An Outline of
The Adult Training Scheme

Why train?

Although we are volunteers, our young people and their parents expect us to know what we are doing. The Scout Association Adult Training Scheme builds on existing experience, helps to develop new knowledge and skills and gives us the confidence to carry out our roles in safety and to the best of our ability.

Key Elements of the Scheme:

➢ The scheme is composed of a series of modules, each having specific objectives. Modules offer the opportunity to develop skills, and knowledge to help you understand and enjoy your role.

➢ Learning is built around the needs of the learner; adults complete only those modules from the Adult Training Scheme which are relevant to their role. When you apply for a position in Scouting, we will tell you which modules are appropriate to your role.

➢ There are two elements to adult training- learning and validation. Learning is optional and validation is essential. Validation is a demonstration that you can attain the module objectives.

➢ The Adult Training Scheme offers a variety of methods (e.g. courses, workbooks, online learning) to suit a variety of learning styles. These are all based around the Scout Method of 'learning by doing'.

➢ Recognition of prior learning, experience and existing knowledge is an important aspect of the scheme. If you have prior experience, you don't have to do the learning or go on a course. You can go straight to validation.

➢ Any experienced Scouter, e.g. your Training Adviser, Section Leader or Group Scout Leader, can help you validate a module

➢ The scheme is UK-wide, so that training and modules that have been completed in one District, Region or County will be recognised in another

➢ Scout training is recognised externally.

Thinking of attending a course?

- The ability to learn at home means the scheme is more accessible. However, those who attend courses generally find that their training is more enjoyable and effective.

- Training courses provide opportunities to interact with other Scout leaders, sharing skills and experiences. This is often an effective way of learning and building contacts.

- Training courses use familiar Scout methods, for example, learning by doing and working in small groups. And having fun!

- Courses for modules 1 and 3 (see below) are provided locally by Deeside District. These are usually run three times a year.

- Training for most other modules are usually run by the Region and may be held anywhere in N.E. Scotland.

- Some requirements, e.g. First Aid training (Module 10), can be met outside Scouting, e.g. at work.

Getting started

o When you first start in a new Scouting role you are given a Provisional Appointment. For most roles (e.g. Section Leader, Assistant Section Leader) modules 1 to 3 are called "Getting Started". You should aim to complete these modules within five months of starting. When these have been validated (and when your checks and references are completed satisfactorily) you will receive a Full Appointment.

o The Getting Started modules are:
1. Essential Information
2. The Personal Learning Plan (see over page)
3. Tools for the Job (Section Leaders), **or**
4. Tools for the Job (Managers)

o You will be informed when training opportunities occur. Or you can contact you Assistant District Commissioner for Adult Training ADC(AT), or your Training Adviser.

Training Advisers

Wherever possible, you will be assigned a Training Adviser (TA) who is there to help you through the scheme. In particular, your TA will help you draft a training plan, called a Personal Learning Plan, and will assist in the validation of modules. Often, but not always, your Section Leader will take on the role of TA.

The Three Key Stages:

1. **Planning (The Personal Learning Plan).**
2. **Learning: gaining and improving skills.**
3. **Validation: show that you can do it!**

LOVE **Learning: Optional**
Validation: Essential

The Personal Learning Plan

With the help of your Training Adviser and the Adult's Personal File:

1. Identify the modules appropriate for your role.
2. Look at the module requirements.
3. Decide if you need to do any new learning.
4. Either:
   A. Decide how you will acquire the skills for things you cannot do (learning), **or**
   B. Decide how you will demonstrate the things you can already do (validation).
5. Agree target timescales.

"The role of Adult Training is to ensure that our young people experience good quality Scouting. Because they're worth it!"

Learning: How do I acquire new skills?

There are many ways of Learnng.
- Many people like to attend courses but there are other methods.
- The Scout Association produces DVD's, videos, workbooks and online methods for selected modules.
- You might like to do your own research, perhaps by reading Factsheets (now called Information Sheets).
- It is possible to sit down with an experienced Leader (e.g. your TA or Section Leader) in a small group or perhaps in a one-to-one session.

However, a key element of the Association's training scheme is that prior knowledge is recognised. You might have skills/knowledge acquired though your work or education. Or you may have been a Leader in the past. However you got them, if you already have the skills required for a module you can go straight to validation.

Validation: What's it all about?

- ➤ Validation is about demonstrating an ability to meet the objectives of a module.
- ➤ You can choose module validation tasks from a list (as detailed in the Adults Personal File).
- ➤ There are different methods of validation including discussion, demonstration, written material, completing a project and getting an external qualification (e.g. First Aid).
- ➤ Although this is a key role of your Training Adviser, anyone with the necessary skills and experience can validate you.

- ➤ If you do not require training because of past experience, you will still need to validate, i.e. show that you can apply those skills/knowledge in a Scouting context.
- ➤ Try to choose a validation activity that is relevant to your role and adds value to Scouting. Wherever possible, it should be something that you would want to do anyway, not an additional task.
- ➤ Make sure that whoever validates you tells the ADC(AT) so that your training record can be updated.

Getting Further Information

- o The **Leader's Training Guide**, which can be downloaded from the **Scouts-Scotland website**, is a valuable tool for Section Leaders and Assistant Section Leaders.
  Go to http://www.scouts-scotland.org.uk/media/1091000/leaders_training_guide_web.pdf
- o Visit **www.scouts.org.uk** and follow the links through Member Resources/Training/Learners to find links to all the modules. Under each module there are further resources such as Information Sheets. This is also where you can access the **e-learning modules, videos etc.**
- o Useful documents which can be found in the scouts.org.uk website include:
  - ✓ the **"Adults Personal File"**, which explains the Adult Training Scheme in detail and
  - ✓ the **"Module Matrix",** which summarises the training requirements for key Scouting roles.
- o If you register with the scouts.org.uk website, you can log-in and review your own **training record**.