



**BC SOCCER**

# Coach Mentorship Program

Version 1.0  
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# Program Introduction

## Background

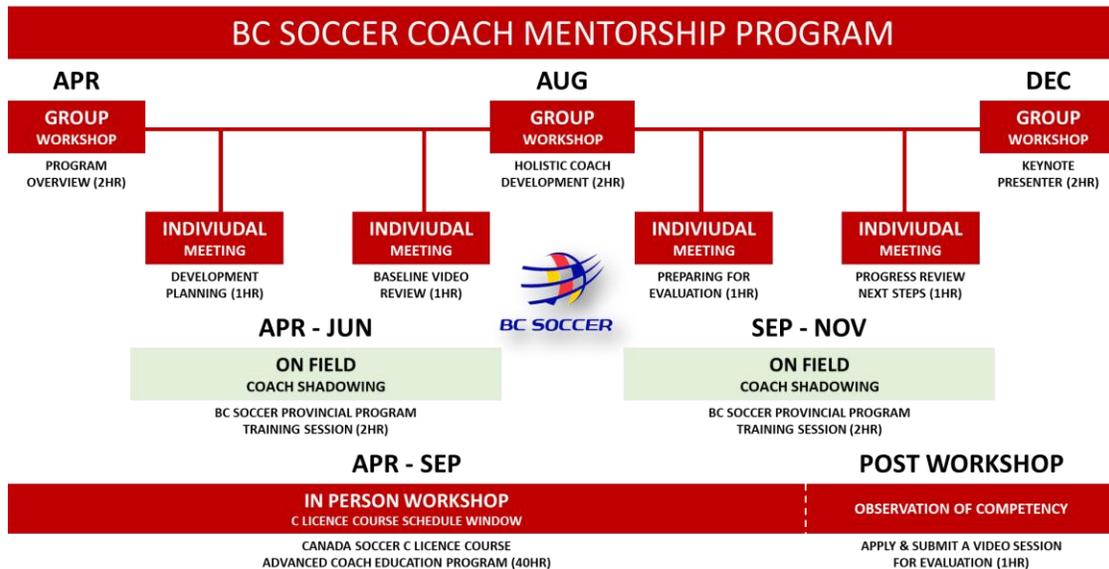
The Coach Mentorship Program is a key component of BC Soccer’s Strategic objectives which supports the development, retention, and advancement of coaches in British Columbia. This initiative is aimed at providing opportunities for coaches interested in developing their coaching skills who may be pursuing leadership roles in coaching as part of a career advancement strategy. This program is open to coaches over the age of 19+ (gender N/A), but they must be a resident of British Columbia and coaching within a BC Soccer member organization. Candidate selections for the program will prioritize female coaches, Indigenous coaches, other underrepresented groups and consider regional representation. This is in support of BC Soccer’s Diversity, Equity, and Inclusion [plan](#).

## Purpose

The program is aimed at recruiting aspiring coaches across British Columbia who will work towards achieving a Canada Soccer C Licence designation. Candidates selected to the program will have access to a BC Soccer Mentor for the duration of the program to help support coaches along their journey.

## Overview

Applications are open to limited spots on an annual basis and aimed to recruit coaches who might be best suited for this program. Candidates must commit to be enrolled in one of the C Licence **in person** workshops offered within the same year of the program. After the training is complete, coaches will work towards meeting the standard of the practical evaluation (Observation of Competency) with the support of their mentor to obtain a ‘Certified’ status. During the program, coaches will participate in coach development **group workshops** delivered in a virtual setting, supplemented by **individual meetings** with their mentor based on a variety of themes. Coaches will be encouraged to attend BC Soccer Provincial Program training sessions with the opportunity to **shadow** top level coaches. An additional benefit is the **networking** opportunity with fellow colleague coaches.



The vision of the program is aimed at achieving the following three key responsibilities:

1. Engage with coaches to better understand their developmental journey.
2. Provide learning opportunities that help improve coaching skills.
3. Offer support that can enhance overall coaching competency.

## Coach Participation Cost

With efforts to make this opportunity accessible and inclusive, the program is **free of charge**.

## Coach Mentorship Program

### Application Process

All applicants must meet the following minimum criteria to be considered:

- BC residents only over the age of 19+ and willing to submit a valid Criminal Record Check.
- Have access to coaching a team during the program and be endorsed by a BC Soccer member organization.
- Able to commit to attending one of the 4-day C Licence courses\* offered within the program year.

*\*If you cannot commit to one of these dates, please do **not** apply. Selected coaches will be enrolled and have the \$600 course fee covered. Other costs associated with completing this course is your responsibility, ie. travel, food, accommodations, etc.*

LOCATION	DATES	TIMES
Cranbrook	Apr 22, 23, 29, 30 (2023)	8:30am – 5:00pm (daily)
Burnaby	May 2, 3, 4, 5 (2023)	8:30am – 5:00pm (daily)
Nanaimo	May 27, 28, Jun 3, 4 (2023)	8:30am – 5:00pm (daily)
Burnaby	May 30, 31, Jun 1, 2 (2023)	8:30am – 5:00pm (daily)

[CLICK HERE TO APPLY](#) (Deadline February 28<sup>th</sup>)

### Service

We offer a flexible way of mentoring coaches achieved through online virtual access primarily, in-person interactions if possible, and/or connecting over the phone as well as using email communication as needed. The program finds a balance between a coach's **self-directed** learning responsibilities coupled with a **mentor-supported** approach. Our mentors are highly qualified BC Soccer Coach Developers. The mentors will work closely with coaches on an individual basis as well as in group settings with a level of professionalism that is expected of all parties involved. Coaches will receive over **50 hours of development** service during the program as follows:

TYPE	DESCRIPTION	TIME
Group Workshops (3)	A program orientation and overview presentation offered in a virtual setting with the opportunity to get to know your mentor and other coaches in the program.	2 HRS
	A virtual presentation on holistic coaching development that will engage coaches using a state-of-the-art online assessment tool identifying natural coaching tendencies.	2 HRS
	A keynote speaker will share their experiences and inspire coaching candidates in conclusion of the program in this virtual workshop.	2 HRS
Individual Meetings (4)	Work with your mentor to discuss and develop a plan for your coaching goals.	1 HR
	Submit a baseline coaching video for self-reflection and feedback from your mentor.	1 HR
	Identify your coaching gaps with your mentor in preparation for your evaluation.	1 HR
	Review your program progress and discuss your next steps with your mentor.	1 HR
Coach Shadowing Opportunities	Coaches will have the opportunity to attend any BC Soccer Provincial Program training sessions to observe and shadow top level coaches in action throughout the year.	2 HRS
C Licence Workshop	Enroll and attend a 4-day C Licence coach education workshop.	40 HRS
Practical Evaluation	Apply for your C Licence Observation of Competency practical evaluation.	1 HR

### Outcomes

Upon completion of the mentorship program, we are confident that all coaches selected will have a better ability to:

- Set personal goals as part of your personal development plan and define your coaching philosophy.
- Reflect on having had access to up to **50 hours** of learning opportunities offered with mentorship support.
- Effectively analyze and comprehend your coaching behaviors and produce an action plan.
- Put into practice the learnings from the Canada Soccer C Licence course.
- Prepare and conduct effective coaching sessions and have the confidence to pursue a formal practical evaluation.
- Network with your coaching peers who have also participated in the program with you.

## References

### Women in Coaching Working Group

We are pleased to acknowledge the following individuals in coaching who contributed to shaping this mentorship program through their valuable input and sharing their common coaching experiences, which was facilitated by Rob Csabai, Manager of Coaching Development at BC Soccer. Csabai is also a Canada Soccer A License Coach and NCCP Master Coaching Developer. The working group members are the following:

Dr. Shaunna Taylor, University of Ottawa and UBC, Professor, Certified Clinical Counsellor and Sport Coach  
Jasmine Mander, University of British Columbia, Canada Soccer Licenced Coach  
Vanessa Hansen, University of the Fraser Valley, Canada Soccer Licenced Coach  
Yasmin Alipour, University of Saskatchewan, Asian Football Federation and Canada Soccer Licenced Coach

### Supporting Researched Articles

Adams, D., Cropley, B., & Mullen, R. (2016). Developing specialised youth soccer coaching qualifications: An exploratory study of course content and delivery mechanisms. *International Sport Coaching Journal*, 3(1), 31-45.

Culver, D. M., Werthner, P., & Trudel, P. (2019). Coach developers as 'Facilitators of learning' in a large-scale coach education programme: One actor in a complex system. *International Sport Coaching Journal*, 6(3), 296-306. <https://doi.org/10.1123/iscj.2018-0081>

Cushion, C. J., Armour, K. M., & Jones, R. L. (2003). Coach education and continuing professional development: Experience and learning to coach. *Quest*, 55(3), 215-230.

Gurgis, J. J., Callary, B., & Denny, L. (2023). Considerations for designing indigenous coach education. *Human Kinetics*. doi:10.1123/iscj.2022-0061

Leeder, T. M., Russell, K., & Beaumont, L. C. (2022). Educative mentoring in sport coaching: A reciprocal learning process. *Cambridge Journal of Education*, 52(3), 309-326. <https://doi.org/10.1080/0305764X.2021.1990860>

Partington, M., O'Gorman, J., Greenough, K., & Cope, E. (2022). An investigation into coach developers' theories in practice, learning, and development on a continuing professional development course. *International Sport Coaching Journal*, 9(2), 161-169. <https://doi.org/10.1123/iscj.2020-0124>

Picariello, M., & Waller, S. N. (2016). The importance of role modeling in mentoring women: Lessons from pat summitt legacy. *Physical Culture and Sport Studies and Research*, 71(1), 5-13. <https://doi.org/10.1515/pccsr-2016-0017>

Sawiuk, R., Leeder, T. M., Lewis, C. J., & Groom, R. (2022). Planning, delivering, and evaluating formalised sport coach mentoring: Exploring the role of the programme director. *Sports Coaching Review*, ahead-of-print(ahead-of-print), 1-20. <https://doi.org/10.1080/21640629.2022.2045139>

## **BC Soccer**

### Vision

Positive soccer experiences.

### Mission

Promote, develop and govern soccer in British Columbia.

### Values

Inclusive - all can participate and unite in soccer in British Columbia

Safe - committed to safe and respectful soccer in British Columbia

Excellence - lead and progress soccer in British Columbia

Collaborative - deliver soccer with members and stakeholders in British Columbia

### Safe Sport Statement

BC Soccer believes that everyone involved in soccer has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.

## Appendix

The following provides supporting and background information.

### Benefits of Mentorship

Mentorship can provide fulfillment for both the Mentee and the Mentor which can have a lasting effect on other coaches they interact with as well. By undergoing the process of mentorship, skills will be developed, and as coaches gain more experience, this can lead to effective “Peer to Peer” support within the soccer community. Mentors play an important role in helping the Mentee develop and this provides great motivation which can be very rewarding. Mentors also continue to grow by developing their self-reflection skills and learn to further refine the art of questioning, listening, analyzing, and providing feedback.

A Mentor can help the Mentee in the following ways:

- ✓ Providing coaches with guidance to set a plan into motion.
- ✓ Looking for solutions to overcome challenges.
- ✓ Improving coaching abilities of candidates.
- ✓ Developing coaching-related skills (i.e., Observing, analyzing, communicating, etc.).
- ✓ Helping define personal coaching beliefs and philosophy.
- ✓ Encouraging coaches to reach their goals.
- ✓ Putting coaching theory into practice.
- ✓ Supporting the strengths of candidates and bringing to light areas for development.

### Stages of Learning

The earliest stage of learning is **Modelling** where coaches need a set of routines and principles to work with as a framework as they try to imitate and reproduce values, behaviours and practices.

Coaches move towards **Competency** as they aim to master the learnings that are aligned with the curriculum, such as the various tasks associated with the program.

As coaches gain more confidence, they become **Reflective** and begin to develop their own coaching beliefs and values that apply to their coaching context.

The aim of progressing through the stages of development is for coaches to become **Autonomous** in decision making and performing through a developed set of coaching beliefs and values seeking new information.

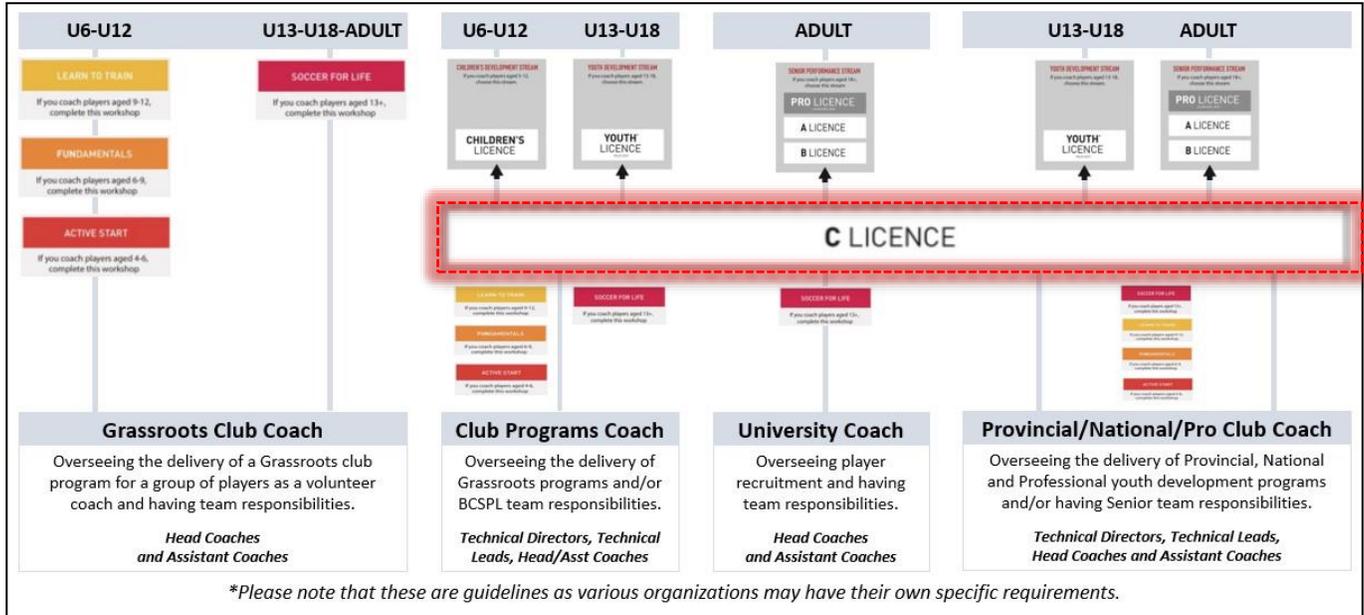
It is key to have qualified mentors who are trained to recognize the stages of learning the coach is going through. BC Soccer has established the following minimum criteria to ensure that our program is delivered by the right people:

- Must hold a Canada Soccer Advanced Coach Education Program Licence.
- Minimum 10 years coaching experience.
- Submit a valid Criminal Record Check.
- Complete the BC Soccer mentor training.
- NCCP Core Training for Learning Facilitators.
- NCCP Making Ethical Decisions.
- NCCP Safe Sport Training.
- NCCP Rule of Two
- NCCP Emergency Action Plan
- Respect in Sport - Activity Leader Program.

Coaching Pathway

The Coach Mentorship Program recognizes that all coaches have different ambitions which may include being the best community club coach they can be as a volunteer while some look to become more involved as a part-time, full-time, or as paid staff member at their local club. Some coaches are interested in pursuing University soccer programs while some even endeavour to make it to Provincial, National or Professional environments.

The following chart is a guideline to help prepare coaches for the next step as it relates to the Canada Soccer coach education model.



As mentioned earlier, this mentorship program is aimed at recruiting and supporting aspiring coaches across British Columbia by utilizing a mentorship strategy that may help advance career development. We encourage candidates of the program to pursue all the coach education course offers including the Canada Soccer C Licence and the evaluation as this is a pre-requisite to continue in the pathway.

This is for those individuals who are motivated to move beyond volunteer coaching. This is a great opportunity to kick-start and/or further career development opportunities by pursuing one of three streams after successfully completing the C Licence requirements which is a pre-requisite.

Course Levels	Target Candidate
Children’s Development Stream	Coaches who are interested in pursuing opportunities within club/academy program delivery as a specialist focusing on early childhood development.
Youth Development Stream	Coaches who are interested in pursuing opportunities within the BC Soccer Premier League, Provincial Program and National Youth Team Programs.
Senior Performance Stream	Coaches who are interested in pursuing opportunities to coach adult players in a University, College, Professional Club, Provincial or in National Team Programs.