

DEFENCE INSTRUCTIONS AND NOTICES

(Not to be communicated to anyone outside HM Service without authority)

Title: MOD Armed Forces Support to The Prince's Trust Team Programme: Appeal for Short-Term Volunteer Leaders

Audience: All levels of MOD Military and Service Staff

Applies: Immediately

Expires: When rescinded or replaced

Reference: 2010DIN01-048

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Channel: 01 - Personnel

Content: Prince's Trust TEAMgramme – Appeal for Volunteer Leaders.

Sponsor: Services Liaison Officer – Prince's Trust (through DRFC, Youth Policy)

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BACKGROUND

1. The Prince's Trust Team Programme (hereinafter referred to as "TEAM") is a national community based personnel development training programme run by the Trust and supported formally by the MOD/Armed Forces as outlined below. TEAM is aimed at giving young participants from an 'at risk' background, (ranging from the long-term unemployed, educational young achievers and young offenders to those in or leaving care), the opportunity to develop self-esteem and confidence through an intensive 12-week programme of teambuilding activities.

2. Each year about 11,000 young people take part and of those completing the programme, approximately 80% progress onto full time employment, education or training as a direct result of participation. The MOD's commitment to TEAM is the voluntary provision of up to 50 MOD/Armed Forces short-term 'leaders' as outlined in detail at paragraph 4. This DIN is aimed primarily at unit Commanding Officers/Line Managers and their Career Management Officers/Senior Warrant Officers as well as the Sickness Absence Management Teams who will act as the natural conduit for such secondment support.

THE TEAM PROGRAMME

3. Following the initial objective-setting week, locally based volunteers undergo an adventurous training¹ residential week often on a military training area such as Dartmoor, Brecon or the Lake District. Thereafter, the emphasis shifts to developing practical skills through undertaking work experience placements, planning and carrying out community projects, job interview practice, basic literacy and numeracy assessments, and public speaking. Each TEAM programme ends with a presentation where local dignitaries are invited to hear how each volunteer has developed and how they worked together within the team's chosen community projects. The programme is challenging but extremely enjoyable and rewarding to volunteers, their units, and ultimately to the young people. Indeed, the unique diversity in TEAM recruitment adds an inner strength to each team as it develops and interacts throughout the 12 weeks.

SHORT-TERM SECONDMENT OPPORTUNITIES AND EMPLOYMENT RESTRICTIONS

4. Opportunities exist for short-term secondment either as an Employed Participant (EP), an Assistant Team Leader (ATL) or a Team Leader (TL). Selection is dependant upon the time personnel can be released and, to a lesser extent, background and experience. The Trust recommends that unless an individual has previous experience of working with social deprivation outside the Trust then all should join TEAM either as an EP or an ATL with a view to becoming a TL at a later stage in the individual's career. The minimum secondment times, employment restrictions and broad preferences/examples are listed below:

¹ There is no requirement for individuals to have any adventure training qualifications. The adventure training residential week is contracted out to outward bound centres, which provide qualified instructors and responsibility for all activities.

- a. Employed Participant – 20 individual days work experience on TEAMsisting the TL. Commitment is minimal and flexible to fit in with a unit's moderate work schedule away from operations. Work experience as an EP qualifies an individual to be considered for an ATL or a TL role at a later stage. This secondment opportunity is particularly suitable for junior ranks that need confidence development before proceeding onto a JNCO's cadre or indeed wounded, long-term sick or injured personnel looking for a personal development opportunity in conjunction with their rehabilitation. This opportunity is also available to civil servants – details can be found in 2007DIN02-142.
- b. Assistant Team Leader – 14 weeks, comprising one week's training, a week's administration/recruiting/ on site training and 12 weeks acting as a deputy to the TL. This is a more full-time commitment that ideally requires planning and advance notice. This secondment opportunity is best suited to those who need that 'little extra' in leadership development and is highly desirable for any outstanding JNCO being prepared for commissioning. It is also well suited to SNCOs wanting to expand their portfolio, Junior Officers, or as part of a Return to Work Initiative for wounded, long-term sick or injured Service personnel.
- c. Team Leaders – 16 weeks, comprising two weeks Trust training/Trust refresher training, eight days administration/ recruiting/ on site briefing of the ATL, 12 weeks acting as the TL and two days post Team completion administration. The individual should have been involved as an EP or an ATL with TEAM, or, has proven work experience with social deprivation. This is the maximum commitment all round and arguably one that an individual and unit/department should only undertake knowing the effort, tolerance, setbacks and rewards involved in holding together a team who, for the most, do not want to be motivated. This secondment opportunity would suit a Fast Stream MOD civil servant or a SNCO being considered for RMAS instructor cadre selection.

5. CRB clearance is required for all secondments – this is paid for by the Delivery Partner and takes approximately 6 weeks to come through, however experience has shown that units should not be put off volunteering an individual, even at the last minute, as the Trust is often content to take on 'half a secondment' i.e. one where there is no one-to-one access between the ATL and any team volunteer, until CRB clearance is verified.

Team Locations

6 TEAM, by virtue of its success over 17 years, has been franchised by the Trust to a plethora of regional Delivery Partners Managers (DPM) which ensures its operation in all regions, both urban and rural. Due to this, individuals stand an excellent chance of commuting to and from their home or selected town for their entire secondment.

Marginal Costs

7. Marginal cost responsibilities for all three types of secondment opportunities are listed below – only the EP role attracts a course fee:

Secondment type	T&S for selection process ²	T&S to/from team location ³	T&S and reasonable incidentals during the secondment	Team Leader Training	Course Fees £650 ⁴ (£700 as of 1/04/2010)
EP	Unit	Unit	Unit	N/A	Unit
ATL	Unit	Unit	DPM	DPM	N/A
TL	Unit	Unit	DPM	DPM	N/A

Benefits to the Individual

8. The recurring themes from post secondment reports from both the individuals concerned and their Commanding Officers fall into two categories. From the individuals the emphasis is on how the secondment has, 'changed the way I look at life forever' to more recently, how the secondment, 'changed my life and gave me a competitive edge on the Sandhurst cadre'.

² Costs incurred by an individual may be recovered by from the T&S budget quoting this DIN as authority

³ Costs incurred by an individual may be recovered by from the T&S/Posting budget quoting this DIN as authority

⁴ Costs incurred by an individual may be recovered by from the training budget quoting this DIN as authority

Benefits to the Service/Unit/Department

8. The benefits to the MOD/Armed Forces of continued secondment support to TEAM in terms of personal and/or leadership development, Service/unit retention, Community Engagement and soft advertisement/recruitment where we do not normally have capture, often outweighs the temporary loss of that individual concerned against the Service/units/departments' Held Strength. The dilemma thus in seconding an individual to TEAM is not so much losing a good man or woman for 12 – 16 weeks but maximising an opportunity of sending the right man or woman at the right point in their career to suit both the individual and/or his or her Service/department.

What to do next?

9. Part of the formal agreement between the MOD and the Trust involves the permanent secondment of a Services Liaison Officer with the Trust, working from the Trust's Headquarters at 18 Park Square East, London NW1 4LH. Contact can be best made and is preferred either by direct line to the Services Liaison Officer, Major Marianne Cursons on 0207 543 1328, or by external e-mail to any of the following MOD/Service e-mail accounts within the Trust:

mod@princes-trust.org.uk

rn@princes-trust.org.uk

army@princes-trust.org.uk

raf@princes-trust.org.uk

What about an Individual's Past?

10. The decision as to whether someone should be put forward or not is whether the current Commanding Officer would truly trust the individual **now** to represent both his/her Service/unit and the Trust as an ambassador for a better British society. Those with youthful mischievous backgrounds should never be automatically excluded from consideration as long as they can stand up to the Service Test today – quite often those with a challenging past can be excellent motivators and role-models to the young people on TEAM with benefit to all.