

Crossings Core Competency Area (CCA) Parameters

- 1) These parameters are for Alaska Crossings' therapeutic programs only. Other rates for programs run by Alaska Crossing/Alaska Island Community Services (AICS) may be different and/or may have capped wages.
- 2) The Core Competency Areas are **recommended guidelines** and having all your CCA's checked in a level doesn't necessarily mean you will be moved up. Management will decide who will be advanced based on CCA's, attitude, cooperation with management, cooperation with fellow staff, cooperation within organization, delivery of curriculum, accepting responsibility, spirit, flexibility, etc.
- 3) Any new staff member will work their first program on a probationary basis as a level 1 regardless of their CCA's. After we have confirmed skills, we will offer a level to the guide.
- 4) You can only advance one level at a time (ie. You can't be moved from a level 1 to a level 3).
- 5) Guides are typically advanced once a year at the start of each programming season in January. Exceptions to this are after a new employee has worked their first probationary program and is assigned their actual guide level or if someone is moving through a level 2 to a level 3.
- 6) Staff will typically work in teams of 3 with a maximum of 9 participants. Total group size is 12. Alaska Crossings reserves the right to alter group size and staff numbers.
- 7) Guides may be moved downward at any time for disciplinary reasons such as letting certifications expire, failing to follow program policy or AICS agency policy, defying management directives etc.
- 8) For staff to move up to Level 3, there must be positions available as there are a limited number of these positions at any one time.
- 9) We encourage staff to seek out training above and beyond what Alaska Crossings provides. Alaska Crossings may be able to assist with some of the course costs. To receive financial support for training you must submit a written proposal outlining your commitment, the course curriculum and the purpose of the course. Financial support is up to management discretion and based on numerous factors including value of the course to you and to us, timing, budget availability etc.
- 10) In town work including pre-trip planning and course wrap up, will be paid out at an hourly rate or a day rate for time over 8 hours/day.
- 11) Escorts are paid \$100/travel day and are *not* paid in addition to guide wages they may already be paid for that day (ie. escort on the last day of a program).
- 12) First and last day of program are paid at your guide wage. Day 1 begins at 8:00am and Day 46 ends at 5:00 pm or when the last participant leaves program, which ever is later.
- 13) Guides are expected to be at work at 8am on the Friday before their program starts for course planning and pack out. Guides must work the Monday after program to pack up and finish paperwork. These days are paid at \$10/hr. Programs start on Tuesdays and end on Fridays.
- 14) Management reserves the right to change or alter these parameters at any time.

Alaska Crossings Core Competency Guidelines

<div style="display: flex; justify-content: space-between;"> Core Competency Guide Level </div>	LEVEL 1	LEVEL 2	LEVEL 3
Youth Work Skills	up to 600 days	600 - 900 days	900+ days
Ocean/Flatwater Canoeing Skills	up to 100 tripping days	200 tripping days	400 tripping days
	AC* Flat Water Canoe Instructor (or equivalent)	AC Ocean Canoeing Course (or equivalent)	Ocean Canoeing Instructor (or equivalent)
Moving Water/ River Canoeing Skills	up to 50 tripping days	100 tripping days	200 tripping days
	AC Tandem Moving Water Canoe Course (or equivalent)	AC Tandem Moving Water Canoe Instructor (or equivalent)	AC Advanced Rope Rescue Course (or equivalent)
	AC Basic Swiftwater Rescue Course (or equivalent)	AC Swiftwater Rescue Course (or equivalent)	
Mountaineering Skills	up to 50 tripping days	100 tripping days	200 tripping days
	Avalanche Safety Course	Glacier Travel Course	
Backcountry/ Outdoor Skills	up to 250 tripping days	500 tripping days	1000 tripping days
	WFR	WFR	EMT or EMT- W
	Current CPR	Current CPR	Current CPR

*Alaska Crossings (AC)

Core Competency Areas

Alaska Crossings recognizes five Core Competency Areas (CCAs).

CCA.1. Youth Work Skills

- i. Up to 600 days working with youth and/or youth at risk.
- ii. 600-900 days working with youth and/or youth at risk.
- iii. 900+ days working with youth and/or youth at risk.

CCA.2. Ocean Environment and Flat Water Canoeing Skills

Some canoeing instruction and certification courses are provided at staff training or throughout the season.

- i. Up to 100 tripping days. Includes personal and guided trips on the ocean or on lakes. Flat-water Canoe Instructor Certification.
- ii. 200 tripping days. Includes personal and guided trips on the ocean or on lakes. Ocean Canoeing Course.
- iii. 400 tripping days. Includes personal and guided trips on the ocean or on lakes. Ocean Canoeing Instructor.

CCA.3. River Tripping and Moving Water Canoeing Skills

- i. Up to 50 days paddling on moving water. Includes personal and guided trips on moving water. Tandem Moving Water Canoe course. Basic Swift Water Rescue course.
- ii. 100 days paddling on moving water. Includes personal and guided trips on moving water. Tandem Moving Water Canoe Certification. Swift Water Rescue Course.
- iii. 200 days paddling on moving water. Includes personal and guided trips on moving water. Advanced Rescue Systems Course.

CCA.4. Advanced Mountaineering Skills

- i. Up to 50 tripping days in an alpine environment. Includes personal and guided trips. Intro to Avalanche Safety Course.
- ii. 100 tripping days in an alpine environment. Includes personal and guided trips. Glacier Travel Program.
- iii. 200 tripping days in an alpine environment. Includes personal and guided trips.

CCA.5. Outdoor Skills

- i. 250 tripping days both personal and guided. Wilderness First Responder & CPR.
- ii. 500 tripping days both personal and guided. Wilderness First Responder & CPR.
- iii. 1000 tripping days both personal and guided. Emergency Medical Technician or Wilderness EMT & CPR.

Guide Rates:

Alaska Crossings' pay scale is based on recognizing the value of skills and experience (numerical system) and longevity with our program (alphabetical system). This system allows to you to advance within your current level as you work more Crossings programs with us. There are 3 stages in each level as follows:

	A	B	C
1	\$120	\$140	\$160
2	\$200	\$220	\$240
3	\$280	\$300	\$320

Every new staff member works their first program (probationary program) as a level 1, after which they are assigned their guide level. Actual guide levels will not be assigned until completion of the probationary program. If you are assigned a level 1 after your first program then you work one more program as a level 1A and then move to 1B on your 3rd program etc. If you are moved to a level 2, you then work 2 initial programs as a 2A and then you advance 1 stage for each additional program. Once you are at 2C you stay there until you have completed the CCA's to move up the next level. CCA reviews typically happen in January. In order to move through levels A-B-C you must work a FULL Alaska Crossings therapeutic program. Working in our educational programs or doing fill in work in the therapeutic programs doesn't count. For example, if you are a 1B and you work an additional 3 weeks of work, those three weeks will not count towards you becoming a 1C. However, these days will count towards your CCA's and will help give you mileage towards becoming a level 2.

	Program 1	Program 2	Program 3	Program 4	Program 5	Program 6
1	1A	1A	1B	1C	1C	
	\$120	\$120	\$140	\$160	\$160	
2	1A	2A	2A	2B	2C	
	\$120	\$200	\$200	\$220	\$240	
3	1A	2A	3A	3A	3B	3B
	\$120	\$200	\$280	\$280	\$300	\$320

Head Guide

The head guide plays an important role on Crossings trips as they represent management in the field and are selected by management. They are ultimately responsible for what goes on in the field which includes staff morale, management relations, safety, delivery of program curriculum, seeing the big picture, paperwork completion, cooperative spirit, evaluation of staff, etc. Because we recognize the increase in responsibility, the head guide receives an extra \$20/day per program. Head guides generally have a guide level of 2A and must complete an in-service with management.