



Australian Government

Department of Education, Employment and Workplace Relations

SISSCGP413A Implement a talent identification program

Release: 2

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Modification History

Not Applicable

Unit Descriptor

This unit describes the performance outcomes, skills and knowledge to develop, implement and evaluate a talent identification system or systems for athletes. It focuses on identifying and developing potential athletes to perform at elite competition level in the relevant sport.

Application of the Unit

This unit applies to those working in a coaching role in a specific training and or competition setting at a regional, State or Territory or international level and whose role would include identifying and developing athletes in specific sports.

Licensing/Regulatory Information

No licensing, regulatory or certification requirements apply to this unit at the time of endorsement.

Pre-Requisites

Nil

Employability Skills Information

This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

Elements describe the essential outcomes of a unit of competency.

Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the required skills and knowledge section and the range statement. Assessment of performance is to be consistent with the evidence guide.

1. Develop a talent identification system

1.1. Determine ***performance capacities*** required at elite level competition for the sport or activity in consultation with ***relevant personnel***.

1.2. Develop ***criteria*** for ***athlete*** inclusion in a talent development program according to ***organisational policies and procedures*** and relevant sporting benchmarks.

1.3. Explain criteria to prospective athletes using appropriate communication strategies.

1.4. Encourage the ***athlete or athletes*** to voice queries or seek clarification.

1.5. Develop ***testing protocols*** according to organisational policies and procedures.

2. Implement testing and evaluation to determine suitability

2.1. Administer testing protocols according to organisational policies and procedures.

2.2. Apply criteria to evaluate athlete performance and behaviour according to organisational policies and procedures.

2.3. Analyse and document test results and select athletes for inclusion into the program.

2.4. Implement appropriate counselling strategies for unsuccessful athletes utilising communication approaches appropriate to the needs of the ***athlete***.

2.5. Identify and document an action plan in consultation with successful ***athletes*** regarding future sporting goals.

3. Devise and implement talent development programs

3.1. Develop and document a ***talent development program*** in consultation with relevant personnel according to organisational policies and procedures.

3.2. Select strategies for implementing the talent development program according to athlete's needs and organisational policies and procedures.

ELEMENT**PERFORMANCE CRITERIA**

- 3.3. Discuss and confirm the training program with selected athlete or athletes according to organisational policies and procedures.
- 3.4. Implement and monitor a talent development program according to organisational policies and procedures.
- 4. Evaluate the effectiveness of the talent identification and development programs
 - 4.1. Analyse the performance of the *athlete or athletes* in competition situations
 - 4.2. Determine and document the number of selected *athlete or athletes* who stay in the program.
 - 4.3. Identify reasons why athletes leave the program.
 - 4.4. Assess the effectiveness of the talent identification and development program in identifying and developing talented *athlete or athletes*.
 - 4.5. Make modifications to the talent identification and development program in consultation with the *athlete or athletes and other relevant personnel*.

Required Skills and Knowledge

This section describes the skills and knowledge required for this unit.

Required skills

- communication skills to:
 - convey information to athletes about talent identification processes and talent development programs
 - build collaborative relationships with potential program partners
 - provide feedback and support to non successful athletes
 - respond to athlete feedback and queries about talent identification initiatives
- literacy skills to analyse, interpret and document test results and action plans with the athlete or athletes
- problem-solving skills to:
 - develop criteria to match elite performance level requirements
 - decide on selection of athletes who meet criteria
 - evaluate the impact of talent development programs on supporting elite performance
 - identifying problems or issues affecting program completion and adjusting programs to better develop talented athletes
- self management skills to seek and respond to feedback from athletes to improve the effectiveness of talent identification and development initiatives.

Required knowledge

- elite level competition performance requirements for the specific sport or activity
- characteristics associated with elite performance in an athlete to enable potential athletes to be accurately identified and further developed
- protocols for conducting physical and physiological testing to enable the selection of suitable athletes
- sports science principles including biomechanics, physiology and psychology to enable accurate testing to determine levels of elite performance in athletes and understanding of development and progress during participation in the program
- trends in participation in the sport to enable the promotion of talent development programs to raise the sport's profile
- organisational policies and procedures to enable programs to be conducted responsibly and professionally.

Evidence Guide

The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.

Overview of assessment

Critical aspects for assessment and evidence required to demonstrate competency in this unit

Evidence of the following is essential:

- works with appropriate personnel to develop a non discriminatory and systematic approach to identifying and developing talented athletes at the elite level of the relevant sport in response to the objectives and performance requirements of the sport
- develops testing criteria and conducts testing to select suitable athletes according to criteria and adopts communication strategies appropriate to the information needs of candidates to convey information clearly and accurately within relevant timeframes and to counsel unsuccessful athletes
- develops, implements, monitors and evaluates talent development programs and applies contingency management techniques to deal with issues that may arise during implementation and review of the program.

Context of and specific resources for assessment

Assessment must ensure participation in multiple interactions with support personnel and athletes that involve the provision and discussion of information relating to talent identification programs and implements, monitors and reviews talent identification and development programs which are of sufficient breadth and duration to demonstrate competency and consistency of performance.

Assessment must also ensure access to:

- a coaching setting including athletes participating in activities or competitions and relevant sport personnel
- equipment and facilities to conduct testing to determine suitability and implement a talent development program
- sport specific benchmarks for elite performance
- sources of information about requirements of specific sports and activities in relation to performance capabilities at an elite level.

Method of assessment

A range of assessment methods should be used to assess

practical skills and knowledge. The following examples are appropriate for this unit:

- observation of interaction with appropriate personnel and potential candidates to provide information about talent identification testing systems
- observation of implementation and monitoring of a talent development program
- oral or written questioning to assess the application of sports science principles to identifying elite performance
- portfolio containing evidence of a documented talent development program
- third-party reports from a supervisor detailing work performance.

Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended, for example:

- SISXCAI305A Conduct individualised long-term training programs

Range Statement

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

Performance capacities may include:

- morphological
- physiological
- tactical
- psychological
- sociological
- skill execution.

Relevant personnel may include:

- sporting bodies
- coaches
- trainers
- potential sponsors.

Selection criteria may include:

- past performances
- goals and or aspirations
- eligibility
- age
- support structures
- psychological state
- sociological observation
- skills execution
- sporting benchmarks.

Athlete or athletes may include:

- beginner through to high performance level competitors
- female or male
- children
- those with or without a disability or special needs.

Organisational policies and procedures may include:

- equal opportunity
- right of appeal
- selection procedures.

Testing protocols may include:

- broad based physical and physiological testing
- sport specific physical and physiological testing
- psychological testing
- benchmarks for performance
- testing timeframes.

Talent development programs
may include:

- technical skills development
- strength and fitness training
- game analysis and tactical development
- participation in local, national and international tournaments
- mental coaching
- sports psychology and motivation
- athlete education.

Unit Sector(s)

Sport

Competency Field

Coaching General Principles