Officer Opportunities
CAF Professional Development System
The aim of this presentation is to briefly explain the CAF Professional Development (PD) System and where you fit into it, as well as provide you some information/links that might assist you with your self-development.
CAF Professional Development System

- The CAFPDS is a comprehensive, integrated and sequential development system that provides a continuous learning environment to develop and enhance the capabilities and leadership of CAF members.

- The CAFPDS consists of the following four pillars:
  - **Education** - The provision of a base of knowledge and intellectual skills upon which information can be correctly interpreted and sound judgement exercised.
  - **Training** - The provision of skills, knowledge and attitudes required to perform assigned duties.
  - **Employment Experience** - The application and continued development of the skills, knowledge and attitudes acquired through training, education and self-development in the performance of assigned roles and duties, especially in operations and command.
  - **Self-development** - Self-initiated, professionally or personally oriented learning, normally done during off-duty time.

For more information: DWAN only link → [DAOD 5031-8, CAF PD](#)
**PD and Professional Military Education**

- **Professional Development** A process consisting of training, education, self-development and work experience, designed to prepare CAF members for the demands of a progressive career; and meet the applicable performance requirements identified in appropriate Military Employment Structure specifications.

- **Professional Military Education** The progressive acquisition of a broad body of knowledge, skills and attitudes that forges cultural identity and develops expertise enabling leadership competencies within the profession of arms.

<table>
<thead>
<tr>
<th>DP 1</th>
<th>DP 2</th>
<th>DP 3</th>
<th>DP 4</th>
<th>DP 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>BMOQ</td>
<td>CAF JOD</td>
<td>JCSP</td>
<td>NSP</td>
<td>ELP</td>
</tr>
</tbody>
</table>

**Training**

**Education**
Officer Progression – The Developmental Periods (DPs)

<table>
<thead>
<tr>
<th>DP1</th>
<th>DP2</th>
<th>DP3</th>
<th>DP4</th>
<th>DP5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officer Cadet / Naval Cadet</td>
<td>Captain / Lieutenant (N)</td>
<td>Lieutenant / Acting Sub-Lieutenant</td>
<td>Lieutenant-Colonel / Commander</td>
<td>Colonel / Capt (N)</td>
</tr>
<tr>
<td>• Environmental and occupational training</td>
<td>• Intermediate Occupational &amp; Environmental Qualifications</td>
<td>• Develop Management &amp; Institutional Leadership Ability</td>
<td>• Develop Advanced Management &amp; Institutional Leadership Ability</td>
<td>• Develop Executive level Management and Institutional Leadership Ability</td>
</tr>
<tr>
<td>• Basic military training</td>
<td>• CAF Junior Officer Development (CAFJOD) Programme (Self Study)</td>
<td>• Advanced Occupational Qualifications (as required)</td>
<td>• Joint Command and Staff Programme (JCSP)</td>
<td>• Executive Leaders’ Programme (ELP)</td>
</tr>
<tr>
<td>• Basic Military Officer Qualification (BMOQ)</td>
<td></td>
<td>• Graduate Degree (if required)</td>
<td>• Graduate Degree (if required)</td>
<td>• Additional professional development programmes for General Officers (under development)</td>
</tr>
</tbody>
</table>

Courses/Programmes in **RED** are common and the responsibility of the Canadian Defence Academy.
The Professional Development System is designed to provide CAF members with the right professional development at the appropriate developmental period to understand the General System of War and Conflict at the tactical, operational, strategic, and political levels.
**Leadership Development Framework**

<table>
<thead>
<tr>
<th>Leadership Levels</th>
<th>Expertise</th>
<th>Cognitive Capacities</th>
<th>Social Capacities</th>
<th>Change Capacities</th>
<th>Professional Ideology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Politico-Strategic</td>
<td>Senior DP 5</td>
<td>Political Strategic</td>
<td>Systems Thinking</td>
<td>Partnering</td>
<td>Paradigm Shifting</td>
</tr>
<tr>
<td>Military-Strategic</td>
<td>Advanced DP 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operational</td>
<td>Intermediate DP 3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tactical</td>
<td>Junior DPs 1 &amp; 2</td>
<td>Tactical</td>
<td>Analytical</td>
<td>Interpersonal</td>
<td>Openness</td>
</tr>
</tbody>
</table>

**Leadership Meta-Competencies**

- Education
- Training
- Self-Development
- Experience
Officer Entry Plans

- Direct Entry Officer Plan [DAOD 5002-2](DAOD 5002-2),
- Continuing Education Officer Training Plan – Regular Force [DAOD 5002-6](DAOD 5002-6)
- Reserve Entry Scheme – Officers [DAOD 5002-8](DAOD 5002-8)
- Regular Officer Training Plan [CFAO 9-12](CFAO 9-12) (DWAN only)
- Military Dental, Legal, Medical, Chaplain and Pharmacy Training Plans [CFAOs 9-62 & 9-63](CFAOs 9-62 & 9-63) (DWAN only)
- University Training Plan – Non-Commissioned Members ([DAOD 5002-9](DAOD 5002-9))
- Commissioning from the Ranks Plan ([DAOD 5002-10](DAOD 5002-10))
- Special Commissioning Plan ([DAOD 5002-11](DAOD 5002-11))
Basic Military Officer Qualification (BMOQ)

**Aim:** To graduate future officers who are focused, physically robust, and mentally resilient in order to effectively lead a small team in basic operations, both in garrison/home based and austere field conditions, and who will be able to perform their responsibilities as a leader within the Profession of Arms in Canada.

For more information: DWAN link → BMOQ  Internet link → BMOQ www
CAF Junior Officer Development (CAFJOD) Programme

Aim: To expose Junior Officers to a general and standardized body of foundational knowledge.

- Focused on Officer General Specification (OGS) based requirements
- Delivered through distance learning (DL) by CFLRS
- Required for promotion to Maj/LCdr
- Subjects:
  - Staff Duties
  - Enable the Fighting Force
  - Law and Military Justice
  - Leadership and Ethics
  - Joint Operations
  - Canadian Military History
  - Support the Institution

For more information: DWAN link→ [CAFJOD](#)  Internet Link→ [CAFJOD www](#)
Developmental Periods 3 and 4

- Canadian Forces College (CFC) in Toronto provides professional military education for CAF senior leadership and Other Government Departments.

- Primary Programmes:
  - Joint Staff Operations Programme (JSOP)
  - Canadian Securities Studies Programme (CSSP)
  - Joint Command & Staff Programme (JCSP)
  - National Security Studies (NSP)
Joint Staff Operations Programme (JSOP)

**Aim:** To provide course members with the **basic** skills and knowledge necessary to function as **junior staff officers** at a **joint or joint and combined headquarters** at the operational level.

- Conducted by Canadian Forces College off-campus
- 10 days duration
- Multiple serials per year depending on demand
- Primary Users: CJOC, CFINTCOM, CANSOFCOM, RCN, CA, RCAF, HSG and SJS.
- 60 students (Regular and Reserve) per serial
- Focus is the **Operation Planning Process** (OPP)
- Attended by selected officers and senior NCMs of all services and a variety of occupations

For more information: Both DWAN & Internet link ➔ [JSOP](#)
Canadian Security Studies Programme (CSSP)

**Aim:** To improve the candidate’s ability to identify, analyze, and understand the national security issues facing Canada.

**Scope:** To examine the concept of national security, performance and potential of Canada in the world and to analyse aspects of Canadian national security.

- Two weeks duration
- 91 candidates:
  - 28 CAF officers (Regular and Reserve, LCol – Col)
  - 8 CAF CPO1/CWOs
  - 18 foreign officers
  - 9 DND Civilian Executive Officers
  - 19 civilians from other government departments and the private sector
  - 9 Defence Diplomacy

For more information: Both DWAN & Internet link→ [CSSP](#)
Joint Command & Staff Programme (JCSP)

- **Aim.** To prepare selected senior officers of the Defence Team for command and staff appointments in the contemporary operating environment across the continuum of operations in national and international settings.

- **Scope.** To educate military officers and other national security leaders in joint, interagency, and multinational operational-level planning across the full spectrum of conflict.

- **Emphasis** is placed on: leadership, operations, operational art, staff skills and strategic studies.

- The JCSP is delivered in both residency (10 months) and DL (two years part-time study) versions, as well as at foreign equivalent staff colleges.

- **Max course load:**
  - Residency: 133 (108 CAF; 25 international)
  - DL (each year): 125 (CAF – 55 Reg F & 55 Pres; 15 international)

For more information: Both DWAN & Internet link → JCSP
National Security Programme (NSP)

Aim: To prepare selected military (Col/Capt(N), public service, international and private-sector) leaders for future responsibilities within a complex and ambiguous global security environment.

• Scope:
  - Institutional Leadership, Strategic Command and Strategic Resource Management
  - Canadian Governance and National Security Policy Development
  - Strategy Formulation and the Application of National Power
  - Operations in Complex Environments
  - Communications Skills and Analytical Thinking

• 10 months in duration
• 12 Canadian officers, 9 Foreign officers, 10 civilians (DND, OGDs and private sector)
• Focus on the strategic level and the development of institutional leaders

For more information: Both DWAN & Internet link→ NSP
CAF Common PD/PME PLAR Opportunities

- The primary objective of a Prior Learning Assessment & Recognition (PLAR) process is to identify how an individual's prior learning can be compared and measured against a set of standards or guidelines of expected performance in a job or role.

- CDA, as Managing Authority, has authority to grant qualifications for the following CAF Officer qualifications: BMOQ, CAFJODs, JSOP, JCSP, NSP, and ELP.

- DAOD 5031-1 - Canadian Forces Military Equivalencies Program outlines the process for PLAR (DND 2963-E) and is available from the Defence Forms Catalog (DFC – DWAN only). The Prior Learning Assessment and Recognition Proforma (PLAR) request form requires the completion of Section’s 1 to 4 and is sent to: +CFRG PLAR@CFRG@Borden.

- CANFORGEN 007/19 CMP 003/19 191956Z DEC 18: Canadian Armed Forces Junior Officer Development (CAFJOD) Self-Registration and Update – Supersedes CANFORGEN 009/15, outlines the CAFJOD process.

- Member’s requesting PLAR for CAFJODs can send requests/substantiation to: +CDA.CFJOD-POSFC.ACD@CDA-ACD@Kingston.

- Member’s requesting PLAR for BMOQ Part One or Two can send request/substantiation to: +CDA.PLAR Officer PD-DP Officer ERA.ACD@CDA-ACD@CDA-ACD@Kingston.
“Autonomous Language Learning in Interaction with Elements in Synergy” = ALLIES

ALLIES Web enables its users to learn in autonomous mode the basics of their second official language or to maintain linguistic skills already learned.

Registration must be done via DWAN but once an account is provided, access is available thru both DWAN and internet.

http://allies.mil.ca/impALLIESWen.pdf (flyer – DWAN only)

http://allies.mil.ca/ (ALLIES Web site Registration – DWAN only)
The Royal Military College of Canada offers online academic programmes and educational opportunities to Canadian Armed Forces Officers and Non-Commissioned Members of the Regular Force and Reserve Force, honorably released members of the CAF, spouses of CAF members and Government of Canada employees.

See RMC Division of Continuing Studies
RMC Online Learning Programme Pathways

**RMC Certificates**
- Certificate in Management with Applications to Defence
  - 10-credit certificate
  - Up to 5 credit PLAR*
- Certificate in Military Leadership and Management
  - 10-credit certificate
  - Up to 5 credit PLAR*

**Undergraduate Degrees (General)**
- Bachelor of Military Arts and Science
  - 30-credit degree
  - Up to 20 credit PLAR*
- Bachelor of Arts (General)
  - 30-credit degree
  - Up to 15 credit PLAR*

**Undergraduate Degrees (Honours)**
- Bachelor of Military Arts and Science (Hons)
  - 40-credit degree
  - Up to 20 credit PLAR*
- Bachelor of Arts
  - 40-credit degree
  - Up to 20 credit PLAR*
- Bachelor of Arts (Hons)
  - 40-credit degree
  - Up to 20 credit PLAR*

**Master Degrees**
- Master of Arts War Studies
  - 10-credit Degree**
- Master of Business Administration
  - 14-credit Degree and a Management Research Study**
- Master of Public Administration
  - 12-credit Degree**

**Ph.D. Degree**
- War Studies

*PLAR: Prior Learning Assessment and Recognition
** Up to 50% credit transfer
INDIVIDUAL LEARNING PLAN (ILP)

• An ILP is a document that identifies a CAF member’s learning priorities and objectives to upgrade existing education or professional qualifications. It includes education, training and certification activities.

• An ILP is submitted, endorsed, and the financial funding approved electronically, and if necessary, amended and/or cancelled electronically. The ILP status can always be tracked by accessing it on the ILP site.

• To submit an ILP go to: http://eilp-paie.kingston.mil.ca/ It is extremely important to take note that in order to get reimbursement, YOU MUST HAVE AN ENDORSED AND FUNDED ILP.

**It is the member’s responsibility to ensure that the information on their ILP is correct and kept up-to-date**

**A new Education Reimbursement (ER) Policy and supporting Software package is planned for release in Fall 2020.**
Canadian Armed Forces App

The CAF Mobile App is a platform that provides members with updates from leadership, access to social media feeds, imagery and access to a variety of CAF resources, including Health, Pay and Pension Services.

Respect in the CAF

The Respect in the CAF mobile app is a platform with information to assist victims and survivors and enable CAF members to deal more confidently and knowledgeably with the prevention of, and response to, sexual misconduct.

Road to Mental Readiness

The Road to Mental Readiness mobile app is a training tool developed to improve short-term performance and long-term mental health goals, while providing tools and resources required to manage and support CAF members, family members and the general public.
Canadian Defence Academy / Académie canadienne de la Défense