

Report to the European Scout Committee

Growth through Quality Working Group

1. Introduction

This report deals with 'Strategic Objective 2 – Growth through Quality' as outlined in the Regional Scout Plan 2010-2013. It should be read in conjunction with the Regional Scout Plan 2010-2013, which can be accessed at www.scout.org/europe

2. Progress in implementing Objectives, Actions and achieving KPIs

Since the last meeting of the European Scout Committee

- **AC 2.1.1 – IN PROGRESS**

Identify quality standards or frameworks used by NSOs/NSAs in Europe as well as around the world and share the information with NSOs/NSAs

Progress:

- Gathering data on existing quality standards and putting them in usable form

- **AC 2.1.2 – IN PROGRESS**

Promote the use of the 'Action for Growth' toolkit as well as other tools focussed on ensuring quality, direct to NSOs/NSAs as well as through seminars and events

Progress:

- Both "Action for Growth", produced by ESR and "Growth Report" produced by WSB-CO are going to be presented on the Academy 2011. Beside two sessions for presentation of the toolkits, there will be additional informal sessions in additional time slots.

- **AC 2.1.4 – IN PROGRESS**

Actively participate in projects and research activities initiated at world level related to membership growth

Progress:

- Collecting info on projects and research at world level. Information was distributed to World Scout Committee members and staff working on world level

- **AC 2.2.1 – IN PROGRESS**

Work with interested NSOs/NSAs to establish voluntary quality standards in training for adult volunteers

Progress:

- Gathering requests on TS
- Processed results from Needs and strengths analysis and suggested TS in this area
- Listing ideas for sessions on the Academy

- **AC 2.2.2 – IN PROGRESS**

Encourage and support interested NSOs/NSAs in the review and renewal of adult training systems

Progress:

- Gather information on NSOs that are reviewing/renewing their training systems
- Processed results from Needs and strengths analysis and suggested TS in this area

- **AC 2.2.4 – IN PROGRESS**

Support NSOs/NSAs in introducing new technologies and techniques to assist with ensuring the quality of training for adult volunteers

Progress:

- Gathering information on existing experience

- **AC 2.3.1 – IN PROGRESS**

Explore existing quality frameworks and their potential application to ensuring quality in the design and implementation of youth programme

Progress:

- Gathering information from NSOs on existing quality frameworks, through Committee contact system and internet resources

- **AC 2.3.5 – IN PROGRESS**

Gather examples of how NSOs/NSAs allow for flexible delivery of youth programme and encourage other NSOs/NSAs to see the benefits of flexible operating

Progress:

- Find examples of best practices
- Realization of 2 sessions during the Academy non-formal sessions to collect information and good examples of flexible delivery of youth programme

- **AC 2.5.1 – IN PROGRESS**

Examine data provided by NSOs/NSAs and identify opportunities for better membership retention of young people moving from one age section to another

Progress:

- Gathering data
- Realization of online survey of retention of young people during the WS Jamboree. This survey is prolonged during the Academy, as well

- **AC 2.5.2 – IN PROGRESS**

Support NSOs/NSAs in implementing training to assist local managers in improving retention of young people moving from one age section to another

Progress:

- Realization of online survey of retention of young people during the WS Jamboree. This survey is prolonged during the Academy, as well

- **AC 2.5.3 – IN PROGRESS**

Encourage NSOs/NSAs to undertake research with young people who have left Scouting to understand why they left and use this data for future developments

Progress:

- Preparation and realization of sessions during the Academy

- **AC 2.5.4 – IN PROGRESS**

Study the transition processes and rates of retention in competitor and partner organisations as well as in other Regions and make recommendations

Progress:

- Research – gathering data from existing resources, contacts and internet

- **AC 2.6.1 – IN PROGRESS**
Identify more accurately, with NSOs/NSAs, how many young people are waiting to join Scouting and share information on the situation

Progress:

- Gathering data on existing waiting lists in NSOs

- **AC 2.6.2 – IN PROGRESS**
Initiate an exchange of knowledge between NSOs/NSAs on the management of requests to join Scouting from young people as well as potential adult volunteers

Progress:

- Non-formal session with NSOs during the Academy, to investigate the possibility for separate event

- **AC 2.6.3 – IN PROGRESS**
Encourage NSOs/NSAs to identify and use innovative recruitment methods to secure adequate adult volunteers to deliver Scouting at local level

Progress:

- Preparation of article for Euroscoutinfo

- **AC 2.6.4 – IN PROGRESS**
Assist NSOs/NSAs in developing communications strategies that proactively and constructively deal with the issue of adult volunteer recruitment

Progress:

- Suggestion of TS to some NSOs

3. Next steps in implementing Objectives, Actions and achieving KPIs

Until next meeting of the European Scout Committee

- **AC 2.1.1**
Identify quality standards or frameworks used by NSOs/NSAs in Europe as well as around the world and share the information with NSOs/NSAs

Next Steps:

- Gathering data on existing quality standards and putting them in usable form

- **AC 2.1.2**
Promote the use of the 'Action for Growth' toolkit as well as other tools focussed on ensuring quality, direct to NSOs/NSAs as well as through seminars and events

Progress:

- TS to NSOs
- Session during the growth event in April 2012
- Advertise the toolkits on existing web-tools (EuroScoutInfo.com....)

- **AC 2.1.4**
Actively participate in projects and research activities initiated at world level related to membership growth

Next Steps:

- Collect info on projects and research at world level

- **AC 2.2.1**
Work with interested NSOs/NSAs to establish voluntary quality standards in training for adult volunteers

Next Steps:

- Gathering requests on TS
- Participation at the Annual TC Network meeting

- **AC 2.2.2**
Encourage and support interested NSOs/NSAs in the review and renewal of adult training systems
Next Steps:
 - Gather information on NSOs that are reviewing/renewing their training systems
 - Share information on quality standards in training systems
 - Possible workshop for the TC Network meeting

- **AC 2.2.3**
Work with selected NSOs/NSAs to compare training provision for adult volunteers in Scouting and publish a report outlining the conclusions and recommendations
Next Steps:
 - Identify and select NSOs (that are already working on training provision)
 - Create a questionnaire for them to fill out

- **AC 2.2.4**
Support NSOs/NSAs in introducing new technologies and techniques to assist with ensuring the quality of training for adult volunteers
Next Steps:
 - Gathering information on existing experience
 - Tailored support

- **AC 2.3.1**
Explore existing quality frameworks and their potential application to ensuring quality in the design and implementation of youth programme
Next Steps:
 - Gather information from NSOs on existing quality frameworks

- **AC 2.3.4**
Encourage NSOs/NSAs to identify the most challenging aspects of youth programme delivery and provide support to ensure effective delivery
Next Steps:
 - Tailored support
 - EuroScoutInfo articles

- **AC 2.3.5**
Gather examples of how NSOs/NSAs allow for flexible delivery of youth programme and encourage other NSOs/NSAs to see the benefits of flexible operating
Next Steps:
 - Collecting and editing examples of best practices
 - EuroScoutInfo articles

- **AC 2.5.1**
Examine data provided by NSOs/NSAs and identify opportunities for better membership retention of young people moving from one age section to another
Next Steps:
 - Get data from ECWG, examine, identify opportunities/challenges...
 - Participation at the Annual TC Network meeting

- **AC 2.5.2**
Support NSOs/NSAs in implementing training to assist local managers in improving retention of young people moving from one age section to another

Next Steps:

- Possible workshop at the Annual TC Network meeting
- Tailored support

• **AC 2.5.3**

Encourage NSOs/NSAs to undertake research with young people who have left Scouting to understand why they left and use this data for future developments

Next Steps:

- Circular to NSO with results / feedback from survey
- EuroScoutInfo articles

• **AC 2.5.4**

Study the transition processes and rates of retention in competitor and partner organisations as well as in other Regions and make recommendations

Next Steps:

- Research – gather info from other organisation
- Report findings and recommendations (to the ESC)
- EuroScoutInfo articles

• **AC 2.6.1**

Identify more accurately, with NSOs/NSAs, how many young people are waiting to join Scouting and share information on the situation

Next Steps:

- Gathering data on existing waiting lists in NSOs
- Circulate the results

• **AC 2.6.3**

Encourage NSOs/NSAs to identify and use innovative recruitment methods to secure adequate adult volunteers to deliver Scouting at local level

Next Steps:

- Preparing an online survey on recruitment methods
- EuroScoutInfo articles
- Circular to NSO with results / feedback from survey

• **AC 2.6.4**

Assist NSOs/NSAs in developing communications strategies that proactively and constructively deal with the issue of adult volunteer recruitment

Next Steps:

- Possible Tailored support

4. Successes

Please list the key successes since the last meeting of the European Scout Committee

- n/a

5. Challenges

Please list the key challenges since the last meeting of the European Scout Committee

- n/a

6. Issues for the consideration of the European Scout Committee

In brief, please list significant issues that you would like the European Scout Committee to consider

- From the information gathered as of this moment, it seems that there are no very much NSOs that are having waiting lists to join Scouting. If this is proved to be true, it will be impossible to reach KPI for the point 2.6 : ***10 NSOs/NSAs working strategically to reduce numbers waiting***