

The 5 W's of Training

Who, What, Where, When, Why (and How)

Who do we Train

Outstanding training is available for responsible adults involved in all levels of scouting. Those include;

- Adult Leaders; Committee Members; Responsible Adults; Councilors; Speakers

What do we need to learn?

- “A scout leader is entitled to wear the trained emblem when he or she has completed some basic but important training courses”. The training courses required are tailored to your role. The document called “the Training Umbrella of Scouting” shows which training has been developed for various positions as well as which supplemental training is available.

Where

- The first three (“Youth protection”, “Fast Start”, “This is Scouting”) can be done online. They can also be taught by personal coach or a troop trainer. I recommend having this training as part of join scouting night and/or making it mandatory prior to the first organized event. If you have parents attending troop meetings that are not front line leaders, put on training sessions while they are there. None of them take more than an hour. ROUNDTABLES are also an important source of training. Encourage your adults to attend. Position specific training is put on by the district and the council. Our council does a good job of publishing training schedules. Incorporate them into your annual troop or pack planning programs.

When

- **Fast start training**, the first step for all new leaders, should be taken immediately after they register and before they meet with any youth members.
- **Youth protection training** is required for all leaders who have direct contact with youth. It should be completed by all leaders before they meet with any youth members. This is for the protection of the adults as well as the youth.
- **This is Scouting** is online training that replaces new leader essentials. This training should be taken by all.
- **Position specific training** should be performed as close to the transition time of the adult to the new position as possible. (ideally before they assume the position)
- **Supplemental Training** is always a good idea. Units should have a training goal established for their adults which include supplemental training.

Why

- Every young person in the scouting program deserves a trained leader who understands the aims of scouting and knows how to deliver it with fun and enthusiasm. Training enables leaders to do this.
- Research shows that scouts with trained leaders stay in longer and enjoy the program more.
- Because they understand their role, trained leaders have a positive influence on the lives of youth.
- The scouting program has some of the best training available in the world. This training (e.g. getting and giving information, strategic and tactical planning, leadership) also apply to the work world.

How

- Online Resources – That is the focus of tonight’s discussion. One of the best places for online training is scouting.org. Look for the BSA online learning center and supplemental training. Have your scouting ID number ready. These courses take from 15 to 50 minutes.
- District or Council events – Find the scheduled times and sign up or sign up your leaders.
- Roundtables – Encourage your leaders to attend. We aim to provide “takeaways” for each topic.