

Skills assessment and Gap analysis Questionnaire

An essential function of a Pack, Troop or Crew Scouter is to present or facilitate the relevant training programme, but to be able to do this, the Scouter must possess the knowledge and skills necessary to train the Cubs and Scouts or to assist the Rovers in completing their projects.

For Group Scouters and Commissioners (at whatever level), there are various essential management and monitoring functions that need to be performed. These ensure that the Association runs according to the Constitution and Policy framework laid down by the Association.

It is likely that you have already acquired some (or many) of the basic skills as a youth member of the Scout or Guide Movement, as a member of another organisation or even through your work experience. It is Scouting policy to recognise (and credit) any prior learning acquired by adult leaders, and to assist leaders in acquiring the knowledge or skills where competence has not yet been achieved.

The skills assessment questionnaire is aimed at clearly identifying what you already know (knowledge) and can do (skills), as well as identifying the gaps that you may have in terms of the requirements for temporary appointment (Permit) as an adult leader in the position you have volunteered for.

Proper completion of the questionnaire will ensure that the training programme (whether in a formalised residential course format, or over an extended period) can be better structured to meet your needs (as best possible). More importantly – it will clearly identify which areas you need to receive training and which areas you may be credited as already being competent.

After successfully completing the Permit Phase Training (PPT) programme, and once your application has cleared the vetting process, you will be able to perform the functions of an adult leader in the position you have volunteered for. In some cases, you may be joining a Pack, Troop, Crew, Group or District that has experienced leaders. In other cases, you may be the only adult.

Whatever the scenario, a Mentor will assist and support you through your initial stages of training. This person may be a Scouter in your Group (Pack, Troop, Crew or Group) or may be from the District, Region or Area. Your Mentor, in consultation with the A Area C: ALT, will determine whether you need to undergo in-service training at another unit similar to yours, or whether this can be done in the unit you are being appointed to.

There are two important things to remember: (1) that you are not on your own and that your Mentor is the first contact you have to support and assistance in developing your Scouting skills, and (2) that you need to develop your Scouting skills as quickly as possible to ensure that both you and the youth in your care enjoy the full experiences and challenges that Scouting has to offer.

Finally, it is important that you completely master the basic skills tabled in the questionnaire, as competency in them will assist you in confidently performing the functions of your post.

I trust that you will enjoy your training.

A Area C: ALT

Remember: The Assessment Form must be returned with your application to undergo Permit Phase training.