

## The Women Coaches Development Program (WCDP)

### Overview:

The Women Coaches Development Program (WCDP) is relaunching in 2024 with a focus on development within the coaching ranks of Women and Girls throughout New Brunswick. Football New Brunswick (FNB) is excited to work alongside several other Provincial Sport Organizations as well as Coach NB to bring a complete development opportunity that extends beyond athletes.

FNB is committed to the growth of Women and Girls in football. We believe the offseason is a perfect opportunity to learn, refine, and build technique and fundamentals. That the success of our high-performance athletes and high-performance programming is rooted in grassroots growth and multi-sport athletes. We champion the 'active for life' lifestyle and through promotion within our programs, desire it to be our foundation for long term sustainable growth in the Women and Girls football discipline. For success to occur it is important to put a concerted effort into growing the non athlete stream of the discipline. To encourage young women and girls, through offering them a pathway they can travel beyond their playing days.

### Coach NB NEXTGen Women and Girls Pilot & FNB 'Mind the Gap' Pathway:

In partnership with Coach NB, FNB is thrilled to offer the [NEXTGen Women and Girls Coaching Project](#) as a 'Mind the Gap' pathway within the WCDP. The transition between athlete and non athlete is an area where many trip and it can be discouraging. The 'Mind the Gap' cohort will be enrolled into the NEXTGen pilot with Coach NB.



*The NEXTGen Women and Girls Coaching Project will be aimed at increasing the number of female coaches in the province of New Brunswick as well providing clear pathways for young women to begin a transition from athlete to coach. Through this pilot project, CoachNB will provide financial support and resources to PSOs and clubs that demonstrate willingness to recruit, support, and retain female coaches.*

### F.I.T. 506 Coaches:

In an effort to provide quality and consistent mentoring and coaching FNB has sourced coaches from each region. These coaches are tasked with working to assist FNB in developing a clear progression throughout the F.I.T. 506 program and adhering to it. They are also tasked with mentoring and working with a WCDP candidate at their position throughout the program.

### Applications & Positions:

The WCDP is highly competitive, so putting together a strong application that highlights qualifications, experience, and commitment is crucial for success. FNB will have seven (7) primary coaches One (1) for each position QB, RB, WR, OL, DL, LB, and DB. K/P will not be represented due to the facility limitations of the kick game. Only seven (7) applicants will be selected. \*A General Manager (Team Manager) position can be made available should there be interest.

### The WCDP will provide successful candidates:

- With an honorarium to assist with travel to and from practice sessions.
- With coaching swag to boldly proclaim their affiliation to the program and FNB Women and Girl Football growth.
- Access to all the same sessions and calls included in the F.I.T.506 athlete program.
- With certification in National Coaching Certification Program (NCCP) training and certification in Community Sport Novice, Competition Introduction, Making Headway in Sport, Safe Contact 2.0, Rule of Two, as well as training in Officiating. \*Final certification pending on field evaluation should the candidate wish to complete.
- An invitation to provide support to the Provincial Coaching staff during Team New Brunswick U18F Provincial team selection camp and tryout processes.

**Below are details, criteria, and requirements to consider when applying:**

**Expectations:**

Each WCDP will bring energy and enthusiasm to the learning and teaching environment and be willing to be active participants in both.

Each WCDP candidate will select a position to begin their NCCP Certification pathway.

Each WCDP candidate will be partnered with an FNB coach throughout the program and work with that coach to execute the practice plan each week.

Each WCDP candidate will be responsible for one drill each week.

Each WCDP candidate will learn how to be creative and look outside of their comfort zones for skills and drills which can improve their athletes by observing and working with other sports to execute dryland drills.

Each WCDP candidate will be assigned a F.I.T. 506 Squad which they will serve as leader and Head Coach for competitive periods and the flag football mini-series. This will assist them in learning how to navigate team dynamics as well as managing their own roster.

**Gender:**

The Women's Coaching Development Program is designed to support and empower women in coaching and administrative roles within the current space. The program is targeted to women to help overcome the gender-specific challenges and open opportunities within the NB football community.

All those actively involved or attempting to be actively involved within the Varsity Girls or Senior Women's programming throughout NB in 2024 are eligible to apply.

**Diversity & Inclusion:**

FNB encourages diversity and inclusion within the program. The selection committee will work to ensure a diverse cohort which will enhance the learning experience and broaden perspectives.

**Age Requirements:**

All applicants for the WCDP must be the age of majority as of January 2024.

**Language Proficiency:**

There are no language restrictions or requirements, however the WCDP will operate in English for the 2024 cohort. Bilingualism (English/French) or Multilingualism is an asset.

**Coaching Experience:**

The program is designed to accommodate individuals with varying levels of coaching experience, ranging from beginners to seasoned coaches. Applicants are asked to demonstrate their coaching experience through references, however no previous experience is required.

**Certifications & Training:**

No certifications are needed for the WCDP development of certifications is a component of the program.

**References:**

Applicants are asked to provide references who can vouch for their coaching skills, character, and potential for growth.

**Development Goals & Personal Statement:**

Applicants should outline their specific coaching development goals, and how the program will help them achieve these objectives. Applicants may be required to articulate their commitment to coaching and their goals for participating in the program. This could include explaining how the program aligns with their coaching aspirations.

**Alignment with Program Goals & Commitment to Program:**

Applicants should provide a clear statement, as noted above, about how their coaching aspirations align with the goals and mission of the program, showcasing a strong commitment to their coaching development.

Applicants should demonstrate their willingness and ability to commit to the program's schedule, assignments, and any in-person training sessions, as applicable.

Applicants should be willing to commit to the six (6) F.I.T. 506 sessions. Two (2) in each Fredericton (March TBD), Saint John (Jan 21&28), and Moncton (Feb 4&25) While not a requirement, they are also strongly encouraged to attend any of the promotional days during the offseason

**Selection Committee:**

Applications to the WCDP will be reviewed and selected by the Football New Brunswick Women and Girls Development Committee. The Director of Programs and Growth will prepare all applications for review and the Chair (an FNB Board Member) will facilitate the selection process and timelines within the Committee. Candidate applications will be reviewed anonymously and selection for interviews based on merit and content.

**Interview:**

An interview will be conducted to assess an applicant's fit for the program and their passion and dedication to coaching. This is also an opportunity for applicants to ask questions and learn more about the program.

**Costs:**

There are no costs to WCDP candidates outside of their own travel to and from sessions. Football NB will cover any and all associated fees to certifications and training as well as provide each:

- With an honorarium to assist with travel to and from practice sessions.
- With coaching swag to boldly proclaim their affiliation to the program and FNB Women and Girl Football growth.

**Technology Access:**

The program is a blended learning environment. Each candidate must have access to the necessary technological requirements and internet connectivity, as the program includes online components.

**Planned Online Learning Sessions:**

F.I.T.506 and the WCDP have several online calls and learning sessions planned such as: History and Reflection of Women and Girls Tackle Football, Team Canada Experiences, Film Analysis, 6aside History and Scheme, Officiating, Health and Nutrition for female athletes, and QB Development.

**Geographic Location & Availability:**

There is no location requirement, but successful completion is dependant on being present for sessions in Fredericton, Saint John, and Moncton. Applicants must consider whether they are able to commit to the program's schedule.

## NEXTGen Coaching Pilot Project

### Overview:

The NEXTGen Women and Girls Coaching Project will be aimed at increasing the number of female coaches in the province of New Brunswick as well providing clear pathways for young women to begin a transition from athlete to coach. Through this pilot project, CoachNB will provide financial support and resources to PSOs and clubs that demonstrate willingness to recruit, support, and retain female coaches.

### Target:

The program will be targeting the following items within the scope of the Women in Coaching Project Manager's MOA:

- 15 women in the "athlete to coach" transition program
- 25 new women coaches engaged in the NCCP / starting NCCP coach pathway

### Action Plan:

1. Connecting with PSOs/Clubs to determine numbers of female-identified coaches within their program
2. Establish coaching education needs for interested PSOs/clubs
3. Collaborate with Manager of Coach Education to schedule needed Multi-Sport courses
4. Coordinate with the governing PSO to utilize facilitators and schedule sport specific courses
5. Assist in the facilitation of courses either through providing facilitators or covering costs associated with facilitators.
6. Working with the PSO to establish priorities for NEXTGen coaches

### PILOT PROJECT: Football

- Funding support for Football NB's Women Coaches Development Program (WCDP)
- CoachNB will cover up to \$300 for (3) female or non-binary identified coaches who are within the age range of 14-18 years old.
- Funding will go directly to costs related to coaching education and on-field coaching opportunities
- FootballNB will be expected to report usage of funds to the Women in Coaching Project Manager

### Per Football NB's Mandate:

- Increase the number of qualified coaches within the Women and Girls football discipline by beginning coaches on their National Coaching Certification Program (NCCP) pathway.
- Ease the transition from athlete to coach by offering resources and networking opportunities for continued growth and support.
- Provide active chances to practice skills learned within a practice setting.
- Work with Local Associations to ensure coaching opportunities are available.
- Offer opportunities for elite coaching exposure by supporting the Varsity Girls High Performance program.