



# FUTURE WORKFORCE PROGRAMME

Investing in Potential

In line with Scottish Gymnastics' vision of 'nurturing emerging talent' we are launching a new initiative investing in the coaches/judges of the future. Scottish Gymnastics is looking to provide direct support to gymnasts who have already demonstrated a commitment to our sport at national / international level and have supported Scottish Gymnastics' World Class performance aspirations.

Scottish Gymnastics will provide 100% financial contribution for gymnasts who meet the criteria below towards future formal coaching qualifications (Level 1 – 3 in their discipline) run in Scotland only (**sportscotland** subsidy must also be applied for).

In return for this investment, coaches will be deployed in a recognised Scottish Gymnastics club and will commit to minimum coaching hours per week of:

- 2hrs for existing competitive gymnasts
- 6hrs for retired gymnasts

Each coach will also receive mentoring in their discipline (selected in partnership with SG).

If the gymnast has an aspiration to progress within judging, Scottish Gymnastics will provide 100% contribution for Club or Regional level courses in Scotland only. In return there is a requirement for judges to judge at 3 competitions a year.

### **Candidate Entry Criteria**

- Gymnast was part of the Scottish Gymnastics WAG / MAG / RHY performance programme between 2012-2015
- Gymnast has represented Great Britain in their discipline (outside of those listed above) in the last 2 years
- Gymnast is part of the National Performance Programme 2015/16 (WAG/MAG)
- Resident in Scotland
- Attached to a recognised Scottish Gymnastics club
- Minimum 16years of age
- Committed to becoming an active coach/judge now/post retirement
- Valid Safeguarding & Protecting Children award (via SG), and for coaches a PVG certificate (via SG) – both will be provided by Scottish Gymnastics if the candidate does not currently hold these.
- Current member of SGA / BG

### **Programme Benefits:**

- Free access to coach education and judging courses in Scotland
- Mentor support through the club network
- Progress meetings with Scottish Gymnastics
- Coaches starter pack including coaches log

## Application Process for the programme

Candidates who are passionate about coaching and the development of gymnasts and are excited by this programme should submit a note of interest to Emma Edwards via [emma@scottishgymnastics.org](mailto:emma@scottishgymnastics.org) highlighting the following points:

- Why they want to be part of the programme
- Proposed hours / detail of coaching they will carry out in line with this programme

A supporting letter from the club head coach / mentor should also accompany the candidates' note of interest, highlighting;

- Why the gymnast should be selected for the programme
- How the club head coach / mentor will support the new coach / judge to develop their skills
- Which groups within the club that the coaches will be working with

The Performance & Education team will review all applications and will inform both the candidate & clubs as to whether their application was successful or not.

## What happens if I am successful?

- SG will talk you through the Coach Education Pathway and course calendar
- SG will provide confirmation of your booking on to the course
- The Coach/Judge will be required to complete all pre-course paperwork related to the course, including **sportscotland** subsidy application.
- The Coach/Judge is required to liaise with the mentor to arrange support
- SG will provide you with your coach log which must be completed as part of this programme on a regular basis
- SG will organise 2 progress meetings per coach annually for the first 2 years.
- SG will provide group training opportunities as part of the programme.