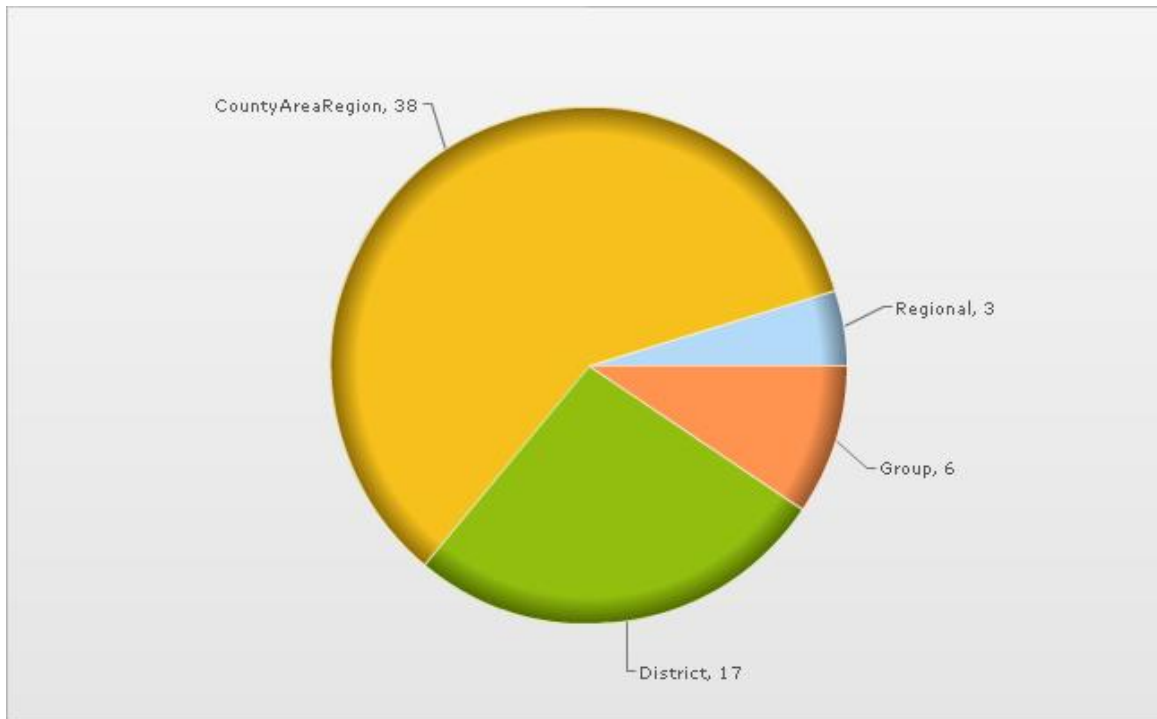


## Trainer's survey

### What level do your training teams operate at?



### How many trainers do you have in your teams? How do you use them? How often might they train?

25 – presenters who present from once or twice a year to once a month and everything in between.

We are a team of three in the district.

This year we have run 5 Getting Started sessions, two as days and three as a series of two consecutive Monday evenings to allow for differing work patterns of new leaders.

Approx 7 - some are used more than others. On average a core staff of 3 or 4 are used for most courses, with others called on for more 'specialist' subjects where required. Each trainer is used around 3 or 4 times a year dependant on the courses being run.

We have a team of around 15 trainers plus supporters. We also have EDSFAT which is the Scout fellowship who deal with first aid training who have members who were in charge of the world jamboree first aid in one form or another.

The trainers cover every module that can be covered in the training scheme. They are updated on a regular bases through meetings and then update themselves when required.

I train for the area and wherever needed in that area. I have one other trainer who delivers training in her own District. I have several other "helpers" who assist on courses, particularly on specialist subjects, eg First Response, International and Activities Outdoors.

We use various leaders from around the county (including 3 of the LTMs) who have specific knowledge/skills matched with the required high level presenting skills (some are teachers or professional trainers). St John's/Red Cross Trainers for First Aid

We have a pool of about 12 people who deliver our training. Their use is variable. Some only deliver a training package once or twice a year, others are used at least once a month on a variety of courses presenting modules or skills days.

Trainers are asked what commitment they can give to the County Training Plan in a twelve month period and if they are available to work in Districts at 2 months notice (this is the time Districts have to give the Training Team when they request a Module 'on their patch') Some may give 2 sessions per annum, others 3 and some none at all - it depends on the demand. All Trainers can deliver all the Modules put obviously, some have their preferences.

13 trainers. All are in the training diary in some role i.e. Individual modules. Intensive weekends. Night's away weekends. County courses. District courses. All have completed some form of National Training,

Within the Districts there are approx 2-4 trainers that assist with Modules 1 & 3. Each District is different in need and whereas one District might put on these Modules once a month others may only do them once a term. With regards to other modules we have a trainer for each module and these are put on two or three times throughout the year according to need.

Those based in Districts deliver the modules when required. At county level, modules are run once in a year, with some trainers delivering 2 or 3 + assisting on module 16.

A total of 9 trainers, with responsibilities for geographic areas in the County (linked to Districts), or delivery of specific training modules (e.g. we have one trainer who just delivers First Response). All trainers are used equally and work together to supply a total of approximately 90 - 100 modules per year.

Within my LTM role we have a team of 20 trainers who are responsible for co-coordinating a module each and will present those modules. Frequency of training is dependant on the requirements of the leaders in the training system.

We have a small training team of around 10 trainers. The trainers deliver training on courses, or in small groups. Some of them have specific modules that they like to deliver, others will deliver anything!

So we had a mix of trainers and LTM's running modules and so a trainer would be responsible for delivering one or two particular modules. Now we have LTM's delivering most of the modules themselves.

## Where do you recruit trainers from?

Some volunteer and some are spotted as having the relevant skills and personalities

Trainers have come from local groups

Current leaders, new leaders on courses, and external bodies

From experienced leaders mainly.

We "pick them up" as we go. Find people who seem to have an interest. Invite them in to help and keep an eye on their abilities.

From those that express an interest in training or who have a professional background in training.  
From others that make recommendations.

Trainers are recruited according to their specific knowledge e.g. Mod 19 is carried out by the AAC International.

We recruit Trainers from within the County normally they are "spotted" whilst they are going through Training themselves.

In the past, they were recruited through identification on County-run adult training courses. I now use selected TAs and people suggested by their district.

Trainers are recruited from experienced leaders within the Districts.

Trainers are recruited from anyone who has completed their Wood Badge training. We are looking for keen, preferably younger adults. They would start by shadowing one of the current team of trainers, gaining experience of how the modules are delivered here

District teams on the whole, we ask for recommendations and will also actively recruit leaders who we feel have the correct skills.

Trainers are usually recruited from personal recommendation, or they start as tutors / table facilitators on some of the course

Dynamic TAs, those who train in their civilian jobs, word of mouth.

## What qualities are you looking for?

They are friendly, approachable, reliable, organized, well informed, enthusiastic and supportive

Qualities will include endless patience, a good sense of humor, organizing and planning skills, team working skills, and the willingness to try something new, amongst others!

Time and commitment, we will provide the training and develop the skills with the individual.

Able to communicate well with people, put things across in a way that people will find interesting and have a bit of knowledge or willing to learn.

People who can communicate with others, particularly in a positive way. Someone who is confident or can build up that confidence to speak in front of an audience, who can get his/her point across, think on his feet and tone of voice is also important.

High quality presenting, facilitating, feedback skills/innovative training techniques/sense of humor

Looking for people who can communicate well and present with enthusiasm and prepare their delivery well.

When looking it is usually whilst they are carrying out their own training, qualities such as enthusiastic, approachable and they usually want to give something back. I find it useful to use those who have completed their own training as hopefully they have had a positive experience and want to pass this on.

We looked for the ability to present information clearly; to relate to the participants in a friendly manner - people!

I need people who can 'present' well i.e. deliver the content in a user-friendly way

We provide on-the-job training + more formal courses if required

The ability to pass on the knowledge of skills in a fun, useful and practical way to adults in scouting.

Ability to express themselves, knowledge of Scouting, enthusiasm, approachability.

Most trainers are experienced - just beginning to recruit younger people to take over from us oldies. Will start by helping on a course and then taking the lead and then allowed to develop their own methods and ideas.

Creative, clear presentation skills, flexible.

Able to think on their feet, to look outside the box, good communicator, approachable, 'people person'

Trainer qualities are primarily to be an excellent communicator, to understand learners needs and the ability to transfer learning tools into practical methods

Presentation skills and personality with a sound background in the subject they will teach is a good place to start - albeit the first is most important when new topics come along (mod 37). Background is not necessarily from scouting (particularly in diversity, leadership)

Innovative, enthusiastic, prior knowledge of planning and delivering training if possible, not essential, able to interpret module objectives and deliver using a variety of teaching and learning strategies.

## What methods do your training teams use?

We use a variety of methods ranging from the limited use of PowerPoint, flipcharts, puzzles, magnetic board, practical activity Workshops, tutor groups, plenary sessions, hands on sessions, presentation sessions, handouts (though usually only as a post course reminder - something to take away and read through at leisure!) one to one sessions.

Most training is delivered as courses, rather than stand alone modules - the geographic of the county make it more practical at present to do this, and certainly more cost effective.

I am not aware of a high use of elearning, although this may be something that gets used more in the future, similarly workbook learning may also increase. Where appropriate prior learning is validated through discussions with TAs and members of the training team.

Anything and everything!

Role play, brain storming, simulation exercises (some of our most 'fun' sessions have been done this way using children's construction kits) Group tasks, Case studies.

Trainers are encouraged to use their imagination and concentrate on the learners 'learning by doing'.

It is sometimes very difficult to analyze where to 'pitch' a session when there is such a diversity of 'educability' amongst the participants.

We train by individual modules, groups of modules, and packages.

These are carried out by arranging evenings, whole days and weekends. Some are at County Scout Centre (where we have good training facilities) others are in Districts. All are entered into our Training Diary and applicants can apply for whatever suits them best.

Our training team uses a variety of methods. But, we do promote courses as we find this an invaluable way of learning. There are a few members who have used workbooks and e-learning.

We run all the section leader and manager modules as day, half-day or evening courses. Some modules are grouped for convenience but most are run separately.

We also run two residential modular weekends (Friday evening to Sunday teatime); each covers six modules.

These are proving increasingly popular and, of course, provide much more time for the participants to integrate and share experiences.

Mostly small groups and course based training.

Combinations of available methods depending on circumstances and demand for specific modules

Talk and chalk, PowerPoint, DVD, PC learning and run-through singularly or in groups, Practical sessions and anything that one to ones show as being necessary.

A range of styles according to subject and the presenter. Weighted towards use of PowerPoint in some areas but with a range of Visual Auditory and Kinesthetic styles. Few topics are pure PowerPoint (activities outdoors is one which is quite rule based. All the modules are arranged in courses which we run on a year by year basis.

We arrange our Getting Started course one month following the meeting of the appointments, a module 10 course is run back to back with the Getting Started. Those leaders having completed Getting Started can then attend the next course arranged which takes in modules 5, 6, and 8,11,14,19.

We hold a camping weekend at our county camp site for all leaders which takes in modules 16, 17, 18.

Towards the end of the year a final course is held over two full days and two evenings covering modules 7, 9,12,13,15.

## Other Ideas

A concern for me coming into the role over the next couple of years is that the existing team, whilst very good, isn't getting any younger, and there are few people in the county at present who immediately come to mind as possible additions - however I personally may look at 'advertising' the roles and see what happens - I think trainers will be far more effective if they are doing it because they have said they want to rather than being asked to do so.

There are some limitations locally in terms of venues etc - the idea of internet access whilst on training is one I would like to explore further, particularly given that mobile broadband is now more widely available and costing less.

Internet access in our Training Centre is a recent addition - I have battled hard to achieve this since my appointment 18 months ago - participants really appreciate being shown how to use programmes on line etc during the courses

We have adopted a course method of training as it gives us the opportunity to see the leadership working as a group and thereby showing us their energy/enthusiasm. Also in this method of training it gives us as the trainers the opportunity physically sees leaders who have potential to become trainers themselves