



Croatia Norval S.C.

Recruitment & Retention Policy

<u>Policy Type</u>	<u>Author</u>	<u>Approved By</u>	<u>Approval Date</u>
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RECRUITMENT & RETENTION

Croatia Norval Soccer Club (CNSC) is committed to the long-term recruitment and retention of female coaches as an initiative for the betterment of the game. The current CNSC participation is 12% female, yet we remain significantly under-represented with females in the coaching ranks. The CNSC goal is to increase the number of coaching opportunities for females...at all levels.

Mentoring

- Establish a mentorship program that helps women coaches find a path to club-level, provincial, and high-performance positions.
- Pair young coaches with senior counterparts to discuss related support pathways and to offer psychosocial support.

Recruiting

- Encourage young women athletes to consider coaching and support them with mentorship.
- Create and promote opportunities for women coaches.
- Find better avenues to bring more young women into the coaching ranks.

Work Conditions

- Offer co-coaching positions.
- Guarantee that coaches are qualified and well organized.

Education

- Provide coaches with the opportunity to interact with other coaches at symposiums and clinics.
- Croatia Norval SC pays for any & all programs that female coaches wish to undertake to advance their coaching careers and certification, including NCCP requirements and Canada Soccer Coaching licenses.

<u>Rev. #</u>	<u>Date</u>	<u>Revisor</u>	<u>Comments</u>
.001	Dec 1, 2022	A. Radosevic	New Document