



# YORKSHIRE RTC

## JUNIOR FOOTBALL ACADEMY

## Recruitment and Progression Policy (23/6/22)

### 1. Club Aim and Objective

- Yorkshire RTC is a Football Development Centre that provides talented young players the opportunity to play football in the elite Junior Premier League.
- Our primary objective is to provide talented players, who have a hunger for football, the opportunity to progress as far up the football ladder as possible.

### 2. Progression Pathway

Yorkshire RTC have developed strong links with all the local Professional Football Academies. We occasionally play friendlies against the pro-academy teams and we work with the network of pro-academy scouts who frequently come to watch our games and training sessions.

Over the years many players from Yorkshire RTC have progressed on to pro-academy contracts and we continually support players who have been released from their pro-academy contracts but want to continue playing at a standard that is as close to pro-academy football as possible.

Although, the primary objective of YRTC is to support players to progress into pro-academies we also recognise that a very low percentage of pro-academy players are asked to continue with their pro-academy contract at 17. Generally, from a squad of 15 to 18 pro-academy U16 players, up to four will be asked to progress into the pro-scholarship program. The reality is that most players in the pro-academy system end up being released at some point. This can have a dramatic psychological impact on the player, can affect their overall confidence and in some cases results in them stopping playing football altogether.



At Yorkshire RTC, any players that have not progressed into the pro-academy system by the age of 16 will have the opportunity to progress into the semi-pro academy system at Emley AFC. This is a key element of the club’s progression policy and provides the opportunity for players to continue to progress and develop as a steppingstone into semi-professional football. Emley Academy have an U18s team who play in the JPL and an U23 team who play in the Northern Alliance League. Emley AFC also has a rich football history in the Yorkshire area. The Emley Academy approach to coaching and development is very progressive and Yorkshire RTC are proud to be partnership with them.

### 3. Structure of teams within Yorkshire RTC

Yorkshire RTC have the following structure of Squads across age groups from U7s to U16s.

#### U7s and U8s – Pre-Academy

The U7s and U8s Pre-Academy receive training once per week. The training is delivered by professional coaches and is designed to prepare the players to start playing in the Junior Premier League when they reach the U9 Age group.

#### U9 to U16s – JPL Squad Player and Shadow Players

From U9s to U16 the Yorkshire RTC offer two options. The **JPL Squads** for each age group train once per week and compete in the Junior Premier League on Saturdays. Additionally, each JPL Squad is supported by several **Shadow Players**. These players undertake training each week alongside the JPL Squad players. They are called up play JPL games when opportunities are available and may compete in friendly matches.

The purpose of having Shadow Players is to provide an opportunity when the JPL Squad is full for talented players to receive professional coaching with the aim of eventually moving into the JPL squad when a space becomes available.

Yorkshire RTC recognise that young players go through peaks and troughs of technical ability as they grow. This is natural particularly as players go through growth spurts between the age of 12 and 17.

The Shadow Player option is therefore a key part Yorkshire RTC as it provides the ability for the club to continue to work with players who are either on the cusp of the JPL standard or have previously played JPL football but are struggling to maintain the standard for whatever reason.

Consequently, there is potential for players to move in both directions between the Shadow Player and JPL Squads options over the course of the season.

CLUB STRUCTURE	
JPL SQUAD PLAYERS JPL Games & Training	SHADOW PLAYERS Training
11 v 11 16 to 18 players per age group	U16s U15s U14s U13s 5 players per age group
9 v 9 14 to 16 players per age group	U12s U11s 5 players per age group
7 v 7 12 to 14 players per age group	U10s U9s 5 players per age group
5 v 5 20 players per age group	PRE-ACADEMY Training & Occasional Games U7s & U8s

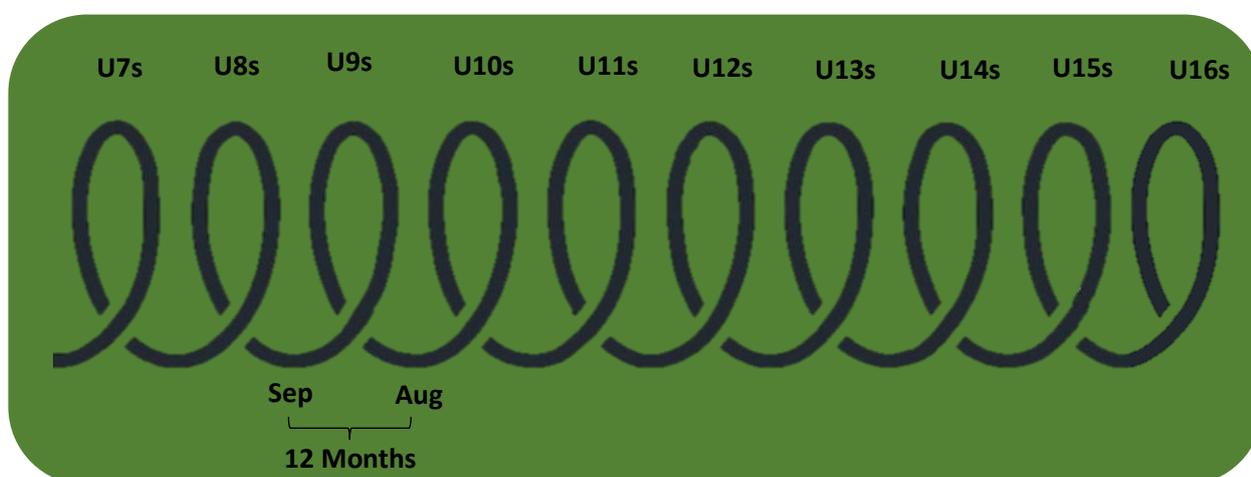
#### 4. How does the Recruitment and Progression Policy work in practice?

Yorkshire RTC is a feeder into the pro-academy and semi-pro system. Consequently, as players leave Yorkshire RTC spaces are created.

It is therefore important that Yorkshire RTC strike the right balance between the development of current players and the recruitment of new players to strengthen teams and provide strength in depth within the squads.

Although movement between the JPL and Shadow is expected Yorkshire RTC **does not** have a revolving door policy where our current players are asked to leave the club as soon as another more technically gifted player becomes interested in joining.

Yorkshire RTC has a progression route from U7s to U16s which is broken down into 12 month cycles.



Each 12 months cycle involve the following stages: -

##### **June to August**

**Current Squad Players** – The Head Coach will discuss each player with their Team Manager and review the Player Progression Review information to determine which players are going to be asked if they would like to continue the following season. YRTC aim to continue to work with all players from them joining the club right through to leaving at the age of 16. However, it's important that players maintain their focus and desire to develop. Any concerns about progression, effort and attitude are highlighted in the Player Progression Reviews that each player receives.

Between May and July the player/parent will also be asked whether they intend to continue with YRTC the following season. The Team Manager or Lead Coach will also discuss options for the following season with parents and players where they feel it's needed.

On the occasions where the Head Coach believes that a player is not to be asked to continue in either in the JPL Squad or as a Shadow Player the Head Coach will have a discussion with the player and parent. Although this is a difficult conversation it is not anticipated that the player/parent will be surprised as the Player Progression Review process and previous discussions between the player/parent and the team manager will already have highlighted key areas for development.

Where a player/parent decides that they are to continue the following season the Player/Parent Agreement is completed and the Registration Fee paid. It is the completion Squad Registration form and payment of the Registration Fee that secures the players place for the following season.

Yorkshire RTC will also hold trials with the aim maintaining and strengthening each age group in the closed season (see section 5)

## **September to June**

During the Season it's inevitable that movement of players will take place. This could be due to players leaving for pro-academies, players being moved from JPL Squad to Shadow or players leaving to pursue other interests.

As spaces in the JPL squad become available the Head Coach in conjunction with the Team Manager will look to fill the space with a suitable player. This could be a Shadow Player that is suitable for the position available or another player that is brought in through a trials process.

## **5. Recruitment of New Players**

### ***Pre-Season***

Yorkshire RTC will hold trials in the closed season for prospective new players. The trials will involve a series of technical and physical tests. Any player identified as having the appropriate skillset and attitude will be invited to train with the squad for their age group for a period of 3 weeks. During the 3 weeks period the prospective new players will be assessed to determine their Technical, Tactical and ability and Fitness level. This will provide an indication as to where a potential new player sits against current players and the JPL standards.

### ***During the Season***

Any Players who are interested in joining Yorkshire RTC can request a trial via the appropriate contact form on the club website. Any players deemed to have the appropriate skillset and attitude will be invited to train with the current squad players for a period of 3 weeks. During this time the prospective new players will undertake a series of technical and physical tests and be assessed against the clubs 21-point Player Progression Review form. This will provide an indication as to where a potential new player sits against current players and the JPL standards.

Throughout the 3 week Taster Sessions period the Head Coach and Team manager will have discussions with the parent and player and finally inform them whether they are to be offered a place in either the JPL Squad or as a Shadow Player. It may also be agreed that the player is not ready for JPL football at the moment.