



## INTRODUCTION

### ***Becoming a NCCP Learning Facilitator in Ontario***

The NCCP provides educational opportunities to coaches through **Learning Facilitators**. High quality Learning Facilitators are crucial to the development of skilled, knowledgeable coaches and through those coaches, athletes/participants are safer, happier and more successful. If excellence is expected of Learning Facilitators, they must be provided with the best training, evaluation and professional development.

### **Multi-sport Modules**

The Coaches Association of Ontario with support from the Provincial Government is the provincial delivery agent for NCCP and is responsible for central scheduling, promotion, administration and community co-ordination for the **multi-sport modules** of the NCCP in Ontario. This responsibility includes maintaining a list of current, certified Learning Facilitators who are available to meet the national standard of a high quality of coach training in all parts of Ontario in both French and English. General information about the level of NCCP courses and workshops scheduled by the CAO can be found at [www.coachesontario.ca](http://www.coachesontario.ca)

### **Sport-Specific Modules**

Provincial Sport Organizations working with their national sport federations are responsible for delivery and curriculum development (learning pathway) for coaches within their sport. Development and certification of Technical or sport-specific Learning Facilitators is the role and responsibility of the sports (PSOs). To become a Learning Facilitator for a specific sport, contact your Provincial Sport's Coaching Technical Development Co-ordinator.

### **Role of Learning Facilitator**

The goal of a Learning Facilitator is to effectively facilitate sessions that result in the development of coaches who are able to demonstrate their abilities and meet the standards established for certification. The focus is on being a "guide from the side". A Learning Facilitator should have the appropriate knowledge, skills, and attitudes to facilitate workshops using the competency-based approach. In addition, they serve as contributing members of the community and ambassadors for the NCCP.

A Learning Facilitator:

- Understands the competency-based education and training approach of the NCCP.
- Demonstrates their understanding of the structure of the NCCP.
- Is knowledgeable and confident with the content and vocabulary of the NCCP.
- Demonstrates knowledge of adult learning principles and their application in instructional practices.
- Learns to effectively facilitate sessions to achieve outcomes in the development of abilities.
- Arrives at the training session ready to focus on and demonstrate effective delivery of the program.
- Has an understanding of the administrative roles and responsibilities of all delivery partners within the provinces' delivery model.

Learning Facilitators:

- guide the **process** of the course (*question, probe, learn*),
- encourage individuals to explore the information,
- guide the journey, not the destination,
- encourage participants to explore the content,
- are responsible for uncovering information (so participants extract their own meaning)

Abilities and Skills	Characteristics
<ul style="list-style-type: none"> <li>• Acknowledges and ACCOMODATES for prior knowledge and wisdom of the group</li> <li>• Honors expertise of the group</li> <li>• Is capable of maintaining OBJECTIVITY</li> <li>• Is skilled at reading the underlying dynamics of the group</li> <li>• Adapts to changing situations</li> <li>• Is skilled at evoking participation and creativity</li> <li>• Assumes and shares responsibility for the group's journey</li> <li>• Distinguishes process from content</li> <li>• Uses time and space intentionally</li> <li>• Releases blocks in the process</li> <li>• Demonstrates professionalism, self-confidence, and authenticity</li> <li>• Can teach in an adult environment</li> <li>• Demonstrates a thorough understanding of the NCCP</li> <li>• Is skilled at listening, clarifying, reflecting, questioning, reviewing and debriefing</li> </ul>	<ul style="list-style-type: none"> <li>• Asking rather than telling - asks for others' opinions rather than always offering their own,</li> <li>• Waiting, probing and encouraging responses rather than 'jumping in' if input is not offered immediately,</li> <li>• Listening without interruptions,</li> <li>• Celebrating all contributions (does not judge other opinions),</li> <li>• A co-learner,</li> <li>• Drawing energy from the group,</li> <li>• More enthusiastic than systematic,</li> <li>• More outgoing than serious,</li> <li>• Paying personal compliments,</li> <li>• Willing to spend the time building relationships rather than always being task oriented,</li> <li>• Initiating conversation rather than waiting for someone else,</li> <li>• Creating an environment of inclusion, respect, and safety (social, emotional, personal)</li> </ul>

To become a multi-sport NCCP Learning Facilitator in Ontario consult the pathway chart and follow the CAO Application Process. More information is available through the Coaches Association of Ontario by contacting the office.

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