



## Baseball Victoria Umpiring Blueprint for the Future 2023

### Introduction

This 'Blueprint' has been developed in partnership between Baseball Victoria staff along with current and past baseball umpires. It is designed to assess the needs of umpiring and develop a plan to meet those needs over the next three years.

The project has been co-designed and facilitated through leading sport strategy practitioners.

### Tools used

In order to determine the needs of the 'Blueprint' data was collected current and former umpires around the state of the game and the umpiring environment. Additionally, the first of two workshops was conducted where umpires had the opportunity to contribute to the future shaping of baseball umpiring in Victoria.

In addition to the survey, during the workshop, participants worked on the development of a Strengths/Weaknesses/Opportunities & Threats analysis to help triangulate priority areas for the future of baseball umpiring.

This 'Blueprint' is a result of that work.

### Values

During the workshop, the cohort identified the following values that the umpiring group stands for:

- Integrity** - We will act with honesty and integrity in all facets of the game.
- Consistency** - We will work towards umpiring consistently and fairly.
- Courage** - We will umpire with courage and without fear or favour.
- Mateship** - We will work together to forge great friendships and camaraderie.
- Respect** - We will respect the game and its participants in all that we do.



## Vision

*The Vision of the umpires of baseball in Victoria is to provide a fun and inclusive environment for all while developing umpires to grow and develop via clear pathways. To be respected stakeholders in the game.*





## SWOT Analysis

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>Willingness / Enthusiasm</li> <li>Opportunities</li> <li>Camaraderie</li> <li>Teamwork</li> <li>Effort</li> <li>Learning</li> <li>Growth focussed</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>Lack of coaching / training</li> <li>Ageing group of umpires</li> <li>Physically demanding</li> <li>Fragmented group</li> <li>Poor communication</li> <li>Size of recruiting pool               <ul style="list-style-type: none"> <li>➤ Non-mainstream sport</li> </ul> </li> <li>Image</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>Being a sport stakeholder</li> <li>Junior pathways</li> <li>Incentives to umpire               <ul style="list-style-type: none"> <li>➤ Training opportunities for advancement</li> <li>➤ Beginner kits</li> <li>➤ Subsidised costs</li> </ul> </li> <li>Player to umpire model (club umpires)</li> <li>Mentoring program</li> <li>Source a non-traditional income stream</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>Competition culture</li> <li>Behaviour towards umpires</li> <li>No co-ordinated junior 'T' Ball competition</li> <li>Recruiting &amp; retention</li> <li>Training &amp; education</li> <li>Tribunal               <ul style="list-style-type: none"> <li>➤ Difficulty of reporting</li> <li>➤ Perception of umpires' role at tribunal</li> </ul> </li> <li>Competition size – including Masters' comp</li> </ul>



## Priority Areas

The following three areas were identified as priorities and their related actions each year for the next three years.

By 2026, we will;

### Area 1. Change the Culture

- Build an environment where umpires are respected in all facets of the sport – on and off field.
- Ensure that umpires become a stakeholder voice in the sport.
- Rediscover harmony and connections within the umpiring fraternity.
- Provide opportunities for umpires and club coaches to meet and interact.

### Area 2. Recruit & Retain

- Pursue diversity in umpire members – including females and marginalised community groups.
- Investigate non-traditional income streams to fund umpire recruitment and retention.
- Develop a clear growth pathway for umpire development.
- Cultivate a club umpire rewards program.
- Establish an incentives program for new umpires.

### Area 3. Deliver the Umpiring Education Revolution

- Develop and roll-out an umpiring accreditation program, mapped to national model.
- Build and implement a coaching masterplan including; seminars, content, delivery modes, responsibility and platform.
- Integrate managing the tribunal experience into these plans.



## Action Plan

### Actions

Area 1	2023	2024	2025
<b>Change the Culture.</b>	<ul style="list-style-type: none"> <li>✚ Conduct umpires' forums.</li> <li>✚ Hold workshops involving club coaches and umpires.</li> <li>✚ Work with tribunal to better support umpires.</li> <li>✚ Identify a leader of the umpiring group as their representative with BV.</li> </ul>	<ul style="list-style-type: none"> <li>✚ Build social capacity of umpiring group.</li> <li>✚ Establish a base of operations for umpiring.</li> <li>✚ Encourage attendance at clubs' after match function and umpiring group gatherings.</li> </ul>	<ul style="list-style-type: none"> <li>✚ Encourage and incentivise self-sufficiency of the umpiring group.</li> </ul>
Area 2	2023	2024	2025
<b>Recruit &amp; Retain.</b>	<ul style="list-style-type: none"> <li>✚ Investigate and secure non-traditional income streams for umpire development i.e commercial partnerships, grants, philanthropy.</li> <li>✚ Establish an incentives program to cut costs for all umpires.</li> <li>✚ Begin an induction program for all new umpires.</li> <li>✚ Pursue diversity in recruitment.</li> </ul>	<ul style="list-style-type: none"> <li>✚ Create a meaningful mentoring program and train mentors to be effective.</li> <li>✚ Develop and publicise a growth and career pathway for umpires.</li> <li>✚ Cultivate an umpire rewards program for clubs who recruit BV umpires.</li> </ul>	<ul style="list-style-type: none"> <li>✚ Launch an exit interview, non-returning umpire questionnaire to identify any trends.</li> </ul>
Area 3	2023	2024	2025
<b>Deliver the Umpire Education Revolution.</b>	<ul style="list-style-type: none"> <li>✚ Create a 3-year coaching masterplan. Include tribunal training.</li> </ul>	<ul style="list-style-type: none"> <li>✚ Develop an umpire accreditation program, mapped to the national model.</li> </ul>	<ul style="list-style-type: none"> <li>✚ Review, adjust and develop next coaching plan.</li> </ul>





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## Change the Culture

Conduct umpires' forums

Hold workshops involving  
coaches and umpires

Work with Tribunal to better  
support umpires

Identify a leader of the  
umpiring group as the  
representative with  
Baseball Victoria

## Recruit & Retain

Investigate and secure  
non-traditional income  
streams for umpire  
development

Establish an incentives  
program to cut costs for all  
umpires

Begin an induction  
program for all new  
umpires

Pursue diversity in  
recruitment

## Deliver the umpire education revolution

Create a three-year coaching  
master plan