



## **Whistler Adaptive Sports Program: Ski and Scotiabank Learn to Ride Lessons**

**2008-2009**

### **Volunteering as an Instructor: Frequently Asked Questions**

#### **1. What do all the acronyms mean?**

WASP – Whistler Adaptive Sports Program - refers to the Whistler Adaptive Sports program. The Whistler Adaptive Sports Program is a not-for-profit society that provides year-around, recreational programs for people of all ages with disabilities. We are a centre for learning and sports excellence that has a local, regional, national and international clientele and encourage independence, self-confidence and self-motivation for all of our athletes and participants through outdoor recreation.

CADS - Canadian Association for Disabled Skiing – is the National Sports Organization for Disabled Skiing, and it is through them that we can run certification courses. They set standards and protocol for all provinces.

CSIA - Canadian Ski Instructor's Alliance - The national governing body for able-bodied ski instruction. CADS instructors follow CSIA teaching methodology, using adaptive techniques and equipment with their students as needed.

CASI - Canadian Alliance for Snowboard Instructors - The national governing body for able-bodied snowboard instruction. CADS instructors follow CASI teaching methodology, using adaptive techniques and equipment with their students as needed.

CSF – Canadian Snowboarding Federation – The Canadian Snowboard Federation is the national governing body for the sport of snowboarding. The CSF is developing and providing a comprehensive adaptive snowboarding program, which was formally introduced for the 2007/08 program year.

DSABC - Disabled Skiers Association of British Columbia - refers to the Provincial Sports Organization for Disabled Skiing and Snowboarding. They oversee and aid 7 different zones province-wide. DSABC also oversees that BC Disabled Ski Team.

## **2. What do I have to do to become a volunteer?**

You will need to become a member of Disabled Skiers Association of BC (DSABC). This currently is a \$35 membership that provides liability insurance while you are participating in any activity with us. Go to [www.disabledskiersbc.com](http://www.disabledskiersbc.com) to complete the registration.

Then you will need to attend a CADS (Canadian Association of Disabled Skiing) Level 1 certification course, and, if you are not CSIA or CASI certified, attend a 6 hour prerequisite CSIA or CASI training.

The pre-requisite to taking the CADS Level 1 course is **either** current CSIA / CASI Certification **OR** a 6 hours CSIA / CASI Training. The 6 hour Training is offered twice in December, but you need only attend only one. It is an all day session on the hill at Whistler Blackcomb.

## **3. What does the training cover?**

The training covers training on disabled skiing methodology, how to use adaptive equipment, and knowledge of different disabilities.

## **4. What is the youngest age a volunteer can be?**

You must be 16 years of age or older.

## **5. How good a skier/boarder do I have to be to teach with the program?**

You do not need to be an expert skier/rider. You should feel confident skiing or boarding down a blue run. You will need to be able to help balance and give support to your student, as well as keep yourself upright.

## **6. What if I only ski or snowboard or tele-mark?**

Since 96% of all our lessons are ski lessons, there is no problem with people who ski only. We do have several volunteers who telemark only, but you should feel comfortable on your tele skis to teach all ability levels. It is rare that we hire someone who snowboards only as a fulltime volunteer. We can still use you part time in the Ski and Scotiabank Learn to Ride Program, however, you would only be called on lessons you are suitable for (ex. snowboard lessons or taking a non-lead role in a beginner ski lesson if you exclusively snowboard). The most valuable volunteer is one that skis and snowboards. Whistler Blackcomb offers free lessons to any WASP volunteer so you are encouraged to become proficient in all domains.

## **7. If I don't ski or snowboard at all, how else can I get involved?**

The Whistler Adaptive Sports Program is a comprehensive, four seasons organization. We are always seeking volunteers for our five other programs – Adaptive Alpine Race Development, Nordic Skiing, Kayaking, Canoeing, Trail Rider/Hiking, and Hand-cycling/Biking. Other, non-sporting opportunities include volunteering for fundraising, marketing, administration support, amongst many other areas. Please email us at [info@whistleradaptive.com](mailto:info@whistleradaptive.com) or call 604-905-4493 to inquire on how to become involved with the Whistler Adaptive Sports Program.

## **8. What are fees are required?**

\$25 - CADS certification course

\$ 2 – WASP society membership fee

\$35 - DSABC/CADS membership fee

The \$25 for your CADS certification course gets you a nationally recognized certification. It includes a manual, instruction from qualified Level 3 Examiners, and a certification pin.

The \$2 WASP membership fee entitles you to updates, invitations to members events.

The \$35 fee is for your annual membership with DSABC and CADS. DSABC provides the liability insurance coverage for you while you are participating in any skiing or snowboarding activity associated with WASP or DSABC. You also get a newsletter (Snowdrift) telling you what else is happening around the province, and an open invitation to come participate in those events.

**9. Where else besides the local mountains is disabled skiing taught? Can I teach with those other programs also?**

There are many other ski areas in BC that offer Disabled Skiing programs, all supported by the Disabled Skier's Association of BC. If you are interested in teaching at another area, they would likely welcome your involvement, provided you are a current and certified member of CADS. There are links to all programs province-wide from the provincial website: [www.disabledskiingbc.com](http://www.disabledskiingbc.com)

**10. When is hiring done?**

Hiring is done in early November. We find out how many volunteers are returning and then hire new volunteers accordingly. You can apply online, via the Whistler Blackcomb website [www.whistlerblackcomb.com](http://www.whistlerblackcomb.com) You can schedule an interview online at <https://secure.whistlerblackcomb.com/ee/jobs.aspx>. The hiring decisions are made just before mountain

**The hiring fair this year, runs Nov.1-3, 2008 and final hiring decisions will generally be made by Nov.14, 2008. You can still contact the Whistler Adaptive Ski & Ride Program Supervisor up until Nov.20<sup>nd</sup>, 2008 to be considered for a volunteer position at 604-905-2071. Late hiring may be made for people with specialized skills or languages (such sign language, Spanish).**

**This year, the program runs from Nov.27, 2008 - April 26, 2009**

A Criminal Record Check will be required in order to teach a WASP: Ski and Scotiabank Learn to Ride Lesson. Please try to come to the interview with your completed Criminal Record Check, or even better, include a copy with your application. They must be submitted to WB before you can teach a lesson. Criminal record checks are generally provided free of charge, at local RCMP detachments, if you let them know you are a volunteer.

## **11. How many volunteers do you have and how many lessons do you deliver?**

We have approximately 100 volunteers that deliver over 1,000 lessons per year. We also have a staff of 9 paid Instructors who work with and train volunteers.

## **12. What kind of time commitment does volunteering involve and what do I get for it?**

The first commitment is that you get your CADS Level I certification. This means 3 full days of on-snow training and one (Friday) evening of classroom training. The on-snow training takes place at Whistler-Blackcomb in early December. If you already have your CSIA or CASI Level I certification, you need only come for two days of on-snow training.

### **CADS Level 1 Dates for 2008-2009:**

**CSIA/CASI Training: Dec 1 (full day) or Dec. 5, 2008 (full day)**

**CADS Level 1: Dec 1 (evening), Dec. 2&3, 2008 or Dec. 5 (evening), Dec. 6 & 7, 2008**

After you have achieved your CADS training, the minimum commitment for a **Full Time** volunteer is 24 days: 20 teaching days (on-hill with a student), during our 22 week season, 3 training days (CADS course) and 1 orientation night (**Nov.22, 2008 – 6:00pm-9:00pm**). Fulltime volunteers receive an unlimited season pass, in exchange for this commitment (equates to once a week).

We also offer a **Part Time** volunteer status which equates to 14 days: 10 teaching days, with a student, during our 22 week season (equates to once every 2 weeks), 3 training days (CADS course) and 1 orientation night (**Nov.22, 2008 6:00pm-9:00pm**). Part time volunteers receive a day ticket, for each day taught, in exchange for this commitment.

## **13. What if I miss the initial hiring and training, does an opportunity exist where I can come in later in the season.**

We may offer additional CADS training during the season (in early January) if we have a lot of attrition. Generally, we don't bring volunteers on during the season, unless they are already CADS certified. You can get your CADS certification at various local mountains during the season (Grouse, Seymour). You can log onto the Vancouver Snow Sports website to see a list of courses [www.vass.ca](http://www.vass.ca)

## **14. What if I already have my own pass?**

You can still volunteer for day tickets (each day taught is 1 ticket earned), which you can give to family or friends. You are not permitted to sell these tickets.

### **15. Am I considered an employee of Whistler Blackcomb or WASP?**

The Whistler Adaptive Sports Program partners with Whistler-Blackcomb to deliver the Ski and Scotiabank Learn to Ride Lessons. You are considered a member and volunteer for the Whistler Adaptive Sports Program, **and** volunteer employee of Whistler Blackcomb. You are expected to adhere to Whistler Blackcomb's policies and procedures, code of conduct and grooming standards. WASP also has its own policies and procedures, which you are expected to follow. These will be presented to you, during a 3 hour pre-season orientation session, which is mandatory to attend. This year, it is scheduled for Saturday **Nov.22, 2008 from 6:00pm – 9:00 pm** (details to follow).

### **16. Can I volunteer if I don't have a valid work permit/visa?**

Unfortunately, Whistler Blackcomb hiring policy is that no one can work or volunteer for the WASP: Ski and Scotiabank Learn to Ride Lessons, if they do not have a current work visa.

There are many other opportunities to volunteer with the Whistler Adaptive Sports Program if you currently do not have a valid work permit or visa. Given that there is no tangible (ie. Lift tickets or season's pass) benefit to volunteering with our Adaptive Alpine Race Development, Nordic Skiing, Kayaking, Hiking/Trail Rider, Hand-cycling/Biking or Canoeing Programs we welcome all volunteers.

Other, non-sporting opportunities include volunteering for fundraising, marketing, administration support, amongst many other areas. Please email us at [info@whistleradaptive.com](mailto:info@whistleradaptive.com) or call 604-905-4493 to inquire on how to become involved with the Whistler Adaptive Sports Program.

### **17. Do I have to do my days on a set day every week?**

No, we understand that people schedules are flexible and fluctuate, while others are static. You can sign up for any days in advance. You can do several days in a row, if you like. Just as long as you honor your seasonal commitment of 20 (fulltime) or 10 days (part time).

### **18. How do I sign up?**

The schedule is accessed online, through a "WASP Extranet". We ask you to look ahead 2 weeks and enter the days you can work. Once you sign up, you are expected to show up.

### **19. What is a typical day like?**

All WASP lessons are full day. You are expected to arrive ready (with all your gear) for the 8:30 morning meeting, in the WASP Office Boardroom. At the meeting you will be given your assignment for the day (Guest and other Instructors). You will be given a profile or past progress report on the Guest. You then meet the Guest in the Carleton Lodge check-in desk, no later than 9:00am. You accompany the Guest through the day, including lunch. The lesson ends at 3:00pm with drop-off back at the Carleton by 3:15pm. Should the lesson end early, due to fatigue on the Guest's part, you must still complete your shift requirements. After drop-off, you complete a student progress report in the WASP Office Boardroom.

### **20. Am I responsible for helping them go to the bathroom and administering medication?**

You are responsible for accompanying any Guest who needs assistance to the washroom. You are not responsible for performing any toileting with them. You are not responsible for administering medication. Should a Guest require toileting or medication, they must be accompanied by a care-giver.

### **21. What if I cannot make one of the teaching sessions?**

We expect 100% attendance from all instructors and students. However, on occasion situations arise making it necessary to miss a lesson. If this is the case, the Program Supervisor appreciates 48 hours advance notice so that an alternate instructor can be arranged.

### **22. What does CSIA/CASI have to do with CADS?**

The CADS teaching techniques are based on CSIA/CASI teaching methodology. Once we establish a basic understanding of CSIA/CASI methodology, we can modify the technique and use adaptive equipment, if necessary, according to a student's ability.

If you do not already have a CSIA or CASI certification, we encourage you to take the certification course. Your own skiing or boarding will improve, and your teaching skills, knowledge and confidence as an instructor will improve.

WASP offers a scholarship for volunteers interested in pursuing their CASI Certifications. Please contact [info@whistleradaptive.com](mailto:info@whistleradaptive.com) or call 604-905-4493 for the guidelines

### **23. How high do the CADS levels go and when can I get the next one?**

CADS Levels are: Level 1 (Basic General Level), Level 2 (Advanced General Level), Level 2a (Sit Ski Instructor), Level 3 (examiner), and Level 4 (Senior Examiner). You must have at least one year teaching at each level, before progressing to the next.

### **24. Can I shadow a lesson without a certification?**

At the moment, no. We are currently working out a policy on this.

### **25. I don't know anything about disabled people. Can I still teach?**

Yes, we will train you to work with different disabilities. You will be provided with information specific to the disability you are working with and you are also able to access the client profile, through the WASP extranet. You are encouraged to read all you can, prior to the lesson, about the nature of the disability. The best way to learn is to get out and do it! You can also have a look at [www.whistlerforthedisabled.com](http://www.whistlerforthedisabled.com) it is a terrific website that details all that Whistler has to offer for disabled people.

### **26. Where do the clients come from and what kind of disabilities do they have?**

Our program participants range from individuals who live within the Sea to Sky Corridor (Whistler, Squamish, Mt. Currie, Pemberton), to visitors from the Lower Mainland, all over BC, all over Canada, and many international travelers. They are children (we take ages 3 and up), teens, adults or seniors. They both male or female. They may have physical disabilities (amputation, paraplegic, quadriplegic, visually impaired, hearing impaired, MS, cerebral palsy etc.), have a developmental disability (autistic, ADD, downs syndrome etc.) or a cognitive disability. They may have suffered injury or been born with their disability.

Here is the breakdown for the previous season, of our guests:

- 60% of our Guests are new to the program
- 40% of our Guests are returning
- 58% have some sort of developmental/cognitive disability
- 42% have some sort of physical disability
- They take an average of 3.5 lessons per person
- 25% are brand new to the sport
- 55% are beginners
- 12% are intermediate
- 7% are advanced/expert
- 96% ski (of these 25% are sit skiers, 75% stand up)
- 4% snowboard
- 47% are children (3-12)
- 19% are youth (13-18)
- 33% are adult (+19)
- 15% of our lessons are "buddy" lessons
- Less than 1% are visually impaired
- Less than 1% are hearing impaired
- Less than 1% are 3 tracking (amputees)

Although the WASP: Ski and Scotiabank Learn to Ride Lessons are a fee for services program, we do offer bursary assistance to individuals who are not able to afford the lesson prices. We are committed to ensuring that skiing and snowboarding is accessible to everyone.

**27. How many students will I have?**

Our Ski and Scotiabank Learn to Ride Lessons usually match two instructors for one student. If they are sit-skiing, we generally send out 3 Instructors per student, depending on their level of mobility.

**28. Would I be sent out alone?**

No, our intent is to have any first year volunteer in a contributory role matched with a returning volunteer in the lead role. Once you are deemed proficient enough, you may take the lead role in a lesson. The only time you may be asked to be alone, is when you are accompanying the student in the mainstream WB Ski/Snowboard lesson as a "Buddy" (assistant) to a special needs child. In these cases, the Whistler-Blackcomb Ski or Snowboard School Instructor, always take the lead role.

**29. Do I have to have my own equipment?**

Yes, you are responsible for bringing your own equipment that meets current safety standards. Rentals can be provided free of charge for instructors, provided you are in uniform, with a nametag. These must be rented prior to the start of the morning meeting (start of your volunteer shift). We encourage you to wear a helmet. Conditions can be wet, so extra gloves and good weatherproof clothing is a must. We do have a water-resistant Gore-Tex jacket/pant uniform for your use while you are teaching, but you must wear your own insulating layers underneath.

**30. Do I have pay for my own lift tickets?**

On the day you are volunteering or when you are taking any WASP course, a lift ticket is provided for you, via your Full Time or Part Time pass (a day is loaded to get you up the mountain to teach).

**31. Do I provide my own transportation?**

Yes, you are responsible for your own transportation. Many volunteers have been able to work out a carpool.

### **32. What are the benefits of volunteering with WASP?**

- A nationally recognized certification
- A discounted rate on CSIA/CASI certification courses
- CASI Scholarship for WASP members/volunteers
- Free ski/board lessons and morning sessions for your own skill development
- An inexpensive skill development weekend at Whistler
- Earn lift tickets or season pass
- Discounts on retail gear
- Free rentals on the days you are working
- Lots of warm fuzzies
- Monthly social gatherings and special events
- Develop skills and experience working with individuals with a disability
- An opportunity to meet and work with a terrific bunch of people