

INVOLVING YOUNG OFFICIALS AT YOUR CLUB

One of the biggest issues swimming is facing is the lack of young volunteers and officials. This toolkit is designed by the ideas from the **Swim.Rocks Digital Community**. We hope that the following areas help inspire your club to engage and develop young people into active and confident officials and volunteers.

IDEAS THAT YOUR CLUB CAN USE TO ATTRACT YOUNG PEOPLE TO OFFICIATING

ADVERTISEMENT: So many people have no idea where to sign up to be a technical official.

By displaying **posters, banners and flyers** around the pool whilst also posting on **social media and sending emails**, can potentially entice young people into joining.



CULTURE: Officiating is seen as an older generation's occupation and it won't change unless young people get involved. Younger generations may feel inferior or intimidated by older generations. By being **welcoming** to all ages and making them feel **valued** can show that it is a positive experience and therefore will draw other young people to sign up and join. **Young people will attract young people.**



MENTORING: Young people know so much about how swimming works, they just need a bit of **guidance** in an environment with minimal pressure. The use of a **technical official pyramid** within a club is a simple strategy that can be used. By having a senior official mentoring two younger officials and then those officials mentoring two more officials can help create a connection between people of all ages and help bridge the gap between generations.

RECOGNITION AND REWARD: People like to be rewarded for their efforts. A few simple strategies that your club can use could include

- **special shirts** they wear at club night,
- **badges** to display what qualifications they have,
- **club championship points** for officiating
- **raffle tickets** for timekeepers at club night,
- **chocolates** for timekeepers if they get the exact time,
- being selected to officiate at a **higher levelled meet** or being selected on a technical official **development course**.



If you have any further questions please contact us on our Facebook, Instagram pages, our website or join our digital community to engage with other like-minded swimming people.