

20

32 +



Australian
Taekwondo
Coach
Development
Strategy

Contents

Introduction	Page 3	Coach Accreditation Framework	Page 11
Strategy Timeline	Page 4	Pillars	Page 12
Our Partners	Page 5	Activity Plans and KPIs	Page 18
Vision/Mission	Page 6	Coach Accreditation Levels	Page 28
Our Plan	Page 7		
Our Purpose	Page 8		
State of Play	Page 9		
Strategy	Page 10		

INTRODUCTION

Taekwondo is a traditional Korean martial art practised in 206 countries. That teaches more than physical fighting skills. Taekwondo is a Korean word composed of three parts - 'Tae' meaning foot or to step on, 'Kwon' means to fist or fight and 'Do' refers to the way or discipline. In taekwondo, hands and feet can be used to overcome an opponent, but the trademark of the sport is its combination of kick movements.

Coach development is a priority area for Australian Taekwondo and an area not properly developed in the past. Our goal is to develop coaches from grass roots coaching to International High Performance Coaches

Taekwondo in Australia is at a pivotal moment. To achieve sustained international success and ensure the wellbeing of both athletes and coaches, we must invest in a robust coach development system. Coaches are more than technical instructors — they are leaders, mentors, and cultural custodians who create safe, inclusive, and high-performance environments. This strategy adapts the AIS framework to the unique demands of Taekwondo, ensuring our coaches are supported as people, leaders, and enablers of performance.

Our Strategy Timeline

EXPLORE AND BUILD 2025	ENHANCE Los Angeles 2028 Cycle	OPTIMISE Brisbane 2032 Cycle
Build the foundational strategy and plans	Expand bespoke programs for women coaches, para-taekwondo coaches, and high-performance leaders.	Integrate learnings into a fully mature system with sustainable pathways, wellbeing supports, and international benchmarking.

Our Partners



Our state member organisations



Our Coaching Vision

Taekwondo is a leading Sport for Coach development in Australia

Our Coaching Mission

To develop our coaches into elite High Performance Coaching leaders having an impact at each level of our pathway

Our Plan

Our plan builds on the AIS Coach Development Framework, aligns to our purpose and values and outlines our strategic priorities across 3 connected pillars. It will guide our decision making as we grow our program, over three time horizons, aligned to the vision, mission and values of Australian Taekwondo.

Our Purpose

To support coaches to improve their coaching understanding and application at all levels of their coaching journey.

This means providing coaches with quality education, experience, individualised plans and a clear pathway for development.

Our Values

Teamwork

Integrity

Courage

Accountability

Respect

Our Strategic Pillars

HP Coach Learning and Development

System Connection and Collaboration

Sustainable Coaching Environments

Our Purpose

To support coaches to improve their coaching understanding and application at all levels of their coaching journey.

This means providing coaches with quality education, experience, individualised plans and a clear pathway for development.



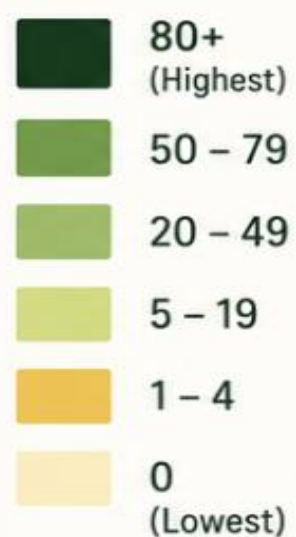
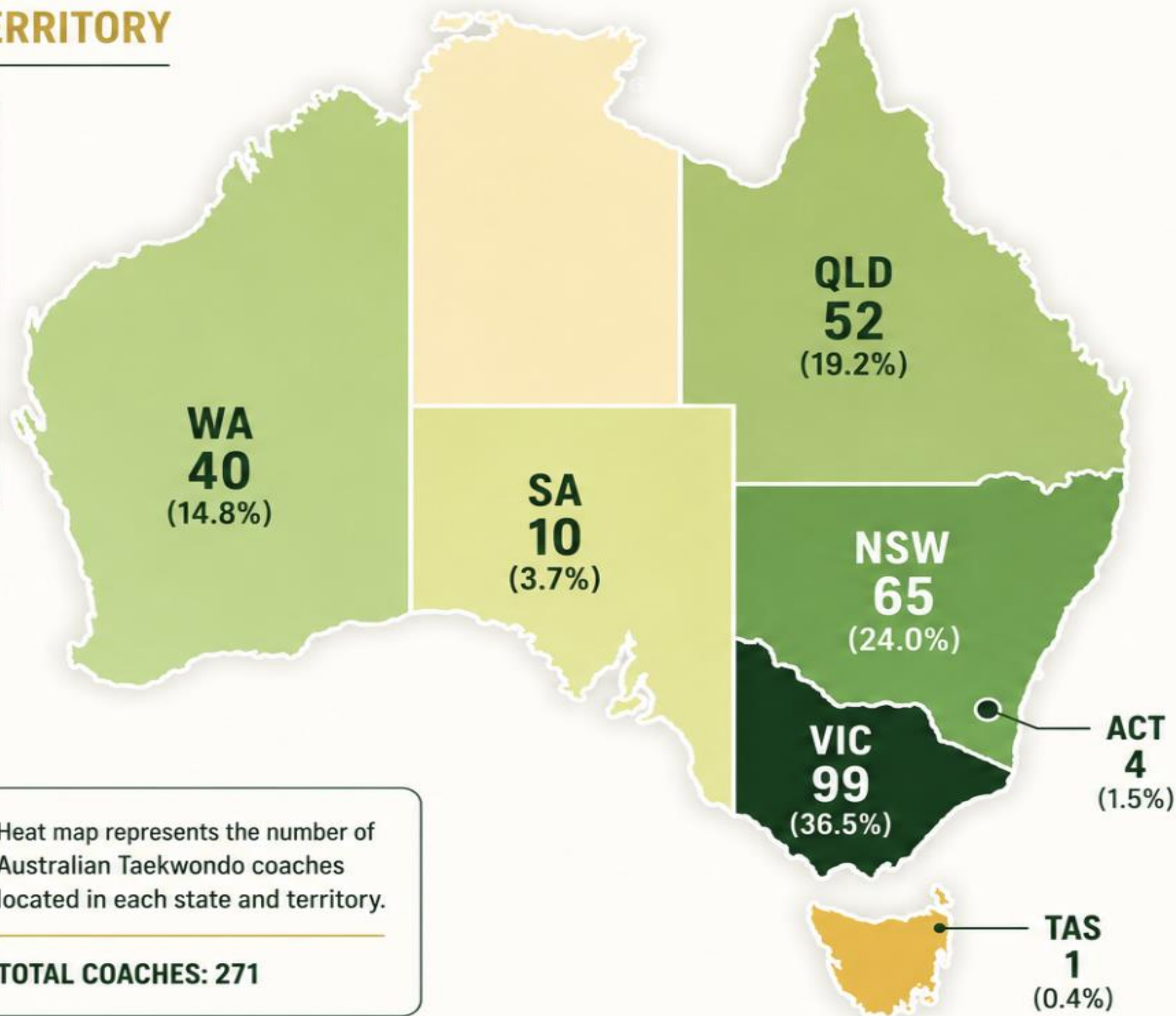
STATE OF PLAY

WHERE ARE WE NOW?	STATE OF PLAY FOR LA 2028	STATE OF PLAY FOR BRISBANE 2032
<ul style="list-style-type: none"> • 350+ registered coaches nationally, with varied levels of accreditation. • Limited structured mentoring and ongoing professional development. • Underrepresentation of women coaches and para-taekwondo coaches. • Growing interest in high-performance coaching due to Brisbane 2032. • Positive examples: club-level mentoring, state development camps, online workshops. • Challenges: retention, limited across-sport collaboration, and balancing tradition with modern HP sport needs 	<ul style="list-style-type: none"> • Develop the existing coaches into streams • 5 national para coaches established • Women represented at all levels of coaching pathway • Strengthen leadership skills beyond technical instruction. • Improve diversity and gender representation. • Build resilience and capability to perform under Olympic/World Championship pressure. • Establish a centralised Taekwondo coach learning hub. • Align with HP 2032+ Strategy — “we win well to inspire Australians.” • Linked into Combat Australia Strategy Coaching strategy 	<ul style="list-style-type: none"> • A respected, professionalised coaching workforce. • A workforce with critical thinking skills • Balanced representation of women, para and junior coaches. • Coaches skilled in leadership, collaboration, and innovation at a system level • A sustainable system where coaches thrive, athletes “win well,” and Taekwondo contributes to Australia’s global sporting success.

AUSTRALIAN TAEKWONDO COACHES

BY STATE / TERRITORY

COACH COUNT



Heat map represents the number of Australian Taekwondo coaches located in each state and territory.

TOTAL COACHES: 271

SUMMARY

STATE / TERRITORY	COACHES	% OF TOTAL
ACT	4	1.5%
NSW	65	24.0%
QLD	52	19.2%
SA	10	3.7%
TAS	1	0.4%
VIC	99	36.5%
WA	40	14.8%
TOTAL	271	100%

Our Strategy Pillars

Coach Learning and Development

Creation and design of Taekwondo specific Learning and Development Initiatives



System Connection and Collaboration

Connection and Collaboration across Taekwondo (domestic, international and HP Sport System)



Sustainable Coaching Environments

Create environments that attract and retain diverse coaching talent



Our Strategy at a Glance

Pillar	Purpose	2026	LA 2028	Brisbane 2032
Coach Learning & Development	Develop better coaches	Build education systems	Develop leaders	World-class coaching capability
System Connection & Collaboration	Connect coaches nationally	Establish networks	Expand partnerships	International collaboration & innovation
Sustainable Coaching Environments	Support coaches to thrive	Build safe, inclusive environments	Strengthen workforce	Sustainable coaching profession

Pillar 1: Coach Learning and Development 2026-2032

Pillar 1 – Coach Learning and Development

Purpose

Develop highly capable coaches through structured education, mentoring, leadership development and continuous professional learning.

This pillar focuses on ensuring every coach has access to a clear learning pathway, quality education, ongoing professional development and opportunities to continually improve throughout their coaching journey.

Outcomes

- National Coach Development Framework
- Structured learning pathway from Foundation to High Performance
- Individual Coach Development Plans (ICDPs) for identified system coaches
- National mentoring program
- Annual coaching conference
- Online learning platform – LMS
- Para coach development program
- Athlete-to-coach pathway formalised
- Foundation, Silver and Gold accreditation framework for Kyorugi coaches



Pillar 2: System Connection and Collaboration

Purpose

Create a connected coaching system where knowledge, expertise and innovation are shared across clubs, states, institutes and international partners.

This pillar ensures coaches do not work in isolation but become part of a collaborative national coaching community that shares ideas, resources and best practice.

Outcomes

- National Coach Network
- Communities of Practice
- State Coach Development Leads
- National Coach Knowledge Hub
- University partnerships
- International coach exchanges
- Research and innovation partnerships
- Cross-sport collaboration
- Coach Developer Network
- National communication strategy



Pillar 3: Sustainable Coaching Environments

Purpose

Create coaching environments that are safe, ethical, inclusive and sustainable while supporting coach wellbeing, diversity and long-term career development.

This pillar recognises that great coaching requires great environments where coaches are valued, supported and retained.

Outcomes

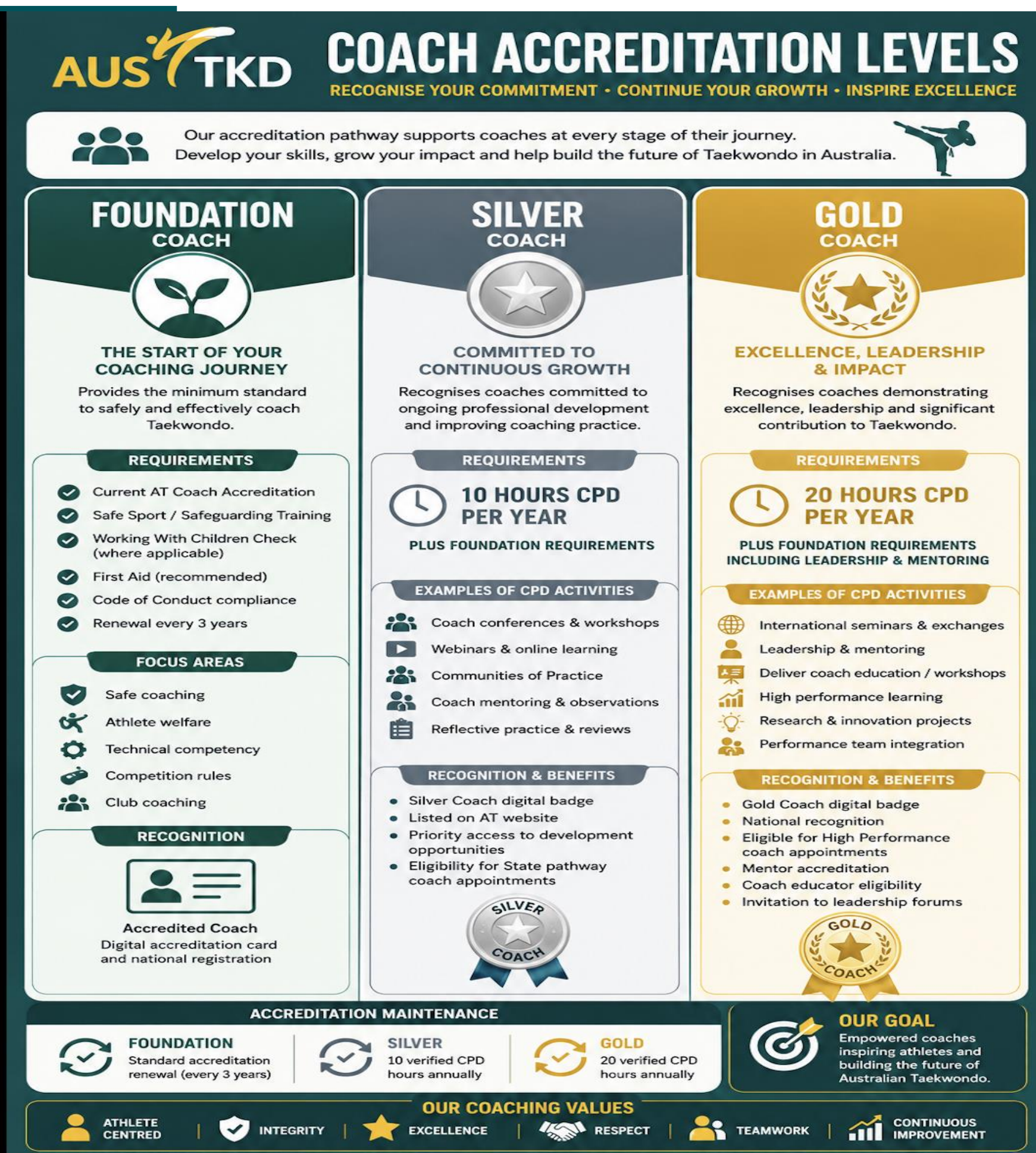
- Coach Wellbeing Framework
- Ethical and safe coaching environments
- Women in Coaching initiatives
- Coach recognition program
- Career pathways
- Workforce planning
- Leadership succession
- Coach retention strategies
- Brisbane 2032 legacy



Coach (Re) Accreditation Framework

Australian Taekwondo will implement a tiered coach accreditation framework to incentivise coaches to invest in the development depending on their goals for coaching.

A tiered accreditation system is an excellent way to recognise coaches who invest in continuous professional development while keeping the minimum accreditation achievable for volunteers. Below is a framework that aligns with the AIS philosophy of lifelong learning and coach capability development while remaining simple to administer.



Coach Capabilities

*If a coach does not meet the annual CPD requirement, they simply revert to the **Foundation** accreditation level until the required CPD is completed.

Alignment with the AIS Coach Development Strategy

This framework aligns with the AIS strategic pillars by promoting:

- Coach Learning and Development:** Structured CPD and lifelong learning.
- System Connection and Collaboration:** Conferences, mentoring, communities of practice, and coach education roles.
- Sustainable Coaching Environments:** Recognition, career progression, wellbeing, and retention of quality coaches.

This simple three-tier model is scalable, easy to administer, and provides meaningful recognition for coaches who invest in their ongoing professional development while supporting Australia's preparation towards Brisbane 2032.

Capability	Foundation	Silver	Gold
Safe Coaching	★★★	★★★★	★★★★★
Technical Knowledge	★★★	★★★★	★★★★★
Athlete Development	★★★	★★★★	★★★★★
Leadership	★★	★★★	★★★★★
Performance Planning	★★	★★★	★★★★★
Reflection	★★	★★★★	★★★★★
Mentoring Others	-	★★	★★★★★
Innovation	★	★★	★★★★★

Coach Continuing Professional Development

Category	Foundation	Silver	Gold
Technical Coaching	✓	✓	✓
Competition Coaching	✓	✓	✓
Athlete Development	✓	✓	✓
Leadership	Optional	✓	✓✓
Sport Science	Optional	✓	✓✓
Wellbeing	✓	✓	✓
Integrity & Safeguarding	✓	✓	✓
Para Taekwondo	Optional	✓	✓
Coach Mentoring	-	Optional	Required
Coach Education Delivery	-	Optional	Required

Activity Plans + KPIs

Pillar 1 Activity Plan and KPIs : Coach Learning and Development Explore and Build 2026

Focus Area

Activities

KPI

Coach Development Framework

Develop Australian Taekwondo Coach Development Framework aligned to AIS Coach Development Framework

Framework approved and published By October 2026

Annual Implementation Plan

Finalise and implement each years Coach Development Activity Plan

90% of activities delivered

Learning Platform

Establish centralised online Coach Education Platform via ASC LMS

New LMS platform updated with new rules and new modules

Learning Calendar

Publish annual Coach Learning Calendar

Annual calendar released by January 2027

National Coaching Conference

Design and deliver inaugural Australian Taekwondo Coaching Conference

Minimum 50 coaches attend

Individual Coach Development Plans

Pilot ICDPs with National Performance Coaches, Pathway Coaches and identified State coaches

70% ICDPs completed for PPP and Para coaches

Project Para

Establish Para Coach Development Program including coach recruitment and mentoring

National Para coach cohort established and being mentored. Coach education weekend held.

Coach Accreditation

Introduce Foundation, Silver and Gold Coach Accreditation Framework

Accreditation framework launched and promoted

Coach Resources

Develop coaching templates, session plans and technical resources

Resource library established

Educational Webinars Delivered

Launch quarterly online Coach Community Forums

Four forums delivered

Pillar 1: Coach Learning and Development ENHANCE Los Angeles 2028 Cycle

Focus Area	Activities	Success Measure
Leadership Development	Develop "Enhance Taekwondo Coach Program" for experienced coaches	Annual leadership cohort established
High Performance Coaching	Deliver advanced performance planning, tactical analysis and athlete management workshops	90% HP coaches participate
Individual Coach Development Plans	Expand ICDPs to all State Performance Coaches and National Coaches	80 active ICDPs
Coach Mentoring	Expand National Mentor Program including international mentors	50 mentor partnerships
Performance Teams	Education on leading multidisciplinary performance teams	All HP coaches complete program
International Learning	Coach exchanges with leading WT nations	Annual international exchange implemented
Women in Coaching	Deliver Women's Leadership and Coaching Program	Female coach participation increases annually
Project Para	Expand Para coach education including international classification and coaching workshops	Para coach network established nationally
Athlete to Coach	Develop transition pathway for retiring national athletes	Annual Athlete-to-Coach cohort
Coach Conference	National conference with international keynote speakers	200+ delegates
Coach Accreditation	Increase Silver and Gold accredited coaches	40% Silver, 15% Gold

Pillar 1: Coach Learning and Development OPTIMISE (Brisbane 2032 Cycle)

Focus Area	Activities	Success Measure
Coach Leadership	Establish Elite Coach Leadership Program for National Team Coaches	National leadership program embedded
Coach Excellence	Coach succession planning across National and State programs	Succession plans completed
Learning Platform	AI-enabled personalised learning platform	National digital learning ecosystem operational
Coach Capability	Annual coach capability reviews linked to accreditation	100% HP coaches reviewed annually
International Collaboration	Annual coach exchanges with Olympic and Paralympic nations	Global coaching partnerships established
Performance Innovation	Integrate performance analytics, AI and technology into coach development	Technology embedded nationally
Coach Wellbeing	Comprehensive coach wellbeing and performance support program	Wellbeing framework fully implemented
Coach Educators	Develop National Coach Developer Network	Certified Coach Developers in every state
Project Para	Australia recognised as world leader in Para Taekwondo coach development	International recognition and collaboration
Knowledge Sharing	National Coach Knowledge Hub with webinars, podcasts and case studies	100+ active users
Recognition	National Coach Awards recognising excellence and innovation	Annual awards program established
Legacy	Coach Development Framework reviewed and updated for post-2032 strategy	Brisbane 2032 legacy strategy published

Pillar 2 - System Connection and Collaboration Explore and Build 2026

Focus Area

Activities

Success Measure

Coach Communication

Develop Coach Communication Strategy including quarterly newsletters and monthly updates

Quarterly communication delivered

Coach Database

Develop national coach database including qualifications, accreditation, CPD and coaching roles

National database operational off Rev Sport

Communities of Practice

Establish quarterly online Communities of Practice for Foundation, Pathway and HP coaches

Four Communities of Practice conducted annually

Coach Resource Sharing

Create a central online resource library including session plans, videos and coaching tools

Resource library launched

National Institute Network

Establish formal partnerships with AIS and National Institute Network providers

Engage in NIN opportunities

Pillar 2 - System Connection and Collaboration ENHANCE Los Angeles 2028 Cycle

Focus Area	Activities	Success Measure
National Coach Network	Expand National Coach Network with specialist communities (Performance, Para, Poomsae, Grassroots)	Four active specialist networks
Cross-Sport Collaboration	Develop annual Combat Sports Coach Forum with Judo, Karate, Boxing and Wrestling	Annual forum established
National Coach Summit	Deliver annual National Coach Leadership Summit	50 coaches attend annually
Performance Network	Connect coaches with sport science, sports medicine and performance support experts	Integrated performance workshops delivered
Coach Developers	Develop national Coach Developer Network to support education delivery	Coach Developers appointed nationally
Coach Webinar Series	Launch monthly webinars and podcast featuring national and international experts	8 webinars annually
Research & Innovation	Partner with universities and AIS to deliver applied coaching research projects	Annual research projects published
Coach Recognition	Annual Coach Recognition Awards and coaching showcase	Awards program established
Shared Learning	National competition debriefs and Olympic campaign reviews shared across coaching network	Debrief process implemented after major events

Pillar 2 - System Connection and Collaboration OPTIMISE (Brisbane 2032 Cycle)

Focus Area	Activities	Success Measure
National Coaching Hub	Develop Australia's National Taekwondo Coach Knowledge Hub integrating education, mentoring, research and collaboration	National digital hub fully operational
International Leadership	Australia recognised as a leader in World Taekwondo coach development	Australian coaches presenting internationally annually
Coach Innovation Network	Establish innovation groups exploring AI, analytics, technology and coaching methodology	Annual innovation projects completed
Coach Exchange Program	Formal international exchange agreements with Olympic and Paralympic programs	Multiple annual exchanges completed
Knowledge Repository	Build comprehensive library of videos, technical analysis, case studies and coaching resources	National repository utilised by 80% of accredited coaches
Performance Community	Annual High Performance Coach Forum linked with National Championships	Forum embedded into annual calendar
Coach Leadership Network	Develop Australia's next generation of Coach Leaders and Coach Developers	Leadership succession program established
National Collaboration	Integrated planning between Australian Taekwondo, AIS, National Institute Network and State Associations	Annual national planning workshop completed
International Benchmarking	Benchmark Australian coach development against leading Olympic nations	Biennial benchmarking report completed

Pillar 3 - Sustainable Coaching Environments Explore and Build 2026

Focus Area	Activities	Success Measure
Coach Wellbeing	Develop Australian Taekwondo Coach Wellbeing Framework aligned with AIS Performance Wellbeing	Framework approved and launched
Wellbeing Education	Deliver annual wellbeing workshops covering burnout, resilience, work-life balance and mental health	Four workshops delivered annually
Safe Sport & Integrity	Review and update coach education to include safeguarding, child safety, complaint management, integrity and ethical decision-making	Integrity modules integrated into all coach courses
Coach Code of Conduct	Review and publish updated National Coach Code of Conduct and Professional Standards	Code implemented nationally
Coach Recognition	Develop National Coach Recognition Program celebrating volunteer and performance coaches	Annual awards framework established
Women in Coaching	Develop Women in Taekwondo Coaching Strategy and scholarship program	Strategy published and first scholarship recipients announced
Coach Workforce Planning	Conduct national coach workforce audit to identify shortages, succession risks and capability gaps	Workforce report completed
Coach Wellbeing Support	Promote access to confidential wellbeing and support services through AIS and external providers	Support pathway communicated nationally

Pillar 3 - Sustainable Coaching Environments ENHANCE Los Angeles 2028 Cycle

Focus Area

Activities

Success Measure

Performance Wellbeing

Embed wellbeing planning into Individual Coach Development Plans

100% HP coaches include wellbeing objectives

Coach Career Pathways

Develop coaching career framework from club coach through to national team coach

Career pathway published

Women in Coaching

Expand leadership, mentoring and networking opportunities for women coaches

Female HP coach representation increases annually

Para Coaching

Build inclusive coaching environments supporting para coaches and athletes

National Para coach workforce expanded

Coach Employment

Work with States and HP programs to increase paid coaching opportunities

Increase in full-time and part-time coaching positions

Coach Recognition

Introduce annual High Performance Coach Awards linked to coaching excellence and innovation

Awards presented annually

Coach Retention

Implement retention strategies including mentoring, recognition and flexible development opportunities

Coach retention improves year-on-year

Coach Performance Reviews

Introduce annual coaching performance and development reviews across HP programs

Annual review process implemented nationally

Pillar 3 - Sustainable Coaching Environments OPTIMISE (Brisbane 2032 Cycle)

Focus Area

Activities

Success Measure

Coaching Profession

Position coaching as a respected professional career within Australian Taekwondo

National coaching profession strategy implemented

Coach Wellbeing System

Fully integrated national coach wellbeing program including performance psychology, health and career transition support

Wellbeing system embedded nationally

Workforce Sustainability

National succession planning for all High Performance and Pathway coaching positions

Succession plans completed across all programs

Leadership Development

Establish National Coach Leadership Academy for senior coaches and coach developers

Annual leadership cohort operating

Flexible Coaching Pathways

Introduce flexible coaching opportunities supporting regional and remote coaches

Increased regional coach engagement

Coach Recognition

National Coach Hall of Fame and Excellence Awards established

Annual recognition program embedded

Culture & Values

Embed "Win Well" philosophy and athlete-centred coaching culture across all programs

Positive coach culture indicators improve annually

Coach Accreditation Levels

Simple Overview of Coach Accreditation Levels

Level	Purpose	Requirements	Recognition
Foundation Coach	Maintain minimum coaching accreditation	Current NCAS accreditation, WWCC, First Aid (where required), Safe Sport requirements, standard accreditation renewal	Accredited Coach
Silver Coach	Recognise coaches committed to ongoing professional development	Foundation requirements plus 10 hours CPD annually	Silver Coach Accreditation
Gold Coach	Recognise coaches demonstrating coaching excellence and leadership	Foundation requirements plus 20 hours CPD annually including leadership and mentoring activities	Gold Coach Accreditation

CPD EXAMPLES FOR ACHIEVING GOLD AND SILVER

EXAMPLE OF HOURS REQUIRED FOR SILVER

Activity	Hours
National Coaching Conference	6
Webinar	1
State Workshop	2
Reflective Practice	1
Total	10

EXAMPLE OF HOURS REQUIRED FOR GOLD

Activity	Hours
National Coaching Conference	6
International Coaching Seminar	5
Mentor Emerging Coach	3
Present Workshop	3
Coach Reflection & Performance Review	3
Total	20

Foundation Coach

Purpose

Provides coaches with the minimum competency to safely and effectively coach Taekwondo.

Requirements

- Current Australian Taekwondo Coach Accreditation
- Safe Sport / Safeguarding Training
- Working With Children Check (where applicable)
- Current First Aid (recommended or required depending on role)
- Maintain Code of Conduct compliance
- Accreditation renewal every 3 years

Focus

- Safe coaching
- Athlete welfare
- Technical competency
- Competition rules
- Club coaching

Silver Coach

Purpose

Recognises coaches committed to continuous learning and improving coaching practice.

Annual Requirements Minimum 10 CPD Hours

CPD can include:

Formal Education

- National coaching conference
- State coach conferences
- AIS learning modules
- World Taekwondo coaching courses
- Sport Integrity Australia education

Informal Learning

- Webinars, Online learning, Coach forums
- Communities of Practice
- Technical workshops

Applied Learning

- Athlete reviews, Reflective practice journals, Competition debriefs
- Video analysis

Professional Practice

- Mentor meetings, Observation of experienced coaches
- Performance planning

Benefits

- Silver Coach certificate
- Listed as Silver Coach on AT website Priority for coach development opportunities
- Eligibility for state pathway coach appointments

Gold Coach

Purpose

Recognises coaches demonstrating excellence, leadership and contribution to Australian Taekwondo.

Annual Requirements Minimum 20 CPD Hours

- Leadership activities, Coach mentoring
- Coach education delivery, High Performance learning, Performance planning

Example CPD Activities

Leadership

- Present at National Coaching Conference
- Deliver coach workshops
- Mentor emerging coaches

High Performance

- Attend National Camps
- International coach observations
- World Championships
- Olympic qualification events

Coach Development

- Facilitate workshops
- Develop coach resources
- Review coaching curriculum

Performance Team

- Interdisciplinary learning, Sport science workshops

Benefits

- Gold Coach recognition
- National recognition
- Eligible for HP coach appointments