**Recruitment**

Local USA Hockey Officiating Staff will use recruitment methods to draw awareness to the opportunities as an ice hockey official.

Primarily focus will be toward young male and female youth players. (with extra effort driven toward 18-21 year-olds ending high-level play). However, there should still be effort focused toward adults looking for ways to stay (or get) involved in the sport.

It's very critical that the expectations are clearly long-term commitment from prospects.

**Recruitment Tools:**
- Posters
- Brochures
- Presentations
- Video Presentations
- Recruitment emails through local hockey associations

**Learn to Train**

Once recruited, the official begins to learn fundamentals of the USA Hockey Officiating Program. This includes steps of Membership Registration and Educational Resources, This is when the basic foundation of all skills is built so it is critical that all information taught at this stage follows USAH guidelines.

Local officiating groups are encouraged to find Registration Mentors for brand new officials to offer support while completing steps and learning officiating fundamentals.

**Educational Resources:**
- USAH Rulebook & Casebook
- Officiating Manuals
- Online Modules
- USAHockey.com
- Stripes Newsletter
- Local Supervisors

**Train to Train**

This stage is when the official begins to work games and apply their basic fundamentals. It's strongly recommended that game assignments begin at an age-level below the official's age (8U Cross-ice and 10U).

Building a positive learning experience is critical at this stage. All local officiating groups are encouraged to build Mentor Programs that pair new officials with veterans. The mentors will offer development support and report progress back to local assignors.

Most officials will stay in this stage for the length of their careers. Local Assignors should make every effort to balance games that challenge and games that offer a “comfort zone” where the official can practice the development of skills.

**Learn to Compete**

At some point an official personally decides to work District or National playoffs, or work levels beyond the grassroots level (college pro, etc). To succeed at these levels, they must master fundamentals and learn to compete against other officials.

The official will need to take skill development beyond annual Member Registration (Seminars, Modules, etc.). The official must attend additional programs to learn proper physical and mental training techniques. With consistent application, the official will improve skill-set and advance beyond other officials.

**Advanced Programs:**
- Advanced District Development Prog.
- District Camps
- National Showcase Evaluation Programs
- National Camps

**Train to Compete**

To advance, the official must personally dedicate themselves to consistently be a top performer and conquer the level they currently work.

To conquer a level the official must personally develop skills to a point where they outperform teammates, earn the respect from teams, and become leaders on and off the ice.

The USA Hockey Junior Officiating Development Program is the next recommended step. JODP Assignments are in a tiered structure of Junior and Pro leagues where development and advancement are the primary goals.

**JODP Assignments:**
- SPHL Pro Hockey
- USHL Tier I Jr. Hockey
- NAHL Tier II Jr. Hockey
- ACHA College Hockey
- Tier III Junior Hockey

**Train to Succeed**

The USAH Officiating Program is primarily a grassroots-based community that relies heavily on volunteer support.

Each official that attends advanced development programs is obligated to bring the information they learn back home and share with their local officiating community.

Furthermore, officials who advance are highly encouraged to give back as seminar instructors, mentors, and evaluators.

The officials that reach the highest levels of the game will achieve an elevated status among the local officiating community. They are encouraged to represent USA Hockey and all officials in the best light.

**Additional Opportunities:**
- Seminar Instructor Training Program