

V4V Good Practice Case Studies: Espoo Taekwondo Academy

Sport / Activity: Taekwondo

Country: Finland

Which of the four pillars does the example cover?

- Volunteer strategy and planning
- Volunteer recruitment and deployment
- Volunteer management and retention
- Volunteer development and training



Focus of volunteer intervention: Recruitment and training of coaches

Objective(s):

The Espoo Taekwondo Academy was established in 2016. One of the main challenges facing the club was a lack of trained coaches. Due to the growth of the club, they had to pay external coaches to help deliver training. The focus of the volunteer initiative was to firstly recruit new coaches, and secondly to recruit more members to the club due to increased coaching capacity.

Activities undertaken:

The club identified suitable volunteers and instructors and provided them with access to training. They have developed a education pathway for coaches which provided continuous support via coach education to help raise standards and the quality of coaching across the club. A key aspect of Taekwondo is that the coaches much grow-up 'side by side' with their athletes, so as the athletes get better the coaches improve too. To support this, an hour of mentoring is provided each week for all coaches within the club. This is an attractive offer to help recruit new volunteer coaches into the club.

Challenges faced:

Some issues with coach retention – one coach has moved to another club since being trained. The initiative also needs commitment from the coaches to be successful.

Impact:

By creating their own pathway for coach education, the initiative has helped the club to increase the number and quality of their coaches. It has also created an excellent team spirit with members regularly participated in social activities. Membership of the club has increased, with more participants than the club has space to accommodate due to limited facilities.

For further information: <https://www.taekwondoacademy.fi/>

