

The LDS Training Continuum

Training Opportunities Reflect Program – and People Development

Church Calling	Scout Position	Fast Start / Orientation	Youth Protection	New Leader Essentials	Position Specific	Outdoor Training	Troop Committee Challenge	Roundtable	Monthly Meeting Commissioner	Monthly District Meeting	Commissioner's Annual Training	Council Training Day (Pow Wow)	Annual District / Council Meetings	Train the Trainer	LBP University	Wood Badge
Stake Presidency / Scouting	Council / District Position	X	X	X	X	X				X	X		X		X	X
High Counselors - Aaronic Priesthood	Council / District Position	X	X	X	X	X				X	X		X		X	X
High Counselors - Primary	Council / District Position	X	X	X	X	X				X	X		X		X	X
Stake YM President / YM Counselors	Assistant District Commissioner (ADC)	X	X	X	X	X		O	X		X		X		X	X
Stake Primary President / Counselor	Unit Commissioner	X	X	X	X	X		O	X		X	O	X	X	X	X
Bishop	Organization Head / Executive	X	X	X	X										X	X
Bishopric Counselor / Scouting	Representative (CR) Unit Commissioner	X	X	X	X	X	X	X	X		X		X		X	X
Bishopric Counselor / Youth Responsibilities	Committee Member (Pack / YM)	X	X	X	X		X	O							X	X
YM President	Venturer Advisor / Associate Advisor	X	X	X	X	X		X				X			X	X

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1 st YM Counselor	Varsity Coach / Asst Team Coach	X	X	X	X	X		X				X			X	X
2 nd YM Counselor	Scoutmaster / Asst Scoutmaster	X	X	X	X	X		X				X			X	X
EYOS Leader	Assistant Scoutmaster	X	X	X	X	X		X				X			X	X
Ward Primary President / Counselors	Committee Member or Pack Trainer	X	X	X	X	X	X	X				X		X	X	X
Committee Chairman		X	X	X	X		X	O				X			X	X
Committee Members		X	X	X	X		X	O				X			X	
Scoutmaster		X	X	X	X	X		X				X			X	X
Assistant Scoutmaster		X	X	X	X	X		X				X			X	X
Cubmaster		X	X	X	X	X		X				X			X	X
Den Leader		X	X	X	X	X		X				X			X	
Webelos Den Leader		X	X	X	X	X		X				X			X	
Pack Trainer		X	X	X	X	X	X	X				X		X	X	

X = Required / Regular attendance

O = Occasional attendance (Charter Re-charter Training, Annual Kickoff, Topics of Interest)

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Scouting appeals to boys of all ages, their parents and the larger communities in which they live. Adult Training for Scout leaders is based on a stepping-stone approach. Each stone represents additional training and insight based on what has been learned before.

Assuring that a variety of training programs are available keeps the Council's professionals and volunteer staff very busy. The programs succeed because the Council cares to make sure that the leaders know how to organize and conduct challenging programs. A leader's training begins when he or she is called. After accepting the calling, another leader or member of the committee begins the education process with the basics of where and when the unit meets. Then what?

- **Fast Start Training** may come from a member of the unit or district training team. Its purpose is to get the program for the youth members up and running as quickly as possible. The Fast Start online presentation for Cub Scouts www.scouting.org/cubscouts/faststart, video, or DVD is designed to present the basic structure and concepts of Cub Scouting to new leaders. This is best viewed before accepting a calling to work with boys or to serve on the pack committee. If there are going to be issues related to time commitment or conflicts, it is better to understand and address them prior to accepting the call.
- All adult leaders working with Scouts of all ages are required to take **BSA Youth Protection** (YP) training prior to working with youth. Adult leader Youth Protection Training is on-line or taught by BSA district or council trainers. Training can be provide on the unit level by a Pack or Troop Trainer.
- The course called **New Leader Essentials** is usually hosted by the district and council training teams. This is the framework – the essentials – for all the Scouting programs. This course is an introductory session that highlights the values, aims, history, funding, and methods of Scouting. It addresses how these aims and methods are reached in an age-appropriate style within Cub Scouting, Boy Scouting, Varsity Scouting, and Venturing. Videos, discussions, and hands-on reinforcement are presented during the 90-minute training session. Because this course is taken by all leaders (from Cub Scouting to Venturing), each leader needs to complete this training only once, even if he or she later accepts a different leadership calling in the pack, troop, team, or crew.
- **Leader specific** training comes next. Upon completion of New Leader Essentials, leaders take the Leader Specific Training for the position to which they have been called. Cub Scout den leaders/assistant den leaders, Webelos den leaders/assistant Webelos den leaders, Cubmasters/assistant Cubmasters, and pack committee members can complete this training in a full day or in two or three evenings. These courses focus upon the specific role a leader has when working in Cub Scouting. These training sessions, whether Cub Scout, Boy Scout or Venture Crew, are offered by the district and council teams.

If the leader changes positions (for example from den leader to committee chair) the Leader Specific Training course for that new calling is required. The leader is considered fully trained upon completion of Youth Protection, New Leader Essentials and the Leader Specific training for that position.

Cub Scout units have the option of conducting training at the unit level themselves. To qualify, one member of the Pack should register as the Pack Trainer, attend training for the position they want to teach, and then follow through at the unit. (Follow through means, hold the training and submit a report to the council office for record keeping.) LDS specific PowerPoint presentations are available.

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Supplemental training and continuing education take many forms. You may be an avid reader of *Scouting Magazine*. Or, you may be a faithful participant at your district roundtable or other special training event. Here's a sampling of the special events:

- **Roundtable** - Hosted monthly in each district, this meeting provides information updates and theme or merit badge based program ideas. This monthly district in-service meeting is designed to provide information of upcoming events and hands-on how-to training on many subjects. In conjunction with Roundtables: **Rally Training**, **Pop Corn Sales Training**, and **Re-Charter Training** - Hosted by the districts at December Roundtables, this training offers tips about completing that dreaded paperwork.
- **Outdoor Leader Skills** - For Scout Leaders builds skills with the Leave No Trace emphasis of our Outdoor Code. **Okpik** - Cold Weather Camping - Expand your skills with the added challenge of dealing with Mother Nature. **BALOO** - Basic Adult Leader Outdoor Orientation - An introduction to camping for leaders in the Cub Scout and EYOS program.
- **Council Training Day** (Cub Scout Pow Wow) – Timely and topical, hands-on workshops for all programs – as well as a series of basic classes available in this day long program. This is a one-day event, usually on a Saturday in the fall, where Scout leaders take a variety of interesting and informative classes that will help them to better provide the benefits of the program to the Scouts in their wards.
- **Commissioner's Conference** and **Council Leadership Training** is available for members of the Bishopricks and Stake Leadership.
- **University of Scouting (Lord Baden-Powell University)** – This is an annual event designed to provide a more academic approach in examining the various aspects of adult leadership in Scouting. This is be a multi-council event which draws on the expertise of professional and volunteer Scouters.
- **Trainer Development Conference** - Presentation techniques for trainers and Roundtable staff – *recommended for Pack Trainers*.
- **Wood Badge** - To really hone your leadership skills, there is advanced training called Wood Badge. This weeklong (or two-weekend) course is considered the premier training course for Scout leaders. Based on recognized leadership principles, the course prepares and enhances a leader's ability to provide the needed adult leadership in Scouting.
- Your continuing education may extend beyond the local council's boundaries. Consider attending one of the national training camps such as **Philmont** Scout Ranch in Cimarron, New Mexico or the **Seabase** in Florida.
- **Little Philmont** is designed to help stake and ward leaders in the Primary and Aaronic Priesthood understand that the Scouting program can be a valuable resource as they work with boys and young men, helping them achieve Primary and Aaronic Priesthood objectives.

This excerpt from the BSA's Annual Report reminds us that it takes a continuing training effort to prepare our youth to make ethical choices over their lifetimes...

“It takes more than merit badges, handbooks, and uniforms for Boy Scout councils across America to have successful Cub Scout packs, Boy Scout troops, and Venturing crews. It's the people on the front line—council and district volunteers and unit-serving executives—who make the real difference in bringing the quality program of the Boy Scouts of America to the youth of our nation.”

Check your program calendar, local newsletter and web sites for details about time and location for all these training opportunities!

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Training Summary

Name	Description	Attendees	Frequency/Length	Source
Fast Start Training	Introduction to Scouting programs designed to get the program up and running as quickly as possible	All leaders view the training either prior to accepting the calling or as soon as possible afterwards.	Program specific (Cub Scout, Troop, Varsity, Venture) / 20 minutes	on-line from the Council's web site or on tape/DVD
Orientation	Welcomes leader and answers questions about the program and provides unit specific details	All leaders should be contacted as soon as they are sustained or asked to fill a BSA position	Unit Specific / Length depends on the leaders experience	Unit (Pack, EYOS, Troop, Team, or Post)
BSA Youth Protection	Discuss the issue of child abuse and a leader's responsibility in assuring that abuse does not occur and reporting abuse	All leaders who work with youth – two versions are available on-line: <ul style="list-style-type: none"> ☉ Pack/Troop ☉ Venturing 	Required once. Recommended every two years / Less than one hour	On-line or taught by BSA district trainers
New Leader Essentials	Introductory session that highlights the values, aims, history, funding, and methods of Scouting	All leaders as soon as possible after called to a BSA position	Required once – covers all Scout positions / 90 minutes	Unit w/ Pack Trainer, District / Council
Leader Specific	Courses focus upon the specific role a leader has when working in Scouting	Cub Scout Den Leader Cub Scout Webelos Leader Cub Scout Cubmaster Cub Scout Committee Scoutmaster/ASM Troop Committee Varsity Leader Venturer Leader Commissioner District Committee	Required once for specific position. When position changes Leader Specific Training for the new position is required. Shorter versions of training may be available for individuals who previously attended Leader Specific Training / Four hours	Unit w/ Pack Trainer, District / Council

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Name	Description	Attendees	Frequency/Length	Source
Troop Committee Challenge	Leader Specific Training for committee members	Troop/Team Committee members	Required once / 3 Hours	District / Council
Outdoor Leader Skills	Builds skills with the Leave No Trace emphasis of our Outdoor Code	Troop/Team/Venturer leaders prior to participating in outdoor activities	Required once / 2 days & 2 nights	District / Council
Roundtable	Provides timely information updates and theme / merit badge based program ideas	Unit Leaders and assistants Pack – Den Leaders, Webelos Leaders, Cubmaster, Trainer Troop – Scoutmaster Varsity – Coach Venturer – Adviser Committee Chair and Committee Members attend Kickoff and when topics relate to their position	Monthly / 1 ½ hours	District
Council Training Day / PowWow	Timely and topical, hands-on workshops for all programs	All Unit Leaders (Previously for Pack Leaders but expanded to cover Troop/Team/Venturer topics)	Annually / 1 day	Council
Commissioner's Conference	Unit Commissioner responsibilities and role in maintaining quality units	Unit Commissioners / Assistance District Commissioners	Annually / 3 hours	Council
District / Council Leadership Training	Responsibilities of District and Council committee members	District and Council leaders	Annually / 3 hours	Council

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Name	Description	Attendees	Frequency/Length	Source
University of Scouting / Lord Baden-Powell University	Academic approach in examining the various aspects of adult leadership in Scouting. Classroom settings include more instruction and discussion vs. hands-on activities.	Commissioners, District Committee Members; All Leaders are welcomed; Review training provided and supplement Council training. Topics such as: Risk management, Public Affairs, Cyber Scouting, Dealing with difficult children.	Annually / 2 days	Multi-Council
Trainer Development Conference	Presentation techniques for trainers and Roundtable staff	Pack Trainers; Stake Primary Presidency	Annually / 4 hours	Council
Wood Badge	Based on recognized leadership principles, the course prepares and enhances a leader's ability to provide the needed adult leadership in Scouting	Stake and Ward Leadership, Unit adults in a leadership position	Annually / 2 weekends	Council (Region)
Philmont	Advance training for District and Council leaders	By invitation	Annually	National
Little Philmont	BSA programs as a resource to help achieve Primary and Aaronic Priesthood purposes	Stake and Ward leaders involved in Scouting	As needed	Regional