



Study Group
Scheme

NATIONAL YOUTH TEAMS How to detect and to develop talent?

Marc Van Geersom
12.10.11 9.00 - 10.00



Study Group Scheme

UEFA Study Group Scheme Title

Goalkeepers

YOUTH SELECTIONS: 3/3

ABROAD: 3/3

DOELMANNEN GARDIENS			
	THIBAUT COURTOIS	JEAN-FRANÇOIS GILLET	SIMON MIGNOLET
	11.05.92	31.05.1979	06.08.1988
	Atletico de Madrid	Bologna	Sunderland AFC
	0/1	6/19	4/4
	-	05/09/09 (ESP)	25/03/11 (AUT)
	-	17/11/10 (RUS)	10/08/11 (SLO)



Defenders

VERDEDIGERS DEFENSEURS					
	TOBY ALDERWEIRELD	VINCENT KOMpany	NICOLAS LOMBAERTS	DENIS ODOI	DANIEL VAN BUYTEN
	02.03.1989	10.04.1986	20.03.1985	27.05.1988	07.02.1978
	Ajax Amsterdam	Manchester City	Zenit St-Petersburg	RSC Anderlecht	Bayern München
	12/17	40/40	15/24	0/0	63/71
	29/05/09 (CHI)	18/02/04 (FRA)	11/05/06 (KSA)	-	28/02/01 (SMR)
	10/08/11 (SLO)	10/08/11 (SLO)	10/08/11 (SLO)	-	10/08/11 (SLO)
	0	1	1	0	9
	-	19/05/10 (BUL)	12/10/10 (AUT)	-	24/03/01 (SCO)
	-	19/05/10 (BUL)	12/10/10 (AUT)	-	07/09/10 (TUR)

JELLE VAN DAMME	THOMAS VERMAELEN	JAN VERTONGHEN
10.10.1983	14.11.1985	24.04.1987
R Standard CL	Arsenal FC	Ajax Amsterdam
29/34	32/33	31/33
29/03/03 (CRO)	01/03/06 (LUX)	02/06/07 (POR)
29/03/11 (AZE)	03/06/11 (TUR)	03/06/11 (TUR)
0	1	2
-	14/11/09 (HUN)	12/08/09 (CZE)
-	14/11/09 (HUN)	29/03/11 (AZE)

YOUTH SELECTIONS: 6/8

ABROAD: 6/8

Late Mature



Midfielders

MILIEUX DE TERRAIN MIDDELVELDERS					
	MOUSSA DEMBÉLÉ	MAROUANE FELLAINI	EDEN HAZARD	DAVID HUBERT	DRIES MERTENS
	16.07.1987	22.11.1987	07.01.1991	12.02.1988	06.05.1987
	Fulham FC	Everton FC	Lille OSC	KRC Genk	PSV Eindhoven
	33/36	27/28	20/22	1/1	3/5
	20/05/06 (SVK)	07/02/07 (CZE)	19/11/08 (LUX)	10/08/11 (SLO)	09/02/11 (FIN)
	29/03/11 (AZE)	10/08/11 (SLO)	03/06/11 (TUR)	10/08/11 (SLO)	10/08/11 (SLO)
	5	4	0	0	0
	11/10/06 (AZE)	02/06/07 (POR)	-	-	-
	28/03/09 (BIH)	12/10/10 (AUT)	-	-	-

VADIS ODJIDJA-AFOE	TIMMY SIMONS	JELLE VOSSEN	AXEL WITSEL
21.02.1989	11.12.1976	22.03.1989	12.01.1989
Club Brugge KV	FC Nürnberg	KRC Genk	SL Benfica
2/3	84/86	8/11	20/22
17/11/10 (RUS)	25/04/01 (CZE)	29/05/09 (CHI)	26/03/08 (MAR)
29/03/11 (AZE)	10/08/11 (SLO)	03/06/11 (TUR)	10/08/11 (SLO)
0	4	2	5
-	30/03/05 (SMR)	12/10/10 (AUT)	26/03/08 (MAR)
-	29/03/11 (AZE)	29/03/11 (AZE)	25/03/11 (AUT)

YOUTH SELECTIONS: 8/9

ABROAD: 6/9



Forwards

YOUTH SELECTIONS: 3/4

ABROAD: 2/4

ATTACKANTS AAIWALLERS				
	IGOR DE CAMARGO	ROMELU LUKAKU	MARVIN OGUNJIMI	BJORN VLEMINCKX
	12.05.1983	13.05.1993	12.10.1987	01.12.1985
	Mönchengladbach	Chelsea FC	KRC Genk	Club Brugge KV
	5/5	10/10	4/6	3/5
	11/02/09 (SLO)	03/03/10 (CRO)	08/10/10 (KAZ)	11/08/10 (FIN)
	10/08/11 (SLO)	10/08/11 (SLO)	03/06/11 (TUR)	10/08/11 (SLO)
	0	2	4	0
	-	17/11/10 (RUS)	08/10/10 (KAZ)	-
	-	17/11/10 (RUS)	03/06/11 (TUR)	-



From detection to integration in A-team ?

- 1. DETECTION
What are we looking for ?
Criteria ?
- 2. MEMBERSHIP
Absolutely necessary (increase in value)
Tests ?
- 3. DEVELOPMENT
- 4. INTEGRATION IN A-TEAM



6 Competences

- WINNERS MENTALITY
- EMOTIONAL STABILITY
- PRESENCE
- EXPLOSIVITY
- INSIGHT of the GAME
- BODY and BALL CONTROL



Elite evaluation sheet

KBYB ELITE EVALUATION SHEET URBFA										2005/2006			
Scout										Date / /			
NUMBER		NAME PLAYER											
CODE	1	2	3	4	5	6	7	8	9	10	11	12	
WINNERS MENTALITY		Position per game		Position per game		Position per game		Position per game		Position per game		Position per game	
EMOTIONAL STABILITY		Weight		Length		Height		Age		Proposed Position		Why?	
PRESENCE (confidence-coaching)		Weight		Length		Height		Age		Proposed Position		Why?	
EXPLOSIVITY		Weight		Length		Height		Age		Proposed Position		Why?	
INSIGHT of the GAME		Weight		Length		Height		Age		Proposed Position		Why?	
BODY and BALL CONTROL		Weight		Length		Height		Age		Proposed Position		Why?	
GENERAL EVALUATION		Remarks		Remarks		Remarks		Remarks		Remarks		Remarks	
NUMBER		NAME PLAYER											
CODE	1	2	3	4	5	6	7	8	9	10	11	12	
WINNERS MENTALITY		Position per game		Position per game		Position per game		Position per game		Position per game		Position per game	
EMOTIONAL STABILITY		Weight		Length		Height		Age		Proposed Position		Why?	
PRESENCE (confidence-coaching)		Weight		Length		Height		Age		Proposed Position		Why?	
EXPLOSIVITY		Weight		Length		Height		Age		Proposed Position		Why?	
INSIGHT of the GAME		Weight		Length		Height		Age		Proposed Position		Why?	
BODY and BALL CONTROL		Weight		Length		Height		Age		Proposed Position		Why?	
GENERAL EVALUATION		Remarks		Remarks		Remarks		Remarks		Remarks		Remarks	
NUMBER		NAME PLAYER											
CODE	1	2	3	4	5	6	7	8	9	10	11	12	
WINNERS MENTALITY		Position per game		Position per game		Position per game		Position per game		Position per game		Position per game	
EMOTIONAL STABILITY		Weight		Length		Height		Age		Proposed Position		Why?	
PRESENCE (confidence-coaching)		Weight		Length		Height		Age		Proposed Position		Why?	
EXPLOSIVITY		Weight		Length		Height		Age		Proposed Position		Why?	
INSIGHT of the GAME		Weight		Length		Height		Age		Proposed Position		Why?	
BODY and BALL CONTROL		Weight		Length		Height		Age		Proposed Position		Why?	
GENERAL EVALUATION		Remarks		Remarks		Remarks		Remarks		Remarks		Remarks	
NUMBER		NAME PLAYER											
CODE	1	2	3	4	5	6	7	8	9	10	11	12	
WINNERS MENTALITY		Position per game		Position per game		Position per game		Position per game		Position per game		Position per game	
EMOTIONAL STABILITY		Weight		Length		Height		Age		Proposed Position		Why?	
PRESENCE (confidence-coaching)		Weight		Length		Height		Age		Proposed Position		Why?	
EXPLOSIVITY		Weight		Length		Height		Age		Proposed Position		Why?	
INSIGHT of the GAME		Weight		Length		Height		Age		Proposed Position		Why?	
BODY and BALL CONTROL		Weight		Length		Height		Age		Proposed Position		Why?	
GENERAL EVALUATION		Remarks		Remarks		Remarks		Remarks		Remarks		Remarks	



Profiles

- Goalkeeper
- Wing defender
- Central defender
- Defensive midfielder
- Offensive midfielder
- Wing forward
- Central forward

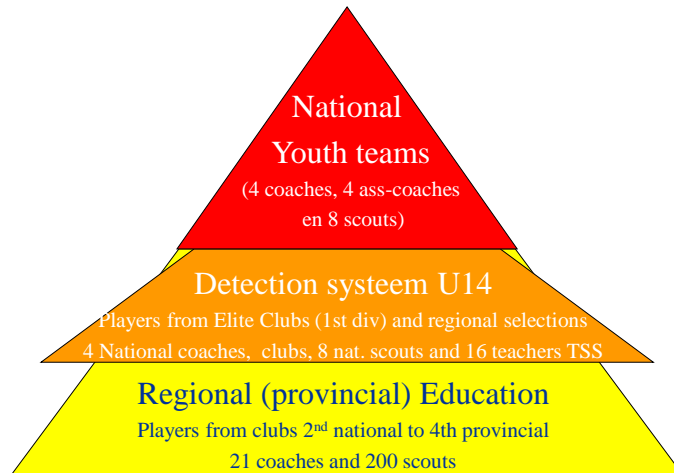


Tasks

- To search for, to recognize, to integrate
- To let talent develop according to the Belgian FA vision
- To provide quality formation
- To organise training sessions, training camps and matches
- To make analyses
- To improve communication between Belgian FA and clubs



National detection system



National detection system

Functioning schedule

- National selection U15 (3 selections)
 - phase 1: scouting of teams in 1st and provincial teams
 - phase 2: organising of training sessions
 - phase 3: organising of national training camp
 - phase 4: organising of international matches



National selection U16, U17, U18, U19

➤ Schedule

- 2 training sessions for large group (30 players)
- training camp (2 to 4 days) for group of 20 players
- each camp is closed by a friendly match
- 2 training sessions for group of 18 players
- 1 or 2 friendly matches
- tournament

➤ Activities

- U17 and U19 take part at the European Championship
- U16 and U18 take part at friendly tournaments



KBVB & TopSportLab

In this cooperation Topsportlab tests, monitors and follows all National players from U15 to U19.

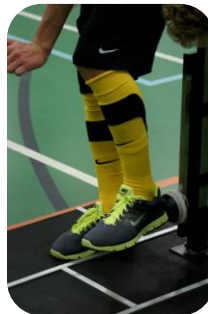
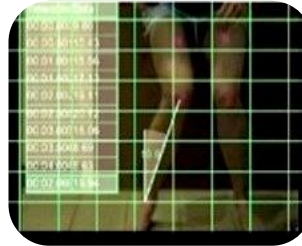


1. Physical screening
2. Injury prevention screening
3. Biological age



Injury prevention

- *Girth & skinfold measurements*
- *Isometrical strength tests*
- *Functional movement screening*
- *Skinfold measurements*



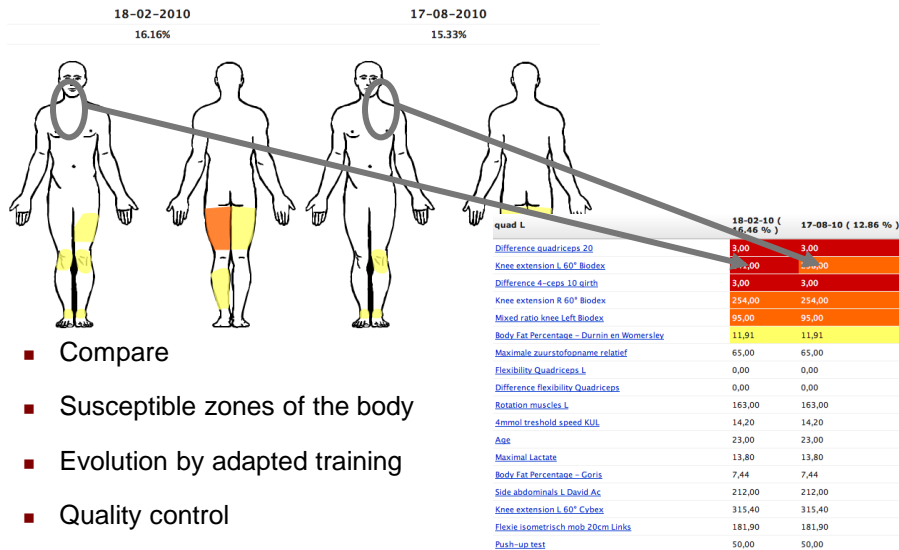
Physical

- *Agility T-Test (Left & Right)*
- *Standing broad jump*
- *Squat jump*
- *Counter movement jump*
- *Yo Yo intermittent test*
- *Shuttle tempo test*





Injury Prevention



Mental screening: What?





National detection system

Separation between early and late mature players

- Activities
 - U15 gain experience against club teams
 - U16 gain international experience



Same development opportunities for skillful players in Belgium!

To determine:
the growth spurt and the beginning of puberty?

- Growth spurt can start at the age of 12 y
- Lasts for 2 years
- 10 cm per year
- Workload ?





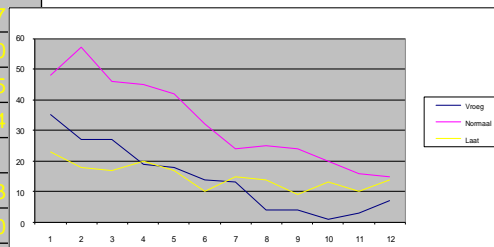
→ Relative age effect: **total of players °1994**
REGIONAL TALENT DETECTION DAYS U14

Month	total	%	trim	%	sem	%
jan	106	14.2	298	40	515	69
feb	102	13.7				
mar	90	12.1				
apr	84	11.3	217	29	231	31
50% → may	77	10.3				
jun	56	7.5				
jul	52	7	132	18	99	13
aug	43	5.8				
sep	37	4.9				
oct	34	4.5	99	13	231	31
nov	30	4				
dec	35	4.7				
TOT	746	100				



→ Relative age effect: **total of players °1994**

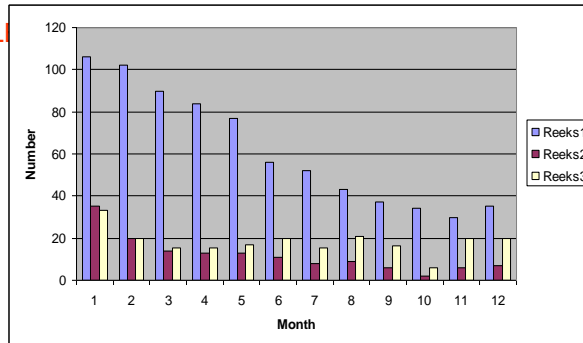
Mois	Tôt	Normal	Tard
jan	35	48	23
fév	27	57	18
mar	27	46	17
avr	19	45	20
mai	18	42	17
juin	14	32	10
juil	13	24	15
août	4	25	14
sep	4	24	9
oct	1	20	13
nov	3	16	10
déc	7	15	14
TOT	172	394	180





■ --> Correction

Month	Clubs	Sel
jan	106	35
feb	102	20
mar	90	14
apr	84	13
may	77	13
jun	56	11
jul	52	8
aug	43	9
sep	37	6
Oct	34	2
Nov	30	6
Dec	35	7
TOT	746	144



Early mature Code 3 replace by Late mature Code 1



RELATIVE AGE CONSEQUENCE

- 2006 – 2007 → 1st sem : 65% / 2nd sem : 35%
- 2007 – 2008 → 1st sem : 69% / 2nd sem : 31%
- 2008 – 2009 → 1st sem : 63% / 1nd sem : 37%
- 2009 – 2010 → 1st sem : 65% / 1nd sem : 35%
- 2010 – 2011 → 1st sem : 66% / 1nd sem : 34%

■ Criteria of selection: based upon 6 competencies

Winners mentality

Emotional stability

Presence (confidence – coaching)

Explosivity – speed

Insight of the game

Body and ball control

- To detect "Talent" from degree of maturity
- To take into account the growth sprint ==> measure length and weight



Influences of puberty

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	Until U15
Start of puberty	x (13.6 j.)	0	U12-U13	U14-U15	U16-U17
End of puberty	0	x	U14-U15	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

- bad proportion legs vs. chest
- start hair growth legs

- ↑ mass of weight
- upper body is developed



U14

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	Until U15
Start of puberty	x	0	U12-U13	U14-U15	U16-U17
End of puberty	0	x	U14-U15	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

- bad proportion legs vs.
- start hair growth legs

- ↑ muscle mass
- well developed chest



U14

Most of the players are at the beginning of their growth length in the month of November

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	Until U15
Start of puberty	x	0	U12-U13	U14-U15	U16-U17
End of puberty	0	x	U14-U15	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

Normal in function of date of birth

Length: 160 +/- 4 cm

Weight: 46 +/- 3 kg

BMI: rond 18

1995	Poule 1	Poule 2	Poule 3	Total
Length	153.5	159.4	166.1	159.6
Weight	40.6	46.5	54.0	47.0
BMI	17.2	18.3	19.5	18.4



U15

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	Until U15
Start of puberty	x	0	U12-U13	U14- U15	U16-U17
End of puberty	0	x	U14- U15	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

- bad proportion length legs compared to chest
- start of hair growth legs

- ↑ muscular mass
- developed upper body



U15 BMI

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	< 19,8
Start of puberty	x	0	U12-U13	19,8 - 21,8	U16-U17
End of puberty	0	x	> 21,8	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

· bad proportion length
legs compared to chest
 · start of hair growth legs

· ↑ muscular mass
 · developed upper body



U16

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	Until U15
Start of puberty	x	0	U12-U13	U14-U15	U16-U17
End of puberty	0	x	U14-U15	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

· bad proportion length
legs compared to chest
 · start of hair growth legs

· ↑ muscular mass
 · developed upper body





U16 F

2008	Height (cm)	Weight (kg)	Fat mass (%)	Age	Oct
Joueur 1	174	53	13,8	17,50	21,4
Joueur 1	167,5	53,8	13,5	19,17	20,3
Joueur 1	160	47	10,8	18,35	16,3
Joueur 1	156,5	39,4	12,4	16,08	20,0
Joueur 1	165	59	16,4	21,67	19,5
Joueur 1	162	43,4	11,5	16,53	18,5
Joueur 1	156,5	48	14,5	19,59	20,9
Joueur 1	155	42,8	11,9	17,81	19,0
Joueur 1	166	51,4	14,3	18,65	19,1
Joueur 1	176,5	59,2	9,9	19,00	17,1
Joueur 1	160	50,6	12,5	19,76	20,7
Joueur 1	159,5	43	11,4	16,90	18,4
Joueur 1	169,5	60,8	13,3	21,16	20,4
Joueur 1	164	48,2	13,8	17,92	18,5
Joueur 1	161,5	42,2	13,4	16,17	19,4
Joueur 1	164,5	51,6	17,8	19,06	18,2
Joueur 1	163	50	11,3	18,81	18,0
Joueur 1	162,5	53,4	19,5 (*)	20,22	16,5
Joueur 1	171,5	49,4	13,8	16,79	
Joueur 1	164,8	48	12,4	17,67	
Joueur 1	167	58	15,3	20,79	
Joueur 1	157,5	44,2	10,7	17,81	
Joueur 1	160,5	52,8	19,21 (*)	20,49	
Joueur 1	165	61,6	11,7	22,62	
Joueur 1	168	48,4	9,8	17,14	
Mean	163,9	50,4	13,4	18,74	19,0
SD	5,4	6,1	2,6		

Players in red
* normal maturity
* explosive type ?



U17

	Length growth	Width growth	Early mature (=V)	Normal (=N)	Late mature (=L)
Before puberty	0	0	Until U11	Until U13	Until U15
Start of puberty	x	0	U12-U13	U14-U15	U16-U17
End of puberty	0	x	U14-U15	U16-U17	U18-U19
Adult	0	0	From U16	From U18	From U20

• bad proportion length
legs compared to chest

• start of hair growth legs

• ↑ muscular mass

• developed upper body



How to divide ?

- Same age ?
- Same length ?
- Same biological age ?
 - ➔ TANNER classification
- Before, during or after rowth sprint
- Same BMI ?



Differences late mature – early mature players

- Physical differencies
 - Power, jump strength, speed power, etc. (muscular mass)
 - aërobe capacity
 - relative value of VO2 max (in relation to body weight) OK
 - anaërobe endurance
 - body surface is smaller
 - less release of body heath ==> higher temperature
 - blood under skin instead of muscles
 - faster to anaëroob
 - faster tired ==> problems of concentration
 - step length
 - Repetition of efforts
- MORE TIME IS NEEDED FOR RECOVERY



Differences late mature – early mature players

- Intelligence (attention, insight of the game, etc.)
 - remember: not all early mature players are mentally mature
- Motor skills
 - the late mature players begin the puberty in a later phase are able to develop technically during a longer period thanks to a harmonic body
 - to mature early with a fully developed body coincides with a normal nerve-muscle function a better co-ordination
 - Patience during growth sprint
- Mental (self-confidence, motivation, nervousness)
- Sensitivity for injuries
 - to pay attention not to force a body with early matures
 - growth sprint



Unequal battle between early and late mature players

There is still a long way to go in order to offer the best developments opportunities to late mature players!

U16 Futurs Belgium (°1993)
(late mature players)



U16 Belgium (°1993)
(normal and early mature players)





Talent detection: playing in zone

- Most complete way of development
- Managing playing in zone ==> intelligent players
- Difference between B+ and B-
- Rational use of space
- Everyone bears the same responsibility
- Efforts are limited and shared
- Development linked to position



Talent development - main objectives per category

U15

- Learning of 1-4-3-3 system based on zone

U16

- Giving insight in most important moments
- Execution of basic tasks
- Learning of set plays
- Testing of alternatives

U17

- Execution of basic tasks in team
- Eliminating any lacks in execution of basic tasks
- Giving insight in tasks of team mates
- Increasing the efficiency by firm functioning



Talent development - main objectives per category

U18

- Further development of players with exceptional talent within the team
- To learn how to manage other ways of play
- To repeat collective automatism
- To integrate new players

U19

- To learn how to play to the benefit of the team
- To emphasize mental aspects
- To finalize the Belgian way of playing
- To point out the qualities of the opponent



Further Development

- Each player has the right to individual guidance after the youth formation
- Learning happens the easiest way when
 - one believes in own possibilities (create good climate)
 - one decides himself what to learn (giving insight)
 - one is guided and feels accepted in what he does and learns



Further Development

- The majority is ready at 100% for the A-team at the age of 21
- Individual plan of integration
 - attention for shortcomings
 - overload
 - use of time (combination of football and diploma)
 - to learn how to manage pressure
- Exceptions



Study Group
Scheme

NATIONAL YOUTH TEAMS
How to detect and to develop talent?

Marc Van Geersom - Practice
12.10.11 14.30 - 19.00



Description of the assignment

Assignment 1 **U16F**: Which player has the profile to play on another places and explain why?

Assignment 2 **U17F**: Follow player x and decide whether you would select him for a national team based upon a detailed description of the 6 competences

Assignment 3 **U17**: Nominate the 3 best players and explain why



Assignment 1 **U16F**: Which player has the profile to play on another places and explain why?

- Goalkeeper:
- Wing defender:
- Central defender:
- Defensive midfielder:
- Offensive midfielder:
- Wing forward:
- Central forward:

Why:



Assignment 2

Follow the player (.....) and decide whether you would select him for your national Under-17 team based upon a detailed description of the 6 competences.

Team colours :..... Jacket number :.....

Decision, selection YES / NO (PLEASE STRIKE WHAT IS INCORRECT)

1. Winners' mentality.
2. Emotional stability.
3. Presence (confidence – coaching).
4. Explosivityt – speed.
5. Vision, intelligence, 'reading' of the game and making decisions
6. Body controll and ball treatment.



Assignment 3

Nominate the 3 best players and explain why

1. Team Colours : Jacket number :.....
Motivation of the choice:

2. Team Colours : Jacket number :.....
Motivation of the choice:

3. Team Colours : Jacket number :.....
Motivation of the choice:



NATIONAL YOUTH TEAMS

How to detect and develop talent ?

1. Thank you for your attention
2. Questions and answers