereby enhancing training capacity and the potential to recruit already trained personnel who have graduated from accredited college programmes.

Benefits

Below are the anticipated benefits that will result from this initiative:

Benefits for Canadian Forces Personnel:

Gain technical and professional skills that are consistent with the requirements related to their Canadian Forces occupation.
Access to high quality training programmes that may prove to be closer to their home thus enabling them to maintain ties with family and friends.
Receive recognized civilian credit for training that can later be used for employment purposes upon completion of their service to the Canadian Forces.

Benefits for the colleges involved in the project:

An increase in the brand recognition of the College to their community as a recognized provider of services that meet Canadian Forces standards.
Opportunities to provide recognized Canadian Forces training programmes to civilians considering a career in the Canadian Forces.
Increased enrollment for their programmes.
Opportunities for civilian college graduates to gain advanced standing for desired positions when applying to the Canadian Forces
Opportunities for colleges to promote other related learning opportunities and programmes to Canadian Forces personnel and their families.

Benefits for the Canadian Forces:

Access to quality publicly funded courses and training programmes that meet the occupational training requirements of the Canadian Forces throughout Canada's 13 different provincial/territorial jurisdictions.
Access to college resources that can benefit the personal and professional development of Canadian Forces personnel.
Enhance Canadian Forces skilled-entry recruiting processes by providing a mechanism supporting the recognition of existing credentials of civilians applying to the Canadian Forces who have taken accredited training that is consistent with Canadian Forces requirements, at recognized colleges, cégeps, and institutes of technology.
Increased visibility and understanding of the Canadian Forces by Canadian civilians studying at colleges, cégeps and institutes of technology that are recognized by the Canadian Forces.

Potential for increasing recruitment efforts by having a visible presence on college campuses.

Ability to call on expertise that exists within ACCC and its 50 affinity groups (each group represents college deans for a specific training area)

Access to a formalized network that will enable Canadian Forces to communicate with training service providers on matters pertaining to the sharing of best practices and quality improvements.

Canadian Forces will be able to focus their own training initiatives on specific "delta" training programmes that meet the unique requirements of Canadian Forces occupations while the colleges provide quality training that is recognised and responsive to the human resource needs of business, industry and other public service sectors.

Benefits for the ACCC:

ACCC will benefit from this initiative by managing a service of value to its membership.

The ACCC will be able to also use the database as an example of an instrument that could be used to measure the equivalency of existing programmes between colleges in different provinces and territories.

ACCC will be able to promote Canadian student mobility and recognition of learning in different provinces and territories

Evaluation

Each year, the ACCC and the Canadian Forces will evaluate the effectiveness of the Canadian Forces College Opportunities Programme (CFCOD) initiative and determine strategies that can be used to improve the processes, including change requests to improve the CFCOD.

The ACCC will establish a CF/CCOP Steering Committee to assist the Canadian Forces in steering the evaluation process and assessing the results. The intention of the CF/CCOP Steering Committee is to craft a statement of recommendations. This process is to be repeated every year.

ACCC will submit reports, at a frequency determined by the CF/CCOP Steering Committee and as approved by the Canadian Forces, which addresses the principles of improvement and accountability, as well as measures of success consistent with the points listed below.

Measuring Success

ACCC and the Canadian Forces will measure the success of the project through:

- the number of Canadian Forces personnel who enroll and graduate from Canadian College based programmes.

- the number of Canadian Colleges engaged in the accreditation process

- the number of Canadian College programmes that are able to gain recognition and/or accreditation from the Canadian Forces

- The degree of satisfaction by the Canadian Forces with regards to the technical and professional skills performance by Canadian Forces personnel who graduated or took part in Canadian College training programmes.

FAQ (Frequently Asked Questions) Sheet

What are the Canadian Forces looking for by subsidizing training for CF personnel enrolling in a college programme?

College programmes/courses that align with Canadian Forces requirements
Ability to train personnel in a more timely manner (i.e., compressed programmes)
Multiple start options which creates a training production rhythm
Portability and transferability of credits – start learning in one institution and transfer to another

How can Colleges get involved?

The Canadian Forces is looking to work with Canada's network of colleges:
Engage the CF/CCOP Steering Committee
Learn more about the requirements of the Canadian Forces and NCM-SEP
Assist in beta testing of the CFCOD
Insert college training programme(s) information once the Canadian Forces College Opportunities Directory is fully operational

How can Colleges get more information on the Canadian Forces College Opportunities Programme (CFCOP)?

Send your information requests to:

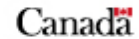
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Appendix 1. NCM – SEP



The Canadian Forces Non-Commissioned Member – Subsidized Education Plan (NCM-SEP)

If you have an interest and the ability in a trade but the cost of tuition and books is inhibiting you from applying to a Community College, you may be interested in learning about the opportunity to join the Canadian Forces (CF) under our Non-Commissioned Member - Subsidized Education Plan (NCM SEP) and have the most part of it paid for you. If you are already attending a college and are finding studying and working to fund it a challenge, you too can apply for NCM SEP.

Benefits	<p>In this plan, selected candidates complete community college programs that fulfil all or most of the initial training requirements for an occupation in the CF Regular Force. Applicants must be accepted without condition in any one of the specific eligible programs determined annually by the Canadian Forces.</p> <ul style="list-style-type: none"> • Candidates receive a salary while going to school (\$29,808 the first year, \$36,456 the second year; for 3-year programmes, they receive \$43,788 the third year) • The benefits of this program are numerous. Your tuition, books and academic equipment are fully funded, you'll have a guaranteed well paying summer job during the academic periods of which you'll gain valuable experience and, you'll have a guaranteed job at the end of your studies. 		
Selected Occupations	<p>The selected occupations* that applicants may enter through the NCM-SEP are:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;"> <p>OCCUPATION Biomedical Electronics Technologist Cook Medical Radiation Technologist Medical Radiation Technologist Medical Technician</p> </td> <td style="vertical-align: top;"> <p>TECHNICIAN DIPLOMA Biomedical Engineering Technology Cook /Culinary Arts Certificate Medical Radiation Technology Medical Radiation Technology Medical Technician</p> </td> </tr> </table>	<p>OCCUPATION Biomedical Electronics Technologist Cook Medical Radiation Technologist Medical Radiation Technologist Medical Technician</p>	<p>TECHNICIAN DIPLOMA Biomedical Engineering Technology Cook /Culinary Arts Certificate Medical Radiation Technology Medical Radiation Technology Medical Technician</p>
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Navy-Specific Occupations	<p>The selected occupations* that applicants may enter through the NCM-SEP are, for the Navy:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;"> <p>OCCUPATION Naval Weapons Technician Naval Electronics Technician – Sonar Naval Electronics Technician – Communications Naval Electronics Technician – Radar Marine Engineering Mechanic</p> </td> <td style="vertical-align: top;"> <p>TECHNICIAN DIPLOMA Electro-Mechanical Engineering Electronics Engineering Electronics Engineering Electronics Engineering Marine Engineering</p> </td> </tr> </table>	<p>OCCUPATION Naval Weapons Technician Naval Electronics Technician – Sonar Naval Electronics Technician – Communications Naval Electronics Technician – Radar Marine Engineering Mechanic</p>	<p>TECHNICIAN DIPLOMA Electro-Mechanical Engineering Electronics Engineering Electronics Engineering Electronics Engineering Marine Engineering</p>
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Army-Specific Occupation	<p>The selected occupation* that applicants may enter through the NCM-SEP is, for the Army:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;"> <p>OCCUPATION Dental Technician Vehicle Technician</p> </td> <td style="vertical-align: top;"> <p>TECHNICIAN DIPLOMA Level II Dental Assisting Diploma Automotive Service Technician</p> </td> </tr> </table>	<p>OCCUPATION Dental Technician Vehicle Technician</p>	<p>TECHNICIAN DIPLOMA Level II Dental Assisting Diploma Automotive Service Technician</p>
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Air Force-Specific Occupations	<p>The selected occupations* that applicants may enter through the NCM-SEP are, for the Air Force:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top;"> <p>OCCUPATION Aviation Technician Avionics Technician Aircraft Structures Technician</p> </td> <td style="vertical-align: top;"> <p>TECHNICIAN DIPLOMA AME AME AME-S</p> </td> </tr> </table>	<p>OCCUPATION Aviation Technician Avionics Technician Aircraft Structures Technician</p>	<p>TECHNICIAN DIPLOMA AME AME AME-S</p>
<p>OCCUPATION Aviation Technician Avionics Technician Aircraft Structures Technician</p>	<p>TECHNICIAN DIPLOMA AME AME AME-S</p>		

* Please contact your local Canadian Forces Recruiter for details, suitability and availability.

