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Restructuring training for coaches and officials to ensure better pathways



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John Armstrong – Unit Leader, Coaching and Officiating

ASC Board Review into Coaching and Officiating— November 2002

- Mandate for change
- The sport is the major determinant for the educational framework
- The ASC Coaching and Officiating Unit is to assist YOU in determining the best options for YOUR sport



Implications of the ASC Board Review (Nov 02)

- NCAS / NOAS Database changes
- Core principles of the NCAS / NOAS
 - Training program approval / standards
 - Setting the ethical standards
 - Generic education resources
 - Sports choose Education & accreditation pathway
- Meet the needs of the C&O services from grass roots to high performance



Implications of the ASC Board Review (Nov 02)

- NSOs must be ASC recognised to be a part of the NCAS
- The ASC recognise only ONE provider of accreditation courses per sport. (eg. Swimming)
- The C & O Unit develop new strategies to increase the number of female coaches and officials
- The C&O Unit implement the Sport Education Disability Review Report



Implications of the ASC Board Review (Nov 02)

- Greater utilisation of Networks
- On-line education strategy
- Improve the quality and quantity of High Performance coaches
- An Officiating Development Support program be implemented



Implications of the ASC Board Review (Nov 02)

- Strategies to promote Coaching and Officiating - “thanks” campaign
- Increase recruitment and retention opportunities – YOTO and other



ASC Board Review Summary

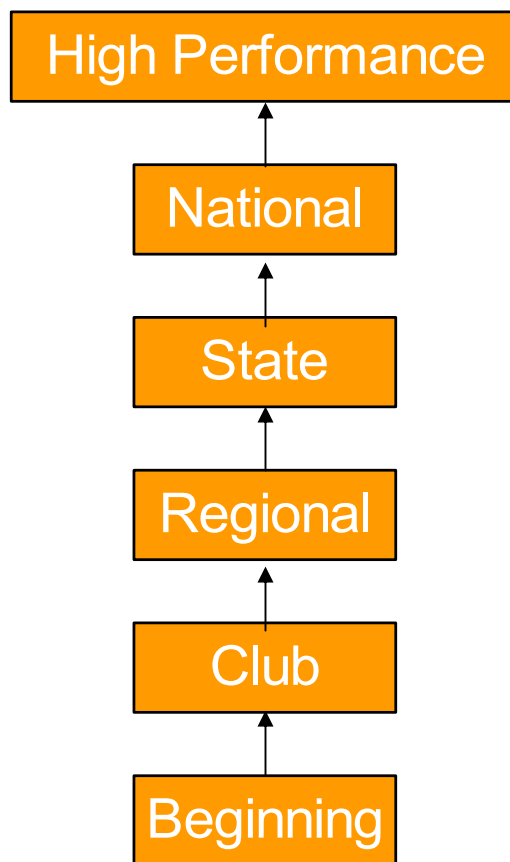
- Greater flexibility in database management, access and services
- Core principles of competency based education and NCAS / NOAS requirements be maintained
- Greater flexibility for the sports in determining the coach accreditation pathway

NSO Workshops – Melbourne and Sydney

- Analysis of existing NCAS / NOAS structure
- Identify pros & cons of both current & any more flexible structure
- Look at feasible options outside the existing Level 1, 2 & 3 structure



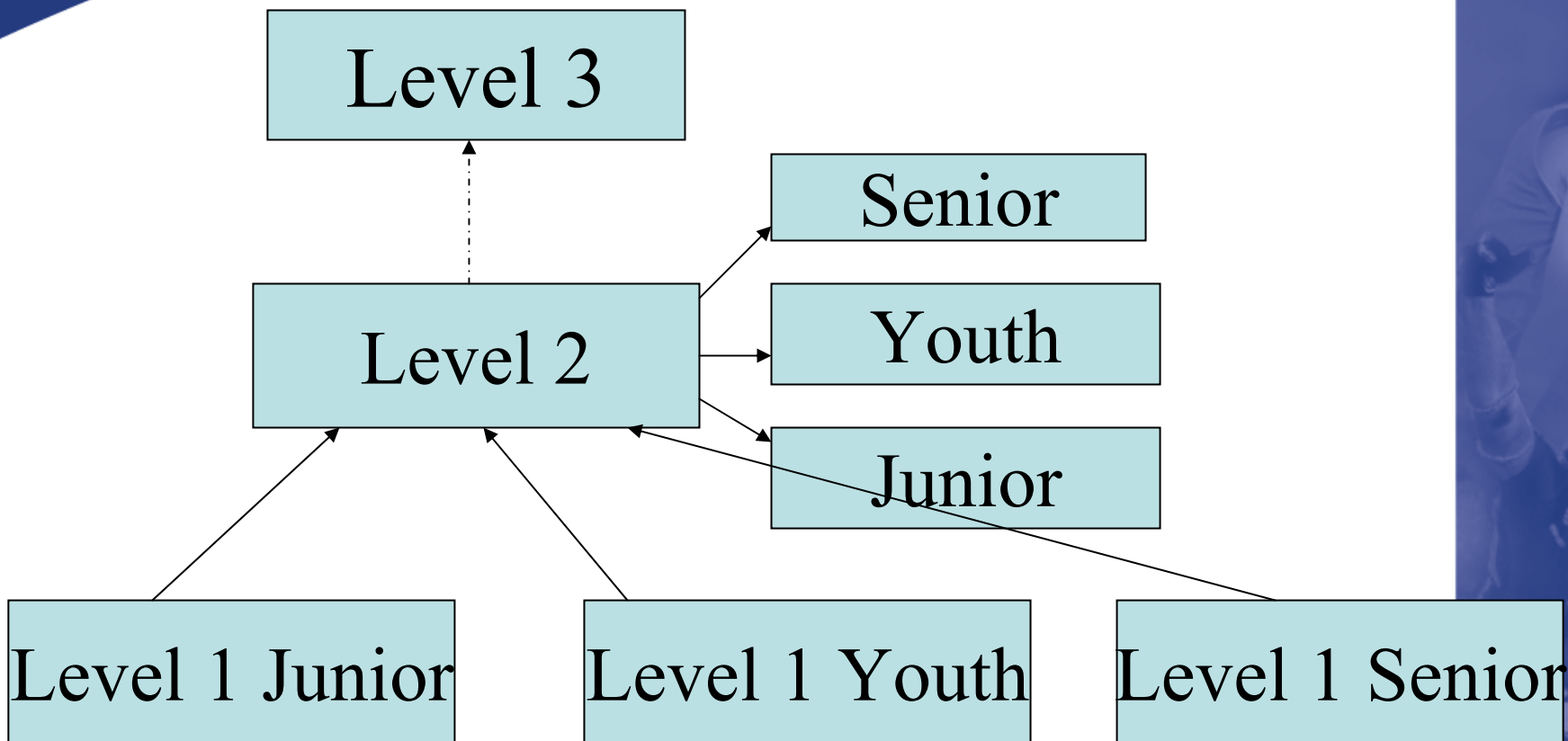
Multi- level accreditation



Mirroring the
athlete
development
pathway



Horizontal / Smorgasbord





Coaching
Elite Age
groupers

Coaching
Sprint

Coaching
MTB

Coaching
Starts & Turns

Skills
Acquisition

Technique
analyst

Coaching
butterfly

Veteran Coach

Veteran coach
with specialisation

Master
Veteran coach

Mental
Skills

Senior Coach

Senior coach with
specialisation

Master
Senior coach

AWD

Junior Coach

Junior coach with
specialisation

Master
Junior coach

Coaching
Distance

Coaching Mult-
discipline

Coaching
Men



Coaching
Women

Soccer, Cricket and AFL

- Current structure not meeting the needs
- Strong consultation process
- Multi-tiered (Soccer)
- Horizontal (AFL)
- Combined horizontal (Cricket)
- Different phases of implementation



Current system - ADVANTAGES

- Have done alright till now
- Provides some progression and adequate pathways
- Allow coaches to aspire to next level
- All support parameters put in place (updating; delivery; course design)
- *Requires no change.*
- Similar to other structures world-wide
- Is the foundation that can be used to adapt

Current System - DISADVANTAGES

- Expect too much at L1 - minimal standard set too high
- *Large gap between L1 & L2* – time to get to next level
- Level 2 often the height of technical proficiency!
- Level 3 set too high – too restrictive in access
- Poorly catered for at High Performance end
- Does not necessarily reflect the development pathway of the sport
- Need to move to more specific outcomes
- Limited recognition of the complexity of coach education



ANY revised system - ADVANTAGES

- Greater opportunity for progression
- Smaller steps for advancement
- Clear and logical advancement in competencies
- Capacity to better match coaches to accreditation level
- Can cater for more flexible educational requirements to meet needs
- Promotes continual improvement



ANY revised system - DISADVANTAGES

- May confuse the market (different to old system)
- States / providers MAY be required to conduct more courses
- MAY require additional educational resources for additional levels
- Large education campaign required for each sport
- Migration period for currently accredited coaches
- Inter-sport compatibility; sports may operate differently – Coaching Principles?
- Capacity for NSO to attain QC
- Potentially difficult to administer

Workshop outcomes

- **Any change in structure must be undertaken with careful consideration**
 - Impact upon industry
 - Resources
 - Delivery
 - Change management
- **“Hasten Slowly”- Mrs Hanlon! (Peter’s mum)**
- **“Increased flexibility leads to increased complexity” – Lawrie Woodman**



Workshop Outcomes

- ANY system (revised or existing) needs to address CBT principles – better!
- Assessment at all levels needs addressing
- Inability to achieve a National Network of delivery
- Quality control measures in delivery
- Flexibility – implementation difficulties
- Resource implications



Four Workshop Groups

- Assessors and Assessment
- How to address the current Needs
- National Network of Support Agencies
- Addressing the Core Principles / Officiating needs



Assessors and Assessment

- Ensuring the Assessment tools are adequate
- Identification of appropriate assessors
- Rigor of assessment at different levels
- Assessing the necessary number of assessors
- Payment of assessors?
- Assessment in VET
- Modification of assessment tools in remote areas
- Education and training of assessors;
 - Half day
 - Full day
 - Cert IV WP Assessor

Current Needs

- Needs survey in sport
- Getting the right people together - options
- Getting the right answers
- Accredited coaches v Non-accredited coaches
- Flexibility of Education delivery
- High Performance Coaching
 - Link needs with education
 - Graduate Diploma
 - Generic Education



National Network

- National Consistency
- Support Agencies available for NSO access
- Availability of courses / support
- Access of “Generic” modules
 - Level 1; Level 2; Level 3
 - Mentor training
 - Assessor Training
- Level 2 coaching principles – where to?
- Sharing the “Updating” role
- VET sector as a national network



Core Principles / Officiating

- Presenter Training Needs
- RPL processes
 - Between NCAS & VET
 - Coaching principles
 - Officiation principles
- Updating
 - Appropriate needs
 - Sign off
 - National capacity
- Specific needs of Officiating Education
- Course Design – NCAS QC



Workshop Locations

Assessors / Assessment

- Mike McLaughlin

SILVER ROOM

Current Needs

- Murray Halls
THEATERETTE

National Network

- John Armstrong

SSSM CONFERENCE
ROOM

Core Principles / Officiating

- Tony Guihot

GOLD ROOM

