



THE SCOUT ASSOCIATION OF MALDIVES

Terms of Reference (ToR) for Adult Training Scheme Formulation Working Group

1. Background and Purpose:

The Adult Training Scheme Formulation Working Group is established by the Adult Support Committee of the Scout Association of Maldives to develop a comprehensive Adult Training Scheme aligned with the World Adults in Scouting Policy and the WOSM Wood badge Framework. This scheme aims to enhance the skills, knowledge, and competencies of adult leaders, enabling them to provide effective leadership, mentorship, and guidance to the youth members in accordance with the principles of Scouting.

2. Objectives:

- To review the World Adults in Scouting Policy, a globally recognized guideline by the World Organization of the Scout Movement (WOSM), outlining the significance of adult involvement and development in Scouting.
- To assess the current adult training practices and programs within the Scout Association of Maldives.
- To identify gaps and areas for improvement in the existing training framework.
- To conduct a training needs assessment to identify specific areas of skill development required for adult leaders.
- To integrate principles from the WOSM Wood badge Framework, into the design of the Adult Training Scheme.
- To develop a coherent and progressive Adult Training Scheme that aligns with World Adults in Scouting Policy, international standards, and best practices.
- To create a detailed curriculum that covers essential skills, leadership development, youth engagement, and Scout values.
- To establish a framework for ongoing evaluation, assessment, and updates to the Adult Training Scheme.

3. Composition:

The Working Group will consist of competent volunteers with expertise in the following areas:

- Adult education and training
- Scouting principles and practices
- Curriculum development and instructional design
- Leadership and mentorship

The Working Group will include the following members:

- 1. Adult Volunteers selected via an open call At least 5 Adults. (Based on the applications and interest of qualified applicants the number of Adult Volunteers selected to the working group may increase)
- 2. Two members under the age of 30 years (18 + Rovers or Scout Leaders)

The Chair of the Working Group shall be selected among the members. The quorum of the working group meeting shall be one-third of its members.

4. Competencies of Volunteers:

Volunteers interested in joining the Adult Training Scheme Formulation Working Group should possess the following competencies:





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- Scouting Expertise: A deep understanding of Scouting principles, policies, and practices, with a focus on adult leadership development.
- Training and Education: Proficiency in adult education methodologies, curriculum development, and instructional design.
- Leadership Skills: Demonstrated leadership experience within Scouting or other leadership contexts, emphasizing mentorship and guidance.
- Analytical Thinking: Ability to critically assess current training practices, identify gaps, and propose effective solutions.
- Collaboration: Strong teamwork and communication skills, with the ability to work collaboratively to achieve group objectives.
- Project Management: Experience in managing projects, setting milestones, and adhering to timelines.

5. WOSM Adults in Scouting Policy:

The Working Group will study and understand the World Adults in Scouting Policy issued by WOSM. This policy highlights the essential role of adults in Scouting and their influence on youth development. It outlines strategies for adult training, mentorship, and support, fostering a positive environment for Scouting growth. The Working Group will integrate principles from this policy into the Adult Training Scheme.

6. WOSM Wood badge Framework:

The Working Group will familiarize themselves with the WOSM Wood badge Framework. This framework provides a structured approach to enhancing leadership competencies, fostering personal growth, and promoting a deeper understanding of Scouting's values. The Working Group will incorporate principles and methodologies outlined in the WOSM Wood badge Framework into the design and content of the Adult Training Scheme.

7. Timeline:

The Working Group will operate over a period of three months, commencing in Mid-October 2023 and concluding by end of January 2024. A detailed timeline with milestones for each phase of the project will be established during the initial meeting.

8. Reporting

The Working Group will provide regular updates and progress reports to the Adult Support Committee of the Scout Association of Maldives. A final report, including the developed Adult Training Scheme and curriculum, along with the findings of the training needs assessment, will be submitted at the conclusion of the project.

10. Finalization

The final Adult Training Scheme will be reviewed by the Adult Support Committee of the Scout Association of Maldives and submitted for approval from the Executive Committee.

Interested Adult Volunteers are requested submit the following online application form on or before 12th October 2023. Active scout leaders and volunteers under the age of 30 are strongly encouraged to apply. The applications will be reviewed by the Adult Support Committee. Application Link >> https://link.scout.mv/trainingworkgroup <<