

Recruiting Training Advisers



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Training Advisers are a key element of the new Adult Training Scheme. They provide support and guidance for those working towards their Wood Badge, helping individuals draw up and complete their Personal Learning Plans. The recommendation is that one Training Adviser support no more than four learners at any one time and this factsheet aims to give some practical advice on how to identify those who may be willing and able to take on the role.

Training Advisers have a number of areas of responsibility. They include:

- Briefing new adults on the scheme;
- Supporting learners through the learning process;
- Ensuring the learner is directed towards a wide range of learning methods;
- Negotiating a range of validation methods;
- Reviewing Personal Learning Plans up until the award of the Wood Badge;
- Working with other Training Advisers to develop good practice and maintain standards;
- Contributing to the development of the scheme locally; and
- Communicating with relevant parties.

This list alone begins to identify the type of person that would be suited to this role. A Training Adviser needs to believe in the value of Scouting, understand the Training Scheme and have the ability to support adults through their training. They also need to be good listeners, be well

organised and be able to give constructive feedback. Most of all though they must be willing to pass on their own knowledge and experience that they themselves have gained through being a member of the Association.

Identification

Identifying potential Training Advisers is the first stage to recruitment.

There may be those who were Personal Training Advisers under the current scheme and who wish to continue in a similar role once the new scheme comes into being. Of course it is possible that they may not wish to take on the additional elements that a Training Adviser will need to be responsible for but approaching them is a good first step.

There may be individuals who have been undertaking the role of PTA informally. Some Group Scout Leaders, for example, may have found themselves in the past offering support and guidance to new adult leaders in their Group, and under the new scheme maybe willing to take on this additional role more formally.

Scout Fellowship members have a potentially large role to play under this new system as many have the knowledge and experience that would ideally suit them to the role. A Training Adviser needs to be familiar with the Association and its values, purpose and methods, and because the role is a formal Appointment, Scout Fellowship members have the potential to actively support the scheme and consequently adults undertaking a new role.

For some people this role may offer them the opportunity to get back into Scouting. There may

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be people who have left the Association because they didn't feel able to commit either enough time, or a regular amount of time. The very nature of the role of Training Adviser means that it can fit in around other commitments, such as work or family. The amount of time asked from them varies and so may fit with those working shift patterns for example. In the same vein there may be those individuals who are ex-leaders whose knowledge of the Association may be invaluable.

Lastly, there are those people who have previously never been a member of the Association but have many of the qualities and skills that are looked for in a Training Adviser. Many people use the skills necessary to be a Training Adviser in their professional life, for example many businesses, shops and factories operate vocational qualifications that are similar in structure to The Scout Association's Adult Training Scheme. Therefore you may find that there are members of the local community who are willing to take on this role. In this instance, adults will need to complete a CRB check.

Suitability

Once you've identified who may be interested and able to be a Training Adviser it is important to consider what attributes they will bring to the role. The adults who will need supporting by Training Advisers will come from a variety of backgrounds, be a range of ages, and bring a different level of knowledge and experience of young people and the Association as a whole. Therefore it is important that the Training Advisers in a given District, County/Area or Region reflect that variety. Adult learners need to be supported by someone who they feel comfortable with and be able to learn from. For example, if all your Training Advisers are ex-Beaver Scout Leaders, is it likely that they will be able to effectively support a new ACC(International), or would it be preferable for them to have a Training Adviser who is an ex-ACC or who has a degree of experience in running international-themed Section meetings or trips. It is about achieving a balanced team that

will provide the best and most appropriate support and guidance for adult learners.

Support

As with all adults involved in Scouting it is important that they are given the right support in order to help them carry out their role. Training Advisers need to understand their role and be given the opportunity to agree their job description. The training requirement for Training Adviser is module 1, Essential Information, and module 25, Assessing Learning, and it is important that they complete this training and/or validation as soon as possible in order for them to undertake their role feel comfortable with what their role is asking them to do. It is also advisable to introduce people to the role gradually and so it is recommended that Training Advisers only support one or two adult learners initially until they feel ready and able to take on more.

Communication is an essential part of ongoing support and Training Advisers should have the opportunity to communicate with their line manager, the Local, County, Area or Regional Training Manager depending on the local structure. Individuals should feel happy to raise any concerns or problems and be confident that any appropriate action that is required will be taken. Relevant publications that will aid individuals in their role should be made available as well.

Ongoing Recruitment

The implementation of the new scheme will obviously mean that a large initial recruitment of Training Advisers may be required for some Counties and Areas. Once the scheme is up and running there will be a continuing need to recruit people to the role of Training Adviser. It will be important to look out for those individuals who have the necessary skills and have a willingness and interest in helping and supporting others in Scouting.