
Springing into Action

Springtime has arrived, the season that cultivates newness and it is a pleasure to introduce to you, in this eNews, what's new to Adult Training.

eNews continues to be seen by you as a useful tool to help keep you up-to-date and a medium for sharing good practice. Please do continue to feedback your comments so we can continue to keep it relevant and useful to you.

eNews is sent electronically to County/Area Training Managers in England, Wales and Northern Ireland and is sent to Assistant Regional Commissioners (Adult training) in Scotland. Please send this to others in your training team who would benefit from this communication. This issue of eNews is available to download:

scoutbase.org.uk/support/training

The Adult Training Office

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Training Adviser Webpage

A new webpage for Training Advisers is now available. It offers a central location where a Training Adviser can find all the resources and information they need for their role.

These include:

- The Training Adviser's Guide
- Frequently Asked Questions
- Forms
- Magazine Articles

And much more!

Discover the new page at

scouts.org.uk/trainingadvisers

Inform the Training Advisers you support and manage of this new resource.

The new webpage seeks to enable and equip Training Advisers and we welcome any feedback to help improve this service, email:

adult.support@scout.org.uk

Knowing the facts

A factsheet has been written to provide further guidance on the training that should be undertaken by those who change their role in Scouting. The factsheet is called **FS330092 Adult Training: Change of Roles**

Please promote the use of this factsheet to your teams to help make sure they are kept up-to-date.

We need your help!

Following the successes of the first three years of the Adult Training Scheme and everyone's input towards the achievements, the Adult Training Support Team is asking for your help in making the level of validation evidence clearer.

We are looking to you, the County / Area Training Managers and Assistant Regional Commissioners (Adult Training) in Scotland along with your teams to support us in building a collection of examples of validation evidence, both good and poor. This collection will then be used to provide support

material for Training Advisers and Training Managers.

To do this, we would appreciate it if you would be prepared to send us a broad range of examples of validation evidence that has been presented to you and your team up till now. We are keen to have validation examples from across the UK so that the results are meaningful and our findings correlate to all. Copies or descriptions of the evidence would be fine. With the validations you send, we would also appreciate your comments on the examples you send; are they considered good, not so good, too little, too much or other.

We are not looking for names of the individual's evidence you send but a contact point would be useful, particularly if a practice or our findings highlights itself for further review.

If you can help us by providing some examples, please send them to Louise Fuller in the Adult Support Office at Gilwell Park or e-mail to

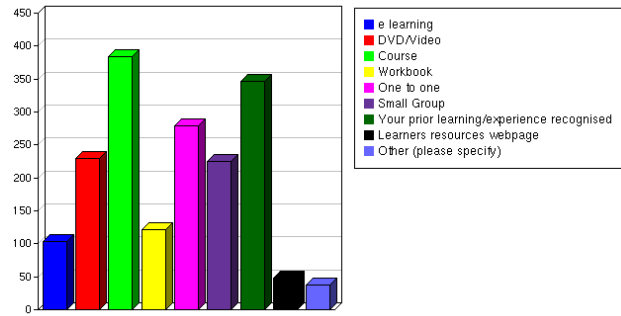
adult.support@scout.org.uk

What do the learners think?

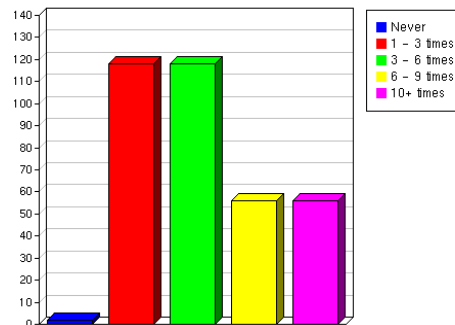
An online questionnaire was sent in January '08 to those learners who gained their Wood Badge in 2007. The overall aim of the questionnaire was to gain a realistic picture of the training experience of those gaining their Wood Badge— so to gain the learner's perspective. A total of 17% of the learners who completed their Wood Badge training in 2007 filled in the questionnaire:

Here are the highlights:

- 76% gained their training within 3 years
- 94% believed that 3 years was a sufficient time period to gain their Wood Badge training.
- Courses (72%) and the recognition of prior learning (65%) were the methods most commonly experienced. See how all methods were used:



- In general all methods scored highly on being flexible and easy, however Courses (39%), Small Groups (19%) and Workbooks (15%) were considered to be the most time consuming.
- 88% had a Training Adviser
- 77% of people felt that they met with their Training Adviser 'just the right amount'. The graph below shows how often they met with their Training Adviser.



- 83% had their training explained to them at the beginning of the role.
- 92% thought that the training they did should have been a requirement for their role.
- 83% rated the quality of training they received as good or very good
- 47% said that they would consider becoming a Training Adviser

The questionnaire has given us some useful insights into the experience of those who have gained their Wood Badge training. The results should be seen as a good indicator of what is being experienced, however, it has not captured those other learners who, for what ever reason, are yet to complete their training. It is of course important that

in time these experiences are captured too. The Adult Training Steering Group is committed to undertaking research, to ensure they are informed by a realistic picture of Adult Training, when making decisions into the support and development of the Scheme.

The Adult Training Workshop 2008

Make sure you have The Adult Training Workshop 2008 booked into your diary!

Date: 13th - 14th September

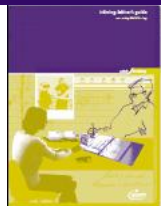
Venue: Warwick University

Who is it for? County/Area Training Managers and Assistant Regional Commissioners (Adult Training) for Scotland.

This workshop will give you the opportunity to share good practice and learn from others who are in the same situation as you. The workshop will have a practical focus providing you with ways you can take training forward in your County, Area or Region.

Further details will follow shortly.

Training Advisers Guide



The *Training Adviser's Guide* has recently been reprinted and is now available both to purchase and download. Amendments have been made to ensure that the information given in the resource is as up to date as possible.

The key changes are as follows:

- The page outlining Module 25 *Assessing Learning* has been updated to reflect the revised version of the module
- A page has been added for Module 37, *Advising on Adult Appointments*, although this module has not yet been released. More information can be found at scout.org.uk/appointments
- The information in Chapter 4 has been replaced with a Module Matrix and information about the training requirements for specific roles.

There is no need to buy a new copy of the resource. Instead, print out the updated pages and insert them into your current guide. You can download the update pages from the Training Adviser's webpage under '*Training Adviser's Guide update pages*'

scouts.org.uk/trainingadvisers

Send this link to the Training Advisers you support and manage to ensure they are using the most up-to-date materials.

There are a number of smaller updates that have been made and a list of these can be found at the start of the downloadable update pages.

Shaping your future support

Over the next twelve months, we will be reviewing The Scout Association's Adult Training Scheme, Adult's Personal File and Training Adviser's Guide. We have received a steady flow of feedback over the past three years about the usability of these resources, and will therefore be looking into ways in which they can be improved.

Essential to this review are your views.

Follow the links below to the relevant online questionnaires, and use this opportunity to share your thoughts and views. You can also forward these links on to those you support and encourage them (and in turn, those they support) to comment on the relevant resources.

Your views will help shape these key resources that support the delivery of the Adult Training Scheme.

- **The Scout Association's Adult Training Scheme** <http://q.scouts.org.uk/s/VgyvEE61p5rHtQL>
- **Training Adviser's Guide** <http://q.scouts.org.uk/s/M3KtAGSrO-2Ap9f>
- **Adult's Personal File** <http://q.scouts.org.uk/s/SWPNBiiYNUTCM1Y>

We will be contacting Local Training Managers and Assistant District Commissioners (Adult Training) this week to inform them of the review, and will be giving them the links above as well. The mailing will also update them on the new Training Adviser's web page and the changes to the Training Adviser's Guide.

Get trained up!

There is an opportunity for you and your teams to access Module 33 *Planning a Learning Provision* and Module 34 *Managing a Learning Provision*. Hertfordshire have teamed up with Gilwell Training on the Move to make this training available and would like to open up attendance to the whole of the UK.

The Self Evaluation Tools have revealed that there is a need for Training Managers to complete this course, so make the most of this opportunity.

Date: 21st - 22nd June

Venue: Well End Activity Centre, Hertfordshire

Cost: £10 per day (if you need accommodation then this will be additional cost)

To find out more and to book a place please contact the Hertfordshire County Office at:

admin@hertfordshirescouts.org.uk

Valuing the roles

The role of Trainer has been added to My Backpack. This should help Counties, Areas and Regions keep a record of their trainers and by recognising this as a formal role it should demonstrate that the role is valued.

You can use the Adult Appointment form to collate the information and your County Appointments Secretary can add them to My Backpack.

Training Adviser is also a role on My Backpack. Help keep your records up-to-date through My Backpack.

Unpacking 'My Backpack'



Wayne Faulkner, the Local Training Manager (TA) in Shropshire, who has the responsibility of the quality of assessment and validation, has welcomed the opportunity to use My Backpack.

To cut down on the amount of paperwork, and to improve the chances of recruiting and retaining Training Advisers, Shropshire has pursued methods to aid the gathering of assessment and validations

in a format that is more easily transferred to the system used on My Backpack.

Wayne explains. 'We're introducing this as a two stage process of documentation, that is quick, simple, and appropriate.

The first stage has been the implementation of a new PLP Document that I designed, which can be completed either by hand or using a computer after every PLP or PLP Review/Validation Session, and submitted to the LTM (TA). At the moment, these forms are completed with a tick/colour in the right boxes with a comment on the validation method.

The second stage will be the introduction of a Key based on the Validation options available on My Backpack, this Key will be laminated and stuck to the inside front cover of the Training Advisers Guide, and will mean that a TA will insert the appropriate number for the validation method inside the tick box options. This will mean that comments will not be required.

Copies are retained by the TA, given to the Learner, and submitted to the LTM (TA), who then updates the Learners Training Record on My Backpack.

When the Learners Training Matrix is completed, the LTM (TA) completes the paperwork for the CTM who then assesses it and decides whether to recommend the Learner for a Wood Badge.

The LTM (TA) also calls regular TA Meetings, where TA's come to share any problems and difficulties, have queries answered, and are presented with best practice, or updates to Training Courses, including Course Dates. However, following the recent Regional TA Conference in the Midlands, we have decided to improve matters further by extending the TA Meetings into a TA Half-Day, to include presentations from other areas of Scouting, introduce notice of changes to the Section Programmes/Badges/Awards, target the specific needs of Explorer Scouting, and introduce Group work based on ideas generated by the TA's.'

This is an example of a County getting the most out of My Backpack. Perhaps you too have benefited from its introduction and would like to share how you have been using it in your County. If you would like further information on Shropshire's system or you would like to share your experiences. Please email:

adult.support@scout.org.uk

The Young Leaders Scheme

When flicking through the recent editions of the Training Adviser's Guide you will notice that there is no longer text that references the Young Leaders Scheme in relation to Adult Training. An adult who has been a Young Leader should have their prior learning and experience treated the same as any other adult in Scouting. There is no doubt that an adult who has been a Young Leader is likely to have a lot of Scouting knowledge and this should be recognised and valued. A Training Adviser can ascertain that level of knowledge through discussion as they would with any other adult learner. By taking this approach it does not require the Training Adviser to have knowledge of the Young Leaders Scheme, just like we wouldn't expect them to have knowledge of the variety of training other adults will have undertaken prior to being an adult in Scouting. This should result in each adult being treated the same.

Too often the learning Young Leaders bring to their adult role is overlooked. Training Advisers should be encouraged to value and recognise the prior learning and experience of Young Leaders, like they would any other adult in Scouting.

What's coming up . . .

Module 25 Assessing Learning

Over the next couple of weeks you will receive the new and improved Module 25. This Module is for

- Training Advisers
- Managers
- Nights Away Advisers
- Activity Assessors
- Scout Show Assessors

Training Adviser Leaflet

The Training Adviser Leaflet aimed at creating greater awareness for the role and recruiting adults into it has been redesigned. You will receive a sample of this new leaflet over the next couple of weeks with the Module 25 materials.

Finally

Thank you for taking the time to read Adult Training eNews. If you have ideas of what you would like included in eNews or if you wish to add to the content please get in touch:

Email: brigitte.hurlock@scout.org.uk