



SCOUTS[®]
Creating a Better World

youth
programme
and training
commissioner's
FORUM

Siam Reap, Kingdom of Cambodia

7-10 July 2009



Youth Programme and Training Commissioner's Forum
Siam Reap, Cambodia • 7-10 July 2009

I. Background

During the 37th World Scout Conference, a Resolution No. 10/05 was passed urging regions and national Scout organizations to create structures that allow an integrated approach and encourage a symbiotic relationship between the two areas of Youth Programme and Adult Resources.

In line with the Asia-Pacific Regional Plan and in the light of World Scout Conference Resolution 10/05 (Educational Methods Structures), the National Programme and Training Commissioner's Forum was organized.

II. Aim

The four-day forum was aimed at gathering all National Programme Commissioners and National Training Commissioners within the Asia-Pacific Region to strengthen the collaborative relationship between Youth Developers and Adult Trainers, as an essential "ingredient" towards effective delivery (implementation) of Youth Programme. This Forum is also aimed to provide network of support to commissioners of these two areas, namely – Youth Programme and Unit Leaders.

III. Objectives

At the end of four days, the forum participants were able -

- To understand the holistic approach and complimentary nature between Youth Programme and Adult Resources (reference World Scout Conference Resolution 10/05);
- To identify burning issues and discuss possible solutions in these areas which maybe a useful tool in national Scout organizations; and
- To promote fellowship and create network among National Programme Commissioners and National Training Commissioners.

IV. Working methods of the workshop

The aims and objectives were reached through three components, namely: Nuts and Bolts; Thought Engine; and Eureka.

- Nuts and Bolts.

A series of input and small group discussions, were organized to present information on three pre-selected subjects. The expected result was to disseminate information and to clarify concepts. The pre-selected subjects were:

- "Back to the Troop" - revisiting the Scout Method;

Forum Recommendation

- NSO to review their Policy and Structure respectively for Program and Training, so as to achieve close working relationship and organizational effectiveness; e.g., Section Committee comprising of Program and Training should meet regularly*
- NSO to endorse priority and allocate resources to develop regional "networking" as a platform to share information relating to Program and Training; and*
- APR to organise gathering for Program and Training during APR Conferences.*



2. The Programme Cycle: the other side of Youth Involvement as an integral part in the implementation of the Scout Method at unit level; and
 3. The expanded role of the National Programme Commissioners vis-à-vis the function of Adult Training in the effective implementation of Youth Programme;
- b. Thought Engine.

A series of workshops, where participants were organized in small groups to conceive recommendations, arising from the topics below, which the Asia-Pacific Region may consider to incorporate to the Regional Plan.



1. Creating a structure at regional level of complimentary nature between Youth Programme and Adult Training/Resources tasked to develop and provide educational materials, tools and references in the field of youth programme.
 2. Review and Design a structure in NSOs that allows an integrated approach to youth programme and adult training/resources
 3. Creating a network of National Programme Commissioners and National Training Commissioner
- c. Eureka!

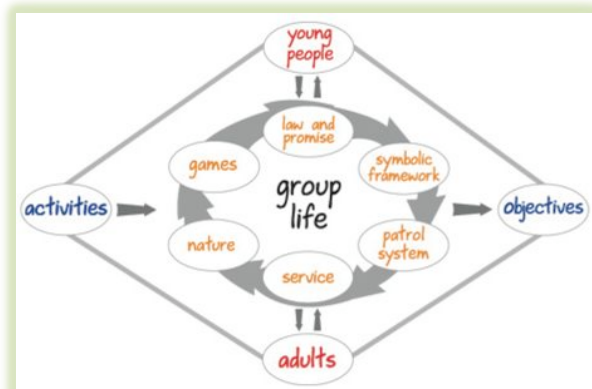
Topics were identified by participants themselves, as “burning issues.” The issues were universal in nature and generally experienced in national Scout organizations within the Asia-Pacific Region. This forum component allowed participants to do some discussions / talking points / learning from other NSOs. The outcome of this forum component was to identify concrete solution or concrete tool to address a selected issue.

V. Workshop Summary

After the Opening Ceremony, the Integration Session was led by Syd Castillo and introduced the three objectives of the forum. In this session, the House Rule was explained to the participants. The working method of the forum was also described to the participants.

Nuts and Bolts 1 was about “Back to the Troop” - revisiting the Scout Method. Mr. Paul Parkinson, Principal of the Scouts Australia Institute of Training, led the session. By using some line art images and puzzle, he asked forum participants to list key elements of the Scout Method. He also asked the forum participants to describe how the key elements are related to one another and the links between the different parts.

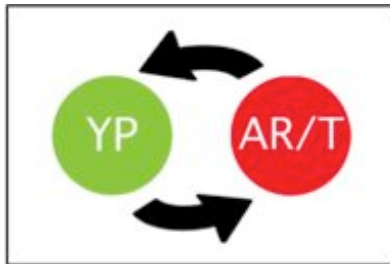
Paul then draw the “diamond” model to shows the links between the key elements of the Scout Method. The Scout Method is an educational system of interrelated elements, very unique to Scouting. Paul also explained why it is important for the elements to work together to make Scouting attractive to young people. He concluded his session by demonstrating what is required in adapting The Scout Method to each age range. You can read more about the Scout Method in the book, “Renewed Approach to Programme.”



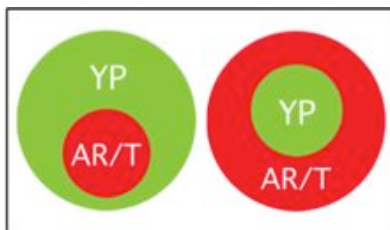
Youth Involvement in decision-making process happen in three levels - at the unit level, at institutional level, and at the community level.



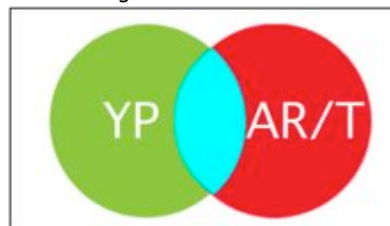
Model 1. This is a common model in most NSOs in the Asia-Pacific Region, where Youth Programme team and Adult Resources team (or Training) are separate entities.



Model 2. In this model, Youth Programme team and the Adult Resources team are separate entities but they share information between them in a cyclical process.



Model 3. There are one or two NSOs in the Asia-Pacific Region where the Youth Programme team and the Adult Resources team are interlocking with each other.



Model 4. Some NSOs have started to adopt the model above, which is a concentric one, where there is a common ground or task between Youth Programme team and Adult Resources (or Training) team.

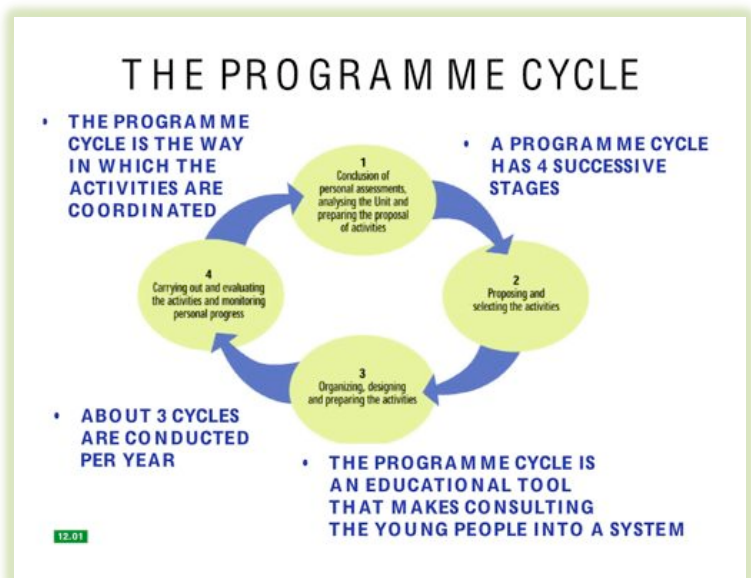


Model 5. This is an integrated model where both Youth Programme team and Adult Resources (or Training) Team is in one Team. In some NSOs, this team is called "Educational Methods."

Nuts and Bolts 2 is a session entitled, "Back to the Troop: Experiencing the Programme Cycle." The Programme Cycle is an educational tool that ensures youth involvement in decision-making process happen at the unit level. It makes transform consulting young people into a system.

This session is led by Dr. Evelina M. Vicencio. Since this session was experiential, the participants were divided into groups and simulated as Patrols. Dr. Vicencio then led the whole "Troop" to experience the four phases of the Programme Cycle, which are –

- Conclusion of personal assessments, analyzing the Unit and preparing the proposal of activities
- Proposing and selecting the activities
- Organizing, designing and preparing the activities
- Carrying and evaluating the Activities and monitoring personal progress



The "programme cycle" is a very effective and powerful tool for youth participation, which has been developed for the first time in the Interamerican Region, but should be now practised everywhere in Scouting. There is handout about the Programme Cycle published in the book, "The Youth Involvement Toolbox," explaining in detail the four phases of the programme cycle and explains how to implement it in order to involve young people in decision-making at all levels of the Scout Unit life.

Nuts and Bolts 3 talked about the expanded role of the National Programme Commissioner vis-à-vis the function of Adult Training in the effective implementation of Youth Programme. This session, led by Syd Castillo, who largely based the presentation on the World Programme Policy, particularly explaining that –

"Those responsible for Youth Programme and Adult Leader Training in a national Scout association should, together:

- *analyse the role of leaders,*
- *identify their training and personal development needs,*
- *evaluate the effectiveness of that personal development in terms of its impact on the implementation of the Youth Programme.”*

The World Programme Policy also provides an example of a good qualification of a National Programme Commissioner. This session also asked the participants, “what qualification you would look for in a Scout Leader who would be an effective National Programme Commissioners?” Here are some of their answers:

- Youth-focused and understand the current needs and interest of young people
- At least a Woodbadge holder
- Must have knowledge of all sections of Youth Programme
- Have experience of leading a Unit as a leader
- Knowledge of pedagogy and educational methods
- Knowledge and experience in adult learning principles and methods
- Good soft skills in leadership, management, organization, and communication
- Have 5Fs – faith family Free Finance and Fun

Thought Engine 1 talked about creating an organizational structure at regional level of complimentary nature between Youth Programme and Adult Training/Resources tasked to develop and provide educational materials, tools, and references in the field of Youth Programme.

The Regional Director, Mr. Abdullah Rasheed, who led the session stated with introducing World Scout Resolution 10/05

“The Conference

- *recognising that it is not possible to develop the youth programme without looking at the consequences for the management of adult resources (e.g. recruiting, supporting, training and monitoring adult leaders) and also that it is not possible to manage adult resources independently of the youth programme*

- *noting that there is still a tendency in the Movement among leaders in charge of youth programme and leaders in charge of adult resources to operate independently*

- *recommends, at world level, complementing the workstreams on strategic priorities by creating a sub-committee on educational methods, which will bring to the World Scout Committee more human resources*

- *This sub-committee should comprise youth advisers and experts in the fields of non-formal education, management and adult learning*

- *Its functions would be to advise the World Scout Committee and provide guidance on research and development in the fields of youth programme, and adult resources; it would validate the educational materials produced by the WSB as well as the educational programme of World Scout events*

- *recommends that similar structures are created at regional level in coordination with the subcommittee established at world level*

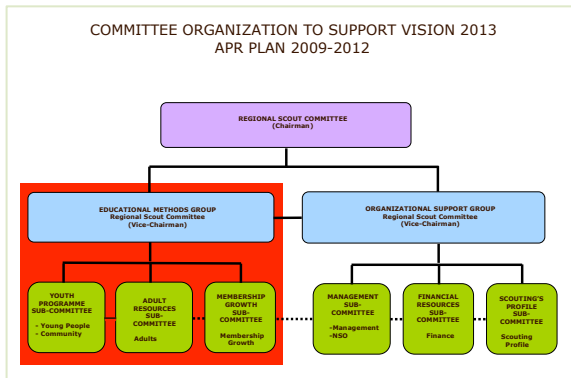
- *urges NSOs to review or design a structure that allows an integrated approach to youth programme and adult resources, for example by creating a committee or a body that oversees and co-ordinates the work of the youth programme and adult resources departments.”*

This World Scout Resolution recognizes the close link and encourages associations to establish structures that bring Youth Programme and Adult Resources “people” together.

Mr. Rasheed also described to the participants the scenario of how Youth Programme and Adult Resources were currently are set up in the Asia-Pacific Region. He also explained the issues on the current situation which were:

- Lack of real coordination between the sub-committee for programme and sub-committee for adult resources;
- Still operate very much as two independent sub-committees; and
- Does not really report to the main committee, or to each other, on the complimentary nature or on the synergy required.

A proposed structure was presented, based on a new focus areas recommended by the APR Scout Leaders Summit of March 2009 for the planned period 2009-2012.



The Regional Director also explained that the Regional Scout Committee recommends a support structure for the coming period, a pattern some what similar to the existing structure but with two work groups, where the two Vice Chairmen of the Regional Scout Committee to be overall in-charge of each of these two work groups – one for Youth Programme and one for Adult Resources.

The participants were divided into groups and were asked to work on the questions – What are some practical steps to take in order to “operationalize” the coordination between the Youth Programme and Adult Resources Sub-Committees? Her are some of the participants answers:

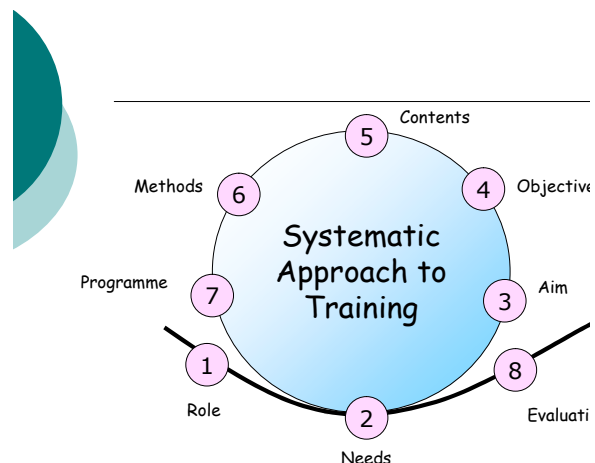
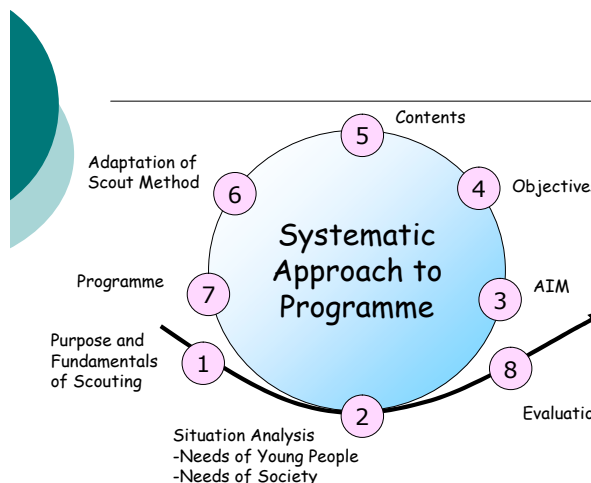
- Implement a reporting system where each sub-committee reports to each other to

ensure sharing, collaborative work and passing on information;

- A monitoring process should be implemented, where the two sub-committee Chairman meet/talk with each other on issues of developments, process and how they can help each other;
- The new Asia-Pacific Regional Vice-Chairman should have support in implementing his/her task. The three sub-committee chairman under Educational Methods could that be that support.

The second question that were discussed in the group work was – How do we ensure, at regional level, the complimentary nature between Youth Programme and Adult Training/Resources tasked to develop and provide educational materials, tools and references in the field of youth programme? Again, here are some of the participants answers:

- All national Scout organizations should be involved with the work of the sub-committee;
- Every national scout organizations should respond in giving information on Youth Programme to sub-committee, at least every three months ;
- The regional committee should take a strong monitoring role.



In **Thought Engine 2** participants reviewed and tried to design a structure in national Scout organization that allows an integrated approach to youth programme and adult training resources. Samples of structure were designed by the participants during the workshop (please see the five models in page 5).

Ms. Ophelia Chan, National Programme Commissioner of Scout Association of Hong Kong first review what Youth Programme is – its definition, its process of development, the delivery and the role of Leader Training and Adult Leaders in its implementation.

According to the presentation, Youth Programme is implemented through a partnership between young people and adult leaders, where a leader is - a) an activity leader; b) an educator; and c) a facilitator.

Thought Engine 3 dealt with creating a network of National Programme Commissioners and National Training Commissioner. Mr. Alex Choo, Deputy National Programme and IT Commissioner of Singapore Scout Association led this session. As a group work, he asked participants three things –

Why do we need a network of National Programme Commissioners and National Training Commissioner? List all the benefits of creating such a Network & identify why this is important.

What are the challenges that you would likely face in creating this network.

How can each challenge identified be solved solutions?

Here are some ideas brought by the participants, through the group discussion on the network of National Programme Commissioners and National Training Commissioner:



- National Scout Organizations sets a priority on Youth Programme in a long term goal for Youth Programme Team and Adult Resources (or Training) Team to support and set aside budget to implement the plan;
- Share and access to a database or library of best practices of Youth Programme, using technology and social network sites;
- Regular refresher’s course for leaders regarding the Youth Programme
- Regular gathering of Youth Programme Team and Adult Resources (or Training) Team at Asia-Pacific Regional Level;
- Prepare and circulate directory of Youth Programme Team and Adult Resources (or Training) Team

The last activity of the participants was **Eureka!** Topics were identified by participants themselves, as “burning issues.” In the small group, they discussed these topics and come up with practical alternatives or answers. Here are two examples of that small discussions”

Below is a fishbone diagram coming out of the Eureka workshops, which answers the question, "How to ensure that Unit Leaders are qualified to run weekly Scout meeting / programme effectively and efficiently?"



One of the groups opted to discuss, "How does Scouting address the needs and aspirations of today's young people?" Below is their group work:

Needs	Aspirations	Programme
Personal Challenge	Leadership Role	Extreme Sports / Activities
Fun	Recognition	Talent Competition
Friendship	Social Acceptance	Overseas Project
Sense of Belongingness	Peer / Group / Team	Jamboree / Exchange
Love	Fraternity / Community	Spiritual Development
Purpose and Meaning	Useful	Service to community; good deeds;
Adventure	Achievement	Outdoor activities
Life skills and Values	Success, self-actualization	Programme on personal development



Youth Programme and Training Commissioner's Forum
Siem Reap, Cambodia • 7-10 July 2009

Opening Ceremony Program
7 July 2009 • 09:00H

Briefing of Opening Ceremony Program	Ms. Lina Hang (Master of Ceremony) National Association of Cambodia Scouts
National Anthem	Siem Reap Council National Association of Cambodia Scouts
Wishing Dance	Siem Reap Cultural Department
Introduction of Participants	H.E Lak Sam Ath Secretary General National Association of Cambodia Scouts
Welcome Address	H.E Lak Sam Ath Secretary General National Association of Cambodia Scouts
Welcome Remark.....	Mr. Abdulah Rasheed Regional Director World Scout Bureau/Asia-Pacific Region
Opening Speech	H.E. Chey Chap Chief Commissioner National Association of Cambodia Scouts
Handover of bouquet of flower.....	H.E Chey Chap Chief Commissioner National Association of Cambodia Scouts

Group Photo



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Closing Ceremony Program
10 July 2009 • 16:30H

Briefing Opening Ceremony Program	Ms. Lina Hang (Master of Ceremony) National Association of Cambodian Scouts
National Anthem	Siem Reap Council National Association of Cambodia Scouts
Absara Dance.....	Siem Reap Cultural Department
Forum Report.....	H.E Lak Sam Ath Secretary General National Association of Cambodia Scouts
Address	Mr. Abdullah Rasheed Regional Director World Scout Bureau/Asia-Pacific Region
Closing Remark	H.E. Chey Chap Chief Commissioner National Association of Cambodia Scouts
Souvenir Presentation by	H.E. Chey Chap Chief Commissioner National Association of Cambodia Scouts



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Participant's Directory

	Country	Name of Participant	Position in NSO	Email Address
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22		Mr. Rajalingam Ramasamy	Nat'l Hq Cmsr (Programme)	...
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35		Mr. Lim Chong Chau Michael	Scout Leader	mohegan@singnet.com.sg
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39		Mr. Sommart Sungapun	Director, YP & T and Intl Div	sommasun@hotmail.com
40		Mr. ChatChai Prapatson	National Commissioner	chatphdru@hotmail.com

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Staff Organization

Workshop Adviser	HE Chey Chap Chief Commissioner National Association of Cambodian Scouts
	Mr. Abdullah Rasheed Regional Director World Scout Bureau/Asia-Pacific Region
Workshop Director	HE Lak Sam Ath Secretary General National Association of Cambodian Scouts
Resource Speakers	Mr. Paul Parkinson National Commissioner for Adult Training and Development Scouts Australia
	Dr. Evelyn Vicencio National Training Commissioner Boy Scouts of the Philippines
	Ms. Ophelia Chan Assistant Chief Commissioner for Programme Scout Association of Hong Kong
	Mr. Alex Choo Deputy National Programme Commissioner Singapore Scout Commissioner
Workshop Coordinators for Programme	Mr. Syd Castillo Director, Youth Programme & IT, WSB/APR
Workshop Coordinators for Administration	Mr. Sok Seng Yan Secretary General National Association of Cambodian Scouts
Workshop Secretary	Mr. Em Piseth Mr. Chhour Sopannha
Documentalist	Mr. Ly Sovannara Mr. Norn Sokhorn Miss. Meas Solinda
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(Accommodation)	Mr. Pak Samaysochivorn
(Management, Liaison & Documentation)	Mr. Prak Chetra Mr. Pum Thou Miss Kong Davy Mr. Ven Dân
Service Rover for Group I	Miss Tep Sokpanha
Service Rover for Group II	Mr. Hak Channa
Service Rover for Group III	Mr. Neang Keo Sovann
Service Rover for Group IV	Miss Thul Sophon
Service Rover for Group V	Miss Hang Lina

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Time	Tuesday 7 July 2009	Wednesday 8 July 2009	Thursday 9 July 2009	Friday 10 July 2009
0730H – 0830H	Breakfast			
0845H – 0900H	Assembly • House-keeping Announcements • Meditation			
0900H – 1000H	Opening Ceremony	Nuts and Bolts 2	Nuts and Bolts 3	Eureka! (Feedback and evaluation tool)
1000H – 1030H	Tea Break			
1030H – 1130H	Integration, preliminaries and introduction of the forum	Nuts and Bolts 2 (cont'd)	Eureka! (Suggest Solutions and Best Practices)	Thought Engine 3
1130H – 1230H	Nuts and Bolts 1	Eureka! (identify and understand the issue)	Eureka! (Suggest Solutions and Best Practices; cont'd)	Thought Engine 3 (cont'd)
1230H – 1400H	Lunch			
1400H – 1500H	Nuts and Bolts 1	Eureka! (identify and understand the issue; cont'd)	Educational Tour	Concluding Session (Recommendation)
1500H – 1600H	Thought Engine 1	Thought Engine 2		Evaluation and Open Forum
1600H – 1630H	Tea Break			Tea Break
1630H – 1730H	Thought Engine 1 (cont'd)	Thought Engine 2 (cont'd)		Closing Ceremony
1730H – 1830H	Dr. Scout	Dr. Scout		
1830H – 1900H	Free time for participants • Meeting for staff			International Night and Farewell Dinner
1900H – 2030H	Dinner			

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Speech of His Excellency Chey Chap
Chief Commissioner, NACS

Ladies and Gentlemen,

On behalf of His Excellency Im Sethy, Minister of Education Youth and Sport and Vice President of NACS and the National Association of Cambodia Scouts, today I have great opportunity to bring a word from Samdech Akka Moha Sena Padei Techo HUN SEN Prime Minister of Kingdom of Cambodia, the honorable President of National Association of Cambodia Scouts and His Excellency Sok An, Deputy Prime Minister, Minister In-Charge of Council Minister, the President of National Association of Cambodia Scouts, to say warmest welcome all of you to this very important forum and welcome to the land of Angkor Wat Kingdom of Cambodia.

We know how precious your time is in your respective profession, but you all came here because of your commitment to contribute to the development of young people whom we both pledge to undertake. It is our expectation that this four-day forum will be reach our aim at strengthening the collaborative relationship between Youth Developers and Adult Trainers, as an essential towards effective delivery of Youth Programmed and to provide network of support to commissioners of these two areas, namely – Youth Programme and Unit Leaders.

I would also like to take this opportunity to say a big thank to the Regional Scout Bureau to set up this event in Cambodian give us an opportunity to welcome all of very important leader in the regional. Allow me to take this opportunity of inviting you to the Historical City of Siam Reap as our extended hospitality to all.

Please enjoy your stay in this forum and feel free to approach any of our staff for assistance

Thank You.

Remarks of Abdullah Rasheed
Regional Director, Asia Pacific Region

Ladies and Gentleman,

First of all allow me, on behalf of the regional office and on my personal behalf, especially to welcome all of you and our colleagues from the NSO are who have made it to this important forum, the very first event of this nature. It is encouraging that we have 13 NSO's with 40 participants making it a very sizable gathering for sharing and for learning from each other. We have colleagues from all corners of the region as well from those near.

We have wide variety of resource people among us, who are going to share their thoughts and wisdom with you. We have a congenial atmosphere in this beautiful hotel and we are now living in a city of world famous heritage – the Angkor Wat, to enlighten us of the past glorious history and culture of this country. We are delighted to be in here and thanks to Cambodia Scouts for making this happen.

Let me also express particular tribute to our host Cambodia Scouts for hosting this regional event and making it happen. As you would recall, Cambodia was formally admitted to the Movement only just a year ago. They made very steady progress in achieving those requirements for world membership within a short period of time and with great sacrifices and understanding on the part some of the national scout leaders. Hence Cambodia is a very young association, but having a good national team of volunteers and leaders, and young adults who are committed to bring better scouting to Cambodia. We are happy, that the region has been able to support them,

together with some national scout organizations in conducting regular training events in the past 2-3 years and in putting together programme materials. We are confident that the very first batch of about 30 wood badge holders from Cambodia would receive their beads sometime next year making way to establish the beginning of a national training team.

Looking forward, the drafting of a national strategic plan is already scheduled for the coming year. Congratulations to Cambodia Scouts for all these achievements.

Dear colleagues. This forum is important to share your thoughts and to make recommendations to find ways, at national and regional level, on the critical issue of establishing more synergy between Youth Programme and Training. Although expected, we have not achieved much in understanding the holistic approach and complimentary nature that is absolutely required and necessary between the Youth programme and Adult Resources and in particular in terms of Training. Up till now we do find many incidences where these two sections are more or less independent or work with little or no complimentary role. This is true to many national scout organizations. We have also not achieved much at the regional level either, although some linkages have been established, but in reality we are far from what is ideal. We have also not achieved much in terms of the conference resolutions both from the world conferences as well from the regional conferences, which calls upon ourselves to establish this complimentary role and synergy between youth programme and training. Regretfully, some still have the feeling that training is more important and can work independently.

Therefore we hope that with the presence of some of the key leaders from these two sections together at this forum, namely from the training and from the programme, some headway can be found in achieving this synergy and finding ways to compliment each other in the delivery of an effective youth programme for the young people. We have much time in the Forum programme to pick any burning issues and for additional ideas.

Together, we need to find ways to enhance the scout method in the units, how to implement new programme ideas, how to ensure the effectiveness of the advancement scheme, how to develop/create educational materials for the weekly scout meetings. These are the essence of scouting and what makes our activities different than any other youth activity. You have the experience to lead the way forward. Let us commit, at least in our 13 national scout organizations present here to make that difference on the ground so that there is better scouting for more young people in all our associations.

In conclusion, once again let me thank all of you for taking time to be at this forum and willing to share your experiences. To the host country thank you again for making this forum happen in this historic city and for a historic beginning for the development of scouting within the Asia Pacific Region.

Let me also say a big thank you to His Excellency H.E. Chey Chap, who is an instrumental figure in the development of scouting in Cambodia for your presence and for been with us with this morning.

Wish you all a very fruitful and a rewarding time.

Welcome Speech LAK Sam Ath
Secretary General, NACS

Ladies and Gentlemen,

Welcome everybody!

It is with a sense of honor and privilege today to represent the National Association of Cambodian Scouts for briefing to the Forum. May I take this opportunity to present our sincere thank to APRO in providing us the opportunity to host the Youth Programme and Training Commissioner's Forum and thereafter, I would like to extend to all delegation our warm welcome to Cambodia.

Everybody knows, during the 37th World Scout Conference, a resolution was passed urging regions and national Scout organization to create structures that allow an integrated approach and encourage a symbolic relationship between the two areas of Youth Programme and Adult

Resources. In line with the Asia-Pacific Regional Plan and in the light of World Scout Conference Resolution 10/05 (Educational Methods Structures), the National Programme and Training Commissioner's Forum is organized.

Meanwhile, this four-day forum is aimed at strengthening the collaborative relationship between Youth Developers and Adult Trainers, as an essential "ingredient" towards effective delivery (implementation) of Youth Programme. This Forum is also aimed to provide network of support to commissioners of these two areas, namely Youth Programme and Unit Leaders.

At the end of four day, the forum participants will be able to:

1. To understand the holistic approach and complimentary nature between Youth Programme and Adult Resources (reference World Scout Conference Resolution 10/05);
2. To identify burning issues and discuss possible solutions in these areas which maybe a useful tool in national Scout organizations; and
3. To promote fellowship and create network among National Programme Commissioners and National Training Commissioners.

In other words, the Forum will provides avenues to broaden the participants' international viewpoint and cultivate the spirit of regional cooperation in scouting. It is an outstanding example of exchange experiences and awareness among Commissioners and Participants in these programmes and built up a foundation of productive partnership among National Scout Association of Asia Pacific Region.

Dear Brother Scouts, Distinguished Participants and Guests, Excellencies, Ladies and Gentlemen,

In order that the Forum could provide fruitful sharing experiences to Commissioners and Participants from the host Country, I would like to briefly share the future plan of the National Association of Cambodian Scouts (NACS) after the admission to WOSM during 37th WSC in Korea 2008, an extensive development work was undertaken and is still on-going. Subsequently, we are planning on these focal areas:

1. System of scout advancement
2. System of leader advancement
3. Post for scout and troop leaders, structure of council and group
4. Improvement of training scheme for Unit Leaders, for Commissioners and for National and International Training Team
5. Improvement of the description of the Unit Leader Training Courses such as Scouting Orientation, Basic Training Course for Unit Leaders, Training assignment etc...
6. Promotion of participation in various community development and service projects;
7. Production of various Scouting literatures; H-Organization of National Jamboree in Angkor Wat – a world heritage site to promote scouting.

One again, I would like to express our warm welcome and deepest confidence to the Forum in bringing us fruitful experiences.

Have a good stay in Angkor Wat wonderland!

Thank you!