



JUNIOR GOLD CUP

Australian Rugby's National Youth Competition

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1.0 Background

Rugby Union faces increasing challenge from the work of other sports and the decrease in athletic pursuits of our youth demographic to recruit and retain a pool of players in the 14-19 year age group that can effectively contribute to the health of the game at participation and high performance levels. Rugby is fortunate in that it possesses a varied competition and representative system as well as advanced talent development programs coordinated nationally across the country. Many key stakeholders, both volunteer and employed, work hard to build and develop opportunities for our young players to play the game and progress to higher levels of performance. At times the current representative and talent development pathway can be confusing to players and parents as well as requiring considerable financial investment by the player/families in order to be involved at the various levels and options available.

In these challenging times, it has been proposed that a new and innovative model that combines representative level rugby and talent development programming for players U15-17 be developed by the group of key stakeholders and lead by the Australian Rugby Union (ARU). After over 18 months of discussions, workshops, consultations and collaboration the Junior Gold Cup competition and talent development model has been developed. Important guiding principles were developed to guide the construction of the model (attached in Appendix 1). The model combines current national talent development programs (Junior Gold Program) and various junior rugby representative programs to create a high level development and competition model at U15 and U17 age grade level for selected metropolitan, regional and state based team involvement. The 'partnership' approach taken by all key stakeholders involved in the development and design process is viewed as an important element that will enable Rugby to meet the challenges currently faced and move ahead via the one united strategy.

2. The Junior Gold Cup

The Junior Gold Cup (JGC) is a national long term talent development and competition program at U15 and U17 age levels. The combining of these two important elements is possible by drawing together the current Junior Gold Programs operating across Australia and the various levels of Junior Rugby representative programs ensuring the transition is not a huge revolution of the pathway; more an evolution. The truly national nature of the JGC competition provides players, coaches, administrators and match officials with the opportunity to be involved in high levels of representative rugby programming and development at national level on an annual basis whilst maintaining local/regional representation.

The JGC program involves all eligible states and territories in Australia within a dynamic and progressive model catering for each of the state or regions individual needs. The JGC seeks to compliment and in some cases collaborate with existing participation and representative rugby pathways at State Union, Junior Club and School levels. Existing Junior Club Rugby regional representative team programs in the U15 and U17 year age groups must be integrated into the JGC program for that region.

The scheduling of the JGC program provides Junior Club and School rugby with a clear window for competition and participation and over time should work in alignment to build participation by attracting, recruiting and retaining players to the game through critical age groups.

2.1 Program Management

The JGC program, including the competition component will be coordinated and managed by the ARU. All program logistics, information and communication will be disseminated by designated ARU staff to all stakeholders involved in the JGC.

Key ARU staff involved in developing, implementing and managing the JGC includes:

ARU – Manager, Talent Development

- Responsible for overall program leadership and strategy and is to chair the JGC Advisory Group

ARU – JGC Coaching Coordinator

- Responsible for major coach development and support activities including partnership build between key stakeholders in each local region

ARU – JGC Logistics Coordinator

- Responsible for all program logistics including the training and competition program liaising closely with JGC Centre Coordinators

A JGC program Advisory Group will be developed to oversee the delivery of the agreed model. The Advisory Group will be made up of (subject to minor change):

ARU – Manager, Talent Development
ARU – JGC Coaching Coordinator
ARU – JGC Logistics Coordinator
2 x State Union representatives
4 x Junior Club Rugby representatives

The ARU will target and offer appropriate stakeholders and individuals to be appointed to the JGC Advisory Group.

2.2 JGC Centre Coordination

Each JGC centre will appoint its own Coordination Group that will oversee the operational and development needs of their centre and will be responsible for contributing to the review and ongoing evolution of the JGC model by having a genuine 'voice' back into the management of the program (ARU). The Coordination Group must be inclusive of:

- U17 Team Manager & U15 Team Manager
- U17 Head Coach & U15 Head Coach
- *Local State Union Development staff member
- 3 representatives from the local region to cover:
 1. Administration/Logistics
 2. Communication
 3. Sponsorship

* The local State Union Development staff member will be involved in the Coordination Group as availability allows. The State Union Development staff member may also assist in other areas of the JGC program including coaching and coach support.

From this group one representative will be nominated as the JGC Centre Coordinator who will attend national workshops/meetings and be the central contact for all program related communication and information. The JGC Centre Coordinator will liaise and work closely with the JGC Logistics Coordinator.

2.3 The Teams

In 2014, the JGC will **trial** twenty-four (24) teams across both the U15 and U17 age groups. As mentioned above, each centre will be supported individually to achieve specified outcomes as a program participant or as a future participant.

The 2014 team centres have been determined using information gained from the Junior Gold Program and existing Junior Club Rugby representative pathways and competitions, as well as consultations with key stakeholders. Using 2014 as a trial year will enable modifications to be made for 2014 and beyond based on learning from the initial year of the model.

A list of 2014 teams is outlined below. Please note that decisions on pool placement will be discussed at the JGC Centre Coordinator Workshop in August.

National Distribution of JGC Centres



JGC Centre/Team List

No	Centre/Team	Conference	Pool	Relevant Junior Zone/Region
1	Sydney 1	Southern		TBC
2	Sydney 2	Southern		TBC
3	Sydney 3	Southern		TBC
4	Sydney 4	Southern		TBC
5	Illawarra	Southern		Illawarra
6	Central Coast	Southern		Central Coast
7	Hunter	Southern		Hunter
8	Central West	Southern		Central West/Western Plains
9	Northern Inland	Southern		Northern Inland/New England
10	ACT	Southern		ACT & Southern NSW
11	Victoria	Southern		Victoria
12	SA	Southern		South Australia
13	Brisbane 1	Northern		TBC
14	Brisbane 2	Northern		TBC
15	Brisbane 3	Northern		TBC
16	Brisbane 4	Northern		TBC
17	North Coast	Northern		FNC/MNC
18	Gold Coast	Northern		South Coast
19	Darling Downs	Northern		Darling Downs
20	Sunshine Coast	Northern		Sunshine Coast
21	Central Queensland	Northern		Central Queensland
22	Cairns	Northern		Cairns
23	Townsville	Northern		Townsville
24	WA	Northern		Western Australia

The geographic make up of Sydney and Brisbane teams will be determined by consultation with key stakeholders in each city. Such break up of teams in these metropolitan areas will not have to be led by historic or current geographic or club based boundaries. The critical principle is to have the best players playing in the JGC.

Teams from the more remote/large regions (eg Northern Queensland, Central Queensland, and Northern Inland NSW, Western Australia and Victoria) would play all, or a majority of their Cup pool matches over weekends or in the case of WA possible within a 10-12 day period (tour).

Progressive entry programs would be designed and implemented for other regions/states such as NT and Tasmania to enable future inclusion in the competition. Match schedules would form part of the progressive entry program.

2.4 Competition Conferences, Pools & Finals

Teams will compete in two national conferences – Southern and Northern Conference.

Within each of these conferences the teams will be split across two pools, thus creating 4 pools of six teams across both conferences.

Within the pools teams will play each other team (5 matches each) as per the draw.

At the conclusion of the pool matches the highest placed teams in each pool will play-off to decide the conference winners. The conference winners will then play-off in the JGC final.

JGC Final			
Winner Southern Conference v Winner Northern Conference			
↑		↑	
Southern Conference		Northern Conference	
Winner Pool A v Winner Pool B		Winner Pool C v Winner Pool D	
↑		↑	
Southern Conference		Northern Conference	
Pool A	Pool B	Pool C	Pool D
Team 1	Team 7	Team 13	Team 19
Team 2	Team 8	Team 14	Team 20
Team 3	Team 9	Team 15	Team 21
Team 4	Team 10	Team 16	Team 22
Team 5	Team 11	Team 17	Team 23
Team 6	Team 12	Team 18	Team 24

2.5 Program Calendar

The JGC program will be conducted from November to April with the competition scheduled for the end of this period ie late Feb to the first week/s of April. A draft annual calendar is listed in Appendix 2 and will be discussed and finalised by the JGC Advisory Group.

The key to programming in the November to April period is to allow Junior Club Rugby and School Rugby programs to run as the major competition pathways for youth players through the actual Autumn/winter season including specific state championship and other significant affiliate representative programs (eg City v Country). At the same time the model seeks to streamline the current representative and talent development pathway by reducing and/or eliminating pathway programs that are effectively integrated into the JGC model.

2.6 Team/Squad Size

Each team is permitted to have up to thirty (30) players selected in their respective JGC squad. All players selected in the final JGC squad must achieve at least one run on match in the competition barring injury.

For competition matches, twenty-three (23) players will be listed and available to play.

2.7 Player Eligibility

2.7.1 Age

A player's age group is to be determined using the calendar year and the ARU's two-year window policy ie for 2014 an U15 year player will need to have been born in 1999 or 2000; an U17 year player will need to be have born in 1997 or 1998.

2.7.2 Registration

Players must be registered with a Junior Rugby Club in order to be eligible for the JGC competition program. This eligibility clause would not rule out non-registered Junior Rugby Club players as these players would need to register upon trialling. The policy supports Junior Club Rugby registration and playing as well as linking with national registration processes and systems.

2.7.3 Expectations

All players (and their parents/carers) will be required to sign a JGC Participation Agreement that will outline major expectations of involvement including behaviour, training and match program attendance and responsibilities to play Rugby post the JGC.

3. Playing & Training

3.1 Selection

Each JGC centre will conduct selection trials in the lead up to commencement of the program. The ARU will provide quality assurance measures for all selection trials providing the greatest access and opportunity for players to be considered for selection.

The selection panels will include the respective coaches of each JGC team (Head Coach and Assistant Coach) will act as selectors along with a designated selector, independent of the team. Selection support will be also provided by the ARU and State Union staff.

3.2 Training/Development Program

The combined talent development and representative competition model of the JGC will allow genuine development across key areas of skill, performance, physical and off field development whilst achieving quality efficiencies and long term development outcomes. Importantly, teams (and in particular coaches) will deliver programs that are not just about team play development in readiness for the JGC competition. Long term development models across skill, strength and conditioning and personal development are central to the JGC model being a world leading player development and representative model for youth Rugby players. The ARU will support the delivery of education and development across key areas. Off field development rates as important as the skill and physical development aspects of the program.

JGC players will undertake the following training in their respective centres:

- A. Skill Development and Performance
 - Core Skill (Junior Gold Player curriculum)
 - Position Specific Skill
 - Game Understanding and Analysis
 - o Decision Making
 - o Tactical Appreciation & Application
 - o Team preparation

The ARU will lead the coaching and skill development program utilising the national skill development curriculum and Junior Gold Player as well as specific coach development work and ongoing coaching support. All coaches will attend compulsory coach in-services and updates.

- B. Physical Development
 - Long term athletic development
 - Nutrition
 - Recovery

The ARU will lead the physical development program providing coaches with in-servicing and support to deliver an international quality long term player development strength and conditioning model. All Strength & Conditioning coaches/Trainers will attend compulsory in-services and updates.

C. Off-Field Development

- Lifeskills Education
- Drugs in Sport Education

The ARU will lead the design and delivery of key Lifeskills and Personal Development modules across all teams. All players and team staff will attend compulsory off field development sessions.

3.3 Training Schedule

In order to achieve significant and appropriate development, players will be subjected to a consistent practice and training program during the period of the model. The schedules of the U15 and U17 programs will vary to take into consideration the different stages of development and the impact of the JGC program on other activities.

The following practice/training schedule is proposed:

U15

Nov	Induction session
Dec/Jan	2 sessions/week (taking advantage of the school holidays) A break over Christmas and New Year will be compulsory
Feb	2 sessions/week (which may include Sunday sessions)
March	2 sessions/week

*For regions that face geographical difficulties eg Northern Queensland, Northern Inland NSW, North Coast NSW, a series of training days (weekends) and camps will be scheduled providing opportunity for the squad to assemble together. Outside of training days and camps, satellite centres will be set up to enable weekly practice/training sessions.

U17

Nov	2-3 sessions/week (which may include Sunday sessions)
Dec/Jan	3 sessions/week (taking advantage of the school holidays) A break over Christmas and New Year would be compulsory
Feb	2 sessions/week including one Sunday session
March	2 sessions/week

*For regions that face geographical difficulties eg Northern Queensland, Northern Inland NSW, North Coast NSW, a series of training days (weekends) and camps will be scheduled providing opportunity for the squad to assemble together. Outside of training days and camps, satellite centres will be set up to enable weekly practice/training sessions.

* An outline of the above schedule is table in Appendix 3.

Players will be able to participate and attend other activities during this time within reason. Players will need to commit to at least 50% of training sessions pre-Christmas and 75% of training post-Christmas in order to maintain selection status and participate in the competition stage of the program.

3.4 Off Field Development

Australian Rugby has invested heavily in the off field development of the country's best young talent over the past seven years. The JGC program will incorporate key Lifeskills education that will support the programs objectives of developing fine young men as well as Rugby players.

The Lifeskills program will cover education areas such as:

1. Standards & Expectations
 - Behaviour
 - Achievement capabilities
 - Respect & Responsibility in Society - Brand & Role Modelling (including respecting women)
 - Social Media
2. Illicit Drugs & Alcohol
3. Off Field as important as On Field

3.5 Training equipment

Each centre will be provided nationally with \$1000 to be used to purchase equipment.

Other equipment needs will be sourced by each JGC centre coordinator.

3.6 Apparel

The apparel requirements of teams will be the responsibility of the state union that governs each JGC centre. The ARU will work with state union. Who in turn will liaise with their centres, to coordinate and provide cost effective team apparel.

It is the desire of the JGC model to have team apparel modelled in their traditional regional junior rugby colours and design. This will retain and utilise the current junior rugby infrastructure and history so as to be align and integrate the JGC program into existing representative structures.

A local/regional sponsorship program will be used to cover the costs of training and playing apparel for each centre. Centres will be supported by the ARU to achieve \$10,000 of local sponsorship to be used specifically for apparel – this raised revenue will be supplemented by another \$10,000 from the ARU if the local sponsorship target is achieved.

Advertisement of competition (national) and local sponsors on apparel will be supported by the ARU. Specific details of sponsorship promotions are to be discussed and confirmed by the JGC Advisory Group including the required use of JGC and State Union/Super Rugby logos.

All players will receive the appropriate training and playing apparel as part of their involvement in the JGC program. The minimal apparel list expected for each player includes:

Training & Travel Apparel:

- 2 x training t-shirts
- 1 x training singlet
- 3 x training shorts
- Cap or visor
- Wet Weather top
- Team polo shirt
- Casual shorts
- Backpack

Team Match Apparel:

- Jersey (set of 30)
- Playing shorts
- Playing socks

3.7 Player Levies

Players will be required to pay a levy of \$660.00 to participate in the JGC.

The levies will contribute to the costs of conducting the national competition and the respective team costs of each JGC centre. Levies will be paid by players into a central depository (online access) and clear, transparent budgetary expenditure of levies will be displayed by the ARU.

Whilst the ARU will work to reduce the player levy through concerted efforts to achieve national level sponsorship targets, the \$660.00 levy represents a relatively low levy in comparison to other youth sport national championships and initiatives. Many sports carry a levy over \$1,000.00 for national championships played over 7-10 days.

4. Competition Administration

4.1 Logistics

JGC program logistics, including the competition will be managed by the ARU JGC Logistics Coordinator in liaison with the Centre Coordinator of each centre. Elements of the program to be nationally coordinated and a responsibility of the JGC Logistics Coordinator will include:

- Competition draw
- Team travel
- Match day requirements:
 - Venue
 - Venue set up (including signage and field dressing)
 - Medical support
 - Match Official appointment and logistics
 - Media and promotions
- Communications including website updates
- Centre Coordinator communication and support

4.2 Match Officials

The ARU will nationally coordinate the selection and appointment of match officials for each JGC competition match. The ARU will utilise its national match official development program to identify and develop our best developing referees in the JGC program.

The JGC program has identified match official development as a key strategic priority.

4.3 Medical

Each JGC team will be required to have a suitably qualified physiotherapist as part of their match day staff. The ARU will centrally pay for this service using a standard rate.

A match day doctor will also be appointed to each match day (ie the match day doctor will cover both the U15 and U17 match on the day). The JGC Logistics Coordinator will liaise with home team Centre Coordinators to identify and appoint match day doctors for each match day. The ARU will centrally pay for this service.

4.4 Program Financial Management – Expenditure & Revenue

The JGC program will require expenditure in the vicinity of \$1.5 million. Major cost areas include:

1. Team
 - Apparel, Training Facilities, Medical support
2. Competition
 - Travel, Accommodation, Match Day costs, Match Officials
3. Program Administration
 - National program and competition coordination
4. Education & Training
 - Player and staff education and training program

The costs will be covered by the re-directing of current ARU talent development and championships expenditure, internal and external program investment, sponsorship and player levies. A critical feature of the model is to limit player levies. The program will provide provision for players unable to meet the costs of the levy. Information on player levies is detailed in 3.7.

Internal (Stakeholder) Investment

The JGC model provides opportunities for key stakeholders to invest in aspects of the model, especially supporting the teams representing their respective centres/regions. Such investment may be used to support team apparel investment and to minimise player levies.

External Investment

The JGC model provides opportunity for external investment, in particular partnership programs that contribute to the model (player and coach development) and provide opportunity for the external party to meet desired outcomes. A current example of an external partner is the Government's Illicit Drugs in Sport program supporting the Junior Gold Program providing significant Illicit Drug education to a critical age group and allowing linked financial contributions.

Further local and state government investment will be sought to offset costs.

Sponsorship

It is recognised that direct sponsorship for sporting events such as the JGC is currently difficult to obtain. It is believed that the model provides effective sponsorship opportunities at both national and regional/local levels.

National Sponsorship

The opportunity exists to have an overall national sponsor of the JGC targeting companies with existing rugby connection eg Qantas; national exposure across a broad area and targeted age groups (recognising the influence and role the players' parents have at this stage) eg bank (Westpac, Commonwealth) or mining company (Santos) or health company (BUPA, Medibank); regional bases throughout Australia eg mining companies, restaurant chains (McDonalds) or airline (Qantas Link).

The 'sell' to potential sponsors will include the direct appeal to their specific needs as well as the social responsibility and appeal of a program not only developing Australia's future talent but developing Australia's fine young men through its targeted education program.

National sponsors would benefit from competition naming rights exposure through all Cup communication, websites, training and playing apparel and allowable access to player/parent data.

Any national sponsorship will most likely be bundled with other national program inventory to best service sponsor outcomes.

Local/Regional Sponsorship

The opportunity exists for regional or local sponsorship particularly of the teams that will compete. Social responsibility and local support factors would be used to attract potential sponsors. Sponsors

would benefit from exposure through team naming rights, on apparel and certain levels of communication.

Financial sponsorship at the regional/local level is required to support the cost of team apparel

5. Coaching & Management

5.1 Staff Positions & Roles

Each JGC team will be required to appoint the following staff:

- 1. Team Manager**
 - Team logistics and organisation including communication with players and parents/carers and tour management.
- 2. Head Coach**
 - Leadership and management of the rugby program including season and session planning and match day coaching role. Required to implement national skill curriculum elements. The head coach will chair team selections.
- 3. Assistant Coach**
 - Assistant coaching role and planning support as well as having a selector role.
- 4. Strength & Conditioning Coach or Trainer**
 - Design and delivery of physical development program in line with national physical development curriculum (Long Term Player Development model).
- 5. Physiotherapist (not required for all program activities)**
 - Match day role with team including pre-game, post-game and on-field role and consult for team injuries during training and playing phase of the program (ie not required for training sessions but available for consults and advice as required – covered by normal patient/physiotherapist activity).

Position descriptions for each role will be developed by the ARU prior to the appointment process. All staff will be required to participate in a level of education and training as part of their appointment (professional development) – see 4.3 Staff Development for details.

5.2 Staff Appointments

Staff positions for all JGC centre teams will be advertised. The ARU will coordinate this via the JGC Advisory Group and Centre Coordinators.

The ARU will provide standard selection processes and have involvement in appointments - at a minimum this will include vetting of appointments recommended by each Centre Coordination Group. Each Centre Coordination Group will have to pass staff appointment recommendations through the appropriate ARU staff for final checks (eg accreditation/qualifications, coaching records, history) and sign off.

All staff will be required to sign off the appropriate Working with Children documentation relevant to their state/territory requirements.

5.3 Staff Development

The ARU deem the need and opportunity for staff development in the JGC program as a very important element of the model. At a minimum staff will be required to attend the following development activities coordinated, covered financially and delivered by the ARU:

Coaching Staff

- Required to attend a 1 or 2 day coaching workshop prior to the commencement of the JGC program. At this workshop the ARU will outline key elements of the national skill curriculum and support coaches to design and deliver a high quality national program at local/regional level. It is the desire of the ARU to have such professional development integrate into the coach accreditation scheme (this may not be available for the 2013/14 program).

Team Managers

- Required to attend a 1 day manager workshop prior to the commencement of the JGC program. At this workshop the ARU will outline key elements of the training and competition program and provide education and training on the team manager role.

Strength & Conditioning Coaches / Trainers

- Required to attend a 1-2 day coaching workshop prior to the commencement of the JGC program. At this workshop the ARU will outline key elements of the national long term player development model and support coaches to design and deliver a high quality national program at local/regional level. It is the desire of the ARU to have such professional development integrate into the coach accreditation scheme (this may not be available for the 2013/14 program).

Physiotherapists

- Physiotherapists will be supported via a team physiotherapist support manual developed by the ARU's Sports Science and Sports Medicine program. Physiotherapists will be required to show compliance of having read and understood role requirements and practices.

5.4 Staff Apparel

All staff listed above will receive the appropriate training and off-field apparel as part of their involvement in the JGC program. The minimal apparel list expected for each staff member includes:

Training & Travel Apparel:

- 3 x training t-shirts
- 3 x management/training shorts
- Cap or visor
- Wet Weather top
- Team polo shirt
- Casual shorts
- Backpack

5.5 Staff Recognition

The ARU have sought to provide recognition and reward for staff involved in the JGC via development opportunities (professional development and appointment opportunities) in appreciation for their time and efforts. Integrating professional development activities with formally recognised accreditation and qualifications is another measure that will be developed.

Over time, the JGC model will investigate means to have any additional funding via local/regional sponsorship used to compensate staff at basic levels eg travel reimbursements.

6. Calendar – Key Dates

Date	Activity	Venue
tbc	JGC Launch	tbc
July 2013	JGC Advisory Group meeting	Sydney
August 2013	Coach and Team Management positions advertised	
August 2013	JGC Advisory Group meeting	Sydney
August 2013	JGC Centre Coordinator Workshop	Brisbane & Sydney
August 2013	Coach and Team Management positions appointed	
September 2013	JGC Advisory Group meeting	Sydney
September 2013	Coach Workshop	Brisbane & Sydney
September 2013	Team Manager Workshop	Brisbane & Sydney
September-October 2013	JGC Trials	Various
November 2013	U17 JGC Induction Day	Various
November 2013	U17 JGC Training Commences	Various
November 2013	U15 JGC Induction Day	Various
December 2013	U15 JGC Training Commences	Various
February 2014	U15 & U17 JGC Competition Commences	Various
April 2014	U15 & U17 JGC Competition Concludes	

Appendix 1: Junior Gold Cup Aim, Objectives & Guiding Principles

1.1 Aim

To develop a national model of talent development and representative programs and events that evolves the current pathway, aligns programs and organisations and creates quality and attractive Rugby options for talented young players.

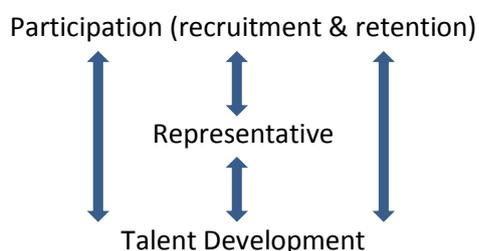
1.2 Objectives

- To align and combine talent development and representative programs across the country and stakeholders to create a quality, attractive and sustainable initiative
- To reduce the large financial costs and time commitments faced by youth players in the current player pathway
- To increase the access of a larger pool of players and coaches to high level national talent development and representative rugby program opportunities
- To recruit and retain rugby players at the U15-17 year age group
- To select players with the attributes and development potential to progress to higher levels of rugby
- To build opportunities and the capacity of coaches, referees and other management

1.3 Guiding Principles (Keys to Success)

In designing the model a number of guiding principles need to be identified to be taken into account in setting the strategies and undertaking the tasks to take the model to the next stage of development and achieve desired outcomes. Those principles are:

1. **The model must consider and provide outcomes across three threads of the player pathway and where possible and desirable the outcomes must be linked across threads ie.**



2. **The model must be developed in consideration of national, provincial and metropolitan/regional (district/zone) player pathway requirements and responsibilities.** The model must evolve current programs and pathways rather than revolutionise the current pathway (whilst not standing in the way of progress). The model must streamline pathway programs across the threads of the pathway, reducing confusion, creating efficiencies, maximising access and opportunities and limiting the potential for program silos to exist.

3. **The model must be integrated and aligned across stakeholders to maximise efforts and return.** A non-aligned model will affect the attempts of all stakeholders to achieve significant outcomes and success.
4. **Long term player development and Rugby involvement must lead the model and program development.**
5. **The model must provide attractive, challenging and high quality development opportunities for young players recognising the competition of other football codes and sports.** The model must generate greater access and opportunities for more players in order to increase the player pool.
6. **The model must enable focus on club/school participation (competitions) as well as higher level representative/talent development program involvement.** There must be a balance and clear delineation for clear understanding of the system. Access must be perceived across all levels of the pathway model.
7. **Selection at all levels of the model must be transparent and targeted**
8. **The model must provide for genuine coach development opportunities** ie build numbers, quality and capacity
9. **The model must provide for genuine referee development opportunities** ie build numbers, quality and capacity
10. **The model must be fully planned prior to implementation** (rushing the model will be detrimental)
11. **The model must be financially viable and sustainable both from a stakeholder and participant perspective** ie the cost to the participant must be considered

2.0 Pathway Model - Background

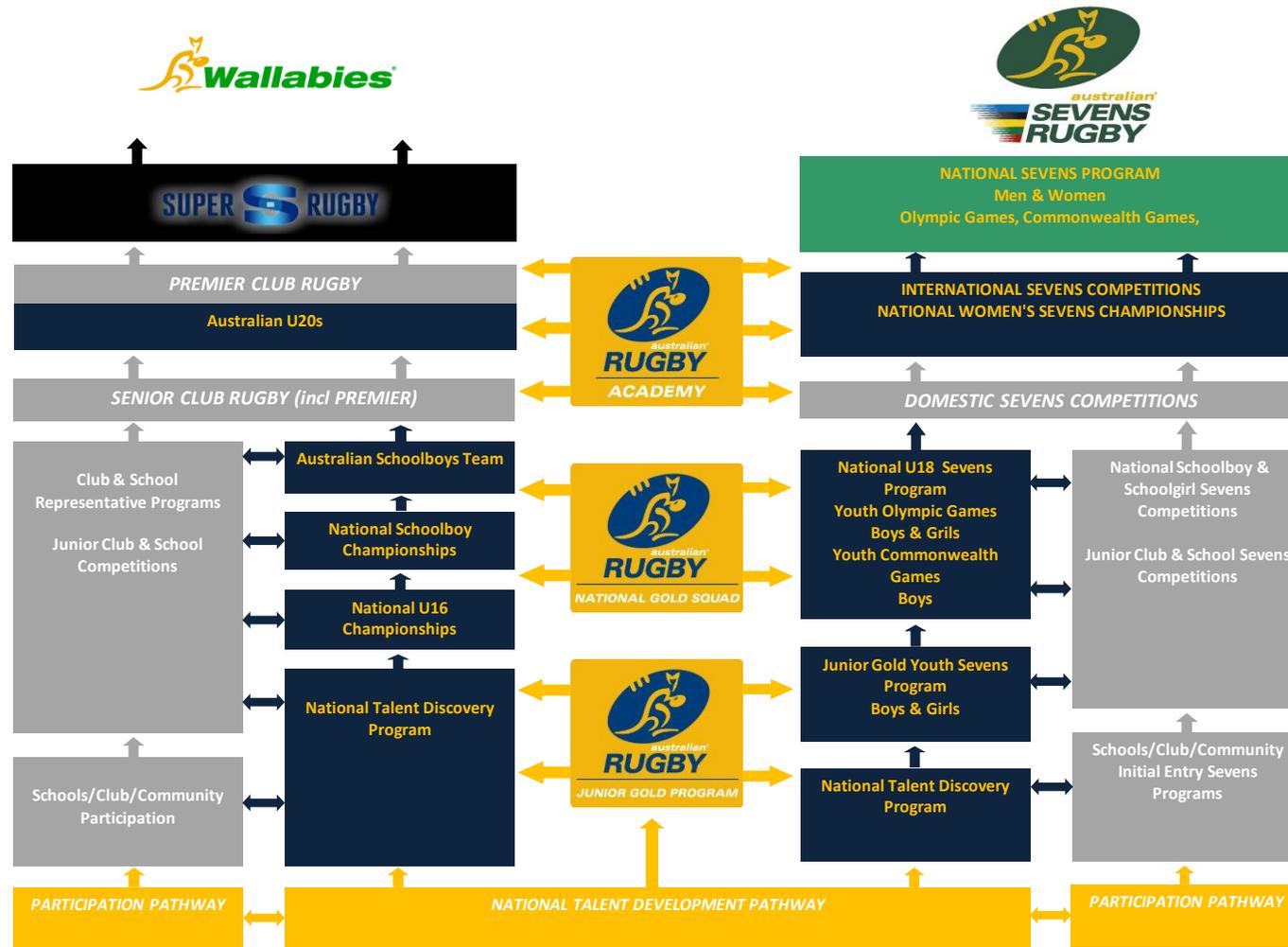
A player in the U15-18 age group in Australia currently has the following competition, representative and talent development program opportunities depending on the state or region in which they reside and their Rugby affiliation:

Table 1: High Performance Player Pathway

AGE	DEVELOPMENT PATHWAY	COMPETITION PATHWAY	REPRESENTATIVE PATHWAY
U18	National Gold Squad Junior Gold 7s Program Junior Gold Program Club and School programs	Nat. Schoolboy Champs U18 Nat. Schoolboy 7s Tournament Club & School Competitions	Australian Schoolboys U18 State Schoolboy Teams School Association Teams Regional Junior U18 Teams
U17	National Gold Squad Junior Gold 7s Program Junior Gold Program Club and School programs	Nat. Schoolboy Champs Nat. Schoolboy 7s Tournament State Junior U17 Carnival State Junior Championships Club & School Competitions	Australian Schoolboys State Schoolboy Teams School Association Teams State Junior U17 Teams Regional Junior U17 Teams
U16	National Gold Squad Junior Gold Program Club and School programs	National U16 Championships State Junior U16 Carnival U16 Regional Champs State Junior Championships Club & School Competitions	State U16 Teams Regional Junior U16 Rep Teams School Association U16 Teams
U15	Junior Gold Program Club and School programs	State Junior U15 Carnival U15 Regional Champs State Junior Championships Club & School Competitions	State Junior U15 Teams Regional Junior U15 Teams District/Regional Junior Rep Teams

Within the current pathway there is limited amalgamation of talent development programs and competition /representative programs outside of coach interaction and player involvement.

Australian Rugby Pathway to Gold Programs



The current pathway model and Pathway to Gold program provides multiple opportunities for players catering for most affiliations and age groups. Involvement across multiple programs is possible and often effective; however it comes at a price – both financial and time/commitment. Opportunities exist for key stakeholders to partner across the three threads of the current pathway to create a more streamlined model to attract, retain and develop players in the U15-19 age group.

Appendix 3: Proposed Training Schedules

Training

	U15	U17
Last week October 2013		
1st week November 2013		
2nd week November 2013		Induction
3rd week November 2013		2-3 sessions/week
4th week November 2014	Induction	2-3 sessions/week
1st week December 2013	2 sessions/week	2-3 sessions/week
2nd week December 2013	2 sessions/week	2-3 sessions/week
4 weeks break	U15	U17
3rd week January 2014	2 sessions/week	2-3 sessions/week
4th week January 2014	2 sessions/week	2-3 sessions/week
1st week February 2014	2 sessions/week	2-3 sessions/week
2nd week February 2014	2 sessions/week	2-3 sessions/week

Cup Draw

	Rnd 1	U15	U17
3rd week February 2014	Rnd 1		
4th week February 2014	Rnd 2	2 sessions/week	2 sessions/week
1st week March 2014	Rnd 3	2 sessions/week	2 sessions/week
2nd week March 2014	Rnd 4	2 sessions/week	2 sessions/week
3rd week March 2014	Rnd 5	2 sessions/week	2 sessions/week
4th week March 2014	Conference Finals	Southern & Northern Conference Finals (winners of each pool)	
tbc	Grand Final	Winners of Conference Finals	

Camps Based Programs:

Cairns & Townsville	3-4 x Camps + weekly satellite sessions
Central QLD	3-4 x Camps + weekly satellite sessions
Northern Inland NSW	3-4 x Camps + weekly satellite sessions
Central West NSW	3-4 x Camps + weekly satellite sessions