



# PLAYER DEVELOPMENT PATHWAY

Vasco Nunes Ph.D.  
UEFA A License  
Technical Director



# Technical Development Plan will outline

1. Our understanding of Player Pathway
2. Purpose and Objectives
3. Developmental Pathways
4. Coaching Development.



# HHFC know that:

We can't keep doing the same thing and expect to get different results:

- Long-term development of players is the top priority
- Kids under the age of 12 don't win World Cups so we should not treat them like adults or professional players
- Players need to be put in the best possible environment to succeed
- There are no shortcuts
- -Success requires a long-term approach and commitment
- Individual development and fun soccer experience is a priority



# HHFC's Development Pathway is aligned with the of LTPD

## The Long Term Player Development is:

- A new system to create a logical progression in holistic player development
- A global industry best practice methodology, philosophy & culture
- Incorporates Age Appropriate Training
- Focuses on Technical & Tactical Training and Development
- Emphasizes Physical & Mental Training and Development
- Highlights Motion Management Training and Development
- Spotlights the well being aspects of player development



# HHFC's Development Pathway is aligned with the of LTPD

## The Long Term Player Development Objectives are:

- Change the current mentality of the game
- Eliminate setting players up for failure (due to backward thinking)
- Create lifelong soccer enthusiasts, interested in the game for many years
- Create quality technical players who enjoy the real fruits and longevity of the game
- Development of players and coaches
- Produce better quality coaches
- Educate parents and the soccer community at large about what a long-term approach to training and preparation really means



# Purpose

The Technical Development Plan aims to achieve a major improvement in the quality and performance of Halton Hawks FC players, coaches and teams.

## Objectives

- To create a youth development system in the Halton Hawks FC that is renowned as one of the provinces best.
- To achieve a football philosophy by the implementation of the development system.
- To create a coaching development system that produces quality coaches that are capable of bringing the content of the curriculum to life to realize the Academy targets.



# The Player Development Pathway

Our Player Pathway diagrams on the following pages, sets out the journey from “Playground to Professional,” from an early introduction and involvement in the game of soccer through to the elite level. These stepping stones are typically through Academy to national routes.

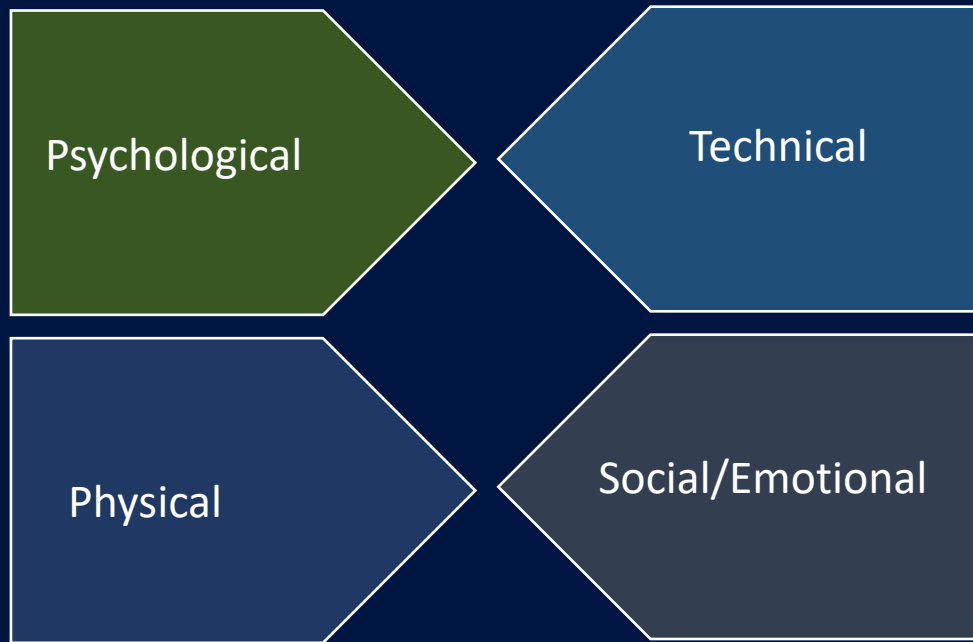
Our pathway shows how a player can progress from a grassroots player to an elite player. There are various stages within the pathway so we can map out a player's progress from starting out through to reaching the very top.

Underpinning and supporting the pathway is our Long Term Player Development plan which provides guidance and establishes principles for optimum development at each stage of a player's journey in the sport.



# FOUR CORNER DEVELOPMENT MODEL

provide a reaction throughout all aspects of the model. For example, a practice on technique may impact physical balance and co-ordination while producing increased confidence and



We have implemented the Four Corner LTPD model which consists of technical, psychological, physical and social/emotional components.

Each corner of the model reflects a wide aspect of a player's development that has to be considered. The gradual progressive development of players is fundamental to the enjoyment, technical competency and retention in the game.

The Four Corner approach places the player at the center of the development process with soccer experiences that meet the four key needs of the player. Although priorities will vary during the player's different ages and phases of maturity, the model provides a basic framework for coaches to work within.





# The Player Development Pathway

## U4 – U5 Active Start

Halton Hawks FC Active Start provides the youngest players the opportunity to develop basic movement skills like running, jumping, landing, kicking, throwing, and catching in a fun setting built around informal play and positive reinforcement.

At this introductory level, the objective is to get children moving and to keep them active. The objective is for adults and children to play together informally. The children being active, together, with a well-known family member will give them a sense of security and safety and, as such, enhance their first group soccer experience. The physical literacy curriculum provides for learning fundamental movement skills such as running- jumping twisting- throwing- catching.

The technical requirements are not about teaching the techniques of soccer— they are to encourage children to enjoy becoming friends with the ball in a social environment. Children will experience the following through fun and imaginative games: running with the ball, stopping and changing direction with the ball, dribbling, and shooting.

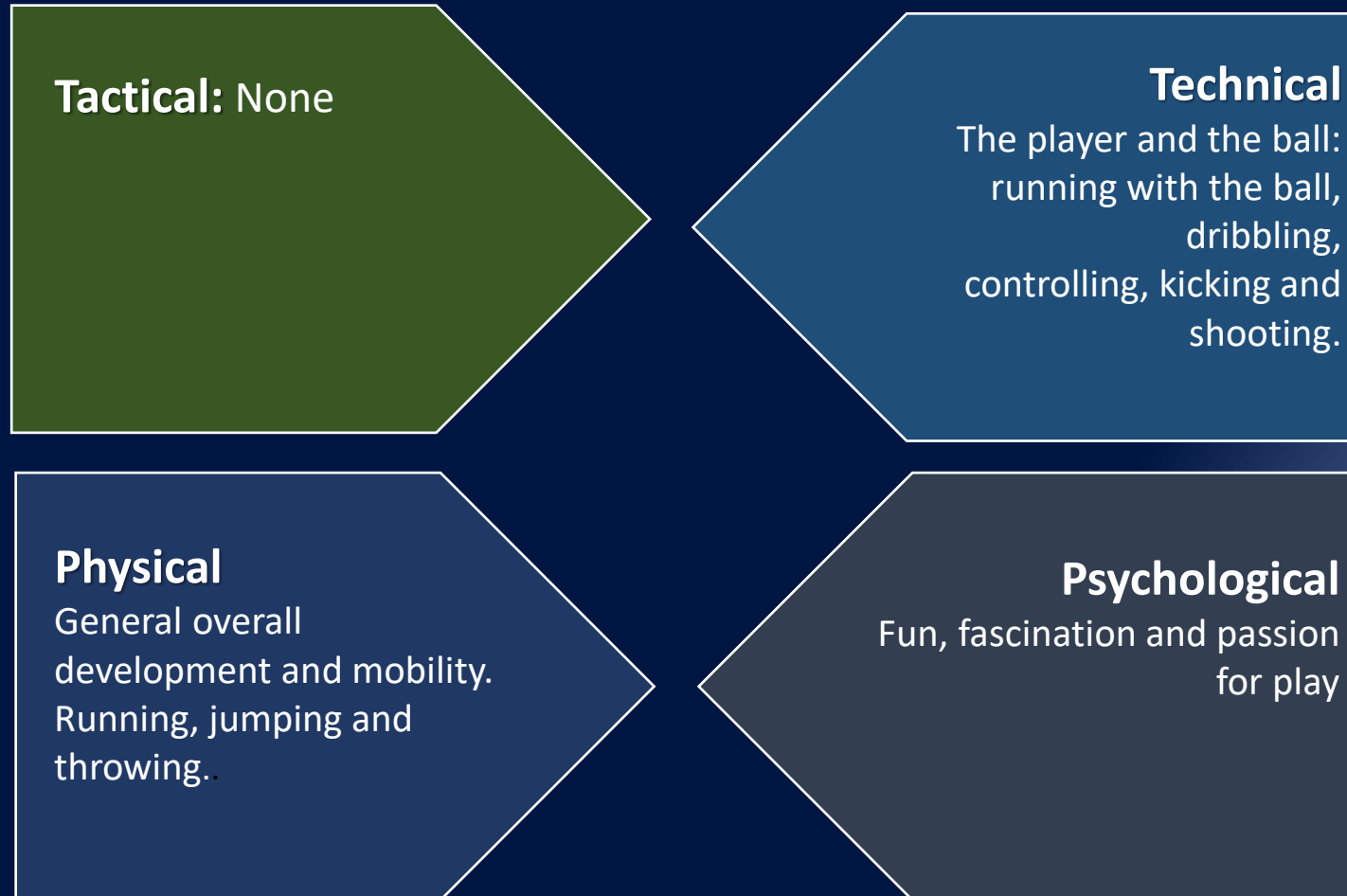
For this level we will recruit Volunteer Program Facilitators –to act as program facilitators. Volunteers attend HHFC workshops prior to the start of the season and receive guidance and weekly updates on fun activities, Parents are expected to participate fully each week on the field with their child in support of the facilitator.



# The Player Development Pathway

## U4 – U5 Active Start

**Aim:** At this level, the objective is to get the children moving and to keep active.



# The Player Development Pathway

## U6 – U8 Fundamentals

Halton Hawks FC Fundamentals allows children to develop their movement ABCs— agility, balance, coordination and speed while they learn the basics of the game while emphasizing fun, cooperation and maximum time on the ball..

HHFC centralises all programming in the Fundamentals category to one location as this allows HHFC technical staff to have the greatest impact on all participants.

There are two (2) options available within Fundamentals

1. Basic
2. Extra

The Basic option provides a Fun game day experience in line with Ontario Soccer Matrices. Participants are grouped together in roster sizes compliant with the Matrices and are lead by a volunteer facilitator/Game Leader. The role of the Game Leader is to enable children to have a fun and rewarding experience while competing in small sided games (5v5), ensure player safety and implement simplified rules while keeping the game moving (limiting stoppages and assisting the young players with restarts). HHFC staff are in attendance to mentor volunteer facilitators/game leaders.

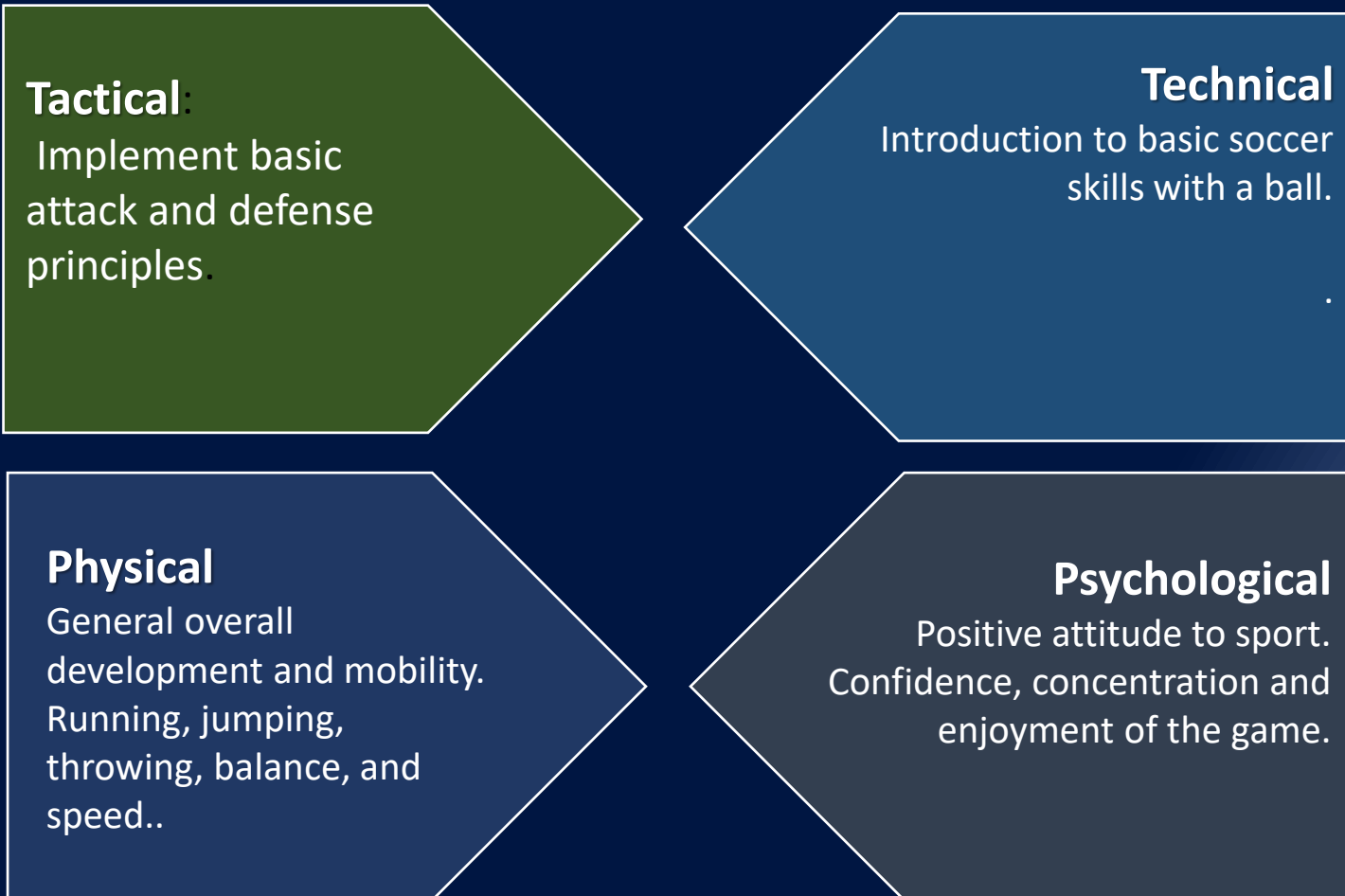
The Extra option provides fun station based activities once per week in addition to the Basic program. The Extra curriculum uses Ontario Soccer LTPD Grassroots practices and the 4 corner model as a base and is facilitated by HHFC technical staff and Junior staff



# The Player Development Pathway

## U6 – U8 Fundamentals - Females 6-8, Males 6-9

**Aim:** : learn all fundamental movement skills using a well structured, positive and fun approach.



# The Player Development Pathway

## Learn to Train: Females 8-11, Males 9-12

Halton Hawks FC understand This is the “golden age of learning,” when children become less self-centered and are more able to reflect on their actions and learn from mistakes providing an optimal window for further development of skills. The focus is on learning by doing, building a larger repertoire of soccer movements and teaching the basic principles of play in a fun and challenging environment.

The foundation of HHFC Learn to Train programming is the Ontario Soccer Four Corner Development model understanding that each corner of the model reflects a wide aspect of a players development and places the player at the centre of the process. HHFC Learn to Train programming complies with the Ontario Soccer Matrices.

### **HHFC operates two streams**

- Development
- Competitive

### **Development**

Development programming provides a 1x Fun game day experience per week in line with Ontario Soccer Matrices (7v7 U9-U10 & 9V9 U11-U12). Participants are grouped together in roster sizes compliant with the Matrices and are lead by a volunteer facilitator/coach. Participants are encouraged to develop their existing skills and build new skills while enjoying the social and team building aspect of the game



# The Player Development Pathway

## Learn to Train Females 8-11, Males 9-12

### Competitive

Competitive programming provides a 1x Fun game day experience per week in line with Ontario Soccer Matrices (7v7 U9-U10 & 9V9 U11-U12).

Participants are grouped together in squads (maximum 16 players) and utilise game day rosters. Game day rosters are organised by HHFC technical staff. HHFC provides a ratio of 3 practices to 1x game as per Ontario Soccer matrices. HHFC technical staff recruit, support and mentor volunteer coaches (minimum 3 per age group) who lead the squad through the games and practices.

HHFC provides 16x development sessions per squad facilitated by HHFC technical staff. The sessions employ GAG (Game activity Game) methodology understanding at the Learn to train age groups small sided game play is key to development. By playing in more game situations players are forced to deal with and solve realistic game like situations and problems more than ever before. Games are more enjoyable for players and the challenge is suitable and appropriate to the abilities of the participants.

### This age group play in the OASL



# The Player Development Pathway

Learn to Train Females 8-11, Males 9-12

**Aim:** Learn all fundamental sports skills

## **Tactical:**

Play modified and small sided games.  
Introduction to positional awareness

## **Technical**

Soccer specific skills of dribbling, shooting, passing and controlling.

Combination of skills in game related activities.

## **Physical**

Continue to develop ABC's - Agility, Balance and coordination.  
Develop speed, power and endurance through fun games.

## **Psychological**

Understanding the role of practice.  
Perseverance, confidence and concentration.



# The Player Development Pathway

## Training to Train Females 11-15, Males 12-16

As children move into adolescence, official league standings are introduced and the game becomes more competitive, with more emphasis on strategy and tactics. With a steady increase in training time over the next three LTPD stages (4-6), a move to larger-sided games and year-round play, the most advanced players within HHFC are provided opportunities for further development within OASL which in turn provides further opportunity to enter provincial projects and the Canada Soccer Pathway's EXCEL program.

Others may decide to continue playing recreationally, moving straight to LTPD soccer for life

### **HHFC operates two Streams (2)**

Recreational – Soccer for life

Competitive – Competitive for life (OASL)





# The Player Development Pathway

## Training to Train Females 11-15, Males 12-16

### Recreational (U11 – U16)

Is for the player who enjoys the game, wants to stay fit and play soccer with their friends but not commit to increased training or travel. HHFC recreational programming provides a 1x Fun game day experience per week (11v11).

Participants are grouped together in roster sizes and are lead by a coach.

Participants are encouraged to develop their existing skills and build new skills while enjoying the social and team building aspect of the game. Additional practices are optional and at the discretion of the Coach.

### Competitive Teams (U11-U16)

Is for the player who is more driven and motivated to progress in soccer that is prepared to dedicate more time to soccer through training to compete at a higher level. HHFC teams compete at a district or regional level.

HHFC competitive squads train 3 times per week and play games once per week in the OASL.



# The Player Development Pathway

Training to Train Females 11-15, Males 12-16

**Aim:** Consolidate basic soccer skills, Introduce basic elements of tactics

## Tactical

Implement more advanced concepts of attack/defense. Implement basic team principles, positions and team shape. Support, timing of runs, movement off the ball.

## Technical

Perform skills under competitive conditions. Positional awareness in relation to ball and opposition.

## Physical

Soccer specific physical conditioning e.g. stamina, speed and strength.

## Psychological

Concentration, patience, focus and control.



# The Player Development Pathway

**Training to Compete: Females 15-19, Males 16-20**

## **Competitive Teams (U15-U20)**

Currently HHFC do not have teams in the u15-u17 age groups . Our goal is to have one U15 and one U17 team in 2020

We understand that this level is for the player who is more driven and motivated to progress in soccer that is prepared to dedicate more time to soccer through training to compete at a higher level.

HHFC competitive squads will train 3 times per week and play games once per week in the OASL.



# The Player Development Pathway

Training to Train Females 11-15, Males 12-16

**Aim:** Consolidate basic soccer skills, Introduce basic elements of tactics

## Tactical

Decision-making tactical awareness, game analysis, productivity and competitive proficiency

## Technical

Refinement of core skills and position specific skills; continued development of advanced techniques and skills.

## Physical

Further develop flexibility, agility, aerobic and anaerobic endurance, strength and stability.

## Psychological

Increased player concentration, responsibility, discipline, accountability, goal setting, self motivating and will to win. Mental toughness, competitive mentality in practice and games.



# The Player Development Pathway

**Training to Win: Females 19+, Males 20+**

## **Competitive Teams**

Players at this stage play with our men's OSL team.

HHFC competitive squads train 3 times per week and play games once per week.



# The Player Development Pathway

Training to Win Females 19+ Males 20+

**Aim:** The focus of training has shifted to optimization of performance and maximization of all capacities.

## Tactical

High degree of decision making and game analysis skills; ability to adjust game plan and adapt playing strategies to suit changing demands.

## Technical

Further development of advanced techniques and skills.  
Refinement of individual positional skills; game-related technical repetition under pressure.

## Physical

Individual fitness program for maintenance.  
Periodization is critical.

## Psychological

Increased concentration and responsibility, leadership, discipline, accountability, self confidence, self motivation, will to win, mental toughness and competitive mentality.





# The Professional Pathway

As you'll notice in later slides, we have a growth pathway to professional clubs.

Through my work that I have done in implementing the Xcel Coaching Model at various professional clubs around the world, I been able to offer our young players the opportunity of trying out for these clubs.

These clubs are in various parts of the World i.e. USA, Portugal, India, Germany, Denmark, Sweden, Norway, Japan, China, South Korea and South Africa.

Even though some of these Leagues aren't the "highest level" they offer our members a stepping stone to the "big" leagues.

Please feel free to visit our webpage – Alumni section.



# The Professional Pathway

As a Tranmere Rovers FC – International Academy our players have the opportunity to try-out for their youth academy or their professional team.





# Plan of Action Document – Path to the Canadian National Team

Halton Hawks FC is fully committed to developing and assisting to identify talented players for the Canadian National Team Program.

Should Halton Hawks FC identify any players u17 within our own program or come across any players that we deem that have the required talent to succeed at this level, we will then provide a letter of recommendation to the National Training Centre – Head Coach.

Our letter of recommendation will include:

- Player Name
- Contact information
- Position
- Brief Assessment

Players will also provide additional information to accompany our letter:

- Player Name
- DOB
- Contact information
- Playing History
- Achievements and goals.



# Plan of Action Document – Path to the Ontario Provincial Team

Halton Hawks FC is fully committed to developing and assisting to identify talented players for the Ontario Provincial Team.

Should Halton Hawks FC identify any players within our own program or come across any players that we deem that have the required talent to succeed at this level, we will then provide a letter of recommendation to the Manager of Player Development.

Our letter of recommendation will include:

- Player Name
- Contact information
- Position
- Brief Assessment

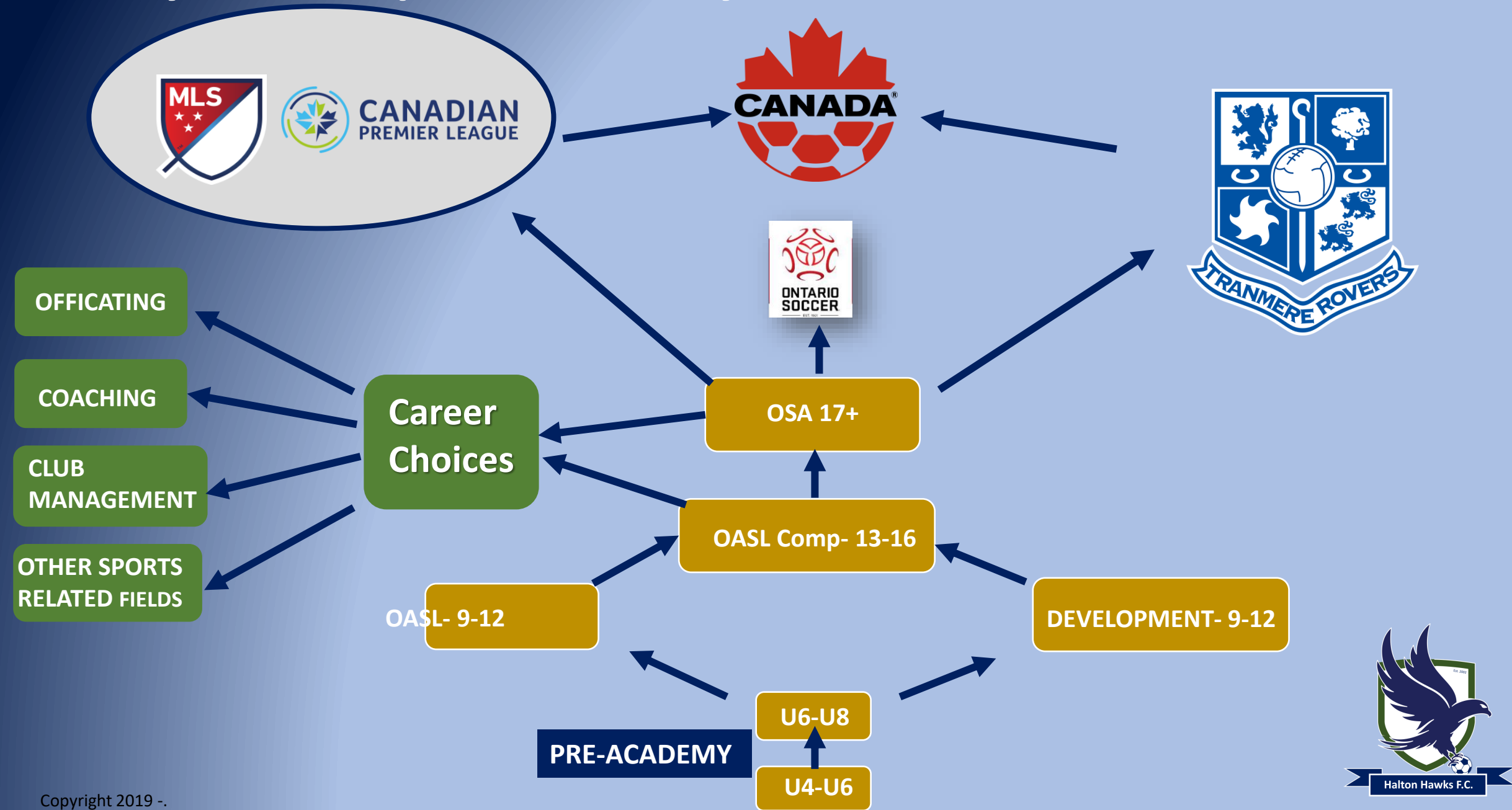
Players will also provide additional information to accompany our letter:

- Player Name
- DOB
- Contact information
- Playing History
- Achievements and goals.

All information will be either posted or faxed to:  
The Ontario Soccer Association  
7601 Martingrove Road  
Vaughan, ON  
L4L 9E4  
FAX (905) 264-9445  
Attention: Manager of Player Development



# The Player Development Pathway- Provincial/National



# USA / Canadian College and University Scholarship



Halton Hawks FC has partnered with The Sports Source as a Showcase Source for our teams.

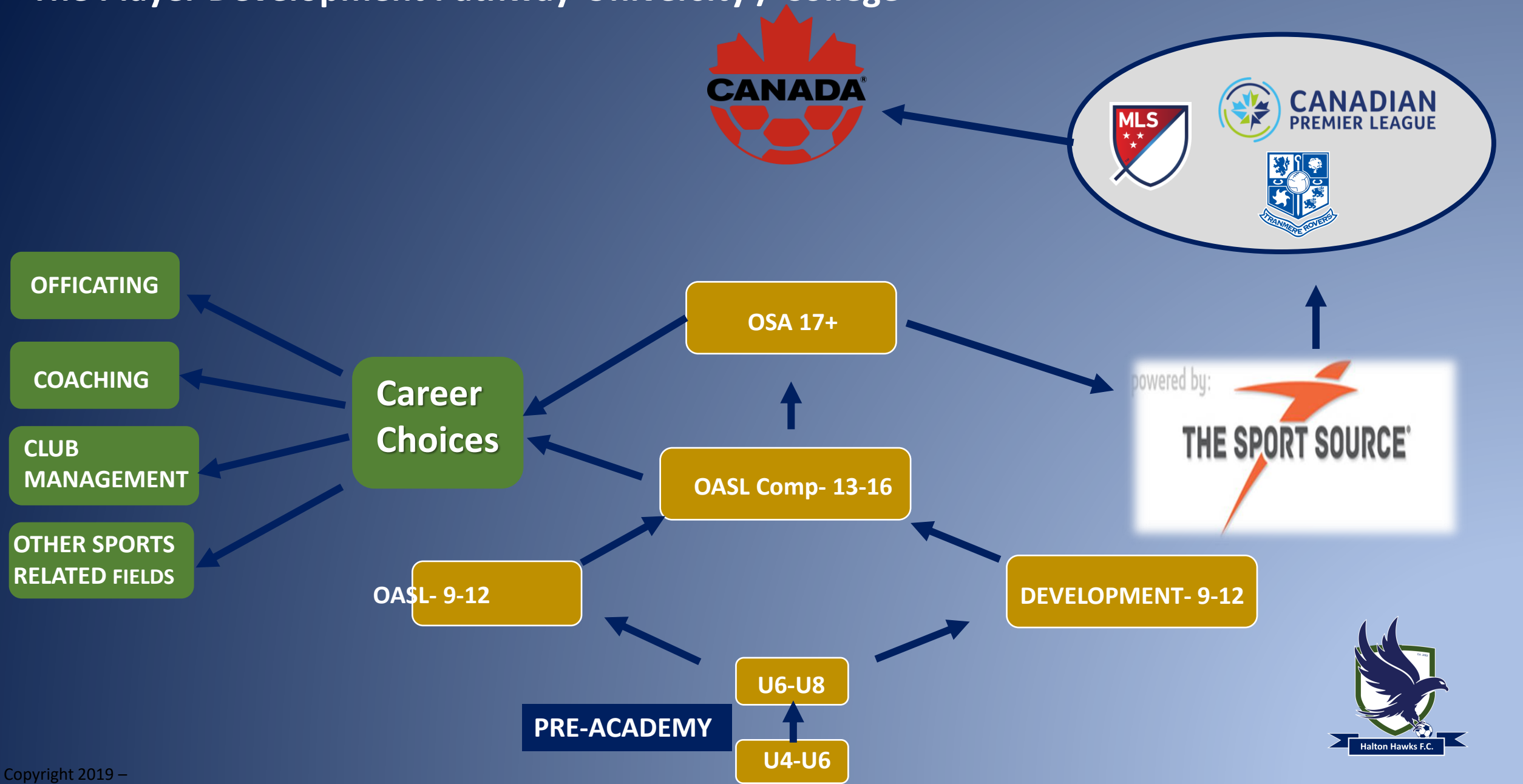
The Sport Source® Annual Showcase is one of the top college recruiting events in Texas, and it is held each year over the first weekend of December. Formerly known as the Junior-Senior Showcase, everyone has now come to know our event as The Sport Source® Showcase And Clinic.

The event attracts local, state, regional, national, ODP, and international teams. Each year, approximately 300 college coaches representing NCAA (Divisions I, II, & III), NAIA, NCCAA, and NJCAA attend, making the event one to remember. If your goal is to pursue a college education and play soccer at the collegiate level, you've come to the right place.

Sports Source's goal is to provide players and teams with a competitive atmosphere and give the attending college coaches an opportunity to watch and recruit aspiring college bound student-athletes who are interested in playing at the collegiate level.

**AGE GROUPS:** The Showcase is open to all competitive 15U-19U boys and girls teams, with priority acceptance going to Juniors and Seniors.

# The Player Development Pathway-University / College





# Coaching Development Plan-

## REFER TO THE COACH DEVELOPMENT DOCUMENT FOR A DETAILED PLAN

The HHFC will follow the Ontario Soccer Association's guidelines with respect to coaching certification.

There is no "magic wand" or magicians who can make a superstar from an untalented player.

However, the Academy with the assistance of the Ontario Soccer Association, will provide clear guidelines on how to train the HHFC community, elite players and guide coaches to play, teach and learn soccer in a stimulating and fun environment.

The aim is to enable our coaches to reach their full potential and stay committed to the game for life.

For a coach to be a "teacher" of the game they must possess the ability to think of the game situation as the starting point and then simplify or modify the game situation for training.

By removing the game-specific conditions, until the players realize the training aim is an optimal way of achieving the above.



# Coaching Development Plan-

## REFER TO THE COACH DEVELOPMENTN DOCUMENT FOR A DETAILED PLAN

**Therefore a coach must be able to:**

- Analyze soccer
- Define the "soccer problems" of the team and/ or individual players.
- Design and implement exercises(drills)to realize the training aims.

In each youth training session, the coach should ask the following questions which should all be answered with a "yes".

- Is soccer being learned and therefore taught?
- Is soccer being experienced and enjoyed?
- Do the players understand the soccer purpose of the exercise?
- Do the players recognize the game-related intention?
- Are the players challenged to improve both individually and as a team?

# Sports Science

Halton Hawks is proud to partner with 3 Way Training as part of our Sport Science program.

Educated and well respected 3 Way Training owner Edgar Pereira, has worked with Hockey Clubs like the Ottawa Senators , the Ontario Men's Volleyball team to mention a few..

Our athletes participate in the following activities provided by 3 Way Training”

## **Strength and Agility Training**

All Academy players participate in weekly fitness training sessions from January through until May. Sessions then go biweekly for the remainder of the season.

3 Way training has developed and a customized a program that is soccer specific in which players work in small groups of 8 a time for more personal attention

## **Fitness Testing**

Fitness testing occurs with the “competitive” team four times per season. A number of strength and agility measures are attained based on program requirements from Ontario Soccer.



# Sports Science

## Injury Prevention and Rehabilitation

All injured players within the High Performance program are assessed by our “staff” Physiotherapist Dave Kuhner and training programs are modified based on the severity of injury/recovery level.

3 Way is required to disclose information to the coaching staff regarding injuries (with parent approval via signed waiver)

## Physiotherapist

### Physiotherapist

David Kunher graduated from the University of Toronto in 1991. He has been with Club Physio Plus He has taken over 40 courses in manual therapy, acupuncture, exercise and taping.

Dave also now enjoys spending time with his wife and 2 young boys.

David has a keen interest in sports having played at the national level in softball in 1987 – 1996. He has also been a team trainer for various sports teams such as kid’s hockey teams, men’s slo-pitch teams, etc. He also enjoys hockey, tennis, basketball, curling and golf.



## Nutritionist

Halton Hawks uses Tyler Vermeulen, of Simply for Life Nutrition Consulting.

Tyler does a presentation to each competitive team's players and parent every four weeks.

Some of players have signed up with Tyler for Nutrition programs.

These fees are not included in the Academy fee.

### **Tyler Vermeulen, Nutrition Consultant**

Having been physically active on his family farm from a young age, Tyler has always been interested in how food is used to provide energy. With a degree in Foods and Nutrition from the University of Western Ontario (now Western University), and a Master's of Science (MSc) degree in Sport Nutrition from the University of Guelph, Tyler has extensive knowledge about nutrition that will help lead clients to success. His passion for sports has led him to research and learn what foods are beneficial to performance. While attending Guelph, he worked with numerous professional (NHL) and elite level hockey players, as well as professional triathletes, marathoners and varsity soccer and basketball players. Tyler's mission is to enhance lives through nutritional education.

## Sports “psychology”

Halton Hawks uses the service of Winning Minds – who aren’t sports psychologists but rather Sports Performance Consultants who are focus solely on the Social and Psychological aspects of soccer.

Only players 11+ attend these sessions.

Topics covered during their monthly presentations:

**Goal Setting:** How to set goals , track them and achieve them.

**Imagery:** Involves visualizing performing a task, such as participating in an athletic event or successfully performing a particular skill.

**Motivation:** A major subject within sports psychology, the study of motivation looks at both extrinsic and intrinsic motivators.

Extrinsic motivators are external rewards, such as trophies, money, medals or social recognition. Intrinsic motivators arise from within, such as a personal desire to win or the sense of pride that comes from performing a skill.

**Attentional Focus:** Involves the ability to tune out distractions, such as a crowd of screaming fans, and focus attention on the task at hand.