

# National report on adult training January 2008

**A summary of the main findings from the self evaluation carried out by County/Area/Regional Training Managers with their Regional Training Advisers from 1 September 2007 to 31 December 2007.**



## National report on adult training

The aim of this report is to:

- provide evidence of the quality and impact of The Scout Association’s Adult Training Scheme in the UK;
- provide examples of good practice and share ideas amongst County/Area/Regional Training Managers; and
- inform the Adult Support Team of the support needs of County/Area/Regional Training Managers.

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### **Summary**

These are the key points highlighted by the self evaluation process undertaken by Training Managers across the United Kingdom in 2007:

- The number of Wood Badges awarded in the year was almost 3000, representing an increase.
- There is an increase in some places in the number of adults requesting training.
- There are concerns over a lack of training deliverers.
- The numbers of Training Advisers, particularly those that have actually validated module 25, continues to be a concern.
- The lack of motivation of some learners to complete modules is highlighted.
- There is a concern about a lack of understanding of Group Scout Leader and District responsibilities for training.
- The large majority of Training Managers are satisfied with how training is going in their County/Region/Area.

## **Introduction**

This National Report is produced by the Adult Training Support Team to provide a view of the current state of adult training, the perceived issues and concerns of Training Managers and some of the good practices and solutions that they have come up with.

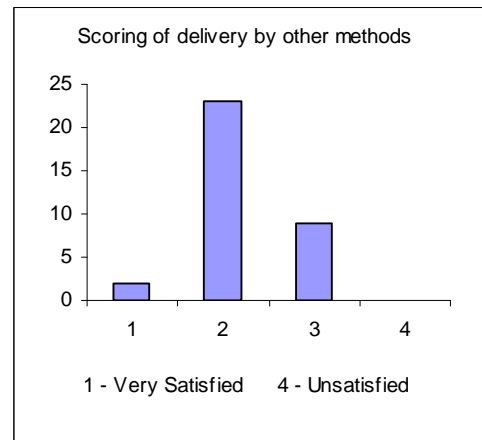
The report is based on the self evaluations carried out by County/Regional/Area Training Managers in the autumn of 2007 in conjunction with their Regional Training Advisers. Thirty five separate Training Managers from across Wales, Scotland and England submitted self evaluations representing around half the Counties, Areas and Regions. This is similar to 2006. Self evaluations for Northern Ireland and a number of the remaining English counties were still in progress at the time of this report.

The report breaks the review of adult training into three main areas:

- Training delivery
- The Personal Learning Plan creation and validation process
- Training management

## Training delivery

Overall, most Training Managers were happy with the delivery of training. 97% scored their course based training delivery as very satisfied or satisfied in the self evaluation. This is up 9% from 2006. For non-course based training delivery, this dropped to 74% being very satisfied or satisfied.



A range of methods for monitoring the quality of training delivery were in use, including learner evaluation forms, trainer report backs, and direct observation of training delivery by peers or the Training Manager.

Some Training Managers commented that the number of Leaders asking for training was increasing.

### Methods

There was a wide variation in the methods used for training delivery. Some Training Managers reported over 70% of their delivery was through courses, whereas in many this was less than 50%. In more rural areas of the United Kingdom, where courses are less feasible, small group and e-learning formed a much greater proportion of the delivery.

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Prior learning was also variable in its use. Many Training Managers reported it as about 10% of the learning, but for some it was 50% or more. This may reflect on areas where Leaders who have avoided training are being focussed on.

The use of workbooks remains at a low level, with most Training Managers reporting less than 10% of learning being done this way.

### Concerns

A concern that was expressed by a significant proportion of the Training Managers was a lack of people to deliver training. Over half of the evaluations included a need for more trainers and trainer training, and overcoming this figured in many of their action plans.

Another concern that was raised was a lack of take-up on the management modules for Group Scout Leaders and Commissioners. Several Training Managers included actions to deal with this in their plans.

Lack of visibility or control of local training delivery was also highlighted by a number of Training Managers. The concern was not so much about it happening as the ability of the Training Manager to ensure quality. In some cases they found training being delivered in Districts by unqualified people.

Some Training Managers raised concerns that the training scheme does not include enough skills training, and some were supplementing the training with additional skills work.

There was some concern raised about Training Advisers not being clear on their role and trying to train their Leaders. Training Managers were planning actions to improve this.

A concern that workbooks require the interaction of an experienced Training Adviser was also raised.

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### Good practice

A number of Training Managers reported using specialist trainers for certain modules, for example *Challenging Behaviour*. One Training Manager has allocated 'module champions' to be responsible for different modules.

Delivery with a mix of weekend days and evenings throughout the year is being used in some places.

Module 1 is being delivered in some places at the Appointments Committee meeting or at District welcome meetings.

A number of Training Managers are holding training team meetings to share information on how modules have run and look at improvements.

There is some growth in cross border training between Counties and Areas, both of trainees and trainers delivering the training.

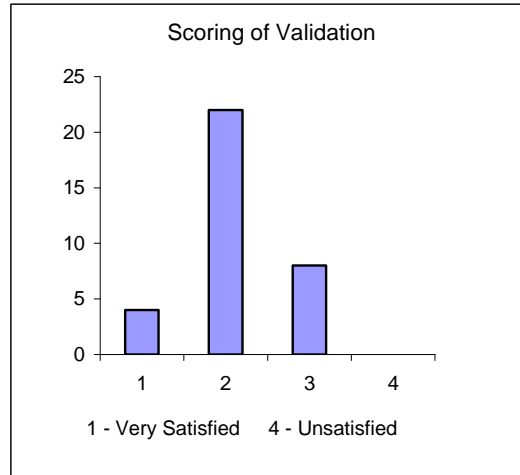
In order to help ensure quality, a couple of Training Managers have established standards or policies that all people delivering training sign up to.

In Scotland, some pre-course work by learners is being used.

In some places, modules are being run in a course format with tutors. Tutors are watching out for potential candidates for the training team at these courses.

## Personal Learning Plans and validation

Most Training Managers were happy with the consistency of validations taking place with 12% scoring it as very satisfactory and a further 64% as satisfactory. This total of 76% is up 15% from 2006.



Many Training Managers reviewed validation notes or documented evidence on Personal Learning Plans to check the quality. In many places, Local Training Managers are holding regular meetings with Training Advisers to review their validations.

There have been only a few disputed validations reported and those were satisfactorily resolved with the Training Manager's reviewing the issue.

Low take up of the Open College Network recognition is reported with only seven registrations being reported by the training managers.

### Concerns

A lack of Training Advisers is still reported from some places. 37% of Training Managers reported that they had more than 75% of the number of Training Advisers they needed, with two having a full complement. A further 56% reported that they had over 50% of their needed number of Training Advisers.

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The motivation of learners to actually validate was a concern raised in some places. In addition, slowness of some Training Advisers to carry out validations was also raised as a concern.

Several Training Managers raised a lack of understanding of prior learning as an area of concern.

In a few cases, concerns were raised about Training Advisers expecting more than necessary for validations.

### Good practice

In some places, Local Training Managers are holding meetings with their Training Advisers for peer review of validations.

Many training managers have run some form of drop-in validation and Personal Learning Plan sessions. In some cases, this was supplemented with e-learning PCs being available at the events.

In some places, new Training Advisers are shadowing experienced Training Advisers and being observed by a peer in their first Personal Learning Plan and validation sessions.

One Training Manager reports appointing a moderator to check consistency of validations and to deal with issues relating to validations.

One Training Manager has set up a Training Adviser helpline.

Some Training Managers have created their own forms for Training Advisers to summarise validation notes for quality checking purposes.

## Training management

Many Training Managers reported that Wood Badge recommendation levels were good and in a number of cases rising.



Overall, 79% of Training Managers reported being satisfied or very satisfied with the management of training.

Slightly under half of the Training Managers reported having over 75% of their Local Training Manager appointments filled, with a further 8% having less than 50% filled.

Where the Local Training Managers are allocated on a geographical basis, there is a reported move towards one per District, sometimes by choice, but sometimes with concern.

Only 55% of Training Managers reported that more than half their existing Local Training Managers had completed module 30. In five cases however, all the Local Training Managers had completed module 30.

### Concerns

Training Advisers who have not validated module 25 are also a large concern. Only 19% of Training Managers reported having over 75% of their Training Advisers with

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module 25 validated. Almost half of the Training Managers reported less than 50% of their Training Advisers had validated module 25.

Some Training Managers reported a lack of support from District and County. A lack of awareness of Group Scout Leader and District Team responsibilities in training was cited in some cases. An attitude of 'Training is County's responsibility' was reported.

Several Training Managers reported concerns over the poor attendance at training meetings

## **Conclusions**

In general, training delivery is going well, with the main problem being a shortage of people to deliver the training. The main method of delivery remains course based. The amount of training appears to be increasing and Wood Badge recommendations are good.

The quality of validations is in the main satisfactory, although a lack of Training Advisers, and particularly those who have validated module 25 remains a concern in some places. The motivation of adults to complete their training and the recognition by Group Scout Leaders and District Commissioners of their role in training are also issues in some places.

*Adult Training Support Team*

**Chair:** Mike Kerrigan

### **Regional Training Advisers:**

Ben Balaam, Richard Brownless, Iain Fairbairn, Judith Freeman, Andrew Hill, Isabel McNab, Margaret Medler, Andy Neil, Gareth Tanswell, Christine Watson, Gyles Wren

## Appendix: Response from the Adult Training Steering Group (ATSG) to the national report

### Summary

The group noted that it was positive that an action plan formed part of the self evaluation tool. They were also pleased to note that:

- The number of Wood Badges awarded in the year was almost 3000, representing an increase.
- There is an increase in some places in the number of adults requesting training.
- The large majority of Training Managers are satisfied with how training is going in their County/Region/Area.

The following concerns were noted and the response of the ATSG follows:

1. There are concerns over a lack of training deliverers.
2. The numbers of Training Advisers, particularly those that have actually validated module 25, continues to be a concern.
3. The lack of motivation of some learners to complete modules is highlighted.
4. There is a concern about a lack of understanding of Group Scout Leader and District responsibilities for training.
5. There are some concerns about Training Advisers not being clear on their role and trying to train their Leaders.
6. There is a concern that workbooks require the interaction of an experienced Training Adviser.
7. A lack of Training Advisers is still reported from some places.
8. Several Training Managers raised a lack of understanding of prior learning as an area of concern.
9. In a few cases, concerns were raised about Training Advisers expecting more than necessary for validations.

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### Response from the ATSG

1. It is proposed to use Gilwell Training on the Move to train trainers; a magazine article will be written to help recruit trainers and increase awareness of the role. Gilwell Training on the Move can also be used to retrain and update trainers to help improve their skills. We are also currently developing webpages for Training Managers that will host good practice examples of monitoring the quality of trainers. Future editions of eNews and the work of the Regional Training Advisers will also help to share good practice.
2. The writing of *Keys to success for Training Managers* will address some of the issues around effective management of Training Advisers, including the validation of Module 25 – *Assessing Learning*.
3. The lack of motivation of some learners to complete modules should, in part, be addressed through the groups response to concern four - please see below.
4. The ongoing issue of the lack of communication and active cooperation between the training community and the management community could in part be addressed at the National Conference.
5. The updated Module 25 – *Assessing Learning* and the workshops that can be adapted from it for existing Training Advisers will help reinforce the correct understanding of the Training Adviser role so they do not deliver training, especially as a 1:1.
6. The concern that workbooks need extra support can be picked up when the modules are reviewed.
7. Training Adviser recruitment can be helped through the use of the Development Grants Board fund, the Training Adviser recruitment leaflet which is currently being updated, and through sharing good practice through the Training Managers webpages, eNews and the Regional Training Advisers.

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8. The updated Module 25 and the workshops that can come out of it should help give further guidance to Training Advisers to help them recognise prior learning.
9. The updated Module 25 and the workshops that can come out of it should help give further guidance to Training Advisers to help them know how much to expect for validations so they do not expect too much.

### Recommendations to the Operations Sub-committee

There are no formal recommendations from this national report, as the work highlighted in this report will be incorporated into the work already underway.

The ATSG also wishes to record its thanks to Mike Kerrigan, Chair of the Adult Training Support Team and the Regional Training Advisers, for their hard work in collecting the information and collating this report. The ATSG would also like to thank the increasing number of Training Managers who took part in this process and through their hard work are improving the quality of training in the UK.

Donna Kerrigan  
UK Adviser (Adult Training)

**On behalf of the ATSG:** Gyles Wren, Margaret Medler, Jennifer Chetwynd, Mike Pitham and Mike Kerrigan.