

Swimming Australia

Coach education and accreditation changes

For employers

Proudly delivered in partnership with:



Effective: 1 July 2019

What your organisation needs to know for recruiting, employing and developing your coaches.



Swimming Australia coach education and accreditation changes 2019

Swimming Australia, in partnership with the Australian Swimming Coaches and Teachers Association (ASCTA), have redesigned the coach education and accreditation structure. We are excited about how this will improve our sport and:

- reinforce to the coaching community that a thirst for knowledge and personal development are important at all levels of coaching;
- provide coaches with a manageable pathway of learning that ensures the step from one level of accreditation to the next adds real educational value, with a demonstrated difference between each level;
- provide equity of access for coaches and help coaches build on previous learnings in a structured and modular way;
- provide coaches with opportunities to test themselves and their athletes in a variety of different environments and competitions;
- support coaches to incorporate techniques to address their own coaching welfare to optimise coaching performance and retain great coaches.




Swimming Australia coach education

The Swimming Australia **coach education courses** provide opportunities for coaches to develop their skills, improve their knowledge and enhance their athlete's swimming skills and water confidence.

The redesigned **coach education system** (in partnership with Victoria University) combines online modules and in person workshops in line with modern best practice across the sport, and training and education sectors.

Education is now the primary component of **Swimming Australia coach accreditation**.

What are coaches learning within the education courses?

Coach education modules									
	Child Protection and Integrity	Core Modules						Electives	Practical
DEVELOPMENT COACH 	Safe Sport Play By The Rules ASADA 1	Understanding Your Swimmers	Coach and Swimmer Self-Awareness	Swimmer Engagement	Stroke Correction and Development	Skills and Fitness For Competition	Program Design and Management	n/a	Practical Coaching assessment
ADVANCED COACH 	Safe sport ASADA 1 & 2 & coaching course Anti-corruption & race fixing	Effective Communication	Sports Science Foundations	Swimmer Characteristics and Development	Stroke Theory, Technique and Biomechanics	Planning For Success	Talent ID and Development	Choose 1 elective from below	100 hours Practical Coaching over 3 months
PERFORMANCE COACH 	Safe sport ASADA 1 & 2 & coaching course Anti-corruption and race fixing	Scientific Principles of Elite Swimming Performance	High Performance Program Management	Leading and Influencing	Mentoring	Race Modelling and Preparation	Choose 2 electives from below (not already completed)	400 hours Practical Coaching over 12 months	
Elective Modules	Swimmer Welfare	Performance Coaching Principles	Coaching in a Performance Environment	Coaching in a Collaborative Team	Instructing Others				

Swimming Australia coach accreditation

Swimming Australia will administer **coach accreditation** from 1 July 2019.

Coaches can work their way through the **Swimming Australia coach accreditation** levels by completing further education and gaining more experience in the industry.

Coaches must hold **coach accreditation** as a minimum standard to be eligible to run or oversee competitive squads or to coach at competitive meets.

Accreditation must be renewed every 3 years by completing professional practice and completing professional development activities.

Coach recognition, based on coach and athlete achievements, will now be issued independently from accreditation, by ASCTA.

What does this mean for your organisation and your coaches?

From today, the new levels of accreditation mean you'll need to be looking for different qualifications when advertising for coaching roles within your organisation.

The pathway for a **Swimming Australia accredited swimming coach*** is as follows:



*International coaches and non-competitive coaches will be able to achieve the same Swimming Australia coach accreditation levels, with specific distinctions made for the category of accreditation issued eg. Advanced Coach International, Development Coach non-competitive.

About the levels of coach accreditation

DEVELOPMENT COACH



Development Coaches have the knowledge and skills to help swimmers with technical and tactical development, goal setting and realising a sense of achievement by setting appropriate challenges while showing concern for safety and psychological comfort. Successful Development Coaches create experiences which focus on the benefits of developing skills and increasing fitness. Their enthusiasm and encouragement provide extra motivation for participants to develop a love of swimming and sustain this interest over their lives.

ADVANCED COACH



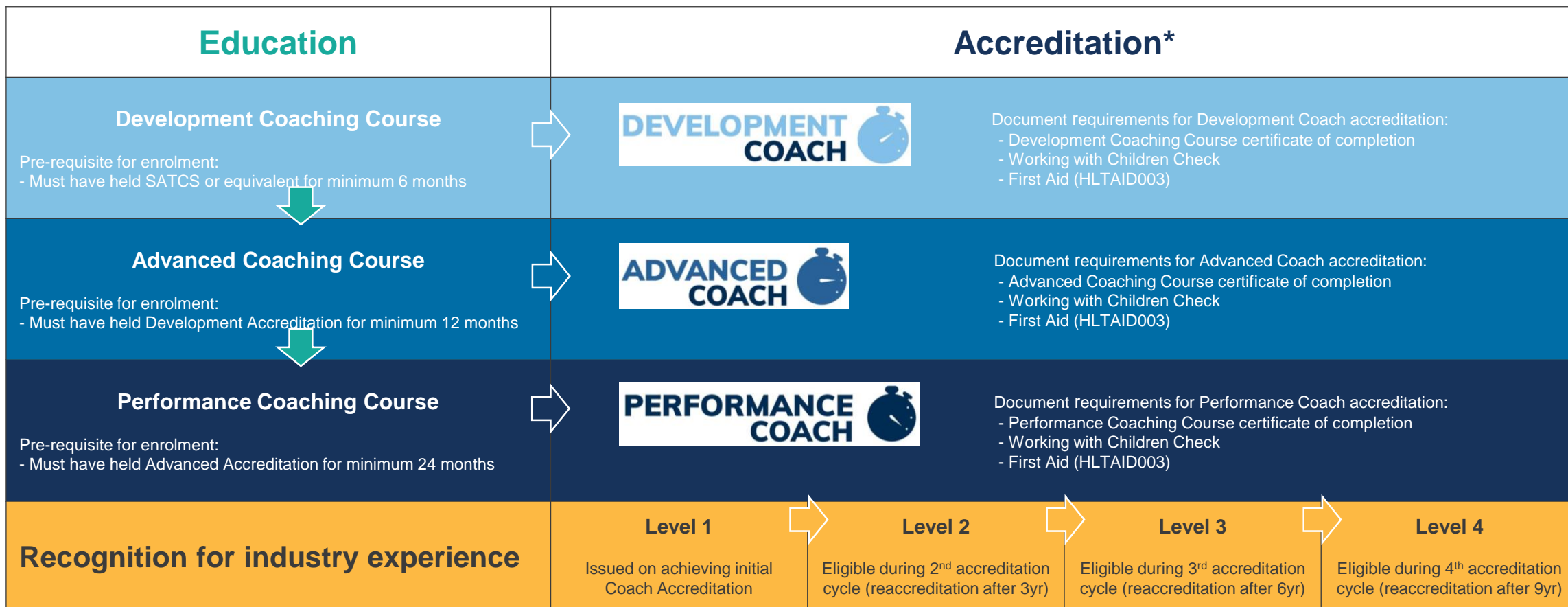
Advanced Coaches have an in-depth understanding of the skills, tactics and strategies required and focus on skill development and decision making in a competitive environment. They help their swimmers develop a wider sense of sporting ethics and nurture a love of competition while also encouraging a life-long love of the sport. Successful Advanced Coaches bring out each swimmers ability by identifying individual needs and planning and implementing suitable training programs based on individual swimmer needs. They implement support systems that develop the individual swimmers physical and psychological fitness and maximises their performance.

PERFORMANCE COACH



Performance Coaches are resilient risk takers, strategic thinkers, influential leaders, trusted mentors, relentless learners, skilled facilitators and strong collaborators. They are influenced by swimmer needs and help drive the personal and social development of the individual alongside maximising performance. Successful Performance Coaches develop people and structures to sustain success for swimming. They do this by balancing data and information with intuition and experience to make accurate evidence-based decisions under pressure. They trust their swimmers to take responsibility for their own performances, and they welcome feedback.




The coach accreditation framework



Reaccreditation required every 3 years
*ASCTA membership required

Who is the right coach for your organisation?

Employable skills

	Coaching Roles	Knowledge	Competency	Change Management	Planning and programming	Leadership and influence	Management
DEVELOPMENT COACH 	Delivers sessions over a season, often as part of a wider program.	Fundamental coaching knowledge.	Cognitive and practical competences to perform basic coaching functions independently within an open yet structured environment.	Ability to carry out a basic evaluation of results leading to simple changes in practice.	Basic planning and evaluation of coaching sessions and blocks of sessions.	Leads own sessions, but will often work under supervision as part of a program's coaching staff.	Supports Coaching Assistants and pre-coaches in their development.
ADVANCED COACH 	Oversees and contributes to the delivery of programs over seasons and in specific contexts. Involved in the management and development of other coaches.	Extended and integrated knowledge.	Specialised practical competences to perform advanced coaching functions independently within a changing environment.	Ability to carry out an advanced evaluation of results, consider alternative courses of action leading to comprehensive and, at times, innovative changes and solutions.	Plans, leads and evaluates coaching sessions and seasons independently.	Works independently and plays a leading role within the structure of the program.	Supports the management and development of less experienced coaches.
PERFORMANCE COACH 	Oversees and contributes to the delivery of programs over seasons, in medium- to large-scale contexts, underpinned by innovation and research. Involved in designing and overseeing management structures and development programs for other coaches.	Extremely broad, current and integrated knowledge.	Wide spectrum of competences to perform coaching functions to an advanced level within a changing environment.	Ability to carry out an all-encompassing evaluation of results, considering research, varying criteria, circumstances and leading to comprehensive and innovative solutions.	Plans, leads and evaluates sessions, seasons and multiannual programs with input from experts and others.	Works independently and oversees the entire structure of the program.	Oversees and supports the development of all other coaches.

Coach recognition and awards

When searching for the right coach for your club, your organisation may also like to consider the various awards and recognition a coach can achieve for their coaching achievements. More information on coach recognition and awards can be found [here](#) and [here](#).

ASCTA issue the following coaching awards and recognition:

- Coach of the Year
- Age Group Coach of the Year
- Youth Coach of the Year
- Open Water Coach of the Year
- Masters Coach of the Year
- Multi-Class Coach of the Year
- Life Membership
- Outstanding Coaching Achievement
- Bronze coach
- Silver coach
- Gold coach
- Platinum coach

Award pay rates and employment contracts

Award Pay Rates

For the latest information about Australia's workplace rights and rules, and to check under which Award coaches may be covered, refer to the [Fair Work Ombudsman website](#).

Swimming Australia does not supply information or advice of a specific nature about individual employment or contract circumstances. Please refer to your accountant, legal advisor or employment specialist for specific advice.

Employment Contracts

An employment contract is an agreement between an employer and employee that sets out terms and conditions of employment. A contract can be in writing or verbal.

For help with employment contracts, visit the [Fair Work Ombudsman website](#).

Need more information?

**DEVELOPMENT
COACH** 

**ADVANCED
COACH** 

**PERFORMANCE
COACH** 

For more information on the new swimming coach education and accreditation system, and how to ensure you're employing the right coach for your organisation, please contact Swimming Australia:

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