

MAY – TRAINING: WHY YOU NEED IT AND HOW TO GET IT

Music Full then under

AARON: Welcome, everyone, to *Scouting Magazine's* May CubCast. I'm Senior Writer for *Boys' Life* magazine and former Cubmaster, Aaron Derr, with my partner in hosting duties, Amy Hutcherson, Growth Coach for the Northeast Region and former Webelos Den Leader.

AMY: Hey, Aaron. This month is all about training: why it's important and how to get it, and everything else in between. As former leaders ourselves, we can attest to the importance of training.

AARON: Truer words have never been spoken, Amy. So, stay tuned. It starts right now.

Music Fades

AARON: Joining us for this discussion is Grace Davidson. You may remember Grace from the insights she provided in the September 2018 episode on Conflict Resolution. Grace has been a very active volunteer with the Circle 10 Council in Dallas, Texas, serving as everything from Den Leader, Director of Day Camp, Den Chief Trainer, and everything in between including writing scripts and providing content for the new e-learning training modules. Welcome back to CubCast, Grace.

GRACE: Thank you! I'm so happy to be here.

AARON: Well, we're glad to have you here. So, the first question: who needs to take training?

GRACE: Every registered leader, starting with the Assistant Den Leaders, Den Leaders, Assistant Cubmasters, Cubmasters, Pack Committee Chair, and even your Pack Committee Members – everyone.

AMY: So, Grace, what's new with Cub Scout training?

GRACE: We have brand-new online training modules that are easy to navigate and fairly short and concise. They are position-specific, so Den Leader, Cubmaster, Pack Chair, and Pack Committee Member. They're organized by topic and you can take all the modules in one sitting or you can come back as you have more time. They are designed to fit your busy schedule.

AARON: So once someone has completed the position-specific training, what is available for them after that?

GRACE: There is quite a lot of additional training. The first kind of ongoing training would be to attend your District Roundtable, which is essential to keep up with the latest in changes and updates the training, as well as learning from seasoned Cub Scout leaders who have been in your footsteps. Also, and this is very critical for the Cub Scout leader, is BALOO: B-A-L-O-O, which stands for Basic Adult Leader Outdoor Orientation. At least one, but I would highly recommend that you send two to three Cub Scout leaders from each pack to take this training in order for a pack to go camping. The training is delivered from very experienced Scouters who are expert campers and can give you all the information and training you need to get prepared to take your pack camping. It is mandatory if you take your pack camping that you have at least one, but again I'm going to say, at least two or three Scouters who are ready to be trained and, in turn, train the pack. And I have to add that it's fun.

AMY: It is.

GRACE: You start with a little orientation module that's online, and then you would take actually a campout where you would be learning by doing. It's very fun.

AMY: Yeah. I can attest. I have done BALOO training and it is a load of fun.

GRACE: Lots of fun, packed with information, things that you haven't even thought about, it's all there. The other thing that's available is most councils offer a University of Scouting or sometimes they call it Pow-Wow which is a gathering of Scouters from all over your council, and it's typically a one day of training opportunities. You sign up for classes, whatever you want to take, and you can find fun classes like how to make den and pack meetings exciting or something about Blue and Gold planning, Pinewood Derby planning, or how to teach knife safety to your Bears, and even how to use a Den Chief in your dens and packs. So, it's very topical and you pick what you want to take.

AMY: Wow. Lots of available, for sure. So, when a registered leader gets their Youth Protection Training all done, when should they complete the rest of this training that is offered trained?

GRACE: As soon as possible. You really want to complete this training before you start in your new position, and it does break it down by what you need to know before the first den meeting or pack meeting, so it's very time-specific, and we'll give you the information that you need at each point as you begin your new Scouting journey as a leader.

AARON: And where does a new leader go to take training?

GRACE: Well, there are several places. First of all, training is available online at my.scouting.org, where you will create your own training account, and if

you have Youth Protection Training you probably already have that account. And what's wonderful is that this account keeps up with all your training, and it will even send you an alert, for example, when it is time to renew your Youth Protection Training. So that's online but you can also take training in your district if you want live training, or some councils offer a council-wide training. So, you would come together with Den Leaders, Pack Leaders, Cubmasters from all over the council and take the training all together. It's whatever is best for you.

AMY: Fantastic. How do we promote the benefits of training?

GRACE: There are so many benefits, but the biggest and most tangible benefit is that you will feel and you will be prepared. You will feel confident. It doesn't matter whether you're a brand-new leader or you're an experienced leader who's going up the next rank, perhaps a Bear to Webelo leader, and you will be taking advantage of the best ideas coming from tried-and-true methods of running a den or an entire Cub pack. It's all about being prepared.

AARON: OK, listeners, we're going to take a short break and be back to talk more training right after this.

Commercial – E-Learning

AARON: Grace, why do you think someone should go to live training or e-training?

GRACE: We all learn differently, and we have our own personal learning styles. Some of us enjoy online training because it is self-paced and more convenient, and it's easy to fit into someone's schedule, but there are others who really enjoy the interaction and discussion that you would get from a live, in-person classroom setting. It's wonderful to be able to ask questions of seasoned Cub Scout leaders who give back to the program

by training others, so this is a real bonus. You have interaction. The discussion and interplay among different Scouters is very valuable and energizing. You can always do both. And then you have resources. You can get contact information from these seasoned Scouters and go back to them if you have another question to ask.

AMY: So, some of our listeners may be thinking, what are the resources or trainings in my own specific council?

GRACE: Most districts have a website and you can directly go to the Roundtable and ask them when are the upcoming training. At the council level, most councils have a council website and you can look through there and find training, and oftentimes the training opportunities are posted there. So, for example, if you can't go to the training in your own district, you can go to a nearby other district if that fits your schedule. No one is ever turned away, so there's always an opportunity, and if you still can't find that, ask, ask, ask. Just keep asking until you get the answer that you need.

AARON: All right, Grace, was there anything else about training that you think ought to be shared with our listeners?

GRACE: Yes. Well, first of all, like I mentioned, my.scouting.org is the place to find your online training, along with the Youth Protection Training. Also, if you go to www.scouting.org, there is also a very nice, comprehensive list of trainings. You would click on Cub Scouting and then go to Resources on the page and click on Training. It is so easy. And I do have one more thing to share that is sometimes a secret.

AARON: We love secrets!

GRACE: When you finish all your position-specific training and you continue to train yourself, any Cub Scout leader can take Wood Badge. And you would say, "Well, what is Wood Badge?" Maybe you've heard of that. But it is the premier training course offered by Boy Scouts of America. It's offered in every council. It varies as to how often. Bigger councils offer it more frequently; others less. But it is held over either a period of week or two full weekends. It does include an outdoor camping experience but it is not about outdoor skills. It is about leadership. So, one of the definitions of a great leader is that a great leader doesn't create followers; they create other leaders. So that's the whole intent. It's an iconic program. You make such wonderful friends and you have resources for a lifetime. You get to meet leaders from all over your council and you have instant friends in Scouting, kindred spirits. Also, if you take it as a Cub Scout leader, you will be prepared for the big wide world of Scouts BSA. You already know what's coming. You'll understand that program so much better and you won't be so overwhelmed. I took it as a Cub Scout leader and it greatly helped me. I'm so glad I did it then.

AARON: That's funny you mentioned Wood Badge, because we did a podcast on that very subject. So, everybody who's listening right now, go to the CubCast Archives to learn more about Wood Badge.

GRACE: And the last thing I want to make is that learning is lifelong. It is ongoing in any profession that requires a license. You have to take continuing education. And so it goes in Scouting. An experienced leader is always looking for new learning opportunities in Scouting. I contributed to the online training for Cub Scouting but guess what? I'm still going to take it because I want to refresh myself and I want to make sure I am up-to-date, and I'm going to take the new Scouts BSA training because that's new. Even though I took the old Scoutmaster training, I want to be up-to-date. I don't want to miss anything.

AARON: Excellent. Well, now that we know the benefits of training and the many ways to get trained, there are a no more excuses, so everybody out there, go out, get trained. Grace, thanks for coming on CubCast for this discussion.

GRACE: Thank you. My pleasure.

AMY: And before we get to Reminders and Tips, let's check out the May Safety Moment.

(May Safety Moment - Energy Drinks)

AMY: And now for the timely Reminders and Tips. This is a busy time of year for outings, so be sure your unit has adopted the Risk Assessment Strategy. Check out the BSA Health and Safety website for all the tools you need to assess risk. As a bonus tip, it's recommended that Cub Scouts obtain permission slips from parents before going on any outing.

AARON: If you have not already done so, now is the time to plan your pack's annual program planning conference. This event should be done in June and July and is when parents and leaders get together to plan out the 2019-2020 program year. Details on how to conduct this event can be found in the Cub Scout Leader Guide and available online in the new Cub Scout Leader position-specific training at my.scouting.org.

AMY: You've probably heard that Scouts from around the world are coming to America in 2019 for the World Scout Jamboree, but you've actually been coming here – but they've actually been coming here for decades. In the May-June 2019 issue of *Scouting* magazine, look for a roundup of some of the men and women who were Scouts in their home countries before moving to America and joining the BSA.

AARON: In the May issue of *Boys' Life* magazine, read about boy and girl Cub Scouts who participated in a variety of fun and exciting activities at the Dan Beard Council's Cub World weekend campout.

Begin Music Under

AARON: But now our May CubCast comes to an end. Thanks to our guest, Grace Davidson, for joining us, and thank you for listening.

AMY: Have an idea for a future CubCast? Let us know by email at CubbaCast@scouting.org, or tweet to @Cubcast. Until then, I'm Amy Hutcherson.

AARON: And I'm Aaron Derr. Join us next month for a discussion on something brand new called Preview Adventures. We'll see you then.

Music Full to Finish