

Fueling Group Commissioners: the engine for Scouts Canada

Jay Hoffman

Regional Director, Central Canada– Scouts Canada



Scouts.ca



Townhall Agenda

- Our Mission – “the WHY!” – Youth Development
- The “Big Picture” & Changing Landscapes
- The Case for Change in Scouting (in Canada)
- Focus & Segmentation
 - Scouting Relationship Support Model
 - Key 3 Model – Shared Leadership
 - Group Commissioner Training
 - Canadian Path Navigator
 - Scouter Development (Competency Framework)
 - Summer Programming



Together - we can make a major impact!

MISSION: To help develop well-rounded youth, better prepared for success in the world.

VISION: Youth making meaningful contributions to creating a better world.



Lots of Members

Engaged Youth,
Volunteers & Parents

+



Great Program

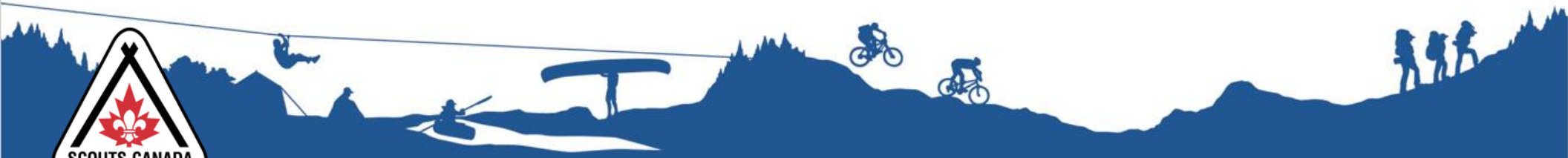
Well-Rounded
Youth Development

=



Better World

Success in the Community,
Society...Canada





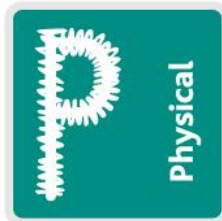
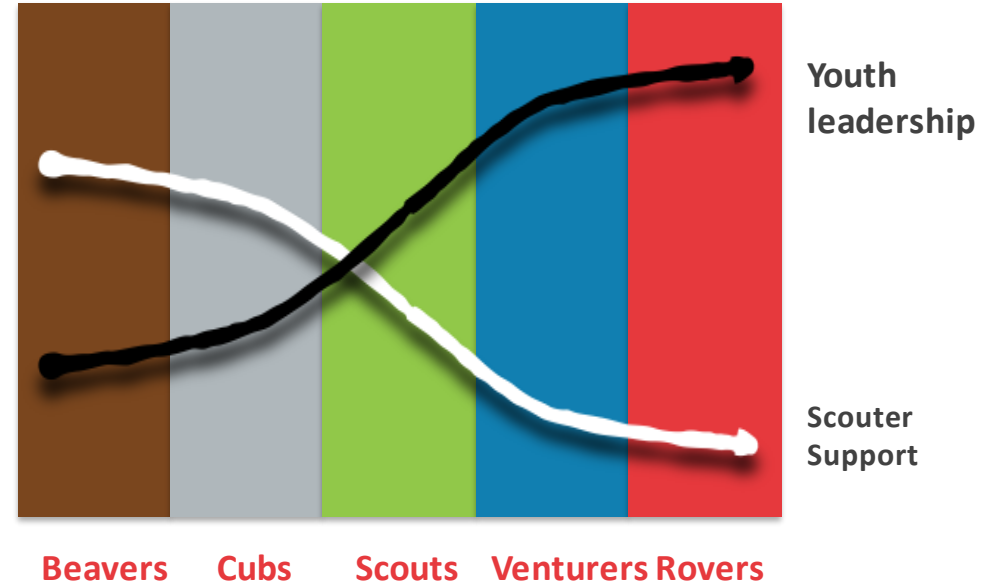
Well Rounded Youth :Canadian Path Program Objectives



Scouts non-formal education model and Canadian Path are designed for Well-Rounded Youth Development



1. Law and Promise
2. Learning by doing
3. Team (Patrol) system
4. Symbolic framework
5. Personal progression
6. Nature
7. Adult Support



Scouts Canada: Canadian Path Outcomes (SPICES)



- Interpersonal & Socialization skills
- Leadership skills
- Physical fitness
- Health & safety mindset
- Problem solving skills
- Success at school
- **Honesty and trustworthy**
- **Treat others with fairness**
- **Self-confidence**
- **Empathy & Resilience**
- Philanthropy / Volunteerism
- **Appreciation of nature & Environ't**



CURRICULUM (THE CANADIAN PATH)

Key Metrics: Content Use, Parent Satisfaction

- (Core) Six Program Areas
- (Supporting) Outdoor Adventure, Personal Achievement, STEM, etc...

INSTRUCTIONAL CONTENT

Key Metric: Content Use

- Award/Badge programs
 - OAS
 - Top Section
 - Personal Achievement
- Trail Cards
- Program Tools
- Program Partnerships

THE SCOUT METHOD

Key Metric: Program Maturity

- Patrol (Team) System
- Youth involvement in Section leadership
- Personal goal setting
- Parent engagement
- Planning
- Post-adventure review
- Unique adventures
- Program Area balance

VOLUNTEER SUPPORT

Key Metric: Volunteer Engagement

- Scouter Development
- Local & Virtual Support
- Group Health
- Scouter Tools

OUTCOMES: SPICES

Key Metrics:

- Observation of PYD
- Youth Tenure/Retention

Well-rounded citizens with pro-social behaviors:

- Interpersonal skills
- Socialization skills
- Leadership skills
- Physical fitness
- Health & safety mindset
- Problem solving skills
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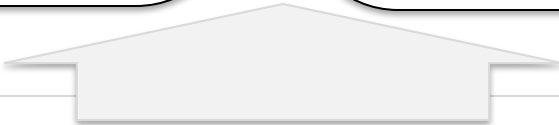
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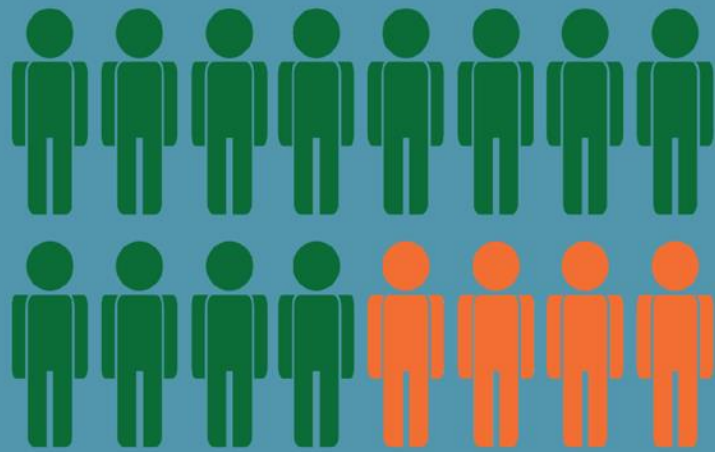
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BSA partnered with Tufts University to conduct a study to prove the positive youth development outcomes



2,000+

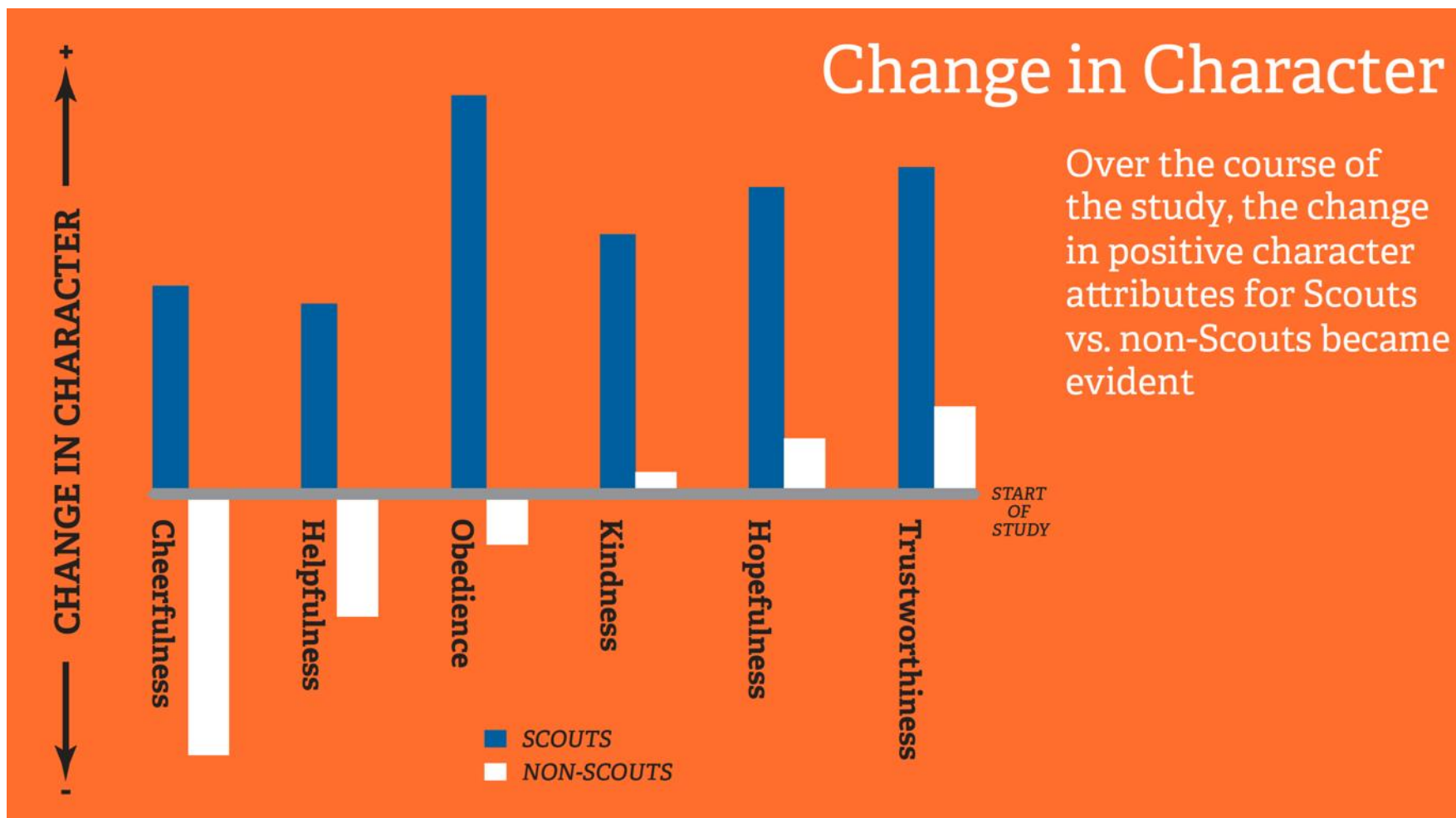
Scouts and non-Scouts aged 6-12 from across the Philadelphia area were measured in 6 key areas:



*Hopeful Future Expectations



Over 3 years, the difference between Scouts & non-Scouts widened in all positive character attributes



Meeting attendance, tenure and engagement were found to be critical behaviors that delivered the improvements



- Higher, and regular, attendance increases and sustains positive developmental attributes

PROGRAM QUALITY



- Continuance in the program – i.e. increasing tenure in Scouting supports higher academic progress

LINKING & PROGRESSION



- Highly engaged youth who are registered in highly engaged packs report higher character attributes

PROGRAM DIVERSITY SCOUTER COMPETENCY



The World has
changed
but...



We have huge
potential if we
adapt

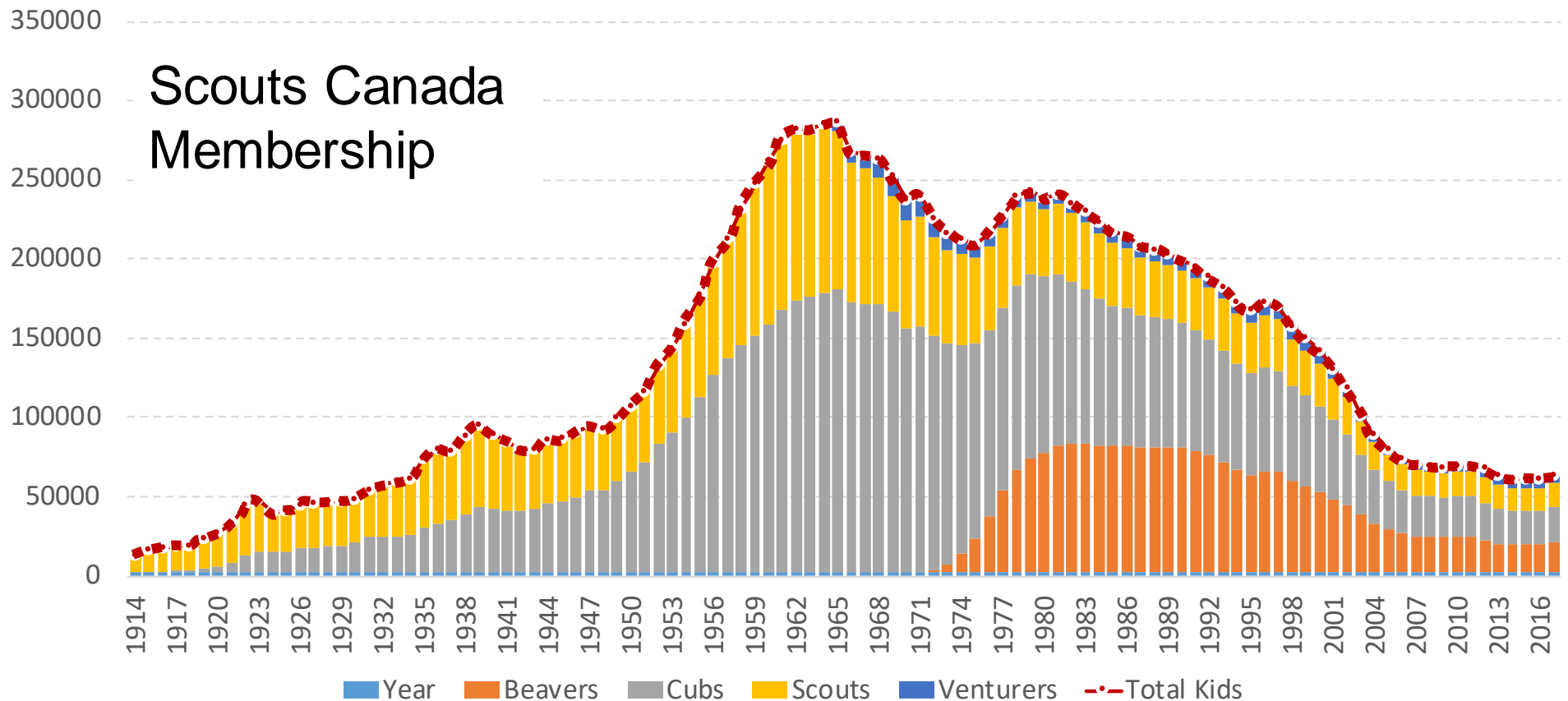


What keeps me up at night?

.....[Relatively speaking!]

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- Is Scouting's decline a "local" phenomenon or more societal?
- Regardless, what can we learn and do differently?
- What does it tell us about future trends, headwinds & tailwinds?



Perceptions of Scouting

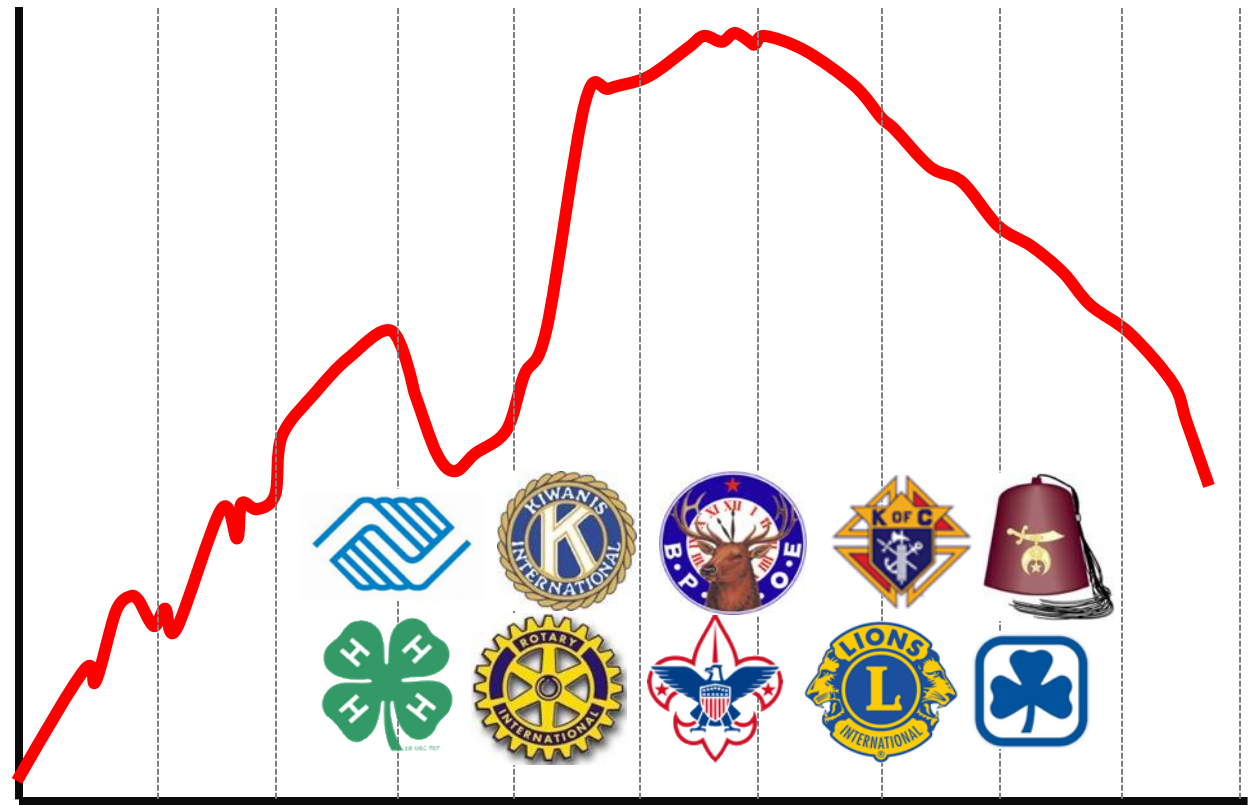
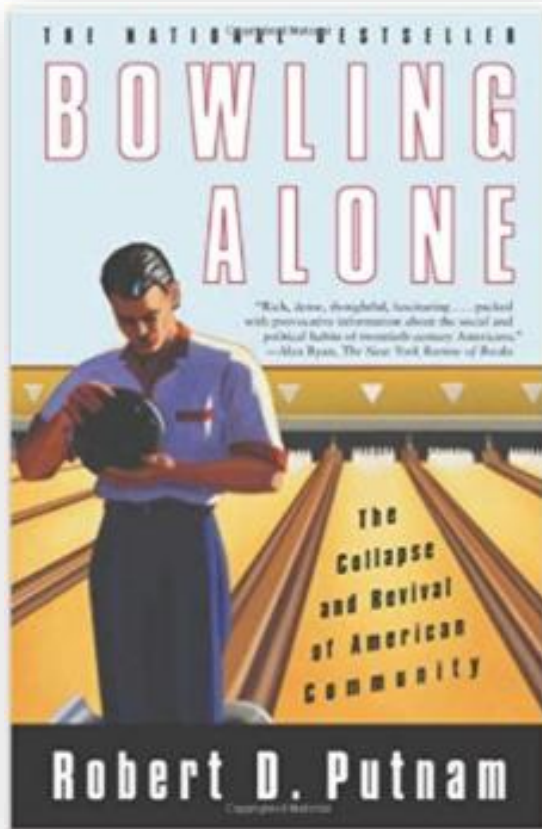
Outdoors, Camping, Badges, Old-Fashioned, Religious, Militaristic, Non-diverse, Boys-only, Extinct?



A broader decline in civic engagement ...

.... declining participation in community programs

The collapse of community & social capital in North America...what happens next.....?



1900 1910 1920 1930 1940 1950 1960 1970 1980 1990 2000

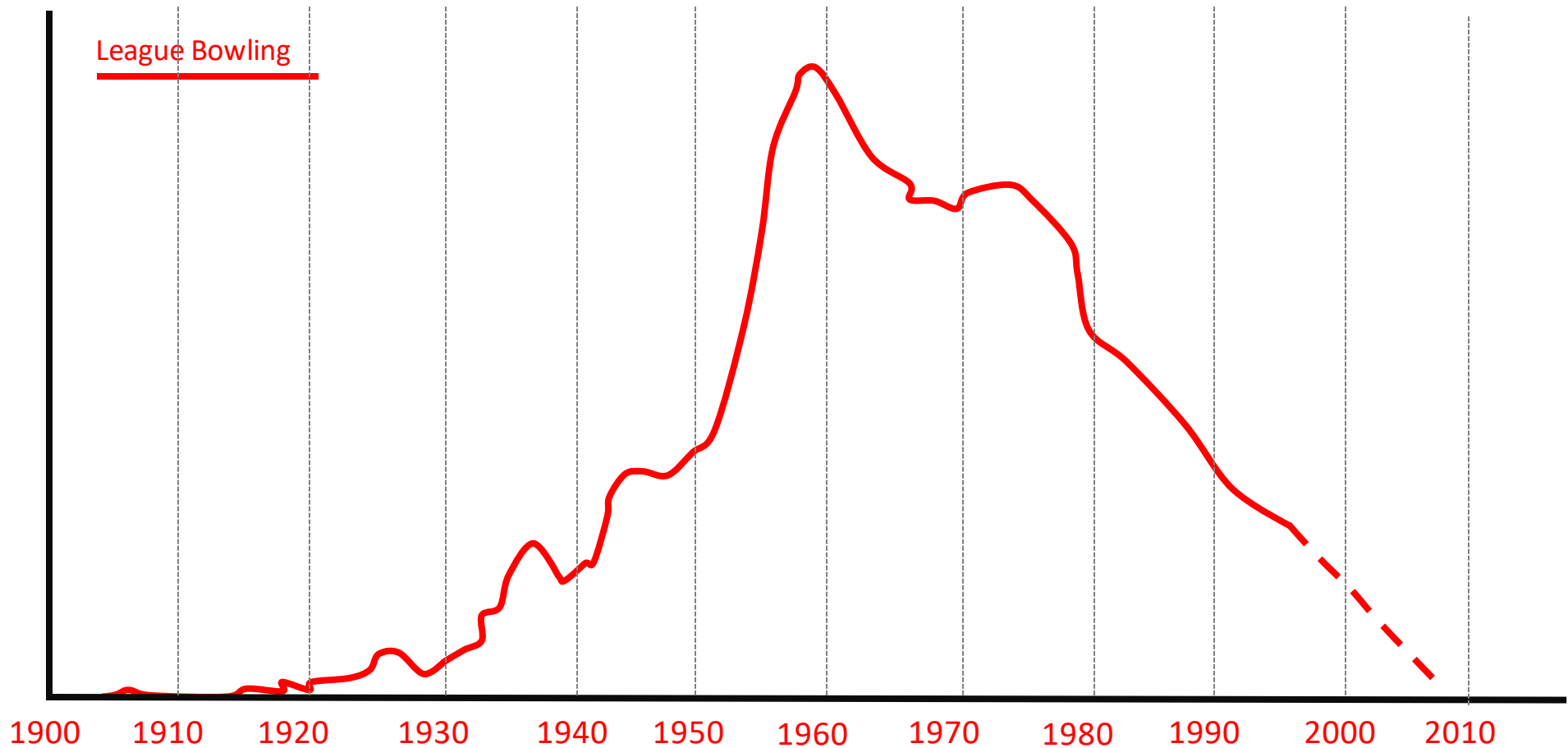
Membership Rate in 32 US Chapter-based Associations

(Robert Putnam, *Bowling Alone: The Collapse and Revival of American Community*, 2000)



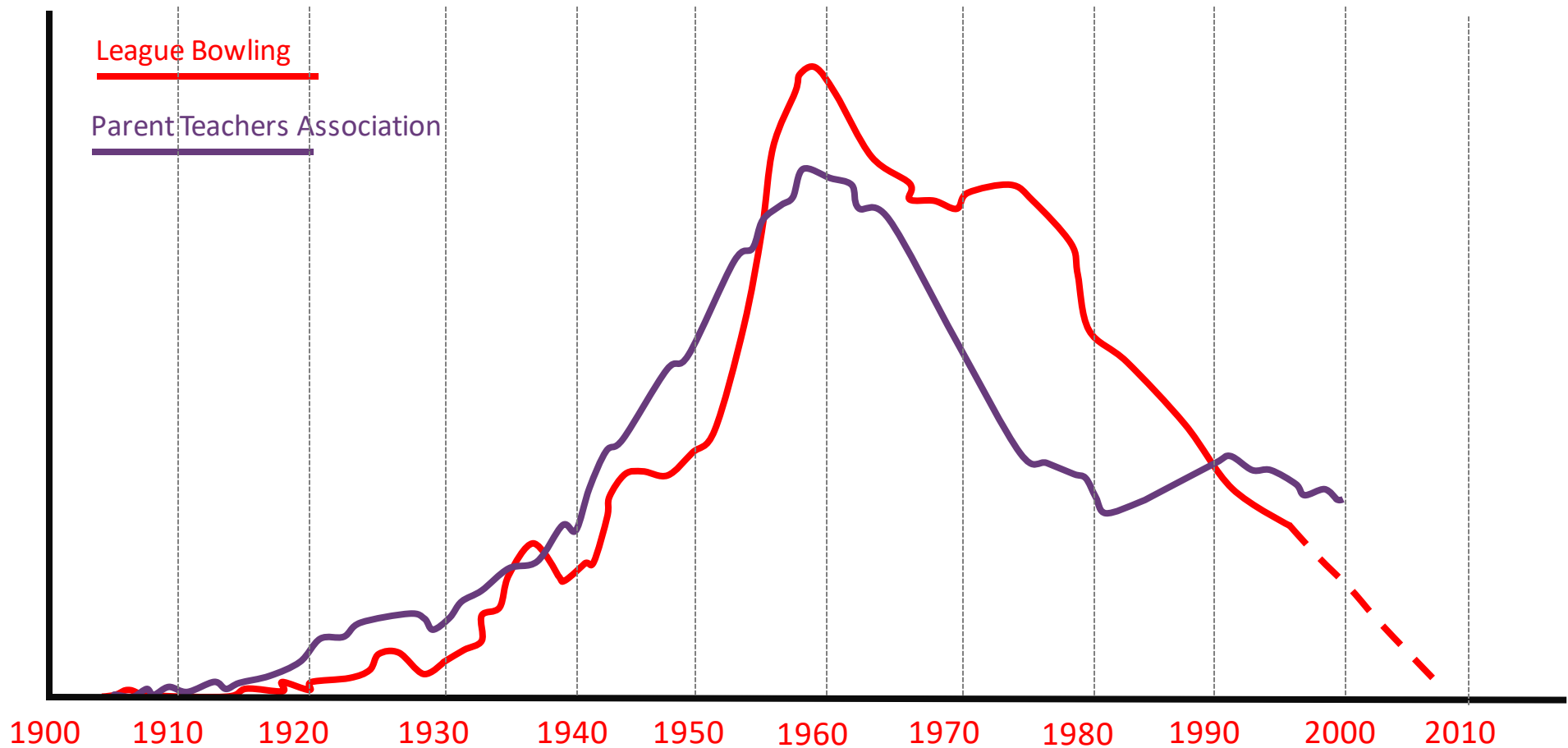
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Decline in American civic engagement including participation in community programs



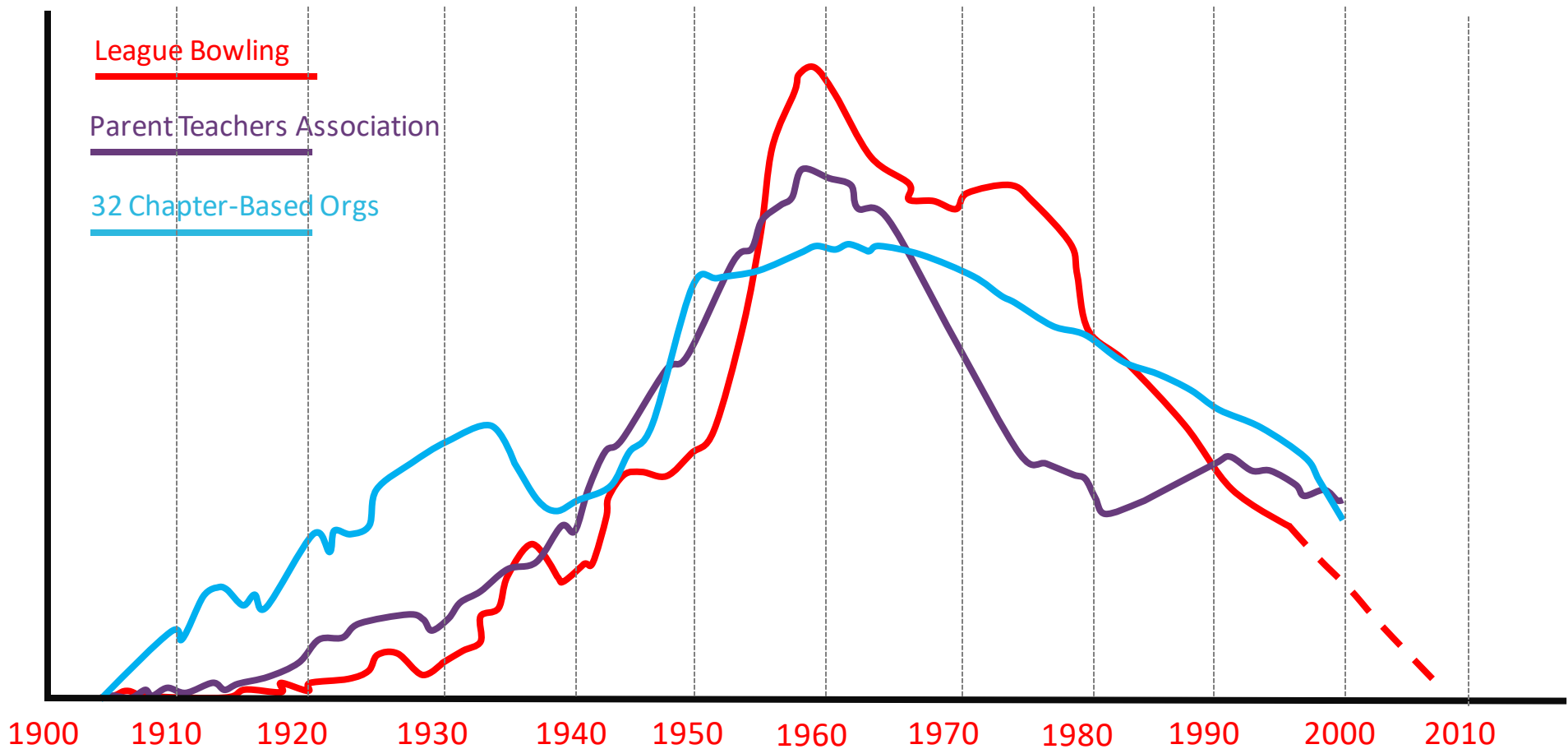
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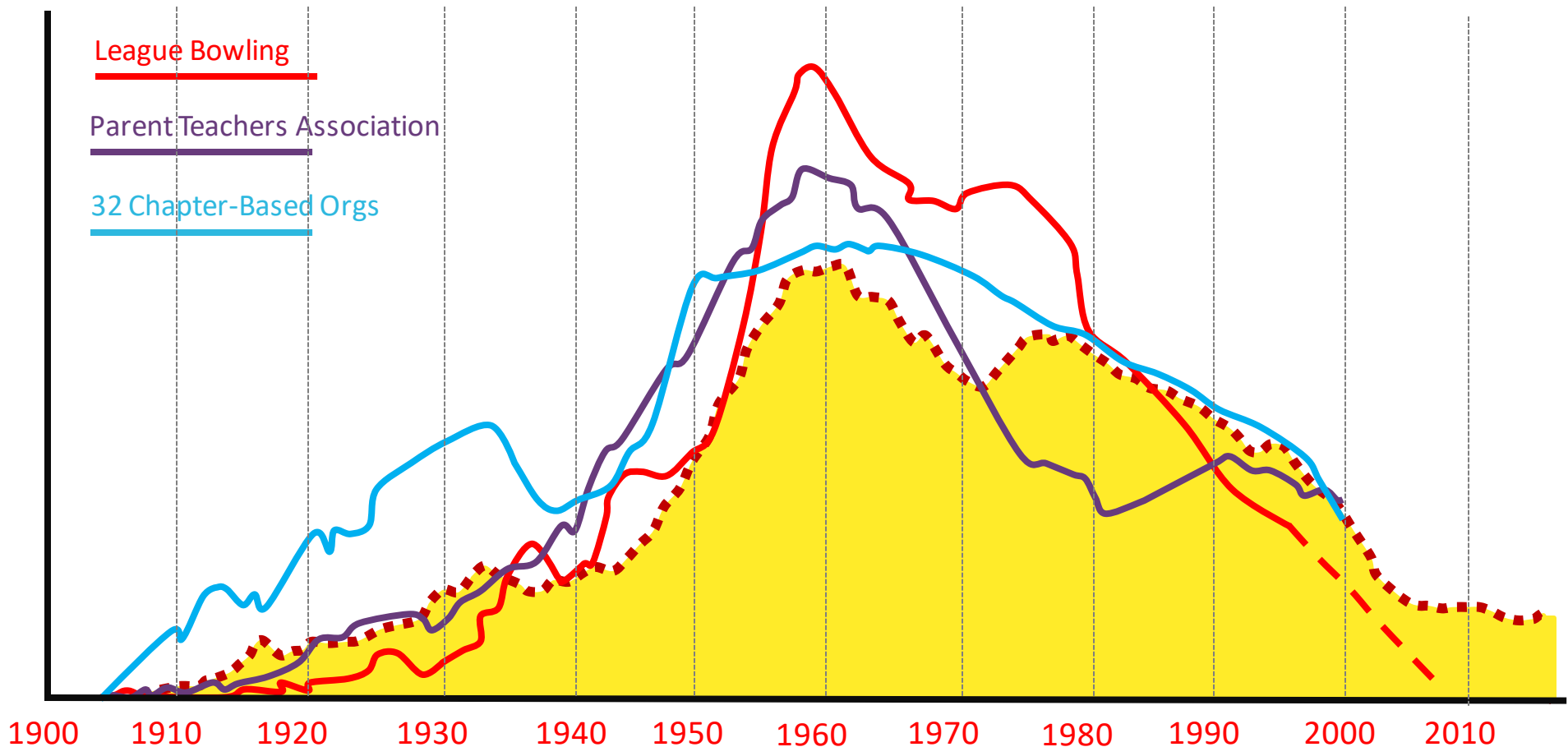
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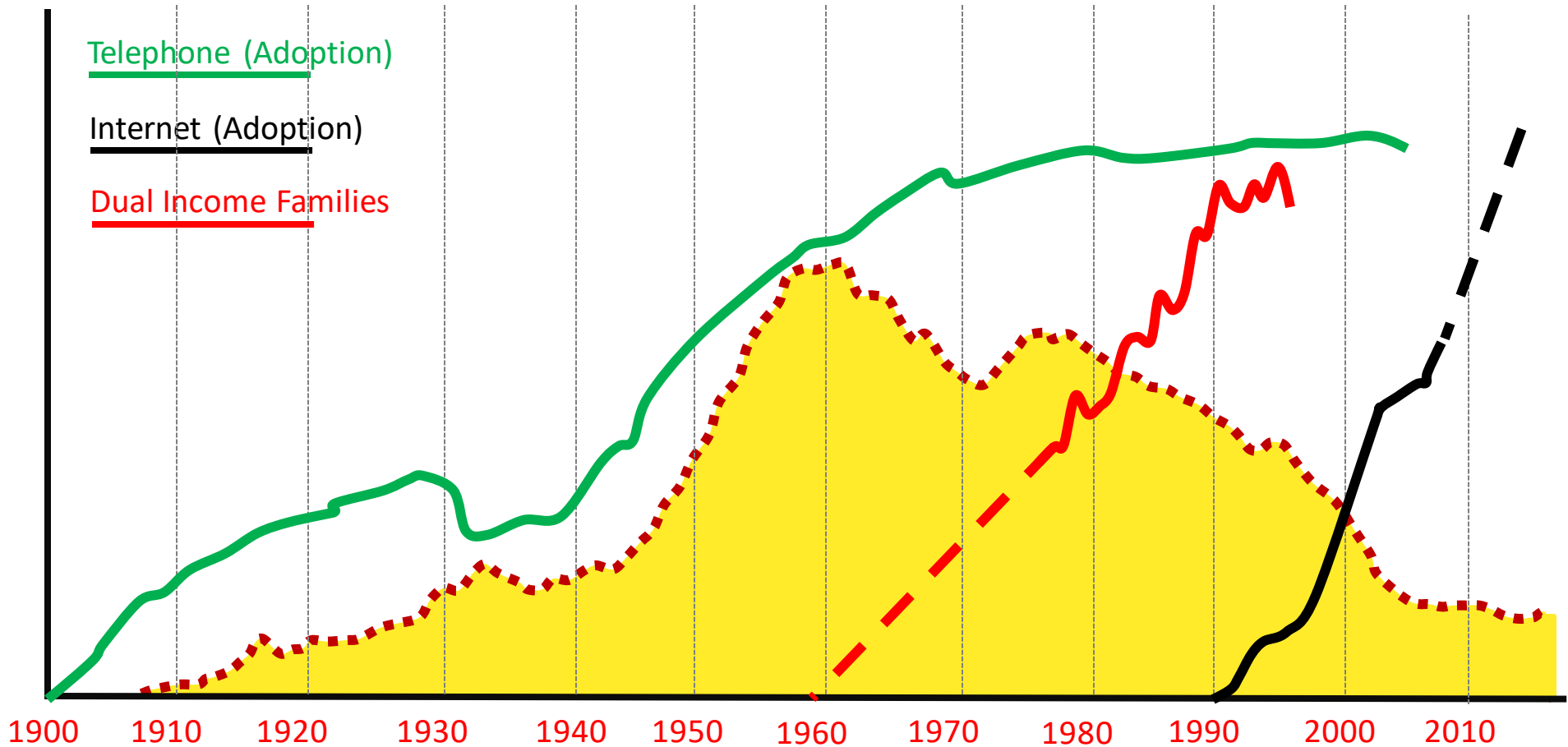
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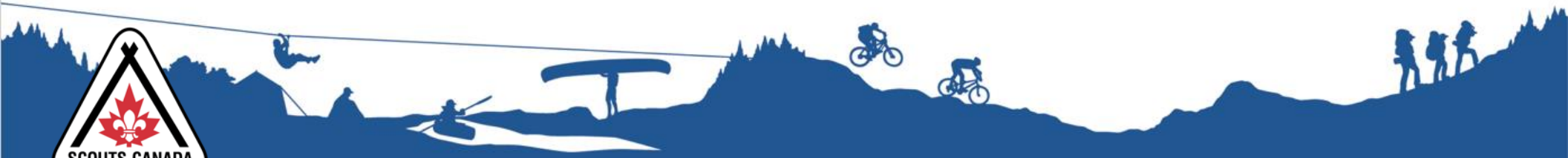
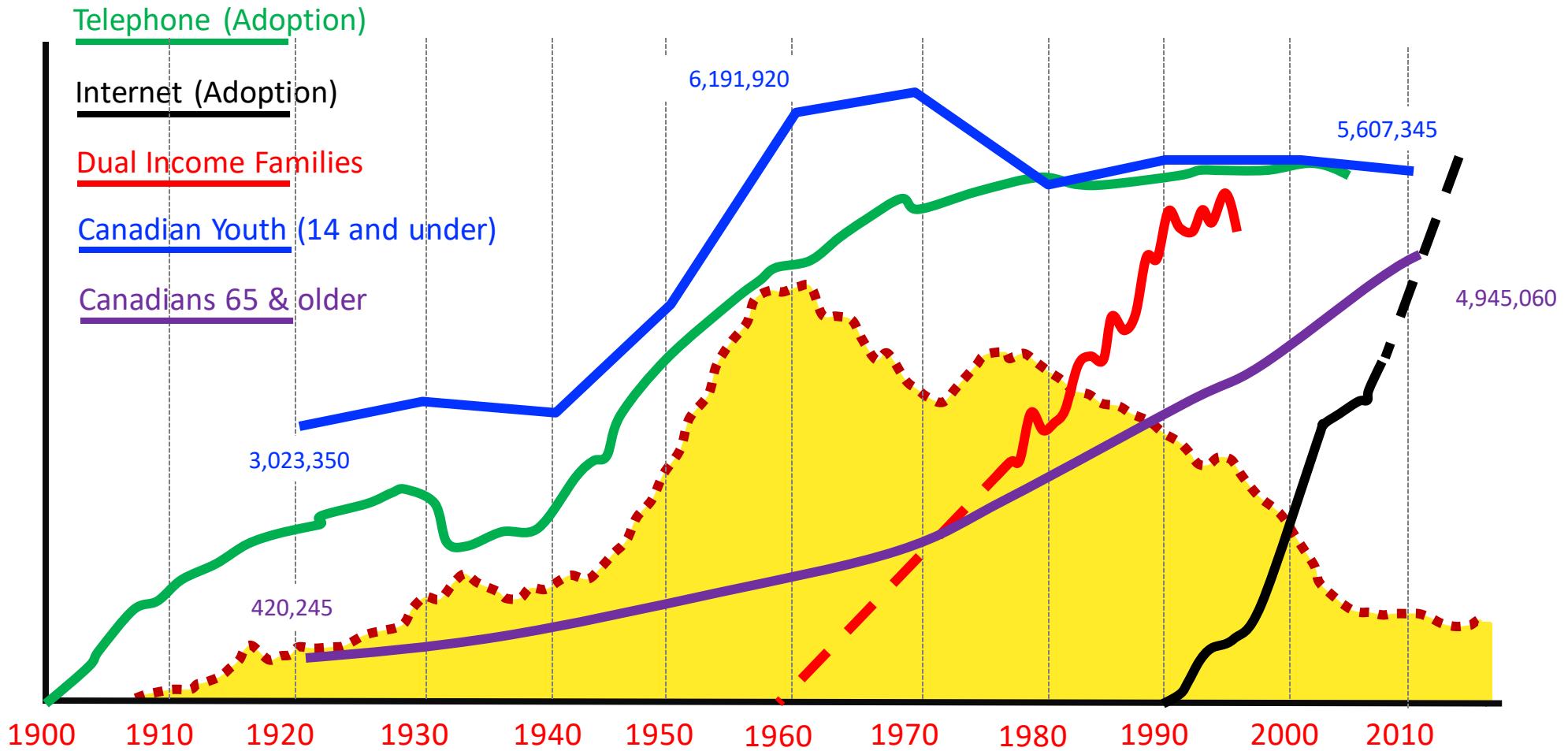


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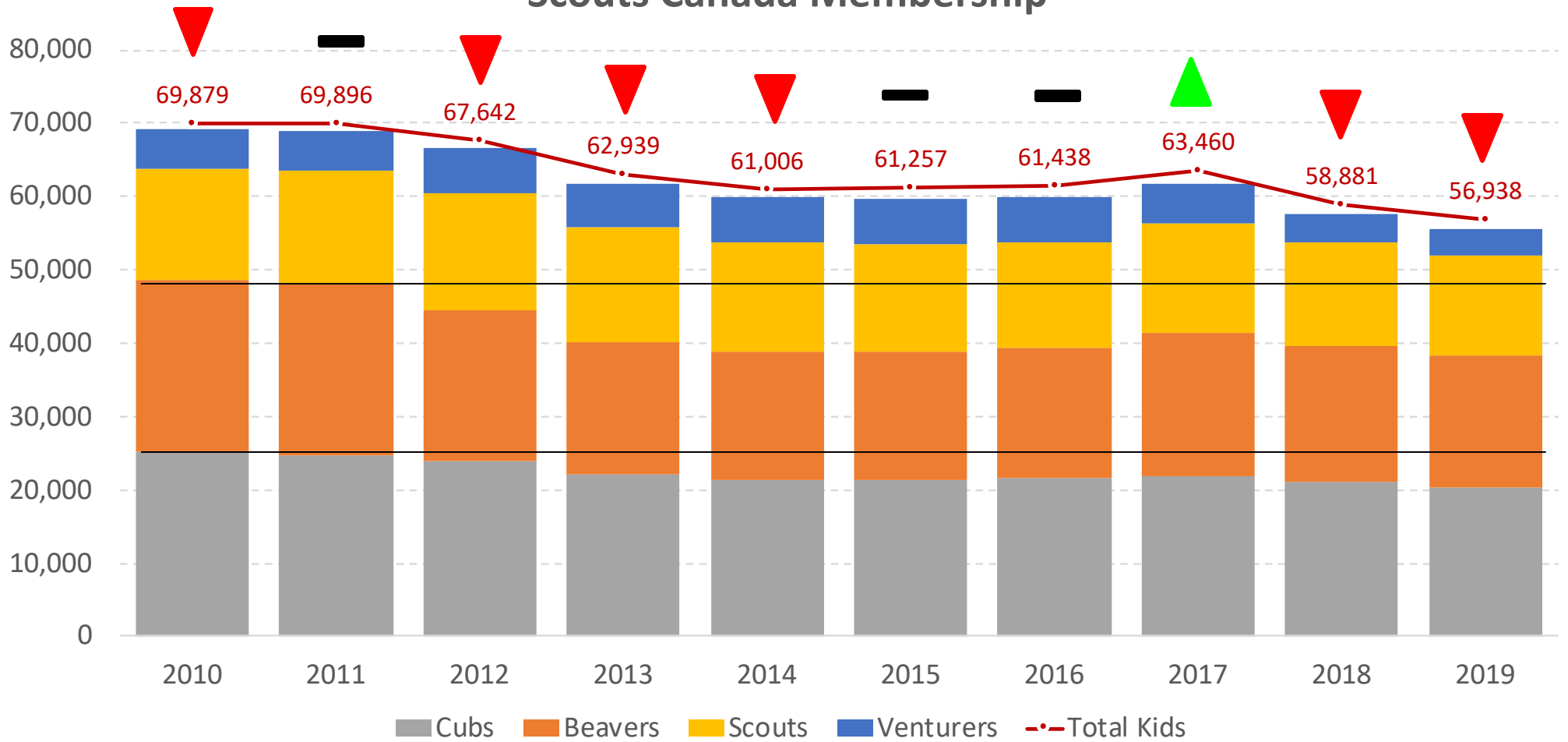


US, Global & Society scale trends leading to the collapse of community & social capital

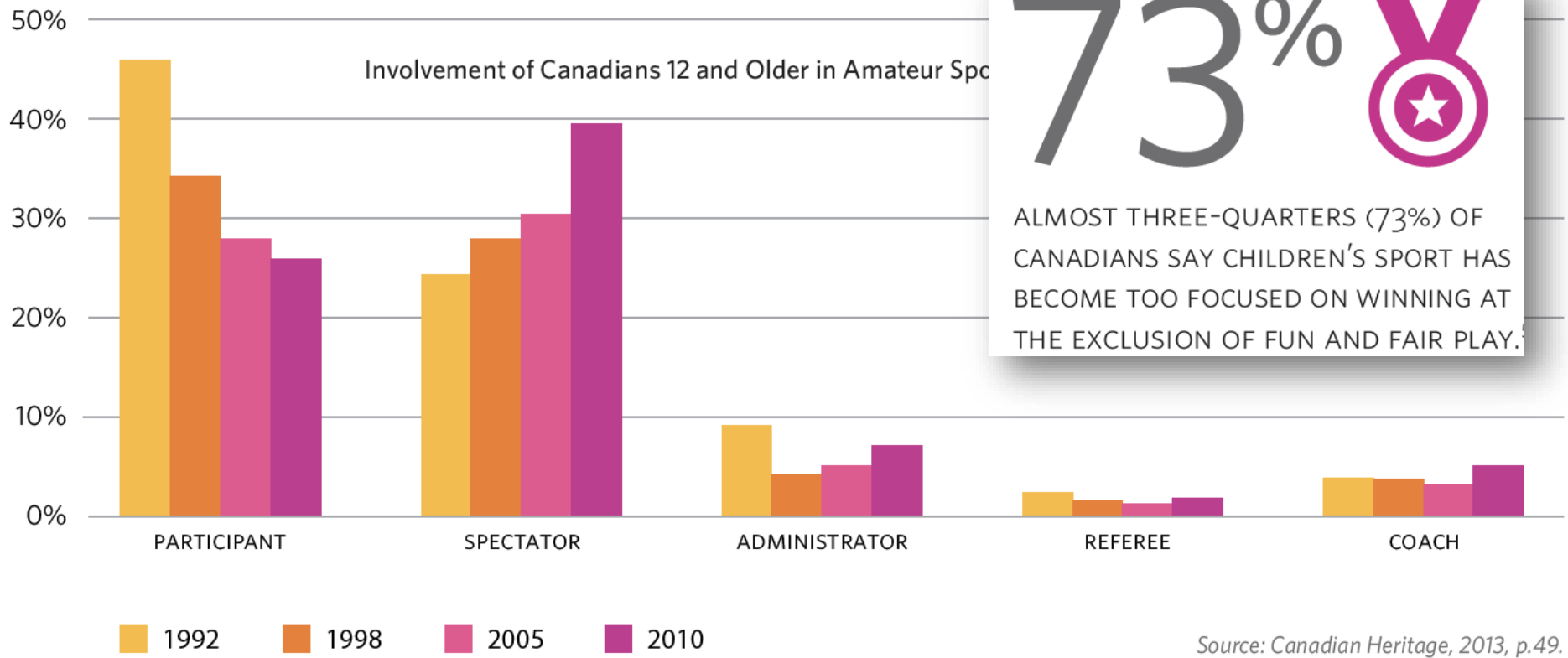


Arrested the 50 years of decline with 10 years of flat membership – but ... stalled growth

Scouts Canada Membership



Sport has the same challenge: Canadians are shifting from participant to spectator in all amateur sports



- Lack of enjoyment
- Lack of time and interest
- Widening gender gap
- Cost, Fun, Inclusion...



VitalSigns[®]
Community foundations taking the pulse of Canadian communities.



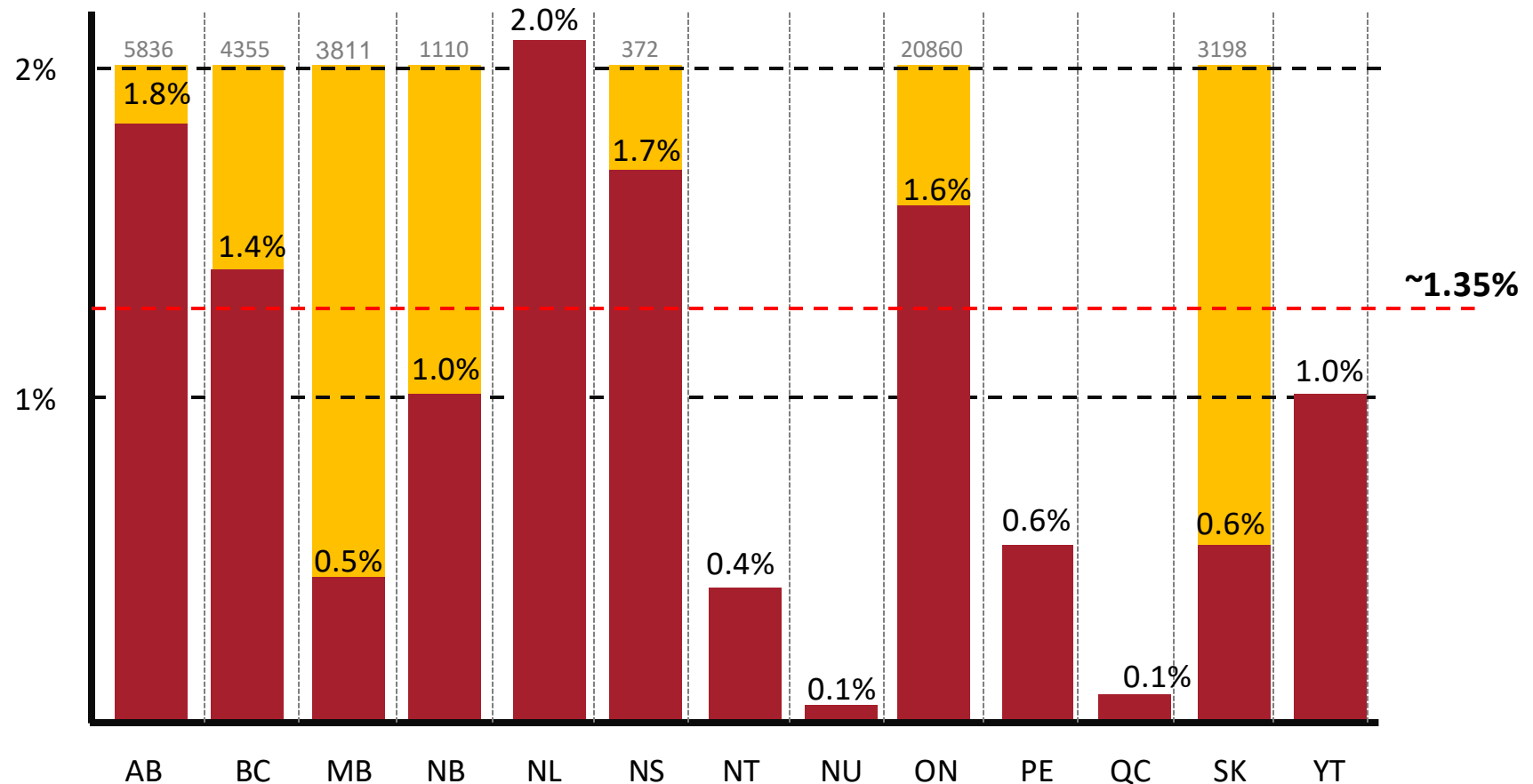
COMMUNITY FOUNDATIONS OF CANADA
all for community.

IN PARTNERSHIP WITH

TRUE SPORT
FOUNDATION

Focus 1: Increase Market Share – Grow Capacity

An increase in market share to just 2% ~ 100,000 youth



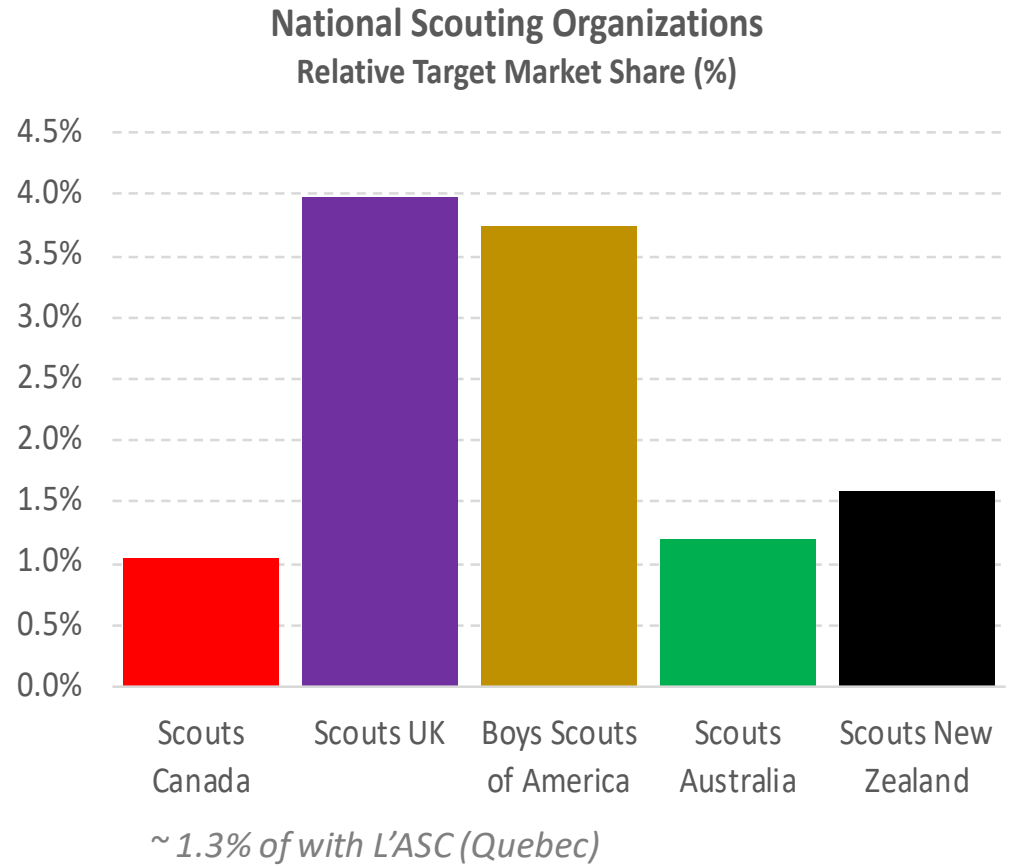
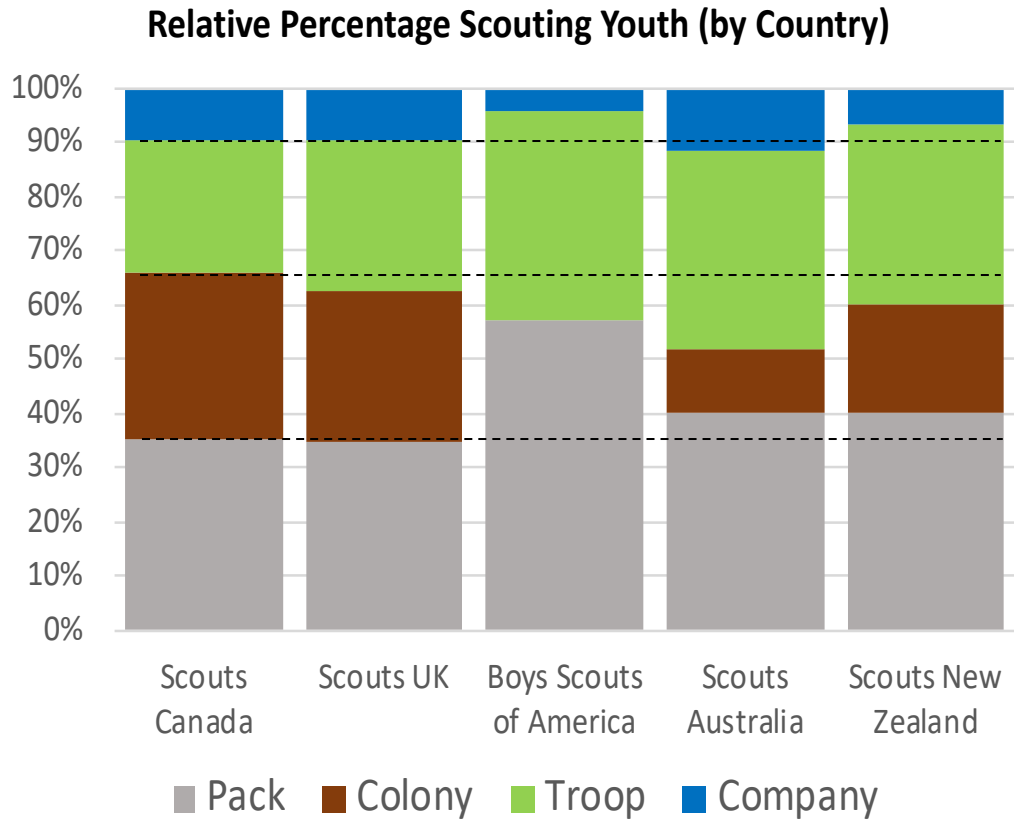
Colony, Pack & Troop Membership / Target Age Population [Market Share]

Data from MBA study – TAP calculated using population 0 – 14 years (not 5 – 13) – thus, numbers maybe slightly 'light'. Average from this data set = 1.35% of TAP as calculated.



Focus 1: Increase Market Share – Grow Capacity

Relative to other comparable National Scouting Organizations (NSOs) we have the lowest market share





Organizational Focus : Support for Groups & GCs



Strengthened Scouting Relationships to Support Great, Safe Scouting Adventures

WEST: 5 Councils

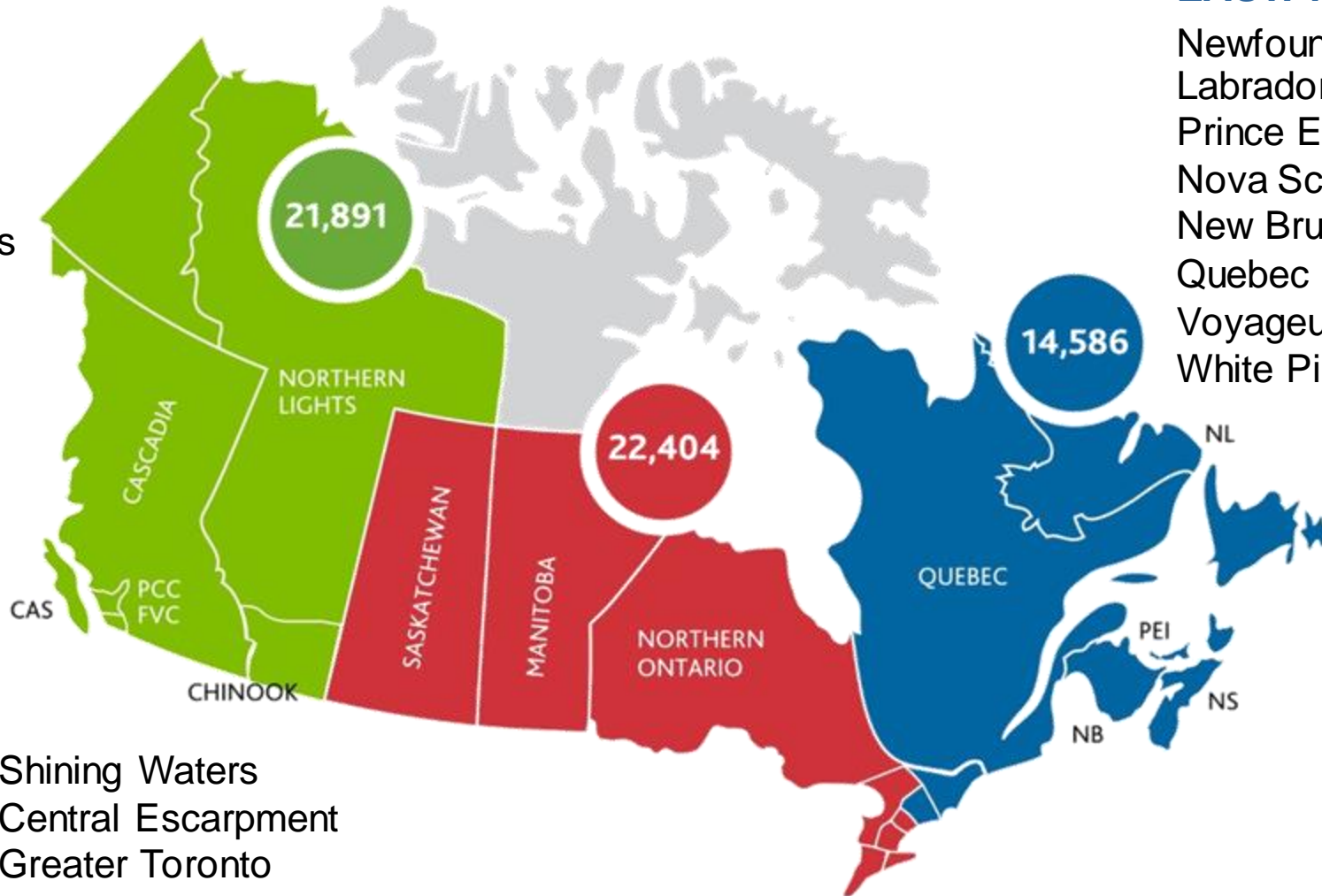
- Chinook
- Northern Lights
- Cascadia
- Pacific Coast
- Fraser Valley

CENTRAL: 8 Councils

- Saskatchewan
- Manitoba
- Battlefields
- Tri-Shores
- Shining Waters
- Central Escarpment
- Greater Toronto
- Northern Ontario

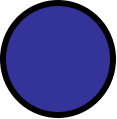






EAST: 7 Councils

- Newfoundland and Labrador
- Prince Edward Island
- Nova Scotia
- New Brunswick
- Quebec
- Voyageur
- White Pine

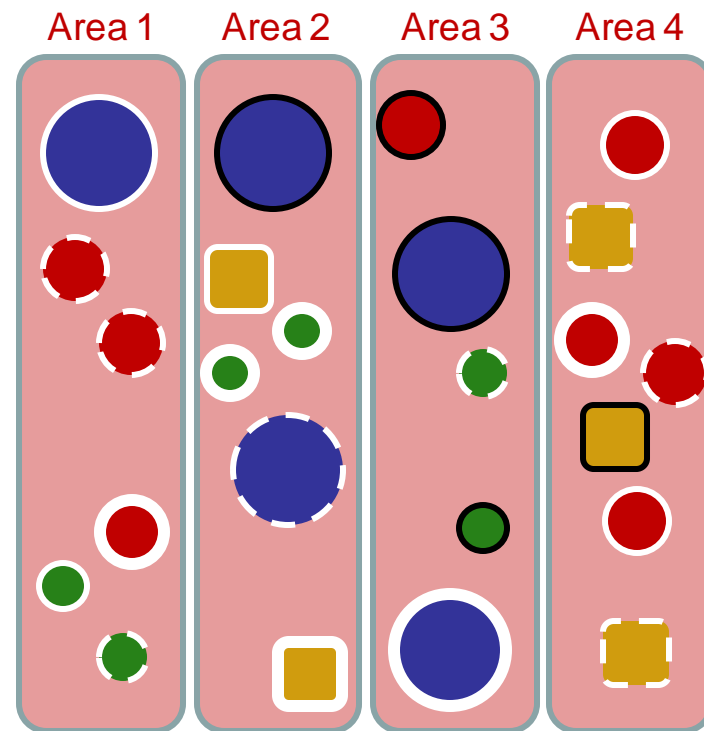


Current Area / Geographic model does not connect groups with common problems

A typical Collection of Groups (Area)

-  Large Groups (>150 youth)
e.g.: 3 colonies (75 kids) + 3 packs (72) + 1 troop (45) and 1 Company (16)
-  Medium Groups (>50 youth)
e.g.: 1 colony (24) + 1 packs (24) + 1 troop (12)
-  Small Groups (<30 youth)
e.g.: 1 colonies (<10 kids) + 1 packs (<10)
-  Church Sponsored Groups
-  Groups with buildings
-  Rural Groups
-  Metropolitan Groups

Legacy State (ASM)

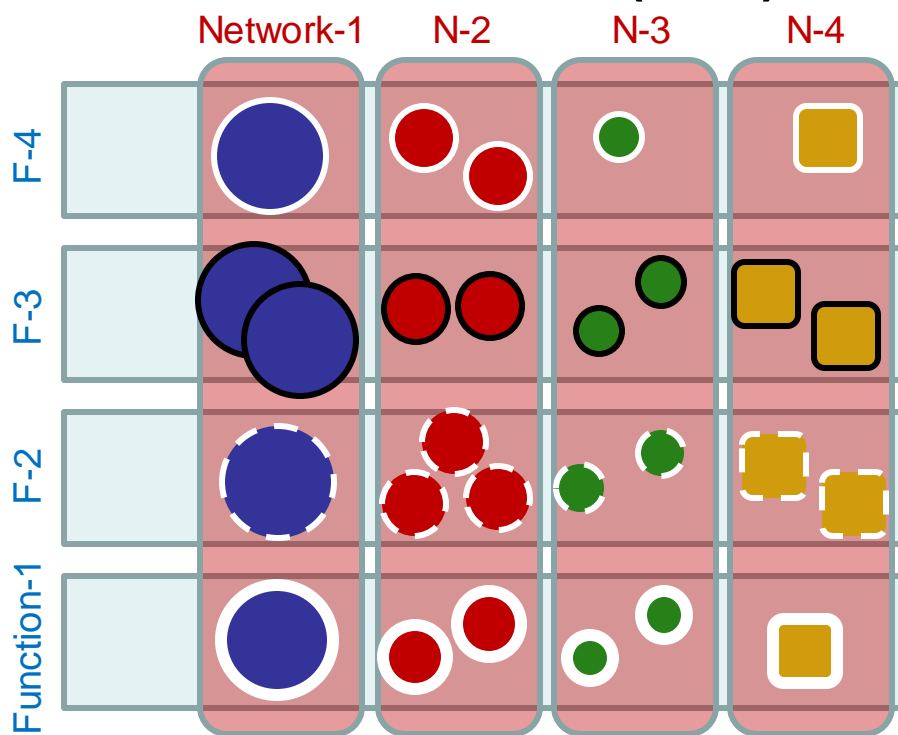


Not customer (GC) focused
Often lack common challenges / solutions
ASMs not assigned based on subject expertise & lack the opportunity for development of core skills / expertise

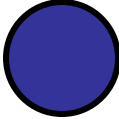








An updated approach to Scouter Relationship Management – GC support focused

Future State (SRM)



“Network” concept – fluid & flexible

-  Large Groups
-  Medium Groups
-  Small Groups
-  Church Groups
-  Groups with buildings
-  Rural Groups
-  Metropolitan Groups

- “Customer” GC Support focused
- Based on needs / challenges of groups
- Networks based on common solutions / gaps
- Creates opportunity for partnering
- Grows capacity (teach to fish)
- SRMs can be assigned for skill / strength development or current



Providing Group Support

The role of the AC / SRM / Support Team

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Helping GCs
be the Best in
their Role

Helping
Sections &
Groups Grow

Helping Every
Scouter be
Ready to
Serve

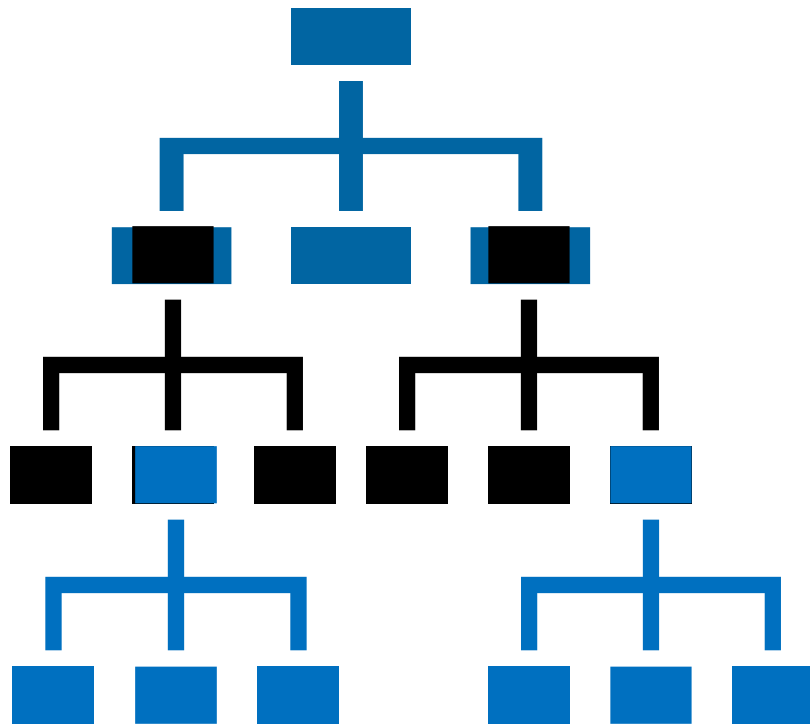
Helping Every
Section be on
the Canadian
Path

1. Use **health checks** to gauge required support and needs.
2. Support GCs to ensure all sections have a **safe, quality program**.
3. Support GCs to ensure all Scouters become **ready to serve** through screening, orientation & development.
4. Engage GCs to ensure they **build capacity** to enable youth to join.

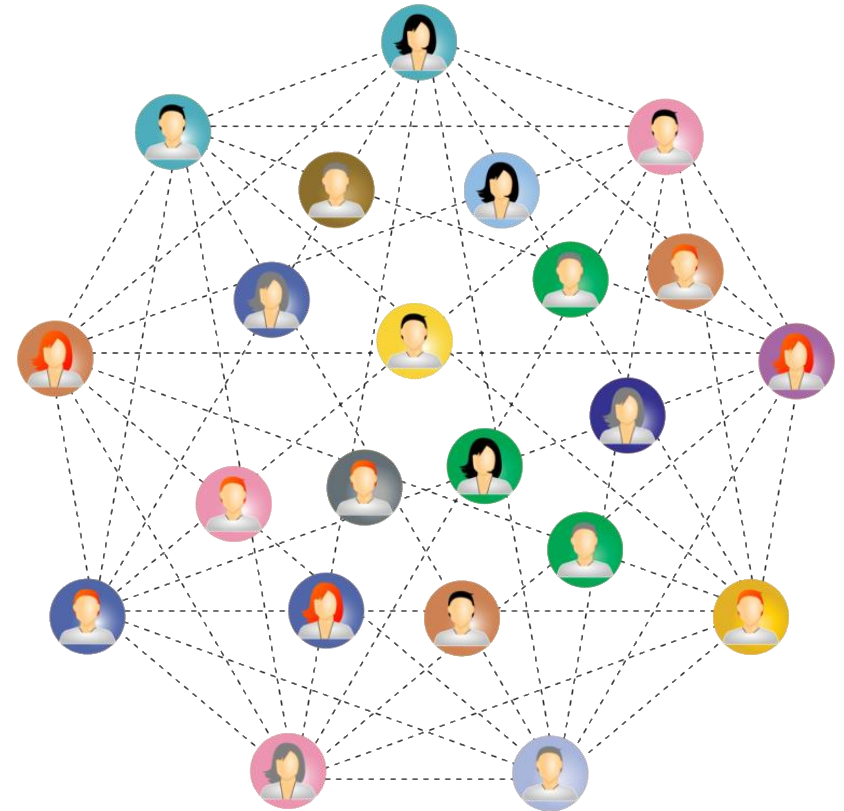


An networked approach to Group support

From: Hierarchy



To: Integrated Network



Group Health / Engagement - "old" example



Group Health Check

The Group Health Check is designed to help Area Commissioners assess the health of their various Groups. The Health Check should be based on the outcomes of the Area Commissioner's visits to each Group and should be completed at least 3 times annually. The purpose of the health check is to facilitate the development of support action plans for each Group in the Area.

It starts with Scouts.

Group		Date		
Youth Membership & Participation		Green	Yellow	Red
Youth membership in the Group has grown this year		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
%		5% +	0-5%	< 0%
Youth retention rate (% of youth who returned this year)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
%		70% +	62-70%	< 62%
Average youth attendance at regular section activities		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
%		90% +	80-90%	< 80%
Program		Green	Yellow	Red
Sections have 1, 3, and 12 month program plans that meet all program standards		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All	Some	None
Youth in each section are engaged in program planning and leadership (e.g. Sixers Councils, Courts of Honour, Kim/Keeo) in an age appropriate way.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All	Some	None
Sections are working to earn the Scouts Canada Quality Section Award		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All	Some	None
Sections communicate monthly with parents		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All	Some	None
Leadership		Green	Yellow	Red
All sections meet youth-leader ratio and 2-deep requirements at every activity		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All		< 100%
100% of volunteers are trained for their role		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
%		100%	75-100%	< 75%
Group Commissioner has completed visits to each section		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All	>50%	<50%
Each new volunteer has received an orientation and New Scouter Welcome Kit		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All	>50%	<50%
Volunteer retention rate (% of volunteers who returned this year)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
%		70% +	62-70%	< 62%
Section and Group volunteers are engaged and enthusiastic		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes		No
Administration & Support		Green	Yellow	Red
All section volunteers are fully registered and 'ACTIVE'		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		All		< 100%
The Group has a minimum of 3 volunteers supporting Group Operations that are not Section Scouters (e.g. Treasurer, Registrar)		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes		No
The Group has a financial and human resources plan		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes		No
The Group has an active sponsor relationship and is involved in the community		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes		No
Group volunteers receive formal Scouts Canada recognition		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes		No
The Group Commissioner has completed Group Commissioner Wood Badge 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes		No

- Based on the assessment above, provide an overall rating for the Group
- What are the top 3 actions to be taken by the Area in the next 3 months to support the Group?
 - 1.
 - 2.
 - 3.



Group Health / Needs Assessment "old" model

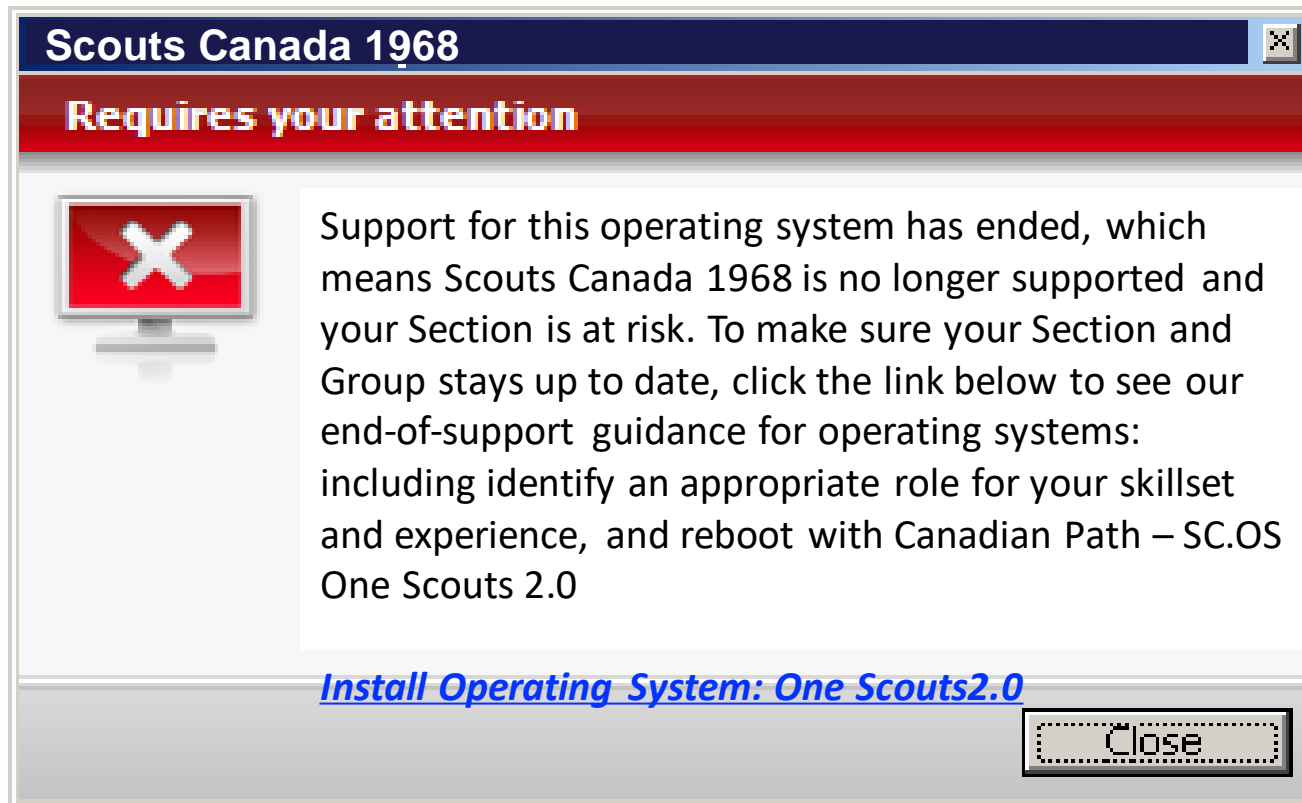
	86 Woodcliff	101 Glendale	137 Springbank	215 Strathcona	257 Elbow Valley
Youth Membership & Participation					w/215
# of Active Sections	2	4	2	7	1
Total # Adult / Youth (excl. GC)	10/29	24/73	11/43	47/145	3/7
Group Committee Members	2	7	8	4	4
Average youth attendance	>90	>90	>90	>90	>90
Program					
1, 3, 12 month plans that meet program standards	All	All	All	All	All
Active youth leadership program sixes / patrols?	No	Yes	Yes	Yes	N/A
Youth engaged in program planning and leadership	Some	Some	Some	Some	Some
Sections working to earn QSA	All	All	All	All	No
Sections communicate monthly with parents	All	All	All	All	All
Leadership					
Volunteer leaders 'Active' / pending)	100%	100%	100%	47/3	100%
GC Members Active / Pending	100%	100%	100%	100%	100%
Active Volunteers with mandatory training	11/11	22/22	18/18	45/44	3/2
Volunteers trained for role (Full WB1)	7/9	20/22	11/18	30/47	0/2
AC or Service Team has completed 3 visits	Yes	Yes	Yes	Yes	No
GC or team has completed visits to each section	All	All	All	Most	Most
Each new volunteer has received orientation and NSWK	All	All	All	All	All
Section & group volunteers engaged and enthusiastic	Yes	Yes	Yes	Yes	Yes
Administration & Support					
Group has financial and HR plan	Yes	Yes	Yes	Yes	Yes
Group has active sponsor & involved in community	No	Yes	Yes	Yes	Yes
Group volunteers receive formal recognition	Yes	Yes	Yes	Yes	Yes
GC has taken GC WB I	Yes	Yes	Yes	Yes	Yes
Top 3 Actions to be taken by the group					
Action 1	New GC	New GC	New Cubs	Verits	Verits
Action 2	New Cubs Lead	Verits	QSA	Leaders	Leaders
Action 3	Sponsor Engage	Fills B, C, S groups (25)	Link within A8	QSA	QSA

	LDS 22 Heritage	LDS 73 4th Ward	LDS 211 5th Ward	LDS 222 Richmond	LDS 266 Spanish
					INACTIVE
	3	3	2	3	0
	17/18	14/34	6/13	13/40	0/0
	6	1	2	6	1
	80-90	<80	<80	>90	<80
	Some	Some	Some	Some	No
	No	Yes	No	Yes	
	Some	?	Some	Yes	No
	Some	No	Some	Yes	No
	?	Yes	?	Yes	No
	100%	12/1	100%	18/1	0
	8/1	100%	100%	5/4	100%
	22/21	11/12	8/8	17/18	1/1
	10/26	9/10	5/7	11/18	0/1
	Yes	Yes	Yes	Yes	Yes
	Some	Some	Yes	Yes	Yes
	All	All	All	All	No
	Yes	No	Yes	Yes	No
	Yes	Yes	Yes	Yes	No
	Yes	Yes	Yes	Yes	Yes
	Yes	Yes	Yes	Yes	Yes
	No	Yes	No	Yes	Yes
	New GC	Full GC Team	Full GC Team	Registered Group	Restart Group
	QSA	QSA	New GC	Full GC Team	Active GC Team
	Merge Groups?	?	Merge Groups?	QSA	Spring Registration



Current O.S. One Scouts 2.0

Operating System Scouts68 is no longer supported





Supporting Groups

: Focus, Segmentation & Empowerment



Consistent & Standardised Group Operations for Mission-Impact Nation-Wide



The Group Commissioner Training & associated Playbook - supports Groups to build a vibrant Scouting community – consistent with National program & requirements

- Target = New Commissioners
- Expands / Enables onboarding
- Focus on mission alignment
- Support for core skills



Group Commissioner Training Program

A consistent and Standardised Scouting experience nation-wide

TEAM

People Management
“The How “



VOLUNTEER FOCUS

Engagement,
Performance,
Competence



MISSION

Priority Alignment
“The Why - for
Scouting”

CORE SKILLS

Risk Management
Planning & Standards
“The What “



Consistent Group Operations

Group Commissioner Playbook



- 1. Buck Stops Here!**
 - Accountable for the success of the Five Priorities within his or her Group
- 2. Group Management Calendar**
 - High quality Scouting programs & experiences - consistent with our brand
- 3. Scouts Canada's Brand**
 - Delivering on our promise
- 4. Program Cycle at a Glance**
 - Key Group activities of the program cycle
- 5. Playbook Focus**
 - A focus on core policies, standards & procedures
- 6. Group Roadmap**
 - How to implement in your Group



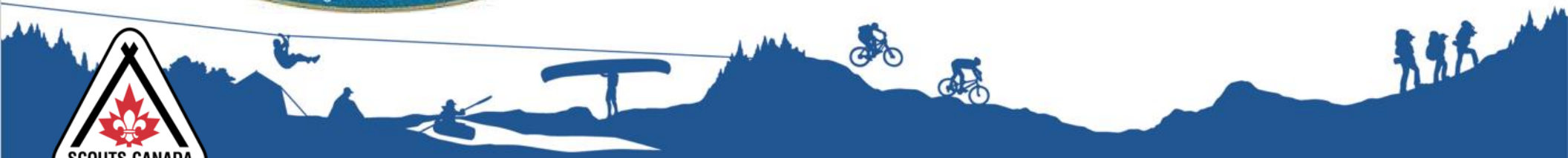


Supporting Program Quality : What good looks like!



Welcome to the Canadian Path: now what?

We don't know what good looks like!



The Woggle: Scouter Essentials Made Easy

49



Version française

THE WOGGLE
Scouter Essentials Made Easy

Welcome to the Woggle!

In a day and age where most of us are bombarded with digital clutter, there are some messages that were more than happy to discover when we check our email.

The Woggle is a brand new, quarterly Scouting newsletter with a focus on program support. Each season, you can look forward to articles by Scouters from across the country as they share their successes and discoveries along [The Canadian Path](#), as well as tips for making your weekly meetings and weekend outings run more smoothly. Find helpful program resources and much more!

Were pretty excited about *The Woggle*. We hope you will be, too.



Where are you **on the Path?**

Since Scouting in Canada set out on a new trail for its program by creating [The Canadian Path](#), many youth and Scouters have embraced all kinds of exciting new adventures. Our Scouting culture has shifted to something that makes us unique not only in Canada, but in the world. As we settle into our new journey, we are now hearing stories from across the country about Sections taking their programs to new heights.

[READ MORE](#) [EXPLORE THE NAVIGATOR](#)

Check out our first-ever newsletter for The Woggle and tell us what you think!
<http://bit.ly/2EgeJkH>




The Woggle: Scouter Essentials Made Easy

CANADIAN PATH NAVIGATOR



The Canadian Path program is the way Scouting is done in Canada. Developed by Scouts Canada, this well-rounded program offers youth aged 5 to 25 an opportunity to experience new things, to have more adventures, and to develop into confident and capable individuals better prepared for success in the world. From Beaver Scouts to Rover Scouts, The Canadian Path represents an opportunity to provide youth with a program that is modern, but consistent with the Scout Method.

Implementing The Canadian Path requires both Scouters and Scouting youth to learn and practise some key behaviours. While the adventures that make up experiences on The Canadian Path are fundamentally youth-led, the behaviours that will make the program successful, can be qualitatively measured and evaluated.



MEASUREMENT OF BEHAVIOUR



Youth-led
Utilization and consistency of the Patrol (Team) System
Degree of youth involvement in Section leadership

SPICES
Degree of youth goal-setting and review of personal progression
Degree of parental engagement

Plan-Do-Review
Utilization of planning and degree of youth input (short-term, seasonal, long-term)
Utilization of reviews after adventures to identify lessons learned and near misses

Adventure
Degree of program "freshness" (unique adventures)
Degree of Program Area alignment and balance

Continuous Improvement
Utilization of seasonal Program Quality Assessments and degree of youth input

Canadianpath.ca
It starts with Scouts.

Canadian Path Navigator

As Sections implement The Canadian Path, they will progress through different stages of performance according to the degree of youth involvement and alignment with the four Elements of The Canadian Path.

- 1 Basic Programming:** Programs offer fun and safe activities for youth with limited use of the Four Elements.
- 2 Scouter-led Programming:** Programs align with the four Elements. Youth involvement is limited.
- 3 Facilitated Programming:** Scouter-facilitated programs actively involve youth and align with the Four Elements.
- 4 Youth-led Programming:** Youth take active leadership roles in all aspects of the program with Scouters providing situationally appropriate support.

	1: Basic Programming	2: Scouter-led Programming	3: Facilitated Programming	4: Youth-led Programming
Youth-Led	Youth teams not utilised on a regular basis	Small teams (Patrols) are regularly used in meetings but not program design	Most meetings and day-events primarily happen in small teams (Patrols)	All adventures and planning happen in youth-led small teams (Patrols)
Plan-Do-Review	Youth have little input in programming	Leadership roles for youth are in place but largely symbolic	Section Leadership Teams are in place and regularly utilised	Sections are actively led by Section Leadership Teams
SPICES	Scouters develop short-term plans	Scouters develop short-term, seasonal and long-term plans with some youth input	Scouter and the SLT develop short-term, seasonal and long-term plans	Youth develop short-term, seasonal and long-term plans with Scouter support
Adventure	Activities are rarely reviewed for youth feedback and improvement	Scouter teams regularly review activities with some youth input	Scouters facilitate reviews with youth after each adventure	Youth led reviews happen after every adventure with Scouter support
Continuous Improvement	Goal-setting and review of personal progression for youth is limited	Scouters reflect on youth goal setting and personal progression	Goal setting and personal progression reviews occur at the team level facilitated by Scouters	Youth led goal-setting and personal progression reviews occur at the individual level
	Parental engagement and feedback is limited	Scouters showcase personal progression and skill development to parents	Scouters and youth showcase personal progression and skill development to parents	Youth showcase personal progression and skill development to parents
	Activities are often repeated month after month, year after year; plans (e.g. camps) are set without youth involvement	Youth are offered a selection of adventures with a high degree of repetition year over year	Scouters facilitate planning of new adventures with some repetition year over year	Youth led adventures are consistently fresh, new experiences—supported by Scouters
	Activities are used to fill time have limited context—Program Areas not utilised	Adventures are planned considering the six Program Areas	Adventures for each year are balanced across all six Program Areas	Adventures for each program cycle are balanced across all six Program Areas
	Program quality is rarely reviewed, typically without Group Commissioner involvement	Scouters assess program quality each cycle with limited youth input and some Group Commissioner involvement	Scouters facilitate program quality reviews each program cycle with youth input and Group Commissioner involvement	Youth led program quality reviews happen each program cycle with Group Commissioner involvement

A Section that has successfully implemented The Canadian Path will have reached Stage 3 in all key behaviours and will be using continuous improvement through seasonal Program Quality Assessments. Section Leadership Teams, Section Scouters and Group Commissioners can use the Canadian Path Navigator to self-assess where they are on The Canadian Path and plan for future improvement.

Share your results:
We prepared a survey to collect feedback of your experience on the Navigator and the results of your activity. You can find it here: [surveymonkey.com/r/JJG7FX](https://www.surveymonkey.com/r/JJG7FX)

Canadianpath.ca
It starts with Scouts.

<http://www.scouts.ca/wp-content/uploads/scouters/cp-navigator.pdf>



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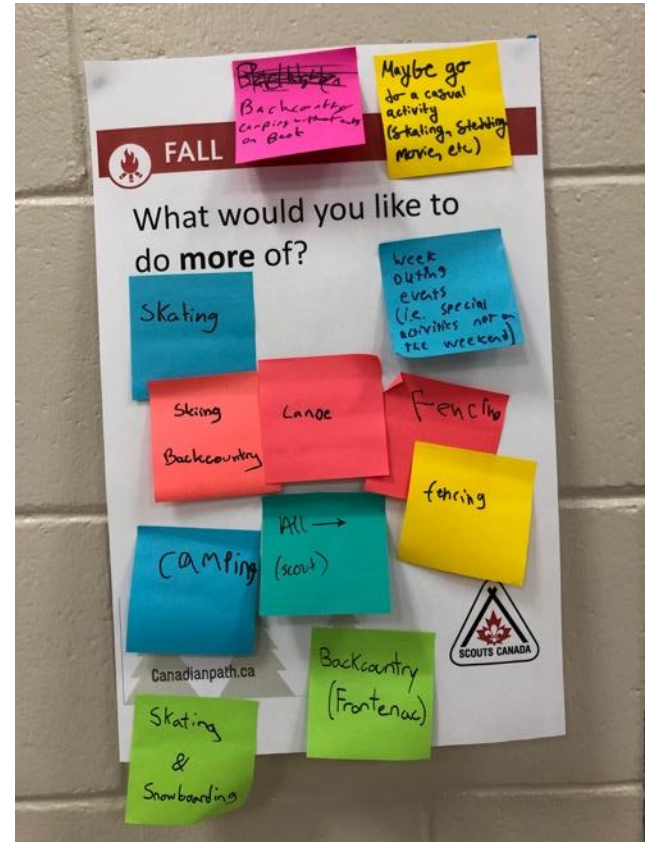




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Seasonal Program Quality Assessment

Youth Leadership in Action

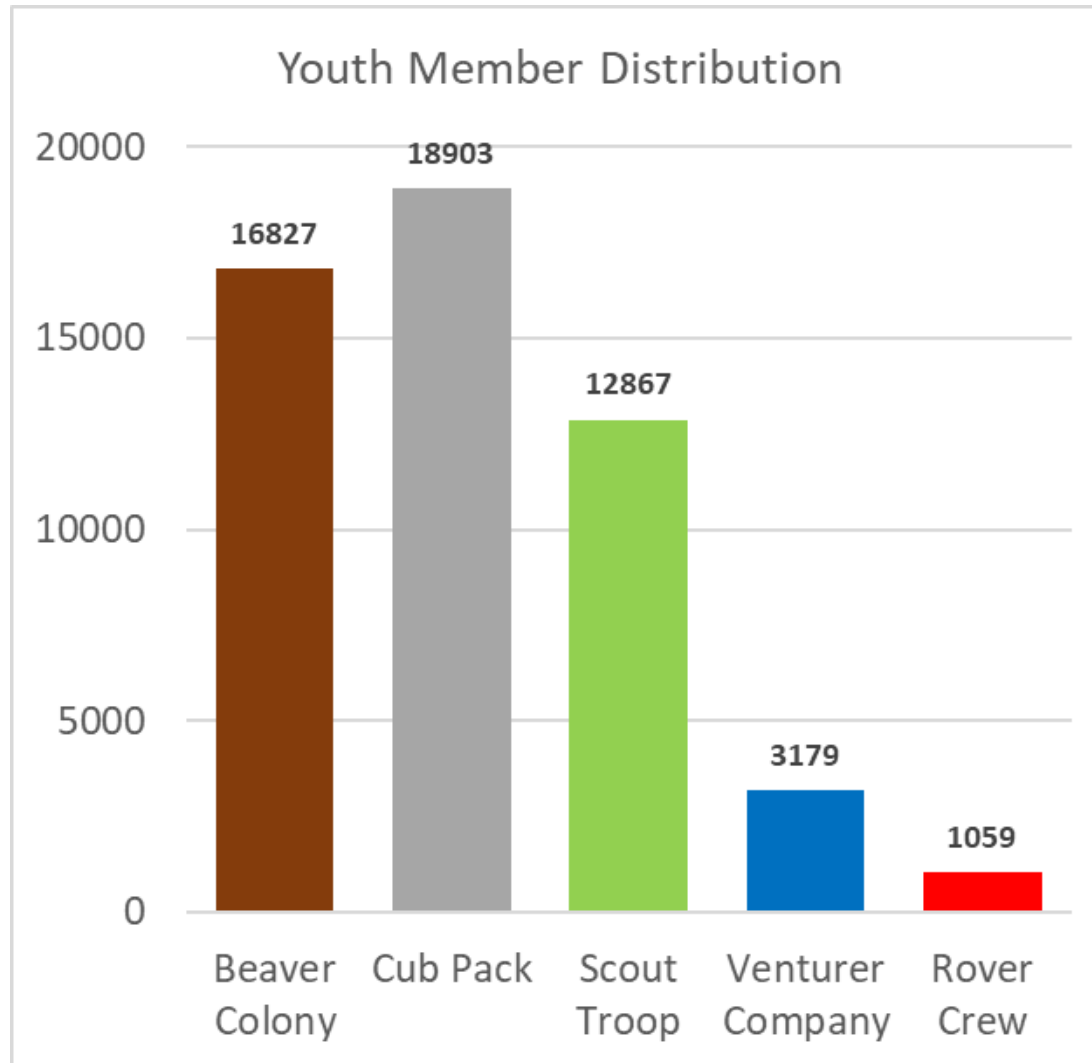




Supporting Development : Focus, Segmentation & Enablement



The majority of our Youth are in Colony and Pack (Childhood) with 20% in Scouts (Pre-Adolescent)



The majority of our Scouters who interact with the majority of our youth are in their first 3 years of service

Our development strategy needs to be:

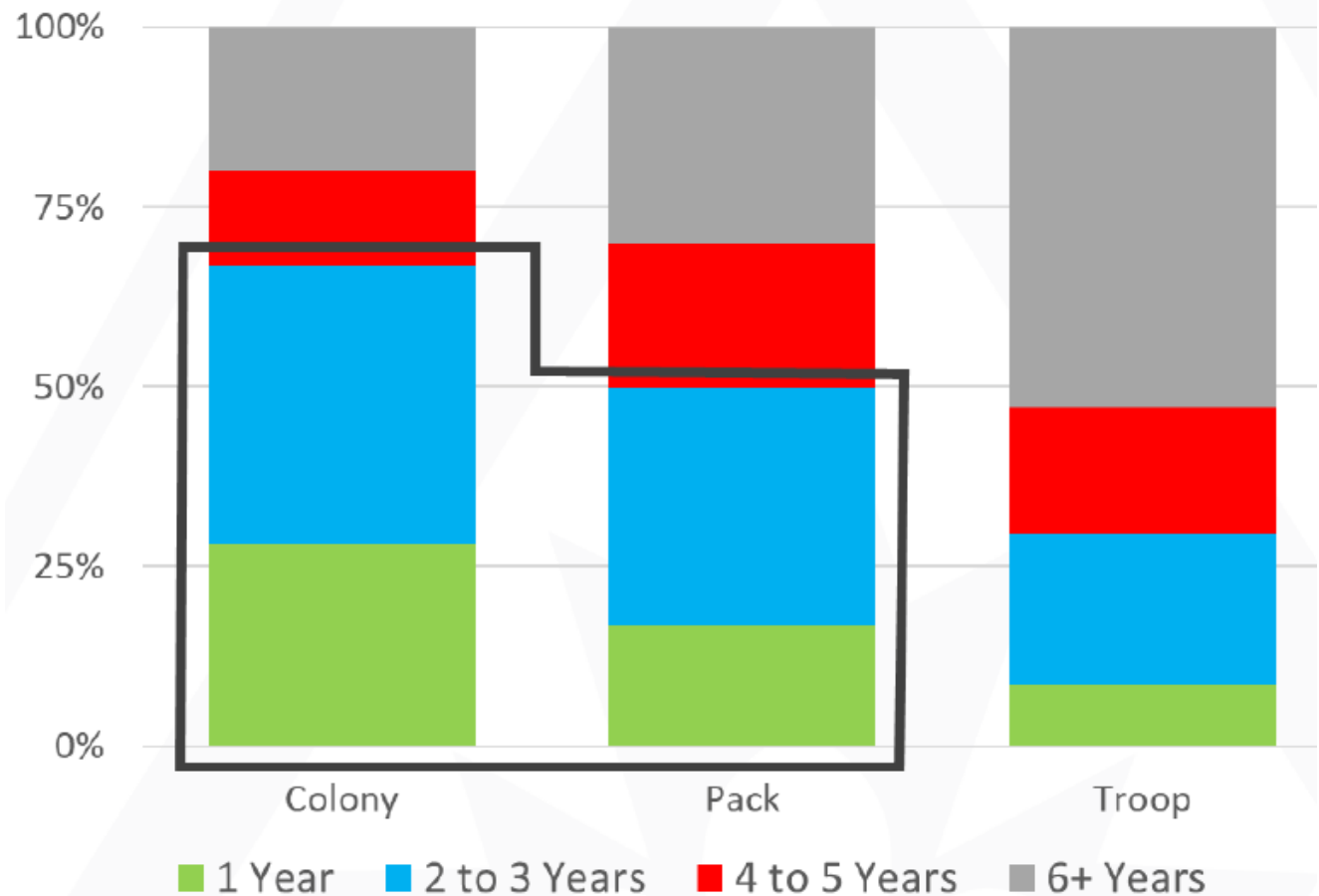
Optimized for 1-3 year Colony & Pack Scouters

Use capacity at the Section and Group level

Easy to integrate

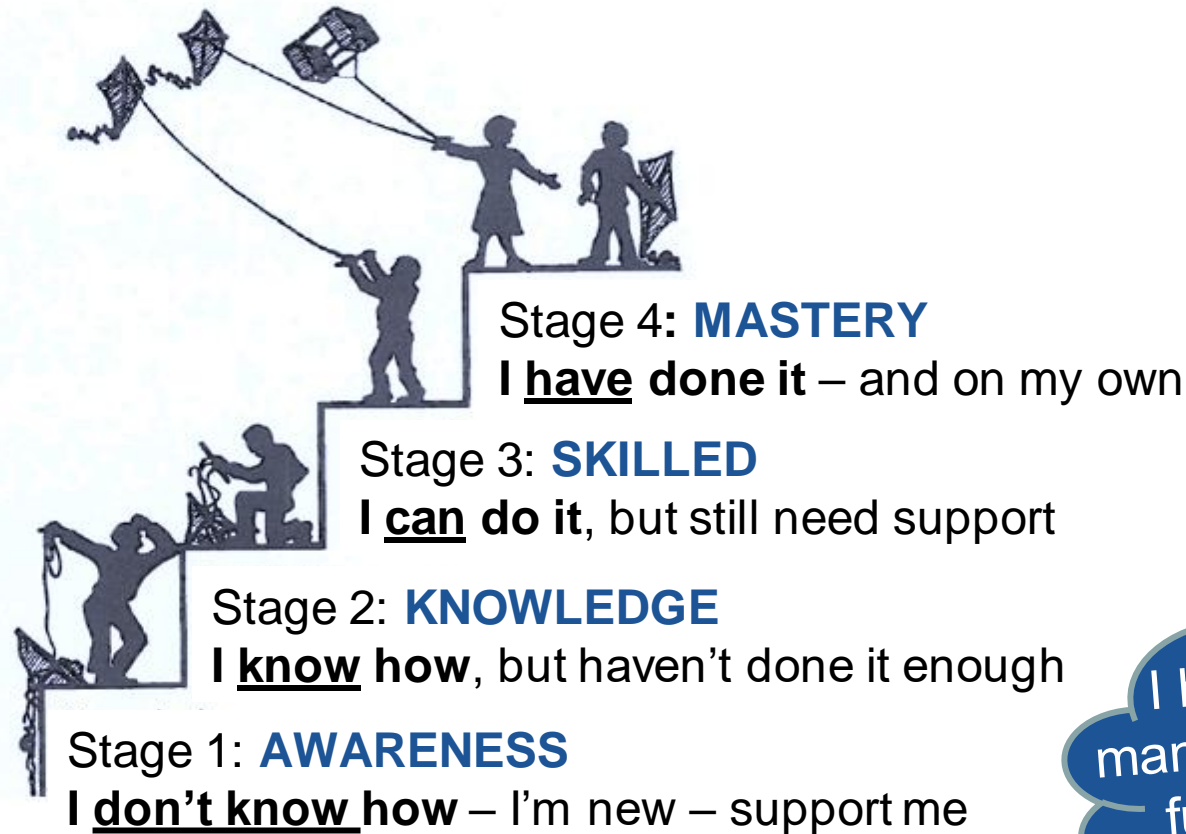
High value/time

Volunteer Tenure by Section



Scouting Fundamentals provides a basic introduction,
WoodBadge (I & II) develops competency

Confident, Competent and Committed



I facilitate section meetings without help & can mentor others

I can facilitate a section meeting but still need support

I have read the Scouter manual, completed Scouting fundamentals but don't leave me alone



Adults learn in different ways and volunteers need flexibility to meet their learning style & constraints

Confident, Competent and Committed

1. Self-Directed

- Competency Framework
- Online Courses (LMS)

2. Coaching & Mentoring

- Support Scouter (in Section)

3. Workshops & Courses

- Indabas / ScoutCONs
- Dedicated training for specialised subjects e.g. mental health, winter camping, first-aid, Autism, difficult conversations, accounting, recognition etc..



Shifting to a competency-based model linked to skill & practical experience rather than check-the-box training

Skill	Competency Statement	Stage 1 I Don't Know	Stage 2 I Know	Stage 3 I Can	Stage 4 I Have
Patrol Systems	Facilitate a Scouting program that functions primarily in Patrols (teams)			WB1	WB2
Facilitate a Scout Meeting	Facilitate a fun, safe and constructive Section meeting			WB1	WB2
Adventure	Enable a youth-led adventure that uses the Plan-Do-Review process			WB1	WB2
Program Quality Assessment	Facilitate a Program Quality Assessment with a section / Patrol (team)		WB1		WB2
Plan for Youth-Led	Facilitate youth-led development of monthly, seasonal and annual program plans		WB1		WB2
Work with Section Leadership Teams	Apply youth-leadership mechanisms in a Section-appropriate manner		WB1		WB2
Youth-Led Camping	Facilitate age-appropriate, youth-led overnight camping trips		WB1		WB2
SPICES	Use SPICES to facilitate personal progression and growth		WB1		WB2



Scouting Fundamentals remains the core introduction and basic training to Scouting

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- Welcome to Scouting
 - Brief history of Scouting
 - Volunteer Screening
- What is Scouting?
 - Safety, Scout Method, Canadian Path
- What is your role?
 - Two-Scouter rule, Scouter-Youth ratios
 - Parents, Section-Specific role
- Program Quality
 - Support, Program Reviews, Resources
- Respect in Sport
- Reaching more young people
 - Scouting for all - Accessibility (AODA)
 - Diversity & Inclusion
- What comes next?
 - Wood Badge Training, Volunteer Screening





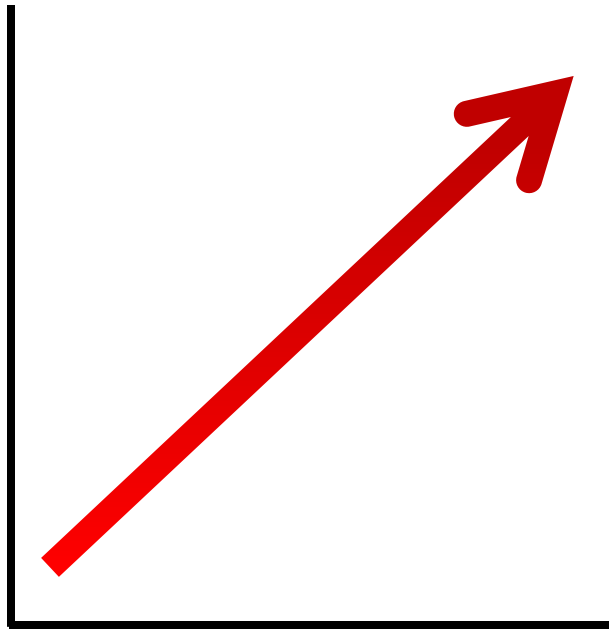
Summer Programming : Retention & Youth Development



Summer Programming

Planning starts 6 - 12 months earlier

Retention



Summer Engagement /
Program Availability



What does Summer Program mean?



Jamborees & Overseas trips



Scout Camps



Shared weekend activities



Expeditions



Programming / Themed Activities



Townhall Agenda

- ✓ Our Mission – “the WHY!” – Youth Development
- ✓ The “Big Picture” & Changing Landscapes
- ✓ The Case for Change in Scouting (in Canada)
- ✓ Focus & Segmentation
 - ✓ Scouting Relationship Support Model
 - ✓ Key 3 Model – Shared Leadership
 - ✓ Group Commissioner Training
 - ✓ Canadian Path Navigator
 - ✓ Scouter Development (Competency Framework)
 - ✓ Summer Programming
 - ✓ Key 3 Model – Shared Leadership



THANK YOU
For bringing
the Vision
to life!

