

# ATHLETICS AUSTRALIA WOMEN IN HIGH PERFORMANCE COACHING PROGRAM (AA WIHPC) 2022-2024

IN LINE WITH ATHLETICS AUSTRALIA'S HIGH-PERFORMANCE STRATEGY OF PROVIDING OPPORTUNITIES FOR UNDER-REPRESENTED GROUPS IN COACHING, THIS PROGRAM AIMS TO SUPPORT AND ACCELERATE THE TRANSITION OF WOMEN COACHES WITH THE POTENTIAL AND ASPIRATIONS TO COACH IN THE HIGH-PERFORMANCE DOMAIN.

## OVERVIEW & BACKGROUND

**AA HP Coach Strategy** Program initiated in 2020 (AIS Pathway Grant)

### Key Aims

Develop more coaches able to coach medallists/finalists at **major global comps**

Improve gender balance-40% women Team coaches 2032 **BUT** currently & historically

Few women coaching NASS Supported athletes (12%)

Key female coaches getting older – need succession plan

**AA WIHPC Program** created to address gap

Funding AIS/NSO Coach Development Initiative Grant

11 women selected- targeted approach (EOI process)

2- year program to support/accelerate transition of more women coaches into high performance

## QUALITY ADD ON

Program supplements and complements existing

HP Coach Development initiatives

Athlete to Coach (A2C)

Identified Coach Support Program (ICS)

High Performance Coach Mentoring Program

2032 High Performance Coach Leaders

(in development)

32% of participants are women – positive outcomes



## LEVERAGE SUCCESSES

What a difference a year makes



## MENTEE QUOTES

We've clearly won the lottery with mentoring us. We meet every Friday for 1-2 hours with a set agenda of topics... My mentor is just amazing, as a person and also as a coach. This is a rare opportunity to be connected with people with her depth and professional knowledge. Without this program, I am aware it would have been nearly impossible to get access to such experiences. My mentor is thorough, invested, methodical and patient. I couldn't think of anyone better to learn from.

## OUTCOMES/DELIVERABLES

Reducing barriers identified by women in HP Coaching.  
Raising the profile and opportunities for all women coaches.  
Supporting more women to advocate for own development.  
Provide women with additional skills required for HP coaching.  
Develop and sustain a pipeline of female coaches.

## LEARNING CONTENT

What do the women coaches want to learn?

Input from workshop 1

Input from previous programs e.g., HP Coach mentor Program

"Guidance on how to transition a developing athlete to a more elite space".

"How elite coaches manage their group of athletes, especially if they have multiple athletes at different levels".

## EVALUATION

Representation as Team Coaches at BMEs (2023/24)

No. athletes in national/international competitions.

Engagement in development opportunities.

Participation in program evaluation (surveys, focus groups and interviews.

Higher Coach accreditation/education achieved.

## SOLUTION TO BARRIERS

Access to coaching networks

Family responsibilities

Promotion and celebration of female coaches

Affordability of coach education

Lack of role models –leverage ours!!

