



Survey on retention of young people in Scouting

Results of the survey

Background

The Survey on retention of young people in Scouting was designed and executed by the Growth through Quality Working Group members, Europe Region - WOSM, with the objective to map and explore the issue of retention of young people in the Region, at a first, basic level. 54 Scout leaders from 18 countries responded to the survey. 2 of these leaders came from countries outside of European Scout Region, so their answers were excluded from the analysis.

Synopsis

Working Group members will be using data stemming from this research project in order to drawing recommendations concerning ways of improving the retention patterns of young people, relevant to the Region's NSOs and NSAs.

- According to the majority of participants, young people leave Scouting for 5 main reasons; The Scout Program fails to meet their needs, there is lack of good leadership, Scouting does not enjoy a good social profile or it fails to provide what it promises to (that is communicated by the media), there is an ever increased competition for young people's free time, and an ever growing variety of choices on how to spend it and, transition processes are either missing or inadequate.
- 65% of participants mentioned that their NSAs/ NSOs have been growing in numbers in the last 2 years.
- A third of participants stated that the membership data in their NSO/NSA monitors the number of young people leaving Scouting, in contrast with providing data about the total Scout population.
- The vast majority of participants reported to have official procedures in dealing with young people leaving Scouting (84%). Procedures mentioned by participants included: direct, personal contact (visiting homes, writing letters, calling home) and exit interviews.
- When asked how useful official procedures are in dealing with young people leaving Scouting, most participants supported the value of undertaking such practices, because it aids the NSO/NSA to understand why a person is leaving. However, some thought that such practices are very impersonal and should not be considered useful. It is important to say however, that those who perceived such official procedures to be unsuitable were pronominally individuals coming from NSAs/ NSOs that do not have established such official practices.
- Concerning transition processes from one group to the following i.e. from Cub Scouts to Scouts, from Rovers to Leaders etc that NSOs/NSAs follow, participants gave a very wide variety of answers (even participants coming from the same NSO/NSA). Most of them reported informal, locally-based ceremonial-like activities and celebration-themed events.
- 56% of participants did not know when was the last time that transition processes from one group to the following were renewed in their NSO/ NSA, whereas 30% reported that they have renewed it in the last 5 years or are now on the process of renewing it.
- There was a vast consensus among participants that transition processes from one group to the following, are very important concerning the retention of young people.
- When asked who should be taking care of the retention of young people, 63% of participants agreed that it should be the local unit, 20% of participants stated that this responsibility should be taken upon the district/county level and the remaining 17% reported that this should be the national level's responsibility.



Analysis and Conclusions

The fact that participants named transition processes at the top 5 reasons of why young people leave Scouting illustrates that when dealing with the retention of young people, the importance of transition processes should not be underestimated.

The growth trend that participants observe is supported by the most recent membership data that the Region has collected (see Membership Report 2011).

The fact that only one third of participants stated that the membership data in their NSO/NSA monitors the number of young people leaving Scouting, whereas one third stated that membership data in their NSO/NSA provides data about the total Scout population is indeed alarming (the rest stated that they did not know), since membership data analysis is a very important tool and a first step in analyzing membership trends and building a growth strategy, as it has been argued (see Action for Growth Report).

We can anticipate individuals who participated in this research to be involved in the local level and this can in part at least explain their focus on the more informal transition processes and their aspiration for the retention of young people to rely at the local level. This does not mean however, that good practices of formal transition processes are absent in the Region, nor that the regional or national levels should not take up the responsibility of young people's retention processes. It is most probably the case that a better interconnection and cooperation between the different management levels is needed in order to achieve maximum results.

Participants' profile might also explain the fact that although the majority of participants stated that they have some sort of official procedures in dealing with young people leaving Scouting, they could not really name a variety of them, but on the contrary, they focused on rather unofficial procedures.

The tension of unofficial versus official procedures in dealing with young people leaving Scouting was not initially anticipated by the research team. These research results point to the direction of utilizing both forms of procedures, one acting as complementary to the other, so that young people leaving Scouting feel as much appreciated and valued as possible and also stand a better chance of returning to the Movement, when and if they decide to do so.

Further research focused on the various NSOs/ NSAs that have recently renewed their transition processes would complement this research greatly and this represents a clear direction for future research.

The Working Group should continue encouraging NSOs/ NSAs to study at a greater depth the already existing toolkits that the Region has provided in dealing with growth though quality (including but not restricted to the 2 documents mentioned above).

Full results from the survey are provided below.

GQWG team



Complete results from the survey

The survey on retention of young leaders was launched during the World Scout Jamboree in Sweden, as information about the survey was distributed to Scout leaders that were visiting the World tent at the Jamboree, and it was published on euroscoutinfo.com

The survey was designed by the Growth through Quality Working Group, with main goal to identify the current situation with retention of young people in European Scout Region and to identify opportunities to improve it.

54 Scout leaders from 18 countries responded to the survey, 2 of leaders from countries outside European Scout Region. Distribution per country is as follows:

- Austria 8
- Canada 1
- Croatia 1
- Cyprus 1
- Denmark 1
- Greece 7
- Hungary 1
- Iceland 1
- Ireland 1
- Italy 1
- Lithuania 1
- Portugal 1
- Romania 1
- Serbia 2
- Slovenia 1
- Switzerland 1
- Uganda 1
- United Kingdom 23

The first question in the survey was: **In your personal opinion, why do you think that some young people leave Scouting?**

The answers to the question are:

- Wrong scout leaders - More important leisure activities (sport&musik) - friends quit - lack of time - other focus of teenagers (as partiing and alcohol)
- As I for myself left the scouts for a few years to come back again. I know that I left the scouts because School was too intense and did not have enough time to go to the scouts. Furthermore some children leave the movement as they joined together with friends, but they left too or found new friends, leaving the other one behind. Of course this is the challenge of the Leader to make those kids stay, but it does not always help. On our Camps it happened that some kids left because they felt homesick. We told them that that is no problem and that after summer we would be delighted if they would come back... but sometimes the



parents don't let them or ...they are to scared and ashamed.

- No time, not "cool" enough in their early teens, not doing what your parents tell you to do
- Scout activities does not fit into their lives any more. That can happen because of changes in their lives like - new school with different hours of attention - education at a different place - other friends and interests became more important Often the parents do not support a progress in scout activities. - It does not seem that important for them, they want not to afford the time management. - They do not get the real value the program can have for their kids. Or it's the leaders who can not offer appropriate program: - They do not get the "mental" changes of the kids in the explorer / caravellers -age section. - They do not find space for kids ideas within the scout-program framework. - The leaders team is "incapsulated" into traditions and behavior of last generation of kids.
- There are two reasons in my opinion. 1) Their environment is changing. New school, new friends, maybe new hobbies and interests. In my group many young people leave at the age of 13-15. That's the time when they have to change in the next school-level. (means most of the time: new school) 2) If there is no real challenge for the young people, so it gets boring for them. (depends always on the leaders, the other young people within the group and/or the program) or the transition process from cubs/brownies to guides/scouts to caravellers/explorers to rangers/rovers.
- The agegroup (10-14 years) I'm leading most of the youngsters leave due to school change and overload of other hobbies. It depends as well, what the best friend is doing.
- Small Scout units just have a few older youth and all others are children -young people become leaders too early -many young people don't know about the opportunities Scouting offers them (international, Training, be part of decision making on all levels local, national, international) -new school/job and so they have new friends and fewer time because they need the time for their new job or studying -new school/job outside the village where their Scout Group is -think Scouting is good for children, but now they feel too old.
- Too little spare time because of education .) too many other spare time occupations .) other friends leave Scouting too .) some youths are offered by their parents other "more luxurious" summer camps (tennis, sailing, surfing) including hotel accommodation (no camping, no cutting wood,...) .) it's not "hip" to co-operate with others committedly without asking for immediate benefit and 100% fun (why do something that *sometimes* means work and maybe inconvenience?) .) some parents don't appreciate the benefits of Scouting enough to foster their children's attendance
- There are many opportunities for young people to be involved in all which require much time. Most of the youth that we lose tend to be going to sports and other programs that demand more of their time as they get older.
- Because the system is too old!
- Poor programmes Lack of activities Too much theory and aimless instruction Bad leadership
- Young people leave scouting for a variety of reasons, but primarily because we fail to offer them what they want. Here I think the "what we do" and "how we do it" aspects of the youth programme are the key issues to many young people. The specifics are, however, individual - some things depend on local issues (what is the general attitude towards Scouting in their school and class?), while others may depend on structural issues in the society and NSA. Most important, however, are, in my opinion, the individual issues -- matters of taste, really.
- Most children at the age of 18 studying until the age of 23 at best. The studies in Greece are from 4 till 7 or 8 years (especially medical). Immediately after the men should go to the army and then return to find a job. If they are lucky to find work immediately otherwise on hold.



That means that in scouts will return at the age of 27 or 28 years. Many women are studying too, if they are not married and have a child immediately if they find a job, will turn around the same age. From what I've seen a 40% return after 30 and only a 10% not studied and remains in place did not leave from scouting. Another item we noticed is marriage. To get back someone should be agreed upon by the couple and several times has created problems particularly in women rank. Specially if one of them have never join scouts and cant understan why we love being in scouting.

- They need time to explore new things about their life things that have to do with job, marriage, kids adult things and new interest that many times come from scouting. Another thing is that they need their friends to join them in scouting or to meet new friends there, friends like them same age same thoughts same problems. I believe that the young adults we have in scouting we put on them only problems and so many things to do that they have no time to do anything else and they lose all the fun of it so they find good excuses to leave.
- There are two main reasons for a younger member to leave scouting. The first one is the time. As years are passing by in the life of an individual day by day gets harder no matter if you are a student or a worker. This alone leaves you with limited if no time at all. Secondly a main factor in that durring the past decates scouting is trying to become more modernized. Unfortunately such thing has happened in many scouting centers around the globe. Many scout or cub scout leaders these days find it more attractive to let the children explore nature through a pc or just show them the use of the internet instead of taking them out in the fields and the forests. Let them get dirty and show them the true nature of the scouting. Kids that comes to us comes to live the magic of a tale under a starlit sky midsummer in the forest. Not to be between four walls learning things that even teachers friends of family can show them. So they get bored eventually and leave.
- As I see it, there are 2 reasons for which a person leaves Scouting: a. They are not sufficiently motivated. Speaking for myself, I've always knew the reason I was volunteering in Scouts. It was the joy of doing something with a group of people and of course it was the company itself that kept me working and willing to continue participation. Anyway, each one of us, has a reason for keeping it up with Scouts. And each leader should know that reason and boost it. In other words, each leader should depend on these reasons and work upon them. b. It's a hard world. Every day, one of us (scouts) has a hard time in his life and decides to consume his "mental" energy otherwise, so as to provide to his self a better chance of making money. It's commonly accepted that participating in Scouts require a large amount of time and effort and courage. It's cool. But when it comes to do something about your life and your future, scouts is the first thing we abandon ar we put on "the back end of our head".
- 1. because their friends leave or don't want to join 2. family doesn't promote it, takes time to drive the kid to the meeting area and they're tired over the weekend 3. family prefers that kids study for school, for another language or sth - scouting is not the priority 4. not a nature person (that usually grows with the family as well though) 5. boring activities that the leaders might do 6. don't want to follow rules and work so hard - back at home mommy does everything for them and never says no.. 7. they prefer to play video games at home (all examples of what i've dealt with so far)
- In my opinion most of young people leave scouting because they don't have enough time to make the programme that they want for the kids. Most of us have a lot of time in the beggining but when we move on with our studies the free time we have is not the same any more. In addition i should also mention that scouting is not a cheap entertainment and as a result many young people can't afford it for a long time. For example here in Greece the economy is getting worst every day and many of us have no other option but leaving scouting. We need at least 90 euros to buy full clothing also about 30 euros for our registration at the greek scout organization and eventually about 200 euros for our scouting education. This is just the beggining because as you may understand we also need some money to cover the expences of the trips we organize. As you can see we have to offer an average amount of more than 320 euros each year, and there are few young people who have this kind of budget available.



- The modern way of life and the prototypes that the youngsters know get from the media and the people around them don't have anything to do with a scout's way of life. Also the fact that nowadays kids live into and with nature. And to both of these facts you have to add the fact that especially in Greece more and more citizens live in big city. This urbanization makes the problem bigger and adds the fact of lack of space and time for playing. A very fast and unhealthy way of life.
- After a certain age (in Hungary around 13-14 and, the second wave around 17) it can't offer young people attracting activities. For us it is a special problem since at these ages the "best" become leaders and the others are, unfortunately, the rest. Patrols are prived of their best members and for the remaining it is not very interesting anymore. (Sometimes it is not cool enough.)
- The spectrum of activities is too limited, for example; a leader is an outdoor lover and has a big emphasis on outdoor activities. If there's no balance, he/she might lose some of the more creativity/society/etc minded Scouts. -The leader is not qualified enough (unorganized, unimaginative, unsupportive, etc). -Other after-school activities are more interesting to the person, for example sports, music classes, etc. -The individual has already developed himself or herself so well through scouting that he or she is actively participating in society, and is doing great things in his community (and therefor has less time for scouting).
- Due to other activities, school, friends.
- I think young people leave scouting because we meet on saturday. and saturday is the day they can go out with other friends or do whatever they want. so they leave scouting because they want to see more other friends out of scouting world. Also the relationship with the scout leader is an important factor: if the young boy/girl doesn't really like the leader, he/she will leave.
- Other youth organisations fits their needs better. - Thinking, that scouting is just for children - Changing priorities in life - A thinking, that you have to create a better world for yourself and only then start caring about everyone else :) There are a lot of different cases - it's always better to ask those, who left, not those who are still there
- Lack of interest, language not appealing lack of time, lots of extra activities parents don't help, don't care if they're in or out
- Let's be honest on this one. There was a time kids were hearing about scouting, started their own activities and looked for adults to join their move and help them on the way. That was a movement. Now scout organizations are preparing complex recruiting techniques to bring kids aboard. In doing that they use models from business that try to get more customers. That means something like "kids, come to us and we will provide you great activities" and this is similar to "you pay for something and we will provide you what you want". It is too much of an organization and not much of a movement. The rules needed by the organization are killing the spirit that keeps the movement alive. When the organization prepares the activities, the kids are only participants. They pay and expect something in return. This is very different from where we started. Even worse. In preparing activities by the organization, the needed money come with strings attached. Various governments, foundations, programs that provide the money also tell you which activities are acceptable and which aren't. You start doing things like "all different, all equal", "global village", etc. that become better funded than the "right" scout activities, making scouting less a scouting movement and more a youth movement. All those money kill our movement starting with the implied activities and ending with the rules needed for their accountability. As more and more organizations do non-formal education, the scouts no longer have monopoly on these methods and is hard to "compete" if you're just like YMCA and all the other youth associations. There was a time, when at a campfire BP was telling stories about boys that proved their extraordinary character, boys that could be taken as an example by scouts. Let's go back to where we started. The scouts want to change themselves to become real



models to kids. Their drive is the "model scout" described in the scout law. Let the kids discuss our society and its models and compare it to the "scout model". Are they ready to change the world by changing themselves? Do they care about the world? As long as they follow the model and want to be models everything is alive. You are not better because you've done some activities, but you are better you made another step toward the model.

- Insufficiently engaged New School boredom little trip
- In my country young people from 14-19 years old are usually leaders. they still want to enjoy program and activity with their troops, but if they want to continue with this, they have to accept obligations of being leaders. it is usually hard to cope with all stuff and tasks, but the biggest problem is that they are not respected as leaders. a lot of older scouts don't want to help, to acquire resources and create good conditions for leaders and their ideas, just create. that's why young people leave scouting.
- Lack of time - unmotivated leaders - changing school (in another town, university) - parents don't have time
- Other or new Interests, start new school, not enough time, it's not cool to be a scout
- Peer pressure Educational commitments Other hobbies eg Football or Swimming clubs which demand a high level of training.
- It's not socially accepted and they believe they have grown out of scouting
- Lack of challenge, difficulty with age groups being too wide, peer pressure all contribute to young people leaving, Lack of quality programmes, lack of adult leaders, inappropriate leaders with little background training or support also lead to retention issues.
- I feel there are a number of reasons: Beaver / Cub / Scout Ages: Within these age groups I have come across a few issues / areas where young people have left the sections - these can range from - not getting on with the leader (shouts), to grown out of it (age limit at the top end can be quite different to the age limit at the bottom), other activities have taken over - football / netball / athletics clubs etc and as elements of bullying in school (with members of the group). Although I also enjoy the new challenge badge work structure based around experiencing elements of scouting we have moved away from some of the achievement awards that kept to the majority of the time the age groups together (I'm talking about the old scout awards, pathfinder, explorer & chief scout awards). The badge are now too simple to achieve if the scout goes on all the camp (of course depending on the programme of the troop / pack. We also do need a bigger variety of new activity badges coming in. Scout age +: I really think we are losing a lot due to the introduction of the explorer DISTRICT programme. I can understand that not all groups can sustain their own units (as in venture scouts) but we should have looked at cluster groups that still linked with the nearby groups (helping to keep identity to the area & the scout as well as providing future leaders when they turn 18 - they currently stay where the explorer group is based). This district explorer programme although is right in the age group it has developed has provided problems in some areas as there are sometimes only one unit for the whole district (50 - 60 plus explorers with 3 leaders - there is no way the programme can develop in these environments causing boredom and a lack of interest). The bigger problem is leaders: if you have energetic skilled experienced leaders (in numbers - a team) you will be able to provide a good exciting programme for the young people. without this they will be simple, basic and sometimes boring (not the fault of the leaders as half the time they have been thrown in there with no support, no TA and no other leaders to work with on a troop night).
- In my view, there are several reasons behind the loss of young people from Scouting. In particular, I think that the UK Scout Association has developed a greater focus on the younger sections (6-8 and 8-10 year olds), both in their media and programme arrangements which has led to Scouts being seen as something predominantly for children, rather than youths. We also are not good at developing leadership within the sections themselves and allowing young people to run their own activities, in comparison with other



countries. There is also an additional problem with the older sections being run at a district and county level, which in my view results in a large drop-off as scouts tend to be loyal to their group rather than their district/county. In addition, there are cultural factors of the high level of testing and examination for teenagers in the UK which increase pressures on their free time and ability to regularly attend to activities. However, I think that this is made more of a problem because of the very centralised and leader-led approach that UK scouting takes towards its programme.

- Three main reasons: 1. The activities & experiences provided in their area by their local Group do not live up to their expectations (expectations initiated often by national media or Gilwell). This may be for a variety of reasons, often the limited number of leaders with limited time. HQ usually promotes the idea that Groups have lots of leaders & lots of members - as we all know this is not the case. 2. Competing interests. Many young people have other interests that clash with section meeting night. This often becomes apparent when moving on & the sections meet on different nights. 3. No-where to move on to / lack of contact between sections. This is most apparent between Troop (at Group level) and Explorers (at District level).
- Does not match modern society - does not compete well with commercial activities - does not compete well with sports and other driven and competitive activities - does not have a clearly defined focus
- Peer pressure; breakdown of family; dis-interest in child's development from parents/guardians; bored through poor program planning; bullying (usually part of peer pressure); moving to an area without Scouting facilities (still possible in UK) or distance to travel to nearest Group; Develop interest in something else on same night.
- Several reasons a) There can be a gap between the promise of "Everyday Adventure" that the National advertising may portray and what the local volunteers can deliver, either due to lack of suitable volunteers or money b) Competition from other activities (football, gymnastics, tennis, judo, theatre clubs...) means that young people can only commit to one activity - often these are more expensive for the young people's parents but may deliver a higher quality programme c) Pressure to achieve at school lead parents to believe that Scouting is less important than school work - which at one level it is, but a good Scout programme provides a balance to school life which can be very beneficial, Scouting is not getting that message over very well d) Clash of the time that the Scout meeting happens with religious services
- There are so many reasons. The key ones are that when your young apprentice make their choices and as you grow older you make them (but are influenced by others) So if you don't like it you will leave or if you do a bit, but your friends don't you are likely to leave. Also programme. If you are having fun doing changing activities you will enjoy scouting but if you are you will leave..
- Cost to parents, not adventurous enough, bored
- Pressure from peers as they change their circle of friends as they grow older, due to lack of knowledge in public eye of what Scouting is and what it does. Limited support / encouragement from parents to take part in activities. Activities not enthusing participants to continue with membership.
- In my Troop we rarely lose Scouts but of those we do lose they either move away to another area or the Scouts in my Troop usually have to give up after battling with the pressure from schools and homework. Almost all of our Scouts progress to our Explorer Unit.
- 1) Difficulties around transition between sections, especially from Scouts to Explorers which often involves a change of venue, leadership team, and peers at a time when a young person is under increasing social and educational pressures. 2) Changes in family circumstances, e.g. moving home and not being supported in finding a new group. 3) Poor delivery of programme leading to boredom/disenchantment. 4) Educational pressures - I



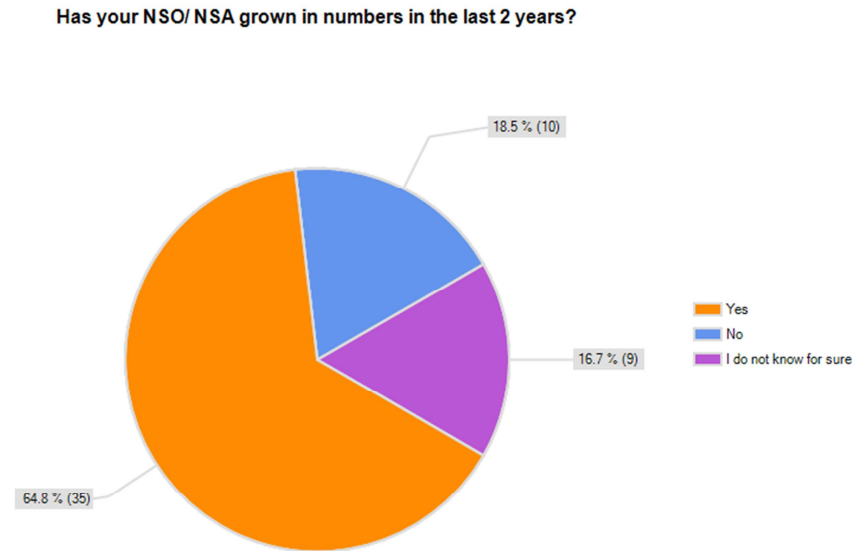
know of schools telling children to curtail out-of-school activities including Scouting. 5) Lack of support for LGBT youth, including leaders failing to challenge homophobic language or behaviour, or engaging in it themselves.

- Peer pressure - it may not be cool to be a scout Pressure from exams or educational requirements Poor activities / programme in their group Outdated / traditional views from leaders and then reflected in activities provided Insular attitudes, not given exposure to wider view of scouting
- These are some of the reasons I think influence young people leaving Scouting. They may sound negative but they highlight issues in some areas why young people leave. Below are some reasons that I have heard when I have researched in County and Districts. It is important to say there are lots of positive examples where Scouting is going from strength to strength. Competition from other interests (Football, sports, exams, study) Badly trained or not trained volunteers (Adult Leaders) Lack of involvement and responsibility in programme planning No adventure No opportunity to camp (Why do we join Scouts?) Not youth led Support structure for adults not as it should Lack of adult volunteers Image of Scouting Lack of recognition for the good things they do Programme not balanced (Play games too much or not enough etc)
- Different activities open up to the young people at different age groups. Get bored with the programme Parents don't want them to go
- Do not like the Uniform. More other activities available as they get older to militaristic
- Peer pressure - from friends who think scouting is irrelevant, Autonomy - some young people are reluctant scouts, they go because their parents make them, Once they are allowed to leave, they do. Change in attitude - some "grow out" of fire lighting / rope work / wide games as they move through adolescence. However, we gain new members too who have "grown in" to an enthusiasm for these activities. Parental support - many camps etc are lengthier in scouts and as such are more expensive. Some of our scouts feel that it would be too embarrassing to ask for financial support from the group and so leave because they are missing out on shared experiences.
- Because of peer pressure from people who are not members. Because of competing demands to undertake schoolwork and pass exams.
- 1. There is a clash of time commitment between scouting and other activities; 2. There is an increasing demand of time placed on 13-18 year olds to study and achieve good exam passes; 3. The quality of the experiences offered in scout troops is not exciting or adventurous enough to keep the young people interested; 4. Many children have joined beavers at 6 years old. After 7-10 years in the movement, they may just have spent enough time on this specific hobby.
- I feel the main reason for people who leave Scouting in my area would be peer pressure. When children leave primary and move onto secondary School they are desperate to fit in and sometimes Scouting is 'not cool'. Well that's what our non members say
- peer pressure (we need to continue to improve the profile of Scouting amongst young people who are not members - poor youth programme (people join with expectations and leave when those expectations are not fulfilled) - inappropriate communication methods (there are generational differences) - lack of opportunity to influence the decisions made on their behalf
- They think scouting is for children



The next question - **Has your NSO/ NSA grown in numbers in the last 2 years?**

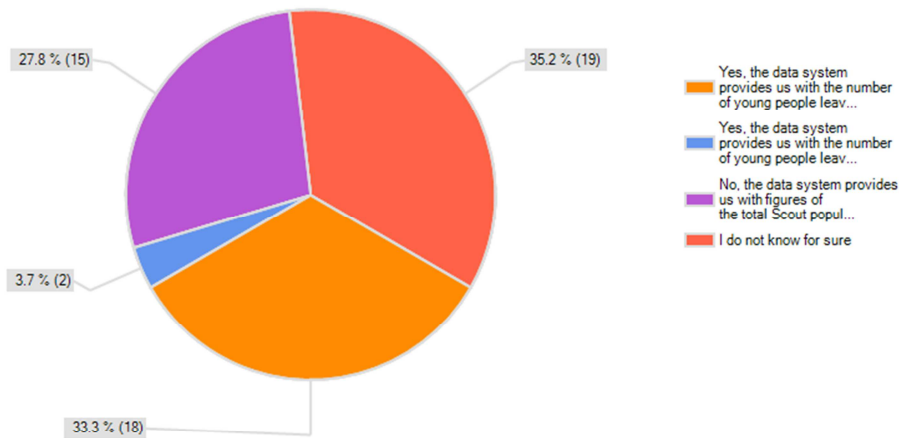
Results from this question are:



To the question: **Does the membership data system of your NSO/ NSA monitor the number of young people leaving Scouting?**, the answers were following:

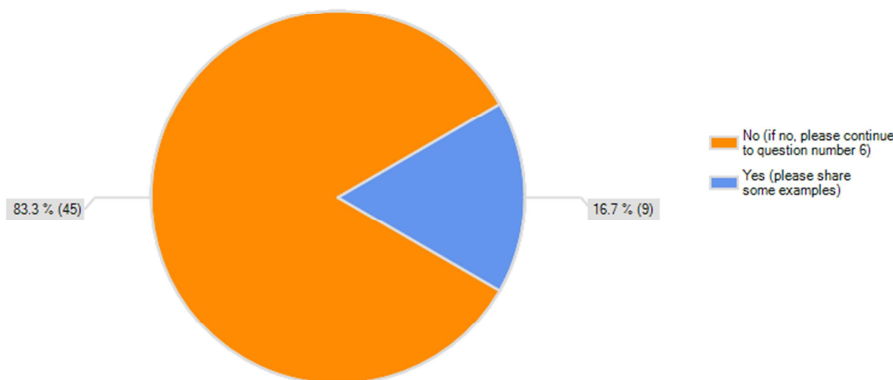


Does the membership data system of your NSO/ NSA monitor the number of young people leaving Scouting?



The answers to the question **Do you have any structured/ official procedures in dealing with young people leaving Scouting? (i.e. exit interviews, goodbye letter etc)?**, were as follows:

Do you have any structured/ official procedures in dealing with young people leaving Scouting? (i.e. exit interviews, goodbye letter etc)



Those leaders that answered with YES, provided the following explanations:

- As I already explained above... we do everything to keep our kids. If some kids didn't show up in a long time... we call them and ask them if they are too busy or if there is anything we can help them with. We then let them know what the program is for the next weeks and invite them to join and



come back... Also if Kids cannot come to the weekly meeting because they have class or so. We still send them an invitation to join the camps throughout the year.

- We ask them for the reason of them leaving try to help them with solutions. If it doesn't work, we kinda give them a goodbye time, playing their favourite game or singing their song if they give us time to do it. If not we say how sorry we are and that's it.
- Always speak with the scouts parents & scout - feedback information etc
- I am trying to get my leaders to visit and interview the young person who wants to leave or has left without notifying us, to try and find out the causes in order that I and the group leaders can try to help keep that person in Scouting. My leaders are currently reluctant to take this up seriously as they know from me that the first cause is the poor programme planning and lack of vision in their planning. The other main problem in our group is parents lack of interest in their child's development and therefore disinterest in what they do which makes the child think that they are sent to Scouts to get them out of the way which makes them rebellious and want to be at home all the time.
- We always ring parents to ask why.
- I am a new GSL and have introduced a letter for when a Scout leaves unexpectedly, the letter explains if for these reasons i.e. cost, or not good activities that with their help we can change things.
- Scouts and / or parents usually inform me first - those who don't tend to have Scouts who have little interest in Scouting anyway.
- We interview (informally) to get some feedback on why they are leaving if the parents or carers haven't offered a reason.
- I ask the parent why

The next question was: **Do you think these official procedures in dealing with young people leaving Scouting are useful? And if yes, in what way?** Scout leaders provided the following answers:

- I think they are useful, because in this manner, the young people get a good last impression of scouting. Furthermore is there a defined end point and they have to declare in public, that they want to end this activity. For the scouting movement it might be very helpful to get to know the reasons for young people to quit.
- Well I guess they sometimes work, but for sure not always.
- Maybe they are useful, but that depends on every single person
- It is very different depending on traditions in the scout- group. For sure it would be useful to improve and design such an official procedure. I think any leave should be recognized and moderated - just to bring attention to the choice of the young person. This person gets the chance to think if it was really his(her) choice or maybe just the idea of the parents - or someone else. We as leaders get a better understanding for feelings and situations of the kids and their situations. This fact will help anyway in further program design.
- I don't know if we have official procedures in our NSO. I just can speak for my unit and we don't have something like that. We only can locate the situation with our registration-program which gives us information about the entering/leaving of a member and personal details. But we most of the time don't evaluate the cause of leaving. This only happens through personal feedbacks when the leaders ask the leaving member. (And this hasn't been written down somewhere till now) But the idea to install something like an evaluation-survey over a



longterm would be great. So every group can reflect after a time if their work goes into the right way.

- Its usefull to keep in contact with the kids and invite them for yearly parties/events. Since my village is very small, we meet frequently in stores, bars, restaurants so its possible to get in touch. Sometimes they return after a while. But i wouldnt make an official procedure like a goodbye letter, that seems very unpersonal to me. I would save the stamp for a letter of invitation for an event. Our group organises as well a yearly skitrip where people, who already left the group, still participate because they want to somehow keep in contact, so I guess its a way of having a connection to the group without having any responsibility.
- They are a help for the leaders. If a feedback is included the unit can learn from it and try to make it better. For Scouts leaving, because their families moved or they went to boarding school or university we wrote goodbye letters, had a farewell party and gave them contact data of Scout units at their new home. We also try to keep Rover Scouts aboard (boarding schools, at university, military service) informed and stay in touch. And give them the feeling they are welcome when they are back home again.
- Could be useful for finding out the reasons for leaving not sure about how detailed any responses from leaving youths (or their parents) will be if they have losen interest in Scouting anyway in our troop, we have an informal procedure of having the parents give notice about their children's quitting scouting, but not many parents do that - it's mostly those whose children have to quit for rather inevitable reasons and they usually regret it and express their appreciation of Scouting
- I am not aware of any such procededures
- Official procedures may help to understand the situation better, and thus enable our NSA to address the issues with an informed strategy. Instead of official procedures, however, we have, together with other NSAs of our country, had an external agency make a survey that investigate the reasons why young people (specifically the 14 through 17 years old) leave scouting. Official procedures might also make the young person feel listened to -- give them the impression that we, the NSA, wish to hear their voice. This could, albeit probably only in quite few cases, make the young person reconsider their decision.
- Yes because the feel that we havent forgotten them, that we are still waiting them to come back.
- Yes they are useful because they help us see the problem
- Not really. When someone is decides there's nothing you can really do to turn his mind around. You just try to figure out the wrong and correct it as much as you can so there would be unlikely for others to leave too.
- Although I'm not a fan of official procedures, as they seem to me too typical for something that is emotionally overweight, I believe that making the "leaving" official in a way, should make some people reconsider their options. It's highly possible that some people just leave and there is nothing in their way, to make them think again. Maybe applying a goodbye letter, might put them in the position to think and re-evaluate their points.
- I don't think it should be official and impersonal, like a standardized letter. we usually talk a lot with parents and the scouts themselves and try to talk them out of it. if we are unsuccessful, then we've already kind of said goodbye and they know how we work and that we would love to hear from them again. sometimes other parents call to find out. and sometimes, if we think we stand a chance we call again in a year or if we organize an event and we invite them.
- I believe that official procedures could help in some cases. To be more specific, some young people leave scouting for minor reasons that can be easely resolved. It's really useful to have a conversation with the people who leave because you might find a solution and prevent them



from leaving, and also you can learn your mistakes and the reasons that leads a young person to leave scouting.

- I am not sure
- Yes, they would give us information about the reasons and then we could work on.
- Yes. It would be useful to take some measures to research why the person leaves. However, I'm not sure, to be frank, that i would actually, as a leader, have the capacity to administrate this. As well, usually the member wouldn't leave mid-term, but simply not start again in september. Then I would have to question the relevance of such a survey (asking the kid "why" 3 months after he/she really quit scouting, makes little sense...).
- yes, I think these procedures might be useful in order to understand if there's something we can do to prevent the exit of young scouts. maybe we need to change methods, language, activities, etc.
- no
- yes, official procedure would be useful if it identifies problem and can solve it.
- yes, because you can see the reason why they are leaving scouting and you can find the solution -you can see what are their needs and expectations - you can get feedback
- No, I don't think so. I think it's better to make sure that young people stay by the scouting. special procedures in dealing with young people leaving scouting should be handle by the local group.
- Not really
- Yes - it would be able to provide us with the data we need to self evaluate what some of the problems could be and how we can address it. If it is a bigger problems and we need to share with District, County, regional or national teams it would useful to have the data to hand. In fact as i result of the survey i will design one for the group! thank you!
- I think it would be useful to have some sort of follow-up with people who are leaving scouting, so that potential areas for improvement can be identified. However, in my own experience, the people that have left have gradually drifted away, so it has not been easy to identify an occasion for such an interview.
- There should be a "formal" procedure to follow once a young person leaves (or even does not stay after the initial month or so "trial"). This should no be long or time consuming, but some record needs to be made so long-term trends can be identified.
- We don't, and i wouldn't want that level of rigidity.
- They help provide leaders with feedback on their programming in particular and its effectiveness in engaging the youth of today. It also provides us with a social picture of that family so that we can try to meet the needs of the youth and draw them more deeply into scouting by seeing it as an alternative family (which it should be).
- YES - If they are easy to access - e.g. a simple web based questionnaire like this one
- Yes becaus it confirms they have left and we can understand and learn from why they have left.
- Yes so we understand why and work on solutions to retain these scouts



- I think that they would be useful as it leaves the door open for them to take Scouting up again later if they change their minds. If moving it is good to be thanked for their participation and give information on possible Scouting near where they are going.
- Leaders need to be looking at the reasons why Scouts leave - the Troop is usually only as good as the Leaders and the time they put into it and the programme.
- I think they could be highly beneficial, as an understanding of the issues would enable us to address them constructively. It could also provide an opportunity to find a form of Scouting suitable to the young person concerned.
- Yes - allows us to change things that affect young people leaving
- In determining if the reason is something that we can do something about or if it is something beyond our control e.g football team practice taking up time, study increased etc. Even then we should be able to at least offer alternatives and solutions e.g. this group meets on this night when you are free or just come when you are able etc. A flexible approach to members should be as it is for adult volunteers. It is their Scouting and they should have an element of choice.
- Sometimes - if there is a trend in why they are leaving, we can at least try and change things.
- Young people just leave, it is difficult to always find out why. As a leader we have limited time to deal with such issues.
- Would be useful but generally they just leave without telling anyone.
- It might help if leaders were asked to keep records of why children leave scouting. As a Group Scout Leader (GSL), I keep such a record, but have never been asked for this info, by any level of my Scout Association.
- Yes, if done at a local level, personally if possible.
- Yes, they are useful because we need to eradicate the perception that Scouting is only for Students and for those who are in Schools.

On the following question: **Please describe the transition processes from one group to the following i.e. from Cub Scouts to Scouts, from Rovers to Leaders etc that you follow in your NSO/NSA (please include both official and unofficial methods used)**, Scout leaders have provided the following answers:

- There is a transfer tradition, where you have to face some challenges and after clearing them (if you can't cope-the others will help you) you get a farewell by your old age group (pictures, signed postcards,...) and then being welcomed by the new group. This is often done on the summer camp or at a specially designated troop weekend activity. For changing from rovers to leaders it is most common, that either the rover asks if he can become a leader or he is asked by a leader if he wants to join. There is also a method of inviting them to a leaders meeting as active democracy participating! So they see what the task and challenge and fun in being a leader is.
- Well in Austria every scout goes through 5 levels. The transmission is always similar, as transmission happens through the summer. The first step we do is to let the oldest kids know that they are the big ones and that soon something special will happen. On the Summercamp we usually let the older sleep together in our tipi or somewhere special and then we talk to them at the beginning to let them know, what our experiences were. How it is and we also ask them about their expectations and so on. When school starts the kids are still in their old troop for one or two weeks. On a Sunday we usually celebrate the new scout year and on this occasion we do some Transmission Games where the kids have to fight their way through from their old leaders to their



new ones.... or the old ones carry them through a parcours to their new ones... always depends. But the aim is clear. We want to let the kids know that leaving us is not only sad but also a start into something new... a new adventure! After this weekend we accompany them into their new troop meeting.

- Tipi night, staying with the scouts leaders for one evening.
- Official the transition from one age-section to the other should be moderated in any way. There is no official rule or set of methods for how to do that. The recommendations say that leaders of the older section should visit their new kids at the camp. And the leaders bring their old kids to an activity of the new group where they can receive a warm (or special) welcome.
- Official a young member will be transitioned if he/she has the right age to be in the next level. But it also depends on the personal development of the respective member. In some units (like in mine) there's another system used. (But it's very, very rare in our NSO) We transfer the whole bunch of kids to the next level... They all start together at cubs and brownies and will be together till the ranger-rover section. Even the leaders will be transferred with them if they or the kids wish so. Till now it worked out pretty well. But it always causes discussions about this way. It has its advantages also like its disadvantages.
- Wichtel/Wölfling (7-10) Guides/Späher (10-14) Caravelle/Explorer (14-16) (first contact with leading in our group) Ranger/Rover (16-20) (usually leading Wichtel/Wölflinge or Guides/Späher) Leader
- The transition process differs from Scout Group to Scout group. We in our Scout Group have a ceremony at Summer Camp and at the start of the new Scout year in September. Before the transition the kids get to know the new leaders and talk about the new age section. The leader of the old and new section also talk to the parents. Parents and Scouts are informed about the programmes and leaders through our local Scout magazine, through our website and through personal contact. We have also some activities of all age sections together in our Scout Group. So the younger Scout know the older ones and all the leaders of all sections in the Scout Group. Also before transition we take a look on every Scout on his school, on his development, on his friends...-Is he/she ready for the new age section? What should be done to support the child? After the transition the new Scout is welcomed in troop/crew and patrol. And some Scouts get the job to support the new ones during their first time in the new age section. If a Rover is interested in becoming a Leader. He has talks with the Leaders of the Group and the Group Scoutmaster. He also gets time to try it out. He is also supported with his Training-Personal Training (books, magazines, Internet)-Training in the Group (support from older Leaders, Learning by doing)-Training on courses.
- Afaik, there is no general rule for the transition process. However, it's strongly recommended to offer welcoming evenings, ceremonies (if possible during summer or weekend camps) and getting acquainted with the "new" leaders. In our troop, we have regular "transition camps" every September (occasionally in March additionally) - we celebrate the transition, say the "old" children goodbye, welcome the "new" ones and try to make it visible in a game for the whole troop. In addition, usually the leaders of the "older" group visit the "younger" group in advance, introduce themselves and the methods and features of the "older" group. Leaders of the "younger" group pass on address data of the children / youths to the leaders of the "older" group and give information about any special needs. Some weeks after the transition, most groups hold information evenings for the parents, explaining the differences of the "older" and "younger" groups, showing camp photographs, presenting information on upcoming camps etc.
- The transition process may vary group to group. In our group we try to have some linking activities. Towards the end of the year we have an all-sections camp which includes an advancement ceremony for all levels. Youth are then invited to attend the meetings of the group they have advanced to for the rest of the year. The numbers in our group are growing yearly. This year we had to start a second cub pack as we had 21 Beavers move up to that level. I believe that part of our success is due to our leadership team. We have a firm belief that if our leaders are having fun, our youth will too! We try to support our leadership team to make sure



that they are enjoying the program! I know that the Area level there are discussions on how to improve retention and attract new numbers as many groups are shrinking.

- I dont know
- Usualy Cubs move to the Troop in September when they go the 6th form of Elementary School. Similarly Scouts move to the Venture Scouts when they go to the first form of Leceum (say 4th form of High School). Officially a Venture Scout becomes a Leader at the age of 17. Unofficially large number of Venture Scouts are helping with the Troops and Packs, and in some case they run the Sections without any Adults. In some Groups older Cubs and Scouts participate in activities of the next section before going up to get familiar with the new section. My feeling is that this is not widely followed.
- There are no official transition processes in our NSA -- every group has to create their own transition processes. In my own group, we move the young people once every year either at the summer camp (if it is a common camp for the whole group) or at the first meeting following the summer break. The first 3 - 4 meetings after that are common for the whole group, so that the young people are still, in a sense, with their familiar friends and leaders, while also being with the new age group. We have at least one other set of common meetings during the year (in spring), so that all our scouts have a chance to become familiar both with each other and with the leaders of the other age groups. We find that this reduces some of the anxiety that may be involved in the transition.
- 7-11 lykopoula (cub scouts) , 11-15 omada (scouts), 15-18 anixneytes koinothta (rovers), 18 - 30 diktyo (network). From the age of 18 a child can be a leader. In network can be till 30 years old. A leader in cub scouts can stay till 40 years old, the same in scouts and rovers.
- We tell them how good the were and we expect them to be good were they are going. The following group they tell them how glad they are to have them and that the are going to have a good time.
- In cub scouts we have some sort of "ritual" in which the cub that is to go to scoutshas his short of special day. we remember and talk about how was the journey in the cub scouts best and worst memories we play few of his or her favourite games. Then we meet with the scouts. Cubs form a circle in which we sing the goodbye cubscout song and then the leader takes the cub to the scout leader giving him away with words such as "He/She is a grate kid/wolf and he has journeyed around with us for a long time. Take a good care of him/her. As a cub scout leader myself I always make a gift to the child before he exits our circle. From scouts to rovers it's almost the same. the only difference is that rovers come where the scouts are with their wooden sticks hittin them hard on the floor and give the new kid his first stick. From rovers to leaders there's nothing special. They just come and take of the brown color patches that rovers were in their uniform and place the red one. (I've been to scouts since the age of five. And absolutely loved every single passing for the way that they are done)
- Well, I don't really know if there is an official procedure, but I surely know how we do it in my Group: - from Cubs to Scouts: before the new "scout year" commences, we organise an activity, where early Scouts, get to know our Patrols. Each Patrol leader tries to describe his own Patrol and welcomes any new member. Then, the young Scouts, decide for which Patrol they will join into. Then, a weekend after that, we organise a religious christian orthodox blessing for the year coming, after which the old Cubs leave the "sircle of the wolf pack" and enter the circle of the Scout Group. - from Rovers to Leaders: here, it's quite unofficial the whole thing. we meet the old Rovers, drink a coffee with them, ask them about their thoughts on their future, anyway we discuss with them in a personal level. Of course we get to show them the really good time that we have as a company of leaders and as adult friends that we are. Sometimes, we organise a 2-day trip only for leaders, either in hotels or campings, where the only goal it to have some good time among friends. Camp fire, guitars, some swimming, should make the early Leaders to relax among their former Leaders and to really want to join that happy company. Early in September, we have the first anual meeting, where each Leader announces in which section he/she wants to participate. Of course, that chance is given to young Leaders, too, according to their age, experience and elements of his/her own character.



- Right now in my group there is no transition process from cub scouts to scouts - we don't really prepare them and we want to change that. From Rovers to Leaders it starts earlier, we invite them on the summer camps of the younger groups to help and see what it's all about to be a leader and to develop a better understanding of each other.
- In Greece cub scouts include kids from 7 years old to 11 years old. Scouts are kids from 11-12 years old to 15 years old and rovers are 15-16--->17 years old and over 18 you become a leader. (this is the official method used). Although some times at cub scouts there are kids 6 years old but that happens only in special occasions. For example if there is a club with few kids they receive 6 years old kids in order to keep open. People over the age of 18 can be leaders at cub scouts and at scouts but not at rovers. In order to be leader at rovers you must be over 21 years old. Although the transition from one group to another is basically a personal option.
- A few things are official and a lot are unofficial 1. From Cub Scouts to Scouts both of the units meet and the Cub pack starts singing and the Akela is saying a few words about the kid who is leaving. There might be a remembering gift from the Akela. The Akela then takes the kid and get him to the Troop Leader. The Leader welcomes them and the kids give their Scout promise because here we have a Cub promise different from the Scout promise. Also a wooden stick is given to each of the kids because here the stick is a part of the uniform for Scouts. Then the patrols are presented to the kids so they can choose which one they prefer. And the ceremony ends here with the patrols songs and the Troop song. 2. From Scouts to Venturers is about the same. 3. From Venturers to Scout Network (Rovers) we don't have something official because the Scout network was founded in Greece in 2007. 4. From Venturers or Scout Network to leaders we don't have something special.
- Officially there are no real transition processes. (A shame, too...) Just in September you begin with the next age group, mostly in the same patrol with the same leaders etc. This also happens mostly only between the Cub Scout and the Scout age group. There are very few Rovers in Hungary and there are no official ways to "do Roving". There are Scout groups in the country which have specific transition processes, methods, ceremonies etc. They are mostly a mix of international experiences and local adaptation.
- The scouts leaving an age group sometimes visit the meetings of the level they're going into. There's a ceremony, inviting the new scouts to their new unit. The ceremonies differ from group to group. Some do it in front of the parents. Some do it during a camp. Some do it informally in a meeting. The different age groups have different scarf colours, so getting a new scarf is a big part of the whole experience. There are some events on national levels that aim to give the oldest scouts from an age group the chance to try out a camp/event with the one above.
- There is a link program at the end of the scouting year to help members adjust to their new surroundings.
- From cub scouts to scouts: during the year the children that have to pass do some activities with the scout group (we call them "link badge activities"). At the beginning of the new year we do a ceremony, calling each child and remembering him his growing process. Then, Akela tells them (far from the herd) the jungle story of Mowgli going back to the village and at the end they go to the scout group (we usually do this ceremony when the cubs, scouts, and rovers are all in the same place, so they can reach the other group immediately).
- It varies in different local groups. In smaller cities one group has everyone from cubs to explorers, so there is no real transition. The problem starts, when a young person finishes school and gets into a university in a different city. We are trying to work with this issue by talking with both leaders and scouts about possibilities in NSO for young adults. In my own unit you transit from group to group as you change your age group. It depends from leaders, but we try to ensure that both scout and his/her parents know what's happening, get to know new leader and are fully informed about all activities. There are no official methods, so it really depends from the leaders.



- We have a public ceremony where young scouts say goodbye to their group and leaders and are received by the new group. this ceremony is left to the creativity of each local group. in the last 3 months before transition, young scouts are invited by the future patrol guides to visit the new group and participate in some simple activities with them.
- n.a.
- No rules
- The hardest transition is from rovers to adults, especially in small towns, where a lot of scouts leave the place of living and go to university centers. they usually leave scouting. there is not any official procedure to stop leaving of large number of scouts.
- Every group has his own procedure. depends of tradition, who is preparing this the most common way is local group getting on 22 nd. of april (or around this date) in front of the parents there. usually there are some scout activities or games involved
- This process is very different from one group to the other
- Beaver Scouts to Cub Scouts to Scouts to Explorer Scouts to Scout Network or Leadership in a large number of cases both.
- The official method is a 3 week process where young people attend both sections but generally between a group and young person will just move on. In my group we have several joint meetings through out the year with the surrounding group ages so they learn to know each other often and see what the older section do
- We work on the joining in badges with young people attending both the section they are leaving and the section they are moving into for a period of four to six weeks. Our group then holds a joint going up ceremony at which all the young people transferring between sections are invested on the same evening in front of parents etc. This aids group bonding as members of each section can meet up with other young people from different sections they may not necessarily see on a weekly basis.
- Beaver - cubs (pack meeting where the beavers swim up under a blanket met at the other side by a group of visiting cubs on the day and the leader. Cubs - scouts: The cub scouts go to both cubs & scouts over a six week period to get familiar with the scout section as well as having links still to the cubs. The scout leader will meet with the parents and the cub and discuss the programmes, set up and if they have any friends already in the troop (try to fit them in with someone they know). The scout leader also runs a number of joint activities throughout the year to provide a experience of scouts and some familiarity for the cubs. Scouts - Explorers: Not much to be honest - we phone the explorer district leader up and provide them with the details (the scouts some times visit but this is where they leave) - there is not too much contact with explorers and scouts - the explorers have too much on with dealing with the vast numbers to come and do outreach!
- Between each section we have a 'moving on Award'. This is supposed to encourage people moving between sections to get to know the section that they are moving on to and do some activities with them. In practice, the transition process varies greatly depending on the group. In my own the younger sections tend to spend several meeting nights spending half the time with each section. Our Explorer Unit is slightly different as we complete many activities with the Scout section and therefore transition is relatively easy.
- I am a Troop Leader. We are in constant contact with the Cub Leaders (both formal & informal) so who is due to move up and the best / most appropriate time. We have recently started taster sessions one evening a month, for 2 or 3 months before the Cubs start the official move. We have no arrangements with the local Explorer unit and virtually no contact, either formal or informal.



SCOUTS[®]
Creating a Better World

World Organization of the Scout Movement
Organisation Mondiale du Mouvement Scout
Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

- Joint activities - meetings run by older sections Cubs to Scouts - dedicated programmes for incoming members with just them and a few "older brother" assignees to befriend them. Scouts to Explorers - Usually they didn't want to leave Scouts, so I run Explorer programmes under cover of Young Leader Training. - Specific popular programmes of the stuff they weren't allowed to do in Scouts, such as playing football with a flaming ball.
- In my Group we have a parachute run for beavers to move to cubs and a pioneered bridge over a made-up river for cubs to Scouts. The move from Scouts to explorers is normally a formal leaving of the Group to go to the District Unit where they are formally welcomed into the unit on their particular night. Currently our District does not do a joint evening to facilitate this move.
- Little real quality control imposed in UK Scouting so processes may vary widely
- Identify young people to transfer, inform both sets of leaders how discuss arrangements for impending transfer. Adults from older section visit younger section to work with them and take this through into new section following a special programme designed for those going up. Always let parents know what's happening in writing and when in advance. Review.
- Cubs to scouts we invite older cubs on a weekend camp with the scouts and the cubs attend both sections for 4 weeks before moving on. Explorers into leaders happens but due to the age and university/college etc the progress is hit or miss.
- TSA has a Moving On ceremony that loosely ties all Sections in the country together to promote joint activities between Sections when moving. Also joint activities help to show what to expect in the next Section.
- All sections in our Scout Group have a 'Going Up Ceremony' 3 times a year to officially move the Young people from one section to another and parents are invited to attend to make this a special event.
- Within the group (e.g. beavers to Cubs, Cubs to Scouts) children are introduced to their new leaders and given the opportunity to attend both sections for a while. We also try to make sure that young people move up with a friend or two, so that they feel less alone. From Scouts to Explorers (from a group provision to a district one) it is much harder to achieve this linkage. What I have found helpful is to arrange joint activities between Scouts and Explorers, and to have some exchange of leaders so that they are known to the new Explorers before the transition. From talking to other leaders this seems to be a problem transition in many districts in the UK.
- At my group we have linked the sections by running 1 or 2 joint meetings with each other so that for example a cub moving on to scouts gets to know the scouts and the leaders beforehand. Cubs will also attend meetings at both sections for a period of 6 weeks so they can settle in.
- We use the Moving on method outlined in the Programme books of the UK Scout Association. We also find that Leaders having a presence in each section of the group is essential in smooth transition e.g. Scout Leader attending Cub meetings, joint activities and relationships already established before the Cub moves up to Scouts or Beaver scout moves up to Cubs.
- The young people will move up to a different section as they reach the age limit, but will attend both sections until they are invested in the higher section (if they want to carry on with Scouting). A Leader from the lower section will normally attend for the first meeting (for Beavers and Cubs moving up), as then they then have a friendly face that they know.
- There is the moving on award Scouts are given this when they move up to an older section. The Scouts before they get the award. Has to get to know the leader and the six, patrol he or she is to join, and to join in a planned activity run by the section the Scout is about to join. The young person is encouraged to visit the new section weeks before he or she is due up to the next section. We also encouraged inter section activities so that younger people get used to older members of the group. It seems to work.

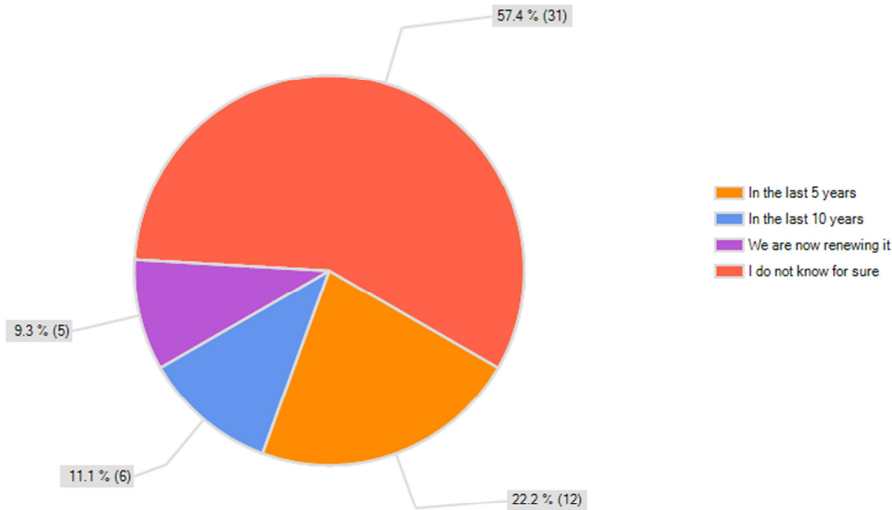


- In our group Scout leaders come to Cub camp and vice versa. This allows members to build a relationship with leaders before starting Scouts. Both sections meet at the same place and time so it is easy to have an induction period. Scouts - Explorers (Rovers) is more problematic. We encourage former Scouts who have moved on to Explorers to return for big events / camps / expeditions etc whether or not they are a Young Leader. We ask them to have informal conversations with Scouts about to move on and, without prompting, the older Explorer Scout usually arranges to meet the younger one prior to Explorer meetings so that they can walk there together. This works far better than when a leader used to accompany a Scout.
- Members attend the next section up for a month and then we have a formal going up ceremony. probably helped by the fact that the sections all meet on the same night.
- In the scout group where I am GSL, we operate the nationally recommended methodology of each beaver due to move on to cubs, and each cub due to move on to scouts, attends both weekly meetings for a 4-week period to help introduce them to the new section. There is as yet no such equivalent process for moving scouts to explorers in my scout district. The use of the Explorer Scout Young Leaders scheme has successfully produced my group 1 new adult leader, and will produce another early next year.
- We have link activities and camps. we do not usually lose members during transition
- There is a formal system of Moving On awards, which are the outward sign of transferring from one section to the next. There is no fixed process and groups develop their own (to suit local needs) with guidance through Wood Badge training and advice from local commissioners etc. The general approach is: - discussion with the Leader about the options available in Scouting. - take part in a number of activities that are of interest to the young person before transferring to the next section



The responds to the question: **When was the last time the transition processes from one group to the following were renewed in your NSO/ NSA are:**

When was the last time the transition processes from one group to the following were renewed in your NSO/ NSA



The next question was: **In your opinion, how important are transition processes from one group to the following, in dealing to the retention of young people?**, and the responses are:

- It is quite important. Most of the young people get lost, when changing from age 10-13 to 14-16. You have to feel welcome and accompanied in the first time.
- I think it is important as it shows the kids that life is made out of transitions and that it is not something bad, but something exciting! If we would not guide them to the new troop... I am pretty sure that kids would get lost on the way. Therefore it is of importance to guide them through.
- They are nice for the kids-so I think they are important but not too much.
- In my experience usually kids leave scouting at a change of age sections or closely after. When they chance together in a group it is for sure easier for them.
- It's important for the development of young people. They learn to deal with new situations and new people, also with a new program within their community. Also it gives them the chance to get into a better and/or more interesting enviroment. The progress of transition offers a big challenge for some (or most) of the young people and is a big step in their personel developement.
- Its important that the kids get to know the leading team of the "new agegroup" already in advance. We make one day during the summer camp with this age group together in order they get a view whats the programm in the new group and how are the people leading it.
- Important. Transition is one of the big points where a unit looses members.



- Very crucial - most youths who quit scouting do that during a transition process maybe it's just an occasion and not the cause, but we don't know for sure It's well known in our troop that some children / youths are afraid of the "older" group - frequently, their friends who already did the transition tell them exciting and sometimes exaggerated stories about what happens in the "older" group - just for boasting. :-)
- I believe it is an important process as it invites the youth to continue. It also makes it less scary as they will have already met the leaders and youth and know a bit about the program and what it offers.
- Very important
- Extremely important
- I think the transition process as such has relatively little influence on the retention in the longer run, however, it may have some influence on the timing of the decision to leave Scouting. By this I mean that someone who is already dissatisfied with their current experiences in Scouting is more likely to make that final decision just about the transition - in particular if the transition is very abrupt and doesn't make an effort to make the young people feel safe and confident about the transition and their new situation. About question 10: Essentially all levels should take care of the retention. At the national level the NSA must ensure that data is gathered and made available in an understandable format. This data must include the reasons why young people choose to leave Scouting as well as gathering best practices from local units that consistently have a very good retention. At a district level the district leaders should monitor the retention of the groups, and discuss the retention with the groups. The local units are in this, as in most other questions, the key agents for Scouting: the regional and national levels can aid and advise, but in the end it is in the local groups that the retention is happening: it is the local leaders that are going to work for retaining the young people and implement any national or regional strategies and/or advice - it is they who have the opportunity to act if they discover that a member appears to be losing interest. For this reason I have answered 'Local unit', but this does certainly not mean that I think the other levels can ignore the issue, or that they do not have an important and necessary part to play in taking care of the retention of young people.
- Is very important to move from one group to another. The child understands that he grew up and recognized and now goes to another group bigger, stronger with children in his age.
- Not very important. nature takes care of that. they are ready they only need were they going to be OK the how is not important for the retention.
- It's one of the most important parts in scouting life.As long as it's not become renewed and change to something too modernized.Somethings are better left like they were.The old fashioned way.
- There is one song, here in Greece. It says "Happiness is that thing we wait to happen". Having transition processes, makes the next step something you WANT to make. It gives another perspective and makes you take it more seriously. It's not wrong to see it as a reward for all the effort you made all the previous years either as a Cub, or Scout, or Rover. And as it's a reward, you have to continue to stand up to it. As a result, the next step will find you enthusiastic from the start and with the right guideness from experienced Leaders, the trip will continue far more longer...
- Very important. i've been a leader of the scouts for 2 years and have lost most of the cub scouts that came in that period. however, other children of the same age that had never been to the cubs were very interested and stayed with us. When this summer I visited the summer camp of the cub scouts I realized that we work in different ways, that the kids didn't learn to be scouts and do anything with nature and were only playing. Furthermore, I was having trouble with the parents of the cub scouts who were not enthusiastic about the way I was more independent and used to run things in a different way. Again, new parents had absolutely no problem with me. I now know that people react to change, because of change and we, the leaders, must, before all, ensure that we



are consistent with our methods and open to each other so that we don't cancel each other off. (working on that:)

- My personal opinion is that you can't be at one group over three or maximum four years and that's because it's going to become a routine for you. I think that is vital for young people to change groups every now and then so as they can come in touch with kids of all ages and learn a different way of working. Transitions help everyone to better understand the whole scout organization and also to play new games with the kids and deal with different problems gaining new experience.
- It is very very important especially for younger kids. like cub scouts and scouts.
- It would be very important. New age groups should mean new methods, new people, new challenges, new activities, a kind of fresh momentum for young people. This speaks against boredom (the same ceremonies, games etc. for years) which may contribute to the retainment of the youngsters. [For the next question: I think each level is important. One should deal with problem nationally (speaking about it, developing common approaches, or a framework) which should then be implemented - and also adapted to the given situation - locally.]
- They're important, but I think the quality of the programme is more important.
- I think it's a very important process, especially if the change also involves a life change i.e. changing from junior to senior school, or if the changing of sections overlaps with a difficult period in a child's life.
- I think is very important, because the transition is a moment when the boy/girl leave a group he/she belongs and lives strongly, to go to another he/she doesn't know well
- In Lithuanian scouting transition is only important for 17-19y old scouts. That's where we lose most of our young people. But it's not only transition - it's also changes in lifestyle, place of living and etc.
- I think they are of some importance but there are other factors like school, family, friends...
- n.a.
- Sporadically important
- transitions are very important, but not more important than constantly work on keeping the members
- It must be "big deal", very important
- Very important
- Very, its where most leaving takes place.
- It is good between the younger sections but bad in the older sections
- Very. Incorrectly handled transfers can lead to drop out - fear of the unknown, lack of a friend to go along with and so on can be difficult for young people to overcome.
- It is a massive important part - it is more likely at these points that groups will lose young people than at any other point!
- I think this is a very important part of retaining young people. However, I think formal processes are less important than the need for good communication between sections. If young people know the people and a bit about the activities in the older section, they are more likely to stay on in their own section and also to move on successfully into the older section.
- Very.



- Critical.
- Very. From being the oldest and usually the biggest youth of the section you are suddenly at the other end of the scale and it is very important that the new individual meets everyone in the new section so that they can see that everyone is friendly and helpful. It is especially useful to hold a joint evenings throughout the year so that one section is always aware of who is in the other sections so that when moving on it is not a scary process and they have friends in the next section already.
- Certainly at the Cub to Scout transition which sees big losses in the UK, a more structured approach based on School years may be much more likely to succeed, than purely based on birth date
- Very.
- Very important how do you grow if you do not progress?
- I think they are fairly important, especially if Groups find it difficult to carry out joint activities to show members what it will be like when they move on.
- Very important to recognise what the young people have achieved in the section they are leaving and what a great experience to come in the next section.
- Vital!
- Very important its when we lose most of our members
- Very important: Establish links and relationships all the way through one section into another.
- very Important
- Very important, it's is were we lose the most Scouts during a transition from one section to the other.
- Transition points are always going to the point at which some young people quit. They have probably decided to see one section through to the end and then finish. However, others may not have decided either way. It is important that we ease them into the new section rather than having a definite cut off age. Flexibility and support has allowed us to retain at least 3 members in the last year who would have left when moving from scouts to explorers. Also when moving from Cubs to Scouts, it helps if the cub has some say in when they move. If it is imposed then they will probably leave.
- Very important. it helps to provide a structure to the process. The biggest problem is losing them a year or two after as they change schools or have to undertake exams.
- Very Important. If they didn't exist it would be much more difficult for the transition to be successful.
- We dont loos members during transition
- They are very important, as part of offering an attractive programme to young people. The number of members who do not transfer to the next section is still too large. But it is important also to have an attractive and relevant programme on offer to each age range.
- The transitions take place but the scouts do not identify there roles and responsibilities



Responses to the question: **According to your opinion, who should be taking care of the retention of young people?**, are as follows:

According to your opinion, who should be taking care of the retention of young people?

