



## Counselor-In-Training (CIT) Program– Answers to Frequently Asked Questions

\*The focus of the program is hands-on learning, promoting teamwork, and creating a positive experience and safe camp atmosphere for others.

\*The program is split into two 4-week sessions:

Session 1: Weeks 2-5 (June 29-July 24) with June 29<sup>th</sup> being a training day

Session 2: Weeks 6-9 (July 27- Aug 21) with July 27<sup>th</sup> being a training day

Week 10: Free week for any session 1 or 2 participant

\*Regarding the schedule and camp assignments: as part of their on-boarding process, CIT's will fill out an interest form. The weekly schedule is created using this information. Every effort is made to accommodate these requests but CIT's should be ready to step into a camp not on their list based on camp needs. It's important that the CIT's experience a wide variety of camp experiences during the summer and are flexible.

\*One of the goals of the program is to build future staff from within but participation in the program **DOES NOT** guarantee a staff position in the future. CIT's interested in being a future YMCA staff member should take this opportunity seriously and as a chance to show their stuff.

\*Each program participant will be given two CIT shirts.

\*There will be a self-evaluation form given to each CIT at the end of each week that they are expected to fill out and return to the CIT Coordinator. The CIT Coordinator will use this form as a tool during one-on-one feedback sessions.

\*General CIT timeline: Applications are due March 31st, interviews will start in April.