



Recreation and Programs Operations International Training Program Snow Mountain Ranch, YMCA of the Rockies

Phase 1 – Introduction – April 8 to May 1

Objective: To introduce Snow Mountain Ranch and the Training Program to the trainee as well as the Programs Department.

Tasks: will attend the following:

1. International Trainee Orientation
2. Snow Mountain Ranch Orientation
3. Programs Department tour

Phase 2 – Adventure – May 1 to August 15

Objective: To learn about Snow Mountain Ranch's Adventure Education.

Tasks: Become certified in Low and High Challenge Course Leadership by outside trainer. Learn how to lead day hikes. Practice competencies by leading day hikes, facilitating low and high challenge course activities, conference group programming. Facilitate the climbing wall and outdoor program development with the general guest population. Lead zip-line activities. There is also the opportunity to be a lead challenge course facilitator.

Phase 3 – Outdoor Education – August 15 to November 15

Objective: To learn about Snow Mountain Ranch's Outdoor Education program.

Tasks: The trainee will participate in 10 days of outdoor education specific training to learn how to teach Outdoor Education classes for visitors to Snow Mountain Ranch. He or she will receive on-going training via in-services during the outdoor education season. He or she will learn to teach Team Building on Low Challenge course and basic initiative games; Water Ecology; Forest Ecology; Pioneer Life, and Orienteering. The trainee will learn to lead Night Hike and Campfire leadership.

Phase 4 – Program Administration – November 15 to January 15

Objective: To learn the implementation of family programming for our guests and to improve skills in planning events while continuing to develop his skills in program administration.

Tasks: The trainee will learn to develop, delivery and evaluation of a Winter Family Weekend. He or she will learn to develop a diverse weekend program. The trainee will learn to develop staff

schedules. He or she will learn to organize sign up information and learn about the online reservation system. He or she will learn to develop the guest bulletin. The trainee will continue attending classes in some of the following areas: Leadership, Business, Self- Awareness, and Management, Resume writing and interviewing, and/or the YMCA mission.

Phase 5 – Nordic Center – January 15 to April 8

Objective: To learn about Snow Mountain Ranch’s Nordic Center Program.

Tasks: The trainee will learn rental procedures, point of sale operation at the Nordic Center. He or she will learn about Snow Mountain Ranch’s trail system. The trainee will learn about Nordic specific retail sales including clothing, skis, boots, poles, waxes and other related items. The trainee will learn beginning cross country skiing and ski instruction. The trainee will learn basic grooming with snowmobiles and pull behind implements. He or she will learn about special events planning and implementation. The trainee will learn about the planning, implementation and evaluation of the Snow Mountain Ranch children’s Nordic ski program. The trainee will continue classes in some of the following subjects: YMCA Global Mission, Marketing, Management, Business, Leadership, and Resume Writing and Interviewing.

***** This training plan can be tailored to the participant’s individual interests and background.