

Future Staff Member Training Program

Interview Rate: Day 1, up to 4 hours, is evaluation only. No Pay.

(Let's see how they do, consider it an on the job interview).

Training Rate: Begin at current PA minimum wage.

Rate after Training: New staff can expect increases as their skills and responsibilities increase.

Parents,

In the 50 years that I have been involved in gymnastics, I have picked up a few important lessons with regards to preparing future teen employees:

- *) Learn by doing.
- *) Shadowing... Where our Future Staff Members work alongside our seasoned professionals but back in the day we called it "Apprentice" or "Mentoring"..
- *) The 4 levels of Responsibility

Some don't get past here when they read "**Interview Rate: Day 1, up to 4 hours, is evaluation only. No Pay.**" Here's a chance for your kids to show us what they have. They will aid our staff, interact with their supervisors and the kids, and generally show off what they can do. It doesn't take long to know. So give yourselves a pat on the back for reading on.

Allow me to expand further.

*) **Learn by doing.** Nothing beats learning a task than actually doing the task.

*) **Shadowing.** How do I learn how to behave and carry myself if I were to have the responsibility of a group of 6 to 8 children? What procedures do I follow when a child comes in late to class? What if a child has a meltdown during class? Leadership, Customer Service, Facility Systems and Procedures. These are just a few of the things that happen during a class that you can only learn when you are Shadowing.

*) **The Four Levels of Responsibility.** These speak for themselves. Every employer wants an employee to demonstrate these learned/trained behaviors. I believe in them and I teach them. Your child needs to learn and demonstrate them.

1. Supervisor assigns employee a task to do and employee does it.
2. Employee identifies a task needing to be done and asks supervisor's permission to do it, then does it
3. Employee identifies a task needing to be done, does it, and informs supervisor.
4. Employee identifies a task needing to be done, does it, and looks for another task.

I expose the staff to this method. Future Staff Members are typically kids who have never held a job. Many have never completed a work application or gone on an interview. Very few have been trained to be a productive, contributing members of an organization.

No Problem. I love those kids. I want to help those kids.

My staff and I (many of whom have gone through these methods) want to turn these kids into productive, responsible, trustworthy, money earning young men and women.

Continued . .



Aerials Fit'n'Fun Gymnastics Center

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We are training young adults to work with adults and kids, and it takes an investment on both employer and future employee. Some traditional service jobs can get you working and paid immediately, lawn care, baby sitting, pizza delivery etc ... and they are great first time jobs with on the job training. For first time job seekers at Aerials we do job training first, then the real job.

If you would like Aerials to invest time with your child and your child would like a real paying job AFTER summer, then we would love to have them. Many of the staff at the gym, past and present, have taken this route.

What will your child do at Aerials?

This position provides a hands-on training experience where the trainee would learn the proper way to interact with the children and conduct themselves in a manner consistent with the Aerials 12 Teaching Principals (attached). Students between the ages of 14 to 16 years old, or who have never held a paying job, generally hold this position. Your child will learn the proper way to guide the children (including spotting) through the various skill-building stations. Your child will clean, organize, move mats, set up drill stations and facilitate activities. Side note: if they think they are above cleaning, than please don't ask them to apply.

This position is especially important for students who need some formal experience with a work position, under a supervisor, for their future job applications. Most kids who apply with us having nothing to write down with regards to work experience. In the summer we have Junior Staff positions and during the school year we have coaching positions.

I value our young, enthusiastic students and am eager to have them join us. It's not for everybody, and some won't make it, but some will and we look forward to meeting them.

If you have specific questions, please don't hesitate to reach out to me. I'm happy to talk about your kids and what they can expect. Your children's direct report to supervisors are Miss Trisha and Miss Melody.

Email me (Info@aerialsgymnastics.com) as to how would you like us to proceed with your teen. I look forward to hearing from you.

Good health and God Bless,

Rick Palumbo with
Miss Trisha



Why Work at Aerials, or anywhere else for that matter?

Sense of Responsibility

A high school job is a catalyst for responsible action and thinking. You are accountable for work attendance and punctuality, job responsibilities, customer satisfaction and job performance. The initial incentive is a paycheck, but over time, you will get considerable satisfaction out doing great work, as well.

Newfound Independence

You have a natural and strong desire to become independent from your parents; however, it can be a difficult thing for you to learn. A job provides you with a newfound sense of freedom and self-reliance. Financially, you now have options besides asking us for money (and birthday cash). Also, a job gives you a sense of accomplishment and pride, both of which are necessary for you to have the confidence to be responsibly independent.

Money Management Skills

As soon as you start to begin driving, and sometimes earlier, you are finding that your social lives change and are becoming more expensive. Movie outings, new clothing, dinner out with friends and gas money all cost \$\$, but with a job, you can learn the real costs of a social life and material wants. With the paycheck that you earn, you will begin to more carefully weigh your decisions to spend money, giving you the priceless lesson of responsible money management.

Spend mindless time on Social Media . . Or well-spent time.

A job benefits you where you might spend your time dabbling in frivolous activities by giving you something to do that's both productive and profitable. While engaging in the time sucking and mindless activity that social media provides, you are slowly but powerfully eroding and blurring the line between a high moral, acceptable behavior to the "new" acceptable view of what the "Popular" (sic) kids are wearing, viewing, doing spending visiting, etc. . . You get it.

Additionally, video games, taking extended naps or watching television might be fine in small doses, but a job gives you a sense of purpose and responsibility. A job also helps prevent you from being exposed to harmful or illegal activities that your peers (duuuuuude, whaaaaats up?) might have chosen.

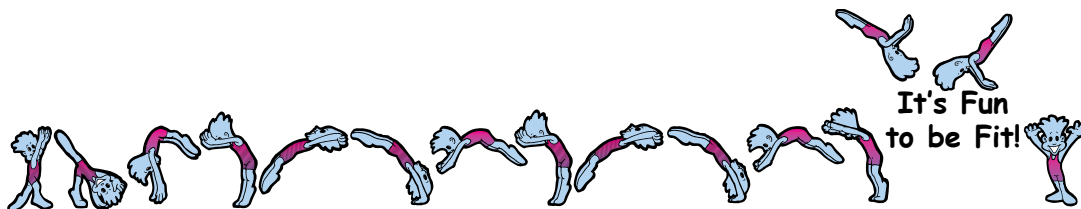
Real World Preparation

Perhaps the most advantageous part of having a high school job is earning real world experience. All of the benefits of having a job as a teenager -- the sense of responsibility, newfound independence and money-managing skills -- are all necessary in college and adult life. A teenager-turned-college student will already know the importance of waking up for class, turning in assignments, being respectful and saving money. Most importantly, you will have already learned how to be successful in life.

The Next Job

By successfully passing through the 4 levels of responsibility (that you learned from Aerials) you have an unfair advantage over your peers who are applying for the same job. And I'm good with that. Get every advantage possible! Learn it, practice it, and tell your future employer you know the four levels and how to work through it. A job also looks great on a resume.

Here's to your Future!
Best Regards,
Mr. Rick



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