

## COUNSELOR IN TRAINING (CIT) PROGRAM

The Counselor in Training/Apprentice Program is an intensive training program designed to improve the leadership and instructional skills of **Scouts, aged fourteen and up**. The skills a Scout will learn as a CIT will help him or her to become an effective leader in their unit, their daily life, and potentially as a member of the Onteora Staff. **The Scout needs to be 14 years of age by June 1, 2021.**

Much like the training for volunteer leaders in the Boy Scouts of America, the Counselor in Training Program is divided into two Program Specific Weeks. The course focuses on personal growth for the CIT. By concentrating on self-confidence, self-motivation, and initiative, CIT's are able to realize a higher level of potential. CIT's are trained in leadership development and teamwork by operating within the group to accomplish tasks. There is an emphasis on team unity and learning how to effectively set the example. Written evaluations help to gauge progress and improvement. This is a necessary preparation to be successful as a CIT and future staff member.

These Program Specific weeks are designed to give CIT's the opportunity to serve under the tutelage of the Onteora Staff. The goal for the CIT is to gain a working knowledge of the responsibilities of a staff member, as well as getting a clearer picture of the structure of the Onteora Staff and its varied departments. Staff will work side-by-side and coach the CIT in the different program offerings within their respective departments.

