



About the Wilderness Medicine Training Center

Mission

WMTC's mission is to provide high quality, practical courses, consultation, and material goods in wilderness medicine and outdoor program risk management.

Educational Philosophy

WMTC wilderness medicine courses are based on the following concepts:

- ***We believe that a clear understanding of wilderness medicine is required for effective site management and should be part of a required training progression for all outdoor leaders and administrators.*** An effective wilderness medicine course should increase instructor awareness surrounding potential problems inherent in a program's course design and provide enough education and insight to prevent many of them. At the same time, it should teach the necessary assessment and treatment skills required to address the most severe problems should they arise.
- We believe that wilderness medicine may be subdivided into two broad categories: expedition medicine and rescue medicine. While the anatomy, physiology and pathophysiology remain the same within both categories, specific skill sets vary. Medical training for trip leaders must focus on prevention, field assessment and treatment (including evacuation) while training for rescue team members requires more advanced treatment skills and equipment; evacuation is generally less of a concern (e.g.: already in place) as SAR teams tend to arrive on scene with evacuation plans and methods intact. ***WMTC courses focus on providing practical instruction for outdoor professionals, trip leaders, and recreational enthusiasts (expedition medicine) rather than advanced pre-hospital care for medical professionals (rescue medicine).*** We strive to teach our students the information and skills they will need to prevent, assess, and treat the most common injuries and illnesses they are likely to encounter in the outdoors as trip leaders or participants and avoid teaching skills that require specialized equipment unlikely to be found on most outdoor trips and expeditions.
- ***We use a proprietary mechanism of Injury/Illness (MOI) approach to differential diagnosis that helps students sort through the patient's signs and symptoms to reach an accurate diagnosis.*** Field assessment is focused on making a distinction between those injuries and illnesses that may successfully be treated in the field and those that require an urgent, or non-urgent, evacuation. Most injuries and illnesses in a wilderness environment are a result of minor traumatic incidents, a lack awareness surrounding environmental hazards, and minor medical issues encountered in longer expeditions (often related to a lack of personal or group hygiene). There is a somewhat finite list of common traumatic and environmental problems each with their own clinical pattern making them significantly easier to prevent, assess, and treat (including evacuation) than many medical problems. As such, we present material according to MOI: trauma, environmental, and medical. We recognize that students are unlikely to remember all the material presented, especially those associated with complex medical MOI and have developed a water-proof, tear-proof field manual to assist them.
- ***We teach normal anatomy and physiology before delving into the pathophysiology of each problem so that students gain a practical understanding of the problem and avoid "grocery list" approach to assessment and treatment.*** To facilitate instruction in this area we utilize copyrighted PPT animations, dry erase anatomical posters, and a full-sized skeleton and anatomical torso. The animations and dry erase posters allow us to

describe complex concepts in physiology and pathophysiology in a manner students can understand and retain while the skeleton and torso permit students to develop a hands-on three dimensional view of the human body. Our text provides a detailed reference before, during, and after our courses.

- ***We use interactive case study reviews and realistic simulations to build skill mastery and medical field judgment.*** Retention and judgment are directly related to field experience and field experience is acquired through a thorough after-response analysis of an incident. Medical professionals master their assessment and treatment skills via on-the-job training programs before acting on their own. For the overwhelming majority of trip leaders the experience and after incident analysis required for mastery must occur within the context of their course if it is to occur at all before they are required to act on their own. Therefore, we believe that an effective wilderness medicine course must contain enough case study review and simulation time to allow students to make, discuss, and learn from mistakes under the practiced eye of an experienced instructor. Simulations in our WFR and WEMT courses are video taped and later reviewed to enhance learning.
- ***We teach to the practice guidelines established by the Wilderness Medical Society and position papers published by the National Association of EMS Physicians.***
- ***We believe that outdoor leaders should be taught by professional outdoor leaders and educators with medical training rather than medical professionals with no professional or minimal outdoor leadership experience.***
- ***We believe instructors should tailor the depth of anatomy, physiology, pathophysiology, and delivery methods to meet the specific needs of each class.*** We realize that students with varying academic abilities will require different depths of background anatomy, physiology, and pathophysiology. Instructor's are trained to accommodate varying abilities and given minimum guidelines for each course and course topic. Simulation "MOI stories" are built from the outdoor activities expressed by individual students during the course introduction (hiker, biker, paddler, climber, skier, etc.), the outside environment (heat, cold, rain, snow, etc.), and the sponsor's site constraints. Each simulation is managed as a stationary site.

WMTC risk management courses are based on the following concepts:

- Outdoor program risk management is divided into incident prevention and incident response. We believe that outdoor companies should focus their attention on incident prevention without ignoring incident response... and that training and accurate assessment of staff at all levels of the organization is critical to effective incident prevention.
- We believe that on the macro level program and course safety depends on the ability of the administration to balance risk inherent in the program design with the competency of the field staff.
- We believe that on the micro level course and activity safety depends on the site management ability of the field staff. Site management concepts and theory are proprietary and protected by trademarked.

Internal Structure

WMTC is unusual within the wilderness medicine industry as WMTC instructors—unless employed and sponsored by a WMTC affiliate organization—are independent contractors trained by WMTC to deliver medical, and in some cases, risk management courses according to its educational precepts. We believe that instructors should be paid a living wage commensurate with their experience, training, and skills. We also believe that as business owners, instructors have a greater incentive to maintain their equipment, knowledge base, and high instructional standards. As such, our instructor community is rather small compared to other organizations but highly trained, well knit, and completely committed to high quality education. Employees of a WMTC licensed organization are paid through their organization and are not eligible to act as independent contractors for WMTC unless approved in writing by their employer.

WMTC has four organizational tiers for instructors (independent contractors)—Assistant Instructor, Lead Instructor, Licensed Instructor, and Licensed Organization—designed to develop and retrain staff. WMTC annually accepts a maximum of six instructors to their annual Instructor Training Course traditionally held in late September each year at the WMTC classroom in Winthrop, WA.

- ***Assistant Instructor.*** Assistants have successfully completed the 14-day WMTC Instructor Training Course

and enter into and remain in a non-paid apprenticeship until ready to lead instruct. Expenses (travel, lodging, & meals) are paid while on course.

- **Lead Instructor.** Lead Instructors are, at minimum, current WEMTs licensed in their state of residence. All lead instructors are independent contractors with their own equipment; their business are licensed according to the laws of their home state and meet all federal requirements for independent contractors. Lead instructors are contracted on a course-by-course basis.
- **Licensed Instructors.** Lead instructors with a minimum of three years experience as a lead instructor, may apply to be a WMTC Licensed Instructor. In addition to accepting contracts directly from WMTC, Licensed Instructors may contract and deliver WMTC courses independently of WMTC in accordance with the licensing agreement.

Licensed Organizations. Senior lead instructors (five years minimum experience as a WMTC Licensed Instructor) who currently operate their own businesses, and have successfully operated that business for a minimum of five years, may apply to become a WMTC Licensed Organization. Licensed Organizations pay a per head fee that is less than that paid by Licensed Instructors and may employ their own staff (trained by WMTC) in accordance with the licensing agreement.

WMTC Instructor Training & Apprenticeship

WMTC is a small company well known for its excellence in course design and delivery. WMTC certifications are recognized by Outward Bound (OB), National Outdoor Leadership School (NOLS), American Camping Association (ACA), the Boy Scouts of America (BSA) and all state and federal guide licensing agencies. We have some of the best instructors in the world. Be fore-warned: the application and training process are rigorous and while the rewards are great, not everyone is suited to be a WMTC instructor.

Unless you are currently working for—and sponsored by—one of our licensed organizations, WMTC instructors are not employees; they are subcontractors who own their own businesses. We believe ownership provides the necessary motivation and commitment to maintain course quality. Our instructors are with us for the long haul.

WMTC supports its instructors and courses in the following manner:

- Nationally recognized certification in wilderness medicine (WFA, WAFA, WFR, & WEMT)
- On-going research & development
- On-going instructor training & development
- High quality course materials
- Contracting, scheduling, & invoicing
- National marketing via the WMTC web site, WMTC Facebook page, calendar listings on sponsor & partner web sites, and instructor, sponsor, & graduate newsletters
- Web store
- Assistance setting up your business
- Highest per day income in the industry
- Incentive programs to generate increased instructor income

Instructor Candidates

Applicants must successfully complete our Instructor Training Course (ITC); the course is intensive and will prepare you to enter our apprentice program. In addition to general instruction, candidates are preassigned specific lecture topics, skill sessions, and simulations to present during the ITC. The course closes with the ITC students teaching a local Wilderness First Aid course. ITC enrollment is limited to six students.

Successful candidates have demonstrated a mastery of:

- Wilderness medicine
- Professional trip leading experience
- Didactic and experiential teaching

- Basic outdoor expedition skills
- Advanced outdoor skill in one of the following areas: climbing, mountaineering, whitewater paddling, sailing, skiing, canyoneering, and/or sea kayaking.
- Effective time management, course reporting, & logistics

At minimum all lead instructors are required to maintain a current EMT-B license in their state of residence and be certified as a WEMT or WFR. We encourage currently certified WMTC WFR graduates—especially those who have taken multiple courses from us—to apply with the understanding that they may not become lead instructors until they successfully complete an EMT course and receive their license. Licensed nurses, physicians, and veterinarians with emergency room training and experience exceed our minimum requirements and are encouraged to apply. All instructors are required to maintain active membership in the Wilderness Medical Society.

All applicants must complete the WMTC Instructor Application Form. ***At minimum, candidates must be a WMTC WFA graduate to apply. We give preference to applicants who are graduates of a WMTC WFR course with an instructor recommendation.*** The WFR provides an opportunity for a pre-ITC evaluation and experientially exposes applicants to the full WMTC curriculum and our teaching methodology.

WMTC Apprenticeship

ITC graduates enter and participate in an apprenticeship until they are ready to instruct. The apprenticeship is a non-paid training position. During an apprenticeship the apprentice's travel, expenses, and room & board are covered. When ready, the apprentice is certified by WMTC to instruct. The length of the apprenticeship varies slightly for each individual. In most cases apprentices are ready to instruct WFA courses after apprenticing one or two courses. Most apprentices assist three to six WFR courses before they are ready to instruct WFA, WFR, Review & Recertification, and WEMT courses.

WMTC Instructors

Instructors are certified according to the type of course they can lead (e.g.: WFA, WFA, WFR & Review, and WEMT). Lead instructors are expected to instruct a minimum of 25 days per year to maintain their instructor status. New instructors should anticipate instructing more days during their first 1-3 years to refine and polish their skills.

Unless employed by a WMTC licensed organization, instructors are subcontracted by WMTC and receive a per person fee payable when the course has been closed. A course is considered closed when all the course paperwork has been received at the WMTC office and the course sponsor has completed their contract obligations. Instructor travel & expenses, room & board, and the shipping of course related materials are paid by the course sponsor.

Instructors are expected to purchase and maintain their own equipment and supplies in accordance with WMTC policies; this is a federal requirement for independent contractors. Equipment cost varies somewhat but expect to invest \$2000-\$3000; in most cases your investment is fully recovered within 1-3 courses. Consumable costs average slightly \$1/student/student day. The process and cost of maintaining your medical license/certification varies from state to state; check with your state Dept of Health for details.

Instructors are also required to carry their own insurance. There are three types of insurance policies instructors may wish to obtain: a General Business Liability policy (required), a Professional Liability policy (optional), and an Inland Marine policy (optional). Instructors are required to purchase a General Liability policy with a minimum coverage of \$1,000,000. This insures the instructor against injuries or death that might occur on a course. An official letter verifying this amount of coverage and with whom must be on file at the WMTC office before an instructor can be contracted for a course. Coverage is available through WMTC's carrier at approximately \$360 per year and includes Professional Liability. Professional Liability policy insures the instructor against lawsuits arising from the material presented during a course and is also known as an "Errors or Omission" policy. An Inland Marine policy provides coverage against equipment loss or damage. Cost varies considerably between carriers and policies.



Instructor Application Form
Please print clearly.

Name: _____ Day Phone: _____

Street Address: _____ Evening Phone: _____

Post Office Box: _____ Cell Phone: _____

City: _____ E-mail: _____

State: _____ Birth Date: _____

Zip Code: _____ SSN: _____

Please print—hand write—your answer to the following question in detail; we want to see what your printing will look like during a whiteboard lecture or debrief.

1) Please describe why do you want to instruct for the Wilderness Medicine Training Center?

Please type your answers to the following questions:

2) List a detailed history of your:

- Outdoor Skills.
- Professional trip leading experience.
- Medical training, certification, and experience; include copies of all certifications.
- Experiential and didactic Instructor training and experience.

3) Give three references for the above history, their address, phone number(s), and e-mail. Briefly explain your relationship to each person. One reference should be from a WMTC instructor.

4) Please describe your thoughts and feelings about being a subcontractor rather than an employee?

5) How many courses per year can you work, when are you available, and what will you do the remainder of the year?

6) What did you REALLY like about your WMTC course? What would you change, how, and why?

7) The ability to give and receive both reinforcing and developmental feedback is critical to becoming a WMTC lead instructor. Please give three examples of development feedback you have received in the past, how you responded, and the ultimate result.

Please send two digital photos of yourself to the WMTC office: 1. a head-shot and 2. engaged in your favorite outdoor activity.

Upon receipt of your application, our office will contact you via e-mail to schedule a in-person or Skype interview. The purpose of the interview is to review your qualifications, answer any questions or concerns you might have, and to correct any misconceptions. We want make sure that you are a good fit for WMTC before proceeding with the application process. Once we are both comfortable that going forward is the right thing for both yourself and WMTC, we'll send you access information for our on-line instructor examinations. You must successfully score $\geq 95\%$ on each of the four instructor exams; you have five attempts to pass each exam. The exams are open-book and your results are available within minutes of submission. You *will* need a copy of *the Art & Technique of Wilderness Medicine, Second Edition* and a copy of *the Wilderness Medicine Handbook* to successfully complete the exams; both books are available from our on-line store. Complete directions will accompany the access e-mail. In addition to the on-line exams, there are four case studies for you to complete and return; the case studies will be sent to you via e-mail upon successful completion of the on-line instructor exams; please return all case studies to the WMTC office via e-mail or snail mail. Once we've corrected your case studies we'll send you the results via e-mail; and, assuming you pass, we will schedule a final interview.

All applications, tests, and interviews must be completed by April 15th so please apply early. Final selection will be made during the last week of April and successful first-round candidates will be notified by e-mail; any remaining candidates will be placed on a waiting list. Confirmation and payment for first-round candidates is due by June 1st. Occasionally a first-round candidate is unable to attend the training. In that event, a second round of acceptance e-mails will go out to any candidates on the waiting list June 1st; confirmation and payment due upon acceptance. Assignments and access to the ITC web site will be sent the first week in July via email mail to all confirmed candidates. All confirmed candidates must sign a contract that includes non-compete and confidentiality clauses prior receiving course materials; an apprentice contract will be sent to you with your acceptance and is due with your payment. There is no refund on course payments unless the ITC cancels.

There is no application fee. Please scan the completed application and attach to an e-mail OR return via snail mail to:

WMTC Instructor Training

POB 11

Winthrop, WA 98862

Address any question to the WMTC office via phone or e-mail. Thank you for your interest in teaching WMTC courses. Good luck.

WMTC Instructor Training Course Syllabus

General information:

Class begins at 8:30 AM and continue until the material has been covered, generally between 4-6 PM. Candidates should come prepared with assigned lectures and demos. Class is usually held at the WMTC Classroom outside Winthrop, WA.

Course Preparation

Candidates will be given access to the WMTC candidate web site. Internet access is available at the WMTC classroom. Consider copying and printing the pages and downloads in 3-ring binders and organize the content with file tabs. Candidates will also be given access to skill movies via WMTC DropBox folders.

Download and read the WFA and WFR Scope of Practice documents from <http://www.wildmedcenter.com/wmtc-articles--downloads.html>; the links are located at the bottom of the page.

Required books:

- Art & Technique of Wilderness Medicine, Second Edition. Nicolazzo. WMTC
- Case Studies in Wilderness Medicine. Nicolazzo, Second Edition. WMTC
- the Wilderness Medicine Handbook. Nicolazzo, Second Edition. WMTC

Recommended books:

- Anatomy & Physiology for Emergency Care. Martini, Bartholomew, & Bledsoe. Brady
- Field Guide to Wilderness Medicine. Auerbach, Donner, Weiss. Mosby
- Wilderness Medical Society Practice Guidelines, Fifth Edition. Forgey. WMS.org

Expect to spend 6-9 hours per day in class. With the exception of the WFA course at the end of the training, class will begin at 8:30 AM and end between 4-6 PM each day. The WFA runs 7:30-5:30 daily; instructors will need to be ready by 7 AM; will finish by 6 PM Sunday evening.

Lectures will focus on delivering WFA & WFA curriculum. The WFR curriculum—although more detailed with additional topics, skill labs, and simulations—uses the same methodology and progressions. Each candidate will present their assigned lectures in both digitally and on a whiteboard followed by a discussion/debrief period.

A draft syllabus for the 2012 ITC follows. A detailed syllabus with candidate assignments will be posted on the ITC web site in early July.

WMTC 2012 Draft Instructor Training Course Syllabus

Trainer

Candidate

Day 1

Introduction
WMTC Pedagogy & Instructional Tools
Designing & Managing Digital & Whiteboard
Candidate Practice: Digital Trauma Lectures

Day 2

Whiteboard Lecture Demo
Candidate Practice: Whiteboard Trauma

Day 3

Candidate Practice: Digital Environmental
Candidate Practice: Whiteboard Environ-

Day 4

Candidate Practice: Digital Trauma Lectures
Candidate Practice: Whiteboard Trauma
Lecture Session Closure

Day 5

Managing Simulation, Quiz, & Case Study
Candidate Practice: SOAP Review
Designing & Managing Demonstrations &

Day 6

Candidate Practice: SOAP Review contin-
Extremity Splints Labs & Critical Feedback
Wounds Labs & Critical Feedback Points

Day 7

Candidate Practice: SOAP Review contin-
Candidate Practice: Extremity Splint Demos
Candidate Practice: Wounds Lab Demos
BLS Skills Lab, Simulations, & Critical

Day 8

Candidate Practice: BLS Demos
Candidate Practice: BLS Simulations
Introducing the 3rd Triangle
Focused Spine Assessment
Designing & Managing Full Simulations

Day 9

Candidate Practice: 3rd Triangle Demos
Candidate Practice: Full Simulations
Structuring & Managing Tag-team Simula-
Structuring & Managing one-on-one Medical

Day 10

Candidate Practice: Full Simulations contin-
Candidate Practice: Tag-team Simulations
Candidate Practice: One-on-one Medical

Day 11

Structuring & Managing Injection Labs
WFA Micro-structure & Logistics
WFA Preparation

Days 12-14

Standard Wilderness First Aid course

Day 15

WMTC Apprentice & Affiliate Program
WMTC Course Paperwork
ITC Group Closure
Candidate Interviews