



In review of core values, business model, approach to Instructor Training Program (ITP), known as Train-the-Trainer in some industries, commitments to current (and potential/ incoming) training partners, curricula, processes, costs, margin, and in light of some challenges our training partners and industry faced with the impact of Covid-19 pandemic, we determined that the valuation of ITP fees combined with the factors listed for training partners was burdensome, our environmental footprint was in conflict to our purpose and combined there was opportunity to improve investment and delivery for us and our training partners and live our commitment to make the world a better place.

We no longer charge for instructor training programs beyond the cost of Instructor Training Program materials and have leveraged ITP training fees into the cost of training materials while maintaining competitive material pricing, adding curricula delivery options, adjusted training materials, fine-tuned order and shipping processes that protects supply chain, cares for our training partners and the environment. Quite simply and wearing our hearts on our sleeves, it's the right thing to do for so many reasons.

The following is our Instructor Training Program business platform model*:

1. **Intake Application** – must include First aid, criminal record check for adult vulnerable sector, indication of courses potential instructor is interested and capable of delivering.
2. **Interview** – review application, certificates and criminal record, qualifications, and values alignment.
3. **Contract** - Upon both parties' completion of and satisfaction with #1's and 2 for, a contract (program user agreement) is signed, and ITP is booked.
4. **Materials** - ITP material costs for training - \$150/ course includes copy of student manual, Instructor notes, supplemental information and videos and cloud-based access to them all.
5. **Certification** - Certification renewal remains every three years with yearly reviews.
6. Student resource manuals absorb all other ITP factors while maintaining competitive pricing.
7. No yearly minimum purchase volumes or \$\$ values with exception of initial quantity of 10. No return policy remains in place because we print on demand.
8. 90 days to first order of 10 complete student packages/ course qualified to deliver (Worker Fall Protection, Confined Space, etc.) from contract signing.
9. First orders include student resource manuals (to be retained by instructor/ training partner), answer and due diligence booklets, tests, and temporary certificates for classroom delivery. Subsequent orders, unless requesting increase in materials, will deliver ONLY booklets and tests.
10. In the event of major legislation changes and/ or curricula shift, full material packages will be issued at no charge.
11. We support and encourage curricula delivery through classroom, virtual and hybrid models that recognize jurisdictional and industry requirements regardless of pandemic and forces of nature.
12. New Program User Agreement auto-renews yearly and assures mutual interests re contract, materials. It ensures you can walk away at any time with one month's written notice rather than obligation for three years.

We're sure that you will agree that this model and structure makes sense on so many levels. It allows you to get training for courses, jump in and start delivering without having to find the funds/ break the bank to pay for it, the training equipment and other start up costs. Onboarding for qualified courses becomes easier and provides you both with income and opportunity to grow what you offer to your clients.

* Our Business Platform Model does **NOT** include **High Angle Basic Rescue** and **Wildlife Monitor Safety**. These have a unique structure and require a specialized CV (curriculum vitae). For more information, contact us.