



2018 NER-MA-001 Training Plan

Current Status: Approved

Approval Info

Approval Type	Name	Date Approved
WING	Everett C Hume (101854)	15 Jul 2017 12:25:07:527
REGION	Joseph V Sirois (106164)	15 Jul 2017 20:02:49:783
LIAISON REGION	Matthew Hunter (549452)	26 Jul 2017 08:23:19:363

Commander's Intent

Massachusetts Wing (MAWG) is responsible for supporting all of the stated missions of CAP.

As such we must train for Air Search and Rescue (SAR), Disaster Relief (DR), Airborne Photography (AP), Counter Drug (CD) and support of the Air Guard on Fertile Keynote missions and other Homeland Security missions as assigned. We must also train and maintain proficiency to support and staff functions including, but not necessarily limited to Communications, Ground Search, Ground DR support and Incident Command staff functions. We need to maintain and adequate number of mission qualified pilots and build on training CAP VFR pilots to meet form 91 requirements. We do not anticipate any net losses this coming year and hope to have slight improvement in the numbers of qualified members.

In particular we intend to focus on 1) recruitment and training with the goal of increasing the number of qualified Incident Command Staff personnel to support 4 full shifts at 50% availability, 2) promote interoperability by developing greater proficiency with standardized ICS procedures, 3) provide increased training to develop greater proficiency in Airborne Photography, 4) increase aircrew proficiency by encouraging full aircrews on proficiency flights to give all crew positions the opportunity to practice their skills and 5) increase the number of qualified UDF team members to improve rapid response capability.

In addition to funded missions MAWG runs the Mission Aircrew Academy course and the Massachusetts Search and Rescue School (for ground team qualifications) as well as unit training.

The past year was successful.

Commander's Intent Training Goals

Position	Requirement	Previously Qualified	Anticipated Loss	Training Goal	Trained	Lost To Attrition	Currently Qualified
Communications							
ICUT - Introductory Communications User Training	210	118	0	0	0	0	223

Counter Drug							
CD - Counterdrug	15	20	0	0	0	0	16
Emergency Services							
ADIS - Aerial Digital Imaging System Operator	0	0	0	0	0	0	2
AOBD - Air Operations Branch Director	8	9	0	0	0	0	11
AP - Airborne Photographer	16	13	0	0	0	0	16
CERT - Community Emergency Response Team	0	9	0	0	0	0	15
CUL - Communications Unit Leader	8	9	0	0	0	0	9
FASC - Finance/Admin Section Chief	8	3	0	0	0	0	3
FLM - Flight Line Marshaller	4	2	0	0	0	0	7
FLS - Flight Line Supervisor	1	1	0	0	0	0	2
GBD - Ground Branch Director	8	8	0	0	0	0	7
GIIEP - Geospatial Information Interoperability Exploitation Portable Operator	4	0	0	0	0	0	1
GTL - Ground Team Leader	8	10	0	0	0	0	10
GTM1 - Ground Team Member Level 1	6	16	0	0	0	0	12
GTM2 - Ground Team Member Level 2	12	21	0	0	0	0	18
GTM3 - Ground Team Member Level 3	25	37	0	0	0	0	36
IC1 - Incident Commander Level 1	1	0	0	0	0	0	0
IC2 - Incident Commander Level 2	2	3	0	0	0	0	1
IC3 - Incident Commander Level 3	8	6	0	0	0	0	5
LO - Liaison Officer	8	5	0	0	0	0	3
LSC - Logistics Section Chief	8	3	0	0	0	0	2
MC - Mission Chaplain	1	1	0	0	0	0	1
MFC - Mountain Flying Certification	0	2	0	0	0	0	0

MO - Mission Observer	40	34	0	0	0	0	41
MP - SAR/DR Mission Pilot	20	15	0	0	0	0	14
MRO - Mission Radio Operator	40	45	0	0	0	0	41
MS - Mission Scanner	50	60	0	0	0	0	56
MSA - Mission Staff Assistant	40	39	0	0	0	0	33
MSO - Mission Safety Officer	8	12	0	0	0	0	9
OSC - Operations Section Chief	8	6	0	0	0	0	5
PIO - Public Information Officer	8	6	0	0	0	0	5
PSC - Planning Section Chief	8	8	0	0	0	0	5
SMC/BISC - AFRCC SAR Management Course	20	14	0	0	0	0	14
SPC - National Inland SAR Planning Course	4	2	0	0	0	0	3
TMP - Transport Mission Pilot	20	30	0	0	0	0	19
UDF - Urban Direction Finding Team	40	36	0	0	0	0	31
WS - Water Survival	0	0	0	0	0	0	2
Stan/Eval							
ATC - Auto Tow Crew Member	0	0	0	0	0	0	0
ATE - Auto Tow Evaluator	0	0	0	0	0	0	0
ATI - Auto Tow Instructor	0	0	0	0	0	0	0
ATO - Auto Tow Operator	0	0	0	0	0	0	0
Balloon Pilot	0	0	0	0	0	0	0
Check Pilot - Airplane	7	5	0	0	0	0	5
Check Pilot - Balloon	0	0	0	0	0	0	0
Check Pilot - G1000	5	4	0	0	0	0	4
Check Pilot - Glider	0	0	0	0	0	0	0
Check Pilot Examiner - Airplane	4	4	0	0	0	0	4
Check Pilot Examiner - Balloon	0	0	0	0	0	0	0
Check Pilot Examiner - Glider	0	0	0	0	0	0	0

Glider Pilot	0	0	0	0	0	0	0
Instructor Pilot - Airplane	10	7	0	0	0	0	6
Instructor Pilot - Balloon	0	0	0	0	0	0	0
Instructor Pilot - G1000	0	4	0	0	0	0	4
Instructor Pilot - Glider	0	0	0	0	0	0	0
Instructor Pilot - Tow	0	0	0	0	0	0	0
Instrument Pilot	15	15	0	0	0	0	13
Instrument Pilot - G1000	8	10	0	0	0	0	6
Mission Check Pilot	6	6	0	0	0	0	6
Mission Check Pilot - G1000	5	6	0	0	0	0	5
Mission Check Pilot Examiner	4	4	0	0	0	0	4
Orientation Pilot - AFROTC	13	15	0	0	0	0	13
Orientation Pilot - Airplane	17	22	0	0	0	0	18
Orientation Pilot - Balloon	0	0	0	0	0	0	0
Orientation Pilot - Glider	0	0	0	0	0	0	0
Tow Pilot	0	0	0	0	0	0	0
Tow Pilot - Trainee	0	0	0	0	0	0	1
VFR Pilot	21	33	0	0	0	0	20
VFR Pilot - G1000	11	11	0	0	0	0	9
WE - Winch Evaluator	0	0	0	0	0	0	0
WI – Winch Instructor	0	0	0	0	0	0	0
WO – Winch Operator	0	0	0	0	0	0	0

Requirements

It is MAWG's desire to continue to train the total ES mission force to adequately respond to real world missions as assigned. By maintaining an adequate number of personnel to meet these needs we will be able to meet the challenges when they arise.

Our staffing requirements are intended to provide resources for 1) 4 complete aircrews for each aircraft, 2) 1 substantial ground team or 4 UDF teams, and 3) 4 fully staffed Incident Command Teams.

Requirements Training Goals

Position	Previously Qualified	Currently Qualified	Short Term Requirement	Long Term Requirement	Short Term Training Goal	Long Term Training Goal
Communications						
ICUT - Introductory Communications User Training	118	223	210	220	0	0
Counter Drug						
CD - Counterdrug	20	16	15	15	0	0
Emergency Services						
ADIS - Aerial Digital Imaging System Operator	0	2	0	0	0	0
AOBD - Air Operations Branch Director	9	11	8	10	0	0
AP - Airborne Photographer	13	16	16	20	0	4
CERT - Community Emergency Response Team	9	15	0	0	0	0
CUL - Communications Unit Leader	9	9	8	10	0	1
FASC - Finance/Admin Section Chief	3	3	8	10	5	7
FLM - Flight Line Marshaller	2	7	4	6	0	0
FLS - Flight Line Supervisor	1	2	1	2	0	0
GBD - Ground Branch Director	8	7	8	10	1	3
GIIEP - Geospatial Information Interoperability Exploitation Portable Operator	0	1	4	6	3	5
GTL - Ground Team Leader	10	10	8	10	0	0

GTM1 - Ground Team Member Level 1	16	12	6	8	0	0
GTM2 - Ground Team Member Level 2	21	18	12	15	0	0
GTM3 - Ground Team Member Level 3	37	36	25	30	0	0
IC1 - Incident Commander Level 1	0	0	1	1	1	1
IC2 - Incident Commander Level 2	3	1	2	2	1	1
IC3 - Incident Commander Level 3	6	5	8	10	3	5
LO - Liaison Officer	5	3	8	10	5	7
LSC - Logistics Section Chief	3	2	8	10	6	8
MC - Mission Chaplain	1	1	1	2	0	1
MFC - Mountain Flying Certification	2	0	0	4	0	4
MO - Mission Observer	34	41	40	48	0	7
MP - SAR/DR Mission Pilot	15	14	16	20	2	6
MRO - Mission Radio Operator	45	41	40	48	0	7
MS - Mission Scanner	60	56	50	60	0	4
MSA - Mission Staff Assistant	39	33	40	48	7	15
MSO - Mission Safety Officer	12	9	8	10	0	1
OSC - Operations Section Chief	6	5	8	10	3	5
PIO - Public Information Officer	6	5	8	10	3	5
PSC - Planning Section Chief	8	5	8	10	3	5
SMC/BISC - AFRCC SAR Management Course	14	14	17	23	3	9
SPC - National Inland SAR Planning Course	2	3	4	6	1	3
TMP - Transport Mission Pilot	30	19	20	24	1	5
UDF - Urban Direction Finding Team	36	31	40	48	9	17
WS - Water Survival	0	2	0	0	0	0
Stan/Eval						
ATC - Auto Tow Crew Member	0	0	0	0	0	0

ATE - Auto Tow Evaluator	0	0	0	0	0	0
ATI - Auto Tow Instructor	0	0	0	0	0	0
ATO - Auto Tow Operator	0	0	0	0	0	0
Balloon Pilot	0	0	0	0	0	0
Check Pilot - Airplane	5	5	7	8	2	3
Check Pilot - Balloon	0	0	0	0	0	0
Check Pilot - G1000	4	4	5	6	1	2
Check Pilot - Glider	0	0	0	0	0	0
Check Pilot Examiner - Airplane	4	4	4	5	0	1
Check Pilot Examiner - Balloon	0	0	0	0	0	0
Check Pilot Examiner - Glider	0	0	0	0	0	0
Glider Pilot	0	0	0	0	0	0
Instructor Pilot - Airplane	7	6	6	8	0	2
Instructor Pilot - Balloon	0	0	0	0	0	0
Instructor Pilot - G1000	4	4	4	5	0	1
Instructor Pilot - Glider	0	0	0	0	0	0
Instructor Pilot - Tow	0	0	0	0	0	0
Instrument Pilot	15	13	13	16	0	3
Instrument Pilot - G1000	10	6	7	8	1	2
Mission Check Pilot	6	6	6	7	0	1
Mission Check Pilot - G1000	6	5	5	6	0	1
Mission Check Pilot Examiner	4	4	4	5	0	1
Orientation Pilot - AFROTC	15	13	13	15	0	2
Orientation Pilot - Airplane	22	18	17	20	0	2
Orientation Pilot - Balloon	0	0	0	0	0	0
Orientation Pilot - Glider	0	0	0	0	0	0
Tow Pilot	0	0	0	0	0	0
Tow Pilot - Trainee	0	1	0	0	0	0
VFR Pilot	33	20	20	24	0	4

VFR Pilot - G1000	11	9	10	12	1	3
WE - Winch Evaluator	0	0	0	0	0	0
WI – Winch Instructor	0	0	0	0	0	0
WO – Winch Operator	0	0	0	0	0	0

Goals, Objectives & Tasks

1. Maintain and grow mission capability – CAP must maintain its existing force, and truly increase the number of mission qualified personnel it has in order to answer day to day mission requirements and develop the capacity to sustain operations lasting longer than a few days.

- CAP must maintain and grow our numbers of mission qualified personnel.
 - Regular exercises should be conducted to prepare aircrews, ground teams, and incident staff to support typical missions.
 - Wings should conduct schools at least annually for aircrews, ground teams, and incident staff.
 - Units need to be empowered to conduct training at the lowest level possible in order to feed trainees into the qualification pipeline.
 - Conduct CAPFs 5 & 91 evaluations.
- Qualified personnel must maintain proficiency.
 - Conduct small training missions focused in specific specialty areas so that aircrews, ground teams, and incident staff can remain current and learn from each other.
 - Encourage both funded and unfunded use of pilot proficiency profiles and self-conducted pilot proficiency flight guidelines by pilots with instructors and other crew members where possible.
- Maintain and grow the pool of qualified supervisors, evaluators, instructors, and check pilots to ensure new personnel have leaders and mentors prepared to help them progress through qualification tracks.
 - Conduct National Check Pilot Standardization Courses.
 - Conduct Flight Clinics.
 - Conduct training for all skills evaluators.

2. Integrate with our neighbors – in order to create a seamless operating capability, we must work more closely with our geographic neighbors and implement best practices from across our wings and regions both internally and externally. This will build our CAP capacity, and increase our relevance with customers. We are only value added if we are utilized. We need to build faith and confidence with other members of the response community so they immediately think of us and are comfortable tasking and using us.

- Train Together
 - Personnel near bordering wings or regions should look at opportunities to cross train with their counterparts across the border. Look for flight clinics, schools, and other training where a synergy can be achieved. Offer more than you get.
 - Personnel near bordering wings or regions should work with their counterparts to develop mutual training opportunities. Look for training iterations where outside experts are part of the training.
 - Take advantage of wing and regional training opportunities like wing and region emergency services academies and conferences.
 - Take advantage of national training opportunities at the National Emergency Services Academy (NESA) and the CAP Annual Conference.
 - Take advantage of training provided by customers and counterparts like state emergency management agencies, the Emergency Management Institute, the Center for Domestic Preparedness, International Association for Emergency Management conferences, National Association for Search and Rescue courses and conferences, and FAA clinics.

- Exercise Together
 - Units and personnel near the bordering wing or region should work with their counterparts to develop exercises that cross the geographic boundaries of their neighbors.
 - Units and personnel near a bordering wing or region should work with their counterparts to conduct interoperability training. Encourage staff to work on each other's mission, and aircrews and ground teams to work under another wing or regions staff. Conduct cross border team events. Host their mission resources and work through the administrative hurdles to allow them access to critical systems, communications and mission materials.
 - Participate in the annual communications exercise as well as joint regional and wing exercises to build experience.
 - Encourage regular participation in communications nets by the entire community, not just top personnel.
 - Participate in state emergency management exercises, and invite state emergency management personnel and other agencies to monitor, audit, or participate in CAP exercises and complex training scenarios.
 - Participate in FEMA Region Exercises.
 - Participate in National Level Exercise events in your jurisdictions.

3. Evaluate and inspect to ensure that CAP can meet mission requirements, and provide training to correct deficiencies.

- Each wing will be evaluated to determine if it can meet mission requirements every 2 years.
 - Conduct training to prepare for evaluations regularly, and remedial training when necessary.
 - Conduct evaluated missions in each wing once every two years.
- Subordinate Units Inspections (SUIs) must be conducted for every unit every two years.
 - Accomplish SUIs.
 - Answer SUI discrepancies.

4. Fly cadets

- Fly approximately 40,000 cadet orientation flights across the CAP fleet of powered and glider aircraft. Emphasis should be placed on getting new cadets members flown as soon after joining as possible.
 - Fly approximately 32,000 front and back seat powered cadet orientation flights.
 - Fly approximately 8,000 glider orientation flights.

5. Increase Mission Base Staff proficiency and depth

- For every wing to be able to field a complete and proficient IMT.
 - Wings should identify deficiencies in specialty tracks related to mission base personnel.
 - If a wing is not able to support the training necessary to mitigate their deficiency, they are to reach out to NER to acquire the required training.
- For IMTs to be able to interface with the Region Coordination Center
 - Each Wing will be required to have an IMT interface with an RCC at least once in FY18

6. Increase situational awareness of resources outside of member Wing and the Region

- To widen the scope of possible missions that can be accomplished by the NER and CAP as a whole.
 - Director of Operations meetings will be held at a minimum of quarterly.
 - Region wide Incident Commander best practices webinar will be held
 - STRATOPS will be held to discuss in person difficulties and successes that face the NER and it's member wings.

7. Wing training and growth will be in Concert with Region and National goals, as well as the needs of MAWG.

- Provide both actual and table top training to increase the efficiency of existing members and encourage training to members wishing to gain experience and qualifications. We will continue to intergrate CISM teams into the training scenarios to increase a greater awareness of the CISM and its value.
 - Planned monthly directed activities.

8. MAWG will continue to develop an airborne photography program that meets the needs of our various customers, such as FEMA, MEMA, USACE.

- Provide table top and flying training to develop and increase proficiency.
 - Use of new equipment and practical use of the equipment to deliver product.

9. Provide ground and air training for G1000. Provide proficiency for Mission Pilots and Observers on the utilization of the glass cockpit.

- Provide group training on the operations of the G1000 cockpit and during training activities allow for the development of proficiencies.
 - Utilize the ground power unit for hands on training. Include this as part of the Mission Aircrew Academy training.
- Provide individual hands-on training in the context of training exercises.
 - During exercises rotate mission observers through aircraft with the G1000 in order to give them hands-on experience.

SUI Planning

Month	Number Of SUIs	Budget
Oct	0	\$0.00
Nov	1	\$50.00
Dec	0	\$0.00
Jan	0	\$0.00
Feb	0	\$0.00
Mar	0	\$0.00
Apr	0	\$0.00
May	1	\$50.00
Jun	1	\$50.00
Jul	1	\$50.00
Aug	0	\$0.00
Sep	1	\$50.00

Proficiency Flights

Month	Number Of Proficiency Flights	Budget
Oct	4	\$328.00
Nov	4	\$328.00
Dec	3	\$246.00
Jan	3	\$246.00
Feb	3	\$246.00
Mar	3	\$246.00
Apr	4	\$328.00
May	4	\$328.00
Jun	5	\$410.00
Jul	4	\$328.00
Aug	4	\$328.00
Sep	4	\$328.00

Orientation Flights

Month	Number Of Front Seat Orientation Flights	Number Of Back Seat Orientation Flights	Powered Budget	Number Of Glider Orientation Flights	Glider Budget
Oct	40	32	\$2640.00	0	\$0.00
Nov	20	16	\$1320.00	0	\$0.00
Dec	16	12	\$1056.00	0	\$0.00
Jan	25	20	\$1650.00	0	\$0.00
Feb	35	28	\$2310.00	0	\$0.00
Mar	15	12	\$990.00	0	\$0.00
Apr	51	40	\$3366.00	0	\$0.00
May	32	25	\$2112.00	0	\$0.00
Jun	38	30	\$2508.00	0	\$0.00
Jul	31	24	\$2046.00	0	\$0.00
Aug	0	0	\$0.00	0	\$0.00
Sep	0	0	\$0.00	0	\$0.00

Flight Evaluations

Month	Number Of CAPF5s	CAPF5s Budget	Number Of CAPF91s	CAPF91s Budget
Oct	1	\$82.00	0	\$0.00
Nov	2	\$164.00	0	\$0.00
Dec	1	\$82.00	0	\$0.00
Jan	0	\$0.00	0	\$0.00
Feb	2	\$164.00	1	\$82.00
Mar	1	\$82.00	1	\$82.00
Apr	1	\$82.00	0	\$0.00
May	3	\$246.00	1	\$82.00
Jun	3	\$246.00	4	\$328.00
Jul	6	\$492.00	0	\$0.00
Aug	3	\$246.00	2	\$164.00
Sep	1	\$82.00	1	\$82.00

Budget

Priority	Type	Mission Name	Dates	Unit/s	POC	Objective/s	Budget	Description
1	SAR TRAINING	September Incident Staff Tabletop Exercise	01 Sep 2018 - 30 Sep 2018	ALL	Director of Operations	1.a/1.b/5.a/5.b/7.a	\$250 - \$350	Training and tabletop exercise for Incident Staff to include NER RCC coordination.
1	FLIGHT CLINIC	May Flight Clinic	01 May 2018 - 31 May 2018	ALL	Director of Operations	1.a/1.b/7.a/9.a/9.b	\$750 - \$1000	This will be a pilot flight clinic to include flight and ground training.
1	SAR TRAINING	June Joint DF/AP/CIS Exercise	01 Jun 2018 - 30 Jun 2018	ALL	Director of Operations	1.a/1.b/2.b/5.a/5.b/7.a/8.a/9.b	\$800 - \$1000	Joint exercise with another Wing (TBD). To include DF, CIS, NER RCC coordination.
2	SAR TRAINING	November UDF/AP/CIS Exercise	01 Nov 2017 - 30 Nov 2017	ALL	Director of Operations	1.a/1.b/5.a/7.a/8.a/9.b	\$750 - \$1000	Direction finding mission following a weather event that also requires airborne photography and support of a critical incident stress team
2	SAR TRAINING	February UDF/AP/CIS Exercise	01 Feb 2018 - 28 Feb 2018	ALL	Director of Operations	1.a/1.b/5.a/7.a/8.a/9.a	\$500 - \$750	UDF, AP, CIST training
2	DR TRAINING	March Disaster Assessment Exercise	01 Mar 2018 - 31 Mar 2018	ALL	Director of Operations	1.a/1.b/5.a/7.a/8.a/9.b	\$500 - \$750	Disaster Assessment (air and ground) and Critical Incident Stress Team training
3	SAR TRAINING	October DF/AP/CIS Exercise	01 Oct 2017 - 31 Oct 2017	ALL	Director of Operations	1.a/1.b/5.a/7.a/8.a/9.b	\$500 - \$750	Direction finding mission following a weather event that also requires airborne photography and support of a critical incident stress team

3	SAR TRAINING	April UDF/AP/CIS Exercise	01 Apr 2018 - 30 Apr 2018	ALL	Director of Operations	1.a/1.b/5.a/7.a/8.a/9.b	\$500 - \$750	Direction finding mission following a weather event that also requires airborne photography and support of a critical incident stress team
3	DR TRAINING	January Disaster Assessment Exercise	01 Jan 2018 - 31 Jan 2018	ALL	Director of Operations	1.a/1.b/5.a/7.a/8.a/9.b	\$350 - \$500	Disaster Assessment (air and ground) and Critical Incident Stress Team training