

# The Training Times

A Publication of Volunteer Development, Scouting U, BSA

Summer 2022 Edition

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## 2022 Scouting U Volunteer Training Conference

The 2022 Scouting U Volunteer Training Conference was held in Las Vegas on April 7th - 9th. There were 45 attendees in person and over a hundred attendees virtually across six different sessions. Attendees were from a broad spectrum of volunteer positions including Council Training Chairs, District Training Chairs, Council Commissioners, Territory Training Coordinators, Instructional Designers, and Scouting U Committee Members.

A number of sessions were of a nature to update attendees on training products across Scouting. These included Scouting U updates on the new Territory Structure, an update on Leadership products (Wood Badge, NYLT, CDCs, etc.), hybrid training outcomes during COVID, best practices in training and an update on the status of Diversity, Equity & Inclusion training. A number of focus groups were held among participants to discuss strengths, weaknesses, and potential paths forward for training curricula in the areas of Council/District Training Teams, hybrid training products of the future, and Outdoor training. A lot of great information was passed amongst attendees in person and virtually, as well as significant input from the field on how to update some of our curricula across training offered in Scouting.

The following link is for the PowerPoint materials used in various



sessions: [https://drive.google.com/drive/folders/1bguHwyXwn7Hal3swSUuSUxX-OeADx\\_dF?usp=sharing](https://drive.google.com/drive/folders/1bguHwyXwn7Hal3swSUuSUxX-OeADx_dF?usp=sharing)

## TRAINING ↔ MEMBERSHIP

Does training have a place in a Membership Growth Plan? It sure does. Training is integral to supporting Membership Growth. With more youth, we need more adults. And those adults need to be well trained in order to deliver the promise of Scouting we make to those youth.

Training is really about learning; how should I perform my position, and how can I learn more. Learning can be formal (structured position-specific training) or informal (networking with experts). While position-specific training is critical, continuous learning is important to provide our adults the knowledge and tools they need to keep youth energized and engaged. Once we have the youth, we need to retain them. Roundtables offer both networking opportunities and sessions of learning on focused topics.

Has your council developed a Training Plan to support your Membership Growth Plan?

- How many youth do you plan to grow in each program each year?
- What adult positions are needed to support the growth in youth membership?
- How many adults will you recruit to fill those positions?
- What training sessions will be needed and how many?
- When will the training be held? Develop the training calendar and recruit trainers.
- Collaborate with Roundtable Commissioners to identify and schedule focused training sessions for adult leaders.
- Have you developed a simple training flyer to share with adults so they understand expectations and when training will be held? Or how they can easily take training online.
- Will a member of the Training Team be present at recruitment events to welcome adults who register and answer their training questions?
- Don't overwhelm recruited adults with training information, but give them enough so they know they are well supported.

Membership Growth and Training go hand in hand. The Territory Training Coordinators (TTC) are here to help you. Please reach out to the TTC supporting your Territory. Let's work together to provide the promise of Scouting to more youth and Change Lives.

## WHAT'S NEW?

### SCOUTING U ANNOUNCES CHANGES TO DEN LEADER TRAINING AWARD DEVICES

The Den Leader Training award recognizes den leaders who continue to learn about the Cub Scout program. The award can be earned by den leaders at any point in the Cub Scouting program. Volunteers earning the award wear the Cub Scout Den Leader Award Knot, represented with a yellow square knot on a blue background.

In our continued evaluation of the many elements of the Scouting program, the decision has been made to discontinue the three devices (Tiger, Cub Scout, Webelos) intended for use on the Den Leader Training Award. Den leaders will continue to be able earn the award at any time in their den leader tenure.

Limited inventory of the Cub Scout Device Pins are available in Scout Shops while supplies last. These items will not be restocked once fully depleted.

The following SKUs have been eliminated:

SKU	SKU Description
932	Device WE Pin
604950	Device CS Pin
620592	Device Tiger 2015

### NEW VIDEO FOR ONLINE PROGRAM RESOURCES

A new video has been created to help unit leaders navigate the Scouts BSA Resource Website. It's a quick 10-minute tour of the website to guide you through the Troop Leader and Troop Program Resource portion of the page. There is so much good information in these sections, but they are often overlooked or just hard to find.

Please take a minute (or 10) to watch and then share it with your fellow Scout Leaders!

<https://youtu.be/s1UUrip9uJk>

## SCOUTING U RELEASES UPDATED SAFE SWIM DEFENSE TRAINING

In collaboration with the BSA National Aquatics Subcommittee, Scouting U has released an updated version of “Safe Swim Defense” online training that is also mobile compatible. Since the inception of Scouting, learning to swim and engaging in aquatics activities have been core to the program. Safe Swim Defense training is required for any BSA unit who will participate in swimming activities. This online training ensures that adult leaders are prepared to facilitate safe swimming programs by reviewing the eight points of Safe Swim Defense. To access the updated training, log onto [my.Scouting.org](https://my.scouting.org) and search the catalog in the BSA Learn Center for “Safe Swim Defense”. For additional information regarding BSA aquatics programs, please refer to the [Guide to Safe Scouting](#) and the BSA’s [Aquatics Supervision Guide](#).

### FAQs

*Does Safe Swim Defense training have to be renewed?*

Yes, adults supervising a swimming activity must have completed Safe Swim Defense training within the previous two years.

*Do I need to take the new version of Safe Swim Defense training if my current training is not expired?*

No, you can complete the updated version of Safe Swim Defense when your current certification expires.

*Is Safe Swim Defense training available to take in person?*

No, Safe Swim Defense is only available online. It is also mobile compatible.

### NEW BSA ALUMNI ONLINE LEARNING PLAN

The BSA Alumni Association is pleased to announce that after 4 years we have finally updated the six original Scouting Alumni and Friends courses to the more current BSA Alumni Association. There have been many updates to awards, requirements, and the Alumni directory portal since the original six courses were developed.

We have also added two new courses; both explain how to use new Alumni directory portal

at <https://directory.scouting.org/>. One course is for the general user and one course is for directory support. All are now currently available in the BSA Learn Center.

Simply search the catalog for the BSA Alumni Learning Plan. The Learning Plan consists of eight modules:

BSAA Creating the Committee

BSAA The Committee Chair's Role

BSAA The Scout Executive's Role

BSAA Affiliate & Affinity Group Relationships

BSAA Awards and Recognition

BSAA Communications

BSAA General User

BSAA Specialist

Please login to [my.scouting.org](https://my.scouting.org) and check them out. Many thanks to Scouting U for their support.

### STEM NOVA COUNSELOR/SUPERNOVA MENTOR TRAINING

As of June 1, 2022, these awards are now administered by the local council. The requirements for the awards, along with other program support, and training for use by the Council can be found at:

<https://www.scouting.org/stem-nova-awards/volunteer-support/>.

### ONBOARDING COMMISSIONERS

A commissioner is considered trained when they complete the prescribed online training or the facilitated in-person training, and when they complete the defined onboarding requirements outlined in the Onboarding Progress Record appropriate for their position while working with an assigned onboarding coach. The Onboarding Progress Record is a set of 10 to 12 position-specific tasks that the commissioner and their coach work through together. The coach’s role is to review each of the onboarding requirements with the new commissioner and assist them in completing each task. The onboarding coach is usually an experienced commissioner who is familiar with the duties expected of the newly appointed commissioner and who will help the new commissioner to become effective in their role.

The person who appoints a new commissioner should at the same time also appoint the onboarding coach and is responsible for ensuring that the onboarding process is completed.

In the case of a newly appointed Unit or Roundtable Commissioner, the onboarding coach may be the Assistant District Commissioner with whom the new commissioner will be serving. It could also be another experienced Unit or Roundtable Commissioner appointed by the District Commissioner, or the District Commissioner can serve as the onboarding coach.

Ideally in the case of a new Assistant District Commissioner, the District Commissioner should be the onboarding coach. However, the District Commissioner might choose to appoint another experienced Assistant District Commissioner to serve as the onboarding coach.

District Commissioners are nominated by the district nominating committee and approved by the Council Executive Board, with the concurrence of the Council Commissioner. In this instance, the Council Commissioner designates the onboarding coach, or the Council Commissioner can serve as the onboarding coach.

Assistant Council Commissioners should be onboarded by the Council Commissioner or by another Assistant Council Commissioner appointed by the Council Commissioner.

Council Commissioners can have the assistance of the Council Scout Executive acting as their coach in completing the onboarding process, or the Territory Commissioner can serve as coach or appoint an onboarding coach.

Coaches are responsible to verify that the online or facilitated in-person training has been completed. In the case of online training, the coach does this by reviewing the online training record of a new commissioner to be sure that each required module has been completed. The required module SCO numbers for each commissioner position are listed on the back of the onboarding progress records. In the case of facilitated in-person training, the coach should verify completion of the appropriate in-person training session by reviewing the new commissioner's Certificate of Training record card for that Onboarding Commissioners training. These cards must be completed and provided by the in-

person training facilitator to each participant upon completion of each course.

Once a new commissioner has completed the necessary training sessions and the onboarding requirements for their position, their coach will enter the appropriate training code into the new commissioner's training record using the Training Manager application in My.Scouting. Also, the coach should notify the appropriate level commissioner (usually the District Commissioner, Council Commissioner, etc.) that the new commissioner has completed their training and onboarding successfully, and that they are ready to receive their Commission Certificate in an appropriate commissioning ceremony. (Revised 5/16/2022)

## **DID YOU KNOW?**

### **LEADERSHIP, NYLT AND THE LEADERSHIP ACADEMY**

In 2017, Leadership was quietly added as a fourth aim of Scouting. Leadership development has always been an important outcome of our Scouting program. Yet, formal Scouts BSA leadership training has been limited in its reach. It is estimated only 2% of Scouts BSA youth attend National Youth Leadership Training (NYLT). NYLT is an outstanding and successful program which all Scouts BSA youth should attend. By training all Scouts BSA youth at NYLT we begin fulfilling the Leadership aim of Scouting. In addition to having trained leaders in your council it's also a great opportunity to use under-utilized camping facilities.

In the progression of - see a skill, do a skill, teach a skill – the biggest learning jump is made teaching the skill. NYLT Leadership Academy specializes in the big jump teaching leadership skills. Teaching leadership is a life skill that pays dividends at NYLT, Scouting, college life and throughout careers. We strongly feel all NYLT graduates should attend NYLT Leadership Academy.

In a first for BSA, NYLT Scouting Leadership Academy has [partnered with West Virginia University](#) to offer one (1) college credit to Leadership Academy graduates who do some additional work. Leadership Academy's partnership with WVU adds academic rigor to the time-proven methodology of Scouting, resulting in an unequalled leadership

learning experience.

We are also pleased to announce that a second WVU organizational leadership course, Leadership Academy II, offering an additional two (2) university credits will begin summer 2022 at the Summit. This creates the opportunity for Scouts to receive a total of three (3) university credits as high school students, like an AP course, except in a fun, immersive Scouting experience.

The [NYLT Leadership Academy was created](#) to fully support local council NYLT courses. NYLT Leadership Academy teaches youth to teach other youth leadership models and skills. Originally intended for NYLT youth staff, it is now open to any youth who has graduated NYLT.

This summer 250 NYLT Leadership Academy scholarships, one per council, are available as an incentive – see [our website](#) for details. We are challenging every council to send a minimum of two youth this summer. Send your entire council NYLT youth staff and accelerate your council's NYLT growth.

In 2022, NYLT Leadership Academy is offered over five weeks at four locations: the Summit, WV; Washington, DC; St. Louis, MO and Sacramento, CA.

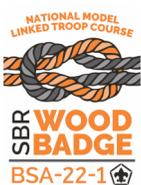
Please see further information at:

[NYLT-LeadershipAcademy.org](https://www.nylt-leadershipacademy.org)

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## **UPCOMING EVENTS AND TRAINING**

### **NATIONAL MODEL LINKED TROOP WOOD BADGE COURSE REBOOT**



Due to the postponement of the January 2022 course, new course dates have been selected. A few participant scheduling conflicts have created some course openings. The faculty would like to invite you to the **National Model Linked Troop Wood Badge Course**, held at the **Summit Bechtel Reserve** from October 24 -28, 2022 (arrive by 6 PM October 23<sup>rd</sup>).

Wood Badge is the ultimate leadership develop-

ment program for adult leaders of the Boy Scouts of America. It has been widely recognized as Scouting's most advanced training program. It is a practical course designed to inspire and empower our volunteer and professional members to achieve their individual potential and to assist our organization in reaching its vision, mission, and goals for young people.

The National Model Linked Troop Wood Badge course features two troops: a female troop and a male troop. These troops operate in a way that many linked troops do, together for some activities, separate for others.

Besides the Linked Troop model, what makes this course unique is:

- Participants and staff from around the country
- Indoor, heated housing at the Summit Bechtel Reserve (Glen Jean, WV)
- 1-week format (not two weekends)
- Special guests and Q&A sessions

Participants arrive by 6 PM ET **October 23<sup>rd</sup>**

Course is **October 24-28**

Depart either after 5 PM ET on **October 28<sup>th</sup>**

Or spend the night and depart **October 29<sup>th</sup>**

You can learn more about the course, staff and register at <https://www.bsa-22-1.com>. The course fee is \$550 and is due when registering.

You will need to know your council number when registering and the National Service Territory number.

Fall 2022, watching the change of the seasons in West Virginia - can't wait to see you there. If you have any questions about the course, please contact:

Dave Savone

[redoakdave@sbcglobal.net](mailto:redoakdave@sbcglobal.net)

National Wood Badge Coordinator

### **SUMMER 2023 AT THE SUMMIT: EXPERIENTIAL LEADERSHIP TRAINING AND THE NATIONAL SCOUT JAMBOREE!**

Tens of thousands of Scouts and Scouters will come together at the Summit Bechtel Reserve for the next National Scout Jamboree from July 19-28, 2023, but you can enjoy Scouting in West Virginia even sooner! Adult Scouters and Scouts from every

program are invited to attend advanced, hands-on leadership training at The Summit before returning for the Jamboree!

For adults, **Leadership Challenge** is the preeminent outdoor experiential Scouting leadership course for those who have completed Wood Badge. The course brings to life the potential of servant leadership through challenging and engaging activities that motivate leaders to follow a life of helping others succeed based on the values expressed in the Scout Oath and Scout Law. For 2023, Leadership Challenge at The Summit will be held June 18-24.

For youth, **National Advanced Youth Leadership Experience (NAYLE)** builds upon skills learned during National Youth Leadership Training (NYLT), with engaging activities that equip young women and men to navigate team dynamics to plan for success using tenets of servant leadership. Two sessions of NAYLE will be offered at The Summit during 2023, from June 18-24 and June 25-July 1.

Registration for 2023 Leadership Challenge and NAYLE at The Summit will be available here: <https://SummitBSA.org/training>.

Openings for 2022 Leadership Challenge and NAYLE—at both The Summit and Philmont Scout Ranch – remain available. Click below to register! Summit courses: <https://SummitBSA.org/training> Philmont courses: <https://www.philmontscoutranch.org/ptc/ptc-conferences/>

We will see you at the Summit!

## 2022/2023 COURSE DIRECTORS CONFERENCES

Are you a 2022-23 Wood Badge or NYLT Course Director, Assistant Course Director, or a senior youth leader for NYLT? If you answered yes, then you need to attend a Course Directors Conference (CDC). Use the link below to find a CDC that works for you and your team.

The CDC will have the latest information you will need to present a world class National Training Course! All participants that attend will be connected to the current Wood Badge and NYLT curriculum and materials. You will enjoy meeting other course faculty/staff and get great ideas on how to improve the training in your council. The conference schedule is being updated constantly, so keep checking

for new locations and information!

<https://www.scouting.org/training/conferences/>



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