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RUGBY

PATHWAY TO GOLD

TALENT DEVELOPMENT PROGRAM

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Rugby's Pathway to Gold Program

The ARU Rugby's Pathway to Gold program is a national youth talent development and selection program from grass roots through to high performance rugby.

Rugby's Pathway to Gold program endeavours to develop our future Wallabies and Olympians from throughout Australia with an accessible, highly effective and attractive pathway of high performance player development and competition programs delivered and supported by experienced and proven coaches and staff. The program also aims to support key stakeholders including coaches and program coordinators at club, school, regional and provincial level. The program provides key milestone performance measurement opportunities in the form of national and/or international competition at U15, U16, and U18 year age groups including 7s Rugby. Rugby's Pathway to Gold program will ensure Australia remains a world rugby power on an ongoing basis at all levels of the game and will provide an enjoyable and rewarding rugby experience for all selected players and coaches.

Rugby's Pathway to Gold program comprises of the following elements:

- **National & Junior Gold Squad**
- **Junior Gold Regional Talent Centres**
- **Junior Gold 7s Rugby Program**
- **Rugby's Pathway to Gold Talent Discovery Program**
- **Australian Schoolboys Program**
- **National Schoolboy Championships**
- **National U16s Championships**

About the National & Junior Gold Squad Program

The support, long-term development and selection of our young players in the 14-18 year age group (schoolboys) is seen as a critical underpinning component of the plan to ensure Australia remains a dominant world rugby power. In order to achieve significant results in the youth talent development area, Australian Rugby has sought to build an aligned and systematic model of programs that ensure greatest access to all players (and potential players) as well as make best use of current resources.

In late 2009 the Australian Rugby Union relaunched the National Talent Squad (NTS) program to become the National Gold Squad (NGS) and Junior Gold Squad (JGS) program operating under the overarching national talent development program titled Rugby's Pathway to Gold.

The nationally lead and coordinated program is conducted at various levels throughout Australia seeking to provide genuine access and opportunities to all talented players. The program purpose is:

- 1) To provide high level talent development access and opportunities for the potential best young players (14-18yrs) in Australia; and
- 2) To provide nationally coordinated, systematic, progressive and expert coaching to all players selected in national talent development programs. The coaching and education will be lead by nationally developed long term player development models that will support the players to reach their potential and perform at the highest levels of rugby in future years (Super Rugby and Wallabies). Players will be developed both on and off the field in order to provide 'Whole of Player' development; and
- 3) To select players to graduate into higher level talent development programs that have proven to have the commitment and potential performance levels required at these higher levels; and
- 4) To compliment and actively support key stakeholder programs and activities

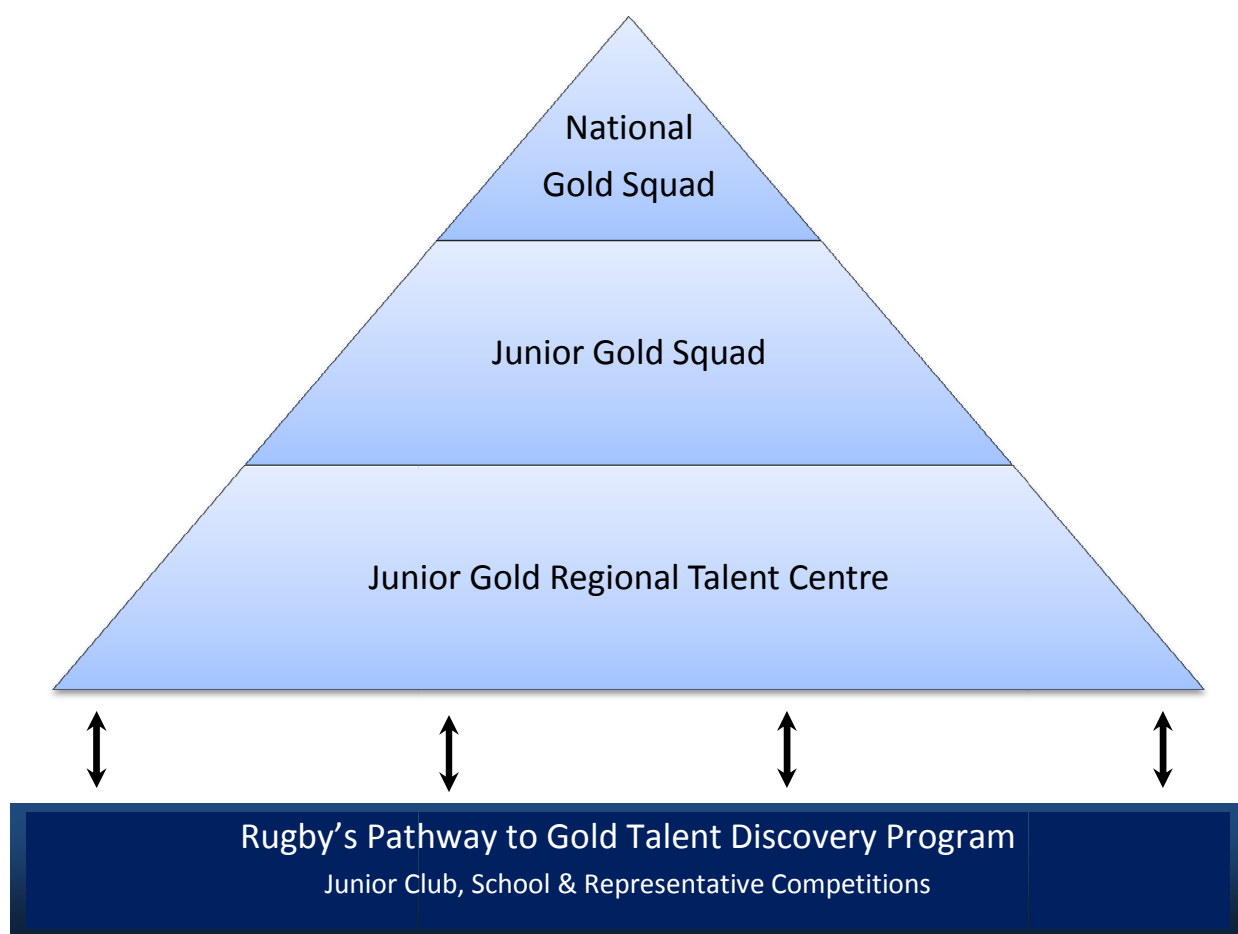
National models for skill and physical development have been developed by the ARU's High Performance Unit including involvement by key Wallaby coaching staff. The off-field development of Australia's best young players is viewed as equally as important as their skill and physical development. Accordingly, the program invests heavily in various life skills education providing all players with the tools to handle not only high level rugby representation, but also to become better young men. The Junior Gold Life Skills program engages experts from Griffith University in Queensland to deliver comprehensive and direct education to both players and parents on what to expect and how certain decisions can have a huge impact on ambition.

Importantly, all programs highlight that selection into national development programs does not guarantee any future involvement or selection at higher levels in the pathway. Not all players will graduate into professional rugby programs. Players are encouraged to become the best they can be and work hard to ensure they are ready and equipped to take up any opportunity that presents itself through the pathway. The program highlights that hard work and commitment to develop overrides talent alone.

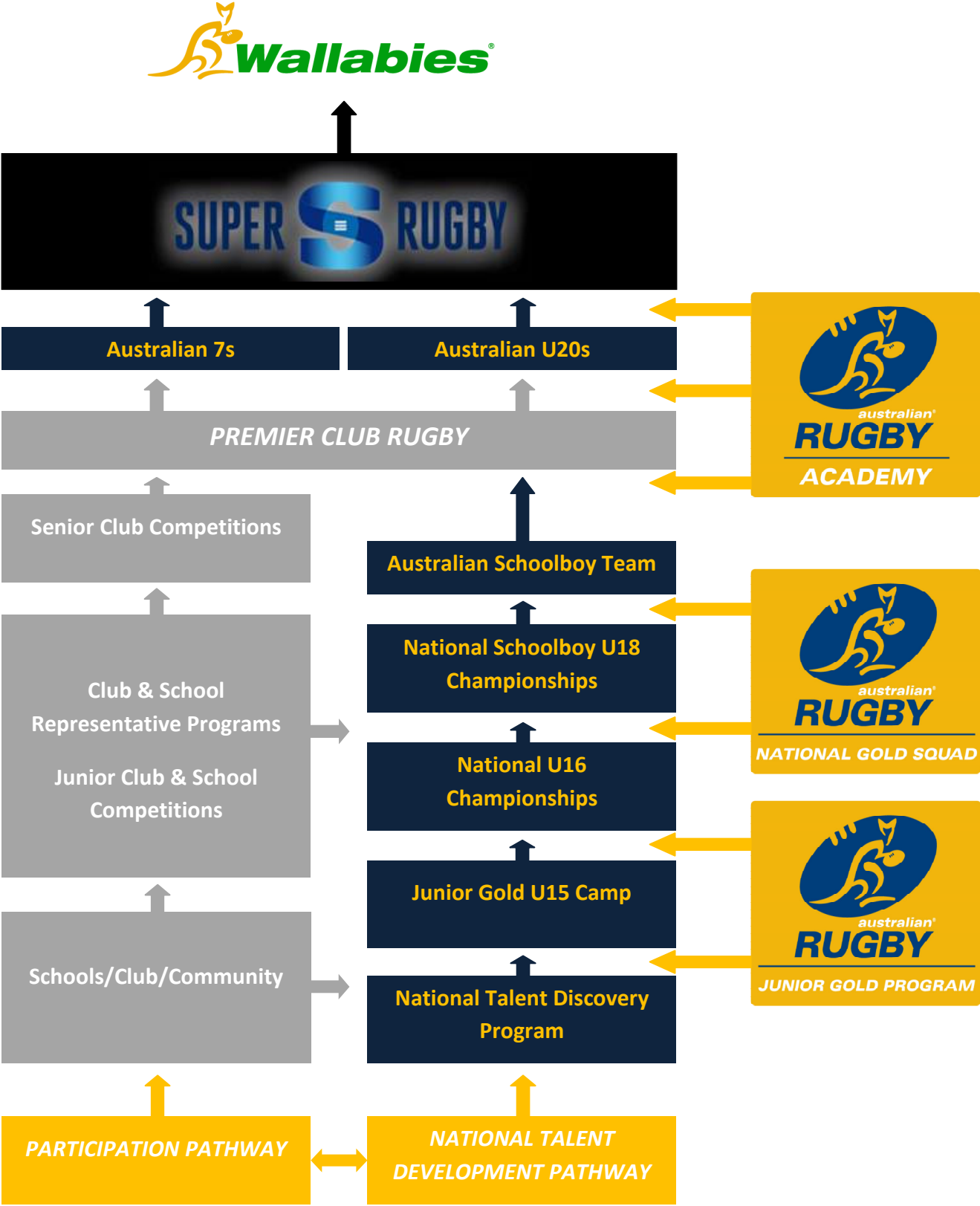
The National and Junior Gold programs are supported by Rugby's Pathway to Gold Talent Discovery program and ensure alignment with key competition and representative pathways (see the High Performance Player Pathway). The program's servicing model also seeks to assist and compliment other key stakeholders such as junior clubs, schools and representative programs by targeting the education and support of both players and coaches.

To enable widespread access and to offer high level development opportunities to more players across Australia the following national talent development program model – Rugby's Pathway to Gold - has been developed:

Rugby's Pathway to Gold - Youth Talent Development Programs



Rugby's Pathway to Gold Program



National Gold Squad

The National Gold Squad is selected as the potential best young players in the country with the opportunity to gain higher level honours in year 11, year 12 and first year post school. Approximately 100 players will be selected for this program each year. The program is managed and coached by professional coaches from the ARU High Performance Unit.

Program training centres will operate in Sydney, Brisbane, Canberra, Perth and Melbourne. Regionally based players will be serviced remotely and via camps and other underpinning programs in the regions within which they reside.

Players will undertake annual training programs specifically periodised for each stage of the season. Training programs will target:

- Rugby skill and game development
 - Principles of Rugby
 - Core Skills
 - Individual/Position and Unit Specific Skills
 - Performance assessment (game viewing)
- Physical development
 - Strength (core competencies and weight training)
 - Speed & Agility
 - Aerobic conditioning
 - Flexibility
- Off field development
 - Life Skills
 - Nutrition & Hydration
 - Injury Prevention
 - Recovery
 - Mental Skills
 - Laws
 - Game/Performance Analysis
 - Drug Education (ASADA)

Players are informed of their selection in the program through August to October. The training program runs November-September with weekly sessions varying depending on the time of season. During the off and pre-season 3-4 sessions per week will be conducted. In season the number of scheduled sessions in the respective centres will reduce to 1-2 with many sessions being conducted in the players' school or club training environment.

Players entering the squad will begin a probation period of 4-6 weeks to ensure they fully comply with the selection criteria and standards and expectations of the program. Professional program staff will assemble in early December to finalise the selection of players from the probation period into the full National Gold Squad program. Additional players can be selected and added to the program at any stage during the year.

The training programs will be integrated into school, club and representative programs as best possible. It is the intention of the National Gold Squad program to compliment the various development and competition programs that the players are involved in, not to take them away.

Through the program players will be monitored and assessed by the professional Super15 programs with a view to contracting players into Academies and Super15 squads post school. All players will graduate into important Colts and Premier rugby programs where they will continue to be monitored and assessed for professional and age team representation selection ie Super15, Academy, Australian U20s Team, and Australian 7s Team

Junior Gold Squad

The Junior Gold Squad selects the potential best young players in school years 9 to 12 across the country outside of the National Gold Squad. Approximately 175 players will be selected for this program each year. The program is managed and coached by professional coaches from the ARU High Performance Unit.

Program training centres will operate in Sydney, Brisbane, Canberra, Perth and Melbourne. Regionally based players will be serviced remotely and via monthly training days and other underpinning programs in the regions within which they reside.

Players will undertake annual training programs specifically periodised for each stage of the season. Training programs will target:

- Rugby skill and game development
 - Principles of Rugby
 - Core Skills
 - Individual/Position and Unit Specific Skills
 - Performance assessment (game viewing)
- Physical development
 - Introduction to Strength (core competencies)
 - Introduction to Speed & Agility
 - Introduction to Aerobic conditioning
 - Introduction to Flexibility
- Off field development
 - Introduction to Life Skills
 - Introduction to Nutrition & Hydration
 - Introduction to Injury Prevention
 - Introduction to Recovery

Players are informed of their selection in the program through August to October. The training program runs November-March with monthly sessions and for U15 year old players may begin with the National Junior Gold Camp. Additional players can be selected and added to the program at any stage throughout the year. Players may graduate from the Junior Gold Squad into the National Gold Squad at any stage during the year.

The training programs will be integrated into school, club and representative programs as best possible. It is the intention of the Junior Gold Squad program to compliment the various development and competition programs that the players are involved in, not to take them away.

Older players in the program will be monitored and assessed by the professional Super15 programs with a view to contracting players into Academies and Super15 squads post school. All players will graduate into important Colts and Premier rugby programs where they will continue to be monitored and assessed for professional and age team representation selection ie Super15, Academy, Australian U20s Team, and Australian 7s Team.

Junior Gold Regional Talent Centres

The Junior Gold Regional Talent Centres underpin the National and Junior Gold Squad programs providing high level talent development programs at regional level. The centres recognise and utilise existing regional Academy and provincial talent development programs across Australia and ensure each of these programs has access to national models of development and coaching staff. A map of all Junior Gold Regional Talent Centres is shown below.

The centres select the potential best young players 14-17 years of age within the region. In some cases the program is managed and coached by ARU High Performance coaching staff and ARU Development staff, with other centres being coordinated by State Union coaching staff or regionally based Regional Academy or provincial program coaches and administrators.

Regionally based centre coaching and administration staff are critical to the program and receive in-servicing and support from the ARU's High Performance Unit and ARU Development staff. These coaches and administrators are selected as the best coaches in the respective regions.

Players will undertake annual training programs specifically periodised for each stage of the season. Training programs will target:

- Rugby skill and game development
 - Principles of Rugby
 - Core Skills
 - Individual/Position and Unit Specific Skills
 - Performance assessment (game viewing)
- Physical development
 - Introduction to Strength (core competencies)
 - Introduction to Speed & Agility
 - Introduction to Aerobic conditioning
 - Introduction to Flexibility
- Off field development
 - Introduction to Life Skills
 - Introduction to Nutrition & Hydration
 - Introduction to Injury Prevention
 - Introduction to Recovery

Players are informed of their selection in the program through August to October and some centres will conduct selection trials. The training program runs November-March with training schedules varying between centres. Regional players selected in the National and Junior Gold Squads will undertake a majority of their off and pre season training in these centres. Players may graduate from the Junior Gold Regional Talent Centres into the National and Junior Gold Squads at any stage during the year.

The training programs will be integrated into school, club and representative programs. It is the intention of the Junior Gold Regional Talent Centre program to compliment the various development and competition programs that the players are involved in, not to take them away.

Players in the program will be monitored and assessed by centre, state union and national program coaching staff with a view to offering players higher level opportunities where earned. All players will graduate post school into important Colts and Grade rugby programs where they will continue to be monitored and assessed for premier rugby, professional and age team representation selection ie Premier Club Rugby, Super15, Academy, Australian U20s Team, and Australian 7s Team.

Junior Gold Camp

The Junior Gold Camp is a national camp held in October each year at the AIS, Canberra for the potential best U15 year old players in the country. The camp is conducted by professional ARU High Performance coaching staff and provides an important benchmarking opportunity for players and coaches prior to entering the challenging U16 age group.

Approximately 110 players are invited into the camp where they will be introduced to the Junior Gold Squad program and be involved in a series of testing, education, training sessions and games over 2 ½ days. Scheduled sessions include:

- Rugby skill and game development
 - Principles of Rugby
 - Core Skills
 - Games
 - Performance assessment (game viewing)
- Physical Testing
 - Speed
 - Aerobic/Anaerobic Capacity
 - Power
- Off field development
 - Introduction to Life Skills
 - Introduction to Nutrition & Hydration
 - Introduction to Recovery

Physical testing and education is provided by the AIS – a leader in world sport and athlete development. Players will begin the off-field education program with an introduction to nutrition and hydration, recovery and Life Skills. On field training will comprise of core and unit skill sessions culminating in a series of games between all selected players.

The camp becomes the initial stage of the Junior Gold Squad program for U15 year olds.

2010/2011 Program

15-17 th October 2010	2010 Junior Gold Camp – AIS, Canberra
November 2010	Junior Gold Training Day – Sydney & Brisbane
January 2011	Junior Gold Training Day – Sydney & Brisbane
February 2011	Junior Gold Training Day – Sydney & Brisbane
March 2011	Junior Gold Training Day – Sydney & Brisbane

Location of Junior Gold Training Centres



The National High Performance Player Pathway

The National High Performance Player Pathway provides various opportunities for players (men and women) throughout Australia to access regional, provincial and national levels of development, representative and competition programs. The pathway table below showcases the important role club, school and representative level programs play in the development and selection of Australia's best players.

AGE GROUP	DEVELOPMENT PATHWAY	COMPETITION PATHWAY	REPRESENTATIVE PATHWAY
21+	SuperRugby Squads Australian 7s Squad Australian Women's 7s Squad National Academy (Men & Women) Premier Club	iRB World Cup & Test Matches Olympic Games (Men & Women 7s) Commonwealth Games SuperRugby Tournament iRB World Sevens Series iRB Sevens World Cup (Men & Women) Premier Club Competitions	Wallabies Wallaroos SuperRugby Teams Australia 7s Australia Women's 7s
20	SuperRugby Squads Australian 7s Squad Australian Women's 7s Squad National Academy (Men & Women) Premier Club	iRB World Cup & Test Matches Olympic Games (Men & Women 7s) Commonwealth Games SuperRugby Tournament iRB World Sevens Series iRB Sevens World Cup (Men & Women) iRB Junior World Championships (U20) Premier Club Competitions	Wallabies Wallaroos SuperRugby Teams Australia 7s Australia Women's 7s
18-19	SuperRugby Squads Australian 7s Squad Australian Women's 7s Squad National Academy (Men & Women) Premier Club	Olympic Games (Men & Women 7s) Commonwealth Games SuperRugby Tournament iRB World Sevens Series iRB Sevens World Cup (Men & Women) iRB Junior World Championships (U20) Premier Club Competitions	SuperRugby Teams Australia 7s Australia Women's 7s Australia U20
17-18	National Gold Squad Junior Gold Squads Junior Gold Regional Talent Centres Club and School programs	National Schoolboy Championships U18 State Schoolboy 7s Tournaments State Schoolgirl 7s Tournaments State & Regional Junior U17 Challenges Club & School Competitions	Australian Schoolboys U18 State Schoolboy Teams School Association Teams State Junior U17 Teams Regional Junior U17/18 Teams
16	National Gold Squad Junior Gold Squads Junior Gold Regional Talent Centres Club and School programs	National U16 Championships State & Regional Junior U16 Challenges State Junior Championships Club & School Competitions	State U16s Teams Zone & Regional Junior U16 Rep Teams School Association U16 Teams
14-15	Junior Gold Camp Junior Gold Squads Junior Gold Regional Talent Centres Club and School programs	State & Regional Junior U15 Challenges State U15 Regional Championships State Junior Championships Club & School Competitions	State Junior U15 Teams Regional Junior U15 Teams District & Regional Junior Rep Teams

National Gold Squad Graduates

Since the inception of the National and Junior Gold Squad program in 2004 (formerly known as the National Talent Squad) the following players have been capped at Wallaby and SuperRugby level:

Wallabies

Kurtley Beale	Saia Faingaa	David Pocock
Quade Cooper	Will Genia	Rob Simmons
Pek Cowan	Rob Horne	James Slipper
Ben Daley	Ben McCalman	Lachlan Turner
Anthony Faingaa	James O'Connor	

SuperRugby

Kurtley Beale (Waratahs)	Michael Hooper (Brumbies)	Edward Quirk (Reds)
Quade Cooper (Reds)	Rob Horne (Waratahs)	Jake Schatz (Reds)
Ben Daley (Reds)	Leroy Houston (Reds)	Rob Simmons (Reds)
Rod Davies (Reds)	Jack Kennedy (Reds)	James Slipper (Reds)
Dave Dennis (Waratahs)	Christian Lealiifano (Brumbies)	Andrew Smith (Brumbies)
Anthony Faingaa (Reds)	Ben Lucas (Reds)	Richard Stanford (Force)
Colby Faingaa (Brumbies)	Alfi Mafi (Brumbies)	Ben Tapuai (Reds)
Saia Faingaa (Reds)	Pat McCabe (Brumbies)	Afusipa Taumoepeau (Brumbies)
Charlie Fetoai (Reds)	Lachlan McCaffery (Waratahs)	Matt Toomua (Brumbies)
Damien Fitzpatrick (Waratahs)	Ben McCalman (Force)	Lachlan Turner (Waratahs)
Will Genia (Reds)	Luke Morahan (Reds)	Brando Va'aulu (Reds)
James Hanson (Reds)	James O'Connor (Force)	Laurie Weeks (Reds)
Dane Haylett-Petty (Force)	Daniel Palmer (Brumbies)	Sam Wykes (Force)
Josh Holmes (Waratahs)	David Pocock (Force)	

About the Junior Gold 7s Program

The Junior Gold 7s Program is conducted within the National and Junior Gold squad programs providing specific development for selected potential 7s Rugby. Players selected will be deemed potential players at the highest level of 7s Rugby ie Australian 7s team and will also be considered for selection in the Australian U18 7s team to compete at the Youth Commonwealth Games 7-13th September 2011.

A squad of 18-24 U18 year old players will be selected each year to form the Junior Gold 7s Squad. Players will undertake 7s Rugby specific training in skill and physical development at times in the season deemed appropriate and suitable. The program will include a national camp for the chosen squad in February/March each year at the AIS, Canberra training alongside the Australian 7s team. ARU High Performance coaching staff will manage and coach the program. Further training and representative opportunities within the program will developed over the next 12 months.

7s Rugby is a demanding form of the game and requires players to have outstanding skill and physical attributes. With fewer players on the field, every element of an individual's performance is exposed. Now a form of the game that will stand alone, development of 7s Rugby specific skills and physical attributes will only enhance a player's ability to play the fifteen a-side version.

The Australian 7s Team competes in the iRB World Sevens Series – an annual world series that involves eight tournaments around the world against all other leading rugby nations. Every four years the team compete in the Commonwealth Games whilst the game has recently received Olympic status from 2016. Warm up tournaments, and selection and training camps form an important element of the senior teams program

With inclusion in the 2016 Olympics, 7s Rugby forms an important part of the national high performance player pathway providing players with further opportunity to play at the highest levels.

2010/2011 Program

October 2010-March 2011	National 7s Program Satellite Sessions – various centres
Feb/March 2011	National Camp - AIS, Canberra
May-August 2011	Junior Gold 7s Program Squad Satellite Sessions – various centres
2-5 th September 2011	Youth Commonwealth Games Squad Assembly Camp - Sydney
7-13 th September 2011	Youth Commonwealth Games – Isle of Man

About Rugby's Pathway to Gold Talent Discovery Program

The Talent Discovery program has been developed to enhance the access to talent development opportunities of Australia's next generation of high performance players as well as assist in the very competitive market of recruiting the country's potentially best athletes. The program will be continually refined and added to, to create the very best model for player identification and recruitment.

Structures at affiliate, provincial and national levels that have served the selection and development of our potential best young players to date have been built upon in order to create the most effective and inclusive model. The national talent development and recruitment system will feed players into the High Performance Player Pathway at all levels and support key stakeholders within the framework of the umbrella youth development program – "Rugby's Pathway to Gold".

The purpose of the national talent Identification program is:

- 1) To establish a national system to improve the selection of talent and access provided to all players in Australia to the High Performance Player Pathway and talent development opportunities
- 2) To compliment and actively support key stakeholder programs and activities

The key elements of the program to deliver on the above purpose are the implementation of a National Talent Scout Network and High Performance Talent Discovery Days and the subsequent reporting and data collection systems that will provide access and opportunities to all identified players.

Critical to the effectiveness of the national talent identification program is the genuine ability to provide opportunities and access to players identified in the program. The National Talent Discovery Program has important links throughout the High Performance Pathway and the overall Pathway to Gold Program to ensure these opportunities are afforded all players identified and considered talented enough for high level involvement.

High Performance Talent Discovery Days

Rugby's Pathway to Gold Talent Discovery program will conduct a series of talent testing days in targeted regions across the country. The talent testing days seek to provide opportunities for players and potential players to be viewed by national coaching and talent scout staff as well as select talented players and support them to enter the High Performance Player Pathway. Player details will be gathered and entered into the ARU data management system so they can be tracked through their age grade rugby career.

The Discovery Days will attract players in the 12-16 year age groups and through a schedule of education, testing, training and playing activities provide players the opportunity to showcase their talents.

The Discovery Days are coordinated with local key stakeholders (eg provincial union, senior and junior clubs, schools) to ensure the discovery program supports the needs of these stakeholders whilst also servicing the talent identification needs of the regional, state and national bodies.

National Talent Scout Network

A group of experienced and knowledgeable talent scouts are identified and appointed across Australia to be the eyes and ears of Rugby's Pathway to Gold Talent Discovery program (see location of the Talent Scout Network below). The network is added to as required and not all centres have been covered in 2010. The scouts are formally recognized with national program apparel and appropriate resources including in-servicing. Full time state and ARU development staff are also in-serviced and contribute valuably to the Talent Discovery program.

The scouting network is coordinated by the ARU's High Performance Unit. The Talent Scout Network includes full time High Performance Program coaches and specific Talent Discovery staff such as National Sevens Coach and dual international player Michael O'Connor.

The talent scouts undertake and perform the following:

i) In servicing on national talent selection requirements and systems

Talent Scouts attend a program induction and ongoing training programs delivered by the ARU High Performance Unit to ensure a level of consistency in selecting and reporting on talented players. Initial induction training is held in February/March each year.

ii) Viewing of rugby and other sporting competitions/matches

Talent Scouts view a variety of rugby and other sport competitions and matches to develop a broad knowledge of the potential players in their region and/or competitions. Viewing schedules and event calendars are developed to ensure coverage of a wide spectrum of talent selection environments. Scouts develop their own formal and informal network to spread their selection scope.

Priority age groups for selection within Rugby's Pathway to Gold Talent Discovery program are 14-18 years of age. Ages outside this priority group will also be viewed.

iii) Report to professional program staff on players identified and of interest

Talent Scouts report player assessments through to the ARU's High Performance Unit. Scouts use a nationally developed and consistent reporting system.

Location of the National Talent Scout Network



About the Australian Schoolboys

The Australian Schoolboys team is the highest level of representation for players U18 years of age. The Australian Schoolboy teams are administered by the Australian Schools Rugby Union (ASRU). The ARU and ARU High Performance Unit are involved through the program including funding, programs scheduling, coaching and selection.

The Australian Schools and Australia 'A' Schools teams (two squads of 23 players) are selected from the National Schoolboy Championships conducted annually. An international match schedule is provided each year for these two teams. International matches and tours include:

New Zealand Schools

An annual fixture is played against New Zealand Schools alternating between home and away. In Australia the New Zealand Schools will play the Australian Schoolboys as well as Australia 'A' Schoolboys. On tour in New Zealand, the Australian schoolboys typically play 2 lead up games and a test match. Venues vary each year.

Pacific Islands – Fiji, Samoa, Tonga

One of the Pacific Island nations will tour Australia each year playing matches against the Australian Schoolboys and Australia 'A' Schoolboys. When touring New Zealand the Australian schoolboys will tour through a Pacific Island nations playing at least two matches including a test match.

UK – Ireland, England, Wales

The Australian Schoolboys undertake a UK tour every four years – the latest being in 2009. On tour matches are typically played against regional teams as well as test matches against Ireland, England and Wales. Ireland and England also schedule tours to Australia and play Australia 'A' and test matches against the Australian schoolboys.

The Australian Schoolboys program provides the highest level of performance benchmarking at the U18 year age group – an important high performance level and age group before players graduate into premier grade, academy and professional Super15 programs. Accordingly matches are viewed closely by high performance and Super15 coaching staff. Importantly the program also provides an outstanding education and introduction to international rugby and the opportunities it can provide to all players and coaches involved.

Many players have graduated from the Australian Schoolboys program to SuperRugby and Wallaby levels.

About the National Schoolboy Championships

The National Schoolboy Championships are the highest level of U18 year old state representation and competition in Australia. The National Schoolboy Championships are administered by the Australian Schools Rugby Union (ASRU). The ARU and ARU High Performance Unit are involved through the program including funding, programs scheduling, refereeing, coaching and selection.

The Championships comprise of a Division 1 and Division 2 competitions. The annual Championships are played at various venues across the country and include the following state and territory teams:

Division 1

ACT, NSW1, NSW2, QLD1, QLD2, WA, VIC, Combined States

Division 2

SA, NT, TAS, National Indigenous

Division 1 teams will play four matches concluding with a final and play offs over a 6-7 day competition. The Division 2 teams play four matches concluding with a final and play off over 6 days of competition.

All players are provided valuable off field education as part of the championships program.

Each state and territory team has a process for selection that includes school level, association and regional representative trial programs. The Combines States team is a selection of players that missed selection in their respective Division 1 teams and provides added opportunity for players to achieve Australian Schoolboys selection.

The Championships crown a national champion team at Division 1 and Division 2 level whilst also being the final selection trials for the Australian schoolboys and Australia 'A' Schoolboys representative teams. Many players from these Championships will graduate to higher level development and representative programs.

About the National U16 Championships

The National U16s Championships provides the first taste of open national level competition and state/territory representation for our best U16 year old players in Australia. The assembly of the best U16 year old players in the country provides an important performance benchmarking platform for players, coaches and professional high performance staff.

The Championships are conducted by the ARU in late September/October each year in either Sydney or Brisbane. The Championships schedule includes an intensive match schedule as well as important off field education for players, coaches, managers, medical staff and referees ensuring the week is a quality introduction to the levels of performance and development required to play, coach, manage and referee at the highest levels.

The purpose the Championships is to provide an effective quality platform for:

- a) the selection and development of each state/territories talented young players, coaches, managers, referees and other officials;
- b) the recruitment and retention of players, coaches, referees, managers and other officials;
- c) the benchmarking of talented U16 players;
- d) assisting with the improvement of playing standards and development of the game in all participating states/territories.

Teams competing at the National U16s Championships are:

Division 1

ACT, NSW1 (NSW Schools), NSW2 (Sydney Juniors), NSW3 (NSW Country Jnrs), QLD1, QLD2, WA, VIC

Division 2

SA, NT, TAS, National Indigenous

Each state and territory team has a process for selection that includes club and school level, affiliate and association and regional and state representative trial programs.

The Championships crown a national champion team at Division 1 and Division 2 level as well as recognizing outstanding player contributions to team performance ('Best Team Man'). Many players from these Championships will graduate to higher level development and representative programs.

National U16 Championships Wallaby Graduates

Players that have competed at the ARU National U16 Championships and graduated to being capped at Wallaby level include:

Kurtley Beale	Will Genia	James O'Connor
Berrick Barnes	Rob Horne	David Pocock
Quade Cooper	James Horwill	Rob Simmons
Ben Daley	Lloyd Johansson	James Slipper
Anthony Faingaa	Peter Kimlin	Lachlan Turner
Saia Faingaa	Ben McCalman	

Rugby's Pathway to Gold/ARU High Performance Coaching Staff

Staff	Location
Ben Whitaker ARU Talent Development Coordinator	ARU PO Box 115 St Leonard's NSW 1590 02 8005 5629
Manu Sutherland ARU HPU Programs Coach – NSW	Waratahs Sydney Football Stadium, NSW
Hugh Carpenter ARU HPU Programs Coach – NSW	Waratahs Sydney Football Stadium, NSW
Craig Twentyman ARU HPU Programs S&C Coach – NSW	Waratahs Sydney Football Stadium, NSW
Andy Clark ARU HPU Programs Coach – ACT	Brumbies Griffith, ACT
John Mitchell ARU National Programs S&C Coordinator/ HPU Programs S&C Coach – ACT	Brumbies Griffith, ACT
Chris Lane ARU HPU Programs Coach – QLD	Reds Ballymore, QLD
Jarrold Presland ARU HPU Programs S&C Coach – QLD	Reds Ballymore, QLD
Warren Andrews ARU HPU Programs S&C Coach – WA	Western Force Floreat, WA
Tyronne Mitchell VRU Director of Coaching	VRU Melbourne, VIC
Dwayne Nestor WARU Junior Elite Coach	Western Force Floreat, WA