

# ASPEN

## WORK READY

### Description of Work Ready Assessments Including Optional Tier II and III 2018-2019

Fitness Ready Assessment	Description of Test	Essential Job-Related Physical Demands Assessed	Testing Criteria	Positions
<b>Five-Minute Step Test</b>	The individual will step up onto the 12" high step with the left foot, followed by stepping up with the right foot; then stepping down with the left foot, followed by stepping down with the right foot in an up-up-down-down sequence. The pace requires 96 steps per minute. The bench is 12" high, and the Step Test lasts five minutes.	This test assesses an individual's aerobic efficiency, replicating the physical demands and simulating the metabolic equivalents (METs) posed when skiing or riding and working in alpine environments.	<p><b>Tier I:</b> Must complete the step test for five minutes on a 12" step at a pace of 96 steps per minute without missing 6 consecutive rounds</p> <p><b>Tier II:</b> Same as above but on a 16" step</p> <p><b>Tier III:</b> Same as above but on a 20" step</p>	ALL POSITIONS: Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park & Pipe, Guest Services, Ski School Services, Race Department, Ski Only
<b>Push-Up Test</b>	Individuals can use the standard "military style" push-up position with only the hands and the toes touching the floor or they have the option of using the "bent knee" position. To do this, kneel on the floor, hands on either side of the chest and keep your back straight. For both positions, the individual must obtain a 90 degree elbow angle and press up to starting position to achieve a correct push-up. Continue to do push-ups until the tester notifies you have met the requirement or until exhaustion.	This test assesses an individual's core and upper body strength and endurance, replicating the physical demands posed by skiing and riding when changing direction and moving laterally, terrain changes, and lifting, carrying and holding. Core and upper body strength is essential to adapt to varying terrain and changing conditions while skiing or riding.	<p><b>Tier I:</b> Must successfully complete 15 push-ups from up or knee position with good form in one minute. Any rest time must be held in the 'up position'.</p> <p><b>Tier II:</b> Same as above but 15 push-ups performed from up position</p> <p><b>Tier III:</b> Same as above but 30 push-ups performed from the up position</p>	ALL POSITIONS: Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park & Pipe, Guest Services, Ski School Services, Race Department, Ski Only

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<p><b>Plank OR Curl-Up Test (Sit-ups)</b></p>	<p>Plank: Forearm plank position, straight line from head to toe, hold for 30 sec. Curl-up/Sit-up: On a gym mat, two parallel lines are placed 10cm apart. The individual lies in a supine position with his/her head resting on the mat, arms fully extended, shoulders down with middle fingertips in contact with the mat at the zero mark line. Curl-ups are performed by curling the shoulder blades and back off the mat to reach the fingertips to the 10cm mark. The individual has the option to do traditional sit-ups. For sit ups, arms cross the chest, fingertips at the shoulders, and sit up to a position where the elbows touch the knees. Knees must be bent with heels kept on the ground for both positions. Head and shoulders return to the mat after each curl/sit-up. Perform in a controlled manner.</p>	<p>This test also assesses an individual's core strength and endurance, replicating the physical demands posed by lifting, lowering and carrying equipment, skiing and riding for extended periods, and avoiding and recovering from a fall. Core strength is essential to adapt to varying terrain and changing conditions while skiing or riding.</p>	<p><b>Tier I:</b> Must successfully hold the plank for 30 seconds. (Tier I Modification: Must successfully complete 15 curl-ups or sit-ups with good form in one minute.) <b>Tier II:</b> Hold plank for 60 seconds <b>Tier III:</b> Hold plank for 120 seconds</p>	<p>ALL POSITIONS: Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe, Guest Services, Ski School Services, Race Department, Ski Only</p>
<p><b>Side Plank Test</b></p>	<p>On a gym mat up against a wall, the individual lies on their side; placing his/her feet on the wall and resting on his/her hip and forearm (which is at a 90 degree angle to the front of the person's body and elbow directly below shoulder). The upper arm is placed extended on the side of body. While maintaining a body position that is flat and vertical, the individual will lift their hips to achieve a flat line with their body and then return the hips to the floor. Hips, knees and shoulders must remain straight and movements should be performed in a controlled manner.</p>	<p>This test assesses an individual's core strength and endurance specifically replicating the rotary component posed by skiing and riding when navigating uneven terrain, adjusting to lateral movement, carrying, lifting and holding. Core strength is essential to adapt to varying terrain and changing conditions while skiing or riding.</p>	<p><b>Tier I:</b> Must successfully complete 15 side planks with good form in one (1) minute on each side. <b>Tier II:</b> Same as above but perform 20 hip dips on each side <b>Tier III:</b> Same as above but perform 40 hip dips on each side</p>	<p>ALL POSITIONS: Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe, Guest Services, Ski School Services, Race Department, Ski Only</p>

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<p><b>Agility Test</b></p>	<p>A rectangle is marked that is 10 feet long by 1 foot wide. This is the “no go” zone. Other lines intersect the “no go” zone and extend past by 1 foot increments the entire length of the 10 foot rectangle (creating 1 foot quadrants) on either side of the “no go” zone. The individual stands with both feet behind the starting line. On the command “go”, the individual jumps diagonally across the “no go” zone into the diagonal quadrant. The individual repeats this entire length of the quadrants until they complete 10 jumps. A successful jump is avoiding the “no go” zone and getting at least 50% of both feet into the intended quadrant. Both feet must take off at the same time and land at the same time. Perform jumps in a controlled manner. Individual will be given three attempts for this test.</p>	<p>This test assesses an individual’s agility, replicating the physical demands posed while skiing or riding when stopping, turning, changing directions suddenly, adapting to uneven, varying terrain, and moving in both directions.</p>	<p><b>Tier I:</b> Must successfully move through 10 quadrants within specified time period corresponding to their job position.</p> <p>Snow Pro, Lift Ops, Terrain Park &amp; pipe, Guest Services, Ski School Services and Ski Only must complete in 13 seconds</p> <p>Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours and Race Department must complete in 6 seconds</p> <p><b>Tier II:</b> Must complete in less than 5 seconds</p> <p><b>Tier III:</b> Must complete in less than 4 seconds</p>	<p><b>ALL POSITIONS:</b> Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe, Guest Services, Ski School Services, Race Department, Ski Only</p>
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<p><b>Lift Test</b></p>	<p>The individual must complete three lifts at the defined quantities and lift postures. The lift postures are:</p> <ul style="list-style-type: none"> <li>• 12" to Knuckle</li> <li>• Knuckle to Shoulder</li> <li>• Shoulder to Overhead (Ski Patrol, Snow Pro and Lift Ops Lead)</li> </ul>	<p>This test assesses an individual's lifting ability, replicating the physical demands posed by assisting guests or lifting ski and ride equipment and on-mountain equipment such as signage, bamboo, tools or toboggans.</p>	<p>Must successfully complete the 2-3 lift postures at the defined weights.</p> <p><b>Tier I: 12" to Knuckle= 25 lbs.</b> for Ski School Services, <b>40 lbs.</b> for Race Department, <b>50 lbs.</b> for Snow Pro, Lift Ops, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe <b>70 lbs.</b> for Guest Services, <b>75 lbs.</b> for Ski Patrol  <b>Tier II:</b> Lift 75lbs 5x  <b>Tier III:</b> Lift 75lbs 10x</p> <p><b>Tier I: Knuckle to Shoulder = 25 lbs.</b> for Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Guest Services, Ski School Services , <b>35 lbs</b> for Race Department and Terrain Park &amp; Pipe  <b>Tier II:</b> Lift 50lbs 1x  <b>Tier III:</b> Lift 50lbs 5x</p> <p><b>Tier I: Shoulder to Overhead = 15 lbs.</b> for Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Guest Services  <b>Tier II:</b> Lift 25lbs 1x  <b>Tier III:</b> Lift 25lbs 5x</p>	<p>ALL EXCEPT SKI ONLY: Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe, Guest Services, Ski School Services, Race Department</p>
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<p><b>Balance Test</b></p>	<p>This test involves standing on a single leg and balancing on a piece of high-density foam. Shoes must be removed. Individual is instructed to stand on each leg for 10 seconds. This time the individual is required to maintain balance for 10 seconds. May have a practice attempt utilizing a PVC pipe for balance. The lifted foot cannot touch the floor or supporting leg and hands must remain on hips throughout the entire test. Individual will be given three attempts for this test.</p>	<p>This test assesses an individual's ability to balance, replicating the physical demands posed while skiing and riding and when changing directions, moving laterally, and navigating ski runs. Responding to unexpected terrain changes, varying conditions, and poor visibility require balance.</p>	<p><b>Tier I:</b> Must stand on one foot on foam pad for 10 seconds on each side. Must successfully complete balance on both right and left sides on the foam without assistance from PVC pipe.  <b>Tier II:</b> Same as above but on a Bosu flipped for 10 sec  <b>Tier III:</b> Same as above but on a Bosu flipped for 30 sec</p>	<p>ALL POSITIONS:  Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe, Guest Services, Ski School Services, Race Department, Ski Only</p>
<p><b>Flexibility</b></p>	<p>This test involves sitting on the floor with legs stretched out straight ahead. Must be done without shoes. The soles of the feet are placed flat against a flexibility box. With the palms facing downwards, middle fingers aligned, the individual reaches forward along the measuring line as far as possible and holds for 2 seconds. Individual will be given three attempts on sit-and-reach flexibility. If the individual is unsuccessful at reaching the required mark performing flexibility on the sit-and-reach box, he/she has the option to perform flexibility standing. For standing flexibility, the individual stands with feet hip distance apart, holds a ruler with the middle fingertips at the 6 inch mark, hinges at the waist with straight legs, to hold the bottom of ruler against the ground for 2 seconds. Individual will be given three attempts on standing flexibility.</p>	<p>This test assesses an individual's flexibility, replicating the physical demands posed while skiing or riding when changing direction and moving laterally, terrain changes, and lifting, carrying and holding.</p>	<p><b>Tier I:</b> Must be able to reach the front of the flexibility box. This is a measurement of 3" on the flexibility box. It is equivalent to being 6" away from touching your toes in the same position standing.  (Tier I Modification: If sitting flexibility test is unsuccessful, individual has the opportunity to perform standing flexibility with a ruler)  <b>Tier II:</b> Must be able to reach within 3" of toes  <b>Tier III:</b> Must be able to reach toes or beyond</p>	<p>ALL POSITIONS:  Snow Pro, Lift Ops, Ski Patrol, Snow Pro Trainer, Lift Ops Lead, Powder Tours, Terrain Park &amp; Pipe, Guest Services, Ski School Services, Race Department, Ski Only</p>

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\*These are the general testing guidelines. There are additional criteria by which trained testers will be evaluating successful completion of the tests.

\*\*Individuals must wear close-toed, athletic shoes for all assessments except the balance and flexibility portion.