

## POSITION PAPER ON INCREASING MITCHELL CADET PERCENTAGES

1. Currently only 16 percent of all cadets ever achieve the Mitchell Award. This number is alarmingly low and it was asked that this council examine this issue and submit our findings and recommendations.
2. When researching this issue it was found that the percentage of cadets that have earned their Mitchell Award relies greatly on the local implementation of the cadet program. The implementation of the cadet program varies from different units and wings as does the quality of leadership provided, but we found that those units that conform to the national standard tend to have a greater percentage of cadets earning their Mitchell Award. Unfortunately the local implementation is something that is quite difficult, if not impossible to control, so instead we decided to target areas that we think can be addressed.
3. This council found that by increasing the retention and involvement of newer cadets, along with more focus on what experiences and incentives become available when you earn your Mitchell, will increase the national percentage of cadets earning their Mitchell award. Some things that can be done with this idea include:
  - a. Availability/Implementation of Airmen and/or NCO Schools in more Wings.
  - b. Encouraging squadrons to put new cadets through a basic cadet training program when feasible (possibly providing a new basic cadet training curriculum).
  - c. Providing and advertising more national, wing, and squadron activities in which newer cadets could participate.
  - d. Emphasizing the desire for cadet officers for staff positions at wing encampments
  - e. Providing more advertisement of COS and IACE to NCOs and new cadets.
  - f. Reminding NCOs that to apply for college scholarships you must have earned your Mitchell.
4. Another item which we feel that needs to be addressed is the problem of numerous cadets who are known to have remained NCOs for the sole purpose of being able to continue to participate in the National Color Guard Competition. We propose that cadet officers be allowed to compete in the NCC. But to prevent the competition being dominated by cadet officers we suggest that there be allowed no more than two cadet officers on a color guard. We also propose that cadets' participation at NCC be limited to two years. This will allow more cadets to participate in the competition, while also preventing cadet officers who have been to NCC four or five times from dominating the field of competition.
5. In conclusion, due to the problem largely being an issue of local implementation there is no simple solution to the low percentage of cadets receiving their Mitchell

Award. But this council feels that a likely solution to the percentage of cadets earning their Mitchell Award is for us to do a better job of getting newer members involved and providing them with motivation to advance in the program. This is something that National, Wings, and especially Squadrons need to focus on. By getting these cadets involved they will be exposed to more of the program, which will motivate them to continue and advance in the program. Also, by providing a strong foundation of newer cadets, the need will arise for qualified cadet staff to train them, which will only help push cadets further into the program and further in the development of leadership.

On behalf of the council,

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National Cadet Advisory Council

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