

Coach Forum and Coach Educator Update Summary Report

Dear Coaches,

Firstly thank you to all coaches who were able to attend either the Coach Forum or Coach Educator update in your state. Over the past 10 weeks I was able to facilitate meetings in 6 states with over 300 coaches in attendance.

Below is a summary of the key discussion points and the solutions that were either suggested or are being put into place as a result of the pathway review.

As Equestrian Australia is a solutions focused business I felt it was important to highlight the recommendations put forward to help improve the coaching space rather than dwell on the current problems we are all very aware of that are associated with the current pathway.

The key areas that were discussed are as follows:

- What types of skills are required at each coaching level?
- Overall Feedback regarding the suggested changes to the pathway
 - Online System
 - Change of names
 - Mapping of existing coaches
 - Working groups and consultation process
 - Skill Recognition
 - Content review
 - Registering as an RTO
- What professional development opportunities would you like EA to offer coaches?
- What improvements can you suggest to make the coaching pathway more enticing?
- What additional benefits would you like to see as an EA Coach?
- What changes could we make to see a better progression through the coaching pathway?
- Suggested improvements for the Coach Educator process

Further information will be circulated over the next 6-9 months on the progress of the redevelopment addressing a lot of the discussion points below. Please bear with me during this time to allow the review process to be implemented successfully and please watch out for further correspondence regarding the EA Coaching Pathway.

Kind Regards



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Pathways Manager – Coaches
Equestrian Australia

Based on the Feedback as part of the Coach Educator Update:

Identifying what types of skills are required at each coaching level? (Name changes are proposed only, more information on them below)

Recreational Coach:

- Group skills
- Identify Risk
- Assessing recognising applying and evaluating
- Correct position and posture
- Footfalls sequence
- Independent seat
- Understanding the physical and mental attitudes and how it affects the horse
- Questioning techniques
- Basic understanding of biomechanics horse and rider
- Ability to assess standards of beginner riders
- Learning styles
- Psychology
- Teach audibly safely and confidently
- Better understanding of training scale
- Basic flatwork terms Glossary
- Seat and hand diagonals canter lead
- Consistent contact
- Clear outcomes and progression to next lesson
- Jump to 45cm
- Explaining why
- Lesson structure
- Segmentation of skills
- Understanding and applying horsemanship
- How to have fun
- Parent expectations
- Trot poles
- Anatomy and physiology
- Listening
- SAFETY
- Approachability

- Situational awareness
- Ability to inspire
- Listen to understand
- Diplomatic
- Confidence
- Understand and manage nervousness
- Assess suitability of the horse
- Understand and predict horse behaviour
- Design simple exercises
- Assess the fit and suitability of the gear
- Assess safety of working environment

Competition Coach

- Rules of competition
- On the bit
- Geometry of the arena
- Recognise short coming and how to improve
- Fitness of rider and horse
- Jump to 90cm
- Training scale
- Questioning techniques
- Empathy
- Anatomy & Physiology
- Psychology
- Horse training
- Understanding judging
- Mentoring
- X country 80cm
- Learning styles
- Knowledge of pathways
- Independent seat
- Rules per discipline
- Role model
- Integrity
- Competition planning/programming

- Positive attitude
- Feedback
- Interpersonal skills

Senior Competition Coach

- How to manage parents
- Holistic competition management
- Schooling horses
- Collection
- Impulsion
- Quality of paces
- Adjustability
- Rhythm
- Ability to develop training programs for horse and rider
- Assessing suitability for levels of training scale
- Horse and rider strengths and weaknesses
- Feedback techniques
- Anatomy physiology
- Psychology
- Xc to 95cm or 1.10cm?
- SJ to 105cm or 120cm
- Advanced biomechanics
- Learning styles
- Succession planning
- Zone of proximal development
- Goal setting short and long term
- Eye for detail
- Rules
- Respect to organisers
- Time management
- Communication
- Higher level of EA
- Nutrition
- Appropriate bits

High Performance Coach

- Overall management of confirmation
- Advanced coaching techniques
- Ability to mentor
- Confidence
- International overview
- Travelling advise
- FEI passport
- Vet consultation
- Knowledge of EA system
- Role model
- Emotional intelligence
- Sports psychology
- Uplift the sport
- Leadership
- Running facilities and meetings
- Find route cause of any issue
- Good judgement
- Team player
- Multi-tasking
- Professional development
- Calm capable competent
- Role responsibility
- Effective warm ups
- Personal fitness
- Flexibility
- Work life balance
- Fair and impartial
- Conflict management
- IT skills
- People skills
- Budgeting
- Planning and sponsorship
- Thick skin

What professional development opportunities would you like EA to offer coaches?

Additional Electives

- Biomechanics horse and rider
- Competition etiquette
- Warm up techniques
- Selection for level
- Cross training
- Training scale
- Young rider help
- Computer skills
- Communication skills
- Legal responsibilities
- Equipment changes
- Dental
- Hoof care
- Nutrition and behaviour
- Injury management
- Business ethics
- Mentoring skills
- Talent ID
- Financial skills
- Sports psychology
- Coach development
- Book keeping
- Promotion and marketing
- Health and wellness
- Course building and design
- Dressage judging clinics
- Computer skills
- Accounting
- Social media
- Small business management
- How committees work
- Understanding competitions
- Web page design
- Advanced equine physiology
- Optimising performance – latest development
- Excel
- Stress management
- Conflict management
- Emergency management
- Pasture
- Disability
- Horse training principles
- Master classes
- Anatomy and physiology
- Bio security
- Life coaching
- CEO skills
- Advanced VET skills
- Saddle fitting
- iPhone applications
- Tomorrows concepts
- Global equestrian development
- Gow Gates Insurance
- Travelling and flying
- Shoeing
- Lungeing and long reining
- Groundwork skills
- Public speaking
- Mediation skills
- Para equestrian and inclusion
- Sponsorship and media
- Skill acquisition
- Breaking in
- Off horse fitness
- First aid human and horse
- Horse welfare
- Training scale
- Anti-doping
- Record keeping
- Learning theories
- Stud management
- Hippo therapy
- Judging
- Master classes
- Public speaking

- Floor and barrel drills
- Sportsmanship
- Property development
- Ready set trot
- Mechanical horses
- Fall training
- Starting young horses
- Pedagogy
- Natural horsemanship
- Classical dressage
- Tax and law
- How does a horse think how to teach it
- Ground work
- Pole work
- Advertising
- Bitting
- Animal behaviour

New Pathway Concept - Key Discussion Points:

What is the vision for the EA NCAS coaching system in the future?

Coaching Vision

Providing quality coaching pathways for learning and development that is accessible, innovative and supportive for the equestrian community.

3 Key priorities:

- Streamline existing pathways to entice new coaches and encourage ongoing professional development of existing coaches
- Increase the accessibility of coaching education providing consistent resources and a high quality online learning system
- Clear communication and transparency in regards to policies and processes, providing tools and templates to assist all levels of coaches understanding the pathway

Online System

Why do we need an online system?

The purpose of the online system is to host the theoretic components of the horse management, riding and coaching content. This allows for greater accessibility and accountability to track the current students going through the process, provide ongoing support, and have a variety of different learning material which caters to wider range of learning styles. The content will be delivered in manageable modules and include videos, text extracts, website links and reference material to stimulate the learning process. There is also opportunity to assess through the system and upload documents for marking such as lesson plans risk assessments and observations. Current administration/online system is inadequate; EA aims to provide a new system that will meet needs of the coaching pathway and provide a much more streamlined approach to education.

Who will have access?

Trainee coaches who are processing through a level of accreditation will have access to the specific content they require, and coach educators will also have access to the content so they are familiar with what the trainees have covered as part of the core principles.

How will CE's be assigned?

As per the current process, trainees will be able to select their own coach educators through the online system. This will then notify the Coach Educator via email that they have been selected. The CE will then be able to track the progress of their assigned Trainee. CE's will receive new training for online portal and have access to online marking and objective templates provided.

A mapping tool functionality will be explored to look at ways to show the location of each coach and coach educator on the LMS.

How will current coaches be mapped to the new pathway?

- The current numerical system will align to the new system
- Keeping 4 levels

Once the content review phase has been completed there will be a better idea as to what has been changed and updated. A process of mapping will begin to ensure all coaches are provided with criteria of required skills. If a coach wishes to upgrade to a higher level of accreditation they can apply providing evidence as per the skills recognition process to verify they have the skills and experience to be upgraded. No current coaches in the EA system will be downgraded.

Skill Recognition

Current processes very difficult how will the process be improved?

EA will look to develop a thorough Skills recognition process within the new pathway allowing for other coach accreditation recognition. Currently the community feel there is a large jump between Intro & Level 1 – potential for bridging module (jumping up to 60cm) Look at opportunity for flexibility built into the additional electives for this to potentially occur.

- Remove the current barriers to people working through current levels and entry via PCA pathways. Ensure clear information is communicated that PCA qualifications will need to meet gap requirements.
- Look into the option within the pathways for riders with fewer riding skills components but able to coach higher – e.g. Reference the BHS system
- Develop a new process for bringing in international overseas coaches and to recognise their skills easily.

- Level 2 coaches coming through pathway ensure there is consistency across all states. Those offering fast track options need to ensure it is available in every state and it is still equitable. A practical camp component required across all levels, expense will always have to be outlaid and clear expectations and consistency.
- Extra electives introduced as additional electives need to be both practical and/or theory and recognised from other reputable companies/ associations
- RPL should be performance based multiple forms of evidence need to be supplied to justify ability. Results of producing athletes to a high level should be recognised.

How will we align with IGEQ?

The current pathway is aligned with the IGEQ standard. There is some discrepancies in this so further work will be done once the content has been reviewed to ensure we align fully to the IGEQ matrix. This will allow ease of transition for international coaches holding an IGEQ passport.

Coach Level Names:

Why are we changing the names?

- All sports are changing from number based names to name based labels, this is based on extensive studies done across a number of sports which outlines there is ambiguity in the community to understand what each level means and what they can and can't coach. It is also a direction the ASC has recommended for us to investigate.
- The changes to names are not set in stone and are open to alternatives. A survey will be released in due course to explore alternatives. The consensus so far is that the community prefer the term foundation over recreational coach.
- A concern raised is that coaches who teach full time, and have competitive students, would come in as competition coach, also have recreational students, new names would turn away the recreational students. We will ensure this is not the case and community is happy with the outcome.
- Other suggestions included: Skills Development Coach, Advanced Skills Development Coach, Master Coach
- Remove the hierarchy system and just have a matrix of professional development to include what you have studied and what you have experience with

Coaching Resume option:

A better way to advertise coaches and to fully document each coach's credentials is to explore a resume option. The resume will display each coach's qualifications and areas of expertise. It will be displayed similar to the image below:

Qualifications:

"Recreational Coach Achieved"

"Competition Coach Achieved"

Areas of expertise:

Coach up to novice level dressage

Coach up to 90cm show jumping

Coach up to 80cm cross country

Specialises in horse nutrition

Trained as an Skills Specific Trainer/Assessor



FIRSTNAME LASTNAME Coach type | Level

Suburb Equestrianville
State New South Wales
Phone 0412 345 678

Email coach@equestriancoach.com.au
Website www.equestriancoach.com.au
f Find me on Facebook

About

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vestibulum id felis nec metus malesuada tristique a at tellus. Etiam mauris felis, dignissim. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vestibulum id felis nec metus malesuada tristique a at tellus.

Coaching Services Offered

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vestibulum id felis nec metus malesuada tristique a at tellus. Etiam mauris felis, dignissim.

Disciplines

- ✓ Eventing
- ✓ Dressage
- ✓ Jumping
- ✓ Driving
- ✓ Vaulting
- ✓ Show Horse

Lesson Type

- ✓ Individual
- ✓ Group Sessions

Facilities Available

- ✓ Free Field
- ✓ Indoor Arena
- ✓ Outdoor Arena
- ✓ Jumping Facilities
- ✓ XC Training Fences
- ✓ School Horses Available

Why the term Recreational Coach?

The term recreational coach came from exploring an option in our recreational space of the sport. It was intended for the recreational coach to attract riders at a recreational level and had no interest in progressing to a competitive level. It has since been communicated that coaches feel this is downgrading coaches as they personally feel the title takes away credibility and they only have the skills and experience for trail riding and non-developing equestrian skills. This was not the intention and the suggestion of foundation coach was put forward as an alternative.

What will be the role of Coach Educators in the new pathway?

The need for coach educators is still very much present in the new pathway. We will still need assessment and training to be provided to ensure all our coaches meet our high quality standard.

Is EA able to provide a set price for CE's?

The feedback from the community is there is too much variation in the cost for the coach educator process and it depends on who you go to. Candidates can feel overwhelmed by what they are getting for their money, and many CE's expect payment upfront so candidates feel locked in. EA can explore the opportunity to advise on recommended time lines and prices per hour or session with a coach educator. Additional information will be collected from Coach Educators regarding this.

Cost of new pathway

Budget has already been assigned for the redevelopment of the coaching pathway and online management system.

Consultation process

Who is on the working parties?

The names of those who are on each of the working parties was released in the June edition of the "In the arena" Newsletter. Show Horse and Carriage Driving are still be assigned as the response rate was quite low. Further information will be circulated once we have finalised this.

How will we be consulted?

Working Parties have been set up for reviewing the current content. There will be a specific Learning and Development team who will assist to produce the videos and refine the content to meet the needs of the LMS system.

The Horse Management section will remain generic to all disciplines. Candidates who wish to only do the Horse Management or Riding modules will still have this option through the LMS.

Registered Training Organisation:

Why aren't we a RTO? - Currently our units do not comply with the ASQA requirements. Templates and structure will be incorporated within the new pathway based around the VET system and we are looking at more crossover and future feasibility tests to get this recognised.

Other training organisations offering coaching courses – we will have the ability to transfer the skills and knowledge gained in these to our pathway. The EA NCAS pathway will be advertised as the best. Endorsed with a quality stamp of approval and the only accreditation that is internationally recognised, requires current first aid and working with children clearance and a high level of fully comprehensive insurance - most trustworthy, most competent .

Content Review

Are we dumbing it down?

EA prides itself on the quality of our coaching content. We are not about to reduce the quality and make the process easier for inappropriately skilled people wanting to come into the scheme. The review will look to provide better accessibility and reduce duplication. By no means are we cutting out content or compromising on quality.

What practical skills will be involved when the system moves online? - Discipline elective components are purely practical components. Each coach will be expected to complete all the practical application once the theory content has been completed online. All assessments both theory and practical will still need to be reviewed.

Vaulting coach pathway insufficient – where will they come into the new system?

The vaulting working party are looking to write content for the equivalent of a level 2 and level 3 coaches course in the new pathway and this will align to all of the Olympic disciplines.

What improvements can you suggest to make the coaching pathway more enticing?

- Updated content
- Finding and allocating mentors
- Train a new generation of Coach Educators
- More camps and group interaction
- Shorter timeframes to complete accreditation
- Better follow up to motivate candidates
- Clear pathways with defined requirements
- Better introduction the EA system to explain exactly what is involved
- Better communication
- Improve IT and website
- Remove politics from assessment process
- Stop CE's from road blocking new coaches
- Improve administration process
- List all coaches' professional achievements
- More liaison PCAV & HRCV
- Set up more regional based training centres
- Consistent assessment process
- Online material and online updates/webinars
- More access to Coach Educators – not enough level 3 in WA
- EA to become an RTO
- Clear RPL/RCC mapping for all qualifications and promote the recognition process
- Mentoring opportunity to be provided free of charge
- Promote as a career opportunity through schools and TAFE

What additional benefits would you like to see as an EA Coach?

- Better recognition for coaches
- Professional exposure
- Better logos and promotional clothing
- More social media posts relating to coaching
- More personal interaction with peers at the same level Networking
- Discounts for goods and services (i.e. cinema, NRMA entertainment book)
- News blast when coaches upgrade
- NCAS coaching APP
- Bronze, silver, gold recognition for years held accreditations

- Promote the prestige of the system
- Better marketing of benefits of being EA accredited
- Financial discounts for education
- Access to more educational opportunities
- More coaching camps and masterclasses
- Sharing of information and feedback
- Opportunity for complaints to be actioned

What changes could we make to see a better progression through the coaching pathway?

- Introduce a pay scale for each level of coach
- More focus groups for feedback
- Discussion of name change for each level:
- Clear timeframes and deadlines
- More interesting content
- Clear insurance expectations
- Foundation coach
- Better Coaching calendar

Coach Educator Update comments:

- Template lesson plans for trainees
- Group up skills and recommend which skills for each lesson
- Consistent language throughout
- Module on horse behaviour
- More biomechanical drawings throughout content
- Lesson plan and practical lesson assessed by same assessor
- Clear skill recognition process
- Verification panel to audit coach educators
- Separate lungeing module with extra in-depth information
- Suggestion to have group lessons as separate module
- Break each skill into ideal model and steps to show progression
- Look into pair lessons
- More on training scale including relaxation
- More focus on application of knowledge at intro
- Clear definition of assessment tasks and more objective
- Progress through assessment tasks starting with individual to pairs to group lessons
- First lesson assessment just focus on structure of a good lesson
- More content on how to teach
- More focus on horse welfare

- Clear and progressive mentor opportunities
- More videos on what's wrong and how to fix problems
- More marketing and promotion
- Clear communication
- Develop a checklist for pairing horse and riders for all intro and level 1 coaches what to look for