

The background of the slide is a photograph of a field hockey field. In the foreground, several orange cones are arranged in a pattern on the grass. A player in a white jersey is visible in the background, slightly out of focus. The text is centered over the image.

**Development of a Male Player
Pathway for
USA Field Hockey**

OBJECTIVE(S):

Identify an effective male player pathway to ...

- 1. Build a broader base of players in the sport... grow the game !!!**
- 2. Enhance performance potential of the Men's National Team**

Review of discussion and outcomes from Board meeting @ Harrisburg August 2013

- *Reviewed status and ranking of US MNT and key characteristics of other nations*
- *Discussed options for improving performance outcomes of MNT*

Options ...

- *Significantly increase funding to High Performance Program.... and/or...*
- *Increase the size of player base (and skill level) of boy's pathway and pipeline and/or ...*
- *Change the cultureand/or ...*
- *Other more complicated and expensive options*

Outcomes (consensus opinion ???)...

- *Maintain (or slightly increase?) support to MNT and Men's High Performance program*
- *Build a healthy (male) pipeline through the 5 a side game*
- *Develop new (5 a side) game culture for males...BUT maintain the connection to the 11 a side game through a managed "transition process"*

The process ... to re-build the pathway

- *Identify Regions across the country to build a 5 a side Boy's Pathway... and a phased expansion*
- *Change the culture of the boy's game (away from solely a "girls" game)... a different game, a different USA Field Hockey "product"*

The process ... to re-build the pathway

- *Develop a club and school/college support structure for coaching, training and competition*
- *Develop a connected pathway from “First Entry” to lifelong participation and high performance*
- *Develop a strong link between 5 a side and 11 a side*

What does that look like?....

Pathway principles...

- *Well designed and connected pathway – linked to “LTAD” principles*
- *Partnership with clubs, schools/colleges ...including Club development and support programs (facilitated by USA Field Hockey)*
- *Athlete recruitment process (marketing program)*
- *Communication of a pathway and multiple end-points to USA Field Hockey stakeholders*

What does that look like?....

Pathway principles...

- *Training and competition opportunities for males at all levels of the pathway*
- *Multiple entry points*
- *Coaching and Official development – linked to LTAD principles*
- *Marketing support*
- *Integrated with a viable “Business Model”... both USA Field Hockey “subsidized” programs and user-pays programs*

Club and School/College (Club) Programs → → →... ongoing training and competition

Age 6 | | | 10 | | | | 15 | | | | 20 | | | | 25 | | |

Age

The pathway ...

Step 1 – “First Entry”

Fundamental Field Hockey Program

- ***Introduce 5 a side pathway (for boys)***
- ***Organized by, and costs covered by USA Field Hockey***
- ***Feeder back into Club and School Programs (through simultaneous & integrated “Club Development Program)***
- ***Feeder up into Step 2 – Regional Clinics and Camps***

First Entry
USAFH Fundamental Field Hockey
Programs
Free to participant

Club and School/College (Club) Programs → → →... ongoing training and competition

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Age

The pathway ...

Step 2 - Regional Boys Clinics

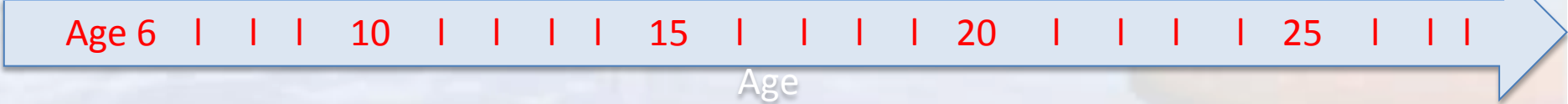
- ***Focus on 5 a side game development***
- ***Need revised Coaching curriculum (TBD)***
- ***Open to Everyone***
- ***Organized by USA Field Hockey***
- ***A small fee is charged to attend***
- ***Should include mini-competition(s)***
- ***Feeder back into Club and School Programs***
- ***Feeder up into Step 3 – Regional Development Squad***

Regional Boys Clinics – participant fee

First Entry
USAFH Fundamental Field Hockey Programs
Free to participant



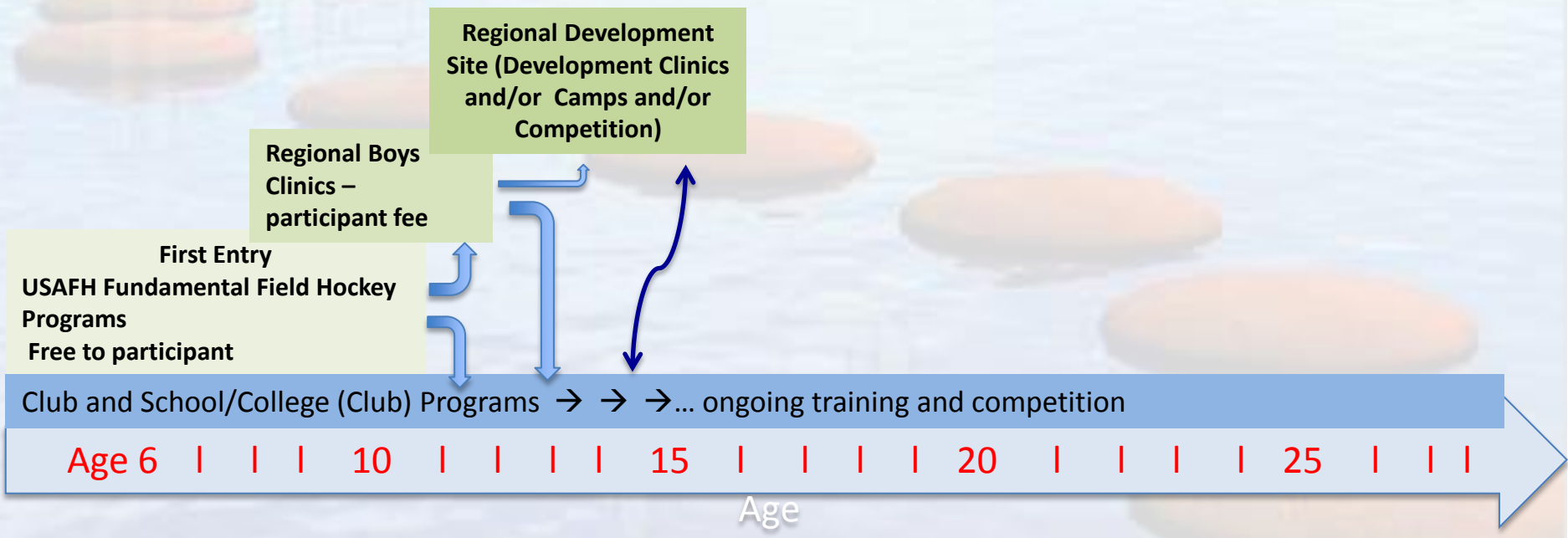
Club and School/College (Club) Programs → → →... ongoing training and competition



The pathway ...

Step 3 - Regional Development Site

- ***Focus on 5 a side (and 1st Transition to 11 a side)***
- ***Need revised Coaching material (TBD)***
- ***By invitation from Regional Clinics and Camps (and “late entry”/re-entry from Clubs and Schools)***
- ***Organized by USA Field Hockey ...but a fee is charged to attend***
- ***Should include mini-competition(s)***
- ***Includes “Transition Program” to 11 a side game***
- ***Feeder into Club and School/College (Club) Programs***
- ***Feeder up into Step 4 – Regional High Performance Sites***



Regional Development Site (Development Clinics and/or Camps and/or Competition)

Regional Boys Clinics – participant fee

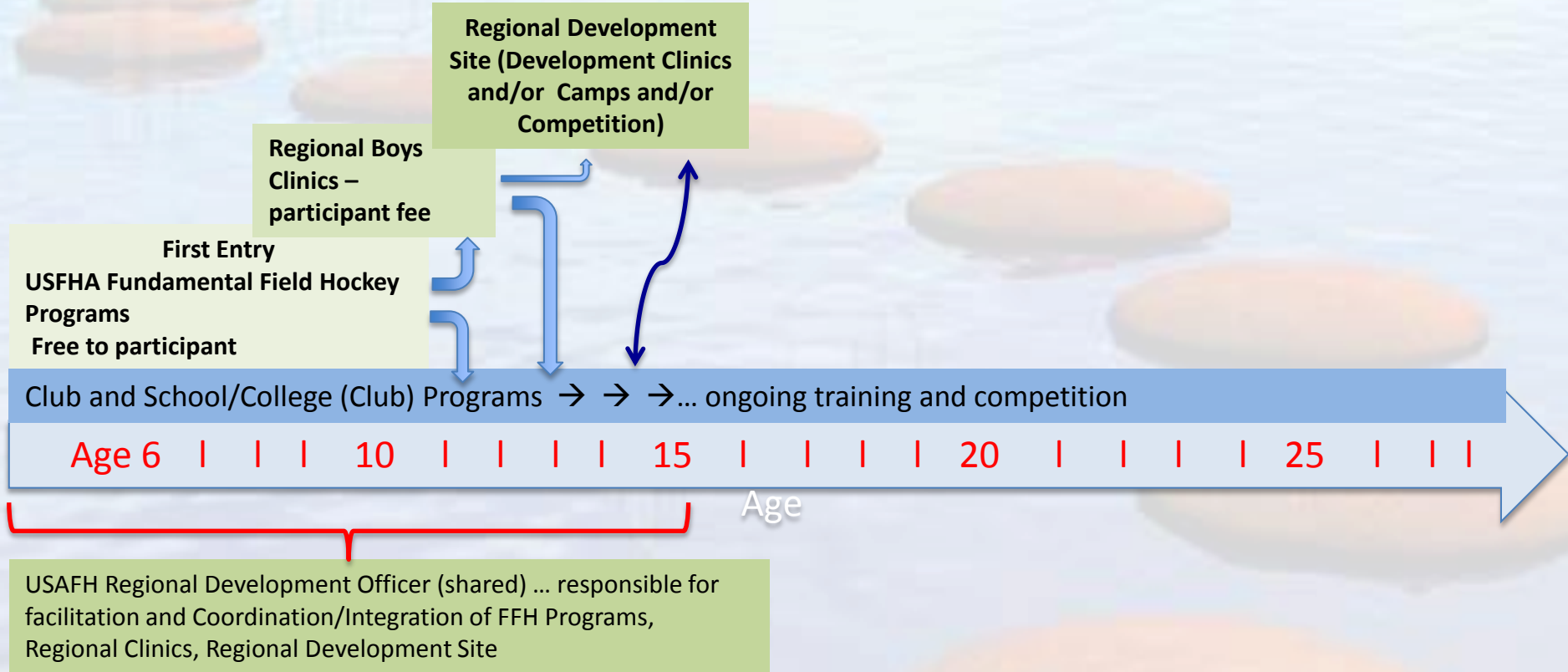
First Entry USFHA Fundamental Field Hockey Programs Free to participant

Club and School/College (Club) Programs → → →... ongoing training and competition

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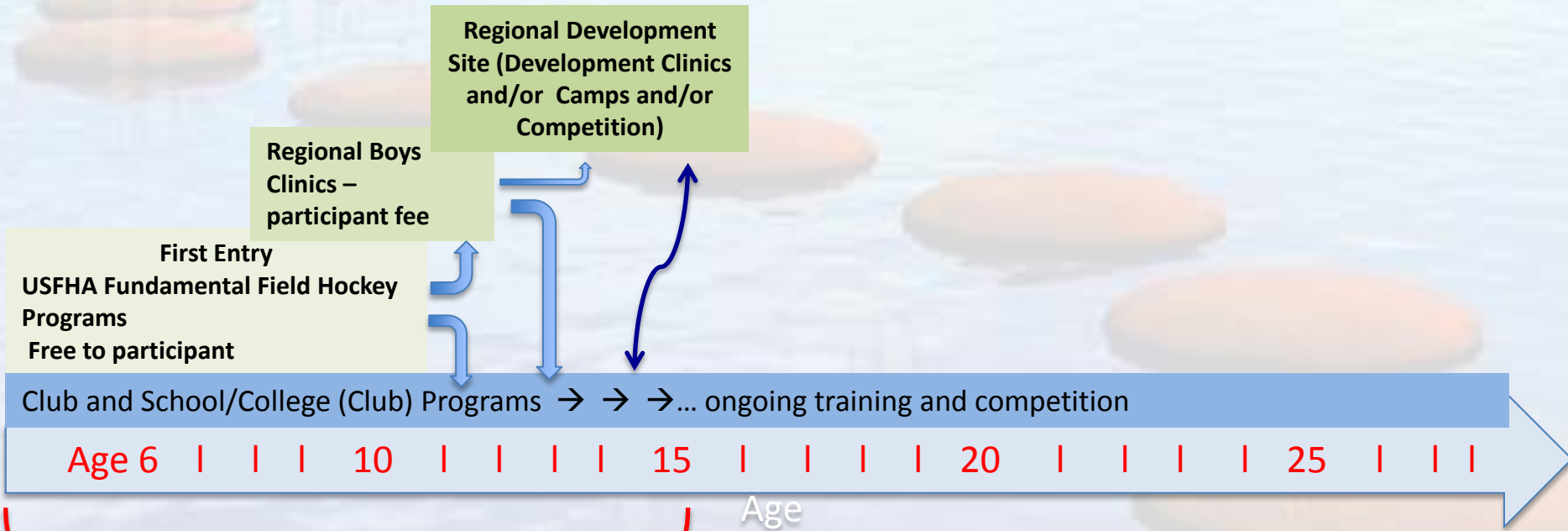
USAFH Regional Development Officer (shared) ... responsible for facilitation and Coordination/Integration of FFH Programs, Regional Clinics, Regional Development Site





USFHA Regional Development Officer (shared) ... responsible for facilitation and Coordination/Integration of FFH Programs, Regional Clinics, Regional Development Site

Write Curricula and content for age appropriate Training and Coaching Guidelines for FFH and Clubs as per LTAD principles
 Develop Club Development guidelines
 Develop Promotional and Marketing material for Clubs



Club and School/College (Club) Programs → → →... ongoing training and competition

Age 6 | | | 10 | | | 15 | | | 20 | | | 25 | | |

Age

USFHA Regional Development Officer (shared) ... responsible for facilitation and Coordination/Integration of FFH Programs, Regional Clinics, Regional Development Site

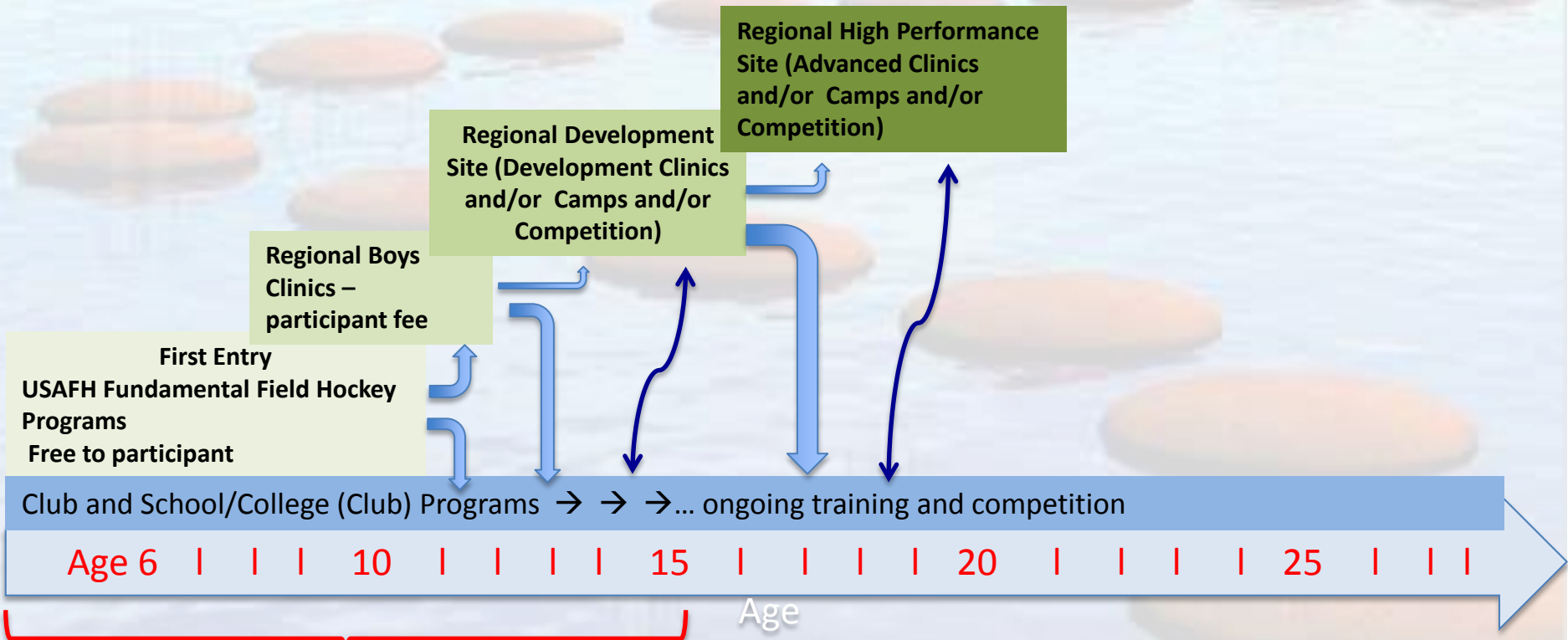
Write Curricula and content for age appropriate Training and Coaching Guidelines for FFH and Clubs as per LTAD principles
 Develop Club Development guidelines
 Develop Promotional and Marketing material for Clubs

USAFH RDO develop Club Support Program, Coaching manuals, Intra-Club and Inter-Club Guidelines
 Member fees and Comp Sanction Fees to USAFH (and Clubs or event owners)

The pathway ...

Step 4 – Regional High Performance Site

- ***Focus on 5 a side and continued Transition to 11 a side***
- ***Invitation from Regional Development Site (and “late entry/re-entry” from Club and School/College program)***
- ***Facilitated and monitored by USA Field Hockey... but a fee is charged to attend***
- ***Should include mini-competition(s)***
- ***Feeder back into Club and School/College (Club) Programs***
- ***Feeder into MNT 11 a side squads and Indoor/Outdoor 5 a side National squads***



USAFH Regional Development Officer (shared) ... responsible for facilitation and Coordination/Integration of FFH Programs, Regional Clinics, Regional Development Site

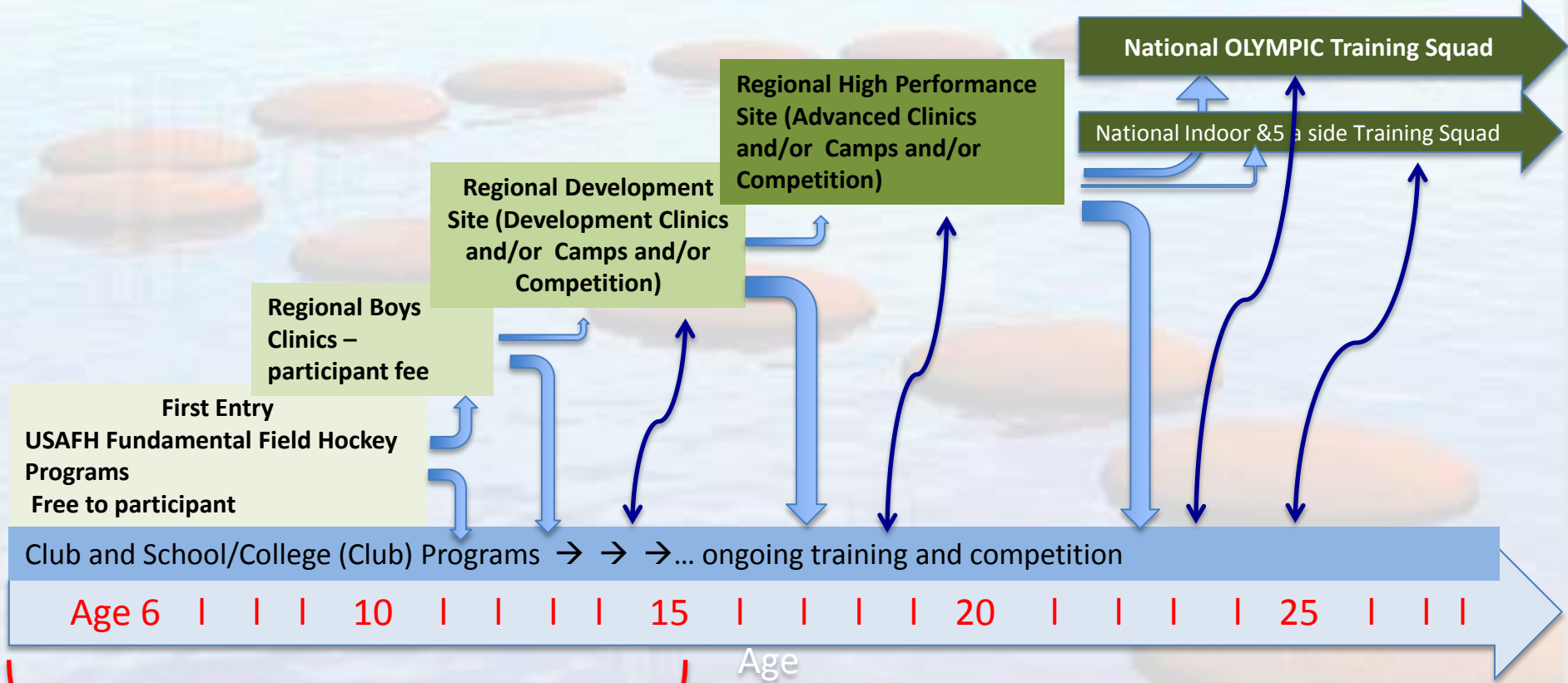
Write Curricula and content for age appropriate Training and Coaching Guidelines for FSCs and Club as per LTAD principles
 Develop Club Development guidelines
 Develop Promotional and Marketing material for Clubs and Reg Dev Officer

USAFH RDO develop Club Support Program, Coaching manuals, Intra-Club and Inter-Club Guidelines
 Member fees and Comp Sanction Fees to USFHA (and Clubs or event owners)

The pathway ...

Step 5 – Men’s National Squads for 11 AND 5 a side

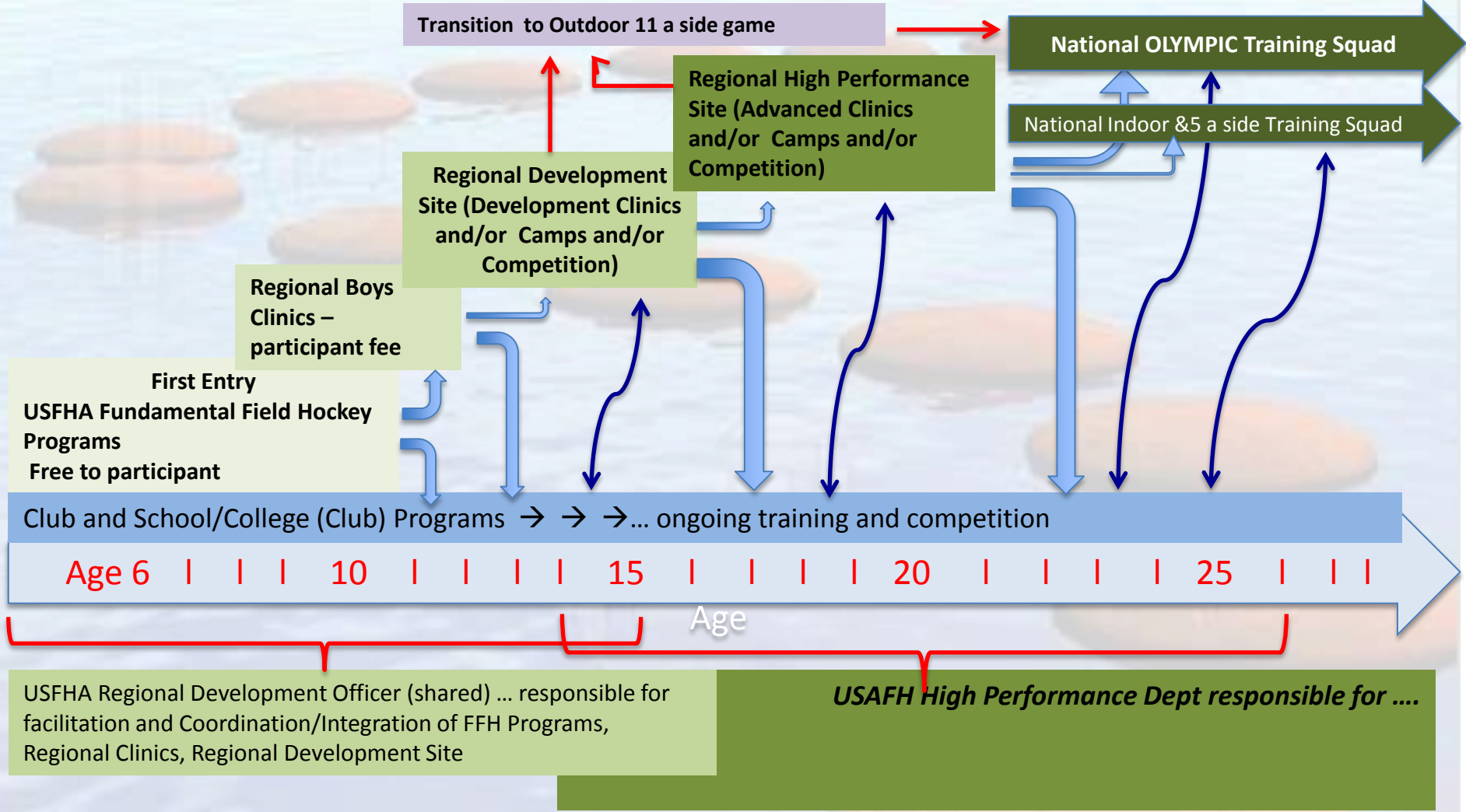
- ***Invitation from Regional Development Sites and Regional High Performance Site (and “late entry/re-entry” from club and School/College program)***
- ***Organized by USA Field Hockey***
- ***USA Field Hockey subsidizes “Pay to play” as per available budget***
- ***Should include (rigorous) competition(s)***
- ***Feeder back into Club and School/College (Club) Programs***



USAFH Regional Development Officer (shared) ... responsible for facilitation and Coordination/Integration of FFH Programs, Regional Clinics, Regional Development Site

Write Curricula and content for age appropriate Training and Coaching Guidelines for FSCs and Club as per LTAD principles
 Develop Club Development guidelines
 Develop Promotional and Marketing material for Clubs and Reg Dev Officer

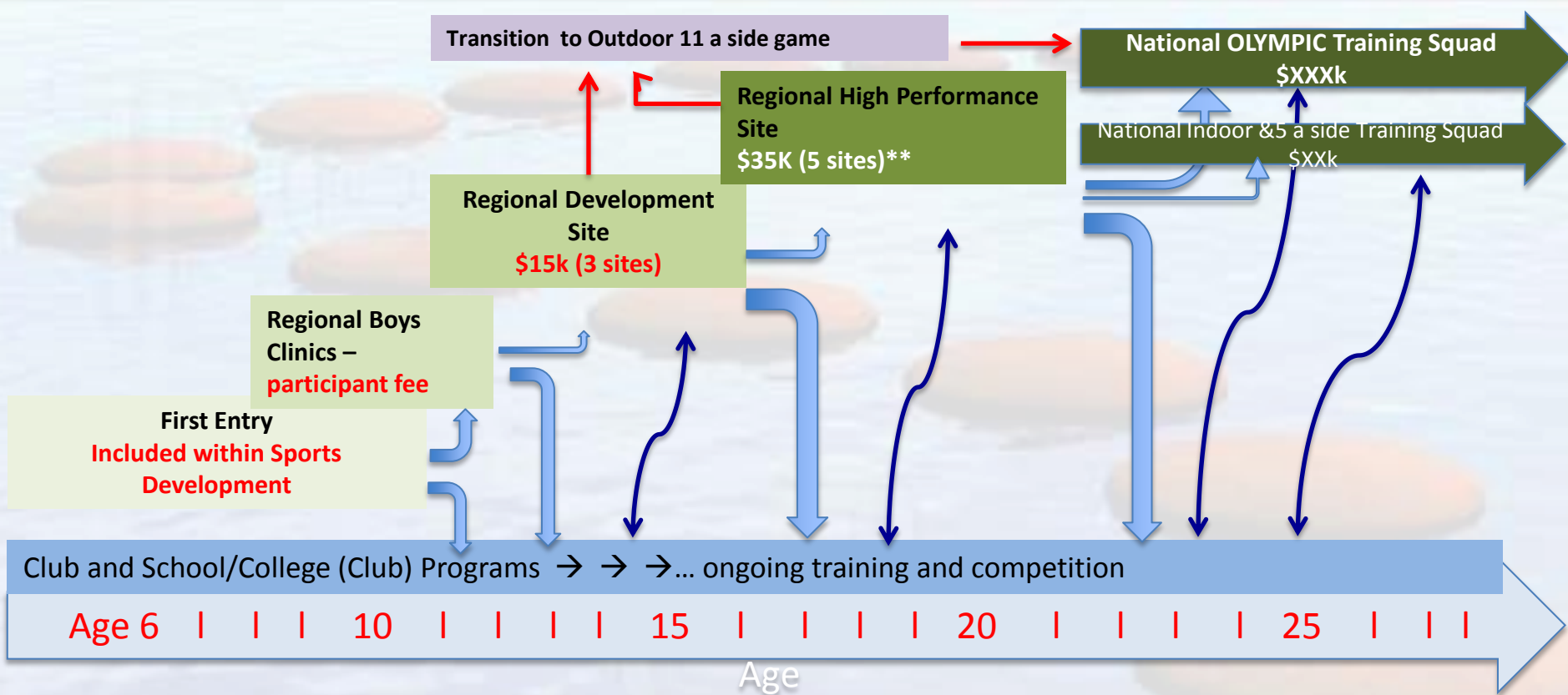
USAFHRDO develop Club Support Program, Coaching manuals, Intra-Club and Inter-Club Guidelines
 Member fees and Comp Sanction Fees to USFHA (and Clubs or event owners)



Write Curricula and content for age appropriate Training and Coaching Guidelines for FSCs and Club as per LTAD principles
 Develop Club Development guidelines
 Develop Promotional and Marketing material for Clubs and Reg Dev Officer

USFHA RDO develop Club Support Program, Coaching manuals, Intra-Club and Inter-Club Guidelines
 Member fees and Comp Sanction Fees to USFHA (and Clubs or event owners)

Identify participation and “performance transition periods
 Identify Selection (and De-selection criteria and re-direction to Club/School Programs



2014 Financial impact

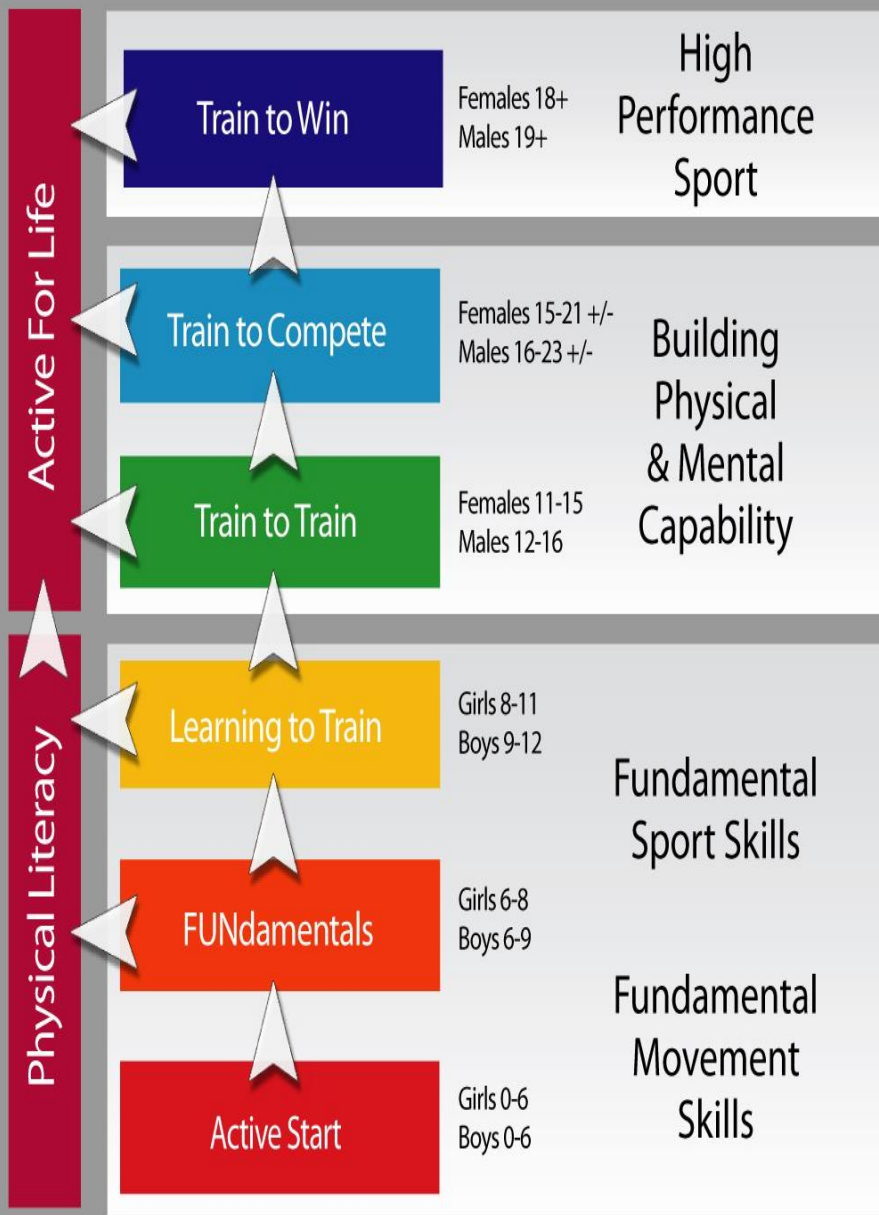
- All elements of Male Pathway as proposed are within the 2014 Budget
- USA Field Hockey financially support
 - Sport Development - First Entry, marketing the game to males within Fundamental Field Hockey, feeding the pathway
 - High Performance – Developing elite male athletes
- Self funded
 - The 'middle' – Regional Boys Clinics, Regional Development Sites, Regional High Performance Sites

Changing the culture...

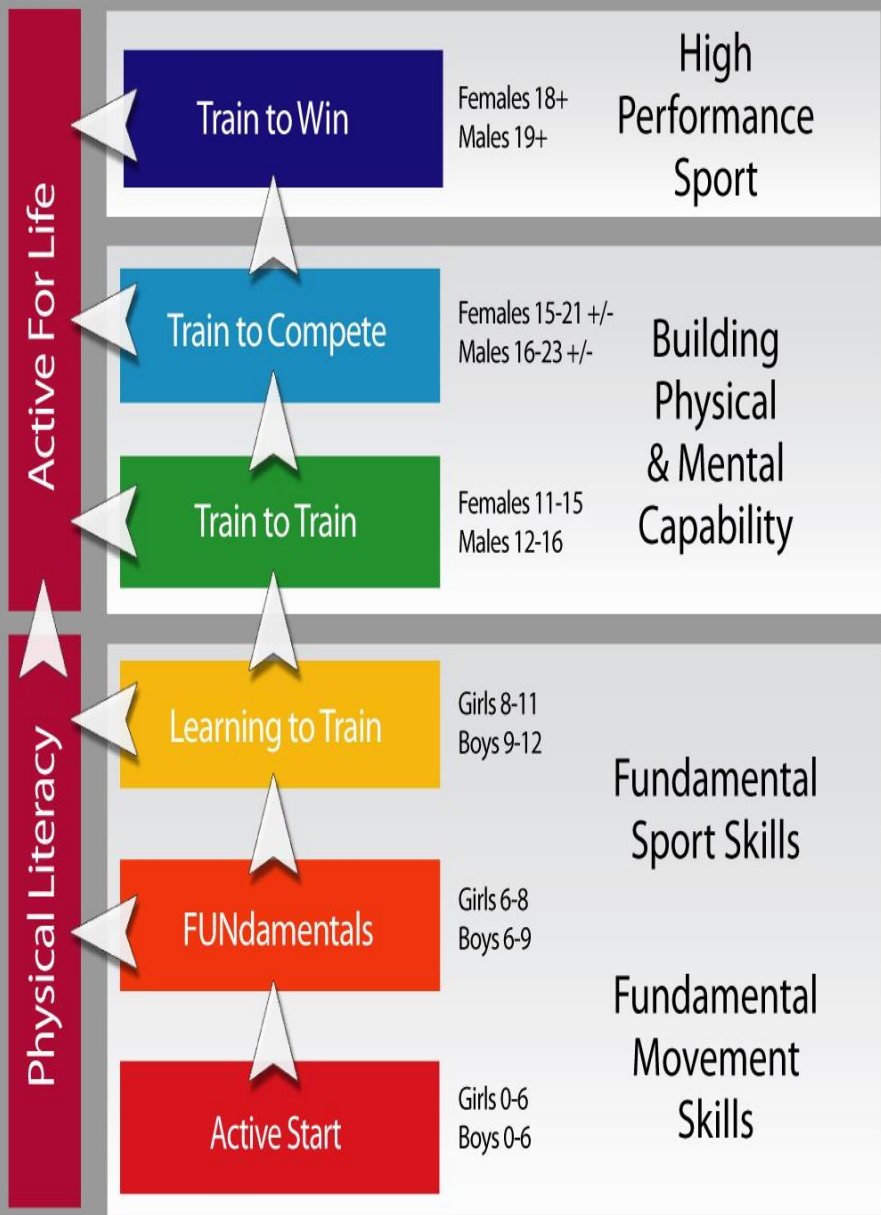
... extending the pathway

- ***The concept and structure allows USA Field Hockey to***
 - *Re-frame the game in the eyes of boys*
 - *Use different (and more readily available) facilities*
 - *Extend the reach into communities and clubs*
- ***USA Field Hockey can also extend and expand the player pathway beyond the US into professional Leagues and teams overseas (to compensate for lack of NCAA scholarship program)***

Canadian Long Term Athlete Development Model



Canadian Long Term Athlete Development Model



National Teams

Regional High Performance Site

Regional Development Site

Regional Boys Clinics

Fundamental Field Hockey Program

CLUB AND SCHOOL ACTIVITY

NAGS
National Age Group Squads
U16 & U18

JRPC
Junior Regional Performance Centre
TIER 2 ACTIVITY
Futures Cup, U16 & U18
HiPAC, U15 & U17



JRPC
Junior Regional Performance Centre
TIER 1 ACTIVITY
U15-U18

JAC
Junior Academy Centre
U13-U17

JDC
Junior Development Centre
U13-U17

CLUB AND SCHOOL ACTIVITY

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To be developed ...

- *Identification, Roles, Job Description etc. of USA Field Hockey Regional Development Officers—shared position with Women's program*
- *Age appropriate (LTAD) guidelines for Training and Competition at all parts of the pathway... for coaches and officials... for 5 a side game*
- *Club support materials ... to add Boy's teams to clubs*
- *Priority Regions and phased timeline for expansion*

The Devil is in the details...

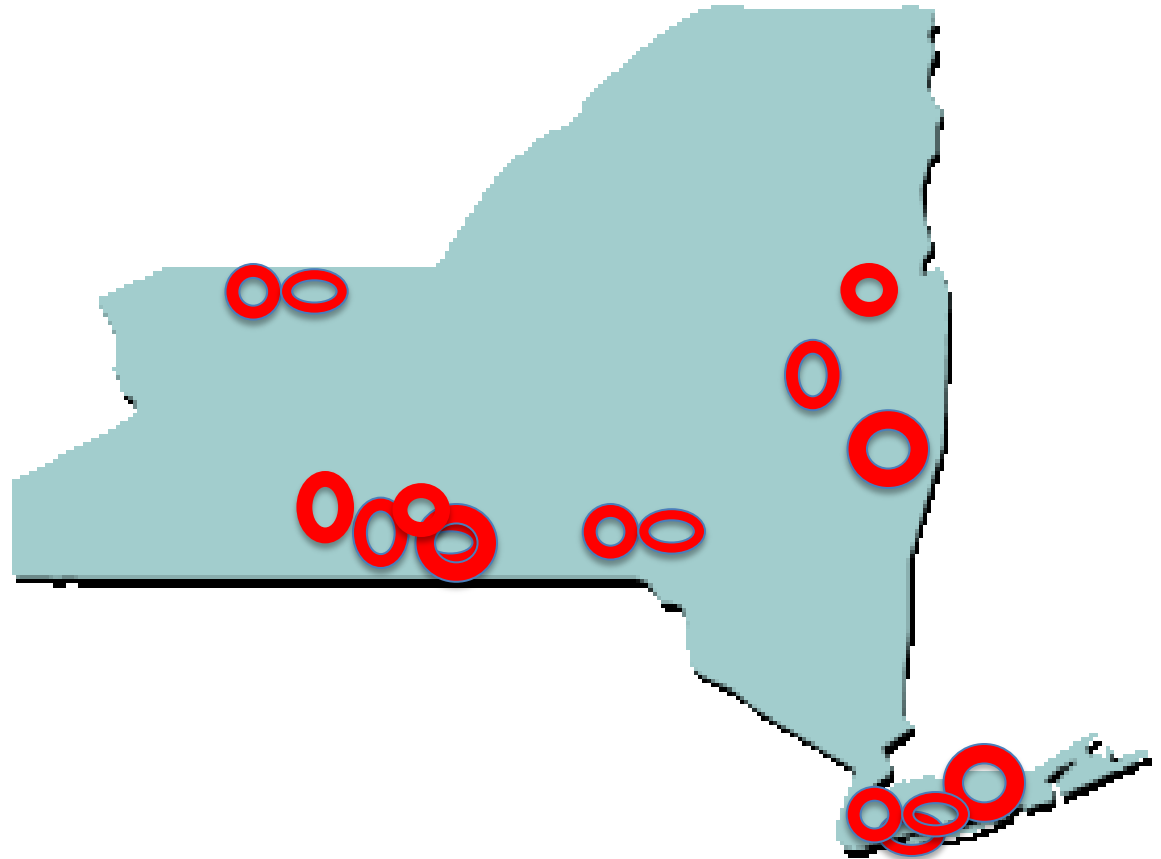
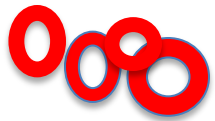
- *Financial details*
- *Detailed planning and implementation with measurable and accountable Key Performance Outcomes*
- *Selection of initial Regions and criteria and timing for phased expansion*
- *Integration with existing 11 a side competition for youth and adult*
- *CHANGE MANAGEMENT (Champions, Market and Sell it, Communicate it, Manage and Monitor it)*
- *Time, patience, commitment to focus*

CHANGE MANAGEMENT

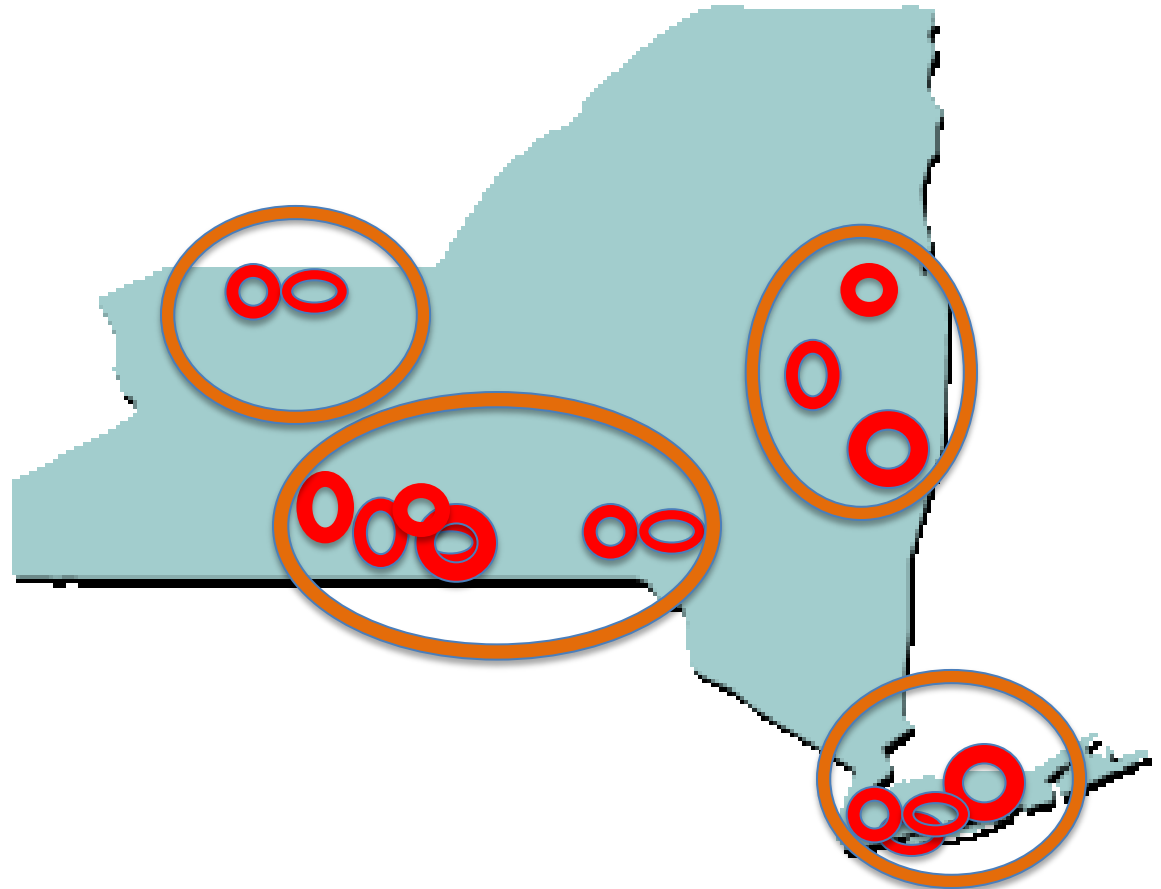
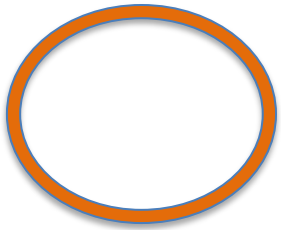
- ***A “Champion” (Board and Staff) ,***
- ***Market and Sell it,***
- ***Build “Buy In” (with the Field Hockey Community)***
- ***Communicate it,***
- ***Manage and Monitor it***
- ***Time, patience, commitment to focus***

First Entry

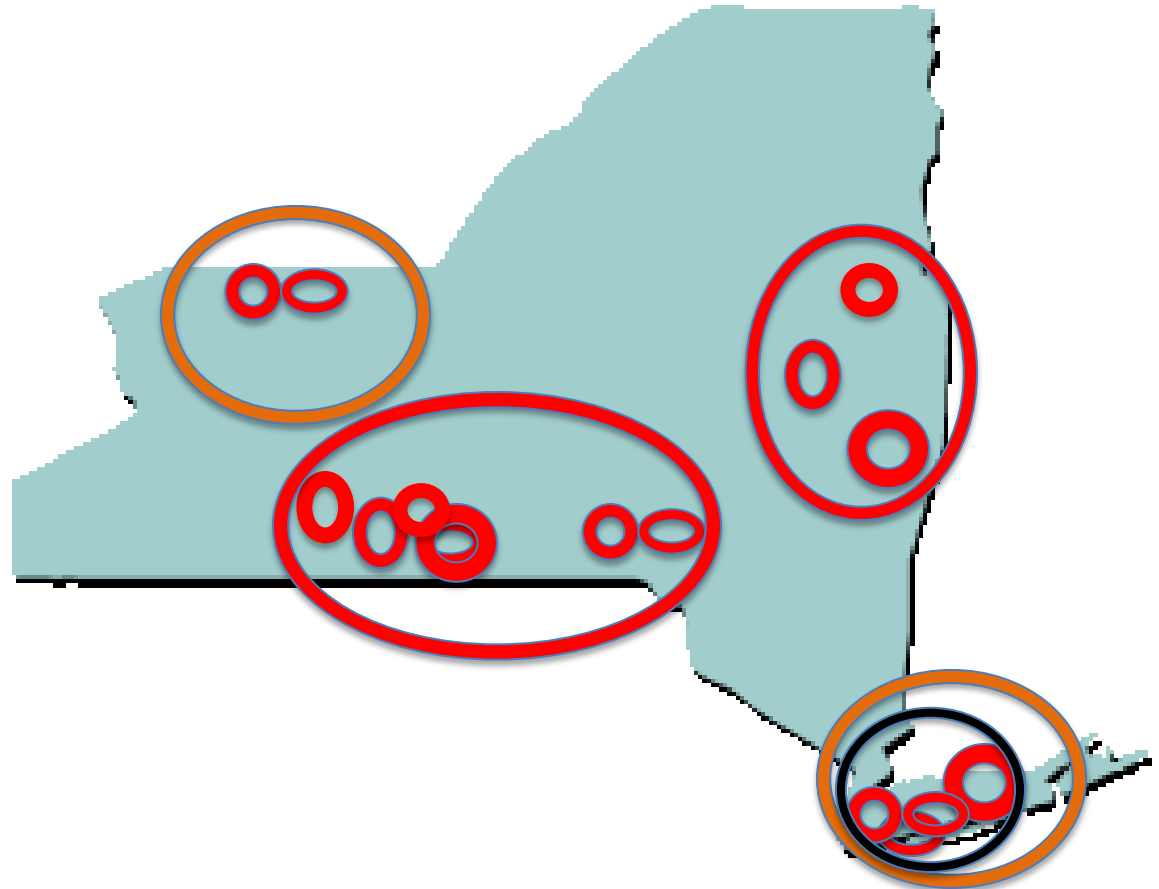
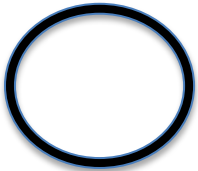
Fundamental Field
Hockey programs



Regional Boys Clinics



Regional
Development Site



Regional High
Performance Site



Regional
Development Site

