

Improving Human Resources for Scout Trainers Through Basic Trainer Courses (KPD)

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ABSTRACT

This service focuses on improving the quality of Scout trainers through the implementation of the Basic Scout Trainer Course (KPD). The methodology used includes pre-tests and the provision of materials for 8 days, followed by a post-test to assess the final results. The service results show an initial average understanding of 70% regarding the tasks and roles as trainers. After the training, there is a significant increase of 95% in the quality and effectiveness of training following the implementation of the Basic Scout Trainer Course (KPD). This has a positive impact on trainer competence and the overall quality of Scout programs. This service advocates for the adoption of the Basic Scout Trainer Course (KPD) as the minimum standard for Scout trainer training.

INTRODUCTION

Scouts as a non-formal educational organization have an important role in forming the character and skills of their members. One of the key factors for the success of Scouting is the quality of the trainers involved in the activities of this organization. However, there are problems with the quality and effectiveness of the training received by trainers. Therefore, this research aims to improve the quality of Scout trainer training through the Scout Basic Trainer Course (KMD).

Scouts, as one of the largest non-formal education organizations in Indonesia, has a mission to shape the character and physical and mental skills of its members.(Perwira and Suryani 2022) In order to achieve this goal, the role of the coach is very crucial.(Anzari and Puriza 2022) However, the quality and effectiveness of trainer training is often inadequate, resulting in less-than-optimal Scout programs. This factor raises the need for improvements in the trainer training system.(Alamanda 2018)

The Scout Basic Trainer Course (KPD) was identified as one potential solution to overcome this problem. The Scout Basic Trainer Course (KPD) is designed to provide the basic competencies needed by trainers to run the Scout program more effectively. in the context of improving the quality of trainer training.(Arif. 2015)

Character building Scout leaders play an important role in shaping the character of Scout members. They not only teach practical skills but also ethical values, leadership qualities, and responsibility.(Ratih Rahmawati 2014) Through improving human resources, leaders can set a better example for Scout members. Education quality: Trained leaders can provide high-quality education to Scout members. They are better equipped to teach effectively and provide content that is relevant in the modern world. Safety and First Aid (Ratih Rahmawati 2014)

Knowledge of safety and first aid is very important in scouting. Trained leaders can provide appropriate guidance in emergency situations and ensure Scout members' safety during outdoor activities.(Asrivi 2020) Effective Communication and Leadership: Trained leaders have better communication skills, allowing them to interact effectively with Scouts.(Woro and Marzuki 2016) They can also develop the leadership skills necessary to inspire and motivate Scout members. Scout Safety and Ethics (Damanik 2014)

Improving the human resources of Scout leaders ensures that they fully understand Scouting principles and ethics. This includes values such as independence, honesty, loyalty, and service to society. Resilient Youth Development Trained leaders contribute to the creation of a more resilient, knowledgeable, and prepared generation of young people. They provide the younger generation with a strong foundation for growth and development. Increasing the Reputation of the Scout Movement (Risqi Ekanti Ayuningtyas Palupi, M.Pd dan Drs. Sulton 2015)

Competent and qualified leaders make a positive contribution to the reputation of the Scouting movement as a whole. This can attract more young people to join and participate in the Scout movement. Further Development of

Scout Leaders who have undergone training, such as Scout Leader Basic Training, can be a valuable resource for teaching and training new Scout leaders. This helps maintain the continuity and quality of training in the Scout movement.

IMPLEMENTATION AND METHODS

The methods for enhancing the human resources of Scout trainers through the Basic Trainer Course (KPD) include several key steps:

- 1) **Theoretical Instruction:** Participants in KPD receive theoretical knowledge about Scout principles, teaching methods, leadership, and communication.
- 2) **Demonstration:** Trainers provide practical demonstrations of effective Scout methods, such as outdoor activities, survival skills, and camping.
- 3) **Practical Training:** Participants engage in practical training to test their teaching, leadership, and mentoring skills.
- 4) **Reflection:** Participants are encouraged to reflect on their teaching and leadership experiences and identify areas for improvement.
- 5) **Mentoring:** Trainers offer individual guidance to participants to help them develop their abilities as Scout trainers.
- 6) **Evaluation:** Regular evaluations of participants' progress are conducted to ensure they achieve the expected competencies.
- 7) **With these methods, KPD participants can enhance their quality and skills as Scout trainers, making them more effective in guiding a higher-quality generation of Scouts.**

RESULTS AND DISCUSSION

Specific outcomes of implementing the enhancement of human resources for Scout trainers through the Basic Trainer Course (KPD) may include:

- 1) **Certified Trainers:** Participants completing KPD receive certification as qualified Scout trainers.
- 2) **Improved Training Modules:** Development of updated and more effective training modules and materials.
- 3) **Enhanced Leadership Skills:** Participants gain specific leadership skills and techniques applicable to Scouting activities.
- 4) **Increased Training Effectiveness:** The ability to deliver Scout programs with a greater impact on youth development.
- 5) **Higher Retention Rates:** Improved training may lead to increased membership retention rates.
- 6) **Recognition and Awards:** Acknowledgment and awards for outstanding trainers and training programs.
- 7) **Positive Feedback:** Positive feedback from Scout groups and youth members on the quality of training.
- 8) **Growth in Scout Membership:** Attracting more youth to join the Scout movement due to the improved quality of training.
- 9) **These specific outcomes demonstrate the tangible benefits of investing in the development of Scout trainers through the KPD program.**

The discussion on "Enhancing Scout Trainer Human Resources through the Basic Trainer Course (KPD)" can be summarized as follows (Ratih Rahmawati 2014)

The focus of this discussion is on the importance of improving the skills and competencies of Scout trainers through the Basic Trainer Course (KPD). This program aims to elevate the quality of Scout leadership and training, ultimately benefiting the entire Scouting movement. (Anam, Evitamala, and hariadi 2021)



Gambar 1 Diskusion

The methods employed in KPD include theoretical instruction, practical demonstrations, hands-on training, reflection exercises, one-on-one mentoring, and regular evaluations. These methods are designed to equip participants with the necessary knowledge and skills to excel as Scout trainers.



Gambar 2 Praktik

The outcomes of implementing KPD are significant. They encompass an increase in trainer competence, improved training quality, the development of a higher-quality generation of Scouts, enhanced recognition and reputation for Scouting, and the sustainability of the movement through the continuous development of human resources.



Gambar 3 praktik Management Risk

Table 1. Pre-tes and Pos-tes

<i>Pre-Tes</i>	<i>Post-Tes</i>
70%	<i>Everage</i>
95%	<i>High</i>

CONCLUSIONS AND RECOMMENDATIONS

In conclusion, investing in the enhancement of Scout trainer human resources through KPD yields numerous benefits for the Scouting movement. It results in better-trained trainers who, in turn, provide high-quality guidance to young Scouts, thereby contributing to the growth and sustainability of the organization.

Specific outcomes may include certified trainers, upgraded training modules, advanced leadership skills, more effective training delivery, increased retention rates, recognition and awards for outstanding trainers, positive feedback from Scout groups, and growth in Scout membership.

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