

Wingman Plus Implementation Guidance

Wingman Plus Vision: Wingman Plus (WP) is a flexible, Squadron-level program that enhances wingman culture and promotes early help-seeking behavior. Built on the Comprehensive Airman Fitness (CAF) model, Wingman Plus augments the supervisor role by equipping mentor Airmen with additional skills and resources so that they can provide direct peer support and referrals to Airmen facing hardships.

Range of Use: WP peers intervene in a number of potential scenarios, ranging from low level concerns (increased work stress, PT failure, etc.) to more serious stressors (marital problems, substance abuse, legal problems, mental health issues, etc.).

1. **Implementation:** WP program uses a Commander-appointed Squadron POC to coordinate Wingman volunteers. These peer volunteers provide support directly to Airmen informally seeking guidance or upon activation from the Commander when there is a concern about significant changes in mood, behavior, or work functioning of the member.
2. **Selecting a Wingman Plus POC:** Items to consider in selecting an individual for Wingman Plus duties:
 - a. Not currently on a medical profile
 - b. Demonstration of resilient behaviors, such as appropriate help-seeking behavior, use of base/community resources, good support system, active in hobbies or spiritual activities (consider Green Dot “Early Adopters” or similar informal leaders within the unit)
 - c. Adequate time to engage in Wingman Plus duties as assigned
 - d. Ease of access to consult with command staff when indicated

3. **Assigning Duties:**

Commander/Designated Command Staff:

- Assigns Wingman Plus POC in appointment memo. POC helps the Commander to identify and assign Wingman volunteers who will be matched to Airmen in need.
- When activating WP program, provides guidance regarding the nature of the concern, expected start/stop date, and recommendations for services to provide to Airmen in need
- Educates Airmen in Squadron about the intent and purpose of Wingman Plus program and services provided
- Meets with Wingman Plus POC to assess general trends, successes, suggestions for improving unit cohesion/morale, or discuss program implementation

Appointed Wingman Plus POC:

- Contacts Mental Health and A&FRC to receive training/materials within 1 week of appointment.
- Coordinates Wingman volunteers who provide face-to-face contact and support, encouragement for help seeking, and/or connection with base and community resources, and other duties as guided by Commander, or Commander’s representative.
- Works closely with Commander as noted above.
- Maintains program information continuity binder with resources, tips, and program materials (will not contain personnel information).
- Provides direct mentorship, shares resources, and provides on-the-job training to Wingman volunteers.

Wingman Volunteers

- Provides flexible case-by-case support to identified Airmen on and off duty.
- Regarding safety issues, the Wingman Volunteer will:
 - a. Provide direct, “Eyes-On” check-ins as needed
 - b. Provide after-work contact via telephone
 - c. Provide immediate consultation or “warm hand-off” to command staff or medical providers if concerned for imminent safety
- Attends debriefings with Command staff, and shares observed trends and program challenges as indicated.

4. **Frequency of Duties:** Duties will vary based on identified needs and number of Airman who need support. Wingman Plus POC will make sure there are sufficient numbers of Wingman volunteers available.

5. **Privacy and Duty to Warn:** To promote an environment of trust, it is important that the volunteer wingmen in the WP program safeguard confidential information to the extent possible. In most cases the Wingman volunteer helps facilitate referrals to appropriate helping agencies (ie. Security Forces, Mental Health, Chaplaincy). However, concerns for the safety of a member or the mission of the AF should be appropriately elevated to the Commander.