



# for New NCCP Coaches

## What is the NCCP?

The NCCP is Canada's recognized National Coaching Certification Program. It was developed in 1974 to provide quality training and certification to Canada's coaches in more than 60 sports. The NCCP is moving towards a competency-based approach where coaches are:

- trained in NCCP outcomes relevant to the participants that they are coaching
- evaluated by demonstrating coaching outcomes to a specified standard

The core competencies of coaching are **valuing, interacting, leading, problem-solving, and critical thinking**. These competencies will be woven throughout all NCCP training and evaluation activities.

## How does the new program help me to become a better coach?

The new NCCP has been specifically designed to train coaches to be able to meet the needs of the specific participants/athletes they are working with. Coaches will participate in training opportunities that will enable them to return to their coaching environment with specific skills that can be implemented immediately. Coaches will learn to plan safe and effective practices, design meaningful season plans, teach appropriate sport skills to athletes, and many other important aspects of coaching. The true beneficiaries of the changes to the NCCP will ultimately be the participants, when their coaches are trained and certified based on the things they need to be able to do to best support those they coach.

## How do I know where I fit into the NCCP?

The type of training you will access will depend entirely on the type of participant/athlete you are working with or that you intend to work with. The new structure of the NCCP is based on the participants' needs, which are identified within streams and contexts. Please refer to the chart located at [www.coach.ca/e/nccp/competency/public/structure/index.htm](http://www.coach.ca/e/nccp/competency/public/structure/index.htm) for an overview of the new structure and contact your sport for specific details.

## What is the difference between "In Training", "Trained", and "Certified"?

"In Training" is a designation that coaches receive when they begin to access NCCP-approved workshops. Coaches will continue to be designated as "In Training" until they complete all workshops or training activities required to be a particular type of coach.

"Trained" is a designation that coaches receive when they have completed all required training activities to be a particular type of coach.

"Certified" is a designation that coaches receive when they have completed all required evaluation activities to be a particular type of coach.

After coaches access their first training or evaluation activity they will receive a CC # that will provide them with access to the NCCP Database so that they can view all of the requirements they have met and any remaining requirements to be any type of coach.

## How long will it take me to become trained or certified?

The length of training will depend on the type of coach you wish to become. For example, a Community Sport – Initiation coach will require approximately 8 hours to become "Trained". A Competition – Introduction coach will require approximately 8 to 10 days worth of training to become "Trained". The time commitment required for the evaluation for certification will vary from sport to sport and will depend upon the type of evaluation activities the coach is asked to complete. This could vary from 1 to 3 days worth of evaluation activities.

## How much will it cost for me to become trained or certified?

Each sport and province/territory determines their own fee structure for NCCP learning experiences. Contact your sport or your provincial or territorial coaching coordinator for more information.

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# for Current NCCP Coaches



## How does the new program help me to become a better coach?

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## I'm a Level 1 coach and want to become a Level 2 coach but I hear Theory 2 is no longer being offered. How do I become a Level 2 coach?

As of April 1, 2004, the new Competition – Introduction Part B multi-sport modules are taking the place of Level 2 Theory. You can access this workshop through your Provincial/Territorial Coaching Coordinator and then complete your Level 2 Technical and Level 2 Practical through your provincial/territorial sport organization to receive your Level 2 certification.

## I'm a Level 1 coach and have my Level 2 Theory and I just heard that my sport has changed the Technical and Practical components for Levels 1 and 2. What do I do?

Contact your sport to determine what training opportunities you will need to access to complete your certification. Your sport will direct you to upcoming training and evaluation activities that are taking the place of the former Level 2 Technical and Practical.

## I have heard that in 5 years I will lose my certification. Is that true?

In the new program, coaches will be required to continue to actively coach and to access professional development to ensure they maintain and/or update their skills, knowledge, and attitudes. When coaches become certified in the new program they will have to meet specific requirements, determined by each sport, over the course of 5 years, in order to maintain their certification. If coaches don't participate in required professional development activities, or don't remain actively coaching, they will be required to repeat the evaluation process to ensure that they still possess the necessary skills to effectively meet the needs of the athletes/participants they are working with or that they intend to work with. The five-year limitation is linked specifically to certification. Coaches will continue to possess credit for all training activities they have completed. Please note that five years is the minimum national standard for re-certification and some sports may require coaches to become re-certified more frequently.

## I am a Level 3 coach. I've heard that the NCCP is changing. Does that mean I have to take my certification all over again?

One of the important principles of the new program is the recognition of prior learning. You will not need to repeat all of your training. Each sport will handle this situation slightly differently but in general, coaches with previous training and experience will be able to move directly to the evaluation for certification component where they will be asked to demonstrate that they are able to complete the tasks that a coach is required to do in order to work with a particular type of athlete/participant.

## I want to become a Level 3 coach.

### Should I just wait until the new program is complete?

We encourage you to access all coach training and certification opportunities that are currently available to you. Your National Sport Federation (NSF) can provide you with a recommendation for your coach education pathway. The knowledge, skills, and attitudes that you develop in the old program will be beneficial in the new program and there will be opportunities to receive credit for them in the new program.

## My sport has certification requirements.

### How do I know what I need in the new program?

As sports complete the development of their new program, they will modify their certification requirements. Until then it is likely that certification requirements will remain status quo. For further verification, coaches should contact their sport.

## Why do I need to be evaluated to be certified now when I didn't before?

True certification in other occupations and professions is based upon an individual's ability to clearly demonstrate that he/she is capable of successfully doing what is required. In the old program, certification was almost entirely based upon a coach's participation in courses and the completion of a few assignments or practical coaching requirements. In the new program, coaches will be identified as "Trained" upon completion of these types of activities and will be identified as "Certified" when they have demonstrated that they are capable of integrating the skills, knowledge, and attitudes they have learned as part of their training into their specific coaching environment. In other words they have to demonstrate they can actually do what needs to be done to meet the needs of the participants/athletes they work versus just "knowing" what should be done.

## I coach two different sports. What do I do?

There will be crossover and transferability from one sport to another. Coaches will have the ability to request to be evaluated in areas where they have acquired prior learning through their training as a coach in another sport. In the sports where that type of situation is highly likely, there will be opportunities for the NSFs to work together to proactively cross-reference their programs and determine the transferability in the training environment.

## I coach different calibres of athletes. What do I do?

There will be some crossover and transferability between some contexts and therefore some opportunity to reduce redundancy. Coaches should focus the majority of their training and certification on the context in which they work most often or is the highest priority for the needs of their participants/athletes. Coaches will always have the opportunity to professionally develop in contexts other than the one that they predominantly work.

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## An Overview

# of the NCCP and the Transition to a Competency-based Approach to Coach Education and Training



Coaching  
Association  
of Canada



National  
Coaching  
Certification  
Program



## The National Coaching Certification Program (NCCP):

The NCCP provides quality training and certification to Canada's coaches in more than 60 sports. The program is moving towards a competency-based approach where coaches are:

- trained in NCCP outcomes relevant to the participants that they are coaching
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The core competencies of coaching are **valuing, interacting, leading, problem-solving, and critical thinking**. These competencies will be woven throughout all NCCP training and evaluation activities.

## Competency-based education and training:

Embarking upon a transition toward a competency-based approach to coach training and certification means that the NCCP is moving towards being a program based on coaching abilities. In contrast, the current NCCP places a significant emphasis on gaining information and knowledge. In other words, once the transition to a competency-based approach is complete, the NCCP will be a program that trains and certifies coaches based on proven abilities to "DO" certain things deemed important to meet the needs of the participants they coach. These changes will result in significant improvements to the NCCP.

## The new NCCP:

The new structure of the NCCP is designed to take into account the different types of coaches who contribute to the Canadian sport system and the environment or context in which they coach.

**COMMUNITY SPORT** stream  
(Initiation and Ongoing participation contexts)

**COMPETITION** stream  
(Introduction, Development, and High performance contexts)

**INSTRUCTION** stream  
(Beginners, Intermediate performers, and Advanced performers contexts)

The NCCP will provide context-relevant training geared towards the following outcomes, which will assist coaches to:

- make ethical decisions
- plan a practice
- design a basic sport program
- analyze performance
- provide support to athletes in training
- support the competitive experience
- manage a program.

The NCCP provides three stages of accreditation to coaches in the context in which they are working:

- IN TRAINING** coach has begun training, however some training still to occur
- TRAINED** coach has completed all required training activities for a particular context
- CERTIFIED** coach has successfully completed all required evaluation activities for a particular context

## Competition – Introduction (Comp-Int):

On April 1 2004, CAC launched Competition – Introduction, a series of multi-sport modules for coaches who train children or adolescents basic sport skills in a fun and safe environment and who are preparing them for local and/or regional competitions. These modules will replace the old Levels 1 and 2 Theory courses and are the first step towards a competency-based approach to coach education and training.

Competition – Introduction Part A and Part B training consists of one weekend for each part and is offered through Provincial or Territorial Coaching Coordinators (P/TCCs). For more information on training schedules go to [http://www.coach.ca/e/nccp/theory\\_sched.htm](http://www.coach.ca/e/nccp/theory_sched.htm). Competition – Introduction Part A and Part B training opportunities will augment sport-specific training opportunities that National Sport Federations (NSFs) offer in this context. Some NSFs may choose to integrate elements of Competition – Introduction Part A or Part B training into their sport-specific offerings. Check with your NSF for more information.

Coaches can become certified in the Competition – Introduction context through an evaluation process managed and coordinated by their NSF. As a minimum NCCP evaluation requirement, coaches will demonstrate, to a pre-defined standard, that they can:

- make ethical decisions,
- provide support to athletes in training, and
- demonstrate two additional coaching outcomes as designated by the NSF.

The NSF may add additional coaching outcomes to their evaluation requirements.

For more information on the evaluation process in the Competition – Introduction context, contact your national sport federation. For a list of all NSFs, go to <http://www.coach.ca/e/partners/nsf.htm>.

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