



THE CAF Journey



What is The CAF Journey?

The CAF Journey is a set of philosophies and guiding initiatives which offer improved flexibility to military members and their families—and that meet expectations Canadians have of the modern workplace.

The CAF Journey is also a lens through which the DND/CAF can implement and adapt existing programs and policies. *The CAF Journey* encompasses a holistic approach to:

- Recruitment;
- Training;
- Compensation;
- Performance management;
- Honours and recognition;
- Career development and promotion;
- Support; and
- Transition to civilian life.

Though not the same thing, *The CAF Journey* is directly related to other programs, policy files and projects that the DND/CAF is working on, including The CAF Offer and The Total Health and Wellness Strategy.

What are the philosophies and guiding initiatives behind The CAF Journey?

The CAF Journey asserts that the Department of National Defence and Canadian Armed Forces, as well as Veterans Affairs Canada, should adopt a people-first approach when updating and implementing programs and policies.

It recognizes that we need to achieve a retention effect across all stages of military life

It aggregates SSE and supporting initiatives into six (6) themes (Lines of Effort) to ensure coherence and drive progress as we:



Reform all aspects of personnel generation, from Attraction and Selection to Recruit Intake Processing and Training.



Modernize the employment model and seek to incentivize service in innovative ways as we provide a more flexible and adaptive career path.



Improve support to military families.



Optimize the health & wellness of CAF members.



Reinvent transition to better support all members of the CAF as they return to duty following illness or injury, transition to the care of Veterans Affairs Canada (VAC), or transition to post-military life.



Collaborate on Veterans initiatives to ensure that all members of the CAF experience a positive sense of enduring affiliation.

This people-first approach, as a guiding initiative, seeks to create a safe, flexible and supportive modern work environment that reflects the military ethos, “Respect for the dignity of all persons”.

The vision behind *The CAF Journey*, “People First-Mission Always”, which you may recognize from Canada’s defence policy, *Strong, Secure, Engaged*.

What will The CAF Journey accomplish going forward?

If we look at the core philosophies and guiding initiatives of *The CAF Journey*, we can expect to see a number of people-centred policy changes and programs going forward. These policies and programs may resemble the following:

- Enhanced flexibility and coordination among different systems Canadian Armed Forces (CAF) members will encounter throughout their careers, especially with regards to recruitment, training, moves, as well as career and talent management
- Better support for CAF members and families, especially when relocating and transitioning to civilian life
- Increased career flexibility to maximize potential and help CAF members feel satisfied with their career choices
- A diverse and inclusive workplace built upon the military ethos, “Respect for the dignity of all persons”
- Leveraged technology and data management across systems—especially with regards to virtual training, HR, and data—to allow for optimal and timely decision-making.