



Recreation North

A TRI-TERRITORIAL TRAINING PROJECT INSPIRES RECREATION LEADERS IN THE NORTH

**THE FRAMEWORK FOR RECREATION
IN CANADA GOALS AND PRIORITIES:**



**RECREATIONAL
CAPACITY**

CHALLENGES ADDRESSED

- High turnover among recreation leaders in the North. The program addresses this challenge by providing sustainable training that connects learners to their communities. Training and networking builds confidence and provides support that reduces burnout.
- Barriers to accessing training from rural and remote communities. The program addresses this challenge by providing high-quality learning opportunities and certification to individuals in all communities. Fees are low (or subsidized) to allow people with fewer resources to participate, and the curriculum welcomes diversity in language, literacy, learning styles and culture.
- Many people are new to online learning and technological constraints are sometimes barriers to participation. The program addresses this by helping participants develop digital literacies that are also transferable to other online learning opportunities.

IMPLEMENTATION

A pilot of the Community Recreation Leadership Program began in October 2017. Individuals from communities across the territories participated in a variety of learning events delivered by Northern trainers. At the completion of the successful pilot, the program was launched in the fall of 2018 and winter of 2019. The Program offers training delivered remotely and, on occasion in-person, to recreation leaders and individuals interested in exploring the field of recreation as a career opportunity. Participants can choose training that strengthens their competencies for working and volunteering in recreation and leads to a Certificate in Northern Recreation Leadership. Training to satisfy professional development interests and youth development is also offered.

“I believe that this training has equipped me with the skills to be a better Recreation Programmer.”

While the program focuses on training “in the North, for the North, by the North”, it also uses the Framework for Recreation in Canada as a key document for informing learners. “I really appreciated the national priorities and goals,” says Michelle Daigneault from Hay River, NT. “It makes me more aware of what events and activities are developing which goals... and where my community is lacking in some or very strong in others.”

OUTCOMES

Participants from across the North feel more competent, confident and connected. “I believe that this training has equipped me with the skills to be a better Recreation Programmer. I’ve gained a supportive team of other participants and made new friends and connections throughout Canada’s North,” says Grace Bowers, Faro, Yukon.

Communities have seen increased involvement and mobilization, and enthusiasm for recreation.

Working across three territories has allowed for the creation of a Northern identity in recreation and produced a collective impact in leadership development that will strengthen capacity in all the territories.

The program has been recognized across Canada. How to share this training with those working in rural and remote areas of the provinces is being explored.

LESSONS LEARNED

- Strengthening capacity is not only about training. The program connects leaders across the North. These networks build a foundation for learning and for ongoing access to the support that recreation leaders in small communities often need.
- Stay grounded in the priorities of the Framework for Recreation in Canada. Help recreation leaders recognize their contribution to these priorities.
- Use learner-centred approaches that are relevant to Indigenous cultures and diverse learners; draw from the participants' knowledge and experiences. Nayasha Kamera (NU) noted that he “learnt the most from the conference calls and written exercises where we shared insights with fellow students of what was going on in our different communities. A lot of brilliant ideas and creativity was shared; most of our experiences were very similar even though we came from three different territories”.
- Don't forget to work on sustainability (funding and leadership) from the start. “The \$600,000 we received from the Arctic Inspiration prize (in 2016) allowed us to develop the pilot training program”, says Caroline Sparks. “But we knew we would need to find sustainable funding to keep going and scale up. This means building a base of support from communities, funders and government since the costs cannot be covered by participant fees alone.”

Recreation North acknowledges the significant contribution of the Arctic Inspiration Prize towards program development.

FOR FURTHER INFORMATION

- Web: www.recnorth.ca
- Facebook: www.facebook.com/recnorth
- Twitter: twitter.com/recnorth
- Email: info@recnorth.ca
- Sharing Our Story: a more complete description at <https://www.recnorth.ca/home/our-story/>

Framework Goal and Priority	Goal # 5 Capacity and competency development (priority 5.4)
Population Addressed	Northern recreation leaders, including paid staff, volunteers, and individuals interested in entering the field
Community	All communities in the Yukon, Northwest Territories and Nunavut, including rural and remote communities.
Setting	Remote, community-based training where learners connect via computer/Internet and on weekly conference calls.
Lead Implementer and Organization	The Recreation and Parks Association of the Yukon, Recreation and Parks Association of Nunavut, NWT Recreation and Parks Association
Key Partners	The tri-territorial partnership of recreation and parks associations, winners of the 2015 Arctic Inspiration Prize, and endorsed by territorial governments.
Activity Focus	Training for current and emerging recreation leaders in the North.
Stage of Development	Pilot completed in June 2018. Training program launched in November 2018.