Swimming Australia
Coach education and accreditation changes

For employers

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.
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?

<table>
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<th>Coach education modules</th>
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<tr>
<td><strong>Child Protection and Integrity</strong></td>
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<tr>
<td>Safe Sport Play By The Rules ASADA 1</td>
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<td>Safe sport ASADA 1 &amp; 2 &amp; coaching course Anti-corruption &amp; race fixing</td>
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<td>Elective Modules</td>
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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.
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 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 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 swimmer’s 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 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

<table>
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<tr>
<th>Education</th>
<th>Accreditation*</th>
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| **Development Coaching Course** | Document requirements for Development Coach accreditation:  
- Development Coaching Course certificate of completion  
- Working with Children Check  
- First Aid (HLTAID003) |
| Pre-requisite for enrolment:  
- Must have held SATCS or equivalent for minimum 6 months | |
| **Advanced Coaching Course** | Document requirements for Advanced Coach accreditation:  
- Advanced Coaching Course certificate of completion  
- Working with Children Check  
- First Aid (HLTAID003) |
| Pre-requisite for enrolment:  
- Must have held Development Accreditation for minimum 12 months | |
| **Performance Coaching Course** | Document requirements for Performance Coach accreditation:  
- Performance Coaching Course certificate of completion  
- Working with Children Check  
- First Aid (HLTAID003) |
| Pre-requisite for enrolment:  
- Must have held Advanced Accreditation for minimum 24 months | |
| **Recognition for industry experience** | |
| Level 1 | Level 2 | Level 3 | Level 4 |
| Issued on achieving initial Coach Accreditation | Eligible during 2nd accreditation cycle (reaccreditation after 3yr) | Eligible during 3rd accreditation cycle (reaccreditation after 6yr) | Eligible during 4th accreditation cycle (reaccreditation after 9yr) |

Reaccreditation required every 3 years  
*ASCTA membership required
Who is the right coach for your organisation?

<table>
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<tr>
<th>Coaching Roles</th>
<th>Knowledge</th>
<th>Competency</th>
<th>Change Management</th>
<th>Planning and programming</th>
<th>Leadership and influence</th>
<th>Management</th>
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<tr>
<td><strong>Development Coach</strong></td>
<td>Delivers sessions over a season, often as part of a wider program.</td>
<td>Fundamental coaching knowledge.</td>
<td>Cognitive and practical competences to perform basic coaching functions independently within an open yet structured environment.</td>
<td>Ability to carry out a basic evaluation of results leading to simple changes in practice.</td>
<td>Basic planning and evaluation of coaching sessions and blocks of sessions.</td>
<td>Leads own sessions, but will often work under supervision as part of a program’s coaching staff.</td>
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<tr>
<td><strong>Advanced Coach</strong></td>
<td>Oversees and contributes to the delivery of programs over seasons and in specific contexts.</td>
<td>Extended and integrated knowledge.</td>
<td>Specialised practical competences to perform advanced coaching functions independently within a changing environment.</td>
<td>Ability to carry out an advanced evaluation of results, consider alternative courses of action leading to comprehensive and, at times, innovative changes and solutions.</td>
<td>Plans, leads and evaluates coaching sessions and seasons independently.</td>
<td>Works independently and plays a leading role within the structure of the program.</td>
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<tr>
<td><strong>Performance Coach</strong></td>
<td>Oversees and contributes to the delivery of programs over seasons, in medium- to large-scale contexts, underpinned by innovation and research.</td>
<td>Extremely broad, current and integrated knowledge.</td>
<td>Wide spectrum of competences to perform coaching functions to an advanced level within a changing environment.</td>
<td>Ability to carry out an all-encompassing evaluation of results, considering research, varying criteria, circumstances and leading to comprehensive and innovative solutions.</td>
<td>Plans, leads and evaluates sessions, seasons and multiannual programs with input from experts and others.</td>
<td>Works independently and oversees the entire structure of the program.</td>
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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 and 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.
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:

• E: learning.coaches@swimming.org.au

• P: 9910 0700