

**UWH Symposium
U.S. National Championships, Gainesville Florida, July 2008
Paul Wittekind**

Recruiting Junior Players

“Recruiting is like breathing; you must do it every day in order to survive.”

Pete Gillen, former Xavier University men’s basketball coach

- I. Advantages of recruiting junior/high school players
 - A. Institutional structure and support (from a high school or a YMCA).
 - Name recognition of a school or YMCA.
 - Part of a larger community (i.e., the school’s alumni base).
 - Insurance.
 - Access to school’s public relations efforts (i.e., open houses, website).
 - B. Advantage of being a coach/teacher in the building.
 - C. The pool of possible candidates is larger than those teenagers who are active on school or YMCA swim teams; many young people can swim and enjoy swimming.
 - D. The student team members are the team’s best ambassadors and best recruiters.

- II. Difficulties of recruiting junior/high school players
 - A. Conflicts with a student’s commitments to other extra-curricular activities.
 - B. Conflicts with a student’s commitment to a part-time job.
 - C. Lack of knowledge about underwater hockey among young people and their parents.

- III. Requirements of recruiting junior/high school players
 - Coaches must be professional and mature.
 - The team must promote itself with consistent public relations efforts through the local media to gain name recognition in the wider community.