



Junior section structures

Consider the examples below and assess what your structure looks like now, and where you ideally wish to get to. You can design your own which is designed to meet your aims and aspirations for your junior section.

Before you make changes to the junior section workforce, clubs should consult on the junior strategy with:

- Key decision makers at club
- Current volunteers of the junior section (if there are any)
- PGA Professionals
- All junior members
- Parents/guardians
- Club members

Listening to everyone's views will help the club move in a direction which reflects the wishes of the whole membership, not just a chosen few. This will help ensure full club buy-in from the start. Make it a BIG conversation – use the arguments for WHY you are focusing on junior development.

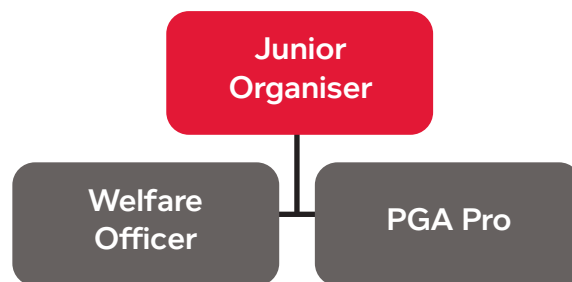
Considerations:

- Always ensure the Junior Organiser/Chair/Coordinator/Overseer has a link onto the club's main board or committee.
- Define tasks and roles - create brief role descriptions for each position.
- To find people willing to volunteer, you need to ensure your members are aware about what you're trying to achieve and bring them on the journey with you.
- Don't be afraid – Openly recruit! Further guidance on volunteer recruitment is available from the Golf Foundation.



Customary junior section structure

- Minimal volunteer support, little capacity to grow the section.
- Over reliance on PGA Pro to run a lot of the activities beyond coaching.
- Difficult to succession plan (JO role too vast).
- No young person's voice.
- Difficult to deliver relevant opportunities for all juniors.



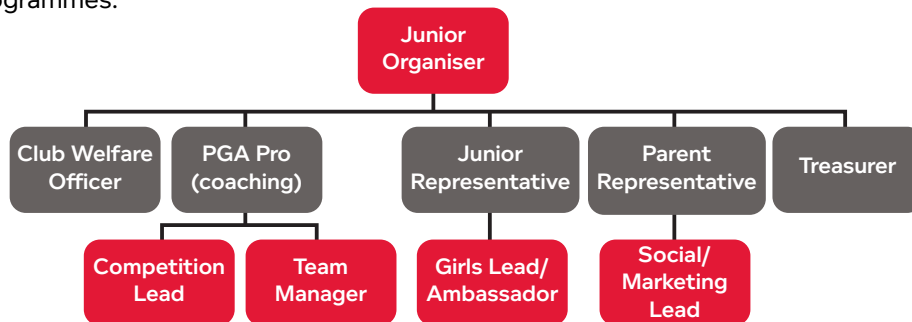
Focusing on recruitment

- Volunteers and workforce focusing on getting more juniors involved.
- PGA Pro has a specific responsibility to build a team around them to help recruit juniors to the club.
- Pro and JO must work closely together.
- Emphasis on current priorities (recruitment). This structure will need to evolve over time to include competitions, the voice of young people, parents etc.



Focusing on retention

- A number of volunteers including representatives from the parents and juniors.
- PGA Pro has a specific responsibility to deliver good quality coaching programmes.
- Roles broken down to make them more manageable.
- Emphasis on certain tasks or areas which sit as a current priority for the junior section, e.g. girls, social activities.



Juniors and Parents at the heart of the section

- Encouraging active input from all juniors and parents.
- Small manageable tasks for parents.
- Junior representative runs their own subcommittee so all junior voices are heard – can be broken into named roles or run as open forums.
- Needs to ensure there is still strong link to club members and other sections.
- Recruitment remains key as parents will move on when their children do. With this structure, new parents and players will feel valued from the start and therefore finding helpers to fill roles, as people move on, should not be an issue.

