

- 2021 End-of Season **Reports**
- Lets talk about **Indoor** Skiing!
- An Open Letter To My **Former** Instructor Self
- Training outside of your **comfort zone**



AUSTRALIAN PROFESSIONAL SNOWSPORT INSTRUCTORS

SnowPro



Summer2021/22edition

2021 PRESIDENT'S REPORT

PAUL LORENZ



After yet another difficult 2021 season, I'm proud to report that the APSI fared as successfully as possible, due in large part to the many dedicated hours of work from the APSI General Manager (GM), Technical Directors (TDs), Office Staff and Board. We hear the word resilience used a lot these days, but the dedication these people have shown is a true testament to the resilience of our organisation and snowsports community.

The GM and TD reports will provide updates on operations, and the Treasurer has shed light on the finances, so I would like to share some information on what went on with the Board throughout the year.

In July, Adam Hosie stepped down from his role as the Australian Ski Areas Association (ASAA) Representative on the Board. Adam has contributed a *great* deal over the last seven years and he will be *sorely* missed. The ASAA indicated that they would appoint a new representative at their End of Season (EOS) meeting in November. Being one Board member down did pose certain difficulties however the Board managed with 6 voting members. In November, Tina Burford was appointed to represent the ASAA on the Board. Tina brings *vast* industry experience and a long history with the APSI. The Board is very pleased to have Tina and have enjoyed working with Tina since her appointment!

Throughout August and September, the Board became increasingly aware of the stresses that certain issues have placed on APSI staff and Board members. With the GM and members of the Board offering support where possible, it became apparent that the APSI required a more robust staff support system. After many hours of work by Ordinary Board member, Sarah Lyster, the Board engaged ACACIA as a professional Employee Assistance

Program (EAP) provider. While still a relatively small organisation, the Board is very pleased that the APSI is now offering this kind of professional support to its staff, a benefit that is akin to one usually provided by a much larger company.

In September, APSI treasurer, Deb Meehan, resigned from her role on the Board. Deb has worked *tirelessly* on many Board projects and the management of APSI finances for more than seven years. With Deb's resignation, the voting members of the Board reduced to five (the minimum to constitute a quorum). There was urgent need to appoint an individual into one of the casual vacancies to ensure the Board had the capacity to make decisions and take any required action moving forward.

Ordinary Board member Gemma McMillan expressed her keen interest in volunteering her time in the temporary role of Treasurer until the 2022 AGM. Gemma's previous experience in budgeting, her education in OH&S and compliance, along with her work in various government departments very much suits this role. As such, the Board unanimously supported Gemma's appointment into the temporary role of Treasurer leaving her Ordinary Board member role vacant. The Board agreed that Scott Sanderson would be the ideal candidate to fill this Ordinary Board member vacancy. This was due to his previous experience on the Board and understanding of the organisation, along with his indication of interest by running for re-election at the June 2021 AGM. According to the vote count at that time, Scott was also next in line, indicating to the Board that Members would again support his appointment to

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the Board. Scott graciously accepted the invitation to return and despite his very busy schedule, has been available to attend all meetings and contribute to the Board as required.

Also in September, the Board received Nick Rankin's notice of resignation. This came as a surprise as Nick was *outstanding* in the role of General Manager, creating excellent rapport with stakeholders and going above and beyond in supporting staff.

Anyone who dealt with Nick this season would have noticed his enthusiasm and passion for all things APSI. The APSI was incredibly lucky to have Nick during such a difficult season and while very sad to see Nick go, the Board supports his intention to move on. We wish Nick all the best with his new direction and have absolute confidence that he will be successful with any endeavour that he chooses to undertake.



In light of Nick's resignation as General Manager, members of the Board met with the Technical Directors and office staff to determine their needs for the Summer. It was quickly apparent that certain responsibilities, typically undertaken by the GM, could not be left unattended. During these meetings, Administrations Officer, Suzanna Brown, expressed interest in moving into a role with more responsibility. The Board had previously recognised Suzanna's experience and strong capabilities in these areas. As such, the Board created a new role of Administrative Coordinator that encompasses the duties of the previous Administration Officer, while also overseeing the review, update and maintenance of APSI software (including the website), and the supervision of the APSI product calendar. Suzanna was offered and accepted this role in October and is already doing a *brilliant* Job.

It was also agreed by the Board that I, as president, would provide support to staff in a limited, part time, capacity until such time as a new GM is recruited. Between the increased responsibility taken on by Administrative Coordinator, the autonomy of the Technical Directors through summer, and the support I will provide, the Board is confident that the APSI will fare well until a new GM is appointed.

The End Of Season (EOS) Board meeting in November, was highly productive and facilitated strong discussion and the resolution of most current issues facing the APSI. Despite the vacancy of the General Manager position, the APSI's continued development with projects such as the review of APSI By-Laws, creation and implementation of a comprehensive pricing model, the update of the APSI website (including the "backend"), and a review of certain policies were prioritised as "urgent

projects" that must be undertaken throughout the summer. The Board agreed that individuals with the relevant skills, will be tasked with these projects, and paid according to the estimated time required to complete the project. A GM recruitment strategy and timeline was also agreed upon and set in motion with the engagement of a new GM planned for late February/early March.

Another positive outcome from the Board's EOS meeting was the engagement of a new part time, Communications Officer. The Board is very excited that Kylie Dwyer will take on this role, one that she has extensively contributed to in a voluntary capacity for over a year. This role will oversee the implementation of a member engagement strategy across all social media, email and website platforms, encompassing interesting content from all disciplines, important office operations and Board updates. This is a critical role for the APSI, particularly with the current focus to retain members within the industry. The Board is confident Kylie will *thrive* in this role, particularly now there is dedicated time and funding.

Lastly, this was an incredibly challenging year that demanded more from the Technical Directors, Office Staff, GM and Board than ever before. Thank you is not enough, and I want to acknowledge the absolute dedication this team has for the APSI. The quick thinking and flexible approach, work ethic and countless hours that this team contributed were what allowed the APSI to continue with success and is very inspiring to me. I sincerely hope that members recognise what these individuals do for our organisation and community. THANK YOU.

I wish you all the best for your summer or winter, and look forward to a less eventful 2022.

GENERAL MANAGER'S REPORT

NICK RANKIN



WELL, WHAT A WINTER!

A second consecutive year of dealing with Covid-19 meant that challenges, unexpected changes, and the times where we found ourselves in new territory were aplenty.

Simply put, the unexpected occurred so frequently that it was no longer unexpected and became the status quo!

Rather than dwelling on Covid and what could have been, I urge all members to reflect on and look to all of the *positives* which have come out of this winter.

The strength and resilience of all APSI members, staff and resort partners throughout this time has shone brightly. I thank everyone for their enduring passion which will no doubt continue into the future.

When comparing the opportunities for members between 2020 and 2021, it is light and day.

A full calendar which was developed by the operations team in conjunction with the resorts allowed for a fantastic baseline in which we could adapt as required to allow members and resort staff access to education. I do want to recognise that some members were not able to access a certain level of training, course or exam due to it being continually rescheduled due to restrictions. This was not for a lack of trying by the operations team.

Our annual Trainers Coordination was unable to run in person this year which resulted in a successful adaption to online sessions to update and upskill both APSI staff and resort in-house trainers. This included the successful intake of 3 Alpine and 7 Snowboard Rookie Trainers to the APSI Trainer Team. To ensure the in-person and on snow aspects were not missed in this year's Trainers Coordination, Alpine and Snowboard NTC days were run before the July school holidays in most resorts to facilitate these sessions.

A busy June and July period was had by all APSI staff with the biggest intake of new resort instructors that have been seen in recent times. Over 400 new staff were certified across all disciplines with close to another 200 new levels ones successfully starting their journey in the snowsports industry throughout the remainder of the season.

It is fantastic to see the amount of new domestic instructors coming through the ranks which augers well for how the Australian industry will develop in the years to come. A *key focus* of course is to retain and develop these newcomers.

| | Winter 2020 | Winter 2021 |
|---------------------|-------------|-------------|
| Events | 23 | 62 |
| Participants | 188 | 779 |

TREASURER'S REPORT

GEMMA MCMILLAN



The financial position of APSI remains stable and we will likely retain a profit for the period 1 January to 31 December 2021.

Some of you are probably wondering how I've ended up in the role of APSI Treasurer. In September 2021 Deborah Meehan resigned from her position on the Board, indicating she felt the time was right - knowing the APSI was heading in a *positive* direction.

Deb was Treasurer for seven years and made *significant* improvements to the financial management of APSI. Thank you, Deb. Seven years of service is a massive undertaking - something I'm quickly discovering.

When Deb resigned from the Board, we were tasked with finding a replacement. I put my hand-up to hold the fort and the rest of the Board voted I carry-out duties of Treasurer until the next election. While there's quite a lot of work involved, I am enjoying serving our community and I'm truly honoured to accept the position, understanding the magnitude and responsibility of this undertaking.

If anyone's wondering about my credentials, first and foremost I'm an APSI Ski Instructor (with ISIA Stamp). Being a Ski Instructor is by far my proudest qualification. I also have a Bachelor of Business, a Master's in Occupational Health and Safety, and a Certificate IV in Training and Assessment. I've over 20 years' experience consulting and managing people, budgets and risk in private enterprise, government, and not-for-profit organisations. I've also owned and managed a risk consulting business since the mid naughties.

Anyway, enough about me... the following is a brief of the financials.

The APSI made a profit of \$128,486.04 for the year-to-date (1st January 2021 to 1st December), based on:

- Income from sales \$501,935.80, plus \$48,931.36 in subsidies and grants
- Operating expenses of \$422,381.12

After forecast expenditure (including printing of manuals, wages, fees, and expenses), I estimate the APSI will retain a profit for the full year of conservatively at least \$60,000. *Not bad* for such a tumultuous time, during which our industry was significantly impacted by the Pandemic, especially considering the sizeable refunds already issued this year (of approximately \$192,604.24 due to resort closures and government restrictions).

It's also worth mentioning course fees were *mostly* collected in earlier business activity reporting periods, resulting in tax credits being held over and creating potential for stressors on our daily operating account. I think we've done incredibly well this year to weather the storm.

Our position is largely due to the hard work of Former General Manager (Nick Rankin) and Former Treasurer (Deb Meehan). Nick and Deb did an excellent job working to improve our chart of accounts and implemented a new pricing structure in collaboration with the Board. Nick also made significant cost savings through planning and rostering and, as a result, the Board gained improved strategic decision-making capabilities.



Our improved financial management allowed the Board to:

1. Implement discretionary spending funds for Technical Directors, giving them greater control over planning and budgeting for their individual disciplines in 2022.
2. Provide increased investment in e-learning.
3. Assign funds to improve systems such as the APSI By-laws and back-of-house computing software.

4. Reinvest funds previously drawn down from savings.
5. Take steps towards better future financial planning for 2022 and beyond.

I'm looking forward to next winter and hope to see everyone back on the slopes.

Don't forget to renew your membership.

Many thanks!

Gemma

NOTES FROM THE OFFICE

SUZ BROWN & TIFF INGLE

WE WROTE LAST YEAR THAT 2020 WILL BE ONE FOR THE HISTORY BOOKS, IT SEEMS 2021 HAS TRIED TO DO ONE BETTER!

Early June we had a full season of courses and exams planned for across Australia and had a *huge* amount of interest from current and future members. In the end we were so grateful to be able to provide some courses and exams to our members across NSW and Victoria. We were kept on our toes cancelling and reorganising course dates with the ever-changing government requirements.

Thank you to all members for your patience and understanding of the circumstances we were in. It was wonderful to see so many members keen to update their skills.

We would love to thank all our Technical Directors and the Board for your ongoing support.

A last big thank you to Nick Rankin for all his dedication and enthusiasm. We are so sad to see you go but wish him all the best in his future career. We loved having you along for the journey.

We hope every member had a Happy Christmas and New Year. We hope you enjoyed it how you wanted to - on snow or in the sun, with family or loved ones.

2021

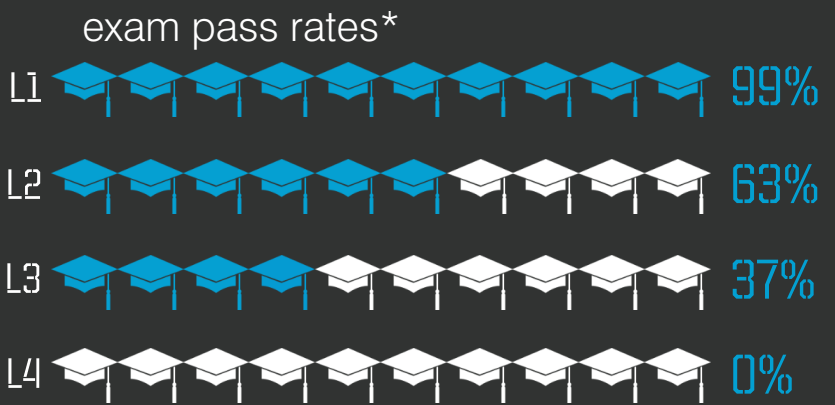
BY THE NUMBERS

 **90**
events

 **1342**
members

 **10**
new trainers

 **100%**
mask wearing



*with no Japan courses or exams, numbers are based on the Australian winter only

IDEAS FOR 2022: **LOTS!** SEND YOURS TO APSI@APSI.NET.AU



Alpine Report

“LANGUISHING IS A SENSE OF STAGNATION AND EMPTINESS. IT FEELS AS IF YOU’RE MUDDLING THROUGH YOUR DAYS, LOOKING AT YOUR LIFE THROUGH A FOGGY WINDSHIELD. AND IT MIGHT BE THE DOMINANT EMOTION OF 2021.”

Adam Grant, New York Times 2021

After what *most* of us have been through in 2020 and now 2021, you may find a personal connection to this quote. You are not alone if you do. Changing that feeling of ‘blah’ into a ‘yeehaw’ can be found in the positives and I’ll try to point out some of these in how our winter season unfolded and the state of play for APSI Alpine. If I’ve learnt one thing through these past couple of years, it is that we need to look forward and not back. It’s time to exit these tough times we have all just experienced. The foundations of APSI alpine, our people, our teams and what we all do is ready to leap into a brighter 2022.

So how do we recognise past struggles so we can learn from them, plan for future endeavors down the road but ultimately live in the present moment? As this is all we really have to impact a change. This Australian winter our alpine team started the year with well laid plans thinking the pandemic was in our wake only to be faced with the need to change, re-adjust, pivot and plan again, more times than we care to remember. But our teams continued to take this in their stride, re-evaluate and move forward to achieve as much as possible for our members and the association.



End of season Level 3 moguls being assessed on Mt. Hotham's Cornice Run

We managed to certify the highest number of level 1 candidates than ever before this winter and welcomed a whole new wave of members to our association. We sincerely hope these new instructors to the APSI, and Australian snow sports industry enjoyed parts of the ride. Training to become a qualified snowsports instructor, the time spent on snow together and moments helping our resort guests to enjoy their holidays are all perks of the job and memories that should be cherished. Although short lived, we hope you can all see what a fantastic lifestyle and place the Aussie mountains can be and that we will see you all back next year to continue your journey, perhaps complete your level 2 certification or just create more lines through untracked snow with friends, colleagues, and our resort guests.

Hitting the snow early this season were certification updates, professional development days on free-skiing skills, racing and as many pre-courses and exams as feasibly possible for our higher-level participants which were enthusiastically attended. Our technical committees are fired up to continue these on snow offerings and more next year and have already begun planning on how to allow our members to capitalize on their training experiences this year, through more accessible early season

training opportunities and exams in 2022. So, if you missed out this year or could not convert all the goals you wanted too. Stay tuned!

Our APSI National Team selection was postponed last season and had to again be modified in 2021. 2 years ago, 37 of our very best snowsport instructors in the country took on what may be one of the most challenging assignments of their careers. Going head-to-head to test their knowledge, skills, dedication, and motivation as educators to vie for a position on this coveted team. An APSI National Training Squad of 22 has now been formed. This group will be challenging the models we use and how snow sports education is evolving to progress what we do and how we do it. Keep an eye out for these ideas to filter into our training courses, educational tools/manuals and to potentially form the backbone to what our country will take to the world at Interski, Levi 2023. There are many thought-provoking articles produced by some of these emerging leaders in this journal and keep an eye out for some more educational releases coming your way over the summer months ahead.

In and around the lockdowns across the country we were able to find a window to hold end of season exams in Mt. Hotham. Juggling the season



Alpine Technical Committee member Marty Firlie guides a training group through the Thredbo powder during a Level 4 Teach and Demos Pre-course

that was and the fairness to participants and the APSI standards and protocols is always at the forefront when deciding on whether it's possible to conduct these events. The easy answer in life is to do nothing or say NO, rather than look at the situation and see what can be done. The APSI Alpine team was constantly faced with these challenges and pushed through to see what could be done, which culminated in these events taking place. Congratulations to those that attended these exams and for making the decision to pick themselves up after the lockdowns, not throw in the towel and to say YES to what could be done. This courage to go for their goals surrounded by extraordinary challenges is admirable and applauded by us all – well done!

There is so much positivity and motivation that can be gained from these examples of our people holding their heads-up and showing resilience and the ability to adapt to the situation we found ourselves in. I'll continue to use you as inspiration moving forward to build a brighter 2022 and build an even better APSI Alpine for the future. The windscreen has already started to clear and its our choices we make together in this present moment that will ultimately bring forth great things for us all in the years ahead.

I want to wrap up by thanking those that have got us to where we are today. Although the road through these tough times has been rocky, it is thanks to this group of dedicated individuals and their tireless



Our APSI Leaders! The newly selected APSI National Squad has a debrief meeting after selection from computer screens all across the country



Congrats to all those APSI members that were able to participate in the re-scheduled end of season exams at Mt. Hotham

efforts to see our association succeed that needs to be recognized. Thank you to our GM's Nick Rankin and Richard Hocking for their leadership over the past 2 years and all you have done during very trying circumstances. Your passion and effort put in to see us succeed is something to be very proud of. Our discipline technical directors for the *passion* and *forward thinking* and our office staff Tiff and Suz who are our ever-stable rocks of the association keeping the gears greased for our members. It's a constant honor to be a part of this wonderful organisation and to work side by side with my colleagues in the APSI and my fellow instructors at my home resort of Mt. Hotham. I look forward to sliding with you all on *smoother trails* in 2022.



Perisher staff members training together and supporting one another at the APSI Level 1 Staff Exam

REMINDER

We would like to remind members to **always** ensure your contact information is kept up to date online by logging onto your MYAPSI Account:

www.apsi.net.au/user-login.php

Please contact us if you have **any** questions or concerns regarding the information that we collect from you.

Thank you.



Cross the
Mountain.



Snowboard Report

WHEN I SAT DOWN TO WRITE THIS SNOWBOARD REPORT FOR 2021, IT DAWNED ON ME THAT 2021 STEPPED UP A NOTCH IN THROWING CHALLENGES AT US AS COMPARED TO 2020. I AM SURE I CAN IMAGINE, MANY OF YOU AGREE. DESPITE THIS, WE ACHIEVED MANY GREAT THINGS IN THE SNOWBOARD WORLD THIS YEAR!

In training team news, we welcomed seven Rookie Trainers to the team: Dale (Bee) Humphrys, Falls Creek; Ash Muller, Mt. Buller; Joey Orme, Josh Burrough, Josh Danet, Craig Reynolds, Thredbo; and Adrian Powell, Perisher. Congratulations to you all and we look forward to working with you moving forward. I would also like to congratulate Ruth Kennedy, Perisher, who was one of the successful recipients of the 2021 Sodergren Scholarships and who has also come back to the APSI Snowboard training team after having some time away raising a beautiful family.

The 2021 Australian season began with a hybrid Trainers Coordination, some content delivered online, and some content delivered on-snow. The Snowboard training team are unanimous in wanting to get together in-person at the beginning of each season to ensure all trainers across the country are in unison. We are crossing our fingers that we can look forward to this happening in 2022.

We managed to run some courses and exams amidst COVID lockdowns in each state and strict

NSW/VIC state border restrictions. We certified 128 level one instructors across six resorts, Perisher, Thredbo, Mt. Hotham, Falls Creek, Mt. Buller and Mt. Baw Baw. A small cohort of instructors were able to attend early season resit exams in Thredbo and level two, level three and level four courses were run, or intended to run in both NSW and Victoria. The 2021 calendar, event dates and locations, off the back of Government/COVID regulations changing regularly and sometimes with only a few hours' notice, needed to be adjusted numerous times throughout the season. Ultimately, our goal was to provide as much opportunity to our members as we could under the regulations we were bound to. I would like to thank all members and resorts for your resilience and enthusiasm to move and adjust with us as we needed to move and adjust with the Government/COVID regulations. Your enthusiasm to continue your education was inspiring!

This year, we really began to focus on building a support network around our Snowboard community. APSI Snowboarding has a need to build a larger pool of trainers at all levels, especially the higher levels and across all resorts. An online forum network was set up to build communication, support, and

resources between and within resorts, not only for APSI trainers but for in-house trainers as well. This forum is in early development stages, and we look forward to utilising it more moving forward. Oscar Alston also ran our inaugural Professional Development Days. These days were marketed around helping career instructors develop skills and processes to implement into their teaching and own riding. You can read more about the Professional Development Days in the article below.

Other projects on the scope of the Snowboard world include the continued development of the APSI App, E-Learning and don't forget to keep your eye on our Social Channels for engagement in the online space. Don't forget to check out our previously live events here:

https://www.apsi.net.au/members/old_live_events/

To our members who participated in any course or exam this year, I applaud you! You committed to your education, and we sincerely hope to see you all back on the snow for season 2022. To our resorts who hosted us, thank you! Without your flexibility, we would not have been able to host as many events as we did. To the Snowboard Training Team and





Snowboard Technical Committee, you are all my rock! Your resilience is impeccable, know this and believe this! In particular, thank you Oscar Alston, Adam Rigby, Tareesa Straatmans and Jon Steel for all your hard work behind the scenes this year! Oscar, Adam, and Tee, thank you for being my team on the ground in NSW when border closures were in place and Jon, thank you for being incredibly flexible and selfless in helping the team in Victoria. To Nick Rankin, thank you! Nick “hit the ground running” when taking on the role as General Manager. It has been a particularly difficult two years in our industry and Nick’s commitment to the members and his staff during this time has been admirable. Thank you also to the office, Technical Directors and The APSI Board for continued support.

As we move into summer, I encourage you all to reflect and remind yourselves of your goals, your strengths and perhaps what you might be working on regarding your Snowsport career. Find the silver

linings out of the adversity that we are all facing and take the opportunity to learn and acknowledge your resilience from the difficult times. The whole Snowboard training team are behind you and my “door” is always open, please drop me a call anytime, even if just for a catch-up chat. Let’s build our Snowboard community together!

I wish you all a fantastic summer/winter, safe travels, and a world of adventures! See you on the snow!



SNOWBOARD PROFESSIONAL DEVELOPMENT DAYS

Oscar Alston Snowboard Examiner and Technical Committee Member

The professional development days were a 2-day program ran at Perisher. Our objective for this event was first and foremost directed at helping career instructors develop skills and processes to implement into their teaching and own riding.

SOME OF THE FOCUSES WERE:

1. Breaking down progressions and how to work from the final product to make a step by step for each skill
2. Working on a growth mindset and then using a range of techniques such a visualization, triggers, and positive self-talk to increase the likelihood of successful training
3. Creating a positive group environment to train and work in no matter the difficulty or level of training that is currently being attempted

A combination of these skills and mindset changes resulted in a very positive, collaborative, supportive and quite frankly fun group atmosphere. Every member of the group had more self-confidence going into trying new things, was willing to help each other with tips and skills and pushed themselves more than would have without that framework.

Running this course without a definitive end goal, other than improving self-awareness and bringing more knowledge into the psychological side of the sport proved very important in development. This more open format allowed the attendees to learn in the way they prefer and drew out gems of knowledge to ingrain in their own teaching and riding rather than just having a specific skill to try and master.

Keep an eye out for more of these events on the Snowboard calendar next season. This is a program we will continue to develop and hits our focus of building a support network around our Snowboard community.



Telemark Report

THERE IS NO DOUBT I WAS QUITE EXCITED ABOUT BEING APPOINTED TO THE ROLE OF TELEMARK TECHNICAL DIRECTOR EARLIER THIS YEAR. THE 2021 SEASON WAS SHAPING OUT TO BE A NORMAL SEASON FOR OPERATIONS, UNFORTUNATELY WE ALL KNOW WHAT STARTED HAPPENING IN JUNE. DESPITE THE CHALLENGES OF THE SEASON A FEW EVENTS WERE ABLE TO PROCEED.

Firstly, I would like to acknowledge the contribution the previous TD Richard Hocking has made to APSI Telemark over the last 8 years. Richard has been instrumental in the promotion of Telemark and the growth of course participation rates. I would not have the confidence or experience to step into the role without his mentorship over the last few years. It was still great to have Richard conducting courses this season in NSW.

Level 1 courses ran in each state and a Level 2 course in NSW. The Level 1 at Hotham was luckily able to be rescheduled to the end of the season after a pause in Victorian resort operations. This proved to be a blessing because the course ended up being a full group with the largest numbers to ever participate in Victoria. Unfortunately, the Level 3 course to be held in NSW could not go ahead which was disappointing because interest was high, and it is not often held every season. Hopefully, we get a chance to try again next season as it is great to have instructors coming through the higher levels to promote Telemark.

I would like to congratulate Chris Lewczynski for his selection as a Telemark representative on the National Team Squad. He has shown great initiative during the selection process producing excellent content that can be used for education and promotion of the sport. He did a fantastic job promoting the Level 1 course in Victoria this season with high numbers participating in the course. I look forward to working with him trying to restore interest and participation.

Heading into 2022 the plan is to work on updating the Telemark manual as well as producing some video and e-learning material access for the membership to supplement courses. This will help candidates in their course and exam preparation. Also, it will hopefully help give access to instructors of other disciplines more information about Telemark and promoting the discipline.

So, let us hope for a less disruptive 2022 and a better opportunity to participate in the wonderful craft of Telemark.

Have a safe and great summer or winter wherever you be. Thanks again to the Telemark trainers, instructors, guests, and everyone that introduces and mentors those to the “turn.”

INTERSCHOOLS SCHOLARSHIP

The APSI offers a scholarship to foster potential new Snowsports instructors by offering the opportunity to attend a level one course and exam free of charge.

The scholarship is offered to Australian students over 16 years of age who have participated in the Interschools Snowsports program.

Two scholarships are offered based on the applicant's location:

One scholarship for applicants from ACT, NSW or QLD

One scholarship for applicants from VIC, SA or TAS

This year we received a number of excellent applications and a huge congratulations to the 2021 recipients:

Georgia Brose and Arabella Green

Applications for the 2022 Scholarships open 1st June with applications due 31 August 2022. Check out the website for more information:

apsi.net.au/community/interschools



Adaptive Report

LAUNCH OF NEW
CERTIFICATION
SYSTEM

TOM HODGES

IN WHAT WAS ANOTHER TURBULENT SEASON, APSI ADAPTIVE WAS ABLE TO LAUNCH THE MUCH-ANTICIPATED NEW CERTIFICATION SYSTEM! WHILE THE EVER-CHANGING LANDSCAPE OF RESTRICTIONS AND LOCKDOWNS PLAYED HAVOC WITH PLANNING AND SCHEDULING FOR ALL, WE WERE ABLE TO RUN 2 HIGHLY SUCCESSFUL ADAPTIVE LEVEL ONE COURSES IN NSW.

Although we would have loved to offer the new courses to more instructors, we are extremely happy with being able to get the course off the ground. The new Level One course had been in the works for several years, and been through several iterations, so to finally be out in front of candidates training the content was incredibly exciting and not to mention a small feeling of relief. It's funny how when the rubber hits the road, or the skis hit the snow, how planning and preparation positively affect the performance of the program.... which after all is a huge part of the new Level One.

The new Level One is now offered as a two-day APSI run course and exam, so candidates have *greater* time to learn and put into practice skills in teaching students with intellectual and cognitive disabilities as well as those with a visual impairment the first steps to a lifetime of snow sport. The course dives into the APSI adaptive philosophy of '*Snowsports for everybody*', focusing on a person's ability and their goals, and to promote independence in our students. In the Level One course we expand the 9 lesson



essentials, especially 'student identification and goals', and 'planning the lesson', and the myriad of ways these steps can be affected by each and every one of our students who present with a disability.

After exploring these concepts indoors, the candidates put these ideas into action on snow using newly discussed adaptive teaching tools. Here it was so interesting to see how the course content shifted with the flow of the candidates learning, weather, and how external forces can shape the day. In typical APSI fashion the weather and snow came in full force during one of the courses, and the other course was gate-crashed by unsuspecting members of the public, but the candidates took it all in their stride and impressed the examiners every step of the way. We were impressed with the candidates handling of

every challenge and each took on every component of the course progressively to build their skills in teaching. *Everybody* on the course came away with a broad range of skills and a couple of gold nuggets to apply not only to their future adaptive lessons but to all of their lessons.

I am proud to announce 19 newly minted Adaptive Level One Instructors for 2021!

These courses would *not* have been possible without the work of Ursina Kradolfer at Perisher and Keith Jeffers at Thredbo as well as the team at Disabled Wintersports Australia for their continued support of APSI Adaptive courses. Not to mention of course the tireless team at the APSI office: Nick, Tiff and Suz for their amazing help behind the scenes



Adaptive's involvement with APSI National Team selection process continues with several members of the newly announcement APSI National Team Squad holding adaptive certification and experience. We look forward to the conclusion of the selection process on snow in 2022, and onward to the Interski event where Adaptive plans to continue the relationship with other national bodies and build on experiences learnt at previous Interski events to bring back to all APSI members in following years.

As always, the goal of APSI Adaptive moving forward is to promote the Adaptive philosophy of 'Snowsports for Everybody', continue to train and upskill APSI members, build the training staff team and continue to deliver a quality adaptive product to all APSI members.

APSI Adaptive plans to come back strong in 2022, offering Level One and Level Two Adaptive courses as was planned in 2021.

If you're an APSI member looking to enter the Adaptive world or you're already certified and want to continue through the pathway, be sure to keep an eye on the APSI calendar and media releases. And as always feel free to reach out to me personally at tom.hodges@apsi.net.au

Best of luck with your summer or winter plans until the next Aussie snow season. Stay Covid safe and look forward to another wonderful adaptive season on snow in 2022!

APSI ADAPTIVE PHILOSOPHY

↓
SNOWSPORTS ARE FOR **EVERYONE**

[regardless of physical or cognitive challenges]

↓
FOCUS ON A PERSON'S **ABILITY** AND THEIR **GOALS**

↓
PROMOTE **INDEPENDENCE**

Dare To Be Different

A balance of function, design and performance makes finding a Karbon garment to compliment an active lifestyle the obvious choice.



PROUD SUPPLIERS
TO THE APSI 2019
INTERSKI TEAM



Nordic Report

Overview

2021 was a difficult year for Nordic with only two Level 1 courses conducted. Extended lockdowns in Victoria and greater Sydney for most of the season made it impossible for APSI to run the courses scheduled. Several Level 1 and 2 courses were cancelled as well as Level 2 and 3 exam days. Nordic has not been able to run a Level 2 or 3 exam for two years and there are now many Level 1 instructors who have not been able to qualify to the next level due to the lack of available examination days. This has created frustration among some active APSI Nordic instructors.

Total participation on courses in 2021 with a comparison against the two previous years is shown in the table below:

Course locations

Courses were run in the following locations:

- Level 1. Lake Mountain (one course)
- Level 1. Perisher (one course)

Exams

Only Level 1 exams were conducted this year. These are embedded into the Level 1 course.

Nordic Trainers

Eight trainers were appointed this season, three in Victoria and five in NSW. Unfortunately, Richard Hocking who is one of the three Level 4 Nordic candidates resigned from APSI and the Nordic Technical Committee. His departure will be sorely missed, particularly given the work he was doing as part of his Level 4 in developing a new nordic skills framework.

| Course | 2019 | 2020 | 2021 | Change |
|----------------------|-----------|-----------|-----------|--------------|
| Level 1 | 43 | 34 | 13 | -62% |
| Level 2 | 15 | 8 | 0 | -100 % |
| Level 3 | 1 | 0 | 0 | 0 % |
| Level 4 – completed | 0 | 1 | 0 | -100 % |
| Level 4 – registered | 3 | 3 | 3 | 0 % |
| Total | 62 | 46 | 16 | -65 % |

Recalls and Instructor Professional Development

Previously, recalls have been funded through the Nordic TD allocation but due to a difficult financial environment this season, three recall days were conducted at the instructor's expense. However, it was pleasing to see that several instructors who required re-certification attended one of the recall days conducted at Lake Mountain and Perisher.

Nordic does not currently have a mature Home-study recertification product but this will be developed over the summer months and will be available for the 2022 season for those that cannot attend an on-snow recall/recertification.

Levels 1, 2 and 3 Course Workbooks

During the Lake Mountain Level 1 course in July, a new on-line pre-course quiz was successfully trialled. This replaces the Level 1 Workbook which for a variety of reasons became very difficult for candidates to complete before the course. The online pre-course quiz is easier and simpler to administer and will now be a part of all future Level 1 courses.

Over the 2021/22 summer, APSI Nordic trainers will be revamping the Level 2 and Level 3 Workbooks. The Workbooks can be best described as "study-guides" and are designed to allow the student to better understand the nordic skills progressions, teaching theory and customer service. They are to be completed before and during the Level 2 and 3 courses.

New Nordic Technical Manual

The APSI will be commencing the development of a One APSI Teaching and Skills Manual covering all disciplines during 2022. This is an exciting development for nordic skiing because for the first time we will be able to produce a high-quality publication with photographs instead of the current black and white stick figures. Over the 2021/22 summer the Nordic Technical Committee will be doing a review of the Manual as the first stage of the project. The second stage will be to take photos of all Nordic techniques during the 2022 winter.

A big thank you to all Nordic trainers and instructors for your ongoing support during very difficult times. We are all hopeful we are through the worst of it and are looking forward to a more normal 2022 season.



Becoming a Career Instructor

I HAVE BEEN FORTUNATE ENOUGH TO MAKE A CAREER OUT OF SNOWBOARDING, AND WHEN I STARTED, A CAREER IN SNOWBOARDING DIDN'T EVEN EXIST. IT'S FAIR TO SAY THAT SNOWBOARDING IN AUSTRALIA WAS A NOVELTY AT BEST IN THE 80'S, AND IT'S HARD TO IMAGINE, BUT SOME PEOPLE DIDN'T EVEN LIKE US AT ALL. WOW, HOW THINGS HAVE CHANGED.

I embarked on my first season in 1985 after being shown a ski magazine by some Canadian backpackers whilst backpacking myself through Turkey. In that magazine, amongst all the colourful photo's of skiers doing powder shots in waist deep powder there was one smaller black and white picture of a guy sliding sideways down a slope with a massive plume trailing behind him, and that was my first image of snowboarding,

At that time I had only ever seen snow when I was 12 years old on a Newport Primary school excursion to the Jenolan caves and Canberra. with the finale a day in the snow at Thredbo.

That one photo changed my life. To me the massive white mountains covered in snow were reminiscent of my beach days and I longed to surf them mountains. I headed for Kitzbuhel, Austria and so began my odyssey. Getting to Kitzbuhel had its own challenges especially given I was down to my last American Express travellers check and calling home in the post office was a major ordeal in itself. And nobody was able to tell me where to get a snowboard because it was early days, production boards were hard to find and most were riding home made ones.

Kitzbuhel was the home of Toni Sailer, Austrian skiing royalty, and the 'Red Devils' (managed by his brother, Rudi). Snowboarding and snowboarders were not received well in the heart of the Tirol I travelled from Chile to Ushuaia Argentina to support the Australian and Chilean teams and whilst there

I meet Rudi Sailer and we talked about those early days of snowboard in Kitzbuhel, it was a far more warmer reception than 30 years earlier, for me it was all fun times with heaps of international skiers, resort workers and a large contingent of Australians to play hard and party harder. Together we all enjoyed mixing it up in the Londoner pub, "It's a hard life in the mountains".

During my 7 years at Kitz I formed a friendship with some locals who were making homemade boards and the next season after working at a NATO Base I was cashed up and bought myself a Burton 150 Elite which I then exchanged for a 165 Burton Cruiser. It was an amazing time. Although we were turned away at the base of chair lifts we were permitted to ride the Gondola up the Kitzbuheler Horn. Improvisation was key as we sourced warm boots that could be squeezed into old XL ski boot shells, that were then cut apart to make an exo shell which was then affixed to a wooden board with sectional edges screwed in. Not pretty, but functional

By chance, I met some Australian instructors that pointed me in the direction of Australia's powder capital, Mount Hotham, so home to Australia I went.

My first season in Australia at Mt Hotham was in 1988. There wasn't a great deal of work in ski school if you didn't ski and I didn't. The Ski school already had in their employ two snowboarding Swedish brothers, Stefan and Andres Nilsen, who were multi talented and multi disciplined and with along Dave



Coleman they had the whole field covered. It wasn't until 1990 that I was hired when I pitched the plan of the Mount Hotham Boardriders that had successfully secured a sponsorship with Vic Health under the umbrella of LIFE BE IN IT (remember Norm?). The Boardriders' plan for Australia's first Banked Slalom was up and running and Steve 'Sticky' Cann secured me a position in the ski school. In 1989 I did the first ever APSI Snowboard Proficiency course, run by Geof Sawyer at Falls Creek. In 1991 Matt Gilder, Geoff Sawyer and myself as the first Snowboard Sub Committee began formulating Level 1 and by winter 1992 we were able to conduct the first ever Level 1 exam and course. Later we rode the northern winter in Whistler Blackcomb and worked at what would become Level 2. By 1994 the first Level 2 was run at Mt Hotham.

Australia's Snowboard Certifications were presented by Mike Diver of Hotham and Shannon O'Brian from Perisher Blue in Japan at 1995 at Interski. and Australia's Level 2 certification earned its ISIA stamp,

By 1997 a level 3 certification was introduced again at Mt Hotham. At the time we felt that a fully certified instructor should be able to instruct in Alpine gear as well as freestyle: an honourable thought but the reality was that the associated expenses for instructors, who weren't exactly

making big bucks, and Alpine snowboarding didn't have the same mass appeal as the comfortable soft boot surf/skatestyle and lesson numbers reflected that in ski schools.

Another interesting tidbit for factual history...at a trainers co-ordination it was suggested we call the Australian Professional Ski Instructors the Australian Professional Snowsports Instructors....that idea was dismissed with some laughter but in time was adopted.

Adam Webster of Thredbo, Dan Monahan of Hotham and I represented Australian snowboarding at the 1999 Interski in Norway. It was a personal highlight of mine and I recommend all members to strive for the chance to try out to be an Australian Interski team member.

Again we presented the Australian way, and in my view, the Australian way was on par with the rest of the world and we were then, and remain now, proud to represent Australia and its teaching methods.

Of course many contributions have been made since the Noughties by many talented members and the standard of instruction, training and the growth of snowboarding lessons has continued to elevate, with input from each generation of passionate and dedicated APSI members and trainers.

This last season I became a rookie trainer (at the

young age of 60). It's a big circle for me to be able to have the chance to see the changes and maybe incorporate some of my experiences and knowledge gained whilst teaching snowboarding on four continents over 67 seasons. I have enjoyed the Australian Alps again and catching up with long time friends, some of whom I hired and trained that remain in the game.

The APSI has been a ticket to travel for so many of us. The work ethic as practised in Australia is rightly recognized and respected world wide.

Doubtless we all wish the pandemic is behind us next season and all the hard work and planning by the technical committee and the training courses and exams are able to run with maximum turn out and positive results. Fingers crossed.

For me, a lad from a blue collar working class family who, by chance, met some crazy Canadians whilst backpacking, it has been a " Champagne life style on a beer budget" .

Being able to look across the mountains of the world to see incredible sun sets and sunrises, to heli boarding in Iceland and swimming with penguins in the Galápagos Islands who could ask for me. I have met and made friends with people of all backgrounds, from sports stars to Hollywood stars and politicians from Washington to Wolves of Wall street ..It's been a blast. And I'm not done yet!

I am a career instructor and a home owner in Lennox Head. I love this industry and the opportunities it affords me.

The unknown now for me is navigating my second summer in Lennox head having a sun and surf Christmas.

Stay safe and pray for snow for those of us crazy snow folks in the northern hemisphere. All the Best Peace Love and Snowboarding..ok snowsports !

Crashley

SnowPro Training Tips:

IT'S VERY EASY TO GET SO ENVELOPED BY OUR OWN NEED FOR SKIING SELF-IMPROVEMENT, THAT WE MISS THE OPPORTUNITY TO OBSERVE THE FEEDBACK GIVEN TO OTHER STUDENTS.

Ultimately as ski instructors, our primary role is to impart our knowledge to guests in the most efficient manner possible. With that being the case, it is so critical that we try and develop our own teaching abilities as much as possible.

Given that we rarely, if ever, get the opportunity to shadow other instructors and learn from them, training sessions become that *much* more important.

Use them as much for skiing self-development, as an opportunity to observe how the trainer plies their trade. Examples of what to pay attention to: How they space individual feedback, how they move the group around and more specifically how they deliver the 'what', 'how' and 'why'.

Paying attention to how the trainer identifies and addresses deficiencies within the group will give you indispensable knowledge and experience. You will begin to develop a keener eye for *common* problems and how to deliver corrections to your students in a simple concise manner. This will subsequently transfer over to your own clients' satisfaction and success. As an added bonus, it will also boost your knowledge and confidence when exam time comes around.

Applying this training tip will make training sessions intense with all of the info being taken in. Make it easier for yourself and write notes down in a notepad or smartphone for later reference.



@sebastianfreihofner

PLAY HARD
PLAY FUN
PLAY LIFE

PLAY
SNOWSPORTS.COM



SECOND GENERATION TWIST
GENERATION TWIST LOCK IS HERE 



JONATHAN MC-
SPEDDEN-BROWN

Lets talk about Indoor Skiing!

THE TYPE OF INDOOR SKIING THAT I'M TALKING ABOUT IS A PRETTY FOREIGN AND WEIRD CONCEPT TO MOST SKIERS, IT'S BASICALLY SKIING ON A TREADMILL.

The revolving synthetic mat is made of soft white nylon fibers that when wet react similar to skiing on snow, but with more friction. The mat is 6.5 metres wide and 10.2 metres long in size and the slope and speed can be adjusted for beginner through to advanced abilities. The mat operator can adjust these settings through a control panel and a remote control to start and stop the mat. The basic goal of skiing on the mat is to match the speed you're traveling down the mat (or hill) with the speed that the mat is rotating thus letting you ski infinitely at the same spot. For first timers and beginners, using a snow plough is the primary method used to control your speed and once that is mastered it is easy to blend in some beginner snow plough turns to aid with speed control which allows the skier to relax and reduce the size of their snow plough.

The progression to parallel turns on the mat is hard and sometimes scary, even for intermediate and advanced snow skiers. The width of the mat is

limited and the skier must start their next turn with no delay. If the skier finishes their turn across the hill too much or doesn't change the edge on their uphill ski correctly then their skis will grip to the mat and carry them to the top requiring the mat operator to stop the mat to avoid a fall.

However, this lets the skier focus on some fundamentals of skiing before attempting parallel turns, such as; finding a dynamic athletic stance, strong balance on the outside ski, the timing of transferring balance to the new outside ski during the transition, progressive rotation of the ski through leg turning to create rounder turns, and progressive edging of the ski through ankle, knee and hip angulation to grip, help balance on the outside ski and help create round turns.

One way to make the progression to parallel easier is practicing J-turns with the mat off or running very slowly to practice steering their inside ski to match parallel while changing edges. Other useful tools

include; the mirror at the front for skiers to watch their stance and turns, using shorter skis with smaller turn radii allowing parallel and round turns to be created more easily, and a white board and marker to draw diagrams and explain concepts.

Once parallel turns are achieved it starts to feel a lot like skiing on snow and skiers can practice getting their skiing to the next performance level and getting a pretty good work out at the same time due to the infinite slope. At the higher levels skiers can learn about the boot arc technique to create rounder turns while progressively edging their skis and work on their skiing muscles. I have certainly found that indoor skiing has improved my snow skiing and helped me find new ways to think about skiing.

IMPORTANT DATES 2021/22:

.....
SODERGREN SCHOLARSHIP APPLICATIONS: Now - 30 April 2022

.....
INTERSCHOOLS SCHOLARSHIP APPLICATIONS: 1 June 2022 – 31 August 2022

.....
ANNUAL GENERAL MEETING: WEDNESDAY 8 June 2022

.....
ROOKIE SELECTION & TRAINERS COORDINATION: Date TBC

Keep an eye on the website for exact dates or any changes! apsi.net.au/store/calendar

2022 MEMBERSHIP

| MEMBER BENEFIT | MEMBER LEVEL | |
|--------------------------|--------------------------------|-----------------------------|
| | ASSOCIATE | FULL |
| Courses & Exams | | ✓ |
| Certifications Updates | | ✓ |
| Member Services | | ✓ |
| ISIA Stamp (if eligible) | | ✓ |
| Scholarship Fund | | ✓ |
| Member's Logo | | ✓ |
| App Access | ✓ | ✓ |
| SnowPro Magazine | ✓ | ✓ |
| Membership Merchandise | ✓ | ✓ |
| Newsletters | ✓ | ✓ |
| Voting Rights | ✓ | ✓ |
| Member Card | ✓ Without certification listed | ✓ With certification listed |
| Spring Sessions | ✓ Training only | ✓ Training or Update |
| Members Pricing | ✓ Selected Products | ✓ All Products |
| Pro Deals | ✓ Selected Pro Deals | ✓ All Pro Deals |

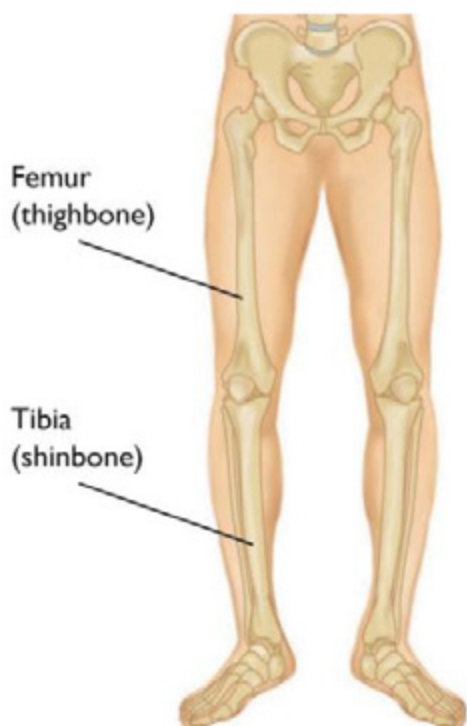
1 Year Full Membership \$125

1 Year Associate Membership \$50

3 Year Full Membership \$280

Valid certification requires current full membership: apsi.net.au/store/membership

Why your Heel position might [The Femur-to-Tibia Unraveled].



For those who don't know, the femur is the bone between the hip and the knee and the tibia is between the foot and knee. The ratio is how long the femur is compared to the tibia.

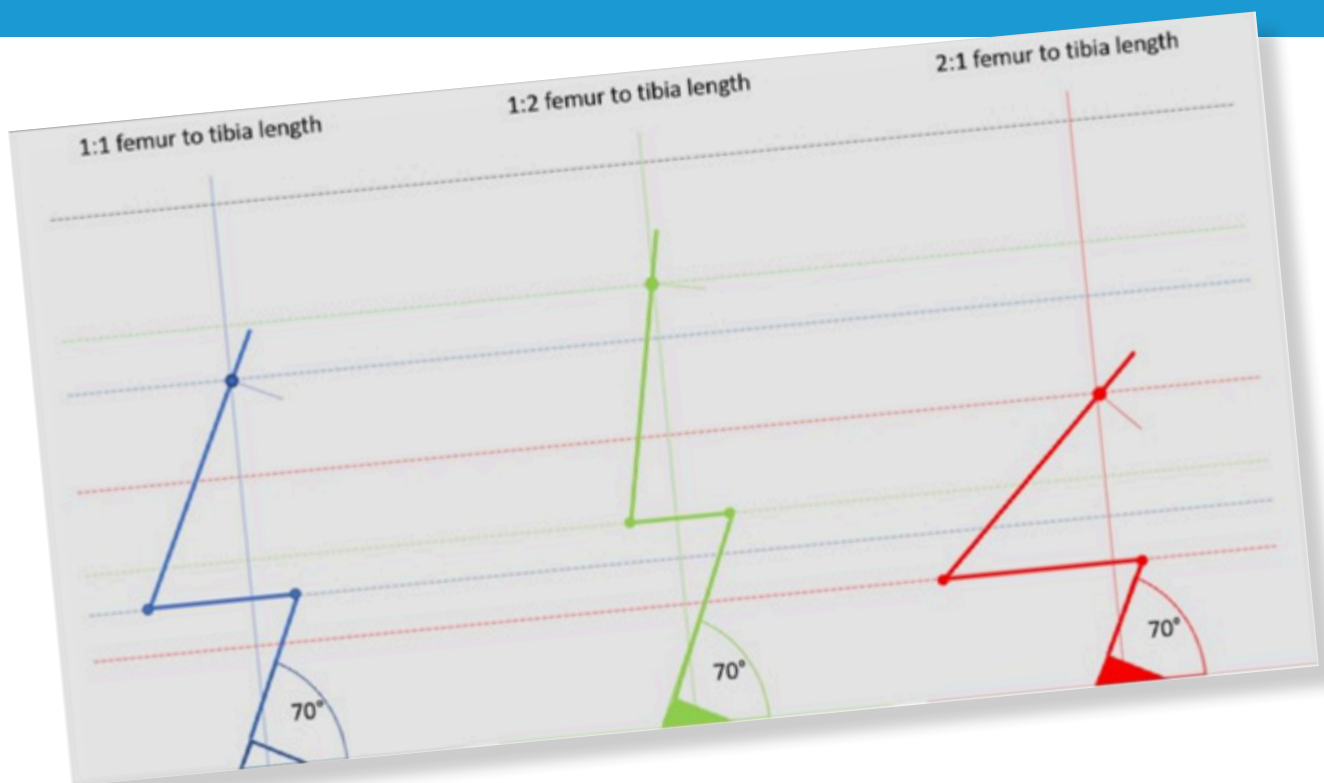
Research on squat mechanics has shown that this ratio affects how we squat and from this we can infer that this ratio will also affect how we perform a low heelside position, a position essential in snowboarding. We'll use an example to demonstrate this. Say you and two friends have the same height but have differing ratios of femurs to tibias as shown in Figure 2. The first friend (blue) with a 1:1 ratio doesn't mind getting into a low heelside position (i.e. when the femurs are horizontal with the horizon). They can hit proper depth with relative ease and not too much strain on their back and an appropriate amount of vertical range. The second friend (green) with a 1:2 ratio loves heelside as they can hit proper depth with utmost ease, hardly moves vertically to hit the required depth, and barely *looks* like they're trying.

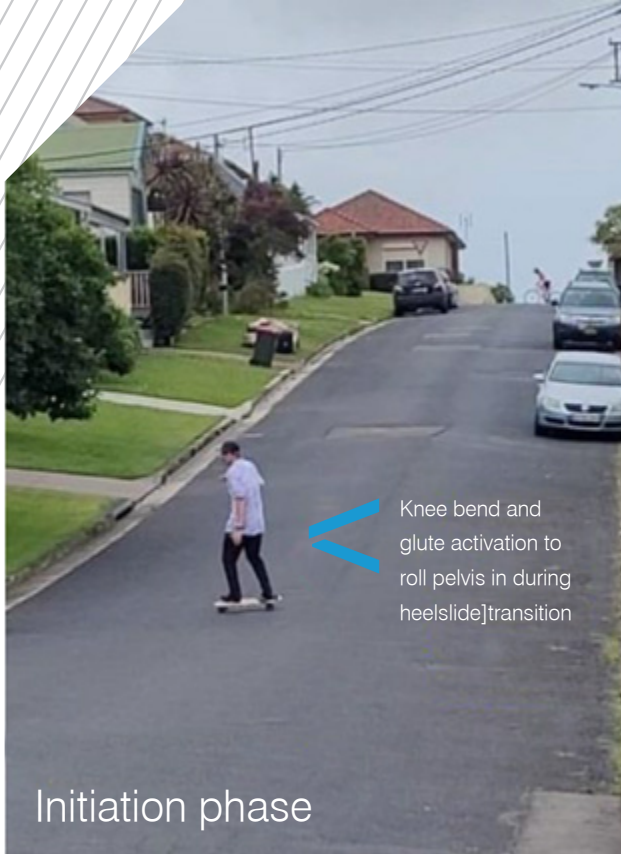
Heelside that suck.

1:1 Tibia Ratio

JOSHUA DANFET

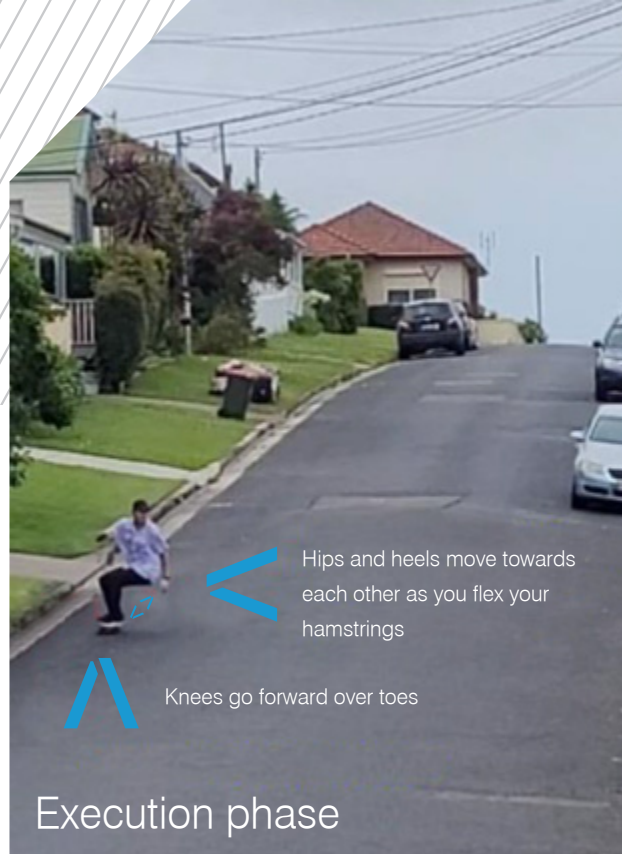
DO YOU FIND HEEL SIDE POSITIONS HARDER THAN OTHER RIDERS SEEM TO? IT COULD BE DUE TO YOUR FEMUR TO TIBIA LENGTH RATIO. MY RATIO ISN'T FAVOURABLE AND FOR THE LONGEST TIME I THOUGHT THAT IT WAS IMPOSSIBLE TO GET INTO THE SAME LOW, STACKED HEELSIDE POSITIONS THAT OTHERS SEEMED TO EASILY BE ABLE TO GET INTO, BUT I'M HAPPY TO SAY IT IS POSSIBLE AND I'M HERE TO SHARE MY SECRETS ON HOW TO DO IT.





Knee bend and glute activation to roll pelvis in during heelslide]transition

Initiation phase



Hips and heels move towards each other as you flex your hamstrings

Knees go forward over toes

Execution phase

You, on the other hand, with a 2:1 ratio, have difficulty hitting proper depth, appear to squat the deepest, move the most vertically, and it puts a strain on your lower back and hips.

Comparing these heelside positions in terms of snowboarding biomechanics we can see that green is best then blue then red based on how vertical the spine is and how stacked the joints are over the feet (your base of support). Being stacked and more upright over your base of support means your better balanced first and foremost. This fact alone aids more effective use of the other three skills (rotation, edging and pressure control). The green and blue positions require less effort as there is less depth to reach and is easier to recenter from.

It is easy to see how this ratio affects squat mechanics and biomechanics but what can we do to make squatting easier and safer? Other than being born with a good ratio, one of the biggest things you can do is maximize dorsiflexion flexibility. The more you can flex your ankle inwards, the more you can bend your knees forward which will help (the hamstrings, which you should also strengthen) bring your hip in closer to the board and the center of mass and which will also straighten your back.

Strengthening your dorsi flexion muscles is *equally* important as you will not be able to benefit from the increased range if your ankles aren't strong enough to bend a typically stiff snowboard boot. The next related point is avoid the stiffest boots such as malamutes because they prohibit ankle flexion. I find medium flex boots (such as Salomon Synapses give you the best balance of flex and responsiveness. Boot insoles with a slight heel lift can also help as they will emulate having a greater degree of dorsiflexion. Additionally, you can externally rotate your bindings slightly outwards. When I say *slightly*, I mean up to an *extra* two notches outwards on the dial. At the time of writing this I ride at -18 and 6. This will help bring your hips in laterally closer to your center of mass and board as you bend and reduce the strain on your lower back. You can also widen your stance slightly as well for the same effect. Placing your feet slightly outside of shoulder width can make a huge impact on how the squat feels. This last will be a little painful until you get used to it but putting your high-backs forward is going to do a world of help. This does a few things, it lowers your height so you're less likely to tip in (especially helpful for taller people, who generally have larger femurs), gets you used to having your knees more forward to bend effectively, and prevents you from opening up



your ankle joint any more than is necessary, which is easy to do when doing up unweighted turns (the primarily used turn in APSI).

So far, I've just mentioned strength and flexibility training and equipment changes but are there any special movements you need to make to unlock your lanky potential?

Yes and no. You don't need to do any specific movements that deviate from current APSI technique but I would place special emphasis on a few movements to make your heelsides a piece of cake.

Firstly, as you rise to recenter from toeside, don't let that ankle joint open too much. If it does, your hip goes in and it goes in hard and its game over, you'll be broken at the waist for the rest of the turn. I have found that relying more on foot pedalling and

projection for the transition keeps those hasty hips in-check.

The second important focus is your butt, yes, your butt. Squeeze it lightly to roll the pelvis in as you transition into your heelside, to recenter from toeside and, again, so your hip doesn't collapse inwards as you start your heel edge (this is common at all levels not just for the ectomorphs). Once you've attained your new edge grip the right way, using your ankles, you can then relax your butt and focus on working the green eggs and hamstrings (minus the green eggs). This is where the magic happens. Tensing the hams keeps the board from slipping out from under you (because it drives the heel edge down and into the hill), which typically happens when the board gets further away from you as you bend because you have long femurs (to tibs). Moreover, working the hams will allow you to bring your knees forward towards your toes as opposed to your toes going upwards so you can be more upright and stacked. It is important to note that this sacrifices a small amount of the dorsi range that you could be using for stronger edging but to me it seems like the much worse position you'd be in is not worth the tradeoff.

To summarise, the larger your femur to tibia ratio, the more difficult and unstable your lowest heelside position is going to be. You can adjust for this by strengthening and flexibility work (of the ankles and hamstrings) as well as equipment changes (such as moving the stance outwards) and by performing certain movements focused on keeping the hips in and the knees forward (as shown in the pictures of me skating).



Timing and Co Part of the Nord

THE PURPOSE OF THIS ARTICLE IS TO PROPOSE THE ADDITION OF TIMING AND COORDINATION TO THE SKILLS MODEL FOR NORDIC SKI INSTRUCTION MOVEMENT ANALYSIS PRESENTED BY RICHARD HOCKING AT THIS YEAR'S NORDIC TRAINERS' COORDINATION. IT IS PRESENTED HERE WITH THE AIM OF RAISING DISCUSSION ABOUT THE SKILLS MODEL AND THE UTILITY OF TIMING AND COORDINATION BEING PART OF THAT MODEL.

Firstly, I define what is meant by Timing and Coordination and then using an example of Double Time Skating technique, I discuss the importance of these skills in a more advanced skier and how achieving better Timing and Coordination can contribute to a higher level of skiing.

Current APSI System of Movement Analysis and the Proposed Skills Model

Currently the APSI Nordic movement analysis is based on the four fundamental skills of: balance, rotary movements, edging, and pressure (APSI Nordic, 2016). There is no schematic model presented in the Nordic manual currently.

Hocking proposed (anecdotal, 2021) the concept of a Nordic Skills Model during Nordic Trainers' Coordination 2021, which could be used as a framework for movement analysis. He proposed the five fundamental skills be the basis of the model: stance, pressure control, poling, rotary, and edging. The chronological order of this list of skills determines how important the error is to correct. For example, if a skier is not far enough forward on their skis, they cannot ski with an efficient Kick and Glide in classic technique or gain a powerful push in skating technique.



BY JANE SCHEER
LEVEL 3 NORDIC
INSTRUCTOR, LEVEL 2
TRAINER/EXAMINER

Coordination as Nordic Skills Model

It is assumed the reader is familiar with the definition of these skills, and for the purpose of this paper, I will only discuss poling. Learning how to pole correctly is a fundamental skill. What is primarily meant by poling, is the timing and effectiveness of the pole plant.

Whilst I believe the Hocking Skills Model has merit and could be adopted, I believe that another tier should be added called Timing and Coordination which focusses more on coordination of arms and leg movements, not just poling movements.

Timing & Coordination

Rather than thinking of poling independently, for efficient Nordic skiing the coordination of pole plant with that of the leg movements is critical and as stance and therefore balance improves over time, the skier can be taught more precise coordination of arm and leg movements.

Example: Double Time Skating

To demonstrate the importance of Timing and Coordination, I will use the example of Double Time skating. Double Time skating can be thought of as the “third” gear of skating techniques, after Off-set Skating. It is utilised on flat to slightly up-hill terrain and is characterised by a higher cadence

than Off-set. It is used to increase speed and as an accelerating gear to pass another skier. The timing of the poles and the legs are very different to Off-set. During Off-set, the poles are planted at almost the same time as the ski-set of the new glide ski whilst during Double Time, the poles are planted before ski-set.

In general, this is taught to the skier by focussing on the timing of the pole plant. The skier is often taught to follow a rhythm of “pole-glide-pole-glide” (pole then glide, pole then glide). Also, the skier will be taught to shorten the poling cycle so that follow-through is shorter, and the hands do not pass the hips.

This is an effective method of teaching this technique to the less experienced skier. However, to progress the skier to a higher level of skiing, once stance and balance is improved, the timing and positioning of the pole plant in relation to the leg position is crucial.

To explain further I will break up the movement of Double Time into four parts: “Start of Cycle” (SOC), “End of Cycle” (EOC), Follow-through of the poles and Recovery of poles. SOC is after Recovery of poles, where the skier readies him/her-self for a new pole plant in a high body position; EOC is where the skier finishes the pole plant in a low body position,



having pushed their body weight onto poles and then follows through. Recovery is bringing the body (and poles) back into the high position ready for SOC, achieving a continuous forward movement.

Double Time Skating: Start of Cycle

At SOC, the aim is to position the body in a high, extended position but not to hold this for too long; in other words, it's all in the timing of not stalling in this high position (McKenney K, 2021). Then the skier flexes at the hips, knees, and ankles to push down on the poles, planting them and pushing forward off them onto a new gliding ski.

End of Cycle

At the end of the push cycle, the skier is in a low, flexed, relaxed position and the poles follow through, slightly passing the hips. It is important at this point not to bring the hang ski (old glide ski) inwards under the body too quickly but to balance on one ski and maintain a relaxed position whilst gliding with the hang ski out from under the body (McKenney K, 2021). The less experienced skier will move the hang ski inwards underneath the body too early and cause a shortening of the glide.

In other words, the timing that the hang ski is brought underneath the body is very important. The aim is to bring the hang ski inwards at the end of the Recovery phase, so that the leg is positioned under the body ready for the new pole plant (or new poling cycle) and stays there during the push, even whilst the hands are at the low position, at the EOC. The

transition or weight transfer onto the new glide ski occurs only after the poles have finished the follow-through and the tips have left the snow, therefore a complete and more powerful pole-push is achieved and hence increased glide and speed.

Summary

The current framework for movement analysis of APSI Nordic is based on the four fundamental skills: balance, rotary movements, edging, and pressure. Hocking proposed the Skills Model that includes poling. I propose to add Timing and Coordination as another tier. As has been quoted by McKenzie, K from Nordic Ski Lab, "Perfecting your timing and rhythm is a long-term project" and is developed as the fundamental skills are acquired.

References

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APSI Nordic Teaching Theory Manual, Section 2, 2016, Teaching Theory for Nordic Instruction Including Communication, Management & Safety.

Kim McKenzie, Nordicskilab video, 2021, One-skate Timing Triad: The Pushing Phase.

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An Open Former Ins Be Kind

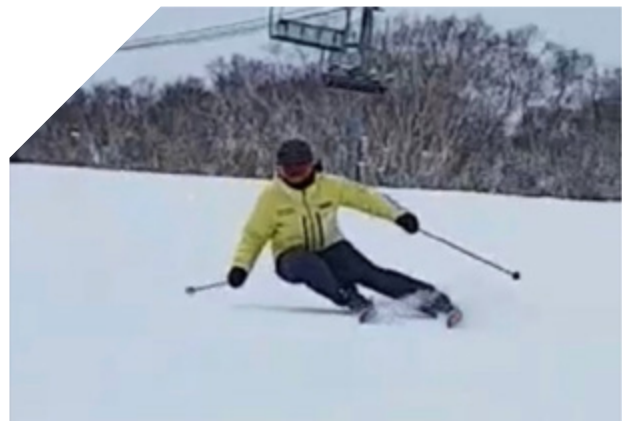
HEY GIRL, IT'S ME. ACTUALLY, IT'S YOU,
SIX YEARS FROM NOW. THAT 'ONE SEASON'
INSTRUCTING YOU SAID YOU'D DO; WELL,
WE DID IT AND IT'S TURNED INTO ELEVEN
SEASONS SO FAR...

I'M HERE TO LET YOU KNOW THAT YOU ARE
GOING TO BE REALLY PROUD OF YOURSELF,
BUT NOT FOR THE REASONS YOU
MIGHT THINK.

Remember when you started receiving more 'blue skier' assignments at work, making you really impatient to improve? Remember that feeling of having that guest all day for the whole week who can already ski, so you'd freak out about what on earth you're going to teach them for all that time?

Suddenly, you'd feel like the guest's experience and *ability* and your own didn't have anywhere near a big enough gap for you to feel confident in what you were doing. Remember feeling terrified that your 'ceiling' was not just going to be reached but even worse, discovered by others?

You knew you could problem solve this though. You knew you just needed to apply yourself. If you could just know and apply everything there is in the whole world to understand about snowsports and teaching snowsports, you won't feel like such a fraud.



Letter To My Instructor Self - To Your Mind

ZOE LENNARD

Reasonable (and healthy) expectations, right? What could go wrong?

Well...the more information you took in, the more (new) ways you found to be critical of yourself... excellent. To make your improvement feel more challenging, your exhaustively self-critical mindset won't go unnoticed by others throughout your pursuit of development.

Now, you'll have such a supportive cheer squad in the wings, but sometimes you'll let that manifest as more pressure on yourself to be *better*. And of course, all the supportive rockstars in your life will kindly offer their counsel and concern for you when you're stuck in your own head. But ultimately they aren't going to be able to flip a magic switch for you – this type of circuit-breaking is going to need to be an 'inside job'.

You're going to really struggle with developing positive self-talk (which is the antidote you'll be prescribed). You're not going to be able to get past thinking of it as just telling yourself you're amazing or to believe in yourself. And you're just not going to be able to buy into the 'rainbows', 'sunshine' and 'unicorns' of all that.

However you ARE going to have a mindset breakthrough. Instead of positive self-talk, you'll figure it out to be productive self-talk. Rather than trying to (internally) monologue kitsch affirmations about yourself, you'll be challenged to exercise

on yourself the same *compassion* and *patience* you've always had for your guests. When you're not feeling confident, or feeling you're not achieving the results you were after, or generally feeling you're falling short of where you feel you should be, you'll learn to reframe your self-critical mindset into more productive (and kinder) questions. In practice this will look like:

- Would a guest or friend say or think this about me?
- Would I say or think this about a guest or friend?
- What would a guest or friend say about me instead?
- What would I say to a guest or friend who thought this about themselves?

When you're armed with my advantage of hindsight, you'll recognise the importance of taking the time now to train how you give yourself feedback, not just pursuing knowledge and technical improvement in skiing and teaching. You'll realise in doing this, you'll actually achieve your goals sooner and more importantly, have a much more enjoyable time!

Of course part of me wishes you had figured out and practiced productive self-talk for as long and diligently as you practiced your medium turns. But the other part of me is glad for the mental struggle you experienced, because in overcoming it, you will be able to help other instructors learn from your experience by sharing your story.

With love, respect, and pride from, Your future self.

Training outside of your comfort zone

BEN CHAPMAN

“THE COMFORT ZONE IS THE GREAT ENEMY TO CREATIVITY; MOVING BEYOND IT NECESSITATES INTUITION, WHICH IN TURN CONFIGURES NEW PERSPECTIVES AND CONQUERS FEARS.”

-Dan Stevens

Often when training for exams, we can get a single-minded focus towards the end goal - the exam freeski and demonstration tasks. We observe this in candidates training, always trying to find the perfect form for these set tasks, trying to ‘paint the picture’ they want to emulate on their exam runs. The effect of this is that it can limit our creativity, adaptability, and our long-term improvement, as well as sapping the fun out of our training.

Freeskiing a wide variety of terrain, and pushing our limits in our training not being so concerned with our final form, and embracing mistakes provides a training environment that will develop athleticism, versatility and allow us to feel more at ease when the time does come to put those exam runs down. There has also become a trend in the ski schools I’ve worked at for candidates to feel that ‘training’ necessitates being in an official session with a trainer, and is the only time that improvements can happen. I’d recommend that for every hour you do with a trainer, you should do 3-4 hours of self-guided training to practice and consolidate.

A video camera and a couple of training peers can be one of your most valuable tools, and I encourage you all to go out and play. Ski at a variety of speeds, turn shapes, different terrain while having a technical focus, but not being so worried about the final exam tasks. Push your limits of what's comfortable. If training for the bumps component of the level 3 and 4, skiing off-piste crud and powder at a higher tempo, i.e. shorter short turn with a faster rhythm, can be more valuable than repeated laps in the course, especially early on in the season.

Some tasks that I find helpful to lift out of my comfort zone include

- Rhythm changes from long to short turns to learn to deal with pressure
- Getting air off every 3rd mogul in freebumps
- Skiing with my eyes closed for a few turns - this enhances my "feel" for the snow and makes skiing in flat light less foreign and intimidating
- Synchro behind a stronger skier - my brain switches off from over thinking technique as I'm so focused on matching their rhythm and timing. Or chasing them through the off-piste!
- One ski - if nailing it on the groomer take it to the bumps or take away your poles!



Hopefully, these tips help, and when it comes time to refine tasks in the lead up to exams you feel like you have a more diverse skill set. While it might not quite be "cruise control" mode you can feel within your comfort zone when it comes time to put that exam run down as opposed to being right on your limit. Happy freeskiing, and remember - *"skiing is a series of linked recoveries"*



CHARIS LEWCZYNSKI
IN SNOWMET STEPS



Crossing Over

THIS SEASON, AFTER A COUPLE OF CANCELLED COURSES WE WERE LUCKY ENOUGH TO SNEAK A TELEMARX LEVEL 1 COURSE INTO ONE OF THE LAST WEEKENDS OF THE SEASON. TELEMARX LEVEL 1 PARTICIPANTS ARE A DIVERSE BUNCH, FROM 20 YEAR TELEMARX VETERANS TO CROSS OVER INSTRUCTORS WHO PUT THEIR GEAR ON FOR THE FIRST TIME AT THE COURSE. THE TELE LEVEL 1 IS DESIGNED TO CATER FOR EVERYONE TO GIVE THEM AN INTRODUCTION TO TEACHING TELEMARX

On this course, I was joined by Jon Steel. Jon is a snowboard Trainer/Examiner and a member of the APSI National Team Squad. After the course I was about to catch up with Jon to find out about his experience, and if after two days, I was able to turn Jon into a telemark enthusiast.

What inspired you to learn telemark and take the level 1 course?

I've wanted to do the Tele 1 course for a few years now and oddly enough I had the opportunity to do it during a season with multiple lockdowns. I believe versatility is an important characteristic to a successful instructor, and as snowsports instructors I think it's important to have a holistic overview of the many sports and disciplines a snowsports school can offer.

You had minimal experience telemarking prior to the course. Do you think this was a benefit or made the course harder?

I had a couple of laps on the Summit chair at Hotham prior to the course. With hindsight I think it would've been *better* if I had at least one day on telemark gear prior to the course. More so to find my feet and establish an idea of how to balance vs trying to improve specific Tele technique. The other side of the coin is, I was able to receive feedback, and try to apply it, without having habits and inefficient muscle memory already established.

You are an experienced snowboard trainer. Are there any aspects of telemark that you think are similar or analogous to snowboarding?

This is a funny one, because over the years I've spoken to Tele trainers and they usually have the same thing to say: "Telemark is closer to Snowboarding than to Alpine" Which I could never wrap my head around. And after completion of the Tele 1 course I personally think it still holds more similarities to Alpine. The concept of being balanced in-between the feet when you're Teleing does closer resemble that of Snowboarding, but I think the idea of sliding forward on your equipment and the movements used closer resembles that of Alpine skiing.

In the level 1 course we introduce the candidates to the different styles of telemark. The concept of learning and understanding different styles is a different approach compared to other disciplines. What is your perspective on different telemark styles?

Personally for me, my first perspective was survival. I definitely found at times my body didn't want to commit to any Tele styles. After gaining more confidence, it was good to experiment with the different Tele styles. For the more seasoned Telemark skier, I think delving into the various styles

is definitely beneficial. It can give them a greater understanding of Tele techniques and the benefits of the styles for the type of Telemarking they want to do.

From the first day of the course to pass the level 1 your telemarking improved significantly. Is there anything that jumps out for you as a big 'take away' from the course?

The biggest take away for me would be focusing on the inside ski pressure. I think I was still approaching my turns with more of an Alpine focus, with having more pressure on my outside ski. When doing this I found that edge grip on the inside ski was difficult to attain and the ski would sometimes skid and I would almost over rotate in the turn, coming to a stop. With more pressure on the inside ski I was able to keep more grip, this then helped my rotary skills too. 50-50 pressure between both skis with the weight in between the skis was a common theme throughout the course and this was the biggest take away for me.

Finally, do you think you will continue to telemark? The short answer would be yes.

The course challenged me and I found it fun learning a new discipline. Like with our guests, changes and lightbulb moments happened more frequently. I think there are benefits to snowsports instructors learning Telemark and for me it's something I will continue to learn. But now I need to find some of my own gear.

Thanks Jon for taking the time to talk to me. If you are interested in Telemark courses running at your home resort, please reach out to the APSI

SEBASTIAN FREIHOFNER



Carved Short Turns – A Quick Tip

A carved short turn is a challenge to master. It's an exciting, fast and dynamic turn type that many skiers aspire to. A lot of practice, with the right equipment and terrain is required to perform the mechanics of this turn fluidly, smoothly and correctly.

There are multiple mechanics that make up a great carved short turn, but there is one mechanic that seems to fly under the radar... the crossover movement.

The crossover occurs within the transition of a carved short turn and seems to be something that is seldom talked about or presented. There are a *lot* of high level skiers across the globe who are not aware of this mechanic, or know how to perform this part of the turn well. The crossover generally is far more focused on within carved and pure carved medium turns where it's not quite the same.

The transition in a short turn happens very quickly compared to a medium or long turn; therefore it is key to focus on making the transition quick enough to suit the faster rhythm. A poor crossover movement during the transition of the short turn will often result in the skier to fall back seat, lose speed control, skid and cause late edge in the following turns.

Pulling the feet back in the transition of the turn is a fast and successful technique that allows the centre of mass to crossover in time to get on the new edges nice and early, keeping you balanced, and in control of your speed. Something to try to get this feeling is to practice doing tail hops in a steered short turn during transition. Refine this back into a carved performance, keeping the feet on the ground, using the same pullback feeling from the tail hops.

Pulling the feet back can also assist in the management of pressure build up. When the pressure build up is not controlled well, the feet end up ahead of the body causing the skier to fall to the 'back seat' for the next turn. Therefore, it must be absorbed by softening the legs, followed by pulling the feet back, to allow the centre of mass to topple and cross over the feet to start the next turn well.

When teaching a carved short turn, the transition, and in particular, the crossover movement should be further emphasised. By presenting this both on and off the hill, many skiers will be able to carve their short turns more consistently, smoothly and correctly!



Life of a instructor

BY CRAIG REYNOLDS

THE LIFE OF A SNOWBOARD INSTRUCTOR CAN BE VERY EXCITING AND REWARDING. TRAVELLING THE WORLD, BEING CONNECTED WITH NATURE, AND BUILDING GREAT RELATIONSHIPS WITH LIKE-MINDED PEOPLE, IT'S ALL ABOUT INCREDIBLE MEMORIES AND LIFE CHANGING MOMENTS. FROM BLUEBIRD DAYS IN THE PARKS OF CALIFORNIA TO CRUISING THROUGH DEEP POWDER AMONGST THE TREES IN JAPAN, IT'S AN OPPORTUNITY TO CREATE GREAT EXPERIENCES, FOR BOTH OURSELVES AND OUR GUESTS.

As great as this all sounds, reality is the life of a snowboard instructor is becoming less sustainable, and in turn less desirable. Over the years rent and the cost of living have skyrocketed, yet the wages of a snowboard instructor have not matched this inflation. On top of this you face the challenges and gamble around getting a job, housing, and a visa season after season, making life difficult, stressful, and expensive.

If an instructor wants to stay in the industry and build a long-term career, then a lot of time and money must be spent on gaining more qualifications. Back lining to go train and course costs contribute to the vicious circle of being even more broke. Any savings throughout the season are also spent on in-between-seasons living costs such as flights, house bonds and rent up front. Plus, if you are lucky some new equipment. As a result, a lot of Instructors don't see this job as a career. They do a few seasons and then leave.

The industry itself is not helping us either. Wages are low and fulltime hrs are not offered. Many instructors must work 6-7 days a week just to make ends meet or take on other jobs. This leaves little time for rest and freeriding, which leads to burn out. Equipment is expensive yet there is little to no help from the brands we as instructors promote each day to our guests. On top of this if there is staff housing available, it is super expensive just to share a room and we are made to feel thankful we have a bed. We work at a SKI school and wear a SKI branded uniform and are seen as the little sibling of the ski world. Most snowsports managers and directors are skiers and have no knowledge of what is needed to promote a

a snowboard tor: what a ride!

good culture for snowboarders and what is needed to keep snowboard instructors in the game. The higher end instructors that are still in the game are mostly examiners or on privates so never step foot into group lessons. Therefore, other instructors coming through the ranks have very little or no training, as there is nobody to properly mentor them.

Snowboard instructors are resilient, but the odds are stacked against anyone staying in the industry. Due to covid restrictions most Instructors have now been reduced to working a single winter season. And with resorts facing major decreases in guest numbers, Instructors are finding themselves having to opt for a different career path to find job security and stability. Many are discovering jobs with better pay, full time hrs, where they can set up a life for themselves and don't have to share a room etc or have chosen to go back to school. Returning to the industry will be even more of a gamble once the world gets back to normal, but I am afraid it will be too late.

From all of this though, there is a great opportunity for our industry to have a fresh start and learn from its mistakes. Housing needs to be heavily subsidized; wages need to be increased or instructors paid full time hrs even if business is low and paid for all line ups. Return incentives and a full-time bonus. Free lift passes for immediate family. Flights and expenses reimbursed. Snowboard instructors wearing a snowboard branded uniform, so they have their own identity and support the snowboard industry. Hopefully this can lead to snowboard brands in return helping support instructors with proforms and sponsorships.

Exams need to be subsidized for return employees by the employer, as the training and qualifications benefits them and their guests. Getting your Level 3/4 should be thought of like a degree or an apprenticeship and once they get there then more incentives should be provided by the employer for them to stay. Snowboard schools having their own managers that can mentor and provide training specifically for their staff. Terrain and class numbers suitable for teaching snowboarding and making it easier for instructor and guest to create a better experience, rather than the resorts focusing solely on large lesson numbers where the scale of guest service and profits is heavily tipped in the favour of profits.

And we should all be striving to create a culture where snowboarders enjoy their job, want to learn, and actively support one another.

At the end of the day being able to find the best stashes on a powder day and get paid to work outside doing something you love and are passionate about is what we are all here for. Whilst being a career snowboard instructor will always be an emotional and mental roller-coaster ride, the life lessons you gain make it so worth it. You not only learn how to budget, but you become very resilient, and find a life where friendships and experiences hold the highest value and bring the greatest joy. If we can reduce the stressors and roadblocks that make this career path unsustainable, then this industry will not only survive but thrive. There is a long way to go, and a lot must shift but it is totally possible!



The Magic of working in Ruka

TOUCH DOWN. "GOOD MORNING AND WELCOME TO HELSINKI. THANK YOU FOR FLYING WITH FINNAIR".

These words overfilled me with anticipation and excitement for the unknown of what lay ahead. My first northern hemisphere ski season! Ruka, Finland. After months in the making and years in the dreaming, I was here. What a time my first year of ski instructing turned out to be! I felt incredibly lucky and extremely fortunate to be able to call this my job!

Ruka - Kuusamo is an *extraordinary* resort and one of Finland's more popular. With coordinates of 66*09.95'N 29*09.09'E, and only 490m above sea level, it's situated on a small fell only a few hours below the arctic circle and on the border of Finnish Lapland.

So, it's very far north and very very cold! Ruka is a place known for its untouched and *rugged* nature with reliable snow security, much of which is often stored over summer ready for the seasons opening. Full of iconic places and epic landscape, Ruka has the luxury of also being very close to a huge choice of magnificent national parks, much of which should be on *everyone's* bucket list to explore.

Although it might be on the smaller side, it shares an intimacy and magic that welcomes you to its endless number of adventures. Ruka is mainly divided into two sections. The 'Wild West' and the 'Easy East'. Being a true family style resort, the 'Easy East' is where the family action happens. With wide open spaces, cruise mode runs and nature's mellow forest obstacle courses, there is something for the whole family to love and explore. Ruka spoils you with an array of delights just wanting to share with you a taste of the Finnish winter lifestyle. Skiing down Rudolph's adventure run to hand feed Ruka's own Reindeer and Huskies, ice climbing and snowshoeing, floating down gentle ice cold river rapids, to over 500km of cross-country trails and over 600km snowmobiling trails to explore, can I say there is more to Ruka than just skiing!

For the skiing purists, the many mazes of perfect soft powdery tree runs, to its short but steep groomed trails which are perfect for the ultimate carving session, it's got it all. Definitely not to be forgotten, is the world renowned Ruka Freestyle park with a super pipe for those that crave to be in the air to the 'Wild West's' FIS graded slope and World Cup mogul course of "Battery Run" thrown in for the brave.

Imagine all the picturesque postcards you see of snowy Finland. Well, it's true. I have never seen such beauty. Every morning was breathtaking! Not just because I've never been so cold in my life living in a consistent -18 to -28deg, but the sheer beauty everywhere you look. With the sun barely hovering above the horizon, everything sparkles and shimmers. From the air to the snow-covered trees and from the icicles frozen off your breath. This place is *truly* special.

As this was my first-year of instructing, I was busy soaking up every moment possible and was *loving*



the challenges that a steep learning curve was giving me. Coming from windy Australian winters, I would often rely on the trees to give me my morning wind update. Embarrassingly though, it took me too long to realise that the trees here, frozen solid in meters of snow, don't actually move! Topped off with skiing around in literally 10 layers of clothing 'trying' to deal with this newfound cold, I felt like quite a *rookie*! Luckily a few of my new Finnish friends showed me the way and introduced me to the marvelous and must have saunas.

For 3 months this place felt like home.

Ruka ski school is quite different to the Australian ski schools, and I found it quite exciting to see how other countries and schools go about sharing their passion for the snow. The skiing was awesome! It was immaculate and peaceful. Soft and light.

Our morning meeting was achieved by a chair lift ride to the top, often in the 9 am darkness for a ski down perfect corduroy before the resort opened. The first tracks everyone dreams of. Especially after a fresh snowfall! It was a pretty spectacular way to start the day.



My season comprised of teaching two groups a week, morning and afternoon either kids or adults, along with any additional private lessons you might generate. It was a great way for all to thrive, giving our guests and myself countless opportunities to learn, practice and see genuine improvement in everyone's skiing and knowledge over the week. We were welcomed into these people's holidays which gave it all a fun new dimension! *Especially* at Christmas time when Santa and his reindeer come to town. Now that was a highlight!

To me, having this opportunity to work in Ruka during my first year of teaching gave me more than I was ever expecting. It filled me with such an overwhelming sense of joy, love and gratitude for not only having the opportunity to experience and work in Finland, but to also show me how much I love what I do.

It might ultimately be a simple thing, teaching people to ski. Being absorbed into this special Finnish culture where their quietness leads and guides you into taking a moment to stop, to listen and to be present in every moment, simply by appreciating the beauty of small things. Was the gift I was given back. *Especially* when the sun shines!

It's a clear reminder to me of why we do what we do. It's our passion and it brings not only joy to ourselves, but to the people we share it with as well.

My time in Finland blew my *mind* and every expectation I ever had. Childhood dreams were realised, particularly with finally meeting Santa and witnessing the Northern Lights for the first time! I made incredible lifelong friends who openly invited us into their homes and who encouraged me to understand and experience the many cultural differences. No wonder Finland has been named the happiest country in the world for the last 4 years! With a lifestyle lived in the darkness and bitter cold for half a year, yet so welcoming by *everyone* you meet, this really must be the magical winter wonderland of our dreams.





Understanding Learning

AS INSTRUCTORS, TRAINERS AND COACHES WHO PURSUE MASTERY OF OUR CRAFT, LEARNING HOW TO LEARN CAN SIGNIFICANTLY HELP US ALONG THAT PATHWAY.

Sport Psychology has been around for a while but neuroscience in sport is changing the way we are able to train the brain, helping to accelerate learning and more easily achieve optimum performance. Most sports people have experienced being in 'the zone' or 'flow state' at some point where there is a feeling of heightened focus and complete immersion in an activity.

Researchers have been exploring ways to hack flow and by understanding the triggers and chemical responses to our brain, we are able to understand and change the way we learn.

Mindset really matters. When we learn something *new*, being happy gives us a chemical edge. Dopamine and serotonin are released enabling the brain to make connections and make them faster. Creativity and problem-solving skills are enhanced, memory for new information increases as does the ability to access them in the future.

It is all well and good to say keep a positive mindset and happy mood, however learning new skills can be highly frustrating. When things are just not working out and attempts to execute movements fall short, feelings of confusion, anger, and sometimes

Mindset really matters

boredom all contribute toward driving us into a negative state. What the science wants us to understand however, is that stress or a state of 'struggle' is a vital element in the learning process. Struggle is where the patterning of new skills happens. In his book *The Art of Impossible*, Steve Kotler an expert on the topic, quotes, "*frustration is a sign that you're moving in the right direction*". When stress hormones such as cortisol, adrenaline, and norepinephrine release it triggers changes in the body such as increased energy, tension, and a rise in blood pressure. The same mechanisms that cause the 'fight or flight' response. There is a period of resistance (where you would find the strength to run from a threat or fight it off), and then a state of exhaustion as the hormones deplete. If the problem has not been overcome, the exhaustion leads to anxiety and cognitive decline, which creates a barrier to learning. This is the feeling that sets in for us after multiple failed attempts at a skill, when all sorts of negative feelings arise.

This leads to what the science refers to as the challenge/skills sweet spot which is understood to be the number one trigger for attaining a state of flow or optimum learning. Managing the 'struggle' in our learning is key to success. *Specific* focus towards a task is needed to reach flow or optimum learning, and we pay the greatest attention when the challenge of what we are doing slightly exceeds our level of skill. If the challenge is too much, we become overwhelmed, *too* easily and we stop paying attention. What is interesting is how challenge and skills are defined. Factors that contribute have been identified as actual skills, confidence, optimism, tolerance for anxiety, ability to delay gratification, values and mindset. What has been found in some studies is that attitude toward what is being learned can matter as much as the actual skills.

Knowing that the task we are trying to achieve should at first exceed our skills for progression to occur helps to release ego. It helps us to regulate negative emotions. In training, feedback often triggers a state

of struggle, but it needn't if we view feedback as positive. When we are constantly being told how to correct or adjust movements it is easy to feel a sense of inadequacy which is often ego driven. Josh Waitzkin, author of *The Art of Learning* goes in depth about learning from your mistakes (or learning from your feedback). When you acknowledge that you don't know as much as you think you know and that learning, and progression is a continuous process it becomes possible to release old habits and avoid repeating those mistakes.

Meta-learning or learning how to learn is talked about a lot in sports neuroscience and the benefits are plain to see in the sports world. It is not much of a surprise that athletes are still pushing the envelope and achieving unbelievable feats when we start to tap into the brains remarkable ability to learn skills. What we used to think of as incredible accomplishments are the normal for kids growing up today. As instructors, and trainers learning how to learn better also means learning how to teach better.

As much as we invest into our physical well-being, it is equally worthwhile to invest in our mental well-being.

Below I have listed some books I have read in the past couple of years regarding neuroscience in sport which go into far more detail about how we learn. They are very 'sciency' and I often need to re visit and re-read to better understand but are very interesting and insightful.

- Steve Kotler - *The Rise of Superman, The Art of Impossible*
- Josh Waitzkin - *The Art of Learning*
- Daniel Coyle - *The Talent Code*
- Amit Katwala - *The Athletic Brain*
- Kristen Ulmer - *The Art of Fear*
- Sian Beilock - *Choke*



AWS Inaugural Report 2020/21

IN 2020, THE AWS (ADVANCING WOMEN IN SNOWSPORTS) COMMITTEE WAS ESTABLISHED TO EMPOWER FEMALE MEMBERS AND STRIVE FOR GENDER EQUITY WITHIN THE APSI.

It has been over 12 months since the ‘Advancing Women in Snowsports’ (AWS) committee idea began at the 2020 Trainers Coordination.

The inspiration for the AWS committee came after professional discussion at the 2020 Trainer’s Coordination raised the issue of gender bias and disparity within the APSI.

Female trainers present at this Trainer’s Coordination came together, and soon after proposed the idea of a dedicated women’s network to the APSI Board of Management.

The ski industry is male dominated and throughout Australian ski resorts there is a considerable *lack* of female presence and representation across all snow sport disciplines for up-and-coming instructors. When establishing the AWS, members of the inaugural committee reviewed the following APSI membership and staff statistics.

Figures 1-4 illustrate the gender disparity in participation that supported the formation of the AWS. This data was taken from 2019 examination participation, which was able to inform discussions held at the 2020 Trainer’s Coordination.

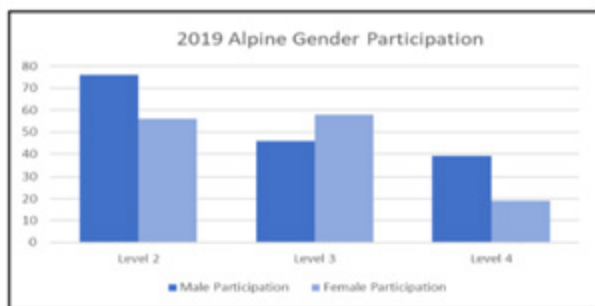


Figure 1 Alpine gender participation in exams

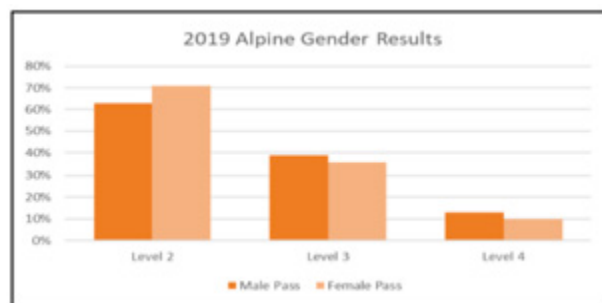


Figure 2 Alpine exam results by gender

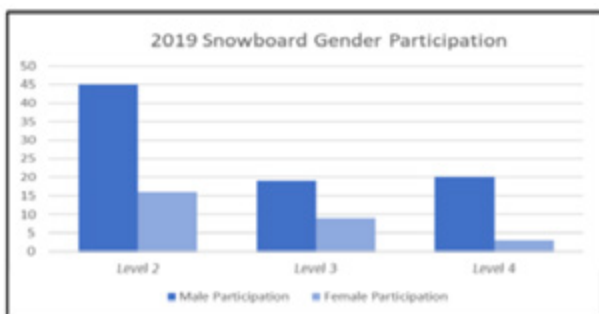


Figure 3 Snowboard gender participation in exams

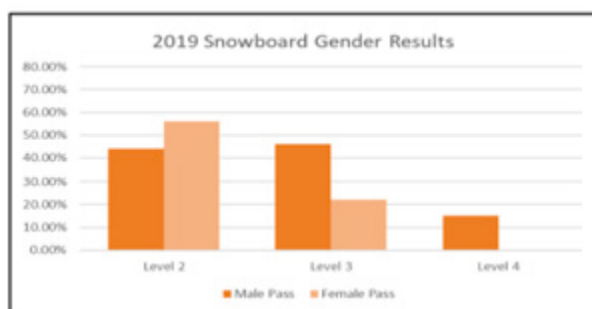


Figure 4 Snowboard exam results by gender

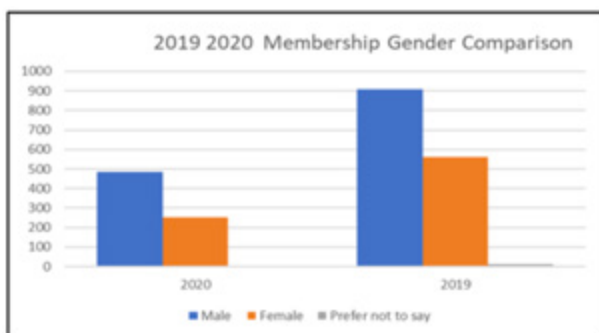


Figure 5 Male and female APSI members in 2019 and 2020

In addition, the overall membership data in Figure 5 also shows that there is disparity between male and female membership, with 66% of members in 2020 being male.

This *difference* in male and female membership can also be seen in the 2020 certifications. Table 1 shows the gender disparity was more pronounced at higher level certifications (Level 3 and 4). Table 2 shows the gender disparity in the current APSI trainers, with the majority of trainers being male.

Table 1 Gender disparity at each level of certification (from 2019)

| Level | Male | Female |
|----------|---------------------|---------------------|
| 1 | 123 (71%) | 163 (40%) |
| 2 | 185 (61%) | 118 (39%) |
| 3 | 118 (65%) | 64 (35%) |
| 4 | 106 82% | 24 (18%) |

Table 2 Trainers within the APSI at the start of the 2020 season

| Level | Male | Female |
|--------------------------------|--------------------|-------------------|
| Rookie | 5 (71%) | 2 (29%) |
| 1 | 2 (40%) | 3 (60%) |
| 2 | 17 (81%) | 4 (19%) |
| 3 | 17 (85%) | 3 (15%) |
| 4 | 20 (87%) | 3 (13%) |
| Technical Director (TD) | 4 (80%) | 1 (20%) |

From these statistics the AWS recognised that **only 18% of Level 4 certified instructors** at the start of the 2020 winter, across all snowsports disciplines are female. Further, in **2020 only 34%** of the APSI membership was female, and the gender balance in **APSI staff trainers is 80% male, with 20% female**. The AWS also noted that in alpine and snowboard participation rates, Level 3 Alpine is the only level with a higher female rate.

Whilst reviewing this data provided evidence of the gender disparity within the APSI, it didn't explain why this disparity exists.

Forming the AWS Committee

During the Winter of 2020 the inaugural committee members worked, in collaboration with the APSI Board, towards an endorsed committee who would serve the members of the APSI in achieving equity for women within the Snowsports Industry. The AWS was officially endorsed by the APSI Board of Management at the 2020 September Board Meeting.

Our Vision is an APSI which actively promotes the role of women and creates opportunities to empower

females to participate and pursue a career in Snowsports instruction.

Our Mission is to implement and sustain long-standing initiatives within the APSI that promote equitable opportunity for women across all areas.

2020 Work Plan

Our 2020 Work Plan was formulated to address each of our key areas:

- **Education:** The data that the Gender & Diversity survey produced provided the AWS a better understanding of some of the key member thoughts and perceptions regarding gender parity within the APSI.
- **Interaction:** At the end of 2020, revision of the Work Plan was conducted using the information gathered from the survey. The AWS then proposed new initiatives for implementation during the 2021 season.
- **Inspiration:** Our objective was to pique member interest and provide information on the development of women within the APSI.

Table 3 AWS 2020 Work Plan

| Action | Timeline | Key Indicator |
|---|---|--|
| Education Create a questionnaire for all members to anonymously participate in, to investigate the association's opinions on gender topics to understand the statistics behind the APSI's gender gap. | In conjunction with the APSI Board: support, design and distribution of the APSI Inclusivity/Diversity survey by the end of September | Have the Survey be released and the collection of data to be analysed to establish a baseline of the APSI. |
| Interaction Revise Action Plan and Work Plan for 2021 based on survey findings. | Based on analysis of survey findings; design and present recommendations for systemic change and proposed AWS actions to Board for approval by June AGM 2021. | Revise 2020 Action Plan. Establish a 2021 Work Plan consistent with findings. |
| Inspiration Write an article for the SnowPro providing a detailed report to the membership of the AWS. | October 2020. | Successful submitted Article by deadline. |

The AWS committee successfully met each of the three actions set out in our work plan and is in a **positive** position to continue its' initiatives into the 2021 winter season.

Informing the AWS 2021 and beyond Work Plan

During September 2020 the AWS alongside the Board released a survey on Gender, Diversity and Inclusivity. Whilst the survey was a collaboration between the Board and the AWS, the AWS can only report on the findings related to gender as defined by their scope in their Terms of Reference.

The below critical findings from the survey data have underpinned the AWS's 2021 Work Plan.

Perhaps most importantly the survey found that

49% of respondents to the survey have experienced or witnessed bias or discrimination within the APSI. Additionally 48% of respondents believe that the snowsports instructor industry has a gender bias, with 39% of respondents believing the APSI has a gender bias.

To address this, the AWS have chosen to action this gender bias through education and training. During the 2021 season, the AWS in conjunction with the Alpine Technical Committee hosted an 'unconscious gender bias' presentation at the 2021 Trainer's Co- ordination. The AWS is also aiming to deliver unconscious gender bias training to the wider membership in 2022.

Interestingly, the survey revealed that the AWS can do more to educate the APSI membership about potential reasons for female participation. Encouragingly, the survey found that only **13% of respondents think that women lack confidence to progress**. This is fantastic, however, **25% of respondents would like to see women's clinics**, women's specific training and women's training days.

Further, the survey results also show that **23% of respondents think there should be more female representation in management, the Board, trainers and the APSI National Team**. This highlights some of the perception within the APSI, as at the time of the survey, **43% of the voting Board were female**. However, as shown in Table 2 earlier in the report there is a gender difference in trainers. We, the AWS, hope that by implementing our three pillars of interaction, education and inspiration, the number of female trainers and members will grow and remain in the industry in the future.

The survey also provided feedback about respondents experiencing or witnessing sexist comments and behaviour throughout their membership, as well as 17% of respondents referring to the APSI as a 'boys club'. Respondents also noted that there was a lack of female representation in APSI teaching manuals, as well as training materials and documents and marketing materials.

Overall, the data from both the survey and the membership statistics suggests there is a need for the APSI to encourage, support and facilitate the active participation and progress of female members.

As shown above, the survey indicates that the APSI membership would benefit from the AWS implementing the following initiatives:

- Women's professional development offerings
- Greater female representation in APSI manuals and marketing collateral
- Education about unconscious gender bias

- Further discussion and communication about gender equity

The Board has been supportive of all the AWS's endeavors and has worked collaboratively towards creating opportunities to empower females to participate and pursue a career in Snowsports.

The following AWS Work Plan was approved by the Board for implementation for the 2021 winter season.



Table 4 2021 Work Plan

| | Action | Timeline | Key Indicator(s) | Measurable Outcome |
|--------------------|---|--|---|---|
| Education | In conjunction with the Technical Committee allow for Manual overhaul with regards to gender and inclusion. | September 2021 | Articles/ Recommendations for Manual update submitted to TD's and General Manager by End of June 2021 | Why: Females need to have equal representation Measurement: More females in the manual across tech and pedagogy visuals |
| Education | Unconscious bias presentation presented at Trainers Co- ordination (In collaboration with Technical Committees) | Feb-May 2021 | Completed June 2021-Trainers Coordination | Why: Unconscious Bias is prevalent through industry as per survey Measurement: Survey from trainers after TC on effectiveness |
| Interaction | TC Female Trainer Meeting | June 2021 Trainers Co-ordination | Meet & Network with female colleagues to discuss AWS initiatives and our interaction with members during 2021 season. | Why: To establish a positive networking and safe environment for female staff & Trainers Measurement: Attendance |
| Interaction | Build the AWS page on the APSI site. | Summer20/21 | Up and running page by Winter 2021 | Why: Membership exposure and interaction Measurement: Interaction with AWS & page |
| Interaction | Women's Clinic- in the Format of the Freeski Camp run in 2019- A Clinic run by and for women to enable a positive and safe learning environment | Winter 2021 | Approval by Board/ TD's by June 2021 Advertising from the Start of July to generate interest. | Why: Survey results showed interest in women's Professional Development (PD) Measurement: Inspiration Attendance on Professional Development |
| Inspiration | Après session/s | June- September Plan for 2/3 sessions. | 2 sessions planned for Winter 2021 | Why: Exposure to gender issues Measurement: Survey on successful topic focus |
| <i>Inspiration</i> | Social Media Marketing Plan for Winter 2021/22 | May 2021 | Calendar submitted to General Manager by May 1st | Why: APSI's social media has minimal content. Measurement: Membership engagement |



2021 Summary

The 2021 Season was another difficult year for everyone. We had high hopes for this season and although we were impacted greatly with Covid-19 lockdowns and restrictions the AWS was able to meet the following actions set out in the 2021 work plan:

- We successfully established the Advancing Women in Snowsports page on the Website for members and future members to connect with the APSI.
- Hosted a female Trainer and Inhouse Trainer meeting at Trainers Co-ordination to connect and network with trainers across the resorts to provide a space for feedback and ideas for the APSI.
- The Unconscious Gender Bias presentation was hosted at Trainers Co-ordination successfully and the aim is to share this with the wider APSI membership in 2022.
- Women's Clinics were established and garnered interest in both NSW and Victoria resorts; unfortunately, they both were unable to run due to Covid-19 lockdowns.
- The AWS set up a Marketing plan; this is yet to be implemented however, the framework for future seasons has been established.

Looking forward

The AWS committee is up for nomination in 2022. Four positions will be available for nomination to two female staff trainers and two non-staff/non-trainer members. The APSI's online voting platform will be used every second year after the initial formation period (2020) to elect new members. 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 2022 Action Plan over the summer. If you have any ideas, feedback or would like to get in touch please email aws@apsi.et.au.

We look forward to continue interacting, educating and inspiring all members of the APSI membership.

BY JAMES CROMPTON



WHAT MAKES THE 3X OLYMPIAN'S REMARKABLE ACHIEVEMENTS ALL THE MORE IMPRESSIVE IS THAT DAVE GREW UP SKIING ON A DRY SLOPE IN NORTH WEST ENGLAND AND ONLY RACED ON SNOW FOR THE FIRST TIME AGED 16.

I've known Dave since the age of ten. We grew up racing together with his sister, Jo, and father, Carl, who was our coach at Pendle Ski Club in the UK. He's been my biggest inspiration and hero since that day. But as the age-old saying goes, if you can't do it... teach it! And that's where our tracks in the ski industry took different courses.

Whilst Dave still competes at the age of 34, I've been teaching skiing for the last 16 years. Our paths now cross most years when I'm doing early season work in Val d'Isere and the World Cup tour visits town.



Inspire

ARGUABLY THE MOST TECHNICALLY ACCURATE SLALOM SKIER ON THE MENS WORLD CUP TOUR, DAVE RYDING IS GREAT BRITAIN'S MOST SUCCESSFUL ALPINE SKIER. IN SLALOM DAVE IS CURRENTLY RANKED #11 IN THE WORLD, WON THE EUROPA CUP TITLE IN 2013 AND HAS THREE WORLD CUP PODIUMS TO HIS NAME, INCLUDING A THIRD PLACE IN ADELBODEN IN JANUARY THIS YEAR.

photo: Marc Ammann for GB Snowsport

In all this time I've never really asked Dave about the memories of the first time he put skis on. So I thought that would make a good starting point when I caught up with him on a rare day off ahead of the World Championships this month:

"I enjoyed it that much and I try and credit the lady who was my first instructor, a lady called Jeanette, at Pendle Ski Club [a 160m long dry slope in the UK] this lovely lady. I think I was 6 years old and she made it so much fun that I was itching to get back there just to see her and try and ski again. She really

instilled something in me that I still remember. I'd love to meet her again, I wouldn't know where to start looking.

"There were four or five kids in it. It was sunny - that's not normal at Pendle, as I came to find out! It was just fun... I had this goal from my parents that if I got good at skiing I could go on holiday with them. And I was sick of getting left behind at home with my Nanna and Grandad, as nice as they are, I would love to go skiing, so that was that.



“I recognise all these top guys as top level and I can learn from all of them.”

photo: Marc Amann for GB Snowsport

The most determined and disciplined person I know, Dave is an athlete who speak very strongly of making training fun. Whatever level, right from children learning for the first time:

“100%, have lessons. 100%. First they've got to enjoy it... One thing I've seen over time is pushy parents, it doesn't help their kids. You need to let their coach do most of the work on the snow, and then support them in getting them there, you need to keep the morale high if they've maybe had a bad day on the slopes... That's one thing my parents always did for me, was be there to support.”

How we balance training is often a contentious issue between coaches and parents, especially for younger part-time athletes involved in Interschools races in Australia who's parents often want them to purely train gates during their coach-contact time. I asked Dave how he balanced free-skiing with gate-training as he grew up. His insight will resonate with many coaches and across different sports:

“My first snow camp was actually through the schools system in the UK. There were a lot of people doing the schools racing in Britain as well but not a lot progressed into the club environment. I think that's an area that they could certainly work on.

“Right now, who do I aspire to? I recognise all these top guys as top level and I can learn from all of them. The level is incredible at the moment, how tight it all is. Ok, there's no Marcel Hirscher and Henrik's slipped probably back a little bit from where he was a few years ago. So it's crazy tight and each race you're inspired by someone else.”

training schedule. But if you need a hand setting up a race training centre, I'll come over after and we'll set up a piste!”

Watch the extended interview with Dave, here:

<https://www.youtube.com/watch?v=9iptWaP9Mb8>

We wish Dave the best of luck as her competes again for GB Snowsports (the National Governing Body for Snowsports in the UK) in winter 2021/22.

LIFE MEMBERSHIP

Life Membership is awarded in recognition of an outstanding contribution to the APSI Organisation by an individual over a significant period of time.

We are thrilled to announce the 2021 Life Membership has been awarded to **Kylie Dwyer!**

Kylie has contributed to the APSI in a wide capacity and has been passionate about making a difference to the APSI, having been part of the industry since 1998.

Kylie joined the APSI in 2002 and became an APSI Trainer in 2005. Kylie has served on the Snowboard Technical Committee where she has been an avid participant, becoming the Snowboard Technical Director in 2019.

Kylie was a National Team member in 2019 and was one of the key drivers for fundraising for the team heading to Bulgaria. This was the largest team to go to Interski and required a large amount of volunteer work to get the team there!

During her time in the industry, Kylie has shown incredible commitment to the APSI and the progression of snowsports in Australia, donating her time to mentor up and coming staff in multiple disciplines and taking a proactive approach to the progression of the APSI. She has gone above and beyond in a leadership role for many years.

In 2020, Kylie kept not only the snowboard members engaged but all members with her



work on the communications committee and with the development of the Après Sessions.

Kylie embodies the APSI spirit and values and is an amazing attribute to the APSI.

If you see Kylie out on the hill this season, give her a shout out for a spectacular job well done!

Have you recognised a member who has demonstrated outstanding contribution that goes above and beyond the ordinary or even the excellent for an extended period? For more information on the criteria and processes for nominating a Life Member, click on the following link:

<https://www.apsi.net.au/members/life-members/>

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2021 RESULTS

CONGRATULATIONS TO:



LEVEL 3

ALPINE

Michael Harle
Francesca Smee
Erik Flekander

Stacey Harris
Dylan Lewin-Vanyi
Louis McGowan-Brown

Glen Page
Andrew Salvo
Laura Anderson

Andrew Bent
Alan Luong

LEVEL 2

ALPINE

Daniel Johns
Mark Doran
Damon Barlow
Ella Gould

Damon Murphy
Kheng Chiang
Jake Coloreti
Ella Forster-Williams

Chiara Hill
Stephanie Ireland
Dana McKimmie
Angus Ritchie

John Romero
Kristopher Wheatley
Elise Thiel

SNOWBOARD

Daniel Canaway
Connor Hookway
Madisson Kerr
Ben Kershaw
Casper Dam Larsen

Alex Nielsen
Martin Ravn Larsen
Ross Saunders
Niklas Sindermann
Hamish Smith

Mathias Søndergård
Arlou Van Der Westhuizen
Mitchell Wynn

TELEMARK

Gabriella Denis

Sophie Mills

Anton Geil

Alexandra Wilson

LEVEL 1

ALPINE

| | | | |
|--------------------|------------------------|-----------------------|----------------------|
| Trent Abberfield | Joshua Caithness | Arabella Eddy | Oliver Hambly |
| Romy Abbott | Andrew Calvert-Jones | Vilde Engelsen | Eleanor Harris |
| Jeremy Abrams | Sam Campbell | Amy Epstien | Scott Harris |
| Benjamin Adrogue | Ruby Cannon | Kendra Etherton | Seth Hartley |
| Andrew Aitken | Connor Carey | Samuel Evans | Clara Hatch |
| Nicholas Andrade | Ian Carpenter | Abbey Evans | Ellie Hayden |
| Chloe Angleton | Sidonie Carpenter | David Evans | Tom Heffernan |
| Brittany Apted | Jaida Cassar | Claudia Fair | Morgan Heida |
| Matteo Arcidiacono | Alexandra Castricum | James Falconer | Alexander Hennock |
| Rhys Artridge | Nick Cave | Catherine Falconer | Sasha Heywood |
| Siena Asang | Caroline Chamberlain | Angus Farrell | Zac Hibbins |
| Fiona Ashton | Rebecca Chedra | Kaitlin Fergus | Eia Hickey Berry |
| Joaquin Baigorri | Beixing Cheng | Ryann Fergus | Hugo Hines |
| Mark Baldock | Louisa Chong | Holly Fergusson | Kyle Hockings |
| Lily Ballot Jones | Edward Church | Nyree Fiddes | Sebastian Hodge |
| Jack Banning | jala cleaver | Teagan Firle | James Holden |
| Ingrid Barnes | Madeleine Clute | Luise Fischer | Shannah Holland |
| Sophie Barrah | Theodore Coates | Declan Fitzgerald | Teng How |
| Jasper Bartle | Leonora Coenraads | Eloise Fitzgerald | Marcus Howes |
| Alex Barton | Julia Cole | Michelle Flannagan | Zengming Huang |
| Elizabeth Beal | Jake Coloretti | Ella Forster-Williams | Sophie Hubball |
| Isabelle Beaton | Anthony Cook | Jacqueline Fraser | Scout Hudson |
| Sabrina Bello | Claudia Coombe-Tennant | Mark Freeman | Max Hugonnet |
| Mandy Bird-Hickey | Pavlo Cotis | Sebastian Fry | Jai Hunter |
| Benjamin Bishop | Brynne Couper | Nicole Gagner | John Jackson |
| Jordan Black | Constance Cousin | Yileen Galimard | Ethan Jackson |
| Jordan Black | Ethan Cox | Simon Gardner | Lee James |
| Olivia Bolton | David Crawford | Marcel Gauvin | Mac Jiang |
| Sarah Borrack | Bailey Cubit | Isobel Gee | Jun Jin |
| Gustavo Borromeo | Jade Culyer | Fergus Gidley-Baird | Henry Johnstone |
| Code Boyd | Larissa Davies | Noah Gilroy | Noah Jones |
| Alexandra Boyle | Isabella Davis | Jenna Goldney | Jordan Jong |
| Callum Brace | Jessie Dawson | Sophie Goodman | Emma Kawalewski |
| Tess Brewer | Catherine Dawson | Tim Gordon | Katherine Kaweck |
| James Briggs | Mia Dempsey | Lisa Gori | Maxwell Kelly |
| Joshua Brill | Scout Deschamps | Zali Gosling | Darcy Kelly-Stout |
| Kathryn Brookes | Caitie Devereux | Kirsti Graham | Emma Kent |
| Sean Brown | Hugo Devitt | Sarah Graham | Joshua Kirk |
| Mitchell Browne | Peter Deyell | Zoe Gralton | Renee Knight |
| Finn Buckley | Ignacia diaz Pereyra | Clancy Grant | Daniel Kontorovich |
| Emmi Burgess | Jaydyn Dimos | Jessica Grant | Andrew Kovacs |
| Peter Burley | Carney Donoghue | William Graze | Lochlan Kreis-Medina |
| Jackson Burns | Gardner Downing | Harry Gregor | Melissa Lanci |
| James Burns | Nils Duggen | Elisa Grollo | Jack Lane |
| Glen Burns | Laurent Duquesne | Claudia Gueli | Amalia Langham |
| Wilhelmina Burrell | Adelaide Dyer | Claire Gunst | Gabrielle Langham |
| Athol Busiko | Olivia Dyer | Oskar William Hall | Ella Lansell |

ALPINE CONT.

| | | | |
|---------------------|---------------------------|---------------------------|-------------------------|
| Laura Larsen-Pope | Josh Neal | Holly Roberts | Matthew Townsend |
| Cameron Lawler | Callum Neal | David Robinson | Adrian Tuero |
| Jared Leally | Lucas Neddleman | Emma Rogers | Rosemary Tunn McGrath |
| Lily Leamon | Kitty Newlyn | Luke Rollman | Ben Turner |
| Marcus Leder | Nicholas Newport | Leslie Romero | Pablo Urena Vega |
| Paloma Leech | Lauren Norton | Daniel Rosenfeld | Hannah Valentine-Smith |
| Julian Lefetz | Ingrid Nunn | Leopold Rothmann | Gracen Van Dort |
| Temaeva Legeay-Hill | Jack Oakley | Jennifer Roydhouse | Luke van Herwaarde |
| Claudia Leighton | Clayton O'Brien | Kristian Russell | Samuel van Zuylen |
| Alexane Leluc | Kokoda O'Bryan | Mai Russo | Danielle Veto Guimaraes |
| Xiaoting Li | Jessica O'Shea | Antonin Ruzek | Samantha Vince |
| Carter Lightfoot | Phoebe Owens | Mackenzie Ryan | Abby Vogelsang |
| Lincoln Lim | Jamie Painter | Natalia Saavedra | Matthew Walker |
| Michelle Lindsay | Lily Papadopoulos | Isabela Safar | Diaan Walker |
| Sophie Linehan | Fraser Parsons | Katie Saffery | Tahlia Walker |
| Sing Yae Ling | Mietta Passon | Kaitlin Schavoni | Ross Walker |
| Benjamin Lo | Alex Payne | Fergus Schier | Dennis Wang |
| Nathan Lodge | Michael Perich | Adrian Schiller | Eilish Ward |
| Helen Longhitano | Mackenzie Peterson | emma schriek | Alexandra Waters |
| Blake Lovely | Heidi Peucker | Adele Selig | Cale Watt |
| Kleo Lunnon-Talbot | Florent Peysse | Fergus Selkirk-Bell | Olivia Weaver |
| Keiran Luxford | Maia Phibbs | Ali Shangarffam | Max Weeden |
| Sophie Lyne | Madeleine Phillips | Jason Shaw | Dylan Westbury |
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| Macarena Massuh | Shae Pluis | Toby Simpson | Lucy Williams |
| Doug Matthews | Frances Potter | Alannah Simpson | Anastasia Williams |
| Lachlan Matthews | Georgina Power | Alexander Sinclair | Luke Williamson |
| Camden McAuliffe | Lauren Power | Michelle Slow | Alexandria Williamson |
| Hannah McKay | Bradley Pratt | Jayne Small | Eloise Willis |
| Alexandra McMahon | Heidi Preston | Ellonor Smith | Callum Wilson |
| Corissa Mcnamara | Caroline Pribble | Megan Smith | Lachlan Wilson |
| Noah McNamara | Kayley Price | David Smith | Luke Wilson |
| Emily Mentiplay | Benton Price | Hugo Smith | Lily Wischusen |
| Rebecca Middleton | Joshua Quinn | Rubina Smith | Thea Wischusen |
| Lloyd Millenstead | Victoria Rae | Kelli Stack | Emma Wright |
| Anna Miller | Edward Rainer | Mimi Stewart | Edmund Wright |
| Peter Milliken | João Maria Picão de Abreu | Ashley Strong | Bronwyn Wruck |
| Isabel Mills | Ramos de Carvalho | Marilda Strydom | Siyang Angela Wu |
| Sean Mitchell | Oliver Rasmussen | Catherine Stynes Garratty | Lynne Wyatt |
| Ben Mitchell | Luc Raszewski | Kate Sutton | Nichole Yeh |
| Alba Moncau Munio | Ruby Reddrop | Emily Taylor | Thomas York |
| Samuel Morrell | Adrienne Reeder | Madonna Taylor | Augustin Young |
| Gillian Morrison | Bonnie Renwick | Jessica Taylor | Nicholas Young |
| Ryan Moss | Clara Requedaz | Matilda Thomas | Jaime Young |
| Grace Mullins | Saffron Rich | Owen Thomas | Runze Zhang |
| James Murgatroyd | Ruby Richards | Chelsea Thompson | Ruijing Zhu |
| Fynn Murray | Natasha Rickard | Dwayne Thuys | Felix Zylinski |
| Camille Muskens | Saskia Riedel | Glenn Tilling | |
| Polly Napier | Stuart Rigg | Chee Juan Ting | |
| Oliver Nathanson | Brooke Roberts | Finley Topalovic | |

SNOWBOARD

| | | | |
|-----------------------|--------------------------|----------------------|---------------------|
| Hyunjin Ahn | John Eldred | Tsung-Hung Lee | Jethro Scown |
| Jake Allen | Vilde Engelsen | Jane Levin | Han-Chieh Shih |
| Rhys Andrews | Ella Forster-Williams | Alison Lim | Hugo Smith |
| Lewis Ashton | Jacqueline Fraser | Torsten Lofhelm | David Smith |
| Marley Atkins | Simon Gardner | Trevor Lui | Joel Sommerville |
| Joaquin Baigorri | Marcel Gauvin | Elise Marcianti | Christopher Stewart |
| Jack Banning | Lydia George | Shannon McCourt | Matthew Surgenor |
| Mariano Barbagallo | Nicholas Georgiadis | Brian McKay | Liam Teiermanis |
| Selina Blewitt | Reza Ghaemi | Andrew McKendry | Elise Thiel |
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| Joseph Calf | Kyle Hockings | Georgia Mylonas | Noah Tyte |
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| John Clarke Williams | Lachlan Jensen | Joshua Parnell Major | Ashley Watts |
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| Sam de Groot | Nattachai Khongwiboonwut | Christie Rangeley | Zhen Zeng |
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| Lin Du | Emma Lawson | Veronique Robin | |
| Jack Duncan | Michele Lechner | Kaitlin Schavoni | |

NORDIC

| | | | |
|-----------------|-------------------|-------------------|---------------|
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| Matilda Bessant | Alex Jereb | Peter Robinson | |
| Simon Blundell | Amanda Jones | Emma Rogers | |
| Adam Danby | Christian Neesham | Mitchell Westlake | |

TELEMARK

| | | |
|----------------|------------------|--------------|
| Glen Clark | Chiara Hill | James Wilson |
| Jake Coloretti | Amanda Scott | |
| Lara Falk | Peter Shorthouse | |
| Malcolm Hill | Jon Steel | |

ADAPTIVE

| | | | |
|--------------------|------------------|---------------------------|--------------------|
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| Sarah Clark | Gail Gayer | Ewen James MacEwen | Tim Van Zuylen |
| Michael Copleston | Lisa Gori | Nichole Masland | Dylan Vorreiter |
| Justine Curnow | Seth Hartley | Eliza McRae | Michaela Whitehead |
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