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Nationally Recognised Training
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COURSE GUIDE · REGISTRATIONS OPEN JULY 2026

11250NAT · AQF LEVEL 4

Certificate IV in Wellbeing Science

For Australia's high performance coaches

Performance wellbeing science, customised for the coaches at the centre of Australia's high performance system. A nationally recognised qualification, built with coaches, for coaches.

You're a performance enabler. This is the science that sustains you.

Coaches sit at the centre of high performance, creating the conditions in which athletes learn, develop and perform. The role is intense and dynamic, with pressure, travel, relational load and a career that asks a lot over a long time. Coaches spend their working lives developing others, and have had few structured ways to develop their own wellbeing.

Performance wellbeing is about understanding and creating the conditions, processes and strategies that enable high performance people to function and flourish within complex systems. Underpinned by positive psychology, and aligned with the AIS **Win Well** strategy under High Performance 2032+, this qualification gives coaches the science, the language and the tools to build their own wellbeing on purpose, and a nationally recognised credential to show for it.

Who it's for

High performance coaches across every sport, head and assistant coaches, developing and experienced coaches alike, and the performance staff who lead them. No prior wellbeing study required, just a willingness to apply the science to your own life.

“

There's no point chasing the final one percent of performance gain until you've nailed the ninety-nine percent first.

Wellbeing is that ninety-nine percent. This course is how you build it.

BILL DAVOREN

AIS Director HP Coach Development

A national qualification, rebuilt for coaches by coaches

The Certificate IV in Wellbeing Science (11250NAT) is a nationally recognised qualification owned and delivered by re:cognition, with more than thirteen years behind it. The AIS did not want a generic wellbeing program. It wanted a course that speaks to the daily reality of high performance coaching, travel, pressure, relational load and a long career, aligned with the AIS Win Well approach. So re:cognition customised all ten units specifically for coaches. The qualification stays portable and compliant, so you can carry it anywhere.

What the feedback loops were

Before a single word was rewritten, a pilot group of high performance coach developers worked through the existing course themselves. Across a series of structured co-design sessions, the 'feedback loops', they told us in their own words what landed, what felt disconnected from coaching, what language to change, and where the assessments needed to feel real rather than forced. Their insight shaped the design. This course is the result.

13+

Years delivering wellbeing science

1st

Nationally recognised wellbeing course of its kind

10

Units customised for coaches

100%

Customised for high performance sport

“Coach wellbeing is mandatory, not optional. This is part of the job.”

A COACH

AIS co-design pilot

Online, self-paced, and supported the whole way

You complete the course in a dedicated, AIS learning space, where every video, activity, diagnostic and your Wellbeing Portfolio live in one place. Work in your own time, around training and travel, on any device. The foundation unit comes first, then each learning block unlocks in order, so you build capability in the right sequence. You are not doing it alone.

Your Student Support Coach

A Student Support Coach guides you, gives personal feedback and assesses your work. The teaching sits in the videos, so there is no classroom and no fixed timetable.

Designed for life on the move

Short HP coach videos, AIS expert videos, interactive diagnostics and knowledge checks, built mobile-first so you can learn between sessions or while travelling.

A hub and a community

A resource hub of go-deeper tools, plus a quarterly community of practice with other coaches walking the same path.

YOUR PATHWAY THROUGH THE COURSE



Registration open from July 2026

YOUR COURSE AT A GLANCE

Qualification	Cert IV Wellbeing Science	National code	11250NAT (AQF 4)
Structure	10 units, in learning blocks	Time	A few hours per week
Duration	Self-paced, 6 months	Launch	August 2026
Delivery	Online, any device	Support	re:cognition student support Coach
Issuing RTO	re:cognition (40655)	Accessibility	Built to WCAG 2.2 AA

Every unit follows the same simple loop

Whatever the topic, each unit puts you in the driver's seat as a wellbeing scientist studying your own life. You learn the science, then run the same simple loop, and capture what you learn in your **Wellbeing Portfolio**, the one living record you build and own across all ten units, in whatever medium suits you. Your portfolio is private to you and your Student Support Coach.

STEP 1

Learn

Learn the science from your presenter, then hear AIS experts and HP coaches share how they've used it.

STEP 2

Diagnose

Measure where you are now with a short, science-based check.

STEP 3

Choose

Pick a framework and a strategy that fits your goal and context.

STEP 4

Apply

Put it into practice in your real life, over about two weeks.

STEP 5

Review

Reflect on what worked, what you will keep, and what changed.

How you're assessed

This is nationally recognised training, so it is competency-based. There are no exams, and no marks or rankings. You're assessed as competent or not yet competent in each unit, through practical tasks applied to your own life.

WHAT YOU WILL DO	WHAT IT SHOWS
Complete diagnostics on your own wellbeing	A clear, measurable starting point, reflected in your portfolio
Apply a strategy to your practice, over ~2 weeks	Performance evidence: you can use the science, not just recall it
Answer short knowledge checks	Knowledge evidence: you understand the science behind it
Build your Wellbeing Portfolio across all ten units	Your evolving, personal record of growth as a coach

Your Student Support Coach reviews your work, gives personal feedback and assesses each unit. If something is not yet competent, you get guidance and resubmit, there's no penalty. Every task is sized to be realistic around coaching workloads and travel.

What you will do, unit by unit

The content sits inside ten nationally recognised units, grouped into learning blocks and completed in this order. Here is what you will actually do in each.

FOUNDATION

NAT11250001 **Unit 1 — Scientific Foundations of Wellbeing.** Measure your wellbeing with two validated scales, set a goal using wellbeing frameworks, and design the Wellbeing Portfolio you will build all course.

LEARNING BLOCK 1 · MINDSETS FOR WELLBEING GOALS

NAT11250005 **Unit 2 — Self-Efficacy for Wellbeing Goals.** Rate your wellbeing self-efficacy, reset a goal with the WOOP method, then practise one confidence strategy and review what shifted.

NAT11250006 **Unit 3 — Decision Making for Wellbeing.** Check your explanatory style, then apply optimism, hope and values tools to make clearer decisions under load.

NAT11250007 **Unit 4 — Strengths for Wellbeing.** Discover your VIA character strengths, then deliberately use a top strength to find more flow and meaning over two weeks.

LEARNING BLOCK 2 · EMOTIONAL AND SOCIAL WELLBEING

NAT11250004 **Unit 5 — Positive Emotions and Wellbeing.** Track your daily emotions, then use upward-spiral science to build more of the positive emotions that fuel learning and performance.

NAT11250008 **Unit 6 — Connection and Social Wellbeing.** Map your five key relationships, then deepen or widen them with proven connection strategies, the antidote to life on the road.

LEARNING BLOCK 3 · PHYSICAL AND MENTAL WELLBEING

NAT11250002 **Unit 7 — Physical Wellbeing.** Assess your rest, movement and nourishment, choose one to work on, and apply behaviour-change science to make the habit stick.

NAT11250003 **Unit 8 — Mental Wellbeing.** Snapshot your energy, clarity and steadiness, then use habits, neuroplasticity and mindfulness to strengthen your mind.

Environment for Flourishing

NAT11250009 **Unit 9 — Crafting Environments for Flourishing.** Design physical and mental conditions, and a reset practice, that help you function at your best wherever you are.

Capstone

NAT11250010 **Unit 10 — Supporting Others with Wellbeing Science.** Re-measure against your Foundation baseline, then use a Notice, Ask, Support approach to guide someone else safely and well.

No exams, no marks

This is competency-based training. You're assessed as competent through practical tasks applied to your own life, with personal feedback from your Student Support Coach.

This is for you, not just your athletes

You spend your days reading other people, managing pressure and being the steady one. It is a privilege, and it is a load. The hours are long, travel pulls you away from the people you love, your sense of who you are can get tied to the scoreboard, and the work does not always last. This qualification is built to serve you through all of it. To help you live well, not just coach well.

IN THE PRESSURE

Steady when it counts

Reset and regulate in the hard moments, so you make clearer decisions, hold your standards, and stop running on empty before the season even peaks.

ON THE ROAD

Travel that costs you less

Strategies for sleep, energy and staying connected through long trips, foreign hotel rooms and time zones, so the months away take less out of you.

AT HOME

More of you for the people who matter

Protect your relationships and your identity beyond results, set better boundaries, and bring more of yourself back to family and friends.

ACROSS YOUR CAREER

A career you can sustain

Durable, portable capability and a nationally recognised credential, plus the self-knowledge to last the distance and navigate the changes coaching brings.

YOU WILL ALSO WALK AWAY WITH

- ✓ A nationally recognised AQF Certificate IV, portable across your whole career.
- ✓ A personal wellbeing practice you've tested on yourself and can trust under pressure.
- ✓ A living Wellbeing Portfolio that captures your growth across all ten units.
- ✓ The skills to spot low wellbeing in your athletes and staff, and respond well.

The coaches who built it, in their own words

Drawn from the coaches who piloted the course, and the AIS experts who feature in it.

Evaluation of Wellbeing Journey: "Course has changed my thinking on the concept of positive well-being and performance. Now a Believer!! Concept of intentional deliberate practice and consistency. It truly works!! It's a MUST HAVE for coaches. My life is so much better — I'm in control."

NEIL CRAIG
High performance coach

Evaluation of Wellbeing Journey: "The main changes have been around the simplicity of wellbeing for me. A clearer picture of the key things that help me to thrive and the strategies that I need to put in place to prioritise them."

A COACH
AIS co-design pilot

"It's improved my wellbeing and my effectiveness as a leader of people, a husband and a father."

A COACH
AIS co-design pilot

"Taking action has made low-level, ongoing draining stresses less draining."

A COACH
AIS co-design pilot

"Two people I'd rated low have both gone from a 6 to an 8 out of ten."

A COACH
AIS co-design pilot, on rebuilding connection

"Sustainability and consistent improvement are the real victories."

A COACH
AIS co-design pilot

"Wellbeing is foundational to performance. And it starts with us."

MICHELLE DE HIGHDEN
Senior Lead, AIS HP Coach Development

"When we put the coach cape on, we feel we have to do everything. But we're human, just like the athletes we work with."

ANDREW SCHACHT
Performance Wellbeing Lead, SASI

Coach quotes from the AIS co-design feedback loops. Expert quotes from the films recorded for the course.

AIS and re:cognition



Official Supplier

Australian Institute of Sport

Through its Performance Wellbeing work, the AIS supports the high performance coaching community to manage their personal wellbeing, equipping coaches with the knowledge, support and development to navigate their personal and professional lives as they coach.



re:cognition • formerly Langley Group Institute (RTO No. 40655)

re:cognition, the registered training organisation you may know as Langley Group Institute, owns, delivers and issues the 11250NAT Certificate IV in Wellbeing Science, with more than thirteen years delivering nationally recognised wellbeing science qualifications. The course has been customised for high performance coaches in partnership with the AIS.

About this guide. 11250NAT Certificate IV in Wellbeing Science is nationally recognised training owned and issued by re:cognition (RTO No. 40655); the AIS is a delivery and customisation partner, not the RTO. Open to coaches in Australia and internationally (Australian students enrol with a USI; international participants without a USI receive the same nationally recognised certificate). Entry requirements are confirmed by re:cognition at enrolment. Details are current at publication and subject to change.

READY? REGISTER YOUR INTEREST

The next step is simple

Complete the short expression of interest form and the team will be in touch. Many coaches are funded through their sport or professional development budget, so it's worth asking your high performance manager.

Special AIS rate • \$2,500

Self-paced, within 6 months

Launches August 2026

COMPLETE THE FORM

wellbeingscience.recognition.edu.au/ais-cert-iv-register

AIS ENQUIRIES

hpcoachdevelopment@ausport.gov.au