

OCTOBER 26TH 2022

YORK REGION SOCCER ASSOCIATION



REFEREE DEVELOPMENT PROGRAM

To date, we've had relative success with female and male referees in our Country. Through the YRSA-RDP we intend to continue developing talented match officials. This program will be called the **YRSA Referee Development Program referred to as YRSA RDP.**

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RDP VISION:

Our Vision and Objectives:

1. 2023. 75 New Referees in the system
2. 2023. Fitness coach to oversee and assist in the physical training thereby reducing the risk of injury and keep official's fitness levels at a high level.
3. 2023, in January the LOTG courses will be offered 4 times in the year. This will ensure more opportunities for new referees to join the program.
4. 2024, YRSA-RDP will hold our own In-Training workshop for Regional Promotion Candidates.
5. End of every year, the Instructor's and Assessor's teaching materials will be updated. This will then be made available to all Instructors and Assessors to be used in education sessions in the beginning of the indoor season.
6. 2025, we expect to have 150 new registered Male and Female Referees in the District.
7. 2026, Have listed 2 to 3 International Female/Male Referees and List 2 to3 Assistant Referees. This will give our officials adequate time to prepare for both the 2027 Women's World Cup in South Africa and the 2030 Men's World Cup.
8. 2026, the YRSA-RDP will conduct an Online Retention survey. The purpose will be to ascertain how effective the program has been and work towards evolving the program to suit the needs of the Future Refs.

Preamble

The YRSA formed the Referee Committee in 2007 and has been developing and identifying match officials since its inception and continually supports the program with funding which has developed 2 National Match Officials from the Club level; Peter Pendli and Gianni Facchini. We are proud to support and provide Ontario Soccer with match officials for Ontario Cup, OPDL, OSL, OWSL and League 1 Ontario matches.

We have experienced very high levels of drop out in the Referee pool over the last 2-3 seasons, some due to Covid and some due to attrition, this seems to have impacted Referees across the Province. League 1 expansion towards 3 divisions in both men's and women's for 2024 will re-shuffle the Referee pool and most likely require a higher level of Referees for some of those games.

The overall structure for the game in Ontario will require more Referees at all levels, therefore, it is imperative to not only start these programs in our district but to also engage others to do the same.

Roles and Responsibilities

- Provide leadership in the development and implementation of new strategies for new and existing referees.
- To provide leadership in the achievement of effective alignment and collaboration between District, Regional, Provincial and National Associations on all matters of referee development.
- To increase the quality and quantity of referees through an extensive program of education, support, and resources at the Community, District, Regional, Provincial and National levels.
- Promote an understanding and have uniform interpretation of the laws of the game, with adherence to FIFA and Canada Soccer approved mechanics for refereeing games.

Recruitment & Retention

Recruitment has been an issue across the district that needs to be addressed, coupled with a high drop-out rate of trained referees and the result is a shortage of match officials at all levels. The start of this program during the fall and winter months, will entail support for our member clubs to implement alternative recruiting tactics to attract referees.

Recruitment is the key to re-building our base of young Referees, retention is just as crucial and the solution for the Future. In some instances, many new referees do not get used effectively, hence diminishing their interest and forcing them to leave the game.

The Mentoring and Assessment program described below can assist in limiting the loss.

- a) Involve the club head referees to identify match officials at the club level.
- b) Continue to identify match officials at league, festivals, tournaments etc. and forward their names for higher level appointments.
- c) Club head referees will be asked to assist with filling district assigned games, this will identify and reward club level match officials ready to referee at the next level.

Mentoring

The YRSA-RDP will implement a program to provide mentoring and additional education to support to all referees.

This part of the RDP will be formalized at all levels from the ground up. Implementation will be integrated into the referee development program by using more experience referees for mentoring purposes, thereby helping the novice referees to further develop their own skills.

It will engage each Club and their respective Head Referees to combine efforts and best elements of each into a formalized resource guide.

The established criteria on how to become a Mentor/Educator at each level will be used to create new mentor/Educators, this will tie in with the National Referee System.

Instructors

The program will use FIFA curriculum to train and deliver courses at the district level. The program will be centralized and disseminated from the YRSA office to ensure programs will be implemented as intended, with a formalized process of evaluating and monitoring performances.

The instructor's diploma will focus on methodology of how to teach that will be complemented with practical training, with a coordinated effort with all CHR to ensure all educational processes are delivered, appropriately and consistently.

The estimated time frame for implementing an instructor per club and standardize the process is December 2026.

Referee Coaching and Training System

The purpose of this module is to implement a technical development training for Match Officials with a target goal for officials to fine-tune their skills in training-game environment that will further develop and reinforce best practices within a structured education session.

Similar programs have been very successful in other countries where designated Officials are encouraged to meet with colleagues and to train frequently. Over time, this practice will lead our officials to be instilled with a philosophy of training that is more like player's and it is hoped that there will be a payback in improved referee game performance.

YRSA will put in place qualified instructors for this program that will lead each session. The referees must attend a minimum set of education sessions throughout the year, with each session running for a minimum of two hours. A session could be practical, theoretical or a combination of both, and may include the use of video clips or any initiatives coming from FIFA and CONCACAF.

Initially, this program will only apply to YRSA Listed Officials. As the program develops and matures, it has the potential to expand and be available to all Regional Listed Officials.

Assessors

The YRSA-RDP will implement a system to provide Assessors with feedback on their reports and how they can improve their assessment feedback at the various levels. During the scheduled workshops for the assessors the YRSA RDP Manager will review each Listed Assessor's reports and provide feedback.

In additions to the above, assessments will be implemented for continued education on a minimum number of games during the first season for new qualified referees. The assessments and continued education modules will be at no cost for the (1 year) as part of the program.

This could lead to a higher degree of referee retention with a higher probability to re-register as young Referees will feel part of the organization from day one.

A Select District Assessors training camp will be held in April of every year to educate and guide the assessors on how to use the assessors' form.

Method to advance assessors to the District List of Assessors:

- Annual recommendations from the York Region Soccer Association RDP Committee.
- Direct selection from officials who have recently retired from the International or National list having had a good standard on and off the field.

Continuing Referee Education

Referee training has experienced significant transformation over the past number of years, with new teaching methodology and materials being utilized for the entry level training of new referees with promotion of District, Regional and Provincial referees to higher levels. We will continue our focus on refining and improving the existing training materials as well as ensuring the instructors have the necessary training and teaching skills to effectively deliver the materials they are being provided.

Entry Level Course teaching materials and written exams/ video exams will be provided and updated every year. Video clips will be shared based on recent video from FIFA, CONCACAF, and National competition matches.

In-training

- Annual refresher workshops prior to re-registration for District Level officials will be provided. This training will be coordinated by YRSA-RDP Manager so that the same message is being delivered across all programs by recognized Instructors.
- Pre-Tournament preparation for every Festival, Leagues Finals, or Tournament. This will involve getting the match officials prepared prior to the start any of these events, offering fitness training together with periods of technical development and specific event requirements.
- The district teaching materials will be updated every year.
- The Regional teaching materials will be updated every year, one month prior to the annual, centralized in-training course.

Starting April 2024, YRSA-RDP will hold our own In-Training workshop for Regional Promotion Candidates. The referees invited to this course will be those with the skills to meet the requirements of a Regional Referee but are not on the promotional stream to become National or International Officials.

- The YRSA will take the lead in having a Club Head Referees training workshop annually, to ensure that the YRSA refereeing teaching and referee development materials are delivered to each club appropriately and consistently. This workshop will also encourage the sharing of best practices amongst all CHR and the YRSA Referee Department regarding referee program implementation. The YRSA will cover the education costs of each Club Head Referee.

Examinations

Examinations will be used to test the knowledge and understanding of candidates in any given field. A relatively short, multiple-choice test will be administered at every promotional level. Online and video exams with oral examination options, will be provided to candidates. The online “Laws of the Game Trivia” for Listed Officials will be administered every two months. The YRSA will ensure that clubs provide similar testing to the various classes of referees in their membership.

Regional and Provincial

We will ensure that YRSA qualified officials are assigned to the minimum/maximum number of matches throughout the regular season.

Appointments

Regional Appointments:

League 1/OPDL/IModel matches provide a great opportunity for our Match Officials to gain experience. Create an Exchange program with other Leagues and or Districts (e.g.: PHSA, HSA, EODSA) that will provide Referees a greater exposure and opportunity to perform on a different stage that could provide a better understanding of what is expected at the Provincial level.

The YRSA-RDP will continue to build partnerships and ties with different level to ensure that we continue to provide the best opportunities for our Match Officials.

Fitness

The YRSA-RDP Fitness Instructor (s) are trained and certified. District List Officials should have access to Heart Rate Monitoring.

Assistance to Regions/Districts

Through strategic alliances, assistance can be provided to other districts for match official development focussing on youth and senior regional tournaments. Budget permitting, the YRSA, in conjunction with OS, can assist in appointing Regional Assessors for youth and senior regional tournaments to identify potential officials for fast tracking to the National program.

The YRSA-RDP will work together with OS referee development manager to source course material especially designed for Entry at Regional Levels.

Futsal

Part of the Ontario Soccer Strategic Plan and within the Regulations for the Registration and Control of Referees, we will start educating our Match Officials with Futsal Laws of the Game.

Appendix A – International Achievements

Canadian Referees

Female and Male Referee International Achievements:

FIFA REFEREEES COMMITTEE

- Michelle PYE

International referees

REFEREES

- BEAUDOIN Marie-Soleil (F) 2014
- FISCHER Drew (M) 2015
- LAUZIERE Pierre-Luc (M) 2021
- MARCOTTE Myriam (F) 2019
- SHAW-MACLAREN Carly (F) 2022

ASSISTANT REFEREES

- ARFA Lyes (M) 2021
- BARWEGEN Micheal (M) 2018
- BOUDREAU Chantal (F) 2015
- FORTIN Stephanie (F) 2019
- GAGNON CHRETIEN Marie-Han (F) 2015
- LEMIEUX Gabrielle (F) 2022
- MITCHELL-CARVALHO Oscar (M) 2017
- SNEDDEN Melissa (F) 2018
- TANAKA-FREUNDT Juki Stefan (M) 2022
- WATTAM Chris (M) 2018

Video Match Officials

- CHENARD Carol Anne (F) 2022
- FISCHER Drew (M) 2021

FUTSAL REFEREES

- GRABAS Chris (M) 2018