



World Sailing

Training & Development Strategy 2019–2024

A man with a beard, wearing a blue cap and a white shirt, is rowing a boat through choppy water. He is captured in a dynamic pose, with water splashing around him. A white mast is visible on the right side of the boat. The background is a blurred view of the water and sky.

Sport, technology and nature in powerful harmony

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Welcome to World Sailing

World Sailing (WS) is the world governing body for the sport of Sailing, officially recognised by the International Olympic Committee (IOC).

As the international voice of sailors in all matters concerning the sport, World Sailing is responsible for:

- Promotion of the sport internationally;
- Managing sailing at the Olympic and Para Championships level
- Developing the Racing Rules of Sailing and regulations for all sailing competitions;
- Training of judges, umpires, race officers and other technical officials;
- Development of the sport around the world;
- Representing sailors in all matters concerning the sport



What makes sailing special?

Sailing is inclusive to all, uniting all sailors at all levels in recreational and competitive activities that connect us to the natural environment.

World Sailing's new strategic positioning

In October 2016, World Sailing launched a new strategic positioning to create an exciting, sustainable future for the sport. At the core of the new strategy is harnessing the power of sailing's unique relationship, Sport, Technology and Nature in powerful harmony.



Our Vision

World Sailing has a clear and ambitious vision:

A world in which millions more people fall in love with sailing; inspired by the unique relationship between sport, technology and the forces of nature, we all work to protect the waters of the world.

Our Mission

To make sailing more exciting and accessible for everyone to participate or watch; and use our reach and influence to create a sustainable future for our sport and the waters of the world:

- To create, and regulate, exciting competition events to showcase the natural power of wind-driven water sport;
- To build a strong profile and image for sailing, using our key points of difference to resonate with people and give them a lifetime of sport;
- To create a tangible sustainability programme that maximises the positive effect that the sailing community can have on our environment.



Goals

Inspiration and Participation

To build a strong profile and image for sailing, using our key points of difference to resonate with people and give them a lifetime of sport, and presenting the sport in a compelling and engaging way to attract and retain a wide global fan base.

Membership and Governance

To provide a professional and valued service to our members that enables the sport to grow in relevance and influence

To establish a governance structure within the International Federation that is simple, clear and transparent to all stakeholders.

Sport Integrity

To create and regulate competitive events that are exciting, safe and characterized by fairness and integrity.

Leadership in sport

To provide leadership in sport through strategies that ensure its long-term sustainability and growth.

To seek collaboration with appropriate partners to ensure successful delivery.



Training and Development Focus

Inspiration and Participation

- Maximise the impact of our resources across the sport focused on developing:
 - Athletes
 - Coaches
 - Race Officials
 - Closing the performance gap between nations
 - Driving female participation
- Collate best practise on increasing participation across the sport

Leadership in Sport

- Review global youth programs to determine whether there is an opportunity for a new attractive proposition for young people (8 – 15 years)
- Target and Promote gender equity and diversity in every element of our sport
- Establish strong and clear pathways for sailors who wish to pursue sailing as a career



Training and Development Team



Training and Development Team

As the World Sailing department responsible for Sport Development, the Training and Development team works to encourage, promote and build the sport of sailing with programs that are:

- Safe
- Empowering for women and youth
- Accessible to all
- Inclusive, regardless of gender, race, creed or ability
- Sustainable in all respects

And that contribute to:

- Health and wellbeing
- Personal skills development
- Societal and community growth



Values

Empowerment

Encourage and enable others to be involved in sport, giving them the ambition to succeed.

Teamwork

Collaborate with MNA's and athletes who share the commitment to develop our sport and remain open and willing to learn from others in order to help others.

Integrity

Be fair and transparent in our dealings with all stakeholders.

Respect

Be respectful of others and their circumstances.

Resilience

Working with underfunded or hard-to-reach places won't always be simple but a flexible and positive approach will allow focused efforts and achieve desirable results.

Areas of focus

Sport Development

Coach Development

Sailor Development

Women in Sailing

Leadership Development

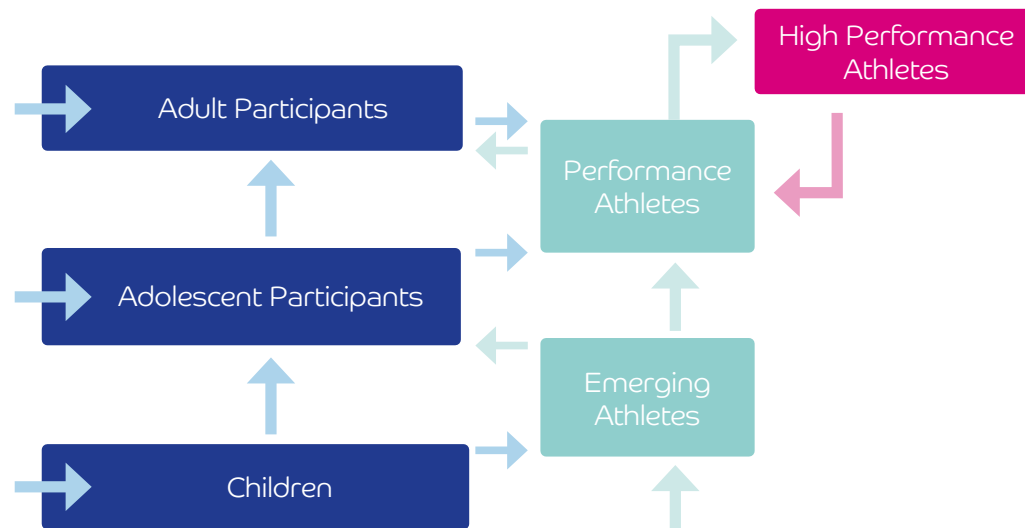
Para World Sailing Development

Regionalised approach

World Sailing recognizes the cultural barriers in sport and adopts a regionalized approach within Training and Development. We deliver our programs at the local level via Nominated Experts (NEs) and facilitate the development of sailing globally via active engagement with Member National Authorities (MNAs), Continental Associations (CAs) and the key stake holders within each region.

Grassroots Participants to Performance Athletes

World Sailing recognizes the fundamental pathways that need to be developed for sailing to remain a lifelong sport and the careful balance required between participation and performance sailing.

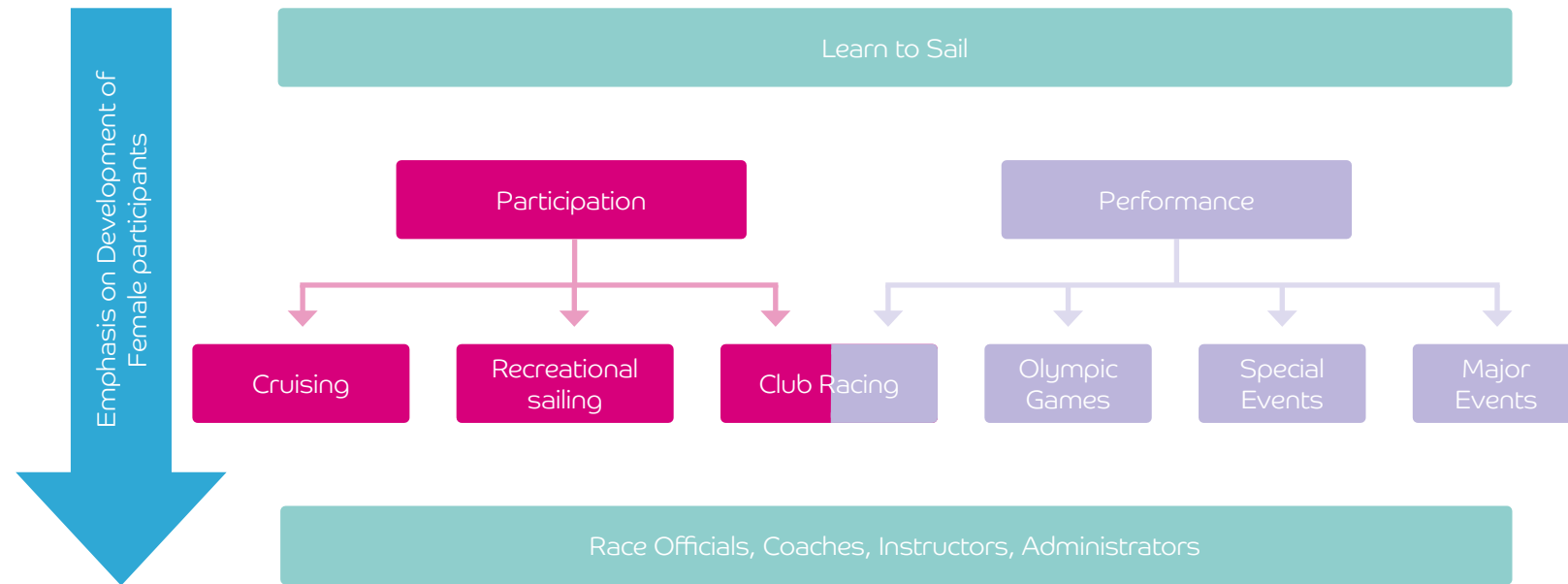


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World Sailing strives to offer Sports Development across all domains, including sport management, to facilitate and promote independence and high standards of governance within our MNAs.



Training and Development Team



LEARN TO SAIL:

Creating access to Learn to Sail programs. Learning the sport, acquiring basic skills. Programs support all ages and both able-bodied and para sailors.

PERFORMANCE:

Development of capabilities referenced against normative standards and evidenced in competition as the main goal for both able-bodied and para sailors.

PARTICIPATION:

Sailing regularly at a club level. Participating in the sport and achieving self-referenced outcomes (having fun, developing skills and engaging in a healthy lifestyle) as the main priority.

CRUISING:

Sailing on single and multi-day excursions that are for pleasure or part of a lifestyle.

RECREATIONAL SAILING:

Sailing for pleasure in dinghies and small keelboats, up to a maximum of 1 day at a time.

CLUB RACING:

Sailing in weekly in local club organised races. Sailors take part to develop racing skills as well as meet and socialise as part of the club.

SPECIAL EVENTS:

Events encompassing the Ocean Race, Americas Cup, World Match Racing Tour, Extreme Sailing Series, Sail GP, Star Sailors League and PWA World Tour.

OLYMPIC GAMES:

Includes the Youth Sailing World Championships and all Olympic qualification events.

MAJOR EVENTS:

Includes Regional Games, Class World and Continental Championships and National Championships.

MANAGEMENT AND COACHING:

All roles beyond participation, including coaching, race management and event organisation.

Coach Development

World Sailing aims to facilitate the safe growth of sailing in both the participation and performance domains through the development of new coaches and the continuing skill upgrading of existing coaches.



Coach Development

Coach training is based on the IOC funded program Technical Courses for Coaches (TCC), based on the following levels:

- **TCC Level 1**
Focuses on the training of learn to sail coaches to safely introduce new sailors to the sport. This course includes modules on the training steps, safety, increasing women participation in sailing, sustainability and race management and judging.
- **TCC Level 2**
Focuses on the training of managers of learn to sail centres to safely manage the process and syllabus for the introduction of new sailors to the sport. This level includes modules on the training, safety management, increasing women participation in sailing, sustainability and race management and judging.
- **TCC Level 3**
Focuses on the training of performance coaches who will guide the development of performance sailors in a safe environment. These courses are delivered at different levels, depending on the MNA requirements.

This course includes modules on retaining women in the sport, race management and judging, sustainability, planning and periodization.



Actions

Work within our regions to actively promote:

- World Sailing Technical Courses for Coaches.
- Additional training opportunities such as race official training, development of a national sports structure, IOC athlete support to Member National Authorities with a particular emphasis on increasing the number and skills of race coaches within emerging nations.

Standardise all of our Technical Course for Coaches presentations and materials to ensure continuity of training delivered. Modules delivered will include:

- Coach Development
- Safety
- Para Sailing
- Women in Sport
- Sustainability
- Race Management

Develop the idea of online learning and e-classrooms to deliver specific training modules to a greater audience.

Create a new Coaches Symposium linked to regional ENP clinics – opening the opportunity for more coaches to work together and improve their skills.

Renew and re-vitalise the World Sailing Training Materials, including the Beginners Guide to Dinghy Sailing and other titles ensuring electronic resources are available so accessible for all.

Actively seek fundraising to host a coaches' symposium, inviting coaches from all sailing nations to share ideas and best practices and to create networks.

Measures

Increase the number and effectiveness of Technical Courses for Coaches levels 1, 2 and 3

Develop and manage a monitoring system for coaches who have attended TCC's

Monitor and increase the opportunities for coaches to network across MNA's

Sailor Development

World Sailing recognizes the need to facilitate accessibility for all ages and levels of experience within our sport, supporting the overall aim of lifelong participation.

In particular, World Sailing understands the importance of enabling and encouraging young people to participate in sailing both for the benefits they derive and for the future of the sport.



Actions



Deliver performance sailing clinics targeting youth sailors from Emerging Nations competing in Youth World's classes.

Deliver training programs targeting senior sailors from Emerging Nations competing in Olympic classes.

Develop a tracking system to monitor the development of the sailors who have benefitted from the program.

Engage and inspire young people by involving them in shaping sailing's future.

Bring together a Youth Commission that discusses and represents the views of young people who are engaged in the sport.

Create a remote coaching scheme to bring high quality coaching to sailors from across the world, using video footage and video calls, to continue high quality coaching all season. Remote coaching will also include fitness coaching.

Enhance already existing pathways for sailors, not only to Olympic classes performance sailing, but also to Offshore and Keelboat sailing, promoting sailing a career. Guidance for roles after sailing has ended will also be highlighted.

Highlight opportunities for applications for Olympic Solidarity Athlete Scholarship and Olympic Solidarity Youth Olympic Games Scholarships.

Further expand on the role of e-sailing development opportunities for Emerging Nations.

Develop more tailored support programs to regional Olympic Qualification events as well as major competitions.

Measures

Support emerging nations to increase the number and level of sailors competing worldwide.

Expose sailors from emerging nations to high level coaching and competition.

Close the gap in competition between emerging nations and developed nations.

Increase the number of young people who are actively competing in the sport of sailing.

Establish strong and clear pathways for sailors who wish to pursue a career within sailing (refer to diagram on page 15).

Women in Sailing

World Sailing is committed to creating equal opportunities for male and female participants while actively encouraging more women to participate at all levels of the sport, including in coaching, race management and leadership roles.



Actions

Develop a campaign to promote female participation incorporating female role models at a national level and include a 'women in sport' module in all World Sailing courses.

Use the knowledge and experience in the MNAs and Continental Associations to identify and address potential cultural issues related to participation by women.

Actively recruit female Nominated Experts.

Require a minimum of 2 female nominees per Technical Course for Coaches.

Develop a program for 2019-2024 aimed at the female Laser Radial Class. With the Laser Radial Class being one of the most accessible Olympic classes in the World, we will be focussing on the development of women working towards the 2020 and 2024 Olympic Games. This program will be focussed at sailors above youth level who have shown potential at youth level. Sailors will be identified through regional clinics then supported through a series of performance clinics which will be attached to high level events.



Measures

Increase female participation at special events, Youth Sailing World Championships and Olympic Qualification events.

Increase the number of female attendees at Technical Courses for Coaches year on year.

Collate best practice examples and data from MNA's and other sailing organisations for sharing.

Train a higher percentage of female coaches each Olympic cycle.

Leadership

World Sailing works to support its MNAs in the field of sports development by identifying and sharing best practices and providing guidance where requested.



Actions

Directly communicate training and development opportunities to MNAs.

Mandate the Training and Development department to work with MNAs to produce strategic development plans that take advantage of available funded programs.

Facilitate better relationships between MNAs and National Olympic Committees.

Provide resources for 'educate through sailing' initiatives by using the 'Connect to Sailing' interactive platform as a mechanism to share best practice examples of how sailing is being used as a tool in the education of young people. Examples include Science, Technology, Engineering and Math (STEM) subjects and Personal Development programs. The tool will also show best practices on increasing participation within sailing as well as sustainability.



Measures

Maintain the number of World Sailing Training Scholarship attendees.

Increase the number of World Sailing Recognised Training National Authorities.

Increase the number of World Sailing Approved Training Centres (Olympic Classes, High-Performance Training hubs).

Para Sailing

Develop new strategies and improve existing programs relating to Sport Development to support the delivery of the Para World Sailing Strategic Plan.



Actions

To incorporate a Para World Sailing disability awareness module in all Training and Development Programs.

Deliver a Paralympic Sailing Development Program incorporating:

- Training for coaches to deliver practical sessions to disabled sailors
- Coaching for disabled sailors to improve their technical ability in Para Sailing classes
- Developing and improving inclusive programs within MNA's

Measures

Increase the number of emerging MNA's at the Para Sailing World Championships.





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sport / nature / technology

Official Partners

