

C-4 CADET FIELD TRAINING (CFT)

a. GENERAL. Cadet Field Training (CFT) is an 8-week program of instruction divided into two details providing training and instruction in the following areas:

Military Training
Physical Training
Moral, Ethical, Professional Development

. All training is conducted at the Camp Buckner cantonment area and the West Point range and training complex. Training begins during Graduation Week and ends two days prior to the start of Reorganization Week. Included in the 8-week training plan is a one-week deployment to Fort Knox, Kentucky for mounted maneuver training.

CFT provides the First and Second Class cadets with an environment in which to develop the leadership skills they will need to lead the Corps of Cadets and later fulfill their responsibilities as leaders in the Army. The First and Second Class are charged with conducting much of the POI that is described herein. To prepare themselves for this responsibility, the First and Second Class cadet cadres participate in a two-week Train-the-Trainer (T3) preparation phase. Cadet cadre embrace the 47-month Military experience endstates of the ability to 1) tactically lead, 2) employ Field combat, 3) move tactically, 4) train, and 5) physically lead.

b. MISSION. The mission of Cadet Field Training is to train, test, and validate specific Military Qualification Standards, (MQS-I), pre-commissioning requirements while developing the leadership skills of the cadet cadres to prepare them to assume their roles as leaders of the Corps of Cadets and to create competent, and confident leaders for the United States Army.

c. PURPOSE. The purpose of Cadet Field Training is to:

- (1) Provide a powerful leadership experience for the 1st and 2nd Class Cadets
- (2) Prepare the 3rd Cadets to assume duties as NCOs in the Corps of Cadets
- (3) Continue to inculcate the pillars of officership in all cadets

d. KEY TASKS. The key tasks of Cadet Field Training are:

- (1) Develop tactical and technical proficiency in selected tasks that are essential to the small-unit leader
- (2) Provide an opportunity to experience effective small-unit leadership in a tactical field environment
- (3) Develop a sense of teamwork
- (4) Train and test selected Pre-commissioning tasks

e. ENDSTATES. The endstates for Cadet Field Training are:

- (1) Cadets successfully complete all PCTs that require time in the field
- (2) 3rd Class complete the requirements for promotion to Corporal and have the necessary military skills for successful completion of CTLT/DCLT
- (3) Upperclass Cadets are prepared to assume duties in the Corps of Cadets commensurate with their rank

f. ORGANIZATION. CFT is a four phased program of instruction divided into two details providing training and instruction.

(1) **Phase 1 Prep for Training.** Phase 1 is conducted during T3 for 1st detail of Cadet Field Training.

(a.) Key Tasks associated with Phase 1 are:

1. APFT
2. Camp Set-Up
3. Health and Welfare
4. Suicide Prevention
5. Pre Combat Inspections
6. General Military Skills

(b.) The endstate of phase 1 is Cadets gain an appreciation for the value of preparation to the military profession

(2) Phase 2: Advanced Individual Training. Phase 2 is conducted during the 1st detail of Cadet Field Training.

(a.) Key Tasks associated with Phase 2 are:

1. Committee Training
2. Honor and Respect
3. Individual Social Time

(b.) The endstate of phase 2 is for Cadets to learn essential warfighting skills to establish a foundation for Combined Arms Operations

(3) Phase 3: Collective Military Training. Phase 3 is conducted during the 2nd detail of Cadet Field Training.

(a.) Key Tasks associated with Phase 3 are:

1. Operation Highland Warrior
2. Live Fire Exercise
3. Mounted Maneuver Training
4. Close Quarters Combat
5. Honor and Respect training

(b.) The endstate of phase 3 is for cadets to gain an appreciation for the complexity of mounted and dismounted maneuver warfare and the inherent leadership challenges.

(3) Phase 4: Recovery. Phase 4 is conducted during the end of 2nd detail of Cadet Field Training.

(a.) Key Tasks associated with Phase 4 are:

1. Training Area Recovery
2. Unit Runback
3. Promotion/Award Ceremony
4. Camp Illumination
5. Camp Closeout

(b.) The endstate of phase 4 is for Cadets recover the training area and prepare for Reorganization Week.

g. Train-the-Trainer. CFT provides First and Second Class cadets, serving as cadre members, with an environment in which to develop the leadership skills they will need to lead the Corps of Cadets and later fulfill their responsibilities as leaders in the Army. The First and Second Class are charged with executing much of the Program of Instruction (POI) that is used. To prepare themselves for this responsibility, the First and Second Class cadet cadres participate in a in a three phased Train-the-Trainer (T3) preparation program which focuses on training preparation, rehearsals, and validation.

(1) Phase 1: Team Building Classes. Phase 1 is conducted during three iterations of Commandant's hour during the second semester of the Academic Year.

- (a.) Key Tasks associated with Phase 1 are:
1. Regimental level overview of CFT, command philosophy, training requirements, etc
 2. Company level overview of duties and responsibilities
 3. Company level overview of unit goals, policies, and standards

(b.) The endstate of phase 1 is to introduce the cadre to the command climate, policies, schedule, and their duties and responsibilities.

(2) Phase 2: Mini-CFT. Phase 2 is conducted prior to graduation for all Regimental and Company staffs.

- (a.) Key Tasks associated with Phase 2 are:
1. Training Schedule production
 2. Rehearsals
 3. Operations Order Production
 4. Initial Counseling
 5. Mail Handler's Course
 6. Drivers training sustainment training
 7. Company area preparation

(b.) The endstate of phase 2 is that cadet cadre begins to plan (training schedules), preparations and rehearsals in order to have a seamless transition to T3.

(3) Phase 3: Train-The-Trainer Execution. Phase 3 is conducted 10 days prior to the start of each detail.

- (a.) Key Tasks associated with Phase 3 are:
1. In processing the CFT Regiment
 2. Military committee training
 3. Honor and Respect validation

(b.) The endstate of phase 3 is that cadets are trained to be Assistant Instructors (Ais) and certified on select skills trained in their detail.

e. DEVELOPMENT GOALS. In order to accomplish the mission of Cadet Field Training, the following goals have been established.

(1) FIRST CLASS.

- (a) Practice and reinforce techniques used to supervise subordinates.
- (b) Practice and enhance the ability to conduct inspections at company and higher levels.
- (c) Present instruction.
- (d) Practice conducting counseling as a means of facilitating the development of subordinates.
- (e) Become familiar with the admin, logistical, and maintenance functions of a company-sized unit.

- (f) Practice conducting physical training and the company level.
- (g) Assist in evaluating a unit's fitness level and provide input to unit's fitness program.
- (h) Develop subordinate leaders (especially NCOs) through frequent interaction.
- (i) Set the example as practiced through the Principles of Leader-Subordinate Relationships.
- (j) Follow the orders, policies, and decisions of cadet officers in the chain of command.
- (k) Plan, prepare, execute, and supervise both individual and collective performance-oriented training.

(2) SECOND CLASS.

- (a) Present small unit classes on Field military skills.
- (b) Perform duties as assistant or primary instructor.
- (c) Conduct squad or platoon level physical training.
- (d) Learn to work independently while supervising.
- (e) Conduct inspections.
- (f) Develop counseling skills through practice and observation.
- (g) Continue to support the policies, goals, and decisions of the cadet officer leadership.
- (h) Prepare, conduct, and evaluate performance-oriented training.

(3) THIRD CLASS Goals.

- (a) Develop proficiency in selected tasks that are essential to the small unit leader.
- (b) Experience proper, effective small unit leadership in a tactical environment.
- (c) Develop a sense of team spirit and team work.
- (d) Train and test selected MQS-I, pre-commissioning skills.
- (e) Continue to develop through education, training, and practical application.
- (f) Continue to develop individual fitness, military bearing, and self-discipline.
- (g) Prepare to be a team leader, responsible for the development of one or more subordinates.

f. THIRD CLASS CFT (COMPLETION CRITERIA).

(1) Receive a "GO" on Day and Night Land Navigation. Cadets will have three chances to qualify. If a cadet fails to receive a "GO" after three tries, the cadet will be subject to not receiving promotion credit. The Chain of Command will determine if additional opportunities will be provided.

(2) Receive a "GO" on all MQS-I, Common Core Tasks.

(3) Successfully complete the Water Obstacle Course. If a cadet fails to receive a GO after three tries, he or she will be subject to not receiving promotion credit. The Chain of Command will determine if other opportunities will be provided.

g. RECONDO BADGE PROGRAM. Third Class cadets have the opportunity to earn the RECONDO Badge during CFT. All RECONDO tasks must be completed during CFT. The requirements are:

- (1) Cadets must earn a minimum of 800 points out of a possible 1000
- (2) Pass the APFT
- (3) Meet the minimum standard in Day and Night Land Navigation
- (4) Meet the standards in the Ruck March and Swim
- (5) Successfully complete the Water Obstacle Course and the Leadership Reaction Lanes.

h. EVALUATIONS. See USCC CIR 350-2, Cadet Advanced Training Program.

(1) The completion objectives for CFT must be completed prior to participation in Cadet Advanced Training. The CFT Deputy Commander convenes a certification board at the conclusion of CFT to certify the status of Third Class cadets participating in CFT. Those who met the completion criteria are recommended for promotion to cadet corporal. Those cadets who did not meet the completion objectives are not recommended for promotion and are forwarded to the Commandant of Cadets for action.

(2) The CFT certification board will consist of the following personnel:

- CFT Deputy Commander - Chairperson
- CFT S3 (Officer)
- CFT CSM
- CFT DPE OIC
- Chief, Leader Development Branch

Recommendations from the board will be forwarded through the Director of Military Instruction and the Brigade Tactical Officer, to the Commandant of Cadets for decision and disposition.

(3) All cadets participating in CFT as either cadre or members of units will receive a cadet performance report (USMA Form 2-543) and a Military Development Grade as identified above. The chain of command will counsel each cadet on his or her evaluation IAW this Annex.

i. TRAINING. The different training committees and the number of training hours on site are stated below. This list does not account for time allotted for preparation or Troop Leading Procedures. Time does include execution and T3 training.

(1) Military Training Committees

| <i>Committee</i> | |
|------------------|------------------------|
| Reflexive Fire | Record Obstacle Course |
| Weapons | Combat Skills |
| Fire Support | Leadership Development |

| | |
|----------------------------|----------------------------------|
| Land Navigation | RECONDO |
| Advanced Land Navigation | Engineer Training |
| Common Core Tasks (MQS-I) | Mounted Maneuver Training (MMT) |
| General Physical Training | Operation Highland Warrior (OHW) |
| Close Quarters Combat | |
| Confidence Obstacle Course | |

j. PRE-COMMISSIONING REQUIREMENTS. The military training conducted during CFT focuses on the instruction of military skills identified by the Department of the Army as pre-commissioning requirements in the Common Core Tasks Manual. Third Class cadets must complete 17 selected Common Core Tasks during CFT. See Annex G for a detailed list of all Common Core Tasks.