



JUNIOR INSTRUCTOR PROGRAM

Member School Toolkit



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Professional Ski Instructors of America
American Association of Snowboard Instructors

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INTRODUCTION

Thank you for your interest in the PSIA-AASI Junior Instructor Program, which introduces young adults to job opportunities in the snowsports industry. As a PSIA-AASI Member School, you can use this program to help your school to develop, train, and grow your future instructor workforce. A better-trained workforce helps benefit the entire snowsports industry.

This course gives young adults a solid foundation to work in the snowsports industry during high school. The course also lays the groundwork for future goals to achieve as they look to enter the snowsports workforce *after* high school or a higher-level education program. The skills participants will learn in this course will cross over to any profession and help establish them as strong leaders wherever they choose to work.

PSIA-AASI hosts this entire program through a course on PSIA-AASI's e-learning platform. Participation in this nationally-recognized program is available to all PSIA-AASI Member Schools.

After successfully completing this course, participants receive a packet in the mail that contains a PSIA-AASI Junior Instructor card, certificate of completion, and PSIA-AASI Junior Instructor pin that recognize their considerable achievements and new skillsets. Participants will also be added to the PSIA-AASI Junior Instructor mailing list to receive details on how to become a PSIA-AASI member and pursue a professional pathway in snowsports.



PARTICIPANT REQUIREMENTS

Participants must work with a local PSIA-AASI Member School to learn more about specific requirements, since training programs for junior instructors may vary from school to school. However, regardless of what school the participant chooses to work with, every candidate needs to complete the following *minimum* program requirements to receive an official certificate of completion.

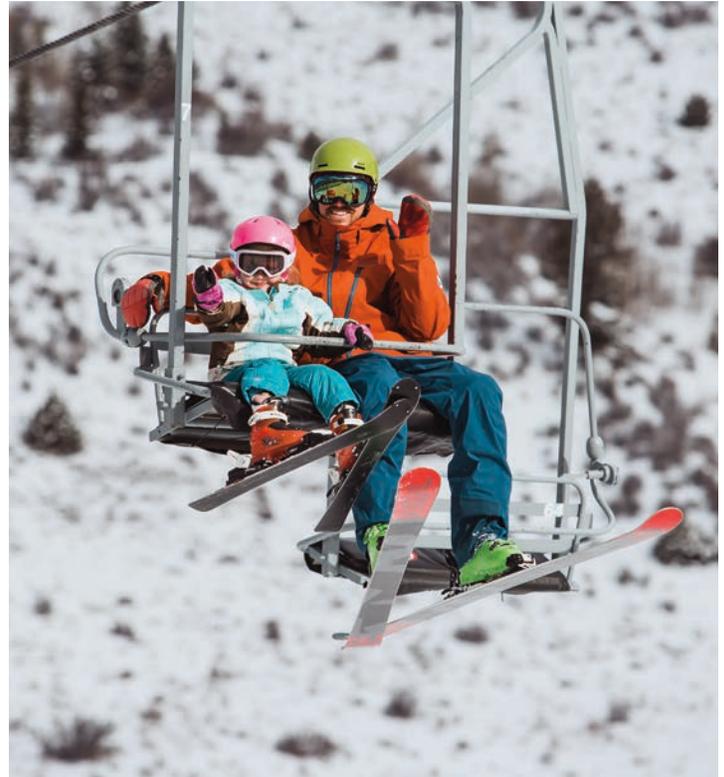
- 1) Complete the Junior Instructor Certificate Course on PSIA-AASI's e-learning platform (at lms.thesnowpros.org) by taking and passing the following three online modules:
 - a. Course for New Instructors [one hour]
 - b. Delivering the Beginner Experience (Choose one course – alpine, snowboard, or cross country) [one hour]
 - c. Introduction to Working with Children [one hour]
- 2) Complete a 12-hour training course at a local ski and ride area, resort, or nordic center.
- 3) Shadow six hours of lessons at the area, resort, or nordic center.
- 4) Demonstrate a minimum skiing or snowboarding ability in two areas:
 - a. Must have the ability to maneuver safely in a learning area and around all surface lifts at an area or resort or up/down hills and trails at a nordic center.
 - b. Must show the ability to safely ski or ride in a group on green terrain (beginner/novice area at an area or resort) or up/down hills and trails at a nordic center.
- 5) Complete the course portfolio and have it signed by a snowsports supervisor.
- 6) Write and submit a letter of intent that describes why they want to become a snowsports instructor.



SCHOOL REQUIREMENTS

Below are the minimum requirements for ski and ride schools or nordic centers to participate in this program. The training must be delivered by a PSIA-AASI member certified at Level II (or above) in a snowsports discipline that, when possible, matches the participant's skillset. As long as these minimum requirements are met, your school is welcome to build this program around your area or resort's specific workforce and training needs.

- 1) Be, or become, a PSIA-AASI Member School.
- 2) Develop a 12-hour training course at your ski or ride area, resort or nordic center.
 - a. The course must be delivered by an instructor certified at Level II (or above), ideally in the participant's preferred snowsport. (If your school doesn't have a Level II-certified trainer, connect with your PSIA-AASI division office.)
 - b. The course must:
 - i. Conduct the majority of training on snow (recommended by PSIA-AASI) and focus on movement-based activities.
 - ii. Model an experiential approach to learning.
 - iii. Provide an overview of snowsports school operational procedures.
- 3) Develop a six-hour shadowing program.
- 4) Confirm that participants meet the following minimum sliding ability (any discipline):
 - i. Have the ability to maneuver safely in a learning area and around all surface lifts at a resort or up/down hills and trails at a nordic center.
 - ii. Show the ability to safely ski or ride in a group on green terrain (beginner/novice area) at a ski or ride area or resort or up/down hills and trails at a nordic center.



ON-SNOW TRAINER GUIDELINES

When creating an in-house training program, PSIA-AASI encourages schools to use its free *Guide for New Instructors*, (found at thesnowpros.org/educationmaterials) and incorporate nine specific learning objectives. To earn a Junior Instructor Program certificate of completion, candidates must demonstrate that they have learned and applied these objectives to their skills and training:

- 1) PSIA-AASI Instructor Motto – Safety, Fun, Learning
- 2) The Learning Partnership – Introduction to the PSIA-AASI Learning Connection model
- 3) Responsibility Code and Park Smart
- 4) Ski and Ride School Lesson Injury Procedure (e.g., what do you do if someone gets hurt?)
- 5) Ski and Ride School Bathroom, Lunch, and Lost-Child Procedures
- 6) Guest Service Skills – Introduce the Resort Guest Service Model
- 7) Additional Training: Communication skills, professionalism, and how to interact with students' parents
- 8) Introduction to the CAP Model (cognitive, affective, psychomotor development); VAK (visual, auditory, kinesthetic learning preferences); Experiential Learning (feeling, watching, thinking, doing)
- 9) Introduction to the Teaching/Learning Cycle and the Beginner/Novice Zone



FREQUENTLY ASKED QUESTIONS

Q: Does my school need to be a PSIA-AASI Member School to deliver this certificate program?

A: Yes. To learn more about becoming a PSIA-AASI Member School, visit thesnowpros.org/membership/memberschools, email memberservices@thesnowpros.org, or call 303.987.9390.

Q: How should I start to build my course, or what should my course look like?

A: Although there are nine learning objectives required in the On-Snow Trainer Guidelines, keep in mind that your school can adapt these objectives around the operations of your area, resort, or nordic center. For example, some other ideas to add to your in-house program could include having the candidates attend an orientation, meet with the school director or general manager, or possibly learn about other area/resort operations and meet with the head of those departments. Your school may want to build a three-day program, or create a six-to eight-week course and develop this program as a product offered by the snowsports school. PSIA-AASI recommends that you build your program around the needs of your snowsport school and area/resort. Remember, as long as the minimum requirements are met, your school has the flexibility to build and shape this program to meet your local workforce needs.

Q: What about non-member schools and community groups?

A: Non-PSIA-AASI member schools and other groups not affiliated with PSIA-AASI (such as SOS Outreach, scout groups, the YMCA, etc.) that lack access to a member school or trainer should contact the local PSIA-AASI division to learn more about ways to partner to develop this program for their school or group.

Q: Who can deliver this product in our ski and ride school?

A: The clinics must be delivered by a PSIA-AASI certified Level II (or above) instructor in any discipline (but ideally the sport that matches the participant's skillset). If your school does not have a Level II instructor available to train, trainers are available through your PSIA-AASI division. Each school can choose the instructors who deliver the training for this program.

Q: What's the minimum numbers of hours each participant must spend with a trainer to complete this program?

A: A total of 12 training hours with a school trainer are required. PSIA-AASI recommends that your training be movement-based, fun, and exciting, so that participants are inspired and want to come back to work in the outdoor industry and at your school.

Q: What is required for those 12 hours of on-snow training?

A: The 12 hours of training should be movement-based and model an experiential approach to learning. PSIA-AASI highly recommends that you structure your 12 hours of training around PSIA-AASI's *Guide for New Instructors*.

Q: How much does this course cost?

A: The course costs \$25 for the participant. It's up to the school and the area, resort, or nordic center to determine if they would like to subsidize this for the participants.

Q: Is there a minimum or maximum age range to participate in this certificate program?

A: No, PSIA-AASI does not have a minimum or maximum age range. Setting those parameters for participation is up to each school, resort, or participating program. PSIA-AASI looks to partner with schools in order to offer programming for pre-teens and teens to grow the overall snowsports workforce. This course also has the potential to develop into a product that the schools sell or provide to future employees or current employees. The way schools create their programs will depend on their area or resort's employment policies as well as their state's employment guidelines. PSIA-AASI created this Junior Instructor Program with many options to provide flexibility to the school and area/resort when recruiting participants and delivering this program on a local level.

Q: What happens after a participant completes the program?

A: It's important to let participants know that the goal of this program is to show them what it's like to work in the snowsports industry and gain invaluable life skills to apply to any endeavors or careers they wish to pursue. After they successfully complete the program, encourage them to add the skills they learned to their resume and cite the program in their college applications to highlight that they have participated in and completed a national certificate program.

Also, all participants will receive the following items that signify their achievements in this nationally-recognized program:

1. A PSIA-AASI Junior Instructor card
2. A certificate of completion
3. A PSIA-AASI Junior Instructor pin
4. Details on how to become a PSIA-AAS member and pursue a professional pathway in snowsports.