Coaching Workforce

 It is widely acknowledged that the recruitment of coaches to deliver quality sessions is essential part of clubs being successful. Coaches tend to be the face of many clubs and therefore have influence on club membership numbers and have ability for player’s to achieve their fullest potential with in the sport.

 Clubs will need to decide whether coaches are paid or unpaid (voluntary) and what coaching roles will be available i.e. head coach and assistant coaches. Once recruited coaches it is important for clubs to promote self-worth amongst coaching team and make them feel valued as part of the club. The next stage is to ensure you are supporting your coaches’ development. Clubs who demonstrate the desire to develop coaches are more likely to retain coaches for a longer period. Ideally for sessions club should aim to have a 1:10 ratio of coaches to participants.



**Sportscoach UK 10 tips for Coaches:**

* Get to know the kids you coach. It makes doing planning the session easier and more fun.
* Have fun! Give the kids no option but to come back. Show enthusiasm at all times
* Make your instructions clear and precise. Keep it simple. Make sure they understand
* Ask them what they think, keep them involved and keep checking they’re enjoying it
* Join in yourself. Have a laugh. Have fun with the kids
* Get the kids to share ideas. Get the kids talking
* Respect young people in sport and how they want to play
* Have perseverance. Always have new ideas. Use your imagination
* Be open minded. Don’t think you’re always right
* Adapt the session for the area and participants. Do more classes for young people with disability

## Recruiting a coach:

1. **Club inductions** can provide an informed first impression and get your coaches up to speed on the kind of club you are from the outset.
2. **Use social media and newsletters** to celebrate performance, effort and developments.
3. **Provide individual feedback** - Growth mindset coaches will thrive on constructive feedback. It can add value to take time out to discuss a coaches personal development plan.
4. Help your coaches get **qualified** to deliver even higher quality coaching for your club