



Workforce

# Coaches

To give coaches the best possible opportunities and experience to develop their skills

## Objective

1. To maintain current annual output of qualified Level 1 & 2 coaches.
2. All clubs with a Junior section to have a qualified 'Club Coach Award' holder or higher actively leading junior coaching.
3. To up-skill volunteer coaches within clubs.
4. To increase the number of Level 3 coaches in each district. Targeting a female coach at level 3 and disability coach level 3 coach.
5. To increase the number of qualified tutors and assessors working in Devon.
6. To source external funding subsidies to remove financial barriers to Coach Education courses.
7. To support 'Club Coaches Award' holders via a mentoring system.
8. To increase the number of teachers attending teacher education courses.
9. To increase ECBCA membership from Devon coaches.
10. Publish a 'Coaches pathway' for Devon coaches.
11. Promote the use of coaches for adult players and teams.

## Coach Education

Course	North	East	South	West
Level 1	3 per Year			
Level 2	1 per Year			
Coach Development Workshops	1 set per year			
Club Coach Award	1 per Year			
Level 3	Club Coach Award holders supported to apply to L3 when Appropriate (Approx 3 per annum )			
Cricket for Teachers	1 per District			
Cricket Young Leaders	1 per District			
DCBCA Club Support Module	1 per District			

## Active coaches

	North	East	South	West
Clubs with junior sections	9	27	16	9
Club Coach Award holders	0	3	6	7
Level 3 Coaches	1	3	5	3

## Performance indicator

1. Maintain the current level of coaches qualifying each year.
2. Club Coach Award holder in every ClubMarked club.
3. Annual delivery of DCBCA new Club Support module to each district.
4. Ensure the DCBCA has Level 3 coaches with specialism's, especially within women's and disability cricket.
5. Tutor and assessor workforce aligned to delivery of courses.
6. Maintain the current level of coaches qualifying each year.
7. Identify sources of funding to appoint 4 district based CCC's.
8. Increased number of delivered teacher education courses and young leaders courses.
9. ECBCA membership increased by 30%
10. All Devon coaches aware of how they can further develop their knowledge and skills through formal and informal learning.
11. Increased retention of players between 14 and 25.

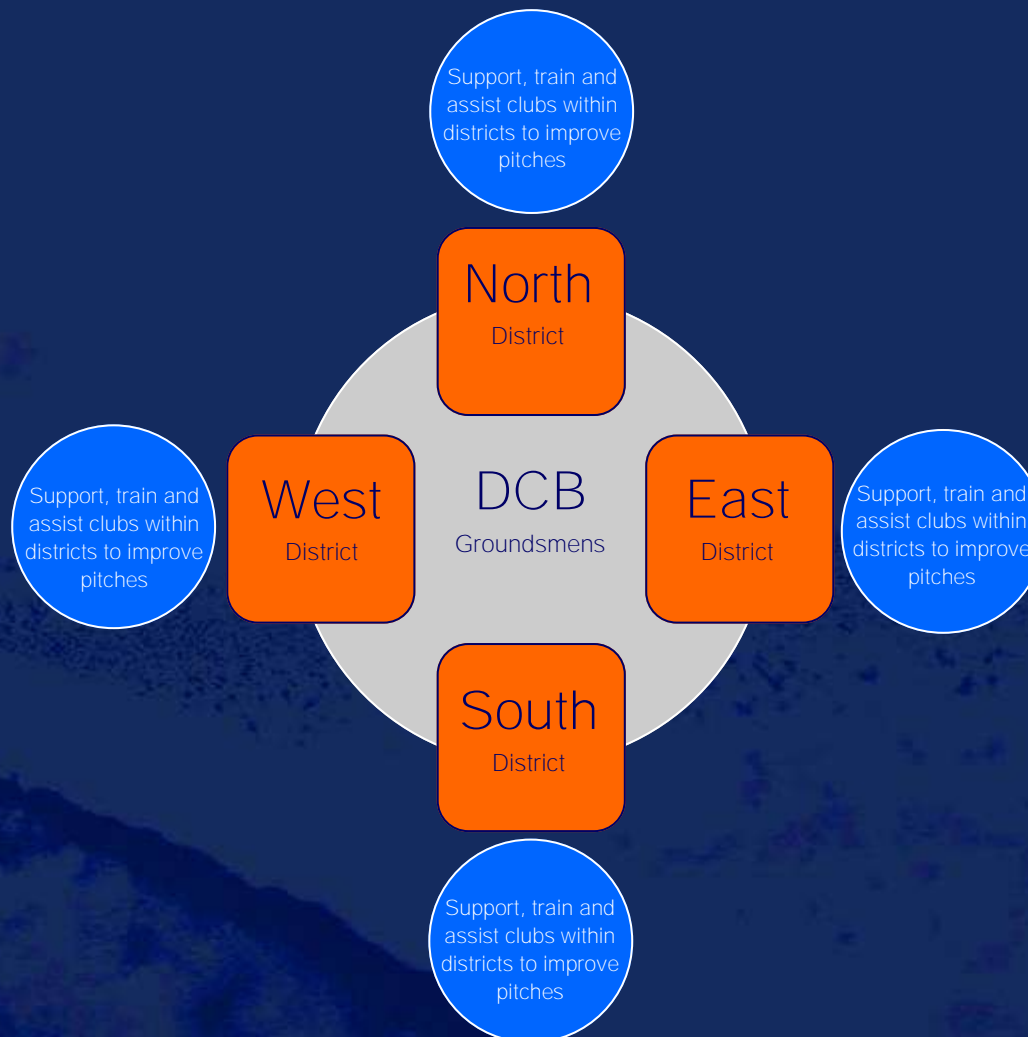


# Groundsmen

To give groundsmen the best possible opportunities and experience to develop their knowledge, skills and pitches

## Objective

1. To improve standards of fine turf pitches across Devon.
2. To support groundsmen with increased advice and knowledge.
3. To increase the number of qualified groundsmen in Devon.
4. To improve access to vital machinery required to attain objective 1.
5. To formalise an Association which supports groundsmen in Devon.
6. To have 4 qualified ECB Pitch Advisors operating in Devon.
7. To be an integral partner in Cricket facility development in Devon.



## Performance indicator

1. Delivery of ECB Performance Quality Standards programmes throughout Devon.
  2. Regular newsletter, updated website pages and regular district meetings / seminars.
  3. Annual I.O.G courses run at 'Foundation' & 'Intermediate' level.
- Every ClubMarked club to have a qualified groundsman at a minimum of the IOG 'Foundation A & B' courses.
4. Utilise all grant aid avenues for machinery and also create sharing schemes between clubs and within districts.
  5. Regular meeting structure and constitution.
  6. Each district supported by a qualified ECB Pitch Advisor.
  7. Regular consultation and discussions at Facilities Advisory Group meetings.

# Umpires & Scorers

To give umpires and scorers the best possible opportunities and experience to develop their skills

## Objective

1. Increase the quantity of qualified umpires and scorers in Devon.
2. Create a network of 'Observers', to monitor, evaluate and develop qualified umpires.
3. Maintain the number of Level 1 courses run in districts and run a level 1a and 2c County-wide course annually.
4. Involve younger umpires & scorers across Devon.
5. In partnership with the DCL engage club umpires in disciplinary processes associated with league cricket.



## Performance indicator

1. Implementing an Umpires & Scorers promotion strategy across Devon that increases their profile.
2. Identify sources of funding to train and implement 'Observer' network.
3. Maintain the current numbers of Level 1 umpires qualified annually and increase the number of level 2 umpires in Devon .
4. Average age decreased by involving younger umpires and scorers.
5. All DCL clubs to have a qualified umpire.



# Volunteers

Involving, inspiring and motivating people to make a difference

## Objective

1. To establish partnerships with external stakeholders to increase the flow of volunteers into clubs.
2. Continue to grow Natwest CricketForce annually and encourage clubs to undertake the self help programme.
3. Succession planning systems. Create an environment that encourages reward and recognition as well as planning for the future.
4. Grow Natwest OSCAs and ensure county wide awareness and nominations for county and national events.
5. Increased awareness and responsibility within clubs to coordinate, support and motivate volunteers.



*'Without our vast army of volunteers, Cricket could not function effectively and efficiently, and with our clubs being more reliant on their unpaid professionals, it is critical that these people are well coordinated, supported and motivated.'*



## Performance indicator

1. Service Level Agreements with Further Education, Higher Education, businesses and the public sector that help provide expertise to Devon cricket.
2. Annual increases in Natwest CricketForce registrations.
3. All ClubMarked clubs to undertake volunteer audits.
4. All ClubMarked clubs as to nominate volunteers for OSCAs.
5. All ClubMarked clubs to appoint a Volunteer Coordinator.

# Professional Staff

Providing an excellent service, supporting the development of the game as a whole

Objective	Salaried & employed by ECB	Performance indicator
<ol style="list-style-type: none"> <li>1. Professional staff given administrative and employment / contractual support.</li> <li>2. To have a workforce which meets the needs of the DCB.</li> <li>3. Provide Professional staff with opportunities for a career structure in cricket / sport.</li> <li>4. Create varied work programmes / opportunities for staff.</li> </ol>	<p>Salaried &amp; employed by DCB / University of Exeter / County Sports Partnership</p> <div> <div>Development Manager</div> <div> <div>Development Officer</div> <div>Administrator</div> <div>Head Coach</div> </div> <div>Employed by DCB</div> <div> <div>Assessors &amp; Tutors</div> <div>Budget Accountant</div> <div>Website Administrator</div> <div>Coaches</div> </div> <div>Additional staff</div> <div>Community Cricket Coaches</div> </div>	<ol style="list-style-type: none"> <li>1. Provide Human Resource systems to support all professional staff.</li> <li>2. Identify sources of funding to appoint 4 district based CCC's, including increased number of schools affiliating to the DCB.</li> <li>3. Provide appraisal and training opportunities for professional staff development.</li> <li>4. Provide capacity to deliver the needs of stakeholders though local deployment.</li> </ol>