

Key Messages

Transition of NCCP Make Ethical Decisions Training and Evaluation to an eLearning Module

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Coaching Association of Canada
Association canadienne des entraîneurs

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Topline Key Messages

- From coast to coast to coast, we are committed to delivering timely and accessible NCCP training that meets the needs of our coaches, no matter where they live.
- Data and insights on the behaviours of coaches are showing that more coaches across the country are starting to opt to take this training in an eLearning format. It means they can do it anytime, from anywhere, at their own pace. Regardless of mode of delivery, overall satisfaction with NCCP training is high.
- There is no statistical difference in the effectiveness of NCCP multi-sport training delivered through in-person, online, home study, or eLearning delivery modes – for any of our indicators.
- After over 18 months of consultation with our partners, and the endorsement of SPARC, it's clear that moving to an eLearning model is the right path forward for our coaches.
- As a result, we have made the collective decision to deliver the NCCP Make Ethical Decisions (MED) training module exclusively online through a new eLearning module as of April 1, 2026.
- MED training and evaluation will be combined into one eLearning module, and training will no longer be offered in person.
- By moving MED training from facilitated delivery (in-person, virtual synchronous workshops, and home study) to an eLearning module accessed through *The Locker* Learning Management System (LMS), we will increase accessibility, streamline delivery, and enhance program impact.
- The eLearning module will satisfy requirements for MED across all training and evaluation pathways, and coaches will only need to take the eLearning module once, regardless of how many sports they coach.
- This new eLearning module will ensure a consistent educational experience for all coaches and reduce duplication of requirements for the over 25% of coaches who coach across multiple sports and contexts.
- The eLearning module will cost a total of \$85 and will take up to 120 minutes to complete. Coaches should consult with their P/TCR or P/TSO to determine if any subsidies are available.
- There will be no impact on coaches who have already completed previous versions of the MED training and evaluation.
- We are working closely with the CAC to support the changes required to implement this transition by April 1, 2026.

What Is Changing?

- MED training and evaluation will be combined into one eLearning module available through *The Locker* Learning Management System (LMS).
- MED training will no longer be offered through facilitated delivery (in person, virtual-synchronous, home study) through the P/TCR or integrated NSOs (there may be exceptional circumstances). Training and evaluation will be accessed in the same eLearning module available in *The Locker*.
- This change will come into effect on April 1, 2026.
- After April 1, 2026, the existing online evaluation will no longer be available through *The Locker*.

Context for Change

- Data and insights on the behaviours of coaches are showing that more coaches across the country are starting to opt to take training in an eLearning format.
- This change represents a strategic shift to strengthen partnerships and elevate consistency across the National Coaching Certification Program (NCCP) ecosystem.
- By moving MED training from facilitated delivery (in-person, online synchronous workshops, and home study) to an eLearning module, we will increase accessibility, streamline delivery, and enhance program impact.
- This change will also ensure all coaches receive consistent content and evaluation.

What This Change Means

For Coach Developers

- The MED training and evaluation will now be delivered exclusively through *The Locker* in the format of a new eLearning module.
- While this means that Coach Developers (CDs) will no longer deliver this training, CAC and its partners are committed to supporting this important community to remain engaged in delivering the NCCP.
- P/TCRs and NSOs will work with those who are impacted to ensure their continued involvement.

For Coaches

- As of April 1, 2026:
 - Coaches will no longer have access to the current MED online evaluation module, nor NCCP multi-sport or sport-specific MED training.
 - Coaches will be required to access NCCP MED through *The Locker*. The new eLearning module will feature both the training and evaluation.
- Coaches who have completed MED training and online evaluation will continue to have this indicated on their transcript and will not need to complete the new eLearning module.
- Coaches who are **mid-stream** – those who have completed in-person training but have not yet completed the online evaluation or are in the middle of the online evaluation – will have until March 31, 2026, 11:59:59 PT to complete the current online evaluation module.
 - Coaches who do not complete the current online evaluation module by March 31, 2026, 11:59:59 PT will need to complete the entire new eLearning module, which includes both training and evaluation. However, they will not be charged again to access the new module.
- Coaches who previously completed the MED training and online evaluation will not have free access to the new eLearning module and can reference their existing MED Coach Workbook as a resource.
- Coaches who previously (before April 1, 2026) completed only the *NCCP MED Online Evaluation* and are required to take training to satisfy a training pathway will need to take the new NCCP MED eLearning module. Similar to the current process, they will be required to pay.
- New coaches will be required to complete their training and evaluation via the new eLearning module as of April 1, 2026.
 - Once a coach has paid for the eLearning module, they will have the ability to access it at any time via *The Locker*.
- The eLearning module can be completed via computer (laptop or desktop), tablet, or mobile phone; however, the CAC will work with partners to look at and develop alternative learning methods for those coaches who cannot access eLearning.

Coach scenarios

Coach Scenarios	Has coach completed MED Training?	Has coach completed MED Online Evaluation?	Will coach get free access to new eLearning module?
Previously completed MED training and MED online evaluation	Yes	Yes	No
Previously completed MED online evaluation	No	Yes	No
Mid-stream Coaches (Coaches who have completed in-person training but have not yet completed the online evaluation or are in the middle of the Online Evaluation)	Yes	No	Yes

Rollout Timelines (for internal purposes only)

Date	Milestone
September 24	CAC communicates SPARC vote outcome to P/TCRs and NSOs during monthly partner call and follow-up email
October 14	CAC launches direct-access web page
October 14	CAC shares key messages and support materials with P/TCRs. P/TCRs can begin communicating the change to CDs.
October 15	<p>CAC shares key messages and support materials with NSO's.</p> <p>CAC sends a separate funding letter to NSOs outlining the support we will provide to de-integrate.</p> <p>P/TCRs and NSOs can begin communication of change to their stakeholders. CAC coaching consultants will support where necessary if a P/TCR or NSO does not have capacity to provide communications.</p>
October 15- March 31	<p>CAC consultants to support with NCCP revisions, Locker pathway changes, etc. Template support materials to be provided, including:</p> <ul style="list-style-type: none"> ○ Power point slides (placeholder slides for modules), template pathway diagrams, copy for CD guides, etc.
November 3	Public-facing CAC MED page updated with FAQ
November 4-7	<p>P/TCR meet in person:</p> <ul style="list-style-type: none"> ○ Confirm alternative learning methods model (PSI, Indigenous communities) business model ○ MOU development/updating
January 5	P/TCR and NSOs to include messaging to coaches taking MED training to encourage them to complete online evaluation before March 31, 2026. Copy will be provided to partners to support this message in their pre-and post-MED communications (P/TCR and NSO).
March 2	CAC will share marketing toolkit with promotional graphics and copy to partners.
March 2	Locker pop-up for mid-stream coaches to complete current MED online evaluation by March 31, 2026.
March 2	CAC reminder email to mid-stream coaches through <i>The Locker</i> to complete current MED online evaluation by March 31, 2026.

March 9	CAC reminds P/TCRs and NSOs to ensure all delivery is added to transcripts by March 31, 2026.
March 15	Final day of delivery of current NCCP multi-sport and sport-specific MED by P/TCR and NSO's/PTSO's.
March 15 – April 1	Partners begin promotional rollout of new eLearning module that will launch on April 1
March 19	Partner Meeting: Follow-up from March 9 memo. P/TCRs and NSOs to ensure all delivery is added to transcripts by March 31, 2026, 11:59:59 PT.
March 23	Last CAC reminder email to mid-stream coaches
March 31	Final day of entry of NCCP MED (multi-sport and sport-specific integrated) into <i>The Locker</i> (11:59:59 PT)
April 1	MED eLearning launches
April 1	Locker landing page launches
April 1	Updated version of MED page goes live on coach.ca
April 1	Update email to mid-stream coaches who did not complete online evaluation prior to March 31
April 1	Promotional rollout of new eLearning module in place

Next Steps

- As we move through this period of change, our goal is to ensure you are well-informed, aligned, and supported throughout each phase of the transition.