



Hamilton Croatia S.C. (since 1957)

Recruitment & Retention Policy

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# Hamilton Croatia S.C.

## Recruitment & Retention Policy

### **RECRUITMENT & RETENTION**

Hamilton Croatia Soccer Club (HCSC) is committed to the long-term recruitment and retention of female coaches as an initiative for the betterment of the game. The current HCSC participation is 30% female, yet we remain significantly under-represented with females in the coaching ranks. The HCSC 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, 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.
- Hamilton Croatia SC pays for any and all programs that female coaches wish to undertake to advance their coaching careers and certification, including NCCP requirements and Canada Soccer Coaching licenses.

### **Revision History**

Rev. #	Date	Revisor	Comments
.001	March 1, 2022	F. Ljubanovich	New Document