



COACHING CONVENTION 2025

Syllabus of minimum content: UEFA Fitness A diploma

Introduction

“**Quality coaching** is much more than teaching a sport. Coaches coach the person rather than the sport and so contribute to their participants’ development socially and emotionally, as well as physically and technically. Quality coaching is therefore more athlete-centred and athlete-driven, more focused on values and respect. Coaches play an important role in promoting enjoyable sports participation, helping people achieve their potential and enhancing individual and team performance.”

[Building your Coach Developer Workforce](#), International Council for Coaching Excellence (ICCE), 2024

UEFA adopts a competence-based approach to its diploma courses and their syllabuses of minimum content. **Quality coach education** is student-centred and output-focused, meaning it is based on the coaches’ occupational profile and required competencies and produces relevant learning outcomes for those coaches. This is a move away from the traditional teacher-centred, input-focused model.

UEFA provides syllabuses of minimum content to help national associations create consistent, effective UEFA diploma courses that result in coherent, comparable qualifications. The aim is not to dictate how associations design their courses but to provide a selection of evidence-based options derived from best practices. Our hope is that associations will draw on these best practices to design courses and qualifications that meet the needs of their coaches. Professional judgement that takes into account the association’s unique experience, expertise and context is not only encouraged but central to this process.

The vast majority of coaching competences are applicable to both **male and female players**, but some do require knowledge or adaptations that are specific to men or women, boys or girls. They are identified in the SMC with the symbols ♀♂. The specificities should be taught as part of the core content to equip all coaches with the skills to confidently coach men and women, boys and girls. Guidance on delivery methods and ready-to-use content can be found in the **Framework for Coaching Female Players**.

The **UEFA Fitness A diploma** (advanced) enables fitness coaches to further their expertise and elevate their coaching to work at advanced levels in football or futsal.

Coach profile

Coaches awarded a UEFA Fitness A diploma are expected to possess a clear understanding of the complex relationship between all aspects of high performance and be able to apply this knowledge when working with youth and senior players on both men's and women's teams.

They must be able to provide a positive developmental experience that enhances players’ enjoyment, knowledge and skill.

To achieve this, they must perform the **functions** listed in the **four areas** below.

Fitness coach

- Systematically assess coaching impact and refine strategies
- Develop the fitness of the whole team, including goalkeepers
- Work effectively with others as part of a multidisciplinary team in a high-performance environment
- Adhere to club/national team protocols and professional codes of practice at all times

Player and team

- Create fitness profiles for the individual players and the team

- Deliver fitness programmes that are adapted to the needs of the individual players and the team
- Collaborate with members of the multidisciplinary team to deliver an interdisciplinary, integrated approach to player performance and development
- Support the development and sustainability of a high-performance culture

Training environment

- Collaborate with the coaching and other support staff to develop and deliver safe, structured and progressive fitness programmes that align with the players' current and potential performance capacities, including return to play after sickness or injury
- Manage the fitness aspects of team performance
- Use contemporary technologies to objectively test and monitor performance and player development
- Critically apply and evaluate advanced techniques to monitor, report and manage the impact of growth and maturation on youth players' development and performance
- Create an environment that encourages players to play an active role in managing their health, fitness and well-being

Matches

- Prepare the individual players and the team for the physical demands of match play
- Perform all matchday duties (before, during and after matches) in a professional, efficient and integrated manner
- Analyse the players' physical performance in matches and provide feedback
- Design, document and implement strategies for non-playing players

Learning outcomes

Fitness coach	
Competence	Module
<ul style="list-style-type: none"> Understanding the role of the fitness coach within multidisciplinary teams across elite youth and senior professional environments Leading and influencing the club/national team's training vision to promote long-term player development, well-being and team cohesion in an engaging and supportive environment Adopting a flexible and adaptable approach to managing individual player needs in different circumstances and as demands evolve Delivering high standards of professional behaviour and practice at all times while fostering a culture of accountability and excellence Systematically assessing coaching impact and refining strategies as a means of reviewing and reflecting on self-performance to enhance professional growth and raise standards Leading, engaging in and critically appraising continuous professional development activities to drive innovation and best practices in fitness coaching 	Philosophy, values and beliefs
<ul style="list-style-type: none"> Applying different coaching models to suit different contexts, learning objectives and individual needs within the group environment Planning and delivering high-quality fitness sessions to meet individual, positional (including goalkeepers) and collective performance goals Creating and implementing structured and progressive training programmes that optimise player development, are underpinned by scientific evidence and are varied and enjoyable for players Demonstrating how training and match formats can be adapted to account for individual differences due to growth and maturation and training age, ensuring long-term athletic development principles are applied⁹⁰ Contributing to creation of an impactful club/national association fitness strategy 	Teaching methodology: art of coaching
<ul style="list-style-type: none"> Proactively collaborating with other members of the multidisciplinary team to design, implement and continually refine integrated programmes that nurture a sustainable high-performance environment Understanding the benefits of a diverse coaching and support staff Ensuring training sessions adhere to the team's playing and training philosophy, ensuring a coherent and consistent player development approach Working with staff from clubs/national associations to facilitate smooth transitions between club and national team, domestic and international environments 	Collaboration

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| <ul style="list-style-type: none">• Ensuring that all medical and performance data collected from players adheres to GDPR regulations and is communicated appropriately to relevant stakeholders | |
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<p>The fitness coach section of the course requires at least 30 hours of reality-based education.</p>

Player and team	
Competence	Module
<ul style="list-style-type: none"> • Demonstrating a comprehensive understanding of the characteristics and qualities required of modern elite-level players across all positions • Applying knowledge of growth, maturation and individual development trajectories to optimise training, reduce injury risk and support long-term performance in youth players^{9σ} • Ensuring individual players' fitness goals are continually reviewed and regularly adapted to reflect changes in performance capacity • Creating fitness profiles for individuals and all positions as part of a collaborative, multidisciplinary approach to player development • Using player-centred strategies to motivate and inspire players to foster accountability in the long-term development of their fitness 	Knowing the players
<ul style="list-style-type: none"> • Understanding that player development is complex and non-linear, and ensuring that this is factored into performance assessments and long-term planning^{9σ} • Creating individualised player fitness development goals that are realistic and achievable and account for growth and maturation where appropriate • Applying contemporary technologies to profile, monitor and analyse individual and team physical performance for informed decision-making • Collaborating with coaching, medical and performance staff to create interdisciplinary team development goals • Fostering a high-performance culture built on mutual trust, respect and shared accountability among players, staff and other key stakeholders 	Fitness development
<ul style="list-style-type: none"> • Managing and accounting for individual differences such as physical capacity and training age and personal circumstances in a team environment to ensure inclusivity and optimal collective performance • Enhancing players' physical capabilities so that they can meet the demands of elite team performance and make significant contributions to training and match play 	Team development
<p>The player and team section of the course requires at least 20 hours of reality-based education.</p>	

Training environment	
Competence	Module
<ul style="list-style-type: none"> • Creating training sessions that meet individual and position-specific needs and are evidence-based and underpinned by scientific principles • Creating and delivering fitness sessions for players that are motivational and involve decision-making and problem-solving relating to match-specific demands • Creating and delivering age-adapted sessions that challenge and progressively build fitness, quality of movement and athleticism, especially in young players^{9a} • Collaborating effectively with coaching and other staff to ensure fitness sessions are fully aligned with technical and tactical goals • Creating and delivering periodised training plans (micro-, meso- and macro-cycle) that focus on the needs and development of individual players and the team, involving on-field and gym-based activities • Collaborating with other members of the multidisciplinary team to design and deliver structured, safe, effective and gradual rehabilitation and return-to-play programmes • Using subjective and objective data collected from players to inform strategies to manage training load and minimise the risk of injuries • Demonstrating flexibility in session planning and delivery by adapting the design and content of fitness sessions in response to unforeseen changes in circumstance such as scheduling disruptions and personal challenges 	<p>Session design, delivery and review</p>
<ul style="list-style-type: none"> • Creating and implementing structured testing and monitoring protocols, analysing and reporting on individual and team fitness levels and readiness to perform • Applying appropriate statistical methods to quantify the reliability and validity of tests and optimise data hygiene • Ensuring the interpretation of performance testing and data monitoring takes account of external influences • Using appropriate statistical methods to analyse data from testing and monitoring activities and derive meaningful performance insights that inform decision-making at individual and team level • Ensure GDPR regulations are adhered to in the collection, management, storage and sharing of player performance data 	<p>Fitness testing and monitoring</p>

<ul style="list-style-type: none"> • Collaborating with coaching staff to co-design and deliver integrated training sessions that achieve multiple goals (technical, tactical and physical) • Critically evaluating the benefits and limitations of an integrated vs isolated approach to fitness training and applying each method appropriately in different coaching contexts • Collaborating with coaches to ensure integrated training sessions achieve an optimal balance of physical load/stimuli according to player readiness and performance objectives • Critically evaluating the potential impact and implications of fitness interventions on other technical, tactical, psychological and social aspects of performance 	<p>Integrated and isolated training</p>
<ul style="list-style-type: none"> • Fostering a learning environment in which players are educated and empowered to understand and engage with the health, fitness, testing and monitoring aspects of their development^{9σ} • Collaborating with other members of the multidisciplinary team to develop a shared understanding of the rationale for fitness interventions, promoting cohesion and clarity • Promoting a feedback-rich environment where players are encouraged to reflect on their engagement and contribution to training sessions and matches 	<p>Motivational learning environment</p>
<ul style="list-style-type: none"> • Creating a safe and ethical working environment • Creating an environment that supports and facilitates sustainable positive lifestyle choices and behaviour that enhances players' health, performance and well-being^{9σ} • Demonstrating an applied understanding of how individual and team performance may be influenced by sex-specific health and well-being factors^{9σ} • Designing and implementing evidence-based recovery strategies, including nutrition, sleep and active recovery, tailored to individual player needs and training demands • Knowing the team's or organisation's code of conduct and acting accordingly • Learning and maintaining the skills to apply first aid and cardiopulmonary resuscitation (CPR) effectively • Understanding anti-doping responsibilities • 	<p>Health and welfare</p>
<p>The training environment section of the course requires at least 50 hours of reality-based education.</p>	

Matches	
Competence	Module
<ul style="list-style-type: none"> Employing a variety of tools and methods to monitor and contextualise the players' and the team's physical performance in matches, considering different match scenarios, opposition profiles and tactical plans Designing and delivering clear, relevant and timely physical performance match reports that are tailored to the needs of coaches, medical staff, players and other key stakeholders Guiding players to critically reflect, analyse, understand and contextualise their own and the team's physical performance, fostering a deeper understanding of match performance, accountability and potential for improvement 	Match and performance analysis
<ul style="list-style-type: none"> Analysing the relationships between different playing styles and fitness implications at an individual and a positional level and adjusting preparations accordingly to optimise match performance Preparing players to meet the physical demands of different playing styles, ensuring readiness for all phases of play 	Playing styles
<ul style="list-style-type: none"> Collaborating across the multidisciplinary team to ensure players can achieve optimal physical performance on matchday Contributing to the planning and execution of a coordinated matchday approach (before, during and after matches) that aligns physical, tactical and medical strategies Providing timely and relevant physical performance information to coaching and medical staff to support decision-making before, during and after matches Using time and resources effectively in a match environment when planning and delivering effective, purposeful fitness training sessions for substitutes and non-playing players Communicating effectively and respectfully with the match officials Implement safe and effective post-match recovery strategies Performing match-related duties professionally and effectively 	Match environment
<p>The matches section of the course requires at least 20 hours of reality-based education</p>	

Reality-based education	Minimum hours
Guided interactive content delivered and monitored by coach educators	140 hours
Practical work experience ¹	40 hours
Total minimum hours of reality-based education	180 hours
Minimum hours of theory and practice in the classroom (in person or online)	90 hours
Minimum hours of practice outside the classroom, including practical work experience	90 hours
Study visits ²	

¹ The course must include micro-group work overseen by the course educator in the participants' work environments.

² Study visits to practical football environments can be included as a top up to the learning to enhance the participants' competence. The number of study-visit hours are in addition to the minimum hours of education.

Assessments

Please refer to Article 13 of the UEFA Coaching Convention for further details of the minimum requirements for assessments and what they must include.

Coaching role and context

Coaches awarded a UEFA Fitness A diploma are expected to possess a clear understanding of the complex relationship between all aspects of performance in both the men's and women's game, to work full-time with players in elite youth or senior categories.

To obtain a UEFA Fitness A diploma, coaches must demonstrate that they have the theoretical basis and practical ability to perform the functions listed in the four areas outlined below.

Theoretical: Understand and explain the theory that underpins the successful performance of the required functions.

Practical: Demonstrate an ability to perform the functions expected of them.

Fitness coach

- Understand the diversity in fitness coaching roles, from general to specialist
- Design and implement an impactful, context-specific fitness strategy
- Develop the fitness of the whole team, including goalkeepers, in accordance with the club/national team's own fitness philosophy
- Work collaboratively with coaching staff and other members of a multidisciplinary team
- Communicate fitness and performance information and data to relevant stakeholders clearly, securely and effectively
- Consistently adhere to professional and ethical codes of practice
- Engage in and reflect on personal development activities

Player and team

- Create fitness profiles for the individual players and the team
- Deliver fitness programmes that are adapted to the needs of the individual players and the team
- Use appropriate methods to motivate and inspire players to develop their health and fitness
- Support the development and sustainability of a high-performance culture

Training environment

- Foster an environment that encourages players to understand and engage with fitness, testing and monitoring in training and that empowers them to take an active role in managing their health, fitness and well-being
- Create and implement an annual periodised plan incorporating training sessions, matches and individual development plans
- Review and evaluate the effectiveness of integrated vs isolated fitness interventions and make adjustments accordingly
- Plan, deliver and review individual and team fitness-focused training sessions, including recovery and structured, safe, effective and progressive return-to-play programmes
- Prepare, implement and review individualised gym-based strength and power programmes

- Use contemporary technologies for testing and monitoring to objectively evaluate performance and player development
- Manage, process and report data from player testing and monitoring using appropriate techniques
- Collaborate effectively with coaching staff to design and deliver integrated training programmes that align physical, technical and tactical objectives

Matches

- Prepare players, individually and collectively, for the physical demands of match play
- Align fitness strategies with the club or national team's playing styles as well as contextual factors such as season stage and player status
- Analyse players' physical performance in matches and provide contextualised feedback
- Perform all matchday duties (before, during and after matches) in an efficient and collaborative manner
- Implement safe and effective post-match recovery strategies
- Design, document and deliver tailored fitness strategies for substitutes and non-playing players on matchdays

Personal coaching logbook (including reflections relating to men's and women's football or futsal)

- Analyse and review training sessions from an individual and team fitness perspective
- Engage in continuous self-evaluation and reflection on professional development and fitness interventions and adapt future planning and coaching activities accordingly
- Collaborate with coaching and other support staff to deliver technical, tactical and fitness sessions that are appropriate to the players' age, sex, stage of growth and maturation, etc.
- Reflect on own coaching journey, including off-the-pitch challenges such as interpersonal dynamics, player transfers, media pressure and work-life balance



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