

## **This is Adult Support**

### **SCOUTS South Africa's Strategic Intent**

The three Pillars of our Strategic Intent are

1. Grow youth and adult membership
2. Retain youth and adult membership
3. Ensure advancement for youth and adults

The key responsibility of the Adult Support Team is to attract, develop and retain adult volunteers while supporting the endeavours of the other portfolios.

### **What do we have to do?**

#### **Attraction of adults**

This will be led by the marketing team, but we need to see that we have materials in place to welcome and support the new members as they start their exciting Scouting adventure.

#### **Developing Adults**

The development of adults is one of our most critical responsibilities.

We need our adults to plan and implement exciting, fun challenging and rewarding meetings and activities. In our Adult Support Policy we set out how we will tackle developing our Adults to achieve this and there are five key elements.

1. Recognise the skills and knowledge that adults have and developing those, as well as offering training in more advanced and new topics.
2. Provide interesting and relevant training at all stages of an adult's Scouting journey
3. Engage with adults regularly to help them plan their development and be able to answer the questions:
  - a. "What am expected to do?"
  - b. "How am I doing?"
  - c. "How can I develop and improve?"
4. Provide training through a variety of mediums and methods so that it is as accessible as possible
5. Ensuring that development and training is a continuous process and not a series of disjointed events.

## **Retaining Adults**

Why do adults leave? There are many reasons, sometimes personal, but common causes are:

1. They do not see any personal development in their role
2. No one is interested in what they are doing
3. They have been doing the same job for a long time
4. They cannot get the training they want
5. There is no one to help or guide them
6. There is no recognition for a job well done

We need to address all these and other issues to retain and develop our adults, one of our most critical resources.

## **How are we going to do it?**

Having laid the foundations and principles of what we will do, in the Adult Support Policy, we now need to build on those, the sound basic structure of training that we have and the skilled trainers and other Scouters in our Regions

We now advertise all vacant positions, allowing any one with suitable experience to apply and the selection process is aimed at appointing the best people for each role and ensuring that they understand the job, before they apply and accept.

Training is being significantly revised to be more flexible and easily accessible, to better meet the needs of adults, throughout their scouting career and, where possible, provide knowledge or skills which will be recognised by the world around us. Providing suitable training for new adult members, who have no scouting experience, is also being addressed.

One of the key initiatives that we are now introducing is the "Personal Development Review" so that each adult member will have the help of the Adult who is responsible for them, to develop their own personal development plan and review it regularly.

We also need to revitalise the mentoring system, which we have always had, but often in name only. Specific training will be offered to Mentors and Scouters alike.

We have an awards system, but it is poorly understood, underutilised, only delivers annually and is not always consistently applied. A new approach, with clear guidelines, is being finalised and will be implemented in the second half of 2015.