



LHA Academy Player & Coach Development Programme

Version 4.1

Ann Ronan, 08 July 2020

Player Development Programme Objectives



- **Identify and develop junior players across the province – Existing skills and potential are important; focus is on**
 - Skills and Technical development
 - Performance Panels - Tactical and games development
 - Performance Panels – Physical strength and conditioning (Injury prevention) development
- **Identify and select regional and provincial representative teams**
 - Talent Identification : Skilful players with athletic ability / Athletic players with potential to develop required skills
 - Participate in Inter-Regional competitions and National U15 Festival
 - Inter-Provincial matches and final tournament
 - International Tournaments
- **Ensure that there is a clear development pathway for players all the way through to national squads**
- **Increased participation of Leinster players on national panels**
- **Ensure there is a clear development pathway for coaches – leading to national panel coaching roles**
 - Roles for Head Coach at District / Region / Inter-Provincials (ideally have HI Level 2 or are working towards Level 2)
 - Assistant coach roles at every level (must have HI Level 1)
 - Shadow/Development coaches from clubs/schools to support the district centres (Voluntary... ideally have HI level 1)

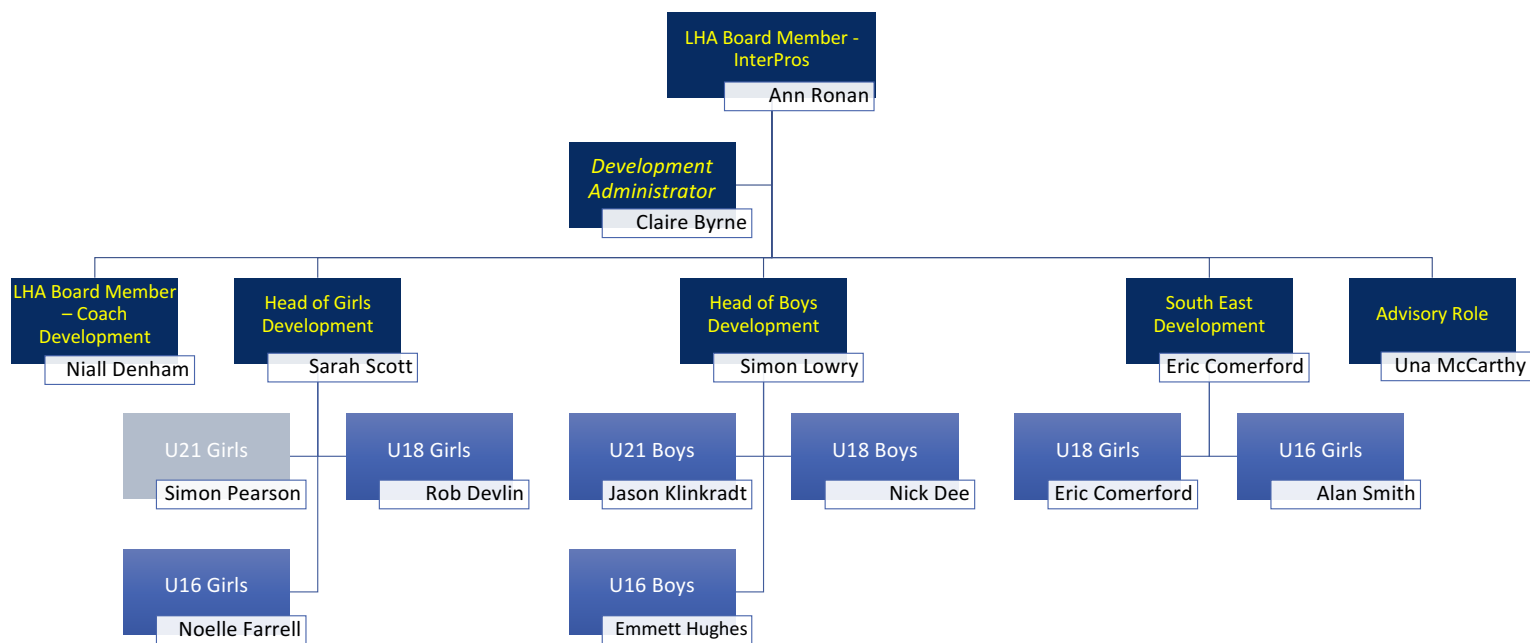
Key Success Factors / Key Measures



- To be successful the programme requires
 - A full time development programme manager with administrative support
 - A high level of support for player development from within the clubs, schools and coaching groups.
 - Coaches, who have a focus on elite player development, working with the performance players and squads
 - A defined player development pathway, including an entry point for talented athletes
 - A defined coach development pathway from regional development centres through to inter-provincial level
 - To be more attractive to both players, coaches and sponsors – *it needs to be about more than one tournament!*
- The programme will be measured and assessed over time based on
 - The number of players on national panels (56 girls in 2018/19 season)
 - The number of coaches on national coaching panels (6 on U16 & U18 coaching teams)
 - The number of high potential athletes who transition to performance panels from regional centres (yet to be determined)
 - The results at inter-provincial competitions (2018 won U16 and U18)

2018/19 Season National Panels	Leinster Girls	Leinster Boys
IRL U16	15	9
IRL U17	6	
IRL U18	16	9
IRL U21	19	14

Programme Roles - Current



Coaching Roles - InterPros



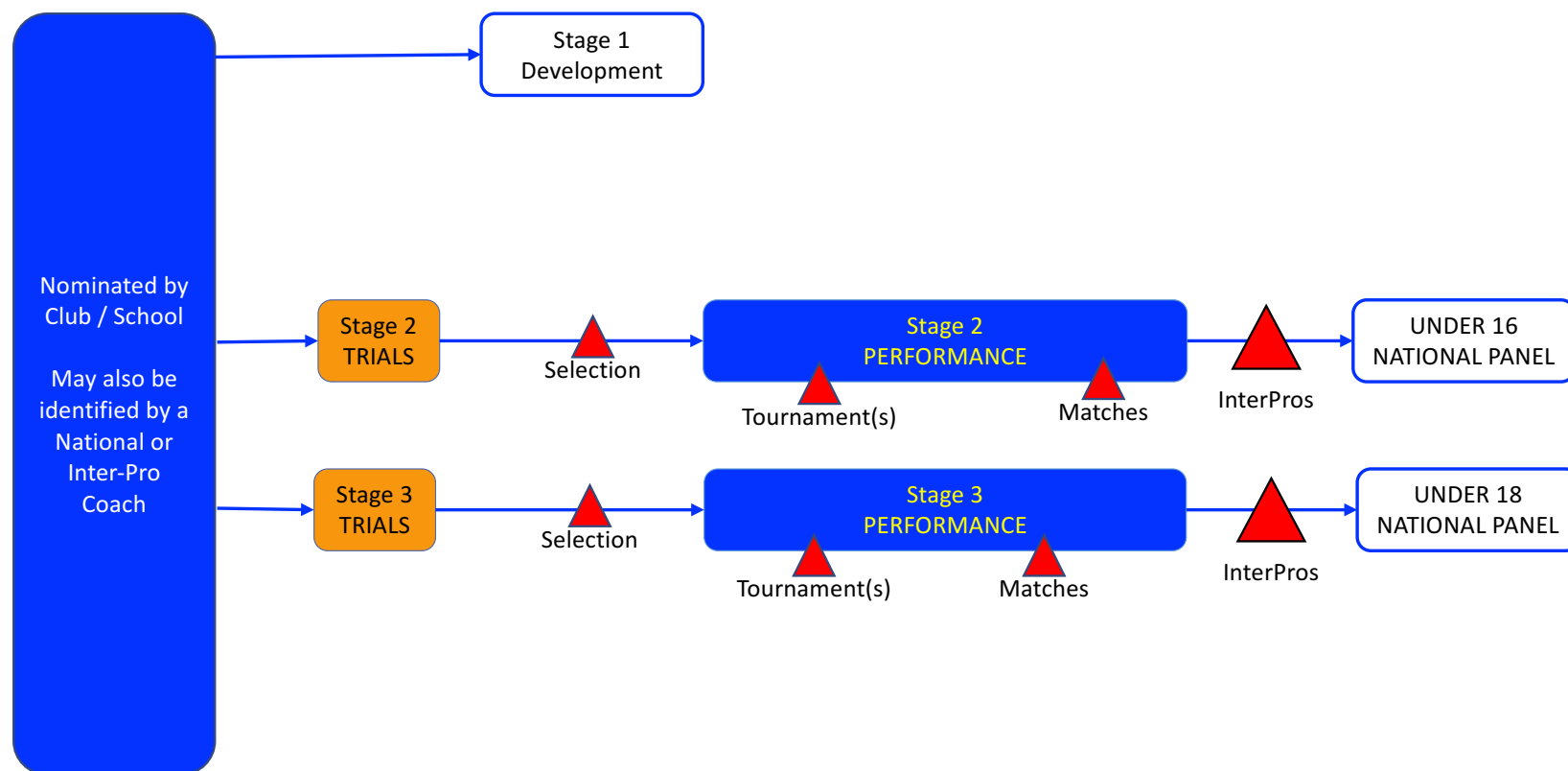
- Coaching Positions for 2020 InterPros were in the process of being finalised when Covid-19 epidemic halted all development
- Final positions are yet to be agreed
- *These will likely change for 2020-21 season with a change in the inter-provincials for Hockey Ireland*

2020					Non-travelling	
Leinster Boys						
	Coach	Assistant	Assistant	Manager	Development Coach	S&C
Head Coach - Boys	Simon Lowry					
Under 16s	Emmet Hughes	Sean Butler	Angus Dunlop		Brian Cleary (GK)	Luke Doherty
Under 18s	Nick Dee				Brian Cleary (GK)	Luke Doherty
Under 21s	Jason Klinkradt					
Junior Men						
Leinster Girls						
	Coach	Assistant	Assistant	Manager	Development Coach	S&C
Under 16s	Noelle Farrell	David McGivern	Anna Richardson	Claire Byrne	Riona Norton (GK)	tbc
Under 18s	Rob Devlin	Simon Pearson			Riona Norton (GK)	tbc
Under 21s	Simon Pearson					
Junior Women	Sean Butler					
South East Girls						
	Coach	Assistant Coach	Assistant Coach	Manager	Development Coach	S&C
Under 16s	Alan Smith	Ivanna Yates		Anna Flood		Trevor
Under 18s	Eric Comerford			Mags McGrath	George Smith (GK)	Evan Matthews

2016 - 2019 Player Pathway



- Players are nominated by club or school to participate in trials



2019 → 2020 → 2021



- **2019 Experience**

- An unprecedented number of players were sent for assessment and development in 2019
- In excess of 1,000 players of which only 10% could be selected on an inter-pro team
- Focus became assessment for elimination rather than assessment for development
 - multiple cycles required to select performance panel

- **2020 Plan**

- Separate Performance from Development
- Trial top players and select performance panels
- Set up Regional Development and ensure all players nominated received appropriate development
 - Development
 - Inter-Regional/District tournaments
 - *Create an opportunity for selection to summer performance panels*

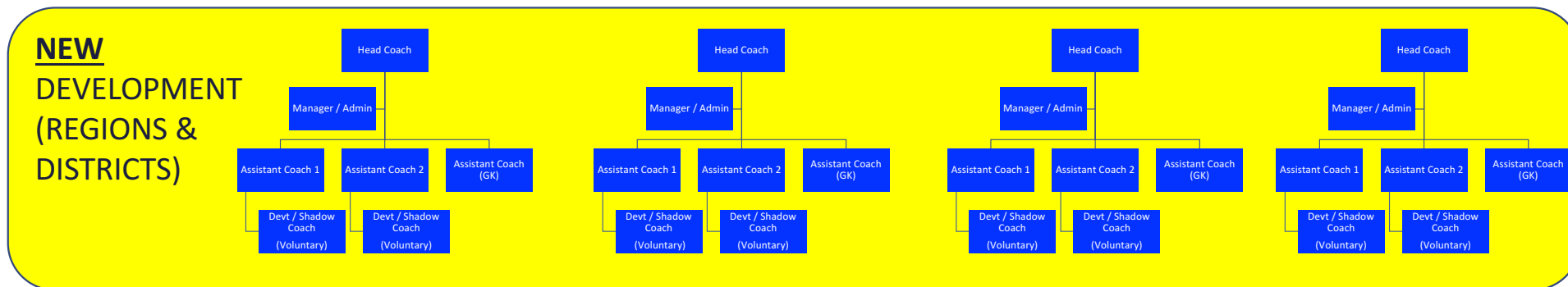
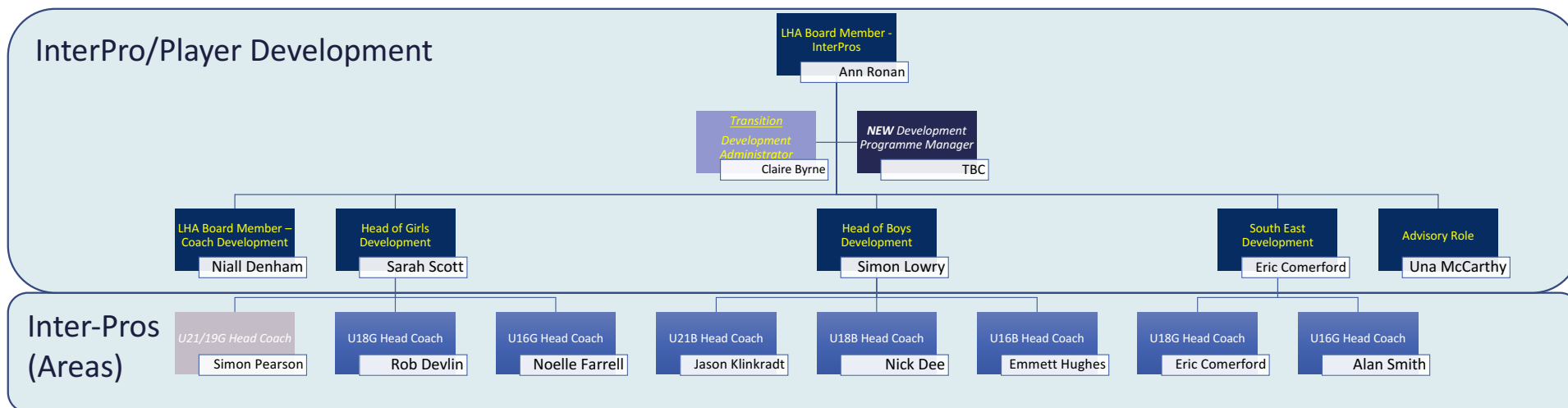
- **2020 Current Status**

- *InterPros moved to end October.... So there is time to select and prepare ...*
- *LGU16 Performance Panel identified*
- *LGU18 Trials in progress – will need to restart and include players exiting National U16 programme*
- *LBU16 & LBU18 - Nominations received, no players registered*
- *SEU16 & SEU18 – Development first, then Selection – Players registered*
- *Potential to complete limited development in July/August - leading to team selections early September*

- **2020-21 Plan**

- *Set up Regions & districts*
- *Commence Development earlier and run through the season / spring /summer*
- *Expect an overlap of coaches between provincial squads and regional centres*

2020 Programme Roles



Key roles within Performance & Player Development Programme



- **Advisory Group**

- Chaired by LHA Board member responsible for player development
- Makes high performance related policy recommendations to the Board of Directors
- Approves budgets for performance and development / Has ongoing oversight and monitoring of budgets
- Consultation and oversight on performance reviews following major competitions and each programme cycle
- Reviews and ratifies coaching appointments – to be proposed to LHA Board for final approval
- Reviews and agrees player selection policies

Key roles within Performance & Player Development Programme



- **DPM - Development Programme Manager (NEW) – *full time role jointly funded through Sponsorship and LHA development funds***
 - Reports to LHA Board member InterPros & Player Development
 - Responsible for overall management of the programme reporting to advisory group
 - Ensuring that players are following structured development programmes that enable them to develop to their potential
 - Developing plans that ensure the continued development of players and coaches
 - Establishing annual budgets in line with available funding
 - Supporting the delivery of a programme that aligns the technical and tactical components with current trends
 - Recruits coaches in consultation with Advisory group and LHA Board member for coach development
 - Engages with regional and districts to ensure resources in place
 - Manages central player registration and payments
 - Assist with multi-regional events

Key roles within Performance & Player Development Programme



- **The Performance /Development Head Coaches will**
 - Develop a coaching framework for coaches involved with age group squads
 - Conduct coach development and learning sessions, ensuring aligned to National programme(s)
 - Ensure each coach is developed in a way that will ensure every coach is able to deliver effective coaching sessions
 - Set learning goals/objectives for each coach and team and review these regularly with coaches and support coaches
 - Provide support to and work with strength and conditioning coaches to help develop a coordinated (vertical) approach to physical development throughout the provincial panels
 - Lead the provincial programme to ensure that coaches can enhance performance and maximise individual and team performance
- **Each age group head coach will continue to**
 - Be responsible for player development within their squad / region
 - Manage the team athletes providing feedback and direction as appropriate
 - Lead briefings and debriefs using other coaches as appropriate
 - During games makes strategic decisions, substitutions ... consults other coaches
 - Provide feedback, targets and development to all players
 - Take an interest in the team immediately below theirs - consults with their coaches

Key roles within Performance & Player Development Programme



- **Each Region/District requires**
 - **Head Coach**
 - Responsible for the delivering the coaching curriculum / Responsible for the skills development of players in the region/district
 - Identifying talented players and athletes for performance panels
 - Prepares each session plan – aligned to Hockey Ireland Hooked for Life plans
 - **Manager / Administrator / Covid-Officer**
 - Links in with DPM to organise venues, arrange session times/dates
 - Links in with parents and coaches
 - Assist head coach with planning
 - Ensures individual player reviews taking place
 - Ensures operating centres in line with Code of Ethics for young children in sport and any specific Covid regulations
 - **Assistant coaches x 2 and Goal-Keeper coach x 1**
 - Supports head coach with session planning
 - Delivery of high quality, high intensity training session

Future roles & opportunities



- **Umpire Development**

- Young umpire development programme aligned to each centre
- Umpires attend for mix of classroom and on the pitch experience
- Umpire inter-district / inter-regional competitions under supervision

- **Coach Development**

- Clubs /School coaches attend centres as volunteers to gain experience

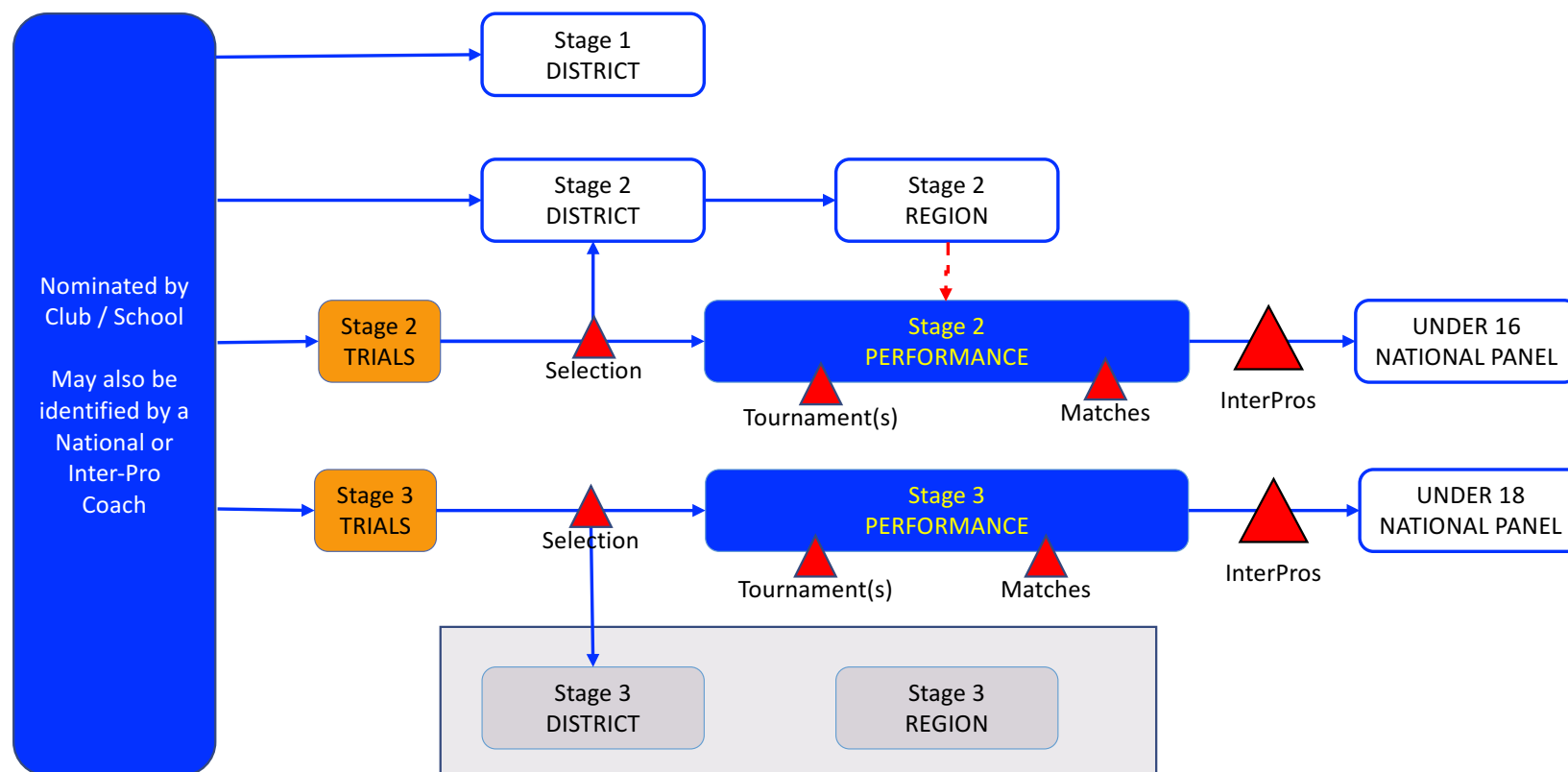
- **Player/Coach Lifestyle and Athletic Development ... *in the future...***

- Ideally linked to a health/performance school at 3rd level
- Strength and conditioning coach working with each performance squad
- Physiotherapist working with each performance squad (masters student / supervised student)
- Lifestyle / Nutritional advice and leadership

Player Pathway



- Players are nominated by club or school to participate in trials
- **NEW** Separated trial process from district/regional development and limited the number of nominations



District / Regional Centres

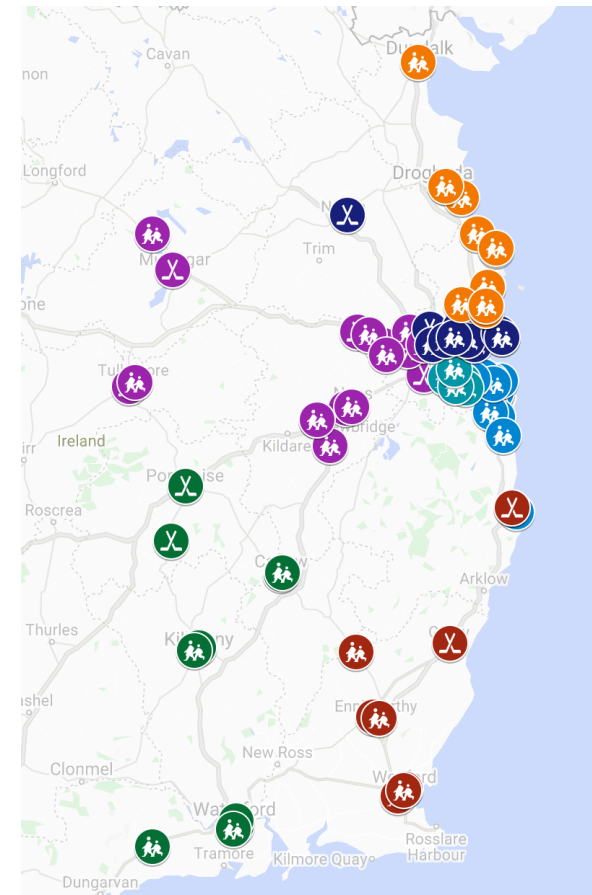


- **Players attend training centres local to their club** (or local to their school **if player is not in a club**)
 - 36 - 48 players per training centre / 4 - 8 x GKs
 - 90 minute sessions for all / GKs to attend two additional sessions for specialist training (combined districts)
 - 120 minute blitz at end of each cycle
- **Programme is self-funded**
 - Head Coach, Assistant Coach, Administrator/Manager are paid / Shadow coaches are voluntary
 - Pitch hire (variable cost)
 - Players typically pay for each development cycle of 6 sessions at district/region level
 - No player to be excluded due to financial hardship – will be funded from the programme
 - Additional costs will apply for performance panels (area/inter-pro level) teams and when attending tournaments
 - E.g. travel, accommodation, team wear
- **Training equipment provided by Leinster**
 - Balls / Cones
 - Coach jackets / tracksuit
 - All players attending to be issued with reversible numbered training/match shirt (and pair of socks)
- **Age Groups Aligned to HI Development**
 - **Stage 1 / Introduction or Entry level**
 - DISTRICT: 6 sessions, including an inter-district blitz involving all players
 - **Stage 2 / Competition**
 - DISTRICT: 6 sessions, including inter-district blitz
 - SELECTION POINT : Circa 50% of players will move to regional development squads
 - REGION: 6 sessions, including inter-regional blitz involving all players
 - SELECTION POINT : Players will be selected to represent a Leinster Regional Team at National Festival

Structure and Locations



- Multiple centres around Leinster arranged as Regions / Districts
 - Mapped all clubs and schools
- Players to train locally and have the opportunity to represent their region at Leinster inter-regional/district competitions
- Regional teams will go to national festivals
 - National U15 Festival in May 2021
- Provincial/Performance panels will play other provinces
 - Training games / matches
 - Inter-Provincial tournament
 - International tournaments
- Open to players from all Leinster affiliated clubs & schools
 - Club alignment is key as these players are the future of Leinster Hockey



Split of clubs/schools by area/regions/districts



Leinster Hockey InterPro and Regional Development Areas 2020



Areas	Leinster Inter-Pro						South East Inter-Pro	
Regions	West		South		North		South East	
Districts	West (17)	West Central (13)	South Central (18)	South (20)	North West (14)	North East (13)	KATZ	EAGLES
GIRLS Clubs	Glenanne HC	Corinthian HC	Muckross HC	Avoca HC	Botanic HC	Boyne HC	Abbeyleix HC	Enniscorthy HC
	Mullingar HC	Loreto HC	Old Alex HC	Bray HC	Clontarf HC	Malahide Fingal HC	Carlow HC	Gorey HC
	Naas HC	Our Lady's HC	Pembroke Wanderers HC	Dalkey HC	Dublin North HC	Portrane HC	Kilkenny HC	Wexford HC
	Newbridge HC	Rathgar HC	Railway Union HC	Genesis HC	Navan HC	Skerries HC		Wicklow HC **
	North Kildare HC	Three Rock Rovers HC	UCD Ladies HC *	Monkstown HC	Suttonians HC			
	Tullamore HC	YMCA HC		Stillorgan HC	Trinity HC *			
	Weston HC							
GIRLS Schools	Celbridge CS	Loreto Beaufort	Alexandra College Dublin	Dominican Wicklow **	Holy Faith	Colaiste Na Hinse	Abbey CC	Colaiste Bhríde
	Cross and Passion	Our Lady's Terenure	Loreto Stephen's Green	East Glendalough	Maryfield	Donabate CC	Kilkenny	FCJ Bunclody
	Hansfield ET	Rosemont	Mount Anville	Holy Child Killiney	Mount Sackville	Drogheda GS	Loreto Kilkenny	Loreto Wexford
	Maynooth	Sancta Maria	Muckross Park College	John Scottus School	Mount Temple	Dundalk GS	Newtown	Presentation Wexford
	Newbridge	St Columba's	Our Lady's Grove	Loreto Bray	Santa Sabina	Loreto Balbriggan	St Declan's	
	Sacred Heart Tullamore	The High School	Sandford Park School	Loreto Dalkey	St Dominic's	Loreto Swords	St Leo's	
	St Mary's Naas	Wesley College	Sion Hill	Loreto Foxrock	St Mary's	Malahide CS	Ursuline Waterford	
	St Wolstan's		St Andrew's College	Newpark	Sutton Park	Manor House		
	The King's Hospital		St Conleth's College	Rathdown		Skerries CCS		
	Wilson's Hospital		St Killian's	Rockford Manor				
			St Louis Rathmines	St Gerard's				
			St Patrick's GS	St Joseph of Cluny				
			The Teresian School	St Raphaelas				
			Temple Carrig					
Areas	Leinster Inter-Pro							
Regions	West		South		North		South East	
Districts	West (10)	West Central (6)	South Central (7)	South (8)	North West (7)	North East (3)	KATZ (2)	EAGLES (2)
BOYS CLUBS	Glenanne HC	Corinthian HC	Pembroke Wanderers HC	Avoca HC	Clontarf HC	Portrane HC	Kilkenny HC	Enniscorthy HC
	Naas HC	Rathgar HC	Railway Union HC	Bray HC	Dublin North HC			Gorey HC
	Newbridge HC	Three Rock Rovers HC	UCD Mens HC *	Monkstown HC	Suttonians HC			
	North Kildare HC	YMCA HC	St. James Gate HC *	Wicklow HC **	Dublin University HC *			
	Weston HC							
BOYS SCHOOLS	Celbridge CS	The High School	Sandford Park	East Glendalough	Cavan Royal	Drogheda GS	Kilkenny College	
	St Columba's College	Wesley College	St Andrew's College	John Scottus	Mount Temple	Dundalk GS		
	St Marks		St Killians	Newpark	Sutton Park			
	The King's Hospital			Temple Carrig				
	Wilson's Hospital							

Age Groups / Alignment to National Programmes

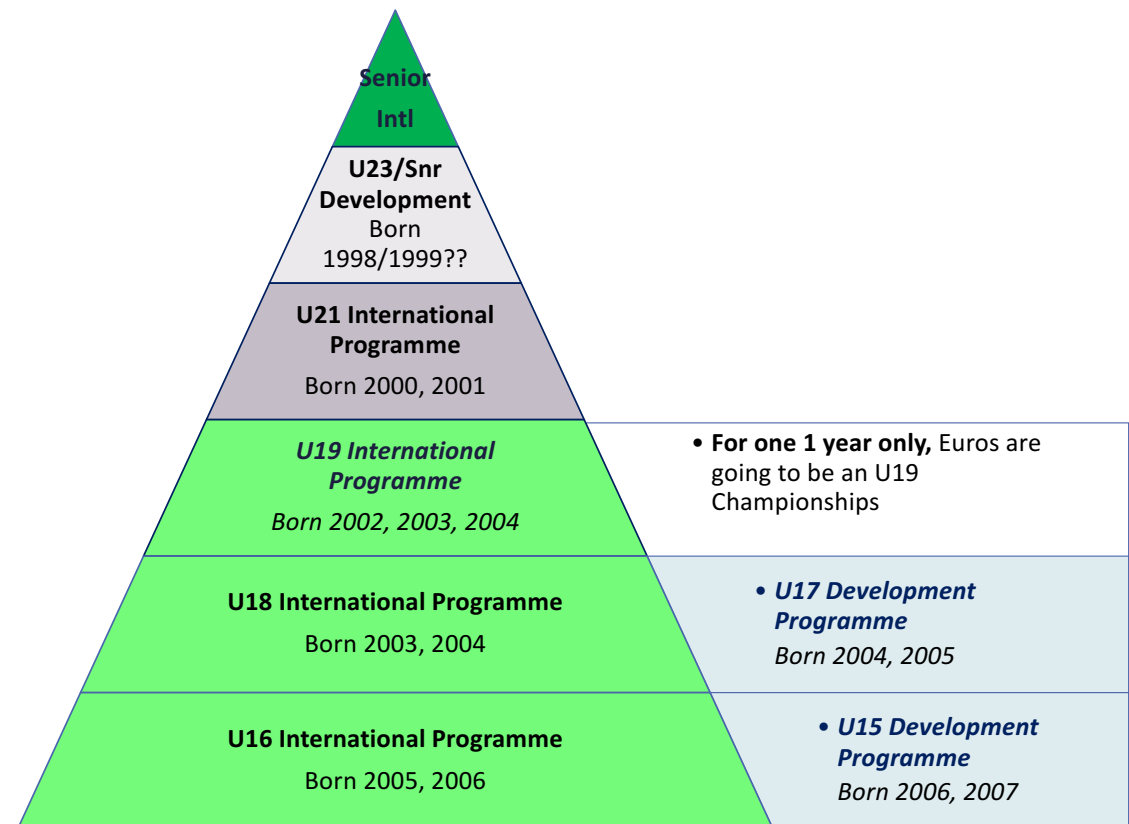


- **Organised by year of birth in 2 year increments**
 - Most provincial/national squads are made up of 2/3rd the older year of birth and 1/3rd the younger year of birth
 - Moving the Provincial development programmes to U19/17/15 will keep players involved, developing, while they are in the 'off year' for International squads
 - Year of birth also allows for players who are late starters academically to be included in the programmes
- **Hockey Ireland - InterPros are Changing**
 - *Final year of U16 & U18 formats in Autumn 2020*
 - *InterPros will be moving to become U15 and U17 in 2021 season*
 - *Transition plan is being worked on...*
- **Leinster - Walk before we Run** – Get the structures & coaches in place
 - Starting with Stage 1 & Stage 2 players in Leinster regions
 - Will expand out to Stage 3 & Stage 4 / ultimately lowering the entry age for Stage 1
 - Expect to have Stage 1, 2 & 3 development groups in 2020-21 season
- **Covid-19 Impact**
 - InterPros deferred from early September to 29-30-31 October
 - No development held in the Spring – Limited development window in August...
 - Focus will be on selection of the squads and planning for 2020-21 season

Player Pathway – Age Groups for Summer 2021



Devt Stage	Devt Age to Summer 2021	2020 - 2021	Intl Age for 2021 Competitions	2019 - 2020
Stage 1	U13	2009		2008
		2008		2007
Stage 2	U15	2007		2006
		2006		2005
Stage 3	U17	2005	U16	2004
		2004	U18	2003
Stage 4	U19	2003		2002
		2002		U19
		2001	U21	2000
		2000		1999



Appendix / References



- Key Policies – Coaching/Management Roles
- Programme Funding

Leinster Coaching Roles – key policies



• Garda Vetting / Young Children In Sport Code of Ethics

- All coaches/managers who are regularly working with junior age group squads **must be garda vetted with Leinster Hockey** and have registered their code of ethics cert for young children in sport
- Each junior age group squad must have a "same sex" mentor/supervisor present for all pitch and closed door sessions
 - E.g. If a coaching and management team for a boys squad is all female looking after them, then a male mentor needs to be appointed

• Qualifications

- All head coaches and assistant coaches **must hold a minimum HI Level 1 coaching award**
- Ideally head coaches would hold a Level 2 award or be working towards one
- Development /Supplementary / Shadow coaches would ideally hold a Level 1 award, (or be working towards one) and must have completed a safeguarding course

• Appointments

- Coach and Management appointments are reviewed annually by advisory group
- Each role must be re-advertised after three years - this does not preclude coaches/managers from re-applying for the same role
- Interviews will be conducted by an agreed assessment panel
- A Children's Officer Panel member would ideally be present at interview, *but can conduct separate interview if necessary once recommendations have been made by interview panel*
- Once interviewed a coach/manager does not need to be re-interviewed within 36 months if the LHA wish to discuss/offer them an alternative role

• Development / Shadow / Supplementary Coaches

- Squads may ask supplementary coaches to work with the teams from time to time under the head coach direction (e.g. goalie coach, forward specialist)

• Adult:Child Ratios – Travel /Overnights

- On an away trip (Ireland or abroad) a 4th person is needed on the management team for under age players
- This is typically filled by an assistant coach who doubles on video work and/or could be a specialist GK coach
- Extra coach may be shared across two squads (e.g. GK coach)