The importance of progressive Adult Leader Training to a successful Scouting Program



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November 2012

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Preface

For almost as long as I have been an adult leader in scouting I have heard the quote 'Every boy deserves a trained leader' attributed to the Scouting Movement's iconic leader, Lord Robert Stephenson Smith Baden-Powell of Gilwell. I have searched for this specific quote and have yet to find so simply put but it was a common thread in many of his orations. In the simplest of terms, which many of us seek when we have a situation we do not understand but are somehow obligated, by desire or need, to fulfill these words it is the 'duty' of each & every Scout leader to embrace training.

Training comes in many forms and there are just as many learning styles but the root of it all comes down to application of a learned method to 'teach' the next generation. Initially, it is my understanding that BP's desire was to take the 'inner city youth' of the time and provide them with experiences in the simplest of forms to first be able to care for themselves; and secondly to be better prepared for 'service to the Crown' as Great Brittan was exploring, expanding and colonizing many new lands at a rapid pace like many other 'super powers' of the day. As the movement developed it has continued to morph over the years to provide a safe learning environment for each participant to gain life's skills as well as explore, even for a little taste, a wide verity other hobbies and activities as they navigate their individual 'Scout Trail'.

When, we as adults, seek assistance with tasks we face we seek knowledgeable and 'trained' experts to assist to make our lives a little easier. Isn't it fair that we give all Scouts the same courtesy? That said I hope the following is helpful, inspiring and useful when either you or a new leader take on the commitment of being a 'Scouter'.

Thesis Statement

The Scouting Movement grows annually in Council as we strive to provide that opportunity to every age eligible youth to participate in this world renowned program. This program can only continue to thrive if we can keep pace with a proportionate number of leaders to support the your enrolling. Leaders have a commitment to become knowledgeable and in many cases seem to think they 'don't know how to scout'. This expression is common among new leaders and is easily understood because they often have a limited basic understanding of what the Scouting program is really all about in the first place. The same can be said for more seasoned leaders that 'think they know how it works'. A properly motivated new leader can become proficient in 'Scouting' by becoming orientated to the desired outcome of Scouting as well as complete some basic training to increase their confidence to be an active youth leader and deliver on the Promise.

Background

As an instructor in the Denver Area Council at the Unit, District, Council and National (Wood Badge) levels for the past several years I have encountered new leaders; seasoned leaders from all levels of Scouting that are not trained. I have discovered through mostly casual conversation that the majority of these leaders have a feeling that they are barely getting by with their programs because of a lack of basic Scouting knowledge. Often times after I have completed a training session as a participant (verses instructor) I come away with a 'helpless' like feeling that I too am under delivering for the Scouts & leaders I work with. I have determined that this is because of human nature for the most part. Unless there is a very strong personal confidence the thought of leading youth development can really be cause for a leader to be 'overwhelmed' and often times might choose to leave Scouting instead of admitting outwardly that they just need some help.

This to me is a sad fact because Scouting is not 'Rocket Science'. It is really some very basic skills presented to young minds that can often inspire them to greatness. As a result of the Scouting program's long & successful history there are likely many very successful Rocket Scientists as well as other highly qualified experts in our world today. No adult wants to admit that he or she can't do something to others, let alone their own child out of a basic fear of being thought less of by them. This feeling is also very natural but it is the charge of Trainers and Commissioners to foster the growth of new & existing unit leaders. Far too often when a new leader joins a Unit they might not be given much more than the instruction to 'go on line and get trained' and with little follow up to check progress or comprehension.

So, how do we go about this with any measure of success? DAC has an abundance of training that can be reviewed or take an active role to prepare these leaders but for some reason getting them to participate presents to be very difficult. I purpose the following as a possible method to rework our presentation of 'You need to be trained into 'Let me show you how this works' type situation. I credit the very basic theory to a parent who was a 'Knot Wizard' and was able to teach the basic knots with it: See one ~ Do one ~ Teach one*

This is a very simple concept to work inside but it takes a little effort. More often than not we leaders take pride in showing off a skill we have mastered to the Scouts without a second thought. We need to apply this same method to Adult Leader Training to make it not only a more rewarding experience for the learner but to utilize the talents & skills of our current adult membership.

When a new leader makes a commitment to become a leader Trainers & Commissioners should consider nurturing that leader so they don't 'die on the vine'. We should take care so that if they don't succeed it isn't because no one took the time train & mentor them. Hopefully this will bring about the intended end result of expanding our quality program with more confident & fully trained leaders.

^{*} The Basic Theory

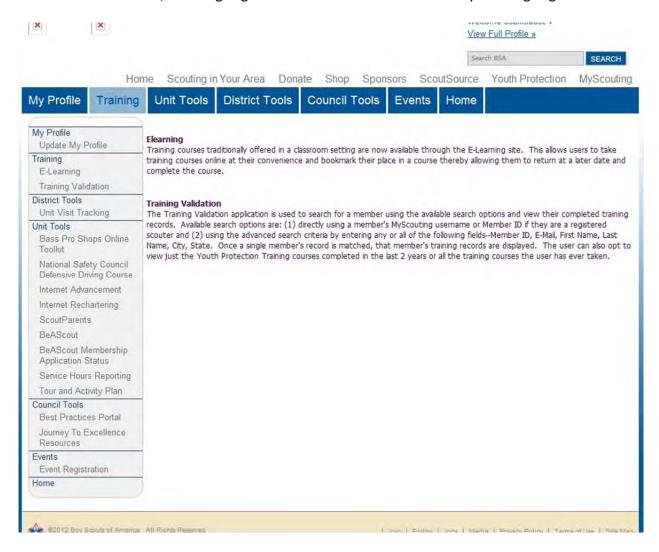
Purpose

Ultimately the purpose is to increase the number of 'Trained' leaders to possibly increase youth member advancement & retention. This could be accomplished with a more through initial introduction to the basic training of each new leader by using the first two steps of 'the basic theory' of 'See one, Do one'.

When we receive an application for a new leader at the Unit level it would be helpful if the Committee Chairman (CC) or Charter Organization Representative (CR) had some guidance readily available to them to guide that new leader where to find the available resources of the existing successful training program of the DAC & BSA's National organization. This will provide an opportunity so that new leader can learn the Scouting methods and some new skills; or confirm that they do already bring a lot to the table from past experience to be successful. This guidance shouldn't be bogged down by links and charts but really just a very simple document – What makes a Trained Leader (Appendix A) so that the new leader has a picture of what is expected. A brief description can be helpful along with instructions on how to find these trainings easily and commit to completing them in a 30 – 60 day period after registration.

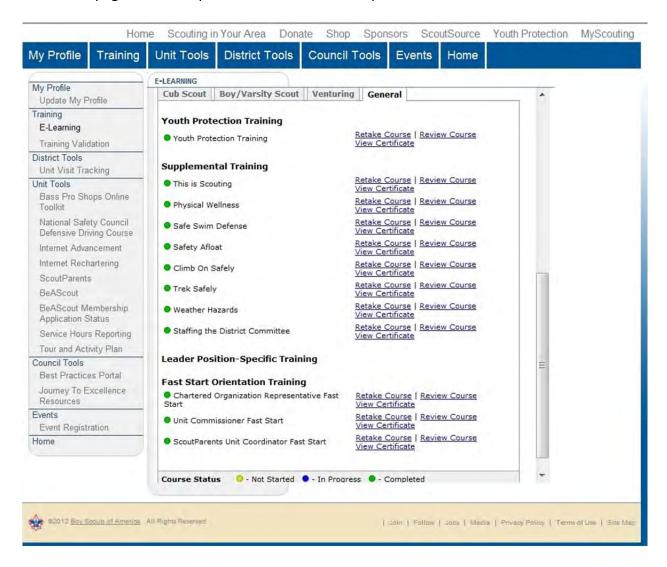
Methods

Now comes the tough part, how do we accomplish this with some kind of measure result? The new leader should be made aware of the requirements for their specific position by being given a copy of the Basic Training Course Requirements (Appendix B) so they know exactly what the current requirements are to be completed. Additionally, they should be provided with a copy of the Current Training Codes (Appendix C) as a ready reference. They should be introduced to the BSA National Website, scouting.org and shown how to access their myscouting.org account.



(Fig. 1)

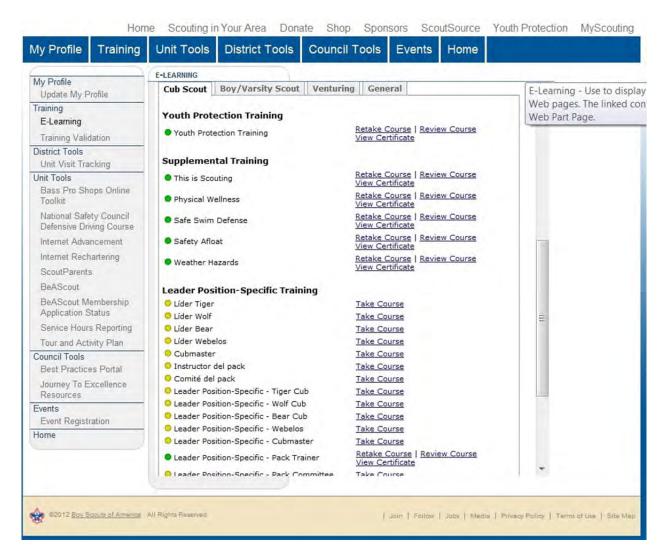
From this page they should open the 'E-Learning' tab under the Training heading on the left side of the page. This will open to the 'General' tab represented below.



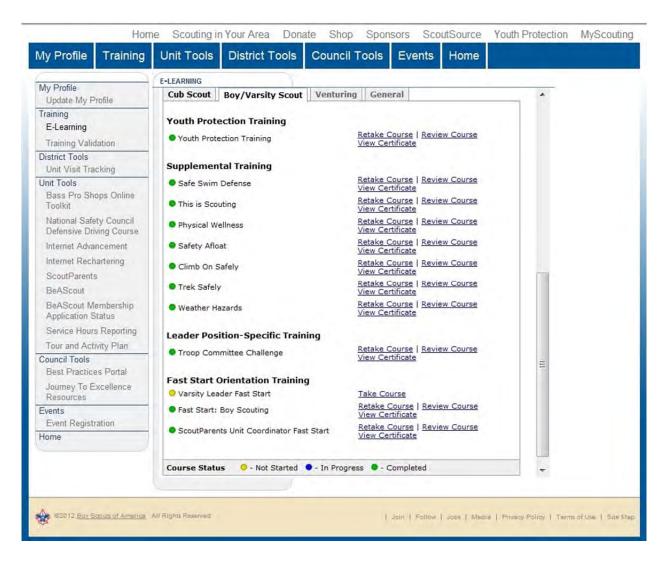
(Fig. 2)

This should already show the Youth Protection Training course as completed, indicated by a green ball preceding the course title. The additional course titles listed can be taken by any leader to expand their knowledge in general purpose Scout topics. A supplemental training on this page that is recommended but not required is 'This is Scouting'. This course is to provide a

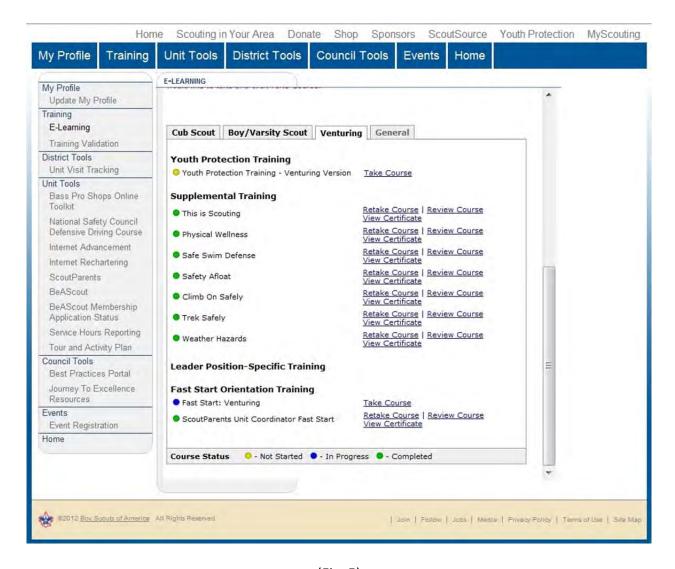
general overview of the Scouting program through each level. For each level of Scouting there is a specific tab: Cub Scout; Boy/Varsity Scout; and Venturing represented below.



(Fig. 3)



(Fig. 4)



(Fig. 5)

By guiding the new leader to the correct tab they can work on their position specific trainings.

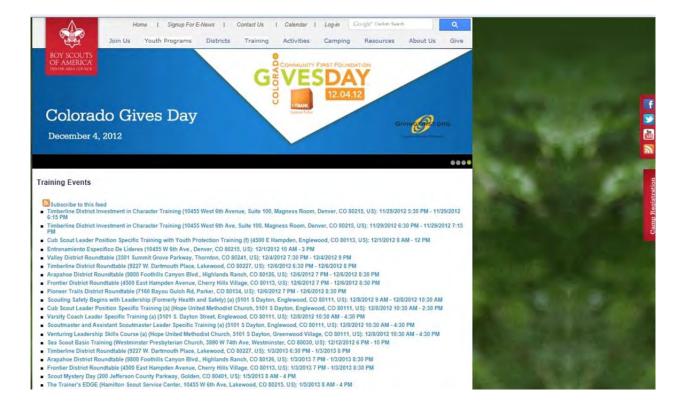
Each of the courses under the tabs covers the requirements for basic understanding for the positions but once a new leader has reviewed them it is recommended that they be encouraged to take the courses live at one of the many District Leader Specific Training sessions offered throughout the calendar year in different locations in the Council. A listing of these live sessions can found on the Council website denverboyscouts.org under the Training Events tab a

listing of soon to be held trainings are listed. By expanding the menu a complete listing becomes available to the viewer.



(Fig. 6)

Live trainings can be very beneficial to the new leader because it not only gives them access to information they may have reviewed online but it also puts then in the room with other leaders and at least one very experienced Scouter as the trainer. These sessions are intended for two way exchange and to share experiences. They can be very rewarding as well as provide for some networking between the participants and the instructor. It also gives the new leader a point of contact if they have follow up questions that need to be answered. By selecting Training Sessions from the pull down menu a more complete listing of what trainings are available, when & where in council is displayed.



(Fig. 7)

Included in this more extensive listing is some additional supplemental trainings but for now we will stick to the basics.

Once the new leader is 'Trained' in position they will be authorized to where the 'Trained' patch on their uniform showing their accomplishment. There are additional ways to show levels of accomplishment and that is with the Adult Training & Recognition program, more commonly known as 'Leader Knots'. This is another way to measure leader progression.

Not all training is in door or classroom based. There are several opportunities for basic outdoor training for the all levels of Scouting. These are offered in DAC several times a year and should be scheduled before any new leader plans to participate in a camping experience with Scouts.

There are a number of ways to measure the success of this process one being more trained leaders in DAC. This could also be measured by membership growth & youth retention. Another possible measure will be leader recognition program already in place. The Adult Recognitions appears to be a somewhat under-utilized for the some of the following reasons:

- 1. Not aware of the Adult Recognition (at all)
- 2. Know there is a program, but do not know how it works
- 3. Feel like they do not need awards or recognitions for what they do in Scouting

Through 'education' and awareness we could easily be recognizing more adults for their accomplishments, commitments, and successes in the units of the DAC. This can transfer to the Scouts in the program and may drive the Scout's desire to participate in their programs, if they see adults being recognized for their commitments. It should have a positive outcome and could be a by-product of the effective & timely training of all leaders that may directly benefit the overall Scouting program.

Once a leader is initially trained they should be made aware that some training courses are required to be repeated on a cyclic basis. They can be given the Training Recertification information (Appendix D). Using this as a planning tool they should be able to stay 'fully trained' in position over their Scouter career. It is important to stress to the new leaders that sometimes things are chanced by BSA National, thus a requirement to stay current.

Leader training isn't limited to just the basics and every leader should be encouraged to seek out additional information that can help keep the Scouting alive & interesting. There are a number of offerings of supplemental training offered throughout the year for different levels of experience. In the fall there is the University of Scouting. This is a full day of a verity of training courses that can enhance any Scouter's knowledge base. The courses offered are by skilled Scouters that have a passion for the topics they present. Learning should never stop in Scouting for all participants as it adds value to the program.

Analysis & interpretations of findings

In order to support the statements and observations above I used information regarding trained leadership form the Arapahoe District for physical analysis form 1 January through 15 November 2012. This data reflected the number of leaders registered in district and the number of trained leaders in position. If showed that we are potentially under trained in the DAC based on this sampling.

Conclusions & recommendations based on data presented

With a continued effort to promote all the available training offered in the DAC in any given year and with the support from current Unit leaders, Charter Organization Representatives and Commissioners direct contact with each under trained leader could motivate them to seek the training necessary to be a more effective Scout leader. This will take a concentrated campaign to continuously promote all available trainings to get leaders interested enough to attend. With the demanding schedules of so many leaders it is likely that the training corps in each District will have to be expanded and some dormant Commissioners might need to become more engaged at the Unit levels to stimulate interest of those leaders that are not currently trained. It is very likely that some are not trained because no one ever personally asked them to fulfill the commitment they made when the completed the application of membership. It is my experience that if a leader understand what is being ask of them they are more than willing to participate. We need to take the mystery out of Scouting so leaders become more engaged and have FUN!

I often tell anyone who will listen the following: 'The wheel of Scouting is already rolling. You don't have to reinvent it, just get on and ride'. When training is approached in its basic form completing it and gaining from the experience are rewarding and beneficial to the continued success of the DAC.

Summary

The Denver Area Council has many skilled and talented members and those numbers increase daily. It is the duty of those that have the skills and talents to share with any and all new leaders. No one came into Scouting with all the answers and the only way to continue the legacy of a successful program to by continued growth and learning. By taking on the responsibility of teaching another leader it expands tenfold when that leader goes back with new found knowledge and shares it with Scouts. This process has worked for over 100 years in Scouting in the Denver Area Council and it is everyone involved responsibility that it continues. By using the materials, references, and examples included in this writing you should more than just the basics to be successful in that training process.

Supplementary Materials

Appendices

Appendix A:	What makes a Trained Leader?	Page 23
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WHAT MAKES A TRAINED LEADER?







Adult leaders in units are considered trained, and eligible to wear the official Trained emblem, once they have completed Youth Protection Training and the training courses outlined below, or have completed Youth Protection Training and a previous basic training course when it was current.

Youth Protection Training* is a joining requirement for all registered adults and must be retaken every two years!

CUB SCOUTING

Leader-Specific (by position)

BOY SCOUTING

Leader-Specific (by position)**
Introduction to Outdoor Leader Skills***

VARSITY SCOUTING

Varsity Scout Leader-Specific
Introduction to Outdoor Leader Skills***

VENTURING & SEA SCOUTS

Adults in Crews: Venturing Leader Specific Adults in Ships: Sea Scout Adult Leader Basic

Need Help?

Contact the National Council – Boy Scouts of America

Program Impact – Volunteer Training Team

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- * E-Learning page at <u>www.myscouting.org</u>
- ** Troop Committee Challenge* is position specifics for troop committee members
- *** Not required for committee positions
- Chartered Organization Representatives take This Is Scouting*, and Chartered Organization Representative Training

Appendix B

1 10 10 4	as of 1 Jan	uary 2012				
Unit Type	Position	Required Courses To Be Position Trained				
	Cubmaster (CM)	C40 + Y01				
	Assistant Cubmaster (CA)	C40 + Y01				
	Pack Chairman (CC)	C60 + Y01				
	Pack Committee (MC)	C60 + Y01				
	Tiger Cub Den Leader (TL)	C41 + Y01				
Pack	Cub Scout Den Leader (DL)	C42 + Y01				
	Cub Scout Assistant Den Leader (DA)	C42 + Y01				
	Webelos Den Leader (WL)	C61 + Y01				
	Webelos Assistant Den Leader (WA)	C61 + Y01				
	Pack Trainer (PT)	C62 + Y01				
	ScoutParents Unit Coordinator (PC)	WCF7 + C60 + Y01				
Unit Type	Position	Required Courses To Be Position Trained				
	Scoutmaster (SM)	S11 + S24 + Y01				
	Assistant Scoutmaster (SA)	S11 + S24 + Y01				
-	Leader of 11-Year Old Scouts (10)	S11 + S24 + Y01				
Troop	Troop Chairman (CC)	WS10 + Y01				
	Troop Committee (MC)	WS10 + Y01				
	ScoutParents Unit Coordinator (PC)	WCF7 + WS10 + Y01				
Unit Type	Position	Required Courses To Be Position Trained				
	Varsity Team Coach (VC)	S11 + V21 + Y01				
	Assistant Varsity Coach (VA)	S11 + V21 + Y01				
Team	Team Chairman (CC)	V21 + Y01				
	Team Committee (MC)	V21 + Y01				
	ScoutParents Unit Coordinator (PC)	WCF7 + V21 + Y01				
Unit Type	Position	Required Courses To Be Position Trained				
	Venturing Crew Advisor (NL)	P21 + Y02				
	Venturing Crew Assoc. Advisor (NA)	P21 + Y02				
Crew	Crew Chairman (CC)	P21 + Y02				
	Crew Committee (MC)	P21 + Y02				
	ScoutParents Unit Coordinator (PC)	WCF7 + P21 + Y02				
Unit Type	Position	Required Courses To Be Position Trained				
	Skipper (SK)	P44 + Y02				
	Mate (MT)	P44 + Y02				
Ship	Ship Chairman (CC)	P44 + Y02				
	Ship Committee (MC)	P44 + Y02				
	ScoutParents Unit Coordinator (PC)	WCF7 + P44 + Y02				
Unit Type	Position	Required Courses To Be Position Trained				
	Explorer Advisor (EA)	L01 + Y03				
	Explorer Associate Advisor (AA)	L01 + Y03				
Post						
Post	Post Chairman (PCC)	L01 + Y03				

Appendix C

Current Training Codes

10/04/2012

20,00							
CODE	TITLE	D71	Council Officer Training	P50	Powder Horn Training	WS81	Weather Hazards
A90	Wood Badge (21st Century Version)	D72	Training the Chartered Organization Representativ		Powder Horn Course Directors Conference	0.000	- 11767(DL1962)177
C31	Den Chief Training	D73	Relationships Conference	P60	Master Trainer Conference	Y01	Youth Protection Training
C32	BALOO-Basic Adult Leader Outdoor Orientation	D74	Leave No Trace Awareness Workshop	P61	Mentoring	Y02	Venturing Youth Protection Training
C33	Outdoor Leader Skills for Webelos Leaders	D75	Health and Safety Training	P70	Wood Badge Course Directors Conference		Exploring Youth Protection Training
C40	Cubmaster & Assistant Position Specific Training	D76	Merit Badge Counselor Orientation	P71	NYLT Course Directors Conference	,,,,	Expering found freezens from the
C41	Tiger Cub Den Leader Position Specifics Training	D78	Leave No Trace Trainer	P91	Seabadge (Sea Scouts)		
C42	Cub Scout Den Leader & Assistant Position Specifics Training	D79	Leave No Trace Master Educator	P92	Seabadge CDC		
C60	Pack Committee Member Position Specifics Training	DFS	Commissioner Fast Start	P93	Kodiak CDC		
C61	Webelos Leader & Assistant Position Specifics Training	E00	Exploring Orientation	PFS.	Venturing Fast Start		
C62	Pack Trainer Position Specific Training	EFS	Exploring Fast Start	511	IOLS - Introduction to Outdoor Leadership	Skitts	
CF1	Cub Scout Den Leader Fast Start	H101	Philmont Training Center Conference	524	Scoutmaster & Assistant Specific Training		
CF2	Webelos Den Leader Fast Start	H102	Florida Sea Base Conference	535	NLS - OA National Leadership Seminar		
CF3	Cubmaster Fast Start - Self Study	H49	Health and Safety/Risk Management	\$36	NLATS - OA Lodge Adviser Training		
CF4	Pack Committee Fast Start	H91	Council Executive Board Training	550	Leadership Training for Leaders of 11-Year	-Old Sco	outs
CF6	Tiger Cub Den Leader Fast Start	H96	Trainer's EDGE	559	Chain Saw Safety	-	
CS02	National Camp School: Aquatics	H97	Philmont Leadership Challenge	574	Climb on Safely		
CS03	National Camp School: Shooting Sports	L01	Explorer Leader Adult Basic Training	575	Council Climbing Instructor		
CS04	National Camp School: Chaplain	L02	Teacher Training for LFL School Program	576	Trek Safely		
CS06	National Camp School: Commissioner	L03	Career Seminar / Workshop Presentor	577	Scouting Safety Begins With Leadership		
CS07	National Camp School: Outdoor Skills	L04	Post Leader Workshop	578	NYLT - National Youth Leadership Training		
CS08	National Camp School: Ecology/Conservation	L05	LFL Committee Workshop	580	NAYLE - National Advanced Youth Leadersh	nin Fyns	rience
CS09	National Camp School: Trek Leader	L06	LFL Marketing Team Workshop	581	BSA Lifeguard	up cape	inches.
CS10	National Camp School: Climbing	L07	LFL Program Team Workshop	582	Swimming and Water Rescue		
CS11	National Camp School: C. O. P. E.	L08	Finance Campaigns 'How To' in LFL	583	Paddle Craft Safety		
CS12	National Camp School: Ranger	L09	Exploring Ride-Along Safety	596	NYLT to NAYLE Bridge		
C\$30	National Camp School: CS/WS Aquatics	N01	First Aid	597	ILST - Introduction to Leadership Skills for	Troops	
C\$31	CS Archery Range Officer Training	N02	Wilderness First Aid	598	BSA Lifeguard Instructor		
CS32	CS BB Gun Range Officer Training	N03	Wilderness First Responder	SA	Safety Afloat		
C\$50	Boy Scout Resident Camp Visitation Specialist	N04	First Responder	SFS	Boy Scout Leader Fast Start		
CS51	Cub Scout Day Camp Visitation Specialist	N05	CPR	SPW	Physical Wellness		
C\$52	Cub Scout Resident Camp Visitation Specialist	N06	CPR/AED	SSD	Safe Swim Defense		
C\$55	National Camp School Resident Camp Administration	N07	Defensive Driving	T00	Tiger Cub Adult Orientation		
C\$56	National Camping School Day Camp Management	P21	Venturing Leader Specific Training	V21	Varsity Coach Leader Specific Training		
CSS7	Advanced COPE Director	P30	Sea Scout Leader Specialized Training	VFS	Varsity Scout Leader Fast Start		
CS58	COPE/Climbing Manager	P31	Crew Officers' Seminar	WA01	This is Scouting		
CS59	Camp Health Officer	P33	Kodiak Challenge	WCF3	Cubmaster Fast Start		
CS60	Ranger Rendezvous	P35	ILSC-Introduction to Leadership Skills for Crews	WCF4	Pack Committee Fast Start		
D20	Commissioner Basic Training Complete	P40	SEAL	WCFS	Den Leader Fast Start		
D21	Bachelor of Commissioner Science	P41	Seabadge Underway	WCF7	ScoutParents Unit Coordinator Fast Start		
D22	Master of Commissioner Science	P42	Seabadge Underway Instructor	WD77	Staffing the District Committee		
D23	Doctor of Commissioner Science	P43	Sea Scout Advanced Leader Training Instructor	WD80	Generational Diversity		
D24	Roundtable Commissioner College	P44	Sea Scout Adult Leader Basic Training	WDUC	Unit Commissioner Fast Start		
D25	Advanced Commissioner Training	P45	Sea Scouts - Seamanship	WPFS	Venturing Fast Start		
D61	District Committee Training Workshop	P46	Sea Scouts - Piloting	W\$10	Troop Committee Challenge		
D62	Chartered Organization Representative Fast Start	P47	Boating Safety	W\$74	Climb On Safely		
D70	Train-the-Trainer Conference	P48	ILSS - Introduction to Leadership Skills for Ships	W\$76	Trek Safely		

Appendix D

Training Recertification

Keeping Scouts safe and keeping Scouting leaders up to date with current information and methods means some of the BSA's training courses need to be retaken every couple of years.

We all know about Youth Protection training and National Camping School, but there are some others—including some that have recently been added to the list.

Below is a list of these courses and how often they should be retaken to be valid:

Youth Protection—every two years

National Camping School—good for five camping seasons

Safe Swim Defense—every two years

Paddle Craft Safety—every three years

Aquatics Supervision/Swimming and Water Rescue—every three years

BSA Lifeguard—every three years

Visitation training—every two years

Climbing Lead Instructor—every two years

Climbing Instructor—every two years

COPE/Climbing Inspector—every two years

Safety Afloat—every two years

Chain Saw Safety—every two years

Trainer's EDGE—every three years

Hazardous Weather—every two years

Physical Wellness—every two years

Climb On Safely—every two years

Trek Safely—every two years

As other courses are introduced, or as our committees determine that courses have an "expiration date," we will post them here—so keep watching!

By the way, the Volunteer Training Committee encourages you to take the most current training courses for your Scouting position even if there is no expiration, or even if you are considered "trained" as a result of taking an older course. It is always better for our Scouts when their leaders stay up to date!

Required Training Emphasis

You may be aware that there has been a test emphasis in many councils to make training required for all direct-contact unit leaders. Nineteen councils have been in a formal test, and around 80 overall have some version of the requirement.

While there has been great success in most councils, because of some of the challenges with training reporting and data entry in ScoutNET, we have extended the test while those issues are being addressed.

That does NOT mean that if your council has a trained leader requirement the requirement changes! It only means the national requirement is still under review to make sure it will work. Councils can continue to require training.

This also does not apply to Youth Protection training. That is still required.

Facebook

Volunteer Training is now on Facebook! Look for BSA Volunteer Training Team, or take the direct link to www.facebook.com/BSAtrainingteam

☑.

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http://www.scouting.org/training.aspx Training Course Codes

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