



EUROPE CEZ

3. Competitor Development

*Presented by **Greg Symes***

MOTORSPORT UK - ACADEMY MANAGER



Greg Symes

Institute of Coaching and Performance, UCLAN

MProf: Elite Performance – exploring the transition between Karting and F4

PGDip: Elite Coaching Practice – Motorsport UK Level 4 Coach

UK Anti-Doping

Accredited Anti-Doping Educator

Accredited Anti-Doping Advisor

Safeguarding

Motorsport UK Safeguarding Tutor

Prevent Accredited: Safeguarding arm of the UK Government Counter Terrorism programme

Motorsport UK

International Trainer



Motorsport UK Academy

- Umbrella for the pathway
- Pathway comprises of the following programmes:
 - Team UK: 1:1 bespoke performance management
 - Co-drivers: education with a high emphasis on performance development
 - Squad: education phasing into performance management
 - AASE: academic programme run in conjunction with Loughborough College
- **Entry points: at all levels through application (except Team UK)**
- **Exit points:**
 - Motorsport competitor
 - Employment: in / or out of the sport
 - University / further education
- **Pre Motorsport UK Academy:**
 - Broader education for competitors / championships / parents & guardians

Ensuring *motorsport competitor* is a legitimate career choice



Making the pathway work

- Coaching:
 - Coaching pathway: internally and externally
 - Introduction to Coaching
 - Level 2 Certificate in Coaching Motorsport
- Anti-doping education
- Safeguarding:
 - Protecting children and vulnerable adults
- Formal learning process:
 - ID the need: *what is the need?*
 - Design the process: *against the need*
 - Set outcomes: *what is it trying to achieve*
 - Deliver: *against the plan*
 - Review: *measure success against the plan / ID further needs*
- Growth mindset vs Fixed mindset
- Procedural knowledge vs Declarative knowledge:
 - Need to work in harmony for a programme to be effective



Supplementing the competitor development pathway

- **Alignment to sporting pathway:**
 - The path of the sport: from entry to the top
 - Skills needed for now and the future
- **Accredited learning by accredited people:**
 - Not just SME's
 - Certified SME's appropriately qualified
- **Duty of care:**
 - U18 Policy
- **Best practice:**
 - Responsibility to set / adopt best practice
 - Literature and other sports readily available

KEY PRINCIPLES OF TALENT DEVELOPMENT APPLY TO VOLUNTEERS / MARSHALS / MEDICAL PERSONNEL ETC. NOT JUST COMPETITORS



Observations

- Motorsport UK didnt get to this point overnight
- There is more to be done
- Research / Education readily available
- We all have a responsibility: There is a lot of opportunity
- Keen to collaborate between ASNs: stronger together



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Standard Requirements for Drivers' Training and Licensing

Christian Schacht and Sue Sanders
FIA GTP Expert



What levels of license are there within the FIA?

GROUP	LICENCE	CIRCUIT									CLOSED ROADS – LICENCE + ROAD DRIVING PERMIT								
		Grade Kg/HP	Age Limit	License	Single Seaters	LM – GT Sports	Touring Cars	AX	RX	Historic Circuit	Trucks	Drifting	Grade Kg/HP	License	Hill Climb	Rally	CC	Historic Hill Climb & Rally	Historic Regularity Rally
FIA	Qualification	SL	F1 WC									FIA	SL		WRC RC 1				
1 0 < 1	Qualification	IT A	F1 Type FIA F2	LMP1															
2 1 < 2	Qualification	IT B	F2 Type New F3	LMP2	TC1														
3 2 < 3	Qualification	IT C	F3 Type F3 Reg	LMP3 / GT3	TC2	AX Super Buggy	RX Super Car	Historic Hill/Indy (G)/HF2 (R) HF 5000/ HFA	Truck 1	D1 D2		3 3 < 5	IT R	Hill Climb C1/D/E2 CII	RC2 GT	T1			
4 3 < ...	16	IT D	F4	GT4 / Sports	TC3 / Group N	AX TC/B160 0	RX TC/S160 0	Historic Except mentioned	Truck 2	D 3 D 4		4 5 < 7		Hill Climb Except mentioned	RC3 RC4 RC5	T2 – T3 T4?		Historic Hill Climb and Rally	



What licenses do you issued and what criteria do you use prior to issuing these licenses?

What levels of license do you issue for drivers?

What medical checks are required?

How do you know they are competent to compete?

What knowledge is required at each level?

What skills are required at each level?