



Instructor Development Programme

1. Overview

Thank you for expressing interest in the Instructor Development programme at Sussex Scuba

PADI's Instructor Development Course (IDC) is the standard for instructor training. This document contains important information on all professional level training including the Instructor Development, Open Water Instructor, Emergency First Response Instructor, Master Scuba Diver Trainer as well as Staff Instructor courses offered by Sussex Scuba.

All our courses are run by our Course Director Clive Albon, with assistance from Derek and Denise Lancaster, the centres resident Staff Instructors. Clive Albon is a very experienced Course Director, and is one of the few Platinum Course Directors in the world. He has been conducting PADI Instructor level training for over 11 years and during that time he has carried out over 3500 instructor level certifications.

Our aim, as an Instructor Development Centre is to train Instructors that we are proud of and who are a credit to the diving industry. We want to give you the skills and knowledge to be confident that you are not just learning to pass the instructor exams and assessments, but that you are learning to become a highly skilled and professional instructor. The programme is designed to run over 7 days, however we also offer a 2-day free IDC prep course before. This allows candidates more time to prepare for the course and help to take the stress out of the course.

The objective of the Instructor Development programme is to prepare you to become a PADI instructor. The programme involves a varied curriculum of presentations, confined and open water workshops, discussions and candidate teaching presentations.

The PADI Instructor Development Course (IDC) comprises two distinct components – the Assistant Instructor (AI) course and Open Water Scuba Instructor (OWSI) programme. The two do not need to be done back to back, but you must complete the AI course before you can attend the OWSI

The AI course is run over three days. It introduces you to the teaching techniques for skill and knowledge development. The course concentrates on duties and programmes AI's may conduct independently. Successfully completing this course earns you an AI certification and qualifies you to continue with the OWSI portion of the programme.

The OWSI programme is run over four days. It introduces you to the entire PADI System and focuses on further developing your abilities as a professional dive instructor. PADI Assistant Instructors (or those who have completed the AI portion of the IDC), as well as instructors from other dive training organisations who want to become PADI Instructors, must complete this portion of the programme. The AI course and OWSI programme both emphasise learning and development. Evaluation is a part of the course, but only to re-affirm learning for the individual and the group. Successfully completing this programme qualifies you to attend a PADI Instructor Examination.

Whilst it is possible for Instructors or similarly qualified divers from other organisations to transfer over and join the OWSI course without going through the AI course, we would recommend that such people complete the entire IDC. Please call us if you would like to discuss this aspect of the programme

Finally there is the Instructor Examination (IE) – To become a PADI Open Water Scuba Instructor, you must successfully complete an IE. The IE serves as an objective evaluation of your skills and knowledge. Although passing an IE is necessary to become an OWSI – it is not the primary focus of the IDC. The ability to pass the IE is a natural result of preparing to be an instructor. Don't dwell on the IE, but concentrate on the larger task of becoming a professional dive instructor and competent dive leader.

2. Assistant Instructor (AI Course)

The AI course runs over three days (the first three days of an IDC) and includes academic, confined water and open water teaching sessions. This course takes you through the basics of becoming a dive educator. Qualifying as an AI allows you to progress on to the OWSI programme and allows you to teach programmes such as the Peak Performance Buoyancy Specialty or the Project Aware course. You can also conduct certain portions of the Open Water Diver Course. The benefits of this course are to enable you to:

- Assist with training in all PADI courses
- Teach and certify PADI skin divers independently
- Teach and certify PADI Peak Performance Buoyancy Specialty divers
- Teach limited classroom assignments under supervision
- Generally supervise training and non-training activities
- Certify students in non-diving specialties
- Independently guide Open Water Diver course students on dive 2 through to 4
- Conduct the PADI Discover Scuba experience
- Conduct the PADI Discover Local Diving experience
- Assist students on Advanced and higher level programmes
- Conduct Scuba Reviews
- Conduct the EFR course (after additional training as an EFR Instructor)

This course is also ideal for people, who for various reasons, (eg cost, or time off work) cannot attend a full IDC. Using this option the process can be broken into two, and still give the candidate improved skills

2.1. Prerequisites

To enrol on an IDC or Assistant Instructor course, an individual must:

- Be certified as a PADI Divemaster or hold a leadership level certification with another recreational diver training organisation (i.e. BSAC Club Instructor or higher).
- Be at least 18 years old.
- Have been a certified diver for at least six months and have completed and logged at least 60 open water scuba dives and have documentation of experience in deep, night and navigation diving.
- Have proof of First Aid and CPR training within the last 24 months.
- Be fit to dive and have a medical signed by a doctor within the last 12 months stating that you are fit to dive. If you attend an IE your medical must still be within the 12 month date. If you are planning to teach in the UK then in addition to the above you will also need a current HSE medical. This is not necessary to start the course but must be completed before you can assist with students.

2.2. Performance Requirements

During the course, you'll attend six curriculum presentation as follows:

- Learning, Instruction and the PADI System
- General Standards and Procedures
- Risk Management
- Marketing Diving
- Start Diving
- Teaching PADI Specialty Diver Courses

Business of Diving – optional for in-class participation though strongly recommended

Keep Diving – optional for in-class participation though strongly recommended

How to Teach the Recreational Dive Planner (RDP) – required for crossover candidates; optional for PADI Members

In addition you will be required to participate in the following curriculum components:

- Course Orientation
- Developing Knowledge Development Presentations
 - Knowledge Development Teaching Presentation 1 and 2
 - 4 Es Counselling Workshop 1
- Teaching in Confined Water
 - Skills Demonstrations Workshop
 - Confined Water Teaching Presentation 1 and 2
- Conducting Open Water Dives
 - Open Water Teaching Presentation 1
 - Rescue Exercise Workshop

You'll also give at least two confined water teaching presentations, two knowledge development presentations, and one open water teaching presentation integrating two skills. Our staff will evaluate your teaching presentations and provide suggestions for improvement prior to certification as an Assistant Instructor (or being qualified to go on to the OWSI programme)

Prior to AI certification (or going on to the OWSI programme), you'll also need to demonstrate mastery by passing a PADI System, Standards and Procedures Exam and demonstrate competency by successfully completing a skill evaluation.

Keep in mind that this is a performance based developmental process. You will have several opportunities to reach these levels – you don't have to reach these scores on the first try. Our professional and approachable staff will work with you to develop your abilities and provide additional presentation opportunities.

3. Open Water Scuba Instructor (OWSI)

The OWSI course runs over 4 days (the last 4 days of an IDC) and includes academic, confined water and open water teaching sessions. This course is designed to hone your skills as a dive instructor and give you a thorough understanding of how to make best use of the PADI system of diver education. Upon successful completion of this course you will take the instructor Exams (IE). The IE is an independent evaluation of your diving and educational skills.

3.1. Prerequisites

To enrol on the OWSI programme, an individual must:

- Be certified as a PADI Assistant Instructor or hold a leadership level certification with another recreational diver training organisation (i.e. BSAC Club Instructor or higher).
- Be at least 18 years old.
- Have been a certified diver for at least six months and have completed and logged at least 60 open water scuba dives and have documentation of experience in deep, night and navigation diving.
- Have proof of First Aid and CPR training within the last 24 months.
- Be fit to dive and have a medical signed by a doctor within the last 12 months stating that you are fit to dive. If you attend an IE your medical must still be within the 12 month date. If you are planning to teach in the UK then in addition to the above you will also need a current HSE medical. This is not necessary to start the course but must be completed before you can assist with students.

3.2. Performance Requirements

During the course, you'll attend 13 curriculum presentations.

- Learning, Instruction and the PADI System
- General Standards and Procedures
- Risk Management
- Marketing Diving
- Start Diving
- Teaching PADI Specialty Diver Courses
- Business of Diving
- Keep Diving

In addition the following core components will be completed:

- Course Orientation
- Developing Knowledge Development Presentations
 - Knowledge Development Teaching Presentation 3
 - 4 Es Counselling Workshop 2

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- Confined Water Teaching Presentation 3 and 4 and Skills Demonstrations Workshop
 - Open Water Teaching Presentation 2 and Discover Scuba Diving Workshop
 - General Standards and Procedures
 - Open Water Diver Course
 - Adventures in Diving Programme
 - Adventure Dive Workshop
 - Rescue Diver Course
 - Rescue Exercise Workshop
 - Divemaster Course
 - Risk Management
 - Duty of Care Workshop (optional)

You'll give at least two confined water teaching presentations, two knowledge development presentations, and one open water teaching presentation integrating two skills. You'll also participate in workshops involving an Adventure Dive and a Rescue Diver Course Exercise. Our staff will evaluate your teaching presentations and provide suggestions for improvement.

Prior to completing the programme and being qualified to attend a PADI IE, you'll need to demonstrate knowledge of dive theory by passing a five-part theory exam scoring at least 75 percent on each part. You'll also need to demonstrate competency by successfully completing a skill evaluation and show a level of physical fitness and stamina by completing a mask, snorkel, and fin swim.

Just like the AI Course, this is a performance based developmental process. You will have several opportunities to reach these levels – you don't have to reach these scores on the first try.

4. Instructor Development Course

The PADI IDC is the heart of PADI Instructor training process. Essentially it is the AI course and the OWSI run back to back, and is increasingly becoming the “standard” route to becoming an Instructor.

During the IDC, you’ll apply your diving skills and knowledge to learning to teach the PADI system in the classroom, confined water and open water. All IDC’s are conducted by our own Course Director – Clive Albon

During the course you will use the PADI Guide to teaching and other educational materials, including the latest PADI videos which will help you to understand and learn each element of the course. Topics include teaching:

- The PADI Open Water Diver course
- Continuing education courses
- Discover experiences (eg discover scuba, or discover snorkelling)
- The Recreational Dive Planner
- Lesson planning and presentations
- Conducting confined and open water sessions
- Legal responsibility and risk management
- And marketing your PADI courses, to name a few.

This challenging but rewarding experience culminates in the PADI Instructor Examination (IE) that is conducted by professional instructor examiners from PADI International Headquarters, assessing whether the instructor candidates meet the requirements for certification as PADI Instructors.

4.1. Required materials

The required and recommended materials are the same for both courses. It is likely that you will already have some of these materials. Before you buy the single items to “top up” your list, please contact us as we are able to provide very good prices for full crewpacks, and it is likely to be cheaper than buying the additional items separately

Please note that you will be expected to bring these materials to the IE and these will be checked and validated by the examiner

4.1.1. Required Materials

The following materials are required for every candidate on the AI or OWSI programmes:

- PADI Instructor Manual
- PADI's Guide to Teaching
- PADI Specialty Course Instructor Manual
- PADI Divemaster Manual
- Divemaster Final Exams booklet
- Aquatic Cue Cards for Open Water Diver, Adventures in Diving, Rescue Diver, Divemaster and Discover Scuba Diving
- Confined Water Lesson Preparation slate
- Open Water Training Dive Lesson Planning slate

The above materials are all included in the Crewpack available from Sussex Scuba. In addition the candidates should already have the following manuals

- PADI Open Water Diver Manual
- Recreational Dive Planner – RDP Table and eRDPML, including Instructions for Use booklets
- How to Use and Choose Dive Computers book
- Open Water Diver Quizzes and Exam booklet
- Adventures in Diving Manual
- PADI Rescue Diver Manual
- Rescue Diver Final Exams booklet
- The Encyclopaedia of Recreational Diving

4.1.2. Recommended Materials

The following items are optional though they are useful in assisting with pre study, and for reference when you become a professional instructor

- The Law and the Diving Professional
- PADI Career Advancement Series materials
- The Best of the Undersea Journal
- The Business of Diving
- Children and Scuba Diving

These items are also included in the full crewpack supplied by Sussex Scuba

5. Instructor Examination

After you have successfully met all of the performance requirements of the OWSI programme, you'll receive signed authorisation to attend an IE. It's important to note that you make the final decision about whether you're ready to attend an IE - meeting the minimum performance requirements does not necessarily guarantee that you will be successful at the IE. You may choose to attend right away, you may decide to study and practice more before going to an IE or we may advise that, although you met minimum requirements, you should strengthen key areas prior to attending an IE.

Our resident Staff Instructors will of course be available for consultation throughout the course should you need more practice prior to attending an IE.

The IE takes place over two days and is based around evaluations of the skills you have learned during the IDC. The IE is conducted by Instructor examiners provided by PADI. During the IE you will be asked to demonstrate your teaching ability, rescue ability, your understanding of the PADI System and dive theory. PADI Instructor Examiners are highly trained professional PADI Course Directors from one or more of PADI's international offices. Examiners may offer you helpful suggestions, but their primary job is to evaluate your performance. There's no coaching at an IE, so you must go fully prepared.

The following are the key areas of assessment:

5.1. IE - Areas of evaluation

5.1.1. Skill Assessments

- Open water rescue examination- response, recovery, resuscitation, transport and equipment removal of a diver simulating unconsciousness.
- General diving skill evaluation- an evaluation of general diving skills made by the staff during all confined and open water sessions.
- Skill evaluation circuit- candidates perform a circuit consisting of five skills from the PADI Open water course. Passing score is 3.0 (out of 5) or higher on each skill.

5.1.2. Knowledge

- Diving theory - closed book examinations with passing scores of 75% on the following subjects: physics, physiology, equipment, General skills and environment, RDP. Please note that candidates may only re-sit one exam. If two or more are failed you may continue on the IE but you will need to re-sit all exams

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- PADI Systems, Standard and procedures exam - open book exam; passing score 75% or higher. (Note: No retest allowed.)

5.1.3. Teaching Ability

Specific assignments are made during the programme; candidates should arrive prepared to teach any portion of the core 4 PADI courses. Passing score is 3.5 (out of 5) or higher, one retest is allowed.

- Academic- one teaching presentation
- Pool: one skill presentation
- Open water: two skill presentations

5.1.4. Attitude and Professionalism

Areas of assessment include

- Attitude- consistent with professionalism and educational goals of PADI
- Professionalism- dress, conduct, interaction with staff and candidates

6. Emergency First Response Instructor (EFRI)

This programme is open to PADI Divemasters and above. The course is run over two days and will cover all academic and skill development in both the Primary and Secondary care sections of the EFR programme. You will be brought up to demonstration level on all aspects of the course. All the skills covered are outlined below.

Also available now is the Care for Children programme that covers all the skills below, but is designed specifically for First Aid treatment for Children and Infants. This programme is a must for any Instructors conducting PADI programmes for the young.

- Scene Assessment
- Barrier Use
- Primary Assessment
- Rescue Breathing
- Cardiopulmonary Resuscitation (CPR)
- Serious bleeding management
- Shock management
- Spinal injury management
- AED use and Oxygen Delivery
- Injury Assessment
- Illness Assessment
- Bandaging
- Splinting for Dislocations and Fractures

Please note that as of 1st January 2009 it is necessary to be a qualified EFR Instructor before you can enter teaching status as an Open Water Instructor. It is not necessary to complete the course before the IE

6.1. Required Materials

EFRI Instructor manual

7. Master Scuba Diver Trainer

This programme is designed to assist you in learning how to run PADI specialties; it covers the academic sections (including all student prerequisites) and the dives, both confined and open water. We can schedule a wide range of specialties based on what relevant experience you have and what you would like to teach. The price of the course is based on the number of specialties you wish to qualify in. The price quoted is for five specialties. If you would like to complete more please contact us so that we can get a cost and build these into the schedule.

Some of the Instructor Specialty programmes require you to have the diver or user certification as well. A good example of this would be Enriched Air Diver. If you have any queries as to which courses require diver certification as a pre-requisite, please do not hesitate to contact us or alternatively, you can find the information in your PADI instructor manual.

7.1. Required Materials

PADI Specialty Manual or CD (this covers all specialties)

8. IDC Staff Instructor

IDC Staff Instructors are PADI Instructors qualified up to MSDT level (Master Scuba Diver Trainer) who work with Course Directors as important team members in the instructor training process. As an IDC Staff Instructor, you may assist (staff) Instructor Development programmes, and instructor level continuing education courses. You can also teach the PADI Assistant Instructor course - a responsibility only you and PADI Course Directors share. The course includes learning how to effectively evaluate I.D.C candidates during their pool, academic and open water presentations.

Prior to a full IDC the course involves 2 days of preparatory work in teaching of Assistant instructor courses and a review of the standard physics, physiology, RDP, Equipment and general skills and environment exams.

The prerequisites for this course are PADI Master Scuba Diver trainer. The course consists of academic presentations, water presentations and academic assessments. We look at the IDC and AI courses in details and how to evaluate candidates.

8.1. Required Materials

Course Director Manual

9. Course Prices

Assistant Instructor (AI)	£350
OWSI	£450
Full IDC (Includes AI and OWSI courses)	£795
Emergency First Response (EFR) Instructor	£220
Staff Instructor	£500.00

In addition to the above costs you will also need to consider the following

- Materials. IDC Crewpack £208
- IDC registration fee payable directly to PADI £104.40 (2011 price)
- UK IE fee payable directly to PADI £438 (2011 price)
- EFR Instructor registration £87.60 (2011 price)
- Transport, dive site fees and on site air fills
- Any accommodation needed for IDC
- Any accommodation needed for IE