

## CASE STUDY 6

### World Rugby's Coach Internship Programme

#### *Name of the programme:*

World Rugby's Coach Internship Programme

#### *Briefly describe the programme:*

World Rugby funded 12 coaching internship positions for one year into the 2021 Women's Rugby World Cup in New Zealand. All nations competing could nominate one coach to join their staff.

#### *How did you implement it?*

Each nation, once qualified for the 2021 World Cup, can nominate a female coach. The interns are required to come from the World Rugby database of more than 100 female coaches, already be coaching at an agreed standard for their union and have been identified as having talent. The coaches are provided accreditation for the World Cup and a role within the national coaching team for the competition. Each coach is assigned an independent mentor, identified by their Rugby Union. The coaches are provided an individual development plan and gain access to World Rugby's HP coaching workshops.

#### *What were your aims for the programme?*

The aim of the initiative is to address a lack of female coaches at the elite level of the men's and women's rugby. The programme aims to tackle the lack of

opportunity given to female coaches in Rugby and enable them to gain meaningful professional development opportunities and experience working in a high-performance sporting environment, leading up to and during Rugby World Cup 2021.

#### *Did you achieve them?*

The 2021 Rugby World Cup has been postponed until 2022. Currently 11 coaches have been selected to support the qualified teams. 12 coaches will be selected in total.

#### *Any other feedback from the programme:*

There are a number of stakeholders involved in the programme and it is important communication with the different stakeholders is timely, clear and effective. From the outset, there are plans of how the programme will be reviewed once complete. This includes longer-term reviews to understand the legacy effects of the programme.

#### *Main contact for more details:*

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