



## **CPD Plan**

### **Coaches Pathway**

At TW Braga we want to offer a positive & progressive pathway to all our coaches. Along with receiving on-going support & guidance through club inset days from the Academy Director there is also CPD days & club visits.

Every season there is 2 club visits organised. The club will organise a trip to Europe & another to England to visit professional clubs & witness good practice.

We will also organise elite coaches to visit the club & organise clinics in Northern Ireland that are normally supported by the Irish FA awarding CPD credits. The club will support coaches on their journey to progress on the coaching ladder.

In return we ask the coach can they add more value for each coaching licence, course or clinic they attend by introducing new concepts at the club & presenting to all coaches on their return.

Academy Director, Tim Wareing, has published 3 books that have sold in over 30 different countries. This has also resulted in Tim being requested to deliver clinics outside of Northern Ireland to other clubs & organisations. Tim has delivered in Ireland, England, USA & has clinics booked in to deliver in Finland & Australia. This offers a wonderful experience for coaches from TW Braga to accompany him & experience another country, cultural & learn more. Most recently Artur, TW Braga's Assistant Academy Director, accompanied Tim to deliver sessions & a clinic in USA.

### **Player Pathway**

At TW Braga our player pathway focuses on creating better players, better people. Along with a focus on contact time (minimum 6 hours coaching per week), match day, specialist staff including conditioning coach, keeper coach, pastoral care & education officer we also film games to offer match analysis.

We look at events off the pitch as well to help develop the person. We have a unique opportunity at a football club & a social responsibility to provide more. We have trained our 2002's in first aid, had the PSNI deliver a talk about online safety, the Ulster Bank to offer a course on money & how to open a

bank account to using a cash card. We have also operated nutrition work shops too. Our Education Officer will assist in home works & presentations. Our pastoral care offers support to our players, parents & staff.

Ultimately our long term goal is for us to provide a platform for our players to reach the highest level they can in the game. Ideally that is across the water playing professionally but we know that is a small percentage. So if that can't happen we look at linking in with Irish League clubs or Amateur League clubs. We want our players to stay in the game. That is why with the Temporary Youth Secondment we can also let our players experience what it is like to work as a coach. They can do this through assisting our senior coaches in our community program or young age teams at TW Braga. Some players may not make it professionally but will decide to stay in our environment & coach or perhaps get involved in the committee & assist in the running of the club.

Short term if we find a player that is struggling & not at the same level as the rest of the age group we look at a series of options. Depending on the age can he play down a year to help his development & confidence? If that is not an option we will look at him playing for another club where he can play maximum game time at a playing level that suits him more to help him catch up. We did this as a club 2 years ago. We had a lovely young boy he was one of the less developed. Yet his attitude, commitment & behaviour was exceptional. We had a squad of 16 & spoke with the parents explaining game time would be restrictive. We explained we want all players to be playing minimum 20 minutes per week. They said they were happy with that but I explained I wasn't as he wouldn't get to the level he was capable of. We agreed that he would still train with the us once a week but play for another club so he would generally play full games & we would review his progress.

That year we won the league. At the end of the season we lost a number of players but we brought this young boy back & the progress was unbelievable! Last year he won players player of the season & is a rock in the centre of defence...he started as a right back but now plays in the centre & is an integral part of our team. Having this level of trust & honesty as well as respect kept this player involved with our club along with his parents.