



Leader-in-Training (LIT) Program

OVERVIEW

The LIT Program is a volunteer internship program for graduating campers. The program is designed to provide practical work experience in a safe and nurturing environment, while providing ongoing tailored support and mentorship. The program runs in stages over 2 summers. Participants attend for two weeks in Year 1, and four weeks in Year 2.

The LIT Program has two streams,

1. The **Child-Care Stream** puts participants in front-line positions, taking care of our campers. LIT's in this stream will have opportunities to lead activities for campers, and assist in counselling roles. The focus of childcare is used as the vehicle to teach both life skills and work skills, so it is necessary for participants to have an interest in working with children.
2. The **Hospitality and Maintenance Stream** will put participants in the role of taking care of the camp. This stream will focus on developing practical skills such as laundry and cleaning, food handling, and property maintenance.

PROGRAM FORMAT

Mornings: Daily Training and Leadership Sessions

Participants will take part in daily training sessions with their supervisor. These sessions will cover different topics such as:

- Teamwork, collaborative problem-solving and communication
- Self advocacy, workplace health and safety, and risk management
- Training specific to program streams (i.e. safe food handling or behaviour management)

Afternoons: Work Placements

Participants will learn by doing. Each afternoon participants will take part in a work placement, where they will shadow experienced staff, practice new skills, and work collaboratively with their peers. Work placements differ, based on program streams.



Ongoing: Mentorship and Support from Senior Staff

Program participants will be living and working with the staff team throughout the course of the summer. This provides the Mentorship Supervisors, and the rest of the staff team, ample opportunity to provide participants with mentorship and guidance to build both life skills and work skills.

Formal evaluation and feedback will be provided by the Mentorship Supervisors at the midpoint and end-point of the program. Participants will receive a written evaluation that highlights their strengths and provides guidance on next steps for growth and development.

PROGRAM DATES

The 2021 Mentorship Program will run for a variety of different sessions throughout the summer. Depending on the stream you are invited to, your session dates may vary. Below is the Mentorship Program schedule for 2021:

2021 Mentorship Sessions
June 30th - July 12th - YEAR 1
July 14th - 28th - YEAR 1
July 31 - August 30th - YEAR 2

PROGRAM REQUIREMENTS

Although participants will be under the signature of parents/guardians, participants will be expected to be the main point of contact for all communication with the Camp Kirk office.

Once we have received your completed application, we will be in contact to arrange a date & time for a personal interview. The interview process is fairly informal and is mainly an opportunity 1) to become reacquainted after your time away from camp, and 2) to provide you with information about the program.



PROGRAM COMPLETION

Upon completion of their time in the program, participants will receive:

1. Volunteer Hours

Program participants will receive a letter to confirm completed volunteer hours (approximately 50 hours each week). Volunteer hours can be used to meet Ontario Secondary School Diploma requirements.

2. Reference Letter

The Mentorship Supervisors will provide a letter of reference for each participant in the program. The reference letter will highlight job duties and demonstrated strengths. The reference letter will hopefully support participants to gain meaningful future work.