

亚足联青训学院星级标准自查表（翻译版，供参考）

评估类别	主要标准		
	一星 (精英青训学院最基础、关键的组成部分)	二星 (相较于一星更高的标准)	三星 (要点: 较宽的服务范围, 顶级的基础设施, 在精英层面有更高产出)
1. 领导力 <ul style="list-style-type: none"> • 方向 • 理念 • 关键人物 	1. 所有者/董事会是否对学院有书面承诺? 2. 学院是否有领导? 3. 是否有成文的足球理念和球员发展方法指导文件?	1. 学院和一线队之间是否有联络系统? 2. 是否有董事会成员主管青训学院?	1. 俱乐部是否有专门的技术委员会和技术总监? 2. 俱乐部是否符合善治标准? (会员协会认证) 3. 俱乐部和学院是否有愿景和使命相关的书面文件?
2. 计划 <ul style="list-style-type: none"> • 计划 • 日程 • 策略 	1. 学院是否有成文的青年发展计划?	1. 对于青训学院的工作人员, 是否有为其制定的、可持续的职业发展计划?	1. 是否有由俱乐部董事会批准的学院的书面形式的定期更新的长期商业计划?
3. 组织 <ul style="list-style-type: none"> • 结构 • 安排 • 组织 	1. 是否有学院管理架构文件 (例如确定了所有工作人员职位的图表)? 2. 有足够的后勤保障支持吗?	1. 是否有每位员工的职位描述? 2. 是否有餐饮, 交通等安排?	1. 学院有明确的决策流程吗? 2. 有全面的管理支持吗? 3. 是否安排了球员的学习, 继续教育等?
4. 职员 <ul style="list-style-type: none"> • 教练 • 专家 • 技术支持人员 	1. 学院的每个队伍都至少有一名青训教练吗? 2. 有学院秘书吗? 3. 学院是否有会员协会批准的基本医疗支持? 4. 是否有证据证明工作人员定期举行会议和持续的培训机会, 例如工作方法, 行业趋势, 心理学, 考察访问等?	1. 是否有专职的守门员教练? 2. 学院有专职的后勤经理吗? 3. 学院是否有足够的支持人员, 即医生, 理疗师, 体能训练师等?	1. 学院是否有适当/足够的场地维护人员? 2. 学院是否有全面的专职人员, 即教练, 医生, 理疗师, 体能教练等? 3. 每个团队是否都有助理教练, 他们是否至少拥有B级执照? 4. 是否支持工作人员持续发展的相关政策, 并提供证明。
5. 球员招募 <ul style="list-style-type: none"> • 球探 • 天赋 • 鉴定 	1. 是否成文的天赋球员招募政策或鉴定程序? 2. 是否有报告机制? 3. 学院有简单的数据库吗?	1. 有球探主管吗? 2. 是否有一个维护良好的系统来记录培训和比赛信息? 3. 是否有追踪和整合新球员的相关安排?	1. 学院有球探团队吗? 2. 是否有用于数据收集的电子系统或工具? 3. 是否每年都会复核选材体系?
6. 财政 <ul style="list-style-type: none"> • 基金 • 预算 • 账目 	1. 是否有书面的年度预算? 2. 学院是否在其年度预算范围内工作并由谁进行审计? 3. 经费的来源是? 4. 预算是否符合亚足联一星级认可标准的要求?	1. 预算是否符合亚足联的二星认可标准的需求?	1. 学院的长期资金是否有保障? 2. 财务账户和记录是否与俱乐部许可一致? 3. 预算是否符合亚足联三星认可标准的要求?

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7. 设施 <ul style="list-style-type: none"> • 场地 • 建筑 • 器械 	1. 青训队伍是否可以使用全场进行比赛/训练? (U12用半场)? 2. 是否有最低/足够数量的医疗间, 行政办公室及健身房? 3. 是否为学院预留了足够的更衣室? 4. 是否有足够/安全的设备供应?	1. 是否有足够的适当大小的草地球场, 以使学院能够进行所有比赛并执行其教练计划? 2. 学院是否有照明设备, 人造草坪和室内设施? 3. 是否有专门为学院保留使用的场地? 4. 精英青训学院的比赛质量是否足够高?	1. 设施是否完全全面(例如更衣室, 医疗中心, 球场等), 他们是否可以满足学院技术工作开展的需要?
8. 队伍 <ul style="list-style-type: none"> • 球员 • 队伍 • 类别 	1. 是否至少有3支青年队, 即U14, U16和U19? 2. 是否每个队中至少有18名球员, 包括2名守门员?	1. U13至U19年龄组中是否至少有4支球队? 2. 每个队中至少有18名球员吗?	1. 是否至少有6支球队, 包括一支U12小队参加小场地比赛? 2. 每个队中至少有18名球员吗?
9. 教练 <ul style="list-style-type: none"> • 训练 • 方法 • 执照 	1. U14至U19队每周至少有2次训练课程吗? 2. 每个年龄段都有基本的辅导课程吗? 3. 学院的负责人是否已签订合同, 并且至少持有亚足联A级执照? 4. 每个团队教练是否至少持有亚足联B级执照? 5. 是否定期考核教练组? 6. 如果有助理教练, 他们至少持有亚足联C级执照吗? 7. 是否有证据表明俱乐部的愿景/理念反映在教练计划中?	1. U14至U19队每周至少有3堂训练课吗? 2. 学院负责人是否持有亚足联职业级执照? 3. 每个团队教练(U14到U19)是否至少持有亚足联A级执照? 4. 是否提供个人指导? 5. 是否为守门员提供专业指导? 6. 是否有关于教学方法的政策?	1. U14至U19队每周至少有4堂训练课吗? 2. 每个青少年队的教练是否至少持有亚足联A级执照, 助理是否持有B级执照?
10. 比赛 <ul style="list-style-type: none"> • 比赛 • 竞赛 • 级别 	1. 是否有定期的(例如, 20场比赛或每周1-2场比赛)由足协或联盟为学院球队组织的精英比赛或有竞争力的比赛时间表? 2. 比赛计划是否适合发展阶段? 3. 是否有关于上场时间的指导方针(即官方比赛)? 4. 一般来说, U12踢小型比赛吗?	1. 是否有机会进行国际交流? 2. 是否有针对每个年龄段的水平较低球员的安排?	1. 是否有符合球员个体需求的比赛项目? 2. 顶级球员是否有机会对抗年龄更大, 技术更成熟的球员?
11. 球员表现 <ul style="list-style-type: none"> • 分析 • 回顾 • 反馈 	1. 是否有对球员表现的客观反馈: 口头的, 或者通过DVD等?	1. 是否有用于技术分析的专门电脑程序? 2. 球员家长是否会定期获得球员的表现反馈?	1. 是否拍摄并分析了所有比赛/和训练课? 2. 是否对每位球员进行定期, 全面的表现评估? 3. 是否有每个球员的表现分析指导?

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12. 健康 <ul style="list-style-type: none"> • 药物 • 受伤 • 预防 	1. 有定期的健康检查吗? 2. 是否有伤害预防计划? 3. 有康复安排吗? 4. 教练是否受过急救训练?	1. 有康复方案吗? 2. 每场比赛都有医疗支持吗? 3. 有合适的医疗室吗? 4. 是否有关于健康和表现问题的教育计划, 例如兴奋剂, 吸烟, 饮食等? 5. 是否有为该学院任命的主任医生和主任理疗师?	1. 是否有合适的, 完全合格的医疗团队? 2. 是否有关于球员受伤的研究? 3. 是否与一线队伍有重返赛场和活动的协议?
13. 身体训练 <ul style="list-style-type: none"> • 健身 • 训练 • 运动 	1. 是否有针对学院球员的定期身体测试? 2. 是否有对球员训练量的周期性统筹管理(在学院内和课下的)?	1. 有设备齐全的健身室/健身房吗? 2. 有体能专家吗? 3. 是否监控了员工的训练量?	1. 是否有个人力量和训练计划? 2. 有全面的体育科学支持吗? 3. 体能训练课程是否与专项技术结合?
14. 心理 <ul style="list-style-type: none"> • 评估 • 心理学家 • 心理训练 	1. 球员是否能够获得包括领导能力, 注意力, 心态, 情绪稳定性, 自信心, 动机, 行为等方面的支持和指导?	1. 是否有心理发展计划? 2. 是否有心理支持?	1. 每个球员都有全面的心理评估吗? 2. 有来自专业人士的指导吗?
15. 福利 <ul style="list-style-type: none"> • 保护 • 生活方式 • 住宿 	1. 是否存在行动中的儿童保护政策, 即是否根据儿童保护法对所有学院人员进行了检查? 2. 是否有基本的福利政策和福利支持?	1. 有负责福利的官员吗? 2. 是否有基本的生活方式指导项目? 例如营养, 卫生, 心理问题等? 3. 是否有膳宿或寄宿家庭等安排?	1. 是否有全面的福利支持系统?
16. 教育 <ul style="list-style-type: none"> • 学术 • 学习 • 学校 	1. 学院是否与教育机构联络/合作? 2. 是否有关于球员教育进度的报告?	1. 是否有教育主管? 即有谁负责指导/支持球员的学业发展?	1. 是否有批准的学术教育安排? 2. 是否有个人教育计划? 3. 学院是否培养了大学生, 成功的企业员工等?
17. 合作 <ul style="list-style-type: none"> • 家长 • 草根 • 主管部门 	1. 是否与当地俱乐部, 地区协会, 国家青年队和学校合作? 2. 是否与一线队有直接联系? 3. 有召开家长会议或介绍会吗? 4. 学院是否与其他学院合作, 例如知识共享?	1. 学院在多大程度上与俱乐部的传播部门合作, 例如俱乐部官网上有学院的专门区域? 2. 学院的球员能帮助社区并支持基层项目吗?	1. 是否有确定的合作俱乐部/学校/大学/政府机构/企业网络? 2. 有人专门负责系统这个联络吗?
18. 评估 <ul style="list-style-type: none"> • 回顾 • 记录 • 评价 	1. 学院是否有年度自我评估? 2. 是否有每个球员的基本记录(日志)(即比赛/学习/训练时间)? 3. 是否有发布政策/流程? 4. 有评估程序吗?	1. 每年都有针对每位球员的个人表现评估吗? 2. 每年都会对每位职工进行个人绩效评估吗? 3. 是否至少每两年对学院进行一次独立审查?	1. 离开学院的球员是否会获得持续的支持? 2. 是否在他们的学院生涯中有每个球员的表现档案(即详细记录)? 3. 足球主管部门是否对学院进行常规和全面的监督?

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<p>19. 规则</p> <ul style="list-style-type: none"> • 品行 • 行为 • 规章 	<ol style="list-style-type: none"> 1. 俱乐部是否完全符合亚足联或当地足协的俱乐部准入标准? 2. 是否有关于注册, 旅行时间等的基本规则? 3. 球员, 职员, 父母是否有行为准则? 4. 是否有出勤登记册? 	<ol style="list-style-type: none"> 1. 学院是否有关于其运作的的所有方面的详细规定? 2. 学院是否有关于开除或解聘的规定? 	<ol style="list-style-type: none"> 1. 学院是否有专业支持, 即对合同, 纠纷等的法律和行政支持? 2. 是否有关于代理人, 赔偿等的规定?
<p>20. 结果</p> <ul style="list-style-type: none"> • 结果 • 成功 • 回报 	<ol style="list-style-type: none"> 1. 学院是否为俱乐部董事会制作年度报告? 2. 学院的球员是否有机会与一线球队一起训练/比赛? 3. 学院是否为地区选拔队, 国家试训队输送球员? 	<ol style="list-style-type: none"> 1. 学院是否为国家青年队提供球员? 2. 学院是否能定期培养出签订职业合同的球员? 	<ol style="list-style-type: none"> 1. 学院是否培养出国际顶级水平的球员? 2. 该学院是否为顶级职业足球队提供球员, 包括俱乐部的一线队或其他职业俱乐部? 3. 是否有关于青训学院球员转会费或青训补偿金的证明文件?



EDITION

2

AFC
**ELITE YOUTH
SCHEME**
REGULATIONS AND GUIDELINES 2019



AFC ELITE YOUTH SCHEME

Regulations and Guidelines 2019

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AFC ELITE YOUTH SCHEME

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The background is a solid red color with several overlapping, wavy white lines that create a sense of motion and depth. The lines are most prominent on the left side and curve towards the right.

PREAMBLE
SECTION 1

INTRODUCTION

An integral part of AFC's Vision and Mission is to improve playing standards and increase the possibility of success at the top level. The development of aspiring young talents is at the core of these objectives, and AFC recognise and support the Member Associations (hereafter MAs) in their efforts to further develop their elite youth programme, including the grading of academies, in line with the criteria set by AFC.

Together, AFC and the MAs will set the benchmark for elite player development in training centres and support the clubs and their academies in nurturing the next generation of top-level professional players.

THE CONCEPT

AFC's Youth Panel will evaluate each MA in eleven areas of core activity, including youth academies. (See Section 3, Scheme Criteria for the MA evaluation checklist).

Full membership of the Scheme will require the grading of at least one youth academy at club or national level. If an MA has yet to establish any academies, their membership can be granted on a provisional basis, assuming all other ten criteria are satisfied.

SCOPE AND PHILOSOPHY

AFC defines elite youth football as that which is played by selected, talented teenagers, boys and girls, either at national level or in a professional club environment.

The scope of AFC's Elite Youth Scheme will be limited to the work of the MAs and to academies which are attached to top division clubs or are classed as national training centres. The evaluation of these academies will be graded according to the following three categories;



For AFC, youth development is a core responsibility and certain principles are considered fundamental:

- 1 Each young player's welfare is a priority
- 2 Education, on and off the pitch, takes precedence over short-term results. Tomorrow is more important than today
- 3 Good coaching is indispensable
- 4 The development of each youngster's personality, good habits, emotional stability, commitment, physical attributes, technical ability and game appreciation are all important
- 5 Between players, staff and parents, mutual respect is a must

WHY?

Why is the AFC Elite Youth Scheme important to Asian Football?

- 1** The Scheme will help to improve the game in Asia by stimulating a greater interest in structured, high-quality elite player development programmes at national and club level.
- 2** AFC will recognise and support the MAs with their programmes, including the establishment/development of their youth academies.
- 3** The production of Asia's next generation of star players will be the aim and basic guidelines for their education will be provided.
- 4** Helping the MAs and their clubs to conform to AFC's Club Licensing Regulations will be a key objective of the scheme.
- 5** The vital role of the MA, including its academies, as a link between grassroots football and the professional game will be highlighted.
- 6** Establishing academies will help to develop professional players who have a relationship/ an identity with the MA and the training club.
- 7** Talent identification and recruitment policies will be addressed and elaborated.
- 8** The requirement to employ appropriately educated youth coaches, at national and club level, will have a significant impact on player development.
- 9** Benchmarks will be set, comparisons will be made and healthy competition between MAs will follow. The same will apply to club academies.
- 10** Promoting elite youth football in Asia through national programmes and specialized training centres (ie academies) will have a long-term impact on raising playing standards.

“

THE ACADEMY

THE AIM IS TO CREATE A CHALLENGING ENVIRONMENT, A STRUCTURED PROGRAMME, A PATHWAY TO THE TOP, AND TO PRODUCE PLAYERS WITH A CLUB IDENTITY.

ERIC ABRAMS

”

SCHEME REGULATIONS
SECTION 2

DEFINITION OF TERMS

AFC	Asian Football Confederation
Academy	a centre for the development of talented youth players, established by the government, member association or professional club
Basic Criteria	the basic ingredients and conditions required for each core area or performance category
Elite Youth Scheme	an endorsement scheme for MA Elite Youth Development work, including the grading of their elite academies
Endorsement	AFC recognition of MA work in youth development
Key Criteria	the standard set by the AFC for MA membership, including academy requirements
Member Association	a Football Association which is a member of the AFC
Panel Member	a representative of AFC's Youth Panel which is responsible for the design and implementation of the Elite Youth Scheme
Rights and Duties	what the Scheme Members are authorised to do, and what they are obliged to deliver
Scheme Member	an AFC Member Association that has joined the Elite Youth Scheme by satisfying the criteria for MAs, including the grading its academies in accordance with AFC's Elite Youth Criteria. As a minimum requirement of full membership, an MA needs one academy to be graded and accepted by AFC's Youth Panel

SECTION 2 | SCHEME REGULATIONS

ARTICLE 1: INTRODUCTION

- 1.1.** These Regulations govern the implementation of the AFC Elite Youth Scheme (hereafter “Scheme”).
- 1.2. The Scheme:**
 - 1.2.1.** defines the rights and duties of the MAs and AFC regarding the Scheme;
 - 1.2.2.** sets the key criteria for the MA evaluation and the three (3) levels of academy recognition;
 - 1.2.3.** sets out the endorsement process and approval.
- 1.3.** Any rights and proprietary interests associated with the Scheme that are not granted by these Regulations and/or specific agreements to any Member Association or third-party shall vest in the AFC.
- 1.4.** Any reference to the AFC Statutes and to AFC and FIFA regulations refer to those valid at the time of application.

ARTICLE 2: RIGHTS OF THE AFC

- 2.1. As the governing body of the Scheme, the AFC has the following rights:**
 - 2.1.1.** to monitor the implementation of the AFC Elite Youth Scheme;
 - 2.1.2.** to appoint a member of the AFC Youth Panel to assess the MA work in elite youth development, including the grading of elite youth academies, in accordance with AFC’s Elite Youth Scheme Criteria;
 - 2.1.3.** to confirm or downgrade a Scheme Member’s endorsement status or the rating of a specific academy;
 - 2.1.4.** to make any decision deemed necessary to achieve the aims set out in the Scheme and any measure deemed appropriate in the event of a breach of the regulations by an MA or one of its member clubs.

ARTICLE 3: DUTIES OF THE AFC

- 3.1. As the governing body of the Scheme, the AFC has the following duties:**
 - 3.1.1.** to organise regular events for MA youth leaders which are relevant to the development of the scheme;
 - 3.1.2.** to make decisions regarding the assessment of an MA’s application for membership and to further develop the Scheme;
 - 3.1.3.** to collaborate closely with the MA on the application, implementation and maintenance of the scheme;
 - 3.1.4.** to communicate regularly with each Scheme Member about elite youth development;
 - 3.1.5.** to respect its own duties and the rights of each Scheme Member.

ARTICLE 4: RIGHTS OF THE MA

4.1. Each Scheme Member has the following rights:

- 4.1.1. to implement its own elite youth programme, including academy grading (i.e for top clubs/national centres) at the AFC approved levels;
- 4.1.2. to ask the AFC, at any time but at least three months after the initial MA endorsement, to assess any of its elite academies for a higher level of recognition;
- 4.1.3. to submit a re-evaluation request to the AFC following a downgrading (i.e. a breach of the Scheme criteria), to regain its previous Scheme Membership, or the grading level of an academy, but only within three months of having been downgraded;
- 4.1.4. to submit at any time a written proposal for amendments to the Scheme;
- 4.1.5. to terminate the agreement at any time by informing AFC in writing.

ARTICLE 5: DUTIES OF THE MA

5.1. Each Scheme Member has the following duties:

- 5.1.1. to promote and develop its elite youth programme, and in collaboration with its clubs/national centres, top-level youth academies;
- 5.1.2. to protect young people in their programme and at their clubs (including the introduction of a child protection policy) and to respect everyone that participates in their Elite Youth activities;
- 5.1.3. to maintain and monitor its Elite Youth programme at the level approved by the AFC, and where possible, to improve and develop this programme;
- 5.1.4. to provide information about its Elite Youth activities;
- 5.1.5. to set up and maintain a database that provides Elite Youth facts/numbers for the MA and AFC, in a format acceptable to AFC;
- 5.1.6. to use AFC branding solely in compliance with the instructions issued by the AFC and only with the express written approval of the AFC;
- 5.1.7. to contribute to the achievement of the aims of the Scheme;
- 5.1.8. to respect its own duties and AFC's rights as defined in these regulations, as well as any decision made by an official AFC body.

ARTICLE 6: RENEWAL

- 6.1. A Scheme Member (i.e. MA) will be subject to re-evaluation three years after its last endorsement approval.

ARTICLE 7: AFC YOUTH PANEL

- 7.1. The Panel Members are specialists in the field of elite youth football and represent a cross section of AFC MAs. The AFC Youth Panel has the responsibility of monitoring, assessing, supporting, designing and leading all matters relating to the Scheme.

ARTICLE 8: AFC APPROVAL PROCESS

- 8.1. The AFC Youth Panel, with the authority of the AFC Technical Committee, has the responsibility of making all decisions regarding MA applications to join the Scheme, in accordance with the procedure in Section 4, Annex A, of this document.
- 8.2. All decisions of the AFC Youth Panel will be communicated to the AFC Technical Committee, and thereafter to the AFC Executive Committee.

ARTICLE 9: REQUIREMENTS

- 9.1. Both the AFC and the Scheme Member (i.e. MA) must identify the person(s) responsible in each organisation for managing the Scheme agreement. Any change of personnel must be communicated to the other party without delay.
- 9.2. Both the AFC and the Scheme Member are duty bound to inform the other of any elite youth developments or changes.
- 9.3. In principle, all eleven MA criteria must be fulfilled for full membership to be awarded. In the case of an MA which has still to establish any academies, membership can be granted on a provisional basis, assuming all other ten criteria are satisfied.

ARTICLE 10: DISPUTES

- 10.1. The Scheme is subject to the laws of Malaysia.
- 10.2. The Scheme Members agree that any dispute arising from its implementation which cannot be settled amicably shall be resolved in accordance with the relevant provisions of the AFC Statutes.
- 10.3. Disputes involving domestic club academies programmes should be resolved by the Scheme Member. In exceptional cases, the matter may be addressed to AFC for advice.

ARTICLE 11: LANGUAGES

- 11.1. The Scheme regulations and guidelines are written in English but can be translated into other languages with the approval of the AFC.
- 11.2. In case of any differences in interpretation, the English text shall prevail.

ARTICLE 12: TAXES, DUTIES, FEES, EXPENSES

- 12.1. MAs are responsible for the payment of all taxes, duties, and other charges payable in relation to the implementation of the Scheme in their territory.
- 12.2. MAs are responsible for the payment of all fees and expenses in relation to the implementation of the Scheme in their territory, except where expressly identified otherwise in these regulations or guidelines.
- 12.3. For the avoidance of doubt, this includes all professional (e.g. legal, accounting), banking, and monetary exchange costs.

ARTICLE 13: INDEMNIFICATION

- 13.1.** MAs shall indemnify, hold harmless and defend the AFC, its officers, members, agents, auxiliary persons, representatives, and employees from and against all liabilities, obligations, damages, losses, claims, demands, recoveries, deficiencies, costs or expenses (including without limitation all costs and expenses for withdrawal from the Scheme or a Scheme agreement and/or all attorneys' fees and expenses) which such parties may suffer or incur in connection with, resulting from, or arising out of any breach by the MA (including its officers, directors, representatives, auxiliary persons, employees or agents) or any act or omission of the MA (including its officers, directors, representatives, auxiliary persons, employees or agents) in connection with the performance of its obligations pursuant to these regulations.

ARTICLE 14: DISCIPLINARY MEASURES

- 14.1.** All disciplinary measures in relation to these regulations shall be undertaken in accordance with the current AFC Statutes, AFC Disciplinary and Ethics Code, and any relevant AFC circular.

ARTICLE 15: DECISIONS

- 15.1.** All decisions made in accordance with these regulations, except where expressly identified otherwise, are final and binding and not appealable in accordance with the AFC Statutes.

ARTICLE 16: AMENDMENTS

- 16.1.** The AFC reserves the right to make amendments to any part of the Scheme, these regulations or guidelines, for any reason whatsoever. Such amendments shall be duly communicated in due course.

ARTICLE 17: FORCE MAJEURE

- 17.1.** The AFC Technical Committee is the only body capable of declaring a Force Majeure event pursuant to these regulations.

ARTICLE 18: MATTERS NOT PROVIDED FOR

- 18.1.** Matters not provided for in these Regulations shall be decided by the AFC Technical Committee. Such decisions are final and binding and not appealable.

ARTICLE 19: CLOSING PROVISIONS

- 19.1.** The AFC General Secretariat is entrusted with the operational management of the Scheme and is therefore entitled to make decisions and adopt the detailed provisions necessary for implementing these regulations.

ARTICLE 20: ENFORCEMENT

- 20.1.** Edition 2 of these Regulations come into force on 31 May 2019.



“

ACADEMIES

SOME YOUTH ACADEMIES
WORRY ABOUT WINNING –
WE (BARCELONA FC) WORRY
ABOUT EDUCATION

XAVI HERNANDEZ
(AL SAAD, BARCELONA FC AND SPAIN)

”

SCHEME CRITERIA

SECTION 3

MA EVALUATION CRITERIA

CORE AREAS	EVIDENCE
1. Staff	<ul style="list-style-type: none"> • Organigram • Job Descriptions • Qualifications
2. Plans	<ul style="list-style-type: none"> • A document summarising the MA's youth development plan.
3. Competition	<ul style="list-style-type: none"> • Confirmation of the MA's programme of international matches and training camps. • Proof of regular youth league participation.
4. Coaches	<ul style="list-style-type: none"> • A list of MA employed national youth coaches, including AFC required qualifications.
5. Talent ID	<ul style="list-style-type: none"> • A paper describing the MAs scouting arrangements, including development centres and links to grassroots, schools, local clubs, etc.
6. Medical Services	<ul style="list-style-type: none"> • Details of the medical staff, the support provided, and the checks carried out.
7. Sports Science	<ul style="list-style-type: none"> • Information about data collection, performance analysis, fitness, diet, individual records and results.
8. Education & Welfare	<ul style="list-style-type: none"> • Verification of a child protection policy. • Describe the educational arrangements with the schools authorities. • A copy of the staff and player Codes of Conduct, rules, evaluations, etc.
9. Facilities	<ul style="list-style-type: none"> • Provide material to show the quality of the facilities used by the youth staff and players eg. training/playing pitches, changing rooms, medical facilities, equipment, etc.
10. Philosophy	<ul style="list-style-type: none"> • Present (in writing) a description of the MA's playing philosophy, style and technical emphasis with youth players.
11. Academies	<ul style="list-style-type: none"> • A catalogue of the national and club (top league) youth academies • Details of a grading system (if in use) • An evaluation form for at least one academy that satisfies AFC's youth Scheme criteria (one, two or three stars)

AFC ELITE YOUTH SCHEME



THE AFC YOUTH PANEL WILL EVALUATE EACH MA IN ELEVEN AREAS OF CORE ACTIVITY

ACADEMY GRADING GUIDELINES



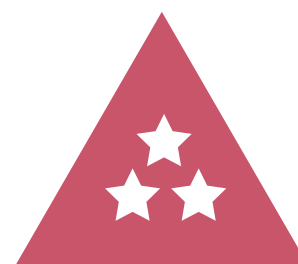
One-Star

Basic, essential ingredients for an elite youth academy



Two-Star

Higher standards (ie better quality and quantity) than a one-star academy



Three-Star

A reference point: a wide range of services, top infrastructure and elite-level, successful outcomes

PERFORMANCE CATEGORIES AND KEY CRITERIA

The performance categories and key criteria of each level of the Elite Youth Scheme are specified below.

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
1 LEADERSHIP > Direction > Philosophy > Key People	<ol style="list-style-type: none"> 1. Is there a written commitment to the Academy by the owner/board? 2. Is there a Head of the Academy? 3. Is there a written football philosophy and an approach to player development? 	<ol style="list-style-type: none"> 1. Is there a system for liaison between the Academy and the first team? 2. Is there a Board member responsible for the Academy? 	<ol style="list-style-type: none"> 1. Does the club operate a Technical Board and a Technical Director? 2. Does the club comply with Good Governance standards? (MA approval) 3. Is there a Vision and Mission document for the club and the Academy?
2 PLANNING > Plans > Schedules > Strategy	<ol style="list-style-type: none"> 1. Is there a written youth development plan for the Academy? 	<ol style="list-style-type: none"> 1. Is there a plan for the Continued Professional Development of the Academy staff? 	<ol style="list-style-type: none"> 1. Is there a written, regularly updated, long-term business plan for the Academy, approved by the club board?
3 ORGANISATION > Structure > Arrangements > Organisation	<ol style="list-style-type: none"> 1. Is there an Academy Management structure document (ie. a chart with all staff positions identified)? 2. Is there adequate administrative support? 	<ol style="list-style-type: none"> 1. Are there job descriptions for each member of staff? 2. Are there arrangements for meals, transport, etc.? 	<ol style="list-style-type: none"> 1. Is there a clear decision-making process for the Academy? 2. Is there comprehensive admin support? 3. Are there arrangements for the player's school studies, further education, etc?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
<p>4</p> <p>STAFFING</p> <ul style="list-style-type: none"> > Coaches > Specialists > Support Staff 	<ol style="list-style-type: none"> 1. Does each squad in the Academy have a minimum of one youth coach? 2. Is there an Academy secretary? 3. Does the Academy have basic medical support, approved by the MA? 4. Is there evidence of regular meetings and ongoing educational opportunities for the staff e.g. methods, trends, psychology, study visits, etc.? 	<ol style="list-style-type: none"> 1. Is there a goalkeeper specialist available? 2. Does the Academy have a logistics manager? 3. Does the Academy have adequate support staff i.e. doctor, physio, physical trainer, etc? 	<ol style="list-style-type: none"> 1. Does the Academy have appropriate/ adequate ground staff? 2. Does the Academy have a comprehensive dedicated staff i.e. coaches, doctor, physio, physical trainer, etc? 3. Does each team have an assistant coach and do they have a B licence, as a minimum? 4. Is there evidence of a policy supporting continuity of staff?
<p>5</p> <p>RECRUITMENT</p> <ul style="list-style-type: none"> > Scouting > Talent > Identification 	<ol style="list-style-type: none"> 1. Is there a written recruitment policy/ identification process? 2. Is there a reporting mechanism? 3. Does the Academy have a simple database? 	<ol style="list-style-type: none"> 1. Is there a Head Scout? 2. Is there a well-maintained system for recording training and match information? 3. Are there arrangements for trials and for integrating new players? 	<ol style="list-style-type: none"> 1. Is there a scouting team for the Academy? 2. Is there a comprehensive digital system/tool for data collection? 3. Is there an annual review of the talent identification system?
<p>6</p> <p>FINANCE</p> <ul style="list-style-type: none"> > Funding > Budgets > Accounts 	<ol style="list-style-type: none"> 1. Is there a written annual budget? 2. Does the Academy work within its annual budget and who audits it? 3. Who supplies the budget? 4. Does the budget meet the needs of AFC's One-Star endorsement criteria? 	<ol style="list-style-type: none"> 1. Does the budget meet the needs of AFC's Two-Star endorsement criteria? 	<ol style="list-style-type: none"> 1. Is long-term funding for the Academy guaranteed? 2. Are the financial accounts and records kept in accordance with Club Licensing? 3. Does the budget meet the needs of AFC's Three-Star endorsement criteria?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
<p>7</p> <p>FACILITIES</p> <ul style="list-style-type: none"> > Pitches > Buildings > Equipment 	<ol style="list-style-type: none"> 1. Do the youth teams have the use of full-side field for playing/ training? (Half field for U12)? 2. Is there a minimum/ adequate number of rooms for medical treatment, admin, fitness? 3. Are there adequate dressing rooms reserved for the Academy? 4. Is there an adequate/safe supply of equipment? 	<ol style="list-style-type: none"> 1. Are there sufficient grass pitches of appropriate size to enable the Academy to play all its matches and to carry out its coaching programme? 2. Does the Academy have access to floodlights, artificial turf and indoor facilities? 3. Is there a pitch(es) reserved for the Academy? 4. Is the quality of the playing surfaces of a high enough standard for an elite youth Academy? 	<ol style="list-style-type: none"> 1. Are the facilities fully comprehensive (eg. dressing rooms, medical centre, pitches, etc.) and do they meet the needs of the Academy's technical programme?
<p>8</p> <p>TEAMS</p> <ul style="list-style-type: none"> > Players > Squads > Categories 	<ol style="list-style-type: none"> 1. Are there at least 3 youth teams ie. U14, U16 and U19s? 2. Are there at least 18 players in each squad, including 2 goalkeepers? 	<ol style="list-style-type: none"> 1. Are there at least 4 teams in the age category U13 to U19s? 2. Are there at least 18 players in each squad? 	<ol style="list-style-type: none"> 1. Are there at least 6 teams, including one U12 squad which plays small-sided games? 2. Are there at least 18 players in each squad?
<p>9</p> <p>COACHING</p> <ul style="list-style-type: none"> > Sessions > Methods > Licences 	<ol style="list-style-type: none"> 1. Is there a minimum of 2 training sessions per week for teams U14 to U19? 2. Is there a basic coaching curriculum at each age level? 3. Does the Head of the Academy have a contract and as a minimum, an AFC A Licence? 4. Does each team coach have, as a minimum, an AFC B Licence? 5. Is there a regular review of the coaching staff? 6. If there are assistant coaches, do they have, as a minimum, a C Licence? 7. Is there evidence that the club's Vision/Philosophy is reflected in the coaching programme? 	<ol style="list-style-type: none"> 1. Is there a minimum of 3 training sessions per week for teams U14 to U19? 2. Does the Academy Director have an AFC Pro Licence? 3. Does each team coach (U14 to U19) have at least an AFC A Licence? 4. Is individual coaching provided? 5. Is specialist coaching for goalkeepers provided? 6. Is there a policy regarding teaching methods? 	<ol style="list-style-type: none"> 1. Is there a minimum of 4 training sessions per week for teams U14 to U19? 2. Does each coach with the teenage teams have at least an AFC A Licence and the assistants a B Licence?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
<p>10</p> <p>PLAYING</p> <ul style="list-style-type: none"> > Matches > Competitions > Levels 	<ol style="list-style-type: none"> 1. Is there a regular (eg. 20 matches/1 or 2 per week) elite, competitive match schedule organised by the FA/League for the Academy teams? 2. Is the match programme appropriate for the stage of development? 3. Are there guidelines on playing time (ie. official matches)? 4. In general, do the U12s play small-sided games? 	<ol style="list-style-type: none"> 1. Is there an opportunity for international exchange? 2. Are there arrangements for less well-developed players in each age category? 	<ol style="list-style-type: none"> 1. Is there a games programme which meet the individual player's needs? 2. Do the top players have the opportunity against older, more mature players?
<p>11</p> <p>PLAYER PERFORMANCE</p> <ul style="list-style-type: none"> > Analysis > Reviews > Feedback 	<ol style="list-style-type: none"> 1. Is there evidence of player objectives and the use of feedback: verbal, through DVD, etc.? 	<ol style="list-style-type: none"> 1. Is there a computer programme for analysis in use? 2. Are parents given regular feedback on the player's performance? 	<ol style="list-style-type: none"> 1. Are all matches/ training sessions filmed and analysed? 2. Is there a regular, comprehensive performance review for each player? 3. Is there performance analysis guidance for each player?
<p>12</p> <p>HEALTH</p> <ul style="list-style-type: none"> > Medicine > Injuries > Prevention 	<ol style="list-style-type: none"> 1. Are there regular health check-ups? 2. Is there an injury-prevention programme? 3. Are there rehabilitation arrangements? 4. Are the coaches trained in First Aid? 	<ol style="list-style-type: none"> 1. Are there rehabilitation protocols? 2. Is there medical support at each game? 3. Is there an appropriate medical room? 4. Is there an educational programme about health and performance issues eg. doping, smoking, diet, etc? 5. Is there a head doctor and head physio appointed for the Academy? 	<ol style="list-style-type: none"> 1. Is there an appropriate, fully qualified medical team? 2. Is there research into player injuries? 3. Are there protocols on returning to play and activities with the first team?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
<p>13</p> <p>FITNESS</p> <ul style="list-style-type: none"> > Fitness > Training > Sports 	<ol style="list-style-type: none"> 1. Are there regular fitness tests for the academy players? 2. Are the workloads of the players managed (eg. periodisation) in and out of academy? 	<ol style="list-style-type: none"> 1. Is there a well-equipped fitness room/gym? 2. Is there a strength and condition specialist? 3. Are workloads of the players monitored? 	<ol style="list-style-type: none"> 1. Are there individual strength and conditioning programmes? 2. Is there comprehensive sports science support? 3. Are fitness sessions integrated with technical work?
<p>14</p> <p>PSYCHOLOGY</p> <ul style="list-style-type: none"> > Assessments > Psychologists > Mental Training 	<ol style="list-style-type: none"> 1. Do the players have support/guidance on leadership, concentration, mentality, emotional stability, confidence, motivation, behaviour, etc. 	<ol style="list-style-type: none"> 1. Is there a programme of psychological development? 2. Is psychological support available? 	<ol style="list-style-type: none"> 1. Is there a comprehensive psychological assessment for each individual player? 2. Is there access to professional help?
<p>15</p> <p>WELFARE</p> <ul style="list-style-type: none"> > Protection > Lifestyle > Accommodation 	<ol style="list-style-type: none"> 1. Is there a policy of child protection in action ie. have all Academy personnel been checked under the Child Protection Legislation? 2. Is there a basic welfare policy and welfare support available? 	<ol style="list-style-type: none"> 1. Is there a welfare officer? 2. Is there a basic lifestyle programme eg. nutrition, hygiene, mental issues, etc? 3. Are there arrangements for boarding, host families, etc.? 	<ol style="list-style-type: none"> 1. Is there a comprehensive welfare support system in place?
<p>16</p> <p>EDUCATION</p> <ul style="list-style-type: none"> > Academic > Study > School 	<ol style="list-style-type: none"> 1. Does the Academy liaise/cooperate with the Education Authorities? 2. Are there reports on the player's educational progress? 	<ol style="list-style-type: none"> 1. Is there a Head of Education ie. someone responsible for guiding/supporting the players with their academic development? 	<ol style="list-style-type: none"> 1. Is there an approved arrangement for academic education? 2. Are there individual educational plans? 3. Does the Academy develop University students, successful employees in business, etc?
<p>17</p> <p>COLLABORATION</p> <ul style="list-style-type: none"> > Parents > Grassroots > Authorities 	<ol style="list-style-type: none"> 1. Is there collaboration with the local clubs, regional association, the national youth teams and the schools? 2. Is there a direct link with the first team? 	<ol style="list-style-type: none"> 1. To what extent does the Academy collaborate with the club's Communications Department eg. with the Academy section on the website? 	<ol style="list-style-type: none"> 1. Is there an identified network of collaborating clubs/ schools/ universities/government agencies/businesses? 2. Is someone responsible for this liaison?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
	<ol style="list-style-type: none"> Are there meetings with parents? Introductory sessions? Does the Academy co-operate with other Academies eg. knowledge sharing? 	<ol style="list-style-type: none"> Do Academy players help in the community and support grassroots projects? 	
<h1>18</h1> <h2>ASSESSMENT</h2> <ul style="list-style-type: none"> > Reviews > Records > Appraisals 	<ol style="list-style-type: none"> Is there an annual self-assessment by the Academy? Is there a basic record (a log book) for each player (ie. playing/learning/training time)? Is there a release policy/process? Is there an appraisal procedure? 	<ol style="list-style-type: none"> Is there an individual performance review for each player, every year? Is there an individual performance review for each member of staff, every year? Is there an independent review off the Academy, at least every two years? 	<ol style="list-style-type: none"> Is there ongoing support for those who leave the Academy? Is there a Performance Profile (ie. detailed record) for each player throughout their Academy career? Is the Academy routinely and comprehensively monitored by the football authorities?
<h1>19</h1> <h2>RULES</h2> <ul style="list-style-type: none"> > Conduct > Behaviour > Regulations 	<ol style="list-style-type: none"> Does the club fully comply with the AFC/MAS Club Licensing – Sporting Criteria? Are there basic rules about registration, travel times, etc? Is there a Code of Conduct for players? For staff? For parent? Is there an attendance register? 	<ol style="list-style-type: none"> Does the Academy have detailed regulations about all aspects of its operation? Are there rules about expulsion/dismissal from the Academy? 	<ol style="list-style-type: none"> Does the Academy have professional support ie. legal and administrative for contracts, disputes, etc.? Are there rules about agents, compensation, etc.?
<h1>20</h1> <h2>RESULTS</h2> <ul style="list-style-type: none"> > Outcomes > Success > Returns 	<ol style="list-style-type: none"> Does the Academy produce an annual report for the Club Board? Do the Academy's players get the opportunity to train/play with the first team? Does the Academy produce players for regional selections, national trials, etc.? 	<ol style="list-style-type: none"> Does the Academy produce players for national youth squads? Does the Academy regularly produce players who graduate to a professional contract? 	<ol style="list-style-type: none"> Does the Academy produce players for top international level? Does the Academy produce players for top professional football, including the club's first team or other professional clubs? Is there evidence of transfer fees or compensation for Academy players?



TOP LEVEL

ELITE YOUTH

GRASSROOTS

FOOTBALL

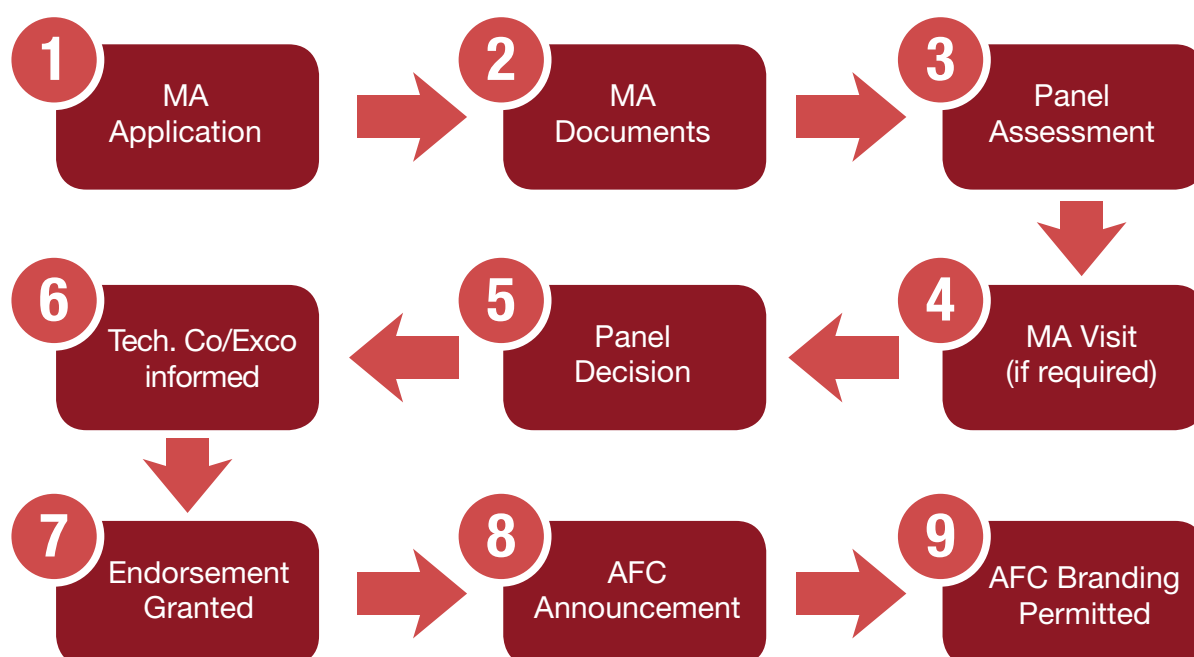
A THREE-TIER CAKE

ANNEXES
SECTION 4

A APPLICATION PROCESS

- 1 Following a process of self-evaluation, the MA applies for AFC Elite Youth Scheme endorsement based on the eleven MA Core Activities.
- 2 The MA sends its supporting documents (a completed MA checklist, a brief summary of the MA's elite youth programme and academy information based on AFC's criteria) within one month of the application date.
- 3 Two selected AFC Youth Panel members assess the MA's documentation (within four weeks of receiving the material).
- 4 If an MA assessment visit is required, this should be completed within three months of the application date.
- 5 On completing the evaluation, the two AFC Youth Panel Members forward an assessment report. This is sent to the full AFC Youth Panel for their consideration and decision. The result is then communicated to AFC's Technical Committee.
- 6 AFC's Technical Committee, which monitors the AFC Elite Youth Scheme, informs the AFC Executive Committee of the scheme's progress on a regular basis.
- 7 MA endorsement is granted, an agreement is signed by both parties, and an AFC certificate is sent to the MA. The certificate will include the names of the academies approved at each grading level. As a minimum requirement of membership, an MA needs the grading of one academy to be accepted by the AFC Youth Panel.
- 8 AFC publishes the endorsement of the MA.
- 9 The MA concerned is permitted to use AFC Elite Youth Scheme branding for promotional purposes as per AFC regulations.

THE APPLICATION PROCESS



B FREQUENTLY ASKED QUESTIONS

- 1 Can an MA apply to have its national academy approved?**
Yes. If it satisfies the AFC Elite Youth Scheme criteria
- 2 Can a club apply directly to AFC for star-rating approval?**
No. The Elite Youth Scheme is a partnership between AFC and its member associations.
- 3 When can a member association apply for Elite Youth Scheme membership?**
When it can satisfy the eleven core criteria on the elite youth evaluation checklist. Provisional membership can be applied for if, as yet, there are no academies in operation.
- 4 Who evaluates/grades the clubs?**
The MA (with partners), using AFC's Criteria and Guidelines.
- 5 What is the difference between endorsement and membership?**
The MAs become Elite Youth Scheme members, when they are granted AFC endorsement.
- 6 Who are the main collaborators in the evaluation process?**
AFC's Youth Panel members and the MA's Head of Youth, or Technical Director.
- 7 If an MA already has an academy grading scheme, can this be recognised by AFC?**
An MA scheme or private endorsement project can be used as a reference, but the AFC criteria still has to be satisfied.
- 8 What happens to a club academy's grading if the club is relegated from the top league?**
The academy will retain its AFC/MA recognition provided that it continues to satisfy the grading criteria.
- 9 In the context of the AFC Elite Youth Scheme, what is an MA Elite Youth Scheme Portfolio?**
The list of approved academies that an MA is responsible for.
- 10 Can a professional league become a member of the AFC Elite Youth Scheme?**
No. Only MAs can be recognised as members by AFC, but professional leagues can be involved as active partners.

C CHECKLISTS

MA CRITERIA (CORE ACTIVITIES)

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 STAFF	<ul style="list-style-type: none"> • Organigram • Job Descriptions • Qualifications 			
2 PLANS	<ul style="list-style-type: none"> • A document summarising the MA's youth development plan. 			
3 COMPETITION	<ul style="list-style-type: none"> • Confirmation of the MA's programme of international matches and training camps. • Proof of regular youth league participation. 			
4 COACHES	<ul style="list-style-type: none"> • A list of MA employed national youth coaches, including AFC required qualifications. 			
5 TALENT ID	<ul style="list-style-type: none"> • A paper describing the MAs scouting arrangements, including development centres and links to grassroots, schools, local clubs, etc. 			
6 MEDICAL SERVICES	<ul style="list-style-type: none"> • Details of the medical staff, the support provided, and the checks carried out. 			
7 SPORTS SCIENCE	<ul style="list-style-type: none"> • Information about data collection, performance analysis, fitness, diet, individual records and results. 			
8 EDUCATION & WELFARE	<ul style="list-style-type: none"> • Verification of a child protection policy. • Describe the educational arrangements with the schools authorities. • A copy of the staff and player Codes of Conduct, rules, evaluations, etc. 			
9 FACILITIES	<ul style="list-style-type: none"> • Provide material to show the quality of the facilities used by the youth staff and players eg. training/playing pitches, changing rooms, medical facilities, equipment, etc. 			
10 PHILOSOPHY	<ul style="list-style-type: none"> • Present (in writing) a description of the MA's playing philosophy, style and technical emphasis with youth players. 			
11 ACADEMIES	<ul style="list-style-type: none"> • A catalogue of the national and club (top league) youth academies • Details of a grading system (if in use) • An evaluation form for at least one academy that satisfies AFC's youth Scheme criteria (one, two or three stars) 			



ACADEMY CRITERIA

C-1: ONE-STAR

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 LEADERSHIP > Direction > Philosophy > Key People	<ol style="list-style-type: none"> 1. Is there a written commitment to the Academy by the owner/board? 2. Is there a Head of the Academy? Is there a written football philosophy and an approach to player development? 			
2 PLANNING > Plans > Schedules > Strategy	<ol style="list-style-type: none"> 1. Is there a written youth development plan for the Academy? 			
3 ORGANISATION > Structure > Arrangements > Organisation	<ol style="list-style-type: none"> 1. Is there an Academy Management structure document (ie. a chart with all staff positions identified)? 2. Is there adequate administrative support? 			
4 STAFFING > Coaches > Specialists > Support Staff	<ol style="list-style-type: none"> 1. Does each squad in the Academy have a minimum of one youth coach? 2. Is there an Academy secretary? 3. Does the Academy have basic medical support, approved by the MA? 4. Is there evidence of regular meetings and ongoing educational opportunities for the staff eg. methods, trends, psychology, study visits, etc.? 			
5 RECRUITMENT > Scouting > Talent > Identification	<ol style="list-style-type: none"> 1. Is there a written recruitment policy / identification process? 2. Is there a reporting mechanism? 3. Does the Academy have a simple database? 			
6 FINANCE > Funding > Budgets > Accounts	<ol style="list-style-type: none"> 1. Is there a written annual budget? 2. Does the Academy work within its annual budget and who audits it? 3. Who supplies the budget? 4. Does the budget meet the needs of AFC's One-Star endorsement criteria? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p style="text-align: center;">7</p> <p>FACILITIES</p> <ul style="list-style-type: none"> > Pitches > Buildings > Equipment 	<ol style="list-style-type: none"> 1. Do the youth teams have the use of full-side field for playing/ training? (Half field for U12)? 2. Is there a minimum/ adequate number of rooms for medical treatment, admin, fitness? 3. Are there adequate dressing rooms reserved for the Academy? 4. Is there an adequate/safe supply of equipment? 			
<p style="text-align: center;">8</p> <p>TEAMS</p> <ul style="list-style-type: none"> > Players > Squads > Categories 	<ol style="list-style-type: none"> 1. Are there at least 3 youth teams ie. U14, U16 and U19s? 2. Are there at least 18 players in each squad, including 2 goalkeepers? 			
<p style="text-align: center;">9</p> <p>COACHING</p> <ul style="list-style-type: none"> > Sessions > Methods > Licences 	<ol style="list-style-type: none"> 1. Is there a minimum of 2 training sessions per week for teams U14 to U19? 2. Is there a basic coaching curriculum at each age level? 3. Does the Head of the Academy have a contract and as a minimum, an AFC A Licence? 4. Does each team coach have, as a minimum, an AFC B Licence? 5. Is there a regular review of the coaching staff? 6. If there are assistant coaches, do they have, as a minimum, a C Licence? 7. Is there evidence that the club's Vision/ Philosophy is reflected in the coaching programme? 			
<p style="text-align: center;">10</p> <p>PLAYING</p> <ul style="list-style-type: none"> > Matches > Competitions > Levels 	<ol style="list-style-type: none"> 1. Is there a regular (eg. 20 matches/1 or 2 per week) elite, competitive match schedule organised by the FA/League for the Academy teams? 2. Is the match programme appropriate for the stage of development? 3. Are there guidelines on playing time (ie. official matches)? 4. In general, do the U12s play small-sided games? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
11 PLAYER PERFORMANCE > Analysis > Reviews > Feedback	1. Is there evidence of player objectives and the use of feedback: verbal, through DVD, etc.?			
12 HEALTH > Medicine > Injuries > Prevention	1. Are there regular health check-ups? 2. Is there an injury-prevention programme? 3. Are there rehabilitation arrangements? 4. Are the coaches trained in First Aid?			
13 FITNESS > Fitness > Training > Sports	1. Are there regular fitness tests for the academy players? 2. Are the workloads of the players managed (eg. periodisation) in and out of academy?			
14 PSYCHOLOGY > Assessments > Psychologists > Mental Training	1. Do the players have support/guidance on leadership, concentration, mentality, emotional stability, confidence, motivation, behaviour, etc.			
15 WELFARE > Protection > Lifestyle > Accommodation	1. Is there a policy of child protection in action ie. have all Academy personnel been checked under the Child Protection Legislation? 2. Is there a basic welfare policy and welfare support available?			
16 EDUCATION > Academic > Study > School	1. Does the Academy liaise/cooperate with the Education Authorities? 2. Are there reports on the player's educational progress?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p style="text-align: center;">17</p> <p>COLLABORATION</p> <ul style="list-style-type: none"> > Parents > Grassroots > Authorities 	<ol style="list-style-type: none"> 1. Is there collaboration with the local clubs, regional association, the national youth teams and the schools? 2. Is there a direct link with the first team? 3. Are there meetings with parents? Introductory sessions? 4. Does the Academy co-operate with other Academies eg. knowledge sharing? 			
<p style="text-align: center;">18</p> <p>ASSESSMENT</p> <ul style="list-style-type: none"> > Reviews > Records > Appraisals 	<ol style="list-style-type: none"> 1. Is there an annual self-assessment by the Academy? 2. Is there a basic record (a log book) for each player (ie. playing/learning/training time)? 3. Is there a release policy/process? 4. Is there an appraisal procedure? 			
<p style="text-align: center;">19</p> <p>RULES</p> <ul style="list-style-type: none"> > Conduct > Behaviour > Regulations 	<ol style="list-style-type: none"> 1. Does the club fully comply with the AFC/MAs Club Licensing – Sporting Criteria? 2. Are there basic rules about registration, travel times, etc? 3. Is there a Code of Conduct for players? For staff? For parent? 4. Is there an attendance register? 			
<p style="text-align: center;">20</p> <p>RESULTS</p> <ul style="list-style-type: none"> > Outcomes > Success > Returns 	<ol style="list-style-type: none"> 1. Does the Academy produce an annual report for the Club Board? 2. Do the Academy's players get the opportunity to train/play with the first team? 3. Does the Academy produce players for regional selections, national trials, etc.? 			



ACADEMY CRITERIA

C-2: TWO-STAR

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 LEADERSHIP > Direction > Philosophy > Key People	<ol style="list-style-type: none"> 1. Is there a system for liaison between the Academy and the first team? 2. Is there a Board member responsible for the Academy? 			
2 PLANNING > Plans > Schedules > Strategy	<ol style="list-style-type: none"> 1. Is there a plan for the Continued Professional Development of the Academy staff? 			
3 ORGANISATION > Structure > Arrangements > Organisation	<ol style="list-style-type: none"> 1. Are there job descriptions for each member of staff? 2. Are there arrangements for meals, transport, etc.? 			
4 STAFFING > Coaches > Specialists > Support Staff	<ol style="list-style-type: none"> 1. Is there a goalkeeper specialist available? 2. Does the Academy have a logistics manager? 3. Does the Academy have adequate support staff ie. doctor, physio, physical trainer, etc? 			
5 RECRUITMENT > Scouting > Talent > Identification	<ol style="list-style-type: none"> 1. Is there a Head Scout? 2. Is there a well-maintained system for recording training and match information? 3. Are there arrangements for trials and for integrating new players? 			
6 FINANCE > Funding > Budgets > Accounts	<ol style="list-style-type: none"> 1. Does the budget meet the needs of AFC's Two-Star endorsement criteria? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p>7</p> <p>FACILITIES</p> <ul style="list-style-type: none"> > Pitches > Buildings > Equipment 	<ol style="list-style-type: none"> 1. Are there sufficient grass pitches of appropriate size to enable the Academy to play all its matches and to carry out its coaching programme? 2. Does the Academy have access to floodlights, artificial turf and indoor facilities? 3. Is there a pitch(es) reserved for the Academy? 4. Is the quality of the playing surfaces of a high enough standard for an elite youth Academy? 			
<p>8</p> <p>TEAMS</p> <ul style="list-style-type: none"> > Players > Squads > Categories 	<ol style="list-style-type: none"> 1. Are there at least 4 teams in the age category U13 to U19s? 2. Are there at least 18 players in each squad? 			
<p>9</p> <p>COACHING</p> <ul style="list-style-type: none"> > Sessions > Methods > Licences 	<ol style="list-style-type: none"> 1. Is there a minimum of 3 training sessions per week for teams U14 to U19? 2. Does the Academy Director have an AFC Pro Licence? 3. Does each team coach (U14 to U19) have at least an AFC A Licence? 4. Is individual coaching provided? 5. Is specialist coaching for goalkeepers provided? 6. Is there a policy regarding teaching methods? 			
<p>10</p> <p>PLAYING</p> <ul style="list-style-type: none"> > Matches > Competitions > Levels 	<ol style="list-style-type: none"> 1. Is there an opportunity for international exchange? 2. Are there arrangements for less well-developed players in each age category? 			
<p>11</p> <p>PLAYER PERFORMANCE</p> <ul style="list-style-type: none"> > Analysis > Reviews > Feedback 	<ol style="list-style-type: none"> 1. Is there a computer programme for analysis in use? 2. Are parents given regular feedback on the player's performance? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
12 HEALTH > Medicine > Injuries > Prevention	<ol style="list-style-type: none"> 1. Are there rehabilitation protocols? 2. Is there medical support at each game? 3. Is there an appropriate medical room? 4. Is there an educational programme about health and performance issues eg. doping, smoking, diet, etc? 5. Is there a head doctor and head physio appointed for the Academy? 			
13 FITNESS > Fitness > Training > Sports	<ol style="list-style-type: none"> 1. Is there a well-equipped fitness room/gym? 2. Is there a strength and condition specialist? 3. Are workloads of the players monitored? 			
14 PSYCHOLOGY > Assessments > Psychologists > Mental Training	<ol style="list-style-type: none"> 1. Is there a programme of psychological development? 2. Is psychological support available? 			
15 WELFARE > Protection > Lifestyle > Accommodation	<ol style="list-style-type: none"> 1. Is there a welfare officer? 2. Is there a basic lifestyle programme eg. nutrition, hygiene, mental issues, etc? 3. Are there arrangements for boarding, host families, etc.? 			
16 EDUCATION > Academic > Study > School	<ol style="list-style-type: none"> 1. Is there a Head of Education ie. someone responsible for guiding/ supporting the players with their academic development? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p>17</p> <p>COLLABORATION</p> <ul style="list-style-type: none"> > Parents > Grassroots > Authorities 	<ol style="list-style-type: none"> 1. To what extent does the Academy collaborate with the club's Communications Department eg. with the Academy section on the website? 2. Do Academy players help in the community and support grassroots projects? 			
<p>18</p> <p>ASSESSMENT</p> <ul style="list-style-type: none"> > Reviews > Records > Appraisals 	<ol style="list-style-type: none"> 1. Is there an individual performance review for each player, every year? 2. Is there an individual performance review for each member of staff, every year? 3. Is there an independent review off the Academy, at least every two years? 			
<p>19</p> <p>RULES</p> <ul style="list-style-type: none"> > Conduct > Behaviour > Regulations 	<ol style="list-style-type: none"> 1. Does the Academy have detailed regulations about all aspects of its operation? 2. Are there rules about expulsion/dismissal from the Academy? 			
<p>20</p> <p>RESULTS</p> <ul style="list-style-type: none"> > Outcomes > Success > Returns 	<ol style="list-style-type: none"> 1. Does the Academy produce players for national youth squads? 2. Does the Academy regularly produce players who graduate to a professional contract? 			



ACADEMY CRITERIA

C-3: THREE-STAR

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p>1</p> <p>LEADERSHIP</p> <ul style="list-style-type: none"> > Direction > Philosophy > Key People 	<ol style="list-style-type: none"> 1. Does the club operate a Technical Board and a Technical Director? 2. Does the club comply with Good Governance standards? (MA approval) 3. Is there a Vision and Mission document for the club and the Academy? 			
<p>2</p> <p>PLANNING</p> <ul style="list-style-type: none"> > Plans > Schedules > Strategy 	<ol style="list-style-type: none"> 1. Is there a written, regularly updated, long-term business plan for the Academy, approved by the club board? 			
<p>3</p> <p>ORGANISATION</p> <ul style="list-style-type: none"> > Structure > Arrangements > Organisation 	<ol style="list-style-type: none"> 1. Is there a clear decision-making process for the Academy? 2. Is there comprehensive admin support? 3. Are there arrangements for the player's school studies, further education, etc? 			
<p>4</p> <p>STAFFING</p> <ul style="list-style-type: none"> > Coaches > Specialists > Support Staff 	<ol style="list-style-type: none"> 1. Does the Academy have appropriate/adequate ground staff? 2. Does the Academy have a comprehensive dedicated staff ie. coaches, doctor, physio, physical trainer, etc? 3. Does each team have an assistant coach and do they have a B licence, as a minimum? 4. Is there evidence of a policy supporting continuity of staff? 			
<p>5</p> <p>RECRUITMENT</p> <ul style="list-style-type: none"> > Scouting > Talent > Identification 	<ol style="list-style-type: none"> 1. Is there a scouting team for the Academy? 2. Is there a comprehensive digital system/tool for data collection? 3. Is there an annual review of the talent identification system? 			
<p>6</p> <p>FINANCE</p> <ul style="list-style-type: none"> > Funding > Budgets > Accounts 	<ol style="list-style-type: none"> 1. Is long-term funding for the Academy guaranteed? 2. Are the financial accounts and records kept in accordance with Club Licensing? 3. Does the budget meet the needs of AFC's Three-Star endorsement criteria? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p>7</p> <p>FACILITIES</p> <ul style="list-style-type: none"> > Pitches > Buildings > Equipment 	<p>1. Are the facilities fully comprehensive (eg. dressing rooms, medical centre, pitches, etc.) and do they meet the needs of the Academy's technical programme?</p>			
<p>8</p> <p>TEAMS</p> <ul style="list-style-type: none"> > Players > Squads > Categories 	<p>1. Are there at least 6 teams, including one U12 squad which plays small-sided games?</p> <p>2. Are there at least 18 players in each squad?</p>			
<p>9</p> <p>COACHING</p> <ul style="list-style-type: none"> > Sessions > Methods > Licences 	<p>1. Is there a minimum of 4 training sessions per week for teams U14 to U19?</p> <p>2. Does each coach with the teenage teams have at least an AFC A Licence and the assistants a B Licence?</p>			
<p>10</p> <p>PLAYING</p> <ul style="list-style-type: none"> > Matches > Competitions > Levels 	<p>1. Is there a games programme which meet the individual player's needs?</p> <p>2. Do the top players have the opportunity against older, more mature players?</p>			
<p>11</p> <p>PLAYER PERFORMANCE</p> <ul style="list-style-type: none"> > Analysis > Reviews > Feedback 	<p>1. Are all matches/ training sessions filmed and analysed?</p> <p>2. Is there a regular, comprehensive performance review for each player?</p> <p>3. Is there performance analysis guidance for each player?</p>			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p>12</p> <p>HEALTH</p> <ul style="list-style-type: none"> > Medicine > Injuries > Prevention 	<ol style="list-style-type: none"> 1. Is there an appropriate, fully qualified medical team? 2. Is there research into player injuries? 3. Are there protocols on returning to play and activities with the first team? 			
<p>13</p> <p>FITNESS</p> <ul style="list-style-type: none"> > Fitness > Training > Sports 	<ol style="list-style-type: none"> 1. Are there individual strength and conditioning programmes? 2. Is there comprehensive sports science support? 3. Are fitness sessions integrated with technical work? 			
<p>14</p> <p>PSYCHOLOGY</p> <ul style="list-style-type: none"> > Assessments > Psychologists > Mental Training 	<ol style="list-style-type: none"> 1. Is there a comprehensive psychological assessment for each individual player? 2. Is there access to professional help? 			
<p>15</p> <p>WELFARE</p> <ul style="list-style-type: none"> > Protection > Lifestyle > Accommodation 	<ol style="list-style-type: none"> 1. Is there a comprehensive welfare support system in place? 			
<p>16</p> <p>EDUCATION</p> <ul style="list-style-type: none"> > Academic > Study > School 	<ol style="list-style-type: none"> 1. Is there an approved arrangement for academic education? 2. Are there individual educational plans? 3. Does the Academy develop University students, successful employees in business, etc? 			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
<p style="text-align: center;">17</p> <p>COLLABORATION</p> <ul style="list-style-type: none"> > Parents > Grassroots > Authorities 	<ol style="list-style-type: none"> 1. Is there an identified network of collaborating clubs/ schools/ universities/government agencies/businesses? 2. Is someone responsible for this liaison? 			
<p style="text-align: center;">18</p> <p>ASSESSMENT</p> <ul style="list-style-type: none"> > Reviews > Records > Appraisals 	<ol style="list-style-type: none"> 1. Is there ongoing support for those who leave the Academy? 2. Is there a Performance Profile (ie. detailed record) for each player throughout their Academy career? 3. Is the Academy routinely and comprehensively monitored by the football authorities? 			
<p style="text-align: center;">19</p> <p>RULES</p> <ul style="list-style-type: none"> > Conduct > Behaviour > Regulations 	<ol style="list-style-type: none"> 1. Does the Academy have professional support ie. legal and administrative for contracts, disputes, etc.? 2. Are there rules about agents, compensation, etc.? 			
<p style="text-align: center;">20</p> <p>RESULTS</p> <ul style="list-style-type: none"> > Outcomes > Success > Returns 	<ol style="list-style-type: none"> 1. Does the Academy produce players for top international level? 2. Does the Academy produce players for top professional football, including the club's first team or other professional clubs? 3. Is there evidence of transfer fees or compensation for Academy players? 			

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