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:
     - o Gathering data on existing quality standards and putting them in usable form.
     - o GQWG library on EuroScoutInfo established.

   - **AC 2.1.2 - ACCOMPLISHED**
     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:
     - o Both "Action for Growth", produced by ESR and "Growth Report" produced by WSB-CO were presented on the Academy 2011.
     - o "Action for Growth", produced by ESR and "Growth Report" produced by WSB-CO presented at the joint growth event in Denmark in April 2012.
     - o "Action for Growth", and "Growth Report" are presented to NSOs in some of TS projects that are currently implemented.
     - o Session prepared and delivered during Academy 2012.

   - **AC 2.1.3 - IN PROGRESS**
     Encourage NSOs/NSAs to identify appropriate methods for communicating the need for membership growth and how to present this to the public
     Progress:
     - o Presented and discussed in some sense at the Academy 2011.
     - o Presented and discussed at the joint growth event in Denmark in April 2012.
     - o Session on External Factors Affecting Growth was delivered during the 7th EM Forum 2012.
     - o Session on Research, Evaluation and Analysis as a factor of Growth was delivered during the 7th EM Forum 2012.
     - o A EuroScoutInfo article written to encourage NSOs to send information on their recruitment campaigns.

   - **AC 2.1.4 – IN PROGRESS**
     Actively participate in projects and research activities initiated at world level related to membership growth
     Progress:
     - o Collecting info on projects and research at world level. Information was distributed to World Scout Committee members and staff working on world level. According to the feed-back received, not much is going on world level related to this topic.

   - **AC 2.2.1 – IN PROGRESS**
     Work with interested NSOs/NSAs to establish voluntary quality standards in training for adult volunteers
     Progress:
     - o Gathering requests on TS.
     - o Processed results from Needs and strengths analysis and suggested TS that has a component in this area for the following NSOs/NSAs: Bosnia and Herzegovina, Cyprus, Estonia, Iceland, Ireland, Italy – CNGEI, Latvia, Luxemburg, Malta, Montenegro, Poland, Portugal, Romania, Serbia, Slovenia
     - o Participation at the Annual TC Network meeting in January 2012.

- o Session on quality standards in training delivered at the joint growth event in Denmark in April 2012.
- o ITT work has been realized during the 7th EM Forum 2012.
- o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **AC 2.2.2 – IN PROGRESS**
  Encourage and support interested NSOs/NSAs in the review and renewal of adult training systems
  Progress:
  - o Gathered information on NSOs that are reviewing/renewing their training systems.
  - o Processed results from Needs and strengths analysis and suggested TS containing component in this area for the following NSOs/NSAs: Bosnia and Herzegovina, Latvia, Serbia.
  - o Workshop for the TC Network meeting realized.
  - o Questionnaire for NSOs working on training provision created.
  - o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **AC 2.2.3** - **IN PROGRESS**
  Work with selected NSOs/NSAs to compare training provisions for adult volunteers in Scouting and publish a report outlining the conclusions and recommendations
  Progress:
  - o Processed results from Needs and strengths analysis to identify possible NSOs/NSAs.

- **AC 2.2.4 – ACHIEVED**
  Support NSOs/NSAs in introducing new technologies and techniques to assist with ensuring the quality of training for adult volunteers
  Progress:
  - o Gathering information on existing experience.
  - o Preparation of an article for Euroscoutinfo.
  - o Session is prepared and delivered during the Academy 2012, but it is done by ECWG
  - o Further actions on this issue will be taken by ECWG

- **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:
  - o Gathering information from NSOs on existing quality frameworks, through Committee contact system and internet resources.
  - o A session on youth programme, quality and growth was realized at the joint growth event in Denmark in April 2012.
  - o ITT work has been realized during the 7th EM Forum 2012.

- **AC 2.3.2** - **IN PROGRESS**
  Develop an adaptable quality framework to help ensure quality in the design and implementation of youth programme
  Progress:
  - o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **AC 2.3.3** - **IN PROGRESS**
  Encourage NSOs/NSAs to regularly evaluate and ensure the quality of youth programme delivery at local level, and work with the feedback
  Progress:
  - o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **AC 2.3.4** - **ACCOMPLISHED**
  Encourage NSOs/NSAs to identify the most challenging aspects of youth programme delivery and provide support to ensure effective delivery
  Progress:

- o A session on youth programme, quality and growth was realized at the joint growth event in Denmark in April 2012.
- o Follow up during the EM Forum
- o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **AC 2.3.6** - **IN PROGRESS**
Discuss with NSOs/NSAs how to ensure that youth programmes tackle current issues affecting young people, or how to respond to events happening around them
Progress:
  - o A session on youth programme, quality and growth was realized at the joint growth event in Denmark in April 2012.
  - o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **AC 2.3.7** - **IN PROGRESS**
Initiate a discussion with NSOs/NSAs on how to use the youth programme as a vehicle for peer recruitment
Progress:
  - o A session on youth programme and recruitment was realized at the joint growth event in Denmark in April 2012.
  - o Session on Quality in Youth programme and training is prepared and delivered during the Academy 2012

- **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:
  - o Realized online survey of retention of young people during the WS Jamboree and the Academy 2011. 50 survey filled forms received.
  - o Session for recruitment and retention of young people has been prepared and delivered during Academy 2012

- **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:
  - o Preparation of an article for Euroscoutinfo.
  - o A session on recruitment and retention was realized at the joint growth event in April 2012.

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:
     - o Extract the gathered data on existing quality standards and put it in usable form.
     - o Sharing the information on EuroScoutInfo.
     - o Quality standards/assessment from: Iceland, Netherlands, Croatia, Greece, UK – make those available in the library and share the information.

   - **AC 2.1.3**
   Encourage NSOs/NSAs to identify appropriate methods for communicating the need for membership growth and how to present this to the public
   Next steps:
     - o TS to NSOs/NSAs.
     - o Collect and share info on recruitment campaigns in NSOs
     - o Put videos from NSO online

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

Next Steps:
- o   Further collection of info on projects and research at world level.

- **AC 2.2.2**
  Encourage and support interested NSOs/NSAs in the review and renewal of adult training systems
  Next Steps:
  - o   Gather information on NSOs that are reviewing/renewing their training systems.
  - o   Share information on quality standards in training systems.
  - o   TS to NSOs/NSAs.
  - o   Generating a list of NSOs working on training system renewal and publishing of that list in EuroScoutInfo.
  - o   Collect some good practices at the end of the triennium.

- **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:
  - o   Identify and select NSOs (that are already working on training provision).
  - o   Create a questionnaire for them to fill out.

- **AC 2.3.7**
  Initiate a discussion with NSOs/NSAs on how to use the youth programme as a vehicle for peer recruitment
  Next steps:
  - o   TS to NSAs/NSOs.

- **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:
  - o   Tailored support implementation.

- **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:
  - o   EuroScoutInfo articles.

4. Successes
Please list the key successes since the last meeting of the European Scout Committee
- Sucessful realization of the Joint event on Growth in Denmark in April 2012.
- Tailored support in progress.
- Successful implementation of Tailored support projects.
- Commitment within the GQWG.
- Successful joint work of facilitators for preparation of sessions for Academy 2012

5. Challenges
Please list the key challenges since the last meeting of the European Scout Committee
- Gathering data from NSOs is extremely difficult, data quality sometimes bad.
- Some RSP GQ actions need a lot of time in gathering data, contact NSOs, etc. and in the end the actions' impact is low.
- Few NSOs have a clear growth strategy which makes evaluation if KPIs have been reached very difficult.
- Integration of different ways of working within the joint work.

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
- See above mentioned challenges.

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