ADVANCEMENT & RETENTION

THIS DOCUMENT IS A RECORD OF THE CHALLENGES ADDRESSED AT THE 2019 OFFICIAL’S SUMMIT AS WELL AS IDEAS SUGGESTED TO HELP WITH PLANS FOR BOTH ADVANCEMENT AND RETENTION, IN THE ORDER THAT THEY WERE DISCUSSED.
Challenges

- Communication Distribution
- Increase in fees to be Class B (also Safesport and bckgnd chk)
- Lack of Opportunity
  - A level judges, but strictly a C official and don’t want to be a ref
- Recruiting (too much / too little)
- Timing of renewal
- Lack of fun?
- Is the job function the same or should we rethink the job?
- What generation are they now?
- Onerous training
- Assignment tool not functional or transparent
- Scarcity of C Moto class – motor population outpacing the need?
- Who owns the problem of supporting officials?
- What support would be valuable from USA Cycling/Nationally?
- How does officials who avoid working with certain race directors affect retention?
Ideas

- Workshops and/or advancement channels specific to a type of skill (judging, referee, motor, etc.)
- Half day options or split shifts
- Younger generations would like to see officials being promoted on social media
- Junior parents make good officials
- Automatically create an advancement Google sheet for Cat C officials after the C Class
- Communication to C officials in their first year—similar to HUB and SPOKE
- Recruit collegiate racers to officiating at Nationals
- How do we provide Randy information about developing B officials
- Share ideas among LAs to support officials and promote talent—need a central mechanism
- More equitable access to requesting races and asserting interest in advancement—clear pathway with guidance
- Value to saying what you’re interested in and value to being picked by someone who sees your potential
More Ideas

► Would requiring teams to have an official help with recruitment?

► A universal system for scheduling across the country would be valuable

► Self selecting could be a checkbox on the license profile

► Make the advancement Google spreadsheet as an App that is connected to the license

► Hold C Classes between road and CX seasons

► Add officiating and a way to garner interest to the New Ride advertising

► Look more closely at how tiered license fees affect recruitment and retention

► Add coordinated marketing specific to officiating coming from USAC – some universal messaging

► Create a feedback mechanism for officials and race directors

► Provide a discount for multiple cycling licenses

► Instead of war stories – are we talking about officiating in the proper light? #officialfun
More More Ideas

- Be proactive about building community
- Talk to our officials under 40 to collect data about what works and got them here
- How are apprenticeships requested and assigned?
- Provide a way to request assignments that help officials complete modules and goals
- Directions for how to use the website, log into account, find resources, etc.
- Judge specific specialty track separate from categorizations.

IF YOU WOULD LIKE TO WORK ON A TASK FORCE TO HELP IMPLEMENT SOME OF THE IDEAS GENERATED AT THE 2019 SUMMIT, CONTACT rshafer@usacycling.org