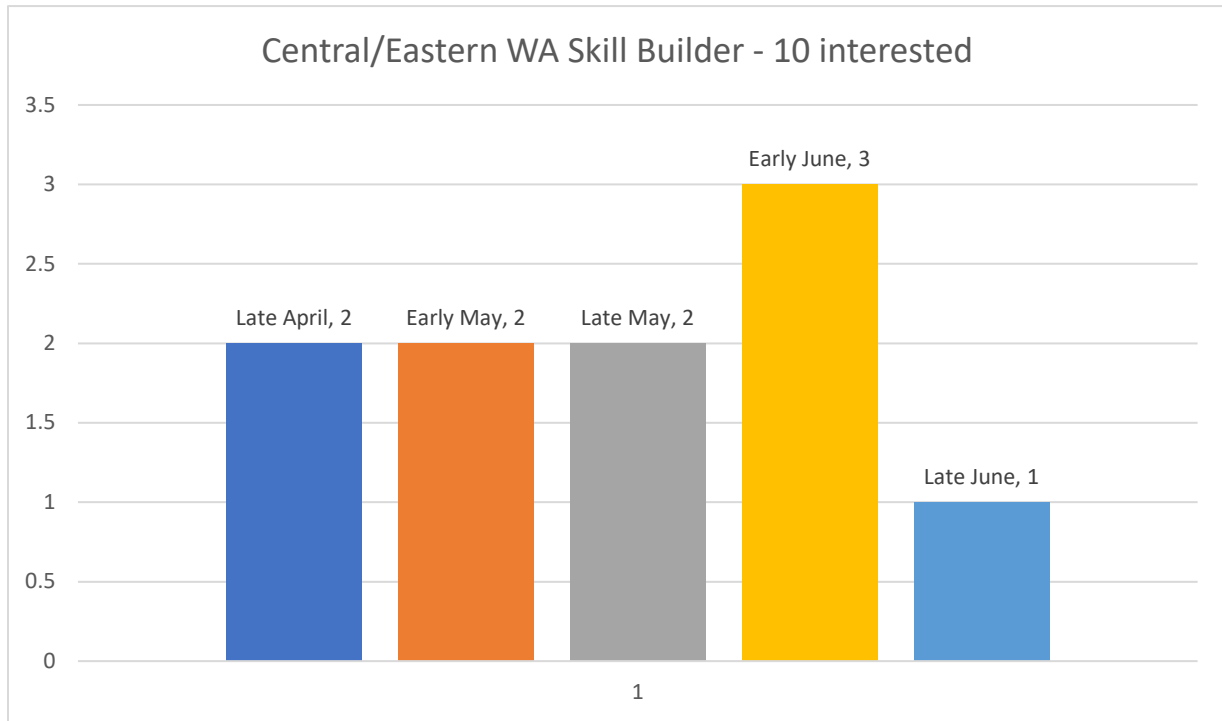


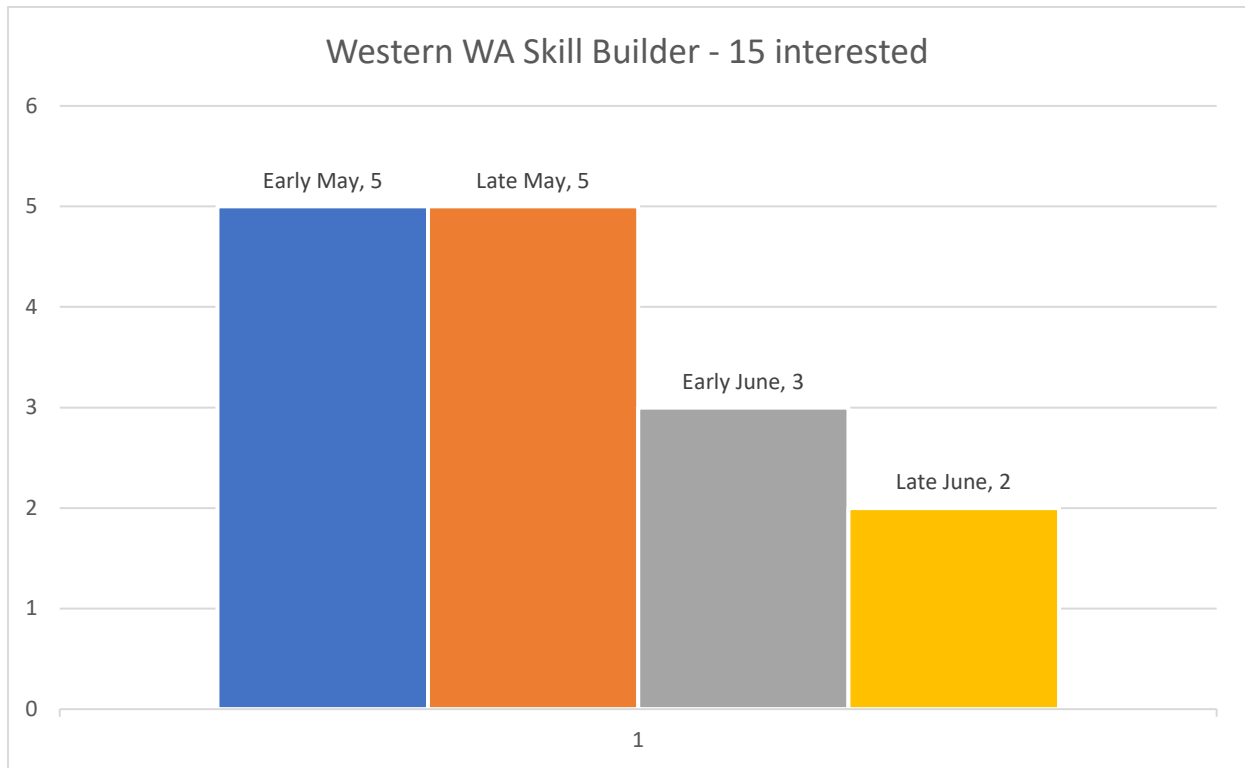
# 2023 Skill Builder

## Feedback from Network Survey, fall 2022



### Primary Challenges to attendance:

- "Goldendale, WA is a small city, 3,200 people approximately 70 miles to Yakima, or 100 miles from Vancouver and or the Tri Cities. Thus traveling more than 2 to 3 hours one way, makes it difficult to attend, especially if I am to bring staff with me, especially budget wise if we have to stay overnight
- Finding available time to be gone for a day or two, while insuring the swimming pool is properly staffed.
- Possibly have an Eastern Washington or Central WA skill builder; and then one on the ""west side""
- Guards are still in school and sporting activities
- Budget and timing. If it's during finals week, I wouldn't expect any of my student employees to go.
- Location. If it's not in the Spokane area then we won't be able to participate.
- 100% the availability of our seasonal staff and seasonal management. School's (both K-12 and Universities) are in session through early May and sometimes until mid-June making the scheduling of all seasonal staff/management difficult for all to attend.
- Travel
- We do not hire the lifeguards directly, we would have to get approval from the YMCA to send them (our contract partner)



**Primary Challenges to attendance:**

- Staff availability
- Budget cost & transportation
- decent speaker/trainer
- Getting staff involved and excited. Scheduling
- Cost and ability to get away
- Staff to cover while others are gone. I'd close facility if enough notice.
- staffing
- scheduling
- School and sports
- Finding enough coverage to keep the pool open while we take staff to the training.
- Pricing/budget constraints, staff availability.
- logistics, getting staff there and back
- timing of having our staff hired
- dates and times that allow for college age staff to attend

## **Feedback from those unable/uninterested in attending:**

### **Why did you answer “No” or “Indifferent”?**

- I work two jobs so taking a day off for this would be difficult
- We are a small Community; staff would have to travel and travel often does not work well with their schedule. We already meet as a team once a month for 3 hours and do both i water and out of water.
- We have a different training system that most (Y-USA) and we aren't seasonal
- Our difficulties with scheduling may make attending an event like this very challenging.
- Some staff find this training helpful, but more experienced staff struggle to find the value.
- i probably wouldn't send staff, just too difficult at that time of year. but i believe it is a good opportunity for training part-time staff.
- Usually these take place on the West side of the state, and it is hard to make one day worth the drive
- We have seasonal staff so we wont be participating, but I do not want to say no just because of that knowing there are year round pools in Washington
- For our city, we are a summer program only, so I don't have any lifeguards available to attend.
- Don't know enough about it and location that it takes place at would make a big difference as to whether or not I thought it was worthwhile
- timing is challenging for onboarding & training our team. if it's early, our team is not assembled/available yet. if it's later, we are focused on our own training

### **Would a different type of collaborative training opportunity be more helpful to you and your staff?**

- Virtual training
- lifeguard games/Olympics
- Unsure, we also have difficulty scheduling our own staff trainings.
- due to seasonal staff I am not sure if there would - potentially virtual aquatic leadership classes would be good
- Possibly?
- Not at this time
- supplemental training for non-guarding skills like leadership development could be very helpful, since the more technical skills can be more site-specific. Sometimes the soft skills like customer service, leadership, or professionalism are neglected in training because they aren't required, or training time is short, or administration doesn't feel qualified or equipped to teach them well.