

# Staff Training in the 21<sup>st</sup> Century

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Even though your staff training has been fine for the last 40 years, the Internet has added a new dimension of possibilities that can have an immediate impact on your counselors.

## Traditional Training's Restrictions

1. **Time** –limited to training when staff arrived, giving you a few days or a week to train.
2. **Location** – limited to being on-site. Training could not be done before arrival.
3. **Testing Workload** – if administering tests, had to mark by hand (time-consuming)

## Solutions

1. Use **online videos** to train your staff before they arrive for on-site training. Then they can arrive with a solid foundation of skills that you can build on *during* on-site training.
2. Also **test** them with online quizzes (auto-marked) to keep them accountable, know how much knowledge they're retaining, and have records for meeting accreditation standards.
3. International staff are also able to access the content and get acculturated to North American camp style sooner.

## Questions to Ask Yourself

1. If my staff were able to get a head start on training (learning 10 camp leadership skills) *before* arriving for on-site training, how much more prepared could they be by the time training is finished?
2. How will a better-equipped staff affect camper satisfaction, retention and number of injuries/liabilities?

**Expert Online Training** – <http://www.expertonlinetraining.com>

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