Adult Training Standards
This document sets out Scouting Ireland’s approach to and requirements for adult training.

Scouting Ireland’s commitments regarding adult training

Our commitment to young people

- To achieve our Aim, meet young people’s needs and support their personal development, our Youth Programme will be delivered and supported by trained and resourced adult leadership teams at all levels of Scouting Ireland.
- These leadership teams will create safe environments and foster positive youth-adult working relationships that are based on mutual respect and trust. The older a Youth Member becomes the more the role of the adult Scouter will change from leader to facilitator and from facilitator to mentor.

Our commitment to adult learning

Scouting Ireland is committed to supporting adult leadership teams, to better deliver and support the development of young people, through its programme by helping Scouters to:

- Understand Scouting and their role within it
- Gain the competencies and confidence necessary for them to fulfil their role

We recognise that adults also have different needs, knowledge, experience and learning styles and that an individual’s learning needs might be met in a range of ways. We also recognise that adults without prior Scouting experience will have different learning needs over and above those who have been actively engaged as a youth member. Accordingly, adults in Scouting will be:

- Encouraged and supported to identify individual & team learning needs
- Afforded the opportunity to consider prior learning and knowledge when determining their learning needs
- Provided with a range of learning opportunities, which will include Scouting Ireland training courses
- Encouraged to use the methods most appropriate to their needs in order to gain relevant learning
- Encouraged to see learning and personal development as a continuous process for the duration of their time in Scouting
- Afforded the opportunity to provide feedback on the usefulness and quality of the learning opportunities they undertake
- Provided with advice, support and guidance regarding their progress

The Wood Badge Trail
In addition to the above commitment to adult learning, a Wood Badge training scheme is an essential and key component of the wider support and learning mechanisms for adults
in Scouting Ireland. The Wood Badge is the symbol worn by adults to show they have completed training to a particular standard in their Scouting Association and is recognised worldwide. It is issued by the Training Commissioner on behalf of the World Organisation of Scout Movement (WOSM). The key principles in designing a Wood Badge Training scheme are set out in WOSM’s Adults in Scouting Policy and Wood Badge Framework.

If a Scouter’s appointment in Scouting is to remain valid, they are required to commit to undertaking training in accordance with the Standards, Policies and Procedures as set out by Scouting Ireland and to actively pursue the training scheme.

**Scouting Ireland Training Approach**

In support of the above we provide training as follows:

- Training for Trainers (TTT)
- Adventure Skills Instructor training
- Group Leader and Commissioner Training
- Programme Scouter Training - Incorporating Induction, the Wood Badge Trail and Continuous learning
- Training for Associate Members
- Training for 18 and over Youth Members
Training for Trainers (TTT)
Train The Trainer consists of three, Two-day residential courses:

- Residential 1 focuses on the nature of adult learning and the role of the trainer, it also introduces the Systematic Approach to training
- Residential 2 explores each part of the Systematic Approach and introduces the participant to the methods, techniques and tools of a trainer
- Residential 3 provides the participant with the opportunity to put their learning into practice by preparing and implementing a short learning experience and by receiving and giving feedback

Trainers who wish to deliver TTT must be suitably qualified and experienced and have the technical and interpersonal skills required to do fulfil that role.

The qualification required to be a Trainer on most courses with the exception of the courses relating to Adventure Skills, is successful completion of TTT and the endorsement of the Training Commissioner, usually on the recommendation of a Provincial Training Coordinator.

Where an individual feels they have prior learning which should be taken into account, they may make their case to the Training Commissioner, via a Provincial Training Coordinator as appropriate.

The Training Commissioner may require a Trainer to undertake refresher training at any point if they deem it appropriate to do so.

The Training Commissioner may request or require a Trainer to retire from their appointment as Trainer if the Trainer no longer meets the requirements and is unable to fulfil the role to the Training Commissioner's satisfaction.

The Training Commissioner may recognise experienced trainers via the appointments of Leader Trainer (4 Beads) and Assistant Leader Trainer (3 Beads). The Training Commissioner must publish criteria for such appointments and must review all such appointments periodically to ensure they remain appropriate. In this regard the Training Commissioner may consult with the Training Team, National Adult Resources Committee, and/or others as appropriate. The Training Commissioner may require candidates for Leader Trainer or Assistant Leader Trainer to undergo additional specific training to enable them to fulfil the role effectively.

Should a decision by the Training Commissioner in relation to the training, appointment, retraining or retirement of any Trainer be disputed then the Trainer may appeal their case to the Chief Commissioner (Adult Resources), should this arise the decision of the CC(AR) will be final and not subject to further appeal.
Adventure Skills Instructor training
The Wood Badge Scheme incorporates training for Programme Scouters to support Youth Members in their pursuit of Adventure Skills. That training is referred to as Adventure Skills Facilitator training. Each Adventure Skills Facilitator training course enables the participant to act as Adventure skills Facilitator for a specific Adventure Skill. Those delivering Adventure Skills Facilitator training in a specific Adventure Skills area must be technically proficient in that Adventure Skills area AND must:

• **EITHER** undertake the Adventure Skills Instructor training course to enable them to relate their technical competency to the task of training Scouters as Adventure Skills Facilitators

• **OR** be a Trainer, having undertaken TTT or equivalent Trainers who wish to provide Adventure Skills Instructor Training must be approved by both the Training Commissioner and the Programme Commissioner.

Group Leader and County Commissioner Training
Group Leader and County Commissioner Training consists of three parts:

• Induction Training Module
• Basic Wood Badge Module
• Advanced Wood Badge Module

Group Leaders, Deputy Group Leaders, County Commissioners and Deputy County Commissioners must also have completed:

**Stage 1 and Stage 2 of the Wood Badge scheme (Up to 2016)**

**OR**

**All Strands of the ‘This is Scouting’ Component**

The Basic and Advanced Modules are residential and the overnight element fosters informal learning and networking opportunities.

This training is designed to be useful to Group Leaders, Deputy Group Leaders, County Commissioners and Deputy County Commissioners.

This training must be undertaken by every Group Leader, Deputy Group Leader, County Commissioner and Deputy County Commissioner as soon as is practical upon their Appointment. This training may also be undertaken by other adult members at the discretion of the Training Commissioner.
Group Leaders and County Commissioners who successfully complete these modules and the formulation and implementation of a Group, County or Provincial Development Plan will be awarded a Wood Badge Certificate for Group Leaders / Commissioners. If they do not hold Wood Badge Beads they will receive their Beads (2 Beads) also. Specific Rules govern these Appointments, in particular it is stipulated by the Rules of Scouting Ireland that the Chief Commissioner (Adult Resources) may terminate these Appointments where the individual fails to attend the training set out for the role.

Programme Scouter Training
The training consists of the following components

This is Scouting, enables:

- The participant to integrate into their local Scout Group.
- An understanding of the fundamental principles of Scouting and the core elements of the Scout Method and our Programme.
- An understanding of the principles involved in Safeguarding Children and Young People.
- Strands are: Induction; The Story of Scouting; Being a Scouter

The Scouter in Action, the first part of the Wood Badge Trail, enables:

- Understanding of effective interpersonal skills for working with young people and adults
- An in-depth understanding of how to facilitate ‘Youth Led’ Programme
- The skills required to facilitate Youth Members in attaining a specific Stage in an Adventure Skill of choice
- Learning for your team, enabling the participant to choose from a range of learning modules to enhance their Scouter Programme Team
- Strands are: Youth Led Programme; Scouting Together; Adventure Skills Facilitator (for a chosen Adventure Skill); Learning for your team (choice of modules)

The Dynamic Scouter, the second and last part of the Wood Badge Trail, enables:

- The skills required to facilitate Youth Members in attaining a specific Stage in another Adventure Skill of choice
- Learning for your Team, enabling the participant to choose from a range of learning modules to further enhance their Scouter Programme Team
- Scouters to review their learning to date, and provides the opportunity for enhanced understanding of Youth Led Programme and Interpersonal Skills
- Strands are: Adventure Skills Facilitator (for another chosen Adventure Skill); Learning for your Team (additional choice of modules); You, the Scouter
Continuing Your Journey, enables:
The participant to choose from a range of options to enhance their skills set and avail of continuous learning after they have attained the Wood Badge.

Programme Scouter training incorporates the following aspects:

- Many of the courses are residential to enable the participant to get maximum benefit from the learning experience, it also facilitates opportunities for peer-learning and networking and it enables participants to immerse themselves in many aspects of the youth programme in a practical way.

Individual choice is provided in a number of ways:

- Courses in ‘The Scouter in Action’ component may be undertaken in any sequence.
- There are also sequencing options for ‘The Dynamic Scouter’, but ‘You, the Scouter’ is to be undertaken as the final course.
- ‘Learning for your Team’ consists of a number of learning experiences which the participant may choose from.
- ‘Continuing your Journey’ consists of a number of learning experiences which the participant may choose from.

A variety of methods are provided, including:

- Training Courses, Instructor / Trainer led sessions.
- eLearning Modules for some knowledge-based subjects.
- Practical Hands-On experience in the Scout Group following some of the courses.
- Provision of printed and electronic resources as appropriate.

This training is designed to meet the needs of Programme Scouters, and other adults in Scouting may elect to undertake this training if they feel it would be helpful to them in their Scouting role(s).

Specific Rules govern the Appointment of Programme Scouters.

Programme Scouter - Training Insignia

Specific insignia may be worn by Scouters who have completed each Component of the training:

- This is Scouting - Gilwell Woggle.
- The Scouter in Action - Wood Badge pin.
- The Dynamic Scouter - Wood Badge beads (two).
- Continuing Your Journey - None designated at this time.
Programme Scouter - Training Requirement

It is expected that Programme Scouters will undertake training for their role and that they will make reasonable progress toward attaining their Wood Badge over time. The following apply from 2016 onwards:

- As stipulated below no adult may take charge of young people until they have completed the Induction process
- Programme Scouters are expected to complete the ‘Scouter in Action’ component within 24 months of completing the Induction process
- Following completion of the ‘Scouter in Action’ Component it is expected that Programme Scouters will pursue the ‘Dynamic Scouter’ component at a pace which addresses their needs and the needs of their Programme Section and Scout Group
- After completing the Wood Badge Trail it is expected that Programme Scouters will continue to embrace the need for continuous learning and that they will pursue modules from the ‘Continuing your Journey’ component at a pace which addresses their needs and the needs of their Programme Section and Scout Group

Some specific requirements exist to underpin the delivery of an active and fulfilling programme and to ensure a safe and supportive environment for young people and adults alike:

Scouters
No adult may take responsibility for young person(s) at any Scout meeting, activity or event in Ireland (North or South) or Abroad, unless they have completed the following training:

Stage 1 and Stage 2 of the Wood Badge scheme (Up to 2016)
-or-
All Strands of the ‘This is Scouting’ Component

This requirement applies to all Programme Scouters regardless of who is actually in charge of the activity or event.

Additional training requirements for overnights in Ireland

Scenario 1
In addition to all adults being required to have attended Stages 1 and 2 or all strands of the ‘This is Scouting’ component, at least one Scouter partaking in a Scout activity or a Scout event involving an overnight stay for youth members in the republic of Ireland or Northern Ireland must have completed:
• Stages 1 through 5 of the Wood Badge scheme (Up to 2016)

Scenario 2
In addition to all adults being required to have attended Stages 1 and 2 or all Strands of the ‘This is Scouting’ Component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for youth members in the republic of Ireland or Northern Ireland must have completed:

• Stages 1 through 3 of the Wood Badge scheme (Up to 2016)
  - and -
  The ‘Adventure Planning’ Module of the ‘Learning for your Team’ Strand
• - and -
• The ‘Youth Led Programme’ Strand of ‘The Scouter in Action’ Component

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Scenario 3
In addition to all adults being required to have attended Stages 1 and 2 or all Strands of the ‘This is Scouting’ component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for youth members in the republic of Ireland or Northern Ireland must have completed:

• All Strands of the ‘This is Scouting’ Component
  - and -
• The ‘Adventure Planning’ Module of the ‘Learning for your Team’ Strand
  - and -
• The ‘Youth Led Programme’ Strand of ‘The Scouter in Action’ Component

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Additional training requirements for overnights abroad (outside of Ireland)
In addition to all adults being required to have attended Stages 1 and 2 or all strands of the ‘This is Scouting’ component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for youth members abroad (outside of Ireland) must:
Up to 2016

- Stages 1 through 5 of the Wood Badge scheme
- or (From 2016) -
- All Strands of the ‘This is Scouting’ Component
- and -
- The ‘Adventure Planning’ Module of the ‘Learning for your Team’ Strand
- and -
- The ‘Youth Led Programme’ Strand of ‘The Scouter in Action’ Component
- and -
- The ‘International Scouting’ module of the ‘Learning for your Team’ Strand

(From 2016)

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Additional training requirements for a Service / Partnership project abroad (outside of Ireland)

Venture Scouts and Rover Scouts are required to undertake such a project on all of their trips abroad.

In addition to all adults being required to have attended Stages 1 and 2 or all Strands of the ‘This is Scouting’ component, at least one Scouter partaking in a Scouting activity or a Scout event involving an overnight stay for youth members abroad (outside of Ireland) must:

- Hold a Wood Badge awarded by Scouting Ireland or one of its predecessor organisations (Up to 2016)
- or- must have completed:
  - The Wood Badge Trail (From 2016)
  - and -
  - The ‘Adventure Planning’ Module of the ‘Learning for your Team’ Strand
  - and -
  - The ‘International Scouting’ Module of the ‘Learning for your Team’ Strand

It is not necessary that the same Scouter has met these three training requirements but at least one Scouter on the Scouter team partaking in the activity or event must have met each of them; that is, the training may be covered as a team effort.

Training for Associate Members

Those wishing to become Associate Members (see SID 36.05- Policy for the involvement of non-member adults) must complete:
• Up to 2016 - Stage 1 and Stage 2 of the Wood Badge Training scheme
  -or (from 2016) -
• ‘The Story of Scouting’ training (eLearning and interactive training)
  - and -
• A short Safeguarding course via eLearning (approved by the National Adult
  Resources Committee)

They must also complete and Adult Application Form (SIF 01/04) and follow the process
set out there.

Training for 18 and over Youth Members (Rover Scouts and
older Venture Scouts)
Youth members who join on or after their 18th birthday or existing youth members who are
approaching their 18th birthday and intend to remain on as a youth member after they turn
18 must complete:

• Up to 2016 - Stage 1 and Stage 2 of the Wood Badge training scheme
  -or (from 2016) -
• A short Safeguarding course via eLearning (approved by the National Adult
  Resources Committee)
Appendix A - World Scouting context

Scouting Ireland embraces the Adults in Scouting Policy of the World Organisation of the Scout Movement (WOSM) which was adopted as Scouting Ireland policy in February 2013. We also embrace s WOSM's Wood Badge Framework document which sets out a specific context for the training of adult volunteers in Scouting.

In particular, as set out in the Adults in Scouting Policy, we see training as part of an overall approach to supporting adults which: ‘includes the integration of the new adult, formal (basic and advanced) training, informal and ongoing learning, training and support for the entire duration of the term of office’ includes not only the acquisition and development of the knowledge and skills necessary for accomplishing each function, but also the personal development of adult leaders ‘is flexible and allows for previous experience and skills to be taken into consideration’ allows for the acquisition of additional skills and knowledge to facilitate the transfer from one function to another’, and as set out in WOSM’s Wood Badge Framework, we hold that:

- The Wood Badge training must be completed within a reasonable period not exceeding three years from the time the adult undertakes in its course and the end of his training
- ‘The Wood Badge training is an advanced level of the training offered to the adults in Scouting. It assumes that the candidate has satisfactory knowledge and good practice of Scouting experience’
- ‘Wood Badge training incorporates a practical phase of implementation of the acquired learning’s
- ‘Wood Badge training must be adapted to be offered to all adult members who wish to be trained. To do this, it must be flexible and sufficiently diverse’
- ‘All the modalities of its implementation should be explored by the National Scout Organisations, according to their means and their capabilities: ‘residential training’, ‘modular training’, eLearning and face-to-face training’, etc. are a few possibilities that can be combined, others can be also implemented’
- Wood Badge training, whatever the terms for its implementation, will include some Components which are also part of the Scout method, namely: Learning by doing providing a back and forth between reflection and action
- Reinforcing the personal learning through the team
- Privileged relationship with the trainers, as learning process facilitators: ‘The Scouting symbolic framework in general and the Wood Badge symbolism need to be used’ ‘The Wood Badge training program should cover at least the four following areas:
  - Fundamental Scouting - this covers the Aims, Principles and Scout Method, the adaptation of the Method according to sections, organisation and structures, etc.
  - Leadership - which involves the knowledge and capabilities to assume responsibilities within the Movement
• Management - which means the knowledge and expertise in managing units, groups or larger structures
• Communication - understood in its broadest sense: way to get in touch with the others and to maintain an efficient relationship