

AUSTRALIAN PROFESSIONAL SNOWSPORT INSTRUCTORS

SnowPro



2023 End-of
Season **Reports**

2023 **Pass Results**

Alternatives & Backcountry

Achieving **certifications**
with a **positive** mindset

Getting the **most** out
of each **training** session

Overcoming **Fear**:
Confidence-Based
Progressions

2023 Post Season Edition



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2023POSTSEASONEDITION

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President's Report

JOSHUA HIMBURY



Many of the details of the operations and financials of the organisation are contained in the General Manager's, Treasurer's and the Technical Directors' reports. From a Board of Management perspective, we are excited to be able to share with you some updates that have occurred over 2023.

After a return to a close form of normality in 2022, 2023 brought with it some of the most difficult snow conditions that Australian resorts have ever seen. However, with a committed, resilient and supportive community of people from across the snowsports industry, the APSI was able to continue to provide the highest quality of accreditation and training for our members.





As discussed in the 2022 President's Report, the Board of Management hired Paul Lorenz as General Manager to bring stability and longevity to the organisation after a difficult pandemic-affected two years. We are proud and excited that this focus has been consistently achieved throughout the year, with Paul doing an *excellent* job of leading the office staff, technical directors and trainers. Not only has this meant that the quality of the products that the APSI produces have been at a high standard, but also it has been delivered with a fiscally responsible strategy that ensures the longevity of our organisation.

In June, the APSI held its Annual General Meeting in a hybrid format, with an in-person meeting in Hotham and opportunities to attend virtually via Microsoft Teams. At the AGM, Daryl Clapton was elected to the position of Treasurer after doing a great job of filling the casual vacancy left in 2022. Daryl has brought a level of expertise, scrutiny and wherewithal to the Board's strategic thinking, and has been a fantastic asset for the organisation. We were also excited to announce that Gemma McMillan and Sarah Lyster were reelected to the Ordinary Board Member position after their previous terms, with Chloe Merry filling the third Ordinary Board

Member position to begin her first term on the Board. Chloe also was elected to the Advancing Women in Snowsports Committee, and we are delighted to be able to work with all of these members going into the future!

The Board saw Jenna Shaw and Tina Burford officially step down from their positions. Jenna had sat on the Board for three years as an Ordinary Board Member and was instrumental in bringing a high level of scrutiny to all decisions. She was particularly impactful in helping establish the AWS Committee, which has only grown and *flourished* since, including an unconscious bias presentation at this year's trainers' coordination. *Thank you* Jenna for your service, and we look forward to seeing you on snow! Tina Burford was the ASAA representative on the Board for a number of years, but after accepting the role of VP and GM of Hotham, she had to step down from this position. Tina was an asset on the Board, and will continue to be as such wherever she plies her trade. Her candor, thoughtfulness and passion for the industry is second to none, and we are excited for Tina to continue to be involved with the APSI in conjunction with her new and exciting position. *Thank you* Tina! As a result, we are excited to welcome Danny Foster as the ASAA representative



on the Board. The APSI's relationship with the ASAA is becoming stronger each year, and after having the end of season meeting with the Board, Danny is passionate about continuing to build and grow this. Ben Jackson, as the Technical Directors' representative on the Board, is an invaluable asset in embodying the same sentiment to ensure that the TD's and the Technical Committees share information with the Board and vice versa so that informed decisions can be made.

At the beginning of 2023 we were saddened to see office staff member Eliza Hunter leave. In her time at the APSI she was an excellent member of the team, working well with Tiff Ingle and Paul Lorenz to ensure high quality delivery of APSI products. We wish Eliza well!

The APSI conducted a hiring process for the Office Administrator role, and were extremely excited to welcome Lisa Ingegneri to the team! Lisa has been involved in the industry for a number of years, and brings a high level of organisation combined with a creative flair that is exciting for all APSI products. Together with Tiff, who continues to thrive as the Member Services Officer, they are a fantastic team to be on the front line with our members.

It was an *exciting* time for the APSI over the 2022/23 northern hemisphere season, with the APSI returning to operations on the other side of the equator. Our Japan courses were once again offered, signaling a true return to pre-pandemic operations. We were also extremely well represented at Interski by our APSI National Team and all of



its supporters. The membership was extremely enthused and privileged to have this information shared at Trainers' Coordination in June, and also throughout all of the courses, education sessions and information distributed subsequently. As ever, Interski is an important event for the APSI to continue its recognition as part of the ISIA pathway, share our information and concepts developed in Australia, and learn from the best instructors in the world and subsequently incorporate this knowledge back into our own products. At the end of the day, the APSI exists for its membership and for the snowsports enthusiasts in Australia and around the world, and this commitment to learning and improvement is at the core of what we do.

A big thank you must go out to the Board of Management, Technical Directors and office staff of the APSI. I am excited to be a part of this team that not only is bringing stability, thought and care to our operations and products, but also continues to do this at the highest standard, all to benefit our members. It is an exciting time for the APSI, as we continue to provide consistent products with a high degree of expertise and care.

Finally, thank you to you, our membership! The APSI community is one that is *extremely* unique and special, and we treasure that we are able to work for you!

General Manager's Report

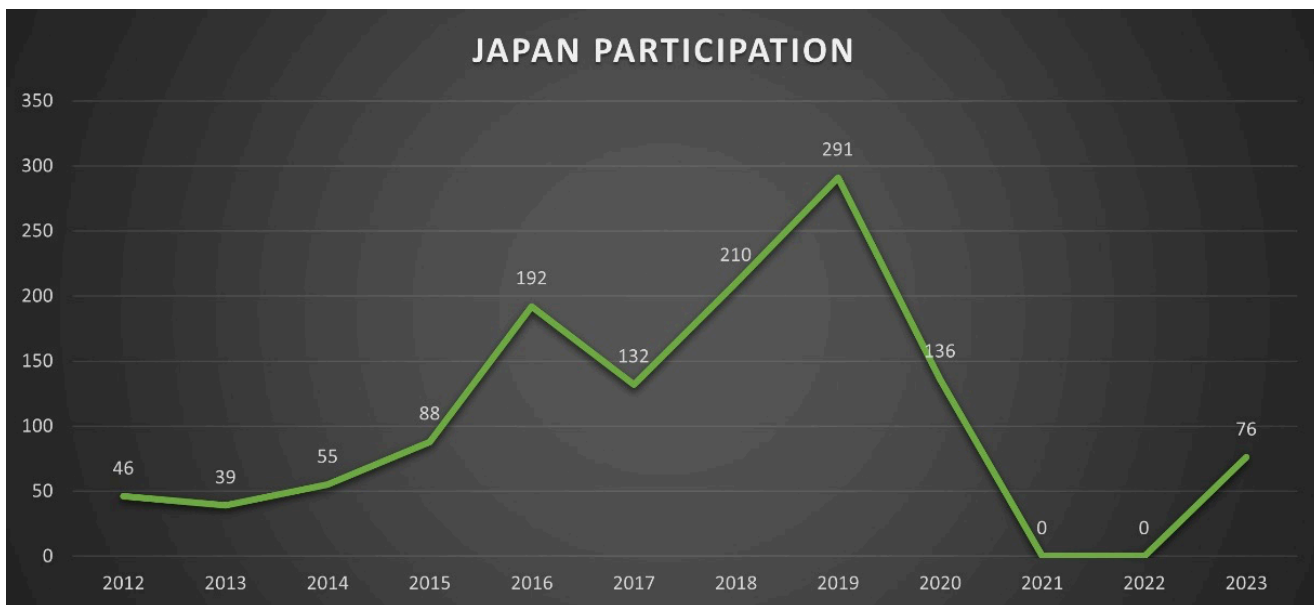
PAUL LORENZ

2023 WAS EVENTFUL YEAR TO SAY THE LEAST. I'M NOW EXCITED TO REFLECT AND SHARE AN OVERALL UPDATE.

Japan Operations

Japan operations resumed in 2023 after a brief pause through the COVID period. While it seems that COVID is a distant memory, demand for events in Japan along with APSI staff working locally in the Japanese schools has not yet returned to what it was. As a result, Snowboard and higher-level Alpine events required International Trainer travel to operate.

With the smaller number of potential participants, over 40% of our scheduled events ended up being cancelled due to insufficient numbers. However, I am pleased to report that the events the APSI did operate in Japan were a success and provided members with an opportunity to train/certify and local schools with more skilled staff



Number of all participants in Japan

2023
Pricing

Members

**may have noticed
a price increase this
year after many years of
unchanged event pricing.**

This increase was due to:

- Trainer wage cost increases which were last reviewed in 2019.
- Trainer travel/accommodation cost increases
- Stagnant pricing for more than a decade.

The Board took a considered and conservative approach to the 2023 Budget and used this as a guide to build a pricing model. Our goal was to minimise the pricing increase to those working in the

industry and employed by the resorts. COVID also saw many higher level staff and Trainers exit the industry which prompted the Board to consider incentivising higher level events by minimising the cost increase in these areas.





APSI National Team and Supporters on stage at Interski, Levi

While prices increased in 2023, expenditure was in line with budgeting and season forecasts were reasonably accurate. As such, the pricing increase was a necessary evil that was required in 2023. The Board is also assessing incremental increases in line with expense increases to ensure that a major price increase is not required again in the future.

Interski, Levi Finland

In March, 16 APSI National Team members and 26 supporters attended the Interski congress in Levi, Finland. Being my first time in the role of Head Coach provided a unique perspective. Understanding ALL stakeholders and how the benefits of Interski attendance are realised is very interesting.

Beyond the “bring backs” from the event (which most perceive is the only value), I learnt the effect that the concept of the National Team and Interski has on our industry. The opportunity to serve on

the APSI National Squad captured and inspired Australia’s top tier instructors. This was particularly important at a time when the top end of the industry was dwindling through COVID. The aspiration to serve on the APSI National team provided the motivation for many to not only stay in snowsports, but contribute to building new models and reviewing APSI approaches. The country was brought together by the squad of 40 which united our organisation when many were leaving. The inspiration that this experience provided not only saw discussion and forward thinking from this group, it produced inspired training from them in their resorts throughout the season.

Interski amplified this effect and seeing the individual team members rise to perform at the pinnacle event of our industry was incredible. I have skied and trained many of the team over the years



APSI National Team finishing an exhibition run at Interski, Levi

and the increase in skill and knowledge that the Interski event facilitated was outstanding.

The result is a new wave of inspired APSI Trainers, in-house trainers, instructors and colleagues that will move the organisation forward. Inspiration is a necessity for any industry and it's very hard to demonstrate a financial return in this area. However, I saw firsthand the fuelling of passion and inspiration that this group now carries beyond Interski. The beneficiaries of this experience and the inspiration it has created are the members in each resort that attend any form of training.

The more tangible benefits that you will see in the coming months include new discipline manuals that will contain new approaches to teaching, customer service and technique.

New Administrator

In February, we welcomed Lisa Ingegneri into the

role of APSI Administrator. Lisa has done a *terrific* job supporting staff and Board throughout the season. Lisa has also worked on a lot of projects that affect the member experience including the rebuild of the APSI website in May, social media & APSI newsletter management and the coordination of all 2023 Snowpros.

New Look Website

We were pleased to launch phase one of the APSI website overhaul in May. This first stage saw an update to the look of the website and a remap of all content. We achieved our aesthetic objective with new video and image parallaxing capabilities and design features. Lisa did a fantastic job creating a functional sitemap along with the addition of further information on all courses and events.

This reduced the number of questions/inquiries received by the office.



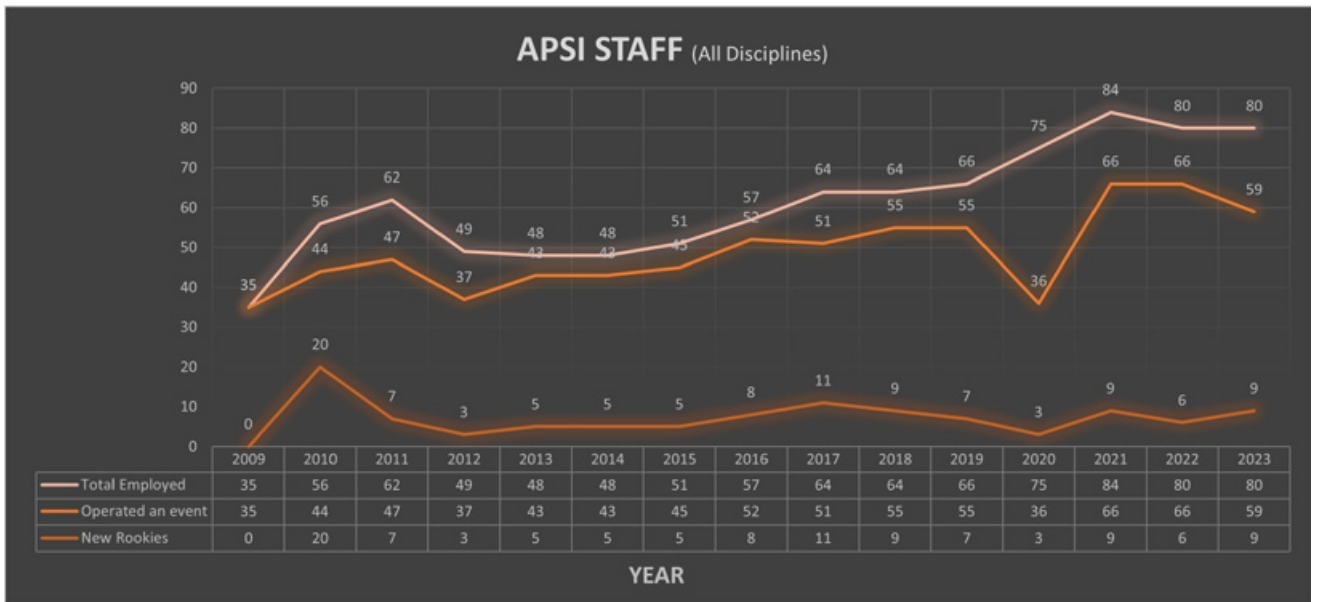
Alpine level 4 exam in Falls Creek, Australia

Phase two is to merge the MyAPSI portal area with the regular Navigation menu which will make all information accessible from any page of the site. Work has begun on this, and we look forward to this feature being fully functional in 2024.

APSI Staffing

In 2023, the APSI employed 80 Trainers across all disciplines (72 of which were returning staff). The APSI's employment of staff is unique in that we share our staff with the resorts. This is difficult for

all involved as the resorts suffer the loss of their top end instructors and/or manager when we schedule them on an APSI event. While the number of APSI Trainers seems significant, many of these Trainers are unable to acquire time off to operate an APSI event. This season, only 59 of our staff were available to operate an event. Below is a graph showing total APSI employees, number of staff that worked on an APSI event and number of Rookies:



APSI Staff numbers since 2009

With the increasing difficulty in securing Trainers to staff APSI events, we were very pleased to welcome 9 new

Trainers to our ranks in June including:

· Adaptive: Dean Sheppard (Mt. Hotham)

· Adaptive: Keith Jeffers (Thredbo)

· Alpine: Brad Leicester (Thredbo)

· Alpine: Brian Carpentier (Perisher)

· Alpine: Joshua Armstead (Thredbo)

· Alpine: Luca Pelligrinelli (Thredbo)

· Alpine: Michael Macris (Thredbo)

· Alpine: Ryan Kerr (Thredbo)

· Snowboard: Alessio Maritano (Falls Creek)

Operations

Demand for courses increased this season which is encouraging after the COVID affected years. However, APSI operations were significantly hindered by the snow conditions. Trainers Coordination, which sees the coming together and training of staff operated completely off snow. This has a significant effect on the quality of training provided to staff. The lack of snow caused further difficulty with Alpine and Snowboard Level 1 staff exams all requiring postponement to later weeks.

Once the snow fell, APSI events operated very well through July and August facilitating the demand for resort staff to continue training through the APSI pathway. The demand for level 1 retail courses is always overwhelming and we were again unable to meet this demand due to the lack of available Trainers.

The snow conditions played further *havoc* with end of season exams forcing the relocation, and in

some cases, rescheduling of events. However, I am very pleased to report that all Alpine and Snowboard EOS Exams operated, providing members with the opportunity to acquire a higher level of certification.

Unfortunately, the early closure of resorts in September *significantly* affected operations forcing the APSI to cancel many of the Alpine and Snowboard level 1 retail courses. Not only did this affect all members booked into these events, it saw the return of over \$94,000 in course fees. While the course overheads were not incurred, many of the APSI non-revenue earning expenses are factored into the income expected from these end of season events.

Despite the difficulties the snow provided, the feedback we received from members participating in events was positive and I am pleased to see that participation has returned post-covid.

What's the plan for Summer

Members often ask what we do in Summer and are surprised at the response. The *truth* is that all development and progression of our organisation happens in Summer. With winter operations overwhelming our teams, there is no time to build and create the resources required to support our events. Resources being website developments, curriculum reviews, update and production of teaching manuals & supporting documents, updating processes, reporting and financial strategy, equipment acquisition, staffing and HR processes, uniform maintenance, event calendar planning etc. A lot more goes into operating an APSI event than the Trainer arriving on day one and running a course. There is also the ongoing support offered to members working in the northern hemisphere. While the pace may be slower in Summer, there is a lot of work to be done in Summer and we still feel *very busy*.

A massive project that the APSI National Team and discipline Technical Committees will be undertaking is the review and update of all discipline manuals for release in 2024. In the lead up to Interski, these groups were already hard at work updating our approach and formulating our presentations. These approaches have now been tested and form the

backbone of many updates that are being worked on for the new manual.

We will again be operating events in Japan for members to train and upskill. The Calendar is live on the APSI website with limited spots available. While the number of events is small, *this also keeps us on our toes!*

Thank you

All in all, I am very pleased with APSI performance in 2023, particularly after the turbulent times previously experienced. I'd like to pass on my sincere thanks to all members for your support and motivation to participate in APSI events. It's your interest and passion for snowsports that drives our teams to make this organisation great!

I'd like to thank all the Australian resorts for their support and the provision of terrain, lift access and indoor facilities. Without the resorts, our courses could not operate in any form. I am very appreciative of their approach and the assistance they provide.

Lastly, I'd like to thank our passionate team of Trainers, devoted Technical Directors and enthusiastic Office staff. I am very proud of this team and what they achieve daily for our members and for our organisation. *Thank you!*

2023

BY THE NUMBERS

1524

Members

123

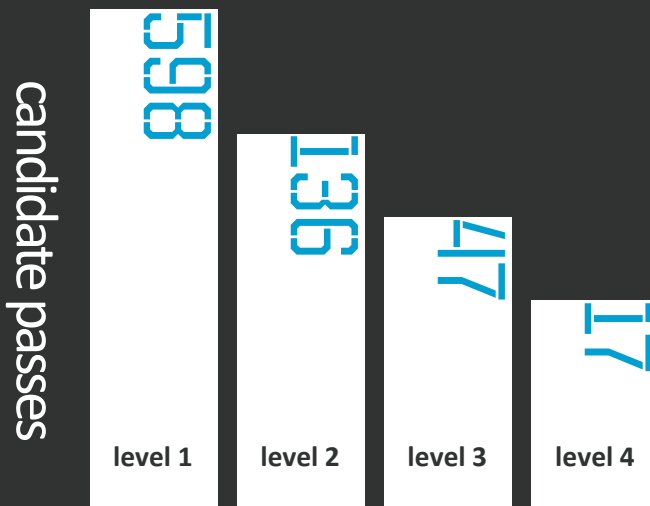
Events

72

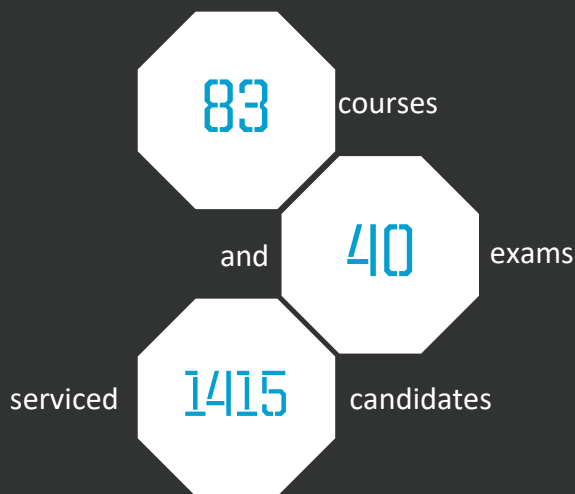
Returning trainers

8

New "rookie" trainers



*all disciplines 2023



3

AWS Scholarships awarded



FULL

Website rebuild



INTERSKI

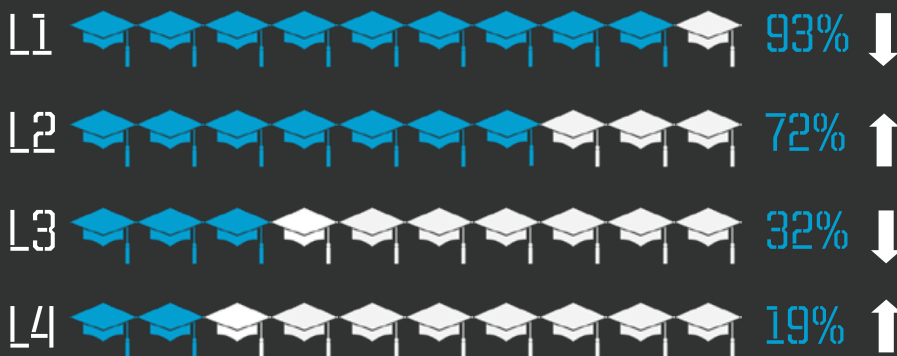
Resource library



6

Mentor/Mentee Pairs

exam pass rates*



*alpine exams 2023

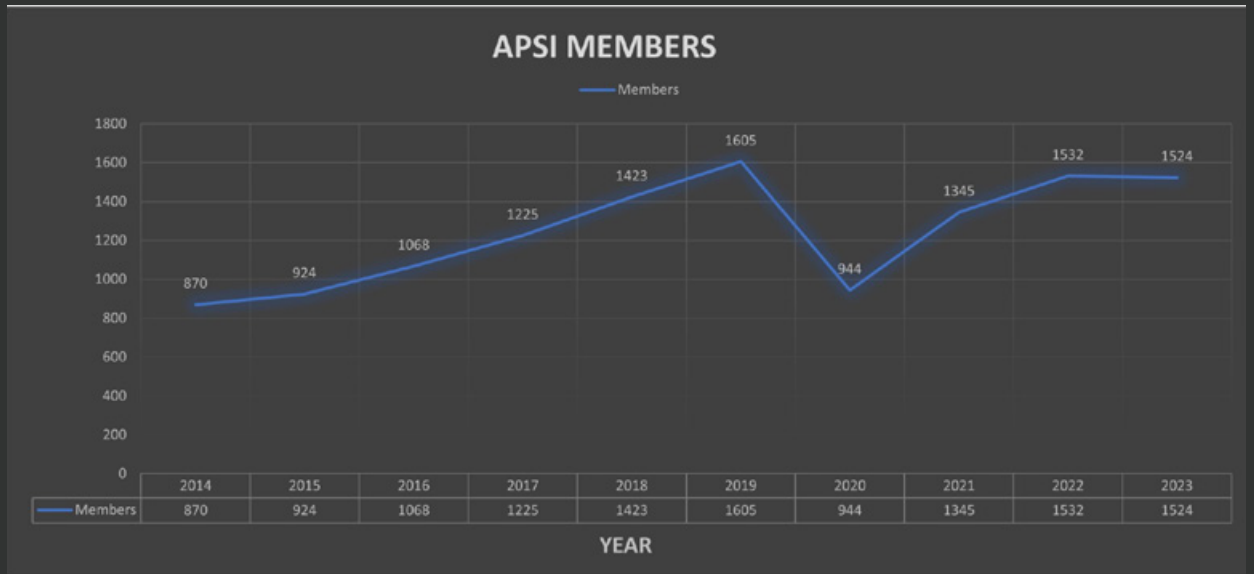
MANUAL REWRITE

SUMMER 2023/24

10 YEAR COMPARISON

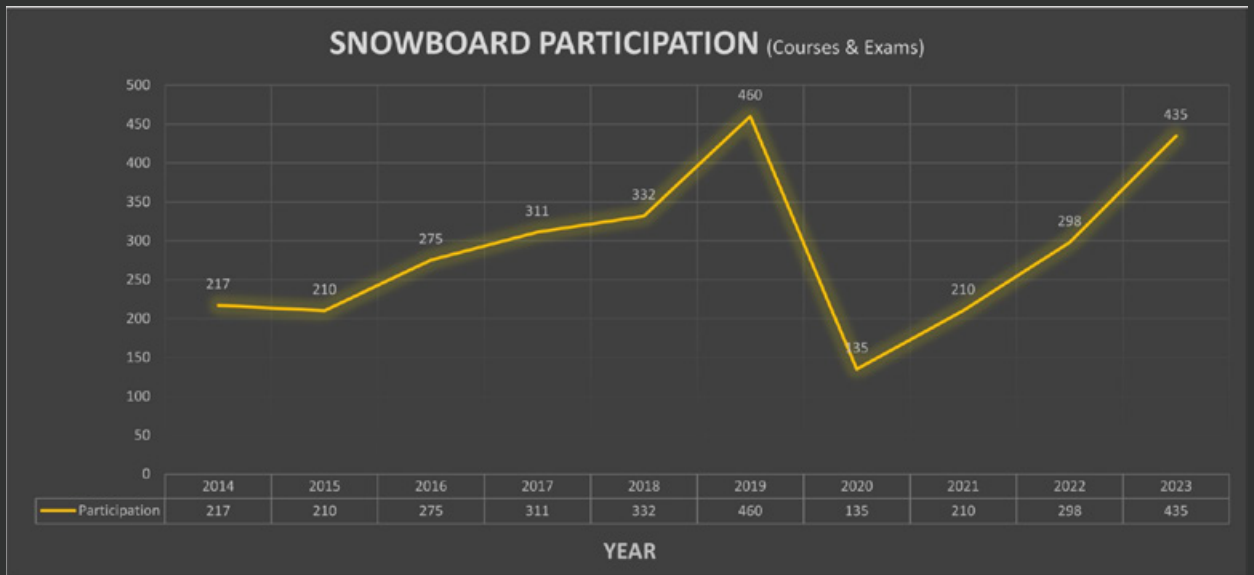
MEMBERSHIP

COMPARISON



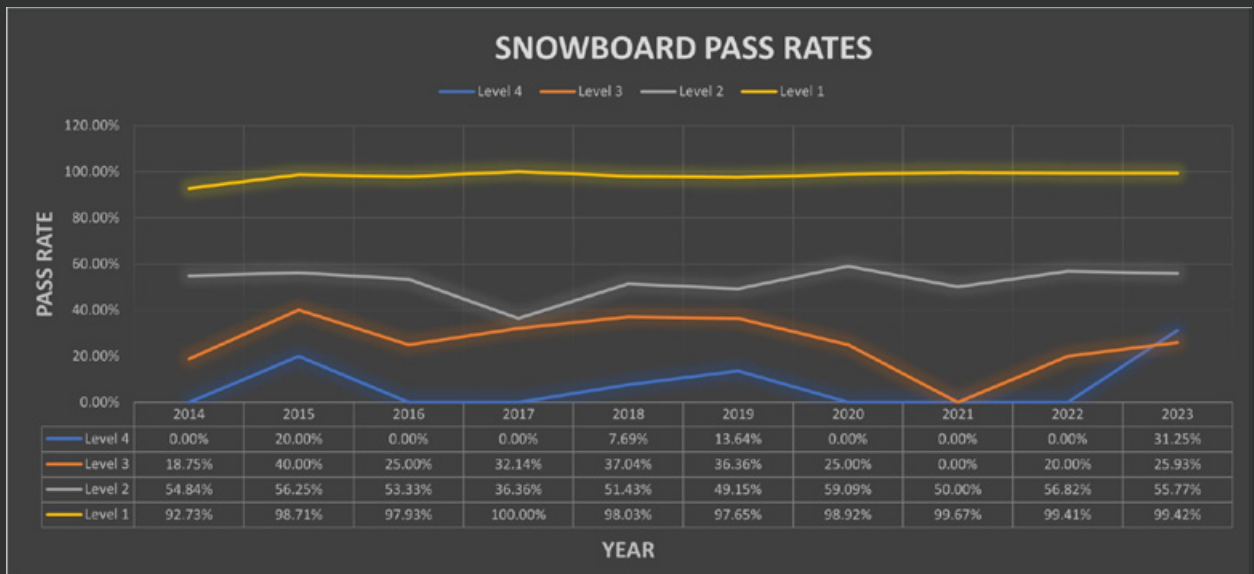
PARTICIPATION

SNOWBOARD



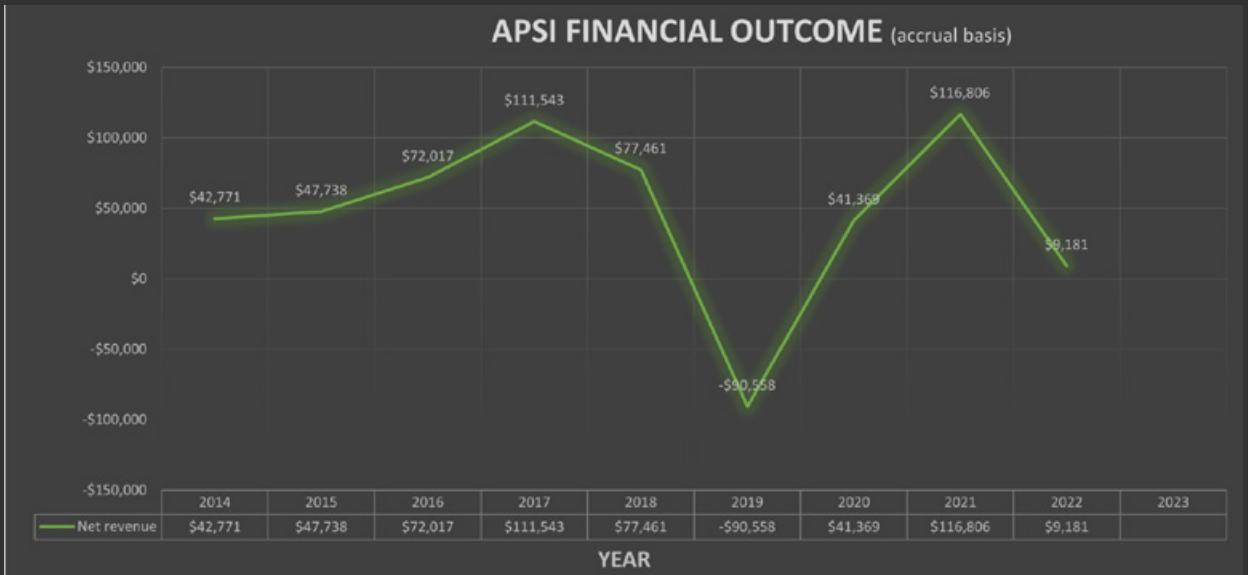
PASS RATE

SNOWBOARD

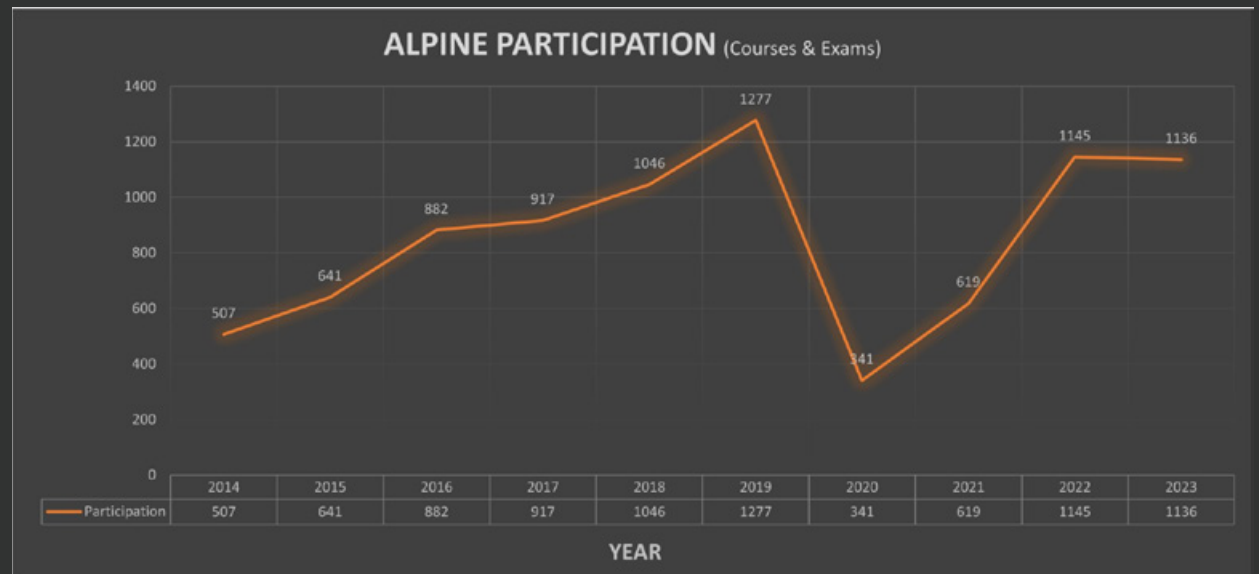


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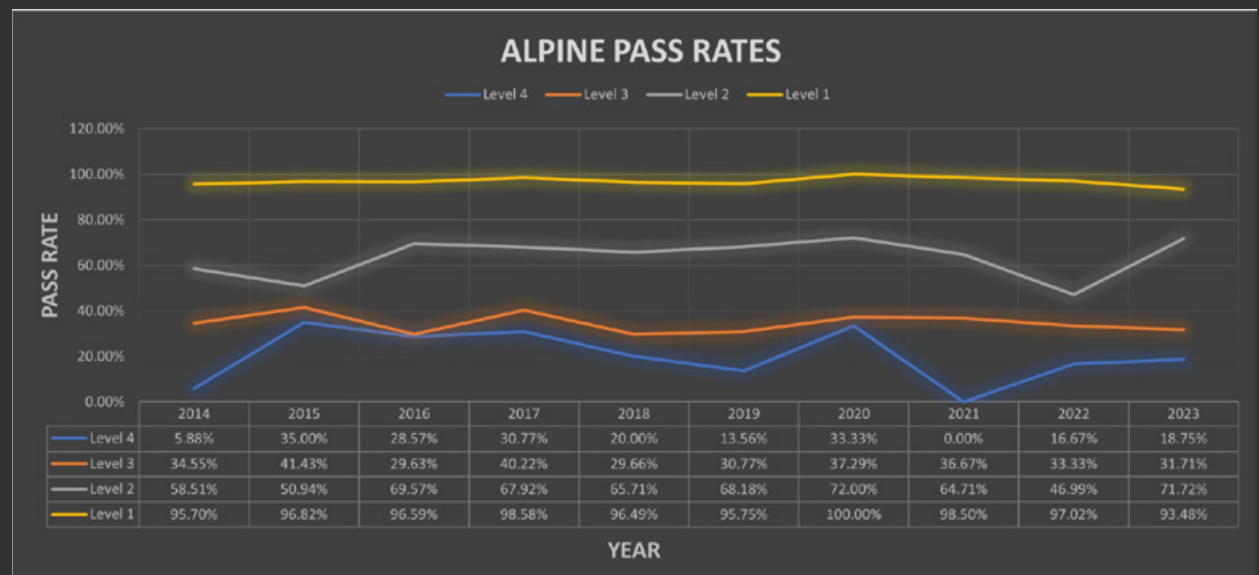
FINANCIAL OVERALL



PARTICIPATION ALPINE



PASS RATE ALPINE





Treasurer's Report

DARYL CLAPTON

Congratulations to all APSI members for getting through what was a very challenging season. High customer numbers and very poor snow conditions for the majority of the season made it an extremely tough year for members to get training courses and exams completed.

Unfortunately, with the early closure of all resorts this year and the cancellation or relocation of scheduled courses and exams many of our members were not able to complete their courses and exams.

Subsequently 84 APSI members have had their training course and exam fees refunded which has been both disappointing for the members but has also had an impact on the overall revenue of the APSI for the 2023 financial year of approx. \$95K. It's important to note that yearly budgeted expenses are spread across all events including these events that were cancelled. As such, we now expect to see a poorer Net performance than originally forecast. The APSI Profit & Loss (P&L) Statement for 2023 has reported a Net profit of **\$24,708.00** YTD which is based on Income from Sales of **\$1,048,112** with Expenses of **\$1,023,404**.

The major expenses incurred through 2023 include:

-
- Interski attendance
-
- Trainers Coordination
-
- Staff Wages & allowances
-

I am pleased to report that Interski and Trainers Coordination operated under the budgeted forecast. Wages also operated in line with forecasts.

The P&L statement period is based on the calendar year from 1 January 2023 to 29 November 2023 (Date of this report being written).

The following table provides an historical view of the APSI financial results for the same time period over the past 9 years.

It is anticipated that the final P&L result for the 2023 season will increase slightly due to membership sales and the operation of courses in Japan late December which will further increase sales revenue and Net Profit results.

The APSI is a not-for-profit organisation and our main focus is on delivering quality services, products and positive outcomes for all APSI members. In mid to late 2022 the board decided that a total review of the APSI budgetary policies and methods were required to be completed and implemented for the 2023 financial year due to cost of living pressures & inflationary costs to allow the APSI to be able to remain in a *positive* position to continue to deliver all our products and services.

The review covered all aspects of the APSI to address the following main areas:

- Trainer Wages and allowances

- Course and Exam Operating Expenses

- Administration and Business wages & expenses.

- Course fees

- Exam fees

- Memberships

- Interski Funding

- Manual review/rewrite Funding

The review of budgeting methods and the implementation of these changes has had a positive outcome to the operation of the APSI over the past 12 months. This has provided both management and the board with a more detailed and accurate analysis of the business to allow us to deliver services, content and products to all members at the most cost effective level.

As this report is being written in November 2023 the audited financial statement for the 2023 financial year will not be prepared until 2024 and will be available prior to the Annual General Meeting. Whilst this report is based on a year to date cash P&L, 2023 EOY Financial Statement is calculated on an accrual basis.



Level 4 exam participants enjoy their own personal off-piste run during the freeski assessment in Falls Creek

Alpine Report

ALPINE TECHNICAL
DIRECTOR – RICHARD JAMESON



As the Aussie snowsport season comes to a close and the mountains thaw out once more, it's a nice moment to reflect on the winter and the achievements we were able to accomplish together.

The APSI team would like to take this opportunity to *applaud* you all. For your diligent efforts in the certification and training arena, and more

significantly, for your dedication and passion in imparting the joy and expertise of gliding on snow to our valued resort guests. It was a true inspiration to work with some of you again this year and to help one another learn and grow in the sport and industry we are all so passionate about. Here's a brief recap from our Alpine team on winter 2023 and beyond: Even before the snow started to blanket our southern



The APSI National Alpine Team on a -28C training day at Interski Levi 2023



peaks, the APSI National Team headed north, above the arctic circle to Levi Finland to represent us all at the 2023 Interski congress. Their dedication to this event and one another was nothing short of spectacular, representing Australian skiing and ski instruction admirably and introducing our unique education materials and models to the rest of the world. These contributions not only elevated APSI's



APSI Trainer Duane Dinham helps a fantastic group of Level 1 candidates through their assessment day



Some of the best spring bumps in the country were had on ruined castle at Falls Creek for the National Level 4 exam.

status on the global stage but have also enriched the organization's Alpine philosophies which will contribute to our new curriculum and educational resources in years to come.

Interski provides a collaborative opportunity with organizations from around the world and has been a catalyst for growth and evolution in the APSI for many decades now. Levi 2023 gave our team the

opportunity to tune in with the latest trends and methodologies to ensure we remain at the forefront of snowsport education for our members and guests. We feel it highlighted our strengths as a versatile skiing and teaching system that gets tangible outcomes quickly. And gave us some opportunities to grow by strengthening our demonstrating and attention to current teaching philosophies and working with people.

It's not just attending the Interski event that produces benefit to our organization. The preparation work together as a team can be just as valuable. One of the highlights of APSI's participation at Interski was the introduction of our new customer service model, suitably named the CARE model. This innovative



APSI Customer Service Model

approach was meticulously developed by the APSI team in the lead up, to provide instructors with a tangible guide for delivering outstanding guest service. Generated from the team's lifetime of service giving, the model emphasizes the importance of

genuine CARE for our guests and their experience, ultimately aiming to convert them into lifelong snowsport enthusiasts just like all of us.

Click here to learn more:

<https://www.apsi.net.au/interski23/>



There was a lot of walking up and down the slope of Thredbo to start the level 1 courses this season



Strengthening International connections and networking is all part of the event. USA Alpine Coach Michael Rogan catches up with Australian Alpine Coach Richard Jameson



Level 2 and 3 candidates sitting APSI theory exams in Hanazono



Congrats to some successful Niseko Level 2 exam candidates.

Back on home soil, the 2023 Australian season presented its own set of challenges, with snow at low tide for most of the winter and unpredictable weather which impacted our resort operations and visitation numbers. Despite these adversities, instructors across the country demonstrated their unwavering commitment to training and certification. Congratulations are in order for all members who achieved their certification goals this year. A special recognition must go to the 12 new members who obtained their level 4 full certification, marking a significant milestone in their snowsport careers.

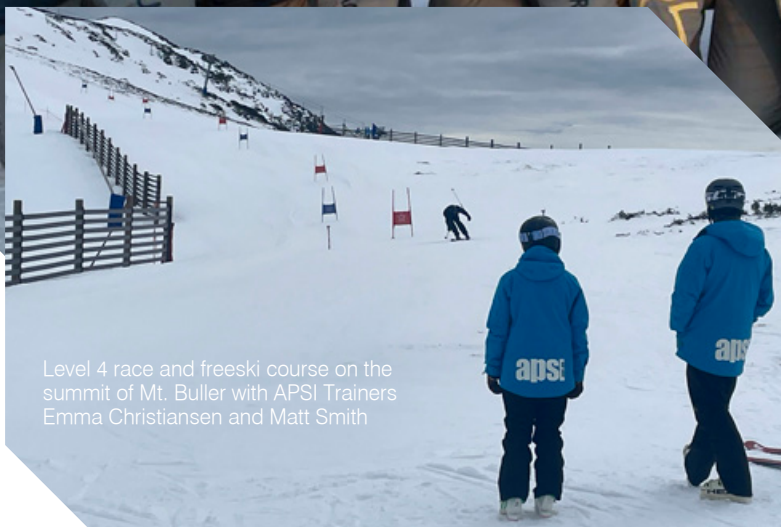
Level 2 exam teaching groups in Falls Creek



Aussies and Kiwis unite for an ANZAC gathering on the slopes of Hanazono, Japan as APSI and NZSIA conducted exams on the same slopes



2023 APSI National Team at Interski Levi, Finland



Level 4 race and freeski course on the summit of Mt. Buller with APSI Trainers Emma Christiansen and Matt Smith



Additionally, the Level 2 alpine instructors who set record pass rates which reached a decade high, setting the stage for more of our instructors to continue their journey towards levels 3 and 4 in the years ahead.

Embracing the wave of freshly certified Level 1 instructors into the APSI and the dynamic world of snowsports is always a highlight to the season. Over the course of the year, we successfully conducted Level 1 courses and assessments catering to resort staff and retail groups across all of our major ski areas. It is our sincere hope that our newest members to the APSI had a fun time whilst gaining

valuable insights from their education, fostering both personal and professional growth. We trust that obtaining the Level 1 certification and delving into teaching this year has been a rewarding experience for those working in the snowsport schools. And for our retail course participants, we hope it has opened a promising pathway, offering an opportunity to apply for a ski instructor position in the coming years. It's truly a *fantastic* role, and we hope each of you has the chance to personally experience it firsthand. As some of our APSI members head north for our summer season, many are returning to the international schools in Japan, as demand for



their expertise continues to grow post pandemic. Our organization remains committed to facilitating education and certification programs for this large group of members and is hard at work collaborating with the schools to draft a calendar of APSI events for the summer. Head to the APSI website to see where you can get involved this northern season with instructor training courses, certification, and professional development events.

Exciting times also lie ahead in the education resource space for APSI as our Alpine Teams work hard to create new products for all instructors to

use next season. Keep an eye out for the eagerly anticipated release of a new Alpine Teaching Manual, which promises to incorporate the latest material, models, and technologies for a more interactive and enriching educational experience.

We hope you all have a *wonderful* summer or winter and I look forward to seeing you all in the mountains again *soon*.

Snowboard Report



SNOWBOARD
TECHNICAL DIRECTOR –
KYLIE DWYER



Snowboard Level Four course, Mt Buller

G'Day readers! I want to begin this year's report with a massive shout-out to the Snowboard Training team! In a season where we saw high business levels in the resorts, increased interest in APSI education and challenging snow conditions, the amount of adaptability and professionalism this team showed throughout the season was truly admirable!

I am *proud* to say thank you to this growing Snowboard Training team that is quickly becoming cohesive and, simply put, a lovely group of genuine people. A special thank you needs to go out to Oscar and Jon for their hard work during the season, especially during the end-of-season exam period.



Successful Snowboard Level Four recipients (L-R) Matt Davey, Simon Gardner with Examiners (L-R) Jon Steel, Oscar Alston



Welcome Rookie Trainer Alessio Maritano to the APSI Snowboard Training Team



Snowboard Level Three exam, ready to drop into the Freerun task, Thredbo



APSI National Team Snowboard members Kylie Dwyer and Jon Steel attend (SBINZ) New Zealand's on-snow workshop at Interski

In training team news, we welcomed one Rookie Trainer, Alessio Maritano, from Falls Creek, and we had 12 Snowboard Trainers promoted through the Trainer pathway as season 2023 progressed. A big thank you to Adam Federico, who came back to assist us with the end-of-season exams; it was great to have Adam on board again.

The 2023 Australian season began with Trainers Coordination at Mt. Hotham. Trainers Coordination

is an event at the beginning of each season where Trainers throughout the country come together for training and collaboration. Unfortunately, we were not able to be on snow for this event due to low snow levels in June; however, the team were able to achieve much indoors.

Following on, our usual staff level one exam kicked off at all the major resorts, certifying new instructors before the School Holidays. Following



APSI National Team Snowboard members presenting their on-snow workshop at Interski



The APSI National Team Snowboard members with our Trans-Tasman friends from (SBINZ) New Zealand at Interski



the School Holidays, our usual complement of Level 1, Level 2, Level 3 and Level 4 courses began with increased participation among most course products compared to 2022. Oscar Alston ran our Professional Development Freestyle/Freeride program again. This year, we bundled the NSW course to include an afternoon at the NSTC Airbag. Adding this afternoon was beneficial, and we will continue this

next year. Jon Steel ran a popular Carving and SBX clinic at Mt. Hotham as part of the Professional Development program and Winter Week. This clinic was well attended, and we will continue to put this in the Professional Development program.

Exams, early and end of the season, were well attended, with a 23% increase in participation among levels 2, 3 and 4. Exam pass rates at Levels



Snowboard Level One course, Perisher

2 and 3 remained steady compared to 2022; level 4 pass rate increased significantly. I want to take this moment to offer a *HUGE CONGRATULATIONS* to Josh Burrough (Thredbo), Josh Danet (Thredbo), Matt Davey (Mt. Hotham), Tzu-Yang (Brian) Yuan (ex. Falls Creek) and Simon Gardner (Thredbo) for successfully passing their APSI Level 4 Snowboard certification this year! Level 4 certification in any discipline is a massive achievement, and you all can be very *proud* of your hard work and perseverance to achieve this.

The APSI National Team, Snowboard members Jon Steel, Jason Clausen and I represented our organisation to a highly commendable level during the international Interski event in Finland in March



APSI National Team Snowboard members Kylie Dwyer and Jon Steel attend (SBINZ) New Zealand's on-snow workshop at Interski



PSI National Team member Jon Steel attending "Body Torsion Carving" workshop at Interski, led by the Austrian National Team

Kylie Dwyer, Jon Steel, Perisher, Perisher season (very wet) exam, Hotham



2023 APSI Snowboard Training Team and In-house Trainers collaborating for the season at the 2023 Trainers Coordination

2023 POSTSEASON EDITION

2023. With the short lead-up time to prepare, having only selected the whole team in August 2022, I was overly impressed with the time and commitment the Snowboard Team dedicated to coming together for preparations. The camaraderie amongst the snowboard teams worldwide at this event is worth mentioning. Interski encourages knowledge-sharing among counties, and all snowboard teams that attended this event were highly open and curious about each other's systems. APSI Snowboard continues to hold a highly regarded position among our international peers.

Sneak peek of the experience at Interski from a Snowboard perspective



APSI SNOWPRO



During and after the Interski event, the Snowboard

Team achieved the following:

- Attended on-snow workshops and indoor presentations from Switzerland, Argentina, Austria, the UK, Finland, the USA, Germany, New Zealand, Spain, and Canada.
- Produced nine articles/multimedia reports on an experience at Interski. See the entire library of APSI National Team reports here: <https://www.apsi.net.au/interski23/>
- Delivered two on-snow workshops and two indoor presentations; one was a cross-discipline collaborative effort. A variety of countries attended all clinics.
- Ran education sessions during Winter Week and Spring Sessions.
- Participated in the narrated technical demonstrations and the opening ceremony, night shows, and closing ceremony demonstration runs.
- Continued to be active role models in the Snowsports Industry.



Snowboard Level
One course, Mt Hotham

APSI Snowboarding is still working effortlessly on building a larger pool of trainers at all levels, especially the higher levels and across all resorts. The Snowboard Technical Committee continually reviews the certification process and course content to ensure our products stay relevant and up to date with what our resorts need and developments on the international stage. Current projects on the Snowboard scope include:

- APSI Snowboard Teaching Manual review
- Continued development of the APSI App
- Continued development of E-Learning

Thank you to our members who participated in any course or exam this year! The Snowboard Team will always stand by you to assist you in achieving your goals. Please say hi anytime and reach out if there are any ideas or new concepts for our consideration.

Thank you to the Resorts who hosted us this year, the entire APSI office staff, my fellow Technical Directors, the APSI Board and my incredible team of Trainers! I wish you all a fantastic summer/winter, safe travels, and a world of adventures! *See you in the snow!*



TELEMARK
TECHNICAL DIRECTOR
- BEN JACKSON

The build up to season 2023 was exciting with both Telemark trainers having returned from Interski. It was great to have been inspired by attending this event and sharing with Telemark organisations. Despite the marginal conditions this year Telemark had a good season and feedback from participants was positive.

Telemark Report



2023 POSTSEASON EDITION

APSI SNOWPRO



Pre- Season and Trainers Coordination

Trainers Coordination was conducted at Hotham early season. This was a great opportunity to spend time with Chris Lewczynski post Interski reviewing course content. New information gathered from Interski has been incorporated into our Level 1 course. Unfortunately, there was no chance to get on snow due to no terrain being available. Even though it is always nice to get on snow early season this did not hamper preparations for the season.

Courses and Exams

During the season, 22 candidates participated in courses and 3 attended Level 2 exams. This was very similar to 2022 with 24 participants. It was good to see similar numbers over the last 2 years and stronger than a poor 2021 with only 13 participants. Telemark can hopefully build back up to towards the better years like 2019, which also included operations in Japan with 43 participants.



- June - Perisher Level 1 Course with 4 participants and 100% pass rate.

- July - Mt Hotham Level 1 Course with 6 participants and 100% pass rate.

- July – Perisher Level 2 Course with 6 participants.

- September - Perisher Level 1 Course with 6 participants and 100% pass rate.

- September - Perisher Level 2 Exam with 3 participants and 100% pass rate including a successful resit in freeskiing.

- September – Perisher Spring Sessions with 2 participants.

A level 4 Course was planned in August involving 2 candidates but unfortunately due to injury of one of the candidates it was cancelled this season. Hopefully better luck for next season. It is important that these candidates work towards this qualification as it will give them the opportunity to become APSI trainers, this will also increase diversity of Telemark staff.

Summer Projects

Over summer the plan is to work on the manual rewrite. Over the last two years during National Team training good quality photos and video has been compiled. The main objective will be the simple presentation of teaching progressions, corrective exercises and addressing common problems. This project will help line up better with what is covered in Telemark courses.

Thank you to all members that participated in courses and exams this season. I had great fun with all involved. Hope to see you all next season for training days or the next level up. It was also great to see so many instructors and Telemarkers socialising and training Tele Tuesdays during Perisher night skiing. Well done to you all spreading Telemark! Have a fantastic summer or winter and festive season.

Nordic Report



NORDIC
 TECHNICAL DIRECTOR -
 ZAC ZAHARIAS



Successful candidates
at the All-levels Nordic
Exam, Falls Creek 27
Aug 23

Overview

Overall, there was a 36% reduction on participation in courses and exams for Nordic during the 2023 winter season. Notwithstanding the drop in course and exam participation, results were pleasing particularly with two Level 3 participants and our first level 4 certification since 2018.

The Australian Defence Force Nordic Ski and Biathlon Association (ADFNBA) has been a strong supporter of Nordic instruction with 6 candidates completing courses and exams this year. Teaching instructors for biathlon is a growing area for APSI.

Course / Exam	2022
Level 1	18
Level 2	2
Combined Level 1-2	0
Level 2 Exam	3
Level 3	2
Level 3 Exam	1
Level 4 – Registered	1
Level 4 - Completed	1
Total	28

Total participation on courses and exams in 2023 is shown in the table below:

Course and Exam locations

Courses and exams by level were run in the following locations:

· Falls Creek. Level 1 course and combined Level 2 and level 3 Exam.

· Mt Buller. Level 1.

· Perisher. One Level 1 course and one combined Level 2 and 3 course.

Unfortunately, the Level 1 Course at Lake Mountain at the end of May was cancelled due to poor snow. While efforts were made to reschedule the course, it was not possible to settle on an alternate date.

Exams

Level 1 exams are embedded into the Level 1 Certification. Three candidates successfully completed their Level 2 exam with one candidate passing her Level 3 Exam.

Nordic Trainers

Seven trainers were appointed this season, three in Victoria and four in NSW. There has been ongoing work over the last few years to bring new trainers onto the technical committee. This renewal will continue into 2024.

National Team

Trainers Zac Zaharias (TD) and Jane Scheer (Level 4) participated in the Interski Event in Levi in March 2023. A report on Nordic's experience and learnings were covered in the last edition of SnowPro. Of note, the Nordic workshop was filmed by the Levi hosts and played in the background at the Closing Function.

The Nordic members of national team also raised \$ 833 from high performance waxing during Interschools in 2023 and this was donated to APSI towards Interski 2027.

Nordic Skills Manual

The 2017 Manual was updated and released in June 2022. The next iteration of the Manual will be part of the APSI all discipline Manual rewrite over the next 8 months.

Recalls, recertification and Instructor Professional Development

Unfortunately, no Nordic recalls and recertifications were run this season due to insufficient numbers.

Spring Sessions

Due to poor snow conditions and only one sign-up, the Nordic spring session was not conducted.

Snow Australia High Performance Workshop

Snow Australia conducted two High-performance Coaching workshop delivered by the National Nordic Coach Alexi Stoskov. A workshop was conducted in Victoria and NSW. They were attended by four APSI Trainers and two other APSI Instructors. This workshop was invaluable as it gave our Nordic trainers with the latest high-performance techniques.

Conclusion

Overall, 2023 was a busy and *successful* year for Nordic with a lot accomplished. This could not have been done without the hard work of the Technical Committee and APSI Trainers. A special thanks to the hard-working staff in the APSI Office – Tiff Ingle, Lisa Ingegneri and Paul Lorenz. They have been enthusiastic and incredibly responsive to all our needs.

Adaptive Report

ADAPTIVE
TECHNICAL DIRECTOR –
TOM HODGES

2023 saw the APSI Adaptive team continue to foster the ongoing evolution of the Australian adaptive snowsports landscape and build engagement in the pathway resulting in the largest numbers in courses and exams since my time as Technical Director.





If this was the only achievement, I would be *incredibly* proud of our team and celebrate a successful season, but the passion, energy and enthusiasm of all Adaptive in-house trainers, APSI staff, candidates, and instructors out in the field meant we were able to achieve so much more, and

the APSI Adaptive certification system is stronger, deeper and in a positive place.

The year started in Levi Finland for APSI Adaptive's second appearance at the Interski Congress. Lots has been written around this event with perspectives from all angles shared online,



on the APSI Interski Webisodes, in workshops, at spring sessions and in the Interski edition of the SnowPro. From my perspective the continued representation of adaptive snowsports at Interski proved to be a resounding success. Sharing this time with APSI teammates and supporters was a personal highlight, but also representing the whole of the APSI alongside the four other disciplines showed our strength as a system and highlighted how aligned our teaching approach is across the disciplines. Together we presented to the world of snowsports how inclusive, supportive and adaptive APSI instructors can be, and the world certainly sat up and took notice.

Taking that momentum into the Australia winter started off by welcoming (or welcoming back) new staff members to the APSI training team; APSI Life Member and Hotham Adaptive in-house Dean Sheppard, along with Thredbo in-house trainer Keith Jeffers to the team at Trainers Coordination. New In-house trainers Bruce Clark (Perisher), Lindal Page (Hotham), and Tristan Armstrong (Hotham) were also welcomed into the Adaptive system, nurturing talent within our own ranks and ensuring a continuous cycle of learning, growth and improvement. As our system grows and training demand grows with it, we need to continue to build our in-house teams and APSI trainers to suit. As such this is an open invite to reach out to me about training opportunities and if you have the skills, experience, knowledge and availability, apply for Rookie selection in 2024.

APSI adaptive courses saw a change in delivery format for Level One candidates in 2023. Formally a two-day APSI product this was changed to the first day being delivered in house, with the second day being run by the APSI. This change in the delivery was embraced by all ski schools and contributed significantly to course engagement at this level.

FOR YEARS Mt Buller has been asking for more Adaptive training from the APSI, and finally we were able to deliver in 2023. The facilities and equipment there were great to experience firsthand, but for me the highlight was getting to spend time with the dedicated, passionate and skilled instructors that





were on course with me. A focus for 2024 will be to re-engage those candidates to continue training, building an in-house training base at Buller, as well as to continue engagement at large with Buller Snowsports School.

Another step in the right direction for APSI Adaptive, was the delivery of an Adaptive Level Two course at Thredbo, where candidates got to learn hands on about how adaptive equipment can assist a person with a disability to learn to ski and ride on snow. With a big focus on progressions and exercises for common problems, this was a significant milestone in the discipline as we

continued to raise the bar in terms of the level of expertise and knowledge our candidates can attain. A focus for 2024 will be to continue this training and empower these candidates and more to sit their Adaptive Level 2 exam.

Despite our numerous successes this year, we also faced challenges, including course cancellations due to unpredictable snow conditions and courses where candidates were unable to commit due to other training opportunities or timing conflict with other APSI courses. We understand training can be difficult to squeeze into an already short season, especially for those training in a second discipline, so appreciate the understanding and flexibility of Adaptive candidates.



I want to thank and acknowledge Disabled Wintersports Australia (DWA) for their ongoing support of the APSI. DWA remains a critical partner for the resort's adaptive guests and of APSI Adaptive course delivery. I want to encourage APSI instructors to get to know your local DWA resort coordinator, and get involved with one of their programs, camps or training days, regardless of whether you're adaptive certified or not. You'll find a whole world of opportunity and excitement welcoming you in. A word of warning though... you may just get hooked like I did!

As APSI Adaptive team continued to make strides in 2023, our dedication to quality course content remained unwavering. We look forward to offering more in the future and are currently working on re-writing the APSI Adaptive Manual. Keep your eyes out for more detail on this in 2024, we hope to impress with the new content for all.

As always, the goal of APSI Adaptive remains to promote the Adaptive philosophy of 'Snowsports for Everybody' and to continue to deliver a quality adaptive product to all APSI members.



AWS Report

AWS CHAIRPERSON -
ANGELA POPE



Since 2020, the AWS (Advancing Women in Snowsports) Committee has been helping to empower female members & trainers and strive for gender equity within the APSI.

Our Vision: An APSI in which women are treated with respect and have equal opportunity to participate and pursue a career in Snowsports instruction.

Our Mission: To achieve systemic change within the APSI that addresses discrimination against women across all areas.

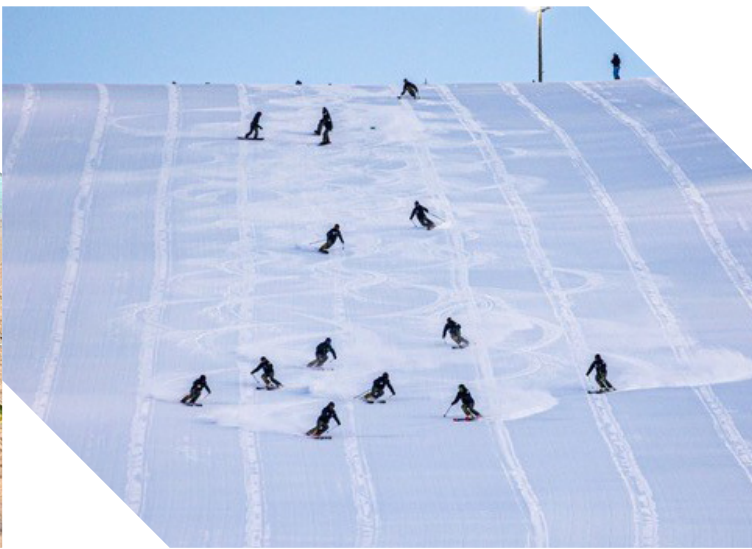


2023 Summary

2023 was a tough year for the Australian Ski industry. Limited snow and hot temps made for a very short winter, with limited terrain to ski. Despite the challenging snow season AWS had some fantastic outcomes and projects come to fruition, further details below! The AWS welcomed new member Chloe Merry to the committee;

“Hi, I’m Chloe Merry, a skiing enthusiast from Hobart, Australia. With 17 years in the industry, I’ve served as a coach and program manager for the Australian Aerials Development Ski Team and am now a trainer at the Aspen Snowmass Ski School. I’m also part of the Aspen Team Divas, supporting female ski professionals.

My mission is to encourage women in skiing, whether recreationally, professionally, or competitively. I advocate for equal opportunities by providing education and involvement chances while challenging stereotypes. I believe in fostering inclusivity, challenging ageism, and creating safe spaces for skill development.”



Working towards gender equality in snow sports is my passion. I'm dedicated to nurturing an environment that inspires female participation and am committed to connecting and collaborating for positive industry growth.

One of our highlights of the 2023 season was the Inaugural AWS Scholarship

The AWS Scholarship for women is all about giving a helping hand to women who want to take their skills in the snowsports industry to the next level. This scholarship provides financial support to deserving women who not only love snowsports but also show leadership potential and a strong commitment to making the industry more diverse, fair, and inclusive.

It's not just about individuals; it's about the bigger picture. By backing these women in their career journeys, the AWS Scholarship aims to make the snowsports community more colorful and welcoming. We believe that having a variety of voices and perspectives in the mix is what makes the industry truly exciting and resilient.

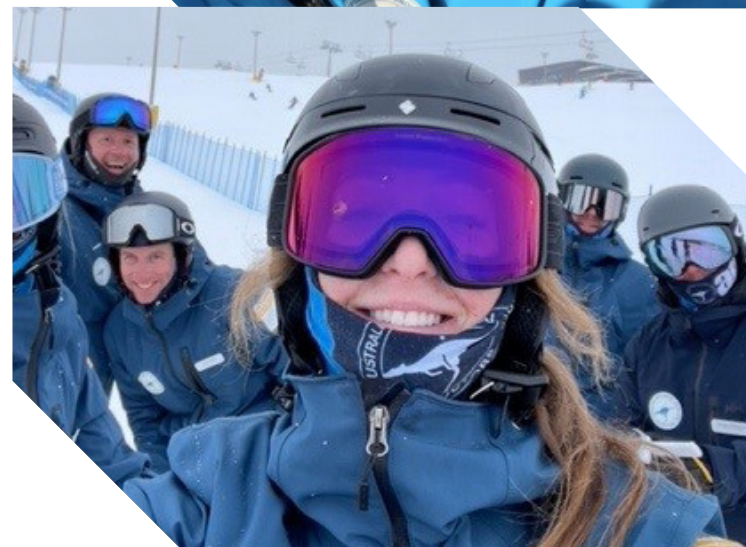
With this scholarship, APSI is not just investing in these women's dreams; we're investing in the future of snowsports. As they climb the career ladder, they're breaking down barriers and opening doors for others. It's a step towards a snowsports world where talent and passion shine, regardless of gender.

The 3 Recipients were :

Maddie Carroll - full exam scholarship

Libby Newman - partial scholarship

Shea de Lorenzo - partial scholarship





A fantastic highlight of the 2023 season was the visibility of gender equity movements seen at Interski.

The prelude to the Southern 2023 snowsports season was marked by a remarkable emphasis on gender equity movements at Interski in Levi. One standout was PSIA National Team member Ann Schlorling's keynote speech, which captivated the audience with its powerful insights and impassioned call to action for gender equity within the snowsports industry. Ann's compelling address not only shed light on the existing challenges faced by women in Snowsports but also served as a rallying cry to forge a more inclusive and equitable future. Her words resonated throughout the snowsports community,

sparking meaningful conversations, and inspiring a collective commitment to fostering a more balanced and diverse environment.

Moreover, the inclusion of BASI's own gender and DEI (Diversity Equity and Inclusion) initiatives Seminar further underscored the industry's dedication to advancing diversity and inclusion. BASI showcased their current 5-year plan strategies and practical solutions to promote a more inclusive and welcoming atmosphere within their organisation. Both of these plus the inaugural Women's Only run at the Closing ceremony played a pivotal role in bringing attention to the importance of diversity and inclusion, ultimately contributing to the ongoing



transformation of the Snowsports landscape.

Representation on the National Team

Jane Scheer of Nordic, Angela Pope & Emma Christianson of Alpine, along with Kylie Dwyer of Snowboard, proudly represented Australia at Interski in Finland in 2023. These accomplished individuals showcased not only their exceptional skills in their respective snowsports disciplines but also demonstrated the rich diversity within the Australian snowsports community. Their participation at Interski not only contributed to the global conversation on Snowsports but also symbolized the unity and inclusivity present in the Australian delegation. The last two Australian Interski teams have had women

represented at 25% which although not completely representative of the membership, it is a great start and movement in the right direction. Some Teams at interski had no women represented... The Australian presence at Interski 2023 underscored Australia's commitment to excellence, diversity, and fostering a global dialogue on the future of snowsports.

Trainers Co-ordination Women Networking Meeting The AWS hosted their 3rd Women's Trainer & Member Networking meeting prior to Trainers Co-ordination at Hotham. The attendance of APSI trainers and In-house Trainers and members doubled from previous years and AWS hosted nearly 20 women. Valuable discussion and insight were



taken from the members in attendance and the AWS is hoping to expand this in 2024. Details of this discussion can be viewed on the AWS page.

Women's Clinics:

Two highly successful women's camp programs made their debut in Victorian resorts during Winter Week; Hotham and Falls Creek hosted a camp each. This marked the first time AWS Camps were active since they were granted the green light to operate.

The resounding success of these programs has ignited a sense of optimism and ambition within the snowsports community. There is a collective eagerness to build upon this momentum, with a vision to expand their reach and impact in the

upcoming season

These programs aim to create a limitless community for women in snowsports, offering everyone a chance to excel. With the potential for NSW expansion and a commitment to empowerment, these initiatives are set to make a lasting impact.

Grassroot Movements

Founded in 2023, Peri Peri Chicks emerged as a grassroots movement led by the passionate efforts of Sophie Mills and fellow snowsports instructors from Front Valley. This empowering community was created with the aim of inspiring, networking, and mentoring women in the Perisher region. As

the group gained momentum, it provided support to women in the snowsports industry. Into 2024, there's a hopeful anticipation that Peri Peri Chicks will expand, and provide more opportunities for Perisher women to connect and support each other in their lives and careers.

Thredbo's commitment to gender equity shines through its engaging Gender Equity series, orchestrated by supervisors Amy Stewart, Isla Marsh and Briege McEntee. This series comprised insightful afternoon forums and lectures, with the inaugural session sparking vibrant discussions on critical gender issues, drawing both men and women into the conversation.

Following the successful launch, subsequent sessions delved into physiological differences, explored by a guest exercise physiologist, and psychological factors and fears, expertly addressed by Amy Stewart, a specialist with a Masters in the field. The series has become a hub for meaningful dialogue, fostering awareness and understanding within the Thredbo community. Through these discussions, diverse perspectives merge, creating a

more inclusive and enlightened atmosphere, making Thredbo's Gender Equity series a catalyst for positive change.

Statistics

Figure 1: Provides some insight into the gender distribution of APSI Members for the 2023 Season.

It was inspiring to see the numbers grow again from last year and the AWS is delighted to see that 2023 had the highest number of female members on record to date at 624 members identifying as female.

It was also worth noting that since 2019 the APSI has given members the ability to identify as 'other' as well as 'prefer not to say.'

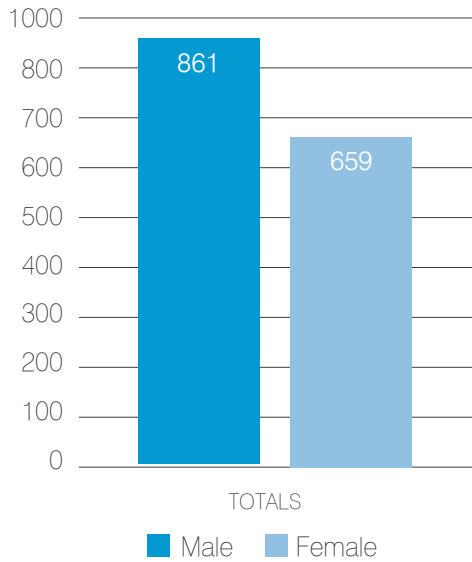
Figure 2 & 3: Insight into course and exam participation and overall pass rate by gender in 2023

Overall across the five disciplines the APSI had 1520 course participants, of which 43% were female.

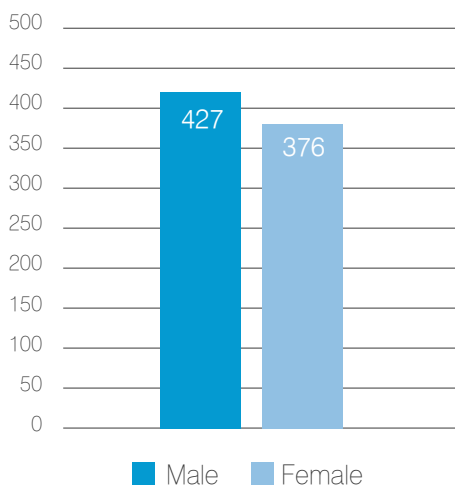
Of the 803 APSI members who were successful at exams, 376 were female and represented 47% of the total.

Amelia Hodgson has stepped down from the AWS. We thank Amelia for her hard work and efforts as a member of the AWS and wish her well in her future endeavours with the Snow Australia Paralympic team.

OVERALL PARTICIPATION BY GENDER



PASS RATES BY GENDER



Into 2024

The AWS committee has up to 2 staff member seats up for nomination in 2024 as well as a general member seat. This will be scheduled to occur in line with the APSI AGM, or Trainer's Coordination.

If you would like to be involved as a committee member, we are excited to have you onboard and if you have any questions, please feel free to get in touch with one of us!

The AWS will be revising our 2024 Action Plan over the summer. If you have any ideas, feedback or would like to get in touch please email aws@apsi.net.au.

AWS and APSI look forward to interacting with, educating, and inspiring all members of the APSI membership.

Office Report

LISA INGEGNERI - ADMINISTRATOR

Hello from the APSI office! I hope you've all enjoyed a wonderful winter and that your next adventure is swiftly underway.

I am thrilled to have joined the APSI office team in February this year. From day one, Paul and Tiff extended a warm welcome, taking the time to show me the ropes and ensure that I was well-prepared as we geared up for the winter season. Their support has been invaluable, and I am excited to continue to work within this supportive and collaborative team. Early this year, we began the APSI website redesign project to make information more accessible, improve user-friendliness, and give the site a fresh, modern look. While it's still a work in progress, we're on the right track to achieving our goals.

Excitingly, we've introduced new APSI-branded merchandise in the online shop, including stylish side country jackets and sleek white leather gloves.

It's fantastic to provide more options to our members; Be on the lookout for even more cool stuff in the future.

Despite low snowfall across resorts, the majority of our scheduled events went ahead this season. However, there were a few last-minute event changes, particularly in September, that kept us on our toes. Day-to-day, Tiff handled member emails and calls, with the phone seemingly ringing non-stop. Meanwhile, I focused on liaising with trainers and organising various event details, like sorting out lift tickets and booking accommodation. Our office environment thrived on laughter and the occasional presence of furry, four-legged friends (all dogs are welcome at any time... we insist).

As we reflect on the season, the overall office vibes have radiated positivity, productivity, and the invaluable lesson to trust the process. On a final note, Tiff and I would like to extend a warm thank you to all those that we had the joy of working alongside this season, in particular Paul Lorenz – the General Manager, all Technical Directors, the Board, and of course, the members.

We wish you all the best wherever you are in the world and if you need anything, we are only just an email away!





LONG SERVICE



Thank you very much for your continued effort and dedication which has contributed greatly to the success of our organisation.



Names	Years Worked
Andrew Peppard	10
Anthony Hill	17
Ben Jackson	13
Kent Carpenter	16
Kylie Dwyer	18
Michal Bierczynski	12
Paul Lorenz	16
Peter Holmes	18
Scott Birrell	10
Tom Langtry	16
Ursina Kradolfer	12
Zac Zaharias	16



Names	Years Worked
Brett Plumridge	22
Daniel Monaghan	24
Justin Farnell	25
Kerry Dodd	Rookie Year 1993
Mark McDonald	27
Marty Firlle	22
Matt Smith	25
Richard Jameson	20
Tim Stuart	28
Warren Feakes	25

Alpine Level 4



CAM WALLACE - EXAM TOP

G'day all! Firstly, thanks to the APSI, stoked to throw a few words together. I guess the goal is to give anyone considering their next step in the pathway some insight from someone who was unsure of where they stood this time last year.



In August '22 I jumped on the Teach and Demos (T+D) course and WOW! It develops your understanding so rapidly, leaving me with my jaw open and brain exploding weeks later.

The Race and Freeski (R+F) course followed in September '22 and was my first experience with both race gates and the meaning of “Ga Sneller” – shoutout to the Thredbo Dutchies.

The second course was less mentally intensive but much more physical demanding, pushing comfort zones and resetting boundaries. It's a wicked week, though stretching and icy lake dips are a must if you want to walk across the carpark in the morning.

The two courses give direction in ongoing training and a more confident understanding of concepts you teach every day. As someone who hesitated, my only advice is get on these courses as soon as possible! Everything to gain and nothing to lose!

During the following seasons, off snow strength and mobility training were the keys to faster recovery, pain free skiing and consistently skiing more aggressively with confidence.

The hardest part of the exam itself was managing the pressures of the exam environment. We were told to lean into the fun of the process. #TrustTheProcess. Really it is just an opportunity for the examiners to watch as you do what you love. That all said I think the following things particularly helped:



- Doing the September R+F pre-course again at Falls Creek for terrain familiarisation. Trainer Angela also delivered us in good headspace with the words “just ski like you” and “Show a bit of fight”

- Basically avoid the trap of an overthought rigid “exam turn”.

- Commit to a single focus for each task.

- Getting pumped up for each run with the mates that you've been training with.

- Study for the teach including options for different terrain and snow conditions. E.g.

MECHANIC {WHAT?}	WHY?	HOW?		
		FLAT	STEEP	VARIABLE SNOW



I think the process can at times seem quite serious, which is a good thing. Equally though, don't forget to have a giggle, build a snowman, get stoked and take the pressure off yourself. Skiing is fun, that's why we're all sliding around.

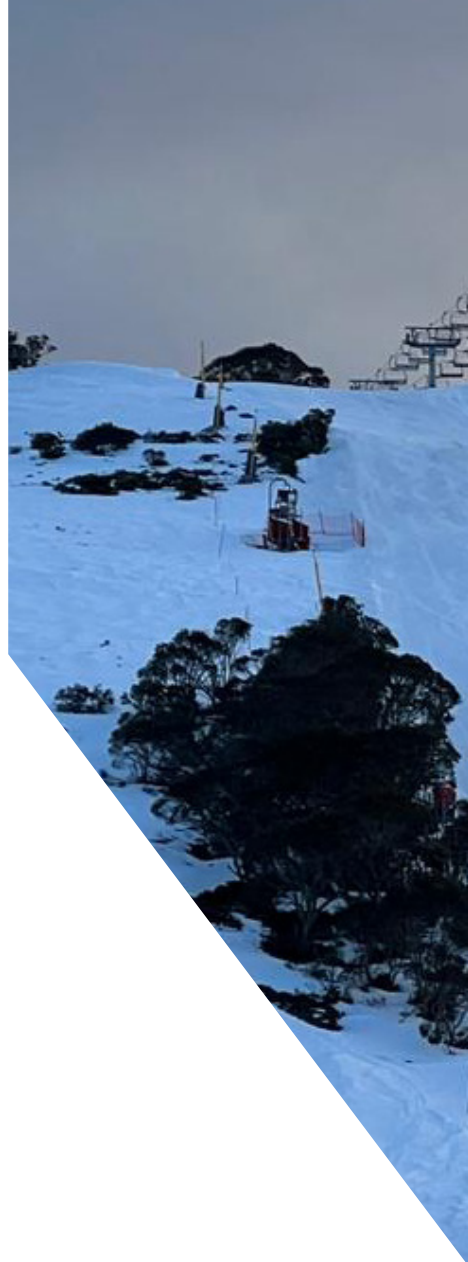
Finally, a massive thank you all the trainers and friends along the way!

Appreciate your time reading this and good luck for your northern winter!



Snowboard LEVEL 4

SIMON GARDNER - EXAM TOP





I started my career as a snowboard instructor at Thredbo in 2021 after 30 years of recreational skiing and snowboarding at the resort. Due to COVID I had been made redundant in April 2021 and was looking to try something new. I originally applied to be a ski instructor, however the resort was full and they were only taking on new snowboard instructors, so I took the opportunity.

Being someone that is driven, loves the outdoors and staying active I immediately knew that instructing was something that I wanted to continue pursuing. Throughout the 2022 & 2023 winter seasons I attended as many training clinics as I could, as well as spending many mornings hiking Friday Flat to get a few extra training runs in before lessons started for the day.

I have been very lucky to be surrounded by a close group of friends and colleagues that are just as passionate about snowboarding as I am. This has resulted in numerous study sessions around the kitchen table and practice lessons in the living room prior to exams.

However, it has not all been smooth sailing. In 2023 I was involved in a severe collision with a member of the public early in the season whilst on a training course. This resulted in multiple injuries and tested my ability to overcome pain and adversity as I continued to work and train. I am very grateful to Kylie Dwyer and the other candidates on that course who were there within seconds and ensured that I was well looked after.

Following the incident, I continued training and attended the freestyle/race pre-course which was an amazing experience. Here, I was pushed outside of my comfort zone, trying new things that I hadn't previously thought possible. It isn't too often that you get the chance to ride with other instructors at such a high level and I was determined to make the most of it, especially when you have some of the best trainers in the country there to help.



Going into the final exam knowing the other candidates and examiners took a great deal of pressure off. For me, I tried to treat it like riding with a group of friends rather than an exam as we were able to push each other to do the best we could.

I knew that the exam was going to be difficult and that I had done everything I could in the time I had to prepare, however, I was not sure if this was going to be enough.

Thankfully, it was enough and I achieved a distinction in both the level 3 & 4 snowboard exams, which was a huge achievement for me. I have a great sense of gratitude and appreciation for the support network surrounding me throughout this journey. I'm now looking forward to my first season instructing in Japan and continuing to work towards becoming an APSI trainer/ examiner in 2024.



AWS SCHOLARSHIP

The Advancing Women in Snowsport (AWS) Scholarship for women is designed to support and encourage women to pursue advanced levels of certification in the snowsports industry. This scholarship will provide financial assistance to women who have demonstrated leadership qualities and a commitment to diversity, equity, and inclusion within the industry. By supporting women to advance in their careers, the AWS Scholarship for women will help to build a more diverse and inclusive snowsports community.

The APSI and AWS would like to congratulate the following Women who have been awarded the

AWS Scholarship in 2023:

SODERGRGREN SCHOLARSHIP

The Sodergren scholarship was established in 1997, in memory of Mike and Mim Sodergren, very well-respected trainers/examiners that were tragically taken as a direct result of the Thredbo landslide.

The Sodergren Scholarship recognises the rising potential of snowsport instruction within our resorts and allows the recipients to further their professional development by providing all training free of charge for one season. We would

like to congratulate the following 2023 Sodergren Scholarship winners:



Maddie Carroll



Libby Newman



Shea De Lorenzo



Erik Flekander | Snowboard



Louis McGowan-Brown | Alpine

2023 PASS RESULTS

LEVEL 4

ALPINE

Melissa Cameron
Aaron Carpenter
Michael Carroll

Jeonghwa Choi
Luke Ellis
Rouchelle Gilmore

Owain Jones
Gabrielle Lacaze
Weixin Niu

Mila Randall
Eric Spargo
Cam Wallace

SNOWBOARD

Joshua Burrough

Josh Danet

Matthew Davey

Simon Gardner

Tzu-Yang Yuan

NORDIC

Jane Scheer

LEVEL 3

ALPINE

Kim Ballingall
James Briggs
Petra Byskov
Taleah Daish
Gabiella Denis
Joshua Earle
Rudker Elliott
Daniel Evans
Liutas Fifield
Eloise Fitzgerald

Ella Forster-Williams
Fergus Gidley-Baird
Mingyuan Guan
Matthew Guggisberg
Lily Howell
Jun Jin
JiaKai Le
Ethan Lees
Jane Levin
Yuting Liu

Eleanor Mannes
Ingrid Nunn
Lachlan Nunn
Liam O'Brien
Valeria Pourally
Benton Price
Jen Xinyu Qin
Oliver Rasmussen
Ruby Richards
Angus Ritchie

David Robinson
Amy Seedsman
Chaand Shah
Warren Smith
Caoimhe Solley
Rebecca Wheatcroft
Dylan White
Alexandra Wilson
Kwan To Wong

SNOWBOARD

Larissa Davies
Jasmina Haukka

Brielle Hayes
Danny I-Feng Huang

Julian Peters
Louise Scott-Wilson

NORDIC

Alina McMaster

LEVEL 2

ALPINE

Navid Aghanoori	James Forbes	Lily Leamon	Sophia Pernice
Jackson Almond	Simone Gaudion	Rebekah Lin	Ruby Philpott
Emma Baxter	Jared Gharib	Michelle Lindsay	Gus Piper
Tara Borovic	Lisa Gori	Helen Longhitano	Harry Quail
Avril Bradbury-Hoath	Kai Gotoh	Alasdair Macdonald	Kate Roberts
Christi Brassey	Mia Green	Austin Mallen	Jessica Rutherford
Joshua Brill	Lachlan Green	Jasmine Manns	Oliver Simon
Alexander Brown	Tara Gregory	Elle Martin	Alannah Simpson
Gemma Burns	Shae Griffiths	Lachlan Matthews	Sarah Stevenson
Mia Calphy	Laura Harvey	Kate McKenna	Heather Stevenson
Alexandra Castricum	Caidyn Hayes	Shanaye McSweeney	Cheng Sun
Chia-ning Chang	Charles Haynes	Robyn Merrett	Hayden Supple
Eve Claydon	Nicholas Hewitt	William Meyers	Chelsea Thompson
Ethan Cox	Charles Heyburn	Harvey Mitchelhill	Natasha Tilley
Travis Cox	Catherine Heyburn	Elliot Moore	Rosemary Tunn McGrath
Emma Cranney	Kyle Hockings	Ryan Moss	Rosalfa Villarino
Chloe Cullen	Sarah Hodgskin	Grace Mullins	Isabelle Warner
Isabella Davis	Shannah Holland	James Nelson	Alfred Wenk
Catherine Dawson	Tai Huynh	Zinta Neubrandt-Bruzgulis	Nathan Williams
Annabelle Dawson	Lisa Ingegneri	Leah Orton	Lily Wischusen
Scout Deschamps	Jack Johnson	Timothy Pace	Chi Yeung Wong
John Dun	Jasper Johnson	Lily Papadopoulos	Liam Wright
Olivia Dyer	Erin Keogh	Harvey Papastamos	Bronwyn Wruck
Nick Economos	Raymes Khoury	Ella Parker	Xue Yuan
Camryn Fagan	Monika Klempfner	Blake Parks	
Luca Fascio	Kelly Lawson	Lucille Peddie	
	Abbey Le Strande	Daisy Pellegrini	

SNOWBOARD

Danielle Biddulph	Jessica Derijck	Zak Mills-Goodwin	Tom Stone
Benjamin Caithness	James Fennell	Kurt Newberry	Liam Teiermanis
Lin-Lin Chang	Jared Gharib	Ave O'Donnell	Victoria Tiplady
Kwok Leung Cheung	Catherine Gliddon	Sebastian Patane	Ryder Tweedie
Xinzhe Cong	Poyuan Hsiao	Francesc Peret i Solans	Lachlan Walker
Andy Deans	Karolina Kocimska	Amy Pillinger	Yangkun Wang
Victor Deng	Corey Kuo	Chengmin Sheng	
	Zachary McDonnell	Christopher Stewart	

TELEMARK

Simon Conroy

Bruce Hartican

Jack Hartican

NORDIC

Glen Clark

Gabriella Forman

Peter Lambert

LEVEL 1

ALPINE

Lucas Adroque	Tracy Chorley	Henry Gilbert	Annika Landa
James Allen	Kin Yan Chow	Sarah Gillman	Mitchell Langham
Cerys Allen	Grant Christmas	Kaleb Ginn	Byron Lawler
Sienna Anderson	Isabella Clancy	Miroslav Gonda	Jasper Lawrence
Dominic Andrews	Shaun Clarke	Zali Gordon	Kelly Lawson
Marty Andrews	Lily Clucas	Yang Gu	Amelie Le Page
William Anthony	Charlie Comben	Maxence Gumuchian	Ryan Lee
Luna Aramburu	Adrian Conedera	Erin Halligan	Mengshu Li
Alec Armstrong	Xinzhe Cong	Amelia Handcock	Lucian Liang
Jasper Atkinson	Evie Cooper	Jock Harding	Yi-Jan Liao
Anita Atkinson	Lily Creswell	Piper Harding	Shiauyun Lin
Louis Auger	Emma Croser	Lawson Harris	Rebekah Lin
Geoffrey Austen	Doug Cross	Lucie Harrison	Pengfei Lin
Riley Bacon	Chloe Cullen	Bridget Henry	Rou-Jing Lin
Xiaoli Bai	Samantha Cunningham	Nicolas Henss	Maria Lindgren
Ayumi Bailey	Benjamin Curry	Toby Herring	Emma Lisser
Michael Ball	Chloe Curwen-Begg	Eleanor Higginbotham	Kate Little
Jay Bannister	Jacob Davidson	Angus Hill	Jia Liu
Jak Barry	Jacqueline Davis	Ben Hillman	Tingao Liu
Lucy Barry	Mia Davis	Yvonne Honey	Lara Lizzio
Daniel Bechtum	Ava Dawson	Shannon Horton	Matthew Lodge
Elliott Beckett	Annabelle Dawson	Po-Jen Hsiao	Samuel Lodge
Kayla Bell	Shohan de Silva	Poyuan Hsiao	Jesse-Kyle Lourens
Gleb Belov	Andy Deans	Yi-Chen Hsieh	Alasdair Macdonald
Joshua Bence	Christine Decosterd	Pin-Tze Huang	Ryder Maeder
Thomas Bence	Jessica Derijck	Ching Wai Maisy Hui	Patrick Maher
Hannah Bendror	Ethan Devitt	Hannah Hunt	Jessica Emily Malcolm
Lily Blayney	Agata Dobrzynska	Noah Hunt	Austin Mallen
Grace Blazey	Kurt Doering	Gabrielle Hutchison	Marta Malmstrom
Lauren Boland	Joe Douek	Emma Hutton	Ethan McFarlane
Katrina Bolton	Mathieu Duluc	Casey Izon	Frederick McIsaac
Lucas Bolton	Aurelia Duncan	Stuart Jackson	Ebony McNamara
Luka Booth	Emma Edwards	Daniel Jacob	Andrew McNeill
Raef Botting	Abigail Edwards	Kayla Jameson	Mark McVicker
Cielle Bouvier	Jarno Eggers	Milla Jarvis	Mitchell McWilliam
Hannah Bowman	Amelia Evers	Yiming Ji	Marcus Mead
Scott Bowman	Camryn Fagan	Natasha Jollow	Macey Medic
Claire Bowring	Angus Falconer	Thomas Jordan	Melinda Middleton
Kayla Boyarsky	Matthew Fargher	Mikayla Jowett	Zak Mills-Goodwin
Emily Bradley	Matilda Field	Yoke Loon Kan	Harvey Mitchelhill
Chloe Bretherton	Dan Flemington	Nana Kaneko	Stuart Montague
Noemi Brockhoff	Brian Flood	Jordyn Kaston	Hayden Muller
Alexander Brown	Jack Flood	Sigrid Keller	Curtis Munro
Jack Bugden	Tess Flynn	Grace Kelly	Suzune Murashima
Asha Burgess	Sienna Foltin	Huon Kelly	Jack Murphy
Eve Burns	Amber Forrest	William Kemp	Letitia Murphy
Gemma Burns	Jack Franco	Olivia Kennedy	Ayla Nannes
Hugh Buzacott	Oliver Fuller	Rebecca Kermode	Max Nannes
Daniel Cahill	Gloria Gallard	Elena Kerr	Christopher Ng
Luke Carter	Mali Garling	Raymes Khoury	Sebastian Ng
Hon Kwan Mario Chan	Marie Gaydon	Vanessa Kimpton	Spencer Nicklin
Nell Chaston	Lila Gerasimou	Sarah Knights	Ave O'Donnell
Mark Chen	Behnoosh Ghasabi	Claire Kopietz	Kodai Ogura

ALPINE (CONT)

Joey Orme	Tim Robinson	Zili Sun	Camilla Wachter
Leah Orton	Eve Rogers	Hayden Supple	Felicity Waddell
Flynn Palmer	Mason Ross	Julia Sweeney	Ashley Wahlqvist
Ella Parker	David Rusden	Matthew Szuba	Amelie Walker
Kate Pascoe	Helena Salomon	Carmelita Tan	Zachary Walker
Spedding Pearce	Lou Sander	John Tange	Weiyu Wang
Lucille Peddie	Olivia Sands	Blaze Tasker	James Warneford
Sophia Pernice	Jessica Savage	Anna Tehan	Isabelle Warner
Elise Philpott	Karina Schiller	Kelly Therkelsen	Brett Webb
Georgette Philpott	Skye Scoffern	Jesse Thompson	Lily Webber
Jamie Pilling	Alyssa Severin	Bowen Thorn	Sophie Wells
Langford Pitts	Pip Severin	Natasha Tilley	Chia-Yin Weng
Samuel Poswell	Grace Shakeshaft	James Toll	Alfred Wenk
Harry Quail	Tess Shanahan	Maria Laya Toll	Caitlin West
Lochie Quigley	Jaime Sheary	Annelise Tonner Dixon	Zara Williams
Eva Radcliffe	Chengmin Sheng	Sian Townsend	Sophie Williams
Catalina Ramirez	Blaze Sherlock	Bradley Triggs	Shayne Williamson
Thomas Ramsdell	Wei Shi	Josephine Truswell	Bodine Winterburn
Anne-Marie Randall	Yenling Shih	Susan Tulloch	Tara Winton
Meg Rapley	Andrew Sill	Nick Turich	Annabel Worrard
Millicent Rayner	Aston Smith	Lachlan Turner	Jo-Chen Wu
Alyce Reid	Audrey Smith	Rosemary Tymms	Jessie Xie
Oscar Reid	William Southam	Mark Van der Zyp	Zhonghua Xie
Agustina Rendich	Taylah Spackman	Judith Vega	Lu-Yin Yeh
Laura Reynolds	Kirk Stafford	Maria Victoria Vettore	Chloe Young
Andrew Riddiford	Heather Stevenson	Gimenez	Ching Hao Yu
Alex Ritchie	Caroline Stewart	Noel Vitnell	Zhengyi Zhang
Laura Roberts	Jessica Stewart	Helena Vlasakova	Zijian Zhang
William Roberts	Charlie Strobe	Alessandra Vodanovich	Long-Yi Zhong
Nina Robertson	Zali Summerauer	Isabella Vodanovich	

SNOWBOARD

Timothy Abbott	Min-Nan Chang	Benjamin Fay	Wenchi Hsieh
Thorben Adebahr	Adrian Chanu	James Forbes	Tse Ming Hsu
Curtis Alcroft	Yi Lin Chen	Jack Franco	Yu-Fan Hsu
Oliver Allchin	Po-Yu Chen	Stephan French	Zhongying Hu
Tobias Aüada	Yanmeng Chen	Nicola Frustalupi	Guang Hu
Scott Bangay	Kuo Hsiang Chiu	Christopher Ray Godfrey	Lillian Huang
Damon Barlow	Jien-Yu Chou	Arianna Gordon	Wen-Fong Huang
Courtney Bartlett	Sheng-Chieh Chuang	James Gregory	Ching Huang
Cody Beresford	Minhsiu Chuang	Inde Halligan	Tony Hung
Jamie Brander	Celine Clark	Austin Hammontree	Molli Johns
Adam Brown	Jackson Clothier	James Hansen	Jack Johnson
Alison Brown	Leo Clough	Harry Hart	Blake Jones
Maria Florencia Brugna	Kieran Collins	Momoka Hasegawa	Yoke Loon Kan
Stephanie Burke	Xin Cui	Charles Heath	Karolina Kocimska
Josh Cadzow	Rafferty Dall	David Henville	Simon Kolokotas
Matias Castaldo	Bridget Dando	Ashiyana Hilmer	Nattaya Koschavong
Sze Yu Chan	Luke de Waal	Sih-Sian Ho	Kwun Ho Lam
Wai Loon Chan	Victor Deng	Timothy Holland	Harrison Lanser
Yiu Chun Chan	Johannes Dielenberg	Jasmine Hopkins	Thomas Leach
Chia-Wei Chang	Liam Downing	Tomas Horton	Greg Leahy

SNOWBOARD (CONT)

Jared Leally	Akira Nunan	Jazz Smith	Kelsey Williams
Yue Li	Pedro Sung Hyun Park	Taylah Spackman	Elke Williams
Victor Li	Elise Parry	Liv Stephenson	Nicholas Williams
Aaron Liang	Michelle Pavey	Tom Stone	Edward Williams
BoCheng Liao	Alanna Pearson-Harris	Lily Tanner	Cooper Williamson
Jing Liao	Yunjhu Peng	May Lee Tay Lee	Solar Willison-Allen
Fang-Yi Lin	Amy Pillinger	Silvia Terris	Bodine Winterburn
Jyun-Ying Lin	Valeria Pourally	Caleb Thomas	Yutong Wu
Fang-Jie Lin	Ricardo Prado Oliveira	David Thorpe	Chung-Hsuan Wu
Maria Lindgren	Gabriella Pretty	Louisa Toose	Jo-Chen Wu
Ka Chun Ling	Yanqiu Rao	Lachlan Toth	Zong-Jheng Wu
Tzu-Hsiang Liu	Meaghan Raymond	Hung Tse Sheng	Tian Xia
Peter Liu	Viktor Reffstrup	Chia-Ying Tseng	Yeung Kwong Sunny Xiao
David Lomulder	Laura Reynolds	Lai Ping Tsui	Jia Xu
Edward Low	Gael Rigaud	Shao Qin Tu	Jianan Xu
James Lukin	Rory-James Ristuccia	Joshua Vagne	Danfeng Xu
Bailey Mabbott	Tamara Robertson	Mark Van der Zypp	Chengfeng Xue
Tomasz Maliszewski	Josh Robertson	Cleo Vandepaar	Shan-Ming Yang
Rhett Masters	Jos Robinson	Alessandra Vodanovich	Willi Yang
Robbie Matthews-Lane	Tiana Rolph	Georgia von Einem	Vivian Yu
Leighton McCabe	Harrison Roodbeen	Taigh Wade	Aozhou Yu
Samuel McKee	Ben Scott	Syuan-Neng Wang	Jiangfeng Zhao
Kate McKenna	Nathan Selsby	Xuyang Wang	Xiaobai Zhu
Luke Mihench	Chengmin Sheng	Kaitlyn Ward	Jiah Zietsch
Riley Morgan	Martin Siu	Emma Warner	
Zac Nelson	Julie Slater	Richard Westbury	
Kurt Newberry	Dylan Slater	Kristopher Wheatley	
Simon Nowicki	Will Smith	Isaac Whitfield	

TELEMARK

James Briggs	Georgina Falster	Michal Kovac	Marlon Quinn
Iain Campbell	Steve Hargreaves	James Lloyd-Wyatt	Oliver Rasmussen
Paris Condon	Danny I-Feng Huang	Alan Craig Moore	William Saugez
Nyrie Dodd	Charlton King	Blair Mullins	Ian Towers

NORDIC

Simon Andersson	Andrew Croke	Alice Langley	Tom Watson
Valdis Bodnieks	Prue Ferguson	Brianna Morton	Nicholas Wright
Lachlan Brown	Derek Gurban	Charlie Potter	
Richard Colborne	Nathaniel Hedditch	Terry Prudden	
Shakira Conibear	Ayumi Kono	Gary Simms	

ADAPTIVE

Kevin Adcock	Nils Duggen	Nicholas Manson	Tim Robinson
Gina Andrews	Stephanie Farnell	Paula McCall	Michelle Slow
Emma Baxter	Ian Farrow	Danielle McKee	Sarah Stevenson
Bethan Bloor	Tara Gregory	Melinda Middleton	Emma Stewart
Jeremy Briggs	Jasmina Haukka	Bridget Moore	Emily Taylor
Alexander Brown	Brielle Hayes	Noel Mungovan	Natasha Tilley
Gemma Burns	Chiara Hill	Stephanie Munro	Judith Vega
Grace Carter	Kyle Hockings	Akkhrawin Na Lampang	Rosalía Villarino
Yanmeng Chen	Sarah Hodgskin	Ollie Nam	Emma Warner
Emma Cranney	Giles Holmes	James Nelson	Manon Webber
Doug Cross	Tai Huynh	Ave O'Donnell	Kristopher Wheatley
Luke de Waal	Molli Johns	Andrew Pearce	Jon Wicker
Andy Deans	Taylor Maher	Alex Ritchie	Bodine Winterburn

2024 JAPAN CALENDAR

Event	Resort	Date	Cost
Level 1			
Alpine Level 1 Course	Niseko, Japan	15-18 January 2024	\$1,438
Alpine Level 1 Course	Niseko, Japan	4-7 March 2024	\$1,438
Snowboard Level 1 Course	Niseko, Japan	15-18 January 2024	\$1,438
Snowboard Level 1 Course	Niseko, Japan	26-29 February 2024	\$1,438
Level 2			
Alpine Level 2 Course	Niseko, Japan	29 Jan-1 Feb 2024	\$1,313
Alpine Level 2 Prep Day	Niseko, Japan	25 February 2024	\$182
Alpine Level 2 Exam	Niseko, Japan	26-27 February 2024	\$660
Alpine Level 2 Exam	Myoko, Japan	3-4 March 2024	\$660
Snowboard Level 2 Course	Niseko, Japan	22-25 January 2024	\$1,313
Snowboard Level 2 Exam	Niseko, Japan	4-5 March 2024	\$660
Level 3			
Alpine Level 3 Course	Niseko, Japan	22-26 January 2024	\$906
Alpine Level 3 Prep Day	Niseko, Japan	25 February 2024	\$182
Alpine Level 3 Exam	Niseko, Japan	28-29 February 2024	\$660
Alpine Level 3 Exam	Myoko, Japan	5-6 March 2024	\$660
Snowboard Level 3 Course	Niseko, Japan	22-26 January 2024	\$906
Snowboard Level 3 Exam	Niseko, Japan	6-8 March 2024	\$990
Level 4			
Alpine Level 4 Resit Exam	Myoko, Japan	7 - 8 March 2024	\$165

*The Alpine Level 4 Resit exam is only open to those resitting Theory, MA, Demos, Freeskiing or Teaching components. The Race component will not be available at this exam.

**If you are interested in resitting components of the Snowboard Level 4 exam, please contact the APSI office.

IMPORTANT INFORMATION

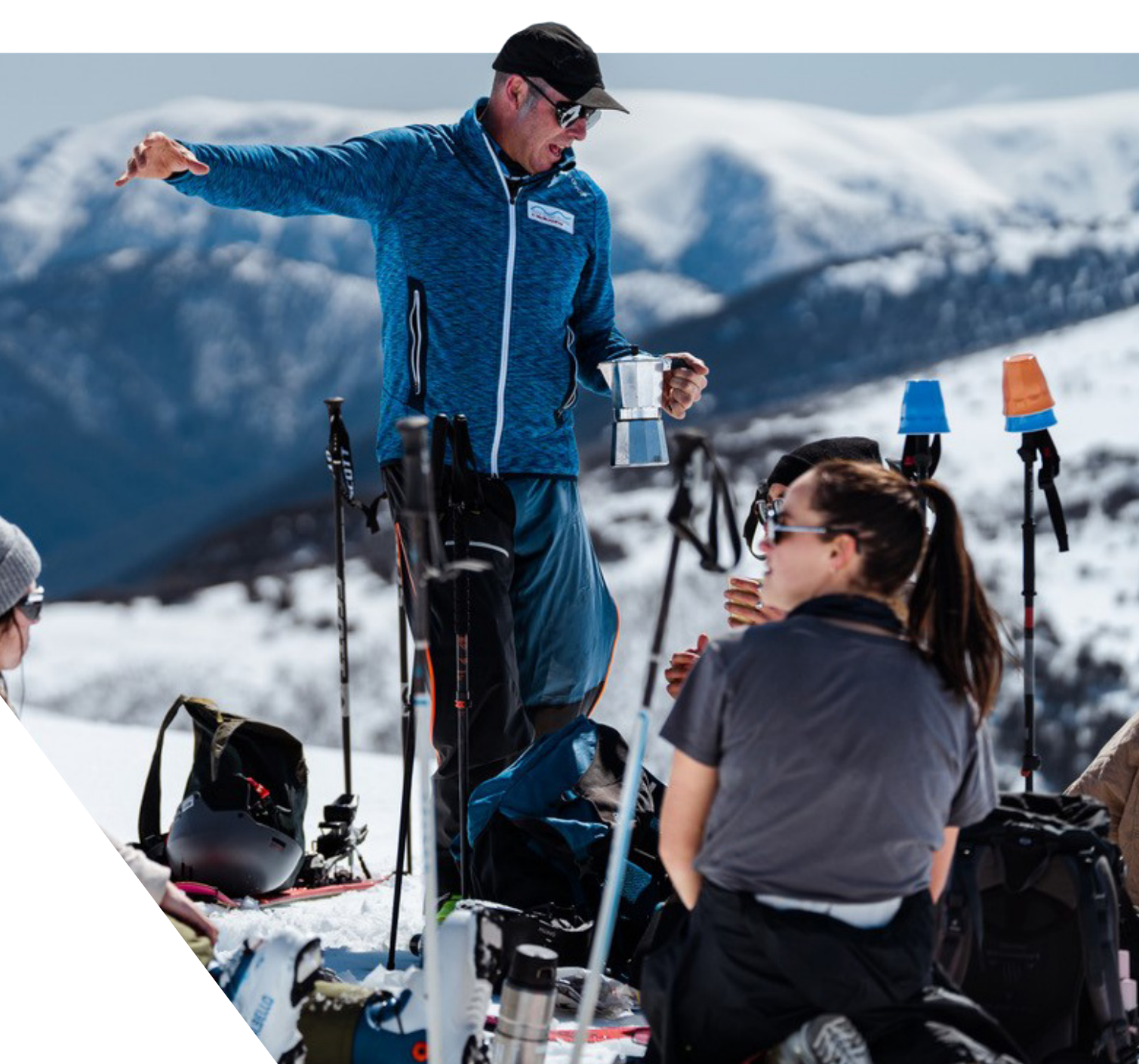
All APSI products are subject to reaching the minimum numbers required to operate. If minimum numbers are not reached 14 days prior to the commencement of the event, the event will be cancelled. Please consider this if booking travel/accommodation.

APSI strongly encourages all members participating in Japan events to engage suitable travel insurance that covers any losses that may be incurred due to the cancellation of an event.

Alternative and Back Country

MARK "MACCA" MC DONALD





Welcome to the bumper SnowPro issue and a look at back country touring and other alternatives that may be of interest for our organization and the resorts we live in.

With the last season having a great start and low snow finish, the guests seem to be still committed to having a “snow” holiday. This is where a back country ski tour, crampon hike, biking, adventure infrastructure, family race event, mountain treasure hunt, and if we look back to ‘Der Wiess Rausch’ where a fox hunt was performed on skis; one skier is the fox and must be found by the other skiers, it serves as a great way to keep people interested in a day out.



What can a back country ski tour bring to our resorts and the APSI?

The idea of just being beyond but also close to the resort has an appeal for some of our guests, as it is the epitome of getting away - "being alone" - in the mountains with low risk. All our mountains share some great routes, like Thredbo's Dead Horse Gap and Signature Hill, Boomerang that lies under the Knolls at Falls Creek, Mt Buller to Mt Sterling, and Double Trouble of Perisher.

There are some great skills that can be taught on a back country tour, like a kick turn, which was traditionally taught in a beginner lesson. Even today, the best way to progress through this manoeuvre is to do it on the flat without skis on until the movements are learned, before trying it with skis on.

Setting a skin line, putting skins on and off, snow safety, enjoying the snow varieties such as perfect corn snow conditions, and group travel are some key points that can be explored through the day. It may be possible that we could incorporate a back country APSI course in the future that would complement our qualifications and versatility. For the resorts, having guests being able to access a different day is a benefit that can only help the holiday-goer.



What happens when we have a low snow season?

Activities that may winter-proof an alpine holiday. Whilst hiking may not be everyone's cup of tea, trying to walk with crampons is not only a little challenging but can also be fun. This could be a good activity to have on offer for our school groups, children's classes, and anyone interested in trying something different. All it takes is ten crampons and a small side hill in an underutilized place, and if deemed feasible, set up a fixed rope and harnesses for a true mountaineering experience. The key here, like all mountaineering movements, is move slow, flat feet with a wide stance and have an instructor to

explain how to use these tools. It could be a good alternative to have something different that passes the alpine time and provides good conversation over the evening meal.

Family race day and the fox hunt. The family could be one for the race and events teams in the various mountains, as a spring event. Simply, the event could look like this: have family teams, and closest to the first and second times would be the winner. Once again, if there are minimal conditions, a simple event on a gentle slope may be a good way to keep the family coming back.



Another idea is the classic Fox Race. This event briefly looks like this: someone plays the fox, and the hunters are ski groups or guests who register to chase the fox around the mountain and remove a tag that is placed at a safe distance for the hunters to remove from the fox. The winner could win a ski pass or anything that the resort deems appropriate. The other alternative could be a beacon-finding race where the prize is hidden in a snow patch.



The bikes are becoming more and more a part of the mountain landscape in summer, and perhaps in some periods of late September, rental fleets may be an idea to provide an alternative if the snow really has disappeared. Perhaps Mt Buller, Falls Creek and Thredbo are at the forefront here for the moment, but a ride from Perisher to Blue Cow



may be a consideration, and Hotham to Dinner Plain could also be achievable trails if they are not already. Additional adventure infrastructure like zip lines and alpine coasters, that Thredbo is initiating, are year-round infrastructure that may provide other attractions and incentives for guests to choose the resort not only for winter but for the summertime as well.

In summary, the snow is still with us, and there are activities that can be done with and without snow. From a back country tour to provide a different day, to a bike ride through our alpine region, these are just some ways that we may look at making sure our instructors can teach a different day and our guests have choices when choosing a “snow holiday”.



ANGELA POPE

The world of snowsports is a captivating realm, one that has ensnared my heart for over a decade. It's a universe rich with camaraderie, where the warmth of the snowsports community keeps drawing me back year after year.



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Alpine Team: 10 years in the making





The allure lies not just on the slopes and mountains but also in the genuine connections forged within the industry. Whether it's a familiar face at Woolies, a friendly nod on the slopes, or a chance encounter at the local bar, you're never far from friends in this tight-knit community.

My journey began as a non-certified instructor at a small ski school in the US, I had just finished uni, wanted to learn how to ski and at 24 was at a loose end. I quickly fall in love with instructing, but it was my move to Whistler the following winter that truly ignited my passion. Whistler Blackcomb (WB) became more than just a workplace; it transformed into a place where my contributions were recognized and appreciated. Despite being a business, WB

always made me feel heard and seen. Even after several years away from Canada, my connection to the ski school remains strong.

The WB family ushered me into the snowsports industry, and from there, I discovered a second home in Thredbo, receiving some of the best training I could have asked for, as I pursued my Level 4 certification. It took some persistence to master my demos, but in the years since achieving Level 4, I've honed my skills with countless hours of practice! The APSI and the amazing trainers I had, instilled in me a deep understanding of what exceptional ski instruction entails and the boundless passion we all share for the mountains.

There's something inherently addictive about the



snowsports industry. It tugs at your heart, beckoning you back even when you contemplate changing careers or shifting your focus. I'm immensely grateful for all that skiing, the mountains, and APSI have given me. I not only learned how to ski but also acquired the virtue of patience. Ski school introduced me to some of my closest friends and even played matchmaker, leading me to my now-husband after a lively night on the town.

We've emerged in a post-COVID world, and many of our industry peers have moved on in search of stability and a future beyond ski instructing and tourism. Yet, whether you've dedicated one season or a decade to instructing, it has the power to change your life. I, too, was meant to stay for just

one season, but here I am ten years later, proudly representing Australia on the APSI National Team. I believe in APSI and the effectiveness of our teaching style, approach, and technical concepts. My enduring presence in this world of skiing and teaching is a testament to the impact APSI and my mentors have had on me throughout my certification journey.

Of course, this journey has not been without its share of frustrations and challenges. Our nomadic lifestyle often means missing birthdays, celebrations, and the warmth of family gatherings. Christmas for Australians is an annual reunion with fellow "orphans" in the Northern Hemisphere, and months away from loved ones can take its toll. Additionally,



the absence of female role models in the field was a hurdle I grappled with. The lack of female mentors or trainers made the journey to higher certifications isolating and, at times, disheartening.

Nevertheless, change is afoot. As our society becomes more attuned to the importance of inclusivity and diversity, the call for gender equity grows stronger. I'm buoyed to see APSI's endorsement of the Advancing Women in Snowsports (AWS) committee, marking a significant step towards addressing the gender gap, particularly at higher levels of ski and snowboard instructing. Progress is on the horizon.

All my experiences have led me to pursue a spot on the APSI National Team. The calibre of

the individuals who stand alongside me, both on the National Team and in the broader community, is incredibly inspiring. It's a testament to their dedication and relentless pursuit of excellence. Experiencing Interski in Levi was simply amazing, and I am so thankful to Richard Jameson, the National Alpine Coach, alongside the other TD's, and GM Paul Lorenz who headed up our Team and guided us through the trip.

The future of the Snowsports industry is nothing short of exhilarating. Serving as an APSI National Team Member has allowed me to share my knowledge, passion for instructing, and the profound inclusivity of the mountains, embracing individuals from all walks of life. I'm deeply humbled



to have been chosen and have endeavoured to utilize this platform to the best of my ability. I think the main point of this article is that ski instructing can absolutely change your life if you let it: trust the process and enjoy the journey. I know I have!

KERRY DOID

Interski Finland 2023

Interski in Levi, Finland was my eighth Congress (yes, a confirmed Interski junkie). My first was St Anton, Austria in 1991. Exciting, as it was the first one that Australia represented fully both on snow and with an indoor presentation.





But, enough history... let's talk Levi and Interski.

Interski is likened to the Olympics in that it is held every 4yrs, brings many countries together and is bid for, voted on, and then held in the winning location (St Anton held 1991 and 2011, but I think that is the only repeat location). And like the Olympics there is

an Interski Board and then an Organizing committee from the country/resort hosting the event. There are guidelines to be followed but each Interski has its own distinct feel.

That is sort of where the similarities end. Interski is not a competition although we all subjectively



pick our favourite countries. It is all about teaching Snowsports (Alpine, Nordic, Telemark and officially from 1995 Snowboard).

Levi certainly delivered amazing snow conditions. Even though it was the end of March, the average temperatures were -10 to -17. In fact, the night before I arrived it got down to -37 at the airport.

The town is fairly compact so it was easy to get where you needed to be (Demo hill, lecture halls, restaurants and bars). The resort is not exceptionally large, so again you got to see most countries skiing and training for their time to shine.

Interski is all about learning and networking, and it is open to all APSI members! We are slowly getting that message out as we had the largest support

delegation from Australia. As a congress participant you can access all the activities. These include the Show runs, the technical comparisons, the Key-Note Lectures and all the smaller indoor presentations. For me, the most beneficial are the Workshops. You get to ski with your choice of country and discipline. The added benefit in Levi was the creation of an App to see what countries were presenting on each day. And, there are two workshops on 4 of the days. The added bonus is the more supporters we have, the better it is to send the team.

There is also a variety of excursions. I have never taken advantage of these, as I have normally travelled before and after, so can arrange my own "excursion". Having said that, I have only heard



positive comments about them.

Sadly, the current state of Interski is in limbo. It maybe Covid related, or simply financial but the usual bidding and voting for the next congress did not occur this time round. Lech, Austria was the only candidate and they withdrew just weeks before Levi.

The President, Eric Sheckleton, and the board have put together a process to hold the congress in 2027. We will have to wait, and I certainly hope he and the board succeed.

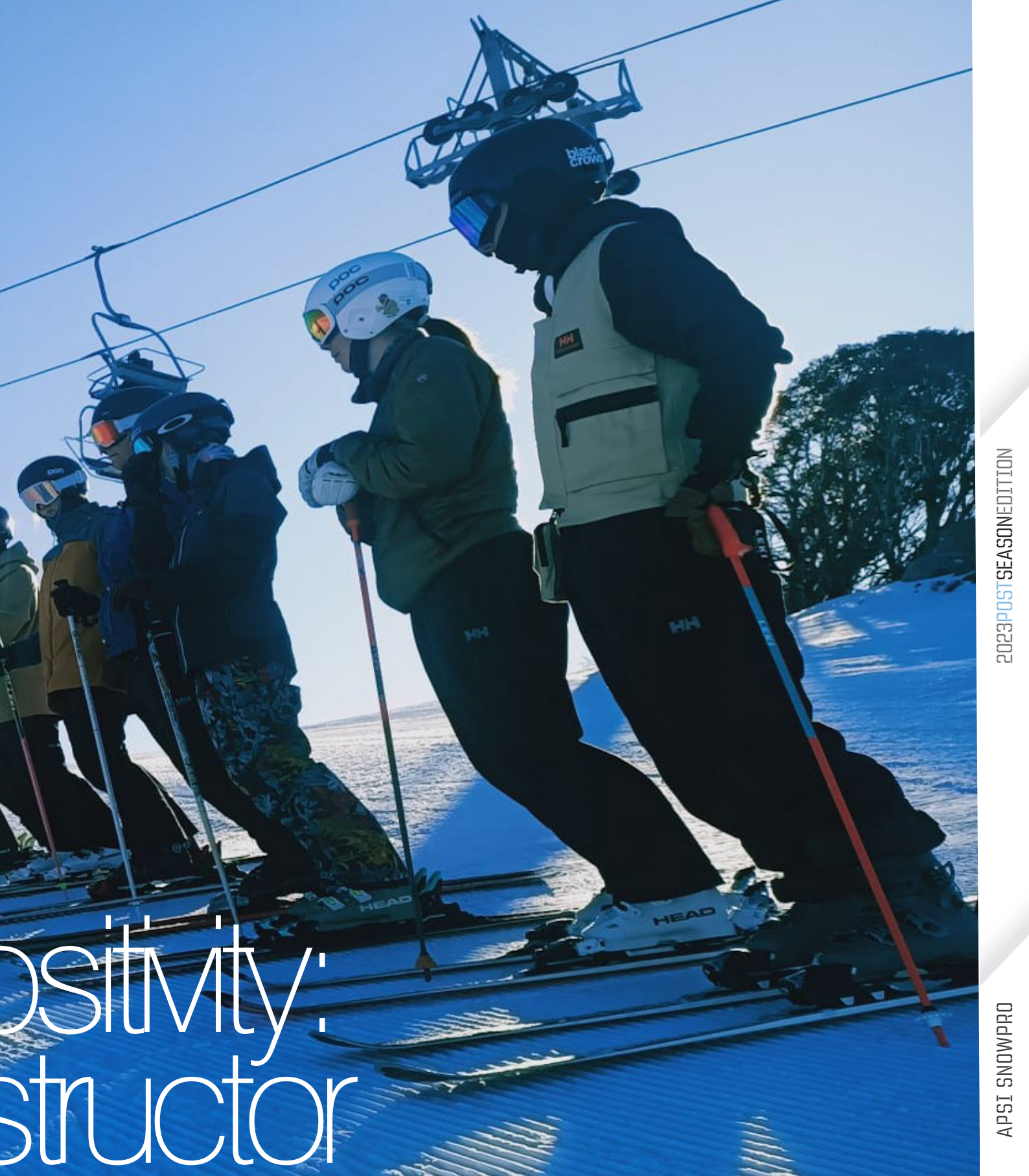
Put 2027 in your diary. The best week on snow you might have!



ANDREW PEPPARD



The Power of Postseason Achieving Ski Instructors Certifications with



Positivity:
Structure

in a Positive Mindset



When embarking on the journey to become a certified ski instructor, one of the most valuable assets you can bring to the hill is a positive mindset. The benefits of maintaining a positive outlook throughout your training are immeasurable and can greatly enhance your chances of success in achieving your goals.



First and foremost, a positive mindset fosters resilience. Ski instructor certification pathways are rigorous and demanding, requiring dedication and hard work. With a positive attitude, setbacks and challenges become opportunities for growth rather than roadblocks. Instead of getting discouraged by a difficult task or a challenging teaching scenario, a positive mindset encourages you to view these moments as chances to learn, adapt, and improve.

Moreover, positivity is contagious. As a ski instructor, your role is not only to teach technical skills but also to inspire and motivate your students. When you approach your training with enthusiasm and a cheerful attitude, you set a positive example for your future students. Your optimism can be the key to unlocking their potential and helping them overcome their fears on the mountain.

A positive mindset also enhances your overall well-being. Skiing is a physically demanding sport, and maintaining a positive outlook can reduce stress, boost your immune system, and increase your overall sense of happiness and fulfillment. This, in turn, will enhance your performance during your training and exams.

A positive mindset is a powerful tool when working towards ski instructor certifications. It can help you navigate the challenges of your training program, inspire your future students, and improve your overall well-being. So, remember to keep a smile on your face as you work your way to becoming a certified ski instructor. Your attitude can truly make all the difference in your journey to success on the hill.

Training Tips

ROBIN JOHNSTON





This was a challenging season due to snow conditions, with lots of icy mornings quickly becoming slushy. I found myself at the tuning bench almost daily. Maintaining a grippy edge and a slippery base makes a big difference when trying to perform in less than ideal conditions.

In a season like this there is often less business in the school as well, this means there is more time for training but also more time to rest. Managing this balance is different for everyone and it's important to know yourself and how to manage physical and mental strength.



Having been in the industry for a while now I know when I'm feeling a little burnt out from too much training or too much skiing and need to either take a day off or just go for a ski.

I'm also aware of when I'm hungry for more. Having a group of friends who are training towards the same or a similar goal is really helpful. They'll become your training partners, skiing partners and après friends. Having a collective mindset to always improve is a really healthy way to approach a long 100+ days of working together, living together and training together.

I saw that in the groups I was with in Thredbo this year and the comradery was great and reminded me of the people I went through the process with as well, some of whom I now have the pleasure of working with in the blue jackets. It can be a rollercoaster of emotions and at the end of the day we do it because it's a *lot* of fun.



JJ MCSPEDDEN-BROWN

Getting the Most Out of Each Training Session



of ing



Steven Nyman (USA)
Photo - GEPA pictures, Wolfgang Grebien

Here are my top tips for getting the most out of each training session. Before each session, figure out what your goals and focuses are going to be for the upcoming session and keep them in the forefront of your mind. Find your training buddy or buddies, get the video camera or phone and find the best run to work on achieving your current goal.

Now here's the big one. A study from 1996



by Dr. Biasiotto found that athletes can improve their basketball free throws by up to 23% through visualisation alone.

Ski racers will often practice this technique before a race, closing their eyes and using their hands to imagine skiing down the course.

To use this technique effectively, you will need to involve sight, sound and feeling. Get yourself to the top of the run, look down it, get a mental image of the run and close your eyes. Visualise yourself from the first person skiing down the run with your goals and focuses doing the turn type, shape, size and speed you want to achieve. Imagine what kind of sound your edges are going to make carving through the type of snow in front of you. Imagine

what feelings you're going to get in your feet, boots and legs as you balance on the optimal spots for each part of the turn, edge and rotate your skis, and manage the pressure as required. Now commit all these visualised and imagined pieces of information to your memory. Ski the run, take video, watch the video and determine what you need to work on most to achieve your goals.

From now on, set yourself a goal to practice visualising skiing that run every day, and ski that run with those same goals every chance you get!



TWIST



express
yourself

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PRODEAL
USE CODE **APSI20**




Overcoming Confidence Progression



ANDY AITKEN

Everyone who snowboards (or skis) experiences fear at some point in their careers. As instructors, adjusting our lessons to help our students feel more confident, like switching to easier terrain, is not a new concept. However, have you ever considered using a progression based on building confidence rather than technique?

Here's a freestyle scenario. Your student (or yourself) wants to boardslide a street style (side entry) down rail. They can boardslide a box, they can boardslide a ride-on rail, they can 50-50 the down rail, but they

ing Fear — ce—Based ons



can't bring themselves to boardslide that down rail. They've taken all the right steps, all the ingredients are there, but they just can't commit. Here is where a confidence-based progression can come in. Instead of getting frustrated, break down the scary part of the trick into as many steps as needed. Jump parallel to the rail and check your height. Repeat, turn your board in the air and tap the rail with your nose. Do the same and put some weight on your front foot to slide the rail a few centimetres more. Repeat this taking slightly more angle towards the rail every time

until you slide the whole rail. Take as many attempts at each step until it feels easy before moving on to the next. Add more steps if needed.

This can be applied to any freestyle trick or any lesson involving an element of fear, such as riding steeper terrain. For myself, the goal of these progressions is to avoid plateauing in progress because we are trying to skip ahead faster than fear will allow.



360 ways to Teach a 180°

ALESSIO MARITANO

A 180° on the slope is a simple task that we are teaching to our students. It is also an incredibly rewarding and satisfying manoeuvre that our students will proudly show to parents, partners, and friends.

But how many different kinds of 180°s can we actually teach and perform?

This is a common question asked by students or a fun discussion between instructors. Let's dive into the topic and try to find a logical answer.

For this article I have decided to consider only 180° rotations performed purely off the ground on a slope; nose/tail rolls, butters, 180s slide and spins in the park won't be taken into account.



FROM EDGE TO OPPOSITE EDGE...

First, we should decide if we are going to teach our student to take off from an edge, so very likely across the hill, or with the snowboard flat, pointing down in the fall line. Starting with an edged take off is generally easier as we have a solid platform for take off and we can “steal” some degree of rotation. Generally, we will also land on the opposite edge.

1) Frontside or Backside? (2)

We should then explain to our students the differences between the two types of spins: backside and frontside. To simplify, we could say that in a 180° frontside we will look ahead all the time, while in a 180 backside we have to rotate our head 360°, to look again in the direction of travel. We could also explain the concept of a blind landing in backside spins to control over-rotations.

2) Switch or Forward? (x2)

One other decision to make is if we are going to attempt our 180° forward or switch.

Some riders might prefer to perform switch rotations other than forward; it is a personal feeling connected with the laterality of our brain and body. We should give our students the opportunity to experiment in both directions to find their preferred combination.

3) From Heel Edge or Toe Edge? (x2)

Generally, we would propose our students to attempt first one of the four Basic 180°s. These spins are frontside taking off from the heels and backside from the toes. They present a natural advantage as the edge sidecut will help the rotational momentum. Also, during the learning phase, we can “steal” degrees of rotation by turning the board slightly uphill before taking off.

But we can also take off from the opposite edge, for example imagine performing a frontside taking off from the toes or a backside from the heels. We will call these spins Hardway, as we rotate our body downhill, spinning in the opposite direction of the edge sidecut.

A simple distinction for the student could be that our front hand will rotate always uphill for the Basic 180°s and always downhill for the Hardway 180°s.

So, at this point we have four Basic and four Hardway spins...

4) Hop, Ollie or Nollie? (x3)

For each of the above-mentioned spins we should also consider the take-off method and we have basically three different options.

It feels natural to perform a hop when taking off from the toes. On the toes we can use the powerful calf muscles to add pop.

When we take off from the heel the ankle muscles cannot be used, so it is generally easier to perform an ollie or nollie. This way we will increase the pop by using the flexion and re-bound of the board.

Many riders prefer to use a nollie for the Hardway spins, as this facilitates the rotation of the tail uphill.

The take-off method remains a personal decision, but as instructors we should propose and be aware of the different options.

5) Pre-wind or Anticipation? (x2)

There are basically two different techniques to create the spin:

- Pre-wind, during the approach the rider rotates the upper body in the opposite direction of the desired spin, at take off he will have then a considerable range of rotational movement to create a powerful spin. This technique creates a powerful rotation that might be difficult to stop, it is advisable for students that tend to under-rotate a spin.
- Anticipation, during the approach the rider rotates the upper body first in the direction of the desired spin, at take off he uses the core muscles to recall the lower body and board to complete the rotation. This technique can be used to correct students that tend to over-rotate a spin.

6) Landing Even, on Nose or on Tail? (x3)

An even landing on both feet is generally advisable but we could also land our 180°s on the nose or tail to create trick combinations or to fix deficiency.

FROM EDGE TO SAME EDGE...

7) Landing on Heel Edge or Toe Edge? (X2)

One other variable, the landing edge. Until now we considered performing 180°s landing on the opposite edge, but let's think of "Toe to Toe Frontside" or "Heel to Heel Backside". In this case we will land on the same edge of take-off.

One other example: imagine doing a toe to heel open turn, at the completion perform a basic 180° frontside from the heel and land on the heel at the initiation of a new switch toe to heel turn.

FROM FLAT BOARD TO FLAT BOARD:

We could also perform some 180°s taking off and landing with a flat board. This could be a great exercise to explore new spin options, work on specific skills and it is a stepping stone to learn spins on/off a box.

In this case we could consider the following variable:

- 1) Frontside or Backside (2);
- 2) Switch or Forward (x2);
- 3) Take-off with Hop, Ollie or Nollie (x3);
- 4) Pre-wind or Anticipation (x2);
- 5) Landing Even, Nose or Tail (x3);

TIME FOR SOME MATHEMATICS:

Variable	Operation
From edge to edge	
Frontside - Backside	2
Switch - Forward	x2
Take-off from Heel - Toe Edge	x2
Take-off with Hop – Ollie - Nollie	x3
Pre-wind - Anticipation	x2
Landing Even - on Nose - on Tail	x3
Landing on Heel - Toe Edge	x2
	= 288

From flat board to flat board

Frontside - Backside	2
Switch - Forward	x2
Take-off with Hop - Ollie - Nollie	x3
Pre-wind - Anticipation	x2
Landing Even - Nose - Tail	x3
	= 72
	288 + 72= 360

Some of the possible variations might be unnatural, weird, and very difficult to perform, but they remain a useful option to train specific skills, to correct deficiency, or to discover new tricks.

I believe that one of the more satisfying aspects of snowboarding is the possibility to learn new things every day, so let's go out there and try some new spins!

Considering all the variables taken into consideration we will have **360 different ways to perform and teach a simple 180°**. I think it is a pretty interesting number...

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