



AIS

NSO/NIN Coach Development Initiatives Grant 2022

April 2022



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Background

AIS High Performance Coach Development is supporting Australia's high performance sport system to identify, develop, attract and retain world-class coaches to enhance the experiences and success of Australian athletes. The AIS HP Coach Development Strategy can be found on the [AIS website page for the grant](#). The AIS is extending support to assist in the through the NSO/NIN Coach Development Initiatives Grant.

Grant Purpose

The purpose of the grant is to support an organisation's capability to drive the development of high performance coaches in their sport through either a new coach development initiative or supplementing an existing coach development initiative.

It aims to support organisations in pursuing their coach development strategies. The AIS recognise the unique challenges and issues each organisation face and is committed to responding to this with support to implement bespoke coach development solutions to meet these needs.

Who can apply

To be eligible to apply, the following criteria must be met:

- Must be an AIS high performance funded NSO or NIN partner
- Project must support an HP coach or number of HP coaches who coach a categorised athlete or athletes
- Project must commence between July 1, 2022 and 30 June, 2023

Grant Period

The NSO / NIN Coach Development Initiatives Grant is for any project in the period 1 July, 2022 and 30 June, 2023 and can be up to a maximum of 12 months.

Funding Amounts and Time Frames

A total funding pool of \$350,000 is available for the NSO / NIN Coach Development Initiatives Grant.

Grant values are detailed in the table below. All costs listed exclude GST.

Grant value	Minimum NSO/NIN co-contribution
\$40,000	\$20,000
\$20,000	No co-contribution required

Applicants can apply for up to \$20,000 without a co-contribution to the project cost. Applicants applying for up to \$40,000 must make a minimum contribution to the project cost of \$20,000.

Grant amounts will be determined by the AIS as part of the assessment process. The amounts may vary between applicants and may not be the full amount applied for.

The project for which a grant is awarded must commence between 1 July 2022 and 30 June 2023 for a maximum of 12 months.



What the Grant can be used for

The Coach NSO/NIN Coach Development Initiatives Grant will fund projects focusing on the development of a sport's high performance coaches.

The Grant is intended to fund projects or programs that bring in internal or external expertise to support the capacity, capability and development of a sport's high performance coaches. Focus areas for the grant are as follows:

- Leadership and management
- Program delivery e.g. coach wellbeing, coach development planning, mentoring, executive coaching
- Project delivery e.g. skill acquisition, performance planning, strategy development

The following types of expenses related to project delivery will be funded, including:

- Consulting fees
- Program or project design fees
- Program or project delivery fees
- Travel related to the project for presenters or participants

The following expenses that do not relate to project delivery will not be funded, including:

- Business as usual expenses
- Salary
- Administrative costs
- Rent or leasing costs
- Venue hire
- Catering
- Utilities such as water, electricity and gas
- Travel not related to the project

Applicants will be required to work with AIS HP Coach Development to identify and select any consultants, contractors, presenters or other similar providers (**Providers**) that may be involved in delivering the project. If known, these providers should be identified in your application. If unknown, AIS HP Coach Development will work in conjunction with recipients to identify and select appropriate Providers suited to deliver the targeted outcome. Of importance, all Providers will be required to work in partnership and align with the AIS HP Coach Development Strategy and associated work.

How to Apply

Applicants are required to complete the online application form linked at the end of this document. While applicants are welcome to submit more than one project for consideration, only one grant can be awarded per recipient. A separate application must be completed per project. A project plan detailing the following should be submitted:

- High-level overview of the project (~2 paragraphs)
- Objectives
- Outputs
- Target audience
- Scope
- Personnel involved
- Budget
- Project timeline
- Evaluation

A template to assist in project planning has been provided.

You are recommended to use the project template provided and to discuss your application with your organisation's AIS HP Coach Development Team contact before submitting.

Applications should be submitted online through the "NSO/NIN Coach Development Initiatives Grant 2022 Application Form" (available from Tuesday 26 April, 2022) no later than Monday 23 May, 2022. [Click here to apply.](#)



Assessment process

Applications will be assessed by an assessment panel consisting of AIS and HP Coach Development Taskforce representatives. The panel will consider each application and may take the following into account to select successful applicants:

- Eligibility of the organisation to apply for the grant
- Alignment of the project to the strategy and objectives of AIS HP Coach Development
- Alignment of the project to the organisation's coach development strategy or plan
- Clarity of the project plan
- Chance of project success

Who will approve the Grants

The AIS Director will decide which grants to approve taking into account the availability of grant funds for the purposes of the grant program. The AIS Director's decision is final in all matters, including; the approval of the grant, the grant amount to be awarded and the terms and conditions of the grant.

There is no appeal mechanism to approve or not approve a grant.

Key dates

The following key dates have been set for the grant:

Event	Date
Grant guidelines released	Tuesday 26 April, 2022
Grant applications open	Tuesday 26 April, 2022
Grant applications close	Monday 23 May, 2022
Applications are assessed	Friday 27 May, 2022
Successful and unsuccessful applicants notified	Monday 30 May, 2022
Successful applicants announced	Monday 20 June, 2022
Earliest project start date	1 July, 2022
Latest project completion date	30 June, 2023

Notification and Agreement

All applicants will be notified by email of the outcome of their application including:

- Any funding amount to be awarded; and
- The specific terms and conditions of any funding.

Disclosure of Information

The AIS must treat any personal information according to the Privacy Act 1988 and the Australian Privacy Principles.

Personal information can only be disclosed to someone for the primary purpose for which it is collected, unless an exemption applies.

Personal information submitted via the online application is collected by the AIS for the purpose of considering applications and administering the Program.



The personal details of successful applicants (including name, home state, sport, the value of the grant awarded and a brief description of the purpose for the grant) may be released by the AIS to the public and the media for the use of promotional and educational purposes.

To view the AIS Privacy Policy visit: https://www.sportaus.gov.au/legal_information/privacy_policy

Conflict of interest

Conflicts of interest for AIS staff will be handled in accordance with the organisation's Conflict of Interest Policy.

Enquiries and feedback

If you have any questions regarding the Grant, please contact: Bill Davoren (AIS HP Coach Development Manager), bill.davoren@ausport.gov.au.

Appendix - Sample Scenarios

Examples of projects have been given below. Note that this is not a prescriptive list of project types that will be funded and is intended to be a scene-setting exercise. In all cases the NSOs have indicated and committed to co-fund the amounts requested.

Recipient 1:

The NSO has a clear coach development strategy under development. They have identified 6 coaches in their current and future workforce planning (through a heat map) and have identified a need to undertake a Needs Analysis of these coaches individually and a group. They have requested support to undertake this process through implementing a coach needs analysis and development of individual coach development plans. Request is for a \$10,000 grant to pilot the funding to support a consultant to develop and implement a project titled: Individual Coach Development Planning.

Recipient 2:

The NSO has a mature and well-developed coach development strategy with a dedicated Coach Development Leader. A key component of this strategy is to support their podium coaches to undertake a 12-month learning journey that has been already scoped and developed through their own needs analysis. Support has been requested to fund the coach development lead role \$25,000 in order to expand the scope to include an additional 6 coaches who are in the next cohort of coaches.

Recipient 3:

The NSO has received funding to implement a Women in Sport development program for Women coaches. Part of this funding is to contribute to the development of women pathway coaches; however due to staff turnover they now need to appoint a consultant to lead this project. They also wish to expand this program to include additional pathway coaches (regardless of gender) and therefore broaden the scope and impact of the coach development. Support has been requested to receive \$15,000 to appoint a consultant and include an additional 10 coaches into the program.

Recipient 4:

The NSO is starting to develop a high performance coach development strategy that aligns with WITTW and their operational plan. They have completed their pulse check and coaching is within the top 2 areas of priority for the sport. A key element identified is a succession plan for their National Pathways Coach to become the National Head Coach following Paris '24. A request for \$10,000 has been requested to establish a succession and development plan for both the current and future National Team Coaches and implement this over the next 2 ½ years.

