



BOY SCOUTS OF AMERICA[®]

HEART OF NEW ENGLAND COUNCIL

Mandatory Training Policy

Background

On January 19, 2023 the Executive Board of the Heart of New England Council adopted the following resolution requiring all registered leaders to be fully position trained for their respective leadership positions.

“Whereas, the Heart of New England Council has developed a mandatory trained leader policy dated January 19, 2023; and

Whereas, such policy has been reviewed by the Executive Board and accompanies this resolution; therefore, be it

Resolved, that the Heart of New England Council enacts a mandatory trained leader policy

Motion approved by the Heart of New England Council Executive Board on January 19, 2023 where a quorum was present.”

Transition Policy

Effective from January 19, 2023 until December 31, 2023 a temporary transition policy is in place. This policy states:

All currently registered leaders must complete all of their position specific training by the 2023 charter renewal for their unit. This includes ALL on-line training at my.scouting.org that is required for any and all current positions.

As of October 1, 2023, all currently registered Scouts BSA and Venturing leaders that need Introduction to Outdoor Leadership Skills (IOLS) to be considered trained, will have until their 2024 unit Charter Renewal to complete this training.

100% Trained Policy

All registered leaders must complete their position specific training on my.scouting.org by the Charter Renewal for their unit, regardless of when they register.

Adults that register as a direct contact leader with a Scouts BSA Troop or Venture Crew between the unit's Charter Renewal date and the following April 30th will be required to complete Introduction to Outdoor Leadership Skills (IOLS) by the unit's upcoming Charter Renewal.

Adults that register as a direct contact leader with a Scouts BSA troop or Venture Crew between May 1st and the next Charter Renewal date will be required to complete Introduction to Outdoor Leadership Skills (IOLS) by the unit's subsequent Charter Renewal.

Youth Protection Training and Hazardous Weather Training* must be current for the entire Charter year for unit Charter Renewal for leaders in positions that require it.

Compliance

Any registered Adult who is not 100% position-trained will be placed in a suspended status by the council and cannot attend or participate in any Scouting activities until they come into compliance.

*Hazardous Weather Training is included for all direct contact leader specific training, but must be re-taken every year to be considered trained.

Frequently Asked Questions

Q: I have been a longtime leader, why do I have to take training?

A: The board took this action for three main reasons:

1 - Aid in the effort to develop a “culture of safety”. The safety of our Scouts is of the utmost importance. Training ensures that leaders are aware of and can implement safety protocols and guidelines while participating in various activities. Leaders learn how to assess risks, administer first aid, and handle emergency situations, minimizing the potential for accidents or injuries.

2 - Training is the first step in a good risk management plan. Identifying risk, mitigating that risk and communicating the risks to your youth and parents is critical. By demonstrating that volunteer leaders have been trained in risk management, those leaders may mitigate liability by showing that they took reasonable precautions to prevent foreseeable harm. It's the reason “Plan Ahead and Prepare” is principle one of Leave No Trace, and that the Boy Scout motto is ‘Be Prepared’.

3 - A well trained leader provides a better program to the Scouts. By having the skills to teach and mentor, leaders develop the confidence needed to run a great program. With a quality program, Scouts will join and stay longer in the Scouting program. Other councils that have enacted similar 100% trained policies have seen increased membership and retention rates in their units which is attributed to running a better program.

Q: Why does Youth Protection Training (YPT) and Hazardous Weather Training have to be completed every year when BSA National has a two year expiration?

A: With BSA National on a two year cycle for YPT and Hazardous Weather, these trainings will expire sometime in the second year before charter renewal. To ensure everyone is compliant, the Heart of New England Council has had a longstanding mandate at charter renewal that YPT be valid through the entire subsequent year. In now having a mandatory 100% trained policy, and to ensure leaders remain compliant, Hazardous Weather has been added to this processing check as well.

Q: Council is not offering in-person training on a schedule that is convenient for me. Do I have to take the training with the Heart of New England council or can I take it elsewhere?

A: You can absolutely take your training in another council. Just make sure when you complete that training, that that council gives you the training card indicating you completed it and get a copy to our registrar so it can be posted to your training record.

Q: Can I move an Assistant Scoutmaster to a committee position to avoid taking Introduction to Outdoor Leader Skills (IOLS)?

A: While a unit most certainly could do this, it is disingenuous to what Council is trying to accomplish and is highly discouraged.

The position of Assistant Scoutmaster involves working directly with the youth members of the troop to support their growth and development in Scouting. One of the key responsibilities of an Assistant Scoutmaster is to undergo training to effectively fulfill their role, which includes completing training courses like IOLS and Scoutmaster Specific Training.

Even if you have been leading for years and have lots of experience in the outdoors, IOLS still provides valuable knowledge and skills related to camping, cooking, first aid, and other outdoor skills. Skipping this training may limit your ability to effectively assist with outdoor activities and camping trips

Additionally, **not being in the correct role and avoiding training may affect your coverage and liability protection in case of accidents or incidents during outdoor activities.**

Q: Why does the council not have a record of training I completed online?

A: If you have completed a course online and it does not appear in your council training records, it could be for the following reasons:

- Your BSA ID# has not been added to your My.Scouting.org account profile. Only you can correct this issue. If you do not know your BSA ID#, get it from your unit leader or council registrar and add it to your profile. Sign in to my.scouting.org click on Menu, Legacy Web Tools, Manage Member ID and enter your BSA ID #. All training completed after your BSA ID# is added to your profile and will automatically be added to your Scout record.
- You may have multiple BSA ID numbers. This could have happened because of two reasons:
 - You may have registered online at beascout.org (as a youth or adult) which creates a BSA ID number then went to my.scouting.org and created an account not using that BSA ID number and the system created a second number. In this case call the council registrar to see if you have your training under a different ID.
 - You were previously registered in another council when you took the training. Every council you are registered in creates a new ID number. In this case, call your former council to get your ID number then call the registrar for the Heart of New England Council with your other ID number.

Q: What training is required?

A: A list of all online position specific training requirements by program and position is available at www.scouting.org/training/adult under Basic Leader Requirements.

Q: How long does it take to complete each training?

A: The following are approximate times

- Youth Protection Training - 90 minutes
- Hazardous Weather Training - 31 minutes
- Cub Scouts
 - Cubmaster & Assistant Cubmaster - 1 hour and 57 minutes
 - Den Leader & Assistant Den Leader - 2 hours and 5 minutes
 - Pack Committee Member - 53 minutes
 - Pack Committee Chair - 1 hour and 56 minutes
- Scouts BSA
 - Scoutmaster & Assistant Scoutmaster - 3 hours and 12 minutes
 - Merit Badge Counselors - 34 minutes
 - Troop Committee Member - 1 hour and 42 minutes
 - Troop Committee Chair - 1 hour and 55 minutes
 - Venturing, Crew Advisor & Associate Advisor – Approximately 2 hours, 50 minutes

Q: How many opportunities will I have to take IOLS as it's an in person course?

A: In general the Heart of New England Council follows a spring and fall training schedule.

Additionally, many out of council training sessions exist throughout the year.

Typically within the Heart of New England Council, the spring IOLS course(s) are scheduled somewhere between the last two weekends in May and the first two weekends in June. The fall course(s) are scheduled between the second weekend in September and the first weekend in October.

People that register as a Scoutmaster, Assistant Scoutmaster, Crew Advisor or Assistant Crew Advisor between the last charter renewal date for the unit and April 30th will have to the next charter renewal to take IOLS. This will give them two training seasons. People that register between May 1st and the next charter renewal will have four training seasons to take IOLS.

Regardless of when someone registers with a Troop or Crew, this schedule should give people ample opportunity to take IOLS either within council or out of council.

Q: I'm a Cub Scout leader that will be joining as a direct contact leader of my Webelo's new troop when they crossover. Do I have to wait to take Scouts BSA position specific training and IOLS until I join the unit?

A: You do not have to wait! We highly encourage you to take the training so you can step into your new role as quickly and efficiently as possible.