



## Training & Leadership Development

### YMCA of Greater Rochester New York State & Vermont's Training Partner YMCA (TPY) FAQ Sheet

#### **What is a Training Partner YMCA?**

YMCA of the USA has selected 21 member associations to serve as Training Partner YMCAs (TPY) as part of the new, integrated training and leadership development system for the YMCA movement. The YMCA of Greater Rochester was selected as the association which will serve the 49 YMCA's of New York & Vermont.

#### **Who represents the YMCA of the USA in this model?**

Andrea Vignali is the YMCA of the USA Northeast Regional Training Manager. Andrea will work with the YMCA of Greater Rochester to deliver the new national training and leadership development system to the YMCA's of New York & Vermont. The new responsibilities began in April. Your YMCA's can look forward to continuous communication regarding your training needs, information on upcoming training events and support in staff development.

#### **Why has the system of delivery been changed?**

This system will revitalize training and leadership development and make it available to all YMCAs regardless of size and location. This TPY will provide regional training events that are frequent, accessible, affordable and based on the needs of the YMCA staff and volunteers in New York & Vermont.

#### **How will the training needs of the TPY region be determined?**

The YMCA of Greater Rochester TPY, serving the state of New York & Vermont, will use the results of the Training Needs Assessment, conducted electronically this past April, as well as physical visits with designated YMCA contacts, NY State Program Network and conference calls to develop the 2010 Regional Training Events Calendar (RTE).

#### **Who is the TPY contact from my YMCA?**

Your CEO was asked to designate a contact person from each YMCA Association and/or branch to serve as the contact person. A roster of all contacts has been developed and will be shared on visits & electronically.

#### **What is the role of the TPY contact person?**

The contact person will be the one who receives all training calendar updates, other information regarding YUSA Leadership & Training changes and development from the TPY. The contact person is also responsible for communicating with the TPY, any training needs for their YMCA.

#### **How will the TPY impact trainings we hold at my YMCA?**

Local YMCA's can hold local trainings as they have in the past- the roster must be made up of 75% of staff from your YMCA and 25% from outside your YMCA. Trainer level courses may only be offered by the TPY.

**Who sets the prices for TPY trainings?**

The TPY will follow pricing guidelines set by Y of the USA. (Available upon request)

**Where will the TPY hold the RTE's?**

The RTE's can be held at the TPY site or at local YMCA's if they would like to act as a Host YMCA. The Host YMCA will work with the TPY to coordinate the trainings, research hotels and will provide service to the RTE participants. The Host YMCA can work with the TPY to offer financial consideration to the Hosts for trainings.

**What if a TPY does not have Trainers or Faculty?**

Recognizing that there is a shortage of Trainers and Faculty, the TPY's and the Regional Training Manager will develop a pipeline to begin feeding their volunteer training system. This may take some time as we begin to raise the levels of quality trainers. The ultimate goal is to develop a pool of trainers/faculty that will strengthen the development of our future leaders.

**The quality of certified Trainers/Faculty is highly inconsistent. How does the YUSA plan to address this?**

Recognizing that the existing system is not adequately producing a high level of consistent trainers, the Training and Leadership Development team will begin working on a new strategy of criteria and incentives/recognitions that will result in effective educators and facilitators becoming trainers and faculty.

**Have there been changes to the active YMCA of the USA trainer and faculty list?**

Yes. The YMCA of the USA has determined that any trainer or faculty who has not trained over the past 3 years is not considered an active trainer.

**Contact Information:**

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