



M.N.A

PROGRAMME

Motivate - Nurture - Aspire



**THE
CAMOGIE
ASSOCIATION**
An Cumann Camógáíochta



**SPÓRT ÉIREANN
SPORT IRELAND**

Message from the Technical Development & Participation Manager



On behalf of the Camogie Association we are delighted to be working in partnership with Sport Ireland on the development of the M.N.A Programme. The policy on Women in Sport identifies Coaching and Officiating, Active Participation, Leadership and Governance and Visibility as four key target areas. In targeting this area around coaching, the Camogie Association strive to increase the number of women and girls participating in sport and to eliminate the participation gradient between men and women.

Through the M.N.A Programme we hope to achieve this, through increased women's sustained involvement in Camogie as coaches primarily and mentors at the grassroots of our organisation. This programme will primarily look at the development of female mentors and coaches within clubs around the country. In doing so, providing support to our female coaches along their development journey, whatever level they wish to go, and to stay involved in Camogie throughout their lifetime.

Louise Conlon



Message from Sport Ireland Women in Sport Lead



Sport Ireland is delighted to be able to support The Camogie Association's M.N.A Programme through our Women in Sport investment scheme. The Women in Sport Policy was launched in March 2019 with four key target areas. Coaching and Officiating is one such target area and thus through the M.N.A Programme, we look forward to seeing the increase in female coaches involved in camogie. We are also pleased to see the continuation of the Hurl

with Me programme and hope that the M.N.A Programme will help strengthen this in the club and community by providing excellent support to female coaches and mentors in order to roll out Hurl with Me to a wider audience. I am fully confident the programme will be a great success and I look forward to seeing the programme get up and running.

Nora Stapleton



M.N.A Programme

BACKGROUND

Through this programme the Camogie Association will endeavour to increase women's sustained involvement in Camogie as coaches primarily and mentors at the grassroots of our organisation. The M.N.A programme will develop our female mentors within clubs around the country, while also assisting and allowing clubs to identify coaches, provide education, resources and supports which will allow any club to embrace this programme. We will build on our successful Hurl With Me programme over recent years and develop it further with the support of the Women in Sport Grant to support and increase the number of qualified female coaches at the grassroots level.

Since its launch in 2020 the Camogie Associations MNA programme has had a positive impact on increasing women's sustained involvement in Camogie as coaches primarily and mentors at the grassroots of our organisation. The M.N.A programme has developed female mentors within clubs around the country, while also assisting and allowing clubs to identify coaches, provide education, resources and supports which has allowed clubs to embrace this programme. We have built on our successful Hurl With Me programme over recent years and developed it further with the support of the Women in Sport Grant to support and increased the number of qualified female coaches at grassroots level.

OBJECTIVES OF PROGRAMME

1. To positively enhance perceptions about females in sport.
2. Increase the number of female coaches through recruitment, development, and retention of female coaches.
3. Identify and develop female mentors at grassroots level to help with the development and support of female coaches along their coaching pathway.
4. Create and deliver a model directed at local level which can be engaged by all clubs to enhance the development of female coaches where the greatest impact will be felt and seen.
5. Provide a sustainable model.
6. To increase opportunities for women to engage, enjoy and excel in all aspects of sport at a level of their choice.



PROGRAMME STEPS

STAGE ONE

- All clubs will be given the opportunity to apply to take part in this programme, where 100 clubs will be selected.
- Applications form must be filled in correctly and submitted on time to be considered.
- The Club should have a clear understanding of the programme and support the role out of the programme to maximise the benefit for the club.
- As part of the application process, they must identify a female member who will be willing to become a M.N.A Programme Mentor for a two-year period and meets the requirements:
 - **Female**
 - **Over 18 Years**
 - **Foundation Qualified (Camogie Association / GAA)**
 - **Willing to take the role for two years of the programme**
 - **Make themselves available for upskilling and training. Online and one day in person**
 - **Comfortable in delivering a coaching session and engaging / communicating with others.**
- This two-year period timeframe allows the club to nominate another female mentor who will receive the same training, to ensure the spreading of knowledge and training and reducing volunteer burnout.
- At the beginning of the year all new M.N.A Programme Mentors will receive training, supports and education on the programme online and one day in person at a regional location. This will include modules on:
 - **Communications**
 - **Female Influence**
 - **Mentoring Skills**
 - **Steppingstones**
 - **Hurl With Me**

STAGE TWO

Each M.N.A Programme Mentor will deliver the Hurl With Me Initiative within their club during the time indicated in the programme timeline.

- The Hurl With Me initiative allows parents and guardians to train with their daughter in their local Club, learning the basic skills of the game.
- Over a four-week period, one night a week, (flexibility due to clubs' capacity) parents will train alongside their daughter under the watchful eye of an experienced coach (M.N.A Mentor).
- Support and resources provided to assist in delivery of programme.
- The aim is to give parents the opportunity to learn the basic skills of the game in a fun and supportive environment.
- Skills can then be practiced at home with their daughter – increasing physical activity levels for both parent and child.

STAGE THREE

- Female participants who have completed the Hurl With Me Initiative, can then if they wish through encouragement and support, to continue in developing their skills by completing the M.N.A Introduction to Gaelic Games Course.
- This qualification is recognised by the Camogie Association and Gaelic Games Family and Sport Ireland.
- This course will be delivered by Camogie Association Coach Developers depending on participation numbers in M.N.A Clubs or regional locations.
- M.N.A Mentors will be asked to assist in the facilitate the M.N.A Introduction to Gaelic Games – Foundation Course been run within their club /region.
- This is all free to both the female participant and the clubs.

STAGE FOUR

- On completion of stage three and once back in the club environment, the M.N.A Mentor will then provide support to the newly qualified female coaches within their club in the form of:
 - **Ensuring that these new female coaches have an opportunity to shadow and learn from club coaches already in place within the club,**
 - **Have opportunities to coach teams,**
 - **Made aware of ongoing coach development workshops and courses.**

STAGE FIVE

- M.N.A Mentor will be asked to complete a survey, to provide feedback so improvements can be made to the programme moving forward.
- Newly qualified female coaches will be asked to complete a survey , to provide feedback. They will also be added (if consent given) to our Coaches data base and will receive updates on developments, resources and supports available from the Camogie Association.



BENEFITS OF BECOMING A M.N.A CLUB:

- Upskilling and training a club member to become a M.N.A Mentor within the club.
- The ability to deliver the initiative “Hurl with Me” to parents / guardians (male & female) of your underage parents. Resources supplied to clubs – booklets and posters.
- Opportunity for female participants of the “Hurl With Me” Initiative to progress on to the M.N.A Foundation Course and complete. Free of charge to the individual and club.
- Having a M.N.A Mentor in place within your club to assist new female coaches integrate into the club.
- Recruitment of potential new volunteers within the club.
- Potential if interest from participants to start Camán n Chats (Social Camogie) with the club.





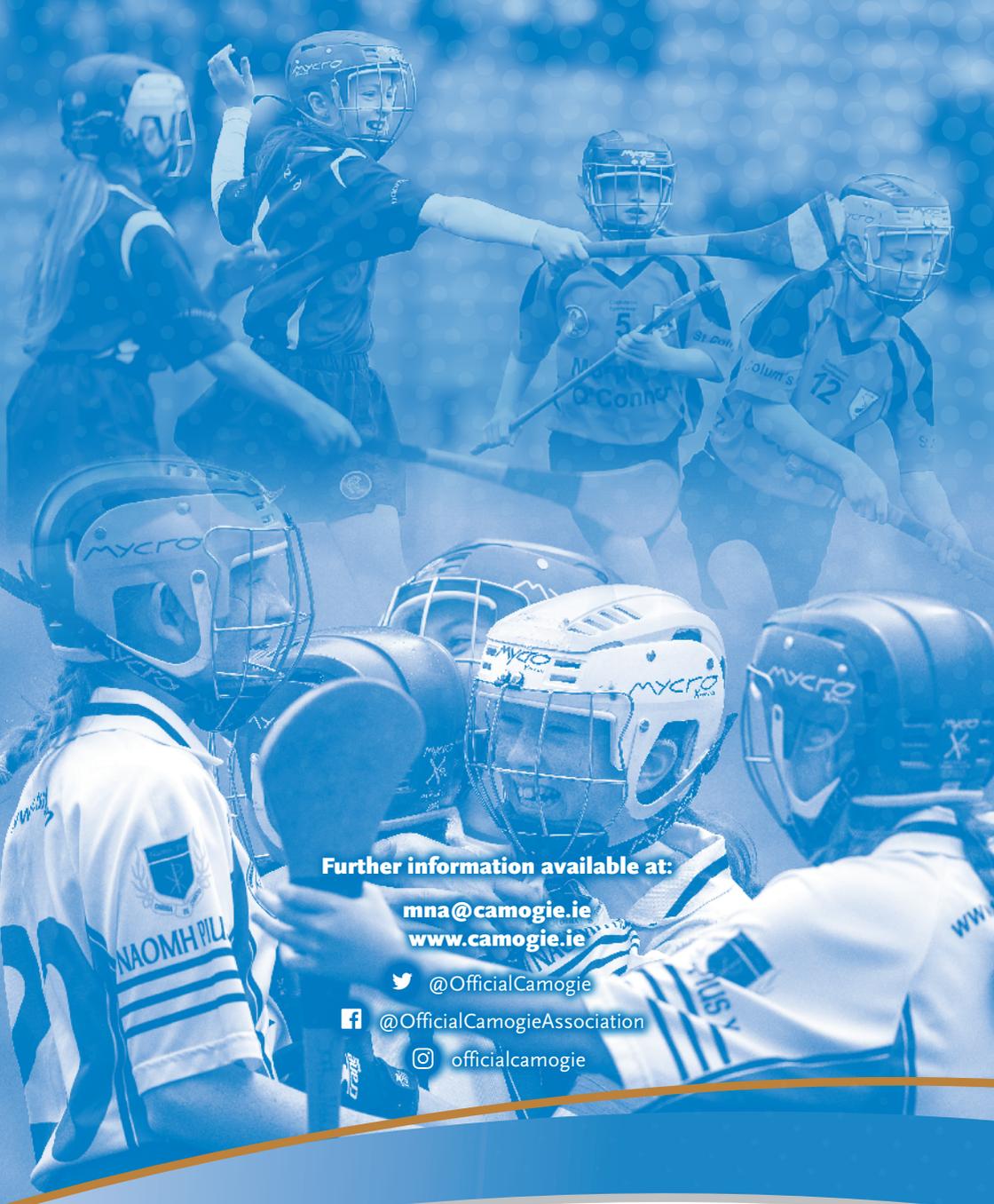
THE QUALITIES AND TRAITS OF A M.N.A MENTOR:

- **WILLINGNESS TO SHARE SKILLS, KNOWLEDGE, AND EXPERTISE.**
- **DEMONSTRATES A POSITIVE ATTITUDE AND ACTS AS A POSITIVE ROLE MODEL.**
- **TAKES A PERSONAL INTEREST IN THE MENTORING RELATIONSHIP.**
- **EXHIBITS ENTHUSIASM IN THE FIELD.**
- **VALUES ONGOING LEARNING AND GROWTH IN THE FIELD.**
- **PROVIDES GUIDANCE.**
- **RESPECTED BY CLUB EXECUTIVE AND MEMBERS.**
- **VALUES THE OPINIONS AND INITIATIVES OF OTHERS.**

THE QUALITIES AND TRAITS OF A M.N.A CLUB:

- **INNOVATION**
- **LEADERSHIP**
- **VOLUNTARISM**
- **FUN**
- **INTEGRITY**
- **EXCELLENCE**
- **INCLUSIVENESS**





Further information available at:

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www.camogie.ie

 @OfficialCamogie

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