



NATIONAL HEADQUARTERS CIVIL AIR PATROL

CAP REGULATION 50-17

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Training

CAP SENIOR MEMBER PROFESSIONAL DEVELOPMENT PROGRAM

This regulation outlines the program to prepare senior members in the special skills required for Civil Air Patrol (CAP) mission accomplishment. The program offers opportunities to help the senior member learn specific mission-related skills and prepare for leadership positions. Commanders at each echelon have the responsibility to support the Senior Member Professional Development Program in accordance with the provisions of this regulation.

SUMMARY OF CHANGES.

This revision includes general administrative changes. The revision includes introductory safety training as a mandatory component of Level I. This revision also replaces references to the CAP Senior Officer Course (CAPSOC) with the Officer Basic Course (OBC) as a requirement for Level II completion. **Note: Shaded areas identify new or revised material.**

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ACRONYMS

ACSC –Air Command and Staff College	NHQ/PD –National Headquarters Civil Air Patrol Chief, Professional Development
AU A4/6 –Air Force Distance Learning	NLOC –National Legal Officers’ College
AWC –Air War College	NSC –National Staff College
CAP –Civil Air Patrol	OBC —CAP Officer Basic Course (referred to as OBC)
CAPF –Civil Air Patrol Form	OPSEC –Operations Security Awareness
CAPIGC –Civil Air Patrol Inspector General College	PAO –Public Affairs Officer
CAPM –Civil Air Patrol Manual	PD –Professional Development
CAPSOC –Civil Air Patrol Senior Officer Course (AU A4/6 Course 13)	PDO –Professional Development Officer (Unit)
CAPP –Civil Air Patrol Pamphlet	PDR –Professional Development Report
CAPR –Civil Air Patrol Regulation	PME –Professional Military Education
CE –Course Examination	RSC –Region Staff College
CLC –Corporate Learning Course	SAR –Search and Rescue
CPPT –Cadet Protection Program Training	SFO –Senior Flight Officer
CCRSC –Chaplain Corps Region Staff College	SLS –Squadron Leadership School
DCS/PD –Deputy Chief of Staff for Professional Development (Region)	SOS –Squadron Officer School
DPD –Director of Professional Development (Wing)	TCO –Test Control Officer
EO –Equal Opportunity	TFO –Technical Flight Officer
FAA –Federal Aviation Administration	UCC –Unit Commanders Course
FEMA –Federal Emergency Management Agency	USA –United States Army
FO –Flight Officer	USAF –United States Air Force
HC –Chaplain	USCG –United States Coast Guard
IACE –International Air Cadet Exchange	USMC –United States Marine Corps
NHQ/DP – National Headquarters Civil Air Patrol Personnel (For PD Registrar functions)	USN –United States Navy

CHAPTER 1–OVERVIEW

1-1. Purpose of the Senior Member Professional Development Program. CAP is a federally chartered non-profit corporation. It is the official auxiliary of the United States Air Force when operating on authorized Air Force missions. Congress chartered CAP to perform certain duties for individual communities and for the nation. That charter helped establish CAP's three missions: Emergency Services, Aerospace Education, and Cadet Programs. To accomplish its mission, CAP requires an informed, active senior membership trained in leadership, management, and functional tasks. The CAP Senior Member Professional Development Program prepares members to serve their units, their communities, and their nation.

1-2. Organization of the Senior Member Professional Development Program. Five levels comprise the Senior Member Professional Development Program. Each level is briefly explained below. (Also see Attachment 1, *CAP Senior Member Professional Development Program Progression and Awards* chart.)

a. Level I, Foundations. Level I training provides the new senior member with information required for active membership in CAP. This level consists of five modules: (1) the Foundations Course, (2) Cadet Protection Program Training (CPPT), (3) Operations Security Awareness (OPSEC) Training (Managed by NHQ/DO), (4) Equal Opportunity (EO) Training (managed by NHQ/EXS), and (5) Introduction to CAP Safety (managed by NHQ/SE). Shortly after joining CAP, the member receives a new member binder with several helpful documents to help members become acquainted with CAP. Members should study these materials prior to completing Level I. The Level I Foundations Course provides basic information about the CAP program and is typically taken by the member on-line. Chapter 3 details Level I training.

b. Level II, Technical Training. In this level, the member acquires a technical skill and begins receiving basic leadership and management training. CAP presents study material in pamphlets called Specialty Track Study Guides. Each member, in coordination with the unit commander and unit Professional Development Officer (PDO), selects a specialty based on individual interests and the needs of the unit. Squadron Leadership School (SLS), a formal classroom/lecture course, trains squadron-level members to perform their squadron jobs and introduces leadership and management techniques. Level II training also includes the CAP Officer Basic Course (OBC). CAP requires completion of Level II and time-in-grade for duty performance promotion to the grade of captain. Chapter 4 gives the specific details of Level II training.

c. Level III, Management. Senior members desiring to serve in CAP management positions train at this level. Completion of Level III requires attending a Corporate Learning Course (CLC) and other specialized requirements. CAP requires completion of Level III and time-in-grade for duty performance promotion to the grade of major. Chapter 5 gives specific details of the Level III program.

d. Level IV, Command and Staff. This level concentrates on members desiring to become leaders in CAP. Every wing and region commander, and those members being groomed to replace them, should complete Level IV. CAP requires members to complete Region Staff College (RSC) at this level. Members unable to attend a region staff college may complete the USAF Squadron Officer School (SOS) by correspondence or any of the Professional Military Education (PME) equivalents in Attachment 2. In order to receive a duty performance promotion to the grade of lieutenant colonel, members must complete Level IV and time-in-grade. Chapter 6 gives the specific details of the Level IV program.

e. Level V, Executive. Those performing duty as commanders or staff officers train at this level. This level concentrates on advanced leadership and management subjects. To complete this level, members attend the National Staff College (NSC). Members unable to attend the college may elect to complete the USAF Air Command and Staff College (ACSC) by correspondence or any of the PME equivalents in Attachment 2. Chapter 7 gives the specific details of the Level V program.

Note: CAP requires members to earn the awards accompanying the various levels of professional development prior to being recommended for duty performance promotions. See CAPR 35-5, CAP Officer and Noncommissioned Officer Appointments and Promotions, for criteria for special and professional appointments and promotions based on education or mission related skills.

1-3. Professional Development Opportunities. CAP offers numerous senior member professional development opportunities. These include the AU A4/6 courses as well as CAP resident courses. The CAP University page on the Civil Air Patrol's website lists national professional development opportunities. PDOs should give this annual list the widest possible publicity by reviewing it at unit meetings and posting it on the unit bulletin board and encouraging members to attend these activities.

CHAPTER 2—ADMINISTERING THE PROGRAM

2-1. Training.

a. CAP provides numerous senior member training activities. Some, such as the NSC in Level V, directly relate to the Senior Member Professional Development Program. Others, such as emergency services training, develop individual skills that aid CAP in accomplishing its overall mission. All activities supplement and expand upon the formal Professional Development Program and offer members an opportunity to meet other members with mutual interests. Each unit is responsible for ensuring the quality of the training it conducts. In addition, each echelon (NHQ CAP, region, wing, group, etc.) is responsible for monitoring the quality of training within its areas of responsibility, to ensure students have the best learning experiences possible. Quality in this context is defined as:

(1) The comprehension of course material by students when measured against the objectives for the course.

(2) Thoroughness of course preparation by the course director and staff.

(3) The effectiveness of instruction when measured against the learning objectives and teaching instructions.

(4) Compliance with CAP directives and course guidelines, i.e., instructions for course administration.

b. Training opportunities include:

(1) Inland Search and Rescue Course. The USAF conducts this course periodically throughout the year. The curriculum includes all aspects of organization, planning, communications, and operations involving inland search and rescue (SAR). CAP reserves this course for incident commanders/agency liaisons and potential incident commanders/agency liaisons actively involved in unit SAR activities. It is a 5-day course.

(2) Flight clinics.

(3) Air Force Rescue Coordination Center CAP SAR Management Course (generally one per year in each region).

(4) State-held Federal Emergency Management Agency (FEMA) Staff College.

(5) Air Force Distance Learning (AU A4/6):

(a) Squadron Officer School (SOS)

(b) Air Command and Staff College (ACSC)

(c) Air War College (AWC)

(6) Specialized technical courses (through AU A4/6).

(7) Regional emergency services training.

(8) Survival courses (winter and summer).

(9) Various regions' schools.

(10) Scholarships. CAP provides college and flight training scholarship opportunities some of which may be available for senior members. See capmembers.com/scholarships for details.

c. The Civil Air Patrol website announces national-level events to all units. It outlines the programs available and criteria for attendance. Regions responsible for certain programs announce region-level and wing-level training on-line or through local echelon public affairs programs. Region and wing public affairs officers (PAOs) also publicize such programs.

d. Application procedures and deadlines for application processing are described in paragraph 2-7. Events that require support by USAF airlift require much longer lead times to coordinate requests through CAP-USAF channels.

2-2. Reference Library. CAP PDOs should maintain a library of materials used in the Senior Member Professional Development Program. This library should be kept current and maintained separately from the administrative files. Contents should include professional development-oriented material. As a minimum, it should contain CAPR 50-17; CAPR 35-5, *CAP Officer and Noncommissioned Officer Appointments and Promotions*; CAPR 39-3, *Award of CAP Medals, Ribbons, and Certificates*; and CAPR 50-4, *Test Administration and Security*; all senior member specialty track study guides; and the new senior member binder. The senior member binder is sent to all new senior members and is available for purchase by units through Vanguard. It includes a cloth, zippered three-ring binder; welcome letter from the CAP National Commander; Civil Air Patrol Vision and Mission Pledge card; CAP Enduring Competencies card; uniform wear mini-posters; CAP grade (rank) mini-posters; the Civil Air Patrol Ethics policy; the CAP Great Start booklet for adults; CAP member static sticker. In addition, each wing should have the current Air Force Distance Learning (AU A4/6) Catalog (available only on the Internet at www.au.af.mil/au/afiadl). Other helpful materials include Federal Aviation Administration (FAA) publications pertaining to CAP and training materials from the American Red Cross, Federal Communications Commission, FEMA, and the USAF.

2-3. Testing. CAP does not centrally control testing. CAP administers testing in accordance with CAPR 50-4 and the regulation prescribing each test

2-4. Records Management.

a. The CAPF 45, *Senior Member Master Record*, contains the senior member's master personnel record, mission training record, emergency services participation record, and aircrew training/evaluation check record. The unit personnel officer, with input from the other functional officers, maintains this multipurpose form. However, the personnel officer may delegate this duty to other officers. In the case of Senior Member Professional Development records, the personnel officer may delegate this duty to the PDO, at the discretion of the unit commander.

b. Members use CAPF 45 for recording progress in the five levels of the Senior Member Professional Development Program. The unit PDO maintains this record if the duty is delegated by the unit commander according to paragraph 2-4a.

c. After units record senior member professional development data, the PDO updates specialty training tracks in the on-line Specialty Track administration utility in eServices. To update other data on the Professional Development Report, members should submit a copy of the respective CAPF 11, *Civil Air Patrol Senior Member Professional Development Program Director's Report*, or a copy of the course certificate.

2-5. Criteria for Awards. Although the administrative management for these awards rests with the National Headquarters Chief of Professional Development, unit commanders ensure that individuals have successfully completed all requirements for an award.

a. Awards motivate members. Leaders should present these awards in a timely manner to stimulate members to further attainment. CAP recommends the procedure (to the right) for award presentations.

AWARD	LEVEL	PRESENTING OFFICIAL
Membership	Squadron	Unit Commander
Leadership	Squadron	Unit Commander
Gen Benjamin O Davis, Jr., Award	Squadron	Unit Commander
Grover Loening	Wing	Wing CC or Designee
Paul E. Garber	Wing	Wing CC or Designee
Gill Robb Wilson	See Chapter 7	See Chapter 7

b. Unit commanders have the approval authority for award of the CAP Membership Award, Leadership Award, and the Gen Benjamin O Davis, Jr. Award.

c. Individual members purchase ribbons for the Membership and Leadership Awards from Vanguard.

d. NHQ/DP provides certificates, ribbons, and devices for the remaining awards.

e. Members submit applications for awards on CAPF 24, *Application for Senior Member Professional Development Award*. Documentation (certificates, diplomas, etc.) need not be attached if the member's online record shows completion of requirements. A member submitting an application for an award whose achievements do not appear on their online record must attach copies of supporting documents. NHQ/DP returns applications not supported by the member's record entries or documentation.

f. The next higher commander in the chain of command approves professional development accomplishments for commanders.

2-6. Professional Development Report (PDR). CAP intends the Professional Development Report (Attachment 3) to serve as a management tool for unit PDOs, CAP commanders, and for National Headquarters to track and determine training requirements. The PDR is available online in the Member Reports section of eServices. The report lists each CAP unit and reflects the current status of senior members within each unit. The body reflects the member's status in professional development and certain other data maintained in the computer.

a. General Guidance.

(1) The PDR shows all specialty track codes. Also record specialty tracks on CAPF 45 (held for each member at their unit).

(2) Changes to specialty track data for members are made through the Specialty Track administration module in eServices.

(3) National Headquarters requires a CAPF 11 or certificate of completion to change any other professional development information.

(4) Submit all personnel actions (CAPID number, name, grade, death, retirement, etc.) to NHQ/DP as required by personnel directives.

(5) Units must submit CAPF 12, *Application for Senior Membership in Civil Air Patrol*, to NHQ CAP Membership Services (PMM) for each member for inclusion on the next online PDR. Do not delete names due to transfer, death, or termination. These actions are covered in CAPR 39-2, *Civil Air Patrol Membership* (transfers); CAPR 35-2, *Notification Procedures in Case of Death, Injury, or Serious Illness* (deaths); or CAPR 35-3, *Membership Termination* (terminations).

b. Specific Instructions.

(1) The unit PDO compares online data with the previously updated report and each individual's CAPF 45 to ensure that prior updates have been incorporated.

(2) NHQ/DP uses the CAPF 11 to update completion data for the Foundations Course, CPPT, SLS, CLC, RSC, UCC, TLC, CCRSC, NLOC, IGC, and NSC. Additionally, when a member completes Levels II - V, NHQ/DP enters the award data upon receipt of CAPF 24. NHQ/DP updates the AU A4/6 CAP Senior Officer Course completion with data provided by AU A4/6.

(3) The PDO makes specialty track changes to the PDR using the Specialty Track administration module in eServices (NOTE: Unit commanders will validate changes made in the Specialty Track administration module.). For those members unable to make specialty track changes via computer:

(a) If you chose not to use the online system download a paper copy of the PDR. Write specialty track changes in red under the appropriate heading. For example, a member entering the Personnel training track (200) has the word, "Personnel" written under the heading, "Level II – Specialty Track Rate." When the member completes the requirements for Technician level, change the entry to read, "Personnel, Technician." Change the codes to read, "Personnel, Senior," and "Personnel, Master" – as the member progresses further. **Do not** type changes or deletions. Typed entries are difficult to see in scanning the printout for changes.

(b) Enter specialty track changes or deletions **in red** to the immediate right of data to be changed/deleted. For example, when a member achieves the personnel senior rating, mark through "technician" and enter "senior" immediately to the right and on the same line, under "RATE." Always enter the three highest specialty tracks and ratings.

(c) Do not write explanatory notes or questions on the PDR. Extra wording and lines obscure the changes.

(d) The unit commander must sign the corrected PDR to certify specialty track changes indicated on the report. Return one copy of the **UPDATED** PDR to NHQ/DP, 105 South Hansell Street, Maxwell AFB AL 36112-6332.

(4) Level I. The "FOUNDATIONS" entry denotes completion of the Foundations Course or exemption (see paragraph 3-1). The "CPPT" entry denotes completion of Cadet Protection Program Training. NHQ/DP enters this information upon receipt of the CAPF 11, *Director's Report*. Month and year of training will appear on the member's online record.

(5) Level II–Gen Benjamin O. Davis, Jr., Award. Upon receipt of the CAPF 11 or a copy of the course certificate, NHQ/DP enters under "SLS" the year in which the member completed Squadron Leadership School. Enter specialty track information online in the specialty track admin module or in red on the PDR copy returned to NHQ/DP. NHQ/DP enters completion of Officer Basic Course (OBC) from data supplied from NHQ/DL. When applying for the Davis Award, members should attach a copy of the downloadable certificate confirming completion of the OBC if completion has not been reflected on the PDR. Certain military training is accepted as equivalent to the OBC (see Attachment 2). Appropriate documentation of the training is required in order for NHQ/DP to grant the equivalency. NHQ/DP issues a Gen Benjamin O Davis, Jr. Award. upon receipt of CAPF 24 from the unit commander. "DAVIS" entry lists the year of award completion.

(6) Level III–Grover Loening Aerospace Award. Upon receipt of the CAPF 11 or a copy of course certificate, NHQ/DP enters the year of CLC completion under "Level III, CLC." The unit PDO requests the Loening Award on CAPF 24, which is approved the unit commander. The request is then sent to wing headquarters for review by the wing DPD and then approved by the wing commander. The request is then forwarded to NHQ/DP for processing. NHQ/DP lists the year of the award under the "COMP" entry.

(7) Level IV–Paul E. Garber Award. Upon receipt of CAPF 11 or a copy of course certificate, NHQ/DP enters under "Level IV, RSC" the year of RSC completion. The unit commander requests the Garber Award on CAPF 24 through the wing commander and forwards the request to NHQ/DP for processing. NHQ/DP lists the year of award completion under the "COMP" entry.

(8) Level V–Gill Robb Wilson Award. Upon receipt of CAPF 11 or copy of course certificate, NHQ/DP enters under "Level V, NSC" the year of NSC completion. The unit commander requests the Wilson Award on CAPF 24 endorsed by the wing commander and region commander. The commander forwards the request to NHQ/DP for processing. NHQ/DP lists the year of award completion under the "COMP" entry.

(9) Professional Military Education. NHQ/DP enters, under the appropriate heading (SOS, ACSC, AWC), the year of course completion when it receives appropriate documentation.

2-7. Qualification Criteria and Application Procedures for Senior Member Professional Development Activities.

a. CAP National Headquarters and CAP regions and wings annually sponsor a variety of schools and activities designed to increase the proficiency of senior members. Information reaches members via the radio net (see CAPR 100-1, Vol I, *Communications*), CAP web pages, and newsletters. The Professional Development Program is designed to prepare senior members for immediate duty. Therefore, while cadets in good standing who meet the prerequisites may attend a professional development activity, space permitting, they will not receive credit for attendance as a senior member.

b. Enrollment Procedures.

(1) Enrollment in CAP senior activities is on a voluntary basis.

(2) The applicant completes CAPF 17, *Application for Senior Member Activities*, and the unit commander approves the application. **Note:** Use of the CAPF 17 is optional at the discretion of the activity director.

(a) Submit applications for wing-level and region-level activities in accordance with local procedures.

(b) The course announcement provides the procedures and processing instructions for applications for national-level activities.

(3) Applications for National Staff College:

(a) Refer to Chapter 7, paragraph 7-2 for eligibility criteria. Members complete CAPF 17 following the instructions on the form. The unit retains a file copy and forwards the original to the respective wing commander no later than 75 days before NSC start date.

(b) Wing commanders make recommendations on the CAPF 17, retain a copy, send an **information** copy to their region, and forward the original approved forms to NHQ/PD no later than 30 days before NSC begins. NHQ/PD consolidates applications and ensures fulfillment of eligibility criteria. The course director furnishes a final list of selectees not later than 20 days before NSC begins.

c. Staff Duty Assignments. Members seeking staff duty must obtain approval from their immediate commanders to serve in the respective activity. Coordinate letters of application for staff duty, including the position desired, through the chain of command to the director (or project officer where applicable) of the respective activity no later than the notification date set by the activity.

2-8. Support Procedures. Air Force installations are authorized and encouraged, but not required, to support CAP professional development activities. (See AFPD 10-27, *Civil Air Patrol*, and AFI 10-2701, *Organization and Function of The Civil Air Patrol*.) Follow the guidelines below to facilitate CAP requests for assistance:

a. Submit initial requests for base support through the Air Force liaison system to the host DoD installation commander (i.e., through the CAP wing State Director's office for wing activities, and the liaison region LR/DT for region activities).

b. After a base has committed to support a CAP activity, the CAP representative works directly with the base project coordinator. Submit requests for specific support to the base project coordinator who requests and coordinates support from the appropriate base staff agency.

CHAPTER 3—LEVEL I, FOUNDATIONS

3-1. Participation. CAP requires senior members to complete Level I training prior to receiving any assigned duty position in the unit, directly supervising cadets on their own, being allowed to wear the Air Force-style CAP uniform, becoming eligible for promotion, or enrolling in AU A4/6 courses. CAP allows *exceptions* for the following:

a. Former CAP cadets transferring to senior member status, provided they earned the Mitchell Award or higher and have less than a 2-year membership break prior to assuming senior member status. However, they still must complete Cadet Protection Program Training (CPPT), OPSEC training (if not already completed), EO Training, as well as the Introduction to CAP Safety. In this case, units must notify NHQ/PMM with substantiating documentation. A fingerprint card must also be submitted to NHQ/DPP at the time of application for senior membership.

b. Former CAP members who have completed Level I training (Foundations, CPPT, OPSEC, EO, and the Introduction to CAP Safety) and have less than a 2-year membership break.

c. Patron members.

d. Aerospace education members.

Note: For details on membership categories see CAPR 39-2, Civil Air Patrol Membership.

3-2. Level I Program. This level consists of five modules: the Foundations Course, Cadet Protection Program Training, (OPSEC) training, Equal Opportunity (EO) training, (refer to CAPR 36-1, *Civil Air Patrol Nondiscrimination Program*), and the Introduction to CAP Safety. The intent of Level I training is to provide new members the information they need to begin their service in CAP successfully.

3-3. Foundations Course Objectives. This module is normally taken on-line but may be given at the unit. Mentors and unit commanders are encouraged to use supplementary material, especially information on the local unit, to expand the course during the mandatory summary conversation held at the unit. Students will take short quizzes at the end of Foundations and bring them in for grading during their summary conversation. There is no “pass/fail” score; however, student responses will be corrected to 100% accuracy during the summary conversation to clear up any misunderstandings. After completing the Foundations Course, the new senior member should be able to:

- a. Describe the CAP mission, purpose, and programs.
- b. Explain the CAP chain of command and CAP's regional divisions.
- c. Differentiate between CAP corporate structure and the CAP-USAF structure of National Headquarters.
- d. Recognize CAP senior member and cadet insignia.
- e. Wear all items of the basic uniform and insignia correctly.
- f. Observe correct CAP/military customs and courtesies, and protocol.

- g.** Demonstrate basic knowledge of the following items:
- (1) The origin and historic highlights of CAP.
 - (2) The five levels of the Senior Member Professional Development Program.
 - (3) The CAP Cadet Program.
 - (4) The senior member's responsibility to set the example for cadets in dress and conduct.
 - (5) The types of publications which inform and direct CAP members.
 - (6) The benefits of senior membership in CAP.
 - (7) The history, mission, and operations of the local unit.
 - (8) The core values of the US Air Force and CAP.
 - (9) CAP policy on nondiscrimination and sexual harassment.

3-4. Cadet Protection Program Training (CPPT). This training is intended to increase awareness of child abuse for senior members and cadets 18 and over, thereby reducing the potential for physical, emotional and sexual abuse of cadets. CAP requires CPPT for all CAP senior members. Members will not work with cadets without a CPPT-qualified senior member present or receive promotions without this training. In addition, cadets must complete CPPT within 6 months following their 17th birthday or if a promotion is due during that 6-month period, then prior to receiving the promotion. The CAPF 11 is used to certify completion of this requirement and is submitted to NHQ/DP for processing.

3-5. Cadet Protection Program Training Objectives. After completing this training, members should be able to:

- a. Recall the definition, categories, and signs of child sexual and drug abuse.
- b. Summarize the “zero tolerance” child and drug abuse policies of CAP.
- c. Explain the Cadet Protection Program response and reporting procedures.
- d. Recognize situations of abuse and the appropriate responses to the situation.

3-6. Operations Security Awareness (OPSEC) Training. This training is intended to increase member awareness of information and operations security to ensure that only those with a need to know can obtain data on our members, missions, and capabilities. This course is normally taken on-line through eServices, and completion of this course is automatically included in the member’s on-line master record. A paper-based course can be taken at the unit. **This training is required before a member can access e-Services.**

3-7. Equal Opportunity (EO) Training. This training (mandated in CAPR 36-1) explains CAP’s policy on nondiscrimination, discusses expectations for behavior of CAP members, and outlines how complaints are handled. This course is normally taken on-line through eServices, and completion of this course is automatically included in the member’s on-line master record. A paper-based course can be taken at the unit.

3-8. Introductory Safety Training. This mandatory training explains the CAP Safety program, discusses expectations for behavior for CAP members, provides basic information about Operational Risk Management (ORM), and motivates members to adopt a positive safety culture. This course is normally taken on-line through eServices, and completion of this course is automatically included in the member's on-line master record. A paper-based course can be taken at the unit. (Note: While this module is mandatory for all members, this module became a mandatory component of Level I on 1 January 2011.).

3-9. How Conducted. Commanders should ensure that regions, wings, groups, and squadrons offer Level I summary conversations at least once each quarter for new members; and ideally as new members are assimilated into the unit.

a. Level I Training. Most members will take the four Level I modules on-line at home. Some units may desire to conduct at least some of the Level I training over a short series of weekly classes in conjunction with other weekly meetings, or over one training day. CAP leaves methods employed and sequence of the material up to the commander's discretion. However, the mandatory summary conversations component must be completed at the unit.

b. Commanders, or designees and instructors must ensure the objectives for Level I above in paragraphs 3-3 through 3-7 are covered. The instructor guides provide specific and detailed instructions for presenting each course.

3-10. Membership Award Ribbon. Completion of Level I training makes the new member eligible for the CAP Membership Award ribbon. Units should complete CAPF 2a, *Request for and Approval of Personnel Actions*, which requests authorization for wear of the Membership ribbon. Include in Block VII the name of the award and the date of Level I training completion. The unit PDO signs the requester signature block. The unit commander approves these forms and files in the member's unit record.

Note: Completion of Level I and 6 months time-in-grade as a senior member satisfies the training requirements for duty performance promotion to second lieutenant (see CAPR 35-5).

3-11. Reporting. The **unit commander** must forward the CAPF 11 to NHQ/DP within 7 days of course completion. Failure to do so could have a detrimental effect on promotions or other personnel actions. A copy of the CAPF 11 should be sent to the PDO who ensures entry of the date and method of completion of Level I on the individual's CAPF 45. If desired, wings may require **commanders** to furnish a copy to region and/or group.

Note: The Foundations Course module is not designed to be used as a recruiting tool. Further, while non-CAP members may review the Foundations Course, they should not be listed on the Director's Report.

3-12. Level I Program Certificate. Upon completion of the five modules of Level I, members are eligible to receive the CAPC 13, *Level One Certificate of Achievement*. Certificates may be ordered IAW CAPR 5-4, *Publications and Forms Management*. Instructors or course directors should ensure sufficient quantities of this certificate are available to present to members upon completion of the final requirement of Level I training.

CHAPTER 4–LEVEL II, TECHNICAL TRAINING

4-1. Technical Training. This training provides opportunities to learn new skills for CAP and for individual growth and leadership. Criteria for completion of this level include:

- a. Completion of Level I training.
- b. Attainment of technician rating in a CAP specialty track.
- c. Completion of CAPSOC (AU A4/6 00013 correspondence course) or OBC.
- d. Completion of Squadron Leadership School (SLS).

4-2. Specialty Track Training. Except for professionals in law or medicine who join specifically to perform these functions, members select specialty tracks based on their personal interests and the unit's need, as determined by the unit commander.

a. Three primary factors the unit commander should consider in making the initial selection include:

- (1) Member's current duty position.
- (2) Unit manning requirements.
- (3) Individual's capabilities, interests, and achievements.

b. Current specialty track codes are:

200 Personnel	216 Cadet Programs
201 Public Affairs	217 Safety
202 Finance	218 Plans and Programs
203 Inspector General	219 Legal
204 Professional Development	220 Health Services
205 Administration	221 Chaplain
206 Logistics	222 Commander designation (see Note)
210 Flight Operations	223 Historian
211 Operations	225 Character Development
212 Standardization-Evaluation	226 Recruiting and Retention Officer
213 Emergency Services	227 Information Technology
214 Communications	228 Drug Demand Reduction
215 Aerospace Education	229 Organizational Excellence

Note: Specialty code (222) is only used to designate personnel in command positions and is not a specialty training track. Commanders must have a separate specialty training track to progress in duty performance promotions and in the Professional Development Program.

c. After selecting a specialty, the member downloads the appropriate study guide from the CAP website and/or orders training course from Air Force Distance Learning (AU A4/6). Contact the unit or wing test control officer to enroll in the AU A4/6 course. Typically, the study guide directs the member's self-study and on-the-job training (OJT) through the three skill ratings in the specialty (i.e., Technician-1, Senior-2, or Master-3) (Specialty 229 has 4 levels). Each specialty track identifies appropriate schools, courses, and suggested readings.

Concurrently, the member should have a trainer assigned to assist in applying information learned to actual job performance. For the member to receive credit for specialty track training, update the PDR using the Specialty Track administration module in eServices or make a pen-and-ink update to the (PDR) (Attachment 3), have it signed by the unit commander and mail to NHQ/DP.

d. Each specialty track has an assigned code number used for entering the data on the PDR. The code number usually relates directly to the number assigned to the training material for that particular track. Some specialties such as Operations may require completion of training from a combination of several specialty tracks.

e. The professional fields of law and medicine (219 and 220) do not have study guides. These positions have only a position code number. Promotion criteria for these members are outlined in CAPR 35-5, *CAP Officer and Noncommissioned Officer Appointments and Promotions*. Members of these professions may enter any of the other training tracks desired using the training guide for those specialties.

f. When a member achieves proficiency in all the requirements for the technician, senior, or master rating, the member and trainer coordinate with the PDO and the unit commander to enter the appropriate rating on both the member's master record, CAPF 45 and the unit's online PDR. The unit commander approves by initialing the CAPF 45. Progression in the Senior Member Professional Development Program completes eligibility requirements for duty-performance promotion, provided the member has met all requirements of CAPR 35-5.

4-3. Leadership Award Ribbon. Successful completion of the technician level of the specialty track makes the member eligible for the CAP Leadership Award ribbon. (CAP also authorizes the Bronze Star attachment to the ribbon for completion of the senior rating, and the Silver Star for completion of the master rating.) Request authorization for wear of the ribbon on the CAPF 2a. Include in Block VII the name of the award, date unit commander approved technician rating, and the specialty track number. The unit PDO signs the requester signature block. The unit commander has approval authority, and files in the member's unit record. The member may then purchase the ribbon from Vanguard.

4-4. Mission-Related Skills. CAP makes provisions to recognize certain mission-related skills, which a person brings to CAP, e.g., appointments relating to pilots, FAA certified mechanics, and communicators (see CAPR 35-5 for details). In determining Level II technical specialty rating, the unit commander considers the individual's experience. Leadership should encourage these members to participate in an appropriate functional specialty training track. If, however, individuals enter into a specialty track for which they do not have any background, they should enroll in training that results in award of the technician level of the specialty, regardless of their grade.

4-5. CAP Officer Basic Course (CAP OBC). The OBC provides study in areas essential to becoming an effective leader in CAP, e.g., CAP missions and activities, communications, leadership and management. Since CAP deems this course necessary for career development, any CAP senior member who has completed Level I may apply. CAP members who have completed a Professional Military Education (PME) school equivalent to the OBC may use this equivalent as a substitute (see Attachment 2). Under certain conditions cadets may also enroll in OBC (see CAPR 52-16 for details).

4-6. Squadron Leadership School (SLS). The SLS is designed to (1) enhance a senior member's performance at the squadron level and (2) to increase understanding of the basic function of a squadron and how to improve squadron operations. Prerequisites for attendance are completion of Level I and enrollment in one or more specialty tracks.

a. Objectives. Upon completion of the school, members should be able to:

(1) Understand the basic expectations associated with being a CAP member; commit to serving as a staff officer or NCO.

(2) Develop an appreciation for the essential role squadrons play in CAP; acquire practical knowledge necessary for serving as a staff officer.

(3) Comprehend the leadership attitudes and skills necessary for serving effectively as a squadron staff officer.

b. How Conducted. Each CAP wing should conduct at least one SLS annually. Failure to do so deprives members of the opportunity to progress in training. Either the wing or region should conduct the SLS. The course is designed for 2 training days of no less than a total of 12 hours of instruction. Training can be spread out over several meetings as long as the 12 hours of instruction requirement is met. No less than 6 hours of instruction should be spent on the three mission elements. Active duty, Reserve, and National Guard military members with teaching experience may augment the faculty for this course.

c. Planning. CAP wing commanders appoint a director for each SLS. The director should have completed the SLS as a student (additional experience as an instructor is preferred) prior to appointment as a director. SLS course materials are downloaded from the CAP University section of CAP's website. Each SLS director must request course certificates using CAPF 46, *CAP Professional Development Course Materials Order Form*, from NHQ/DP, at least 45 days in advance of the course. Failure to do so may result in certificates arriving late.

d. Reporting. The SLS course director must forward the CAPF 11 and course critiques through the wing commander or their designee (designee cannot be the course director) for signature within 7 days of course completion. Subsequently, the endorsed CAPF 11 and course critiques should arrive at NHQ/DP not later than 14 days after course completion. A copy of the signed CAPF 11 will also be sent to the region DCS/DP. Failure to expedite the CAPF 11 could have a detrimental effect on promotions or other personnel actions.

4-7. Benjamin O. Davis Jr. Award. Completion of Level II results in the award of the Benjamin O. Davis Jr. Award. Upon completion of all Level II training requirements, the unit's PDO records the data on the member's CAPF 45. Additionally, the unit PDO completes CAPF 24, item 8; afterwards, the unit commander signs the form, retains a copy, and forwards the original to NHQ/DP. When approved, NHQ/DP mails the Benjamin O. Davis Jr. Award certificate to the unit for subsequent presentation to the recipient by the unit commander.

Note: Completion of the technician's rating of any specialty track and 12 months time-in-grade as a second lieutenant or TFO (or combination of the two) satisfies the training requirement for duty performance promotion to first lieutenant. Completion of Level II with 18 months time-in-grade as first lieutenant or SFO (or combination of the two) satisfies the training requirements for duty performance promotion to captain (see CAPR 35-5).

4-8. Yeager Award Seal. Senior members who elect to complete the requirements for the Brigadier General Charles E. “Chuck” Yeager Aerospace Education Achievement Award before or during Level II training are eligible to receive a special Yeager Award embossed seal affixed to their Gen Benjamin O Davis, Jr. Award. To receive the seal, Section 8e must be completed on CAPF 24. Details for earning the Yeager Award may be found in CAPR 280-2, *Civil Air Patrol Aerospace Education Mission*.

CHAPTER 5–LEVEL III, MANAGEMENT

5-1. Management. CAP designed professional development at this level for senior members serving as squadron, group, or wing commanders and for staff officers. Criteria for completion of this level include:

- a. Complete Level II training.
- b. One year of experience in a command or staff position.
- c. Attain the senior rating in any specialty track.

d. Attend two wing, region, or national conferences. These conferences afford CAP members a broad view of the CAP corporation's organization and expose them to the issues confronting CAP. Attendance at a region/wing aerospace education conference can also be credited for one conference attendance. Conferences attended prior to entry into Level III count toward fulfillment of this requirement.

- e. Complete the Corporate Learning Course (CLC).

5-2. Bronze Star for Leadership Ribbon. Successful completion of the senior rating in a specialty track results in award of the Bronze Star for the Leadership Award ribbon (CAPR 39-3). Request authorization on CAPF 2a. Include in Block VII the name of award achievement, date unit commander approved senior rating, and the specialty track number. The unit PDO signs as the requester. The unit commander holds approval authority, and files in the member's unit record. The member may then purchase the ribbon bronze star device from Vanguard.

5-3. Corporate Learning Course (CLC). After completing the Squadron Leadership School and learning about squadron operations, senior members should attend the Corporate Learning Course (CLC). The term "corporate" in the title of this course refers to CAP's status as a nonprofit humanitarian corporation chartered by the United States Congress in 1946. Accordingly, wing-level operations carry out the major duties and responsibilities of the corporation for each state, the District of Columbia and Puerto Rico. The CLC is designed to explain how a wing operates in each of CAP's major mission elements and how mission support functions support these mission elements. Armed with this knowledge, senior members can learn how they and their respective organizations can best support the wing and fulfill the corporate role of CAP.

- a. **Objectives.** Upon completion of the course, members should be able to:
 - (1) Identify the function of the three mission elements of the wing.
 - (2) Explain how the wing operates to carry out the Aerospace Education mission.
 - (3) Explain how the wing operates to carry out the Cadet Programs mission.
 - (4) Explain how the wing operates to carry out the Emergency Services mission.
 - (5) Explain how the mission support functions support the three mission elements of the wing.
 - (6) Analyze situations where core values impact the operation of the wing.
 - (7) Discuss member roles in promoting corporate accountability/responsibility and the integration of Core Values into operations at all levels.

(8) Compare and contrast leadership and management; and describe situations in which each would be used.

b. Mission Support Functions.

Administration	Legal	Safety
Chaplain	Logistics	Supply
Finance	Professional Development	Transportation
Inspector General	Public Affairs	Other
Insurance	Personnel	

c. How Conducted. Wings should conduct a CLC at least once a year. The course consists of 2 training days of no less than 12 total hours of instruction. Training can be spread out over several meetings as long as the 12 hours of instruction requirement is met. CLC course directors are encouraged to be flexible in covering the mission support functions using a combination of instructional methods and media. However, no less than 6 hours of instruction should be spent on the three mission elements.

d. Planning. CAP wing commanders appoint a director for each CLC planned. The director should have completed the CLC as a student (additional experience as an instructor is preferred) prior to appointment as a director. CLC course materials are downloaded from the CAP University section of CAP's website. The CLC director must request the CLC course certificates from NHQ/DP, using CAPF 46 at least 45 days in advance. Failure to do so may result in certificates arriving late.

e. Reporting. The CLC course director must forward the CAPF 11 and course critiques through the wing commander or their designee (designee cannot be the course director) for signature within 7 days of course completion. Subsequently, the endorsed CAPF 11 and course critiques should arrive at NHQ/DP not later than 14 days after course completion. A copy of the signed CAPF 11 will also be sent to the region DCS/PD. Failure to expedite the CAPF 11 could have a detrimental effect on promotions or other personnel actions.

5-4. Grover Loening Aerospace Award. Successful completion of Level III of the Professional Development Program makes the CAP member eligible for the Grover Loening Aerospace Award. Upon completion of all Level III requirements, the unit's PDO records the data on the member's CAPF 45. The unit PDO then completes item 9 of the CAPF 24. The unit commander signs the form, retains a copy, and sends the original to wing headquarters for the wing commander's approval and signature. The wing forwards the original to NHQ/DP. When approved, NHQ/DP sends the Loening certificate to the wing commander for presentation to the member. The member purchases the ribbon from Vanguard.

Note: Completion of Level III professional development with 3 years time-in-grade as a captain satisfies the requirements for duty performance promotion to major. (See CAPR 35-5, CAP Officer and Noncommissioned Officer Appointments and Promotions.)

CHAPTER 6–LEVEL IV, COMMAND AND STAFF

6-1. Command and Staff. CAP designed this level for members who desire to become high-level leaders in CAP. Criteria for completion of this level include:

- a. Complete Level III professional development.
- b. Attain a master rating in any specialty track.
- c. Complete **one** of the following:
 - (1) Prepare and deliver a CAP-related presentation to a non-CAP group.
 - (2) Conduct a hands-on unit aerospace education program, or an external aerospace education classroom program.
 - (3) Earn the Yeager award.
- d. Complete Region Staff College (RSC) or its approved PME equivalent (Attachment 2).
- e. Occupy a command or staff position for a total of 2 years of service to CAP.
- f. Serve in a director or staff member capacity in a CAP approved course or serve as a director or staff member of a national, region, or wing conference (reference Attachment 4).

6-2. Silver Star for Leadership Ribbon. Successful completion of the master rating in a specialty track results in award of the silver star (in place of the bronze star) for the Leadership Award ribbon (CAPR 39-3). Apply for authorization on CAPF 2a. Include in Block VII the name of award achievement, date unit commander approved the master rating, and the specialty track number. The unit PDO provides requester signature. Approval authority belongs to the unit commander, and files in the member's unit record. The member may then purchase the ribbon silver star device from Vanguard.

6-3. Region Staff College (RSC). Region Staff College is the formal in-residence course required for completion of Level IV. It prepares selected CAP officers to better execute the duties and responsibilities associated with CAP command and staff positions at squadron level and above. CAP senior members who have completed Level III professional development and who hold command or staff positions are eligible to attend the RSC.

Note: When warranted, region commanders may permit attendance at Region Staff College prior to completion of Level III professional development. The written waiver from the region commander should be sent from the region commander to the RSC director prior to the start of the course.

- a. **Objectives.** Upon completion of the course, members should be able to:
 - (1) Deliver a CAP-oriented oral presentation (speech, lecture, briefing) lasting at least 10 minutes using a clear organizational pattern and adequate supporting material.
 - (2) Demonstrate effective writing skills and use of proper written formats.
 - (3) Perform effectively as a group member in the problem-solving process.
 - (4) Apply current management theory to human relations situations.
 - (5) Recognize leadership problems and determine solutions through group discussion.

(6) Demonstrate the ability to plan, conduct, and direct meetings, conferences, and professional development courses.

(7) Demonstrate a personal and professional commitment to the core values strategy.

b. Time Requirement. Each RSC lasts for a minimum of 40 instructional hours.

c. Curriculum. The basic RSC will include:

(1) Interpersonal Communications.

- (a) Organizing to communicate
- (b) Supporting ideas
- (c) Logical thinking
- (d) Preparing and presenting a 10-minute speech
- (e) Effective listening

(2) Group Communications.

- (a) Group problem solving
- (b) Group dynamics (process)
- (c) Human relations and discrimination

(3) Written Communications.

- (a) Effective writing skills
- (b) Familiarity with correspondence formats used by CAP and the USAF

(4) Management.

- (a) Functions of management
- (b) Principles of organization
- (c) Study of current theories of management

(5) Leadership.

- (a) Theory
- (b) Problem solving
- (c) How the CAP mission is accomplished within the region, i.e., Emergency Services/Counterdrug, Aerospace Education, and Cadet Programs

(6) Conference/Training Techniques.

- (a) Teaching members to plan and conduct meetings
- (b) Setting up wing/region conferences
- (c) Directing a CAP SLS/CLC/UCC/TLC course

d. Funding.

(1) National Headquarters partially funds the RSC at a rate based on the availability of funds. The amount given per region is determined each year. PD will send start-up funding upon receipt of a Letter of Intent to conduct a college. This Letter of Intent implies that the RSC

director is expecting a class of at least 10 students. The letter for initial funding should be sent at least 90 days in advance of the start date.

(2) After the college is conducted, the RSC director will forward a CAPF 11 to NHQ/DP, listing the students who actually attended. If the school is cancelled, all funding will be returned to NHQ/PD.

Note: Regions that cancel their RSC after seed money has been paid should attach the reimbursement check to the cancellation notification, with a check payable to NHQ CAP Region Staff College Account. The director's report and reimbursement (if required) should be forwarded not later than 30 days after the last day of the college.

e. Planning:

(1) The region commander appoints a director to select a site and to select a faculty and staff drawn from the ranks of qualified CAP members, active military members, reservists, National Guard members and professional educators. The director appoints a curriculum coordinator who develops the curriculum following the guidelines provided in paragraph 6-3. The director will forward a copy of the curriculum to NHQ/PD to review for conformity with paragraph 6-3c. NHQ/PD will supply the course director with a Regional Staff College Director's Handbook to facilitate planning. This guide is also available on-line.

(2) NHQ/PD will post dates for RSC on its website along with location, director's name and contact information. The RSC director advises the region's wing commanders of dates, location, and details of the RSC as soon as they are confirmed. Wing commanders send the RSC information to all the wing's units upon receipt.

f. Reporting. The course director must forward the CAPF 11 and course critiques to NHQ/DP within 7 days of course completion. Failure to do so could have a detrimental effect on promotions or other personnel actions. The course director sends a copy, along with the RSC expense report, to the region commander.

6-4. Paul E. Garber Award. Completion of all requirements in Level IV entitles CAP members to receive the Garber Award. This award is named after a former air pioneer, aviation historian and curator emeritus of the National Air and Space Museum, and an advocate of CAP. Upon completion of all Level IV professional development requirements, the unit's PDO records the data on the member's CAPF 45. The unit PDO completes CAPF 24, item 10. Chaplains and CDIs may substitute two Chaplain Corps Region Staff Colleges for one regular Region Staff College (see paragraph 6-7). Members who receive credit for RSC by completing SOS may wear a bronze star on their Garber Award ribbon. The unit commander signs the form, retains a copy, and sends the original to wing headquarters for the wing commander's signature. Wing headquarters retains a copy and forwards the original to NHQ/DP. When approved, NHQ/DP sends the certificate to the wing commander for presentation to the member. Ribbons are purchased through Vanguard.

Note: Completion of Level IV with 4 years time-in-grade as a major, satisfies the requirements for duty performance promotion to lieutenant colonel.

6-5. National Legal Officers' College. The National Legal Officers' College (NLOC) is a formal in-residence course for legal officers. It is the equivalent of a Region Staff College and course procedures are the same as for a Region Staff College. Appointment authority for the NLOC director will be the National Legal Officer (NLO). Curriculum development and content are a collaborative effort between the NLO, the NHQ General Counsel and NLOC director. NHQ/ED will be the final determinant as to whether the NLOC will receive regular RSC credit. Report NLOC completion in accordance with paragraph 6-3f.

6-6. CAP Inspector General College. The Civil Air Patrol Inspector General College (CAPIGC) is a formal in-residence course for Inspectors General and Inspector General staff members; region, wing or group commanders; legal officers; or other IG involved personnel. It is the equivalent of a Region Staff College and course procedures are the same as for a Region Staff College. Appointment authority for the CAPIGC director will be the CAP Inspector General (CAP/IG). Curriculum development and content are a collaborative effort between the CAP-USAF/IG, CAP/IG, CAP/EXS and the CAPIGC director. NHQ/ED will be the final determinant as to whether the CAPIGC will receive regular RSC credit. Report CAPIGC completion in accordance with paragraph 6-3f.

6-7. Chaplain Corps Region Staff College. Chaplain Corps Region Staff College (CCRSC) is a formal in-residence course. The college helps prepare selected CAP chaplain corps personnel to better execute their duties and responsibilities associated with their CAP assignment. Chaplain corps personnel may satisfy the requirement for RSC by attending **two** Chaplain Corps Region Staff Colleges. Both CCRSCs must be completed within a 5-year period. The Chief of the Chaplain Corps (CAP/HC) handles instructions concerning appointment of a college director, curriculum approval, and funding. Directors of the CCRSC should consult NHQ/HCA and CAPR 265-1, *The Civil Air Patrol Chaplain Corps*, for guidance on administration and funding. The academic criteria outlined below establishes a curriculum equivalency standard for the CCRSC as compared to the RSC:

a. The curriculum of each CCRSC must satisfy the educational goals of:

(1) Providing education on a broad range of subjects designed to enhance professional growth and development of chaplain corps personnel in support of the CAP mission.

(2) Providing professional development to increase the effectiveness of CAP chaplain corps personnel in planning, developing, and executing their duties and responsibilities for service, spiritual guidance, and moral leadership in CAP.

b. Each CCRSC lasts 20 hours. Of those 20 hours, the college must devote 6 hours to subjects directly related to CAP's three mission elements. The curriculum must include all three mission elements. Directors may vary the time devoted to each element. However, mission elements should receive no less than 6 hours of allotted time.

(1) NHQ/HCA and NHQ/PD must receive the proposed CCRSC curriculum 90 days in advance of the course start date for joint approval. To assure a standardized, CAP-wide approach to CCRSC development, directors must select their curriculum topics from the "Mission Elements," "CAP Operations," and "Professional Development" lists. A well-balanced curriculum should include topics from all of the major elements. Directors should vary the subjects presented each year to cover as many as possible over a span of several colleges. Subjects other than those listed require special approval from NHQ/HCA and NHQ/PD 120 days in advance of the course start date.

(2) Mission Elements (mandatory 6 hours).**Emergency Services**

How SAR Is Conducted
 Drug Surveillance Missions
 Dealing With Trauma
 Chaplain's Role In The Field
 Chaplain's Duty To Mission
 General EMS Overview
 Emergency First Aid
 Chaplain's Role In EMS
 Family Trauma Counseling
 Disaster Relief Program
 Customs Mission
 Civil Defense
 Critical Incident Stress
 Management
 Suicide
 Prevention/Intervention
 Religious Terrorism

Aerospace Education

Internal Aerospace Program
 Aerospace Education For
 Cadets
 Aerospace Education For
 Senior Members
 External Aerospace Program
 Aerospace Education
 Membership
 Other Aspects Of The
 Aerospace Education
 Program

Cadet Programs

Cadet Program Overview
 Family Relationships
 Cross-Generation
 Communications
 Cadet Encampments
 Cadet Protection
 Cadet Aerospace Education
 Character Development Lab
 Recruiting For Cap
 IACE Program
 National Activities
 Phases Of Progress

(3) Other Elements.**CAP Operations**

Forms And Publications
 CAP Organization
 Customs And Courtesies
 Uniforms
 Drill And Ceremonies
 Legal Issues
 Insurance Programs
 Personnel Issues
 Resource Management
 Logistics/Finance
 Public Affairs

Professional Development

Senior Member Professional Development
 Program
 Air Force Distance Learning
 Executive Writing/Speaking

Professional Development (Cont'd)

Goals And Objectives
 Leadership Theory And Practice
 Current Moral Issues
 Character Development
 Pastoral Counseling
 Ministry Of Presence
 Time Management
 Personal Spiritual Development
 Life Transition
 Values/Ethics/Morals
 Small Group Processes
 Large Group Processes
 Developmental Psychology
 Stress Management
 Human Relations And Discrimination

c. Reporting. The course director must forward the CAPF 11 (note those who are attending their second CCRSC) and course critiques to NHQ/DP within 7 days of course completion. Failure to do so could have a detrimental effect on promotions or other personnel actions. Directors should send a copy, along with the CCRSC expense report, to the region commander and a copy to the Deputy Chief, Chaplain Corps.

6-8. CAP Safety Officer College. The CAP Safety Officer College (CAPSOC) is a formal in-residence course for Civil Air Patrol safety officers. It is the equivalent of a Region Staff College (RSC) and course procedures are the same as for the Region Staff College. Curriculum development and content are a collaborative effort among the NHQ Educational Programs Directorate (NHQ/ED), the NHQ Safety Manager (NHQ/SE), National Safety Officer (CAP/SE), the CAP-USAF Director of Safety (CAP-USAF/SE) and the CAPSOC Director. NHQ/ED will be the final determinant as to whether the CAPSOC will receive RSC credit. Report CAPSOC completion in accordance with paragraph 6-3f.

CHAPTER 7–LEVEL V, EXECUTIVE

7-1. Executive. This is the highest level of CAP career development and is for those officers performing duty as commanders or staff officers. As such, only the most dedicated senior members achieve this level. To complete this level, members must:

- a. Complete Level IV.
- b. Perform in a command or staff position for a total of 3 years of service to CAP.
- c. Conduct a Level I Foundations Course summary conversation and serve in a director or staff member capacity in a CAP approved course (reference Attachment 4). This staffing requirement is in addition to the staffing requirement found at paragraph 6-1.
- d. Attend National Staff College or complete its approved PME equivalent as listed in Attachment 2.

7-2. National Staff College (NSC). The NSC is the executive-level, in-residence course for senior members who aspire to high-level leadership in CAP. The NSC provides CAP officers and selected chief master sergeants the types of developmental experiences required to operate complex programs. Consequently, CAP encourages present and potential wing and region commanders to attend. It also encourages squadron and group commanders who have attended RSC to apply. Personnel desiring to attend NSC must hold the grade of CAP Major or above (this is not waivable), OR hold the grade of CAP Chief Master Sergeant (also not waivable) AND have attended Region Staff College (or equivalent). Wing and region commanders, and Command Chief Master Sergeants assigned to the wing or region level, wing and region staff officers, and unit or higher level commanders receive priority. Region commanders may waive the RSC completion requirement for the purpose of attending NSC. RSC must still be completed at a later date. The National Commander and the Executive Director hold sole discretion for waiver of other eligibility criteria (except for grade, which is not waivable). They grant requests only under exceptional circumstances. The region commander requests this waiver.

- a. **Objectives.** Upon completion of the course, members should be able to:
 - (1) Assess the communicative process, both individually and in groups.
 - (2) Appraise the general types and qualities of effective leaders and managers in various situations, and compare their own leadership and managerial qualities and performance with these general classifications and qualities.
 - (3) Analyze problem areas of CAP units and apply managerial concepts for their solution.
 - (4) Evaluate the effectiveness of the CAP Senior Member Professional Development Program.
 - (5) Formulate a personal policy of instilling the core values strategy into the culture of an organization.
- b. **Curriculum.** The NSC includes advanced studies in communications, leadership and management, and human relations. Students also study the development of CAP corporate policy and the CAP-USAF relationship in lectures, seminars, and visits conducted by senior CAP and CAP-USAF personnel.

c. Planning. Since the National Staff College is the premier training program to develop executive-level leadership, the director of NSC must have executive-level leadership experience. Executive-level leadership is defined as someone who has been a CAP wing/region commander, a former military commander, or someone who has held an executive-level leadership position in the business community such as a CEO, or similar position. The director and CAP staff members must have completed NSC as students prior to assuming their responsibilities. Individuals interested in serving as NSC director will apply directly to the current director on a CAPF 17, with a courtesy copy sent to the National Commander. Faculty and staff include qualified CAP members and military reservists. Personnel from the staffs of the Air University PME schools serve as lecturers on a wide variety of subjects.

d. Reporting. The NSC course director submits the CAPF 11 to NHQ/DP within 7 days of course completion and sends a copy to all region and wing commanders.

e. Credit. Members unable to attend the college may elect to complete Air Command and Staff College (ACSC) by correspondence from AU A4/6 or any of the PME equivalents to National Staff College as indicated in Attachment 2. Members who complete ACSC may wear a Bronze Star on the Gill Robb Wilson ribbon. Those who complete Air War College or its PME equivalent receive authorization to wear a Silver Star on the Gill Robb Wilson ribbon.

7-3. Gill Robb Wilson Award. Successful completion of Level V professional development qualifies the CAP officer for the Wilson Award. This is the highest professional development award given to a senior member. The award honors an airman, poet, writer, and founder of CAP.

a. Application. Upon completion of all Level V professional development requirements, the unit's PDO records the data on the member's CAPF 45. The unit PDO completes CAPF 24, item 11. The unit commander signs the form, retains a copy, and sends the original to wing headquarters for the wing commander's signature. Wing headquarters retains a copy and forwards the approved original to region headquarters for the region commander's signature. Region headquarters retains a copy and forwards the approved original to NHQ/DP. When approved, NHQ/DP forwards the certificate to the wing commander for presentation at an appropriate ceremony. Ribbons are purchased through Vanguard.

b. Gill Robb Wilson Award Ceremony. Because of the prestigious nature of the Wilson Award, commanders are encouraged to arrange, if possible, for a USAF or CAP general officer, state or federal government elected official, or other distinguished person to make the Wilson Award presentation. The following paragraph is a suggested citation for the presentation ceremony.

7-4. Suggested Wilson Award Citation.

Gill Robb Wilson Award Citation

"The Gill Robb Wilson Award is the highest professional development award which can be earned by a Civil Air Patrol senior member. The award is bestowed on its recipient in honor of the founder and first executive officer of Civil Air Patrol. Since its inception in 1964, the Wilson Award has been presented only to the most dedicated Civil Air Patrol members. To earn this award, a member must complete all levels of the Senior Member Professional Development Program, attend the National Staff College or its equivalent, and serve in a command or leadership position for no less than 3 years.

This Gill Robb Wilson Award Certificate number (#) is hereby presented to (name) for conspicuously meritorious performance and exceptionally distinguished service in Civil Air Patrol."

CHAPTER 8–AIR FORCE DISTANCE LEARNING

8-1. Air Force Distance Learning (AU A4/6). This organization manages and administers Air Force distance learning programs and make available many programs to Civil Air Patrol members without cost. Two broad areas of study are available: Professional Military Education (PME) and specialized technical courses. For CAP members, PME courses improve knowledge of command and leadership, and the specialized technical courses provide training for the performance of specialized duties. This chapter gives pertinent information and registration procedures for AU A4/6 courses in the CAP Senior Member Professional Development Program.

a. AU A4/6 Course Control. AU A4/6 designates each CAP wing headquarters as an official AU A4/6 test office. Each CAP wing headquarters designates a test control officer (TCO) who serves as a point-of-contact with AU A4/6. (See CAPR 50-4, *Test Administration and Security*.) Current course listings are in the AU A4/6 Catalog (available only on the Internet at www.au.af.mil/au/afiadl).

b. AU A4/6 Course Administration.

(1) Eligibility. AU A4/6 courses are available to all active CAP senior members in good standing who have completed Level I training as well as to cadets who have achieved the General Billy Mitchell Award. Cadets may enroll only in specialized courses relating to the cadet's CAP duty. Senior members, however, are encouraged to enroll in courses, which they believe will raise their efficiency in any specialty. Certain time restrictions and course completion requirements are identified in the AU A4/6 Catalog and course materials provided by AU A4/6. The region DCS/PD and/or the wing DPD should assist subordinate units in taking full advantage of the professional development provided by the AU A4/6 program.

(2) Courses. Military education courses of special interest to senior members are:

(a) CAP Senior Officer Course, AU A4/6 Course 00013. This course is specifically for CAP members as a part of Level II training of the Senior Member Professional Development Program and includes such subjects as communication techniques, effective writing, leadership, and management. **NOTE: No new enrollments are accepted, course is being replaced by the Officer Basic Course. Those currently enrolled in CAPSOC may finish as scheduled.**

(b) Squadron Officer School Correspondence Program, AU A4/6 Course 00020. This course is available for CAP senior members in the grade of captain or above as an optional portion of Level IV of the Senior Member Professional Development Program. Enrollees should refer to the CAP University page on CAP's website for specific enrollment procedures.

(c) Air Command and Staff College Correspondence Program, AU A4/6 Courses 00030A-G. This is an advanced-level Air Force program available to senior members who hold the grade of major or above as an optional portion of Level IV or V. Enrollees should refer to the CAP University page on CAP's website for specific enrollment procedures.

(d) Air War College, Course 00043A-D. Air War College (AWC) is an advanced-level Air Force program available to senior members who hold the grade of lieutenant colonel or above as an optional portion of Level IV or V. Non-Air Force (including CAP) members must enroll on the website at: <http://www.au.af.mil/au/awc/ns-enroll.htm>. Enrollees should refer to the CAP University page on CAP's website for specific enrollment procedures.

(e) AU A4/6 specialized courses for CAP members provide training in the performance of specialized duty. The courses should be ordered and used by members training for these positions/specialties. **One course is presently available: 02130D Civil Air Patrol Emergency Services**

(3) Enrollment.

(a) An AU Form 23 must be submitted for each course requested. It must be submitted on-line using the procedures outlined in CAP's University's page on the CAP website. Members should notify their unit's PDO or Test Control Officer of their enrollment.

(b) Once enrolled, a student requests assistance, end of course exams, address changes, or other information by submitting an online request for assistance using the online AU e-campus portal, following the procedures outlined in CAP University's page on the CAP website.

(c) Course Examinations (CE). After the student satisfactorily completes all volumes in the course, the course examination is requested according to instructions outlined in CAP University's web page on CAP's website. The examination is mailed to the wing TCO. It is the student's responsibility to notify the wing TCO when the course is completed and to arrange for taking the CE. The wing TCO forwards the CE to the appropriate unit TCO, who follows instructions for test administration in CAPR 50-4.

1 If the student passes the CE:

a AU A4/6 sends a report directly to the student. The student immediately informs the unit TCO of CE results. The unit TCO notifies the wing TCO of CE results to clear wing suspense.

b Students who satisfactorily complete the CE receive validation of course completion from AU A4/6 (AU Form 9). It is the student's responsibility to ensure the PDO records the results on the member's CAPF 45. The student should retain the original AU Form 9 and file a photocopy in the CAPF 45.

2 If the student fails the CE:

a A retake is mailed to the wing TCO and the process is repeated. The student must restudy and retake the examination within the guidelines for the course.

b All requirements for completion are set by the school, not AU A4/6. For example, the Squadron Officer School sets grade standards, not AU A4/6. Grades are not increased by AU A4/6 unless there are demonstrated errors in the test.

(d) Academic Credit. If students feel that a school might award them college credit for AU A4/6 courses as listed in the AU A4/6 Catalog, they should send a letter to the Registrar Branch (AU A4/6/EDOR) requesting verification of courses taken. AU A4/6 verifies course completion and prepares a transcript. Transcript requests must include the student's name and address, social security number or old service number, course number, year completed, the name and mailing address of school or agency, as well as an original signature of the student (for official transcripts only). Official transcripts are mailed to the school or agency address. Unofficial transcripts are mailed to the student.

(e) Other. Unit commanders and PDOs must be thoroughly familiar with the contents of this regulation; CAPR 50-4; and latest procedures listed on CAP's website. They should be able to advise and assist members on the process for enrolling in AU A4/6 courses and encourage them to setup and follow a study schedule that allows for completion of volumes and CEs within specified time limits. Also, they should establish procedures to monitor each member's "Date of Enrollment" in a course and follow-up as necessary.

(f) Time Limits. With certain exceptions, AU A4/6 courses must be completed within 12 months (a course is considered complete only after AU A4/6 processes a completed course examination). Time limits vary for professional military education courses. See the current AU A4/6 Catalog and course materials for time limits on particular courses.

CHAPTER 9–SPECIAL RECOGNITION PROGRAMS

9-1. Special Recognition Programs for Prior Cadets. Achievements that were earned as a CAP cadet may be applied to fulfill Senior Member Professional Development Program credit(s). This applies to all senior members who earned certain achievements as former cadets, regardless of the dates of their cadet memberships. These achievements are explained below:

a. Credit will be awarded to former cadets based on specific accomplishments. Those members who earned the Earhart Award may receive the technician rating in the Cadet Programs Officer specialty track. Members who have earned the Eaker Award may be awarded completion of SLS, the CAP Officer Basic Course, and Level II. In addition to Level II completion, members who earned the Spaatz Award may be awarded the senior rating in the Cadet Programs Officer specialty track and the Yeager Award.

b. Official recognition of these achievements will be awarded on an individual basis. Former cadets who qualify for these awards should submit a written request, approved by their commander, to HQ CAP/DP to have the member's permanent record updated to reflect the appropriate equivalency as described above and issuance of the Yeager Award, if applicable. If completion of required cadet accomplishments is not already a part of the member's permanent record, then supporting documentation should be attached to the request.

9-2. Special Recognition Programs for Legal Officers. CAP needs to recruit, retain, and reward legal officers for their services to CAP. Their voluntary contributions are invaluable to the organization and would be prohibitively expensive to acquire through compensation. Many of these individuals do not have the time to serve CAP in their professional capacities while simultaneously participating in all aspects of the Senior Member Professional Development Program. To allow these individuals to qualify for certain Professional Development awards, CAP has established special recognition programs.

Note: This special awards recognition program should not be confused with the promotion program requirements that are covered in CAPR 35-5.

Note: Legal officers who receive the Garber Award, as specified below, are eligible to earn the Wilson Award by completing all the requirements specified in Chapter 7 for Level V professional development of the regular Senior Member Professional Development Program. They are not required to complete all the previous requirements specified in Levels I-IV.

a. **Grover Loening Aerospace Award.** Legal officers who meet the criteria in CAPR 35-5 for appointment to the grade of captain, complete Level I training and successfully serve CAP for 1 year as an active legal officer are eligible to receive the Grover Loening Award if recommended by their commander, the NHQ CAP General Counsel (GC), and CAP National Legal Officer (NLO). To apply for this special award program, legal officers should forward an in-turn letter listing the completion dates of the requirements and the dates of CAP active service to the unit commander for recommendation and forwarding to NHQ/GC and CAP/NLO. Final approval authority for the award will be the CAP National Commander or designee.

b. Paul E. Garber Award. Legal officers who have attained the grade of major, received the Loening Award, attended the National Legal Officers' College, and served CAP for a total of 3 years as an active legal officer are eligible to receive the Paul E. Garber Award if recommended by their commander, the NHQ/GC, and CAP/NLO. To apply for this special award program, legal officers should forward an in-turn letter listing the completion dates of the requirements and the dates of CAP active service to the unit commander for recommendation and forwarding to NHQ/GC and CAP/NLO. Final approval authority for the award will be the CAP National Commander or designee.

Attachment 1–CAP Senior Member Professional Development Program Progression and Awards

CIVIL AIR PATROL SENIOR MEMBER PROFESSIONAL DEVELOPMENT PROGRAM PROGRESSION & AWARDS (See CAPR 50-17 for Details)

ACHIEVEMENT	LEVEL	PREREQUISITES	COMMAND OR STAFF ASSIGNMENT	PROFESSIONAL COURSES	SPECIALTY TRACK	LEADERSHIP	ACTIVITIES	AWARDS
FOUNDATIONS	I			FOUNDATIONS COURSE, OPSEC, SAFETY, EQUAL OPPORTUNITY & CADET PROTECTION PROGRAM TRAINING	SELECT A SPECIALTY TRACK (See CAPR 50-17 Para 4-2b)		STUDY SENIOR MEMBER BINDER MATERIALS	MEMBERSHIP RIBBON
TECHNICAL TRAINING	II	COMPLETE LEVEL I		SLS (SQUADRON LEADERSHIP SCHOOL)	TECHNICIAN RATING (LEADERSHIP RIBBON) (See Specialty Track Pamphlets on website)		COMPLETE CAP OFFICER BASIC COURSE	BENJAMIN O. DAVIS AWARD
MANAGEMENT	III	COMPLETE LEVEL II	TOTAL OF 1 YEAR	CLC (CORPORATE LEARNING COURSE)	SENIOR RATING (BRONZE STAR ON LEADERSHIP RIBBON) (See Specialty Track Pamphlets on website)	ATTEND TWO NATIONAL, REGION, OR WING CONFERENCES (ONE OF WHICH MAY BE A WING/REGION AEROSPACE EDUCATION CONFERENCE)		GROVER LOENING AEROSPACE AWARD
COMMAND & STAFF	IV	COMPLETE LEVEL III	TOTAL OF 2 YEARS	RSC (REGION STAFF COLLEGE) OR EQUIVALENT PROFESSIONAL MILITARY EDUCATION (See CAPR 50-17, Atch 2)	MASTER RATING (SILVER STAR ON LEADERSHIP RIBBON) (See Specialty Track Pamphlets on website)	SERVE AS A DIRECTOR OR STAFF MEMBER OF A CAP COURSE OR EDUCATIONAL ACTIVITY OR NATIONAL, REGION, OR WING CONFERENCE (See CAPR 50-17 para 6-1)	PUBLIC PRESENTATION TO A NON-CAP GROUP OR AN INTERNAL OR EXTERNAL AE PRESENTATION	PAUL E. GARBER AWARD
EXECUTIVE	V	COMPLETE LEVEL IV	TOTAL OF 3 YEARS	NSC (NATIONAL STAFF COLLEGE) OR EQUIVALENT PROFESSIONAL MILITARY EDUCATION (See CAPR 50-17, Atch 2)		SERVE AS A DIRECTOR OR STAFF MEMBER OF A CAP COURSE OR EDUCATIONAL ACTIVITY. (See CAPR 50-17 para 7-1)	CONDUCT A LEVEL I SUMMARY CONVERSATION	GILL ROBB WILSON AWARD

DUTY PERFORMANCE PROMOTION REQUIREMENTS (See CAPR 35-5 for Other Criteria and Promotion Categories)	
TO BE ELIGIBLE FOR PROMOTION TO:	MINIMUM SKILL LEVEL PLUS TIME-IN-GRADE OF:
SECOND LIEUTENANT	LEVEL I 6 MONTHS AS A SENIOR MEMBER
FIRST LIEUTENANT	TECHNICIAN RATING IN A SPECIALTY TRACK 12 MONTHS AS 2d LT OR TFO (Or Combination Thereof)
CAPTAIN	LEVEL II 18 MONTHS AS 1st LT OR SFO (Or Combination Thereof)
MAJOR	LEVEL III 3 YEARS AS CAPTAIN
LIEUTENANT COLONEL	LEVEL IV 4 YEARS AS MAJOR

Attachment 2–Military Education Qualifying as Equivalent to CAP Officer Basic Course, Region Staff College and National Staff College

**MILITARY EDUCATION
QUALIFYING AS EQUIVALENT TO
CAP OFFICER BASIC COURSE, REGION STAFF COLLEGE
AND
NATIONAL STAFF COLLEGE**

Equivalent to CAP Officer Basic Course

Code Z Any US Armed Forces NCO Academy or equivalent, resident or correspondence

Equivalent to CAP Officer Basic Course/Region Staff College

Code P Any US Armed Forces Senior NCO Academy (resident or correspondence)

Code W USAF Squadron Officer School, USA Basic/Advance Officer Courses or USN, USMC, USCG equivalent, resident or correspondence

Code V All Service Academies, ROTC, OCS, or OTS

Code X Any US Armed Forces Command and Staff College, resident, seminar, or correspondence

Code T Any US Armed Forces War College, resident, seminar, or correspondence

Equivalent to National Staff College

Code P Any US Armed Forces Senior NCO Academy, resident or correspondence

Code X Any US Armed Forces Command and Staff College, resident, seminar, or correspondence

Code T Any US Armed Forces War College, resident, seminar, or correspondence

***Note:** To determine if other military courses apply as equivalencies, contact NHQ/DP with course information (name, course number, location, number of hours, course content, completion date, etc.). Equivalencies may only be used one time. To apply for an equivalency, attach a copy of diploma or other proof of course completion (DD Fm 214) to a letter mailed or faxed to NHQ/DP. Equivalencies should be requested as soon as possible after becoming a CAP member.*

Attachment 4–Director/Staff Duty Opportunities for Level IV and Level V*

COURSES AND EDUCATION/TRAINING ACTIVITIES MUST HAVE 12 HOURS OF CONTACT TIME WING/CC APPROVES CREDIT FOR LEVEL IV. REGION/CC APPROVES FOR LEVEL V.

- Squadron Leadership School
- Corporate Learning Course
- Unit Commanders Course
- Region Staff College
- National Staff College
- Wing, Region and National Cadet Courses and Education/Training Activities (includes encampments)
- Wing, Region and National Aerospace Education Courses and Education/Training Activities
- National Emergency Services Academy (NESA) including its subordinate schools (National Ground Search and Rescue School (NGSAR), Incident Command System School (ICSS) formerly Mission Base Staff School (MBSS), and Mission Aircrew School (MAS)
- Airborne Real-time Cueing Hyperspectral Enhanced Recon (ARCHER) Operator Training
- Satellite-transmitted Digital Imaging System (SDIS) Operator Training
- Intermediate Incident Command System Training: ICS-300
- Advanced Incident Command System Training: ICS-400
- National Check Pilot Standardization Courses
- Mountain Flying Clinics/Mountain Fury Course
- Pilot Continuation Training
- Critical Incident Stress Management Training
- Individual Crisis Intervention & Peer Support
- Group Crisis Intervention
- Pastoral Crisis Intervention I & II
- Advanced Crisis Intervention
- Community Emergency Response Team (CERT) Training
- Advanced First Aid / First Responder Training
- National Operations Center Augmentee Training
- Chaplain Corps Region Staff College
- Training Leaders of Cadets
- National Legal Officer College
- CAP Inspector General College

***Note:** Courses are subject to change. Contact CAP NHQ Professional Development (prodev@capnhq.gov) for the most current listing. Thank you for your help in implementing CAP's professional development courses and official activities.



NATIONAL HEADQUARTERS CIVIL AIR PATROL

CHANGE 1

CAP REGULATION 50-17

9 APRIL 2012

Training

CAP SENIOR MEMBER PROFESSIONAL DEVELOPMENT PROGRAM

CAP Regulation 50-17, 24 May 2011, is changed as follows:

Page-Insert Change.

Remove	Insert
1/2	1/2
25/26	25/26

Note: Shaded areas identify new or revised material.

CHARLES L. CARR, JR.
Major General, CAP
Commander