



Women in High Performance Coaching Program

Australian Athletics (2022-2027)

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Co Funded by AIS Coach Development Grant & AA HP Coach Development Strategy



Supported by the AIS High Performance Coach Development Team



Initial 24-month program (Cohort 1 2022-24)
Ongoing 24-month program (Cohort 2 2025-2027)



Cohort 1 -16 Women Coaches
Cohort 2 – 10 women Coaches



Aims and Objectives

Aim: Increase the representation of women in high-performance athletics coaching by accelerating talented coaches' progression into elite roles.

Objectives: Use AIS/AA grant funding to create a targeted pathway combining tailored mentoring, education, leadership development and practical opportunities so women can transition confidently into high-performance coaching.



Description

The program is a two-year coach development initiative that provides tailored learning and development opportunities for women coaches.

Coaches are selected through an Expression of Interest process.

Opportunities include:

- Formal 24-month mentoring
- Individual coach development plans
- Three 3-day workshops*
- International coaching experience
- Access to national and international experts
- Access to national and international development opportunities

**Includes support for children, infants and caregivers.*

Program

Selection:

- 26 women selected by EOI
- Coaches working with funded or World Junior qualified athletes & U18-Open National medalists

Format:

- Residentials (3 days)
- Various online educational sessions
- Guest coaches / leaders
- 24- month mentorship
- Invitation to monthly Town hall sessions

Facilitators:

- AA Coach Development Staff
- Additional experts
- Guest HP Coaches

Evaluation:

- Ongoing regular check ins
- Annual evaluation

Outcomes

The program continues to strengthened women coaches' capability and confidence reflected by

- Increased Team coach representation - 54% of the coaches have been appointed to national teams, tours and/or camps
- Many participants progressed into AIS Talent Programs; World Athletics WISH program
- Others have ventured into new areas – delivering coach education, working with para- athletes and in outback Australia
- Mentoring enhanced technical and interpersonal coaching capability
- The WiHPC WhatsApp group fostered a strong peer network and reinforced the value of experienced women mentors.

Additional outcomes

- Several of the coaches have been upskilled as mentors and are now mentoring other women coaches throughout Australia
- Others have been involved in the Athletics for the Outback (AFTO) program co-created with schools, local leaders, and community groups to meet unique regional needs.
- Expanding squad to work with both para and able body athletes
- Spending time with mentors and other HP Coaches – observing, learning, being part of a HP environments
- Building strong bonds and relationships means lots of social catch ups and informal learning

Recommendations

- Set clear goals and progression milestones for targeted development pathways.
- Connect mentoring, development plans, workshops and practical coaching into one coordinated pathway.
- Fund participation barriers, including travel, caregiving and family responsibilities.
- Build safe, inclusive environments that strengthen confidence, networks and belonging.
- Use experienced mentors and visible role models to guide, sponsor and inspire coaches.
- Invest across multiple years so programs are embedded, evaluated and sustained.
- Encourage coaches to explore other areas they can use their experience and skills

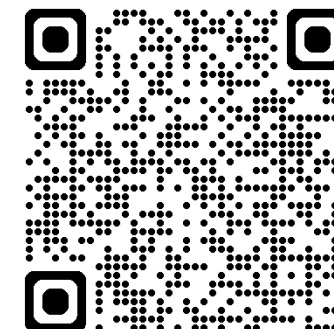
Application

- Other sports and organisations can improve representation by pairing opportunity with structured, sustained support.
- Start with a dedicated development pathway that connects mentoring, role models, peer networks and practical high-performance coaching experiences.
- Sustain the pathway by investing intentionally, offering flexible participation, creating a safe and inclusive environment, and appointing skilled people to lead and mentor over time.



Stories

- [Chloe Stevens](#)
- [Toby & Marty Stolberg](#)
- [Mentoring Program](#)
- [Cohort 2](#)
- [Athletics For The Outback | Australian Athletics](#)





“It showed just how powerful the collective experience, connections and support of women coaches can be in our sport. It is driven by the desire of the women before us to make our experiences better and create ongoing opportunities in the high-performance environment.”