

Comprehensive Training Booklet for Scout Leaders

Prepared by the Golden Spread Council, Boy Scouts of America

*Every Scout Deserves
A Trained Leader!*



Prepared. For Life.™

Foreward

Scout Leaders,

As a Boy Scouts of America volunteer, you have the responsibility to become a trained leader. The Boy Scouts of America provides some of the best training available to help you become a better leader, and a better person in your daily business.

As a fellow volunteer, I have completed many of the courses you will read about in this booklet. I encourage you to get the online training completed in the comfort of your own home, and attend any and all courses that the local District and Council offers throughout the coming year.

As our Scouts are recruited, we promise them an exciting opportunity. The only way we can accomplish this is for you to know what is available and the “in’s and out’s” of the organization and structure. Trainings that are offered are your opportunity to be able to fulfill our promise to these Scouts and their parents/guardians.

We hear time and again that the program is overwhelming, but after inquiring with Scout leaders we find that they did not attend the trainings that were readily made available to them. You do not have to “reinvent the wheel” it’s already been invented! Just go to the trainings, whether online or in class, and I can guarantee you will have an easier time building and supporting your quality program.

Please be active, get trained and remember that every Scout deserves a “Trained Leader”

Yours in Scouting,

Chuck Freas
Council Training Chairman

Overview

This booklet is designed for the volunteer scouters who would like to learn about the trainings that are available to them, and to the youth in the Boy Scouts of America. The booklet is divided into several different sections that include an overview of training, Boy Scout Leader Training, Cub Scout Leader Training, Varsity Leader Training, and Venturing Leader Training. Also included is a section for Youth Leader Training.

The leadership training philosophy of the Boy Scouts of America is to provide adult leaders with fundamental information about the aims and purposes of the movement, as well as specifics about their particular roles in Scouting. A trained leader is knowledgeable and confident in the role being performed. The knowledge and confidence of a trained leader are quickly sensed by Cub Scouts, Boy Scouts, Varsity Scouts or Ventures, and are a positive influence on their lives.

There are four parts to training:

1. Youth Protection Training

Youth Protection Training is a required course that all registered leaders must complete within 30 days of submitting their adult application to the council registrar. Youth protection training is available online through www.myscouting.org.

2. Basic Training

All leaders are first encouraged to take part in leader position-specific training to prepare them for the opportunities and responsibilities relating to their leadership positions with the Cub Scout program, the Boy Scout program, or the Venturing program. Leader position-specific training is also an opportunity for new leaders to get answers to questions they may have about their roles and about the BSA in general.

3. Supplemental Training

This includes a variety of courses given on a district, council, area, regional, or national basis. They are designed to give additional information on specific areas of Cub Scouting, Boy Scouting, Varsity Scouting and Venturing. Some of the methods touched upon in basic training are treated in greater depth in supplemental training courses. Some courses are held on a regular basis as a continuing source of information. Examples of this are Cub Scout Leader Pow Wow and Roundtable. Supplemental training is also offered in conferences at the Philmont Training Center and on the BSA Web site.

4. Advanced Training

Leaders desiring a deeper dedicated involvement in the program, and who are otherwise qualified, will find advanced training highly rewarding. Wood Badge serves as the advanced training program for Cub Scouting, Boy Scouting, Varsity Scouting, and Venturing. Powder Horn also is available for Venturing leaders.

Training Course Quick Reference Guide

Cub Scout Leader Basic Training

Required:

- Youth Protection Training (OLC)
- Leader Specific, by position (OLC)

Optional:

- Fast Start (OLC)
- This is Scouting (OLC)

Cub Scout Leader Supplemental Training

- BALOO (1 full day)
- Outdoor Leader Skills for Webelos Leaders (1-2 days)
- Cub Scout Leader Pow Wow (1 day)
- Cub Cast (OLC)

Boy Scout/ Varsity Scout Leader Basic Training

Required:

- Youth Protection Training (OLC)
- Leader Specific Training (1/2 day)
- Introduction to Outdoor Leader Skills (1-2 day)

Optional:

- Fast Start (OLC)
- This is Scouting (OLC)

Venturing/Sea Scout Leader Basic Training

Required:

- Youth Protection Training (OLC)
- Leader Specific Training (1 day)
- Crew Officer Specific Training (OLC)
- Introduction to Outdoor Leader Skills (1-2 day)

Youth Training Opportunities

Optional:

- Youth Protection- Age/Program Specific

Supplemental Training for any Leader

- Hazardous Weather (OLC)
- Safe Swim Defense (OLC)
- Safety Afloat (OLC)
- Trek Safely (OLC)
- Climb on Safely (OLC)
- Unit Commissioner Fast Start (OLC)
- Wood Badge (2 weekends)
- Philmont Training Center (weeklong)
- The Trainer's EDGE (1 day)
- Roundtable (one evening/once per month)

Supplemental Training for any Youth

- Introduction to Leadership Skills (1 day- local)
- National Youth Leadership Training (1 week- local)
- Kodiak Challenge
- National Advanced Youth Leadership Experience (NAYLE)

(OLC)- Training available online

Cub Scout Leadership Training



Cub Scouting is usually an adult volunteer's first introduction to a Scouting leadership position. He or she will need certain basic information in order to bring a quality program to Cub Scouts. This information is needed as soon as possible after a leadership position is assumed. An understanding of the objectives and methods of Cub Scouting will make it possible for them to be truly effective as they work with boys.

Definition of Trained Cub Scout Leaders

Cub Scout leaders must complete Youth Protection and Leader Position-Specific Training. Because of the many positions in Cub Scouting, Leader Position-Specific training is tailored to the needs of the individual leader.

Cub Scouting Provides a Continuum of Training

Training for Cub Scout leaders is designed to provide opportunities for growth throughout the leadership experience. This concept of delivering the training that leaders need at the time that they need it is called the **Continuum of Training**. The continuum includes basic training as well as supplemental training experiences that provide support to leaders on a continuous basis.

Pack Trainer

A Cub Scout pack should have a pack trainer responsible for the training of leaders within the pack. Pack trainers may deliver parent orientations and Basic Leader Training for Tiger Cub, Cub Scout, and Webelos den leaders, as well as pack committee members, Cubmasters, and assistants in their own packs. They also promote participation in district and council training events, and encourage use of the Cub Scout leader recognition plan. Pack Trainer is a registered position, selected by the pack committee with the approval of the chartered organization. Pack Trainers should complete the Trainer's EDGE Course offered by the council periodically, as well as the actual training courses they will be delivering, prior to conducting training. They are supported by the district training committee.

1. Orientation

Orientation training is delivered by the pack trainer to parents of Tiger Cubs, Cub Scouts, and Webelos Scouts, as well as other adults new to Scouting. It provides an overview of the total program of the Boy Scouts of America as well as detailed information on the benefits of Cub Scouting and the role of parents.

2. Basic Leader Training

Basic Leader Training has one component: Leader Position-Specific Training (designed to train the new leader in the specific responsibilities of his or her position). Specific training is available for Cubmasters and assistants, Tiger Cub den leaders, Cub Scout den leaders, Webelos den leaders and assistants, pack committee chairs and members, and pack trainers. “This Is Scouting” is available as well, but not mandatory to complete. It covers many topics in detail that are helpful to you, and can be completed online at my.scouting.org. Basic training encourages leaders to take part in supplemental training. It also helps them understand the importance of continuous self-development. The theories and principles discussed in training courses are more meaningful when leaders put them to use.

3. Supplemental Training

Supplemental training includes a variety of courses conducted on a district, council, or national basis. These courses give additional information on specific areas of the Cub Scout program.

Examples of some supplemental courses held on a regular basis are:

Cubcasts (available at www.scouting.org). The most up-to-date information available, Cubcasts (audio podcasts) provide Cub Scout leaders, parents, and unit-serving executives with a variety of program how-to’s, and informational topics to use right away. Produced in an AM radio format and updated monthly, these information packed gems can be downloaded and listened to on the computer or “ripped” to a CD or MP3 player and listened to at any time or shared at roundtables or training events. Cubcasts provide useable information on the go!

Basic Adult Leader Outdoor Orientation (BALOO). This training provides a hands-on learning experience designed to give leaders and/or parents the techniques they need to plan and conduct pack overnight camping.

Outdoor Leader Skills for Webelos Leaders. This training provides activity badge skills and essential outdoor skills for Webelos leaders to pass on to their Webelos Scouts, as well as knowledge on planning, conducting, and leading Webelos den overnight campouts.

Cub Scout Leader Pow Wow. The Pow Wow is an exciting day-long carnival of action, activities, and quality program ideas.

Cub Scout Leader Roundtable. Roundtable is held monthly for the purpose of giving adult leaders the skills and ideas they need to deliver an exciting Cub Scout program to boys. The roundtable serves also to renew each leader’s enthusiasm and dedication. Each roundtable features ceremonies, games, and activities for den and pack meetings built around the next month’s theme.

National Conferences. A variety of conferences for leaders are offered at the Philmont Training Center each summer. You can sign up for any class Philmont offers, so choose which training you need.

4. Advanced Training

Wood Badge

Wood Badge for the 21st Century is designed for all Scout leaders. It is for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. Its focus is on leadership, not outdoor skills. The first part of the new Wood Badge course reflects unit meetings, while the second part of the course uses a unit camping activity as its delivery model. The course content and leadership principles introduced apply to Scouters of all leadership positions and will provide a common foundation of leadership skills to be used throughout all program areas. Successful completion of the Basic Leader Training for a Scouter position is the prerequisite for enrollment in a Wood Badge for the 21st Century training course.

Boy Scout Leadership Training



Adult and youth leaders in Boy Scouting need certain basic information in order to bring a quality program to Scouts. This information is needed as soon as possible after a leadership position is assumed. Leaders need to know the objectives and methods of Boy Scouting, and they need guidance on how to be effective leaders.

Definition of Trained Boy Scout Leaders

A Scoutmaster or assistant Scoutmaster is considered to be trained after completing Youth Protection Training, Scoutmaster and Assistant Scoutmaster Leader Specific Training, and Introduction to Outdoor Leader Skills. A troop committee member is considered to be trained after completing the Troop Committee Challenge and Youth Protection Training.

1. Boy Scout Leader Basic Training

Although not required to be a trained leader, we strongly encourage all leaders to complete “This Is Scouting”, which is available online and is designed for all volunteers and provides the basics of the Scouting programs, the age appropriateness of those programs, and our values and methods. *Scoutmaster and Assistant Scoutmaster Leader Specific Training is required to be considered trained and* is designed to provide leaders with a good working knowledge of troop operations.

2. Introduction to Outdoor Leader Skills

Introduction to Outdoor Leader Skills is a hands-on training program to give adult leaders the practical outdoor skills they need to lead Scouts in the outdoors. Imagine having hands-on knowledge about setting up a campsite, pitching a tent, hiking, outdoor cooking—all the skills necessary to see the outdoor program of the Boy Scouts of America come to life.

3. Troop Committee Training.

The Troop Committee Challenge—Boy Scout Troop Committee Training is an hour-long course for troop committee members. It is an interactive and challenging online experience. It can be taken individually or with a small group. Upon completion, a Scouter can print out a certificate of completion.

4. Supplemental Training

Merit Badge Counselor Orientation

Merit Badge Counselor Orientation helps a merit badge counselor understand his job as a coach and counselor, who provides realistic learning experiences to a boy in his study of a merit badge subject.

Boy Scout Leader Roundtables

Roundtables are held monthly for the purpose of giving adult leaders the skills and ideas they need to deliver an exciting Boy Scout program to boys. The roundtable serves also to renew each Scouter's enthusiasm and dedication. The subject of each roundtable is selected to emphasize important aspects of the Boy Scout program. Roundtables feature a monthly training segment.

Den Chief Training

The council offers training for den chiefs at selected council gatherings however it is online for scouts to complete. On occasion, den chiefs may also take part in troop leadership training. Den Chief Fast Start Training is designed to give the newly appointed den chief the skills necessary to perform his job immediately. Den Chiefs not only provide a great service to the Pack but is also a great recruiting opportunity for the Troop.

5. Advanced Training

Wood Badge for the 21st Century is designed for all Scout leaders. It is for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. Its focus is on leadership, not outdoor skills. The first part of the new Wood Badge course reflects unit meetings, while the second part of the course uses a unit camping activity as its delivery model. The course content and leadership principles introduced apply to Scouters of all leadership positions and will provide a common foundation of leadership skills to be used throughout all program areas. Successful completion of the Basic Leader Training for a Scouter position is the prerequisite for enrollment in a Wood Badge for the 21st Century training course.

Varsity Scout Leadership Training



A new Varsity Scout Coach has lots of questions. New leaders always want to do a good job. The training programs described below will help a leader get his/her team off on the right foot to a quality program.

Definition of a Trained Varsity Scout Leader

A trained Varsity Scout leader is one who has completed Varsity Coach Leader Specific Training and Introduction to Outdoor Leader Skills. The requirements for the Varsity Scout Leader Training Award and Coach's Key are found in the "Progress Record Card" which is available at the Scout Shop and online. The requirements for the leader's letter include Fast Start basic training and regular attendance at the monthly leaders' roundtable.

1. Varsity Scout Leader Basic Training

Varsity Coach Leader Specific Training has three sessions to provide leaders with a good working knowledge of team operations. The sessions are:

- Setting Out: The Role of the Varsity Coach
- Mountaintop Challenges: The Outdoor/Sports Program and the Advancement Program
- Pathways to Success: Program Planning and Team Administration

2. Introduction to Outdoor Leader Skills is a hands-on training program to give adult leaders the practical outdoor skills they need to lead Scouts in the outdoors. Imagine having hands-on knowledge about setting up a campsite, pitching a tent, hiking, outdoor cooking - all the skills necessary to see the outdoor program of the Boy Scouts of America come to life. If a leader has completed the Introduction to Outdoor Leader Skills in a previous Scouting position, he or she does not need to repeat the course when changing leadership positions or programs.

3. Advanced Training

Wood Badge for the 21st Century is designed for all Scout leaders. It is for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. Its focus is on leadership, not outdoor skills. The first part of the new Wood Badge course reflects unit meetings, while the second part of the course uses a unit camping activity as its delivery model. The course content and leadership principles introduced apply to Scouters of all leadership positions and will provide a common foundation of leadership skills to be used throughout all program areas. Successful completion of the Basic Leader Training for a Scouter position is the prerequisite for enrollment in a Wood Badge for the 21st Century training course.

Venturing Leadership Training



Venturing leadership training is designed to provide all youth and adult leaders with a series of simple but effective training opportunities that will meet the varying needs of Venturing leaders. All sessions are flexible so that the council training team can construct the best plan to meet local conditions. The plan requires a minimum of equipment and materials and is scripted to support those instructors with limited Venturing experience. The continuing success of Venturing across America depends upon the program skill and enthusiasm of Volunteer adult leaders. It is hoped that this plan will provide you the necessary knowledge and inspiration.

Definition of a Trained Venturing Leader

An adult Venturing leader is considered to be trained after completing Youth Protection Training and Venturing Leader Specific Training.

1. Venturing Leader Specific Training

It is designed to introduce adult Venturing leaders to the basic information needed for operating a crew. This includes (1) Here's Venturing, (2) Understanding and Protecting Youth, (3) Leadership and Organization, (4) Advancement, and (5) Resources and Program Planning. The course can be offered in four separate sessions, in two longer sessions, or in one day with a lunch break.

2. Advanced Training

Wood Badge

Wood Badge for the 21st Century is designed for all Scout leaders. It is for Cub Scout, Boy Scout, Varsity Scout, and Venturing leaders, as well as council and district leaders. Its focus is on leadership, not outdoor skills. The first part of the new Wood Badge course reflects unit meetings, while the second part of the course uses a unit camping activity as its delivery model. The course content and leadership principles introduced apply to Scouters of all leadership positions and will provide a common foundation of leadership skills to be used throughout all program areas. Successful completion of the Basic Leader Training for a Scouter position is the prerequisite for enrollment in a Wood Badge for the 21st Century training course.

Powder Horn

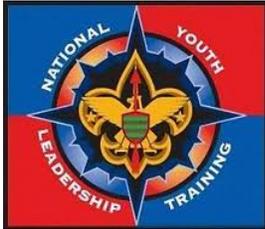
This weeklong or two-weekend, exciting experience is a high-adventure resource management course for adult leaders. The course introduces adult leaders to over 20 high-adventure skills through presentations by expert outside consultants and hands-on practice. In addition to learning introductory skills, participants will learn how and where to secure resources and how to

integrate exciting, creative high adventure into their unit level programs. Visit www.powderhorn-bsa.org for a list of courses.

Seabadge

An advanced weekend training conference for Sea Scouting leaders is conducted on a regional basis or region-approved council invitational basis.

Youth Leader Training



Training plans for youth leaders form a continuing cycle. Each element leads to the next. As soon as recruited, the youth leader enters the cycle with an introductory explanation of the job and its duties. From there, the cycle carries the youth through the process of increased training for added responsibilities.

Boy Scout Youth Leader Training

Den Chief Selection.

The den chief is selected by the senior patrol leader and Scoutmaster or Varsity Scout Coach or Venturing Advisor upon request by the Cubmaster, and approved by the Cubmaster and pack committee for recommendation to the den leader. The Den Chief is a great asset to the Pack as he can help the Webelos Den begin their journey to Boy Scouts.

Den Chief Training

The council offers training for den chiefs at selected council gatherings however it is online for scouts to complete. On occasion, den chiefs may also take part in troop leadership training. Den Chief Fast Start Training is designed to give the newly appointed den chief the skills necessary to perform his job immediately. Den Chief's not only provide a great service to the Pack but is also a great recruiting opportunity for the Troop.

Youth Leadership Training

The youth leadership training continuum is divided into three courses. The first course is *Troop Leadership Training*, which is designed to be run frequently in a troop setting. The Scoutmaster and senior patrol leader will conduct this three-hour training whenever there are new Scouts or there has been a shift in leadership positions within the patrol or the troop. The second course is the council-level, weeklong *National Youth Leadership Training* and is held at a council camp. This course is an in-depth training covering a wide variety of leadership ideas and skills. It simulates a month in the life of a troop and uses fun and hands-on learning sessions to teach the concepts in the toolbox of leadership skills. The Scouts hone their understanding of service-based leadership as they undertake a patrol quest for the meaning of leadership. The *National*

Advanced Youth Leadership Experience is an exciting new program that helps young men enhance their leadership skills in the Philmont backcountry. Scouts will expand upon the team-building and ethical decision-making skills learned in NYLT. NAYLE uses elements of Philmont ranger training as well as advanced search-and-rescue skills to teach leadership, teamwork, and the lessons of servant leadership. NAYLE offers Scouts an unforgettable backcountry wilderness experience where they live leadership and teamwork, using the core elements of NYLT to make their leadership skills intuitive.

Varsity Scout Youth Leader Training

Introduction to Leadership. Initial briefing of newly selected team youth leaders, conducted by the Coach. (*Varsity Scout Leader Guidebook*)

Team Leadership Meetings. Further development of youth leaders is provided by the Coach and other adults. (*Varsity Scout Leader Guidebook.*)

Team Leaders' Seminar. A weekend experience conducted by the Coach and captain as basic training for their own youth leaders. (See *Varsity Scout Leader Guidebook.*)

Venturing Crew Officers' Training

Officers' Briefing. A briefing session by the Advisor as soon as the new officers are elected. Sets the crews up for the crew officers' seminar.

New Crew Officers Orientation. This fun, interactive orientation is designed to show newly elected youth crew officers how to plan the crew's annual program and what their job is. Available online at www.scouting.org/Venturing

Crew Officers' Seminar. Conducted by a single crew for its own officers. A weekend spent with officers' duties, leadership skills, and the details of crew program planning.

Kodiak. A teen leadership training program of one week or two weekends. Totally experienced learning—no classrooms. Teaches five leadership skills called commissions.

Kodiak X. Graduates of Kodiak move on to this one weekend leadership challenge course. Their leadership skills are tested while they receive their final two leadership commissions.

Key Training Dates



It's very important that all Leaders' attend training to keep informed on new and innovative ways to have great programs within your unit. Some are required to be completely trained. Many trainings are online at my.scouting.org and can be completed at any time. The trainings listed below will be offered for your convenience and most, if not all, are only offered once per year so plan your schedule accordingly.

Details for each class will be available on the Council website at least one month before the training date.

Cub Scout Adult Adventure Academy- November 5, 2016 @ Camp Don Harrington Includes the following training:

BALOO Training, Cub Scout Leader Position Specific Training (every position including Den Leader, Cubmaster, Pack Committee etc), and Youth Protection Training. Attending this all day class will allow you to not have to take any additional training for your entire Cub Scout Leader Career with the exception of YPT which is due every two years.

Scoutmaster/Asst. Scoutmaster Position Specifics- January 21, 2017

Wilderness First Aid/CPR- March 4-5, 2017

Cub Scout Adult Adventure Academy- March 4, 2017 @ Camp Don Harrington Includes the following training:

BALOO Training, Cub Scout Leader Position Specific Training (every position including Den Leader, Cubmaster, Pack Committee etc), and Youth Protection Training. Attending this all day class will allow you to not have to take any additional training for your entire Cub Scout Leader Career with the exception of YPT which is due every two years.

Outdoor Leader Training for SM & Asst. SM- TBD

Outdoor Leader Training for Webelos Leaders- TBD

CPR/First Aid- May 18, 2017

BSA Lifeguard Training- May 20, 2017

Note:

As a reminder, many training's are available online at www.myscouting.org. You must be registered and have your membership number available before creating an online training account in order for your completed trainings to be properly recorded in the BSA system.

Our Council Training Plan



For your planning purposes, we have developed the Council Training Plan that announces how often we plan on offering specific courses. You can use this as a guide when you are reviewing your schedule of availability and the frequency of these courses.

- Wood Badge- once every other year.
- CPR/First Aid- once per year.
- BSA Lifeguard Training- once per year.
- District and Unit Commissioner's Basic Training- once per year or as needed.
- Cub Scout Leader Pow Wow- once per year or every other year.
- Boy Scout Leader Specifics Training- once per year.
- Introduction to Leadership Skills (Youth)- Done at Troop level.
- Wilderness First Aid/CPR- once per year.
- Introduction to Outdoor Leader Training (Scoutmasters and Asst. Scoutmaster)- once per year.
- Outdoor Leadership Training for Webelos Leaders- once per year.
- BALOO Training- once per year.
- Trainer's EDGE- once per year or as needed
- Cub Scout Leader Specific Position Training- Twice per year.
- Den Chief Training- once per year as needed and online
- Varsity Scout Leader Basic Training- once per year as needed.
- Venturing Leader Specific Training- once per year or as needed.
- Explorer Leader Basic Training- once per year or as needed.
- Powder Horn- this course will not be offered.
- Seabadge Training- this course will not be offered.
- National Youth Leadership Training (NYLT) once per year.
- Varsity Scout Youth Leader Training- only offered as needed.
- Kodiak Training- only offered as needed.
- Climb on Safely- Offered online, however this may be offered on District Training days through the year.
- Trek Safely- Offered online, however this may be offered on District Training days through the year.
- Safety Afloat and Safe Swim Defense- offered at Summer Camp if instructors are available but the courses are online
- Hazardous Weather- Offered online, however this may be offered on District Training days through the year.