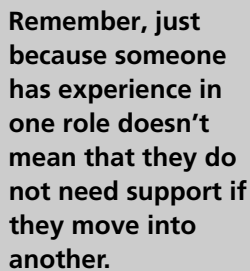


Introduction to induction and retention



Remember, just because someone has experience in one role doesn't mean that they do not need support if they move into another.

Welcoming adults

We spend a lot of time and effort recruiting adults into Scouting. Having got them to accept an invitation to volunteer (to say 'yes'), the first few months are crucial in encouraging them to stay. It is equally important that they are helped to become effective in their role as quickly as possible.

Induction is the process that allows an adult volunteer to develop into their role, and to help them feel capable and willing to continue. Induction is about developing a culture of good support, so that an adult new to Scouting is not left feeling that they've been thrown into the deep end. They should feel able to get help and support in what they do.

It is not just adults new to Scouting that need induction. People changing roles also need help growing into their new role. Remember that just because someone has a lot of experience in one role (such as Scout Leader) doesn't mean that they do not need support if they move into a new role (such as Group Chair). Induction of adults changing role will normally cover slightly different areas to take into account their prior knowledge and experience of Scouting.

The induction process is unique to each individual, and will require different handling depending on their role. For example, it would be important for a new GSL to meet the District Commissioner in the early stages of their induction, but this would not be true for the induction of a Pack Assistant.

Shared responsibility

Just as Scouting is about working together, induction is not just one person's responsibility. Everyone involved within the adult's team plays a part in their induction. This will happen if the induction is thought about in advance and well planned. If everybody knows what is going on, introductions to key people will be much easier. It will also give a much better impression to the new individual.

Areas covered in this resource

Producing a welcome pack

It is important to provide the adult with as much relevant information as possible on day one to help them get started. This should link into the information in the *Adult's Personal File* (for roles requiring completion of a Wood Badge).

Putting together an induction plan

Plan how the extra support that may be needed by an adult in the first few months in their role will be provided. How does the Provisional Appointment period and induction training (*Getting Started*) complement this?

Agreeing goals

The section explores how to give the individual direction and focus in carrying out their role.