

## CSPA Mentorship Program Guide – Learn to Fly

### **Objective:**

Mentoring individuals who have discipline specific goals and want to further develop and specialize.

### **Program Structure**

#### **1. Participant Eligibility**

##### **a. Mentees (any of the following):**

- i. individuals who are currently working on a specific discipline, such as Formation Skydiving (FS), Freeflying (Head Up and/or Head Down), Wingsuit, Movement (Track and/or Angle), Canopy Formation (CF), or Canopy Piloting (CP), Accuracy Landing, or Artistic Events (AE)
- ii. individuals who are interested in or currently working on their CSPA B CoP or higher, and/or
- iii. individuals seeking further knowledge pertaining to more advanced skydiving skill development.

##### **b. Mentors (any of the following):**

- i. Current CSPA Coach certification preferred although not required,
- ii. Minimum of two (2) years of experience in skydiving, and/or
- iii. Verification that the mentor is a subject matter specialist. This may include, but is not limited to discipline specific jump numbers, participation in skill development course, tunnel time, DZO referrals)

#### **2. Program Duration**

- a. Recommended program duration: three (3) months.
- b. Option to shorten or extend based on a mutual agreement between mentor and mentee.

#### **3. Matching Process**

- a. Pairing based on experience and/or privileges of the mentor and mentee,
- b. Mentee knowledge and/or skill development goals,
- c. Possible consideration of geographical location,
- d. Consideration of compatibility, and/or
- e. Specified mentee requests will be considered.

### **Program Components**

#### **1. Initial Meeting**

- Introduction and goal-setting session.
- Discuss mentee's current skill level and aspirations.
- Outline expectations and responsibilities of both mentor and mentee.

#### **2. Skill Development Sessions (where applicable)**

- Bi-weekly meetings (in person or virtual) or as mutually scheduled.
- Progress review, knowledge development, and addressing any challenges.
- Discussions focusing on specific skills and techniques.
- Review of practical task(s) and set progression goals.
- Scheduled jump sessions focusing on specific skills and techniques.
- Video debriefs and performance analysis.
- Safety drills and emergency procedure reviews.

#### **3. Progress Tracking**

- Use a logbook or digital tracking tool to monitor mentee's progress.
- Set milestones and celebrate achievements.

#### **4. Networking and Community Building**

- Participation in seminars and workshops.
- Encouraging participation in future development camps and courses.
- Collaborate with others to expand and share knowledge and experiences.

#### **Roles and Responsibilities**

##### **Mentor Responsibilities**

- Provide guidance, support, and feedback.
- Share knowledge and industry standard practices.
- Ensure safety and adherence to CSPA practices and standards, including compliance with all CSPA PIMs, such as Standards of Integrity
- Motivate and inspire the mentee.

##### **Mentee Responsibilities**

- Actively participate and engage in the program.
- Be open to feedback and demonstrate willingness to learn.
- Maintain a log of progress.
- Communicate openly.
- Respect mentor's time and commitment.
- Ensure safety and adherence to CSPA practices and standards, including compliance with all CSPA PIMs, such as Standards of Integrity.

#### **Evaluation and Feedback**

##### **Program Completion**

- Final assessment of skills and achievements.
- Celebration of progress and completion.
- Provide feedback for program evaluation.