


NZDF Presentation to 2011 National Youth Mentoring Conference

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Youth Development

Situation

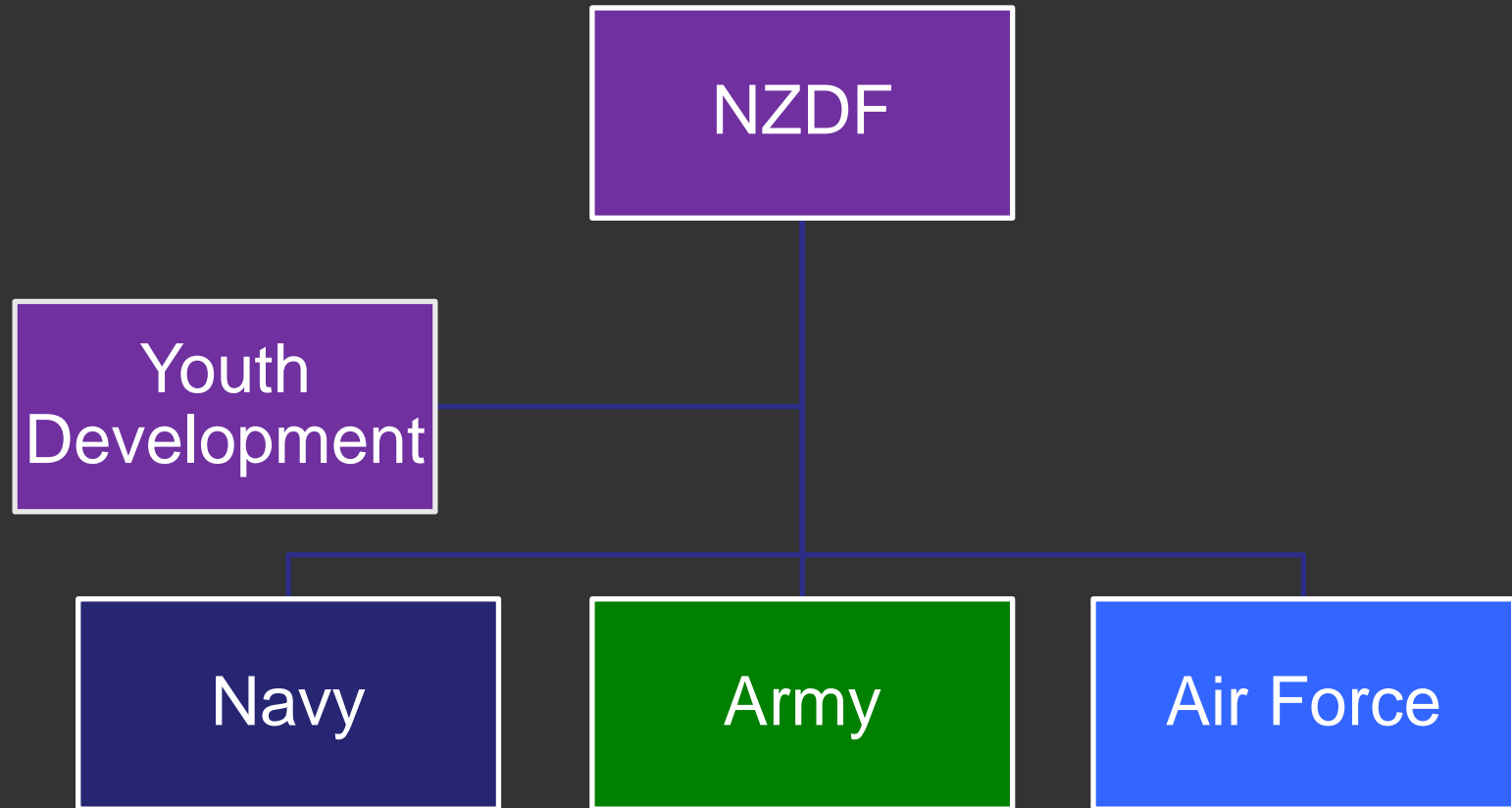
- NZDF is a values based organisation – **Courage, Commitment, Comradeship and Integrity**
 - Most recruits to the NZDF are relatively young
 - Enduring organisation with much history
 - The NZDF recognises that people are its greatest asset and is egalitarian in its approach
 - Mentoring is an intrinsic part of people development
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NZDF Youth Development

- **New Zealand Cadet Forces**
 - *NZDF provides training for officers and general support*
 - *Communities provide local support*
- **Youth Development Unit**
 - *Limited Service Volunteers (LSV) - MSD and Police*
- **Youth Life Skills (YLS)**
 - *Military Style Activity Camp – CYF*
 - *Service Academies – MoE and TEC*
 - *Others – Blue Light, Father and Son, etc*



Organisation



Characteristics of Mentoring in NZDF Programmes

- Generally contact is relatively short but very often intense
- High degree of empathy with trainees
- NZDF values are the cornerstone of engagement



Who Are Our People?

Platoon Staff at YDU (S)

PI Comd – Navy Reserve (Customs) – Canada
Churchill Fellowship

PI Sgt – 25 yrs British Army Engineer

Cpl 1 – Navy Reserve (Chef)

Cpl 2 – Polynesian professional soldier infantry

Cpl 3 – Air Force refueller (cultural advisor)



Mentoring in YDU

Approach

- Coaching philosophy in military methodology
- What works with young people
- Create the team
- Coach it to succeed



YDU Staff

- Attentive listeners
- Provide affirmation
- Assist with helpful information
- Encouragement to reach potential during the course
- Illustrates to trainees their ability to succeed
- Completion, help to see it through
- Build communications between trainees – Father and Son



NZCF Staff

- **Officers – Duty of Care**
 - Unit
 - Commissioning course – 2 weeks
 - Acting rank (probation for 12 mths), training and mentoring within the unit
 - Junior officers are encouraged to instruct on cadet development courses to further their knowledge and be observed
- **Cadets**
 - Unit hierarchy overseen by Cadet Force officers
 - Cadets progressively gain experience and responsibility
 - Specific programmes for senior cadets as they evolve into Cadet Officers (UO)

What Do Our Staff Receive?

Satisfaction

This is gained from seeing young people lacking in self confidence, low in self esteem and self respect with little respect for others evolve into people who know that they can achieve with application

