

**COACH**NB  
**ENTRAÎNEUR**



**WOMEN & GIRLS  
MENTORSHIP  
PROGRAM**

## **Program Overview**

Coach NB Women and Girls Mentorship Program is a key initiative dedicated at increasing the number of confident and competent women and girl coaches in this province. Equitable representation of gender in leadership roles is beneficial to both women/girls and men/boys. When the gender gap is decreased excellence happens, participation is sustained, and sport has a further reach. In 2016 NCCP training consisted of 29% women. There are a variety of intrapersonal, interpersonal, environmental and policy-related barriers limiting the participation of women and girls in sport and recreation. These barriers do not change with age, in turn hinder the development of excellence in sport. The New Brunswick Women and Girls Mentorship Program is about working with passionate women and girls' mentee coaches and passionate, knowledgeable mentor coaches from across New Brunswick that are coaching in divers' contexts, bringing them into a support system where they can learn, develop, and build meaningful relationships. In addition to connecting mentee with a mentor, the program provides a crucial support to guide mentees on their coaching pathway. Through a Community of Practice mentees and mentors will be able to connect in meaningful ways via an online platform to share their success while also sharing solutions to issues they may be struggling with. The New Brunswick Mentorship Program is about building a lasting community amongst our New Brunswick coaches where they can access, share, and enhance their coaching toolkits.

## **Program Purpose**

- Create a mentorship program for women and girls' coaches in New Brunswick through meaningful mentee / mentor pairings.
- Provide an online community of practice for mentees coaches to build and enhance their toolkits
- Provide female coaches from a range of sport with the opportunity to learn from knowledgeable coaches across the province.
- Enhance the coaching pool of New Brunswick coaches that are qualified and have the tools to coach at their desired level be it from grassroots to competition development.
- Engage community clubs,PSOs and university or college athletics to invest in the future of women and girls' coaches.
- Create relationships between and amongst coaches that are lasting and supportive – in turn creating a legacy program that is sustainable and has the ability to grow each year.

## Eligibility

Role	Criteria
Mentee	<ul style="list-style-type: none"> <li>• Must self-identify as a women or girl (inclusive of gender non-binary and transgender women).</li> <li>• Must hold permanent residence in New Brunswick.</li> <li>• Must have support from the Coach’s community sport organization and / or PSO.</li> <li>• Must have a minimum of 1-year (season) coaching experience.</li> </ul>
Mentor	<ul style="list-style-type: none"> <li>• Individual (regardless of gender identity) that is passionate about advancing women and girls in coaching.</li> <li>• Minimum of 5-years coaching experience (or equivalent experience) – Retired coaches are welcome and encouraged to apply.</li> <li>• Completed some form of NCCP training, with preference given to Competition – Introduction Certified status and / or Competition Development Trained status;</li> <li>• Hold permanent residence in New Brunswick.</li> </ul>

## Responsibility

Role	Responsibility
Mentee	<ul style="list-style-type: none"> <li>• Submit a Coach NB Women and Girls Mentorship Program application outlining why this program is appropriate for her.</li> <li>• Willing to complete the appropriate NCCP training, based on level of coaching.</li> <li>• Attend all PD and training days delivered by Coach NB for the program. (see Appendix A)</li> <li>• Complete a minimum of 1-hour “check-in” per month (or as agreed)</li> <li>• Attend all check-in/sharing days</li> <li>• Create learning plan in collaboration with Mentor and Coach NB’s Manager of Coaching Education.</li> <li>• Submit learning plan to Women and Girls Project Manager.</li> </ul>
Mentor	<ul style="list-style-type: none"> <li>• Submit a Coach NB Women and Girls Mentorship Program application outlining why this program is appropriate for them.</li> <li>• Complete the NCCP Mentorship module.</li> <li>• Attend all PD and training days delivered by Coach NB for the program.</li> <li>• Complete a minimum of 1-hour “check-in” per month per month (or as decided with mentee – if more often)</li> </ul>

	<ul style="list-style-type: none"> <li>● Attend all check-in/sharing days. (see Appendix A)</li> <li>● Help mentee develop her learning plan.</li> <li>● Provide progress reports/evaluation of mentee to the Women and Girls' Project Manager (as scheduled prior to start of program)</li> </ul>
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### Coach NB – Mentee Support

Coach NB agrees to provide the following support to a **Mentee** coach participating in the program:

- Access to the Women and Girls project manager to contact throughout the duration of the program;
- Individual time with a coaching mentor;
- An NCCP Coach Pathway Plan provided by Coach NB's Manager of Coaching Education;
- Financial assistance is available for mentee coaches NCCP training that has been identified in their coaching pathway;
  - Must be pre-approved by Women and Girls Project Manager.
- PD and sharing days throughout the program (including but not limited to CAAWS Workshops);
- Online Community of Practice (support network made up of mentees and mentors) that will remain accessible after completion of the program;
- Invitation to and recognition at a celebration ceremony;
- Reimbursement of travel expenses for Professional Development and sharing days.

### Coach NB - Mentor Support

Coach NB agrees to provide the following support to a **Mentor** coach participating in the program:

- Access to the Women and Girls project manager to contact throughout the duration of the program;
- Registration in the NCCP Mentorship module;
- PD and sharing days throughout the program (including but not limited to CAAWS Workshops);
- We recognize the value of having certified NCCP coaches that are engaged in **Professional Development** programs which reinforce the values of **Lifelong Learning** and sharing amongst the coaching community. Mentor will receive 5PD points for the NCCP workshop and up to Non-NCCP events are worth 1 point for each hour they last, up to a maximum of 3 points\*;
- Online Community of Practice (support network made up of mentees and mentors) that will remain accessible after completion of the program;
- Invitation to and recognition at a celebration ceremony;
- Reimbursement of travel expenses for Professional Development and sharing days;

- Financial assistance is available for mentors wishing to progress through their NCCP Coach Education Pathway.
  - o Must be pre-approved by Women and Girls Project Manager.

\*Maintenance of Certification applies to all certified coaches, except those with Levels-NCCP certifications, must maintain their certification status. Maintenance of Certification does not apply to coaches with Levels-NCCP certifications. Some sports also require coaches who have achieved TRAINED status to maintain their status through the PD program.

**If you have additional questions, please contact the Women and Girls Project Manager:**

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## Appendix A

### Timeline

- Application deadline - **August 5th, 2019**
- Program Starts Email – **September 3<sup>rd</sup>, 2019**
- Beyond Coaching Conference Weekend - **September 28th & 29th**
- Onboard Sprint – **Every Monday for first 5 weeks**
- Regular check-ins throughout – **starting on Week 9 every 3-5 weeks**
- PD training – **During Week 12**
- MED online – **Week 19** (January 6-10)
- Webinar PD – **During week 24**
- PD / Sharing day – **In March**
- Final PD / Sharing day – **April 25<sup>th</sup>, 2020**