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# Cadet Adventurous Training Survey Analysis

June 2014

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Analysis of the feedback received from respondents to the Ulysses Trust Cadet Adventurous Training Survey undertaken between 3<sup>rd</sup> April and 11<sup>th</sup> May 2014 to establish the efficacy of the Trust today and to identify ways in which the Trust can better serve Cadet units in the future.

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## EXECUTIVE SUMMARY

### *Introduction*

In view of the relatively low take-up of grants from the Ulysses Trust from Cadet units for expeditions (1.3% of units and 0.8% of members p.a.), the Trust undertook a survey of Cadet units throughout the UK to investigate what the inhibitors were. More specifically, the survey sought to identify:

- The adventurous training (AT) support requirements of UK Cadet units;
- A comparison of the Cadet unit AT support requirements against the existing Ulysses Trust support provision;
- Recommendations of how the Ulysses Trust can adapt its support provision to better meet the AT support requirements of Cadet units.

551 responses were received against a total of 3181 Cadet units which equates to a 17% sample. Considering that Services' Cadet Directorates all undertook to communicate a request to all units to participate, and that the survey was focussed on what the Ulysses Trust could do for them, this response is disappointing. It begs the question: is the low response because units did not receive the request, or because over 80% have no interest in Adventure Training?

### *Key Observations*

Adventurous training is highly valued by almost 85% of Cadet units as a key tool to aid in both the recruitment and retention of Cadets. Participation was seen as important to developing self-confidence, leadership, and teamwork skills within the individual. 80% of respondents participated in AT beyond that provided in Annual Camp and almost all of these enrol Cadets within the Duke of Edinburgh's Award Scheme.

Of the 300 respondents (54%) who stated that they had never applied to the Ulysses Trust, 181 units ( 32% of those who responded) stated their reason as being that they had never heard of us. This contrasts with a perception amongst some that the Trust was widely known about.

Units who are currently supported by the Ulysses Trust value the financial support that is provided without which many of the more disadvantaged units/Cadets would not be able to participate in extramural AT activities. Beyond this, these units would also value access to an instructor pool and the ability to share the combined AT and expedition knowledge gained by the Ulysses Trust and its beneficiaries.



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While the overwhelming majority of units responding (80%) participate in adventurous training, the research draws attention to the fact that for those who do not undertake any adventurous training beyond that during Annual Camp the top three reasons cited as barriers to participation were:

1. Lack of Adventurous Training qualified Instructors and experienced expedition leaders;
2. Burdensome approval process;
3. Affordability of Adventurous Training to participants.

These reasons were also reflected in many of the comments received as part of the survey feedback.

Another widely held view was that the Chain of Command was risk averse (with one CCF unit abandoning adventurous training through MoD support, and instead mounting their expeditions as school-sponsored activities to avoid this). When asked to rank the Chain of Command levels of support for AT on a scale of 1 to 5, with 1 being Non-Existent and 5 being Excellent, the average score out of 452 responses was 3.08 which is not encouraging.

### ***Conclusion***

While units that responded throughout the UK value AT very highly both for units and individual participants, and many do what they can to ensure that their Cadets benefit from extramural activities wherever possible, more meaningful commitment that reaches all their members is restrained by three key issues:

- A lack of expertise.
- A burdensome approval process (compounded by perhaps a disproportionate approach to risk).
- Affordability.

The Ulysses Trust currently only addresses the affordability barrier and, a reflection of limited current resources, often at a level that does not really overcome that bar. Some 36% of respondents who had never applied for a grant stated either that they did not think it is worth the effort, or did not need it.

A lack of expertise is proving insurmountable for some units, and often these units simply do not participate in adventurous training beyond Annual Camp. Those that do often resort to hiring civilian expertise, which of course exacerbates the affordability issue. For others, the high levels of administration to gain approval to participate in adventurous training then proves the final straw. Some CCFs therefore only participate in adventurous training outside of the military system.

As 80% of Respondents partake in Adventurous Training beyond Annual Camps (over half on at least an annual basis and half without Trust support), it would be possible to conclude that the issues



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above are not fundamental barriers. However 85% of respondents rated the importance of AT as high or Very High, so why are only 1.3% of units availing themselves of Trust support annually. The answer to this question must lie buried amongst the 83+% of Units who did not participate. Is it, as posed in the introduction, ignorance or indifference? With respondees rating AT so highly, one might conclude that it is ignorance – of the possibilities and the help available. This points to a significant communication and education challenge.

### ***Recommendations***

The Ulysses Trust should consider the following measures, to enhance the support it provides to Cadets, and hence its value:

1. Raising the level of funding it provides to expeditions that meet its criteria for support to a more meaningful level. Unless or until more funds are available, this means that the Trust needs to become more selective - targeting funds to units where financial support is most needed, and/or applying more rigorous criteria for what is supported.
2. Raising and providing funds specifically for units to invest in Instructor Training.
3. The establishment of an instructor pool and Expedition database for access by units.
4. The establishment of a knowledge / needs sharing forum on its website.
5. Engage with MoD and Cadet Service chiefs, to encourage:
  - a. More support in the search for and provision of instructors.
  - b. Affiliations between Cadet and Adult units for AT support.
  - c. The provision of seminars on the value of adventurous training and on expedition planning etc, using Service staff and experience.
  - d. A review of the expedition approval process in order to reduce it as a barrier to participating in AT.

These proposals would create significant added value for beneficiaries, and would surely encourage more units to undertake expeditions. . This would help differentiate the Trust, increase its relevance in the future, and so make it a more attractive proposition to potential donors.



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## SURVEY RESULTS ANALYSIS

A full breakdown of answers to the survey is at Annex 4. The following analysis aims to provide an insight into five fundamental questions that have been posed. Further questions and subsequent analysis can be made as required.

### 1. What is the importance of AT to Cadets?

**Adventurous training is recognised by over 85% of units as being important for both the recruitment and retention of Cadets.** While clearly the results could be skewed by those who undertake adventurous training (80% of respondees), filtering the results to only take into account those who don't participate in adventurous training beyond annual camp continues to show a positive value with 76% rating AT as important for the recruitment of cadets, and 74% considering it at least fairly important for their retention.

**405 respondents ranked the overall importance of AT in developing skills within the individual.**

Teamwork and Self-confidence were considered to be the primary benefits of participation in adventurous training gaining 39% and 37% of the vote respectively. Leadership skills were the next most highly considered benefit of adventurous training with just over 18% selecting this as their number one benefit.

**Of those unit respondents who participate in adventurous training, 91% enter cadets for the Duke of Edinburgh Award Scheme,** and of the 345 who responded to the question of how many Cadets achieved expedition qualifications through the DofE Awards scheme in the last three years, 163 units (47%) had at least 1 Cadet achieve a DofE Gold Award, and 25 units had at least 20 Cadets who attained the Gold DofE Award level over this period. 432 (78%) of respondents overall involved cadets in the Scheme.

What level of Cadet adventurous training do units currently offer aside from Annual Camp? **Of the 549 responses received, 438 (80%) stated that they undertook AT or other challenging expeditions outside of Annual Camp,** and 275 (50%) of these respondees stated that on average they undertook one or more additional expeditions per year, with 147 participating in two or more expeditions per year.

The number of Cadets involved in these extra-curricular expeditions is significant. Taking the 147 respondees who participate in two or more expeditions per year, over the last three years 55% of these units have involved over 50 cadets and, of these, half involved over 100 cadet participants per unit.



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### 2. What are the barriers to Cadet AT?

The biggest barrier to participation in adventurous training by Cadets is affordability with over 41% of respondents citing this as the primary difficulty that they have to overcome. However 29% of the respondents cited the availability of instructors and leaders as their number one.

Looking at these statistics in a different way provides a more revealing view of the problem. **When taking the top two barriers to participation in adventurous training into account 59% of respondents highlight the financial costs and affordability to Cadets as either their first or second most restricting issue. But significantly the number identifying the availability of instructors and expedition leaders among their top two issues jumps to 54%.** It is clear that this is a major problem and this is echoed in many of the written comments that were received (see the end of this document for comment transcripts).

Aside from financial assistance which remains the number one support request by units to the Ulysses Trust, **units were keen that the Trust also provides access to an instructor pool, followed by requests for a knowledge sharing forum, and provision of AT courses.**

Clearly those who had previously requested funds from the Ulysses Trust were likely to indicate that they saw a need for the Trust, so the data was then analysed by removing these former beneficiaries from the dataset. **When asked the question why non-beneficiaries had never mounted an expedition, the lack of experience and expertise emerged as the primary problem. Taking the top two reasons into account, 68% talked about a lack of experience or expertise, 45% responded that there were too many administrative or logistical challenges, and 39% of the respondents were simply unable to afford to participate in adventurous training.**

In general, various written responses to the question 'Is there anything else that you would like to tell us?' were highly supportive towards the Trust most notably **'(The) Ulysses Trust is an excellent charity allowing my own Contingent to provide adventurous training to all cadets rather than merely the most able.'**

### 3. Is there a need for and does the Ulysses Trust provide the right kind of support at a sufficient level where it is needed the most?

While the survey indicates that there is a significant need for financial support for units wishing to participate in adventurous training beyond that of the Annual Camp, of the 359 individuals who answered the question 'Have you applied or attempted to apply for Ulysses Trust support before?' **263 individuals (73%) had never applied to the Trust for support.**

While **68 of the 263 individuals who had never applied to the Trust didn't know what the Trust did, interestingly 180 of these individuals stated that they knew that the Trust provided funds for Cadet and VR activities and yet they still didn't apply for support.** Of these 48% answered that they had



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undertaken an average of one additional expedition per year for the last three years, and 8% had managed to organise three additional expeditions per year.

**105 (58%) of the group of respondents who knew of the Trust but had never applied for a grant stated that costs/affordability to Cadets was their first or second choice as to the biggest barrier to Cadets taking part in AT. When asked why they hadn't applied to the Trust, 63 (60%) didn't think they would be eligible, 16 (15%) didn't think that the support that they would receive warranted the effort of applying, and 22 (21%) stated that they didn't need financial support.**

For the majority of units, receiving financial support for adventurous training is critical – one comment specifically states that 'We could not have conducted our expedition without UT funding' and several others echo this sentiment.

That said, there were some negative comments. One particularly noteworthy comment was:

*"Ulysses Trust funding is very much appreciated and makes a difference to those taking part. However the grants do not provide sufficient financial confidence to underpin an expedition proposal. Other significant funds have to first be secured from elsewhere before plans can be confirmed. This lack of financial confidence will often make the difference between taking plans forward or not."*

Another person highlighted that *"There is a massive difference in funding available for AT activities between a State School CCF and a Private School CCF. It would be nice to see this recognised by the Ulysses Trust."* Others highlighted the need for support for their Cadets who were living within disadvantaged areas - *"... Coming from a deprived inner city area, some of our Cadets are not able to afford even the lowest prices"*. The challenge for us is to identify who is disadvantaged and who isn't when evaluating applications.

#### **4. What additional support do our beneficiaries want from the Ulysses Trust? What more can we do to make the Ulysses Trust more valued by Cadet units?**

While the data strongly indicates that the Cadet community does value adventurous training, it begs the question why don't all units participate in AT if it is so important to them. We asked the question of the units (19%) that don't undertake any adventurous training outside of their Annual Camp, and asked them to prioritise their reasons for non-participation. **Of the 105 responses that were received, almost 48% stated that this was because the unit didn't have enough experience or expertise. When taking the top two reasons into account, this figure jumped to almost 68%. Clearly, access to experienced and qualified instructors/leaders is a major problem for those units that do not undertake AT.** The written responses that we received repeatedly reinforce this:

*"I would love my cadets to do more adventurous activities however the cost and lack of training of my staff is an issue."*





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***“The enthusiasm and thirst for AT throughout the ACF is immeasurable the only thing holding us back is qualifications, funding and resources.”***

*“Being able to access instructors to help with ratios is a problem - they are very expensive.”*

***“It is a nightmare finding staff who can attend multiple weekend courses in order to get qualified to lead Cadet expeditions.”***

Often location is a problem, with separate comments from two different units within non-mountainous areas highlighting the difficulty they had in maintaining ML qualifications for example. Personnel movements often mean qualifications that enable units to participate in adventurous training are lost (although presumably the gaining unit benefits), and one unit commented that they had plenty of ‘keen unqualified volunteers’ but that their primary problems were finance and training. **Many comments revolved around requests for financial support to train instructors.**

One other aspect that became evident in both the answers to specific questions and again within the written comments was that of the administrative burden placed upon units applying for military clearance for expeditions. **Of those who had never mounted an expedition outside of Annual Camp, 44% highlighted ‘too many administrative or logistic challenges’ as their reason, placing this above affordability as a barrier to participation.**

Several units commented that their **Chain of Command was risk averse**, with resulting high levels of paperwork being a major stumbling block for a number of units considering undertaking an expedition. **Many CCF units stated that it is easier to organise expeditions for Cadets by going through the ‘civilian’ school expedition approval process rather than using the military process, and were frustrated that the Ulysses Trust would not consider supporting these expeditions despite these expeditions being undertaken solely by members of the school CCF unit.**

Several units commented that **the JSATFA clearance process hadn’t been thought through properly for Cadets**, with one noteworthy comment demonstrating the JSATFA inflexibility:

***“We live in the Highlands of Scotland. Places we regard as our local greenspace for the community are regularly used by local primary schools, dog walkers, playgroups etc. According to our regulations we will need to gain a whole lot of AT qualifications and spend a lot of time filling in forms to do what normal people do every day. Technically, we need AT qualifications to let children who are experiencing car sickness get out of the car and be sick on the roadside verge as it’s over 1000’ ASL and unfenced!”***

Another comment was interesting highlighting a perceived major obstacle to adventurous training:

***“I am interested in doing/organising outdoor/adventurous training. I think a major obstacle to a great deal of training is the administration and organisation which seems to be on the increase to the extent of being de-motivational coupled (with) what I perceive to be a very risk averse environment, particularly in terms of the higher echelons of command.”***



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Indeed, there was some dissent regarding the Chain of Command from a number of survey respondents. When asked the question 'How do you rate support from your Chain of Command for adventurous training?' **almost 30% of respondents ranked the Chain of Command support for AT as Poor or Non-Existent.**

While not a Ulysses Trust remit, it would appear that our beneficiaries would appreciate more support than merely financial, to help address the inconsistent support from the Chain of Command or at least would like us to discuss the approval process with the Chain of Command.

### **5. Are there any areas where the UT needs to improve the way it does business?**

**A penetration of at best 17% of units who responded to the survey suggests** that our message is not reaching the intended audience. Communication through the Chain of Command would appear to be unreliable. Many units were grateful that we had approached them directly to allow them to air their views, and some were keen that we continued to liaise with them directly. Indeed, 288 respondents signed up to our email newsletter and some went so far as to offer additional support to the Trust..

545 answered the multiple choice question 'What Does the Ulysses Trust Do?' yet **only 412 individuals (75%) correctly answered that 'we provide funds for Cadet and VR expeditions'**. Whereas the observer effect would have suggested that every answer to this question would be correct, 21% of respondents said that they didn't know what the Trust did. Of the 412 correct responses, 8% thought that we also provided adventurous training instructors.

To test the observer effect, of those who responded to the survey via our website who had not previously applied to the Trust for funding, 81% were aware that we provide funds for Cadet and VR expeditions; 24% were aware that we provided advice on AT and expeditions; 5% thought that we ran expeditions; and almost 10% were insistent that they didn't know what the Trust did. This would indicate that we need to further clarify our message on the home page of our website.

145 respondents assessed the Ulysses Trust grant application process, with 142 of these stating that the process was acceptable or better. **A few respondents commented about the lack of ability to save the form which would be useful as this would allow sections to be completed by different people and/or allow the form to be revisited at a later date.** Another person commented that **it would be useful if the form could be downloaded** and then submitted separately, rather like the offline process for the JSATFA form.

Other than that, of the 137 people who rated the service received from the Ulysses Trust after submitting an application, **99.27% of respondents were happy with communication that they had received from the Trust** ranking our communications as acceptable or better, with only one person who was unhappy demonstrating that while you can't please all of the people all of the time, the Ulysses Trust comes remarkably close.



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### Annex 1 – Survey Response Origins

551 responses were received in total to our survey using six methods of data collection over a period from 3<sup>rd</sup> April to 11<sup>th</sup> May 2014. The following table summarises the responses and their origins, and of all responses 80% (442 respondents) fully completed the survey answering all questions.

Origin	Responses	Complete Responses
Chain of Command Letter	400	315
Direct Email Invitation – all Cadet expedition contacts since 2012	63	60
Website / Twitter / Facebook	78	60
LinkedIn – Air Cadets Group	10	7
<b>Total</b>	<b>551</b>	<b>442</b>

With respect to the unit types from where survey responses originated, the following table shows this information, together with a comparison between the overall number of responses received per unit type. The final column shows response percentage based on the total number of Cadet units in the country per unit type:

Unit Type	Number of Units Within UK	Number of Responses Received	Percentage of Total Responses Received	Percentage of Responses Received Per Unit Type
Army Cadets	1700	181	32.8%	10.6%
Air Cadets	900	108	19.6%	12.0%
Sea Cadets / RM Cadets	381	21	3.8%	5.5%
Combined Cadet Force	200	70	12.7%	35.0%
Anonymous	--	168	30.5%	--
Other*	--	3	0.5%	--
<b>Total</b>	<b>3181</b>	<b>551</b>		<b>17.3%</b>

\* Organisations that are not Cadet units, but that have a close affiliation with Cadet unit Adventurous Training and as such are considered reflective of Cadet unit opinion.



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### **Annex 2 - Interpretation Methodology**

In interpreting the data that was collected, focus was drawn upon five key questions which are seen as the fundamental reasons why the Ulysses Trust carried out this undertaking. These questions are:

- Does the Cadet society value adventurous training? If so, why is it important to them? What level of Cadet adventurous training do units currently offer aside from Annual Camp?
- Is there a need for the Ulysses Trust within the Cadet environment?
- Does the Ulysses Trust provide the right kind of support at a sufficient level and to where it is needed the most?
- What additional support do beneficiaries want from the Ulysses Trust? What more can we do to make the Ulysses Trust more valued by Cadet units?
- Are there any areas where we need to improve the way we do business?

Without republishing the data contained within the question response tables contained at the end of this document, broad data has been extracted and comparative analysis undertaken based on the premise that the Ulysses Trust is a valued organisation within Cadet units today. This premise is centred upon the increasing demand for financial support provided by the Trust to Cadet units each year over the previous 5 years and in particular over the past 12-18 months.

A brief introspective review has been provided at the end of this document that highlights potential errors in the methodology used to analyse the data, and the survey questions and summaries of the responses have been provided in table format following this.

The comments made by survey responders have been placed at the end of this document, together with a list of funders that Cadet units typically approach for adventurous training support.



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### Annex 3 - Caveats

While the survey was a highly useful tool, and many of the themes that have been developed within this document are likely to be valid for the Cadet community as a whole, there were limitations within the data collected that may have an impact on the analysis of the results, particularly when extrapolating these results to encompass all Cadet units throughout the UK.

In total, 551 responses were received from units within all RFCA regions across the UK. At best, based on there being 3181 Cadet units within the UK as of 2013 (unit numbers taken from Cadet service websites), **we received a response from just 17% of these units**. That said, the true **unit** percentage response rate figure is likely to be far lower than 17%.

A primary **reason for this is that some units completed the survey more than once** possibly because multiple people within the unit were keen to share their opinion. Alternatively, units who were past beneficiaries of Ulysses Trust funding contained multiple people who were keen to support the Trust through responding to our request for completion. This 'double tap' scenario may also have been influenced by an enthusiasm within units to enter the prize draw.

Other factors that may skew the data collected that should be taken into consideration are that the survey was promoted widely through both the Chain of Command and to restricted online audiences in order to encourage responses from as broad a field as possible, potentially leading to completion by those not directly linked to Cadet Adventurous Training.

While the offer of anonymity in return for truthful responses precludes any effort to identify spurious or duplicate responses it is considered, given the nature of the survey, that it is likely that the data collected is of high quality, particularly given the limited distribution of the survey's existence and the limited incentive value of the prize draw.

That said, with at least 84% of Cadet units not responding at all, despite three separate Chain of Command requests, direct approaches by email to over 200 previous funding recipients, a sustained social media campaign lasting over three weeks, and several invitations published on our website for visitors to complete the survey, this **lack of engagement is itself indicative that our existence is either: being ignored; that the Ulysses Trust is irrelevant to the majority of Cadet units; that our message is not reaching our beneficiaries; or that Adventurous Training and Expeditions holds no interest for many**.

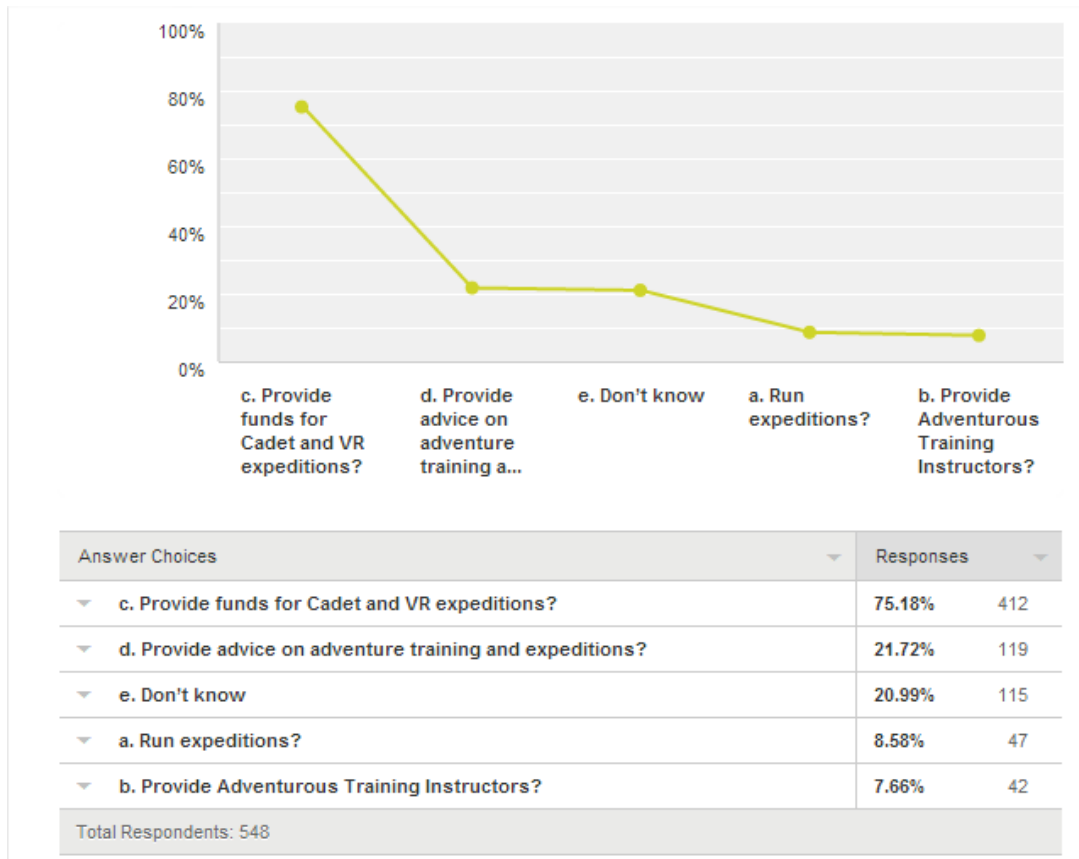
There were also some limitations within the software that was used particularly with regards to the ranking questions which were relatively non-intuitive when compared with the other question types, requiring more thought than most other questions to complete. As a result some respondents chose not to answer these questions, although the data collected for these is considered sufficient upon which to draw conclusions.



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## Annex 4 - Survey Response Summary

Q1 What does the Ulysses Trust do?

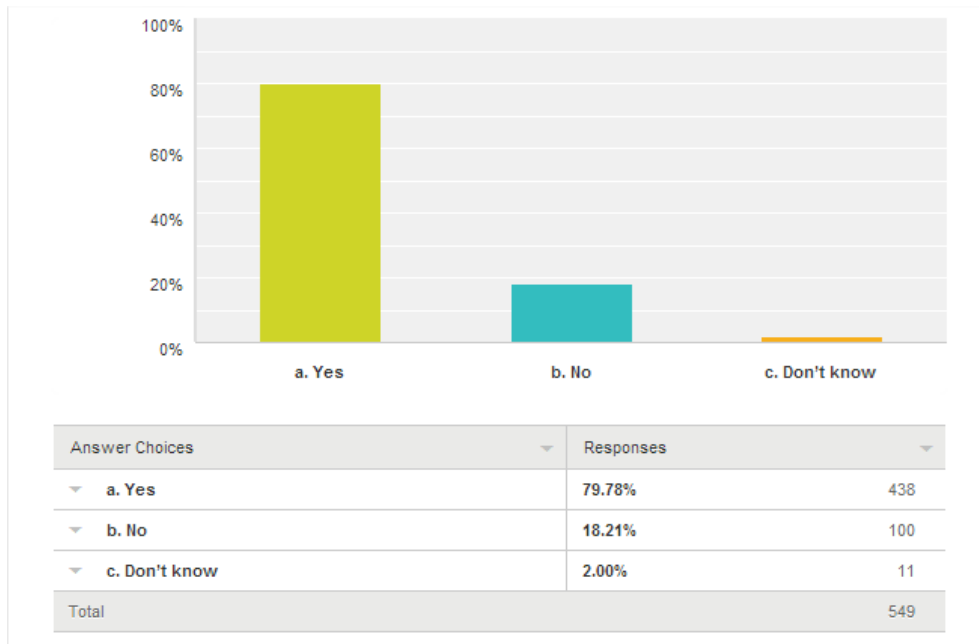


This question was multiple choice and allowed two or more answers to be submitted.

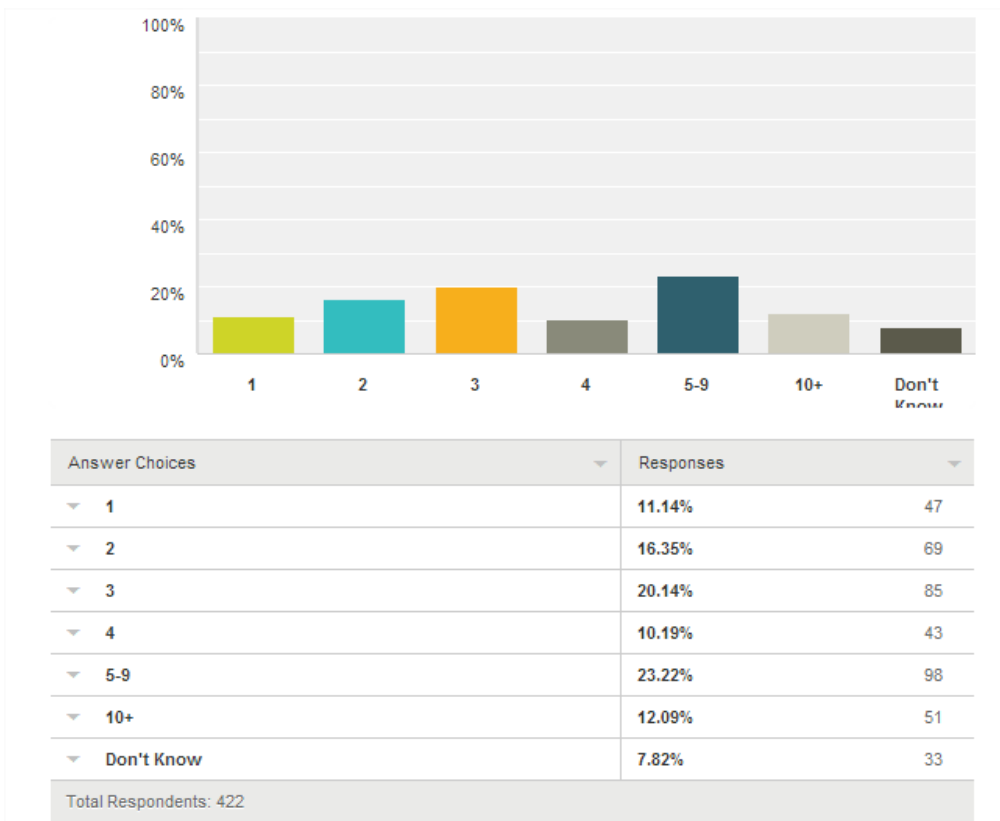


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## Q2 Does your unit undertake AT or other challenging expeditions, outside of Annual Camp?



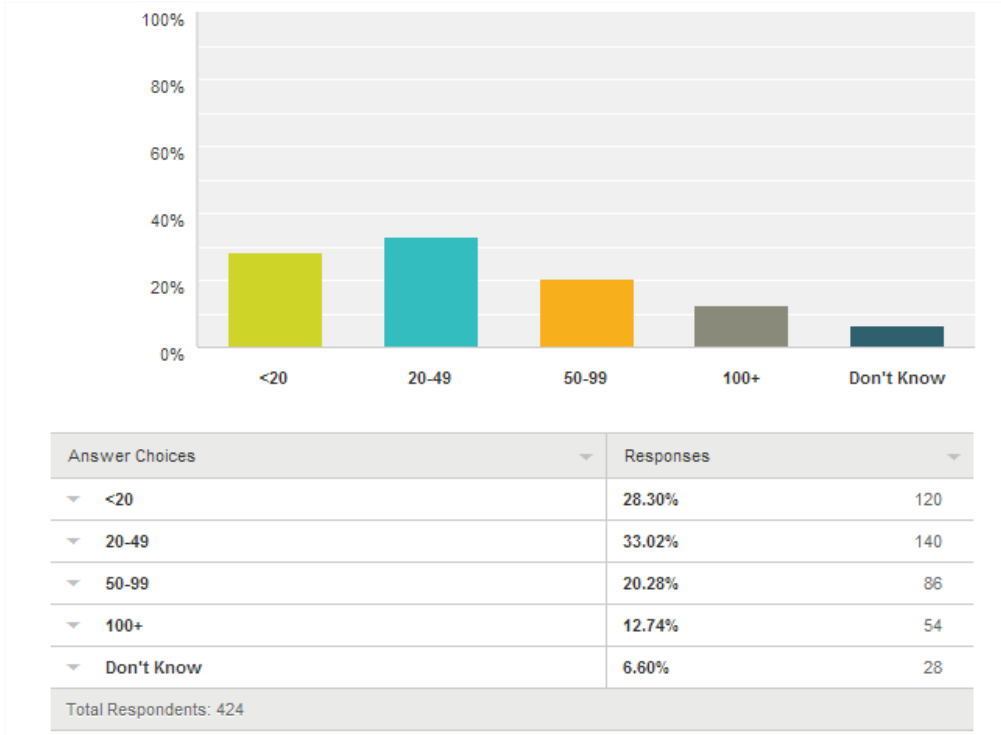
## Q3 How many expeditions, other than Annual Camp, has your unit undertaken in the last 3 years?



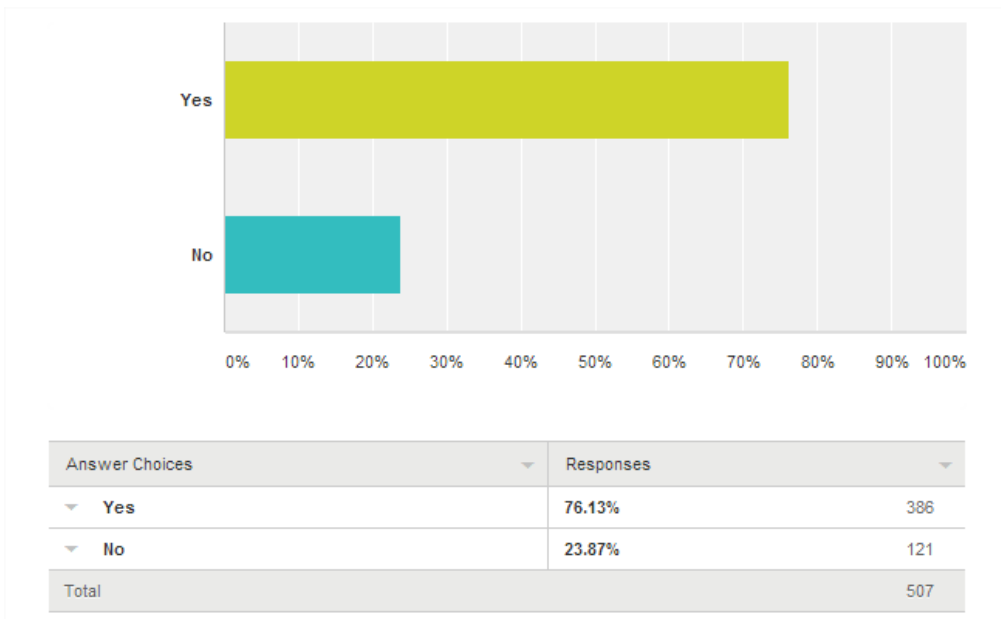


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**Q4 How many people took part in expeditions within the last 3 years, not including Annual Camp?**



**Q5 Is Adventurous Training usually part of your Annual Camp programme?**

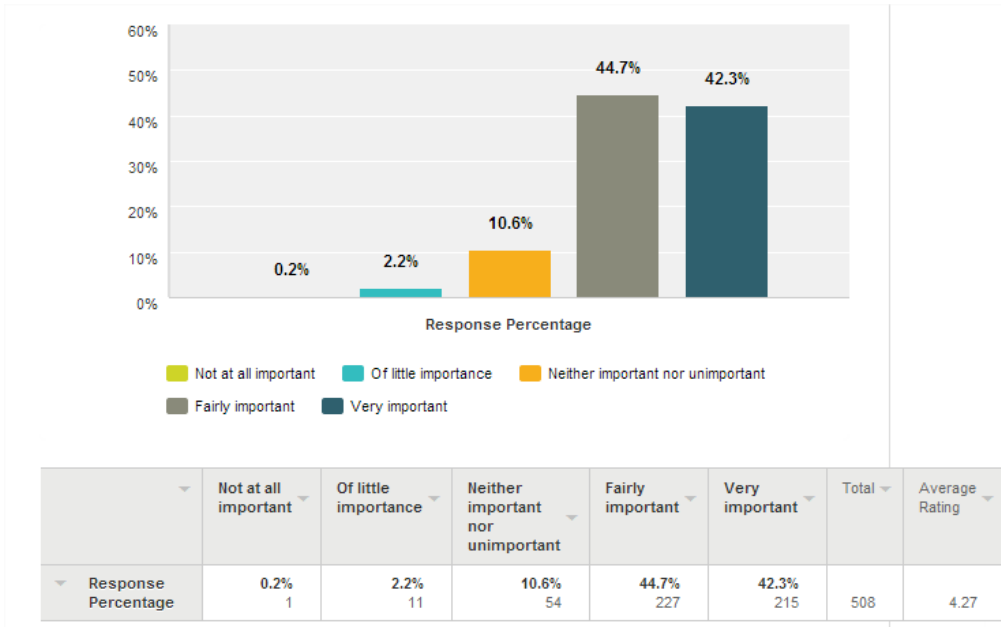






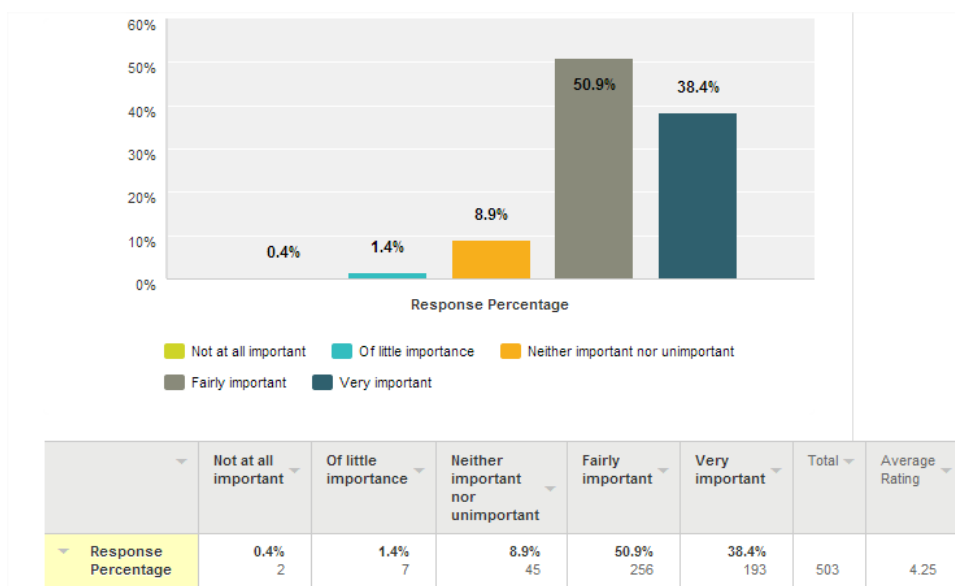
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**Q6** On the following scale, how important do you rate AT/expeditions for the **recruitment** of Cadets to your unit?



The average rating in this case shows 4.27, with Fairly Important and Very Important graded 4 and 5 in the ranking scale respectively.

**Q7** On the following scale, how important do you rate AT/expeditions for the **retention** of Cadets in your unit?

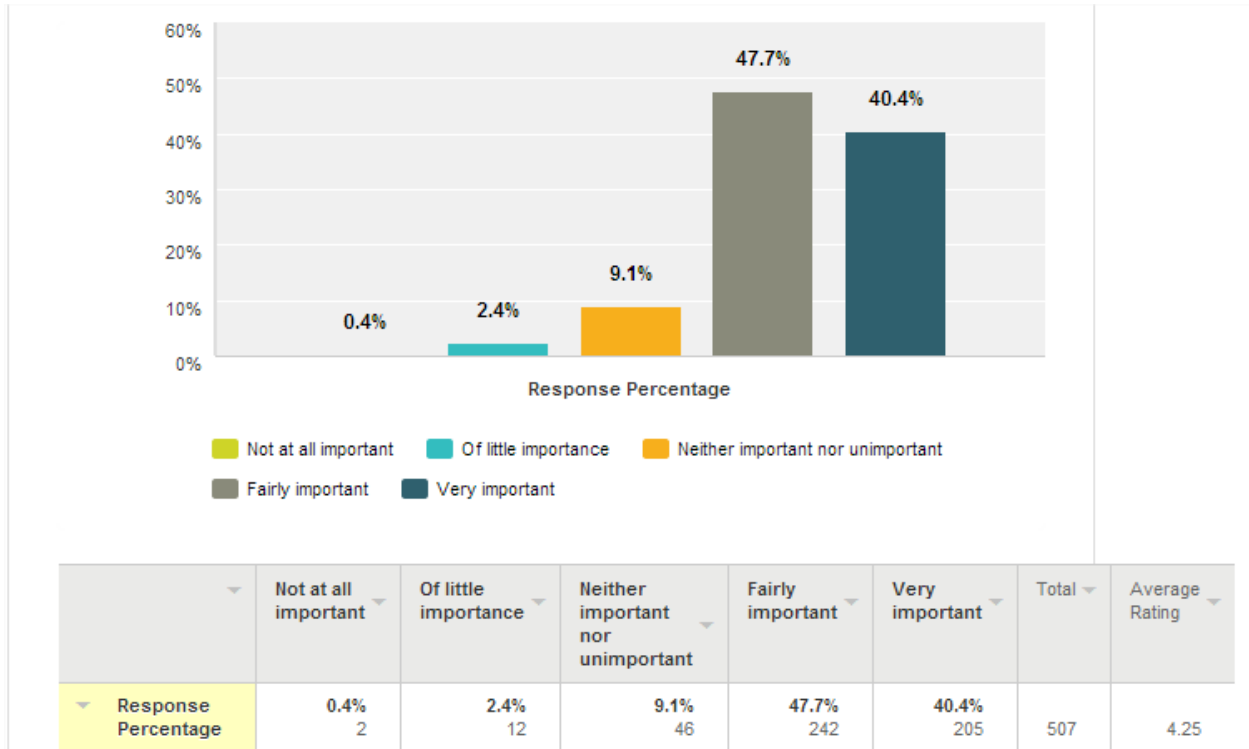


Similarly to Q6, the average rating in this case shows 4.25, with Fairly Important and Very Important graded 4 and 5 in the ranking scale respectively.



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**Q8** On the following scale, how important do you rate AT/expeditions to your Cadet training syllabus?

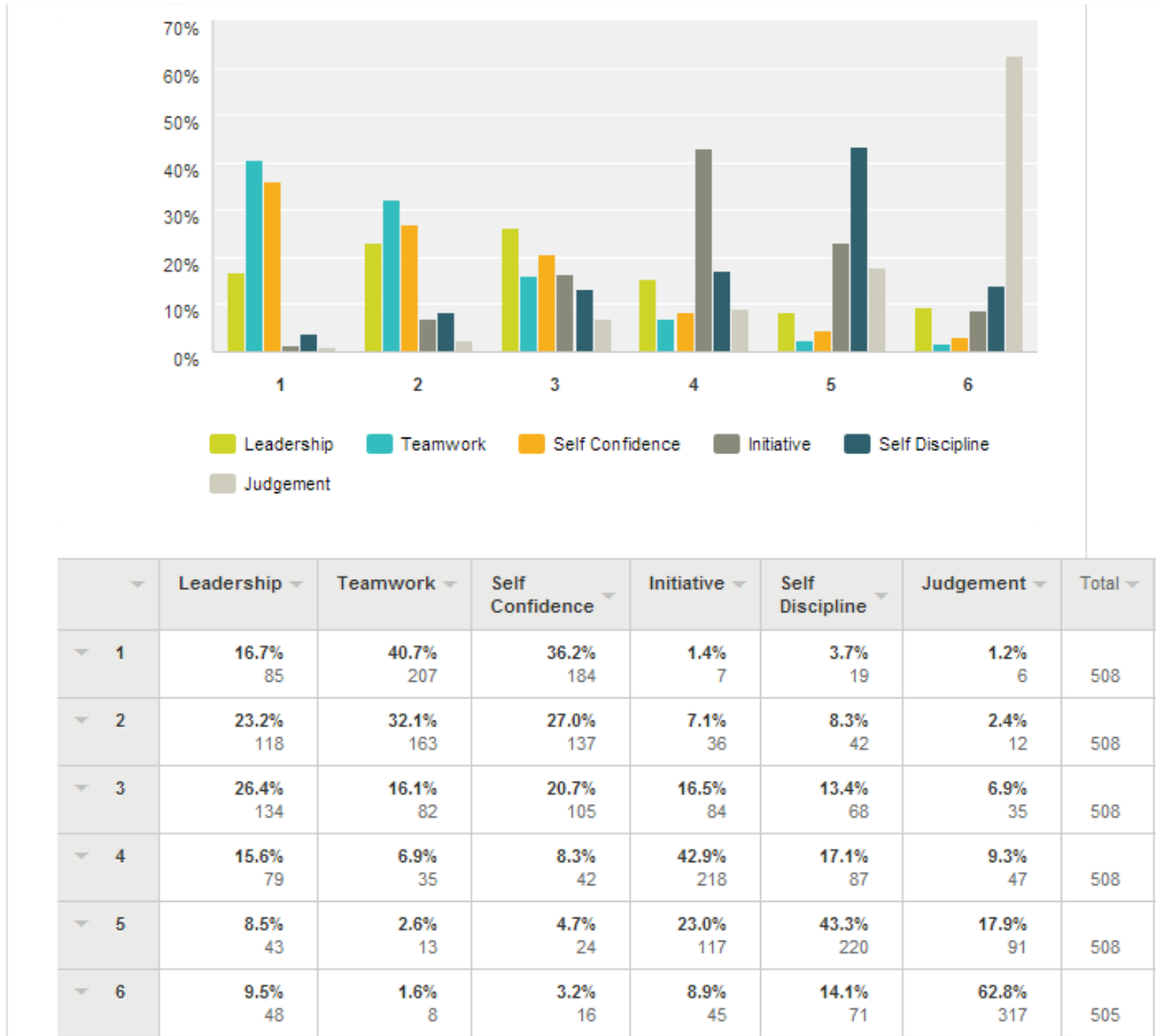


As per Q7, the average rating in this case also shows 4.25, with Fairly Important and Very Important graded 4 and 5 in the ranking scale respectively.



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**Q9** How important do you think AT / expeditions are in developing the following skills?  
Please rank this list in order of importance.

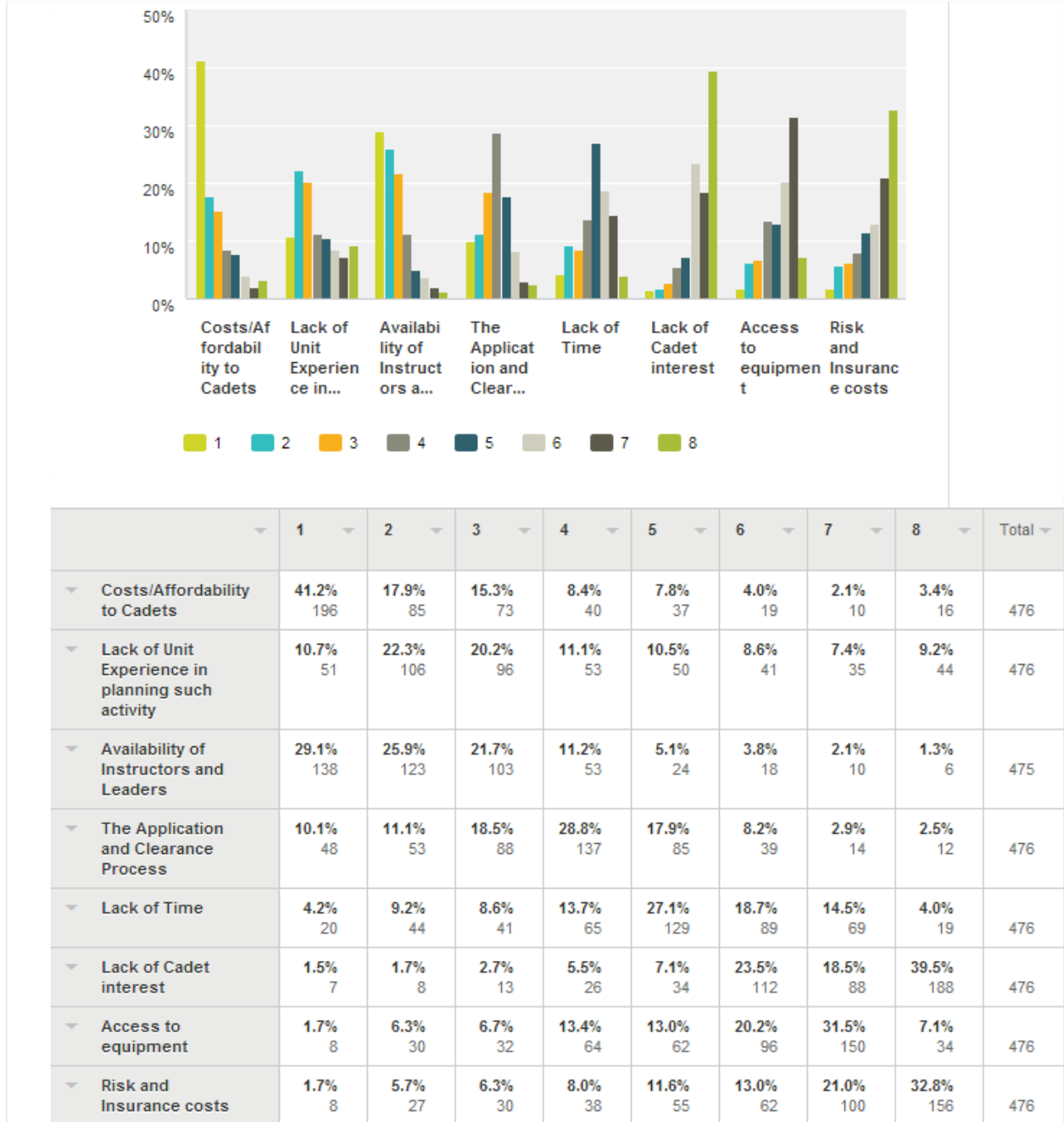


The graph shows the first choice on the left and the sixth choice on the right. Teamwork, Self Confidence and Leadership dominate the top two choices. Other skills such as Initiative and Self Discipline then feature more in the results and finally Judgement appears at the bottom of the list.



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**Q10 What do you see as the biggest challenge to undertaking AT or expeditions? Please rate in order of importance.**

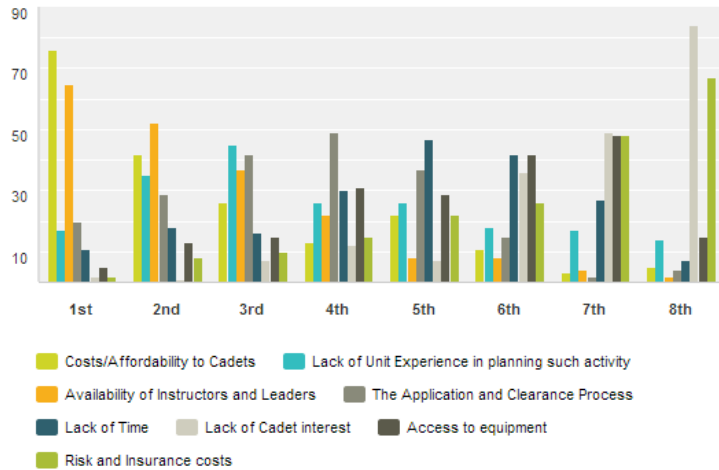


Again, respondents were asked to prioritise these categories in order of importance, with 1 being the most important challenge. The graph above shows the biggest challenge for most units was costs/affordability to Cadets.



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This question is important, because if the data is analysed in a different way such that the previous graph for all participants is compared to just the data for participants who do undertake adventurous training outside of annual camp but who have never applied to the Ulysses Trust for funding, an interesting result can be seen.

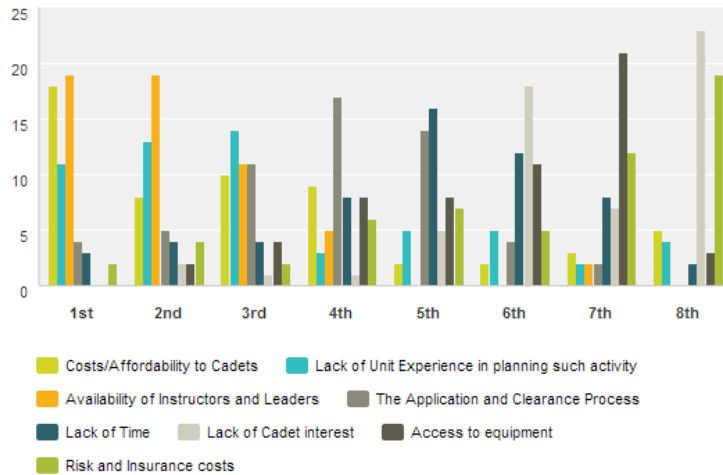


	Costs/Affordability to Cadets	Lack of Unit Experience in planning such activity	Availability of Instructors and Leaders	The Application and Clearance Process	Lack of Time	Lack of Cadet interest	Access to equipment	Risk and Insurance costs	Total
1st	38.4% 76	8.6% 17	32.8% 65	10.1% 20	5.6% 11	1.0% 2	2.5% 5	1.0% 2	198
2nd	21.2% 42	17.7% 35	26.3% 52	14.6% 29	9.1% 18	0.5% 1	6.6% 13	4.0% 8	198
3rd	13.1% 26	22.7% 45	18.7% 37	21.2% 42	8.1% 16	3.5% 7	7.6% 15	5.1% 10	198
4th	6.6% 13	13.1% 26	11.1% 22	24.7% 49	15.2% 30	6.1% 12	15.7% 31	7.6% 15	198
5th	11.1% 22	13.1% 26	4.0% 8	18.7% 37	23.7% 47	3.5% 7	14.6% 29	11.1% 22	198
6th	5.6% 11	9.1% 18	4.0% 8	7.6% 15	21.2% 42	18.2% 36	21.2% 42	13.1% 26	198
7th	1.5% 3	8.6% 17	2.0% 4	1.0% 2	13.6% 27	24.7% 49	24.2% 48	24.2% 48	198
8th	2.5% 5	7.1% 14	1.0% 2	2.0% 4	3.5% 7	42.4% 84	7.6% 15	33.8% 67	198



# THE ULYSSES TRUST

Taking this one logical step further, if we then compare the graph for units who don't participate in any adventurous training outside of Annual Camp, and we can infer from this that they do not apply to the Trust for funding, the lack of availability of instructors and leaders is the primary barrier to participation in adventurous training for these units.



	Costs/Affordability to Cadets	Lack of Unit Experience in planning such activity	Availability of Instructors and Leaders	The Application and Clearance Process	Lack of Time	Lack of Cadet interest	Access to equipment	Risk and Insurance costs	Total
1st	31.6% 18	19.3% 11	33.3% 19	7.0% 4	5.3% 3	0.0% 0	0.0% 0	3.5% 2	57
2nd	14.0% 8	22.8% 13	33.3% 19	8.8% 5	7.0% 4	3.5% 2	3.5% 2	7.0% 4	57
3rd	17.5% 10	24.6% 14	19.3% 11	19.3% 11	7.0% 4	1.8% 1	7.0% 4	3.5% 2	57
4th	15.8% 9	5.3% 3	8.8% 5	29.8% 17	14.0% 8	1.8% 1	14.0% 8	10.5% 6	57
5th	3.5% 2	8.8% 5	0.0% 0	24.6% 14	28.1% 16	8.8% 5	14.0% 8	12.3% 7	57
6th	3.5% 2	8.8% 5	0.0% 0	7.0% 4	21.1% 12	31.6% 18	19.3% 11	8.8% 5	57
7th	5.3% 3	3.5% 2	3.5% 2	3.5% 2	14.0% 8	12.3% 7	36.8% 21	21.1% 12	57
8th	8.9% 5	7.1% 4	0.0% 0	0.0% 0	3.6% 2	41.1% 23	5.4% 3	33.9% 19	56

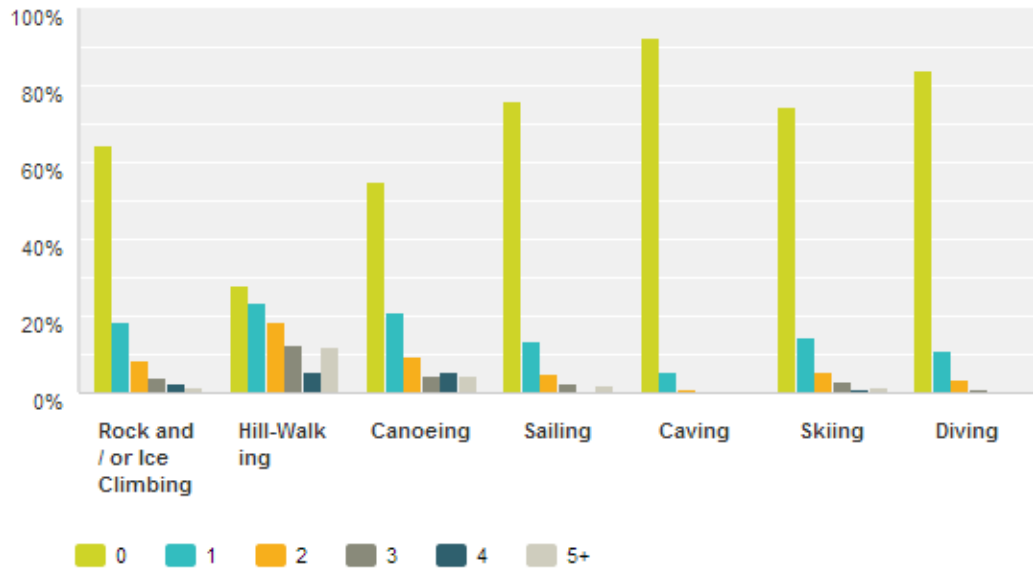
### Q11 Aside from the Ulysses Trust itself, what other sources of funding do you think you could access for Adventurous Training / Expeditions?

See raw data spreadsheet – columns AT, AU, and AV.



# THE ULYSSES TRUST

**Q12 How many people in your unit have instructor/leader qualifications for the following:**



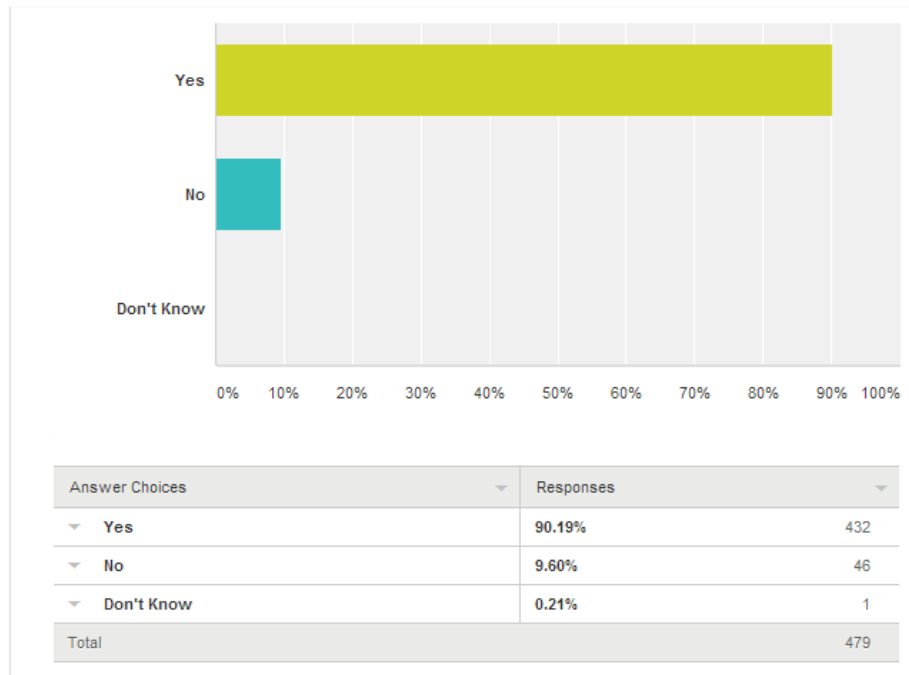
	0	1	2	3	4	5+	Total
Rock and / or Ice Climbing	64.51% 289	18.53% 83	8.71% 39	4.02% 18	2.68% 12	1.56% 7	448
Hill-Walking	27.96% 130	23.44% 109	18.71% 87	12.47% 58	5.38% 25	12.04% 56	465
Canoeing	54.87% 248	21.24% 96	9.29% 42	4.65% 21	5.53% 25	4.42% 20	452
Sailing	76.08% 334	13.67% 60	4.78% 21	2.73% 12	0.68% 3	2.05% 9	439
Caving	92.61% 401	5.31% 23	0.92% 4	0.46% 2	0.46% 2	0.23% 1	433
Skiing	74.31% 324	14.68% 64	5.73% 25	2.75% 12	0.92% 4	1.61% 7	436
Diving	84.06% 364	11.09% 48	3.46% 15	0.92% 4	0.00% 0	0.46% 2	433

Note the dominant green bars, which show the number of units with no qualified instructors or leader qualifications in the relevant discipline.



# THE ULYSSES TRUST

## Q13 Does your Unit enter Cadets for the Duke of Edinburgh Award Scheme?



## Q14 How many Cadets have achieved expedition qualifications through the Duke of Edinburgh Award scheme in the last 3 years?

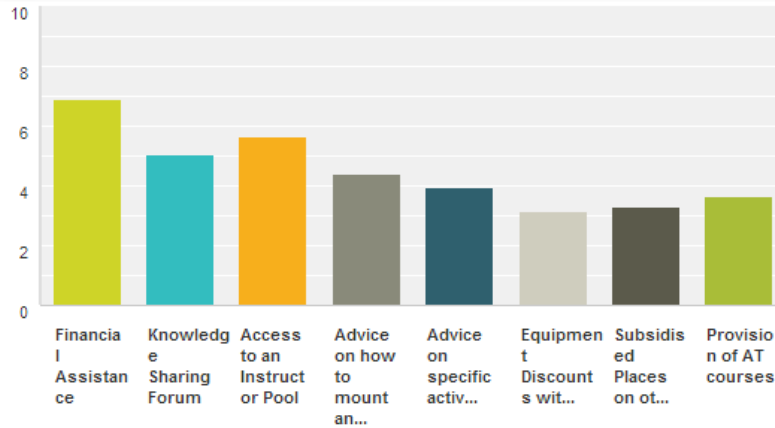






# THE ULYSSES TRUST

## Q15 Please rate the possible support that the UT could provide in order of importance?

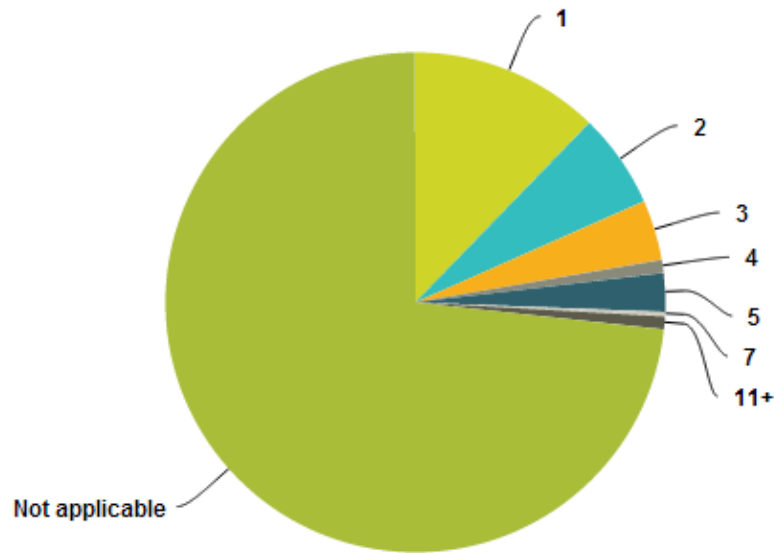


	1	2	3	4	5	6	7	8	Total
Financial Assistance	56.00% 252	16.00% 72	10.89% 49	5.78% 26	4.89% 22	2.89% 13	2.00% 9	1.56% 7	450
Knowledge Sharing Forum	5.33% 24	22.22% 100	19.56% 88	13.11% 59	16.22% 73	13.56% 61	6.22% 28	3.78% 17	450
Access to an Instructor Pool	18.00% 81	22.00% 99	19.78% 89	14.89% 67	9.56% 43	8.44% 38	4.44% 20	2.89% 13	450
Advice on how to mount an expedition	4.22% 19	9.33% 42	14.44% 65	24.22% 109	16.22% 73	13.11% 59	12.44% 56	6.00% 27	450
Advice on specific activities/location/community project opportunities	2.67% 12	5.56% 25	8.89% 40	14.00% 63	29.11% 131	20.67% 93	13.33% 60	5.78% 26	450
Equipment Discounts with retailers	2.00% 9	6.22% 28	6.22% 28	7.78% 35	9.33% 42	24.67% 111	22.89% 103	20.89% 94	450
Subsidised Places on other expeditions (eg British Exploration society/ Op Raleigh)	3.11% 14	8.22% 37	9.11% 41	9.78% 44	7.11% 32	11.11% 50	30.22% 136	21.33% 96	450
Provision of AT courses	8.67% 39	10.44% 47	11.11% 50	10.44% 47	7.56% 34	5.56% 25	8.44% 38	37.78% 170	450



## THE ULYSSES TRUST

**Q16** Have you applied, or attempted to apply, for Ulysses Trust support before? If so, how many times in the last 5 years?

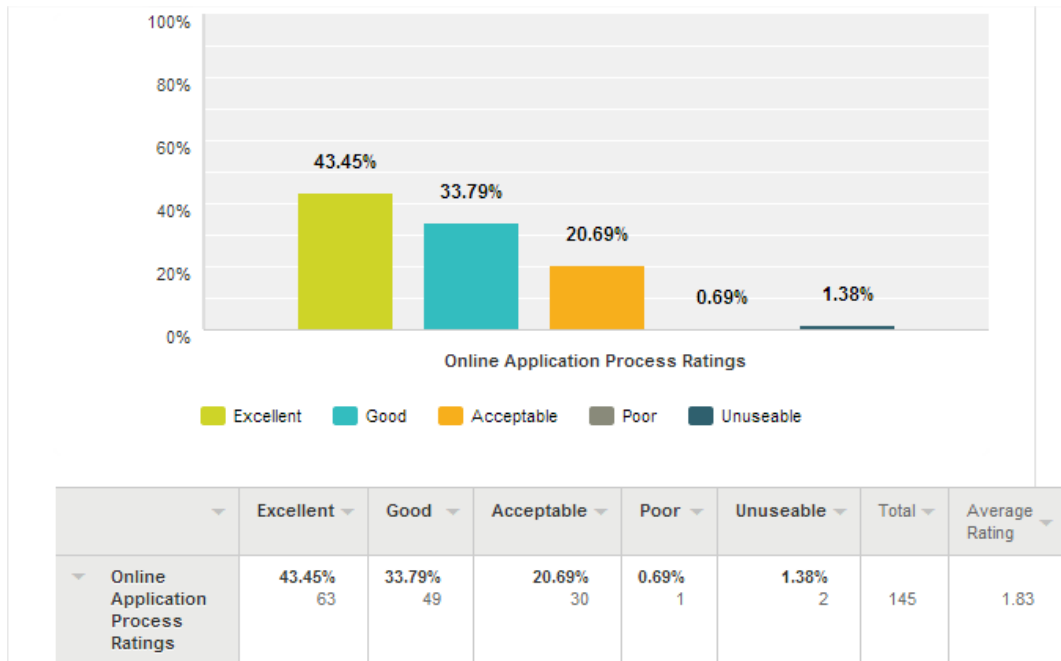


Answer Choices	Responses	
1	12.26%	44
2	6.13%	22
3	3.90%	14
4	0.84%	3
5	2.51%	9
6	0.00%	0
7	0.28%	1
8	0.00%	0
9	0.00%	0
10	0.00%	0
11+	0.84%	3
Not applicable	73.26%	263
<b>Total</b>		<b>359</b>



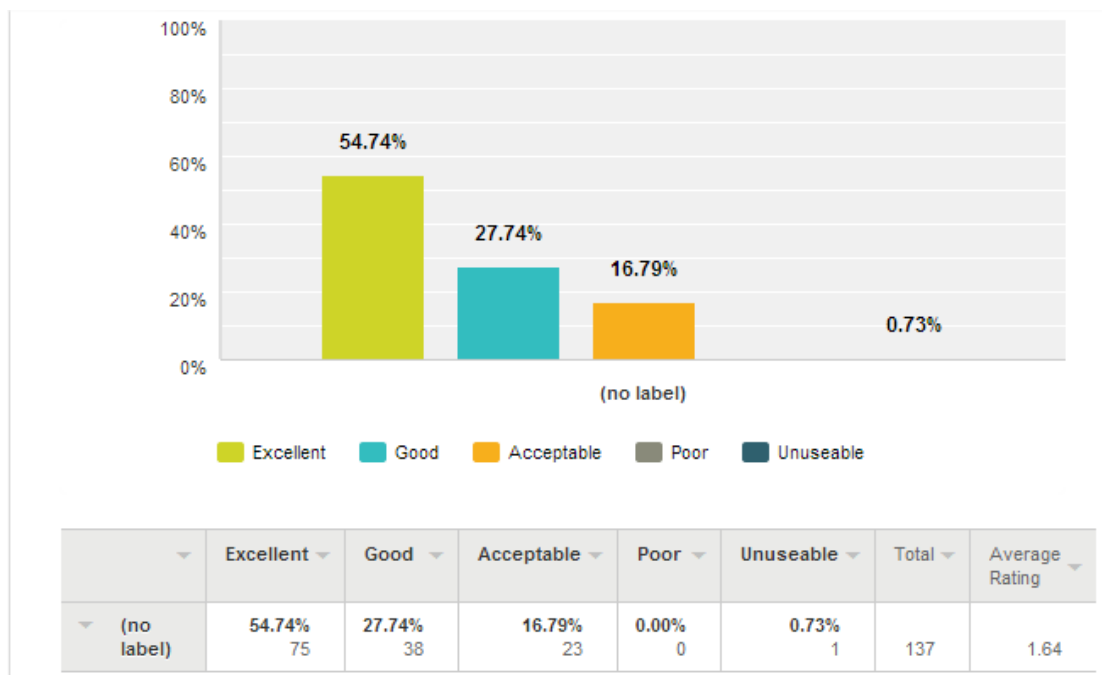
# THE ULYSSES TRUST

**Q17 Please rate the online application process:**



On a scale where Excellent was 1 and Unuseable was 5, our average rating was 1.83.

**Q18 Please rate the service you received after the submission of your application.**

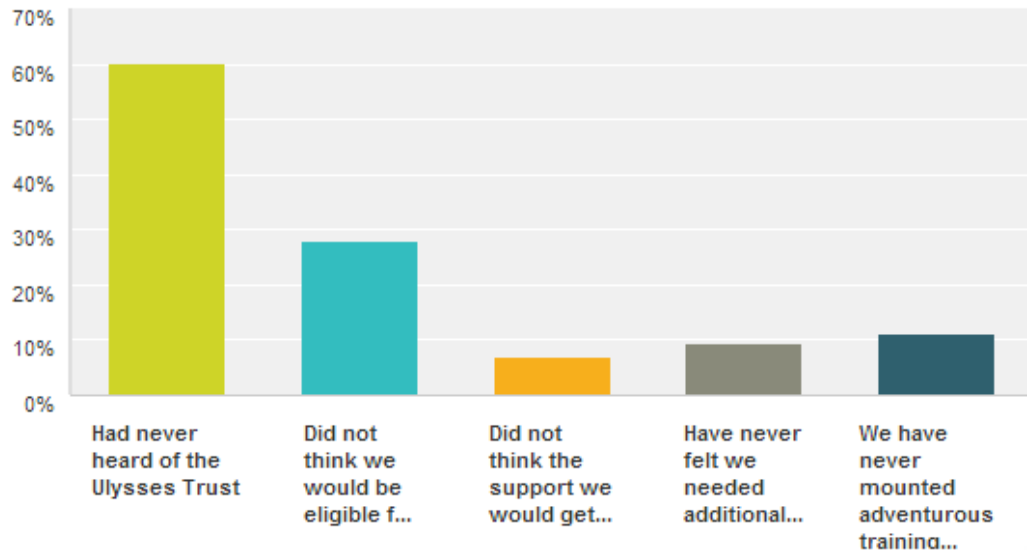


On a scale where Excellent was 1 and Unuseable was 5, our average rating was 1.64.



## THE ULYSSES TRUST

**Q19** If you have never applied for support from the Ulysses Trust, please state why.



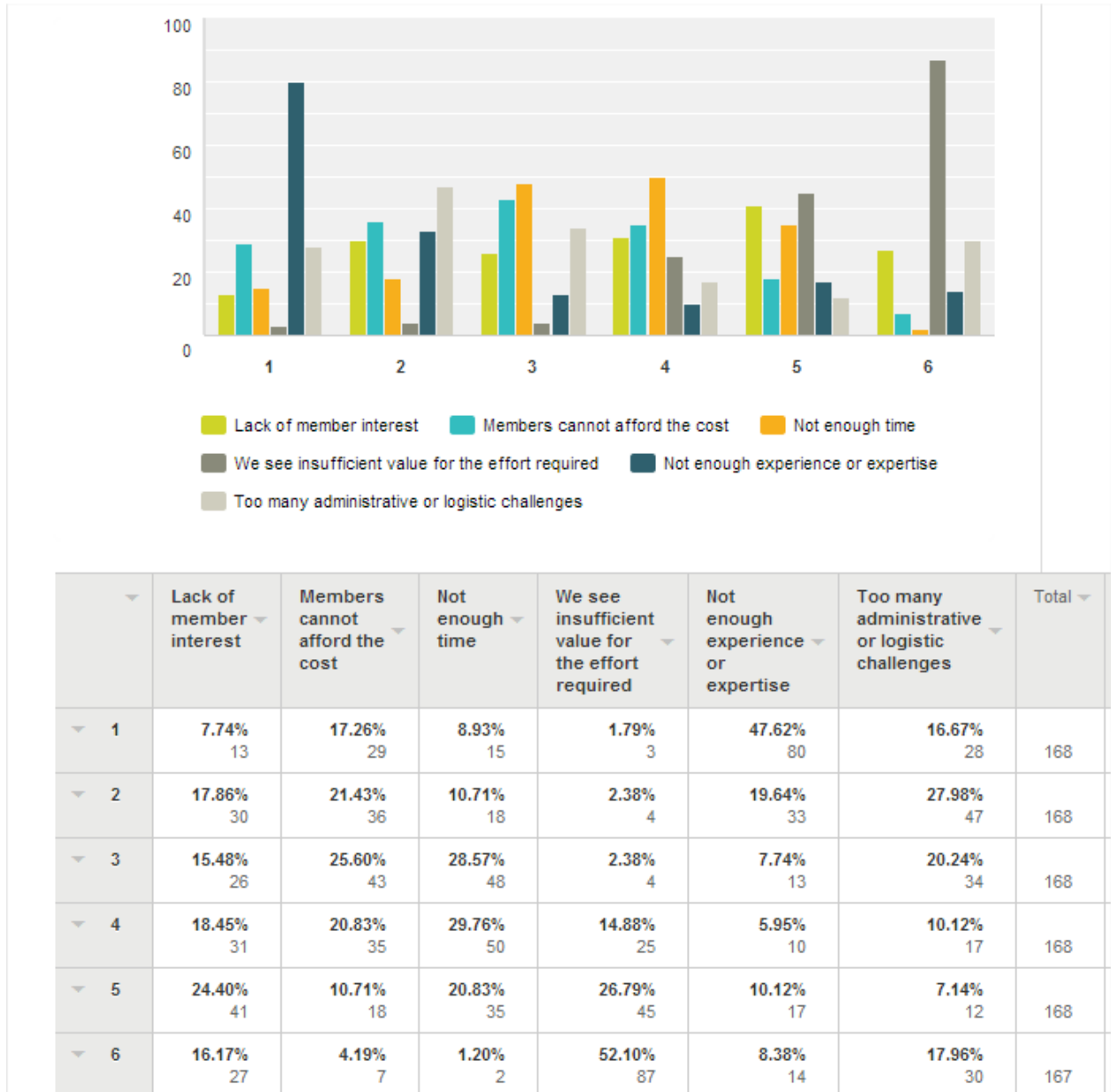
Answer Choices	Responses
▼ Had never heard of the Ulysses Trust	60.33% 181
▼ Did not think we would be eligible for a grant	28.00% 84
▼ Did not think the support we would get warranted the effort of applying.	7.00% 21
▼ Have never felt we needed additional financial support for our expeditions.	9.33% 28
▼ We have never mounted adventurous training expeditions.	11.33% 34

Total Respondents: 300



# THE ULYSSES TRUST

**Q20** If your units has never mounted an expedition, please list the reasons for this in order of importance with 1 being the primary reason why.

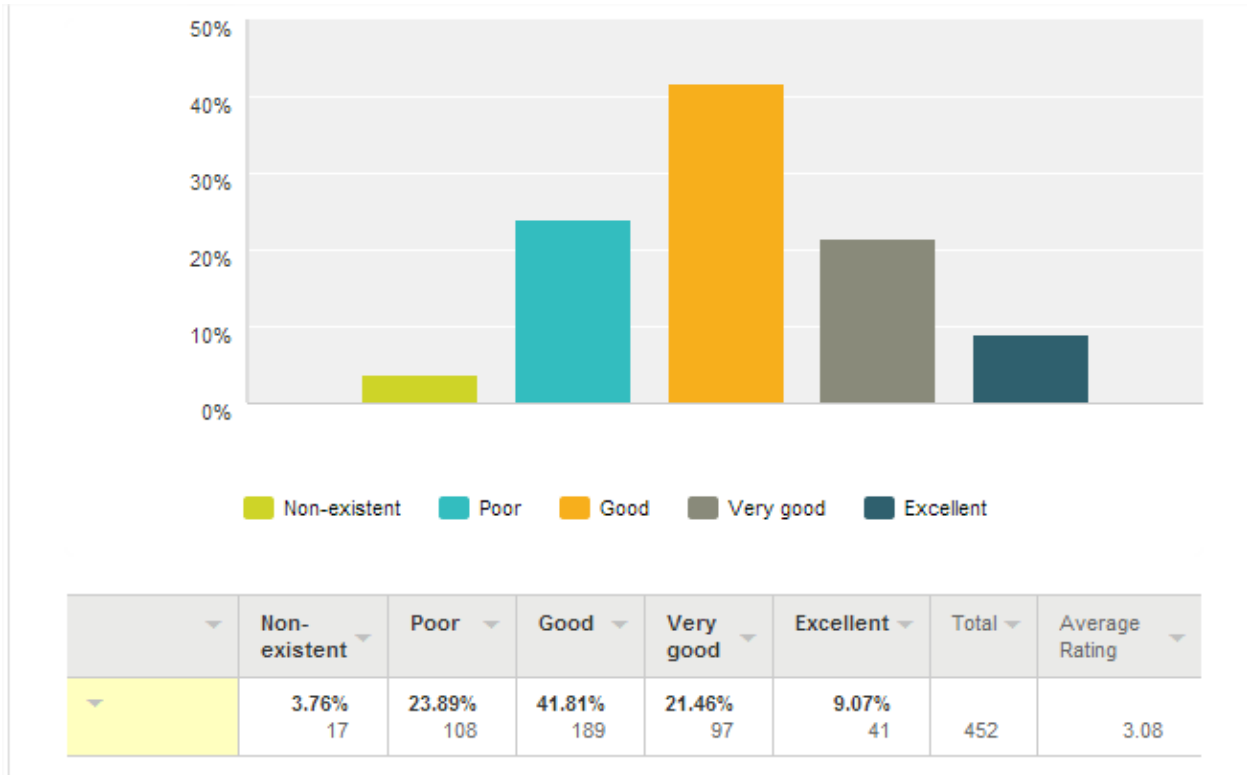


The 1<sup>st</sup> choice can be seen on the left of the graph and the 6<sup>th</sup> choice on the right. From the graph it can clearly be seen that of the units who have never mounted an expedition outside of annual camp, the primary reason is the lack of experience or expertise. Similarly, most units ranked the insufficient value option as their last option. [NB Had the question software not insisted that all options were ranked, it is likely that the 'lack of perceived value' option would not have featured at all on this graph based on answers given to previous questions.]



# THE ULYSSES TRUST

## Q21 How do you rate support from your Chain of Command for adventurous training?

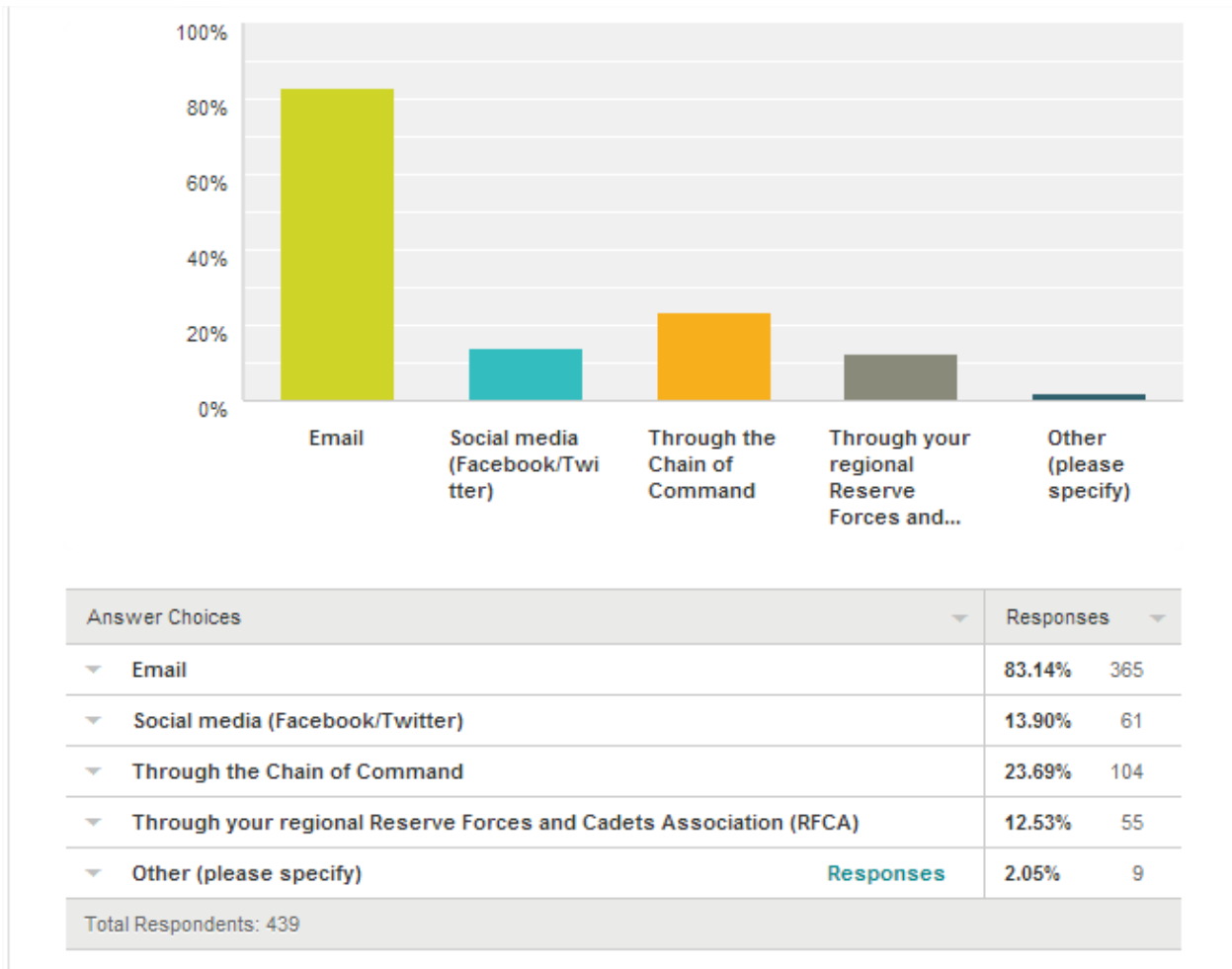


On a scale from 1-5 where 1 represented Non-existent support and 5 represented Excellent support from the Chain of Command, the average rating from 452 survey respondents was 3.08.



# THE ULYSSES TRUST

## Q22 What would be the best way for the Ulysses Trust to communicate with you?



## Q23 Is there anything else that you would like to tell us?

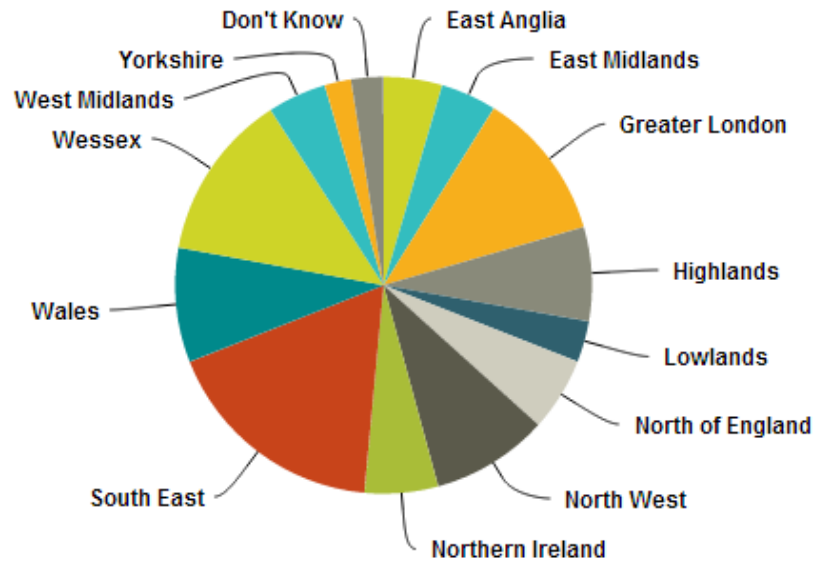
See separate Survey Comments section.

## Q24 376 respondents entered the competition and submitted their contact details.



# THE ULYSSES TRUST

## Q25 What RFCA Region is your unit within?



Answer Choices	Responses
East Anglia	4.56% 20
East Midlands	4.33% 19
Greater London	11.62% 51
Highlands	7.29% 32
Lowlands	3.19% 14
North of England	5.69% 25
North West	9.11% 40
Northern Ireland	5.69% 25
South East	17.54% 77
Wales	8.88% 39
Wessex	12.98% 57
West Midlands	4.56% 20
Yorkshire	2.05% 9
Don't Know	2.51% 11
<b>Total</b>	<b>439</b>





## THE ULYSSES TRUST

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**Q26** Would you like to sign up to our email newsletter?

Answer Choices	Responses	
Yes	67.13%	288
No	32.87%	141
Total		429

**Thank you for completing the survey.**



## THE ULYSSES TRUST

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### Annex 5 - Survey Comments

The following are the direct comments that were made in answer to the question 'Is There Anything Else That You Would Like To Tell Us?' Where questions have been asked or follow ups requested, these have been followed up separately.

--

I have great interest in AT but lack of communication and selection of a chosen few who get the chance to do such like is the biggest problem !! If your face fits !!! This is what is so frustrating about all of this

--

Around 2008 the Air Cadet Organisation imposed a blanket requirement to be AT qualified through MTB. No consideration was given to the large number of ex-military instructors' Unit Exped Leader qualification. Like me, the majority were busy building a second career and had neither the time nor inclination to requalify. A classic case of corporate arse covering without doing a proper risk assessment of current practice.

--

The information for at course isn't passed on to our instructors from hq. and at seems to be I your face fits within our battalion

--

AT and expeditions are only pushed by adult volunteers that have interests in the subjects themselves. Maybe it would be worth setting up an insight day for adults to experience the different subjects, so they can pass on personal experiences to the cadets direct.

--

Within our organisation we have dedicated AT Officers who may be aware of your organisation and assistance available. As a unit we were not aware of The Ulysses Trust.

--

Please keep up the good work!

--

For SE Based units especially in Central London its very hard to maintain ML qualifications as there is insufficient areas to maintain your competency.

--

Within our company there is no support for the DofE expedition section and as a result expedition camps are poorly organised

--



## THE ULYSSES TRUST

---

i don't really know much about the trust , more advertising could be a good idea

--

We live in the Highlands of Scotland. Places we regard as our local greenspace for the community is regularly used by local primary schools, dog walkers, playgroups etc. According to our regulations we will need to gain a whole lot of AT qualifications and spend a lot of time filling in forms to do what normal people do every day. Technically, we need AT qualifications to let children who are experiencing car sickness get out of the car on *[edited for anonymity]* and be sick on the roadside verge (its over 1000' asl and unfenced)!

--

I would love my cadets to do more adventurous activities however the cost and lack of training of my staff is an issue.

--

The paperwork aspects of mounting a significant expedition appear externally to be enormous and with a small unit with inexperienced instructors, we have not even thought of taking it on. We have significant problems with cadets dropping out of even the most basic activities, so tend to have little confidence in their commitment.

--

I think looking at this i see this as a good avenue to help us achieve our aim

--

The enthusiasm and thirst for AT through out the ACF is unmeasurable the only thing holding us back is qualifications, funding and resources.

--

As a CCFContingent I have 1 SSI and 2 Officers. We do everything! the biggest drawback to mounting expeditions or AT Training - especially to new venues is the time it takes. We are swamped with paperwork for every training activity we do (Army and School). The second drawback is that coming from a deprived inner city area, some of our Cadets are not able to afford even the lowest prices. Lastly, being able to access instructors to help with ratios is a problem (They are very expensive)

--

Thank you for the money released to us for our trip to Everest base camp

--

It is a nightmare finding staff who can attend multiple weekend courses in order to get qualified to lead Cadet expeditions.

--



## THE ULYSSES TRUST

---

To get more people qualified, there should be local unit courses run, where possible. ie a mountain leadership intro course ran with all the instructors in the unit, then they can go complete a log book independently then go for the testing, rather than the expense and time to go on courses that can only take at most a couple of instructors from the units.

--

We are a brand new unit, opened Sep 2013, so a lot does not apply. We are keen to enroll cadets into the Duke of Edinburgh Award. We currently have all eligible cadets in the award.

--

Yes I have organised a trip last year to enter the airborne march in Arnhem, we took 22 cadets was a success I am running the same trip this year can the trust help ?

--

Funding to enable establishment of a 'critical mass' of instructors and technical equipment at Wing-level would be ideal although I don't believe this is covered by Ulysses Trust funding presently?

--

Many opportunities are for 16+ . Perhaps mini-opportunities outside camp would be good for younger cadets. AT Training should be linked to doing stuff with cadets outside camp.

--

Thank you for asking us directly.

--

We have a keen & dedicated AV team and enthusiastic cadets. Our biggest obstacle is always funds for equipment.

--

We are a small unit with a limited pool of instructors several who are over the age of 50 with health problems.

--

The cadets in my unit would benefit greatly with AT, to help give the detachment a huge boost, most cadets are from underprivileged backgrounds, who would not have the chance to partake in events out with cadets.

--

I think that there are enough courses within the cadet organisation. My Company staff do not apply as they are either not particularly interested in AT activities and I am guessing, too busy with other training.

--



## THE ULYSSES TRUST

---

As a recently appointed Wing ATO, I have established a new leadership group tasked with running an overseas AT expedition once every three years. The first will be to ZA in 2015. Main Objectives: Staff Development, Cadet Retention, Deliver on our Promises. Main Challenges: Finance, Training, Qualified Staff (plenty of keen unqualified volunteers). I would be happy to provide additional support to your initiative from "the shop floor".

--

We did do a lot of AT in the past , but due to change in Cadets .lost Qualifications

--

Ulysses Trust is an excellent charity allowing my own Contingent to provide adventurous training to all cadets rather than merely the most able.

--

By pass chain of command and communicate directly with Sqn level. It is our choice to decide not our leaders.

--

The biggest struggle in London is getting Instructors qualified to supervise expeditions outside of normal country

--

As yet have not used Ulysses - have heard of it but not accessed. (There is not a 'have not accessed' column in your questionnaire)

--

Ex Seria to Brunei 05-21/07/14 will be a fantastic tour for which 7 adults & 22 cadets will be attending amazing

--

south Wes region not listed in the next question of which we are part. Look forward to receiving more information from you

--

You could do with adding "mountain biking" to your list of instructor qualifications! ;)

--

4 previous expedition between 1999 and 2004. Currently planning Expedition to Vietnam in October 2014.

--

I wouldn't use the chain of command - it's fine here, but not so good everywhere else.

--



## THE ULYSSES TRUST

---

My chain of command is excellent in every other way but for whatever reason AT is not done by our county anymore.

--

In your drop downs I am assuming 1 is high and 6 is low importance?

--

being fairly new to the cadet force as an instructor i am only finding out about what is available. AT is a subject i have a big interest in and would like to see it develop more within our battalion

--

I tried to organise a Winter Adventerous Training week in [*edited for anonymity*] but was rejected at Wing due to it not being seen as beneficial for the cadets.

--

I am interested in doing/organising outdoor/adventurous training. I think a major obstacle to a great deal of training is the administration and organisation which seems to be on the increase to the extent of being demotivational coupled what I perceive to be a very risk averse environment, particularly in terms of the higher echelons of command.

--

The main issue within [*edited for anonymity*] is the lack of minibus drivers and the access to driver training for D1 license and the cost that this has as the Battalion does not have the fund. Currently only have approx 9 minibus drivers with 570 cadets transporting cadets to and from courses etc is a major issue. Financial support for getting instructors through this would benefit the cadets.

--

Thank you for all your support

--

Gratefull of the assistance recieved on previous applications

--

It is much easier to run a school expedition (with all CCF members!) through school process then endure JSATFA and get qualified as a JSMEL. I therefore never apply for "civilian" expedition.

--

We are very grateful for the funding Ulysses Trust provide for our annual overseas expedition.

--



## THE ULYSSES TRUST

---

We have tended to mount UK based expeditions in recent years, so with our usual funding pathways, we have not needed to apply to the UT. This may change if we look to an overseas trip. Whilst the unit does not have a wide range of instructors, across the School their are a good number that we can use; however, accessing instructors at a decent daily cost is very hard, hence why we have become quite self reliant. We now tend to canoe/kayak, trek and mountain bike as we can deliver those activities without external support and additional costs.

--

Why are Cadet units not allowed to bid for funding to help hire Alpin Ski Instrs.

--

Our application was rejected due to political and diplomatic clearance issues out of our control.

--

Because of the difficulty of running AT trips via the CCF, many of ours are run for the school mainly by CCF adults with priority given to cadets.

--

Many of my cadets go on 'school' led expeditions and not 'cadet' led expeditions. Therefore no funding is available for them, is this correct?

--

As a teacher who runs CCF as an additional duty, time to investigate and promote all the opportunities available to ccf is often the main constraint

--

Funding given for our expedition to Ghana in 2011 for which we won the Shackleton trophy. It would not have been possible without your support

--

There is a massive difference in funding available for AT activities between a State School CCF and a Private School CCF. It would be nice to see this recognised by the Ulysses Trust.

--

I am in the process of putting in an application for a grant for cadets going on an 8 day skydiving expedition at Netheravon in Wiltshire.

--

As a recently appointed Commandant I was not aware of the UT and would welcome further detail

--



## THE ULYSSES TRUST

---

This unit has planned, organised and run 1 AT Expedition in the last six years. Due to the amount of administrative paperwork required by the military and proof of experience and qualifications, this unit relies on the school outdoors dept as the sole provider of AT. The military are viewed by this unit as bureaucratic and too risk averse.

--

There are regular D of E expeditions and other events, such as SIPR, in which the school participates, but outwith the military umbrella. To do more within the CCF would cut across the limited time available for these civilian activities.

--

The cadets are busy with school activities and trips. They are boys who do all sorts of other things. It is very difficult to fit AT into the year

--

We are a relatively new CCF (Sep 12) and have not heard of UT before. We have had Cadets on CCAT courses and individually accepted on UK wide Cadet expeditions. We are still coming to terms with the details of running the unit and our first Biannual inspection is looming. We know the value of AT but currently struggle to fit it in.

--

Ulysses Trust Support has been crucial in maintaining accessibility for our cadets on our Norway Cross-Country Skiing Expeditions - Thank you.

--

I am aware of UT, but as new to the post I am unsure whether we have applied for a Grant or assistance in the recent past so am unable to answer the questions on this subject.

--

Land Clearance is the biggest reason for AT not being done or having to be cancelled at short notice.

--

Although our expedition did not take place as the company went into liquidation the support from the Trust was fantastic

--

The support we've received from the Ulysses Trust has been hugely beneficial and appreciated by all. Without their support then our overseas expedition would not go ahead. Thank you.

--

The Ulysses Trust provides a fantastic service for the Cadet Forces

--





## THE ULYSSES TRUST

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Can you convince the chain of command at HQ Air Cadets to include an automatic requirement for units/wings to bid for funding when they apply for AT activities using the SMS IT system

--

Thank you for your brilliant support

--

We have used Ulysses Trust Funding for a cadet but it was longer than 5 years ago

--

We could not have run our cadet ski exped with out the help from UT funding

--

Our cadets could not have had the opportunity to participate in our more challenging activities were it not for the financial support from the Ulysses Trust.

--

Ulysses Trust funding is very much appreciated and makes a difference to those taking part. However the grants do not provide sufficient financial confidence to underpin an expedition proposal. Other significant funds have to first be secured from elsewhere before plans can be confirmed. This lack of financial confidence will often make the difference between taking plans forward or not. Outside the cadet organisation, when working with groups of disadvantaged young people, I am able to secure financial underwriting from a local charity to enable expeditions to take place. This does not reduce the need to fundraise as any monies raised elsewhere are used to offset the initial grant made by the charity. It is in our interest to commit to further fundraising as this ensures continued support. However the confidence it gives enables us to provide expedition opportunities. Maybe Ulysses could consider this approach?

--

Would just like to say a big thank you for supporting Lincolnshire ACF

--

Lack of experienced and qualified instructors is our main issue! We have one member of staff with AT quals, who is also the only boating instructor, DofE supervisor, admin, stores and everything else officer. Average staff age is also in the 60s, need younger qualified staff

--

The Ulysses trust are a great help and very Important to cadet and reserve forces. Without the trust many of the expeditions potentially wouldn't happen.



## THE ULYSSES TRUST

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### Annex 6 - Application Process Comments

These comments relate to the Ulysses Trust grant application form process and were in response to a 'further comments' request:

--

The application form is terrible! Took us ages and you can't save the information. It also was very tailored for the members of our expedition.

--

I have not used this fund before and as a DC whom massively encourages my cadets to do AT this is a fantastic piece of information and you will hopefully hear from me soon.

--

Some questions (in the application process) are incompatible with JSATFA and do not allow for dual tasking of adults attending an expedition.

--

This year we have had Bavaria, France, Malta, Germany, & Brunei for which I took part in the Germany tour & about to go to Brunei July 2014. These are a fantastic opportunity for cadets to go to these locations in the organisation. Where some would never get the opportunity

--

I believe more AT should be available to cadets from a younger age. Currently a cadet has to be 16 years old plus before they can attend a CCAT Course (which are excellent). More should be done at county level as currently all the advertising promotes AT to encourage young people to join cadets then not a lot is on offer, at present for the cadets to partake. Unless they are 16 and above.

--

I think sometimes making the application fit the categories for cadets trips can be difficult as the process is different from reservist / UTC expeditions

--

good telephone advice too

--

As an EL all our documents are in word or excel. To save re inventing the wheel allow these documents to be uploaded with the application.

--

Costing section was complicated on application form



## THE ULYSSES TRUST

---

Only one successful application out of the two. Percentage restrictions limited the amount of financial support available so support was limited.

--

Would happily give my details so that the charity would know who needs help. *[edited for anonymity]*

--

The member of staff who made the applications, but was successful has just left the schools CCF.

--

Hadn't realised that low level at wasn't eligible

--

I have a project planned and will be seeking assistance from UT

--

One of the best funding processes I've used.

--

None, the application is easy to use. More knowledge within organisations would be good. Come to Annual Camp!

--

Ability to be able to save the application form to work on off-line before sending it in - like the off-line JSATFA

--

There were a few issues with submitting the form and when corrected it would still not allow the form to be submitted. The process itself was very easy to follow.

--

From memory, putting in the correct figures at time seems to have been a problem

--

Would be useful for multiple people to be able to fill in various boxes

--

Form could be more user-friendly

--

We could not have conducted our expedition without UT funding.