



# Outdoor Leadership Training Program: Co-Instructor

Last updated: May 2026

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## Commitment to Community Partnership and Leadership Development through Outdoor Leadership

Washington Trails Association's [Outdoor Leadership Training \(OLT\)](#) is a program that supports leaders and organizations by providing the skills and resources they need to lead safe and fun outdoor experiences. Specifically, the OLT program supports WTA's mission by empowering community partners and leaders to lead participants in recreation experiences outside and with their communities.

With the increase in demand for OLT workshops and forming new to lasting community partnerships, WTA is looking for workshop co-instructors through our [OLT co-instructor program](#). **And we hope that is you!**

## Goals of the OLT co-instructor program

- Implement train the trainer model to successfully train new or upcoming leaders to support growing WTA's OLT program
- Continue to engage trained OLT leaders to additional learning opportunities and support a wider community network in various regions across WA

## Position Summary

OLT co-instructors are current or new leaders looking to share and expand their outdoor facilitation knowledge by co-facilitating hiking, camping, snowshoeing, and backpacking OLT workshops.. These are leaders who want to support community leaders, learn alongside OLT staff and align with OLT program goals.

## Key Responsibilities

Co-Instructor key responsibilities	OLT staff and co-instructor shared responsibilities
Complete all co-instructor trainings	Prep OLT facilitator curriculum and gear, and instill a safe, fun and learning workshop environment
Successfully co-facilitate an OLT workshop in camping, hiking, snowshoeing and/or backpacking	Welcome and get to know OLT workshop participants through their "why" on attending OLT workshop
Learn different types of facilitation and teaching skills, and apply in real time to OLT workshops	Keep an eye out for everyone's safety and well being - physical and emotional
Create an inclusive, fun and safe learning environment to individuals with a variety of knowledge and confidence in outdoor skills	Model good behavior, work habits and inclusive learning environment. Provides positive reinforcement and fosters a sense of accomplishment and learning in community



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### Experience, Skills, and Knowledge

- Have participated in or completed an OLT workshop or will complete an OLT workshop before program start date
- Passion for outdoor facilitation and learning
- Enjoy spending time in nature and sharing with others
- Willingness to learn new skills and build community through OLT network
- Independent, taking initiative and can collaborate with team members

### Training, Certification, and Role Requirements

Once you are in the co-instructor role, the following components are needed to remain an OLT co-instructor.

#### Stipend

- A stipend up to \$560 for completing the training session and workshop facilitation (\$320 for attending the training weekend, \$80 for half day training, \$160 for full day workshops)

#### Certification

- First aid and CPR minimum requirement (WFA preferred)
- Willing to obtain WFA certification before facilitating an OLT workshop\*
- Completed or participated in an OLT workshop

*\*WTA may be able to offer a WFA training to candidates*

#### Requirements

- Signed agreement to be a committed OLT co-instructor for a minimum of 2 years
- Have experience with or are currently supporting an outdoor group
- Ability to carry 25 pound backpack and hike 3-5 miles
- Ability to lift 30 pounds
- Must be at least 18 years of age and maintain a valid driver's license



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**Initial Commitment: 2 years minimum**

Timeline		
Phase	Event	Date
<b>Application / Initial</b>	Apply to the OLT co-instructor program	May 4
	<i>If you need to take an OLT workshop, sign up for the following workshops on our website (<a href="http://wta.org/olt-workshops">wta.org/olt-workshops</a>) before your start August date</i>	May 9 - Camping @ Dash Point state park June 6 - Camping @ Dash Point state park July 17-19 - Backpacking @ Olympic national park
	Application deadline	July 13
<b>Interview process</b>	Rolling phone/virtual interviews	End of July
<b>Offer and Agreement</b>	Phone calls to candidates	End of July to beginning of August
	Sign and complete OLT co-instructor agreement	
<b>Training</b>	Zoom online orientation (2 hours)	August 20
	Training weekend for OLT co-instructors	August 29 to 30
	Half day training in person	September 26
<b>Active Shadow</b>	Active shadow 2026 OLT workshop	Hiking (Oct 3, Oct 17) and Snowshoe (Feb/March 2027)
<b>2027 Facilitation</b>	Facilitate OLT workshops	Tentative 2027 dates:  Hiking (April) Camping (May) Custom (May) Camping (June) Hiking (Oct) Custom (Oct)
	Additional workshops (optional)	Custom
<b>Debrief / end of commitment</b>	End of co-instructor season (first year) debrief	September or November 2027*  *2028 workshop calendar shared



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