

Creation of Mentee Training Resources

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Coaching Association of Canada (CAC) Women in Coaching Programs:

1. University Female Coach Mentorship Program (UFCMP)
2. Canada Games Apprenticeship Program (CGAP)
3. Black Female Coach Mentorship program (BFCMP)
4. Enhanced Female Mentorship (EFM) program

Evaluation of the programs determined gaps:

- 1 Mentees' understanding of mentorship process
- 2 Mentee role expectations
- 3 No formal mentorship training for mentees

(Turnnidge et al., 2020)

The purpose of this project was to create mentee training resources designed to provide mentees with the connections, knowledge, and tools to use throughout their experience in the mentorship program.

Phase One

Gathered data from the 2020 Mentorship program mentees via 1-hour focus groups with 15 mentees.

Created the
Mentee
Training
Resources

Phase Two

Piloted resources with the May 2021 cohort, 1-hour focus groups with 25 mentees, a focus group with 10 mentors, and an interview with the facilitator.

Findings

Revised Training

- Pre-training communication
- Three training workshops
- Preparation work: Individual and with mentor
- Check-ins (facilitator with mentees)

*Note: mentor/mentee meetings are generally focused on their coaching but can also be used to help the mentees learn their mentee role.

Outcomes

- Resources - Development of the following:
Facilitation Guide
Mentee Workbook
Presentation Deck
- Mentor - Involved in first training meeting and have access to the mentee training schedule
- Facilitator - Trained facilitator, monitor attendance, and send responsibility reminders

Take Aways

Gender Equity+

Training program implemented into the CAC's Women in Coaching program.

Impact on Sport Community

Available for sport organizations to use and integrate into their mentorship programs.

