ELITE YOUTH SCHEME

REGULATIONS

2024 EDITION



AFC ELITE YOUTH SCHEME

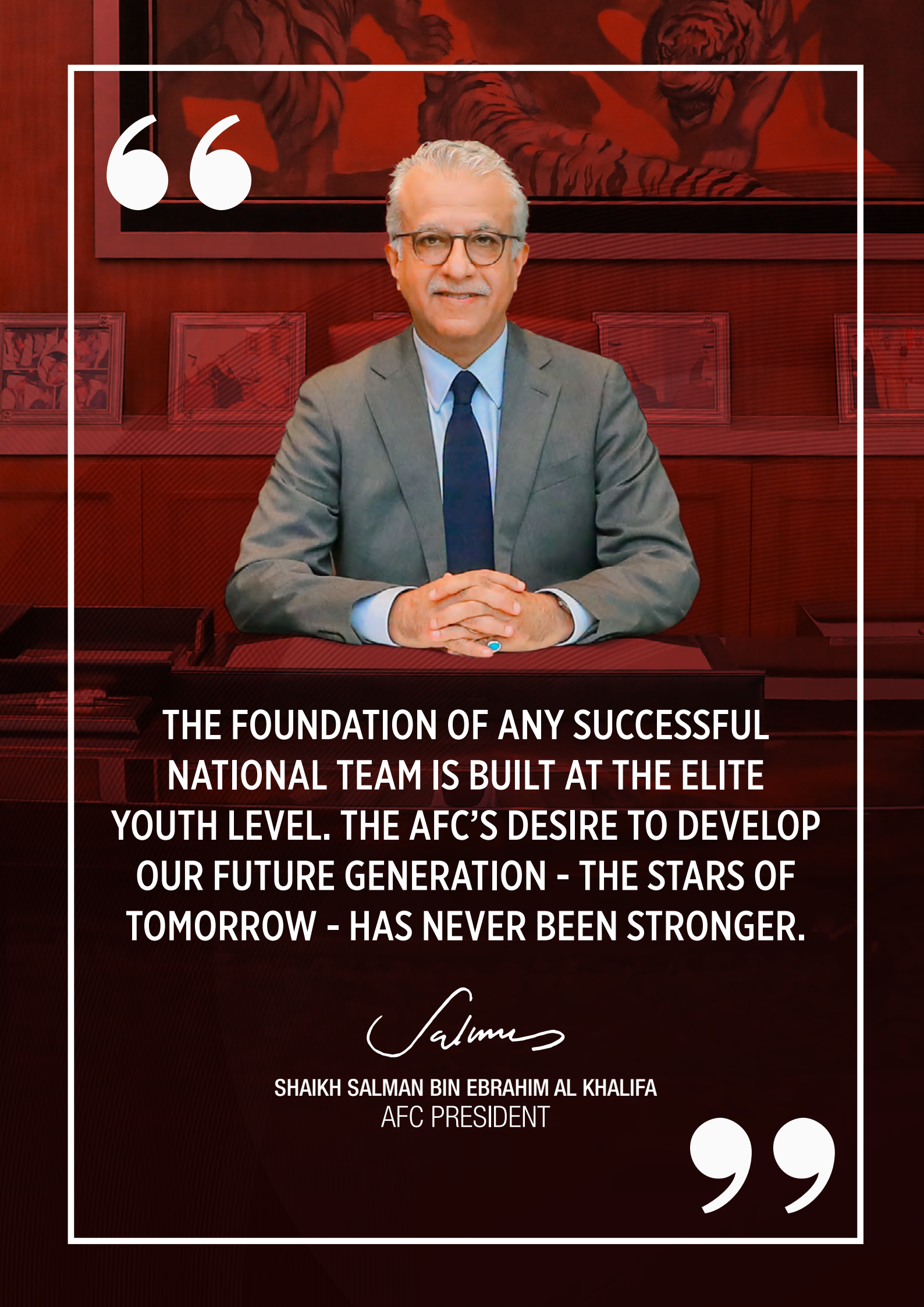
REGULATIONS (2024 EDITION)

TABLE OF CONTENTS

TOPIC		PAGE
AFC President's Message		6
What is Elite Youth Football?		7
AFC Elite Youth Scheme		7
Player Safeguarding		8
AFC's Guiding Principles		8
Definitions		9
The Concept		11
Scope and Philosophy		12
Why?		13
Article 1	Introduction	15
Article 2	Rights of the AFC	15
Article 3	Duties of the AFC	15
Article 4	Rights of the Scheme Members	16
Article 5	Duties of the Scheme Members	16
Article 6	Renewal	17
Article 7	AFC Youth Panel	17
Article 8	Requirements	17
Article 9	Disputes	17
Article 10	Languages	18
Article 11	Taxes, duties, fees, expenses	18
Article 12	Indemnification	18
Article 13	Disciplinary measures	18
Article 14	Decisions	18
Article 15	Amendments	18
Article 16	Force majeure	19
Article 17	Matters not provided for	19
Article 18	Enforcement	19
Evaluation Overview		21

TABLE OF CONTENTS

TOPIC		PAGE
Annex 1: Member Association Youth Development Programmes		22
1A.	Guidelines for Member Association Youth Development Programmes	23
1B.	Member Association Performance Categories and Key Criteria	24
1C.	Member Association Categories and Criteria in Checklist Form	28
	1C.1. One-Star Member Association Programmes	28
	1C.2. Two-Star Member Association Programmes	31
	1C.3. Three-Star Member Association Programmes	34
Annex 2: Academy Grading		37
2A.	Academy Grading Guidelines	38
2B.	Performance Categories and Key Criteria for Academies	39
2C.	Academy Categories and Criteria in Checklist Form	47
	2C.1 One-Star Academy	47
	2C.2 Two-Star Academy	52
	2C.3 Three-Star Academy	56
Annex 3: General Information		60
3A.	AFC Elite Youth Scheme – The Why, How and What	61
3B.	Difference between Elite Football and Grassroots Football	62
3C.	Evaluation Process - Application Form	63
3D.	Frequently Asked Questions	66
3E.	The Stool	67
3F.	AFC Contacts	68



THE FOUNDATION OF ANY SUCCESSFUL NATIONAL TEAM IS BUILT AT THE ELITE YOUTH LEVEL. THE AFC'S DESIRE TO DEVELOP OUR FUTURE GENERATION - THE STARS OF TOMORROW - HAS NEVER BEEN STRONGER.

SHAIKH SALMAN BIN EBRAHIM AL KHALIFA
AFC PRESIDENT

WHAT IS ELITE YOUTH FOOTBALL?

Football Played by Talented Teenagers (A Transitional Stage in Development)



AFC ELITE YOUTH SCHEME

Our aims are to:

- Raise standards;
- Support, evaluate and recognise player development programmes in AFC Member Associations; and
- Provide guidelines for the identification, protection and education of young, talented players.

PLAYER SAFEGUARDING

It is fundamental that each player development programme (club or national) has a player safeguarding policy which is fully implemented. Every young player has the right to live free of violence, exploitation and abuse.

AFC'S GUIDING PRINCIPLE

Players/Coaches

**THE BEST,
WITH THE BEST,
AGAINST THE BEST,
GUIDED BY THE BEST.**



In addition

Supported by the Best,
(Medical Personnel, Fitness Trainers, Analysts, etc.)

Officiated by the Best,
(Referees)

Provided with the Best.
(Pitches, Equipment, Environment)



DEFINITIONS

In these Regulations, capitalised terms shall have the following meanings, unless the context specifically indicates otherwise:

Academy	A centre for the development of talented youth players, established by the relevant government, a Member Association or professional club.
AFC	Asian Football Confederation.
AFC Committee	Any Committee of the AFC as constituted in accordance with the AFC Statutes.
AFC Youth Panel	The panel of specialists in the field of elite youth football development, appointed in accordance with these Regulations.
Endorsement	The AFC's recognition of a Member Association's work in youth development.
Force Majeure	Any event affecting the performance or any provision of these Regulations arising from or attributable to acts, events, omissions or accidents which are beyond the reasonable control of a party. This shall include without limitation abnormally inclement weather, flood, lightning, storm, fire, explosion, earthquake, structural damage, epidemic, pandemic or other natural disaster, failure or shortage of power supplies, war, terrorist action, military operations, riot, crowd disorder, strike, lock-outs or other industrial action, or civil commotion.
Key Criteria	The criteria set by the AFC for each performance category of the Scheme as described in Part C and E of Annex 1.
Member Association	A football association which is a member of the AFC pursuant to the AFC Statutes.

Youth Programme	A Member Association's player development programme which includes activities in addition to international youth competition matches.
Regulations	These AFC Elite Youth Scheme Regulations.
Scheme	The AFC Elite Youth Scheme, as described in these Regulations.
Scheme Member	A Member Association that has joined the Scheme by satisfying the criteria for Member Associations as described in Part G of Annex 1, including the grading of its Academies in accordance with the Key Criteria.

For the purposes of these Regulations, and provided the context so permits:

(a) the singular shall include the plural and vice-versa;

(b) the masculine gender shall include the feminine and vice-versa;

(c) references to natural persons shall include any legal person or corporation;

(d) references to the AFC shall include its successors and permitted assigns, and the AFC Committees; and

(e) all defined terms, unless otherwise stated herein shall bear the same meaning as ascribed in the AFC Statutes, unless the context indicates otherwise.

THE CONCEPT

An integral part of the 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 the AFC recognises and supports the Member Associations in their efforts to further develop their elite youth programme, including the grading of academies in line with the criteria set by the AFC.

Together, the AFC and the Member Associations 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.

A number of factors influence the standard of football in a country e.g. coaching levels, competition structures, grassroots football, talent identification and elite player development. The Scheme targets the latter and is used to support and endorse the talent development work of each Member Association, including its Academies.

SCOPE AND PHILOSOPHY

The AFC defines elite youth football as football played by a select group of talented young boys and girls, either at national team level or in a professional club environment.

The scope of the Scheme will be limited to the work of the Member Associations and to the Academies attached to top division clubs or otherwise classified as national training centres. The evaluation of these Academies will be graded according to the following three categories:



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

1. The welfare of youth players 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 youth player's personality, good habits, emotional stability, commitment, physical attributes, technical ability and game appreciation are all important.

5. Mutual respect between players, staff and parents/guardians is a must.

WHY?

Why is the Scheme important?

1. The Scheme helps to improve the game of football in Asia by stimulating a greater interest in structured, high-quality elite player development programmes at national team and club level.

2. The AFC supports its Member Associations with their programmes, including the establishment and or development of their youth Academies.

3. The Scheme aims to produce Asia's next generation of star players and provide basic guidelines for their education.

4. A key objective of the Scheme is to help Member Associations and their clubs conform to the club licensing requirements.

5. The vital role of each Member Association, including its Academies, as a link between grassroots football and the professional game is highlighted.

6. Establishing Academies helps to develop professional players who have a relationship/identify with their Member Associations and their training clubs.

7. Talent identification and recruitment policies are addressed and elaborated.

8. The requirement to employ appropriately-educated youth coaches, at national and club level, has a significant impact on player development.

9. Benchmarks are set, comparisons are made and healthy competition between Member Associations will follow. The same applies to club Academies.

10. Promoting elite youth football in Asia through national programmes and specialised training centres will have a long-term impact on raising playing standards.

“

ASIA IS A GOLDMINE OF FOOTBALL TALENT. BUT, THAT TALENT NEEDS TO BE IDENTIFIED, NURTURED AND REFINED. WITH THE AFC’S SUPPORT, THE MEMBER ASSOCIATIONS AND THEIR CLUBS IMPLEMENT PROGRESSIVE PLAYER DEVELOPMENT PROGRAMMES THAT FIND, TRAIN AND INSPIRE YOUNG FOOTBALLERS OF POTENTIAL. THE FUTURE SUCCESS OF ASIAN FOOTBALL DEPENDS ON IT.

DATUK SERI WINDSOR JOHN
AFC GENERAL SECRETARY



”

AFC ELITE YOUTH SCHEME REGULATIONS (2024 EDITION)

Article 1: INTRODUCTION

1.1. These Regulations govern the implementation and operation of the Scheme.

1.2. These Regulations, *inter alia*:

1.2.1. define the rights and duties of the Member Associations and the AFC in relation to the Scheme;

1.2.2. set the Key Criteria at three (3) levels for Member Association and Academy recognitions as described in 1B of Annex 1 and 2B of Annex 2, respectively; and

1.2.3. set out the evaluation process in 3C of Annex 3.

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 the AFC and FIFA Regulations is made to the edition valid at the time of application.

Article 2: RIGHTS OF THE AFC

2.1. The AFC is the governing body of the Scheme and has the following rights and powers, without limitation:

2.1.1. to monitor the implementation of the Scheme;

2.1.2. to appoint specific member(s) of the AFC Youth Panel to assess, guide and review a Member Association's work in elite youth development, including the grading of Academies, in accordance with the Key Criteria;

2.1.3. to confirm or amend a Scheme Member's Endorsement status or the grading of a specific Academy; and

2.1.4. to make any decision deemed necessary to achieve the aims set out in the Scheme and take any measure deemed appropriate in the event of a breach of these Regulations by a Member Association or one of its affiliated clubs.

Article 3: DUTIES OF THE AFC

3.1. The AFC has the following duties:

3.1.1. to organise regular events for Member Associations' youth leaders which are relevant to the development of the Scheme;

3.1.2. to make decisions regarding the assessment of a Member Association, including its national centre(s) and to validate its club Academy recommendations;

3.1.3. to collaborate closely with each Scheme Member on the application, implementation and maintenance of the Scheme;

3.1.4. to communicate regularly with each Scheme Member about elite youth development; and

3.1.5. to respect its own duties and the rights of each Scheme Member.

Article 4: RIGHTS OF THE SCHEME MEMBERS

4.1. Each Scheme Member has the following rights:

4.1.1. to implement its own elite youth programme, including club Academy grading;

4.1.2. to request the AFC, at any time (but at least six [6] months after the previous Endorsement), to upgrade the category of evaluation;

4.1.3. to inform and liaise with the AFC, at any time, to assess/validate any of its Academies;

4.1.4. to submit a re-evaluation request to the AFC within three (3) months of a downgrading (i.e. a non-fulfilment of any Key Criteria) to regain its previous Scheme Member status or the category of evaluation of an Academy; and

4.1.5. to cancel their Scheme Membership at any time by notifying the AFC of the reasons in writing.

Article 5: DUTIES OF THE SCHEME MEMBERS

5.1. Each Scheme Member has the following duties:

5.1.1. to promote and develop its elite youth programme, in collaboration with its affiliated clubs/national centres and youth Academies;

5.1.2. to protect youth players in their programmes and/or at their affiliated clubs (including the mandatory child protection policy) and to respect all participants 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 regularly provide the AFC with information about its elite youth activities;

5.1.5. to establish and maintain a database/registration system providing elite youth player data, in a format acceptable to the AFC;

5.1.6. to use the AFC intellectual property solely in connection with the Scheme subject always 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; and

5.1.8. to respect its own duties and the AFC's rights as defined in these Regulations, as well as any decision made by the AFC.

Article 6: RENEWAL

6.1. In order to ensure the maintenance of a continuous standard of quality, each Scheme Member will be subject to re-evaluation after three (3) years from its last Endorsement.

Article 7: AFC YOUTH PANEL

7.1. The AFC Technical Committee has the responsibility for monitoring and handling all matters relating to the Scheme.

7.2. The AFC Technical Committee may delegate the responsibility for the implementation, assessment and decision-making on Member Association(s) evaluations under these Regulations (including decisions regarding Member Association(s) applications to join the Scheme in accordance with the procedure in Part E of Annex 1 of these Regulations) to the AFC Youth Panel, subject to the approval of the AFC Executive Committee.

7.3. All decisions of the AFC Youth Panel will be promptly communicated to the AFC Technical Committee. The AFC Technical Committee will thereafter promptly communicate such decisions to the AFC Executive Committee.

7.4. The AFC General Secretariat shall provide administrative and secretarial support to the AFC Technical Committee and/or the AFC Youth Panel (as appropriate) in connection with the implementation and operation of the Scheme.

7.5. The AFC Technical Committee may delegate the responsibility for selecting and appointing members of the AFC Youth Panel to the AFC General Secretariat.

Article 8: REQUIREMENTS

8.1. Both the AFC and the Scheme Member shall identify the key person(s) responsible in their own respective organisation for managing the implementation of the Scheme. Any change of personnel must be communicated to the other party without delay.

8.2. Both the AFC and the Scheme Member have a general duty to inform the other party of any elite youth-related developments or changes.

8.3. All eleven (11) Member Association criteria must be fulfilled at each level (Three-Star, Two-Star, One-Star) in order for the AFC Endorsement to be granted.

Article 9: DISPUTES

9.1. These Regulations are subject to the laws of Malaysia.

9.2. The Scheme Members agree that any dispute arising from or related to the Regulations which cannot be settled amicably shall be resolved in accordance with the relevant provisions of the AFC Statutes.

9.3. Disputes involving domestic club Academies programmes should be resolved by the respective Scheme Member.

Article 10: LANGUAGES

10.1. These Regulations are written in English but can be translated into other languages with the approval of the AFC.

10.2. In case of any differences in interpretation, the English version shall prevail.

Article 11: TAXES, DUTIES, FEES, EXPENSES

11.1. Member Associations are responsible for the payment of all taxes, duties, and other charges payable in relation to the implementation of the Scheme in their respective territories.

11.2. Member Associations are responsible for the payment of all fees and expenses in relation to the implementation of the Scheme in their respective territories, except where expressly identified otherwise in these Regulations.

11.3. For the avoidance of doubt, this includes among others all professional (e.g. legal, accounting), banking and monetary exchange costs.

Article 12: INDEMNIFICATION

12.1. Member Associations shall indemnify, hold harmless and defend the AFC, its officers, committee members, other Member Associations, 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 Member Association (including but not limited to its officers, directors, representatives, auxiliary persons, employees or agents) or any act or omission of the Member Association (including its officers, directors, representatives, auxiliary persons, employees or agents) in connection with the performance of its obligations pursuant to these Regulations.

Article 13: DISCIPLINARY MEASURES

13.1. All disciplinary measures in relation to these Regulations shall be undertaken in accordance with the current AFC Statutes, AFC Disciplinary and Ethics Code, and all relevant AFC regulations and circulars.

Article 14: DECISIONS

14.1. 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 15: AMENDMENTS

15.1. The AFC reserves the right to make amendments to any part of the Regulations. Such amendments shall be duly communicated in due course.

Article 16: FORCE MAJEURE

16.1. Pursuant to these Regulations, the AFC Technical Committee is the only body capable of declaring a Force Majeure event.

Article 17: MATTERS NOT PROVIDED FOR

17.1. 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 18: ENFORCEMENT

18.1. These Regulations were ratified by the AFC Executive Committee on 21 October 2024 and will come into force on 1 November 2024.

For the AFC Executive Committee

Shaikh Salman bin Ebrahim Al Khalifa
President

Datuk Seri Windsor John
General Secretary

ACADEMIES

SOME YOUTH ACADEMIES WORRY ABOUT WINNING – WE AT BARCELONA FC WORRY ABOUT EDUCATION.

XAVI HERNANDEZ
(FORMER HEAD COACH, BARCELONA FC AND AL SADD SC; FORMER PLAYER OF AL SADD SC, BARCELONA FC AND SPAIN)



EVALUATION OVERVIEW

1. First Step

Only when a Member Association has been confirmed as a member of the AFC Elite Youth Scheme can it apply for the Validation/Grading of its Academies (i.e. top clubs and national training centres which were not part of the original application).

2. Who Evaluates?

1. Member Association Youth Development Programmes: AFC Evaluation
2. Member Association High-Performance Centres: AFC Evaluation
3. Member Association Recognised Academies (clubs, leagues, etc.): AFC Validation of Member Association Evaluations

3. How many Criteria and Levels?

- Member Association Youth Development Programmes: 11 Criteria and three Levels
- Member Association High-Performance Centres: 20 Criteria and three Levels
- Member Association Recognised Academies: 20 Criteria and three Levels

ANNEX 1

MEMBER ASSOCIATION YOUTH DEVELOPMENT PROGRAMMES

1A. GUIDELINES FOR MEMBER ASSOCIATION YOUTH DEVELOPMENT PROGRAMMES

1B. MEMBER ASSOCIATION PERFORMANCE CATEGORIES AND KEY CRITERIA

1C. MEMBER ASSOCIATION CATEGORIES AND CRITERIA IN CHECKLIST FORM

- 1C.1: ONE-STAR MEMBER ASSOCIATION PROGRAMMES
- 1C.2: TWO-STAR MEMBER ASSOCIATION PROGRAMMES
- 1C.3: THREE-STAR MEMBER ASSOCIATION PROGRAMMES

1A. GUIDELINES FOR MEMBER ASSOCIATION YOUTH DEVELOPMENT PROGRAMMES



ONE-STAR

A basic Member Association Youth Programme which includes projects, training and initiatives beyond national team matches



TWO-STAR

A highly-developed youth programme which includes Academy links, elite-player recruitment schemes, domestic leagues, talent centres, etc.



THREE-STAR

A fully-developed youth programme which provides top-class facilities, well-qualified coaches, comprehensive support, regular playing opportunities at an elite level, constant monitoring, high-performance analysis, etc.

1B. MEMBER ASSOCIATION PERFORMANCE CATEGORIES AND KEY CRITERIA

The performance categories and key criteria of each level of the Elite Youth Scheme for Member Associations' youth development programmes are specified below:



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

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
1 STAFF > Organigram > Job Descriptions > Qualifications	1. Is there a youth department organigram? 2. Are there job descriptions? 3. Is there a Head of Youth Development? 4. Are there adequate administrative staff?	1. Does each squad have a head coach, a goalkeeping coach and a physiotherapist? 2. Does each squad have a team manager/ administrator? 3. Does each squad have a doctor?	1. Does each squad have full technical staff, including coaches, analysts, fitness coach and medical team? 2. Is there comprehensive sports science and medical staff to support the programme?
2 PLANS > A document summarising the Member Association's youth development plan	1. Is there a written Youth Development plan? 2. Are there adequate funds allocated to the youth sector?	1. Are there long-term plans for the national teams: boys and girls? 2. Are there plans for late developers?	1. Are there comprehensive plans for Academy development? 2. Are there documents for talent identification and team progression?
3 COMPETITIONS > Confirmation of the Member Association's programme of international matches and training camps > Proof of regular youth league participation	1. Does the MA participate in all AFC National Team competitions? 2. Are preparation camps and friendly matches organised on a regular basis? 3. For boys and girls, do you have teams at all age levels (U12 up to U20)?	1. Do the teams have regular match schedules? 2. Do the teams participate in regional competitions?	1. Do the teams (boys and girls) regularly participate in final tournaments (AFC/ FIFA)? 2. Are competition performances analysed and used for future planning?
4 COACHES > A list of Member Association-employed national youth coaches, including AFC-required qualifications	1. Does each national youth team have a designated coach? 2. Do the coaches meet the minimum coaching requirements for their role?	1. Do the coaches regularly exchange information and ideas? 2. Is there an evaluation process for the coaches? 3. Do the coaches have the opportunity to upgrade their qualifications?	1. Is further education provided for the national team coaches? 2. Is there a clear coaching policy and leadership structure in place?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
5 TALENT ID > A paper describing the Member Association's scouting arrangements, including development centres and links to grassroots schools, local clubs, etc.	1. Is there an MA paper outlining the talent scouting arrangements? 2. Are there links to the clubs, schools, etc.?	1. Is there a national youth team scouting system in place? 2. Does the Member Association have a sample database for players? 3. Are performance records kept?	1. Is there a comprehensive network for talent identification? 2. Is there a document which details the qualities required for each position and the methods of player identification?
6 MEDICAL SERVICES > Details of the medical staff, the support provided, and the checks carried out	1. Is there a doctor and physiotherapist assigned to each team? 2. Are basic medical checks carried out on a regular basis? 3. Is nutrition monitored and controlled?	1. Are there rehabilitation services? 2. Are injury prevention protocols in place? 3. Are all staff trained in first aid?	1. Is the health and fitness of the players continuously monitored? 2. Are medical consultants available to deal with specific cases?
7 SPORTS SCIENCE > Information about data collection, performance analysis, fitness, diet, individual records and results	1. Is there a process of data collection for each team? 2. Are the players educated regarding diet, health issues and social behaviour? 3. Is performance analysis carried out?	1. Are all competitive matches filmed and analysed? 2. Is psychological support available? 3. Are training and playing loads monitored?	1. Is there comprehensive sports science support? A video analyst? 2. Are psychological tests carried out?
8 EDUCATION AND WELFARE > Verification of a child protection policy > Describe the educational arrangements with the school's authorities > A copy of staff and player Codes of Conduct, rules, evaluations, etc.	1. Is there a child protection policy in place? 2. What educational arrangements are made for players? 3. Is there a code of conduct?	1. Are there reports on each player's educational progress? 2. Is there a welfare policy and welfare support available to players? 3. Is there lifestyle guidance?	1. Do the clubs receive feedback on each players performance and behaviour? 2. Is there a policy for dealing with social or behavioural issues?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
9 FACILITIES > Provide material to show the quality of the facilities used by the youth staff and players e.g. training/ playing pitches, changing rooms, medical facilities, equipment, etc.	**1.** Are the playing facilities of an international standard (home matches)? **2.** Are the changing rooms, medical facilities and equipment of an international standard?	**1.** Is the equipment used by each team of an international standard? **2.** Are the training ground pitches top quality? **3.** Are the match-day playing surfaces of a high quality?	**1.** Are home matches played in professional-standard stadiums? **2.** Are the training facilities fully comprehensive and state-of-the-art?
10 PHILOSOPHY > Present (in writing) a description of the Member Association's playing philosophy, style and technical emphasis with youth players	**1.** Is there a long-term policy regarding player development? **2.** Has a culture regarding playing mentality and personal behaviour been established?	**1.** Has a learning environment been established? **2.** Does the Member Association have a football vision, a way of playing? **3.** Has a player development pathway been established?	**1.** Is there evidence to support player progress (e.g. players in the national team)? **2.** Is there a clearly defined philosophy of talent development? **3.** Is the Member Association's youth development programme a success in terms of its key aspects?
11 PLAYERS > Provide evidence of elite player development initiatives/projects above and beyond participation in AFC competitions e.g. Academies, training centres, squad camps, additional matches, development teams, domestic leagues, continuous monitoring, specialised training, performance analysis, psychological guidance, etc.	**1.** Do you have some basic elite player development initiatives/ projects which provide additional opportunities for practice and play? or **2.** Do you have an Academy/Training Centre which satisfies AFC's One-Star Criteria?	**1.** Do you have advanced elite player initiatives/ projects which provide additional opportunities for practice and play? or **2.** Do you have an Academy/Training Centre which satisfies AFC's Two-Star Criteria?	**1.** Do you have a comprehensive benchmark programme of elite player initiatives/ projects? or **2.** Do you have an Academy/Training Centre which satisfies AFC's Three-Star Criteria?

1C. MEMBER ASSOCIATION CATEGORIES AND CRITERIA IN CHECKLIST FORM



ACADEMY CRITERIA

1C.1: ONE-STAR MEMBER ASSOCIATION PROGRAMMES

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 **STAFF** > Organigram > Job Descriptions > Qualifications	**1.** Is there a youth department organigram? **2.** Are there job descriptions? **3.** Is there a Head of Youth Development? **4.** Are there adequate administrative staff?			
2 **PLANS** > A document summarising the Member Association's youth development plan	**1.** Is there a written Youth Development plan? **2.** Are there adequate funds allocated to the youth sector?			
3 **COMPETITIONS** > Confirmation of the Member Association's programme of international matches and training camps > Proof of regular youth league participation	**1.** Does the MA participate in all AFC National Team competitions? **2.** Are preparation camps and friendly matches organised on a regular basis? **3.** For boys and girls, do you have teams at all age levels (U12 up to U20)?			
4 **COACHES** > A list of Member Association-employed national youth coaches, including AFC-required qualifications	**1.** Does each national youth team have a designated coach? **2.** Do the coaches meet the minimum coaching requirements for their role?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
5 **TALENT ID** > A paper describing the Member Association's scouting arrangements, including development centres and links to grassroots schools, local clubs, etc.	**1.** Is there an MA paper outlining the talent scouting arrangements? **2.** Are there links to the clubs, schools, etc.?			
6 **MEDICAL SERVICES** > Details of the medical staff, the support provided, and the checks carried out	**1.** Is there a doctor and physiotherapist assigned to each team? **2.** Are basic medical checks carried out on a regular basis? **3.** Is nutrition monitored and controlled?			
7 **SPORTS SCIENCE** > Information about data collection, performance analysis, fitness, diet, individual records and results	**1.** Is there a process of data collection for each team? **2.** Are the players educated regarding diet, health issues and social behaviour? **3.** Is performance analysis carried out?			
8 **EDUCATION AND WELFARE** > Verification of a child protection policy > Describe the educational arrangements with the school's authorities > A copy of staff and player Codes of Conduct, rules, evaluations, etc.	**1.** Is there a child protection policy in place? **2.** What educational arrangements are made for players? **3.** Is there a code of conduct?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
9 **FACILITIES** > Provide material to show the quality of the facilities used by the youth staff and players e.g. training/ playing pitches, changing rooms, medical facilities, equipment, etc.	**1.** Are the playing facilities of an international standard (home matches)? **2.** Are the changing rooms, medical facilities and equipment of an international standard?			
10 **PHILOSOPHY** > Present (in writing) a description of the Member Association's playing philosophy, style and technical emphasis with youth players	**1.** Is there a long-term policy regarding player development? **2.** Has a culture regarding playing mentality and personal behaviour been established?			
11 **PLAYERS** > Provide evidence of elite player development initiatives/projects above and beyond participation in AFC competitions e.g. Academies, training centres, squad camps, additional matches, development teams, domestic leagues, continuous monitoring, specialised training, performance analysis, psychological guidance, etc.	**1.** Do you have some basic elite player development initiatives/projects which provide additional opportunities for practice and play? or **2.** Do you have an Academy/Training Centre which satisfies AFC's One-Star Criteria?			



ACADEMY CRITERIA

1C.2: TWO-STAR MEMBER ASSOCIATION PROGRAMMES

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 **STAFF** > Organigram > Job Descriptions > Qualifications	**1.** Does each squad have a head coach, a goalkeeping coach and a physiotherapist? **2.** Does each squad have a team manager/ administrator? **3.** Does each squad have a doctor?			
2 **PLANS** > A document summarising the Member Association's youth development plan	**1.** Are there long-term plans for the national teams: boys and girls? **2.** Are there plans for late developers?			
3 **COMPETITIONS** > Confirmation of the Member Association's programme of international matches and training camps > Proof of regular youth league participation	**1.** Do the teams have regular match schedules? **2.** Do the teams participate in regional competitions?			
4 **COACHES** > A list of Member Association-employed national youth coaches, including AFC-required qualifications	**1.** Do the coaches regularly exchange information and ideas? **2.** Is there an evaluation process for the coaches? **3.** Do the coaches have the opportunity to upgrade their qualifications?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
5 **TALENT ID** > A paper describing the Member Association's scouting arrangements, including development centres and links to grassroots schools, local clubs, etc.	**1.** Is there a national youth team scouting system in place? **2.** Does the Member Association have a sample database for players? **3.** Are performance records kept?			
6 **MEDICAL SERVICES** > Details of the medical staff, the support provided, and the checks carried out	**1.** Are there rehabilitation services? **2.** Are injury prevention protocols in place? **3.** Are all staff trained in first aid?			
7 **SPORTS SCIENCE** > Information about data collection, performance analysis, fitness, diet, individual records and results	**1.** Are all competitive matches filmed and analysed? **2.** Is psychological support available? **3.** Are training and playing loads monitored?			
8 **EDUCATION AND WELFARE** > Verification of a child protection policy > Describe the educational arrangements with the school's authorities > A copy of staff and player Codes of Conduct, rules, evaluations, etc.	**1.** Are there reports on each player's educational progress? **2.** Is there a welfare policy and welfare support available to players? **3.** Is there lifestyle guidance?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
9 **FACILITIES** > Provide material to show the quality of the facilities used by the youth staff and players e.g. training/ playing pitches, changing rooms, medical facilities, equipment, etc.	**1.** Is the equipment used by each team of an international standard? **2.** Are the training ground pitches top quality? **3.** Are the match-day playing surfaces of a high quality?			
10 **PHILOSOPHY** > Present (in writing) a description of the Member Association's playing philosophy, style and technical emphasis with youth players	**1.** Has a learning environment been established? **2.** Does the Member Association have a football vision, a way of playing? **3.** Has a player development pathway been established?			
11 **PLAYERS** > Provide evidence of elite player development initiatives/projects above and beyond participation in AFC competitions e.g. Academies, training centres, squad camps, additional matches, development teams, domestic leagues, continuous monitoring, specialised training, performance analysis, psychological guidance, etc.	**1.** Do you have advanced elite player initiatives/ projects which provide additional opportunities for practice and play? or **2.** Do you have an Academy/Training Centre which satisfies AFC's Two-Star Criteria?			



1C.3: THREE-STAR MEMBER ASSOCIATION PROGRAMMES

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 **STAFF** > Organigram > Job Descriptions > Qualifications	**1.** Does each squad have full technical staff, including coaches, analysts, fitness coach and medical team? **2.** Is there comprehensive sports science and medical staff to support the programme?			
2 **PLANS** > A document summarising the Member Association's youth development plan	**1.** Are there comprehensive plans for Academy development? **2.**Are there documents for talent identification and team progression?			
3 **COMPETITIONS** > Confirmation of the Member Association's programme of international matches and training camps > Proof of regular youth league participation	**1.** Do the teams (boys and girls) regularly participate in final tournaments (AFC/FIFA)? **2.** Are competition performances analysed and used for future planning?			
4 **COACHES** > A list of Member Association-employed national youth coaches, including AFC-required qualifications	**1.** Is further education provided for the national team coaches? **2.** Is there a clear coaching policy and leadership structure in place?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
5 **TALENT ID** > A paper describing the Member Association's scouting arrangements, including development centres and links to grassroots schools, local clubs, etc.	**1.** Is there a comprehensive network for talent identification? **2.** Is there a document which details the qualities required for each position and the methods of player identification?			
6 **MEDICAL SERVICES** > Details of the medical staff, the support provided, and the checks carried out	**1.** Is the health and fitness of the players continuously monitored? **2.** Are medical consultants available to deal with specific cases?			
7 **SPORTS SCIENCE** > Information about data collection, performance analysis, fitness, diet, individual records and results	**1.** Is there comprehensive sports science support? A video analyst? **2.** Are psychological tests carried out?			
8 **EDUCATION AND WELFARE** > Verification of a child protection policy > Describe the educational arrangements with the school's authorities > A copy of staff and player Codes of Conduct, rules, evaluations, etc.	**1.** Do the clubs receive feedback on each players performance and behaviour? **2.** Is there a policy for dealing with social or behavioural issues?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
9 **FACILITIES** > Provide material to show the quality of the facilities used by the youth staff and players e.g. training/ playing pitches, changing rooms, medical facilities, equipment, etc.	**1.** Are home matches played in professional-standard stadiums? **2.** Are the training facilities fully comprehensive and state-of-the-art?			
10 **PHILOSOPHY** > Present (in writing) a description of the Member Association's playing philosophy, style and technical emphasis with youth players	**1.** Is there evidence to support player progress (e.g. players in the national team)? **2.** Is there a clearly defined philosophy of talent development? **3.** Is the Member Association's youth development programme a success in terms of its key aspects?			
11 **PLAYERS** > Provide evidence of elite player development initiatives/projects above and beyond participation in AFC competitions e.g. Academies, training centres, squad camps, additional matches, development teams, domestic leagues, continuous monitoring, specialised training, performance analysis, psychological guidance, etc.	**1.** Do you have a comprehensive benchmark programme of elite player initiatives/projects? or **2.** Do you have an Academy/Training Centre which satisfies AFC's Three-Star Criteria?			

ANNEX 2

ACADEMY GRADING

2A. ACADEMY GRADING GUIDELINES

2B. PERFORMANCE CATEGORIES AND KEY CRITERIA FOR ACADEMIES

2C. ACADEMY CATEGORIES AND CRITERIA IN CHECKLIST FORM

- 2C.1: ONE-STAR ACADEMY
- 2C.2: TWO-STAR ACADEMY
- 2C.3: THREE-STAR ACADEMY

2A. ACADEMY GRADING GUIDELINES



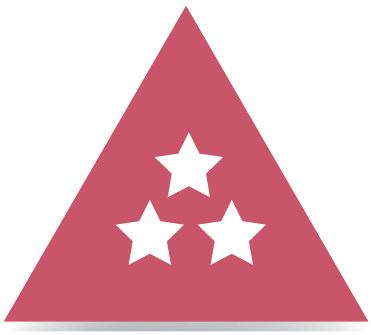
ONE-STAR

Basic, essential ingredients for an elite youth Academy



TWO-STAR

Higher standards (i.e. 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

2B. PERFORMANCE CATEGORIES AND KEY CRITERIA FOR ACADEMIES

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

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
1 LEADERSHIP > Direction > Philosophy > Key people	**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?	**1.** Is there a system for liaison between the Academy and the first team? **2.** Is there a board member responsible for the Academy?	**1.** Does the club operate a technical board and a technical director? **2.** Does the club comply with good governance standards (Member Association approval)? **3.** Is there a vision and mission document for the club and the Academy?
2 PLANNING > Plans > Schedules > Strategy	**1.** Is there a written youth development plan for the Academy?	**1.** Is there a plan for the continued professional development of the Academy staff? **2.** Is there a yearly or monthly development plan for the Academy?	**1.** Is there a written, regularly updated, long-term business plan for the Academy, approved by the club board?
3 ORGANISATION > Structure > Arrangements > Organisation	**1.** Is there an Academy management structure document (i.e. a chart with all staff positions identified)? **2.** Is there adequate administrative support?	**1.** Are there job descriptions for each member of staff? **2.** Are there arrangements for meals, transport, etc.?	**1.** Is there a clear decision-making process for the Academy? **2.** Is there comprehensive administration support? **3.** Are there arrangements for the player's school studies, further education, etc.?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
4 STAFFING > Coaches > Specialists > Support Staff	**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 Member Association? **4.** Is there evidence of regular meetings and ongoing educational opportunities for the staff (eg. methods, trends, psychology, study visits, etc.)?	**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.?	**1.** Does the Academy have appropriate/ adequate ground staff? **2.** Does the Academy have 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?
5 RECRUITMENT > Scouting > Talent Identification > Data Collection	**1.** Is there a written recruitment policy/ identification process? **2.** Is there a reporting mechanism? **3.** Does the Academy have a simple database?	**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?	**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?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
6 FINANCE > Funding > Budgets > Accounts	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 the AFC's One-Star endorsement criteria?	1. Does the budget meet the needs of the AFC's Two-Star endorsement criteria? 2. Does the budget cover the expense of team travelling, away training or match facilities?	1. Is long-term funding for the Academy guaranteed? 2. Are the financial accounts and records kept in accordance with club licensing guidelines? 3. Does the budget meet the needs of the AFC's Three-Star endorsement criteria?
7 FACILITIES > Pitches > Buildings > Equipment	1. Do the youth teams have the use of a full-side field for playing/ training? (half field for U12)? 2. Is there a minimum/ adequate number of rooms for medical treatment, admin, fitness, etc.? 3. Are there adequate dressing rooms reserved for the Academy? 4. Is there an adequate/ safe supply of equipment?	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?	1. Are the facilities fully comprehensive (e.g. dressing rooms, medical centre, pitches, etc.) and do they meet the needs of the Academy's technical programme?
8 TEAMS > Players > Squads > Categories	1. Are there at least three youth teams i.e. U14, U16 and U19? 2. Are there at least 18 players in each squad, including two goalkeepers?	1. Are there at least four teams in the U13 to U19 age category? 2. Are there at least 18 players in each squad?	1. Are there at least six teams, including one U12 squad which plays small-sided games? 2. Are there at least 18 players in each squad?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
9 COACHING > Sessions > Methods > Licences	**1.** Is there a minimum of two training sessions per week for U14 to U19 teams? **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?	**1.** Is there a minimum of three training sessions per week for U14 to U19 teams? **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?	**1.** Is there a minimum of four training sessions per week for U14 to U19 teams? **2.** Does each coach with the youth age-group teams have at least an AFC A Licence and the assistants a B Licence?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
10 PLAYING > Matches > Competitions > Levels	**1.** Is there a regular (e.g. 20 matches/one or two per week(s)) 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 (i.e. official matches)? **4.** In general, do the U12s play small-sided games?	**1.** Is there an opportunity for international exchange? **2.** Are there arrangements for less well- developed players in each age category?	**1.** Is there a games programme which meets the individual player's needs? **2.** Do the top players have the opportunity against older, more mature players?
11 PLAYER PERFORMANCE > Analysis > Reviews > Feedback	**1.** Is there evidence of player objectives and the use of feedback: verbal, online, etc.?	**1.** Is there a computer programme for analysis in use? **2.** Are parents given regular feedback on the player's performance?	**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?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
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?	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 e.g. doping, smoking, diet, etc? 5. Is there a head doctor and head physio appointed for the Academy?	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?
13 FITNESS > Fitness Training > Sports Science > Tests	1. Are there regular fitness tests for the Academy players? 2. Are the workloads of the players managed (e.g. periodisation) in and out of the Academy?	1. Is there a well-equipped fitness room/gym? 2. Is there a strength and condition specialist? 3. Are workloads of the players monitored?	1. Are there individual strength and conditioning programmes? 2. Is there comprehensive sports science support? 3. Are fitness sessions integrated with technical work?
14 PSYCHOLOGY > Assessments > Psychologists > Mental Training	1. Do the players have support/guidance on leadership, concentration, mental health, emotional stability, confidence, motivation, behaviour, etc.?	1. Is there a programme of psychological development? 2. Is psychological support available?	1. Is there a comprehensive psychological assessment for each individual player? 2. Is there access to professional help?

PERFORMANCE CATEGORIES	KEY CRITERIA		
	ONE-STAR	TWO-STAR	THREE-STAR
15 WELFARE > Protection > Lifestyle > Accommodation	**1.** Is there a policy of child protection in action i.e. have all Academy personnel been checked under the child protection legislation? **2.** Is there a basic welfare policy and welfare support available?	**1.** Is there a welfare officer? **2.** Is there a basic lifestyle programme e.g. nutrition, hygiene, mental health, etc.? **3.** Are there arrangements for boarding, host families, etc.?	**1.** Is there a comprehensive welfare support system in place?
16 EDUCATION > Academic Study > Schools > Reports	**1.** Does the Academy liaise/cooperate with the education authorities? **2.** Are there reports on the player's educational progress?	**1.** Is there a head of education i.e. someone responsible for guiding/ supporting the players with their academic development?	**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?
17 COLLABORATION > Parents > Grassroots > Authorities	**1.** Is there collaboration with the local clubs, regional associations, 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 e.g. knowledge sharing?	**1.** To what extent does the Academy collaborate with the club's communications department e.g. with the Academy section on the website? **2.** Do Academy players help in the community and support grassroots projects?	**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
18 ASSESSMENT > Reviews > Records > Appraisals	1. Is there an annual self-assessment by the Academy? 2. Is there a basic record (a logbook) for each player (i.e. playing/ learning/training time? 3. Is there a release policy/process? 4. Is there an appraisal procedure?	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 of the Academy at least every two years?	1. Is there ongoing support for those who leave the Academy? 2. Is there a performance profile (i.e. detailed record) for each player throughout their Academy career? 3. Is the Academy routinely and comprehensively monitored by the football authorities?
19 RULES > Conduct > Behaviour > Regulations	1. Does the club fully comply with the AFC/ Member Association's 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 parents? 4. Is there an attendance register?	1. Does the Academy have detailed Regulations about all aspects of its operation? 2. Are there rules about expulsion/dismissal from the Academy?	1. Does the Academy have professional support i.e. legal and administrative for contracts, disputes, etc.? 2. Are there rules about agents, compensation, etc.?
20 RESULTS > Outcomes > Success > Returns	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.?	1. Does the Academy produce players for national youth squads? 2. Does the Academy regularly produce players who enter into a professional contract with a club?	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 paid for Academy players?

2C. ACADEMY CATEGORIES AND CRITERIA IN CHECKLIST FORM



ACADEMY CRITERIA

2C.1: ONE-STAR ACADEMY

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 **LEADERSHIP** > Direction > Philosophy > Key people	**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?			
2 **PLANNING** > Plans > Schedules > Strategy	**1.** Is there a written youth development plan for the Academy?			
3 **ORGANISATION** > Structure > Arrangements > Organisation	**1.** Is there an Academy management structure document (i.e. a chart with all staff positions identified)? **2.** Is there adequate administrative support?			
4 **STAFFING** > Coaches > Specialists > Support Staff	**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 Member Association? **4.** Is there evidence of regular meetings and ongoing educational opportunities for the staff (eg. methods, trends, psychology, study visits, etc.)?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
5 **RECRUITMENT** > Scouting > Talent Identification > Data Collection	**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	**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 the AFC's One-Star endorsement criteria?			
7 **FACILITIES** > Pitches > Buildings > Equipment	**1.** Do the youth teams have the use of a full-side field for playing/training? (half field for U12)? **2.** Is there a minimum/ adequate number of rooms for medical treatment, admin, fitness, etc.? **3.** Are there adequate dressing rooms reserved for the Academy? **4.** Is there an adequate/safe supply of equipment?			
8 **TEAMS** > Players > Squads > Categories	**1.** Are there at least three youth teams i.e. U14, U16 and U19? **2.** Are there at least 18 players in each squad, including two goalkeepers?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
9 **COACHING** > Sessions > Methods > Licences	**1.** Is there a minimum of two training sessions per week for U14 to U19 teams? **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?			
10 **PLAYING** > Matches > Competitions > Levels	**1.** Is there a regular (e.g. 20 matches/one or two per week(s)) 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 (i.e. official matches)? **4.** In general, do the U12s play small-sided games?			
11 **PLAYER PERFORMANCE** > Analysis > Reviews > Feedback	**1.** Is there evidence of player objectives and the use of feedback: verbal, online, etc.?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
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 Science > Tests	**1.** Are there regular fitness tests for the Academy players? **2.** Are the workloads of the players managed (e.g. periodisation) in and out of the Academy?			
14 **PSYCHOLOGY** > Assessments > Psychologists > Mental Training	**1.** Do the players have support/guidance on leadership, concentration, mental health, emotional stability, confidence, motivation, behaviour, etc.?			
15 **WELFARE** > Protection > Lifestyle > Accommodation	**1.** Is there a policy of child protection in action i.e. 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 > Schools > Reports	**1.** Does the Academy liaise/cooperate with the education authorities? **2.** Are there reports on the player's educational progress?			
17 **COLLABORATION** > Parents > Grassroots > Authorities	**1.** Is there collaboration with the local clubs, regional associations, 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 e.g. knowledge sharing?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
18 **ASSESSMENT** > Reviews > Records > Appraisals	**1.** Is there an annual self-assessment by the Academy? **2.** Is there a basic record (a logbook) for each player (i.e. playing/learning/training time? **3.** Is there a release policy/process? **4.** Is there an appraisal procedure?			
19 **RULES** > Conduct > Behaviour > Regulations	**1.** Does the club fully comply with the AFC/Member Association's 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 parents? **4.** Is there an attendance register?			
20 **RESULTS** > Outcomes > Success > Returns	**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.?			



2C.2: TWO-STAR ACADEMY

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 LEADERSHIP > Direction > Philosophy > Key people	**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	**1.** Is there a plan for the continued professional development of the Academy staff? **2.** Is there a yearly or monthly development plan for the Academy?			
3 ORGANISATION > Structure > Arrangements > Organisation	**1.** Are there job descriptions for each member of staff? **2.** Are there arrangements for meals, transport, etc.?			
4 STAFFING > Coaches > Specialists > Support Staff	**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.?			
5 RECRUITMENT > Scouting > Talent Identification > Data Collection	**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?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
6 **FINANCE** > Funding > Budgets > Accounts	**1.** Does the budget meet the needs of the AFC's Two-Star endorsement criteria? **2.** Does the budget cover the expense of team travelling, away training or match facilities?			
7 **FACILITIES** > Pitches > Buildings > Equipment	**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?			
8 **TEAMS** > Players > Squads > Categories	**1.** Are there at least four teams in the U13 to U19 age category? **2.** Are there at least 18 players in each squad?			
9 **COACHING** > Sessions > Methods > Licences	**1.** Is there a minimum of three training sessions per week for U14 to U19 teams? **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?			
10 **PLAYING** > Matches > Competitions > Levels	**1.** Is there an opportunity for international exchange? **2.** Are there arrangements for less well- developed players in each age category?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
11 **PLAYER PERFORMANCE** > Analysis > Reviews > Feedback	**1.** Is there a computer programme for analysis in use? **2.** Are parents given regular feedback on the player's performance?			
12 **HEALTH** > Medicine > Injuries > Prevention	**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 e.g. doping, smoking, diet, etc? **5.** Is there a head doctor and head physio appointed for the Academy?			
13 **FITNESS** > Fitness Training > Sports Science > Tests	**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	**1.** Is there a programme of psychological development? **2.** Is psychological support available?			
15 **WELFARE** > Protection > Lifestyle > Accommodation	**1.** Is there a welfare officer? **2.** Is there a basic lifestyle programme e.g. nutrition, hygiene, mental health, etc.? **3.** Are there arrangements for boarding, host families, etc.?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
16 EDUCATION > Academic Study > Schools > Reports	**1.** Is there a head of education i.e. someone responsible for guiding/supporting the players with their academic development?			
17 COLLABORATION > Parents > Grassroots > Authorities	**1.** To what extent does the Academy collaborate with the club's communications department e.g. with the Academy section on the website? **2.** Do Academy players help in the community and support grassroots projects?			
18 ASSESSMENT > Reviews > Records > Appraisals	**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 of the Academy at least every two years?			
19 RULES > Conduct > Behaviour > Regulations	**1.** Does the Academy have detailed Regulations about all aspects of its operation? **2.** Are there rules about expulsion/dismissal from the Academy?			
20 RESULTS > Outcomes > Success > Returns	**1.** Does the Academy produce players for national youth squads? **2.** Does the Academy regularly produce players who enter into a professional contract with a club?			



2C.3: THREE-STAR ACADEMY

CATEGORY	CRITERIA	YES	NO	EVIDENCE
1 LEADERSHIP > Direction > Philosophy > Key people	**1.** Does the club operate a technical board and a technical director? **2.** Does the club comply with good governance standards (Member Association approval)? **3.** Is there a vision and mission document for the club and the Academy?			
2 PLANNING > Plans > Schedules > Strategy	**1.** Is there a written, regularly updated, long-term business plan for the Academy, approved by the club board?			
3 ORGANISATION > Structure > Arrangements > Organisation	**1.** Is there a clear decision-making process for the Academy? **2.** Is there comprehensive administration support? **3.** Are there arrangements for the player's school studies, further education, etc.?			
4 STAFFING > Coaches > Specialists > Support Staff	**1.** Does the Academy have appropriate/adequate ground staff? **2.** Does the Academy have 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?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
5 **RECRUITMENT** > Scouting > Talent Identification > Data Collection	**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?			
6 **FINANCE** > Funding > Budgets > Accounts	**1.** Is long-term funding for the Academy guaranteed? **2.** Are the financial accounts and records kept in accordance with club licensing guidelines? **3.** Does the budget meet the needs of the AFC's Three-Star endorsement criteria?			
7 **FACILITIES** > Pitches > Buildings > Equipment	**1.** Are the facilities fully comprehensive (e.g. dressing rooms, medical centre, pitches, etc.) and do they meet the needs of the Academy's technical programme?			
8 **TEAMS** > Players > Squads > Categories	**1.** Are there at least six teams, including one U12 squad which plays small-sided games? **2.** Are there at least 18 players in each squad?			
9 **COACHING** > Sessions > Methods > Licences	**1.** Is there a minimum of four training sessions per week for U14 to U19 teams? **2.** Does each coach with the youth age-group teams have at least an AFC A Licence and the assistants a B Licence?			
10 **PLAYING** > Matches > Competitions > Levels	**1.** Is there a games programme which meets the individual player's needs? **2.** Do the top players have the opportunity against older, more mature players?			

CATEGORY	CRITERIA	YES	NO	EVIDENCE
11 PLAYER PERFORMANCE > Analysis > Reviews > Feedback	**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?			
12 HEALTH > Medicine > Injuries > Prevention	**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?			
13 FITNESS > Fitness Training > Sports Science > Tests	**1.** Are there individual strength and conditioning programmes? **2.** Is there comprehensive sports science support? **3.** Are fitness sessions integrated with technical work?			
14 PSYCHOLOGY > Assessments > Psychologists > Mental Training	**1.** Is there a comprehensive psychological assessment for each individual player? **2.** Is there access to professional help?			
15 WELFARE > Protection > Lifestyle > Accommodation	**1.** Is there a comprehensive welfare support system in place?			
16 EDUCATION > Academic Study > Schools > Reports	**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
17 COLLABORATION > Parents > Grassroots > Authorities	**1.** Is there an identified network of collaborating clubs/schools/ universities/government agencies/ businesses? **2.** Is someone responsible for this liaison?			
18 ASSESSMENT > Reviews > Records > Appraisals	**1.** Is there ongoing support for those who leave the Academy? **2.** Is there a performance profile (i.e. detailed record) for each player throughout their Academy career? **3.** Is the Academy routinely and comprehensively monitored by the football authorities?			
19 RULES > Conduct > Behaviour > Regulations	**1.** Does the Academy have professional support i.e. legal and administrative for contracts, disputes, etc.? **2.** Are there rules about agents, compensation, etc.?			
20 RESULTS > Outcomes > Success > Returns	**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 paid for Academy players?			

ANNEX 3

GENERAL INFORMATION

3A. AFC ELITE YOUTH SCHEME – THE WHY, HOW AND WHAT

3B. DIFFERENCE BETWEEN ELITE FOOTBALL AND GRASSROOTS FOOTBALL

3C. EVALUATION PROCESS - APPLICATION FORM

3D. FREQUENTLY ASKED QUESTIONS

3E. THE STOOL

3F. AFC CONTACTS

3A. AFC ELITE YOUTH SCHEME – THE WHY, HOW AND WHAT

WHY?

To provide your Member Association with Continental recognition for your elite youth programmes and to help you succeed in your efforts to nurture talented footballers. Remember, an endorsement by the AFC will provide a number of benefits for you and your Member Association in relation to licensing, sponsorship, promotion, recruitment and reputation.

HOW?

Your Member Association applies for the AFC's Youth Scheme membership. Enrolment will depend on satisfying the Scheme's 11 Key Criteria. On request, the AFC's Youth Panel will support your application and evaluation process.

WHAT?

An AFC certificate will confirm your Member Association's endorsement and identify your Academies which have been approved at the Continental level through a star system (Three-Star recognition being the highest). Thereafter, you will be authorised to use the AFC's logo to confirm your Youth Scheme status and to aid your work in elite player development.

3B. DIFFERENCE BETWEEN ELITE FOOTBALL AND GRASSROOTS FOOTBALL

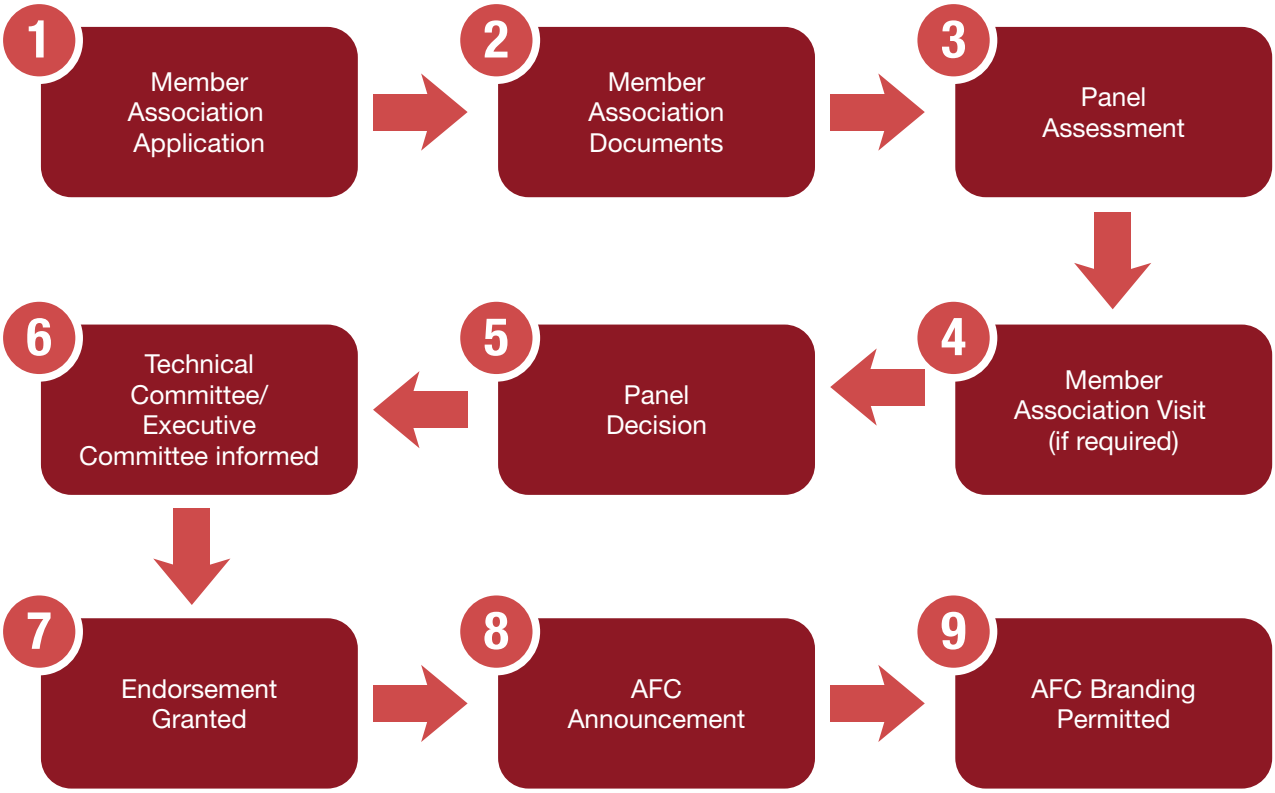
ELITE	GRASSROOTS
THE BEST	THE MANY
TOP COMPETITIONS	MASS PARTICIPATION
NATIONAL/PROFESSIONAL	LOCAL/REGIONAL
SELECTION	CHOICE
EXCELLENCE	FUN
	

3C. EVALUATION PROCESS

1. Following a process of self-evaluation, the Member Association shall apply for the AFC Elite Youth Scheme endorsement based on the eleven (11) Member Association Core Activities to the AFC via email (tdyouth@the-afc.com).
2. The Member Association shall send its supporting documents (a completed Member Association checklist, a brief summary of the Member Association's elite youth programme and Academy information based on the AFC's criteria) within one month of the application date to the AFC via email (tdyouth@the-afc.com).
3. Two duly appointed AFC Youth Panel members shall assess the Member Association's application and supporting documentation (to be completed within ten [10] working days of the date of receipt of the material).
4. If an assessment visit to a Member Association is required, this shall be completed as soon as possible following the application.
5. Upon completing the evaluation, the two AFC Youth Panel members shall send an assessment report to the AFC Youth Panel for their consideration and decision. The decision shall then be communicated to the AFC Technical Committee.
6. The AFC Technical Committee shall inform the AFC Executive Committee with regard to all relevant updates concerning the implementation of the Scheme in due course.
7. Where the AFC Youth Panel decides to approve a Member Association application, a declaration is signed by both the AFC and the relevant Member Association, and an AFC certificate of approval is sent to the Member Association.
8. The AFC shall publish the Endorsement of the Member Association.

The Member Association may in certain circumstances be permitted to use the applicable AFC Elite Youth Scheme for promotional purposes subject to the relevant AFC regulations, guidelines and instructions. The specifics of such use shall be as determined by the AFC at its sole discretion.

THE EVALUATION PROCESS



AFC TECHNICAL DIVISION

AFC ELITE YOUTH SCHEME (APPLICATION FORM)

Member Association

MA Membership (satisfying all 11 criteria, including additional player development activities i.e. projects and initiatives and/or the grading of an academy)	Please choose	Documents
	☐ ★ ☐ ★★ ☐ ★★★	

No	Name of Academy(ies)		Please choose	Supporting Documents
1		☐ National ☐ Club	☐ Boys ☐ Girls ☐ Boys & Girls ☐ ★ ☐ ★★ ☐ ★★★	
2		☐ National ☐ Club	☐ Boys ☐ Girls ☐ Boys & Girls ☐ ★ ☐ ★★ ☐ ★★★	
3		☐ National ☐ Club	☐ Boys ☐ Girls ☐ Boys & Girls ☐ ★ ☐ ★★ ☐ ★★★	
4		☐ National ☐ Club	☐ Boys ☐ Girls ☐ Boys & Girls ☐ ★ ☐ ★★ ☐ ★★★	
5		☐ National ☐ Club	☐ Boys ☐ Girls ☐ Boys & Girls ☐ ★ ☐ ★★ ☐ ★★★	
6		☐ National ☐ Club	☐ Boys ☐ Girls ☐ Boys & Girls ☐ ★ ☐ ★★ ☐ ★★★	

MA Staff member(s) nominated to liaise with the AFC with regard to the AFC Elite Youth Scheme:

Name	Designation	Email Address	Contact Number

Remark or Comment:

.....

Name & Signature of General Secretary

Date:

.....

Seal of Member Association

Asian Football Confederation (AFC)
AFC House, Jalan 1/155B, Bukit Jalil 57000 Kuala Lumpur, Malaysia | Tel: +603 8994 3388 | Fax: +603 8994 2689

the-AFC.com

3D. FREQUENTLY ASKED QUESTIONS

1. **Can a Member Association apply to have its national Academy endorsed?**
   Yes, if it satisfies the Key Criteria of the Scheme.

2. **Can a club apply directly to the AFC for Endorsement?**
   No. The Scheme is a partnership between the AFC and its Member Associations.

3. **When can a Member Association apply for the Scheme Membership?**
   When it can satisfy the eleven (11) Key Criteria on the elite youth evaluation checklist.

4. **Who evaluates/grades the clubs?**
   The Member Associations (with partners), using these Regulations as reference.

5. **What is the difference between Endorsement and membership?**
   After receiving the Endorsement, a Member Association becomes a Scheme member.

6. **Who are the main collaborators in the evaluation process?**
   The AFC's Youth Panel members and the Member Association's head of youth or technical director.

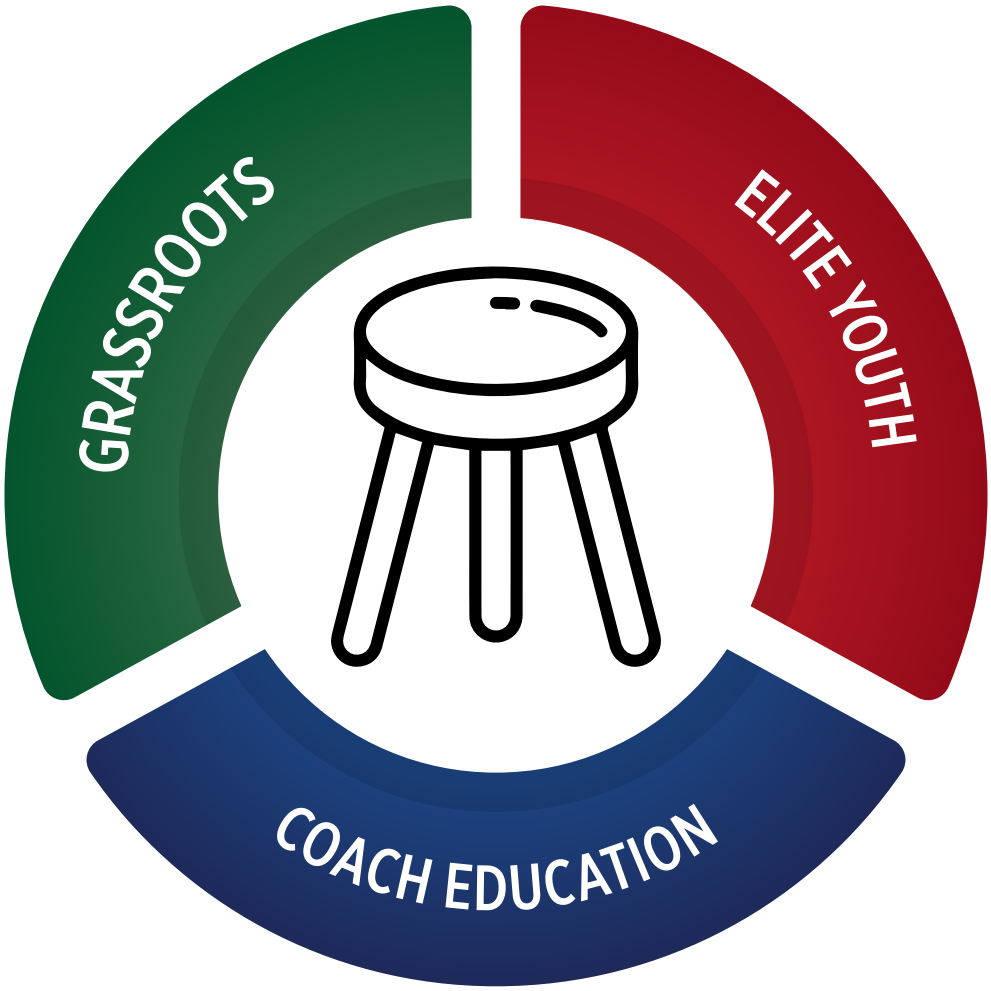
7. **If a Member Association already has an Academy Endorsement project, can this be recognised by the AFC?**
   A Member Association or a private endorsement project can be used as a reference, but the AFC criteria still has to be satisfied.

8. **What happens to a club Academy's Endorsement if the club is relegated from the top league?**
   The Academy will retain its AFC/Member Association recognition provided that it continues to satisfy the grading criteria.

9. **In the context of the Scheme, what is a Member Association elite youth scheme portfolio?**
   The list of approved academies that a Member Association is responsible for.

10. **Can a professional league become a member of the Scheme?**
    No. Only Member Associations can be recognised as members by the AFC, but professional leagues can be involved as active partners.

3E. THE STOOL



ALL THREE LEGS OF THE 'DEVELOPMENT STOOL' NEED TO BE STRONG IN ORDER TO SUPPORT THE PROGRESS OF THE GAME IN GENERAL, AND TOP-LEVEL FOOTBALL IN PARTICULAR.

3F. AFC CONTACTS

Asian Football Confederation

President: Shaikh Salman bin Ebrahim Al Khalifa

General Secretary: Datuk Seri Windsor John

Address: AFC House
Jalan 1/155 B, Bukit Jalil
57000 Kuala Lumpur
Malaysia

Phone: +603 8994 3388

Fax: +603 8994 2689

Internet: http://www.the-afc.com

AFC Technical Division

Technical Director
Andy Roxburgh
andy.roxburgh@the-afc.com

Deputy Technical Director
Takeshi Ono
Takeshi.ono@the-afc.com

Head of Football Development
Jose Marcelino Carpio
jose.carpio@the-afc.com

Head of Youth & Grassroots Unit
Masahiro Sugiyama
masahiro.sugiyama@the-afc.com

Head of Women's Football Development
Bai Lili
bai.lili@the-afc.com

Principal Coaching & Youth Consultant
Wim Koevermans
wim.koevermans@the-afc.com


IT TAKES TALENT TO
DEVELOP TALENT.
ANDY ROXBURGH
(AFC TECHNICAL DIRECTOR)

Asian Football Confederation
AFC House, Jalan 1/155B, Bukit Jalil, 57000 Kuala Lumpur, Malaysia
Tel : +603 8994 3388 | Fax : +603 8994 2689

the-AFC.com

@theafcdotcom @theafcdotcom @theafchub /theafcdotcom @theafcdotcom