

AUGUST – THE NEW ON-LINE TRAINING

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PAT Hello, everyone! Welcome to the August CubCast. We have covered lots of topics over the years to help make being a Cub Scout leader just a little bit easier for you.

AARON: But, as a Cubmaster, I can tell you, the best thing you can do to help yourself as a leader or volunteer is TAKE. THE. TRAINING!

PAT: You can even take the training online in your pajamas if you want to. So why don't we bring out our guest, Steve Yackel, so he can tell us more about it?

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PAT: Here to dazzle us with everything we need to know about online training is Steve Yackel, Instructional Design team leader for Scouting U at the BSA National Service Center. Steve leads a team of instructional designers to create training for all levels of Scouting using a blended learning approach, including e-learning, classroom, and hands-on training. He entered professional Scouting in 1989 serving four councils for over 21 years. And then, Steve joined the faculty of the Center for Professional Development focusing on e-learning. Welcome to CubCast, Steve.

STEVE: Thanks, Pat. It's great to be here.

AARON: Now, there's a *Boys' Life* Think & Grin joke that goes something like, Johnny's teacher says to him, you know you can't sleep in my class, Johnny. And Johnny says, yeah, I know, but maybe if you were just a little bit quieter. So –

STEVE: (Laughs)

AARON: - while we don't want our leaders sleeping through their training, what are the advantages to taking training online?

STEVE: You're right Aaron. We don't want people sleeping through training. So that's why we make it interactive and enjoyable. Online training provides us a lot of opportunities to get what we need when we need it. They get to select from a library of different content that's specifically designed for their position. So if I'm a leader in a pack, and I'm brand new, I can go into my training plan and learn exactly what is prescribed for my position. Completing those trainings will make me position-trained. But in addition to that, I can always go back into the training and find modules that are going to be helpful for me at that time. So if I'm trying to build a pack budget, I can go back and watch the module on building a pack budget.

PAT: So Steve, who needs to take the training?

STEVE: Every boy deserves a trained leader. That means that everybody should take the training.

AARON: And what kind of training is available?

STEVE: We've built training for each specific Cub Scout leader position. So if you're a committee member, you're going to have the content that

you need for your position. If you're a den leader, you're going to have the information that you need to be able to run a den meeting. We make it easy for you to find what you're looking for.

PAT: So Steve, how do I take this training?

STEVE: You're going to take the training by going to www.my.scouting.org and going to the e-learning section which will take you into your learning plan.

AARON: As a Cubmaster, Steve, I've tried to get some volunteers and leaders to do training. You could almost see the expression on their face go to like, "Oh, man, I have to do training?" They want to help out. They want to contribute, but sometimes the idea that they have to go be trained is, kind of, intimidating. So what kind of commitment are we talking about? How long do these training courses take?

STEVE: Well, it depends upon the position for the total length of the course. The great news is that our new modular content is designed to last between 8 and 12 minutes. In the past, we had long modules that you had to go all the way through the module to be considered trained. In this case, we've modularized our content so you can get specific content on a specific subject. So let's think about what we have to worry about in Cub Scouting. For a den leader, it might be about the awards program, or it might be some questions about the uniform. Or maybe, how do I manage my den of eight boys to make sure it's not chaos in my house? Well, we've broke each one of those up into individual learning modules to help the learner find exactly what they want when they need it.

PAT: So Steve, does that mean that if I'm thinking about something and need some help with something, I can go straight to that topic?

STEVE: Absolutely. You can go into your learning plan, or you can use the search engine to help you find that 8-to-12 minute module that's going to answer your specific question. Did I tell you that they're going to be available via mobile devices?

AARON: All right. Now, Steve, I hardly even use my desktop computer anymore. I have an iPhone and an iPad that I use mostly. Can I use those to do my training?

STEVE: Absolutely. We know our volunteers are on the go. And that's why we wanted to make sure that you weren't tied to your computer any longer. Our new responsive design will allow you to take the module on the computer, but you can also take it on an iPad, iPhone, an Android device. With all this mobility built in, imagine all the places that you can take training. You can take it while you're waiting for the dentist, while you're waiting for the carpool line. You can take it while during your lunch hour or when you have a few minutes when your kids are at soccer practice. Mobility adds flexibility.

PAT: That'll make it really convenient, Steve.

STEVE: It really should. We've worked very hard to make sure that we've built responsive content that will work on different devices so that you can use whatever device of choice you want to take your training.

PAT: Now, Steve, most of us are tuned into WIFM, what's in it for me. So why should I take this?

STEVE: It gives you that opportunity to learn new skills that are going to help make your job easier. Sometimes we believe that we have to come up with it on our own. But the thing about Cub Scouting is that it's all there for us, to deliver a quality program to boys.

AARON: Is the training online only, Steve?

STEVE: The training is still available through our face-to-face classrooms offered by local council training teams. Be sure to check your local council website to find out when trainings will be offered and where they'll be. The training content is consistent between both the classroom and the online training. So no matter which way works better for you, you're sure to get what you need to be a trained leader.

PAT: Are there any resources to help in training?

STEVE: In the modules, leaders can find downloadable content that they can print out and have as a resource. In addition, there's support materials on all the national BSA websites for your position.

AARON: Okay. So if I'm a new Cubmaster or a den leader or just any parent who wants to volunteer and wants to get involved, how do I know when I've gotten to the point that I'm trained?

STEVE: Because of the modular nature, what we've tried to do is provide you with a learning plan that is broken up into three parts. First is the content that you should learn before you have a meeting with the boys. This is important content to understand how the den or

pack should operate. Next, you have content that is designed to be taken in the first 30 days of your new role as a leader. There's just a few modules here to help you with those critical skills that you need to deliver a quality program. Finally, you have the content that will qualify you as position trained. Once you've completed those elements, you'll be considered trained for your position. So you got these small modules that are broken up into three parts, and when you've taken those required modules, you're done.

AARON: As a Cub Scout leader, we love patches. Is there some kind of patch that shows we've been trained?

STEVE: Once you've completed all the training requirements for your position, you can print out your certificate showing your completion of the training program. You can take that certificate down to your local council's service center and pick up your trained patch.

AARON: That's great stuff, Steve. Is there anything else about online training that you think ought to be shared with our listeners?

STEVE: Online training will transform the way we learn in the Boy Scouts of America. No longer will we be going and clicking a box saying we've taken a training program. Instead, we can be lifelong learners. We can build a learning culture that sets a great example for our boys.

PAT: And just one eight-minute course can show someone it's not hard. They can take it any time they want, and a lot of them are actually fun. Steve, thanks so much for joining us and helping our listeners understand that this will make their Cub Scout experience so much easier, and they can be having as much fun as the kids do.

STEVE: Thanks a lot, and make it a super fantastic day!

AARON: Let's take a short break and tune in next door to ScoutCast. Then, we'll be back with Reminders and Tips.

(Aug Scoutcast - Boy Scout Program Updates)

AARON: Okay. Here we go with Reminders for August. Pat, you're up.

PAT: Since you can't train new leaders if you don't have any, check out the April 2014 CubCast for ways to cultivate and engage parents into leadership roles.

AARON: Speaking of recruiting, it's about time for you to have all of your materials ready to go for your first night of recruiting. By now you should have youth and adult applications, *Boys' Life* mini-magazines, and your first-nighter recruitment kit as well as any games or props that you might want to use that evening. Most importantly, if you don't have a date set for that first-nighter, well, now would be a perfect time to do that.

PAT: Don't forget to pick up your copies of the various den leader guides and *Ceremonies for Dens and Packs*. Your council's Scout Shop or trading post should be able to get you set up with everything you need. The *Roundtable Guide* can be found online at scouting.org.

AARON: Be sure to check out the article I wrote in this month's *Boys' Life* magazine about Troop 320 who drove from Vancouver, Washington to Idaho and spent a week canoeing, hiking and biking in the gorgeous Nez Perce National Forest. It was almost 100

degrees in some spots, but that didn't stop these guys.

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AARON: So that's a wrap for the August CubCast. Thanks to our guest, Steve Yackel, for joining us and thank you for listening.

PAT: Every boy deserves a trained leader and without training it's hard to implement a good program.

AARON: Are there any other topics we can cover to make your life easier? Just send an e-mail to cubcast@scouting.org or a tweet to [@cubcast](https://twitter.com/cubcast). With that, I'm Aaron Derr ---

PAT And I'm Pat Wellen. Since you're online anyway, go check out the training. You'll be glad you did.

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