

Transition to Program Essentials



If we imagine that the whole Achievement Pathways is a Scouts journey across a mountain range then Program Essentials can be considered as the base of that mountain with the Milestones that make up Program Essentials as base camps. Think of Milestones as journey points across the mountain range.

Program Essentials is a Scouts core scouting experience and it's expected that all Scouts will achieve their Program Essentials Milestones regardless of their interest in exploring other aspects of the program such as achieving their peak award. Not every Scout will want to journey to their peak award; that's okay it's their journey, their decision, but we do want every Scout to thrive in the Program Essentials. Ensuring programs are youth lead, adult supported and adventurous, fun, challenging and inclusive will provide Scouts with this opportunity.

Program Essentials involves three main elements:



Introduction to Scouting badge

Completed when a member is invested as a new Scout.



Introduction to Section badge

Completed at the start of each new Section.



Milestone badges

Involves participating, assisting and leading, through a diverse Unit program using the Challenge Areas.

The Program Essentials have been designed to be completed through attendance and active participation. They are the regular Scouting program and the elements should not be treated as stand-alone items.

Let's have a look at each of these elements.

Milestones



Milestones are the central component of Program Essentials and all Scouts should be working through their Milestones regardless of their interest in exploring other aspects of the program such as the peak award. On the ground, this involves all Scouts meaningfully participating, assisting and leading in a range of activities across a diverse program (a mixture of Challenge Areas). That program will have been planned by the Scouts.

Key points to note:

- There are three Milestones in the program and each Milestone should take 6 – 12 months.
- Scouts gain Milestone achievements by recording their participation, assisting and leading in activities which are based on the four Challenge Areas.
- Scouts will record participates, assists and leads on the digital platform with adult guidance.
- Scouts gaining a Milestone will be presented with a Milestone badge to wear on their uniform.
- Depending on the Milestone, a Scout will gain that Milestone by recording a certain number of participates, assists and leads however
 - In Milestone 1, Scouts actively participate in all the Challenge Areas.
 - In Milestone 2, Scouts will assist more than Milestone 1.
 - In Milestone 3, Scouts will lead more than in Milestone 2.
- A Section's requirement for participate, assist or lead for each Milestone will be different from the other Sections.
- As a Scout progresses through the Unit, the challenge for an assist or lead in the next Milestone also increases as a natural progression.
- As a Scout journeys to the next Section, the underlying theme of an assist or lead is the same as the previous Section but with heightened challenge.
- If a Scout is completing Milestone 2 for example and has achieved the prescribed number of 20 participates for Milestone 2, they can start to count future participates for their next Milestone, Milestone 3 even if they've not completed their Milestone 2 assists or leads.



Milestone 1 requires:

- 24 participates (participate in six activities from each Challenge Area)
- Two assists (assist in two or more activities across two or more Challenge Areas)
- One lead (lead at least one Challenge Area activity)

Milestone 2 requires:

- 20 participates (participate in five activities from each Challenge Area)
- Three assists (assist in three or more activities across two or more Challenge Areas)
- Two lead (lead two or more Challenge Area activities)

For Milestone 3 requires:

- 16 participates (participate in four activities from each Challenge Area)
- Four assists (assist in four or more activities from at least two Challenge Areas)
- Four leads at least (lead four or more Challenge Area activities)

Transition to Milestone Options Available to Scouts

Scouts currently in your Unit:

Up to this point Scouts in your Unit will have been achieving parts of their current award scheme such as their Participation, Boomerang, Target, Venturer Award or St George Award and will now be presented with the question as to which pathway to follow. Do they complete the current award scheme badge that they're been working so hard for or are so close to completing, or do they transition to the equivalent Milestone.

That final decision belongs to each individual Scout however as Leaders we can present the Scouts with the options available and guide each individual Scout to their decision. We will respect a Scouts decision as it is their journey. We are aiming for a smooth transition to Milestones with ultimately all Scouts fully transitioned by the end of 2020.

Scouts on the current award scheme have the following options when considering how they would like to transition to Milestones and remember, it's the Scouts choice.

Option 1

- At the youth members own choice – finish their current age-range award and at the next change continue in the next level Milestone.
- For example, a Cub Scout may choose to complete their Bronze Boomerang and then commence Milestone 2 and likewise, a Scout may decide to complete their Explorer Badge and cord and then commence Milestone 3.

Option 2

- The youth member may choose to stay with the current award scheme for a while but should be transitioned fully by the end of the year.
- This is acceptable however current award scheme badge supplies are being depleted and will probably run out before the end of the year.
- In this case the new Milestone badge automatically replaces the current award scheme badge.

Option 3

- The youth member may choose to transition midway through their current age-range award scheme badge, that is transition straight to Milestones.
- The current award scheme and Achievement Pathways are different which means we aren't able to convert individual activities completed within a partially completed Silver Boomerang or Explorer Target badge for example to the Milestone 2 equivalent.
- We therefore need a common sense approach that will not disadvantage the Scout.
 - As a guide:
 - If a Scout is halfway through their current age-range award scheme badge then it's assumed they're also halfway through the equivalent Milestone.
 - For example, if a Scout is halfway through their Explorer Target or Venturer Award badge then it's assumed they're also halfway through the requirements for Milestone 2.
 - Therefore, in order to achieve their Milestone 2 the Scout will need to complete three more participates, two more assists and one more leads.

- If a Scout is a quarter way through their current age-range award scheme badge then it's assumed they're also a quarter way through the equivalent Milestone.
 - For example, if a Scout is a quarter way through their Gold Boomerang or Adventurer Target badge then it's assumed they're also a quarter way through the requirements for Milestone 3.
 - Therefore, in order to achieve their Milestone 3 the Scout will need to complete three more participations, three more assists and three more leads.

Our Ground Breaker Group experience is that a sudden change is not recommended but a smooth and quick transition as in **Option 1** is highly recommended.

A Scouts Joins the Unit Part Way Through the Section Age Range

As is our current practice, if a Scout starts partway through the Section age-range they're not expected to start at Milestone 1. As a guide:

A Scout will start at Milestone 1, if the:

- Scout transitions into the Unit from the Unit below
- Scout joins the Unit less than 1/3 of the way through the Section's age range (for example, in the first year for a three year age range Section)

A Scout will start at Milestone 2, if the:

- Scout commences in the Unit between 1/3 to 2/3 through the Section's age range (for example, in the second year for a three year age range Section)

A Scout will start at Milestone 3, if the:

- Scout commences in the Unit in the final 1/3 of the Section's age-range

Personal Reflection / Discussion

Once a Scout has completed the requirements for each Milestone they will take part in a personal reflection. This is an opportunity for the Scout to reflect on their development throughout their working time on this Milestone.

The personal reflection will be facilitated by a youth or adult leader which may vary according to the Section.

With the guidance of the SPICES I... statements, the Scout will reflect on their development through the program and consider the areas for them to focus on moving forward.

Access and Inclusion

Program Essentials should be tailored to the individual's capabilities.

The only standard held for the Program Essentials is the individuals best, with the ultimate aim of them developing and improving at a personal level.

Scouts should be challenged to push themselves and achieve their personal best.

Introduction To Scouting



When a new member starts Scouting they will be invested – this is a formal welcome to the Movement and marks the beginning of their Scouting journey. However, in order to make sure the new person knows what to expect from Scouting they will go through an Introduction to Scouting discussion.

The Introduction to Scouting discussion needs to also be completed if a Scout re-joins Scouting after having a break.

The Introduction to Scouting discussion worksheet is found at Our Program resources.

Key points to note:

- It is important for the discussion to occur as part of experiencing the program first hand. This will allow the new Scout to fully understand what's covered through the discussion.
- The discussion might take place over a number of weeks, or in one go.
- Discussions should involve the youth member, their peer mentor or Patrol Leader, and if needed, their adult Leader.
- This isn't an interview or test and the person leading the discussion should have a good understanding of Scouting.
- Once the Scout has completed their Introduction to Scouting they'll be invested and presented with the World Organisation of the Scout Movement badge for their uniform.
- The Introduction to Scouting needs to be completed when you join the Scouting Movement for the first time or if you join Scouting again after having taken a break.
- A Scout progressing to the next Section is not required to have an Introduction to Scouting discussion.

Discussion points:

The full details of what should be covered in this discussion are included in a discussion guide within each age Section's Youth Member Guide as well as key background information. The discussion points include: -

- The World Organisation of the Scout Movement
- Scouting in Australia
- Our Scout Group
- Our program – the what, the why, the how
- SPICES
- Personal Progression
- The Australian Scout Promise and Australian Scout Law
- Symbols, Traditions and ceremonies
- The new member's mentor
- Investiture
- Plan>Do>Review>

Introduction To Section



The Introduction to Section is a discussion covering off the basics of how the program works in that age Section and is held when a Scout is progressing from their current Section or when a Scout first joins the Movement.

The Introduction to Section discussion worksheet is found at Our Program resources.

Key points to note:

- Introduction to Section is not a direct equivalent of our current Link Badge. The Link Badge covers different activities and discussions unique to each Section and the Scout achieves a very different outcome in terms of their journey in the next Section in comparison to Introduction to Section.
- Importantly, the Scout is allocated a mentor to support their transition and help them feel welcome.
- You should aim for both the Introduction to Scouting and Introduction to Section to be completed before the Scout is invested or completes their progression.
- The Introduction to Section discussion, like the Introduction to Scouting discussion, should involve the youth member, their peer mentor or Patrol Leader, and if needed, their adult Leader.
- The discussion can happen over a few weeks; you don't have to do it all at once.
- The Scout will be presented with their Introduction to Section badge when they finish this part of Program Essentials for their uniform.
- For the Cub Scout, Scout, Venturer Scout and Rover Scout Sections, the presentation of the Scout's Introduction to Section badge is also the time where they will reaffirm their Australian Scout Promise as part of a special ceremony and thereby be an equal member of the Unit.

Discussion points:

The full details of what should be covered in this discussion are included in a discussion guide within each age Section's Youth Member Guide as well as key background information. The discussion points include: -

- What is the Section and its program all about
- How the patrol system works
- The Unit Council
- What the Scout can do in the Section (the key activities and interests of the Unit as well as what the Scout is interested in)
- How can being a Scout help develop leadership skills
- The recording of achievements
- Who signs off achievements
- What the Symbolic Framework mean for the Scout (Joey Scouts – Discover Adventure, Cub Scouts – Create the Path, Scouts – Explore the Unknown, Venturer Scouts – Look Wide, and Rover Scouts – Beyond the Horizon)
- What does the Australian Scout Promise and Australian Scout Law mean to you
- Looking out for each other (Joey Scouts and Cub Scouts),
- Trusting your instincts (Scouts, Venturer Scouts and Rover Scouts)
- The Unit Code
- How to seek assistance and help
- What do you want to achieve in the Section
- What Plan>Do>Review> looks like in the Section