



Youth policy plan NFC 2018 - 2021

Organisational part

1. Introduction

Before you is the youth policy plan of NFC, for the period 2018-2021. This youth policy plan provides the framework within which NFC's youth football is organized. The youth policy plan is a guideline for the definition and implementation of the youth policy for the period of 2018-2021.

2. Mission

At NFC we provide football training that helps youth players realize their maximum potential and that creates enjoyment for each stakeholder: player, parent, trainer, staff, volunteer, supporter and management.

3. Vision

At NFC we make every youth football player a better player, athlete and team player on a physical and mental level. We aim to instil the virtues of sportsmanship in our youth: team spirit, fair play, and a sense of responsibility. Passion, pleasure and performance are key. NFC is an enrichment for the local community and the international community in Amsterdam and Amstelveen and plays an important role in the social life of our youth members.

4. Goals

- Every NFC youth player develops his/her maximum potential.
- NFC provides high quality training for each level.
- There is a flow of youth players to the first team of NFC.
- NFC is a powerful club with appeal to both the local community and the international community in Amsterdam and Amstelveen.
- Parents of NFC youth members are closely involved and help where needed.
- NFC has a financially healthy youth training department.

5. Values

- Respect:
 - o we treat each other with respect and equality, within and outside the field: opponents, referees, players, team leaders, management etc.
 - o We accept people the way they are.



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- We respect the opinion of others.
- We respect each other's and NFC's property.
- Honesty and transparency:
 - We play fairly.
 - We admit errors (e.g. ball out, ball behind, offense).
 - Leaders/trainers and management explain choices and communicate transparently and clearly.

6. Organisation and responsibilities

a. Youth Committee

Tasks:

- Appoints the Head Youth Education ("HYE"), jointly with the NFC board.
- Appoints the youth trainers jointly with the HYE.
- Maintains contact with and coordinates youth trainers.
- Maintains contact with and coordinates youth coaches / youth leaders.
- Organizes activities for the youth (opening and closing of the season, activities in the winter break).
- Sets up the structure and times of the training schedule in consultation with the HYE.
- Maintains contact with the parents in cooperation with the HYE.
- Coordinates the sales of NFC youth clothing.
- Coordinates the canteen duties during youth training times.
- Coordinates sponsorship for the youth.
- Coordinates the referee education of the youth.
- Ensures discipline and compliance with the standards and values of NFC.
- Provides input to NFC's management for the assessment of the HYE.

b. Head Youth Education ("HYE")



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Tasks:

- Determines, by age group, the skills that youth players need to be taught.
- Determines together with the head youth trainers the training programs, by age group.
- Monitors the implementation by informing him/herself of the training execution. Is weekly present at youth trainings and youth competitions.
- Enables a good transition from 'pupils' (U7-U13) to the 'juniors' (U14-U19).
- Regularly meets with head youth trainers (structured meetings).
- Determines the team / class compositions for the new season, in discussion with the head youth trainers.
- Attends meetings of the KNVB on competition matters.
- Organises parent evenings (on technical matters) for all youth groups.
- Arranges the training for the youth trainers and youth coaches.
- Ensures discipline and compliance with the standards and values of NFC.
- Assesses the head youth trainers and (assistant) youth trainers and has with each of them assessment interviews twice a year.

c. Youth trainer

Tasks:

- Provides training in accordance with the technical youth policy plan:
 - U7-U10 = development at having the ball and running behind the ball. Keeping positions, using the whole field, passing, attacking the ball in defence and helping each other out. No extensive explanation, but enabling of experience, showing and feeling is central to the training of this age group.
 - U11-U12 = practicing skills and discovering solutions in game situations. Learning football by playing.
 - U13 = learning how to use football skills in a "big" match to win the game. Gain and practice these experiences through simplified football situations.



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- U14-U19 = ensure that the children continue to be enthusiastic for football, amongst others by providing attractive training. The trainer has a football technical and pedagogical task.
- The youth trainer provides training in both the Dutch and English language, in an understandable manner suitable to the age and composition of the youth team.
- The youth trainer selects the players for the youth teams in consultation with the HYE and, if applicable, the youth coach.
- Ensures discipline and compliance with the standards and values of NFC.
- Takes part in the discussions amongst youth trainers. Is willing, if necessary, to take part in training courses offered to him/her. This in consultation with the HYE.
- Is accountable to the HYE.
- Is responsible for the training materials used by his/her team.
- In case the youth trainer is also the team coach (for teams U13 and older):
 - Accompanies and coaches the team at matches.
 - Performs tasks of the youth coach (see below)
- d. Youth coach – for teams U12 and younger the youth coach is a parent. For teams U13 and older the youth trainer and youth coach generally are the same person, often not a parent. For all age groups, the youth coach can be supported by a parent as ‘youth team leader’:

Tasks:

- Is the contact person for youth football players of his/her team on football technical matters during matches.
- Is the contact person for parents on non-football matters during matches.
- Ensures that the team participates in at least 1 tournament per year.
- Ensures that the team plays at least 1 practice match (indoor or outdoor) during the winter break.
- Ensures that all players arrive on time for the match.
- At home games: receives the opponent before the game.



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- At home games: receives the referee before the game and ensures that the match ball and flags, if any, are handed over. Completes the match forms (app) in a correct manner.
- Has sufficient knowledge of the rules of the game to be (assistant) referee if needed.
- Ensure that all players wear the NFC kit and shin guards.
- Ensures that the changing rooms are left tidy (both home and away).
- Takes all the balls after the match.
- Ensures discipline and compliance with the standards and values of NFC.
- Encourages and ensures that youth players are behaving correctly in speech and gesture towards their own leaders, fellow players, opponents, referees and public, and, when necessary, correct players and take appropriate measures.
- Participates in periodic formal discussions with the youth trainer.

To be able to carry out his/her tasks properly, it is necessary for the youth coach to communicate and cooperate well with the youth trainer and that he/she is well aware of what is going on amongst the players.

7. Consultation structure

- 1 time per 2 months: coordination between youth committee and HYE.
- 3 times per year: technical meeting HYE, head youth trainers, (assistant) youth trainers and coaches.

8. Principles for selection and compilation of the teams

Team compilation

In the vision of NFC a team must enable an individual player to develop him/herself as a football player in an optimal manner. At the same time, a team must be compiled in such a way that it becomes more than the sum of its parts: a team must rise above itself through a good, but also pleasant mix of different types of children who complement each other, especially in terms of football techniques, but also socially.

For the individual development of football in children it is important to have them play together with technically equivalent players at an as early as possible age. In such a group of equivalent sparring partners players will find the appropriate resistance that leads to optimal development. Teams that are compiled of players at the same stage of development can also be better coached and trained. Besides that, it is much easier for the HYE to choose the correct class in the league



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for a balanced team. The choice for teams that consist of similar players leads directly to teams of varying strengths.

Criteria of team composition

When composing a team not only the individual qualities and commitment of a player are taken into account, but also the team as a whole. Consequently, consideration is given to positions and players suitable for them. From the U11 onwards fixed positions of players in a team become more important, and it is in those cases not wise to set up teams of players who all have a natural urge to be defender, or striker. In addition, a mixture of highly motivated and less motivated players is undesirable, especially in selection teams. Besides, the football formation sometimes has a crucial change per age group, which, again, puts different demands on a player. Therefore, team composition should never be a sum of individual football qualities; a player must fit into a team that plays in a certain formation.

Children and young adults never finish learning. The placement in a lower classified team should never be stigmatizing; fact is that some children are going through a growth spurt in their football development only at a later age. Therefore, players in lower classified teams should get plenty of opportunity to grow, and each player must be reassessed every year. This should work in both ways: NFC provides the facilities, but the player and the team should utilize these. It is the experience of NFC that motivated players develop faster than others. Motivation is not only shown during matches, but especially at trainings. Shown motivation becomes an increasingly important assessment criterion once players get older.

Selection teams

Starting with the U13, the first team of an age group is a selection team, if there are enough players for more teams. The requirement is that these selection teams train twice a week.

Assessment of the youth players for the purpose of the team composition

At the end of the season (April/May) the teams for the next season are composed. This is done by the HYE with advice from youth trainers and coaches. At first it will be determined how many teams can be formed by age group. Then the composition will be made.

When composing teams, subjectivity of reviewers inevitably plays a role. NFC believes that the solution is not so much in objectifying the choice, but rather in the way in which the process is designed: a careful process where multiple people are involved who bring different perspectives (technically, commitment and social). It starts with an annual individual assessment by the youth trainers and youth coaches, which is reported in writing to the HYE. The HYE uses this to compose the teams in consultation with youth trainers, youth coaches and the youth committee. The youth committee shall ensure, in particular, the social cohesion of teams.



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Timing of the team composition for the next season

The provisional team composition for the next season is announced before 15 June. Until that time the HYE or the youth committee can approach individual parents on matters like social connections between the children. Over the summer months, the HYE can change the final team composition due to unexpected events, for example, if it turns out that one or more players of a certain team have left the club during summer.

Change of teams during the season

In principle, a team is together as a players group for one season and it plays as a team a Fall and Spring league (in the U8 to U19 age category, except for the teams in the first class that finish a whole competition). Should a player make extra progression during the season, then it is possible to let him/her play and/or train in a higher team, in the interest of the player. If it turns out that someone cannot handle the level of the team, it is possible that the team composition will be adjusted. This generally will be rare.

Inflow during the season

Anyone may come and play at NFC. When youth members join during the season the HYE determines which team the player joins. Depending on the team size it can be determined that the player can just join trainings and will only join the competition when there is a place in the team. During the winter break the composition of teams may be rearranged.

Substitution policy

Every player has the right to play. Substitution depends on the number of substitute players that is available. The objective is to let everyone play at least one half per game. Players that are regularly absent from trainings or do not show the appropriate commitment during trainings are likely to get less playing time during games. At selection teams the substitution policy is determined by the team results. However, in these teams the playing time will be compensated during the season with the aim for all players to have approximately the same amount of total playing time.

Playing in a higher age group

The player plays in the age category determined by the regulations of the KNVB. If the HYE considers that it is better for the development of a certain player to play in a higher age group, the HYE will discuss this with the respective player and parents.

Dispensation

NFC can apply for dispensation (playing in an age group lower than prescribed by the KNVB rules) for a particular player. Such a request is primarily driven by the development of a player. In addition, the possibility exists to request dispensation for the benefit of the organization. Because



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it can be that there are too many players in a certain age group and too few in other age groups in order to compose full teams. Before dispensation is requested by the HYE there must be agreement between the players involved, parents, youth trainer and HYE.

Girls

At NFC girls and boys play together in a team as long as possible. It is good for the football development of girls to play with boys in one team. That is why NFC has no separate girls teams for the pupil age categories (until U12). However, from the junior age category, the physical differences between boys and girls become large. Therefore, NFC desires to have separate girls' teams from that age category onwards.

9. Other organisational arrangements

Training schedule

Before the mid of June the HYE prepares and announces the youth training schedule for the next season in coordination with the youth committee.

Presence and absence

Absence must always be personally communicated as much in advance as possible. The communication can be done in person, by phone or by text, whichever way is most effective. Players are encouraged by trainers/leaders and parents to do this independently. Players in a selection team are expected to attend at least 75% of all trainings and competition matches.

Positive play

Football is pleasure and performance. In this context a positive play concept means that the basis of NFC's youth football education is offensive football. During the matches we seek to win, we play fairly and handle setbacks and losses well.

Development of youth trainers and coaches

NFC is committed to the development of (assistant) youth trainers and youth coaches. An important task of the HYE is the regular training and guidance of this group of trainers and coaches. NFC also offers the possibility to follow KNVB training courses for youth trainers and youth coaches who are willing and able to commit to NFC for a longer period of time.

Volunteers

NFC is a club that is run by volunteers: senior members, parents and guardians of youth members. Especially at the pupil age category the team leaders and youth trainers are



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volunteers. NFC ensures that the latter are adequately trained and supervised to provide children a good football training. Parents are expected to become part of the club with their child. That means that they are regularly present at the club and sign up for volunteer work.

Football technical part

10. Training vision

NFC wants to be a pleasant and secure environment where children have fun playing football. Although winning often contributes to the enjoyment of the game, it is, certainly for the pupil age category, not the only goal. The starting point of the training and the coaching during matches is to learn to play football (attack, defend and changing formation). Football is learning by doing.

NFC strives for the optimal development of the individual football qualities of its youth members. That means that NFC aims for each member to play football at his/her own level. For one person that means playing in the highest possible competition and perform to his/her maximum ability, for the other person participating and being active are sometimes enough to have fun playing football. NFC recognizes that youth members differ in level and ambition.

Notwithstanding, NFC strives to be a real training club, with a major focus on the development of youth players of the club. As a standard for the level of training NFC sets itself the goal to have in every odd KNVB-age group (U9 t/m U19) one team that plays in the first class of the regional league.

The above means that there will be both competitive and recreational youth teams. A performance-oriented demeanor at their own level is expected of all teams as that is needed to play football. However, at the same time this should generate a pleasant recreational experience for each team. During the match we seek to win, after the match a possible loss is taken well.

At NFC the fun in playing football comes first. Children, but also coaches and trainers are not judged by the number of wins, but by the way in which they manage to play football well, with pleasure, nice play, good movement, effort, creativity and sportsmanship.

11. Training characteristics

A training at NFC has the same basic idea for all children: you learn playing football by playing football as much as possible. Because playing football as much as possible is not the same as learning to play football well, there are a few requirements for the content and shape of a training. Trainings are directly derived from NFC's vision on football: fun, interaction, movement, effort, creativity and sportsmanship.

A NFC training should be recognizable as follows:

1. Football fun and aimed at improvement



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2. Different ways of playing football
3. A lot of contact with the ball
4. Variation and repetition
5. Intense movement
6. Teaching of match formation
7. Acceptation and sportsmanship

12. Training learning stages

We distinguish three learning stages that determine the content of the training and coaching of pupils and juniors:

U7-U10	Basic stage: Learning to play football – ball control - technique
U11-U15	Building stage: Learning to play football together – learning field positions – technique and tactics
U16-U19	Match stage: Learning to win together – tasks within the team, coaching each other – technique, tactics, physical, mental

Of course, stages can be earlier or later, depending on the team and the individual player. In addition to the above, NFC aims to also provide training to five-year-olds ('mini's').

Basic stage

In the basic stage players learn to control the ball. The personal development and age characteristics ensure that the youngest players are still very focused on the ball. That is why the starting point always is the game at ball possession. The children understand very well that they have to take back the ball when it is lost. In this stage, making goals, ball touches, skills and passing the ball to a fellow player are important. Teaching these ball skills is key.

Building stage

The most important phase for a football player is the building stage. The football game moves to a larger field and the field positions become important, because it no longer is possible to cover the whole field on your own. Insight in the game and teaching of positions and team tasks become important. The development of insight in the game and improvement of technical skills through playing simplified football situations are key in this stage.



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Competition stage

This phase approximately starts when the players have reached the age of 15 years. Winning games was already important for enjoyment of the game, but now it also gets assigned real value. The way in which a game is won, can now be judged more objectively and own performance and team performance can now be reasonably estimated. Qualities of players are now used for the team. Players must know with which thought the team is playing. Everyone should play with the same rationale. Only then all kinds of choices can be made and players can work together to realize the game intentions.

13. Playing style

Because NFC composes the teams again each season, a fixed playing style is assumed, certainly in the pupils age group.

Minis

The Minis do not yet play league matches, but they are already learning to play football in the formation of a 'diamond' or 'spekkie' (Dutch marshmallow) for internal games.

U8 – U10

In the U8/9/10 a NFC team plays 6 against 6 on a quarter field (even if there are 9 children in a team). That is in line with the KNVB-youth plan 2. It is clear for players. It teaches them to 'play' with the space, it delivers more ball contact per player and it takes away the possibility of players to exclude themselves from the game. The smaller field ensures that the teams create more opportunities and make more goals.

At 6 against 6 the 5 field players preferably play in three lines, with two players in the rear and front lines and a midfielder. In this way the core of the set up including the keeper (1-2-1-2) forms a diamond shape or 'spekkie'.

A keeper who can join playing in the field is desirable.

The advantages:

- This 6 against 6 is an extension of the 'spekkie' of 4 against 4 that the minis learn to play and can easily be extended to 8 against 8 that the pupils of U11-U12 are playing.
- Children learn to play in different lines and learn to switch, because in ball possession the midfield becomes attack and the defense becomes midfield. And when the ball is lost the midfield becomes defence and the attack becomes the midfield.
- A constant game participation of all players is required.



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U11 – U12

The pupils of U11 and U12 play on half a field with 8 against 8 players. The preferred setup is then three lines, with three players in the rear and front line and a midfielder (1-3-1-3). The field players now form a dual diamond, through which triangles arise everywhere.

U13

The teams play on an entire field with eleven players. For the U13 teams the preference is a 1-4-3-3 system, because in this way the occupation of the field is optimal and it is played with wingers, which is usual in The Netherlands. Often the last line is played with a central defender (covers the striker) and a last man (lock on the door).

U14-U19

With the older junior teams a 1-4-3-3 system is still preferred, but the players also learn to play in other systems, such as 1-4-4-2 with a diamond in the midfield. Here the 'learning to win as a team' is also an important goal. Of course, on the match day, it is up to the coach with knowledge of the players and the opponent to choose the best set up.

14. Keeper training

U8-U10

In the pupil teams U8-U10 NFC does not necessarily have fixed keepers. All players must learn both playing football and goal keeping. Therefore, there is rotation. That means that during the training specific keeper skills are also covered. Such as: choosing position in the goal, when shooting out from the hands first taking 10 steps forward and always shooting out towards the sides.

U11-U13

From the U11-teams onwards NFC does have fixed goalkeepers. These goalkeepers receive training at least once a week, in addition they train with their team at least once a week. During these trainings the emphasis is on:

- basic skills, such as choosing position, starting posture, and handling of the ball.
- basic techniques, like catching, picking up, stumping, throwing and kicking the ball, footwork, jumping, diving, falling, rolling and getting up.



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- Basic tactics, to make the keeper join the fieldplay and provide insight in the game: constructive (throwing out, shooting out, giving away or just holding the ball and coaching the rear guard) and defensively (the set up towards the goal, positioning, coming out or staying).
- In addition, there is focus on building concentration (also if the game is far away), courage, self-confidence and boldness.

U14-U19

From the U14 the keeper training is more intensive and endurance is trained as well. In addition, some exercises are added, such as interception of high crosses, learning to coach fellow players, protecting oneself against attackers, and increasing jumping strength.

15. Referees

The aim is for all youth players in the U15 and older to be referee at one or two pupil matches during the season. This will provide youth players with a different view on a football game and it generates more respect and appreciation for the job of a referee. NFC is committed to provide the youth players with a referee training and to coach them during and after the matches that they referee.