



2021 Canada Games Aboriginal Apprentice Coach Program Guidelines

INTRODUCTION

The Canada Games Council, the Coaching Association of Canada, and the Provincial/Territorial Coaching Representatives strongly believe that coaching apprenticeship programs are an essential part of the development of a coach. Furthermore, apprenticeship programs can be used as a means to attract and support underrepresented populations in coaching, such as female and Aboriginal coaches. The Canada Games have featured apprenticeship coach programs in every Games since the 2005 Canada Summer Games in Regina, Saskatchewan. The program provides up to two coaches per Games from each Province and Territory the opportunity to develop their coaching skills through the Canada Games.

Aboriginal Apprentice Coach Program (AACP):

The AACP is a partnership between the Aboriginal Sport Circle (ASC), the Provincial/Territorial Aboriginal Sport Bodies (PTASBs), the Provincial/Territorial Coaching Representatives (PTCRs), the Canada Games Council (CGC), and the Coaching Association of Canada (CAC). The program provides the opportunity for each Province and Territory to send 2 coaches of aboriginal ancestry to the Canada Games in apprenticeship roles.

OBJECTIVES

AACP

- Build coaching capacity within aboriginal communities;
- Provide aboriginal apprentice coaches with domestic multi-sport games exposure;
- Provide aboriginal apprentice coaches with professional development and learning opportunities to prepare them for high level coaching and ensure an increase in their level of NCCP to a minimum of Competition – Development Trained. (Apprentices complete NCCP training within 12 months following the Games);
- Expose aboriginal apprentice coaches to elite/high performance coaches;
- Ensure aboriginal apprentice coaches are prepared to handle a meaningful role during the Canada Games experience.
- Build stronger working relationships between PTCR/PTSO/PTASB to develop their sport community

DESIRED OUTCOMES

Desired, measurable outcomes are established in consultation with the PTCRs, the CGC, the ASC, and the CAC.

- The goal of the program is to have at least 50% of the quota allocations for aboriginal apprentice coaches in this program filled for the Games;
- Two professional development workshops are conducted before the Games;
- 100% attendance at professional development workshops;
- 100% of all apprentice coaches attending the Games will have been NCCP-trained in the relevant context within one year following the Games;



- With support of the PTCRs and PTSOs, 75% of all apprentice coaches attending the Games will have been NCCP-certified in the relevant context within two years of attending the Games;
- As a long-term objective, 100% of all apprentice coaches will continue to actively coach athletes at the community, provincial, territorial, or national level applying the experience gained from the Games;
- 100% of apprentice coaches, mentor coaches, and Provincial/Territorial Sport Organizations (PTSOs) in this program will complete a feedback survey;
- 100% of apprentice coaches, mentor coaches, and PTSOs in this program will positively evaluate the program and provide constructive criticism for the future of this program.

ELIGIBILITY

Generally, eligibility criteria for the AACP are:

- Canadian citizen or landed immigrant status;
- Aboriginal ancestry as defined by the Aboriginal Sport Circle: Anyone of First Nation (status and non-status Indian), Métis or Inuit ancestry;

Coaching experience

- Completed some form of NCCP training; or has a strong desire to attain an NCCP certification
- Never attended a Canada Games as a “coach” in the sport they are applying to;
- Never attended the Olympic or Paralympic Games, Pan or Parapan American Games, or Commonwealth Games as a “coach”;
- Demonstrated potential through the development and improvement of their athletes or as seen by the PTSO or mentor coach;
- Not already selected to the coaching staff of a province/territory’s Canada Games coaching staff;
- Identified to have potential to influence, coach, and promote sport in their communities to increase quality coaching in aboriginal communities;
- Trained in the Aboriginal Coaching Modules. Coaches who are not already trained in the modules may be admitted to the program, but will be required to complete the training before attending the Canada Games.

Any exceptions to the above eligibility requirements must be approved by the Provincial/Territorial Coaching Representative before a coach can be admitted into the AACP.

NCCP REQUIREMENTS

The purpose of NCCP requirements is to ensure that apprentice coaches selection for the AACP are genuine apprentice coaches who will, through participation in the program, gain valuable experience that will contribute to the coach becoming a Canada Games coach in the future.

Based on the objectives and desired outcomes outlined above, the NCCP requirements for the AACP are:

- “In Training” or “Trained” status in the NCCP Competition – Introduction context, “In Training” status in the Competition – Development context, or NCCP Level 1 Certified;



- Transitioning athletes are eligible to apply but NCCP training prior to the Games is a requirement;
- Coaches who are Level 3 certified or NCCP Competition – Development Trained or Certified are not eligible for the program as these coaches have already obtained the necessary certification to coach at the Canada Games.

Any exceptions to NCCP requirements must be approved by the Provincial/Territorial Coaching Representative before a coach can be admitted into the AACP.

EVALUATION

At the completion of the 2021 Canada Games, the AACP will be evaluated against the established desired outcomes. Upon evaluation, desired outcomes or elements may be changed to better reflect the state of the program.

Evaluation of the program will consist of actions taken against the desired outcomes and of surveying the apprentice coaches, the mentor coaches, and the PTCRs, PTASB, and PTSO.

PROGRAM

The timelines below reflect national guideline deliverables, and directly relate to key program objectives. Provinces or Territories may set internal timelines for the program, understanding and respecting the timelines below:

2021 Summer Games – Niagra Region, St. Catherines, ON	
2021 Public Interest Form Opens:	November 21, 2019
Public Interest Form Closes:	January 10, 2020
Full Application Due Date:	February 10, 2020
Coaches selected (latest possible date):	March 16, 2020
1 st PD Session:	2020 Petro-Canada Sport Leadership sportif, November 7-9 2020, Quebec City, QC
2 nd PD Session:	April 2021
2021 Canada Games	August 6-21, 2021

SELECTION GUIDELINES

Candidates should be selected based upon a reasonably standardized application process that ensures parity at a Provincial/Territorial level and at a sport level. A degree of flexibility will be required in order to adapt to the unique circumstances facing any PTCR, PTASB, PTSO and individual coach.

To ensure the program is as successful as possible the apprentice coach must be involved with the Provincial/Territorial program for a minimum of one year, but preferably upon appointment until completion of the games, and will need to be actively involved in all training camps, selection camps, and preparation competitions.



External expertise could be utilized in the selection/approval process to ensure equity and fairness. It would be highly recommended to use expertise in the identification of appropriate apprentice/mentor coach matches, possibly through involving local National Coaching Institute (NCI) Directors or other as appropriate.

A high degree of emphasis needs to be placed on the selection of the appropriate apprentice coach AND the appropriate environment for that apprentice coach's development. Every attempt must be made to ensure the best possible mentor is selected for the apprentice coach.

SELECTION PROCESS

- Coach interest will be collected through a short intake form hosted by the Coaching Association of Canada (CAC), and should include the PTSO support sign-off form.
- The CAC will deliver a list of interested coaches to the appropriate PTCR.
- PTCRs will then send out full applications to the interested coaches.
- Once full applications have been returned, PTCRs will work with PTSOs and the PTASBs to make final selection for the program.
- If feasible, the PTCR will engage the PTSO and PTASB in apprentice recruitment process prior to intake.

MENTOR COACH

A mentor coach will need to be assigned to each apprentice coach. The mentor coach could be a member of the Games' coaching staff or a non-staff mentor (preferable) assigned from within the sport. An additional mentor may be assigned to the apprentice at the discretion of the PTCR, whom may serve in a supporting role to both apprentices, should the Head Coach not be selected until later in the year.

The mentor coach should, if possible, accompany the apprentice coach to the professional development workshops.

PROFESSIONAL DEVELOPMENT

Professional development (PD) sessions are crucial for the apprentice coaches and additional PD sessions with the mentors should be considered an important aspect of the program. Two

PD sessions will be scheduled for the AACP in the years leading up to the Games.

All Apprentices and Mentors will be provided an online Community of Practice to join, from the time of selection in order to allow coaches to build their network and maintain relationships and knowledge built through this program. These coaches will be encouraged to remain involved in the CoP past their event to allow further knowledge sharing to the new generation of Apprentices and Mentors.



APPRENTICE COACH ROLE

Apprentice coaches attend the Canada Games as a means to provide them with a multisport experience and the opportunity to observe and learn from their mentor coaches (and other Level 3 or NCCP Competition – Development certified coaches). The apprentice coach should have a specific and meaningful role within the team. Apprentice coaches cannot fulfill the role of a coach, as outlined in the sports technical package (i.e. AACP apprentice coaches may not be counted as a team's second coach in order to fulfill a female coaching requirement in a technical package). See appendix A for two examples.

The apprentice coach will be provided with an accreditation at the Games. This accreditation will provide the coach the same access as the other coaches. Due to the technical regulations of certain sports, apprentice coaches may not have access to the competition area in all sports.

Any sport-specific regulations regarding the AACP apprentice coach program will be noted in the sports technical package.

PROGRAM LEADERSHIP, ADMINISTRATION, and FINANCING:

In order to operate programs such as these effectively, there is a need to create a partnership that will ensure resources (financial and human) from a variety of sources to create an appropriate program.

The leadership of the 2021 AACP will come from the PTCRs, with support from the CAC, ASC, PTASBs, PSOs and the CGC.

This document will act as a Memorandum of Understanding (MOU) between the involved parties to ensure the various roles and responsibilities for successful program delivery are clearly articulated.

The following is an overview of the various partners' roles and responsibilities for this program:

Canada Games Council

- Approval of AACP
- Approval of Apprenticeship Program Guidelines (shared with CAC)
- On-going evaluation of program objectives based on CAC evaluations of identified stakeholders. Reporting of evaluations to Federal & P/T Government partners.
- Promotion of the program (external)
- Communication with key stakeholders (Chefs de Mission/CAC)
- Ensure accreditation with the host
- Ensure program requirements are built into sport selection numbers
- Work with National Sport Organizations (NSOs) to determine level of access provided to apprentice coaches.

Coaching Association of Canada

- Approval of Apprenticeship Program Guidelines (shared with CGC)
- Providing program support to PTCRs for AACP
- On-going evaluation of AACP with PTCRs, apprentice & mentor coaches
- Evaluations provided to CGC for reporting to Federal & P/T Government partners.
- Promotion of the program (external)
- Communication with key stakeholders (PTCRs/CGC)
- Oversee the Apprentice Coach Professional Development sessions
- Development of seminar materials.



Aboriginal Sport Circle

- Approval and Leadership of the AACP (shared with PTCRs)
- Assistance in the creation of selection criteria;
- Assistance in nomination of apprentice coaches;
- On-going evaluation of AACP with PTASBs, PTCRs, aboriginal apprentice & mentor coaches (develop tracking & evaluation procedures, conduct evaluations). Evaluations provided to CGC for reporting to Federal & P/T Government partners;
- Promotion of the program (external)
Communication with key stakeholders (PTASBs/CAC/CGC);
- Leadership of Professional Development sessions.

Provincial/Territorial Governments / Provincial/Territorial Coaching Representatives

- Leadership of AACP
- Create and manage the selection process of AACP coaches with PTSOs
- Select apprentice coaches
- Cost-share the transportation, accommodation, and food of the apprentice coaches and mentors to the Professional Development sessions*
- Provide NCCP Mentorship module workshop and professional development opportunities for the mentors
- On-going evaluation of the program in partnership with PTSOs and PTASBs
- Promotion of the program
- Facilitation of local peer support for apprentice coaches involved in Games
- Work with PTSOs to ensure apprentice coaches are fulfilling pre-game, games time, and post games requirements of the AACP.
- Continue to monitor and support the progress of the apprentice's certification process up to twelve (12) months post-Games

Provincial/Territorial Aboriginal Sport Bodies

- Assistant Leadership of the AACP (shared with PTCRs and ASC);
- Nominate apprentice and mentor coaches;
- Facilitate the selection of the aboriginal apprentice and mentor coaches in conjunction with the PTCRs;
- Provide certification workshop(s) for apprentice coaches and mentors on the Aboriginal Coaching Modules;
- Promotion of the program;
- Cost sharing with National Sport Organizations (NSOs) for the attainment of NCCP training and certification, where necessary;
- Cost-share the transportation, accommodation, and food of the apprentice coaches and mentors to the Professional Development session, if necessary*;
- Grants to assist in covering costs related to the attainment of NCCP training and certification of identified apprentice coaches, if necessary;
- Work with PTCRs and PTSOs to ensure apprentice coaches are fulfilling pre games, games time, and post games requirements of the AACP.
- On-going evaluation of the program in partnership with PTSOs and PTCRs

National Sport Organizations

- Promotion of the program
- Assist in the identification of appropriate mentors within Provinces and Territories, when required
- Setting competition area access for apprentice coaches



Provincial/Territorial Sport Organizations

- Promotion of the program
- On-going evaluation of the program in partnership with PTASBs and PTCRs
- Cost-share the transportation, accommodation, and food of the apprentice and mentor coaches to the Professional Development session, when required.
- Fund expenses related to the apprentice coaches involvement with all training camps, selection camps, and preparation competitions pre games when required.
- Nominate apprentice and mentor coaches
- Work with Provincial/Territorial Coaching Representative to ensure apprentice coaches are fulfilling pre games, games time, and post games requirements of the AACP.

Canada Games Host Society

- Promotion of the program
- Provision of accommodation, accreditation and food for the apprentice coaches (within the currently allocated participant quota for the Games; i.e. no new costs)
- Provision of facilities for professional development seminars prior to and during Games where necessary.

*The costs for all apprentice coaches to attend the Professional Development Seminar could be equalized so that the location of the seminar will not overly impact costs to all partners. It will be the responsibility of the PTCR group to determine the procedures around any cost sharing.



Appendix A

Technical Package Coaching Quota Example

Statement: Apprentice coaches cannot fulfill the role of a coach, as outlined in the sports Technical Package (i.e. AACP apprentice coaches may not be counted as a team's second coach in order to fulfill a female coaching requirement in a Technical Package)

Example 1

The Sport of Diving has a Technical Package quota of 2 coaches. If a Provincial/Territorial team has female divers, they must have a female coach. An apprentice coach of the AACP does not count as the female coach needed to fulfill this requirement as the apprentice coach is an additional position within the PTs diving team (i.e. 2 coaches plus an apprentice coach). A coach cannot be both an apprentice coach, and the head or assistant coach of a PT team as outlined by the Technical Package. This does not mean the apprentice coach can't fulfill a meaningful role within the team.

If the Diving team requires a female coach, and the only coach available is the apprentice coach, the apprentice coach may apply to the Canada Games Council for a coach certification exemption. If successful, the apprentice coach becomes the diving team's female coach and is no longer part of the AACP.

Example 2

A women's softball team has a Technical Package quota of 2 coaches and one of the coaches must be female. If a Provincial/Territorial team names only one coach (who is female) the apprentice coach does not count as the team's second coach. The team would have 1 coach and 1 apprentice coach.

If the apprentice coach/Provincial/Territorial team wishes, they may apply for a coach certification exemption from the Canada Games Council and if successful become the team's second coach. The coach would no longer be part of the AACP.

Additionally, in both examples 1 and 2, an apprentice coach may complete their NCCP Level 3 certification or Competition – Development certification prior to the Canada Games. In such a scenario the coach would still be permitted to be part of the AACP, but still could not act as both an apprentice coach and a coach as outlined in sports Technical Package.



Appendix B: Contact Information

Provincial/Territorial Coaching Representatives

Alberta:	Tim Bjornson, Direct of Sport Development Alberta Sport Connection tim.bjornson@albertasport.ca
British Columbia:	ViaSport BC coaches@viasport.ca
Manitoba:	Susan Lamboo, Coaching Manager Coaching Manitoba, Sport Manitoba Susan.lamboo@sportmanitoba.ca
New Brunswick:	Manon Landry Ouellette, Executive Director Coach NB manon@coachnb.ca
Newfoundland & Labrador:	Doug Halliday, Project Leader – Canadian Sport for Life Sport Newfoundland and Labrador dhalliday@gov.nl.ca
Northwest Territories:	Rita Mercredi, Sport Consultant Sport North Federation rmercredi@sportnorth.com
Nova Scotia:	Mike Hudson, Sport Consultant Department of Health and Wellness mike.hudson@gov.ns.ca
Nunavut:	Kerby Corcoran, Development Officer Sport and Recreation Division kseeley@gov.nu.ca
Ontario:	Stuart McLaren, Senior Lead, Program Development Coaches Association of Ontario stuart@coachesontario.ca
Prince Edward Island:	Lynn Boudreau Sport PEI lboudreau@sportpei.pe.ca
Quebec:	Michele D'Amours Direction du loisir, du sport et de l'activité physique Michele.DAmours@education.gouv.qc.ca



Saskatchewan: David Robertson, Executive Director
Coaches Association of Saskatchewan
drobertson@sasksport.sk.ca

Yukon: Trevor Twardochleb, Sport Consultant and Coaching Coordinator
Sport and Recreation, Department of Community Services
Trevor.Twardochleb@gov.yk.ca

Provincial/Territorial Aboriginal Sport Bodies

Alberta: Indigenous Sport Council of Alberta
Jacob Hendy
Executive Director
iscaexecdir@gmail.com

British Columbia: Indigenous Sports, Physical Activity, and Recreation Council
Lara Mussell Savage
Director of Sport
lmussell@isparc.ca

Manitoba: Manitoba Aboriginal Sport and Recreational Council
Mel Whitesell
Executive Director
mel.whitesell@sportmanitoba.ca

New Brunswick: Aboriginal Sport and Recreation New Brunswick
Cathy Ward
Executive Director
cathy_m_ward@hotmail.com

Newfoundland & Labrador: Aboriginal Sport and Recreational Circle Newfoundland Labrador
Todd Winters
Executive Director
asrcnl@nf.aibn.com

Northwest Territories: Aboriginal Sport Circle NWT
Beth Hudson
Leadership and Development Coordinator
beth@ascnwt.ca

Nova Scotia: Mi'kmaw Kina'Matnewey
Tex Marshall
Aboriginal Sports Consultant
tex@kinu.ca



Nunavut: Department of Culture, Language, Elders and Youth –
Sport and Recreation division
Jeff Seeteenak
Sport Development Officer
jseeteenak@gov.nu.ca

Ontario: Indigenous Sport and Wellness Council of Ontario
Keir Johnston
High Performance Manager
Keir.Johnston@iswo.ca

Prince Edward Island: PEI Aboriginal Sport Circle
Lynn Anne Hogan
Manager
lahogan@mcpei.ca

Quebec: First Nations of Quebec and Labrador Health and Social Services
Commission
Genevieve Voyer
Development Officer - Health Projects
Department: Health Services
Genevieve.Voyer@cssspnql.com

Saskatchewan: Federation of Sovereign Indigenous Nations
Ken Thomas
Director of Sports, Culture, Recreation and Youth
ken.thomas@fsin.com

Yukon: Yukon Aboriginal Sport Circle
Rose Inglangasuk
Aboriginal Sport Participation Manager
rose@yasc.ca



Aboriginal Sport Circle:

Kelsey Dayer
Aboriginal Sport Circle
kdayler@aboriginalsportcircle.ca
<https://www.aboriginalsportcircle.ca>

Coaching Association of Canada

Craig MacDougall
Coaching Association of Canada
Consultant, Indigenous Coach Education and Development
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Games Council

Aaron Bruce
Manager of Sport and Games
Canada Games Council
abruce@canadagames.ca



Provincial/Territorial Sport Organization Form

Aboriginal Apprentice Coaching Program

APPRENTICE COACH PROGRAM

2021 Canada Summer Games

Name of Organization: _____

Address of Organization: _____

Supervisor (Contact Person): _____ Title: _____

Mentor (if different from above): _____ Title: _____

Address of Supervisor (if different): _____

Telephone: _____ e-mail: _____

ATTACHMENTS

The **P/TSO** reviews the applications and identifies ONE candidate it will endorse. The **P/TSO** prepares a letter of recommendation for the candidate that includes the following details:

- How the P/TSO would benefit from participating in the program
- Who the mentor coach will be and why, along with a copy of their coaching resume, their NCCP certification level and previous experience as a mentor or master coach.
- What role the apprentice coach will play as an active member of the coaching staff leading up to and including at the Canada Games
- A brief outline of the pre-Games training and competitive programs that the apprentice coach will be involved with
- Identify the P/TSO's financial commitment to the project and provide the estimated costs, including expenses related to the attainment of NCCP Competition Development certification and other professional development opportunities, to complement the needs of the apprentice coach's program

NOTE: Costs related to the participation of the coach and mentor coach in the Professional Development Seminar (e.g. transportation, accommodation, meals, registration fees) will be cost shared by viaSport BC (33.3%), I-SPARC (33.3%) and the P/TSO (33.3%).



- How the P/TSO will continue involving the apprentice coach in provincial activities on a regular basis following the completion of the Apprentice Coach Program.
- What initiatives the P/TSO will undertake to promote the recruitment and development of aboriginal or women coaches in its sport
- Fund expense related to the apprentice coaches involvement with all training camps, selection camps, and preparation competitions pre games when required.

The **P/TSO** submits the letter of recommendation for the apprentice coach detailing the items listed above and a resume and requested reference letters.

Deadline for submission:

All applications for the Aboriginal Apprentice Coaching Program must be received by February 20th, 2020. All forms should be submitted to viaSport BC.

Once the candidate is selected, an Apprentice Coach Program agreement will be established with the successful P/TSO, apprentice coach, I-SPARC & viaSport BC.

Signature of P/TSO Staff Member

Date