

Top Tips for Adult Skills Audits

If you're new to Scouting, taking on a leadership role can be a scary prospect and some adults just aren't able to provide a weekly commitment which is why it's important to think creatively about volunteering opportunities.

Finding out as much as possible about a new volunteer before agreeing a role is vital in ensuring they will be happy, rather than pushing them into a vacancy that you already have by talking to new volunteers you can

- Give them more information Scouting and consider the ways they could provide some support.
- Find out the interests, skills and availability of any adults you are talking to about volunteering. Although, just because you know that a potential volunteer is an accountant, don't automatically assume they will be happy to become your next Group Treasurer. They might prefer to develop or use other skills they have. This could be working with young people or you might be able to help them to realise a lifelong ambition to become a canoe instructor, and provide that skill to your Group or District.
- Find out what they are interested in doing and how much time they have to offer. When you know this, you can agree with them the part(s) of the role they would like to do. Hands on tasks, such as running the programme, will appeal to some adults. For others, who can't imagine anything worse, the administrative aspects might be equally appealing.
- To help you to do this, you can carry out a skills audit to find out what parents and others may be able to offer. There are a number of ways you might like to do this.
- Include a paragraph on the personal information sheet or form in the parent welcome pack to find out from the parents of new members what they do for work or as a hobby and when they might have some time available (evenings or weekends).
- Hold a family night, combined with the AGM, a presentation evening or meal. Explain the time and value involved in helping with different tasks and ask them to fill in the form above or print out posters with the activity badges and ask parents to write their name next to a badge that reflects their hobbies and interests.
- Once information has been gathered from adults linked to the Group, it's really important to put it to use.
- If the information gathered is compiled onto one parent skills sheet, it can easily be taken to programme planning meetings.
- Try to incorporate somebody's skills or hobbies into badge work, activities or Group support within 12 months so that they feel valued and part of the Group.
- Involving parents as quickly as possible after their child has joined generates an expectation that the whole family is part of the Scout Group.

For parent involvement reference

Pitching in - <http://magazine.scouts.org.uk/features/pitching-in/>

From camping to volunteering - <http://magazine.scouts.org.uk/getactive/beavers/from-camping-to-volunteering/>

Camping supplement 2012 - http://issuu.com/UKSCouting/docs/camping_supplement_2012/1