

Training Systems Toolkit



**World Scout Bureau Mondial du Scoutisme
European Regional Office – Bureau Régional Européen**

General introduction

The lifecycles of both Youth Programme and Training System of an association become shorter all the time. While Youth Programme is our educational offer to young people to help develop their full potentials, the Training System is there to provide necessary competencies to voluntary leaders who joined the Movement to support the Programme. Today a 10-year-old Training System can already be considered outdated: the trends in Scouting and the society around it have become shorter; as a result, more associations are currently renewing or updating their Training System. The WOSM-European Region saw the need for associations to have a framework or process to help them design a new a Training System or to renew an existing one.

This Toolkit is the result of four workshops run by WOSM-European Region in 2006–2008. The objective was to create a tool – or a toolkit with several tools – to help associations to design or renew their training systems. The example used for the work was RAP, a tool for Youth Programme renewal.

The basic element of the Toolkit is the **Training Systems Renewal**; it presents a possible process and includes advice at each of the four phases of the process. Different practical appendices that present either examples from associations or useful tools are attached to this document. A very practical set of steps that can be taken when designing a new Training System is given on the end.

This material is very comprehensive; some concepts and methods may perhaps be new to readers. To help those who need to understand the concept rather than actually use it, there is also the **Executive summary** – a shorter version of the basic material.

This is a living document. WOSM-European Region will strive to collect experiences from those national Scout associations who use the Toolkit. Only then will the Toolkit be complete and serve its purpose: to benefit all associations. Any tool that has already proven effective in the work of a national Scout association will be a welcome addition to the Toolkit. The Region undertakes to collect as many tools as possible and to make them available, in their original format and translated for easier use. A **variety of tools** representing different experiences and viewpoints can help those working to improve their existing Training System or to design a new one with new ideas and examples that fit their particular situation.

WOSM-European Region prepared different actions to help associations to use this Toolkit:

- Translation into different languages (the whole basic material, Executive summary or various useful tools).
- Workshops to promote or present the Toolkit and the process of Training System renewal.
- Support for organising basic or advanced Training of Trainers.
- In-house training and facilitation.
- Coaching (special cases).
- Connecting people working on training systems.
- Collecting tools and best practices from associations.
- Work on recognition standards for training, etc.

The Region is ready to listen to your needs, your ideas and your proposals; we are ready to work with you.

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