



**National Programme Council
Rover Scout Section**

presents

ROVER PROGRESS SCHEME 2005

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FOREWORD

The new Rover Programme is a revision of the Rover Programme in the Policy Organisation and Regulations (POR) dated 1988.

The new Rover Programme is developed with the 'Renewed Approach to Programme' by WOSM in mind. It seeks to be relevant and fun to the youth in Singapore today.

The revision work began in early 2004 and has continued until now. In this era of change, we must constantly look for ways and means to revitalize and reinvigorate the scheme and programme, so that we can constantly appeal to the youth involved.

While the programme aims to be inclusive and non-delimiting, it soon became clear to the team that concrete examples are necessary to illustrate many points written herein. With that in mind, Rovers and Rover Scout Leaders must not feel constrained by the examples given and are encouraged to replace them with others of equivalent or even greater difficulty. Sea based alternatives are acceptable, even in land Rover Crews, examples are included wherever our expertise allows.

Rovers do not have to stay strictly within the confines of a particular tier when pursuing it. E.g. A Rover is not required to complete all the requirements of the Explorer (Tier 1) before moving on to any test in Voyager (Tier 2). The Rover will not however be awarded Voyager before he completes Explorer, even if he has completed the Voyager requirements. The Rover is advised to make concrete plans and practise proper time management; this is especially true in the case of courses, which may not always be available at one's request.

Many Rovers were involved in the programme revision, making it impossible list all down. I thank all those who have contributed in one way or other, be it through much welcomed feedback or through those seemingly endless discussions.

To maximise use of the time spent, a Rover is strongly encouraged to enroll in the National Youth Achievement Award that has many parallels in its requirements.

As we move forward to the renewed approach to Rover Programme, we would phase out the previous Rover Programme (POR 1988) by Dec 2007. This would allow time for anyone already pursuing the older Programme to be suitably recognised and awarded.

Daniel Ang
Asst. National Rover Scout Commissioner
7 July 2005

OBJECTIVES

To educate Rovers into young leaders, exemplary in the Scouting community and well acquainted with the community beyond.

The 4 Tiers

1) **Explorer – Finding your way**

An introduction to Roving and Scouting. This represents the first step towards Roving, an introductory journey in Scouting, covering basic Scouting knowledge, skills, leadership and first aid among other things. This stage can be easily achieved in less than 6 months and thus achievable to Rovers in Junior College/Polytechnic or Community.

2) **Voyager – Journeying along the path**

This represents the continuation of the journey chosen. Rovers must go on a short, challenging expedition, as well as become versed in service-learning concepts. Personal development is included in this phase in the form of a skill acquisition or a Scout of the World Discovery. Rovers not aspiring to be leaders could still follow this path as there is greater emphasis on self development and support at this tier.

3) **Pathfinder – Leading the way**

The pathfinder is a leader during a journey. The pathfinder must have the ability to select and lead the team to the correct path. To attain this tier is a challenge as it requires the completion of the Scouting skill set, as well as significant service to the community at large. The Rover must also be involved in planning and organization of a Scout event above the unit level.

4) **Baden Powell Award – The Final Steps**

Baden Powell epitomizes Scouting. Baden Powell is the unrivalled icon of scouting. He is the embodiment of Scouting Principles, Methods and Values that all Scouts emulate. Only candidates who have exceptional qualities and dedication can qualify. Objective criteria, good peer review and commissioner's recognition of the outstanding individual are some of the criteria the candidate needs to fulfill. This is highest award possible as a Rover.

OVERVIEW

EXPLORER

- 1. Knowledge 1**
Re-enact through a short play a learning example in “Rovering to Success” or provide personal insights to the Rover crew on a selected topic in “Rovering to Success”
- 2. Unit Involvement 1**
Assist in another scout unit or organisation in the planning and/or execution of two events
- 3. Scouting Skill 1**
Achieve competency in one core scouting skill area from the list provided.
- 4. Religious Observation**
Do a 20 minutes record of the sights, sounds and smell in a place where followers of a religion of your choosing gather.
- 5. Letter of Commitment**
Write a letter of expectations and commitment to the Rover Scout Leader or Rover Roundtable and carbon copy to the respective District Commissioner and National Rover Scout Commissioner.
- 6. First Aid 1**
Acquire knowledge and ability to perform basic first aid for sprains, burns, cuts, bites, stings and fainting
- 7. Reflection and Investiture**
Complete the self reflection and investiture.

VOYAGER

- 1. Knowledge 2**
Attend Unit Leader Training Introductory Course
- 2. Expedition 1**
Select, plan, prepare and complete a journey not less than 2 days which provides opportunities for leadership, self-discovery, developing comradeship, use of scouting skills and/or physical/mental challenges.
- 3. Scouting Skills 2**
Achieve competency in another scouting skill area from the list provided.
- 4. Service 1**
Plan and complete a service project in accordance to the principles of Service Learning.
- 5. Planning 1**
Be part of the committee responsible for planning and organising a social function which involves majority of participants not within your own crew

6. **Personal Development 1**

Acquire and pursue a new skill or Complete an approved “Scouts of the World” Discovery programme.

PATHFINDER

1. **Knowledge 3**

Attend and complete Unit Leader Training Basic Course

2. **Unit Involvement 2**

Prepare and instruct a group of youth in acquiring a proficiency badge or equivalent qualifications

3. **Scouting Skills 3**

Achieve competencies in another 2 scouting skill areas from the list provided.

4. **First Aid 2**

Become a qualified Adult First Aider or Bronze Medallion Life Saver.

5. **Service 2**

Perform community service or relevant service to others consistently for 30 hours over period of 6 months.

6. **Planning 2**

Be a member of a main organising committee responsible for a district, area or national level event or project.

7. **Physical Pursuit**

Undertake a form of physical recreation and show improvement and effort with at least 40 hours of involvement over period of 12 weeks

BADEN POWELL AWARD

1. **Knowledge 4**
Attend and complete Unit Leader Training Advanced Course
2. **Unit Involvement 3**
Hold an appointment as a leader in a unit for at least 12 months, involving at least 60 hours of quality service.
3. **Expedition 2**
Complete an challenging expedition of at least 4 days 3 nights in an unfamiliar setting which should include at least 32 hours of effort and activity
4. **Project**
Initiate and lead a project that has beneficial impact on a community or Complete an approved “Scouts of the World” Voluntary Service.
5. **Personal Development 2**
Acquire and improve on a skill and follow it faithfully for 18 months
6. **Rover Affairs**
Serve a minimum term of 12 months in the National Rover Council as an active member

All the above requirements can be carry out concurrently.

Nomination: Upon completion of the BPA requirements, the Rover must be nominated by District Commissioner together with good character referrals from 3 peers and Rover Scout Leader of the unit.

Interview: The candidate must undergo an interview with a BPA selection panel as determined by The Singapore Scouts Association Headquarters.

National Youth Achievement Award (Gold) & Scouts of the World Award may be assessed by separately by their appropriate authorized assessment panel from The Singapore Scout Association Headquarters.

EXPLORER

- 1. Knowledge 1: Re-enact through a short play a learning example in “Rovering to Success” or provide personal insights to the Rover crew on a selected topic in “Rovering to Success**

WHY’s

“Rovering to Success” is fundamental to Rovering as it is the only standard text that Rovers around the world follow from 1927 till today. It is written by Baden Powell himself using anecdotes to educate his own son in the ways he believe and these are still relevant today.

It would have been ideal if we can provide a modernized and shortened version of the text but realistic assessment of the resources of training team and HQ makes this an improbability in foreseeable future. For the want of better text in Singapore, this should be the standard we follow.

It would also be ideal if the Rovers can read the book in its entirety but given the aversion to reading more text for many local students/youths overburdened academically, it may be an overly stringent ideal.

Glossing over the book would not be beneficial even if read cover to cover.

As such, they should read a topic and share with the rest of the Rovers in their crew (instead of RSL) either through a short play (in the tradition of scouting and learning by doing) or present the topic with their own insights. This serves to boost self-confidence in front of familiar audience (as a small step forward), allow digestion of the topic and the sharing benefits to the entire crew. It is hoped that the book would be ultimately be understood in its entirety through these sharing sessions. This is easier and more interesting way to learn than reading the book alone.

If the book proves to be of sufficient interest, the Rover can opt to read the entire book if so inclined. This is not required with this being the first badge, it represents a first step in Rovering, hence we seek to create understanding of a single topic.

The amount of time required to complete this task can range from 1 hour (to read, interpret and share) to many days (a major play) depending on the inclination of the crew or individual. A more in-depth treatment of the issue is preferred, recommended but not required.

HOW’s

This criterion would not be unduly expanded to prevent limitation on the creativity of the youth. However, documentation in the logbook is required on main theme of the discussion/play.

2. Unit Involvement 1: Assist in another scout unit or organisation in the planning and/or execution of two events

WHY's

Service is central to concept of Rovering that is no longer focus on personal skills. Exposure to other units or organization is important for youths so that their context is expanded. Helping and learning by doing is in line with Scouting Principle, Method and Rover motto.

However, self-development is crucial at this stage in order to render proper service. As such, the requirement is pared down to 2 events in order for the Rover to have time for unit meetings and self development.

HOW's

The Rover must be involved beyond the capacity of an observer. Supervision or execution of the required work by personal involvement is highly encouraged if the Rover possesses the necessary skills. If the Rover can only be an observer due to limitation of capability, this would not be considered.

Certain terms needs definition:

- 1) Assist: Refers to helping out in planning and/or execution as stated. There should be no financial remuneration except disbursement of expense.
- 2) Scout unit: Refers to Cub Scout, Scout or Venture Scout unit. It can also be any Rover Crew excluding their own.
- 3) Organisation: Refer to schools, grassroot organizations or any voluntary /non-profit organizations.
- 4) Events: Refers to any activity that last three hours or more. It could include school functions or old folks home visit.

After the event, a short summary of the event should be recorded in the logbook.

3. Scouting Skills 1: Achieve competency in one core scouting skill area from the list provided.

WHY's

Achieving a basic standard of Scouting skills is expected of a Rover because of the leadership role they are expected to play in Scouting later on. These scouting skills will provide them with a better foundation to give effective service in the future.

Apart from this, Scouting skills impart self reliance and independence, allowing youths to learn how to survive, both in the wilderness as well as carrying this self reliant philosophy into their regular lives.

HOW's

Competency in a Scouting Skill is the demonstrated capability to use that skill to achieve a certain goal.

The list of core Scouting Skills and examples of associated competencies include:

1. Pioneering
 - a. Ropework and Structures: Be part of a team to set up a pioneering structure such as a bridge or tower
 - b. Knotwork: Demonstrate the use of rescue knots
2. Campcraft
 - a. Camping: Pitch a campsite with simple gadgets to achieve basic camping standards
 - b. Camping Standards: Demonstrate knowledge of camp craft, either through instruction to youths or by means agreed upon with the RSL
3. Navigation
 - a. Navigation: Successfully complete a hike with the use of orienteering and navigation devices
 - b. Communications: Show knowledge of effective use of communications devices such as two-way radio (Walkie-Talkie).
4. Survival
 - a. Outdoor Cooking: Demonstrate the ability to light an outdoor fire with matchsticks and use it to cook a simple meal using backwoodsmen methods
 - b. Survival Techniques: Demonstrate effective methods of water and food collection
 - c. Survival Kit: Pack and understand the use of a survival kit

This list is non-exhaustive. Rovers are free to suggest other alternatives which should be agreed upon in consultation with the Rover Scout Leader or his designate.

4. Religious Observation: Do a 20 minutes record of the sights, sounds and smell in a place where followers of a religion of your choosing gather.

WHY's

Duty to God is a one of the 3 Principles of Scouting that is fundamental to Scouting. A person cannot be Scout without belief in spiritual growth and existence of higher beings than man. This often guides the actions of an individual whether or not there is a witness.

It is recognized that as the society liberalized, there are many scouts amongst us who had not adopted any formal religion for different reasons. They should, however, believe in existence of higher spiritual being which consciously or subconsciously guides their thoughts and actions. We do not marginalize this group of youth as they have equal rights to the non-formal education as long as they recognize the importance of spiritual growth and belief in higher beings. The Duty to God remains as valid for them as those with formal religion or faith.

The purpose of the activity is to increase awareness of the youth to a religion of their choosing through uses of their senses. It is also meant to increase understanding and exposure of those without formal faith in any religion of their choosing. Even those who already have a formal religion would do well to make these observations through the perspective of an observer. It may surprise some regular attendees of religion gathering how they are missing out when distracted by the busy pace of life.

HOW's

The Rover can select any venue for the purpose of observation as long as it is a common venue for religious gathering. It is important to recognize that religion is a sensitive topic and observation should be carried out discretely and done with the permission of the person in charge. The use of senses is similar to that of Kim's game and the Rover is encouraged to identify the source of the sensory stimulation.

A Rover can be challenged to do observations of religion different from his/her own. This increased understanding of other religion is beneficial towards mutual understanding in the worldwide brotherhood of Rover and Scouts.

The observations can be recorded with a logbook and use of pictorial representations or samples collected is encouraged. Taking photos is not encouraged unless prior permission is given.

If desired, a Rover can clarify discretely with the followers of the religion to increase their understanding. This is purely optional.

A Rover does not have to enter the religious premise or engage in any activities that they do not feel comfortable with.

5. Letter of Commitment: Write a letter of expectations and commitment to the Rover Scout Leader or Rover Roundtable and carbon copy to the respective District Commissioner and National Rover Scout Commissioner.

WHY's

It is important that the Rover knows what he/she wants from participation in the Scout movement. Similarly, the Rover must clearly indicate the level of commitment so that his/her journey in Rovering would be meaningful.

The letter serves as a reminder for them on their direction. At the same time, it allows the Rover Scout Leader or Rover Roundtable to better know the member to cater to his/her aspiration and interests where possible. In similar ways, it would prove to be invaluable for the DC, AC and NRSC to understand the needs of the unit and facilitate where resources allows.

It also serves as a meaningful way to know the relevant hierarchy and create link back to the Singapore Scouts Association so that a common identity and meaningful directions can be pursued. This is done in place of previous knowledge of the entire scout structure without knowing its direct relevance to them.

HOW's

The letter is addressed to either the Rover Scout Leader or Rover Roundtable. It should ideally be written independent of other's influence. Rover who requires help can approach anybody of their choice to assist him/her. It is recommended that the Rover Scout Leader or senior Rover be chosen for guidance.

The letter should include

- 1) A summary of their interests that can include hobbies and their strength.
- 2) A set of expectations like preferred activities, self-actualization, personal development programme should be included.
- 3) The level of commitment e.g. Activities they would like to plan and/or organize and regularity in attending the meeting.

The letter should not exceed 2 pages. There is no correct or wrong content as long as the format is followed.

The Rover is assumed to keep to his/her commitment on his/her honour. Changed are to be expected as the Rover progresses and these can be made through discussion with the Rover Scout Leader or the Rover Roundtable.

6. First Aid 1: Acquire knowledge and ability to perform basic first aid for sprains, burns, cuts, bites, stings and fainting

WHY's

In the local context, sprains, burns, cuts, bites, stings and fainting are not uncommon occurrence. For a Rover to assist in such minor emergencies, he/she needs to be equipped with knowledge and practical skills to apply them. A complete syllabus for first aid is not required at this stage as other forms of emergencies is far less common. It could therefore be difficult to establish relevance for the time and effort spent for a more complete coverage of the first aid syllabus.

HOW's

The Rover could learn the first aid skills highlighted through books or mutual teaching. The Rover should be able to explain the basic principles of injury management and demonstrate practical application. A qualified first aider or equivalent should be sought to verify the accuracy of the knowledge. A practical test could be done to assess the competency of the Rover in a simulated environment. As proper management is critical, the criteria for passing should be fairly stringent. It would be left to the Rover Scout Leader or his designate to decide on the actual requirements as long as the injuries listed above had been adequately covered.

7. Reflection and Investiture: Complete the self reflection and investiture.

WHY's

One of the seven scout methods is a symbolic framework. Rover takes its symbolic framework from Knighthood that puts honor foremost in their thoughts, words and actions.

Given the fast pace of life in Singapore, it is difficult to find time to self reflect on the past. However, it is crucial for as the cliché goes 'those who ignore history are doomed to repeat them'. The lessons of the past can be valuable assets to guide future actions. It is thus a critical part for a Rover prior to investiture that marks a new chapter for the youth.

The investiture is very a part of scouting as a landmark in the young Rover's journey in service, honor and self-development.

HOW's

It is recommended that the self-reflection take place in a quiet open space close to nature. A suitable location would be a safe quiet beach or forest. The Rover with the guidance of the Rover chairperson or the Rover Scout Leader can decide on the actual location. The Rover can make notes on a piece of paper as a guide to their thought processes. There is no need to make any physical record of the self-reflection even though it would be helpful to make personal notes of commitments to become a better person. Such process can take from 30 minutes to days according to individual preferences and needs.

The process is guided by one's personal values and principles with their current understanding of societal norms. As such, there is no right or wrong. Often more questions than answers come forth from such sessions. The searching process itself can prove valuable. The Rover can elect to discuss it with the Rover Scout Leader or whomever they comfortable with.

Once done, the Rover informs the Rover chairperson or Rover Scout Leader that the self reflection had been completed and that he/she is ready for the investiture.

The conduct of investiture is outlined in the POR.

VOYAGER

1. Knowledge 2: Attend Unit Leader Training Introductory Course

WHY's

The Unit Leader Training Introductory Course (ULTIC) is a foundation course for unit leaders that covers aspects of Scouting such as its history and structure, both locally, regionally and internationally. It also explores basic background knowledge for unit leaders. This knowledge, while it may seem to lie squarely in the domain of unit leaders, is also highly relevant introductory information for Rovers.

Some might even argue that this course should be in the Explorer phase, however we hoped that the first badge would be free of course requirements, so it is placed in the Voyager phase.

Attending a course organised by the Headquarters is a good opportunity for leaders and rovers alike to meet their counterparts and develop starting friendships that would be the foundations for comradeship and camaraderie in the future. Our movement will be made all the stronger should strong bonds eventually develop among those in leadership positions.

HOW's

ULTIC is organised twice a year by the training team of the Singapore Scout Association. The training team is responsible for all aspects of unit leader training. The first course is generally held in late January or February and the second is generally held in July. To apply for this course one simply needs to sign up at the general office of the SSA at the HQ building.

Course schedules and details are also available at <http://www.scout.org.sg> under "Training".

For further details please contact The Singapore Scout Association - Training Secretary of Singapore Training Team.

2. Expedition 1: Select, plan, prepare and complete a journey not less than 2 days which provides opportunities for leadership, self-discovery, developing comradeship, use of scouting skills and/or physical/mental challenges.

WHY's

A journey is the framework in which a Rover Scout will be able to practise many of the competencies that are expected of him, namely leadership in planning and organizational skills. The journey also seeks to highlight a few elements of the Scout Method at the same time.

However this takes place at a relatively early stage in the Rovering journey and this is recognised by the 2 day requirement, such that this may be viewed as a learning journey. In learning by doing, the Rover will be able to take an active role in learning as he goes along. Hence, through self-discovery, the Rover will be able to note his developmental needs and address them with concrete courses of action.

Comradeship and camaraderie is an essential element in the patrol system, also a key tenet of the Scout Method. The journey not only seeks to allow the Rover to build friendships, it also seeks to allow the Rover to understand the strength in unity and spirit, such that he will be better able to harness this strength in future leadership appointments.

Scouting skills are an integral and inseparable part of leadership in Scouting, the requirement in this segment is not of mastery, but more of an exploratory nature, in order to allow the Rover to explore basic scouting skills in the course of the short expedition. This will set the foundation for deeper training in later stages.

Physical and mental challenges provide good character training for the individual and no expedition is complete without these. In planning this expedition, the Rover should be advised to provide himself with adequate challenge so that he will reap the most benefits from it.

HOW's

The Rover should be provided with any necessary guidance in selecting an adequately challenging expedition for himself and his party.

The format of the expedition can take any form that interests the Rover. It should however involve adequate physical effort in order to challenge the Rover to a certain level of achievement. Possible formats include hikes on foot, bicycle hikes and kayaking expeditions. Rovers should be encouraged to make it interesting and challenging for them, so that learning is maximized.

Also the Rover should be expected to spend the night in the outdoors, in true Scouting and Roving fashion, as part of the brotherhood of the open air.

Adequate opportunity for the practise of scouting skills lie in camping, cooking and even navigational aspects of the expedition. Recall that even packing a proper rucksack is a skill. Rovers should be encouraged to explore or revisit scouting skills while on this journey.

3. Scouting Skill 2: Achieve competency in another scouting skill area from the list provided

WHY's

Achieving a basic standard of Scouting skills is expected of a Rover because of the leadership role they are expected to play in Scouting later on. These scouting skills will provide them with a better foundation to give effective service in the future.

Apart from this, Scouting skills impart self reliance and independence, allowing youths to learn how to survive, both in the wilderness as well as carrying this self reliant philosophy into their regular lives.

HOW's

The list of core Scouting Skills include:

1. Pioneering
 - a. Ropework and Structures: Be part of a team to set up a pioneering structure such as a bridge or tower
 - b. Knotwork: Demonstrate the use of rescue knots
2. Campcraft
 - a. Camping: Pitch a campsite with simple gadgets to achieve basic camping standards
 - b. Camping Standards: Demonstrate knowledge of camp craft, either through instruction to youths or by means agreed upon with the RSL
3. Navigation
 - a. Navigation: Successfully complete a hike with the use of orienteering and navigation devices
 - b. Communications: Show knowledge of effective use of communications devices such as two-way radio (Walkie-Talkie).
4. Survival
 - a. Outdoor Cooking: Demonstrate the ability to light an outdoor fire with matchsticks and use it to cook a simple meal using backwoodsmen methods
 - b. Survival Techniques: Demonstrate effective methods of water and food collection
 - c. Survival Kit: Pack and understand the use of a survival kit

This list is non-exhaustive. Rovers are free to suggest other alternatives which should be agreed upon in consultation with the Rover Scout Leader or his designate.

4. Service 1: Plan and complete a service project in accordance with the principles of Service Learning

WHY's

Rovering is the Fellowship of the Open Air and Service. Therefore service to the community is an integral part of Rovering. A service project is one of the best ways to perform this service to the community.

By the time the Rover reached Pathfinder, he would have the experience of what service is about and should be ready to embrace the fundamental framework of what service would entail.

Service Learning is about Learning during the act of Service as well as reflections post service.. As service is often rendered, but the learning from experience is limited as the skills to facilitate the learning objectives of the service requires adequate training and preparation.

Hence Service Learning provides the framework to understand what is within a service experience, and is parallel to the methods of scouting, but is being presented in a more formalized structure that is recognized nationally.

Service learning comes in 3 parts - Ready, Render, Reflect

Prior to service, it is important to understand or plan what learning objectives are expected to be achieved at the end of the service experience. This is important for Rovers who are leading scouts. Often scouts are engaged in services of which they are expected only to serve.

But many learning opportunities can be tapped on, if it has been planned earlier (Ready) This planned learning experiences will take place during the service period (Render). After the service, it is necessary for the service experience to be reflected on (Reflect).

Reflection can be paralleled to the PLC – What went well, what can be improved, what can be recommended?

Upon completion, the Rover would be able to optimise the learning opportunities while planning and executing service projects for his scout unit. With more experience, he would be able to realize the Mission of scouting, of becoming a contributing member in society.

HOW's

In the Seminar, the Rover would first be introduced what is in the element of preparing for a service project for a group of youth/scouts that he is leading. This would include skills of leadership, team building, resource management and setting learning objectives for the community project he is intending to develop. It would be the development of his leadership skills in the process.

The preparation stage would help the Rover to ensure that the service experience of his team is fulfilling and this will be further enhanced by the reflection experiences at the end of the service project.

5. Planning 1: Be part of the committee responsible for planning and organising a social function which involves majority of participants not within your own crew

WHY's

As a start, the Rover should get to know people from outside his Rover Crew, through simply organising a social function for them. The purpose is to expose the Rover to people other than those he is the most familiar with, in order to live up to the third Scout law. "A Scout makes friends, establishes and maintains harmonious relations"

Rovering, and of course Scouting as a whole, believes in universal brotherhood of man. Universal brotherhood begins with showing care and concern to those not in your immediate circle of friends, these might include your colleagues, classmates or faculty mates.

Being part of the committee for organising a social function provides new Rovers with the opportunity to practise leadership and management skills in a setting that is more natural than the harsh outdoor environments that Scouting is most often associated with. It provides the framework for Rovers to learn from other more experienced members of the committee, enhancing their ability to take the lead in such projects in the future.

HOW's

The social function can take any form that encourages interpersonal interaction. Scouting activities such as campfires and telematches are good examples, however creativity is encouraged and Rovers should not feel restricted to traditional scouting paradigms. The emphasis in this clause is promotion of interpersonal interaction as well as the training of simple organizational skills.

6. Personal Development 1: Acquire and pursue a new skill or Complete an approved “Scout of the World” Discovery programme.

WHY’s

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn." -Alvin Toffler

Scouting aims to contribute to the education of the individual. Pursuit of a new skill is a key process that provides both hard and soft challenges to the individual, making it a desirable clause for the Voyager award.

The process of pursuing a new skill, apart from providing opportunities to learn specific skills, provides the framework for Rovers to pick up a variety of soft skills. In this information age, the skill or ability to identify developmental needs, learn new information, unlearn obsolete methods and relearn updated skills is essential.

Further, pursuit of a new skill develops dedication and perseverance, two desirable attributes we wish to have in our Rovers to aid them to become successful individuals.

Refer to website <http://www.youthoftheworld.net/swp/discovery.htm> for more information or call The Singapore Scout Association HQ for the latest schedule of *SW Discovery* programme.

HOW’s

The skill picked up must be unrelated to occupations and it should be of purely recreational interest.

The Rover simply needs to select a skill, preferably scouting related but can be otherwise, and actively pursue this skill by subscribing to instruction, formal or non-formal.

Formal instruction would take the form of organized courses and training sessions by recognized schools or instructors. While these are desirable, we must recognize that very often, one-off training sessions or courses can only impart basic knowledge, true pursuit and understanding comes through regular practice by the individual involved.

Non-formal instruction is part and parcel of Scouting, this can take the form of peer learning or self instruction. Advantages of these methods include greater possibility for tailoring to personal needs and pace.

The Rover needs to satisfy his RSL that he has been actively pursuing this new skill for a period of at least 3 months. He should routinely be spending time on this new skill. He is also expected to show competency expected of an apprentice of the skill. Absolute mastery should not be expected at this basic level.

PATHFINDER

1. Knowledge 3: Attend and complete Unit Leader Training Basic Course

WHY's

The Unit Leader Training Basic Course (ULTBC) is a core course for unit leaders that covers skills and knowledge that is fundamental to the role of a Scout Leader. It aims to provide new leaders with basic introductions into core outdoor scouting skills as well as a further in depth handling of the concepts and pedagogy involved in running a Scout unit that is true to the Scouting way.

Specific topics covered can be subdivided into three competencies, i.e. Scout Method Competency, Leadership Competency and Scoutcraft Competency.

As a Rover who has reached an advanced stage of training, these competencies are fundamental and should be required. Also, undergoing a full fledged training course organized by the training team is a beneficial experience; it is an opportunity for picking up new knowledge and is also an important source of networking and resource sharing between leaders of various units and districts.

HOW's

ULTBC is organised twice a year by the training team of the Singapore Scout Association. The training team is responsible for all aspects of unit leader training. The first course is generally held April to June and the second is generally held in July to September. The course consists of 6 evening seminar sessions and a 3 day 2 night outdoor camp.

To apply for this course one simply needs to sign up at the general office of the SSA at the HQ building.

Course schedules and details are also available at <http://www.scout.org.sg> under "Training".

For further details please contact The Singapore Scout Association - Training Secretary of Singapore Training Team.

2. Unit Involvement 2: Prepare and instruct a group of youth in acquiring a proficiency badge or equivalent qualifications

WHY's

A pathfinder is a leader. Of the many roles of a leader is that of the instructor or mentor. He must be able to guide and instruct his charges to attain a certain level of proficiency in a particular skill. In order to do so, he must obviously attain a reasonable proficiency in that skill.

By instructing a group of youths, the Rover Scout is not only training himself in this aspect, but also simultaneously performing service, which is part of the motto of Rovering.

HOW's

Definition of youth includes any individual who is part of the scout movement's youth programme, e.g. Cadet Scout, Scout, Venture Scout and even Rover Scout. In order to satisfy this clause, the Rover Scout needs to play the role of instructor, to guide a group of youths to attain the necessary skills to acquire a proficiency badge for Cadet Scouts, Scouts or Venture Scouts. Or in the case of Rover Scouts, mentor junior Rover Scouts to attain either the Explorer or Voyager badge.

He should have an appropriate skill level to instruct the youths to attain the necessary level of proficiency.

Equivalent qualifications in this case apply to, but are not limited to, National Youth Achievement Awards and other well recognized youth awards.

3. Scouting Skill 3: Achieve competencies in another 2 scouting skill areas from the list provided

WHY's

Achieving a basic standard of Scouting skills is expected of a Rover because of the leadership role they are expected to play in Scouting later on. These scouting skills will provide them with a better foundation to give effective service in the future.

Apart from this, Scouting skills impart self reliance and independence, allowing youths to learn how to survive, both in the wilderness as well as carrying this self reliant philosophy into their regular lives.

HOW's

The list of core Scouting Skills include:

1. Pioneering
 - a. Ropework and Structures: Be part of a team to set up a pioneering structure such as a bridge or tower
 - b. Knotwork: Demonstrate the use of rescue knots
2. Campcraft
 - a. Camping: Pitch a campsite with simple gadgets to achieve basic camping standards
 - b. Camping Standards: Demonstrate knowledge of camp craft, either through instruction to youths or by means agreed upon with the RSL
3. Navigation
 - a. Navigation: Successfully complete a hike with the use of orienteering and navigation devices
 - b. Communications: Show knowledge of effective use of communications devices such as two-way radio (Walkie-Talkie).
4. Survival
 - a. Outdoor Cooking: Demonstrate the ability to light an outdoor fire with matchsticks and use it to cook a simple meal using backwoodsmen methods
 - b. Survival Techniques: Demonstrate effective methods of water and food collection
 - c. Survival Kit: Pack and understand the use of a survival kit

This list is non-exhaustive. Rovers are free to suggest other alternatives which should be agreed upon in consultation with the Rover Scout Leader or his designate.

4. First Aid 2: Become a qualified Adult First Aider or Bronze Medallion Life Saver.

WHY's

As a leader, a Pathfinder must be able to care for his charges as well as his fellow men. Life preservation skills are essential in this aspect.

Life preservation can be further subdivided into land and water, and proficiency in either aspect will suffice, depending on the types of activities the Rover Scout is interested in or proficient in.

The adult first aid course and the bronze medallion life saver qualifications are the most well recognized basic life preservation qualifications.

HOW's

Courses are commercially available to satisfy this clause.

The adult first aid course is regularly conducted by the Red Cross Society and St John's Ambulance Association.

Courses towards the bronze medallion are conducted by the Singapore Life Saving Society.

5. Service 2: Perform community service or relevant service to others consistently for 30 hours over period of 6 months

WHY's

Regular and consistent service to the community is a habit we aim to cultivate in all those in the Scout movement. By putting this as part of the requirements for the Baden Powell Award, we hope to inculcate the same values in our Rover Scouts that makes Baden Powell such a role model for the Scout movement.

This service must be done in benefit of a community at large or an underprivileged community.

HOW's

Contact any community organization and register as a volunteer. Perform consistent service over a period of at least 6 months. Produce a letter from the organisation verifying your period of service as well as the number of hours clocked.

6. Physical Pursuit: Undertake a form of physical recreation and show improvement and effort with at least 40 hours of involvement over period of 12 weeks

WHY's

The purpose of this is to encourage participation in a form of physical recreation. Physical recreation promotes better physical health and is a key element of a healthy lifestyle. Good health is a prerequisite for active and constructive participation in society and the community.

Furthermore, active and regular physical recreation holds the rover scout up as a role model for both his peers and his charges.

Regular physical recreation also develops strength in character and determination.

HOW's

The rover scout is allowed to select the form of physical recreation. It should ideally be something that the rover is interested in learning or participating in, it should appeal to the rover.

He should set staggered performance targets at the beginning of the period, in consultation with his RSL, in order to ensure an adequate level of progress. He must follow the selected recreation regularly for at least the entire period of the 12 weeks. He must show improvement of overall performance and genuine effort, relative to their capabilities and starting point.

7. Planning 2: Be a member of a main organising committee responsible for a district, area or national level event or project.

WHY's

Scouting is an international brotherhood, providing an international dimension that few other movements are able to emulate. As a first step towards the international dimension, a Rover at this advanced stage of training must be exposed to the national dimension of Scouting, hence he will need to help in the organization of a scouting event or project at the district, area or national level.

This will provide him an opportunity to experience how these events are organised, it also provides a chance for him to learn from fellow leaders or Rovers from other units or districts, not to mention a chance to forge friendships and camaraderie which is what makes Scouting great.

HOW's

There are many standing as well as ad-hoc committees at district, area and national level, these are responsible for the many events and projects organized annually.

Such events include numerous District PLTCs, Area Venture Leadership Courses as well as National camps such as Camp Leaping Wolf and A.S.P.I.R.E, the President's Scout Award assessment camp.

To get involved in a district event, approach your district commissioner. For other events, contact the National Rover Scout Commissioner who will be glad to direct you to the contact person involved for any of the current events and initiatives.

BADEN POWELL AWARD

1. Knowledge 4: Attend and complete Unit Leader Training Advanced Course

WHY's

The Unit Leader Training Advanced Course (ULTAC) is the ultimate fundamental course for unit leaders. It aims to provide leaders who have given a short stint in service with further training to advance their knowledge and skill to a greater height.

Essential to this course is the 4 day 3 night outdoor camp, which attempts to simulate the conditions in a unit camp organised by leaders for scouts. Leaders attending this course function as patrols and members are expected to fulfill the different appointments present in a patrol, e.g. Cook, Quartermaster, etc.

Attending this course provides good exposure to leaders with or without scouting background. Rovers who wish to attain the pathfinder will find that this experience will serve them in good stead.

HOW's

ULTAC is organised once a year by the training team of the Singapore Scout Association. The training team is responsible for all aspects of unit leader training. The course is generally held from October to November. It consists of 5 evening seminar sessions and a 4 day 3 night outdoor camp.

To apply for this course one simply needs to sign up at the general office of the SSA at the HQ building.

Course schedules and details are also available at <http://www.scout.org.sg> under "Training".

For further details please contact The Singapore Scout Association - Training Secretary of Singapore Training Team.

2. Unit Involvement 3: Hold an appointment as a leader in a unit for at least 12 months, involving at least 60 hours of quality service.

WHY's

The Rover Training Programme aims to provide a rover with the training necessary to perform a dual role. The first is to be a model citizen who contributes actively to society, and the second is to be a competent scout leader, who is capable of being trained to take up higher appointments in the association.

In order to fulfill the second role, it is necessary for the rover, towards the end of the training programme, to take up an appointment as a leader in a unit. This provides many opportunities.

Firstly, it provides the On Job Training period that is vital in the training of a leader; it can also serve to concurrently fulfill the Wood Badge training scheme requirements.

Secondly, it is hoped that by making this a requirement, rovers are encouraged to create links with units prior to the end of the training scheme. This aims to increase the retention of rovers continuing on as leaders and decrease the attrition rate at the end of the training scheme.

HOW's

Taking up an appointment in an affiliated unit is advised, this can be easily achieved through internal arrangements. If this is not possible, please approach your District Commissioner or the National Rover Scout Commissioner, who will be happy to make the necessary arrangements to facilitate this.

3. Expedition 2: Complete an challenging expedition of at least 4 days 3 nights in an unfamiliar setting which should include at least 32 hours of effort and activity

WHY's

An expedition provides many physical and mental challenges that are developmental in nature. By going through such a challenging expedition, the Rover Scout will be able to know his own abilities better, both in terms of physical attributes and mental characteristics. Moving forward, he should seek to address his developmental needs in order to become a more complete Rover Scout.

HOW's

Either plan and execute your own expedition or participate in an expedition that fulfills the stated requirements. Consult your Rover Scout Leader regarding the appropriateness of the expedition. Following the expedition, write a brief expedition report, highlighting the learning outcomes of the expedition.

Possible expeditions include

1. Overseas trekking expeditions
2. Youth Expedition Project (YEP) by Singapore International Federation (SIF)
3. Operation Raleigh

4. Project: Initiate and lead a project that has beneficial impact on a community or Complete an approved "Scouts of the World" Voluntary Service.

WHY's

Scouting cannot be separated from service to the community, having already participated in a service-learning project to fulfill the requirements of the pathfinder; the Rover is expected to participate at a leadership level for this project.

In doing so, the Rover will have to train himself to take his management skills to the next level, while simultaneously exposing him to the needs of managing a project. It will further develop maturity and responsibility.

HOW's

This project should aim to fulfill the perceived needs of the community, e.g. better facilities, better occupational training, etc. It need not be a service-learning project, however the project needs to have a beneficial impact on a community.

The rover should first identify a cause that he can relate to and the community that the cause would benefit. He should research on the specific needs of the community by speaking to related organizations, following on that he will need to define a project that will meet certain specific needs of the community and impact them in a beneficial way.

This should be done in consultation with the RSL and the National Rover Scout Commissioner, who will both be supervising to ensure an appropriate level of commitment and difficulty for the Baden Powell Award.

Rovers can also choose to do their *SW Voluntary Service* to fulfill this requirement. Only those Rovers who have completed their approved *SW Discovery* programme in the respective theme of Peace/Development/Environment are eligible for this option. This is the 2nd part of Scout of the World Award. Successful Rovers who passed the assessment by selection panel will be awarded the **Scouts of the World Award** by The Singapore Scouts Association HQ on behalf of World Organization of Scout Movement.

Refer to website www.youthoftheworld.net/swp/voluntary.htm for more information or contact The Singapore Scout Association HQ/National Rover Council for *SW Voluntary Service* Project proposal & assessment.

5. Personal Development 2: Acquire and improve on a skill and follow it faithfully for 18 months

WHY's

The Rover has earlier been required to acquire a skill as part of the Voyager requirements, however those requirements are meant to be introductory or foundation requirements; the Rover is not required to show a high level of mastery of that skill, but to merely show that he has explored it to the depth of an apprenticeship.

However, for the Baden Powell award, the requirements are to undertake the learning of a skill, putting in regular and consistent effort for 18 months, eventually arriving to the depth of an instructorship.

The rationale for such a requirement is simple, the Baden Powell Award is one of the highest awards in the youth sections, and those who attain it should have in depth knowledge of a skill. Both the resulting knowledge and the arduous process required to reach such a level are desirable elements of training.

HOW's

For this section of the requirements, the Rover is encouraged to participate in organised courses of instruction in which widely recognised certification is available. The skills

involved may either be Scouting related or non-Scouting related, and the same effort may not be used to fulfill both sections 4 and 7 of the BPA simultaneously.

The requirement to fulfill this section is mastery of a skill or an instructional qualification for that skill. The Rover may decide if he wishes to pursue personal mastery or instructional knowledge for the selected skill.

This should be done in consultation with his RSL and the National Rover Scout Commissioner.

6. Rover Affairs: Serve a minimum term of 12 months in the National Rover Roundtable as an active member

WHY's

The National Rover Roundtable is the national decision making body of the rover movement. A Baden Powell Scout must contribute to the national rover movement through active membership of this body. This will help to build the foundations of the local rover movement, enabling it to grow from strength to strength.

HOW's

Every unit is entitled to have representative members sit on the National Rover Roundtable. To do this, the RSL needs to send a recommendation letter to the National Rover Scout Commissioner, who will forward this to the National Rover Roundtable. The recommendation letter should include a brief background of the candidate concerned, including scouting background and any other relevant details.

Nomination: Upon completion of the BPA requirements, the Rover must be nominated by his District Commissioner together with good character referrals from 3 peers and Rover Scout Leader of the unit.

WHY's

This requirement aims to create an accurate picture of the candidate from many perspectives, including peer appraisal and by his leader appraisal, both in the unit, from his RSL and outside the unit, from his DC.

HOW's

Peer referrals may be from within the Rover Unit, or from other suitable persons in the Scouting community or even workplace. Persons with varied backgrounds are encouraged to create a better view of the candidate.

The referrals should take the form of character and background testimonial letters, appended to a nomination letter, which is to be written and signed by the District Commissioner. The nomination letter should include recent achievements and background in Scouting, as well as character assessments.

Interview: The candidate must undergo an interview with a selection panel as determined by The Singapore Scout Association.

WHY's

This is the final stage in the selection process, designed as the final challenge to ascertain whether the candidate is truly worthy of the Baden Powell Award, in memory of the founder.

HOW's

The candidate will be informed about the date, time and venue of the interview, either directly or through his RSL.

He will be quizzed on Scouting related knowledge, issues and concepts, as well as discussion of leadership case scenarios. These will give the panel a better picture of the candidate's personality and grasp of both leadership and Scouting principles.

National Youth Achievement Award (Gold) & Scout of the World Award may be assessed by separately by their appropriate authorized assessment panel from The Singapore Scouts Association Headquarters.