



WA FOOTBALL COMMISSION

WAFC Umpiring Talent Pathway Review

Progress Update (December 2022)

The purpose of the review was to document the elements of the WAFC Umpiring Talent Pathway and to assess the appropriateness, effectiveness and efficiency of the pathway against its intended objectives and outcomes.

The evaluation:

Documents the current umpiring talent identification and development (TID) processes for Field, Boundary and Goal Umpires in Western Australia.

Make recommendations as to areas of improvement in regards to the current umpiring TID processes in Western Australia.

The review was published in November 2021 and is available by [clicking here](#).

- This overview provides an update on the progress and achievement of the recommendations identified in the Review.
- There are 26 recommendations across the following 10 domains:
 - Stakeholder Perceptions
 - Strategy and Planning
 - Umpire Development
 - Umpire Management Systems
 - West Australian Football League
 - Junior Community Umpiring Clubs
 - Perth Football League
 - Regional Community Umpiring Clubs
 - Boundary and Goal Umpiring
 - Diversity in Umpiring



WAFC Umpiring Talent Pathway Review

Recommendations

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>1. WAFC Umpiring should conduct a stakeholder perception survey every two years to measure and analyse changes in perceptions of the WAFC Umpiring Talent Pathway.</p>	<p>Develop a stakeholder perception survey that measures perceptions of the talent pathway for relevant sectors – WAFL, Senior Community, Junior Community & Regional Community.</p> <p>Integrate the survey into existing end of season umpire surveys that are conducted. No requirement for umpire to complete an additional survey.</p> <p>Surveys to be conducted every two years.</p>	<ul style="list-style-type: none"> No survey conducted due to the decision to delay until 2023 to allow a full two-year review. 	<ul style="list-style-type: none"> A stakeholder survey will be developed and distributed at the end of the season. Survey results will be analysed and compared to the survey conducted in 2021.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>2. WAFC Umpiring should evaluate understanding and implementation of the WAFC Umpiring Charter in all umpiring sectors to ensure it is embedded in those environments.</p>	<p>Actively promote the WAFC Umpiring Charter in Umpiring Clubs where opportunities arise.</p> <p>Enhance understanding and implementation of the WAFC Umpiring Charter with additional strategies devised.</p>	<ul style="list-style-type: none"> The Umpiring Charter was actively promoted through engagement opportunities with Umpiring Clubs throughout 2022 season. A tear drop banner was distributed to each Junior Community Umpiring Club for display at training. 	<ul style="list-style-type: none"> Umpiring WA will develop underpinning behaviours that guide members in achieving the aims of the Charter.
<p>3. WAFC Umpiring should develop, in consultation with stakeholders, a <i>Talent Pathway Plan</i> that is strategic in focus with a three-year timeframe. The plan should align with the <i>National Umpiring Talent Plan</i> developed by the AFL.</p>	<p>Develop the <i>Talent Pathway Plan</i> in conjunction with relevant stakeholders. Ensure that the plan aligns with the AFL's plan.</p> <p>Other recommendations incorporated: recommendations 9, 10, 15, 16 & 25.</p>	<ul style="list-style-type: none"> The development of the plan was postponed until completion of the AFL's review and plan regarding the national talent pathway. 	<ul style="list-style-type: none"> The development of a WAFC Umpiring <i>Talent Pathway Plan</i> is pending a further update to the AFL's plan.
<p>4. WAFC Umpiring should develop a <i>Talent Pathway Manual</i> that is operational in focus and renewed annually.</p>	<p>Develop an internal draft of the <i>Talent Pathway Manual</i> for the 2022 season.</p> <p>Develop a final version in conjunction with the <i>Talent Pathway Plan</i> for launch in 2023.</p> <p>Other recommendations incorporated: recommendations 10, 11 & 25.</p>	<ul style="list-style-type: none"> A draft and final version of the Manual was developed and published prior to commencement of 2022 season. 	<ul style="list-style-type: none"> The Manual will be reviewed and updated annually. A further and more detailed review will be required once the <i>Talent Pathway Plan</i> is completed.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
5. WAFC Umpiring should ensure the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i> are published, promoted and widely available for all umpiring sectors.	Develop graphic versions of the documents. The documents need to be presented professionally and made available through various networks.	<ul style="list-style-type: none">The draft and final version of the Manual were distributed publicly and available on the WA Football website.	<ul style="list-style-type: none">Disseminate updated version of the Manual as required.Disseminate <i>Talent Pathway Plan</i> when completed.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>6. WAFC Umpiring should undertake a review of the strategy and processes related to the Umpire Coach Pathway.</p>	<p>Undertake development of internal strategy in 2022 to align coaching strategy with recommendations made in the Talent Pathway Review.</p> <p>Complete a formal review of the strategy and processes.</p>	<ul style="list-style-type: none"> Developed internally, a complementary strategy with alignment to the Talent Pathway Review. Developed and launched the Umpiring WA Coaching Network. Developed and launched Umpiring WA TV. 	<ul style="list-style-type: none"> Undertake a review of the structure and budget of the WAFL Umpire Coach system. Develop a range of recruitment strategies for WAFL, Talent and Community Umpire Coaches to launch further initiatives in 2024 onwards.
<p>7. WAFC Umpiring should develop an Umpire competency matrix that outlines the relevant competencies for an Umpire at each level in the WAFC Umpiring Talent Pathway.</p>	<p>Develop a draft version of the matrix for the 2022 season.</p> <p>Launch final version for 2023 season.</p>	<ul style="list-style-type: none"> The AFL National Umpiring Development Framework was adopted and utilized, particularly as part of talent identification processes. An update to the Framework undertaken by an AFL consultant will be completed by end of 2022. 	<ul style="list-style-type: none"> An updated and revised AFL National Umpiring Development Framework will be available in early 2023. Umpires and Coaches in WAFL and Community Umpiring Clubs provided further information and education about the role and impact of the AFL National Umpiring Development Framework.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>8. WAFC Umpiring should develop a business case for the procurement and implementation of an Athlete Management System (AMS) to support the management of Umpires in the WAFC Umpiring Talent Pathway.</p>	<p>Develop a business case for procurement of an AMS.</p> <p>Liaise with AFL around potential systems e.g. Smartabase.</p> <p>Procure system for implementation.</p>	<ul style="list-style-type: none"> Smartabase was adopted with the support of the AFL and implemented for WAFL Field Umpires. 	<ul style="list-style-type: none"> Enhance utilization and implementation of Smartabase for WAFL Field Umpires. Further assess the need and capacity to procure an additional Athlete Management System for WAFL and Talent Pathway Umpires.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
9. WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of the Development Squads in the WAFC Umpiring Talent Pathway.	Incorporated into recommendation 3.		
10. WAFC Umpiring should assess the development benefits of each competition that Development Squad Umpires are appointed to.	Incorporated into recommendation 3 & 4.		
11. WAFC Umpiring should state in its <i>Talent Pathway Manual</i> the development benefits of each competition that Development Squad Umpires are appointed to.	Incorporated into recommendation 4.		

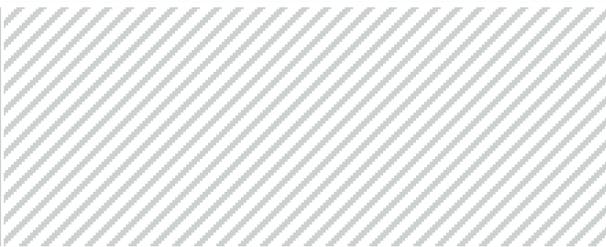
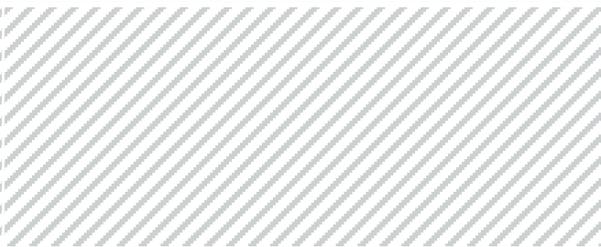
Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>12. WAFC Umpiring should develop talent identification processes for Junior Field, Boundary and Goal Umpires that effectively empower the Junior Community Umpiring Clubs as key partners.</p>	<p>Develop processes for talent identification in collaboration with the Junior Community Umpiring Clubs.</p> <p>Ensure this aligns with the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i>.</p>	<ul style="list-style-type: none"> A process to identify and map talented umpires was undertaken in collaboration between Umpiring WA and Junior Community Umpiring Clubs. This resulted in the identification and engagement of more than 80 talented Umpires across a range of sectors. 	<ul style="list-style-type: none"> Junior Community Umpiring Clubs will be supported to implement Personal Development Plans for targeted talented Umpires.
<p>13. WAFC Umpiring should develop a WAFL list management plan that is strategic and long-term in focus. The plan should align with the <i>Talent Pathway Plan</i> developed by WAFC Umpiring.</p>	<p>List management plan to be developed during 2023 season after the final version of the <i>Talent Pathway Plan</i> is determined.</p> <p>Other recommendations incorporated: recommendations 19.</p>		<ul style="list-style-type: none"> A draft plan will be developed during the 2023 season for launch in 2024. The WAFL list management plan will be reviewed further once the <i>Talent Pathway Plan</i> is completed.

Junior Community Umpiring Clubs



Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>14. WAFC Umpiring should develop guiding principles for Junior Community Umpiring Clubs that state how a Club achieves its core purpose of fostering a love for umpiring.</p>	<p>Develop a high-level guiding principles document which provides guidance to the Clubs while allowing for local initiative.</p>	<ul style="list-style-type: none"> • In collaboration with the Junior Community Umpiring Clubs a guiding principles document was created (titled "The Next Gen"). • The guiding principles document is available on the WA Football website. 	<ul style="list-style-type: none"> • Ensure The Next Gen document is utilized and is operationally relevant to Junior Community Umpiring Clubs.
<p>15. WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of Junior Community Umpiring Clubs in the WAFC Umpiring Talent Pathway, with a focus on the introduction and development of psychosocial skills.</p>	<p>Incorporated into recommendation 3.</p>		

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>16. WAFC Umpiring should state in its <i>Talent Pathway Plan</i> the purpose of the Perth Football League in the WAFC Umpiring Talent Pathway.</p>	<p>Incorporated into recommendation 3.</p>		
<p>17. WAFC Umpiring should develop structures and processes that facilitate the identification and development of talented umpires in the Perth Football League with a pathway to the WAFL.</p>	<p>Develop processes for talent identification in collaboration with the Senior Community Umpire Coaches.</p> <p>Ensure this aligns with the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i>.</p>	<ul style="list-style-type: none"> • A process to identify and map talented Umpires was undertaken in collaboration between Umpiring WA and the Perth FL Umpire Coaches. This resulted in the identification and engagement of more than 80 talented Umpires across a range of sectors. 	<ul style="list-style-type: none"> • Perth FL Umpire Coaches will be supported to implement Personal Development Plans for targeted talented Umpires.
<p>18. WAFC Umpiring should ensure that the Perth Football League is utilised as an effective development competition for WAFL Development Squad Umpires and that it is resourced appropriately to achieve this.</p>	<p>WAFL Development Squad Umpires to be engaged in Perth FL games.</p>	<ul style="list-style-type: none"> • WAFL Development Squad Umpires were regularly appointed to Perth FL games during the season and finals. • WAFL Development Squad Field Umpires undertook several joint training sessions with the Perth FL. • Perth FL Umpire Coaches provided feedback on the performance of WAFL Development Squad Field Umpires throughout the season. 	<ul style="list-style-type: none"> • Maintain the appointment of WAFL Development Squad Umpires to games in the Perth FL on a regular basis. • Expand the number and review the timing of joint training sessions between the WAFL Development Squad Field and the Perth FL to maximise benefits.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>19. WAFC Umpiring should develop processes that facilitate the transition of retiring Umpires from the WAFL to the Perth Football League.</p>	<p>Incorporated into recommendation 13. Ensure that this is captured in the development of the WAFL List Management Plan.</p>		
<p>20. WAFC Umpiring should engage the relevant Umpire associations to collaborate on social opportunities that will enhance the relationships between Umpires in the WAFL and Perth Football League.</p>	<p>Liaise with WAFL and PFL Umpire associations about establishing social opportunities for 2023 season.</p>	<ul style="list-style-type: none"> Umpiring WA liaised with the relevant Umpire Associations to explore the potential of improving the relationships between Umpires via social events. 	<ul style="list-style-type: none"> Encourage Umpire Associations to collaborate on planning social opportunities for Umpires.

Regional Community Umpiring Clubs



Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>21. WAFC Umpiring should undertake a review of the strategy and processes related to Regional Community Umpiring Clubs in the WAFC Umpiring Talent Pathway.</p>	<p>Complete a formal review of the strategy and processes.</p>		<ul style="list-style-type: none"> Review planned to be undertaken in 2024.
<p>22. WAFC Umpiring should ensure that WACFL carnivals are utilised as effective development and talent identification opportunities for regional Umpires.</p>	<p>Continue current processes around management of Umpires for WACFL carnivals.</p> <p>Review for improvements in future.</p>	<ul style="list-style-type: none"> WACFL carnivals were utilized for development and talent ID opportunities for Umpires. 	<ul style="list-style-type: none"> Further opportunities for regional Umpires will be made available to umpire in the WAFL competition. Continue to utilise WACFL carnivals for development opportunities for Umpires. Review for changes and enhancements to processes.
<p>23. WAFC Umpiring should ensure that the Peel Football and Netball League is utilised as an effective development competition for WAFL Development Squad Umpires and that it is resourced appropriately to achieve this.</p>	<p>WAFL Development Squad umpires to be engaged in Peel FNL games.</p>	<ul style="list-style-type: none"> WAFL Development Squad Umpires were regularly appointed to Peel FNL games during the season and finals. Peel FNL Umpire Coaches provided feedback on the performance of WAFL Development Squad Field Umpires throughout the season. Umpiring WA Talent Pathway Coordinator attended Peel FNL games to identify and assess talented Umpires. 	<ul style="list-style-type: none"> Maintain the appointment of WAFL Development Squad Umpires to games in the Peel FNL on a regular basis. Maintain strong linkages between Umpiring WA and the Peel FNL in the support and development of talented Umpires.

Boundary and Goal Umpiring



Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>24. WAFC Umpiring should develop formalised and appropriately resourced Boundary and Goal umpiring programs in Junior Community Umpiring Clubs.</p>	<p>Current programs to be supported through additional measures, e.g. coaching resources, WAFL Umpire visits.</p> <p>Collaborate with other Junior Community Umpiring Clubs to understand how they can develop their own programs for 2024 onwards.</p>	<ul style="list-style-type: none">• Boundary and Goal Umpiring resources made available on Umpiring WA TV to support the education and training of Boundary and Goal Umpires in Junior Community Umpiring Clubs.	<ul style="list-style-type: none">• Implement Boundary and Goal umpiring sessions delivered by WAFL Umpires in lead into Junior Finals.• Collaborate with other Junior Community Umpiring Clubs about how to develop formal programs for 2024-2025.

Recommendation	Notes/Actions	2022 Progress	2023 Targets
<p>25. WAFC Umpiring should develop talent identification and development processes for diverse Umpires in the WAFC Umpiring Talent Pathway.</p>	<p>Incorporated into recommendation 3 & 4.</p> <p>Ensure this is captured in the development of the <i>Talent Pathway Plan</i> and <i>Talent Pathway Manual</i>.</p>		<ul style="list-style-type: none"> • Launch Indigenous scholarship to increase participation of Indigenous Umpires in Community umpiring.
<p>26. WAFC Umpiring should assess the feasibility of a parallel umpiring talent pathway for female Umpires as recommended in the AFL and University of Sydney report.</p>	<p>Integrate with recommendations from the AFL's review.</p>	<ul style="list-style-type: none"> • Perth College Umpiring Academy pilot program was launched and delivered in Term 4 2022 (40 students were enrolled in program). 	<ul style="list-style-type: none"> • Enhance academy at Perth College, including transition of Umpires to Community Umpiring Clubs. • Explore potential to introduce umpiring academies at other IGSSA schools. • Hold a AFLW Umpiring Talent Day for female Umpires in conjunction with the AFL. • Target coaching opportunities in development programs to female Umpire Coaches.



WAFC Umpiring Talent Pathway Review

Thank You