






Men's and Boy's Competition Review
Recommendations Summary
October 2018



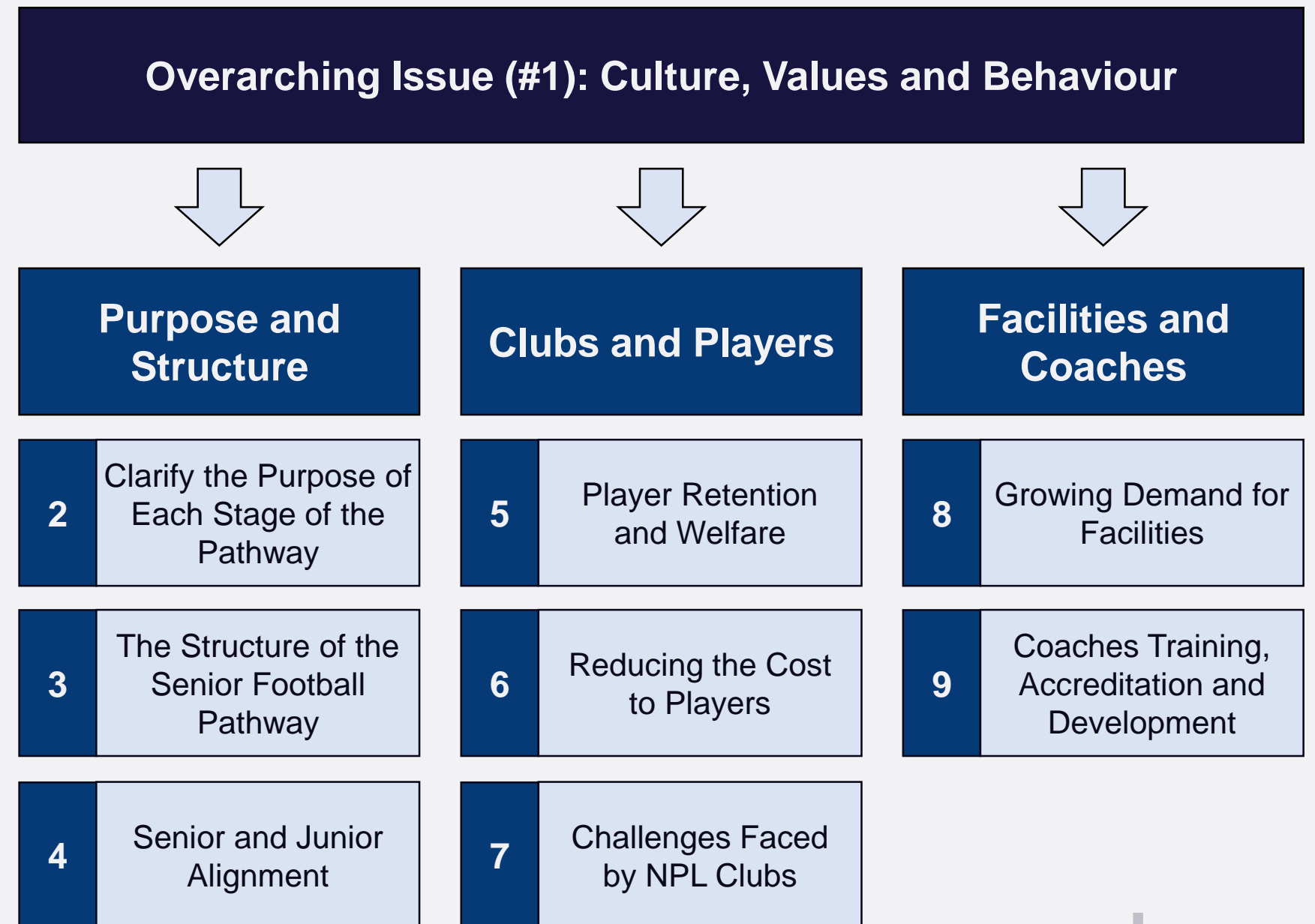
Competition Review Overview

The Review and its recommendations have been built upon a robust consultation process. Engaging with and listening to the opinions and attitudes of the Victorian football community has been a significant priority and integral in understanding the key issues with the current competition structure in Victoria.

SBP and FFV engaged a number of key football stakeholders through a variety of methods, including:

-  An online survey with 3,670 responses across all segments (Players, Parents, Coaches, Referees, Administrators, Volunteers etc.)
-  28 in-depth interviews completed with FFV Staff, Club Administrators, Players, Parents, Coaches, Referees
-  2 x regional forums in Wangaratta and Ballarat
-  3 x key stakeholder forums with representatives from Local Government, Community Clubs and Coaches
-  Detailed review of 53 key documents and correspondence shared with SBP and FFV

From this comprehensive consultation with stakeholders in the Victorian football community, 29 recommendations have been made based on nine key issues across four broad categories, with regards to the delivery of football across Victoria.



Key Benefit 1: Clubs can become clubs again

Aligned to FFV Strategic Pillar: Club Obsession

Benefits for Community Clubs



Fair, reasonable and equitable access to the talented player pathway competition



Increase the retention of players by providing access to the talented player pathway competition



Able to maintain existing teams in the community pathway and access pathway competition

Benefits for NPL Clubs



No restriction on the number of teams per age group. Only 1 team per age group can participate in talented player pathway competition



Seniors and juniors are de-coupled for the purpose of promotion and relegation



Clearer criteria which is independently audited to increase overall standards of clubs in talented player pathway competition

Key Benefit 2: Players can have fun again

Aligned to FFV Strategic Pillar: Performance and Culture

Benefits for Victorian football community:



Increases the competitiveness of junior competition by creating opportunities for the best to play the best and like to play like



Improve the culture across Victorian football fields to being one that supports and encourages children and youth players to enjoy our great game.



Improve the trials process at NPL Clubs by placing the welfare of the player first



Provide NPL Clubs with the opportunity to develop additional junior teams in order to provide players that miss out on NPL selection an option to remain within the support structures of the club.



Clearly defines the pathway for talented players



Better prepared, educated and more engaged coaches.

Key Benefit 3: Cost to players can be reduced over time

Aligned to FFV Strategic Pillar: Club Obsession, Performance & Culture, Inclusion

Benefits for Victorian football community



Clubs will have no restrictions on the number of teams



Clubs become more transparent around costs



Additional teams at NPL Clubs will allow the cost to be spread across more players

- ✓ List costs to play on website



Revised criteria simplifying delivery of program and reducing the cost of delivering programs

- ✓ List break up of cost



A commitment by all to reduce player fees for all junior club members

- ✓ Develop a plan to re-invest into junior programs

- ✓ Review costs and investment to improve perceptions



Review cost to play for regional clubs

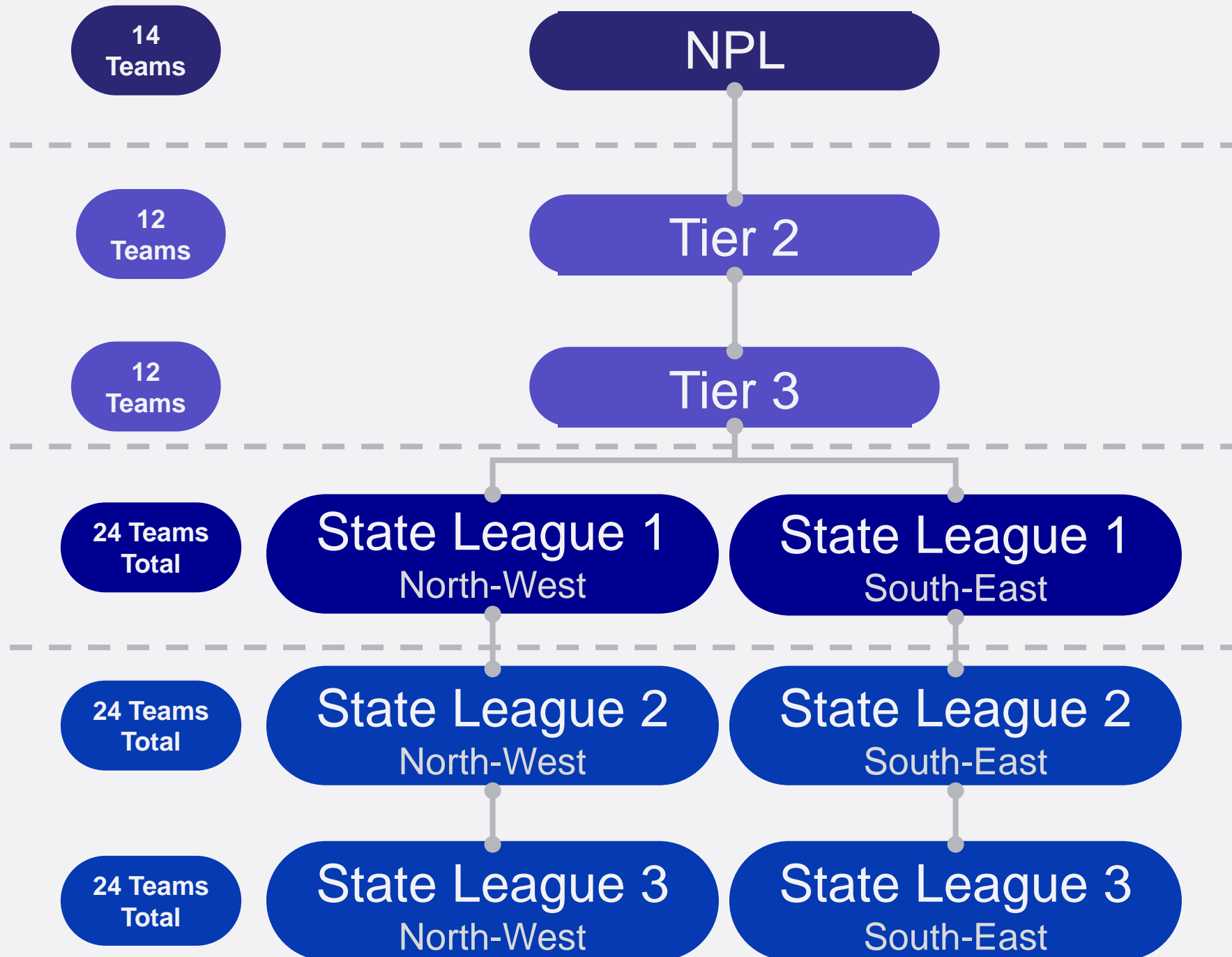


Additional Benefits to the Victorian football community:

Implementation of the Review's recommendations will also deliver:

- ✓ Overall improvement in the culture of the sport in Victoria
(Key FFV Pillar: Performance & Culture)
- ✓ Removal of sources of tension and conflict between stakeholders and FFV staff
(Key FFV Pillar: Performance & Culture)
- ✓ Improved relationships with State and Local Government leading to greater investment in the game.
(Key FFV Pillar: Government & Facilities)
- ✓ Re-engagement of talented and experienced coaches who are currently disconnected and disenfranchised with football in Victoria
(Key FFV Pillar: Performance & Culture / Club Obsession)

Senior Competition Structure (2020)



Start Up Rules



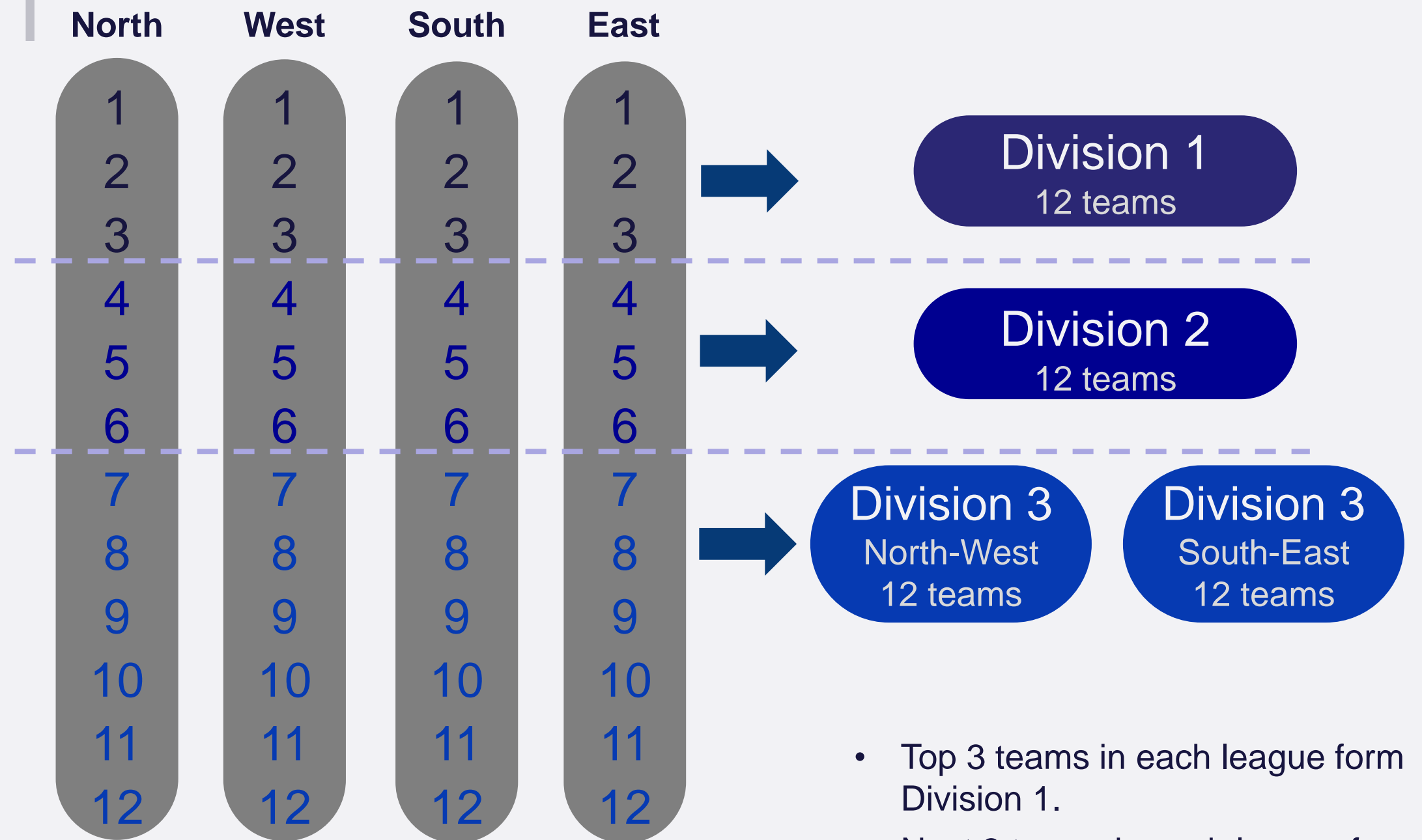
- NPL** Standard promotion and relegation rules apply
- Tier 2** Top 6 from current NPL2 East and West divisions (Name of league TBC)
- Tier 3** Bottom 4 from current NPL2 East and West divisions
PLUS
Top 2 from both State 1 East & West divisions - 4 in total. (Name of league TBC)

Criteria



- NPL** Current NPL criteria apply
- Tiers 2 & 3** Reduced criteria
 - Reduction in facility criteria
 - No mandated TD role
 - No PPS
 - Reduced number of games (22 vs 28)
 - 3+1 visa rule
 - Young player restriction (TBD)
 - Eligible for NPL junior program

Junior Competition Structure (2020)



- Up to 48 teams (depending on # of applications)
- 4 geographically-based leagues
- 11 x qualifying games (Gala Days)
- 22 x H & A fixtures (33 games in total)

- Top 3 teams in each league form Division 1.
- Next 3 teams in each league form Division 2.
- Remaining teams play in two geographic based Division 3s (North-West and South-East)

Start Up Rules

New clubs enter competition by application. Current clubs must meet all criteria to continue in the comp. Teams are placed into qualification pools based on **Geography**.

Criteria

- Local Government support
- No cricket pitch
- Access to a facility for 40-weeks
- 40-week training program
- C-Licence Coaches
- Technical Director
- Commitment to enhanced marshalling/security
- Mandatory Parent Induction Program
- Nominated parent referees & a structured club budding referee program

Opportunities for FFV

Continual review and improvement of the model

Ability to grow, adjust and innovate to accommodate more teams as the game grows

Junior Competition Selection Criteria for New Clubs

Area	Criteria	Criteria Type
LGA Support	<ul style="list-style-type: none"> Application must demonstrate support from the Local Council 	Mandatory
Facilities	<ul style="list-style-type: none"> Club has 40-week access to a facility Primary match facility has no cricket pitch 	Mandatory Mandatory
Youth Development	<ul style="list-style-type: none"> Track record within current junior competition Submission of a 40-week training program 	Weighted Mandatory
Personnel	<ul style="list-style-type: none"> Nominated Club Technical Director Nominated C-Licensed Coaches 	Mandatory Mandatory
Governance / Finance	<ul style="list-style-type: none"> Club Constitution and evidence of incorporation Submission of a Business plan submitted with application, including: <ul style="list-style-type: none"> Revenue Expenses Cash Flow 	Mandatory Weighted
Licence Criteria	<ul style="list-style-type: none"> Application must demonstrate ability to meet all license criteria 	Mandatory
Geography	<ul style="list-style-type: none"> Number of existing NPL clubs with the applicant's region 	Weighted

Mandatory Criteria

Must be met for the application to be considered by the Assessment Panel

Weighted Criteria

Used by the Assessment Panel to assess and rank applications based on pre-defined metrics. Is not a mandatory criteria.

Junior Competition

Key Performance Measures

Area	Measure
Reduces number of players transitions	<ul style="list-style-type: none"> • Over retention of players in football • Increase in overall retention of players between seasons • Decrease in player transfers between clubs
Reduces the cost to play	<ul style="list-style-type: none"> • Overall reduction in the player fees charged by clubs
Helps identify top talent	<ul style="list-style-type: none"> • Talented players are drawn to clubs in new competition
Increases competitiveness of games	<ul style="list-style-type: none"> • Overall reduction in the number of games with a goal difference greater than 5 goals
Clearly defines pathway	<ul style="list-style-type: none"> • Player and parent understanding of pathway
Club football culture (To live and love football)	<ul style="list-style-type: none"> • Gala days included in the fixture • Clubs cater for players of all abilities • Clubs run male and female programs • Players can remain at their club for life
Supports regional clubs	<ul style="list-style-type: none"> • Inclusion of regional clubs in competition • Accommodates for the unique costs incurred by regional clubs • Accommodates for the unique travel requirements for regional clubs • Provides flexibility to accommodate talented players in regional areas
Is sustainable over time	<ul style="list-style-type: none"> • Financial sustainability of clubs in the competition • Full participation at all approved clubs (enough players to fill 48 programs)
Local Government	<ul style="list-style-type: none"> • Satisfaction of Local Government stakeholders in support the competition • Effective utilisation of football facilities around the state

Competition Revenue Increasing and Cost Reduction Initiatives

Initiative	Cost / Revenue
Enabled NPL to have teams in SSG/Miniroos generating additional revenue for NPL clubs (This is complete)	Revenue
Enabled NPL clubs to have additional junior teams to play in community competitions	Revenue and Cost
Decoupled the Senior and Junior programs	Cost
Reduced the complexity and administrative requirements of running an NPL Junior program with the main feature being the need to only focus on 4 junior teams (13-16). This means a requirement on a Junior TD and 4x C-Licensed coaches.	Cost
<p>At the Senior level, re classified NPL 2 (currently 20 Clubs) to Tier 2 & Tier 3 (2 divisions of 12 teams) and reduced the costs associated with running these programs. This includes:</p> <ul style="list-style-type: none"> • Reduced the season by 6 weeks (estimated club saving on average of \$48k per year) • Reduced the requirement to have a Senior TD • Reduced the coaching qualifications required for senior coaches • Reduced the administrative requirements associated with running a current NPL program (No PPS enhanced Visa eligibility) • Reduced the facility requirements to participate in this tier of the competition 	Cost

Junior Competition Application Process and Timeline

Process	Timeline
Publish new competition structure and criteria for new club entry	March 2019
Publish application process information, including: <ul style="list-style-type: none"> • Assessment criteria and scorecard • Application form • Details of all information required for application • Details of the assessment panel 	March 2019
Application window is open for a period of 8-weeks	March - April 2019
Applications are evaluated by Assessment Panel based upon the mandatory and weighted criteria	May 2019
Short-listed clubs announced	June 2019
Interviews with short-listed clubs (if required)	July 2019
Assessment panel make recommendations to FFV Board	July 2019
FFV Board approval of recommended new clubs and club communication	July/August 2019

Consultation - Optimal Junior Model Workshops

FFV in conjunction with Sports Business Partners conducted four Optimal Model Workshops with participants representing a broad cross-section of the Victorian football community.



Over 200 attendees in total across the four workshops



Attendees worked in small groups to review each model



Mix of attendees representing Community Clubs, NPL Clubs, Regional Clubs and FFV Standing Committees



2 models presented and workshopped



Objective to design a competition structure that assists our clubs in creating Victoria's football culture



Each model was initially presented as an overview and then workshopped further within each group. Each group then presented each model back to the group.

Total FFV Investment (To date)	
SBP	\$75,000
Steering Committee Costs	\$5,000
Steering Committee Meetings (Catering)	\$3,000
Junior Model Workshops (x4)	\$20,000
Football Stakeholder Consultation (Town Halls x 3)	\$4,500
Regional Forums (x2)	\$750
Total Investment	\$108,250

Additional Football Community Consultation



Additional Consultation: Detail

Further details on the forums, timings and attendees at the activities listed in slide 13 are contained below.

1. 12 July (4 hours) Bulleen Veneto - Football Competition Workshop : FFA, FFV Stakeholders, Local Government, School representative (38 attendees)
2. 16 July (4 hours) MSAC - Football Competition Review session : Attendees NPL Club Presidents & TDs (80 attendees)
3. 18 July (3 hours) Meeting with Bayside Cluster Clubs – Walk through Men’s & Boys’ Football Competition Review (16 attendees)
4. 23 July (4 hours) Hume City ABD - Football Competition Review : Attendees All Community Clubs invited: Presidents & Delegated Reps (50 attendees)
5. 25 July (4 hours) Bentleigh Greens - Football Competition Review: Attendees All Community Clubs invited: Presidents & Delegated Reps (50 attendees)
6. 30 July (3 hours) FFV - Football Committee meeting Football Competition Review session : Attendees Standing Committees, FFV Mgmt, FFV Comp staff
7. 01 August (4 hours) Bendigo - Football Competition Review with all Regional Clubs invited: Attendees NPL Regionals and BASL, BDSC, Shepparton and Council
8. 08 August (3 hours) FFV - Football Committee meeting Football Competition Review session : Attendees Standing Committees, AAFC Reps
9. 15 August (4 hours) Bulleen Veneto - Football Competition Review Optimal Youth Model Workshop: Attendees NPL Club Presidents & TDs (55 attendees)
10. 22 August (4 hours) Bulleen Veneto - Football Competition Review Optimal Youth Model Workshop: Attendees State League & Community Club Presidents & Coaches (60 attendees)
11. 03 Sept (3 hours) FFV - Football Competition Review Youth Optimal Review Models : Attendees Steering Committee members and invited reps (18 attendees)
12. 12 Sept (3 hours) Northcote John Cain (Hosted by Peter Kotsiris) Football Competition Optimal Youth Model Review : Standing Committee Chairs, AAFC
13. 14 Sept (3 hours) FFV - Football Competition Review Optimal Youth Model Review: Attendees FFV CEO, GM Competitions, FNSW CEO, GM Competitions, FFV Board
14. 15 Sept (3 hours) Darebin : FFV Members, Standing Committee meeting, Football Competition Optimal Youth Model Walk through (Sezar) (30 attendees)
15. 27 Sept (3 hours) FFV: Football Competition Final Walk through prior to recommendations for Board. FFV Board, CEO, Harry Zaitman (Chair, Men’s Standing Committee)

Consultation - Optimal Junior Model Workshops

The table below shows the positives and negatives of the junior competition structure as identified by workshop attendees

 Positives	 Negatives
<ul style="list-style-type: none"> • Enables ‘best vs best’ and ‘like vs like’ after qualification period. • The reset every year keeps players motivated from season to season. • No promotion and relegation. • Increases the likelihood of player retention. Club’s with good culture will be rewarded with high retention, even if they drop to a lower league. • Ability to allow for bio-banding of players. • Mandated criteria promotes improving the standard of clubs overall. • Clubs are able to focus long term on development. • Better model for regional clubs. • Promotes clubs to focus on long term development. • Increases opportunities for more clubs to be involved. • Provide the opportunity for Gala Days in the qualification phase. • Provides a club pathway rather than a team pathway. • HAL clubs can be included • Provides access to the pathway for community clubs provided they can meet the criteria. • Qualification process will improve the competitiveness of games. • Community clubs aren’t fully locked out of the pathway. • Strong community clubs which are ready to enter pathway are rewarded straight away. Club’s don’t have to work their way from the bottom through promotion. • Places the focus back on club offer and culture, rather than recent performance. • Provides an opportunity for NPL clubs to retain Gala Days. • Looks to be sustainable overtime. Competition can grow and shrink as required. 	<ul style="list-style-type: none"> • Feels like it is too experimental. • Strong teams are ‘wasting’ the first third of the season. • Geographic/travel challenges. What is preventing all regional clubs ending up in the same league? Any metro clubs in this league will have to travel all across the state: Mildura, Shepparton, Gippsland, Bendigo. • Need clear criteria or guidelines to protect regional club involvement. • Access to the facilities for the pre-qualifiers (if in summer) may be an issue. May conflict with cricket season. • Concerns for player welfare having to play multiple games on one weekend, in summer. • How does this model integrate with the senior model? • Facility criteria may prevent a strong club from accessing the pathway. It’s not the club’s fault that it shares with a cricket club. • 40-week season is too long for some community clubs and access to a facility for this period of time many not be possible for some clubs. • May create additional work for FFV staff to fixture. • May create internal conflicts within clubs between the pathway and non-pathway teams. • This model may create a greater divide between clubs than currently exists between NPL and Community clubs. • This model is heavily dependant on the buy-in and support from LGAs. • Some clubs may struggle to field four competitive teams across the pathway. • Will increase the pressures on volunteers and parents at Community Clubs. • Limits Gala Days in the NPL level

