



EDMONTON WARRIORS SOCCER CLUB

Policy: Coach Recruitment, Development & Retention

Edmonton Warriors Soccer Club (Warriors) uses a Player-centric Developmental Philosophy in line with the Canadian Soccer Association's recommended Long-Term Player Development (LTPD) model, rather than a Results-based Philosophy. While we recognize that winning is important, it is not THE most important part of our philosophy. Our philosophy puts the development of the individual player at the forefront, until players reach the Training to Compete Stage, at which time results of teams can take more emphasis. The following policies and procedures are designed to promote compliance with LTPD philosophy.

Recruitment

The Technical Director and Coaching Coordinator are responsible for recruiting coaches to the club. This is achieved by using the following strategies:

1. Our first strategy for recruiting coaches is to contact the parents with children in our parent organization and in our club program, those with a playing background, to coach a team.
2. Over the course of the season, we identify the potential long-term investment in our coaches through our program and develop these coaches through the appropriate age relevant streams.
3. We use our Association's website, our website, and social media initiatives to advertise and generate interest in becoming a coach with the Edmonton Warriors Soccer Club.
4. We utilize our player development streams and communicate with former Warriors players who continue to play within our adult programs to give back to our teams through coaching.
5. We also currently connect with the youth players of older ages to get involved in the coaching pathway early

Development

Coaches are encouraged to continue their education and development by attending NCCP Coaching Courses. Warriors pays for coaching development from an approved coach education budget.

In addition, our Technical Trainers provide feedback that is used to evaluate the coaches after each season. Warriors also uses parent feedback to evaluate the coaches. If this feedback uncovers matters that need addressing, the Technical Director will meet with the coach and help them with strategies.

Our trainers remain with a specific age group and become age-group specialists, This enables them to better evaluate the coaches and provide them with the tools they need to succeed. This strategy also enables coaches to become specialized in their techniques, which provides better outcomes for players.

Retention

The club provides a semi-annual gift of recognition for coaches. A budget has been established to provide Edmonton Warriors Soccer Club branded clothing for coaches and assistant coaches.

In season, we work towards supporting and developing the skills and confidence of our coaches so that they are comfortable with continuing in our club. We focus our attention on nurturing our first-year coaches, mentoring our second year and third year coaches and supporting them through their coaching careers with Warriors.

Assessment

The club will continually look to progress with providing ongoing feedback to coaches. This can be done at various stages of the calendar year, all of which serve a purpose in identifying needs to be addressed and/or applauded. In circumstances of uncertainty, the club shall defer to the immediate governing body (Alberta Soccer Association) for guidance and reference.

Mentorship of Women and Players into Coaching

At Edmonton Warriors Soccer Club, we would like to be known for both Player and Coaching Development. We continually transition players, both male and female, from a playing role into a coaching role through mentorship opportunities provided by our Technical Director and Coaching Coordinator.

In conjunction with our Coach Recruitment strategy, we utilize our player development stream to identify prominent young females who show an aptitude for leadership. We recognize the importance of female coaches developing female players, with several elite level females nurturing the development of our younger players.

We are using a mentorship program that utilizes the various strategies for successful mentorship. This program will be aimed at increasing coaching opportunities within our association for these young players to pursue in a safe and nurturing environment. By investing our time and resources in our competitive young players through the transition into a coaching role, we are ensuring that the core values of our club are carried forward.