



**Volunteers in Scouting – developing new approaches to broaden the base of adult support.**

## **New Adult Training Scheme in the Scout Association (UK)**

### **SUMMARY**

**Following the introduction of a new youth programme, The Scout Association reviewed its training for adults, incorporating new developments in adult learning.**

The Scout Association (UK) launched a new programme for young people in 2002. The changes included new topics and new approaches, and the age-range was extended from 6-20 to 6-25. For the new programme to be successful it was vital that appropriate training was made available for all adults in Scouting.



The changes to the youth programme provided an opportunity to take a fresh look at adult training and explore new approaches to adult learning. Volunteers with experience of adult education were recruited and joined the team of volunteers and professionals who were responsible for 'Adult Support'. Together they developed the approach and the content of the new training/learning materials.

There are exciting developments in the new approach to training, some of which are listed below:

*Matches skills to job requirements* – all roles in Scouting should have a job description, outlining the tasks and responsibilities of someone undertaking the role. A standard job description is the basis for negotiation, but once agreed it defines the role and therefore the knowledge, skills and abilities required to carry out the role successfully.

*Focuses on learning rather than training* – people learn in a number of ways and attending a training course is only one method. Learning can also take place through reading books, watching videos, talking to a friend, watching a demonstration or undertaking a practical project. A wide variety of learning methods are incorporated in the scheme.

*Learning is validated* – this ensures that the adults can put their learning into practice. A 'Training Adviser' supports the adult and validates their learning using a variety of recognised methods.

*Prior learning is recognised* - adults will have already acquired knowledge, skills and abilities useful to their role. Adults therefore do not need to be trained in areas where they can demonstrate competence.

*Modular approach taken* – this is person-centred and user-friendly, enabling training/learning to meet individual needs. It also enables modules to be delivered in a style and format which meets the needs of the participants and at least two methods are provided for each of the 36 modules.





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*e-learning is incorporated* – via CD-ROM and DVD, e-learning is incorporated for 2 of the modules and there are plans to extend the number and have the learning available via the web-site.

*On-going learning required* – following completion of the Wood Badge, adults must undertake, on average, five hours of learning each year to make sure that learning is part of an adult's role in Scouting.

*External recognition possible* – through a body called 'The Open College Network'. Adults can work towards in 'Providing Voluntary Youth Services' or 'Managing Voluntary Youth Services' and tutor and trainer training awards can also be obtained. This provides adults with an opportunity to receive external accreditation for the work undertaken in Scouting.

Further information on The Scout Association's approach will shortly be available on the web-site:

**<http://www.scoutbase.org.uk>**

or by contacting Robert Halkyard,  
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