

Research Article

# Public Qualities of National Sports Coaches - Scope of Qualification in Japan

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## Abstract

The purpose of this study was to examine the factors that make "national coaches" who participate in the Olympic Games have official recognition (qualifications). The qualification of coaches has not been institutionalized by Japan's traditional volunteer thinking, despite its public value. It would be a problem of education and employment society in Japan, which encompasses everyone from local coaches to professional coaches. As a study method, semi-structured interviews were conducted with eight former national coaches, either face-to-face or online (Zoom). In the interview, we asked about (1) planning and execution of international competition, (2) use medical and sport science, (3) international collaboration, (4) expansion of job opportunities, and (5) sports promotion. The results were organized by a co-occurrence network analysis using KH Coder. Results showed the following three points. First is that the importance of "management" and "communication" is pointed out in all the questions. Second is that the improvement of international competitiveness would affect not only the spread of the sport high performance but also the public value of expanding the job opportunity in the society. Third is the fragility of the "job" of the national coach. In this interview, coaches talked about the job of national coach as a "one-way ticket", and this is a long-standing issue. These three points are important when considering the qualification of national coaches. The value of sports could be reaffirmed in times of social unrest. Coaches should always have a range of values about social contribution, so that society might see as a public presence. More specific recommendations for policymakers should include the definition of an evaluation body that identifies eligibility criteria, what kind of career paths are specifically proposed, and the identification of policy organizations for parliamentary legislation.

## Keywords

National Sport Coach, Qualification, Network Analysis

## 1. Introduction

Purpose of this study is to examine the public qualities of "national coaches" who represent Japan in international competitions such as the Olympic Games, and to the extent that these will be officially recognized qualification in the

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future. In Japan, Japan Sport Association (JSPO) has been issuing JSPO-approved qualification for coaches in sports after conducting a "Sports Instructor Training Course" together with domestic sports federations (National Federation; NF). In 1987, the Ministry of Education established the "Knowledge and Skills Examination Project for Social and Physical Education Instructors" (Minister of Education's Project Accreditation System) with the aim of fostering high-quality sports instructors who can respond to the diversification and sophistication of sports. In 1988, JSPO revised the system to a new "Certified Sports Instructor System" that has been developing a project positioned as "certification by the Ministry of Education." However, in December 2000, the Cabinet approved the Administrative Reform Outline, which indicated the details of reforms in the way the government should be involved in public interest corporations. At the end of 2005, the sports coach training program was abolished. Since then, JSPO has qualified coaches who have attended and completed the Sports Instructor Training Course. As of October 2024, more than 170,000 athletes are qualified [1].

On the other hand, in the field of sports, 2000 Basic Plan for the Promotion of Sports, 2010 Declaration of a Sport Nation, and 2012 Basic Plan on Sports, which is a measure of 2011 Basic Law on Sports, emphasize the improvement of international competitiveness. In particular, in Declaration of a Sports Nation in response to Tokyo Olympic bidding, the goal of winning medals at the Olympic Games is set as a "national policy for sports" in the Basic Plan on Sports. Under such circumstances, Japan Olympic Committee (JOC) announced the "JOC Gold Plan" after the "Basic Plan for Sports Promotion". As part of this effort, the National Coach Academy (NCA) was established in 2008. Under the goal of "fostering coaches who can develop players who can play an active role in international competitions," JOC pays an honorarium funded by the national budget. The "JOC Full-Time Coaching Director" is required to attend the JOC NCA. Regarding the content of the activities, "A full-time coaching director will be assigned to NF and will mainly carry out the following activities: (1) providing physical and mental guidance to athletes through a wealth of knowledge and experience of the techniques and tactics of the sport through international competitions, etc., (2) accompanying the national or junior team of the relevant sport to tournaments, expeditions, training camps, etc., (3) coaching of athletes designated for Olympics, and (4) managing the other activities to improve international competitiveness and the business plan formulated by the relevant

sports organization." The training period is about 8 weeks and there is a final exam, and 667 people have completed it by March 2024 (581 Japanese coaches and 86 foreign coaches). And the requested issue by NCA participants is "qualification" [2]. As mentioned above, JSPO sports coach is qualified by a private organization, and "unlike national qualifications such as teaching licenses and medical licenses, this qualification does not guarantee the occupation, status, or honor of the certified coach" [3]. JOC NCA has a JSPO qualification as a condition of attendance. Although those are linked, there is no clear provision for public qualification currently. Even if the coach attends NCA program, the national coach is often replaced every four or eight years in terms of a four-year Olympic cycle. The issue of national qualification of coaches has been considered by the Diet. However, due to the issue of violence by coaches, there is a tendency for qualifications to converge on cautious arguments [4]. To qualify national sports coaches, it would be essential to improve international competitiveness and consider their social values, including medical and scientific relevance [5].

Until now, study on the qualifications or training systems of coaches in sports has been mainly conducted focusing on the enactment process, curriculum, and implementation status [6, 7]. However, there are few studies that focus on these requirements or on national coaches [8]. National coaches are required to have the ability to competitiveness internationally, and this requires expertise in building a network of diverse values, such as coordination with the latest medical and scientific information related to strengthening the development of athletes and teams, cooperation with NF and International sports Federation (IF).

## 2. Subjects and Methods

The subjects of this study were working members who have completed the JOC NCA and are continuously supporting the operation of NCA. They were former national coaches who received an explanation of the purpose of the study, and after consenting to research cooperation, undergoing semi-structured interviews face-to-face or online (Zoom). The interview time was about 60 minutes. The number of participants was 8 coaches and includes individual and team sports, as well as summer and winter sports, as follows. The results were organized by a co-occurrence network analysis using KH Coder.

**Table 1.** The contents of the subjects.

Sport characteristic		Experience (ex; HC: head coach, C; coach)
A	individual / competition / summer	HC, C (National, Club, University), General Manager (National), Executive Director (NF)
B	individual / competition / summer	HC, C (National), General Manager (National), Executive Director (NF)
C	individual / marking / winter	HC, C (National)

	Sport characteristic	Experience (ex; HC: head coach, C; coach)
D	team / competition / summer	HC, C (National, Club, University), Executive Director (NF)
E	individual / record / summer	C (National)
F	individual / record / summer	C(National), Executive Director (NF)
G	team / competition / summer	HC, C (National, Club)
H	individual / record / winter	HC, C (National), General Manager (National)

In the interview, in addition to the following (1) ~ (3) as certificating factors for national coaches [9], coaches were asked about (4) job opportunities and (5) sports promotion, which are considered important for "qualification".

(1) Planning and execution of international competitiveness

(2) Collaboration of medical science information; Staff Structure Management

(3) International Collaboration: Training Camp / Game Plan Management

(4) Expansion of job opportunities: Local coaching and coaching

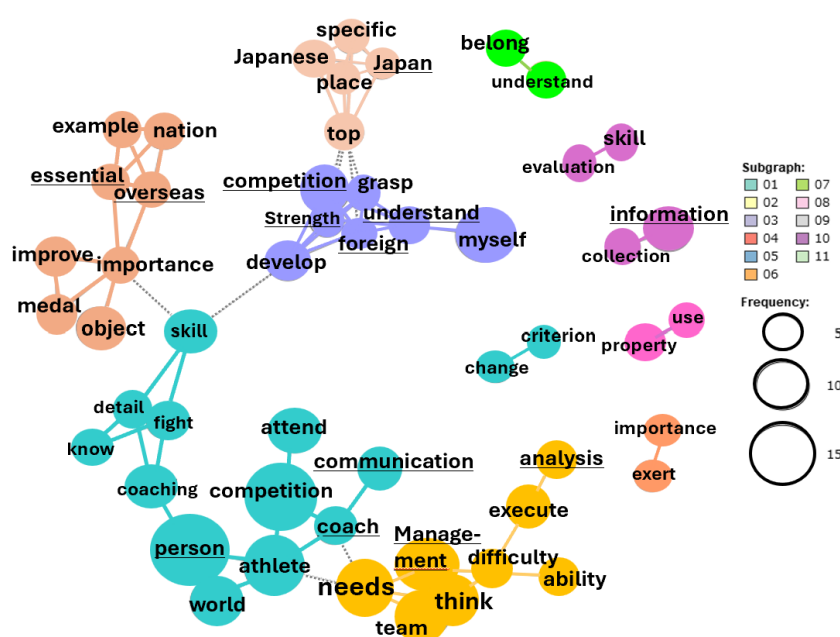
(5) Sports promotion measures; Management of Expansion of the Competitive Population

KH Coder is software developed to implement a method called quantitative text analysis in the field of sociology and social research. Among them, the co-occurrence network calculates and analyzes the occurrence degree pattern of each word in the sentence. It draws a network graph showing some

strong or weak relationships. The words with strong relationship are connected in proximity and visualized [10]. The purpose of this kind of text mining (context extraction) is to quantitatively summarize and understand various responses by analyzing data in the form of documents such as free text in a quantitative manner. Quantitative analysis makes it possible to visualize and show the results of the related structure of terms as well as numerical data [11, 12].

### 3. Results

A total of 9,446 words were extracted from the interviews, including 2,115 related to international athletic competence, 2,050 medical science information, 2,016 international collaborations, 1,809 job opportunities, and 1,447 sports promotion measures.



**Figure 1.** A co-occurring network of terminology related to the planning and execution of reinforcement plans (Minimum number of occurrences of terms: 3, top 60 co-occurrence items).

### 3.1. Planning and Execution of International Competitiveness: Coaching for Improving Athletic Ability

It would be related to the specific time perspective of planning the development. The terms, “competitions”, “foreign countries”, “understanding”, and “strengths” were centrally extracted (The underlined words in Figure 1). In other words, in strengthening for the target international competition, “own team (Japan representative)” could be “strengthened” in what “relative position” to “foreign countries”. The terms related to objective observation that include “essential”, “overseas”, “information” and “skill” were also extracted. As the response to questions about coaching, the two terms of “communication” and “management” which would connect “person” and “competition” are mainly extracted.

In the area of communication, four coaches suggested outstanding communication skills with players, team staff, and overseas coaches as a necessary ability. “In the past, one coach who could do various things had to put into practice the reinforcement plan. But now, that’s not how you can win. By fighting as a coaching team and creating a diverse value chain structure that is involved in strengthening through smooth communication, the team’s strength could be expanded” (Individual / competition / summer sport coach). “For your sport to reach the top of the world, you need to build advanced analysis and communication with key persons in the powerhouse countries” (Team / competition / Summer sport coach). Both coaches emphasized the importance of human networking. The key persons mentioned here include not only overseas coaches, but also the tournament management officials and the international referees.

Next, as for the management item, the four coaches answered the structure related to “crisis management”, “information analysis”, “budget”, and “results evaluation”. “Gathering information can be biased by one person, so the ability to manage as a team centered on the coaching staff is required”. “In the planning, if you can read all the risks of what if this happens, you are strong in planning. To do it, you need to figure out who to get involved in and how to bring in the money, and what resources are. Also, as an analogy, it is a weapon to be able to bring information from other sports and external human, material, and financial resources involved. Management skills are about prioritizing, and even when the unexpected happens, you can continue to make corrections to lead to the best results” (Team / competition / summer sport coach). Sharing information with national coaches in other sports could be an important and unique value chain of human capital in the JOC Academy. According to human capital theory, organizations working together to invest in human capital and share heterogeneous knowledge could help decision-makings on difficult social challenges [13, 14].

In addition, in terms of coaching and skills, the perspective of respecting individual skills was also stated. “It is important

to create an environment where individuality can be appropriately developed” (individual and recorded sport coach). Furthermore, the terms “affiliation (team, organization)” and “understanding” are also expressed. It starts with understanding the differences in skills and roles between the club and the national team. “While objectively assessing the current strength of athletes in terms of the international competitive skills, the athletes, affiliations, and NF development departments should have a common understanding of the concrete “strengths” (Team / competition / summer sport coach). During team building, it leads to coaching with a strengthening method that does not waver.

It is also interesting that “Japan” and “Japanese” were expressed. “We must compete in international competitions. There are two important things there. The first is that we are Japanese. The second is that the strengths in international competitions would be that we have our own identity. The strengthening of competing in fierce international competitions would be the ability to independently cultivate national resources (human and financial resources) based on the long-term plans” (Individual / records / summer sport coach). In other words, it could be interpreted as national power. The cultivation of such thoughts might be interpreted as an identity that is fostered by “conveying to the players’ pride of being a Japanese citizen and the consciousness of representing Japanese” (individual and competitive sport coach), as well as a public value.

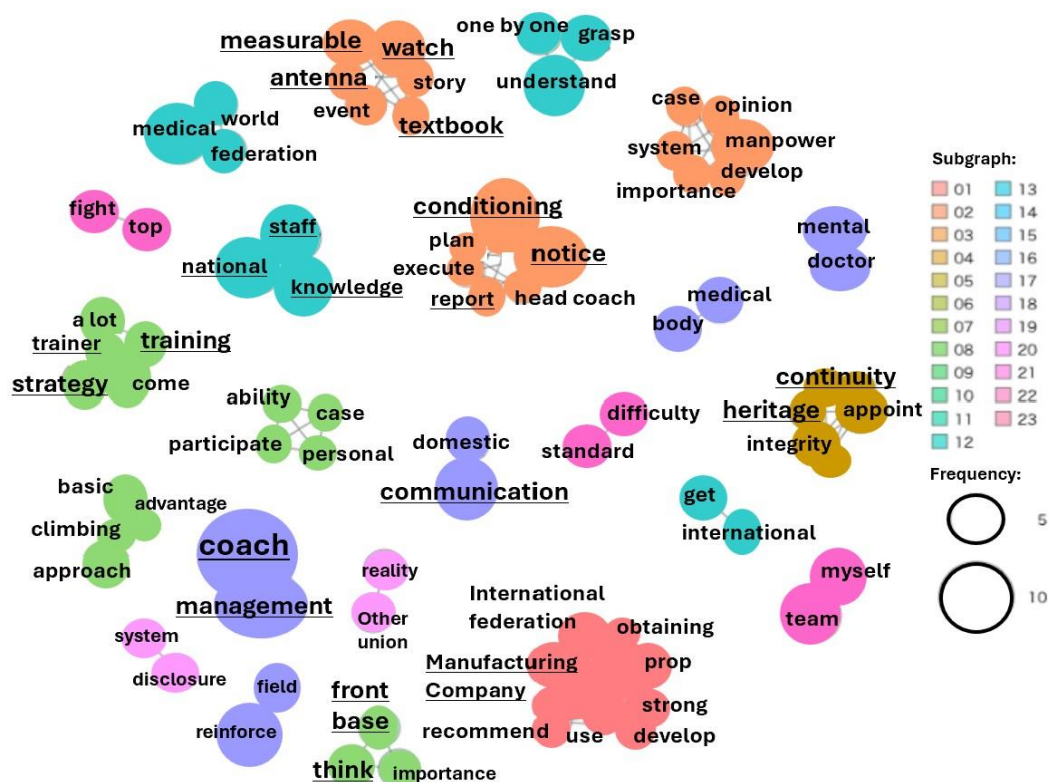
### 3.2. Medical/Scientific Information Collaboration: Staff Management

In the case of “information collaboration in medical science”, it was also found that “management” and “coaches” are necessary. Sharing the “notice” about “conditioning” from a medical and scientific perspective among players, coaches, and affiliations would enable effective “training” by “trainers” and other strength and conditioning staff on each field. Furthermore, the fact that winter sports are mainly dependent on tools suggests the importance of cooperation based on scientific arguments with “manufacturing companies”. Medical science and information staff are required to have world-class knowledge and practical skills with an eye on the next generation. Coaches need to be able to “see” and “measure” by setting up an “antenna” for predictions of medical science knowledge that will develop in the future, while basing it on “textbooks” (existing knowledge). It would be suggested that the importance of a practical temporal perspective for the next stage. It is emphasized that taking these things into account is “thinking” about the reinforcement “front-base”. In the appointment of staff, the importance of future-oriented human resources, development, and building relationships, as well as continuing the accumulation of these relationships as a “legacy (heritage),” were also identified. It can be said that it is a point of communication to balance future orientation and



reality. “We can't do everything by ourselves, so it is necessary to have a national coach and staff in the team who are aware of the situation as a lineup to compete on the world stage, and I think that all sports organizations are currently working on this system” (individual / competition / summer sport coach). “As a system, we will have specialized staff in the fields that need to be strengthened based on correct anal-

ysis results. The question is whether we can recognize and respect each other” (team / competition / summer sport coach). It is necessary to consider how to have many opportunities for communication with the medical and scientific staff within the NF to build a deep and trusting relationship. It is an evidence-based coaching philosophy that objectively verifies medical science in practice.



**Figure 2.** Co-occurrence network of terms related to medical science information collaboration and staff organization management (Minimum number of occurrences of terms: 3, top 60 co-occurrence relationships).

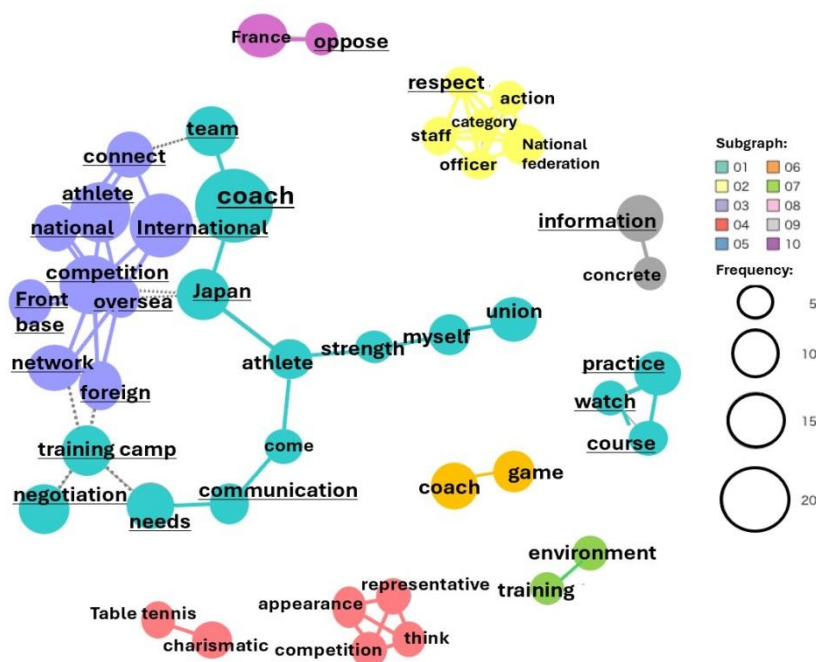
In the Japanese board sports, athletes and coaches are currently relying on tacit and practical knowledge to spend several years developing their skills and achieving good results (2020 Tokyo Olympics; 3 Gold, 1 Silver, 2024 Paris Olympics; 2 Gold, 1 Silver, 2022 Beijing Olympics; 1 Gold, 1 Bronze). However, in the future, a system to support a variety of practical medical sciences (such as analysis of foot pressure and center of gravity, and arguments for motion analysis approaches) must be discussed for win through an information network that connects the reinforce front-base and the research center (e.g., Japanese Institute of Sport Science and the universities) [9]. Regarding the system of strengthening the Japanese speed-skate coaching disciplines, which uses the interface between tacit knowledge and medical science [15] and leads to medal wins (2010 Vancouver; 1 Silver, 2018 Pyeong Chang; 4 Gold, 3 Silver, 1 Bronze, Beijing 2022; 1 Gold), would be useful practical knowledge. Empirical studies have shown that it takes 17 years for research results to

be disseminated to the public [16]. Whether we can accept the challenge of introducing such objectivity, which is currently understood, into the top sports field as soon as possible. It would be necessary to have a trustworthy environment and personnel who are constantly confronted with science. It is also a characteristic of Japanese NCA to share information and collaborate between different sports. The one operational definition of learning is an opportunity to question conventional wisdom and find the right possibilities [17].

### 3.3. International Collaboration: Reinforcement Camp / Game Plan Management

In terms of international collaboration, various network structures of NF and coaches were identified. First, it was pointed out that it is important for NF members to become “officers” of IF or to build deep relationships with them. The personal qualities would include the ability to contribute to

the activities of IF and the specificity of “information”, and to be a person who is respected.



**Figure 3.** Co-occurrence network related to international collaboration, reinforcement camps, and game plan management (Minimum number of occurrences of terms: 3, top 60 co-occurrence items).

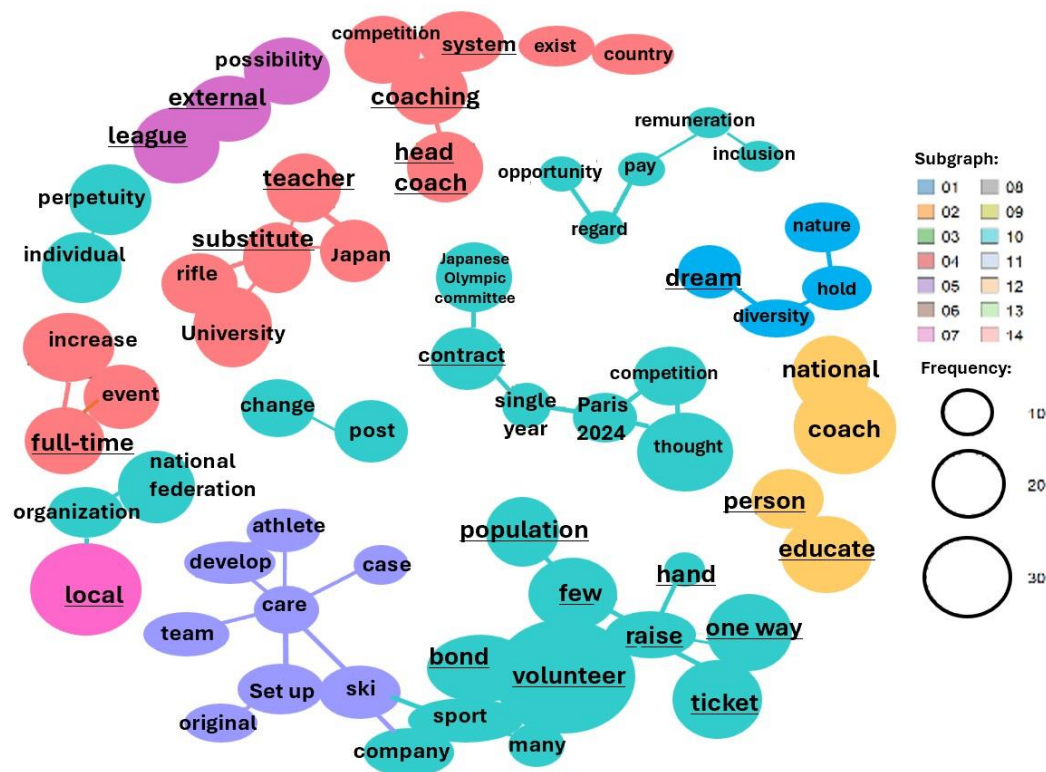
Next, for the coaches themselves, the ability to interact with the “national athlete” with an “international” sense cooperating with overseas coaches. Those are important for performance in international competitions. In addition, “negotiation” and “communication skills” are required to cooperate with overseas teams in “training camps”. The importance of the “give-and-take” relationship was also pointed out. “Can be possible to build a give-and-take relationship of information and video? To get something done, it is impossible to do without the merits of the other person. After the Tokyo 2020 Olympic Games, whether to discuss the merits of holding a training camp with Japan” (individual / competition / summer sport coach). “The sharing of overseas information would require a balancing strategy” (individual / marking / winter sport coach).

An understanding of a country's sports culture could influence coaching. The four French fencing coaches which originated has led Japanese athletes to the top of the world rankings in recent years (2020 Tokyo Olympic; 1 Gold, 2024 Paris Olympic; 1 Gold, 2 Silver, 1 Bronze). They have a deep respect for the history and traditional coaching system of Japanese multi-medal-winning Judo (2020 Tokyo, 9 Gold, 2 Silver, 1 Bronze, 2024 Paris, 3 Gold, 2 Silver, 3 Bronze). It should be noted that they visit each of the training sites and

deepen exchanges on coaching that takes advantage of each other's uniqueness and characteristics [9].

### 3.4. Expansion of Job Opportunities: Local Coaching and Coaching

When asked about the expansion of job opportunities, a variety of keywords were mentioned. The keywords for “coaching”, “development”, “competition”, “system” for strengthening athletes were mentioned, as well as future oriented words of “dreams”. On the other hand, terms that might be related to precarious employment situations, such as “contract”, “year”, “position”, “change”, “volunteer-based”, and “one-way ticket” have also been extracted. According to the interview results, improving the quality of coaches can lead to improved competitiveness and provide a safe and secure environment for athletes, but to do so, it is desirable to link coaches to more stable professions. National coaches have a limited period in accordance with the Olympic cycle, or recently, the single year contract. Terms related to the occupation area such as “external”, “league”, “teacher”, and “substitute” were extracted. The job area of a coach could generally be classified as (1) national, (2) club / team (including school), and (3) private.



**Figure 4.** Co-occurrence network for job expansion and local coaching (Minimum number of occurrences of terms: 3, top 60 co-occurrence items).

In some cases, the job opportunity has been expanded due to the progress of reinforcement. For example, in Japanese table tennis, “the establishment of the T-League, a professional league in 2018, has expanded opportunities for not only managers and coaches but also training staff, and increased their income. With the establishment of the T-League, not only the managers, coaches, but also the strength and conditioning trainers or the other staff have more opportunities for such people to enrich themselves instead of competing with the job opportunities. The T-league is thriving, and from now on, the public coach system for junior and high schools will be in the spotlight. It would be nice to be employed and live in such a place”. It would also contribute to the reform of teachers' work styles by reducing ambiguous volunteer hours. In a society with a severely declining “population” and declining birthrate, it would be an issue of social value to provide high-quality sports “education”.

Since 2008, JOC has established the NCA, but the reality is that national coaches often renew one-year contracts, and "few people raise their hands for a one-way ticket." It might be difficult to say whether "qualification" would contribute to the expansion of job opportunities in the medium to long term. Specifically, it is an economic disparity between regions. The workplace environment is very different between areas with expanding populations and areas with declining populations. To adapt to diverse environments, it is necessary for clubs, schools, regional government, and NFs to cooperate and flexibly create work areas that are suitable for the character-

istics of each region. In addition, there might be middle-term job opportunities that the areas of work at the JOC at the sport specific development front-bases developed both inside and outside the country.

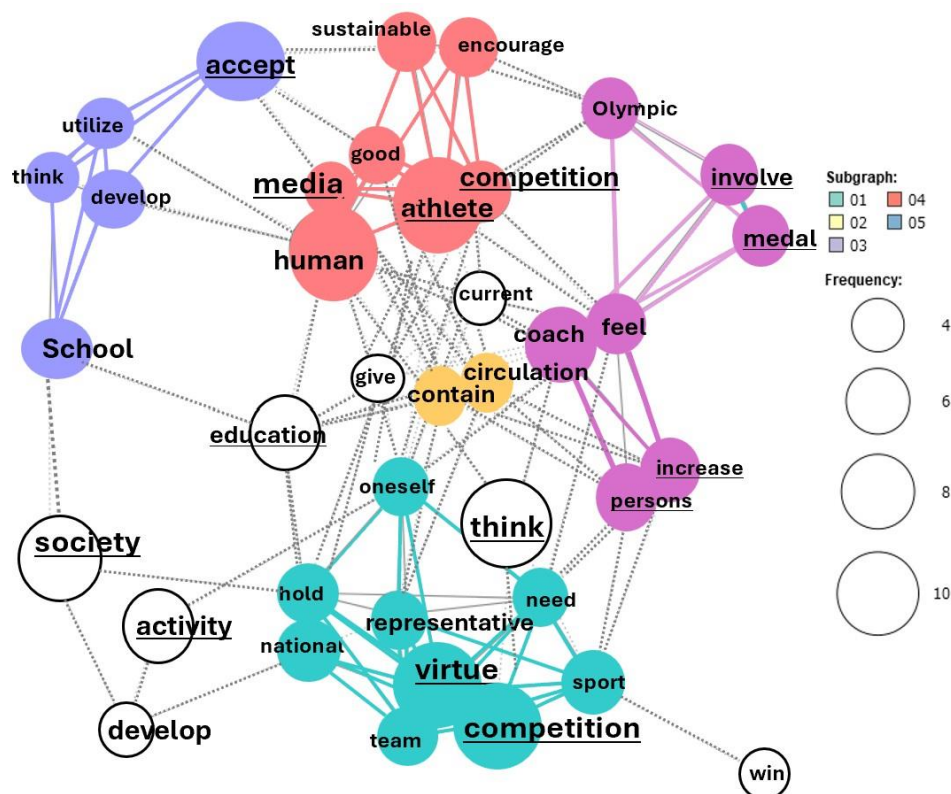
### 3.5. Sports Promotion Measures; Management of Expansion of the Competitive Population

The focus of the promotion of sports will be on how to win medals at the Olympics and how to build partnerships with schools, society, and activities. Seven of the eight interviewees cited the impact of their strong performance (medal wins, etc.) in high-profile international competitions. "After winning a medal in 2012 London Olympic Games, the population of registered athletes doubled from 7,000 to 15,000 in Rio 2016, four years later. Although training and matches have been suppressed due to the COVID-19 pandemic since 2020, the number of registered people is still increasing" (individual / competitive / summer sport coach). In relation to schools, "there are things that national coaches have learned that can be applied to school education. School counselors who have such knowledge in schools, such as life behavior, independence, and autonomous organizational behavior appropriate to the stage of collaboration and growth in adolescence, could also be used in school education situations". Cooperation with nursing homes and nursing homes is also talked about as part of "social contribution". It is necessary to constantly grasp the social situation and raise awareness of social contribution



activities other than sports competitive development. “Japan is a country of natural disasters surrounded by the sea and on a volcanic belt. What is happening in society and what kind of approach can be taken to address it. We must put it into prac-

tice.” (team / competition / summer sport coach). The role of reconstruction assistance in times of social unrest peculiar to Japan was mentioned.



**Figure 5.** Co-occurring networks related to sports promotion and competition population management (Minimum number of occurrences of terms: 3, top 60 co-occurrence items).

Next, in relation to the media, there is also a deep relationship with winning medals. “As we have star athletes, so our sport was blessed with the opportunity to be covered by the media. We hope to educate athletes who will be accepted by many people” (individual / competition / summer sport coach). The impact on the social acceptance of athletes was discussed. On the other hand, coaches that have won medals but have not seen an increase in the population of athletes said that “it is important for our sport to win medals continuously, not just in one competition. The results also play a major role in subsidies. Athletes and coaches involved in the sport must act strategically so that staff, families, and supporters can share happiness together” (individual / marking / summer sport coach). In other words, the act of “virtue” of reinforcement by all the people involved was suggested.

## 4. Discussion

In this study, interviews were conducted based on five items, and the answers to the interviews suggest the following three points when considering the qualification of national

coaches. The first is, in (1)~(3), the words of “management” and “communication” were extracted as important qualities of a national coach. It could be said that it is important to improve these qualities to promote qualifications. It is necessary to link with or differentiate the curriculum content of JSPO's coach qualifications, which are currently widely distributed as coaching certifications. The importance of information-gathering skills was extracted in the development planning discussions. To organize these peripheral areas, it might be useful to use a stakeholder map that visualizes the structure of stakeholders or a SWOT (Strength, Weakness, Opportunity and Threat) analysis to understand a bird's-eye view of one's strengths and weaknesses abilities [18]. Stakeholder theory would support the sustainable growth and risk management process in collaboration with significant others for the long-term survival of the organization [19, 20]. The priorities for connecting information, people, and executing processes would become clear in strategic planning.

The second is the relationship between improving international competitiveness and expanding job opportunities. In (5) sports promotion management for expanding the par-



ticipants' population, "good results (medals, etc.) in international competitions could attract attention in media and society". In (4) vision for expansion of job opportunities, the creation of employment opportunities for coaches through the establishment of professional leagues was discussed. This varies depending on the sport. In sports where the number of athletes has not increased even after winning medals, the importance of further "lasting social contribution activities" was pointed out. Because the situation differs depending on the sport, coaches are required to analyze the situation of their own sport and to create both "improvement of international competitiveness" and "social contribution activities". The importance of social contribution activities was also pointed out in soccer and basketball, where professional leagues are operating. A women's judo athlete who won Gold at the 2024 Paris Olympics engaged in "youth support" and "social support" activities in busy schedule just before Olympics. As a result, she has got the opportunity to speak simple words and thoughts in her own words that were easy for the public to understand, which also gave her an opportunity to identify herself clearly as a competitor [21]. Altruism [22-24] and the skill and lasting social contribution thought cultivated by competition in traditional history might have the potential to reaffirm the reason for athletes' existence [5, 25]. The point of view of this study, the *raison d'être* of being a job, would be whether it can be "public". The geopolitical characteristic of Japan is that it is located on a volcanic belt, and there is constant social unrest in the form of earthquake risk. Recent research has shown that the upper values that sports bring to society during the social unrest of the COVID-19 disaster were lasting social contribution and benevolence [16, 26]. In other words, it would be a public value in common with the recognition that "the public philosophy is to fulfill social justice" [27, 28]. Social attitudes and resilience in the face of failure factors, pressure, loneliness, and anger control [29] in sports might be common with physical philosophies that "the value chain of human's essential knowledge is never separated from the body that carries it" [30]. It might be also a technical concept in which athletes always continue to master game intelligence by challenging high risks to a high level of achievement [31-34].

Thirdly, even so, the reality in "job" of a national coach is fragile. As the term "one-way ticket" suggests, it is positioned as a long-standing issue. In the past at the 1964 Tokyo Olympics, a qualified coach system was established, and a full-time training coach was established to pay salaries. The certifications for coaches were strictly defined as "those who have at least five years of experience in both competition and coaching, have a wealth of knowledge in techniques and tactics, have acquired knowledge of biomechanics, physiology, psychology, etc. necessary for coaching, and have attended seminars including coaching meetings at the Development Headquarters". "At first, it was expected to hire a lot of full-time coaches, but due to the imprudence of amateur

sports in our country and the lack of security for the future, only two were hired" [35]. At that time, because of long-term on-site activities, a considerable number of coaches suffered socio-economical losses and mental burdens, such as salary cuts, cancellation of regular salary increases, and cancellation of special allowances. Even after over 60 years, the environment surrounding national coaches as a stable job has not improved. By deepening the public value of the qualities and abilities of national coaches revealed in this study, and by collaborating among different sports and managing communication with public institutions, it should be raising the reason for their existence and the possibility as occupational areas. It can be said that this is a major challenge for the sports in Japan. According to overseas qualification studies, the UK has traditionally had a soccer system, and Canada and North America have a professional sports system of baseball, hockey and football. However, today's common issues would require a wide range of perspectives, including social existence and ethical issues [36, 37].

## 5. Future Tasks

### 5.1. Analytical Framework for Interview Content and Discussion

In this study, the content of the interview has been re-broken according to the question items, but a more appropriate classification method might have opportunity to deepen the discussion. Research on other "certifications" should be further explored in the analytical framework method. For example, studying frameworks on the process and requirements for the formation of certification related to the Ministry of Education, Culture, Sports, Science and Technology, which used to include the field of sports, should be examined.

### 5.2. National Policy Coach System and NF Coach System

Although it can be seen from the discussion that the role of the "national coach" is closely related to national policy, it is necessary to further consider how the national system and policies have influenced the "coach system". On the other hand, sports organizations with professional sports such as soccer and basketball have their own coaching qualifications (license system) [38]. While there are various sports in Japan, including the Olympic Games, it is necessary to clarify what kind of entity is desirable to realize the "qualification of national coaches. More specific recommendations for policy-makers should include the definition of an evaluation body that identifies eligibility criteria, what kind of career paths are specifically proposed, and the identification of policy organizations for parliamentary legislation.

## Abbreviations

JSPO	Japan Sport Association
NF	National Sports Federation
JOC	Japan Olympic Committee
NCA	National Coach Academy

## Ethical Considerations

This study was approved by the Research Ethics Committee of the Center for Health and Physical Education, Nagoya University (December 13, 2021: Approval Number: 21-07).

## Author Contributions

**Rina Ito:** Conceptualization, Data curation, Visualization, Investigation, Writing - original draft

**Koh Sasaki:** Formal Analysis, Data curation, Visualization, Investigation, Project administration, Writing - review & editing

**Noriyuki Sakamoto:** Formal Analysis, Investigation, Project administration

**Ichiro Kono:** Project administration

## Conflicts of Interest

The authors declare no conflicts of interest.

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