

## Guidelines for Education of PAHF Tournament Officials, Coaches & Administrators

**Effective from May 2021**

### General

- 1.0 The development and education of our Tournament Officials (Umpires, Umpires Managers and Technical Officials), Coaches and Administrators is a key component in increasing the quality of our product with professionalism.
- 2.0 Education of Tournament Officials, Coaches and Educators is a joint responsibility between the our Competitions, Umpiring, Appointments and Coaching Committees working in conjunction with the FIH Officials Committee, the FIH Academy and the FIH Development & Education Committee.
- 3.0 Education of Tournament Officials is linked to specific competencies required to operate at certain levels, and which are incorporated in the FIH Officials Skills Matrices, which are adopted and form part of this Guideline.
- 4.0 Similarly, education of Coaches, Educators, Videographers, Administrators is linked to FIH Academy's resources where available, or implemented by PAHF own resources always under FIH Educational guidelines.
- 5.0 Education is mandatory for all PAHF Tournament Officials, Coaches and Administrators to maintain an affiliation to particular PAHF and FIH Panel. Only FIH Academy accredited Education (delivered by FIH Academy or Continental Federation programs) will be taken into account for qualifying purposes. This Guideline covers education and development of:
  - 5.1 Umpires
  - 5.2 Video Umpires
  - 5.3 Umpire Managers
  - 5.4 Technical Officials incl. Technical Delegates
  - 5.5 Coaches
  - 5.6 Event Coordinators & Administrators
- 6.0 With regard to Tournament Officials (i.e. Umpires, Video Umpires and Technical Officials), education is linked to the Officiating Panels and Appointments. Therefore, Education and Development Training are tailored to the demands and challenges that they will face i.e.:

6.1 Level I - Foundation	National
6.2 Level II – Youth & Participation	National with assistance from PAHF
6.3 Level III – National Elite	International Trainee & International Panel
6.4 Level IV – Continental Elite	Advancement, Elite & Pro League Panels

### Content of the Education and Development Activities

7.0 The Education and Development programs should address key development aspects of competency within the below listed 4 areas. The education objectives and content should be based on a pre-analysis of identified development areas this initiated by the “Organizer/Responsible body”. Content varies depending on the audience’s officials’ category and the current FIH Panel/Education level. See FIH Officials’ Skills Matrices to deep dive into the competencies needed.

7.1 Hockey Technical (E.g. Rules, Regulations, interpretations, appointments, etc.)

7.2 Soft Skills (E.g. Communication, leadership, mental training, Self-evaluation, coaching etc.)

7.3 Technology (E.g. Altius TMS, Video Umpiring, Communication equipment etc.)

7.4 Environment (E.g. Pre-tournament preparation, communication with the PAHF & FIH, use of social media etc.)

## Responsibilities

8.0 The following chart outlines the responsibilities

Education Level	PAHF/FIH Panel	Organizer responsible	Territory	FIH Academy Involvement	Course Main Conductor	How Often offered
Level I – Foundation	National	NA/CF	NA/CF	Educational resources support, mandatory course registration	FIH Academy Educator if possible	Needs based
Level II Youth & Participation	National	NA/CF	NA/CF	Educational resources support, mandatory course registration	FIH Academy Educator if possible	Needs based
Level III National Elite	Talent Development, International Trainee, International Panel	CF	CF	Educational resources support, mandatory course registration	FIH Academy Educator is mandatory	1 per category per year
Level IV Continental Elite	Advancement, Elite and Pro League	CF/FIH	CF	Educational resources support, mandatory course registration	FIH Academy Educator is mandatory	1 every second year

## Education Reporting

9.0 For education programs of levels 3-5, the CF and/or course conductor will report not later than 4 weeks after the event covering the following to the FIH Academy:

- 9.1 Course Completion Record with candidate details
- 9.2 Course Feedback Form with comments about the education program, and suggestions to the improvement of the Education Program. A template will be provided
- 9.3 Any other information found suitable to share with the FIH Academy.

Review May 7<sup>th</sup> 2021 - MLP