



# The South African **COACHING** FRAMEWORK

## **SUMMARY**



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*“An effective, cohesive,  
inclusive and ethical  
coaching system that  
promotes transformation  
and excellence in an active  
and winning nation.”*

From a historical context the South African Coaching Framework was created to mobilise coaching in support of the Government's drive to create an active and winning nation.

The formulation of the South African Coaching Framework 2010—2018 is a direct result of an inclusive process of consultation by SASCOC supported by the Department of Sport and Recreation South Africa (SRSA) and other key stakeholders.

Alongside the South African Sport for Life document (to be published October 2012), it will provide a key building block for a stronger South African sporting system.



## *What is the South African Coaching Framework?*

The South African Coaching Framework's vision is **to create an effective, inclusive, cohesive and ethical coaching system that promotes transformation and excellence in an active and winning nation.**

The Framework aims to provide skilled and qualified coaches to support the development of South Africans at all levels in sport. This will in turn unearth new talent, provide widened access to sport and further promote South Africa as a nation committed to mass participation and sporting excellence. The Framework will be focused on the needs of South African sport and will draw on international best practice.

This will be achieved through the development of core objectives, programmes and templates, with delivery being led by National Federations. NFs will be responsible for working with coaches and stakeholders at district, provincial, national and international levels.



The Framework's vision is supported by the following key features:

## VALUES

*The Framework will place front-line coaching and access; diversity; fair play; respect; commitment and passion as core values of sport coaching in South Africa.*

## GUIDING PRINCIPLES

*Framework will be guided by the principles of co-operation, participant centred, transference of knowledge and commitment to excellence.*

## FABRIC

*The fabric of the Framework is built on a strong foundation which recognises the significance of identity and affirms inclusiveness and the need for a positive, learning mindset. The Framework recognises social, cultural, geographic and sport diversity. The Framework is built on the pillars of System, Coaches and Impact supported by 12 building blocks, or specific areas of action. Clear models and delivery for Participant and Coach Development are seen as key stones of the South African sporting and coaching systems.*

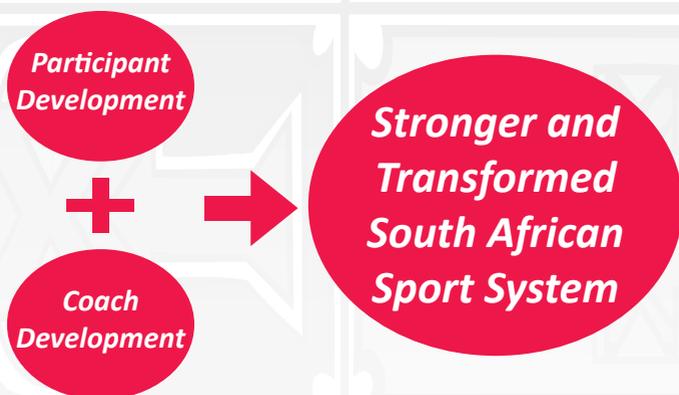
*Research and development will underpin implementation on an on-going basis. Close cooperation with suitably equipped and motivated Universities, colleges of further education and service providers is envisaged.*

## INVESTMENT AND IMPACT

*Investment will be required to implement the Framework in the following areas: employment and deployment of coaches, education and development of coaches, capacitating the National Federations, capacitating national, provincial, municipal and local organisations. The impact of the South African Coaching Framework will be measured on an on-going basis to ensure that all the elements focus on the quality and quantity of coaching as well as the extent to which sustainable structures are being developed to meet the needs of South African sport.*

*"A Fabric that provides firm foundations, pillars, building blocks and key milestones that can be tailored to the needs of each sporting code"*

## *Building Blocks of The Coaching Framework*



## *Why has the Framework been Introduced to South Africa?*

The answer is simply to develop a system and structures for coaching. The Framework will develop new coaching pathways and standards for all the South African sporting codes that will support the different stages of development, participation and excellence.

*"Pathways will be created for young coaches as well as support for coaches in their development at all levels."*



## ***When does the South African Coaching Framework roll-out?***

Three main phases have been identified to work towards the achievement of the vision of the South African Coaching framework:

### ***Phase One (Laying the Base) – 2010 - 2012***

A key focus has been to establish structures, sign-off the Framework and to harness existing or untapped resources, and to ensure that there is full alignment of available resources in coaching to the goals of the South African Coaching framework.

### ***Phase Two (Making an Impact) – 2010 - 2014***

This phase will see the concerted implementation of the Framework with an emphasis on recruiting and training coaches to reflect the social and demographic make-up of the country.

### ***Phase Three (Transforming the System) – 2014 - 2018***

The third phase will extend the implementation of the South African Coaching Framework to reach a wider number of National Federations and increasingly impact the work of coaches on the front line of sport right throughout the country. The ultimate objective will be the transformation of the South African coaching system, with a skilled volunteer and paid workforce, to meet mass participation, high performance and education goals.

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***VISION: “An effective, cohesive, inclusive and ethical coaching system that promotes transformation and excellence in an active and winning nation.”***

***PHASE 1***  
***Laying the Base***  
***2010 - 2012***

***PHASE 2***  
***Making an Impact***  
***2010 - 2014***

***PHASE 3***  
***Transforming the system***  
***2014 - 2018***

## *How will this impact current practicing coaches?*

The Framework proposed a new model of Long Term Coach Development that includes:

- Four roles which are: Assistant Coach; Coach; Senior Coach; Master Coach
- Recognition of 'pre-coaching' roles played by parents, athletes and others
- Recognition of volunteer; part-time paid and full-time paid roles
- Recognition of four coaching domains: Children, Participation; Performer Development (talent); High Performance
- Training of coach developers who will support the education and on-going development of coaches
- Establishment of systems of Recognition of Prior Learning
- Linkage to the National Qualifications Framework and CATHSSETA
- Code of Ethics and Good Practice for Coaches
- Minimum standards licensing and registration on a phased basis

## *How will new coaches get involved?*

Roll-out will be through National Federations, working with stakeholders at district, provincial and national levels. Existing and new coaches will be provided with education, development and recognition of prior learning opportunities on a phased basis. The first step will be the training of coach developers in 2012 and 2013 and these will progressively work to provide education and support to coaches. Regular up-dates will be provided through [www.sascoc.co.za](http://www.sascoc.co.za), the National Federations and at provincial and district level.



## Who is the driver of the process?

The South African Sports Confederation and Olympic Committee (SASCOC) will be responsible for the leading the implementation of the South African Coaching Framework. National Federations, working with district, provincial and national stakeholders will have responsibility for code specific implementation. The process will be coordinated through the establishment of the South African Coaching Commission in 2013. The Commission will oversee the direct implementation of the framework, through a number of sub-committees that will include; an national coaching standards group, a coaching children and youth group, high performance coaching and a coaches representative group. It is envisaged that by 2016 the Commission will be replaced by a new, legislatively backed, structure i.e. the South African Sport Coaching Council.



For more information visit  
[www.sascoc.co.za](http://www.sascoc.co.za)



sport & recreation  
Department:  
Sport and Recreation South Africa  
REPUBLIC OF SOUTH AFRICA

### UPCOMING EVENTS

- SASCOC COACHING CONFERENCE - NOVEMBER 2012
- GLOBAL COACHING CONFERENCE - 2013
- SOUTH AFRICAN SPORTS FOR LIFE LAUNCH - OCTOBER 2012
- LTPD 2ND WAVE LAUNCH OF MODELS - 2012
- CAPACITY DEVELOPER PROGRAMME - 2012
- PROVINCIAL ROAD SHOWS - JUNE - JULY 2012

Contact SASCOC if you have any queries.

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[www.sascoc.co.za](http://www.sascoc.co.za)

