



DOCUMENT NUMBER 20



**28th Asia-Pacific
Scout Conference**
TAIWAN · 2025

Input Sessions:

- WOSM Triennial Plan 2024-2027
- The Future of Education in Scouting
- Safe From Harm
- WOSM Events Strategy

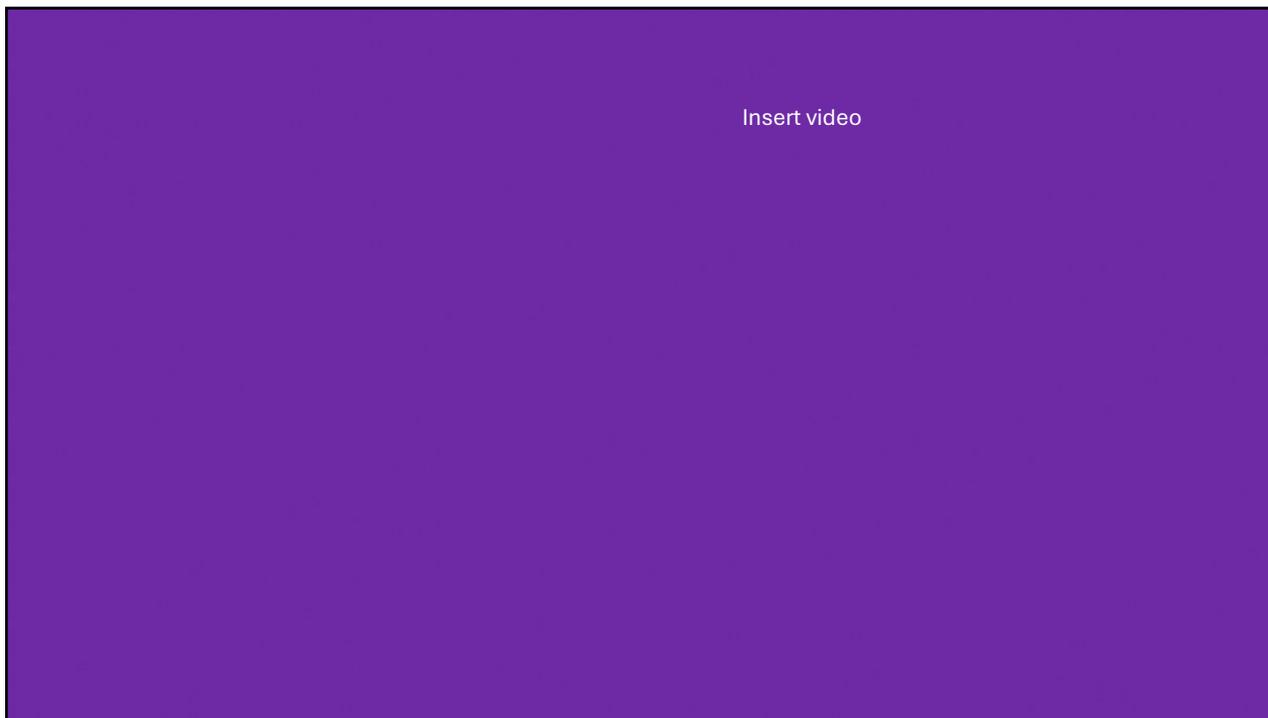
A 4-stage streamlining process



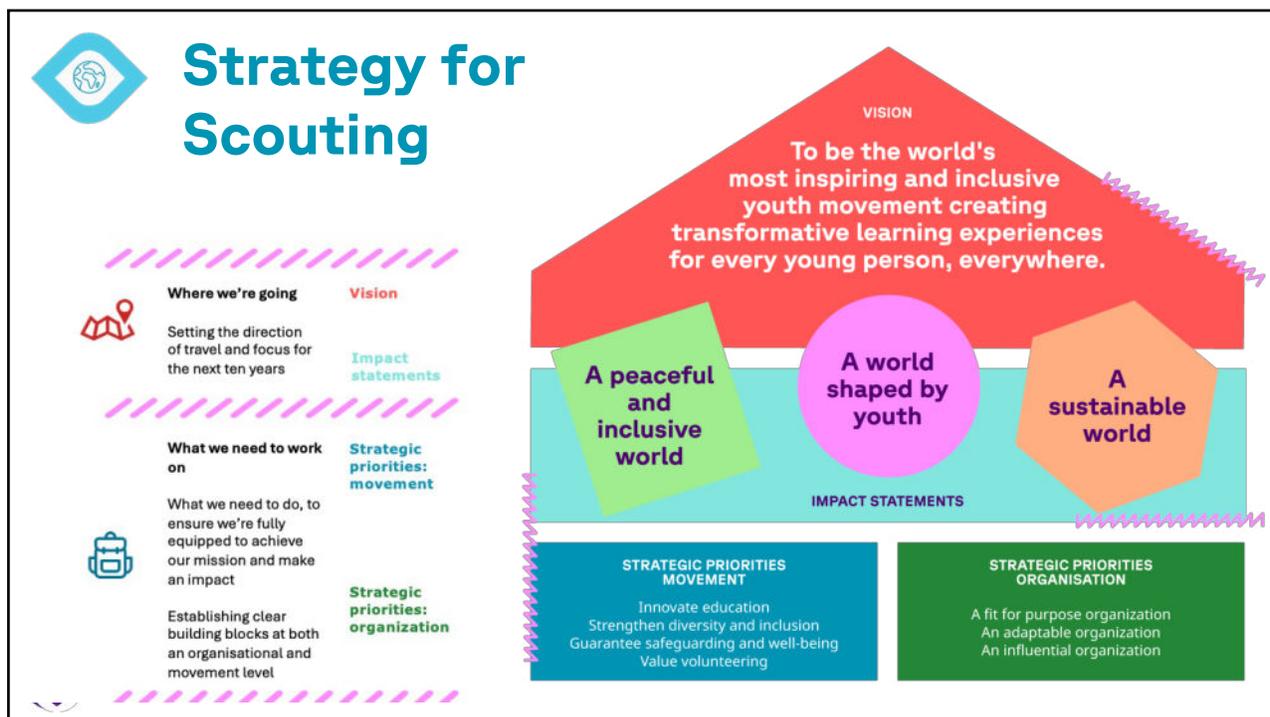
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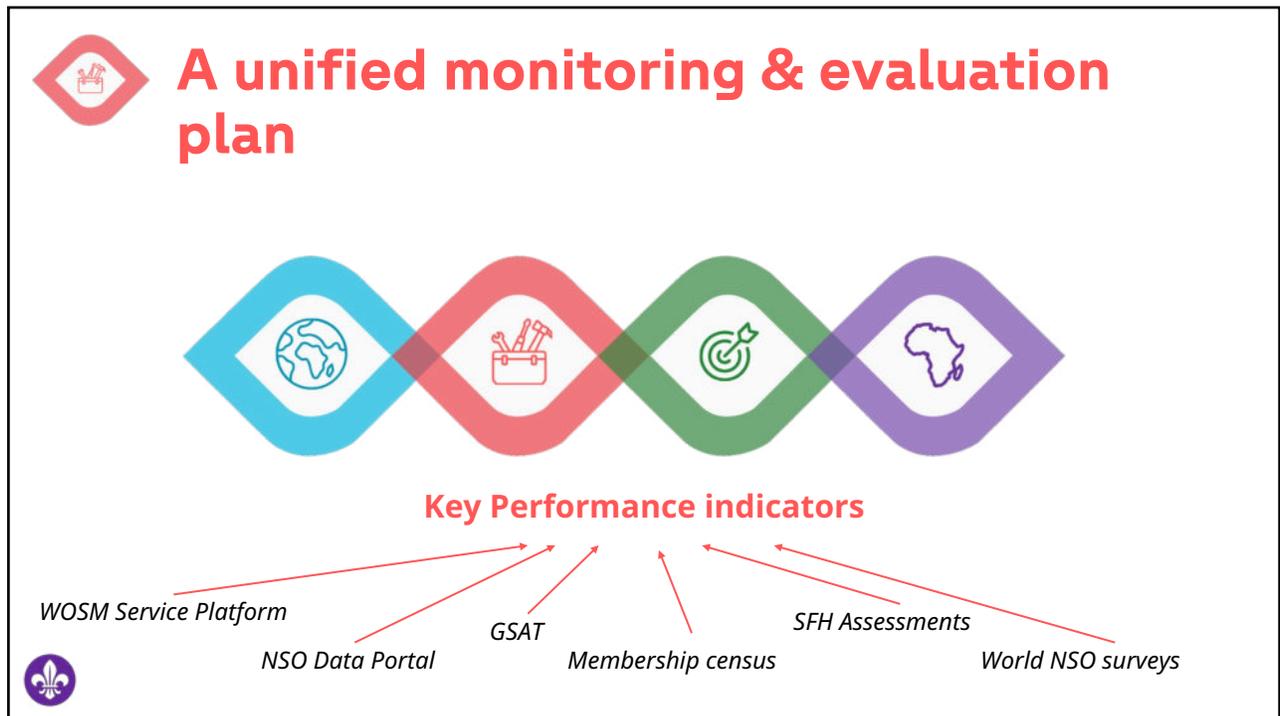
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World Triennial Plan

STRATEGIC PRIORITIES MOVEMENT		STRATEGIC PRIORITIES MOVEMENT	
Innovate education	Strengthen Diversity and Inclusion	Guarantee Safety and Well-being	Value Volunteering
<p>Scouting will inspire children and young people and respond to their needs and interests by providing comprehensive, fun, meaningful, and rewarding experiences and continuously innovating our educational programmes. We will implement these programmes by strengthening the use of the Scout Method through digital and real-world solutions, by ensuring the learning of our Scout Movement, and by ensuring that Scouting is accessible, fun, rewarding and engaging.</p> <p>88 NCOs (71%) have reviewed and approved the implementation of our educational offerings by 2023.</p>	<p>Scouting's membership will reflect the diversity of the societies it serves and lead the way to recruit and include its youth in our communities. We will actively remove barriers, reorganize the Scouting programme, increase our reach, engage more diverse volunteers, and reshape our organisations to provide every young person with the opportunity to join Scouting.</p> <p>33 NCOs (27%) have received a significant number of new members, young people and/or adults from underserved socio-economic groups by 2023.</p>	<p>Scouting will ensure young people feel free and confident to be themselves by providing a safe environment for children, young people and adults in Scouting, are healthy, protected and supported to grow. We will adopt a zero-tolerance position across the Scout Movement, addressing harmful situations and acts to strengthen safeguarding practices and all forms of well-being as essential elements to achieving Scouting's mission.</p> <p>17% NCOs (10%) are fully compliant with the WCP's Safe Team rules, requirements, processes and/or at least 75% and meeting the six major non-compliance.</p>	<p>Scouting will actively recruit, train, and retain a growing and more diverse group of committed and motivated volunteers to support the delivery of safe quality programmes through fun, meaningful, and rewarding experiences. We will offer more flexible and accessible opportunities, providing flexible learning opportunities for volunteers to develop their competencies, to be used and recognised inside and outside of Scouting.</p> <p>30% increase in adult volunteers on leaving by 2023.</p>
Triennial Plan	Triennial Plan	Triennial Plan	Triennial Plan
<p>34 The Scout Movement has built exciting youth programmes in cooperation with recognised experts and ensured young people will be able to enjoy more innovative, flexible, relevant, and attractive programmes that leverage technology to offer more transformative and competency-based learning experiences.</p> <p>Educational Programmes</p>	<p>34 The Scout Movement has identified and actively reduced barriers, supporting the creation of content, structures, and processes through intergenerational dialogue and learning, allowing more young people and adults to experience Scouting and participate at all levels.</p> <p>Growth through Diversity Volunteering</p>	<p>34 The Scout Movement has established the necessary measures, mechanisms, and capacities to ensure every member is safe across all of its levels.</p> <p>Safeguarding and Well-being</p>	<p>34 The Scout Movement has adopted flexible and inclusive volunteer frameworks which increase participation and volunteering opportunities across all levels.</p> <p>Volunteering</p>
<p>35 The Scout Movement will review all current educational methods on peace education and need changing habits, empower young people to create peace in their communities, embrace diversity, and contribute to a culture of inclusion.</p> <p>Peace Education</p>	<p>35 The Scout Movement will be more flexible and inclusive, reaching all communities, everywhere.</p> <p>Growth through Diversity Volunteering</p>	<p>35 Young people and adults will be empowered to be leaders on well-being in the Scout Movement and their communities.</p> <p>Safeguarding and Well-being</p>	<p>35 The Scout Movement will be proactive in attracting and retaining volunteers with diverse backgrounds and competencies.</p> <p>Volunteering</p>
<p>36 Young people in the Scout Movement have developed further competencies to minimise environmental impact, promote sustainable living practices and become change leaders for environmental sustainability.</p> <p>Environmental Sustainability</p>	<p>36 123 NCOs (100%) with peer education initiatives, including but not limited to Worldays of Peace, integrated into their Scout Programme.</p>	<p>36 17% NCOs (10%) have implemented actions to include underserved young people and adults.</p>	<p>36 25 NCOs (17%) have implemented measures to reduce barriers to recruitment and retention of volunteers from diverse backgrounds and competencies.</p>
<p>37 The Scout Movement will be the world's leading provider of youth leadership development, ensuring its implementation at all levels inside and outside of Scouting.</p> <p>Youth Development</p>	<p>37 47% young people in the adult team decision-making bodies at the national level and regional level.</p>	<p>37 36 NCOs (21%) have implemented actions to include underserved young people and adults.</p>	<p>37 25 NCOs (17%) have implemented measures to reduce barriers to recruitment and retention of volunteers from diverse backgrounds and competencies.</p>

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World Triennial Plan







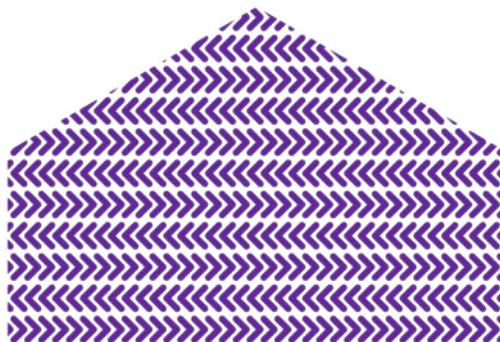

World Triennial Plan 2024-2027 World Scout Committee STRATEGY FOR SCOUTING



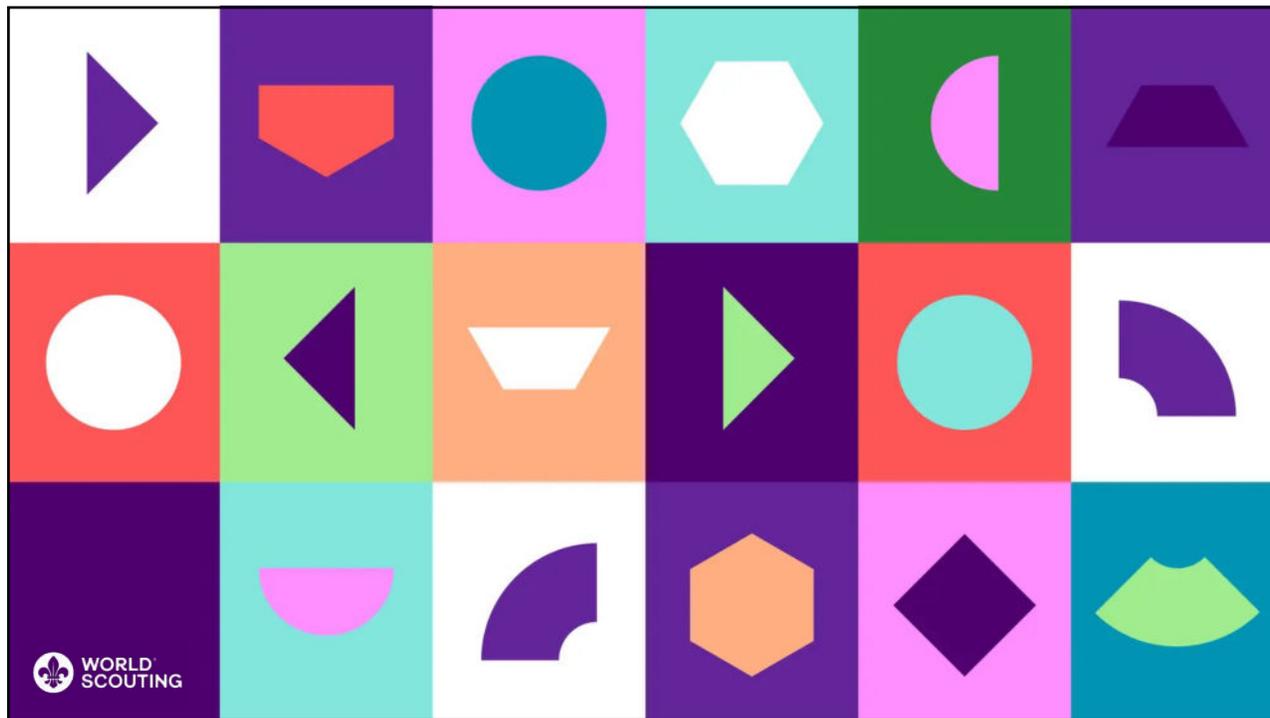
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Let us have some fun!

QR Code



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28th Asia-Pacific Scout Conference

Innovation in Scouting Education

Raani Kelderman – Chief Commissioner Scouts Aotearoa New Zealand
- WOSM Operational Framework Volunteer

13 October 2025

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Session Objectives

We will reflect on...



- ❖ What is Innovation in Scouting
- ❖ Examples of innovation from around the world
- ❖ Culture of Innovation into our Organization



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Let's talk Innovation

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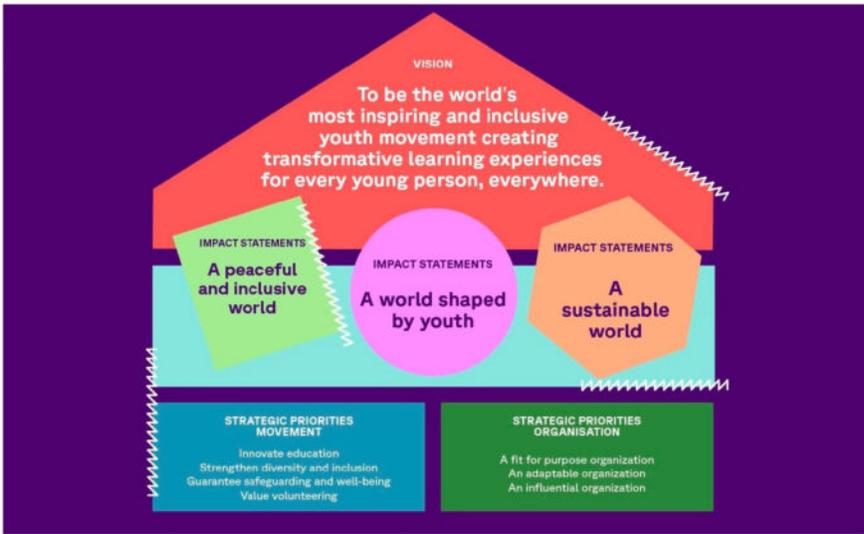


What is Innovation in Scouting Education?

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Overview of the Strategy for Scouting



VISION

To be the world's most inspiring and inclusive youth movement creating transformative learning experiences for every young person, everywhere.

IMPACT STATEMENTS

A peaceful and inclusive world

IMPACT STATEMENTS

A world shaped by youth

IMPACT STATEMENTS

A sustainable world

STRATEGIC PRIORITIES MOVEMENT

- Innovate education
- Strengthen diversity and inclusion
- Guarantee safeguarding and well-being
- Value volunteering

STRATEGIC PRIORITIES ORGANISATION

- A fit for purpose organization
- An adaptable organization
- An influential organization

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Innovation in Scouting

Innovation starts with creativity. Creativity is the process of coming up with new ideas.

Thinking Skills & Creativity, 2021

Innovation is turning ideas into value.

Literature on organisational innovation: past and future - Alves, Galina, Dobelin

“Innovation is about doing something new or differently”, responding to the changing needs of young people, adults, and the context, and staying ahead of challenges or trends.

'Managing Innovation and Change' — David Mayle's

Road Map of Education in Scouting

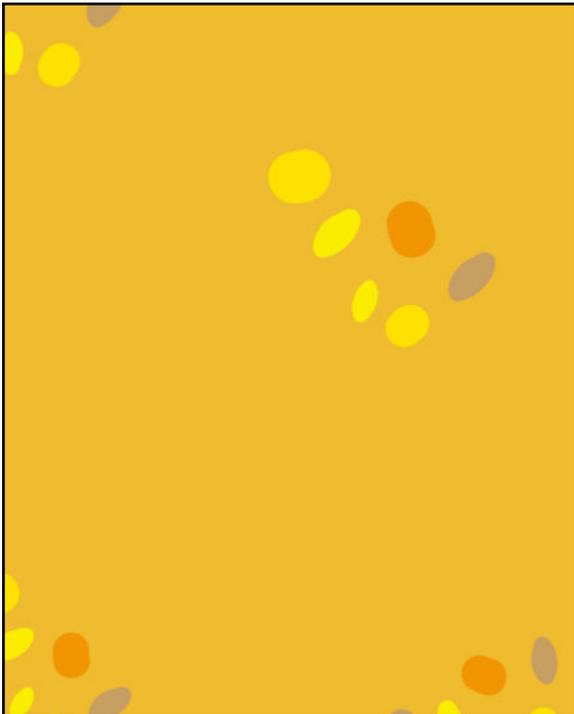


We will develop education in Scouting 

1. Towards offering inclusive experiences to every young people
2. Towards quality values-driven citizenship education
3. Towards moving from traditional youth engagement to youth leadership
4. Towards new modes of flexible volunteering
5. Towards mainstreaming individual and collective mental health and well-being
6. Towards transformative behavioral change for sustainability
7. Towards external recognition for skills and competencies
8. Towards strong collaboration for lifelong learning
9. Towards a human-centred approach to adopting new technology
10. Towards embracing change and innovation

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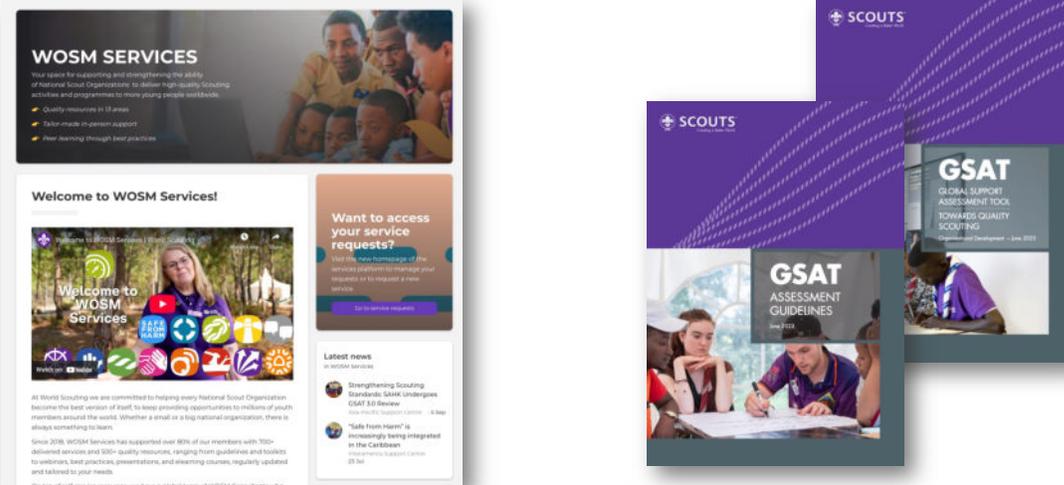


Why is innovation important today?

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Innovation in World Scouting



Innovation in National Scout Organizations

When member Organizations...

Tailor their Scouts for SDGs Frameworks and learning opportunities

- Philippines
- UK
- USA
- Guatemala



Innovation in National Scout Organizations

When member Organizations...

partner with Police Forces and Community Elders to foster mutual understanding in society

- Thailand
- Malaysia
- Indonesia
- Singapore



Driving Innovation in our Organisation

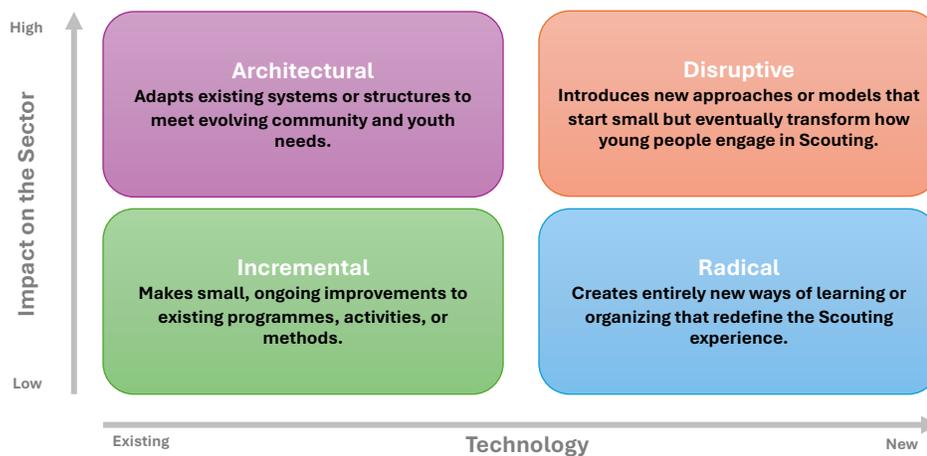
Key Global Issues Influencing Non-Formal and Competency-Based Education (2025)

Priority Issue	Why It Matters
Recognition of Non-Formal Learning	Ensures skills gained outside school are valued for employment and lifelong learning.
Competency-Based Education Reform	Focuses on what learners can do, not just what they know.
Digital Transformation & Skills Gap	Narrows digital divides and accelerates essential skill development.
Equity & Inclusion	Reaches marginalized youth often excluded from formal systems.
Linking Learning to Employability	Connects civic and green skills with sustainable jobs.
Assessment of Competencies	Measures real learning outcomes beyond participation.
Youth Participation in Learning Design	Empowers young people to shape relevant learning experiences.
Financing & Sustainability	Secures long-term support to scale impactful programmes.
Education for Climate Action	Builds environmental literacy and sustainable mindsets.
AI & Ethical Innovation	Promotes responsible, human-centered use of technology.

Sources: UNESCO (2023) – Global Inventory of National and Regional Qualifications Frameworks; OECD (2022) – Recognition of Non-formal and Informal Learning; UNESCO (2024) – Futures of Education Report; World Bank (2023) – Skills for a Changing World; UNICEF (2023) – Reimagining Digital Learning; OECD (2024) – Education Digital Outlook; UNESCO (2023) – Global Education Monitoring (GEM) Report: Inclusion and Education; UNHCR (2024) – Education Report on Refugees Youth; ILO (2024) – Global Skills Report; World Economic Forum (2023) – Future of Jobs Report; OECD (2023) – Assessment and Recognition of 21st Century Skills; UNESCO UIL (2024) – Measuring Non-Formal Learning Outcomes; UNESCO (2023) – Youth as Agents of Change; UN Youth (2024) – World Youth Report; UNESCO (2023) – Investment in Learning Beyond Schools (GEM Report); UNESCO UIS (2024) – Education Data and Financing Overview; UNESCO (2022) – Greening Education Partnership; UNEP (2024) – Youth Climate Competency Framework; UNESCO (2023) – AI and Education: Guidance for Policymakers; OECD (2024) – AI in Learning Environments.

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Bringing Innovation into the organization



Satell, G. (2017, June 2). *The 4 Types of Innovation and the Problems They Solve*. Harvard Business Review.

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What if our NSOs ...

Architectural

Integrate online platforms with in-person Scouting programmes to enable flexible volunteering, support progress toward the Wood Badge, track competencies, and provide professional recognition for non-formal educators and volunteers.

Disruptive

Launch a multi-stakeholder, youth-led digital Scouting platform—supported by academia, private enterprises, civil society organizations, government agencies, and the Big Six—to help young people earn recognized employability competencies through Scout projects.

Incremental

Keeping the existing Youth Programme and Wood Badge schemes, NSO uses AI-powered tools to map personal progression and competency development, pairing young people and adults through intergenerational collaboration, mentorship, and knowledge exchange.

Radical

Build a global, Scout-led open innovation network where young people co-create bold solutions for a better world, and every NSO becomes a vibrant hub for youth leadership—connecting learning with real-world impact, employability, and civic action.

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Intergenerational Leadership

“The meaningful involvement of multiple generations in decision-making across all spheres of operation. Diversifying the ages of decision-makers has increasingly been recognized to drive transformational change.”

[How Intergenerational Leadership Unlocks Innovation and Sustainability in Business Report, May 2025](#)

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Intergenerational Leadership

The diagram features a large teal arrow pointing from left to right. Inside the arrow are five white rounded rectangular boxes containing the following text: "Fostering empathy with employees and customers", "Strategizing on longer-term timescales", "Overcoming the 'success trap'", "Introducing creative friction in problem-solving", and "Strengthening accountability and internal checks and balances". To the right of the arrow, three icons are stacked vertically: a green globe icon labeled "Planet", a red icon of people labeled "People", and a pink bar chart icon labeled "Profit".

How Intergenerational Leadership Unlocks Innovation and Sustainability in Business Report, May 2025

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The logo features a stylized landscape with a blue tower, green mountains, a blue sea with a white wave, and a red pagoda. A purple fleur-de-lis is positioned to the right of the landscape. Below the logo, the text reads "28th Asia-Pacific Scout Conference" and "TAIWAN · 2025".

Call for Action

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28th Asia-Pacific Scout Conference

Scan the QR Code and leave your thoughts in the Padlet!



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Thank You



28th Asia-Pacific Scout Conference
TAIWAN · 2025

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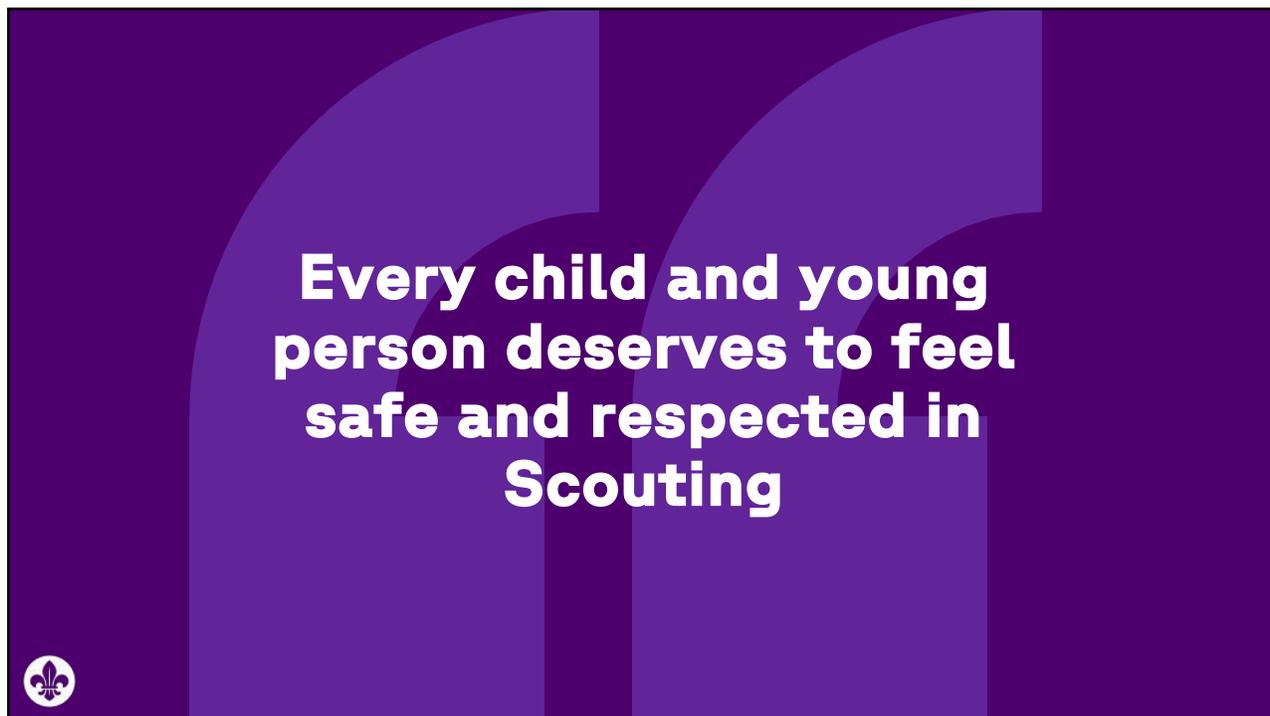
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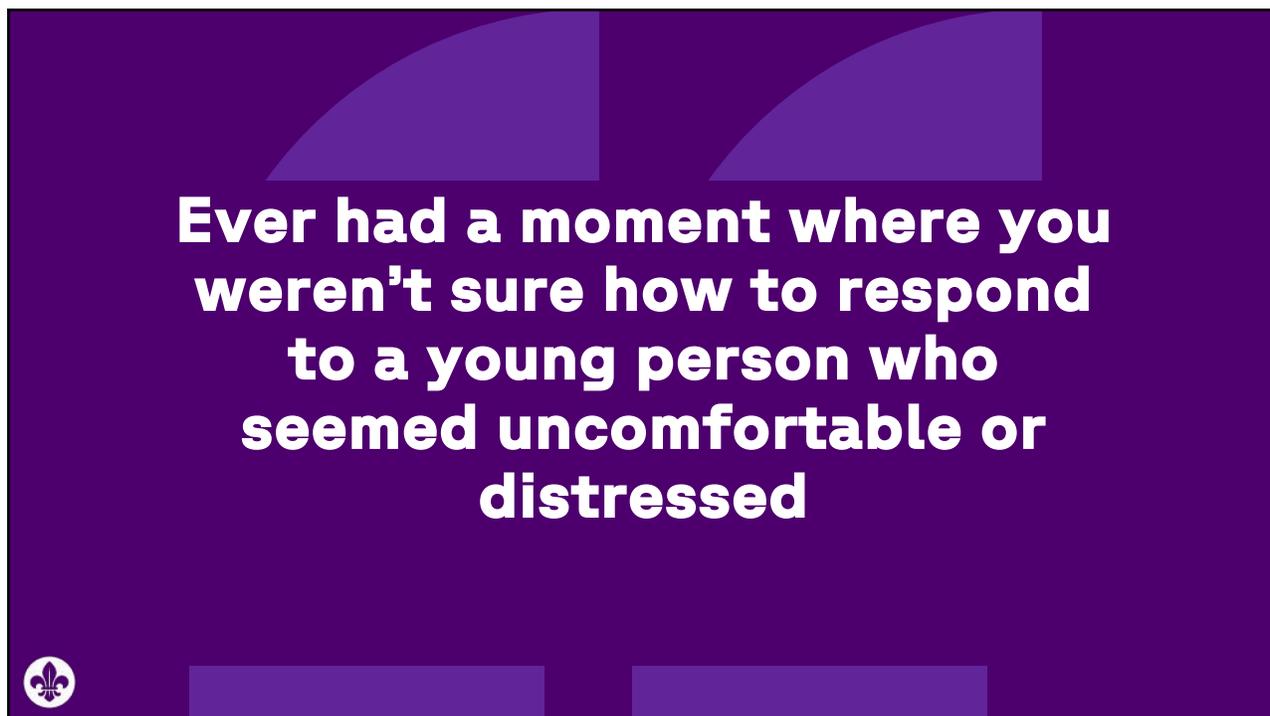
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**Adults in Scouting have a
responsibility to speak up
when something doesn't feel
right**



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**We all still have things to learn
when it comes to protecting
children and young people.**

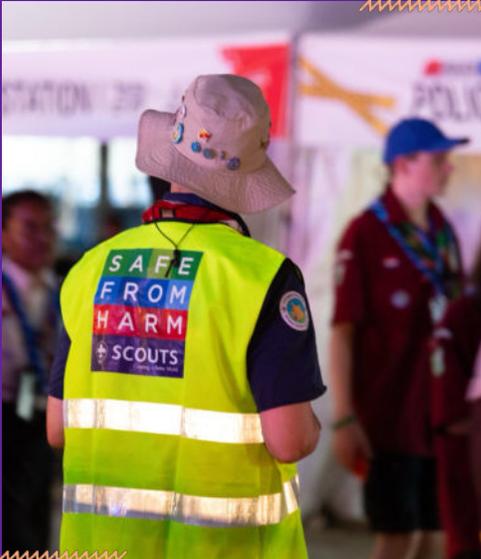


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**Creating a culture where
safeguarding is understood,
lived, and prioritised starts with
leadership at the top**



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Safeguarding is everyone's responsibility

**Every young or adult leader,
Every volunteer,
Every decision-maker in this room
has a role to play**



8

It begins with each of us

Without safeguarding, there would be no Scouting

The wellbeing of our people is key

Educating for safeguarding is continuous



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WORLD SCOUTING

Thank you!

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Women and Leadership



Asia-Pacific Scout Conference
October 2025



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Raise your hand if you ...



- Have you ever worked with women in leadership positions?
- Do you know a woman leader in your family or community?
- Have you taken part in an activity that promotes gender equality?



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Scouting Principles

- Dignity
- Equity
- Respect



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Barriers to Leadership

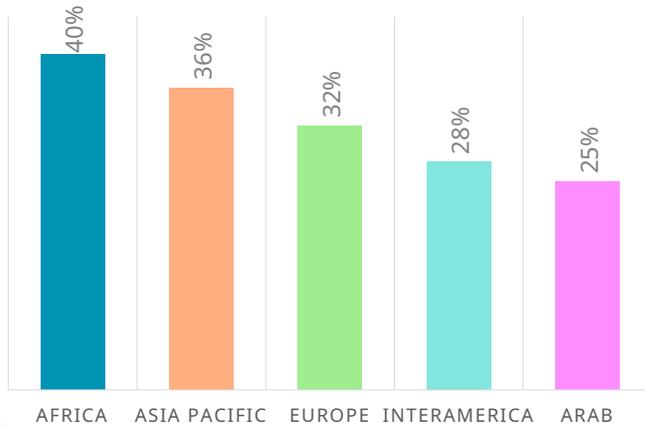
- Safe spaces
- Role models
- Balance
- Recognition



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Data highlights

Women and Girl membership per regions



ASIA-PACIFIC
37.2
MILLION
registered Scouts
in 2023

ASIA-PACIFIC
13.5 MILLION
girls and women
registered

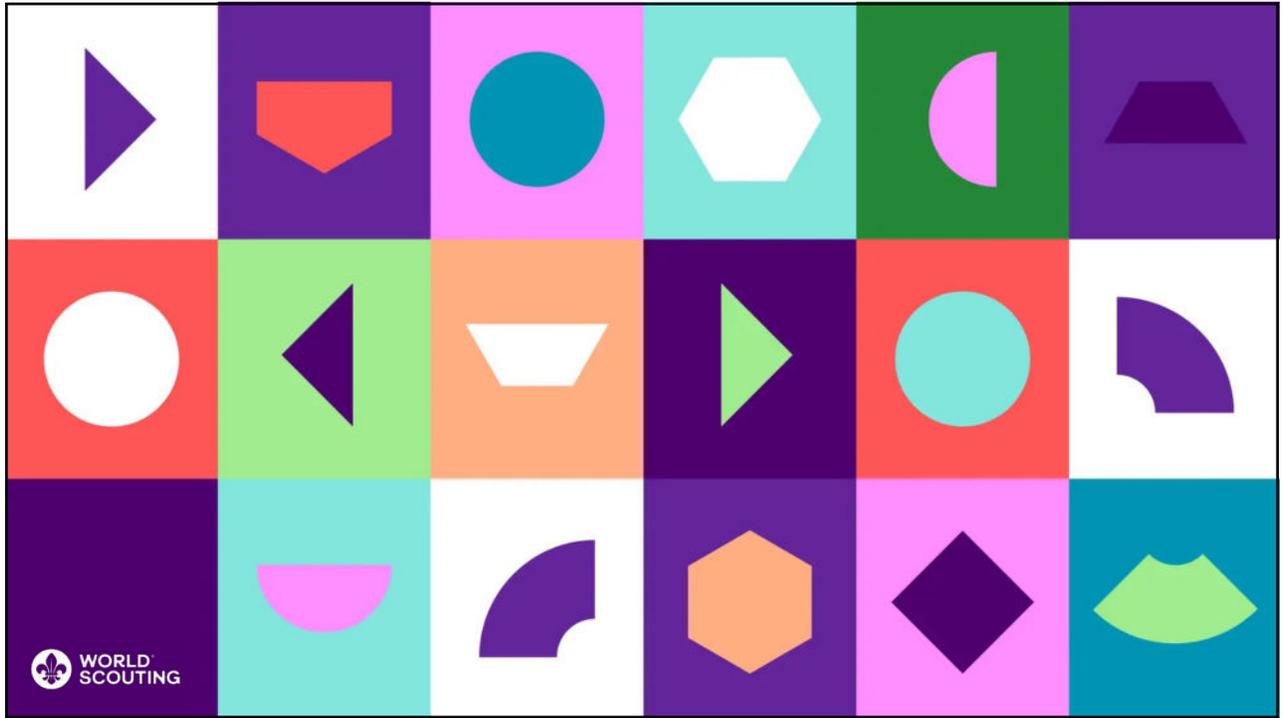
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Women's leadership is essential to Scouting's mission.

Together, we shape a future where everyone leads.



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Scouting

Integrated Versatility

