



**ITU Coach Development Pathway**

# **Overview of Courses**

**Version 1.3 – April 2019**

*A summary of the ITU coaching qualification for Continental Confederations,  
National Federations, Coaches and Facilitators*

## Introduction

This document provides an overview of the current ITU Coaching Course provision. The aim is to allow Coaches, Administrators and National Federations to make appropriate decisions about which courses they may want to consider attending or organizing in conjunction with ITU Development.

**For further details see detailed course curriculum documents and National Federation Course Delivery Guides.**

## Definition of terms used in this document:

**Application Process** – depending upon the coaching level, the application process will vary from a simple form to a submission of experience and knowledge and a video of coaching practice.

**Domain** – refers to athletes that coach works with, ranging from Elite Performance, U23, Youth and Talent Development, Children, Age Group Performance, General participation (children and adult), Recreational for health and social reasons. It also covers participants with different characteristics, Paratriathlon, Female/Male, etc.

**ICCE** – International Council for Coaching Excellence

**NF** – National Federation

**RPL** - Recognised prior learning. For some candidates, assessment of prior learning may enable them to bypass earlier stages of the process if they can demonstrate sufficient knowledge and experience, possibly through other qualifications. This may be referred to as Fast Track.

**PDP** – Personal development plan

**NOTE \*** Level 3 course is currently under consideration and final details may be subject to change. Further details will be available in 2020.

	<b>Activator</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3*</b>
Role description	Person capable of helping and adding value to Triathlon events and activities.	Coach who can plan, deliver and review basic coaching session in a safe and competent manner, ideally under supervision from experienced coach.	Coach who has broad knowledge and can independently plan, deliver, review more complex and specific sessions.	Coach with breadth and depth to coaching knowledge and experience; independently having a positive effect on athlete outcomes.
ICCE Equivalent	Pre-coaching	Coaching Assistant	Coach	Advanced\Senior Coach
Location	Targeted NFs host the course in run up to an event.	Hosted by single NF, providing resources/ facilities. Location enables easier access from other NFs.	Hosted at accredited Continental Training Centre, host NF/Centre provide resources/facilities.	Continental Training camps and bespoke solutions depending upon coach.
Attendees	16-25 usually from single NF	Minimum 6, maximum 16-18, multiple NFs, limited to 50% coaches from host NF. Minimum 25% female.	Minimum 6, maximum 16-18, wide range of NFs, host NF limited to 50% of coaches. Minimum 20% female.	6-10, wide range of NFs, coaches bring athletes.
Target Audience	Federations where Triathlon is in its early stages of development with limited support for the growth of the sport.	National Federations with limited Coach Development program. Individuals with desire and aptitude for coaching.	Regions and NFs with greatest potential to benefit the growth of Triathlon. Coaches showing aptitude at Level 1, and passion to develop.	Coaches who can make an impact at Paratriathlon, Youth, Talent Development, U23 or Elite level at National competition or above.
Entry Requirements	None	Active Coach. Recommendation by local NF and commitment to develop coaching skills.	Completion of ITU Level 1 at least 2 years prior to level 2, active triathlon coach 3 years.	Successful completion of ITU Level 2. Greater Triathlon coaching experience, with specific experience in target domains.
Selection Process	Open to all	Selection process by NFs, Continental Coordinators and ITU Development. Application Form.	Recommendation from ITU Level 1, ITU Development or NF. Application process and interview, possible RPL.	By invitation\selection from ITU Development. Application process including PDP and interview.
Course Overview	Facilitators focus on helping Activators to develop the skills to plan and deliver a local event (day 4). Delivery is flexible depending upon	Mandatory pre-course reading and assessment tasks. On course classroom activities build on the pre-course learning, and practical	Mandatory pre-course reading and assessment tasks. On course classroom activities build on coaches' own experiences and reflections. Practical micro-coaching	Focused on a coach led PDP. Coaches come together at development camps to work on key areas for their development, supported by Facilitators and

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	the local resources. Focused on applying practical skills.	micro-coaching activities take place to develop coaching skills in a safe learning environment.	activities to develop different approaches to coaching delivery that can be applied in their own domain.	Mentors. The mentoring relationship continues after camps, and development is re-assessed at future camps.
Delivery Style	Facilitator Led – appropriate to local situation	Some directive Facilitator delivery. Focus: coaches working on facilitator led problems \ tasks. Facilitator 1:9 Coaches	Blended – Facilitator led sessions, discussion led by coaches own knowledge and experiences. Facilitator 1:8 Coaches	Coach Led with Facilitator\ Mentor guidance and support working on agreed key areas of personal development. Facilitator 1:6 Coaches
Supporting Resources	Written Workbook and online content (text & video)	Online Content (text & video) Online assessed quizzes and tasks.	Online Content (text & video) Online assessed quizzes and tasks.	Online Content (text, video, research summaries) Allocated Coach Mentor.
Course Schedule	4 days plus additional optional reading	9 weeks: 6-week elapsed pre-course reading and tasks, 5-day face to face course, 2-week post course deadline to finalise assessment.	17 weeks: 6-week elapsed pre-course reading and tasks, 5-day face to face course, 10-week post course deadline to finalise assessment	12-18 months elapsed time. 2-3 blocks of multiple days around training camps over duration of course. Regular mentor contact (online e.g. skype)
Key Outcomes	Attendees inspired to pursue key roles in triathlon, e.g. coaching. Local event organized (as pre-cursor to National Championship).	Coaches who deliver safe and competent group coaching sessions utilizing key coaching skills and technical knowledge, regardless of domain.	Coaches who plan, implement and monitor blocks of effective coaching across a range of domains. Self-development focused.	Coaches with depth & breadth of knowledge and experience in key domain; positive game changing impact; effective self-developer.
Assessment	No Assessment, informal feedback from Facilitators	On-line assessment tasks; On-Course practical coaching assessment	On-line assessment tasks, Post-Course Practical coaching (video submission) and planning/reflection task in 'home' coaching environment.	Continual informal mentor feedback and self-assessment. Final presentation of progress against PDP to peer group, facilitators and mentors.
Course Content	General Triathlon overview, including Technical Official (rules), events, intro to training (coaching).	Key focus on Coaching Pedagogy skills and basic technique development for swim, bike, run and transition.	Level 1 plus sport science, planning and periodization, psychology and working in different domains.	Focus on practical coaching at development camps, with additional facilitator delivered workshops based on needs.