



BC SOCCER

Learning Facilitator Program

A Component of BC Soccer's Coaching Education Framework

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1. Introduction

a. Background

The Learning Program was designed as a key component of BC Soccer’s commitment to provide coach education training for all soccer coaches across British Columbia. The program is aimed at supporting BC Soccer’s member organizations and its affiliate clubs to meet the demand of training coaches across the province in every region and soccer communities. Over the last 10 years, BC Soccer has trained over 120+ individuals across British Columbia.

b. Purpose

In 2016, BC Soccer introduced a minimum coach certification requirement in its [rules and regulations](#) for all youth head coaches. With the increased volume of coaches requiring coach training, BC Soccer initiated a call to action to work with its member organizations and developed an ‘In-Club’ coach training model to meet this demand. The vision was and still is to empower each organization to designate and endorse technical leads who can be trained by BC Soccer to become qualified to deliver [Canada Soccer Grassroots Coach Education](#) courses to their coaches.

c. Overview

BC Soccer accepts application requests made by organizations who designate individuals to become trained as ‘In-Club’ Learning Facilitators. Applicants must be endorsed by a club official (Board Member, Executive Director or Technical Director) with the understanding that once training has been completed, the endorsed individual will be responsible for coordinating and delivering coach training to the respective organization according to its needs. Interested applicants must provide the following to BC Soccer’s Coaching Development Department for review:

- Completed candidate endorsement form
- Updated resume
- Copy of highest coaching qualification (minimum C Licence-Certified)

Training Cost

As per Canada Soccer and BC Soccer, approved candidates need to complete various training requirements and some of these are offered by 3rd party affiliated organizations. These include the National Coach Certification Program (NCCP) modules and the Respect in Sport Activity Leader program that candidates need to pay for when they register if they don’t already have those designations previously. All other content-specific soccer training that is required and delivered by BC Soccer, is **FREE** of charge. See training costs under the ‘service’ section.



2. Learning Facilitator Program

a. Application Process

BC Soccer seeks to accept applications from individuals who have been designated and endorsed by any BC Soccer member organization and/or affiliate club. Interested candidates need to meet the following minimum criteria to apply:

- Endorsement by a club official (Board Member, Executive Director or Technical Director)
- Minimum C Licence Certified status (or higher).
- Previous coaching experience at least 5 years.
- Playing experience minimum 5 years.
- Submit a valid Criminal Record Check.
- In good standing with BC Soccer.

If you are interested to apply to become a trained BC Soccer Learning Facilitator, please click [here](#).

b. Service

Successful applicants will begin the training process by completing the following requirements:

Type	Description	Time	Cost
NCCP Core Training for Learning Facilitators	This training teaches candidates how to facilitate a positive learning environment by understanding the nature and stages of group development and instructional course design.	6 hours	\$125
NCCP Making Ethical Decisions Online Evaluation Module	This module equips individuals to handle ethical situations with confidence and identify the legal, ethical and moral implications in situations that present themselves in sport.	1 hour	\$85
Respect in Sport Activity Leader Program	This program educates sport leaders how to recognize, understand and respond to issues of bullying, abuse, harassment and discrimination (BAHD).	3 hours	\$30
Canada Soccer Content-Specific Soccer Training	Learning Facilitators oversee the training of many coaches and need a strong understanding of the Grassroots coaching model by completing the online theory modules for Active Start, Fundamentals, Learn to Train and Soccer for Life.	4 hours	\$100
BC Soccer Administration System Training	Understanding the main functions of BC Soccer's course management platform called Coach Centre is key to coordinating course requests which include tools for viewing class lists, communication and marking class attendance.	1 hour	Free
BC Soccer Online Training Modules	Quality assurance is important to us and to equip facilitators with the right tools, it helps us deliver our courses with more consistency focusing on transformational leadership, practice theory, non-linear pedagogy and methodology.	3 hours	Free
Total:		18 hours	

**Per Learning Facilitator*

c. Outcomes

Candidates who have successfully completed the training requirements will begin to put theory into practice. To ensure a smooth transition, we pair up these individuals with an experienced Learning Facilitator to co-deliver with during their first live course. To support this transition, we have also introduced a video evaluation process that focuses on a work-based learning strategy concept. By capturing video of the facilitator in action during the course, we can observe performance and provide specific feedback to support an individual’s progress. Consistency in delivery and quality assurance is important to us and to coaches who experience a BC Soccer coaching course. Performance feedback and facilitator self-reflection is key to understanding and developing within the following evidence criteria:

- Structuring and managing the training environment appropriately.
- Facilitating the achievement of learning outcomes.
- Displaying appropriate communication and leadership to enhance coach learning.
- Managing group tasks to optimize learning.

BC Soccer’s Master Coach Developer works with the newly trained Learning Facilitator to complete the final steps of this transition:

- Developing an action plan for the first co-delivery.
- Preparing to capture audio/video footage.
- Submitting the footage for an evaluation review, feedback, and facilitator self-reflection.

The video evaluation process has been extended to all BC Soccer Learning Facilitators primarily to support their development, to provide ongoing training and to ensure quality assurance across all our team of facilitators. This service includes the following:

Type	Description	Time	Cost
BC Soccer Learning Facilitator Video Evaluation	Learning Facilitators capture audio/video footage during a live course, then submit the file to BC Soccer for an evaluation review, feedback and facilitator self-reflection. Evidence includes interacting, demonstrating and debriefing techniques.	1 hour	Free
Total:		1 hour*	

**Per Learning Facilitator*

Upon completing the Learning Facilitator Program training components, as a successful candidate you will:

- ✓ Have had access to over 18 hours of training, support, and feedback.
- ✓ Gain an Active Status as a BC Soccer Learning Facilitator.
- ✓ Be given the opportunity to be evaluated in support of your ongoing development.
- ✓ Be remunerated by BC Soccer for delivering workshops.
- ✓ Receive BC Soccer issue Adidas Learning Facilitator apparel.
- ✓ Understand ethics, facilitation techniques and group development dynamics.
- ✓ Be a part of a culture that teaches and inspires coaches across British Columbia!



3. References

a. Coaching Development



Rob Csabai
Manager of Coaching Development
Canada Soccer 'A' License Coach
NCCP Master Coach Developer



Connor Smith
Coaching Development Administrator
Coach Centre Technical Support

b. Researched Articles

Appelbaum, S. H., Habashy, S., Malo, J., & Shafiq, H. (2012). Back to the future: Revisiting kotter's 1996 change model. *The Journal of Management Development*, 31(8), 764-782. doi:10.1108/02621711211253231

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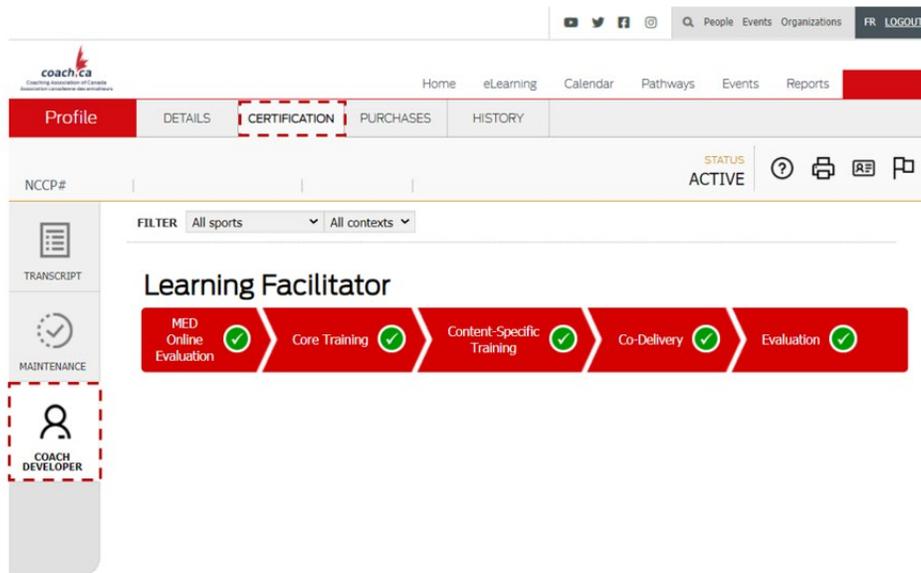
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4. Appendix

The following provides supporting and background information.

a. Learning Facilitator Pathway

The BC Soccer Learning Facilitator pathway begins with interested individuals who want to be a part of coach education with the goal of inspiring coaches in the game of soccer. Candidates who are endorsed by their organization can start on their journey. As individuals begin their induction process, they are considered **'In-Training'** and once they have completed the requirements, they are considered **'Trained'**. These individuals begin to put the theory into practice by co-delivering on their first occasion during a live course with an experienced mentor. Learning Facilitators who have demonstrated their long-standing commitment to coach education through their years of service and consistently have demonstrated competency are well on their way to becoming **'Certified'** as a Learning Facilitator through the evaluation process obtaining a designation in the National Coach Certification Database (NCCP) - Coaches Association of Canada.



b. Stages of Group Development

Facilitation is an art. Coaches who sign up for courses have different reasons for participating. A Learning Facilitator will experience coaches displaying a wide spectrum of behaviours, so it is important to understand the dynamics of group development.

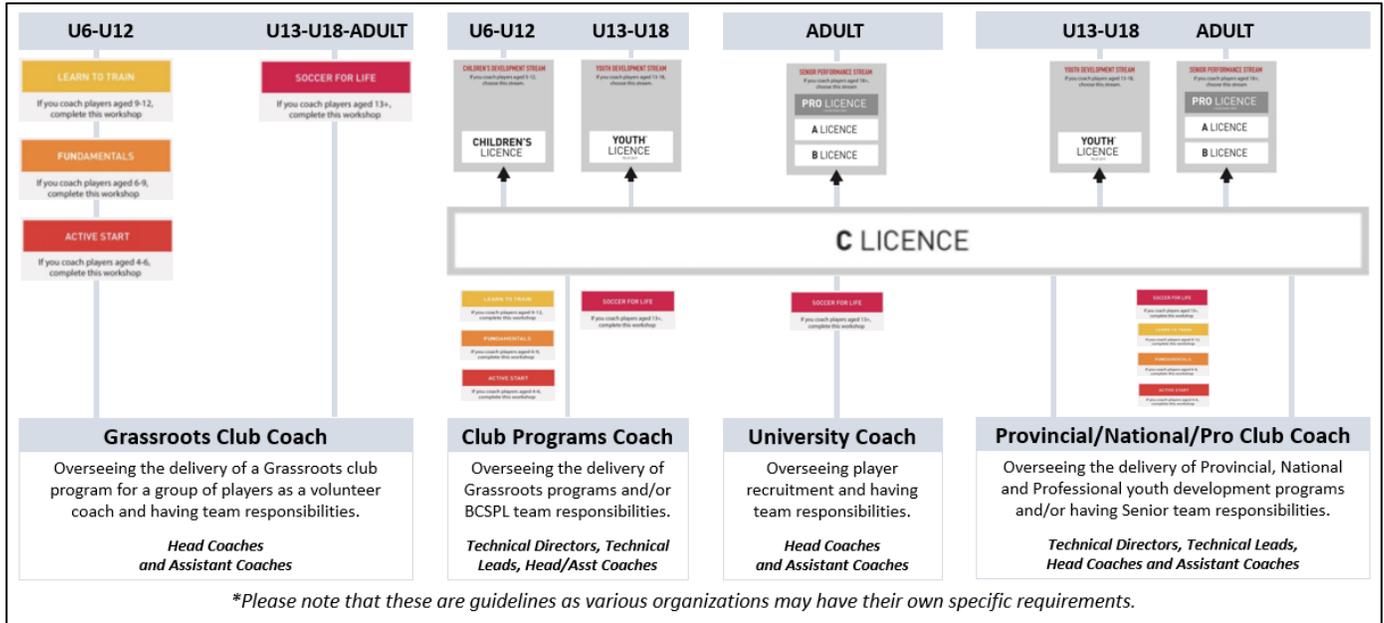
A significant variable in the selection and sequencing of activities is the group's stage of development. Research has been exhaustive and the result conclusive that all groups go through certain stages of development during their time together. Therefore, by understanding these dynamics, Learning Facilitators can be better equipped to adapt to this social construct and help participants move through these stages of group development.



c. Coaching Pathway

Coaches have different ambitions which may include being the best community club coach they can be as a volunteer while some look to become more involved as a part-time, full-time or as paid staff member at their local club. Some coaches are interested in pursuing University soccer programs while some even endeavour to make it to Provincial, National or Professional environments.

Learning Facilitators help prepare coaches for the next step through coach education.



Join our Team of BC Soccer Learning Facilitators!

