

Skills4All Recruitment On-ice Officials



Marc Verlinden

- 55 years ago, born in Belgium, and 43 years uninterrupted involved with Ice Hockey.
- Started as a player, goaltender and moved to officiating at the age on 20-years old.
- Participated in several IIHF tournaments as official during my active career as official.
- All together I managed the role of RIC in Belgium for 13years.



My working place as volunteer

- As Belgium is a small nation with only a limited number of rinks, our National Federation is still working hard to grow the popularity of the game.
- In total 12 full size ice rinks are present and top senior teams participate outside our own National competition in a cross-border League (BENE-League)
- In total we have 2500 players spread over all age groups and clubs.
- Overall, we have today 130 officials.
Level 1-2: 90
Level 3-4-5: 40



Challenges

- In Belgium we can't count on any government support, we are fully dependant on own funds.
- We have no financial contracts with partners, all courses are self-funded (by the participants)
- Multi language country (3)

No excuses
JUST MAKE IT HAPPEN



Our Setup and officiating Model

- Essential parts we used to create a sustainable development model.
 - Club officiating support (CRM)
 - Local support group (officiating coaches and instructors)
 - Clear national level system
 - Adapt to individual coaching, create personal career plans
 - Network with neighbouring countries, to create exchange programs
 - Seek opportunities to further develop top officials outside our National competition.



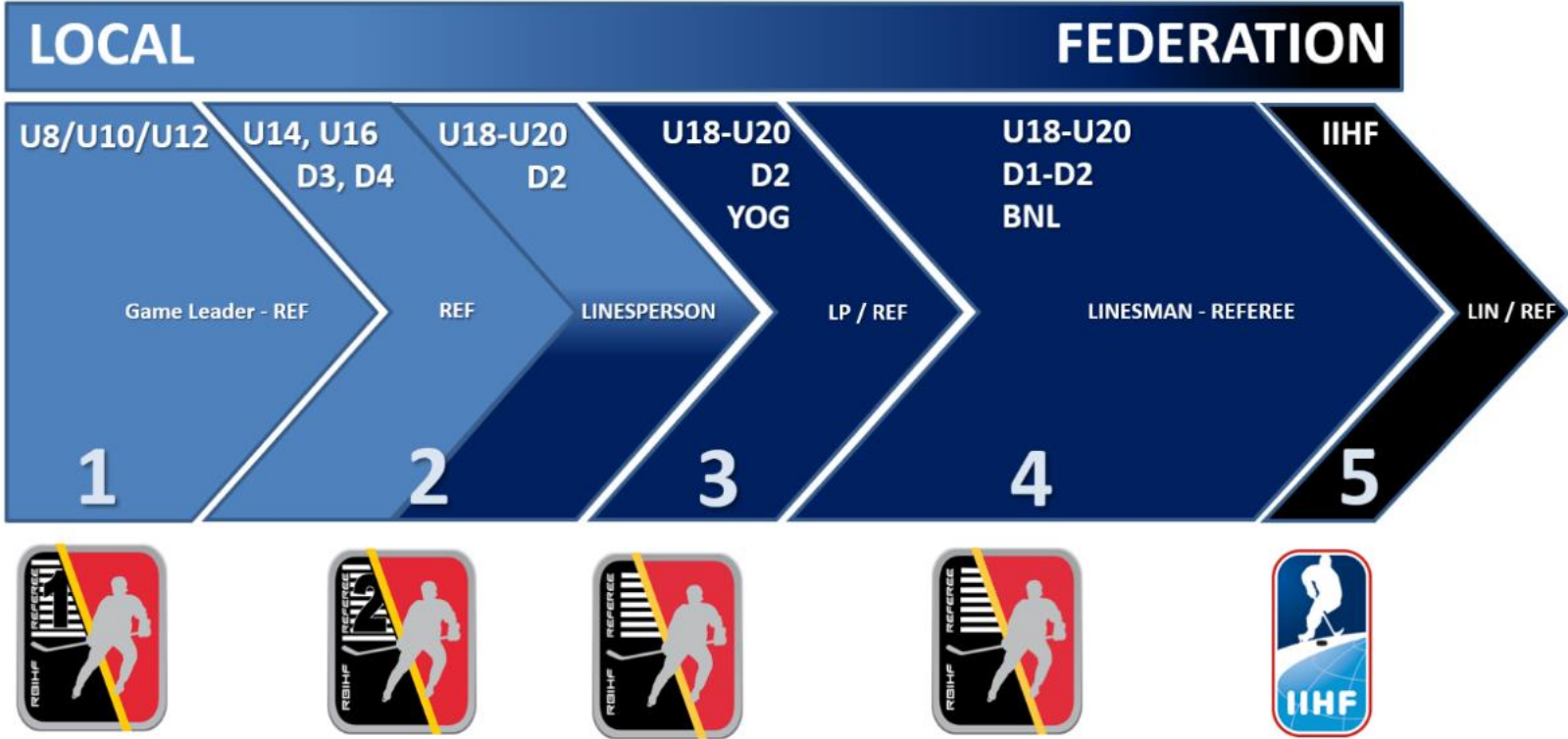


The start

- Show the inside outside
 - Who are the referees
 - What do they do
 - How do they work
 - Yes, they have fun
 - Yes, they have great career opportunities
- Get buy in from the clubs and existing officials
 - Look for Club officiating manager
 - Look for coaches and Instructors
- Drive social media campagne



Our Officiating Model



Assistance

- You are not superman
 - Gather trusted people around you
 - Support is required
 - Referee coaches
 - Instructors
 - Administrators
 - Club Referee Managers
- Starting from the bottom up
 - Creation of a first live course
 - Maintain a low step-in



Recruitment

Where is the referee tree...

- To become an official you benefit from certain basic skills.
 - Love for the game
 - Skating
 - Communication
 - Game sense
 - ...
- Most of these basic skills are present in Hockey players.
 - Don't waste time looking outside the ice rink, your potential candidates are easy to be located.



Recruitment

Where is the referee tree...

- Convincing players to make the step
 - Talk about the level they can reach
 - Show the inside of the group
 - Show the career options
 - Giving back to the youth sport
- Clubs can do a lot of your work,,
 - Let them understand that we can help them keeping member in the sport
 - We can provide great opportunities for school <> hockey balance
 - Clubs will benefit from local officials



First Time Right

- Handle new official with care
 - Avoid risk full games
 - Use good support
 - Coach
 - Colleague
- Try to work with a buddy
 - Someone who works the first 10-15 games with the same new official
 - Overcome initial errors
 - Overcome critic of parents and coaches





- Talk to colleagues and keep your focus on your project.
- Even under the most difficult circumstances you can make a difference

**NO EXCUSES
JUST MAKE IT HAPPEN**

-- Johan Bollue --

