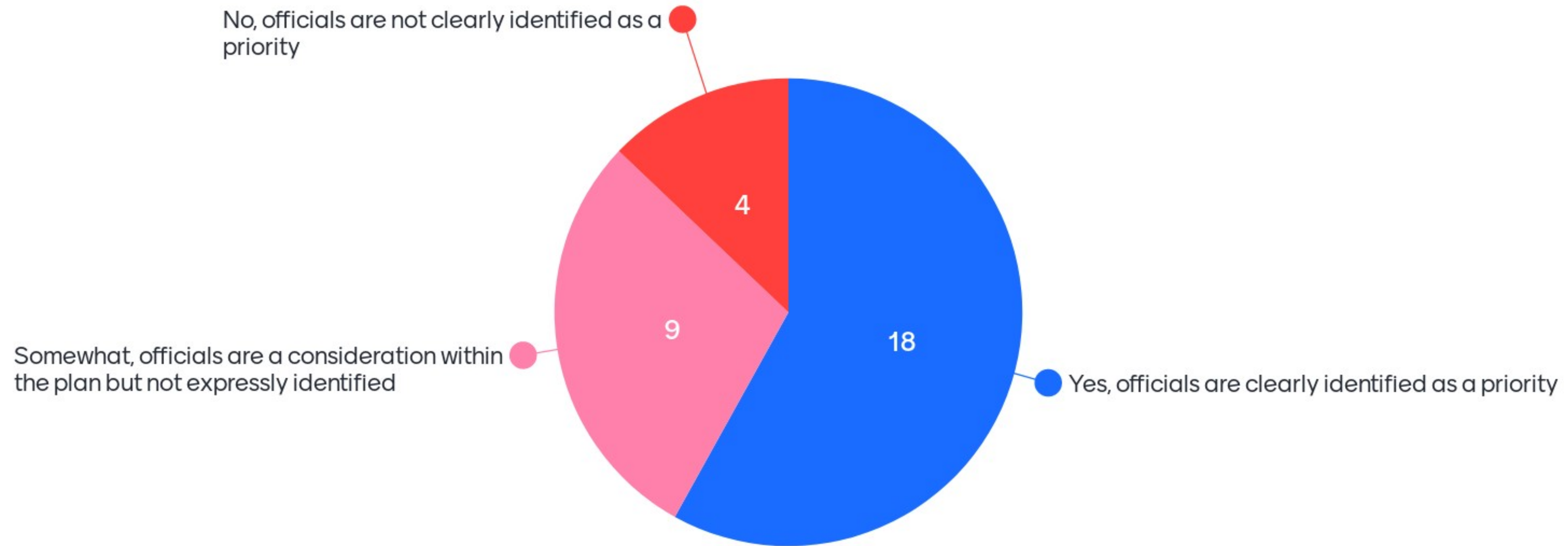
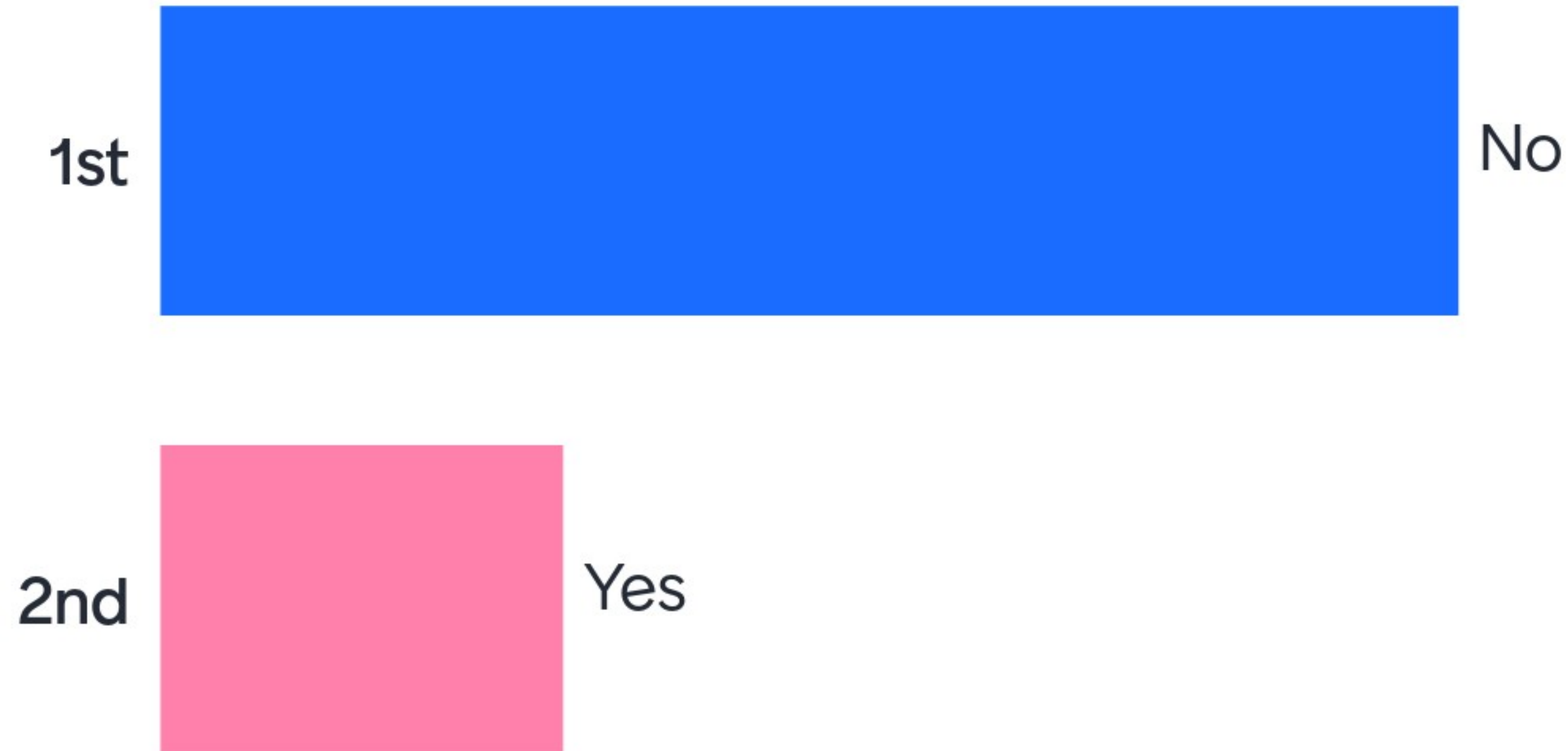


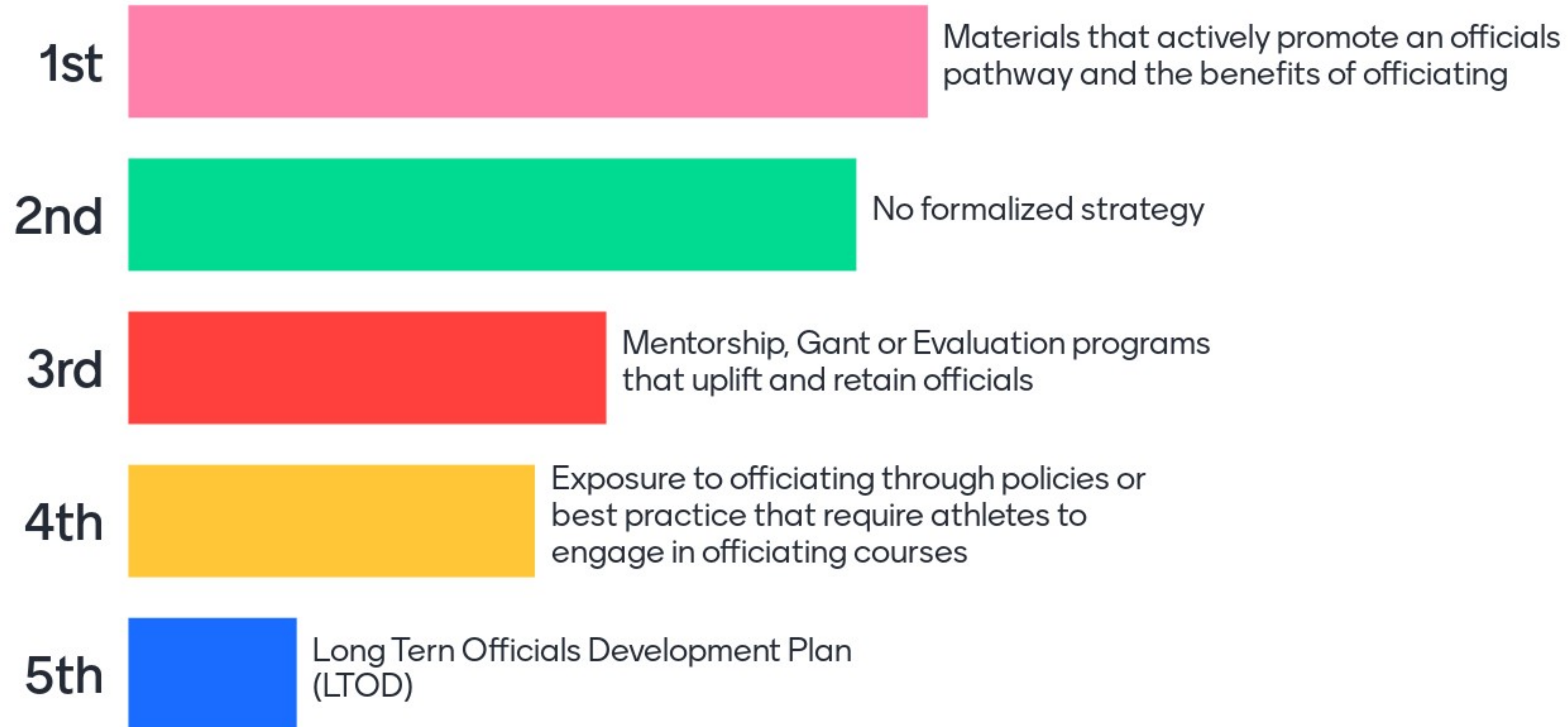
# Is the development of officials clearly identified in your strategic plan?



# Does your organization have a dedicated staff position for officials programming?



# What formalized recruitment & retention strategies does your organization deploy?





# What challenges, if any, is your organization facing related to officials? (ie. ability to host competition, recruitment, retention , etc.)

Retention

Lack of consistency in support/mentorship

Opportunities

Free from conflict of interest

Difficulty filling officials slots for national level events in our province.

Lack of guidance and governance from NSO

lack of opportunities

Need to partner with AB PSOs

recruitment and retention - especially after COVID. Parent/coach education is a challenge every season

# What challenges, if any, is your organization facing related to officials? (ie. ability to host competition, recruitment, retention , etc.)

Culture Excellence Development funding & resources

Retention, lack of qualified evaluators

Sharing of best practices.  
Recruitment/retention. Clear officiating pathway

Long-term Retention

Abusive behaviour from on lookers

Verbal abuse (actual or potential)

Age of official is either very old or very young.

Level progression. Lack of evaluators has stagnated progression, specifically in the interior of BC (Ringette)

Abuse of officials



# What challenges, if any, is your organization facing related to officials? (ie. ability to host competition, recruitment, retention , etc.)

Lack of respect for judges

Retention

Impaired capacity to host events that can offer race points to qualify athletes for Canada Games events

referees are not paid (speed skating) and no real mentorship/leadership from the National sport organization

RecruitmentAbility to host competitionCost of travel

Officials seen as paid but are effectively volunteers

Inability to provide good mentoring opportunities

Coach/parent behaviourNumber of trained mentors

Recruitment



# What challenges, if any, is your organization facing related to officials? (ie. ability to host competition, recruitment, retention , etc.)

Always complaints around judges, therefore, lack of overall respect for the role

Time commitment to achieve certification levels

Recruitment

Athletes are sometimes also officials

Burn-out among small pool of current officials who don't have anyone helping or succeeding them.

Retention after pandemic. Lack of funds for travelLack of qualified mentors

We dont have clear pathway

We lose many new officials (14-18) because of lack of interest after courses, failure to respond to emails.