



CPD within an RYA Training Centre

How can centres keep their instructors up to date, progress and motivate them within the RYA schemes



How are we going to keep you entertained for the next hour?

- What is CPD all about?
- How does it benefit the instructor?
- How does it benefit my Centre?
- How can it work in clubs?
- How can it work in commercial centres?
- What help is available from outside sources to make it happen?



What is CPD all about?

Continuing Professional Development (CPD) is the means by which professionals maintain and enhance their knowledge and skills. The world is moving ever faster so on-going CPD is essential to support you in your current role as well as helping you with career progression. CPD is all about upgrading knowledge, skills and capabilities to remain effective and compliant.



What activities can be regarded as CPD?

- Almost everything that improves your knowledge and skills is considered as CPD.
- It is not possible to list all learning activities which you can consider as CPD
- To help structure development, learning activities fall into three categories: knowledge, skills and personal development.



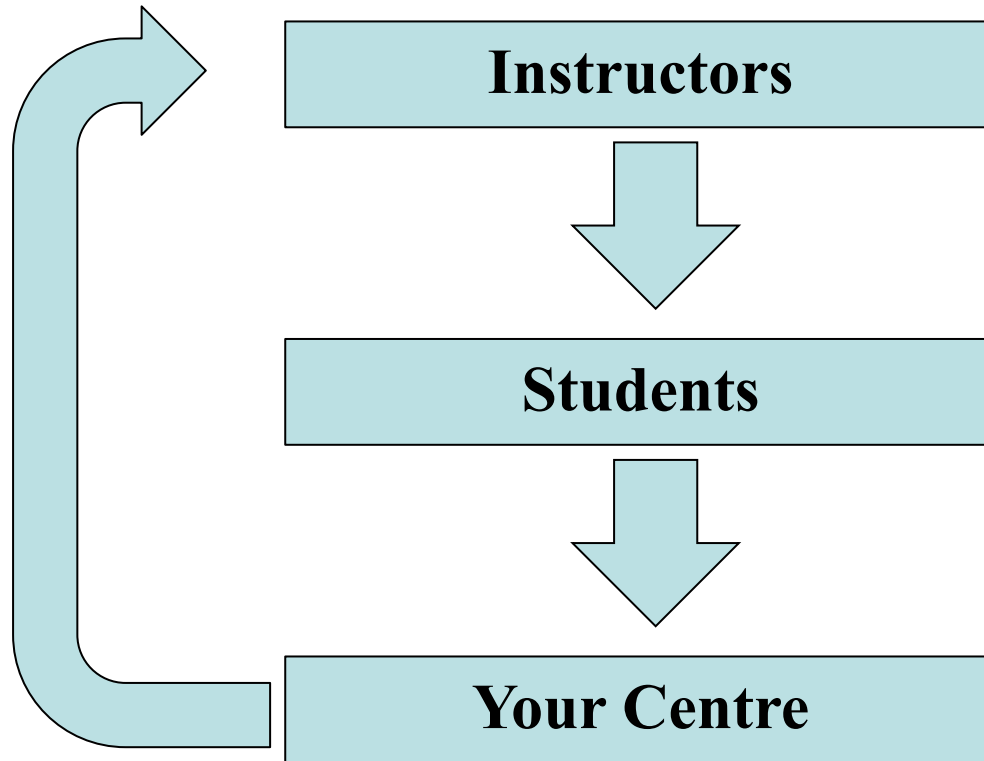
CPD learning areas

Category	What it means	Example of activities
Knowledge	Improving your theoretical and practical knowledge of your particular teaching speciality	Formal training and tuition, reading books and journals online research, e-learning, further RYA skills courses
Skills	Improving your ability to do your job as an instructor	Formal RYA instructor courses, in house subject specific training, on the job development, receiving coaching or mentoring.
Personal Development (life Skills)	Improving non-instructing or related subject knowledge and skills	Giving presentations in other environments, learning a language, non Watersports related training. Voluntary work.



CPD within RYA Centres

Who Benefits ?





How does it benefit the instructor?

- Increase personal skill level
- Boost self confidence
- Teaching points kept relevant & up to date
- Sense of value
- Increase teaching and employment possibilities
- Maintain enthusiasm
- Opportunity to visit and learn from other centres
- Achieve career goals by focussing on training and development
- Cope positively with change by constantly updating your skill set
- Be more productive and efficient by reflecting on your learning and highlighting gaps in your knowledge and experience.



Student Benefits

- Taught to a high standard
- Enthusiastic and inspiring instructors
- Sessions are safe
- Positive experience



RYA



Centre Benefits

- Operating Procedures Followed
- Safety standards kept high
- Currency of staff Qualifications
- Retain Staff
- Returning customers
- Staff motivation



How does it benefit my centre?

- CPD provides cost effective learning opportunities through sharing skills; coaching; mentoring; work shadowing
- Helps maximise staff potential by linking learning to actions and theory to practice.
- Helps to set SMART (specific, measurable, achievable, realistic and time-bound) objectives, for training activity to be more closely linked to business needs.
- Better staff morale and a motivated workforce helps give a positive image/brand to organisations.
- Adds-value, by reflecting on their own skills it will help staff to consciously apply learning to their role and the organisation's development.
- Development can be linked to the needs of the organisation
- Unlocking of talent and potential within the organisation
- Allows the centre to get some 'point' in the bag for the season ahead



CPD challenges

- What are the challenges you face as a principal within your club/centre when providing cpd to your instructors?
- With out these challenges what cpd would you offer?



How can it work in your club?

The Challenges -

- Mainly volunteer instructors
- Give up a lot of free time to benefit club and its members often for little in return
- Often pay for their own instructor courses and other training
- Often limited internal resources or skills for helping instructors develop
- Training often given little support or importance by existing 'racing' members



How has it worked in clubs?

Jumbles Sailing Club Example

- 60 acre inland reservoir
- 3 very active racing clubs within 5 mile radius in area of low 'sailing' population
- Club affiliated to CSSC
- Membership in 2000 of 32 families – falling gradually
- Help needed!





Something needed to change

- Established sailors and racers joined other local clubs
- Identified that club offered great facilities for family sailing activities – how do they attract and keep them?
- The club needed to offer training to these new people
- Club was not RYA Affiliated or RTC
- Club had 2 RYA Dinghy Instructors – at university in Southampton



What they did about it

- Affiliated to RYA in 2001 and trained 18 PBL2 and 12 First Aid (club/student funded)
- 2002 3 new DI's and 6 Safety boat started informal training for existing members (club/student funded)
- 2004 gained an SI and got RTC status in 2005
- By end of 2006 membership had increased to 60 (50% increase since 2000). Facilities no longer suitable
- 2008 4 new Di's and major club house extension started
- 2011 joined RYA Adult Participation scheme. Wailing list for training, more instructors required



Where they are now 2011-2012

- £1800 training grant from Manchester CSSA
- First Aid course for instructors and members
- Safety boat course and Di course for 6 members
- RYA coach support for new instructors with first courses
- 2 new Si's paid for by AP funding including 3 days up skilling before course
- 6 Di's sailing with spinnaker course(AP)
- 2 new PBI's paid for by AP/CSSA
- Activate your laser training (AP)
- Safety boat course support (AP)
- 4 Di's race endorsement
- Instructing days count as club duties





What has this done for the club?

- Membership now flourishing – feel good factor
- New and existing members full embracing training on offer
- Regular adult and junior training
- Instructors enthused and wanting to help members on non training days
- More instructors allow more students to be trained with less pressure on existing instructors to deliver
- General standard of sailing improved with in club and more regular sailors.
- Junior sailors in RYA squads and LSSA teams
- Instructors keen to do more training and develop their skills as they now see the benefits of what they are doing
- Existing trainees keen to do AI course this year and progress to DI in future



Challenges for a centre

- Who's responsibility – Instructors or Centre?
- Retain trained staff
- Costing
- Time constraints



How can it work in your commercial centre?

- Start of season refreshers
- Formal V's Informal
- Apprenticeships
- In house training
- Encourage out of work practice
- Training leave
- Golden handcuff
- Twilight training



Pro and cons exercise

- Work in small groups
- Each group has one method
- 3 mins
- Bring it back to big group
- Review as big group



What activities can be offered outside of RYA courses

- Ops Documents
- Scheme Updates
- Back to Basics
- Mob recovery
- Engine maintenance
- Grp repairs
- Try a boat
- Rough water handling
- Pacing
- Lift raft session
- Radar
- Launch and recovery
- Electronic Nav
- Life Jacket checks
- DDA training
- Safeguarding
- Additional needs
- Visit to harbour/coastguard office
- Ride on bridge of local ferry
- Rig tuning
- High performance boats
- Spinnaker handling



Can Clubs and Centres work together?

- What free services would your club want from a centre and what can you offer them?
- What free services would your centre want from clubs and what can you offer them?



What help is available from outside sources?

- Regional RYA Instructor training days
- RYA/Sport England Adult Participation funding
- RYA Onboard Scheme
- RYA VCC status
- T15 status
- [Count Sports Partnerships](#)
- [CSP funding pages](#)
- [CSP Scholarships](#)
- Professional companies