

NCCP Training and Certification

NCCP – The 1, 3, 5, 7 Definition

1 National
Program

One Program: National Coach Certification Program (NCCP) across all sports, contexts, provinces and territories.

National Coaching Certification Program (NCCP)



3 Streams

Three streams based on age and stage of athlete development:

Community, Competition, Instruction



5 Core
Competencies

Five core competencies woven into all NCCP training:

Valuing, Interacting, Critical Thinking, Problem Solving, Leading



7 Outcomes

Seven NCCP outcomes that coaches are evaluated within the competency-based education program:

Make Ethical Decisions, Plan a Practice, Support Athletes in Training, Analyze Performance, Support Athletes in Competition, Design a Sport Program, Manage a Sport Program

The NCCP Model



National Coaching Certification Program

The Goal: Coaches who can demonstrate their competence



The five core competencies are made concrete through specific coaching outcomes



There are five NCCP core competencies

*Certification is valid for no longer than 5 years and professional development is required to maintain certification.

COACH CERTIFICATION

The National Coaching Certification Program certifies coaches who have demonstrated their ability to apply critically important competencies to coaching situations relevant to the stage of athletes they coach. This means that coaches must not only know about coaching but be able to demonstrate their ability to apply this knowledge in the coaching situation.

Coaches can be trained in any of the following eight coaching contexts, which are specific to the type of athlete they are working with, and can progress through to a "Master Coach" level in any context.

COMMUNITY SPORT

The **Community Sport – Initiation** context focuses on participants who are being introduced to a sport. In many sports this is very young children participating in the sport for the first time. In a few sports, initiation into the sport can occur with youth or adults. Participants get involved to meet new friends, have fun, and to learn a new activity. The role of the coach is to ensure a fun and safe environment and to teach the development of some of the "Fundamentals" stage skills and abilities for participants.

The **Community Sport – Ongoing participation** context is typically for either youth participating in a recreational environment, or masters participants participating for recreation, fitness, and socialization reasons. The participants are in the Active for Life stage of long-term athlete development. The role of the coach is to encourage participants to continue their involvement in the sport.

COMPETITION

The **Competition – Introduction** context is designed for coaches of athletes moving from the Fundamentals to the Learn to Train and Train to Train stages of long-term athlete development.

The **Competition – Development** context is designed for coaches of athletes ranging from the Train to Train to the Train to Compete stages of long-term athlete development.

The **Competition – High performance** context is typically reserved for coaches of athletes in the Train to Win stage of long-term athlete development although there is the possibility of some phasing in of a Train to Compete athlete into the High Performance level because of the fluidity of the stages of long-term athlete development. Coaches in this context require specific skills and abilities in order to meet the needs of their athletes.

INSTRUCTION

Instructors in the **Instruction – Beginners** context are usually working with participants who are experiencing the sport for the first time through a series of lessons. Typically there's no formalized competition at this level — it's strictly about skill development and there is a short timeframe of interaction between the instructor and the participant.

Instructors in the **Instruction – Intermediate performers** and **Instruction – Advanced performers** contexts are very specialized and are specifically there to assist athletes crossing over from competitive sport to gain enhanced skills, and in some cases, tactical development specific to their sport.

Who is the NCCP?

You are!



The graphic features a large stylized flame on the left. At the top right are the National Coaching Certification Program logo and the coach.ca logo with the tagline 'REACH HIGHER'. Below these is a red banner with the text 'PARTNERS IN COACH EDUCATION'. Underneath the banner is a paragraph: 'The National Coaching Certification Program is a collaborative program of the Government of Canada, provincial/territorial governments, national/provincial/territorial sport organizations, and the Coaching Association of Canada.' At the bottom, there is a grid of logos for various Canadian provinces and territories: Alberta Sport Connection, British Columbia, Sport Manitoba, Newfoundland Labrador, New Brunswick Canada, Sport North Federation, Nova Scotia, Nunavut, Ontario, Prince Edward Island Canada, Health and Wellness, Québec, Coaches Association of Saskatchewan, and Yukon Community Services Sport and Recreation Branch.

 National
Coaching
Certification
Program

coach.ca
REACH HIGHER

**PARTNERS IN
COACH EDUCATION**

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ALBERTA
SPORT
Connection

BRITISH
COLUMBIA

Sport
MANITOBA

Newfoundland
Labrador

New
Brunswick
CANADA

SPORT NORTH
FEDERATION

NOVA SCOTIA

Nunavut

Ontario

Prince
Edward
Island
CANADA

Health and
Wellness

Québec

CAS
COACHES
ASSOCIATION OF
SASKATCHEWAN

Yukon
Community Services
Sport and Recreation Branch

What does *Competency Based* actually mean?

- The NCCP is a **competency-based program** based on coaching abilities, meaning the NCCP is a program that certifies coaches based on proven abilities to “**DO**” certain things deemed important to meet the needs of the participants they coach.
- The NCCP is competency based, and as a result certification is based upon what a coach is **able to demonstrate**, not the **training** they may or may not have undergone.
- Evaluation must include the entire **evaluation process** for the context in which the coach is being certified (including online multi-sport evaluations). This ensures the coach is able to **demonstrate the required competencies** for the context.
- Coaches do not receive credit for “**training**” **modules** that they do not complete, but will be able to achieve “**certified**” **status** upon a successful evaluation. This only applies in contexts where certified status is available to coaches.
- There is no such thing as “**equivalency**”. This respects and recognizes current **coaching competence**, which includes Canadian coaches with significant coaching experience or related background, and foreign coaches with approved training and certification.

All about Certification... True or False!

1. To become certified, all coaches must engage in the evaluation process. **T / F**
2. Coaches can gain equivalencies if they have kinesiology degrees or were former national team members. **T / F**
3. Certification requirements are the same province to province (or territory). **T / F**
4. Coach evaluations must be performed by a certified Coach Evaluator. **T / F**
5. Coaches must complete the online evaluation for Make Ethical Decisions to become certified. **T / F**
6. A coach must complete the NCCP training before becoming certified. **T / F**
7. The observation component of the evaluation may be done with a video submission. **T / F**
8. Professional Development points can be collected only after the coach has achieved a status (in the majority of sports and contexts, this is certified). **T / F**
9. A coach must be 'trained' or 'certified' in one context before beginning training in another (eg. coach must be trained in the community stream before beginning Competition Introduction). **T / F**
10. A coach who was trained in the 'old' NCCP (eg. Level 2), will no longer have a certification and must begin all over again. **T / F**

Training and Certification

<http://coach.ca/trained-vs-certified-s16468>

- The NCCP model distinguishes between **training** and **certification**.
- Coaches can participate in **training** opportunities to acquire or refine the skills and knowledge required for a particular context as defined by the sport and be considered "**trained**".
 - To become "**certified**" in a context, coaches must be **evaluated** on their demonstrated ability to perform within that context.
 - **Certified** coaches enjoy the credibility of the sporting community and of the athletes they coach because they have been **observed** and **evaluated** "doing" what is required of them as a **competent** coach in their sport.
 - Statues are achieved upon successful completion of training. NCCP coaches are described as follows:
 - **In Training** – have completed some of the required **training module(s)** for a context
 - **Trained** – have completed all required **training module(s)** for a context;
 - **Certified** – have completed all **evaluation module(s)** for a context.

Key Principles

- The NCCP is a competency based system. Successful **evaluation** that leads to **certification** proves knowledge.
 - E.g. Someone may know a lot about hockey, but that doesn't mean they can play it. It also doesn't mean they can coach it.
- The purpose of **training**, is to prepare to be **evaluated**, to get **certified**.
 - E.g. Would you take drivers training without the intention of getting a license?.
- You can't **maintain your certification** (professional development) unless you are **certified** – you need something to maintain.*
- The term "**Qualified**" is a general term that can refer to any status (In-Training, Trained, Certified) depending on what a coach is required to do.
- Example, for the *National Tiddlywinks Championships*:
 - Assistant Coaches required to be Comp-Dev **Trained**
 - Head Coaches are required to be Comp-Dev **Certified**.
 - In both cases, if coach achieves the required **status** for their role they are considered **Qualified**.

*Some sports require maintenance of certification for Trained Status.

How do we get more coaches certified?

1. Ensure coaches understand the value of certification and why they need to get certified.
2. Front-end load training with evaluation information.
3. Post the evaluation package online.
4. Build the cost of evaluation into workshop fees.
5. Legislate certification throughout coach pathway.
6. Celebrate and recognize coaches who are certified.
- 7.

How do we get more coaches certified?

1. Ensure coaches understand the value of certification and why they need to get certified.

Community stream

Coach Name	Ages	LTAD Stage	Context	IN TRAINING	TRAINED
				Content	Content
Elementary Volleyball Leader (NCCP Community-Sport)	6 to 12	Fundamentals Learn to Train	Elementary School & Club	Elementary Volleyball eLearning	Make Ethical Decisions (MED) MED Online Evaluation

**NCCP
Coaching
Streams**



Development stream

Term	Ages	LTAD Stage	Context	IN TRAINING	TRAINED	CERTIFIED
				Content	Content	Evaluation
Development Coach (NCCP Competition-Introduction)	13 to 16	Train to Train	High School & Club	Volleyball eLearning	Dev Coach Workshop Make Ethical Decisions Planning a Practice Nutrition	1. MED (Comp-Int) 2. Making Head Way 3. Error Detection & Correction (Basic Skills) 4. Plan a Practice submission 5. Support to Athletes in Training
ADV Development Coach (NCCP Competition-Introduction)	17 to 18	Learn to Compete			ADV Dev Coach Workshop Make Ethical Decisions Planning a Practice Nutrition Design a Basic Sport Program Basic Mental Skills	1. MED (Comp-Int) 2. Making Head Way 3. Error Detection & Correction (Basic & Intermediate Skills) 4. Design a Basic Sport Program submission 5. Support to Athletes in Training

Performance stream

Term	Ages	LTAD Stage	Context	IN TRAINING	TRAINED	CERTIFIED
				Content	Content	Evaluation
Performance Coach (NCCP Competition-Development)	18 to 22	Train to Compete	Post-Secondary & Professional	Volleyball eLearning	Managing Conflict Leading Drug Free Sport Psychology of Performance Coaching & Leading Effectively Prevention and Recovery Developing Athletic Abilities Performance Planning Manage a Sport Program ADV Planning a Practice Performance Coach Workshop	1. MED (Comp-Dev) 2. Managing Conflict 3. Leading Drug Free Sport 4. Error Detection & Correction (Basic & Intermediate Skills) 5. Portfolio 6. Support to Athletes in Training
ADV Performance Coach (NCCP Comp-Dev ADV Gradation)	19+	Learn to Win				Certificate in HP Coaching and Technical Leadership, leading to Advanced Coaching Diploma
High Performance Coach (NCCP Comp-Dev High Performance)	19+	Train to Win	National Team		Certificate in HP Coaching and Technical Leadership, leading to Advanced Coaching Diploma	UBC or Laval Master's Degree in High Performance Coaching and Technical Leadership

How do we get more coaches certified?

2. Front-end load training with evaluation information.

In-Training		Status: Trained	Evaluation		Status: Certified	Professional Development		Maintenance of Certification: 30 points / 5 years
Multi-Sport	Sport-Specific		Multi-Sport	Sport-Specific		Multi-Sport	Sport-Specific	
Modules: Managing Conflict Coaching and Leading Effectively Psychology of Performance Leading Drug-free Sport	Modules: Wheelchair Rugby Analyze Technical and Tactical Performance Wheelchair Rugby Developing Athletic Abilities Wheelchair Rugby Prevention and Recovery Event: Wheelchair Rugby Performance Coach Training		Modules: Make Ethical Decisions Online Evaluation (Competition – Development) Leading Drug-free Sport Online Evaluation Managing Conflict Online Evaluation	Modules: Wheelchair Rugby Practice Plan & EAP Wheelchair Rugby Annual Plan Wheelchair Rugby Support the Competitive Experience Wheelchair Rugby Video Analysis Wheelchair Rugby Competition Observation Wheelchair Rugby Debrief Interview Event: Wheelchair Rugby Performance Coach Evaluation		NCCP Activity: 5 points/training module or evaluation event (No maximum or minimum) Non-NCCP Activity: 1 point/ hour of activity up to 3 points maximum (To a maximum of 50% of the required PD credit)	Active Coaching: 1 point/year for every season coached OR 1 point/year for learning Facilitator or Evaluator activity (To a maximum number of 5 points) NCCP Activity: 5 points/training module or evaluation event Non-NCCP Activity: 1 point/hour of activity up to 3 hours maximum Self-Directed Activity: 3 points for the valid certification period Re-evaluation in context: 100% of the points required for PD credit in the context (No other PD is required if coach chooses re-evaluation)	

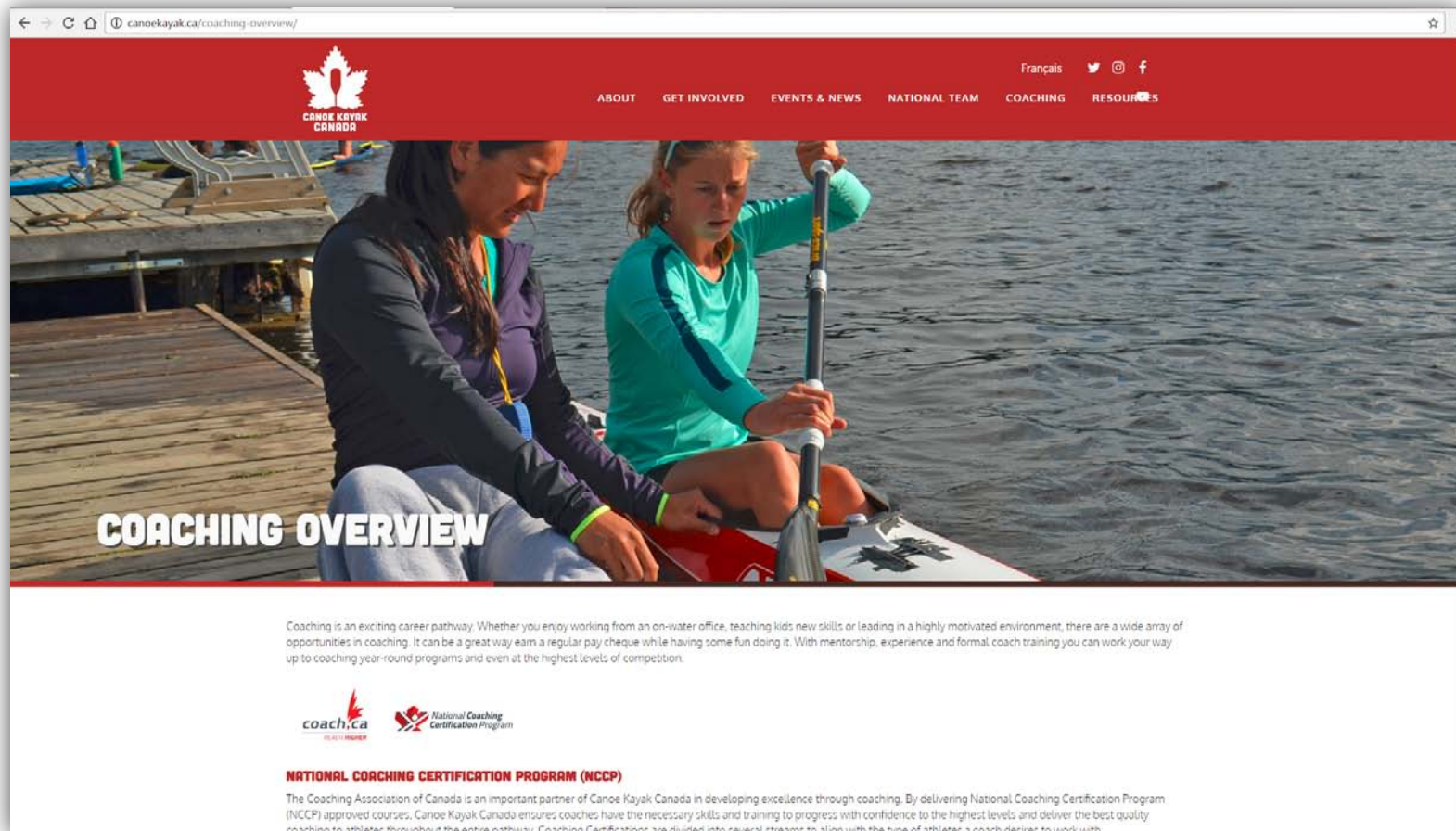
How do we get more coaches certified?

3. Post the evaluation package online.

The screenshot displays the NCCP website interface. At the top, there's a banner image with the text 'GAME PLAN' and 'DE MATCH' overlaid on a photo of coaches. Below the banner, the navigation bar includes 'HOME' and 'COACHING'. The main heading is 'COACHING', followed by a paragraph explaining the importance of coaching workshops and a 'Register now!' link. Below this, there are three red buttons: 'CB's Coach-Ed NCCP pathway', 'What is the NCCP?', and 'What courses do I need to coach?'. The 'COACH EDUCATION PROGRAMS AND RESOURCES' section features a grid of red buttons: 'Game Plan', 'Maintenance of Certification', 'Coach Developer Pathway', 'FAQ', 'Multi-Sport Modules', 'NCCP Transfer Guide', and 'NCCP in the Schools'. On the right side, there's a 'GAME PLAN LOGIN' section with fields for 'Username' and 'Password', a 'SUBMIT' button, and a 'Register Now.' link. Below the login section is a 'COACH RESOURCES' section with a 'Check your NCCP certification on the Locker' link. Further down, there's an 'EPA ChPC' section, a 'CAAPS' section, and an 'NCCP TOOLS AND TIPS' section with links for 'Make Ethical Decisions', 'Making Headway', 'Sign up for coaching news', 'Sport Nutrition for Athletes and Coaches', and 'Get Coaching! THE BASICS'.


How do we get more coaches certified?

4. Build the cost of evaluation into workshop fees.



The screenshot shows the 'COACHING OVERVIEW' page on the Canoe Kayak Canada website. The page features a large header image of a coach and a young athlete in a kayak. The navigation menu includes links for ABOUT, GET INVOLVED, EVENTS & NEWS, NATIONAL TEAM, COACHING, and RESOURCES. The main content area describes coaching as an exciting career pathway and lists opportunities. At the bottom, it mentions the National Coaching Certification Program (NCCP) and its partnership with Canoe Kayak Canada.

← → ↻ 🏠 ⓘ canoekayak.ca/coaching-overview/ ☆



 CANOE KAYAK CANADA

Français 🐦 📷 📘

ABOUT GET INVOLVED EVENTS & NEWS NATIONAL TEAM COACHING RESOURCES

COACHING OVERVIEW

Coaching is an exciting career pathway. Whether you enjoy working from an on-water office, teaching kids new skills or leading in a highly motivated environment, there are a wide array of opportunities in coaching. It can be a great way earn a regular pay cheque while having some fun doing it. With mentorship, experience and formal coach training you can work your way up to coaching year-round programs and even at the highest levels of competition.


 

NATIONAL COACHING CERTIFICATION PROGRAM (NCCP)

The Coaching Association of Canada is an important partner of Canoe Kayak Canada in developing excellence through coaching. By delivering National Coaching Certification Program (NCCP) approved courses, Canoe Kayak Canada ensures coaches have the necessary skills and training to progress with confidence to the highest levels and deliver the best quality coaching to athletes throughout the entire pathway. Coaching Certifications are divided into several streams to align with the type of athletes a coach desires to work with.

How do we get more coaches certified?

5. Legislate certification throughout coach pathway.



RINGETTE
CANADA
RINGUETTE
CANADA

2016 – 2017 Coach Requirements Chart

Division	Level	Qualified Female on the Bench		Position	Make Ethical Decisions (MED)	Community Sport Initiation (CSI)	Competition Introduction (CI)		Competition Development (CD) (Level 3 Certified)
		Trained	Certified		Certified	Trained	Trained	Certified	Certified
U9 U10	-	✓		All Coaches	✓	✓			
U12 U14	C & U12B	✓		All Coaches	✓	✓			
	A	✓		Head Coach	✓		✓		
				Assistant Coaches	✓		✓		
				CIT	✓		✓		
U14	B	✓		All Coaches	✓		✓		
	AA	✓		Head Coach	✓			✓	
				Assistant Coaches	✓		✓		
				CIT	✓		✓		
U16 U19	C	✓		All Coaches	✓	✓			
	B	✓		All Coaches	✓		✓		
	A		✓	All Coaches	✓			✓	
				CIT	✓		✓		
	AA		✓	All Coaches	✓			✓	
Open	C, B, A			All Coaches	There are no coaching requirements for Open division coaches. Coach requirements will be set by the Province.				
U19 Canada East / West National Team	AAA		✓	All Coaches	✓				✓
U20 Canada Winter Games	AAA		✓	All Coaches	✓				✓
NRL	AA			All Coaches	✓			✓	
30+ (Masters)	All			All Coaches	✓				

How do we get more coaches certified?

6. Celebrate and recognize coaches who are certified.

*Programme
national de
certification des
entraîneurs*



*National
Coaching
Certification
Program*

What can you do to get more coaches certified?

1. Ensure coaches understand the value of certification and why they need to get certified.
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CAC Funded Research Projects

Understanding Barriers to Certification

University of Toronto

Survey Invitation for Coaches

For coaches who have been evaluated (regardless of outcome) to draw on their experiences of the evaluation process and being evaluated by a Coach Evaluator.

English: <https://www.surveymonkey.com/r/coachevaluator>

French: <https://www.surveymonkey.com/r/coachevaluatorfrench>

The study is voluntary and you will only be included if you provide permission by completing the survey.

Understanding the Quality and Validity of Coach Evaluation Experience throughout Canada

University of New Brunswick

Interview Invitation for Coach Evaluators

Coach Evaluators who would like to volunteer to share their perspectives of the coach evaluation experience through a semi-structured interview are invited to contact Dr.

Edwards directly: Jonathon.Edwards@unb.ca.

The interviews are approximately 30-60 minutes.