



BC SOCCER

Coach Mentorship Program

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Program Introduction

Background

Coach Education is a key component of BC Soccer's Strategic objectives which supports the retention and development of training coaches across British Columbia. We believe that in addition to delivering formal coach certification courses, coach mentorship is an integral part of the coaching journey for those who wish to excel in the game. In alignment with its Strategic Plan, BC Soccer has developed this initiative to help enhance the overall development of coaches and inspire organizations to offer mentorship opportunities within their own soccer communities.

Purpose

The program is aimed at recruiting aspiring coaches across British Columbia who are seeking mentorship support during the main coaching seasons (spring-summer-fall). Candidates selected to the program will be connected with a dedicated BC Soccer Mentor and receive **FREE** registration credit for enrollment on the Canada Soccer [C Diploma](#) course as well as have access to other key services and resources during the 2024 program duration. BC Soccer supports this coach development initiative by prioritizing the following objectives:

- Providing opportunities to those coaching within BC Soccer's membership structure across the province.
- Prioritizing the under-representation of women in coaching and indigenous coaches in the selection process.
- Addressing financial barriers by offering **FREE** enrollment to the C Diploma and providing mentorship services.

Overview

Applications are open to limited spots on an annual basis. Selected coaches will have access to various coaching services in the program schedule as follows:

- Interactive online group webinar presentations and individual meetings (mentor-mentee connects).
- Coach shadowing opportunities during the BC Soccer Provincial Program schedule.
- Enrollment on the Canada Soccer C Diploma course.

*Coaches selected to the Coach Mentorship Program will receive registration credit for **FREE** enrollment on the C Diploma valid and time-limited for (2) two years from when they were selected. Coaches are responsible for any accommodation, travel, and meals, etc. associated with attending the in-person workshop location of their choice. The credit is non-transferable and will expire if not used within two years.*

Coach Mentorship Program duration: April 2024 – November 2024

See the section below on Service for more details.

Canada Soccer C Diploma course schedule: September 2024 – June 2025

Registration opens once we have secured locations, dates and facilities. This course is spread out over several months allowing coaches to practice what they have learned prior to being assessed for competence. Coaches will begin with online pre-course learning before attending the first 3-day in-person workshop in the fall of 2024 followed by a development period. This is where coaches have the opportunity to practice what they have learned in their own coaching environments and context. Coaches will then return in the spring of 2025 to attend the second 3-day in-person workshop prior to completing their formal evaluation. BC Soccer schedules in-person workshops in three major regions (Lower Mainland, Vancouver Island and Thompson Okanagan) and in centralized locations to help make it as accessible as possible for coaches across the province. The workshop is delivered Mon-Wed to alleviate conflict with weekend match schedules (8:30am-6:00pm daily). Coaches can expect theoretical/practical sessions and participation in light soccer activity will be required from coaches. 100% attendance to obtain credit.

Coach Participation Cost

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

Coach Mentorship Program

Application Process

The following criteria will be taken into consideration to support the selection process and may use a first-come first serve registration approach as needed:

- BC residents only over the age of 19+ and willing to submit a valid Criminal Record Check.
- Previous coaching experience and currently coaching within a BC Soccer member organization.
- Have access to coaching a team during the program.
- Coaches who have not yet completed the C Diploma program previously.
- Prioritize women in coaching and indigenous coaches.

[CLICK HERE TO APPLY](#) (Deadline February 29, 2024)

Service

We offer a flexible way of mentoring coaches achieved primarily through online virtual access, 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 **self-directed** coach 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. This program offers over **80 hours of development** service as follows:

TYPE	DESCRIPTION	TOTAL
Group Workshops (4 Virtual Webinars)	A program orientation presentation offered in a virtual setting with the opportunity to get to know your mentor and other coaches. (90min)	6 HRS
	An introduction to preparing, organizing, and conducting training sessions for your players in your soccer environment and context. (90min)	
	A virtual presentation on holistic coaching using a state-of-the-art online assessment tool identifying natural coaching tendencies. (90min)	
	A keynote speaker will share their experiences and inspire coaching candidates in conclusion of the program in this virtual workshop. (90min)	
Individual Meetings (4 Mentor-Mentor connects)	Work with your mentor to discuss and develop a plan for your coaching goals. (60min)	4 HRS
	Use your baseline coaching video to self-reflect/feedback from your mentor. (60min)	
	Identify your performance gaps in your coaching context and develop a plan. (60min)	
	Review your program progress and discuss your next steps with your mentor. (60min)	
Coach Shadowing	Attend any BC Soccer Provincial Program training session to observe and shadow top level coaches in action throughout the year held in the lower mainland.	2 HRS
C Diploma Course	Enroll in the C Diploma course which includes synchronous and asynchronous work with various assignments and attend the 6-day in person workshop followed by completing your evaluation.	75 HRS

Outcomes

Upon completion of this program, we are confident that coaches 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 over **80 hours** of learning opportunities offered with mentorship support.
- Effectively analyze and comprehend your coaching behaviors and produce an action plan.
- 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

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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.

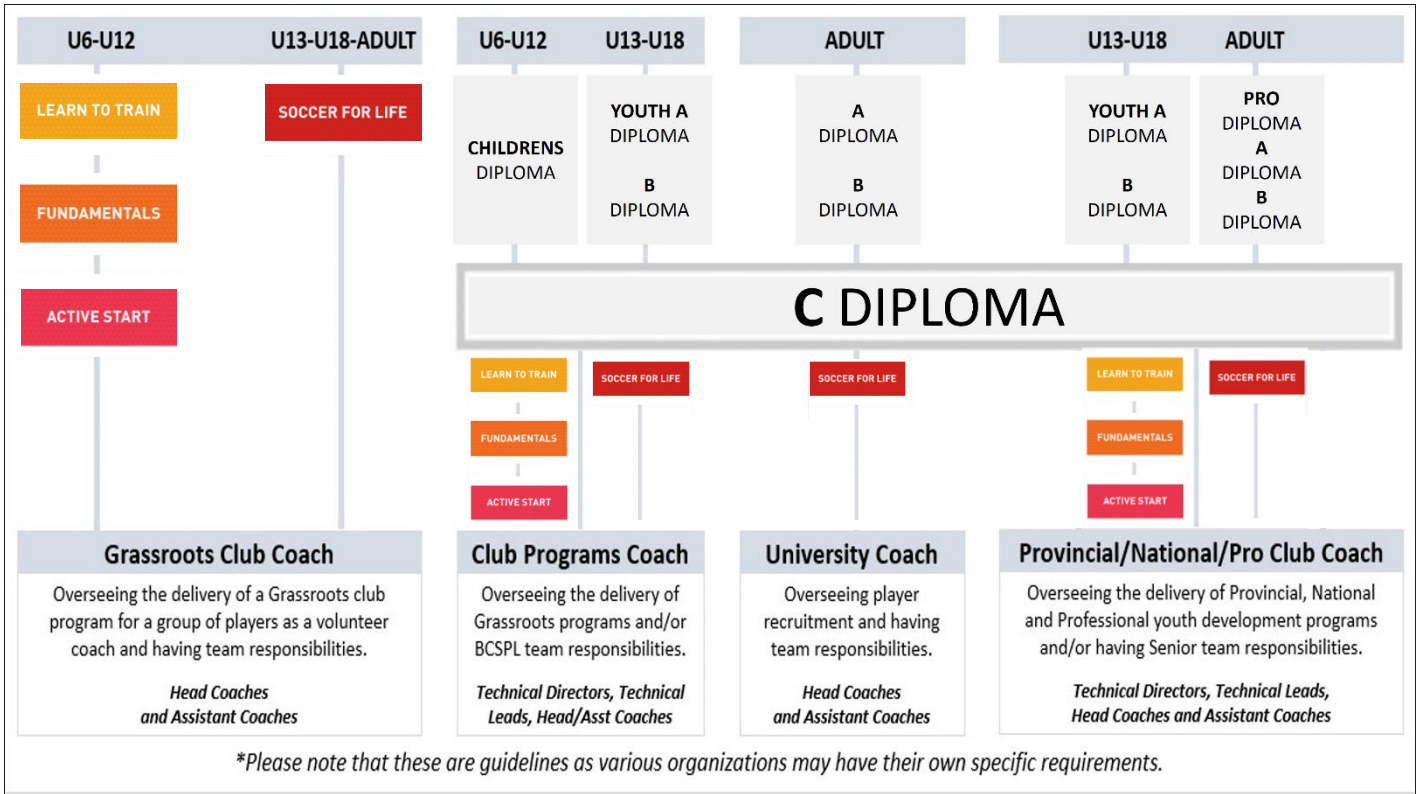
It is key to have qualified mentors who are trained to recognize the stages of learning the coach is going through. BC Soccer has established the following minimum criteria to ensure that our program is delivered by the right people:

- 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 an example of how coaches can interpret their ambitions and next steps as it relates to a coach education model. Please check on the Canada Soccer website for updates on the [pathway](#).



The BC Soccer Coach Mentorship Program is aimed at recruiting and supporting aspiring coaches across British Columbia by utilizing a mentorship strategy that may help advance career development. The C Diploma is the gateway to progress in Canada Soccer’s Advanced Coach Education pathway.

[Canada Soccer Website](#)

For more resources and educational coaching opportunities, please visit our [website](#) and specifically these links below.

- [BC Soccer Coaching Courses](#)
- [BC Soccer Diploma Workshops](#)
- [BC Soccer Safety Education](#)