

## CSPA Mentorship Program Guide – Navigating the Skydiving Community

### **Objective:**

The Mentorship Program aims to enrich the lives of individuals by providing guidance and support within the skydiving community. Our objective is to foster personal growth, build strong relationships, and create a sense of belonging through experienced mentorship. By sharing knowledge, experiences, and insights, we strive to help participants navigate the challenges and opportunities, ensuring they thrive both within the skydiving environment.

Current areas of available mentorship include:

- Life around a dropzone
- Diversity, Equity, and Inclusion
- Visiting other dropzones / travelling
- Parenting & skydiving
- Injuries within skydiving / returning from injury

### **Program Structure**

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

##### **a. Mentees**

- i. individuals seeking guidance beyond the skydive

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

- i. Current CSPA Coach certification preferred although not required,
- ii. Experience with any of the above areas of membership (as per objective)
- iii. Commitment and capacity (time, energy, expertise) to fulfill a mentor role,
- iv. Knowledge about the sport of parachuting, and
- v. Ethical and values-based behavior.

#### **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 of the mentor and mentee,
- b. Mentee knowledge and/or 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 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.

### **3. Progress Tracking**

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

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

- Participation in seminars and workshops.
- 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.