

PE1319/BB

Response from IFK Gothenburg to the questions:

Could you provide an overview of the youth development policy within your Club and how this has evolved over time?

Our policy described below has been in use for approximately 12 years. It has evolved over time as we evaluate our work and in keeping with the development of football in Sweden and Europe.

Our principal objective is to continually increase and improve our coaching, while at the same time ensure that the player's health, education and social life are catered for. In other words, the level of training should never have a negative physical, mental or social effect on the individual.

PLAYER DEVELOPMENT – IFK GOTHENBURG

THE POLICY IS SIMILAR TO THE STRUCTURE OF THE SCHOOL SYSTEM

** please see translator's note at the bottom of this document*

20-XX years "Högskola"* – Continuation of that described below, including increased coaching of positional play and game plan, as well as even more physical training and game preparation.

16-19 years "Gymnasium"* – Continuation of that described below, including increased individual coaching of technique, play and physics, as well as more positional play and game plan every year.

9-16 years "Grundskola"* – Coaching in basic principles of technique and tactics in accordance with our player development policy, "The Secrets of Football", including the "KAFFE-method" (explained below) with integrated mental training.

6-8 years "Lekskola"* – Fun football games to stimulate an interest in football, develop ball sense and give a basic understanding of the game, including simple coaching in some of the basic principles of football.

"THE FOOTBALL ACADEMY" 6-19 years

Goals: Half the A-team should consist of players from the "Football Academy".
Players and team captains are developed as individuals as well as players/team captains.
The time at IFK Gothenburg should be a memorable time for everyone.
The "Football Academy" should contribute to the development of football.

Ideas: Key words for succeeding as a player;
Environment, Training, Interest, Encouragement
The coaches make this happen.

Strategy: To offer young people with an **interest in football many hours of quality, well structured coaching in a safe and stimulating environment**. This should include many **individual challenges to encourage** development according to individual interest and **ability**.

Vision: **A stimulating environment**

"Four Ks" (Translator's note: The four words that make up this "slogan" all start with "K" in Swedish only).

Friendship, Fun, Dedication and Knowledge

The "Four Ks" and its theme of "everyone being equal" forms the basis for the work of the "Football Academy" and its **guidance rules** for players, coaches and parents, adopted jointly by all.

Many coaching sessions 17-19 years 5-6 sessions/week

15-16 years 4-5 sessions/week

12-14 years 3-4 sessions/week

9-11 years 2-3 sessions/week

6-8 years 1-2 sessions/week

There are 3 additional training sessions per week during school hours for those attending either the "Football School" (from 10 years) or "Football Gymnasium". Players are also encouraged to train at home (normally with a ball)

Good coaching

"The Secrets of Football" (www.s2s.net)

The "KAFFE-method" for individual development

(Translator's note: "KAFFE" is derived from the first letter of the five words in Swedish)

i.e. **Concentration, Relaxation, Visualisation, Dedication and Own Pace**

Module for players 9- 16 years

The module includes 156 sessions, 120 for field players and 36 for goalkeepers. Coaching of a specific skill continues through several consecutive sessions and specific basic techniques are also repeated annually. Some of the basic techniques are repeated over the years, whereas the most important ones (approx. 20) are continually included in the coaching after being introduced. Each year, special focus is given to a couple of these basic techniques. Techniques already covered in the coaching are introduced naturally thereafter during training and games. The development level of 17-19 year olds is evaluated and forms the basis for the more individual coaching offered to the J-trupp (Junior Team) and the U-trupp (Development Team).

Individual development Special coaches ensure that all players are kept happy and are able to train and develop according to their own ability and circumstances. In addition, there are individual evaluation meetings, "4 Ks" questionnaires and "4 Ks" diaries. Coaching and team selection for games is also geared towards the appropriate age and ability.

School education

Our players are offered education at Änglagårdskolan from 4th to 9th year (Swedish school system) as well as secondary education at Änglagårdsgymnasiet and Katrinelundsgymnasiet. School work always takes priority over football training. Appropriate planning of the studies is therefore

important. Assistance is given when required. The players get time off from IFK training in order to study.

It is important that our players are given the very best opportunity to successfully pass their exams. The IFK co-ordinator assists the players as required.

We encourage our players to always follow the values in "4Ks", in our own school as well as other schools.

Other sports

We encourage our players, primarily 6 - 11 year olds, to take part in other sports in addition to football. For 12 year olds, we increase the coaching to 3-4 sessions per week, as well as the games. It is therefore up to the players and their families to decide whether it is actually feasible to take part in additional sports. Wherever feasible this is encouraged.

Experience suggests that it is preferable to concentrate solely on IFK football from 14 years onwards, but we do not rule out temporary participation in additional sports if there is sufficient time for both sports as well as school. At Elite level, from 16 years onwards, there is little opportunity to take place in additional sports other than the IFK football.

How does this policy work in practice?

I hope this is more or less evident from the above. However, I would be happy to send further documents if required. Just let me know and I will send you a copy of all our guiding principles, player development policy and vision.

What are the ages of the young players who are involved?

We have girls and boys starting from the age of 6 (which is normal in Sweden). They are guaranteed a place with us until 16 years (which is very unusual in Europe, where the majority of the professional clubs make their selection much earlier). From 17 years onwards, we have a small number of players who continue with us.

Are young players (those under 16 years of age) placed under any form of contract? If so, does the contract require the signature of the parent?

We have contracts with some 20 players in the age group between 17 and 19 years. Parents are required to sign until the players reach the age of 18, at which point they are old enough to sign themselves.

A few exceptions exist where 16 year old players are placed under contracts.

There are no contracts for players under the age of 16.

If there are contracts, do they involve any remuneration to the player by your Club?

There are no remunerations for players under the age of 16.

From 17 years, we may pay remuneration of between 1000 SEK (£95) per month and a maximum of 15000 SEK (£1422) per month.

16-19 year olds and older players who reach our Professional team (A-team) receive higher remunerations.

What arrangements are made for continuing a young player's education?

Good games and good training sessions as appropriate. We also include international travel for games and tournaments abroad, from around 12 years of age, starting with shorter trips, which increase in length with age.

We also offer comprehensive schooling from 10 years and secondary education from 16-19 years, including 3 football coaching sessions per week. This is in addition to the regular coaching as described above.

This is in line with our coaching policy (a copy is available if required).

There is approx. 1 game per week during the season, approx. March - October.

We ensure our coaches are highly trained and aim to have three coaches per session i.e. training or game.

Are there any restrictions on young players who are being developed by a professional club, for example would a young player be restricted from playing for other teams such as a school team?

Not in our club. However, the school is advised to work closely with the coaches to co-ordinate the timing of games.

The priority should always be given to the Club games. With good advance planning this is not usually a problem.

* Translator's note: The education system in Sweden is noticeably different to that in Scotland and the rest of the United Kingdom.

1-6 years - daycare/pre-school/playschool "Lekskola"*

7-16 years - compulsory schooling "Grundskola"*

16-19 years - further education in preparation for work or university "Gymnasium"*

Age 18 onwards - university/college "Högskola"*

The ages given above do not correspond directly to ages given for the Swedish school system. However I suspect the ages are more important than the definition of the school.

More information about the Swedish Education System can be found at <http://www.sweden.se/eng/Home/Work/The-Swedish-system/The-Swedish-education-system/>