

## **NEW ZEALAND BILLIARDS AND SNOOKER ASSOCIATION INC**

### **Junior Development Proposal Policy**

This policy must be read in conjunction with the Member's Protection Policy (2008)

#### **AIMS**

To set up a national system that can identify individual talented junior players and provide a coaching framework that will enable them to progress to compete at world level

#### **OBJECTIVE**

To within 5 years have a national coaching and mentoring system to enable NZ to have a junior who is capable of qualifying and progressing to at least the last 8 at an international level.

#### **OUTCOMES**

##### **Identification**

To identify and set in place regional personnel who have the ability to recognize potential talent and to refer these juniors on to the NZBSA for further development work. This is desirable to be done as early as possible to achieve the best results. The recommended age range for juniors would be 12 to 18 years

##### **ASSISTANCE**

Financial and other assistance to need to be approved at NZBSA level. The NZBSA should aim be able to fully fund junior competitors to attend training camps and selected tournaments both in New Zealand and overseas. The juniors and their families will be expected to contribute, by obtaining sponsorship and support from other appropriate sources.

##### **DEVELOPMENT OF PROGRAMMES**

Appropriate individual programmes will need to be identified at regional level to assist in fostering development of junior players through coaching camps, competitions and mentoring programmes. The NZBSA needs to coordinate these regional opportunities into a national strategy that utilizes expert coaches, facilities and funding allocated.

##### **JUNIOR DEVELOPMENT COMMITTEE**

The NZBSA shall set up a subcommittee of the Board to oversee the development, implementation and monitoring of this policy.

##### **COACHING**

Develop an accreditation system to recognize coaches and develop a national register of such regional coaches in line with SPARC guidelines and those specified by the Confederation of Billiard Sports.

Identify competent people to initiate coaching at a regional level and to work with the National Coach or other people nominated by the NZBSA in order to encourage coaching within New Zealand.

To investigate the opportunities of an international level coach from overseas to visit New Zealand for short periods three to four times each year in order to assist juniors and prospective coaches in NZ.

### **MANAGEMENT**

It is desirable for a manager to be appointed by the NZBSA to travel with juniors to local and international tournaments to act as Mentor and chaperone.

See NZBSA Team Managers Function policy.

### **MENTORING**

Mentoring is a system whereby a top NZ player is asked to look after and assist a junior in aspects of their game (e.g. practicing with the junior player) and behaviour.

It has been shown in other sports that a mentor system produces good results. NZBSA needs to develop a system where players experienced at national and or international level that are prepared to work one on one with those identified junior players both locally and at national tournaments.

### **REFERING**

All juniors wishing to travel to international tournaments will be required to obtain a referee's certificate to at least grade 4 (or junior referee.)

### **TRAINING VENUES**

The assistance of the chartered clubs, regional associations and private clubs will be requested to assist in providing facilities for coaching and practice. Some chartered Clubs in NZ will still not allow under 16's to use their facilities and so may restrict the ability of the junior player to practice.

### **REPORTING**

All coaches will provide an annual report on all juniors they have had contact with to the NZBSA. This will include all results, training programmes and an assessment of their potential and how much improvement has been made.

### **OBLIGATIONS**

All juniors who receive funding and or coaching from the NZBSA shall provide an annual report to the NZBSA on their own assessment of what they have received and how effective they deem it to be.

### **EVALUATION OF OUTCOMES**

The Junior Development Committee shall be required to submit to the NZBSA Board and annual budget request as well as a report on activities. They shall be responsible for the up keep of the coaches register.

The NZBSA Board shall allocate funding and resources annually after consideration of the Junior Development Committee report.

The NZBSA shall set up annual awards for various categories to recognize the achievements of junior players in this programme and shall send letters of congratulation to each player after a meritorious result.