

Case Study 1

National Generation 2032 Coach Program: The Parental Support Framework

What is the National Generational 2032 Coach Program (Gen 32 Program)?

Designed, lead and delivered by the AIS High Performance Coach Development team this is a 2 year employment with a National Sporting Organisation (NSO) or within the National Institute Network (NIN). It includes bespoke individualised experiential learning and targeted group Learning Labs six times throughout the 2 year period. The Gen 32 Program cohort (2022-2024) comprises of 18 women and 11 men. The first pilot group (2021-2023) led by AIS and QAS involved a cohort of 10 coaches (8 women and 2 men) and the second QAS pilot cohort (2022-2024) involved 13 coaches (4 women and 9 men). Embedded system support is provided throughout the period with mentorship, parental leave for Learning Labs and bespoke funding support for individual coaches.

Parental Support Framework

The AIS and AIS HP Coach Development is committed to diversity in coaching and providing opportunities to those with life circumstances that traditionally would inhibit their participation in the HP sport system. Traditionally, having children has inhibited coach participation in the system; this is particularly important for women coaches. To support the development of coaches who are parents in the Gen 32 Program, a parental support framework has been established to reimburse coaches for parent-related expenses that may be incurred during face-to-face components of the Program such as the Learning Labs where coaches may be required to travel interstate and be away for several days.

A parental support framework has been established to provide guidelines around eligibility, funding amount, terms and conditions, and payment process of the available parental support funding.

Each eligible participant can access up to \$3,000 (excl GST) in funding support per year of involvement in the program (ie 2022-23 and 2023-24).

Eligibility

To access parental financial support, the coach must be on the program and:

- have a child/children who require care or assistance outside of usual requirements due to participation in face-to-face components of the program such as Learning Labs or during work-related travel such as travel to identified camps or competitions or other work-related travel outside of the daily training environment (DTE).

- needs to claim in the financial year that the expense occurred (ie 2022/23 or 2023/24).
- needs to have completed their Individual Coach Development Plan (ICDP), Goalscape and be actively engaged in their mentor relationship.

Eligible expenses

Parental support funding can be claimed during any AIS-organised face to face components of the program or during work-related travel such as travel to camps or competitions or other work-related travel outside of the DTE. The duration of claim period is from the time the coach leaves their home to attend face-to-face components to the time they return to their home.

The following are examples of eligible expenses:

- Babysitting costs.
- Childcare costs.
- Plane, taxi, or public transport costs associated with the child’s travel to, from or within the face-to-face components of the program eg, Learning Labs.
- Equipment hire costs associated with the child/children, if the child/children is in attendance at face-to-face components of the program (e.g., cot hire at a hotel if not already included in room cost).
- Food costs associated with the child/children if the child attends the program.
- Costs associated with having a partner/relative at an event as the carer – family room, flights, parking, travel etc.

Ineligible expenses

The following are examples of ineligible expenses:

- Entertainment costs associated with the child/children during the program.
- Education costs associated with the child/children during the program.

Impacts/Outputs

Bernadette Wallace

Bernadette Wallace is a recently retired Olympic Paddler working in the South Australian Institute of Sport (SASI) canoe sprint program and a Talent Pathways and Para Coach within the Paddle Australia National Network. Bernadette is a dual World Cup Gold Medallist who competed over a fourteen-year career. She retired from elite paddling after the Tokyo Olympics where she and her paddle partner Josephine Bulmer became the first Australians to compete in the women’s C boat class at an Olympics. She is now a first time mum and managing coaching within the Gen 32 Program.

‘The parental support meant that in my situation, I was able to breast feed for longer. I didn’t have to make a choice between two extremely important things in my life, I was able to commit to my coach education and my family in a way that suited us and my work, which meant I had better outcomes in both. Less stress all around, meant more focus on learning and being present.’



Links

- [National Generation 2032 Coach Program](#)
- [Australian Institute of Sport development program helping to support female high-performance coaches](#)
- [New AIS programs helping to Elevate women coaches](#)