



**BC SOCCER**

# **Female Coach Mentorship Program**

*A Component of BC Soccer's Female Coaching Framework*

Version 1.0  
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# Table of Contents

<b>Program Introduction</b> .....	<b>3</b>
<b>Background</b> .....	<b>3</b>
<b>Purpose</b> .....	<b>3</b>
<b>Overview</b> .....	<b>3</b>
<b>Coach Participation Cost</b> .....	<b>3</b>
<b>Mentorship Program</b> .....	<b>4</b>
<b>Application Process</b> .....	<b>4</b>
<b>Service</b> .....	<b>4</b>
<b>Mentorship Program</b> .....	<b>5</b>
<b>Outcomes</b> .....	<b>5</b>
<b>BC Soccer</b> .....	<b>6</b>
<b>Vision</b> .....	<b>6</b>
<b>Mission</b> .....	<b>6</b>
<b>Values</b> .....	<b>6</b>
<b>Safe Sport Statement</b> .....	<b>6</b>
<b>References</b> .....	<b>6</b>
<b>Women in Coaching Working Group</b> .....	<b>6</b>
<b>Supporting Researched Articles</b> .....	<b>6</b>
<b>Appendix</b> .....	<b>8</b>
<b>Benefits of Mentorship</b> .....	<b>8</b>
<b>Stages of Learning</b> .....	<b>8</b>
<b>Coaching Pathway</b> .....	<b>9</b>

# Program Introduction

## Background

The Female Coach Mentorship Program was designed as a key component of BC Soccer's Female Coaching Framework which is an important objective from the BC Soccer 2024 Strategic Plan. The framework's aim is to increase the number of female coaches at all levels and improve their ongoing development.

## Purpose

The Female Coach Mentorship Program is aimed at recruiting aspiring female coaches across British Columbia, by assigning a dedicated mentor who can provide support for women interested in pursuing leadership roles in coaching as part of a career advancement strategy. The Program has been designed to provide an inclusive and supportive learning environment to help build confidence in coaches, enhance their competence and encourage their ongoing contribution as valued leaders in their soccer communities.

## Overview

The Program selects female coaches from the BC Soccer membership on an annual basis. The female coaches (Mentees) will be assigned a BC Soccer Mentor (minimum of 10 hours, annually) who is responsible for providing ongoing developmental support through off-field and on-field interaction. As part of the program, the Mentees also gain free enrollment into the Canada Soccer C License program, which is the foundational course into higher levels of Canada Soccer's licencing stream pathway.

Overall, the program commits to the following three key responsibilities:

1. Recognizing the **DIGNITY OF THE PERSON** and respecting each other based on where they are on the program journey in their specific roles.
2. Focusing on the **DEVELOPMENT OF THE COACH** through the methodology and specific tasks associated with the curriculum.
3. Working towards the **DIRECTION OF THE CAREER** as a by-product of the experiences and skills learned throughout the program.

## Coach Participation Cost

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

# Mentorship Program

## Application Process

BC Soccer will seek to accept an annually predetermined number of mentees for the Female Coach Mentorship Program with interested candidates needing to meet the following minimum criteria to apply:

- Women must be aged 19 years or older.
- Minimum 3 years of previous coaching experience.
- Active coaching (minimum 6 months per year).
- Must be coaching a team during the program.
- Submit a valid Criminal Record Check.

To apply please see link: [Female Coach Mentorship Program Application Form](#)

## Service

Successful applicants will begin the process with an initial meeting led by their Mentor who will outline the program objectives, timelines and all logistical matters pertaining to the program. The program is laid out with various tasks that are Mentee led and Mentor supported. As this program encourages intrinsic motivation on the Mentee's part, it is built on a self-directed learning environment. However, candidates are expected to meet the due dates for each assignment and to complete the overall program timeline by the end of each year. The following chart lists the various learning tasks which are delivered and made accessible online.

Program Tasks	Task Description	Mentor Hours
Initial Meeting	Introduction to the program covers the overview of the program outline and your questions.	1.0
Development Planning	Document your experiences and beliefs by developing a coaching philosophy as your roadmap. We will help you design your vision, mission and values as you begin your goal setting project to kick-start the program through a personal development plan.	1.0
Gap Analysis	Take an inventory of your strengths, weaknesses, opportunities and threats. We will help you convert your findings into a strategy that aligns with your personal development plan so you can approach your target with more confidence.	1.0
Performance Feedback	Provide a baseline video of your practical coaching abilities for self-reflection and Mentor feedback. Through session planning, video analysis and an action plan, you will be prepared to submit additional video(s) for analysis to evidence progress.	2.0
'C' License Course	Complete the C Licence program online made up of theoretical modules and various assignments. There is a total of eight (8) modules that covers the coaching process, designing and delivering a training session, introduction to the Principles of Play, developing the individual player, etc.	3.0
Practicum Reflection	Prepare and deliver a 15-minute panel presentation including the Mentor and two coaching Peers. This is followed by a question-and-answer period and a panel discussion surrounding the program objectives, learning outcomes and your next steps.	1.0
Final Meeting	Conclusion to the program is about your feedback, Q/A and a program survey.	1.0
<b>Total Mentor Hours:</b>		<b>10</b>

# Mentorship Program

## Outcomes

BC Soccer's Female Coach Mentorship Program takes into consideration time constraints for busy females thus has a self-paced online curriculum. These assignments are spread out over the duration of the program with set due dates to help keep coaches on track. It has attempted to reduce or eliminate financial hurdles for coaches to make it accessible to aspiring female coaches with diverse coaching goals. We believe that the educational content facilitates a safe, enjoyable yet challenging process that encourages personal and professional growth to help advance the careers of women in coaching.

Upon completion of the mentorship program, as a successful candidate you will:

- ✓ Have had access to a BC Soccer Mentor for a minimum of 10.0 hours of service throughout the program.
- ✓ Be able to define and document your coaching philosophy.
- ✓ Set personal goals as part of your personal development plan.
- ✓ Effectively observe, analyze, comprehend your coaching behaviors and produce an action plan.
- ✓ Earn a Canada Soccer C License program 'Trained' status accreditation.
- ✓ Be formally evaluated at the C Licence level with the opportunity to obtain 'Certified' status.
- ✓ Have built a network of coaching Peers who have also participated in the program with you.
- ✓ Receive a BC Soccer issue Adidas apparel as a program alumni member.



In addition to the program outcomes, BC Soccer values the NETWORKING aspect of women in coaching. With the potential of creating lasting friendships amongst coaching colleagues, sharing experiences through bonding helps develop "Peer to Peer" support long after the program is finished. Therefore, as part of the program, BC Soccer will plan a networking event (TBC) for all the coaching candidates at some point in the program. This event may include one of the following:

- Mentees and Mentors in-person workshop
- Special Guest speaker workshop for all candidates
- Provincial Program match observation event and workshop
- National Team or Pro Club match observation event
- Other soccer related event/activity



## 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.

## References

### Women in Coaching Working Group

We are pleased to acknowledge the following women 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 Licenced Coach

### Supporting Researched Articles

Banwell, J. (2020). An exploration of the Role of Mentorship in Advancing Women in Coaching (Doctoral dissertation).

Banwell, J., Kerr, G., & Stirling, A. (2017). An evaluation of the CAAWS/CAC female coach mentorship project. Toronto, ON: Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS).

Higgins, M. C. (2000). The more, the merrier? Multiple developmental relationships and work satisfaction. *Journal of Management Development*, 19(4), 277–296.

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Ladda, S. (2015). Where are the female coaches?

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Moran-Miller, K., & Flores, L. Y. (2011). Where are the women in women's sports? Predictors of female athletes' interest in a coaching career. *Research Quarterly for Exercise and Sport*, 82(1), 109-117.

Soklaridis, S., Lopez, J., Charach, N., Broad, K., Teshima, J., & Fefergrad, M. (2014). Developing a mentorship program for psychiatry residents. *Academic Psychiatry*, 39(1), 10-15.

Thorngren, C. M. (1990). A time to reach out—keeping the female coach in coaching. *Journal of Physical Education, Recreation & Dance*, 61(3), 57-60.

## 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 the coach needs a set of routines and principles to work with as a framework as they try to imitate and reproduce values, behaviours and practices.

The coach moves towards Competence as she aims to master the learnings that are aligned with the curriculum, such as the various tasks associated with the program.

As the coach gains more confidence, she becomes Reflective and begins to develop her own coaching beliefs and values that apply to her coaching context.

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

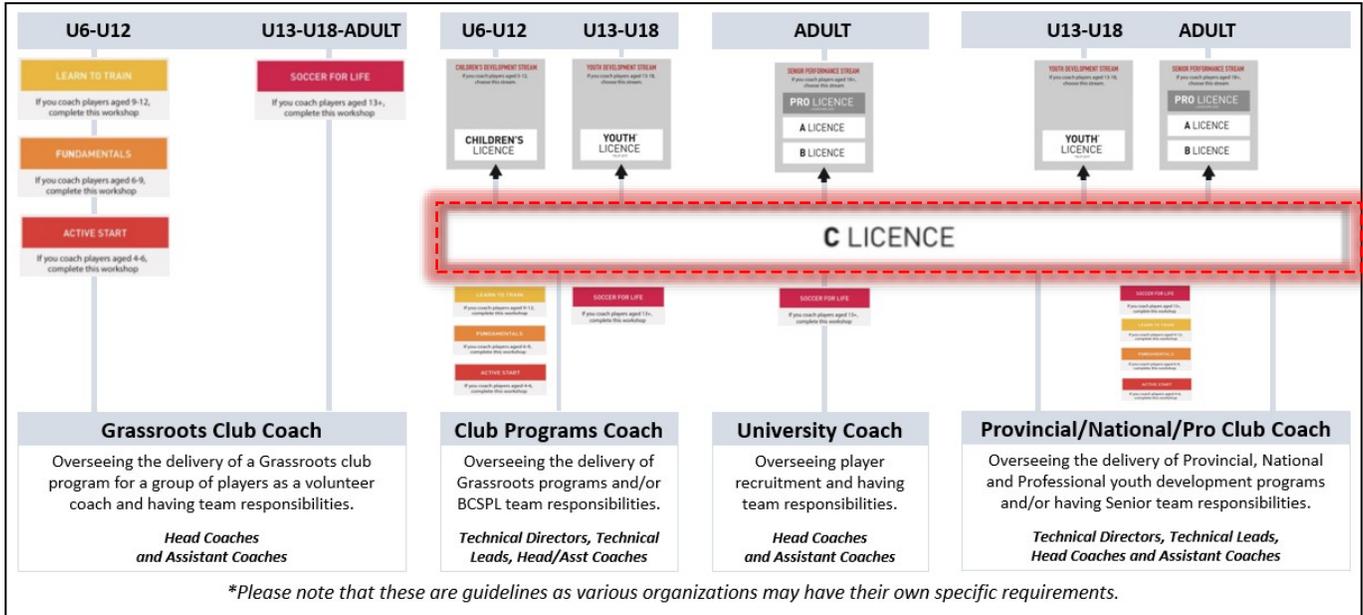
It is key to have qualified Mentors who are trained to recognize the stages of learning the coach is going through. BC Soccer has established the following minimum criteria to ensure that our program is delivered by the right people:

- Must hold a valid Canada Soccer coaching license or equivalent to Children’s, Youth and/or Performance Stream Licenses
- 10 years coaching experience or more
- NCCP Core Training for Learning Facilitators
- NCCP Making Ethical Decisions
- Safe Sport Training
- Gender-Based Analysis Plus
- Respect in Sport
- Criminal Record Check
- BC Soccer Mentor Training

Coaching Pathway

The Female 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 female coaches across British Columbia by utilizing a mentorship strategy to help advance career development. Therefore, one of the main training pillars includes certification accreditation at the C Licence level.

Coaches will undergo the training curriculum for the C Licence which will prepare them for the formal practical evaluation to become certified. For those individuals who are motivated to move beyond volunteer coaching, this is a great opportunity to kick-start and further their career development in one of three streams after successful completion of the C Licence requirements:

Course Level	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 in soccer.
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.