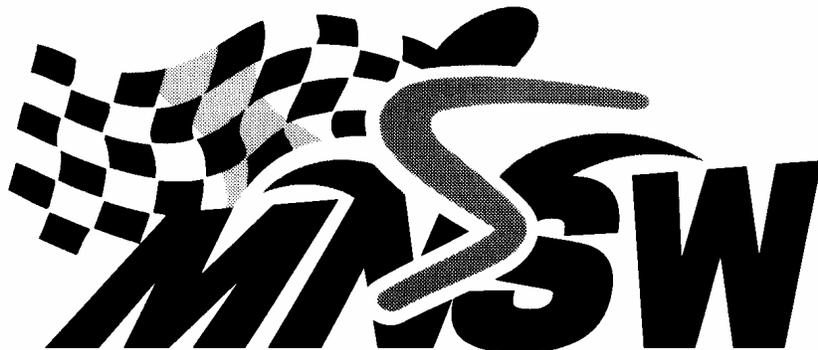


THIS DOCUMENT IS AN ABRIDGED VERSION OF THE REPORT PRESENTED TO THE BOARD OF DIRECTORS

Review into Junior Coaching Program,
Permits for coaching
and Coaching Schools.

10th March 2008



Overview

With the inception of the Junior Coaching Program in June 2006, the requirements for all riders under the age of 16 have changed in order to obtain or renew an MA licence.

The introduction of a compulsory 5 hour coaching for all riders under the age of 16 requires MNSW to reassess its current procedures, fees and structures to facilitate this requirement. We have had an overwhelming indication from clubs, official's parents, coaches and riders that the Junior Coaching Program is beneficial, well supported and generally should be retained. However, major concerns exist including that there is an increasing, and often unaffordable cost to the rider and the inability to source available coaching in regional areas may be the catalyst required for riders to leave our sport.

Traditionally, MNSW has not accumulated statistical data in a useable and measurable manner; we do not have the ability to directly and accurately recall the number of juniors that are no longer licence holders and to ascertain the reason for it. The data that is available is not detailed or accurate enough to make clear conclusions on whether the Junior Coaching Program is causing a downturn in the number of participants in Motorcycling or are other factors such as time, expense, other options or other sports contributing factors to those that have chosen to no longer call motorcycle sport their main recreational activity.

With this in mind, the report and recommendations that follow are based on the most accurate and informed information that we were able to source in compiling this report. We sourced data from our own database and computer programs, questionnaires to coaches and from feedback received from riders, coaches and clubs in recent discussions.

The report will be presented in three parts:

- The current status of the JCP
- The associated issues recognized by all major groups
- Recommendations on changes that can be made and the desired result from each action

The report will focus on the Junior Coaching Program's auxiliary issues that can be changed and altered at the discretion of the MNSW Directors and members rather than the rules pertaining to the requirement to have the coaching as outlined within the Manual of Motorcycle Sports. Although reference to altering these rules will be made, it is unlikely that this will occur within the foreseeable future without the agreement and support of Motorcycling Australia.

These may be triggers for future change, but the primary focus of the enclosed report is to analyse and consider the Junior Coaching Program that MNSW can affect in an immediate to short term time frame. The increase in the cost of fuel, riding gear, event entry, travel, mortgages, accommodation, bikes, and general living expenses are placing undue pressure on families to afford a social activity. MNSW needs to act relatively quickly to assist riders, clubs and families to maintain their involvement within the sport.

Current Position of Junior Coaching Program in NSW

At present the Junior Coaching Program is outlined within the 2008 Manual of Motorcycle Sports. This requirement outlines that each rider between the age of 7 and 16 must undertake a minimum of 5 hours of compulsory coaching annually to be able to renew their MA Licence. In NSW that requirement is extended to all competition, social and recreational licence holders under the age of 16 years.

For riders 5 hours compulsory training to be recognised as adequate for licence renewal purposes, the coaching conducted must be conducted under an MNSW issued permit and listed within the riders logbook, authorised by an accredited level 1 coach.

Each logbook that is returned to MNSW upon renewal is crossed reference against the permit listed in order to ensure that the coaching was conducted in accordance with the requirements.

There is no stipulation for coaching to be conducted on a licenced venue and may be performed on private property. MNSW relies on the coaches competency to assess whether the area where coaching is to be conducted is satisfactory for the riders required coaching.

The number of permits issued in 2006, 2007 and the trend for 2008 would indicate that the amount of coaching that is being conducted is increasing, it could also be assumed that if the amount of coaching that is being conducted is increasing, the participation level of Juniors must not be decreasing to facilitate the level of coaching permits being issued.

It should not be overlooked that in 2007, an assessment permit was introduced which facilitates the kickstart program for new riders, therefore it is reasonable to indicate that the number of participants in coaching schools for the latter part of 2007 and all of 2008 is predominately not inclusive of new riders.

A MNSW coaching permit currently costs \$137.50 Inc GST that covers two days of coaching. A 3-5 day coaching permit is \$220.00 Inc GST. Each permit has a rider levy payable after the periods that permit covers of \$6.60 for each junior.

To apply for a permit, an applicant must specify the name of the coach/s which is confirmed for correct accreditation prior to the permit being issued. A level one coach is restricted to 6 participants per session. A level 2 coach is restricted to 15 students. Any Level 2 coach can accept an additional 10 students for each Level 1 coach who is assisting at that school.

At present it is left to the coaches and clubs to facilitate their own coaching for their members. MNSW provide no guidance, restriction or direction regarding coaching other than supply a list of upcoming coaching schools upon our website.

MNSW conduct Club Coach and Level 1 coaching Seminars for coaches to attain their Level 1 status. To attain a club Coach Accreditation, an applicant is required to attend and pass a Level 0 Club Coach seminar (1 day), complete the required workbook and work under a Level 1 coach for 20 hours. To attain Level 1 accreditation, an applicant must attend a Level 1 coaching course (2 days – 1st day club coach , second day Level 1), complete the required workbook and accumulate 20 hours of coaching as a Club Coach conducting kick start programs or assisting a level 1 conducting the compulsory 5 hour training.

With a very small take up of Club Coach courses (in 2006/2007 we scheduled 14, only 1 proceeded) despite the fact they were at no cost, it was decided MNSW would no longer offer the Club Coach course and conduct only the Level 1 course.

The Level 1 course is charged at approx \$130.00 - \$140.00 per applicant, the rationale behind this concept was as a Level 1 coach, applicants were then entitled to start seeking re-imburement for the coaching provided once accredited. Essentially, it is a cost to running a coaching business. In 2007, MNSW scheduled 8 Level 1 Coaching Course throughout NSW, only 3 proceeded.

Current issues noted from Parents , coaches, club officials and riders

Riders, parents, coaches and clubs are often confused about what is the age where riders are obligated to undertake coaching as the NSW standard differs from the other SCBs.

- The understanding of the coaching philosophy is commonly lost on coaches, riders and parents alike.
- Availability of coaches
- Permits for coaching are considered overpriced.
- The opportunistic nature of some “professional” coaches who are charging massively inflated prices to conduct coaching. It is commonly accepted that riders have little or no opportunity to get coached elsewhere and will be forced to pay the exorbitant rates currently being charged.
- The inability for clubs to arrange coaching or coaches to conduct classes or sessions at short notice due to having to apply for a permit.
- Professional Coaches utilizing their own staff rather than utilizing the coaches aligned to clubs (Level 1) to improve the quality of those coaches. Professional coaches are knowledgeable to the fact that the more coaches that are available to coach will present greater competition.

Recommendations.

That MNSW release a coaching document or pamphlet outlining the philosophy of the Junior Coaching Program to all clubs and riders. It should address issues such as what coaching is required, age differences for those requiring coaching in NSW, the minimum accreditation and age for coaches, where coaching can be sourced from, and what is required to become an accredited coach. This should be distributed to all junior riders, coaches and clubs.

Based on the above information, MNSW should adopt a policy document outlining these requirements to all clubs.

To encourage clubs to conduct their own coaching sessions at minimal expense to the rider, MNSW should waive the rider levy linked to each permit on the condition that the club can charge each rider a maximum of \$30.00 per rider per session. The permit fee should be reduced to \$66.00 for the first day and 50% for each subsequent day (\$99.00 for two days, \$132.00 for three).

The 5 hour session must be started and completed in the same day for all riders entered and current limits for coaches still apply. This coaching can not be conducted in conjunction with or incorporated into any other coaching course or program.

MNSW must be notified by the clubs upon application who their coaches are. This will be verified upon application and only these coaches will be permitted to conduct the school. Riders must not be charged any more than \$30.00 per 5 hour session.

MNSW implement a coaching committee that similar to a traditional sports committee has responsibilities specifically linked to coaching. It is envisaged that this committee would consist of 3-5 individuals who would be able to set aside their own pursuits to make recommendations to MNSW on coaching related matters;

Initially the coaching committee would be responsible for implementing:

- Coaching Seminars for new Level 1 coaches
- Conducting Coaching courses for MNSW affiliated clubs.
- Developing Elite rider camps
- Developing manuals and training techniques for accredited coaches.
- Providing input and coaching advice where required.
- Offer advisory service for other coaches looking to improve their own skills
- Implementing a schools program to encourage new riders through the education department.
- Mentor young enthusiastic coaches in need of assistance.
- All other coaching related matters

The committee will arrange a calendar of coaching sessions held throughout NSW. The coaches committee will initially conduct the courses themselves with the assistance of the local areas club coaches and Level 1 coaches. This will encourage coaches to learn the techniques and gain the advice from recognised coaches and pass that on to riders and other coaches in their local area from year to year. These coaches' sessions plus travel and accommodation will be reimbursed at a fixed rate per day by MNSW. The club will not be required to pay for the coach. Clubs wishing to hold a session will not be reimbursed for the use of the venue but may open the canteen facilities if they wish. The coaching is not limited to club members and surrounding clubs will be invited to participate. Preference is not given to hosting club members, nor will riders be obligated to become a member of the hosting club.

Participants will be charged \$20.00 payable to MNSW to attend these coaching schools, but will only be permitted to attend one MNSW coaching school annually.

The coaches that will conduct these schools will initially be some of the members of the committee, however once established the committee will select other coaches proficient enough to join the system. Coaches who conduct the MNSW coaching sessions will not be allowed to seek further reimbursement or solicit other work from the clubs during this time as they are representing MNSW. Any coach found to be doing so will immediately be removed from the committee and have their MA accreditation re-considered. There is no restriction on solicitation of schools or no limitation on charges outside of the MNSW coaching school (not withstanding reduced club permit).

These coaching schools will be conducted throughout NSW and no club will be able to host a coaching session more than once every two years.

The committee will be responsible for designing, documenting and teaching a set curriculum for the coaching schools which should form part of an advanced training module that can be taught to other coaches at the school. This will satisfy the request from existing coaches for further training and development. The Coaching schools should be interactive with the assisting coaches who will work under instruction from the mentoring committee coach.

For the recommendations above to be a success, we require a healthy stream of coaches coming into the system. To facilitate new coaches MNSW should conduct 3 club based Level 1 coaching courses throughout NSW exclusively designed for clubs to nominate two members of their club to become the clubs level 1 coaches. These courses will be conducted at no cost to the club or attendee. This will provide the opportunity for each club to accredit coaches who can then conduct the club level coaching (\$66.00 permit) for their members.

Further, once those courses are scheduled, a further series of courses should be conducted for the coaches who are not nominated by their club. These courses will be charged at \$130.00 - \$140.00 per attendee. Once the applicant has attended the course, they need to complete the 20 hours of practical coaching (kickstart) and complete the required theory competent. Once the applicant has fulfilled the requirements of becoming a Level 1 coach they must apply to MNSW who will issue a licence and refund \$65.00 from the original fee (*refund only payable to coaches who paid to attend the coaching course, not available to coaches who attended the club nominated course*). This should encourage coaches to actually complete the requirements to become an accredited Level 1 coach.

A \$65.00 fee can be introduced in lieu of the \$130.00 present cost, to encourage people to attend, however statistics show that only 60% of those that attend the seminar continue to become a Level 1 coach, the rest presumably preferring to remain a club coach. By offering the rebate upon attaining Level 1 status we aim to increase the conversion rate.

Professional Coaches have a place within the coaching network, prior to the compulsory 5 hour coaching being introduced during 2006 these coaches made a living from coaching "advanced" riders or conducting private tuition. The introduction of the JCP has provided these coaches with the opportunity to increase their earnings from coaching the compulsory 5 hour system rather than what their skills are better suited to. This effect has made the compulsory 5 hour coaching a commodity rather than a service. Professional coaches should be applying their skill sets and knowledge to the riders that require professional coaching and choose to utilize it. That unique, premium and exclusive service should be provided by professional coaches at a premium price. It is recommended that the existing format of permit fees not change at this stage for the professional coaches. The professional coach can then use their knowledge and services at the elite rider offering an alternative level of coaching.

If we continue to charge the exorbitant fees currently being charged by the professional coaches, we are damaging the future of the sport. The irony of the professional coach charging themselves out of a job for their own income is a reality missed by those benefiting. We will not have the junior base in years to come as the sport will become unaffordable to the masses if we do not take steps now.

The 5 hour coaching must be returned to be administered at club level to prosper long term. Similar to a coaching structure within soccer, football or other sporting organizations. The parents of the players are utilised as coaches through out the younger years. Only as the child becomes a representative player or gets into a semi professional league are they coached by "professional coaches". Motorcycling needs to follow and adopt this lead for the future to prosper.

Motorcycling NSW should adopt these initiatives without delay. Although the suggested changes, if implemented will cost the company a significant amount of income (estimated at about \$60,000) through reduced permits, MNSW implemented coaching sessions, subsidized coaching accreditation for Level 1 coaches and club nominated coaching courses, it is a cost that is purchasing the future of our sport. It is recommended that the expense of the junior coaching program initiatives be listed separately on all financial reports so that the expected expense can be directly attributed to MNSW providing funding to improve the coaching situation for its members.

