



Adult Leader Onboarding and New Leader Resources



Helping New Leaders Find Their Way

September 4, 2025

Susquehanna District Roundtable

Scouts BSA Breakout





Where to Start

*You've been recruiting a new Assistant Scoutmaster
or Committee Member and finally received the, "Yes."*

What do you do now?

You need to have a plan for the new leader





The Plan

- Registration
- Training (*while having something to do*)
- Resources
- Support
- Continuous Training and Enrichment





Registration

- Clearances
- S.A.F.E. Guarding Youth Training
- Application





Clearances

- PA State Police Criminal History
- PA Child Abuse History
- FBI Fingerprint Check
 - PA Resident for 10 years?
YES = Submit Disclosure Statement for Volunteers
NO = Submit FBI Fingerprint Check
- See Council website for [complete information](#) and [current links to clearances](#)





S.A.F.E. Guarding Youth Training

Replaces Youth Protection Training

- Safeguarding Youth training is required for all Scouting America registered volunteers and is a joining requirement.
- Safeguarding Youth training must be taken every year. If a volunteer's Safeguarding Youth training is not current at the time of annual registration renewal, the volunteer will not be re-registered.
- [Click for more info](#)





Application

- [Download Adult application](#)
- New applicant competes their part
- Complete unit portion including Charter Organization approval
- Deliver to Council office with SYT and Clearances





Training

- Position Trained
- Supplemental
- Advanced Leadership
- Continuous





Position Trained

- Training Matrix by Position
 - Before First Meeting

June 2025



SCOUTS BSA POSITION TRAINED REQUIREMENTS

SCOUTMASTER & ASSISTANT SCOUTMASTER	
BEFORE FIRST MEETING	
SCO_481 SCOUTING ORGANIZATION	12:20
SCO_472 AIMS & METHODS OF SCOUTS BSA	8:30
SCO_479 ROLE OF THE UNIT KEY 3	7:00
SCO_480 ROLES OF SCOUTMASTER & SP LEADERS	13:00
SCO_484 TROOP MEETING	10:10
TOTAL TIME: 50:30 MIN	
FIRST 30 DAYS	
SCO_478 PATROL METHOD	10:00
SCO_471 ADVANCEMENT	10:00
SCO_477 PATROL LEADERS COUNCIL MEETING	11:00
TOTAL TIME: 31 MIN	
FIRST 60 DAYS	
SCO_476 OUTDOOR PROGRAMS	10:00
SCO_482 TROOP COMMITTEE	14:00
SCO_485 SCOUTS BSA UNIFORMS	11:30
TOTAL TIME: 35:30 MIN	
POSITION TRAINED	
SCO_473 ANNUAL TROOP PROGRAM PLANNING	14:00
SCO_474 INTRODUCTION TO MERIT BADGES	8:00
SCO_475 OUTDOOR ETHICS	7:30
SCO_800 HAZARDOUS WEATHER TRAINING	31:00
TOTAL TIME: 1 HOUR 30 MIN	
MERIT BADGE COUNSELORS	
BEFORE FIRST MEETING	
SCO_472 AIMS & METHODS OF SCOUTS BSA	8:30
SCO_474 INTRODUCTION TO MERIT BADGES	8:00
SCO_486 WHAT IS A MERIT BADGE COUNSELOR	7:00
TOTAL TIME: 23:30 MIN	
POSITION TRAINED	
SCO_471 ADVANCEMENT	10:00
TOTAL TIME: 10 MIN	

TROOP COMMITTEE MEMBERS	
BEFORE FIRST MEETING	
SCO_481 SCOUTING ORGANIZATION	12:00
SCO_472 AIMS & METHODS OF SCOUTS BSA	8:30
SCO_482 TROOP COMMITTEE	14:00
TOTAL TIME: 34:30 MIN	
POSITION TRAINED	
SCO_476 OUTDOOR PROGRAMS	10:00
SCO_471 ADVANCEMENT	10:00
SCO_485 SCOUTS BSA UNIFORMS	11:30
SCO_473 ANNUAL TROOP PROGRAM PLANNING	14:00
SCO_474 INTRODUCTION TO MERIT BADGES	8:00
TOTAL TIME: 53:30 MIN	
TROOP COMMITTEE CHAIR	
BEFORE FIRST MEETING	
SCO_481 SCOUTING ORGANIZATION	12:00
SCO_472 AIMS & METHODS OF SCOUTS BSA	8:30
SCO_479 ROLE OF THE UNIT KEY 3	7:00
SCO_482 TROOP COMMITTEE	14:00
SCO_483 TROOP COMMITTEE MEETINGS	6:00
TOTAL TIME: 47:30 MIN	
POSITION TRAINED	
SCO_476 OUTDOOR PROGRAMS	10:00
SCO_471 ADVANCEMENT	10:00
SCO_485 SCOUTS BSA UNIFORMS	11:30
SCO_473 ANNUAL TROOP PROGRAM PLANNING	14:00
SCO_474 INTRODUCTION TO MERIT BADGES	8:00
TOTAL TIME: 53:30 MIN	





They've started training... now what?

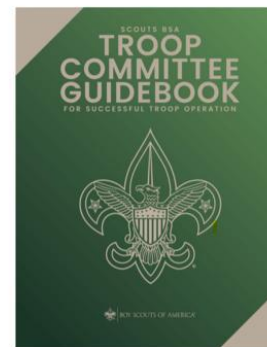
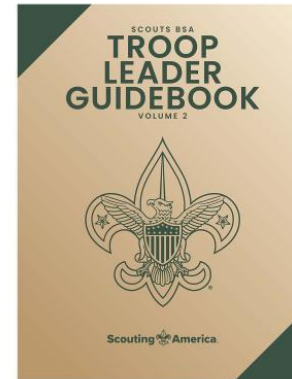
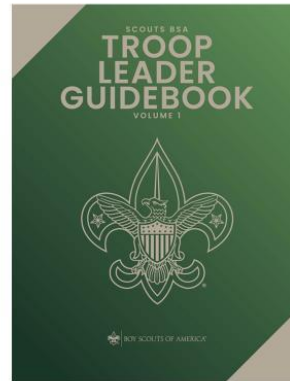
- Give them something to do
 - Many hands make light work
 - Find their skills / specialty / passion
 - Empower them to make a positive impact
- Provide Resources and Support
- Complete Position Specific training
 - Refer to Matrix for First 30 & 60 Days, and remainder of Position Specific
 - Council may occasionally offer in-person training for position specific training
 - Complete Introduction to Outdoor Leader Skills (IOLS) for Scoutmaster and Assistants
- Encourage further training





Resources

- [Print Guidebooks](#)





Resources

- [Scouting Resources](#)
- [Language of Scouting](#)
- [Troop Leader Resources](#)
- [Program Features](#)
 - Share with PLC – it will make their lives easier
- [Troop Positions](#)





Support

- Unit Committee
 - This is a partnership – work WITH your Committee to meet the needs of the Unit
- Commissioner Corps
 - Unit Commissioner
 - District Commissioner
 - Council Commissioner
- Roundtable
- District Executive





Supplemental

- Online
 - Climb on Safely
 - Safe Swim Defense
 - Safety Afloat
 - Drive Safely
 - ...many others that could spark interest in other positions
- In person
 - Wilderness First Aid (for High Adventure Treks)
 - NRA Trainings (for firearms activities)
 - Chainsaw operator course (to assist at camp)





Advanced Leadership

- Wood Badge
 - Leadership training course for adults
 - Conducted as:
 - An in-camp PRACTICAL phase where knowledge and skills are learned and practiced
 - An APPLICATION phase where the leader sets and works toward goals for the betterment of their scouting position.
 - [Wood Badge info on Scouting.org](https://www.scouting.org/woodbadge/)
 - [PA Dutch Council Wood Badge Course info](#)





Continuous Training

- Maintain required certifications
 - Maintain Safeguarding Youth (1yr)
 - Maintain Hazardous Weather Training (2yr) for direct contact leaders
 - Update Clearances every 5 years





Continuous Training

- Roundtable
 - Provide unit leaders the ***skill to do*** and the ***will to do*** what is needed to ensure that every member of every unit has a great Scouting experience.
- Provide networking opportunities
- Offer current program training
- Provide and capture information through unit leader / commissioner collaboration





Continuous Training

- Media

- [Aaron on Scouting blog](#)

AARON ON SCOUTING

The Official Site of Scouting Magazine



For All Families and Scouting America Volunteers

- Scouting Magazine

- Print
- [Phone / Tablet App](#)



- Program Live casts
- Troop Talk Live (second Wednesday of each month at 2 pm CT) - [Facebook](#) and [YouTube](#)
- Leading our Adventures (every other Friday at 5pm CT) - [Facebook](#) and [YouTube](#)
- Trek on Tuesday (Tuesdays at Noon PT) - [Facebook](#) and [YouTube](#)
- National Exploring Live Hour (Monthly) - Dates and information [here](#)





Summary

- Registration
- Initial Training
- Give them a job
- Complete Training
- Provide Resources and Support
- Continuous Training





Questions? Ideas?

