



Australian Government

SISSSCO410 Implement a talent identification program

Release: 1

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Modification History

The release details of this endorsed unit of competency set are in the table below. The latest information is at the top.

Release	Comments
1	Replaces and is equivalent to SISSCGP413A Implement a talent identification program. Updated and equivalent. No changes to competency outcome. Unit re-categorised from Coaching General Principles to Sport Coaching to better reflect the intent of the unit.

Unit Descriptor

This unit describes the performance outcomes, skills and knowledge to implement and evaluate a talent identification system 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 from regional to international level and whose role would include identifying and developing athletes in specific sports.

Licensing/Regulatory Information

Each National Sporting Organisation (NSO) has specific training and assessment requirements for industry accreditation of coaches. These requirements will vary between different sports and those developing training and assessment for this unit should undertake consultation with the relevant NSO or State Sporting Organisation (SSO) to determine any specific arrangements for courses, trainers and assessors to facilitate RPL for individuals to achieve the required registration status to operate as a coach in that sport.

Pre-Requisites

Not applicable.

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. Implement testing and evaluation to determine suitability.	1.1 Administer <i>testing protocols</i> . 1.2 Apply <i>criteria</i> to evaluate athlete performance, behaviour and suitability. 1.3 Analyse and document test results and identify athletes for inclusion into the program. 1.4 Implement appropriate counselling strategies for unsuccessful athletes utilising communication approaches appropriate to needs of the athlete. 1.5 Identify and document an action plan in consultation with successful athletes regarding transition to new sport and future sporting goals.
2. Devise and implement talent development programs.	2.1 Develop and document a <i>talent development program</i> in consultation with relevant personnel. 2.2 Select strategies for implementing the talent development program according to athlete's needs. 2.3 Discuss and confirm training program with selected athlete or athletes. 2.4 Implement and monitor a talent development program.
3. Evaluate the effectiveness of the talent identification and development programs.	3.1 Analyse performance of the athlete or athletes in competition situations 3.2 Determine and document the number of selected athlete or athletes who stay in the program. 3.3 Identify reasons why athletes leave the program. 3.4 Assess effectiveness of talent identification and development program in identifying and developing talented athletes. 3.5 Contribute to any review of talent identification and development program in consultation with athletes and other relevant personnel. 3.6 Suggest modifications to talent identification and development system to 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
 - develop and document a talent development program
- literacy skills to analyse, interpret and document test results and action plans with the athlete or athletes
- analytical skills to:
 - develop criteria to match elite performance level requirements
 - identify 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 contribute to the improvement of 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 ability to:

- work 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 according to organisation policies and procedures
- apply testing criteria and conduct testing to identify 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
- develop, implement, monitor and evaluate talent development programs and apply 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
- implementation, monitoring and reviewing 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 individuals 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.

**Guidance information
for assessment**

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

- SISSSCO303 Plan and deliver coaching programs
- SISSSCO305 Implement selection policies
- SISSSCO409 Work collaboratively with support personnel.

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 individual, accessibility of the item, and local industry and regional contexts) may also be included.

Testing protocols may include:

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

Criteria may include:

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

Talent development program 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

Sport Coaching