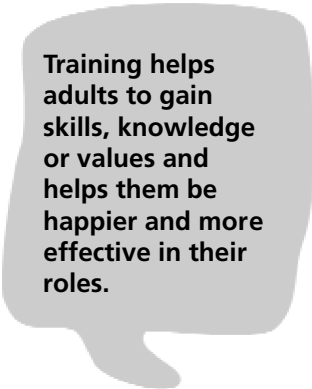


The Adult Training Scheme and Training Advisers

The Adult Training Scheme

The Scout Association's Adult Training Scheme enables adults to gain the skills they need to deliver and/or support the programme for young people. The scheme:

- helps adults understand Scouting and their role within it
- gives them the skills they need to do their job
- improves the quality and quantity of Scouting delivered
- supports adults in their own personal development.



Training helps adults to gain skills, knowledge or values and helps them be happier and more effective in their roles.

Training helps adults to gain skills, knowledge or values and helps them be happier and more effective in their roles. The necessary training can be delivered in a variety of ways to ensure there is the flexibility to suit everyone.

The scheme has been built around the principles that training should be accessible to all, flexible, and consistent. It builds on existing knowledge and skills, provides opportunities for adults to interact with others, use familiar Scout methods, and is externally recognised.

The scheme is divided into 36 modules, and different roles require a different selection of modules to be completed. The role description agreed during induction will help to define which modules should be tackled. No training within the scheme is compulsory. If an adult already has the skills and knowledge that are required for their role they do not have to repeat the training for its own sake. They will however have to demonstrate that they have this knowledge and skill through a validation process with their Training Adviser.

The Personal Learning Plan is an important part of the scheme and is created with the help of the Training Adviser. The plan is constructed by identifying which modules are relevant by answering a number of short questions. This process is completed using the *Adult's Personal File*.

The role of the Training Adviser

Training Advisers support adults through the Training Scheme. A Training Adviser will normally be someone with experience of the role that the adult they support is taking on.

Training Advisers have a number of responsibilities:

- To meet with the adult and explain the scheme to them
- To help the adult put together a Personal Learning Plan
- To review their progress with training regularly
- To sign off modules that have been completed satisfactorily
- Recommend the award of the Wood Badge.

The Training Adviser will be a key person in an adult's first few months in their role. They will be someone that can give advice, guidance and support during the induction phase. It is important that they get on well, and take time to build a relationship of trust with each other.

The Adult Training Scheme is another of the support mechanisms provided by Scouting to help an adult in their role. It should provide them with the confidence they need to do it well.