



SCOUTS[®]
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YOUTH INVOLVEMENT SELF-ASSESSMENT TOOL

A self-assessment tool to strengthen the capacity of your National Scout Organization





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YOUTH PROGRAMME
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Where does your National Scout Organization stand on Youth Involvement?

With contemporary issues demanding intergenerational collaboration for finding solutions, involving young people in decision-making processes is more important now than ever before. Scouting offers the potential for a learning community of young people and adults, working together in a partnership of enthusiasm and experience.

The Framework for a Strategy on Youth Involvement (2011) and the World Scout Youth Involvement Policy (2014) are two key World Scouting documents adopted in the World Scout Conference that set key objectives for Scouting to increase the level of youth involvement in decision-making structures and in their communities. These two documents and this self-assessment tool aim to support NSOs in thinking about youth involvement in their context and determining what can be improved for the benefit of Scouts.

Capacity Strengthening Through Self-assessment

The capacity strengthening of NSOs is an integral aspect of achieving Vision 2023. The Capacity Strengthening Cycle is built on the principles of continuous improvement, where NSOs can

- assess their capacity
- prioritise their actions
- receive support
- monitor their progress

The Youth Involvement Self-Assessment Tool helps you to assess your NSO's level of alignment and consistency with the World Scout Youth Involvement Policy and its framework.

By answering the following questions, you will be able to identify areas of implementation that meet the expected minimum level of performance as defined in the World Scout Youth Involvement Policy and reflected in the Quality Standard of the World Organization of the Scout Movement (WOSM) – the Global Support Assessment Tool (GSAT).

The results will benefit your NSO and assist in identifying areas for improvement in youth involvement, so that further development or requests for support can be made.

What is GSAT?

GSAT is a Quality Standard owned by WOSM that assesses the compliance of an NSO towards international best practices in Good Governance and Quality Scouting.

LIST OF GSAT CRITERIA RELATED TO THE YOUTH INVOLVEMENT

GSAT Criteria	Description
206	The composition of the "National Board" of the NSO reflects the diversity of its existing and potential members (such as gender, ethnicity, socioeconomic background, disability, religion or belief, experience, and competences). The "National Board" reflects Regional representation and includes young people under the age of 30.
306	The NSO's method for developing its strategic plan includes: A. a participative internal process in all levels of the organisation B. an analysis of the external situation C. Youth involvement D. taking into account both WOSM strategic priorities at Regional and World levels as well as local development priorities
307	The NSO's "National Board" Committees and Task Forces or other appropriate bodies have been created in line with the strategic objectives. They have clearly defined Terms of Reference, conduct regular meetings and report on their work on a regular basis. All these committees and task forces include young people under the age of 30.
308	The NSO has defined and implemented a system which ensures youth involvement at all decision-making levels.
507	The NSO is active in the National Youth Council or its equivalent body (if one exists).
509	The NSO has a defined and implemented system to identify, nominate, and prepare young people to externally represent Scouting at the national level.
602	The NSO has an effective National Adults in Scouting Committee, consisting of members with relevant experience. The committee is gender-balanced, includes young people under the age of 30, and operates in collaboration with the National Youth Programme Committee.

611	The NSO includes “youth involvement in decision-making” in its training curriculum.
802	The NSO has an effective National Youth Programme Committee, consisting of members with relevant experience. The committee is gender-balanced, includes young people under the age of 30, and operates in collaboration with the National Adults in Scouting Committee.
1008	The NSO has defined and implemented a system to assess the satisfaction of its youth member at least once over the past three years. Results are recorded and acted upon.

HOW TO USE THIS TOOL

The criteria are separated into four key areas.¹ These are:

- policies and structures
- programme support
- communications
- attitudes

These areas cover all levels of youth involvement including unit/group, community, and institutional levels.

To achieve a greater awareness and consistent understanding, you should involve relevant stakeholders such as National Board and executive team representatives, Youth Programme and Adults in Scouting Commissioners, and other relevant committees or departments in this self-assessment process.

Responses to the criteria should be, to the best of your ability, based on evidences which can be provided towards each criterion and be completed by drawing on your team’s knowledge.

¹ The structure of the tool is based off the result areas of the framework for a strategy on youth involvement, presented and adopted at the 39th World Scout Conference in Brazil (2011) through resolution 2011-08

The following self-assessment criteria encompass international best practices and an in-depth look at the recommended standards of WOSM. However, note that not all criteria may apply to an NSO considering the local cultural and legal contexts.

To use this tool, please go through each of the self-assessment criteria and identify your NSO’s capacity by giving a response of either RED, YELLOW, LIGHT GREEN, or DARK GREEN based on the explanations below.

STATUS	EXPLANATION	IN OTHER WORDS...
NON COMPLIANT	No evidence at all exists that the NSO has done anything around this criterion.	My NSO hasn’t done anything around this criterion. It may be time to start!
IN ACCORDANCE WITH FEW ITEMS	Evidence exists that the NSO has done some things (but not all) around this criterion.	My NSO has done a bit of work on this criterion, but there are so many other things we can still explore.
IN ACCORDANCE WITH MOST ITEMS	Evidence exists that the NSO has most things around this criterion. It is up-to-date and implemented.	My NSO is working on many of the items here, but there are some missing parts that we can look into to make them even better.
FULL COMPLIANCE	Evidence exists that the NSO has everything around this criterion. It is up-to-date, implemented, regularly evaluated and refreshed.	My NSO has fulfilled this criterion. We will keep up the good work and review it along the way. We could even share it as a best practice.
NOT APPLICABLE	Not applicable due to the local circumstances or in relation to another non compliant criterion	

LIST OF CRITERIA

	Related gsat criteria	1.0 Policies and structures	Score
1.1	308	The NSO has defined and implemented a Youth Involvement Policy. It includes directions for youth involvement at unit/ group, community, and institutional levels. It is based on the World Scout Youth Involvement Policy and is regularly reviewed.	
1.2	308	The NSO's structures allow young people to be fully involved in decision-making. This includes ensuring that their operation is optimised, the meetings are scheduled at suitable times and the terms of reference reflect young people's right to participate and vote.	
1.3	206	The NSO ensures that at least 30% of the National Board are young people under the age of 30 with full participation and voting rights.	
1.4	206	The NSO ensures that at least 30% of the District Boards (or equivalent) are young people under the age of 30 with full participation and voting rights.	
1.5	308	The NSO ensures that at least 30% of the delegates of their General Assembly are young people under the age of 30.	
1.6	307, 602, 802	The NSO ensures that at least 30% of the members on all national task forces and committees are young people under the age of 30 (National Board Committees and task forces, Youth Programme Committee, Adults in Scouting Committee, Finance Committee, etc.).	
1.7	308	The NSO ensures that at least 30% of the delegates to the Regional Scout Conference are young people under the age of 30.	
1.8	308	The NSO ensures that at least 30% of the delegates to the World Scout Conference are young people under the age of 30.	

1.9	306	The NSO sends youth delegates to the Regional and/or World Scout Youth Forums.	
1.10	308	The NSO ensures that young people under the age of 30 are part of the Executive Team.	
1.11	306	<p>The NSO has defined and implemented a system to include young people from every age group in their strategic planning.</p> <p>A. Every age section gives input on its development, through mechanisms such as surveys, evaluations, focus groups, etc.</p> <p>B. The development and implementation of the plan includes young people under the age of 30.</p>	
1.12	507	The NSO has developed and implemented effective tools and structures to support youth involvement (youth forum, youth advisor system, leadership training, young adults members group, youth network, quota system, internship, mentorship, coaching, etc.). This includes additional support for young people involved in decision-making at all levels.	
1.13	308	The NSO devotes resources to support youth involvement through various support mechanisms (staff assigned to mentor/coach a young person, covering travel expenses for young people, providing project grants to support projects by young people, etc.).	
		Section average	

		2.0 Programme support	Score
2.1	306, 308	The NSO ensures that its Youth Programme policies and guidelines place an emphasis on youth empowerment and involvement.	
2.2	308	The NSO's Youth Programme has educational objectives that focus on developing in young people the competencies necessary to play an active role in their unit/group, community, and organisation, according to their level of personal development.	
2.3	308	The NSO's Youth Programme for all age sections includes youth involvement in community service, activities, groups, and organisations.	
2.5	308	The NSO's Youth Programme incorporates youth involvement in the planning, implementation, and review of the unit activities, according to their level of personal development.	
2.6	1008	The NSO has defined and implemented a system to regularly (every three or four years) assess youth members' satisfaction with the: <ul style="list-style-type: none"> A. Youth Programme B. implementation of the Youth Programme C. level of youth involvement in decision-making in the organisation 	
2.7	1008	The NSO acts on the results from youth members' satisfaction assessments and involves young people in this follow-up.	

2.8	306	The NSO ensures that its Adults in Scouting policies and guidelines promotes youth empowerment and involvement.	
2.9	611	The NSO includes youth involvement as a core component of its training curriculum for adults in Scouting. This training offers learning opportunities on concepts such as: A. the educational partnership between adults and young people B. intergenerational dialogue C. youth empowerment	
2.10	611	The NSO includes young people under the age of 30 in the development, review, and implementation (i.e. as trainers) of the training curriculum for adults in Scouting.	
2.11	306	The NSO's adult management system includes a focus on strategies for the recruitment and retention of young people.	
		Section average	

		3. Communications	Score
3.1	306	The NSO includes in its communications, youth involvement opportunities and best practices (e.g. promote the story of a Rover on the National Board, tell the story of a successful community development project led by a young person, share an opportunity to take part in the board of a non-governmental organisation).	
3.2	306	The NSO has communication channels that target young people.	
3.3	306	The NSO offers accessible and two-way channels of communication for young people, enabling them to voice their opinions as well as concerns and be heard, and providing them a place to gather information on decision-making and youth involvement opportunities.	
3.4	509	The NSO promotes and supports the participation of young people in external youth events (national youth forum, local youth consultations, etc.).	
3.5	509	The NSO prepares young people with the skills and attitudes to act as a spokesperson in external opportunities on behalf of all levels of the NSO.	
3.6	509	The NSO ensures that at least 30% of their media content (website, social media, interviews, radio, etc.) is produced by and depicts young people.	
		Section average	

		4. Attitudes	Score
4.1	507	The NSO's youth members value and accept the responsibility to be involved in decision-making within the organisation, and actively suggest new ways of improving youth involvement (e.g. forums, councils, and networks)	
4.2	308, 306	The NSO enables a culture of youth involvement and a welcoming environment at all levels that fosters young people's participation and intergenerational dialogue.	
		Section average	

FOLLOW UP

It is important to note that this tool is not intended to be a “scoring” exercise, but to be used as a capacity strengthening resource by your NSO to identify strategies for improvement.

Now that you have gone through the criteria and thought about how your NSO places itself on those points, it is time to think about what those results mean.

If the challenges are mostly in terms of policies and structures, then it is time to think about how you can institutionalise youth involvement in your NSO.

If the challenges are mostly in programme support, you can create new opportunities to build the capacity of young people.

If the challenges are in communications, it is time to look at a communication strategy that puts young people at the centre.

Remember that one always influences the other. If you scored red on a criteria in the policies and structures section, this may be because the Youth Programme does not focus enough on opportunities for involvement (programme support). And this in turn might be caused by the fact that they are not aware of the opportunities open to them (communications) or maybe because adult leaders are not aware of the value young people can bring to the table (attitudes). Thinking about cause and effect allows you to pinpoint what needs to be addressed in the next steps.

Attitudes are the main thing that will be changed with improved youth involvement. When young people value getting involved in decision-making, and when decision-makers value their contribution, then you will get a true partnership between young people and adults – which is what Scouting is all about.

NEXT STEPS

To make sure the follow-up is done, you should create a plan outlining the next steps with a timeline associated to each part. For this to work, young people should be involved every step of the way: in the development, planning, implementation, and review.

The structure can be based on the following:

Results

After the assessment, share the results with the relevant persons within your NSO. Subsequently, present and discuss it with the National Board after a period of open discussion. The results should help with discussions to clarify your NSO's situation, raise awareness of human resource and other needs, and find a way forward in building the capacity of your NSO.

Follow-up

Schedule a meeting for action planning including various key stakeholders: young people, adults in Scouting, members of the executive team, etc. This meeting can consist of a brainstorming session. Don't forget to involve the National Board members to ensure strategic overview.

Prioritise

After reviewing your results, prioritise key actions to take. Link it with your strategic planning to prioritise your actions. If you don't have a strategic plan, examine criteria that would potentially prevent the growth of your organisation.

Coordinate

Appoint a diverse intergenerational team that will be in charge of the follow-up of the overall process.

Support

Consider reaching out to the WSB Regional Support Centre for support and advice. Having completed this self-assessment should help to provide a clear request for service. You can submit a Service Request through the WOSM Service Platform at services.scout.org.

Resources

At the WOSM Service Platform, you can access all key resources for the 12 WOSM Services. Each of these services includes a wide range of resources. From policies, toolkits, and guidelines to e-learning courses, in-person support (both online and in-person), workshops, and training courses. These include not only resources produced and provided by Scouting at World and Regional levels, but also NSO best practices and relevant external resources.

Continuous assessment (monitoring and evaluating)

Continuous improvement is important for all organisations. This is achieved through evaluating and monitoring your progress, as well as re-assessing your capacity. Decide if you would like to complete other self-assessment tools or go through the overall GSAT assessment process. You can learn more about GSAT at services.scout.org/service/9.

Report

The team in charge reports to the National Board and General Assembly on the implementation, progress achieved, and the lessons learned of the original plan.

Get started on improving youth involvement in your NSO today!

If you have any comment or question related to this tool, contact your Regional Youth Programme Director.



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