



## Prospective Trainer FAQ

### 1. What is a Positive Coaching Alliance (PCA) Trainer?

PCA Trainers facilitate interactive workshops for coaches, parents, athletes and leaders of youth sports organizations and schools. PCA trainers embody PCA values (collaboration, empathy, learning, equity and belonging) and believe in PCA's mission - To change the culture of youth sports so that every child, regardless of social or economic circumstance, has access to a positive youth sports experience.

### 2. What type of background does a typical PCA Trainer have?

PCA Trainer candidates have a variety of experiences in the after school, youth and/or high school sports world.

All PCA Trainers must have:

- a combination of energy, enthusiasm, and sense of humor
- regularly practice active listening: Listening to understand, not to respond
- group facilitation and/or public speaking experience
- the ability to engage and connect with a wide variety of audiences, i.e. athletes, coaches, parents, officials, and administrators with a range of sports backgrounds
- experience playing, coaching, administering, or officiating in more than 1 sport
- experience as a trainer, i.e. running workshops or professional development sessions
- strong organizational and time management skills
- are fluent in editing a PowerPoint presentation
- are available for a 5 hour time period for workshop travel and facilitation on weekends, weeknights, and/or weekdays

In addition, many PCA Trainers (some but not all):

- have coaching experience at any of the following levels (youth, high school, collegiate, international, or professional)
- have experience teaching at any of the following levels (after school, K-12, or college)
- attended a PCA workshop, completed a PCA online course, or read a PCA book
- are fluent in more than 1 language

The top three (but not only) qualities that we cannot have in a trainer:

- Unreliable.
- Boring.
- Arrogant.



## Prospective Trainer FAQ, continued

### 3. What are the hours? Is this a full-time job?

The role of a PCA Trainer is a part-time position. Trainers must be able to deliver a minimum of 12 two-hour workshops per year (avg. of one per month).

When asked to lead a workshop, the Trainer decides whether or not they can accept the assignment. In this way, Trainers have complete control over their own schedules. Our typical, active Trainer leads one to three workshops per month, depending on the workshop demand in their geographic area.

### 4. What is the process for initial Trainer certification?

- A** Candidate submits a completed Trainer Application Form to PCA's National Director of Training (NDT). The NDT notifies candidate whether or not PCA feels they have the experience, skills and qualities we are looking for, and whether we have a current need for a trainer in their location.
  - B** Candidate does a 10-minute Trainer audition via Zoom with the NDT. and select PCA staff.
  - C** Candidate completes PCA's Double-Goal Coach: Coaching for Winning and Life Lessons on-line workshop, including test.
- D** Candidate is invited to participate in PCA's remote 20-hour self-paced Trainer-Training Course.
- E** Upon successful completion of the remote learning course, candidate becomes an Associate Trainer and facilitates part of a workshop along with a Certified (Mentor) Trainer. This step may be repeated as deemed necessary by NDT and PCA National Lead Trainer.
- F** National Lead Trainer or Local Mentor Trainer makes recommendation to NDT as to whether the Associate Trainer should be certified. If the NDT grants certification, National Trainer Manager initiates the Trainer On-boarding process.

### 5. How long does the process take to become a PCA Trainer?

This varies greatly depending on many factors, including:

- how quickly the candidate completes steps A-D above,
- and, once an Associate Trainer, the level of local workshop activity and candidate's availability to co-facilitate at workshops.

The Training Department's goal is to make it possible for a candidate to be certified in three months, although this is influenced by the factors above, some of which are not under the control of the candidate.

### 6. Where are you looking for PCA Trainers?

Currently, we are most actively seeking trainers in major metropolitan areas, but we will consider all locations in the United States. In addition, we always seek trainers who speak Spanish.





## Prospective Trainer FAQ, continued

### 7. What do I need to provide and what will be provided for me by PCA?

Trainers need to have access to a laptop computer and any adapters necessary to connect it to a standard LCD projector. PCA will provide you access to an LCD projector, if you do not already have one available.

### 8. What does a PCA Trainer get paid?

PCA Trainers are initially paid \$150 per workshop and the pay scale slides up over time, increasing based on the number of workshops a Trainer conducts. PCA will also reimburse Trainers for certain expenses such as mileage.

### 9. How can I become a PCA trainer?

If you are interested in becoming a PCA trainer, please submit a completed Trainer Application Form to the National Director of Training. The Trainer Application Form is available on our website at

[positivecoach.org/become-a-trainer](http://positivecoach.org/become-a-trainer)

### 10. Can I help in ways other than being a trainer?

We realize that the Trainer role may not be ideal for everyone. We also recognize that there are a lot of dedicated, passionate, and skilled people who can help our organization in other ways. Please visit [www.positivecoach.org](http://www.positivecoach.org) to:

- Refer a Youth Sport Organization and or school to partner with PCA.
- Join the PCA e-mail list and receive the latest PCA news and updates.
- Donate! Join the thousands who have helped support our non-profit organization.
- Utilize and share the thousands of free tools and resources at [devzone.positivecoach.org](http://devzone.positivecoach.org)

You can also:

- Help us find qualified trainers to spread our message (send all referrals to [ruben@positivecoach.org](mailto:ruben@positivecoach.org))

Most importantly, be a positive coach, parent, or leader. Our mission depends on people like you to help us create a social epidemic of positive coaching. Thank you for your support!

