



International Influences

Finnish Development Program Overview



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- 9 Regions
- 20 Full Time Staff
- 50 Part Time Staff**
- 450 Associations (Clubs)
- 60,000 players (2500 female)

National Coach Instructors:

- 5 Coach Instructors oversee the 9 regions and are in charge of all development.



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Each Region Contains:

- 1 Regional Administrator
- 1 Regional Coaching Director
- 1 Regional Goaltending Coach
- 1 Regional Officiating Director

-these people all report to the Regional Administrator for admin and in turn to 1 of the 5 National Coach Instructors for development



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Each Region Contains: Clubs (Minor Hockey Associations)

- Clubs are responsible for their own administration but report to their Regional Administrator
- Each Club has a Chief of Coaching – Paid person
- Chief of Coaching runs all technical aspects of club development i.e. coach clinics, mentorship, player development, practice session planning and execution.



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Quick Development Facts:

- 1) **50% of Budget is directed towards Development programs, 25 % towards High Performance, 25 % towards Recreational Hockey.**
- 2) **Main goal of FIHA Development is the practical education of coaches not resources.**
- 3) **Mentorship budget of \$350,000 per year.**
- 4) **Chief of Coaching in each Club had produced huge positive difference over the past 5 years.**
- 5) **No formal games until players are 10 years old.**



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Observations

- FIHA always looks at how they can make something work first instead of finding ways for it not to work.
- FIHA focus is on development with success at the high performance level the result of solid development programming.
- Overall coach certification / education programs are much more comprehensive and focus on practical applications versus theory (especially at the 13 & U ages)
- Coaches on a whole in Finland are more educated and able to teach than in Canada.
- Mentorship is viewed as their most important program and incorporates all high performance and development programs.



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- Players of all ages in Finland on a whole are more skilled in passing and puck control than Canadian players.
- Players of all ages in Finland on a whole are more agile on their skates (better edge control) than Canadian Players, although not as fast or powerful.
- FIHA views their high performance programs (especially U16, U17, and U18) as pure development for their coaches and players versus focus on winning.
- FIHA very candid about what they need to do better and search other Federations for ideas to constantly try to improve.



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Recommendations for Consideration by Hockey Canada / Branches

- Focus development efforts on coaches and players in divisions peewee and under
- Reduce the number of resources available and update / create a streamlined resource list for coaches.
- Develop a two stream mentorship program 1) for traditional mentoring – for competitive levels of hockey 2) mentoring in the form of instruction for coaches to teach skills via clinic sessions.
- Create a clinic approach to mentorship for teaching coaches how to teach.
- Develop specialty clinic materials / resources.



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Recommendations for Consideration by Hockey Canada / Branches

- Remove Branch borders for the mentorship program - follow the POE borders
- Recruit and train “ Skills Instructors “ who can go around and do skills / specialty clinics
- Incorporate a mentorship / coach instruction session into each of the Hockey Canada skills camps