

CAHA STRATEGY PLAN FAQs

At the 2018 and 2019 CAHA Annual Meetings, the Associations expressed a need for a CAHA Strategic Plan to help guide us and to address how to best grow hockey in the Carolinas. The CAHA Board of Directors put together a Strategy Committee that did a deep dive into the data to review growth and retention trends, reviewed the state of youth sports, looked at what other USAH Affiliates were doing, and looked at the success of approaches to growing youth hockey in countries like Finland and Sweden. Some of the most important data came from the following sources:

ADM Best Practices – we reviewed ADM Best Practices for all age groups and looked at how we are doing in the Associations at implementing these. There are challenges to implementing them fully that include turnover in Hockey Directors, lack of communication, parental pressure, coach resistance, and the confusing amount of information.

CAHA & USA Hockey Registration Growth –CAHA registrations for youth players (0 to 18 years of age) have increased by 23.3% in the last 5 years (2014-15 to 2018-19 seasons). This exceeds the USA Hockey national average for this time period where total youth player registrations increased by 7.6%.

CAHA & USA Hockey Player Retention – CAHA player retention from one age group to the next has been strong for 6U moving to 8U (50% average growth in last 4 years), 8U moving to 10U (22% average 4 year growth) and 10U moving to 12U (7% average 4-year growth). After 12U, our retention declines to -9% for 12U to 14U, -17% from 14U to 16U and -30% for 16U to 18U. The concerning thing for CAHA is that our retention flattens out when players move from 10U to 12U and our 2018-19 retention is the lowest it has been in 4 years. This is concerning as we look to the future.

Studies on the Growth of Youth sports – many studies have been done on why kids are not playing sports and are not staying in sports past the age of 12 or 13. The Aspen Institute's Project Play - see Sport for All, Play For Life –did a large study on youth sports that we embrace and agree with. We have seen the same trends in hockey in CAHA and want to address and reverse some of these trends. Some of the key findings that apply to our strategy include the fact that kids are quitting the sport and telling us that our model is broken. We have increased travel teams at the detriment of our House programs, focused on too much on winning, separated kids out too early, and not allowed everyone to play.

According to the kids, it isn't fun. The chart (along with the rest of the report) shows what kids are telling us.

https://assets.aspeninstitute.org/content/uploads/2015/01/Aspen-Institute-Project-Play-Report.pdf?_ga=2.142859957.1251152985.1569339182-577084284.1569339182

MORE FUN	LESS FUN
Trying your best	Winning
When Coach treats player with respect	Playing in tournaments
Getting Playing time	Practicing with specialty coaches
Playing well together as a team	Earning medals or trophies
Getting along with teammates	Traveling to new places to play
Exercising and being active	Getting pictures taken

10U Skill Development Study – in 2015, a study was done in Prague looking at the best skill development options for 10U players. The conclusion is that full-ice 10U hockey is the worst format for skill development and any cross-ice or half-ice option is better at developing skills.

This data and research resulted in a Strategic Plan that was shared with the Associations for their input, ideas, and feedback. This Action Plan is the culmination of these efforts and represents the views of the CAHA Strategic Committee, input from the Associations, USAH input (especially ADM Regional Managers Scott Paluch and Joe Bonnett and Diversity & Inclusion Manager Stephanie Jackson), input from the NHL Hurricanes and AHL Checkers. The plan consists of 5 strategies to grow hockey in the Carolinas in the next 10 years.

What are other sports doing?

In general, other major sports begin introducing youth players to the adult-sized game at 13 or 14 years old. Hockey does this at age 9. This is a big disconnect with ADM and maximizing skill development and athlete retention.

• Best results for different activities are:

puck control	changes of direction	starts	stops	passing	passes received	shooting	1-1
4-4 H ice	5-5 X ice	5-5 X ice	5-5 X ice	3-3 X ice	3-3 X ice	3-3 H ice	5-5 X ice

TOTAL RESULTS (WHOLE GAME)

/s/	puck control	changes of direction	starts	stops	passing	passes received	shooting	1-1
3-3 X ice	48,8	29,5	38,1	31,0	19,2	19,5	13,4	23,3
4-4 X ice	25,3	36,9	43,7	31,7	18,9	16,9	8,6	35,9
5-5 X ice	18,0	59,1	50,0	45,4	9,5	13,5	2,3	55,0
3-3 H ice	71,3	21,8	39,4	14,2	15,5	8,2	15,6	16,7
4-4 H ice	77,2	25,6	36,8	23,7	12,9	8,9	11,0	18,1
5-5 H ice	66,2	15,3	37,7	11,8	8,4	4,5	10,4	12,4
5-5 full ice	58,7	27,1	29,3	21,8	13,5	10,3	8,1	18,2

	Age that the sports considers players adults to play on adult-sized surfaces	Number of Progressions in Size of Game
US SOCCER	13 years old	4
LITTLE LEAGUE BASEBALL	13-14 years old	4
US LACROSSE	13-14 years old	2
USA HOCKEY	9-10 years old	2

STRATEGY 1: Focus on the on-ice content or execution so that ADM Best Practices are implemented in every age group in every Association with a primary focus on 6U/8U/10U/12U and Goaltending - this includes maximizing ADM execution on the ice, growing house programs, investing in the growth and development of coaches and referees, and developing a “Model Association” program to communicate Best Practices and reward Associations for success.

STRATEGY 2: Improve the Value that Families Receive By Playing Hockey - this includes improving the overall experience like having more fun, improving our coaching expertise to deliver better on-ice content in practices, reducing travel and associated costs, reducing games played, and maximizing skill development especially at the 8U, 10U, and 12U age groups.

STRATEGY 3: Hockey is for Everyone: Equity & Inclusion to grow our sport in all areas to include everyone – Girl’s Hockey, Adult, Sled, Disabled, Multi-Cultural, etc. - improve our reach and our membership to include everyone. Embrace the NHL’s Hockey is for Everyone. Grow these areas of hockey, partner with USA Hockey Diversity & Inclusion Manager to pilot some community outreach, reach out to different types of people for involvement in CAHA leadership positions, expand the Hurricanes/Checkers OneGoal program to all markets.

STRATEGY 4: Improve the local marketing of the sport to all groups - explore a Social Media campaign to focus on fun, excitement, energy, teamwork, friendships that hockey provides. Also, looking a possible CAHA-wide charity foundation event work to focus on certain communities.

SPECIFIC ACTION STEPS TO IMPLEMENT THE STRATEGIES

The areas where we can get the biggest impact are changes to maximize skill development and add more value to families. These include clear communication of ADM guidelines & recommendations, improving practice to game ratios, improving on-ice content in executing ADM, improving the pathway to hockey, and marketing the game more effectively.

- Rename 8U Select “8U Development” to focus on the inclusion of all players into this additional level of development. CAHA will support scramble and team Jamborees. Associations are encouraged to have open registration/sign-ups for 8U Development. After registration, Associations may put together teams at 2 levels – Beginner and Intermediate/Advanced. Current 8U Travel Guidelines will remain in effect for any 8U Development teams that are formed.
- We will implement 10U Half-Ice Games in 25% of all 10U House & House Select/B Travel games in 2020-21 season with the goal of reaching 50% across CAHA over time. We will collect data and Association input from this test. CAHA will also support 10U Team Jamborees and hold CAHA Tournaments throughout the Affiliate for House teams and Travel teams.
- In the 8U, 10U, 12U, 14U, 16U, 18U age groups (boys and girls), we will communicate the ADM Best Practices guidelines & recommendations for practice to game ratios, game maximums, and geographic travel boundaries. With geographic recommendations, teams will be encouraged to play more CHL games to keep travel more local.
- Implement a team registration system where Associations will provide information on all their teams to include practices, games, off-ice program, coaches, practice to game ratios, travel plans, and game counts. House programs will be asked to provide the details of their house programs and not every team. Travel programs will be asked to provide this for each of their travel teams. This will be requested at the beginning of each season and will be a requirement for approval of rosters.
- We will add a 2nd CAHA/Association meeting in January per the request of the Associations.
- We will work closely with the CHL to help them improve the satisfaction of the Associations so the Associations have more confidence that the CHL will provide a competitive and effective local option for playing games.
- CAHA will add a team of Market Goalie Managers and Market ADM Managers who will work directly with Associations on goalie development and ADM implementation.
- We will add people to Committees from outside the Board and add some Committee positions with specific responsibilities – recruit more people to help. This includes diverse leaders.
- CAHA will develop an “Association of Excellence” program to help with the deployment of the new guidelines/recommendations and the ADM Best Practices.
- Coaching Education Supplement – we will add more ADM Education to Coaches via communication, clearer guidelines, an annual Coaching Symposium, and Positive Coaching Alliance Certification
- Equity and Inclusion: Hockey is for Everyone – embrace equity and inclusion in the sport by including everyone. This includes developing approaches, attitudes, and initiatives that include everyone in hockey. Examples include adding diverse leaders to CAHA Committees and reaching out to diverse talent to add them to our leadership.
- Marketing – improve our marketing of the sport to include using USA Hockey data, focusing on diverse populations, partnering with other sports, and embracing a charity umbrella like “Hockey Fights Cancer” to create awareness of the sport and give back to the communities.

FAQs

How does my Association or hockey program fit in with USA Hockey ?

USA Hockey is recognized by the International Olympic Committee and the United States Olympic Committee as the governing body for organized ice hockey in the United States and is a member of the International Ice Hockey Federation.

What is CAHA?

The Carolina Amateur Hockey Association (CAHA) is the USA Hockey affiliate for hockey in North and South Carolina. CAHA is a non-profit organization that is governed by USA Hockey by-laws and their own by-laws. CAHA is made up of Associations that run local hockey programs in the Carolinas – this includes youth, girls, adult, sled, and disabled hockey.

Who is on the CAHA Board?

There are 9 members of the CAHA Board that serve 3-year terms and represent different geographies within the Carolinas. Elections are held each year and the Associations vote in the Board members. The BOD includes the following and their contact information can be found at <https://www.carolinahockey.org/page/show/852388-board-of-directors>:

Paul Fidishun (Greensboro) – President
Rick Daniel (Raleigh)– Vice President
Robert Engler (Charleston) - Treasurer
Brian Mehm (Raleigh) – Secretary*
Chad Boerst (Charleston)*
Matt Hurley (Fayetteville)*
Jeff Holdenrid (Charlotte)
Brad Hoffman (Charlotte)*
Jake Yenser (Greenville)

Other people in positions that are non-voting members of the CAHA leadership

Kevin Universal – President Emeritus
Joe Spitz – Assistant Treasurer
Jessica Westphal – Registrar
Matt Meinig – SafeSport Coordinator
Ed Morris – Coach-in Chief*
Brian Haaland – Goaltending Coordinator*

* Strategy Committee member

Can my Association make its own rules and by-laws?

Each Associations makes its own rules and by-laws. They must also follow the CAHA and USA Hockey rules and by-laws.

Hockey has been going well in the Carolinas, why the need for any changes?

Hockey has been growing in the Carolinas - CAHA registrations for youth players (0 to 18 years of age) have increased by 23.3% in the last 5 years (2014-15 to 2018-19 seasons). This exceeds the USA Hockey national average for this time period where total youth player registrations increased by 7.6%.

What research and data backs up these conclusions?

See the data mentioned above on retention, studies on youth sports, ADM Best Practices, and 10U ice utilization. There is also more data throughout this document and a list of sources at the end of the document.

Did the Associations have input to these changes?

Yes – the Strategy Committee gave every Association the opportunity to meet to discuss the Strategy Plan and give input, ideas, and feedback. Many of the specific steps were suggested by the Associations.

What about the larger Association's needs? Smaller Associations?

The Strategy Committee made sure to keep an eye towards both Large Association and Small Association needs. We feel that the Action Steps help to address both large and small needs and have enough flexibility to help Associations of all sizes. Some of the action steps may take some changes in “how” Associations address certain areas of growth and development but there is flexibility to do the right things to grow.

How do these changes result in the growth of hockey in the Carolinas?

CAHA believes that the long-term growth of hockey depends on some key factors – attracting new players, retaining existing players, and ensuring that we are focused on fun, skill development, and the value that families get from playing the sport of hockey. Currently there are barriers to growth that we are concerned about – inconsistent implementation of ADM Best Practices to maximize skill development, the growth of travel hockey versus House hockey. Currently approximately 40-45% of CAHA youth players are playing travel hockey – this is more than double the national average. Travel hockey can be a very positive experience but we believe that in general, we tend to focus on games versus practice and we wear out families with the travel and associated costs of travel. This happens over time and we want players and families to enjoy the sport so they play hockey for life.

What is ADM and isn't it really a way for USA Hockey to control my hockey Association?

The American Development Model (ADM) is a comprehensive development model from 6U to 18U. It provides guidance on optimal, age specific programming based on Long Term Athlete Development (LTAD) principles (sports science, physical education and child development research). It is comprised of Age Appropriate Development Principles and High Performance Coaching Techniques. USA Hockey has been a leader in the development and implementation of ADM for the last 10 years. The Best Practices include age-appropriate ice surface sizes, puck size, net size, etc. Best Practices also include the focus on skill development using skill stations and focusing on building the skills of skating, stickhandling, passing, shooting, and body contact. There is an optimum practice to game ratio at every age group and this is typically 3:1 practice to game. In CAHA, we are closer to 1:1 or 1.5:1 practice to game ratio and this stunts our skill development. It has been proven that players get as much skill development in 1 practice as they get in 11 games. We recognize there are parental pressures associated with wanting to watch their children play in games and this has pressured Associations to expand their game counts. Addressing the practice to game ratio is a cornerstone of the Action Plan and achieving our goals.

Where did LTAD and ADM come from?

The ADM was developed after a review of USA Hockey's current development system and how players progress from 6U to the very highest levels of our sport. Best practices for hockey and sport development were looked at from sources inside and out-side our sport. Much of the proven developmental material in the ADM has been around for a long time, but in the past was not applied to ice hockey on a broad scale.

What other countries use LTAD principles?

LTAD principles are being utilized by over 100 different sport federations and government ministries for athlete development in a wide variety of countries including Australia, New Zealand, England, Sweden, Russia, Czech Republic and Finland. Closer to home, Sport Canada (the equivalent of our United State Olympic Committee) has adopted the LTAD platform across all sport in their country. Each NSO (National Sports Organization) including Hockey Canada has developed or is in the process of developing individual sports specific LTAD plans.

What do other countries do to develop their players?

There are several things that other countries much smaller than the US have done to change the way they develop hockey players. There are 7 key elements:



- **Emphasis on Skills, Not Stats or Standings**- Sweden eliminated standings and statistics for all players and leagues at 13U and younger. Scores are kept during the games, but at the end of it there's no written record of wins or losses — it's immaterial. There are no individual stats kept for the regular season or for tournaments at the U13 level. They play games, but there are no tryouts and no real "leagues" as such for those ages. The focus is more on skill development and less on wins and losses. They lead the world in producing elite hockey players per capita.
- **Everybody In** - In Finland, because there is no position-specific play until the age of 10, the players get to focus on their hockey skills. There's no rush to start separating players by skill level while they're still children in Europe. Parents are not in a race to have their kid be on the best 8U, 10U or 12U team. Everybody plays, everybody develops, and plays different positions,"
- **Less Whistles, More Player Autonomy** - Coaches in Europe use their whistles less, and let their players experiment more. European coaches build in the pond hockey mentality. They hardly ever use their whistles. And if you think about it, it makes sense. There are not a lot of whistles in the game.
- **Putting a Premium on the Goaltending Position** - How has Finland, a country with the population of around 5.5 million people, been able to produce so many NHL goaltenders? Kids play every position – including goaltender – until the age of 10. Each hockey club provides free goaltender equipment, and each team has a goalie coach. They put that position on a pedestal – it is

- **Holistic View of Development** - In Europe, there is a more holistic view of development. There was a clear plan and progression in place not just for the next practice, but for the entire season. They make practice plans that make it clear what you're working on and there is a progression in what you're trying to teach. There is also the opportunity for kids to learn on their own and learn by playing the game.
- **Off-Ice Emphasis** - Their practice plans include off-ice training – for all ages. Dryland drills and games can build a variety of skills and help build well-rounded athletes.
- **Doing More with Less** - When discussing athletic development around the world, one cannot ignore Norway's dominance in the 2018 Winter Olympics. With a population of just 5.3 million, the Norwegians captured 39 medals – approximately 7.33 medals per million people, compared to the United States, which won 23 medals with a population north of 326 million. Norwegian clubs do not record game scores until age 13. They encourage kids to play multiple sports at least through the age of 15 and beyond. There are many other structural and cultural differences in Norway's sport system. They focus on delivering the best experience for all players – they are going to give them the best age-appropriate training and environment that they can to let them thrive. They don't train their 8-year-olds like they're on the high school team. They develop that culture over time.

The better you are as an athlete the greater your potential in any specific sport. We want to encourage our kids to develop a wide range of athletic skills so that when they reach an age where they should start to specialize in hockey, they have the foundation for much greater success.

Programs should implement ADM in a way where the development structure is different for 8 year olds versus 18 year old – in other words, development structure should be age-appropriate. In some cases the system places nine-year-olds the same structure as eighteen-year-olds as adults feel this makes sense because it is what they remember experiencing. But kids are not “mini-adults”. They are at different stages of development mentally, physically, and emotionally at different ages. Adults are a finished product and their mental, physical, and emotional development is complete. So we need to make sure to look at development from the kid’s perspective and not the adult perspective. The ADM is an athlete centered model. It places what is best for our kids first.

These are detailed below in the chart. This summarizes best practices for development at every stage of life.

USA Hockey's American Development Model

Hockey for Life

Any Age – Players can enter at any stage. 'Hockey for Life' can provide quality recreational opportunities for all ages. USA Hockey also hopes that as adults we lead a physically active lifestyle and continue to contribute to the sport through volunteerism as coaches, referees and administrators.

<h3>Active Start</h3> <p>Ages 0-6</p> <p>This early development period is essential for acquiring fundamental movement skills (running, gliding, jumping, kicking, catching, striking...) that lay the foundation for more complex movements, thereby preparing children for a physically active lifestyle. USA Hockey encourages activity that incorporates fundamental movement skills in the 4 environments that lead to physical literacy:</p> <ul style="list-style-type: none"> In the water: Swimming On the ground: Athletics In the air: Gymnastics On ice and snow: Sliding (skating) <p>Kids should have a learn to skate program and then a learn to play program as their initial steps into Ice hockey.</p> <p>6 & Under (Mites): 50-60 ice sessions 2-3 ice sessions per week 50-60 minute ice sessions 7-9 skaters per team 0 full-time goalies 34-40 quality practices 16-20 cross-ice game days</p>	<h3>FUNDamentals</h3> <p>Ages 6-8 Female Ages 6-9 Male</p> <p>The objective of this stage is to refine fundamental movement skills and begin to acquire basic sports skills. This is the time when a foundation is laid for future acquisition of more advanced skills.</p> <p>The focus is on the development of physical literacy. Fundamental movement skills should be mastered and motor development emphasized, while the participation in many sports/activities is encouraged. For optimal skill acquisition, the basic hockey skills of skating and puck control are introduced. FUN competitions are also introduced in a team environment.</p> <p>8 & Under (Mites): 50-60 ice sessions 2-3 on-ice/1 off-ice sessions/week 50-60 minute ice sessions 9-12 skaters per team 0 full-time goalies 34-40 quality practices 16-20 cross-ice game days</p>	<h3>Learn to Train</h3> <p>Ages 8-11 Female Ages 9-12 Male</p> <p>This is the period of accelerated learning of coordination and fine motor control and is the critical stage for the acquisition of hockey skills.</p> <p>Prior to the beginning of the growth spurt, players have the best opportunity to learn and begin to master fine motor skills that can be used in combination with other skills. In most cases what is learned or not learned in this stage of their life will have a very significant effect on the level of play that is achieved later on.</p> <p>Players should be able to begin to transfer skills and concepts from practices to games. Group interaction, team building and social activities should be emphasized. A balance of practices and games will promote the continued development and mastery of key hockey skills.</p> <p>10 & Under (Squirts): 95-100 ice sessions 3-4 on-ice/2 off-ice sessions/week 60 minute ice sessions 10-12 skaters and 1 goalie 75-90 quality practices 20-25 game days</p> <p>12 & Under (Pewees): 105-120 ice sessions 4 on-ice/2 off-ice sessions/week 60+ minute ice sessions 12 skaters and 2 goalies 80-90 quality practices 30-35 game days</p>	<h3>Train to Train</h3> <p>Ages 11-15 Female Ages 12-16 Male</p> <p>The focus of this stage is to further develop sports specific skills, begin to introduce competition, and start to emphasize support training to continue development of speed, strength and stamina while maintaining flexibility.</p> <p>Players should consolidate sport specific technical skills with an increased emphasis on hockey and a reduction in the number of other sports played. A continued emphasis is also placed on the development of individual and group tactics. Social and emotional considerations are addressed by placing an emphasis on team-building, group interaction and social activities.</p> <p>14 & Under (Bantam) & 16 & Under (Midget): 160 ice sessions 4-5 ice sessions per week 80 minute ice sessions Combined and separate practices for team/position 9 month training calendar 16 skaters and 2 goalies 120-130 quality practices 40-50 games Appropriate off-ice training for LTAD stage</p>	<h3>Learn to Compete</h3> <p>Ages 15-18 Female Ages 16-18 Male</p> <p>This is the time to prepare athletes for the competitive environment, continue to refine technical skills, ancillary skills and develop the physical attributes.</p> <p>The focus is on optimizing fitness preparation and to begin to specialize in ice hockey. Training should be individualized to the athlete's particular needs in skill development, mental preparation, fitness and recovery. During this stage, training volume will increase, as does training intensity. Competitions become more important and the focus shifts to performance. Training will stress the development of position specific technical and tactical skills under competitive conditions. Mental skills that contribute to performance are also emphasized.</p> <p>18 & Under (Midget) & 19 & Under (Female): 200 ice sessions 5-6 ice sessions per week 80 minute ice sessions Combined and separate practices for team/position 10 month training calendar 18 skaters and 2 goalies 130-140 quality practices 50-60 games Appropriate off-ice training for LTAD stage</p>	<h3>Train to Compete</h3> <p>Ages 19-21 Female Ages 19-23 Male</p> <p>The objective of the Train to Compete stage is to transfer from the training environment to a competitive environment. Athletes must consolidate technical skills, and maintain ancillary skills and underlying physical capacities. During this stage training volume remains high while intensity increases with the importance of competitions. The training is usually 10+ months of the year and is disciplined and hockey-specific. Athletes will usually be required to move away from home for training and competition environments that fit this level of athlete development. The training is individualized to the athlete's particular needs in skill development, mental preparation, fitness and recovery.</p> <p>Junior, NCAA: Training calendar that equally supports both training and competition.</p>	<h3>Train to Win</h3> <p>Ages 19+ Female Ages 19+ Male</p> <p>The focus of this stage is the stabilization of performance on demand characteristics and excellence within the highest level of performance at the NHL, World Championships and Olympics. This is the final phase of athletic preparation that only a very small minority will achieve. Maturation is complete and all the performance factors should be fully established to optimize performance in national or international competitions. The athletes in this stage will be the performers in the highest level professional league and at the highest international level. It is important to build a winning strategy with these athletes, and to individualize training and recovery programs to prevent over-training.</p> <p>NCAA, Professional: Appropriate training that supports competition calendar.</p>
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For complete details, visit ADMkids.com

Give me some examples of Age-Appropriate Development

Some examples of Age Appropriate Development include smaller ice surfaces for 6U, 8U, and 10U, appropriate net sizes for 6U, 8U, and 10U and older age groups, blue pucks at 6U and 8U. It also includes tailoring on-ice skill development, off-ice development, and how we coach kids at different ages. For example, we focus on those areas of development that the players are physically and mentally ready to be developed. This includes a focus on Agility, Suppleness, Flexibility, and Speed at the 4-8 year old Window of Trainability. This is the age is when kids should be playing multiple sports and focusing on athleticism. At the 9-12 year old Window of Trainability, we focus on skills, suppleness, speed and stamina. At 13-16 we focus on strength, stamina, and speed. The focus includes what types of activities we do during off-ice training, what skills we work on, hockey sense, and team tactics by age. For example, we spend no time on team tactics at 8U and only 10% at 10U and 12U – the focus is on skill development and hockey sense.

Age Group	Skills	Sense	Systems
8U	85%	15%	0%
10U	75%	15%	10%
12U	65%	25%	10%
14U	50%	35%	15%
16U	50%	30%	20%
18U	50%	25%	25%

Give me some examples of High Performance Coaching Methods

Examples of High Performance Coaching Methods include small games, small ice surfaces, skill stations to maximize touches and repetitions, getting more teams on the ice to increase practice minutes and practice to game ratios, coaching to the age, station-based practices, focus on skills, focus on development and coaching to improve skills and not win games, battles and body contact, competition, small area games.

Is this approach supported by the NHL?

Absolutely! The NHL specifically supports USA Hockey's commitment to ADM and LTAD. NHL teams use a lot of the ADM High Performance Coaching methods in their practices – small games, skill development stations, goalie development focus, etc. Frank Serratore, Air Force Academy Coach said it best –

"The American Development Model is just what the doctor ordered for youth hockey. USA Hockey and the NHL should be commended for implementing it across the United States, as evidenced by many other youth sports following this lead. I'm a teacher by trade, and the concept of age-appropriate training is bang on. What a 6-, 8- or 10-year-old needs developmentally is vastly different than what a 14-, 16-, or 18-year-old needs. Delivering high-energy, activity-based practices full of skating, puck skills and competitive small-area games is what 12U, 10U and 8U players need, and the formula of three practices to one game at these ages gives players the best chance for long-term success. This formula, combined with playing two or three other sports is vital. As players move into their teenage years, the equation changes a bit, as players need to acquire an understanding of team concepts which comes with playing more games. The bottom line is I want and need players at the NCAA Division I level who can skate, shoot, handle pucks and think the game at a high level. If you as a parent want your child to enjoy the game to its fullest while training in a program which will maximize their potential as a player, find an ADM club near your home, sit back and enjoy the experience."

My child's coaches have been great, why do they need supplemental coaching education?

USA Hockey does a great job of communicating the best coaching techniques, certifying coaches via the Coaching Education Program (CEP), and providing on-line resources and tools. CAHA believes that a supplemental program of Coaching Development will further enhance our coach's expertise. Hockey is an evolving sport and there are Best Practices in development and coaching that are being implemented every year. We want to make sure we have a forum to communicate these effectively to coaches beyond the annual CEP certification.

Are you trying to change the way Coaches coach?

Yes, the ADM wants to make coaches aware of what is most important at each stage of a child's athletic development. We only have so much time with the kids so we need to be efficient and give them what they need most at each stage. Understanding these 'Windows of Opportunity' will optimize player development and limit coach's frustrations. Many coaches in CAHA do an outstanding job of using ADM principles when developing players. We want to make sure that every coach is using the same principles and high performance coaching methods.

I heard that there are some myths about development that have been dispelled by ADM and LTAD. What are they?

The chart below shows some hockey development beliefs that have been disproved by implementation of ADM and LTAD as well as scientific studies in these areas.

Hockey Beliefs	Myth or Truth?
You have to be on the Best Team to Develop	Myth – you want to be on a team that is fun for the players, emphasizes skill development over winning, has a minimum of a 3:1 practice to game ratio, practices in smaller areas, uses small games to teach hockey sense and concepts, lets players learn and think while playing the game, plays everyone in games, and uses age-appropriate and high performance coaching methods.
You have to Excel early	Myth – hockey is a late developing sport as it is very difficult to master. That is why the LTAD focuses on skill acquisition until the Learn to Compete and Train to Compete stages of development at 15-18 years of age. There is no way to determine if the best 8U or 10U player today will be the best player at 16U or 18U because a player's hockey development is something that evolves over the course of 10-15 years.
You have to play hockey 12 months a year	Myth – LTAD and ADM encourage playing other sports – the best athletes become the best hockey players. Too often players specialize too early and burn out on the sport. They also do not develop as the best athletes and this stunts their hockey development.
You shouldn't specialize in hockey until you are 15	True – waiting until 15 means the player will develop their overall athleticism which will make them a better hockey player in the long-term
You have to travel extensively to improve	Myth – practice time is one of the biggest causes of improved hockey skill. Travel can inhibit improved skills putting too much emphasis on games. Studies show that players receive 11 games of development in just 1 practice. Travel also tends to burn out players and families over the long run – time, family issues, and financially, lost school days. This is why we recommend 3:1 practice to game ratios, the start of travel hockey at 10U and game maximums to minimize travel.
You need more practice to develop your skills	True – absolutely true – 3:1 practice to game ratio is optimum. Just remember that every practice you have, you are getting 11 games of skill development due to increase repetitions and touches.

What are other sports doing to address age-appropriate skill development and training?

“Beginning August 1, 2017, US Soccer adopted new standards in youth soccer known as Player Development Initiatives (PDIs). A key component to these PDIs is new standards of play for small-sided games. Small-sided standards are youth games played with less than 11 players on each team. Playing with less players on the field means that players are constantly involved in play and provided with more opportunities for touches on the ball and overall player development. Not only are there fewer players, but small-sided games also use smaller fields, goals and balls, shorter game times and some different rules to optimize the game for younger players.”

“With fewer players on the field, players have a greater opportunity to play more meaningful minutes. They will be involved in the game, with or without the ball, much more than in a full-sided game, creating more chances for learning and improvement. Reading the game and decision making are some of the most important qualities for a player that will benefit from playing small sided games. The new standards also cater to the physiological needs of each age group. Having consistent standards across the country allows players to develop on a level playing field and allows U.S. Soccer to better serve and educate parents, players, coaches, and referees and clubs.”

US Soccer adopted 4 size fields – 3 for youth and one for adult. They also have 2 size balls and 3 sized goals.

Small-Sided Games Chart



	U6 6 years old and younger	U7 7 years old and younger	U8 8 years old and younger	U9 9 years old and younger	U10 10 years old and younger	U11 11 years old and younger	U12 12 years old and younger
Field Size Ranges (yards)	Length 25-35 Width 15-25	Length 25-35 Width 15-25	Length 25-35 Width 15-25	Length 55-65 Width 35-45	Length 55-65 Width 35-45	Length 70-80 Width 45-55	Length 70-80 Width 45-55
Maximum Goal Size (feet)	Height 4 Width 6	Height 4 Width 6	Height 4 Width 6	Height 6.5 Width 18.5	Height 6.5 Width 18.5	Height 7 Width 21	Height 7 Width 21
Ball Size	3	3	3	4	4	4	4
Players	4v4 No GK	4v4 No GK	4v4 No GK	7v7 GK	7v7 GK	9v9 GK	9v9 GK
Game Time (minutes)	4x10	4x10	4x10	2x25	2x25	2x30	2x30
Offside	No	No	No	Yes	Yes	Yes	Yes

Little League Baseball has also adopted Age-Appropriate field/pitcher mound sizes and formats of their game. They have T-Ball, Machine Pitch, Coach Pitch, Player Pitch. Diamonds range from 60 ft/46 ft pitcher mounds in the Minors and Majors (age 5-12) to 70/50 at Intermediate (age 12-13) and 90/60 at Juniors/Seniors/Adult

LITTLE LEAGUE BASEBALL YOUTH AGE GROUPS

Age Group	Format	Diamond	Pitching Mound
T-Ball 4-7 years old			
Minors 5-8 years old	Machine Pitch	60	46
Minors 5-8 years old	Coach Pitch		
Minors 9-10 years old	Player Pitch		
Majors 9-12 years old		60	46
Intermediate 50/70 – 12-13 years old		70	50
Juniors 12-14 years old		90	60
Seniors 13-16 years old		90	60

How does USA Hockey compare to other sports when introducing the adult-sized game?

USA Hockey introduces the adult-sized game with full ice, black pucks, and 48x72 nets at the age of 9. Other sports wait to introduce players to the adult-sized game at **no earlier than 13 years old – 4 years older**. Little League Baseball and US Soccer have 4 sized games to create progressions to the adult-size game. USA Hockey has 2.

	Age that the sports considers players adults to play on adult-sized surfaces	Number of Progressions in Size of Game
US SOCCER	13 years old	4
LITTLE LEAGUE BASEBALL	13-14 years old	4
US LACROSSE	13-14 years old	2
USA HOCKEY	9-10 years old	2

	6U	8U	10U	12U	14U	16U	18U
US SOCCER							
Age Level	U6	U7 & U8	U9 & U10	U11 & U12	U14	U16	U18
Playing Surface Size	25-35 x 12-25	25-35 x 12-25	55-65 x 35-45	70-80 x 45-55	110-120 x 70-80	110-120 x 70-80	110-120 x 70-80
Goal Size	4x6	4x6	6.5x18.5	7x21	8x24	8x24	8x24
Ball/Puck Size	3	3	4	4	5	5	5
Game Format	4v4 with four 10 min quarters, no goalies	4v4 with four 10 min quarters, no goalies	7v7 with two 25-min halves, goalies	9v9 with two 30-min halves, goalies	11v11 with two 35-min halves, goalies	11v11 with two 40-min halves, goalies	11v11 with two 45-min halves, goalies
LITTLE LEAGUE BASEBALL							
Age Level	T-Ball	Minors	Majors	Majors	Intermediate	Juniors	Seniors
Playing Surface Size (bases x mound)	Shortened field	60 x 46	60 x 46	60 x 46 AND 70 x 50	12 & 13 - 70 x 50 AND 90 x 60	90 x 60	90 x 60
Game Format	Coach Pitch	Coach Pitch - Machine Pitch	Player Pitch	Player Pitch	Player Pitch	Player Pitch	Player Pitch
USA LACROSSE							
Age Level	6U	8U	10U	12U	14U	16U	18U
Playing Surface Size	60 x 35	60 x 35	60 x 35	60 x 35	60 x 100-130	60 x 100-130	60 x 100-130
Goal Size	4 x 4, no goalies	4 x 4	4 x 4	6 x 6	6 x 6	6 x 6	6 x 6
Game Format	4v4	4v4	6v6 or 7v7	7v7 or 10v10	10v10	10v10	10v10
USA HOCKEY							
Age Level	6U	8U	10U	12U	14U	16U	18U
Playing Surface Size	Cross-Ice	Cross-Ice	Full-Ice	Full-Ice	Full-Ice	Full-Ice	Full-Ice
Goal Size	24x36, no goalies	36x48	48x72	48x72	48x72	48x72	48x72
Ball/Puck Size	Blue	Blue	Black	Black	Black	Black	Black

8U AGE GROUP

What are the advantages of practicing in small areas and playing cross-ice games?

The USA Hockey Red, White, and Blue program is based on a model of practicing and playing hockey across the ice surface as compared to practicing and playing along the full length of the ice surface. This cross-ice practicing and playing model actually has been around for as long as the game has been played. When players played on a pond did they use an ice surface 200 x 85 feet? No, they played in a small area that developed and sharpen their skills without the rules of off-sides, icing, penalties, face-offs, or even positional play. Hockey sense and hockey instincts were developed. This model has been used in many of the leading hockey nations and by the world's best players for a number of years and has stood the test of time. It has been shown that children who begin their hockey training in this environment have an outstanding hockey experience and develop a better base of skills as they progress through our sport.

What are some of the “Best Practices” for maximizing the development of players at 8U and younger?

The key principles for 6U/8U are to focus on fun, engagement, active practices, and age-appropriate training which include station-based practices to teach skills and concepts. This is where the “Hockey for Life” seed is planted and fun should not be underestimated. If it is not consistently fun at this age, the novelty of the sport will wear off and players may eventually quit. Players need to have a foundation of skill, fun, competition, and age-appropriate training. Keeping score, travel teams, winning & losing, and adult-sized playing surfaces and skill development will minimize development and fun over the long-term. Without a basis of fun and skill development at the younger ages, players have a higher rate of leaving the sport – this is something we are addressing with our approach to 8U. In your program you should see:

- Focus on fun, engagement, and development with no lines, no laps, no lectures
- No time spent at the board drawing up drills and plays
- Lots of movement of players – no one standing around
- A competitive environment at an individual level – puck battles, competing in games, doing their best
- blue pucks and smaller nets (24x36 for 6U and 36x48 for 8U) should be used for age-appropriate development.
- a 2:1 or ideally 3:1 practice to game ratio
- station-based practices in small areas
- competition that is focused on individual competition like competing for the puck
- small games in practice for learning hockey sense and hockey concepts like puck support
- 4v4 or 3v3 cross-ice format in games

Why does the ADM call for 6U & 8U to use a smaller surface for games?

Like other sports, we are fitting the playing environment to fit the physical size of our kids. By doing this, kids get to play a version of the real hockey game that is actually more comparable in key areas that a full ice game is for kids on this size. Physical contact is increased, repetition of the most important skating and puck control skills are increased and the environment is better suited to the cognitive development of the players.

How will my child develop their competitiveness if no scores are kept and there are no winners and losers?

Fostering a competitive environment is an important part of a child's development. It is important for the games and practices at the 8U level to foster a competitive environment for all the players involved. Although we do not keep score or track of winning and losing at this age, this does not mean that we do not encourage competitiveness. At this age, competitiveness must be fostered and enhanced at an individual level. Players should be encouraged to be the very best they can be, to battle for the puck, and to compete hard in every cross-ice game, competition and practice.

I'm concerned about my 8U player not being able to compete for a spot on a travel team. This sounds like “everyone gets a trophy” and isn't life about competition?

Life is competitive – *adult* life. This is where the ADM and LTAD focuses on the development of the child. Imposing adult-level competitive philosophies on young children has been shown to reduce fun, hurt skill development, and reduce retention of players playing our sport. Competitiveness grows and develops in kids. As an adult, your competitiveness is fully developed. For example, you may be upset about a loss for a day or 2 as you work through your competitive drive and feelings. A player may be just as disappointed about the loss but they recover in 5-10 minutes. It doesn't stay with them like an adult. The approach to competition is also different. At 6U and 8U, competition is learned by children at the individual level and competition is learned by competing for the puck, body contact, working hard, being the best they can be. Keeping score, playing on teams, travel hockey, and winning & losing are concepts that are important but are more appropriate at the 10U and 12U age groups. When we push the wrong type of competitiveness

on kids at too early an age, players don't have as much fun, learn less, are less engaged, actually become less competitive, and eventually quit the sport.

My 8U child likes to play on a team. Will they still be able to?

8U players may play on teams in their House leagues and we are forming the 8U Development Program for Associations that want to offer 8U players additional development opportunities. One of the key principles at this age group is not to separate kids into all-star or Select teams. All players should have the opportunity to get more development opportunities as we do not know who the best players will be in the future. The 8U Development Program can offer additional practices and a team format to play in 8U Team Jamborees. However, these are open to any player and there are no tryouts. If there are enough players, 2 levels of teams may be formed – Advanced/Intermediate and Beginner. Both the levels should receive the same amount of practice, skill development, games, and coaching.

What if my Association is small and we only have a small number of players?

CAHA will work with Associations to cooperate and combine into regional House leagues. These would still be separate Associations but they could practice together and play games in a combined House league with other Associations.

Why can't my 8 year old use full size nets and black pucks?

Age-Appropriate Development is very important at the younger ages. The nets and pucks should be at the right size for the age group. For 6U we have blue pucks and 24x36 nets and cross-ice games, at 8U we have blue pucks and 36x48 nets and cross-ice games, at 10U we use black pucks and full-size nets but we are moving to half-ice 4v4 games, and at 12U and older, players move to full-ice games.

Will players compete against other players of a similar ability?

One of the most important ADM principles is the grouping of players of like ability. At 8U this is a cornerstone of a player's development. It is important in both practice and in cross-ice game competition for players to be grouped by similar ability whenever possible.

10U AGE GROUP

Why are you testing Half-Ice 4v4 for 10U games for House and Select/B?

Much of the basis for half-ice 10U games can be found in the reasoning behind the 8U cross-ice format. 10U Half-Ice games provide more touches and skill development for all players. This format also helps to increase the value to families and enables programs to improve their practice to game ratios. The Pacific Northwest and Alaska have embraced this format and seen a dramatic increase in skill development, player retention, fun, and positive parent comments. This also provides a logical transition from 6U/8U cross-ice to 10U half-ice to 12U full-ice. It makes for less of a giant leap from 8U cross-ice to full-ice immediately. We want to try this at the House level, measure the results and learn from it.

Why only implement some 10U half ice games?

We want to test the concept, work out the logistics and give Associations the opportunity to see the benefits of half-ice. For 2020-21 we will implement in 10U House and House Select/B at 25% of games in the 2020-21 Season.

How will my player be ready to play full-ice games if they play some of their games in a Half-Ice format? What about teaching off-sides?

Age appropriate training is one of the most important cornerstones of the ADM. 8U & 10U players should concentrate the majority of their time on skating and puck handling skills. Concepts such as off-sides, positions, & face-off positioning can still be introduced at the 10U level for that portion of games that is full-ice. These concepts are easier to learn as the cognitive ability of players increase with age. Most coaches will tell you that teaching positioning, off-sides and face-offs takes very little time versus teaching elite skills like skating, puck handling, body contact, & hockey sense.

What are the rules for Half-Ice 10U games?

Games will be run in 2 run-time halves and teams will switch ends at the half. 4 teams will play at the same time (2 games will be played simultaneously and they will utilize the same clock. Teams will share benches and penalty boxes. A premium will be on keeping the game moving so there are very limited face-offs. Nets will be placed at the usual spot for 1 net and at the other end for a second with a crease drawn by the referee. Referees will call penalties. Scoring flip cards will be used for all games. The scoreboard will only be used for the time with both games using the same clock.

GOALTENDING

How do these changes help my goalie develop?

You may already be in an excellent situation in terms of goalie development. We want to make sure that all Associations provide opportunities for young players to try the position and to get the goalie-specific development that they need at the right time. CAHA Goalie Coordinator Brian Haaland will lead a team of Market Goalie Coordinators to work with individual Associations to put together a strong goalie development program if they don't already have one. These Market Goalie Coordinators will help the Associations with on and off-ice goalie development, developing goalie coaches for each Association and teams, and developing a goalie-specific training program. We also want to work closely with Head Coaches to make sure that goalie development is a priority and that goalies get 1-1 development time during regular practices and that managing goalies in games is age-appropriate.

What opportunities are there in CAHA for goalie development?

CAHA will continue to hold goalie development clinics, communicate "Best Practices" for coaching goaltenders to coaches, and training coaches to be more effective in goalie development.

Will there be more Try Goalie For Free events?

CAHA is encouraging Associations to hold these events and to make it a regular practice to have players try the position on a regular basis at 8U. 8U players should play goalie in some games to try the position. Associations either have strap-on "quick change" goalie equipment or are in the process of securing these to use with their 8U program.

GUIDELINES AND RECOMMENDATIONS FOR PRACTICE TO GAME RATIOS, GAME DAYS OR GAMES, AND GEOGRAPHIC TRAVEL

Why is CAHA recommending a certain amount of game days or days for youth hockey's age groups?

Our goal is to increase the number of players playing hockey in the Carolinas and this can be done through attracting more players and retaining more existing players. Right now our retention rate after 10U is flat and then declines and we believe this is in part due to too many games which negatively impacts the optimum practice to game ratio. Retention is also impacted by the value that families get out of hockey and in many cases the value equation is skewed because families are spending a large amount on travel expenses to play games. USA Hockey ADM Model recommends a specific amount of game days or games for each age group. We want to clearly communicate these to the Associations and recommend that they are followed. Ideally, we work to improve practice to game ratios especially at the 10U and 12U age groups where skill development needs to be maximized.

What difference does it make if we play more games?

There are several reasons why ADM specifies how many games each age group should play. First, 1 practice delivers as much skill development as 11 games. Skill development is optimized when players have a 3:1 practice to game ratio so moving towards an optimum number of games at an age group may free up time to add practice time which increases development. Second, we want to provide more value to families. Playing games is much more expensive than practice. For example, 1 game costs approximately 50-100% more than 1 practice. If a team exchanged 5 games for practices, they could get 7-10 more practices and exponentially more skill development.

Why geographic guidelines and recommendations by age group and level?

We want to encourage Associations to provide more value to parents. Some travel outside of CAHA and overnight is fun and a positive experience. Too much travel and overnights increases the overall cost of playing hockey and lowers the value received by families. Over time, we see burnout when families spend too much time and money traveling at the 10U and 12U age groups.

Will the CHL be more competitive?

We hope so. We are encouraging more local play so if all teams play in the CHL, teams should be able to get more games in the Carolinas against a greater number of competitive teams. Currently there are teams that do not play in the CHL because they feel it is not competitive.

How will CAHA keep Associations accountable for implementing the new guidelines and recommendations?

First, we hope that the Associations will do their best to adopt these Best Practices. They are guidelines and recommendations – not mandates. We believe this is an educational process where CAHA and USA Hockey can help

Associations be more effective in delivering the best practices of skill development and the best hockey programs possible. We are committed to working with the Associations to help them achieve this and feel that these USA Hockey ADM Guidelines and Recommendations are the best practices for a great hockey experience. We will also have a pre-season ADM Program registration of teams via SportsEngine that will outline the specifics of each team in every program.

VALUE FOR MY FAMILY

You talk about increasing the value for my family for playing hockey. What is this?

The value that a family receives from any activity includes things like what their child learns in life lessons, what sport-specific skills they learn, what the experience delivers in fun, the feeling of belonging by the child and the family, the coaching expertise, and overall satisfaction with the experience. What is also included in value is the cost of the program, the structure of the program (is my child safe and in good hands), and the non-fee related costs like travel, extra fees, and discretionary costs like private coaches and supplemental training. All of this goes into determining value. To increase value, one can improve on any of these factors and/or reduce the monetary cost.

I already am happy with my program, why should I be concerned about increased value?

Value is one factor why players and families leave the sport. It is also a reason why families choose to play the sport versus other options. We recognize that hockey is not imbedded in the Carolina culture like basketball, football, soccer, or baseball. We need to find ways to remove barriers to playing the sport and to reduce retention. Improving the overall value that a family receives from the sport is one of the ways to do this. The other thing we see in a lot of youth sports is burn out and loss of players after 11 or 12 years old. We experience this in hockey and feel that families get burned out with travel and its costs and players get burned out with too much competitiveness too soon and lack of fun.

EQUITY & INCLUSION

Why does equity and inclusion matter for hockey?

There are many reasons to make hockey more inclusive for everyone. If we want to grow the sport, we want to attract the biggest pool of people – everyone. This includes boy's, girl's, disabled, sled, and adult hockey. This includes everyone across the entire spectrum of society. HOCKEY IS FOR EVERYONE is something to embrace and celebrate. When children see people they identify with playing sports, it expands their horizons and makes them believe they can be anything they want to be. Sports create a template for wider society, showing what's possible when we all work together and talent from all walks of life has the opportunity to flourish. So this effort will help with growth, retention, and be a key component of the value that every family gets from playing hockey.

I don't see many people who look like me playing or coaching hockey. Why should I choose hockey instead of other sports?

Hockey is a fast-paced, exciting game where players learn tremendous life lessons about teamwork, respect, hard work, accountability, and more. However, we do recognize that we need to grow our representation from all communities and this will take hard work to make all people feel valued and included. We hope that our efforts in partnering with other sports will help us to reach out and attract different people.

How will you be looking to grow the sport in girls, sled, and disabled hockey?

All of these areas of hockey in CAHA continue to grow. However, we need more players in all of these areas to build this growth. Our Girls Hockey Committee as well as Sled/Disabled is looking at ways to specifically address growth and support of these areas. These are things like ensuring that all House programs put their girl players together at an early age to develop a girl's hockey critical mass of players. We are also looking to invest in these areas via equipment, coaching, training, and focus.

MARKETING THE SPORT

What types of marketing programs will be implemented?

Marketing to all people who may be interested in hockey is a key component of growing the sport. We need to reach out via social media, partnerships with other sports, and targeted marketing to bring more people into the sport. We also feel we need to publicize our current success – growth, changes to grow the sport, team and individual role models and success, and more. We have a lot of positives to talk about and we need to expand our communication of these successes.

Will these programs cost me and decrease my value that I receive from hockey?

Marketing of the game will not be an added cost any player or family. We hope that by growing the sport and retaining players that everyone will benefit. We also hope that by improving our diversity and inclusion that we will be more diverse, more successful, and more inclusive to everyone.

How can I help with the marketing efforts?

We would love to have the help of people in CAHA to work on these marketing initiatives. More details will be out in the coming months but we will need help and expertise so please offer these if you have them!

SOURCES AND DATA

EXPERIENCE IN OTHER SPORTS

<https://www.soccertoday.com/changes-from-the-ussf-on-youth-soccer/>

WHY KIDS QUIT HOCKEY AND SPORTS

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ADM & LTAD

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VALUE/COSTS

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<https://www.theatlantic.com/ideas/archive/2018/11/income-inequality-explains-decline-youth-sports/574975/>

WHAT OTHER ASSOCIATIONS/AFFILIATES ARE DOING

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https://www.minnesotahockey.org/news_article/show/816074

<http://usahockeymagazine.com/article/2018-08/under-umbrella>

https://www.admkids.com/news_article/show/951827

https://www.anchoragehockey.com/news_article/show/877491

<https://activeforlife.com/more-evidence-that-half-ice-hockey-is-better-for-kids/>

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REFEREE SHORTAGES

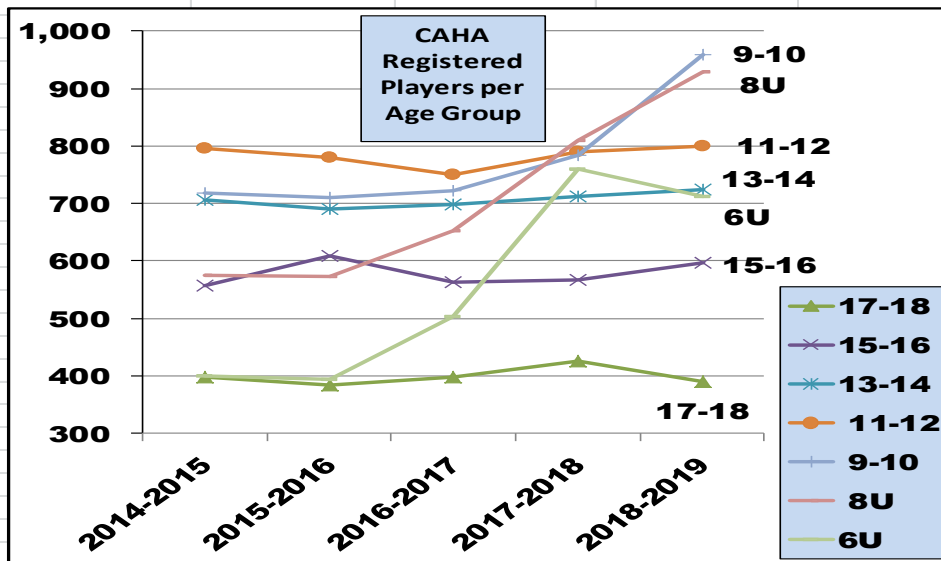
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CAHA Registrations By Age Group

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	5 Year % Growth
CAHA TOTAL 0-18 years	4,147	4,138	4,287	4,847	5,112	23.3%
17-18	397	384	397	426	390	-1.8%
15-16	557	608	563	566	597	7.2%
13-14	707	691	698	713	725	2.5%
11-12	795	779	750	789	799	0.5%
9-10	718	710	722	784	959	33.6%
8U	574	573	653	810	929	61.8%
6U	399	393	504	759	713	78.7%
NC TOTAL 0-18 years	3273	3345	3404	3861	4089	24.9%
17-18	302	291	310	329	298	-1.3%
15-16	459	496	439	447	478	4.1%
13-14	574	560	574	580	572	-0.3%
11-12	648	656	604	629	642	-0.9%
9-10	568	574	575	615	761	34.0%
8U	436	463	516	654	754	72.9%
6U	286	305	386	607	584	104.2%
SC TOTAL 0-18 years	874	793	883	986	1023	17.0%
17-18	95	93	87	97	92	-3.2%
15-16	98	112	124	119	119	21.4%
13-14	133	131	124	133	153	15.0%
11-12	147	123	146	160	157	6.8%
9-10	150	136	147	169	198	32.0%
8U	138	110	137	156	175	26.8%
6U	113	88	118	152	129	14.2%

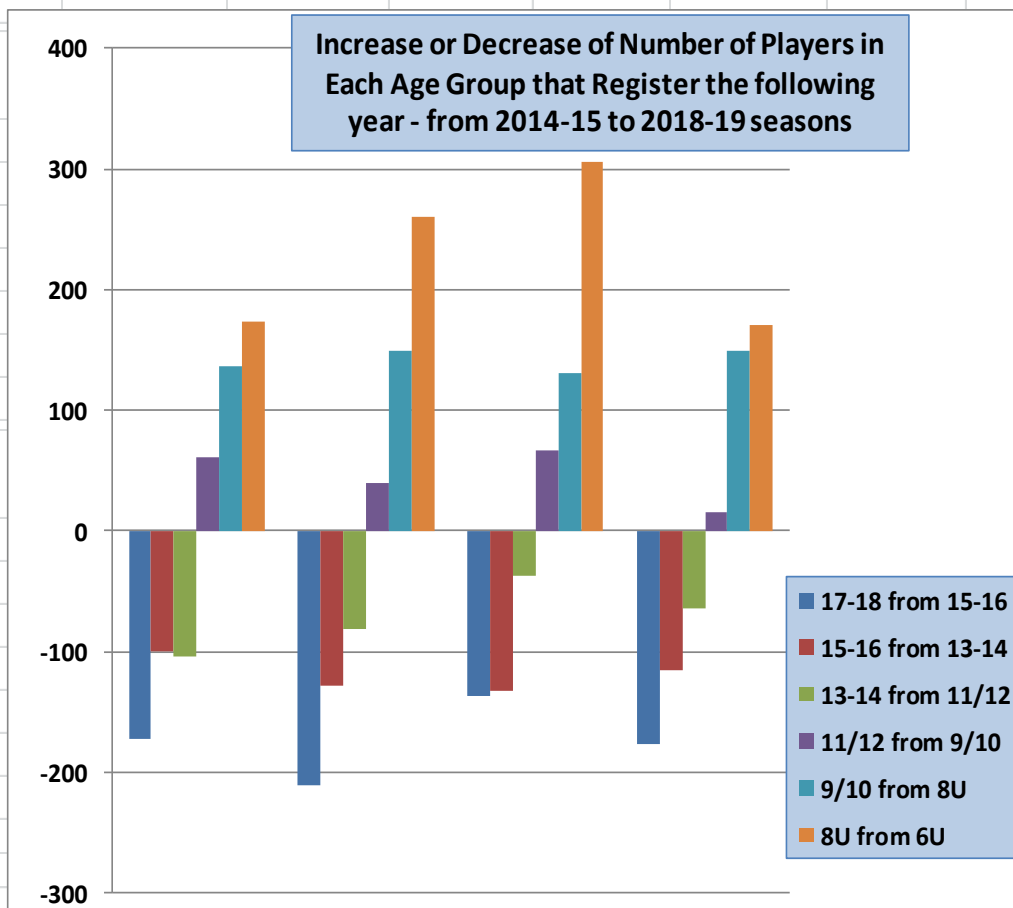


CAHA AGE GROUP REGISTRATIONS YEAR TO YEAR

CAHA is seeing strong growth when players move from 6U to 8U and 8U to 10U – growth in the 22-66% range. However, the rate of growth is declining and our growth levels off at 2-9% when players move from 10U to 12U. When players move from 12U to 14U and 14U to 16U and 16U to 18U we start to lose players significantly. In the last 4 seasons, registrations 6U to 8U, 8U to 10U, and 10U to 12U have either been declining faster or growing slower each season.

Age Group Registrations Year to Year - Where do we start to lose players?

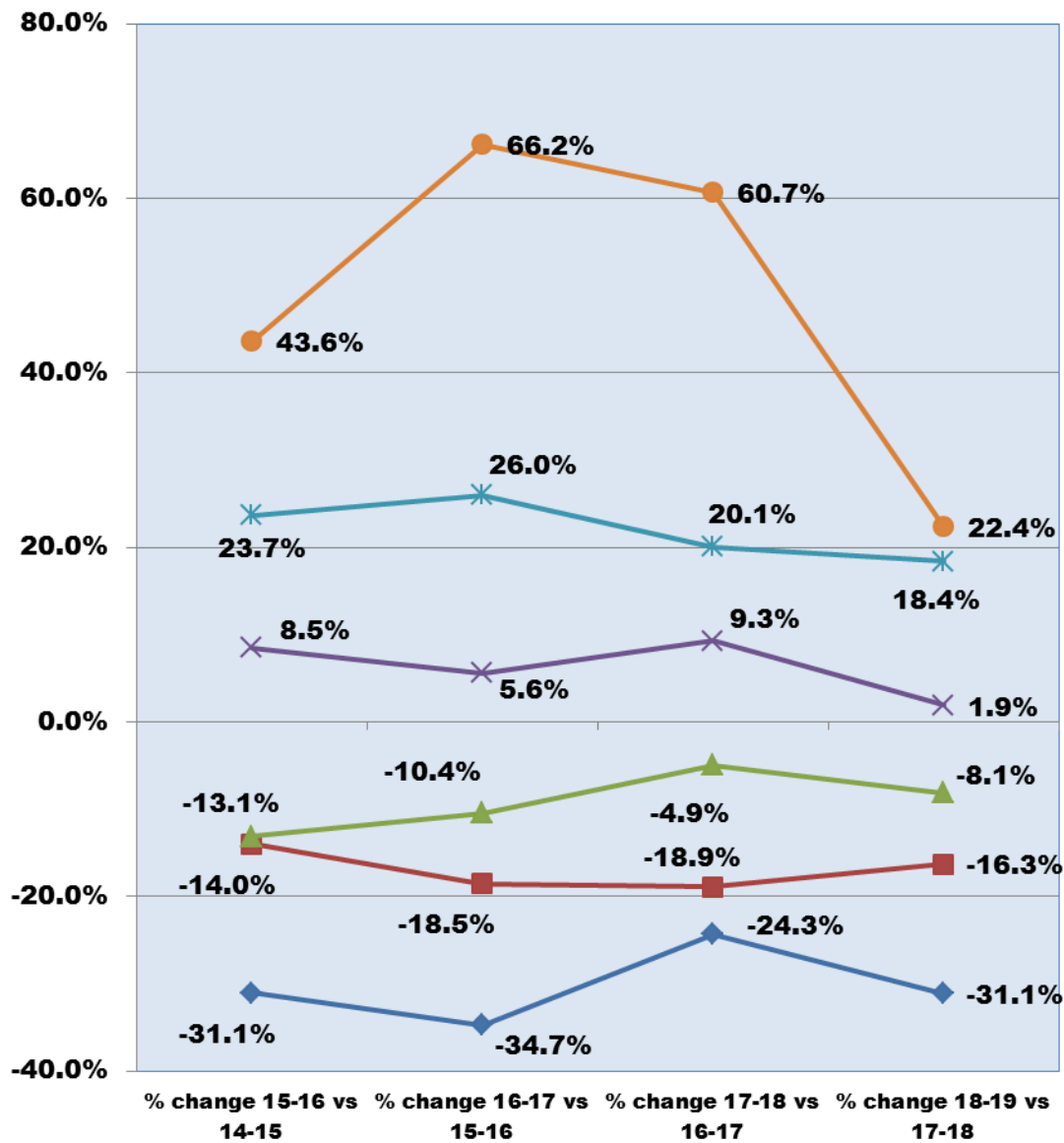
CAHA TOTAL 0-18 years	14-15 returning 15-16	15-16 returning 16-17	16-17 returning 17-18	17-18 returning 18-19	% change 15-16 vs 14-15	% change 16-17 vs 15-16	% change 17-18 vs 16-17	% change 18-19 vs 17-18
17-18 from 15-16	-173	-211	-137	-176	-31.1%	-34.7%	-24.3%	-31.1%
15-16 from 13-14	-99	-128	-132	-116	-14.0%	-18.5%	-18.9%	-16.3%
13-14 from 11/12	-104	-81	-37	-64	-13.1%	-10.4%	-4.9%	-8.1%
11/12 from 9/10	61	40	67	15	8.5%	5.6%	9.3%	1.9%
9/10 from 8U	136	149	131	149	23.7%	26.0%	20.1%	18.4%
8U from 6U	174	260	306	170	43.6%	66.2%	60.7%	22.4%



CAHA PLAYER REGISTRATIONS RATE OF GROWTH OR DECLINE YEAR TO YEAR BY AGE GROUP

AGE GROUP MOVEMENT

(From age Group
X to Age Group Y)

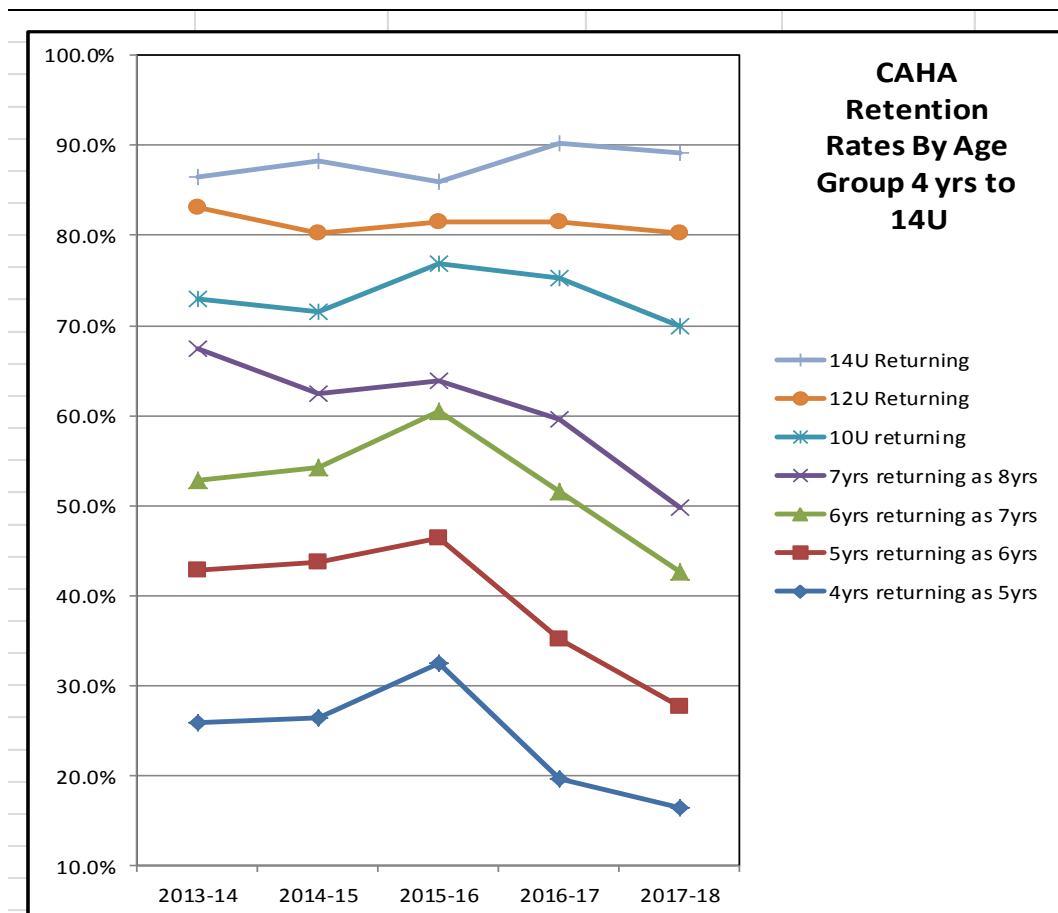


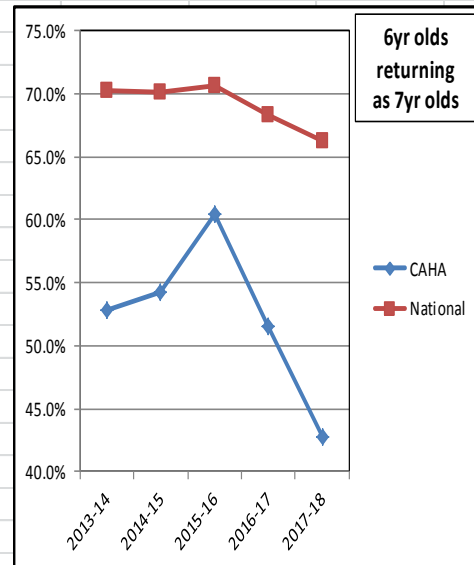
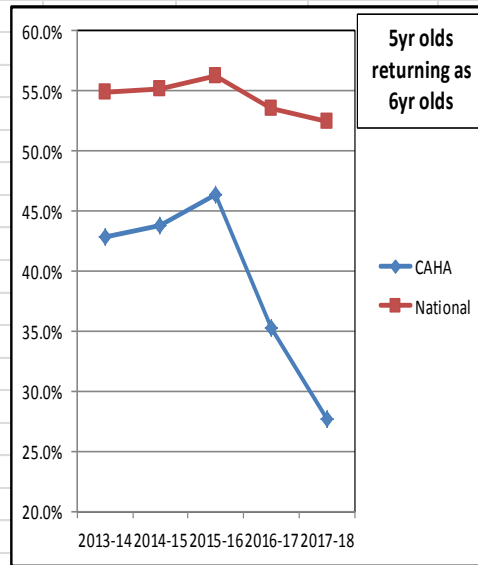
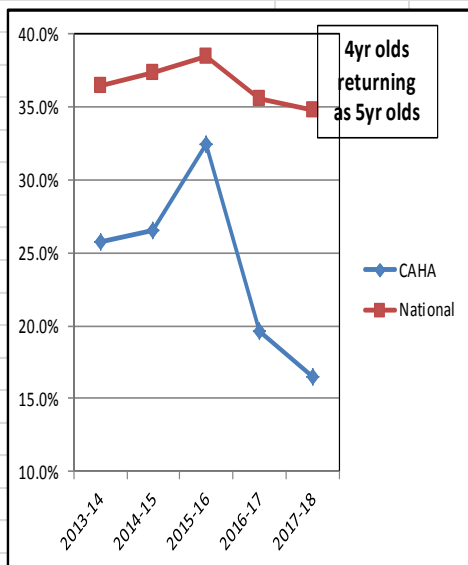
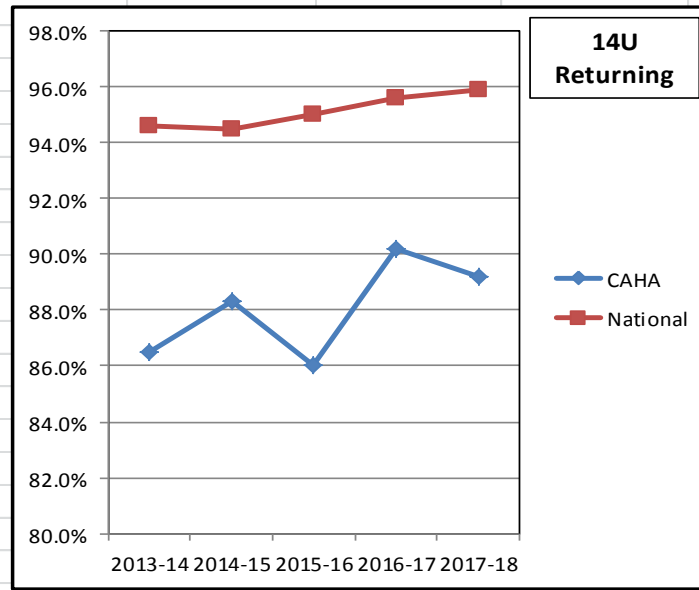
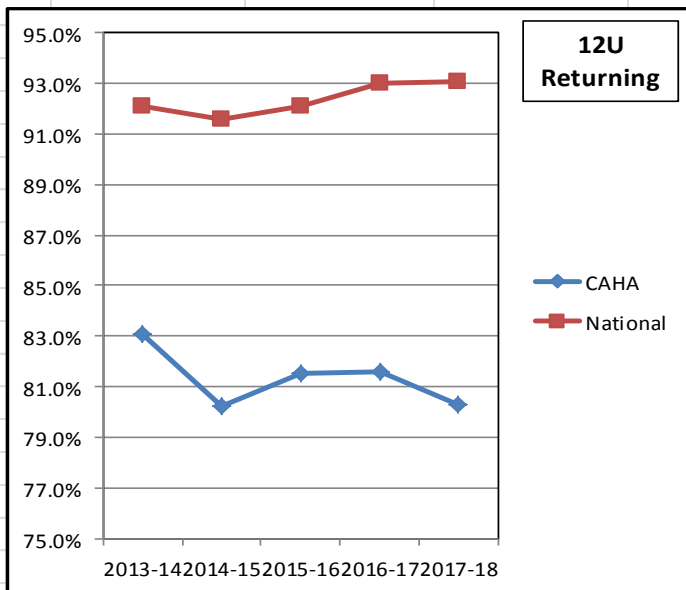
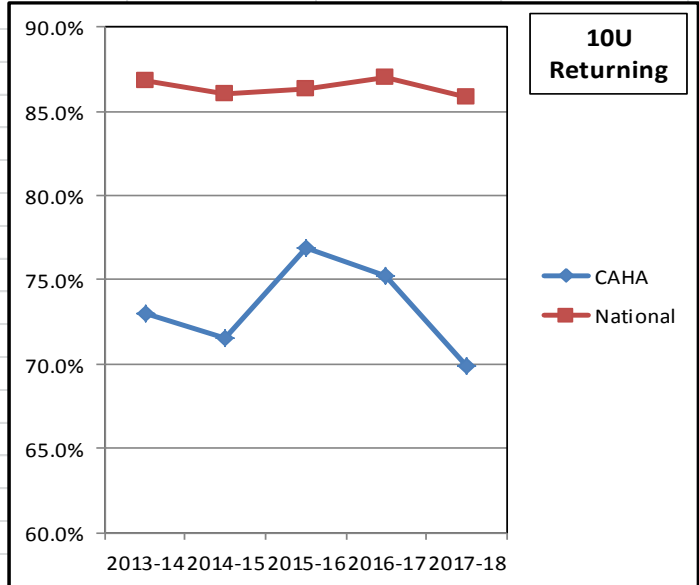
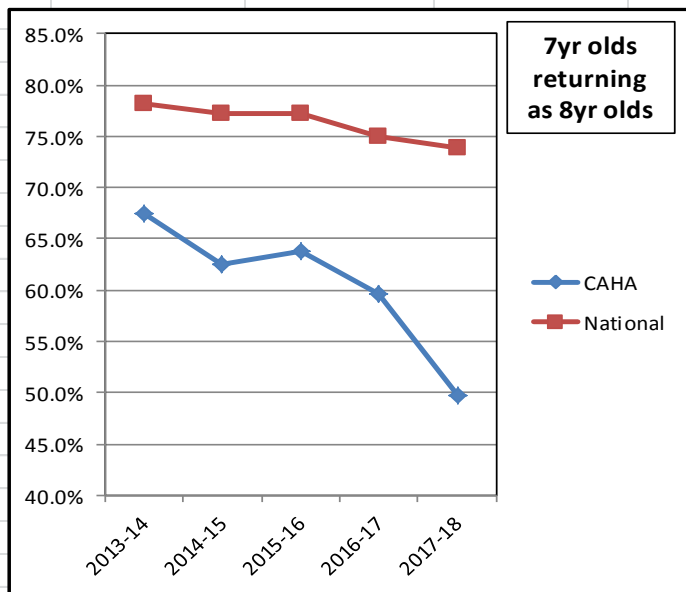
RETENTION RATES – CAHA VS USA HOCKEY

This data is from USA Hockey Membership Statistics – 8U and Under Membership Reports which tracks retention at different age groups. (<https://www.usahockey.com/membershipstats>)

RETENTION RATE FOR CAHA vs NATIONAL USA HOCKEY 2013-14 to 2017-18 SEASONS

	CAHA			NATIONAL				
AGE GROUP	2013-14	2017-18	% Points Difference	2013-14	2017-18	% Points Difference	CAHA % Points Difference vs National % Points Difference	How does CAHA compare to NATIONAL Retention Rates?
4 year olds returning as 5 year olds	25.8%	16.5%	-9.3%	36.5%	34.8%	-1.7%	7.6%	CAHA has LOST 7.6 % points MORE than National
5 year olds returning as 6 year olds	42.8%	27.6%	-15.2%	54.9%	52.5%	-2.4%	12.8%	CAHA has LOST 12.8 % points MORE than National
6 year olds returning as 7 year olds	52.8%	42.7%	-10.1%	70.2%	66.3%	-3.9%	6.2%	CAHA has LOST 6.2 % points MORE than National
7 year olds returning as 8 year olds	67.5%	49.7%	-17.8%	78.2%	73.9%	-4.3%	13.5%	CAHA has LOST 13.5 % points MORE than National
10U returning	73.0%	69.9%	-3.1%	86.8%	85.8%	-1.0%	2.1%	CAHA has LOST 2.1 % points MORE than National
12U returning	83.1%	80.3%	-2.8%	92.1%	93.1%	1.0%	3.8%	CAHA has LOST 3.8 % points MORE than National
14U returning	86.5%	89.2%	2.7%	94.6%	95.9%	1.3%	-1.4%	CAHA has GAINED 1.4 % points MORE than National

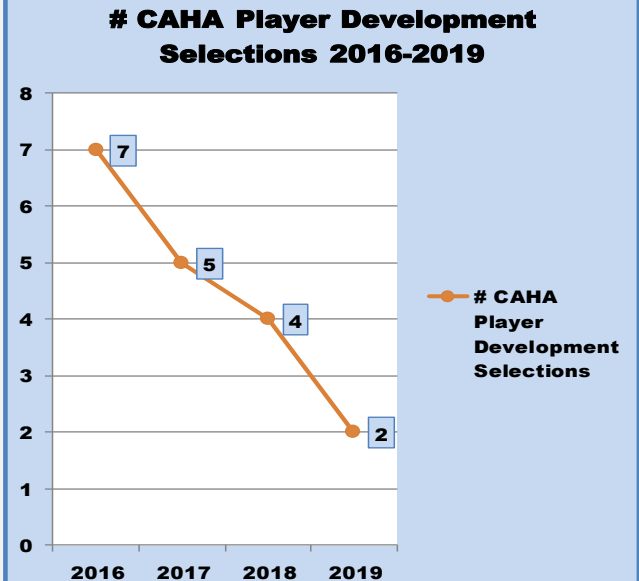
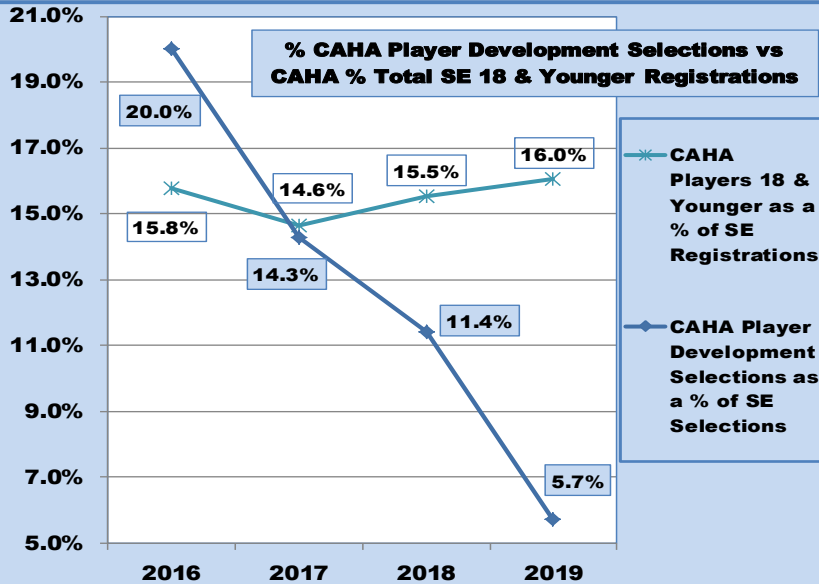




PLAYER DEVELOPMENT RESULTS (Boys & Girls)

CAHA BOY'S PLAYER DEVELOPMENT RESULTS 2016-2019

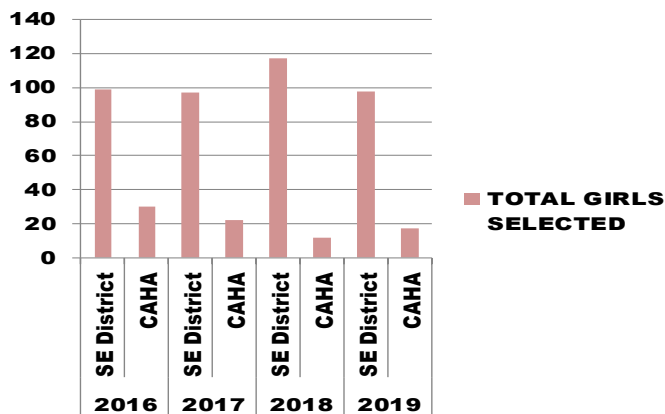
	2016	2017	2018	2019
CAHA Players 18 & Younger as a % of SE Registrations	15.8%	14.6%	15.5%	16.0%
CAHA Player Development Selections as a % of SE Selections	20.0%	14.3%	11.4%	5.7%
# CAHA Player Development Selections	7	5	4	2



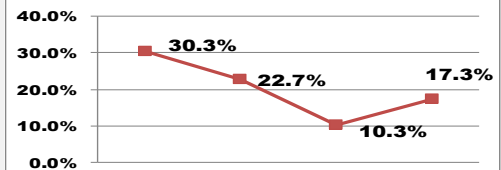
CAHA GIRL'S PLAYER DEVELOPMENT RESULTS 2016-2019

	2016			2017			2018			2019		
	SE District	CAHA	CAHA % of SE District	SE District	CAHA	CAHA % of SE District	SE District	CAHA	CAHA % of SE District	SE District	CAHA	CAHA % of SE District
National Camp	15	2	13.3%	18	0	0.0%	18	2	0.0%	20	4	0.0%
East Select Camp	7	1	14.3%	8	2	25.0%	10	1	10.0%	9	0	0.0%
Multi-District Camp	43	10	23.3%	30	6	20.0%	44	6	13.6%	30	4	13.3%
Multi-District Goalie Camp	6	3	50.0%	8	1	12.5%	8	1	12.5%	6	3	50.0%
Girls 11-13 Camp	28	14	50.0%	33	13	39.4%	37	2	5.4%	33	6	18.2%
TOTAL GIRLS SELECTED	99	30	30.3%	97	22	22.7%	117	12	10.3%	98	17	17.3%

GIRL'S PLAYER DEVELOPMENT SELECTIONS 2016-2019



CAHA % OF SE DISTRICT GIRLS SELECTED 2016-2019



CAHA TOTAL GIRLS SELECTED 2016-2019

