



Internship to Coach Development

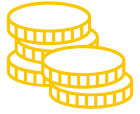
Tennis Australia

Women in High Performance Coaching



Internship to Coach Development

Tennis Australia



Funding embedded into program costs



Funded for 12 months



Led by Tennis Australia Coach Development Team



TA Coach Developers, Mentors, Key personnel



Aim and Objectives

Tennis Australia identified that women were under-represented in performance coaching and that stronger career pathways were needed to attract, develop, and retain women within the coaching workforce. The initiative created an opportunity to provide practical coaching experiences, professional learning, and exposure to diverse career options within sport.

Description

The Internship to Coach Development initiative followed Emily's coaching journey from a one-year Scholarship Coach role within a state-based performance program to a permanent Talent Development Manager position and later involvement in coach development. Through exposure to professional learning opportunities, coaching experiences, and development roles, Emily built a broader understanding of the sporting system and transitioned into a role that supports the development of other coaches.

Challenges

One of the ongoing challenges facing tennis is the underrepresentation of women throughout the coaching pathway. While the sport has achieved considerable progress in gender equity at the elite level, fewer women progress into and remain in coaching roles. This lack of female role models is recognised as a contributing factor to declining participation among adolescent girls, reinforcing the importance of creating accessible development pathways and targeted support for women coaches.

Outcomes and Impact

The initiative supported Emily's progression into a sustainable and fulfilling career in sport while strengthening the coaching and coach development workforce. Her journey provided a visible role model for future women coaches, fostered a sense of belonging within the sporting industry, and demonstrated how coaching experiences can lead to arrange of leadership and development opportunities beyond traditional performance coaching roles.



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Recommendations

- Create structured internship, scholarship, and experiential learning opportunities for emerging coaches.
- Expose coaches to a broad range of career pathways within sport, including coach development, leadership, and talent development roles.
- Provide professional learning opportunities that build both coaching expertise and career awareness.
- Showcase diverse career journeys to help coaches see future possibilities and progression opportunities.
- Invest in visible role models who can inspire and support the next generation of women coaches.
- Foster communities and networks that create a sense of belonging and long-term engagement in the industry.

Application for others

Other sports and organisations can learn that career pathways for coaches should extend beyond

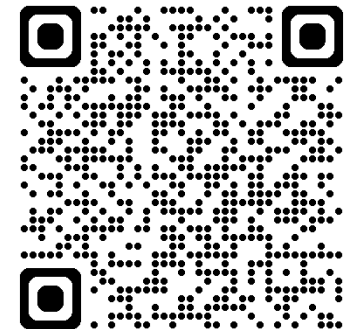
traditional coaching roles. Providing experiential learning opportunities, exposure to different parts of the sporting system, and visible examples of career progression can help attract and retain talented coaches. The case study also reinforces the importance of helping coaches understand the transferability of their skills and the wide range of opportunities available within sport.



TA Insider: Coach Emily Burns embracing opportunities

President's Women in Tennis Scholarships | Tennis Australia

YouTube Link





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“This role combines all of my favourite areas of tennis, so I feel incredibly grateful for this opportunity and love each day on and off court. Growth feels inevitable when you are surrounded by such an experienced and trusting team.”