

Voukati Finland 2015.14.12.

**CO-OPERATION CONTRACT BETWEEN LSSIA( Latvian Ski Instructors Association ) AND  
FNASI ( Finish National Association of Ski Instructors )**

FNASI and LSSIA agree to improve communication and cooperation; FNASI by demonstrating flexibility and providing professional input to improve the Latvian Snowsports Instructor Training system.

Given that:

1. LSSIA has ISIA 'Observer's Status' since 2008 and is currently in the process of becoming a full member of ISIA.
2. The LSSIA training system has been tested during the ISIA membership process and during another two examination sessions and complies with ISIA standards.
3. LSSIA has been cooperating with Finnish ski instructors since 2004, and has so far organized all of its seasonal refresher courses, Level 2 and Level 3 training courses as well as extra modules under the guidance of the Finnish trainers.
4. The LSSIA training system is similar to the FNASI system as far as both the theoretical materials and the methodology of practical training is concerned.
5. Members of LSSIA are working in Finland on a regular basis during the high season thanks to their skills, discipline and language skills.

The Parties have therefore now resolved to enter into the following cooperation agreement ('the Cooperation Agreement').

Objectives of cooperation:

- To promote an increase of better qualified, skilled and more knowledgeable instructors in the EU labour market.
- To meet the demand in Finland for qualified instructors speaking several languages, most importantly Russian and English, and trained to Finnish standards for work at ski areas in Finland during high season.
- To meet the demand in Latvia for quality instructor training under the supervision of qualified coaches with international experience.
- To more efficiently prepare Latvian instructors for work in the international arena.
- To market Finnish ski areas among Baltic tourists with the assistance of Latvian instructors.

- To better enable access to EU funds in Latvia for the improvement of the instructor training system.
- To increase employment at Finnish ski areas and promote the use of FNASI coaches to help upgrade the qualifications of the Latvian instructors, using the EU funds.

**1. Activities that LSSIA commits to in order to achieve the objectives of co-operation:**

- 1.1. Every Level 1 course organized by LSSIA will include a FNASI trainer for a minimum of 3 full days during the final training sessions and for all of the examination sessions. LSSIA commits to pay the FNASI trainer:
- Travelling expenses (airplane ticket Helsinki-Riga-Helsinki and transfer from Riga Airport to the venue of the training course and back)
  - Hotel costs in Latvia
  - Daily allowance: EUR 30
  - Payment for participation in the training activity and examination: EUR 250 gross per day.
- 1.2. To organise every ISIA Level 2 training course under the guidance of FNASI trainers in Finland.
- Course duration 8 days. Group size: no less than 8 persons, no more than 12 persons.
  - All candidates to have completed LSSIA Level 1 course according to ISIA Standards, as well as a 2-day preparatory course for Level 2 in Latvia under the guidance of LSSIA trainers.
  - Course price per person (course fee, ski pass, accommodation, catering 3 times a day): no more than EUR 800 during the period till the end of 2016. The price may change in the subsequent period, depending on the inflation rate and changes in the charges for related services.
- 1.3. All official LSSIA instructor training additional modules (except for the off-piste module) shall be organised under FNASI guidance by hiring FNASI trainers for a price not in excess of the FNASI standard prices for coaching work during the specified period.
- 1.4. To inform all LSSIA members of the work opportunities and conditions during high seasons in Finland.
- 1.5. To provide FNASI with a database of the potential Russian and English speaking instructors interested in working at Finnish ski areas during high seasons.
- 2. FNASI shall ensure:**
- 2.2. Provision of Level 2 courses to LSSIA members at least once in every two years according to the provisions of Clause 1.2.
- 2.3. Provision of a 4 –day refresher course to LSSIA members who have completed Level 2 in Latvia before the effective date of this Contract, to

prepare them to join FNASI. The training course to be organised according to the standard prices of similar training courses effective at the time.

- 2.4. Opportunities for members of LSSIA to participate in FNASI courses especially at levels 2 and 3.
- 2.5. To offer qualified FNASI instructor trainers with adequate language skills (English and preferably in special cases also German ) the opportunity to work on LSSIA training courses together with LSSIA instructors as appropriate.
- 2.6. To improve communication and to exchange information about training events, so Latvian instructor trainers can participate in FNASI trainer events and courses.
- 2.7. To provide the rights to use FNASI training material as reference in the development of the LSSIA training system and in planning and executing LSSIA instructor training events. If required, LSSIA is prepared to pay a reasonable licence fee (to be agreed on) for the right to use FNASI training material.
- 2.8. To inform LSSIA of the opportunities for Latvian instructors to participate in FNASI fee-based courses.
- 2.9. An opportunity for LSSIA members to join FNASI as fully-fledged members with all the obligations and benefits arising from it, provided that the candidate meets any of the following conditions:
  - 2.9.1. The candidate has successfully completed a Level 2 training course under the guidance of a trainer appointed by FNASI.
  - 2.9.2. The candidate has completed LSSIA Level 3 training course before the effective date of this Contract and at least one extra module (Alpine Ski Racing or Ski Instructor Trainer) under FNASI guidance after the effective date of this Contract.
  - 2.9.3. The candidate has completed an LSSIA Level 2 training course before the effective date of this Contract and at least one extra module (Alpine Ski Racing or Ski Instructor Trainer) under the FNASI guidance or a FNASI refresher course according to the provisions of Clause 5.

On behalf of LSSIA  
Mr Juris Zagars, LSSIA Chairman

On behalf of FNASI  
xxxxx

---

---