



TRAINING POLICY

Aims

To be effective, training must meet the needs of Coaches, Assistant Coaches, Volunteers and skiers in relation to Midland Ski Club policies, procedures, priorities, organisation and workforce requirements. Midland Ski Club Training Policy is aimed at maximising Coaches, Assistant Coaches and Skiers resources and potential to ensure that:

1. Midland Ski Club is able to respond effectively to the environment within which it operates
2. Coaches, Assistant Coaches and Volunteers are equipped with the knowledge and skills to enable them to play a positive role in achieving the objectives of Midland Ski Club and to carry out their jobs to the required standard
3. Assistance is given with training and development in skiing

Strategy

In order to achieve its aims, Midland Ski Club is committed to providing relevant training for all Coaches, Assistant Coaches and Volunteers. Training needs will be identified through Succession Planning and an Annual Training Plan will be produced and monitored by the Workforce Development Co-ordinator. At an individual level, training and development needs will be identified through the appraisal process.

Meeting Training and Development Needs

Needs will be met through a variety of methods, including:

4. On the job training
5. In-house courses and briefings
6. External seminars and conferences
7. Coaching
8. Shadowing Coaches, Assistant Coaches and Volunteers
9. CPD courses
10. Coaching Courses
11. Volunteers Courses (i.e. Officials Courses, Club Secretary Course etc.)