



AAFC Adult Program Blueprint

The Adult Program Blueprint comprises an overarching purpose, five design principles, and a five point learning approach. These fundamentals will ensure the AAFC Performance and Personal Growth (PPG) framework contributes to the short term performance of the AAFC and long term strategic development of the AAFC (e.g. the AAFC Growth Strategy, the AAFC PNA Future Goal state).

ALCR Purpose

To ensure adult volunteers are adequately prepared to enthusiastically and confidently perform their AAFC roles and functions, including the delivery of Cadets.

Design Principles

Key principles specific to AAFC that align design to AAFC goal future state

- **Leadership at all levels** – All adults have the ability to model and promote AAFC leadership qualities for cadets and other adults.
- **Learning supports AAFC resilience and agility** – PPG supports efficient onboarding, grows a depth of capacity across the AAFC, has the ability to scale, and enables organisational continuity.
- **Valuing the adults** – PPG instils appreciation of adults' vital role in delivering the cadet program and meeting AAFC's mission and aims.
- **A strong and distinct AAFC community** – PPG fuels a sense of belonging to the AAFC, built around shared passion for youth development, as well as interest in RAAF and the air and space environment.
- **Skill and knowledge utilisation** – The incoming skills of adults are leveraged, and AAFC learning and development is transferable to contexts outside AAFC.

Learning Approaches

Key learning and pedagogical themes to shape the adult learning experience

- **Experiential learning** – Learning is intertwined with the overall AAFC experience, with formal and informal learning opportunities reinforced in all activities and roles.
- **Timeliness and relevance** – Learning and development is aligned and relevant to individual adult journeys, so as to prepare them to perform in their role and empower them to embrace challenges.
- **High engagement learning** – A variety of learning methods are used to empower and spark curiosity in adults, resulting in enthusiastic participation in PPG.
- **AAFC as a learning organisation** – Adult learning and growth is valued across AAFC and feedback mechanisms support adaptation and scaling of PPG to meet changing organisational needs.
- **Alignment with the CLCR** – PPG content and experiences complement and support the CLCR learning approaches.

