

Review of New Recruit Training in 2021 and Plans for 2022

New Recruit Training for 2021

- The NRT Committee conducted the training for the recruits differently in 2021 than in any past year. This was partly due to COVID and partly due to frustration by the AGLs with the limited amount of training time.
- The main differences were:
 - No Kick-off-night was held
 - A detailed training outline was developed for the AGLs to use
 - The AGLs conducted all the pre-training trail training by individual Animal Group.
 - A series of web videos were used as part of the training
 - Spring Training consisted only of the training trail and a class on report writing.

New Recruit Training for 2021

- There were some issues with training this way. These mostly involved The AGL training sessions which were held either virtually or in person. Some of these issues were:
 - Difficulty in getting the group scheduled at a specific time
 - Some recruits failing to show up at a scheduled session
- There was some confusion on how the recruits were to order shirts and other items and also how they were to do the patrolling schedule survey. These issues were worked through but did cause some confusion.

New Recruit Training for 2021

- The Animal Group training sessions in general went well, both the ones conducted virtually and the ones held in person. This process gave the AGLs much more time to interact and train the recruits than in prior years. This added time allowed for more interactive discussion and more detailed training.
- Post Spring Training the AGLs conducted a lessons learned review. A number of minor issues were identified to include:
 - Map and Compass needs more structure
 - Encounter sessions on TT too close together
 - Role players not staying on script
 - LNT at end of TT (LNT is the basis for what we do on the trail and the groups should have that session prior to the other stations.)
 - Wilderness Boundary not on recruit map

New Recruit Training for 2021

- There were two issues we felt were of a more major concern. These were:
 - Scheduling of AG meetings
 - With up to 10 people and some of them still working finding a time everyone could meet was a challenge.
 - While we have some ideas on how to minimize this issue we believe it will always cause some problems
 - Need more social time
 - Need to make the recruits feel more a part of PWV
 - There are several ideas on how to address this issue:
 - A full Spring Training
 - Holding a KON
 - More social events outside of Spring Training

New Recruit Training for 2021

- In general the AGLs thought the training was very good but could have been better if PWV had a full Spring Training. We did learn some things that will allow us to do better in the future and there are still some issues we need to work.
- The training method we used in 2021 is very flexible and some form of it can be used other years if we have issues such as COVID.

Plans for New Recruit Training in 2022

- The recruit training prior to Spring Training would be much the same as in 2021 with the AGLs training their animal group separately, either by Zoom or face-to-face. The resumption of KON and a full Spring Training would be the major differences.

Plans for New Recruit Training in 2022

- The NRT plans to have a Kick-Off-Night
 - The KON will be different than in past years. KON will be reorganized to focus on introducing the recruits to PWV and the training process.
 - The night will be divided into two phases:
 - Group session of all recruits
 - Welcome
 - Training Process
 - Videos?
 - Animal Group Meetings:
 - Getting to know group
 - Training Schedule
 - Unit 1 of training outline
 - Answering Questions
 - Dinner Provided

Proposal for Spring Training in 2022

- We recommend going back to a full weekend for Spring Training. This will:
 - Help the recruits feel more a part of PWV by having more social interactions and getting to know more of our members.
 - Give opportunity for additional training such as first aid, LNT and map and compass.
 - Provide another social opportunity for existing PWV members to get together
- There are two changes to Spring Training we would like to propose:
 - Having eight animal groups for the new recruits. The training trail can only accommodate 8 groups in a day without running very late in the day. Having 8 groups will allow for the training of more recruits and for smaller groups.
 - Move the Recert training trail day to Sunday.
 - The Recerts would be done with the Training Trail by 1:00pm

Review of New Recruit Training in 2021 and Plans for 2022

- In Summary:
 - We believe the training in 2021 was good but could be better
 - The NRT Committee recommends bring back KON and a full Spring Training.
 - The next steps are to find Spring Training and KON Chairs.