



Application Details

WBS Number

110862

Programme Selection

Category	Programme Cluster / Continent
World Programmes	Sport Development
Programme	Quad/Games Edition
Development of National Sports System	2021-2024

Programme (Long Form)

Development of National Sports System

Programme Help/Instructional Text

This form should be submitted to Olympic Solidarity no later than 3 months before the intended start of your project.

Activity Name

Developing of Slovak Coaching Scheme in Sailing

Length of the programme

Start Date (a)	End Date (a)
20 Jan 2022	31 Dec 2023

Sport Selection

Sport Selection	Discipline Selection	Other (Discipline)

Sailing

Sailing

none

How and why did you select this sport/project?

We believe that this project provides continuity after the training coaches the Slovak Sailing organized earlier in 2022.

Has this project been developed by a former OSC participant?

Yes

Please indicate the name of the former scholarship holder, the training he/she attended, its session/year

Michal Andel, World Sailing Course, August - October 2022

Options

Sport-based project

Current Sport Structure

What is the current national system framework in this particular sport? Please elaborate each of the topics below.

Athlete Development and Support

Within the existing the system, the main focus of junior sailors is in boat classes that go towards performance sailing as soon as possible, giving them opportunity to compete and race. In the group of adolescent and senior athletes there is the same tendency, keeping the performance pathway and heading or getting close to olympic pathway. The support of coaches goes along this tendency. We can see quite a drop-out of sailors in between adolescent athletes and moving on to adult sailing classes. There is minor ground for development of recreational sailors and building a larger sailing community and base for athletes to emerge and then select their pathway. The support and work of coaches is performance focused and on experiential basis- gaining their expertise via local national formal training, own sailing experience as well as cooperation and know-ow sharing in cooperation with international and WS recognized coaches. There is space to incorporate more scientific approach to the athletes developement and focus on long-term athlete development.

Capacity Development

In terms of human resources and coaches, we can see a potential in the club coaches who are interested in developing in line with the WS system and there are young athletes who are considering an instructor. Or coach pathway eager to go into coach courses and practice. There is also potential in the field of PE teachers from universities and basic education too, to join the programmes for sailing coaches and join the local sailing centres and clubs.

In terms of infrastructure, there is reasonable infrastructure in the western part of the country, developing areas in the north and east – with potential, some basis by now. The sailing boat classes focus varies from location to location (mostly according to the coaches available and their focus and expertise) and none of the areas offers a wide a variety for learn-to-sail.

We see a reasonably open space for development of race officials to be able organize and manage a good sailing events and support the sailing centres/clubs.

Governance

The governance in Slovak sailing federation is based on the system of member representation – having individual members in clubs, being represented on the level of General Assembly as the main decision-making body and also partially in the Board of the federation (currently up to 9 people-representatives) by a representative for the “local sailing areas”. The head of the operational body is the president of the federation as a member of the Board, having daily operational support from the general secretary of the federation. This structure has been at the federation for many years, varying in competences and key representative people. There is formal layer of “committees” that focus on various key areas in sailing, its development and management, having its head as the main representative in the Board.

There is quite a potential to boost the work of the committees and their reach to coaches, athletes and clubs, which hasn't been used extensively by now.

One of our opportunities to strengthen the efficiency of the governance is to bring the “committees” more to life and specify key tasks and responsibilities for the committees and their representatives on the Board.

Organisational Effectiveness

Based on the description of the governance system above, the pro and sub-optimal employed

based on the description of the governance system above – the one and only operational employee

position at the federation is the general secretary – delivering the administrative work and supporting the committees, clubs and Board at the federation.

Each of the Board members, including the president are working on voluntary basis and at the same time having a load of tasks and responsibilities (official and formal ones, operational ones, communication and quality management and development too). Due to that the focus is mostly on the “obligatory” tasks towards the funding institutions and state, then clubs and coaches too. The Board ensures the quality and management of competitions in sports, representation and growth. The efficiency lacks “lean management” and communication focused on the key task and goals of the federation and committees.

There is space for inspiring the managerial and operational key players and Board to set procedures and patterns in “project and deployment work” and use it as a standard or example for other areas of the federations work too.

Resource Mobilisation

Having the history in sailing in Slovakia, not being a new federation (70years in Slovakia already) and seeing the interest of sailors, coaches and clubs in getting involved in programmes with World Sailing provides a solid ground for people involved and developing in sailing (dinghy, keelboat, foils or other).

In the past years the water sports interest in public is growing in Slovakia – looking at the variety of water sport facilities, availability and variety of sports equipment, growing levels of companies focusing on sailing (in various ways- from selling equipment, through crew or skipper course to chartering boats and organizing fun to sail or other racing events).

The federation is allocating resources (human, financial and time) to developing sailing- coaches, clubs, athletes and other experts in sailing (as judges or measurers too).

There is a pool of clubs having “older sports equipment” that can be “re-used” in coming projects. The team around the Board at the federation are getting involved in funding possibilities for the federation, clubs and individual sailing centers/schools. (using state funds and also applying for the ones on the municipal or other foundations – e.g. Bratislava fund, Trans regional project as Visegrad fund, Erasmus). The athletes themselves are searching for their development possibilities and also

motivating coaches to develop and cooperate on international level to be able to guide them to international performance events, being ready.

Sustainability

Sustainability of the system development for coaches and parallel to that for the athletes and sailing beginner too is one of our targets in the project.

By running the project and reaching the level of standards and quality of Worlds Sailing's recognized MNA will form a solid ground for long term work with athletes and within coach development too, providing an example approach and system also for other "departments" and areas at the sailing federation and for its members.

We plan to support and promote the new system and project by:

- inviting active sailors to promote the sport within and outside their social group and becoming role-models
- inspiring older active athletes to try a different roles within sailing - instructor, coach and showing them other options in recreational and professional sailing too
- building a community of parents and wider family of the athletes to help with the event organizations, keeping the club-life etc.- incorporate it into the "guidelines for clubs" and work with it in pilot project

The sustainability on regional or sailing boat class level can be endangered by the "recreational sailing" not being acknowledged as a focus for instructors and coaches (with its potential to invite more people into sailing) by the "traditional" racing focus in our federation. This goes in line with the fear of spreading the range of training boats and sailing boat classes on the "learn-to-sail" level as a threat to the existing performance classes to acquire new offspring and athletes with potential.

A part of our "communication" plan within the project, to contribute sustainability is to open a "sailing discourse" on the above mentioned topics and invite the clubs and boat class representatives to find strategies and wording that would not endanger their views and at the same time invite more people to sports and be open for "non-traditional" options for junior and senior sailors.

Weak points of your current national system framework

- Focus mainly on performance sailing linked to: drop-out of sailors in between adolescent athletes and moving on to adult sailing classes
- Short-term conception for the development of athletes and coaches, a clear and simple system for cooperation between coaches-athletes and board needs to be agreed upon – focus in on coming events in the boat classes the sailors are currently in. Along with the fear of spreading the range of training boats and sailing boat classes on the “learn-to-sail” level as a threat to the scope of existing performance classes
- “Traditional” system of coach development that is abrupted from the clubs work and provides just a few tools and little motivation for the potential instructors and coaches to be active in coaching
- Overloaded responsible Board members, often being in the decision-making, operation and also coach role . The Gen.Assembly and the Coaching committee is trying to create a fair and clear system over the past years- currently not incorporating the know-how and experience from the international level (e.g. World Sailing)

Strong points of your current national system framework

- Interest and need for development of coaching structures and complex systems – on the level of Board of the federation, regional sailing groups and clubs too.
- Previous experience of coach training and management
- Need for more coaches and instructors to be able to support and teach a larger group of sailors (either recreational or performance focused) – to reduce the presusse on the “perfomrance coaches who are currently supporting also begginers and overloaded with work
- Small working groups emerging on the level of clubs, committees getting involved in learn-to-sail, supporting existing coaches and clubs and launching projects, ready to contributie to the planned project
- Previous successful cooperation with the “mentoring” umbrella organisation - World Sailing – having positive feedbacks to the projects delivered and their follow-up activities
- Involvement and interest of young sailors in various pathways , sticking to sailing – the first choice is usually “instructor/coach role”

- Experience and history in performance sailing and some olympic sailing – forming a ground for role modelling and mentoring opportunities

Analysis of requirements for the development of the coaching education in your National Federation

For the situation analysis – see all above.

For the national federation (NF) to be able and willing to run the project, maintain its outcomes and implement the know-how adjusts for local need into practice the following points are important:

- Align the system – sport structure in coach development with the existing national one
 - o including key parameters from the “legal perspective” and the criteria and levels set by the Ministry
 - o respect local experience and situation of clubs and regions
 - o incorporate the working and active coaches and developers into the system – valuing their experience and years of practice and motivate to start using also new approaches
- provide tools and hints for sustainability
- find ways, tool, system how to link to existing databases and procedures linked to coaches and athletes
- provide, share and keep the training materials and other accessible for wider sailing public (coaches, clubs)
- keep it simple and clear- for the members of the federation to understand, use and find their place in it

Does your NF already have a structure in place for the coaching education

Yes

Please elaborate

Slovak sailing federation has a system of official and formal coaching education that is in line and according the system for “sports coaches” based at the Ministry of Education (in cooperation with sport’s federations).

The coaching development/training system copies levels set in the code set by the ministry – starting with the Level 1 up to Level 5 coaches – depending on their education and also implying the “level of athletes to be coached” by the appropriate “coach class/level”. The first level is already called a coach and implies that the person who passes the education and can be sports professional (when being registered with his/her

license at the ministry and in the register of coaches) can run training for athletes alone and his/her work can be remunerated from the federation funds or he/she can issue invoices for the work with athletes. The coach of the 1.level has to comply with a standard set by the federation- passing the 2 key parts in the training/courses: general sports education course at the faculty of sports and practical/applied (including sailing theory) sailing coach training delivered by the federation appointed "coach developer" or experienced coach - garrant of the programme.

The main distinction in the system is the number of years of experience, level and type of formal higher education reached and the remuneration from state funds(via federation) the coach can earn for his/her work based on the above mentioned criteria.

The system lacks vocational training for existing coaches or instructors and has little "sensitivity" to the nuances between the work with athletes who are beginners and might stay in recreational sailing in comparison to the ones who aim at or are in performance sailing or go the olympic path. There are currently not sufficient human resources for a wider structure of coach development- having on 1-2 people who train coaches and a small group forming to be able to train instructors. We need to update the system and build up an accessible structure that provides enough space for development.

Action and Objectives

Action plan proposed, clear breakdown of projected phases

- 1. End of January 2023 – 1st visit – workshop prior to General Assembly (GA) of the Slovak Sailing Federation (SZJ), presentations and facilitation of a working group at the GA, follow-up meeting/workshop with the newly elected Board and Coaching Committee representatives**
- 2. Spring sailing season start (April-May) 2023 - 2nd visit – Rob Holden delivers a World Sailing Technical Course Level 2 (WS TCCLA2) for club and regional coaches and in cooperation with the new local coach developer + 1 day meeting with the project team on the necessary structure steps and technical issues**
- 3. Online cooperation, mentoring and supervising the local project team and the coach developer in next steps creating information structure, communication patterns and schemes for communication with clubs and learn-to-sail programme management, development & design of necessary IT solutions**

or platforms within the federation system – supporting long-term sustainability of the scheme

4. Autumn sailing season (Sept-Oct) 2023 – 3rd visit – Rob Holden mentors and supervises the instructor development team as the coach developer and consults with the Coaching Committee representatives – starting and running 2 TCCL1 courses (in clubs/training centres that joined the pilot project) and preparing their follow up for the winter and next season.

5. Oct- Dec 2023 - Completion of material, systems, agreements and evaluation of coach courses and pilot instructor courses.

Resources utilised

We will use all resources available in Slovakia in terms of venues, staff, material, etc.

Objectives/expected results

Main and long-term goal of the Slovak Sailing Federation (SZJ) is to become a community and sports organisation in line with World Sailing standards and quality at sailors and coaching level. To provide solid ground for performance sailing having a developed base in clubs and learn-to-sail programmes in Slovakia. It will provide and ensure a sustainable and complex programme for the development of coaches and athletes in sailing. First the focus will start with Dinghy sailing and move to Windsurfing and other disciplines too (multihull, kiteboard, foils or keelboats).

The key points within this programme are to:

- Build a coaching structure – design it, “sell” within the federation, mentor coaches and clubs on how to use/live it, create tools for the federation and its board to maintain it a link to the rest of sailing structures
- Develop an instructor programme and instructor education / development system – to boost the learn-to-sail level and “entry doors to sailing”
- Propose and sustain new communication patterns with clubs and training/sport centres (pilot version within the project duration)
- Start building up a stronger and systematic performance coach training and programme to support the professional level of coach work

SZJ has already made first steps to enter the process towards the World Sailing Recognized Training

for Slovakia as the role of the MNA (1. Sent out a representative, coach who is studying and preparing for the role of national coach developer. 2. Completed the first World Sailing technical course TCCL1 to have the first group of instructors and instructor developers for the clubs in various Slovak regions, 3. Analysed and identified other necessary activities needed to follow the goal.)

Running this project would enable us to move forward. The Sailing federation and project team in cooperation with World Sailing will manage to:

- Prepare, support and guide change management for the federation in the area of coach and sailor development – updating and fine tuning the existing scheme – 1. Project activity: series of meetings, including a workshop for coaches committee, instructor development team as well as presentations at the General Assembly of SZJ and a follow up meeting with the new elected board and committee representatives (Rob Holden visits Slovakia- SZJ – end of January 2023)
- Prepare and run the Technical course Level 2 for the club and regional coaches (Scope and detailed programme for the TCCL2 course can be submitted by the World Sailing upon request) - (Rob Holden visits Slovakia- SZJ - spring sailing season- to be agreed upon with the coaches, based on local key clinics)
- Update, develop and launch a communication system, updated database and SW for SZJ in the work and development of instructors, coaches and training/sport centres (online work and local meetings of the project team- may- august)
- Prepare and run pilot courses for the clubs and sport centres - for instructors (The scope, agenda and format of the course is built according to the TCCL1 course delivered by the WS) – training the development team members for run it, support the work of coaching committee and develop their processes in communication with clubs, boat class associations and coaches within the new system and scheme (Rob Holden visits Slovakia- SZJ – between August- October- based on the agreement with the coaching committee at SZJ and the new board)

We expect this programme to develop and train coaches who are already active on the national level and have already obtained the necessary local (SK) education as well as certification process and new instructors too. And at the same time we hope to invite and encourage instructors, people involved in clubs who plan to enter coaching career and have had either active sailing experience or

been cooperating with local or regional coaches, young sailors/athletes whose path is moving to coaching direction to apply and participate in this programme and become a part of the team of Slovak coaches. We plan to boost cooperation with commercial companies that also run "learn-to-

sail" or skipper courses. To align the sailing skills and standards to the ones at SZJ and also World

Sailing.

Sustainability of the project

How will this project be carried forward by your NF after the departure of the expert?

The goal of the project is to completely update the system in Slovak sailing not only through educating coaches, but also through educating the administration level of the sport in Slovakia, therefore we believe that after the project completion there will structure created to carry on the goals of the project and build on the gained expertise to further develop the federation and sport in Slovakia.

Outreach

How many people do you expect to benefit from the project directly?

Coaches	Men	Women	Total
	40	15	55
PE Teachers	Men	Women	Total
	40	10	50
Athletes	Men	Women	Total
	50	15	65
Judges/Referees	Men	Women	Total
	5	2	7
Administrators	Men	Women	Total
	10	5	15

Other			
GA of the Sailing Federation	Men	Women	Total
	60	10	70

Totals	Men	Women	Total
	205	57	262

How many people do you expect to benefit from the project indirectly (optional)?

Indirect Beneficiaries: Indirect beneficiaries are people who benefit as a result of improvements made to the direct beneficiaries, e.g. because of knowledge transfer.

N/A

National coordinator (optional)

Given name	Family name	Nationality
Barbora	Bachrata	Slovakia
Title within the NF or NOC	Personal email address	Mobile
None	None	None

Proposed Expert(s)

Given Name (a)	Family Name (a)	Gender (a)	Date of Birth (a)	Nationality (a)	City
Holden	Robert	Male	None	South Africa	None
Email Address					
Country/Territ	rob.holden@s	Phone Number			

ory **Phone number**

None ailing.org None

Curriculum vitae (PDF or Word)

None

Visit(s) by expert (if staggered)

Start date	End date
None	None

Budget Proposal

N.B.: International experts' expenses (air ticket(s) and indemnities, etc.) must be included in the estimated expenditure below.

Any new expenses not listed below should be submitted to OS for pre-approval, otherwise they may not be covered through the OS budget.

If other entities offer financial support for this activity, we kindly ask you to detail the costs that they will cover (one expense per line) in the relevant section.

Detailed breakdown of budget requested from Olympic Solidarity (or Continental Association)

Description (002)	Amount (USD) (002)
Costs for the expert - daily rate, flight, local travel in SVK, accommodation 15 040 €	16,000

Description (002)	Amount (USD) (002)
Venue – indoors training space rental, meeting rooms for the workshops (3 visits and local meetings)	2,340

Description (002)
Venue – outdoors entry to the facility -

sailing centres and waterside for courses (3 visits/workshops/courses)	Amount (USD) (002) 790
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Description (002)

Rental and fuel for the ribs (motorboats) – for the TCCL2 and pilot instructor courses (2 visits)	Amount (USD) (002) 1,650
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Description (002)

Accommodation for participants for the TCCL2 and organizing team at pilot instructor courses (coming from the whole Slovakia to one facility for the WS course)	Amount (USD) (002) 1,500
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Description (002)

Food, refreshments for participants throughout the trainings and workshops	Amount (USD) (002) 2,500
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Description (002)

Translation of training material, exercises, brochures, including graphical design done by the World Sailing and the print for participating clubs, coaches and General Assembly representatives - delivered locally in SK	Amount (USD) (002) 2,100
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Description (002)

Daily local rate for organizers and local coach developer, accommodation for the	
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organizing team - administration of visits	Amount (USD) (002)
and events included	2,000

Description (002)

Internal system and SW tools - coach database, club support, database and information system (within the SZJ one), internal communication

	Amount (USD) (002)
	1,500

Description (002)

Marketing material for the events (TCCL2 and TCCL1 delivered as pilot projects) – for the clubs to keep and promote sailing afterwards

	Amount (USD) (002)
	1,120

Total budget requested (USD)

31,500

Other sources of funding: Please list organisations providing additional funds for this project (including your NOC) and for what type of expenditures

Organisation (003)	Type of Expenditure	Amount (USD) (003)
<i>None</i>	<i>None</i>	<i>None</i>

Total Other Sources of Funding (USD)

0

Total Budget OS and Other Sources (USD)

31,500

Request 75% advance payment

Yes

Confirmation

Has your NF already submitted all the relevant technical details to its respective IF?

Yes

Files/Uploads/Related Documents

None



Detailed action plan

None

Overall and detailed budget

None

Acceptance letter (school, university, company, centre, IF, etc.)

Title	Date	Author	Type	Size	Version	Discussions
 DNSS SI...	10 Oct 2...	Petra GA...	pdf	209KB	1	0  

Other File Uploads

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File Notes

None

None