

Player Liaison Officer (PLO)



Background

Key challenges faced during the move from minor to adult have been highlighted by players, coaches and club volunteers and include below (source player workshop and club members survey February – March 2024):

- Many players expressed confusion about which teams they should be on and whom they should contact. They often feel lost during the transition due to differences in playing style, pace, and physicality between the minor and adult sections
A PLO would serve as a guide, helping players understand where they fit and providing a point of contact for questions and concerns.
- Concerns were raised that players might be placed on teams without a clear assessment, leading to mismatches in skill level and player aspirations.
The PLO's role in communicating between minor and adult coaches could help ensure that players are assessed further, so they're placed appropriately, based on their abilities and goals.
- Many respondents highlighted the fear of drop-off during the transition phase, where players might lose motivation if they don't feel supported or valued.
By maintaining communication and monitoring engagement, the PLO could help retain players by making them feel more integrated and understood within the adult section.
- Several noted that players often feel uncomfortable or awkward discussing their skills or ambitions with new coaches.
A PLO could act as a neutral party, helping players express their concerns and strengths without the pressure of direct face-to-face interactions, which may enhance their confidence and comfort during the move.

Role Description

The PLO acts as a key link between management teams and minor players and is essential in ensuring smooth communication and support for players, particularly as they move between sections. This person will be a familiar face from the year group of players (e.g., players born 2000, PLO would be volunteer from that year) and should collaborate with the mentor groups towards the end of the minor year two season (U18), through to the start of adult.

The role is short in term - up to 6 to 9 months of adult year 1 and focuses on supporting and guiding players through their moving phase, ensuring they feel supported and engaged as they move into the adult sections.

The emphasis on communication, trust-building, and neutrality ensures that the PLO can effectively help bridge the gap between players and new mentor groups. The PLO,

1. serves as a point of contact resource for players, offering guidance and support during their move to the adult section.
2. would ideally **not** be a selector, part of the coaching team or committee / section member to maintain neutrality, though this may vary depending on group resources.
3. acts as a liaison between the mentor groups, ensuring clear and effective communication for the players.
4. if required, facilitates communication between players and the mentor groups, addressing any concerns or issues raised.
5. ensures for moving players, training panels and methods are known and are aligned with their training, panel, and development needs.
6. monitors with the adult section mentor groups, player engagement and retention, addressing any signs of drop-off or lack of involvement.

Other requirements

- Sound knowledge of Club, team values and guidelines
 - Have sufficient time to be available as and when needed and have a genuine interest in supporting players during their move.
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Guidelines on What's Involved for Minor Move to Adult

Player Liaison Officer (PLO)

- The PLO helps to ensure that all steps related to player moves are completed at the end of the minor season.
- They participate in "Welcome to Section" meetings organised by adult sections to integrate minor year-two players.
- Throughout the season, they should check-in with players as required, addressing any queries, and supporting their move into the adult sections.

Coaching Forum / Section Chairs / Reps

- Keep track of activity and engagement of new adult players during their first year in the adult section.
- Share the needs and expectations of the adult section with incoming players.
- Engage in the process of collecting, filtering, and sharing form submissions compared to the number of registered players.
- At the beginning and mid-season, link in with the PLO regarding player numbers.

Adult Mentors

- Report any drop-off in participation, lack of engagement, or challenges faced by new players.
- Provide essential information on training panels, match schedules, dual-player management, athletic development programmes and panel selection process details to players.
- Arrange meetings with minor coaches to discuss the move of players to the adult section.
- Drive and participate in "Welcome to Adult Section" meetings, alongside minor section players and mentors, attended also by the PLO.

Minor Mentors

- Coordinate with adult section on "Welcome to Section" meetings for players, parents, and existing adult players to facilitate a smooth transition.
- Remind players during training and matches to complete the [End of Season Minor to Adult Questionnaire*](#) by **mid to end-October**.
- Engage with adult sections and attend the "Welcome to Section" meeting alongside the PLO.

Players

- Check-in with the PLO as needed for guidance or to raise any concerns.
- Attend "Welcome to Section" meetings organised by the adult sections and get involved in the preparation for moving into new section.
- Complete and submit the [End of Season Minor to Adult Questionnaire*](#), typically during **mid to end-October**.
- Receive notifications regarding the initial adult training panels for the new season.

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Responses from the end-of-season questionnaire, for minor players moving to adult, are available for Adult Sections to communicate move to future coaches.

The form can be completed at the end of the Minor season [mid to end-October] and will support the 'welcome to section' meeting arranged before the following season.

Form can be completed at:

[End of Season Minor to Adult Questionnaire](#) or Scan QR code >>



Minor Player Move to Adult | Steps Guide for PLO

