



COACH DEVELOPMENT STRATEGY

Cycling BC believes that all British Columbians should have equal opportunity to pursue coach training and demonstrate their competency through an evaluative process.

Cycling BC's coach development strategy aligns with the Coaches Association of Canada, The National Coaches Certification Program and Cycling Canada and includes various programs designed to help coaches accumulate skills and experience that build confidence and create safe, and effective learning environments.

Over the past 3 years, Cycling BC has facilitated numerous coach training sessions geared to increasing the safety and professionalism of BC's coaching community. Going forward, we are now implementing a multi-year initiative that tackles what we see as the largest challenges facing coach development in the sport, including:

- Understanding the NCCP and coaching course selection
- Transitioning coaches from NCCP 'Trained' to NCCP 'Certified' status
- Learning Facilitator (LF) availability
- Coach Evaluators (CE) availability
- Master Coach Developers (MCD) availability
- Limited facility for the community members to find a qualified coach

To address these challenges and to help coaches reach cycling community, pursue NCCP certification, and to build a Coach Developer team that promotes long-term sustainability, Cycling BC is proposing the following initiatives for 2019:

- The development of a comprehensive Coach Database
- Implementation of a Coach Mentorship Program, supporting coaches towards certification

The key performance indicators of success will include the number of coaches trained and certified, the quantity and diversity of our coach developer team and the number of youth cycling clubs led by NCCP trained and certified coaches.

The following section outlines Cycling BC's coach development programs in detail, followed by endnotes with greater detail and an appendix that includes various tables that compare each of the initiatives.

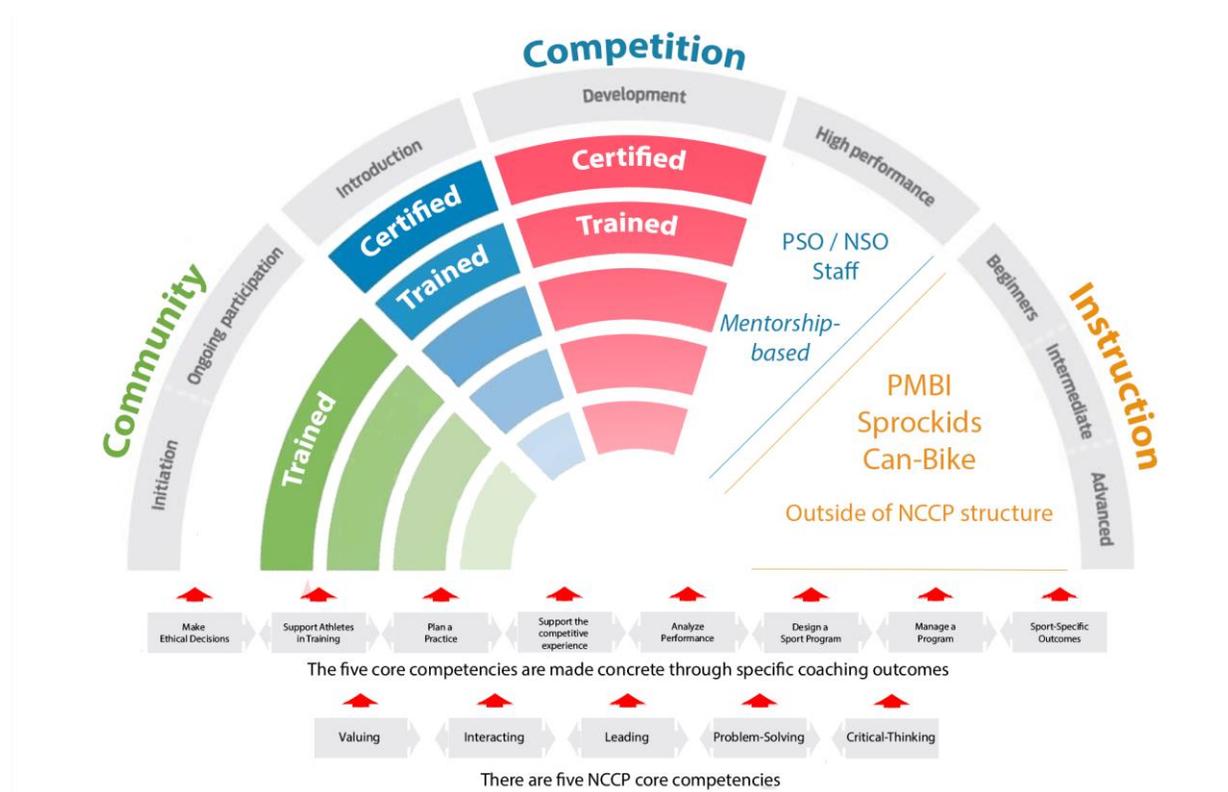
Cycling BC Coach Development Initiatives 2019

National Coaches Certification Program

The NCCP is a competency-based program with three (3) streams (Community, Competition, Instruction), founded on five (5) core competencies and made concrete by seven (7) coaching outcomes.

ⁱThe NCCP coach development pathway for cycling coaches includes both Community and Competition streams. ⁱⁱ

The Community stream is designed for coaches working with participants in the LTADⁱⁱⁱ Active Start, FUNdamentals ([Community Initiation](#)) or Active for Life stage ([On-going Participation](#)) ^{iv}. There is no certification at the conclusion of the community stream coaching courses, however Cycling BC is exploring a short written, multiple-choice exam that new coaches would complete at the end of the Community Initiation course to aid in evaluating comprehension and coach confidence. ^v



The Competition stream is designed for coaches working with participants in the LTAD Learn to Train, Train to Train stage ([Competition Introduction](#)) and stages Learn to Compete and Train to Compete ([Competition Development](#)).^{vi} Coaches who complete all NCCP and multi-sport modules are deemed 'Trained' and can seek certification through the submission of a portfolio.^{vii} Cycling BC is responsible for facilitating Community Initiation and Competition Introduction courses. Courses are scheduled by the NCCP Liaison and are typically delivered during the winter & spring.

Finding the right coach is important to a fun and healthy pursuit of cycling. Cycling BC is dedicated to increasing the number of coaches who achieve certification and to providing tools to Cycling BC members searching for a coach. The following services and resources are currently in development:

Ride Leader Training

In 2019, Cycling BC is working with various stakeholders to create a 1-day module specific to adult cycling club ride leaders. This new module will be scheduled under the Community "On-going Participation" stream. This course will include a 4-hour indoor module and a 4-hour outdoor module covering safety, ride planning and basic group ride leadership.^{viii}

Database

Cycling BC has published a Coach Database to help athletes and community members find qualified coaches in their area. To be included in the database, Coaches must hold a current Cycling BC licence and register for the database through the registration portal at cyclingbc.net/coachreg. A current criminal record check is also required. Coaches registered in the database will receive NCCP course discounts (25% off) and may apply to the Coach Mentorship Program.^{ix}

Mentorship

Cycling BC's coach mentorship program offers a limited number of coaches the opportunity to work with a Certified Coach and Trained Master Coach Developer to help them reach their coaching goals. Successful applicants will connect with a mentor on a monthly basis to work towards self-selected annual goals including certification, leading a project, or creating a new program in their area.^x

The Cycling BC coach mentorship program is available to Cycling BC Coach Database members in good standing for \$200 per year. Applications open Dec 15th, and successful applicants will be notified by January 15th.^{xi} There is a \$5 application fee.

Database+

Certified NCCP coaches registered with the Coaches Association of Canada (CAC) will receive special recognition on Cycling BC's coach database. This provides Cycling BC and our members assurance that coaches have been verified by a third party and hold an updated Criminal Record Check. The Database+ designation is available to Cycling BC Coach Database members who achieve CAC Registered Coach status, at no extra charge.^{xii}

HP Summit

Cycling BC's annual professional development conference, The High-Performance Summit, brings together stakeholders from all aspects of the cycling community: athletes, coaches, commissaries, organizers, parents and club ride leaders for development opportunities led by industry professionals. The coaching content covered is specific to cyclists working with participants in the Train-to-Train and beyond LTAD stage. All Cycling BC members can access this event at discounted rates and certified coaches receive 3 professional development credits.

iRide Staff Apprenticeship

Introducing children to cycling in a fun and safe environment is the key of iRide, Cycling BC's youth cycling program. To help new iRide staff become acquainted with our philosophy, curriculum, and games, the iRide Apprenticeship includes 2-days of NCCP training, and 6-9 days of training with the iRide Regional Coordinator/Head Coach or a Cycling BC Coach Developer at a school program. To complete this apprenticeship, iRide coaches must complete a written exam and attend a 1-day First Aid course.

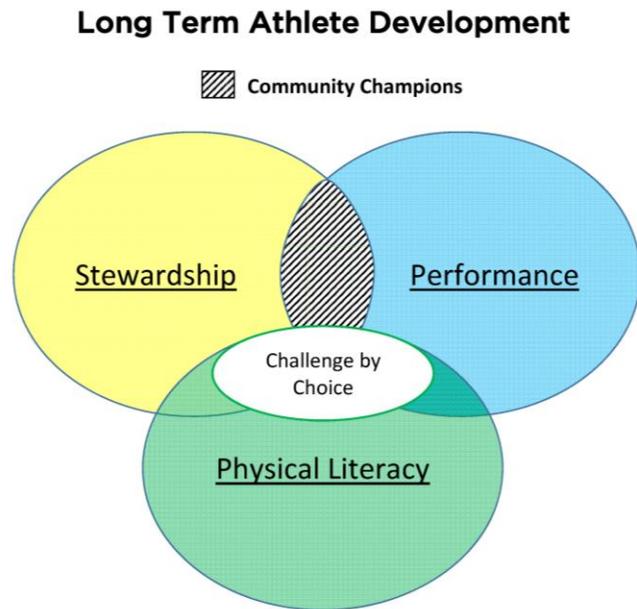
iRide Development Grants

iRide Sprockids is an initiative that helps community champions provide 4-8 week after-school programming for young cyclists not yet ready to try a youth club activity. iRide Development Grants are available to Cycling BC members each year and provide heavy discounts on NCCP and Sprockids training, as well as access to a backpack, insurance and administrative support. This

program creates opportunities for school teachers who wish to create a school bike club, community champions who wish to offer a program through a community center or public park, and volunteer/work experience opportunities for junior cyclists aged 14-19 years old. ^{xiii}

iRide Leadership Program

The iRide Leadership program is designed to provide young riders who are still participating in youth club activities the opportunity to give back to their sport and accumulate volunteer hours or work experience. This program includes either a 5-day summer camp or 2-day weekend camp for ages 14-19 and helps participants gain the skills and abilities they need to instruct at an iRide program in the future. Upon completion, graduates under 16 can accumulate volunteer hours and those 16 or over can gain work experience under the supervision of a Cycling BC member aged 19 or over. This camp is typically offered during the last week of August in the Vancouver area but is open to alternating between the Mainland and Vancouver Island. Youth club coaches or after-school leaders who wish to nominate a local youth to attend can do so by contacting the iRide Provincial Manager via email at iride@cyclingbc.net. ^{xiv}



Coach Developer Program

Cycling BC aims to create a diverse team of 10 Learning Facilitators and 10 Coach Evaluators across the province by 2022. To achieve this goal, Cycling BC is nominating and training interested coaches who carry 'Certified' status in 1 NCCP stream with the help of viaSport and a Cycling Canada-certified Master Coach Developer. ^{xv}

The goal of this initiative is to ensure our coaches and coach developers are professional and feel confident in their ability to deliver programs in accordance with guidelines set forth by the Coaches Association of Canada, Cycling Canada and the National Coaches Certification Program. ^{xvi}

Non-NCCP Training Programs

Various non-NCCP cycling instructor programs are also available in Canada and include the Professional Mountain Bike Instructors Association (PMBIA) certification, Can-Bike and Sprockids modules.

PMBIA: The [PMBI Level 1 instructors course](#) provides new instructors with the technical skills and teaching abilities required to help riders enjoy green and blue mountain bike trails. The course is structured around instruction, not coaching and the distinction should be recognized.^{xvii} The 3-day course costs \$600 and requests First Aid training is complete prior to enrollment. Cycling BC recommends coaches working with club-level mountain bike athletes in the Train to Train LTAD stage, pursue their PMBI Level 1 certification in addition to their NCCP Competition Introduction certification.^{xviii}

CAN-Bike: Cycling Canada's road safety learn-to-ride program, [Can-Bike](#), provides training and certification for road users who ride in a recreational setting or for work purposes. Course materials range from basic skills to safe commuting.

Sprockids: An 8-week mountain bike skills progression program that provides teachers and community leaders with examples and games to help bring cycling skills to life. Since 2017, Cycling BC's iRide program has partnered with Sprockids to provide a 2nd day of training for our after-school leaders. Learn more about [Sprockids](#).

To explore other programs in British Columbia, please visit bikesense.bc.ca

Getting Started

Cycling BC is proud to work with Cycling Canada, the NCCP and the Coaches Association of Canada to help empower British Columbians with the ability to create meaningful change in the sport of cycling.

To learn more about our various Coach Developer services and resources, please visit cyclingbc.net/coaching. To take the next step in becoming a cycling coach or coach developer, please contact Cycling BC's NCCP Liaison, Ben Chaddock, via email coaching@cyclingbc.net.

End Notes

i **NCCP Overview:** The National Coaches Certification Program (NCCP) is delivered in British Columbia in partnership with the government of Canada, the government of British Columbia, viaSport and Cycling BC.

ii **NCCP Contexts:** Similar to most sports, the NCCP coach development pathway for cycling includes two of the three streams, Community and Competition. The instruction stream was not developed by Cycling Canada due to existing programs, like Can-Bike, Sprockids and the PMBI.

iii **Long-Term Athlete Development:** The NCCP streams and context are specific to participants of various stages of the LTAD.

				Community		Competition		
				Initiation	Participation	Intro.	Dev.	HP.
LTAD	Ages	Yrs In Sport						
Active for Life:		Recreation		√	√			
High-Performance	Train to Win:	23-25+	10+ Yrs					√
	Learn to Win:	19-23	8+ Yrs					√
	Train to Compete	17-21	6+ Yrs				√	
	Learn to Compete:	15-18	4-8 Yrs				√	
Youth Club	Train to Train:	11 -16	3-6 Yrs			√		
	Learn to Train:	8-12	1-5 Yrs			√		
iRide	FUNDamentals:	6-9	0-3 Yrs	√				
	Active Start:	0-6	0 Yrs	√				

iv **NCCP Community:** More specifically, this includes children aged 3-9 or adults participating in recreational cycling club activities.

v **NCCP Community:** This exam is currently in beta for 2019 and will be subject to Cycling Canada approval before official use in future years.

vi **NCCP Competition:** More specifically, the Competition Introduction stream includes coaches working with children in a club environment, aged 9-12 and 12-16 respectively; whereas the Competition Development stream focuses on age 16-21 and provides coach training specific to national level competition.

vii **Trained vs. Certified status:** Trained Vs. Certified: The NCCP model distinguishes between training and certification. Coaches participate in training modules to acquire or refine their skills and knowledge in a particular coaching context (i.e. Competition-Introduction). Once completed, coaches are considered "trained".

Achieving "certified" status requires coaches to demonstrate abilities to perform within that context in areas such as program design, practice planning, performance analysis, program management, ethical coaching, support to participants during training, and support to participants in competition. Competition-Introduction certification includes written submissions and exams, whereas the Competition-Development certification also includes on-site evaluations.

	Community		Competition	
	Initiation	Participation	Introduction	Development
Certified			<ul style="list-style-type: none"> MED Online (1hr) Portfolio Online Exam 	<ul style="list-style-type: none"> MED online (1hr) Portfolio/Online Exam Training Eval. Competition Eval.
Trained	<ul style="list-style-type: none"> Basic Cycling Skills (8hr) 	<ul style="list-style-type: none"> Ride Leader Module B (4hr) 	<ul style="list-style-type: none"> Training to Race (14hr) 2x Skill & Tactics (2x7hr) 	<ul style="list-style-type: none"> Multi-Sport Modules (6 courses)
In-Train	<ul style="list-style-type: none"> Community Initiation (5hr) 	<ul style="list-style-type: none"> Ride Leader Module A (4hr) 	<ul style="list-style-type: none"> Training Basics (14hr) Basic Cycling Skills (8hr) 	<ul style="list-style-type: none"> Performance Workshop (2.5days)

viii **Ride Leaders:** For indoor cycling instructors, the Competition Introduction certification provides an excellent credential. For outdoor road riding leaders, the Competition Introduction: Road Skills & Tactics module is suggested. In addition, ride leaders can pursue [CAN-BIKE](#) training (Vancouver & Okanagan) or equivalent road safety skills through local providers like [HUB Cycling](#) in Downtown Vancouver.

ix **Database:** To get started, register via the NCCP coach portal (cyclingbc.net/coachreg). Complete your application by submitting a Criminal Backcheck via email to coaching@cyclingbc.net. If you wish, you can request that Cycling BC conducts a check on your

behalf during your application for an additional \$50 charge (2-3 wk turn-around). A discount code for NCCP course registration will be issued within 5 business days.

x **Mentorship:** Mentees can access NCCP training for 35% off (typically \$50 per course), travel grants to attend courses (max. \$200 annually) and apply to complete NCCP courses on a distance-education basis with support from the Cycling BC NCCP Liaison. Distance education courses will be offered at \$85 per course due to the additional time required to debrief with participants via telephone.

xi **Mentorship:** Upon successful entry, the remaining balance may be paid either in a lump sum of \$195, due Jan 15th, or 4 equal payments of \$49 (due Jan 15, Apr 15, Jul 15, Oct 15).

xii **Database+:** To get started, coaches must achieve certification status in 1 NCCP stream (Comp-Intro or Comp-Dev) and use their Locker account at coach.ca to apply for “Registered Coach” status. A fee of \$100 is required and is paid directly to the CAC. The application requires 2 references, a criminal background check and a copy of higher-education diploma or work CV. Successful applicants will be notified within 2-4 weeks and remain in good standing as long as a new backcheck is provided every 2 years. To register, submit a Criminal Backcheck no more than six months old, or request Cycling BC conducts the check for you on your behalf (additional \$50 fee). Once completed, please notify Cycling BC’s NCCP Liaison and your database account will be updated. Please indicate your intention to pursue CAC Registration and receive Database+ recognition through our coach portal at cyclingbc.net/coachreg. This will help the Cycling BC NCCP Liaison best prepare for your reference request.

xiii **iRide Development Grants:** Grants open each year on October 15th and are available on a first-come, first-serve basis. To learn more, please visit cyclingbc.net/iride-sprockids.

xiv **iRide Leadership:** Travel grants are available to help outstanding community champions in your area attend this camp.

xv **Coach Developers:** Cycling BC’s current NCCP Liaison, Ben Chaddock, is completing his training as a Coach Evaluator and Master Coach Developer in early 2019 and will take on the role of certifying new LF’s and training new CE’s through the 2019 season.

xvi **Coach Developers:** Our current lack of Coach Evaluators is not exclusive to our sport and the CAC recognizes that CE development has not been a priority over the past ten years, as Canadian sports updated their coach training systems to the new NCCP system. Instead, the CAC and Canadian sport bodies have focused on facilitating courses and helping their coaches achieve fully “Trained” status. Over the coming years, building CE depth will be a growing focus across many Canadian sport bodies and Cycling BC has an opportunity to lead the way with the help of our coaches and membership.

xvii 4 **Types of Athlete Support:** There are four categories of support for athletes: Instructors, Trainers, Coaches and Mentors. Learn more at Cycling BC’s coach resource webpage.

xviii **PMBIA Instructors Certification:** Cycling BC recommends coaches working with club-level mountain bike athletes in the Train to Train LTAD stage, pursue their PMBI Level 1 certification in addition to their NCCP Competition Introduction certification.

Appendix A: Program Summary

Programs (in order of accessibility)	Public Price (\$)	Cycling BC Member	Coach Database	Coach Mentorship
Database		\$0		
Mentorship				
Application			\$5	
Annual Fee				\$195
NCCP Training (Distance Ed.)				√
Database+			\$0	
Request CRC via Cycling BC		\$50		
HP Summit	\$100	\$50	\$50	\$50
NCCP Course (\$/day)	\$95	\$85	\$65	\$50

Cycling BC Coaching Staff and Members:

All Cycling BC program leaders, including Cycling BC contracted coaches and iRide Sprockids leaders must undergo a Criminal Record Check (including a Vulnerable Sector Check). Adult club ride leaders are subject to the guidelines set forth by Cycling BC when leading insured club group activities. These expectations include compliance with the NCCP code of ethics and to uphold a duty of care as the trained event leader. Further requirements may be enforced as per the policies of the participating club.

Cycling BC Youth Coaches:

Cycling BC is reviewing our guidelines and incentives for youth club coach qualifications throughout 2019. At this time, Cycling BC suggests the youth clubs are coached by NCCP trained coaches with a clear criminal background check. For coaches who wish to pursue “Certified” status, Cycling BC suggests coaches pursue the Competition Introduction stream.

Appendix B: Guidelines for Coaches

Program Level	Head	Assistant	Cycling BC Staff?
iRide Sprockids	Initiation: Trained (2) *	Initiation: In-Training (1)	
Adult Club Ride Leader	Participation: Trained (1)	n/a	

iRide (School / Camp)	Comp-Intro: Trained (5)	Initiation: Trained (2)	Yes
Youth Club	Comp-Intro: Certified (6)	Comp-Intro: In-Training (3)	
High Performance	Comp-Dev: Trained (9)	Comp-Dev: In-Training or Comp-Intro: Certified (6)	Yes
Canada Games	Comp-Dev: Certified (12)		
Coach Developer	Comp-Dev: Certified (12) or Comp-Intro: Certified (6)		Yes

* (#) denotes the number of NCCP coaching course days are included in this credential. Coaches can challenge a NCCP certification by contacting Cycling BC's NCCP Liaison and completing the evaluative process.

Appendix C: Cycling Canada NCCP Graphics



CyclingCANADACyclisme

DEVELOPING CHAMPIONS *Where do you fit in?*

CYCLING CANADA NCCP COACHING PATHWAYS

Let's Ride! COMMUNITY INITIATION

As a coach, I want to increase participation and encourage athletes to have fun while learning fundamental skills



IN-TRAINING
Let's Ride! Community Initiation

TRAINED
Let's Ride! Community Initiation
Basic Cycling Skills

Ready to Race! INTRODUCTION TO COMPETITION

As a coach, I am preparing athletes (building fitness, refining skills) and introducing them to racing



IN-TRAINING
Basic Cycling Skills
Training Basics

TRAINED
Training to Race
Skills and Tactics (one discipline)
Skills and Tactics (Second discipline)

CERTIFIED
Make Ethical Decisions
Online Evaluation- Comp Int
Coach Portfolio
Online Evaluation (two disciplines)

Performance Cycling COMPETITION DEVELOPMENT

As a coach, I support provincial and national level athletes by helping them reaching their performance goals



IN-TRAINING
Analyzing Performance
Performance Planning
Managing a Program

TRAINED
Coaching & Leading Effectively
Developing Athletic Abilities
Managing Conflict
Prevention and Recovery
Leading Drug Free Sport + CAC online evaluation
Psychology of Performance

CERTIFIED
Make Ethical Decisions
Online Evaluation- Comp Dev
Plan a Project (online)
Managing a Program (online)
Coach Portfolio
Eval #1: Training Camp Project
Eval #2: Competition Project

www.cyclingcanada.ca

Reach higher! Become a trained coach.
Start on your pathway to certification today.

