

The integrative Finnish coaching and instructor education (VOK) model

Finnish coaching and instructor education system (VOK) offers common structure and learning philosophy for every sport. VOK is a tool for the developers of coaching education in each sport. It offers a frame for federation based education systems with defining common educational content to all sports and giving examples of learning tasks and assessments for learning.

Ethics and health promotion is one of the three common competencies in the Finnish education system. With acting as a coach and development and training health enhancing is included in all three levels of coaching and instructor education. Level one focuses on a single training session, level two on planning and implementing a training year and level three on comprehensive support of athletic career. The whole life course is taken into account at all three levels of the education: in both recreational sports and elite sports.

As health promotion is included throughout the system as one of the competencies every federation adds in their sport specific viewpoint to this frame. For example nutrition has different emphasis on different sports.

Basic structure of coaching education

BASIC STRUCTURE OF FINNISH COACHING EDUCATION

- a tool for planners and developers of coaching education in federation-based education
- offers a common structure and learning philosophy for all coaching education
- defines competencies and educational content common to all sports
- offers examples of learning tasks and assessment of learning

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**

SPORT SPECIFIC COMPETENCIES

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

ACTING AS
A COACH

DEVELOPMENT
AND TRAINING

ETHICS AND HEALTH
PROMOTION



Coaching
a group

Photographer: Vera Adolfo

Level 1

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

ACTING AS
A COACH

DEVELOPMENT
AND TRAINING

ETHICS AND HEALTH
PROMOTION



Overall
training

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**



**Safe training
practices**

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

ACTING AS
A COACH

DEVELOPMENT
AND TRAINING

ETHICS AND HEALTH
PROMOTION

Level 2

**Coaching
an athlete**
as part of a group

Level 1



Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**

Level 2

Level 1

Level 2

Level 1

**Goal setting
and target
oriented training**

Photographer: Antti Aimo-Koivisto

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**



Teaching
life skills

Level 2

Level 1

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**

Supporting
**overall
development**



Excellent coaching

Excellent training

Healthy sports

Level 3

Level 2

Level 1

Level 3

Level 2

Level 1

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**

Level 3

**Individual
training**

Level 3

Level 2



Level 2

Level 1

Level 1

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

ACTING AS
A COACH

DEVELOPMENT
AND TRAINING

ETHICS AND HEALTH
PROMOTION

Level 3

Level 2

Level 1



Health and
well-being as
a foundation
for success

Level 3

Level 2

Level 1

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**

Level 3

COMPREHENSIVE SUPPORT OF ATHLETIC CAREER

Level 2

TRAINING YEAR - PLANNING AND IMPLEMENTING

Level 1

SINGLE TRAINING SESSION

Excellent coaching

Excellent training

Healthy sports

THREE COMMON COMPETENCES

**ACTING AS
A COACH**

**DEVELOPMENT
AND TRAINING**

**ETHICS AND HEALTH
PROMOTION**

COMPREHENSIVE SUPPORT OF ATHLETIC CAREER

Supporting
**overall
development**

**Individual
training**

**Health and
well-being** as
a foundation
for success

TRAINING YEAR - PLANNING AND IMPLEMENTING

**Coaching
an athlete**
as part of a group

**Goal setting
and target
oriented training**

Teaching
life skills

SINGLE TRAINING SESSION

**Coaching
a group**

**Overall
training**

**Safe training
practices**

Excellent coaching

Excellent training

Healthy sports

Level 3

Level 2

Level 1

Level 3

Level 2

Level 1