

Accelerated Scouter Onboarding

Saskatchewan Council

Critical Shift: Drastically increase the number volunteers per Section.

Our Story:

The Saskatchewan Council identified Group capacity as a major barrier to accepting more wait listed youth. Newly recruited potential Scouters were losing interest due to the lengthy and daunting Scouter screening and training requirements to get to participate regularly during camps and activities. The Council wanted to try something different to help new Scouters ease into the onboarding process through an accelerated onboarding program.

The Problem:

Significant capacity constraints, especially in Colony & Pack due to new volunteers being intimidated by the onboarding requirements to participate resulting in difficulties getting new Scouters on board and able to help in a timely manner, and training not being completed.

Our Solution:

An accelerated onboarding program that allows new Scouters two weeks to complete Code of Conduct, PRC/VSS, References, and Interview before being able to help in-person and increase Section capacity by four with the rest of required training to follow as usual. A designated Council Champion monitors the onboarding progress via a live shared spreadsheet and support the new Scouter through the process.

How It Works:

New Scouters feel better supported and are more likely to stay engaged and complete their required screening/training and continue on to fully active Scouter status. Scouters feel better prepared due to quicker in-person mentorship. Section capacity can increase sooner.



What Success Looked Like:

- Section capacity increased quickly welcoming more youth sooner.
- More hands-on learning through being on the floor sooner enhances Scouter confidence and ability to provide help.
- Effectiveness of support felt by new Scouters increasing confidence.

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Give it a Try!

Step-by-Step

1. Identify Council Champion(s) to monitor onboarding progress of new Scouters.
2. Identify Council Champion(s) to check in on/follow up with new Scouters and their progress.
3. Create a live shared document to record the timelines and progress of each new Scouter.
4. Put a call out to Group Commissioners to submit new Scouters who would like to use the Accelerated Onboarding process, explaining how the program works and what support they will need to provide.
5. Provide support check-ins to registrants throughout the onboarding process.
6. Assist with completing any Reference Checks or Interviews as required by the Groups.
7. Support the new Scouter with the transition to helping in-Section with the support of their new Group.
8. Once all screening and training is completed (apart from WB1 which they will have one year to complete from the date of registration), provide Council Approval as usual to grant them Active status.
9. Review the process and revise as needed.



Promote Positive Behaviour

Ensure that all new Scouter registrants are aware that safety is a top priority in Scouting which is why we have important screening and training requirements in place.

What Do I Need?

- A team of Council Champions to monitor onboarding progress and hold support check-ins throughout the process.
- A small thank you token for participants.
- Communication with the Group to ensure they are aware of the process and that support of the new Scouter is not overlooked at any phase.

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