

# XTND Youth Leadership Programme

CAPITAL GYMNASTICS

VERSION 1.0

First produced and adopted by the Committee on XX February 2024  
Scheduled to review 31 January 2025

## Contents

Background .....	3
Entry into the coaching pathway .....	3
Application process .....	3
Course requirements.....	3
Minimum age.....	3
Duration .....	3
Course Structure .....	3
Time involvement.....	4
Travel .....	4
Module content .....	4
Mentoring.....	5
Volunteer coaching .....	5
Record keeping of the participant .....	5
Cost .....	5
Employment .....	5
Withdrawing from the XTND Youth Leadership Programme .....	6
Accreditation.....	6
Capital Gymnastics XTND Youth Leadership Programme Participant Agreement .....	7

## **Background**

Capital Gymnastics is committed to the growth of its coaches. We believe that the XTND Youth Leadership Programme is an excellent way to assist our youth in passing on their love of gymnastics to the next generation while also developing lifelong skills that they can transfer outside the world of gymnastics.

## **Entry into the coaching pathway**

All coaches begin with a foundation. There are two different ways in which coaches may progress through the foundation.

Coaches aged 13 (year 9) to 15 years enter the XTND Youth Leadership Programme, and Coaches aged 16 years and above enter the Foundation Coach.

At the end of XTND and Foundation Coach, coaches are recognised as having the same qualification level and fulfilling the prerequisite requirement to progress to the gymnastic elementary coach and programme-specific qualifications.

## **Application process**

- Send a written expression of interest in completing the qualification to the Centre Manager for their consideration.
- If accepted, the applicant will be required to complete an agreement to participate in the training.

As the applicant will be under the age of 16 years, their Parent or guardian must sign to confirm support of both the application and agreement to participate.

## **Course requirements**

### **Minimum age**

13 years (year 9 at school)

### **Duration**

Usually, participants complete the XTND Youth Leadership Programme over 18 months to two years.

### **Course Structure**

- Six learning modules. The first one is completed online, followed by five practical modules.
- Supervised GFA coaching guided by a mentor for the duration of the training.

- Two terms (with a minimum of 1 hour per week) of GFA coaching will be as a volunteer coach.

### **Time involvement**

- Online module usually takes around two hours to complete.
- Each practical module is four hours long. They occur outside of school hours and usually take place over the weekend.
- GFA Coaching 1 hour per week.
- Regular meetings with your mentor. Usually no more than 15 minutes in duration.

### **Travel**

As the practical modules are hosted by clubs in the Wellington Gymnastics Region, you will be required to travel to attend these modules at your own cost.

### **Module content**

The online module is completed first and allows coaches to become introduced to concepts at their own pace, which are then expanded on in the five practical modules.

The practical modules are based on the fundamental movement patterns, which are the building blocks of all gymnastic skills. The information will be interlaced with leadership activities to develop:

- Strategies for working with children
- Time and group management
- Different coaching strategies
- Analysing and teaching gymnastic skills
- A tool kit of games
- Communication
- Safe teaching practices

The Modules are titled:

- XTND Start it – Online module completed first
- XTND Bounce it
- XTND Balance it
- XTND Move it
- XTND Spin it
- XTND Throw it

## **Mentoring**

Mentoring is a significant component of the XTND Youth Leadership Programme. The mentor is responsible for guiding the XTND coach through their volunteer hours.

All mentors are Capital Gymnastics Coaches who are over 18 years old and hold an Elementary Coach qualification or higher.

The GFA head coach will assign each participant a mentor.

The XTND Youth Leadership Programme participant and mentor will meet regularly throughout the programme and complete two separate assessments.

## **Volunteer coaching**

All participants are required to complete two terms of Volunteer coaching hours (at a minimum of 1 hour per week) under the leadership of the mentor.

These hours must be for coaching at the same level as the course, i.e. GFA. Hours. Coaching holiday programmes and birthday parties will not qualify as volunteer hours.

## **Record keeping of the participant**

The participant needs to keep a record of the volunteer hours they have completed for the course. This needs to include dates, training level/group and hours.

This record must be sighted and signed by your mentor every month.

## **Cost**

The six modules cost \$70 each. Capital Gymnastics will incur this cost in return for completing your voluntary hours.

All other costs associated with completing the qualification, such as travel and accommodation, are at your own expense.

## **Employment**

There is no guarantee that Capital Gymnastics will be able to offer paid employment either while completing the qualification or once the qualification is complete.

Volunteer hours for completion of the qualification are unpaid. Any work offered that meets the criteria required for your volunteer hours will be unpaid until the volunteer hours required are completed.

Any additional work completed for Capital Gymnastics that does not meet the criteria for volunteer hours will be remunerated at the following rate.

- Age 15 and younger - \$15 per hour while completing the training. This will be increased to \$16 once the XTND or other equivalent qualification is complete.

- Age 16 and older – When the coach turns 16, their remuneration will increase to the current minimum wage.

If there is an opportunity for paid employment, a contract of employment will be provided for acceptance before starting any work. If the employee is under the age of 16, the guardian will be required to cosign any agreement.

## **Withdrawing from the XTND Youth Leadership Programme**

If the participant withdraws from the course before completing the XTND Youth Leadership qualification, they will be required to pay back the cost of the modules completed, less the cost of any volunteer hours completed, at a rate of \$15 per hour. Additionally, the participant will not be eligible for any coaching positions at Capital Gymnastics, whether paid or voluntary, as they are not qualified and not actively training.

An exception will be made if the participant withdraws to complete an equivalent qualification, such as Gymnastics New Zealand Foundation Coach training.

## **Accreditation**

The participant will gain the XTND Coach qualification once all modules of XTND are completed and post course assignment (online) is submitted. The education team at GNZ will issue an electronic accreditation certificate via email.

## **Capital Gymnastics XTND Youth Leadership Programme Participant Agreement**

We confirm that the below Participant wishes to participate in the Gymnastics New Zealand XTND Youth Leadership Programme and agrees to complete all components of the programme. We have read and understood the requirements of the programme, as outlined by the Capital Gymnastics - XTND Youth Leadership Programme Policy.

We agree that if the Participant withdraws from the XTND Youth Leadership Programme before completing the qualification and has not transferred to an equivalent qualification such as Gymnastics New Zealand Foundation Coach training, we will reimburse Capital Gymnastics the cost of the completed modules, less the cost of any volunteer hours completed, at a rate of \$15 per hour. We also understand that, as a result, the Participant will not be eligible for any coaching positions at Capital Gymnastics, whether paid or voluntary.

We understand that there is no guarantee that Capital Gymnastics will be able to offer paid employment to the Participant while completing the qualification or once the qualification is complete. However, if there is an opportunity for paid employment, a contract of employment will be provided to the Participant before starting any work and where the employee is under the age of 16, the guardian will be required to cosign any agreement.

### **Acceptance by Participant and Guardian**

#### **Participant**

Full name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

#### **Guardian**

Full name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

### **Acceptance by Capital Gymnastics**

Full name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_