



‘Key Features of Elite Young Player Development in Europe’- what relevance to North America ?

**March 2007
US Youth Soccer**



HOW IS GOOD PRACTICE IN ELITE YOUTH DEVELOPMENT ASSESSED?

IN EUROPE

- **Players into the first team of a professional Club ?**
- **Winning Tournaments ?**

IN NORTH AMERICA YOUTH TOURNAMENTS

- **Winning Tournaments ?**
- **Players into ODP ?**
- **Players achieving College Scholarships?**
- **Players into Professional /Semi- Professional Soccer?**
- **Others?**



TOURNAMENTS ?

- **France have developed more high quality players than any other European Country but**
 - have never been in the top 3 in the FIFA Under 20 Tournament**
 - have only qualified twice since 1997**

- **2004 UEFA Burlaz Trophy for combined team performances at Under 17 & 19: Spain (1),England (2)**
 - never won a major tournament at Senior Level outside their own country**

STAGES OF DEVELOPMENT?

- **UNDER 10- “age of fun”.**
- **UNDER 12- “age of technique”.**
- **UNDER 14- “age of understanding”.**
- **UNDER 16- “age of competitive match play”.**
- **UNDER 19- “age of professional preparation”.**

LIVERPOOL F.C.



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KEY FACTORS IN GOOD PRACTICE FOR ELITE YOUTH DEVELOPMENT

1. Finding ***TALENT***
2. Maximising ***TIME***
3. Good ***TEACHERS and TEACHING***
4. Effective ***PROGRAMS***
5. Sensible ***PROFILING***
6. Marshalling ***PARENT*** power

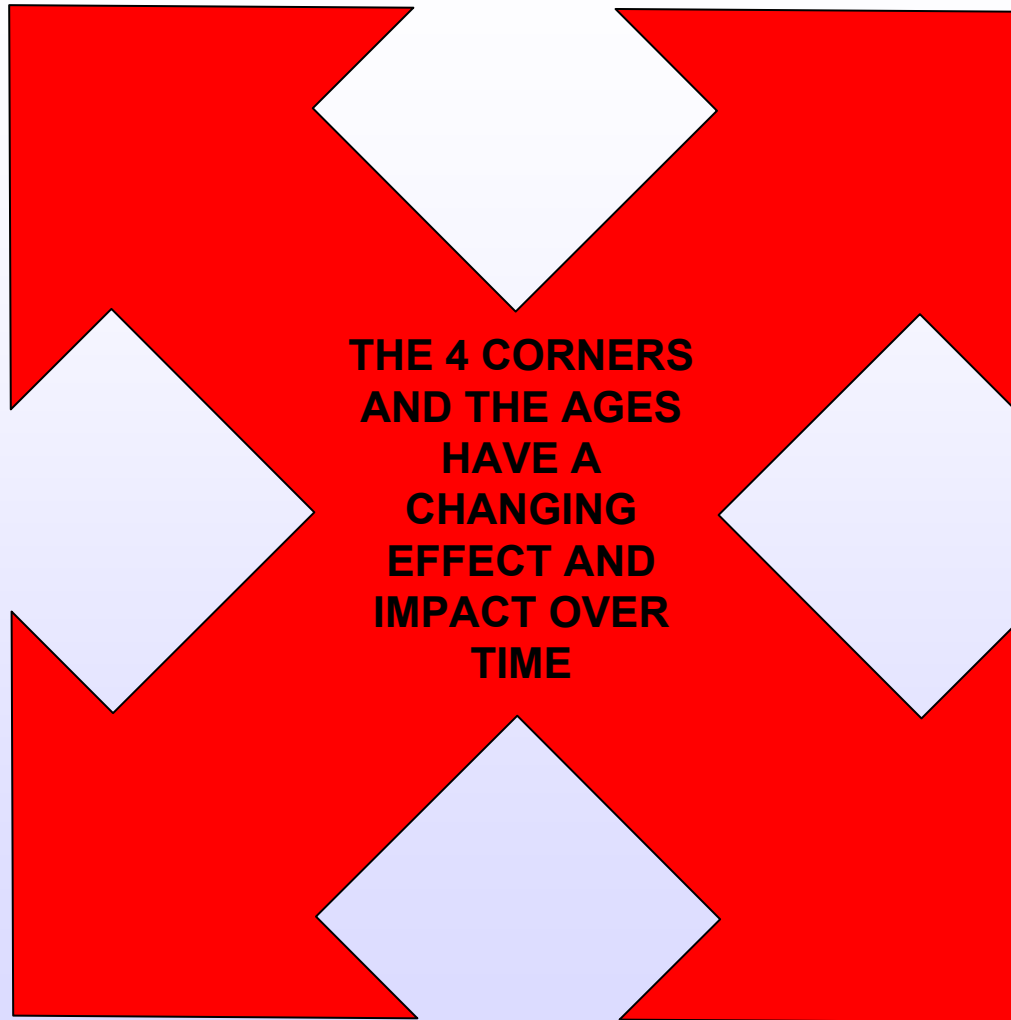
What to look for?

- TIPS (Ajax):Talent,Intelligence,Personality,Speed
- TABS (L'vpool): Technical,Attitude,Balance,Speed
- SUPS : Speed,Understanding,Personality,Skill
- PAS :Pace,Attitude,Skill

Beware of :‘he/she really really looks like a player’ !!!!

TECHNICAL

PSYCHOLOGY



PHYSICAL

SOCIAL



GOOD PRACTICE = DEVELOPING *PERFORMERS* AT 16-18 YEARS OF AGE

TALENT IDENTIFICATION-SELECT WHAT'S MEASURABLE -PHYSICAL :

Find the early birthdays !

- **Turkey won the 2005 UEFA Under 17 Championship in 2005:Qualification Date (January 1st)**
 - **50% of the squad were born in the first 3 months of the qualification date**
 - 10% were born in the last 3 months of the qualification date (Oct-December)**

2006 :	First 3 Months	First 6 months
Russia	50%	75%
Cz	50%	75%
Germany	50%	75%
Spain	50%	80%
All Star Team (+ effect)	50% (30% in Jan)	90% - none in last 3 months

Of all 72 Squad players only 2 from last 3 months and only one of these

LATZA(Ger) played a full game

GOOD PRACTICE = DEVELOPING *PERFORMERS* AT 16-18 YEARS OF AGE



TALENT IDENTIFICATION-SELECT WHAT'S MEASURABLE –PHYSICAL

Select the tallest & biggest !

FIFA UNDER 17 WORLD CUP 2005 (male-ex.. Australia !)

Av Squad Height

1. Italy 1.82m
2. **Brasil 1.80m**
3. **Turkey 1.79m**
4. **Holland 1.75m**
5. Ivory Coast 1.75m
6. **Mexico 1.74m**

Av Squad Weight

- Brasil 74.2kg**
- Uruguay 74.9kg
- Holland 72.4kg**
- Peru 72.2kg
- Turkey 72.3kg**
- Mexico 70.1kg**

Compare these with the average 16/17 year old and Compare with your players

PS:

- USA had the smallest average height ! (1.69m)
- Mexico won the tournament -19/20 born in first 6 months (95%) -55% in first 3 months: 0 players born in last 3 months
- Brasil 70% first 6 months : 1 player in last 3 months

Do you maintain weigh and measure your players?



GOOD PRACTICE = DEVELOPING *PERFORMERS* AT 16-18 YEARS OF AGE

TALENT IDENTIFICATION-SELECT WHAT'S MEASURABLE –PHYSIOLOGICAL

15-17 yr olds –successful v unsuccessful:

**Predictors for those players to be selected by top clubs in Germany,Italy,England
and Croatia**

(Reilly,Bangsbo & Franks 2000 and Jankovic 1997)

- **Max oxygen uptake (V02 max)**
- **Anaerobic Power:10/20 m sprints**
- **Trunk strength**

What fitness tests do you use?

Do you record and archive the results to assist profiling ?



GOOD PRACTICE = DEVELOPING *PERFORMERS* AT 16-18 YEARS OF AGE

TALENT IDENTIFICATION-SELECT WHAT'S MEASURABLE –TECHNIQUE TESTS SOCCER STAR

6 skills tests for 6-16 year olds, now available (free!) on the web(fasoccerstar.com)
over 1 million children worldwide since 1989

Running with the ball, Turning, Dribbling, Speed, Shooting & Heading

No date of birth bias in results-High correlation (90%) with subjective assessment of
players 1-6 star ratings:6 Star represents top 3%

Current FAPL players who recorded 6 star rating when 9yrs of age:
- Michael Carrick, Michael Bridges, Mathew Etherington

AJAX

Shooting, Speed and Heading Tests

DFB Test

UKRAINE SCHOOL TESTS

**Do you have your own tests – archived and cross referenced against
game performance?**

ENGLAND YOUTH TEAMS

PLAYER ASSESSMENT FORM

PERSONALITY AND ATTITUDE

Is he a team player, a winner (quiet or loud), coachable, a leader?
Does he have a positive influence on other players?

INTELLIGENCE

Does he understand his role, the game?
Does he read the game well? Can he adapt?

TECHNIQUE

Can he cope Technically with the demands of position?
Does he have any outstanding Technical strengths or weaknesses?

SPEED

Is he very quick? If so, over what distances?
Is he slow?
Does he have a change of pace?
What are his qualities relative to his position?

FITNESS

Can he last a game?
Is he strong, powerful, weak?
Effectiveness
Does he affect the game? Is so, how?

RECOMMEND GRADE

- A Recommend
- B To be viewed again
- C Not up to standard

THE FOOTBALL ASSOCIATION – YOUTH PLAYER ASSESSMENT

NAME: _____ DATE OF BIRTH: _____ AGE GROUP: _____
 CLUB: _____ POSITION: _____
 MATCH: _____ MATCH AGE GROUP: _____
 MATCH DATE: _____

ASSESSMENT

SCORE ON SCALE OF 1 (VERY POOR) 2 (POOR) 3 (AVERAGE) 4 (GOOD) 5 (EXCELLENT)

PERSONALITY AND ATTITUDE

Is he:- Tough-minded Confident Composed
 Focused Enthusiastic Takes Responsibility

INTELLIGENCE

How well does he understand his role?
 How well does he read the game?
 Does he make good decisions?

TECHNIQUE

How well does he cope technically with the demands of his position?
 How good is his range of techniques?

SPEED

How quick is he?
 Does he have a change of pace?

FITNESS

How well does he compete physically?
 How well is he equipped physically?
 How well does he last the game?

EFFECTIVENESS

To what extent does he effect the game?

ANY OTHER COMMENTS (e.g. left or right footed)

<u>SUMMARY</u>	
<u>Strengths</u>	
<u>Weaknesses</u>	

Total Score A = 68 and above
 B = 60-67
 C = below 60

Recommended Grade A = Recommended
 B = To be viewed again
 C = Not up to standard

COMPLETED BY _____

SIGNED _____ DATE _____



**GOOD PRACTICE = DEVELOPING
PERFORMERS AT
16-18 YEARS OF AGE- Game Related KPI's**

Brasil 1994 (7)

Man.Utd 2006 (9)

Goals

- | | | |
|-------------------------|------------|------------|
| ▪ Av goals per game FOR | 1.6 | 2.1 |
|-------------------------|------------|------------|

Strikes at goal

- | | | |
|-------------------------------|-----------|-----------|
| ▪ Av Strikes at Goal per game | 17 | 19 |
| ▪ Av Strikes/goal | 11 | 9 |

Entries into Attacking third –with ball

- | | | |
|--------------------------------------|------------|------------|
| ▪ Av No. of entries > A 1/3 per game | 60 | 62 |
| ▪ Av No. of entries/ Strike at goal | 3.5 | 3.2 |
| ▪ Av No. of entries/Goal | 38 | 29 |

What are your team's KPI's and who contributes to them?- practical examples?

GOOD PRACTICE = DEVELOPING *PERFORMERS* AT 16-18 YEARS OF AGE



TALENT IDENTIFICATION-SELECT WHAT'S MEASURABLE –GAME RELATED

KPI's

- **ENTRIES INTO THE ATTACKING THIRD:- STOPPING THEM V DELIVERING THEM**
 - Pass/Dribble/Run with and without the ball v stopping/track them !
 - Exploiting Turnovers v Smothering turnovers
- **STRIKES AT GOAL IN THE ATTACKING THIRD: STOPPING THEM V CREATING THEM**
 - Set Play winning or conceding
 - Set play delivery /execution v defending against them
 - Dribbling/Crosses/Thru Passes/Long Shots v defending against these
 - Re-gain the ball v avoids re-possession
- **THE FIRST GOAL**
 - Their value in creating v stopping it

CAN YOU PROFILE & ARCHIVE YOUR BEST PLAYERS FOR POSTERITY ?



GOOD PRACTICE = DEVELOPING *PERFORMERS* AT 16-18 YEARS OF AGE

TALENT IDENTIFICATION-SELECT WHAT'S MEASURABLE –WHERE ARE THEY?

- **Nursery clubs or affiliates- Real Madrid (200) AC Milan (100)**
- **Joint Schemes- FC Twente and Heracles**
- **Community /grassroots schemes- UK ,Werder Bremen,FC Koln**
- **Try-outs v On-going Assessments**
- **Schools ?**

What are the common geographic/demographic characteristics of your players?



TIME – 10 years or 10,000 hours to be a pro

Schooling- getting more from curriculum time

- All in one school- KRYLIA SOVETOV, AC Milan, Rosenborg
- Liaise with 4/5 schools – Bayern Munich

Bussing

- Ajax (16 Minibuses)

Sleeping- Residential

- AC Milan and Real Madrid from 14 years of age
- KRYLIA SOVETOV
- Warder Bremen /Bayer Munich
- Ajax – opposed to ‘Hostels’

Sessions per week

- Under 11yrs : 2 + 1 game
- 12-14: 3 + 1 game
- 15-16 : 4/5 + 1 game
- 17-19 : 7+ 1 game

Can you encourage your players to maintain personal practice diaries?



KRYLIA SOVETOV-six players in Russian European Champi Squad

- **A private football school founded in 1999 by Yury Konoplev , a businessman**
- **It is located not far from Samara, in Primorskiy settlement.**
- **6 training pitches (3 of them are 3rd generation artificial with the turf) facilities for playing football indoor, rehabilitation and medical centre, gym, entertainment facilities including mini-cinema, etc.**
- **About 150 football players live there full board (from 11 years)**
- **Coaching and Selection involve about 1000 players per year**
- **Children from different regions are attracted.**
- **Education is free**
- **In May 2005 there was signed a long term agreement between "Lada" sports school and the Football Club of the Premier league "Krylia Sovetov" and the school became a part of the club's infrastructure and acquired the brand "Krylia Sovetov".**



TEACHERS AND TEACHING

- Federation Qualifications – industry norm: big step forward
- UEFA Youth Coaches Certificate
- Specialised Coaches- GK, technique, defense
- Danish FA – individual coaches embedded in clubs : results?
- Use of ex-players – Real Madrid one session every two weeks in positional groups + an exlayer in that position

Could you use older players (College players) to ‘coach’ younger players in their position?

- Grading of Academies in Holland

Could State Associations do the same in the USA ?



PROGRAMS

RESEARCH :Williams and Ford (2004):practice history of elite English 9-18 year olds

‘Amount of time Spent in soccer specific coach led INDIVIDUAL practice was the strongest predictor of skill pre 14 years of age :after 14 years it was the amount of time spent in coach led TEAM practice ‘

Check List for you : Specific Characteristics of Practice-

- **RANDOM-practice involving different skills v BLOCKED involving one skill**
- **VARIABLE – variety of skills outcomes v CONSTANT practice of same skill**
- **DISTRIBUTED-practice time less than rest time v MASSED**
- **TRANSFERABLE – involving decision making**

CASE STUDIES

- **Personal Responsibility Individual Player Diaries :: Danish FA -Use of Intranet- and Rosenborg**
- **Feedback/Reporting (Ajax increased theirs)**
- **Use of Futsal ?**
- **Practices- same as you do !!**

Monitoring and Reporting

Monitoring

Feedback on your own players.....2,3,or 4 times a year
Or (Crewe Alexander FC Academy)once a week !

- Report
- Discussion
- Goal Setting

Rosenborg : a simple SWOT Analysis + Agreed Action Plan

Most successful Academies are stable and patient :they give players longer to develop



SENSIBLE PROFILING

AJAX

- **Select a 'squad' of players –equal number right and left footed**
- **Introduce 11v11 by 11 years & 'Schooled' to play in one (or more) of the Ajax 1-4-3-3 system**

ROSENBORG

- **23 Attacking moves to learn for the 'Rosenborg' 4-3-3**

REAL MADRID.

All the Youth Teams play a 1-4-3-3 and 1-4-4-2 system with one holding defensive mid-field player:

- ***At what age do you profile your players?***
- ***What is your criteria?***
- ***Is it written down and recorded?***
- ***Are the coaches, players and parents aware of the profile***



Tottenham Hotspur Football Club Player Profiling



	Physical	Tactical	Mental
Goal Keeper #1	6' 2"	Shot Stopping	Resilient
	Agile	Distribution	Brave
	Powerful	Communication	
Full Back #2,#3	Agile	1v1 Defending	Concentration
75% Defender	Speed	Defending Far Post	Resilience
	Speed-Endurance	Defensive Support Play	Controlled
			Brave
Centre Half #5,#6	6'1"	1v1 Defending	Leadership
80% Defender	Agile	Heading	Concentration
	Powerful	Alert in possession	Communication
		Defensive Support Play	Brave
		5 solid passing options	Consistency
Controller	Agile	Tight Receiving Skills	Leadership
50% Defender	Quick	Perception	Concentration
	Powerful	360 Range Passing	Resilience
	Speed Endurance	Support Play	Bravery on ball
		Creation Space	Consistency
		Heading	
		Screen Play	
		Breaking Up Play	

	Physical	Technical	Mental
Midfield #8			
50% Defender	Endurance 14K	Tight Receiving Skills	Concentration
	Speed Endurance	7 Passes	Brave
	Strength	RWTB	Commitment
		Shooting	Resilient
		Tracking Runs	
		Tackling	
		Defensive Support	
Midfield #10			
30% Defender	Sharp	Perception & Intelligence	Confident
70% Attacker	Speed Endurance	Tight & Disguised recv/turning	Risk Taker
		RWTB	Extrovert ?
Match Winner		Dribbling	Quick Minded
		When, Where, How use space	
		Transition Player	
		Set Play Specialist	
		Creative passer	
Forward #9			
20% Defender	6'+	Perception / Awareness	Big Personality
80% Attacker	Strong Runner	Recv Skills - Back to goal	Selfish
	Powerful	- Behind	Brave
	Pace	RWTB / Dribbling	
		Space Creation In & Out Box	
		Heading	
		Support Play	
		Usher one direction	
		Set Play Specialist	
Forward #7 #11			
25% Defender	Pace	Recv skills - In front	Resilient
75% Attacker	Agility	- Behind	Concentration
	Speed Endurance	Turning	Bravery
Pace Creator		RWTB / Dribbling	Patience
		When, Where, How use space	
		Combination play	
		Set Play Specialist	

AFC Ajax

- Select a 'squad' of players –equal number right and left footed
- Introduce 11v11 by 11 years
- 'Schooled' to play in one (or more) of the Ajax 1-4-3-3 system
- Players therefore profiled

At what age do you profile your players?

What is your criteria?

Is it written down and recorded?

Are the scouts and coaches aware of the profile?

Are the players aware of the profile?



MARSHALLING PARENT POWER- parents and coaches on the same page

Ajax,AC Milan,B.Muncih,Real Madrid’Parents !’

Club Guidelines for parents (Real Madrid) How to be a better Soccer

Parent –not coach

- **Choosing an’ Elite’ Club**
- **Realistic Goals and Expectations**
- **Providing Feedback**
- **Communication Channels**
- **A Balanced Life-Style**
- **Managing Disappointment**
- **Managing Success- for the moment !**



SPORTS PATH™ PARENTAL COURSES

- **The Task**
 - Providing a real life problem for the learner to work through and deal with
 - Courses encourage the learner to find the solutions for themselves

Helping your child compete enjoyably
← What matters to your child →

Family

Sister says,
'My Dad wants my brother's team to win. He also wants the same for me and my team. The question is: is that what we want?'

Online Knowledge Speed quiz BACK NEXT Help E-coach Family



SPORTS PATH™ PARENTAL COURSES

- **The Help**



E-Coach provides technical information including the following aspects:

- **Recommended practices**
- **Backyard games**
- **Skill challenges**
- **Skill tips**



Online Knowledge provides factual information and results from case studies including the following aspects:

- **Codes of conduct**
- **Health**
- **Diet**
- **Fitness**

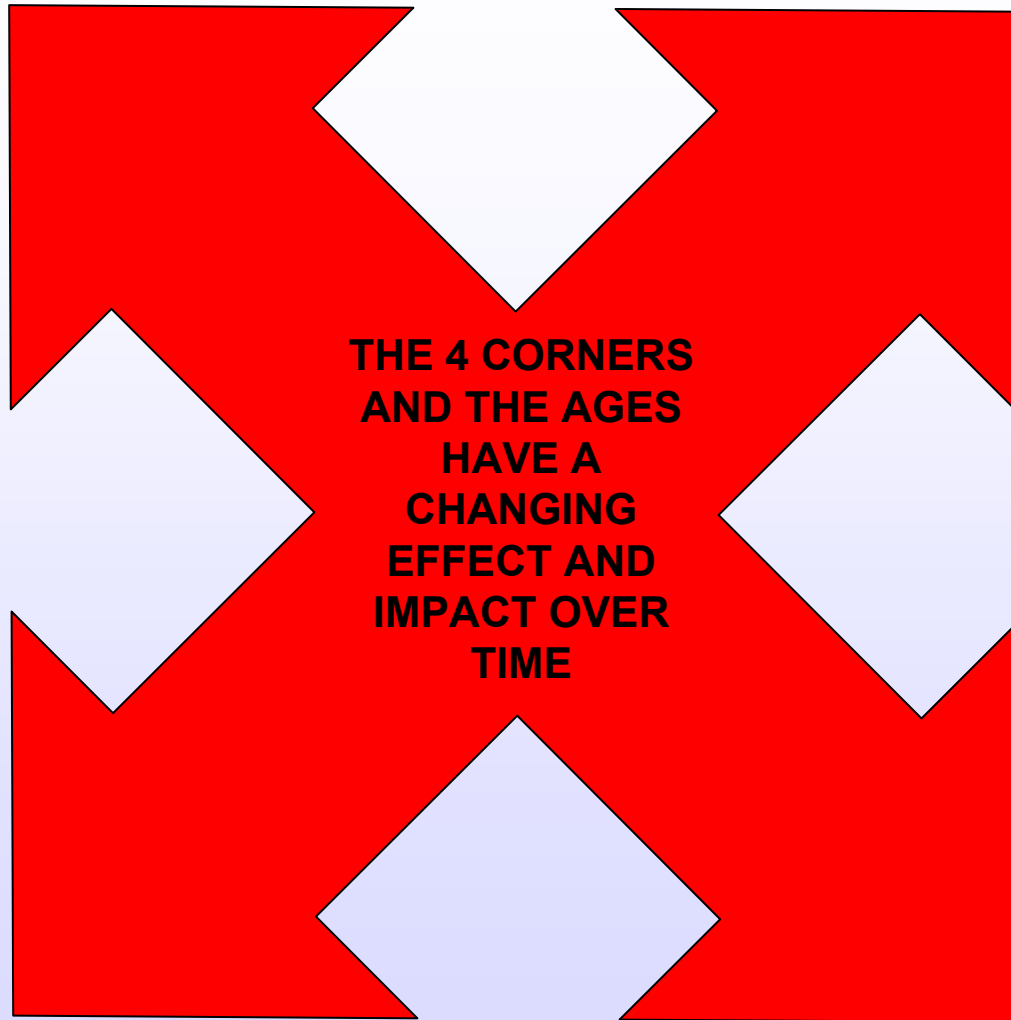


WHAT ABOUT THOSE 'POTENTIAL ' PLAYERS?

- Late birthdays?**
 - Late growers?**
 - Their expertise is not as easily measured?**
 - Socially or Psychologically challenged?**
-
- How do you identify their potential?**
 - How do you assist their development?**
 - How can provide compensatory programs?**
 - Balancing Potentials with Performers?**
 - How can you specialise in attracting this group?**

TECHNICAL

PSYCHOLOGY



PHYSICAL

SOCIAL

Psychological

- **Stable Extroverts (Kane 1970)**
- **Good Learners**
- **Game Intelligence**
- **Decision Making**
- **Concentration**
- **Confidence**
- **Composure**
- **Commitment**
- **Mental Control**
- **Academic Intelligence (School Performance) ? V Poor Reading Skills ?**

Social

- **Values**
- **Beliefs**
- **Parental Support**
- **Role Models**
- **Cultural /Community Support**
- **Socio-economic background**

FC Rosenborg

- **13 consecutive Norwegian Titles**
 - **UCL Champions League**
- believe their USP is Psycho-Social**

Two Case Studies

**15 years
4 months old**

**15 years
5 months old**

- **What are the likely benefits and threats to each player's development ?**
- **How Can they be challenged in the Same Practice?**

Bio-Banding

- **Matching formula for opposed situations -
height x weight divided by 1000 = group
e.g. 160 cm x 50 kg divided by 1000 = 8.0 =
Group 8**

This player is allocated to Group 8. Players should play in small-sided games and be coached in opposed group practices with other players across a 2 group band (e.g. players in group 8 practice daily with players in groups 7, 8 and 9.

- **Early v Late Maturers affect both players and also in more than just Physical**



Environmental Tool Box to accomadate Early and Late Maturers

- **Specific Groups**
- **Specific Tournaments?**
- **Other Suggestions**