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YOUTH PROGRAMME 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 the Youth Programme?

Scouting is an educational movement for and of young people based upon the Fundamentals of Scouting: its purpose, principles, and method. The cause of Scouting is providing education for life, and the Youth Programme is the main medium through which young people are educated for life. Hence, the Youth Programme is the central element of Scouting, the vehicle through which the purpose of Scouting is achieved. Without the Youth Programme, there would be no Scouting.

To make sure Scouting is experienced at its best, looking critically at your NSO's Youth Programme through the lens of self-assessment allows the definition of strategies aimed at improving its implementation. The World Scout Youth Programme Policy, adopted in 2014, is a framework which provides guidance for the ongoing development of the Youth Programme in NSOs and forms the basis of the criteria of this tool.

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, and monitor their progress.

The **Youth Programme Self-Assessment** Tool helps your NSO to assess the level of alignment and consistency of their Youth Programme with the World Scout Youth Programme Policy.

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 Programme 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 your Youth Programme, 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 PROGRAMME

GSAT Criteria	Description
801	The NSO has a Youth Programme with educational objectives , based on the fundamentals of Scouting and the World Scout Youth Programme Policy.
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.
803	The NSO has identified the needs and interests of young people in their community, during the development and review of its Youth Programme.
804	The educational objectives of the NSO's Youth Programme provide a way for young people to develop the competencies necessary to remain safe from harm .
805	The NSO's Youth Programme has been considered for review at least once in the last five years, taking into account its relevance and effectiveness.
806	The NSO has defined and implemented a system to monitor the implementation of its Youth Programme at the local level.
807	The NSO has defined a number of age sections linked to the educational objectives in the Youth Programme, each section has a defined starting and ending age and with specific educational materials.
808	Young people with diverse backgrounds and/or special needs can formally access and effectively participate in the Youth Programme of the NSO.
1008	The NSO has defined and implemented a system to assess the satisfaction of its youth members at least once over the past three years. Results are recorded and acted upon.

HOW TO USE THIS TOOL

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 evidence which can be provided towards each criterion and completed by drawing on your team's knowledge.

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 are applicable 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	Youth Programme Policies	Score
1.1	801	The NSO has a National Youth Programme, that is aligned with Regional practices and the World Scout Youth Programme Policy.	
1.2	801	The NSO has a National Youth Involvement Policy, aligned with Regional practices and the World Scout Youth Involvement Policy.	
	Related GSAT Criteria	Key Principles in the Youth Programme	Score
2.1	801	The NSO's Youth Programme reflects the Scouting Fundamentals (purpose, principles, and method) in every age section.	
2.2	801	The NSO's Youth Programme has educational objectives based on key development dimensions (physical, social, intellectual, emotional, social, spiritual, and character) written in terms of knowledge, skills, and attitudes to be acquired.	
2.3	807	The NSO has defined age sections, each with a specific set of educational objectives of the Youth Programme. Each age section has a defined starting and ending age, based on the development of young people and cultural specificity.	
2.4	803	<p>The NSO has defined and implemented a system to include young people from every age group in the development and implementation of the Youth Programme.</p> <p>A. Every age section gives input into its development, through mechanisms such as surveys, evaluations, focus groups, etc.</p> <p>B. The development of the plan includes young people under the age of 30.</p> <p>C. The implementation of the plan includes young people under the age of 30.</p>	

2.5	801	The NSO's Youth Programme focuses on non-formal education, which encourages the use of different learning approaches (such as multilateral learning, networking, online interactivity, as well as reflective and experiential learning).	
2.6	801	The NSO's Youth Programme is designed to promote collaborative learning in small teams, with the aim of developing teamwork, interpersonal skills, and leadership.	
2.7	801	<p>The NSO's Youth Programme includes, in all age sections, learning opportunities focused on active citizenship. This includes opportunities for:</p> <ul style="list-style-type: none"> A. participation in community service, activities, groups, and organisations B. participation in decision-making in Scouting (at unit and institutional levels) and beyond Scouting 	
2.8	803	The NSO's Youth Programme is reflective of and adapted to the local cultural, social, political, and economic context of its society.	
2.9	808	The NSO's Youth Programme is designed with the necessary flexibility to offer meaningful learning opportunities for all young people, including all cultures, ethnicities, social classes, genders, abilities, circumstances, and geographical areas.	
2.10	801	The NSO's Youth Programme includes a progressive scheme that offers continuity between age sections, with new learning opportunities for each stage of personal progression to motivate and challenge young people to continually develop.	

2.11	803	<p>The NSO has mechanisms in place to ensure that the needs and interests of young people are reflected in the development and review of its Youth Programme. It takes into account:</p> <ul style="list-style-type: none"> A. the views of young people B. current research on the situation of young people in the country C. interests and needs of young people according to the most recent trends D. new educational practices and approaches in working with young people 	
2.12	804	<p>The NSO's Youth Programme includes measures and educational material to develop in young people the competencies to remain safe from harm.</p>	
2.13	1008	<p>The NSO has defined and implemented a system to regularly assess youth members' satisfaction with the:</p> <ul style="list-style-type: none"> A. Youth Programme B. implementation of the Youth Programme 	
	Related GSAT Criteria	Youth Programme Supporting Structures	Score
3.1	802	<p>The NSO has an effective National Youth Programme Team that:</p> <ul style="list-style-type: none"> A. works based on clear objectives, that are consistent with the organisation's policies and priorities B. has a job description and clear terms of reference for its functions C. includes a person who is responsible for each age section that the NSO works with and coordinates priority themes (leadership, environment, etc.) D. has a system for recruitment and appointment of the committee members that is open to all E. receives resources and training to perform their functions F. regularly reports on their work to all members of the organisation 	

3.2	802	The NSO has measures in place to ensure that the national Youth Programme Committee includes young people under the age of 30, and reflects the diversity of the organisation (e.g. gender, ethnicity, socioeconomic background, disability, religion or belief, experience, and competencies).	
3.3	802	The NSO has a National Executive Team member who is responsible for the Youth Programme and is supported by the National Youth Programme Committee.	
3.4	802	The NSO's National Youth Programme Committee collaborates in a coordinated manner with the National Adults in Scouting Committee and other national committees to ensure alignment and support in the development of the contents for these areas.	
3.5	805	The NSO regularly and effectively communicates and promotes to its members the ongoing developments and reviews of the Youth Programme.	
3.6	805	The NSO participates in Regional and World Youth Programme-related events to engage in multilateral exchange of experience with other NSOs.	
3.7	805	The NSO's strategic planning reflects the needs for development and review of the Youth Programme.	
3.8	805	The NSO establishes strategic partnerships (with government agencies, universities, research centres, non-governmental organisations, private companies, etc.) to support in the development, implementation, and review of the Youth Programme.	

	Related GSAT Criteria	Youth Programme Development, Facilitation, and Review	Score
4.1	806	The NSO has a system in place to monitor and support the implementation of the Youth Programme across all the Units at the local groups.	
4.2	806	The NSO has developed supporting educational materials and tools – for young people and adults in Scouting, which are necessary for the proper implementation of the Youth Programme.	
4.3	806	The NSO has implemented a training framework to prepare its adults in Scouting to deliver the Youth Programme. The training contents are regularly reviewed in line with the review of the Youth Programme.	
4.4	806	The NSO organises national events (i.e. courses, jamborees, workshops, conferences, meetings, seminars, and panel discussions) about the Youth Programme to promote the unity of the Youth Programme within the NSO.	
4.5	805	The NSO considers for review its Youth Programme every five years by including young people and adults in Scouting in the process.	
4.6	805	The NSO promotes a continual assessment and performs regular interim reviews of the Youth Programme, every two or three years, to allow for periodic adjustments, taking into account the satisfaction of its members (through surveys)	
4.7	806	The NSO periodically assesses the impact of the Youth Programme on both the lives of young people and the communities in which they live.	

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.

Documents have been made available at the WOSM Services Platform, to support you and your NSO in the next steps. You will find them here: <https://services.scout.org/service/1>

The Youth Programme Service Area offers many tools to follow up on this assessment concerning Youth Programme:

- It helps define the final educational objectives to be achieved at the end of the Scouting programme in each area of personal growth.
- It provides guidelines to establish the various age sections based on the development of young people from childhood to adulthood and the cultural specificity.
- It helps define intermediate educational objectives for each age section in each area of personal growth, leading in a consistent and progressive way to the achievement of the final objectives through the various age ranges – from childhood to adulthood.
- It provides guidelines to identify and develop activities in order to respond to the interests and aspirations of young people, with the final aim of facilitating the achievement of personal and collective educational objectives.
- It helps to develop the section methods as an adaptation of the Scout Method to the various age ranges.
- It presents the various elements of the Scout Method as a system where each element interacts with the others.
- It helps to develop a scheme of personal progression based on educational objectives.

NEXT STEPS

Results

After the assessment, share the results with the relevant persons in your NSO. Subsequently, present and discuss it with the National Board after a reflection period. 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. 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 leader who 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

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 process. You can learn more about GSAT at services.scout.org/service/9.

Get started on improving the youth programme 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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