

Coaching Association of Canada's Women in Coaching program

December 2008

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of Canada



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des entraîneurs

Background on the Women in Coaching program

- National campaign to increase the number of coaching opportunities for women, at all levels of sport.
- Directed by CAC, the program enjoys the support of many individuals and organizations committed to improving the coaching environment for women in sport.
- Since 1987, over 500 women coaches have received some \$3,000,000 in the form of professional development grants, apprenticeship grants, and National Coaching Institute scholarships.

(as of August 2006)

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The Women in Coaching program cont'd

- Includes the development of resources to increase the awareness of women coaches at the international and professional levels to provide role models for aspiring coaches (Canadian Journal for Women in Coaching).
- More than 25 sports were involved in the program in 2006-2007.



NCCP Statistics

Certified Level 1 Women = 76,594 Men = 181,028 %Women = 29.7%	Certified Level 2 Women = 22,600 Men = 43,978 %Women = 33.9%	Certified Level 3 Women = 2,830 Men = 6,927 %Women = 29.0%
Certified Level 4 Women = 177 Men = 669 %Women = 20.9%	Certified Level 5 Women = 10 Men = 81 %Women = 11.0%	

(as of October 31, 2007)



National
Coaching
Certification
Program

Programme
national de
certification des
entraîneurs

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How many women are coaching National Teams in CANADA?

National Team Coaches

- Overall: 17% (44) are women
- Head Coach: 16% (17) are women
- Other Coaches: 18% (27) are women
- Full-time Coaches: 9% (7) are women
- Part-time Coaches: 21% (37) are women

***Stats from Sport Gender Snap Shot 1997-98
Courtesy of Sport Canada – Canadian Heritage***

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How many women are Head Coach of a Senior National Team in Canada TODAY?

9 women are currently head coaches of national teams.

- Archery
- Curling
- Basketball
- Field Hockey
- Softball
- Squash
- Synchronized Swimming
- Ringette
- Rowing

(As of October 2007)

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Olympic Statistics

- **Sydney 2000**
 - **4 of 30 head coaches were women (13%)**
 - **16 out of 86 total coaches were women (18%)**
- **Salt Lake City 2002**
 - **3 of 14 head coaches were women (21%)**
 - **14 of 57 total coaches were women (24%)**
- **Athens 2004**
 - **2 of 27 head coaches were women (7%)**
 - **8 of 82 total coaches were women (10%)**



Olympic Statistics cont'd

- Torino 2006
 - 4 of 27 head coaches were women (15%)
 - 10 of 68 total coaches were women (15%)
- Beijing 2008
 - 2 of 22 head coaches were women (9%)
 - 11 of 95 total coaches were women (12%)



National Team Apprenticeship Program (NTAP)

- October 2007 – September 2010
- Annual Budget of the program is 82,000.00 Cdn.
- 6 Coaches
- Two year apprenticeship with a mentor
- 2-3 professional development seminars
- Included in Sr. National Team activities
- Full accreditation at major international competitions and major multi-sport games where possible



NTAP Objectives

- *To provide high performance professional development opportunities.*
- *To increase the number of women coaching at all major multi-sport Games.*
- *To increase the number of women prepared to coach at the National Team level.*



NTAP Objectives *continued*

- *To increase the number of women in National Team Head Coach positions in the long-term.*
- *To facilitate a stronger network of women coaches and leaders.*
- *To increase the number of women coaches involved/working at Canadian Sport Centres and National Coaching Institutes.*



NTAP Participating Sports

SUMMER SPORTS

- Athletics
- Canoe-Kayak
- Rowing
- Rugby
- Cycling

WINTER SPORTS

- Snowboarding



National Coaching Institute Scholarships

- To provide professional development opportunities to Level 3 certified women coaches (currently coaching in Canada with a minimum landed immigrant status) through grants and scholarships.
- To increase the number of women coaches involved or working at Canadian Sport Centres and NCIs.
- To increase the number of Level 4/5 certified women coaches.
- To facilitate a stronger network of women coaches and leaders.
- To facilitate an equitable representation of qualified women coaches at NCIs.



NCI Scholarships continued

- Women in Coaching scholarships range from \$1,500-\$3,000 per year.
- Women coaches are eligible for a scholarship if they meet the following criteria:
 - Canadian citizen or landed immigrant currently coaching Canadian athletes,
 - NCCP Level 3 certified, endorsed by their NSO,
 - Have been accepted into the diploma program at one of the eight National Coaching Institutes across Canada



Professional Development Grants

- Increase the levels of certification and practical experience of women coaches.
- Increase the number of women coaching in their sport.
- Incentive to continue coaching at a high level.



Professional Development Grants *continued*

Up to \$2,000 each

A grant allows the coach to participate in coaching seminars or conferences, attend major competitions, or consult with a recognized sport expert.

To be eligible, the coach must be certified at Level 3 of the National Coaching Certification Program, be an approved Level 4/5 candidate, and be endorsed by their NSO.

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NSO Project Grants

- Funding for sport organizations that develop and promote women in coaching initiatives.
- Initiatives are targeted as development opportunities for women coaches at all levels.



National Coach Project

- To facilitate a stronger network of women coaches and leaders.
- To address the professional development needs and support needs specific to women coaches involved in the high performance stream of coaching.
- To create support mechanisms focused on sustaining women in these national team positions.



Laryssa Biesenthal, Xiuli Wang, Melody Davidson at the Women in Coaching National Coach Workshop (March 2006 – Briars Resort)

2008 National Coach Workshop

- 22 national coaches attended, including CAC's 6 WiC NTAP Coaches
- Weekend agenda included:
 - Lessons from Athletic Careers
 - Coaching Each Other session
 - Guest Speaker, Jill Denham, “Learning from Leaders”



Games Host Apprenticeships

- Efforts are made to collaborate with the host organization to create an Apprenticeship Program for women coaches whenever Canada hosts a major multi-sport Games
- Past examples of such programs include:
 - 1994 Commonwealth Games – Victoria, B.C.
 - 1999 Pan Am Games – Winnipeg, MB
 - 2001 Francophone Games – Ottawa/Hull, ON
 - 2005 Francophone Games – Niger, Africa



2005 Francophone
Games – Niger, Africa

P/T Canada Games Project

- To provide professional development opportunities to women coaches at the provincial/territorial level.
- To facilitate a stronger network of women coaches and leaders at the provincial/territorial level.
- To increase the representation of Level 3 certified women coaches at both the summer and winter Canada Games.
- To ensure improved succession of women coaches into Canada Games Head Coach positions in all Provinces and Territories.
- To coordinate (with financial support from the Provinces and Territories) initiatives for the development of women coaches.
- Approved for the 2009 Canada Summer Games



Resource Development

- To develop tools and expertise to facilitate a stronger network of women coaches and leaders.
- Resources currently in development:
 - Comprehensive Women in Coaching Database,
 - Updated website resource section, including peer-recommended readings.
 - Best Practices
 - Ground Breakers



Online Mentor Program

- Provide young and/or inexperienced women coaches with an opportunity to receive support and guidance from an experienced woman coach.
- This is a **free** program for Canadian women coaches who have completed at least one NCCP course.
- A total of 197 coaches registered.
- 105 have been matched with a mentor coach in their requested area.



Canadian Journal for Women in Coaching

- **To provide women coaches with a resource designed to improve their knowledge and skills.**
- **To provide women coaches with information, strategies and effective techniques for career planning, communication, problem-solving, conflict resolution and other topics as identified by coaches.**
- **To provide the sport sector with information and strategies which can facilitate equitable opportunities for all coaches.**
- **To examine reasons attributed to low numbers of women coaches in the performance stream of sport.**
- **To provide timely, accurate, targeted information in order to establish a healthier and more positive environment for women coaches at all levels in Canada and throughout the world.**



Summary of WiC Programs

- NTAP – National Team Apprenticeship Program
- NCI Scholarships
- Professional Development Grants
- NSO Project Grants
- National Coach Workshop
- Online Mentor Program
- Games Host Apprenticeships
- P/T Canada Games Project
- Canadian Journal for Women in Coaching

