



Name: _____ Date: _____

Venture Apprentice Competencies

The following competencies codify the knowledge, attitudes and skills required of a Venture Apprentice. Apprentices are defined as volunteers who are approved to take on leadership roles on Venture trips and challenge course programs up to their level of qualification. Under the risk management supervision of trip leaders and lead facilitators, Apprentices are charged with utilizing Apprenticeship opportunities to develop their competencies and, eventually, check off as paid staff.

Apprentice Competencies	Volt Initials & Date	CORE Initials & Date
Has attended all required VOLT Foundations Meetings		
Has read and consistently models behaviors as outlined in the Venture's Staff Expectations Document		
Has completed a Volunteer Agreement		
Maintains a level of physical fitness appropriate for program activity		
Maintains active involvement with Venture, as demonstrated by meeting CE requirement each semester		
Acts as a self sufficient participant within program area of apprenticeship		
Commitment to Mission and Vision: Understands and displays enthusiasm to fulfill the four pillars of Outward Bound during Venture involvement. Can articulate the difference between Outdoor Adventure Education and Outdoor Recreation. Understands and incorporates outdoor leadership into involvement with Venture. Proactively seeks involvement in Venture and shows openness to growth.		
Risk Management: Able to identify and manage risk to self and others; recognizes and addresses problems. Ability to say no when a situation appears unsafe. Commitment to communicate when a near miss or incident occurred.		
Organization and Management: is well prepared for meetings and programs. Handles program logistics reliably and effectively. Completes necessary documentation within a reasonable time period.		
Communication Skills: demonstrates ability and motivation to process an experience, teach, and communicate proactively and compassionately, even during times of conflict.		
General Professionalism: Displays punctuality, engagement in meetings, a commitment to contribute a fair share of workload, and respectful and inclusive speech and dress. Responds to work-related e-mails in a timely manner. Is able to give and receive positive and constructive feedback.		
Giving and Receiving Feedback: seeks others' opinions on how to improve, has an ability to give and receive positive and constructive feedback.		
Maturity/Responsibility/Integrity: Manages emotions even during times of conflict. Takes initiative to learn new things. Reliably meets commitments, and is proactively communicative in rare cases when commitment cannot be kept.		
Self Care in the Outdoors: Knowledge of layering systems and appropriate clothing selection and ability to self-regulate hydration, blood sugar levels and body temperature.		

Approved as an Apprentice _____ Date: _____