

Do I get paid to participate in the International program?

Yes! International trainees, interns and summer work employees will receive housing (dormitory style) and meals plus a weekly stipend (currently \$220 per week). The 40- hour work week includes some morning, evening and weekend shifts. Trainees receive their share of the Appreciation Fund (tips) given by our guests at the end of the program.

Does the YMCA of the Rockies cover visa fees?

The YMCA of the Rockies supports participants giving \$1000 toward visa sponsor fees. We will give the participant a check for \$500 at 6 months of the training program and the remaining \$500 dollars at the end of the program. If the participant leaves early, he or she will lose this benefit.

Once I start the program, how will I be evaluated?

Trainees and interns will be evaluated throughout the course of the program. Those who successfully complete the program will receive a Certificate of Completion issued by the YMCA of the Rockies and a Letter of Recommendation to prospective employers.

What is the educational component of the program?

The participant will receive classes during the Fall, Winter and Spring seasons as part of their training program. The classes will cover a variety of topics. The leadership of the YMCA of the Rockies will hold classes on the operations of a hospitality business such as the YMCA of the Rockies, the financial processes of a non-profit that makes \$25 million per year, how both Estes Park Center and Snow Mountain Ranch operate, basic notions on philanthropy and the importance of donations for the YMCA of the Rockies. There will also be speakers talking about professional skills necessary in the participant's future career such as Conflict Management, Diversity, Marketing, Public Speaking, Creating and Using High Performing Teams, and Maintaining Healthy Relationships in the Workplace. The participant will also learn about personal skills that are key in becoming independent such as how to Budget, Resume Writing and Interview Skills. The participant will have to do 2 presentations, one in a local school about their home country and culture, and one in front of YMCA of the Rockies supervisors and coworkers about the YMCA in their home country.