THE ROVER REVIEW

2010-2011

(incorporating National decisions in November 2011)

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ACKNOWLEDGEMENTS

The Review Team would also like to acknowledge the input of members of the National Rover Council, National Operations Committee, Rover Advisers, Rovers, Leaders and youth members from across Australia who participated in the surveys and provided feedback. Also thanks to the Branch Rover Councils from Tasmania, New South Wales, Queensland and Victoria, the National Youth Council and others for their responses to the Discussion Paper.

NATIONAL DECISIONS

The Final Report for the Rover Review was considered by the National Operations Committee on 11-12 November 2011. The following decisions were made.

1.   Purpose and Aims

     −   The purpose of the Rover Scout Section is: to help the transition from adolescence to adulthood and support young adults, young women and men, in the final phase of their integration into adult society.

     −   The aims of the Rover Scout Section are to:
          o   provide young adults with opportunities to undertake their development through the areas of personal growth, which Scouting recognises: physical, intellectual, emotional, social, spiritual growth which leads to character development.
          o   give young adults the opportunity to discover the challenges of today's world and to develop the motivation and the skills to face them, not only within their community and their country but also at international level.
          o   help young adults acquire experience and skills in leadership.
          o   help young adults develop their own path in life and actively plan their future.

2.   The name of the Section be changed to "Rover Scouts". Members may be referred to as "Rovers" within Scouting.

3.   The members of the Section be referred to as "young adults".

4.   The age range for Rover Scouts be from their 18th to their 26th birthdays. The linking process for Venturer Scouts may start at 17.5 years but they do not attend the Rover Crew regularly or become a member until their 18th birthday.

5.   The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-managing with Group Leaders and District Commissioners providing support.

6.   Rover governance nationally and in Branches, including lengths of terms of office, with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia be examined.

7.   More flexible programming be developed and delivered to accommodate time and financial constraints on young adults.

8.   An Award Scheme continues for the Rover Scout Section within the framework outlined on pages 89-92 of the report. Further details are to be developed by an Implementation Team.

9.   Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

10.   A Program be developed to train and support Rover Advisers.

11.   Clearer guidelines for Squire Training and the Knighthood theme be developed.

12. The definition of "Service" for Rover Scouts is: Help that Rover Scouts give to someone, a community or an organisation, to further the Rovers' development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be
    - planned within a reasonable timeframe and agreed by both parties,
    - part of the Rover Program (including the Award Scheme)
    - a contribution to the development of the Rover Scout
    - weighted towards the local and global community.

13. Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

14. A Pathways strategy for Rover Scouts leaving the Section be developed by the National Operations Committee, based on the Pathways section in the Review on pages 101-103 of the Report.

15. Develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

16. Develop a web based network for Australian and overseas Rovers to encourage contact and interaction.

17. A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council.

18. The National Operations Committee:

    - Authorises the establishment of an Implementation Team. The Implementation Team to consist of no more than five Rover Scouts (or recently retired Rovers) to be nominated by the National Rover Council (with power to co-opt additional members if required) and approved by the National Commissioner Youth Program.

    - Authorises the Implementation Team to further work on some of the recommendations of the Review, particularly to:
      o recommend the model and tools to deliver the Rover Program as outlined in this Review
      o develop the details for the Award Scheme, using the framework as outlined in this Review
      o develop clearer guidelines for Squire Training and the Knighthood theme
      o examine governance of the Rover Scouts Section at National and Branch levels and recommend changes
      o develop and implement effective communications within the Rover Section, linked to Scouts Australia's systems
      o develop and implement strategies to attract new members to the Rover Scouts Section and
      o recommend changes to all publications in hard and electronic copy.

    - Recommends to the NEC that the Implementation Team be supported to undertake its tasks, up to $20,000.

    - The Implementation Team to provide regular, frequent and informal reports to the National Commissioner Youth Program, the NRC Chair and Rovers with a final report to NOC in June 2013.

- Requires the National Commissioner Youth Program and National Rover Council to report regularly to the National Operations Committee on the progress of the Implementation Team.

National Operations Committee Recommendations to National Executive Committee

Following the decisions made by the National Operations Committee the National Executive Committee in November 2011 agreed that the:

- name of the Section be changed to "Rover Scouts". Members may be referred to as "Rovers" within Scouting,

- age range for Rover Scouts be from their 18th to their 26th birthdays. The linking process for Venturer Scouts may start at 17.5 years but they do not attend the Rover Crew regularly or become a member until their 18th birthday, and

- Rover Review Implementation Team that the National Operations Committee established be supported to undertake its tasks, up to $20,000, until June 2013 when the Team would finalise its reporting to the National Operations Committee.

EXECUTIVE SUMMARY

The Rover Review commenced following the Scouts Australia National Operations Committee approval of the Terms of Reference in March 2010.

Terms of Reference

To review the Rover program and make recommendations to ensure that Scouting contributes to the education of young adults through a value system based on the Scout Promise and Law to help build a better world towards 2020, where people are self-fulfilled as individuals and play a constructive role in society.

The Review will:

1. Identify the aim(s) of the Rover Section.

2. Identify the needs and desires of young adults in contemporary Australian society and over the next 10 years.

3. Identify the needs and desires of the current Rover population.

4. Investigate what other young adult focused organisations are doing to attract and satisfy young adults, and the success of those strategies.

5. Identify the perceptions of the Rover section that are held in contemporary Australian society and in the various sections and by leaders in the Scout community.

6. Review research and good practice in Australian Scout Branches, other National Scout Organisations and WOSM for the age group 15 to 25 inclusive.

7. Consider the Scouts Australia Strategic Plan and findings arising from other relevant Scouts Australia reviews in the past 10 years, including the 2004 – 2005 *Review of Adults in Scouting in Australia* and the Venturer Scout Review, as they apply to Rovering.

8. Conduct a critical review of the current Rover Program, examining:

    a.   The operation of the program
    b.   Whether it meets the needs and desires of young adults
    c.   Whether it meets the needs and requirements of Scouts Australia

9. Consult with, and obtain input from, the National Rover Council and the Branch Rover Councils.

10. Make specific recommendations regarding the future of the Rover Section in the form of a written report to Scouts Australian National Operations Committee and to provide an implementation plan for approval by the National Executive Committee, by November 2011.

Membership of the Review Team

The requirements for membership of the Review Team were as follows
- Chair – National Project Commissioner, Partnerships
- Executive Officer, selected by the Chair (non-voting)
- Chief Commissioner of Australia (ex officio)
- National Commissioner for Youth Program (ex officio)
- 2010 National Rover Council Chair
- Two Rovers from different Branches, one large and one small, recommended by the National Rover Council following an application process
- A representative of the State/Branch Commissioners (Rovers) (chosen by them)
- A volunteer member from outside Scouts Australia with knowledge and experience in young adult issues
- Consideration was to be given to gender balance on the Review Team

The Review Team will have powers to co-opt, including:
- A Rover intern
- A researcher
- Discussion facilitators

The Process

The Team assigned individual members to research and report on each Term of Reference.

Our decision-making has been based on collection and discussion of evidence and using a consensus approach.

Our research base includes internal surveys from Rovers, Venturers, Rover Advisers and Leaders from across Australia, a survey of Scouts and others at the 2010 Australian Jamboree, findings from the Venturer Review, the Adults in Scouting Review and research commissioned by Scouts Australia from 2001 to 2010.

Research also included an examination of other young adult organisations and Rovers in other National Scout Organisations.

Relevant World Organisation of the Scout Movements documents were also an important part of the Team's research.

It is anticipated that an Implementation Team will be established. This will provide an opportunity for stakeholder involvement in the Program as well as personal development opportunities for Rover Scouts who will be members of the Implementation Team.

The Review's Findings

Positives
- The Rover Section already meets the requirements of the WOSM Guidelines issued in 2009, "Empowering Young Adults, Guidelines for the Rover Scout Section".

- Young people in Rovers are, in the main, pleased with the Program and enjoy their membership.

- They are already imbued with Scouting methodology, bureaucracy and its ethos.

- Major benefits are seen to be friendships continuing and developing, mutual support, the opportunity to develop life and leadership skills, engage in a variety of activities at a reasonable cost and being members of an organisation still recognised across much of the world as being of significant value to individuals and communities.

- Generally, a very high proportion of those in the Scout and Venturer Sections would be happy to join Rovers.

- This provides us with a challenge as these are not catalysts for significant change.

Concerns

- The Rover Section has shown little sign of change in programming, major events, service to the wider community, visibility and resolving tensions around leadership and service to Scouting in the past thirty years.

- The Rover Section is generally not known in the wider community and a link with Scouts usually requires prompting from the Rover.

- The members (including Leaders) of other Sections in Scouts Australia do not have a clear view about what Rovers do. There are some concerns around images related to alcohol and bullying and the lack of knowledge about how one qualifies to become a Rover.

- Bullying was identified as a significant issue and was referred to the National Operations Committee and National Rover Council for action.

- There is very little evidence of Australian Rovers aligning with other organisation (e.g. International Red Cross, service clubs etc) for their mutual benefit in enriching program and service opportunities.

- The Award Scheme is completed by an extraordinarily small number of Rovers and according to Rovers, is not recognised in the broader community.

- While Rover Crews, rightly, are self-governing, there may be a disconnect between many Crews and their local and Regional Scouting colleagues.

- Across the whole of Australia, there are approximately 2,500 members in the Rover Scout Section which, at 0.11% of the total population aged 18 - 25 is half the participation rate of similar aged members in other National Scout Organisations.

The Recommendations

1. Purpose and Aims
   - The purpose of the Rover Scout Section is: to help the transition from adolescence to adulthood and support young adults, young women and men, in the final phase of their integration into adult society.

   - The aims of the Rover Scout Section are to:
     o provide young adults with opportunities to undertake their development through the areas of personal growth, which Scouting recognises: physical, intellectual, emotional, social and spiritual growth which leads to character development.
     o give young adults the opportunity to discover the challenges of today's world and to develop the motivation and the skills to face them, not only within their community and their country but also at international level.
     o help young adults acquire experience and skills in leadership.
     o help young adults develop their own path in life and actively plan their future to achieve their social and economic integration."

2. The name of the Section be changed to "Rover Scouts". Members may be referred to as "Rovers" within Scouting.

3. The members of the Section be referred to as "young adults".

4. The age range for Rover Scouts be from their 18th to their 26th birthdays. The linking process for Venturer Scouts may start at 17.5 years but they do not attend the Rover Crew regularly or become a member until their 18th birthday.

5. The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-governing with Group Leaders and District Commissioners providing support.

6. Crews, if they choose, be credentialed if they have a clearly defined theme/focus, e.g. Adventurous Activity, First Aid, Motor Sport, Gang Show while still following Program and Awards Scheme requirements including the Areas of Personal Growth.

7. An Implementation Team examines Rover governance nationally and in Branches, including lengths of terms of office, with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia.

8. A more flexible Program be developed and delivered to accommodate time, financial constraints and lifestyles of young adults.

9. An Award Scheme continues for the Rover Scout Section as outlined on pages 89-92 of the report. Further details, including the requirements for membership as a Rover Scout, are to be developed by an Implementation Team.

10. Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

11. A Program be developed to train and support Rover Advisers.

12. Squire Training and the Knighthood theme be abolished.

13. The definition of "Service" for Rover Scouts is:
    Help that Rover Scouts give to someone, a community or an organisation, to further their development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be
    - planned within a reasonable timeframe and agreed by both parties,
    - part of the Rover Program (including the Award Scheme)
    - a contribution to the development of the Rover Scout
    - weighted towards the local and global community.

14. Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

15. A Pathways strategy for Rover Scouts leaving the Section be developed by the National Operations Committee, based on the Pathways section in the Review on pages 101-103 of the Report.

16. An Implementation Team to develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

17. An Implementation Team develops a web based network for Australian and overseas Rovers to encourage contact and interaction.

18. A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council and act as a link for Branch Rover Commissioners and Branch Rover Advisers.

19. The National Operations Committee:

    - Authorises the establishment of an Implementation Team. The Implementation Team to consist of no more than five Rover Scouts to be nominated by the National Rover Council (with power to co-opt additional members if required).

    - Authorises the Implementation Team to further work on some of the recommendations of the Review, particularly to:
      o recommend the model and tools to deliver the Rover Program as outlined in this Review
      o develop the details for the Award Scheme, including the requirements for membership as a Rover Scout, as outlined in this Review
      o examine governance of the Rover Scouts Section at National and Branch levels and recommend changes
      o develop and implement effective communications within the Rover Scouts Section, linked to Scouts Australia's systems
      o develop and implement strategies to attract new members to the Rover Scouts Section and
      o recommend changes to all publications in hard and electronic copy.

    - Provides funding of up to $10,000 to support travel, accommodation and other resources for the National Adviser: NRC and the Implementation Team.

    - Sets a time frame of November 2011 until the NOC Meeting in March 2013 when the final recommendations will be presented to the NOC.

- The Implementation Team to provide regular, frequent and informal reports to the National Youth Program Commissioner, the NRC Chair and Rovers.

- Requires the National Commissioner Youth Program to report to the National Operations Committee on the progress of the Implementation Team.

HISTORY OF ROVERS

Scouting was founded by Lord Baden-Powell of Gilwell in 1907 following a successful camp at Brownsea Island off the Dorset Coast of the United Kingdom. This was an experimental camp with about twenty boys from all walks of life and suitable adult leaders. Rovering was officially launched in 1917 as the "Senior Scout Section", its name being changed to "Rover Scout Section" in 1918 when a pamphlet "Rules for Rover Scouts" was published. Baden-Powell wrote "Rovering to Success" in 1922. The book was not a handbook of activities and did not outline an Award scheme. Rather it was written to encourage and inspire the growth of Rover Scouting. At that time Rovers was open to males aged 17-70.

The first Rover Program was an extension of the old Boy Scout Program. Various changes were made over the years. Rovers joined a Crew as a Squire. Rover Squire tests were formulated in 1923 and 1929 as well as new rules in 1930. A new Rover Program, containing an award scheme, was developed in 1946, although it was not adopted until 1956 and then became official when the Australian Policy Organisation and Rules first appeared in 1961. The first Australian Rover Moot was held in 1926.

In the early 1960s, after a World Conference made a special study of the "older Scout", it was agreed that the Rover Section become an adult Section whose main function was to give service to the Movement and that the membership be changed to young men aged between 19-30.

The Design for Tomorrow committee was established by the Australian Boy Scouts Association in 1966 to study all aspects of the future of Scouting in Australia. It presented a report in 1970 as a consequence of which "New Design" commenced in January 1972. The committee recommended that the young adult Section be called "Pathfinders" and that the proficiency badge training scheme be discontinued. In fact the committee suggested that there be no Award Scheme within the Rover Section but that Rovers be encouraged to undertake qualifications of other adult organisations.

In 1974 Dr PJ Keaves was commissioned to review the Design for Tomorrow Committee's report on the Rover Section. Based on those recommendations the November 1977 amendments to what is now known as Policy and Rules were made and the Australian Rover Handbook was developed. After the first review of the Rover Section in 1974, another review took place in 1995-96 which was when the Section's name was changed to Rovers. New publications replacing the Rover Handbook were published in 2003 and the current review commenced in 2010.

Rovers admitted females to the Section in 1975, adapting to the general changes in society. The National Rover Council, a group of Rovers who coordinate Rover activities across all Branches was founded in 1979.

The Chair of the National Rover Council is now a member of the National Operations Committee, National Executive Committee and National Team.

PROCESS OF CONDUCTING THE REVIEW

The National Operations Committee determined that a Review of the Rover Section be undertaken in 2010. The Review was designed to ensure that the Rover Program continues to be dynamic and relevant towards 2020.

The Review started in March 2010 and the final report was presented to the National Operations Committee in November 2011.

The Review team's composition included Rover Scouts from small and large Branches, a Branch Commissioner for Rovers (later he became a Regional Commissioner), the National Rover Council Chair, the National Commissioner for Youth Programs, the Chief Commissioner of Australia and two critical friends who had not been members of Scouting - the representative from Mission Australia and the Executive Officer.

The Rovers were endorsed by the National Rover Council following an application process by Rovers. Individual members' task was to bring the wisdom from their particular perspective and experience and then engage in decision-making as a member of the team, rather than as a representative of their particular area.

The Rovering Towards 2020 Team met on seven occasions.

As part of the research into the current Program and its effectiveness, members of the Team also visited each Branch except for Northern Territory and ran one-day workshops with Rover Scouts. Some Rover Advisers and Branch Commissioners/Advisers attended.

These workshops were run by Craig Whan, Alison Maynard, Matt Rigter and Jennifer Kilgariff, and were attended by nearly 200 Rovers and Advisors throughout Australia. The Review has been discussed and ideas captured at the Queensland Regional Commissioners' Meeting and National Youth Council. Graeme Fordham led discussions at the National Operations Committee, National Program Meeting and National Rover Council.

In addition to the workshops an online survey was conducted for Rovers across Australia, which ran for six weeks in March and April 2011 and approximately 300 Rovers participated. Online surveys have also been carried out to obtain more information from Leaders, Rover Advisers and Venturers about specific aspects of Rovering, in order to gather more information from members of Scouting who are critically important for the Rover Section. A survey was held at the Australian Jamboree in 2010 which captured the views of many Scouts and Leaders.

Individual members of the Team carried responsibility for specific Terms of Reference and reported to the Team. All information gathered was examined, synthesised, collated and used to prepare a discussion document and this final report.

At all times members of Scouts Australia were encouraged to make contact with the Review Team via Facebook and email. Comments and emails were acknowledged and discussed at each meeting.

A Discussion Document was prepared, highlighting areas of interest that emerged from the research. This document was distributed to the members of the National Operations Committee and the National Rover Council for distribution to Branches which provided an opportunity for further feedback. It was discussed at the 2011 Rover Program Meeting. Feedback was encouraged, to be in writing and to provide supporting evidence where possible.

The Rover Review Report was completed in October 2011.

It was distributed to the National Operations Committee prior to its meeting in November 2011.

TERMS OF REFERENCE

To review the Rover Program and make recommendations to ensure that Scouting contributes to the education of young adults through a value system based on the Scout Promise and Law to help build a better world towards 2020, where people are self-fulfilled as individuals and play a constructive role in society.

The Review will:

1. Identify the aim(s) of the Rover Section.

2. Identify the needs and desires of young adults in contemporary Australian society and over the next 10 years.

3. Identify the needs and desires of the current Rover population.

4. Investigate what other young adult focused organisations are doing to attract and satisfy young adults, and the success of those strategies.

5. Identify the perceptions of the Rover Section that are held in contemporary Australian society and in the various Sections and by Leaders in the Scout community.

6. Review research and good practice in Australian Scout Branches, other National Scout Organisations and WOSM for the age group 15 to 25 inclusive.

7. Consider the Scouts Australia Strategic Plan and findings arising from other relevant Scouts Australia reviews in the past 10 years, including the 2004 – 2005 Review of Adults in Scouting in Australia and the Venturer Scout Review, as they apply to Rovering.

8. Conduct a critical review of the current Rover Program, examining:

   a. The operation of the program
   b. Whether it meets the needs and desires of young adults
   c. Whether it meets the needs and requirements of Scouts Australia

9. Consult with, and obtain input from, the National Rover Council and Branch Rover Councils.

10. Make specific recommendations regarding the future of the Rover Section in the form of a written report to Scouts Australian National Operations Committee and to provide an implementation plan for approval by the National Executive Committee, by November 2011.

1. IDENTIFY THE AIM(S) OF THE ROVER SECTION

Identify the aim(s) of the Rover Section.

Currently Scouts Australia Policy and Rules 2008 does not state specific aims but rather sets the following educational outcomes and method.

R9 ROVER SECTION

R9.1 EDUCATIONAL OUTCOMES

The Rover Section provides opportunities for young adults between seventeen and twenty-six years to offer service to the community and the Scout Movement, to develop their personal abilities, and to equip themselves to lead active and satisfying lives as responsible citizens.

OBJECTIVES

- *To pursue personal goals. Consolidating and refining healthy lifestyles.*
- *To pursue personal goals. To strive for personal excellence in their chosen field. Operate under a system of democracy and social justice. Undertake a wide range of management and organisational responsibilities for the environment.*
- *To pursue personal goals. To explore and understand their own spirituality and obligations. As an adult, live by Scouting values and ideals.*
- *To pursue personal goals. Develop relationship skills. Appreciate and promote how the ideals and history of the Scout Movement benefit individuals and the wider community.*

R9.2 METHOD

The development of Rovers is through membership of a young adult grouping called a Crew, which is fully self-managed. Opportunities exist for a wide range of management and organisational responsibilities at all formations of the Movement, e.g. Area, Branch and National Rover Councils.

The program requires Rovers to exercise commitment to a code of living based on Scouting values, and to demonstrate a high degree of management and relationship skills in performing community services and participating in a wide range of activities.

The most recent publication by the World Organisation Of The Scout Movement (WOSM) relating to the Rover Section, "Empowering Young Adults", is a document of significant importance designed to give guidance to National Scout Organisations (NSOs) regarding the development of the Rover Section.

The WOSM document becomes a starting point for the purpose and aims of the Rover Scout Section in Australia.

Recommendation

> The Purpose and Aims of the Rover Scout Section are:
>
> *Purpose*
> To help the transition from adolescence to adulthood and support young adults, young women and men, in the final phase of their integration into adult society.
>
> *Aims*
> To:
> - provide young adults with opportunities to undertake their development through the areas of personal growth, which Scouting recognises: physical, intellectual, emotional, social and spiritual growth which leads to character development.
> - give young adults the opportunity to discover the challenges of today's world and to develop the motivation and the skills to face them, not only within their community and their country but also at international level.
> - help young adults acquire experience and skills in leadership.
> - help young adults develop their own path in life and actively plan their future to achieve their social and economic integration."

2. NEEDS AND DESIRES OF YOUTH IN THE NEXT 10 YEARS

Identify the needs and desires of young adults in contemporary Australian society and over the next 10 years.

PROCESS FOR GATHERING INFORMATION

There was an examination of a number of articles and reports that relate to providing a profile about young people in Australia. Research sources included a broad range of journal articles, reports and research from the Australian Bureau of Statistics, the Federal Government and Mission Australia, and research conducted by the Nielsen Company on behalf of Scouts Australia.

FINDINGS

The current total population of Australia is 22,433,595. According to the Australian Bureau of Statistics (2007) young people aged 12 to 24 account for about one fifth of the Australian population (4,485,065). The following chart shows the number of young men and women 12-24 years, 15-19 and 20-24 years in Australia.

Number of young people 12-24 years by Australian state and territory
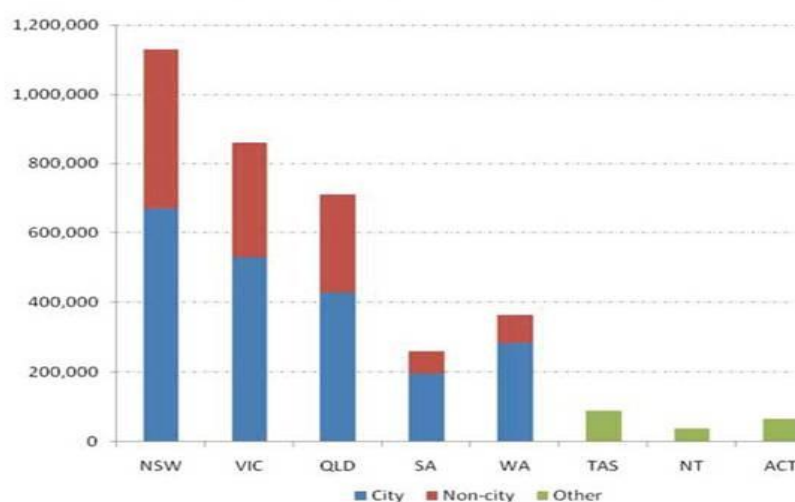
Population growth is more prominent in inner city areas compared to rural locations. Growth is occurring in all states but the largest rise is in NSW, Queensland and Victoria, mostly concentrated in CBD areas. Two thirds of the population – 14 million people - live in a capital city. In 2009 68% of 12-24 year olds were living in a capital city attracted by careers, education and other opportunities.

The young population is characterised by cultural diversity. Indigenous people make up 2.5 per cent of the population, but Indigenous young people represent 3.6 per cent of all 15-19-year-olds and 2.8 per cent of all 20-24 year-olds. Statistics suggest that the Indigenous population is expected to grow each year at 2.2% compared to Australia's overall growth of 1.2% per year.

The chart below gives information about the country of birth for young people in Australia aged 12 to 24 years. It is clear from the graph below that almost 80 per cent of young people were born in Australia, followed by Asia and Europe (6.6% and 2.6% respectively) (Muir, Mullan, Powell, Flaxman, Thompson, Griffiths, 2009).

Country of birth for young people (ABS 2006 Census of Population and Housing)

Country of birth	Number	Percentage(%)
Australia	2,797,000	79.8
NZ and Oceania	69,900	2.0
Asia	231,500	6.6
Europe	91,200	2.6
Africa	64,600	1.8
Americas	22,500	0.6
Not known	230,500	6.6
Total	3,507,200	100.0

Since 1923 the average number of children born has slightly declined every decade dropping to 1.8 (per person/couple) in 2008. The figure has consistently remained below the 2.1% average since 1976. Population growth has occurred at a rate of 2% since the mid 2000s, while prior figures were set at 1.3%. Due to the overseas migration and a low rate of deaths in comparison to births (positive birth rate) the population continues to grow and is projected to do so until 2101 (ABS, 2010).

The average number of children born is projected to continue at 1.8%. Life expectancy is expected to increase by 12-15 years by 2056. Although overseas migration and a positive birth rate is occurring projections indicate that the number of children under 15 has declined over the last two years, while an ageing population is set to continue. Based on a 1.1% growth per annum the Australian population is projected to reach 34.2 million by 2051, with 67% living in capital cities (ABS, 2010).

In order to understand who young Australians are, it is useful to get an idea of what is important to them, what their aspirations and values are and what issues affect them.
In a survey conducted by Mission Australia in 2010 young people were asked to rank what they value from a list of options that can be seen in the table below.

What young people value

	2010(%)	2009(%)	2008(%)	2007(%)
Family relationships	**78.8**	**75.6**	**75.3**	**76.2**
Friendships (other than family)	**60.9**	**60.6**	**62.3**	**60.3**
Physical and mental health	**33.9**	31.1	**31.8**	**33.1**
School or study satisfaction	29.3	22.0	21.0	19.5
Being independent	27.0	**32.7**	31.7	32.9
Feeling needed and valued	21.8	26.1	26.2	25.6
Getting a job	16.0	18.1	16.9	15.9
Spirituality/faith	13.6	12.8	14.0	14.5
Financial security	13.5	13.8	13.4	12.6
Making a difference in the community	6.2	8.2	7.8	N/A

In 2010, as in previous years, *family relationships* and *friendships* were highly valued by a large proportion of respondents and were ranked first and second. *Physical and mental health* was ranked third in 2010. *School and study* was ranked fourth with a higher proportion of respondents, compared to previous years, indicating it was highly valued.

According to a survey conducted with registered Habbo users in 2009 (an online social networking site), the ultimate career goal for the 12-18 age group (also called Generation Z) is "to enjoy their work" versus earning a lot of money, becoming famous or working towards the top of a company – which were more typical choices seen amongst previous generations. Generation Z have strong family values and they appear to mirror the values of their parents. Social justice issues are important to them, as well. The majority of teens identified discrimination on the basis of race, religion and gender as a key concern when selecting future employers. Research into Generation Y (16-24 years) found that the top end of this age group focuses on careers, independent living and creating families. The lower end of this age group is educationally based and is living at home. Generation Y is open to new experiences and is looking to engage in communities.

In a focus group and a survey conducted by Shanahan and Elliott in 2009 the issues that young people identified as being of greatest concern were the following:

Economy   22%
Employment   21%
Health   15%
Education   15%
Environment   11%
Violence   7%

These concerns were quite different to those identified by respondents of Mission Australia's National Survey of Young Australians 2010, in which young people were asked to rank the issues that they found worrying from a list of options. The top three concerns were *body image, family conflict* and *coping with stress*. The level of concern regarding *coping with stress* increased significantly from 2009, as did the proportion of young people who said that *school or study problems* was a major issue.

Issues of personal concern to young people, by age

	2010(%)	2009(%)	2008(%)	2007(%)
Body image	**31.1**	**25.5**	**26.3**	**32.3**
Family conflict	**27.8**	24.1	**25.9**	**29.3**
Coping with stress	**27.3**	18.7	20.4	**26.9**
School or study problems	25.5	17.3	18.6	25.4
Personal safety	23.5	22.2	22.9	N/A
Bullying/emotional abuse	23.0	23.4	22.6	22.7
Alcohol	22.2	23.0	20.9	20.5
Drugs	20.5	**26.8**	**26.0**	20.1
Suicide	19.6	**26.3**	24.6	23.9
Depression	19.1	18.7	17.8	19.6
The environment	16.6	16.7	18.4	23.4
Physical/sexual abuse	15.7	22.7	22.6	21.2
Self harm	11.3	13.3	13.7	14.7

| Sexuality | 10.9 | 11.4 | 12.2 | 9.6 |
| Discrimination | 10.0 | 11.7 | 12.6 | 12.9 |

For the Indigenous population the top three concerns were *body image*, *alcohol* and *family conflict* (Mission Australia, 2010).

Homelessness among young people is an issue of concern. According to the Australian Bureau of Statistics (2006) the total homeless population in Australia on any one night is 105,000. Of this number 44,577 are under 25 years – around 42% of the entire homeless population. Homelessness is defined as both absolute (that is, living on the streets) and relative (in temporary or emergency accommodation or living in boarding house). Homeless young people often have to deal with multiple disadvantages like low educational participation, poverty, poor access to health care and poor employment prospects.

Mental health issues can seriously disrupt young people's development, eroding quality of life by affecting their self-confidence and independence, social and family relationships as well as their education and employment. Australian Bureau of Statistics data – sourced from the 2007 National Survey of Mental Health and Wellbeing – revealed that 26 per cent of people aged 16 to 24 experienced mental illnesses in 2007. Of the group experiencing mental illness, 15% experienced anxiety disorders such as panic attacks, post-traumatic stress and obsessive compulsive disorder. This was followed by issues relating to substance use and affective disorders, with 13% and 6% respectively. According to this study, 40 per cent of young people 16–24 years have experienced a mental health issue at some point in their lives. The following graph provides information about young people with selected disorders in Australia in 2007.
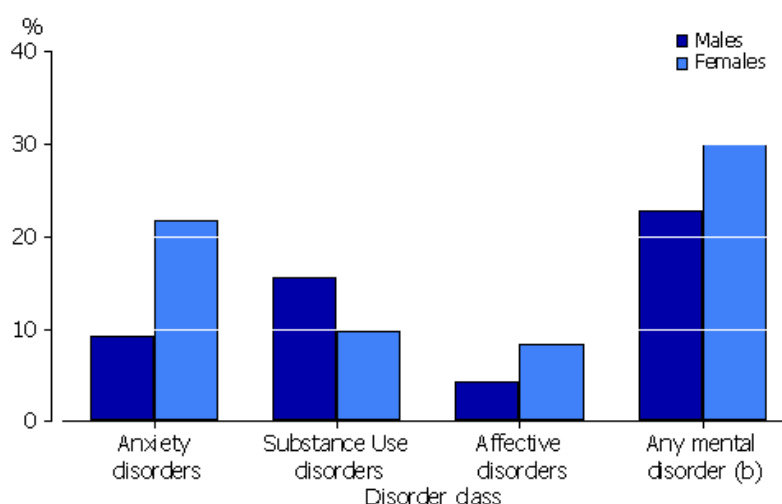
Source: 2007 National Survey of Mental Health and Wellbeing

According to the Australian Bureau of Statistics (2007), although a relatively high proportion of young people suffer from mental illness, they have a relatively low use of mental health services. One in four young people with a mental disorder had used mental health services in the year before. In the National Conversation hosted by the Australian Youth Forum in 2009, a perceived lack of and difficulty accessing health resources and community care services were considered issues of concern. Accessing information easily was also considered important as a way of communicating health messages to young people who find it hard to

ask for professional help. They also felt that it was necessary to remove the stigma amongst young people regarding mental health issues (Australian Government, 2010).

Suicide for young people is the leading cause of death. Suicidal thoughts are prevalent among young people, especially young women. It is a devastating event, especially for young people and their families and friends. Approximately 8.3 out of 100,000 young people 15-24 years commit suicide. This rate has decreased from 17.1 per 100,000 since 1998 (Muir et al., 2009).

Proportion of young men and women 16–24 years who have ever had suicidal thoughts, made suicide plans or attempted suicide in Australia

	Men 16-24 years (%)	Women 16-24 (%)
Suicidal thoughts	8	14
Planned suicide	2	6
Attempted suicide	1	6

A number of young people experience disability, which can affect their well-being. Emerson, Honey and Llewellyn (2008) found that young people with a disability, long-term health condition or impairment were more than twice as likely as their peers to be dissatisfied with their friendships, have poorer general health, have less vitality, be unemployed, be dissatisfied with their employment opportunities and job prospects, live in areas in which they were concerned about their safety, report themselves to be 'poor' or 'very poor', be dissatisfied with their life overall, and have poorer mental health.

The survey conducted by Shanahan and Elliott in 2009 reveals that young people are generally confident and optimistic about their future. While they are aware of the challenges of life, most of them believe that they will succeed. The survey showed that short-term goals were specific ones, such as successfully completing secondary and tertiary education, getting a job or taking time out. Long-term goals were often emotional and economic. While some young people hoped to get rich, the overwhelming majority desired a 'comfortable' standard of living. Young people overwhelmingly favoured a balanced life: a happy relationship, secure employment, a 'comfortable' standard of living and, in many cases, children.

According to the National Survey conducted by Mission Australia in 2010 almost two thirds of all respondents felt either positive or very positive about their future. Less than one in ten young people felt negative or very negative. Slightly more than a quarter of respondents felt neither positive nor negative.

Feelings about the future, by age and gender

	Total (%)	11-145 yrs (%)	15-19 yrs (%)	20-24 yrs (%)	Female (%)	Male (%)
Very positive	21.2	21.2	21.4	17.6	18.5	24.5
Positive	43.1	42.6	43.6	44.7	44.6	41.4
Neither positive nor negative	27.0	28.2	26.2	24.4	28.7	25.0
Negative	5.5	5.1	5.7	9.2	5.8	5.0
Very negative	3.2	3.0	3.3	4.1	2.4	4.1

In Mission Australia's survey in 2010 young people were asked to identify the activities they are involved in. As can be seen from the chart below sport is the most popular form of non-curricular activity that young Australians are engaging in. The top three activities for young people in 2010 were *sports (as a participant)*, *sports (as a spectator)* and *arts/cultural activities*. Significant proportions of respondents also participated in *volunteer work*, *youth groups and clubs*, *student leadership activities* and *religious groups or activities*. Participation in all activities has increased since 2009, noticeably in some cases, such as sports (as a spectator), volunteer work and student leadership activities.

Activities young people were involved in

	2010(%)	2009(%)	2008(%)	2007(%)
Sports (as a participant)	**71.3**	**64.2**	**67.6**	**66.7**
Sport (as a spectator)	**57.2**	**39.3**	**46.5**	
Arts/cultural activities	**31.2**	**23.4**	**44.1**	42.8
Volunteer work	28.3	18.5	22.2	21.6
Youth groups and clubs	27.0	20.3	26.8	**27.4**
Student leadership activities	25.7	9.5	12.4	13.1
Religious groups or activities	25.5	20.0	25.9	24.7
Environmental groups or activities	13.3	9.8	4.3	13.2
Political groups or organisations	5.6	N/A	N/A	N/A

*Appears as the single item sports prior to 2008

Participation rates for Indigenous youth have rapidly increased in all forms of non-curricular activities, but particularly within youth groups and clubs. The proportion of Indigenous young people participating in youth groups and clubs was 26.8% in 2009, whereas in 2010 it was 35.4%.

The proportion of young people involved in volunteer work has increased since 2007. Volunteering has become increasingly popular for 20-24 year-olds. The proportion of volunteers within the 20-24 age group has gone up from 36.6% in 2009 to 47.8% in 2010.

Young people's social participation plays an important part of their lives. Their interactions with family and friends impact on their social and emotional well-being. Young people 15–24 years spend about 20 hours per week with their friends on average (ABS, 2006).They also participate in community activities, including volunteering. Results from the ABS Time Use Survey (2006) reveals that 15–24 year-olds spend around 40 hours per week with their families. A number of things impact on how much time they spend with their families, such as age, gender, living arrangements, geographic location, main activity (study, work) and birthplace. Families are important in the lives of young people as they influence a young person's emotional and physical development.

Average hours per week young people 15–24 years spend with their families, their friends and time alone by select characteristics

	Time with family	Time with friends	Time alone
Male	39.8	24.4	13.0
Female	47.9	25.0	10.7
15-19 years	**48.6**	**29.3**	9.0
20-24 years	**38.7**	**19.9**	14.9
Paid work	38.3	18.1	13.8
Study	52.2	30.6	8.9
Paid work and study	38.0	26.4	13.3
No paid work or study	67.8	18.4	7.6

Participating in the workforce is very important for individuals and the broader economy, as well. It is more than just income. Having paid work improves a person's wellbeing and a sense of identity, and helps the individual to connect with others and participate in society (Australian Government, 2010). Almost half of 15-19 year-olds and more than two-thirds of young people aged 20-24 years are employed in some capacity. Among the 15-19-year-old age group 45 per cent of females are employed, compared to 43 per cent of males. The participation rate is higher in the 20-24-year-old age group, with 70 per cent of males and 67 per cent of females.

Employment of young people aged 15-24 years

	15-19 years			20-24 years		
	Male (%)	Female (%)	All (%)	Male (%)	Female (%)	All (%)
Employed full-time	17.0	9.4	13.3	46.7	35.7	41.3
Employed part-time	23.2	33.1	28.0	20.4	29.1	24.7
Employed hours not stated	2.5	2.5	2.5	3.0	2.0	2.5
Unemployed	6.8	6.4	6.6	6.2	5.5	5.8
Not in labour force	44.6	42.9	43.8	15.7	21.3	18.5
Not stated	6.0	5.6	5.8	8.0	6.4	7.2

A high proportion of young people engage in casual and temporary work compared to part time work. The youth unemployment rate is 12%, which is higher than the national average of 5.7% (Muir et al., 2009).

Three quarters of 15-24 year olds are studying full time. However, 15-19 year olds are more likely to be studying full time as opposed to the older age range. Those who are in neither paid work nor study spend the most time with family (an average of 68 hours per week), followed by young people in education (an average of 52 hours per week). Leisure time makes up approximately 24 per cent of 15–19-year-olds' time and 21 per cent of 20–24-year-olds' time. As productive time increases (work, education), leisure time decreases. This is reflected in the fact that the proportion of young people who say that 'insufficient time due to work/study' is the main constraint to participating in sport and recreation increases from 28 per cent for 15–17 year-olds to 40 per cent for 18–24-year-olds (Muir et al., 2009).

Use of time by young people 15-24 years

15 - 19 years

20 - 24 years

■ Necessary time ■ Productive time ■ Leisure time ■ Travel
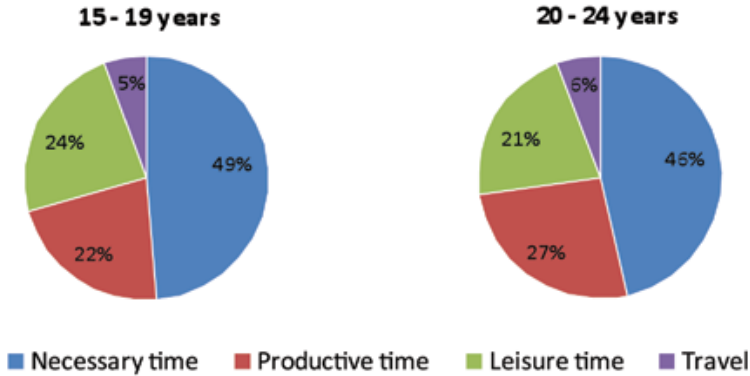
Necessary time includes sleep, personal care and eating. Productive time includes paid work, domestic work and care, education and voluntary work. Leisure time includes shopping, church, community participation etc.

It is important for the wellbeing of individuals to be connected to a community where they can grow and live. For young people to feel empowered to participate in and contribute to their community, they need to feel connectedness and a sense of belonging with that community. During the "National Conversation" young people said they want to experience respect in the places they spend time. Young people indicated that they need more safe and youth friendly spaces for them. They felt that they needed greater access to services and support in order to be connected to their communities (Australian Government, 2010).

Religion is another area of community involvement for many young people. It is not just a spiritual commitment, but can also form part of a social activity and a civic engagement as well as a volunteering opportunity. In the 2006 Census almost two-thirds of Australian young people acknowledged they were religious, while 23 per cent said they were not and the remaining 13 per cent did not specify any. Research was conducted in Victoria on young people's perceptions of their spiritual wellbeing, which found that, for the 16-24 year-old participants, spiritual wellbeing was linked to a sense of connectedness that helped them find meaning and purpose in life. While some of the respondents linked their spirituality with a religious tradition, many others felt that their spiritual development was more dependent on the positive relationships they had formed (Muir et al., 2009).

Religious affiliation of young people aged 12-24 years

	%
Catholic	26
No Religion	**23**
Anglican	14
Not defined	**13**
Other Christian	5
Uniting Church	5
Baptist	2
Greek Orthodox	2
Other Religions	2
Buddhism	2
Islam	2

Lutheran	1
Pentecostal	1
Presbyterian	1
Total	100

Conclusion

The picture of Australia's young population is generally positive. Young people (12-24 years) make up one fifth of Australia's population. They are culturally and linguistically diverse and are likely to live in cities. Most of them rely on family and friends for support. Many young people achieve high level educational attainments and a significant proportion is employed full or part time. They also take part in community based activities and in volunteer work. However, while it is a successful generation, today's young people also have to face big challenges, such as homelessness, drugs, mental illness or disability.

Overall, they make a huge contribution to the Australian society, and therefore, investing in Australia's young people is of paramount importance, not just for themselves, but for the country as a whole.

Rover Scouts are already volunteering more than the national average.

Mental health issues are of concern to Rover Scouts.

3. NEEDS AND DESIRES OF CURRENT ROVER POPULATION

Identify the needs and desires of the current Rover population

PROCESS FOR GATHERING INFORMATION

Information for this section was compiled from:
- Scouts Census information 2011
- Details provided by the three Branches who responded to the Review Team's request to all Branches for information
- "State of Australia's Young People" (Commonwealth of Australia, Office for Youth 2009)
- Workshops run at NYC, NSW YACs, Rover Program Meetings and individual Branch meetings.
- The survey of Australian Rovers 2011.

FINDINGS

ROVERS PARTICIPATION RATES % - BRANCH COMPARISONS
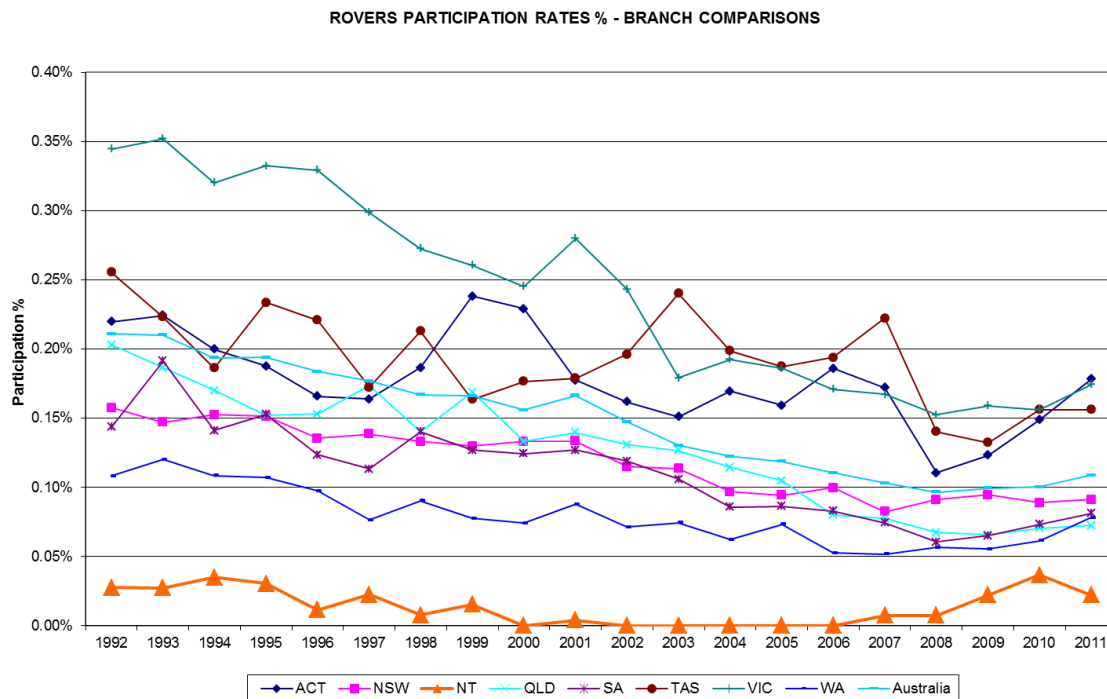
The participation rates for Rover Scouts has dropped significantly since 1992. Some Branches have successfully reversed this trend in recent years while others have only slowed the rate of decline. Overall, rates are still very low.

This graph demonstrates the decline in Rover Scouts numbers over the last twenty years.

Rover Scout Membership
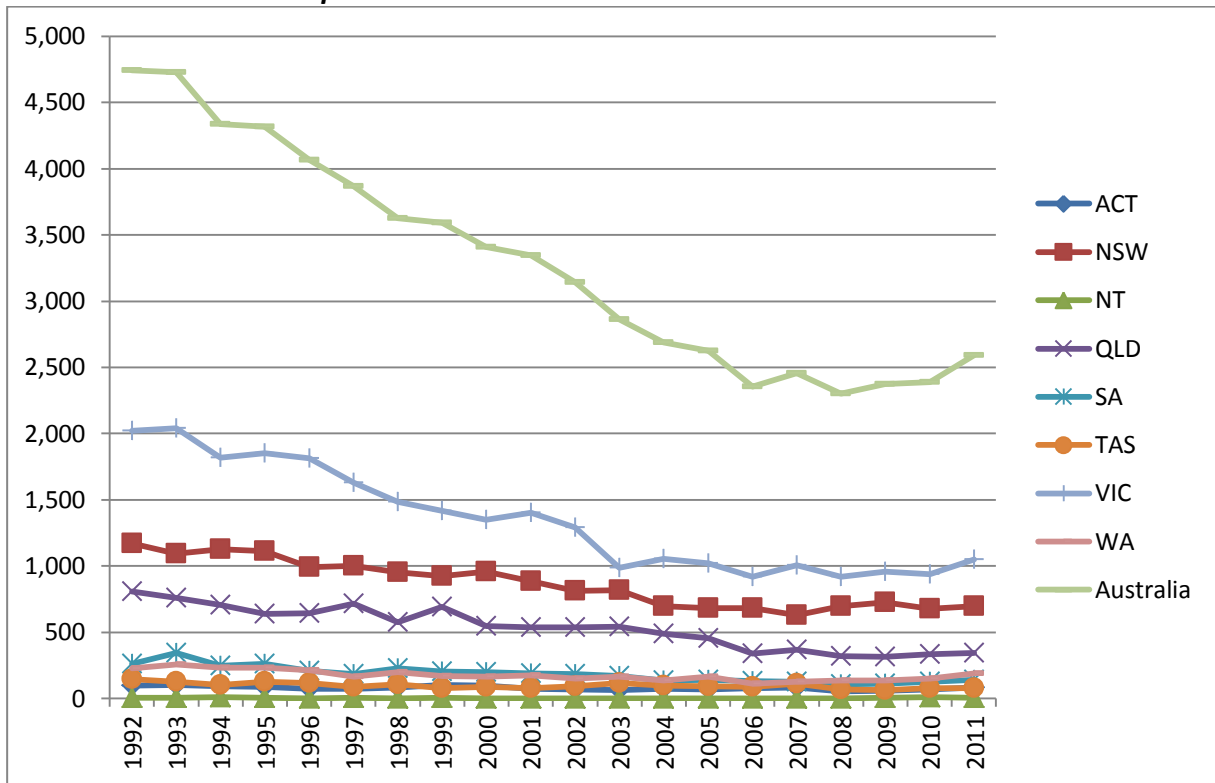
The significant decline in Rover Scout numbers is statistically similar to the decline in Scout membership overall.
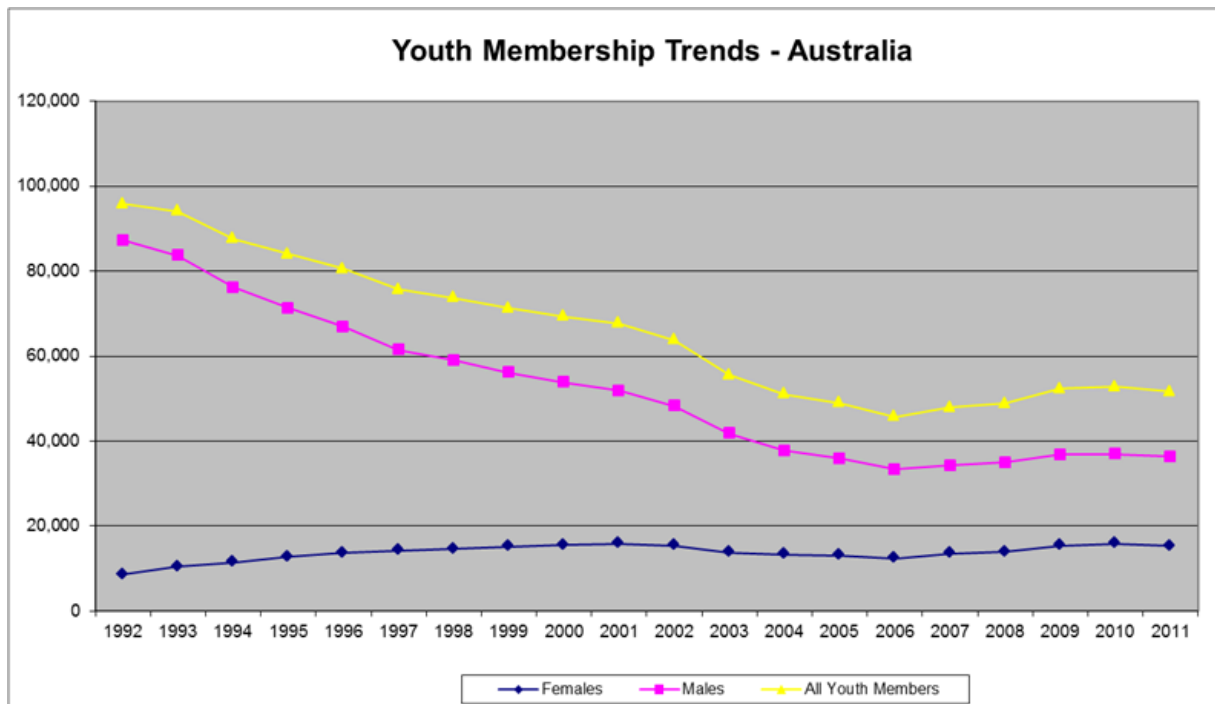
Rover Scouts, when compared to the research concerning young adults in the "State of Australia's Young People", are more urbanised (comparison of South Australian and Victorian Rovers only). The report, "State of Australia's Young People" indicates that there may be a further reduction in country youth and Rover Scouts will follow this trend. However there are examples of country/isolated Rover Crews operating effectively and providing opportunities for young adults.

For a Rover Crew to run effectively a functioning Scout Group is required or preferably a cluster of Scout Groups for each Crew.

Given the requirements that Rover Crews must meet for self-governance, there may be a barrier for the formation and operation of country Rover Crews. Crews need to be encouraged, not inhibited, by the establishment process.

Diversity

Scouting and Australia are both diverse in ethnicity and cultural background. It appears that the diversity of cultural heritage in Scouting is not as diverse as Australia generally and Australia has cultural backgrounds that are not well represented in Scouting.

Efforts have been made within the younger sections of Scouting to provide opportunities for young people from culturally and linguistically diverse backgrounds to join Scouting. However, there are only a few examples of specialist Rover Crews in Australia e.g. 3rd Rose Bay Judean Rover Crew.

Further research would need to be carried out to determine if this issue is indicative of the inclusive nature of Scouting.

Alcohol

Alcohol plays a large part in Australian culture - 80% of Australian males in the Rover age group drink regularly as do 60% of females.

Twenty per cent of Australian youth have a drinking problem (State of Australia's Young People). The Australian Government, State Governments and even alcohol suppliers are trying to curb the rates of harmful drinking in our youth (observation from Drink Safe Conference, Australian National Museum, Canberra, June 2011). There was no evidence to suggest that Rover Scouts are any different from the rest of Australian young adults on this matter.

National Rover Councils and Branch Rover Councils have implemented some policies, guidelines and procedures to promote safe alcohol use within Scouting and also reduce the image of Rovers as "drinkers" to the broader Scouting community.

Alcohol consumption appears to be higher when Rovers are not engaged in meaningful activities e.g. activities that develop them and are fun. By increasing the structure of some events there could be a reduction in drinking. In the broader community other youth

focused activities e.g. sporting clubs and Defence Force have been in the news with concerns about drinking amongst their members.

Large scale Rover and Scouting events that lack meaningful activities could be conducive to encouraging consumption of alcohol. Events should be well structured to maximise activities and minimise alcohol consumption.

Mental Health

As mentioned in the previous chapter, 40% of young people will experience mental health issues. The age range 16-23 also has a high rate of suicide. Indicative results based on observations of both NRC members and members of the ACT Branch demonstrate that the accepting nature of Rover Scouts may mean that there may be a higher representation of mental health sufferers within our ranks. Branches' approaches to mental health are not consistent and this, combined with self-governance, can mean Crew Leaders and indeed Rover Advisers feel unsupported in these issues.

Rover Scouts attending workshops reported they would benefit from mental health training. Sometimes the support networks open to Leaders dealing with mental health issues do not always appear to be open to Rovers. It is recommended that mental health training be made available.

Sexual Health

Many Australians become sexually active before entering the Rover age range.

Sexually transmitted infections increase significantly in this age range as outlined in the "National Strategy for Young Australians". There are significant resources through government agencies directed to combating the spread of infections.

While the Rover Section has taken steps to support safe sex, there have only been a few attempts to conduct sexual health education programs with Rover Scouts.

Although our current approach to sexual health education appears to be "learning by doing", consideration should be given to developing a training module on sexual health awareness or access existing training programs.

"Time poor"

Rover Scouts are more "time poor" now than they were thirty years ago. This is indicated by the "State of Australia's Young People" Report and our research which indicates that Scouting competes with many non-discretionary activities such as education and employment taking up to 55 hours per week. Crews have usually been set up to run as they have historically, i.e. weekly meetings and weekend activities. While there is no need to make all Crews change this operation method, Crews sometimes are not aware of different meeting practices utilised around the country. This awareness could be raised within Rover Section specific training.

Current program

Currently Rovers enjoy several elements of the existing Rover program. The workshops and forums demonstrated that there are many activities that Rovers experience more easily and cheaply than through other avenues. This is clearly a major drawcard.

There are many Rover Scouts who also enjoy the self-government aspects of the Rover program. However, equally, there are Rover Scouts who enjoy the Program for its activities and do not regard self-governance as important for their individual development.

Recommendations

- Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

- A more flexible program be developed and delivered to accommodate time and financial constraints on young adults.

4. OTHER YOUNG ADULT FOCUSED ORGANISATIONS

Investigate what other young adult focused organisations are doing to attract and satisfy young adults, and the success of those strategies.

PROCESS FOR GATHERING INFORMATION

In order to research this topic a variety of different organisations were approached and face-to-face interviews were conducted with representatives from Creative Youth Initiatives (a Mission Australia program), Duke of Edinburgh, NSW Sport and Recreation, Outward Bound, the Pyrmont Youth Centre, Resistance (a left-wing political party for youth), the SBS Youth Orchestra, St John Ambulance, the Salvation Army, St Vincent de Paul, YMCA, Volunteering Australia and the NSW State Emergency Service. The aim of the interviews was to ascertain what other young adult focused organisations are doing to attract and satisfy young adults and why those strategies are successful.

FINDINGS

How do organisations initially attract youth?

Most of the agencies interviewed approach young people through their educational connections. While a number of organisations tend to find interest among school groups through running specific programs within schools, others prefer to promote their services through advertising at universities and schools. At SES, for example, the State Cadet Coordinator communicates with one link coordinator in each unit per region and then contacts local schools to offer to run the Cadet program.

Often organisations are sourced through auditions and referrals, such as SBS Orchestra, or due to a need of an individual or a family.

Some organisations do not contact schools and universities directly, but tend to rely on word of mouth and their reputation. For instance, St John Ambulance is approached by many young people because they see them as a stepping stone to their career path. It also has a good media profile in terms of its links.

Personal invitations, school visits, youth inter-agencies, referrals from major agencies and giving talks in the community are also successful avenues for attracting young people.

Creating services and activities that are applicable to a young person's life

The organisations interviewed provide services with specific outcomes offering qualifications, friendship, a sense of social belonging and community development.

Constantly assessing the needs of the current community to keep the services relevant and dynamic is a key factor, although some organisations are having difficulties in this area.

Most services aim at providing young people with life skills that can be translated into 'real life', and positive experience, such as self-development, self-confidence, self-esteem, gaining

an understanding of self, communication and social skills, realising potential, making new friends and becoming a 'positive' member of the community.

NSW Sport and Recreation cut down their classes to shorter programs that offer a variety of activities.

The reason they are doing so is they are starting to accept the shift in the culture and values of the current youth community. Young people are keener on one-off events or engaging in activities that involve no set times, dates or training, and therefore they can fit these activities into their busy lives more easily.

The youth market responds to defined shorter term projects with specific outcomes that incorporate an element of social networking. A study NSW Sport and Recreation conducted focused on young women 13-25 years revealed that they were more likely to access and stay in activities if there was a 'self-care' element in them (extended time before and after activity to freshen up and have access to a beautician). Trainers had to adapt their programs to accommodate this current need otherwise participation rates fell (links to Mission Australia Survey – body image). Results also showed that if trainers became physically involved in the activity this increased the level of participation from members as it created a safer environment for risk-taking.

Salvation Army varies its approach in terms of service provision. They find that the highest or growing attendance is for those groups that provide activities with relevance to that youth group's life.

Individuals are often self-assessing their purpose in life and trying to find those opportunities. Therefore, the activities carried out in the community groups are routinely assessed and adapted in accordance with those needs. They assess the needs of a particular community then design the activities around those needs rather than constructing them beforehand. They are following a needs-based rather than a prescriptive formula.

St John Ambulance is taking into account people's life styles and skills set and they are assessing how those fit into the organisation rather than how the organisation fits into someone's life. They are also looking at flexible volunteering. They are adopting a different approach to engagement, which is less rigid recognising that 'volunteering for life' is an old approach.

Adopting inclusionary practices and accessibility for all

Although the majority of the agencies follow an inclusionary model, a few of them find it challenging to involve Indigenous communities or physically and mentally challenged individuals. This is due to the nature of the courses run, and in order to facilitate those needs a separate course would need to be arranged with specialised instructors, for example. Another reason is a shortage of time and resources and expertise or confidence of volunteers to engage with "marginalised communities". Sometimes courses designed specifically for physically and mentally challenged people and those set up in remote areas were terminated as they proved to be too costly.

Most agencies are, however, places of "no labels" where those who are socially isolated can connect to other youths in a safe and non-judgemental environment. It has been found that some agencies tend to involve those in need – such as young people having drug, alcohol and mental health issues and communities in crisis – more in the service than the general youth population. **NSW Sport and Recreation**, for instance, offers programs in rural areas and in disadvantaged communities. Those individuals who feel disengaged in the normal processes of life can feel a connection to the community through sport. In terms of the disabled youth community there are both separate sports teams and also an integrated program where able and disabled youth compete on the same teams. It gives all individuals involved a sense of understanding and co-operation with others that have different abilities.

Creating mutually beneficial partnerships with other services and organisations and involving the wider community in activities

A large number of organisations find it hard to create a presence in remote, rural settings.
A major future challenge for **Pyrmont Youth Community Centre**, for instance, is accessing areas of the community in need but not currently using the service. They want to reach out and encourage a wider audience as the need exists. **YMCA's Youth Parliament** is one of the only services that has been hugely successful in accessing and gaining participation from the Indigenous community living in rural areas.

As previously stated the majority of the organisations have connections with educational institutions.

The Youth Parliament, which is a program run by YMCA, recruits from schools to gather for one month each year to discuss youth issues.

A number of agencies link with other organisations. **St John Ambulance** works in partnership with a variety of organisations depending on the event with which they are involved.

St Vincent de Paul Broken Bay Diocese Youth Office regards partnership models the only way to connect with community groups. They think that too many in the youth and community sectors are still trying to do everything for themselves. This creates mass duplicity of service provision, which is completely unnecessary.

Partnerships can be an important tool in increasing the popularity of volunteering. For example, **NSW Sports and Recreation** is looking to form partnership with **Volunteering Australia** in order to create opportunities, information and promote the idea of volunteering in the local sporting community.

Volunteering Australia has also run programs in conjunction with **Juvenile Justice** and **Youth off the Streets** by providing volunteering opportunities to those young people within these services.

Resistance uses its connections with other political movements to lobby government.

The focus for **Salvation Army** is on forming deep relationships and building a sense of community rather than providing competing entertainment activities.

Inter-agencies, which provide a great networking opportunity for local services, have proved to be an excellent source of information and support. One of the major challenges for some organisations is forging new partnerships in order to facilitate their activities to a wider audience.

Conclusion

The key strategies that organisations are using to attract and retain youth are:

1. Understanding the current needs of youth and being responsive to continual change.

2. Creating services and activities that are applicable to a young person's life, offering qualifications, friendship, a sense of social belonging and community development. Understanding the lifestyle and skill-set of an individual, and assessing where and how that individual fits best within the organisation rather than trying to mould the individual to an inflexible organisational structure.

3. Adopting inclusionary practices and accessibility for all.

4. Creating mutually beneficial partnerships with other services and organisations and involving the wider community in activities.

Recommendations

- A more flexible program be developed and delivered to accommodate time, financial constraints and lifestyles of young adults.

- The definition of "Service" for Rover Scouts is:
  Help that Rover Scouts give to someone, a community or organisation, to further their development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be
  - planned within a reasonable time frame and agreed by both parties
  - part of the Rover Program (including the Award Scheme)
  - a contribution to the development of the Rover Scouts
  - weighted towards the local and global community.

5. PERCEPTION OF ROVERS IN CONTEMPORARY AUSTRALIAN SOCIETY AND SCOUTS

Identify the perceptions of the Rover Section that are held in contemporary Australian society and in the various Sections and by Leaders in the Scout community.

PROCESS FOR GATHERING INFORMATION

During the research of this topic an online survey was conducted among Leaders and the Venturer Section in early 2011 about how they perceived Rovers. The Venturer survey contained questions about what they thought the main purpose of the Rover Section was, what they liked and disliked about it, whether or not they knew their local Rover Crew and why they would consider joining or not joining.

In a separate survey Leaders were asked about their previous involvement in the Rover Section, its main purpose, what they liked and disliked most about it and whether or not they liked the Section in general.

A survey was conducted at the 2010 Australian Jamboree which provided important information regarding how those in the 12 - 15 years age bracket perceived Rovers and whether they were considering joining the Section later in their Scouting.

A survey conducted by Rovers in Western Australia Branch was also used in the gathering of resources for this Term of Reference.

FINDINGS

LEADERS SURVEY

Branches

As can be seen from the following pie chart, a significant number of respondents were from Queensland (55.9%), with all Branches were represented. The responses did not differ when the Queensland responses were excluded.

Respondents by Branch

- Queensland — 55.9%
- NSW — 21.2%
- Victoria — 11.8%
- South Australia — 4%
- ACT — 3.3%
- Western Asutralia — 2.7%
- Tasmania — 0.9%
- Northern Territory — 0.2%
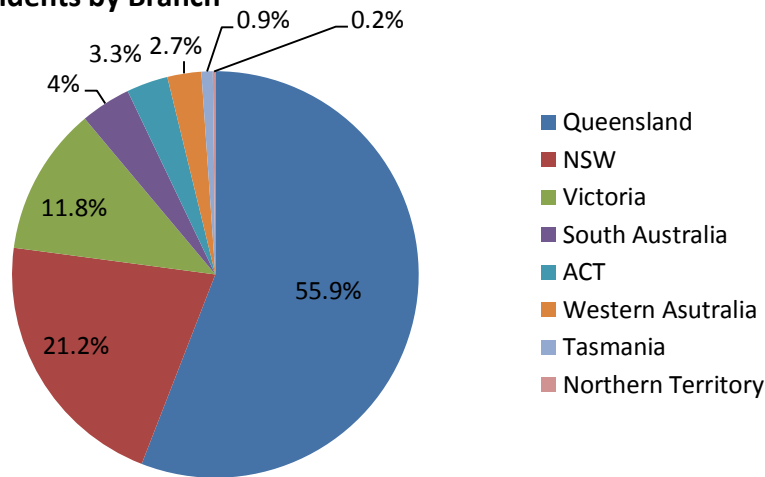
Primary Appointment

Respondents from the survey came from all Sections. About an equal proportion of respondents were appointed as Scouts, Venturer Scouts, Cub Scouts and other Leaders (21.3%, 21%, 18.6% and 19.9% respectively).

- Joey Scouts — 7.5%
- Cub Scouts — 18.6%
- Scouts — 21.3%
- Venturer Scouts — 21%
- Rovers — 5.2%
- Fellowship — 0.5%
- Activities — 3.4%
- Training — 2.7%
- 19.9%
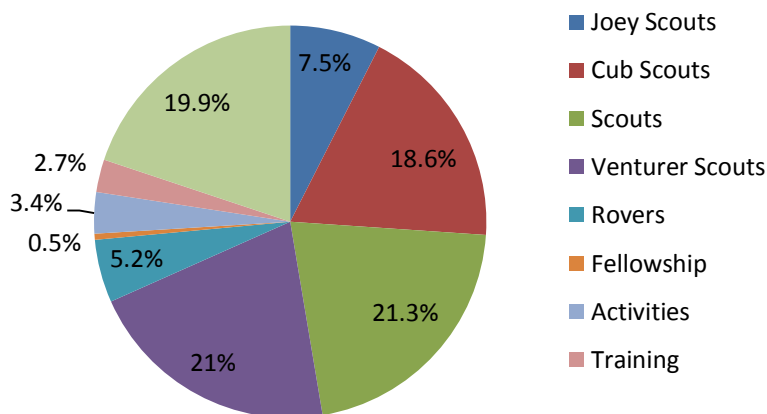
Previous involvement in the Rover Scout Section

Over half of respondents (50.9%) had no previous involvement in the Rover Section, while 55.3% had been involved either as a Rover, a supporter or a Rover Adviser as can be seen from the table below.

No previous involvement	50.9%
As a Rover	37.7%
As a parent or Supporter	12%
As a Rover Adviser	5.6%

Main purpose

The top three main purposes were *development of individuals, service to the community* and *service to Scouting*. Almost one third (29.6%) thought that the main purpose of the Section was the *development of individuals*. *Service to the community* was perceived as the main purpose by just under a quarter of respondents (24.9%).

Development of individuals	**29.6%**
Service to the community	**24.9%**
Service to Scouting	**20.24%**
Fun	17.8%
Training to become Leaders	6.6%
Other	0.8%

Comments focused on the fact that fun should come from the development and service aspects, as it should from the entire program. A large number suggested that the friendship and fellowship that come with being a Rover are also an important part of the Section.
There were many comments regarding service, with some suggesting that service to Scouting and service to the community were one and the same and that service should be a greater priority for the Section. Just as many people suggested that Rovers should be Rovers first and Leaders second, and that the Rover Section is not an unlimited resource for the rest of Scouting to be used in a way that has no benefit for individual Rover Scouts.

What Leaders like about Rovers

One fifth of respondents liked the *personal development* aspect of Rovering (20%). *Service to other Sections, self-governance/independence* and *Rovers are fun* were ranked among the top three things Leaders liked about Rovers.

Personal development	**20%**
Service to other Sections	**13%**
Self-governance/Independence	**13%**
They are fun	**12%**
Service to the greater community	11%
Positive role models	11%
The Adventurous Program	7%
Works well with the group	4%
Overseas opportunities	2%
The Secrecy	2%
The Squire System	2%
Motor sports	2%
Other	2%

Suggested other answers were the St George/Knight theme, and more commonly the friendships made in the Section. One or two responses suggested that all headings applied, while a few suggested that they picked their responses based on what Rovers SHOULD be, not what it is now.

What Leaders dislike about Rovers

14% of Leaders did not like the *social club* aspect of the Section followed closely by those who said that it was *detached from Scouting* (13%). The third ranked issue was *drinking* (10%).

Social club	**14%**
Detached from Scouting	**13%**
Drinking	**10%**
Not involved in the group	9%
Not reliable	8%
Hard to contact	8%
Not enough become Leaders	8%
Are cliquey	7%
Other	7%
Not enough service	6%
Not easy to deal with	4%
Motor sports	3%
Squire System	2%
Too much service	1%

On a positive note, many comments in this Section commented on the fact that none of these answers applied to the Section, and that they did not dislike Rovers at all. Some comments mentioned that an *unbalanced program* was what was holding back particular Crews, and many responses suggested that it is *individuals* who are the problem for the Section, and that on the whole there is little not to like about the Section. *A lack of commitment and motivation*, *little or no follow up to communications* and *a lack of support to other Section events* were also quite frequently mentioned. Finally, one or two responses suggested that the Section *has moved too far away from BP's original views* for the movement.

Youth members' experience with Rovers and how they perceive them

Almost half of the respondents said that youth members in their Section saw Rovers from time to time (45.2%), while nearly one third had never seen them (27.6%).

We see them from time to time	**45.2%**
No, we have never seen them	27.6%
Our local Rovers are active in helping our Section run events	21.6%
As a Section Leader	19.6%

While the majority of Leaders thought that youth members liked Rovers (38.4%), a quarter of respondents did not know what youth members thought about Rovers, compared with 19.7% saying members did not know any Rovers.

They like them	38.4%
I don't know what they think	25.4%
They don't know any Rovers	19.7%
Other	14.2%
They see them as Leaders, not Rovers	11.7%
They think they are mean	1%

While the vast majority of Leaders (96%) would encourage youth members in their Section to join Rovers, 4% would not do so.

Leaders' experience with Rovers

Most Leaders indicated that their experience with Rovers had been positive, whereas 3.3% felt it was negative. 25.3% said they had mixed feelings about them and 7.8% had not had any experience at all.
In general, 95.2% liked Rovers, compared with 4.8% who did not.

Comments from Leaders

"Not sure, I think Rovers would be great if they were actively pursuing service to the community and an adventure/outdoor program which is advertised and encourages young Leaders to join as well. We have had young Leaders in our groups but most of them have come from the community and not from Rovers. I would suggest these young Leaders are interested in adventure programs and service to the community but not necessarily all the other activities. These young people tend to be very busy people and would not be interested in just sitting around. I have only seen the motor car activities which would not interest people that are interested in the above"

"Rovers need to be seen as a development Section like any other, not a work horse for Scouting. The program needs to be flexible to deal with all the conflicting priorities of the age group, and Rovers has to be fun - fellowship needs to be the foundation that underpins the program."

Recommendation

The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. The Rover Crew could remain self-governing with Group Leaders and District Commissioners providing support.

VENTURER SURVEY

In the survey respondents were from all states and territories. As can be seen from the pie chart below a number of respondents were from Queensland (32%), whereas the proportion of participants from Tasmania and the Northern Territory was only 1%.

Branch respondents
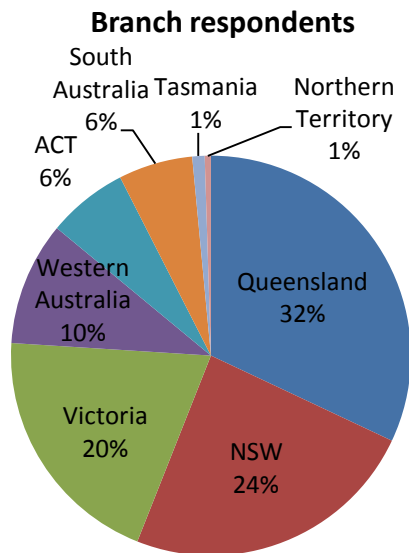
The respondents were from the 14 to 17 years age group, the majority of whom were 17 year-olds, whereas the 14 year-olds participated in the smallest number, 36% and 9.8% respectively.

Age of respondents	Percentage
14	9.8%
15	22.9%
16	31.3%
17	36%

Main purpose of the Rover Section
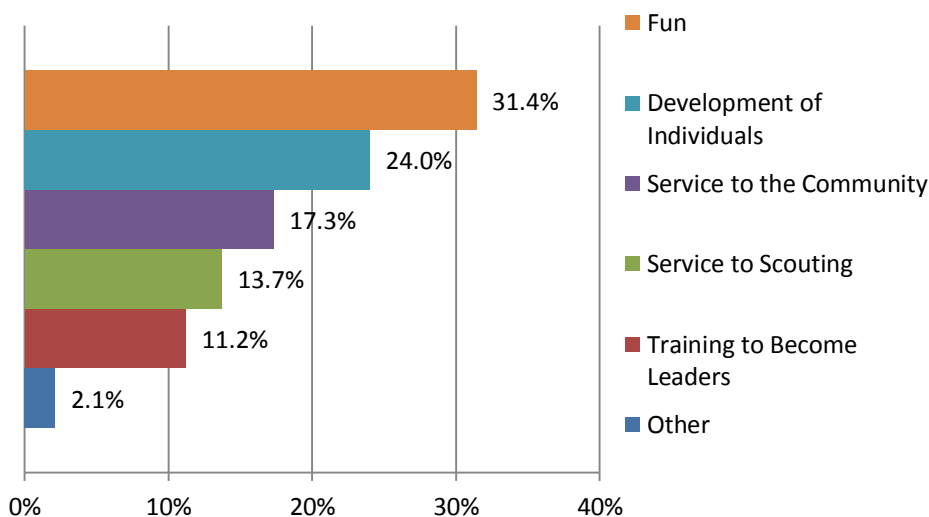
Fun, the development of individuals and service to the community were ranked as the top three main purposes of Rovering.

One in three Venturers thought that the main purpose of the Rover Section was *fun* (31.4%), while *development of individuals* was identified as the main purpose by 24%.

Of the 13 people who selected other, four or five made reference to sex, alcohol and parties. The other comments were about *adventure*, *friendship* and *forming a good social network,* and *service*. One comment mentioned that the Section gives you the *skills to join the army*.

What Venturers like most about Rovers

The table below shows what Venturers like about the Section. What almost one quarter of respondents like about it is that *they are fun* (24%), which was followed by *the Adventurous Program* with 14.5%, while the *self-governing* aspect appealed to about one in ten respondents.

They are fun	24%
The Adventurous Program	14.3%
Self-governing/Independence	10.5%
Personal development	9.1%
Overseas opportunities	7.6%
Positive role models	7.2%
Motor sports	6.4%
Service to the Sections	6.0%
Service to the greater community	4.2%
The secrecy	3.8%
Work well with the group	2.6%
Other	2.2%
The Squire System	1.4%

In this Section almost all of the comments suggested that they had either never met Rover Scouts, or did not know about them.

What Venturers dislike most about Rovers

The majority of respondents do not like the fact that Rovers are detached from the rest of Scouting (15.2%), whereas approximately one in ten Venturers dislikes the perceived emphasis on drinking (11.8%). Equal proportions are dissatisfied with Rovers having become a social club and being too hard to contact (8.8%).

Are detached from the rest of Scouting	15.2%
Drinking	11.8%
Has become a social club	8.8%
Are too hard to contact	8.8%
Not enough become Leaders	8.2%
Are not involved with the group	7.2%
Are not reliable	7%
Other	7%
The secrecy	5.9%
Are cliquey	5.4%
Too much service	5.2%
Not enough service	3.1%
The Squire System	2.9%
Motor sports	2%

Again there were a number of responses suggesting that a lack of knowledge of the Section meant they could not answer this question. Six respondents suggested there was nothing wrong with the Section, and three mentioned the drop-out rate, while other comments, which are listed below, seemed not to follow a particular trend.

"Too serious, not motivated, rely too much of Facebook (I don't know when things are on, because I don't have Facebook), are fat and lazy, are too old and out of touch."

In answer to the question *Do you know your local Rover Crew?* almost half of respondents (45.3%) said that they knew one or two of them. About one in five responded that some of them used to be in their unit. 14% of respondents met with their local Rover Crews regularly, and about an equal proportion indicated that they did not even know who their local Crew was.

The overwhelming majority surveyed said that they would join Rovers. Only approximately 24% do join. The reasons for this are elsewhere in the report.

Recommendation

> Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

Comments are very interesting in this section. Of the 46 comments, five of them suggested they would rather be Leaders than Rovers, three cited the need to go from Joeys/Cubs right through to Rovers, while two suggested that they would not feel safe in the environment their local Rover Crew creates, and a further two suggested that they would need to think carefully about where they went to Rovers.

Along with these comments, many people cite time constraints as an issue, others suggest they will if their friends do, while others simply state they are not sure yet.

"I considered it but I am working towards my Queen Scout and devoting my time towards service in other Sections. As far as I know badge work and service is low on a Rover priority."

"After eight years of Scouting, I get the feeling I wouldn't last long in Rovers (unfortunately). They are WAY too different compared to the other Sections."

"Not the way it is right now. I wouldn't feel safe around the people I've met in Rovers and don't agree with their reasoning of being at Rovers."

"At the moment I do not know which Crew I wish to join due to the amount of cliqueyness involved, and I do not feel I would be able to join that easily."

Why Venturers would consider not joining Rovers

There are a variety of reasons why Venturers would consider not joining Rovers, which can be seen in the table below. In this Section respondents could select multiple answers from the list. The majority of respondents (42.9%) selected drinking as the main reason why they would not join the Section. Rovers being too much of a social club was ranked second (40%), and equal proportions did not specify why they would consider not joining.

Drinking	42.9%
Too much of a social club	**40%**
Other	**40%**
Secrecy	25.7%
They do not want me	17.1%
Squire training	14.%
Do not get on with other Rovers	8.6%
Do not get on with RA	2.9%

Only the 35 respondents who said no to the previous question answered this question. Comments for this question were all to do with either time constraints or distance.

Why Venturers would consider joining

The top three reasons why Venturers would join were *fun*, *natural progression* and *friends*. Fun was overwhelmingly the most important reason (85.2%). Natural progression was another important reason for joining (56.3%) and 52.8% would consider becoming a member because their friends are there as well.

It is fun	85.2%
Natural progression	**56.3%**
My friends are there	**52.8%**
Service	29.6%
Moots	26.8%
Drinking	12.7%
Other	11.3%
Squire Training	6.3%

Only the 142 people who answered yes to the previous question answered this question. Comments were things such as specific events and the opportunities available to Rovers.

Venturers' experience of Rovers

While a fair proportion of respondents (64.3%) had had positive experience of the Section, 4.7% indicated that their experience had been negative. A little under one fifth had had both positive and negative, whereas 16.4% had had no experience at all.

In general, a large majority (92.6%) like Rovers, compared with only 7.4% who said they did not like them.

The following table demonstrates the significant loss of members between Venturer Scouts and Rover Scouts.

| | VENTURER SCOUTS - MALES | | | | | | | | VENTURER SCOUTS - FEMALES | | | | | | | |
| | No at | Losses | | Recruitment | | Going Up | | No at | No at | Losses | | Recruitment | | Going Up | | No at |
Branch	31/03/2010	Number	%	Number	%	Number	%	31/03/2011	31/03/2010	Number	%	Number	%	Number	%	31/03/2011
NSW	958	335	35%	58	6%	45	5%	1064	452	166	37%	70	15%	14	3%	536
VIC	948	385	41%	123	13%	121	13%	1012	573	225	39%	98	17%	78	14%	573
QLD	482	215	45%	64	13%	45	9%	469	275	156	57%	41	15%	20	7%	250
SA	199	101	51%	39	20%	0	0%	245	161	83	52%	18	11%	0	0%	142
WA	245	128	52%	18	7%	15	6%	238	124	58	47%	16	13%	11	9%	123
TAS	96	44	46%	11	11%	3	3%	90	59	28	47%	4	7%	1	2%	58
ACT	100	19	19%	12	12%	2	2%	79	62	11	18%	7	11%	0	0%	55
NT	15	6	40%	3	20%	2	13%	19	9	1	11%	0	0%	2	22%	9
TOTAL	3043		0%	328	11%	233	8%	3216	1715	728	42%	254	15%	126	7%	1746

AUSTRALIAN JAMBOREE 2010 SURVEY

What Scouts think of Rovers

This topic was used at the Yakkery only. Scouts were prompted with the following information and questions:

The Rover Section is being reviewed to make it an even better Section to join.
- What do you think Rovers do?
- Is Rovers something you want to do later on? Why?
- What do you think will be the best thing about being a Rover?
- What would make Rovers more interesting for you?
- What sort of things do you think Rovers should be doing?
- Do you have a Rover Crew near you?

Summary of themes

Comments from Scouts visiting this topic at the Yakkery over the course of the Jamboree have been reviewed. The following common themes stand out:

- Scouts believe Rovers can participate in a large variety of activities. Mostly they see them as adventurous activities and many believe they are activities that Scouts (due to their age) cannot participate in (motor sports came up regularly, for instance.) This aspect is seen by some as an appealing reason to join Rovers.

- Scouts know they do not know much about Rovers. They want to know more. In some cases they say that knowing more might convince them to join Rovers.

- Scouts, on the whole, enjoy their interactions with Rovers when they are able to. They seem to look up to, perhaps idolise, most Rovers. They like it when Rovers help out at Scouting activities or on Scout nights. (Some mentioned Rovers as Leaders, but this does not seem to be their main thrust). Many believed Rovers should be teaching younger sections as part of their responsibilities – including Joeys.

- However, many Scouts mentioned looking forward to being able to "boss Scouts around". This perhaps suggests that this is their experience of interactions with Rovers. Other negative experiences with Rovers were also reported.

- Scouts have very strong and clear beliefs about what Rovers should be doing. Adventurous activities, supporting the Group, promotions, leadership training, role models, having fun, help or run activities for other sections, community service, and environmental support are the main messages.

- Scouts appreciate the 'freedom' of being a Rover. Many understand that Rovers organise things for themselves and that there are many opportunities, experiences, and lots of independence available to Rovers that do not exist in other sections.

- On the topic of alcohol, some Scouts gave negative responses about the use of alcohol in Rovers. Some indicated they are looking forward to that aspect when they are old enough for Rovers. However, a majority of patrols who visited the Rover topic at the Yakkery did not mention alcohol at all.

WESTERN AUSTRALIA BRANCH SURVEY

In the survey there were 223 respondents, the 36 to 45 years age group was represented in the biggest proportion (34.7%) followed by those between 46 and 55 years of age with 26.6%.

As can be seen from the diagram about equal proportions were District Commissioner, Group, Venturer or Assistant Venturer Leaders and Other Leaders account for 73.9%.

What is your appointment?

District Commissioner or Group Leader, 14.7%

Venturer Leader or Assistant Venturer Leader, 11.4%

Other Leader, 73.9%
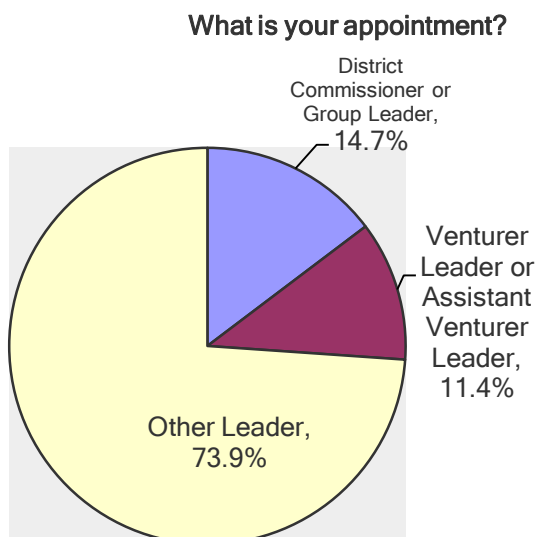
On the topic of first impression of Rovers the vast majority of respondents gave a positive answer. Some of the comments were

"Great bunch of young people with a great outlook on life and willing to help within the community."

"A group of fun loving young adults taking some responsibility for themselves and others."

"Big Joeys - seriously, young people doing a tremendous amount of good in our Scouting and wider community who do not get the recognition deserved."

"Awesome, but harder to retain members due to age group, jobs etc."

Out of the 179 people who responded to the question *"Do you know how old Rovering is in Australia?"* a significant number said no.

Almost all respondents (96.4%) thought that Rovering was still relevant.

Out of all participants in the survey, 22 gave their opinions on what they thought was the single greatest reason Venturers were not joining Rovers. Some of the respondents said the reason was study, time pressure at university, cost and low income or a lack of Crew or not enough Crew interaction.

"Not enough communication between the two sections....sometimes Rovers aren't very forthcoming with information because they want it to be a secret for when the Venturers go up, but I feel that if more of what Rovering is about was shown to the Venturers, they would be joining in their masses."

"The perception amongst Venturers and Leaders that all Rovers do is drink."

"We got a good number of Scouts going to Venturers as well and I think that's because we got them excited about Venturers. To help stop the drop rate to Rovers, perhaps there needs to be excitement amongst the Venturers early on to want to be a Rover. My Venturers have no doubt that they want to be a rover and are all only 15."

"Crews need to get more involved in their local Venturer Units, because once the Venturers see that Rovers are not a bunch of closed knit booze hounds and are able to form friendships with these that they are meant to be linking up with... Venturers retreat slightly - to do with the age they become a little bit shy and insecure of where they fit so to have formed a bond with the Crew they are meant to link to would be great as they usually link singularly, unlike Joeys and Cubs."

The Perception of Rover Scouts in Contemporary Australian Society

The following is drawn from research regarding Scouting generally. Its relevance for Rover Scouts particularly has been reinforced by other research carried out by the Review.

Scouting has an image problem. "It is not visible enough, its benefits are not well enough understood at large and it is seen as somewhat 'quaint' and a bit 'nerdy' by many adults and kids" (Scouting Research Review Highlighting Organisational Challenges, Dangar, May 2009).

Where people have no association with Scouting, there is a relatively low awareness of what it is really about and the benefits it offers to helping young people develop life skills (Scouts Australia Marketing Communications Strategy, 2008).

In a general sense, Scouts is seen in the community as being of great value. The brand is well known, but the product itself is not.

Scouts Top of Mind awareness has grown from 13% in 2005 to 26% in 2008, well ahead of other youth organisations. Total awareness of Scouts has grown from 89% in 2005 to 95% in 2008.

Scouts Australia AC Nielsen Omnibus Survey 2008 Awareness Levels

Organisations	Top of Mind/First Mentions Total Awareness					
	2005 (%)	2006 (%)	2008 (%)	2005 (%)	2006 (%)	2008 (%)
Scouts	13	27	26	89	96	95
PCYC	11	13	<1	59	64	63
YMCA	4	9	8	85	81	81
Guides	2	6	0	85	91	90
Surf/Nippers	<1	1	1	78	85	85
Duke of Edinburgh	<1	0	<1	51	56	51
Military/Defence Cadets	0	<1	<1	61	66	63
SES	<1	0	0	73	65	68
YWCA	<1	0	0	85	58	56
St John Ambulance Cadets	0	0	0	55	48	44
Boys Brigade	<1	0	0	44	43	36
Girls Brigade	<1	0	0	35	39	33
Red Cross Cadets	0	0	0	26	18	16

The Nielsen Survey 2008 shows the following weak areas:
- Scout Leaders are not thought of being pillars of the community to any great extent,
- Scouts is not seen as a modern, forward looking association,
- Scouts is not seen as being for young adults, i.e. 18 – 25 years.
- It is not an organisation in which one would volunteer (although this is not a high figure for other organisations either).

This puts severe pressure on those who are available, including Rover Scouts and may lead to a lack of desire to pro-actively market the Movement at a local level in order to increase numbers.

Image Problems and Barriers – Non-Scouts

"Someone is going to boss you around"…"with the Duke of Edinburgh you are in control of what you do. In Scouts, Leaders organise and make the decisions. I would rather be the one deciding".

"All Scouts do is tie knots…how boring is that…Scouts is more for young kids…losers…uncool".

"Very disciplined…like in the Army"   *"Who wants to go hiking and camping…no".*

"Scouts just don't have the profile they used to have…with bob-a-job you used to see them around"…"It's like they are stuck in a time warp and you don't see any advertising for Scouts".

"Scouts are outdated, they need to move with the times."

"It's not cool with the peer group to be a Scout and kids will not join something unless their friends are involved".

(Positioning and Image Research)

Conclusion

Although Scouts Australia is a valuable active outdoor organisation in our community offering opportunity for fun, learning and developing young people in many ways, its profile has faded.

Contemporary Australian society regards Scouting as old-fashioned, staid, faded and lacking momentum. Some of the factors contributing to the current image of the organisation are a lack of visible community involvement, a lack of visible innovation, organisational dynamism and infrastructure issues as well as the fact that the scope of Scouting is not effectively communicated or understood.

In order to raise its profile in society, it needs to find ways to address these negative image factors.

For Rover Scouts in particular it is of concern to note that the Nielsen survey indicated that Scouts is not seen by contemporary Australian society as being for young adults i.e. the age range for those in the Rover Scout Section.

Recommendation

> The name of the Section be changed to "Rover Scouts". Members may be referred to as "Rovers" within Scouting.

6. GOOD PRACTICE IN BRANCHES AND INTERNATIONALLY

Review research and good practice in Australian Scout Branches, other National Scout Organisations and WOSM for the age group 15 to 25 inclusive.

PROCESS FOR GATHERING INFORMATION

- International research from Aaron Wardle, National Project Commissioner, Youth Leadership Programs
- Neville Tomkins report from Sir Vincent Fairfax Scholarship Study Tour
- WOSM *Empowering Young Adults: Guidelines for the Rover Scout Section* 2009
- WOSM *Rover Commissioners' Resource Kit* 2006
- Survey results (AJ2010, Rovers)

FINDINGS

Successful Programs in Australian Branches

Feedback on successful Programs in the Rover Section provided diverse responses from youth members, Leaders and the general public. This information was collected from the AJ2010 survey, perceptions from the Rover surveys and general feedback. The key focus on most of the research completed was around the enjoyable and/or successful components of the Section vs. explicitly asking for key Programs that contribute to the development of the Section. Therefore, responses were more focused on successful activities or events compared to specific Programs.

Key activities included

- Motor Sport events

  Strengths varied from Branch to Branch but generally (Scouts especially) identify Rovers with motor sport activities. This can be highlighted by the success of events like Mud Bash, the use of buggies at promotional events and Rover involvement in vehicle activities at major events like Ventures and Jamborees.

- Camping

  Although not a specific program of the Section camping is a core aspect of the Scouting program and so Rovers are identified widely as having high-level skills in camping.

- Service events

  Leaders and Rovers identify with the service component of the Section and the contribution of Rovers to both Scouting and the wider community. Through service Rovers develop a wide variety of skills that reflects the fundamentals of Scouting.

- Running of local/Branch events for other Sections

  The activities can be diverse around Australia but the key similarity is the ability of Rovers to plan and implement well-organised events. Through the running of these activities event management skills are developed.

- Social activities

  A core or recognised strength of the Section is the ability to build strong friendships through a variety of social activities. The ability to develop the skills to mix and interact with peers locally, across the country and internationally. Again, this is a key facet of the Scouting Program.

- Outdoor (adventurous) activities

  Scouts especially, identified Rovers as participating in a wide range of adventurous activities with their Crew. Highlighting that adventurous activities programs and training are seen as a core program of the Section.

- Event management

  Rovers especially note the skills and abilities to manage large events through their participation in the Rover (and Scouting) Program.

- Major Events/World Moots/Service Projects

  Participation in key major international events from World Moots to service projects is identified by Scouts, Rovers and Leaders as a strength of the Section. This includes the Scouts of the World Badge, working at Kandersteg and many other international opportunities.

- Leadership

  Rovers have been identified (in general) as having good leadership skills and the Program of the Section allows for both the development and implementation of these skills.

Other National Scout Organisations

The Rover Section is a very small percentage of the Scouting population. Evidence shows that similar issues are happening around the world, such as debates on age range, demands for leadership, responsibilities or difficulties maintaining membership. The table below shows the oldest youth Section in each NSO and the corresponding age range.

Scout Region		NSO	Age Range	Section Name
Africa	C	Botswana		Rovers
Africa	A	Comoros		Rover Scouts
Africa	A	Chad	16+yrs	Rover Scouts
Africa	A	Côte-d'Ivoire	16+yrs	Rovers
Africa	A	Burundi	16-19yrs	Rover Scouts
Africa	C	Gabon	16-20yrs	Rover Scouts
Africa	C	Seychelles	16-20yrs	Rover Scouts
Africa	A	Ghana	17-22yrs	Rovers
Africa	A	Mozambique	17-24yrs	Rover Scouts

Africa	A	Burkina Faso	17-25yrs	Rovers
Africa	A	Senegal	18+yrs	Rovers
Africa	A	Angola	18-22yrs	Rover Scouts
Africa	A	Niger	18-25yrs	Rover Scouts
Africa	B	Namibia	18-26yrs	Rovers
Africa	A	Ethiopia	18-30yrs	Rovers
Africa	A	Kenya	18-30yrs	Rovers
Africa	B	South Africa	18-30yrs	Rovers
Africa	A	Togo	18-30yrs	Rovers
Africa	A	Benin	18-35yrs	Routiers
Africa	A	Nigeria	19-24yrs	Rovers
Africa	A	Rwanda	19-25yrs	Rover Scouts
Africa	A	Cameroon	19-26yrs	Rover Scouts
Africa	A	Congo, The Democratic Republic of	20-25yrs	Rovers
Africa	C	Mauritius	20-25yrs	Rover Scouts
Africa	B	Tanzania, United Republic of	21-35yrs	Rover Scouts
Arab	C	Lebanon	16-18yrs	Rovers
Arab	D	Bahrain	17+yrs	Rovers
Arab	A	Sudan	17-21yrs	Rover Scouts
Arab	C	Oman	17-23yrs	Rover Scouts
Arab	B	Tunisia	17-23yrs	Rovers
Arab	B	Morocco	17-25yrs	Rover Scouts
Arab	C	Saudi Arabia	18-21yrs	Rovers
Arab		Syria	18-23yrs	Rover Scouts
Arab	A	Mauritania	18-30yrs	Rovers
Asia-Pacific		Cambodia		Rovers
Asia-Pacific	B	Maldives		Rovers
Asia-Pacific	B	Indonesia	16-21yrs	Rover Scouts
Asia-Pacific	B	Philippines	16-24yrs	Rover Scouts
Asia-Pacific	A	Papua New Guinea	16-25yrs	Senior Scouts
Asia-Pacific	B	Thailand	16-25yrs	Rovers
Asia-Pacific	A	India	16-26yrs	Rovers
Asia-Pacific	C	Malaysia	17+yrs	Rovers
Asia-Pacific	A	Mongolia	17+yrs	Rovers
Asia-Pacific	D	Singapore	17-21yrs	Rover Scouts
Asia-Pacific	A	Bangladesh	17-25yrs	Rovers
Asia-Pacific	A	Nepal	17-25yrs	Rovers
Asia-Pacific	A	Pakistan	17-25yrs	Rover Scouts
Asia-Pacific	**D**	**Australia**	**17-26yrs**	**Rovers**
Asia-Pacific	**D**	**Japan**	**18-24yrs**	**Rovers**
Asia-Pacific	B	Sri Lanka	18-24yrs	Rovers
Asia-Pacific	D	Hong Kong	18-25yrs	Rover Scouts
Asia-Pacific	D	Korea, Republic of	18-25yrs	Rovers
Asia-Pacific	**D**	**New Zealand**	**18-26yrs**	**Rovers**
Asia-Pacific	D	Brunei Darussalam	21-30yrs	Rovers
Eurasia		Kazakhstan	15-17yrs	Senior Scouts
Eurasia	B	Georgia	16-20yrs	Rovers
Eurasia	A	Moldova, Republic of	16-20yrs	Rovers
Eurasia	A	Tajikistan	16-20yrs	Rovers
Eurasia		Azerbaijan	18+yrs	Rovers
Eurasia		Ukraine	18-30yrs	Starshi
Europe	D	Cyprus		Rovers
Europe	D	Malta		Rovers
Europe	B	Romania		Rovers
Europe		Montenegro	high school and up to 20yrs	Senior Scouts

Europe	B	Bosnia and Herzegovina	11-20yrs	Scouts
Europe	D	Greece	14-17yrs	Naftodigoi
Europe	B	Serbia	14-20yrs	Izvidaci
Europe	C	Czech Republic	15-26yrs	Rovers
Europe	**D**	**Belgium**	**16-18yrs**	**Venture Scouts**
Europe	**D**	**Italy**	**16-19yrs**	**Rovers**
Europe	**D**	**Austria**	**16-20yrs**	**Rovers**
Europe	B	Macedonia, The former Yugoslav Republic of	16-20yrs	Rovers
Europe	**D**	**Norway**	**16-20yrs**	**Rovers**
Europe	B	Turkey	16-20yrs	Venturer Scouts
Europe	C	Hungary	16-21yrs	Rovers
Europe	**D**	**Ireland**	**18-20yrs**	**Rovers**
Europe	D	Slovenia	16-21yrs	Venture Scouts
Europe	**D**	**Demark**	**16-23yrs**	**Senior**
Europe	**D**	**Germany**	**16-20yrs**	**Rovers**
Europe	C	Poland	16-25yrs	Rovers
Europe	C	Slovakia	16-26yrs	Rovers
Europe	C	Latvia	17+yrs	Lielgaida
Europe	D	Monaco	17-18yrs	Rovers
Europe	**D**	**France**	**17-20yrs**	**Companions**
Europe	C	Lithuania	17-20yrs	Rovers
Europe	D	Portugal	17-21yrs	Rovers
Europe	**D**	**Spain**	**17-21yrs**	**Rovers**
Europe	**D**	**Liechtenstein**	**18+yrs**	**Rovers**
Europe	**D**	**Switzerland**	**18+yrs**	**Rovers**
Europe	**D**	**Netherlands**	**18-21yrs**	**Rovers**
Europe	**D**	**Finland**	**18-22yrs**	**Rovers**
Europe	B	Bulgaria	18-25yrs	Rovers
Europe	**D**	**Sweden**	**18-25yrs**	**Rover Scouts**
Europe	**D**	**United Kingdom**	**18-25yrs**	**Network**
Europe	C	Estonia	18-26yrs	Rovers
Europe	**D**	**Luxembourg**	**18-26yrs**	**Routiers**
Europe	**D**	**Iceland**	**19-22yrs**	**Rover Scouts**
Europe	C	Croatia	21-26yrs	Rovers
Interamerica	C	Belize		Venture Scouts
Interamerica	B	Guyana		Venture Scouts
Interamerica	**D**	**United States**	**14-20yrs**	**Venturing**
Interamerica	C	Trinidad and Tobago	15-19yrs	Venturers
Interamerica	C	Chile	15-20yrs	Rover Scouts
Interamerica	C	Panama	15-20yrs	Rovers
Interamerica	B	Colombia	16-18yrs	Rover Scouts
Interamerica	B	Paraguay	16-20yrs	Rovers
Interamerica	C	Saint Lucia	16-20yrs	Rover Scouts
Interamerica	C	Saint Vincent and The Grenadines	16-20yrs	Rover Scouts
Interamerica	C	Venezuela	16-20yrs	Rovers
Interamerica	B	Guatemala	16-21yrs	Rovers
Interamerica	A	Nicaragua	17+yrs	Rovers
Interamerica	C	Uruguay	17-19yrs	Rovers
Interamerica	C	Argentina	17-21yrs	Rovers
Interamerica	B	El Salvador	17-21yrs	Rovers
Interamerica	B	Honduras	17-21yrs	Rovers
Interamerica	A	Haiti	17-22yrs	Rovers
Interamerica	B	Dominican Republic	17-23yrs	Rovers
Interamerica	B	Bolivia	18-20yrs	Rovers
Interamerica	B	Brazil	18-21yrs	Pioneers

Interamerica	C	Costa Rica	18-21yrs	Rovers
Interamerica	B	Jamaica	18-21yrs	Service
Interamerica	B	Peru	18-21yrs	Rovers
Interamerica	C	Mexico	18-22yrs	Rovers
Interamerica	B	Suriname	18-24yrs	Rover Scouts
Interamerica	D	Bahamas	18-25yrs	Network
Interamerica	B	Ecuador	18-25yrs	Rovers
Interamerica	**D**	**Canada**	**18-26yrs**	**Rovers**

TOTAL= 127 NSOs

There are 22 NSOs that appear to have similar demographics to Australia **(highlighted in bold)**. Similar demographics have been grouped according to community living standards, a strong GDP, an ageing population and the same WOSM fee category.

There are 65 NSOs (highlighted in red) where the oldest youth Section in the organisation immediately follows the traditional Scout Section (i.e. approximately 11-16 yrs). These 65 NSOs account for 80.09% of the world-wide Scouting membership.

103 NSOs use the term Rovers or Rover Scouts while four use the term Senior Scouts. Another eleven NSOs use terminology specific to their country or language. Another eight use the term Venturers or Venturer Scouts. One has no Section above Scouts.

There are a further 61 countries listed above that have a separate Section dedicated to older adolescents (such as Venturer Scouts in Australia).

Of the top 5 NSOs by membership (Indonesia, USA, India, Philippines, Thailand), they all have their Rover Section starting at 16 except for the USA and most progress directly from the traditional Scout Section into Rovers. The USA Venturers Program overlaps with the Boy Scout Section 10-18 yrs and is the only Section of their association that is co-educational spanning participants 14-20 yrs.

Of the top 5 NSOs by percentage population – each over 2% (Indonesia, Bhutan, Thailand, Philippines, USA), they all have their Rover Section starting at 16 except for the USA. The participation rate for Thailand is accentuated because of their use of Scouting in schools. The Indonesian participation rate is also inflated because the new membership numbers have not been published by WOSM since their most recent organisational restructure.

Of the 161 total recognised NSOs, 127 belong only to WOSM, and 34 belong both to WOSM and WAGGGS.

Of the 127 NSOs which belong only to WOSM, 101 are open to boys and girls in some or all Sections. 20 are only for boys and six are unconfirmed. All 34 NSOs which belong both to WOSM and to WAGGGS are open to boys and girls.

For some of the 101 NSOs that are open to boys and girls, the Rover Section (or equivalent) is the first co-educational Section of the association. Of the 34 NSOs which belong to both WOSM and WAGGS, several NSOs also have separate meetings for each gender.

In almost every NSO, the Rover Section (or equivalent) has significantly the smallest membership of the association. As well, in many countries, and in contrast to Australia, the Rover Section is the primary supply of adult Leaders to the younger youth Sections.

Countries with similar demographics to Australia

Of the 22 NSOs with most similar demographics, the following observations are noted:
The majority have a Venturer Scout Section or equivalent (15).

- The United States is unique in that "Venturers" is the only Section to admit females.
- The starting age for the "Rover" Section includes: 14 (1), 16 (7), 17 (4), 18 (10)
- The finishing age for the "Rover" Section includes: 18 (1), 19 (1), 20 (5), 21 (3), 22 (2), 23 (1), 24 (1), 25 (2), 26 (4), unknown (2)

Notes: NSOs are in order of total youth membership from largest to smallest. Eligible Population refers only to the age range for the most senior youth Section referenced for each NSO. Year Established refers to the current format of the Section.

United States						
Venturing 14-20yrs	*Members:*	*257,361*	*NSO Total Youth:*	*2,790,632*	*=*	*9.2%*
	Females:	*32%*	*Eligible Population:*	*25,000,000*	*=*	*1.0%*
	Established:	*1998*	*Preceding Section:*	*Boy Scouts 11-18yrs*		

The Venturing Section overlaps the Boy Scout Section and is the only Section of the association to allow females. 2009 membership was 257,361 and whilst observing the greatest growth of any Section over the past decade, current membership growth is now less than 1% per annum. Venturing represents approximately 9% of the total youth membership of the Boy Scouts of America.

Seventeen-year-olds are the highest represented in the Section. This is followed by 18-year-olds, 16-year-olds, and then 19-year-olds. This recognises the more challenging Program offered by Venturing which lends itself more to older teens. It also acknowledges that some Venturers are ex-Boy Scouts many of whom typically do not transfer until about 17 years of age.

Venturers may complete the Eagle Scout award whilst as a member of the Venturing Crew. There are, however, other awards specifically designed for the Section and include the Bronze, Gold and Silver awards.

The aims of the Boy Scouts of America are to build character, develop citizenship, and foster personal fitness. The Venturing methods listed below have been carefully designed to achieve the aims of the Boy Scouts of America and meet the needs of young adults.
- **Leadership**. All Venturers are given opportunities to learn and apply proven leadership skills. A Venturing Crew is led by elected Crew officers. The Venturing Leadership Skills Course is designed for all Venturers and helps teach them in an active way to lead effectively.

- **Group Activities**. Venturing activities are interdependent group experiences in which success is dependent on the cooperation of all. Learning by "doing" in a group setting provides opportunities for developing new skills.
- **Adult Association**. The youth officers lead the Crew. The officers and activity chairs work closely with adult Advisors and other adult leaders in a spirit of partnership. The adults serve in a "shadow" leader capacity.
- **Recognition**. Recognition comes through the Venturing advancement program and through the acknowledgement of a youth's competence and ability by peers and adults.
- **The Ideals**. Venturers are expected to know and live by the Venturing Oath and Code. They promise to be faithful in religious duties, treasure their American heritage, help others, and seek truth and fairness.
- **High Adventure**. Venturing's emphasis on high adventure helps provide team-building opportunities, new meaningful experiences, practical leadership application, and lifelong memories to young adults.
- **Teaching Others**. All of the Venturing awards require Venturers to teach what they have learned to others. When they teach others often, Venturers are better able to retain the skill or knowledge taught, they gain confidence in their ability to speak and relate to others, and they acquire skills that can benefit them for the rest of their lives as a hobby or occupation.

United Kingdom						
Scout Network 18-25yrs	*Members:*	*5,132**	*NSO Total Youth:*	*405,110*	*=*	*1.3%*
	Females:	*32%*	*Eligible Population:*	*5,899,400*	*=*	*0.1%*
	Established:	*2003*	*Preceding Section:*	*Explorer Scouts 14-18yrs*		

In the UK, all members of the Movement aged 18-25 years are automatically Scout Network members. In 2010 there were 5,132 members, of which approximately 40% were specifically registered with the Section whilst the remaining 60% held primary appointments as active line leaders. One third of Scout Network members are female. Interestingly, total membership is almost 50% higher than when the Section was launched seven years ago, although most of this growth was in the first two years between 2003 and 2005. Scout Network represents approximately 1.3% of total youth membership (or 0.5% not including Section leaders).

All awards in the Scout Network are identical to those in the Explorer Scouts Section. Namely, members can attain the Chief Scout's Diamond Award, Explorer Belt, Duke of Edinburgh Award or Queen's Scout Award.

The philosophy underpinning the Program is that every Network Scout should participate in a Balanced Program over a period of time. A balanced Program is one which allows members to experience a wide range of activities. The emphasis has shifted from a badge and award-driven culture to one that ensures that all young people experience a quality Program covering a wide range of subjects. To help, the Balanced Program is divided into a number of Self Development Areas, methods and underlying ways of working. The three Self Development Areas are: Skills and Development, Community and International.

In the Skills and Development Self Development Area, Network Scouts aim to:
- increase awareness of health and welfare related issues
- be aware of the importance of keeping fit
- understand the importance of being organised
- progressively accept more responsibility
- acquire practical knowledge of leadership skills
- gain an understanding of the benefits of undertaking outdoor activities
- develop their knowledge of undertaking Risk Assessments
- develop their interpersonal skills at the appropriate level for the activity
- have the opportunity to access The Scout Association's Adult Training Scheme.

In the Community Self Development Area, Network Scouts aim to:
- develop better understanding of their values and be more confident in exploring their own beliefs
- gain an understanding of and play an active role in their local community and wider society
- learn to respect the values of others
- learn to work in different groupings identifying the skills and attitudes needed to work with others
- consider the importance of effective communications and interpersonal skills within differing groupings
- review and reflect upon the benefit their actions have had for themselves and the community.

In the International Self Development Area, Network Scouts aim to:
- increase awareness of local, national and international environmental issues
- develop an appreciation of the diverse world around them
- learn to respect and accept cultures other than their own
- develop an understanding of their place within the context of their local, national and international community
- develop an understanding of key global issues and how their actions locally can affect them.

Japan						
Rovers *18-24yrs*	*Members:*	*10,709*	*NSO Total Youth:*	*103,674*	*=*	*10%*
	Females:	*Unknown*	*Eligible Population:*	*7,858,000*	*=*	*0.1%*
	Established:		*Preceding Section:*	*Venture Scouts 14-19yrs*		

Japan currently has a reported 195,370 youth members. However, the latest statistics (as listed above) are as of September 2006.

The Rover Section does not have a badge system. Instead, the Section helps each Rover to develop through outdoor activities and service to others.

Personal development is through self-training and services to the community, country and in the world.

Germany

	Members:	20,413	NSO Total Youth:	88,308	=	23%
Rovers	Females:	Unknown	Eligible Population:	5,788,000	=	0.4%
16-20yrs	Established:		Preceding Section:	Scouts 12-16yrs		

Scouting in Germany is represented by a federation of three separate Scout organisations. These are the Union of Scouts and Guides, the German Scout Association of St George, and the Association of Christian Scouts and Guides.

The German Scout Association of St George is the largest of the three with approximately 75,000 members (including youth and adult members). Of these, some 14,500 or approximately 20% are Rovers.

Rovers join a "round" of between 7 to 12 members. In the case of a larger number of Rovers at the same group, several independent rounds are established.

Young adults who are Section leaders are prohibited from membership of the Rover Section.

All Rovers are intended to do the following during their four-year period of being Rovers:
- To have at least one international meeting;
- To become committed to at least one social project;
- To think over the shape of their own future and objectives in life as a woman or man;
- To face up to their own spirituality;
- To understand that both an agile mind and an active body are inseparable components of her/his personality;
- To orient her/his actions towards the "Scouts' Law".

Italy

	Members:	15,374	NSO Total Youth:	82,878	=	19%
Rovers	Females:	0%	Eligible Population:	3,634,000	=	0.4%
16-19yrs	Established:		Preceding Section:	Explorers 12-16yrs		

Italy has two separate Scout organisations. Rovers may not hold adult leader appointments.

Belgium

	Members:	1,926	NSO Total Youth:	77,739	=	2.5%
Venture Scouts	Females:	Unknown	Eligible Population:	771,000	=	0.2%
16-18yrs	Established:		Preceding Section:	Explorer Scouts 14-16yrs		

Belgium has four separate Scout organisations. Belgium has no specific Rover Section and members who finish Venture Scouts at age 18 are encouraged to take up adult leader appointments.

Rovers 18-26yrs	Members:	703	NSO Total Youth:	74,763	=	0.9%
	Females:	Unknown	Eligible Population:	3,750,000	=	0.0%
	Established:	1917	Preceding Section:	Venturers 14-17yrs		

The outdoors is an essential part of the Rover Program. Rovers often participate in adventurous activities like mountain climbing, or white water rafting. Rovers also help their local communities by running service activities such as food drives, park clean-ups, and tree plantings.

Rovers meet in a group called a Crew. They develop and manage their own Program under the mentorship of a respected Adviser.

In an effort to stimulate growth in the Rover Section, many Rover Crews in Canada have obtained sponsorship from a local service organisation or emergency medical facility. Members of these Crews complete additional training and considerable hours of service within the directly associated field of interest. One such example is the Toronto Emergency Medical Service who sponsors two Crews. Members of these Crews are referred to as MedRovers and undertake additional training in first aid and medical support to provide service at various Scouting activities and major community events. Other examples include the Toronto Police Service Rover Crew who work closely with the Toronto Police Service and The Opemikon Rover Crew who manage a major Scouting campsite – Camp Opemikon.

In 2009, there were 703 Rover Scouts in Canada representing less than 1% of total youth membership.

France

Companions 17-20yrs	Members:	17,498	NSO Total Youth:	67,941	=	26%
	Females:	Unknown	Eligible Population:	4,982,000	=	0.4%
	Established:		Preceding Section:	Pioneers 14-17yrs		

Scouting in France is a federation of six different associations. The 'Scouts and Guides of France' is the largest of these organisations. In 2009 there were 3,200 young people in the Companions Branch of the Scouts and Guides of France. This represents approximately 6% of total youth membership (55,100).

The educational objectives of the Companions Branch include:

Live with energy: physical development
- Choose to live each day with energy, balance and perseverance.
- Know the needs and limitations of your body, to live a healthy, balanced life.
- Be attentive to the well-being of others.
- Respects your body and that of others.

Know with your stage of intellectual development
- Enrich your skills and knowledge through a personal quest for information to understand the world in all its complexity.
- Exercise your critical capability by treating information received with discernment.
- Demonstrate practical intelligence by creating solutions that improve the world we live in.
- Express yourself and communicate your vision of the world in a creative and innovative way.

Live with compassion: emotional development
- Build faithful, open friendships and relationships.
- Recognise and express your own emotions, accommodate and understand those of others, preserving privacy.
- Determines one's own sexuality and respect the sexuality of others.
- Embrace gender equity.

Live with society: social development
- Collaborate with a team to give and receive.
- Trust, delegate and use initiative to promote knowledge.
- Take responsibility within the community and act as a positive leader in a collaborative way.
- Take action for the development of your community to promote the common good.
- Promote and strive for peace and solidarity in our plural world.

Live with hope: spiritual development
- Engage in a spiritual journey to instil meaning to your personal experiences.
- Know and understand the Christian spiritual heritage and develop a relationship of acceptance and understanding of other religions.
- Live and celebrate your faith personally and with others.
- Bear witness to the Gospel of Jesus Christ by your actions in the service of others.

Live with values: moral development
- Make choices, based on your personal and collective values.
- Express and justify your beliefs and opinions.
- Control your desires by focusing on core values.
- Measure the consequences of your words and actions.
- Have confidence in yourself.

Companions may not hold adult leader appointments.

Netherlands						
Rovers 18-21yrs	Members:	5,672	NSO Total Youth:	41,753	=	14%
	Females:	0%	Eligible Population:	1,211,000	=	0.5%
	Established:		Preceding Section:	Venture Scouts 15-17yrs		

The Rover Section in the Netherlands consists of a group of 18 to 21-year-olds. Since they are completely self-sufficient, a Section does not have a leader. Instead every year they elect a Board from among their midst to take care of the Sections 'daily business'. Next to the

Board a group can have an Adviser, usually an ex-Rover whose experience can be used when a helping hand or different view on things is needed.

There is no national Program for the Rovers like for other age groups. The Rovers come up with their own Programs usually on a rotational basis. A lot of the Rovers are also leaders in the other age groups or fulfil other roles within their group or on other levels within Scouting Nederland.

Because there is a lot of demand for guidelines from the groups Project Rover Scouts was started. The aim of the project is to find out what the Dutch Rovers expect from their national bureau and to get both input and feedback from the Rovers themselves on what needs to be done. At the end of the project it should be clear what, according to the Rovers themselves, for the next coming years the course of the National Team responsible for Rovering should be.

Finland						
Rovers 18-22yrs	Members:	4,875	NSO Total Youth:	41,366	=	12%
	Females:	Unknown	Eligible Population:	390,836	=	1.2%
	Established:		Preceding Section:	Explorers 15-17yrs		

Rovers work in project based groups, either within their own local troop or in cooperation with Rovers in the neighbouring troops. The Rover patrol consists of 3-5 Rovers and meets once or twice a month. It is led by one of the Rovers themselves, whereas the patrol's adult pilot mentors the planning and fulfilment of the Rovers' personal development plans.
Rovers may hold adult leader appointments simultaneously.

Spain						
Rovers 17-21yrs	Members:	3,711	NSO Total Youth:	41,314	=	9.0%
	Females:	Unknown	Eligible Population:	2,900,000	=	0.1%
	Established:		Preceding Section:	Venture Scouts 14-17yrs		

Spain has five separate Scout organisations.

In the Catholic Scout Movement, Rover membership is currently at 2,357 or 8.6% of total youth membership (27,460).

Rovers may hold adult leader appointments simultaneously.

Ireland						
Rover Scouts 18-20yrs	Members:	0	NSO Total Youth:	36,185	=	0%
	Females:	0	Eligible Population:	107,486	=	0%
	Established:	2010	Preceding Section:	Ventures 16-18yrs		

Until recently, Ireland had no specific Rover Section and members who finished Venturers at age 18 were encouraged to move directly into adult leader appointments.

Nonetheless, in early 2010, Ireland launched Rover Scouts as a brand new Section. No membership data is currently available.

Sweden					
Rover Scouts 18-25yrs	*Members:*	*3,683*	*NSO Total Youth:*	*31,652*	*= 12%*
	Females:	*0%*	*Eligible Population:*	*745,000*	*= 0.5%*
	Established:		*Preceding Section:*	*Challenger Scouts 15-18yrs*	

Sweden has five separate Scout organisations.

Denmark					
Seniors 16-23yrs	*Members:*	*1,689*	*NSO Total Youth:*	*30,580*	*= 5.5%*
	Females:	*%*	*Eligible Population:*	*383,000*	*= 0.4%*
	Established:		*Preceding Section:*	*Scouts 12-16yrs*	

Denmark has five separate Scout organisations. Rovers may hold adult leader appointments simultaneously.

Switzerland					
Rovers 18+yrs	*Members:*	*2,473*	*NSO Total Youth:*	*19,238*	*= 13%*
	Females:	*0%*	*Eligible Population:*	*552,000*	*= 0.4%*
	Established:		*Preceding Section:*	*Ventures 15-18yrs*	

New Zealand					
Rovers 18-26yrs	*Members:*	*Unknown*	*NSO Total Youth:*	*18,649*	*= %*
	Females:	*Unknown*	*Eligible Population:*	*450,000*	*= %*
	Established:	*1917*	*Preceding Section:*	*Venturers 14-18yrs*	

The Rover Section caters for young adults from 18 years to 26 years. Members may become an Associate Member upon attaining the age of 26 years, and remain with the Rover Crew until their 34th birthday. The Section helps to provide service to the Scout Movement and community, and also takes part in fellowship, social, outdoor personal skills and cultural activities, that develop and expand the Rover Scouts personal skills and self-development.

Norway					
Rovers 16-20yrs	*Members:*	*1,953*	*NSO Total Youth:*	*13,909*	*= 14%*
	Females:	*0%*	*Eligible Population:*	*545,000*	*= 0.4%*
	Established:		*Preceding Section:*	*Scouts 10-16yrs*	

Austria					
Rovers 16-20yrs	*Members:*	*1,141*	*NSO Total Youth:*	*9,071*	*= 13%*
	Females:	*0%*	*Eligible Population:*	*154.000*	*= 0.7%*
	Established:		*Preceding Section:*	*Explorers 13-16yrs*	

Routiers 18-26yrs	Members:	279	NSO Total Youth:	3,501	=	8.0%
	Females:	0%	Eligible Population:	34,000	=	0.8%
	Established:		Preceding Section:	Explorers 15-18yrs		

Iceland

Rovers 19-22yrs	Members:	98	NSO Total Youth:	2,019	=	4.9%
	Females:	0%	Eligible Population:	28,000	=	0.4%
	Established:		Preceding Section:	Ranger Scouts 16-18yrs		

Liechtenstein

Rovers 18+yrs	Members:	199	NSO Total Youth:	551	=	36%
	Females:	0%	Eligible Population:	2,620	=	7.6%
	Established:		Preceding Section:	Pioneers 15-18yrs		

Membership comparison

The Australian Rover Section consistently has the smallest participation rate in all NSOs reviewed above, although Western European nations do appear to have a higher participation rate than is observed among Commonwealth nations. As such, Australia, which currently has 2,391 Rovers representing 4.5% of the total youth membership, is more successful at retaining members than any other Commonwealth nation yet is under-performing compared to the Western European nations studied.

Australia

Rovers 17-26yrs	Members:	2,391	NSO Total Youth:	52,759	=	4.5%
	Females:	39%	Eligible Population:	2,389,397	=	0.1%
	Established:	1918	Preceding Section:	Venturer Scouts 14-18yrs		

The overall market share for the Rover Section across Europe currently sits at approximately 0.25%. This compares with the Scout Section at more than 1% yet is more than double the Rover age participation rate of 0.1% recorded in Australia.

Interestingly, despite Western European nations having higher participation rates, they also have the shortest Section duration, typically finishing at between 20 and 22 years. Notwithstanding, these nations do, however, have a very strong retention of young leaders. In Australia in 2010, 15.6% of Rovers are also Leaders whilst for Females 18.3% are Leaders and for Males 13.9%.

The simple fact of having or not having a Venturer Scout Section or equivalent appears not to have any significant effect on Rover membership. However, the wider the age range immediately prior to the Rover Section the higher the membership in the Rover Section.

As well, total NSO membership does appear to be higher in countries that have adopted a single Scout Section from the ages of 11 to 16 years. However Rover membership still remains proportionally low.

Recommendation

> Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

Program comparison

The United States of America is an exception to all of the other nations that were reviewed. The Venturing Section overlaps the Boy Scout Section unlike any other NSO, and is the only Section in the organisation to accept females. Membership also ceases at 20 years. As such, this Section has a very distinctive focus and rather different target audience than the rest of the association. Indeed, the Venturing Program is highly focused on small groups pursuing high adventure and extreme activities. Nonetheless, leadership and teaching others remain key elements of the Program.

The United Kingdom, New Zealand and Australia have adopted a more socially orientated Program with an award scheme that recognises individual achievement and personal development.

Of the remaining NSOs, service remains a primary focus of the Rover. Importantly though, there is a strong distinction between this more service orientated Program and the commitment of adult appointments. Given that the time spent in Rovers is relatively short, particularly in Western Europe, several NSOs place a restriction on Rovers holding Section appointments and use this opportunity to encourage personal development and skills training. Nonetheless, there is strong encouragement for members to become leaders after the Rover Section. Indeed, the European Scout Region has a great focus on young leaders working with Sections, and there are obvious connections between this focus and the lower Rover age ranges. For example, most leaders are still appointed by the age of 20 or 21 despite these limitations.

Countries with community-based and school-based Scouting Programs

There is only one NSO (Thailand) that relies primarily on school-based delivery of the Scout Program, although Indonesia was also school-based prior to their recent restructure. Many other NSOs use school facilities or school based Scouts Groups. However, they very much operate as community based organisations. Numerous NSOs are also very closely aligned with their National Government (particularly National Defence Forces) receiving generous funding and political support.

International and local community service, including the Scouts of the World Award

There are 34 NSOs that feature on the WOSM website with reference to Scouts of the World Award bases or discoveries. As documented on the WOSM news pages, NSOs from Africa, Asia and Interamerica typically see the most practical community involvement including a

strong focus on education, health care and public services. NSOs from Europe (and Australia) would appear to have evolved into more socially based Programs.

NSOs with registered Scouts of the World Award Bases

Scout Region		NSO
Africa	B	Cape Verde
Africa	A	Gambia
Africa	A	Guinea
Africa	A	Lesotho
Africa	A	Liberia
Africa	A	Madagascar
Africa	A	Malawi
Africa	A	Sierra Leone
Africa	B	Swaziland
Africa	C	Uganda
Africa	A	Zambia
Africa	A	Zimbabwe
Arab	B	Algeria
Arab	B	Egypt
Arab	B	Jordan
Arab	D	Kuwait
Arab	C	Libyan Arab Jamahiriya
Arab	B	Palestinian Authority
Arab	D	Qatar
Arab	D	United Arab Emirates
Arab	A	Yemen
Asia-Pacific	A	Bhutan
Asia-Pacific	D	China (Taiwan), Scouts of
Asia-Pacific	B	Fiji
Asia-Pacific	B	Kiribati
Eurasia	B	Armenia
Eurasia		Belarus
Eurasia	B	Russian Federation
Europe	B	Albania
Europe	D	Israel
Europe	D	San Marino
Interamerica	C	Barbados
Interamerica	B	Dominica
Interamerica	C	Grenada

TOTAL = 34 NSOs

WOSM's *Empowering Young Adults: Guidelines for the Rover Scout Section*

This document highlights the journey completed in the European Region to revitalise the Rover Section. Many of the NSOs match Scouting in Australia by demographic and the use of Community Based Scouting. It is a clear and well set out document that reflects on the history, the purpose, ideals and future directions of the Section. The document covers all aspects of The Scout Method and our Areas of Personal Growth as integral parts of the Rover Program. It provides a good model for Australian Scouting.

KEY ELEMENTS

Why   The Rover Scout Program is based on the principles of Scouting and contributes to achieve the purpose of Scouting:
"to contribute to the development of young people in achieving their full physical, intellectual, social and spiritual potential as individuals, as responsible citizens and as members of their local, national and international communities"

How   The Rover Scout Program has one fundamental dimension which determines how it is carried out: the Scout Method. These are: Promise and Law, learning by doing, a team system, a symbolic framework, personal progression, nature and adult support. Taken individually, many of these educational tools are used in other forms of education – working in teams on projects, for example. In Scouting, however, these different tools are referred to as elements of the Scout Method – as each one is only one part of the whole.

What   The Rover Scout Program encompasses all activities that young adults in Rover Scouting take part in: camping and outdoor activities, community service and development projects, games, ceremonies, the Scouts of the World Award, etc. All of these must have one thing in common: they must be attractive, challenging and relevant to young adults.

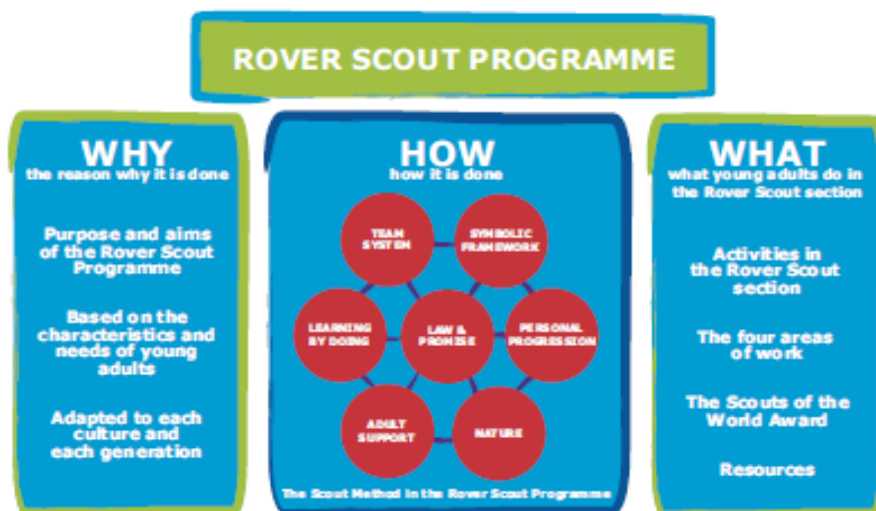These Rover Scout Guidelines are divided in three main Sections: "WHY", "HOW" and "WHAT"

Figure 1. The Scout Method in the Rover Scout Programme

PURPOSE AND AIMS OF THE ROVER SCOUT SECTION

Key Concepts
- The Rover Scout Section helps young adults develop their own path in life and actively play their future to achieve their social and economic integration.

- Rover Scouting is the learning environment that Scouting offers to those who follow the last part of the "path" leading to the adult life. It is the final stage of Scouting's "educational offer".

- The purpose of the Rover Scout Section is to help the transition from adolescence to adulthood and support young adults, young women and men, in the final phase of their integration into adult society.

- The aims of the Rover Scout Section are to provide young adults with opportunities to undertake their personal development through the six areas of growth, which Scouting recognises: physical, intellectual, emotional, social, spiritual and character development.

Sometimes the Rover Scout Section is seen as only recreational, not having an educational approach and having no upper age limit. When there is no upper age limit it is hard to clearly define the educational component of Rover Scouting and it can become a recreational activity.

Purpose
Scouting's proposal for the age-range should not be primarily focused on preparing the leaders that the Scout Movement needs. Our first aim should be to finalise our youth Program by helping young adults to find their place in society in a creative and positive way. This is consistent with the mission of Scouting.

Aims
A) To provide young adults with opportunities to undertake their personal development through the areas of growth, which Scouting recognizes: physical, intellectual, emotional, social, spiritual growth, which leads to character development.
B) It is essential that young adults understand the world in which they live. It is essential that they acquire the motivation and the skills to play an active role and contribute to building a better future.
C) In Scouting leadership is concerned with playing an active role in helping others to co-operate well: analysing and solving problems, managing conflicts and making decisions together, setting-up and evaluating objectives, organising and planning collective projects, establishing community rules, progressing and enjoying life together. Acquiring these skills is essential for future active and responsible citizens.
D) To help young adults develop their own path in life and actively plan their future to achieve their social and economic integration.

This is the number one issue for young adults. They have to prepare their full integration in society: set of values and spiritual life, family choices, vocational options, citizen's commitments. This issue is socially very important in modern societies because the transition to adult roles is much more complex and difficult that in the past. The

credibility of the Scout Movement will depend more and more upon its capacity to play an effective role in this process.

In developing the Rover Scout Program, NSOs should:
- Establish an upper age limit for offering an educational Program that covers young adulthood;
- Set a number of aims for the Rover Scout Section according to the social, cultural and economic situation in their own country; and
- Build a Program that provides a learning environment for this age-range.

Rover Scouting: the final stage – why Rover Scouting is important?
There are a number of challenges that young adults must face in different areas if they are to successfully enter adult life. Finding their place in society, choosing a profession, developing a value system, developing personal relationships and building lasting partnerships are some of the challenges. An age Section in Scouting which is ready to welcome and support young adults can play a huge role in this important phase of a young person's development. This is why having a Rover Scout Section is important – because it can provide an environment in which each young person can undertake personal searches and life decisions with the support of his/her peers and other more experiences persons.

At the same time we have to consider that it also seems inappropriate to continue to provide an educational Program to "fully-developed" people that already have found their own place in their community. Of course we know that personal development is an ongoing task. However, in Scouting there is a difference between the educational Program that is offered to young people and the training and support provided to "Adults in Scouting", as identified in the World Adult Resource Policy. This is one of the reasons why it is important to find an age limit to the Rover Scout Program.

But what age limit is that? Of course it varies from country to country, depending on a number of factors such as cultural, economical or social; it can be 20, 22, 25. The important point is to find a limit until which, for that particular society, it is expected that young men and women are equipped with the right "tools" to play an active and regular role in society.

Be coherent with our mission
When we think about the quality of our Program, we often spend too much time looking at the number of young people who join the Movement, whereas instead we should be paying attention to how many leave the Rover Scout Section with the desire and ability to play an active role in the development of society.

The mission of Scouting is, after all, to contribute to the construction of a better world by developing autonomous, supportive and responsible individuals who are capable of contributing effective to the development of society.

It seems clear that if we want to keep post-adolescents in Scouting we have to "make room" for them. This means that we must have a clear vision that Scouting must help young adults to reach adulthood and that the final stage of this education process is as important as any other (Cubs or Scouts) if not more important. Having that in mind, we must facilitate their

"space" (a Section with its own objectives, practices etc) and provide a challenging and interesting Program for them.

If we analyse the World Scouting Census and the age sections structure in many NSOs, it can be perceived that, in general, NSOs with weak post-adolescents Sections also have weak adolescent Sections. We almost could say that paying no attention to the upper Section can lead to a decrease in the expectations that the adolescents have in Scouting (like they see no future in it) which make them leave sooner.

On the other hand, some experiences show that, on a long term basis, the lack of Leaders (that often is stated as the main reason for not having a strong Rover Scout practice, since they are called to support the younger Sections) can be improved if, in some period, we "let the Rover Scouts be Rover Scouts". From the total amount of people that will complete the educational process, many of them will want to stay active in society in a very particular way: being a Scout Leader.

To have a Rover Scout Section is not only a contribution to fulfil the mission of Scouting but also an opportunity to offer Scouting to more young people, making a difference in their lives and the world at large.

Rover Program Development
In developing the Rover Scout Program, NSOs should:
- Analyse the characteristics and needs of young adults in their own countries;
- Identify the major concerns, challenges and issues for young adults in your country; and
- Develop the Rover Scout Program based on these finding.

KEY TOPICS FROM THE DOCUMENT

- **Challenges for young adults worldwide**
  The 1.2 billion people between the ages of 15 and 24 years in 2007 – those the United Nations refers to as "youth" or "young people" – are the best-educated youth generation in history. Constituting 18 per cent of the world's population, today's youth are a tremendous resource for national development. There is clear evidence of the determination of today's youth for self-improvement and their commitment to improving the social, political and economic fabric through individual and group action.

  Most young people manage well the transition from protected childhood to independent adulthood. With the support of family, school and peers, the majority of youth eventually find a meaningful place in society as young adults. A minority of young people diverge from this path; some become engaged in risky behaviour that can damage their social position and their health. Many young people are exploring their sexuality, and for some this exploration has certain embedded risks. Some youth experiment with drugs or venture into some type of delinquency, mostly of a temporary duration. These transitional risks have not changed much through the generations, and they remain of primary concern to most young people today.

- **The transition to adulthood**

  This is a complex process in which youth who have been dependent on parents throughout childhood start taking definitive steps to achieve measures of financial, residential, and emotional independence, and to take on more adult roles as citizen, spouse, parent, and worker. This transition can be a period of growth and accomplishment, especially when youth have the resources they need to navigate this process, such as community connections and a stable family that can provide guidance and financial assistance if needed, and access to education and experiences that provide a foundation for learning, life skills, and credentials. The transition to adulthood can take place over a wide range of ages from the teens through the mid-to late 20s and beyond, and most youth successfully make these transitions.

- **Empowering Young Adults**
  - **Active travelling and intercultural experiences**. The Rover Scout Program should provide opportunities to young adults to discover other countries, other communities, and their own cultural environments. By providing active travelling and intercultural experiences, the Rover Scout Program helps young adults to: discover other cultures and experience international/ intercultural relationships, broaden one's horizons, develop understanding for other cultures and value their own, nurture international relationships, develop organisational skills, etc.

  - **Adventures in wilderness**. Rover Scouts should develop and keep a taste for wilderness. These activities should encourage an active way of life; develop teamwork and a permanent concern for protecting the environment, wildlife and habitat, and to live without wasting resources.

  - **Community service.** This includes community service ("To serve" is the motto proposed by Baden-Powell to the Rover Scout Section) related to concerns of environment, development, peace, education, hunger and poverty, information and communication technologies, etc. This provides the opportunity to each young adult to develop an active and responsible citizenship at local, national and international levels; a kinship with other women and men; capacity to think and work in a group towards a common goal; etc. The Scouts of the World Award could complement this area of work.

Recommendation

The members of the Section be referred to as "young adults".

- **The Scouts Promise and Law in the Rover Section**

  As a rule, the Law is a positive code of living, whereas the Promise describes the personal responsibilities of being a Rover Scout. There are a number of challenges in relation to the Promise and Law. Some of these include:

  - the Promise and Law are often misunderstood both within and outside the Scout Movement;

  - the language of the Promise and Law is outdated and Rover Scouts do not understand their meaning;

- adults in the Scout Movement pass on to Rover Scouts that the Promise and Law are a mere formality, instead of facilitating the Rover Scouts to make a real commitment; and

- commitment to anything is too difficult for some of the young adults aspiring to be Rover Scouts, and they are not sufficiently supported to see how committing would help them grow.

- **Learning by Doing**
  Learning by doing is an ongoing process, which underlines all of the actions in a Rover Scout Community. Activities are the motor for the Scout experience. A good balance of different types of activities ensures a variety of experiences for Rover Scouts, creating different learning opportunities, and encouraging the development of various skills. Learning by doing relates to the lessons learnt from the relationships, the group life, the experimenting, and the responsibilities as well as the activities in a group. Learning by doing encourages young adults to be actors, not spectators, in their community. It encourages the Rover Scout Section to be a learning environment and ensures that active learning is in the centre of Rover Scout Section activities.

- **Key Activities & Educational Objectives**
  In Scouting we believe in a progressive participation process within a decision-making approach as it ensures the development of young people's autonomy. People learn in a cyclical fashion. They pass from activity to repose, from action to reflection. In any project or initiative people pass through four stages. In Scouting we see this cycle repeated continually, as we learn through fun and active participation, not only in the practical skill, but also in the areas of organisation, responsibility, and leadership.

- **Fixed Activities**
  Fixed activities usually take a single form and generally relate to the same subject. They are repetitive and contribute to creating the atmosphere in the Rover Scout Community and give the young adults typically "Scout" experiences (for example: hiking, camping, camp fires, etc.). They strengthen the Method by ensuring youth participation, collective decision-making and the tangible presence of the values (for example: Team Council, Rover Scout Community Committee meeting, Community Congress meeting, ceremonies, etc.). Fixed activities contribute in a general way to achieving the educational objectives.

  Examples of fixed activities: ceremonies, meetings, outings, upkeep and improvement of the Rover Scout Unit meeting place, games, songs, Team Council, Rover Scout Community council and Assembly, etc.

- **Variable activities and projects**
  Variable activities offer the opportunity to achieve specific educational objectives because they take many different forms and cover very diverse subjects, depending on the young adults' interests.
  A project usually combines several activities on a common theme or with a common goal over a fairly long period of time.

- **The Team System**
  The team system is a fundamental element of the Scout Method and it exists in every Section of the Scout Movement in a way that is adapted and specific to each age group. It should be no different in the Rover Scout Section. In the Rover Scout Section, because we are dealing with young adults, it makes even more sense that we pursue the implementation of "an organised social structure and a democratic system of self-government based on the Scout law" as Baden-Powell described the "Patrol system".
  There are a number of challenges, some of these include:
  o Believing that the team system does not apply to the Rover Scout Section.
  o Believing that the team system should be applied in the exact same way as in the team system for the earlier age Sections.
  o Believing that young adults are individuals, with different interests, and do not wish to be part of a team.
  o That young adults do not need the support of a team.

- **The Symbolic Framework**
  The symbolic framework is an educational tool also in the Rover Scout Section, conveying a vision of the final educational objectives and providing young adults with motivation and energy for growth. Revisiting the original symbolic framework proposed by Baden-Powell to young adults in Rovering to Success is an interesting exercise.

  Rovering can be the symbol of finding one's way in life, identifying the alternative futures which are offered and choosing the best "route", the best journey in life. The "route" also is a symbol of the need of young adults to travel, to discover new things and new people.

- **Knighthood Themes**
  The Rover Scout symbolic framework is healthy, real, and oriented towards the future.

  There are several reasons for not retaining the middle age symbolic framework sometimes used in reference to chapter VII of Scouting for Boys: Chivalry of the Knights, St. George, the Knights' code, etc. Firstly this was proposed by Baden-Powell as an introduction to the Scout Law for a younger age range, the Scout Section. Secondly, this is very much linked to the western culture, and does not correspond to the expectations and needs of a large majority of young adults around the world. If we have to refer to Baden-Powell for the symbolic framework of the Rover Scout Section, we should simply use the image of "paddling your own canoe", an image put as frontispiece of "Rovering to Success". The symbolic image of the Rover Scout Section is "Rovering to Success", i.e. finding one's way in the journey of life towards happiness.

  The Rover Scout symbolic framework is not oriented towards the past but towards the future. It encourages young adults to discover the reality of today's world. It is healthy, because it does not close young adults into an esoteric and sectarian language.

  Recommendation

Squire Training and the Knighthood theme be abolished.

- **Nature & Environment and the Scout Method**

  "Nature, as an element of the Scout Method, refers to the immense possibilities that the natural world offers for the development of the young person." Life in the outdoors and contact with nature have a direct relationship with the purpose of Rover Scouting.

  Nature and life in the outdoors are the ideal framework for Rover Scout activities. This is endorsed by WOSM's framework for environmental education in Scouting.

  Rover Scouts who enjoy travelling and exploring the world discover the rich tapestry that nature provides - the best way to appreciate nature's abundant variety is in the company of other Rover Scouts. Never before in history has it been more important to develop an attitude that contributes to sustainable environmental development because of the necessity to take positive action.

  Rover Scouts should actively engage in educational Programs and make informed choices about the environment, people and society - choices that reflect Scouting's Promise and Law.

- **Educational Objectives**

  A good Rover Scout Program has defined goals. Educational objectives enable you to present these goals clearly, in a measurable way. Rover Scouts require educational objectives that are relevant to 'young people today'. The world we live in is a wonderfully challenging and exciting place. In most cases it is hugely different to the world our parent's grew up in, as many things have changed more in the last 25 years with the digital revolution, than in the previous 150. This 'new world' presents its own challenges to Rover Scouts in their quest to become the best that they can be, and take an active role in improving their own society.

- **Rover Scouts or Leaders?**

  One of the most common questions about Rover Scouts exercising leadership outside the Rover Scout Community is regarding Rover Scouts taking the responsibility of leadership in the younger Sections in Scouting (e.g. Cub Scouts). Exercising leadership is one way to meet the educational objectives defined by the young adults in the Rover Scout Section.

  However, one of the first priorities is to ensure that the Rover Scouts enjoy the Rover Scout Program and go through the whole Program.

  In relation to Rover Scouts taking on leadership roles in younger Sections there are a number of different models adopted by NSOs and each NSO should consider a number of factors before deciding upon its approach to Rover Scouting and leadership opportunities outside the Rover Scout Program. Some of these factors are:
  o   The upper age limit for Rover Scouts.
  o   The situation of Rover Scouts in a country – are most Rover Scouts still in full time education or does Rover Scouting attract a range of young people who are also in full time employment?
  o   No opportunities for Rover Scouting.

- **Rover Scouting and/or Leadership in Scouting**
  - In order to have a successful Rover Scout Section, all young adults in the specified age-range should be encouraged to participate in an educational Program for their personal development.

  - The Rover Scout Program needs to be well-rounded and meet the educational objectives in all the personal areas of growth, it needs to be challenging and rewarding and truly adapted to the needs and abilities of the young adults living it.

  - There should not be an expectation that all Rover Scouts are leaders in younger Sections, leadership must be exercised on a voluntary basis.

  - Most young people understand the difference between being a Rover Scout and participating in the Youth Program and focusing on their own personal development and being a Leader and providing the Youth Program for others, supporting their personal development.

  - No adult should be accepted as a Scout leader without having been formally appointed to a specific function, according to precise criteria and for a limited period of time subject to evaluation.

- **Activities**
  Activities are to a great extent what makes Scouting fun, but it is important that it is "fun with a purpose" especially in the Rover Scout Section. Activities are part of the Rover Scout Program not only because they are fun, but also because they are useful tools in the Rover Scouts' development to adulthood.

  Activities in the Rover Scout Section should include opportunities to deal with issues important to young adults: health, relationships, responsible attitudes to sexual relationships, lifestyles, personal safety, and life-choices. Activities can be designed to provide experiences that enable young adults to be aware of environmental issues and their impact locally and globally, also by a clear adoption of the outdoors life.

  In developing the Rover Scout Program, NSOs should:
  - define, support and encourage diverse and well-rounded activities within the Rover Scout Program;
  - define, support and encourage district and national events for Rover Scouts to set an example for Rover Scout communities and teams;
  - ensure that the structure involves the participation of young adults at all stages in the implementation of the Program in their Rover Scout Community;
  - enhance the discovery of other cultures and religions along with their own;
  - allow the development of a personal adherence to a set of values, namely those related to peace and human understanding;
  - give a chance to discover and respond to the needs of the communities, developing partnerships when possible, in a local and at a broader level;
  - give a considerable importance to mobility as a form of discovering other ways of living and people and to establish new relationships;

- provide the development of concrete skills related to the role that each person will play in society: self-expression, time management, communication, leadership, co-operation, etc.;
- enable work on long term projects, developing the sharing of responsibilities and co-management attitudes; and
- include understanding and action on global issues.

- **Activities should include:**
  - Active travelling and intercultural experiences
  - Adventures in wilderness
  - Community Service
  - Social and economic integration

WOSM's memorandums of understanding with other organisations

Research has found key partnership agreements between WOSM, NGOs and United Nations agencies.

Individual NSOs have a variety of agreements within their countries. Most of these agreements are based around community engagement or service. These agreements appear to be more common in third world NSOs where Scouting plays a significant role in supporting the local community regularly and during a time of crisis.

SUMMARY

- The Rover Scout Section has many strengths and programs unavailable in other Sections of Scouts Australia. Many Leaders see Rover Scouting as the pinnacle Section that provides an opportunity for Rover Scouts to implement all learnt in the younger sections. Camping and adventurous activities are key elements along with motor sport activities, service, leadership and the ability to organise well run major events. These good practices will often vary depending on the skills of the organisers at the time. A motor sport activity (e.g. in Victoria) is the main Rover Scouts event acknowledged as best practice by others outside Scouting.

- The Rover Scout Section is a very small percentage of the Scouting population in both Australia and many other NSOs. Around the world NSOs have debated similar topics about the Rover Scout Section e.g. age range, demands for leadership, responsibilities and difficulties maintaining membership.

- 103 NSOs use the term Rovers or Rover Scouts.

- There are differences in relation to starting age, purpose, method, Program, Award Scheme and finishing age across NSOs. There are 22 NSOs that appear to have similar demographics to Australia. It is difficult to find a single NSO that models many facets of good practice that Scouts Australia could follow to grow our Rover Scout Section.

Some (e.g. United Kingdom) have taken significant risks to develop a whole new concept for the age group.

- The Australian Rover Scout Section consistently has the smallest population of all NSOs reviewed and Western European nations appear to have a higher participation rate for Rovers than is observed among Commonwealth nations. As such, Australia, which currently has 2,391 Rovers representing 4.5% of the total youth membership, is more successful at retaining members than any other Commonwealth nation yet is under performing compared to the Western European nations studied.

- The overall market share for the Rover Section across Europe currently sits at approximately 0.25%. This compares with the Scout Section at more than 1% yet is more than double the Rover age participation rate of 0.1% recorded in Australia.

- In Australia in 2010, 18.3% of female Rovers were Leaders and 13.9% of male Rovers were Leaders. In total 15.6% of Rovers were Leaders.

- Having, or not having, a Venturer Scout Section or equivalent appears not to have any significant effect on Rover membership. However, the wider the age range immediately prior to the Rover Section the higher the membership in the Rover Section.

- The United States of America is an exception to all of the other nations that were reviewed. The Venturing Section overlaps the Boy Scout Section and, unlike any other NSO, membership ceases at 20 years. The Section has a very distinctive focus and rather different target audience than the rest of the Association.

- The United Kingdom, New Zealand and Australia have adopted a more socially orientated Program with an award scheme that recognises individual achievement and personal development.

- For most other NSOs, service remains a primary focus for the Rover Scout but for most this relates to the welfare, environmental and economic needs of the local community. Rover Scouts provide a service to the community not provided by any other agency or organisation. Importantly though, there is a strong distinction between this more service orientated Program and the commitment of adult appointments. Given that the time spent in Rovers is relatively short, particularly in Western Europe, several NSOs place a restriction on Rovers holding Section appointments and use this opportunity to encourage personal development and skills training.

- Only 24 NSOs can be identified as implementing the Scouts of the World Award.

- The document Empowering Young Adults: Guidelines for the Rover Scout Section is an invaluable resource that covers the Why, What and How; Purpose and Aims, challenges and all aspects of the Scout Method and Areas of Personal Growth as integral parts of the Rover Scout Program. It covers nearly every term of reference for the Rovers Towards 2020 review.

7. SCOUTS STRATEGIC PLAN AND OTHER REVIEWS

Consider the Scouts Australia Strategic Plan and findings arising from other relevant Scouts Australia reviews in the past 10 years, including the 2004 – 2005 *Review of Adults in Scouting in Australia* and the Venturer Scout Review, as they apply to Rovering.

The Scouts Australia Strategic Plan 2011 - 2015 has seven key outcomes which provide the framework for this section of the Rover Review.

1. Recognised as a Contemporary and Relevant Organisation

Our internal research in focus groups and surveys of Rovers across Australia (Surveys 2011 and Branch Meetings 2010-2011) and at National meetings (National Rover Council 2010, 2011) indicates that Rovers are not recognised, well known and understood in the broader community.

Research by Dangar (Adults in Scouting 2004) also indicates that there is a limited understanding of Scouting generally. This implies that little is understood about Rovers ... both young men and young women.

This is also supported by the Nielson Omnibus Survey, 2009 which found, in particular, that Scouts was not seen by the community to be an organisation for young adults aged 18 - 25 years.

Interestingly, another key finding of Dangar (2001) was that the broader community is very supportive of the core values and processes that Scouting provides when young people aged 6 - 26 engage in the Scout Program.

One outcome of this lack of awareness may be as a contribution to the relatively static number of members of the Rover Section over a number of years. However, the participation rate has fallen from 0.21% in 1992 to 0.12% in 2004 and in 2008 was 0.11% of the total population aged 18 - 25 years.

Numbers may grow when the current increase in youth members works its way through the Sections, provided the level of attrition is not high.

Various strategies implemented by Rovers at a National and Branch level to recruit members from the broader community have had little success (see participation rate above) and it is recommended that the use of scarce resources in this way may not be the best use of funds and time.

Anecdotal evidence from Rovers suggests that The Baden-Powell Scout Award is not recognised in the broader community, including potential employers and that the Gold Duke of Edinburgh Award has a higher level of recognition (Scout's Australia Marketing Strategy 2008).

This lack of community awareness regarding the Rover Section and the Award Scheme indicates a challenge that the Rover Section may not be a positive contributor to Scouts Australia being recognised as a "contemporary and relevant organisation".

As a result of the last Review, the word "Scout" was dropped from the name of the Section.

Current Rovers indicate that the word "Scout" has to be used early in most conversations to clarify an understanding of who a Rover is and what it is that they represent.

It is recommended that the name of the Section be "Rover Scouts" as this encourages clearer communication, is in line with other Sections and recognises and celebrates that Rovers are an important part of the Scout Movement.

"Rovers" should still be the term used within the Movement.

To support Scouts Australia's achievement of the goal of "Recognised as a Contemporary and Relevant Organisation", Rovers need to be visible to the broader community as an integral part of Scouts Australia with a clearly recognised and accredited Program.

Rovers should be seen playing a role in the broader community which demonstrates that the Program goals of the Scout Method are being achieved in a way which clearly demonstrates that Scouting has more value than other youth-based organisations that support the development of young adults.

Opportunities for this to occur should be part of the Rover Program and Award Scheme.

The Australian Government's *National Strategy for Young Australians* (2009, p. 6), which focuses particularly on young people aged 12 - 24, in the section "Showcasing the Youth Sector" lists a number of organisations which "demonstrate the scale and diversity of the important contribution that is being made by the not-for-profit sector to the development of young people in Australia."

It lists eight organisations which include The Australian Youth Climate Coalition, the Inspire Foundation, the Oaktree Foundation and Linkz. Some are run only by young adults. It does not include Scouts Australia. In fact Government would appear to be recognising those organisations run by young adults.

Consideration should be given to Rovers, when planning at a national level, to meet with those organisations which are recognised, to develop partnerships and investigate elements of their programs which may broaden the scope and drawing power of the Rover Program.

Recommendations

- The name of the Section be changed to "Rover Scouts". Members may be referred to as "Rovers" within Scouting.

- The members of the Section be referred to as "young adults".

- A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council and act as a link for Branch Rover Commissioners and Branch Rover Advisers.

2. Well - Trained, Well Resourced and Passionate Leaders

The Rover Section is specifically mentioned in the Adults in Scouting Review (2004-5), where it was stated:

"There is little doubt that Scouts Australia considers all Rovers as young Leaders and an important pool of experience and talent. Whilst it is hoped that many Rovers will ultimately choose to become Adult Leaders, it is important to recognise and respect the rights of those Rovers who do not wish to assume Adult Leadership positions. It is acceptable that many Rovers wish to further develop their skills through interacting with peers and being involved with the Rover Award Scheme.

While these adults may choose to provide Program support or assist in helping in times of need, there should be no pressure put on them to leave Rovers to become a Leader, nor to accept an Adult Leadership role whilst a Rover. It would, however, be appropriate for a formal interview to occur prior to the Rover being 'booted'."

It is interesting to note that points for "consideration" including interviews prior to leaving Rovers have not become mainstream practice.

There is some recent evidence that recruitment and preparation for effective young Leaders should begin in the Venturer Section. (N Tomkins Report, Fairfax Scholarship 2011)

It is recommended that Rovers should feel free to choose, without pressure, whether (and when) they wish to become a Leader or not.

Research (Wardle, Tomkins) also indicates that one NSO has no leaders, including Chief Commissioner, over the age of thirty.

Recommendation

A Pathways strategy for Rover Scouts leaving the Section be developed by the National Operations Committee, based on the Pathways section in the Review on pages 102-104 of the Report.

3. High Quality and Consistent Youth Program Delivery

The Rover Program is currently based on an award scheme which, if completed, culminates in the Baden-Powell Scout Award (BPSA).

There are two pathways to achieve the award - "traditional" and "non-traditional" journeys.

Of the very limited number of Rovers in Australian society (less than 2,500 of all young men and women in Australia aged 18 - 25) only a very small proportion achieve the Baden-Powell Scout Award.

While it is recognised that one person can make (and has made) a huge difference to society from time to time, these low numbers indicate that the positive impact on young adults in Australia as a cohort and the benefit to Australian society is limited.

There is also confusion and debate around whether the Baden-Powell Scout Award or the Queens Scout Award is the pre-eminent award in Scouting.

Evidence from forums suggests that the BPSA is of great personal benefit to those who choose to engage in part or all of the Award. It is not known and recognised for its value in the wider community and with employers (Forums, Nielson).

Rover Crews currently have the choice to engage in a "traditional" or "non-traditional" process of delivering the Rover Program.

Our research indicates some Crews also engage in a mix of the two.

Traditional Rover Crews engage in a Program which includes elements borrowed from Medieval times, using procedures involving "Squires" and "Knights". The current Rover Handbook indicates that some see the ritual of "Knighting" as more important than the ceremony associated with the award of the BPSA.

Information regarding the Knighthood ceremony is withheld in some Rover Crews as the mystery is seen as an added attraction to the process.

There is also some anecdotal evidence from Rovers that the process of working through being a Squire involves practices in some Crews that may not be in keeping with 21st Century best practice in terms of welcoming a new person to an organisation.

There has been a clear concern regarding bullying and harassment reported by a significant proportion of Rovers (30%) in our survey of Rovers.

Non-traditional Crews generally do not engage in the rituals surrounding the Medieval theme and it is reported by Rovers at Forums that they are as functional and effective as traditional Rover Crews.

Scouting has also been reported (Dangar 2001) as being perceived as quaint, old fashioned and militaristic.

It is argued that these alternatives being available in the Award Scheme and the method of becoming a Rover provides flexibility which leads to a variety of Programs that can be developed to best suit the needs of individuals.

Alternatively, it may be argued that, given the extremely low number of Rovers in Australia, there should be a clear and supportive single Program that best meets the needs of a

broader number of young adults as we move forward to 2020, particularly for those who are already in the Scout Movement.

One Program and one Award Scheme will also provide an opportunity for less perceived bureaucracy (Dangar 2004).

It will also provide an opportunity for a clearer focus and greater accountability regarding achieving the outcomes of the Scouts Australia Strategic Plan for Rover Scouts who have chosen to remain as members of the organisation.

Current Rover Scouts generally enjoy the Program developed by their Crews and are active participants. It may be seen to be an extension of the Venturer Scout Program, with a focus on eco-adventure, by some.

Some of the feedback (AJ 2010, Rovers, Leaders, Venturers) shows that there are some outside the Rover Section (and some within) who see the use of alcohol as a negative aspect of the Program. The Responsible Use of Alcohol initiative determined and implemented by the National Rover Council is working towards removing this perception, but there is still some distance to go.

Maintaining and enjoying friendships is a core theme identified in our research (surveys, Forum).

Currently, Service is seen as an integral part of the Rover Scout Program. However, many Leaders within Scouting consider Rovers as Service or Activity Leaders without considering the developmental purpose of Service.

A new definition would support the research (Dangar 2001, 2004) which indicates that Scouting is not active sufficiently in the broader community which would support both its Program, its perceived relevance and its recruitment.

Many Rovers feel that there is an expectation that they are called on very often to do service at a local level for the Scout Movement and this can include being Leaders in other Sections.

As well, at an events level, the support that Rovers give unstintingly as part of their Crew's Program is outstanding.

Australian Jamborees, Australian Ventures and Branch events including Dragonskin and Cuborees would have great difficulty in operating without the support of Rovers.

Service outside the Scout Movement is very limited. This does not support an increased visibility of Rovers and Scouting in the wider community.

Recommendation

> The definition of "Service" for Rover Scouts is
>
> Help that Rover Scouts give to someone, a community or organisation, to further their development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be
> - planned within a reasonable time frame and agreed by both parties
> - part of the Rover Program (including the Award Scheme)
> - a contribution to the development of the Rover Scouts
> - weighted towards the local and global community.

It is recommended that Rovers have one Program, clearly defined. This will support the Strategic Plan outcome related to consistency of the delivery of the Program.

In determining the program, "traditional" delivery of the Program (Squires and Knights) be abandoned to reflect the ongoing research findings regarding Scouting being seen as "old fashioned" (Scouts Australia Marketing Strategy 2008, Dangar 2001, 2004 etc).

The BPSA clearly does not meet the needs of many in the Rover Section evidenced by the few who complete the Award.

More attention will be given to these issues in other parts of the Report.

Recommendations

> - A program be developed to train and support Rover Advisers.
>
> - Squire Training and the Knighthood theme be abolished.
>
> - A more flexible Program be developed and delivered to accommodate time, financial constraints and lifestyles of young adults.
>
> - An Award Scheme continues for the Rover Scout Section as outlined on pages 89-92 of the Report. Further details to be developed by the Implementation Team.
>
> - The age range for Rover Scouts Section be from their 18th to 26th birthdays. The linking process for Venturers may commence from 17.5 years, but they do not attend the Rover Crew regularly or become a member until their 18th birthday.

4. Well - Governed, Effective and Agile Organisation

The perception of many in the community is that Scouting is a conservative organisation which has demonstrated limited change over time (Dangar, 2001, 2004).

There was almost no change implemented as a result of the last Rover Review and there has been little change in the types of large scale events in which Rovers play a critical role.

Effectiveness and agility would appear to be the responsibility of individual Crews and it is noted that Rovers in 2011 enjoy similar activities to Rovers in the mid-20th century, using similar systems (with some name changes).

The role of Rovers in the broader governance of Scouting in Australia is now part of the fabric of our Scouting culture and is seen by some other organisations e.g. Plan as something which is of great benefit.

The frequent changes in membership of Rovers in these areas of governance (including the National Rover Council) provides significant challenges for the development, implementation, evaluation and redesign of Programs for Rovers and for the development of a powerful voice and lobby at National and Branch levels in Scouting generally.

These constraints have the capacity to limit the potential for effective governance and agility in decision-making.

Recommendations

- An Implementation Team examines Rover governance nationally and in Branches, including lengths of terms of office with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia.

- The Rover Scout Section further align itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-governing with Group Leaders and District Commissioners providing support.

5. Strong Complementary Partnerships

A primary partnership for Rovers should be with the local and broader community.

The core business of Scouting is recognised by communities as being of significant value for the development of young people to have the capacity to be self-reliant, resilient and of value to other individuals and the broader community (Dangar 2001, 2004).

The Rover Section is embraced by local communities when Rovers have the time, resources and support to engage in community activities.

There are significant demands on time available (Australian Government Strategy for Young People, 2010) for young adults in the 18-24 years age group and if Rovers are expected to provide service to support Scouting activities, many have little time to engage in activities (not just service) that are visible in the local community.

As such, Rovers have a significant potential to add great value to this goal but this may be hampered by the very nature of the activities in which they are called on to perform by others in Scouting.

There are examples both in Australia (e.g. during the bushfires in Victoria and floods in Queensland) and internationally (e.g. Solomon Islands) where local communities both recognise the value of and embrace Rovers.

Consideration should be given to Crews developing their Programs which have, amongst the activities which Rovers traditionally enjoy, the opportunity to provide support (and visibility) in communities at a local, national and international level.

This should include using their training, particularly in times of significant natural disasters.

The partnership with Rotary should be further encouraged to support national and international service programs. Timor-Leste and Shelterbox are only two examples.

A partnership with Red Cross Australia to be called on at times of national emergencies and disasters will also support this Strategic Plan Outcome.

6. Technology - Savvy

The Rover Section is ideally placed to support Scouts Australia to achieve and maintain this strategic goal.

Already, current members use social media and other forms of IT to maintain effective communications at an informal level.

There continues to be significant challenges in developing a National Rovers website which should be linked to the Scouts Australia website.

It is recommended that The National Rover Council create a central web page for Branch Rover Councils to provide their resources so they can be shared around the country and this to be developed in a way to allow alignment/integration with the Scouts Australia website now and in the future.

As well, it is recommended that the NRC create a web based network for Australian and overseas Rovers to encourage contact and interaction.

Recommendations

- An Implementation Team to develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

- An Implementation Team develops a web based network for Australian and overseas Rovers to encourage contact and interaction.

7. Financially Robust and Sustainable

Generally, the operation of the Rover Program is financed by Rovers and our research (Rover Survey) indicates that Rovers, in the main, are comfortable with the cost.

The Rover Section uses significant amounts of Scout resources including Scout Halls and Dens.

There are specific funds set aside at a number of levels which are for the use of Rovers, e.g. in development for Rovers and for travel.

The last Australian Rover Moot was financially supported by the Host Branch.

Consideration should be given to training Rovers at a local, Branch and National level to be aware of the funding opportunities available to them for a range of activities.

Training should also be provided to develop skills in the financial management of large Rover Section events and to support local Scouting.

The encouragement of and support for young adults to be actively engaged and supported in decision making at all levels of Scouts Australia, in line with WOSM guidelines, including finance, should continue.

Recommendation

> The National Operations Committee:
> • Authorises the establishment of an Implementation Team. The Implementation Team to consist of no more than five Rover Scouts to be nominated by the National Rover Council (with power to co-opt additional members if required).
> • Authorises the Implementation Team to further work on some of the recommendations of the Review.

8. CURRENT ROVER PROGRAM

Conduct a critical review of the current Rover Program.

PROCESS FOR GATHERING INFORMATION

As part of the research into the current program and its effectiveness the Rovering Towards 2020 team visited each Branch except for Northern Territory and ran one day workshops with Rovers from each Branch. Attendance at these workshops is shown in the table below.

Workshop	Rovers	Advisers	Total
Queensland	24	2	26
Victoria	46	10	56
New South Wales	23	8	31
Australian Capital Territory	10	2	12
Tasmania	36	3	39
Western Australia	15	5	20
South Australia	14	2	16
Totals	168	32	200

An online survey for Rovers across Australia was conducted as well. The survey ran for four weeks. 299 Rovers answered the survey, with about 60 people over the age of 26 attempting to answer the survey; these responses were taken out of the final analysis. The table below shows the breakdown of responses by Branch.

Workshop	Rovers
Queensland	62
Victoria	71
New South Wales	80
Australian Capital Territory	20
Tasmania	17
Western Australia	32
South Australia	14
Northern Territory	2

There is no way to determine if the survey recipients are different to the workshop participants but the difference in numbers who completed the survey and those who did the workshop would indicate opinions were gathered from different people. We also asked different questions at the workshop to what is on the survey.

These two forms of forums formed the basis of the following research and recommendations.

FINDINGS

THE OPERATION OF THE PROGRAM

Any responsible review of the current operations and Program of the Section must ensure that:
- What works well is acknowledged and celebrated, and
- What can be improved is identified and rectified.

The current Rover Program appears to be old and stale and this is reflected in a decrease in membership numbers in recent years. The current Rover Program is operating from a base formed over 35 years ago and has only had "band aids" applied to fix issues as they arise.

THE SCOUT METHOD

The Promise and Law
The Promise and Law are still relevant to Rovers today - no one advocated getting rid of this component of the program. Most Crews include a discussion about the Promise and Law in their Squire Training. Whilst the Promise and Law is not at the front of a Rover's mind, there would be no benefit to the Section or Scouts Australia to make any changes in this area.

Symbolic Framework
The majority of Rover Crews in Australia would consider themselves to be traditional Crews based on the Knighthood theme. The reality is that these Crews are a mixture of traditional and non-traditional Crews with Crews taking on aspects of the Knighthood theme.

The aspects that most Crews take on are Squire Training and aspects of the Investiture, including the Vigil.

Many Crews do not provide a sponsor to new members or follow the Knighthood Investiture completely.

This means that there is not a consistent approach across Australia to the Rover Program. This makes it very difficult to promote the Section both internally and externally. The Rover Section cannot promote the Knighthood theme to Venturers, with the knowledge that it will be consistent from Crew to Crew.

The fact that each Crew puts their own local "slant" on the theme makes it difficult for the Rover Section to manage expectations of the Scout Association in relation to Program and the Knighthood theme.

It is important that members transferring from Crew to Crew or even Branch to Branch have a consistent experience regardless of which Crew they are meeting with. This does not take away from the individuality of each Crew, but it is not possible to say that the parameters of the Knighthood theme are manageable by the Rover Section.

In the online survey 56.5% of Rovers have read Rovering to Success, with only one person suggesting it was pointless. For a period of about ten years, Rovering to Success was not available in Australia. This made it difficult to access. Recently it is again available and is also available electronically. All Rovers should be encouraged to read this to gain an understanding of the evolution of the Rover Scout Section. It is a useful resource for Rover Scouts.

Squire training is conducted in most Crews across Australia.

66.7% of Rovers surveyed indicated that they are comfortable with the Squire training program and 30.1% felt it was important but could do with some modifying. 96.8% of Rovers felt it was relevant in some form. A common theme across the survey and the workshops

was to work towards a more consistent Squire training Program across the country and to modernise the Program.

There was a small number of people who referred to "hazing" or demeaning of Squires. This is unacceptable and we should not be encouraging an aspect of the Program where this can occur.

The term "Squire Training" is also linked with the Knighthood theme. As with the Knighthood theme, there are many varieties of Squire training. This also leads to inconsistent processes.

The time frame it takes Squires to complete their training also varies significantly and this is a result of not having clear guidelines. This could be seen as a deterrent to potential members, as no other Section expects someone to demonstrate their skills over a three to six month period. There should also not be a segregation of members, Squires and Rovers, as this would be seen as a deterrent to new members joining.

Recommendation

Squire Training and the Knighthood theme be abolished.

Team System

There are no teams in Rovering such as sixes in Cub Scouts or Patrols in Scouts. In Rovers, the team is the whole Crew and the Crew Leader leads the team.

97.5% of Rovers felt their Crews work as a team at least some of the time. 96.4% noted that they liked to work as part of a team with their Crew. This indicates this is important to Rovers and that generally it works well, with 82.8% of Rovers indicating their Crews work effectively either most of the time or all of the time.

At the workshops the Rovers were requesting various team building and team work training, these suggestions included:
- people management,
- Crew committees,
- conflict management,
- working with difficult people and
- team dynamics.

A review of the formal training Program should include more emphasis on team issues.

Recommendation

Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

Service

There has been no clear definition of what service is for Rovers and this causes issues for the Rover Section.

Rovers resent being told it is their duty to provide service to a formation or it being expected that they will provide service at short notice.

At least 80.8% of Rovers participate in service activities for the community at least twice a year and 91.9% participate in service activities within Scouting. This indicates that service still has a strong focus within the Rover Section.

Of those who do not participate in service activities the majority felt it was too time consuming.

Each workshop indicated that they enjoy some form of service to the community, including to Scouting.

During the workshops, participants were asked what they enjoyed about Rovers. Whilst none specifically stated service, there were a lot of activities that could be considered service. It may be useful to redefine service and the expectations from Rovers about what constitutes a service activity.

It would be valuable for Scouts Australia to support the Rover Section with a clear expectation of what is reasonable when asking Rovers to provide assistance; including giving fair notice and ensuring the Rovers are skilled for the tasks they are asked to perform.

Recommendation

> The definition of "Service" for Rover Scouts is:
> Help that Rover Scouts give to someone, a community or organisation, to further their development, especially by using Scouting skills, ability and knowledge.
> Service for Rover Scouts must be
> - planned within a reasonable time frame and agreed by both parties
> - part of the Rover Program (including the Award Scheme)
> - a contribution to the development of the Rover Scouts
> - weighted towards the local and global community.

Nature

There were some environmental projects mentioned as favourite activities or what Rovers enjoyed and some suggestions for training in this area.

It was not a strong focus of this analysis. Having said that, camping was clearly one of the favourite activities of Rovers and being outdoors had a huge focus. It is clear that the majority of Rovers are in Scouting largely for the outdoor component.

Activities

It is clear that there is a wide range of activities occurring in the Rover Section.

At the workshops the participants were asked about their favourite activities. The activities ranged from outdoor activities to service activities and business meetings to social activities. There was a strong focus on Region and Branch activities. Most people nominated a National, Branch or Region activity over a Crew activity.

During the workshops participants were asked to create a marketing plan and to only include activities that they knew happened, in other words not create false impressions of the Section.

Some of the activities included were:
- Branch buggy events,
- camping,
- other outdoor events,
- social events and
- some service events.

90% of Rovers indicated on the online survey that they went camping with their Crews, 80% participated in Branch or Region Moots and 55% participated in day trips to the beach or the bush.

This is a strong indicator that the outdoors component of Rovering is thriving.

There is a wide range of social activities that a Crew does including sitting in the Den and talking and games nights. There was an even spread of spiritual activities across the survey with 50.9% running activities sometimes and 49.1% not running very often.

There is a wide range of activities being run across the Rover Section, there is no value in changing anything in this area. Crews that are not very active need support from their Branch or their Region and to be taught how to program effectively.

AREAS OF PERSONAL GROWTH

It was very clear in the workshops and the online survey that Rovers are in the Section to develop themselves in various ways.

The key driver for membership was friendships and relationships. All workshops highlighted the major reason for being a Rover was the friendships and as an extension, the development of their social skills.

Spiritual – There does not seem to be a huge focus on the area of spiritual development in the Rover Section. There seems to be a perception that this is about religion. The online survey showed that 50% of Rovers participate in some sort of spiritual exercise some of the time and this is possibly as part of a Squire Training Program. There were certainly no

spiritual activities included in the Rover's favourite activities, why they enjoy Rovering or in the marketing plan.

Physical – There is a big focus on the physical in the Rover Section. The online survey indicated that the physical, outdoor activities were the ones that most Rovers participated in. In the survey results the following percentages show the activities that Rovers participate in

- 52% in hiking,
- 42% in rock climbing,
- 38% in abseiling and
- 32% in canoeing/water sports.

When asked about their favourite activities a lot of Rovers nominated Moots and camping activities.

Intellectual – This is another area that did not feature much in discussions with Rovers. There were a number of Rovers who liked being on committees and developing their skills in meeting procedures and leadership of teams. Rovers at workshops did talk about the mental and physical challenge of Rovers, learning to deal with people that are different to us. They also talked about enjoying doing things with like-minded people, made it easier to enjoy Rovering when others like the things you like.

Emotional – The key issue that was raised in both the workshops and the survey were friendships/relationships. Every participant in the workshop told us that they enjoyed Rovers because of the friendships they formed and it was one of the strongest points to highlight when promoting the Section.

Rovering (and Scouting) is a great teacher of developing personal relationships and how to deal with people from different backgrounds. There was a call for more training in the areas of dealing with people and people management from the workshops.

Social – The workshops showed that a large number of favourite Rover activities were social activities such as games nights, bowling, pub nights, having fun and random road trips.

When asked what Rovers enjoy about Rovers the overwhelming response was friendships and meeting new people. Branch and Region Moots and large Rover gatherings encourage this and it is why they are so popular.

Summary – The research shows that the Rover Program covers SPIES without the members realising they are doing it. It is important that we ensure the training is including all aspects of SPIES.

APPROPRIATE AGE RANGE

The overwhelming majority of Rovers strongly advocated an age range of 18-26.

There were a few Rovers who felt strongly about starting at 17 years, mainly due to secondary school finishing at this time and it gives the member a sense of moving into

adulthood. The significant majority of the Rovers at each workshop advocated a starting age of 18 and the main reasons listed were:

- puts undue pressure on Crew Leaders who need to have a greater duty of care when there are 17 year olds in the Crew,
- the Crew needs to mindful of moral and legal obligations at events where alcohol is consumed,
- there should not be a mix of adults and youth in one Section.

It was also mentioned that starting Rovers at 18 would mean the start of an Adult program and the cessation of a Youth Program.

The survey asked the Rovers to state what they felt was the ideal starting age and 83.3% stated 18. There were a variety of reasons given, they were the same as above, with an extra reason around being able to give yourself permission to attend activities and not relying on parents.

The finishing age created more discussion. The workshops generally agreed that the 26th birthday was the ideal age but it was not as strong as the starting age. Some of the reasons the workshops gave for a 26 – 28 finishing age were:

- at 24 you have just finished university and you can start to appreciate what is going on in Rovers,
- you can enjoy your last two years with little external pressures and
- developmental stages are different to ten years ago and therefore Rovers is still relevant at 25.

The survey showed 52% of Rovers feel that 26 is the right time to finish, a further 17% were happy to go to 28 and 19% wanted to finish at 30.

Recommendation

> The age range for Rover Scouts be from their 18th to their 26th birthdays. The linking process for Venturer Scouts may start at 17.5 years but they do not attend the Rover Crew regularly or become a member until their 18th birthday.

AWARD SCHEME

All workshops advised that the Baden-Powell Scout Award (BPSA) is relevant to the modern Rover.

It provides a Rover the chance to grow and set their own goals. Awesome things can come out of the Rover Awards. The Award is tailored to individual needs and is less complicated than the Queen Scout Award. 83% of Rovers who are undertaking or intending to undertake (59.2% of all respondents) stated they are doing it for personal development and 91% see it as a great challenge. 63.2% of Rovers stated that they believe there is sufficient support within the Crew for Rovers attempting the BPSA and 68.8% believe there is sufficient support from Region/Branch.

40.8% of the Rovers surveyed indicated they were not planning to undertake the BPSA. Their reasons were:

- it is too time consuming (59.6%),
- it is not valid for me (26.3%) and
- there is not enough support in our Crew (18.4%).

They also stated they have other priorities and are happy to do the activities without any formal recognition.

The workshops stated that the BPSA:
- has a lot of administration and paperwork which turns people off (a written, hard copy log is not necessary but that is all people think is acceptable)
- Squires are not provided with enough information about it
- is vague and non-directive
- Award participants are compared to other people too often
- is not supported by Crews
- is not recognised by the community
- can look too hard to start with and
- does not mean anything in the real world.

The workshops only focussed on BPSA but the survey asked if there were other badges that Rovers were completing.
- 84.8% indicated they had done a First Aid course,
- 39.9% the Anchor Badge,
- 37.3% the Youth Helper badge and
- 24.1% had a language badge.

The survey also asked why people were not willing to try other badges and 52.5% stated it was too time consuming and 47.5% stated they were not relevant.

The BPSA is the major badge in the Rover Section although the participation rate is low. Whilst the survey indicated that 59.2% were attempting the BSPA, the numbers that actually achieve it is below 20 Rovers per year nationally. The Rovers have indicated that the award is bogged down in administration which discourages people from attempting and completing the Award.

Western Australia is the only Branch that does not have someone review the badge after it has left the Crew. Victoria and New South Wales have Regions reviewing the standard and the other Branches do it at Branch Rover Council. This could be why Crews are reluctant to support their members as they are not sure if what they deem a good standard will be accepted by a higher body. If Crew members are attending these meetings and seeing a BPSA proposal being reviewed in minute detail, that will turn them off attempting the Award as well.

The structure of the Awards Scheme is outlined on the following pages. The Implementation Team will use these Award Scheme guidelines to further develop details for the Award Scheme.

Recommendation

An Award Scheme continues for the Rover Scout Section as outlined below. Further details to be developed by the Implementation Team.

ROVER SCOUT AWARD SCHEME GUIDELINES

Prior to commencing the Award, the requirements for membership must be met. These will be based on the current Rover Link badge which will be reviewed to apply to both Venturer Scouts and new members to Scouts. The Implementation Team is tasked with the responsibility of developing the requirements for becoming a Rover.

All requirements (five badges and Scout Promise and Law) must be completed to gain the Award.

All badges must have some form of record to ensure they meet an appropriate standard and can be reviewed if necessary. This does not have to be a paper log. It could include records on Facebook, online blogs, a photography portfolio, spoken recording or paper copies. The Rover Scouts must provide appropriate evidence that they have completed the requirements of each badge. The method of record keeping will be negotiated before starting each project.

The Rover Award Scheme has similar challenges and goals to the Gold Duke of Edinburgh Award, providing the opportunity for Rovers to gain both Awards with the minimum of additional work.

If a Rover chooses to use their Rover Award badges for the Gold Duke of Edinburgh and they have not achieved Bronze or Silver Awards, then the duration of the tasks for each badge must be at least eighteen months. A Rover should also check the criteria for the Gold Duke of Edinburgh to ensure the task they are undertaking for the Rover Award also meets the criteria for the Duke of Edinburgh.

Objective/aim	Criteria	Examples	Reporting	SPIES
ROVER SERVICE				
Develop the personal skills that come from providing service either within Scouting or the broader community.	Hold a leadership role within Rover Scout governance at a Region or Branch level. OR Become a Leader in another Youth Section of the Scout Association and complete a minimum of the basic level of training OR Obtain a Wood Badge in the Rover Scout Section OR Provide service to an external community group, undertaking all required training		Quarterly progress reports to be presented to the Crew. Records are to be maintained for the duration of the Service. The record is to contain evidence of meetings attended, copies of relevant agendas/minutes; any relevant actions specific to the participant and any position specific information. A letter of confirmation will also be required to be presented from the appropriate body.	**Social –** Interacting effectively with others. **Intellectual –** Need to demonstrate leadership or obtain a qualification for leadership skills. **Spiritual –** Dealing with all types of people in the leadership role and having a sensitivity to the diversity of culture and language within the Scout Association.

Objective/aim	Criteria	Examples	Reporting	SPIES
	Note: Attaining Youth/Adult helper level in Scouting is not sufficient. The duration of the badge to be at least twelve months.		A Rover Scout must attain the minimum standard of training required by the formation with which they are working.	

<table>
<tr><td colspan="5" style="background:red;color:white">CREW QUEST</td></tr>
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Objective/aim	Criteria	Examples	Reporting	SPIES
Participate as an active member and contribute to creating a more effective Crew.	The Crew Quest Badge consists of three parts, each of which is to be completed. 1. Be a member of a Rover Scout Crew Executive for a minimum period of twelve months and positively contribute to the working of the Crew. Executive position can include Crew Leader, Deputy, Secretary, Treasurer, Quartermaster, and any other management role associated with the Crew executive. Complete training appropriate to the chosen executive position such as a Rover Scout Basic or equivalent Rover Scout Executive course. 2. Campcraft - Six nights camping under canvas on no less than five occasions utilising the four seasons to show a variety of styles and a final camp with a minimum of two nights activity to a higher standard. 3. Crew Activities - Organise, participate in and log an activity for your Crew from each of the following categories – Service, Fundraising and Social. The duration of the badge to be at least twelve months.	• Examples of camps could include, Snow, beach/sand, traditional 'patrol', lightweight, low/no impact, theme, camps based around major holidays, survival camps, traditional district camps with gadgets, initiative courses for Venturers • Help out with another Section, clean up a property for an elderly person etc • Run a sausage sizzle, trivia night etc • Invite another Crew to your night, run a local camp for all District/Area/Region Rovers etc	Quarterly progress reports to be presented to the Crew. The Campcraft activities must be presented in log form including pictures to demonstrate or highlight achievement of skills and styles. The Crew activities must be recorded, including pictures, to demonstrate/highlight achievement of skills and styles.	**Social –** Working with those in your Crew and also interacting with others. **Physical** – campcraft **Intellectual** – Demonstrating skills in planning and contingency planning. Use past experience and knowledge to assist with planning. Lead and manage problem solving within the Crew. **Emotional** – Dealing effectively with other people's issues. Dealing with Crew issues as part of the Crew Executive.

Objective/aim	Criteria	Examples	Reporting	SPIES
PERSONAL GROWTH				
Explore one's own development through new challenges	Explore an area that is of significant interest through a project, a spiritual discovery or an area that enhances the capacity for learning. It must be challenging to the Rover Scout. It is preferred that the task is something new to the Rover Scout rather than a continuation of an established skill. If it is a continuation of an existing skill, there must be clear evidence of significant development in that skill area. The duration of the badge to be at least twelve months.	• Explore your personal values system • Self-philosophy • The concept of God • Purpose of life (with religious organisations or humanist starting points for discussion) • Improve educational qualifications • Improve trade or professional qualifications • Explore politics • Learn to play a musical instrument • Learn to dance • Take up film, art or drama appreciation	Quarterly progress reports to be presented to the Crew. If the area of personal growth is the continuation of an existing skill, previous knowledge must be recorded by an appropriate trainer/teacher in the chosen field to determine that growth, development or an improvement in skills has occurred.	This may cover social, intellectual, emotional and/or spiritual categories to varying degrees depending on the tasks chosen.
PHYSICAL DEVELOPMENT				
Demonstrate physical development through the achievement of a physical/sport activity goal.	The Rover Scout starts with a measured standard and a demonstrated, significant improvement by the attainment of the Award. **Option 1** The undertaking of a physical/sporting activity. The duration of this activity must be at least 12 months. OR OPTION 2 Embark on a journey of at least three nights over four days AND attain Level Three Remote Area First Aid certificate. The duration of this journey including the planning stage must be at least six months and no longer than twelve months.	• Rock climbing in New Zealand or Arapiles in Victoria • Learn a self-defence skill • Canoe or raft along the Murray River • Hike Kokoda Trail • Build a house as part of Habitat for Humanity • Learn to scuba dive • Train for a marathon • Run five kilometres in a specified time • Cycle to Sydney from Melbourne using back roads (no national highways) • A public transport tour of Australia (no flying) • Develop and participate in a fitness plan for your Rover Crew • Travel the Simpson Desert by camel	Quarterly progress reports to be presented to the Crew during the twelve month period.	**Physical** – an improvement in physical fitness. **Intellectual** - The planning and problem solving when developing ideas and determining the type of trek undertaken. **Emotional** – Dealing with the issues that arise during the activity and with the people involved in the activity

Objective/aim	Criteria	Examples	Reporting	SPIES
COMMUNITY DEVELOPMENT				
Understand community capacity building and how it benefits individuals. Contribute to an improvement in community sustainability, both practically and culturally.	Develop a project that benefits the community in which you live, nationally or internationally and involves other members of Scouting. The duration of the badge must be at least 12 months and no longer than 24 months in length. A longer duration can be approved by the Region/Branch Rover Scout Council. *By completing this badge the Scouts of the World Award may be achieved.*	• Incorporate a new system of sustainable living into a Scout Hall involving grey water, water storage capture, solar energy, and recycling principles • Work with a community either in Australia or abroad to support the improvement of a significant issue e.g. health, education, infrastructure. • Rehabilitate an area of land drawing on expert advice and the local community to do so • Within an organisation, including a workplace, plan and institute initiatives to improve environmental performance and staff culture • Contribute to a campaign to improve environmental outcomes at a policy level • Research an environmental issue and educate the community though an appropriate forum	Quarterly progress report to be represented to the Crew during the twelve month period.	**Physical –** The type of work undertaken could be very physical. **Intellectual –** Planning the project and problem solving. **Spiritual –** Developing the participant's relationship with the environment and contributing to the community. **Social and Emotional –** working closely with people.
SCOUT PROMISE AND LAW				
As the final requirement of the Award, the Rover Scout will explain to their Crew how the values of the Scout Promise and Law guide their values as demonstrated in their daily lives.				

THE ROVER SCOUT SECTION PROGRAM

The Review indicated that there was significant variety and flexibility of programming across all Branches. Individual Crew programs did not always support individual Rover Scouts as they attempted the Baden-Powell Scout Award.

This, together with issues around flexibility, cost and bureaucracy as mentioned above, may contribute to the low numbers of Rover Scouts completing the BPSA.

The Review Team has developed Program guidelines for Crews to help address these issues. The guidelines are shown below and are to be further developed by the Implementation Team.

Recommended Guidelines

All Crews have a responsibility to develop annual and short term Programs. These are to be flexible to meet the needs and interests of all Crew members.

The Award Scheme contains the key elements of the Program and, as such, each Crew's annual Program must include all these elements. This will also support Rover Scouts engaging in the Award Scheme and provide all Crew members with a diverse and balanced Scouting program.

The Annual Program is to include activities that cover the Areas of Personal Growth – social, physical, intellectual, emotional, spiritual and character development. The program is delivered by using the Scout Method.

Long term Programs should have a key major event as a core part of the program. This adds a purpose and key challenge to the program that engages all members of the Crew to work towards and develop new skills to participate in the major event. The major Rover Scout event could include Branch, National, or International Moots, Crew developed expeditions or service activities.

Each Crew can determine the number of short term Programs for each year to ensure appropriate preparation for the activities of the Crew.

All Programs should take into account issues including available time, cost and the personal development needs of Rover Scouts.

The Review process identified a number of Program training topics, including development of "soft skills", as being of particular importance. These training topics include:
- Mental Health
- Conflict resolution
- Working with difficult people
- Team dynamics
- Communication skills
- Finances, including budgeting

The Program will also include:

- Attendance at a variety of Group, District, Region, Branch and where possible, National and International Scouting activities to engage in the wide variety of activities available and to promote the Crew.
- Visits to local Venturer Units at least three times each year to promote the Crew.
- Close liaison with the Crew's local Group/District/Region.
- Business meetings to set the long and short term Programs, budgets, deal with training and Award Scheme issues, promote communications with the rest of Scouting and the broader community, behaviour issues, Den maintenance and deal with reports and feedback.
- Service activities.

Recommendations

- Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

- An Implementation Team to develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

FLEXIBILITY AND EFFECTIVENESS OF DELIVERY

One of the clear messages from Rovers on the online survey was that they did not enjoy the paperwork and red tape from their Branch.

There were no indications that the Rover Section is not flexible, although 30% said they would leave Rovers if they are not happy with their Crew. One Rover noted that with all the formal training it was easier to do activities with friends outside of Scouting. There was a strong message that the training is too onerous or inflexible and this came through in surveys and workshops. It was also mentioned that the award scheme was not flexible.

It is difficult to measure the effectiveness of the delivery as there are so many variables.

It can be noted that the Rover Scout Section has maintained membership of between 2,000 and 2,500 members for the last 5 – 6 years. It can reasonably be assumed that there is effective delivery of the program to maintain those numbers, although very low, for that period of time. Rover Scouts attending the workshops and surveyed, did not indicate that the delivery of the Program is ineffective.

There were calls for better communication, more people to do the tasks and ensuring that Rover Advisers are trained and supportive.

Recommendation

A more flexible program be developed and delivered to accommodate time and financial constraints on young adults.

EFFECTIVENESS OF INVOLVING YOUNG ADULTS AND COUNCILS AND COMMITTEES

As part of the Review of Adults in Scouting it was determined that more young adults were to sit on committees and councils.

All Branches have the Branch Rover Council Chairman sitting on a Council whether it is the Chief Commissioner's Council or a Youth Program Commissioner's Council. The role of the BRC Chair on these councils varies from Branch to Branch and there is no consistency and it is up to the Branch Chief Commissioner of the day as to what their role is.

In Regions and Districts there is virtually no representation by Rovers on their Councils.

Rovers also suggest there are many Groups where they are not welcome to the Group Council as Group Leaders recognise the Rover Adviser as the representative of the Rover Section.

Committee membership
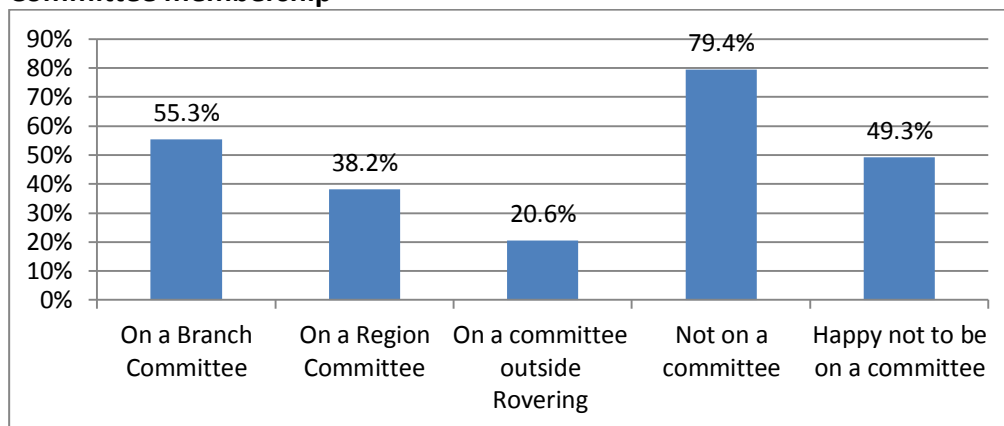
It would be fair to say that those Rovers who want to be on a committee or council have the opportunity to do so and almost half the Rovers are happy not to be. There appears to be good representation on Branch Committees by Rovers with 42 survey respondents being on a committee at a Branch Level.

IMAGE OF ROVERING - INCLUDING SELF IMAGE, MARKETING AND PROMOTIONS

The image of Rovering starts with the Crew.

Many Rovers are happy to blame National, Branch and Regions for lack of marketing material or not defending the image.

Rovers do not promote themselves well; there is a gap in this area of the Rover program. When asked at the workshops what is missing from Rovers a very common answer was public and Scouting awareness. Rovers feel their image is poor, this most likely stems from negative comments they hear whether said in jest or not.

It is common to hear about Rovers and the image of alcohol from others in the Movement and this is often said in jest.

When Scouting people are asked about Rovers they are more than positive.

Whilst conducting the workshop in Queensland, the Rover Review team had an opportunity to speak to the Queensland Region Commissioners and they were very positive in their comments about Rovers.

The image of Rovering is something that should be further tested through a survey, and then the Rover Section has something to work with.

There was a session on marketing in each workshop. We asked the participants to create a marketing plan and list the activities they would use to promote Rovering. We stressed we wanted content not the process.

All Rovers at this workshop found this hard and needed some intensive coaching from the facilitator. It was much easier for them to design slogans and work out how many posters they need than to develop the content of the plan.

We quite often hear that Rovers drive cars fast and drink alcohol.

When surveyed about alcohol usage in the Rover Section; 74% of Rovers noted they were comfortable with the amount of alcohol being consumed in Rovers, 25% stated there was too much and 1% (four people) said there was no place in Rovers for alcohol.

What this survey does not explore is the extent of alcohol usage, but for 74% to be comfortable means it is not an issue for the Rovers. The Rover Section will need to manage the expectations of the other Sections in a much better way.

Since most Rover Scout recruits are from the Venturer Scout Section, marketing should be predominantly focussed internal to Scouts Australia.

Recommendation

> Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

TRAINING AND DEVELOPMENT OF LEADERS AND ROVERS AND LEADERSHIP

It was identified at each workshop that people were in Rovers to develop their leadership skills. Rovers provide many opportunities to informally develop these skills further and it is the end of the youth journey in Scouting. It is an opportunity to put into practice what has been learnt throughout a young person's Scouting life. There are opportunities to lead a Crew, a Region or Branch and to lead a Rover committee for an event.

At each workshop the Rovers were asked to devise the perfect training plan and then identify what topics were already in the current training system. Whilst most of the current topics appeared, there were some extra topics that Rovers would like in a basic training course. These included:

- conflict resolution,
- people management,
- making Venturer linking work,
- how to take your Crew from OK to amazing,
- communications,
- event management,
- mental health issues and
- finances, including budgeting.

It is important to note that some of these items are too big for a basic course or already are touched on in some form. It is interesting to note that some of the items people would like to see added to training are already a part of the curriculum, indicating that the promotion of training is not effective. There would be value in developing a marketing package for training courses.

There were complaints at all workshops about training courses being cancelled. Training is only cancelled when there are not enough numbers. The Rover Scouts Section needs to look at why there are low numbers attending training. One of the other comments is that training is too rigid and not flexible. It is too early to see the implications of online training but a number of Branches were looking forward to its implementation.

The training curriculum is in need of review for Rover Scouts. If the program is full of topics they want to learn, Rovers will come to the sessions.

There should be flexibility when running training and that flexibility should be promoted to Rovers. Most Rovers indicated they were not interested in Cert 3 or 4, so potentially there can be a day course for Rovers who need the basics of Crew operations and people management and then the following day is for the Rover Advisers and interested Rovers to continue with the mandatory items of basic training.

61% of Rovers are either participating in or have participated in Rover training.

Of those who have not participated,
- 41% believe it is too time consuming and others feel the times are not convenient for them.
- 36.7% of Rovers have not participated to the level they would like because it is too time consuming.
- 95% of Rovers trained have considered the quality of the trainers fair to excellent with 78% rating them good to excellent.
- 60% rated the training materials good to excellent.

66.5% of survey respondents stated their Rover Advisers were trained to a basic level with 24.8% not knowing. 8.7% stated their Rover Advisers were not trained. 76.1% of the Rovers stated that their Advisers were working effectively for the Crew.

Recommendations

> - Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.
>
> - A Program be developed to train and support Rover Advisers.

GOVERNANCE AND ORGANISATION

Self-government is a cornerstone of the Rover system in Australia.

Self-government does not mean the Rover Section can do what it likes, but rather they have control over the day to day running of their Section. During the workshops there was criticism of Branches for "telling Rovers what to do" but this stems from a poor understanding of what self-government means. A clear easy to access definition would improve the relationship between the rest of Scouting and Rovers.

During the workshops participants were asked if self-government helps or hinders Rovers. The positive responses included:
- it teaches us to make decisions as adults,
- you have to step up and take responsibility,
- we do not have a bunch of "old people" telling how they did it or how we should do it,
- we are not over-governed and we are independent.

Some of the hindrances included:
- Branch Rover Council is not approachable,
- people cannot be bothered participating,
- people take on roles because they feel they have to and they do not do anything and
- elections are a popularity contest.

The perspective of Rovers regarding hindrances are not related to self-government but are more people management issues and issues that arise throughout Scouting and society.

The participants were also asked about their views on more formal ties with Groups and or Districts. The majority of Rovers felt they did not want further ties with Groups but did identify some positives, they included:
- assistance with recruitment,
- administrative support,
- resources and contacts and
- involvement.

Some of the negatives identified included
- the Group trying to take over the Rover Crew,
- Group Leaders do not understand Rovers and
- Rovers being asked to do more.

The National Rover Council (NRC) was criticised by the smaller Branches for the amount of money it costs them and the little they see for their money. Whilst the NRC needs to take some responsibility for this, the Branches need to ensure that their Rovers are informed of what the NRC is doing. Most Rovers did not know what the role of the NRC is.

Recommendations

- An Implementation Team examines Rover governance nationally and in Branches, including lengths of terms of office, with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia.

- The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-governing with Group Leaders and District Commissioners providing support.

- A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council and act as a link for Branch Rover Commissioners and Branch Rover Advisers.

FINANCE, PUBLICATIONS AND RESOURCES

There are many publications available on the National Rover Council and Branch Rover Council websites. It is not well known by Rovers what is available and a promotional exercise would be beneficial. A Rover Handbook would also be useful for Rovers. It would be useful for all Branch resources to be accessed from one central site, so that these ideas can be shared for all to use.

Most Crews and Councils are self-sufficient financially. The common suggestion at the workshops was the need for extra training in budgeting and other financial related topics, this could be included in the review of training.
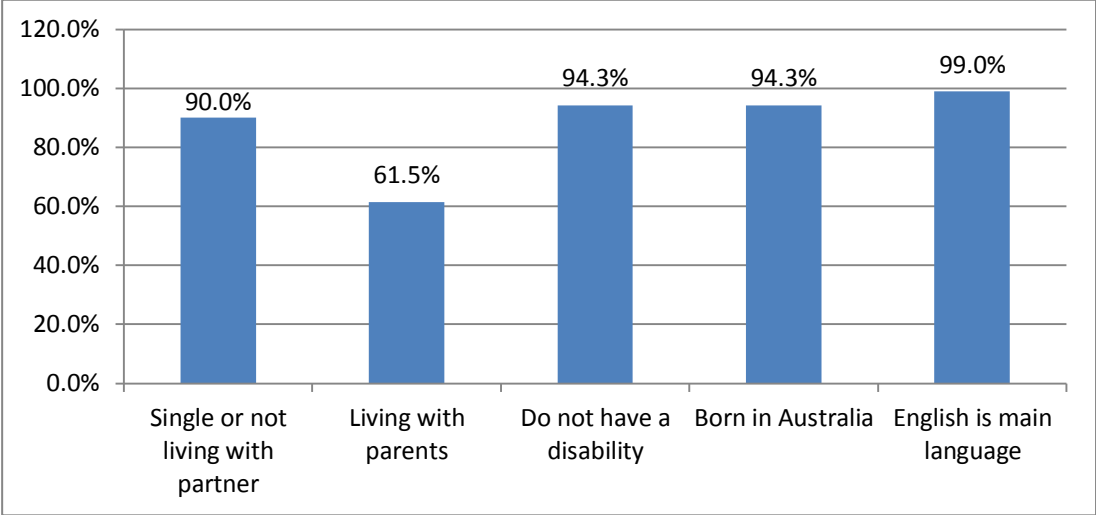
Recommendation

An Implementation Team develops a web based network for Australian and overseas Rovers to encourage contact and interaction.

GENDER AND CULTURAL BALANCE

61.7% of the survey respondents were male; this is reasonably close to the Rover population.

Profile of survey respondents

This indicates that Rovers fall in line with the rest of Scouting and have difficulty in attracting people from non-English speaking backgrounds.

62.4% of Rovers indicated that the gender balance in the Crew was about half and half and 88.9% felt that the gender balance worked well in their Crew. 52.3% of Rovers reported an equal mix of older and younger members and 78.7% said that worked well.

RELATIONSHIPS AND LINKS WITH THE COMMUNITY, NON GOVERNMENT ORGANISATIONS, THE REST OF SCOUTING AND LIFE AFTER ROVERS

At the workshops there was a strong perception that Scouting did not respect the Rover Section and Leaders believed that Rovers exist to assist them on activities.

This perception had no research evidence to support it and was based on the experiences of the Rovers involved.

At the workshops, a number of Rovers also expressed frustration and disappointment that the work they do is not recognised by the community and are not seen to be acknowledged by Scouting. That might mean that it is reasonable to suggest that the community is not sufficiently aware of the Rover Section.

The Rovers noted that the relationship from a Branch and Region level was fairly good but they were not confident about the relationship with Groups and Districts, from where they receive most of their feedback.

The survey suggests that the relationship between the Rover Section and Scouting in general is strong with 61.8% of Rovers stating that they receive adequate or good support from their

Groups and Branches. A further 31.3% receive some support but would like more, but there was no exploration of what more support means. 61% of Rovers also stated that there is an adequate system from Group up to handle feedback and complaints.

This suggests that whilst some more work can be done to improve the relationship with Groups, it is fairly strong as it stands. The recommendation to improve formal ties with Groups will assist in this area.

Recommendation

> The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-governing with Group Leaders and District Commissioners providing support.

During the workshops, most Rovers did not know what they wanted to do after Rovers.

This indicates that Scouting does not spend a lot of time preparing its Rovers for "Life after Rovers". The workshops indicated that the Fellowship was not a preferred avenue for Rovers to go to once they had finished as it was seen as too ancient and full of "old" people.

Life After Rovers

Rover Scouts have always been encouraged to take on Leadership roles within the Association. Most Rover Scouts decline this offer, preferring to concentrate on their Rovering. Others take offence at the "expectation" that they become a Leader and will never entertain the idea even after they leave the Section. Most Rover Scouts express regret at having to leave the Section, but are not interested in becoming Leaders of Youth or Activity Leaders as the way to continue with the Movement. It is proposed that there be a number of pathways available for Rover Scouts once they leave the Section. These options are outlined below.

Pathway One – Leaving Scouting
Many Rover Scouts do not wish to continue in Scouting once they turn 26. That decision should be respected and Rover Scouts thanked for their service to the Movement and they be wished well for the future. We should always let them know they are welcome back at any time.

Pathway Two – Fellowship
There are some Rover Scouts who wish to stay involved but not to the same degree they were during their time as a Rover Scout. The Fellowship provides a good avenue for them to stay in touch and assist on various activities or with their local Groups. This is ideal for the time poor members. Scouts Australia needs to continue to promote the concept that Fellowships are to be inclusive of broad age range.

Pathway Three – Activity Leader
There are Rover Scouts who enjoy specific activities and are happy to assist on courses or other training from time to time. The role of an Activity Leader should be promoted to the

Rover Scout Section as an option for those who wish to be involved in Activities. There would be no need to change the current training and process.

Pathway Four –Leader

Some Rover Scouts would like to put back into Scouting what they got out of it and they should have the choice to be Section Leaders. This should not be the only option offered to Rover Scouts as they prepare to leave the Section. The process to commence this role and the training requirements are already established.

Pathway Five – Management Role

The role of a Section Leader is not appealing to the majority of Rover Scouts, as indicated by the small numbers who are also Leaders. The attraction of a higher proportion of Rover Scouts into Management Leadership roles would be beneficial to Scouting. This already happens in a number of NSOs in Europe.

As an organisation we have a shortage of Group Leaders and District Leaders. They are predominantly administrative roles and not the "glamour" roles of the organisation.

Rover Scouts, as the end result of the youth journey, are trained in many areas including team work, team building and leadership, management and life skills. There are many Rover Scouts who have experience with event management and Crew management. They have skills in self-governance and many take on Leadership roles within their Crew, Region or Branch. They have gained these skills over a period of time, usually 10 to 18 years.

This is a new pathway and the suggested process is:

- Scouts Australia develop a Leadership program for Rover Scouts and other members over the age of 24 to prepare to engage in Group management and District Leader roles.

- The program would include:
    o People management
    o Team building
    o Recruitment of Leaders and youth
    o Group functions
    o United leadership
    o Essential administration
    o On the job training with an experienced Group Leader, District Leader, District Commissioner.
    o Other items relevant to the Group Leader role

- The program would be designed specifically for young adults who have Scouting experience. They understand the system and the focus can be on management issues. The fact that they are young adults is also good for Scouting's image.

- The program would be open to all members between 24 and 26 years of age and they must commit to a Group Leader or District Leader role for at least three years upon completion of the program.

- The program should not run for any longer than twelve months.

- Members under 24 years may apply but require the endorsement of their Rover Adviser, Group Leader and District Commissioner and must still make the same commitment.

- Scouts Australia should review the role of a Group Leader with less focus on administration and more focus on the management of the Group.

- An increase in the number of Group Leaders would allow Leaders in Youth Sections to focus on their Leadership role, rather than be a Leader in Charge as well.

- Scouts Australia should examine the Young Leader Development Programs run in South Australia and Victoria to form the basis for this program, while bearing in mind the program is designed to develop Group Leaders and District Leaders.

- An active and experienced Group Leader or District Commissioner should be appointed as a mentor and a one day training workshop run for these people.

- This system also allows for a succession plan to be put in place to fill roles of District Commissioner and, where appropriate, Regional roles.

- Barriers should be identified by Scouts Australia and support provided by the appropriate Branch, Region or District. New young Group Leaders should not be expected to manage Leader resistance without support from Scouts Australia.

Recommendation

A Pathways strategy for Rover Scouts leaving the Section be developed by the National Operations Committee, based on the Pathways section in the Review as outlined above.

THE FINANCIAL COST OF THE PROGRAM TO INDIVIDUALS

Rovering can be expensive as it costs anywhere between $45 - $90 to attend a weekend activity run by Branch or Region.

This is as well as uniform and fees and trying to live on a day to day basis without the support of parents.

At the workshops it was generally agreed that Rovers provides activities at a fraction of the cost of what you would get in the "real world". It was also agreed that it provides value for money. The majority of Rovers did not feel that Rovers cost too much, although they did admit it can get expensive.

They agreed that Rovers can choose what they can afford with no repercussions from the Crew.

The most common complaint for Rovers was the cost of Group and Branch fees. This is where the Rovers could not see that they were getting value for money, as they were paying for administration costs such as insurance and day to day running of the Group where they could not see a material gain for the Rovers or Rover Crew.

The survey results for the question on cost were that 57.2% felt the expense was appropriate for what they wanted to do and 40.1% felt it was too expensive for them to do some of the things they wanted to. 2.7% felt it was overall too expensive.

MEMBERSHIP GROWTH OR DECLINE AND THE REASONS WHY PEOPLE DID NOT GO TO ROVERS OR LEFT ROVERS

National Rover membership has dropped from 3,408 in 2000 to 2,593 in 2011 (24% decline). However, in 2005 the Rover numbers were 2,625 compared to 2,593 (1.2% decline) in 2011, which indicates a slowing down in the rate of decline of membership. To put this in perspective, the decline in the five years between 2000 and 2005 was 23%.

Rover Scout Membership
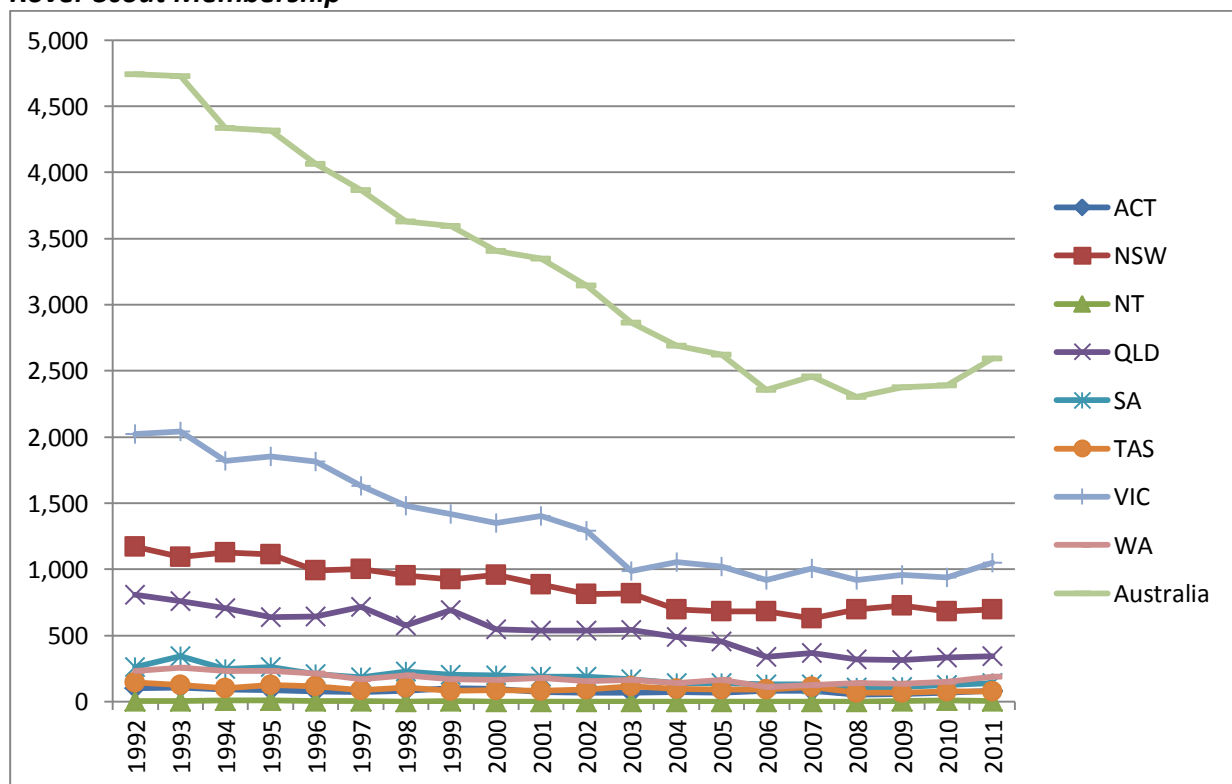
When surveyed
- 76.6% of Rovers noted that they enjoyed Scouting and wanted to remain involved, so they joined Rovers,
- 53.1% stated that they enjoyed the adventurous activities it provided and
- 49.3% felt it looked fun and friendly (respondents were asked to provide three options).

When asked what they would like to gain from Rovering
- 74.5% stated friendships,
- 60% stated the chance to try new things and
- 51% wanted fun.

This information is vital for any strategy that is developed to attract new members as well as providing some good information for a marketing strategy as well.

In the workshops we asked the Rovers to tell us the reasons why people did not join Rovers or left Rovers. Their responses included:

- Time - starting university, relationships, work etc
- The stereotype – Rovers is part of Scouting which is nerdy
- Alcohol – the perception that all Rovers do is drink
- The linking process does not work that well
- Rovers can be intimidating
- Most Crews are pretty much the same so if a prospective member does not like the style of a Crew they do not have that much choice.
- Too much like Venturers, there is not much that they have not done in Venturers.

Recommendation

Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

HARASSMENT AND BULLYING

In the survey there were specific questions about harassment and bullying.

Although not defined in the survey questions, the results revealed a higher than expected response regarding harassment and bullying.

There were respondents from all Branches and all age groups that indicated that they had experienced, either occasionally or frequently, harassment.

As can be seen from the chart below, proportionally more males than females reported that they experienced occasional or frequent harassment. This issue has been referred to the National Operations Committee and National Rover Council for action.

Number of Harrassed Respondents by Gender

- Yes frequently
- Yes occasionally
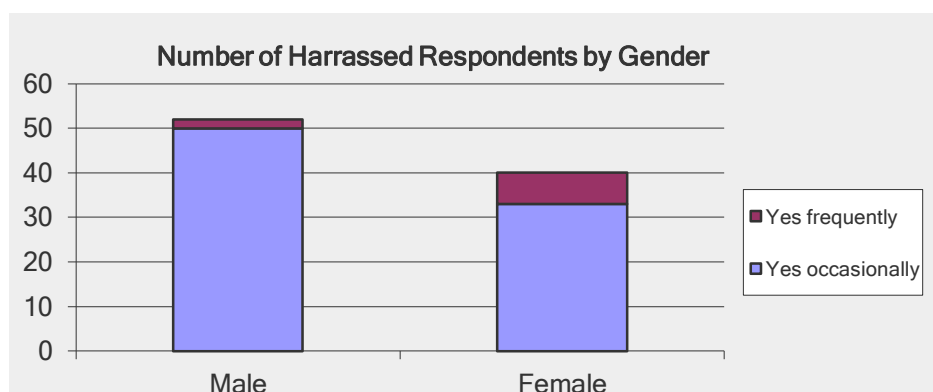
RECOMMENDATIONS

- Squire Training and the Knighthood theme be abolished.

- Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

- The definition of "Service" for Rover Scouts is:
  Help that Rover Scouts give to someone, a community or an organisation, to further their development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be
- planned within a reasonable timeframe and agreed by both parties,
- part of the Rover Program (including the Award Scheme)
- a contribution to the development of the Rover Scout
- weighted towards the local and global community.

- The age range for Rover Scouts be from their 18th to their 26th birthdays. The linking process for Venturer Scouts may start at 17.5 years but they do not attend the Rover Crew regularly or become a member until their 18th birthday.

- An Award Scheme continues for the Rover Scout Section as outlined in this chapter. Further details, including requirements for the membership as a Rover Scout, are to be developed by an Implementation Team.

- An Implementation Team to develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

- A more flexible Program be developed and delivered to accommodate time, financial constraints and lifestyles of young adults.

- Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

- A Program be developed to train and support Rover Advisers.

- An Implementation Team examines Rover governance nationally and in Branches, including lengths of terms of office, with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia.

- The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-governing with Group Leaders and District Commissioners providing support.

- A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council and act as a link for Branch Rover Commissioners and Branch Rover Advisers.

- An Implementation Team develops a web based network for Australian and overseas Rovers to encourage contact and interaction.

- A Pathways strategy for Rover Scouts leaving the Section be developed by the National Operations Committee, based on the Pathways section in this chapter.

9. CONSULTATION WITH NATIONAL ROVER COUNCIL AND BRANCH ROVER COUNCILS

Consult with, and obtain input from, the National Rover Council and Branch Rover Councils.

PROCESS FOR GATHERING INFORMATION

The 2010 National Rover Council (NRC) Chair was the key contact point for liaison between the Rovering Towards 2020 Team and the NRC and Branch Rover Councils (BRCs). He also held discussions with other Rovers throughout Australia at various meetings, events and informally. This included providing reports at NRC meetings over the course of the review period, and subsequent discussion with individual stakeholders on a regular basis.

During the Review he was given the additional task of investigating communication structures between Rovers at all levels of Rovering.

As most of the research phase was close to completion, he had to find ad hoc ways of eliciting the information. Discussions were held with the BRC Chairs to find suitable, albeit informal, methods of collecting the information. Emails were sent, asking people for their opinion. This process itself proved useful in providing evidence about the effectiveness of email communication.

Other methods included discussion with BRC Chairs and Branch Commissioners and Advisers of Rovers on their perspective, including at the Rover National Youth Program Meeting and discussions with "grass-roots Rovers" when attending a number of state and interstate events. Findings of the other surveys that were undertaken as part of the Review were also utilised.

FINDINGS

Communication Channels

In discussions it has been identified that the current communication channels of National Rover Council ⇨ Branch Rover Council ⇨ Regions (in large Branches) ⇨ Crews ⇨ Individuals is cumbersome. NSW particularly identified this last year and tried to compress the levels of communication.

Providing information and at times governance and direction from National, filtering down to an individual level is not only a lengthy process but can often lead to a loss of information. It is also time consuming to disseminate. The structure of the Scout Association and "gatekeepers" can contribute to this challenge.

It appears that many Crews do not have frequent formal business meetings, which can hamper communication from a Branch or Region level. At present, the most common form of communication in Branches between Rovers is email. Other forms of communication

include newsletters, social media discussions, paper correspondence, and in smaller groups SMS and phone calls.

Email is still the most preferred method of communication, being cheap, easy to distribute and easy to effect. Branch (and Region) Rover Councils do, however, need to rely on an ever-changing list of email addresses being kept up to date. Many Councils use this effectively, especially in the big Branches. As long as it is kept updated, it appears to be an efficient means of disseminating information.

Australian Rovers Website

The Rovers website continues to be updated. The National Rover Council (NRC) has appointed a webmaster to handle the design and focus with the intent that updates and content would be managed by the Marketing and Communications staff member at National Office. This would enable the Rover site to be better aligned with the National website.

Branches do not seem receptive to terminate their websites and have one national page. Like Branch websites, Branch Rover websites are state specific and provide content and functions for their states that are too specific for other states. NSW has changed their site to be an annexe of the Ausrovers website (nsw.rovers.com.au) which could be useful in setting a trend. Porting it all across to a designated set of pages on the National Scouts website might be useful for consistency with branding, but it would involve a lot of work and would need the agreement of Branch Rover Council Chairs to get their Branches involved.

Recommendation

> An Implementation Team to develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

Increasing Social Media

Rovers at all levels of governance, are increasingly involved in social media. Crews have their own groups, used for identification and communication with each other. They create event pages for activities and often share them with other members of other Crews.

Regions and Branches do the same to publicise their events. These groups are used not only for events but to use to supplement current communication strategies. At present, they appear to be well used in Queensland, South Australia and Victoria.

Twitter appears to be useful for some Branches.

Email groups

It could be possible to set up an email group to send to all Australian Rovers but monitoring would be necessary to make sure that the emails continue to be relevant and efficient.

Some Branches have an ability to communicate with everyone who has an email address registered in the system.

Branches might need to share data, or an email group that sends to all Branch email groups. Some Branch email groups have an approval process, so the material may need to be checked before being distributed.

Another possibility is having a national Rover Scout database that could be used to distribute material directly to Rover Scouts.

In the past Ausrovers@yahoogroups.com.au was an email group that was established to send information to all Rovers. The group could be joined by any Rover Scout not just those involved in Branch governance, as a supplementary communication structure for all Rover Scouts. It fell into disuse with NRC executives not utilising it and it was not updated. It has not been used for several years and has recently been shut down.

There is an identified need for an effective communication system for all Rovers within Scouts Australia.

Members of the National Rover Council have their own communication methods, but for many other Rover Scouts the ability to communicate with and to receive information from interstate Rover Scouts is limited to Facebook fan-pages and individual email accounts.

It would be advantageous for Rover Scouts in Australia and overseas to establish a network system similar to the World Scout Youth Forum "Scoutpost", the European Region's "Rovernet", or Canada's more broadly "Talkscouts".

These established networks share not only generic resources and best practice that can be uploaded to a web page, but comprise forums for discussion, opportunities to promote events (which would be a particularly useful tool in Australia), display calendars, updates on projects, information on resources and contacts when visiting, and opportunities for networking friendship and catching up with people met at events or activities.

The creation of a network that provides these tools to directly interact with other Rover Scouts, while eliminating the need to search for information from the lengthy communication channels in Scouting (and Rovering) that exist already is something that has become evident as a result of the Review.

It would, however, need to be properly maintained and updated which is being addressed by the National Rover Council which is moving to rectify its website with greater relevance to Rover Scouts. This is being supported through National Office to remain consistent with the Rover Scout message promoted in various Scout resources and publications.

A Rover network could be linked with this to ensure content is moderated, appropriate and factual.

Recommendation

> An Implementation Team develops a web based network for Australian and overseas Rovers to encourage contact and interaction.

Talking "up the chain"

It appears the ability to talk "up the chain", to express concerns, grievances or questions to people higher in governance than a Crew Leader can be difficult, especially in larger Branches. It would appear that in smaller Branches, the BRC members are able to have greater interaction with more people and it is easier to interact with key figures in Rover governance.

Throughout the conversations it still appears that Regional Rover Councils and Branch Rover Councils in particular, are not as accessible as they could be. Victoria appears to have made great progress in making the BRC accessible and relevant to not only Crew Leaders but Crew members, which is productive. It would appear that Queensland is the Branch that Rovers feel is the least accessible.

Rovers appear to use resources as effectively as they can, contacting people they know and in particular relying on their Crew Leaders and Rover Advisers to address, get answers or solutions to any queries they have.

Two year term for NRC Chair

This is an idea agreed by the current NRC Chair and is on the agenda for NRC to discuss in 2012. It has been identified at various levels of Rovering that one of the major drawbacks of self-government is the frequency of changeover of the Leaders. This happens at a Crew level, a Region level, a Branch level and at a National level.

This is currently balanced by the roles of Rover Advisers and Region/Branch Commissioners Rovers. As part of their role, these people ensure the continuity between Rover executives, and are integral in teaching new executives how to do their jobs. They also provide mentoring and support for the new Rover executives. They become, in essence, holders of information and keepers of best practice.

Many terms are for one year, with the option of a re-election for a second term, with the intent that after two years the individual will move onto other areas of pursuit. Many appointments are for a two-year term. With a second year of appointment, the first year is one of learning, support and understanding. In some instances a future BRC Chair is appointed as a Vice Chairman or Assistant Crew Leader before moving to the position of Chair. For example, the Queensland Branch Rover Executive elects a Vice Chair for a two year term, with the second year becoming the Chair.

This has been raised at a National Level and the idea has been considered for a number of years that perhaps the National Rover Council Chair needs to be appointed for a two year term. The inconsistency of having a one year role means the occupier of the role needs to ideally spend the first half of the year learning and reviewing (even if they have previously spent time on their relevant executive) and the last half of their year consolidating projects and preparing for their handover. It is often agreed that a six month period is not sufficient to do this.

It has been proposed that, similarly to the appointment of the National Youth Council Chair, the NRC Chair be appointed for two years. A two year term allows the NRC Chair to complete projects, enact change, understand their role, govern Rovering and provide a greater continuity with the National Team. This is particularly relevant given that there is currently no National NRC Adviser, as there is for the National Youth Council (NYC), to provide that important link, overview, advice and continuity. In that sense, the level of support provided to NRC is not the same as NYC. In the past, the National Commissioner Youth Program has informally filled the role where needed. However, that is not always convenient, or appropriate in some instances.

Recommendation

> A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council and act as a link for Branch Rover Commissioners and Branch Rover Advisers.

Structure of NRC

At the August 2011 National Rover Program meeting the suggestion was made that perhaps the NRC needed a change of structure, more like the working council model used by NYC. Six ideas for consideration were presented to the Branch Rover Councils and to Chairs and Branch Commissioner for Rovers, for discussion of the merits of the suggestion and to understand the sentiment of the current Council members. These ideas were:

1. Disband the NRC structure, and appoint a "National Rover Coordinator" to encourage collaboration between the states on governance issues and to remain on the National Team on behalf of Rovers.
2. NRC Executive positions be a two year term to ensure continuity of the council and effective leadership.
3. NRC appoints an independent (not a member of the National team) Rover Adviser to assist the executive.
4. NRC delegates become a member of the NRC, and are automatically considered project officers or NRC Representatives.
5. Disband NRC altogether and run under Youth Program banner – governance to be done through the National team.
6. Form a national council and disband BRCs with all Rover assets and events would be coordinated by the NRC.

It is intended that a paper be produced in October 2011 to report on findings and discussion to date and to circulate the paper for discussion and decision at the January 2012 NRC Meeting.

Recommendation

> An Implementation Team examines Rover governance nationally and in Branches, including lengths of terms of office, with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia.

RECOMMENDATIONS

1. Purpose and Aims

    –   The purpose of the Rover Scout Section is: to help the transition from adolescence to adulthood and support young adults, young women and men, in the final phase of their integration into adult society.

    –   The aims of the Rover Scout Section are to:
        o   provide young adults with opportunities to undertake their development through the areas of personal growth, which Scouting recognises: physical, intellectual, emotional, social and spiritual growth which leads to character development.
        o   give young adults the opportunity to discover the challenges of today's world and to develop the motivation and the skills to face them, not only within their community and their country but also at international level.
        o   help young adults acquire experience and skills in leadership.
        o   help young adults develop their own path in life and actively plan their future to achieve their social and economic integration."

2. The name of the Section be changed to "Rover Scouts". Members may be referred to as "Rovers" within Scouting.

3. The members of the Section be referred to as "young adults".

4. The age range for Rover Scouts be from their 18th to their 26th birthdays. The linking process for Venturer Scouts may start at 17.5 years but they do not attend the Rover Crew regularly or become a member until their 18th birthday.

5. The Rover Scout Section further aligns itself with the Association with more formal links between Groups/Districts and Rover Crews. The Region/Branch Rover Councils could still provide technical support to Rover Crews through Program and Award Scheme issues. Rover Crews would remain self-governing with Group Leaders and District Commissioners providing support.

6. Crews, if they choose, be credentialed if they have a clearly defined theme/focus, e.g. Adventurous Activity, First Aid, Motor Sport, Gang Show while still following Program and Awards Scheme requirements including the Areas of Personal Growth.

7. An Implementation Team examines Rover governance nationally and in Branches, including lengths of terms of office, with an aim to strengthen the Rover Scout Section's effectiveness and influence in Scouts Australia.

8. A more flexible Program be developed and delivered to accommodate time, financial constraints and lifestyles of young adults.

9. An Award Scheme continues for the Rover Scout Section as outlined on pages 89-92 of the report. Further details, including the requirements for membership as a Rover Scout, are to be developed by an Implementation Team.

10. Training modules be developed to support the Rover Scout Program, particularly in areas including people management, conflict resolution and mental health.

11. A Program be developed to train and support Rover Advisers.

12. Squire Training and the Knighthood theme be abolished.

13. The definition of "Service" for Rover Scouts is:
Help that Rover Scouts give to someone, a community or an organisation, to further their development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be
   – planned within a reasonable timeframe and agreed by both parties,
   – part of the Rover Program (including the Award Scheme)
   – a contribution to the development of the Rover Scout
   – weighted towards the local and global community.

14. Strategies be developed by an Implementation Team to attract existing members of the Movement to the Rover Scout Section.

15. A Pathways strategy for Rover Scouts leaving the Section be developed by the National Operations Committee, based on the Pathways section in the Review on pages 101-103 of the Report.

16. An Implementation Team to develop and implement effective communications within the Rover Scout Section, linked to Scouts Australia's systems.

17. An Implementation Team develops a web based network for Australian and overseas Rovers to encourage contact and interaction.

18. A National Adviser: National Rover Council position be created as a member of the National Youth Program Team to advise and support the National Rover Council and act as a link for Branch Rover Commissioners and Branch Rover Advisers.

19. The National Operations Committee:

   – Authorises the establishment of an Implementation Team. The Implementation Team to consist of no more than five Rover Scouts to be nominated by the National Rover Council (with power to co-opt additional members if required).

   – Authorises the Implementation Team to further work on some of the recommendations of the Review, particularly to:
      o recommend the model and tools to deliver the Rover Program as outlined in this Review
      o develop the details for the Award Scheme, including the requirements for membership as a Rover Scout, as outlined in this Review
      o examine governance of the Rover Scouts Section at National and Branch levels and recommend changes
      o develop and implement effective communications within the Rover Scouts Section, linked to Scouts Australia's systems
      o develop and implement strategies to attract new members to the Rover Scouts Section and
      o recommend changes to all publications in hard and electronic copy.

   – Provides funding of up to $10,000 to support travel, accommodation and other resources for the National Adviser: NRC and the Implementation Team.

- Sets a time frame of November 2011 until the NOC Meeting in March 2013 when the final recommendations will be presented to the NOC.

- The Implementation Team to provide regular, frequent and informal reports to the National Youth Program Commissioner, the NRC Chair and Rovers.

- Requires the National Commissioner Youth Program to report to the National Operations Committee on the progress of the Implementation Team.

IMPLEMENTATION

The Rover Review provides a unique opportunity to encourage young adult members of Scouts Australia to be involved in the implementation of the Review.

The Review Team recognises that Rover Scouts in Australia should have responsibility for and ownership of the final outcomes of the Review, within the parameters that are determined by the National Operations Committee.

The composition of the Review Team was determined in a way that reflected the need for Rover input and ownership, including a Rover from a small Branch, one from a large Branch, the National Rover Council Chair, the National Youth Program Commissioner and the Chief Commissioner of Australia.

Now that the Review Team has considered the terms of reference, there have been a number of recommendations developed which would benefit from Rover Scouts input, within the guidelines outlined below.

It is recommended that the National Operations Committee:

- Authorises the establishment of an Implementation Team. The Implementation Team to consist of no more than five Rover Scouts to be nominated by the National Rover Council (with power to co-opt additional members if required).

- Authorises the Implementation Team to further work on some of the recommendations of the Review, particularly to:
  o recommend the model and tools to deliver the Rover Program as outlined in this Review
  o develop the details for the Award Scheme, including the requirements for membership as a Rover Scout, as outlined in this Review
  o examine governance of the Rover Scouts Section at National and Branch levels and recommend changes
  o develop and implement effective communications within the Rover Section, linked to Scouts Australia's systems
  o develop and implement strategies to attract new members to the Rover Scouts Section and
  o recommend changes to all publications in hard and electronic copy.

- Provides funding of up to $10,000 to support travel, accommodation and other resources for the National Adviser: NRC and the Implementation Team.

- Sets a time frame of November 2011 until the NOC Meeting in March 2013 when the final recommendations will be presented to the NOC.

- The Implementation Team to provide regular, frequent and informal reports to the National Youth Program Commissioner, the NRC Chair and Rovers.

- Requires the National Commissioner Youth Program to report to the National Operations Committee on the progress of the Implementation Team.

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