

## Evaluating the Impact of the Coaching Association of Canada's Canada Games Apprenticeship Program

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This evaluation focused on the Coaching Association of Canada's (CAC) Canada Games Apprenticeship Program (CGAP) using the RE-AIM Framework for multisport organizations (MSOs). Specifically explored was the impact of the CGAP on women apprentice coaches and on the sport organizations that support it. Participants from the 2011 to 2019 cohorts are included in this evaluation.

In general, the evaluation indicates that the CGAP has had a valuable impact on the training, development, and in some cases, career advancement of women in competitive coaching contexts. Specifically, it has provided unique developmental opportunities and much-needed support to 169 women from 37 different sports and all provinces and territories. The CGAP has generated a variety of positive outcomes for the sport organizations that support these coaches, including increased exposure and access to resources and practical experiences. The coaches have been meaningful role models for their athletes and for up-and-coming coaches. However, while most program goals have been met, outcomes are mixed in that the apprentice coaches had good experiences, but the data shows limited long-term impact.

These findings demonstrate a need for additional support to help apprentice coaches meet program requirements, or an adjustment of goal expectations to better reflect the realities of the CGAP. In addition, to optimize program delivery and success, the findings of this evaluation highlight the importance of structure, transparency, and communication; strong mentor-apprentice relationships; diverse learning opportunities; access to funding; flexible and tailored programming; and a focus on gender equity.

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