

# Young Adult Patroller



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A development guide for  
the establishment of first  
time Young Adult Programs

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Written by:

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**National Ski Patrol System**  
**YOUNG ADULT PROGRAM**  
**Program Development Guide**

# Acknowledgments

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# Preface

## Mission Statement

The mission of the Young Adult Program is to recruit, educate, and develop those young adults with an interest in the ski industry and, in particular, ski patrolling by providing an atmosphere that encourages fun, physical fitness, leadership, injury prevention, health and safety education and personal growth.

## Preface

When the National Ski Patrol was founded by Charles Minot Dole in 1938 it had little more than a hand full of volunteer patrollers and no one under the age of eighteen. Skiing was by far a much more dangerous sport at the time and without the advent of “ski lessons” many skiers were left on their own to figure out how to make it from top to bottom without causing a debilitating injury that could cost them more than a day’s missed pay at work.

As the National Ski Patrol organization grew under Charles Dole, and the second National Chairman, Edward Taylor was elected in 1949, it soon became apparent that younger persons had a strong interest in becoming a part of the local area patrols.

Mr. Taylor recognized the importance of young patrollers in the organization and thus created the first “junior” patroller program. This program was instrumental in recruiting young persons into patrols and grooming them to become very active and valuable members of their patrol for years to come.

The junior program faded away though the years, however its roots did not. Many Regions across the United States maintained their own local “student” programs in various forms and, through their dedication to the program, once again showed the national administration the importance of just such a program.

The National Ski Patrol has directed the establishment of a Young Adult Program which will facilitate the acclimation of young adults into the Ski industry and into the National Ski Patrol. It is our sincere hope that you will join us in establishing a Young Adult Program in your area and help bring these very important people into your ski patrol family.

# 1

## Module

- Understanding the Mission
- What can the Program Offer?
- History of the Program





# 1

## MODULE ONE: WHY START A YOUNG ADULT PROGRAM? LESSON 1: UNDERSTANDING THE MISSION AND PURPOSE OF THE PORGRAM

### Key Points:

First of all, the National Ski Patrol System would like to take this opportunity to thank you for your interest in the young adult program. This program has proven its self to be a valid, worthwhile venture for ski patrols and ski areas in general to adopt and implement as a standard part of their operation each ski season.

This lesson will discuss important issues regarding the mission statement and general purpose of starting such a program. It is the intent of this lesson to bring a high level of understanding to the reader, who may become a local area student advisor, in the many facets and complexities of beginning such a program.

All though this program will bring its share of hard work and dedication, it will also bring its fair share of rewards not only to the patrol and mountain, but most importantly to the students who participate and ultimately the skiing public who enjoy your slopes.

### The Mission Statement:

A mission statement is the backbone of any organization. It tells the organization, community, and stakeholders the ultimate goal and purpose of the program and gives all involved parties a common goal to strive for. This mission statement is no different.

When this mission statement was designed, much thought and planning went into it. Questions that were asked were "what do we want this program to provide to the students?" and "what services do we want the students to be able to provide to the community?".

It was with those questions, and many others, that the committee finally came to a conclusion and crafted the following mission statement:

**BELOW: Students prepare for Ski and Toboggan Training**



*"The mission of the Young Adult Program is to recruit, educate, and develop those young adults with an interest in the ski industry and, in particular, ski patrolling by providing an atmosphere that encourages fun, physical fitness, leadership, injury prevention, health and safety education and personal growth."*

It is exceptionally important that all young adult programs be familiar with and clearly understands the purpose and mission of such a program. It is only then, can all of the students involved in the activities, all of the ski patrol staff who are actively participating in the organization, and the Ski Area management who are providing the backdrop for the program understand the full scope of such an undertaking and be able to provide strong direction which will help make a successful program.

Not all ski areas and patrols will find this mission statement a “one stop shopping” experience however. Like anything, each ski patrol has their own way of “doing business”, and as such, there may be some slight variations of the national mission statement.

Keeping this understanding, the national office encourages each ski patrol to create their own local mission statement that can best describe and fit the differing variables that their mountain presents. All though the national office wants to encourage individualism, we must insist that your specific mission statement not violate the general and guiding principles of the national statement which are EDUCATION, DEVELOPMENT, ENCOURAGING AND FUN ATMOSPHERE, and SAFETY.

### **Purpose of the young adult program:**

There are not many chances that an organization can get to impact the life of a young person, this is one such time. The young adult patroller program has been in existence for more than thirty (30) years and has taken on many forms from being a nationally recognized establishment to more regional and divisional ventures.

The purpose of this program is to provide opportunities for your persons to participate in structured activities that will help them develop and enrich their lives as they make the transition from teenagers into adult hood.

We all know that this time in their lives can be a pivotal one. This is the time that they will solidify who they are as a person and ultimately what they will stand for and become. The intent of this program is to offer proper and structured guidance and give them the tools and knowledge to succeed.



Through the young adult program curriculum, students will learn how to better their skiing and boarding skills and how to use those techniques to successfully navigate difficult terrain and bring an injured patient down the mountain. They will learn first aid skills and how to communicate with patients in challenging outdoor conditions.



One of the most important skills that students in this program learn is that of becoming a leader. Students are encouraged to take charge on accident scenes, manage their patients, resources, and other patrollers. They are trained to take issues of liability and area management into consideration and act accordingly. They are also educated on how to successfully interface with other emergency services such as police, fire, and EMS agencies.

With such an advanced curriculum, it is clear to see that your “run of the mill” or “average” young person is going to have a hard time just “sliding” through this program. The young adult program seeks those students who exhibit maturity and who perform well responsibility and under pressure.

It is the hope of the program to develop a “student” into an adult patroller once they become of age, thus not only benefiting the student, but benefiting the patrol in the long run.

These students will need to show a willingness to follow directions, and exhibit a positive attitude toward assignments that they are given from advisors and other adult members of the patrol. They should be willing to accept responsibility and should display ingenuity and a desire to successfully complete all tasks.

### **Lesson Review:**

This lesson emphasized some key points of the young adult program that are essential for potential student advisors and area patrols to consider before taking on a program such as this.

Ski areas need to understand the general mission of the young adult patroller program and why it is important to students in their development from a teenager to adulthood. All though there are many programs that are designed to do the same, this program is unique in that it combines the same life long skills and lessons with the challenge and enjoyment of being outdoors and combing physical exercise.

This program draws upon students with maturity and a willingness to take on responsibility. Though the program young persons will grow and learn in a structured environment, and will understand what it takes to perform under pressure.

They will understand how to interface with outside emergency service agencies and develop the skills necessary to become an active and productive adult patroller

# 2

## MODULE ONE: WHY START A YOUNG ADULT PROGRAM? LESSON 2: WHAT CAN THE PROGRAM OFFER YOUR PATROL?

### **Key Points:**

This lesson focuses on the benefits that a young adult patroller program can bring to both your patrol and to your community as a whole. A program like this is far more reaching than it appears at first glance.

As the years pass, it becomes increasingly more difficult for organizations to attract new members into their ranks. A student program offers just such a recruitment tool.

Because this program places young adults in scenarios that require good communication skills and provides ample opportunity for the development of leadership under some pretty trying conditions, it is a natural training ground for new and young leaders in your organization.

Perhaps one of the most beneficial aspects to the young adult program is the training opportunities that present themselves for the rest of the patrol. What better way to involve seasoned members with newer folks than to have them train with each other and learn from each other.

### **Benefits of the young Adult Program:**

The benefits of such a program are numerous, perhaps even too many to list here in one lesson. However, there are a few key points that should be covered when you are considering a young adult program.

First of all, we look at the community interaction that this program can provide. Normally, a ski area and ski patrol has set parameters to which they interact within their community surroundings. This consists of paying customers using the facilities, or injured patients being treated and transported down the mountain. This is a great opportunity for the patrol to interact with the youth of the community and show them the benefits of working within the field.

It provides education on safety awareness and helps tie your patrol in with local schools, church groups, Boy Scout and explorer groups (discussed later in this manual).

This is also your chance, as a ski area, to show that you have the ability to foster a positive learning environment for young adults and can teach them life long skills that will not only benefit themselves and their families, but entire communities in which they live. This type of training and education also turns these young adults in to role models for other kids in the community.

***BELOW: morning briefing before training begins***



### Recruitment:

In this day and age, it's not just the ski patrol that is finding it hard to keep our ranks at an acceptable level for now, but for our future. Ski patrols are one of many organizations that are battling for the interest of young people in their areas to look into and join their programs.

A young adult program can help with this problem. It has the potential to be a draw for students because of its correlation to both outdoor adventures by skiing and boarding, and the excitement of helping people in crisis and making a difference between life and death.

It's that type of activity that can engage a young person over many other jobs that look lackluster



in comparison. Once the students have been introduced into the program, it will be up to the advisor to channel those interests and energy properly and effectively.

For those who are interested in the administration of a ski area, this program can help out there. The curriculum encourages students to meet with mountain management and discuss lift operations, as well as teaching them the overall organization of the ski patrol.

One thing we know for sure is that once a young adult joins this program, they usually stay until they "age out". It's at this time that they make the full transition from a "student" to a full adult patroller. As can be seen across the united states in both Regional and Divisional programs, "student" patroller alumni are everywhere. This helps solidify the importance of this program as a recruitment tool and a way to ensure future success of the national ski patrol system.

### Leadership Opportunities:

**It's not every organization that can say they provide young adults with opportunities to become strong leaders in a "do or die" situation, by the young adult program can!**

One of the backbone components to this program is its leadership training. Students are taught the importance on managing accident scenes with multiple patients, make transport decisions based on injuries, manage other resources on scene such as multiple patrollers and equipment, and communicate with witnesses to obtain information.

Students are also taught about interfacing with other outside emergency service providers and how to effectively communicate critical patient information to them via face to face interaction and how to communicate over the radio.

Its these types of skills though rigorous training that helps turn a seemingly ordinary student into a born leader in no time. It boosts self confidence and enables them to make quick decisions when the pressure is on.

Because it is such a natural tie in with the local high school, it is possible to coordinate with them to provide community service hours for graduating seniors or juniors and help them meet those service requirements.

This type exposure breeds responsibility in a healthy and mature environment. It encourages interaction on an adult level and dialog. This helps young adults prepare for their transition from teenagers and high school to adulthood. It also helps make them role models for other kids in the community.

### **Patrol Wide Training Opportunities:**

Training for a ski patrol can be a challenge for even the best training officer or patrol director. As members “mature” they can sometimes become complacent with old ideas and feel as though they are not being challenged enough any more.

A young adult program can bring a whole new dimension to your training. With students intertwined throughout, many more training opportunities arise. Student advisors are always providing training in skiing, boarding, and first aid. Training also consists of basic avalanche knowledge, lift operations, triage, and many more topics. With new faces and their willingness to learn, it encourages current members to take part in the festivities. It can also have the ability to bring outside instructors to your mountain to provide specialized training.



Once the framework has been established, a young adult program lays the foundation for information sharing and a healthy exchange of ideas, both old and new. It can help keep your patrol up with the most current or latest techniques and ideas that are out there and help keep your entire patrol on the leading edge.

Finally, there are many training opportunities available in the form of Regional, Divisional, and National seminars that give students the opportunity to meet other students from across the State, Division, or across the nation. The lessons learned in this type of setting are invaluable and can be brought back to your patrol.

### **Review:**

To review, this chapter has talked about the importance of starting a young adult program though program benefits such as community interaction and increased public relations. It encourages a healthy environment for young persons to learn life long skills that will benefit not just themselves, but their families and ultimately their entire communities.

This program provides valuable leadership training through “do or die” type situations and encourages students to become proficient in multi tasking and managing emergency scenes.

In many locations, these students can utilize their contributions to the ski patrol as community service hours to help them graduate from high school.

Finally, a young adult program opens a whole new chapter of training opportunities for the entire ski patrol though basic review of current techniques as well as the ability to bring back new and innovative ideas that is learned in Regional, Divisional, and National training seminars.

# 3

## MODULE ONE: WHY START A YOUNG ADULT PROGRAM? LESSON 3: HISTORY OF THE PROGRAM

### **Key Points:**

This lesson discusses the history of the young adult program and its many variations over the years. It's not just important to understand what a program can bring to your ski area and patrol; but also how it started, where it's been, and where the future of the program is heading.

A review of the founding of the National Ski Patrol from its humble beginnings and the man we call the father of the "junior ski patrol". We will discuss why this program faded away over the years and which parts of the United States kept the junior/student program torches burning strong during that time.

Finally this lesson will discuss the re-birth of the program and, hopefully, stimulate you and your patrol to take on the challenge of a young adult program and enjoy and reap the benefits that it will bring.

### **Creation of the National Ski Patrol:**

When the National Ski Patrol System was founded by Charles Minot Dole in 1938 it had little more than a hand full of volunteer patrollers and no one under the age of eighteen. All though this organization has grown and can be found spanning across the United States, at first, there was not much interest. As Americans of the time began to flock to rural areas and mountains to take up the sport of skiing, there were as many who thought those who get injured, get what they deserve.

#### ***Below: Charles "Minnie" Dole***



Many skiers were left on their own to figure out how to make it from top to bottom without causing a debilitating injury that could cost them more than a day's missed pay at work. This was the main reason for Minnie Dole's creation of an organization that could respond to, stabilize, and transport injured skiers to safety.

After Minnie Dole, the second National Chairman, Edward Taylor was elected in 1949, and it soon became apparent that younger persons had a strong interest in becoming a part of the local area patrols. Many patrols had youths under the age of eighteen working in apprentice type functions and were teaching them the values and responsibilities of the organization and the ski industry as a whole.

Taylor recognized the importance of young patrollers in the organization and thus created the first "junior" patroller program. This program flourished during its time and was responsible for recruiting many new, younger members to the organization that would later "age out" of the junior program and become adult ski patrollers.



### **Successful Programs:**

The junior program faded away though the years, however its roots did not. Many Regions across the United States maintained their own local “student” programs in various forms. Examples of such programs include the Rocky Mountain Division’s young adult program and the many Regional programs of the Eastern Division. Arguably one of longest running continual programs, the Eastern Division has been home to a variety of regional programs that have continued with the core values that were established by Taylor.

These programs have morphed with time and kept current with standards and practices of the national ski patrol system. From the “junior” program to a more politically correct “student” program, the focus was two fold. Train the students in the ways of the ski patrol; teach them about responsibility, leadership, and the ski industry, as well as a move from “competition” among students to a comfortable learning environment.

Now the National Ski Patrol has directed the re-establishment of a Young Adult Program which will facilitate the acclimation of young adults into the Ski industry and into the National Ski Patrol. It is the hope that this program will, once again, bring new faces and ideas as well as longevity to the organization.

### **Review:**

This lesson spoke about the vast and ever changing history of the National Ski Patrol and the “junior” to “Student” program which has been re-introduced as the “Young Adult Program”.

As can be seen here, young adults have always played a role in the national ski patrol and have introduced many life long members and key figures to the organization over the years. In essence, this program has truly helped the ski patrol become the organization that it is today.

Through several of the Divisions and Regions across the United States, it has served as a solid recruitment tool and provides a venue to impart knowledge and life long skills in a positive way and to keep the traditions of the national ski patrol alive and well.

# 2

## Module

- Approaching the Patrol Director
- Approaching Ski Area Management
- Qualifications
- Obtaining Support



# 1

## MODULE TWO: GETTING STARTED LESSON 1: APPROACHING THE PATROL DIRECTOR

### **Key Points:**

Now that you have decided that you want to establish a Young Adult Program, you need to gain some support for the program. It isn't simply enough that you believe in the program, you need to get other key stake holders on board with you and your idea before it can become a reality.

This should be handled in a systematic approach, like anything else. All though this is an excellent program to offer the youth in your community, as can be seen in the previous chapter, it can be knocked off track before it ever gets started. This can be due to a fear of the unknown.

The first thing that comes to mind when many think of a youth program is the fact that they may have to "baby sit" a bunch of kids and entertain them for the winter months. There is also the issue of liability; who will be liable for these students and how much liability will it incur for the ski area and the ski patrol?

Only once you have answered these questions, and gained the support of the state holders, can you begin to put your Young Adult Program in to action.

### **Obtaining Necessary Information:**

It is important to obtain all of the necessary information in regards to the program before you attempt to bring the idea forward to your patrol director. He/she will most likely have many questions if they are not all ready familiar with the program from other patrols. This training manual is a great place to start. Each of the modules within this program discuss a separate aspect of the overall program idea and purpose and, when used properly, will successful answer most of the questions that will be raised.

Make sure that there is a perceived need or interest for the program within your patrol or ski area. If you believe that there is a need or can think of situations that could have been handled differently, possibly better, with the assistance of such a program, document those needs on paper. This will be useful in proving your point on how a young adult program is needed and the type of assistance it can bring.

Also, conduct some pre-meeting research and determine if there are programs though your local area school that could benefit from such a program such as community service award hours, Boy Scout troops, local explorer programs, etc. If so, make contact with them and see if this program would be of interest. Bring those results for your presentation.

The above list should only be the beginning of your list. The types of needs and benefits that a program like this could bring to your patrol will vary from Region to Region or Division to Division. An important aspect to this program is that it is flexible enough to be able to adapt and “morph” to just about any style of patrol environment.

### **Establish a meeting with the patrol director:**

First, make contact with your patrol director and explain your idea and reason for the meeting. They will need some time to think about the proposal that will be presented. Give them several days to think things over so that they can proceed into the meeting with as open of a mind as possible.

It is very likely that they are all ready familiar with a version of the program, or perhaps, was even a previous “junior” or “Student” in a local program in years past. This could prove helpful to you as they may all ready know and understand the benefits of such a program, to which point, this part of the process could be relatively easy.

When it comes time for the meeting, try to choose a location that is free from distractions. Meeting at the “patrol top” should not be the first choice. As we all know, there are too many distractions and the environment is too busy with a multitude of outside distractions to properly carry on a meeting. Make the suggestion of a separate office in the main lodge, the patrol director’s office, or any other location where you can sit and carry on the meeting without disturbance if possible.

### **During the meeting:**

Explain the program, its history and the fact that it is now a nationally recognized program. Since the program has undergone many different adaptations since it was dropped from the National Ski Patrol many years ago, it has under gone several adaptations over the years from Division to Division. You will want to be clear about the new support and national focus that this program has been given to reassure the patrol director that it is a well organized effort from the ground up and that you want to be a part of it.

***Below: The NH Region OEC Administrator organizes the days training on the slope***





Provide the basics of the program such as age limitations, suggested trainings, suggested roles and responsibilities of the young adults within the program. Explain and educate on the perceived needs within the organization and how it can benefit the local area and community.



***Above: The NH Region Director oversees the days activities***

Discuss the implications of bringing the program into the current patrol culture and the benefits that could bring to the seasoned patrollers who can mentor younger students. Discuss the training possibilities that can come out of having this type of program. Discuss the legal aspects of this program and all of the highlights that are outlined in the legal chapter of this manual.

Remind the director that there is national backing for this program and discuss some of the more successful Regional and Divisional programs that are all ready in existence such as those that can be found on the national website to include National Ski Patrol Magazine, and downloadable video from YOUTUBE.

Finally follow up with a solid question and answer period. This is your final time to really communicate the importance of this program and all of the benefits it will offer to the patrol, the ski area, and the community in general.

### **Lesson Review:**

In the lesson, we have outlined the process on how to put together an informational meeting with the local area ski patrol director. The importance of being prepared goes without saying. Conduct solid research within the community and gather the facts that will help sell and show the importance of this program.

Take into consideration local area organizations that will benefit as well such as boys scouts, high school community service programs, etc. Once all of the facts and research are collected and compiled, let the patrol director know that you want a sit down meeting. Give them time to prepare appropriately. Choose a location free from distractions and lay out your plan for implementation of the program.

Follow up and conclude with a solid question and answer period. Use this as a final time to sell the idea and gain the full support of the patrol director before moving onto the next step in the process.



# 2

## MODULE TWO: GETTING STARTED LESSON 2: APPROACHING YOUR SKI AREA MANAGEMENT

### **Key Points:**

This section is much the same as approaching the patrol director as far as preparation of materials. It is, however, advisable for the patrol director to approach the ski area management team and make the initial presentation. Your patrol director should already have established a relationship with the ski area management and should be able to use this relationship to their advantage.

Ski area managers have several things to consider when it comes to operating and managing a ski and ride facility. Each of these topics demands their attention and you may initially find it difficult when attempting to schedule meeting times with them. This is why you and the patrol director will want to have all of “your ducks in a row” when a meeting time is established. They will not want to feel as though their time was wasted with a proposal that is not well thought out and organized.

Your patrol director should present similar material that you presented during your meeting with him or her. National recognition for the program, history over the years and program development, issues of liability and what the program will be able to offer should be some key topics of discussion. Finally, ending with a question and answer period will be of benefit and will answer any last questions that may be on management's mind.

### **Obtaining Necessary Information:**

It is important to obtain all of the necessary information in regards to the program before you attempt to bring the idea forward to your ski area management. They will most likely have many questions if they are not already familiar with the program. This training manual is a great place to start. Each of the modules within this program discuss a separate aspect of the overall program idea and purpose and, when used properly, will successfully answer most of the questions that will be raised.

By now, you and your patrol director will know if there is a perceived need or interest for the program within your patrol or ski area. If there was not, you would not be pushing the idea forward to management. This will be useful in proving your point on how a young adult program is needed and the type of assistance it can bring.

### **Establish a meeting with the ski area administration:**

First, your patrol director will make contact with area management and explain the proposed program and reason for the meeting. They will need some time to think about the proposal that will be presented. Give them several days to think things over so that they can proceed into the meeting with as open of a mind as possible.

When it comes time for the meeting, try to choose a location that is free from distractions. Meeting at the “lodge” should not be the first choice. As we all know, there are too many distractions and the environment is too busy with a multitude of outside distractions to properly carry on a meeting. Make the suggestion of a separate office in the main lodge, the administrative office, or any other location where you can sit and carry on the meeting without disturbance if possible.

Use the information that you obtained as part of your research in determining if there are programs though your local area school that could benefit from such a program such as community service award hours, Boy Scout troops, local explorer programs, etc.

Your patrol director should explain to management that an important aspect to this program is that it is flexible enough to be able to adapt and “morph” to just about any style of patrol environment or the interests and needs of the ski area in general as it relates to safety.

It is possible that they are all ready familiar with a version of the program, or perhaps, was even a previous “junior” or “Student” in a local program in years past. This could prove helpful to you as they may all ready know and understand the benefits of such a program, to which point, this part of the process could be relatively easy.

### **During the meeting:**

Explain the program, its history and the fact that it is now a nationally recognized program. Since the program has undergone many different adaptations since it was dropped from the National Ski Patrol many years ago, it has under gone several adaptations over the years from Division to Division. You will want to be clear about the new support and national focus that this program has been given to reassure the patrol director that it is a well organized effort from the ground up and that you want to be a part of it.

Provide the basics of the program such as age limitations, suggested trainings, suggested roles and responsibilities of the young adults within the program. Explain and educate on the perceived needs within the organization and how it can benefit the local area and community.

Discuss the benefits that the program could bring to the ski patrol and the training possibilities that can come out of having this type of program. Discuss the legal aspects of this program and all of the highlights that are outlined in the legal chapter of this manual.

***Below: The YAP Region Advisor debriefs on the Days training activities***



Remind management that there is national backing for this program and discuss some of the more successful Regional and Divisional programs that are all ready in existence such as those that can be found on the national website to include National Ski Patrol Magazine, and downloadable video from YOUTUBE.

Finally follow up with a solid question and answer period. This is your final time to really communicate the importance of this program and all of the benefits it will offer to the patrol, the ski area, and the community in general.

### **Lesson Review:**

In the lesson, we have outlined the process on how to put together an informational meeting with your ski area management. The importance of being prepared goes without saying.

Highlight local area organizations that will benefit such as boys scouts, high school community service programs, etc. Once all of the facts and research are collected and compiled, let the patrol director schedule a sit down meeting with management. Give them time to prepare appropriately. Choose a location free from distractions and lay out your plan for implementation of the program.

Follow up and conclude with a solid question and answer period. Use this as a final time to sell the idea and gain the full support of the patrol director before moving onto the next step in the process.

# 3

## MODULE TWO: GETTING STARTED LESSON 3: QUALIFICATIONS OF YOUNG ADULT PATROLLERS

### **Key Points:**

This chapter will discuss the basic qualifications of students that are participating in a young adult program. It is important understand the associated age requirements that are outlined in this module.

All though this program is important and can yield great benefits to a ski patrol, ski area, and community, it can also bring its fair share of responsibility and liability with it. We are dealing with young adults after all. This age group needs supervision and a structured learning environment in order to succeed like the program was intended to.

This chapter will also discuss how students are expected to conduct themselves when representing the program and the ski patrol to which they belong. It is important to have the backing of the student's parents and to ensure that the proper medical release forms have been completed in the unlikely event of injury during the course of training or daily activities.

Finally, the importance of minimum educational standards must be taken into consideration. It is not enough to have well intentioned students taking part in activities on the mountain. They need to be properly trained, and given the tools to perform their functions, otherwise they will just be another group of youths skiing and riding at the ski area. This program gives them responsibility, education, and purpose. *BELOW: students practice holding C-Spine*



It gives them the ability to serve and give back to the community.

### **Age Classifications:**

Before the National Ski Patrol become re-involved with the young adult program, ages of “student” or “junior” programs ranged from 8 years old all the way up to 21 years old. With such great diversity, it makes the program difficult to maintain and handle.

Young adults who have that intense of an age range don’t always progress the same in relation to speed and depth of learning, and maturity. It can also lead to some legal issues that ski area management is not ready to or willing to handle or take on. Issues of consent become one such problem.

The National Ski Patrol System recognizes students between the ages of 15 years old to 18 years old that are eligible to become a part of a young adult program.

Programs who take on students younger than 15 years of age are NOT supported by the National Ski Patrol or the young adult program.

### **Joining the Program:**

If students meet the age requirements to satisfy the national standards, they are eligible to join the program. These students must become enrolled with the National Ski Patrol immediately or within the first three months of joining the patrol. This will ensure proper recognition and insurance coverage.



Once a member of the patrol, there are certain Federal, State, and Local laws, rules, and regulations that students must follow. An example of one of those laws would be child labor laws and the requirements for numbers of hours that are permissible for young adults, or children, to work on any given day. Further information regarding legal aspects of a young adult program can be found in another module of this manual.



Your ski area may also have local policies regarding the employment of persons under the age of 18. Consult your area management before hand in order to stay compliant.

### **Skills Requirements:**

Because the young adult program deals with students, some patrollers may believe that the skill levels of these students need not be equal to that of an official “adult” patroller. The opposite is true however.

According to the National Ski Patrol, all student patrollers should be trained to the same standard and have the same skills performance expectations as any other patroller.

This would include full certification in Outdoor Emergency Care (OEC) and Ski and Toboggan skills as outlined in National texts and manuals. In fact, an emphasis on the development of “senior” level skills and scene management should always be an undercurrent of any training that is performed with the program.

### **The Application Process:**

A thorough application process must be adhered to in order to properly register and cover students who wish to join your young adult program. This would include the completion of a National Ski Patrol Young Adult Program Application form, an official release and waiver form, and a signed parental consent form.

All of these forms **MUST** be signed and notarized by a Justice of the Peace or Notary Public as per the National Ski Patrol System rules and regulations.



Students must also have a current healthcare provider or professional rescuer CPR certification card.

Because of the physical demands of the job and the importance of the responsibilities that these students will have, it is important to ensure the physical fitness of each student. There is much emphasis placed on physical fitness in all aspects of emergency services and the ski patrol should be no exception. Young adult advisors should constantly encourage physical activities and fitness as well as healthy life styles and diets in order to help maintain a basic level of fitness in order to properly perform the duties of a ski patroller.

All though the requirements for application and registration mentioned above are requirements from the national office, there may also be additional requirements that are set fourth by your local patrol or area management.

Examples of this would be a minimum amount of duty hours that must be worked either on a weekly or monthly basis. All students must understand that they shall meet and maintain all national and local requirements for employment at all times.

There are certain skills that shall not be performed by students in this program however. Any activities that deal with motorized equipment or machinery should be handled by an adult patroller over the age of eighteen. This is strictly due to liability issues, and the National Office will not support those types of expectations or job functions within the student program.

### **Lesson Review:**

This lesson outlined the basic qualifications that should be considered for a student who wishes to apply for and be a part of the young adult program. It is not just enough to have an interest, but to other skills and functions to accompany that desire to be a part of the patrol.

Prospective students must be between the ages of 15 and 18 years of age. A young adult program should not take on those students who are less than 15 or older than 18 for liability purposes. We want to create a safe and inviting environment for these young adults and history has shown that mixing younger people with adults and calling them all “students” does not benefit anyone in the end.

All students should be registered with the national office as soon as they join or within their first three months, and the patrol should have all the appropriate applications, waivers, and medical releases on file and properly notarized.

Students are expected to perform the same skills as adult patrollers and should be given the same training. Special attention should be given to the development of "senior" level scene management and situations to help groom students for the senior patroller program.

A new program that takes all of the above into consideration will have a strong and healthy program that will carry them well into the future.

# 4

## MODULE TWO: GETTING STARTED LESSON 4: QUALIFICATIONS OF ADVISORS

### **Key Points:**

Getting a young adult program established at your mountain is a considerable process in and of its self, but it really is only half the battle. One still needs to consider who will organize and run this program. That is where the young adult program advisor comes in.

Careful thought and selection has to be given when choosing an advisor. This person will be responsible for the overall management of the program to include issues like training curriculum, tracking progress and skills, serving as a liaison between the young adult program and the ski patrol, and integration of the local program with Regional, Divisional, and National training and educational program efforts,

### **Basic Qualifications:**

In order to be considered an advisor and recognized by the national ski patrol persons must be an “adult” who is no less than eighteen (18) years of age. All though there may be several people who express an interest in becoming an advisor and who you may be sure would do an excellent job, for insurance and liability purposes, you must have an official “adult” in charge of the program.

***BELOW: Advisors plan snowboard training***

This advisor will be responsible for strengthening the philosophy that young adults are the future of the National Ski Patrol System. For that reason, you want to recruit someone who has the proper attitude for the overall system of the ski patrol. Patrols should avoid the “sour grape” individual who always sees the glass as “half empty” and finds it difficult to form a positive outlook on most everything they participate in.



You would rather have the person who can set the bar high and be positive in what they do and what they teach.

Remember, this will be, in most cases, the first exposure that these students will have with the ski patrol system. You want that to emulate the positive traits as much as possible and start out with the right mind set.

The advisor must maintain National Ski Patrol membership. It is important to be a member of the organization that you are educating the students on.

An effective advisor must convey all young adult responsibilities to both students and their parents and what will be expected of them both on and off the mountain. By



involving the parents, you stand a chance to get better participation and involvement from the students themselves. It is very important that parents feel involved with the program as well as the students. They can help foster the proper attitude and encourage the students when they are not at the mountain. This will go along way to maintaining consistency and vitality in the program

The advisor must ensure that all laws and regulations pertaining to the Young Adult Program are followed. This means local

***ABOVE: The Patrol Director looks on***

regulations imposed by the ski area and the patrol such as mandated minimum hours to remain an active member on the patrol, issues of behavior and how young adults present and represent themselves and the patrol.

Advisors must also be cognizant of Federal and State regulations as they pertain to employing youth workers. This means child labor laws such as how many hours per day and per week a student can work for the area within the program.



### **Specific Preferred Criteria:**

The following shall be considered when choosing or appointing an advisor:

- A sincere interest in student patrollers and in helping support a positive, progressive program. As stated earlier, in order to groom students to become excellent adult patrollers, you need to start off training them the right way. The old adage of “do as I say, not as I do” can not be tolerated. Leading by example and giving the students a high mark to aspire to
- An advisor should have strong organizational skills and a willingness to spend the time and effort to maintain the program and ensure it's success. It takes more than just a day a week to run a successful program. There are many behind the scenes projects and activities that this type of program demands. You have to choose the right person who can make this type of commitment.
- A working knowledge of all applicable child labor laws and area policies is a MUST. All though students may be very excited about participating in the program, the advisor needs to be careful that the ski patrol and ski area are following all laws pertaining to child labor in the Region and State that your program resides. Contact your local state office or go on-line and research these laws before allowing students to participate for long periods of time should a question arise.
- Advisors need to have a good rapport with people, especially those involved with the student program (students, other patrollers, area management, parents). The advisor really needs to be a people person and be available to those who have questions, sometimes, day and night.

A major part of being an advisor is making the commitment to help the student patrollers mature in their patrolling skills and attitudes. This is one of the many reasons that National Ski Patrol requires advisors to remain an active part of the organization and to stay current on all issues regarding the ski patrol and ski industry.

Advisors must poses a desire and ability to communicate student patrol program goals, objectives, and expectations to student candidates, student patrollers, and their parents along with a commitment to ensure all parties involved understand and follow these concepts.

Clearly, a person who can meet the needs that have been listed above is most likely the same person who has proven leadership traits. These people can easily be identified within your patrol and are most likely all ready “stand outs” among your current staff. The advisor should also have an “above average” commitment to the patrol and the ski area in general. This will be evident in everything that he or she does with the students and ultimately will rub off on them as time goes on.

And finally, the advisor must have the ability to supervise teenagers, both by instruction and example. This person needs to understand that everything that they do, both on the mountain and off, is seen by the students and most likely will be emulated.

**Key Points:**

In review, choosing an advisor is not as simple as finding the newest member of the patrol and playing “tag, your it”. This person needs to be a proven leader and have the ability to work well with teenage youths. Their tasks will be challenging each and every week, and they will need to put more than just a day a week into the program.

Advisors are multi-talented and must have an above average commitment to the patrol and ski area. Everything that they do will be under the watchful eye of the students in the program, so they must set the bar high and set a good example at all times.

They must be an active member with the National Ski Patrol and have the ability to communicate not just with the students in the program, but as importantly, their parents. They must have a desire to involve everyone and be organized to ensure the proper functioning of the program in all aspects.

They must stay on top of all federal, state, and local laws governing child labor and the rules and regulations of the local patrol and ski area in regards to the hiring of youth workers. Above all, they need to be a people person, and one who students can emulate.

# 5

## MODULE TWO: GETTING STARTED LESSON 5: OBTAINING THE SUPPORT OF THE REGION AND DIVISION

### **Key Points:**

Obtaining support for a young adult program at the local level is not small task. It takes much work and dedication to do the behind the scenes work and research. It consumes time requires dedication to the program to get it up off the ground and properly maintain it in order to provide the right atmosphere for its students. Even though it is hard work, it comes with huge benefits.

However, support at the local level alone, is often not enough to provide the many training and learning opportunities that a full program can offer. It is equally as important to reach out to and gain the support of the Region and Division that the program resides within.

These entities have resources that can be utilized to help off set costs, manpower, and provide the venue to open doors of outside education and lasting relationships that will last the students a life time.

### **Contacting the Region:**

Many Regions and Divisions are somewhat familiar with the idea of a Young Adult Program to some extent. The first step in gaining support is to check with the Regional Director to find out if a Regional young adult program advisor has been appointed to the board. This person will serve as the lead liaison between your local program and that of other programs within the Region.

Using the supporting material that has been gained as part of the start up process will prove useful. If the Regional advisor has been in place for a few years, they may all ready be familiar with the renewed program and efforts of the National board. If they are not, using the information contained within this manual will prove to be useful in brining the Region on board with updated material and concepts of the program.

Offering the contact information of the National Young Adult Program Coordinator will further facilitate a healthy flow of communication and answers direct from the source.

Informational flyers of your program will help drive home key points (if listed in the publications) that can give a visual to the Regional Board. Suggest your attendance at a Regional Board meeting to discuss in detail your program and answer any questions.

### **Contacting the Division:**

The same type of process should be followed for approach to the Division Director. Again, there are some Divisions that are all ready on board with the new program and its concepts, however others have not yet heard of the program at all.

The National Ski Patrol, facilitated through the national coordinator has appointed representatives for each geographical area of the United States to assist with bringing Divisions and Regions up to date with the revised program. A listing of those representatives and their contact information can be found on the National website under the young adult program web page.



It is important for the newly appointed advisor to work with the patrol director and ensure that your presentation ideas are on the “same page” before any presentations are made to the Region or the Division. Always refer to the National Coordinator for further assistance.

### **Lesson Review:**

Not only is it important to gain the support of the local ski patrol and mountain administration; it is equally important to gain support and acceptance from the Region and Divisional levels.

These organizations can offer support in the form of financial assistance, manpower, and provide opportunities for training experiences and lasting relationships that may not have been obtainable otherwise at the local level.

Always make sure that the local ski patrol director and young adult advisor are on the “same page” before approaching any Regional or Divisional board for assistance or support and utilize and refer to the national coordinator for additional assistance or questions.

# 3

## Module

- Parental and Patrol Responsibilities
- Federal Child Labor Laws
- Code of Conduct
- National Documents





# 1

## MODULE THREE: LEGAL CONSIDERATIONS LESSON 1: PARENTAL RESPONSIBILITY VS. PATROL RESPONSIBILITIES

### **Key Points:**

This section of the manual will discuss the parental responsibilities of young adult patrollers versus those of the ski patrol. In order for any program of this nature to work, there needs to be a healthy cooperation between all parties involved, not for just one or the other. Organizers and parents alike should look at this as a “partnership” that will help benefit both sides and provide excellent growth opportunities for the youths involved.

All though it is the responsibility of the ski patrol to provide the learning opportunities and the expertise in the field of patrolling, it is the parents who have the ability to float or sink the overall ship with their support and encouragement or lack thereof.

### **Parental Responsibilities:**

As with any aspect of a young adult’s life, parents have the ability to mold and shape the outcome of a youth’s involvement in the young adult program. The very basics can be met by providing reliable transportation to and from the mountain for starters. This may be for the initial OEC class, presentations, duty shifts, etc.



***ABOVE: A student gets ready for a ride!***

Parents may also be called upon to provide financial support in some cases for ski patrol costs such as program tuition for OEC classes, medical supplies to be carried in packs and backpacks, uniforms, dues, and other equipment as deemed necessary by the patrol. Parents are also required to furnish permission and sign releases as they pertain to all activities and programming surrounding the young adult program.

Parents should prepare to support the student’s efforts to attain credentials they are seeking though continuous encouragement and showing a genuine interest in what their child is learning and participating in. If there is a healthy outlet at home for the student to share his/her experiences, the overall success of the



program with that child will increase. Parents should keep a strong line of communication with the ski patrol and the advisor regarding those activities directly related to the program and those outside factors that have potential to effect the program

To understand that their child's participation in the ski patrol's YAP does not, in any way, allow them to abdicate their legal or moral responsibility for the conduct of their child even in their absence.

### **Local Patrol Responsibilities:**

The local patrol shares an equal amount of responsibility to the students and to their parents. Providing a safe, secure environment for all patrol activities is at the top of that list! Other responsibilities are:

- To ensure strict compliance with all state and federal laws regarding employment especially those that regulate the employment of minors.
- Provide a comprehensive schedule of activities and events to the parents
- To ensure all activities begin and end in a timely manner unless situations dictate otherwise and that these times be communicated to the parent as far in advance as reasonably possible.
- To provide a list of contact names and phone numbers to the parents should they need to discuss any questions or concerns they might have regarding the YAP program.

***BELOW: The NH Region Director and OEC Administrator evaluate an OEC station being completed by students***

The above responsibilities do not just fall upon the shoulders of the student advisor. These are shared amongst all levels of supervision throughout the ski patrol organization to include (but not limited to) the Patrol Director, Section Chief, Regional, Divisional, and National program advisors.

The local patrol is also expected to maintain an active, open line of communication with the YAP participants' parents to provide regular feedback and to discuss any issues that may affect the YAP participants' successful and continued participation in the program.

Lastly, the local patrol is expected to demonstrate, by example, the good citizenship, teamwork, integrity, professionalism and high standards of conduct one would expect from an organization such as this.



**Lesson Review:**

As can be seen in this section, the responsibilities are not just placed upon the young adult program or the parents alone; it is a mutual duty of both parties to ensure the success of the youth in the program. Parents need to provide transportation, support, and show an interest in what their child is doing and working to achieve. They must provide be able to provide financial backing when needed and provide a strong line of communication between home and the program advisors. Likewise, the ski patrol and its advisors need to provide a safe and welcoming learning environment for students. They must comply with all local, state, and federal guidelines regarding the employment of persons under the age of eighteen, and provide contact information to parents in order to maintain the overall lines of communication and help ensure program success.

# 2

## MODULE THREE: LEGAL CONSIDERATIONS LESSON 2: FEDERAL CHILD LABOR LAWS

### **Key Points:**

Ski Patrols are not exempt when it comes to federal child labor laws. This is extremely important because many patrols do not give much thought to this topic because it just does not seem like your young adult program is work, when in fact it can be construed that way. Ski patrols should be aware that they can violate these laws and could be subject to penalties and/or fines, as well as the termination of their program in severe cases.

It is always best to consult with the ski area's management team and legal council when first bringing on a program to ensure that a complete overview of the current laws are obtained and understood.

### **Federal Child Labor Laws:**

Child labor laws fall under the Fair Labor Standards Act (FLSA). The youth employment provisions of this law are designed to protect young workers by limiting the types of jobs and number of hours they may work. The provisions differ based on the age of the minor. Upon attaining the age of 18, Federal child labor laws no longer apply.

There are 17 hazardous non-farm activities which 16 and 17 year olds are prohibited from performing. Of those activities, two apply to patrolling.

- Operating a motorized vehicle.
- Operating power-driven hoisting equipment (chair lift).

In addition to this, there are numerous additional activities which 15 year olds are prohibited from performing. Of those activities, one applies to patrolling.

- Transporting of persons or property (transporting patients).

With so many laws pertaining to the employment and work conditions to those under the age of eighteen, patrol directors and advisors can find a pocket guide to Federal Child Labor Laws at <http://youthrules.dol.gov/pdf/brochures/YouthRulesBrochure.pdf>

State Child Labor Laws vary from state to state. Ski area management can provide you with any information on the specifics as they apply in your state or you can find them at <http://www.youthrules.dol.gov/states.htm>.

Federal Child Labor Laws do not require minors to obtain "working papers" or "work permits" though many States do. They do not restrict the number of



hours or times of the day 16 year olds or older may be employed but many States do. And they do not regulate or require breaks or meal periods but many States do. The moral of the story is for program advisors to check with their state authorities and verify the above information before placing training schedules or patrolling shifts together.

Federal Child Labor Laws do regulate the hours a 15 year old may work:

- Must work outside of school hours.
- No more than 3 hours on a school day, including Fridays.
- No more than 8 hours on a non-school day.
- No more than 18 hours during a week when school is in session.
- No more than 40 hours during a week when school is not in session.
- Must only work between the hours of 7:00 a.m. and 7:00 p.m.

It is interesting to note that Child Labor Laws do not differentiate between volunteer and paid employees. Participation in an Outdoor Emergency Care class is not considered “work”. Instead, it is considered “taking a class” and as such, no FLSA relationship exists for this activity.

### **Enforcement and Penalties:**

The U.S. Department of Labor employs investigators who are stationed across the U.S. with the expressed purpose of enforcing the youth employment provisions of the FLSA. They have the authority to conduct these investigations and gather information as needed to verify compliance.

The FLSA authorizes the Department of Labor to obtain injunctions against violators of the youth employment provisions to compel their compliance with the law. Further violations could result in sanctions against the area patrol and/or area management for contempt of court. Willful violators may face criminal prosecution and be fined up to \$10,000 for each violation. Under current law, a second conviction may result in imprisonment.

Ski areas are of particular interest to the authorities that investigate and enforce child labor laws due to the higher concentration of young employees. It is in the best interest of the local ski patrol to be pro-active in achieving and maintaining compliance with these laws. It is recommended that a T.I.P.S. program be initiated.

### **Keeping in Compliance:**

We now know how an area and patrol can get into trouble and are in violation of federal child labor laws, but what can be done to try and prevent these occurrences from taking place? It's simple; train your patrollers and advisors! Program advisors and leaders can begin by obtaining compliance assistance materials from [www.youthrules.dol.gov](http://www.youthrules.dol.gov).

By incorporating youth employment laws and company policies into training and orientation for patrol supervisors and YAP participants, advisors can sharply decrease the chances of mistakes being made or youth patrollers being placed into positions that they should not be in. Conducting refresher trainings at regular staff meetings and designate the patrol YAP Advisor the person responsible for monitoring compliance.

Make checking for compliance a regular part of routine quality management inspections and monitor the hours and times worked by YAP participants and transcribe any violations. Advisors should take time to interview YAP participants at regular intervals to question them on child labor law compliance.

Create a “buffer zone” to prevent YAP participants from being scheduled up to the latest time or prior to taking a required break or ending their shift. Verify the ages of all YAP participants by requiring legally acceptable proof of age upon entering the program. Post the hours specific YAP participants may work in the area the shift supervisor works from.



The responsibility for staying compliant does not have to fall on the program advisor solely however. Encourage YAP participants to say “no” to any patroller who is asking them to perform any task that would place them out of compliance. Patrol Directors can add monitoring compliance to the job descriptions of shift supervisors. Advisors can also test YAP participants about their understanding of the length of their shift and when they must take their break at the beginning of their shift. And finally, communicate child labor laws to

the YAP parents and inform them who specifically to contact on the patrol if they have any questions or concerns.

### **Lesson Review:**

All though the young adult program is designed to be energetic and fun, it also is designed to be safe and to be complaint with all local, state, and federal laws regarding the training, and employment of those participants that are under certain ages.

Program advisors can do a lot to ensure that federal child labor laws are not being violated such as researching the laws with the help of on-line sources, ensuring that the patrol is adhering to those rules and obtaining the support of the patrol director in those efforts.

The responsibility should not rest solely on the advisor however. It should be shared with the students them selves by educating them on these laws and by making their parents aware as well to avoid confusion and to keep the program in constant compliance.

# 3

## MODULE THREE: LEGAL CONSIDERATIONS LESSON 3: CODE OF CONDUCT

### **Key Points:**

Every organization needs to give some guidance to its stake holders as to how they are to conduct them selves and a list of expectations on behavior to allow for the best representation possible by its members. The young adult program is no different. This section will discuss the importance of establishing a code of conduct for all members, gaining the acceptance of the membership for the code, and what the benefits of such a code are for the organization as a whole.

Obviously without some sort of formal code of conduct to govern the actions of those in the organization, problems can arise. After all, the young adult program is dealing with just that, “young adults”.

A code of conduct gives the advisors and the patrol in general, the foundation to stand on if and when discipline becomes necessary for those who act in a non-professional manner or one that brings negative connotations to the program.

### **Development of a Code of Conduct:**

First off, the ski patrol and the advisor(s) need to understand the importance of establishing a code of conduct for its students. The reasons for having one are many. First, it gives appropriate and legal guidance to all participants during their participation in the program and keeps potential legal ramifications to a minimum.

It holds all participants to a standard and provides the basis for removal of the program. It is always the hope of the National Ski Patrol that this kind of action is not necessary, but if and when it does occur, your organizations code of conduct sets the limits and draws the line in the sand so that there is no confusion as to what is and is not considered acceptable.

Forms should be distributed to all students and advisors in the program and maintained in files. These forms should include the following:

- 1. Develop a code of conduct form**
- 2. Review with each participant upon acceptance into the program**
- 3. Require signatures and place in file**



Suggested topics to be included in a Young Adult Program code of conduct that will not be tolerated are shown in the figure on this page.

## CODE OF CONDUCT FORM SUGGESTIONS

1. Endangering or threatening physical harm	a. This could be to any participant b. When hands on approaches are taken, they should be for purposes of the program and training; otherwise, other physical contacts are not routinely encouraged
2. Violation of Ski Area or National Ski Patrol rules or regulations	a. As stated in other sections, all rules and regulations should be reviewed with participants, and strong encouragement should be given to adherence to these policies
3. Failure to comply with safety directives given by the Student Advisor, Patrol administration or Ski Area management	a. Safety has to be of utmost importance and intertwined in every training session that is conducted b. Failure to follow directions that are for safety purposes should not be encouraged and explanations should be given with remedial training opportunities
4. Unauthorized use of Patrol equipment	a. Equipment is for official training purposes only and should only be used as the equipment was intended to be used
5. Misrepresenting one's self or the program and producing a negative outward projection on one's self or the program	a. Encouraging participants to represent themselves and the program in a positive fashion whether during the program or outside of the program b. Discuss how the student's actions can project an image about themselves and the program overall because they are affiliated with it.
6. Violation of laws regarding the use of drugs or alcoholic beverages	a. Illegal drug and alcohol use will not be tolerated by the program
7. Conduct that a reasonable person would believe may present a risk to the community or to the safety and security of one's self or the program.	a. Engaging in behavior during events or training sessions that is considered dangerous should not be encouraged or tolerated. Safety during training programs and general operations should be of high importance and stressed in each activity
8. Engaging in, supporting, or otherwise promoting any activities that could be classified as "hazing"	
9. Engaging in harassment or repeated contact that a reasonable person would understand to be unwanted	a. Fostering appropriate and positive relations between students and other students, as well as between students and advisors

### **Lesson Review:**

A code of conduct is more than just a piece of paper or another policy of the mountain. It is the line in the sand that defines what is and is not acceptable by all members involved with the organization.

When dealing with youths, it is imperative that a code of conduct be drafted up and enforced. The ski patrol is an organization that is seen by the skiing and riding community as a whole, and those community members have high expectations of professionalism, decisive actions, and courteous behavior from the patrollers who are members. This includes our young adult patrollers.

It should be understood that these students can not be expected to make the best and most educated decisions regarding their behavior without any guidance from advisors and the patrol it's self.

A code of conduct gives that guidance and clearly explains what will and will not be tolerated. Each member of the organization should be given a copy of the code and a signed receipt of understanding should be placed in a file for future reference if needed.

All though not every code of conduct will be the same from area to area or patrol to patrol, the same basic guiding principle should be adhered to; what will keep the students safe and what will encourage the conduct that will reflect the most favorably on the program and the patrol.

# 4

## **MODULE THREE: LEGAL CONSIDERATIONS LESSON 4: NATIONAL DOCUMENTS FOR MEMBERSHIP, LIABILITY, AND RELEASE FORMS**

PRESENTATION RESERVED FOR FORMS THAT ARE PROVIDED AND  
RECOMMENDED BY THE NATIONAL OFFICE

# 4

## Module

- Suggested Training Curriculum
- Suggested Time Requirements
- Regional and Divisional Training



# 1

## MODULE FOUR: SCOPE OF STUDENT PARTICIPATION AND CURRICULUM LESSON 1: SUGGESTED TRAINING CURRICULUM FOR STUDENTS

### **Key Points:**

This is by far one of the most diverse areas that this manual could cover in regards to the young adult program. As with any national organization, each Division, every Region has their own ideas on what the training curriculum of their program should entail.

There are many factors to take into consideration such as what special programs or features does our mountain have that make it unique from other areas. It is safe to say that there can be many answers to these questions, but in the end, each program has to do what is “right” for them. It’s safe to say that there are some basics that should be covered in each program such as OEC skills, Ski and snowboard skills, and skiing skills.

This manual, all though it will not attempt to give programs the “be all end all” of training curriculums, it will give a suggested out line of presentations and offerings that could be covered as part of a local programs training content.

### **Training Curriculum Suggested Contents:**

The following table will list out a suggested training curriculum for young adult programs. This manual is not intended to be used as a training text book, rather a resource to develop such a manual.

Advisors can either write their own program or use other resources such as the National Ski Patrols Outdoor Emergency Care text book, Ski and Toboggan Skills textbooks, and other publications. Advisors should also watch for a future publication from the national office on a full expanded training curriculum with student and instructor textbooks based from the table contained here.



<b>Classroom first aid training</b>	<p><b>OEC training program</b> Can be taught all at once or can be taught over a series of seasons by breaking the curriculum up into two or three phases that students must complete. At the end of the two or three phase timeframe, certification can be achieved.</p> <p><b>CPR certification</b> Professional rescuer or healthcare provider level a must. Must be refreshed every year as per NSPS.</p>
<b>On the hill training</b>	<p><b>Training with adults</b> Advantages and disadvantages Ensures that they will receive the appropriate training and will be consistent with adult training proficiency Works well with group sizes of five (5) or less Adults can work separately at times, with first year and second year students, and then bring them together for group trainings.</p> <p><b>Training without adult supervision</b> Encourages older students to begin to take leadership roles and manage the group and fellow students. A combination of both combined training with adults and without adults can be used to ensure consistency and encourage leadership.</p>
<b>Curriculum outline for first year students</b>	<ul style="list-style-type: none"> <li>• OEC skills to patroller level</li> <li>• S&amp;T to patroller level</li> <li>• Care for patient in patrol base building</li> <li>• Paperwork</li> <li>• Inventory</li> <li>• Skier responsibility code</li> <li>• Mountain Safety</li> <li>• Mountain familiarity</li> <li>• Trail names</li> <li>• Lift names</li> <li>• Basic day to day mountain operations that involve patrol</li> </ul>
<b>As with any patroller physical limitations should be a concern</b>	<p>Muscular structure is not yet fully developed. Common sense must prevail when choosing a patient for OEC scenarios.</p>
<b>First year training is the same as with any candidate patroller.</b>	<p>If the mountain requires adult patrollers to test out to demonstrate skills this should be done while first year students are there. NSP recognizes a student as a full patroller once the OEC module has been successfully completed. Only the local mountain protocol and labor laws limit the student participation.</p>
<b>What should be included in training of students past their first year?</b>	<p>After the first year the scope of the training should open up to include more difficult OEC problems and senior level S&amp;T skills. Involve the students let them decide what they would like to focus on. Supplemental training ideas have been listed:</p> <ul style="list-style-type: none"> <li>• Avalanche beacon search</li> <li>• Knots</li> <li>• Low angle rescue</li> <li>• Park etiquette</li> <li>• Grooming</li> <li>• Snow making</li> <li>• Lift operation</li> <li>• Risk management</li> </ul>



### **Lesson Review:**

Each Region or Division of the ski patrol will have their own ideas of training their students within their programs. Much like first aid in general, there is no “single right way” to run a program. As long as training is accomplished, learning occurs, and the objectives of the ski patrol are met, and the students had fun doing it, then the program is a success.



All though there will be variations in curriculum around the United States, this manual focuses on suggestions that could be included in each program. The basics of Outdoor Emergency Care skills, Ski and snowboard skills combined with toboggan skills are the few essential basics that all students should receive.

***ABOVE: A student splints the arm of a volunteer patient***

# 2

## MODULE FOUR: SCOPE OF STUDENT PARTICIPATION AND CURRICULUM LESSON 2: SUGGESTED TIME REQUIREMENTS FOR TRAINING

### Key Points:

A basic understanding that any education student must have is that there are several different types of learning styles that he or she will run across during their tenure as a teacher. This is true for young adult program advisors.



The majority of the students who join this type of a program tend to be very “hands on” psychomotor learners. However, the advisor has to be able to cater to both psychomotor and cognitive learning. This also means that each person will learn new material at their own pace. Some will pick up these skills immediately, while others will need extra time to make sense of it all. The moral of the story is that both the advisor and the program need to be flexible enough to accommodate these concerns.

### Time Requirements:

This will depend on the maturity of the students and the ability of the instructors. With each age group come different challenges. Advisors may find it difficult to maintain the attention of the younger students while the older ones stay focused longer.

Inclusion of other activities with the normal OEC and S&T skills will make patrolling a more interesting experience. Introducing things that the student has never done before will pique their interest.

One advantage that advisors will have is that students tend to be more participatory learners than adults. They are, by nature, risk takers and when in the right setting, willing to try new things and experiment. Likewise, some students will need to be encouraged to try new things and will need lots of support as they progress. There will be differing levels of self confidence depending on prior learning experiences.

***BELOW: Students splint a practice femur fracture as the student advisor from Breton Woods Ski Area looks on***



While each mountain sets the amount of time spent training it is recommended that each weekend all students spend time in organized OEC and S&T training.

Training sessions of less than one hour are generally not productive. Additional training to prepare students for attendance at the Divisional or National Training Seminars should be in addition to the regular training schedule. Advisors should plan on no less than two to four hours per week.

### **Lesson Review:**

Advisors should plan on teaching to students with different learning styles. They will need to be supportive of students as they learn new skills depending on previous experiences. Students will be naturally curious about learning skills that they have never done before and take rather well to the hands-on “psychomotor learning domain.”

Time ranges are decided upon by the advisor for each topic. First year students should focus on the basics of OEC and Ski and Toboggan training while second year students should expand on other training topics that address other aspects of the ski industry.



***Above: A student gets ready to run a toboggan for training***

All though the National Young Adult Program does not set strict time requirements for each topic, it is the advisor’s responsibility to ensure that the material is covered properly and that students have been given plenty of opportunity to learn the material. Remember, if not enough time is given to a topic; the student may make a mistake later on. That mistake could result in injury or death.

# 3

## MODULE FOUR: SCOPE OF STUDENT PARTICIPATION AND CURRICULUM LESSON 3: REGIONAL AND DIVISIONAL TRAINING PARTICIPATION

### **Key Points:**

There is so much truth to the idea that when you stop training and think you have learned it all, you are no longer a professional! Training is an on-going, life long adventure and one of the few things in life that once you have it, no one can take it away from you.

Continued training at the local level at you ski areas is a vital part of the young adult program. Students need to be challenged and need to stay abreast of new developments in techniques and technology in the medical field.

Program advisors should also be on the lookout for additional training opportunities that present themselves. Examples would be those that can be provided by many Regions and Divisional training seminars.

### **Regional and Divisional Training Opportunities:**

Many Regions offer training locally for students. This is a great way to get students from all across your region together to train and share techniques and ideas with one another. These training seminars can be in the form of day long or multiple day formats. They can also be one-on-one trainings where the Regional Advisors will travel to the ski area.

Training seminars are structured to be learning environments and not as competitive. These events normally require students and advisors to sign release and waivers (see

legal module). This type of event reinforces the trainings that have been conducted locally by the young adult advisor. It also prevents students from becoming stagnant and only learning one way of doing things.

Many Divisions offer training locally for students as well. These are sometimes larger events that are specifically designed to prepare students for national training events.



***ABOVE: Students practicing Toboggans at a seminar***

The focus of these trainings is to develop student understanding and skill bases. It encourages networking from area to area and region to region.

These events can be established as a learning environment and double as a competition atmosphere. Scoring can be done at this level in order to encourage students to push themselves that little bit extra. All though the program does not place a significant amount of emphasis on the competitive nature of the ski patrol, it is understood that some healthy competition amongst young adults can and does serve a purpose. This must be handled in a positive and reinforcing atmosphere however.

For a complete list of what your Region or Division can offer in the form of student training, you should contact your local boards and advisors.

### **Lesson Review:**

On-going education and training is a corner stone to any organization and the young adult program is no exception. By constantly training, students will be “on top of their game” when it comes to skill deployment, and advancements in new techniques and development in the medical field.

It is not simply enough to train students solely at the local level. Training opportunities will present themselves at both the Regional and Divisional levels. The more that students and advisors take advantage of these trainings, the better prepared they will become to attend national training events and/or prepare to advance into Senior or certified level training programs. What ever the motivation, this appears to be a “win-win” for everyone!



# 5

## Module

- Where to Recruit From
- How to Get Started
- How to Market and Promote





# 1

## MODULE FIVE: GETTING RECRUITMENT OF YOUNG ADULTS LESSON 1: WHERE TO RECRUIT FROM

### **Key Points:**

There are many locations that recruitment can occur from to support the young adult program. Sometimes, it is only your imagination that limits the possibilities. Professional recruiters understand that you need to be a multitude of things in order to successfully bring people into your organization.

A recruiter needs to be versed in the organization and able to provide information about the program, its benefits, and restrictions. They need to be effective communicators and able to relay the program objectives, expectations, and responsibilities to perspective students and their parents. They also need to be a salesman and have the ability to highlight the key points of the program and what it can offer the students both in the short term and life long.

Recruitment for this program can take place in many forms and from either “inside” or “outside” of the existing organization. A positive attitude and a friendly, welcoming environment are some keys to drawing in the first or next generation of young adults to the program.

### **Where to recruit from:**

Recruitment can take place from “within” the organization. Taking a look around the first aid room or patrol top can provide you with several possibilities. One of the best places to recruit is straight from current patrollers. Many of them have children who have been exposed to the patrol for several years and may have even expressed an interest in joining some day. Work with these individuals and explain to them and their parents how the program works and how to indoctrinate them in as students. Current patroller’s children may also have leads on school aged friends of theirs who would also be interested in joining the program. Ask each of them to provide one or two possible names that can be contacted either by the advisor or by the family members themselves.

Recruitment from local area high schools is a fantastic source of young adults. Advisors should contact the school's principal or administration and ask to have a meeting to speak with the guidance counselors.

A great way to disseminate information on the program would be to set up an informational seminar or "talk" to interested students either at the end of a school day or during a break during the day if it fits within the student's schedule. Provide informational flyers to the Guidance department to be distributed to interested students if and when you can not be in the school.

Because they are very community and service oriented, it makes sense to recruitment from local Boy Scout troops. Make contact with the local scout leader and ask to make a guest speaker appearance at one of their monthly meetings. Bringing ample handout material to drive home key points and program benefits will help answer parental questions after you have left the meeting and the kids have returned home.

Another Boy Scout organization that fits well within the ideals of the young adult program is the Explorer program. These programs are geared toward young adults who are between the ages of 15 and 21. They provide similar opportunities to kids who are interested in perusing careers in a particular field such as law enforcement, fire and emergency services, computers, high adventure, etc. Young adult advisors can contact the Explorer post advisor and ask to set up a similar informational meeting as a guest speaker. Provide ample handout material for review or reference.

### **Using the Media:**

Focusing recruiting efforts within the local community by conducting informational seminars, meetings, talks, or booths is a great start, but may not be enough to get you the full recruiting coverage that you are seeking or that your program needs. If there is only a small population to draw from within the community, utilize local media for high profile coverage

Local "Chronicle" type programs or shows that will showcase local area stories can be used by contacting the station and speaking with the program director. Explain the program and highlight the fact that it is for the benefit of local youth. Clearly explain that the program encourages volunteer work and enables these young adults to provide life saving skills to those in need within the ski industry. These programs can be aired on local or national television shows for viewer exposure.

Take advantage of local area newspaper articles. Many times these papers will happily advertise your programs and its benefits. A quick explanation of the program and how to apply with contact information for the advisor may be all that is needed to spark interest in people

Local Radio programs may pick up story and grant on “on air” interview. It will be important to script out what will be talked about and review that with the radio personality prior to going on the “air”.

Finally, local youth groups or programs that are run and sponsored by the municipality are a great place to recruit from. Some examples are listed below. The same principles apply, make contact



***ABOVE: A reporter from WMUR Channel 9 in Manchester NH interviews the Ski and Toboggan Coordinator during a YAP training seminar***

with the organization director, conduct an informational meeting, talk, or seminar, end with a question and answer period, and leave informational handouts or brochures with contact information.

1. Teen centers organizations
2. Local church youth groups
3. Boys and Girls clubs or organizations
4. YMCA or YWMC organizations

### **Lesson Review:**

Recruitment can occur from many locations. Ideally, a combination of looking from within the organization and from outside sources is best. Looking in the local high school system and setting up meetings with the guidance department is an appropriate start. Many schools will also give community service credits toward graduation for those who provide a volunteer service to the community in some way.

When a program needs to expand its wings are reach a larger coverage area, the media though television and newspapers can be utilized. These features can then be posted to Regional or Divisional young adult program websites for suture reference.

Finally, look to municipal run or funded programs within the surrounding community to find interested youths.

# 2

## MODULE FIVE: GETTING RECRUITMENT OF YOUNG ADULTS LESSON 2: HOW TO GET STARTED

### **Key Points:**

Once the program has been accepted by the patrol, and the students have been recruited, the advisor needs to get the ball rolling and get the program up on its feet. This lesson will outline the proposed steps to making that happen. Although there are many ways to start a young adult program, the ideas in this lesson have been tried and true for years in many Divisions and Regions across the United States.

Beginning the program works best when the program goals and objectives have been clearly laid out with the patrol director ahead of time. Defining key points such as training times, locations, topics, etc ensures that all parties involved are on the “same page” before the program is fully underway.

Double checking to see that all students have met the program prerequisites and that parents are on board will help facilitate the full potential of lessons learned during training. These points will be re-emphasized at home and in between training days.

### **Defining program goals and objectives:**

Before the initial recruitment efforts have been completed and there are a number of interested students for the program, the advisor needs to notify the director of those numbers and the anticipated state date and time. It should be determine how many students the program will be able to appropriately handle so that recruitment efforts can be adjusted accordingly.

Most programs work well with a maximum of ten (10) students per advisor, however, optimally, five (5) to six (6) students seems to work best.

The advisor should define program outline with Director which should include:

1. Define program objectives and goals. This may be different from program to program as it can be tailored to meet the specific needs of the ski area and patrol. Take this time to identify the main points that this program will showcase.
2. Define training times and locations. This may be dependant on the student's schedules. Many of them may all ready belong to ski teams or other after school organizations or sports teams that will restrict when training times can be conducted. It is a common practice to require students to participate in weekend training programs either on a Saturday or Sunday or both in some cases.
3. Define equipment needs. Much of the equipment will all ready be present, however, special considerations may need to be taken such as delegating a computer or software to help track student training progress, maintain a local webpage, etc. Determine what type of support the program will need, then list out special equipment that will be required.
4. Define special trainings such as Regional or Divisional opportunities. These are extremely important for students. This gives them the opportunities to see skills performed other ways and to learn different techniques. This also allows them to travel to different areas and ski a wider variety of terrain and make those ever important lasting connections and relationships with other students.

Hopefully by this point a young adult program advisor has been chosen. If not, now is the time to do so. Use the criteria from the earlier lesson of this manual to help make that selection. Ensure that this person meets all of the prerequisites and characteristics of a solid and valid advisor.

### **Holding the first meeting:**

Perhaps one of the most important meetings that will be held is the first introduction and welcoming meeting for all interested students, advisors, and Patrol Director.

Parents should be included in this meeting as they will play an important part in seeing that students are able to make the commitment to the program. In many cases they may provide transportation, give support at home, and be a positive influence in keeping young adults enthused about the program.

Parents may also have a curiosity about the program and will thirst for details about what their sons or daughters have become involved in. Let's keep in mind that the ski patrol has always been and should continue to be a "family friendly" environment, and who knows, the student's parents may even get the "bug" to join our ranks as adult patrollers.

The advisor and patrol director should define the support that is required from students, parents, patrollers, etc, by listing out the expectations of both students and their parents and the local patrol. It is important to establish this at the very beginning. By setting the bar "high", it will encourage the youths to achieve that level, and gives them the proper expectations for future trainings, duties, etc.

It is important to review over the program rules and regulations. Students and parents need to understand that this is not a free for all or fly by night program. There will be responsibilities and expectations placed upon the participants of the program and clearly defined consequences for those who do not follow them or represent the ski patrol in a negative or less than desirable light.

Finally, ensure that all students become registered with the National Ski Patrol System. This covers liability and insurance concerns and provides national support for program and students.



### **Lesson Review:**

Getting started may not be as easy as it sounds. There are many responsibilities that must be undertaken by the ski patrol and most importantly, the young adult program advisor before the first training sessions are taught.

Establishing the program roles and regulations with the patrol director must come first. He or she needs to have a thorough understanding of what is going to be taught and covered as part of this program. A solid schedule of training dates and times must be established. Remember, this may be revised or dictated by the over all availability of the current students in the program. They may have other commitments from school, work, etc. Training on the weekends is one of the most common schedules.

Conducting that first meeting of participating students, parents, and advisors is critical. This is where the program is laid out in its entirety to the students for the first time.

Rules and regulations are covered and the “tone” for the program is set. Begin with the bar set high and encourage the students to “rise to the occasion” to meet those expectations. Let them know that there will be consequences for their actions or lack there of. Above all, be welcoming and excited about the program they are about to become a part of and the undertaking they will commit to.

# 3

## MODULE FIVE: GETTING RECRUITMENT OF YOUNG ADULTS LESSON 3: HOW TO MARKET AND PROMOTE YOUR PROGRAM

### **Key Points:**

This lesson will give some ideas and examples of what can be done as part of a marketing or advertising campaign to recruit new students to your program. This lesson can be used in conjunction with the recruitment lesson earlier in this manual.

There are a number of different mediums that can be used, but not all of them are financially feasible to smaller ski patrols or ski areas. For that reason, there are several ideas, both big and small that are given as part of this lesson to help patrols of all sizes advertise their program.

From the simple creation of brochures, an advisor can promote their program with very little front end set up. All though easy to create and to change or update as needed, the distribution can be challenging and typically may only reach a small selected number of people of a given area.

Video takes that next step forward and really helps to animate and capture the attention of perspective students to a program. These small videos can either be professionally done or can be home grown and made locally with a hand held cam coder and standard editing software that comes with most computers. Knowledge of the software is a must. As stated in the marketing lesson, television stations can help with this area as well.

Finally, you have to know what to put into promotional material and the best way to present it.



### **Creating Brochures:**

Brochures are some of the fastest and simplest ways to promote a student program. They can be customized with pictures from current students to truly showcase the local program.

Tri-fold or bi-fold productions are easy to produce and distribute. You may have to decide between in house productions versus outside productions such as Staples, Office Max, etc. These can be a little more expensive that your budget can support, but can add flare and a professional look to your publications. Utilization of pictures from your area or mountain are best, especially those that showcase young adults in action if possible.



These brochures can also be saved to web sites or web pages for easy download by interested students or their parents. Keeping a handful on hand at the first aid room or patrol top for easy distribution to passer-byer's could be instrumental in "striking while the iron is hot" and the students express an interest as they see patrollers in action.

### **Creating videos:**

Use of national ski patrol system videos that are linked to the main website can be shown at gatherings or question and answer periods. These work well because there is no effort or time that needs to be expended on them by the local program. The down side is that they are more generically produced or specific to certain regions of the United States instead of being specific to the local program.

Creation of videos from a hand held camcorder can be produced and shown to perspective students to showcase your area and your program. Many people either have their own camcorder now-a-days or have easy access to one for a day or two of filming. As stated above, a basic film editing software package, much like the ones that are provided with most computers will be needed in order to turn the raw footage into some thing that can easily be viewed.

### **What to include in your marketing:**

Any marketing ideas can emphasize the following points if your program is able to support them:

- Scholarships for college
- Camaraderie
- Skiing for free
  - Discounts for friends and family members when they come to ski
- Development of lifelong first aid and leadership skills
- Development of basic mountaineering skills
- Improvement of skiing skills

The above ideas can be presented as part of a job fare type presentation at the ski area in the main lodge for an afternoon or two. This is a great way for the patrol to get out there and meet not only perspective students for the program, but general patrons who use the area.

Setting up small booth in main lodge and having people rotate through the morning or afternoon will enable them to hand out informational brochures and answer questions for recruitment. This same type of program can be presented at a school function with prior arrangements with local guidance counselors.

Use of area website can showcase photos, brochures, videos, etc. Websites are not difficult to maintain and are inexpensive. The ski area most likely already hosts a site with several pages. A prior conversation with area management may secure the patrol a page for their use and for the promotion and advertisement of the young adult program.

This site can be interactive with downloads and contact info for advisors of the program through phone numbers and e-mail addresses.

### **Lesson Review:**

Advertising and promotional programs are essential to any young adult program. Without utilization of these methods, young adult programs may find it difficult to recruit and maintain new members. There is always something to be said for word of mouth advertising and sometimes that can be one of the best sources of spreading "the good word". But, for a program to rely on word of mouth alone, will not make for a successful program with longevity.

Several approaches can be taken depending on the size of the area, the program, and the budgetary restrictions. The use of brochures that can easily be produced and customized is important when the program needs to come up with advertising fast and on a small budget. For the added “professional” look or for the production of mass quantities of brochures, a commercial business can be used to speed up the process.

The creation and use of video can really add that something special. It can showcase current students and give a much better real time representation of what a young adult program is all about. A camcorder, editing software, and a basic knowledge of video editing will be needed however.

Finally, knowing what to and what not to put into your advertisements is important. Keep it short, sweet, and simple, focus on key points that emphasize:

- Scholarships for college

- Camaraderie

- Skiing for free

- Discounts for friends and family members when they come to ski

- Development of lifelong first aid and leadership skills

- Development of basic mountaineering skills

- Improvement of skiing skills