



4.2.1. Talent Development Philosophy

FOOTBALL QUEENSLAND ACADEMY (U9 – U12)

Our FQ Academy (U9 – U12) program is based around initially identifying young players who display reasonable competence in the 4 core skills and potential to improve these competencies within a group environment.

We do not place any emphasis on the physical development of these young players apart from a general visual screening of their basic movements to see if their motor skills meet with their age expectations.

Holland Park Hawks pay particular attention to players already within the club's Community Football ranks to be placed in our FQ Academy (U9 – U12) and underpin grading teams creating like v like environments in the Metro Academy space. This enables players of similar abilities to work with others who are of similar ability to facilitate ongoing development.

Through this Community Football Structure, we replicate the same basic coaching program as used for those players in FQ Academy (U9 – U12). These players are usually younger in age and a little less competent technically but work with accredited coaches within a structured training environment.

All players are monitored regularly to gauge their technical progression and we try to promote players from within the community football ranks to FQ Academy (U9 - U12) as much as possible through our own internal retention policies.

Players within the FQ Academy (U9 - U12) program are exposed to not just their allocated team coach, but to a coaching team who work within FQ ACADEMY. This enables more coaches to identify player performances and provides players with differing delivery of FQ ACADEMY components.

We pay particular attention to players entering the FQ Academy (U9 - U12) program. Relevance is given to Under 8's by monitoring and scouting our own Community MiniRoos programs for potential talent to enter FQ Academy at 9 years of age (and the highest ranked Community Under 9 squad). We also pay significant relevance to retention of players at 12 entering the game training phase of the FQ Academy (U13 – U18) Program.

FOOTBALL QUEENSLAND ACADEMY (U13 – U18)

Again, we pay considerable attention to player retention from our U12 FQ Academy program into the Under 13 FQ Academy team. Considerable attention is also placed on our Community Football teams participating at the Under 12 age group, which enables us a broader base of players working in a ‘mirroring’ program for the transition from the Skills Acquisition Phase to the Game Training Phase.

The FQ Academy (U13 - U18) Junior program bases itself around Game Training components of the National Curriculum. Our FQ Academy (U13 - U18) Squads are ‘Performance Based’ (we look for improvement in the technical/tactical areas coached) not results driven (the score being the priority at the potential detriment of the quality of football played).

As with our FQ Academy program, the Game Training Phase is driven by a structured training periodisation based around a linear development model linked to our Team Model. We have the flexibility to alter or amend this training schedule based around ‘Football Problems’ which may need more immediate attention; however, the objective is to provide players with a broad base football education so that they get a good understanding of their positional, technical, and tactical responsibilities.

We work hard to ensure our coaches meet with our Football Queensland compliances as far as their qualifications and experience is concerned and provide ongoing support, mentoring and educational opportunities to ensure they meet the most current coaching methodologies as a flexible coaching team.

Our programs are governed by certain club policies that enable us to monitor and ensure equity for both players and coaches, particularly in ‘Attendance’, ‘Participation’ and ‘Injury Management’ which affect playing time of players.

FOOTBALL QUEENSLAND PREMIER LEAGUE (SENIORS)

Senior football from Under 23 squad to the Senior Men’s squad works in the Performance Phase. We try to use the Under 23’s as a transitional program where players develop the winning mentality and ‘earn the right’ to play.

The program from the Under 23 squad to Senior Men’s Squad is controlled by the First Team Coach who reports to the club’s Technical Director.

Our ultimate ambition is to develop a first team football program made predominantly from home-grown players developed within the FQ ACADEMY (U13 - U18) / FQPL Structure. A very challenging ambition indeed, however, we believe one that is imperative due to the blatant recruitment processes clubs now engage in, which has created a ‘Glass Ceiling’ for developing young players.