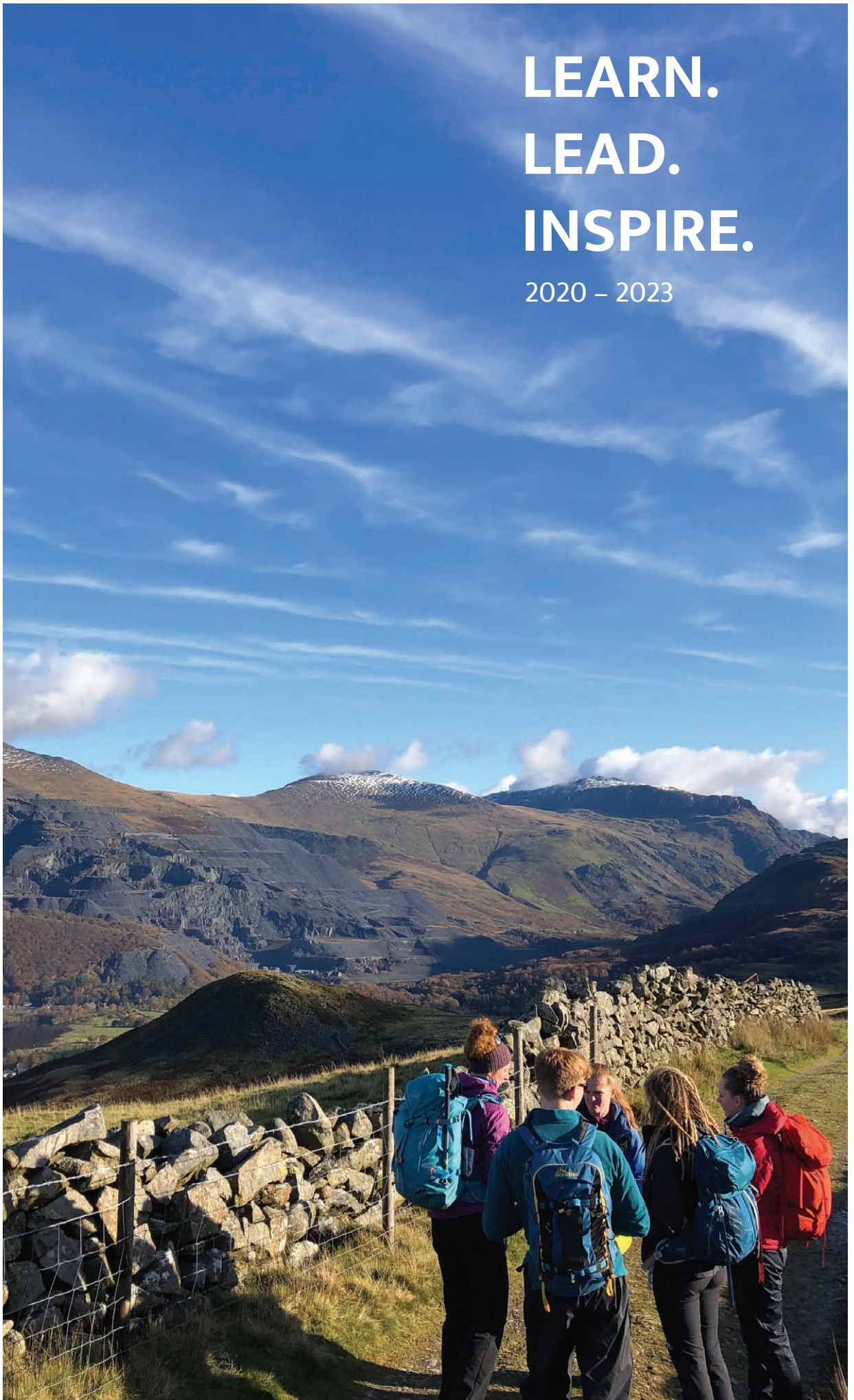


LEARN. LEAD. INSPIRE.

2020 – 2023

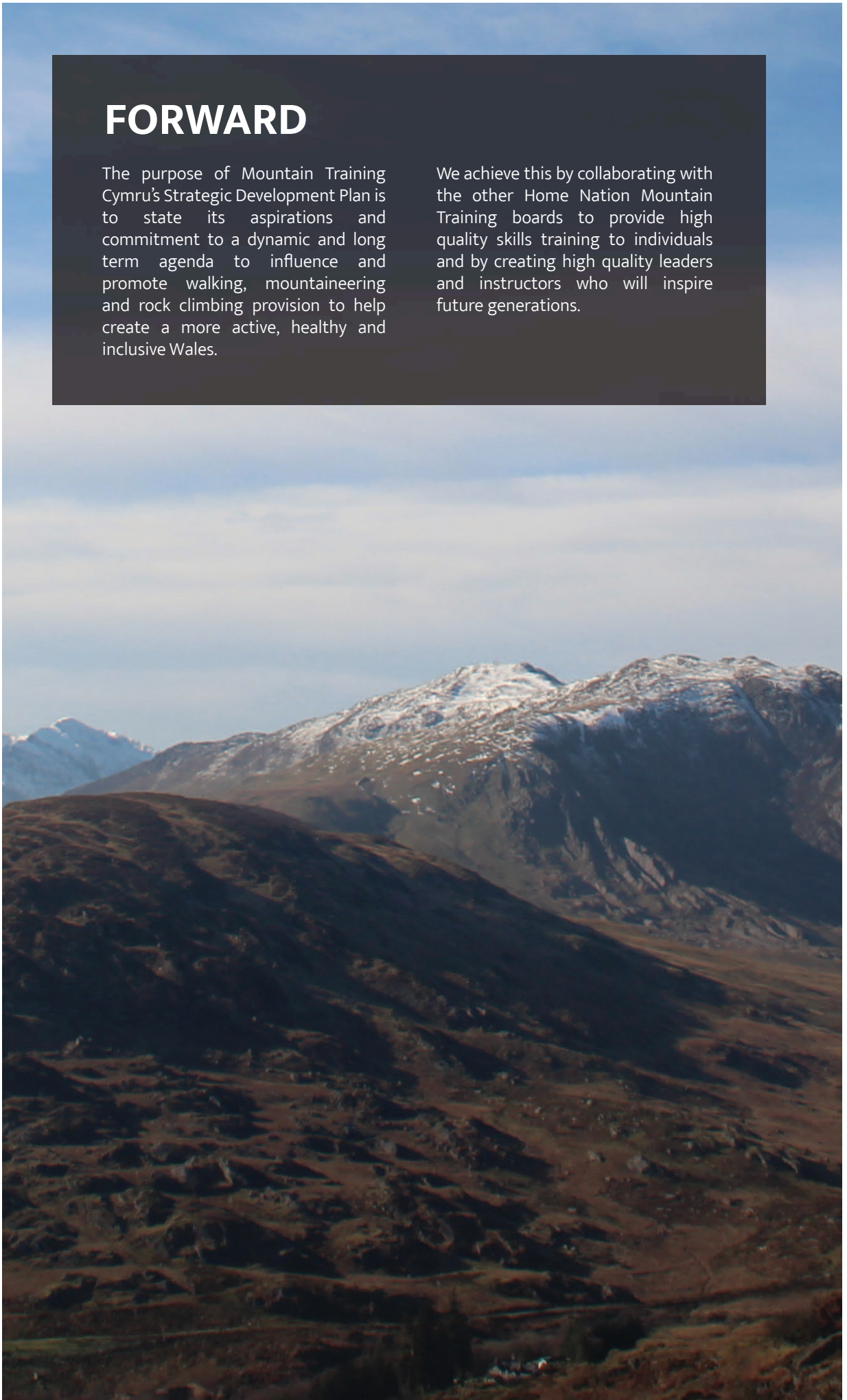


FOLLOW

FORWARD

The purpose of Mountain Training Cymru's Strategic Development Plan is to state its aspirations and commitment to a dynamic and long term agenda to influence and promote walking, mountaineering and rock climbing provision to help create a more active, healthy and inclusive Wales.

We achieve this by collaborating with the other Home Nation Mountain Training boards to provide high quality skills training to individuals and by creating high quality leaders and instructors who will inspire future generations.



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WHO WE ARE

The original Welsh Mountain Leader Training Board was set up in 1980. The name was subsequently changed to Mountain Leader Training Wales and finally in 2012, the name changed to Mountain Training Cymru, MTC. We work very closely with the other Home Nation Mountain Training boards which collectively complete the Mountain Training organisation. These are Mountain Training United Kingdom and Ireland (MTUKI), Mountain Training England (MTE), Mountain Training Scotland (MTS) and Mountain Training Board Ireland (MTBI).



Mountain Training Cymru is a registered company managed by five voluntary company directors who make up the Board. Mountain Training Cymru has a Members' Council which is drawn from a wide range of stakeholder organisations based in Wales. The Council meets three times a year to help shape the strategic direction of the organisation and act as a forum among the hill walking, climbing and mountaineering community in Wales with particular interest in personal development and leadership activities.



WHAT WE DO

Mountain Training Cymru's role is to provide skills training and qualification schemes for individuals, leaders, instructors and coaches who participate in walking, climbing and mountaineering activities across Wales. We also offer advice and promote good practice among the walking, climbing and mountaineering communities within Wales.

IMPACT

Mountain Training Cymru currently approves 49 Providers to deliver a variety of schemes across Wales. Our full range of schemes includes two personal skills schemes and nine qualification schemes, all of which take place throughout Wales. Since 1980, MTC has registered over 14,500 candidates and through our team of providers, we have qualified over 6,300 leaders, instructors and coaches. Many of these individuals will remain active for much of their lives whilst others may no longer be active. For this reason, a Mountain Training survey, undertaken in 2018, only considered individuals who have become qualified leaders within the past five years as they are likely to be the most active. In the past five years, Mountain Training Cymru has qualified over 2,570 individuals.

The survey concluded that, on average, qualification holders lead, instruct, or coach 163 participants per year. This calculation means that, in the past five years, individuals who hold one or more of our qualifications have led, instructed or coached 418,910 participants which is almost 84,000 per year. In reality, we believe this number is much greater because members of the Mountain Training Association* (MTA), which has 557 members residing in Wales, will lead, instruct or coach, on average, 234 participants per year.

*The Mountain Training Association is the support & development branch of Mountain Training, providing its members with extra support and CPD opportunities. It has over 6000 members and is the nationally recognised membership organisation for climbing, walking and mountain leaders in the UK and Ireland.





OUR VISION

To create a diverse, healthy and active nation where anyone can enjoy the benefits of lifelong participation in walking, climbing and mountaineering, supported by inspirational volunteers, leaders, instructors and coaches.

OUR MISSION

To inspire, enable and develop people in walking, climbing and mountaineering through the provision of nationally and internationally recognised skills training and leadership qualifications.

LEARN.

LEAD.

INSPIRE.

#learnleadinspire

OUR ETHOS

PARTICIPATION FOR EVERYONE

We aspire to develop independent walkers, climbers and mountaineers and encourage lifelong participation.

DELIVER HIGH QUALITY TRAINING

We provide high quality personal skills training for safe and independent participation and leadership qualifications for individuals who wish to train and lead others and inspire the next generation.

INCLUSION

We aspire to break down barriers to participation and support equal access to our sport for people from all backgrounds and ethnic groups

SAFE PRACTICE

We provide and support the development of information to enable the safe enjoyment of walking, climbing and mountaineering throughout our nation and beyond.

SUSTAINABILITY

We develop and train independent walkers, climbers and mountaineers who practice and encourage sustainable and sympathetic use of the outdoors by everyone.





STAKEHOLDERS

We ensure that we have representation on our board from all the major stakeholder organisations within the outdoor sector in Wales. These organisations contribute to the running and development of Mountain Training Cymru to ensure we remain accountable, relevant, effective and financially sustainable in a diverse and dynamic sector.

MEMBERS:

Association of Heads of Outdoor Education Centres, AHOEC.

Association of Mountaineering Instructors, AMI.

British Association of International Mountain Leaders, BAIML.

British Mountaineering Council Cymru, BMC.

British Mountain Guides, BMG.

Girlguiding Cymru.

North Wales Mountain Rescue Association, NWMRA.

Outdoor Education Advisors' Panel Wales, OEAP Wales.

Plas y Brenin, Mountain Training Trust.

Ramblers Cymru.

Scouts Cymru.

The Duke of Edinburgh's Award Cymru.

ADVISORS AND OBSERVERS:

Joint Services Mountain Training Centre, JSMTC.

Mountain Training United Kingdom and Ireland, MTUKI.

Natural Resources Wales.

Wales Activity Tourism Organisation / Adventure Smart UK.

Y Bartneriaeth Awyr Agored / The Outdoor Partnership.

FINANCIAL STABILITY

We maintain the financial stability of the organisation through income generated by a range of core funding streams. These include course registration fees, course place fees and provider fees. Additional financial support is provided by Sport Wales and is used to help develop and promote new initiatives and achieve key objectives. By achieving our objectives, we will increase our revenue and gradually reduce our reliance on public funding.

WELSH LANGUAGE

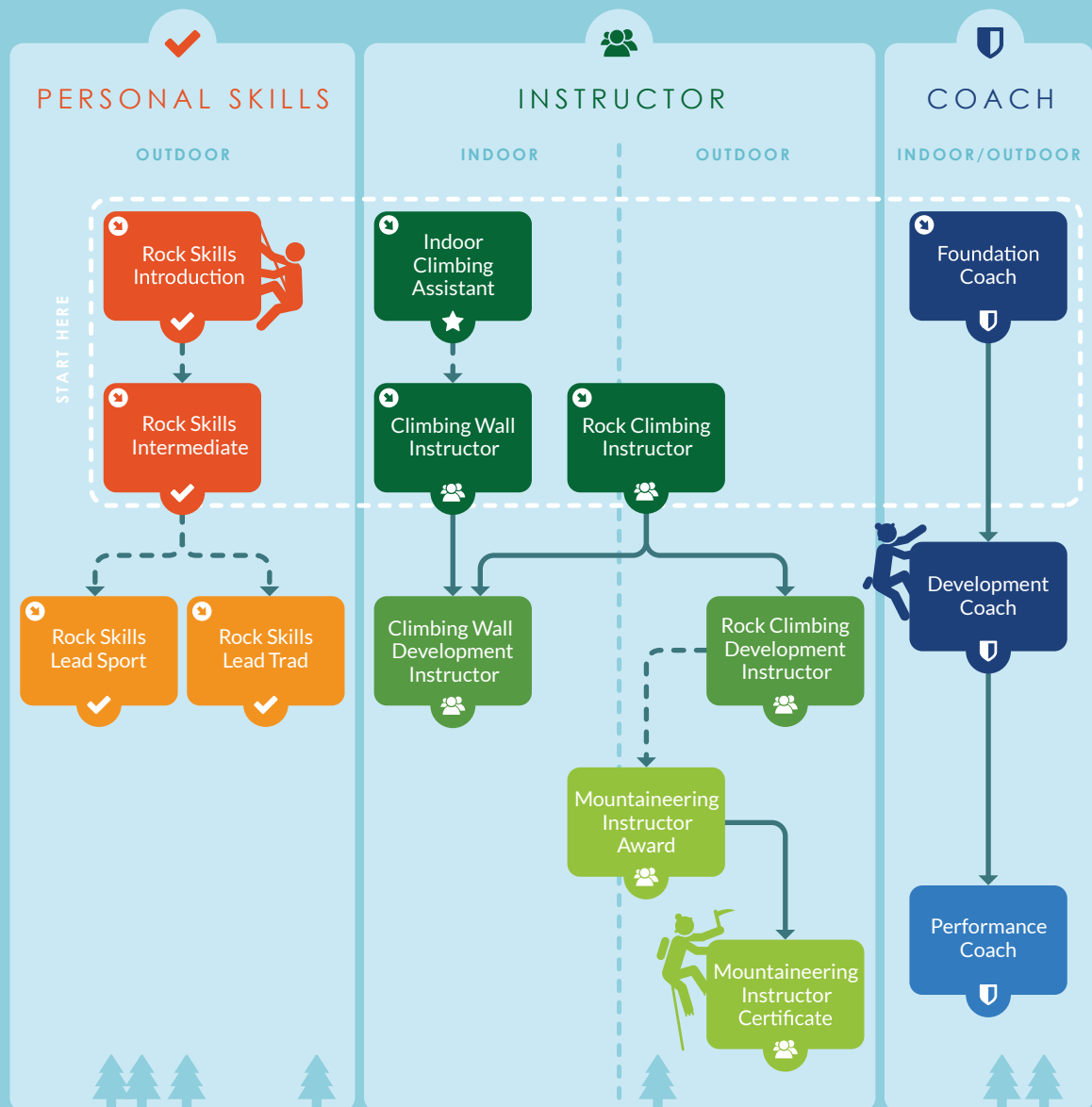
Mountain Training Cymru strives to improve and expand on the use of the Welsh language to ensure that it is treated no less favourably than the English language. We are committed to our Welsh community and will promote our culture, language and heritage. We will continue to translate all of Mountain Training's handbooks into Welsh and have a range of marketing products available in Welsh. The ability to deliver courses through the medium of Welsh will remain a desirable factor on all application forms. We are committed to ensuring that we have a number of courses on offer which are delivered through the medium of Welsh.

EQUITY STATEMENT

Mountain Training Cymru is committed to the principle of equality of opportunity. We aim to ensure that all participants, candidates and board members are treated fairly and on an equal basis irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

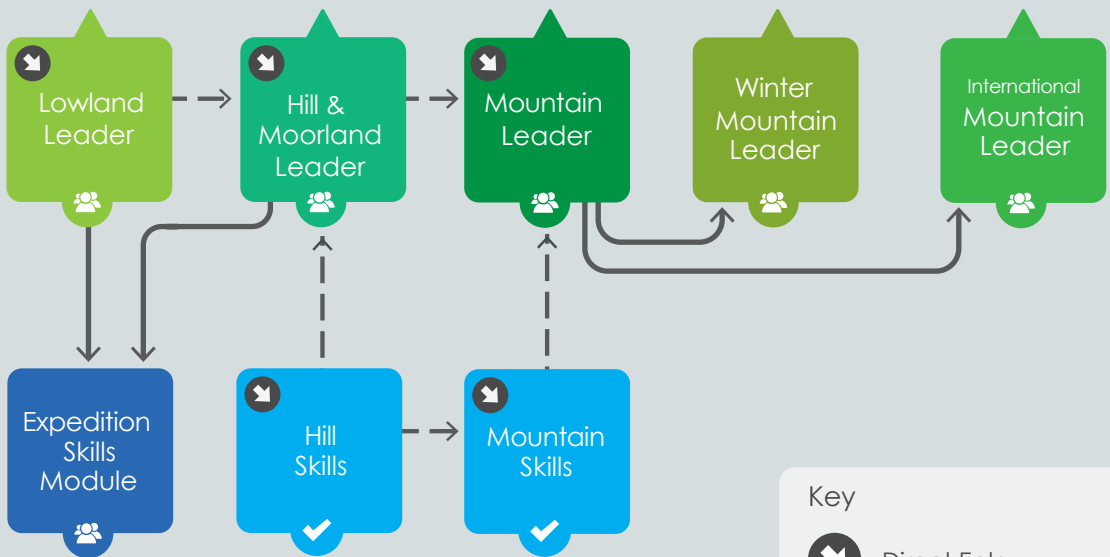


CLIMBING PATHWAY





Walking Awards



Key

- Direct Entry
- Leadership Awards
- Skills Awards
- Recommended Progression




**KEY
OBJECTIVES
2020 -2023**

BACKGROUND RESEARCH AND JUSTIFICATION

In 2014, Mountain Training initiated a project to review the entire suite of climbing qualifications and associated pathways. Following extensive independent research by the University of Central Lancashire, we created several new skills courses and

qualifications ranging from grass roots participation to high level sports development. The last of these courses was launched in April 2019 when the Climbing Award Review was completed.



**KEY
OBJECTIVE
1**

PARTICIPATION

Review and improve existing pathways and schemes and launch and promote our new schemes to increase participation, at all levels, in hill walking, rock climbing and mountaineering across Wales.

GOALS

1. Increase participation in all MTC's walking and rock climbing skills schemes and leadership qualifications.

2. Develop marketing strategies for our new Rock Skills scheme, launched January 2019.

3. Co-ordinate with partner organisations to develop resources for participants and providers to support the new and established schemes.

4. Recruit, approve and train new and existing providers across Wales to deliver our new Rock Skills scheme

5. Review the pathway to make it as easy as possible for individuals to participate in our Hill and Mountain Skills and Rock Skills schemes.

6. Review the pathway to make it as easy as possible for individuals to participate in our hillwalking and climbing leadership and instructor schemes.

MEASURING PROGRESS

Increase total annual registration rates across all schemes by 10% from 1122* to 1234.
*2018 figures.


Increase total annual registration rates by 124% from 100 to 224*
*figures based on Hill and Mountain skills growth rate.

Translate and print a range of Welsh language promotional banners and flyers to be available to our providers.

Collaborate with partner organisations to recruit and train a sustainable team of providers ensuring that our quality assurance policy can be maintained and is affordable.

Undertake a walking awards review which will include all skills courses. We will review and simplify the Hill and Mountain Skills and Rock Skills pathways to remove existing barriers to participation to make it accessible and affordable to everyone.

Undertake a walking awards review to ensure that our qualification framework is fit for purpose and relevant to the shifting trends and growth in participation in our sector.



**KEY
OBJECTIVE
2**

HIGH QUALITY TRAINING

Ensure that our personal skills courses and leader and instructor qualifications are fit for purpose and that course providers deliver the highest quality training to everyone.

GOALS

1. Create high level climbing instructors across Wales to maximise on the interest generated by Tokyo Olympics 2020 and help individuals maximise their potential.

2. Develop marketing strategies for our new Rock Climbing Development Instructor Award.

3. Develop marketing strategies to create Indoor Climbing Assistants across Wales to maximise on the interest generated by Tokyo Olympics 2020.

4. Continue to grow our pool of qualified instructors and coaches who hold one or more of our qualifications.

5. Ensure that we recruit, approve and train the highest quality hill walking and rock climbing providers, course directors and tutors who form the cornerstone of our organisation. We will continue to develop and implement rigorous quality assurance systems to maintain the highest standards of delivery across all of our schemes.

6. Review the pathway to make it as easy as possible for individuals to participate in our hillwalking and climbing leadership and instructor schemes.

MEASURING PROGRESS

Increase total of Rock Climbing Development Instructors by 300% from 2 to 8

Increase total annual registration rates by 250% from 10 to 35.

- Increase total annual registration rates by 100% from 40 to 80.
- Increase total of qualified Indoor Climbing Assistants by 100% from 25 to 50.

Grow the total annual percentage increase of qualified instructors and coaches from 22% to 25%.

Ensure all training staff are members of a professional association and meet their CPD requirements.

Further development and investment in the training programme for staff update workshops and the biannual national provider conference.

Undertake a walking awards review to ensure that our qualification framework is fit for purpose and relevant to the shifting trends and growth in participation in our sector.