

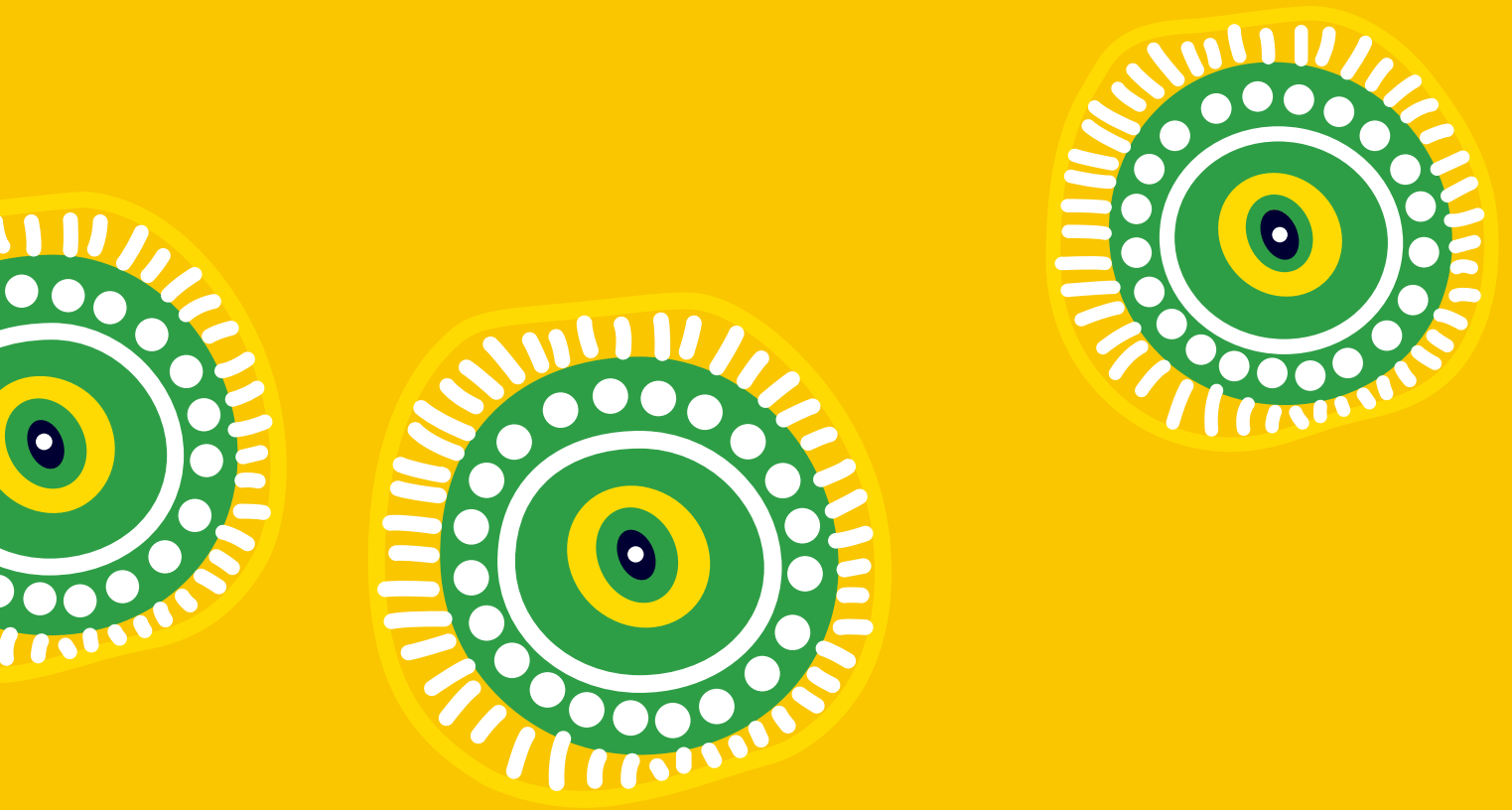
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National Generation 2032 Coach Program

2025-26 Guidelines

Prepared by
HP Coach Development
August 2024



Australian Sports Commission Acknowledgement of Country

The Australian Sports Commission (ASC) acknowledges the Traditional Custodians of the lands where its offices are located, the Ngunnawal people and recognise any other people or families with connection to the lands of the ACT and region, the Wurundjeri Woi-wurrung people of the Kulin Nation, the people of the Yugambeh Nation and the Gadigal people of the Eora Nation.

The ASC extends this acknowledgment to all the Traditional Custodians of the lands and First Nations Peoples throughout Australia and would like to pay its respects to all Elders past, present and future.

The ASC recognises the outstanding contribution that Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.

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National Generation 2032 Coach Program

1. Program Overview

The Australian Institute of Sport (AIS) HP Coach Development Strategy was released in March 2021 and provides a blueprint for an AIS led unification and regeneration of high performance (HP) coach development across the Australian sport system. One of the fundamental recommendations within the strategy was the reinstatement of a national apprentice coach scheme for pathway and early career coaches. The National Generation 2032 Coach Program (Gen 32 Program) was instigated in July 2022 and aims to increase the number and diversity of Australian HP coaches across the system who can contribute positively to future Olympic, Paralympic and Commonwealth Games.

'Win Well' acknowledges the importance of success and rewarding HP, and it highlights wellbeing as the foundation of sustainable success. In developing coaches and the HP coaching workforce, the Gen 32 Program is an example of the AIS' commitment to Win Well, working with NSOs/NSODs and NIN Partners to ensure an emphasis on establishing a safe, inclusive and supportive environment where Gen 32 coaches can best learn, grow and succeed.

The Gen 32 Program is a future-facing, two-year intensive coach development program, with participating coaches (Gen 32 coaches) developing contemporary ways of delivering coaching to future generations of athletes through enhanced interpersonal and leadership skills, the incorporation of First Nations methodologies, exploring innovation and technology, and an increased understanding of athlete development.

The program is delivered by the AIS in partnership with National Sporting Organisations (NSOs), National Sporting Organisations for People with Disability (NSODs) and the National Institute Network (NIN).

In the inaugural program, Gen 32 coaches were salary supported and experienced:

- Full-or part-time employment by the NSO or NIN partner for two years (co-funded by the AIS).
- Integration into the coaching team and immersion into the daily performance environment of a HP program within their sport.
- Coaching HP athletes, under the guidance of an experienced Technical Coach.
- AIS led Learning Labs (6 across the 2 years).
- Developing and implementing an Individual (personalised) Coach Development Plan.
- Guidance and mentorship from AIS Coach Development Leads based in the NIN.
- Peer learning from coaches of other sports within the program.
- Exposure to other HP environments and personnel.

The upcoming Gen 32 Program (cohort 2) will commence in January 2025, conclude in December 2026 and will support up to 30 coaches. Cohort 3 is planned for January 2027-December 2028.

For 2025-26, there will be two key changes to the program. The first, as noted above, is the change from financial to calendar years. The second is a change in coach eligibility criteria to enable those who are already employed in the system, still in the early stages of their coaching career, and who have identified development needs aligned to the AIS Learning Journey to also participate. This second group of coaches will receive the Learning Journey only, with no salary support.

In the 2025-26 program there will be two groups of coaches:

Group 1 – Salary Supported Positions	Group 2 – Learning Journey Only
<p>15-20 salary supported positions will be offered.</p> <p>Identified potential or early career HP coaches will be employed by the NSO/NSOD or NIN partner (co-funded by the AIS) and immersed into the DPE of a HP program to coach with guidance from a Technical Coach. Coaches also engage in the AIS led Learning Journey.</p> <p>The AIS provide salary support.</p>	<p>10-15 Learning Journey only opportunities will be offered.</p> <p>Coaches must already be employed by an eligible NSO/NSOD or NIN, still in the early stages of their HP coaching career, with identified gaps in their development and who would benefit from the Gen 32 learning and development program.</p> <p>No AIS salary support.</p>

Gen 32 coaches (both groups) are to receive a minimum salary of \$75,000 p.a. (pro-rata for part-time) plus superannuation.

For Group 1 (Salary Supported Positions), the Gen 32 coach is employed by the NIN partner or NSO/NSOD with the AIS, NSO/NSOD and NIN partner (where applicable) each contributing to the salary component of the position (see financial contribution section for more detail). The AIS funds the learning and development program which includes the AIS Learning Labs, Individual Coach Development Plan (ICDP) process, HP program visits and other initiatives. For Group 2, the AIS supports the learning and development program only which also includes guidance and mentorship from the AIS Coach Development Leads.

Once on the program, there will be no differentiation between the groups with all coaches undertaking Learning Journey activities and receiving the same support for their development initiatives.

Gen 32 coaches will be geographically spread across the country. The AIS Learning Labs bring the Gen 32 coaches together three times per year in different locations. Within the labs, elements of the Australian HP Coach Development Framework are delivered, and valuable cross sport insights gained, with coaches building strong connections while learning with and from each other. Learning Labs are mandatory for the Gen 32 coaches to attend.

A major objective of the Gen 32 Program is to become a primary vehicle to new and longer-term coach employment positions. To that end, the program is intended for coaches seeking to become career HP coaches, and there is an expectation that the Gen 32 coach will transition into full-time employment with the NSO, within the sport or within the NIN on completing the program.

2. Eligible Organisations

Eligibility

To be eligible to apply for a Salary Supported Position in the Gen 32 Program, the NSO/NSOD must:

- meet the National HP Sport Eligibility criteria <https://www.clearinghouseforsport.gov.au/networks/high-performance-sport-resource-library/sport-eligibility/resources/HP2032-National-Sport-Eligibility-Framework.pdf> and
- receive ASC HP investment in the 2024-25 financial year (ASC Australian Sports Directory)

To be eligible to apply for a Learning Journey Only position in the Gen 32 Program, the NSO/NSOD must:

- meet the National HP Sport Eligibility criteria
<https://www.clearinghouseforsport.gov.au/networks/high-performance-sport-resource-library/sport-eligibility/resources/HP2032-National-Sport-Eligibility-Framework.pdf>

3. Partnering to deliver the Gen 32 Program – Employment and Financial Contribution*

Eligible NSOs/NSODs, together with their respective NIN program partners, are invited to partner with the AIS in delivering the Gen 32 Program.

Partnership requires co-contribution to the salary component of the Gen 32 coach position and that the coach is employed by either the NSO/NSOD or NIN partner, inclusive of salary, superannuation and on-costs. **The AIS will not employ coaches, hold employment contracts or contribute to superannuation and oncosts.** The minimum Gen 32 coach salary is set at \$75,000 p.a. plus superannuation (pro-rata for part-time). The NIN partner or NSO/NSOD may increase its contribution to raise the overall salary of the coach.

Three partnership scenarios are summarised in the table below:

Scenario 1

NSO/NSOD and NIN partner to provide Coach Employment

Where there is a NIN partner, the AIS, NSO/NSOD and NIN partner each contribute \$25,000 towards the salary (pro-rata for part-time), with the NIN partner preferably holding the employment contract. The NIN partner and NSO/NSOD are to also cover superannuation and oncosts.

AIS	NSO/NSOD	NIN	Total
\$25,000	\$25,000	\$25,000	\$75,000 p.a. + superannuation

Scenario 2

NSO/NSOD has no NIN partner to provide Coach Employment

Where there is no NIN partner, the AIS will contribute \$50,000 and the NSO/NSOD \$25,000 toward the salary (pro-rata for part-time), with the NSO/NSOD holding the employment contract and covering superannuation and oncosts.

AIS	NSO/NSOD	NIN	Total
\$50,000	\$25,000	N/A	\$75,000 p.a. + superannuation

Scenario 3

NSO/NSOD receives no HP funding (self-sufficiency)

Where the NSO/NSOD receives no HP funding (self-sufficiency criteria of the HP investment framework), the NSO/NSOD holds the employment contract and contributes the salary, superannuation and oncosts (pro-rata for part-time). The AIS supporting the learning journey only.

AIS	NSO/NSOD	NIN	Total
N/A	\$75,000	N/A	\$75,000 p.a. + superannuation

*All contribution figures are exclusive of GST

The AIS preferred model is Scenario 1, where the AIS partners with the NSO/NSOD and NIN partner. The number of NIN supported positions impacts the total number of Salary Supported Positions available.

Note: The AIS salary contribution is to be utilised for the employment of the Gen 32 coach only and will not be available to be used in any other manner. The Gen 32 Program aims to create new coaching positions, not replace existing roles.

Should a coach be already part-time employed, the NSO/NSOD may apply for a part-time Salary Supported Position in the Gen 32 Program to essentially bring the coach up to full-time employment, providing there is a full-time program and that the necessary planning is conducted to ensure the coach is able to dedicate the necessary time to the Gen 32 Program and still maintain the required coaching duties.

Where NSOs/NSODs have one or more NIN program partners, all organisations are to agree the identified area of 'need' for a Gen 32 coach within the sport, an appropriate coach candidate and the HP program in which to base the coach, inclusive of a technical coach and a broader team of people to guide and support the Gen 32 coach. All discussions and decisions need to occur prior to the submission of the application. The NSO/NSOD and NIN partners need also agree to the employment and financial responsibilities outlined above.

4. Application Process

Applications should be submitted online using the "National Generation 2032 Coach Program – 2025-26 Application Form". Applications open on Tuesday 17 September and close COB Tuesday 15 October, 2024.

The application form should be completed in full, and all required documentation attached.

NSOs/NSODs should note the following:

- A suitable Gen 32 coach candidate must be nominated in the application.
- NSOs/NSODs may submit more than one application for any one intake or cohort, however due consideration must be shown for employment opportunities post the program. NSOs/NSODs will be asked to rank the applications in priority order. It is unlikely that an NSOs/NSODs will receive more than two salary supported positions in any given cohort.
- Submission of an application does not guarantee a position on the program.

5. Selection Process

All applications will be assessed by a Selection Panel consisting of AIS personnel across relevant areas of the organisation.

The Selection Panel will assess each application, considering the following in arriving at a recommendation:

- Suitability of nominated coach and strength of the supporting application.
- Distribution across Olympic, Paralympic and Commonwealth Games sports including new action/lifestyle sports.
- Diversity of coach candidates, inclusive of gender balance and geographic spread.
- Established sports that have sound coach development structures in place.
- Number of candidates in each of the two coach groups (Salary Supported and Learning Journey only).
- Indication of employment post program.

The selection process may also include online interviews with the NSO/NSOD, NIN partner and Gen 32 coach candidate to ascertain further information or clarify points made within the application.



Up to thirty (30) Gen 32 coaches may be supported, the final number being at the discretion of the Selection Panel and dependent on the quality of the applications and the above noted considerations.

The selection panel, at its discretion, may select a limited number of ‘special consideration’ applications which may normally fall outside the required selection criteria and where a workable solution has been provided and is in the best interest of all parties and the program.

Where there are multiple applications from an NSO/NSOD, the NSO/NSOD (and NIN partner(s) where applicable) may be awarded more than one position in the Gen 32 Program and may be asked to rank their applications for consideration by the panel.

The Selection Panel’s recommendation requires approval by the AIS Executive before NSOs/NSODs and NIN partners are notified.

6. Key Dates

The following table provides some key dates for the 2025-26 Gen 32 Program:

System Briefing	16 September, 2024
Applications Open	17 September, 2024
Applications close	15 October, 2024
Interviews AIS, NSO/NSOD, NIN Partner, Coach, Technical Coach	from 28 October, 2024
Sports, coaches announced	December, 2024
Program Briefing	December, 2024
Program commences	2 January, 2025
AIS Learning Labs	Lab 1: 23-27 February, 2025 (Sydney) Lab 2: 1-5 June, 2025 (South East Queensland) Lab 3: 23-27 November, 2025 (Adelaide) Lab 4: 22-26 February, 2026 (Melbourne) Lab 5: 31 May - 4 June, 2026 (Perth) Lab 6: 22-26 November, 2026 (Canberra)
Program concludes	31 December, 2026



7. Program Start Date and Gen 32 Coach Tenure

The Gen 32 Program will commence on 2 January, 2025 and conclude on 31 December 2026.

Group 1 (Salary Supported) Gen 32 coaches are to commence employment on (or around) 2 January, 2025. Employment is for a two-year term.

Group 2 (Learning Journey only) Gen 32 coaches must be contracted for the entire period of the program as a minimum.

Gen 32 coach progress will be formally reviewed twice across the 2 years. At 12 months, continuation into the second year of the program will be subject to a positive performance review.

Salary Supported Positions within the program may be full- or part-time. Flexibility to respect and reflect individual nuances may be exercised by the selection panel when considering 'special consideration' applications where workable solutions have been proposed and are in the best interest of all parties and the program.

8. The Role of the AIS

AIS Coach Development will manage the Gen 32 Program. There are five AIS Coach Development Leads based in the NIN and their role, in part, is to provide local oversight of the Gen 32 Program and co-ordinate and monitor the Gen 32 coaches based within their NIN programs and State.

The AIS Coach Development Lead responsibilities are to:

- Oversee and monitor the Gen 32 coaches based within their NIN programs and State.
- Provide guidance and support to the Gen 32 coaches.
- Assist the Gen 32 coach, NSO/NSOD/NIN representative and Technical Coach to develop an ICDP for the Gen 32 coach.
- Liaise with the Technical Coach and NSO/NSOD/NIN representatives in relation to Gen 32 initiatives and coach progress.
- Facilitate regular catch-up meetings with Gen 32 coaches.
- Facilitate review meetings involving the AIS, Technical Coach, Gen 32 coach, NSO/NSOD/NIN representative and line manager.
- Contribute to the organisation, development and facilitation of the AIS Learning Labs.

9. NSO/NSOD and NIN Partner Responsibilities

The NSO/NSOD and NIN partner (where applicable) are required to identify and nominate suitable personnel for the following roles:

- Gen 32 coach.
- Technical Coach.
- NSO/NSOD/NIN partner representative to manage and administer the position.
- Line Manager.

More information on role responsibilities for each position can be found below.



The NSO/NSOD and NIN partner (where applicable) responsibilities are to:

- Employ the Gen 32 coach full- or part-time for two years.
- Develop a Job Description (major responsibilities, duties and activities) for the Gen 32 coach (to be submitted with application).
- Provide a suitable HP program in which the Gen 32 coach can work (a full- or part-time program where National Team and/or other HP athletes are training).
- Provide access to a suitable learning environment inclusive of Technical Coach and a broader group of personnel who can guide and assist Gen 32 coach development.
- Provide the Gen 32 coach with a suitable workstation and office equipment, including computer, mobile phone, internet and printer.
- Develop a general two-year plan for the Gen 32 coach in consultation with the Gen 32 coach, Technical Coach, NSO/NSOD or NIN partner representative.
- Support and help implement the agreed professional development plan, including the ICDP, attendance at the AIS learning labs and the two-year sport plan for the coach.
- Display the intent to employ the Gen 32 coach within the sport or NIN post program.
- Complete and submit the National Generation 2032 Coach Program 2025-26 Application Form.
- Pay the appropriate financial contribution(s) in support of the Gen 32 coach salary, superannuation and on costs (where applicable).

i. Gen 32 Coach Candidate Considerations

When selecting a suitable coach candidate, NSO/NSOD/NIN partners should ensure that the candidate:

- Is an Australian citizen or has been granted permanent residence status.
- Has been identified by the NSO/NSOD/NIN partner as a potential or current HP coach in their sport.
- Can demonstrate relevant experience in the sport for which they are nominated as either:
 - a former elite level athlete, current sport scientist or other related HP role, with intentions to become a career HP coach.
 - an existing coach in the NSO/NSOD pathway with demonstrated ability and intentions to become a career HP coach.
- Has a strong commitment to HP coaching as a continuing, or new career path.
- Has a demonstrated commitment to ongoing training and development (i.e. a life-long learner).
- Is willing to engage in all facets of the Gen 32 Program, hands on coaching, developing and implementing an ICDP, attending the AIS Learning Labs and other organised activities.

The nominated candidate should also:

- Have a current coaching accreditation, or is working towards accreditation, in the sport for which they have been nominated.
- Have a current Working with Children Check (relevant State).
- Agree to be bound by, and comply with, the Integrity policies of the ASC, NSO/NSOD and NIN partner (where applicable) and Code of Conduct, Code of Ethics and anti-doping policies.

- Have knowledge of and signed the 'Win Well Pledge'
- Have retired as an athlete from elite level competition. The Gen 32 Program is an intensive coach development program requiring significant time investment and the headspace for learning and growth. The considerable demands and conflict of being a HP athlete are likely to negatively impact progress in the program.
- Agree to discuss intentions to be employed in any work external to the Gen 32 Program, or undertake any additional study, with all stakeholders and indicate how this can be managed without detriment to Gen 32 coaching, professional development and other associated activities.

ii. Gen 32 Coach Work Environment

'Win Well' acknowledges the importance of success and rewarding HP, and it highlights wellbeing as the foundation of sustainable success. The Gen 32 coach work environment should be a safe, inclusive and thriving environment to optimise learning, growth and success.

The NSO/NSOD is to nominate a suitable HP program in which the Gen 32 coach can work. Suitable HP programs are typically those within the NIN, National Training Centres, and Centre of Excellence programs where HP athletes are training. The Gen 32 coach should be integrated into the program, becoming an active and contributing member of the coaching team and involved in all facets of the program in the course of their daily work. There should be opportunities for the Gen 32 coach to lead sessions, assistant coach and/or coach their own group of HP athletes.

If the Gen 32 coach is not working directly with National Team athletes, exposure to the National Team program and athletes is expected, through coach visits, camps or tours etc.

The overall program for the Gen 32 coach should be structured to prioritise learning and wellbeing, with a balance between direct coaching and dedicated time for reflection, planning, self and professional development initiatives that form part of the Gen 32 Program. There is general acknowledgement that coaches often work long and/or unusual hours but in efforts to maintain effectiveness and wellbeing, Gen 32 coach hours should not be excessive. Learnings from previous programs indicate that developing coaches often worked excessive hours, compromising their coaching, learning and growth. Gen 32 coaches will be expected to work flexible hours, including weekend work, competition and tours where applicable but average weekly hours should not regularly exceed the recommended working hours (37.5 hrs per week).

The NSO/NSOD/NIN partner is to provide access to a suitable workstation for the Gen 32 coach which includes a computer, internet access, appropriate software, mobile phone and access to a printer and other standard office equipment.

iii. Technical Coach(es)

A key component of the program is the mentoring and guidance provided by the Technical Coach to the Gen 32 coach. The Technical Coach should be a senior coach within the sport/program with considerable coaching and mentoring experience. The Technical Coach may be the program head or assistant coach, however the NSO/NSOD/NIN partner should give due consideration to the time requirement of an effective relationship, the access the Gen 32 coach will have to the proposed Technical Coach and the personalities of the coaches involved.

The Gen 32 coach candidate should be included in discussions regarding who might be an appropriate Technical Coach, as the relationship between the two will be critical to the success of the experience.



The Technical Coach may be provided opportunities to develop their mentoring knowledge and skills through access to AIS HP Coach Development program opportunities.

In addition to the Technical Coach, it is anticipated and expected that there will be a broader group of coaches, performance support personnel and others that will contribute to the learning environment of the Gen 32 coach and enhance and enrich the coaching experience.

Technical Coach responsibilities include:

- Assisting with the technical and tactical development of the Gen 32 coach. Supervising, providing regular feedback and guidance.
- Being a 'critical friend' to the Gen 32 coach, acting as a support and sounding board.
- Attending the program briefing of the Gen 32 coach into the Gen 32 Program.
- Assisting in the development of a two-year program for the Gen 32 coach, inclusive of the ICDP.
- Liaising with the AIS Coach Development Lead regarding Gen 32 coach progress and needs.
- Meeting with the AIS, and NSO/NSOD/NIN representatives to review and assess the Gen 32 coach's development and progress.
- Assisting the Gen 32 coach to build coaching and other HP networks.
- Providing opportunities for the Gen 32 coach to gain knowledge and experience in all facets of the program in the course of their daily work.

iv. NSO/NSOD/NIN Partner Representative

The NSO/NSOD/NIN partner need also appoint a representative to manage and administer the Gen 32 Program and be the single point of contact for the AIS Coach Development Leads in matters regarding the Gen 32 coach and program. In some organisations this may be the Performance Director, as line manager, and in others may be the Coach Development Manager, Performance Pathway Manager, Senior Coach or another suitable leader within the NSO/NSOD or NIN.

The NSO/NSOD/NIN partner representative responsibilities include:

- Managing and administering the Gen 32 Program in conjunction with the AIS and being the single point of contact at the NSO/NSOD/NIN partner for the AIS Coach Development Lead.
- Attending the program briefing.
- Assisting in the development and implementation of both the two-year program for the Gen 32 coach and the ICDP.
- Meeting with the AIS, line manager and Technical Coach to review and assess the Gen 32 coach's development and progress.
- Working with the Gen 32 coach to ensure that each component of the Gen 32 Program (practical experience, individual development, AIS Learning Labs, virtual community of practice) is undertaken and that all elements of the job description are fulfilled.
- Encouraging and supporting additional professional development opportunities outside those outlined in the ICDP.
- Introducing the Gen 32 coach to coaching, sport and other expertise when appropriate.
- Ensuring that the Gen 32 coach is not working excessive hours.

v. Line Manager

The Line Manager of the Gen 32 coach should have oversight of the coach's involvement in the Gen 32 Program and actively participate in the performance reviews of the coach. If the Line Manager is also the NSO/NSOD or NIN partner representative, refer to the additional responsibilities outlined above.

10. Gen 32 Coach Responsibilities

The major responsibilities and day to day work of the Gen 32 coach are to be outlined in the Job Description agreed between the NSO/NSOD, NIN partner, technical coach and the Gen 32 coach, submitted as part of the application for the Gen 32 Program.

It is anticipated that responsibilities include:

- Lead coaching, under the supervision of the Technical Coach.
- Assistant coaching with the Technical Coach.
- Observing and meeting with a variety of HP coaches within and outside their sport.
- Administration and management; an appropriate amount of administration and athlete/team management should be undertaken.
- Participation in program meetings; planning, budget, athlete selection, Performance Support meetings, team meetings etc.
- Professional development activities, including those identified in the ICDP and attendance at the AIS Learning Labs.
- Driving the development of the annual and professional development plans.
- Participation in regular update and review meetings involving the Technical Coach, NSO/NSOD, NIN and AIS representatives.
- Actively engage in and drive the Technical Coach/Gen 32 coach relationship and the relationships with the broader group of coaches and HP personnel providing guidance and knowledge throughout the program.
- Availability and willingness to travel locally, interstate or internationally as appropriate for coaching and development opportunities such as camps, tours, conferences etc

Gen 32 Program activities are to be incorporated into the recommended working hours of the Gen 32 coach; 37.5 hours per week. There is general recognition that coaches often work long and/or unusual hours but the hours for the Gen 32 coach should not be unreasonable or excessive. Gen 32 coaches will be expected to work flexible hours, including weekend work, competition and tours where applicable but average weekly hours should not regularly exceed the recommended working hours.

Leave entitlements will be the responsibility of the employer but it is recommended that 20 days paid annual leave per program year is made available. Leave should therefore be taken during the program period at time/s agreed with the technical coach and NSO/NSOD/NIN representatives.

11. Professional Development

Individual Coach Development Plan (ICDP)

A personalised professional development plan will be developed for each Gen 32 coach on consultation with the NSO/NSOD, NIN partner representative, Technical Coach and AIS Coach Development Lead. Central to the ICDP is an evaluation against the Australian HP Coach Development Framework, developed



by the AIS as an extension of the AIS Coach Profile. The evaluation is conducted on commencement of the program and an ICDP established early, providing direction and focus for development.

The ICDP is a live document that continues to evolve as the coach progresses, each change being agreed between the Gen 32 coach, Technical Coach, NSO/NSOD/NIN and the AIS Coach Development Lead. ICDP funding (capped) is available to support the agreed plan.

It is strongly encouraged that the Gen 32 coach work towards and achieve the next level of national or international coach accreditation in their respective sports within the program period.

AIS Learning Labs

The AIS Learning Labs are an important feature of the Gen 32 Program and are mandatory for Gen 32 coaches to attend. There are six labs within the two-year program. Each lab comprises 4 days where Gen 32 coaches are brought together to learn with and from each other, gaining valuable cross sport insights and broadening their coaching networks. The Australian HP Coach Development Framework informs the Learning Lab curriculum, with elements of the five domains of Self, Strategy, Performance, System and People being delivered and underpinning capabilities highlighted.

Learning Lab dates are listed in the Key Dates section. Gen 32 coaches should clear their calendars to ensure attendance. If there are extenuating circumstances that may prevent involvement in a lab, NSO/NSOD/NIN and Technical Coach acknowledgement and approval is required.

Learning Labs are complemented by monthly virtual group catch ups which are fundamental to connection and the sharing of experiences. These are also mandatory for the Gen 32 coaches to attend.

Additional Development Opportunities

In addition to the identified activities and initiatives within the ICDP, Gen 32 coaches are encouraged to seek and/or initiate additional professional development opportunities (where they can be appropriately incorporated into their schedule) as they present e.g. working with visiting coaches, attending workshops, visiting other HP programs etc.

12. Parental Support

In seeking diversity within the Gen 32 coach cohort, the program offers some flexibility with both full- and part-time positions along with access to Parental Support funding, assisting coaches to overcome some of the factors inhibiting entry into a career in high performance coaching. Parental Support funding (capped) may be accessed by coaches with children to assist with their attendance at the face-to-face components of the program, such as Learning Labs and identified ICDP activities where coaches may be required to travel and be away for short periods.

13. Monitoring Gen 32 Coach Progress

Gen 32 coach progress will be reviewed twice over the two-year period. Reviews will involve the Gen 32 coach, Technical Coach, line manager, AIS, and NSO/NSOD/NIN representative and will allow adjustments to be made to the program, ICDP or other areas as appropriate. Informal monitoring will occur in regular catch ups between the Gen 32 coach and the AIS Coach Development Lead.

At 12 months, continuation into the second year of the program is subject to a positive performance review.



14. Departure or Termination from the Program

The Gen 32 coach, after discussion with the NSO/NSOD/NIN partner and AIS, may leave the program by providing four weeks notice in writing to each organisation. In lieu of providing notice, the employer may pay the salary that would have been received had the position continued until that date.

A position in the Gen 32 Program may be terminated if the Gen 32 coach is found (after investigation) in breach of any of the following ASC, NIN partner, NSO/NSOD policies:

- Integrity policies.
- Code of Conduct/ Code of Ethics.
- Anti-doping policies.

The position may also be terminated if the Gen 32 coach:

- brings the Gen 32 Program and/or the NSO/NSOD, NIN partner or ASC/AIS into disrepute.
- does not commit to the requirements of the program.
- is not making satisfactory progress, as determined and agreed by the AIS Coach Development Lead, NSO/NSOD and NIN partner (where applicable).

The Gen 32 coach will be notified of the termination both in person and in writing.

In the event of early departure or termination, the AIS will invoice the employer (NIN partner or NSO/NSOD) for the unused funds provided for the Gen 32 coach salary. Any unused professional development funds will remain with the AIS.





Australian Government
Australian Sports Commission



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