



Growing and Developing your Instructor/Race Coach team

Chris Cousins

RYA Dinghy Coach,
Windsurf Instructor,
Advanced Powerboat Instructor



Aim:

Growing and developing your instructor team.

Explore ideas on how to increase and develop your instructors and race coaching team to support the delivery of your training and coaching programme.

Content

- The challenges to becoming a Race Coach/Instructor
- Learn about how to set up an Instructor/Race Coach Course
- Discuss the requirements, pre-requisites and information for instructors and race coaches
- Case study example of recruiting and retaining volunteer instructors
- Consider development opportunities and courses for instructors and coaches

Introduction

- Your name
- Your club
- Your role within your club



Question:

- How many of you feel you have enough instructors in your club across all disciplines?

(Raise your hand!)





That isn't too much of a surprise:

- Key Regional Statistics from Gareth:

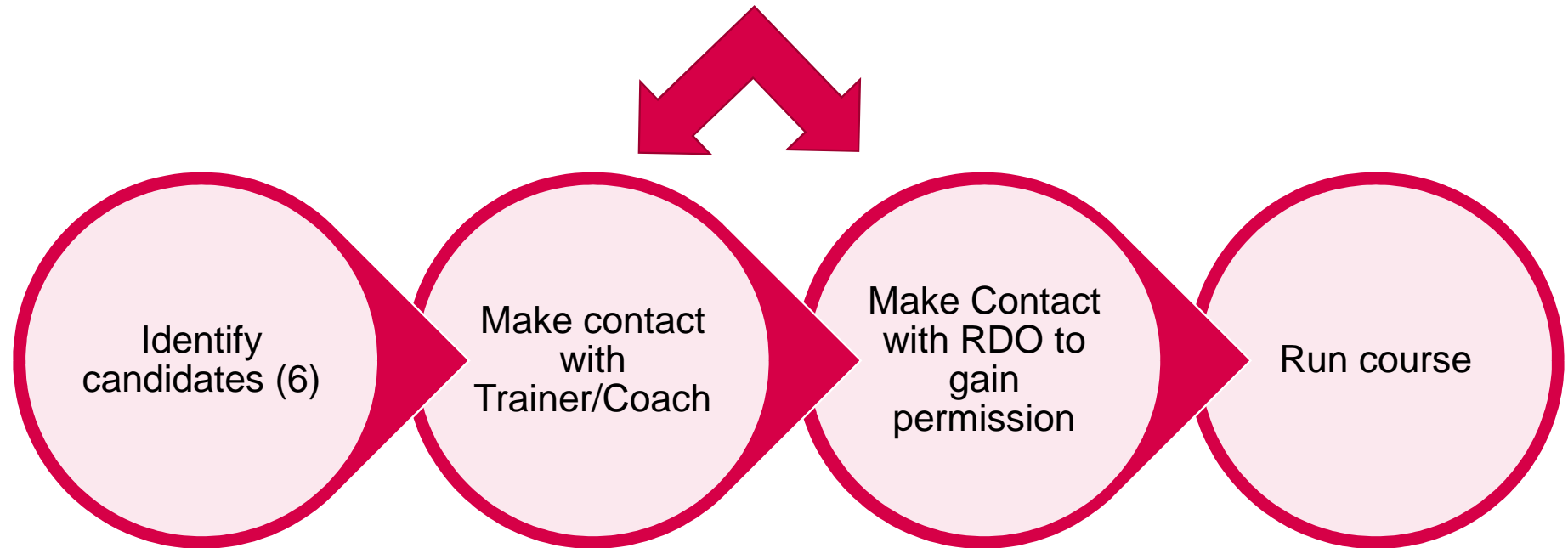
Group Task No.1 – Flip Chart

- What are the challenges/barriers to becoming an Instructor or Race Coach?

- 5 minutes!



How to set up an Instructor/Race Coach Course



What's involved? - DI

- PB2
- Acceptable First Aid Course
- Pre Entry Assessment (1 Day)
- RYA Membership
- Safe and Fun Online Course
- Instructor Training Course (5 Days)

- At cost - £1050* (£175 per candidate)



Preparation is the key!!

How to prepare Candidates

- Pre Entry
- Q – how do we prepare learner drivers for a driving test?



- Should we not do the same with our pre entry candidates?

How to prepare Candidates

- Anyone can set up and deliver a preparation session!
- You could even hire a coach in for the day!
- Please make sure you're teaching them the right 'RYA Method'
- i.e. – How do we pick up a man overboard?

More orientated to racing?

- There are a number of one day or shorter Club Courses that are run to train Race Officials:
 - Club Race Officer Course
 - Rules Advisor Course
 - Basic Rules Course
 - Mark Layers course
- Instructor development:
 - Race Coach Level 2
 - Start Racing Endorsement for existing instructors.
 - <http://www.rya.org.uk/racing/race-officials/want-to-be-a-race-official/training-courses-seminars/Pages/courses.aspx>



What's involved? - WI

- PB2
- Acceptable First Aid Course
- Intermediate Non Planing, Carve Gybe, Beach Start
- RYA Membership
- Safe and Fun Online Course
- Instructor Training Course (5 Days)

- At cost - £900* (£150 per candidate)



What's involved? - PBI

- PB2
 - 5 seasons experience
 - (or one season of full time use)
 - Acceptable First Aid Course
 - Skills Assessment
 - RYA Membership
 - Training Course (3 Days)
-
- At cost - £750* (£125 per candidate)



Other preparation areas

- PB2 << Still candidates are turning up without this!
- PB2 Skills... around other dinghies
 - Steer then gear
 - 1 hand throttle, 1 hand on the wheel
 - Not driving like John Wayne!

DON'T
Drive it like
...U Stole it!!

Case Study Example

- Sandwell Valley Sailing Club
- 2013 – nearly had to surrender RTC Status
- Bailed out by me last minute
- Needed to look at a long term sustainability plan
- Aging membership, very little ‘young blood’ coming through the system



Case Study Example Cont.

- Glimmer of hope...



- And another long standing member who had recently become a PBI...

Case Study Example Cont.

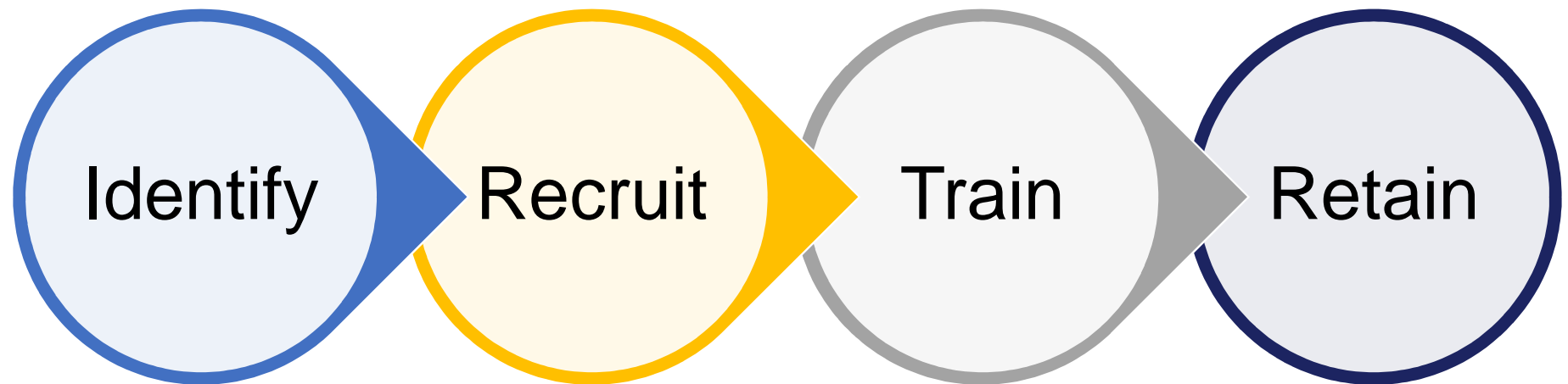
- So how did we move forwards?
- 'Instructor Kick off Meeting' – Feb 2015
- Seamanship Skills
- Shadowing days
- Autumn 2015 – DI Course
- 2016 – Future shadowing... 2016 stepped down as Chief Dinghy Instructor and have nearly handed the club back...



Group Task No. 2 – Discussion

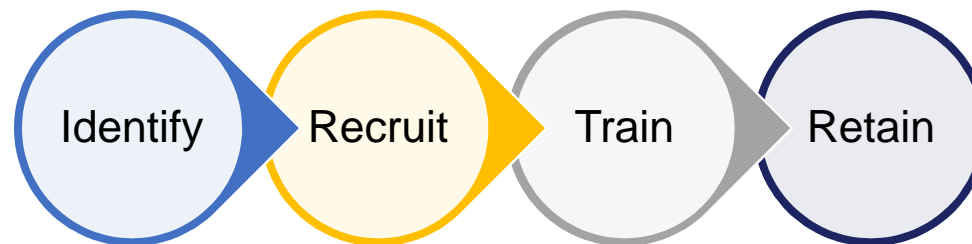
- How have you overcome barriers to becoming an Instructor or Race Coach in your club?
- [5 minute group discussion](#)
- 1 example from each group to then be presented back

The instructor development cycle



Group Task No. 3 – Flip Chart

- How do we retain our volunteer instructors?
- 5 minutes





Have we met our Aim?

Growing and developing your instructor team.

Explore ideas on how to increase and develop your instructors and race coaching team to support the delivery of your training and coaching programme.



THANK YOU!



RYA