



## Qualifications available from the Scouts Australia Institute of Training (RTO: 5443)



CUA20220 Certificate II in Creative Industries	CUA30220 Certificate III in Community Dance, Theatre and Events			
CHC24015 Certificate II in Active Volunteering	CHC34015 Certificate III in Active Volunteering	CHC44015 Certificate IV in Coordination of Volunteer Programs		
SIS20419 Certificate II in Outdoor Recreation	SIS30619 Certificate III in Outdoor Leadership	SIS40619 Certificate IV in Outdoor Leadership	SIS50419 Diploma of Outdoor Leadership	
BSB20120 Certificate II in Workplace Skills	BSB30120 Certificate III in Business	BSB40520 Certificate IV in Leadership and Management	BSB50420 Diploma of Leadership and Management	BSB60420 Advanced Diploma of Leadership and Management
		BSB40920 Certificate IV in Project Management Practice	BSB50820 Diploma of Project Management	BSB60720 Advanced Diploma of Program Management

# Scouting Pathways that may contribute to achieving VET qualifications through an RPL process with SAIT

## Introduction

1. These pathways have been drawn from the:
  - a. relevant qualifications in 'training.gov.au'.
  - b. approved SAIT 'Learning and Assessment Strategies'.
  - c. Standards for RTOs for 'volume of learning'.
2. 'adult members' are as defined in Scouts Australia National Policy and Rules and includes paid staff.
3. These Scouting pathways may contribute to candidates acquiring the knowledge and skills which may assist them in developing their portfolio of evidence for assessment.
4. The Assessor will request evidence based on the specific assessment requirements detailed in the units of competency in which the candidate is enrolled. Typical assessment requirements can be found in:
  - a. the relevant Learning Assessment Strategy which is located in the SAIT folder on Scout Cloud.
  - b. Assessment requirements for the relevant units of competency located in 'training.gov.au'.
5. It is the responsibility of the Assessor to ensure that the Principles of Assessment and Rules of Evidence are observed as follows:
  - a. Principles of Assessment; Fairness, Flexibility, Validity, Reliability
  - b. Rules of Evidence; Validity, Sufficiency, Authenticity, Currency.

# Outdoor Recreation/Leadership

## SIS20419 Certificate II in Outdoor Recreation

This qualification reflects the role of individuals who assist with operational logistics and the delivery of recreational activities. They work under direct supervision and with guidance from those responsible for planning, finalising, and delivering activities, including program managers and leaders. Assistants use a range of fundamental activity techniques during activities and can work in indoor and outdoor recreation environments, adventure learning centres or camps. The combined skills and knowledge provided by this qualification do not provide for a job outcome as a leader and further training would be required before moving into those roles.

Learning associated with this qualification is embedded in both the Scouts Australia experiential learning of the Youth Program, the Wood Badge training program for adult members and activity specific training programs which use structured learning and practical experiences that contribute to learning by doing.

### Participants:

- Youth and adult members.

### Scouting pathway:

- Have at least six (6) months Scouting experience and completed the relevant learning pathways.
- Maintain an up-to-date activities log.
- Complete the Scouts Australia on-demand learning, Work Skills for Recreation.
- Youth members
  - Complete Stage 5 Outdoor Adventure Skills in all three (3) Core activity streams, Bushwalking, Camping and Bushcraft - Survival Skills.
  - Complete Stage 5 in at least one additional activity stream from the Outdoor Adventure Skills.
- Adult members
  - Have completed Scouting Essentials and Scouting Adventure.
  - Complete Safe Participant in at least one additional adventurous activity other than bushwalking.

## SIS30619 Certificate III in Outdoor Leadership

This qualification reflects the role of skilled outdoor recreation leaders who lead and supervise dependent participants in recreational activities according to pre-determined activity plans, adjusting as required to suit conditions and participant abilities. Leaders are skilled in recreational activity techniques and have well-developed leadership skills to manage group participation, cohesion, operational logistics, risk, and problems as they arise. Using discretion and judgement, they work with some independence and under limited supervision using clearly defined plans, policies, and procedures to guide work activities. This qualification reflects the role of leaders who can work in a range of settings including indoor centres and outdoor adventure learning centres and camps, or relatively close to base in the field. They have access to reliable communication systems and assistance from medical and emergency services. When in the field, supervision is provided remotely, in the form of support from base, to deal appropriately with unplanned events or significant problems.

Learning pathways in Scouts Australia provide a scaffolding approach to meet the requirements of the Certificate III in Outdoor Leadership. Prior to commencing this qualification participants may have completed a Certificate II in Outdoor Recreation and will have gained experience in relevant activities to a level aligned to the Certificate III in Outdoor Leadership.

### Participants:

- Youth and adult members.

### Scouting pathway:

- Have at least six (6) months Scouting experience and completed the relevant learning pathways.
- Maintain an up-to-date activities log.
- Youth members
  - Complete Stage 5 Outdoor Adventure Skills in all three (3) Core activity streams, Bushwalking, Camping and Bushcraft - Survival Skills.
  - Complete Stage 9 in two Outdoor Adventure Skill activity streams.
- Adult members
  - Have completed Scouting Essentials and Scouting Adventure.
  - Have completed Scouting Guiding Adventure.
  - Complete the requirements for a Guide appointment in two adventurous activities.  
Example: Bushwalking and Canoeing.

## SIS40619 Certificate IV in Outdoor Leadership

This qualification reflects the role of highly skilled outdoor recreation leaders who lead and supervise dependent participants in recreational activities according to activity plans, which they develop. These leaders are proficient in recreational activity techniques and have well-developed leadership skills to manage group participation, cohesion, operational logistics, risk, and significant problems as they arise. While actions are limited by the parameters of plans, policies, and procedures, they work with a considerable amount of autonomy. This qualification reflects the role of leaders who can work at or close to base but often work in remote areas distant from support. Communication systems may be unreliable and assistance from medical and emergency services may not be readily available. They are expected to make high level independent judgements about logistical, technical, safety and emergency response issues.

Learning pathways in Scouts Australia provide a scaffolding approach to meet the requirements of the Certificate IV in Outdoor Leadership. Prior to commencing this qualification participants may have completed a Certificate II in Outdoor Recreation and will have gained experience in relevant activities to a level aligned to the Certificate III in Outdoor Leadership.

### Participants:

- Adult members.

### Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathways.
- Maintain an up-to-date activities log.
- Hold The Wood Badge.
- Have completed Scouting Essentials and Scouting Adventure.
- Have completed Scouting Guiding Adventure.
- Complete the requirements for an Activities Specialist in two adventurous activities. Example: Bushwalking Extremely Difficult Tracked & Untracked Environments and Kayaking White Water.

## SIS50419 Diploma of Outdoor Leadership

This qualification reflects the role of highly skilled senior leaders or program, logistics and operations managers. Senior leaders lead and supervise dependent participants in recreational activities and have a role in planning these activities. They are highly proficient in activity techniques and have well-developed leadership skills to manage group participation, cohesion, operational logistics, risk, and significant problems as they arise. Managers are involved in recreational program planning, implementation and evaluation, facility and equipment management, the leadership of personnel, and the operational management of a department or a small business. All work with significant autonomy, using initiative and judgement to analyse and solve complex problems, and to design systematic approaches to operational practices.

Learning associated with this qualification is embedded in the Scouts Australia Wood Badge training program for adult members and activity specific training programs which uses structured learning and practical experiences that contribute to learning by doing.

Learning pathways in Scouts Australia provide a scaffolding approach to meet the requirements of the Diploma of Outdoor Leadership. Prior to commencing this qualification participants will have followed a progressive pathway that is documented in the learning and assessment strategies for the Certificate III and IV in Outdoor Leadership.

Participants:

- Adult members.

Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathways.
- Maintain an up-to-date activities log.
- Hold The Wood Badge.
- Must hold the Core units from the Certificate IV in Outdoor Leadership.
- Coordinate a Region or Branch activities team.

# Business

## BSB20120 Certificate II in Workplace Skills

This qualification reflects the role of individuals in a variety of entry-level Business Services job roles or who may have not yet entered the workforce and are developing the necessary skills in preparation for work. These individuals carry out a range of basic procedural, clerical, administrative or operational tasks that require self-management and technology skills. They perform a range of mainly routine tasks using limited practical skills and fundamental operational knowledge in a defined context. Individuals in these roles generally work under direct supervision.

The learning associated with this qualification is embedded in the Venturer Scouts Youth Program.

Participants:

- Venturer Scouts (14-18 years old).
- Recently finished Venturer Scouts (18 years old).

Scouting pathway:

- Have at least six (6) months Scouting experience and completed the relevant learning pathways.
- RPL Tool Kit is available.
- Completed Milestone 1.
- Completed OAS Stage 5 Core Skills.

## BSB30120 Certificate III in Business

This qualification reflects the role of individuals in a variety of Business Services job roles. It is likely that these individuals are establishing their own work performance. Individuals in these roles carry out a range of routine procedural, clerical, administrative or operational tasks that require technology and business skills. They apply a broad range of competencies using some discretion, judgment, and relevant theoretical knowledge. They may provide technical advice and support to a team.

The learning associated with this qualification is embedded in the Scouts Australia achievement pathways for youth members and the Wood Badge training program for adult members. Both pathways enable the use of on-demand learning, structured learning and practical experiences that contribute to learning by doing.

### Participants:

- Youth and adult members.

### Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathways.
- RPL Tool Kit is available.
- Youth members:
  - Queen's Scout Award.
  - Milestone 2 or 3 for Rover Scouts (Dependant on evidence).
- Adult members (including Rover Scouts):
  - Hold a Certificate of Proficiency.



## BSB40520 Certificate IV in Leadership and Management

This qualification reflects the role of individuals working as developing and emerging leaders and managers in a range of enterprise and industry contexts. As well as assuming responsibility for their own performance, individuals at this level are likely to provide leadership, guidance, and support to others. They may also have some responsibility for organising and monitoring the output of teams. They apply solutions to a defined range of predictable and unpredictable problems and analyse and evaluate information from a variety of sources.

The learning associated with this qualification is embedded in the Scouts Australia Wood Badge training program for adult members. The pathway enables the use of on-demand learning, structured learning and practical experiences that contribute to learning by doing.

### Participants:

- Adult members.

### Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathway.
- RPL Tool Kit is available.
- Hold The Wood Badge.

## BSB50420 Diploma of Leadership and Management

This qualification reflects the role of individuals who apply knowledge, practical skills and experience in leadership and management across a range of enterprise and industry contexts. Individuals at this level display initiative and judgement in planning, organising, implementing, and monitoring their own workload and the workload of others. They use communication skills to support individuals and teams to meet organisational or enterprise requirements. They may plan, design, apply and evaluate solutions to unpredictable problems, and identify, analyse, and synthesise information from a variety of sources.

The Diploma of Leadership and Management is reflective of the roles and responsibilities of a variety of adult leadership positions within Scouts Australia.

The learning associated with this qualification is beyond the Scouts Australia training for adult members, however the progression through adult training enables a scaffolded approach to gaining knowledge and skills over several years combined with application and further learning relevant to defined roles within the volunteer and paid leadership roles within Scouts Australia.

### Participants:

- Adult members, in particular:
  - Group Leaders.
  - Youth Program and Program Support Leaders.
  - Paid staff.
  - Other appointments as appropriate.

### Scouting pathway:

- Have at least twelve (12) months Scouting experience.
- RPL Tool Kit is available.
- Hold the Wood Badge.

## BSB60420 Advanced Diploma of Leadership and Management

This qualification reflects the role of individuals who apply specialised knowledge and skills, together with experience in leadership and management, across a range of enterprise and industry contexts. Individuals at this level use initiative and judgement to plan and implement a range of leadership and management functions, with accountability for personal and team outcomes within broad parameters. They use cognitive and communication skills to identify, analyse and synthesise information from a variety of sources and transfer their knowledge to others, and creative or conceptual skills to express ideas and perspectives or respond to complex problems.

The Advanced Diploma of Leadership and Management is reflective of the roles and responsibilities of senior leadership positions within Scouts Australia. This qualification also recognises:

- An increased attainment of Diploma level qualifications via SAIT in recent years.
- The lack of engagement with qualifications by senior leaders within Scouts Australia due to the levels of qualification available being below the level that they are operating at within their leadership roles.

The learning associated with this qualification is beyond the Scouts Australia training for adult members, however the progression through adult training enables a scaffolded approach to gaining knowledge and skills over several years combined with application and further learning relevant to defined roles within the volunteer and paid leadership roles within Scouts Australia.

Participants:

- Adult members, in particular:
  - Commissioners: Adults in Region, State or National positions, supporting Scouting in Australia
  - Paid Staff.

Scouting pathway:

- Have at least eighteen (18) months Scouting experience.
- RPL Tool Kit is available.
- Hold the Wood badge.
- Have completed:
  - a BSB Diploma or higher.or
  - Have two (2) years equivalent full-time relevant workplace experience in a senior operational or leadership role in an enterprise.

# Project Management

## SITXMGT003 Manage Projects

This unit describes the performance outcomes, skills and knowledge required to develop project plans, implement project activities, monitor progress to ensure objectives are achieved, and evaluate all aspects of projects. The unit applies to all tourism, travel, hospitality and event sectors and the project could relate to event planning and execution, product development, research, or initiatives such as the introduction of new workplace systems or technologies. It applies to senior personnel who operate independently or with limited guidance from others and who are responsible for making a range of operational business and project management decisions.

In alignment with requests and consultations about the relevance of project management qualifications to Scouting experiences and outcomes, this AQF Level 5 unit of competency supports members who have experience and evidence but lack sufficient evidence to meet the requirements of a qualification.

The learning associated with this unit of competency may be gained by members within a range of projects that they either lead or participate in as a part of a project leadership team or have completed the Scouts Australia Project/Event Management and International Leadership Course.

Participants:

- Adult members, including contingent management teams

Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathways.
- RPL Tool Kit is available.
- Hold a Certificate of Proficiency.
- Engaged in the leadership of at least one (1) significant Scouting project or event such as at a Group or District level or other significant project or event.

## BSB40920 Certificate IV in Project Management Practice

This qualification reflects the role of individuals who apply project management skills and knowledge in a wide variety of contexts. The job roles that relate to this qualification may include Contracts Officer, Project Administrator and Quality Officer. Individuals in these roles work autonomously, and might be members of a project team, with no direct responsibility for overall project outcomes. Primarily, these roles would support wider project operations. They may use project tools and methodologies selectively to support organisational or business activities.

The learning associated with this qualification is through the Scouts Australia Project/Event Management and International Leadership Course.

Participants:

- Adult members.

Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathway.
- RPL Tool Kit is available.
- Hold a Certificate of Proficiency.
- Engaged in active contributions of project management in the leadership of at least two (2) major Scouting projects or events such as:
  - Gang Show or Showtime.
  - Branch Cuboree, Jamboree, Venture or Moot.
  - Other significant regional or Branch events.

## BSB50820 Diploma of Project Management

This qualification reflects the role of individuals who apply project management skills and knowledge in a variety of contexts, across several industry sectors. The job roles that relate to this qualification may include Project Manager and Project Team Leader. Individuals in these roles have project leadership and management roles and are responsible for achieving project objectives. They possess a sound theoretical knowledge base and use a range of specialised, technical, and managerial competencies to initiate, plan, execute and evaluate their own work and/or the work of others.

The learning associated with this qualification is through the Scouts Australia Project/Event Management and International Leadership Course.

Participants:

- Adult members.

Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathway.
- RPL Tool Kit is available.
- Hold The Wood Badge.
- Engaged in the leadership and management of at least two (2) complex Scouting projects or events such as:
  - National Jamboree, Venture, or Moot.
  - International Contingents.
  - Other significant national or international events.

## BSB60720 Advanced Diploma of Program Management

This qualification reflects the role of individuals who apply specialised knowledge and skills, together with experience in program management across a range of enterprise and industry contexts. The job roles that relate to this qualification include Program Manager. Individuals in these roles are responsible for managing or directing a program to achieve organisational objectives. A program is defined as a set of interrelated projects, each of which has a project manager. Individuals at this level use initiative and judgement to direct, plan, and lead a range of program functions, with accountability for personal and team outcomes within broad parameters. They use cognitive and communication skills to identify, analyse and synthesise information from a variety of sources and transfer their knowledge to others, and creative or conceptual skills to express ideas and perspectives or respond to complex problems.

The Advanced Diploma of Program Management is reflective of the roles and responsibilities of senior leadership positions within Scouts Australia. This qualification also recognises:

- An increased attainment of Diploma level qualifications via the Scouts Australia Institute of Training in recent years.
- The lack of engagement with qualifications by senior leaders within Scouts Australia due to the levels of qualification available being below the level that they are operating at within their leadership roles.

The learning associated with this qualification is beyond the Scouts Australia training for adult members, however the progression through adult training enables a scaffolded approach to gaining knowledge and skills over several years combined with application and further learning relevant to defined roles within the volunteer and paid leadership roles within Scouts Australia.

Participants:

- Adult members, in particular:
  - Commissioners: Adults in Region, State or National roles, supporting Scouting in Australia.
  - Paid Staff.

Scouting pathway:

- Have at least eighteen (18) months Scouting experience.
- RPL Tool Kit is available.
- Hold the Wood Badge.
- Have completed:
  - Diploma of Project Management or higher qualification.or
  - Have completed two years equivalent full-time relevant workplace experience at a significant level within a project or program environment within an enterprise.

# Performing Arts

## CUA20220 Certificate II in Creative Industries

This qualification reflects the role of individuals with the skills and knowledge to perform in a range of varied activities in the creative industries where there is a defined range of contexts. It applies to work in different work environments that include entertainment customer service, staging, television and radio production, broadcasting production, lighting and sound, theatre, scenery and set construction, screen and media, and film production. Individuals' complete tasks with limited complexity and with required actions clearly defined.

The learning associated with this qualification is integral in the conduct of Gang Shows and Showtime events that are organised and conducted by youth and adult members of Scouts Australia. The pathway includes the use of on-demand learning, has defined structured learning and practical experiences through the Youth Program that contribute to learning by doing.

Participants:

- Youth and adult members.

Scouting pathway:

- Have completed at least two (2) seasons of the Scouts Australia community performances, Gang Show, Showtime, or equivalent experiences.



## CUA30220 Certificate III in Community Dance, Theatre and Events

This qualification reflects the role of individuals working in a variety of community-based performance and production contexts, using some discretion and judgement and relevant theoretical knowledge. It applies to individuals who work in small-scale dance, theatre, and events environments within the creative industries. Individuals at this level may provide support to others involved in production with limited responsibility overseeing other personnel. The job roles that relate to this qualification may include community theatre production assistants, theatre assistants, project officers and community theatre performers.

The learning associated with this qualification is integral in the conduct of Gang Shows and Showtime events that are organised and conducted by youth and adult members of Scouts Australia. The pathway includes the use of on-demand learning, has defined structured learning and practical experiences that contribute to learning by doing.

### Participants:

- Youth and adult members.

### Scouting pathway:

- Have completed at least three (3) seasons of the Scouts Australia community performances, Gang Show, Showtime, or equivalent experiences.
- RPL Tool Kit is available.

# Volunteering

## CHC24015 Certificate II in Active Volunteering

This qualification reflects the role of entry level volunteer workers. At this level, work takes place under direct, regular supervision within clearly defined guidelines. This qualification may be used as a pathway for workforce entry. To achieve this qualification, the candidate must have completed at least 20 hours of volunteer work as detailed in the Assessment Requirements of units of competency.

The learning associated with this qualification is embedded in the Scouts Australia achievement pathways for youth members and the Wood Badge training program for adult members. Both pathways enable the use of on-demand learning, structured learning and practical experiences that contribute to learning by doing.

Participants:

- Youth members.

Scouting pathway:

- Have at least six (6) months Scouting experience and completed the relevant learning pathways.
- Have completed at least 20 hours of volunteer work.
- Have completed Milestone 1.

## CHC34015 Certificate III in Active Volunteering

This qualification reflects the role of people working in a volunteer capacity across a range of industries and organisations in a variety of contexts. At this level, work takes place under the direction of others and supervision may be direct or indirect. Volunteers may also be required to lead volunteer teams and have limited responsibility for the output of others within a project or event. To achieve this qualification, the candidate must have completed at least 20 hours of volunteer work as detailed in the Assessment Requirements of units of competency.

The learning associated with this qualification is embedded in the Scouts Australia achievement pathways for youth members and the Wood Badge training program for adult members. Both pathways enable the use of on-demand learning, structured learning and practical experiences that contribute to learning by doing.

### Participants:

- Youth and adult members.

### Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathways.
- Have completed at least 20 hours of volunteer work.
- Youth members:
  - Queen's Scout Award.
  - Milestone 2 or 3 for Rover Scouts (Dependant on evidence).
- Adult Members:
  - Hold a Certificate of Proficiency.

## CHC44015 Certificate IV in Coordination of Volunteer Programs

This qualification reflects the role of workers who are responsible for the coordination of volunteers within a program or organisation. Volunteer coordinators provide ongoing management and support to volunteers and are the main point of contact for volunteers. At this level, workers will generally be autonomous and are required to supervise and lead volunteers in projects or teams. These workers may be employed in a range of industry sectors and in a complex, regularly changing context. Work may be in either a volunteer or paid capacity.

The learning associated with this qualification is embedded in the Scouts Australia Wood Badge training program for adult members. The pathways enable the use of on-demand learning, structured learning and practical experiences that contribute to learning by doing.

### Participants:

- Adult members.

### Scouting pathway:

- Have at least twelve (12) months Scouting experience and completed the relevant learning pathways.
- Have completed at least 30 hours of volunteer work.
- Hold The Wood Badge.
- RPL Tool Kit is available.