



Rugby Coaching Qualifications Global Mapping and Equivalency Report

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Foreword

As part of World Rugby's commitment to the development of coaching and coaches worldwide, ten years ago we published a Global Comparative Study of Rugby Coaching Education. The Study from 2013 showed the equivalency of coaching courses from member Unions who have their own coach education offer and mapped these national offerings to the World Rugby coaching courses. Over the past decade this piece of work has been enormously useful in supporting the mobility of coaches as it has made certifications from each country more understandable and transferable. It also supported member Unions to understand where their qualifications sit in relation to each other and to the World Rugby coach education programme.

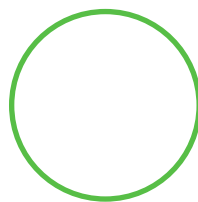
Coach education is consistently evolving and moving forward, so in 2023 we decided to repeat and update this exercise and commissioned a new comparative study – *the Rugby Coaching Qualifications Mapping and Equivalency Project*. This work directly addresses requests for assistance concerning the comparability of coaching qualifications delivered across the globe.

The new mapping and equivalency project resulting in this Report was implemented by the European Observatoire of Sport and Employment (EOSE) as a trusted external organisation. EOSE is a European Network organisation, specialising in vocational education in the sport and physical activity sector. World Rugby would like to thank EOSE for their work in liaising with the Regional Training Managers and member Unions around the world to compile this Report.

This Report, including the *Global Coach Education Equivalency Table*, will aid Unions when dealing with mobility of coaches and their respective qualifications and provide a reference point for a coach's continued development building on collaboration between Unions in recognising qualifications from other nations.

A new element of this Report is analysis of the different ways in which Unions deliver the World Rugby coaching courses, it is encouraging to see how the World Rugby programme can link to national frameworks and coach education systems in different countries.

World Rugby is pleased to provide this guidance document for use by member Unions and Regional Associations.



Jock Peggie

Head of Education,
Laws and Compliance
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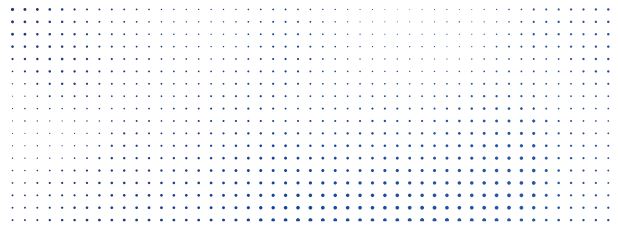
Acknowledgements

World Rugby and EOSE would like to thank the representatives of the 23 member Unions who actively supported the project by taking part in an online interview and providing supporting documentation about their coach education programme. The project would not have been possible without their enthusiasm and commitment.





Executive Summary



Following discussions between World Rugby and EOSE it was decided to include 23 countries in the Rugby Coaching Qualifications Mapping and Equivalency Project.

These were divided in to two groups. First, the **“Mapping Countries”** which are those where the member Union offers their own coach education courses, and those courses could be mapped for equivalency against the World Rugby Coach Education Programme.

- **Mapping Countries:** Australia, England, France, Italy, Ireland, New Zealand, Scotland, Wales

Next, a group of 15 countries were identified which would be referred to as the **“Exploring Countries”**. The 15 Exploring Countries all deliver the World Rugby coaching courses, in many cases using different formats and approaches to meet their specific national context.

- **Exploring Countries:** Argentina, Belgium, Canada, Denmark, Germany, Japan, Luxembourg, Netherlands, Norway, Portugal, South Africa, Spain, Sweden, Switzerland, USA

Following an extensive period of data collection with the 23 member Unions, through online calls and submission of course information to EOSE, the main outcome of the project is the **Global Coach Education Equivalency Table** (see page 29 and also reproduced at the end of this summary) which shows the equivalent courses at each level when mapped against the World Rugby coaching courses. Courses delivered by member Unions who have their own awards are not identical to World Rugby courses but have enough commonalities to give World Rugby and member Unions confidence that holders of these awards have met the competencies of the equivalent World Rugby course.

This report also includes a summary of the **World Rugby Coaching Courses and Accreditations** which were used to map against the national programmes from each country where the member Union has their own courses, and which many other member Unions implement at the national level.

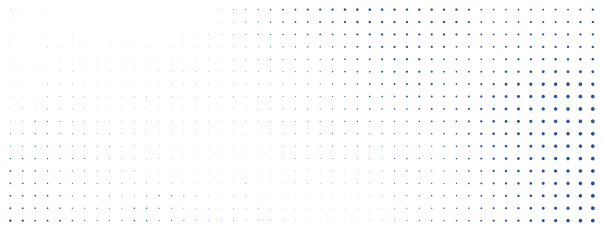
A key section of this report is the section on **Mapping and Equivalency - Key Themes** which explores a range of themes which were uncovered by the work to map and compare coach education in each of the 23 countries. First, there is a discussion of the Mapping Countries where the following issues are explored with examples from various countries: entry-requirements / pre-requisites; timetable and format; Level 3 equivalent courses; approaches to assessment; link to national frameworks; introductory courses; high performance coaching; mandatory education; innovation and new approaches; links to World Rugby courses; future developments.

One particularly interesting aspect is the way in which coaching courses are linked to national qualifications frameworks or national coaching benchmarks in some countries.

A similar discussion follows of key themes for the Exploring Countries who all deliver the World Rugby courses, the following issues are explored with examples from various countries: World Rugby courses; focus on Level 3; extra material; certification; online platforms; timetable and format; link to national frameworks; introductory courses (below Level 1); high performance coaching; mandatory education; expiry of accreditations; continuing professional development (CPD); new approaches/ future developments; ideas for the future.

This fascinating exploration of similarities and differences will be of interest to all those involved in the delivery of rugby coaching awards at the national and international level.

The final part of this Report features a national summary of the coach education system in the 23 countries that were included in the project, 8 in the Mapping Group and 15 in the Exploring Group.



Global Coach Education Equivalency Table

	WORLD RUGBY LEVEL 1	WORLD RUGBY LEVEL 2	WORLD RUGBY LEVEL 3
Australia (current)	Foundation Coach Programme	Developing Coach Program	Emerging Talent Coach Program
Australia (new for last quarter 2024)	Youth & Adult Coach Course	Community Coach Course	Pathways and Program Lead Coach Course
England	<i>No direct equivalent course to World Rugby Level 1</i>	England Rugby Coaching Award	England Rugby Advanced Coaching Award
France	<i>No direct equivalent course to World Rugby Level 1</i>	BPJEPS: Professional Certificate in Youth, Popular Education and Sport, specialty "sports educator", Rugby Union Professional Qualification Certificate (CQP) Rugby union sports technician Federal Certificate Improvement (BF PERF) Federal Certificate Optimisation (BF OPTI)	DESJEPS: Higher State Diploma in Youth, Popular Education and Sport, specialty "sports performance", Rugby Union DEJEPS: State Diploma in Youth, Popular Education and Sport, specialty "sports development", Rugby Union
Ireland	IRFU Youth Coach Qualification (YCQ)	IRFU Senior Coach Qualification	IRFU Performance Coach Qualification
Italy	<i>No direct equivalent course to World Rugby Level 1</i>	FIR Level 2	FIR Level 3 (Base)
New Zealand	NZ Rugby Foundation of Rugby Coaching Course	NZ Rugby Developing Rugby Coaching (DRC)	NZ Rugby Performance Coaching Course
Scotland	Coaching Essentials	<i>No direct equivalent course to WR Level 2</i>	Scottish Rugby Advanced Coaching Programme
Wales	WRU Level 1	WRU Level 2	WRU Level 3



1

Introduction

1.1 • Rationale

Rugby Union is a global sport, played in **over 130 countries across six continents**. World Rugby, based in Dublin, Ireland, is the world governing and law-making body comprising of 132 member Unions affiliated through six regional associations.

Recent years have seen an increasing movement of players and coaches between countries as opportunities for paid employment grow. At the same time, mobility of labour and the mutual recognition of qualifications are important areas of employment and education policy in many parts of the world.

World Rugby serves the global coaching community in a variety of ways. As a leading international sport federation, it was decided to explore the development of a collaborative system for professional recognition which establishes transparency and trust between member Rugby Unions and examines the equivalence of the coach education systems which they operate.

The first attempt to explore and provide solutions in this area resulted in the document entitled **Coach Education in Rugby Union - Global Comparative Study** published in November 2013 which examined coach education systems around the world and has supported the movement of coaches between nations over the past decade. This work highlighted the similarities and differences between coaching qualifications worldwide.

In 2023, it was decided to repeat this exercise and update the mapping between coach education programmes around the world to demonstrate equivalency. This **Rugby Coaching Qualifications Global Mapping and Equivalency Report**, published in March 2024 is the result of this new global study.

This Report can be used as the basis for discussion and agreement between nations about the equivalence and acceptance of qualifications gained within other member Unions. One aim of the study is to allow member Unions to know if coaches who arrive in their country have the pre-requisite competence to take courses at a higher level.

This Report will support the mobility of rugby coaches internationally based on coaching qualifications. It should be noted that in the area of international transferability and portability of coaches, factors other than coaching qualifications are also important; experience, reputation, personality and coaching philosophy will often also be taken into account when prospective employers are recruiting a coach from another country.

1.2 • Approach/ Methodology

World Rugby approached the **European Observatoire of Sport and Employment (EOSE)** as a European Network organisation specialising in workforce development and vocational education in the sport sector to contact member Unions around the world and deliver the mapping project. The project was implemented through the following stages.

Stage 1

Inception

The project began with an inception meeting between **World Rugby and EOSE** to agree the approach and methodology to be applied. It was decided to create two groups of member Unions; first a group of 8 countries which would be referred to as the **“Mapping Countries”**. The 8 Mapping Countries include all the member Unions who have their own coach education system and qualifications.

- **Mapping Countries:** Australia, England, France, Italy, Ireland, New Zealand, Scotland, Wales

Next a group of 15 countries was identified and referred to as the **“Exploring Countries”**. The 15 Exploring Countries all deliver the World Rugby coaching courses, in many cases using different formats and approaches to meet their specific national context.

- **Exploring Countries:** Argentina, Belgium, Canada, Denmark, Germany, Japan, Luxembourg, Netherlands, Norway, Portugal, South Africa, Spain, Sweden, Switzerland, USA

Finally, this inception stage involved **informing the Regional Training Managers** about the work and gaining their support to contact member Unions.

Stage 2

Data collection

This stage involved contacting the **23 identified member Unions** and gathering information about how rugby coach education operates in their country, using a prepared script for an online interview and requesting supporting documents to be sent by email. This stage also involved the drafting of a short summary of coach education in each country under consideration, resulting in the 23 Coach Education Summaries which can be found in this document (pages 47 to 64 for Mapping Countries and pages 65 to 89 for Exploring Countries).



Stage 3

Production of Global Coach Education Equivalency Table

Using the rich and detailed information which was provided by each member Union from the Mapping Countries, it was possible to create the **Global Coach Education Equivalency Table** which can be found on page 29. This was possible by analysing and comparing key aspects of each qualification including content, assessment, duration, pre-requisites and mapping to the competency transcript of the World Rugby Coaching Courses at Levels 1, 2 and 3. The World Rugby levels and competences were used as a central benchmark to map other countries against – an overview of the World Rugby Coaching Courses and Accreditations can be found on pages 14 to 27. The evidence for equivalency from each nation was presented to World Rugby and signed off.

Stage 4

Discussion of Key Themes.

The final stage was to produce the discussion of **key themes and comparative analysis** of the main features from rugby coaching courses from around the world. This can be found for both the mapping countries and exploring countries on pages 47 to 89.



2

World Rugby Coaching Courses and Accreditations

World Rugby works in conjunction with its **Regional Associations and member Unions** to deliver a needs-based, blended learning portfolio of online learning and face-to-face attendance/accreditation courses. World Rugby's face-to-face courses and accreditations are delivered by a **network of over 2000 Licenced Trainers and Educators**. This network delivers courses on behalf of, and on the approval of, both their member Unions and World Rugby. They are trained, quality assured, and licenced by World Rugby.

2.1 - World Rugby Level 1

A full-day, non-assessed, attendance-based course which provides the novice coach with advice on both what and how to coach in a practical-based environment.

Course Title

Introduction to Coaching

Course Aims

- To introduce the learner to coaching rugby in a safe, competent, practical and enjoyable manner
- To provide an entry level to the World Rugby Coaching Development Pathway

Pre-requisites

Online learning modules from the World Rugby Passport site:

- RugbyReady
- Concussion Management for the General Public
- Introduction to coaching
- Key Factor Analysis

Coaches of children must be made aware of the child protection requirements in the territory where the course is being delivered.



Assessment

There is no assessment for this course, it is attendance based.

Target Group

It is recommended that participants should be over 16 years of age.

Educator/ participant ratio

No greater than 1:12 where possible.

Core competencies

- ▲ Coach in a safe manner, minimising risk and fully considering player welfare.
- ▲ Create a positive learning environment for their players
- ▲ Plan and deliver a practical coaching session.
- ▲ Coach the following core skills of the game through a games-based approach, and demonstrate the ability to introduce & explain, demonstrate, observe and analyse, and provide feedback to players on these core skills:
 - Invade / Evade
 - Catch / Pass
 - Contact (Tackle/Ruck/Maul)
 - Scrum
 - Lineout
- ▲ Relate what they are coaching to the Principles of Play in order to enable their players to understand both what they are doing and why they are doing it
- ▲ Coach according to the Laws of the game
- ▲ Self-reflect on their own coaching performance
- ▲ Plan to continue to work on improving their own performance
- ▲ Know where to access further coaching resources

Course duration

Approx. 8 hours

Typical course programme

- **Session 1** - Welcome and introductions (30 minutes)
- **Session 2** - Principles of Play and Coachable Components - Establishing existing knowledge and gaps in understanding (45-60 minutes)
- **Session 3** - Practical coaching #1: Activate warm up, Game-based coaching, Core Skills & Coachable Components (90-120 minutes)
- **Session 4** - Coaching Process, APES, Coaching Approaches (30-45 minutes)
- **Session 5** - Background to Activate (15 minutes)
- **Session 6** - Planning practical coaching #2 - Signposting to existing World Rugby Resources available on Passport (15-30 minutes)
- **Session 7** - Practical coaching #2: Core Skills & Coachable Components (90-120 minutes)
- **Session 8** - Wrap up and Implementation and Action planning (30 minutes)

The course should be delivered in a practical manner, on the pitch, over one day.

All participants should have the opportunity to coach and receive feedback on their coaching.



2.2 - World Rugby Level 2

A two-day, competency-based accreditation course which builds on the Level 1 course and further develops tactical and technical coaching as well as coaching process skills in a practical-based environment.

Course Title

Coaching 15s - Developing Your Coaching

Course Aim

- To contribute to the development of coaches who are able to motivate and improve the abilities of their players, through the creation of a safe and positive learning environment, and the delivery of age and stage appropriate coaching.

Pre-requisites

Online learning modules from the World Rugby Passport site:

- Laws of the game
- Keep Rugby Clean
- Concussion Management for the General Public
- Functional Role Analysis

Target Group

Coaches who have completed World Rugby's Level 1 Coaching course (or equivalent) and have completed at least one season of coaching, and/or coaches and players who have considerable knowledge and experience of the game and who wish to continue in a coaching role. It is recommended that candidates should be over 18 years of age.



Educator/ participant ratio

The Educator to candidate ratio should be no greater than 1:8.

Assessment

Participants are assessed against the Level 2 Transcript of Competencies, with the Educator marking them “not yet competent”, “competent” or “excellent” for each item.

The same assessment terms are used to give an overall status to the participant with the following explanation:

- ▲ **EXCELLENT (E)** - performed beyond competency standards. This candidate will receive accreditation.
- ▲ **COMPETENT (C)** - performed at the minimum standards defined by the competency criteria. This candidate will receive accreditation.
- ▲ **NOT YET COMPETENT (NYC)** - performed below the minimum standards. The course staff will need to action plan for this candidate to achieve accreditation, e.g. provide written assignment, video performance, observation of performance, etc.

There is also space for educator comments and candidate self-reflection.

Learning Outcomes

- ▲ Show knowledge of and respect for World Rugby's values
- ▲ Define and model their personal coaching philosophy
- ▲ Develop a training plan
- ▲ Plan, deliver and review a series of practical coaching sessions related to the Principles of Play, functional roles, core skills, and key factors
- ▲ Coach attack and defence through game-based practices
- ▲ Communicate effectively with players and colleagues
- ▲ Create and maintain a positive and safe learning environment
- ▲ Help develop a positive team and/or club culture



Course duration

Approx. 16 hours

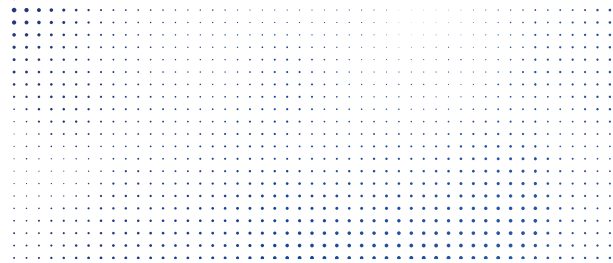
Typical course programme

- **Session 1** - Welcome and introductions (60 minutes)
- **Session 2** - Coaching values and philosophy
- **Session 3** - Coaching styles
- **Session 4** - Technical and Tactical coaching: Principles of play: Attack and defence (120 minutes)
- **Session 5** - Practical session including preparation time (120 minutes)
- **Session 6** - Review of practical sessions (30 minutes)
- **Session 7** - Practical coaching tasks allocation: Attack and defence (30 minutes)
- **Session 8** - Review and preview (30 minutes)
- **Session 9** - Practical coaching tasks (120 minutes)
- **Session 10** - Starts and restarts (30 minutes)
- **Session 11** - Scrum and lineout (180 minutes)
- **Session 12** - Building a team culture (60 minute)
- **Session 13** - Personal coaching plan and 1:1 with coach educator (30 minutes)

The course is delivered using a mix of workshop tasks, discussion, practical coaching tasks. Assessment is conducted on-course and in the coach's own environment.

Level 2 Transcript of Competences

<p>A. Values and Philosophy</p>	<p>1. Identifies the core values of rugby and describes how these values can be put into practice in coaching</p> <p>2. Articulates a philosophy of coaching which relates to the candidate's coaching environment</p>
<p>B. Planning</p>	<p>3. Prepares a session plan with appropriate content, facilities, equipment and timing relative to the abilities and development levels (age and stage) of the players in</p> <p>4. Prepares a series of coaching sessions (4-6) relative to the abilities and development levels (age and stage) of the players involved</p>
<p>C. Delivery</p>	<p>5. Introduces practice activities through appropriate use of explanation, demonstration and questioning</p> <p>6. Maximises player activity and participation</p> <p>7. Provides accurate observation and analysis of player performance</p> <p>8. Provides positive correction of errors, praises good performance and demonstrates the ability to progress/regress practices relative to players' capabilities</p> <p>9. Gives players opportunities to practice decision-making during the session through a game-based approach</p> <p>10. Delivers to the allocated times as per the session plan</p> <p>11. Summarises the key learning points relative to the aims of the session</p>
<p>D. Session Review</p>	<p>12. Reviews the practice session with players and/or peer coaches</p> <p>13. Develops an action plan based on self-reflection and feedback</p>
<p>E. Communication</p>	<p>14. Demonstrates a positive attitude in interaction with players and colleagues</p> <p>15. Gives effective and specific feedback and explanations</p> <p>16. Interacts with players individually, in groups and as a team, using a range of communication styles</p>



<p style="text-align: center;">F. Technical & Tactical Knowledge and Practice</p>	<p>17. Links the principles of play with coachable areas of the game including functional roles and key performance factors</p> <p>18. Coaches the principles of attacking through, around and over the defence</p> <p>19. Coaches the principles of maintaining continuity in attack</p> <p>20. Coaches the principles of individual and team defence</p> <p>21. Coaches safe and effective individual tackle technique</p> <p>22. Coaches safe and effective individual and unit technique in scrummaging</p> <p>23. Coaches the key components of the lineout: accurate throw, effective jump and support</p>
<p style="text-align: center;">G. Positive Learning Environment</p>	<p>24. Transfers the training plan to the actual session</p> <p>25. Provides opportunities for the players to contribute to decision making</p> <p>26. Challenges the players to improve</p> <p>27. Promotes the development of a team and/or club culture</p>
<p style="text-align: center;">H. Safe Environment</p>	<p>28. Produces an emergency action plan for training and game venues</p> <p>29. Verifies that facilities and equipment are safe</p> <p>30. Checks on players' fitness to participate and the safety of their clothing/equipment</p> <p>31. Starts and finishes with an age-appropriate and stage-appropriate warm-up and cool-down</p> <p>32. Demonstrates safe coaching at all times</p> <p>33. Explains the coach's role in dealing with players' injury or illness, and return to play</p> <p>34. Identifies the signs and symptoms of concussion, and apply the recognise-and- remove protocol and the graduated return-to-play process</p>

2.3 - World Rugby Level 3

A four-day, competency-based accreditation course which helps prepare a coach to deliver a season of coaching, structure a game plan based on strengths and weaknesses of own and opposition team and further develops coaching process skills.

Course Title

Coaching 15s - Analysis and Preparation for Coaching

Course Outcome




Plan, implement, analyse and revise an annual coaching programme whilst demonstrating advanced coaching competence.

The World Rugby Level 3 course will support coaches through a season and will focus on planning, delivery and review. The contacts over the season will be varied including face-to-face and observation of the coach at work in their own environment.





Pre-requisites

1. World Rugby Level 2 accreditation (or equivalent)
2. Nominated by own Union
3. Application by C.V. to Regional Training Manager (RTM)

Pre-course work to be completed prior to attendance:

-  Complete a personal coaching profile
-  Assess your current team and outline a vision for the season (driven by team strength's & weaknesses)
-  Completion of online tests as required by World Rugby

Online learning modules from the World Rugby Passport site:

-  RugbyReady
-  Laws of the Game
-  Keep Rugby Onside
-  Concussion Management for the General Public



Assessment

To achieve this accreditation, coaches must:

- ▲ Achieve excellent or competent assessment in every criteria of the Level 3 competency-based assessment (Coach Transcript)
- ▲ Develop a team profile and season plan. This should be constantly reviewed.
- ▲ Provide a season diary for a team that is being coached. The diary provides evidence of a coach's ability to Plan, Do & Review.
- ▲ Be assessed twice in their own coaching environment
- ▲ Attend and participate in all modules of the course.
- ▲ Complete all tasks/ attend all modules within 2 years of starting the course.

Participants are assessed against the Level 3 Transcript of Competencies, with the Educator marking them “not yet competent”, “competent” or “excellent” for each item.

The same assessment terms are used to give an overall status to the participant with the following explanation:

- ▲ **EXCELLENT (E)** - performed beyond competency standards. This candidate will receive accreditation.
- ▲ **COMPETENT (C)** - performed at the minimum standards defined by the competency criteria. This candidate will receive accreditation.
- ▲ **NOT YET COMPETENT (NYC)** - performed below the minimum standards. The course staff will need to action plan for this candidate to achieve accreditation, e.g. provide written assignment, video performance, observation of performance, etc.

Modules

- ▲ 1. Selection
- ▲ 2. Team profile
- ▲ 3. Game profile
- ▲ 4. Patterns of play
- ▲ 5. Restarts (including kick starts, scrums and lineouts)
- ▲ 6. Continuity (including attack, support play and phase play)
- ▲ 7. Defence
- ▲ 8. Counter-Attack
- ▲ 9. Game plan
- ▲ 10. Achievement strategies
- ▲ 11. Sports Science modules
- ▲ 12. Risk management & laws



Course duration

- Over a season with 4 days face-to-face
- 2 assessments in own coaching context

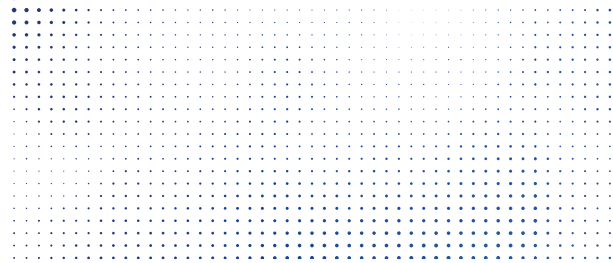
Typical course programme

The course should be conducted over a season. The timing of the course is the responsibility of the educators. Three models have been suggested as options for delivery:

- Part 1 (2 days face-to-face) followed by assessments 1 & 2 followed by Part 2 (a further 2 days face-to-face)
- Part 1 & 2 combined (4/5 days face-to-face) followed by assessments 1 & 2
- Part 1 (2 days face-to-face) followed by assessment 1, followed by Part 2 (a further 2 days face-to-face) and assessment 2

Level 3 Transcript of Competences

<p style="text-align: center;">A. Planning</p>	<ol style="list-style-type: none"> 1. Define a vision for the upcoming season. 2. Produce a season plan with defined outcomes integrating psychological, physical, tactical and technical aspects of performance. 3. Periodize the season plan into cycles with specific achievement strategies 4. Base the tactical and technical aspects of the season plan on the team profile of the previous season 5. Involve players and other staff in the season planning process. 6. Involve players in developing a code of conduct. 7. Develop a selection process including criteria for selection. 8. Maintain a coaching diary. 9. Review progress during the season and amends plans accordingly.
<p style="text-align: center;">B. Management & Organisation</p>	<ol style="list-style-type: none"> 10. Prepare detailed practise plans with the input of the coaching team where necessary. 11. Implement the chosen selection process. 12. Ensure the coaching environment is safe. 13. Manage all game-related logistics for matches and training sessions 14. Develop individual improvement plans with players 15. Provide specialist support to help player improve their performance 16. Monitor and review the performance of the coaching team. 17. Evaluate the effectiveness of the coaching programme based on feedback from a variety of sources.
<p style="text-align: center;">C. Observation & Analysis</p>	<ol style="list-style-type: none"> 18. Apply the principles of play to attack and defence. 19. Apply functional roles to analyse player performance 20. Apply key factors to analyse accurately the performance of functional roles by players. 21. Identify critical incident within an episode of play and analyses root cause. 22. Use observation and analysis to develop a team and game profile of the opponents.



<p>D. Technical & tactical application</p>	<p>23. Develop player profiles (strengths and weaknesses)</p> <p>24. Develop a team profile (strengths and weaknesses)</p> <p>25. Provide the players and team with practices and appropriate progressions to address weaknesses and reinforce strengths (as identified in the team profile)</p> <p>26. Develop a game profile including patterns of play.</p> <p>27. Coach restarts safely & effectively based on the game profile.</p> <p>28. Coach continuity safely & effectively based on the game profile.</p> <p>29. Coach defence safely & effectively based on the game profile.</p> <p>30. Coach counterattack safely & effectively based on the game profile</p> <p>31. Develop a game plan for a specific opposition team based on their game profile.</p> <p>32. Modify practise activities to achieve the game plan.</p>
<p>E. Communication & interaction</p>	<p>33. Brief the players prior to starting practise.</p> <p>34. Provide feedback which helps players improve performance</p> <p>35. Provide opportunities for players to improve decision-making within the game.</p> <p>36. Provide opportunity for players to perform skills with appropriate levels of opposition</p> <p>37. Seek feedback from players</p> <p>38. Adapt to player needs during the practise session.</p> <p>39. Demonstrate effective questioning skills.</p> <p>40. Demonstrate effective listening skills.</p> <p>41. Give clear, concise and meaningful explanations.</p> <p>42. Self-reflect honestly and accurately</p>



3

Global Coach Education Equivalency Table

Global Coach Education Equivalency Table

This table is based on the analysis of coaching courses and mapping against the World Rugby courses at Levels 1, 2 and 3.

	WORLD RUGBY LEVEL 1	WORLD RUGBY LEVEL 2	WORLD RUGBY LEVEL 3
Australia (current)	Foundation Coach Programme	Developing Coach Program	Emerging Talent Coach Program
Australia (new for last quarter 2024)	Youth & Adult Coach Course	Community Coach Course	Pathways and Program Lead Coach Course
England	<i>No direct equivalent course to World Rugby Level 1</i>	England Rugby Coaching Award	England Rugby Advanced Coaching Award
France	<i>No direct equivalent course to World Rugby Level 1</i>	BPJEPS: Professional Certificate in Youth, Popular Education and Sport, specialty "sports educator", Rugby Union Professional Qualification Certificate (CQP) Rugby union sports technician Federal Certificate Improvement (BF PERF) Federal Certificate Optimisation (BF OPTI)	DESJEPS: Higher State Diploma in Youth, Popular Education and Sport, specialty "sports performance", Rugby Union DEJEPS: State Diploma in Youth, Popular Education and Sport, specialty "sports development", Rugby Union
Ireland	IRFU Youth Coach Qualification (YCQ)	IRFU Senior Coach Qualification	IRFU Performance Coach Qualification
Italy	<i>No direct equivalent course to World Rugby Level 1</i>	FIR Level 2	FIR Level 3 (Base)
New Zealand	NZ Rugby Foundation of Rugby Coaching Course	NZ Rugby Developing Rugby Coaching (DRC)	NZ Rugby Performance Coaching Course
Scotland	Coaching Essentials	<i>No direct equivalent course to WR Level 2</i>	Scottish Rugby Advanced Coaching Programme
Wales	WRU Level 1	WRU Level 2	WRU Level 3



4

Mapping and Equivalency Key Themes

Part 1: Discussion of Mapping Countries (8 nations)

Introduction

As part of this study, the coaching qualifications and courses of the member Unions of the following countries were analysed and compared against the World Rugby coaching courses.

Australia, England, France, Italy, Ireland, New Zealand, Scotland, Wales.

The main result of the analysis is the table of equivalent courses contained above on page 29.

In order to confirm the mapping and equivalence of these courses information on the following aspects was gathered from each member Union:

- Purpose / aim of courses
- Main course objectives / learning outcomes
- Entry requirements / pre-course tasks
- Course duration / timetable
- Content / syllabus – knowledge and skill components
- Assessment criteria
- Educator / participant ratio
- Site / equipment requirements
- Tutor / Educator criteria
- Quality assurance arrangements
- Link to national qualifications framework
- Link to national / international coaching benchmarks or standard
- Introductory courses
- Higher level courses

Following analysis of these aspects for each course, it is interesting to discuss some key themes and areas of commonality and difference between the courses from each country.



Key themes for discussion

Note: for each theme discussed, the intention is not to describe the situation in every country, but to give examples and give an overall impression of practice related to each theme around the world.

Entry-requirements / pre-requisites

In line with the World Rugby coach education programme, most of the mapping countries implement a set of entry requirements and/ or pre-requisites before individuals can begin their suite of courses. This normally includes pre-course e-learning which concentrates on laws of the game and safety considerations. **Wales, Italy and Ireland** all require both the World Rugby Laws of the game and Concussion e-learning courses to be completed, with **Wales** also requiring the RugbyReady course. **New Zealand** also require World Rugby online courses as pre-requisites. **England** requires their own “Headcase” course as a pre-requisite as well as pre-course e-learning. In **Australia** their “Smart Rugby” 3-hour course is a pre-requisite to their suite of qualifications.

Timetable and format

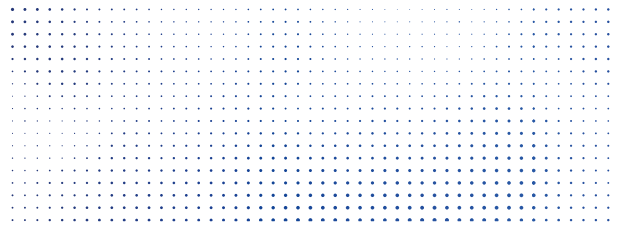
While the exact duration, timetable and format of courses from the mapping countries varies, in most countries there are strong similarities to the World Rugby coach education programme.

Level 2 equivalent courses

In **England** the course is composed of two face-to-face days and webinars. **New Zealand, Wales, Ireland and Australia** also have equivalent courses which are around two days in duration (14 – 16 hours). A different approach can be seen in **Italy** where the face-to-face training aspect is shorter but there is an internship including additional training credits over 23 months before the full certification is awarded. Courses in **France** are much larger than in other nations, and the shortest level 2 equivalent courses are 60 hours in duration. Most countries including **England and Ireland** include coaching tasks to be carried out in the coach’s own environment as part of the course, in Ireland this is 50 hours of logged training sessions or matches. Producing a plan for a season is also normally required.

Level 3 equivalent courses

At this level course durations and formats are also not vastly different to the World Rugby programme, normally achieved over a year of course activities. In **Scotland** the course involves 4 face-to-face days, 4 coaching visits and online mentoring. In **Wales** the course is five full days over one year, it includes continuous assessment including four videos and an assessor observing in the coach’s own environment. In **England** it is a two-year programme covering one full season with 4 face-to-face learning days in year 1 followed by assessment, mentoring and webinars in year 2. In **France** the State Diplomas at this level are 900 and 1100 hours in duration.



— Approaches to assessment

Continuous assessment, with observed coaching sessions marked against a competency transcript is a feature of most qualifications, in line with the assessment methods implemented through the World Rugby programme.

Some examples of assessment include **Wales** Level 2 which is made up of internal assessment of home study, review of session plans, laws test, and observed practical session. In **England** the assessment for the Level 3 equivalent course involves four in situ coaching assessments, video assessment and webinars. Assessment for the Senior Coach Qualification in **Ireland** (equivalent level 2) includes observed practical coaching and a detailed season plan.

In **Italy** for the courses at each level, participants have 21 days to complete the e-learning section which includes the informative part and online quizzes. This is followed by a practical validation within 45 days and then two seasons from the one in which the course was carried out to complete the required training credits and practical training dedicated to each course to obtain the final certification.

— Link to national frameworks

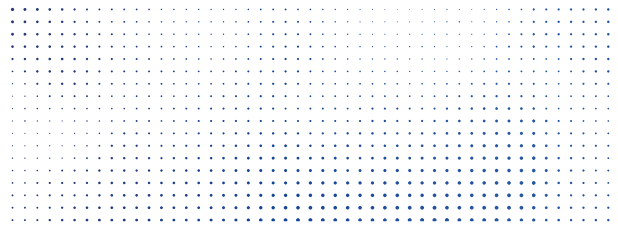
There are a variety of approaches to connecting with national coaching or education frameworks, with coaching qualifications intrinsically linked to national frameworks in some countries, while not linked at all in others.

The closest link with a national system of education is in **France** where the state diplomas and professional qualification certificates are registered in the National Register of Professional Certifications (RNCP) with accreditation through a government ministry.

In **England and Scotland**, the coaching awards are not linked to a national qualifications framework but are linked to cross-sport coaching frameworks, in the case of **England** to the coaching competencies of CIMSPA the UK professional body for sport, and in the case of **Scotland** to the Scottish Coaching Framework managed by Sport Scotland.

In **New Zealand and Wales** there is currently no link to the national qualifications frameworks for those countries or any national sports authority or external coaching framework competencies.

In **Ireland** the Ireland Rugby Football Union (IRFU) courses take account the Sport Ireland Coaching Development Programme for Ireland (CPDI) and the Irish National Framework of Qualifications (NQF). IRFU is currently in the submission process for alignment with CDPI (and concurrently NFQ) for Children's Coach and Youth Coach Qualifications. Formal alignment and approval at the higher levels will follow.



— Introductory courses

All of the mapping countries offer one or more introductory courses, below the level of World Rugby Level 1, these courses focus on coaching children using small-sided games. Some examples include:



England:

at the introductory level there is a Kids First Tag Rugby award for those working with U6-U8 players, and Kids First Contact Rugby for working with U9-U11 players – the focus is on safe and effective coaching, following age grade rule progressions.



Ireland:

Irish Rugby's Children Coaching Course is for coaches of mini rugby players aged 5-12. Players are introduced to the game for the first time through participation in games with reduced numbers 8, 10, 12-a-side.



Wales:

Below Level 1 there are two courses, firstly the Tag award for players at U7-U8, a three-hour course covering some practical elements of the game and how to develop fun and enjoyment within sessions in a safe environment. Secondly there is a U9-U11 course which is a 12-hour course covering the core rugby techniques, social skills and behaviour, and coaching through games.



Australia:

Kids Coaching covers age U8 to U12. After completing a Smart Rugby course Rugby Australia encourages coaches to complete Coaching Kids Skills course (Face-to-Face) and Coaching Kids Rugby U8-U12 program (online).



New Zealand:

The Small Blacks course is compulsory for all coaches of U6 grade and above to U13 grade and includes a series of introductory modules that emphasise creating an environment of skill-development and fun, and Rugby Smart, which is an annual safety course for all coaches and referees.



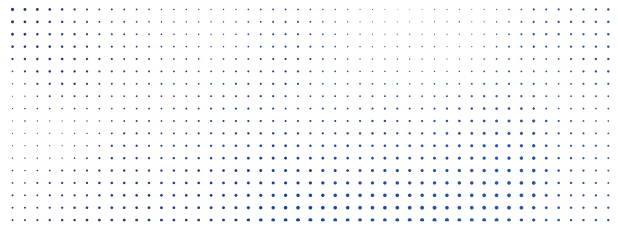
Italy:

Federazione Italiana Rugby (FIR) Level 1 course is for coaches of U6, U8, U10, U12 teams. The course is divided into 5 modules (characteristics, methodologies, defensive movement, offensive movement, development of motor skills).



France:

There are several Federal Certificates that relate to coaching children, Federal Diploma Baby Rugby to prepare and support under 6's in the first steps in rugby school; Federal Discovery Certificate for players under 6, under 8 and under 10; Federal Diploma Development for players under 12, under 14 and under 15 females; and Federal Diploma Improvement for players under 15, under 15 and under 18.



— High performance coaching

World Rugby does not have a course above Level 3; however, some member Unions have their own high-level course, often for coaching performance and elite level players.

These include **England** where the Performance Coaching Award is an 18-month programme for coaching in high-performance roles; **Australia's** 12-month Performance Coach Programme; and **Wales** High Performance Coach Programme. In **Ireland and Scotland** high-performance coach programmes are under development for launch in 2024.

— Mandatory education

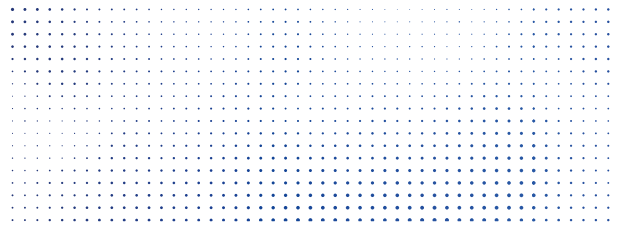
Some countries are now insisting on at least an introductory level of education to be able to coach in any rugby setting. In **Australia** Smart Rugby is the mandatory coaching qualification for all coaches of the tackle game in Australia, it is a free course with an approximate duration of 3 hours.

In **New Zealand** the Small Blacks course is compulsory for all coaches of U6 grade and above to U13 grade.

In **Scotland** by August 2024 Scottish Rugby will require all coaches to hold a qualification, at least at the level of Coaching Essentials (equivalent to World Rugby Level 1).

In **France**, in accordance with the provisions of article L 212-1 of the sports code, teaching, coaching, instructing and training for remuneration is subject to possession of a state diploma or a professional qualification certificate (CQP) registered in the National Register of Professional Certifications (RNCP).

Also in **France**, expiry of certifications and requirement for reaccreditation is a mandatory requirement, where holders of Federal Patents are all subject to reactivation every 5 years to be authorised to supervise the activities covered by these diplomas.



— Innovation and new approaches

Coach education in every sport and every nation is constantly evolving. This can be seen around the world with new and innovative approaches emerging in every country, some examples include:

In **Australia** a new education model is emerging which will bring to life a tertiary-style system, where coaches will be encouraged to take a learning journey through over 100 micro-courses that focus on the Physical, Psychological, Social and Cognitive literacy domains.

In **New Zealand**, NZR offer specific courses at Level 1, 2 and 3 for the woman's game. NZR also runs World Rugby coach educator courses for women only.

Domain specific education and assessment is also becoming more prevalent; in **England** at the advanced (World Rugby Level 3) level a domain can be chosen for observing assessment from U9-U12, Youth U12-U18, Adult Community, Adult Performance, and Pathway. In **Scotland** the advanced course has strand specific information targeting coaches from the Adult Male, Adult Female, Youth Male and Youth Female areas of the game.

— Links to World Rugby Courses

As mentioned above several of the mapping countries in this study implement World Rugby e-learning as pre-requisites for their courses. Among these countries **New Zealand** is the one which most embraces the World Rugby education programme, using the programme in its entirety at levels 1, 2 and 3 with the only certificate given to participants being the World Rugby certificate and full World Rugby educator requirements being implemented.

— Future developments

Nothing stands still in rugby coach education, and 2024 will see several reviews and launch of new awards, including in **Wales** where a full review of the Welsh coach education system and all courses is due to take place, and in **Australia** which will launch a new suite of courses in October 2024 which will revitalise its curriculum to meet its future needs.

Part 2: Discussion of Exploring Countries (15 nations)

Introduction

Exploring countries in this study were those who are delivering the World Rugby education programme and deliver World Rugby courses at levels 1, 2 or 3. The aim was to explore how they are being implemented and any similarities and differences in the delivery models. As part of this study, the ways in which the World Rugby suite of coach education courses are delivered in the following countries were analysed:

Argentina, Belgium, Canada, Denmark, Germany, Japan, Luxembourg, Netherlands, Norway, Portugal, South Africa, Spain, Sweden, Switzerland, USA.

Key themes for discussion

Note: for each theme discussed, the intention is not to describe the situation in every country, but to give examples and give an overall impression of practice related to each theme around the world.

World Rugby Courses

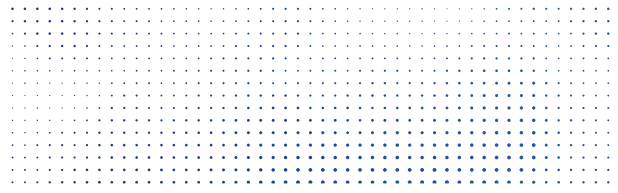
All of the countries in the Exploring Group offer World Rugby Levels 1 and 2 courses, with some countries including **Argentina, Canada, South Africa and USA** also offering Level 3.

Focus on Level 3

In addition to those countries who deliver World Rugby Level 3 through the member Union, there are two other features at Level 3 which are worth noting. Firstly, some countries who do not deliver World Rugby Level 3 themselves nominate a small number of coaches for a Regional delivered Level 3 course, with examples being **Denmark, Sweden and Luxembourg**.

A key feature of coach education in several countries is the delivery of courses above the level of World Rugby Level 2, which cover many of the World Rugby Level 3 competences, but which are not linked or seen as equivalent to World Rugby Level 3 and provide a national certificate and not a World Rugby certificate.

One example is the **Netherlands** where there is a Dutch Level 3 offered by Rugby Netherlands, this is a year-long course with 12 modules, much of the content is similar to World Rugby Level 3 but it is not equivalent.



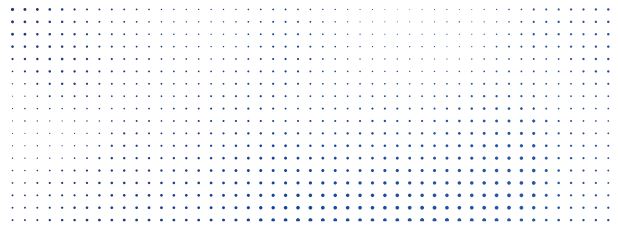
In **Germany** the “A license” course is run by the national federation and is designed to be delivered at the same level as World Rugby Level 3, although it does not include explicit links to that award. The A license course has a duration of 90 hours to be completed across a twelve-month period, which includes face-to-face elements at the beginning and end with online learning in the middle period. Modules are included on the topics of periodisation, player profiling, specialist areas, analysis and documentation.

In the Flemish community in **Belgium**, the “Instructor” certification does not fully align with World Rugby Level 3 and participants do not receive a World Rugby certificate, however, it covers many of the topics of World Rugby Level 3. Coaches learn how to make selections, player analyses, team profile and game profile. The course is made up of rugby specific modules and an internship.

In the French speaking community in **Belgium** the “Educator” course includes 8 days of rugby training and 1 day of practical assessment during a residential internship. This certification does not fully align with World Rugby Level 3 and participants are not offered the chance to receive a World Rugby certificate. However, it covers many of the topics of World Rugby Level 3. Key course components include communication, strategic contributions, reflective debriefing, tactical components, adapted teaching methods, and valuing success.

In **Spain**, Spanish Levels 3, 4 and 5 are delivered within the national government structure in conjunction with the Ministry of Sport and Higher Sports Council. These are extensive courses with the course length being 300 hours for Level 3, 400 hours for Level 4 and 500 hours for Level 5. Despite World Rugby Level 3 outcomes being included at these levels they are not currently formally mapped to Level 3 or seen as equivalent.

For countries with their own national “Level 3” course, it is normally graduates from this localised course who are nominated for the World Rugby regional Level 3 course.



— Extra material

In **Argentina**, at both Level 1 and Level 2 World Rugby content is used as a baseline, or “skeleton”, and then extra material and fresh content is added to fit with the Argentinian national context. At Level 1 additional content is added on generic skills, while at Level 2 there is additional content on attack, defence and retention.

In **Canada** some national content has been added to the World Rugby content, including a module on Making Ethical Decisions at all levels.

In **Norway** at Level 1 there is an extra weekend organised on top of World Rugby requirements to meet the national requirements, this covers Norwegian specific context and culture. Level 2 is more in-depth than World Rugby course with additional content on goal setting, group cohesion, sexual harassment, mental training, long term periodisation, injury prevention, head injury, tackle height and communication. Level 2 is delivered over two weekends.

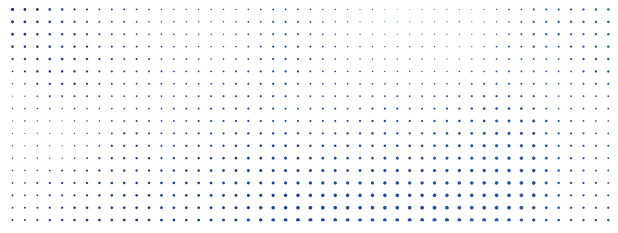
In **Japan** at B (L1), A (L2) and S (L3) Coach levels, additional content on player safety, integrity and strength and conditioning are added. For S Coach there is also additional content on mental health and career planning.

— Certification

Among the Exploring Countries there is a mix of countries who issue one certificate, normally from World Rugby, and those who issue two certificates, one from World Rugby and one from the national level.

The **Netherlands and Sweden** are examples of countries who only issue World Rugby certificates.

In **Argentina** successful candidates from the Level 1 and Level 2 courses receive two certificates, from World Rugby and UAR. This is the same in **Norway** where participants receive two certificates, one from World Rugby, plus a national trainer license related to non-sport specific content. In the Flemish part of **Belgium** participants receive a certificate from the Flemish Trainer School and the World Rugby. The **Luxembourg** system features certification for candidates during training since they will be able to obtain accreditations from World Rugby training courses at the same time as those issued by the Luxembourg Ministry of Sports (MDS) and ENEPS if they meet the different certification requirements for each of the two awarding authorities.



— Online platforms

While participants on all World Rugby courses must be entered in the World Rugby IRIS system, some countries also have their own online registration requirements. In **Spain** participants must register in the Spanish online passport system. In **Canada** coaches are tracked in the Canadian “the locker” online system as well as the World Rugby IRIS system. In **Argentina** UAR have their own electronic platform to log participants on the course and record pre-requisites - participants are registered in both the UAR and World Rugby platforms.

— Timetable and format

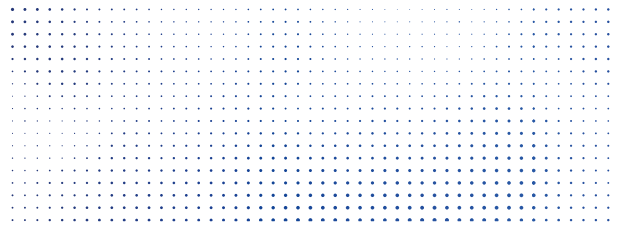
Many of the Exploring Countries adhere to the recommended timetable (duration) and format specified by World Rugby for the awards at levels 1, 2 and 3. However in some cases, especially where World Rugby education is just one component of larger national coaching awards delivered through the Union, different formats and duration of courses can be seen.

In **Norway**, Norwegian Level 1, which includes World Rugby Level 1, includes 45 hours of practical and 45 hours of theory. Level 2 (which includes World Rugby Level 2) includes 70 hours of practical and 70 hours of theory.

In **Germany** the German “C License” is a 125-hour course, with 30 hours introduction to coaching (national level module), 15 hours for the World Rugby Level 1 course run by regional development officers of the federation, plus other modules with some being from World Rugby including First Aid and Strength and Conditioning, and some from the national level including a specialist rugby defence course. The German B license has the C license as a pre-requisite and then includes the World Rugby Level 2 course and two other modules – the role of the trainer and the role of the player. This makes a total of 60 hours of learning.

In **Portugal** the “Grade 1” which embeds World Rugby Level 1 is made up of 40 hours rugby content, 36 hours generic content, with a course length minimum 6 months and internship of one year. Grade 2 which embeds World Rugby Level 2, it is made up of 60 hours rugby content, 60 hours generic content, plus internship of 6 months. Grade 3 is made up of 100 hours of rugby content and 80 hours of generic content to meet national requirements.

In **Spain** the Level 1 and Level 2 courses are longer than the hours specified by World Rugby, with Level 1 being 16 hours and Level 2 being 40 hours.



— Link to national frameworks

The situation in the Exploring Countries ranges from no link at all to any national system or benchmarks, to rugby coach education being entirely linked and embedded into national coaching or education systems.

Countries where there is no link to national qualifications frameworks or any national sport framework from the national Olympic Committee or other national sport body include **Argentina, Denmark and Sweden**.

The range of countries that do link to national frameworks include:

Canada where Rugby Canada coach education meets the requirements of the National Coaching Certification Programme (NCCP) which is monitored by Coaching Association of Canada (CAC).

The **Netherlands** where Rugby Netherlands deliver the World Rugby coach education programme at Levels 1 and 2, whilst also meeting the requirements of the National Olympic Committee.

Norway where the Norwegian federation implements rugby coach education programmes within the coach education system of the Norwegian Sports Association who operate the Norwegian Framework for Trainer Education. The federation has a mandate to deliver national licenses.

Germany where the rugby coach education system is made up of three licenses known as A, B and C. This level system is for all sports in Germany and implemented by the National Olympic Committee known as the DOSB.

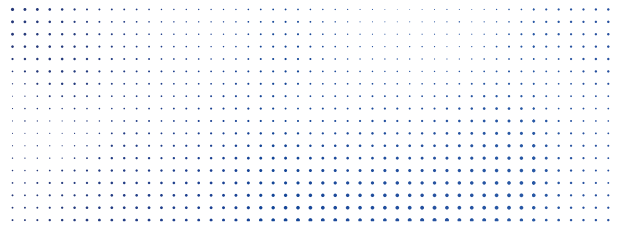
The Flemish part of **Belgium** where certification is achieved through Flemish Trainer School.

Japan where the B Coach qualification and A Coach qualification are linked to the official qualifications of the Japan Sport Association.

Luxembourg where coach education courses are run in conjunction and alongside State Diplomas issued by the National Sport Ministry.

Portugal where the requirements of the National Coach Training Program, managed by the government agency IPDJ, oblige the delivery of longer and more in-depth training courses than those stipulated by World Rugby.

Switzerland where the Swiss Rugby Youth & Sport Education Programme, subsidised by the Swiss Government, is organised by the Swiss Rugby Union under the umbrella of the Swiss Federal Office of Sport's Youth & Sport Programme



— Introductory courses (below Level 1)

A range of introductory courses and courses for coaching children can be seen below the level of World Rugby Level 1 in a number of countries, including:

Argentina - Below Level 1 UAR deliver a Coaching Children course with a focus on games accredited by both World Rugby and UAR.

Rugby **Canada** delivers NCCP Rookie Rugby which is a 4-hour in-person course designed to teach people how to introduce fundamental movement skills through the game of rugby in a non-contact, safe and fun environment. It is for coaches of under-12 or non-contact rugby programs.

In **Denmark** the federation have their own course for youth rugby, titled Kids First over 1 day for under 8s to under 18s, which is a workshop-based course including the scrum and tackling. All coaches involved in youth rugby are expected to have this course.

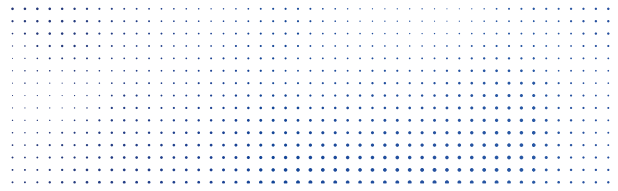
In **Netherlands** at the pre-level 1 level, there is a 2-hour course for coaching 6,7,8-year-olds organised by Rugby Netherlands.

In **Japan** they have the Start Coach which is intended for all those who are active as rugby coaches in Japan. Trainees learn the basics of JRFU safety measures and the basics necessary for becoming a rugby coach. It is a 2-hour online course. Japan also has the C Coach course below Level 1 enabling individuals to acquire the ability to teach practical skills to individual players.

— High performance coaching

Several Exploring Countries have coach education for coaches above Level 3 and normally aimed at coaches of elite and performance level teams. Sometimes this is rugby specific and sometimes it is linked to a national high-level coach education system which is multi-sport.

In **Canada** there is the NCCP Advanced Coaching Diploma (ACD) which is a multi-sport program over one year delivered through the Canadian Olympic and Paralympic Sport Institute Network (COPSIN).

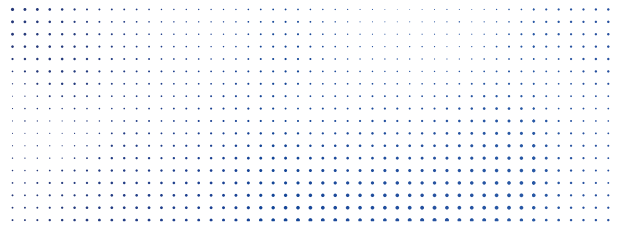


In **Netherlands** at the national level there are Level 4 and Level 5 courses managed by the NOC which can be taken in the context of rugby, with rugby-specific aspects attached. Only one or two coaches per year progress to Level 4 or 5.

In the Flemish part of **Belgium** Trainer B certification is a national level course from Rugby Vlaanderen above Level 3 where the student will learn to train, coach and perfect competitive rugby players up to national level. It includes modules movement analysis, physiology, psychology, talent identification, mental aspects, and an internship.

In **South Africa** the South African Rugby Union (SARU) have developed an Elite Coaching Programme (ECP) aims to develop coaches beyond level 3, keep them interested, and provide mentoring. SARU would like to formally link the programme to a university and gain accreditation within higher education. The ECP will include multiple assessment processes, including scenarios, online self-assessment, and presentation to a panel of assessors. It will be delivered through blended learning with assignments and tasks linked to the modules of the programme. There will also be masterclasses for participants to attend on topics such as coaching, leadership, reflective practice, diversity, media and communication, governance, and strategic management. The ECP has the objective to develop competencies of high performing coaches including in the following areas:

- Dealing with media and the pressure thereof
- Managing relationships within rugby team members and boards
- Status issues in high-performance sport
- Resilience
- Own career management
- Work/life balance, pressure, stress
- Self-management and navigating fast-changing social world and socio-economic challenges.



— **Mandatory education**

While mandatory education for coaches is seen in some countries, it will be interesting to monitor in future years if this becomes more prevalent across the world.

In **Denmark** it is a government requirement to hold a children's certificate and have a background check to coach children.

In **Japan** all registered teams must have a person with a coaching qualification, and the level of certification required by a coach is stipulated for each level of rugby up to the Japan national team.

In **Portugal**, Portuguese Law No. 40/2012 relating to sports coaching and the consequent implementation of the National Coach Training Program (PNFT) inform the overall structure of rugby coach education in Portugal.

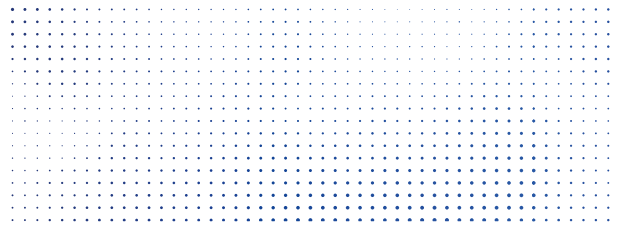
In **Switzerland** for rugby coaches who are coaching children or youth a Swiss Youth & Sport coaching certification is needed.

— **Expiry of accreditations**

Another theme that is worth monitoring in future years is the phenomenon of accreditation expiry and conditions for renewal.

In **Japan**, all certifications have an expiry date, continuing education is required to keep certifications valid (once every four years for all certifications except S Coach which is one per year).

In **Luxembourg**, the LUXQF3 State Certificate is subject to a "recycling" procedure minimum every 3 years as part of the continuing education of coaches (retraining).



— Continuing Professional Development (CPD)

CPD or continuing education courses are being developed and delivered more frequently by many member Unions around the world, some examples from the Exploring group of countries include:

In **Canada**, Rugby Canada have developed a CPD course “Tackle Smart” which is an introduction to the tackle and can be taken before World Rugby’s Tackle Ready course.

In **Sweden** optional digital education is promoted to coaches on leadership, coaching children, and anti-doping.

In **Spain** a range of continuing education courses are also organised through the federation on a range of topics and aimed at all levels of coaches. These courses include First Aid, Strength and Conditioning, Management, Sevens, Touch, Planning.

In **Denmark** the federation would like to create add-on continuing education courses in addition to the main Level 1 and Level 2 courses.

— New Approaches/ Future developments

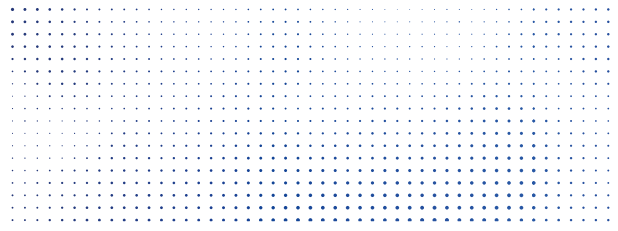
The provision of rugby coach education is constantly evolving and implementing new innovative approaches, some planned new developments include:

In **Canada** Rugby Canada have a goal to roll out an e-learning module called “Introduction to the Blue Card”. The Blue Card is a process initiated by a coach, player or match official and delivered on field by the Match Official to identify a player who has been removed from the field of play due to a suspected concussion.

In **Sweden** one area the Union is working on is to attempt to recruit new World Rugby accredited educators, at present for Level 2 courses trainers are brought in from abroad to support national educators.

In the **French** speaking part of Belgium, the higher level (above Level 3) “Trainer” course is currently under construction. It will include 10 to 15 days of rugby training and several days of practical assessment during a residential internship. The course is designed for up to senior national division and international level.

In **South Africa** an application has been made to the South African national qualifications framework, with the Union liaising with the national qualifications authority. If this process results in national accreditation, it will bring added national recognition to the coach education programme.



— Ideas for the future

This section concludes with some suggestions from member Unions for the development of coach education, mostly these are ideas for consideration by World Rugby.

In **Denmark**, the federation would like to see an increased blended learning offer, especially for small nations, and believe more online delivery would secure the consistency of content through centralised delivery.

In **Sweden** the federation believe it would be helpful at the national level if the World Rugby websites with the pre-requisite courses were translated into Swedish.

In **Spain** the federation would like to explore the possibility for the Spanish Levels 3/4/5 to be mapped and potentially seen as equivalent to World Rugby Level 3 to support coach mobility abroad.

In **Argentina**, Unión Argentina de Rugby (UAR) would like for their platform to exchange information with the World Rugby platform IRIS, so the participants can do the online courses on Passport and can be reflected on their own platform (Conecta Rugby).



5

Mapping Countries Coach Education Summaries

• Australia



Australian Rugby Union

The goal of Rugby Australia is to ensure all rugby players have access to the best quality coaching experience by providing the right training and support for coaches, so they can build the right environment for their players.

Community coaching in Australia is segmented into the three main age groups below:

- ▲ Kids (U6-U12)
- ▲ Youth (U13-U18)
- ▲ Adults (U18 and over)

Coach education in Australia covers all levels from juniors and youth through to seniors and emerging talent.

The current coach education pathways and qualifications can be summarised as follows:

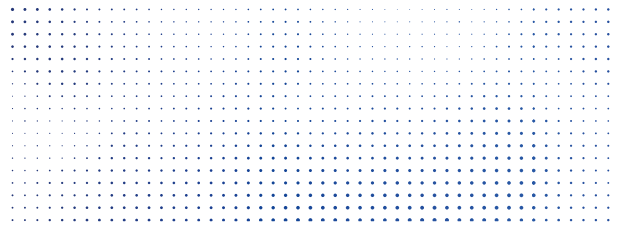
Smart Rugby

Smart Rugby is the mandatory coaching qualification for all coaches of the tackle game in Australia. It is a free course with an approximate duration of 3 hours.

Kids Coaching U8 to U12

After completing a Smart Rugby course Rugby Australia encourages coaches to complete one or more of the following courses:

- ▲ **Coach Ready** (online)
- ▲ **World Rugby - Introduction to Coaching** (online)
- ▲ **Coaching Kids Skills course** (Face-to-Face)
- ▲ **Coaching Kids Rugby U8-U12 program** (online)



— Youth Coaching U13 to U18

Youth Rugby is about teaching the U19 law form of the game and guiding players on their participation journey.

To coach Youth Rugby coaches must complete a Smart Rugby course and a *Foundation Coach Certificate* (equivalent to World Rugby Level 1).

— Senior Coaching

Senior Rugby refers to U19s and above. To coach Senior Rugby a Smart Rugby course must be completed and coaches should complete a Developing Coach Course (equivalent to World Rugby Level 2).

— Emerging Talent Coach

Rugby Australia and member Unions run the *Emerging Talent Coach Program* (equivalent to World Rugby Level 3) for coaches of talent pathway athletes.

— Performance Coach

Rugby Australia also run a 12-month, Performance (Level 4) Coach Programme.

— Future Education

In October 2024, Rugby Australia will revitalise its curriculum to meet its future needs, with the new curriculum alignment to World Rugby as follows:

- Coaching Kids Rugby - target U8-U9 coaches
- Junior Coach – target U10-U14 coaches
- Youth and Adult Coach - U19 and Senior Law, 1-day course (World Rugby Level 1 Course)
- Community Coach - U19 and Senior Law, 2-day course (World Rugby Level 2 Course)
- Pathways and Program Lead Coach - 6-9-month program (World Rugby Level 3 Course)
- Performance Coach – 12month program.

The new education model will bring to life a tertiary-style system, where coaches will be encouraged to take a learning journey through over 100 micro-courses that focus on the physical, psychological, social and cognitive literacy domains.

• England



Rugby Football Union (RFU)

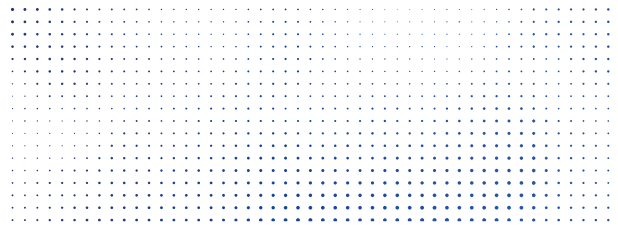
The RFU is committed to offering a world-leading coaching development service, from helping volunteers who want to coach junior tag rugby on a Sunday morning to assisting people who aim to reach a professional coaching standard.

The two main coaching courses in England which map to the World Rugby coaching courses at Levels 2 and 3 are the England Rugby Coaching Award and England Rugby Advanced Coaching Award.

— England Rugby Coaching Award

This course is equivalent to World Rugby Level 2 and is a competency based assessed course. It is the entry point for those coaching U12 and above. It provides the knowledge, skills and attributes to safely and effectively coach young players and adults.

The course provides an introduction to safe and effective coaching of contact areas of the game, understanding fundamental how to coach skills and coaching methodology. The course is composed of two face-to-face days, webinars, and associated coaching tasks to be carried out in own coaching environment.



— **England Rugby Advanced Coaching Award**

This course is equivalent to World Rugby Level 3 and aims to develop candidates' knowledge, skills and behaviours over time by building on experiences within their own coaching environments. The course is made up of two parts, firstly the Developing Advanced Coaching Practice course, followed by part two which is the competency-based assessment.

The full course runs over two years and one full season, year one is unassessed and involves four face to face learning days with webinars and e-learning. Year 2 is the assessment part and involves four in situ coaching assessments, plus video assessment and webinars. In year 2 a domain can be chosen for observing assessment from U9-U12, Youth U12-U18, Adult Community, Adult Performance, and Pathway.

Beyond the advanced award a higher-level course exists in England called the England Rugby Performance Coaching Award, this is an 18-month programme for coaching in high-performance roles.

At the introductory levels below the England Rugby Coaching Award there is a Kids First Tag Rugby award for those working with u6-u8 players, and Kids First Contact Rugby for those working with U9-U11 players – the focus is on safe and effective coaching, following age grade rule progressions.

England Rugby courses are not linked to a national qualifications framework but are mapped to the competencies of CIMPSA the UK professional body for sport.

• France



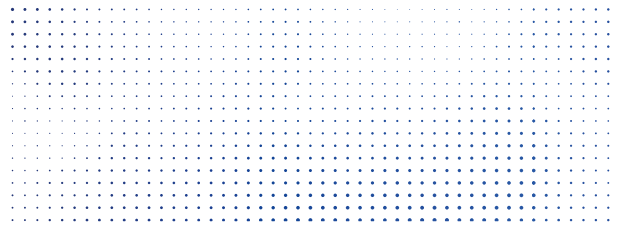
Fédération Française de Rugby

In France, in accordance with the provisions of article L 212-1 of the sports code, teaching, coaching, instructing and training **for remuneration** is subject to possession of a state diploma or a professional qualification certificate (CQP) registered in the National Register of Professional Certifications (RNCP). This is valid whatever the level of intervention in order to guarantee the competence of its holder in matters of safety of practitioners and third parties in the activity in question.

There are four diplomas / certifications registered with the RNCP for Rugby Union which make it possible to satisfy this qualification obligation and therefore to be able to be paid to coach rugby.

The following state diplomas include and map to all aspects of World Rugby Level 3 certification:

- **Diplôme d'État Supérieur de la Jeunesse, de l'Éducation Populaire et du Sport (DESJEPS): Higher State Diploma in Youth, Popular Education and Sport, specialty "sports performance", Rugby Union**
 - ▲ The target for this state diploma is coaches wishing to coach in a professional or federal structure for the management of sports performance in Rugby Union.
 - ▲ The certifying body is the Ministry of Sports and Olympic and Paralympic Games and it sits at RNCP level 6 (EQF Level 6).
 - ▲ The duration of training is 400 hours depending on the provider, and the work-based element amounts to a minimum of 500 hours (Total of 900 hours).
- **Diplôme d'Etat de la Jeunesse, de l'Education Populaire et du Sport (DEJEPS): State Diploma in Youth, Popular Education and Sport, specialty "sports development", Rugby Union**
 - ▲ The target for this state diploma is coaches wishing to coach within the framework of the federal structure for sports development in Rugby Union.
 - ▲ The certifying body is the Ministry of Sports and Olympic and Paralympic Games and it sits at RNCP level 5 (EQF Level 5).
 - ▲ The duration of training is 700 hours depending on the provider, and the work-based element amounts to a minimum of 500 hours (Total of 1200 hours).



The following qualifications include and map to all aspects of World Rugby Level 2 certification:

— **Brevet Professionnel de la Jeunesse, de l'Éducation Populaire et du Sport (BPJEPS): Professional Certificate in Youth, Popular Education and Sport, specialty "sports educator", Rugby Union**

- The target for this qualification is anybody who wishes to coach rugby union.
- The certifying body is the Ministry of Sports and Olympic and Paralympic Games and it sits at RNCP level 4 (EQF Level 4).
- The duration of training is 600 hours depending on the provider, and the work-based element amounts to a minimum of 500 hours (Total of 1100 hours).

— **Professional Qualification Certificate (CQP) Rugby union sports technician**

- The target for this qualification is coaches aged 18 and over who coach voluntarily or professionally on an occasional basis.
- The certifying body is the CPNEF sports branch (National Joint Commission for Employment and Training)
- The duration of training is 150 hours over four skill blocks with a minimum of 100 hours of coaching in a structure recognised by the FFR.

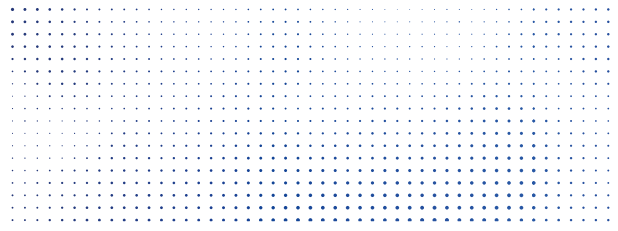
Teaching, coaching and training rugby can be done **on a voluntary basis (unpaid)** and in this case coaches must have a Federal Certificate issued by the French Rugby Federation. The Federal Certificates allow coaches to acquire the skills necessary to supervise rugby in complete safety.

There are a total of 7 Federal Certificates which are an integral part of the Rugby training sector.

Two of these are equivalent to World Rugby Level 2:

— **Federal Certificate Improvement (BF PERF)**

- For coaches of under-15s, under-16s and under-18s
- The Diploma is made up of 3 Training Units of 20 hours each, making a total of 60 hours of training



— **Federal Certificate Optimisation (BF OPTI)**

- For coaches of players over 18 years old
- The Diploma is made up of 3 Training Units of 20 hours each, making a total of 60 hours of training

The other five Federal Certificates are related to coaching children under 14 and small sided rugby “Rugby 5s”.

Holders of Federal Patents are all subject to reactivation every 5 years to be authorised to supervise the activities covered by these diplomas.

The French federation would like to make it clear that while recognition of French national diplomas by World Rugby and other member unions is highly desirable, equivalence with French awards can only be seen as a one-way process, and reciprocity can not be envisaged. World Rugby awards can not be seen as equivalent to French diplomas in France.



Federazione Italiana Rugby (FIR)

The coach education courses of the Italian federation promote a «player-centric» approach where the game, the training processes and the coach constantly relate to the characteristics of the players involved. The Italian training pathway provides a set of knowledge that can be accessed through a digital platform and a set of practical experiences which supports coaches through in-person tutoring, with the aim to strengthen the process of acquiring awareness and developing the skills of each participant.

The coach education system in Italy includes five main levels of qualification:

— Level 1 Course

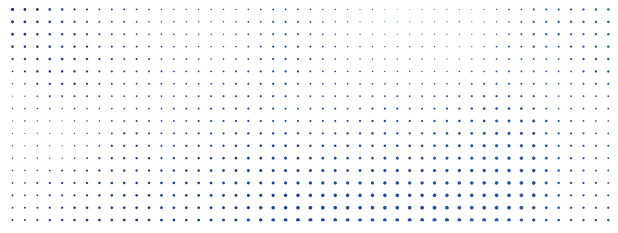
This course is for coaches of U6, U8, U10, U12 teams. The course is divided into 5 modules (characteristics, methodologies, defensive movement, offensive movement, development of motor skills), at the end of each module there is a questionnaire which has the aim of reinforcing the learning of the topics covered. The course consists of 2 hours online learning, 5 hours practical session, and internship (practical and theoretical) of 23 months involving 30 training credits.

— Level 2 Course

This course is for coaches of men's and women's U14, U16, U18 teams and senior Women's Italian Cup. The course is divided into 3 modules (skills, defensive movement, attacking movement), at the end of each module there is a questionnaire. The course consists of 3 hours online learning, 5 hours practical session, and internship (practical and theoretical) of 23 months involving 30 training credits.

— Level 3 Course (base)

This course is for coaches of senior men's CB series and senior women's teams. The course is divided into 3 modules (attack, defence, management) and at the end of the first two there is a questionnaire. The course consists of 4 hours online learning, 5 hours practical session and internship (practical and theoretical) of 23 months involving 30 training credits.



— **Level 3+ Course**

This course is for coaches of senior Serie A and Serie A Elite teams. The e-learning part is the same as the level 3 course. The course consists of 6 hours practical session, and internship (practical and theoretical) of 23 months involving 42 training credits.

— **Level 4 Course**

This course is for coaches of National and Pro14 teams. It is an invitation-only course reserved for coaches involved or to be involved in these contexts.

For each course, participants have 21 days to complete the e-learning section which includes the informative part and online quizzes. This is followed by a practical validation within 45 days and then two seasons from the one in which the course was carried out to complete the required training credits and practical training dedicated to each course to obtain the final certification which then needs to be updated with the seasonal refresher courses organized by the federation and carried out in each Regional Committee. For each course a temporary qualification can be issued after completion of the practical component.

The courses are differentiated by content and age. The theoretical part is combined with a long practical part carried out with the tutoring of federal technicians located in the region of origin.

For each course there are entry requirements which include World Rugby e-learning courses for laws of the game and concussion.

Other courses exist in Italy for continuing education. There are specific local refresher courses for each level necessary to keep the license active. Other courses offered by the federation include 7s specific courses at Levels 1, 2 and 3, course for coaching children under 5, courses for club managers, and courses for teachers in schools.

FIR currently also has internal courses for PF- S&C FIR (Level 1-2), internal referee courses, and a specific course for coaching Rugby Mixed Ability.

As an Italian Federation, FIR is connected to the SNAQ System, NATIONAL QUALIFICATION SYSTEM FOR SPORTS OPERATORS – operated by CONI (National Olympic Committee) and linked to the ISCF, International Sport Coaching Framework.

• Ireland



Irish Rugby Football Union (IRFU)

The rugby coach education system in Ireland is structured over five pathway Award levels:

— Children's Coach Qualification (CCQ)

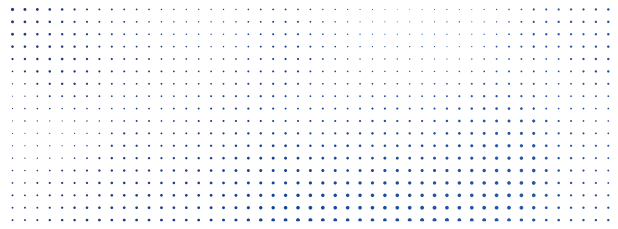
Irish Rugby's Children Coaching Course is for coaches of mini rugby players aged 5-12. Players are introduced to the game for the first time through participation in games with reduced numbers 8, 10, 12-a-side. The goal is to develop players' all-round skills and game-understanding with an emphasis on Fundamental Movement Skills delivered through technical, tactical & physical literacy course modules. There is an emphasis on enjoyment and player development using best practice and games-based coaching and a strong focus on the Role of the Coach working with young players.

— Youth Coach Qualification (YCQ)

Irish Rugby's Youth Coaching Course is an introduction to the 15-a-side game for coaches and helpers with limited experience in rugby. The course is suited to people working with players aged 13-16, with an emphasis on player-centred enjoyment and coaching through best practice and games-based coaching. More formal structuring of set-piece play becomes evident and further development of a positive coaching philosophy when dealing with youth players.

— Senior Coach Qualification (SCQ)

Irish Rugby's Senior Coaching Course is for coaches working with 15-a-side teams where players are aged 16+. Principles of Play are developed through Key Factor Analysis and applied to individual skills, mini-unit skills, unit skills and team skills. Coaches who complete the course are expected to be able to identify and rectify technical deficiencies in players. They will also have the ability to plan, organise, manage, communicate and develop the skills of their players through implementation of sport specific modules and other modules. The Senior Coaching Course has been mapped and is equivalent to World Rugby Level 2 course.



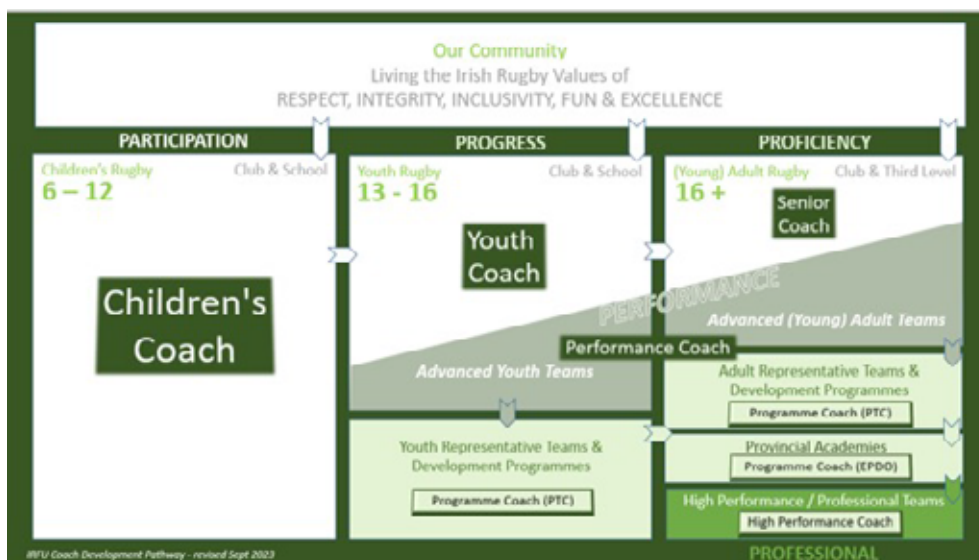
— Performance Coach Qualification (PCQ)

The Performance Coach Course is for Head & Assistant Coaches working with advanced teams, with higher technical competencies and understanding of the game. The course develops the Principles of Play through Functional Role Analysis of the Identities of rugby. At the end of the course the coach is expected to develop individual players' abilities to undertake and adjust their specific roles in a changing environment. The coaches' ability to understand interpersonal relationships and team dynamics are developed in conjunction with increasing the players' tactical appreciation. The Performance Coach Course has been mapped and is equivalent to World Rugby Level 3 course.

— High Performance Coaching Course

The High-Performance Coach Course is for Head Coaches working with advanced adult and representative teams. The course develops the coach as 'Leader'. This is currently under development in 2024.

IRFU courses take account the Sport Ireland Coaching Development Programme for Ireland (CPDI) and the Irish National Framework of Qualifications (NQF). As of January 2024, the IRFU is currently in the submission process for alignment with CDPI (and concurrently NQF) for Children's Coach and Youth Coach Qualifications. Formal alignment and approval at the higher levels will follow.



• New Zealand



New Zealand Rugby Union (NZR)

New Zealand Rugby offers a range of coaching courses which are facilitated by NZ Rugby staff, Provincial Union Coach Educators and Rugby Development Officers and are designed to meet the need of coaches at different levels.

There are three main coaching courses which align with World Rugby Levels 1, 2 and 3.

— NZ Rugby Foundation of Rugby Coaching Course (World Rugby Level 1)

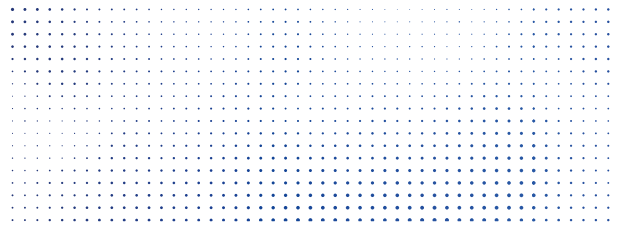
This course has been developed to provide coaches with a basic understanding of some key facets of the game of rugby. It is directed at all coaches and is divided into three stages: the area of game knowledge, teaching skills and how to run an effective practice. It includes a comprehensive manual focusing on the skills of rugby as well as providing basic information on teaching a skill and the practical implications of rugby training.

The course embeds the World Rugby Level 1 course, with the addition of some New Zealand specific modules. NZ Rugby aims to deliver this course along with PU's to coaches of junior and youth rugby.

— NZ Rugby Developing Rugby Coaching (DRC) (World Rugby Level 2)

This course is built around a series of practical workshops and modules developing both rugby knowledge and the application of that knowledge in the coaching environment. Modules include: principles of play; creating a learning environment; scrums; lineouts; attack; defence; continuity; counterattack; kick re-starts. A laws test; growth and development; mental skills; and physical preparation are delivered online.

The course uses the World Rugby Level 2 facilitator guide and is made up of the same modules, although it has a NZ flavour and values attached. This course is often run by World Rugby trained Provincial Union staff with NZ Rugby staff supporting/providing Quality Assurance.



— **NZ Rugby Performance Coaching Course (World Rugby Level 3)**

This course is run by NZ Rugby based around functional role analysis, team selection and profiling, establishing an effective team culture, physical preparation and nutrition, back attack, law, applied individual skills training, game planning, advanced continuity skills, sport psychology and communication skills.

World Rugby Level 3 modules are used on the course with the addition of some NZ Rugby value added modules, including additional content on Talent ID/ Performance Pathways and Learning Environments/ Team Culture.

For each of these three courses all World Rugby requirements are included. Successful participants from the courses receive one certificate which is the World Rugby certificate (with the New Zealand emblem added).

New Zealand use the World Rugby educator programme in its entirety.

Below the level of the Foundation course there are several compulsory NZ Rugby courses - Small Blacks which is compulsory for all coaches of U6 grade and above to U13 grade and includes a series of introductory modules that emphasise creating an environment of skill-development and fun, and Rugby Smart, which is an annual safety course for all coaches and referees. Participants can attend a face-to-face workshop, do an online learning module or take part in a webinar to complete their Rugby Smart accreditation.

There is currently no NZ Rugby run coach education at a level above the performance course but providers like “IRANZ” and “Inside Running Academy” provide online and face to face courses targeting “emerging HP coaches”. These courses are a mixture of technical/tactical and coaching pedagogy.

There is currently no link to the national sports authority or any external coaching framework or competences.

New Zealand Rugby offer specific courses at Level 1, 2 and 3 for the woman’s game. These are branded “AKO”. NZR also runs World Rugby coach educator courses for women only using the same brand “AKO”.

In 2023 NZ Rugby worked to produce a training and education framework which it will start socialising in 2024 with stakeholders. In 2024, New Zealand Rugby will look to develop a national coach development plan that encompasses all coaches, junior through to senior.

Through 2024 NZ Rugby will review its current offerings and its current resources (online and hard copy) as it prepares to start developing more online learning options for coaches and referees from 2025 onwards.

• Scotland



Scottish Rugby Union

Scottish Rugby's new Coach Development Pathway was launched in 2021. Scottish Rugby is committed to developing a quality game by providing a coach development service to support member clubs and schools in their development of coaches. The Coach Development Pathway is structured over three main awards: Coaching Essentials, Aspiring Coaching Programme, and Advanced Coaching Programme.

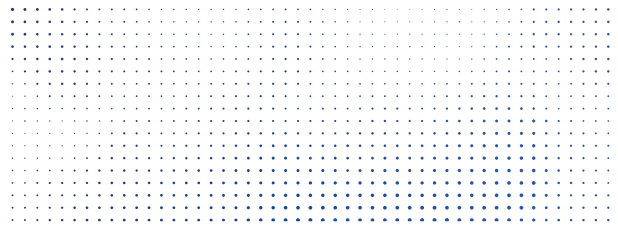
— Coaching Essentials

The coaching Essentials course is available to all new or novice coaches for whom this is their first coaching course. Coaches must be minimum 15 years of age to complete the course and must be actively coaching within a club or school. The course is run over one day and aims to equip coaches with practical tools to enhance their coaching.

— Aspiring Coaching Programme

The Aspiring Coaching Programme is available to all coaches of mini, youth and adult rugby who have completed the entry level Coaching Essentials course or have over 3 years of coaching experience or is a qualified PE teacher. Coaches must be minimum 18 years of age to complete the course and must be actively coaching within a club or school.

The Aspiring Coaching programme is a two-day practical course that does not contain assessment. The course aims to equip coaches with practical coaching skills and tools to enhance their coaching and the player experience. Topics covered include: skill acquisition and decision making; observation and feedback skills; creating the right environment; Technical Blueprint 'The Scottish Way'; reflective practice.



— **Advanced Coaching Programme**

The Advanced Coaching Programme is open to all coaches delivering at Boys and Girls Youth (U16-U18) and Adult Male and Female rugby who meet the entry criteria. The Advanced Coaching Programme has been designed to provide support and learning in all aspect of the coaching environment.

The aim is to support coaches with on and off field coaching tools through the following topics: Coaching Approach; Craft of Coaching; Leadership, Management and Coaching; Learning Environments & Culture; Planning; Player Welfare.

The programme runs over eight months and is built around four face-to-face days, four coaching visits and online mentoring. It includes practical and video observations for assessment purposes and 1-to-1 support from a Scottish Rugby Educator. The course has strand specific information targeting coaches from the Adult Male, Adult Female, Youth Male and Youth Female areas of the game. The Advanced Coaching Programme is equivalent to World Rugby Level 3.

The Scottish Rugby awards are not linked to the Scottish national qualifications framework but are aligned with the Scottish Coaching Framework managed by Sport Scotland.

A new performance coaching programme at a level above the Advanced course is in development for launch at the end of 2024.

A further course in development is a pre-Advanced course, which together with the Aspiring Coach award would be equivalent to World Rugby Level 2 course.

By August 2024 Scottish Rugby will require all coaches to hold a qualification, at least at the level of Coaching Essentials.

• Wales



Welsh Rugby Union (WRU)

Welsh Rugby has adapted the landscape of community coach development in Wales to meet the changing needs of grassroots coaches and players.

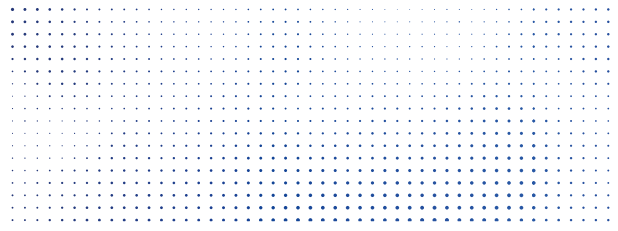
The Welsh system prioritises the holistic development of the coach and enables them to access continued support, resource and qualifications throughout his or her coaching career, whether he or she remains in junior club coaching, moves on to male or female senior coaching at grassroots level, pursues opportunities within the performance end of the game or a mixture of the above.

The Welsh coaching landscape is made up of various courses to support the coach through the development of the player.

For players from the age of U12 to senior the WRU have the **Level 1 course**, which is a 12-hour course. This course builds on the fundamentals of the game and looks at the how to coach skills using questioning and listening. These are key skills that are essential for building confidence and self-esteem in players and building on the enjoyment of the game.

The WRU **Level 2 course** is for coaches who are coaching players from the age of U14 upwards. The course content is based on the technical and tactical elements of the game and building on the how to coach skills. Planning and organisation are part of the course, and it includes developing session plans over a set period. The course is delivered over 18 hours with further time allocated to home-study and assessment. The course includes three on course assessments.

The WRU **Level 3 course** is for coaches who have been coaching for some years, they could be youth, senior and coaches who are coaching within the Welsh pathway programme and are wanting to invest in their coaching. The course is spread over one year through five days of learning. The course builds on the knowledge the coaches have gained over the years. The key modules are Self and others, learning environments, reflection, planning, Game analysis, Skill acquisition, technical and tactical elements of the game. The course incorporates continuous assessment including four videos and an assessor observing performance in the coach's own environment.



Below WRU Level 1, there are two courses, firstly the Tag award for players at U7-U8, a three-hour course covering some practical elements of the game and how to develop fun and enjoyment within sessions in a safe environment. Secondly there is a U9-U11 course which is a 12-hour course covering the core rugby techniques, social skills and behaviour, and coaching through games.

Above level three there is a WRU Level 4 High Performance Coach Programme.

For each level from Level 1 and above World Rugby online modules Rugby Ready, Laws of the Game and Concussion are required as pre-requisites.

The WRU coaching courses are not currently linked or aligned with any national qualifications framework or national coaching benchmarks.

As of January 2024, a full review of the Welsh coach education system and all courses is due to take place, this could change the coach education programme for the future.



Exploring Countries -Coach Education Summaries

• Argentina



Union Argentina De Rugby (UAR)

UAR has been working on a new programme of coach education since 2021, made up of both virtual and face-to-face training courses. In 2023, UAR has been promoting and reinforcing face-to-face courses.

The coach education programme of the federation is built around delivery of World Rugby Level 1 and World Rugby Level 2 courses. These courses are delivered by World Rugby accredited educators.

At both Level 1 and Level 2 World Rugby content is used as a baseline, or “skeleton”, and then extra material and fresh content is added to fit with the Argentinian national context. At Level 1 additional content is added on generic skills, while at Level 2 there is additional content on attack, defence and retention. All World Rugby material is used at both levels, with the addition of extra content for the national context where deemed necessary.

Successful candidates from the Level 1 and Level 2 courses receive two certificates, from World Rugby and UAR.

UAR have their own electronic platform to log participants on the courses, this records the online pre-requisites for the courses. Participants are registered in both the UAR and World Rugby platforms. Ideally UAR would like their platform to exchange information with IRIS, so the participants can do the online courses on Passport and then be reflected on their own platform (Conecta Rugby).

Below Level 1 UAR deliver a Coaching Children course with a focus on games and have the material of World Rugby Coaching Children and accredit UAR and World Rugby as well.

UAR deliver World Rugby 3 from time to time and now want to start a new process using their High-Performance academies in order to support the development of the participants.

There is no link between the UAR/World Rugby courses and the Argentina Sports Ministry, National Olympic Committee or any national sports or coaching association.

UAR has applied for Olympic Solidarity funding for Level 1, Level 2 and Rugby 7s.

• Belgium



Belgium Rugby

The sport system in Belgium is that of a federal state where sport has been allocated to the Flemish-speaking, French-speaking and German-speaking Communities. The Communities, their Sport Ministers and their Sport Administrations are responsible for sport policies at grassroots and elite levels. They subsidise the Community sport federations, which means that every national sport federation is divided into two sub-federations (German-speaking people are members of the French-speaking sub-federation).

Consideration of rugby coach education in Belgium has to take into account this federal structure, where the two relevant organisations responsible for rugby are Rugby Vlaanderen for the Flemish-speaking Community and Ligue Belge Francophone de Rugby (LBFR) for the French-speaking Community.



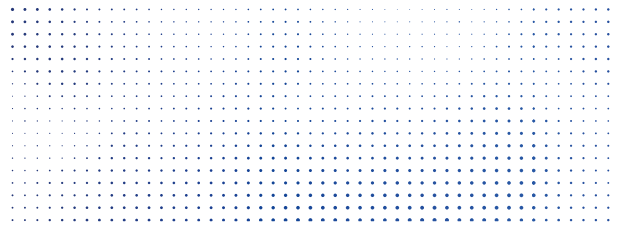
Rugby Vlaanderen

The following is the structure for coaching rugby 15s within Rugby Vlaanderen:

- Start 2 Coach (Level 1)
- Instructor (Level 3)
- Initiator (Level 2)
- Trainer B (Level 4)

Start 2 Coach certification aligns with World Rugby Level 1. It has a duration of two days (15 hours) and successful participants receive Start 2 Coach certificate from the Flemish Trainer School and World Rugby Level 1 certificate. It is for every coach and covers the fundamental basic skills of training and how to coach.

Initiator certification aligns with World Rugby Level 2. In addition to Start 2 Coach as a pre-requisite there is a technical module of 17 hours (rugby values, group dynamics, principles of attack and defence, planning and executing, functional roles in rugby), a teaching module for 13 hours, and an internship over 6 training sessions and 3 matches. While it is based on World Rugby Level 2 additional content is added from the national level. Successful participants receive a certificate from the Flemish Trainer School and the World Rugby Level 2 certificate.



Instructor certification does not fully align with World Rugby Level 3 and participants do not receive a World Rugby certificate, however, it covers many of the topics of World Rugby Level 3. It is aimed at coaches u14 and higher. The focus of the training is on the coaches own team and playing with 15 players. Coaches learn how to make selections, player analyses, team profile and game profile. They also sharpen their competencies in: Games-sense coaching, physical preparation for players, attack and defence structures, breakdown, scrum, line-out, kick and counterattack. The course is made up of rugby specific modules and an internship.

Every year, a small number of coaches, normally those holding the “Instructor” certification are nominated to attend the regional World Rugby Level 3 course.

Trainer B certification is a national level course from Rugby Vlaanderen above Level 3 where the student will learn to train, coach and perfect competitive rugby players (young people, adolescents and adults) up to national level, taking into account the developmental characteristics of the target group and the development line of rugby, in order to allow them to progress to a higher level and achieve performance goals through adapted sports technical, tactical and conditional training structure. It includes modules movement analysis, physiology, psychology, talent identification, mental aspects, and an internship.



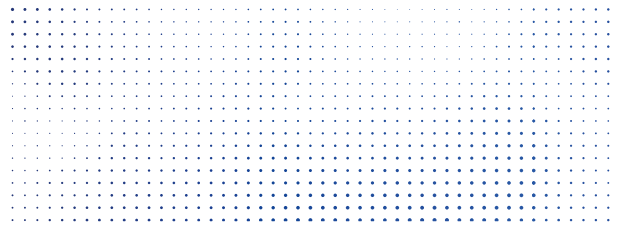
— Ligue Belge Francophone de Rugby (LBFR)

The following is the structure for coaching 15s within the LBFR:

● Animator ● Initiator ● Educator ● Trainer

Animator course includes 3 hours of theory and 6 hours of field practice in a club. Course content is similar to World Rugby level 1, but World Rugby certification is not offered automatically. World Rugby certification is offered as an option to those who want it and if they have completed the online pre-requisites. A course transcript of 26 competences is structured in four sections covering before the session, animation, security and debriefing.

Initiator course is delivered over 4 days of rugby training and also includes 1 day of rugby first aid training. Course content is similar to World Rugby Level 2, but World Rugby certification is not offered automatically. World Rugby certification is offered as an option to those who want it and if they have completed the online pre-requisites. Course designed for up to Under 14-year-old players. A course transcript of 23 competences is structured in three sections covering initiation, security aspects and know-how/ attitude.



Educator course includes 8 days of rugby training and 1 day of practical assessment during a residential internship. This certification does not fully align with World Rugby Level 3 and participants are not offered the chance to receive a World Rugby certificate. However, it covers many of the topics of World Rugby Level 3. Course designed for up to Under 18-year-old players and senior low level. Key course components include communication, strategic contributions, reflective debriefing, tactical components, adapted teaching methods, and valuing success.

Trainer course includes 10 to 15 days of rugby training and several days of practical assessment during a residential internship. This level is currently under construction. Course designed for up to senior national division and international level.

Every year, a small number of coaches, normally those holding the “Educator” certification are nominated to attend the regional World Rugby Level 3 course.

• Canada



Rugby Canada

The key feature of rugby coach education in Canada is dual designation, where at the end of each course participants receive a World Rugby qualification/ certificate, while also meeting the requirements of the National Coaching Certification Programme (NCCP) which is monitored by Coaching Association of Canada (CAC).

The Canadian rugby coach development model includes the World Rugby courses at Levels 1, 2 and 3, delivered in conjunction with the national requirements of the NCCP. The NCCP has some multi-sport outcomes and some sport-specific outcomes. All sport-specific outcomes are met through the World Rugby education programme.

The following courses are offered within the Canadian rugby coaching education pathway:

— NCCP Community / World Rugby Level 1

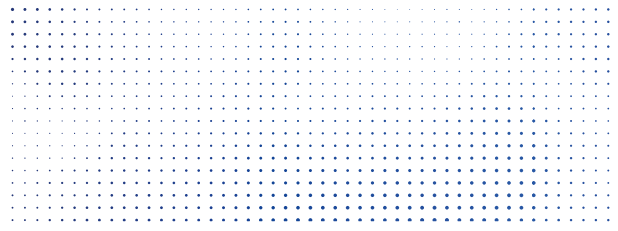
This course is designed to enable coaches to acquire basic skills so that players new to the game learn to play safely, with enjoyable competition. It is an 8-hour participation course with no post-course evaluation.

— NCCP Competition Introduction / World Rugby Level 2

This course is designed to provide coaches with the skills needed to coach teenage and adult players in a club or school environment. It is delivered over 18 hours.

— NCCP Competition Development / World Rugby Level 3

This course is designed for head coaches and lead coaches of adult rugby programs who are responsible for leading and managing programs in their clubs and schools. The in-course component consists of 32 hours.



Levels 1 and 2 are delivered through the Canadian provinces, with Level 3 delivered centrally through the federation.

At each level Rugby Canada is responsible for mapping the World Rugby transcript to the NCCP national outcomes. Some national content has been added to the World Rugby content, including a module on Making Ethical Decisions at all levels.

Above Level 3 there is a NCCP Advanced Coaching Diploma (ACD) which is a multi-sport program over one year delivered through the Canadian Olympic and Paralympic Sport Institute Network (COPSIN).

Coaches are tracked in the Canadian “the locker” online system as well as the World Rugby IRIS system.

Rugby Canada delivers World Rugby Coaching 7s Level 1, this is not linked to the NCCP.

Rugby Canada also delivers NCCP Rookie Rugby which is a 4-hour in-person course designed to teach people how to introduce fundamental movement skills through the game of rugby in a non-contact, safe and fun environment. It is for coaches of under-12 or non-contact rugby programs.

Rugby Canada has also developed a CPD course titled “Tackle Smart” which is an introduction to the tackle and can be taken before World Rugby’s Tackle Ready course.

Rugby Canada also have a goal to roll out an e-learning module called “Introduction to the Blue Card”. The Blue Card is a process initiated by a coach, player or match official and delivered on field by the Match Official to identify a player who has been removed from the field of play due to a suspected concussion.

• Denmark



Dansk Rugby Union

There are 20 rugby clubs in Denmark, with around 2000 members. The goal of the federation is to grow the game. The federation estimates there are around 100 coaches in Denmark.

There is no coach license scheme, but coaches must adhere to the Code of Conduct from the Danish Sports Federation, and it is a government requirement to hold a children's certificate and have a background check.

The Dansk Rugby Union have continuous coaching training at all levels and for all age groups. Courses in Denmark follow the World Rugby curriculum and meet all requirements of World Rugby including pre-requisite online courses.

World Rugby Coaching 15s Level 1 and Level 2 are offered in Denmark, with occasional courses for coaching 7s Level 1 and Level 2.

World Rugby Level 1 is the most popular course, most courses offered are at Level 1, then top coaches are encouraged to do Level 2.

For Level 3 a small number of coaches are nominated for the Regional Level 3 course.

There is no link between the rugby coaching courses offered and the National Olympic Committee or national Sport Ministry or sport authority.

The federation would like to create add-on continuing education courses in addition to the main Level 1 and Level 2 courses.

The federation have their own course for youth rugby, title Kids First over 1 day for under 8s to under 18s, which is a workshop-based course including the scrum and tackling. All coaches involved in youth rugby are expected to have this course.

The federation would like to see an increased blended learning offer, especially for small nations, and believe more online delivery would secure the consistency of content through centralised delivery.

• Germany



Rugby Deutschland

The rugby coach education system in Germany is made up of three licenses known as A, B and C. This level system is for all sports in Germany and implemented by the National Olympic Committee known as the DOSB.

Rugby Deutschland make sure that rugby coaching in Germany meets the national sporting/ coaching standards and criteria of the DOSB.

The C license is the most basic award and the A license the most advanced.

The C license and B license both incorporate World Rugby Coach education. World Rugby Level 1 is incorporated into the C license and World Rugby Level 2 is incorporated into the B license.

Once the World Rugby elements of these courses is completed, there is other learning required on top to receive the license.

C license is a 125-hour course, with 30 hours introduction to coaching (DOSB module), 15 hours for the World Rugby Level 1 course run by regional development officers of the federation, plus other modules with some being from World Rugby including First Aid and Strength and Conditioning, and some from the national level including a specialist rugby defence course.

B license has the C license as a pre-requisite and then includes the World Rugby Level 2 course and two other modules – the role of the trainer and the role of the player. This makes a total of 60 hours of learning. It is run by the regional unions in Germany.

The A license is run by the national federation and is designed to be delivered at the same level as World Rugby Level 3, although it does not include explicitly link to that award. The aim of the A license is to prepare and produce coaches seeking to coach in a performance environment such as the German National teams. Pre-requisites for the course include the A and B licenses. The A license course has a duration of 90 hours to be completed across a twelve-month period, which includes face-to-face elements at the beginning and end with online learning in the middle period. Coaches are assessed and mentored as they complete all modules of the course. Modules are included on the topics of periodisation, player profiling, specialist areas, analysis and documentation.

• Japan



Japan Rugby Football Union (JRFU)

In order to ensure the popularisation and promotion of rugby in Japan, the JRFU has established a system of rugby coaching qualifications.

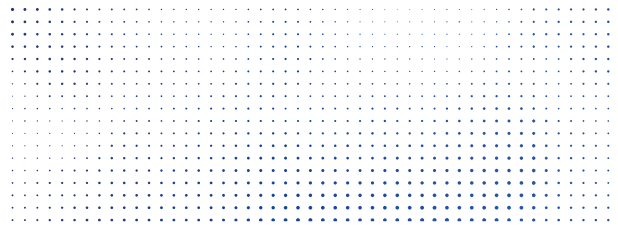
JRFU aligns with the World Rugby coach education programme and curriculum, and successful candidates of the relevant courses are issued with a World Rugby Certificate.

The titles of the JRFU coaching qualifications, and equivalent World Rugby certification, are as follows:

- ▲ JRFU Start Coach
- ▲ JRFU C Coach
- ▲ JRFU B Coach (equivalent to World Rugby Level 1)
- ▲ JRFU A Coach (equivalent to World Rugby Level 2)
- ▲ JRFU S Coach (equivalent to World Rugby Level 3)

World Rugby competences are the basis of the B Coach, A Coach and S Coach awards. JRFU also provide some additional content. At B, A and S Coach levels, additional content on player safety, integrity and strength and conditioning are added. For S Coach there is also additional content on mental health and career planning.

Each certification course is held under the jurisdiction of the prefectural rugby football association or the Japan Rugby Football Union. In addition, the B Coach qualification and A Coach qualification are linked to the official qualifications of the Japan Sport Association.



Further details on each course can be provided as follows:

Start Coach	It is intended for all those who are active as rugby coaches in Japan. Trainees learn the basics of JRFU safety measures and the basics necessary for becoming a rugby coach. 2 hours online course.
C Coach	To acquire the ability to teach practical skills to individual players. It is a content that deepens the contents of the start coach practically through practical skills. Includes World Rugby online content. 10 hours course.
B Coach	In addition to coaching individual players, you will acquire the skills to coach the team through classroom lectures and practical skills. The World Rugby Level 1 Curriculum is used. 105 hours course (including Japan Sport Association Common Course).
A Coach	Through classroom lectures and practical skills, students acquire the skills to analyse players and teams from various perspectives and create instruction plans. The World Rugby Level 2 Curriculum is used. 230 hours course (including Japan Sport Association Common Course).
S Coach	To acquire the knowledge and skills necessary to lead a team, annual planning, team strategy, tactics, and team management, through lectures and hands-on practice. The World Rugby Level 3 Curriculum is used. 160 hours course.

All certifications have an expiry date, continuing education is required to keep certifications valid (once every four years for all certifications except S Coach which is one per year).

All registered teams must have a person with a coaching qualification, and the level of certification required by a coach is stipulated for each level of rugby up to the Japan national team.

• Luxembourg



Luxembourg Rugby Federation

Luxembourg is an example of World Rugby coach education courses being run in conjunction and alongside State Diplomas issued by the National Sport Ministry. In 2017, the Luxembourg Rugby Federation (FLR) launched its project of «Federal Domestic Training Pathway» for Rugby Coaches in collaboration with the Luxembourg Ministry of Sports (MDS) and the National School of Physical Education and Sports (ENEPS). Since September 2023 ENEPS is Becoming INAPS (National Institute of Physical Sport Activities)

At the same time, the Luxembourg training system and the different courses are aligned with the recommendations and courses of World Rugby, in terms of training and education.

The Luxembourg system has the advantage of certification for candidates during training since they will be able to obtain accreditations from World Rugby training courses at the same time as those issued by the Luxembourg Ministry of Sports (MDS) and ENEPS if they meet the different certification requirements for each of the two awarding authorities.

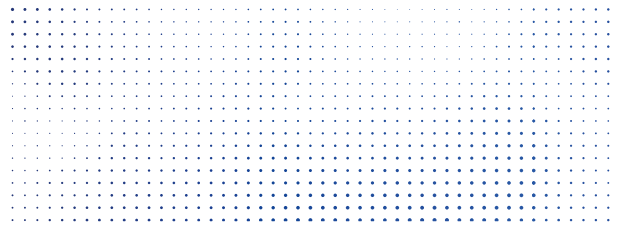
Coaching certifications in Luxembourg are offered over 6 levels but currently the federation do not offer rugby certifications above national level 3. The main certifications offered are:

— Rugby Coach Federal Certificates

- ▲ LUXQF1: Federal Rugby Coach Level 1 Certificate (BFER1): 12 UF minimum
- ▲ LUXQF2: Federal Rugby Coach Level 2 Certificate (BFER2): 40 UF minimum

— Rugby Coach State Diploma

- ▲ LUXQF3: Rugby Coach Level 3 State Diploma (BEER3) = Basic Training Cycle: 120 UF minimum



The course modules of the LUXQF1 and LUXQF2 preliminary cycles are fully intertwined with the content of the LUXQF3 training. Registration for the LUXQF3 State Diploma leads to the issuance of the LUXQF1 and LUXQF2 Federal Certificates.

The LUXQF3 is broken down in to three parts: rugby specific, communal/ generic part and practical part. World Rugby content is used for the rugby specific and practical part, and this is delivered by the federation. The generic part is delivered centrally through the Ministry.

World Rugby Levels 1 and 2 are included in the LUXQF3.

At World Rugby Level 3 a small number of coaches each year are sent on to the regional course.

Continuous Training & Education for Luxembourg Rugby Coaches mainly revolves around supporting candidates throughout their training course for the development, reinforcement, and/or recycling of knowledge and skills. The LUXQF3 State Certificate is subject to a “recycling” procedure minimum every 3 years as part of the continuing education of coaches s (retraining)

• Netherlands



Rugby Netherlands

Rugby Netherlands has a coach pathway to provide insight into the possible development for coaches that suits the level at which training and coaching is provided. Better coaches make for better players and therefore better play. In order to follow the training courses, it is necessary to attend the associated workshops and thus receive sufficient information to take the next step in development.

Rugby Netherlands deliver the World Rugby coach education programme at Levels 1 and 2, whilst also meeting the requirements of the National Olympic Committee. The World Rugby content for Levels 1 and 2 is used, with some extra components added to meet the requirements of the NOC. Rugby Netherlands must show the NOC that the World Rugby courses are equivalent to their national criteria. For the World Rugby Level 1 course and World Rugby Level 2 course, participants receive one certificate which is from World Rugby, they do not also receive a certificate from the national level.

At Level 3 there is a Dutch level 3 offered by Rugby Netherlands. This is a year-long course with 12 modules, much of the content is similar to World Rugby Level 3 but it is not equivalent. The Dutch Level 3 course is a pre-requisite for some coaches to be sent to the regional World Rugby Level 3 course.

At the national level in the Netherlands there are also Level 4 and Level 5 courses managed by the NOC which can be taken in the context of rugby, with rugby-specific aspects attached. Only one or two coaches per year progress to Level 4 or 5. Rugby Netherlands would like to host a rugby-specific Level 4.

At the pre-level 1 level, there is a 2-hour course for coaching 6,7,8-year-olds organised by Rugby Netherlands.

• Norway



Norges Rugby Forbund

The Norwegian federation implements rugby coach education programmes within the coach education system of the Norwegian Sports Association who operate the Norwegian Framework for Trainer Education. There are four levels to the national coach education system:

- ▲ **1** = For coaching children and beginners. Includes 45 hours of practical and 45 hours of theory
- ▲ **2** = For coaching youth who start competing. Includes 70 hours of practical and 70 hours of theory.
- ▲ **3** = Talent Development – towards high performance
- ▲ **4** = International, high level

The rugby federation delivers Levels 1 and 2. The federation has a mandate to deliver national licenses. The amount of coverage of the nationally set competences is up to the federation, within the hours and content stipulations of the Sports Association.

Norwegian Level 1 includes World Rugby Level 1 course.

Norwegian Level 2 includes World Rugby Level 2 course.

Participants receive two certificates, one from World Rugby, plus a national trainer license related to non-sport specific content.

At Level 1 there is an extra weekend organised on top of World Rugby requirements to meet the national requirements, this covers Norwegian specific context and culture.

Level 2 is more in-depth than World Rugby course with additional content on goal setting, group cohesion, sexual harassment, mental training, long term periodisation, injury prevention, head injury, tackle height and communication. Level 2 is delivered over two weekends.

Horizontal development courses (continuing education) are organised for each level focussed on different target groups.

• Portugal



Federação Portuguesa de Rugby

Portugal is an example of a national rugby coach education system which combines the education courses of World Rugby with national education requirements obliged by law. Portuguese Law No. 40/2012 relating to sports coaching and the consequent implementation of the National Coach Training Program (PNFT) inform the overall structure of rugby coach education in Portugal.

The requirements of the National Coach Training Program, managed by the government agency, Instituto Português do Desporto e Juventude, I.P. (IPDJ), oblige the delivery of longer and more in-depth training courses than those stipulated by World Rugby.

The Portuguese system can be summarised as follows:

— Grade 1

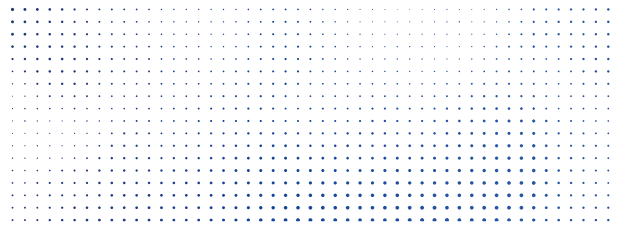
40 hours rugby, 36 hours generic content, course length minimum 6 months and internship of one year. Simple assessment of practical session. Portuguese Grade 1 includes and embeds World Rugby Level 1 course.

— Grade 2

60 hours rugby, 60 hours generic content, plus internship of 6 months. Assessment including complex written test for rugby, online assessment and practical session. Portuguese Grade 2 includes and embeds World Rugby Level 2 course.

— Grade 3

100 hours of rugby, 80 hours of generic content. No internship. Evaluation consists of completion of tasks, presentation of themes, face-to-face evaluations. The evaluation of the theoretical component (80 hours) is carried out through an online test, as well as all the training of the general component. The English Grade 3 includes and incorporates the World Rugby Level 3 course.



To access the courses World Rugby online pre-requisite short courses are expected to be completed.

Training courses at each Grade/ Level include the following topics:

- Diagnostic Assessment
- Rugby Teaching Methodology
- Pedagogical Practice
- Offensive and Defensive Tactics
- Planning
- Integrated Training
- Game Analysis
- Sevens
- Club Organisation and Management
- Game System

• South Africa



South African Rugby Union (SARU)

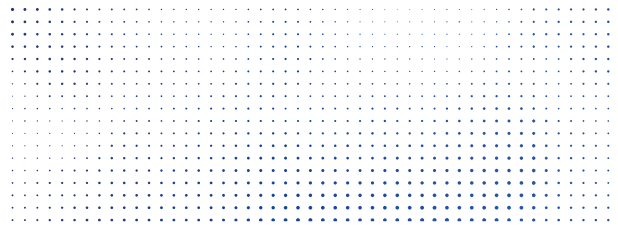
The South African Rugby Union delivers the World Rugby coach education programme in its entirety. The World Rugby courses at Levels 1, 2 and 3 are delivered in South Africa using all elements of the World Rugby programme including online pre-requisites, competency transcripts, assessment protocols and educator requirements.

An application has been made to the South African national qualifications framework, with the Union liaising with the national qualifications authority. If this process results in national accreditation, it will bring added national recognition to the coach education programme.

The SARU have developed an Elite Coaching Programme (ECP) which is a “post-Level 3” programme and has the World Rugby Level 3 as a pre-requisite. This elite programme aims to develop coaches beyond level 3, keep them interested, and provide mentoring. The programme was piloted in 2022/2023, with the full programme being finalised in 2024. The aim is to have one or two cohorts of 20-25 participants per year. SARU would like to formally link the programme to a university and gain accreditation within higher education.

The ECP has the objective to develop competencies of high performing coaches including in the following areas:

- Dealing with media and the pressure thereof
- Managing relationships within rugby team members and boards
- Status issues in high-performance sport
- Resilience
- Own career management
- Work/life balance, pressure, stress
- Self-management and navigating fast-changing social world and socio-economic challenges



The ECP will include multiple assessment processes, including scenarios, online self-assessment, and presentation to a panel of assessors. It will be delivered through blended learning with assignments and tasks linked to the modules of the programme. There will also be masterclasses for participants to attend on topics such as coaching, leadership, reflective practice, diversity, media and communication, governance, and strategic management.

The content is being developed by experts from within and outside rugby. High performance rugby coaches brainstormed content areas, with input from industrial psychologists, external developers, and consultants in executive and management coaching.

The focus of the Elite Coaching Programme is on leadership development, it will include universal and country-specific aspects and could be relevant to discuss and potentially implement in other sports in South Africa.

• Spain



Federación Española de Rugby

Spain has a system of rugby coaching education across five levels. Levels 1 and 2 are linked to the World Rugby curriculum and successful participants of these courses are issued with a World Rugby certificate. Level 1 and Level 2 courses are longer than the hours specified by World Rugby, with Level 1 being 16 hours (World Rugby specifies 8 hours) and Level 2 being 40 hours (World Rugby specifies 16 hours), this allows a deeper understanding of core topics, and additional topic areas such as a focus at Level 1 on long term development of players. Participants must register in the Spanish online passport system.

Levels 3, 4 and 5 are delivered within the national government structure in conjunction with the Ministry of Sport and Higher Sports Council. These are extensive course with the course length being 300 hours for Level 3, 400 hours for Level 4 and 500 hours for Level 5.

The federation believe that all of the World Rugby Level 3 outcomes are covered in the 1200 hours of the Level 3/4/5 courses, and it is unfortunate that if a coach leaves Spain other countries don't recognise these higher-level courses. The federation would like to explore the possibility for the Spanish Levels 3/4/5 to be mapped and potentially seen as equivalent to World Rugby Level 3. Level 5 confers a Mastership on the coach who can work in clubs and schools with a professional title from the Government.

The intended player groups covered by each course are as follows:

Level 1	Schools under 12 years old
Level 2	Under 18
Level 3	Amateur clubs
Level 4	2nd/ 3rd Division
Level 5	1st Division Clubs

A range of continuing education courses are also organised through the federation on a range of topics and aimed at all levels of coaches. These courses include First Aid, Strength and Conditioning, Management, Sevens, Touch, Planning.

• Sweden



Svenska Rugby Forbundet

In Sweden, the focus of the Union is on delivering World Rugby Level 1 and Level 2 courses. At Level 3 coaches are nominated for the Rugby Europe regional courses.

The Union is happy with the World Rugby content and processes and, supports the increased requirement for online pre-requisite courses.

It would be helpful at the national level if the websites with the pre-requisite courses were translated into Swedish.

Successful candidates from the Level 1 and 2 courses only receive one certificate which is from World Rugby.

One area the Union is working on is to attempt to recruit new World Rugby accredited educators, at present for Level 2 courses trainers are brought in from abroad to support national educators.

There is no link or any requirement to meet criteria set by the national Sports Ministry, national Sports Authority or National Olympic Committee.

Optional digital education is promoted to coaches on leadership, coaching children, and anti-doping.

• Switzerland



Fédération Suisse de Rugby (FSR)

In Switzerland, different levels of coaching education are needed to coach at different levels of the game. Coaching Education in Swiss Rugby is divided between three pathways as follows:

- ▲ World Rugby/ Swiss Rugby pathway
- ▲ Swiss Youth & Sport pathway
- ▲ Specialized Continuing Education courses

— Swiss Youth & Sport Pathway

COACHING CHILDREN OR YOUTHS

For rugby coaches who are coaching children or youth players, a **Swiss Youth & Sport** coaching certification is needed.

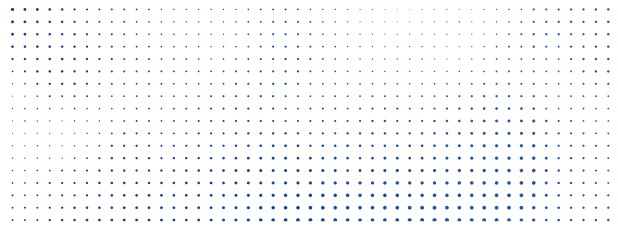
The Swiss Rugby Youth & Sport Education Programme is largely subsidised by the Swiss Government and is organised by the Swiss Rugby Union under the umbrella of the Swiss Federal Office of Sport's Youth & Sport Programme.

— World Rugby / FSR Education Pathway

COACHING ADULTS

For rugby coaches who are coaching adults a **Swiss Youth & Sport** OR a **World Rugby / FSR** certification can be used.

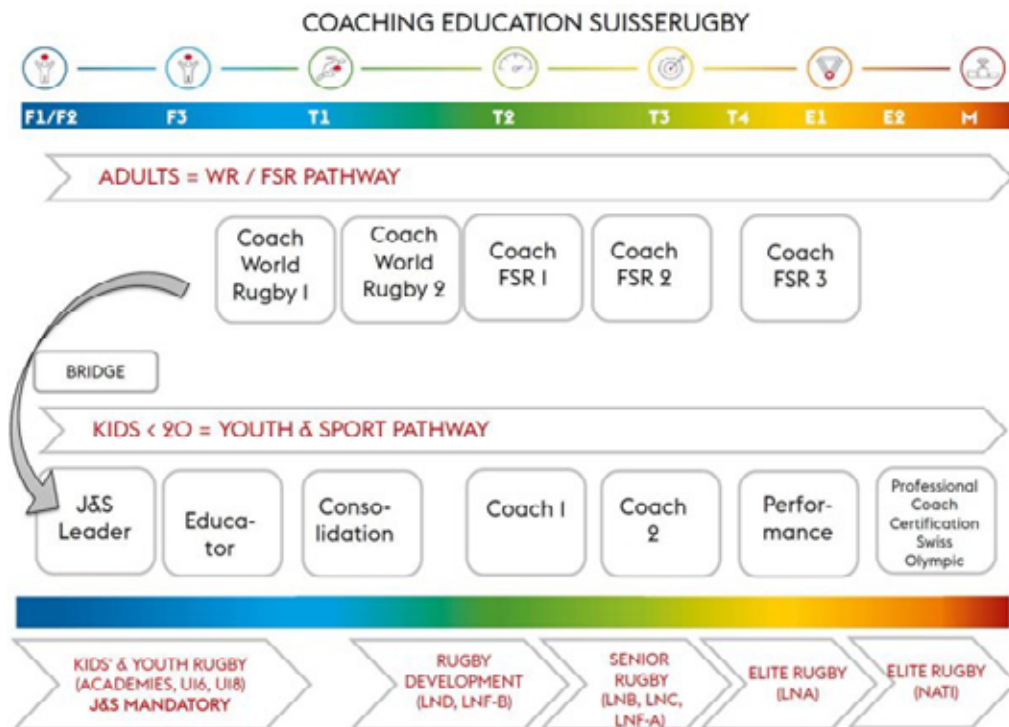
Special coaching certificates are needed in order to coach different leagues/ levels.



LEAGUE	COACHING CERTIFICATE
Development Leagues LND and LNF-B	World Rugby Level 2 Coaching Certificate
Senior Rugby in the LNC, LNB, and LNF-A	FSR Level 1-2 Coaching Certificate
Elite Level Senior Rugby in the LNA	FSR Level 3 Coaching Certificate

The World Rugby (WR) Level 1 and 2 Courses are held 2-3 times per year in the German-speaking part of Switzerland as well as in the French-speaking regions - in various languages. Each of the two courses are completed on two consecutive days.

The Swiss coach education pathways can be summarised in the following diagram:



Specialised Continuing Education courses are open to coaches working with all age groups. These courses treat a number of different subjects and offer the possibility to people from either the Y&S Coaching Pathway or the World Rugby / FSR Pathway to increase their knowledge on a number of technical areas. Courses are open to all members of Swiss Rugby Clubs. Courses include specialisation modules in 7s Rugby, Scrum, Line Out, Ruck.



USA Rugby Football Union

The aim of USA Rugby is to get everyone interested in coaching rugby to a base level then offer opportunities to progress to higher levels as appropriate.

To achieve this base level and be a “compliant” rugby coach in the USA in any capacity the following four requirements must be completed:

- ▲ SafeSport completion (annual)
- ▲ Background Check (every two years)
- ▲ Rugby's Safety Basics
- ▲ A current Rugby Coaching Accreditation

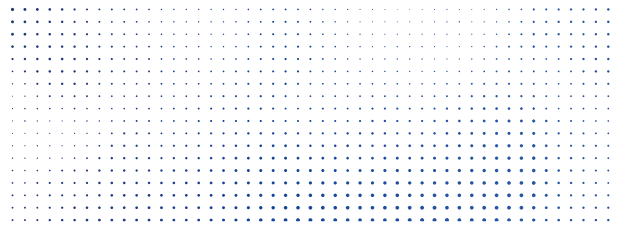
USA Rugby delivers the World Rugby Coach Education programme at Levels 1, 2 and 3.

— World Rugby Level 1 Coach

Formerly called L200. This is for individuals who are coaching, in any capacity, forms of rugby that involve tackling. Minimum age 17. Clubs must have at least one coach qualified at this level to be considered a ‘compliant’ club. An eight hour in-person course, which focuses on player welfare and the technical skills to play safely and requires coaches to demonstrate effective coaching techniques.

— World Rugby Level 2 Coach

Formerly called L300. This is for individuals who have been Level 1 Coaches for a year or more, who wish to move to the next stage of coaching accreditation. It is most applicable to coaches who are coaching adult players aged 18 or older. Minimum age 18. A two-day, 16 hour in-person course, which progresses towards advanced coaching skills used in athlete development and program building. It often takes coaches a year or more to complete this course.



— **World Rugby Level 3 Coach**

Formerly called L400. This is for individuals who are, or are seeking to be, employed as professional rugby coaches. A year-long course, featuring multiple online sessions, an in-person three-day camp, and an in-person assessment.

There are some elements of delivery specific to the USA, particularly in Levels 1 and 2, where there is a preferred USA delivery model for Level 1 and some online post-course requirements for Level 2.

USA Rugby also promote an online USA Rugby Non-Contact Coach made up of four courses taken through the World Rugby Passport website: Rugby Ready, Concussion, Introduction to Coaching and Coaching Children.

There are around 130 educators in USA and over 200 courses delivered per year.

Rookie Rugby is a schools participation programme with no coach education component, its not a programme of USA Rugby.





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