



Basic Qualifications for the Appointments of Training Team Members

This Circular supersedes the Training Circulars No. 42/2009 issued on 15 July 2009.

The basic qualifications for the appointments of Training Team members are amended with immediate effect. "Leading experiential-learning activities" is deleted from the qualification requirement of Trainer. Revised full text is shown as follows.

1. Principles

In addition to the criteria for the appointments of Training Team members stated below, the appointee's conduct, experience, commitment, potentialities and knowledge will also be taken into consideration.

The appointment of Training Team members aims to fully utilize members' skills and knowledge in their training duties. The title of Trainer, Assistant Leader Trainer and Leader Trainer only indicates different responsibilities and training duties, and should not be considered as a reward.

2. Basic Qualifications

(A) Trainer

Age	25 or above	
Education Level	(i) have attained post-secondary level of education; or (ii) have a pass in 5 subjects in the Hong Kong Certificate of Education Examination (including Chinese Language and English Language); or (iii) F.5 plus 5 years' working experience.	
Scouting Experience	Holding a valid Leader Warrant and having at least 4 years of experience as an adult leader.	
Leader Training Qualification	Having served as a Training Auxiliary and being active in assisting training in the recent 2 years.	
Training Course	Have completed the Trainers' Basic Course (Module 1, 2 and 3).	
Wood Badge	Being a Wood Badge holder.	
Training Experience	Having assisted in at least 10 different Wood Badge Training Courses and recognized Skill Courses listed as follows:	
	<i>Training Courses</i>	<i>Training Duty</i>
	General Information Course Basic Course Fundamentals and Leadership Training Course Fundamentals Course Intermediate Course Sectional Skills Course Advanced Course Skill Courses	Course Administrator Supply Officer Tutor (in Wood Badge Training Courses) Session Speaker (have presented at least 5 different sessions)
Organizing Activities Experience	Having assisted in the organization of 2 District, Region or Association-wide mass activities.	

* For those who possess professional qualifications may also be appointed as trainers subject to the fulfillments of all of the following requirements:

1. holding a valid Leader Warrant;
2. being a Wood Badge holder;
3. have completed the Trainers' Basic Course (Module 1, 2 and 3);
4. having assisted in at least 3 Wood Badge Training Courses of different stages (General Information Course, Basic Course, Fundamentals and Leadership Training Course, Fundamentals Course, Intermediate Course, Sectional Skills Course or Advanced Course); and
5. having assisted in the organization of 2 District, Region or Association-wide mass activities.

(B) Assistant Leader Trainer

Age	30 or above	
Education Level	(i) have attained post-secondary or tertiary level of education plus 3 years' working experience; or (ii) possessing professional qualification plus 3 years' working experience; or (iii) have a pass in 5 subjects in the Hong Kong Certificate of Education Examination (including Chinese Language and English Language) plus 5 years' working experience.	
Scouting Experience	Holding a valid Leader Warrant and having at least 7 years of experience as an adult leader.	
Training Team Qualification	Having fulfilled the basic service requirements of Training Team members in the recent 3 years after being appointed as a Trainer.	
Training Course	Have completed the Course for Assistant Leader Trainers or equivalent and holding the relevant certificate.	
Training Experience	After being appointed as a Trainer, having assisted in at least 15 different Wood Badge Training Courses and recognized Skill Courses listed as follows:	
	<i>Training Courses</i>	<i>Training Duty</i>
	General Information Course Basic Course Fundamentals and Leadership Training Course Fundamentals Course Intermediate Course Sectional Skills Course Advanced Course Skill Courses	Course Leader Deputy Course Leader Assistant Course Leader Course Administrator Supply Officer Tutor Session Speaker (have presented at least 10 different sessions of Wood Badge Training Courses)
Organizing Activities Experience	Having assisted in the organization of 3 District, Region or Association-wide mass activities.	
Mentoring Experience	Having served as a Mentor in Advanced In-service Training for at least 5 leaders.	

(C) Leader Trainer

Age	35 or above	
Education Level	(i) have attained post-secondary or tertiary level of education plus 5 years' working experience; or (ii) possessing professional qualification plus 5 years' working experience.	
Scouting Experience	Holding a valid Leader Warrant and having at least 10 years of experience as an adult leader.	
Training Team Qualification	Having fulfilled the basic service requirements of Training Team members in the recent 3 years after being appointed as an Assistant Leader Trainer.	
Training Course	Have completed the Course for Leader Trainers or equivalent and holding the relevant certificate.	
Training Experience	After being appointed as an Assistant Leader Trainer, having assisted in at least 30 different Wood Badge Training Courses and recognized Skill Courses listed as follows:	
	<i>Training Courses</i>	<i>Training Duty</i>
	General Information Course Basic Course Fundamentals and Leadership Training Course Fundamentals Course Intermediate Course Sectional Skills Course Advanced Course Skill Course	Course Leader (10 times) Deputy Course Leader Assistant Course Leader Tutor
	Basic Course Fundamentals and Leadership Training Course Fundamentals Course Intermediate Course Sectional Skills Course Advanced Course	Session Speaker (have presented at least 20 different sessions of Wood Badge Training Courses of different Sections)
Organizing Activities Experience	Having assisted in the organization of 5 District, Region or Association-wide mass activities.	
Mentoring Experience	Having served as a Mentor in Advanced In-service Training for at least 10 leaders.	
Overseas Activities Experience	Having participated in at least 2 overseas training or activities in Scouting.	

3. Nomination and Appointment

Training Team members of all ranks should be nominated by Deputy Regional Commissioners (Training) and appointed by Chief Commissioner via Training Commissioner's approval. Training Commissioner may also nominate Training Team members directly and submitted to Chief Commissioner for endorsement.

4. Nomination Form

The "Nomination Form for Training Team Members and Training Auxiliaries" (PT/13) is applicable to the appointments of Training Team members of all ranks.

5. Warrant

- (a) Trainers will be awarded the Leader Warrants.
- (b) Assistant Leader Trainers and Leader Trainers will be awarded the Commissioner Warrants.



MAK Wai-ming
Training Commissioner