



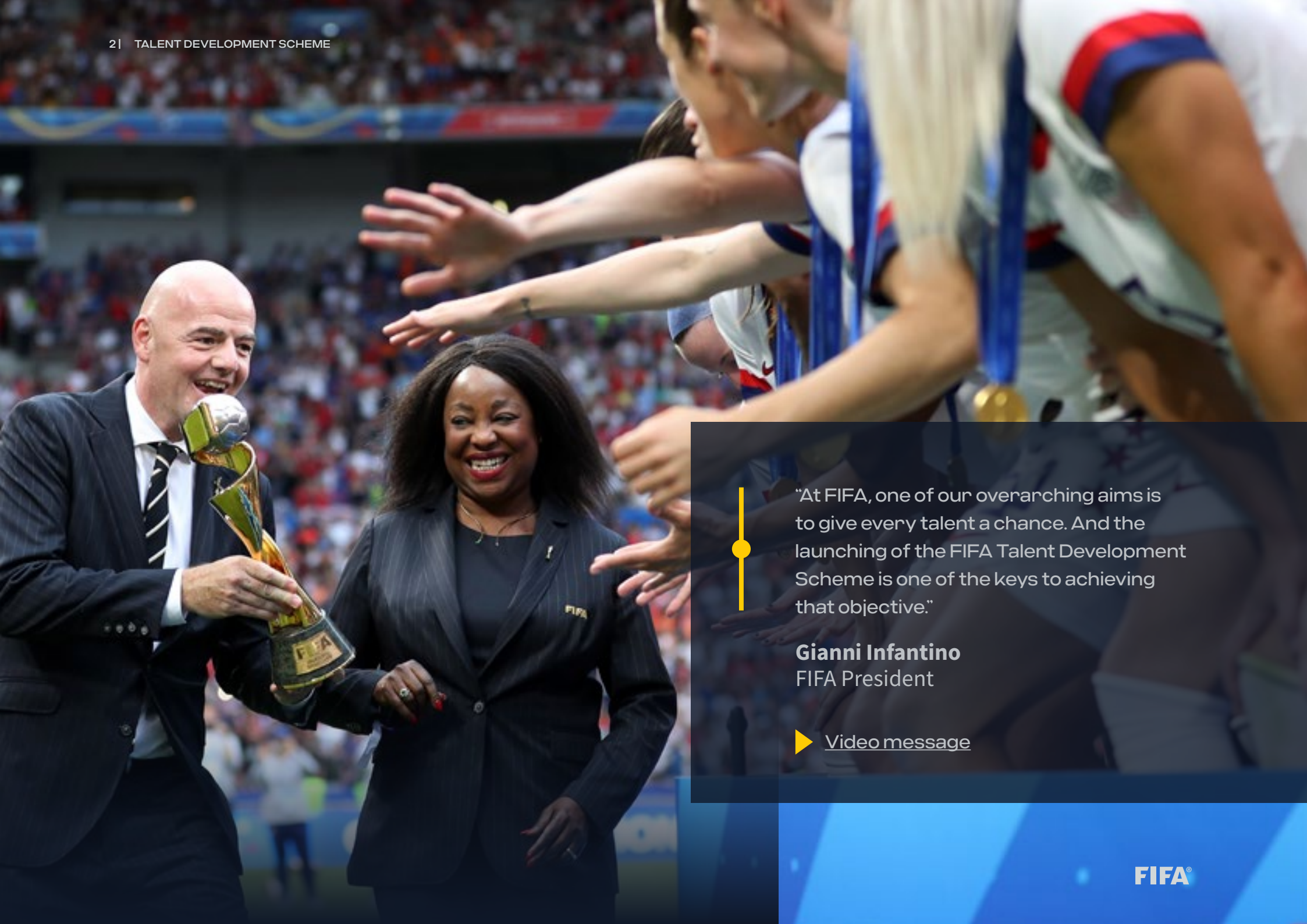
# TALENT DEVELOPMENT SCHEME



Give every talent a chance

**FIFA**<sup>®</sup>





“At FIFA, one of our overarching aims is to give every talent a chance. And the launching of the FIFA Talent Development Scheme is one of the keys to achieving that objective.”

**Gianni Infantino**  
FIFA President

▶ [Video message](#)

# FOREWORD

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Football – the game we all love – is truly universal, democratic and inclusive. I am delighted that, with the launch of the FIFA Talent Development Scheme, we have taken another significant step towards giving every talent a chance, no matter where or when they are born.

One of the key tenets of The Vision 2020-2023 is to increase global competitiveness and to work towards the goal of having 50 national teams and 50 clubs competing at the highest level for global silverware. As such, we need to develop talent while being respectful of the local environment at each stage of that process.

Competitions drive development, but development in turn demands commitment and high-quality work within a solid framework. That is why FIFA is increasing its investment through a holistic approach to technical and education projects and programmes. This includes analysis on the field with new performance analysis and insights, the FIFA Training Centre as a modern and

dynamic platform to distribute knowledge, and now the FIFA Talent Development Scheme.

This new programme will offer bespoke assistance to our member associations to help them reach their full potential. It will provide comprehensive support as well as structures for the pathways that take talents from the point at which they enter the game all the way through to transition opportunities into senior football.

FIFA has a clear vision for how that collaborative work will continue with its member associations. In turn, associations must forge relationships with key stakeholders to share responsibility for constructing and harnessing their talent development ecosystem.

Youth national-team programmes are of critical importance as a pathway to senior team success and long-term sustainability, leading to the emergence, identification and development of talented youngsters across the global pyramid.

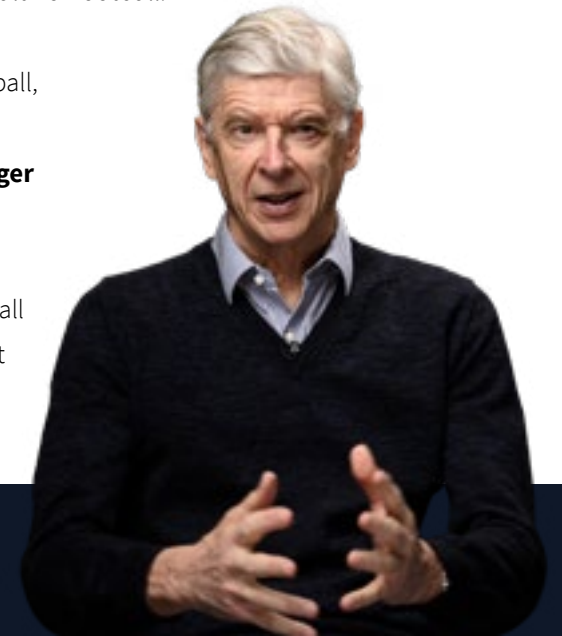
This is also one of the principal reasons why I am advocating for annual and expanded youth World Cups, creating a consistent and permanent competitive environment for players and investing in the future to make sure not only that every talent has a chance, but also to work progressively towards ensuring that those talents can seize those opportunities.

By launching this programme for global benefit, we can improve the equality of opportunity for players across all six confederations and all 211 member associations and, ultimately, improve global competitiveness for the future health of football.

Yours in football,

**Arsène Wenger**

FIFA Chief of  
Global Football  
Development



## 1. ECOSYSTEM ANALYSIS 2020-2021

As shown in the [global report](#), well-organised youth football systems contribute towards senior success. The completion of the 18-month global ecosystem analysis (ESA) revealed two complementary findings:

- A clear view of the global imbalance that exists in football, and
- The great potential of the MAs' talent development programmes to tackle this imbalance



## 2. SCHEME 2022-2026

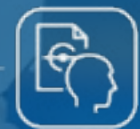
As highlighted by the FIFA President at the 71<sup>st</sup> FIFA Congress in May 2021, the TDS will offer “a tailor-made concept for each country on how best to operate to give every talent a chance”.

### What is the TDS?

The TDS provides bespoke consultancy services for the long-term collaboration on talent development based upon four pillars of support.



FUNDING



EXPERTISE



KNOWLEDGE  
EXCHANGE



TRAINING &  
EDUCATION



## WHAT IS THE AIM OF THE TDS?

The TDS aims to create a sustainable legacy for long-term talent development by maximising each participating MA's opportunities, as identified in their individual ESA report. In doing so, FIFA will support each participating MA to reach its full potential and give every talent a chance.

### Benefits of the TDS



#### Expertise:

Bespoke guidance delivered by leading specialists to help each MA to create a state-of-the-art and tailor-made talent development programme



#### Knowledge exchange platform:

To enable collaboration between MAs to allow them to address common challenges and discover potential solutions facilitated by FIFA's specialists



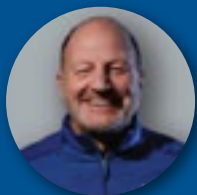
#### Training & education:

Delivered on-site and online through the recently launched FIFA Training Centre to provide knowledge and insights into the six key areas identified in the ESA



#### Funding:

Dedicated resources to support the above activities and promote a long-term collaboration with a view to establishing a strategic talent development plan



**Ged Roddy** – FIFA High-Performance Specialist and former Director of Football Development of the English Premier League

"The high-performance specialists will create a unique partnership, bringing the combined knowledge, know-how and expertise of FIFA and the member association together. Using what we have learned from the ecosystem analysis and by applying dedicated funding and access to training and education resources, the TDS will become a bespoke project designed specifically to support and maximise player development across the game."



**April Heinrichs** – FIFA High-Performance Specialist and former coach of the US women's national team

"It's exciting to learn that FIFA will be working closely with each MA to support the development of players, coaches, leagues and national teams. This new partnership will generate a collaborative and innovative approach on how to solve each country's unique challenges to improving pathways for talented boys and girls."

## 2022 – APPLICATION FOR THE TDS

To apply for the TDS and to be eligible to receive funding in 2022, each MA must meet the criteria outlined below.

1. **Complete the ESA.** Any MAs that did not participate in the ESA will be provided with another opportunity to do so.
2. **Complete an application form** outlining the MA's strategic priorities, how the TDS project will be managed, and a signed declaration.

There will be two windows in which to submit applications for the TDS, which will close in March 2022 and June 2022. FIFA's high-performance specialists will assess each application, along with the ESA findings, to determine whether an MA is ready, willing and able to participate in the TDS.





## APPLICATION

- ✓ **ESA status:** confirmation that the MA has completed the ESA process, or would like to do so
- ✓ **Strategic priorities:** an outline of the MA's strategic priorities for supporting talent development
- ✓ **Stakeholder engagement:** an outline of the MA's key stakeholders (both internal and external) in supporting the areas listed in section 2 and how the MA plans to engage with them throughout the project
- ✓ **Project management:** an outline of the MA's project management team and its organisation for supporting talent development based upon the areas listed in section 2
- ✓ **Declaration of commitment:** an outline of the MA's intent and commitment from an executive level to show that they are ready to pledge their efforts towards the TDS



## ENDORSEMENT & FUNDING

Successful applicants will enter a planning phase in 2022. With the support of dedicated FIFA high-performance specialists, the focus of this phase is for the MA to plan and prepare for the implementation of the TDS from 2023. This will include the identification of key objectives, alignment with associated stakeholders, and the development of a long-term strategic plan.

FIFA will provide each MA that successfully applies for the TDS in 2022 with funding of USD 50,000. An MA may use this funding for the following activities as it prepares for the implementation phase of the TDS\*:

1. Project organisation support for the TDS (e.g. recruiting a dedicated project lead)
2. Further analysis of one or more of the six key areas of the MA's ESA report
3. Pilot project based on the recommendations set out in the MA's ESA report
4. Alignment with the key stakeholders within the MA's talent development ecosystem

\* This list is not exhaustive.

# FROM 2023 IMPLEMENTATION OF THE TDS

Each MA that successfully applies for the TDS in 2022 will be supported by a dedicated team of FIFA high-performance specialists who will help the MA to develop, iterate and execute a long-term plan for talent development.

The full implementation phase of the TDS will begin in 2023 and will be supported by training and education

through the FIFA Training Centre, and knowledge-sharing with accompanying financial and non-financial resources that will be provided to each participating MA on an annual basis from 2023 onwards.

Throughout the TDS, each participating MA will be the driver of their own projects, with their dedicated high-performance specialist taking on the role of a “thought

partner” to help in the design and implementation of the assigned talent development initiatives linked to an MA’s overall objectives.

Further details on the implementation of the TDS from 2023 onwards will be announced in due course.

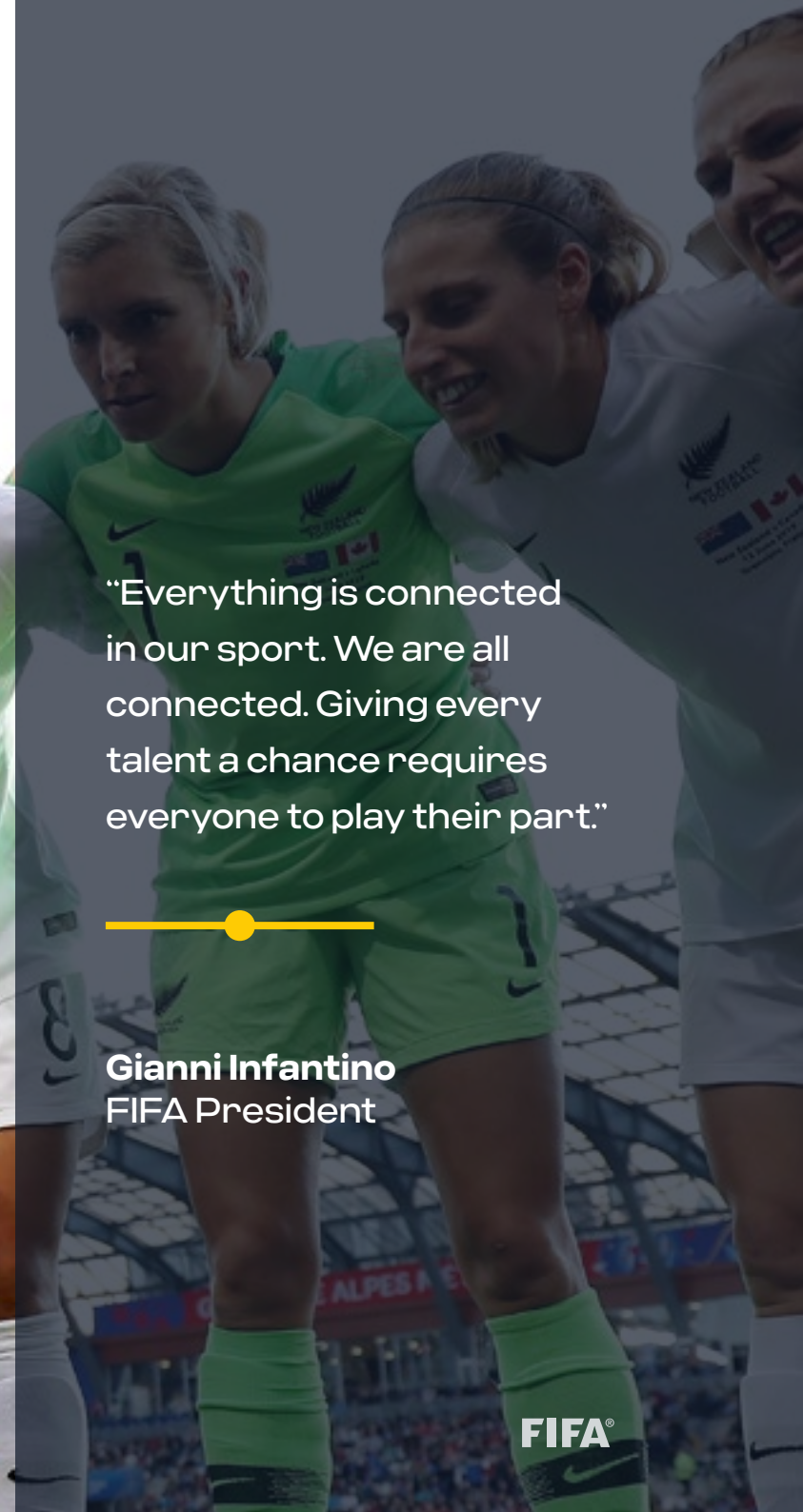
## TIMELINE



If you have any questions regarding the TDS, please do not hesitate to contact the High Performance Programme Department at [tds@fifa.org](mailto:tds@fifa.org)







“Everything is connected in our sport. We are all connected. Giving every talent a chance requires everyone to play their part.”

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**Gianni Infantino**  
FIFA President





**FIFA®**  
**Talent**  
**Development**  
**Scheme**