

# **ATHLETICS YUKON**

## **STRATEGIC FIVE YEAR PLAN**

**2011-2016**

# Strategic Five Year Plan 2011 – 2016

## Mission Statement

To promote and encourage participation in  
Athletics as a life-long pursuit

This *Mission Statement* is set within the context of a strategic five year plan. Each section is viewed over a five year time period. Within this plan some of the activities show a developmental progress. Other activities provide for the on-going maintenance of critical functions.

Membership: Recreational through elite athletes

Goal	Strategies																										
<p>1. To provide appropriate level of support according to number and demographics of membership</p> <p>2. To create a web based Athletics Yukon records by distance and age</p>	<ul style="list-style-type: none"> <li>❖ Maintain an active status as an affiliate with Athletics Canada.</li> <li>❖ Email updates for membership; including association news and upcoming events.</li> <li>❖ Maintain a “current” web site</li> <li>❖ Report results from events in a timely fashion on the web site</li> <li>❖ Brochure with events for season by end of March each year, supplied to community and membership</li> <li>❖ Provide support to communities ie. hosting events, events scheduling, insurance coverage for events.</li> <li>❖ Acquire funding for events and athletes where required.</li> <li>❖ Monthly meetings of executive</li> <li>❖ Yearly AGM</li> <li>❖ maintain a web based Athletics Yukon records by distance and age.</li> </ul>																										
<p>2. To increase the number of membership in each category, juvenile through masters.</p> <p>Current Membership:</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 80%;">Youth under 16</td><td style="text-align: right;">18</td></tr> <tr><td>Juvenile 16+17</td><td style="text-align: right;">25</td></tr> <tr><td>Junior 18+19</td><td style="text-align: right;">9</td></tr> <tr><td>Senior 20-39</td><td style="text-align: right;">59</td></tr> <tr><td>Masters 40-40</td><td style="text-align: right;">32</td></tr> <tr><td>Masters + 50-59</td><td style="text-align: right;">38</td></tr> <tr><td>Masters ++ 60+</td><td style="text-align: right;">15</td></tr> <tr><td><b>Total</b></td><td style="text-align: right;"><b>196</b></td></tr> </table> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 80%;">Women</td><td style="text-align: right;">1</td></tr> <tr><td>Junior: Men</td><td style="text-align: right;">1</td></tr> <tr><td>Women</td><td style="text-align: right;">1</td></tr> <tr><td>Youth (15 and under):</td><td style="text-align: right;">6</td></tr> <tr><td>Masters: Men</td><td style="text-align: right;">12</td></tr> </table>	Youth under 16	18	Juvenile 16+17	25	Junior 18+19	9	Senior 20-39	59	Masters 40-40	32	Masters + 50-59	38	Masters ++ 60+	15	<b>Total</b>	<b>196</b>	Women	1	Junior: Men	1	Women	1	Youth (15 and under):	6	Masters: Men	12	<ul style="list-style-type: none"> <li>❖ Increase awareness/advertising for events, specifically “Tuesday Night Fun Run” and Thursday night Trail runs</li> <li>❖ Provide incentives for coming out to “Fun Run” ie. guess your PB for the season, estimate your time for the “Fun Run”, early membership draw.</li> <li>❖ Promote events for elite through recreational/beginner runners and walkers</li> <li>❖ Promotion of walking category in each event.</li> <li>❖ Promote benefits to members, ie. event insurance, event schedules, discount on events.</li> <li>❖ Increase awareness &amp; participation of running/walking events in the communities ie. Hershey Junior Program</li> </ul>
Youth under 16	18																										
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Women 11 <b>Total: 36</b>	
3. To develop and maintain an athlete development and training program that will allow junior, senior and master athletes to compete at their highest potential, and guided by the Code of Conduct.	<ul style="list-style-type: none"> <li>❖ Initiate an athlete identification program both in Whitehorse and the Communities.</li> <li>❖ Based on the above determine the athletes motivation and developmental needs.</li> <li>❖ Deliver athlete skill development clinics in Whitehorse and communities.</li> <li>❖ Develop criteria for team selection for Yukon Teams for Regional and National Championships.</li> <li>❖ Provide for opportunities for athletes to attend Regional and National Championships.</li> <li>❖ Acquire funding for athletes where required.</li> </ul>

Membership: Recreational through elite athletes

	<b>2011/2012</b>	<b>2012/2013</b>	<b>2013/2014</b>	<b>2014/2015</b>	<b>2015/2016</b>
<b>PLAN</b>	<ul style="list-style-type: none"> <li>• Increase membership by 20% in fiscal year.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase membership by 20% in fiscal year.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase membership by 10% in fiscal year.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase membership by 10% in fiscal year.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase membership by 10% in fiscal year.</li> </ul>
	<ul style="list-style-type: none"> <li>• Start work on compiling Athletic Yukon Records</li> </ul>	<ul style="list-style-type: none"> <li>• Install Athletic Yukon Records on website.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain/update Records.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain/update Records.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain/update Records.</li> </ul>
	<ul style="list-style-type: none"> <li>• Provide one skill development clinic for membership</li> </ul>	<ul style="list-style-type: none"> <li>• Provide one skill development clinic for membership</li> </ul>	<ul style="list-style-type: none"> <li>• Provide one skill development clinic for membership</li> </ul>	<ul style="list-style-type: none"> <li>• Provide one skill development clinic for membership</li> </ul>	<ul style="list-style-type: none"> <li>• Provide one skill development clinic for membership</li> </ul>
	<ul style="list-style-type: none"> <li>• Initiate work on criteria for team selection.</li> </ul>	<ul style="list-style-type: none"> <li>• Team selection criteria policy approved.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintenance/update team selection criteria policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintenance/update team selection criteria policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintenance/update team selection criteria policy.</li> </ul>
	<ul style="list-style-type: none"> <li>• Athlete participation in Western Canada Summer Games, B.C. Cross Country Championships, National Cross Country Championships, Legion Juvenile Championships</li> <li>• Huntsman Senior Games</li> </ul>	<ul style="list-style-type: none"> <li>• Athlete participation in Arctic Winter Games (snowshoeing), B.C. Cross Country Championships, National Cross Country Championships, Legion Juvenile Championships</li> <li>• Canada Senior Games</li> <li>• Huntsman Senior Games</li> </ul>	<ul style="list-style-type: none"> <li>• Athlete participation in Canada Summer Games, B.C. Cross Country Championships, National Cross Country Championships, Legion Juvenile Championships</li> <li>• World Master Games</li> <li>• Huntsman Senior Games</li> </ul>	<ul style="list-style-type: none"> <li>• Athlete participation in B.C. Cross Country Championships, National Cross Country Championships, Legion Juvenile Championships</li> <li>• Canada Senior Games</li> <li>• Huntsman Senior Games</li> </ul>	<ul style="list-style-type: none"> <li>• Athlete participation in B.C. Cross Country Championships, National Cross Country Championships, Legion Juvenile Championships</li> <li>• Huntsman Senior Games</li> </ul>

Membership: Coaches & officials

<b>Goal</b>	<b>Strategies</b>
<p>To encourage and provide opportunities for the development of leadership skills in the areas of coaching guided by the Code of Conduct.</p>	<ul style="list-style-type: none"> <li>❖ Assess the number of appropriately certified coaches.</li> <li>❖ Hold a planning meeting with certified coaches and those wishing to obtain certification – the intent being to develop an operational framework for skill development and athlete development.</li> <li>❖ Publicly recognize the work of coaches.</li> <li>❖ Initiate a regular session of NCCP coaching clinics both in Whitehorse and the communities.</li> </ul>
<p>To encourage and provide opportunities for the development of leadership skills in the areas of officiating and organizing guided by the Code of Conduct.</p>	<ul style="list-style-type: none"> <li>❖ Assess the number of appropriately certified officials.</li> <li>❖ Develop a database of Officials, their levels and areas of interest.</li> <li>❖ Hold a planning meeting with certified officials and those wishing to obtain certification – the intent being to develop an operational framework for skill development and event development.</li> <li>❖ Distribute the list of officials to all event organizers and update annually.</li> <li>❖ Develop a committee to approve sponsorship of officials to higher levels of certification.</li> <li>❖ Develop a process for publicly recognizing the work of officials.</li> <li>❖ Initiate a regular session of NCCP officials clinics both in Whitehorse and the communities.</li> <li>❖ Develop materials on event organization, that sets out duties and responsibilities.</li> </ul>

Membership: Coaches & officials

	<b>2011/2012</b>	<b>2012/2013</b>	<b>2013/2014</b>	<b>2014/2015</b>	<b>2015/2016</b>
<b>PLAN</b>	<ul style="list-style-type: none"> <li>maintain a list of certified coaches and officials.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain list</li> </ul>	<ul style="list-style-type: none"> <li>Maintain list</li> </ul>	<ul style="list-style-type: none"> <li>Maintain list</li> </ul>	<ul style="list-style-type: none"> <li>Maintain list</li> </ul>
	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the database.</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the database.</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the database.</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the database.</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the database.</li> </ul>
	<ul style="list-style-type: none"> <li>Conduct a Level I NCCP clinic for both coaches and officials.</li> </ul>	<ul style="list-style-type: none"> <li>Hold a Level I &amp; II NCCP clinic for both coaches and officials.</li> </ul>	<ul style="list-style-type: none"> <li>Hold a Level I &amp; II NCCP clinic for both coaches and officials.</li> </ul>	<ul style="list-style-type: none"> <li>Hold a Level I &amp; II NCCP clinic for both coaches and officials.</li> </ul>	<ul style="list-style-type: none"> <li>Hold a Level I &amp; II NCCP clinic for both coaches and officials.</li> </ul>
		<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
				<ul style="list-style-type: none"> <li>Encourage Level III NCCP training for both coaches and officials.</li> </ul>	<ul style="list-style-type: none"> <li>Encourage Level III NCCP training for both coaches and officials.</li> </ul>

Events: Recreational-through to Championship level

Goal	Strategies
<p>1. To provide the membership and general public with a full complement of both recreational through competitive running/walking and snowshoeing events throughout the various seasons.</p>	<ul style="list-style-type: none"> <li>❖ Coordinate the scheduling of road racing, race walking, cross country and track &amp; field events.</li> <li>❖ Publish Event Calendar of all running related events in Yukon by end of March, make available to membership and add to Web Site.</li> <li>❖ Provide Championship events in Cross Country Running and Road Racing, through;               <ul style="list-style-type: none"> <li>○ 5 Km Road Race Championship</li> <li>○ 10 Km Road Race Championship</li> <li>○ Cross Country Championship</li> <li>○ 1 Mile Race</li> <li>○ Pre Skagway 10 Mile Race</li> </ul> </li> <li>❖ Promote Marathon and Track &amp; Field Events in Yukon.</li> <li>❖ Ensure that a full spectrum of events are made available to members and the community in general.</li> <li>❖ Promote “Tuesday Night Fun Runs”.</li> <li>❖ Promote Yukon trail running</li> <li>❖ Provide incentives for coming out to “Fun Run” ie. guess your PB for the season, estimate your time for the “Fun Run”</li> <li>❖ Obtain sponsors for major events.</li> </ul>
<p>2. To promote and encourage an increase in participation in running, walking and snowshoeing events in Yukon.</p>	<ul style="list-style-type: none"> <li>❖ Promotion of walking category in each event.</li> <li>❖ Increase awareness/advertising for events, specifically “Tuesday Night Fun Run” and Thursday night Trail Run</li> <li>❖ Provide incentives for coming out to “Fun Run” ie. guess your PB for the season, estimate your time for the “Fun Run”</li> <li>❖ Increase awareness &amp; participation of running/walking events in the communities ie. Hershey Junior Program.</li> <li>❖ Initiate snow shoeing events, culminating in a 5 Km time trial series.</li> </ul>



Events: Recreational-through to Championship level

<b>PLAN</b>	<b>2011/2012</b>	<b>2012/2013</b>	<b>2013/2014</b>	<b>2014/2015</b>	<b>2015/2016</b>
	• Calendar of Events	• Calendar of Events	• Calendar of Events	• Calendar of Events	• Calendar of Events
	• Yukon Race Series	• Yukon Race Series	• Yukon Race Series	• Yukon Race Series	• Yukon Race Series
	• Championship events; 5 & 10 Km Road Races, Cross Country, 1 Miler and 10 Miler.	• Championship events; 5 & 10 Km Road Races, Cross Country, 1 Miler and 10 Miler.	• Championship events; 5 & 10 Km Road Races, Cross Country, 1 Miler and 10 Miler.	• Championship events; 5 & 10 Km Road Races, Cross Country, 1 Miler and 10 Miler.	• Championship events; 5 & 10 Km Road Races, Cross Country, 1 Miler and 10 Miler.
	• Tuesday Night Fun Runs.	• Tuesday Night Fun Runs.	• Tuesday Night Fun Runs.	• Tuesday Night Fun Runs.	• Tuesday Night Fun Runs.
	• Thursday Night Trail Run	• Thursday Night Trail Run	• Thursday Night Trail Run	• Thursday Night Trail Run	• Thursday Night Trail Run
	• Inclusion of walking categories in races.	• Inclusion of walking categories in races.	• Inclusion of walking categories in races.	• Inclusion of walking categories in races.	• Inclusion of walking categories in races.
	• Snow shoe 5 Km time trial.	• Snow shoe 5 Km time trials.	• Snow shoe 5 Km time trials.	• Snow shoe 5 Km time trials.	• Snow shoe 5 Km time trials.
	• Sponsorship for 1 Championship event	• Sponsorship for 2 Championship events	• Sponsorship for 3 Championship events	• Sponsorship for 3 Championship event	• Sponsorship for 3 Championship event
	•	•	•	•	

Organizational support: communication/volunteers/financial, fundraising and marketing and administration.

Goal	Strategies
1. To increase the promotion of athletics in Yukon.	<ul style="list-style-type: none"> <li>❖ Email updates for membership; including association news and upcoming events.</li> <li>❖ Maintain a “current” web site</li> <li>❖ Report results from events in a timely fashion on the web site</li> <li>❖ Web based Athletics Yukon records by distance and age.</li> <li>❖ Brochure with events for season by end of March each year, supplied to community and membership</li> <li>❖ Monthly meetings of executive</li> <li>❖ Yearly AGM</li> <li>❖ Develop a media plan</li> </ul>
2. To increase the volunteer base for Athletics Yukon	<ul style="list-style-type: none"> <li>❖ Develop a database of volunteers.</li> <li>❖ Survey volunteers to determine what skill development activities they require.</li> <li>❖ Distribute a list of volunteers to event organizers/coordinators and update annually.</li> <li>❖ Develop a process for publicly recognizing the work of all volunteers.</li> </ul>
3. To decrease dependency on Government support and funding.	<ul style="list-style-type: none"> <li>❖ Develop a sponsorship policy/matrix</li> <li>❖ Obtain sponsors for major events.</li> </ul>
4. To provide organizational support for membership and event organizers.	<ul style="list-style-type: none"> <li>❖ Complete inventory of equipment.</li> <li>❖ Purchase Timing Equipment – new clock</li> <li>❖ Increase the number of affiliates.</li> <li>❖ Snow shoes</li> <li>❖ Trailer for AY equipment</li> <li>❖ Field gear</li> </ul>

Organizational support: communication/volunteers/financial, fundraising and marketing and administration.

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
<b>PLAN</b>	<ul style="list-style-type: none"> <li>Maintain and update website.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update website.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update website.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update website.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update website.</li> </ul>
	<ul style="list-style-type: none"> <li>Calendar of events.</li> </ul>	<ul style="list-style-type: none"> <li>Calendar of events.</li> </ul>	<ul style="list-style-type: none"> <li>Calendar of events.</li> </ul>	<ul style="list-style-type: none"> <li>Calendar of events.</li> </ul>	<ul style="list-style-type: none"> <li>Calendar of events.</li> </ul>
	<ul style="list-style-type: none"> <li>Initiate Volunteer database.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and distribute Volunteer database.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and distribute Volunteer database</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and distribute Volunteer database</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and distribute Volunteer database</li> </ul>
	<ul style="list-style-type: none"> <li>Obtain Timing Clock</li> </ul>				
	<ul style="list-style-type: none"> <li>Complete inventory of equipment</li> </ul>	<ul style="list-style-type: none"> <li>Update inventory of equipment</li> </ul>	<ul style="list-style-type: none"> <li>Update inventory of equipment</li> </ul>	<ul style="list-style-type: none"> <li>Update inventory of equipment</li> </ul>	<ul style="list-style-type: none"> <li>Update inventory of equipment</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a sponsorship policy.</li> </ul>	<ul style="list-style-type: none"> <li>Implement and update sponsorship policy.</li> </ul>	<ul style="list-style-type: none"> <li>Update sponsorship policy.</li> </ul>	<ul style="list-style-type: none"> <li>Update sponsorship policy.</li> </ul>	<ul style="list-style-type: none"> <li>Update sponsorship policy.</li> </ul>
		<ul style="list-style-type: none"> <li>Initiate media plan.</li> </ul>	<ul style="list-style-type: none"> <li>Implement and update media plan</li> </ul>	<ul style="list-style-type: none"> <li>Update media plan.</li> </ul>	<ul style="list-style-type: none"> <li>Update media plan.</li> </ul>
	<ul style="list-style-type: none"> <li>Increase affiliations: 2 organizations/events</li> </ul>	<ul style="list-style-type: none"> <li>Increase affiliations: 2 organizations/events</li> </ul>	<ul style="list-style-type: none"> <li>Increase affiliations: 2 organizations/events</li> </ul>	<ul style="list-style-type: none"> <li>Increase affiliations: 2 organizations/events</li> </ul>	<ul style="list-style-type: none"> <li>Increase affiliations: 2 organizations/events</li> </ul>
	<ul style="list-style-type: none"> <li>Purchase: snowshoes, trailer, field gear</li> </ul>		<ul style="list-style-type: none"> <li>purchase new clock</li> </ul>		

Community development:

Goal	Strategies
<p>To promote the development of Athletics in all Yukon communities.</p>	<ul style="list-style-type: none"> <li>❖ Publish Event Calendar of all running related events in Yukon by end of March, make available to membership and add to Web Site.</li> <li>❖ Deliver athlete skill development clinics in Whitehorse and communities.</li> <li>❖ Develop a database of Coaches in Yukon, their levels and areas of interest.</li> <li>❖ Develop a database of Officials in Yukon, their levels and areas of interest.</li> <li>❖ Provide list of officials to event coordinators.</li> <li>❖ Initiate a regular session of NCCP officials clinics both in Whitehorse and the communities.</li> <li>❖ Provide support to communities ie. hosting events, events scheduling, insurance coverage for events.</li> <li>❖ Increase awareness &amp; participation of running/walking events in the communities ie. Hershey Junior Program</li> <li>❖ Initiate an athlete identification program both in Whitehorse and the Communities.</li> <li>❖ Based on the above determine the athletes motivation and developmental needs.</li> <li>❖ Deliver athlete skill development clinics in Whitehorse and communities.</li> <li>❖ Encourage affiliates within the communities.</li> </ul>

Community development

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
<b>PLAN</b>	<ul style="list-style-type: none"> <li>Establishment of Yukon Race Series.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain Yukon Race Series</li> </ul>	<ul style="list-style-type: none"> <li>Maintain Yukon Race Series</li> </ul>	<ul style="list-style-type: none"> <li>Maintain Yukon Race Series</li> </ul>	<ul style="list-style-type: none"> <li>Maintain Yukon Race Series</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a data base of certified coaches and officials</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update and distribute database and list of certification opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update and distribute database and list of certification opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update and distribute database and list of certification opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and update and distribute database and list of certification opportunities.</li> </ul>
	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the above data base</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the above data base</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the above data base</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the above data base</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and distribute a list of all coaching clinics to all individual members and communities as well as those individuals in the above data base</li> </ul>
	<ul style="list-style-type: none"> <li>One affiliate in communities.</li> </ul>	<ul style="list-style-type: none"> <li>One additional affiliate in communities.</li> </ul>	<ul style="list-style-type: none"> <li>One additional affiliate in communities.</li> </ul>	<ul style="list-style-type: none"> <li>One additional affiliate in communities.</li> </ul>	<ul style="list-style-type: none"> <li>One additional affiliate in communities.</li> </ul>
		<ul style="list-style-type: none"> <li>.</li> </ul>	<ul style="list-style-type: none"> <li>.</li> </ul>	<ul style="list-style-type: none"> <li>.</li> </ul>	<ul style="list-style-type: none"> <li>.</li> </ul>
		<ul style="list-style-type: none"> <li>Offer an NCCP Level I clinic in communities.</li> </ul>	<ul style="list-style-type: none"> <li>Offer an NCCP Level I clinic in communities.</li> </ul>	<ul style="list-style-type: none"> <li>Offer an NCCP Level I clinic in communities.</li> </ul>	<ul style="list-style-type: none"> <li>Offer an NCCP Level I clinic in communities.</li> </ul>
			<ul style="list-style-type: none"> <li>Deliver an athlete skill development clinic in communities.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver an athlete skill development clinic in communities.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver an athlete skill development clinic in communities.</li> </ul>
				<ul style="list-style-type: none"> <li>Provide for opportunities for Level II certification</li> </ul>	<ul style="list-style-type: none"> <li>Provide for opportunities for Level II certification</li> </ul>